



尊重不同 和諧共融

An Inclusive Society in Harmony

Annual Report 08/09 年報



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

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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

加入平等機會委員會(平機會)至今已經五個年頭。作為主席，這是最後一次匯報平機會的工作。我希望藉此機會對各委員和職員多年來所作的貢獻和努力，表達衷心謝意。回首過往五年的反歧視工作，我們群策群力，矢志執行推廣平等機會的職責，當中的經歷對我深具意義。

打擊歧視的另一個里程碑

香港在2008/09年邁進了另一個消除歧視的里程碑。我最初加入平機會的時候，政府正準備立法禁止香港的種族歧視。在我離開平機會之時，《種族歧視條例》已經全面實施。《種族歧視條例》及其僱傭實務守則已於2009年7月10日生效。

目前，少數族裔約佔香港人口的5%，語言、背景和習俗上的差異，為他們的日常生活帶來種種挑戰。《種族歧視條例》為社會帶來了一個契機，為所有族裔人士提供免受種族歧視、騷擾及中傷的保障，讓所有人攜手同心，締造一個具有多元文化、每個人的種族特色與傳承都得到尊重的社會。



Five years have gone by since I joined the Equal Opportunities Commission (EOC) and this is the last time I will be reporting as its Chairperson. I wish to thank the Members and staff of the Commission for their contribution and hard work. The past five years have been a fulfilling journey for me as we engaged in discharging our duties of promoting equal opportunities.

Another Milestone in Fighting against Discrimination

Hong Kong reached yet another milestone in fighting against discrimination in 2008/09. When I joined the EOC, the Government was preparing to legislate against race discrimination in Hong Kong. I leave the EOC with the Race Discrimination Ordinance (RDO) fully in operation. The RDO and its Code of Practice (CoP) on Employment became effective on 10 July 2009.

Currently, ethnic minorities constitute about 5% of Hong Kong's population. Differences in language, background and customs create challenges for them in their everyday life. By providing protection to people from all ethnic groups against racial discrimination, harassment and vilification, the RDO offers an opportunity for our community to come together to establish a multi-cultural society where people's racial characteristics and heritage are respected.



主席序言 Chairperson's Foreword

隨着《種族歧視條例》的通過，平機會現時負責執行四條反歧視條例——包括《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》和《種族歧視條例》。

實務守則

根據我們執行首三條反歧視條例的經驗，投訴大部份都是和僱傭範疇有關的。因此，為了加深僱主和僱員對《種族歧視條例》的瞭解，我們擬備了《種族歧視條例》僱傭實務守則草擬本進行諮詢。實務守則就防止工作間的種族歧視和騷擾及促進種族平等和諧提供實用指引，當中已審慎考慮了諮詢期內收到的看法和意見。完成修訂的實務守則以中、英文出版，並翻譯成六種少數族裔語言，包括印尼語、印度語、尼泊爾語、菲律賓語、泰語和巴基斯坦語。

有關種族接納的住戶統計調查

與此同時，為作好準備去迎接執行《種族歧視條例》帶來的挑戰，我們委託調查機構進行了一項有關種族接納的主題性住戶統計調查，以量度公眾在不同範疇的種族接納程度，包括就業；教育；貨品、服務及設施的提供；及處所的處置等範疇。這項調查於2008年6月至8月進行，探討市民對其他種族群體的態度與他們接觸其他族裔的經驗之間的關係。調查結果已於2009年6月公布。我們預算

With the passage of the RDO, the EOC is now responsible for implementing four anti-discrimination ordinances – Sex Discrimination Ordinance (SDO), Disability Discrimination Ordinance (DDO), Family Status Discrimination Ordinance (FSDO) and the RDO.

Code of Practice

Our experience from implementing the first three ordinances shows that majority of the complaints have been related to employment. Therefore, to enhance understanding of the RDO among employers and employees, we prepared a draft CoP on Employment under the RDO for consultation. The CoP, which gives practical guidance on preventing discrimination and harassment on the ground of race and promoting racial equality and harmony at workplace, was prepared after extensive consultation. It has been published in Chinese and English and translated into six minority languages namely Bahasa Indonesian, Hindi, Nepali, Tagalog, Thai and Urdu.

Household Survey on Racial Acceptance

Meanwhile, to prepare ourselves for the challenges of implementing the RDO, we commissioned a Thematic Household Survey on Racial Acceptance to gauge the public's acceptance of people of different races under different areas of life including employment; education; provision of goods, services and facilities; and disposal of premises. The survey, conducted during June to August 2008, also examined the relationships between people's attitudes towards other ethnic groups and their experience of interaction. The findings of the survey were announced in June 2009. We aim to use the findings of this survey in planning our future programmes targeting racial equality and harmony.



採用此調查結果來計劃未來有關種族平等與和諧的公眾教育活動。

反歧視條例扭轉不平局面

於2008年4月公布的「平等機會意識公眾意見調查」的結果顯示，受訪者普遍對平機會的工作表現持正面態度。調查結果顯示，96%的受訪者個人認為平等機會是非常重要的或頗重要的。受訪者有此想法的主要原因是他們相信平等機會能為個人討回公道(77%)、有助提升香港的形象(58%)、有助個人發展(50%)和有利香港經濟發展(49%)。

處理歧視個案

我們相信，大眾對平機會及其工作的認識已顯著增加——這點由平機會過去五年來收到的投訴數目顯著上升足以證明。對比2004年的595宗投訴，去年的投訴數目為817宗。在2008年的總投訴中，有56%是關乎《殘疾歧視條例》，當中大部份與僱傭範疇有關。

每當收到投訴，我們會盡力透過調解來達致和解。調解是一個讓雙方可以磋商及探討如何解決糾紛的程序。有時，調解並不成功，在此情況下，投訴人可以選擇向平機會申請法律協助。

Making a Difference

The findings of the Survey on Public Awareness on Equal Opportunities released in April 2008 revealed positive response towards the EOC's performance in general. It found that 96% of the respondents personally considered equal opportunities very important or quite important. The reasons for their attaching importance to the issue were mainly because they believed it could ensure justice for individuals (77%), it would help promote Hong Kong's image (58%), it would help individual's personal development (50%) and it was beneficial to Hong Kong's economic development (49%).

Handling Discrimination Cases

We believe there has been a significant increase in the level of awareness among people about the EOC and its work — a fact also corroborated by the significant increase in the number of complaints received by us in the past five years. While there were 595 complaints in 2004, the number of complaints were 817 last year. Of the total complaints received in 2008, 56% were under the DDO of which majority were related to employment.

Whenever we receive complaints, we try our best to settle a dispute through conciliation, a process in which the two parties are brought together to negotiate and explore ways to resolve the dispute. At times the conciliation effort fails, in which case the complainant can apply to the EOC for legal assistance.



主席序言 Chairperson's Foreword

確立先例

我們希望藉着平機會的工作推動變革、改善常規及為受屈一方討回公道，這些努力已見成果。一些獲得平機會法律協助的個案，其裁決成為了法庭先例，說明甚麼情況構成歧視。例如在2006年3月的一宗懷孕歧視個案中原訴人在產假完結復工後被解僱，法庭裁定給予她544,156元的賠償；在另一宗個案中，法庭於2008年5月判給一名因患有腎病和心臟病而被解僱的司機98,500元，作為其收入損失及感情損害的賠償。

賠償的金額尚屬次要，更重要的是向僱主發出強而有力的訊息，提醒他們解僱懷孕或生病的僱員屬於違法，令他們明白需要採取切實的步驟為這些僱員提供遷就。此外，經過我們的努力，某些服務及設施的方便程度已有所改善。例如一些銀行在我們把輪椅使用者的困難知會他們之後，就把自動打簿機設於方便殘疾人士使用的位置上。

類似以上的個案可促使僱主及服務提供者避免對其僱員或顧客作出歧視，並推動他們採納良好的措施。多年來，我們確實幫助了很多入透過調解及法律協助去討回公道。平機會自從1996年成立以來，共處理了約160,000宗查詢及約10,000宗投訴，都是關乎平等機會的問題。至目前為止，我們透過調解為遭受性別、殘疾及家庭崗位歧視的受害者取得

Setting Precedents

Through our work, we aim to change systems, improve practices and provide redress to the aggrieved party, and we believe we have succeeded in our endeavours. The judgments on cases supported by us through our legal assistance have set precedents regarding what constitutes discrimination, such as the case where the Court awarded a woman \$544,156 in a pregnancy discrimination case in March 2006. The woman was dismissed from her position upon returning to work from her maternity leave. In another instance the court awarded a driver, who was dismissed from his employment for having renal and heart diseases, \$98,500 in May 2008 as a compensation for loss of income and injuries to feelings.

Amount of compensation is of lesser significance when compared to the clear and important message for employers that dismissing a pregnant or sick employee is unlawful and practical steps need to be taken to accommodate such employees. Our efforts have also led to improved services and accessible facilities. For instance, some banks have moved their passbook update machines to accessible areas after the EOC informed them about difficulties experienced by wheelchair users.

Cases like these deter employers and service providers from discriminating against their employees or clients and motivate them to adopt good practices. We have indeed helped many people to obtain redress for their cases through conciliation and legal assistance over the years. The EOC has handled about 160,000 enquiries and around 10,000 complaints on matters related to equal opportunities since its inception in 1996. To date we have managed to secure monetary compensation



合共3,200萬元賠償；另外亦透過法律協助取得2,500萬元賠償(包括法庭判予受害者的賠償及庭外和解)。

協助市民運用法律程序

在2008/09年度，我們需要處理49宗法律協助的申請及一項覆核要求，平機會對當中的16宗個案給予協助。在這段期間，我們亦處理了五宗法庭個案，及開展了六項法律程序。有跡象顯示，上述申請有上升趨勢，有更多的個案將需處理。

有關歧視個案的法律程序現時是由區域法院根據適用於其他民事個案的訴訟規則審理，其性質較為正規，亦著重訴訟的程序性。申索人若由法律代表開展及進行歧視個案的訴訟，便可能要承受可觀的法律開支，這情況可能會窒礙市民使用裁判制度。因此，我們根據反歧視法例作出申索的裁判程序及機制展開了檢討，當中考慮了我們的運作經驗、相關的海外做法和香港其他專門審裁處的運作模式。

在2009年4月，我們向政府建議設立一個平等機會審裁處。這是一個擁有本身法定權限及法例框架的獨立司法機關，以方便公眾就涉及歧視個案向法院申訴，令有關程序更方便及較少形式上的規範。

of \$32 million through conciliation and an additional amount of \$25 million through legal assistance, including damages awarded by the court and out of court settlements for the victims of discrimination on the grounds of sex, disability and family status.

Enhancing Access to the Legal System

During 2008/09, we dealt with 49 applications for legal assistance and one request for review, and the EOC granted assistance in 16 of them. We also handled five court cases and commenced legal proceedings in six cases in the same period. There are indications that this is a rising trend and more cases are in the pipeline.

Legal proceedings in discrimination cases are currently dealt with in the District Court under the same litigation rules as for other civil cases, which are formal and technical in nature. Claimants may incur substantial legal costs to commence and conduct discrimination cases with legal representation and this may impede access to the adjudication system. Therefore, we commenced the review of procedures and mechanisms for adjudication of claims under anti-discrimination legislation by taking into account our operating experience, relevant overseas practice and the practice of other specialised tribunals in Hong Kong.

In April 2009, we made recommendations to the Government to establish an Equal Opportunities Tribunal (EOT), as a new judicial organ in its own right with its own statutory framework to enhance access to the adjudication system in discrimination cases and to make it more user-friendly and less formal.



主席序言 Chairperson's Foreword

提倡殘疾人士的權利

我們明白到，儘管《殘疾歧視條例》已經生效超過十年，但本港的殘疾人士仍然面對各種障礙。我們一直設法改善殘疾人士的情況，以幫助他們全面融入社會，我們亦不斷鼓勵政府採納「殘疾友善」的政策。

因此，我們歡迎《殘疾人權利國際公約》於2008年8月31日起於中國生效後，同時適用於香港特別行政區。我們欣然見到，在處理殘疾問題方面，公約帶來了思維上的重要轉變，把過往以慈善為本的態度轉變成以權利為本的模式。在公約於2006年12月獲通過後，我們立時促請締約國早日予以批准。平機會也曾於公約草擬階段提出不少意見，並決心履行我們在公約之下的責任。

為了實現公約的願景，我們必須消除歧視和偏見，並且正視殘疾人士所遭遇到的不平等情況。我們一方面促請政府在政策層面把殘疾人士的需要納入主流，另一方面我們亦會繼續推行公眾教育活動、研究和培訓，以提高市民對有關課題的認識，並且打破定型觀念和他們面對的障礙，致力推廣公約的宗旨和原則。

Championing Disability Rights

We realise that people with disabilities still face barriers and discrimination in Hong Kong even though the DDO has been in operation for more than a decade. We are always looking for ways to improve the situation of people with disabilities to enable their full integration into society and have continuously encouraged the Government to adopt disability-friendly policies.

In this regard, we welcome the application of the UN Convention on the Rights of Persons with Disabilities to the Hong Kong Special Administrative Region (HKSAR) following the Convention coming into force in China on 31 August 2008. We support the important paradigm shift the Convention has made in dealing with disability issues from the charity-based approach to that of rights-based approach. We had urged the Member States for the early ratification of the Convention immediately after its adoption in December 2006. We are committed to fulfilling our obligation under this Convention for which we also contributed during the drafting stage.

To transform the vision of the Convention into reality we must eliminate discrimination and prejudice, and address the inequalities experienced by people with disabilities. While we urge the Government to mainstream the needs of people with disabilities at the policy level, we will continue our public education campaigns, research and training to raise awareness about the issue and break stereotypes and barriers faced by them to promote the objectives and principles of the Convention.

巡查處所通道

我們一直與公私營界別及我們的社區夥伴合作，處理殘疾人士在僱傭及教育；處所通道；獲得貨品、服務及設施方面所遇到的基本人權問題。關乎通道及貨品、服務及設施的投訴，約佔平機會所收到有關《殘疾歧視條例》的投訴的13%。基於此原因，我們於2007年7月開展了一項「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」，調查涵蓋香港房屋委員會、香港房屋協會、領匯管理有限公司和政府所擁有、興建或管理的物業或設施的通道及使用情況。整體調查報告預定於2009/10年度公布。

支持公共交通票價優惠計劃

平機會歡迎香港鐵路有限公司(港鐵公司)公布為殘疾人士提供半價優惠，因為我們一向大力支持為殘疾人士爭取公共交通票價優惠。為落實票價優惠而所需的法例修訂經已完成，港鐵的優惠亦因此能順利生效。

提倡兩性平等

我們高度關注近年女性被描繪成性對象或依賴者的趨勢。我們不希望女性受困於這種定型看法，我們認為應教導年青女性要對自己有信心，不論男孩或女孩都應該培養適當的性別認知，這將是一個漫長的教育過程。改

Investigating Access to Premises

We have been continuously working together with the public and private sectors, and our community partners in addressing the basic human rights issues faced by people with disabilities in employment and education sector and while accessing premises, and goods, facilities and services. Accessibility-related complaints constitute about 13% of the total complaints lodged under the DDO at the EOC. For that reason we launched a Formal Investigation on Accessibility in Certain Publicly Accessible Premises in July 2007. The investigation focused on the means of access to or use of property and facilities owned, built or managed by the Hong Kong Housing Authority, the Hong Kong Housing Society, the Link Management Ltd and the HKSAR Government. The full investigation report is slated to be released in 2009/10.

Supporting Public Transport Concessionary Fares Scheme

We also welcome the Mass Transit Railway (MTR) Corporation's announcement of half fares for people with disabilities as we have been staunchly supporting the campaign for the provision of concessionary public transport fares to people with disabilities. To bring the concessionary fares scheme into effect, amendment to DDO is required and we are pleased to note that the law amendment has been made, and the MTR scheme can now proceed.

Advocating Gender Equality

We have been highly alarmed by the recent trend of portraying women as sexual objects or as dependents. We do not want



主席序言 Chairperson's Foreword

變社會對女性的思維及認知，以及避免年青人產生性別定型觀念，會是平機會另一個重要的工作範疇。

有關描述女性的手法的意見調查

為瞭解這方面的趨勢，我們進行了一項「公眾對香港傳媒描述女性的手法的意見調查」，於2008年10月公布的調查結果顯示現時的傳媒手法與公眾對這種描述女性的手法的接受程度存在失衡。調查發現，年青一代最受文字印刷媒體影響，而廣告、雜誌封面和報章則加強了把女性視為性對象的性別定型觀念，導致他們對性持開放態度，並相信女性的價值由其外表決定。

為跟進上述調查，我們聯同婦女事務委員會在2009年4月舉辦了一個名為「兩性平等與尊重：傳媒與社會文化，何去何從？」的研討會，與各界人士探討如何在不阻礙言論自由和新聞自由的原則下，抗衡現今香港媒體描述女性的手法所造成的負面影響。研討會得到公民教育委員會的支持，講者來自不同界別，他們在性別研究、傳媒或社會工作的專業範疇上各具經驗。我們已將研討會的精華短片上載至平機會的網站。

women to be trapped into this stereotype. Young girls should be taught to have confidence in themselves and both boys and girls should develop proper gender awareness. This would mean a long educational process. Changing paradigms and social perception of the female gender and discouraging gender stereotyping among youngsters would be another big area of our work.

Survey on Portrayal of Female Gender

To understand this trend, we launched a survey on the Public Perception of the Portrayal of Female Gender in the Hong Kong Media. The findings which were announced in October 2008, found that there was an imbalance between the current media practice and the public's acceptance of such portrayal. It was found that the young generation was most affected by print media and the advertisements, magazine covers and newspapers reinforced gender stereotypes of women as sex objects, and led to casual attitudes towards sex and belief that women are valued by their physical appearance.

As a follow-up to the survey, we together with the Women's Commission (WoC), jointly organised a seminar on "Gender Equality and Gender Respect – Media and Societal Culture, Where Do We Go from Here?" to explore ways of counteracting the negative effects of female gender portrayal in the Hong Kong media without infringing on the freedom of speech and freedom of the press. The seminar, held in April 2009, was supported by the Committee on the Promotion of Civic Education. The speakers comprised professionals from the fields of gender studies, media and social work. The highlights of the conference have been developed into videos and uploaded to the EOC website.

鑑於兩性平等一直是平機會工作的核心議題，多年來我們舉辦了多個有關的研討會和會議，以促進兩性間相互尊重，及打破有關性別的定型觀念。我們期望繼續舉辦此類研討會，以提高市民對這重要議題的認識。

正視薪酬差距問題

根據《性別歧視條例》，基於性別的薪酬歧視是違法的。然而，統計資料顯示，本港的男性和女性之間仍存在薪酬差距。我們致力解決此薪酬差距問題及推廣「同工同酬」和「同值同酬」的觀念。根據「同工同酬」的原則，女性僱員如擔任與男性相同的工作，有權獲得同等的薪酬。而根據「同值同酬」原則，假如女性擔任的工作與男性同事的工作有着同等的要求，即使他們的工作不同，但她仍應獲得同等的薪酬。

我們已出版實用指引，並舉辦工作坊及研討會，進一步推廣和解釋這方面的觀念。

制止「校園環境」內的性騷擾

我們一直透過不同的活動，盡力防止性騷擾，並打破女性面對的障礙和定型觀念。我們很高興政府於去年修訂了《性別歧視條例》，制止在性方面有敵意的「校園環境」。這項修訂於2008年10月3日生效。

Gender equality has always been a core subject of our work and over the years we held a series of seminars and conferences on gender equality to promote mutual respect between people of different genders and to break gender stereotypes. We hope to continue holding such seminars to raise awareness on this important issue.

Addressing Pay Disparity

Statistics show that there is a disparity in pay between men and women in Hong Kong. However, discrimination in pay on the ground of sex is unlawful under the SDO. We have been working towards addressing this disparity and promoting the concepts of Equal Pay for Equal Work (EPEW) and Equal Pay for Work of Equal Value (EPEV). Under EPEW, a female employee is entitled to equal pay when she is doing the same work as that of a man. Likewise, EPEV stipulates that if a woman undertakes work as demanding as that of her male colleague, even though the work is different, then she should receive equal pay.

We have published guidebooks and held workshops and seminars to further promote and explain the concepts.

Prohibiting Sexual Harassment in Educational Settings

We have consistently tried to prevent sexual harassment and break barriers and stereotypes faced by women through our various programmes. We are very pleased to report that the Government amended the SDO last year to prohibit sexually hostile environment in educational settings. The amendment became effective on 3 October 2008.



主席序言 Chairperson's Foreword

修訂建議由平機會提出。在修訂前，《性別歧視條例》只禁止導致在性方面有敵意的「工作環境」，但並無法律條文禁止在教育機構發生的這種行為。這項修訂是重要的一步，有助為學生締造一個安全的教育環境。

平機會與八間大專院校合作，於2007年8月推出香港首個為學生而設的《防止校園性騷擾網上課程》。這個互動網上課程解釋了性騷擾的定義和種類，以及教育機構和個人的法律責任，目的是讓同學更為瞭解甚麼行為可能構成《性別歧視條例》之下的性騷擾。

我們亦與教育局合作，向全港所有學校發放有關預防性騷擾的資料。在教育局的協助下，我們在2009年2月為超過400名中小學及幼稚園校長舉辦兩場簡介會，以幫助他們瞭解修訂的影響。我們亦為中小學生舉辦了有關預防性騷擾的戲劇表演。

為教師而設的教材套

我們亦設計了一個教材套，方便通識科的教師為學生規劃課堂，鼓勵他們以新穎的教學活動來抗衡傳媒的負面影響。我們已經向全港的中學通識科教師及教育工作者介紹該教材套，亦把教材套上載至平機會的網站，供來自不同界別的持份者參考。

Prior to the amendment, which was recommended by the EOC, the SDO prohibited sexually hostile environment only in the workplace and there were no legal provisions outlawing it from the educational establishments. The amendment is an important step forward which will help in creating a safe environment for our students in educational establishments.

On our part, we worked with eight tertiary institutions to introduce Hong Kong's first online training module on preventing sexual harassment for students in August 2007. The interactive online training programme, which explains the definition and various types of sexual harassment, and the liabilities of educational institutions and individuals, is targeted to raise the student's awareness about behavior that may constitute sexual harassment under the SDO.

We have also worked with the Education Bureau (EDB) in disseminating information on preventing sexual harassment to all schools in Hong Kong. With the assistance of the EDB, we organised two briefing sessions to over 400 principals of secondary schools, primary schools and kindergartens in February 2009 to assist schools in understanding the implications of the amendment. We also organised drama performances on preventing sexual harassment for primary and secondary students.

Teaching Kit for Teachers

We have designed a teaching kit to facilitate liberal studies (LS) teachers in planning lessons for their students that will encourage innovative education programmes to counter the negative impacts of the media. The LS Teaching Kit has been

把平等機會納入主流

過去五年，我們推出了很多嶄新的活動，透過不同的途徑推廣及提高公眾對平等機會的認識。2006年5月起，我們與香港電台第2台合作，通過每周的訪問環節，提高社會大眾的多元共融意識。該節目播放至今，致力推廣種族和諧、傷健共融、兩性平等、及尊重有家庭崗位人士等訊息。2008/09年度的節目特別著重加深市民對少數族裔群體及相關問題的認識。

善用新媒體

互聯網日益普及，我們亦於2008年2月推出平機會YouTube頻道，提高市民對平等機會及社會共融的認識。我們的YouTube頻道包括了由平機會製作探討歧視問題的短片，以及我們所有過往的電視宣傳短片。我們並於2008年10月為平機會的網站換上新的面貌，指示清晰簡易，更方便使用者瀏覽。我們還增設了《一些人·一些事 – 深思簡論》的網頁，就平等機會主流化、歧視、兩性平等及殘疾人士所面對的障礙等問題，分享我們的想法和意見。

推廣工作間的平等

我們在2006年10月推出平等機會之友會，作為一個交流平台，為商界及其他機構提供有關在職場內推行平等機會標準的指引。在

shared with LS secondary school teachers and educators over the territories. It has also been posted on the EOC's website to cater to the wide range of stakeholders.

Mainstreaming Equal Opportunity

In the past five years we introduced many new programmes and activities to promote equal opportunities and raise awareness among public through the use of various means of communications. In May 2006, we joined hands with the Radio Television Hong Kong (RTHK) Radio 2 to broadcast a weekly interview programme to raise public awareness about inclusion and diversity. The programme continued throughout the ensuing years, focusing on promoting racial harmony, inclusion of people with disability, gender equality and accommodation for people with family status. The 2008/09 programme was specifically focused on enhancing the understanding of ethnic minority communities and their issues.

Using the New Media

Making use of the popularity of the Internet, we launched the EOC YouTube Channel in February 2008 to enhance public awareness about equal opportunities and social inclusion. We have uploaded several short videos exploring topics of discrimination produced by the EOC and all our previous TV Announcements of Public Interests (APIs) on this YouTube Channel. In October 2008, we also revamped our website to make it more user-friendly with clear and easy navigation instructions. We added another section entitled "Things We Do, People We Meet – Reflections in Brief" to share our thoughts and opinions on issues such as mainstreaming of



主席序言 Chairperson's Foreword

2008/09年度，我們有260名會員，包括來自150間商業機構、政府部門、大學、中小企及非政府機構的人力資源從業員和高層管理人員。這些機構大多僱用了超過100名僱員。在2008/09年度，平等機會之友會就反歧視條例舉辦了研討會、講座及簡介會，並且舉辦了兩次探訪社會企業的活動，讓參加者更明白非政府機構如何努力為弱勢社群實現平等機會。

加強公眾意識

我們亦繼續製作於1998年首次推出的實況劇集，最新一輯共有六集，於2009年1月20日至2月24日在無線電視翡翠台播放，讓市民更加瞭解少數族裔的不同生活方式以及他們在融入社會方面遇到的問題。這輯劇集亦包含對歧視行為的分析，及以法律觀點審視平等機會問題。劇集內容已製作成教材資料套，內含數碼光碟及資料小冊子，讓教師、人力資源從業員及非政府機構的工作人員，作有關平等機會的培訓用途。我們亦定期推出電視宣傳短片，向市民大眾推廣平等機會。

日益增加的培訓服務需求

在2008/09年度，外間對於有關各反歧視條例的培訓服務需求甚大，我們為大企業、中小企及非政府機構舉辦了338場培訓課程。與去年相比，增加了46%。

equal opportunities, discrimination, gender equality and barriers facing people with disabilities.

Promoting Equality at Workplace

We launched our EO Club in October 2006 as an information-sharing platform to guide businesses and organisations to implement equality standards in workplace. In 2008/09, we had 260 members comprising of human resources practitioners and senior managers from 150 commercial organisations, government departments, universities, SMEs and NGOs. Many of them employ more than 100 employees. The EO Club organised seminars, talks and briefings on various anti-discrimination legislation and also organised visits to two social enterprises in 2008/09 to let the participants understand how some NGOs strive to realise equal opportunities for the marginalised communities.

Raising Public Awareness

We have also continued with our docu-drama series launched in 1998. The latest series comprising six episodes, aired on TVB Jade every week during 20 January to 24 February 2009, promoted understanding of different lifestyles of ethnic minorities and the problems they face in achieving social integration. The series also featured analyses of discriminatory acts and the legal perspective of equal opportunities issues. The series has been developed into educational modules comprising DVDs and information booklets to assist teachers, human resources practitioners and NGO workers to conduct training on equal opportunities. We have also been issuing APIs regularly to promote equal opportunities among the general public.

力求改進

平機會致力確保運作上的良好管治、問責性和透明度。在檢討過平機會的各項活動後，審計署署長於2009年4月發表有關的審計報告，而立法會政府帳目委員會則在2009年7月就此給予平機會進一步改善的建議。上述審計有助平機會深入探討其工作程序及運作情況。

為實現持續改善及進一步提升我們的內部管理能力，我們成立了一個由平機會委員組成，並由行政及財務專責小組召集人擔任主持的工作小組，以跟進政府帳目委員會報告和審計報告的建議。各項因應審計報告而作出的改善措施已經落實，以加強平機會的運作。

未來路向

改變社會各界在種族、性別、殘疾和家庭崗位方面的思維和看法，仍然是平機會未來工作的重要部份。我們已為2009/10年度訂定了一連串的公眾教育活動，包括與香港電台及商業一台合作，製作以平等機會課題為重點的節目。我們亦推出廣泛的宣傳活動，包括電視及電台宣傳短片、戶外廣告活動及在港鐵站、公共屋邨和商場舉行的一連串展覽，以推廣共融和平等機會的訊息。

Growing Demand for Training Services

Our training services on various anti-discrimination legislation were high in demand in 2008/09. We organised 338 training sessions for the big businesses, small and medium enterprises, and NGOs. Compared to last year, there was an increase of 46%.

Striving for Improvement

The EOC is committed to ensuring good governance, accountability and transparency in its operations. The Public Accounts Committee (PAC) of the Legislative Council gave recommendations to the EOC in July 2009 for further improvement based on the findings of the report of the Director of Audit released in April 2009 after conducting a review of the EOC's activities. The audit was a useful exercise which gave the EOC the opportunity to reflect upon its procedures and operations.

In our efforts to realise continuous improvement and to further enhance our internal management capabilities, we have formed a Working Group comprising of EOC Members and chaired by the Convenor of the Administration and Finance Committee to follow up on the recommendations in the reports of the PAC and the Audit Commission. Various improvement measures in response to the audit have already been implemented to enhance the EOC's operation.



主席序言 Chairperson's Foreword

在社會期望與平機會的 法定角色之間取得平衡

平機會的使命是保障市民免受違法歧視，但我們所採取的方式有時並未能滿足一些認為我們應該突破法定角色，為弱勢社群爭取社會公義的人士。他們的期望有時會與平機會的權責間存在着差距。毋庸置疑的是，平機會在倡導人權方面肩負着重要的角色，但同時我們須明白，平機會畢竟是法定機構，法例清楚賦予我們權責，我們應該在這些職權範圍內消除歧視。作為一個擁有特定權力去處理投訴、進行調查和調解，以及把個案帶上法庭的監管機構，我們必須保持公平，不偏不倚，並讓公眾瞭解到我們在履行職責時的公正無私。獲得所有尋求平機會協助的人士對我們的信任，對我們而言是極為重要的。我們不能、也不應在過程中偏袒任何一方而使另一方受損。公平地處理個案，是我們作為監管機構維持公信力的基礎。

公眾支持

要達致平等並不容易，當中過程漫長，需要克服重重障礙，消除定型想法，以及改變既有的態度。要達致這個目的，平機會需要向市民積極推廣平等機會訊息，鼓勵他們作出改變。我們透過不同的途徑去提高市民的敏感度，讓他們更加瞭解平等的意義，以及歧視可帶來的嚴重後果。

The Way Forward

Changing paradigms and social perception of race, gender, disability and family status will remain a big area of our work. For 2009/10, we have planned a series of public education programmes, including collaborating with RTHK and Commercial Radio 1 to produce programmes highlighting equal opportunities issues. We are also launching extensive publicity campaigns, including TV and radio APIs, outdoor advertising campaigns and series of exhibitions at MTR stations, public housing estates and shopping malls to promote and spread the message of inclusion and equal opportunities.

Balancing Community Expectations and Our Statutory Roles

The EOC sees it as its mission to protect members of the public from unlawful discrimination. But the approach we take may sometimes not satisfy those who expect us to do more than our statutory role to advocate for the disadvantaged and for social justice. At times, there is a gap between their expectations and the power that lies with the EOC. Undeniably, the EOC has an important and special role in advancing human rights, however, it is first and foremost, a statutory body with statutory limitations. As a regulatory body with specific powers to handle complaints, to investigate and conciliate and to take cases to court, it is necessary for us to remain and be perceived as fair and impartial while discharging our duties. Maintaining the trust of all parties who seek our assistance is extremely important for us and we cannot, and should not, side with one party to the detriment of the other in the way we conduct our processes. This is the foundation of our regulatory credibility.

我們相信，平機會在打擊歧視方面已取得了重要的進展，並帶動了社會常規和信念上的變革。承前啟後，平機會將繼續盡心推廣平等機會，矢志消除歧視。我們期盼得到市民大眾的了解和支持，讓我們循着最有成效的途徑，奮力促進本港的平等機會。

平等機會委員會主席

鄧爾邦

鄧爾邦

Public Support

Achieving equality is not an easy task. It is a long and time-consuming process as significant obstacles have to be overcome, stereotypical mindsets to be eliminated and attitudes to be changed. For us to achieve the desired goal, the general public needs to be educated on the subject and prepared for change. In this regard, we are using various channels to educate and sensitise people about equality and the serious repercussions of discrimination.

We believe the EOC has made important progress in combating discrimination and has effected significant changes in social practices and beliefs. We remain committed to eliminating discrimination and promoting equal opportunities. But for this to have an impact, we need public's support and understanding in finding the right way to promote equal opportunities in Hong Kong.

R. Tang

Raymond Tang
Chairperson, Equal Opportunities Commission

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

無障礙通道/設施正式調查

香港的殘疾人士在進出大廈或乘搭公共交通工具時會面對一定困難，對他們而言，方便的居住環境及順暢的通行系統仍是需要關注的議題。在平等機會委員會(平機會)接獲有關《殘疾歧視條例》的投訴中，絕大部份與無障礙通道/設施有關連，這些投訴包括無障礙通道/設施的有效性、連接性及可用性。

在2008/09年度，平機會繼續進行於2007/08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」，為經已巡查的物業擬備個別報告。是項調查巡查了60所由香港房屋委員會、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，參照法例規定，檢查這些物業是否以無歧視的方式為殘疾人士提供可使用的通道設施。

我們已把個別報告送交各接受巡查的物業，邀請他們就建議的改善措施提出意見，以瞭解他們對改善方案的想法和實行時可能面對的困難。這些意見經整理後，會連同其他持份者及關注團體的意見一併收錄於調查報告的定稿內。整體調查報告預定於2009/10年度發表。

同值同酬

儘管《性別歧視條例》訂明，根據僱員的性別而給予不同薪酬屬於違法，但香港女性的薪金在整體上仍低於男性。為解決這方面的差異，平機會正努力提高社會大眾對同工同酬及同值同酬原則的認識。根據同值同酬的原則，如一名女性員工擔當的工作與一名男性員工所負責



Formal Investigation on Accessibility

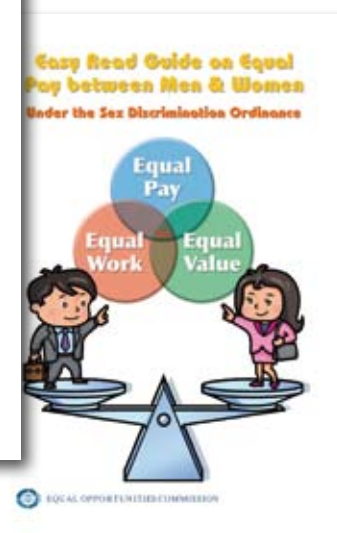
Accessibility to built environment and seamless travel is still a concern for people with disabilities in Hong Kong who face hardship while trying to enter many buildings or access public transportation. A significant proportion of the complaints lodged with the Equal Opportunities Commission (EOC) under the Disability Discrimination Ordinance (DDO) are related to accessibility, namely availability, connectivity and usability.

In 2008/09, the EOC continued to prepare individual audit access reports of the properties inspected during the Formal Investigation on Accessibility in Certain Publicly Accessible Premises, which was initiated in 2007/08. Properties and facilities owned, built or managed in sixty sites by the Hong Kong Housing Authority, the Hong Kong Housing Society, The Link Management Ltd. and the HKSAR Government were inspected for the accessibility audit to check whether or not they met the legal requirement of providing accessible facilities to people with disabilities in a non-discriminatory manner.

The individual audit access reports have been sent to the inspected estates for their comments and views on the improvement plans and the difficulties they could face regarding the proposed improvement measures. These comments, together with the comments of other stakeholders and interested parties, will be collated in the final report. The full investigation report is slated to be released in 2009/10.

Equal Pay for Work of Equal Value

Although the Sex Discrimination Ordinance (SDO) makes discrimination in pay on the ground of sex unlawful, women in Hong Kong on the whole are still paid less than their male counterparts. We are trying to address this disparity by raising awareness on the principles of Equal Pay for Equal Work (EPEW) and Equal Pay for Work of Equal Value (EPEV) under which a female employee is entitled to





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

的相同，或即使工作不同但工作要求相同，則她應與男性員工享有同等的薪酬。

為加強市民對同工同酬及同值同酬概念的認識，平機會於2009年2月出版了有關同值同酬的指南(詳見《實務守則及指引》)，以期提高公眾對此議題的認識，並向僱主提供清晰的指引和方法，讓他們可以在職場上實踐同工同酬，及採取沒有性別歧視的薪酬措施。此外，我們亦舉辦了工作坊和研討會，進一步推廣同值同酬的概念。

立法會事務委員會/小組委員會的會議

於2008/09年度，平機會代表出席了9次立法會事務委員會/小組委員會的會議，以監察和研究公眾關注的政府政策及課題。會議涉及多個議題，包括「種族歧視條例草案」、「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」、「《2008年建築物(規劃)(修訂)規例》下的無障礙通道守則」、「有關香港特別行政區政府履行《禁止酷刑和其他殘忍、不人道或有辱人格的待遇或處罰公約》的非政府報告」及「推行新學制的籌備工作」。這些文件已上載至平機會及立法會的網頁。

equal pay when she is doing the same work as that of a man or as demanding as that of her male colleague, even though the work is different.

To strengthen public understanding on the concepts of EPEW and EPEV, the EOC published a series of guidebooks on EPEV (For details, please see *Issuing Codes of Practice and Guides*) in February 2009. These guidebooks 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. Moreover, workshops and seminars were also held to further promote the concept of EPEV.

Legislative Council Panel/ Subcommittee Meetings

In 2008/09, representatives of the EOC attended nine meetings of the various panels/subcommittees set up by the Legislative Council to monitor and examine Government policies and issues of public concern. These meetings covered a wide range of topics such as “Race Discrimination Bill”, “Transport Needs of and Provision of Concessionary Public Transport Fares for Persons with Disabilities”, “Barrier-free Access Code under the Building (Planning) (Amendment) Regulation 2008”, “Alternative Report on the HKSAR under the Convention Against Torture and Other Cruel, Inhumane or Degrading Treatment or Punishment” and “Preparation for Implementation of the New Academic Structure”. Our submissions have been posted on the websites of the EOC and the Legislative Council.

殘疾人士的交通需要及為他們提供公共交通票價優惠

為社會上弱勢社群提供他們能夠負擔及使用的公共交通工具十分重要，這亦是讓殘疾人士融入社會不可或缺的一個環節。經過多年的游說爭取，香港鐵路有限公司(港鐵公司)於2009年5月宣布推出殘疾人士半價車費優惠。平機會一直堅定不移地支持公共交通工具推行殘疾人士優惠車費，為此，我們曾數度向立法會研究「殘疾人士的交通需要及為他們提供公共交通票價優惠」的小組委員會提交文件，以期能落實有關計劃。

我們歡迎港鐵公司率先推出半價優惠計劃，這是促進殘疾人士融入社會的重要一步，並減輕他們的經濟負擔。再者，港鐵公司此項新政策亦是一個榜樣，能令其他公共交通營辦商考慮為殘疾人士推出類似優惠計劃。

平機會目前正與政府緊密合作，對法例作出必要之修訂，讓此計劃得以順利實施。

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

Affordable and accessible public transport is vital for the less privileged groups in our community and it plays a particularly important role in enabling social inclusion of people with disabilities. After years of persuasion, the Mass Transit Railway (MTR) Corporation announced in May 2009 to provide concessionary fares to people with disabilities. We had been staunchly supporting the campaign for the provision of concessionary public transport fares to the people with disabilities. In this regard, we had also made various submissions to the Legislative Council’s “Subcommittee to Study the Transport Needs of and Provision of Concessionary Public Transport Fares for Persons with Disabilities” to put the scheme in place.

We welcome this initiative as “The Half Fare Promotion Scheme” by the MTR Corporation is a significant step towards integrating people with disabilities into the community and relieving their financial burden. The policy will also set an example for other transport operators in Hong Kong to consider offering similar schemes for those with disabilities.

The EOC is now working closely with the Government in making necessary statutory amendments to facilitate the implementation of the scheme.



實務守則及指引 Issuing Codes of Practice and Guides

《種族歧視條例僱傭實務守則》

《種族歧視條例》及其僱傭實務守則（實務守則）已於2009年7月10日起全面生效，為香港帶來新機遇和新挑戰，有助社會變得更美好，讓每一個生活在香港的人，無分種族，得到更公平的待遇。

《種族歧視條例僱傭實務守則》經廣泛諮詢公眾及持份者後，由平機會發出。這實務守則解釋了《種族歧視條例》法例，就如何保障我們在僱傭範疇方面免受種族歧視提供實用指引，促進職場的種族平等。

平機會於2008年10月13日至2009年1月19日的公眾諮詢期內，就《種族歧視條例》及其實務守則草擬本舉行了共55場簡報會及諮詢會，超過4,000人參加。當中包括來自僱主組織、工會、少數族裔機構、關注團體、非政府組織、政府部門的人士、人力資源從業員及市民大眾。

在諮詢期內收到的公眾意見已適當地收錄於實務守則修訂本。完成修訂的實務守則以中、英文出版，並翻譯成印尼語、印度語、尼泊爾語、菲律賓語、泰語及巴基斯坦語等六種語文。

修訂現行的僱傭實務守則

除了新制訂的《種族歧視條例》外，現有幾條反歧視條例的僱傭實務守則已沿用超過十年，目的是向香港僱主提供指引，以促進職場上不同人士間的平等機會（包括男性與女性、殘疾人士與非殘疾人士、和有不同家庭崗位的人士）。隨着公眾人士對歧視條例的注意及認識日漸加深，平機會在過往幾年接獲的投訴亦有所增加。

社會已逐漸接納平等及反歧視的觀念。尤其在僱傭範疇的議題上，更多的公司或機構已不再單單講求有否遵守條例，而是著眼於

Code of Practice on Employment under the Race Discrimination Ordinance

The Race Discrimination Ordinance (RDO) and its Code of Practice on Employment (CoP) have come into full operation from 10 July 2009. It brings to Hong Kong new opportunities and at the same time new challenges to make our society better and fairer for everyone living in it regardless of their race.

The CoP, issued by the EOC, was prepared through extensive consultation with the public and stakeholders. It intends to explain the law and to provide practical guidance on complying with the RDO in relation to employment matters as well as to promote racial equality in the workplace.

The EOC organised 55 briefings and consultations on the draft CoP and the RDO during the public consultation period from 13 October 2008 to 19 January 2009. Over 4,000 people from the general public, employers' federations, labour unions, ethnic minority organisations, concern groups, non-governmental organisations (NGOs), government departments and human resources practitioners participated in our briefings and consultations.

Public views and comments received during the consultation process have been incorporated in the final CoP as appropriate. The final CoP has been published in Chinese and English, and translated into six other languages, namely Indonesian, Hindi, Nepali, Tagalog, Thai and Urdu.

Revision of Existing Codes of Practice

The current codes of practice for the anti-discrimination ordinances, except for the newly enacted RDO, have been in use for more than 10 years providing general guidelines to the employers in Hong Kong on implementing equality of opportunities between men and women, persons with disability and those without, and among persons with different family status in the workplace. The number of complaints have increased in the past years as the public became more aware and knowledgeable of the laws.

We recognise that our society has gradually embraced the notion of equality and non-discrimination. Particularly in the employment field, the issue is no longer about complying with the law but



實務守則及指引 Issuing Codes of Practice and Guides

實行平等機會，從而更充分履行企業社會責任。有關法例已制定了十多年，隨着經驗累積，平機會已著手修訂這些實務守則，以確保它們繼續作為僱主及人力資源從業員的有用參考指引。平機會已設定更新各實務守則的時間表，且率先為《殘疾歧視條例僱傭實務守則》進行修訂。隨後，將會陸續檢討《性別歧視條例》及《家庭崗位歧視條例》的僱傭實務守則。

平機會為修訂實務守則，特地成立了內部工作小組。工作小組已著手修訂《殘疾歧視條例僱傭實務守則》的工作。小組首先透過平等機會之友會徵詢人力資源從業員的意見，瞭解他們在職場推行《殘疾歧視條例》的經驗。其後，根據收到的意見和資料，連同平機會處理投訴的經驗及本地和海外的重要案例，擬備了修訂實務守則的草擬本。修訂版加入了嶄新內容，例如全面的案例分析和三個具體有關人力資源的章節。平機會繼而向不同規模僱主(包括政府機構)的人力資源從業員、不同非政府組織及不同持份者團體的代表交流意見，以協助我們更清楚知悉他們的需要。

平機會的工作小組現正為草擬本定稿，以期可於2010年初進行為期三個月的法定公眾諮詢。經過公眾諮詢後，實務守則將於憲報刊登，並提交立法會進行審議。預計實務守則將於2010年下半年發出。

rather about the implementation of equal opportunities in the organisation for better fulfillment of corporate social responsibility. With the enforcement experiences accumulated over a decade, the EOC plans to revise these codes to ensure that they continue to serve as a useful reference tool for employers and human resources practitioners. Timetables to update various CoPs have been set up with the revision of the CoP on Employment under the Disability Discrimination Ordinance (DDO) leading the exercise. This will be followed by the review of the CoPs for the Sex Discrimination Ordinance (SDO) and the Family Status Discrimination Ordinance (FSDO).

An internal working team has been formed to carry out the revision exercise. The team has already started its work on the DDO. It first consulted with a group of human resources practitioners through the EO Club on their views and experiences on implementing the DDO at workplace. An initial draft was produced based on the information collected at these consultations, our own experiences in complaint handling, and other important local and overseas precedents. New features such as comprehensive case illustrations with analysis and three chapters specific to human resources have also been introduced. The draft was further presented to a larger group of human resources practitioners representing employers of all sizes, including government agencies, NGOs and different stakeholder groups, in order to assist the EOC in gaining a better picture of their needs.

The EOC's team is currently finalising the draft to submit for a three-month statutory public consultation aimed for early 2010. After the public consultation, the CoP will be published in the gazette and laid before the Legislative Council for negative vetting. It is slated to be issued in the second half of 2010.

同工同酬及同值同酬刊物

儘管《性別歧視條例》訂明，根據僱員的性別而給予不同薪酬屬於違法，但統計資料顯示，香港男性與女性間的薪酬仍存在差異。平機會認為，僱主在釐定薪酬制度時應採取有系統的方法，考慮市場情況和其他可影響僱員薪酬的相關因素，如工作表現、能力及資歷等。

在公眾教育方面，平機會於2008/09年度出版了一套關於同值同酬的指南，當中包括1)主要指引：《性別歧視條例下的同工同酬及同值同酬－給僱主的指引》，2)第一冊：《如何制定不含性別偏見的分析性工作評估系統》，3)第二冊：《系統化的男女平等薪酬釐定方法》，4)第三冊：《同值同酬自行評核手冊》，及5)《簡易指引》。這套指南向僱主提供實用指引，確保他們的薪酬措施不含性別偏見。這些指南文字淺白，簡潔易明，照顧到不同規模機構的僱主的需要，目的是讓它們成為一套有效的工具，在僱主釐定薪酬過程時作為參考。

隨着這些指南的面世，平機會舉辦了數個工作坊和研討會，進一步推廣同值同酬的概念。有關指南及工作坊均廣受歡迎。



Publications on Equal Pay for Equal Work and Equal Pay for Work of Equal Value

Statistics show that there is a disparity in pay between men and women in Hong Kong although the SDO prohibits unequal treatment between men and women in the terms of employment on the ground of sex. The EOC believes that a systematic approach to pay determination should be adopted in the given context, taking into account the market forces and valid factors affecting pay for individuals such as performance, competency and seniority.

In 2008/09, the EOC published a set of guidebooks on Equal Pay for Work of Equal Value (EPEV), namely 1) Main Guide: Guide to Employers on Equal Pay between Men and Women under the SDO, 2) Book One: An Illustration on Developing an Analytical Job Evaluation System Free of Sex Bias, 3) Book Two: A Systematic Approach to Pay Determination Free of Sex Bias, 4) Book Three: An Equal Pay Self-Audit Kit, and 5) An Easy Read Guide, as one of its major public education initiatives. They provide practical guidance to employers on ensuring that their pay practices are free of sex bias. They are self explanatory and written in user-friendly language, designed specifically to cater to the needs of employers of all sizes. The purpose of these guides is to serve the employers as a set of tools which they can easily refer to throughout the pay administration process.

Following the publication of these guidebooks, several workshops and seminars were held to further promote the concept of EPEV. Both the publications and workshops have been positively received.

認識平等機會 Understanding Equal Opportunities

公眾對香港傳媒描述女性的手法的意見調查

過去幾年，香港傳媒把女性描述為性對象或依賴者的情況日益嚴重，令人擔憂。年輕人正值易受影響的年齡，難免會被傳媒訊息感染。我們擔心，這些傳媒描述和定型觀念會削弱促進兩性平等的工作。

平機會於2007年開展了「公眾對香港傳媒描述女性的手法的意見調查」，以瞭解傳媒在這方面的趨向，並於2008年10月召開記者會公布調查結果。研究機構於2007年6月至2008年1月進行了1,031個住戶調查，而焦點小組亦有322人參加。

調查結果顯示，傳媒對香港年青人有深遠影響，尤其是他們對性、身體形象及社會規範方面的看法。調查亦顯示，很多人對廣告及報章上描述女性的手法感到不安，但由於他們經常接觸這類影像，故認為社會會接納這些表達手法。平機會已把調查報告派發給幼稚園、中小學、大專院校及關注性別議題的非政府機構。

在跟進工作方面，我們於2009年4月舉行了「兩性平等與尊重：傳媒與社會文化，何去何從？」研討會（與婦女事務委員會合辦，公民教育委員會為支持機構）。另外，從「公眾對香港傳媒描述女性的手法的意見調查」報告選取資料，編製成「探討性別定型與香港傳媒描述女性的手法」通識教材套（適用於新高中通識課程），並於2009年7月上載至平機會網頁。

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

Hong Kong media has been increasingly portraying women as sexual objects or as dependents in the past few years which highly alarmed us. We fear that such portrayal and stereotyping by the media would defeat our goal of promoting gender equality as young people at impressionable age get easily carried away by media messages.

In October 2008, we organised a press conference to announce the findings of a Survey on the Public Perception of the Portrayal of Female Gender in Hong Kong Media, which we launched in 2007 to understand the media trend. A household survey covering 1,031 respondents and focus group survey covering 322 participants were conducted during June 2007 to January 2008.

The Survey showed that the media has a profound influence on Hong Kong youth, particularly on their views about sex, body image and social norms. The Survey also found that many people were uncomfortable with the way women were presented in the advertisements and the newspapers yet assumed that the community would find these acceptable since they were exposed to these images on a regular basis. Copies of the Survey Report have been distributed to kindergartens, primary and secondary schools, tertiary institutions, and NGOs working on gender issues.

Furthermore, following tasks would be undertaken as a follow-up: A seminar entitled “Gender Equality and Gender Respect – Media and Societal Culture, Where Do We Go from Here?” (to be jointly organised by the Women’s Commission and the EOC and supported by the Committee on the Promotion of Civic Education) would be held in April 2009, and “A Study of Gender Stereotyping and Portrayal of Female Gender in the Hong Kong Media” Liberal Studies Teaching Kit (adapted for the Senior Secondary Curriculum of Liberal Studies) would be posted on the EOC’s website in July 2009.





認識平等機會 Understanding Equal Opportunities

平等機會意識公眾意見調查

平機會在2008年4月舉行的記者會上公布「平等機會意識公眾意見調查」的結果，顯示受訪者對平機會的表現大致持正面態度。89%受訪者表示非常支持或頗支持平機會的工作。

調查結果亦顯示，96%的受訪者個人認為平等機會是非常重要或頗重要的。這些受訪者有此想法的主要原因是他們相信平等機會能為個人討回公道(77%)、有助提升香港的形象(58%)、有助個人發展(50%)和有利香港的經濟發展(49%)。

進行此項調查是因應平機會架構檢討所作的建議，認為應有整全的自我評估計劃，以評估公眾對平機會的工作、反歧視條例的認識和觀感，以及公眾對平機會服務的滿意程度，從而作出改進。我們計劃定期進行有關調查，以便彙集資料作日後比較。

在「一般市民調查」方面，我們成功進行了1,502個電話訪問，另有153位平機會服務使用者參與「使用者調查」。

Equal Opportunity Awareness Survey

The findings of the Survey on Equal Opportunity Awareness released at a press conference in April 2008 revealed positive response towards the EOC's performance in general. Eighty nine percent of the respondents said that they were either very supportive or quite supportive of the work of the EOC.

The Survey also found that 96% of the respondents personally considered equal opportunities very important or quite important. They attached high importance to the issue mainly because they believed it could ensure justice for individuals (77%), it would help promote Hong Kong's image (58%), it would help individual's personal development (50%) and it was beneficial to Hong Kong's economic development (49%).

The Survey was commissioned as the EOC's Organisational Review recommended that a more structured self-evaluation plan on public awareness and perception of the EOC's work, anti-discrimination ordinances and customer satisfaction be undertaken for improvement. We plan to conduct such surveys on a regular basis to collate data for future comparison.

Altogether 1,502 successful telephone interviews were conducted in the general public survey and 153 users responded in the user survey.

有關種族接納的主題性住戶統計調查

平機會致力促進種族平等與共融，並會投放重要資源，與社區夥伴合作，確保種族平等得以順利推行。然而，要成功達到目標，我們必需清楚瞭解香港的種族接納程度。為此，我們進行了一項調查，量度公眾在不同範疇的種族接納程度，包括在就業；教育；貨品、服務及設施的提供；及處所處置方面。

這個主題性住戶統計調查與香港政府統計處合作，於2008年4月展開，目的是探討市民對其他種族群體的态度，與他們接觸其他族裔的經驗之間的關係。初步調查結果顯示，華人在代入社會身分角色時(例如服務提供者、朋友、鄰居、僱主和僱員)，接納不同族裔群體的整體百分比超過80%。具大學教育程度人士、專業人士、年輕人及較高收入人士對其他族裔的接納程度較高。

這些寶貴資料有助平機會制定宣傳和公眾教育策略，以增進不同種族之間的瞭解，建立相互尊重，減少負面的種族定型，從而促進種族和諧，讓每個人都享有平等機會。

Thematic Household Survey on Racial Acceptance

The EOC is committed to promoting racial equality and harmony, and will devote necessary resources and work with community partners to ensure its successful implementation. However, to be successful in our endeavours, it is essential for us to gain a better understanding of racial acceptance in Hong Kong. In this regard, we commissioned a survey to gauge the public's acceptance for people of various races under different areas of life including employment; education; provision of goods, services and facilities; and disposal of premises.

The Survey, conducted under the Census and Statistics Department's Thematic Household Survey Scheme, commenced in April 2008. It examines the relationship between people's attitudes towards other ethnic groups and their experience of interracial interaction. Preliminary results showed the overall average percentage of acceptance towards other ethnic groups among Chinese was more than 80% when taking community roles, such as service providers, friends, neighbours, employers, and employees. The acceptance level was relatively higher among university educated, professionals, young people and those with relatively high income.

The survey data will provide valuable information to guide EOC's promotion and public education strategies to enhance understanding of each other's races, build mutual respect and reduce the negative stereotypes of each other to promote racial harmony and access to equal opportunities.



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

香港現有四條反歧視條例，即《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》和《種族歧視條例》。法例禁止性別歧視、性騷擾、懷孕歧視、婚姻狀況歧視；殘疾歧視、殘疾騷擾及中傷；家庭崗位歧視；和種族歧視、騷擾及中傷等違法行為。《種族歧視條例》已於2008年7月18日刊憲，並於2009年7月10日起全面生效。

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 four anti-discrimination ordinances, namely the SDO, the DDO, the FSDO and the RDO prohibit unlawful behaviour such as sex discrimination, sexual harassment, pregnancy discrimination, marital status discrimination; disability discrimination, harassment and vilification; family status discrimination; and racial discrimination, harassment and vilification. The RDO, gazetted on 18 July 2008, has come into full effect from 10 July 2009.

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 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。

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 and give both parties an opportunity to comment and respond to the allegations made. Where it is considered appropriate, we endeavour to resolve the matter through conciliation, helping the parties involved to reach a settlement. If a settlement cannot be reached, we are able to consider other forms of assistance if the complainant makes an application to take the matter further. We look at each application individually, considering issues of principle as well as the ability of the applicant to deal with the case unaided. Assistance granted can include advice, legal assistance or any other assistance deemed appropriate.

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

表1 2008年4月1日至2009年3月31日期間接獲的投訴(共778宗)
Figure 1 Complaints and Investigations: 778 complaints received – 1 April 2008 to 31 March 2009

		《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	317	436	25	778
投訴人數目	No. of complainants	272	395	20	687
答辯人數目	No. of respondents	306	425	22	753

經處理的投訴

2008/09年度，平機會接獲687位投訴人對753位答辯人作出投訴，共涉及778宗指稱違法行為的個案，較2007/08年度由670位投訴人對786位答辯人作出847宗投訴為少。在這些投訴中，有317宗是根據《性別歧視條例》提出、436宗根據《殘疾歧視條例》，另有25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了1,085宗投訴，比上年度的1,088宗微跌0.3%（詳情見表2）。成功調解率達67%，而之前12個月的調解率為72%。

表2 2008年4月1日至2009年3月31日期間處理的投訴調查 (共1,085宗)
Figure 2 Complaints and Investigations: 1,085 complaints handled – 1 April 2008 to 31 March 2009

		《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	428	466	37	931
非僱傭範疇	Non-employment	28	124	2	154
總數	Total	456	590	39	1,085

Complaints Handled

During the year, we received complaints from 687 complainants against 753 respondents involving 778 cases of alleged unlawful acts, a decrease from the 847 complaints received in 2007/08 from 670 complainants against 786 respondents. Of the complaints, 317 were received under the SDO, 436 under the DDO and 25 under the FSDO. Together with those carried forward from previous years, we investigated a total of 1,085 complaints, representing a slight decrease of 0.3% as compared to 1,088 in the previous year (See Figure 2). The successful conciliation rate was 67% during the year, as compared to 72% in the previous 12 months.

在2008/09年度，平機會完成了797宗有關指稱違法行為個案的調查工作（詳情見表2a）。當中有307宗進行了調解，其中206宗調解成功，餘下的101宗未能和解（詳情見表2b）。

In 2008/09, we completed investigations on 797 cases of alleged unlawful behaviour (See Figure 2a). Of this number, 307 proceeded to conciliation with 206 reaching successful settlement; settlement failed for the remaining 101 cases (See Figure 2b).

表2a 2008年4月1日至2009年3月31日期間經調查及調解後已完結的個案 (共797宗)
Figure 2a Investigation & Conciliation: 797 cases concluded – 1 April 2008 to 31 March 2009

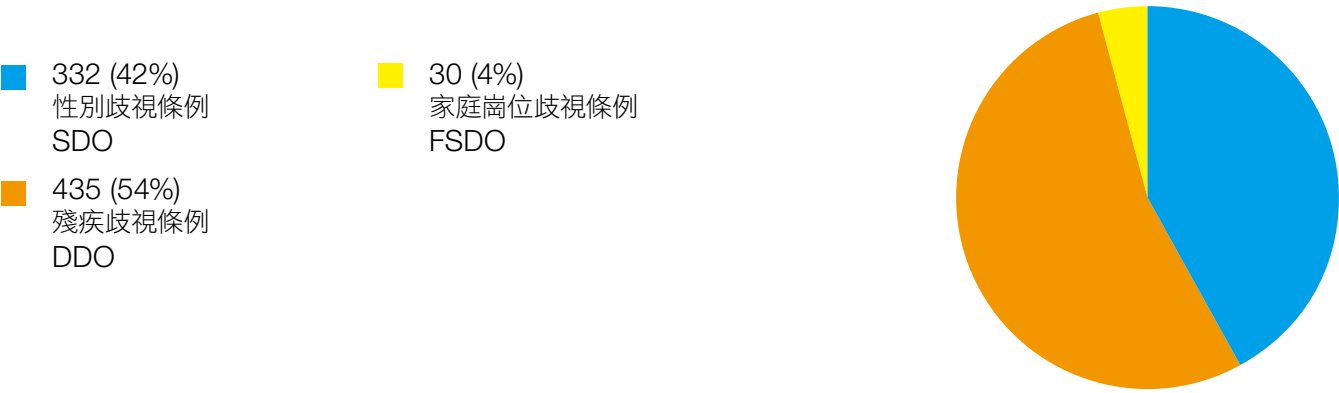


表2b 2008年4月1日至2009年3月31日期間曾進行調解的個案 (共307宗)
Figure 2b Cases Proceeding to Conciliation: 307 cases – 1 April 2008 to 31 March 2009

		《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	88	107	11	206
未能和解個案	Unsuccessful cases	40	58	3	101
總數		128	165	14	307

本年度有490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) 指稱的作為在投訴時已超過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 490 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).

投訴處理及法律行動

Complaint Handling and Legal Action

表3 2008年4月1日至2009年3月31日期間個案終止調查的原因 (共490宗)
Figure 3 Discontinued Cases by Reason: 490 cases – 1 April 2008 to 31 March 2009

		不屬違法作為	瑣屑無聊或缺乏實質	投訴人不願繼續追究	得到提早解決	超過12個月的時限	總數
		No unlawful acts	Frivolous or lacking in substance	Complainants did not wish to pursue	Matter resolved through early resolution	Beyond 12-month time bar	Total
《殘疾歧視條例》	DDO	28	150	84	3	5	270
《性別歧視條例》	SDO	4	105	90	3	2	204
《家庭崗位歧視條例》	FSDO	0	12	3	0	1	16
總數		32	267	177	6	8	490

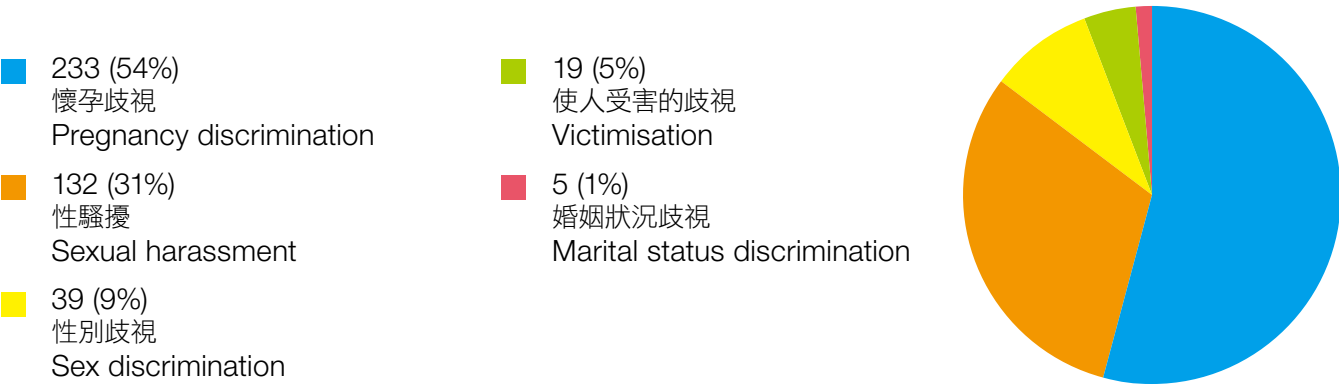
與《性別歧視條例》相關之投訴

平機會本年度共調查了428宗關乎僱傭範疇的指稱，當中懷孕歧視仍然是主要的投訴原因，有233宗(54%)；其次是性騷擾，共132宗(31%) (詳情見表4)。

SDO-related Complaints

A total of 428 employment-related allegations were investigated. Pregnancy discrimination continued to be the major cause for complaint with 233 cases (54%), followed by 132 (31%) sexual harassment cases (See Figure 4).

表4 2008年4月1日至2009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428宗)
Figure 4 Employment Related Allegations Investigated under the SDO: 428 cases – 1 April 2008 to 31 March 2009



平機會本年度共調查了28宗有關非僱傭範疇的指稱，其中12宗(43%)關乎性別歧視(詳情見表5)。

Investigations were made into 28 non-employment related allegations; 12 (43%) of which were related to sex discrimination (See Figure 5).

表5 2008年4月1日至2009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28宗)
Figure 5 Non-employment Related Allegations Investigated under the SDO: 28 cases – 1 April 2008 to 31 March 2009



與《殘疾歧視條例》相關之投訴

平機會本年度調查了590宗有關《殘疾歧視條例》的指稱，其中466宗屬僱傭範疇，124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542宗(佔總數92%) (詳情見表6及表7)。

DDO-related Complaints

A total of 590 allegations were investigated, consisting of 466 employment-related and 124 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 542 (92%) of the total (See Figures 6 and 7).

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

表6 2008年4月1日至2009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466宗)
Figure 6 Employment Related Allegations Investigated under the DDO: 466 cases – 1 April 2008 to 31 March 2009



表7 2008年4月1日至2009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124宗)
Figure 7 Non-employment Related Allegations Investigated under the DDO: 124 cases – 1 April 2008 to 31 March 2009

投訴種類 Type of complaint	投訴數目 Number of complaints
殘疾歧視 Disability discrimination	105
貨品、服務及設施的提供 Provision of goods, services and facilities	57
處所通道 Access to premises	25
政府 Government	14
教育 Education	7
授予資格的團體 Qualifying bodies	1
職業訓練 Vocational training	1
殘疾中傷、騷擾及使人受害的歧視 Disability vilification, harassment & victimisation	19
總數 Total	124

與《家庭崗位歧視條例》
相關的投訴

平機會本年度調查了39宗有關《家庭崗位歧視條例》的指稱，當中有37宗(95%)關乎僱傭範疇，2宗(5%)關乎非僱傭範疇(詳情見表8)。大部分關乎僱傭範疇的指稱(73%)是基於家庭崗位而被解僱。

FSDO-related Complaints

During the year, a total of 39 FSDO allegations were investigated, 37 (95%) of which were employment-related and two (5%) were non-employment related (See Figure 8). The majority (73%) of the allegations in the employment field were related to dismissal on the grounds of family status.

表8 2008年4月1日至2009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39宗)
Figure 8 Allegations Investigated under the FSDO: 39 cases – 1 April 2008 to 31 March 2009



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，平機會亦會主動作出調查。在這些情況下，平機會會聯絡有關人士，查詢有關事件，解釋有關法例，並建議他們加以糾正。在本年度，平機會處理了60宗這類個案，其中11宗關於《性別歧視條例》(主要關於招聘及服務提供)，48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》。

查詢

查詢服務是平機會為公眾提供的一項重要服務。在2008/09年度，平機會共處理了14,550宗查詢，其中7,177宗為有關法律條文的一般查詢，7,373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，其後有可能變為正式投訴。本年度收到的7,373宗具體查詢中，有1,062宗與《性別歧視條例》有關，2,529宗與《殘疾歧視條例》有關，199宗與《家庭崗位歧視條例》有關。另有3,583宗關乎其他問題(詳情見表9)。

EOC-initiated Investigations

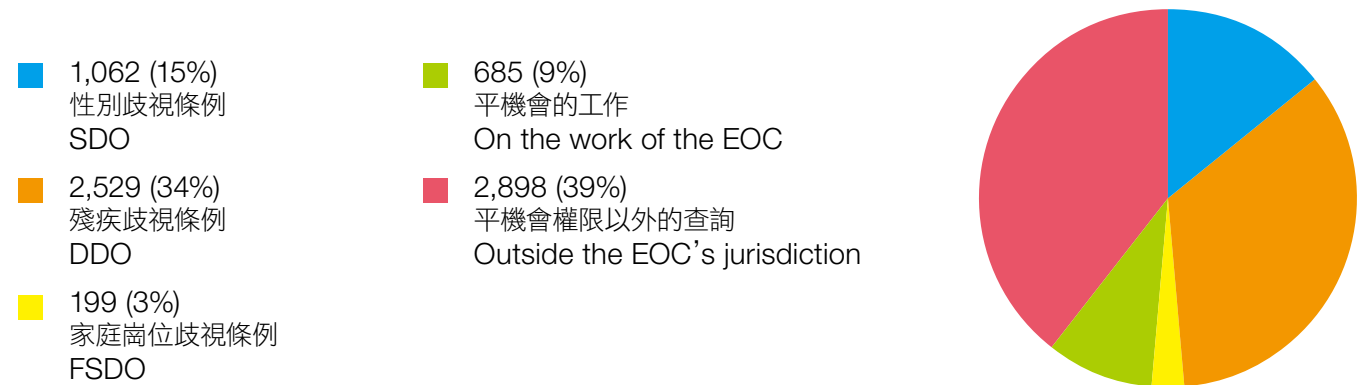
We also initiate investigation into incidents with regard to unlawful acts brought to our attention by third party, or aggrieved individuals who do not wish to be involved in the investigation or conciliation process. Under these circumstances, the Commission approaches the concerned parties to inquire into the matter, explain the relevant provision, and advise them to rectify the situation. During the year, we handled 60 such cases: 11 under the SDO (mainly on recruitment and service provision), 48 under the DDO (mainly on accessibility and service provision) and one under the FSDO.

Enquiries

Enquiry service is an important service offered to members of the public. In 2008/09, the number of enquiries handled was 14,550 with 7,177 general enquiries on legal provisions and 7,373 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 7,373 specific enquiries received, 1,062 were related to the SDO, 2,529 to the DDO and 199 to the FSDO, while the remaining 3,583 covered enquiries on other issues (See Figure 9).

表9 2008年4月1日至2009年3月31日期間的具體查詢分類 (共7,373宗)
Figure 9 7,373 Specific Enquiries – 1 April 2008 to 31 March 2009



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，平機會有權向希望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2008/09年度，平機會共處理了49宗有關法律協助的申請及1宗覆核要求，其中16宗獲得協助。有關申請的分類詳情請參閱《附錄5：申請法律協助》。

Applications for Legal Assistance

Where a complaint has been lodged and has not been settled, the EOC has authority 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 2008/09, we had to deal with 49 applications for assistance and one request for review, and granted assistance in 16 of them. Further details and a breakdown of the applications can be found under "Appendix 5: Applications for Legal Assistance".

投訴處理及法律行動

Complaint Handling and Legal Action

獲法律協助的個案

在2008/09年度，共有6宗獲平機會協助的個案在展開法律程序前已經解決。此類個案包括雙方達成和解，以及申請人或平機會經進一步評估後撤回法律協助的個案。

此外，有13宗在2008/09年度或以前已獲給予法律協助的個案仍在處理中；截至2008/09年底，這些個案仍未有結果或未展開法律程序(見附錄6)。

法律訴訟

平機會在2008/09年度處理了5宗法庭案件，這些案件都在2008/09年度前已展開法律程序。當中1宗案件已獲解決，另1宗已進行審訊，並獲判平機會協助之原告人得直；尚餘的3宗案件在2008/09年度完結前仍在處理中。

平機會在2008/09年度展開了6宗案件的法律訴訟。其中2宗案件在雙方同意和解條款保密的情況下已獲解決。截至2008/09年完結前，仍有4宗案件在訴訟程序中(見附錄7)。

Legally Assisted Cases

During 2008/09, six cases in which legal assistance was granted before and during 2008/09 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 in the light of further assessment.

Thirteen other cases where legal assistance was granted before and during 2008/09, were still being handled and for which no outcome had yet been reached and no court proceedings had been commenced as at the end 2008/09 (See Appendix 6).

Court Cases

During 2008/09, the EOC handled five court cases in which court proceedings had commenced before 2008/09. One of these cases was settled and one of these cases proceeded to trial where judgment was given in favour of the EOC assisted Plaintiff in the trial. Three remaining cases were still under handling at the end of 2008/09.

During 2008/09, the EOC commenced legal proceedings in six cases. Two of these cases were settled on confidential terms and four were ongoing as at the end of 2008/09 (See Appendix 7).

平機會在2008/09年度採取法律行動的概要

Summary of the EOC’s Legal Activities 2008/09

2008/09年度處理的法律協助申請 Applications for legal assistance processed during 2008/09	2007/08年度收到的申請 Received in 2007/08	6
	2008/09年度收到的申請 Received in 2008/09	43
	總數 Total	49
	給予法律協助 Granted	16*
	不給予法律協助 Not Granted	25
	撤回申請 Withdrawal	0
	考慮中 Under Consideration	9
	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	6
	處理中 Ongoing	13
委員會協助的法律案件(2008/09年度前已展開訴訟) EOC assisted court cases (commenced before 2008/09)	勝訴 Won	1
	已解決 Settled	1
	處理中 Ongoing	3
	委員會協助的法律案件(2008/09年度展開訴訟) EOC assisted court cases (commenced during 2008/09)	
	已解決 Settled	2
	處理中 Ongoing	4

* 其中一項申請在2007/08年度不獲給予法律協助，但申請人要求覆核，最終在2008/09年度（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 in 2008/09 (in April 2008).



推廣平等機會
Promoting
Equal
Opportunities

我們致力促進平等機會觀念，加深大眾對反歧視條例和有關議題的瞭解，及增強香港社會的反歧視意識。為達到這目標，平機會舉辦了多元化的推廣活動，例如學校活動、深入社群活動、傳媒宣傳和公眾教育項目，並於2008/09年度印製了多種宣傳刊物。

We are committed to fostering equal opportunities values, enhancing understanding of the anti-discrimination ordinances and related issues, and working to increase public awareness among the community in Hong Kong. To achieve this goal, the EOC organised a wide range of events and activities, such as school programmes, community outreach activities, media campaigns and public education programmes, and prepared various publications throughout 2008/09.

學校活動

平機會其中一項重要策略是從小培養兒童和青少年接納平等機會及共融觀念。我們在2008/09年度與三個本地劇團合作，於學校推出以反歧視條例、平等機會和多元文化為題材的話劇和木偶劇。今年有超過57,000名學生觀看過這些互動的戲劇表演。

School Programmes

Focusing on children and youth is a major EOC strategy as we seek to nurture acceptance of equal opportunities and inclusion from an early age. We engaged three local theatre troupes to stage plays and puppet shows at schools on the anti-discrimination ordinances, and equal opportunities and diversity issues in 2008/09. Over 57,000 students watched these interactive shows in 2008/09.



2008/09年度戲劇節目一覽
List of drama performances in 2008/09

劇目 Title	主題 Theme	場數 Number of Performances	觀眾人數 Number of Participants
班長大王 Selection of the Class Monitor	推廣平等機會 Promoting equal opportunities	35	7,726 名小學生 7,726 primary school students
3D互動百變機 3D Interactive Machine	《家庭崗位歧視條例》 Family Status Discrimination Ordinance	30	6,613 名小學生 6,613 primary school students
平等細運會 Equal Opportunities Olympics	共融與平等機會 Inclusion and equality for all	18	4,400 名小學生 4,400 primary school students
學習障礙賽 Race Against Specific Learning Disability	包容與接納有特殊學習障礙的學生 Inclusion and acceptance of students with specific learning disability	42	10,402 名小學生 10,402 primary school students
唔係講笑 This is not a Joke	防止性騷擾 Prevention of sexual harassment	55	12,575 名小學及中學生 12,575 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	127	15,345 名小學生 15,345 primary school students
總數: Total:		307	57,061 名學生 57,061 students



推廣平等機會 Promoting Equal Opportunities

「無定型新人類2008/09」

平機會每年一度的「無定型新人類」青少年師友計劃，強調打破定型觀念的重要性，今年已是第7年舉辦。自2002年起，已有超過4,000名學生參與這項計劃，而在2008/09年度，便約有500名來自80間學校的學生參加。透過參與導師的分享會或探訪特別機構的活動，學生們得以擴闊視野。

本年度，共有七位來自不同行業的傑出人士擔任嘉賓導師，與參與的學生們分享他們的成功故事。嘉賓包括：夏佳理議員（行政會議非官守議員及香港交易所主席）、黎雅明先生（律師/香港回教信託基金總會前主席）、薛家燕女士（著名演員）、余秀珠女士（香港單親協會總幹事）、Mr. Peter Kammerer（南華早報編輯及專欄作者）、葉少康先生（北京2008年殘奧會馬術比賽香港代表）、何念慈女士（臨床心理學家）。本年度的師友計劃亦獻新猷，新項目是帶領學生參觀並認識一些特別的機構。這些機構包括職業訓練局屬下的中華廚藝學院、九龍清真寺和伊斯蘭中心、以及香港盲人輔導會。與過往數年相比，今年有更多來自少數族裔社群的學生參與。

超過130名學生亦參加了「無定型大使計劃」，透過各種活動包括口號設計、訪問、報告和學校展覽，在他們的學校和自己的社區內宣揚平等機會訊息。

“Career Challenge 2008/09”

The EOC's annual youth mentorship programme “Career Challenge”, which underlines the importance of breaking down stereotypes, has been running for seven years. In 2008/09, about 500 students from 80 schools participated in this programme, taking the total number of participants since its launch in 2002 to over 4,000. Participating students were able to broaden their horizons after joining mentors' sharing sessions or visiting special agencies.

As in the past, seven outstanding achievers from different professions were invited to serve as Career Challenge Mentors in 2008/09. The seven mentors were: The Honourable Ronald ARCULLI, Non-official Member of the Executive Council/Chairperson, Hong Kong Exchanges and Clearing Limited; Mr. Amirali Bakirali NASIR, Solicitor/Formal Chairperson of the Incorporated Trustees of the Islamic Community Fund of Hong Kong; Ms Nancy SIT, renowned actress; Ms Jessie YU, Chief Executive of the Hong Kong Single Parents Association; Mr. Peter KAMMERER, Editorial Writer/Columnist, South China Morning Post; Mr. Nelson YIP, Hong Kong Official Representative of Beijing 2008 Paralympics Equestrian Events; and Ms Annie HO Nim-chee, Clinical Psychologist. A new feature was also introduced in 2008/09 whereby students were taken to special agencies to learn more about them. We organised visits to the Chinese Cuisine Training Institute of Vocational Training Council; the Kowloon Mosque and Islamic Centre; and the Hong Kong Society for the Blind. Compared to previous years, more students from ethnic minority communities participated in this programme.

深入社群

社會參與資助計劃

自1997年以來，平機會一直透過社會參與資助計劃資助非政府組織、社區組織和學校舉辦活動，以促進大眾認識平等機會和反歧視條例的原則和推行情況。

2008/09年度的社會參與資助計劃共收到47份申請，其中43項活動獲批准，資助額共達港幣1,005,966元。（有關獲資助機構名單，請參閱附錄8。）

與持份者建立聯繫網絡

平機會繼續致力加強與持份者建立聯繫。在這年間，我們分別與殘疾人士組織、婦女團體、單親組織、少數族裔團體和非政府組織合作，加強溝通。平機會職員探訪了不同的非政府組織及其他社區團體，瞭解他們面對的問題，探討可行的合作形式。

《消除歧視 – 由你我開始》心聲和應短片比賽

有見互聯網及互動媒體的普及和流行，我們於2009年1月舉辦了《消除歧視 – 由你我開始》心聲和應短片比賽，旨在向大眾（特別是短片愛好者）推廣和爭取他們對平等機會的支持。參加者需製作一段不超過三分鐘的短片，表達他們對平等機會或歧視的看法。我

Over 130 students also joined the “Career Challenge Ambassador Scheme” to spread the message of equal opportunities in their schools and the community through a wide range of activities, such as slogan designs, interviews, reports and school exhibitions.

Community Outreach

The Community Participation Funding Programme

Through our Community Participation Funding Programme, implemented since 1997, we support NGOs, community groups, and schools to carry out projects that promote public understanding of equal opportunities and the principles and applications of the equal opportunities ordinances.

For 2008/09, the Community Participation Funding Programme received 47 applications, of which 43 projects were approved and allocated \$1,005,966. (See Appendix 8 for organisations funded under this programme.)

Stakeholder Networking

The EOC continued with its efforts to further strengthen cooperation with its various stakeholders through networking and dialogue. We worked together with disability groups, women's groups, single parents groups, ethnic minority groups and NGOs working for them throughout the year. Our staff visited different NGOs and other community organisations to learn about the issues faced by them and explore ways of possible collaboration.



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們共收到133份來自中學、大學和公眾的參賽短片。短片題材包括話劇、音樂錄像、動畫及紀錄片。得獎作品已上載至平機會YouTube頻道。

「種族共融攝影比賽得獎作品巡迴展覽」

「種族共融攝影比賽得獎作品巡迴展覽」於2008年3月至11月期間舉行，以宣揚種族共融及多元文化的訊息。平機會在港鐵各主要車站、商場及其他公眾場所舉辦了共15場的巡迴展覽，同場播放平機會的宣傳短片及電視實況劇集，藉以向參觀者介紹我們的工作。展覽期間並派發平機會多種出版刊物。

中小企宣傳

平機會參與了香港貿易發展局舉辦的第八屆「國際中小企博覽」，藉着這個每年一度的博覽向中小企發放訊息。博覽會於2008年12月10日至12日假香港會議展覽中心舉行。平機會亦設置了展覽攤位，向參觀者派發宣傳刊物，包括《平機會通訊》、《中小型企業平等機會資料套》、及各條反歧視條例的《僱傭實務守則》。

資訊博覽會 — 香港是我家 (Hong Kong is our Home)

平機會於2008年11月2日參加了由基督教勵行會假維多利亞公園為印尼外僑舉辦的社

“Stop Discrimination Now - Starting with You and Me” Short Video Competition

Riding on the popularity of the Internet and the interactive media, we launched this video competition in January 2009 with the aim of promoting awareness and support for equal opportunities among the general public, especially video lovers. Participants were invited to produce a video not exceeding 3 minutes to express their views on equal opportunities or discrimination. We received a total of 133 video entries comprising drama, music videos, animations and documentaries from secondary schools, universities and members of the public. The winning entries are now available on the EOC YouTube Channel.

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

The Roving Exhibition on the Winning Entries of the Photo Competition on Racial Harmony was held between March and November 2008 to promote the messages of racial harmony and diversity. A total of 15 roving exhibitions were held at the major MTR stations, shopping malls and other public venues. Our corporate video and docu-dramas were shown at the exhibition venues to introduce our work to visitors and various publications were also distributed during the exhibitions.

Promoting EO to SMEs

The EOC participated in the 8th World SME Expo, an annual event organised by the Hong Kong Trade Development Council to disseminate information to small and medium enterprises. The Expo was held from 10 to 12 December 2008 at the Hong Kong Convention and Exhibition Centre. The EOC set up an exhibition booth and distributed promotional publications, including EOC News, SME Kits on equal opportunities and

區活動「資訊博覽會 — 香港是我家 (Hong Kong is our Home)」。平機會設置了展覽攤位，派發不同語言版本的宣傳刊物，並在博覽會期間舉行講座，介紹平機會的工作及現有的反歧視法例。

香港電台太陽計劃

平機會是香港電台第二台「太陽計劃2008」——「心火相傳」社企體驗計劃的合辦機構之一。我們聯同多個社區組織，透過一連串的青少年暑期計劃，推廣社會企業（社企）的概念。在暑假期間，約30名青少年（包括殘疾學生、少數族裔學生及傑出中學生）組成多個小組，探訪不同的社企。這些青少年又為建立理想的社企制訂計劃，並於香港電台節目中發表他們的構思。

傳媒宣傳

平機會在2008/09年度再次與香港電台攜手製作第六輯電視實況劇《非常平等任務》。這輯以歧視個案為題材的實況劇共有6集，於2009年1月至3月在無綫電視翡翠台的黃金時段播出，每集吸引約120萬名觀眾收看。

在這輯實況劇，我們讓觀眾認識少數族裔的不同生活模式，以及他們在融入社會時所面對的困難。此劇並重點帶出僱傭範疇的歧視、教育範疇針對殘疾人士的歧視，和關乎家庭傭工遭受的性騷擾。



CoPs under various anti-discrimination ordinances to the Expo visitors.

Information Expo – Hong Kong is our Home

The EOC participated in the “Information Expo – Hong Kong is our Home” at Victoria Park on 2 November 2008, a community event organised by the Christian Action for Indonesian migrant workers. The EOC set up an exhibition booth and distributed its publications in different languages. The EOC also made a presentation on the existing equal opportunities legislation and its work at the Expo.

RTHK Solar Project

As one of the co-organisers of RTHK Radio 2’s regular summer programme “Solar Project 2008 – Experiencing Social Enterprises”, the EOC joined various community organisations to promote the concept of social enterprises through a series of youth summer programmes. About 30 young people comprising students with disabilities, ethnic minority students and outstanding secondary students formed different groups to visit various social enterprises during the summer holidays. They developed plans for building ideal social enterprises and presented their ideas on RTHK radio programmes.

Media Campaigns

In 2008/09, we joined hands with RTHK to produce the sixth series of the docu-drama – “A Mission for Equal Opportunities”. This six-episode series, which featured discriminatory cases, was broadcast on TVB Jade Channel at prime time from January to March 2009. An estimated 1.2 million viewers per episode was recorded.



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為宣傳《非常平等任務》，我們於星島日報撰寫了六篇特稿，又於大公報撰寫了五篇特稿，解釋每集提到有關平等機會問題的相關法律條文。我們又於2009年1月至3月透過港鐵的燈箱廣告宣傳該電視實況劇。

傳媒活動

平機會企業傳訊及培訓組於本年度繼續透過處理傳媒查詢及召開新聞發布會，向外界介紹我們的工作。自《種族歧視條例》於2008年7月通過後，傳媒查詢相應有顯著增加。

平機會YouTube短片

平機會於2008年2月開始推出EOC YouTube頻道，希望透過互聯網的平台增加公眾對平等機會及社會共融的認識。除了以往我們所有的電視宣傳短片外，由平機會製作的多套探討歧視短片也上載到YouTube。於2008/09年度，平機會製作及上載了五套短片，包括《聽到與聽不到之間 – 有誰共鳴》、《對抗抑鬱》、《種族歧視條例僱傭實務守則》公眾諮詢宣傳片、《We Are Family 手牽手音樂會》和《沒有翅膀也要飛》。所有短片均備有中英文字幕，並已上載到www.youtube.com/user/HKEOC。這些短片均獲好評。

In this series, we promoted understanding of different lifestyles of the ethnic minorities and the problems they face in achieving social integration. We also highlighted discrimination against people in the field of employment, discrimination in the field of education against people with disabilities, and sexual harassment against domestic helpers.

In promoting “A Mission for Equal Opportunities”, we contributed six feature articles to Sing Tao Daily News and five articles to Tai Kung Pao explaining the legal provisions of the equal opportunities issues covered in each episode. We also launched a poster advertisement campaign promoting the docu-drama series on Hong Kong’s rail services in January 2009. The campaign concluded in March 2009.

Media Activities

The Corporate Communications and Training Unit continued to handle media enquiries and arrange news briefings during the year. Media enquiries have increased significantly, largely due to the enactment of the Race Discrimination Ordinance in July 2008.

EOC YouTube Channel

The EOC YouTube Channel was launched in February 2008 to enhance public awareness about equal opportunities and social inclusion through the platform of the Internet. In addition to all previous EOC APIs, some short videos exploring topics of discrimination produced by the EOC were also uploaded on this YouTube Channel. In 2008/09, five videos were produced and added to the Channel. These were: “Between Hearing and Not Hearing – Who Will Understand”; “Coping With Depression”; “Race Discrimination Ordinance – Code of Practice on Employment

透過「平等機會之友會」 把平等機會觀念融入主流

為確保僱主和僱員認識在職場內推行平等機會的準則，我們於2006年成立了「平等機會之友會」，作為交流及合作平台。「平等機會之友會」旨在提升會員對反歧視條例的認識；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，遵守反歧視法例。

2008/09年度，約有260名來自154間公司、政府部門、大學、中小企及非政府組織的人力資源從業員加入「平等機會之友會」，分享他們於工作間推行多元文化的經驗。本年度，我們為「平等機會之友會」會員舉辦了六場講座和安排探訪兩間社企，讓他們認識最新的良好常規。

這些講座的課題包括：《預防工作間的殘疾騷擾和支援面對精神壓力的員工》、《性別歧視條例下的同值同酬》、《工作與生活平衡面面觀》及《種族歧視條例》。此外，我們亦通過探訪活動讓會員有機會接觸香港的社企，並探討如何對其作出支援。這兩間社企分別是香港基督教青年會（長沙灣中心）社區商店及新生精神康復會。

for public consultation” API; “We Are Family Finale Show”; and “I Can Fly”. All these videos are available at www.youtube.com/user/HKEOC with both Chinese and English subtitles. These have attracted positive feedback.

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 the EOC’s work by providing 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.

About 260 human resources practitioners from 154 corporations, government departments, universities, SMEs and NGOs, joined the EO Club to share their experiences in implementing diversity in their respective workplace in 2008/09. Six seminars and a field visit to two local social enterprises (SEs) were organised exclusively for EO Club members during the year to inform them about the latest best practices.

The topics for these seminars were: “Preventing Disability Harassment and Handling Employees in Mental Distress”, “Equal Pay between Men & Women under the Sex Discrimination Ordinance”, “Achieving Work-life Balance and Preventing Family Status Discrimination” and “Race



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我們又為會員舉辦交流會，讓他們分享多元文化的觀念及處理投訴的心得。為加強我們與會員的聯繫，我們於2008年2月推出「平等機會快訊」服務，每月透過電郵通知會員最新的平等機會訊息。

公眾教育

電台宣傳節目

為期13個月的電台節目「平等機會多元共融行動」於2008年12月圓滿結束，這節目旨在推廣種族和諧、共融及多元文化，自2007年11月開始於香港電台第二台的「Made in Hong Kong 李志剛」節目中每周播出一次。這節目每星期邀請社會人士就平等機會議題進行專訪；並透過介紹香港少數族裔的日常生活、簡單用語及文化的「地球村補習社」、平等機會標語創作比賽、及不同宣傳環節，推廣多元共融。

節目訪問了超過65位嘉賓，包括立法會議員、少數族裔組織、非政府組織、復康團體、女性團體、工會及大學的代表，旨在提高公眾對不同種族、性別、殘疾或家庭崗位人士的關注和接納。

壓軸的綜合節目「We are family 手牽手音樂會」於2008年11月23日在樂富中心舉行，藉以宣揚種族共融及平等機會訊息。音樂會包

Discrimination Ordinance”。The field visits served as a starting point for EO Club members to get in touch with SEs in Hong Kong and explore how they could support them. YMCA of Hong Kong (Cheung Sha Wan Centre) – Community Shop and New Life Psychiatric Rehabilitation Association were the two SEs visited by the Club members.

Members' networking sessions were likewise organised for the exchange of ideas on diversity and complaint handling issues. To strengthen our connection with the members and to keep them updated on 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 once a month.

Public Education

Radio Promotion Programme

The Equal Opportunities Diversity Project, a 13-month radio programme aimed at promoting racial harmony, inclusion and diversity, concluded in December 2008. The programme was included in the RTHK Radio 2 programme “Made in Hong Kong Mr. Alex Lee” and was broadcast once a week from November 2007. The programme included weekly interviews on equal opportunities issues, an Ethnic Minorities' Cultural Class that introduced the life-style, simple language terms and culture of ethnic minorities in Hong Kong, the Equal Opportunities Slogan Competition and a radio promotion segments.

The programme interviewed over 65 guests including Legislative Councillors, and representatives of ethnic minority

括了來自少數族裔社群的嘉賓分享、平等機會標語創作比賽頒獎儀式及年青流行歌手演出，為這個超過一年的電台節目畫上圓滿句號。

網上資源中心

為緊貼最新網站設計潮流，我們更新了平機會的網站主頁，令主頁展示所有重要資訊，引領訪客輕易進入相關網頁。而平機會的主要職能亦可在新主頁上一覽無遺，導覽指示清晰簡易，使用時更為方便。新的網頁已於2008年10月推出。

2008/09年度，平機會網站的每月點擊率達240萬人次，每月訪客逾63,000名，當中一半（53%）瀏覽者是海外人士。

為推廣種族共融及多元文化，平機會增闢了新網頁「大同世界」，當中包括不同少數族裔語言的平機會簡介及《種族歧視條例》宣傳短片。

「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。



organisations, NGOs, rehab groups, women's groups, unions, and universities to raise public awareness and acceptance of all individuals, irrespective of their race, gender, disability or family status.

A variety show called “We are family 手牽手音樂會” featuring messages of racial harmony and equal opportunities was held at the Lok Fu Shopping Centre on 23 November 2008 as a finale for the programme. It concluded the year-long radio project and featured sharing by people from the ethnic minority communities, prize presentation to the winners of Equal Opportunities Slogan Competition and performances by young singers.

Online Resource Centre

In keeping with the latest trend of website designing — displaying all important information on the homepage to direct visitors to the right webpage immediately, we revamped the homepage of the EOC website accordingly. Key functions of the EOC stand out in the new homepage, which is more user-friendly and has clear and easy navigation instructions. The new homepage was launched in October 2008.

In 2008/09, the monthly EOC website hit rate reached 2.4 million. Over 63,000 web users visited our website every month, half of whom (53%) were overseas users.

To step up our public education activities promoting racial harmony and diversity in Hong Kong, a new webpage entitled “A World of Colours” was created. Information notes in ethnic minority languages and new API on RDO have been uploaded to the web page.



推廣平等機會 Promoting Equal Opportunities

講座

於2008/09年度，平機會舉辦了369場講座、簡介會及培訓課程，接待了31個團體，與2007/08年度比較，增加了51%。《種族歧視條例》於2008/09年的制定是講座數目增長的主要原因。參加者/訪客來自政府部門、本地及海外非政府組織、大專院校以至商界。除了講解香港的反歧視條例外，講座內容亦涵蓋了各個平等機會議題。

季刊

《平機會通訊》是中、英對照的季刊，報道有關平等機會的最新投訴個案分析、專題故事、專訪及時事新聞。季刊的發行量超過80,000份，供市民免費索閱。《平機會通訊》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，重點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，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：

- 《種族歧視條例僱傭實務守則》公眾諮詢文件
- 《種族歧視條例僱傭實務守則》公眾諮詢文件簡介
- 《性別歧視條例下的同工同酬及同值同酬 – 簡易指引》

“Things We Do, People We Meet – Reflections in Brief” is another webpage we added 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 issues such as mainstreaming of equal opportunities, discrimination, and barriers facing people with disabilities.

Talks

In 2008/09, the EOC conducted 369 talks, presentations and training sessions, and received 31 groups, an increase of 51% when compared to 2007/08. The increase in the number of requests for the talks is mainly due to the enactment of the RDO in 2008/09. The participants/visitors came from government departments, local and overseas NGOs, institutions and the business sector. In addition to addressing Hong Kong's anti-discrimination ordinances, the sessions covered a full spectrum of issues on equal opportunities.

Newsletters

EOC News, our quarterly bilingual newsletter, carries analysis of some of the latest complaint cases, feature stories, interviews and news on current issues relating to equal opportunities. It has a circulation of over 80,000 copies and is available to the public for free. 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 produced the following resources:

- 《性別歧視條例下的同工同酬及同值同酬 – 給僱主的指引》
- 《如何制定不含性別偏見的分析性工作評估系統》
- 《系統化的男女平等薪酬釐定方法》
- 《同值同酬自行評核手冊：僱主實踐同酬的積極做法》
- 「公眾對香港傳媒描述女性的手法的意見調查」報告摘要
- 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

- Code of Practice on Employment under the Race Discrimination Ordinance for public consultation
- Information Notes on the Code of Practice on Employment under the Race Discrimination Ordinance for public consultation
- Easy Read Guide on Equal Pay between Men and Women under the Sex Discrimination Ordinance
- Guide to Employers on Equal Pay between Men and Women under the Sex Discrimination Ordinance
- An Illustration on Developing an Analytical Job Evaluation System Free of Sex Bias
- A Systematic Approach to Pay Determination Free of Sex Bias
- Equal Pay Self-Audit Kit: A Proactive Approach for Employers to Achieve Equal Pay
- “Study on Public Perception of Portrayal of Female Gender in the Hong Kong Media” – Executive Summary
- Introduction of the Equal Opportunities Commission leaflet in eight languages including Tagalog, Indonesian, Nepali, Thai, Hindi, Urdu, Chinese and English





培訓及顧問服務 Training and Consultancy

在2008/09年度，社會人士對平機會各條反歧視法例的培訓服務需求殷切。我們為大型商業機構、中小型企業、非政府組織、政府部門及公營機構共提供了338節培訓課程，數字較去年上升了46%。自《種族歧視條例》於2008年7月10日通過以來，截至2009年3月31日，我們單就《種族歧視條例》已為超過4,500名來自少數族裔社群、非政府組織、政府部門、公營機構及大型商業機構的人士提供了60節培訓課程。在2009/10年度，平機會將繼續向不同界別提供各種課程。

平機會自2001年提供培訓及顧問服務以來，已為超過75,400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和其他界別的專業人士舉辦了超過1,500場講座、簡介會及工作坊。

We had a high demand for our training services on various anti-discrimination legislation in 2008/09. Altogether, we organised 338 training sessions for the big businesses, small and medium enterprises, NGOs, government departments and public bodies, which was an increase of 46% compared to the year before. From the day the RDO was enacted on 10 July 2008 to 31 March 2009, we conducted 60 training workshops on RDO alone for over 4,500 participants representing ethnic minority communities, NGOs, government departments, public bodies and businesses. The same series of training workshops are being provided to various sectors in 2009/10.

Since the EOC's training and consultancy services began in 2001, we have conducted over 1,500 talks, presentations and workshops for more than 75,400 people comprising human resources practitioners, and legal and other professionals from private businesses, public bodies and NGOs.

持續活動

平等機會工作坊

我們分別提供定期培訓及「度身訂造」的培訓課程。每年兩度的定期培訓課程分別於春季及秋季舉辦。培訓課程的質素及內容均獲得學員的好評，不少學員在完成首個課程後繼續報讀其他課程。而在2008/09年度，新學員數目大幅上升，反映各界對平等機會的重要性日趨關注。去年的數字顯示，首次報讀的參加者佔總人數超過70%。

2008/09年度，平機會為751名人士開辦了33節定期培訓課程。此外，我們亦提供了305節「度身訂造」的培訓課程，參加者達16,729人，當中的培訓課題以反歧視條例為主；而預防及處理性騷擾的課程亦大受歡迎。

Ongoing Activities

Equal Opportunities Workshops

We conduct two types of training workshops, namely calendar training and tailor-made training. Under the calendar training programme, the EOC organises two series each year during spring and autumn respectively. Participants at our various training have appreciated our courses of training for its quality and content and many have returned for additional training sessions. We also witnessed a high increase in the number of new trainees in 2008/09, indicating an increase in the awareness on the importance of equal opportunities. Last year's figures showed that more than 70% of the participants were first-timers.

We conducted 33 sessions for 751 participants as part of the 2008/09 calendar training programmes. We also conducted 305 tailor-made training sessions for 16,729 people in 2008/09, of which majority focused on anti-discrimination ordinances. Training on prevention and management of sexual harassment was also in high demand.

培訓及顧問服務 Training and Consultancy



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兩節有關香港平等機會法例的課程，這課程亦成為該學會2010年會籍制度的指定課程之一。另外，我們亦為該會會員提供了三場有關懷孕歧視及《種族歧視條例》的培訓講座。

為工會而設的培訓課程

工會在職場中扮演重要角色，尤其是當僱員受到歧視或騷擾時，受屈人每每首先聯絡工會尋求協助。於2008/09年度，我們為不同的工會提供了共7節培訓課程，當中一節關於《家庭崗位歧視條例》、五節關於《種族歧視條例》及一節關於性騷擾。

為政府部門及公營機構而設的培訓課程

政府是香港最大的僱主，為了實踐推行平等機會的承諾，政府為員工定期提供培訓。應公務員事務局屬下公務員培訓處的邀請，我們在2008/09年度為公務員提供了15場有關反歧視條例及多元工作間的工作坊。

此外，我們亦在本年度應個別政府部門及公營機構的邀請，就平等機會議題提供了56節培訓。

Training for Different Stakeholders

Human Resources Practitioners

We provided two training sessions on Hong Kong's equal opportunities legislation to human resources practitioners upon request from the Hong Kong Institute of Human Resource Management. The course is among one of the required courses for gaining the new membership of the Institute, which is slated to be launched in 2010. In addition, we also provided three training seminars on pregnancy discrimination and the RDO to the members of the Institute.

Training for Trade Unions

Trade unions have an important role at workplace, especially when employees face discrimination and harassment as they could serve as the first contact point for assistance for the aggrieved person. We conducted seven training sessions for different trade unions in 2008/09. Of these, one was on FSDO, five on RDO and one on sexual harassment issues.

Training for Government Departments and Public Bodies

The Government, which is the largest employer in Hong Kong, has demonstrated its commitment to equal opportunities by providing training for its employees on a regular basis. We conducted 15 workshops on anti-discrimination ordinances and diversity at the workplace for civil servants in 2008/09 on the initiation of the Civil Service Training and Development Institute under the Civil Service Bureau.

Additional 56 training sessions on various equal opportunities topics were also provided to individual government

為非政府組織而設的培訓課程

非政府組織在推動平等機會及人權方面的角色日趨重要。他們是平機會重要的持份者，我們緊密合作，一起深入社群，推廣平等機會。非政府組織有時會是受屈人遇到歧視或騷擾問題時最先聯絡及尋求支援的組織。在2008/09年度，我們為非政府組織舉辦了26場培訓課程，提高他們對反歧視法例的認識。

製作培訓教材

平機會於2008/09年度製作了兩套短片，以增進持份者對平機會處理投訴的程序及調解過程的瞭解。兩套短片的廣東話、普通話、英語版及手語版連字幕已上載至平機會網頁。

防止性騷擾活動

在2008/09年度，我們繼續與九間本地大專院校合作，向院校同學及教職員推廣防止校園性騷擾網上課程。宣傳活動包括派發海報及書籤，並向成功完成課程的學員頒發紀念品。

該課程是香港首個防止校園性騷擾的網上自學課程，內容包括講解性騷擾定義及各種可

departments and public bodies on request during the year.

Training for NGOs

We recognise the growing importance of NGOs in the field of equal opportunities and human rights. NGOs are our important stakeholder and we are working with them in reaching out to the communities and promoting equal opportunities. They may sometimes be the first contact point for assistance when their clients face discrimination or harassment. We provided 26 workshops to various NGOs in 2008/09 to enhance their knowledge of equal opportunities laws.

Developing Training Materials

Two videos were produced in 2008/09 to familiarise stakeholders with the EOC's complaints handling procedures and its conciliation process. Both the videos are now available in Cantonese, Putonghua, English and sign languages with subtitles and have been uploaded to the EOC website.

Campaign to Prevent Sexual Harassment

During 2008/09, we continued to work with nine local tertiary institutions to promote our online training course on preventing sexual harassment on campus to their students and staff. As part of our promotion we distributed posters and bookmarks to them. We also awarded souvenirs to users who successfully completed the training module.



培訓及顧問服務 Training and Consultancy

能在校園環境發生的性騷擾。課程並列舉了個人及教育機構須負上責任的例子。

此外，平機會在剛過去的學年為大學同學及教職員舉辦了防止性騷擾培訓工作坊及簡介會，目的是讓他們對性騷擾行為及性別平等概念有更深入的認識。

The training, which explains the definition and various types of sexual harassment that could occur in school settings, is Hong Kong's first online self-learning training module on preventing sexual harassment on campus. It also illustrates the liabilities of individual and educational institutions.

In addition, the EOC organised training workshops and briefings on preventing sexual harassment for university students and staff during the last school year. The workshops were aimed at helping them gain a deeper understanding of sexual harassment and the concept of gender equality.



平機會於2008/09年度為以下國際及內地訪客舉行了平等機會法例簡介會：
Presentations on the Equal Opportunities Laws were made to the following International and Mainland Visitors in 2008/09:

江蘇省疾病預防控制中心
Jiangsu Centre for Disease and Prevention

挪威人權研究所中國研究計劃
China Programme of Norwegian Centre for Human Rights

內地司法廳/局人員（由香港律政司經辦）
Officials from Mainland Justice Department / Bureaux organised by Department of Justice, HKSAR

第四輪中國全球基金/中英艾滋病項目辦職員（由中國性病艾滋病防治協會經辦）
Officials from China Global Fund AIDS Program (Round Four), organised by Chinese Association of STD & AIDS Prevention and Control

挪威奧斯陸大學中國研究計劃
China Programme of the University of Oslo

由孖士打律師行經辦的訓練學員
Summer interns organised by Mayer Brown JSM

海南省中青年幹部（由香港科技大學經辦）
Hainan senior government officials organised by The Hong Kong University of Science & Technology

北京大學及武漢大學法律學生（由亞洲法律資源中心經辦）
Postgraduate law students from Peking University and Wuhan University organised by Asian Legal Resource Centre

澳洲公平薪酬委員會主席Ian Harper教授
Professor Ian Harper, Chairman of the Australian Fair Pay Commission

新加坡公平就業三方聯合中心
Singapore Tripartite Centre for Fair Employment

內地艾滋病工作者（由中國性病艾滋病防治協會經辦）
Mainland AIDS Workers organised by Chinese Association of STD & AIDS Prevention and Control

湖北省高級政府官員（由香港理工大學經辦）
Hubei senior government officials organised by The Hong Kong Polytechnic University

浙江省外專局官員（由香港理工大學經辦）
Zhejiang government officials organised by The Hong Kong Polytechnic University

泰國參議院的社會發展與兒童、青少年、女性、老人、殘疾人士及弱勢社群事務常務委員會
The Standing Committee on Social Development and Children, Youth, Women, The Elderly, The Disabled and the Underprivileged Affairs, The Senate, The Kingdom of Thailand

長春市委組織部官員（由香港理工大學經辦）
Changchun government officials from Organisation Department of Changchun City organised by The Hong Kong Polytechnic University

內地法律學者及律師（由亞洲人權委員會經辦）
Chinese legal scholars and lawyers (organised by Asian Legal Resource Centre)

「第153期香港工商業研討班」（由香港中華總商會舉辦）
The Hong Kong Industry & Commerce Training Classes, organised by The Chinese General Chamber of Commerce

雲南艾滋病工作者（由中國性病艾滋病防治協會經辦）
Yunnan AIDS workers organised by Chinese Association of STD & AIDS Prevention and Control

芬蘭國會就業與平等委員會代表團
Delegation from the Employment and Equality Committee, Parliament of Finland



建立聯繫 Building Networks

我們一直致力發展並維持與本地、地區及國際間的聯繫，務求在平等機會這議題上與世界各地接軌。

We have been working towards developing and maintaining local, regional and international networks to keep abreast of the new developments on equal opportunities issues in the different parts of the world.

地區及國際聯繫

過去一年，平機會繼續積極參與不同的會議及研討會，以加強與內地和國際社會的聯繫。

2008年5月，我們出席了由國際勞工組織在北京舉辦的「工作、收入和社會性別平等政策研討會」。會上，我們與來自國內的參加者及國際勞工組織的性別事務專家，分享如何在工作間促進性別平等及在香港推廣同工同酬的經驗。

一如往年，平機會接待了不少來賓，包括來自 (i) 芬蘭國會的就業與平等委員會；(ii) 泰國參議院的社會發展與兒童、青少年、女性、老人、殘疾人士及弱勢社群事務常務委員會；及 (iii) 新加坡公平就業三方聯合中心的代表團（詳情請參閱第61頁）。澳洲公平薪酬委員會主席Ian Harper教授亦曾於2008年10月到訪。這些寶貴的聯繫，有助我們就如何促進平等機會，與內地和國際社會交換意見及分享心得。

本地聯繫

我們在維持國際及地區聯繫的同時，亦非常重視與本地社區保持緊密接觸，以推廣平等訊息及把平等機會納入主流思想。在2008/09年度，平機會與公營及私營機構、非政府組織及各個關注團體緊密合作，意見的交流對我們的工作大有幫助。

一如以往，平機會參與了每年一度的「精神健康月」。這項活動於2008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

Regional and International Networks

Last year, the EOC continued with its efforts to strengthen ties with the Mainland and the global community by actively participating in different meetings and seminars.

In May 2008, we participated in the “Seminar on Work, Income and Gender Equality” organised by the International Labour Office (ILO) in Beijing. During the seminar, we shared our experiences on advancing gender equality at the workplace and our work on promoting equal pay for work of equal value in Hong Kong with participants from Mainland China and ILO’s gender experts.

As in the previous years, we also received many visitors to the EOC, including the delegations from: (i) the Employment and Equality Committee, Parliament of Finland, (ii) the Standing Committee on Social Development and Children, Youth, Women, the Elderly, the Disabled and the Underprivileged Affairs of the Thai Senate, and (iii) the Singapore Tripartite Centre for Fair Employment (see Page 61 for details of visits). Professor Ian Harper, Chairman of the Australian Fair Pay Commission also visited us in October 2008. These valuable networking opportunities enabled us to exchange views and experiences with both the international and mainland communities in promoting equal opportunities.

Local Links

While we value our international and regional networks, we also accord high priority to maintaining contacts and dialogue with our local community to promote awareness as well as mainstream equal opportunities. We worked in close cooperation with public and private sectors, NGOs and different interest groups in 2008/09. We gained immensely from these interactions as they provided important insights to enhance our activities.



建立聯繫 Building Networks

辦，透過連串活動推廣精神健康，消除社會上對精神病患者的負面標籤，減少對他們的歧視。

2008/09年度，我們出席了為數眾多的本地會議和研討會，涉及的議題廣泛多樣，包括有關殘疾、性別和種族等等。我們亦出席了由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人士論壇。

In keeping with our past practices, we participated in the annual Mental Health Month in October 2008 that was organised by the Labour and Welfare Bureau, various Government departments and NGOs. The purpose of the event was to promote mental well-being in Hong Kong through a series of events and raise awareness on the issue to remove social stigma associated with the disease to prevent discrimination against people with mental illness.

We also participated in various local conferences covering equal opportunities issues such as disability, gender, and race in 2008/09 and attended a number of forums hosted by the Constitutional and Mainland Affairs Bureau, including Human Rights Forum, Sexual Minorities Forum and Ethnic Minorities Forum.

平機會代表於2008/09年度出席的本地會議/研討會 Local Conferences/Events Attended by the EOC in 2008/09

日期 Date	活動 Event	主辦機構 Organised by
2008年4月 April 2008	「艷照風波 - 性別與人權教育的角度」研討會 Seminar on Obscene Photos Scandal: from the Perspective of Gender and Human Rights Education	香港教育學院 - 公民教育中心、性別研究小組 Centre for Citizenship Education & Gender Matters Group, Hong Kong Institute of Education
2008年4月 April 2008	2008年平等機會節開幕典禮 Opening Ceremony of Equal Opportunity Festival 2008	香港大學 The University of Hong Kong
2008年4月 April 2008	愛滋病研討會2008 AIDS Seminar 2008	愛滋病信託基金委員會及香港愛滋病服務機構聯盟 Council for the AIDS Trust Fund & Hong Kong Coalition of AIDS Service Organisations
2008年4月 April 2008	「傑出癲癇人士」選舉評審 Meeting to select Outstanding Persons with Epilepsy	香港協癲會 The Hong Kong Epilepsy Association
2008年4月 April 2008	性別觀點 - 主流政策研討會 Seminar on Gender Mainstreaming	新婦女協進會 Association for the Advancement of Feminism
2008年5月 May 2008	2008年兩性角色工作坊「新移民婦女全面觀」 2008 Annual Gender Role Workshop – Overview on New Arrival Women	香港中文大學 The Chinese University of Hong Kong



日期 Date	活動 Event	主辦機構 Organised by
2008年5月 May 2008	專題研討會：探討從政策及實務層面如何回應多樣性及差異性 Addressing Diversity / Difference: Implications for Practice & Policy	香港理工大學 - 應用社會科學系社會政策研究中心暨專業社會工作中心 Department of Applied Social Sciences, Professional Practice Centre, Centre for Social Policy Studies - The Hong Kong Polytechnic University
2008年5月及9月 May and September 2008	人權論壇 Human Rights Forum	政制及內地事務局 Constitutional and Mainland Affairs Bureau
2008年5月 May 2008	婦女事務委員會交流會 Conference to share issues faced by women	婦女事務委員會 Women's Commission
2008年5月 May 2008	香港盲人體育會開幕禮 Opening Ceremony of the Hong Kong Blind Sports Association	香港盲人體育會 Hong Kong Blind Sports Association
2008年5月 May 2008	青年行動者計劃 The Young Advocates Programme	英國文化協會 British Council
2008年5月 May 2008	殘疾歧視條例與我講座 “The Disability Discrimination Ordinance and I” Seminar	香港視網膜病變協會 Retina Hong Kong
2008年6月 June 2008	少數族裔人士論壇 Ethnic Minorities Forum	政制及內地事務局 Constitutional and Mainland Affairs Bureau
2008年6月 June 2008	工作與生活的平衡論壇 Work Life Balance Forum	香港浸會大學、香港董事學會 Hong Kong Baptist University, The Hong Kong Institute of Directors
2008年6月 June 2008	「平等共用在社區(五) - 香港無障礙城市研討會」 Seminar on Accessibility	無障礙城市關注聯席 Coalition for Concern on an Accessible City
2008年6月 June 2008	少數性傾向人士論壇 Sexual Minorities Forum	政制及內地事務局 Constitutional and Mainland Affairs Bureau
2008年6月 June 2008	事業女性需要認識的……僱傭條例研討會 “What every working female needs to know about... Employment Law” Seminar	香港商務及專業婦女協會 Hong Kong Association of Business and Professional Women
2008年7月 July 2008	殘疾人士就業優才發展中心重修開幕誌慶 Re-opening of Rehab Power Career Development Centre for People with Disabilities	香港復康力量 Hong Kong Rehabilitation Power
2008年7月 July 2008	十週年誌慶 Ceremony of 10 th Anniversary	香港特殊學習障礙協會 Hong Kong Association for Special Learning Disabilities



建立聯繫
Building Networks

日期 Date	活動 Event	主辦機構 Organised by
2008年8月 August 2008	印度商會講座 Talk for Overseas Indian Business Association	印度商會 Overseas Indian Business Association
2008年8月 August 2008	2008年友兒學校獎勵計劃頒獎典禮 The UNICEF's Child-Friendly School Award Scheme 2008 Award Presentation Ceremony	聯合國兒童基金香港委員會 Hong Kong Committee for UNICEF
2008年8月 August 2008	2008北京殘奧會神州行 - 起動儀式 Launching Ceremony for the 2008 Beijing Paralympic Games	香港傷殘青年協會 Hong Kong Federation of Handicapped Youth
2008年8月 August 2008	香港市務學會良心品牌大獎評審委員會會議 Selection Meeting for the Brand-with-a-Conscience Award	香港市務學會 Hong Kong Institute of Marketing
2008年9月 September 2008	促進市民對殘疾人士的認識與態度公眾教育活動開展禮 Child Assessment Service - Kick-off Event of Public Education Activities for Promoting Public Awareness and Attitudes towards Persons with Disabilities	衛生署兒童體能智力測驗服務 Department of Health, Child Assessment Service
2008年10月 October 2008	精神健康月 Mental Health Month	勞工及福利局 Labour and Welfare Bureau
2008年11月 November 2008	聯合國《殘疾人權利公約》及《設計手冊：暢通無阻的通道2008》分享會 Sharing session on the UN "Convention on the Rights of Persons with Disabilities" and "Design Manual: Barrier-free Access 2008"	香港復康聯會 Hong Kong Joint Council For People with Disabilities
2008年12月 December 2008	二零零八年世界愛滋病日活動開展禮 Kick-off Ceremony for the 2008 World AIDS Day Activities	紅絲帶中心 Red Ribbon Centre
2008年12月 December 2008	2008年香港人力資源管理學會周年會議暨展覽會 2008 HKIHRM Annual Conference & Exhibition	香港人力資源管理學會 Hong Kong Institute of Human Resource Management (HKIHRM)
2008年12月 December 2008	2008年國際復康日開幕典禮暨慶祝聯合國《殘疾人權利公約》生效及「十八區關愛僱主」嘉許聯合典禮 Opening Ceremony of International Day of Disabled Persons (IDDP) 2008 cum the Joint Ceremony of Celebration of the Enforcement of UN Convention on the Rights of Persons with Disabilities and the Recognition of Caring Employers from 18 Districts	香港復康聯會及香港社會服務聯會 Hong Kong Joint Council for People with Disabilities and Hong Kong Council of Social Service
2008年12月 December 2008	專題講座：平機會面對的挑戰 Talk on "Challenges faced by the EOC in Hong Kong"	律政司 Department of Justice
2008年12月 December 2008	「關注世界」工作坊 Global Awareness Project Workshop	香港青年領袖同盟 Hong Kong Union for Young Leaders

日期 Date	活動 Event	主辦機構 Organised by
2008年12月 December 2008	「愛心世界」卓越傷健義工領袖嘉許典禮 "Power the World" Volunteers Award Ceremony	香港復康力量 Hong Kong Rehabilitation Power
2009年1月 January 2009	「2009 特殊奧運冬季世界比賽」 - 授旗典禮 2009 Special Olympics World Winter Games – Flag Presentation Ceremony	香港特殊奧運會 Hong Kong Special Olympics
2009年1月 January 2009	社區復康服務交流團匯報會 Report-Back Seminar on Study Visit on Community Mental Health Services	香港社會服務聯會 Hong Kong Council of Social Service
2009年1月 January 2009	「視覺無障礙2008」中學生專題研習報告決賽頒獎典禮 Award Presentation Ceremony of "Barrier-Free Vision 2008: Projects of Secondary School Students"	香港視網膜病變協會 Retina Hong Kong
2009年2月 February 2009	「商界展關懷」嘉許典禮2008/09 Caring Company Recognition Ceremony 2008/09	香港社會服務聯會 Hong Kong Council of Social Service
2009年2月 February 2009	專題諮詢會：醫療界對男男性接觸者愛滋病狀況的回應 Consultation on Health Sector Response to HIV/AIDS among Men who have Sex with Men	紅絲帶中心 Red Ribbon Centre
2009年2月 February 2009	慶祝火炬慈善跑二十週年開展酒會暨二零零九特殊奧運冬季世界比賽祝捷酒會 Launching Ceremony of 20 th Anniversary of Law Enforcement Torch Run for Special Olympics cum Welcome Reception of 2009 Special Olympics World Winter Games	香港特殊奧運會 Hong Kong Special Olympics
2009年3月 March 2009	慶祝2009國際婦女節活動暨午餐講座「男與女：平等伙伴關係」 Reception cum Luncheon Talk on "Women and Men: An Equal Partnership" to Celebrate International Women's Day 2009	婦女事務委員會 Women's Commission
2009年3月 March 2009	有關在囚人士投票權公眾諮詢會 Public Consultation Forum on Prisoners' Voting Right	政制及內地事務局 Constitutional and Mainland Affairs Bureau
2009年3月 March 2009	2009年平等機會節開幕典禮 Opening Ceremony of Equal Opportunity Festival 2009	香港大學 The University of Hong Kong
2009年3月 March 2009	第十八屆精神健康大使畢業典禮暨2009年會員大會及義工嘉許禮 The 18 th Mental Health Ambassador Graduation Ceremony cum General Assembly 2009 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
2009年3月 March 2009	國際消除種族歧視日嘉年華會 International Day for the Elimination of Racial Discrimination Carnival	香港融樂會 Hong Kong Unison

平等機會委員會 截至2009年3月31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70至第87頁平等機會委員會(「委員會」)的財務報表，此財務報表包括於二零零九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；以及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。

Equal Opportunities Commission Financial Statements for the year ended 31 March 2009

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 70 to 87, which comprise the statement of assets and liabilities as at 31 March 2009, 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.

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。

審核涉及執行情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，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二零零九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
二零零九年九月十七日

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 2009 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
17 September 2009

財務報告 Financial Statements

收支結算表 截至2009年3月31日止 財政年度

(所有數額均以港元為單位)

Statement of income and expenditure for the year ended 31 March 2009

(Expressed in Hong Kong dollars)

	附註 Note	2009	2008
收入			
政府補助	3	77,687,880	69,049,333
法律訴訟費用的補償		1,890	400,000
利息收入		673,686	1,273,813
雜項收入		1,108,791	921,640
		<u>79,472,247</u>	<u>71,644,786</u>
支出			
職員薪酬		43,005,092	37,679,686
職員約滿酬金、其他福利及津貼		13,247,249	12,699,385
強積金供款		906,298	837,749
未使用年假的準備之增長		229,874	192,808
法律費用		2,836,731	1,128,984
宣傳及公眾教育支出		6,180,393	6,016,862
經費來自資本補助基金的宣傳及公眾教育支出	8	(73,120)	(619,848)
研究計劃及教材資料套		893,873	1,561,329
涉及辦公室物業的營運租賃租金		7,873,448	7,148,307
折舊		2,786,806	2,731,524
清理物業、機器及設備的虧損		5,424	953
外訪及會議		10,581	67,834
職員培訓		31,245	328,935
核數師酬金		77,240	72,250
維修及保養費用		276,317	469,561
經費來自資本補助基金的維修及保養費用	8	(13,965)	-
其他經營費用		2,387,006	2,471,778
		<u>80,660,492</u>	<u>72,788,097</u>
財政年度虧損	12	<u>(1,188,245)</u>	<u>(1,143,311)</u>

資產負債表 於2009年3月31日

(所有數額均以港元為單位)

	附註 Note	2009	2008
資產			
非流動資產			
物業、機器及設備	4	6,276,010	7,883,707
流動資產			
應收政府的未使用年假補助		2,425,985	2,196,111
應收政府的約滿酬金補助	5	376,244	384,319
其他應收帳款、按金及預付款項	6	3,747,750	2,086,800
現金及現金等價物	7	37,826,826	38,834,232
		<u>44,376,805</u>	<u>43,501,462</u>
總資產		<u>50,652,815</u>	<u>51,385,169</u>
負債			
非流動負債			
資本補助基金	8	398,000	1,500
職員約滿酬金的準備	9	3,786,651	2,665,294
		<u>4,184,651</u>	<u>2,666,794</u>
流動負債			
職員約滿酬金的準備	9	4,212,710	9,394,094
未使用年假的準備		2,425,985	2,196,111
預收政府補助	3	11,594,483	7,871,564
其他應付帳項及應計費用	10	4,557,375	4,390,750
		<u>22,790,553</u>	<u>23,852,519</u>
總負債		<u>26,975,204</u>	<u>26,519,313</u>
基金			
儲備	12	23,677,611	24,865,856
收支結算表		-	-
總基金		<u>23,677,611</u>	<u>24,865,856</u>
總基金及負債		<u>50,652,815</u>	<u>51,385,169</u>

於2009年9月17日批准並授權公布本財務報表。

鄧爾邦先生
Mr. Raymond TANG Yee-bong
委員會主席
Chairperson of the Commission

Approved and authorised for issue on 17 September 2009 by

趙麗娟女士
Ms Susanna CHIU Lai-kuen
行政及財務專責小組召集人
Convenor of the Administration and Finance Committee

鄧伊珊小姐
Miss Kerrie TENG
會計師
Accountant

財務報告 Financial Statements

資金變動表 截至2009年3月31日止 財政年度

(所有數額均以港元為單位)

Statement of changes in funds for the year ended 31 March 2009 (Expressed in Hong Kong dollars)

		收支結算表 Statement of income and expenditure	儲備 (附註 12) Reserves (Note 12)	總數 Total
於2007年4月1日	At 1 April 2007	-	26,009,167	26,009,167
財政年度虧損 轉撥	Deficit for the year Transfer	(1,143,311) 1,143,311	- (1,143,311)	(1,143,311) -
於2008年3月31日	At 31 March 2008	-	24,865,856	24,865,856
於2008年4月1日	At 1 April 2008	-	24,865,856	24,865,856
財政年度虧損 轉撥	Deficit for the year Transfer	(1,188,245) 1,188,245	- (1,188,245)	(1,188,245) -
於2009年3月31日	At 31 March 2009	-	23,677,611	23,677,611

現金流動表 截至2009年3月31日止 財政年度

(所有數額均以港元為單位)

Cash flow statement for the year ended 31 March 2009 (Expressed in Hong Kong dollars)

	附註 Note	2009	2008
營運活動			
財政年度虧損		(1,188,245)	(1,143,311)
調整：			
- 折舊		2,786,806	2,731,524
- 清理物業、機器及設備的虧損		5,424	953
- 利息收入		(673,686)	(1,273,813)
營運資金變動前經營盈餘		930,299	315,353
應收政府的約滿酬金補助之減少			
應收政府的未使用年假補助之增加			
其他應收帳款、按金及預付款項之(增加)/減少			
其他應付帳項及應計費用之增加/(減少)			
職員約滿酬金的準備之(減少)/增加			
未使用年假的準備之增加			
預收政府補助之增加			
資本補助基金之增加			
營運(耗用)/所得的現金淨額			
投資活動			
已收利息		734,850	1,252,218
購置物業、機器及設備		(1,184,533)	(1,338,910)
清理物業、機器及設備所得款項		-	1,245
投資活動所耗用之現金淨額		(449,683)	(85,447)
現金及現金等價物之(減少)/增加			
年初之現金及現金等價物			
年末之現金及現金等價物			

	附註 Note	2009	2008
Operating activities			
Deficit for the year		(1,188,245)	(1,143,311)
Adjustments for:			
- Depreciation		2,786,806	2,731,524
- Loss on disposals of property, plant and equipment		5,424	953
- Interest income		(673,686)	(1,273,813)
Operating surplus before changes in working capital		930,299	315,353
Decrease in gratuity subvention receivable from government		8,075	574,370
Increase in unutilised annual leave subvention receivable from government		(229,874)	(192,808)
(Increase)/decrease in other receivable, deposits and prepayments		(1,722,114)	419,028
Increase/(decrease) in other payables and accruals		166,625	(2,013,872)
(Decrease)/increase in provision for staff gratuity		(4,060,027)	3,165,518
Increase in provision for unutilised annual leave		229,874	192,808
Increase in Government subvention received in advance		3,722,919	3,040,105
Increase in capital subvention fund		396,500	1,500
Net cash (used in)/generated from operations		(557,723)	5,502,002
Investing activities			
Interest received		734,850	1,252,218
Purchases of property, plant and equipment		(1,184,533)	(1,338,910)
Proceeds from disposal of property, plant and equipment		-	1,245
Net cash used in investing activities		(449,683)	(85,447)
(Decrease)/increase in cash and cash equivalents		(1,007,406)	5,416,555
Cash and cash equivalents at beginning of the year		38,834,232	33,417,677
Cash and cash equivalents at end of the year	7	37,826,826	38,834,232

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一系列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。採納新訂及修訂的財務報告準則沒有對所呈列年度的財務報表委員會所應用的會計政策構成重大變動。

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17)。

(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。

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 a number of new and revised HKFRSs that are first effective or available for early adoption for the current accounting period of the Commission. The adoption of the new and revised HKFRSs did not result in significant changes to the Commission’s accounting policies applied in these financial statements for the years presented.

The Commission has not applied any new standard or interpretation that is not yet effective for the current accounting period (see note 17).

(b) Basis of preparation of the financial statements

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

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)

(b) 財務報表編製基準(續)

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

資產的可使用年限及其剩餘價值(如有)會每年檢討。

Notes to the financial statements

(Expressed in Hong Kong dollars)

2 Significant accounting policies(continued)

(b) Basis of preparation of the financial statements(continued)

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

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

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)

(c) 物業、機器及設備與折舊(續)

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價值兩者中的較高者。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金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，惟在貼現的影響不重大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) 現金及現金等價物

現金及現金等價物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。

Notes to the financial statements

(Expressed in Hong Kong dollars)

2 Significant accounting policies(continued)

(c) Property, plant and equipment and depreciation(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.

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)

(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未放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。

- (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。

Notes to the financial statements

(Expressed in Hong Kong dollars)

2 Significant accounting policies(continued)

(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 untaken 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.

- (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.

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)

(h) 準備及或有負債(續)

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，該義務便會被披露為或有負債，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，亦會被披露為或有負債，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為在收支結算表上。

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。

Notes to the financial statements

(Expressed in Hong Kong dollars)

2 Significant accounting policies(continued)

(h) Provisions and Contingent Liabilities(continued)

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.

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 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。

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 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.

財務報告 Financial Statements

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

4 物業、機器及設備

4 Property, plant and equipment

		租賃 物業裝修	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
		Leasehold improvements	Office furniture and equipment	Motor vehicles	Computer equipment	Simultaneous interpretation and public address equipment	Total
成本：	Cost:						
於2007年4月1日	At 1 April 2007	6,187,826	4,070,970	819,601	5,129,167	469,123	16,676,687
增置	Additions	718,521	222,513	-	1,035,370	-	1,976,404
減少	Disposals	-	(89,558)	-	(1,182,565)	-	(1,272,123)
於2008年3月31日	At 31 March 2008	6,906,347	4,203,925	819,601	4,981,972	469,123	17,380,968
於2008年4月1日	At 1 April 2008	6,906,347	4,203,925	819,601	4,981,972	469,123	17,380,968
增置	Additions	231,454	260,458	-	692,621	-	1,184,533
減少	Disposals	-	(24,212)	-	(261,576)	-	(285,788)
於2009年3月31日	At 31 March 2009	7,137,801	4,440,171	819,601	5,413,017	469,123	18,279,713
累積折舊：	Accumulated depreciation:						
於2007年4月1日	At 1 April 2007	1,051,980	2,696,459	87,839	3,890,187	309,197	8,035,662
年度折舊	Charge for the year	1,284,400	587,591	117,086	709,359	33,088	2,731,524
減少時撥回	Written back on disposals	-	(89,558)	-	(1,180,367)	-	(1,269,925)
於2008年3月31日	At 31 March 2008	2,336,380	3,194,492	204,925	3,419,179	342,285	9,497,261
於2008年4月1日	At 1 April 2008	2,336,380	3,194,492	204,925	3,419,179	342,285	9,497,261
年度折舊	Charge for the year	1,173,149	611,587	117,086	851,896	33,088	2,786,806
減少時撥回	Written back on disposals	-	(22,109)	-	(258,255)	-	(280,364)
於2009年3月31日	At 31 March 2009	3,509,529	3,783,970	322,011	4,012,820	375,373	12,003,703
帳面淨值：	Net book value:						
於2009年3月31日	At 31 March 2009	3,628,272	656,201	497,590	1,400,197	93,750	6,276,010
於2008年3月31日	At 31 March 2008	4,569,967	1,009,433	614,676	1,562,793	126,838	7,883,707

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

5 應收政府的約滿酬金補助

5 Gratuity subvention receivable from government

	2009	2008
於4月1日	384,319	958,689
年度內確認的補助	8,457,925	7,444,630
已收政府約滿酬金補助	(8,466,000)	(8,019,000)
於3月31日	376,244	384,319

這代表政府將會補償予委員會職員約滿酬金方面的資金。

This represents funds to be reimbursed by the Government in respect of gratuity payments to staff of the Commission.

6 其他應收帳款、按金及預付款項

6 Other receivables, deposits and prepayments

	2009	2008
按金及預付款項	3,629,849	1,950,325
其他應收帳款	117,901	136,475
	3,747,750	2,086,800

於2009年3月31日及2008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。

As at 31 March 2009 and 2008, no material allowance for impairment of doubtful debts was recorded in respect of other receivables, deposits and prepayments.

7 現金及現金等價物

7 Cash and cash equivalents

	2009	2008
銀行結存及現金	8,545,401	4,557,046
原本存款期不超過3個月的短期 銀行存款	29,281,425	34,277,186
現金及現金等價物	37,826,826	38,834,232

財務報告 Financial Statements

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

8 資本補助基金

8 Capital subvention fund

		為不同界別 製作的 教材資料	「同值同酬」 研究及教育 計劃 Research and educational projects on equal pay for work of equal value	總數 Total
於2007年4月1日	At 1 April 2007	-	-	-
已收政府補助	Subvention received from Government	94,616	532,982	627,598
應收政府補助	Subvention receivable from Government	-	(6,250)	(6,250)
轉至收支結算表作為收入以 配合：	Transfer to the statement of income and expenditure as income to match with:			
- 宣傳及公眾教育支出	- Publicity and public education expenses	(93,116)	(526,732)	(619,848)
於2008年3月31日	At 31 March 2008	1,500	-	1,500
於2008年4月1日	At 1 April 2008	1,500	-	1,500
已收政府補助	Subvention received from Government	483,585	-	483,585
轉至收支結算表作為收入以 配合：	Transfer to the statement of income and expenditure as income to match with:			
- 宣傳及公眾教育支出	- Publicity and public education expenses	(73,120)	-	(73,120)
- 維修及保養費用	- Repair and maintenance expenses	(13,965)	-	(13,965)
於2009年3月31日	At 31 March 2009	398,000	-	398,000

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。

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.

9 職員約滿酬金的準備

9 Provision for staff gratuity

		2009	2008
於4月1日	At 1 April	12,059,388	8,893,870
撥出準備	Provisions made	7,669,937	7,536,475
沒收	Forfeitures	-	(91,845)
財政年度已支付之金額	Amount paid during the year	(11,729,964)	(4,279,112)
於3月31日	At 31 March	7,999,361	12,059,388
減：流動部份	Less: Current portion	(4,212,710)	(9,394,094)
非流動部份	Non-current portion	3,786,651	2,665,294

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。

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.

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

10 其他應付帳項及應計費用

10 Other payables and accruals

		2009	2008
其他應付帳項	Other payables	3,604,861	3,158,943
應計費用	Accrued expenses	872,418	1,179,841
預收款項	Receipts in advance	80,096	51,966
		<u>4,557,375</u>	<u>4,390,750</u>

11 法律費用的準備

11 Provision for legal fees

		2009	2008
於4月1日	At 1 April	-	104,000
撥出準備	Provisions made	2,836,731	1,128,984
財政年度已支付之金額	Amount paid during the year	(2,836,731)	(1,232,984)
於3月31日	At 31 March	-	-

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。 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.

12 儲備

12 Reserves

		2009	2008
於4月1日	At 1 April	24,865,856	26,009,167
由收支結算表轉入	Transfer from statement of income and expenditure	(1,188,245)	(1,143,311)
於3月31日	At 31 March	<u>23,677,611</u>	<u>24,865,856</u>

委員會界定儲備為總資金。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。財政年度終結時的儲備可作一般用途，委員會有權自行運用上限內的儲備。此上限分別為委員會下個財政年度及當前的財政年度每年的經常性資助的25%。

The Commission defines reserves as Total Funds. The Commission's primary objectives when managing its funds are to safeguard the Commission's ability to continue as a going concern. The reserve at the end of the financial year 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 of the next and current financial year respectively.

13 主要管理報酬

13 Key management compensation

		2009	2008
短期職員福利	Short-term employee benefits	9,917,148	9,543,864
聘用期結束後福利	Post-employment benefits	2,133,410	1,939,937
		<u>12,050,558</u>	<u>11,483,801</u>

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

14 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。

15 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2009年3月31日的資本性承擔如下：

已簽約但未提撥準備

(b) 營運租賃承擔

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：

於1年內繳付
在1年至5年內繳付

14 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).

15 Commitments

(a) Capital commitments

Capital commitments outstanding at 31 March 2009, in respect of property, plant and equipment at the balance sheet date not provided for in the financial statements were as follows:

	2009	2008
Contracted but not provided for	130,321	941,860

(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:

	2009	2008
Within 1 year	7,418,112	5,563,584
After 1 year but within 5 years	12,672,608	15,068,040
	<u>20,090,720</u>	<u>20,631,624</u>

16 金融工具

風險管理由財務部根據委員會的行政及財務專責小組核准的程序指導方針執行。財務部鑑別和評估財務風險，就整體的風險管理訂定程序指導方針，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。

16 Financial instruments

Risk management is carried out by the finance department under the procedural guidelines approved by the Members of the Administration and Finance Committee of the Commission. The finance department identifies and evaluates financial risks and provides procedural guidelines for overall risk management such as interest-rate risk, use of financial instruments and investing excess liquidity.

財務報表附註

(所有數額均以港元為單位)

16 金融工具(續)

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。

(a) 信貸風險

政府於二零零八年十月十四日宣布，即時運用外匯基金為存放在香港特別行政區（「香港特區」）所有認可機構的所有客戶存款提供償還擔保（「存款擔保」），有效期至二零一零年年底。存款擔保依照存款保障計劃的原則運作，適用於所有香港特區的持牌銀行及海外機構在香港特區設立的分行。委員會的銀行結餘存放於上述認可機構，故受到上述存款擔保計劃的保障。

(b) 資金周轉風險

委員會的政策是定期監察現時及預計的資金周轉需要，以確保維持足夠現金儲備應付短期及較長期的資金周轉需要。

下表詳述委員會金融負債在結算當日之剩餘合約年期，乃根據未貼現合約現金流及委員會可能被要求付款之最早日期編製：

Notes to the financial statements

(Expressed in Hong Kong dollars)

16 Financial instruments(continued)

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.

(a) Credit risk

On 14 October 2008, the Government announced the use of the Exchange Fund to immediately guarantee repayment of all customer deposits held with authorised institutions in Hong Kong Special Administrative Region ("HKSAR") (which cover licensed banks in HKSAR, among others, and include HKSAR branches of overseas institutions) following the principles of the Deposit Protection Scheme, until the end of 2010. The bank balances of the Commission are kept in the said authorised institutions and are therefore protected under the said scheme.

(b) Liquidity risk

The Commission's policy is to regularly monitor current and expected liquidity requirements to ensure that it maintains sufficient reserves of cash to meet its liquidity requirements in the short and longer term.

The following table details the remaining contractual maturities at the balance sheet date of the Commission's financial liabilities, which are based on contractual undiscounted cash flows and the earliest date the Commission can be required to pay:

財務報告 Financial Statements

財務報表附註

(所有數額均以港元為單位)

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16 金融工具(續)

(b) 資金周轉風險(續)

16 Financial instruments(continued)

(b) Liquidity risk(continued)

		2009				
	帳面值	未貼現 合約現金流 總計	一年以下 或即時到期	一年以上 但兩年以下	兩年以上 但五年以下	
		Total contractual undiscounted cash flow	Within 1 year or on demand	More than 1 year but less than 2 years	More than 2 years but less than 5 years	
職員約滿酬金的準備	Provision for staff gratuity	7,999,361	(7,999,361)	(4,212,710)	(1,718,231)	(2,068,420)
未使用年假的準備	Provision for unutilised annual leave	2,425,985	(2,425,985)	(2,425,985)	-	-
預收政府補助	Government subvention received in advance	11,594,483	(11,594,483)	(11,594,483)	-	-
其他應付帳項及應計 費用	Other payables and accruals	4,557,375	(4,557,375)	(4,557,375)	-	-
		<u>26,577,204</u>	<u>(26,577,204)</u>	<u>(22,790,553)</u>	<u>(1,718,231)</u>	<u>(2,068,420)</u>
		2008				
	帳面值	未貼現 合約現金流 總計	一年以下 或即時到期	一年以上 但兩年以下	兩年以上 但五年以下	
		Total contractual undiscounted cash flow	Within 1 year or on demand	More than 1 year but less than 2 years	More than 2 years but less than 5 years	
職員約滿酬金的準備	Provision for staff gratuity	12,059,389	(12,059,389)	(9,394,094)	(2,113,851)	(551,444)
未使用年假的準備	Provision for unutilised annual leave	2,196,111	(2,196,111)	(2,196,111)	-	-
預收政府補助	Government subvention received in advance	7,871,564	(7,871,564)	(7,871,564)	-	-
其他應付帳項及應計 費用	Other payables and accruals	4,390,750	(4,390,750)	(4,390,750)	-	-
		<u>26,517,814</u>	<u>(26,517,814)</u>	<u>(23,852,519)</u>	<u>(2,113,851)</u>	<u>(551,444)</u>

財務報表附註

(所有數額均以港元為單位)

16 金融工具(續)

(c) 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二零零九年三月三十一日便會增加／減少約334,000元(二零零八年：343,000 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金融工具及非財務金融工具的利率風險。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合理性利率變動。2008年的分析亦是根據上述基準進行。

(d) 所有金融工具的數額與其於二零零八年及二零零九年三月三十一日的公允價值並無重大差異。

17 截至二零零九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，惟於截至二零零九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。

Notes to the financial statements

(Expressed in Hong Kong dollars)

16 Financial instruments(continued)

(c) Sensitivity analysis on interest rate risk

At 31 March 2009, 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 funds by approximately \$334,000 (2008: \$343,000).

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 2008.

(d) All financial instruments are carried at amounts not materially different from their fair values as at 31 March 2009 and 2008.

17 Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2009

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 2009 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2009年3月31日

Members of the Equal Opportunities Commission

as at 31.3.2009



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



譚香文女士
Ms 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2009年3月31日

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

as at 31.3.2009

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. 廖淥波先生
- 8. 譚香文女士
- 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. Ms 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. 譚香文女士
- 6. 王鳳儀女士
- 7. 宣張群芳女士 (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. Ms 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 organisations 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，但未能經調解達致和解的申訴個案的報告。
- 5. 考慮根據《性別歧視條例》第85(1)條、《殘疾歧視條例》第81(1)條及《家庭崗位歧視條例》第63(1)條要求調解以外的協助的申請；並在認為適合時，批准該等申請，包括法律協助。
- 6. 建議平等機會委員會有關進行正式調查的調查範圍或修訂的調查範圍。
- 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。

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. To appoint a Task Group, headed by Chairperson, to have daily conduct of formal investigation and to keep EOC informed accordingly.

- 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。
- 16. 監察按上文第5段獲提供協助的個案進度，並就因這些個案的進行而產生的事宜作出決定；及監察平機會可能涉及其他法律訴訟的情況(包括平機會申請司法覆核、平機會申請安排法庭之友出庭或平機會以被告人身份在訴訟中作出抗辯)，並按情況需要就與此等其他訴訟相關的事宜作出決定(包括提出此等訴訟或就此等訴訟作出抗辯的決定)或向平機會作出適當的建議。

- 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.
- 16. To monitor the progress of cases provided with assistance under paragraph (5) above and to decide on matters arising from the conduct of these cases; and to monitor situations where the EOC may become involved in other legal proceedings (including applications by the EOC for judicial reviews, applications by the EOC to arrange appearance of amicus curiae before the courts or the defence of proceedings brought against the EOC), and to decide on matters relating to such other proceedings (including decision to initiate or defend such proceedings) as circumstances may warrant or to make appropriate recommendations to the EOC.

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

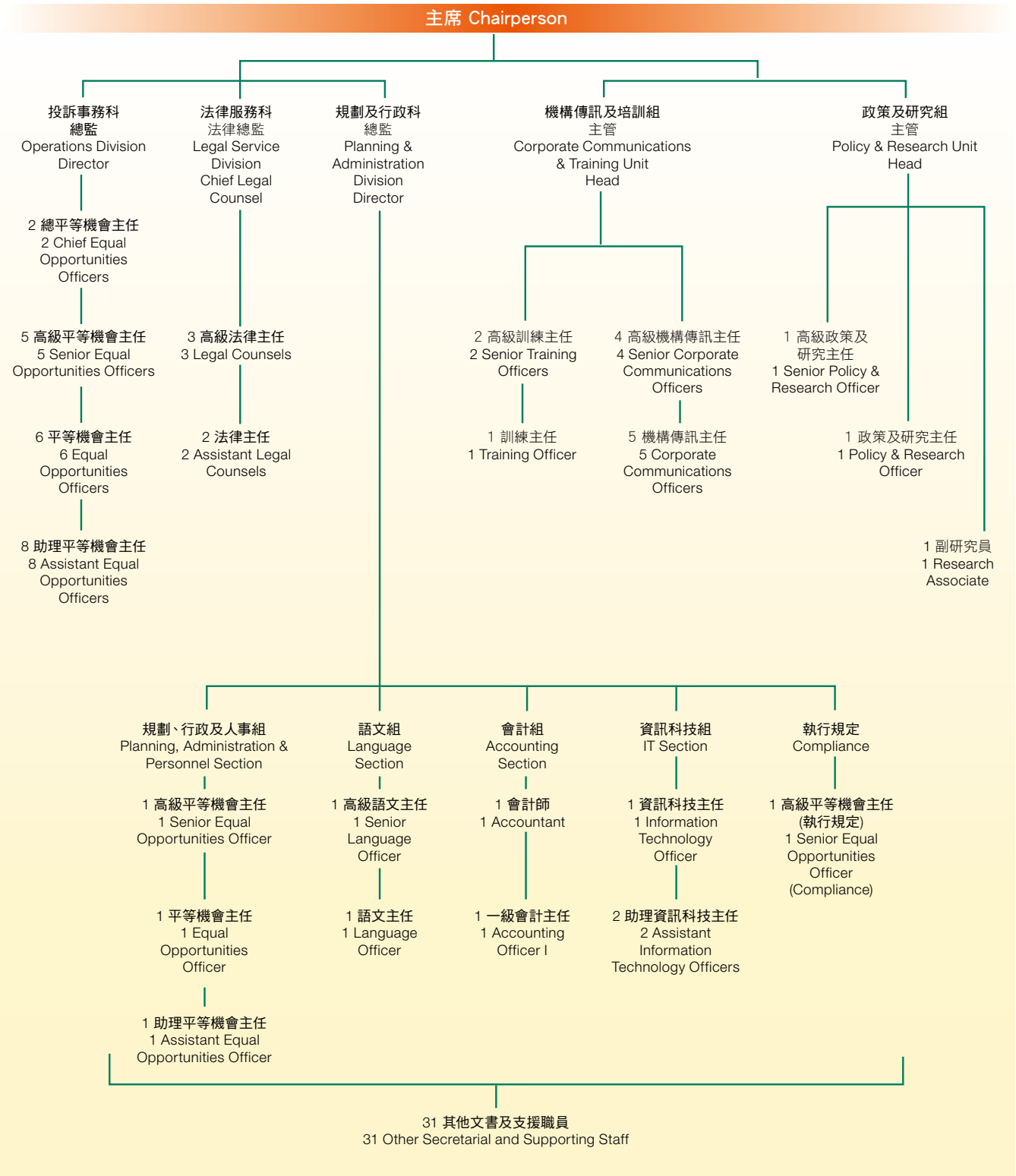
- 1. To advise on measures to be taken in conducting public education on issues of concern to the Commission.
- 2. To consider and approve training modules of the Commission within the budgetary confines as determined by the Commission from time to time.
- 3. To consider and approve the undertaking of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

平等機會委員會辦事處的組織架構

截至2009年3月31日

Organisational Structure of the Equal Opportunities Commission

as at 31.3.2009



備註:
1 人員總編制為88人 (不包括主席)。

Notes:
1 Total number of posts is 88 (excluding EOC Chairperson).

平等機會委員會辦事處管理小組

截至2009年3月31日

Management Team of the Equal Opportunities Commission

as at 31.3.2009

主席 鄧爾邦	Chairperson TANG Yee-bong, Raymond
總監(規劃及行政) 陳奕民	Director (Planning & Administration) CHAN Yick-man, Michael
總監(投訴事務) 李紹葵	Director (Operations) LI Siu-kwai, Joseph
法律總監 潘力恆	Chief Legal Counsel POON Lik-hang, Herman
政策及研究主管 朱崇文	Head, Policy & Research CHU Chung-man, Ferrick
機構傳訊及培訓主管 王珊娜	Head, Corporate Communications and Training 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2008/09年度，平機會處理了49宗法律申請，其中有6宗申請在2007/08年度收到，其餘43宗申請在本年度收到。平機會一共向16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 2008/09, the EOC had to process 49 applications. Six of these 49 applications were received in the period 2007/08, the rest (43) were received during 2008/09. Assistance was granted in 16 applications. 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2008/09年底) Under Consideration (as at the end of 2008/09)
殘疾歧視或騷擾 (僱傭範疇) Disability discrimination or harassment (employment)	6	12	0	8
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)	4*	1	0	0
性別 / 懷孕歧視或騷擾 (僱傭範疇) Sex / Pregnancy discrimination or harassment (employment)	4	11	0	1
性別歧視或騷擾 (其他範疇，如提供貨品及服務) Sex discrimination or harassment (other fields, e.g. provision of goods and services)	1	0	0	0
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 (49) Total	16	25	0	9

* 該申請在2007/08年度不獲予法律協助，但申請人要求覆核，最終在2008/09年度(2008年4月) 獲給予法律協助。

* The application was not granted during 2007/08, but upon the applicant’s request for review, the application was granted in 2008/09 (in April 2008).

獲法律協助的個案
Legally Assisted Cases

在2008/09年度，以下6宗個案毋需展開法律訴訟而得以解決(包括2008/09年度或以前獲法律協助的案件)：

個案數目 Number of Cases	個案性質 Types of Discrimination	結果 Outcome
2	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.
1	僱傭範疇的性騷擾 Sexual harassment in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
2	僱傭範疇的殘疾歧視 Disability discrimination in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
1	貨品、服務及設施提供的殘疾中傷 Disability vilification in provision of goods, services & facilities	諮詢資深大律師後，平機會決定不給予法律協助。 Commission withdrew assistance after seeking Senior Counsel's advice.

此外，在2008/09年度，平機會亦處理了另外13宗在本年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，也未曾展開法律行動。

During 2008/09, the following 6 cases (which include cases granted legal assistance before and during 2008/09) were resolved without commencing legal proceedings:

In addition, in 2008/09, the EOC also had to deal with 13 other cases in which legal assistance was granted before and during 2008/09, which were still being handled and, as at the end of 2008/09, no outcome had yet been reached and no court proceedings had been commenced.

法律訴訟
Court Cases

在2008/09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 2008/09:

個案數目 Number of Cases	個案性質 Types of Discrimination	情況 Status
2	殘疾歧視 (住戶大廈的出入通道) Disability discrimination (accessibility to residential premises)	截至2008/09年度結束為止，案件仍在處理中。 Ongoing as at the end of 2008/09.
1	殘疾歧視 (住戶大廈的出入通道) Disability discrimination (accessibility to residential premises)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
1	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).
1	僱傭範疇的殘疾歧視 (解僱) Disability discrimination in employment (dismissal)	截至2008/09年度結束為止，案件仍在處理中。 Ongoing as at the end of 2008/09.

在2008/09年度獲平機會協助展開訴訟的案件：

EOC assisted court cases which were commenced during 2008/09:

個案數目 Number of Cases	個案性質 Types of Discrimination	情況 Status
3	僱傭範疇的殘疾歧視 (解僱) Disability discrimination in employment (dismissal)	截至2008/09年度結束為止，案件仍在處理中。 Ongoing as at the end of 2008/09.
1	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.
1	僱傭範疇的殘疾歧視 Disability discrimination in employment	截至2008/09年度結束為止，案件仍在處理中。 Ongoing as at the end of 2008/09.
1	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.

「平等機會社會參與資助計劃」所資助的機構

List of Organisations Funded under the Community Participation Funding Programme

2008/09

機構名稱	Organisation		
香港仔街坊福利會社會服務中心 - 社區中心	Aberdeen Kai-fong Welfare Association Social Service Centre - Community Centre	香港聖公會馬鞍山(北)青少年綜合服務中心	Hong Kong Sheng Kung Hui Ma On Shan (North) Children and Youth Integrated Service Centre
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 - Jockey Club Integrated Service Centre	香港聖公會屯門綜合服務中心	Hong Kong Sheng Kung Hui Tuen Mun Integrated Welfare Council
關注婦女性暴力協會	Association Concerning Sexual Violence Against Women	香港基督教女青年會家庭健康促進中心	Hong Kong Young Women's Christian Association – Family Wellness Centre
心創作劇場	Bravo Theatre	共融網絡	Joint Network
路德會長青群康中心	Cheung Ching Lutheran Centre for the Disabled	九龍婦女聯會	Kowloon Women's Organisations Federation Limited
香港啓迪會	Enlighten Hong Kong Limited	葵涌醫院病人資源及交誼中心	Kwai Chung Hospital Patient Resource and Social Centre
扶康會	Fu Hong Society	藍田循道衛理小學	Lam Tin Methodist Primary School
製衣業職工會	Garment-making Trade Workers Union	同根社	New Arrival Women League
基督教聯合那打素社康服務愛鄰網絡	Good Neighbour Network United Christian Nethersole Community Health Service	香港耀能協會賽馬會白普理華心護康中心	SAHK Jockey Club Bradbury Wah Sum Care Centre
協康會順利早期教育及訓練中心	Heep Hong Society Shun Lee Early Education & Training Centre	香港社區組織協會	Society for Community Organisation
協康會海富家長資源中心	Heep Hong Society Hoi Fu Parents Resource Centre	聖雅各福群會灣仔綜合服務隊	St. James' Settlement Wan Chai Integrated Services Team
協康會粉嶺家長資源中心	Heep Hong Society Fanling Parents Resource Centre	青少年愛滋教育中心	Teen AIDS
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	香港小童群益會賽馬會海怡青少年綜合服務中心	The Boys' & Girls' Clubs Association of Hong Kong Jockey Club South Horizons Children and Youth Integrated Services Centre
香港聖公會沙田青少年綜合服務中心	H.K.S.K.H. Shatin Children & Youth Integrated Service Centre	基督教信義會北區青少年綜合服務中心	The Evangelical Lutheran Church of Hong Kong, North District Integrated Youth Service Centre
匡智張玉瓊晨輝學校	Hong Chi Winifred Mary Cheung Morninghope School	港九勞工社團聯會	The Federation of Hong Kong and Kowloon Labour Unions
香港傷殘青年協會	Hong Kong Federation of Handicapped Youth	香港唐氏綜合症協會	The Hong Kong Down Syndrome Association
香港失明人互聯會	Hong Kong Federation of the Blind	香港青少年協會賽馬會茵怡青年空間	The Hong Kong Federation of Youth Groups
香港婦女中心協會	Hong Kong Federation of Women's Centres	香港聾人福利促進會	The Hong Kong Society for the Deaf
香港復康聯會	Hong Kong Joint Council for People with Disabilities	路德會友安長者中心	Yau On Lutheran Centre for the Elderly
路德會石硤尾失明者中心	Hong Kong Lutheran Social Service, Shek Kip Mei Lutheran Centre for the Blind		

平等機會夥伴

Our Partners in Equal Opportunities

2008/09

機構名稱	Organisation		
香港藝術 香港展能藝術會 關注婦女性暴力協會	Arts in Hong Kong Arts with the Disabled Hong Kong Association Concerning Sexual Violence Against Women Baptist Oi Kwan Social Service Centre British Council Career Times Caritas Hong Kong Castle Peak Hospital Catholic Diocese of Hong Kong Pastoral Centre for Workers (Kowloon) Census and Statistics Department China Light and Power Company Ltd. Chinese General Chamber of Commerce Chinese International School Chinese Manufacturers’ Association Chinese YMCA of Hong Kong Christian Action City University of Hong Kong Community Business Constitutional and Mainland Affairs Bureau Delia School of Canada Department of Health Department of Justice Dialogue in the Dark Ebenezer School and Home for the Visually Impaired Education Bureau Employers’ Federation of Hong Kong Enlighten Hong Kong Limited Environmental Advisory Services Hang Seng Bank Ltd. Haven of Hope Christian Service Heep Hong Society Hidden Women of the Catholic Diocese of HK Diocesan Pastoral Centre for Workers (Kowloon) H.K.S.K.H. Lady Macle hose Centre Home Affairs Department Hong Chi Association Hong Kong Baptist University Hong Kong Blind Sports Association Ltd.	香港基督教服務處 香港精神科醫學院 商業電台 香港社會服務聯會 香港唐氏綜合症協會 香港經濟日報 香港婦女中心協會 香港總商會 醫院管理局 香港人力資源管理學會 香港市務學會 香港賽馬會 香港黏多醣症暨罕有遺傳病互助小組	Hong Kong Christian Service Hong Kong College of Psychiatrists Hong Kong Commercial Broadcasting Co. Ltd. Hong Kong Council of Social Service Hong Kong Down Syndrome Association Hong Kong Economic Times Hong Kong Federation of Women’s Centre Hong Kong General Chamber of Commerce Hong Kong Hospital Authority Hong Kong Institute of Human Resource Management Hong Kong Institute of Marketing Hong Kong Jockey Club Hong Kong Mucopolysaccharidosis & Rare Genetic Disease Mutual Aid Group Hong Kong PHAB Association Hong Kong Red Cross John F. Kennedy Centre Hong Kong Rehabilitation Power Hong Kong Scouts’ Association Hong Kong Sign Language Association Hong Kong Single Parents Association Hong Kong Society for the Blind Hong Kong Society for Rehabilitation Hong Kong University School of Professional and Continuing Education ING Hong Kong JobsDB.com Islamic Primary School Jumbo Kids Theatre Korean International School Kowloon Motor Bus Labour and Welfare Bureau Labour Department Lingnan University Make Dreams Real Book Market Pro HK Mental Health Association of Hong Kong Mental Health Month Organising Committee Nepalese Consul General New Life Psychiatric Rehabilitation Association Oslo University China Programme Otic Foundation Pearson (Longman Publishing) Po Leung Kuk
政府統計處 中華電力 香港中華總商會 漢基國際學校 中華廠商會 香港中華基督教青年會 基督教勵行會 香港城市大學 公益企業 政制及內地事務局 地利亞(加拿大)學校 衛生署 律政司 黑暗中的對話 心光盲人院暨學校 教育局 香港僱主聯合會 香港啟迪會 生活環境輔導服務 恒生銀行有限公司 基督教靈實協會 協康會 天主教香港教區勞工牧民中心 (九龍)「看不見的女人」小組	政府統計處 中華電力 香港中華總商會 漢基國際學校 中華廠商會 香港中華基督教青年會 基督教勵行會 香港城市大學 公益企業 政制及內地事務局 地利亞(加拿大)學校 衛生署 律政司 黑暗中的對話 心光盲人院暨學校 教育局 香港僱主聯合會 香港啟迪會 生活環境輔導服務 恒生銀行有限公司 基督教靈實協會 協康會 天主教香港教區勞工牧民中心 (九龍)「看不見的女人」小組	香港傷健協會 香港紅十字會甘迺迪中心 香港復康力量 香港童軍總會 香港手語協會 香港單親協會 香港盲人輔導會 香港復康會 香港大學專業進修學院	
香港聖公會麥理浩夫人中心 民政事務總署 匡智會 香港浸會大學 香港盲人體育會	香港聖公會麥理浩夫人中心 民政事務總署 匡智會 香港浸會大學 香港盲人體育會	ING Hong Kong JobsDB.com 伊斯蘭學校 大細路劇團 韓國國際學校 九龍巴士公司 勞工及福利局 勞工處 嶺南大學 Make Dreams Real Book Market Pro HK 香港心理衛生會 精神健康月籌備委員會 尼泊爾總領事 新生精神康復會 奧斯陸大學中國研究計劃 奧迪慈善基金 Pearson (Longman Publishing) 香港保良局	

香港電台 香港復康聯盟 視網膜病變協會 樹仁大學 靜聲手語協會 南華早報 聖雅各福群會 香港神託會 特殊學習困難教育專業發展小組		Radio Television Hong Kong Rehabilitation Alliance Hong Kong Retina Hong Kong Shue Yan University Silent Group South China Morning Post St. James’ Settlement Stewards Ltd. Teacher Development for Students with Specific Learning Difficulties The Centre for Community Cultural Development The Family Planning Association of Hong Kong – Lam Tin Women’s Club The Hong Kong Institute of Directors The Hong Kong Polytechnic University The Hong Kong Society for Rehabilitation The Hong Kong Society for the Deaf The Kids on the Block The Lutheran Church Hong Kong Synod The Open University of Hong Kong The Society for the Advancement of Bipolar Affective Disorder The Society for the Relief of Disabled Children The Spastics Association of Hong Kong The University of Hong Kong TREATS Unison Hong Kong Vocational Training Council Women’s Commission Workplace Chinese Communication Youth Portal of Hong Kong Government YMCA of Hong Kong Cheung Sha Wan Centre		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:	
社區文化發展中心 香港家庭計劃指導會－藍田婦女會		區佩兒女士 (滙豐亞太區企業可持續發展總監)		Ms Teresa Au, Head of Corporate Sustainability Asia Pacific Region of the Hongkong and Shanghai Banking Corporation	
香港董事學會 香港理工大學 香港復康會 香港聾人福利促進會 街坊小子 香港路德會 香港公開大學 雙相情緒學會		陳美齡女士 (香港家庭福利會社工)		Ms Emily Chan, Social Worker of Hong Kong Family Welfare Society	
香港弱能兒童護助會 香港耀能協會 香港大學 親切 香港融樂會 職業訓練局 婦女事務委員會 職業中文傳意 青新動力 香港基督教青年會長沙灣中心		陳錦元先生 (香港傷殘青年協會康復政策委員會主席)		Mr. Chan Kam-yuen, Chairperson of the Rehabilitation Policy Sub-committee of the Hong Kong Federation of Handicapped Youth	
		陳頌浩女士 (香港基督教服務處南亞裔支援聯盟主管)		Ms Karrie Chan Chung-ho, Supervisor of Project SASA (South Asians Support Alliance) of Hong Kong Christian Service	
		蔡劍華先生 (香港社會服務聯會業務總監)		Mr. Cliff Choi, Business Director of Hong Kong Council of Social Service	
		馮慧瑛女士 (香港復康聯會/香港社會服務聯會聯合國《殘疾人權利公約》推廣委員)		Ms Emily Fung Wai-ying, Member of the Committee on the Promotion of the Convention on the Rights of Persons with Disabilities, Rehabilitation Alliance Hong Kong and Hong Kong Council of Social Service	
		夏士雄先生 (香港視網膜病變協會代表) 何渭枝先生 (樂施會香港總監) 熊德鳳女士 (香港復康會社工)		Mr. Bennet Ha, Representative of Retina Hong Kong Mr. Ho Wai-chi, HK Director of Oxfam Ms Anchor Hung, Social Worker of the Hong Kong Society for Rehabilitation	
		郭汝霖先生 (香港大學平等機會事務處平等機會主任)		Mr. Kenneth Kwok, Equal Opportunity Officer of the Equal Opportunity Unit, The University of Hong Kong	
		鄭詠茵女士 (基督教勵行會油尖旺少數族裔綜合服務中心主任)		Ms Jennifer Kwong, Centre In-charge of the Integrated Service Centre for Ethnic Minorities (Yau Tsim Mong) of Christian Action	
		藍芷芊醫生 (衛生署兒童體能智力測驗服務兒科顧問)		Dr. Catherine Lam, Consultant Paediatrician of the Child Assessment Service, Department of Health	
		林英傑先生 (大細路劇團藝術總監) 林建輝醫生 (奧迪慈善基金主席) 林陳玉卿女士 (香港特殊學習障礙協會執委)		Mr. Evan Lam, Artistic Director of Jumbo Kids Theatre Dr. Mark Lam, Chairman of the Otic Foundation Mrs. Nancy Lam, Committee Member of the Hong Kong Association For Specific Learning Disabilities	
		羅偉業先生 (救世軍教育及就業服務高級主任)		Mr. Tony Law, Service Supervisor (Education and Employment Service) of The Salvation Army	
		李惜英女士 (森林聯盟節目總監) 李偉盛先生 (佛教大光中學校長)		Ms Vivian Lee, Producer of Forest Union Mr. Lee Wai-shing, Principal of Buddhist Tai Kwong Middle School	
		列學文女士 (救世軍恒安綜合復康服務助理高級主任)		Ms Aubrey Lit, Assistant Service Supervisor (Heng On Integrated Rehabilitation Service) of The Salvation Army	
		李光興先生 (聽障人士李菁的父親)		Mr. Lee Kwong-hing, father of Ms Li Ching (a person with hearing impairment)	
		盧啟忠先生 (聖公會麥理浩夫人中心少數族裔服務主管)		Mr. Lo Kai-chung, Team Leader of Ethnic Minority Services of the H.K.S.K.H. Lady MacLehose Centre	
		呂梓良先生 (香港紅卍字會大埔卍慈中學老師)		Mr. Lui Chi-leung, Teacher of HKRSS Tai Po Secondary School	
「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:		夏佳理議員 (行政會議非官守議員/香港交易所主席)		The Honourable Ronald Acrulli (Non-official Member of the Executive Council/Chairman, Hong Kong Exchanges)	
何念慈女士 (臨床心理學家) 余秀珠女士 (香港單親協會總幹事)		Ms Annie Ho Nim-chee (Clinical Psychologist) Ms Jessie Yu (Chief Executive of the Hong Kong Single Parents Association)		Mr. Peter Kammerer (Editorial Writer/Columnist, South China Morning Post)	
Mr. Peter Kammerer (南華早報編輯及專欄作者)		Mr. Amiralı Bakirali Nasir (Solicitor/Formar Chairman of the Incorporated Trustees of the Islamic Community Fund of Hong Kong)		Ms Nancy Sit (Renowned Actress)	
黎雅明先生 (律師/香港回教信託基金總會前主席)		Mr. Nelson Yip (Hong Kong Official Representative of Beijing 2008 Paralympics Equestrian Events)			
薛家燕女士 (著名演員) 葉少康先生 (北京2008年殘奧會馬術比賽香港代表)					

麥瑞琮女士 (香港女工商及專業人員聯會會長)	Ms Caroline Mak, President of the Hong Kong Women Professionals & Entrepreneurs Association
吳卓芳女士 (奧迪慈善基金執行董事)	Ms Joanna Ng, Chief Executive Director of the Otic Foundation
伍文曦女士 (香港復康力量總幹事)	Ms Manhei Ng, Executive Director of Hong Kong Rehabilitation Power
潘啟祥先生 (香港紅卍字會大埔卍慈中學副校長)	Mr. Franky Poon, Vice-principal of HKRSS Tai Po Secondary School
Mr. Sandeep Singh (Sango) (胡雲麟少數族裔獎學金得主)	Mr. Sandeep Singh (Sango), Awardee of Yun Lin Hu Memorial Scholarship for Ethnic Minority Students
Ms Nargas Sultana Shakoor (Susan) (新界崇德社少數族裔獎學金得主)	Ms Nargas Sultana Shakoor (Susan), Awardee of the Scholarships of Zonta Club of the New Territories of Ethnic Minority Students
鄧凱雯女士 (北京2008年殘奧會青年行動者)	Ms Mandy Tang, Young Advocate of Beijing 2008 Paralympic Games
曾建平先生 (香港復康聯會/香港社會服務聯會聯合國《殘疾人權利公約》推廣委員)	Mr. Tsang Kin-ping, Member of the Committee on the Promotion of the Convention on the Rights of Persons with Disabilities, Rehabilitation Alliance Hong Kong and Hong Kong Council of Social Service
蕭太 (專注力不足 / 過度活躍症家長會秘書)	Mrs. Siu, Secretary of the Hong Kong Association for Attention Deficit and Hyperactivity Disorder
溫麗友女士 (新生精神康復會行政總裁)	Ms Deborah Wan, Executive Director of the New Life Psychiatric Rehabilitation Association
黃錦賓博士 (香港大學社會工作學士課程總監)	Dr. Donna Wong, Assistant Professor of Department of Social Work and Social Administration, The University of Hong Kong
王秀容女士 (關注婦女性暴力協會總幹事)	Ms Linda Wong, Executive Director of the Association Concerning Sexual Violence Against Women
黃紹基先生 (匡智松嶺綜合職業訓練中心院長)	Mr. Wong Siu-kei, Superintendent of the Advanced Training Centre of Hong Chi Association
王淑貞女士 (香港紅卍字會大埔卍慈中學老師)	Ms Wong Suk-jing, Teacher of HKRSS Tai Po Secondary School
黃雪詠女士 (香港家庭福利會家庭服務經理)	Ms Wing Wong, Manager of Hong Kong Family Welfare Society
王惠芬女士 (香港融樂會總幹事)	Ms Fermi Wong, Executive Director of Hong Kong Unison
黃顯文先生 (路德會啟聾學校社工)	Mr. Herman Wong, Social Worker of Lutheran School for the Deaf
胡子正先生 (葵涌醫院精神科高級護士長)	Mr. Francis Woo, Senior Nursing Officer of Kwai Chung Hospital
嚴燕兒女士 (葵涌醫院精神科護士長)	Ms Susanna Yim, Nursing Officer of Kwai Chung Hospital
姚勤敏先生 (香港中文大學手語及聾人研究中心項目經理)	Mr. Chris Yiu, Project Manager of the Centre for Sign Linguistics & Deaf Studies of The Chinese University of Hong Kong
袁麗影女士 (香港紅卍字會大埔卍慈中學老師)	Ms Yuen Lai-ying, Teacher of HKRSS Tai Po Secondary School
楊媚女士 (同根社主席)	Ms Yeung Mei, Chairperson of New Women Arrivals League
羽志雲先生 (伊斯蘭脫維善紀念中學校長)	Mr. Yusuf Yu, Principal of Islamic Kasim Tuet Memorial College

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)
查詢 Enquiry		
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%
投訴 Complaint		
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%
法律協助 Legal Assistance		
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%
公眾教育及宣傳 Public Education and Promotion		
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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