

1. 工作成果

Achievements

69

共處理 69 宗法律協助的申請，其中 30 宗獲法律協助；6 宗訴訟獲庭外和解，9 宗處理中。

Handled 69 applications for assistance and provided legal assistance in 30 cases. Successfully settled 6 cases out of court, 9 cases are pending.



播放了 65 集電台節目
65 radio episodes put on air

8

我們以 8 種語言出版了《種族歧視條例僱傭實務守則》及其他單張
Published Code of Practice on Employment under the Race Discrimination Ordinance and other leaflets in 8 languages



透過調解及法律協助為受歧視的受屈人成功取得港幣 1,200 萬元的賠償
About \$12 million secured in compensation for victims of discrimination, through conciliation and legal assistance.

80,000

每期寄出超過 80,000 份平機會通訊
Delivered over 80,000 newsletters per issue



我們就人權議題向立法會及國際人權組織遞交了 13 份意見書
Made 13 submissions to LegCo and international human rights bodies on human rights issues

62%

調解成功率達 62%
62% of complaints successfully concluded through conciliation

75,000

平機會網站每月平均瀏覽人次：75,000
Averaged 75,000 people visited our website per month



32,000位僱主僱員及團體接受了平機會的培訓
Dedicated training for 32,000 employers,
employees and other interested parties.



答覆了約15,000個電話熱線查詢及
處理了1,114宗正式投訴

Some 15,000 enquiries answered
by EOC hotlines and 1,114 formal
complaints handled

1,114

57,000

57,000位學生觀看了
平等機會話劇
School plays performed
for 57,000 students



以港幣1,560,000元資助了63個非
牟利機構推廣平等機會
\$1,560,000 provided to 63 non-
profit organisations to promote
equal opportunities

\$1,560,000



10,000個受訪住戶回應了平機會有關
種族接納的主題性住戶統計調查
10,000 households participated in the
EOC's Racial Acceptance Survey

採納了不同的建議，改善機構管治、
內部監控及營運效率
Various recommendations implemented
to improve corporate governance, internal
controls and operational efficiency.



2. 重要事項及工作 Events and Actions

4 / 2009

- 平機會與婦女事務委員會合辦「兩性平等與尊重：傳媒與社會文化，何去何從？」研討會
- 建議政府成立專責平等機會審裁處
- The EOC co-organised with the Women's Commission a seminar entitled "Gender Equality and Gender Respect – Media and Societal Culture, Where Do We Go from Here?"
- We recommended to the Government the establishment of a specialised Equal Opportunities Tribunal.



5 / 2009

- 政府委任新一屆平機會委員
- 推出為期一年的香港電台節目「平等機會多元共融行動」，透過訪問不同界別的人士及團體以宣傳平等共融及互相兼容的訊息
- 鑑於《性別歧視條例》修訂後，在校園裡造成在性方面有敵意或具威嚇性的環境亦屬違法，平機會與教育局合作為學校校長舉辦講座，並提供網上資訊以防止校園性騷擾
- New EOC Board Members were appointed.
- We launched the Equal Opportunities Diversity Project – a year-long radio programme on RTHK featuring a wide range of interviews to promote the values of inclusion and diversity.
- We partnered with the Education Bureau to give talks to school principals and created an information portal on preventing sexual harassment in schools, following the amendment to the Sex Discrimination Ordinance stipulating that conduct of a sexual nature which creates a sexually-hostile educational environment is unlawful.

6 / 2009

- 公佈「有關種族接納的主題性住戶統計調查」結果
- 因應聯合國《殘疾人權利公約》在中國生效並適用於香港，平機會為政府決策局及部門提供為期一年的工作坊系列解釋《殘疾歧視條例》，以及鼓勵提供可讓殘疾人士平等參與的政府服務
- 舉辦「消除歧視 • 由你我開始」心聲和應短片比賽，收到133份來自個人及團體的參賽作品
- We announced the findings of the study "Thematic Household Survey on Racial Acceptance".
- As a result of the application of the UN Convention on the Rights of Persons with Disabilities (PWDs) to China and HKSAR, the EOC began a year-long workshop series for government bureaux and departments to explain the Disability Discrimination Ordinance, promoting the provision of equal opportunities for PWDs in the delivery of government services.
- 133 individuals and groups participated in the EOC's video competition "Stop Discrimination Now – Starting with You and Me".





7 / 2009

- 《種族歧視條例》及其僱傭實務守則正式全面生效
- 於全港各區的港鐵站、商場及公共屋邨推行平等機會展覽，重點介紹新生效的《種族歧視條例》
- The Race Discrimination Ordinance (RDO) and its Code of Practice on Employment came into full effect.
- Territory-wide roving exhibitions on equal opportunities with a special focus on the newly operational RDO were launched at MTR stations, shopping centres and public housing estates.

8 / 2009

- 為少數族裔社群舉辦公眾教育論壇，會上提供即時傳譯
- 向物業管理公司呼籲以中英文雙語發佈告示及大廈的財務報告，以方便有不同語文需要的住戶了解有關內容
- A large-scale Educational Forum was conducted for ethnic minority communities, with simultaneous interpretation provided.
- We approached a number of property management companies and urged them to provide notices and financial statements on the buildings in both Chinese and English to accommodate different language needs.

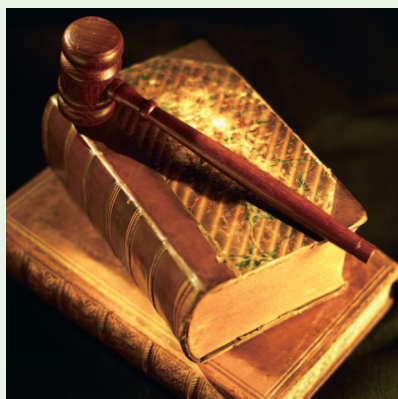


9 / 2009

- 與各持份團體合作，為不同的少數族裔社群舉辦全新系列並度身訂造的工作坊，介紹最新推行的《種族歧視條例》及平等機會概念
- We introduced a new series of tailor-made workshops on the newly operational RDO and general concepts of equal opportunity targeting individual ethnic minority communities (in collaboration with stakeholder groups).

10 / 2009

- 展開新研究項目：(1)第二次公眾對殘疾人士的態度的基線調查；(2)殘疾學生在融合教育制度下的平等學習機會
- 平機會就一宗僱傭範疇下的性騷擾個案展開法律訴訟，案中投訴者最終於2010年8月獲得約港幣20萬元賠償
- New research projects commenced: (1) Second Baseline Survey on Public Attitude towards Persons with Disabilities and (2) Study on Equal Learning Opportunities for Students with Disabilities under the Integrated Education System.
- The EOC gave legal assistance in an employment related sexual harassment case, resulting in the complainant being awarded about \$200,000 in August 2010.



11 / 2009

- 與商業電台合作推出全新電台節目「平等生活劇場」，以真人真事改編的歧視個案，剖析在平等機會方面的法律觀點
- 一年一度的「無定型新人類」青少年師友計劃展開，透過導師分享會及探訪特別的機構，讓學生擴闊視野及改變他們既定的思維
- We partnered with Commercial Radio to launch a radio programme featuring analysis of discriminatory acts based on real life cases, and legal perspectives on equal opportunity issues.
- The annual youth mentorship programme "Career Challenge" was kicked off, providing participating students with the opportunity to broaden their horizons and change their mindset through visits to special agencies and sharing sessions with mentors.

12 / 2009

- 平機會參加了國際中小企博覽，向中小型企業僱主宣傳良好管理常規
- The EOC participated in the SME Expo to promote best management practices to employers of small and medium enterprises.





1 / 2010

- 有銀行拒絕為少數族裔人士開設戶口，事件引起公眾注意。平機會發表新聞稿，表示關注事件，並承諾為受屈人士提供協助
- The EOC issued a press statement expressing concern that some banks were rejecting services to ethnic minorities, and pledged to offer assistance to aggrieved persons. The matter drew a great deal of public interest.

2 / 2010

- 林煥光先生獲委任為平機會主席，接替卸任的鄧爾邦先生，任期三年
- 更新平機會YouTube頻道版面，以便公眾更易瀏覽頻道內七十多套關於不同平等機會議題的短片
- Mr. Lam Woon-kwong succeeded Mr. Raymond Tang as Chairperson of the EOC for a three-year term.
- The EOC's YouTube Channel was revamped to make it more user friendly. About 70 videos on various EO themes were uploaded.



3 / 2010

- 平機會於季度平機會大會上承諾進一步加強透明度，並表達了支持最低工資立法的建議
- 《殘疾歧視條例僱傭實務守則》修訂版備妥作公眾諮詢。該實務守則加入了法庭案例及真實個案，讓大眾能深入了解重要概念。守則並就良好管理常規作出建議
- The EOC pledged to further enhance its transparency and expressed support for the proposed Minimum Wage Legislation at its quarterly Board meeting.
- A revised Code of Practice on Employment under the Disability Discrimination Ordinance was prepared for public consultation. Using court cases and other real-life cases, the practical guide provides more in-depth interpretation of important concepts and makes suggestions on good employment practices.

於2009/10年，平機會代表更就不同議題出席立法會會議、與各界持份者聯繫、出席傳媒及電台訪問，以及參與由平機會合作伙伴機構舉辦的活動，共同宣揚平等機會觀念。

During the year, EOC representatives also attended LegCo meetings on a number of issues, liaised with different stakeholders, attended media and radio interviews, and participated in events organised by EOC partners who share our vision on promoting equal opportunities.