

平等機會委員會是一個法定機構，負責執行《性別歧視條例》及《殘疾歧視條例》。

委員會致力消除基於性別、婚姻狀況、懷孕及殘疾而產生的歧視。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，促進男性與女性、殘疾人士與非殘疾人士之間的平等機會。

The Equal Opportunities Commission (EOC) is a statutory body set up to implement the Sex Discrimination Ordinance (SDO) and the Disability Discrimination Ordinance (DDO).

The Commission works towards the elimination of discrimination on the grounds of sex, marital status, pregnancy and disability.

We also aim to eliminate sexual harassment, and harassment and vilification on the ground of disability. We will promote equality of opportunities between men and women and between persons with and without a disability.

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## 開創新天地

平等機會委員會在1996年5月20日成立，標誌著香港的反歧視工作開展了新紀元。委員會負責執行本港首兩條反歧視條例，即《性別歧視條例》及《殘疾歧視條例》。社會人士對委員會的成立反應不一，有人期望殷切，也有人半信半疑；就是在這樣的環境下，委員會毅然迎接挑戰，努力開創一片新天地。

反歧視及平等機會的理念雖然得到高度認同，但這些理念畢竟較為抽象，需要加以闡明。甚麼是歧視？如何消除歧視？這些問題向來備受公眾爭議。兩條條例概括地列出了處理歧視的法律途徑，以及平等機會委員會的角色和職能，而平等機會委員會的責任就是落實計劃，並付諸行動。

平等機會委員會的職能是消除歧視和推廣平等機會，主要專注性別和殘疾歧視。委員會致力透過立法及非立法的途徑去實踐其抱負。

平等機會委員會第一年的首要任務是建立組織及實施法例，在1996/97年度的工作目標包括：

- 建立人事架構，招募及訓練員工；
- 成立辦事處；
- 訂定處理查詢及投訴的運作程序；
- 發出《僱傭實務守則》；
- 實施《性別歧視條例》及《殘疾歧視條例》；
- 提高公眾對委員會的工作及兩條條例的認識；
- 製作公眾教育的材料；及
- 確立性別及殘疾歧視的基線指標。

這些工作目標為平等機會委員會奠定良好的基礎。各項目標均已完成：

- 平等機會委員會辦事處於1996年9月20日投入服務。在1997年3月，委員會的所有職位均已聘得人手。主任級職員及輔助人員均接受了有關法例、運作程序及處理投訴等訓練。
- 委員會制定了辦事處管理政策，並於成立六個月後檢討了辦事處的運作情況。
- 有關處理查詢及投訴的初步運作程序亦已制定。
- 在經過兩輪公眾諮詢後，《性別歧視條例》及《殘疾歧視條例》的《僱傭實務守則》已於1996年12月20日生效。
- 《性別歧視條例》及《殘疾歧視條例》中與僱傭無關的條文於1996年9月20日生效，而兩條條例中關乎僱傭的條文亦於1996年12月20日生效。
- 透過多種方式推廣宣傳，包括推出電視、電台及報章廣告、張貼海報、派發通訊、發新聞稿及舉行新聞簡報會等。此外，委員會職員亦籌辦研討會、舉行講座及出席公開場合。
- 用以推行公眾教育的教材資料套陸續完成設計。
- 已展開了四個有關性別及殘疾歧視的基線調查，亦已委託機構進行一個有關同值同酬的可行性研究調查。

要開創一片新天地，平等機會委員會面對的挑戰著實不少。委員會必須建基於法律、尊重人類尊嚴、體諒個別人士的憂慮、及瞭解社會的需要，以奠定鞏固的基礎。要改變固有的價值觀念，破舊立新，實有賴社會各界人士的共同努力。平等機會委員會致力實現這個抱負：聯同社會各界的力量，致力締造一個機會平等、沒有歧視的社會。



主席序言  
Chairperson's  
Foreword

平等機會委員會主席  
張妙清博士

## Breaking New Ground

The appointment of the Equal Opportunities Commission (EOC) on 20 May 1996 marks the dawn of a new era in anti-discrimination efforts in Hong Kong. Tasked with eliminating discrimination based on the first two discrimination ordinances in Hong Kong, namely, the Sex Discrimination Ordinance (SDO) and the Disability Discrimination Ordinance (DDO), the EOC took up the challenge of breaking new ground amidst high expectations as well as scepticism in different quarters of the community.

The concepts of discrimination and equal opportunities, despite their popular acclaim, are abstract ideas which need clarification. What constitutes discrimination and how to eliminate discrimination are subjects of continuing public debate. The legislative approach to discrimination, and the role and functions of the EOC are laid down in general terms in the two ordinances. It is the responsibility of the EOC to translate these into concrete plans and action.

The main functions of the EOC are to eliminate discrimination and promote equal opportunities with specific reference to gender and disability. The EOC aims to achieve its mission through legislative and non-legislative means.

The first tasks of the EOC in the first year were to set up the organization and bring the legislation into operation. In 1996/97, the EOC has set out to:

- establish the staffing structure, recruit and train staff
- set up the office
- set down operating procedures for handling enquiries and complaints
- issue codes of practice on employment
- bring the SDO and the DDO into effect
- raise public awareness on the work of the EOC and the two ordinances
- develop materials for public education
- establish baseline indicators on gender and disability discrimination

These objectives which serve to lay a firm foundation for the EOC to carry out its mission have essentially been accomplished:

- The EOC office has been set up and commenced operation since 20 September 1996. By March 1997, all staff positions have been filled. Officers and supporting staff have received training on the ordinances, operating procedures, and specific aspects of handling complaints.
- Office management policies have been developed. A management review on office operations was conducted six months after the commencement of the office.
- Preliminary operational procedures for handling enquiries and complaints were in place.
- The Codes of Practice on Employment under the SDO and the DDO came into effect on 20 December 1996 after two rounds of public consultation.
- The non-employment provisions of the SDO and the DDO came into operation on 20 September 1996 and the employment-related provisions of the two ordinances were brought into force on 20 December 1996.
- Publicity campaigns were mounted through various media including television, radio and newspaper advertisements, posters, newsletters, press releases and press briefings. EOC staff organised conferences, conducted talks and made public appearances.
- Training modules to assist public education efforts were being developed.
- Four baseline surveys on gender and disability discrimination have commenced. A feasibility study on equal pay for work of equal value was commissioned.

In breaking new ground, the EOC faces many challenges ahead. It is essential for the new Commission to lay a firm foundation which is based on legislative provisions, respect for human dignity, sensitivity to individuals' concerns, and understanding of societal needs. Promoting paradigm shifts in preconceived values involves the joint effort of the whole community. The Equal Opportunities Commission is committed to its vision: To create, with the support of the community, an environment where there is no barrier to equal opportunities and no discrimination.

Fanny Mui-ching Cheung  
PhD, JP

Chairperson, Equal Opportunities  
Commission

## 成立平等機會委員會

### 引言

平等機會委員會是按《性別歧視條例》於1996年5月20日成立，為法定機構。

成立首年，委員會負責執行兩條反歧視條例，即《性別歧視條例》及《殘疾歧視條例》。根據這兩條法例，任何人如基於另一人的性別、婚姻狀況、懷孕或殘疾而歧視該人，或基於另一人的殘疾而對該人作出騷擾或中傷，或對另一人作性騷擾，均屬違法。

委員會是一個獨立於政府的機構，惟透過民政事務局局長向政府負責。委員會致力消除性別及殘疾歧視，推動男女之間、傷健之間的平等機會。

## Formation of the Equal Opportunities Commission

### Introduction

The Equal Opportunities Commission (EOC), a statutory body established under the Sex Discrimination Ordinance (SDO), was set up on 20 May 1996.

In its first year, the Commission has the responsibility for implementing two discrimination ordinances, namely the Sex Discrimination Ordinance (SDO) and the Disability Discrimination Ordinance (DDO). Under the two ordinances, it is unlawful to discriminate against a person on the ground of sex, marital status, pregnancy or disability, to harass or vilify a person on the ground of disability, or to sexually harass a person.

The Commission is independent of but accountable to the government through the Secretary for Home Affairs. The Commission works towards the elimination of discrimination on the grounds of gender and disability, and to promote equality of opportunity between men and women, and between persons with and without a disability.

## 平等機會委員會 (1996-97)

## EOC Members 1996-97

後排由左至右

楊港興、李文彬、岑敏玲、李鳳英、洪雪蓮、梁君彥  
前排由左至右

鄔維庸、胡紅玉、張妙清、林貝聿嘉、馮漢源

(另有六名成員缺席)

Back row from left

YEUNG Kong-hing, Peter; LEE Man-ban;  
SHUM Mun-ling, Elle; LI Fung-ying; HUNG Suet-lin;  
LEUNG Kwan-yuen, Andrew

Front row from left

WU Wai-yung, Raymond; WU Hung-yuk, Anna;  
CHEUNG Mui-ching, Fanny; LAM PEI Yu-dja, Peggy;  
FUNG Hon-yuen, Stevenson

(Six members were absent.)



### 委員會的組成

委員會由一位全職主席及十六名委員組成，委員來自不同的背景，有廣泛的代表性。委員的任期為兩年，主席的任期則為三年。所有委員在社會服務方面均有豐富的經驗，不少更曾致力在香港推動平等機會。各委員的簡歷載於附錄一。

委員陳福成先生不幸於1997年1月逝世，委員會深感遺憾。至於委員梁愛詩女士則因獲委任為候任律政司司長，而在1997年3月辭職。兩位委員在任內貢獻良多。

### 委員會的專責小組

為了推動工作，委員會成立了四個專責小組，即行政及財務專責小組、社會參與專責小組、法律及投訴專責小組和公眾教育及研究專責小組。各專責小組定期舉行會議，並向平等機會委員會報告其工作進度。不少關於委員會運作及策略的決定均先由專責小組討論，然後再經由委員會通過。

由於社會人士的參與對社會參與專責小組及公眾教育及研究專責小組非常重要，因此這兩個專責小組均設有增選成員，他們具備了不同的經驗及專才，使專責小組的討論更為深入周全。四個專責小組的職權範圍及成員名單載於附錄二。

### Composition of the Commission

The Commission has a full-time Chairperson and 16 members who come from different backgrounds representing a wide spectrum of interests in the community. The term of office of members is two years while the Chairperson has a 3-year term. All members have proven record of public service and many have worked towards promoting equal opportunities in Hong Kong. Members' profile is shown at Appendix 1.

To our deep regret, one of the members, Mr. Peter Chan Fuk-sing, passed away in January 1997. Another member, Ms Elsie Leung Oi-sie, tendered her resignation upon her appointment as Secretary for Justice designate in March 1997. Both members had provided valuable advice to the EOC.

### Committees of the Commission

To facilitate its work, the EOC established four working committees, namely, the Administration and Finance Committee, the Community Participation Committee, the Legal and Complaints Committee, and the Public Education and Research Committee. These committees met regularly and reported their work to the EOC. Many decisions about the EOC operation and strategies were first discussed in these committees and later endorsed by the Commission.

As community input to the work of the Community Participation Committee and the Public Education and Research Committee is invaluable, each of the two committees had co-opted members who brought with them a wide variety of experience and expertise to the committee discussions. The terms of reference and the membership of the four committees are shown at Appendix 2.



## 籌組辦事處

### 人事架構

平等機會委員會以主席為首，由行政總裁負責辦事處整體的行政及管理工作。而協助行政總裁的是兩位總監，分別負責性別事務及殘疾事務；一位法律顧問負責法律事務，及一位首席平等機會主任負責行政及宣傳工作。整個編制共有六十六位員工。委員會辦事處在1996年9月20日開始投入服務。委員會辦事處的人事架構載於附錄三。委員會主席及高層職員的名單載於附錄四。

### 員工招募

委員會在1996年5月成立時，只得主席一人為全職。要在短時間內招聘大量人手，是個頗大的挑戰。招聘人手的工作在1996年6月展開，而第一批員工在9月上任。至1997年3月，全數六十六位員工均已到職，全部招聘工作順利完成。

### 員工訓練

為確保員工得到良好的訓練，培養積極奮發的精神，委員會提供了各式各樣的訓練及發展課程。除了為所有員工舉辦入職培訓外，亦為主任級及輔助人員舉辦訓練課程：講解兩條條例、認識歧視及平等機會等課題，及處理查詢和投訴的運作程序等。委員會亦讓員工修讀語言及電腦課程，使他們能掌握工作所需的技能。此外，委員會亦就社會問題及勞工法例舉辦工作坊，以便員工能認識最新發展，擴闊視野。

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A black and white photograph of a mountain peak, likely Mount Everest, with a hiker in the foreground. The hiker is wearing a backpack and using trekking poles, standing on a rocky outcrop. The mountain's snow-covered ridges and glaciers are visible in the background. The word "ground" is partially visible in the bottom left corner of the image.

## Setting Up the Commission Office

### Organizational Structure

The EOC office is headed by the Chairperson who is assisted by the Chief Executive in the overall administration and management of the office. The Chief Executive in turn is assisted by two Directors each responsible for gender and disability matters respectively, a Legal Adviser responsible for providing legal service and a Principal Equal Opportunities Officer for administration and promotion work. There is a total of 66 staff in the establishment. The organizational structure of the office is shown at *Appendix 3*. A list showing the Chairperson and senior officers is shown at *Appendix 4*. The EOC Office commenced operation on 20 September 1996.

### Staff Recruitment

Starting with only the Chairperson in May 1996 and given the large number of vacancies to be filled, the Commission had a challenging task of setting up a full office within a short span of time. The staff recruitment exercise began in June 1996 and the first batch of staff reported for duty in September 1996. By March 1997, all 66 staff positions were filled.

### Staff Training

To ensure a well trained and highly motivated workforce, the EOC has provided various training and development courses for its staff. In addition to an orientation programme for all new recruits, training sessions on the two ordinances, on issues of discrimination and equal opportunities and operating procedures for handling enquiries and complaints were organised for the officers and supporting staff. Language and computer courses were available to staff so as to equip them with skills relevant to their work. Workshops on social issues and labour legislation were run in order to keep staff abreast of the latest development on a broader front.



## 實施法例

自1996年5月20日成立以來，平等機會委員會的主要任務之一是協助政府把兩條反歧視條例付諸實施。工作分為兩階段，第一階段實施法例中與僱傭無關的條文，第二個階段則實施法例中餘下來關乎僱傭的條文。

《性別歧視條例》和《殘疾歧視條例》中與僱傭無關的條文於1996年9月20日，即委員會成立四個月後生效；至於其餘關乎僱傭的條文則在1996年12月20日生效。

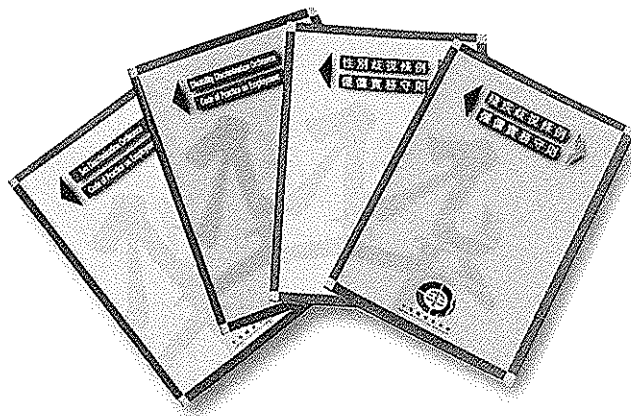
分兩階段實施法例的做法，原因之一是要讓委員會在發出《性別歧視條例》及《殘疾歧視條例》的僱傭實務守則之前，能有充足的時間諮詢公眾，收集僱主團體、勞工組織及其他關注組織的意見。出版實務守則的目的是幫助僱主及僱員瞭解本身的法律責任，並為機構的管理層提供實用指引，幫助他們制訂常規及制度，以預防在工作場所發生歧視及其他違法行為。

## Bringing the Legislation into Effect

Since its inception on 20 May 1996, one of the primary tasks of the Equal Opportunities Commission is to work with the government in bringing Hong Kong's first two anti-discrimination laws into effect. This was done in two phases. The first phase involved bringing into effect the non-employment related provisions of the law, and the second phase involved the remaining employment related provisions.

The non-employment related provisions of the SDO and the DDO came into effect on 20 September 1996, four months after the Commission was established. The remaining employment related provisions of the two ordinances were brought into force on 20 December 1996.

One reason behind this bi-phasal approach was to allow sufficient time for public consultation with employer organizations, labour groups and other concern groups before the EOC issued its two Codes of Practice on Employment under the SDO and the DDO. The codes are published to assist employers and employees in understanding their responsibilities under the legislation and provide practical guidance to the management of organizations on procedures and systems that can help prevent discrimination and other unlawful acts in the workplace.



平等機會委員會在1996年11月6日通過《僱傭實務守則》之前曾進行了兩輪諮詢，首輪諮詢於1996年8月至9月期間進行，諮詢對象為僱主聯會、工會、婦女組織及復康團體。

委員會按照所收到的意見及建議書修訂實務守則草稿，然後印行，在1996年9月底至10月底向公眾諮詢。期間派發予市民的修訂實務守則超過九萬本。委員會與有關機構、關注組織和區議會舉行了二十七次諮詢會議。所收到的意見書共有六十八份，其中四十一份由團體發出，二十七份來自個人。

實務守則由委員會通過之後，於1996年11月20日提交立法局，並於1996年12月20日生效，即與《性別歧視條例》及《殘疾歧視條例》中關乎僱傭的條文同時實施。

在實務守則諮詢期間，委員會同時亦制定規則，規管就兩條條例進行的正式調查、以及調查及調解等工作。委員會於1996年11月8日制定了《性別歧視(正式調查)規則》、《殘疾歧視(正式調查)規則》、《性別歧視(調查及調解)規則》，及《殘疾歧視(調查及調解)規則》。這些規則在1996年11月20日與《僱傭實務守則》一同提交立法局，並於1996年12月20日生效。

The EOC conducted two rounds of consultation before it approved the Codes of Practice on Employment on 6 November 1996. The first round of consultation was conducted from August to September 1996 with employers' associations, trade unions, women's groups and rehabilitation bodies.

Based on comments and submissions received, the draft Codes of Practice were revised and published for public consultation between late September to late October 1996. More than 90 000 copies of the revised Codes of Practice were distributed to the public. Twenty-seven consultation meetings were held with relevant organizations and concern groups, as well as the District Boards. A total of 68 written submissions were received comprising 41 from organizations and 27 from individuals.

Upon approval of the Codes of Practice by the Commission, they were tabled before the Legislative Council on 20 November 1996 and came into effect on 20 December 1996 to co-incide with the timing of the operation of the employment related provisions of the SDO and the DDO.

During the period of consultation on the Codes of Practice, the Commission was also tasked with making rules relating to formal investigations, and investigation and conciliation under the two ordinances. On 8 November 1996 the Commission made the Sex Discrimination (Formal Investigations) Rules, the Disability Discrimination (Formal Investigations) Rules, the Sex Discrimination (Investigation and Conciliation) Rules and the Disability Discrimination (Investigation and Conciliation) Rules. These rules were tabled before the Legislative Council on 20 November 1996 along with the Codes of Practice on Employment, and came into operation on 20 December 1996.

## 確定方向

### 抱負

平等機會委員會的抱負是聯同社會各界的力量，致力締造一個機會平等、沒有歧視的社會。

### 使命

為實踐我們的抱負，我們會：

- 推動男女之間、傷健之間機會平等；
- 透過立法、行政措施和公眾教育消除性別及殘疾歧視；
- 消除性騷擾以及對殘疾人士的騷擾和中傷。

### 策略

法例誠然可以規管違法的歧視行為，但由於歧視態度本身並不違法，唯有靠教育改變觀念。因此，委員會必須推行長期教育，配合其法律職能，才能有效地預防歧視及推廣平等機會。

## Setting our Direction

### Vision

It is the vision of the EOC to create, with the support of the community, an environment where there is no barrier to equal opportunities and no discrimination.

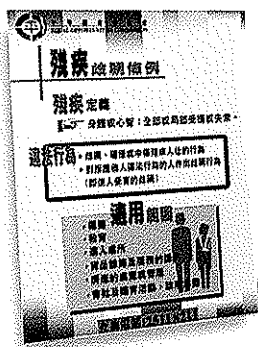
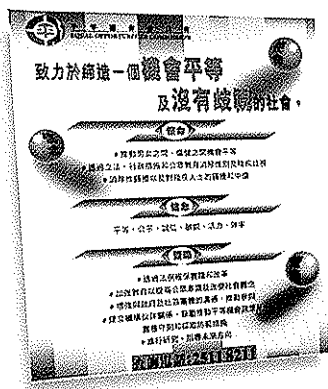
### Mission

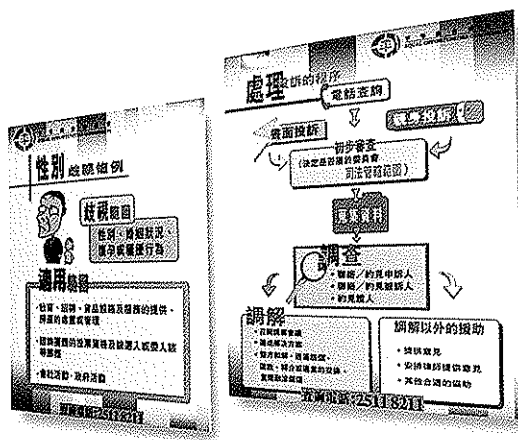
We seek to achieve our vision by:

- promoting equality of opportunity between men and women, and between persons with and without a disability;
- eliminating discrimination on the ground of gender and disability through legislative provisions, administrative measures and public education;
- eliminating sexual harassment, and harassment and vilification of persons with a disability.

### Strategies

While legislation may be able to restrict unlawful acts of discrimination, discriminatory attitudes, not being unlawful, have to be changed through education. Long-term educational efforts should complement the legislative functions of the EOC to prevent discrimination and to promote equal opportunities.





Having brought the legislation into operation, we proceed to embark on a comprehensive programme to raise public awareness and increase understanding of the new laws. Through liaison with concern groups and communication with organizations, we keep abreast of issues of concern on discrimination and equal opportunities.

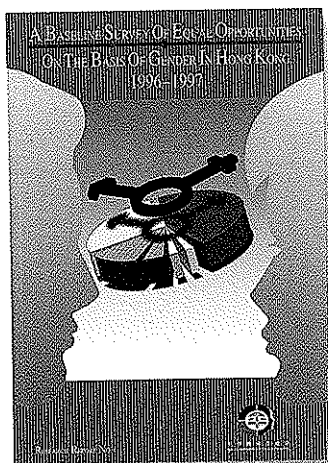
## 研究

委員會藉研究工作去進一步瞭解香港的歧視及平等機會問題，並確定未來的工作方向。委員會就市民對於男女、殘疾人士的平等機會的看法，以及他們在性別及殘疾歧視方面的個人經驗，編制主觀指標。把主觀指標對照從人口趨勢而得的客觀指標，便能反映出社會上男女地位、和殘疾人士地位的整體情況。委員會成立首年已為性別歧視訂立基線指標，作為日後比較之用。

在1996至97年度，我們委託了個別機構進行五個研究項目，即：

香港(在性別方面)的平等機會基線調查 — 由香港中文大學亞太研究所負責。這個調查收集了公眾對於性別角色及性別定型的意見，以及對傳媒、教育、僱傭、家庭和公眾參與等範疇的性別歧視的見解。調查已於1997年4月完成。

大眾對殘疾人士的態度基線調查 — 由尼爾遜(中國)有限公司負責。這個調查測量公眾對於五類殘疾人士的接受程度和歧視程度。該五類殘疾人士分別為視力障礙、聽覺障礙、身體殘疾、精神病、及弱智人士。預計可於1998年年初完成。



## Research

Research helps the EOC to strengthen its knowledge on issues of discrimination and equal opportunities in Hong Kong and to guide its future directions. Public perception of equal opportunities for women and men, and for persons with a disability, and account of personal experiences of sex and disability discrimination serve as subjective indicators. These subjective indicators supplement the objective indicators which are obtained from demographic trends and give an overall picture reflecting the status of women vis-à-vis men, and of persons with a disability. In its foundation year, benchmarks on sex discrimination are established to provide baseline indicators for future comparison.

During 1996-97, five research projects were commissioned. They are as follows:

A Baseline Survey on Equal Opportunities on the Basis of Gender - commissioned to the Hong Kong Institute of Asia-Pacific Studies of The Chinese University of Hong Kong. The mass survey collects public opinions on gender role and stereotyping, and on sex discrimination in the domains of media, education, employment, family, and public participation. Completion date was April 1997.

A Baseline Survey on Public Attitudes towards Persons with a Disability - commissioned to the AC Nielsen SRH Ltd. The mass survey measures the public acceptance of and discrimination against five groups of persons with a disability, including visual impairment, hearing impairment, physical disability, mental illness, and mental handicap. Completion date was expected to be early 1998.



香港殘疾人士就業情況基線調查 — 由香港社會服務聯會負責收集基本數據，研究上述5類殘疾人士的就業情況和他們在就業方面所遇到的困難。預計可於1998年年初完成。

人口普查數據的分析統計 — 由香港中文大學性別研究計劃負責。研究把香港人口普查和中期人口普查的數據，及其他有關的政府報告或公開文件的資料加以分析，以確立在性別及殘疾問題上的平等機會趨勢。這些數據將可提供一套核心客觀指標，作為縱貫分析平等機會趨勢之用。預計可於1998年年初完成。

同值同酬可行性研究 — 由一個以香港中文大學亞太研究中心香港亞太經濟計劃為首，由本地及國際經濟學及管理學專家組成的跨學府研究小組負責。研究將探討國際間實行同值同酬的經驗，然後再就本地的兩性收入差距、本地管理體制和施行同值同酬會帶來的經濟影響等因素，研究在香港推行同值同酬的問題。預計可於1998年3月完成。

同值同酬是《性別歧視條例》及《殘疾歧視條例》的《僱傭實務守則》中建議的一項原則，有關的可行性研究就是為跟進該原則而進行的。

A Baseline Survey on Employment Situation of People with a Disability in Hong Kong - undertaken by the Hong Kong Council of Social Service. The survey collects basic data on the employment status of and the difficulties faced by the same five groups of persons with a disability. Completion date was expected to be early 1998.

A Statistical Analysis Project on Census Data - commissioned to the Gender Research Programme of The Chinese University of Hong Kong. The project aims at analysing the Hong Kong census and by-census raw data as well as other relevant government reports or public documents to establish the trends in equal opportunities in relation to gender and disability issues. These data would provide a set of core objective indicators for longitudinal analysis of equal opportunity trends. The completion date was expected to be early 1998.

A Feasibility Study on Equal Pay for Work of Equal Value - commissioned to an inter-collegiate team of local and international experts in economics and management, headed by the Hong Kong and Asia-Pacific Economies Programme of The Chinese University of Hong Kong. The study would review international experience of pay equity and examine the issues of implementing of pay equity in the context of Hong Kong in terms of gender gap in earnings, local management system, and the economic implication of introducing pay equity. Completion date was expected to be March 1998.

The feasibility study was commissioned to study the implementation of the principle of equal pay for work of equal value in Hong Kong. This is a follow-up on the general guideline proposed in the Codes of Practice on Employment under the SDO and the DDO.

## 消除歧視

### 引言

《性別歧視條例》及《殘疾歧視條例》規定，任何人如基於性別、婚姻狀況、懷孕或殘疾而歧視另一人，即屬違法。性騷擾和基於殘疾而騷擾和中傷另一人也是違法的行為。此外，發布或安排發布歧視性廣告亦屬違法。

委員會設有電話查詢服務，解答市民對兩條條例的條文及平等機會委員會工作的查詢。訓練有素的職員會向市民解釋法例和平等機會委員會的角色及職能，並迅速處理市民以書面方式或親臨辦事處提出的查詢。

兩條條例清楚列出違法的歧視作為，任何人士如受到不平等對待而感到受屈，可以親身或由其代表向平等機會委員會提出申訴，委員會有權按《性別歧視條例》第84條或《殘疾歧視條例》第80條所賦予的權力調查該項投訴，並致力調解以達和解。這類投訴屬「應進行調查及調解的投訴」。

委員會亦會調查其他的違法行為，包括發布歧視性廣告，以及由熱心的市民向平等機會委員會舉報的違法行為。這類個案稱為「其他投訴」。

對於可能影響深遠或涉及原則問題的事宜，委員會可進行正式調查。在進行正式調查之前，委員會必須先劃定調查範圍，並須就該調查向答辯人發出通知。



## Eliminating Discrimination

### Introduction

The Sex Discrimination Ordinance (SDO) and Disability Discrimination Ordinance (DDO) make it unlawful to discriminate against persons on the ground of sex, marital status, pregnancy or disability. Sexual harassment, and harassment and vilification on the ground of disability are unlawful under the two ordinances. Also, it is unlawful to publish or cause to be published a discriminatory advertisement.

To deal with enquiries on the provisions of the two discrimination ordinances and the work of the Commission, the EOC provides a telephone enquiry service. Duty officers who are fully-trained provide assistance to members of the public in understanding the law, and the role and functions of EOC. Enquiries in writing or made in person are dealt with promptly.

Persons aggrieved by any unlawful act under the two ordinances, or their representatives, may lodge a complaint with the EOC. The EOC is empowered to investigate into the complaint by virtue of Section 84 of the SDO or Section 80 of the DDO respectively and endeavours to effect a settlement through conciliation. This type of complaints is called "Complaints for the Purpose of Investigation and Conciliation".

The EOC also investigates into other unlawful acts such as publishing discriminatory advertisements and cases of other alleged unlawful practices which are brought to EOC's attention by people who are concerned about such issues. Cases dealt with under this category are called "Other Complaints".

The Commission may conduct a formal investigation into matters which would have significant implication or would raise issues of principle. Before embarking on a formal investigation, the EOC must draw up the terms of reference for the investigation and give notice of the holding of investigation.

## 查詢

市民可以用電話、書函或親身到委員會作出查詢。查詢分兩類：一般查詢及具體事項查詢，後者主要涉及《性別歧視條例》及《殘疾歧視條例》的條文。截至1997年3月31日為止，委員會共收到一千零七十九宗一般查詢及九百三十七宗具體事項查詢。在九百三十七宗具體事項查詢中，有四百零九宗關乎《性別歧視條例》，二百六十八宗關乎《殘疾歧視條例》，七十九宗同時關乎兩條法例，三十一宗關乎委員會的工作，一百五十宗與委員會的管轄範圍無關。在與委員會的管轄範圍無關的一百五十宗查詢中，涉及的範圍包括：基於年齡、種族、性傾向、家庭崗位、宗教及其他一般或個人關注的問題而起的歧視。

## Enquiries

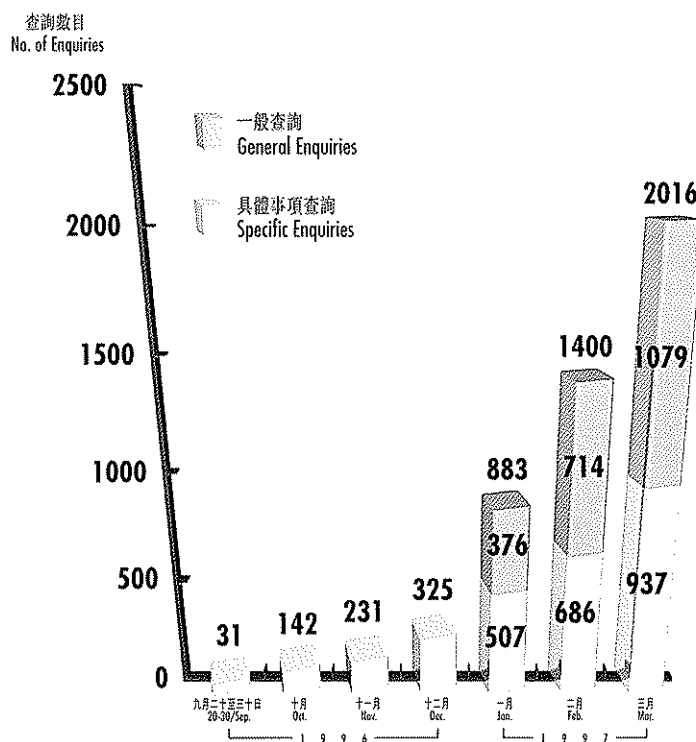
Members of the public may make enquiries to the EOC by telephone, by letter or in person. There are two types of enquiries: general enquiries and specific enquiries, the latter related mainly to the provisions of the SDO and the DDO.

As at 31 March 1997, the Commission received 1079 general enquiries and 937 specific enquiries. Of the 937 specific enquiries, 409 were SDO-related, 268 DDO-related, 79 related to both ordinances, 31 concerned the work of the Commission and 150 were outside EOC's jurisdiction. The 150 enquiries which were outside EOC's jurisdiction included matters related to discrimination on the grounds of age, race, sexual orientation, family status, religion and other general or personal concerns.

## 一般查詢及具體事項查詢累積統計 (一九九六年九月二十日至一九九七年三月三十一日)

### Cumulative Statistics on General and Specific Enquiries

(for the period of 20 September 1996 to 31 March 1997)



\*一般查詢的數字由一九九七年一月一日起開始收集

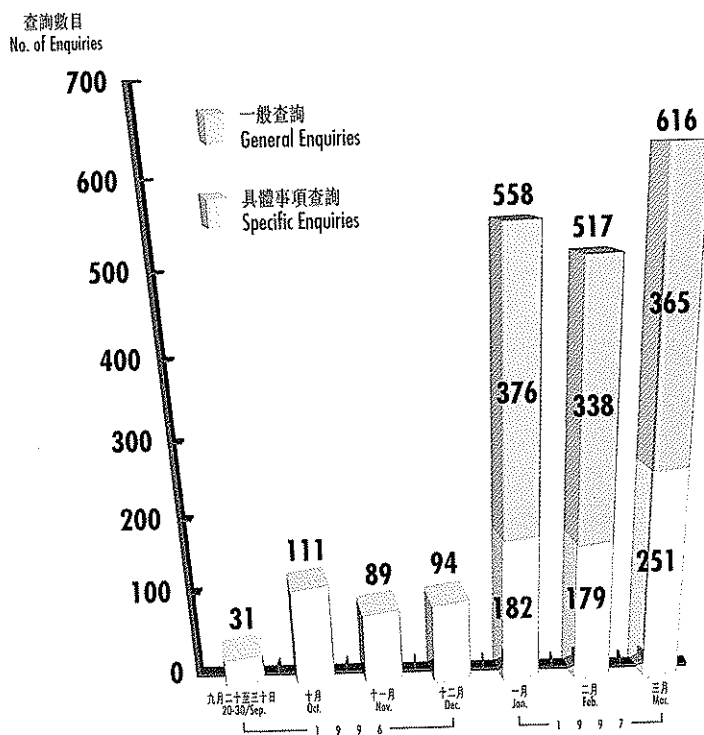
\* The Data of General Enquiries were collected since 1 Jan. 1997

# 一般查詢及具體事項查詢每月統計

(一九九六年九月二十日至一九九七年三月三十一日)

## Monthly Statistics on General and Specific Enquiries

(for the period of 20 September 1996 to 31 March 1997)



\*一般查詢的數字由一九九七年一月一日起開始收集

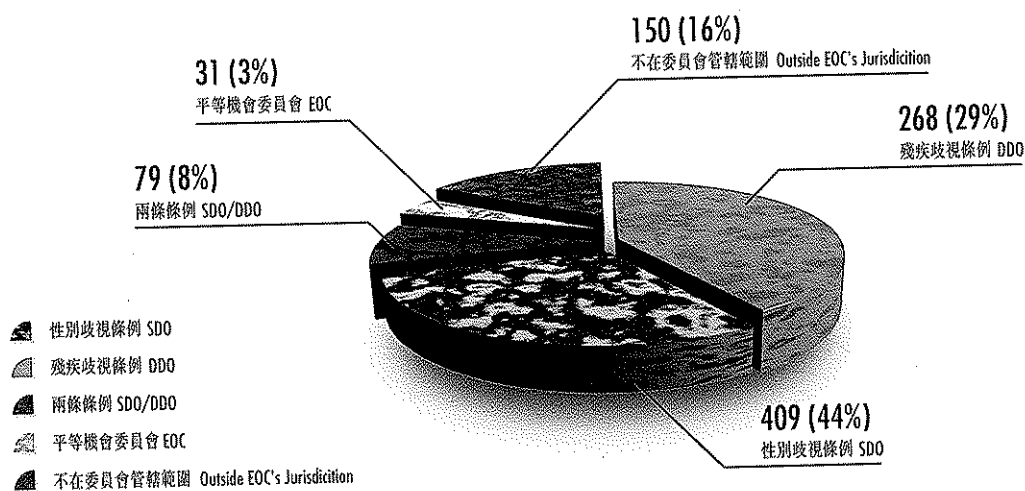
\* The Data of General Enquiries were collected since 1 Jan. 1997

## 具體事項查詢分類

(具體事項查詢總數: 937)

### Breakdown of Specific Enquiries

(Number of Specific Enquiries: 937)



## 投訴

### 應進行調查及調解的投訴

委員會其中一項主要的職能是鼓勵任何牽涉違法行為事件的人士，可藉調解方法達致和解。

法例規定，如有人提出書面投訴聲稱有人做出法例條文中所定的違法行為，而投訴人因為該違法行為而感到受屈，或投訴人是一位或一群受屈人士的代表，委員會有權就該投訴採取行動。任何人，尤其是殘疾人士，如提出書面投訴有困難，委員會將予以協助。

委員會一旦接到投訴，便需展開調查，並盡力調解，以達致和解。調查和調解工作會由性別事務科和殘疾事務科的人員負責，他們會調查每宗個案，瞭解實情，而投訴個案中的雙方都有機會向調查人員講述其立場。如雙方願意，便會進行調解。當雙方同意和解的條款，個案便調解成功。

如委員會信納，投訴中所指的行為並非按法例條文屬於違法；或受屈人不想委員會展開或繼續調查；或投訴所指的違法行為已發生超過十二個月；或委員會認為，投訴是瑣屑無聊、無理取鬧、基於錯誤理解或缺乏實質，在以上種種情況下，委員會可能不接受投訴或終止調查。

## Complaints

### Complaints for the Purpose of Investigation and Conciliation

One of the primary functions of the EOC is to encourage persons concerned with a matter involving any act alleged to be unlawful to effect a settlement by conciliation.

The legislation provides the EOC with the power to act upon a complaint when it is in writing, when the complaint alleges that a person has done an unlawful act under a provision of the legislation and when the complainant is a person who feels aggrieved because of the unlawful act or the complainant is a representative of (an) aggrieved person(s). The EOC will provide assistance to any complainant, particularly people with a disability, who may have difficulty in complying with the requirement of putting his or her complaint in writing.

Once a complaint is received the EOC is obliged to conduct an investigation into it and to endeavour to settle it by conciliation. The investigation and conciliation of complaints is undertaken by the operational staff of the Gender and Disability Divisions. The facts of each case are looked into and both parties to the complaint have the opportunity to speak to the investigating officer. If both parties are then willing, the matter proceeds to conciliation. The case is conciliated when the parties agree on the settlement terms.

The EOC may decline complaints or discontinue investigation in certain situations. These include when the EOC is satisfied that the act complained of is not unlawful by reason of a provision of the legislation, when the aggrieved person does not wish the investigation to be conducted or continued, when more than 12 months has passed since the alleged act occurred, or when the EOC is of the opinion that the complaint is frivolous, vexatious, misconceived or lacking in substance.

Examination  
Discrimination



如答辯人不想進行調解，或雙方不能達成和解協議，投訴人可提出民事訴訟，並可向委員會申請其他協助，把個案提上法院。根據法例，委員會如信納該個案可帶出一個原則的問題，或認為讓申請人自行應付該案而不加援手是不合情理的，在這樣的情況下，委員會可給予申請人協助，協助的形式包括由委員會的律師或代延外間的律師擔任申請人的法律代表。

1996年9月20日至1997年3月31日期間，委員會共收到三十二宗需進行調查及調解的投訴個案，其中有十三宗是根據《性別歧視條例》提出，另有十九宗是根據《殘疾歧視條例》提出。

投訴的範圍廣闊，在十三宗根據《性別歧視條例》提出的投訴中，有十一宗涉及僱傭範疇；當中包括有性騷擾，亦有基於性別、婚姻狀況或懷孕而發生在招聘、解僱及提供福利方面的歧視。餘下兩宗的投訴則關乎僱傭範疇以外的性騷擾，以及提供貨品及服務方面的婚姻狀況歧視。

至於根據《殘疾歧視條例》提出的十九宗投訴，其性質更為多樣化。在九宗與僱傭有關的投訴中，共計涉及招聘、解僱、升職、分配工作、福利和提供職業訓練方面的歧視，以及基於殘疾的騷擾等方面。至於十宗僱傭範疇以外的投訴，其中有五宗與殘疾人士進出處所有關，五宗與提供貨品及服務方面的歧視、行使政府權力及騷擾殘疾人士等有關。

由於兩條法例於1996年12月20日全面生效，因此大部份投訴都是在此年報期間最後三個月才收到的。截至1997年3月31日為止，有數宗個案已接近和解。

When a respondent does not wish to proceed to conciliation, or the parties cannot reach agreement on the terms of settlement, a complainant may initiate civil proceedings and may apply to the EOC for other assistance in bringing the case to court. The legislation allows the EOC to grant assistance, including legal representation by its own lawyers or other lawyers, where the EOC is satisfied that the case raises a question of principle or it is unreasonable to expect the applicant to deal with the case unaided.

Between 20 September 1996 and 31 March 1997, the Commission received 32 complaints for the purpose of investigation and conciliation. These included 13 complaints under the SDO and 19 under the DDO.

The complaints covered a wide range of subject matters. For the 13 complaints under the SDO, 11 of them were employment-related concerning sexual harassment, discrimination in recruitment, dismissal, and provision of benefits on the ground of sex, marital status or pregnancy. The remaining complaints were related to sexual harassment outside the employment field and discrimination in the provision of goods and services on the ground of marital status.

As regards the 19 complaints under the DDO, the nature of the complaints was even more diverse. For the 9 employment-related complaints under the DDO, they covered discrimination in recruitment, dismissal, promotion, job allocation, benefits, provision of vocational training and harassment on the ground of disability. For the 10 non-employment-related complaints, 5 complaints concerned access of premises by persons with a disability while the remaining 5 complaints concerned discrimination in the provision of goods and services, exercise of government's powers, and disability harassment.

As the two ordinances have come into full operation on 20 December 1996, most of the complaints were received by the EOC in the last three months during the period under report. As at 31 March 1997, a few complaints were near settlement.

## 其他投訴

委員會還處理一些其他投訴，它們不屬於需要調查及調解的投訴。這些投訴主要涉及歧視性廣告、執行歧視性常規、指示或引導別人作出法例所指的違法行為等。委員會會對這些其他投訴向法院提出民事法律行動。

由非受屈人士提出的投訴，或投訴人不想參與調解時，如投訴涉及違法行為，而事件又有需要作出跟進時，委員會將採取行動。這類其他投訴包括進出處所的通道、或向有殘疾人士提供貨物及服務等。在這類個案中，委員會會與有關的方面設法糾正情況或解決事件。

即使有些投訴不屬於委員會的司法管轄範圍，委員會也會把事件轉介有關當局，促他們關注及採取行動。

其他投訴主要關乎《性別歧視條例》及《殘疾歧視條例》第43條所指的歧視性廣告，大部份是委員會職員日常監察廣告時識別出來的。

截至1997年3月31日為止，委員會共處理一百六十五宗其他投訴，其中一百五十五宗關乎歧視性廣告。已經解決的其他投訴共一百三十四宗（即81.2%）。

## Other Complaints

There are other complaints dealt with by the EOC which fall outside the complaints mechanism involving investigation and conciliation. These complaints relate to unlawful acts such as publishing discriminatory advertisements, applying a discriminatory practice, instructing or inducing someone to commit an unlawful act under the legislation and the like. The EOC deals with these Other Complaints by taking civil action in the courts.

The EOC will also take action on other complaints involving unlawful acts which are brought to our attention by complainants who are not the aggrieved persons, or who do not wish to be involved in conciliation but where matters could be followed up. These Other Complaints may include matters such as access to premises or provision of goods and services to persons with a disability. In these cases, the EOC will work with the parties concerned to rectify the situation or resolve the matter.

Even when complaints are outside EOC's jurisdiction, the EOC may refer the matter to the relevant agencies for their attention and possible action.

Most of the Other Complaints related to discriminatory advertisement within the meaning of s.43 of the SDO and the DDO. They were identified by the Commission through routine monitoring of advertisements.

As at 31 March 1997, there were 165 Other Complaints of which 155 concerned discriminatory advertisements. Among all the Other Complaints, 134 cases (81.2%) were resolved.

## 投 訴 分 類

(投訴總數：32)

### Breakdown of Complaints

(Number of Complaints: 32)

10 (31%)

殘疾歧視 (非僱傭範疇) DDO (Non-employment Related)

9 (28%)

殘疾歧視 (僱傭範疇) DDO (Employment Related)

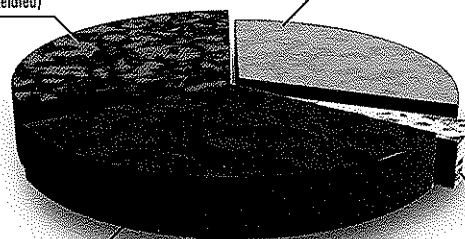
11 (35%)

性別歧視 (僱傭範疇) SDO (Employment Related)

2 (6%)

性別歧視 (非僱傭範疇) SDO (Non-employment Related)

- 性別歧視 (僱傭範疇) SDO (Employment Related)
- 性別歧視 (非僱傭範疇) SDO (Non-employment Related)
- 殘疾歧視 (僱傭範疇) DDO (Employment Related)
- 殘疾歧視 (非僱傭範疇) DDO (Non-employment Related)



## 推廣平等機會

### 提高公眾意識

平等機會委員會和兩條反歧視條例對香港來說是新事物，因此有要提高公眾意識，增加社會人士對委員會的工作以及平等機會和歧視觀念的瞭解。

平等機會委員會制定了一套公眾教育策略，以下列四個方式推廣教育：

- 為市民大眾而設的宣傳活動。
- 為指定對象而設的教育活動，形式包括研討會/演講及刊物。
- 為社會組織及關注團體而設的社會參與資助計劃。
- 為人力資源從業員、社會工作者、教師、關注組織的工作者製作的教材資料套，方便他們向其他人提供訓練。

### 宣傳活動

平等機會委員會在首年便有計劃地展開了宣傳活動，包括在電視、電台和報章雜誌上登載廣告；在地鐵站和九廣鐵路站張貼大型海報；以及參加展覽。曾參與的展覽包括：在1996年12月舉行的東區節，吸引了十萬人參觀；在同月舉行的公民教育展覽上，參觀人數達一萬六千人；至於在1997年2月舉行的第七屆教育及職業博覽，更吸引約十八萬五千二百人參觀。

## Promoting Equal Opportunities

### Raising Public Awareness

The EOC and the two discrimination ordinances are new to Hong Kong. It is important to raise public awareness and increase understanding of our work as well as the concepts of equal opportunities and discrimination.

The EOC has formulated a strategy in public education whereby a four-pronged approach is adopted:

- a planned programme of publicity aiming at the public in general
- an educational programme of seminars/talks, and publications, aiming at target audience
- a community participation funding programme aiming at community organizations and concern groups
- systematic development and production of training modules aiming at trainers such as HR personnel, social workers, teachers, concern group workers

### Publicity Programme

In its first year of operation, the EOC mounted a planned programme of publicity through advertisements on television and radio, and the printed media; poster campaigns at the stations of the Mass Transit Railway and the Kowloon-Canton Railway; and participation in exhibitions. Exhibitions include the Eastern District Festival in December 1996 which attracted 100 000 visitors; the Civic Education Exhibition, also in December 1996, attended by 16 000 visitors; and the 7th Education and Careers Expo in February 1997 which had an attendance of 185 200 visitors.



此外，委員會亦不時向傳媒舉行簡報會和接受傳媒訪問，以宣傳委員會的工作和活動。委員會已於1996年10月上了國際互聯網，喜歡瀏覽網絡的人士可以從平等機會委員會的網頁取得有關委員會及反歧視法例的資料，和委員會活動的最新情況。

### 教育活動

在報告年度之內，委員會曾為公營及私營機構，包括政府部門、非政府機構和大機構的僱主，以及社區服務團體、婦女組織、社會服務組織等作演講一百三十五次，講題範圍不單涵蓋《殘疾歧視條例》和《性別歧視條例》，還包括有關歧視和平等機會的一般問題。

平等機會委員會在1997年1月25日舉行了「平等機會法例與教育機構」研討會。研討會由平等機會委員會和本港九間大專院校聯合舉辦，目的是推廣《性別歧視條例》和《殘疾歧視條例》，以及平等機會的原則，共有三百三十位來自各大學及中學的學者和行政人員參加。

平等機會委員會通訊是一份季刊，在1997年1月首次出版，以中英文印行，每期發行量為十萬份，供市民免費取閱。平等機會委員會通訊除報道委員會的各項活動外，亦探討有關歧視的個案及解釋法例條文。

除了平等機會委員會通訊之外，委員會亦印備有關兩條條例的簡介單張，以及《性別歧視條例》和《殘疾歧視條例》的《僱傭實務守則》，供市民免費索閱。

Media briefings and interviews were given from time to time so as to highlight the work and activities of the EOC. Since October 1996, the EOC has been on the Internet. From the EOC web site on the Internet (<http://www.eoc.org.hk>), net-surfers have access to information on the EOC, the discrimination legislation and the EOC activities update.

### Educational Programme

During the year under report, the EOC gave 135 talks to organizations in the public and private sectors including government departments, non-government organizations and major employers as well as community service groups, women's organizations, social service groups. These talks not only covered the Disability Discrimination Ordinance and the Sex Discrimination Ordinance but also a whole spectrum of issues concerning discrimination and equal opportunities in general.

On 25 January 1997, the EOC hosted a seminar on "The Equal Opportunities Legislation and Educational Institutions." The event, jointly organised by the EOC and the nine tertiary educational institutions in Hong Kong, aimed at promoting the SDO and the DDO, and the principle of equal opportunities. The seminar was attended by some 330 academics and administrators from tertiary institutions and secondary schools.

EOC News - a quarterly newsletter - was first published in January 1997. The bilingual newsletter has a circulation of 100 000 copies per issue and is available to members of the public, free of charge. The EOC News keeps its readers informed of the activities of the EOC and discusses cases relating to discrimination and interpretation of the provisions of the law.

In addition to the EOC News, a pamphlet on the two ordinances and the Codes of Practice on Employment under the SDO and the DDO were available, free of charge, to the public.



## 社會參與

為促進市民對平等機會活動的支持，鼓勵社會參與，委員會在成立首年推出一項試驗性質的資助計劃，向舉辦推廣平等機會活動的社會團體提供資助。委員會於1996年12月接受團體的申請，共收到十九宗申請，經仔細研究各宗申請後，通過向十二個團體撥款二十二萬五千元。

受助團體舉辦的活動多姿多采，計有話劇、展覽會、嘉年華會及徵文比賽等。

## 製作教材資料套

為促進公眾教育以消除歧視，推廣平等機會，委員會撥款製作了一系列的教材資料套。

委員會在本年度內交由三間機構策劃編製教材資料套：

「預防及處理性騷擾」教材資料套由香港中文大學性別研究計劃負責，分為兩個部份：第一部份為「瞭解性騷擾」，第二部份為「預防及處理性騷擾」。

「認識男女平等就業機會」教材資料套由新婦女協進會負責，分為三個部份：(I)甚麼是在僱傭範疇的性別歧視和如何在工作場地推廣兩性平等？(II)介紹《性別歧視條例》和平等機會委員會 (III)在工作場地發生的性騷擾。

## Community Participation

To encourage community participation and foster support for equal opportunities initiatives, the EOC launched a pilot funding programme in its founding year. The objective was to provide financial support to community groups in organising activities which aimed at promoting equal opportunities. Application for funds was invited in December 1996. EOC received 19 applications and, after careful vetting, approved HK\$225 000 for allocation to 12 organizations.

The organizations which received funding carried out a wide range of activities including plays, exhibitions, carnivals, and an essay competition.

## Developing Training Modules

To facilitate public education on eliminating discrimination and promoting equal opportunities, the EOC has made provision to develop a series of training modules on relevant subjects.

During the year, three training modules were commissioned. They are as follows:

The Training Module on Sexual Harassment was developed by the Gender Research Programme of the Chinese University of Hong Kong. It comprises two parts: Part I deals with "Understanding Sexual Harassment" and Part II deals with "Prevention & Handling of Sexual Harassment".

The Training Module on Equal Opportunities for Women and Men at the Workplace was developed by the Association for the Advancement of Feminism. It comprises three parts: (I) What is sex discrimination in employment & how to promote gender equality at the Workplace? (II) Introducing the Sex Discrimination Ordinance and the Equal Opportunities Commission (III) Sexual Harassment at the Workplace.





「消除殘疾歧視」教材資料套由新生精神康復會負責，分為三個部份 (I)殘疾歧視，(II)基於殘疾的騷擾及中傷，和(III)如何有效地為公眾教育活動及計劃制定策略。

教材資料套的內容豐富詳盡，包括有錄影帶、參考資料、資料冊及訓練手冊等，可助從事訓練的人員向公眾灌輸對歧視及平等機會問題的知識。

### 建立聯繫

平等機會委員會致力締造一個機會平等、沒有歧視的社會，為此，我們需要社會人士的支持。委員會的重要工作之一就是加強與社會團體的溝通及建立機構夥伴關係。

在成立首年，委員會專注於與社會團體的溝通，尤其是婦女組織、復康組織、愛滋病組織等關注團體，以及僱主聯會和工會等。委員會也舉辦意見交流會，由主席及職員會見社會組織的代表，探討平等機會問題。同時，委員會員工定期探訪各關注組織及工會，徵詢他們對委員會工作的意見。

與社會團體保持定期聯繫，能為委員會的聯絡工作奠定堅固基礎，有助促進委員會與政府和非政府機構之間的良好工作關係。

The Training Module on Eliminating Disability Discrimination was developed by the New Life Psychiatric Rehabilitation Association. It comprises three parts: (I) Disability Discrimination, (II) Harassment and Vilification on the Ground of Disability and (III) Effective Means of Developing Strategies for Public Educational Activities and Programmes.

Each of the training modules comes in a comprehensive package consisting of teaching aids such as video tapes and reference list, information kit and training manual. These training modules will facilitate other trainers to promote public understanding of discrimination and equal opportunities issues.

### Building Network

The EOC is committed to creating an environment where there is no barrier to equal opportunities and no discrimination. To do this, we need the support of the community. Strengthening communication with community organizations and building corporate partnership is therefore an important area of the EOC's work.

In its first year, the EOC focused its attention on communication with community organizations, in particular, concern groups such as women's groups, rehabilitation bodies, AIDS groups as well as employers' federations and trade unions. A forum for exchange of views has been established whereby community organizations representatives would meet with the EOC Chairperson and staff, and discuss equal opportunities issues. At the same time, a programme of visits was in place for EOC staff to visit, on a regular basis, concern groups and trade unions and get feedback from them on the work of the Commission.

Regular liaison with community organizations has laid a solid foundation for networking and helped foster a good working relationship with government and non-government organizations in all sectors of the community.



1997年3月，委員會主席率領了一個由委員會委員及員工組成的代表團前赴北京，與中華全國婦女聯合會及中國殘疾人聯合會進行交流。

委員會又主動聯絡其他國家專責平等機會事務的機構。委員會主席及委員於1996年8月前往英國考察當地的平等機會委員會。主席又於同年9月出席在紐西蘭奧克蘭市舉行的第十八屆世界復康議會國際會議，並訪問紐西蘭的人權委員會。委員會的一位高層人員亦於1997年1月前往美國佛羅里達州邁阿密市出席1997年全球婦女高峰會。

此外，不少海外嘉賓在訪港期間曾探訪主席，包括聯合國經濟、社會及文化權利委員會的彙報人 Virginia Bonoan-Dandan 教授及成員 Bruno Simma 教授；聯合國人權委員會主席 Francisco J. Aguilar-Urbina 先生及成員 P.N. Bhagwati 法官。委員會曾招待的其他嘉賓包括來自澳洲人權及平等機會委員會的行政人員、來自加拿大及澳洲的法律界人士，以及來自英國及紐西蘭的對平等機會事務特別感興趣的國會議員等。

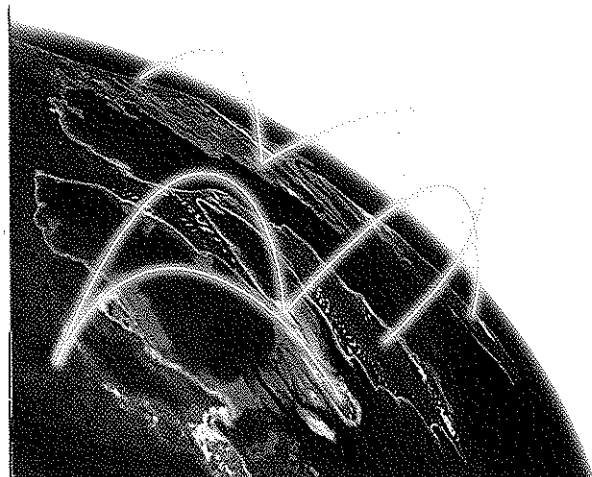
對委員會來說，與海外的平等機會事務專家保持聯繫極為重要。委員會將致力擴大這個聯絡網，並從其他國家汲取更多的經驗。

In March 1997, the Chairperson led a delegation consisting of EOC members and staff to Beijing and visited the All-China Women's Federation and the China Disabled Persons' Federation.

During the year, the EOC has initiated networking with equal opportunities commissions in other jurisdictions. The Chairperson and members of the Commission visited the Equal Opportunities Commission of the United Kingdom in August 1996. The Chairperson attended the 18th World Congress of Rehabilitation International Conference in Auckland, New Zealand and visited the New Zealand Human Rights Commission in September the same year. A senior staff of the EOC attended the 1997 Global Summit of Women at Miami, Florida, United States of America in January 1997.

Guests overseas who called on the Chairperson during their stay in Hong Kong included Professor Virginia Bonoan-Dandan, Rapporteur, and Professor Bruno Simma, Member, of the UN Committee on Economic, Social and Cultural Rights; and Mr. Francisco J. Aguilar-Urbina, Chairman, and Mr. Justice P.N. Bhagwati, Member, of the UN Human Rights Committee. Other visitors including executives from the Australian Human Rights and Equal Opportunity Commission, legal professionals from Canada and Australia, and Members of Parliament from the United Kingdom and New Zealand who have special interest in equal opportunity issues were among the visitors the EOC received during the year.

The networking with experts outside Hong Kong in the forefront of equal opportunities is invaluable to the EOC. The EOC seeks to extend this networking and gain from the experiences of our partners in other jurisdictions.



## 附 錄

### 附錄 Appendix 1

委員資料  
Members' Profile

### 附錄 Appendix 2

平等機會委員會專責小組成員及職權範圍  
Membership & Terms of Reference of the Committees  
of the Equal Opportunities Commission

### 附錄 Appendix 3

平等機會委員會辦事處人事架構  
Equal Opportunities Commission Staffing Structure

### 附錄 Appendix 4

平等機會委員會辦事處管理小組  
Management Team of the Equal Opportunities  
Commission Office

平等機會委員會委員 (1996/97)

Members of the Equal Opportunities Commission (1996/97)

張妙清博士 (主席)

Dr. CHEUNG Mui-ching, Fanny, J.P. (Chairperson)

陳福成先生 \*

Mr. CHAN Fuk-sing, Peter\*

張永霖先生

Mr. CHEUNG Wing-lam, Linus, J.P.

李業廣先生

Mr. LEE Yeh-kwong, Charles, O.B.E., J.P.

蔣月蘭女士

Ms CHEUNG Yuet-lan

梁君彥先生

Mr. LEUNG Kwan-yuen, Andrew, M.B.E., J.P.

梁愛詩女士

Ms LEUNG Oi-sie, Elsie

李鳳英女士

Ms LI Fung-ying, M.B.E.

馮漢源博士

Dr. Stevenson FUNG, D.Sc.

吳文翰教授

Professor NG Mun-hon

洪雪蓮女士

Ms HUNG Suet-lin

岑敏玲女士

Ms SHUM Mun-ling, Elle

胡紅玉女士

Ms WU Hung-yuk, Anna, J.P.

林貝聿嘉女士

Mrs. LAM PEI Yu-dja, Peggy, O.B.E., J.P.

鄺維庸醫生

Dr. WU Wai-yung, Raymond, O.B.E., J.P.

李文彬先生

Mr. LEE Man-ban, M.B.E., J.P.

楊港興先生

Mr. YEUNG Kong-hing, Peter, J.P.

\* 至 1997 年 1 月

Up to January 1997



主席  
張妙清博士, J.P.

教育程度：加州大學柏克萊分校學士  
明尼蘇達大學博士

職業：平等機會委員會主席  
前大學學院院長兼教授

於1994年4月至1997年3月間參與  
社會服務之主要事項：

- 社會工作訓練及人力策劃諮詢委員會主席
- 香港各界婦女聯合協進會理事
- 香港婦女中心協會會長
- 投訴警方獨立監察委員會委員
- 新生精神康復會副主席
- 伊利沙伯女皇弱智人士基金委員
- 區域市政局議員
- 沙田區議會議員

CHAIRPERSON

Dr. CHEUNG Mui-ching, Fanny, J.P.

Education: B.A., University of California, Berkeley  
Ph.D., University of Minnesota

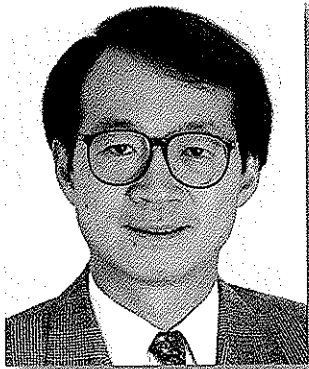
Principal Occupation: Chairperson,  
Equal Opportunities Commission  
Former University Dean  
and Professor

Particulars of Major Community Service between  
April 1994 and March 1997:

- Chairperson, Advisory Committee on Social Work Training and Manpower Planning
- General Committee Member, Hong Kong Federation of Women
- President, Hong Kong Federation of Women's Centres
- Member, Independent Police Complaints Council
- Vice-Chairman, New Life Psychiatric Rehabilitation Association
- Member, Queen Elizabeth Foundation for the Mentally Handicapped
- Member, Regional Council
- Member, Shatin District Board



## 委員資料 Members' Profile



委員

張永霖先生, J.P.

教育程度：香港大學社會科學  
榮譽學士學位

職業：公司行政總裁

於1994年4月至1997年3月間參與  
社會服務之主要事項：

- 中華人民共和國國家計劃委員會 -  
中國宏觀經濟學特邀常務理事
- 香港總商會委員
- 香港政府新機場及有關工程諮詢  
委員會委員
- 香港政策研究所會員
- 香港科技大學校董
- 證券及期貨事務監察委員會 -  
諮詢委員會會員
- 布政司署財政司辦公室工商服務業  
推廣署 - 服務業推廣策略小組委員
- 香港大學商學院管理委員會主席

MEMBER

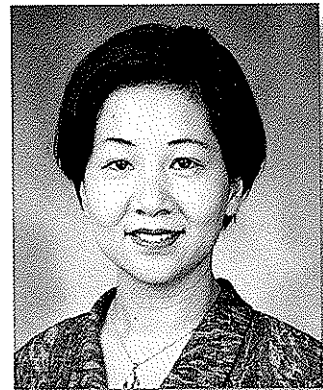
Mr. CHEUNG Wing-lam, Linus, J.P.

Education: Bachelor of Social Science,  
University of Hong Kong

Principal Occupation: Company Chief Executive

Particulars of Major Community Service between  
April 1994 and March 1997:

- Adviser, Chinese Society of Macroeconomics of the  
State Planning Commission
- Executive Committee Member, Hong Kong General  
Chamber of Commerce
- Member, Hong Kong Government New Airport and  
Related Projects Consultative Committee
- Member, Hong Kong Policy Research Institute Ltd.
- Council Member, Hong Kong University of Science  
& Technology
- Member, Securities and Futures Commission -  
Advisory Committee
- Member, Services Promotion Strategy Group of  
Business and Services Promotion Unit, Financial  
Secretary's Office, Government Secretariat
- Chairman, The University of Hong Kong -  
Management Board of the School of Business



委員

蔣月蘭女士

教育程度：中學

職業：全職議員

於1994年4月至1997年3月間參與  
社會服務之主要事項：

- 民主黨婦女部主席
- 區域市政局議員
- 屯門區議會議員
- 屯門區減罪委員會委員
- 屯門醫院醫療發展小組委員會委員



MEMBER

Ms. CHEUNG Yuet-lan

Education : Secondary Education

Principal Occupation : Full-time Councillor

Particulars of Major Community Service between April 1994 and March 1997 :

- Chairman, Democratic Party Women Affair Group
- Member, Regional Council
- Member, Tuen Mun District Board
- Member, Tuen Mun District Fight Crime Committee
- Member, Tuen Mun Hospital Medical Development Sub-Committee

委員

馮漢源博士, D.Sc.

教育程度 : 牛津大學文學學士、  
文學碩士、哲學博士、  
理學博士、特許物理學家、  
英國物理研究院院士

職業 : 大學講師

於 1994 年 4 月至 1997 年 3 月間參與  
社會服務之主要事項 :

- 康復諮詢委員會委員

MEMBER

Dr. FUNG Hon-yuen, Stevenson, D.Sc.

Education: B.A., M.A., D.PHIL, D.Sc, Oxford University  
C PHYS, FINSTR

Principal Occupation: University Lecturer

Particulars of Major Community Service between April 1994 and March 1997 :

- Member, Rehabilitation Advisory Committee

## 委員資料 Members' Profile



委員  
洪雪蓮女士

教育程度：香港大學社會科學(社會工作)  
學士  
倫敦政治經濟學院社會政策  
及規劃碩士  
香港大學公共行政碩士  
香港大學社會工作博士  
研究生

職業：社會工作專業人員

於1994年4月至1997年3月間參與  
社會服務之主要事項：

- 新婦女協進會副主席
- 荃灣區議會社會服務及社區宣傳  
委員會委員
- 荃灣區暑期活動統籌委員會委員
- 荃灣區議會教育工作小組委員
- 荃灣區議會青少年工作小組召集人
- 香港社會服務聯會 - 新移民專責小組  
副主席

### MEMBER

Ms. HUNG Suet-lin

Education: Bachelor of Social Science (Social Work),  
University of Hong Kong  
M. Sc. Social Policy & Planning,  
London School of Economics  
Master of Public Administration,  
University of Hong Kong  
Ph.D. Candidate, Social Work,  
University of Hong Kong

Principal Occupation: Social Worker

Particulars of Major Community Service between  
April 1994 and March 1997:

- Vice-Chairperson, Association for the Advancement  
of Feminism
- Member, Committee on Social Service and  
Community Information, Tsuen Wan District Board
- Member, Tsuen Wan Co-ordinating Committee on  
Summer Youth Programme
- Member, Working Group on Education,  
Tsuen Wan District Board
- Convenor, Working Group on Youth,  
Tsuen Wan District Board
- Vice-Chairperson, Working Party on New Arrivals,  
Hong Kong Council of Social Service



委員  
林貝聿嘉女士, O.B.E., J.P.

教育程度：上海滬江大學文學士  
美國芝加哥大學  
家庭計劃文憑  
美國密芝根大學  
公共衛生行政證書  
美國大學家庭計劃院士

職業：議員  
校監

於1994年4月至1997年3月間參與  
社會服務之主要事項：

- 臨時立法會議員
- 中國全國政治協商委員
- 香港各界婦女聯合協進會創會主席
- 臨時灣仔區議會主席
- 香港友好協進會創會副主席
- 醫院管理局港島區諮詢委員會委員
- 城市規劃上訴委員會委員
- 香港防癆心病及胸病協會會董



# MEMBER

Mrs. LAM PEI Yu-dja, Peggy, O.B.E., J.P.

Education : Bachelor of Arts,  
Hu-Jiang University, Shanghai  
Diploma of Family Planning,  
University of Chicago, USA  
Certificate of Administration of  
Public Hygiene, Michigan, USA  
Fellow, US Academy of Family Planning

Principal Occupation : Legislative Councillor  
School Supervisor

Particulars of Major Community Service between  
April 1994 and March 1997 :

- Member, Provisional Legislative Council
- Member, Chinese People's Political Consultative Conference
- Founding Chairman, Hong Kong Federation of Women
- Chairman, Provisional Wanchai District Board
- Vice-President, Friends of Hong Kong Association Ltd
- Board Member, Regional Advisory Committee of Hong Kong Hospital Authority
- Board Member, Town Planning Appeal Board
- Board Member, HK Tuberculosis, Chest & Heart Diseases Association

# 委員

李文彬先生, M.B.E., J.P.,  
FHKSA, FCPA, FCIS, CPA

教育程度 : 專業

職業 : 專業會計師

於 1994 年 4 月至 1997 年 3 月間參與  
社會服務之主要事項 :

- 公益金預算及撥款委員會委員
- 伊利沙伯女皇弱智人士基金委員及財務委員會主席
- 麥理浩復康院醫院管治委員會委員
- 精神健康覆核審裁處委員
- 消費者訴訟基金委員
- 香港復康會主席
- 城市規劃上訴委員會委員

# MEMBER

Mr. LEE Man-ban, M.B.E., J.P., FHKSA, FCPA,  
FCIS, CPA

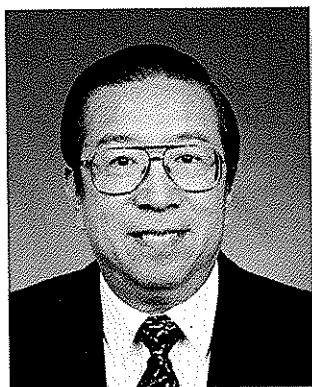
Education: Professionally Qualified

Principal Occupation: Certified Public Accountant

Particulars of Major Community Service between  
April 1994 and March 1997 :

- Member, Community Chest, Admission, Budgets and Allocation Committee
- Member, Council of the Queen Elizabeth Foundation and Chairman of the Finance Committee
- Member, Hospital Governing Committee, Maclehos Medical Rehabilitation Centre
- Member, Mental Health Review Tribunal
- Member, The Consumer Legal Action Fund of the Consumer Council
- Chairman, The Hong Kong Society for Rehabilitation
- Member, Town Planning Appeal Board Panel

## 委員資料 Members' Profile



委員

李業廣先生, O.B.E., J.P.

教育程度：倫敦大學法律碩士學位  
英國及香港最高法院  
執業律師  
合格會計師

職業：律師行顧問

於1994年4月至1997年3月間參與  
社會服務之主要事項：

- 港事顧問
- 香港公益金執行委員會主席
- 香港特別行政區第一屆行政會議成員
- 香港總督商務委員會委員
- 香港特別行政區第一屆政府推選委員會委員

MEMBER

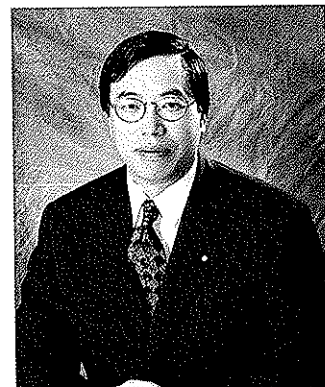
Mr. LEE Yeh-kwong, Charles, O.B.E., J.P.

Education：Master of Laws Degree,  
University of London  
Solicitor,  
Hong Kong and the United Kingdom  
Qualified Accountant

Principal Occupation：Law Firm Consultant

Particulars of Major Community Service between  
April 1994 and March 1997：

- Hong Kong Affairs Adviser
- Executive Committee Chairman, The Community Chest of Hong Kong
- Member, the First Executive Council of The Hong Kong Special Administrative Region
- Member, The Governor Business Council
- Member, Selection Committee of The Hong Kong Special Administrative Region



委員

梁君彥先生, M.B.E., J.P.

教育程度：李斯特工專紡織普通文憑  
利茲大學名譽學士  
紡織學會會員  
製衣業及鞋類會員

職業：公司董事總經理

於1994年4月至1997年3月間參與  
社會服務之主要事項：

- 製衣業訓練局委員
- 教育統籌委員會委員
- 勞工顧問委員會僱主代表
- 僱員再培訓局副主席
- 香港工業總會副主席
- 香港羊化纖針織業廠商會有限公司名譽會長
- 職業安全健康局局員
- 香港紡織諮詢委員會委員



MEMBER

Mr. LEUNG Kwan-yuen, Andrew,  
M.B.E., J.P.

Education: Ordinary Diploma,  
Leicester Polytechnic in Textile  
Technology  
B.Sc. (Hon.), Leeds University  
Associate, Textile Institute  
Fellow, Clothing & Footwear Institute

Principal Occupation: Company Managing Director

Particulars of Major Community Service between  
April 1994 and March 1997:

- Member, Clothing Industry Training Authority
- Member, Education Commission
- Representative of Employers, Labour Advisory Board
- Vice Chairman, Employees Retraining Board
- Vice Chairman, Federation of Hong Kong Industries
- Honorary President, HK Woollen & Synthetic Knitting  
Manufacturer's Association Ltd.
- Member, Occupational Safety & Health Council
- Member, Textiles Advisory Board

委員

梁愛詩女士, J.P.

教育程度: 英國律師公會執業資格試  
香港大學法學碩士  
國際婚姻法學院院士

職業: (於被委任為律政司司長前)  
律師  
國際公證人  
中國司法部委托公證人

於 1994 年 4 月至 1997 年 3 月間參與  
社會服務之主要事項:

- 全國第八屆人大香港區代表
- 港事顧問
- 國際法律婦女協會職員長
- 稅務上訴委員會委員
- 社會福利諮詢委員會委員
- 投訴警方獨立監察委員會委員
- 香港浸會大學校董會及諮議會委員
- 香港各界婦女聯會協進會理事

MEMBER

Ms. LEUNG Oi-sie, Elsie, J.P.

Education: Solicitors Qualifying Examination  
LL.M., University of Hong Kong  
Fellow, International Academy of  
Matrimonial Lawyers

Principal Occupation: (Prior to appointment as Secretary for Justice)  
Solicitor  
Notary Public  
China Appointed Attesting Officer

Particulars of Major Community Service between  
April 1994 and March 1997:

- Hong Kong Deputy to the Eighth National People's  
Congress
- Hong Kong Affairs Adviser
- Parliamentarian, International Federation of Women  
Lawyers
- Member, Inland Revenue Board of Review
- Member, Social Welfare Advisory Committee
- Member, Independent Police Complaints Council
- Council & Court Member, Hong Kong Baptist University
- General Committee Member, Hong Kong Federation  
of Women

## 委員資料 Members' Profile



委員  
李鳳英女士, M.B.E.

教育程度：大專

職業：社團行政

於1994年4月至1997年3月間參與  
社會服務之主要事項：

- 僱員再培訓局委員
- 港九電子工業職工總會副理事長
- 欠薪保障基金委員會委員
- 港九勞工社團聯會秘書長
- 職業訓練局委員

MEMBER

Ms. LI Fung-ying, M.B.E.

Education: Post-Secondary

Principal Occupation: Community Organization  
Administrator

Particulars of Major Community Service between  
April 1994 and March 1997:

- Member, Employees Retraining Board
- Vice Chairman, Hong Kong & Kowloon Electronics  
Industry Employees' General Union
- Member, Protection of Wages on Insolvency Fund Board
- Secretary General, The Federation of Hong Kong &  
Kowloon Labour Unions
- Member, Vocational Training Council



委員  
吳文翰教授

教育程度：墨爾本大學理學士  
紐約大學博士

職業：教授

於1994年4月至1997年3月間參與  
社會服務之主要事項：

- 香港愛滋病顧問局委員
- 香港實驗所認可計劃委員
- 健康及醫務發展諮詢委員會委員





MEMBER

Professor NG Mun-hon

Education: Bachelor of Science,  
University of Melbourne  
Ph.D., New York University

Principal Occupation: Professor

Particulars of Major Community Service between  
April 1994 and March 1997 :

- Member, AIDS Advisory Council
- Member, Hong Kong Laboratory Accreditation Schemes
- Member, Medical Development Advisory Council

委員

岑敏玲女士

教育程度：大學

職業：公司董事

於 1994 年 4 月至 1997 年 3 月間參與  
社會服務之主要事項：

- 香港前高級公務員協會創會會員
- 香港各界婦女聯合協進會理事
- 香港婦女工商及專業人員聯會副會長
- 香港中華總商會選任會董
- 香港公民教育委員會委員
- 香港吸煙與健康委員會委員
- 香港社會福利諮詢委員會委員
- 香港投訴警方獨立監察委員會委員

MEMBER

Ms. SHUM Mun-ling, Elle

Education : University

Principal Occupation : Company Director

Particulars of Major Community Service between  
April 1994 and March 1997 :

- Founding Member, Hong Kong Former Senior Civil Servants Association Limited
- General Committee Member, Hong Kong Federation of Women
- Vice-President, Hong Kong Women Professional and Entrepreneurs Association
- Elected Member, Hong Kong Chinese General Chamber of Commerce
- Member, Committee on the Promotion of Civic Education in Hong Kong
- Member, Hong Kong Council on Smoking and Health
- Member, Hong Kong Social Welfare Advisory Committee
- Member, Hong Kong Independent Police Complaints Council

## 委員資料 Members' Profile



委員  
胡紅玉女士, J.P.

教育程度：香港大學榮譽法學士  
香港大學法學專業證書

職業：律師 / 首席合夥人

於 1994 年 4 月至 1997 年 3 月間參與  
社會服務之主要事項：

- 立法局委任議員
- 消費者委員會副主席
- 消費者訴訟基金管理委員會主席
- 香港按揭證券有限公司董事
- 總督特派廉政專員公署審查貪污舉報諮詢委員會委員
- 生殖科技臨時管理局聯合主席
- 證券及期貨事務監察委員會與投資有關的人壽保險及集資退休金計劃委員會委員
- 證券及期貨事務監察委員會單位信託委員會委員

### MEMBER

Ms. WU Hung-yuk, Anna, J.P.

Education： Undergraduate and Postgraduate,  
University of Hong Kong

Principal Occupation： Solicitor / Senior Partner

Particulars of Major Community Service between  
April 1994 and March 1997：

- Member, Legislative Council
- Vice-Chairman, Consumer Council
- Chairman, Management Committee of the Consumer Legal Action Fund
- Director, Hong Kong Mortgage Corporation Ltd.
- Member, Independent Commission Against Corruption Operations Review Committee
- Co-Chairperson, Provisional Council on Reproductive Technology
- Member, The Securities and Futures Commission Committee on Investment-Linked Assurance and Pooled Retirement Funds
- Member, The Securities and Futures Commission Committee on Unit Trusts



委員  
鄺維庸醫生, O.B.E., J.P.

教育程度：香港大學醫學士  
英國皇家內科醫學院榮授院士

職業：執業西醫(心血管內科)

於 1994 年 4 月至 1997 年 3 月間參與  
社會服務之主要事項：

- 香港各界慶祝回歸委員會副主席  
兼執委會主任
- 香港事務顧問
- 新生精神康復會主席
- 香港特別行政區籌備委員會委員
- 康復諮詢委員會主席



MEMBER

Dr. WU Wai-yung, Raymond, O.B.E., J.P.

Education: MBBS,  
University of Hong Kong FRCP (London)

Principal Occupation: Medical Practitioner  
(Cardiologist)

Particulars of Major Community Service between  
April 1994 and March 1997 :

- Chairman, Association for Celebration of Reunification of Hong Kong with China
- Hong Kong Affairs Advisor
- Chairman, New Life Psychiatric Rehabilitation Association
- Member, Preparatory Committee of Hong Kong Special Administrative Region
- Chairman, Rehabilitation Advisory Committee

委員

楊港興先生, J.P.

教育程度 : 文憑

職業 : 人事總經理

於 1994 年 4 月至 1997 年 3 月間參與  
社會服務之主要事項 :

- 康復服務市場顧問辦事處諮詢委員會主席
- 香港社會服務聯會職業輔導社主席
- 香港人力資源管理學會資深會員
- 職業訓練局貨運業訓練委員會主席

MEMBER

Mr. YEUNG Kong-hing, Peter, J.P.

Education : Diploma

Principal Occupation : General Manager - Personnel

Particulars of Major Community Service between  
April 1994 and March 1997 :

- Chairman, Advisory Committee on Marketing Consultancy Office (Rehabilitation)
- Chairman, Employment Service, Hong Kong Council of Social Service
- Fellow, Hong Kong Institute of Human Resource Management
- Chairman, Transport and Physical Distribution Training Board of Vocational Training Council

平等機會委員會專責小組成員及職權範圍  
(截止 97 年 3 月 31 日)

Membership & Terms of Reference of the Committees of  
the Equal Opportunities Commission  
(as at 31.3.97)

行政及財務專責小組 Administration and Finance Committee

成員 Membership

- |  |   |
|--|---|
| 1. 李業廣先生 Mr. LEE Yeh-lewong, Charles<br>(召集人 Convenor) | 4. 楊港興先生 Mr. YEUNG Kong-hing, Peter                             |
| 2. 李文彬先生 Mr. LEE Man-ban                               | 5. 何蔡慧兒女士 Mrs. HO CHOI Wai-ye, Angela<br>(行政總裁 Chief Executive) |
| 3. 岑敏玲女士 Miss SHUM Mun-ling, Elle                      |   |

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初稿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. 就聘請總薪級表第 45 點或以上的僱員設立招聘小組，以及通過招聘小組作出的建議
8. 通過行政安排備忘錄內的每季工作進度回顧報告
9. 就委員會委任核數師提出建議
10. 定期檢討委員會的僱員及行政政策

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 draft 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 at MPS Point 45 and above and to approve such recommendations as are made by these boards
8. To approve reports for quarterly reviews under the Memorandum of Administrative Arrangements
9. To make recommendations to the Commission in respect of the appointment of an auditor
10. To keep the staffing and administrative policies of the Commission under review

社會參與專責小組 Community Participation Committee

成員 Membership

- |  |  |
|--|--|
| 1. 林貝聿嘉女士 Mrs. LAM PEI Yu-dja, Peggy<br>(召集人 Convenor) | 6. 楊港興先生 Mr. YEUNG Kong-hing, Peter                              |
| 2. 蔣月蘭女士 Ms CHEUNG Yuet-lan                            | 7. 陳彩英女士 Ms CHAN Choi-ying, Virginia<br>(增選委員 Co-opted Member)   |
| 3. 洪雪蓮女士 Ms HUNG Suet-lin                              | 8. 李靜雲女士 Ms LEE Ching-wan, Betty<br>(增選委員 Co-opted Member)       |
| 4. 梁君彥先生 Mr. LEUNG Kwan-yuen, Andrew                   | 9. 王秀容女士 Ms WONG Sau-yung, Linda<br>(增選委員 Co-opted Member)       |
| 5. 李鳳英女士 Ms LI Fung-ying                               | 10. 何蔡慧兒女士 Mrs. HO CHOI Wai-ye, Angela<br>(行政總裁 Chief Executive) |

職權範圍

1. 就《性別歧視條例》和《殘疾歧視條例》的實施，作出推動平等機會和消除歧視的建議，以推動社會各界投入活動；
2. 制定與政府及非政府組織(包括僱傭組織及關注團體)之間的聯絡策略；
3. 與機構建立夥伴關係，並制定共同推動平等機會的策略；
4. 審閱委員會就上述(1)、(2)、(3)項所採取的行動的報告；
5. 在委員會已確立的預算範圍之內，考慮和批准各界社團舉辦宣傳及推廣活動的資助申請；
6. 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。

Terms of Reference

1. To advise on measures to be taken to foster community participation in promoting equal opportunities and eliminating discrimination, having regard to SDO and DDO
2. To formulate the EOC strategic plan for liaison with government bodies and non-government organizations including the employment sectors and concern groups
3. To formulate the EOC strategic plan for developing corporate partnership in promoting equal opportunities policy
4. To receive reports on actions taken by the EOC office in pursuance of (1), (2) and (3) above
5. To consider and approve funding applications in connection with promotion and publicity projects to be undertaken by community organizations in all sectors within the budgetary confines as determined by the Commission from time to time
6. To monitor community response to the Commission's work and make recommendations to the Commission on the way forward

平等機會委員會專責小組成員及職權範圍  
(截止 97 年 3 月 31 日)

Membership & Terms of Reference of the Committees of  
the Equal Opportunities Commission  
(as at 31.3.97)

公眾教育及研究專責小組 Public Education and Research Committee

成員 Membership

- |   |   |
|---|---|
| 1. 鄺維庸醫生 Dr. WU Wai-yung, Raymond<br>(召集人 Convenor) | 6. 岑敏玲女士 Miss SHUM Mun-ling, Elle                               |
| 2. 蔣月蘭女士 Ms CHEUNG Yuet-lan                         | 7. 吳華孔女士 Ms NG Wah-hung, Catherine<br>(增選委員 Co-opted Member)    |
| 3. 馮漢源博士 Dr. FUNG Hon-yuen, Stevenson               | 8. 莊陳有先生 Mr. CHONG Chan-yau<br>(增選委員 Co-opted Member)           |
| 4. 林貝聿嘉女士 Mrs. LAM PEI Yu-dja, Peggy                | 9. 何蔡慧兒女士 Mrs. HO CHOI Wai-ye, Angela<br>(行政總裁 Chief Executive) |
| 5. 吳文翰教授 Professor NG Mun-hon                       |   |

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提供建議。
2. 在委員會已確立的預算範圍之內，審議和通過委員會的研究計劃。
3. 在委員會已確立的預算範圍之內，審議和通過委員會的宣傳計劃。
4. 審閱委員會辦事處有關公眾教育、研究和宣傳計劃的工作報告。
5. 審閱委員會負責及委托進行的公眾教育、研究和宣傳計劃的工作進展報告。

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 research projects of the Commission within the budgetary confines as determined by the Commission from time to time
3. To consider and approve publicity programmes of the Commission within the budgetary confines as determined by the Commission from time to time
4. To receive reports from the EOC office on the commissioning of projects in public education, research and publicity
5. To receive progress reports on public education, research and publicity undertaken or commissioned by the Commission

## 法律及投訴專責小組 Legal and Complaints Committee

## 成員 Membership

- |                            |                             |          |                             |
|----------------------------|-----------------------------|----------|-----------------------------|
| 1. 張妙清博士<br>(召集人 Convenor) | Dr. CHEUNG Mui-ching, Fanny | 5. 李業廣先生 | Mr. LEE Yeh-kwong, Charles  |
| 2. 蔣月蘭女士                   | Ms CHEUNG Yuet-lan          | 6. 梁愛詩女士 | Ms LEUNG Oi-sie, Elsie      |
| 3. 洪雪蓮女士                   | Ms HUNG Suet-lin            | 7. 梁君彥先生 | Mr. LEUNG Kwan-yuen, Andrew |
| 4. 李文彬先生                   | Mr. LEE Man-ban             | 8. 李鳳英女士 | Ms LI Fung-ying             |
|                            |                             | 9. 胡紅玉女士 | Ms WU Hung-yuk, Anna        |

## 職權範圍

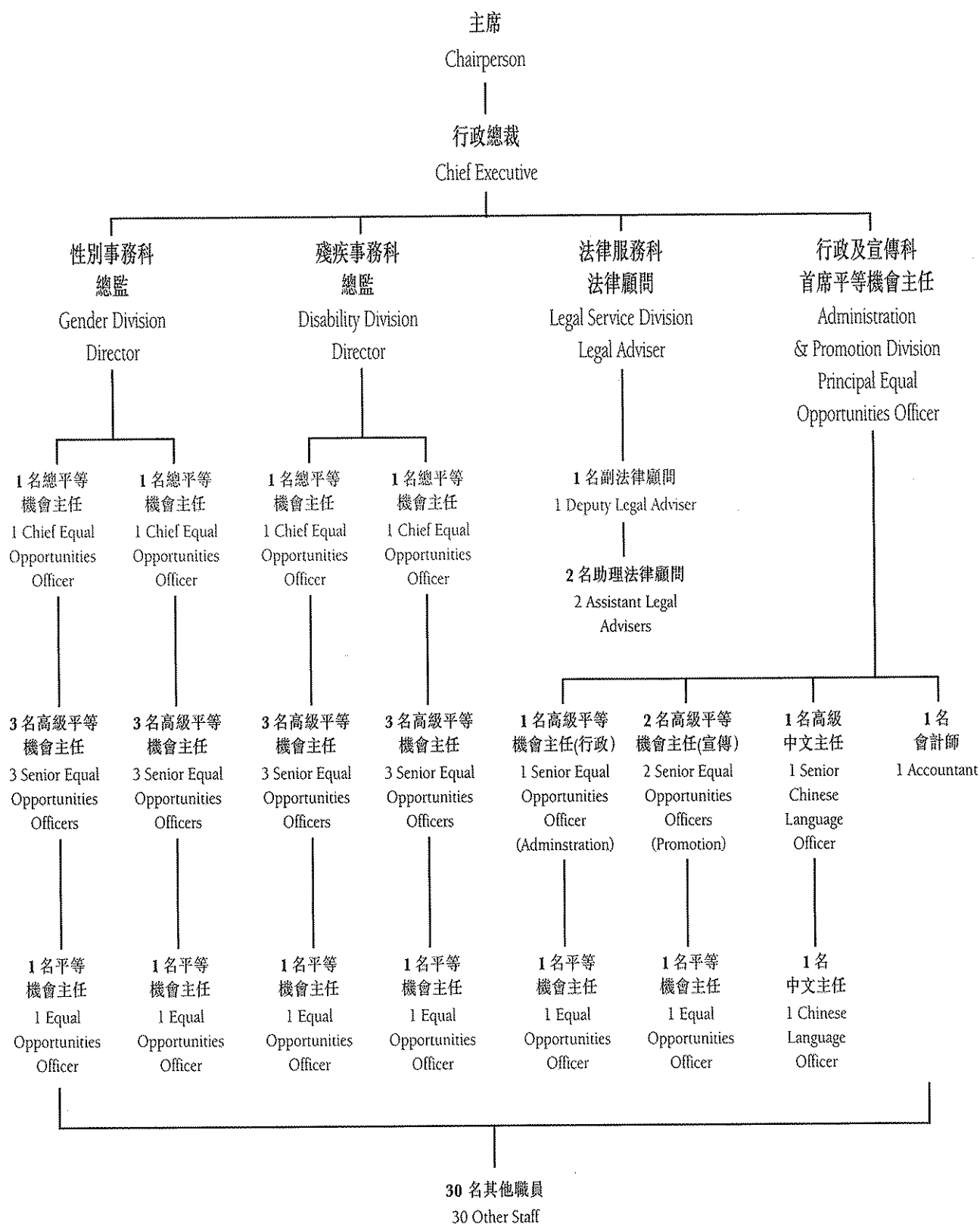
1. 對根據《性別歧視條例》第 88 條和《殘疾歧視條例》第 85 條訂立的平等機會委員會規則作出建議。
2. 審閱有關依據《性別歧視條例》第 84 條和《殘疾歧視條例》第 80 條而向平等機會委員會作書面申訴者接受調解員以調解方式協助的報告，並知會平等機會委員會。
3. 審閱有關依據《性別歧視條例》第 84 條(4)和《殘疾歧視條例》第 80 條(4)由主席作出對某項申訴不進行調查或中止調查的決定的報告，並知會平等機會委員會。
4. 審閱調解員的報告，有關依據《性別歧視條例》第 84 條和《殘疾歧視條例》第 80 條而作的申訴不能達致和解的個案。
5. 考慮根據《性別歧視條例》第 85 條和《殘疾歧視條例》第 81 條要求調解以外的協助的申請；並在認為適合時，給予該等申請。
6. 建議平等機會委員會有關進行正式調查的職能範圍。
7. 對正式調查作出初步調查結果，並且擬出報告供平等機會委員會考慮，包括向平等機會委員會作建議。
8. 就發出執行通知，向平等機會委員會作建議。
9. 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。
10. 決定對持續歧視或性騷擾(《性別歧視條例》第 81 條)，以及對殘疾人士的持續歧視、騷擾或中傷(《殘疾歧視條例》第 77 條)採取何種行動。
11. 依據《性別歧視條例》第 82 條；《殘疾歧視條例》第 78 條，決定對違反《性別歧視條例》第 43，44 或 45 條和《殘疾歧視條例》第 42，43，44 或 45 條的事宜提出何種法律程序。
12. 根據《性別歧視條例》第 66 條和《殘疾歧視條例》第 63 條，繼續檢討《性別歧視條例》附表 3 和附表 5，以及《殘疾歧視條例》附表 2，3 和 5。
13. 根據《性別歧視條例》第 64 條(1)(e)和《殘疾歧視條例》第 62 條(1)(e)繼續檢討《性別歧視條例》和《殘疾歧視條例》的實施情況，有需要時，向委員會提交修訂條例的建議。

## Terms of Reference

1. To recommend to the EOC rules to be made under section 88 of SDO and section 85 of DDO
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 and section 80 of DDO and to keep the EOC informed accordingly
3. To receive reports on the decisions made by the Chairperson, pursuant to section 84(4) of SDO and section 80(4) of DDO, 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 and section 80 of DDO relates
5. To consider applications made under section 85 of SDO and section 81 of DDO for assistance other than by way of conciliation and to grant such applications it thinks fit
6. To advise the EOC on terms of reference to conduct a formal investigation
7. 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
8. To make recommendations to the EOC in respect of the issue of enforcement notices
9. 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
10. To decide on actions to be taken in respect of persistent discrimination or sexual harassment under section 81 of SDO, and in respect of persistent discrimination, harassment or vilification under section 77 of DDO
11. To decide on the proceedings to be brought in respect of a contravention of sections 43, 44 or 45 of SDO and sections 42, 43, 44 or 45 of DDO, pursuant to section 82 of SDO and section 78 of DDO
12. To keep under review Schedules 3 and 5 of SDO and Schedules 2, 3 and 5 of DDO, in accordance with section 66 of SDO and section 63 of DDO respectively
13. To keep under review the working of the SDO and DDO and when necessary, recommend to the EOC proposals for amending the Ordinances in accordance with section 64(1)(e) of SDO and section 62(1)(e) of DDO



Equal Opportunities Commission Staffing Structure as at 31.3.97



平等機會委員會辦事處管理小組  
Management Team of the Equal Opportunities Commission Office

附錄 Appendix 4

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主席 Chairperson

張妙清博士 CHEUNG Mui-ching, Fanny, PhD, J.P.

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行政總裁 Chief Executive

何蔡慧兒 HO CHOI Wai-yee, Angela

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總監(殘疾事務科) Director(Disability)

唐建生 TONG Kin-sang, Frederick

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總監(性別事務科) Director(Gender)

薛家妍 SIT Ka-yin, Priscilla

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法律顧問 Legal Adviser

彭佩蘭 Alexandra PAPADOPOULOS

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首席平等機會主任 Principal Equal Opportunities Officer

陳奕民 CHAN Yick-man, Michael

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F i n a n c i a l

S t a t e m e n t s

財  
務  
報  
告

## 核數師報告書

致： 平等機會委員會委員  
(委員會是依據《性別歧視條例》於香港成立)

本核數師已完成審核第48至第59頁之帳目，該等帳目乃按照香港普遍採納之會計原則及 "Notes for Auditors and Accountants of Miscellaneous Organizations in Receipt of Government Subventions" (「接受政府補助機構的核數師與會計師指引」) 編製。

委員會及核數師各自之責任

委員會有責任編製真實兼公平之帳目。在編製該等真實兼公平之帳目時，必須採用適當之會計政策，並且貫徹應用該等會計政策。

本核數師之責任是根據我們之審核結果，對該等帳目作出獨立意見，並向委員會報告。

意見之基礎

本核數師已按照香港會計師公會所頒佈之核數準則進行審核工作。審核範圍包括以抽查方式查核與帳目所載數額及披露事項有關之憑證，亦包括評審委員會於編製帳目時所作之重大估計和判斷，所採用之會計政策是否適合委員會之具體情況，及有否貫徹應用並足夠披露該等會計政策。

本核數師在策劃和進行審核工作時，均以取得所有本核數師認為必需之資料及解釋為目標，以便獲得充分憑證，就該等帳目是否存有重大錯誤陳述，作出合理之確定。在作出意見時，本核數師亦已評估該等帳目所載之資料在整體上是否足夠。本核數師相信，我們之審核工作已為下列意見提供合理之基礎。

意見

本核數師認為，上述帳目在各重大方面足以真實兼公平地顯示平等機會委員會於一九九七年三月三十一日結算時之財務狀況，及截止該日止期間之盈餘及現金流量。

羅兵咸會計師事務所

香港執業會計師

香港，一九九七年八月六日

## AUDITORS' REPORT

TO: THE COMMISSION MEMBERS OF THE EQUAL OPPORTUNITIES COMMISSION  
(Established in Hong Kong pursuant to the Sex Discrimination Ordinance)

We have audited the accounts on pages 48 to 59 which have been prepared in accordance with accounting principles generally accepted in Hong Kong and the "Notes for Auditors and Accountants of Miscellaneous Organizations in receipt of Government Subventions".

Respective responsibilities of Commission and auditors

The Commission is responsible for the preparation of accounts which give a true and fair view. In preparing accounts which give a true and fair view it is fundamental that appropriate accounting policies are selected and applied consistently.

We are engaged to form an independent opinion, based on our audit, on those accounts and to report our opinion to you.

Basis of opinion

We conducted our audit in accordance with Statements of Auditing Standards issued by the Hong Kong Society of Accountants. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgments made by the Commission in the preparation of the accounts, and of whether the accounting policies are appropriate to the Commission's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance as to whether the accounts are free from material misstatement. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the accounts. We believe that our audit provides a reasonable basis for our opinion.

Opinion

In our opinion the accounts give a true and fair view, in all materials respects, of the state of the Commission's affairs as at 31st March 1997 and of its surplus and cash flows for the period then ended.



PRICE WATERHOUSE  
Certified Public Accountants  
HONG KONG, 6th August 1997

財務報告  
Financial Statements

平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION

收支結算表  
STATEMENT OF INCOME AND EXPENDITURE

一九九六年五月二十日 (《性別歧視條例》生效日) 至一九九七年三月三十一日止  
FOR THE PERIOD FROM 20TH MAY 1996 (DATE OF OPERATION UNDER THE  
SEX DISCRIMINATION ORDINANCE) TO 31ST MARCH 1997

	附註 Note	港幣 HK\$
收入 INCOME		
政府補助 Government subventions	2(b)	35,782,400
利息收入 Interest income		61,035
		<u>35,843,435</u>
支出 EXPENDITURE		
個人薪酬 Personal emoluments		19,248,052
其它費用 Other charges		16,529,627
		<u>35,777,679</u>
財政年度盈餘 SURPLUS FOR THE PERIOD	3	<u>65,756</u>

平等機會委員會

EQUAL OPPORTUNITIES COMMISSION

資產負債表

STATEMENT OF ASSETS AND LIABILITIES

一九九七年三月三十一日

AS AT 31ST MARCH 1997

	附註 Note	港幣 HK\$
固定資產 FIXED ASSETS	4	5
流動資產 CURRENT ASSETS		
各項按金及預付款項 Deposits and prepayment		79,657
現金及銀行結存 Cash and bank balances		6,140,395
		6,220,052
流動負債 CURRENT LIABILITIES		
應付帳項及應計費用 Accounts payable and accruals		5,425,880
淨流動資產 NET CURRENT ASSETS		794,172
		794,177
亦即： Represented by:		
資本補助基金 CAPITAL SUBVENTION FUND	5	728,421
盈餘及虧損帳目 SURPLUS AND DEFICIT ACCOUNT		65,756
		794,177

委員會於一九九七年八月六日核准此財務報告。

Approved by the Commission on 6th August 1997

張妙清博士  
O.B.E., J.P.

委員會主席

Dr. CHEUNG Mui-ching, Fanny  
O.B.E., J.P.

Chairperson of the Commission

李業廣先生  
O.B.E., J.P.

行政及財務專責小組召集人

Mr. LEE Yeh-kwong, Charles  
O.B.E., J.P.

Convenor of the Administration  
and Finance Committee

鄧曉欣小姐  
會計師

Miss TENG Hiu-yan,  
Kerrie  
Accountant



財務報告  
Financial Statements

平等機會委員會

現金流動報表

一九九六年五月二十日《性別歧視條例》生效日) 至一九九七年三月三十一日止

	附註	港幣
營運活動現金流入淨額	8(a)	<u>4,673,842</u>
投資回報及融資支出		
已收利息		<u>61,035</u>
投資活動		
購置固定資產		<u>(7,632,679)</u>
融資前之現金流出淨額		<u>(2,897,802)</u>
融資		
政府資本補助	8(b)	<u>9,038,197</u>
現金及現金等值之增加		<u>6,140,395</u>
成立日之現金及現金等值		<u>-</u>
一九九七年三月三十一日之現金及現金等值		<u>6,140,395</u>
現金及現金等值結存分析		
銀行及手頭現金		<u>6,140,395</u>

# EQUAL OPPORTUNITIES COMMISSION

## CASH FLOW STATEMENT

FOR THE PERIOD FROM 20TH MAY 1996

(DATE OF OPERATION UNDER THE SEX DISCRIMINATION ORDINANCE) TO 31ST MARCH 1997

	Note	HK\$
NET CASH INFLOW FROM OPERATING ACTIVITIES	8(a)	<u>4,673,842</u>
RETURNS ON INVESTMENTS AND SERVICING OF FINANCE		
Interest received		<u>61,035</u>
INVESTING ACTIVITIES		
Purchase of fixed assets		<u>(7,632,679)</u>
NET CASH OUTFLOW BEFORE FINANCING		<u>(2,897,802)</u>
FINANCING		
Government capital subventions	8(b)	<u>9,038,197</u>
Increase in cash and cash equivalents		<u>6,140,395</u>
Cash and cash equivalents at date of formation		-
CASH AND CASH EQUIVALENTS AT 31ST MARCH 1997		<u>6,140,395</u>
Analysis of the balances of cash and cash equivalents		
Cash at bank and in hand		<u>6,140,395</u>

# 財務報告

## Financial Statements

### 平等機會委員會

#### 帳目附註

##### 1. 法律地位

平等機會委員會按《性別歧視條例》於一九九五年七月十四日(條例制定日)成立。並於一九九六年五月二十日開始運作。其職能為致力按《性別歧視條例》消除歧視及騷擾和促進男性與女性之間的平等機會，以及按《殘疾歧視條例》消除對殘疾人士的歧視。

報告期間的支出，包括政務科籌備小組於一九九六年四月一日至一九九六年五月十九日期間引起的支出。

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。

##### 2. 主要會計政策

###### (a) 擬備帳目基礎

帳目是按照 "Notes for Auditors and Accountants of Miscellaneous Organizations in Receipt of Government Subventions" (「接受政府補助機構的核數師與會計師指引」) 擬定。

###### (b) 收益的確認

政府補助是以現金收付制計算。

利息收益是以應計制入帳。

###### (c) 固定資產

固定資產乃按成本值減累積撇帳額入帳。

每個固定資產的類目均以港幣一元的帳面值入帳。所有固定資產購置的成本值已於購置年度在資本補助或收支結算表的有關項目中撇帳。

###### (d) 營業租約

資產擁有權之全部得益及風險實質地由出租公司保留之租約，皆作為營業租約入帳。營業租約之租金按租約期在收支結算表中支銷。

###### (e) 外幣

外幣交易按交易日之兌換率折算。

# EQUAL OPPORTUNITIES COMMISSION

## NOTES TO THE ACCOUNTS

### 1. LEGAL STATUS

The Commission which came into operation on 20th May 1996 was established under the Sex Discrimination Ordinance on 14th July 1995 (date of enactment) with the functions of working towards the elimination of such discrimination and harassment and promoting equality of opportunity between men and women under the Sex Discrimination Ordinance and the elimination of discrimination against persons with disability under the Disability Discrimination Ordinance.

The expenses of the reporting period include expenses incurred by the preparatory team of the Home Affairs Branch for the period from 1st April 1996 to 19th May 1996.

The Commission is a government subvented body exempted from payments of all taxes administered by the Inland Revenue Department by virtue of the Inland Revenue Ordinance (Cap 112).

### 2. PRINCIPAL ACCOUNTING POLICIES

#### (a) Basis of preparation of accounts

The accounts are prepared in accordance with the "Notes for Auditors and Accountants of Miscellaneous Organizations in receipt of Government Subventions".

#### (b) Income recognition

Subventions from government are accounted for on a cash basis.

Interest income is recognised on an accrual basis.

#### (c) Fixed assets

Fixed assets are stated at cost less accumulated amounts written off.

Each category of fixed assets is stated at a nominal value of HK\$1. The cost of all additions is written off in the year of acquisition to the capital subvention or relevant items in the income and expenditure statement.

#### (d) Operating leases

Leases where substantially all the rewards and risks of ownership of assets remain with the leasing company are accounted for as operating leases. Rentals applicable to such operating leases are charged to the income and expenditure statement as incurred over the lease term.

#### (e) Foreign currencies

Transactions in foreign currencies are translated at exchange rates ruling at the transaction dates.

# 財務報告

## Financial Statements

### 3. 年度盈餘

由一九九六年五月二十日(《性別歧視條例》生效日)至一九九七年三月三十一日止之盈餘已計入及扣除下列項目：

	港幣
計入	
政府補助	35,782,400
已收利息	<u>61,035</u>
扣除	
營業租約 - 土地及樓宇	3,498,055
核數師酬金	<u>20,000</u>

### 4. 固定資產

	於 1997 年 3 月 31 日及 期間內之 增加	於 1997 年 3 月 31 日及 期間內在收支結算 表撇銷之數目	於 1997 年 3 月 31 日之 帳面淨值
	港幣	港幣	港幣
固定裝置及裝修	3,212,926	3,212,925	1
辦公室傢俬及設備	1,312,666	1,312,665	1
汽車	726,698	726,697	1
電腦器材	2,044,863	2,044,862	1
即時傳譯及擴音系統	<u>335,526</u>	<u>335,525</u>	<u>1</u>
總數	<u>7,632,679</u>	<u>7,632,674</u>	<u>5</u>

### 3. SURPLUS FOR THE PERIOD

Surplus for the period from 20th May 1996 (date of operation under the Sex Discrimination Ordinance) to 31st March 1997 is stated after crediting and charging the following:

	HK\$
Crediting	
Government subventions	35,782,400
Interest income received	<u>61,035</u>
Charging	
Operating lease - land and building	3,498,055
Auditors' remuneration	<u>20,000</u>

### 4. FIXED ASSETS

	Additions during the period and at 31st March 1997	Written off to income and expenditure account during the period and at 31st March 1997	Net book value at 31st March 1997
	HK\$	HK\$	HK\$
Fixtures and fittings	3,212,926	3,212,925	1
Office furniture and equipment	1,312,666	1,312,665	1
Motor vehicles	726,698	726,697	1
Computer equipment	2,044,863	2,044,862	1
Simultaneous interpretation and public address equipment	<u>335,526</u>	<u>335,525</u>	<u>1</u>
Total	<u>7,632,679</u>	<u>7,632,674</u>	<u>5</u>

# 財務報告

## Financial Statements

### 5. 資本補助基金

	港幣
政府資本補助	9,038,197
財政年度已使用之結餘	(8,287,598)
須退還政府之剩餘資本補助	(22,178)
於一九九七年三月三十一日為止的結餘	<u>728,421</u>

資本補助基金即政務司較早前核准，於財政年度間用以支付資本計劃費用之政府資本補助之未用餘額。

### 6. 或有負債

	港幣
職員約滿酬金	<u>3,326,988</u>

職員約滿酬金將付予由受僱日期起計，於委員會完成三年合約之僱員。職員約滿酬金將於僱員完成三年僱員合約後計算，因此於一九九七年三月三十一日止之財政年度並沒有就約滿酬金撥出準備。

### 7. 營業租約承付款

根據租約屆滿的財政年度分析所涉及的土地及樓宇，須於三月三十一日往後十二個月繳付的營業租約承付款，如下：

	港幣
首年屆滿	<u>2,862,045</u>



## 5. CAPITAL SUBVENTION FUND

	HK\$
Government capital subventions	9,038,197
Balance utilised during the period	(8,287,598)
Excess capital subvention refundable to Government	(22,178)
Balance as at 31st March 1997	<u>728,421</u>

The capital subvention fund represents the unutilised balance of government capital subventions received during the period to finance the cost of the capital project with the prior approval of the Secretary for Home Affairs.

## 6. CONTINGENT LIABILITIES

	HK\$
Gratuity payments	<u>3,326,988</u>

Gratuity payments will be payable to employees of the Commission who complete the three year contracts commencing from the date of their employment. No provision has been made for these gratuities in the accounts for the period ended 31st March 1997 as they will be accounted for upon payment at the completion of the employees' contracts.

## 7. OPERATING LEASE COMMITMENTS

Operating lease commitments at 31st March payable in the next twelve months, in respect of land and buildings, analysed according to the period in which the lease expires, are as follows:

	HK\$
expiring in the first year	<u>2,862,045</u>

# 財務報告

## Financial Statements

### 8. 現金流動表附註

#### (a) 營運活動現金流入淨額與盈餘之對帳表

	港幣
財政年度盈餘	65,756
盈餘之資本開支	184,361
資本補助包括之非固定資產	(839,285)
須退還政府之剩餘資本補助	(22,178)
利息收入	(61,035)
各項按金及預付款項之增長	(79,657)
應付帳項及應計費用之增加	5,425,880
營運活動現金流入淨額	<u>4,673,842</u>

#### (b) 期間融資變動分析

	資本補助基金 港幣
成立日之結存	-
政府資本補助之現金流入	9,038,197
期間政府資本補助之使用	(8,287,598)
須退還政府之剩餘資本補助	(22,178)
一九九七年三月三十一日之結存	<u>728,421</u>

### 9. 帳目核准

此帳目由委員會委員於一九九七年八月六日核准。

## 8. NOTE TO THE CASH FLOW STATEMENT

### (a) Reconciliation of surplus to net cash inflow from operating activities

	HK\$
Surplus for the period	65,756
Capital expenses included in surplus	184,361
Non-fixed assets included in capital subvention fund	(839,285)
Excess capital subvention refundable to government	(22,178)
Interest income	(61,035)
Increase in deposits and prepayments	(79,657)
Increase in accounts payables and accruals	5,425,880
Net cash inflow from operating activities	<u>4,673,842</u>

### (b). Analysis of changes in financing during the period

	Capital subvention fund HK\$
Balance at date of formation	-
Cash inflow from government capital subventions	9,038,197
Government capital subvention utilised during the period	(8,287,598)
Excess capital subvention refundable to government	(22,178)
Balance at 31st March 1997	<u>728,421</u>

## 9. APPROVAL OF ACCOUNTS

The accounts were approved by the Commission members on 6th August 1997.

## 平等機會委員會重要事項紀要

- 1995年7月14日 立法局同意制定《性別歧視條例》。
- 1995年8月3日 立法局同意制定《殘疾歧視條例》。
- 1996年5月20日 港府成立平等機會委員會。
- 1996年8月9日 平等機會委員會發出《性別歧視條例》及《殘疾歧視條例》僱傭實務守則初稿，並與關注組織及僱傭界別進行首輪諮詢，為期一月。
- 1996年9月20日 《性別歧視條例》及《殘疾歧視條例》中與僱傭無關的條文開始實施。  
平等機會委員會開始為市民提供服務。
- 1996年9月25日 印備《性別歧視條例》及《殘疾歧視條例》的僱傭實務守則公眾諮詢文件，  
第二輪諮詢工作開始，為期一月。
- 1996年11月15日 兩份僱傭實務守則及為方便平等機會委員會進行調查工作而制定的四組規則  
刊載於憲報。
- 1996年11月20日 上述守則及規則提交立法局。
- 1996年12月20日 上述守則及規則開始生效。  
《性別歧視條例》及《殘疾歧視條例》全面實施。

## Equal Opportunities Commission Milestones

- 14 July 1995 The Sex Discrimination Ordinance (SDO) was enacted.
- 3 August 1995 The Disability Discrimination Ordinance (DDO) was enacted.
- 20 May 1996 The Equal Opportunities Commission (EOC) was formed.
- 9 August 1996 First drafts of the Codes of Practice on Employment under the SDO & the DDO were issued by the EOC. A one-month consultation with concern groups and employment sectors began.
- 20 September 1996 EOC Office started to offer services to the public.  
The non-employment related provisions in the SDO & the DDO were brought into operation.
- 25 September 1996 The public consultation documents of the Codes of Practice on Employment under the SDO & the DDO were published. A one-month public consultation began.
- 15 November 1996 The two Codes of Practice and the four sets of rules to facilitate EOC's investigation work were published in the gazette.
- 20 November 1996 The Codes and Rules were tabled at the Legco.
- 20 December 1996 The Codes and Rules were brought into effect.  
Full implementation of the SDO and the DDO.