

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

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律行動

Legal Action Commenced By the Equal Opportunities Commission



平等機會委員會委員 (1998/99) Members of the Equal Opportunities Commission (1998/99)

後排左起：

楊港興先生；梁君彥先生；李業廣先生；鄺維庸醫生；
李文彬先生；馮漢源博士；郭鍵勳博士；孫大倫博士

前排左起：

余秀珠女士；朱佩瑩女士；胡紅玉女士；張妙清博士；
林貝聿嘉女士；岑敏玲女士；洪雪蓮女士；李鳳英女士
(白仲安先生缺席)

Back row from left

YEUNG Kong-hing, Peter; LEUNG Kwan-yuen, Andrew;
LEE Yeh-kwong, Charles; WU Wai-yung, Raymond;
LEE Man-ban; FUNG Hon-yuen, Stevenson
KWOK Kin-fun, Joseph; SUN Tai-lun, Dennis

Front row from left

YU Sau-chu, Jessie; CHU Pui-ying, Bebe;
WU Hung-yuk, Anna; CHEUNG Mui-ching, Fanny;
LAM PEI Yu-dja, Peggy; SHUM Mun-ling, Elle;
HUNG Suet-lin; LI Fung-ying

(Mr. John Robertson BUDGE is absent.)

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

白仲安先生
Mr. John Robertson BUDGE, M.B.E., J.P.

朱佩瑩女士
Ms. CHU Pui-ying, Bebe, J.P.

馮漢源博士
Dr. Stevenson FUNG, D.Sc.

洪雪蓮女士
Ms. HUNG Suet-lin

郭鍵勳博士
Dr. KWOK Kin-fun, Joseph, J.P.

林貝聿嘉女士
Mrs. LAM PEI Yu-dja, Peggy, S.B.S., 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-kwong, 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.

岑敏玲女士
Ms. SHUM Mun-ling, Elle

孫大倫博士
Dr. SUN Tai-lun, Dennis

胡紅玉女士
Ms. WU Hung-yuk, Anna, J.P.

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

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

余秀珠女士
Ms. YU Sau-chu, Jessie



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 1996 年 4 月至 1999 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

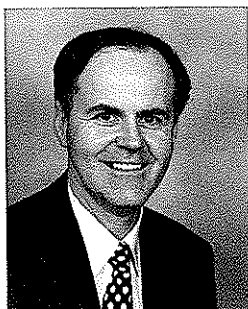
Dr. CHEUNG Mui-ching, Fanny, O.B.E., J.P.

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 1996 and March 1999:

- 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

白仲安先生, M.B.E., J.P.

教育程度：• 律師資格

- 香港仲裁司學會資深會員
- 香港國際仲裁中心專業調解員

職業：律師及公証人律師

於 1996 年 4 月至 1999 年 3 月間參與社會服務之主要事項：

- 匡智會主席
- 聖雅各福群會秘書
- 康復諮詢委員會委員
- 伊利莎伯女皇弱智基金會主席
- 監護委員會委員

Member

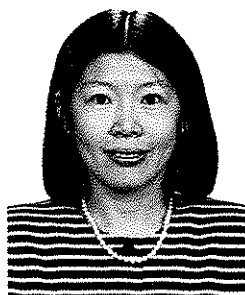
Mr. John Robertson BUDGE, M.B.E., J.P.

Education: • Solicitors' Qualifying Examinations
• Fellow of the Chartered Institute of Arbitrators
• Hong Kong International Arbitration Centre
Accredited Mediator

Principal Occupation: Solicitor & Notary Public

Particulars of Major Community Service between
April 1996 and March 1999:

- Chairman, Hong Chi Association
- Secretary, St. James' Settlement
- Member, Rehabilitation Advisory Committee
- Chairman, the Queen Elizabeth Foundation for the
Mentally Handicapped
- Member, Guardianship Board



委員

朱佩瑩女士, J.P.

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 1996 年 4 月至 1999 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
- 尚存配偶及子女撫恤金計劃管理委員會成員
- 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

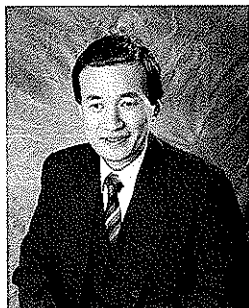
Ms. CHU Pui-ying, Bebe, J.P.

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 1996 and March 1999:

- Member, Public Service Commission of Hong Kong
- Member, Board of Directors of the Surviving Spouses' and
Children's Pensions Scheme of the Government of Hong Kong
- 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
- 電機暨電子工程師學會會員

職業：大學副教授

於1996年4月至1999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.
• M.IEEE

Principal Occupation: University Associate Professor

Particulars of Major Community Service between
April 1996 and March 1999:

- 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1996年4月至1999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
- 香港社會服務聯會社會發展專家小組成員

Member

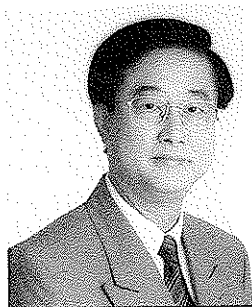
Ms. HUNG Suet-lin

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 1996 and March 1999:

- 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, Expert Group on Social Development,
Hong Kong Council of Social Service



委員

郭鍵勳博士, J.P.

教育程度：• 諾定咸大學哲學博士
• 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 1996 年 4 月至 1999 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
- 戴麟趾夫人復康院管治委員會成員

Member

Dr. KWOK Kin-fun, Joseph, J.P.

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

Principal Occupation: Social Work Education

Particulars of Major Community Service between April 1996 and March 1999:

- 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 1996 年 4 月至 1999 年 3 月間參與社會服務之主要事項：

- 全國政治協商委員
- 香港各界婦女聯合協進會創會主席
- 灣仔區議會主席
- 醫院管理局港島區諮詢委員會委員
- 安老事務委員會委員
- 城市規劃上訴委員會委員
- 香港友好協進會副主席

Member

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

Education: • Bachelor of Arts, University of Shanghai
• Diploma of Mass Communication of Family Planning, University of Chicago, USA
• Certificate of Administration of Public Health, University of Michigan, USA
• Fellow of Family Planning, American University, U.S.A.

Principal Occupation: District Board Chairman
School Supervisor

Particulars of Major Community Service between April 1996 and March 1999:

- Member, Chinese People's Political Consultative Conference
- Founding Chairman, Hong Kong Federation of Women
- Chairman, Wanchai District Board
- Board Member, Regional Advisory Committee of Hong Kong Hospital Authority
- Board Member, Elderly Commission
- Board Member, Town Planning Appeal Board
- Vice-Chairman, Friends of Hong Kong Association Ltd.



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 1996 年 4 月至 1999 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

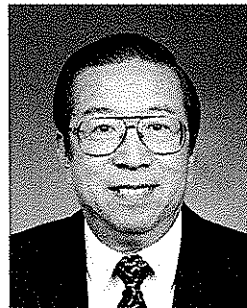
Mr. LEE Man-ban, M.B.E., J.P., FHKSA, FCPA, FCIS, CPA

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 1996 and March 1999:

- 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
• 英國及香港兩地執業律師
• 合格會計師

職業：律師行顧問

於 1996 年 4 月至 1999 年 3 月間參與社會服務之主要事項：

- 香港特別行政區推選委員會委員
- 香港特別行政區政府行政會議成員
- 香港理工大學顧問委員會委員
- 香港科技大學董事
- 香港公開大學董事會主席
- 香港強制性公積金計劃董事會主席
- 香港公益金執行委員會主席

Member

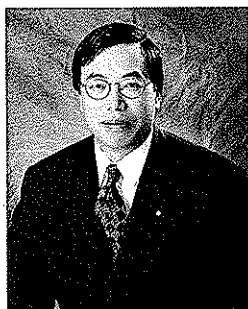
Mr. LEE Yeh-kwong, Charles, O.B.E., J.P.

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 1996 and March 1999:

- Member, The Selection Committee of The Hong Kong Special Administrative Region
- Member, The Executive Council of the Hong Kong Special Administrative Region
- Member, The Court of the Hong Kong Polytechnic University
- Member, The Council of the Hong Kong University of Science and Technology
- Chairman, The Council of the Open University of Hong Kong
- Chairman, The Mandatory Provident Fund Schemes Authority
- Executive Committee Chairman, The Community Chest of Hong Kong



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
- 紡織學會院士
- 製衣業及鞋類院士

職業：公司董事總經理

於 1996 年 4 月至 1999 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
- 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
• Fellow, The Textile Institute
• Fellow, Clothing & Footwear Institute

Principal Occupation: Company Managing Director

Particulars of Major Community Service between April 1996 and March 1999:

- 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, 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 1996 年 4 月至 1999 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
- 就業專責小組組員
- 職業訓練局委員
- 港九勞工社團聯會秘書長
- 港九電子工業職工總會副理事長

Member

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

Education: • Post-Secondary

Principal Occupation: Community Organization Administrator

Particulars of Major Community Service between April 1996 and March 1999:

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



委員

岑敏玲女士

教育程度：大學

職業：公司董事

於 1996 年 4 月至 1999 年 3 月間參與社會服務之主要事項：

- 香港前高級公務員協會創會會員
- 香港各界婦女聯合協進會理事
- 香港婦女工商及專業人員聯會副會長
- 香港中華總商會選任會董
- 香港社會福利諮詢委員會委員

Member

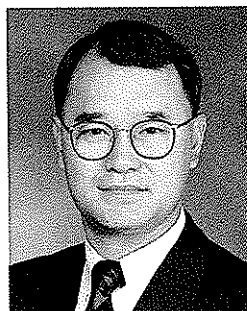
Ms. SHUM Mun-ling, Elle

Education: • University

Principal Occupation: Company Director

Particulars of Major Community Service between
April 1996 and March 1999:

- Founding Member, Hong Kong Former Senior Civil Servants Association Limited
- General Committee Member, Hong Kong Federation of Women
- Vice-President, Hong Kong Women Professional and Entrepreneurs Association
- Elected Member, Hong Kong Chinese General Chamber of Commerce
- Member, Hong Kong Social Welfare Advisory Committee



委員

孫太倫博士

教育程度：• 美國奧克拉荷馬州大學藥劑學理學士

- 美國 Southern California University for Professional Studies 商業管理博士

職業：中港照相器材集團有限公司主席兼董事總經理

於 1996 年 4 月至 1999 年 3 月間參與社會服務之主要事項：

- 香港公益金執行委員會主席
- 香港公益金籌募委員會主席
- 香港明天更好基金信託人
- 香港管理專業協會香港理工大學合辦「企業管理文憑課程」諮詢委員會主席
- 香港攝影業商會永遠名譽會長兼主席
- 香港攝影學會永遠名譽顧問
- 香港管理專業協會執行委員會委員
- 香港藝術中心財務委員會主席

Member

Dr. SUN Tai-lun, Dennis

Education: • B.Sc, Pharmacy, University of Oklahoma, USA
• PhD in Business Administration, Southern California University for Professional Studies, USA

Principal Occupation: Chairman and Managing Director,
China-Hong Kong Photo Products Holdings Ltd.

Particulars of Major Community Service between
April 1996 and March 1999:

- Chairman, Executive Committee of the Community Chest of Hong Kong
- Chairman, Campaign Committee of the Community Chest of Hong Kong
- Trustee, The Better Hong Kong Foundation
- Chairman, Hong Kong Management Association/ HK Polytechnic University Joint Diploma in Business Management Advisory Committee
- Honorary President and Chairman, Hong Kong Photo Marketing Association
- Life Honorary Advisor, the Photographic Society of Hong Kong
- Executive Committee Member, Hong Kong Management Association
- Chairman, Finance Committee of Hong Kong Arts Centre



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1996年4月至1999年3月間參與社會服務之主要事項：

- 消費者委員會主席
- 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
- 廉政專員公署貪污問題諮詢委員會委員
- 生殖科技臨時管理局聯合主席
- 醫院管理局成員
- 強制性公積金計劃管理局非執行董事
- 證券及期貨事務監察委員會非執行董事

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 1996 and March 1999:

- Chairman, Consumer Council
- Director, The Hong Kong Mortgage Corporation Ltd.
- Chairman, Independent Commission Against Corruption Operations Review Committee
- Member, Independent Commission Against Corruption Advisory Committee on Corruption
- Co-Chairperson, Provisional Council on Reproductive Technology
- Member, Hospital Authority
- Non-Executive Director, Mandatory Provident Fund Schemes
- Non-Executive Director, Securities & Futures Commission



委員

鄺維庸醫生, O.B.E., J.P.

教育程度：• 香港大學醫學士
• 英國皇家內科醫學院榮授院士

職業：執業西醫(心血管內科)

於1996年4月至1999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
- 香港特區政府授勳事務委員會委員

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 1996 and March 1999:

- 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
- Member, Honours Committee of Hong Kong SAR



委員

楊港興先生, J.P.

教育程度：• 文憑

職業：人事總經理

於 1996 年 4 月至 1999 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 1996 and March 1999:

- 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



委員

余秀珠女士

教育程度：• 香港城市大學社工文憑

• 卓威學院心理學榮譽學位

• 香港社會服務聯會及香港中文大學校外進修學院合辦
社會服務管理文憑

職業：註冊社工

於 1996 年 4 月至 1999 年 3 月間參與社會服務之主要事項：

- 香港單親協會創辦人
- 教育署家庭與學校合作事宜委員會出版及推廣小組成員
- 香港社會服務聯會家庭及幼兒部成員
- 香港社會服務聯會婦女與貧窮工作小組成員
- 香港家庭計劃指導會婦女生殖與性健康倡議組織會員

Member

Ms. YU Sau-chu, Jessie

Education: • Diploma in Social Work, Hong Kong City University
• BSc.(Honours) Psychology and Professional Studies,
Cheltenham & Gloucester College of Higher Education
• Diploma Programme in Social Service Management,
Hong Kong Council of Social Service Manpower &
Training Department and School of Continuing Studies,
the Chinese University of Hong Kong

Principal Occupation: Registered Social Worker

Particulars of Major Community Service between
April 1996 and March 1999:

- Founder, Hong Kong Single Parents Association
- Member, Working Group on Publicity & Promotion of the Home-School Co-operation Unit, Education Department
- Member, Family Service & Child Care Division of the Hong Kong Council of Social Service
- Member, Working Group on Poverty and Women of the Hong Kong Council of Social Service
- Member, Advocacy Group for Reproductive and Sexual Health of Hong Kong Women of the Hong Kong Family Planning Association

平等機會委員會專責小組成員及職權範圍(截至 99 年 3 月 31 日)

Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3.99)

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. 孫大倫先生 Dr. SUN Tai-lun, Dennis |
| 3. 岑敏玲女士 Ms 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. 就續聘或終止聘請總薪級表第 45 點或以上的僱員的事宜給予意見。
9. 通過行政安排備忘錄內的每季工作進度回顧報告。
10. 就委員會委任核數師提出建議。
11. 定期檢討委員會的僱員及行政政策。
12. 就有關租賃、續租或購買委員會辦公室的建議給予意見及作出批准。

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 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 advise on matters related to further employment or termination of service in relation to staff employed at MPS point 45 and above
9. To approve reports for quarterly reviews under the Memorandum of Administrative Arrangements
10. To make recommendations to the Commission in respect of the appointment of an auditor
11. To keep the staffing and administrative policies of the Commission under review
12. To advise and to approve recommendations in relation to the leasing, renewal or acquisition of the Commission's office accommodation.

社會參與及宣傳專責小組 Community Participation and Publicity Committee

成員 Membership

- | | |
|--|--|
| 1. 林貝聿嘉女士 Mrs. LAM PEI Yu-dja, Peggy
(召集人 Convenor) | 5. 余秀珠女士 Ms. YU Sau-chu, Jessie |
| 2. 洪雪蓮女士 Ms HUNG Suet-lin | 6. 陳彩英女士 Ms CHAN Choi-ying, Virginia
(增選委員 Co-opted Member) |
| 3. 郭鍵勳博士 Dr Kwok Kin-fun, Joseph | 7. 李靜雲女士 Ms LEE Ching-wan, Betty
(增選委員 Co-opted Member) |
| 4. 李鳳英女士 Ms LI Fung-ying | 8. 王秀容女士 Ms WONG Sau-yung, Linda
(增選委員 Co-opted Member) |

職權範圍

1. 就推動平等機會和消除歧視的措施給予意見，以推動社會各界投入活動。
2. 就與政府及非政府組織(包括僱主機構及關注團體)的聯絡工作給予意見。
3. 就與機構建立夥伴關係並共同推動平等機會的措施給予意見。
4. 就加強委員會的宣傳工作及與傳媒的關係的措施給予意見。
5. 審閱委員會就上述(1)、(2)、(3)和(4)項所採取的行動的報告。
6. 在民政事務局批准的預算範圍之內，考慮和批准各界社團舉辦宣傳及推廣活動的資助申請。
7. 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 foster community participation in promoting equal opportunities and eliminating discrimination
2. To advise on measures for liaison with government bodies and non-government organizations including employment establishments and concern groups
3. To advise on measures for developing corporate partnership in promoting equal opportunities policy
4. To advise on measures to strengthen publicity and media relations of the Commission
5. To receive reports on actions taken by the EOC office in pursuance of (1), (2), (3) and (4) above
6. To consider and approve funding applications in connection with promotion and publicity projects to be undertaken by community organizations within the budgetary confines as approved by the Home Affairs Bureau from time to time
7. 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) | 5. 余秀珠女士 Ms. YU Sau-chu, Jessie |
| 2. 馮漢源博士 Dr. FUNG Hon-yuen, Stevenson | 6. 吳華孔女士 Ms. NG Wah-hung, Catherine
(增選委員 Co-opted Member) |
| 3. 洪雪蓮女士 Ms. HUNG Suet-lin | 7. 莊陳有先生 Mr. CHONG Chan-yau
(增選委員 Co-opted Member) |
| 4. 郭鍵勳博士 Dr. KWOK Kin-fun, Joseph | |

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給予意見。
2. 在委員會已確立的預算範圍之內，審議和通過製作委員會的教材資料套。
3. 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。
4. 審閱委員會辦事處有關公眾教育和研究計劃的委託事宜的工作報告。
5. 審閱委員會負責或委託進行的公眾教育和研究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 training modules of the Commission within the budgetary confines as determined by the Commission from time to time
3. To consider and approve research projects 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 and research
5. To receive progress reports on public education and research undertaken or commissioned by the Commission

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

成員 Membership

- | | |
|--|--------------------------------------|
| 1. 張妙清博士 Dr. CHEUNG Mui-ching, Fanny
(召集人 Convenor) | 6. 梁君彥先生 Mr. LEUNG Kwan-yuen, Andrew |
| 2. 朱佩瑩女士 Ms. CHU Pui-ying, Bebe | 7. 李鳳英女士 Ms. LI Fung-ying |
| 3. 白仲安先生 Mr. Robertson BUDGE | 8. 岑敏玲女士 Ms. SHUM Mun-ling, Elle |
| 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 | 10. 楊港興先生 Mr. YEUNG Kong-hing, Peter |

職權範圍

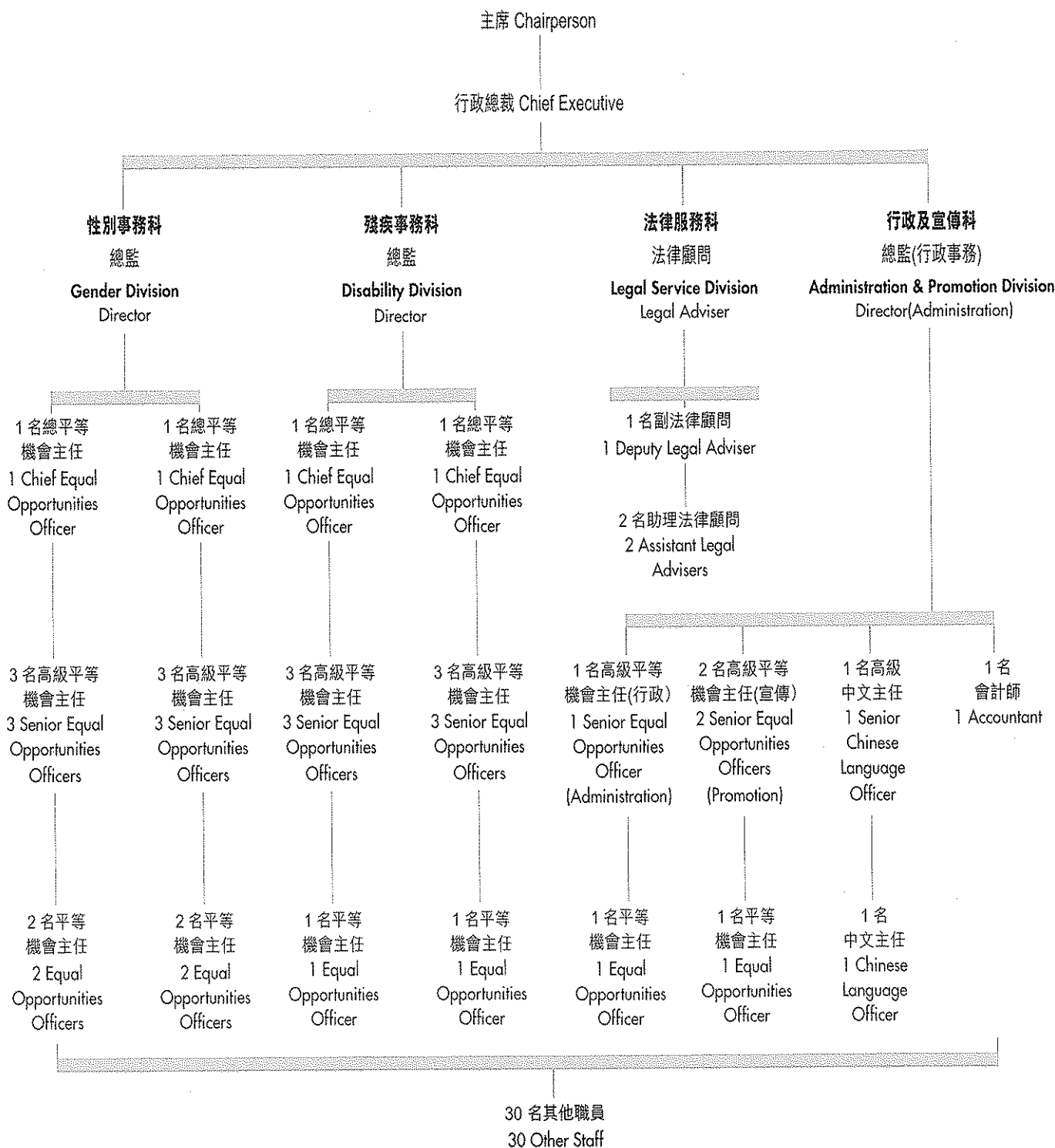
1. 對須由平等機會委員會根據《性別歧視條例》第 88 條、《殘疾歧視條例》第 85 條及《家庭崗位歧視條例》第 66 條訂立的規則作出建議。
2. 審閱有關調解員給予根據《性別歧視條例》第 84 條、《殘疾歧視條例》第 80 條及《家庭崗位歧視條例》第 62 條而向平等機會委員會提出書面申訴的人以調解方式提供協助的報告，並知會平等機會委員會。
3. 審閱有關根據《性別歧視條例》第 84(4)條、《殘疾歧視條例》第 80(4)條及《家庭崗位歧視條例》第 62(4)條由主席作出對某項申訴不進行調查或終止調查的決定的報告，並知會平等機會委員會。
4. 審閱調解員有關根據《性別歧視條例》第 84 條、《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，有需要時，向平等機會委員會提交修訂附表的建議。
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 and when necessary, recommend to the EOC proposals for amending the schedules, 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(截至 99 年 3 月 31 日)

Equal Opportunities Commission Staffing Structure as at 31.3.99



平等機會委員會辦事處管理小組(截至 99 年 3 月 31 日)

Management Team of the Equal Opportunities Commission as at 31.3.99

主席 張妙清博士	Chairperson Dr. CHEUNG Mui-ching, Fanny, OBE, JP
行政總裁 何蔡慧兒	Chief Executive HO CHOI Wai-yee, Angela
總監(殘疾事務科) 唐建生	Director(Disability) TONG Kin-sang, Frederick
總監(性別事務科) 秦家德博士	Director(Gender) Dr. CHUNG Ka-tak, Priscilla
法律顧問 彭佩蘭	Legal Adviser Alexandra PAPADOPOULOS
總監(行政事務) 陳奕民	Director(Administration) 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 1996-97 A Baseline Survey of Equal Opportunities on the Basis of Gender in Hong Kong 1996-97	每本 90 90 per copy
2. 公眾對殘疾人士的態度的基線調查 (全文) (備有中英文版) A Baseline Survey on Public Attitudes Towards Persons with a Disability (Full Report) (Both Chinese and English versions are available)	每本 90 90 per copy
3. 香港殘疾人士就業情況基線調查 (全文) A Baseline Survey on Employment Situation of Persons with a Disability in Hong Kong (Full Report)	每本 90 90 per copy
4. 不再沉默－亞洲婦女受暴力對待的情況 (即將出版) Breaking the Silence: Violence against Women in Asia	每本 40 40 per copy
5. 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
6. 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 folder • 漫畫冊 cartoon book • 活動教材手冊兩本 2 activities manuals 	每套 500 500 per set
7. 平等機會攜手創一幼兒教育教材套 Training Module for Children Focusing on Equal Opportunities on Grounds of Gender and Disability 教材資料套內容 /Contents of the Training Module <ul style="list-style-type: none"> • 大圖畫書 large picture books • 棋盤遊戲 chess games • 砌圖 puzzles • 兒歌錄音帶 nursery rhyme cassette tape • 教師手冊 teacher's handbooks • 益智玩具 educational toys 	每套 680 680 per set
8. 消除殘疾歧視培訓手冊 (備有中英文版) Training Module on Eliminating Disability Discrimination (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 • 講義 handouts • 資料冊 information booklet • 培訓手冊 training manual • 投映資料 transparency materials 	每套 530 530 per set

如同時訂購第 5 及 6 項資料套，可獲優惠，只需港幣 1000 元。上述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 #5 and #6 together. The above publications are available for sale at the EOC office or at larger bookstores.

平等機會委員會出版物目錄 (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. 平等機會委員會「抱負及使命」單張
EOC Mission and Vision pamphlet
3. 「認識歧視條例，共創公平社會」單張
Stand Up for Equal Opportunity pamphlet
4. 平等機會委員會 1999 服務承諾
EOC Performance Pledge 1999
5. 性別歧視條例僱傭實務守則
Code of Practice on Employment under the Sex Discrimination Ordinance
6. 殘疾歧視條例僱傭實務守則
Code of Practice on Employment under the Disability Discrimination Ordinance
7. 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
8. 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
 - 合理的遷就和不合情理的困難 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
 - 《殘疾歧視條例》與我 The DDO & I
 - 《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》與長期病患者 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
 - 《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
 - “認識你的權利”系列 “Know your Rights” Series
 - 懷孕歧視 Pregnancy Discrimination
 - 性騷擾 Sexual Harassment
 - 家庭崗位歧視 Family Status Discrimination
 - 《性別歧視條例》與我 Sex Discrimination Ordinance & I
 - 《家庭崗位歧視條例》與我 Family Status Discrimination Ordinance & I
 - 平等檔案室 On Common Ground
 - 開拓新天地－在香港推動平等機會 Breaking New Ground : Promoting Equal Opportunities in Hong Kong
 - 何謂調解 What is Conciliation
 - 公眾對殘疾人士的態度的基線調查 (摘要) A Baseline Survey on Public Attitudes Towards Persons with a Disability (Highlights)
 - 公眾對殘疾人士就業情況的態度的基線調查 (摘要) A Baseline Survey on Employment Situation of Persons with a Disability in Hong Kong (Highlights)
 - 的士服務指引 Guideline for Taxi Services

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(1998/99)

Assistance Granted Under the Legislation(1998/99)

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1998年，委員會收到二十一項要求協助的申請，其中十項獲得批准。協助形式包括由委員會的律師提供法律意見，以至由委員會的律師或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 1998, the Commission received 21 applications for assistance and granted assistance in 10 of them. The assistance has varied from the giving of legal advice by the Commission's lawyers to legal representation in legal proceedings by the commission's lawyers and/or 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	庭外和解 Settled out of Court
殘疾歧視及騷擾 Disability Discrimination & Harassment	1	0	0	1
性別歧視 Sex Discrimination	0	1	-	-
性別及懷孕歧視 Sex & Pregnancy Discrimination	2	0	-	-
性騷擾 Sexual Harassment	3	3	-	-
殘疾歧視 Disability Discrimination	4	7	*E.O. No.3 of 1999 E.O. No.4 of 1999 **E.O. No.5 of 1999	-
總結 Total	10	11	3	1

- * 兩宗控訴消防處的傳票令狀於1999年5月6日提交區域法院。案件是因消防處基於兩名原告人各有一名家庭成員患精神病，而拒絕聘用他們。
- ** 該案的傳票令狀於1999年5月6日提交區域法院，有關被告人(某船務公司)在原告人放病假時解僱他。此案於1999年7月15日庭外和解。
- * A Writ of Summons in respect of each case was filed in the District Court on 6 May 1999 against the Fire Services Department, which refused to employ both Plaintiffs on the ground that each had a family member with mental illness.
- ** A Writ of Summons was filed in the District Court on 6 May 1999 against the Defendant, a shipping company, which dismissed the Plaintiff while he was on sick leave. This case was settled on 15 July 1999.

平等機會委員會採取的法律行動(1998/99)

Legal Action Commenced by EOC(1998/99)

區域法院於 1998 年 1 月聆訊了兩案件。該兩案件都得到委員會給予法律協助，並分別根據《性別歧視條例》和《殘疾歧視條例》提出訴訟。

In January 1998, there were two cases heard in the District Court in which the Commission had provided assistance under the SDO and the DDO respectively to the complainants in taking out legal proceedings.

違法行為 Unlawful Act	傳票發出日期 Date of Writ	裁決日期 Date of Decision	裁決 Decision
一名的士司機殘疾歧視及騷擾 一名坐輪椅乘客 Disability discrimination and harassment by a taxi driver against a passenger in wheelchair (E.O. No.1 of 1997)	5.8.1997	5.3.1999	* 法官判原告人勝訴，下令被告人向原告人支付 15,000 元感情損害賠償及 5,000 元懲罰性的損害賠償。被告人更要向原告人作書面道歉。被告人負責原告人的訴訟費用。 * Held in favour of Plaintiff. Defendant ordered to pay to Plaintiff \$15,000 damages for injury to feelings and \$5,000 punitive damages. Defendant also ordered to deliver written apology to Plaintiff. Costs order nisi awarded against Defendant
一名學生性騷擾另一名學生 Sexual harassment by a student against another student (E.O. No.1 of 1998)	28.4.1998	5.3.1999	法官判原告人勝訴，下令被告人向原告人支付 50,000 元感情損害賠償，20,000 元懲戒性的損害賠償及 10,000 元加重的損害賠償，被告人亦要向原告人作書面道歉，並支付原告人的訴訟費。 Held in favour of Plaintiff. Defendant ordered to pay to Plaintiff \$50,000 damages for injury to feelings, \$20,000 exemplary damages and \$10,000 aggravated damages. Defendant also ordered to tender written apology to Plaintiff. Costs awarded to Plaintiff.

* 被告人後獲准上訴。

* Defendant has been given leave to appeal decision.