

■ 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.

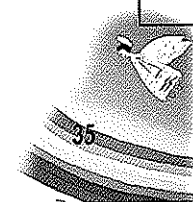
In the family, the results showed that men seem to adhere more closely to traditional roles in the family than women. Among married respondents, traditional gender-based division of household labour is evident, with husbands seldom sharing household responsibilities with their wives.

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.

