

為 為了有效地實踐目標，委員會必需對歧視問題有深入瞭解，明白其成因，以及掌握社會整體對歧視的態度和看法。研究工作在這方面發揮重要效用，一方面有助建立平等機會知識和監察公眾態度的變化，另一方面也訂下基準，供日後的研究作比較。

為此，委員會委託研究機構進行了多項有關性別、殘疾和家庭崗位問題的研究。以往就有關問題的研究極少，因此上述研究結果對委員會日後在制訂計劃和活動時將非常有用。

有關性別與殘疾的人口普查統計資料分析

為了更瞭解與性別及殘疾有關的平等機會趨勢，委員會委託機構分析人口普查及中期人口統計報告及政府報告中有關性別和殘疾的統計資料。香港中文大學性別研究計劃於1999年2月報告了研究結果。但由於有關殘疾人士的資料來源只有1981年的人口普查數據，因此資料並不充分。

在教育方面，研究發現小學男女生的就學率並無顯著分別，但在中學和預科階段，女生的就學率比男生高。男性和女性在這讀專上課程方面的人數大致相若，但較多女生報讀非學位課程，較多男生報讀研究生課程。入讀專上學院全日制課程的18至23歲殘疾人士僅有1%，同齡而非殘疾人士則有4%。15歲或以上殘疾人士的識字率為59%，遠低於非殘疾人士的84%。

在就業方面，女性成為經理、行政、專業及輔助專業人士的人數比以前增加，從事製造業的人數則比前減少。兩性的薪酬差異已逐年拉近，但與男性擁有同等職業資歷的女性在同類工作裡賺取的薪酬仍比男性為低。現時一般女性的薪金只及男性的76%。兩性的薪酬差別以35至49歲的製造及服務業工人最為嚴重，而30歲以下的白領員工則相差較少。由於人口普查數據只包括就業方面的資料，因此無法分析從事無薪工作婦女的統計數據。



To be effective in carrying out our objectives, it is crucial for the Commission 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 a number of research studies covering issues on gender, disability and family status. Very few comprehensive studies of this nature have been carried out in the past and results will be invaluable in determining future Commission programmes and activities.

Statistical Analysis on Census Data on Gender and Disability

To better understand the trends in equal opportunity in relation to gender and disability, a study was commissioned to analyze the Census, by-Census, and other relevant objective statistics published in government reports and books. The Gender Research Programme of the Chinese University reported their findings in February 1999. There is, however, inadequate information about persons with disability as information was collected only in the 1981 census.

In education, the study found no difference in attendance rates at the primary school level between sexes. It found that more girls than boys attended secondary school and matriculation courses. The number of male and female pupils in tertiary education was equal with more females in sub-degree programmes and more males in postgraduate studies. While four per cent of those young adults aged 18-23 without a disability enrolled in full-time tertiary education, only one per cent of those with a disability was able to do so. The literacy rate for adults with disability, aged 15 or above, was 59 per cent which is substantially lower than the rate of 84 per cent of adults with no disability.

In employment, there was an increase in the number of women working in managerial and administrative, professional and associate professional occupations and a decrease in the manufacturing industry. The income gap between men and women had narrowed over time, but women were still paid less than men who were in similar jobs with equivalent occupational attainment. An average working woman earns only about 76 per cent of an average working man. The gender gap in income is smaller for workers under 30 and in white-collar occupations and is the greatest for workers aged between 35-49 in the manufacturing and service industries. Since

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Understanding Discrimination

根據1981年的人口普查報告，有殘疾的男性及有殘疾的女性的就業率很接近(分別是67.3%及61.2%)。但有殘疾的男性每賺取一元，有殘疾的女性只賺取72.7仙。但從事專業/輔助專業/管理/金融等相關工作的有殘疾的女性的薪酬則高於有殘疾的男性。

要建立有關性別和殘疾課題的知識，必需有最新的統計數據，因此委員會已向政府統計處建議，應更全面地收集與性別和殘疾問題有關的數據。

性別課題研究

「同值同酬」可行性研究

「同值同酬」原則對委員會的工作非常重要，並已包括在委員會於1997年發出的《僱傭實務守則》之中。實務守則建議僱主應維持同工同酬的原則，並宜考慮逐步實施「同值同酬」。即是說，女性僱員和男性僱員從事同樣要求的工作時，即使工作本身可能不同，亦應得到與男性僱員一樣的薪酬和福利。

在實務守則進行公眾諮詢的期間，不少僱主和僱員表示，憂慮香港能否推行「同值同酬」。在推行這原則時，需要顧及一些因素，如「同值」的定義、以往的工作分隔及女性職業一直薪酬偏低等歧視性做法，導致男性和女性薪酬差距顯著等。

為瞭解「同值同酬」原則可以如何在香港實施，委員會委託了一個來自多間大學的經濟學、管理學及工業關係方面的專家學者組成的研究小組，進行一項可行性研究。研究的主要範圍包括本港兩性在就業和薪酬方面的差距、本地公司在推行同酬政策時所遇到的困難，以及引入同酬政策的成本和影響。研究小組已於1998年10月完成這項研究。

在考慮過研究結果和建議後，委員會同意應制定一個公眾教育計劃，以加深市民對「同值同酬」原則的認識，並引發更多討論。當社會對「同值同酬」觀念有較多認識時，委員會將就如何推行「同值同酬」的問題作出建議。



the Census only covered the employment area, statistics on women who performed unpaid work could not be studied.

Based on the 1981 census data, the employment rates were similar for men and women with a disability (67.3 per cent and 61.2 per cent respectively). However, for every dollar a man with a disability earned, a woman with a disability earned 72.7 cents. The exception was in the professionals/associate professionals/managerial occupations and in the financing and related industry, where women with a disability earned more than men with a disability.

The availability of up-to-date statistics is crucial to building up knowledge on gender and disability issues. The Commission has therefore recommended to the Census and Statistics Department to collect more comprehensive statistical data on gender and disability issues.

Gender-related Studies

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 issued by the Commission in 1997. The Codes recommend that employers should maintain the principle of equal pay for equal work and should be encouraged to progressively implement "equal pay for work of equal value". That is to say, where women undertake work as demanding as that of their male colleagues, even though the work is different, women should receive the same pay and benefits.

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, we commissioned an inter-university team of research scholars

who are experts in the fields of economics, management and industrial relations to conduct the feasibility study. 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 completed its study in October 1998.

Having considered the findings and recommendations of the report, the Commission agreed that public education programmes should be designed to promote public understanding and discussion on the principle. When the community has a better understanding of the concepts of equal pay for work of equal value through these discussions, the Commission would then finalize its recommendations concerning its implementation.

Planning for the conference is in hand and speakers from the Research Team, the International Labour Organization (ILO), local labour unions, and human resource practitioner institutes will be invited to discuss the concepts from different perspectives. The conference, scheduled for March 2000, will be attended by employers, employees and concern groups.

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. 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 project studies the opinions, attitudes and experience of the public, employers and

委員會現正籌辦一個研討會，邀請研究小組、國際勞工組織、本地工會，及人力資源學會等組織派出講員，從不同的角度討論「同值同酬」觀念。該研討會定於2000年3月舉行，出席者將包括僱主、僱員和關注組織成員。

大眾對以性別作為「真正的職業資格」的態度調查

《性別歧視條例》訂明，僱主如基於性別而歧視求職者或僱員，即屬違法。但因應實際需要和顧及社會與文化等因素，條例規定如性別是有關工作的真正的職業資格時，則屬於例外情況。但各人對「真正的職業資格」有不同看法。有些僱主未能分辨「定型觀念」和真正的工作要求；也有僱主認為，條例妄顧有關工作的性質，一律禁止僱主聘請指定性別的僱員。更有人覺得條例限制了商業運作的靈活性。

為解決這些問題，並協助委員會制定公眾教育和宣傳策略，我們委託香港中文大學進行一項有關「大眾對以性別作為真正的職業資格的态度調查」，探討市民、僱主和僱員對在招聘過程中採用性別準則的意見、態度和經驗。

調查的初步結果顯示，受訪者贊成，為了合乎體統、保障私穩、基於生理和為求有真實感時，性別是有關工作的「真正的職業資格」，可獲條例的豁免。約85%受訪者同意，假如某工作需要與在別人家中住宿，並與同住的人有頻密的交往或接觸，或是在單一性別的環境所需要的特殊監管或看管等，有關工作應可以註明性別要求。調查報告全文將於1999年稍後時間完成。

殘疾課題研究

香港殘疾人士就業情況的基線調查

為瞭解香港殘疾人士的就業情況，以及提高公眾人士對這情況的關注，委員會委託香港社會服務聯會進行這項基線調查。調查深入探討五類殘疾人士的就業情況，包括精神病、弱智、肢體傷殘、視障和聽障人士。

調查共訪問了1,645名年齡由15至59歲，屬於上述五個殘疾類別的人士。調查發現受訪者的失業率頗高；他們大部份從事初級職業；超過40%有工作的受訪者每月收入低於6,000元；超過三分之一有工作的受訪者不滿意目前的工作。委員會將根據調查結果的基礎提出改善建議，也供日後研究

時作比較之用。調查報告摘要和整份報告預計在1999年夏出版。市民可免費索閱摘要，而報告全文則會以成本價發售。

公眾對殘疾人士態度的基線調查

另一項主要的基線調查，即「公眾對殘疾人士態度的基線調查」，由AC尼爾森市場調查公司於1998年進行。目的是收集市民大眾對殘疾人士處境的看法。調查隨機抽取具代表性的樣本，成功訪問2,018名年齡由18至64歲的受訪者。調查發現，最受關注的問題在就業歧視方面，超過70%受訪者認為香港不是一個關懷的社會。在教育方面，超過半數受訪者(64%)認為社會上存在對殘疾人士的歧視。大部份受訪者(80%)認為，建築物、公共設施和交通服務沒有充分顧及殘疾人士的需要。

這項基線調查的調查結果摘要於1999年初出版。報告全文也於稍後印備。

在非僱傭範疇殘疾人士所遇到障礙的意見調查

殘疾人士除了在僱傭範疇受歧視外，他們在日常生活上亦遇上很多障礙和不同程度的歧視。為了消除這些障礙，我們需要把它們辨識出來，並且盡快消除這些障礙。因此，我們第三個有關殘疾的基線調查便與這方面有關。調查結果將用作公眾教育和制定消除非僱傭範疇的殘疾歧視策略。

調查目的是找出殘疾人士所遇到的主要障礙，以及這些障礙如何對殘疾人士做成攔阻。調查由香港大學社會醫學系暨行為科學組進行，於1998年3月展開，預計於1999年底完成。

employees on adopting the criteria of gender in the recruitment process.

Preliminary findings of the study show that respondents were supportive of adopting sex as a GOQ in the exceptions to preserve decency and privacy and for reasons of physiology or authenticity. About 85 per cent agreed that sex can be specified in jobs involving living in someone's house and having significant physical or social contact with the residents as well as in single-sex settings that require special supervision or attention. The full report is expected to be ready later in 1999.

Disability-related Studies

Baseline Survey on Employment Situation of Persons with a Disability

In order to fully appreciate the employment situation of persons with a disability in Hong Kong and to raise public concern about the situation, the Hong Kong Council of Social Service was commissioned to conduct a baseline survey on the subject. The research consisted of an in-depth study of the employment situation of people with varying disabilities, namely, mental illness, mental handicap, physical handicap, visual impairment and hearing impairment.

A total of 1,645 respondents from the five disability groups aged between 15 and 59 were interviewed. The survey found that the unemployment rate of the respondents was rather high; that most of them were working in elementary occupations; that over 40 per cent of the working respondents fell into the below-\$6,000-per-month income group; and that over one-third of the working respondents were not satisfied with their current jobs.

The findings of this survey will provide a basis for recommending areas of improvement as well as for future comparisons. The highlights and the full report of this survey will be published in summer 1999. The highlights will be issued to the general public free of charge while the full report can be purchased at cost.

Baseline Survey on Public Attitudes towards Persons with a Disability

Another major baseline survey, the Baseline Survey on Public Attitudes towards Persons with a Disability, was

conducted by ACNielsen, a research company, in 1998 to collect information on the public's perception of equal opportunities for persons with a disability. A representative random sample of 2,018 persons aged 18 to 64 were successfully interviewed.

Discrimination in the area of employment was found to be of utmost concern. Over 70 per cent of the respondents did not think Hong Kong was a caring society. In the area of education, more than half of the respondents (64%) took the view that there was discrimination against persons with a disability. A large majority (80%) of the respondents considered that buildings, public facilities and transport services catered inadequately for the needs of persons with a disability.

The highlights of the findings of this baseline survey were published in early 1999. The full report was produced shortly afterwards.

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 baseline survey on disability 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 faced 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 1999.