

附 錄

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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

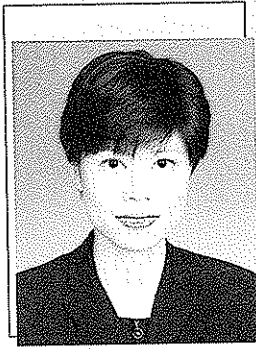
Dr. FUNG Hon-yuen, Stevenson, D.Sc.

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

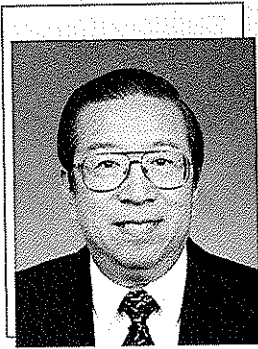
Mr. LEE Man-ban, M.B.E., J.P., FHKSA, FCPA, FCIS, CPA

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
- 香港羊化纖維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

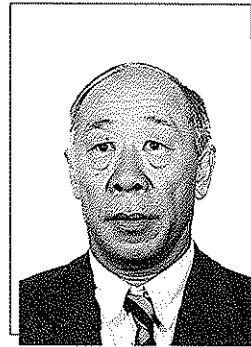
Ms. Li Fung-ying, M.B.E.

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

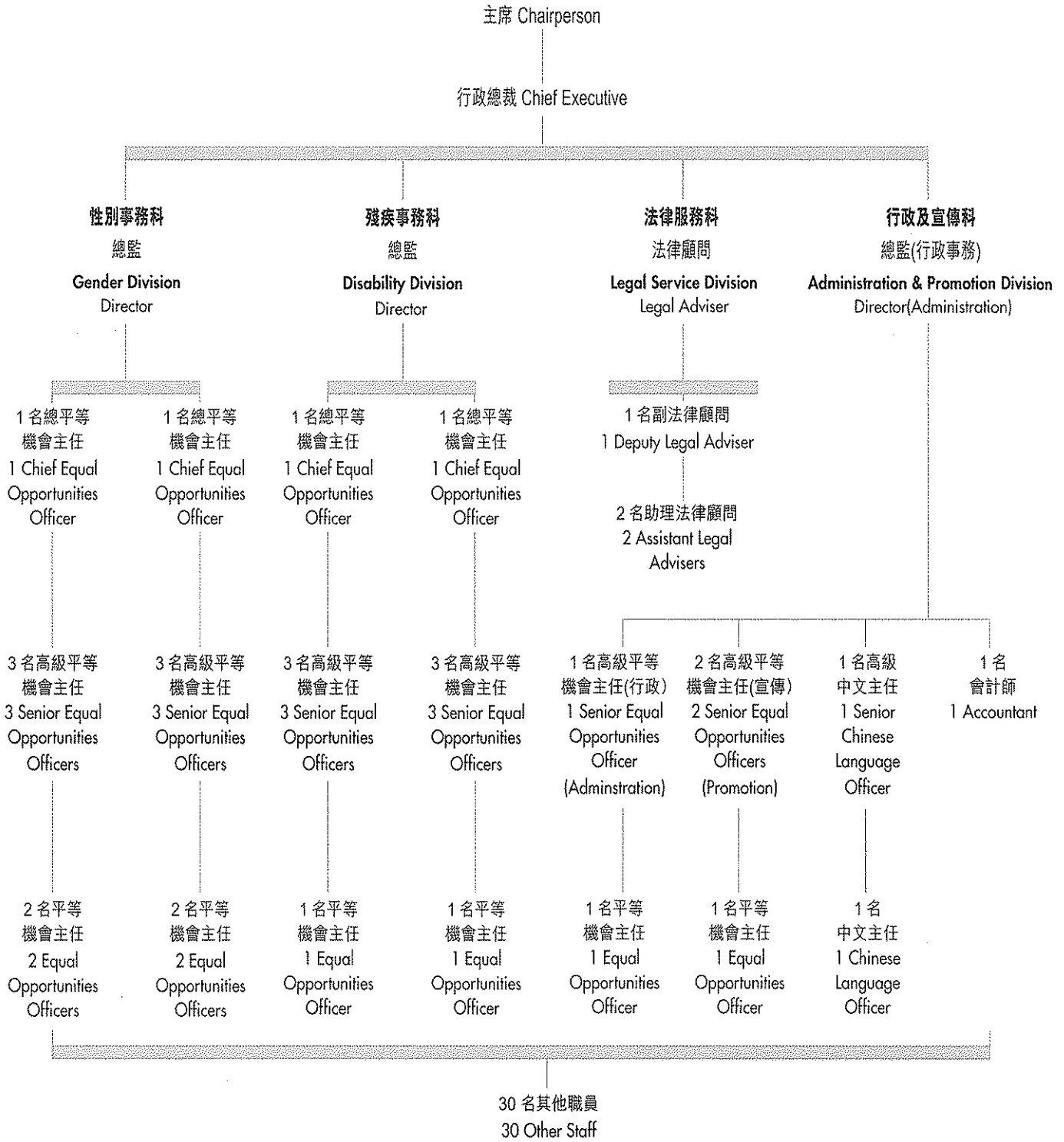
1. 對須由平等機會委員會根據《性別歧視條例》第 88 條、《殘疾歧視條例》第 85 條及《家庭崗位歧視條例》第 66 條訂立的規則作出建議。
2. 審閱有關調解員給予根據《性別歧視條例》第 84 條、《殘疾歧視條例》第 80 條及《家庭崗位歧視條例》第 62 條而向平等機會委員會提出書面申訴的人以調解方式提供協助的報告，並知會平等機會委員會。
3. 審閱有關根據《性別歧視條例》第 84(4)條、《殘疾歧視條例》第 80(4)條及《家庭崗位歧視條例》第 62(4)條由主席作出對某項申訴不進行調查或終止調查的決定的報告，並知會平等機會委員會。
4. 審閱調解員有關根據《性別歧視條例》第 84 條、《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 • 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 • 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