



主席的話 Chairperson's Message



2010/2011 年度是我出任平等機會委員會主席的第一年，回顧當中我們所獲得的支持和取得的進步，我心滿懷感激。儘管前路仍然漫長，但正面的工作成果鼓勵著我們，只要同心協力，多元共融的目標並非遙不可及。

平機會於2010年6月公布了「公眾可進出的處所無障礙通道／設施正式調查」的結果。調查的目的乃提倡無障礙設施，我們從房屋委員會、香港房屋協會、領匯管理有限公司和不同政府部門所擁有或管理的處所中識別出多個有問題的地方。政府其後作出積極回應，承諾會在三年內改善公共處所和設施，使之通達無阻，並已制定港幣13億元的廣泛提升設施計劃。政府又委任無障礙統籌經理和無障礙主任，確保能監察改善工程進度和妥善管理這些設施。與此同時，領匯亦承諾在未來五年投放港幣2億元進行整體改善計劃。這實在是香港改善無障礙問題的一次重大突破，造福數以十萬計殘疾和有特別需要的人士。

2010年4月我們開始就《殘疾歧視條例僱傭實務守則》修訂本進行公眾諮詢。根據累積超過10年的執法經驗，我們對條例中的主要法律概念提供更為詳盡的解釋，並引用大量的案例說明，務求協助讀者瞭解條例的實際應用情況。諮詢工作於2010/11年度完成，而該實務守則亦已於2011年6月生效。

In concluding my first year as the Chairperson of the Equal Opportunities Commission (EOC), I look back with gratitude for the support we received and the progress we brought about in 2010/11. Though the road ahead is still long, each positive step we take together reminds us that there is much we can achieve by acting as one.

We announced the findings of the Formal Investigation on Accessibility in Publicly Accessible Premises in June 2010. Aiming to advocate for the provision of barrier-free facilities, we identified faults in premises owned or managed by the Housing Authority, Hong Kong Housing Society, The Link Management Ltd, and various Government departments. The Government has responded positively and pledged to make the bulk of its public premises and facilities accessible in three years by drawing up a HK\$1.3 billion extensive retrofitting programme. Access Coordinators and Officers have also been appointed to ensure timely progress of the programme and proper management of these facilities. At the same time, The Link has committed to investing HK\$200 million on its Total Improvement Plan in the next five years. This outcome is a major breakthrough on addressing accessibility issues in Hong Kong and will benefit hundreds of thousands of people with disabilities and special needs.

Our public consultation to revise the Code of Practice on Employment under the Disability Discrimination Ordinance started in April 2010. Given our enforcement experience accumulated for more than a decade, we aimed to provide more detailed explanation on the key legal concepts in the Ordinance, with abundant case illustrations to help readers understand its practical application. This consultation was completed in 2010/11 and the Code of Practice became effective in June 2011.



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我們也展開了提倡少數族裔兒童平等教育機會的工作，成立工作小組，就少數族裔兒童的具體教育需要作出研究和建議。我們的核心建議是為少數族裔兒童提供有系統的密集式中文訓練。平機會已把建議提交教育局作考慮。

為歧視投訴進行調解和解決糾紛依然是平機會的核心工作。今年我們共處理了13,000宗查詢和1,119宗投訴。透過調解或法律協助，共爭取到約港幣550萬元金錢賠償及其他補償。

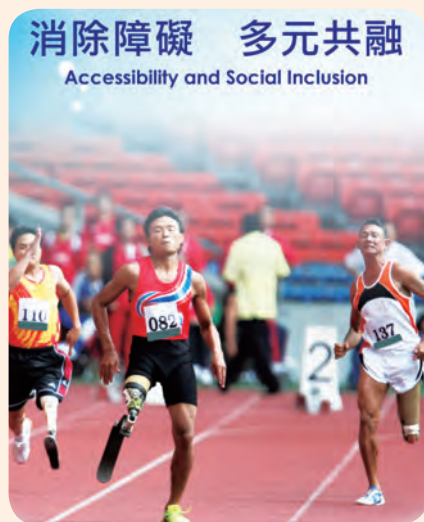
前瞻未來，平機會改良了並再次促請政府在政策上支持我們早於2009年提出設立平等機會審裁處的建議，以提供易於使用和更富彈性的仲裁制度，迅速處理歧視案件。審裁處不會取代平機會為歧視案先進行調解的角色，且能讓更多案件得到公開聆訊，因而更有效地定出平等機會價值的框架。

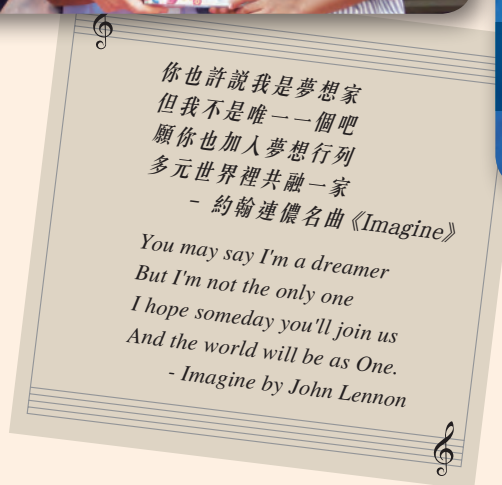
總結過去一年的工作，我對平機會委員表達衷心謝意，他們為推動平等機會竭誠作出貢獻。

We embarked on an initiative to advocate for equal education opportunities for ethnic minority children with the formation of a working group to advise on their specific educational needs. We came up with a set of suggestions in addressing their needs, with intensive and structured Chinese language training as its core. These recommendations have been put forward to the Education Bureau for consideration.

Conciliating and resolving discrimination complaints continued to be at the core of our work. A total of 13,000 enquiries and 1,119 complaints were handled this year. We secured approximately HK\$5.5 million in monetary compensation in the settlement achieved through conciliation or legal assistance, together with other remedies in the last year.

Looking ahead, we refined and revived our urge to the Government for policy support for the establishment of the Equal Opportunities Tribunal, a recommendation that we first made in 2009. The aim is to provide a user-friendly and more flexible judicial system, in order for discrimination cases to be adjudicated promptly. It will not take away the Commission's role to conciliate such cases in the first instance, but it will enable more cases to be heard in public and help to set the value framework for equal opportunities more effectively.





In bringing a year's work to a close, I would like to express the Commission's heartfelt appreciation to our Members who worked with full dedication and firm commitment to further the Commission's cause.

我也衷心感謝我們的社區合作夥伴和平機會職員，他們在多方面的工作付出辛勞。我們超越了訂下的各項服務承諾——成功調解率處於令人滿意水平；在多個主要的平等事務範疇，我們率先進行深入的政策研究和調查；又把平等機會訊息帶到更廣大的受眾當中。今年的成績正好給我們重要的提示：只要我們攜手協作，確可締造一個平等的社會。我謹代表平機會期望繼續與大家共同努力，建設平等、多元、共融的香港。

My wholehearted thanks also go to all our community partners and Commission staff for their hard work and activism in 2010/11. We outperformed all our performance pledges; we kept our successful conciliation rate at a satisfactory level; we have pioneered in-depth policy studies and research into key equality areas; we have taken the message of equal opportunities to a far wider audience. This year's achievements are a powerful reminder to all of us that an equal society for all is an attainable goal if we work together as one. On behalf of the Commission, I look forward to continue the fruitful partnership with all of you in working towards an inclusive Hong Kong.

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