

Our Vision

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

Our Mission

To promote equality of opportunity between men and women, between persons with and without a disability, and irrespective of family status

To eliminate discrimination on the grounds of gender, marital status, pregnancy, disability and family status through legislative provisions, administrative measures and public education

To eliminate sexual harassment, and harassment and vilification of persons with a disability.

我們的抱負

聯同社會各界的支持，致力締造一個機會平等和沒有歧視的社會。

我們的使命

推動男女之間、傷健之間、有家庭崗位和沒有家庭崗位的人士之間機會平等

透過立法、行政措施和公眾教育，消除對性別、婚姻狀況、懷孕、殘疾及家庭崗位的歧視

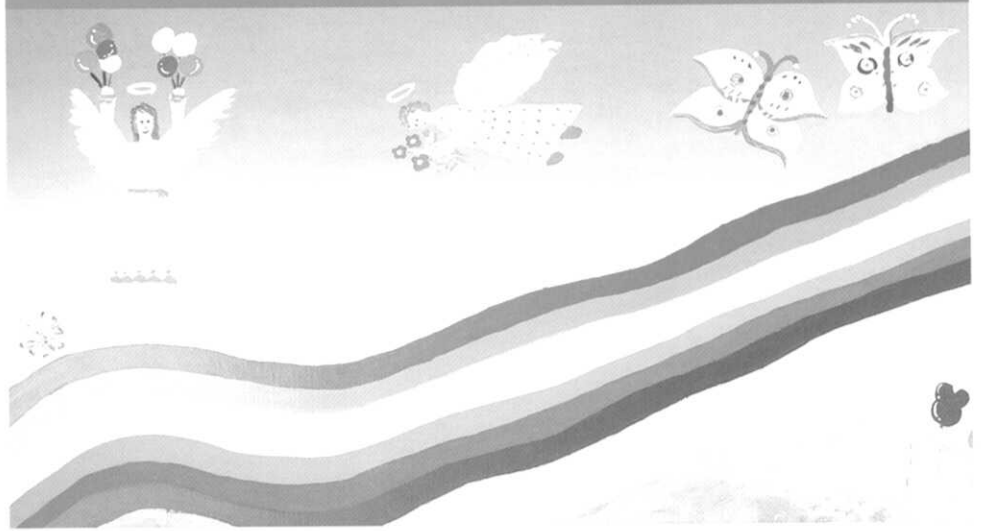
消除性騷擾及對殘疾人士的騷擾和中傷。

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- 我們承諾竭盡所能服務社會，以誠懇有禮的態度盡力協助市民。

We pledge to serve the community to the best of our capabilities. We are committed to providing a courteous, helpful and efficient service.



主席序言



張妙清博士

社群協力

平等機會委員會的抱負是締造一個機會平等及沒有歧視的社會。我們明白要達此目標，必須得到社會全力的支持。委員會首年的運作已為此奠定基礎，次年主力深入社群，與大家一同努力消除歧視。

作為一個新的機構，我們既要讓市民大眾多認識平等機會委員會及我們的工作，同時要推動社會對性別、殘疾及家庭崗位歧視的三條條例的認知。我們的同事致力於教育和宣傳等多元化推廣工作，去年的活動範圍包括在我們的辦事處舉辦周六免費講座，及到其他機構演講，亦派發平等機會委員會通訊及宣傳單張與小冊子予8萬多名讀者。對機構而言，我們與大型機構結成夥伴，協力推動平等機會；對於各界社團，我們透過「平等機會社區參與資助計劃」鼓勵他們舉辦活動，向相關社群推廣平等機會。而為了讓平等機會的訊息更深入民心，我們邀請了著名演員蕭芳芳女士及傷殘奧運會劍擊金牌得主張偉良先生擔任平等機會大使及作為平等機會委員會的模範。

除了廣告之外，平等機會委員會亦透過電子傳媒積極推動平等機會意識，我們利用電台節目、電視實況戲劇及電視綜合節目等，致力推廣「平等機會、人人有份」的觀念。

工作回顧

隨著公眾對平等機會的意識逐漸提高，委員會收到的查詢及投訴亦隨之增加。在1997-98年，我們收到7,284宗查詢及195宗投訴。有71宗投訴個案需要調解，其中百分之七十五是圓滿解決，另外有3宗需要採取法律行動的個案仍未完結。至於報章歧視性廣告，實際上已完全消失，從1996年有關條例生效前高達招聘廣告的百分之三十七，驟減至不足百分之一。

我們用意見調查的方式去評估我們工作的效益。在九六年九月委員會辦事處剛成立之時，二千名受訪者中，只有百分之三十五是聽說過平等機會委員會；而在一年半後，即九八年三月，我們再作調查時，平等機會委員會的知名度已增至百分之八十七。

委員會並且進行基線調查，用以掌握大眾對兩性及殘疾人士與非殘疾人士平等機會的取態。這些調查結果可作為指標，用以監察未來有關態度的趨勢和轉變，亦幫助我們衡量反歧視教育的長遠成效。

委員會雖然只是經過年許時間的運作，但已在九八年一月推出服務承諾，以示對工作的承擔及決心。服務承諾就委員會的工作，訂出服務標準及服務指標。我們會竭盡所能服務社會，以誠懇及有禮的態度為市民提供有效率的服務。

本年度最值得注意的一項事情是香港已有第三條反歧視條例。家庭崗位歧視條例在九七年六月頒佈，並在同年十一月實施。平等機會委員會為幫助僱主瞭解新法例的規定，在九八年三月發表了「僱傭實務守則」，守則是經過委員會廣泛諮詢並得到臨時立法會審批而成的。另外，委員會正檢討性別歧視及殘疾歧視兩條條例，我們會參考過去一年條例實施的經驗，在九九年初向政府作出條例所需修訂的建議。過去一年，平等機會委員會致力鞏固基礎。當我們的經驗日增，我們將深入社區，扮演更積極的角色，與社群協力，推廣平等機會。

A handwritten signature in black ink, reading '張妙清' (Zhang Miaqing).

平等機會委員會主席
張妙清博士



Reaching out to the Community

Our vision at the Equal Opportunities Commission is to create an environment where there are no barriers to equal opportunities and no discrimination. To achieve these objectives, we realize that we will need the full support of the community. Having laid the foundations for the Commission in our first year of operation, we have embarked on our strategy to reach out to the community in our second.

As a new organization, we must raise public awareness of the Commission and the work that we do, while also generating awareness and understanding of the new anti-discrimination laws on the grounds of sex, disability and family status.

To this end, all our staff have been heavily involved in our promotional efforts. These include a range of publicity and educational activities ranging from free talks offered throughout Hong Kong, or at our offices on Saturdays, to newsletters and publications that were distributed to over 80,000 interested readers last year. In the corporate community, we formed partnerships with major organizations to promote equal opportunities while within the general community, we encouraged groups to organize relevant activities and events within their local communities through our Community Participation Funding Programme on Equal Opportunities. To help get the message across more prominently, we appointed two celebrities - Ms Josephine Siao Fong-fong, the award-winning actress and Mr. Cheung Wai-leung, a gold medallist in the Paralympics, to act as Ambassadors and role models for the EOC.

Apart from our advertisements, we have also taken an active role in the electronic media, commissioning a radio programme, a TV docu-drama series as well as co-sponsoring a TV variety show, all driving home the message of equal opportunities for all.

Review of Achievements

As public awareness grows, the number of enquiries and complaints to the Commission have also increased. In 1997/98, we received 7,284 enquiries and 195 new complaints leading to 71 conciliation and 3 legal action cases. Of the cases for conciliation, 75% reached a successful conclusion while the legal action cases are pending a final outcome. Discriminatory advertisements in the newspapers virtually disappeared, from a high of 37% in 1996 before the laws came into effect, to less than one per cent in the period under review.

To evaluate the effectiveness of our work, we gauged public opinion through a number of opinion surveys. In September 1996, when we first set up our offices, only 35% of a representative sample of over 2,000 respondents had heard about us. In March 1998, 18 months later, a second survey with a similar sample of respondents showed that the number had grown to 87%.

We have also commissioned a series of baseline surveys to gauge public attitudes towards equal opportunities on the grounds of gender and disability. These studies will act as benchmarks for the future, monitor trends and changes in attitude and help to measure the long-term effectiveness of anti-discrimination education.

To demonstrate our commitment to quality service, we announced our performance pledge in January 1998, with little over a year's service experience behind us. The pledge includes service standards and performance targets covering every aspect of our activities. Quite simply, we pledge to serve the community to the best of our capabilities while also providing courteous, helpful and efficient services at all times.

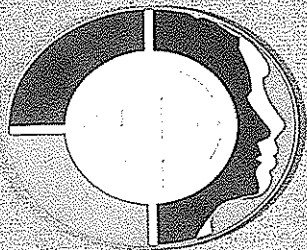
Chairperson's Foreword



The highlight for the year was seen in the enactment and implementation of Hong Kong's third anti-discrimination law, the Family Status Discrimination Ordinance (FSDO) in June 1997 and November 1997 respectively. To help employers understand the requirements of the new law, the EOC issued a Code of Practice on Employment in March 1998 after consultations with the public and vetting by the Provisional Legislative Council. In light of the experience gained in the past year, we also commenced our review of the Sex Discrimination Ordinance (SDO) and the Disability Discrimination Ordinance (DDO). We will be making recommendations for any required legislative changes for these ordinances by early 1999.

With the setting-up of the EOC now firmly in place, the past year has been a period of consolidation. As we grow in experience, we are moving forward to take a more proactive role as we reach out to the community.

Fanny Mui-ching Cheung PhD, OBE, JP
Chairperson, Equal Opportunities Commission



平等機會委員會

EQUAL OPPORTUNITIES COMMISSION

平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

去一個**機會平等**及**沒有歧視**的社會。

之間、僱主之間、有家庭崗位和沒有家庭崗位的人士之間機會平等
透過立法、行政措施和公眾教育消除基於性別、
殘疾及家庭崗位而作出的歧視行為
• 消除性騷擾以及對殘疾人士的騷擾和中傷

平、誠信、
力、效率



- 透過法例確保實踐和改革
- 加強教育以提高公眾意識及改變社會觀念
- 加強與政府及社區團體的溝通，推動參與
- 構建夥伴關係，鼓勵推動平等機會政策及
實務守則和採取防範措施
- 進行研究，指導未來方向

查詢電話：2511 8211



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

性別 歧視條例



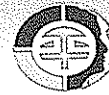
性別、婚姻狀況、懷孕歧視及性騷擾



- 僱傭
- 教育
- 貨品、設施及服務的提供
- 房屋的管理或管理
- 諮詢團體的投票資格及被選入或委任該等團體
- 會社活動、政府活動



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平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

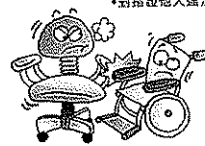
殘疾 歧視條例



身體或心智：全部或局部受損或失常

違法行為

- 騷擾、騷擾或中傷殘疾人士的行為
- 對指證他人違法行為的人作出歧視行為（即使人受害的協助



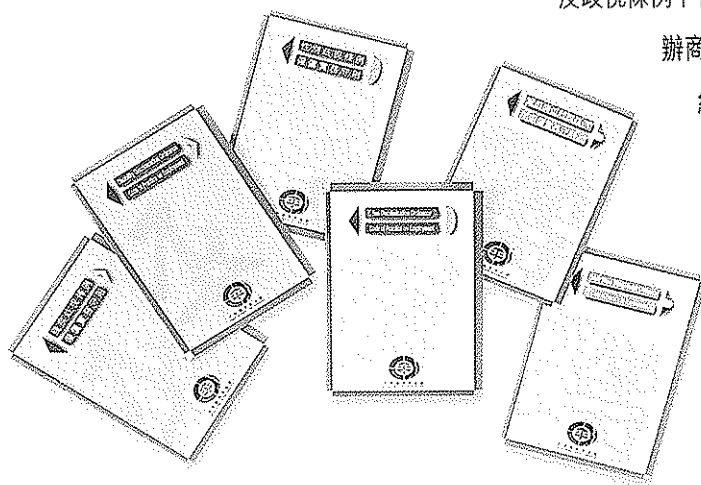
適用範圍

- 僱傭
- 教育
- 進入處所
- 貨品設施及服務的提供
- 房屋的管理或管理
- 會社及體育活動、政府活動

查詢電話：2511 8211

消除歧視

根據反歧視條例，任何人士基於性別、婚姻狀況、懷孕、殘疾或家庭崗位而歧視別人即屬違法。而在性別歧視及殘疾歧視條例下，性騷擾或因為別人的殘疾而作出中傷或騷擾的行為亦屬違法。同樣，刊載歧視性廣告，也屬違法。



反歧視條例中有關僱傭的條款不單保障僱員，亦保障求職者、經紀及承辦商。條款也涵蓋職業訓練、職業介紹、合夥人委任、專業組織及工會。非關僱傭的條款適用於多方面，包括教育、提供貨品或服務、參加會社、體育活動、處所的管理，以及政府活動等。

新條例及守則 - 家庭崗位歧視條例

家庭崗位歧視條例是香港第三條反歧視條例。目的是保障個人不會因為負有照顧其直系家庭成員的責任而遭受歧視。條例在九七年六月二十六日頒佈，並在同年十一月二十一日生效。



COMMISSION



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

家庭崗位歧視條例



定義

「家庭崗位」指對直系家庭成員負起照顧的責任的任何人而言。「直系家庭成員」指因血緣、婚姻、領養或姻親而與該人有關的任何人。

違法行為

基於某人的家庭崗位而作出歧視行為

適用範圍

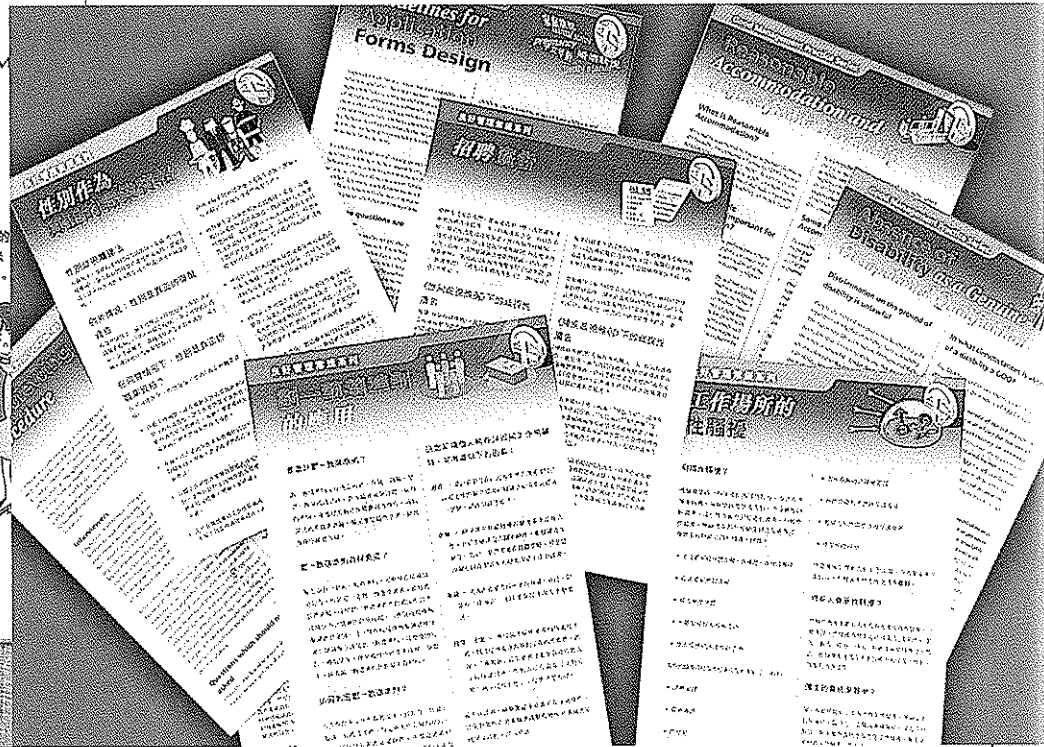
- 僱傭、教育、貨品、設施及服務的提供
- 處所的處置或管理
- 諮詢團體的投票資格及被選入或委任該等團體
- 會社活動、政府活動

查詢電話：2511 8211



Eliminating Discrimination

消除歧視

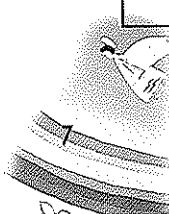


Under the anti-discrimination ordinances, it is unlawful to discriminate against anyone on the grounds of sex, marital status, pregnancy, disability or family status. Behaviour such as sexual harassment, or harassment and vilification on the grounds of disability are also unlawful under the Sex Discrimination Ordinance (SDO) and the Disability Discrimination Ordinance (DDO). Under these ordinances it is also unlawful to publish a discriminatory advertisement.

The employment-related provisions of the ordinances provide protection, not only to existing employees but also to job applicants, agents and contractors. They also cover activities relating to vocational training, employment agencies, partnership admissions, professional bodies and trade unions. The non-employment related provisions offer coverage in areas ranging from education and the provision of goods or services to participation in clubs and sporting activities, the management of premises and government activities.

New Legislation and Code of Practice - the Family Status Discrimination Ordinance (FSDO)

The FSDO is the third anti-discrimination ordinance to be introduced in Hong Kong. Protecting individuals from being discriminated against because of their responsibility for the care of immediate family members, the ordinance was enacted on 26 June 1997 and came into effect on 21 November of the same year.



與性別歧視及殘疾歧視條例一樣，平等機會委員會同樣負責執行這條新條例。委員會因此制訂了家庭崗位歧視(調查及調解)規則及家庭崗位歧視(正式調查)規則，與新條例同時生效。

委員會亦為家庭崗位歧視條例訂了僱傭實務守則，協助僱主及僱員瞭解雙方在新條例之下的責任，並且就運作常規及制度提供實用指引，預防發生歧視的違法行為。

為了制訂實務守則，委員會在九七年十月至十二月期間進行了一系列的公眾諮詢。委員會廣邀市民大眾、臨時區議會、僱主組織、工會、社會服務機構及關注組織提供意見。委員會參考了三十三次有關諮詢會意見及三十五份書面意見後制訂了實務守則。此守則在九八年二月十八日提交臨時立法會，並在三月二十日生效。

現行條例檢討

委員會在九七年十二月開始檢討性別歧視條例及殘疾歧視條例。委員會的檢討工作正在進行，並會參考過去一年實施條

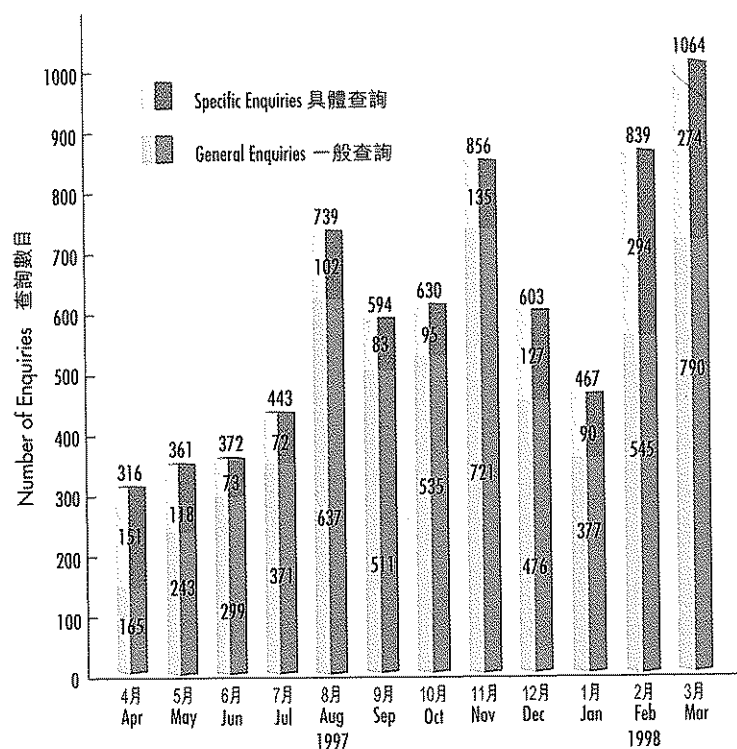
例所得的經驗，作出適當的建議，改善及修訂有關條例。

查詢

平等機會委員會成立至今，越來越多人知道我們的存在及認識我們的工作，亦對委員會的宗旨有更多的瞭解及支持，因此我們接獲的查詢及投訴種類亦相對增加。我們十分重視這些查詢，我們訓練有素的員工在九七年四月至九八年三月期間共處理了5,670宗一般查詢及1,614宗具體事項查詢。

一般的查詢包括索取平等機會委員會的資料、刊物及詢問委員會活動、角色及職能等；具體事項查詢方面，涉及查詢性別歧視的有608宗、殘疾歧視的699宗及112宗家庭崗位歧視。此外有41宗是查詢與委員會工作有關的事項，及154宗非關委員會管轄範疇的查詢，當中涉及年齡、種族、性傾向及宗教歧視問題。

一般查詢及具體事項查詢 (一九九七年四月一日至一九九八年三月三十一日)
General and Specific Enquiries (1 April 1997 to 31 March 1998)





Similar to the SDO and the DDO, the EOC has the responsibility for implementing this new legislation. Also responsible for the statutory rules under FSDO, the Commission completed the Family Status Discrimination (Investigation and Conciliation) Rules and the Family Status Discrimination (Formal Investigation) Rules, which came into operation in November 1997 along with the introduction of the ordinance.

We also published the Code of Practice on Employment under the FSDO during the year, to help employers and employees understand their responsibilities under the new legislation and to provide practical guidelines on the processes and systems that can help prevent discrimination. Before the Code was finalized, we conducted a series of public consultations lasting from October to December 1997, inviting views from the public, the Provisional District Boards, employer associations, trade unions, social service organizations and other

concern groups. Comments from the 33 consultations held and 35 written submissions received were carefully evaluated and incorporated into the final version of the Code where appropriate. The Code was tabled before the Provisional Legislative Council on 18 February 1998 and came into effect on 20 March 1998.

Review of Existing Legislation

The Commission commenced a review of the Sex Discrimination Ordinance and the Disability Discrimination Ordinance in December 1997, in view of the experience gained after a year's operation under the legislation. The review is currently in progress and appropriate recommendations will be made for amendment and improvement.

Enquiries

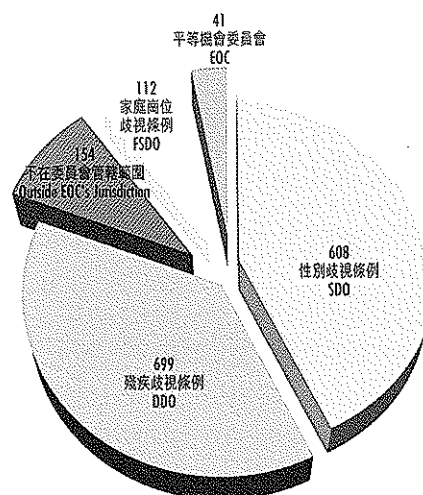
As the community becomes more aware of our presence and our activities and grows in understanding and support of our objectives, the range of enquiries and complaints have correspondingly increased. Aware of the importance of these enquiries and the feedback that they provide, fully trained operators and officers responded to the 5,670 general and 1,614 specific enquiries that we received from 1 April 1997 to 31 March 1998.

具體事項查詢分類

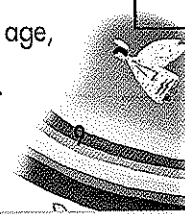
(具體事項查詢總數：1614)

Breakdown of Specific Enquiries

(Number of Specific Enquiries: 1614)



General enquiries included requests for information on the EOC, our events, publications, roles and functions while specific enquiries covered 608 enquiries on the SDO, 699 on the DDO and 112 on the FSDO. A further 41 related to the work of the Commission and the remaining 154 covered areas falling outside the jurisdiction of the EOC, which included discriminatory behaviour relating to age, race, sexual orientation and religion among others.



投訴

調查及調解

在反歧視條例下，任何人士感到遭受違法歧視行為對待，即可親身或授權代表向平等機會委員會提出書面申訴。根據現行三條條例所賦予的權力，平等機會委員會是需要調查有關的投訴。

在調查期間，每宗投訴的有關雙方都會有機會就投訴提出意見及回應。平等機會委員會首先會用調解方式，協助雙方達成協議。如果雙方未能和解，平等機會委員會是會因應投訴人的申請，從投訴人能否自行應付的角度，及個案會否牽涉原則問題為考慮，決定是否提供其他協助。

協助的方式，可包括給予意見、法律協助或任何委員會認為適當的協助。過去一年有代表性的個案，包括成功調解、需要終止調查以及需要進一步協助的個案詳情，可參閱41頁至50頁及84頁。

經處理的投訴的狀況(1997年4月1日至1998年3月31日)
Status of Complaints Handled (1 April 1997 to 31 March 1998)
需作出調查及調解之投訴
Complaints for investigation and conciliation

	總數 Total	調查 / 調解 Under Investigation/ Conciliation	終止調查 Discontinued ⁽¹⁾	調解成功 Conciliated	調解不成功 Conciliation Not Successful ⁽²⁾
性別歧視條例 SDO	90				
僱傭範疇 Employment field	77	30	26	17	4
其他範疇 Non-employment field	13	2	2	8	1
殘疾歧視條例 DDO	136				
僱傭範疇 Employment field	84	39	22	17	6
其他範疇 Non-employment field	52	16	18	13	5
家庭崗位歧視條例 FSDO	1				
僱傭範疇 Employment field	1	1	0	0	0
其他範疇 Non-employment field	0	0	0	0	0
總數 Total	227	88	68	55	16

備註： (1) 基於下列因素：不屬違法行為；投訴人不願調查繼續進行；自該行為作出之日起計已逾十二個月；投訴不應以代表投訴方式作出；投訴屬瑣碎無聊、無理取鬧、基於錯誤理解或缺乏實質。
(2) 平等機會委員會曾作出調解但未能達致和解。

Notes: (1) on the grounds of: no unlawful act; no desire to pursue complaint; lapsed over 12 months; should not be a representative complaint; being frivolous, vexatious, misconceived or lacking in substance.
(2) conciliation efforts made but failed to bring about settlement

在一些情況下，平等機會委員會是會決定不進行或終止個案的調查，主要原因是涉及的行為可能並非違法、投訴人不願調查繼續進行或者所指的行為發生時期已超過十二個月。另外，委員會若發覺投訴是屬瑣碎無聊、無理取鬧、基於錯誤理解或缺乏實質理由的，委員會亦會不進行或終止調查。

在九七年四月至九八年三月，我們共接獲195宗投訴，投訴殘疾歧視的有117宗、性別歧視的共77宗，另有一宗涉及家庭崗位歧視；連同對上一年未完結的個案，我們一共處理的調查及調解個案共227宗，包括90宗性別歧視、136宗殘疾歧視及1宗家庭崗位歧視。

在227宗個案中，我們完成了139宗調查。有71宗需要調解，其中55宗(77%)成功，16宗不成功。另外我們終止調查68宗個案，原因包括有47宗(69%)屬投訴人不願調查繼續進行、12宗(18%)屬瑣碎無聊或缺乏實質及9宗(13%)不屬違法行為。

Complaints

Investigation and Conciliation

Under the anti-discrimination legislation, anyone who feels that he or she has been subjected to a discriminatory act that is unlawful, can seek redress by lodging a complaint in writing with the EOC, either personally or through a representative. Entrusted with implementing the three ordinances we are obliged to investigate all complaints that fall within our jurisdiction.

During the investigation, the facts of each case are looked into with both parties being given the opportunity to comment and respond to the allegations made. As a first step the EOC attempts to settle the matter through conciliation and to reach a mutual agreement between the two parties. If a settlement cannot be reached, the EOC may consider other forms of assistance, upon the application of the complainant. We look at each application individually, considering issues of principle as well as the ability of the applicant to deal with the case unaided. If successful, assistance granted can include advice, legal assistance or any other assistance which we feel is appropriate. Some typical examples of conciliated and discontinued cases handled during the year together with the list of cases seeking further assistance are included on pages 41-50 and page 84 of this Report.

In certain situations, the EOC can decide not to conduct or to discontinue an investigation for a variety of reasons – the act in question may not be unlawful, the complainant may not want to pursue a complaint or if more than 12 months have passed since the act was carried out. They also include occasions where the complaint should not be a representative complaint and situations where the EOC considers the complaint to be frivolous, vexatious, misconceived or simply lacking in substance.

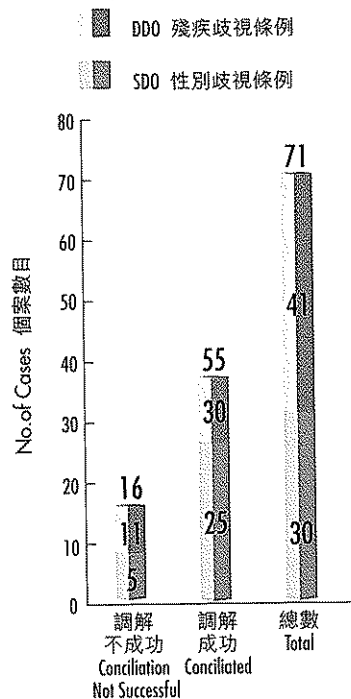
Between 1 April 1997 and 31 March 1998, we received a total of 195 complaints with the highest percentage of complaints falling under the DDO. There were 77 complaints under the SDO, 117 under the DDO and one under the FSDO. Together with the complaints carried over from the previous year, we handled a total of 227 investigation and conciliation cases during the year – 90 under the SDO, 136 under the DDO and one complaint under the FSDO.

Of the 227 cases handled, we concluded investigations on 139 of the cases with 71 of them proceeding to conciliation. Out of this number, 55 of them (77%) were successful and 16 were not. Investigations on the remaining 68 complaints were discontinued because 47 (69%) of the complainants had no wish to pursue the matter while 12 cases (18%) were found to be frivolous or lacking in substance and the remaining 9 cases (13%) involved no unlawful acts.

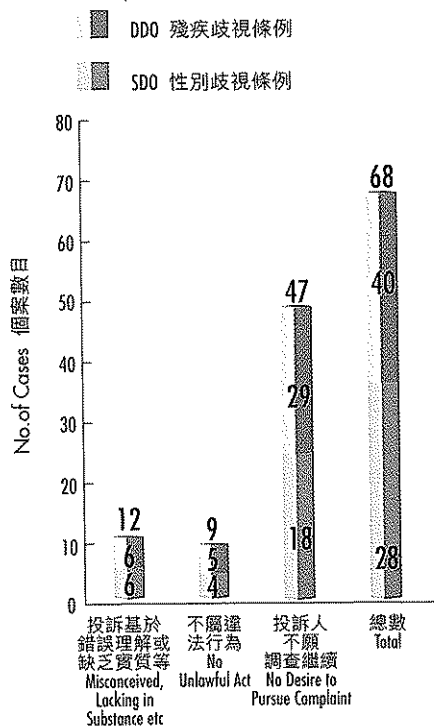
The complaints covered a wide range of subjects with 77 of the SDO complaints being employment-related. The employment-related complaints concerned sexual harassment (25), sex discrimination (24), pregnancy discrimination (19) and discrimination on the grounds of marital status (5). The discrimination surfaced in areas such as recruitment, terms and conditions, promotion, dismissal etc. With regard to the non-employment related complaints, 8 of them involved sex discrimination in the provision of goods, services or facilities.

經調查及調解的投訴結果
(一九九七年四月一日至一九九八年三月三十一日)
Outcome of Complaint Cases for
Investigation and Conciliation
(1 April 1997 to 31 March 1998)

經調解的個案結果分類
Conciliated Cases by Result



終止調查個案的原因分類
Discontinued Cases by Reason



投訴歧視的個案涉及多方面。根據性別歧視條例而作的投訴之中，與僱傭有關的達 77 宗，其中 25 宗(32%)是性騷擾，24 宗(31%)屬性別歧視，19 宗(25%)涉及懷孕及 5 宗(6%)與婚姻狀況有關。歧視行為見於招聘、待遇、晉升及解僱等方面。至於非關僱傭範疇的投訴中，有 8 宗(62%)是涉及提供貨品、服務或設施的。

至於 136 宗殘疾歧視投訴中，與僱傭範疇相關及無關的分別為 84 宗及 52 宗。與僱傭相關的投訴中，73 宗(87%)是殘疾歧視，另外 11 宗(13%)屬騷擾性質，投訴最多的是關乎解僱，共佔 36 宗(43%)。非關僱傭範疇的投訴中，有 37 宗(71%)是殘疾歧視，其中 16 宗(31%)是涉及提供貨品或服務的，14 宗(27%)與進出處所有關；另外的 22 宗投訴則包括涉及教育和政府活動的騷擾、中傷及歧視。

至於一宗投訴家庭崗位歧視的個案，是關乎調職機會。

其他投訴

平等機會委員會獲法例授權，關注違法的歧視行為，不論事件來自委員會的監察系統、或由公眾或第三者投訴及轉介，都會採取適當行動。在過去一年，我們因此記錄了 97 宗個案，其中 91 宗是歧視性廣告，6 宗主要是關於殘疾人士的進出設施問題。

歧視性廣告

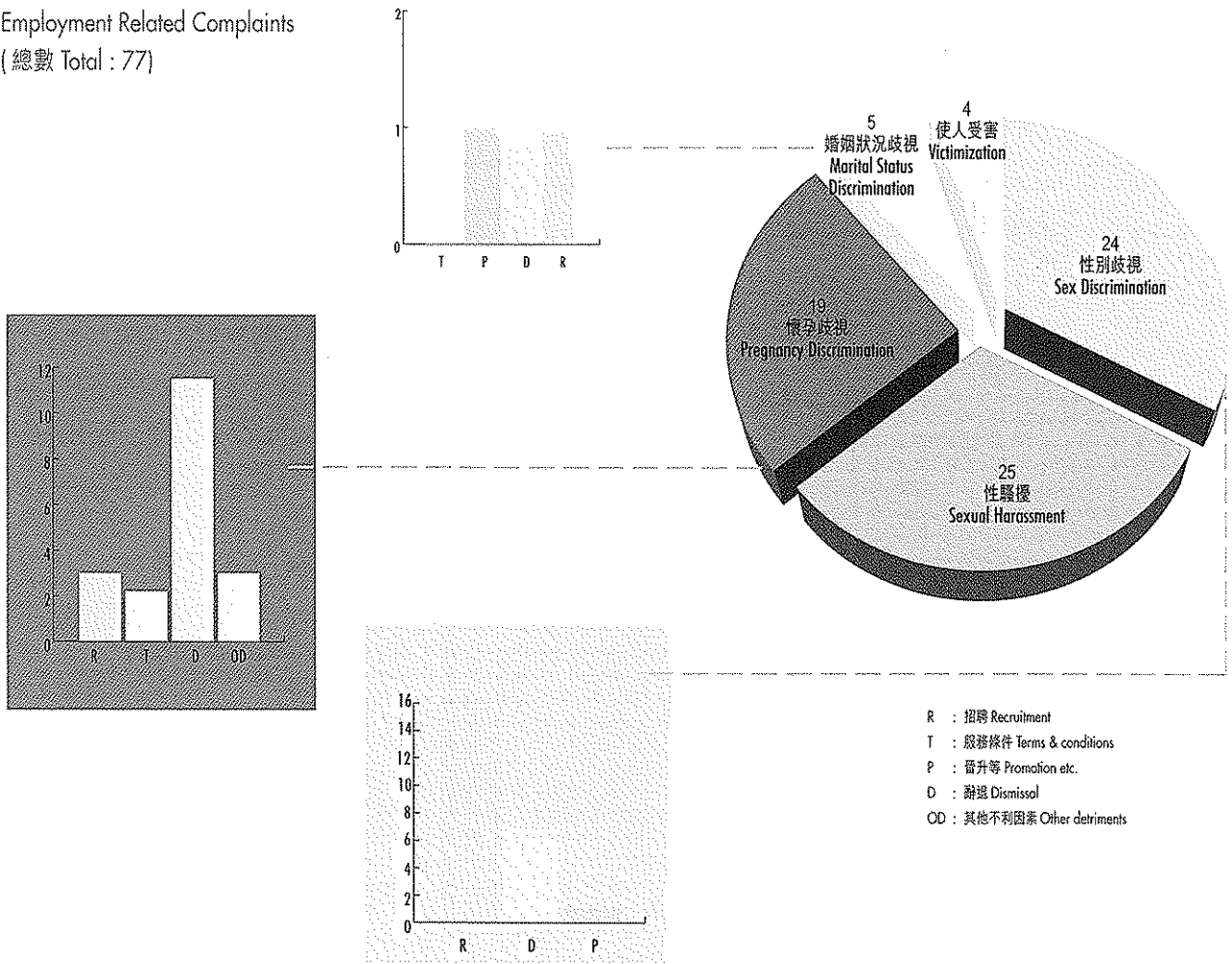
在反歧視條例下，廣告若顯示或有理由理解為含有性別、殘疾或家庭崗位歧視的意圖，均屬違法。出版人及廣告商有法律責任確保刊登的廣告不會顯示或含有歧視成份。

平等機會委員會不時監察招聘廣告，並且與出版人、廣告商及職業介紹所緊密聯繫，提醒他們注意其法律責任。在我們教育及宣傳工作的努力下，報章的歧視性廣告顯著減少，由九六年十二月高達百分之三十七滑落至目前不足一個百分點。

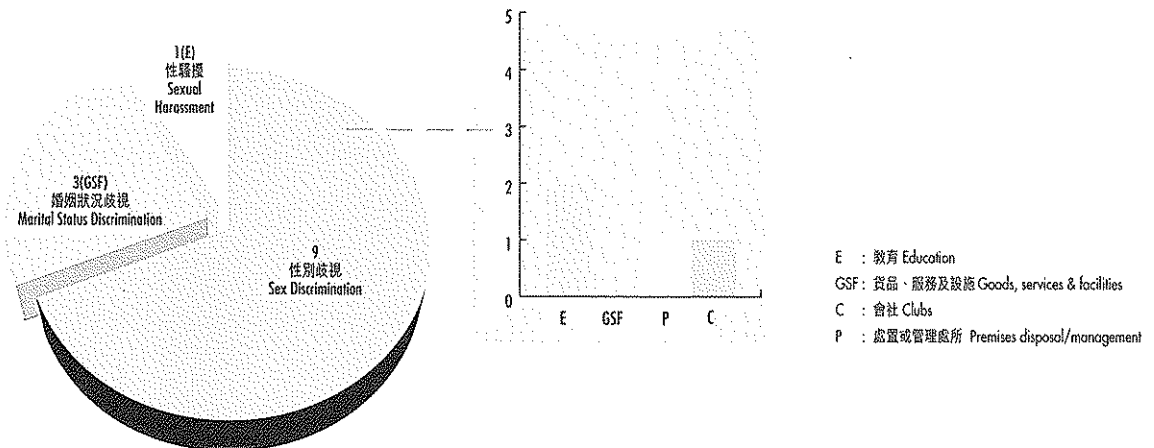
我們發覺，行內人士自律是最有效消除歧視性廣告的方法，我們的工作亦集中這方面。不過即使教育未能奏效，我們可以向區域法院申請要求向出版人及廣告商罰款。在過去一年，平等機會委員會就十八宗歧視性廣告，向屢犯的三張報章採取法律行動，出版人被判罰一千元至七千元不等。個案詳情請參閱 85 頁(平等機會委員會採取的法律行動)。

按《性別歧視條例》需作出調查及調解的投訴個案分類 (一九九七年四月一日至一九九八年三月三十一日)
 Breakdown of Complaints Handled under SDO (1 April 1997 to 31 March 1998)

與僱傭有關的性別歧視投訴
 Employment Related Complaints
 (總數 Total : 77)



非僱傭範疇的性別歧視投訴
 Non-employment Related Complaints
 (總數 Total : 13)

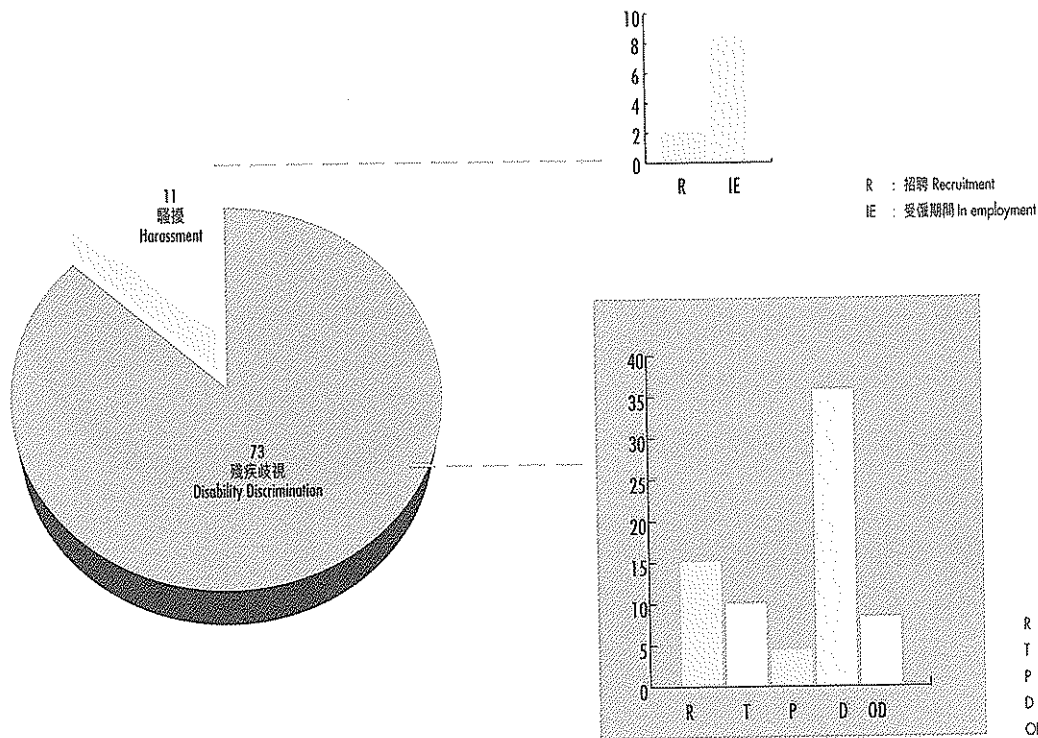


按《殘疾歧視條例》需作出調查及調解的投訴個案分類(一九九七年四月一日至一九九八年三月三十一日)
Breakdown of Complaints Handled under DDO (1 April 1997 to 31 March 1998)

僱傭範疇方面投訴

Employment Related Complaints

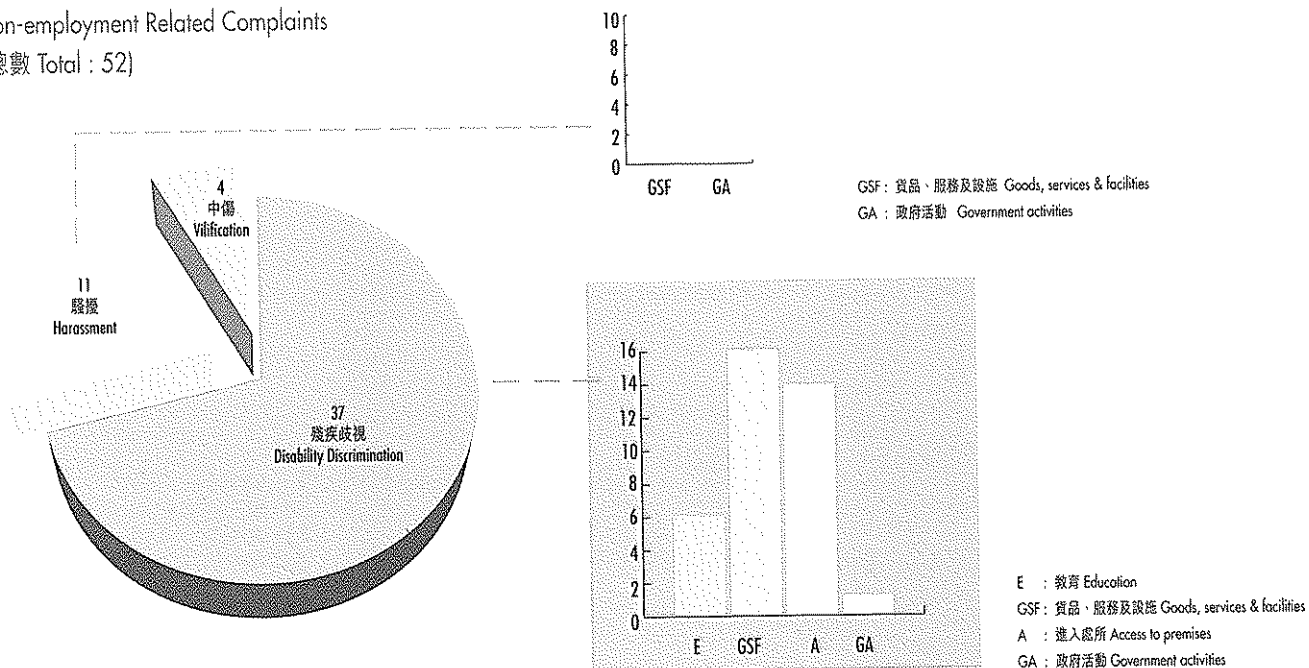
(總數 Total : 84)



非僱傭範疇方面投訴

Non-employment Related Complaints

(總數 Total : 52)



Under the DDO, the 136 complaints fell into 84 employment-related and 52 non-employment related complaints. Of the former, disability discrimination accounted for 73 (87%) while 11 (13%) were due to harassment. The 36 (43%) dismissal related complaints formed the largest portion of this group. The non-employment related complaints consisted of 37 (71%) disability discrimination cases broken down into 16 (31%) cases of discrimination on the provision of goods, services or facilities and 14 (27%) on accessibility. The remaining 22 complaints covered disability harassment, vilification and discrimination in the field of education and government activities.

The complaint under the FSDO related to discrimination with regard to opportunities in the transfer of employment.

Other Complaints

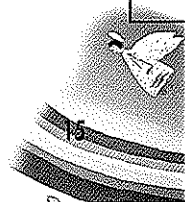
Under powers conferred by the legislation, the EOC also takes action on complaints involving other unlawful activities brought to our attention through our own monitoring systems or through general or third-party complainants. During the year, we recorded 97 such complaints -- 91 on discriminatory advertisements with the remaining 6 primarily concerning access facilities for persons with disabilities.

Discriminatory Advertisements

Under the anti-discrimination ordinances, advertisements that indicate or may reasonably be understood to indicate an intention to discriminate on the grounds of sex, disability or family status, are unlawful. Publishers and advertisers bear the legal responsibility for ensuring that advertisements published do not indicate any intention of discrimination.

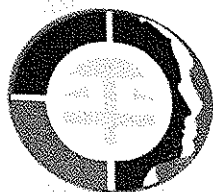
At the EOC, we regularly monitor recruitment advertisements and work closely with publishers, advertisers and employment agencies to advise them of their legal responsibilities. As a result of our educational and publicity efforts, there has been a significant drop in the number of discriminatory advertisements in the print media, falling from a high of 37% in December 1996 to less than one per cent in the period under review.

We feel that self-regulation among the parties concerned is the most effective way to eliminate discrimination in this area and we have concentrated our efforts to this end. However, where education has failed to bring the desired results, we are able to apply to the District Court to impose financial penalties on both the publisher and the advertiser. During the year, the Commission has taken court action on 18 advertisements appearing in 5 newspapers, which have repeatedly published such discriminatory advertisements. As a result, fines ranging from HK\$1,000 to \$7,000 were imposed on the publishers concerned. Please refer to page 85 for Legal Action Cases commenced by the EOC in this area.



平等機會齊齊

合辦：



平等機會委員會



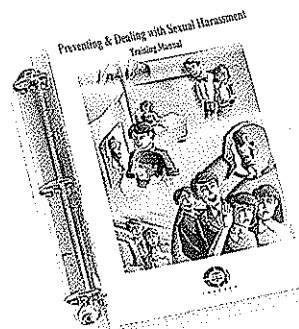
香港電台第2台



公眾認知

平等機會委員會在九六年五月成立以來，致力提高公眾對平等機會、歧視觀念及有關法例的認知，並且瞭解平等機會委員會的角色及職能。

平等機會委員會運作不久，即進行香港性別平等機會基線調查，以瞭解公眾對性別角色、性別定型及性別歧視的見解。百分之三十五的被訪者聲稱聽說過平等機會委員會。經過一年半的運作之後，委員會在九八年三月進行「公眾對平等機會委員會的認識」調查，初步結果顯示，公眾對平等機會委員會的認識已提升至百分之八十七。調查結果及分析在九八年四月完成。



講

治晨光第一線

Promoting Equal Opportunities

推廣平等機會

WORKSHOP ON IMPLEMENTING EQUAL OPPORTUNITIES
IN HEALTH CARE SERVICES
「如何在醫護服務中體現平等機會」座談會
4-11-1997



Public Awareness and Understanding

Since the establishment of the EOC in May 1996, tremendous effort has been devoted to generating awareness and promoting public understanding of equal opportunities, anti-discrimination issues and the relevant legislation, as well as the role and functions of the Commission.

Shortly after the establishment of the EOC, a Baseline Survey on Equal Opportunities on the Basis of Gender was conducted to collect public opinions on gender roles, stereotyping and sex discrimination. About 35% of the respondents claimed that they knew about the EOC and its establishment. After being in operation for a year and a half, another survey entitled Survey on Public Perception of the EOC was conducted in March 1998. While results are not due until April 1998, early indications show that awareness of the EOC has now increased to 87%.

雖然大眾對平等機會的意識及瞭解已有提高，但依然有不少誤解。普遍的錯誤觀念是「平等是指每人生而相同」、「推動兩性平等是抹殺兩性的相異」、「每個人都應相同看待，不必有特別的照顧，因為特別照顧亦是歧視」。

因此我們的工作不單只要提高市民對委員會及委員會工作的認識，也要培養市民對平等及平等機會的原則有所瞭解及保持開放態度，另方面也要改變舊有的成見及態度。

公眾教育策略

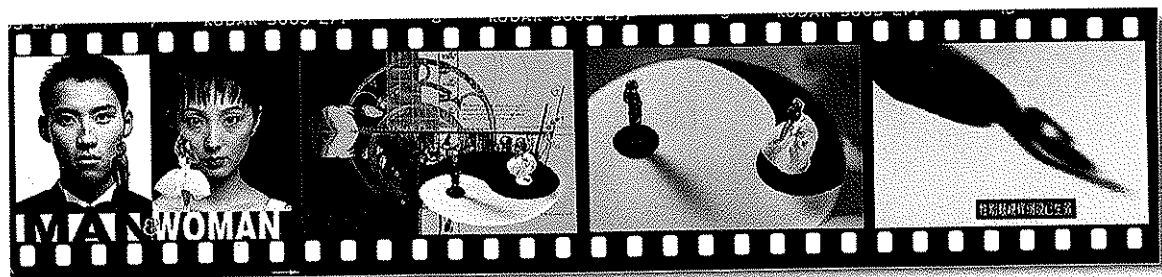
我們的公眾教育策略有四個方針，以確保我們的訊息能傳達至社會各方。它們是：

- 專為市民大眾精心設計的宣傳活動。
- 為特定受眾而設的教育活動，包括研討會、講座及出版刊物。
- 透過社區外展計劃，鼓勵各界組織及關注團體申請「平等機會社會參與資助計劃」，向地方社群宣揚平等機會訊息。
- 有系統地發展教材資料套，為「培訓導師」，包括負責人力資源的員工、社會工作者、教師及關注組織的負責人，提供協助。

宣傳活動

大眾傳媒

- 平等機會委員會在過去一年，透過電視、電台及文字媒介作全面的宣傳活動，推廣平等機會觀念，當中包括數輯電視廣告短片，其中兩輯分別針對了兩性平等及反殘疾歧視和騷擾。
- 我們與香港電台合作製作一輯為期 15 星期的節目，由九七年七月至十月每逢週六在「晨光第一線」節目中播出，內容以廣播劇形式道出歧視情況，並接受聽眾來電交流意見及訪問平等機會委員會職員等。最後一輯節目並邀請了不少知名人士演出，出席的社會賢達及社區代表非常踴躍。相信透過這系列的節目，有一百一十萬人收聽到平等機會的訊息。
- 為進一步擴闊受眾層面，我們與香港電台電視部合力製作了六集有關歧視個案的電視實況劇「非常平等任務」，播出日期是九八年二月至三月，每集平均收視達一百二十萬人。平等機會委員會並備有「非常平等任務」錄影帶免費派給關注團體，公眾人士亦可借用。





Despite the increasing awareness and the improving understanding of equal opportunity concepts over the years, myths arising from misunderstandings still abound. Popular misconceptions such as "equality implies that everyone is born alike" or "promoting gender equality is denying the differences between the sexes" to "everyone should be treated in the same way without any special consideration because special consideration is reverse discrimination" are still prevalent.

Our campaigns therefore work not only to generate awareness of the Commission and its work but also to foster understanding and openness towards the principles of equality and equal opportunity, while also helping to temper and change preset perceptions and attitudes.

Our Public Education Strategy

We have developed a four-pronged public education strategy, to ensure our campaigns reach every level of the community. They include :

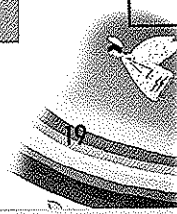
- A carefully planned and sustained publicity programme to reach the general public.
- An educational programme consisting of seminars, talks and publications aimed at targeted audiences.
- A community outreach programme through our Community Participation Funding Programme on Equal Opportunities aimed at community organizations and concern groups who in turn reach out to their local community.

- A "Training the Trainers" programme through the systematic development and production of training modules for "trainers" such as Human Resources personnel, social workers, teachers and leaders of concern groups.

Our Publicity Programme

The Mass Media

- A comprehensive advertising campaign promoting the concept of equal opportunity appeared on television, radio and the print media during the year. Various commercials or API's (Announcements in the Public Interest) appeared on TV. Apart from generating awareness of and discouraging discrimination in general, one specifically discouraged disability discrimination and harassment while another covered equal opportunities between men and women.



我們在九八年三月和民政事務局、衛生福利局及教育統籌局合辦「共創平等新紀元」綜合節目，將人人平等，無分性別、傷健、家庭崗位、年齡、種族或性取向均應享有平等機會的訊息，廣泛宣傳。該節目由無線電視現場直播，有超過一百二十萬觀眾收看。

展覽

展覽會提供了極佳的機會，讓平等機會委員會可以和市民有面對面的溝通機會。在九八年二月，我們參加了第八屆教育及職業博覽，該次展覽有十九萬名參觀人士；另外我們也參加了其他五項大型活動及研討會，包括勞工處主辦的展能就業研討會、中文大學主辦的性別與亞洲發展國際研討會等。

非常平等任務劇集內容

Contents of the Equal Opportunity Special

第一集	:	性騷擾
First Episode	:	Sexual harassment
第二集	:	對視障者的歧視
Second Episode	:	Discrimination against persons with visual impairment
第三集	:	性別歧視
Third Episode	:	Sexual discrimination
第四集	:	對懷孕婦女及有家庭崗位人士的歧視
Fourth Episode	:	Discrimination against pregnant women and persons with a family status
第五集	:	對多重病患者的歧視
Fifth Episode	:	Discrimination against persons with multiple disabilities
第六集	:	對肢體傷殘者的歧視
Sixth Episode	:	Discrimination against persons with physical impairment



- A 15-week radio series was jointly developed with Radio Television Hong Kong and broadcast on their Saturday "Morning Suite" programme. Running from July to October 1997, the radio drama portrayed different discriminatory scenarios, public phone-in sessions as well as interviews with EOC staff. The Grand Finale featured a performance by a number of celebrities and was well attended by both community leaders and members of various community groups. It is estimated that the message reached an audience of over 1.1 million listeners.
- To reach an even wider audience, a 6-episode TV docu-drama was developed in conjunction with Radio Television Hong Kong featuring discriminatory cases. Entitled the "Equal Opportunity Special", it was broadcast in February and March 1998. Apart from a viewing audience of 1.2 million per episode, free video copies were also available for distribution to concern groups and a loan service is available to the public.
- We also joined hands with the Home Affairs Bureau, Health & Welfare Bureau and Education & Manpower Bureau to organize a variety show called "Equal Opportunities for All" in March 1998. The show, driving

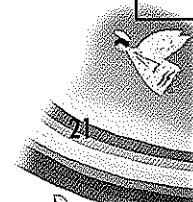
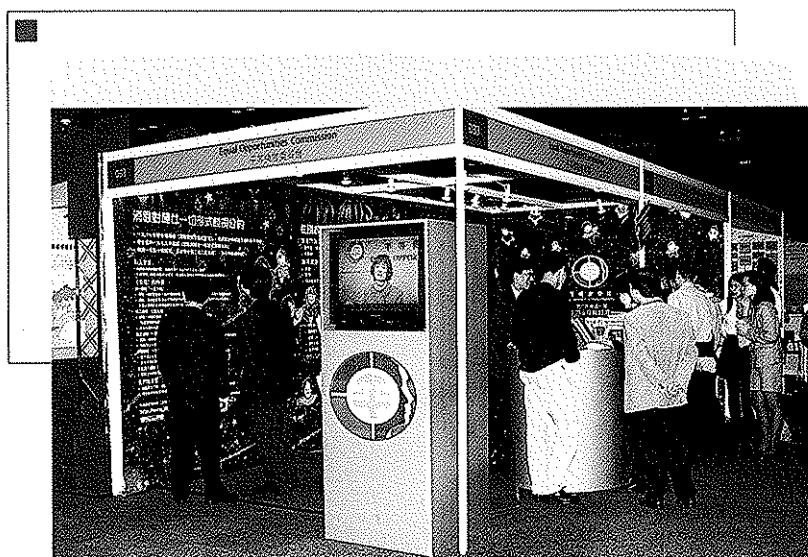
home the message of equal opportunities for all regardless of sex, disability, family status, age, race or sexual orientation, was broadcast live on TVB Jade and watched by over 1.2 million viewers.

Exhibitions

Exhibitions provide an excellent opportunity for face-to-face and hands-on communications with our audience. In February 1998, we set up a booth at the 8th Education and Careers Expo that brought in 190,000 visitors, and also participated in five other events and seminars, ranging from a Seminar on Employment for People with a Disability organised by the Labour Department to an International Conference on Gender and Development in Asia organised by the Chinese University of Hong Kong.

Our Media Programme

Media coverage not only generates public awareness and interest, it also provides a forum for balanced discussion on what can sometimes be contentious and biased views. To maximize these benefits, we work closely with the media in our public education and promotional efforts. The media have shown a growing interest in the work of the Commission and the principles of equal opportunity and anti-discrimination.



傳媒活動

傳媒報導不單能夠增強市民對平等機會的意識及提高其興趣，亦提供了一個公開論壇，讓大家可以有機會討論或具有爭議的觀點及偏見。為了好好使用這個渠道，平等機會委員會與傳媒緊密合作，加強公眾教育及推廣工作。而傳媒對於我們的工作及對於平等機會及反歧視的原則，都相應感到更大興趣。

在九七至九八年度，委員會舉行了一系列的記者簡布會及安排了過百次訪問，並發出新聞稿。我們的活動亦得到廣泛報導，其中，我們邀請了甘迺迪中心(特殊學校)的學生幫忙，為平等機會委員會辦公室製作美術作品，並安排在平等機會委員會成立一周年時舉行揭幕展覽，這項活動就得到傳媒很大篇幅的報導。

平等機會委員會並定期在本港中英文報章，包括香港虎報、明報及經濟日報發表文章，推廣平等機會及介紹反歧視法例。

資訊公路

當然平等機會委員會不會忽略今日電子通訊的重要性，我們在九六年十月已在互聯網設立網址<http://www.eoc.org.hk>，讓大家可以透過網頁認識平等機會委員會，並且知道委員會的最新活動及香港反歧視條例的詳情。

教育活動

講座

在接觸社區方面，平等機會委員會教育活動的基本方向，是走到商業機構、社區組織及感興趣的團體舉辦講座，時間及地點由對方選擇。進入第二年的活動，我們的講座安排更為妥善。在九七至九八年度，我們為公營及私營機構舉行了252次講座，對象包括政府部門、學校、社區服務組織、婦女團體及工會等。這些講座不單止介紹反歧視條例，亦廣泛討論一般平等機會及有關歧視的問題。

我們並在星期六早上舉行公眾講座，讓有興趣的人士到我們的辦事處參加。在九七年六月至九八年三月期間就已經舉辦了29次這類講座。我們還在九八年一月及三月舉辦了兩個工作坊，集中探討歧視問題，讓公眾人士進一步認識反歧視條例。

研討會

為了讓僱主及人力資源經理可以充份瞭解平等機會的條例，我們在九七年五月特別舉辦了兩次研討會，多達七百名代表出席，反應熱烈。

除此之外，我們還全力支持香港大學在九七年十一月舉辦的「以國際法及比較法角度看香港平等機會法例」研討會，來自世界各地的專家在會上交流他們對平等機會法例的經驗和心得。



Our active media programme in 1997/98 included a series of press briefings and over a hundred interviews supported by press releases and experienced media relations staff. Special events and EOC highlights, such as our First Anniversary which included the unveiling of several art pieces by students with a disability from the John F. Kennedy Centre, also received wide and positive media coverage.

Articles on equal opportunities and provisions of the anti-discrimination ordinances also appear in regular English and Chinese newspaper columns in the Hong Kong Standard, Ming Pao and the Hong Kong Economic Times.

The Information Highway

Not forgetting the importance of digital communication in today's electronic world, we have been on the Internet since October 1996. Net-surfers can access our web-site on <http://www.eoc.org.hk> to find out all about us, our latest activities as well as full details of Hong Kong's anti-discrimination legislation.

Our Education Programme

Talks

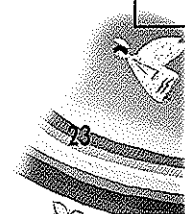
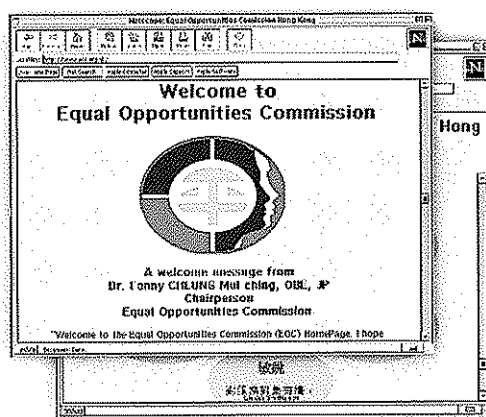
In reaching out to the Community, a fundamental aspect of our educational programme consists of our external talks which are delivered to businesses, community groups and other interested organizations at a place and time of their choice. In the second year of our programme, the talks are now well-established and during 1997/98 we gave 252 talks to public and private organizations ranging from government departments to schools, community and social service groups to employers and women's organizations. These talks not only cover the anti-discrimination ordinances but also a wide spectrum of issues concerning discrimination and equal opportunities in general.

To provide similar facilities to the general public, we also deliver talks at our offices on Saturday mornings which are open to anyone who is interested in the subject. We conducted 29 Saturday morning talks between June 1997 and March 1998. Providing a further opportunity to learn about the legislation, we also organized two workshops in January and March 1998, focusing on discriminatory issues.

Seminars

To keep employers and human resources managers fully informed of the equal opportunities legislation, the EOC held two seminars in May 1997. Response was overwhelming with 700 delegates attending the sessions.

We were also pleased to support the Conference on Hong Kong's Equal Opportunities Laws from an International and Comparative Perspective organised by the University of Hong Kong in November 1997. At the conference, experts shared their experiences on equal opportunities legislation from all over the world.



HONG KONG EQUAL OPPORTUNITIES LAW IN INTERNATIONAL AND COMPARATIVE PERSPECTIVE



平等機會委員會通訊

中英對照的平等機會委員會通訊以季刊形式與市民見面，並備凸字版本，通訊主要內容是圍繞平等機會委員會的最新動向和活動，以及有關法例的解釋及進展，並會探討歧視個案。通訊每期印發八萬份，供市民免費索閱。

刊物

平等機會委員會印備了多款刊物，用以解釋平等機會的條例，及宣揚反偏見、歧視、騷擾及歧視行為等，當中包括條例下有關僱傭條款的簡介，「良好管理常規系列」中的每份單張都有特定主題，針對工作場所的不同歧視；「的士服務指引」是幫助消除使用的士服務時的違法歧視，至於「殘疾歧視條例與愛滋病毒感染/愛滋病患者」則闡明愛滋病毒感染/愛滋病患者在殘疾歧視條例下的權利。

有關平等機會委員會的所有刊物，請參閱 82 頁至 83 頁。



Newsletters

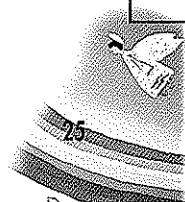
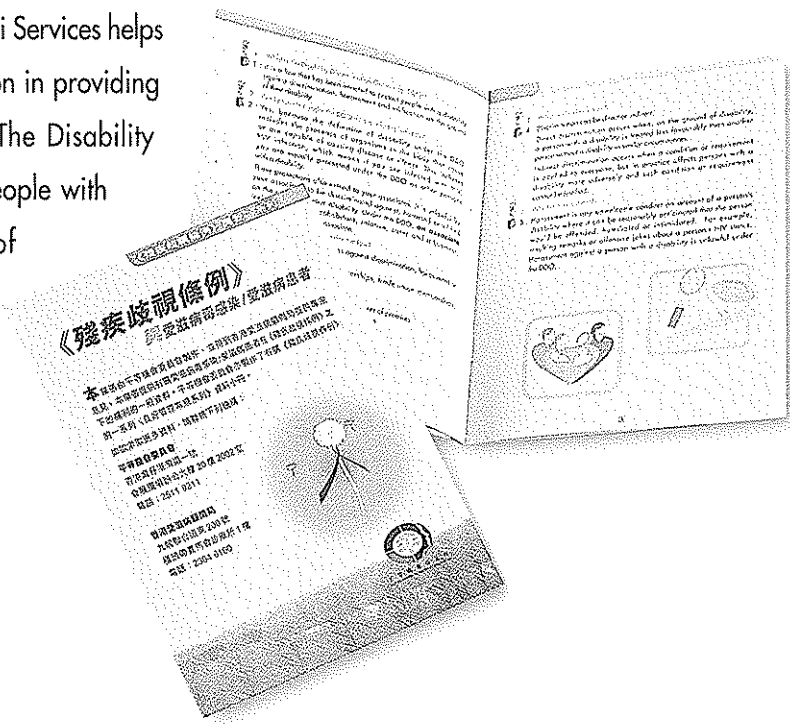
EOC News, a quarterly bilingual newsletter provides a regular update on the EOC, our activities as well as developments and interpretation of the legislation. Cases relating to discrimination are also discussed. Over 80,000 copies are published and are available free to members of the public. A braille version is also available.



Publications

A range of publications clarifying the legislation and combating prejudice, harassment and other discriminatory practices, have been produced. These include a set of leaflets concerning employment provisions under the law. Each leaflet in the Good Management Practice Series focuses on a specific topic and is designed to eliminate discrimination in the workplace. A Guideline for Taxi Services helps to eliminate unlawful discrimination in providing taxi services while a leaflet on The Disability Discrimination Ordinance and People with HIV/AIDS covers the rights of individuals with HIV/AIDS under the DDO.

For a full list of EOC publications, please refer to pages 82-83.





社會參與

社會參與資助計劃

為了鼓勵社會參與及支持推動平等機會的活動，平等機會委員會在汲取試驗計劃的成功經驗後，推出平等機會社會參與資助計劃。各界團體可申請資助，用以舉辦推動社會瞭解及支持平等機會的社區活動。我們在九七至九八年度共收到九十二項申請，經過詳細研究後，共批出一百萬元資助四十二個團體。

平等機會大使

去年平等機會委員會邀請了蕭芳芳女士及張偉良先生兩位知名人士擔任平等機會大使。蕭芳芳女士及張偉良先生十分認同平等機會委員會的工作，亦分別在其範疇爭取平等機會，得到為人稱道的成就。他們身體力行，有助社會對平等機會委員會的認知及支持。蕭芳芳女士是傑出的演員，但她要克服聽覺的障礙，最近成功在心理學上建立第二事業，更引起社會注視及羨慕。而身為消防人員的張偉良先生，在八三年一次颱風中英勇救人，近年更努力成為傷殘奧運會劍擊項目的金牌得主，在在都得到社會廣泛的稱許。

訓練者的培訓

為了教育公眾消除歧視及推動平等機會，平等機會委員會製作了一系列教材資料套。在九七至九八年度，我們推出「預防及處理性騷擾」及「認識男女平等就業機會」教材資料套。

另外新生精神康復會正就殘疾歧視、騷擾、虐待及中傷製作「消除殘疾歧視」資料套；香港幼兒教育服務聯會則負責製作一套「兩性之間及傷健之間的平等機會」兒童教材資料套，希望兒童在學前已經培養出強烈的平等機會意識。

每份資料套包括了錄影帶、資料冊及訓練手冊，內容齊備，幫助教師及從事培訓的人員，可以向每一個人灌輸平等機會及反歧視的觀念。



Reaching the Community

The Community Participation Funding Programme

To encourage community participation and to foster activities promoting equal opportunities, the Commission launched the Community Participation Funding Programme on Equal Opportunities during the year, following the success of an earlier pilot programme. The Programme provides financial support to community groups organizing activities which promote the understanding and support of equal opportunities within the community. We received 92 applications during 1997/98 and after careful evaluation, approved about HK\$1 million for allocation to 42 organizations.

Equal Opportunities Ambassadors

During the year two well-known public personalities were invited to represent the EOC as Equal Opportunities Ambassadors. Endorsing the work of the Commission while championing their own achievements in the Equal Opportunities arena, Ms Josephine Siao Fong-fong and Mr. Cheung Wai-leung will generate awareness and support for the EOC while also acting as role models for the community. Ms Siao is the acclaimed actress who recently captured a great deal of public attention and admiration for turning to a second career in psychology while also battling hearing problems. Mr. Cheung won wide public respect for his rescue actions in a 1983 typhoon while with the fire services and also for his achievements as a gold medallist in the Paralympics fencing event.

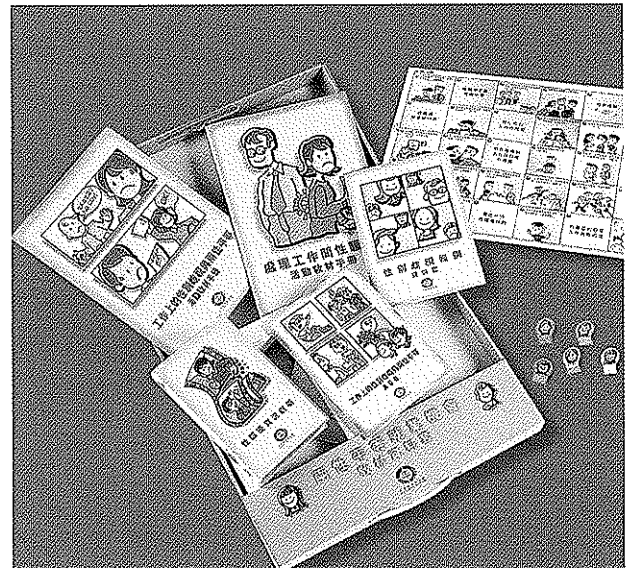
Training the Trainers

To facilitate public education on eliminating discrimination and promoting equal opportunities, the EOC developed a series of training modules on relevant subjects. In 1997/98, we launched the Training Module on Preventing and

Dealing with Sexual Harassment and the Training Module on Equal Opportunities for Women and Men at the Workplace.

Two further modules are under development. The first is the Training Module on Eliminating Disability Discrimination, being developed by the New Life Psychiatric Rehabilitation Association focusing on discrimination, harassment, abuse and vilification due to disability. The Training Module for Children Focusing on Equal Opportunities on the Grounds of Gender and Disability is being developed by the Hong Kong Council of Early Childhood Education and Services, and aims to cultivate a strong sense of equal opportunity in pre-school children.

Each module comes in a comprehensive pack with teaching aids such as video tapes, an information kit and training manual. These kits facilitate the work of teachers and trainers in bringing home the message of anti-discrimination and equal opportunities for everyone.





■
平等機會委員會要成功走進社區，需要加強我們與社區組織的聯繫，並且要和企業機構結成夥伴關係。

夥伴關係

過去一年，我們與其他機構合作舉辦活動，包括四次醫院管理局員工工作坊及一次香港總商會會員研討會。這些活動讓醫療專業人員、僱主及人力資源從業員更深入認識反歧視條例，並加深了解條例對他們工作的影響。

社區關係

平等機會委員會主要工作之一是與社區組織，特別是關注團體及工會建立聯繫，用以了解及收集社會不同層面的意見。過去一年，我們的員工積極進行聯絡工作，與有關社團緊密交流，爭取支持，協力推廣平等機會及消除不法歧視。我們的員工曾探訪十七個推動兩性平等的團體及十八個復康組織。



■ *Building Networks*

建 立 聯 繫



An important aspect in reaching out to the Community is the need to strengthen our links with community organizations while also building partnerships within the corporate world.

Establishing Partnerships

During the year, we worked on a number of joint initiatives, including the organization of four workshops for staff of the Hospital Authority and a seminar for the Hong Kong General Chamber of Commerce. These workshops provide a forum for health care professionals, employers and human resource practitioners to gain more in-depth knowledge of the ordinances as well as to understand the implication of the legislation on their work.

Liaison with Stakeholders

Networking with community organizations, especially concern groups and trade unions, remains a key part of our work in understanding and gaining feedback from different groups in the community. During the year, EOC staff maintained an active liaison programme with such groups, exchanging ideas, gaining support and collaborating closely with them, to promote equality of opportunities and eliminate unlawful discrimination. Under this programme, Commission staff visited 17 organizations which promote equality of the sexes and 18 rehabilitation organizations.

內地聯繫

平等機會委員會非常重視與內地的活動交流。九七年七月我們接待了全國婦女聯合會十二人代表團。婦聯主席兼全國人大副委員長陳慕華女士與平等機會委員會主席交換意見，討論了區內兩性之間的平等機會問題。全國婦女聯合會在一九四八年成立，目的是維護婦女權益及促進兩性平等，目前在全國有超過八十一萬個基層組織。

國際聯繫

平等機會委員會關注世界各地的發展，我們繼續與其他國家負責平等機會的組織保持聯絡。在九七年七月平等機會委員會主席及委員到澳洲悉尼拜訪澳洲人權及平等機會委員會及維多利亞省的平等機會委員會。以平等機會委員會主席為首，成員包括政府代表、商界及專業團體的代表團在九月出訪加拿大渥太華，參加亞太經濟合作組織婦女領袖會議。會後，大會建議亞太經貿組織的領袖，將兩性平等的觀點整合在亞太經濟合作組織行動計劃之內。主席在會議結束後並訪問了加拿大人權委員會。

在九八年二月，平等機會委員會主席出席在雅加達舉行的亞太人權組織論壇，探討公眾教育及宣傳策略；三月又率團到

菲律賓，參加在馬尼拉舉行的亞太經濟合作組織工業及科技工作小組的性別與科技專家會議，平等機會委員會主席並發表演講，介紹委員會所採用的主觀及客觀指標，以反映兩性平等狀況及女性在科技範疇所得到的發展機會。

平等機會委員會亦在年內接待了不少國際知名訪客，計有澳洲北部地區反歧視委員會主席 Dawn Laurie 及英國平等機會委員會前副主席 Lady Diana Brittan。

我們在九七年十一月亦會見了出席香港平等機會條例國際研討會的講者及與會嘉賓。該研討會由香港大學、歐洲聯盟及平等機會委員會合辦。他們包括英國平等機會委員會的 Alice Leonard、北愛爾蘭平等機會委員會的 Joan Smyth、澳洲人權及平等機會委員會的 Zita Antonios、加拿大平等權益小組的 Shelagh Day、加拿大工作場所關係及小型企業部門的 Michelle Patterson 及印度的 Dr. K Uma Devi。

平等機會委員會在這些活動之中得益不淺。我們從中取得第一手資料，了解推動平等機會的世界先鋒的動向，亦可以向我們的國際夥伴取經。這種種難能可貴的經驗，使我們未來更要加強及擴展國際聯繫。



Links with China

We take a keen interest in China's activities in the area of equal opportunity and were very pleased to welcome a 12-member delegation from the All-China Women's Federation (Federation), who visited us in July 1997. Madam Chen Muhua, Federation President and also Deputy Chairman of the National People's Congress, met the EOC Chairperson to exchange views relating to equal opportunities between women and men in the region. The Federation was established in 1948 to safeguard the interests of women and to foster equality between the sexes and currently has over 810,000 grass-root member organizations all over the country.

International Links

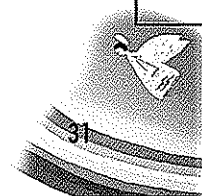
Keeping us in touch with developments around the world, we continued our networking with equal opportunities commissions in other jurisdictions. In July 1997, the Chairperson and members of the Commission visited the Australian Human Rights and Equal Opportunities Commission in Sydney and the Equal Opportunities Commission of Victoria, Australia. In September, a Hong Kong delegation consisting of representatives from the government, the business and professional community, headed by the EOC Chairperson, attended the Women Leaders' Network from APEC Economies held in Ottawa, Canada. As a result of the meeting, recommendations were made to APEC leaders to integrate gender perspectives in APEC's Actions Programmes. After the meeting, the EOC Chairperson visited the Canadian Human Rights Commission.

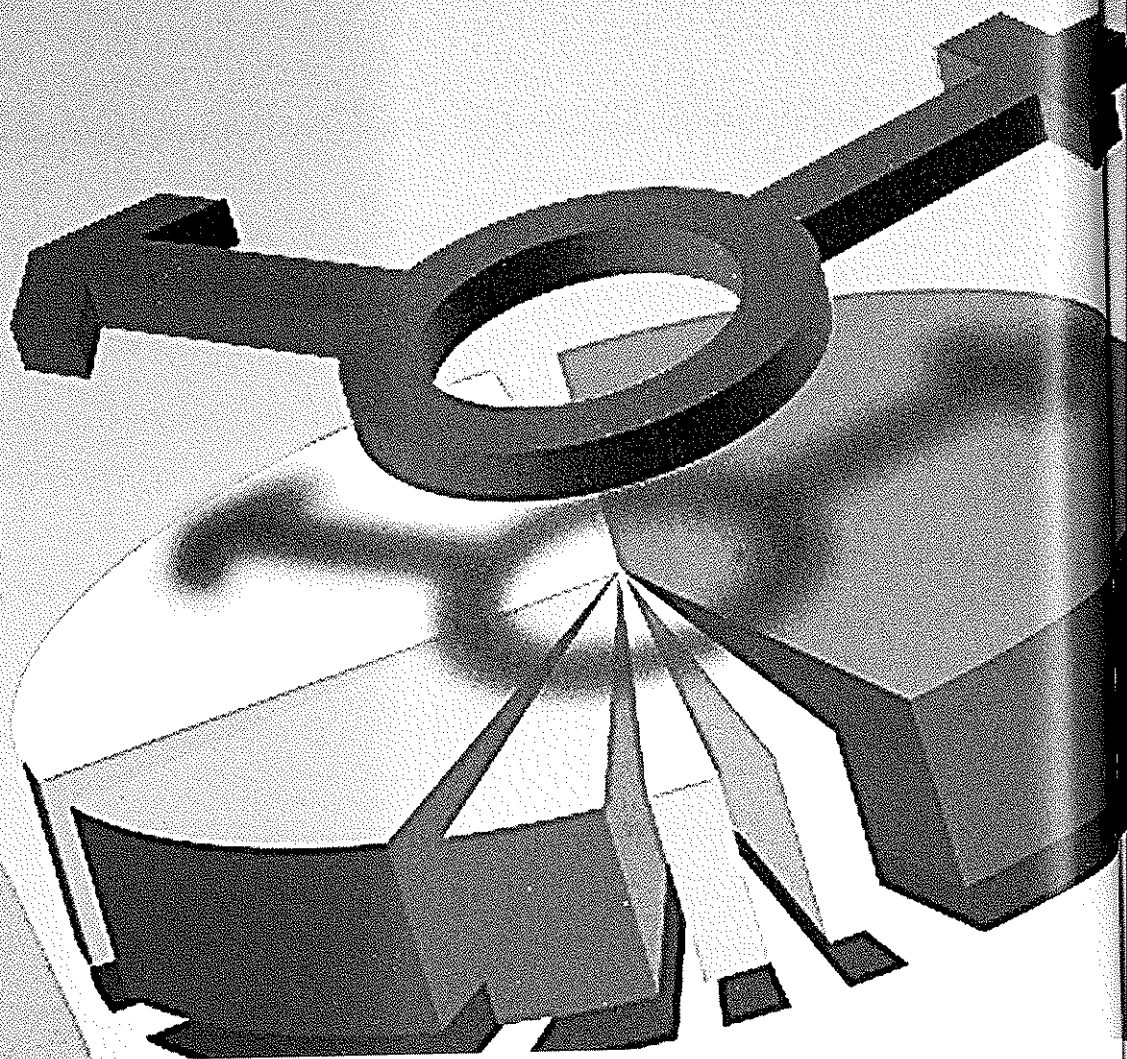
In February 1998, the EOC Chairperson attended the Asia-Pacific Forum of Human Rights Institutions held in Jakarta to discuss public education and promotional strategies and in the following month led a delegation to the Philippines. Attending the Expert's Meeting on Gender

and Science and Technology under APEC's Industry, Science and Technology Working Group in Manila, she introduced the Commission's use of subjective and objective indicators to reflect gender equality and women's opportunities in the field of science and technology.

In turn, we received a number of prominent international visitors during the year. Heading the list were Commissioner Dawn Laurie from the Anti-Discrimination Commission of the Northern Territory in Australia and Lady Diana Brittan, former Deputy Chairwoman of the UK EOC. We also welcomed speakers and participants of the International Conference on Hong Kong Equal Opportunities Law organized by the Hong Kong University, the European Union and the EOC in November 1997. They included Alice Leonard of the Equal Opportunities Commission of the United Kingdom; Joan Smyth of the Equal Opportunities Commission in Northern Ireland; Zita Antonios of the Australian Human Rights and Equal Opportunities Commission; Shelagh Day of the Equality Rights Panel in Canada; Michelle Patterson from the Department of Workplace Relations and Small Business in Canada; and Dr. K. Uma Devi from India.

The experiences gained from these activities have been invaluable. We are able to see at first hand what is taking place in the forefront in the world of equal opportunities while also learning from the experiences of our international partners. In view of these benefits, we will be seeking to strengthen and extend this network in the next few years.





■ 為了有效地實踐目標，平等機會委員會必需了解為何會出現歧視，以及社會上的整體態度與印象。調查研究在這方面發揮重要效用，一方面有助平等機會委員會掌握情況和監察公眾態度的轉變，另一方面亦可以為將來的調查研究設下基準。為此，平等機會委員會在97至98年進行了四項調查，而在96至97年度，則進行了兩項調查，範圍包括兩性平等及有關殘疾的問題。一直以來，甚少有就這些問題進行全面調查，故此上述研究結果對平等機會委員會未來制訂計劃及活動有莫大價值。

有關性別的研究

香港性別平等機會基線調查

過去一年，平等機會委員得到了首項研究結果，研究目的是探討市民對性別平等的意識與年齡、性別、婚姻狀況、教育水平、就業等背景因素有何關連。調查顯示，年紀較大的人，普遍對性別歧視敏感度較低，亦比較少認為在工作上性別歧視，年紀較大的人，也不認為香港存在嚴重的性別歧視現象。

女性與教育程度較高的人，對在傳媒與工作場所出現的性別歧視比較敏感，對傳統女性主內的家居角色採取比較彈性的態度，而對女性擔任政治領袖及社群領袖，亦比較支持。另外，在職人士傾向認為就業範疇存有性別歧視的比例，較非在職人士為低；而未婚人士比已婚者對就業上的性別歧視較敏感。

Understanding Discrimination

認識歧視



To be effective in carrying out our objectives, it is crucial for the EOC to understand discrimination, why it takes place and the overall attitudes and perceptions within the community. Research studies play an important role in developing this knowledge, monitoring attitudes and developments while also providing benchmarks for future studies.

To this end, we commissioned four research studies in 1997/98, in addition to the two commissioned in the previous year, covering both gender equality and disability related issues. Very few comprehensive studies of this nature have been carried out in the past and results will be invaluable in determining future EOC programmes and activities.

Gender Related Studies

Baseline Survey on Equal Opportunities on the Basis of Gender

During the year, we saw the results of our first survey, which examined the relationship between characteristics such as age, sex, marital status, level of education and employment status and their consciousness and awareness of gender inequality. The findings indicate that older people are generally less sensitive to gender inequality, see less sex discrimination at work and do not think that there is a great deal of sexual discrimination in Hong Kong. Women and the more well-educated are more sensitive to such discrimination in the media and in the workplace, are more flexible with traditional home-based roles and more supportive of female political and community leaders. Those who are

調查又發現，男女性在參與社區事務和社團組織方面同樣活躍，但男性由於較多擔任這些團體的行政職務，故此在這些團體內的影響力亦較大。另外，男性在政治上亦比女性活躍。

同值同酬的可行性研究

維護男女工作同值同酬的原則，是平等機會委員會基本工作一部分，這原則亦已納入僱傭實務守則之中。當委員會諮詢社會對守則的意見時，發覺僱傭雙方都非常關注香港引入同值同酬的可行性。

在落實這原則方面，有一系列的因素需要加以考慮，例如何謂「同值」，以及過往由於職務分配及低估女性工作價值，因而造成顯著薪酬差異的歧視做法等情況。

為了研究如何在香港落實同值同酬原則，平等機會委員會在九七年六月委託了一組學者進行可行性研究，他們包括了在經濟、管理及工業關係方面的專家，研究範圍包括兩性在僱傭及入息方面的差距，本地公司在落實公平工資時所遇到的問題，以及因而帶來的成本效應及副作用。專家組在九八年二月已向平等機會委員會遞交了初期報告，最後報告預期於九八年底完成。研究結果將有助委員會制訂有關公平工資的建議。

公眾對性別作為真正的職業資格的態度調查

按性別歧視條例，僱主以性別為理由，歧視求職者或僱員，均屬違法。條例容許在實際環境、社會及文化原因下，性別可以成為真正的職業資格。不過，不同人對何謂「真正的職業資格」有不同觀點，部分僱主未能區分慣常的性別定型與真正的職業資格，另一些則誤以為，無論所牽涉的工作性質是什麼，條例一律禁止在徵聘員工時有指定性別要求。另外，還有一些僱主覺得條例限制了商業運作的彈性。

針對上述問題，同時亦為了協助制訂公眾教育及宣傳策略，平等機會委員會委託了香港中文大學調查公眾對性別作為真正的職業資格的態度，調查會就招聘過程中的性別條件要求，研究公眾、僱主及僱員的意見、態度及經驗。研究預計於九七至九八年底完成。

有關殘疾的研究

有關殘疾人士就業情況的基線調查

一般認為，殘疾人士經常面對高失業率、低工資、低技術工作及惡劣工作條件等問題。不過，具體情況究竟是怎樣，則未有清楚確定。由於缺乏準確資料，為殘疾人士提供復康服務、有效的就業與教育計劃、以及有關的資源配置等工作都受到阻滯；缺乏資料亦影響推動殘疾人士平等就業機會的宣傳計劃。為了改善這個情況，去年平等機會委員會委託進行殘疾人士就業情況基線調查。

研究目的是要收集適齡殘疾人士的就業基線數據，研究對象包括肢體傷殘人士、精神病患者、弱智人士、視障人士及聽力受損的人士。

在九八年三月，香港社會服務聯會的研究組完成了收集數據工作，總共有一千六百四十二名殘疾人士回答問卷，最後報告預料於九八年底完成。

公眾對殘疾人士態度的基線調查

本年度委託進行的另一項主要研究是公眾對殘疾人士態度的基線調查，目的是要探討公眾對不同類別的殘疾人士的態度，調查範圍包括，對「殘疾」這個名詞的一般理解、對殘疾人士在社會、工作地點、接受教育以及享用各種服務與設施時所獲對待的印象。調查亦會探究公眾對香港殘疾歧視的容忍程度及意見。

在九八年三月底，研究公司尼爾遜(中國)有限公司仍在搜集數據，最後報告訂於九八年八月提交。

公眾對殘疾人士在非僱傭範疇所遇障礙的意見調查

殘疾人士除了在僱傭範疇面對歧視之外，他們在日常生活中亦碰到很多不同的障礙及不同程度的歧視。要清除這些障礙，必先要找出問題所在，並以根除障礙為優先工作目標，故此平等機會委員會第三項有關殘疾的研究就是針對這方面。研究結果，將用於公眾教育及制訂消除在非僱傭範疇的殘疾歧視。

調查將找出殘疾人士面對的主要障礙以及這些障礙出現的形式。香港大學社區醫學及行為科學組於九八年三月開始這項調查，並預計於九八年底完成工作。

employed tend to perceive less gender discrimination at work than those who are without jobs, while unmarried people in contrast to those who are married, are more sensitive to gender discrimination at work.

With regard to the media, the survey showed that people are more aware of male than female stereotyping, with men being more sensitive about this than women. About half of the respondents indicated dissatisfaction with the media's attitudes and reporting of gender equality. The general perception is that discrimination in the media is greater against women than men.

The findings on education brought the positive result that men and women do not appear to discriminate against daughters in their educational expenditure, spending the same amounts for sons and daughters for school fees, private tutoring and pocket money. Parents and potential parents, regardless of gender, also claim they will spend equally to obtain the best secondary and university education for both sons and daughters.

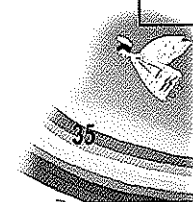
In the family, the results showed that men seem to adhere more closely to traditional roles in the family than women. Among married respondents, traditional gender-based division of household labour is evident, with husbands seldom sharing household responsibilities with their wives.

Respondents showed quite a strong sensitivity to gender inequality and discrimination in the workplace with the majority citing the gap in pay as being the most common sex-based inequality. Among the employed the most severe forms of discrimination cited were dismissal due to pregnancy, sexual harassment of women and gender-based differential benefits.

Last but not least, the survey also showed that although men and women are equally active in community affairs and social organizations, men possess more influence in that they hold more executive positions in these organizations. Men are also more active than women in politics.

Feasibility Study on Equal Pay for Work of Equal Value
The principle of equal pay for work of equal value is fundamental to the work of the Commission and is included in the Codes of Practice on Employment. During the public consultation on these Codes, a great deal of concern was expressed by both employers and employees about the feasibility of introducing equal pay for work of equal value in Hong Kong. In implementing this principle, factors such as the definition of "equal value" as well as previous discriminatory practices where job segregation and the undervaluing of female occupations have led to significant disparities in wage levels between men and women, also needed to be taken into account.

To see how the principle of equal pay for work of equal value can be implemented in Hong Kong, the EOC commissioned a team of research scholars who are experts in the fields of economics, management and industrial relations to conduct the Feasibility Study on Equal Pay for Work of Equal Value. Commissioned in June 1997, the study addresses key issues in this area including the local gender gap in employment and earnings, the problems faced by local firms in implementing pay equity as well as the cost and side effects of introducing such equity. The team forwarded a preliminary report to the EOC in February 1998 with a final report on the study expected towards the end of 1998. The outcome will help us to formulate recommendations on the principle of pay equity.





Survey on Public Attitudes Towards Sex as a Genuine Occupational Qualification

The Sex Discrimination Ordinance makes it unlawful for an employer to discriminate against a job applicant or employee on the grounds of gender. For practical, social and cultural reasons however, it does provide for exceptions where sex is a genuine occupational qualification (GOQ) for the job. However, different people have different views on GOQ. Some employers fail to differentiate between stereotypes and the genuine requirements of the job while others think that the ordinance prohibits employers from hiring employees of a specific sex regardless of the job nature. Still others

feel that the ordinance restricts the flexibility of business operations.

To address these issues and to help us map out our public education and publicity strategies, we commissioned the Chinese University of Hong Kong to conduct a Survey on Public Attitudes Towards Sex as a Genuine Occupational Qualification. The research studies the opinions, attitudes and experience of the public, employers and employees on adopting the criteria of gender in the recruitment process. The research is expected to be completed in the later part of 1997/98.

Disability Related Studies

Baseline Survey on Employment Situation of People with Disability

The general perception is that individuals with a disability routinely face high unemployment rates, low wages, low level work and poor working conditions. However, the precise extent of this situation is not known. The lack of solid data has hampered the provision of rehabilitation services, the deployment of resources as well as the provision of effective employment and educational programmes for this group of people in Hong Kong. This lack of information has also made it difficult to carry out focused programmes promoting equal employment opportunities for people with disabilities. To improve this situation, the Baseline Survey on Employment Situation of People with Disability was commissioned last year.

The objective of this study was to collect baseline data on the employment situation of working age people with different forms of disabilities ranging from physical handicaps, mental illness, mental handicaps as well as visual and hearing impairments.

At the end of March 1998, the research team at the Hong Kong Council of Social Service completed their field work. A total of 1,642 persons with a disability responded to their questionnaires and the final report is expected to be ready by August 1998.

Baseline Survey on Public Attitudes towards Persons with a Disability

Another major baseline survey commissioned during the year was the Baseline Survey on Public Attitudes towards People with Disability, to gauge public attitudes towards people with different disabilities. Areas of investigation included the general understanding of the term "disability", perceptions on how people with disabilities

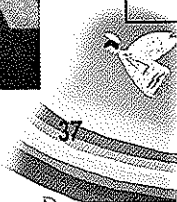
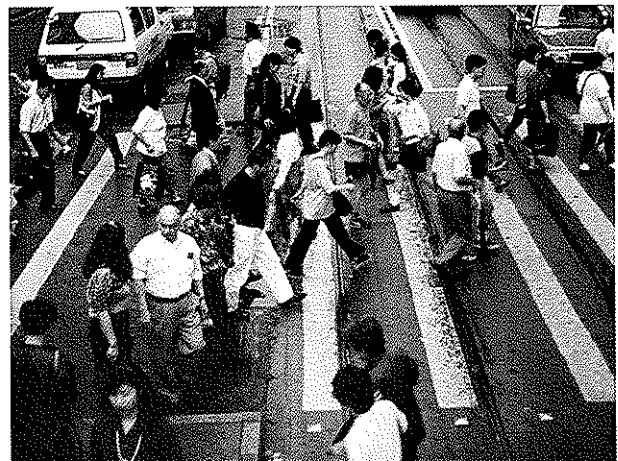
are treated in society, in the workplace, in education and in the accessibility and provision of services and facilities. The survey will also look at levels of acceptance among the public and seek their views on the extent of disability discrimination in Hong Kong.

At the end of March, ACNielsen, the research company, were in the midst of gathering data for the final report which is due in August 1998.

Public Opinion Survey on Obstacles to Persons with a Disability in Non-Employment Fields

Apart from facing discrimination in the field of employment, persons with a disability encounter many different obstacles and varying degrees of discrimination in their daily lives. To remove these obstacles, they need to be identified and full priority given to eradicating them. Thus our third disability research study covers this area. The results of this study will be used for public education purposes and to formulate strategies to eliminate disability discrimination in non-employment areas.

The study will identify key obstacles and the manifestation of any hindrance posed by these obstacles to persons with a disability. The Department of Community Medicine & Unit for Behavioural Sciences, University of Hong Kong commenced the study in March 1998 with completion expected at the end of 1998.



策略與行動

平等機會委員會已經成立了一段日子，去年我們集中鞏固委員會的工作，現在正充滿信心地邁步向前，未來數年將針對九個策略性範疇開展工作。為履行我們的服務承諾，向公眾提供高效率的服務，我們決心做到下列各點：

- 提供高質素的諮詢及投訴服務
- 打擊系統性歧視
- 提出法例修訂
- 增強有關平等機會問題的認知與意識
- 發展內部員工的專才

我們志切深入社群，以爭取更多民眾參與消除歧視，並促進平等機會，為此，我們將會：

- 建基於現有的聯繫
- 普及平等機會觀念，爭取大眾對委員會工作的認同
- 向服務對象從小灌輸平等機會觀念
- 爭取傳媒參與委員會推廣活動

前

The Way

瞻





Strategies and Initiatives

With the establishment of the Commission now in place and the consolidation of our activities in the past year, we are moving forward with confidence and actively focusing on nine strategic areas in the years ahead. In keeping with our Performance Pledge and our commitment to provide an efficient and effective service to the public we are determined to :

- Provide a quality service in handling all enquiries and complaints
- Combat systemic discrimination
- Initiate legislative changes
- Build up knowledge and awareness of equal opportunities issues
- Develop staff expertise.

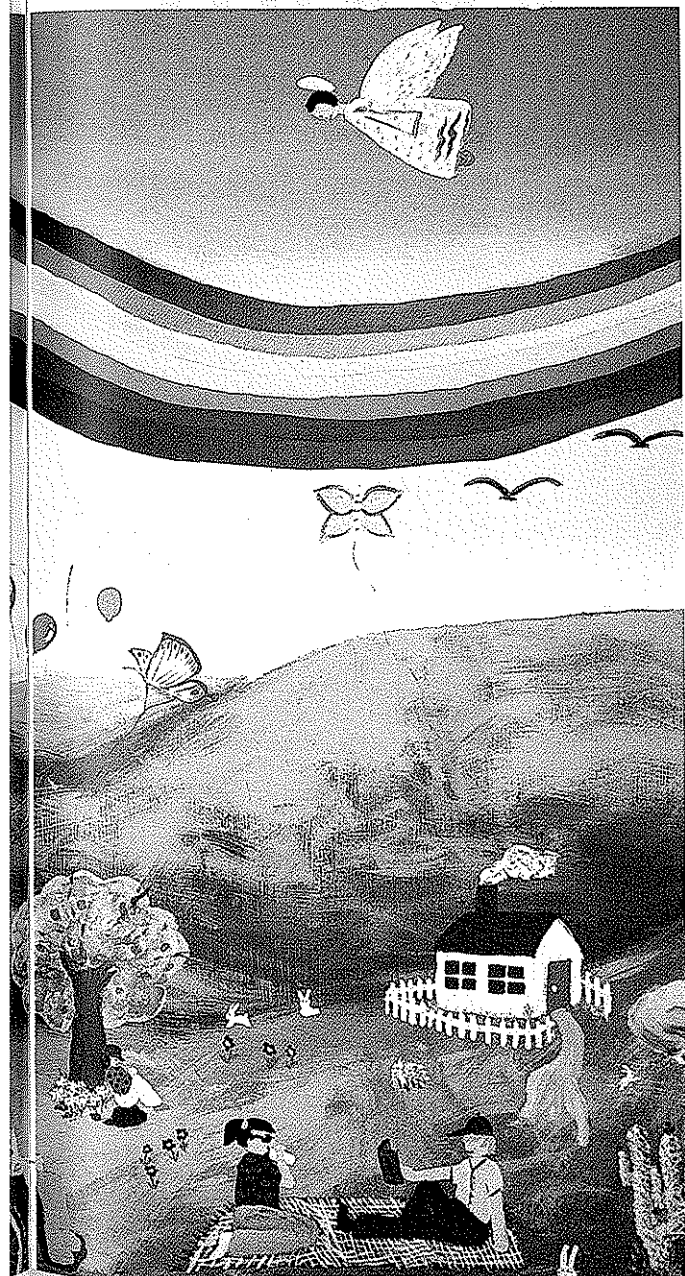
In our desire to reach out to the community and to achieve greater community participation in the elimination of discrimination and the promotion of equal opportunities, we will:

- Build on our existing networks
- Popularize and gain public endorsement of equal opportunities concepts and the work of the EOC
- Promote equal opportunities from a young age
- Involve the media and gain their participation in our promotional activities.

Actual plans and new initiatives for the next three years include:

- A territory-wide programme of community participation consisting of roadshows, a mobile information booth, equal opportunity forums, roving exhibitions and videoshows within local communities.
- A comprehensive programme of activities for children and teenagers promoting equal opportunities both in and out of school.
- A training module for kindergarten teachers on equal opportunities for pre-school children.

The EOC is targeting the younger generation in its educational campaigns, believing that they will be the catalyst for change in shifting traditional and preconceived



未來三年的工作計劃與新動向

- 全港社群推廣計劃，包括地區推廣活動、流動資訊攤位、平等機會論壇以及社區巡迴展覽及錄象放映活動
- 兒童及青少年的全面推廣計劃，包括校內及課外的活動
- 學前平等機會培訓，為幼稚園教師製作資料教材套，向學前幼童推廣平等機會的觀念

平等機會委員會的教育運動會針對年青一代，因為我們相信年青一代對移風易俗會起催化作用。自幼開始認識平等機會，可望孕育新的價值觀，建立顧及別人尊嚴以及對弱勢一群的同情。期望這些兒童長成以後，會保持開明的觀念，繼續關注歧視及平等機會的問題。

打擊系統性歧視

檢討過按三條反歧視條例而提出的多宗個人投訴之後，平等機會委員會相信，在僱傭和教育兩個範疇內的某些慣常做法，是存有系統性歧視。換言之，在我們這些做法中，基本上內藏了歧視的成份。

入職前要求體格檢查及提供健康資料，都屬於須要更小心研究的一個範疇。在一些個案中，求職者由於被發現懷孕或有殘疾而不被聘用；在另一些個案中，有求職者指出，提供了家人的健康資料後，其申請受到了負面影響。

在教育方面，系統性歧視可能存在於因循地跟隨傳統角色，例如期望女生學習家政，男生選讀設計與工科。另外，有殘疾的兒童亦經常被主流學校拒諸門外。

基於反歧視法例的考慮，我們必須正視這些既有的歧視性做法，謀求改善情況。在來年，平等機會委員會在接受個人投訴之餘，還會致力處理系統性歧視問題。

values. Promoting equal opportunities from childhood will cultivate new sets of values, based on respect for human dignity and empathy for those who are less privileged than they are. As they grow up, it is hoped that they will make up the future enlightened generation, showing a continuing interest and concern for discrimination and equal opportunities issues.

Combating Systemic Discrimination

Having reviewed the complaints filed by individuals under the three anti-discrimination ordinances, the EOC believes that systemic discrimination exists in some of Hong Kong's established practices both in employment and education. This means that there are inherent discriminatory practices in the way we do things.

The practice of a pre-employment medical examination and the requirement for medical information is an area that needs to be examined more carefully. There have been cases of job applicants not being offered employment because they were found to be pregnant or to have a disability. In other cases, medical information provided by applicants on their immediate family have had a negative impact on their applications.

In the field of education, systemic discrimination may exist in following traditional roles, where girls, for example, are expected to study home economics while boys take up design and technology. It is also fairly common for children with disabilities to be denied admission to mainstream schools.

These in-built discriminatory practices need to be looked at in light of the anti-discriminatory ordinances with a view to improving the situation. In the coming year, the EOC will be tackling the issue of systemic discrimination in addition to dealing with individual complaints.

投 訴 個 案 實 例

Case Illustrations

成 功 調 解 個 案

成功調解個案一：婚姻狀況歧視 (服務及設施的提供)

在一次遷拆行動中，六名攤檔女東主投訴由於本身的婚姻狀況而受到歧視。按有關政府部門奉行的「一戶一檔」政策，每戶只可以享有一個優先投標權的申請。雖然這些女東主自己擁有攤檔，但由於有關政策把她們視作個別家庭的一份子，故此不容許她們申請，然而，假若她們是獨身人士，則並不受限制，可以提出申請。

按性別歧視條例，任何人以他人的婚姻狀況為理由，在提供服務、設施或在處置、管理處所等方面給予較差待遇，均屬違法。而政府亦受該條例規管。

經平等機會委員會調查之後，有關政府部門撤回「一戶一檔」投標政策，結果令六名投訴人中，有五人得以享有與他們丈夫等同的權利，其餘一人則由於商販身份有疑問，其申請被拒絕。

Conciliated Case #1: Marital Status Discrimination (in the provision of service/facilities)

Six married female stall owners felt that they were facing discrimination due to their marital status in a relocation exercise. The government department responsible for the exercise applied the "one-family-one-stall" policy which allows only one submission per family for priority bidding rights. Though these female stall-holders held separate stalls from their husbands, they were not allowed to apply because, under the policy, they were considered as part of one family. If they had been single however, they would have had no problems making an application.

Under the SDO, it is unlawful to treat an individual less favourably on the grounds of his or her marital status in the provision of services/facilities or in relation to the disposal/management of premises. The ordinance is also binding on the government.

Upon the EOC's investigation, the government department subsequently withdrew its "one-family-one-stall" bidding policy, resulting in five of the six stall owners being given priority bidding rights in the same way as their husbands. The remaining stall-holder was refused an application due to her questionable status as a genuine trader.

Conciliated Cases



成功調解個案二：性別歧視 (教育範疇)

投訴人計劃開設花店，遂報讀某機構開辦的插花課程。不過，該機構的章程指明，插花、縫紉以及手工藝等課程，只收女性學員。該男士感到遭受性別歧視對待，及後向平等機會委員會投訴。

根據性別歧視條例，任何提供訓練或教授服務的人仕，若以性別為理由歧視申請入學者，則屬違法。

平等機會委員會經調查後，証實有關機構的做法有歧視成份。某些課程只收女性學員，是基於傳統觀念的假設，以為只有女性對該等課程有興趣。該機構在得悉法例要求之後，承諾以後所有課程將開放予男女性報讀。投訴人對機構的建議措施表示歡迎。

Conciliated Case #2: Sex Discrimination (in education)

The complainant, planning to run a flower shop, attempted to enrol in a floral arrangement course offered by an institute. However, the institute's prospectus clearly stated that this course, together with several other courses such as sewing and handicrafts, were open to females only. Feeling that he was being discriminated against on the grounds of his sex in his application for enrolment as a student, he lodged a complaint with the EOC.

Under the SDO, it is unlawful for any training service provider to discriminate against an application for enrolment on the grounds of the applicant's sex.

Our investigation confirmed the institute's practices. The arrangements restricting the courses in question to females only were based on the traditional assumption that the courses would only be of interest to women. The institute, when advised of the requirements of the legislation, pledged that all courses would be open to both sexes in the future. The complainant welcomed the action proposed.

成功調解個案三: 性騷擾 (僱傭範疇)

當事人在辭去經理助理一職後，向平等機會委員會投訴，指經理多月以來向她作出性騷擾，她先後兩次向總經理投訴，但總經理卻著令她跟經理合作，若不然便離開公司。當事人其後向平等機會委員會同時投訴該經理及總經理。

按性別歧視條例，僱主在工作地點性騷擾僱員，屬於違法行為。而倘若僱員作出性騷擾行為，即使此等行徑僱主並不知情或同意，有關僱主亦可能要負上責任。僱主必須證明已經採取合理及實際措施，以防止僱員作出性騷擾，方可能避免負上有關法律責任。

在此個案中被指性騷擾他人者聲稱，投訴人辭職，是因為工作上犯錯。該公司代表承認公司方面收到當事人兩次投訴，之後曾口頭警告被投訴的經理。不過，公司代表強調投訴人離職是出於工作表現的原因。

該公司最終接受有責任確保工作環境中不會出現性騷擾行為，並且同意制訂及執行一項防止辦公室性騷擾行為政策，以及向投訴人書面道歉。

在調查過程中，一名該公司前僱員作証指投訴中的事件確實曾經發生，而當調查逐漸披露更多事實真相之後，該經理同意和解，投訴人亦接受一筆現金賠償。

Conciliated Case #3 : Sexual Harassment (in employment)

The complainant lodged a complaint with the EOC after resigning from her position as an assistant to the manager. She alleged that the manager had been sexually harassing her over several months. Although she had complained about the situation twice to the General Manager, she had been told to co-operate with her manager or to leave the company. Her subsequent complaint to the EOC was lodged against both the manager and the company.

Under the SDO, it is unlawful for an employee to sexually harass another employee in the workplace. Employers can also be liable for acts of sexual harassment committed by their employees, regardless of whether these acts were committed with the employer's knowledge or consent. In defence, employers must show that they have taken reasonable and practical steps to prevent employees from carrying out such behaviour.

The harasser denied all the allegations, claiming that the complainant had resigned because of her mistakes at work. The company representative admitted that the company had received two complaints from the complainant, leading to a verbal warning to the manager. However, he emphasized that the complainant had left the company due to performance-related reasons.

The company eventually accepted its responsibility to ensure a "sexual harassment" free working environment and agreed to develop and implement a sexual harassment prevention policy in the office and to apologize to the complainant in writing.

During the investigation, the investigator located a former colleague who witnessed the alleged incidents. As more facts emerged during the investigation, the manager agreed to conciliation and the complainant accepted a settlement in the form of monetary compensation.

成功調解個案四：懷孕歧視
(僱傭範疇)

投訴人申請一家安老院的社會工作者職位空缺，在安老院提出聘用之後，院方要求投訴人進行體格檢驗，包括X光檢查。投訴人以懷有身孕為理由，拒絕接受X光檢驗。院方隨後停止提出聘用，理由是投訴人沒有完成入職前的體格檢查。

按性別歧視條例，僱主在甄選求職者時，以懷孕為理由歧視女性，則屬違法。另外，僱主亦有可能間接歧視孕婦。當僱主向懷孕求職者施加沒有充份理由的要求或條件，以致她們無法獲得聘用，又或懷孕者能符合該等要求或條件的比例，遠較非懷孕者為低時，則屬間接歧視行為。

被投訴一方解釋稱，停止提出聘用的決定，用意並非出於歧視，而是根據有關政府部門訂下的指引，要求求職人士接受體格及X光檢查。雖然如此，被投訴一方仍然同意接受投訴人提出的和解條件，即道歉加上金錢賠償，而投訴人在收到賠款後，將款項捐贈予安老院。

此外，被投訴一方所提及有關體檢及X光檢查的政府部門指引，平等機會委員會正著手研究。

**Conciliated Case #4 : Pregnancy Discrimination
(in employment)**

The complainant applied for the post of social worker in a home for the elderly. After she was offered the appointment, she was requested to undergo a medical examination that included an x-ray. As the complainant was pregnant, she declined to have the x-ray. The prospective employer then withdrew the offer of employment on the basis that the complainant had failed to complete her pre-appointment medical examination.

Under the SDO, it is unlawful for an employer to discriminate against a woman on the grounds of pregnancy in its arrangements to determine who should be offered employment. Indirect discrimination occurs when employers impose unjustifiable requirement or conditions that are detrimental to pregnant job applicants or when the proportion of pregnant job applicants who can comply with these requirements is lower.

The respondent explained that the withdrawal of employment was not intended as discrimination. Rather, the requirements for a x-ray and medical examination were in line with guidelines laid down by the relevant government department. Despite the explanation, the respondent agreed to accept the conciliation terms proposed by the complainant - an apology from the respondent together with monetary compensation for the complainant. The complainant in turn, donated the compensation received to the home.

In addition, the EOC is looking at the guidelines referred to by the respondent with regard to the x-ray test in the pre-appointment medical examination.

■
成功調解個案五：殘疾歧視
(僱傭範疇)

甲先生受聘於一家警衛公司，在他上班的第一天，只工作了數小時便給上司解僱，該名上司知道甲先生曾經患上精神病，甲先生其後向平等機會委員會投訴。

按殘疾歧視條例，以殘疾為理由開除僱員，乃屬違法行為，除非沒有殘疾是真正的職業資格，又或者僱員未能履行職位的固有要求。條例對殘疾的定義，涵括了以前存在但現已不存在的殘疾。故此，甲先生的投訴，是屬於曾經患精神病而遭受歧視的投訴。

警衛公司解釋，以前甲先生曾經為該公司服務，但由於操守問題而遭解僱。而最近公司再聘用甲先生，是因為負責的主管不知道他的僱用紀錄。不過，該公司同意聘用甲先生擔任另一個類似崗位，謀求雙方和解，而甲先生亦接納受聘。在雙方簽署協議後，糾紛亦告解決。

**Conciliated Case #5: Disability Discrimination
(in employment)**

Mr. Y was recruited as a security guard by a security company. After working only a few hours on his first day, he was dismissed by his supervisor, who knew of his history of mental illness. Mr. Y subsequently lodged a complaint with the EOC.

Under the DDO, dismissing an employee on the grounds of his or her disability is unlawful, unless the absence of the disability is a genuine qualification of employment or where the employee cannot perform the inherent requirements of the job. The ordinance also defines disability to include a disability that previously existed but no longer exists. Mr. Y's complaint therefore amounted to an allegation of unlawful discrimination on the grounds of ex-mental illness.

The security company responded with the explanation that Mr. Y had previously worked for them but was dismissed on the grounds of misconduct. His recent appointment was due to the fact that the supervisor who recruited him was unaware of his past employment record. However, to settle the case the company indicated that it was prepared to offer a similar job to Mr. Y. The offer was accepted and the matter was settled after a conciliation agreement was signed by both parties.

成功調解個案六：殘疾歧視
(進入處所)

乙先生是輪椅使用者，但他每天進出居所時，都遇上極大困難，原因是乙先生所住大廈的電梯大堂，離地面有13厘米之高。雖然兩年來乙先生多次向大廈管理方面投訴，但所得到的回覆是由於缺乏經費，所以不能進行改善工程，乙先生的投訴亦不了了之。

在乙先生向平等機會委員會投訴之後，委員會派人到大廈作實地視察，並知會管理處有關乙先生的投訴。委員會的人員亦向管理人員解釋，任何人歧視殘疾人士，不提供適當途徑予他們出入，有可能會觸犯法例。有見及此，管理處向大廈業主立案法團提議，修建一條方便殘疾人士出入的通道，提議獲法團接受，而通道亦在兩個月內建成，其後在該屋苑先後修建了多條類似通道，方便使用輪椅人士。乙先生對於投訴後所取得的結果，感到十分欣慰。

**Conciliated Case #6: Disability Discrimination
(access to premises)**

Wheelchair user, Mr. X had tremendous problems getting in and out of his home every day because the lift lobby of his building was five inches above ground level. Despite his complaints to the building management over two years, his complaints were ignored with the response that there was no budget for the job.

After his complaint to the EOC, the Commission carried out a site visit informing the building management of Mr. X's complaint. It was also explained that it may be unlawful to discriminate against an individual with a disability by not providing suitable means of access. In view of the situation, the management office took the matter up with the Owner's Incorporation with the suggestion to build an access ramp. The proposal was accepted and the ramp was completed in the next two months. Subsequently, more ramps were built in other areas of the residential estate facilitating access for wheelchair users. Mr. X is extremely pleased with the outcome of his complaint.

終 止 調 查 個 案

Discontinued Cases

■ 終止調查個案一：殘疾歧視 (教育範疇)

在九六年十一月，視力受損的投訴人，向一家訓練中心申請入讀一項課程，但申請遭拒，所得到的理由是投訴人出入中心所在樓宇時將會出現問題，原因是通往中心的通道，只設有樓梯，對投訴人會構成危險。此外，課程教材亦沒有凸字版本。他其後向平等機會委員會投訴，指該訓練中心拒絕接受其申請，乃出於對他殘疾的歧視。

按殘疾歧視條例，拒絕讓殘疾人士得到職業訓練，屬違法行為。不過，條例在九六年十二月二十日才開始生效，而投訴中的事件，是在該例生效前發生，委員會並無法定權力調查事件。委員會將情況向投訴人作交代後，建議未來再發生同樣事件時，再向委員會求助。

同年十二月，投訴人與訓練中心一名高級職員接觸之後，成功報讀該中心一項課程，但在等候了兩個月仍未收到任何回覆。經查詢後，中心表示要再過六個月，才肯定會有學位。投訴人聲稱，早前當他未透露本身有殘疾時，中心曾表示等候期只消三個月，他對此感到不滿，並向平等機會委員會作第二次投訴。

按殘疾歧視條例，任何人或機構在提供職業訓練時，若以申請者殘疾為理由而給予較差對待，即屬違法。投訴人故此指訓練中心非法歧視他視力受損。

在平等機會委員會去信訓練中心要求瞭解情況之後不久，中心通知投訴人可就讀所申請的課程。平等機會委員會亦收到中心回覆，表示該中心的課程由九六年十月開始接受報名，而投訴人的等候時間，並不比其他申請人為長，中心又表示，投訴個案純屬誤會。

投訴人對獲得取錄感到滿意，並相信平等機會委員會的介入對解決事情起了正面作用，投訴人亦因此而決定不再繼續跟進其投訴。按法律，當投訴人不願意繼續投訴時，有關調查可以依例終止。

■

**Discontinued Case #1 : Disability Discrimination
(in education)**

In November 1996, Mr. C, who is visually impaired, applied to a training agency for a training course that would further his career. His application for enrolment was rejected. He was told that accessibility was a problem as the centre was only accessible by stairs which would be hazardous for him. Additionally, no Braille version of the course material was available. He subsequently made a complaint to the EOC alleging disability discrimination in view of the agency's refusal to accept his application.

Under the DDO it is unlawful to refuse access to vocational training to a person with a disability. However, this particular provision of the law did not come into effect until 20 December 1996. Since the incident took place before this date, we did not have a statutory basis for conducting an investigation. The situation was explained to Mr. C, who was advised to seek assistance from the EOC as and when necessary in the future.

In late December the same year, Mr. C succeeded in submitting an application to the same agency after speaking to a senior officer. After waiting two months and upon checking the outcome of his application, he was advised that it would take another five to six months for a confirmed place. Unhappy with this reply, as he

claimed that he had previously been informed that the waiting period was only three months when he had not identified himself or his disability, he lodged a second complaint with the EOC.

Under the DDO, it is unlawful to treat an individual with a disability less favourably when offering vocational training. The complainant therefore alleged unlawful discrimination on the grounds of his visual impairment.

Shortly after we wrote to the training agency seeking its comments on the allegation, Mr. C received a notification confirming his place on the training course. The waiting period was only three months. The EOC also received a reply from the organization indicating that the course in question was open for enrolment from October 1996. They maintained that Mr. C waited no longer than any other applicant and that the case had arisen out of a misunderstanding.

As Mr. C had been offered a place on the course, he was satisfied with the situation, believing that the EOC's involvement had a positive effect on the outcome. In view of the situation he had no wish to pursue his complaint. Accordingly, the investigation into the case was discontinued in line with provisions in the ordinance which stipulate that a case may be discontinued if the complainant does not wish to continue with his complaint.



終止調查個案二：性別歧視
(僱傭範疇)

兩名酒保被酒樓解僱。兩人稱原因是酒樓方面欲全面聘請女性擔任酒保，認為女酒保較善長於預備飲料。

按性別歧視條件，任何僱主以性別為理解僱員工，均屬違法。

調查發現，兩人被解僱原因，是由於工作表現差勁。事實上，在兩人被辭退之後，酒樓所登的招聘廣告上，同時邀請男女性申請。與此同時，酒樓方面安排了一男一女暫時填補兩人的空缺。

平等機會委員會曾經進行兩次突擊探訪，酒樓員工與調查人員面談時，均表示兩名投訴人行為態度惡劣，表現差勁。兩次探訪亦証實，酒樓員工之中，包括了一男兩女。鑑於調查發現投訴理據不充分，委員會決定終止調查。

**Discontinued Case #2 : Sex Discrimination
(in employment)**

Two barmen complained against the same restaurant alleging that they were dismissed because of their sex. They claimed that the restaurant wanted to replace all barmen with barmaids, as the restaurant considered that women did a better job in the preparation of beverages.

It is unlawful under the SDO for an employer to dismiss an employee on the grounds of his or her sex.

The investigation revealed that the dismissal was due to the poor performance of the two complainants. In fact, after their dismissal a recruitment advertisement appeared inviting both male and female applicants for the posts vacated. In the meantime, one male and one female employee were deployed to fill the vacancies.

Employees of the restaurants interviewed in two surprise site visits, all confirmed the bad behaviour and poor performance of the complainants. The visits also established that two males and one female worked in the establishment. Based on these facts, the investigation was discontinued as the complaints were lacking in substance.

財 務 報 告

Financial Statements

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54至第64頁之帳目，該等帳目乃按照香港普遍採納之會計原則及「接受政府補助機構的核數師與會計師指引」(Notes for Auditors and Accountants of Miscellaneous Organizations in receipt of Government Subventions) 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審核之結果，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，上述之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一九九八年三月三十一日結算時之財務狀況，及截至該日止財政年度之盈餘及現金流量。

羅兵咸會計師事務所

香港執業會計師

香港，一九九八年七月十三日

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 54 to 64 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 material respects, of the state of the Commission's affairs as at 31st March 1998 and of its results and cash flows for the year then ended.

PRICE WATERHOUSE

Certified Public Accountants

HONG KONG, 13th July 1998

收支結算表 (截至一九九八年三月三十一日止財政年度)

Statement of Income and Expenditure for the year ended 31st March 1998

		1998	1996年5月20日 (任命日)至 1997年3月31日 20.5.1996 (date of appointment) to 31.3.1997
	附註 Note	港幣 HK\$	港幣 HK\$
收入			
INCOME			
政府補助	2(b)	63,361,000	35,782,400
Government subventions			
利息收入	2(b)	325,778	61,035
Interest income			
其他收入		678,140	-
Other Income			
		64,364,918	35,843,435
支出			
EXPENDITURE			
個人薪酬		42,417,912	19,248,052
Personal emoluments			
租金及差餉		5,062,818	4,136,547
Rent and rates			
一般行政費用		5,113,931	4,025,929
General administrative expenses			
宣傳及公眾教育支出		8,590,907	5,628,251
Publicity and public education expenses			
研究計劃、調查及教材資料套		3,179,350	2,738,900
Research projects, surveys and training modules			
其它費用		21,947,006	16,529,627
Other charges			
		64,364,918	35,777,679
財政年度盈餘	3	-	65,756
RESULTS FOR THE YEAR/PERIOD			

資產負債表 (一九九八年三月三十一日)

Statement of Assets and Liabilities as at 31st March 1998

	附註 Note	1998 港幣 HK\$	1997 港幣 HK\$
固定資產	4	5	5
FIXED ASSETS			
<hr/>			
流動資產			
CURRENT ASSETS			
各項按金及預付款項		170,586	79,657
Deposits and prepayment			
現金及銀行結存		5,100,514	6,140,395
Cash and bank balances			
		<hr/>	<hr/>
		5,271,100	6,220,052
流動負債			
CURRENT LIABILITIES			
應付帳項及應計費用		5,182,131	5,425,880
Accounts payable and accruals			
		<hr/>	<hr/>
淨流動資產		88,969	794,172
NET CURRENT ASSETS			
		<hr/>	<hr/>
		88,974	794,177
亦即：			
Represented by:			
資本補助基金	5	88,974	728,421
CAPITAL SUBVENTION FUND			
盈餘及虧損帳目		-	65,756
SURPLUS AND DEFICIT ACCOUNT			
		<hr/>	<hr/>
		88,974	794,177

委員會於一九九八年七月十三日核准此財務報告。

Approved by the Commission on 13th July 1998.

張妙清博士 OBE, J P
委員會主席
Dr. CHEUNG Mui-ching, Fanny
OBE, J P
Chairperson of the Commission

李業廣先生 OBE, J P
行政及財務專責小組召集人
Mr. LEE Yeh-kwong, Charles
OBE, J P
Convener of the Administration
and Finance Committee

鄧曉欣小姐
會計師
Miss TENG Hiu-yan, Kerrie
Accountant

現金流動表 (截至一九九八年三月三十一日止財政年度)

		1998 港幣	1996年5月20日 (任命日)至 1997年3月31日 港幣
	附註		
營運活動現金流入淨額	8(a)	458,952	4,673,842
投資回報及融資支出			
已收利息		325,778	61,035
投資活動			
購置固定資產		(1,930,271)	(7,632,679)
融資前之現金流出淨額		(1,145,541)	(2,897,802)
融資			
政府資本補助	8(b)	105,660	9,038,197
現金及現金等值之(減少)/增加		(1,039,881)	6,140,395
四月一日之現金及現金等值		6,140,395	-
三月三十一日之現金及現金等值		5,100,514	6,140,395
現金及現金等值結存分析			
銀行及手頭現金		5,100,514	6,140,395

Cash Flow Statement for the year ended 31st March 1998

		20.5.1996 (date of appointment) to 31.3.1997	20.5.1996 (date of appointment) to 31.3.1997
	Note	1998 HK\$	1997 HK\$
NET CASH INFLOW FROM OPERATING ACTIVITIES	8(a)	458,952	4,673,842
RETURNS ON INVESTMENTS AND SERVICING OF FINANCE			
Interest received		325,778	61,035
INVESTING ACTIVITIES			
Purchase of fixed assets		(1,930,271)	(7,632,679)
NET CASH OUTFLOW BEFORE FINANCING		(1,145,541)	(2,897,802)
FINANCING			
Government capital subvention	8(b)	105,660	9,038,197
(Decrease)/increase in cash and cash equivalents		(1,039,881)	6,140,395
Cash and cash equivalents at 1st April		6,140,395	-
CASH AND CASH EQUIVALENTS AT 31ST MARCH		5,100,514	6,140,395
ANALYSIS OF THE BALANCE OF CASH AND CASH EQUIVALENTS			
Cash at bank and in hand		5,100,514	6,140,395

帳目附註

1. 法律地位

委員會是一個法定機構，於1996年成立，負責執行《性別歧視條例》、《殘疾歧視條例》及《家庭崗位歧視條例》。委員會致力消除基於性別、婚姻狀況、懷孕、殘疾及家庭崗位而產生的歧視。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，促進男女之間、傷健之間及不同家庭崗位人士之間的平等機會。

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「接受政府補助機構的核數師與會計師指引」(Notes for Auditors and Accountants of Miscellaneous Organizations in receipt of Government Subventions)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基金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。

3. 年度盈餘

截至一九九八年三月三十一日止年度之盈餘已計入及扣除下列項目：

	1998 港幣	1996年5月20日 (任命日)至 1997年3月31日 港幣
計入		
政府補助	63,361,000	35,782,400
已收利息	325,778	61,035
扣除		
營業租約 - 土地及樓宇	4,248,396	3,498,055
核數師酬金	21,500	20,000

Notes to the Accounts

1. LEGAL STATUS

The Commission is a statutory body set up in 1996 to implement the Sex Discrimination Ordinance, the Disability Discrimination Ordinance and the Family Status Discrimination Ordinance. The Commission works towards the elimination of discrimination on the grounds of sex, marital status, pregnancy, disability and family status. The Commission also aims to eliminate sexual harassment and harassment and vilification on the ground of disability and promotes equality of opportunities between men and women, between persons with and without a disability and irrespective of family status.

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 fund or relevant items in the statement of income and expenditure.

(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.

3. RESULTS FOR THE YEAR/PERIOD

Results for the year ended 31st March 1998 are stated after crediting and charging the following:

	1998 HK\$	20.5.1996 (date of appointment) to 31.3.1997 HK\$
Crediting		
Government subventions	63,361,000	35,782,400
Interest income received	325,778	61,035
	<hr/> <hr/>	
Charging		
Operating lease - land and buildings	4,248,396	3,498,055
Auditors' remuneration	21,500	20,000
	<hr/> <hr/>	

4. 固定資產

	固定裝置及 裝修	辦公室傢俬 及設備	汽車	電腦器材	即時傳譯及 擴音系統	總數
	港幣	港幣	港幣	港幣	港幣	港幣
成本						
於1997年4月1日之結餘	3,212,926	1,312,666	726,698	2,044,863	335,526	7,632,679
上年度調整 (註)	-	-	-	(8,389)	-	(8,389)
年內增置	911,678	223,294	-	798,711	4,977	1,938,660
重新分類	133,120	(133,120)	-	-	-	-
年內減少	-	(8,640)	-	-	-	(8,640)
於1998年3月31日之結餘	<u>4,257,724</u>	<u>1,394,200</u>	<u>726,698</u>	<u>2,835,185</u>	<u>340,503</u>	<u>9,554,310</u>

在收支結算表撇銷之數目

於1997年4月1日之結餘	3,212,925	1,312,665	726,697	2,044,862	335,525	7,632,674
上年度調整 (註)	-	-	-	(8,389)	-	(8,389)
在收支結算表撇銷之數目	911,678	223,294	-	798,711	4,977	1,938,660
重新分類	133,120	(133,120)	-	-	-	-
年內減少	-	(8,640)	-	-	-	(8,640)
於1998年3月31日之結餘	<u>4,257,723</u>	<u>1,394,199</u>	<u>726,697</u>	<u>2,835,184</u>	<u>340,502</u>	<u>9,554,305</u>

帳面淨值

於1998年3月31日之結餘	1	1	1	1	1	5
於1997年3月31日之結餘	1	1	1	1	1	5

註：於1996/97訂購之電腦硬件，沒有送貨，故於1997/98取消。

4. FIXED ASSETS

	Fixtures and fittings	Office furniture and equipment	Motor vehicles	Computer equipment	Simultaneous interpretation and public address equipment	Total
	HK\$	HK\$	HK\$	HK\$	HK\$	HK\$
Cost						
As at 1st April 1997	3,212,926	1,312,666	726,698	2,044,863	335,526	7,632,679
Prior period adjustment (Note)	-	-	-	(8,389)	-	(8,389)
Additions	911,678	223,294	-	798,711	4,977	1,938,660
Reclassifications	133,120	(133,120)	-	-	-	-
Disposals	-	(8,640)	-	-	-	(8,640)
As at 31st March 1998	<u>4,257,724</u>	<u>1,394,200</u>	<u>726,698</u>	<u>2,835,185</u>	<u>340,503</u>	<u>9,554,310</u>
Written off to income and expenditure account						
As at 1st April 1997	3,212,925	1,312,665	726,697	2,044,862	335,525	7,632,674
Prior period adjustment (Note)	-	-	-	(8,389)	-	(8,389)
Written off to income and expenditure account	911,678	223,294	-	798,711	4,977	1,938,660
Reclassifications	133,120	(133,120)	-	-	-	-
Disposals	-	(8,640)	-	-	-	(8,640)
As at 31st March 1998	<u>4,257,723</u>	<u>1,394,199</u>	<u>726,697</u>	<u>2,835,184</u>	<u>340,502</u>	<u>9,554,305</u>
Net book value						
As at 31st March 1998	1	1	1	1	1	5
As at 31st March 1997	1	1	1	1	1	5

Note: Being computer hardware ordered in 1996/97 but not delivered. The order was cancelled in 1997/98.

5. 資本補助基金

	1998	1997
	港幣	港幣
承前結餘	728,421	-
政府資本補助	105,660	9,038,197
財政年度已使用之結餘	(745,107)	(8,287,598)
須退還政府之剩餘資本補助	-	(22,178)
結餘滾存	<u>88,974</u>	<u>728,421</u>

資本補助基金指經由民政事務局局長事先核准，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

	1998	1997
	港幣	港幣
職員約滿酬金	<u>10,262,237</u>	<u>3,326,988</u>

職員約滿酬金將付予由受僱日期起計，於委員會完成一年或三年合約之僱員。職員約滿酬金將於僱員完成僱傭合約後計算，因此於有關之財政年度 / 期間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：

	1998	1997
	港幣	港幣
首年屆滿	-	2,862,045
次年至第五年屆滿(包括首尾兩年)	5,808,896	-
	<u>5,808,896</u>	<u>2,862,045</u>

5. CAPITAL SUBVENTION FUND

	1998	1997
	HK\$	HK\$
Balance brought forward	728,421	-
Government capital subventions	105,660	9,038,197
Balance utilised during the year/period	(745,107)	(8,287,598)
Excess capital subvention refundable to Government	-	(22,178)
Balance carried forward	<u>88,974</u>	<u>728,421</u>

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

6. CONTINGENT LIABILITIES

	1998	1997
	HK\$	HK\$
Gratuity payments	<u>10,262,237</u>	<u>3,326,988</u>

Gratuity payments will be payable to employees of the Commission who complete the one/three year contracts commencing from the date of their employment. No provision has been made for these gratuities in the accounts for the year/period ended 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:

	1998	1997
	HK\$	HK\$
expiring in the first year	-	2,862,045
expiring in the second to fifth years inclusive	5,808,896	-
	<u>5,808,896</u>	<u>2,862,045</u>

8. 現金流動表附註

NOTE TO THE CASH FLOW STATEMENT

(a) 營運活動現金流入淨額與盈餘之對帳表

Reconciliation of results to net cash inflow from operating activities

	1998 港幣 HK\$	1996年5月20日 (任命日)至 1997年3月31日 20.5.1996 (date of appointment) to 31.3.1997 港幣 HK\$
財政年度盈餘	-	65,756
Results for the year/period		
盈餘之資本開支	1,251,413	184,361
Capital expenses included in results		
資本補助基金包括之非固定資產	(66,249)	(839,285)
Non-fixed assets included in capital subvention fund		
須退還政府之剩餘資本補助	-	(22,178)
Excess capital subvention refundable to Government		
政府收回之上年度盈餘	(65,756)	-
Previous period's surplus recovered by Government		
利息收入	(325,778)	(61,035)
Interest income		
各項按金及預付款項之增長	(90,929)	(79,657)
Increase in deposits and prepayment		
應付帳項及應計費用之(減少)/增加	(243,749)	5,425,880
(Decrease)/increase in accounts payable and accruals		
營運活動現金流入淨額	458,952	4,673,842
Net cash inflow from operating activities		

(b) 融資變動分析

Analysis of changes in financing during the year

	資本補助基金 Capital subvention fund 港幣 HK\$
一九九七年四月一日之結存	728,421
Balance at 1st April 1997	
政府資本補助之現金流入	105,660
Cash inflow from government capital subventions	
政府資本補助之使用	(745,107)
Government capital subvention utilised during the year	
一九九八年三月三十一日之結存	88,974
Balance at 31st March 1998	

9. 帳目核准

APPROVAL OF ACCOUNTS

此帳目由委員會委員於一九九八年七月十三日核准。

The accounts were approved by the Commission Members on 13th July 1998.

附 錄

Appendices



附錄 Appendix 1

平等機會委員會委員

Members of the Equal Opportunities Commission

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

附錄 Appendix 5

教育資源一覽表

Equal Opportunities Commission Resource List

附錄 Appendix 6

按法例提供的協助

Assistance Granted Under the Legislation

附錄 Appendix 7

平等機會委員會採取的法定行動

Legal Action Commenced By the Equal Opportunities Commission

Members of the

平等機會委員會
EQUAL OPPORTUNITIES COMMISSION



後排左起：

蔣月蘭女士；楊港興先生；李鳳英女士；梁君彥先生；
岑敏玲女士；洪雪蓮女士；朱佩瑩女士；郭鍵勳博士

前排左起：

李文彬先生；林貝聿嘉女士；鄒維庸醫生；張妙清博士；
李業廣先生；胡紅玉女士；馮漢源博士

(張永霖先生及吳文翰教授缺席)

Back row from left

CHEUNG Yuet-lan; YEUNG Kong-hing, Peter; LI Fung-ying;
LEUNG Kwan-yuen, Andrew; SHUM Mun-ling, Elle; HUNG Suet-lin;
CHU Pui-ying, Bebe; KWOK Kin-fun, Joseph

Front row from left

LEE Man-ban; LAM PEI Yu-dja, Peggy; WU Wai-yung, Raymond;
CHEUNG Mui-ching, Fanny; LEE Yeh-kwong, Charles; WU Hung-yuk, Anna;
FUNG Hon-yuen, Stevenson

(Mr. CHEUNG Wing-lam, Linus and Professor NG Mun-hon are absent.)



張妙清博士 (主席)
Dr. CHEUNG Mui-ching, Fanny, O.B.E. J.P. (Chairperson)

張永霖先生
Mr. CHEUNG Wing-lam, Linus, J.P.

蔣月蘭女士
Ms. CHEUNG Yuet-lan

朱佩瑩女士
Ms. CHU Pui-ying, Bebe

馮漢源博士
Dr. Stevenson FUNG, D.Sc.

洪雲蓮女士
Ms. HUNG Suet-lin

郭鍵勳先生
Mr. KWOK Kin-fun, Joseph

林貝聿嘉女士
Mrs. LAM PEI Yu-dja, Peggy, O.B.E., J.P.

李文彬先生
Mr. LEE Man-ban, M.B.E., J.P.

李業廣先生
Mr. LEE Yeh-kwang, Charles, O.B.E., J.P.

梁君彥先生
Mr. LEUNG Kwan-yuen, Andrew, M.B.E., J.P.

李鳳英女士
Ms. LI Fung-ying, M.B.E.

吳文翰教授
Professor NG Mun-hon

岑敏玲女士
Ms. SHUM Mun-ling, Elle

胡紅玉女士
Ms. WU Hung-yuk, Anna, J.P.

鄔維庸醫生
Dr. WU Wai-yung, Raymond, O.B.E., J.P.

楊港興先生, J.P.
Mr. YEUNG Kong-hing, Peter, J.P.



主席
張妙清博士, O.B.E., 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 1995 年 4 月至 1998 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
- 慈氏護養院醫院管理委員會委員
- 公民教育委員會委員
- 香港各界婦女聯合協進會理事
- 香港婦女中心協會會長
- 獨立投訴警察監察委員會委員
- 新生精神康復會副主席
- 伊利莎伯女皇弱智基金會委員

Chairperson
Dr. CHEUNG Mui-ching, Fanny, O.B.E., 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 1995 and March 1998:

- Chairperson, Advisory Committee on Social Work Training and Manpower Planning
- Member, Hospital Governing Committee, Cheshire Home, Shatin
- Member, Committee on Promotion of Civic Education
- 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



■ 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

職業：公司行政總裁

於 1995 年 4 月至 1998 年 3 月間參與社會服務之主要事項：

- 香港大學商學院管理委員會主席
- 政府總部財政司司長辦公室工商服務業推廣署 - 服務業推廣策略小組委員
- 證券及期貨事務監察委員會 - 諮詢委員會會員
- 香港科技大學校董
- 香港政府新機場及有關工程諮詢委員會委員
- 香港總商會委員
- 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
- 香港政策研究所會員

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 1995 and March 1998:

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



■ 委員
蔣月蘭女士

教育程度：中學

職業：全職議員

於 1995 年 4 月至 1998 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
- 屯門區滅罪委員會委員
- 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 1995 and March 1998:

- Chairman, Democratic Party Women Affairs 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
朱佩瑩女士

教育程度：香港大學法律學士
香港大學法律專業深造文憑

職業：律師

於 1995 年 4 月至 1998 年 3 月間參與社會服務之主要事項：

- 香港公務員敘用委員會委員
- 尚有配偶及子女撫恤金計劃之委員成員
- 教育人員專業操守議會成員
- 教師公會會員
- 香港律師會家庭法小組委員會主席
- 香港各界婦女聯合協進會創會會員暨義務法律顧問
- 香港家庭法律協會成員

Member

Ms. CHU Pui-ying, Bebe

Education: • Bachelor in Laws, University of Hong Kong
• Postgraduate Certificate in Laws, University of Hong Kong

Principal Occupation: Solicitor

Particulars of Major Community Service between
April 1995 and March 1998:

- Member, Public Service Commission of Hong Kong
- Member, Board of Directors of the Surviving Spouse and Children's Pensions Scheme of the Government of Hong Kong
- Member, Council on Professional Conduct in Education
- Member, General Teaching Council
- Chairman, Family Law Committee of the Law Society of Hong Kong
- Founding Member and Honorary Legal Advisor, the Hong Kong Federation of Women
- Member, Family Law Association of Hong Kong



■ 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：大學副教授

於 1995 年 4 月至 1998 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, F.INSTP.

Principal Occupation: University Associate Professor

Particulars of Major Community Service between
April 1995 and March 1998:

- Member, Rehabilitation Advisory Committee



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 1995 年 4 月至 1998 年 3 月間參與社會服務之主要事項：

- 新婦女協進會副主席
- 新婦女協進會平等機會監察小組召集人
- 荃灣區議會社會服務及社區宣傳委員會委員
- 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
- 香港電台電視節目顧問團團員
- 紅十字會（青年及福利事務部）最佳服務主題計劃評審委員會委員

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 1995 and March 1998:

- Vice-Chairperson, Association for the Advancement of Feminism
- Convenor, Working Group on Equal Opportunity Watch, Association for the Advancement of Feminism
- Member, Committee on Social Service and Community Information, Tsuen Wan District Board
- 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
- Member, RTHK TV Programmes Advisory Panel
- Member, Best Service Theme Competition Vetting Panel, Youth & Welfare Department, Red Cross



委員
郭鍵勳先生

教育程度：諾定威大學博士
中文大學社工碩士
香港大學社會科學學士

職業：社工教育

於 1995 年 4 月至 1998 年 3 月間參與社會服務之主要事項：

- 康復諮詢委員會委員
- 香港復康聯會管委會委員
- 香港復康會董事局成員
- 香港復康會復康巴士委員會主席
- 復康發展諮詢委員會公眾教育小組委員會主席
- 醫院管理局公眾投訴委員會成員
- 九龍醫院管治委員會成員
- 戴麟祉夫人復康院管治委員會成員

Member

Mr. KWOK Kin-fun, Joseph

Education: • Doctor of Philosophy, University of Nottingham
• Master of Social Work, The Chinese University of Hong Kong
• B. Soc. Sc., University of Hong Kong

Principal Occupation: Social Work Education

Particulars of Major Community Service between
April 1995 and March 1998:

- Member, Rehabilitation Advisory Committee
- Member, Management Committee of the Joint Council for the Physically & Mentally Disabled
- Board Member, Hong Kong Society for Rehabilitation
- Chairman, Rehabus Sub-committee of Hong Kong Society for Rehabilitation
- Chairman, Public Education Sub-committee of RAC
- Member, Public Complaints Committee of Hospital Authority
- Member, Hospital Governing Committee, Kowloon Hospital
- Member, Hospital Governing Committee, Margaret Trench Medical Rehabilitation Centre



■ 委員

林貝聿嘉女士, S.B.S., 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：區議會主席

校監

於 1995 年 4 月至 1998 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, S.B.S., 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: District Board Chairman
 School Supervisor

Particulars of Major Community Service between April 1995 and March 1998:

- 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：香港會計師公會資深會員

澳洲會計師公會資深會員

英國特許執業秘書及行政學會資深會員

職業：專業會計師

於 1995 年 4 月至 1998 年 3 月間參與社會服務之主要事項：

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

Member

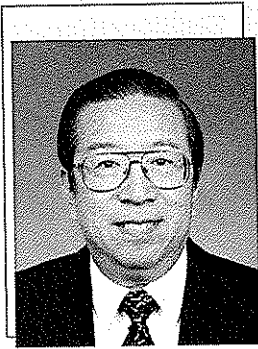
Mr. LEE Man-ban, M.B.E., J.P., FHKSA, FCPA, FCIS, CPA

Education: • Fellow Member of Hong Kong Society of Accountants
 • Fellow Member of the Australian Society of Certified Practising Accountants
 • Fellow Member of the Institute of Chartered Secretaries and Administrators

Principal Occupation: Certified Public Accountant

Particulars of Major Community Service between April 1995 and March 1998:

- Chairman, Council of the Queen Elizabeth Foundation for the Mentally Handicapped
- Chairman, The Hong Kong Society for Rehabilitation
- Member, Town Planning Appeal Board Panel
- Member, Mental Health Review Tribunal
- Member, The Consumer Legal Action Fund of the Consumer Council
- Member, Hospital Governing Committee of Maclehos Medical Rehabilitation Centre



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
合資格會計師

職業: 律師行顧問

於 1995 年 4 月至 1998 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 1995 and March 1998:

- Hong Kong Affairs Adviser
- Executive Committee Chairman, The Community Chest of Hong Kong
- Member, the First Executive Council of The Hong Kong Special Administration Region
- Member, The Governor's 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
利茲大學名譽理學士
紡織學會會員
製衣業及鞋類會員

職業: 公司董事總經理

於 1995 年 4 月至 1998 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 1995 and March 1998:

- 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
李鳳英女士, M.B.E.

教育程度：大專

職業：社團行政

於1995年4月至1998年3月間參與社會服務之主要事項：

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

Member

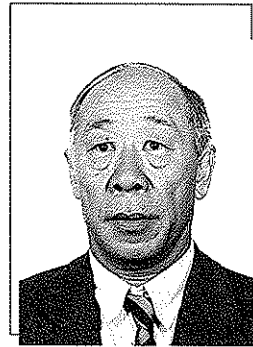
Ms. Li Fung-ying, M.B.E.

Education: • Post-Secondary

Principal Occupation: Community Organization Administrator

Particulars of Major Community Service between
April 1995 and March 1998:

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



■ 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1995年4月至1998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 1995 and March 1998:

- 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：香港大學社會科學榮譽學士

職業：公司董事

於 1995 年 4 月至 1998 年 3 月間參與社會服務之主要事項：

- 投訴警方獨立監察委員會委員
- 香港吸煙及健康委員會委員
- 公民教育委員會委員
- 社會福利諮詢委員會委員
- 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
- 香港各界婦女聯合協進會理事
- 香港前高級公務員協會創會會員

Member

Ms. SHUM Mun-ling, Elle

Education: • Bachelor of Social Sciences, University of Hong Kong

Principal Occupation: Company Director

Particulars of Major Community Service between April 1995 and March 1998:

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



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/合夥人

於 1995 年 4 月至 1998 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
- 廉政專員公署審查貪污舉報諮詢委員會主席
- 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/Partner

Particulars of Major Community Service between April 1995 and March 1998:

- Member, Legislative Council
- Chairman, Consumer Council
- Chairman, Management Committee of the Consumer Legal Action Fund
- Director, The Hong Kong Mortgage Corporation Ltd.
- Chairman, 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
鄔維庸醫生, 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1995年4月至1998年3月間參與社會服務之主要事項:

- 基本法委員會委員
- 第九屆全國人大代表
- 康復諮詢委員會主席
- 新生精神康復會主席
- 安老事務委員會委員
- 醫院管理局成員
- 瑪嘉烈醫院醫院管治委員會主席

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 1995 and March 1998:

- Member, Basic Law Committee
- Deputee, the 9th National People's Congress
- Chairman, Rehabilitation Advisory Committee
- Chairman, New Life Psychiatric Rehabilitation Association
- Member, Elderly Commission
- Member, Board of Hospital Authority
- Chairman, Hospital Governing Committee of Princess Margaret Hospital



■ 委員
楊港興先生, J.P.

教育程度: 文憑

職業: 人事總經理

於1995年4月至1998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 1995 and March 1998:

- Chairman, Advisory Committee on Marketing Consultancy Office (Rehabilitation)
- Chairman, Employment Service, Hong Kong Council of Social Service
- Fellow Member, 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(截至 98 年 3 月 31 日)

Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3.98)

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-kwong, Charles
(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-yee, Angela
(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
(召集人 Convenor) | 7. 楊港興先生 Mr. YEUNG Kong-hing, Peter |
| 2. 蔣月蘭女士 Ms CHEUNG Yuet-lan | 8. 陳彩英女士 Ms CHAN Choi-ying, Virginia
(增選委員 Co-opted Member) |
| 3. 洪雪蓮女士 Ms HUNG Suet-lin | 9. 李靜雲女士 Ms LEE Ching-wan, Betty
(增選委員 Co-opted Member) |
| 4. 郭鍵勳博士 Dr Kwok Kin-fun, Joseph | 10. 王秀容女士 Ms WONG Sau-yung, Linda
(增選委員 Co-opted Member) |
| 5. 梁君彥先生 Mr. LEUNG Kwan-yuen, Andrew | 11. 何蔡慧兒女士 Mrs. HO CHOI Wai-ye, Angela
(行政總裁 Chief Executive) |
| 6. 李鳳英女士 Ms LI Fung-ying | |

職責範圍

1. 就《性別歧視條例》、《殘疾歧視條例》及《家庭崗位歧視條例》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, DDO and FSDO
2. To formulate the EOC strategic plan for liaison with government bodies and non-government organisations 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 organisations 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

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
(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
(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
(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-yee, Angela
(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

成員 Membership

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

職權範圍

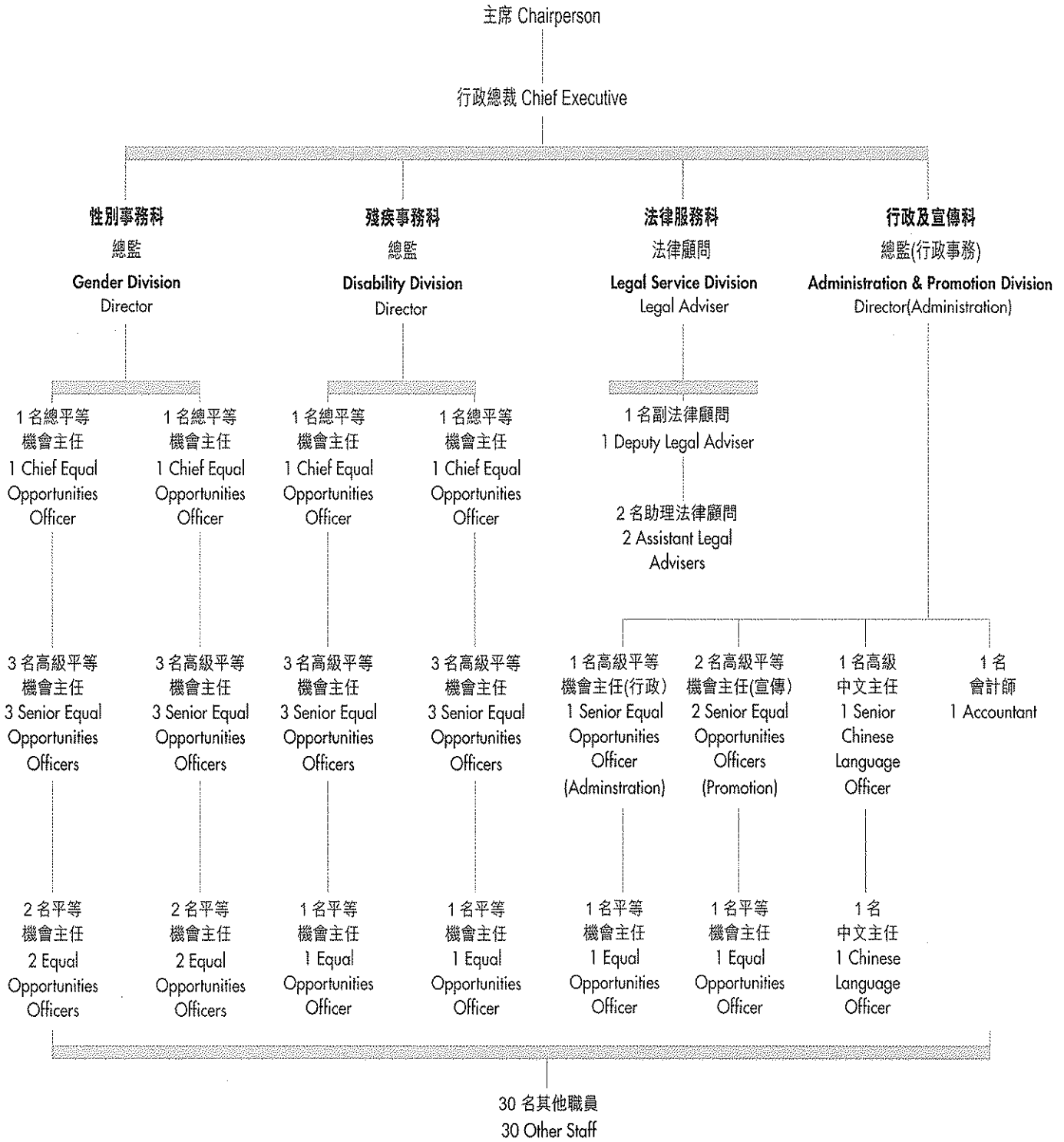
1. 對須由平等機會委員會根據《性別歧視條例》第 88 條、《殘疾歧視條例》第 85 條及《家庭崗位歧視條例》第 66 條訂立的規則作出建議。
2. 審閱有關調解員給予根據《性別歧視條例》第 84 條、《殘疾歧視條例》第 80 條及《家庭崗位歧視條例》第 62 條而向平等機會委員會提出書面申訴的人以調解方式提供協助的報告，並知會平等機會委員會。
3. 審閱有關根據《性別歧視條例》第 84(4)條、《殘疾歧視條例》第 80(4)條及《家庭崗位歧視條例》第 62(4)條由主席作出對某項申訴不進行調查或終止調查的決定的報告，並知會平等機會委員會。
4. 審閱調解員有關根據《性別歧視條例》第 84 條、《殘疾歧視條例》第 80 條及《家庭崗位歧視條例》第 62 條提出的，但不能經調解達致和解的申訴個案的報告。
5. 考慮根據《性別歧視條例》第 85 條、《殘疾歧視條例》第 81 條及《家庭崗位歧視條例》第 63 條要求調解以外的協助的申請；並在認為適合時，給予該等協助。
6. 建議平等機會委員會有關進行正式調查的調查範圍。
7. 就正式調查提供初步調查結果，並擬備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《性別歧視條例》第 81 條所指的持續的歧視或性騷擾、《殘疾歧視條例》第 77 條所指的持續的歧視、騷擾或中傷及《家庭崗位歧視條例》第 59 條所指的持續的歧視採取何種行動。
11. 分別根據《性別歧視條例》第 82 條、《殘疾歧視條例》第 78 條及《家庭崗位歧視條例》第 60 條，決定對違反《性別歧視條例》第 43、44 或 45 條、《殘疾歧視條例》第 42、43、44 或 45 條及《家庭崗位歧視條例》第 31、32 及 33 條的作為提出何種法律程序。
12. 分別根據《性別歧視條例》第 66 條、《殘疾歧視條例》第 63 條及《家庭崗位歧視條例》第 45 條，檢討《性別歧視條例》附表 3 和附表 5、《殘疾歧視條例》附表 2、3 和 5 及《家庭崗位歧視條例》附表 2。
13. 分別根據《性別歧視條例》第 64(1)(e)條、《殘疾歧視條例》第 62(1)(e)條及《家庭崗位歧視條例》第 44(1)(d)條，檢討《性別歧視條例》、《殘疾歧視條例》及《家庭崗位歧視條例》的施行情況；有需要時，向平等機會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, section 85 of DDO and section 66 of FSDO.
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, section 80 of DDO and section 62 of the FSDO 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, section 80(4) of DDO and section 62(4) of the FSDO, 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, section 80 of DDO and section 62 of the FSDO relates.
5. To consider applications made under section 85 of SDO, section 81 of DDO and section 63 of the FSDO 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, in respect of persistent discrimination, harassment or vilification under section 77 of DDO and in respect of persistent discrimination under section 59 of FSDO.
11. To decide on the proceedings to be brought in respect of a contravention of sections 43, 44 or 45 of SDO, sections 42, 43, 44 or 45 of DDO and sections 31, 32 and 33 of FSDO, pursuant to section 82 of SDO, section 78 of DDO and section 60 of FSDO respectively.
12. To keep under review Schedules 3 and 5 of SDO, Schedules 2, 3 and 5 of DDO and Schedule 2 of FSDO, in accordance with section 66 of SDO, section 63 of DDO and section 45 of FSDO respectively.
13. To keep under review the working of SDO, DDO and FSDO and when necessary, recommend to the EOC proposals for amending the Ordinances in accordance with section 64(1)(e) of SDO, section 62(1)(e) of DDO and section 44(1)(d) of FSDO.

平等機會委員會辦事處人事架構 31.3.98

Equal Opportunities Commission Staffing Structure as at 31.3.98



平等機會委員會辦事處管理小組

Management Team of the Equal Opportunities Commission Office

主席 Chairperson

張妙清博士 Dr. CHEUNG Mui-ching, Fanny, OBE, JP

行政總裁 Chief Executive

何蔡慧兒 HO CHOI Wai-ye, Angela

總監(殘疾事務科) Director(Disability)

唐建生 TONG Kin-sang, Frederick

署理總監(性別事務科) Acting Director(Gender)

李紹葵 LEE Siu-kwai, Joseph

法律顧問 Legal Adviser

彭佩蘭 Alexandra PAPADOPOULOS

總監(行政事務) Director(Administration)

陳奕民 CHAN Yick-man, Michael

教育資源一覽表

EOC Resource List

平等機會委員會出版物目錄

List of EOC publications

項目 ITEM	單價 UNIT PRICE 港幣 HK\$
1. 香港性別平等機會基線調查報告 A Baseline Survey of Equal Opportunities on the Basis of Gender in Hong Kong 1996-97	90
2. 防止及處理性騷擾教材資料套 (備有中英文版) Training Module on Preventing and Dealing with Sexual Harassment (Both Chinese and English versions are available) 教材資料套內容 / Contents of the Training Module <ul style="list-style-type: none"> • 錄影帶 video tape • 培訓手冊 training manual • 小冊子 booklet • 單張 pamphlet • 性騷擾參考資料 references on sexual harassment 	每套 600 600 per set
3. 兩性平等就業機會教材資料套 (中文版) Training Module on Equal Opportunities for Women & Men at the Workplace (Chinese version only) 教材資料套內容 / Contents of the Training Module <ul style="list-style-type: none"> • 錄影帶 video tape • 資料夾 information booklet • 漫畫冊 cartoon book • 活動教材手冊兩本 2 activities manuals 	每套 500 500 per set

如同時訂購第 2 及 3 項刊物，可獲優惠，只需港幣 1000 元。上述各刊物於委員會辦事處和各大書店發售
A concessionary price of HK\$1,000 will be offered for the purchase of items #2 and #3 together.

平等機會委員會出版物 (免費索取)

List of EOC publications (free of charge)

1. 平等機會委員會通訊 (季刊)
EOC News (quarterly newsletter)

2. 良好管理常規系列
Good Management Practice Series
 - 劃一甄選準則的應用 The use of Consistent Selection Criteria
 - 工作場所的性騷擾 Sexual Harassment at Work
 - 性別作為真正的職業資格 Sex as a Genuine Occupational Qualification
 - 「沒有殘疾」作為真正的職業資格 Absence of Disability as Genuine Occupational Qualification
 - 合理的遷就和合情理的困難 Reasonable Accommodation and Unjustifiable Hardship
 - 申請表格的設計指引 Guidelines for Application Forms Design
 - 聘請前及聘請後的程序 Pre-hiring and Post-hiring Procedures
 - 招聘廣告 Recruitment Advertisement
 - 面試程序 Interview Procedure
 - 服裝及儀容守則 Dress and Appearance Codes
 - 聘請前的身體檢查 Pre-employment Medical Examinations

3. 性別歧視條例僱傭實務守則
Code of Practice on Employment under the Sex Discrimination Ordinance

4. 殘疾歧視條例僱傭實務守則
Code of Practice on Employment under the Disability Discrimination Ordinance

5. 家庭崗位歧視條例僱傭實務守則
Code of Practice on Employment under the Family Status Discrimination Ordinance

6. 平等機會委員會「抱負及使命」單張
EOC Mission and Vision pamphlet

7. 「認識歧視條例，共創公平社會」單張
Stand Up for Equal Opportunity pamphlet

8. 平等機會委員會 1998 服務承諾
EOC Performance Pledge 1998

9. 的士服務指引
Guideline for Taxi Services

10. 《殘疾歧視條例》系列 The Disability Discrimination Ordinance series
 - 《殘疾歧視條例》與我 The DDO & I
 - 《殘疾歧視條例》與愛滋病毒感染 / 愛滋病患者 The DDO and People with HIV/AIDS
 - 《殘疾歧視條例》與肢體傷殘者 The DDO and People with a Physical Disability
 - 《殘疾歧視條例》與長病者 The DDO and People with a Chronic Illness
 - 《殘疾歧視條例》與視障人士 The DDO and People with a Visual Impairment
 - 《殘疾歧視條例》與聽覺受損者 The DDO and People with a Hearing Impairment
 - 《殘疾歧視條例》與精神病患者 / 康復者 The DDO and People with a Mental Illness/Ex-mental Illness
 - 《殘疾歧視條例》與弱智人士 The DDO and Mentally Handicapped Persons

歡迎免費索取以上刊物，查詢請致電 2511 8211

Free copies of these publications are available. Please call 2511 8211.

按法例提供的協助

Assistance Granted Under the Legislation

按性別歧視條例第八十五條、殘疾歧視條例第八十一條以及家庭崗位歧視條例第六十三條，當有人以書面向平等機會委員會申請調查及後調解又不成功時，委員會有權提供多項其他協助。在1997年，委員會收到六項協助申請，其中三項獲得批准。協助形式包括由委員會的律師以至安排大律師在法律程序中代表申請人。有關申請協助以及批准個案的統計數字如下：

The Equal Opportunities Commission has powers under section 85 of the Sex Discrimination Ordinance, section 81 of the Disability Discrimination Ordinance and section 63 of the Family Status Discrimination Ordinance to grant various forms of assistance to applicants who have lodged complaints in writing with the Commission for the purpose of investigation and conciliation, where conciliation has not been successful. During 1997, the Commission received six applications for assistance and granted assistance in three of them. The assistance has varied from full legal representation in legal proceedings by the Commission's lawyers, to representation by barristers. The statistics of assistance sought and granted are below:

個案類別 Type of Case	提供協助 Assistance Granted	沒有提供協助 Assistance Not Granted	採取法律行動 Legal Proceedings Commenced
殘疾歧視及騷擾 Disability Discrimination & Harassment	✓	-	* E.O. No. 1 of 1997
性別歧視 Sex Discrimination	-	✓	-
性別及懷孕歧視 Sex & Pregnancy Discrimination	✓	-	-
性騷擾 Sexual Harassment	✓	-	-
性別歧視 Sex Discrimination	-	✓	-
殘疾歧視 Disability Discrimination	-	✓	-

* 平等機會委員會代表申請人(E.O. No.1, 1997)在97年8月5日向區域法院提出訴訟，答辯人，指控答辯人，一名的士司機，基於訴訟人的殘疾，向訴訟人，輪椅使用者，作出歧視及騷擾。

* A writ of summons was filed in respect of case E.O. No.1 of 1997 in the District Court on 5 August 1997 on behalf of the applicant, against the defendant, alleging discrimination and harassment by the defendant, a taxi driver, against the applicant, a wheelchair user, on the grounds of her disability.

平等機會委員會採取的法律行動

Legal Action Commenced by EOC

按性別歧視條例第四十三條、殘疾歧視條例第四十三條及家庭崗位歧視條例第三十一條，發布歧視性廣告屬違法行為，發表此等廣告的人以及安排廣告發表的人同樣可能要負上法律責任。根據三條反歧視法例，平機會有權向有關的出版商及廣告商採取法律行動。在九七至九八年，平等機會委員會向五家報章出版商及一家廣告商採取法律行動，有關統計數字如下：

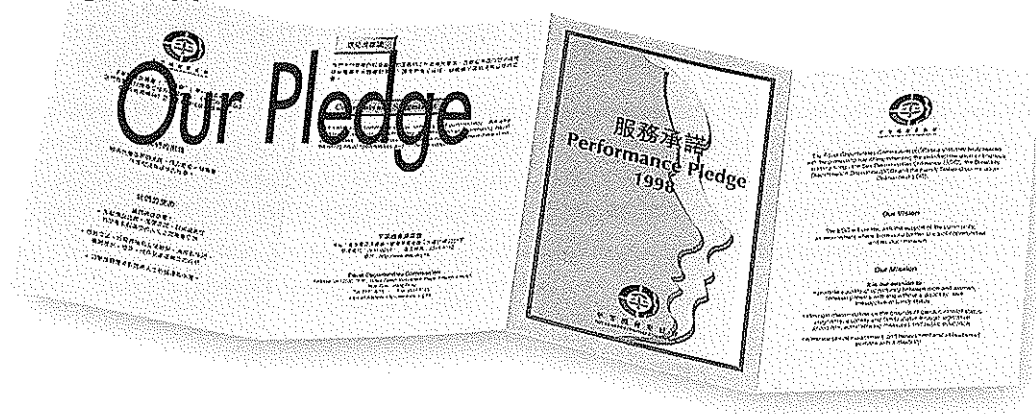
Pursuant to sections 43 of the Sex Discrimination Ordinance and the Disability Discrimination Ordinance, and section 31 of the Family Status Discrimination Ordinance, it is unlawful to publish discriminatory advertisements. Publishers of such advertisements, and persons who cause them to be published, may be equally liable. The Equal Opportunities Commission has powers under each of the Ordinances to bring legal proceedings against publishers and advertisers alike. In 1997-98, the Commission instituted legal proceedings against five newspaper publishers and one advertiser. Details of legal action taken are below.

廣告 Advertisement	傳票發出日期 Date of Writ	裁決日期 Date of Decision	裁決 Decision
採訪 Ball 場靚女記者多名 Several pretty female reporters to report on balls and parties	1.9.1997	31.3.1998	* 法庭裁定有關廣告沒有違法，理由是廣告語意可有另一種理解 * The advertisement was found not to be discriminatory because the court found it was capable of an alternative interpretation.
晚間兼職 / 男調酒員數名 Several male bartenders	22.9.1997	8.5.1998	罰款一千元 Penalty of \$1,000 imposed.
男送信員 / 清潔員 A hardworking male messenger/cleaner to work in a busy school	22.9.1997	21.1.1998	罰款一千元 Penalty of \$1,000 imposed.
女接待文員 Female reception clerk	22.9.1997	21.1.1998	罰款一千元 Penalty of \$1,000 imposed.
女性國畫及書法導師 Female Chinese painting and calligraphy instructor	22.9.1997	24.2.1998	罰款一千元 Penalty of \$1,000 imposed.
初級女打字員 Accountant firm recruits junior female typist	7.11.1997	3.3.1998	罰款一千元 Penalty of \$1,000 imposed.
初級會計女文員 Elementary accounting female clerk	22.12.1997	3.3.1998	罰款二千元 Penalty of \$2,000 imposed.
航運公司急聘女文員 Shipping company urgently requires female clerk	22.12.1997	3.3.1998	罰款二千元 Penalty of \$2,000 imposed.
女文員 Female clerk	22.12.1997	3.3.1998	罰款二千元 Penalty of \$2,000 imposed.
清潔女工多名 Several female cleaners	22.12.1997	8.5.1998	罰款二千元 Penalty of \$2,000 imposed.
男性營業主任 Male sales executive	22.12.1997	8.5.1998	罰款二千元 Penalty of \$2,000 imposed.
女性助理會計 Female assistant accountant	22.12.1997	8.5.1998	有關出版商罰款二千元 廣告代理罰款一千元 Penalty of \$2,000 imposed on publisher, \$1,000 imposed on advertising agency

* 平等機會委員會正就裁決提出上訴。

* This decision is to be appealed by the Equal Opportunities Commission

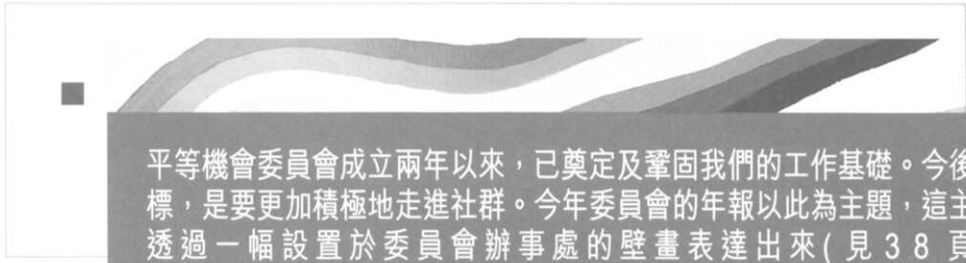
我們的承諾



1998年我們的服務標準及指標如下：

The service standard and the performance target we aim to achieve in 1998 are as follows :-

	服務標準	服務指標 (達到服務標準的百分比)		Service Standard	Performance Target (% meeting standard)
查詢 在辦公時間內回覆電話查詢	即時回覆	95%	Enquiry Answer telephone enquiries during office hours	immediately	95%
接見到辦事處查詢的人士	30分鐘內	95%	Interview a walk-in enquirer at EOC office	within 30 minutes	95%
回覆簡單的書面查詢	5個工作天內	95%	Reply to written enquiries on simple issues	within 5 working days	95%
回覆複雜的書面查詢	14個工作天內	95%	Reply to written enquiries on complex issues	within 14 working days	95%
投訴 對書面投訴開始採取行動	3個工作天內	100%	Complaint Initiate action on a written complaint	within 3 working days	100%
經預約安排，接見有意提出投訴的人士	5個工作天內	95%	Interview a prospective complainant asking for an appointment	within 5 working days	95%
完成處理投訴個案	6個月內	75%	Conclude a complaint case	within 6 months	75%
法律協助 對申請法律協助的人士作出回覆	8個星期內	75%	Legal Assistance Inform an applicant of the outcome of application for legal assistance	within 8 weeks	75%
公眾教育及宣傳 安排有關平等機會課題及法例的講座	2個月內	95%	Public Education and Promotion Meet requests for talks on equal opportunity issues and legislation	within 2 months	95%
處理市民以郵寄或傳真索取委員會刊物	5個工作天內	95%	Meet requests by mail or fax for EOC publications	within 5 working days	95%



平等機會委員會成立兩年以來，已奠定及鞏固我們的工作基礎。今後的目標，是要更加積極地走進社群。今年委員會的年報以此為主題，這主題亦透過一幅設置於委員會辦事處的壁畫表達出來（見38頁）。這幅名為「大同世界」的壁畫於1997年5月20日委員會一周年誌慶時揭幕。主題是平等齊參與，傷健創繽紛。賦予這壁畫特殊意義的，是甘迺迪中心的一群朋友。來自這間特殊學校的年輕畫家創作了這幅壁畫，不但流露他們的感情，同時亦顯示了他們熱切冀盼人人皆生活於平等友愛及色彩繽紛的世界中。

With the establishment and consolidation of the Equal Opportunities Commission in the past two years, our goal is now to take a more active role in reaching out to the community in the work that we do. Our Annual Report this year builds on this theme, finding visual expression through the mural "Equal Opportunities through the Colourful World of Art - Equal Opportunities for All!" that decorates the Commission's office (see page 38).

The mural, launched on our first Anniversary, 20 May 1997, is all the more special as it expresses the feelings and underlines the hopes of the artists - the children and friends of the John F. Kennedy Centre, a special school for children with a disability, for an equal and colourful world for us all!