



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

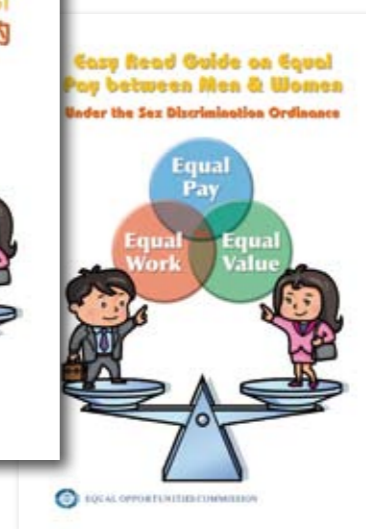
Accessibility to built environment and seamless travel is still a concern for people with disabilities in Hong Kong who face hardship while trying to enter many buildings or access public transportation. A significant proportion of the complaints lodged with the Equal Opportunities Commission (EOC) under 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.