

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.

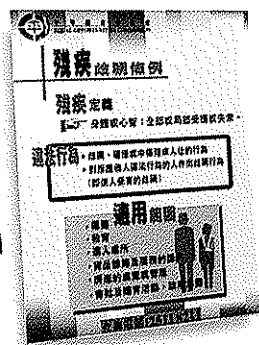
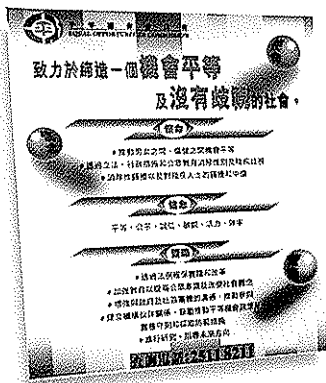
Mission

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.



我們採取以下的策略以完成我們的使命：

- 透過立法確保實踐和改革
- 加強教育以提高公眾意識及改變社會觀念
- 增強與社會團體的溝通，推動參與
- 建立機構夥伴關係，鼓勵力行平等機會和採取防範措施
- 進行研究，指導未來方向

對大部份香港市民而言，平等機會委員會及其使命是陌生的，為此，我們需要建基於下列的價值觀：

- 平等
- 公平
- 誠信
- 敏銳
- 活力
- 效率

為了達成任務，我們會堅守平等機會的原則、貫徹落實公平和不偏不倚的程序、尊重事實，力行誠信。此外，我們亦會積極和主動地跟進歧視問題。委員會的員工矢志以細心熱誠的態度服務市民，並緊守以高效率、重實效的精神善用資源。

在法例生效後，我們展開一個全面的計劃去提高公眾對新法例的認識和瞭解。透過與關注組織及各界團體的聯繫，我們時刻關注歧視和平等機會問題的最新發展。

The strategies we have adopted to achieve our mission are:

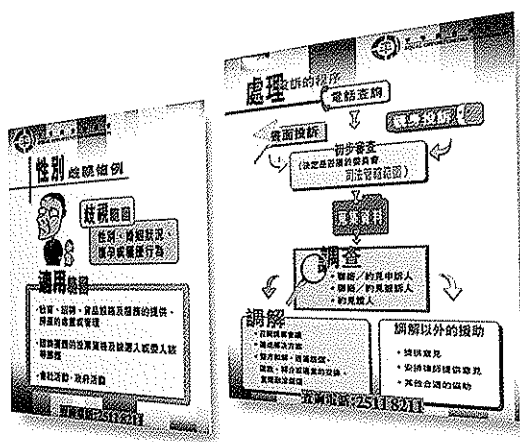
- Securing compliance and reform through legislative means
- Promoting education to raise awareness and achieve change
- Strengthening communication with community organizations to promote participation
- Building corporate partnership to encourage practices and prevention
- Conducting research to guide our forward direction

The EOC and its mission are new to most people in Hong Kong. We need to build a firm foundation based on the values of:

- equality
- fairness
- integrity
- sensitivity
- energy
- efficiency

In achieving our mission, we will uphold the principle of equal opportunities, implement fair and impartial procedures, respect the truth and act with integrity. Also, we will be energetic and proactive in pursuing issues of discrimination. We have a dedicated team of staff who are courteous, sensitive and helpful to the public. We are mindful that we should use resources efficiently and effectively.

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。

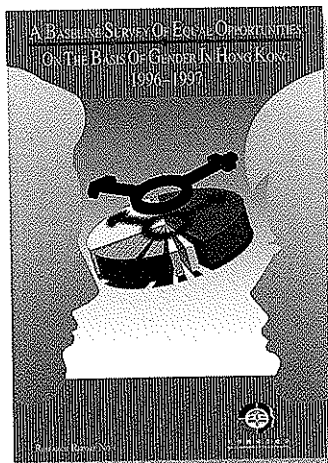
Research

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.