

平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

聯同社會各界的支持，致力締造一個機會平等和沒有歧視的社會。

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

Our Vision 我們的抱負



Our Mission 我們的使命

推動男女之間、傷健之間、有家庭崗位和沒有家庭崗位的人士之間機會平等；
透過立法、行政措施和公眾教育，消除對性別、婚姻狀況、懷孕、殘疾及家庭崗位的歧視；
消除性騷擾及對殘疾人士的騷擾和中傷。

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

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

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

主席序言 — 推動平等機會在香港的發展

Chairperson's Foreword

– Advancing the Case for Equal Opportunities in Hong Kong

促進公平的教育機會 Fostering Fairer Access to Education
 保障僱傭範疇的平等機會 Ensuring Equal Opportunities in Employment
 鼓勵公眾接納殘疾人士 Inducing Acceptance of Persons with Disabilities
 制定保險業指引及提倡「資訊科技 人人共享」
 Developing Insurance Guidelines and Advocating "IT for All"
 調查及調解工作 Investigating and Conciliating Complaints
 加強培訓及研究 Strengthening Training and Research
 開展公眾教育計劃 Launching Public Education Campaigns
 對抗非典型肺炎 Battling SARS
 我們的訊息 Our Messages

4

建立聯繫 Building Networks

地區及國際聯繫 Regional and International Networks
 本地聯繫 Local Links

40

認識平等機會 Understanding Equal Opportunities

「本港精神健康服務使用者對歧視的看法及體會」研究
 A Study of Mental Health Service Users' Perception and Experience of Discrimination in Hong Kong

工商界意見調查 Business Survey

婦女對《消除對婦女一切形式歧視公約》認識之調查
 Survey on Women's Knowledge of CEDAW

有關非典型肺炎對香港社會造成影響之意見調查
 Study on SARS Related Difficulties

學生對性別定型、家庭角色及有殘疾人士的態度之基線調查
 Baseline survey on students' attitudes towards gender stereotypes, family roles and persons with a disability

「分析課本與教材內定型觀念」研究
 Research on Content Analysis of Textbooks and Teaching Materials in Respect of Stereotypes

46

消除歧視 — 制度及政策檢討 Eliminating Discrimination – System & Policy Reviews

接納精神病患者 Accepting Persons with Mental Illnesses
 資訊科技 人人共享 Access to Information Technology (IT)
 有關保險問題的公眾諮詢 Public Consultation on Insurance Issues
 有關全納教育的指引 Education Guidelines for Inclusion in Schools
 同值同酬 Equal Pay for Work of Equal Value
 提倡平等機會觀念 Advocating Equal Opportunities

12

活動及成果 Activities and Achievements

查詢 Enquiries
 需進行調查及調解的投訴 Complaints for Investigation and Conciliation
 需跟進之投訴 Complaints for Follow-up Action
 法律協助 Legal Assistance
 獲委員會給予法律協助的個案 Legally Assisted Cases
 法庭訴訟 Court Cases

20

培訓及顧問服務 Training and Consultancy

定期培訓課程 Scheduled Calendar Training
 「度身訂造」的課程 Tailor-Made Programmes
 特別項目 Special Projects

56

60 財務報告 Financial Statements

我們的承諾 Our Pledge

81

推廣平等機會 Promoting Equal Opportunities

我們的角色 Our Role
 早期教育 Early Education
 戲劇表演 Drama Performances
 深入社群 Community Outreach
 傳媒宣傳 Media Campaigns
 公眾教育活動 Public Education Programmes

32

82 附錄 Appendices

主席序言 — 推動平等機會在香港的發展



Chairperson's Foreword — Advancing the Case for Equal Opportunities in Hong Kong

自從1999年8月出任平等機會委員會主席以來，我目睹平等機會在生活的多個層面帶動了進步和變革。透過法律行動、投訴處理及提倡平等機會等工作，很多人獲得幫助，社會人士亦逐漸擺脫某些過時的價值觀，和消除一些根深蒂固的歧視觀念。

平等機會日益受到重視，實在是委員會內、外全人攜手努力的成果。締造公平而包容的社會環境，已成為社區的共同目標，也是委員會致力要達成的抱負。

促進公平的教育機會

委員會就中學學位分配制度提出的司法覆核，帶來了重要的教育改革。我們在1999年公布的研究顯示，當時的中學學位分配制度系統性地把成績最好的女生的分數向下調整，而把成績最好的男生的得分向上調整。又按性別分隊和分配學額，局限了女生進入最佳學校的機會；同時也為成績較差的70%男生，構成相對較輕微的負面影響。總括而言，這制度的設計只偏幫了成績較好的男生。

這制度在香港沿用了差不多四分之一世紀。在2000年我們向政府提出訴訟，繼而法庭在2001年6月宣佈分配制度違法。法庭裁決後，分配制度終於撇除性別因素，標誌着本港的教育制度走上新的里程，讓學生無分性別，均可受惠於公平的學校教育。



Since I took up the role of Chairperson of the EOC in August 1999, I have witnessed progress and change in many spheres of life as regards equal opportunities. As a result of our court actions, our complaints handling and our advocacy work, we have been able to help many individuals, remove some outdated values and reduce deep-seated discrimination.

What we have achieved places equal opportunities firmly on the agenda, and I recognize that efforts from both within and outside the Commission have made this possible. To create a fair and inclusive society has become a goal for our community, and the Commission is committed to achieving that goal.

Fostering Fairer Access to Education

One of the significant reforms occurred after we took the judicial review against government on the Secondary School Places Allocation (SSPA) System. An EOC study released in 1999 found that the SSPA system led to systematic scaling down of our best girls' scores and scaling up of our best boys' scores, and applied gender queuing and gender quotas which restricted girls' access to the best schools unfairly. The system also produced an adverse impact, though less significant, on the lower 70% of boys. In essence, the system was designed to favour male elites.

This system had been in use in Hong Kong for almost a quarter of a century before we took action against the government, and the court declared the system unlawful in June 2001. The gender-based features in the allocation system has since been dropped, and the court judgment marked the beginning of a process to make education beneficial and fair for both boys and girls.

教育範疇另一個正面轉變，是把殘疾學生融入正規教育之內。據《殘疾歧視條例》的規定，校方需為有殘疾的學生提供合理的學習調適安排，其中包括有「特殊學習障礙」的學生。為了讓每個人，不論殘疾，均獲得理想的教育，委員會在2001年發出《殘疾歧視條例教育實務守則》，就如何融入殘疾學生，提供實務指引。委員會亦與教育統籌局合作，為教師製作以平等機會為主題的網上學習資料套。

保障僱傭範疇的平等機會

2000年9月一個重要的法庭裁決，顯示政府有需要檢討其招聘政策，確保政策公平和沒有歧視。個案涉及三名原告人，均並無患上精神病，且有能力執行有關職務，但卻因家庭成員患有精神病而不獲聘用。法庭裁定被告（即消防處和海關）違法歧視該三名男子，並下令兩個部門支付可觀的賠償予各原告人。該裁決傳達的明確訊息，是沒有人需因為精神病，又或因與此病有關連，而遭受不公平的對待，或被加上負面標籤。

另一項意義重大的法庭裁決，涉及《性別歧視條例》。法庭於2001年2月裁定涉案僱主因其僱員（即原告人）懷孕，而加以歧視；並在原告人向委員會提出投訴後，向她作出「使人受害」的歧視，刻意針對。個案的裁決清楚顯示，僱員若因受壓而無奈辭職，可構成「法律構成解僱」，而僱主亦需為僱員的違法行為負上轉承責任。

2003年5月，區域法院再裁定一宗懷孕歧視個案的原告人獲得賠償，成為另一宗先例。法院於較早時已裁定涉案護老院拒絕聘用一名懷孕婦女為主管的行為，屬違法歧視。在評估護老院應給予原告人的賠償金額時，法院按三方面計算：(1)收入損失；(2)感情損害；以及(3)懲罰性損害。這判例將有助日後涉及歧視爭執的各方，可以較現實地評估法律訴訟下的賠償金額，令委員會能更有效進行調解工作。

Another area of education where positive change has occurred is the integration of students with disabilities. The Disability Discrimination Ordinance (DDO) requires reasonable accommodation to be provided for students with disabilities, including those with Specific Learning Disabilities (SLD). In an attempt to make education effective for all, including children with disabilities, the EOC issued the Code of Practice on Education under the DDO in 2001 to provide practical guidance for educators on making provisions for students with disabilities. The EOC has also been collaborating with the Education and Manpower Bureau to produce an e-learning programme on equal opportunities for teachers.

Ensuring Equal Opportunities in Employment

A landmark judgment in September 2000 underlined the need for the government to review its recruitment policies to ensure that they are fair and non-discriminatory. The case involved three plaintiffs who were denied employment because of the mental illnesses of their family members. The plaintiffs themselves never suffered from any mental illness, and were capable of performing the duties of the jobs. The court ruled that the defendants, the Fire Services Department and Customs and Excise Department had unlawfully discriminated against the three men and the departments were ordered to pay substantial damages to the plaintiffs. The judgment provided a strong message that no individual should be penalized or stigmatized for their mental illness or through association with it.

Another significant court case ruling in February 2001 involved the breach of the Sex Discrimination Ordinance (SDO). The court ruled that the employer discriminated against the plaintiff because of her pregnancy, and that she was victimized after she had lodged a complaint with the EOC. The case made it clear that a resignation under pressure would be treated as constructive dismissal, and that an employer would be held vicariously liable for the unlawful acts of its employees.



鼓勵公眾接納殘疾人士

除了為制度帶來改革外，我們的法律訴訟和倡議工作，亦改變了社會人士的態度，例子之一是委員會與麗晶花園案件的兩名被告人達成和解。個案源自1999年5月九龍灣健康中心的啟用，該中心內一所專為性病和愛滋病患/感染者提供的綜合治療中心。毗鄰的麗晶花園居民，小部分對此有強烈意見，在愛滋病的負面標籤影響下，對健康中心的病人和醫護人員加以滋擾和中傷。

委員會經多次調解仍未能解決事件，終於決定採取法律行動，最後代表5名健康中心的原告人，成功在2000年1月與兩名被告人達成庭外和解，並獲得明確的書面道歉。法律行動告一段落後，區內部分居民開始願意公開對診所表示支持。本個案帶出的明確訊息，是歧視愛滋病患/帶菌者，以及與他們有聯繫的人士，是不為社會接納的違法行為。

制定保險業指引及提倡「資訊科技 人人共享」

過去幾年，委員會收到多宗關於保險業常規的查詢和投訴，內容大多涉及保險業界基於性別或殘疾情況而拒絕提供保險保障，或因提高保費，及定出不承保項目。因此，委員會於2000年5月委託研究機構，評估本港僱主和保險公司在提供保險項目上，是否符合反歧視條例的規定。透過研究，委員會識別了一些可能引致違法歧視的問題和保險業常規，並於2002年12月發表討論文件，邀請公眾和保險業界提出意見。社會人士的回應將有助委員會制定《保險業指引》，供日後作進一步諮詢及推行。

過去十年，資訊科技迅速普及，成為日常生活中不可或缺的一環。然而，部份弱勢社群，例如殘疾人士和沒有機會接受高深教育的婦女，仍未能受惠於資訊科技帶來的好處。委員會的資訊科技專責小組，建議政府在發展資訊科技時，採取全面的方案，讓每個人均可以參與香港轉化為知識型社會的過程。我們於2000年12月發表了有關公營部門網頁易讀性的調查報告，促請政府把殘疾人士的需要納入主流，又於2002年3月推出委員會全新網頁。這是全球首個以平等機會為主的雙語（中、英文）網站，致力推廣平等機會及「資訊科技 人人共享」的觀念，備有六種網上版本，供各類殘疾人士按需要瀏覽。網站每月點擊率達130萬，並與多個海外機構作網上連結。此外，委員會最近在辦事處內設立的資源中心，亦能補足網上資料庫，讓所有人均可輕易獲取平等機會資訊。

In May 2003, the District Court set another precedent by awarding damages in a pregnancy discrimination case. Following an earlier ruling in which the court held that an elderly home unlawfully discriminated against a pregnant woman by refusing to employ her as a supervisor, the court assessed the damages the elderly home should pay to the plaintiff. The award comprised of three different components: (1) loss of income; (2) injury to feelings; and (3) punitive damages. This judgment will help parties in discrimination cases to assess realistically the remedies they can expect to obtain through legal proceedings, and in turn will help to make the process of conciliation administered by the EOC more effective.

Inducing Acceptance of Persons with Disabilities

In addition to bringing about systemic reforms, our litigation and advocacy work also led to attitudinal changes. One example is our settlement with two defendants in the Richland Gardens case. The case began as the Kowloon Bay Health Centre, which included an integrated treatment centre for sexually transmitted diseases and HIV/AIDS patients, opened in May 1999. Patients and Health Centre workers were harassed and vilified by a small but vocal group of Richland Gardens residents stemming from stigmatization of HIV/AIDS.

The EOC took legal action after many attempts at conciliation failed. On behalf of the five plaintiffs associated with the Centre, the EOC successfully negotiated an out of court settlement and obtained written and unequivocal apologies from the two defendants in January 2002. Upon settlement of the case, some residents in the neighbourhood were willing to speak out publicly in support of the clinic. The case sent out a clear message that discrimination against people with HIV/AIDS or people associated with them is unacceptable and unlawful.

調查及調解工作

委員會負責調查違反歧視條例的投訴個案。2002/03年間，我們共處理1,597宗投訴，其中涉及《性別歧視條例》的投訴最多，其次為《殘疾歧視條例》，按《家庭崗位歧視條例》提出的投訴最少。與往年一樣，懷孕歧視仍然是《性別歧視條例》個案中，最主要的投訴原因；其次為性騷擾。大部分按反歧視條例投訴的個案，均與僱傭有關。

關乎《殘疾歧視條例》的投訴中，很多涉及殘疾人士進出建築物、以及得享資訊及服務的權利。我們必須關注殘疾人士的需要，讓他們和其他人一樣得享無障礙的通道、資訊和服務。

有受害人曾向委員會提出，擔心因投訴而受到針對，表示飽受壓力及恐怕失去工作，故此，委員會特別於近年更改了處理程序。鑑於某些個案涉及敏感課題，如性騷擾和精神病等，委員會為了減輕投訴人的憂慮，遂建議進行「提早調解」，以縮短處理個案的時間。

為了進一步加強委員會的效率和效能，我們於2001年底開始檢討投訴處理程序和組織架構，並於2002年7月起，更改投訴處理程序，並把兩個行動科合併，由一位總監管理。此舉有利同事交流專業經驗，資源的運用亦更具效益。



Developing Insurance Guidelines and Advocating "IT for All"

Over the years, the EOC has received a number of inquiries and complaints on insurance practices, mainly on the refusal to provide insurance coverage, charging increased premiums on the ground of sex or disability and exclusion of coverage. As a result, the EOC commissioned a research study in May 2000, to assess whether the provision of insurance by employers and insurance companies in Hong Kong is in compliance with the anti-discrimination laws. The study has identified issues and insurance practices that may lead to unlawful discrimination. In December 2002, the EOC issued a Discussion Paper and invited the public and the insurance industry to provide views on insurance issues. The responses from the community will help the EOC formulate a set of Insurance Guidelines to be published for further consultation and implementation.

In the past decade, information technology (IT) has spread at an unprecedented rate to become an intrinsic part of our daily lives. However, there are disadvantaged groups such as persons with a disability and women with less access to education, who cannot enjoy the benefits brought by IT. Our Information Technology Task Force recommended that the government should adopt a comprehensive approach on IT development to include everyone, in Hong Kong's transformation into a knowledge-based society. We released a report on Web Accessibility of Public Service Homepages in Hong Kong in December 2000, to urge the government to mainstream the needs of persons with disabilities. We revamped our website, which is the world's first fully bilingual (Chinese/English) website on equal opportunities, in March 2002. The website promotes "IT for All" and is available in six modes, accommodating the needs of persons with a disability. Our website attracts 1.3 million hits per month and is linked to a substantial number of overseas bodies. The Commission recently opened its resource centre in its office, which complements the on-line facility.



加強培訓及研究

於本人任內，委員會新增了兩項服務。其一是培訓服務，工作是協助公眾了解平等機會及遵行有關法例。培訓組提供免費的公眾服務，以及按個別需要訂定的收費服務。同時，新增的政策支援及研究組，則應付政策分析及研究支援方面日益繁重的工作。

我們在2002年6月發表了以商界僱主和僱員為對象的大規模調查報告。結果顯示，僱主和僱員均對平等機會委員會甚有認識；而大多數受訪者相信委員會秉持公正的態度處理投訴。絕大部分受訪者認為委員會在改變社會人士態度、處理投訴和鼓勵工商界在工作間推行平等機會常規方面，發揮一個重要機制的角色。

調查結果發表後，委員會推出了培訓工作坊及「中小型企業平等機會資料套」，為商界提供有關平等機會的資料，有助他們推行良好管理常規。

開展公眾教育計劃

委員會於2002/03年度繼續推出各項宣傳活動，藉以加深市民對平等機會原則的了解，並致力改變既定的歧視看法和態度。2002年夏天，委員會推出了該年度最受歡迎男歌手兼平等機會大使許志安的「放下歧視」宣傳項目。

委員會於2002年4月公佈的兩項研究結果顯示，學生仍深受殘疾和性別定型觀念的影響。因此，委員會於2002年5月，與社區機構合辦「男女價值觀」辯論比賽，有43間中學報名參加，其中16間獲甄選參與比賽，各校代表就性別定型問題進行了精彩的辯論。為了進一步打破定型觀念造成的障礙，委員會於2002年9月推出「無定型新人類」計劃，從500名申請者中挑出90名學生，他們得以從嘉賓導師身上，學習如何打破障礙，達成成功。

Investigating and Conciliating Complaints

The EOC is responsible for investigating complaints on breaches of anti-discrimination legislation. During 2002/03, we handled 1,597 complaint cases. The largest number came under the SDO, followed by the DDO. Cases under the Family Status Discrimination Ordinance represented the lowest number. Similar to previous years, pregnancy discrimination continued to be the major cause for complaint under the SDO, followed by sexual harassment. The bulk of the complaints under the three laws were related to employment.

Under the DDO, another major area of complaint was related to access issues, including access to buildings, access to information and the availability of services. We must be sensitive to the needs of persons with disabilities and build for barrier free access.

In recent years, the EOC has adopted procedural changes to facilitate complaints handling after receiving feedback from victims who fear pressure, stress and job loss as a consequence of complaining about discrimination. In some cases, sensitive issues such as sexual harassment or mental illnesses were involved. To alleviate these difficulties, the Commission has commenced the offer of early conciliation with a shorter handling process for victims.

To enhance the efficiency and effectiveness of the Commission, we commissioned a review of our complaints handling procedure and the organization structure at the end of 2001. From July 2002, our complaints handling procedures have been modified and the two operational divisions were merged under the responsibility of one director. This has facilitated greater sharing of expertise and better use of resources.

委員會並於2003年3月，推出全新的電視實況劇「非常平等任務」。這套劇集由香港電台製作，以歧視個案為主題，目的是增進市民對歧視條例的瞭解。

為了加強委員會的公眾教育資源，我們特別於網上資源中心增置「和解個案記錄冊」，讓市民更了解委員會的投訴處理程序，並可查閱個案結果。

對抗非典型肺炎

非典型肺炎在2003年春天爆發，我們即時面對許多新的問題。隨着與疫情有關的查詢和投訴越來越多，委員會遂成立一支「快速應變」小組，處理有關的歧視問題。我們向政府部門和僱主發出資料及指引，協助他們作出適當決定。這場疫症令每個人都上了一課，當中，我們明白到，歧視的最終代價除了對個人造成困難外，亦帶來經濟損失。

我們的訊息

這幾年來，我們希望傳達三個重要的社會訊息：
對個人而言——每個人都有發展自我潛能的權利。
對商界而言——奉行社會問責可擴闊市場空間。
對社會而言——增強人力資本可確保社會持續發展及減少對公帑的依賴。



Strengthening Training and Research

During my term of office, two new services were established. Our Training Unit delivers both free public and tailor-made fee-charging services. The training service is essential in raising awareness and compliance with equal opportunities laws in the community. Our Policy Support and Research Unit was established to meet the increasing demand for policy analysis and research support.

We released the findings of a major survey on employers and employees in the business sector in June 2002. Key findings in the survey revealed that employers and employees had a high awareness of the EOC, and most respondents believed the EOC to be impartial in handling complaints. The majority of respondents valued the EOC as an important mechanism in changing people's attitudes, handling complaints, and encouraging good workplace practices.

Following the findings of the survey, the EOC has introduced training workshops and a SME Kit to provide information that businesses need to promote good management practices.

Launching Public Education Campaigns

Our promotional campaigns in 2002/03 continued to foster understanding of equal opportunities principles and to help change preset perceptions and attitudes. In summer 2002, the EOC launched the "Put Prejudice Away" campaign, featuring the year's most popular male singer and Equal Opportunities Ambassador HUI Chi-on.

Two research projects released by the EOC in April 2002 found that disability and gender stereotyping were still prevalent among students. The EOC co-organized the Gender Values Debate Competition in May 2002, out of 43 schools, 16 were selected to debate assumptions related to gender. To further breakdown barriers formed by stereotyping, the EOC launched the Career Challenge programme in September 2002. Ninety students were selected from five hundred applicants to learn from their mentors about breaking barriers and achieving their aspirations.



在各種形式的人權當中，最基本的莫過於生命和生存權。這些權利的延伸，就是個人的發展權。為個人提供平等的教育、就業、服務、設施及參與社會的機會，有助個人發展，盡展所長，達到更大程度的自給自足，減少對社會保障的依賴。因此，反貧窮措施直接與個人的發展能力掛鉤。

對商界來說，我們知道社會對企業的期望已有所改變，人們現在越來越重視他們所進食的食物、穿著的衣服和使用的產品，是否在合乎道德標準的工作環境下製造的。市場佔有率及品牌價值，現在均視乎消費者是否接受該公司的營商作風。

社會現時要求企業以公平、具透明度及負責任的方式來經營。不少公營及私營機構已對此現象作出反應，就企業管治的重要事項制定標準和常規。

作為一個獨立的法定機構，委員會獲賦予職權，保障個別人士在平等機會法例之下的權利。自成立以來，我們的抱負一直是，聯同社會各界的支持，致力締造一個機會平等及沒有歧視的社會。

The EOC also launched "A Mission for Equal Opportunities," a new TV docu-drama series on discriminatory cases, in March 2003. The series produced by Radio Television Hong Kong aimed at enhancing public understanding of the anti-discrimination legislation.

To further strengthen our educational and resource tools, the EOC established a Settlement Register in our on-line resource centre this year, so that members of the public could gain a better understanding of the handling processes and learn about the outcomes.

Battling SARS

In the spring of 2003, SARS brought up new problems. As enquiries and complaints mounted, we formed a quick response team to deal with the situation to prevent attitudes from hardening. We issued advisories and information to government departments and employers to help them make decisions. The outbreak became a learning curve for everyone. We realized the full cost of discrimination which results in hardship to individuals and economic loss to the community.

Our Messages

Over the years, we have developed three important social messages on equal opportunities. These are:

- For the individual – Everyone has the right to self development.
- For business – Social accountability means marketability.
- For the community – Enhancement of human capital sustains development and reduces reliance on the public purse.

Of all forms of human rights, nothing can be more basic than the rights to life and to survival. An extension of these rights is the right to development. By providing individuals with equal access to education, employment, services, facilities and participation in community life, we are providing a platform for individual development. This enables an individual to maximize his/her own abilities and thus achieve greater self

作為一個國際都會，香港需要顯示決心，保障每個人免受歧視和騷擾。我們歡迎行政會議在2003年6月決定為反種族歧視立法。平等對待每一個人不但對個人帶來好處，對社會和經濟而言亦深具價值，最終整個社會都能獲益。

平等機會委員會主席

胡紅玉

(胡紅玉女士於1999年8月至2003年7月期間出任平等機會委員會主席)

sufficiency. In turn this leads to reduced dependency on social security. Anti-poverty measures world-wide are directly pegged to the capacity of the individual to develop.

For the business world, we know that social expectations have changed. Increasingly consumers are demanding the foods they eat, the clothes they wear and the products they use daily are manufactured under ethical working conditions. Market share and brand name value now depend on consumer acceptance of the way a company does business.

Corporations are now expected to operate in a fair, transparent and accountable manner. Numerous public and private bodies have responded by establishing standards and norms related to important aspects of corporate governance.

As an independent statutory body, the EOC is given the remit to assist individuals in asserting their rights under the equal opportunities laws. Our vision since our establishment is to create, with the support of the community, an environment where there is no barrier to equal opportunities and no discrimination.

As an international city, Hong Kong needs to demonstrate its commitment to protect everyone from discrimination and harassment. We welcome the Executive Council's decision in June 2003 to introduce anti-racism legislation in Hong Kong. Equitable treatment for everyone will reap not only individual benefits, but both social and economic gains as well. Ultimately, our entire society stands to benefit.

Anna Wu
Chairperson, Equal Opportunities Commission
(Ms. Anna Wu served as Chairperson of the Equal Opportunities Commission from August 1999 to July 2003)

接納精神病患者

香港多個弱勢群體之中，以精神病患者最備受誤解。他們常被視為具有暴力和自殺傾向、行為難以預測，並且沒有能力作出理性決定。這些負面標籤令精神病患者飽受孤立；但其實，社會的接納與包容，是促進身心健康的先決條件。由於精神病患者的決斷能力往往備受懷疑，故他們經常非自願地接受藥物治療，甚或遭受禁閉。

2002/03年間，委員會仍然致力為精神病患者提倡平等機會。政府統計署估計，2000年香港約有50,000名精神病患者；但由專上學院進行的調查顯示，市民患精神病的比率可能遠較這數字為多。香港的人口中，約有五分之一於不同時間，以不同方式和程度，受到精神病的影響。

「本港精神健康服務使用者對歧視的看法及體會」研究委員會於2002年11月發表了一份由委員會、香港中文大學精神科學系與浸會大學社會工作系合作的研究報告。調

Accepting Persons with Mental Illnesses

Of the many vulnerable groups in Hong Kong, perhaps those with mental illnesses are the most misunderstood. They are generally perceived to be violent, suicidal, unpredictable and incapable of rational decision. Stigmatization has resulted in their isolation when acceptance and inclusion are most needed to promote wellness. Doubts regarding their decision-making abilities have also made them vulnerable to possible non-consensual medical treatment and confinement.

In 2002/03, the EOC continued to advocate equal opportunities for persons with mental illnesses. The Census and Statistics Department estimated that there were about 50,000 people with mental illnesses in Hong Kong in 2000. Other surveys by tertiary institutions, however, indicated that there might be a much higher occurrence of mental



消除歧視 — 制度及政策檢討



Eliminating Discrimination – System & Policy Reviews

查訪問了來自28間中途宿舍和一間公立精神科門診診所的757名受訪者，搜集他們對受歧視的看法和切身感受。研究涵蓋了受訪者生活上多個層面，除了醫療和護理外，還包括工作、家庭和社交關係等。

研究結果顯示，精神病患者面對的負面標籤，較患上精神病更為可怕。病人一般曾隱瞞病歷，亦曾被社會孤立，因而阻礙他們及早察覺病情，並及時接受治療。委員會認為，要抗衡負面標籤，必需釐定一套有系統而貫徹的教育、支援及糾正計劃，內容須包含在社區和家庭照顧層面的推廣工作，以及尊重精神病患者權利的原則。精神病患者的身心健康和權利的體現，有賴社會的接納和法律的保障；而為他們提供服務的機構，亦必須認同這些權利是可以付諸實行的。

illness among the general public. Mental illness can affect one in five of our population at different times, in different forms and with varying degrees of severity.

A Study of Mental Health Service Users' Perception and Experience of Discrimination in Hong Kong

The EOC released the results of a joint study with the Department of Psychiatry of The Chinese University of Hong Kong and the Department of Social Work of the Baptist University in November 2002. The Study focused on the first-hand experiences and perceptions of discrimination of 757 respondents from 28 halfway houses and a public psychiatric out-patient clinic. The Study covered multiple domains in life, such as work, family and social relationships in addition to medical treatment and health care.

該研究只是一個開始，往後仍需就與精神病患者有關的醫療及護理服務、其法律地位及市民一般觀念等幾方面，進行更大型的研究。儘管為精神病患者而設的服務，大多超越了委員會的工作範疇，不過這些服務互為關連，實在需要以協調及全面的方式推行。

患上精神病的婦女，面對的雙重不利困境更為明顯。《世界衛生組織2001年報告》指出，社會期望婦女身兼妻子、母親和家庭成員照料者等多重角色，令她們易於罹患各類精神失調症。事實上，患上抑鬱症的女性較男性多一倍。

提高公眾和醫護人員對精神病的意識，對及早察覺病情、作出評估和介入治療大有幫助。病患者的家庭成員應得到精神病的知識和照顧病者的技巧。此外，社區和專業人士提供的支援服務，如親子技巧和小組輔導等，對建立社區為本的護理系統亦至為重要。

This Study shows that stigmatization attached to mental illness can be regarded as worse than having the illness itself. Typically there is a history of concealment and social exclusion, which prevents early detection and timely treatment. To counter stigmatization, the EOC calls for a committed and coherent programme of education, support and redress. Such a programme must encompass the promotion of community and family care, and the respect for the rights of the mentally ill. The well being of the mentally ill and the realization of their rights require acceptance from the community as well as the entrenchment of their rights in law, and the recognition of these rights as enforceable values by the institutions providing services to them.

This Study is but a first step, and must be followed by larger studies on the provision of medical and health care services to those with mental illness, their legal position and the perception of the public. Many of the services required to help those with mental illness are beyond the remit of the work of the EOC, but they are inter-related and require a coordinated and holistic approach.



The double disadvantages faced by women with mental illness were also evident. The World Health Organization Report of 2001 points out that the multiple roles expected of women to fulfill, as wives, mothers and carers of other family members, put them at greater risk of experiencing mental disorders. Twice as many women than men suffer from depression.

Raising the awareness level of the public and the medical profession can help improve early detection, assessment and intervention. Families need to be educated in the knowledge and skill of caring for individuals with mental illness. Community and professional support to families, such as parenting skills and group counseling, is essential to create a wider community-based care system.

我們一直提倡方便殘疾人士使用銀行的各種服務。香港銀行公會與本委員會就此組成工作小組，並作出了建議；銀行公會據有關建議制訂了一套方便殘疾人士使用電子銀行服務的指引，讓會員可以按指引安裝新的自動櫃員機或搬遷舊機。

委員會亦繼續派出代表參與政府的資訊網頁跨部門委員會，研究政府網頁的易讀性，又參考民政事務總署的「推廣婦女使用資訊科技」中央統籌委員會，就婦女使用資訊科技的平等機會提供意見。

有關保險問題的公眾諮詢

壽險、醫療保險和退休保險並非奢侈品，而是重要的個人保障。購買保險的目的，是讓投保者和家人在遇上災難或意外時有所保障。保險彌補了公共健康服務和退休計劃的不足，有其不容忽視的社會功能，是具備社會意義的獨特行業。

During the year, the EOC continued to work closely with the IT industry. We fully supported the Web Care Campaign launched by the Internet Professionals Association (IPA) in promoting awareness and the use of IT among women and persons with disabilities. We provided input to the development of the "Easy Guide to Build No Barrier Web Sites", published by the IPA.

Another issue we have been advocating is accessible banking services. Based on the recommendations of the working group, formed with the Hong Kong Association of Banks (HKAB), a set of guidelines to enhance accessibility was issued by HKAB for its members when installing new ATMs or relocating old ATMs.

Our representative continued to participate in the government's inter-departmental committee on issues



健康權利涉及四個範疇：有否提供所需的護理服務、該等服務是否易於享用、服務水平是否可以接受，以及服務和護理的質素等。委員會建議，若傳統的精神科藥物對某一位病者的日常生活造成較大困擾，便應轉用新一代的精神科藥物。新藥物的副作用較少，所以精神病患者也不會因負面標籤，而隱瞞病情和拒絕就診。

資訊科技 人人共享

香港已漸轉型為資訊為本的社會、互聯網及其他資訊科技的應用，以前所未有的速度廣為流傳。在資訊革命的大勢下，我們必須確保殘疾人士及婦女不會落後於人。獲取資訊的能力，能打開通向人生多項選擇的大門（包括教育和工作機會），可改變一生，因此讓每個人都有機會掌握資訊科技和互聯網的應用極為重要。

委員會繼續與資訊科技行業緊密合作；我們全力支持由互聯網專業人員協會推行的「網絡無障礙運動」，目的是提高婦女及殘疾人士對資訊科技的認識及使用。我們亦就互聯網專業人員協會的「無障礙網絡指南」提供了意見。

Four dimensions need to be considered in respect of the right to health: availability, accessibility, acceptability and quality of service and care. The EOC recommends that the new generation psychiatric drugs be used when conventional drugs create greater disruption to the daily activities of an individual. These drugs create fewer side effects making those with mental illness less of a hostage to stigmatization, which leads to concealment and non-treatment.

Access to Information Technology (IT)

Our society has become information-oriented and the use of the Internet and other information technology is spreading at an unprecedented speed. It is extremely important that persons with a disability and women are not left behind in this information revolution. It is crucial to make information technology and the Internet accessible to all, because access to information can open the door to many life-changing choices, such as education and career opportunities.

可是，委員會過去幾年卻接獲相當數量的查詢及投訴，涉及保險業慣常做法，主要為業界拒絕提供保險服務、基於投保人的性別或殘疾情況提高保費，以及因原先存在的健康狀況拒絕提供保障。

為了加強市民對保險業內平等機會事宜的關注和認識，並探討目前常規以外的其他做法，委員會在2002年12月發表了《與反歧視法例有關的保險問題討論文件》。



related to web accessibility for government homepages, and the Home Affairs Department's Central Co-ordinating Committee on the Promotion of IT to Women, to provide our perspective on the equal opportunities aspects of women and IT.

Public Consultation on Insurance Issues

Life, medical and pension insurance are not luxuries, but essential aspects of personal security. The purpose of buying insurance is to protect policyholders and their families when disasters strike. There is a social purpose behind insurance that cannot be ignored, often acting as a useful supplement to public health services and pension schemes, and insurance is uniquely poised to make social purpose a business.

However, over the past few years, the EOC has received a number of inquiries and complaints on insurance practices, mainly on the refusal to provide insurance coverage, charging increased premiums on the ground of sex or disability and exclusion of coverage in respect of pre-existing conditions.

截至2003年3月底，委員會共接獲25份來自保險業、精算業、非政府組織、相關組織和個別人士的意見書。我們會與保險業合作，將各界的回應，納入行將制定的《保險業指引》內，供從業員使用。

香港保險業聯會已成立專家工作小組，協助委員會制定《保險業指引》，以及處理因討論文件及有關回應而衍生的議題。此外，保險業聯會亦已釐訂《殘疾歧視實務聲明》，並會不時更新。

香港精算師學會亦已知會委員會，願意發出《指引說明》，列出精算師在反歧視條例下的責任。

In an effort to promote awareness and understanding of equal opportunities issues, and examine alternatives to current practices in the insurance industry, the EOC released the *Discussion Paper on Insurance under the Anti-discrimination Legislation* in December 2002.

By the end of March 2003, over 25 submissions from the insurance industry, actuarial profession, NGOs, stakeholder groups, and individuals were received. The response will be used, in collaboration with the insurance industry and other stakeholders, to prepare a set of Insurance Guidelines for practitioners in the insurance industry.

The Hong Kong Federation of Insurers (HKFI) has established a specialist Task Force to assist the EOC on the formulation of Insurance Guidelines, and to deal with the issues arising from this Discussion Paper and the responses. HKFI has also established a Statement of Best



確保人人有機會享用公平的保險保障十分重要。目前保險業的慣常做法，往往是根據商業或精算方面的準則行事，但部分常規卻引發一定的問題和關注。讓更多人得以投保，能拓展保險業的市場，因此制定沒有歧視的保險政策，不但切合新的市場需要，亦符合社會的期望，讓保險業及消費者同時受惠。

有關全納教育的指引

教育的要素，是啟發個人潛能，讓個人全面參與社會生活。歷史一再印證教育能促進社會平等，帶動改革，亦能為生活帶來徹底的改變。

去年，委員會繼續推廣《殘疾歧視條例教育實務守則》（《守則》），就《殘疾歧視條例》在教育範疇上的法律要求，為教育工作者、家長和學生提供清晰和實用的教育指引。

Education Guidelines for Inclusion in Schools

Education is fundamental to the development of human potential and to an individual's full participation in society. Throughout history, education has proved to be the most powerful equalizer and agent of change. It can make all the difference to an individual's life.

Last year, the EOC continued to promote the Code of Practice on Education (the Code) under the Disability Discrimination Ordinance (DDO), which provides clear and practical guidelines for educators, parents and students on the legal requirements of the DDO in education.

A Working Group consisting of representatives from the Government, education professionals and parents was formed to monitor the Code and its implementation. The EOC also continued to participate in the Task Group on the Integrated Education Programme.



Practices on Disability Discrimination, which it will update from time to time.

The Actuarial Society of Hong Kong has advised the EOC that it would be prepared to issue a Guidance Note outlining the responsibilities of actuaries under the anti-discrimination legislation.

Fair access to insurance is a significant matter. Many of the current insurance practices may be justified by business and actuarial standards, but some raise questions and concerns. Increasing access to insurance also means widening the market for insurers. New non-discriminatory approaches could be developed to respond to new market needs, and societal expectations for the benefit of both insurers and consumers.

我們邀請了政府、教育界專業人士和家長組成工作小組，以監察《守則》及其推行工作。同時，委員會亦繼續參與「融合教育工作小組」的活動。

部分教育工作者對學校面對的各種問題表示關注，包括校園通道、器材及輔助裝置等設施問題、教師欠缺有關經驗及培訓、校方缺乏適當的課程及評估制度等。這些均是重要的問題，而法例規定了校方必須為每名殘疾學生提供合理的調適及安排。

按《殘疾歧視條例》，「特殊學習障礙」與腦部功能障礙有關，是一種「殘疾」。由於「特殊學習障礙」在外表上並無病徵，故又被稱為「看不見的殘疾」。只要加以合適的診斷和恰當的學習方法，有「特殊學習障礙」的學生也能如其他學生般，獲取良好的學業成績，甚或更為出色。根據《殘疾歧視條例》，獲得合理的調適安排是殘疾學生應有的權利，故學校必須加以提供。

為了推廣公眾認識殘疾學童的特殊需要及享有平等教育機會的權利，委員會於2002年6月舉辦了「共同學習 各展所長」教育研討會。

Some educators were concerned about the physical accessibility problems faced by schools, the availability of equipment and assistive devices, the lack of experience and training for teachers, the lack of appropriate curriculum and assessment for students. All these are very important questions. The law requires reasonable accommodation to be provided in each case.

The definition of "disability" under the DDO covers Specific Learning Disability (SLD), a disability associated with brain functions. As SLD does not show any signs of physical disability, it is sometimes called the "invisible disability". Given the correct diagnosis and appropriate learning strategy, students with SLD perform just as well as other students without SLD, and sometimes better. Reasonable accommodation in education is a right under the DDO which must be provided to students with SLD.

To promote public understanding of the special needs of students with disabilities and their right to equal education opportunities in Hong Kong, a seminar titled Learning Together: Accommodating Different Needs was held in June 2002.

同值同酬

根據國際公約，香港的公營及私營機構均有責任遵守「同值同酬」原則。不過，現時香港兩性之間的薪酬，仍存在一定的差距。

委員會決心推廣「同值同酬」原則，一直致力研究於本港實施「同值同酬」的最有效方法。

委員會設立同值同酬專責工作小組，目的就是按同值同酬原則，探討公營機構是否存在薪酬差距的情況。委員會在這方面的工作將增進香港在同值同酬範疇的專業知識及擴展能力，並致力提高公眾對同值同酬原則的認識。

提倡平等機會觀念

年內，委員會為促進平等機會，在多方面提出了建議及書面意見。我們曾對政府就《消除對婦女一切形式歧視公約》

Equal Pay for Work of Equal Value

Hong Kong is bound by international treaties to implement the principle of "equal pay for work of equal value" (EPEV) in both the public and private sectors. In Hong Kong today, substantial wage gaps still exist between women and men.

The EOC is committed to the principle of EPEV and has been working hard to understand how it may be best implemented in Hong Kong.

The EOC's Task Force on Equal Pay for Work of Equal Value was established to study if there are pay differentials with regard to EPEV in the public sector. The EOC has also been helping to build up capacity and expertise in EPEV and to raise public awareness.



We also provided information to the government for its preparation of a country report in respect of the implementation of the International Covenant on Civil and Political Rights in Hong Kong.

We gave our response to the government on the consultation paper "Sports Policy Review Report: Towards a More Sporting Future". We advocated a long-term strategy, which would mainstream gender and disability perspectives into new sports policy, and included measures to enhance full participation of persons with a disability in sports.

The EOC also responded to the Buildings Department's Questionnaire on Barrier Free Access and Facilities for Persons with Disabilities. This questionnaire seeks stakeholders' views on the existing "Design Manual of 1997: On Barrier Free Access". The EOC's response emphasized the



的推行而撰寫的國家報告提出意見。此國際公約禁止歧視婦女，並致力提高婦女的地位。委員會的意見書促請政府正視婦女面對的各種問題，以及協助女性增強自身的能力，提高女性在社會的地位。

政府為《亞洲及太平洋殘疾人十年行動議程》的落實情況擬備報告時，委員會亦曾就我們的工作提交報告。

此外，我們亦向聯合國亞洲及太平洋經濟社會委員會提交了一份非政府組織主題報告，匯報該行動議程在香港實施的情況。

另外，政府在撰寫《公民權利和政治權利國際公約》在香港的推行情況國家報告時，我們亦提供了資料。

委員會亦就「體育政策檢討小組報告書：生命在於運動」諮詢文件提交意見，倡議了長遠的策略。我們建議在新的體育政策中，納入性別及殘疾觀點，以及實施提高殘疾人士全面參與體育活動的措施。

Advocating Equal Opportunities

During the year we made a number of proposals and suggestions to enhance the equal opportunities environment. We provided the government with our views to facilitate its preparation of a country report in respect of the implementation of the International Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). This international convention prohibits discrimination against women and seeks to advance the status of women. The submission from the EOC called for the government to address issues faced by women and foster the empowerment and advancement of women.

During the government's preparation of a report on the implementation of the "Agenda for Action for the Asian and Pacific Decade of Disabled Persons", the EOC also submitted a report on our work. In addition, we submitted an alternative thematic report to the UN Economic and Social Commission for Asia and the Pacific in respect of the implementation of the Agenda Action in Hong Kong.

對建築署發出專為殘疾人士而設的無障礙通道及設施問卷，委員會亦作出了回應。這份問卷的目的是就現行的《設計手冊：暢通無阻的通道1997》徵詢相關團體的意見；委員會在回應中強調必須為殘疾人士提供更理想的通道和設施。

為了保障和推廣母乳餵哺的權利，委員會曾去信政府，表示有需要於建築物的設計規格內，加入嬰兒護理設施，特別是供公眾使用的建築物。

我們亦繼續呼籲當局在制定政策時，必須納入性別和殘疾觀點，以促進社會的持續發展。

need for better access and facilities for persons with disabilities.

To protect and promote the right to breastfeed, the EOC wrote to the government on the need to make baby care facilities a mandatory requirement in building plans, particularly for buildings used by a significant number of families or the general public.

We continued to advocate the importance of gender and disability perspectives in policy making to achieve sustainable development for the community.

活動及成果

Activities and Achievements

查詢

近年來，市民對委員會的工作和歧視問題的認識，已經越來越深。由1997年4月至1998年3月，我們僅接獲7,284宗查詢，其中包括5,670宗一般查詢和1,614宗具體查詢。相比之下，到2002/03年度，查詢數字已上升至10,399宗，其中包括5,895宗一般查詢和4,504宗具體查詢。

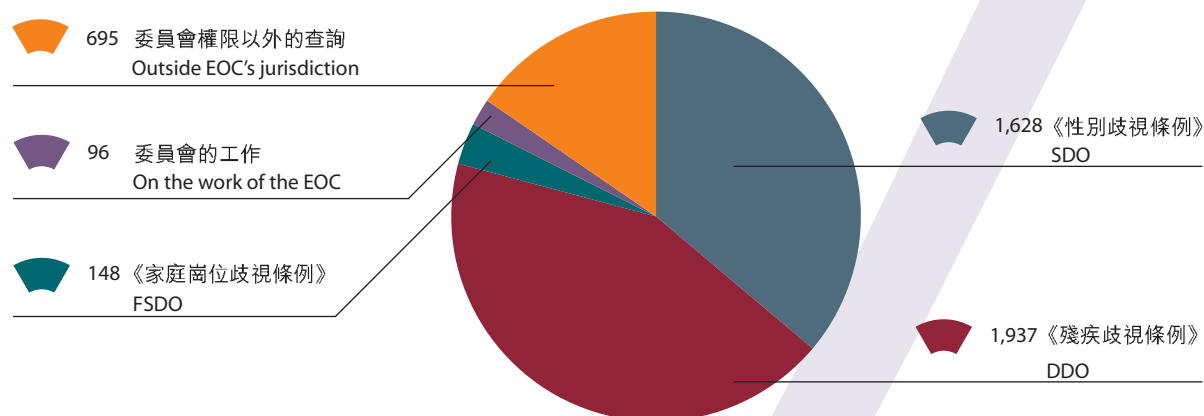
一般查詢涵蓋所有與委員會相關的工作；而具體查詢則與反歧視條例直接有關。在2002/03年度的4,504宗具體查詢當中，1,628宗關乎《性別歧視條例》，1,937宗關乎《殘疾歧視條例》，148宗關乎《家庭崗位歧視條例》，96宗關於委員會的工作，其餘695宗則涉及委員會權限以外的年齡、種族、性傾向和宗教等歧視問題(詳情見表1)。

Enquiries

Over the years, the public has gained an increasing awareness of issues related to the EOC's work and different kinds of discrimination in Hong Kong. From April 1997 to March 1998, we recorded a total of 7,284 enquiries consisting of 5,670 general and 1,614 specific enquiries. During the 2002/03 fiscal year, this number had grown to 10,399, consisting of 5,895 general and 4,504 specific enquiries.

General enquiries cover enquiries related to our overall activities while specific enquiries relate directly to the anti-discrimination ordinances. Of the 4,504 specific enquiries, 1,628 were related to the Sex Discrimination Ordinance (SDO), 1,937 to the Disability Discrimination Ordinance (DDO) and 148 to the Family Status Discrimination Ordinance (FSDO). An additional 96 covered the work of the EOC while a further 695 enquiries referred to areas falling outside our jurisdiction, such as age, race, sexual orientation and religion (See Figure 1).

表1 2002年4月1日至2003年3月31日的具體查詢分類(總數: 4,504宗)
Figure 1 Breakdown of Specific Enquiries from 1 April 2002 to 31 March 2003 (Total number: 4,504)



需進行調查及調解的投訴

根據反歧視條例規定，任何人士如認為受到違法的歧視，可親身或授權代表向委員會提出書面投訴。委員會在研究個案的情況後，會讓雙方就指稱的事宜提出意見和回應，並致力透過調解方式協助雙方和解。假若未能和解，委員會可應投訴人的申請，考慮提供其他形式的協助，例如給予法律意見、法律協助或任何委員會認為適當的協助。

經處理的投訴

委員會於2002/03年度接獲的投訴共有748宗，少於上一年的1,649宗。上一年接獲大量投訴，主要涉及中學學位分配辦法的性別歧視投訴。在748宗個案中，有396宗按《性別歧視條例》提出，320宗關乎《殘疾歧視條例》，另32宗關乎《家庭崗位歧視條例》。連同上年度未完結的個案，本年度共處理1,597宗投訴，對比2001/02年度的1,976宗，下降19%(詳情見表2)。不過，若撇除2001/02年度832宗關乎中學學位分配辦法的投訴，本年度處理的投訴個案便較去年上升40%。

Complaints for Investigation and Conciliation

Anyone who feels that he/she has been treated unlawfully under Hong Kong's anti-discrimination legislation can seek redress by lodging a complaint in writing, either personally or through a representative, with the EOC. After examining the facts of each case, both parties, the complainant and the respondent, are given the opportunity to comment and respond to the allegations. Every attempt is made to resolve the matter through conciliation. If this fails, further forms of assistance can be granted if the complainant applies to take the matter further. Assistance granted can include advice, legal assistance or any other assistance which is considered appropriate.

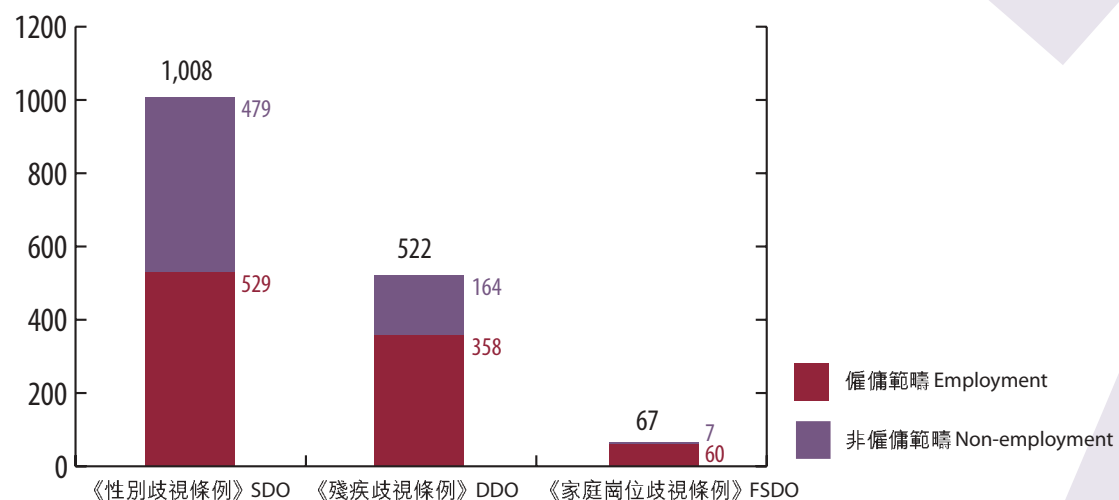
Complaints Handled

During the year we received a total number of 748 complaints, a decrease from 1,649 complaints received the year before. The high number received previously was due to the large number of complaints lodged with regard to the possibility of sex discrimination in the allocation of school places under the Secondary School Places Allocation (SSPA) System. Of the 748 cases, 396 complaints were received under the SDO, 320 under the DDO and 32 under the FSDO. Together with those carried forward from previous years, we handled a total of 1,597 complaints, representing a decrease of 19% as compared to 1,976 in 2001/02 (See Figure 2). However, excluding the 832 SSPA complaints in the previous year, the records still show an annual increase of 40%.

活動及成果

Activities and Achievements

表2 2002年4月1日至2003年3月31日需進行調查及調解的投訴(處理總數: 1597宗)
Figure 2 Complaints for Investigation and Conciliation from 1 April 2002 to 31 March 2003 (Total Number Handled: 1597)



2002/03年度，經處理的投訴中，有1,296宗已完成(比上年度增加8.9%)(詳情見表2a)，當中有666宗(增幅為124%)曾進行調解，其中397宗調解成功(增幅為113%)，其餘269宗未能和解(詳情見表2b)。

In the year 2002/03, of the complaints handled, 1,296 cases (an 8.9% increase over the previous year) were completed (See Figure 2a) and 666 cases (a rise of 124%) proceeded to conciliation. Among these 666 cases, 397 (a 113% increase) were successfully conciliated while the remaining 269 cases were unsuccessful (See Figure 2b).

表2a 2002年4月1日至2003年3月31日需進行經調查及調解的投訴(處理總數: 1,296宗)
Figure 2a Cases completed after Investigation and Conciliation from 1 April 2002 to 31 March 2003 (Total Number: 1296)

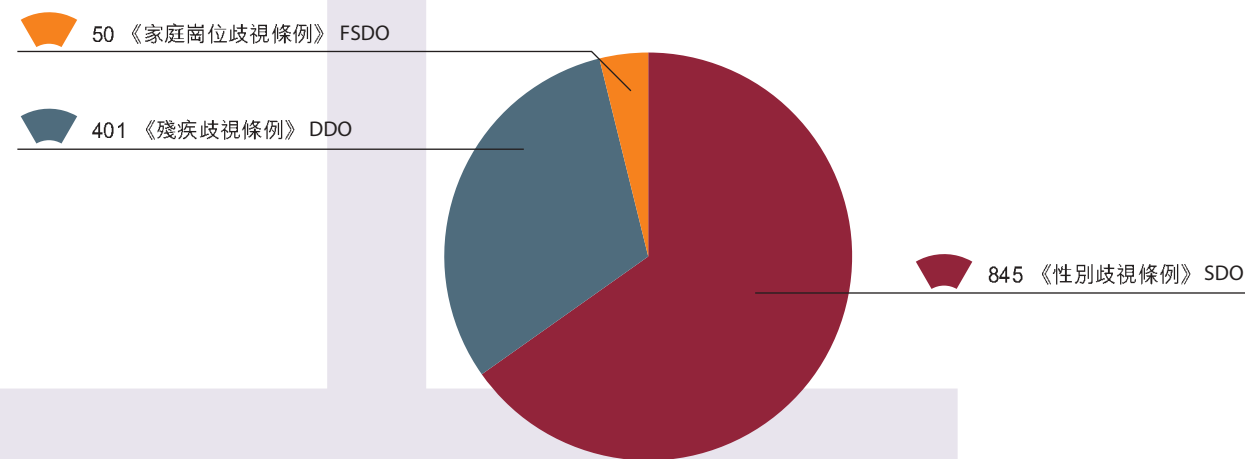
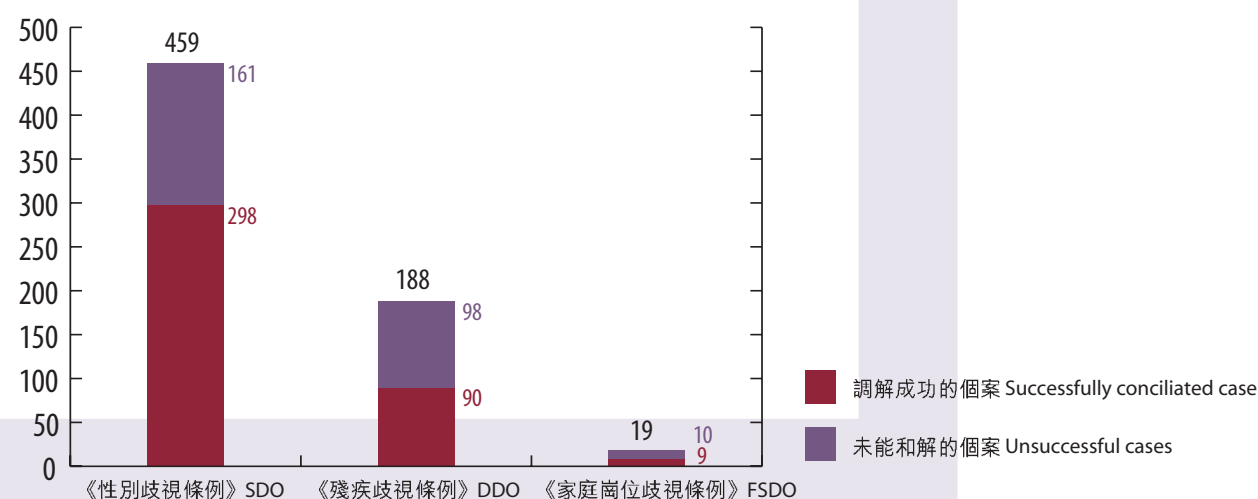


表2b 2002年4月1日至2003年3月31日曾進行調解的個案(總數: 666宗)
Figure 2b Cases Proceeding to Conciliation from 1 April 2002 to 31 March 2003 (Total Number: 666)



活動及成果

Activities and Achievements

其餘的投訴因各種原因而終止調查。委員會決定不進行或不繼續調查，原因是有關作為並不違法，或投訴人不想繼續追究，或受指稱的行為在投訴時，已超過12個月。此外，若投訴獲得提早解決，或委員會認為有關投訴屬瑣屑無聊、無理取鬧、基於錯誤理解或缺乏實質，委員會亦會終止調查。在終止個案方面，本年度有630宗，比上一年的893宗相比顯著減少(詳情見表3)。

The remaining complaints were discontinued for a variety of reasons. At times, the Commission may decide not to conduct, or to discontinue an investigation. This happens if the act in question is not unlawful, the complainant no longer wants to pursue the complaint, or if a period of over 12 months has passed since the act was committed. Investigation may also cease if the complaint is resolved through early resolution, or if the EOC considers the complaint frivolous, vexatious, misconceived or lacking in substance. There was a total of 630 discontinued cases, a significant decrease compared to the total of 893 cases last year (See Figure 3).

表3 2002年4月1日至2003年3月31日個案終止調查的原因
Figure 3 Discontinued Cases by Reason from 1 April 2002 to 31 March 2003

	不屬違法作為 No unlawful acts	瑣屑無聊 或缺乏實質 Frivolous or lacking in substance	投訴人不願 繼續追究 Complainants did not wish to pursue	投訴得到 提早解決 Complaints resolved through early resolution	超過12個月 的時限 Beyond 12-month time bar	總數 Total
《殘疾歧視條例》DDO	8	135	40	5	25	213
《性別歧視條例》SDO	14	111	120	140	1	386
《家庭崗位歧視條例》FSDO	2	21	8	0	0	31
總數 Total	24	267	168	145	26	630

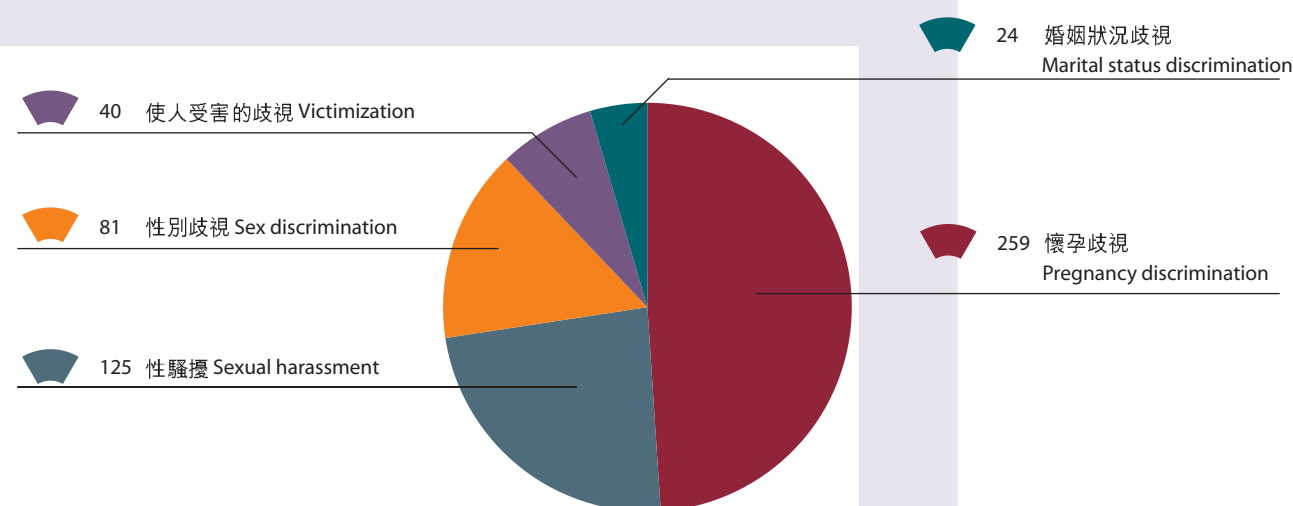
與《性別歧視條例》相關之投訴

- 本年度共處理了529宗涉及僱傭範疇的投訴個案，較上年度增加27%，數目最多的依然是懷孕歧視(259宗，佔49%)，其次是性騷擾(125宗，佔24%)(詳情見表4)。
- 本年度共處理了479宗涉及非僱傭範疇的投訴個案，其中457宗(94%)關乎性別歧視。由於約有半數「中學學位分配辦法」的投訴在去年完結，故此這類別的個案在本年度顯著減少(詳情見表5)。

SDO-related Complaints

- There were a total of 529 employment-related complaints handled, an increase of 27% over the previous year. Pregnancy discrimination continued to be the major cause for complaint (259 complaints, 49%) followed by sexual harassment (125 complaints, 24%) (See Figure 4).
- A total of 479 non-employment related complaints were handled; in which 457 (94%) cases were related to sex discrimination. Since almost half of the SSPA cases were concluded last year, the number of cases in this category dropped significantly this year (See Figure 5).

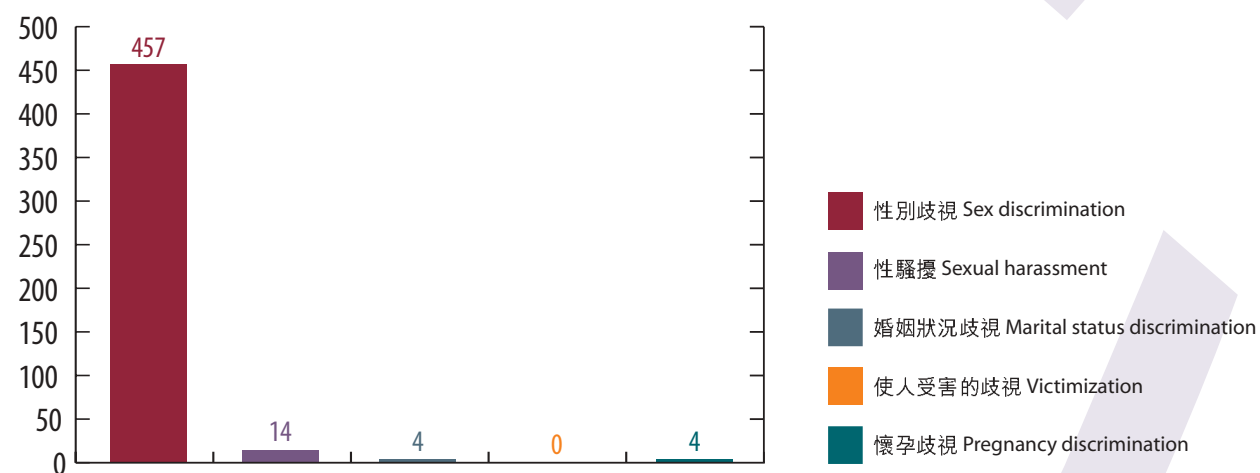
表4 2002年4月1日至2003年3月31日期間根據《性別歧視條例》提出，關乎僱傭範疇而獲處理的投訴個案分類(共529宗)
Figure 4 Breakdown of Employment Related Complaints Handled under the SDO from 1 April 2002 to 31 March 2003 (Total: 529)



活動及成果

Activities and Achievements

表5 2002年4月1日至2003年3月31日期間根據《性別歧視條例》提出，關乎非僱傭範疇而獲處理的投訴個案分類(共479宗)
Figure 5 Breakdown of Non-employment Related Complaints Handled under the SDO from 1 April 2002 to 31 March 2003 (Total: 479)



與《殘疾歧視條例》相關之投訴

- 委員會本年度處理了522宗與《殘疾歧視條例》相關的投訴，較上年度減少16%。
- 其中僱傭範疇個案達358宗，非僱傭範疇個案則有164宗。殘疾歧視個案佔最多，達456宗(佔總數的87.4%)(詳情見表6及表7)。

DDO-related Complaints

- A total number of 522 complaints were handled, representing a 16% drop over the previous year.
- Among both the 358 employment-related and 164 non-employment related cases handled, disability discrimination was the single largest cause for complaint, accounting for 456 cases (87.4%) of the total (See Figures 6 and 7).

表6 2002年4月1日至2003年3月31日期間根據《殘疾歧視條例》提出，關乎僱傭範疇而獲處理的投訴個案分類(共358宗)
Figure 6 Breakdown of Employment Related Complaints Handled under the DDO from 1 April 2002 to 31 March 2003 (Total: 358)

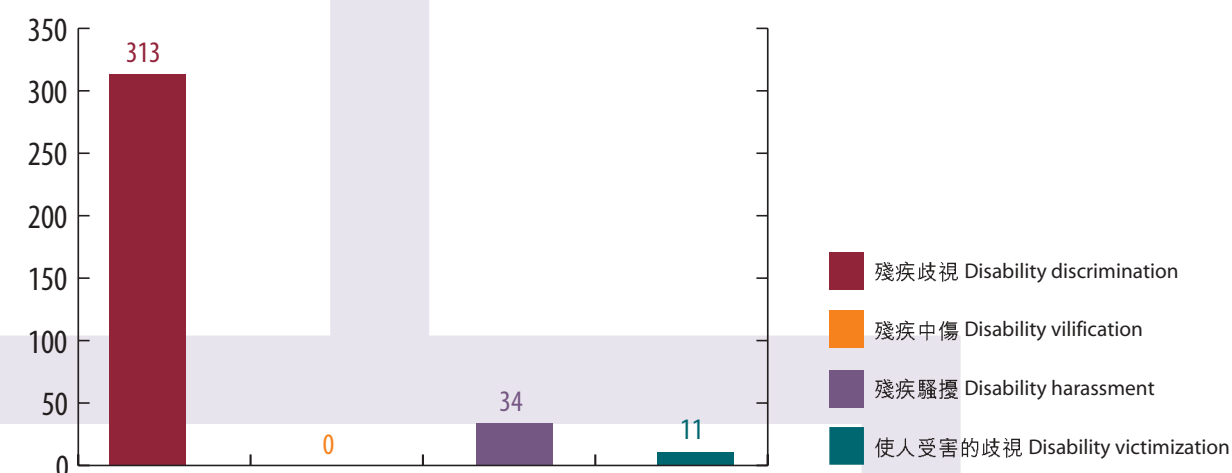


表7 2002年4月1日至2003年3月31日期間根據《殘疾歧視條例》提出，關乎非僱傭範疇而獲處理的投訴個案分類(共164宗)
Figure 7 Breakdown of Non-employment Related Complaints Handled under the DDO from 1 April 2002 to 31 March 2003 (Total: 164)

投訴類別 Type of complaint	投訴數目 Number of complaints
殘疾歧視 Disability discrimination	143
貨品、服務和設施 Goods, services and facilities	63
處所通道 Access to premises	54
教育 Education	14
政府 Government	9
處所的處置和管理 Disposal and management of premises	3
其他 Others	0
殘疾中傷、騷擾和使人受害的歧視 Disability vilification, harassment & victimization	21

活動及成果

Activities and Achievements

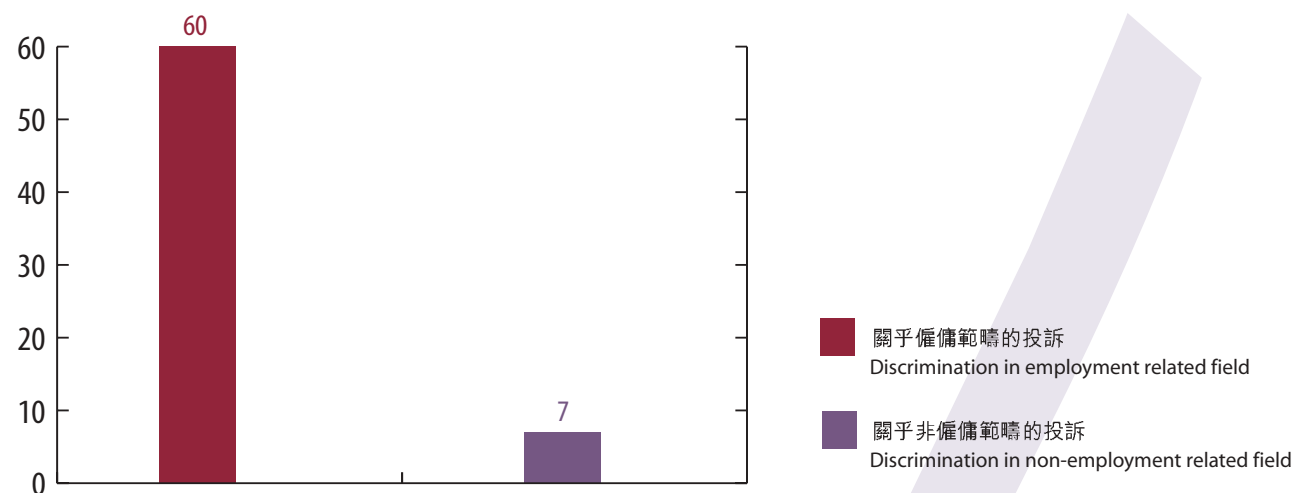
與《家庭崗位歧視條例》相關之投訴

- 委員會本年度處理有關《家庭崗位歧視條例》的投訴達67宗，當中60宗(90%)關乎僱傭範疇，7宗(10%)關乎非僱傭範疇(詳情見表8)。大部份(83%)關乎僱傭範疇的投訴，與基於家庭崗位的解僱有關。

FSDO-related Complaints

- During the year, a total of 67 FSDO complaints were handled, of which 60 (90%) were employment-related and 7 (10%) were non-employment related (See Figure 8). The majority (83%) of the employment-related complaints were related to dismissal on the grounds of family status.

表8 2002年4月1日至2003年3月31日期間根據《家庭崗位歧視條例》提出，而獲處理的投訴個案分類(共67宗)
Figure 8 Breakdown of Complaints Handled under the FSDO from 1 April 2002 to 31 March 2003 (Total: 67)



需跟進之投訴

對於由第三者或不想參與調查或調解的受屈人士所提出的違法行為投訴，委員會亦會採取行動。委員會會聯絡有關人士，向他們解釋法例，並建議他們加以糾正。這些需跟進的投訴近年有所遞減，相信是由於投訴人已經不懼怕用自己的身份作出投訴。委員會於本年度僅處理了45宗需跟進的投訴，其中19宗關乎《性別歧視條例》，25宗關乎《殘疾歧視條例》，1宗關乎《家庭崗位歧視條例》。

Complaints for Follow-up Action

We also take action on complaints with regard to unlawful acts brought to our attention by third parties, or aggrieved individuals who do not wish to be involved in the investigation or conciliation process. Under such circumstances, the Commission approaches the concerned parties to explain the relevant legislation, and advise them to rectify the situation. These complaints for follow-up action have steadily decreased in recent years as it appears that complainants no longer find the act of filing complaints under their own name intimidating. During the year only 45 complaints for follow-up action were handled, 19 under the SDO, 25 under the DDO and 1 under the FSDO.

法律協助

如雙方未能達成和解，委員會可向有意提出訴訟的申請人提供多種協助。在收到協助申請後，委員會的律師會就個案證據是否有力及其他考慮因素作出評估，才向委員會提出意見。委員會再根據律師的法律意見，決定是否給予協助。協助的形式包括：由委員會的律師向申請人提供法律意見、協助申請人取得進一步資料或證據，以至由委員會律師或由委員會延聘私人執業大律師，在訴訟中擔任申請人的法律代表等。

Legal Assistance

If a complaint has been lodged and conciliation has not been successful, the EOC has the power to grant various forms of assistance to applicants who wish to take legal proceedings with regard to the complaint. When an application for assistance is received, our lawyers will conduct an assessment of the application before advising the Commission on the strength of the evidence as well as other considerations. Based on the legal advice of the lawyers, the Commission will decide whether or not to grant assistance. Assistance granted by the EOC may include legal advice to the applicant by the Commission's lawyers, legal services for the applicant to obtain further information or evidence, or representation in legal proceedings by the EOC's lawyers, or by barristers in private practice briefed by the Commission.

在2002/03年度，委員會共收到68宗有關法律協助的申請，其中11宗獲委員會給予協助。在不獲協助的個案中，有兩宗轉介至免費提供服務的私營律師行。個案分類詳情請參閱「附錄5：法律協助」。

In 2002/03, we received 68 applications for assistance and granted assistance in 11 of them. Among the cases where assistance was not granted, 2 were referred to private firms on a pro bono basis. A further breakdown of the cases can be found under "Appendix 5: Legal Assistance".

活動及成果

Activities and Achievements

獲委員會給予法律協助的個案

在本年度，共有八宗獲委員會協助的個案在展開法律程序前得以解決(包括自上年度延續至本年度的個案)，解決原因包括個案雙方達成和解，或委員會因各種原因而撤回法律協助(例如委員會研究證據後，認為不宜繼續給予協助)，或個案的發展令委員會毋需繼續給予法律協助等。

此外，委員會還向另外21宗個案給予法律協助(包括自往年延續至本年度的個案)，這些個案在2002/03年度仍未展開法律程序(詳情見附錄6)。

法庭訴訟

本年度區域法院審結了一宗由委員會向原告人提供法律協助的案件，委員會提供了事務律師服務，並由委員會律師在訴訟中擔任原告人的法律代表。在此個案中，一名僱主被裁定需為招聘過程中的懷孕歧視負上責任，並需向原告人作出港幣155,000元的賠償。被告的僱主就此案提出上訴，委員會仍繼續跟進。在2002/03年，懷孕歧視仍是委員會所收到的主要投訴類別。

此外，原告人獲委員會協助展開法律程序的案件共有六宗，在2002/03年度終結時，均仍在進行中。

Legally Assisted Cases

During the year, eight cases, in which legal assistance had been granted (including cases carried over from previous years), were resolved without commencing legal proceedings. These included cases where the parties had reached settlement or the Commission had withdrawn assistance for various reasons, for instance, where upon further examination of the evidence, it was considered not appropriate to continue assistance, or when subsequent developments between the parties made it unnecessary for assistance to continue.

The Commission handled a further 21 other cases where legal assistance had been granted (including cases carried over from previous years). These cases had not yet commenced court proceedings in 2002/03 (See Appendix 6).

Court Cases

During the year, the District Court concluded the trial of one case in which the EOC had granted the plaintiff legal assistance. The EOC's lawyers provided both solicitor services and representation in court. In this case, a prospective employer was held liable for pregnancy discrimination and the amount of compensation the plaintiff was held to be entitled was HK\$155,000. This case is currently under appeal by the defendant's employer and is still being handled by the Commission. In 2002/03, pregnancy discrimination continued to be major ground for complaint to the EOC.

Legal proceedings commenced in six cases with plaintiffs receiving EOC assistance. All these cases were still ongoing at the end of 2002/03.

兩宗在2002/03年度之前展開法律程序的個案，在2003年3月底時仍在等候區域法院的進一步聆訊，其中一宗是殘疾歧視個案，關乎某紀律部隊的招聘，另一宗涉及某航空公司的前機艙服務員投訴公司的退休安排帶有性別歧視。

另兩宗在2002/03年度前展開的個案在2003年3月底時已經解決。其中一宗是殘疾歧視個案，涉及某私人住所沒有為輪椅使用者設立獨立通道。另一宗是僱傭範疇的家庭崗位歧視個案，當中的僱員因請假照顧患病孩子而被解僱(詳情見附錄7)。

Two cases, which commenced before 2002/03, were still pending further proceedings in the District Court at the end of March 2003. One of these is a disability discrimination case relating to the recruitment of an officer in one of the disciplinary services, while the other concerns a sex discriminatory retirement arrangement in respect of former cabin crew of an airline company.

Two further cases, which commenced before 2002/2003, were settled at the end of March 2003. One case was a disability discrimination case involving the lack of independent wheelchair access to residential premises, the other case was a family status discrimination case in which a woman's employment was terminated because she had to take leave to care for her sick child. Both cases settled out of court on confidential terms (see Appendix 7).

委員會法律工作撮要 2002/03 Summary of the EOC's Legal Activities 2002/03

申請法律協助的個案 Applications for legal assistance	申請數目 Received	68
	獲協助的申請 Granted	11
獲法律協助的個案 Legally assisted cases	已解決 Resolved	8
	進行中 Ongoing	21
轉介至提供免費服務的私營律師行的個案 Cases referred to private firms on a pro bono basis		2
獲委員會協助在區域法院審理的個案 District Court cases assisted by the EOC		1
獲委員會協助並在本年度內開始法律程序的法庭訴訟 EOC assisted court cases which commenced during the year		6
獲委員會協助並在本年度之前開始法律程序的法庭訴訟 EOC assisted court cases which commenced prior to the year	已和解 Settled	2
	進行中 Ongoing	2
正在上訴的個案 Cases under appeal		1

推廣平等機會



Promoting Equal Opportunities

我們的角色

把平等機會納入主流，一貫是宣傳組的重點工作。委員會積極推廣平等機會價值觀，致力促進公平及包容的社會環境。透過多元化的推廣活動，委員會接觸社會各階層，提高市民的反歧視意識，令更多人支持平等機會，推動正面的改變。

早期教育

委員會一向致力教育香港新一代。本年度，我們為中、小學舉辦了多項活動，向數以十萬計學生，宣揚平等機會的理念和價值觀。

「男女價值觀」全港中學生辯論比賽

這是本港首次以平等機會為題的校際辯論比賽，由委員會與九龍婦女聯合會合辦，於2002年五月舉行，共有43間學校報名參加，十六間學校獲選出賽。我們鼓勵學校透過互聯網，在委員會的網頁上搜集辯題資料。經過四輪賽事，九龍真光中學就「香港的性別歧視非常嚴重」這辯題，在激辯後以正方身份奪得冠軍。

「無定型新人類」計劃

委員會在2002年9月至12月首次推出青少年師友計劃，目的是消除定型觀念帶來的思想障礙。委員會共邀請11位不同行業、成就超卓的知名人士擔任嘉賓導師，包括：電影導演張婉婷女士、立法會議員余若薇女士、立法會主席范徐麗泰女士、香港大學物理系馮漢源教授、立法會議員劉慧卿女士、瑪麗醫院急症部部門運作經理（護士長）羅偉強先生、藝人羅慧娟女士、資深公共事務顧問盧子健博士、歌唱家莫華倫先生、城市當代舞蹈團藝術總監曹誠淵先生及香港小交響樂團音樂總監葉詠詩女士。我們從500多位申請者中，挑選了逾90名中學生參與活動。他們分成小組，到嘉賓導師的辦公地點造訪半天，瞭解他們的工作實況，和在非傳統行業獲取成功之道。

Our Role

Mainstreaming equal opportunities remains central to the work of the promotion team as we aim to cultivate values which foster a fair and inclusive society for all. Our broad range of awareness programmes are designed to reach every member of our community, in raising understanding and support for equal opportunities to achieve positive change.

Early Education

As in previous years, the Commission is committed to educating Hong Kong's new generation. This year, our extensive programme covers primary and secondary schools, delivering the concepts and values of our work to tens of thousands of young students.

Gender Values Youth Debate Competition

Hong Kong's first inter-school debate competition on equal opportunities was jointly organized by the EOC and the Kowloon Women's Organizations Federation in May 2002. Sixteen schools were selected from 43 schools to enter the competition, and they were encouraged to research their topics by learning on-line, via the EOC website. After 4 rounds, Kowloon True Light Middle School emerged as the winner. They debated for the motion, "Sex Discrimination is very Serious in Hong Kong".

Career Challenge

We also initiated our first youth mentorship programme between September and December 2002, a project aimed at breaking down barriers formed by stereotyping. Eleven outstanding achievers from a wide spectrum of professions served as mentors. They were: Mabel CHEUNG, film director; The Hon. Audrey EU Yuet-mee, legislative councillor; The Hon. Rita FAN HSU Lai-tai, President, Legislative Council; Prof. Stevenson FUNG, Professor, Department of Physics, The University of Hong Kong; The Hon. Emily LAU Wai-hing,



平等機會攤位遊戲設計比賽

為了加深中學生對平等機會的認識，委員會於2003年初舉辦了「平等機會攤位遊戲設計比賽」，挑選了17支隊伍，在設計遊戲攤位的過程中，加深他們對平等機會的了解，寓學習於遊戲。委員會更在2003年3月，邀請成績最好的三隊，在推廣兩性平等及《家庭崗位歧視條例》的元朗社區巡迴活動上，展出他們精心設計的遊戲攤位；最後由九龍明愛社區中心贏得冠軍。

戲劇表演

為了把平等機會訊息帶給學生，森林聯盟特別製作了一套預防性騷擾話劇「唔係講笑」，共為12,758位中學生演出50場。

另外，委員會又撥款讓專為兒童而設的非牟利劇團「大細路劇團」，演出「平等細運會」和「學習障礙賽」兩個劇目，以推廣「機會平等 共建社群」的觀念。劇團於2002/03年度，為約7,000名小學生共演出30場。

legislative councillor; Danny LAW, Department Operations Manager (Senior Nursing Officer), Queen Mary Hospital; Jacqueline LAW, artiste; Dr. LO Chi-kin, public affairs consultant; Warren MOK, opera singer; Willy TSAO, Artistic Director, City Contemporary Dance Company; YIP Wing-sie, Music Director, Hong Kong Sinfonietta. More than 90 secondary schools students were selected from some 500 applicants as mentees. The students were divided into small groups and spent half a day with each of the mentors at work, to find out how they had succeeded in their non-traditional fields.

Equal Opportunities Games Booth Design Competition

To enhance secondary school students' understanding of equal opportunities, the EOC held an "Equal Opportunities Games Booth Design Competition" in early 2003. Seventeen teams were selected to design game booths, to make learning about equal opportunities a fun experience. The three teams with the highest scores were invited to showcase their booths at the Yuen Long Roadshow, which promoted gender equality and understanding of the Family Status Discrimination Ordinance, in March 2003. A group of enthusiastic youngsters from the Kowloon Caritas Community Centre won first prize.

Drama Performances

Delivering our message to school students, *This is not a Joke*, a play on the prevention of sexual harassment, was produced by the Forest Union. A total of 50 performances were held for over 12,758 secondary school students.

The Jumbo Kids Theatre, a non-profit theatre troupe for children, received funding from the EOC to perform two plays, *Equal Opportunities Olympics* and *Race Against Special Learning Disabilities* in Hong Kong's primary schools. A total of 30 performances were completed in 2002/03 for about 7,000 students to promote the concept of "Inclusion and Equality for All".



委員會亦自1998年開始，贊助由香港復康會及香港弱能兒童護助會合辦的「街坊小子」木偶劇表演。內容環繞殘疾和男女平等，深受歡迎，曾於504間學校及機構演出。劇團透過輕鬆有趣的表演，在過去五年間，已向94,683名學生傳揚社會多元化的重要性。

本年度，我們亦為不同學校及專上院校的17,400名學生舉辦了76次講座，加深他們對本港反歧視條例和平等機會價值的認識。

深入社群

委員會的重點工作，包括接觸各個界別及階層內，因種種障礙而未能獨立生活人士的社群代表。委員會積極與他們結成夥伴，就社會的情況及問題進行公眾教育。

牆畫

一幅以「機會平等 共建社群」為主題的牆畫，自2002年4月起為何文田愛民邨兒童遊樂場增添繽紛色彩。這是香港首幅平等機會牆畫，由九龍城區議會統籌這項意義重大的計劃，並得到房屋署贊助，畫中顯示一個沒有歧視的和諧社會。

平等機會社會參與資助計劃

承接過去的成功經驗，委員會繼續以資助計劃鼓勵社區參與，支持團體舉辦推廣平等機會的活動。我們在2002/03年度共收到70份資助申請，其中43間機構獲得委員會撥款，資助總額逾615,000港元（有關獲資助機構名單，請參閱附錄8）。

Since 1998, the EOC has also sponsored a series of puppet shows *The Kids on the Block*, organized by the Hong Kong Society for Rehabilitation and the Society for the Relief of Disabled Children. The popular performances, which cover disability and gender equality issues, were staged in 504 primary schools and social service agencies. The shows have stressed the importance of diversity through a fun and enjoyable production to 94,683 youngsters in the past five years.

During the year, we also conducted 76 talks to 17,400 students from different schools and tertiary institutions, raising understanding of Hong Kong's anti-discrimination laws and the values of equal opportunities.

Community Outreach

An essential part of our work is to reach key actors from all sectors and levels in our community which represent people who face barriers to independent living. Partnerships are built to educate the public about current issues and problems.

Mural

In April 2002, the 1st EO mural in Hong Kong, carrying the message of "Inclusion and Equality for All", added colours to the children playground in Oi Man Estate in Homantin. The meaningful project which depicts a harmonious world without discrimination was organized by the Kowloon City District Council and sponsored by the Housing Department.

Community Participation Funding Programme

Following its success in previous years, the EOC continues to offer funding to encourage community participation and support activities promoting the message of equal opportunities. We received 70 applications during the year and allocated over HK\$615,000 to 43 organizations. (See Appendix 8 for organizations funded under this programme.)

社區巡迴活動

委員會分別於深水埗、東區、黃大仙、元朗及大埔舉辦了六次不同主題的社區巡迴活動，宣傳委員會的工作；有關的主題包括男女平等、打破定型觀念、平等就業機會，以及把性別觀點納入主流。

委員會又在2002年10月，假大埔超級城為每年一度的「平等機會博覽」舉行開幕典禮，希望藉着是次活動，鼓勵市民對有長期病、愛滋病或精神病的人士多加接納。博覽為期一個月，期間委員會的多個合作夥伴舉辦了各種活動。

社區發展

委員會及香港童軍總會於2002年9月及10月，合辦了第二屆「平等機會童軍導師發展課程」，目的是透過童軍領袖向總會的74,000名成員灌輸平等機會觀念。



Community Roadshows

Six community roadshows in Shamshuipo, Eastern District, Wong Tai Sin, Yuen Long and Tai Po focused on a number of themes which reflected the work of the Commission. They covered a wide spectrum of issues such as gender equality, breaking stereotypes, equal employment opportunities and the mainstreaming of gender perspectives.

The Commission's annual "Equal Opportunities Expo 2002" was launched at Tai Po Mega Mall last October. The roadshow aimed at promoting acceptance of persons with chronic illnesses, HIV/AIDS or mental illness. A month-long series of events and activities followed with our partners in the community.

Community Development

The 2nd Equal Opportunities Scout Instructors Development Programme, in conjunction with the Scout Association of Hong Kong, was held from September to October 2002. Scout leaders participated in a train-the-trainer development series with the aim of mainstreaming culture of equal opportunities among the Association's 74,000 members.

Media Campaigns

We understand the importance of an effective communications strategy and its impact on different sectors of the community. A broad-based comprehensive plan to disseminate information in the mass media has produced increasing public awareness of our mission.



傳媒宣傳

有效的溝通策略，是每個機構不可或缺的，亦能對社會各界帶來影響。委員會藉着全面的計劃，透過傳媒向社會傳達資訊，讓市民對委員會的使命有更深入的了解。

平等機會大聯盟2002

委員會與新城娛樂台 (FM 99.7) 合辦了暑期青少年活動「平等機會大聯盟2002」並委任深受歡迎的男歌手許志安為平等機會大使，協助我們推動電台、電視及文字媒體方面的宣傳工作。整項計劃包括名為「平等機會檔案」的廣播劇及平等機會主題曲卡拉OK大賽。活動的高潮是，八月在鑽石山荷里活廣場舉行的「沒有歧視的世界」嘉年華會，吸引了數以千計的市民觀賞台上表演及參與攤位遊戲。

許志安大力支持平等機會工作，又參與委員會另一項「放低歧視」大型宣傳活動，主唱第一首平等機會主題曲「沒有歧視的世界」。歌曲由馮翰銘作曲，歐志深填詞。許志安亦在委員會的電台及電視宣傳短片中演出，向黃金時段的聽眾及觀眾傳達反歧視訊息。

2002年10月至11月，委員會在地鐵、九鐵及輕鐵系統推出許志安的「放下歧視」海報宣傳運動。許志安藉着把手放下的動作，鼓勵市民不要歧視，放下偏見，使世界變得更好。

此外，委員會亦繼續以巴士廣告，向市民宣揚平等機會訊息。

電視實況劇集 — 「非常平等任務」

委員會與香港電台聯合製作的第三輯實況劇集「非常平等任務」，於2003年3月至5月期間，連續八星期於無線電視翡翠台播放。該輯實況劇集取材本地的真實歧視個案，生動地解釋了反歧視條例的內容。委員會已於網頁上載這套劇集，供各界收看，亦備有廣東話影帶以供外借。

Equal Opportunities Union 2002

The EOC jointly organized a youth summer project "Equal Opportunities Union 2002" with Metroshowbiz (FM 99.7). Hui Chi-on, one of the most popular male singers in Hong Kong, was appointed Equal Opportunities Ambassador and spearheaded the radio, TV and print media campaign. The project featured a radio drama series entitled "The Equal Opportunities Files" together with an "Equal Opportunities Karaoke Competition". The highlight of the campaign was the Equal Opportunities Carnival held in August at Plaza Hollywood (Diamond Hill), which attracted thousands of participants who joined in the stage performances and enjoyed the game booths.

Hui Chi-on supported the work of the EOC by embarking on another major publicity drive "Put Prejudice Away". He sang the EOC's first theme song "A World Without Discrimination", which was composed by Fung Hon-ming, with lyrics by Au Chi-sum. Hui also starred in an API (Announcement for Public Interest) for radio and TV, which conveyed our anti-discrimination message to prime-time audiences.



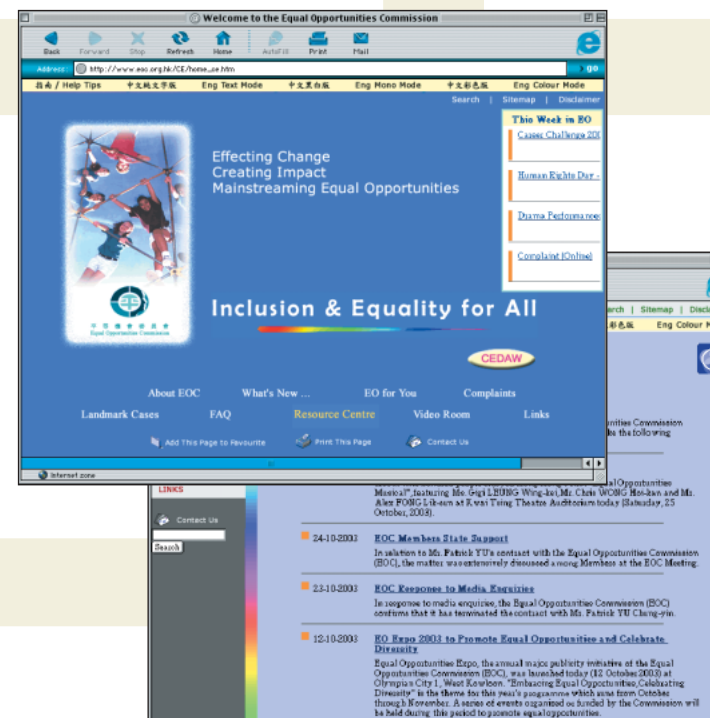
傳媒活動

委員會2002/03年度的傳媒活動，包括回覆傳媒的日常查詢、舉行七次新聞簡報會及記者招待會，並接受傳媒訪問52次。又於2002年4月與葵涌醫院、香港大學新聞及傳媒研究中心、香港中文大學新聞與傳播學院、香港浸會大學傳理學院、香港記者協會及香港新聞行政人員協會合辦傳媒研討會，探討傳媒報道精神病患者的態度及技巧，共吸引約300人參加。

本年度，委員會多篇關於平等機會的文章在教協報及香港經濟日報屬下Career Times上刊登。文章透過生動案例，闡釋了反歧視原則。讀者對有關文章均作出正面的評價。

網上資源中心

委員會的網站為全面的雙語 (中/英文) 資源中心，一向為各界提供本港及全球各地的最新平等機會資訊。網站為委員會的重要宣傳途徑，深受學生、研究人員和支持委員會工作的人士擁護。



A month-long poster ad campaign featuring Hui was seen by over 2 million commuters at Hong Kong's mass transit systems (MTR, KCR and LRT stations) later in October and November 2002. In the huge, eye-catching poster, Hui removes his hand from his eye, showing that when people put aside their prejudices, they will be able to see a complete and beautiful world.

In addition, bus advertisements conveying the equal opportunities message remained visible in the public eye.

TV Docu-drama – "A Mission for Equal Opportunities"

"A Mission for Equal Opportunities", our third TV docu-drama series was jointly developed by the EOC and Radio Television Hong Kong, and ran for eight weeks from March to May 2003 on TVB Jade. The eight episodes highlighted real life stories on discrimination and explained the anti-discrimination ordinances in a lively format. The series is now available on the EOC website and is also for loan on video in Cantonese.

Media Activities

In 2002/03, our media activities included answering daily media enquiries, seven news briefings and conferences as well as 52 media interviews. A media seminar was also organized in conjunction with the Kwai Chung Hospital, Journalism & Media Studies Centre of The University of Hong Kong, School of Journalism and Communication of The Chinese University of Hong Kong, School of Communication of Hong Kong Baptist University, Hong Kong Journalists' Association and Hong Kong News Executives' Association in April 2002. The workshop focused on media attitudes and skills in reporting mental illnesses. Around 300 participants joined this seminar.

The EOC also contributed articles on equal opportunities to the Hong Kong Career Times and PTU News (a publication of the Hong Kong Professional Teachers' Union) on a regular basis, to illustrate anti-discrimination principles through case studies. The articles have received positive feedback from readers.



公眾教育活動

講座
委員會於2002/03年度共主講了256場講座，並接待18個到訪團體。講座的參加者來自政府部門、本地及海外的非政府組織、大專院校及商業機構；討論內容除涉及反歧視條例外，亦包括其他歧視和平等機會問題。

為了讓更多市民瞭解本港的反歧視條例，委員會於本年內繼續為市民舉辦「周六講座」活動。

研討會

委員會於2002年6月，以推行融合教育為主題，舉辦「共同學習、各展所長」教育研討會。會上，逾400名海外專家、學校校長、老師、家長和教育部門代表聚首一堂，交流及探討如何推行融合教育，以配合有特殊學習障礙學生的需要。



On-line Resource Centre

The EOC website, a fully bi-lingual (Chinese/English) on-line resource centre continues to deliver up-to-date information on equal opportunities issues in Hong Kong and around the world. The website is an important promotional tool for the Commission, and has proved popular with students, researchers and supporters of our work.

Public Education Programmes

Talks

In 2002/03 we conducted 256 talks to interested groups and received 18 group visits to the Commission. Participants came from government departments, local and overseas non-governmental organizations, tertiary institutions and the business sector. Apart from the anti-discrimination ordinances, the discussions covered a full spectrum of issues on discrimination and equal opportunities.

To enhance greater understanding of Hong Kong's existing anti-discrimination ordinances, we also continued our "Saturday Talks" programme during the year.

Conferences

In June 2002, the EOC organized an educational seminar titled "Learning Together: Accommodating Different Needs" to discuss the implementation of integrated education in Hong Kong. Overseas experts, school principals, teachers, parents and education officials exchanged views on ways to implement integrated education to accommodate students

平等機會委員會通訊

委員會透過中英對照的季刊《平等機會委員會通訊》，定期向公眾報道委員會的最新動態和活動，並刊載與反歧視條例有關的個案。《通訊》發行量逾八萬份，免費供市民索閱，又備有點字及網上版本。

出版刊物

委員會於2002/03年度，出版了多種以不同角度介紹反歧視法例的刊物，當中包括年內受到廣泛討論的課題。這些刊物為公眾提供有關消除歧視的資訊及協助，包括：

- 中小型企業平等機會資料套
- 殘疾與教育系列（共4份單張）
- 與反歧視法例有關的保險問題討論文件
- 「分析課本與教材內定型觀念」研究（研究摘要）
- 《學生對性別定型及家庭崗位的態度》基線研究報告
- 《學生對殘疾人士的態度》基線研究報告
- 《本港精神健康服務使用者對歧視的看法及體會》研究報告
- 委員會2001/02年度年報
- 與反歧視法例有關的保險問題公眾諮詢（單張）
- 平等機會博覽2002（單張）

with specific learning disabilities. Over 400 participants attended the conference.

Newsletters

EOC News, our quarterly bilingual newsletter, provides a regular update of our programmes and activities as well as case studies under the anti-discrimination ordinances. The EOC News boasts a circulation of over 80,000 copies, available free of charge to members of the public. Braille and on-line versions are also available.

New Publications

Publications focusing on the different aspects of the anti-discrimination legislation were published during the year. These help to provide information and assistance in eliminating discrimination, and are designed to focus on the prevailing issues in the year. They include:

- Equal Opportunities Essentials Kit for Small to Medium Enterprises
- Disability and Education Series (4 leaflets)
- Discussion Paper on Insurance Issues under the Anti-discrimination Legislation
- Research on Content Analysis of Textbooks and Teaching Materials in Respect of Stereotypes (Executive Summary)
- Baseline Survey of Students' Attitudes toward Gender Stereotypes and Family Roles
- Baseline Survey of Students' Attitudes toward People with a Disability
- A Study of Mental Health Service Users' Perception and Experience of Discrimination in Hong Kong
- Annual Report 2001/02
- Public Consultation on Insurance Issues under the Anti-Discrimination Legislation (pamphlet)
- Equal Opportunities Expo 2002 (pamphlet)



建立聯繫

地區及國際連繫

委員會繼續加強與全球社會的連繫，積極參加各類探訪、研討會及會議。本年度委員會出席了超過160個會議及研討會，其中9個於海外舉行。與海內外各機構保持密切聯繫，不單顯示我們對平等機會範疇內的最新發展、趨勢及世界各地良好常規的關注和興趣，更讓我們保持開放的態度，汲取國際經驗，掌握全球的發展狀況。

國際聯繫方面，委員會於2002年5月出席了美國華盛頓全球婦女高峰會議主辦的「為職業婦女創造平等競爭的環境」政、商界研討會。委員會又於2002年7月出席西班牙巴塞隆那舉行的第十二屆全球婦女高峰會，會議的重點在於促進婦女的經濟發展；與會者包括來自全球數以百計的女性商家、企業家及政府領袖。

由於委員會日益注重平等教育機會的重要性，故出席了2002年9月於吉隆坡由馬來西亞人權委員會主辦的「人權與教育會議」。會議就「有利人類發展的平等教育機會」議題進行了探討。



Regional and International Networks

We continue to strengthen our ties with the global community, actively participating in a programme of visits, meetings, seminars and conferences. During the year, we participated in over 160 conferences, conventions and seminars, 9 of which were held overseas. This ongoing dialogue not only indicates our awareness of the latest developments, emerging trends and best practices around the world, it also enables us to keep an open mind as we learn from the experiences and developments of the international community.

On the international scene, the EOC attended a government and business colloquium, *Creating a Level Playing Field for Women Workers*, organized by the Global Summit of Women in Washington, D.C. in May 2002. We also attended the 12th Global Summit held in Barcelona, Spain in July 2002. This conference focused on fostering the economic development of women and was participated by hundreds of businesswomen, entrepreneurs and government leaders from around the world.

In view of our growing focus on the importance of equal opportunities in education, we took a special interest in the Conference on Human Rights and Education organized by the Human Rights Commission of Malaysia and held in Kuala Lumpur in September 2002. The event looked into *Equalizing Education Opportunities for Human Development*.

We also met a member of overseas visitors who were interested in our work. In addition to delegations from the Mainland China, with whom we regularly exchange views and share experiences on equal opportunities, workplace environment, anti-discrimination legislation, education as

Building Networks

2002/03年度委員會代表出席的主要國際及地區會議

Major International and Regional Conferences attended by the EOC in 2002/03

日期 Date	事宜 Event	地點 Location
2002年5月 May 2002	公共政策及管理國際會議 International Conference on Public Policy & Management	中國北京 Beijing, China
2002年5月 May 2002	全球婦女高峰會研討會：「為職業婦女創造平等競爭的環境」 Global Summit of Women Colloquium: "Creating a Level Playing Field for Women Workers"	美國華盛頓 Washington, D.C., U.S.A.
2002年7月 July 2002	第十四屆國際愛滋病會議衛星會議 Satellite Symposium to the XIV International AIDS Conference	西班牙巴塞隆那 Barcelona, Spain
2002年7月 July 2002	2002年全球婦女高峰會議 Global Summit of Women 2002	西班牙巴塞隆那 Barcelona, Spain
2002年8月 August 2002	亞太經合組織「促進婦女創業之良好常規」研討會 APEC Symposium on Best Practices for Enhancing Women's Entrepreneurship and Start-up Companies	台灣台北 Taipei, Taiwan
2002年9月 September 2002	人權及教育會議：「有利人類發展的平等教育機會」 Conference on Human Rights and Education: "Equalizing Education Opportunities for Human Development"	馬來西亞吉隆坡 Kuala Lumpur, Malaysia
2002年11月 November 2002	美國大學婦女協會及ETS國際研討會： 「國際觀點：性別平等的普世呼聲」 American Association of University Women and ETS International Symposium: "International Perspectives: Global Voices for Gender Equity"	美國華盛頓 Washington, D.C., U.S.A.
2003年3月 March 2003	馬來西亞人權委員會主辦的圓桌討論會： 「《消除對婦女一切形式的歧視》國際公約之下的權利與責任」 Roundtable Discussion organized by Human Rights Commission of Malaysia: "Rights and Obligations under CEDAW"	馬來西亞吉隆坡 Kuala Lumpur, Malaysia
2003年3月 March 2003	全國平等機會教育工作者會議 National EO Educators' Conference	澳洲墨爾本 Melbourne, Australia



委員會接待了不少對本會工作感興趣的海外來賓。除了與國內的代表團定期交流意見，分享有關平等機會、工作環境、反歧視法例、教育以至性別問題等工作心得外，我們又與多位知名的海外嘉賓會面，包括英國平等機會委員會主席Julie Mellor 女士，聯合國婦女發展基金山東代表團和越南全國法律援助署的代表團。

本地連繫

要把平等機會融入主流，委員會必須與本地的團體保持交流。我們透過舉辦不同活動，加強與公、私營機構、非政府組織及關注團體的聯繫。

本年度，我們活躍參與了全港超過140個活動。委員會尤其着重於精神病範疇，因為社會對於精神病仍然普遍缺乏認識和存有偏見，因而歧視精神病患者，對他們加上負面標籤。正如往年一樣，委員會積極參與一年一度的「精神健康月」，透過一個月的活動，在香港推行精神健康訊息。

教育對塑造年青人生活模式及態度的重要性，令委員會積極與學校、教育統籌局及大專院校保持連繫。委員會透過參與「實施《殘疾歧視條例教育實務守則》工作小組」，繼續在教育方面進行推廣工作。

在商界方面，委員會與香港總商會、香港中華廠商聯合會、香港貿易發展局、香港中華總商會、人力資源管理學會和香港生產力促進中心結成夥伴，共同推廣遵守反歧視條例的工作。

well as gender issues, we also welcomed a number of prominent overseas visitors during the year. Just to name a few, they include Julie Mellor, Chair of the UK Equal Opportunities Commission, a United Nations Development Fund for Women (UNIFEM) project delegation from Shandong, and a delegation from the National Legal Aid Agency of Vietnam.

Local Links

Increasing dialogue with key groups in our local community is essential in mainstreaming equal opportunities. We strengthened our efforts to engage the public and private sectors, non-governmental organizations (NGOs) and different interest groups in our activities.

During the year, we had actively taken part in over 140 events in Hong Kong. We have placed a particular focus in the area of mental illness, where ignorance and prejudice contribute to the ongoing discrimination and stigmatisation of those with a mental illness. As in previous years we participated in the annual Mental Health Month, a month-long series of events to promote mental well-being in Hong Kong.

Realizing that education plays an important role in shaping the lives and attitudes of our young people, we actively maintain our links with schools, the Education and Manpower Bureau as well as tertiary educational institutions. As a member of the Working Group on Implementation of the Code of Practice on Education under the Disability Discrimination Ordinance, we continued our work in this area.

Within the business community, the EOC also partnered with the Hong Kong General Chamber of Commerce, the Chinese Manufacturers' Association of Hong Kong, the Hong Kong Trade Development Council, the Chinese General Chamber of Commerce, the Institute of Human Resource Management and the Hong Kong Productivity Council to promote compliance with the anti-discrimination ordinances.

**2002/03年度委員會所舉辦/出席的本地會議
Local Conferences Organized/Attended by the EOC in 2002/03**

日期 Date	事宜 Event	主辦機構 Organized by
2002年4月 April 2002	「知識型經濟中的商業道德」國際會議 International Conference on Business Ethics in the Knowledge Economy	香港浸會大學 Hong Kong Baptist University
2002年4月	「傳媒報道與精神病患」研討會	平等機會委員會、 葵涌醫院、香港大學、 香港中文大學、 香港浸會大學、 香港記者協會、 香港新聞行政人員協會
April 2002	News Reporting on Mental Illness	EOC, Kwai Chung Hospital, The University of Hong Kong, The Chinese University of Hong Kong, Hong Kong Baptist University, HK Journalists' Association, Hong Kong News Executives' Association
2002年4月 April 2002	「資訊科技發展與婦女平等參與」研討會 Symposium on Gender Equality and ICTS Development in Hong Kong	香港婦女中心協會 Hong Kong Federation of Women's Centres
2002年5月	國際婦女聯盟(TIAW)舉辦之「從婦女到婦女」	香港女金融家協會、 香港女工商及專業人員聯會
May 2002	The International Alliance for Women (TIAW) "Woman to Woman"	The Financial Women's Association of Hong Kong and the Hong Kong Women Professionals & Entrepreneurs Association

建立聯繫

Building Networks

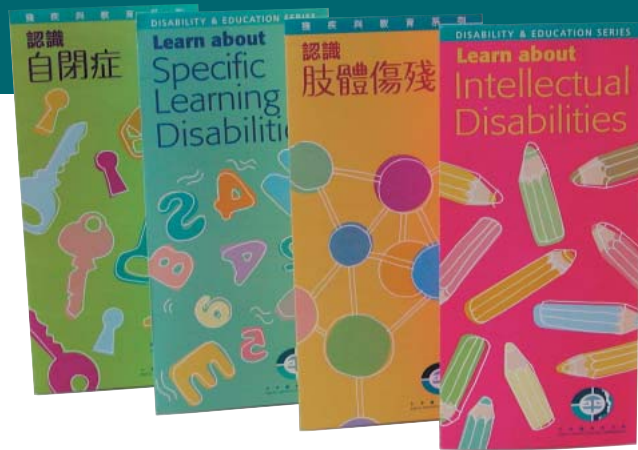
2002年5月 May 2002	「半邊天下－婦女事務研討會」 Women's Commission Conference 2002 – "Women for a Better Tomorrow"	香港婦女事務委員會 Hong Kong Women's Commission
2002年6月 June 2002	公務員培訓處公營部門領袖訓練課程 Civil Service Training & Development Institute Leadership in the Public Sector Programme	公務員培訓處 Civil Service Training & Development Institute
2002年6月 June 2002	「持續發展」國際研討會 International Symposium on Sustainable Development	香港特別行政區政府 持續發展組 Sustainable Development Unit, The Government of the Hong Kong Special Administrative Region
2002年6月 June 2002	「共同學習 各展所長」教育研討會 Learning Together: Accommodating Different Needs	平等機會委員會 EOC
2002年6月 June 2002	第一屆國際研討會－「中國婦女與其人脈資本」 First International Symposium – Chinese Women and their Network Capital	香港大學 The University of Hong Kong
2002年6月 June 2002	工作場所的性騷擾：給律師及人力資源經理的工作坊 Sexual Harassment in the Workplace: A Workshop for Lawyers and Human Resource Managers	香港大學比較法及 公法研究中心 Centre for Comparative and Public Law, the University of Hong Kong
2002年9月 September 2002	第28屆國際教育評估協會會議－改革教育評估以配合轉變中的需要 28th Conference of the International Association for Educational Assessment – Reforming Educational Assessment to Meet Changing Needs	香港考試及評核局 Hong Kong Examination and Assessment Authority

2002年10月 October 2002	2002年國際會議：「華語兒童的發展性讀寫困難症： fMRI及倡議行動」 International Conference 2002: Developmental Dyslexia in Children Using Chinese Language: fMRI and Advocacy	香港兒童腦科及體智發展 學會、香港兒科醫學院及 香港兒科醫學會 The Hong Kong Society of Child Neurology and Developmental Paediatrics, Hong Kong College of Paediatricians, and Hong Kong Paediatric Society
2002年10月 October 2002	金融市場在經濟增長及減貧方面的角色： 聯合國發展計劃為發展工作推動融資的貢獻 The Role of Financial Markets in Growth and Poverty Reduction: A UNDP Contribution to Promoting Financing for Development	香港中文大學 The Chinese University of Hong Kong
2002年10月 October 2002	2002年精神健康月 2002 Mental Health Month	2002年精神健康月籌備委員會 Organizing Committee of the Mental Health Month 2002
2003年3月 March 2003	《消除對婦女一切形式歧視公約》培訓工作坊 CEDAW Training Workshop	香港大學比較法及 公法研究中心及婦女研究中心 Centre for Comparative and Public Law and Women's Studies Research Centre, the University of Hong Kong

認識平等機會



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION



In 2002/03, research studies and surveys continued to play a pivotal role in the work of the EOC. The various studies helped us understand public perception of equal opportunities issues and overall attitudes within the community. They provided us with a solid basis to advocate different policies and launch relevant projects and campaigns throughout the year.

A Study of Mental Health Service Users' Perception and Experience of Discrimination in Hong Kong

Conducted jointly with the Chinese University of Hong Kong and the Hong Kong Baptist University, this study gathered data on the perception and experiences of discrimination of 757 persons with mental illnesses. The respondents came from 28 halfway houses and a public psychiatric outpatient clinic.

This study, released in November 2002, covers multiple domains in life, such as work, family and social relationships in addition to medical treatment and health care. For many respondents, living with the social stigma was an overwhelming experience. They found that they were constantly being evaluated against unfounded myths. Social stigma erodes a person's confidence, resulting in low esteem, self-stigmatization and concealment of the condition and deprives them of their dignity and participation in life.

The average mental patient in Hong Kong seeks treatment from a psychiatrist two years from the onset of symptoms. The lack of general awareness of mental illness and fear of stigmatization are the major causes of delay in seeking treatment among many respondents.

研究及調查工作仍然是2002/03年度委員會的重點工作項目。透過研究，我們更深入瞭解公眾對平等機會問題的看法，和社會整體的態度。研究結果亦為我們在倡議不同政策，以及開展相關的活動和計劃時，提供了充分的理據基礎。

「本港精神健康服務使用者對歧視的看法及體會」研究

是項研究由平等機會委員會、香港中文大學與浸會大學攜手進行。研究對757名來自28所中途宿舍和一所公立精神科門診診所的精神病患者進行了調查，收集他們對歧視的看法與切身的感受。

我們於2002年11月發表的研究報告，涵蓋了生活的各個層面，包括工作、家庭、社交關係，以及治療和護理服務等。對於不少受訪者來說，社會的負面標籤令他們十分難受，旁人經常以缺乏根據、似是而非的看法來量度他們。負面標籤蠶食精神病患者的信心，令他們自尊低落、自我菲薄，因而隱瞞病情；也令他們喪失尊嚴，不能參與正常生活。

香港的精神病患者一般在病發後兩年才向精神科醫生求診。延誤求診的主因，是對精神病缺乏基本認識，又擔心被加上負面標籤。

Understanding Equal Opportunities

對不少精神病患者來說，家庭仍是主要的精神支柱；但調查結果亦顯示，家庭成員也可能令病患者感受到負面的標籤。病患者的家人往往對精神病及病患者的需要有所誤解，因而感到沮喪無助，故我們應對病患者的家人進行有關教育，讓他們認識精神病，學習照顧患者。

部分受訪者指在治療期間，與醫護人員接觸時有不愉快經驗。不過，調查只反映了受訪者的看法，而醫護人員當時的做法，可能是有充分醫護理據的。研究結果顯示，超過65%受訪者給予精神科病房的精神科職員「好」或「非常好」的評價。我們必需強調，這項研究只涵蓋受訪者的看法，而且跨越的年期長遠，有些個案甚至長達數十年。故此，在理解受訪者看法時，必須顧及研究的整體背景。

值得關注的是，有病人指稱醫護人員曾把其身體上的疾病，當作是精神方面的問題。當局宜對此小心處理，確定是否有醫護人員受定型觀念影響，以致在提供服務時作出這樣的假設。

工商界意見調查

委員會於2002年6月公佈了「工商界對平等機會之意見調查」結果。這是本港首次就工商界僱主及僱員對平等機會意見進行的調查，探討了企業對反歧視法例的認識程度，以及他們奉行平等機會法例和實施良好管理常規的情況。調查共獲超過3,000名來自大中型企業及中小型企業的僱主與僱員參與。

調查結果顯示，大中型及中小型企業的僱主和僱員對平等機會委員會的認知程度很高。大部分受訪者均高度評價委員會的工作，認為委員會在接受及處理投訴、改變社會態度、鼓勵在工作間推行良好管理常規、提出法律訴訟、制定指引，以及就平等機會事宜進行宣傳和教育等方面，發揮一個重要機制的角色。此外，大部分受訪者認為委員會在處理投訴時，態度持平。

The family remains the principal source of support for many individuals. However, the present survey shows that family members can also be a source of stigmatization. A sense of frustration and helplessness on the part of family members often arise from misunderstanding the illness, and the needs of the mentally ill. Families need to be educated in the knowledge and skill for caring of individuals with mental illness.

Some respondents reported unhappy experiences with health care workers in the treatment process. These represented the perception of the respondent only and there could be clinical justification for the ways situation were handled at the material time. The results show that more than 65% of the respondents rate the psychiatric staff of psychiatric wards as "good" or "very good". It should be emphasized that the study profiles the perceptions of the respondents only and covers significant periods of time, in some cases, decades. The perceptions described must, therefore, be taken in context.

Nevertheless, there are allegations of illness of a physical nature being regarded as a mental problem. These areas should be carefully considered to see if they have resulted from any stereotypical assumptions in the course of providing health care services.

Business survey

In June 2002, the EOC announced its findings of the "Equal Opportunity in the Business Community" survey on employers and employees in the business sector. The survey was the first of its kind in Hong Kong, studying the level of knowledge of anti-discrimination legislation and the level of adherence to good management practices under the equal opportunity legislation. More than three thousand employers and employees in medium to large enterprises (MLEs), as well as small and medium enterprises (SMEs) participated in the survey.



受訪者相信，遵行平等機會原則可以改善工作關係、提高工作效率、加強僱員的穩定性及對公司的信心；至於未能遵行原則所帶來的負面影響，則認為最普遍是僱員士氣低落、同事關係惡劣和公司聲譽受損等。

有趣的是，雖然香港現行的反歧視法例仍未涵蓋種族、年齡和性傾向等範疇，但以上兩個界別的大部分僱主和僱員均以為，基於這幾方面作出的歧視屬於違法。



Key findings in the survey revealed that MLE and SME employers and employees have a high awareness of the EOC. The majority of respondents highly value the EOC as an important mechanism in receiving and resolving complaints, changing people's attitudes, encouraging good workplace practices, taking legal action, setting up guidelines, and promoting and educating the general public about equal opportunities. Most respondents believe the EOC to be impartial in handling complaints.

The respondents also believe that compliance with equal opportunity principles will result in better working relationships, higher efficiency, employee stability and confidence in the company. They shared views on the negative impact of non-compliance, the most common being low employee morale, tense relationships among colleagues and ruining the company's reputation.

Interestingly, a majority of employers and employees in both sectors believed that discrimination on the grounds of race, age and sexual orientation were illegal, even though these were not covered by existing anti-discrimination laws in Hong Kong.



調查亦發現，僱主和僱員對自身在平等機會法例下的法律責任頗有認識，但僱主卻嚴重低估他們就僱員行為需負的轉承責任；事實上，按反歧視法例，僱主無論是否知道其僱員進行違法行為，均需負上轉承責任。受訪者中，只有30%中小型企業及34%大中型企業的僱主知道他們需對發生於其工作間的歧視或性騷擾事件負上轉承責任。相對而言，中小型及大中型企業的僱員對此則有較深認識，比率分別為52%及45%。在得悉他們的法律責任後，大部分中小型（93%）及大中型（99%）企業均表示關注。

約5%中小型及大中型企業的僱員聲稱曾遭受歧視或性騷擾；而在談及別人的情況時，9%中小型企業及15%大中型企業的僱員表示曾目睹同事遭受歧視或性騷擾。

兩個界別中，均只有約10%曾遭受歧視或性騷擾的僱員向其僱主或有相關權力的人士舉報；受訪者表示，未有投訴的主因，是對投訴結果缺乏信心，以及害怕失去工作。

受訪的公司均表示願意接受委員會的培訓和資料，以協助他們遵守現行法例及減輕法律責任。

委員會就調查結果進行了多項工作，包括舉辦平等機會培訓課程，以及出版《中小型企業資料套》，向僱主和僱員提供推行良好管理常規的資料。



The survey found that employers and employees have a good understanding of the liability under the equal opportunity law, but employers had seriously underestimated their vicarious liabilities for the actions of their employees. Under anti-discrimination legislation, employers are liable for unlawful acts committed by their employees in the course of employment, with or without their knowledge. However, only 30% of SME employers and 34% of MLE employers were aware that they were vicariously liable for any act of discrimination or sexual harassment that takes place in their workplace. Comparatively, more SME and MLE employees were aware of this, amounting to 52% and 45% respectively. After being informed of their liabilities, the majority of SMEs (93%) and MLEs (99%) expressed concern.

About 5% of SME and MLE employees claim that they have personally experienced discrimination or sexual harassment. When talking about other people's experiences, 9% of SME employees and 15% of MLE employees reported having observed discrimination or sexual harassment cases involving co-workers.





婦女對《消除對婦女一切形式歧視公約》認識之調查

《消除對婦女一切形式歧視公約》是一項國際公約，除為「歧視女性」釐定全球通用的定義外，並具備保障婦女權利的條文。該公約於1979年獲聯合國大會通過、1981年9月起生效，並於1996年10月引入香港。

委員會於2002年12月就《消除對婦女一切形式歧視公約》進行了電話調查，並於2003年3月公布調查結果。於1,528位受訪者中，71%表示對政府過去六年是否有提高女性地位的政策並不知情；67%表示從未聽聞《消除對婦女一切形式歧視公約》。

是次調查的目的是提高女性對《消除對婦女一切形式歧視公約》的認識，以及評估受訪者身為婦女的主要關注事項。受訪者表示，作為女性，她們最關注的首三個層面分別為事業（50%）、家庭（48%）及子女（28%）。

調查結果亦顯示，政府需要更明確地推廣為女性而制定的項目及計劃。

In both sectors, only about 10% of the employees who have had personal experience of discrimination or sexual harassment reported their cases to employers and those with relevant authority. The respondents quoted lack of confidence about the outcome of lodging a complaint, and fear of losing their jobs as the main reasons for not complaining.

The companies surveyed expressed a willingness to receive training and information from the EOC, which would facilitate their compliance with existing legislation and minimize their liability.

Following the findings of the survey, the EOC has introduced a series of initiatives including EO training workshops and a SME Kit to support the business community in providing the information they need to promote good management practices.

Survey on Women's Knowledge of CEDAW

The Convention on the Elimination of Discrimination Against Women (CEDAW) is an international treaty which provides a universal definition of discrimination against women and contains provisions to protect women's rights. The CEDAW was adopted by the United Nations General Assembly in December 1979, and entered into force in September 1981. The CEDAW was extended to Hong Kong in October 1996.

A telephone survey by the EOC conducted in December 2002 and released in March 2003 revealed that 71 percent of the 1,528 respondents did not know the government had policies to raise women's status in the past six years, and 67 percent said they had not heard of the CEDAW.

The purpose of the survey was to establish the level of women's awareness of the CEDAW, and to gauge respondents' main concerns as women. The top three concerns as women expressed by the respondents were career (50%), family (48%) and children (28%).

有關非典型肺炎對香港社會造成影響之意見調查

2003年3月非典型肺炎（下稱「非典」）的爆發，不但引起港人普遍的焦慮情緒，亦使我們在工作及生活上遇上不少困難，委員會亦因此收到共80宗投訴以及444項查詢（截至2003年12月29日）。為了更清晰地了解「非典」事件對港人的影響，委員會與香港中文大學醫學院香港健康情緒中心合作，決定於2003年7月進行電話調查。

學生對性別定型、家庭角色及有殘疾人士的態度之基線調查

這項研究與香港大學社會工作與社會行政學系聯合進行，旨在研究學生對殘疾人士、性別定型觀念及家庭角色的接受程度。研究小組共收集了8,379名中、小學生的數據。

性別觀念

2002年4月公布的研究結果顯示，性別觀念對學生的想法影響甚大。接受訪問的學生中，無論男、女生均期望男性擔當家庭的主要經濟支柱，並認為女性較適合照顧小孩。另外，年青男性普遍對男性化的定義存有僵化及缺乏彈性的觀念，因而限制了自己在行為及職業方面的選擇。例如，男生一般難以接受兒子分擔家務、女性擔任男性上司、丈夫當「住家男人」、女孩子主動約會男生等情況，但女生卻認為以上種種並無不妥。



The findings show that there is a need for the government to articulate its programme for women clearly.

Study on SARS Related Difficulties

Since March 2003, SARS has aroused massive anxiety in Hong Kong causing difficulties in people's work and social life. As a result, the Commission received 80 complaints and 444 enquiries (as at 29.12.03). In order to accurately assess the impact of SARS, the EOC and the Hong Kong Mood Disorders Centre of the Faculty of Medicine, the Chinese University of Hong Kong, decided to conduct a telephone study in July 2003.

Baseline survey on students' attitudes towards gender stereotypes, family roles and persons with a disability

This study was established to look into students' levels of acceptance of persons with a disability, gender stereotypes and family roles. The study, which was conducted by the Department of Social Work and Social Administration, the University of Hong Kong, gathered data from 8,379 students in Primary and Secondary schools.

Gender

The research results released in April 2002 show that gender has a profound influence on the way students think. Both male and female students still expect the man to be the major breadwinner in the family whilst the woman is regarded as more suitable for the care of young children. Notably, young men surveyed were more rigid and inflexible in their definition of masculinity, restricting themselves to far fewer options in behavior and career choices. For example, the notions that sons should share the housework, men could have women bosses, husbands could be "househusbands" and girls could initiate dating were all out of the question with the boys but were acceptable to the girls.



學生對學校科目也存在明顯的性別觀念。女生認為體育、數學及資訊科技同時適合兩性，但男生則認為這些均為男性科目。受訪學生一般認為美術和音樂是女生科目，而科學及資訊科技則為男性學科。課外活動也如是，足球、武術和排球是男性活動，而繪畫、舞蹈和音樂則較適合女生。

男女學生在職業取向上，亦反映了濃厚的性別定型觀念。在被問及若是身為另一性別，會如何選擇個人職業時，他們均作出截然不同的選擇。雖然學生同意大部分職業均適合兩性從事，但實際的職業取向卻深受性別定型影響。在選擇事業方面，只有少數人能夠跳出性別定型的框框，受訪者普遍認為女生適合從事文科與人文學科、幼兒教育、護理、美術及舞蹈等工作，而男生則適合從事科學、資訊科技、工程、體育及技術方面的職業。

家庭觀念

研究結果顯示，受訪青少年對再婚家庭（兩個家庭組織為一個新家庭）的接納程度最低，再依次是以父親為首的單親家庭、以母親為首的單親家庭、母親在中國大陸的家庭，以及父母親年齡差距較大的家庭。

殘疾觀念

所有受訪者均表示，他們對殘疾人士的印象主要來自傳媒。對於各種殘疾情況，他們最不接納有學習障礙或曾患上精神病的人士，這與國際文獻所載雷同。

學生們似乎只關注到殘疾人士所受的束縛和局限，半數受訪者覺得殘疾人士「可憐」。在誤解和錯誤觀念的影響下，他們對殘疾引致障礙的想法，多較實際情況嚴重；例如殘疾人士總被視為異常、易生意外及適合從事重覆性工作，而精神病患者則被假定為異常和有暴力傾向。

由於社會上普遍對殘疾人士的行為有所誤解，因此學生亦大多受到負面影響。他們認為殘疾人士在特殊學校學習，較在一般學校可以接受更佳的教育，也更適應學校環境。在與殘疾人士交往方面，學生對與他們建立親密的交往感到猶豫，擔心社交方面的後果，其中尤以忐忑不安及難以預計的感覺為甚。

School subjects were seen as more or less suitable for male or female students. Girls thought that physical education, mathematics and computers were suitable for both sexes whereas the boys considered them male subjects. Art and music were seen as girls' subjects whereas science and IT were seen as boys' subjects. Extra-curricular activities followed a similar pattern. Football, martial arts and volleyball were for the boys while drawing, dancing and music were for the girls.

Occupational stereotyping was extremely prevalent among both male and female students. When they were asked to imagine being the opposite sex when choosing a suitable career, there were marked changes in their personal choice of careers. Although they agreed that most occupations were suitable for either gender, stereotypical thinking still dominated career preferences. Very few of them targeted themselves beyond stereotypical boundaries in career options. Employment in the arts and humanities, early childhood education, nursing, fine arts and dancing were thought to be appropriate for girls. Careers in science, IT, engineering, sports and technical work were considered appropriate for boys.

Family

Results indicated that the young respondents found the re-constituted family (amalgamation of two families into a new one) least acceptable, followed by male-headed single parent family, female-headed single parent family, family with the mother in mainland China and age-discrepant parents.

Disability

All respondents said that their impression of persons with a disability (PWDs) came largely from the mass media. There was a ranking of disabilities, with those with a learning impairment and those who had experienced mental illness at the bottom – very much in line with the international literature.

只有約三分之一（36.2%）學生表示，認識或接觸過殘疾人士。在殘疾人士未能融入主流社會的情況下，學生亦認為殘疾人士被孤立是正常的，於是形成惡性循環，引致更多誤解，也令學生對應否平等看待他們更感猶豫。

跟進工作

委員會對是次研究結果甚為關注，因為學生的想法會影響他們的興趣及事業抉擇，繼而影響將來的經濟狀況、成就及對公共事務的參與，甚至整個社會的融合團結。我們認為必須為男、女童提供適當的培育，讓他們能在瞬息萬變的社會中，作出最佳的抉擇。委員會的目標是協助青年男女擺脫定型觀念的局限，擴闊視野，發掘新的潛能。

研究結果亦反映，我們須致力促進殘疾人士融入社區各層面的生活。殘疾人士應在主流學校接受教育、公開就業、居於群體住屋環境、參與社區生活，以及貢獻社會。

「分析課本與教材內定型觀念」研究

這項研究由城市大學英文與傳播學系英語教育及傳意研究中心進行，重點為探討教材內定型觀念的性質及嚴重程度；研究層面包括性別、年齡、殘疾、單親家庭及種族幾方面的定型觀念。研究小組共審閱了289本教科書和考試卷，以及69,957項具有人物角色的資料；此外，又訪問了學生、教師和出版商。



Students tended to pay attention only to the constraints and limitations of PWDs. Half of all respondents viewed people with a disability as pitiful. The disabling implications of a given impairment were magnified because of misunderstanding and erroneous influences. For example, persons with a disability were perceived as deviant, accident prone and appropriate for repetitive work and people with mental illness were assumed to be deviant and violent.

Students were still largely under the negative influences of many prevailing behavioral misconceptions about people with a disability. They held the assumption that PWDs would be more comfortable and better educated in special instead of integrated schools. Students were hesitant towards personal commitments and cautious about the social consequences, in particular, the sense of threat and unpredictability, in relation to people with a disability.

Only about one-third (36.2%) of the students indicated that they were acquainted with or had had personal contact with persons with a disability. Many people with a disability are still largely excluded socially from the mainstream, and students viewed this exclusion as normative. This leads to a vicious cycle of further misunderstanding and hesitance to treat them equally as members of society.

Follow-up

The EOC is concerned about the findings because the perceptions students hold influence their interest and career choices, affecting their economic status, achievement and public participation as well as the overall cohesiveness of a community. It is important that girls and boys are equipped to make the best possible choices in a changing society. The EOC's vision is to challenge stereotypes so that young people of both sexes will discover new horizons and possibilities.



性別觀念

研究的結果於2002年4月公布。結果顯示在分析資料內，以可辨別性別的角色而言，男性較女性為多。女性角色多與男性同時出現，而兩個女性角色一起出現為數較少；不過兩位男性角色同時出現的情況，則較男性與女性一起出現為多。在行為方面，女性多被描繪為愛哭、表現怪異和饒舌。此外，男性多與勇氣相關；而年長人士、女性和兒童則與柔弱相關。受訪教師認為，歷史科教材可涵括更多女性成就的事例。

殘疾觀念

教材樣本中甚少提及殘疾，在全部69,957項資料中，只有0.1%，即73次提及，顯見教科書內提及殘疾人士的內容並不足夠。

小學教材僅提及肢體傷殘，中學教材則包括其他殘疾；而教材內的殘疾人士並非全面融入社群生活；與其他社會人士相較，他們一般被形容為被動、需要他人支援和幫助。

接受訪問的出版商認同，有需要在教材內提升殘疾人士的正面形象，但卻表示難以搜尋殘疾人士的資料，例如照片等。

家庭觀念

在各教科書樣本中，單親家庭只出現過一次，而單親家庭兒童亦只在相關的內容內被提及一次，僅佔樣本0.003%。受訪學生認為離婚婦女性情暴躁、有時抑鬱，且有心理問題，而單親家庭子女則被視為取笑對象。受訪教師同意，教材內家庭角色的分布並不平均，亦同意女性對經濟及家庭均同樣有所貢獻。

The findings also made it obvious that social integration of persons with a disability in the different facets of community life must be promoted. More PWDs should be educated in the mainstream, engage in open employment, live in communal residential settings, and participate in as well as contribute to community life.

Research on Content Analysis of Textbooks and Teaching Materials in Respect of Stereotypes

This research was conducted by the Centre for English Language Education and Communication Research, City University of Hong Kong. The focus of the research project was to examine the nature and extent of stereotyping in printed educational materials. The areas of stereotyping surveyed were gender, age, disability, single-parenthood and ethnicity. The research team reviewed 289 textbooks, examination papers and 69,957 entries with human characters, and interviewed students, teachers and publishers.

Gender

The research results released in April 2002 showed that in the entries where gender of the characters could be identified, female characters appeared less often than male characters. Female characters were more likely to co-occur with male than with female. Males were more likely to co-occur with male than female. In terms of behaviour, women were said to cry, behave strangely and unable to stop eating. Men were associated with courage; older persons, women and children were associated with being weak. Teachers interviewed by the researchers felt that history materials could make more references to the achievement of women.

Disability

Disability was rarely referred to in the sampled materials, only 73 occurrences out of 69,957 entries, representing 0.1% of the sampled materials. Under-representation of PWDs in textbooks was apparent.

跟進工作

要消除定型觀念，教育極為重要，而學校、教師及課本均能催化思想的變革。社會不斷轉變，教育環境必須能反映社會的多元性、各種文化價值觀，以及不同的傳統、生活方式和社會現況。定型觀念會局限年青人的人生抉擇，阻礙他們實現理想、盡展潛能。委員會的抱負是為每個人開啟機會之門。

基於是次研究的結果，委員會已與教統局成立諮詢小組，為學校製作平等機會教材。我們亦與教師培訓機構合作，務求加深學員對定型觀念的認識，以及就處理有關問題的技巧進行培訓。此外，我們亦為教育界專業人士舉辦研討會。

如欲閱覽以上各項研究報告的詳情，請瀏覽本委員會網頁 (<http://www.eoc.org.hk/CC/press/index.htm>)。

Primary school materials featured only persons with a physical disability, while secondary school materials included other types of disability. PWDs were not shown as fully functioning social actors. PWDs were presented as more passive than other social actors and were seen to need support and help from others.

Publishers interviewed by the researchers acknowledged the need to heighten the positive presence of PWDs but expressed difficulties in securing materials such as pictures of PWDs.

Family

In the textbook entries, there was only one instance of single parenthood and one related instance of children in a single parent family situation, representing 0.003% of the sample. Students interviewed perceived divorced women as ill tempered, sometimes miserable and having psychological problems, and children of single parents were viewed as objects of ridicule. Teachers interviewed recognized imbalances in family role distribution, and that women contribute to the economy as well as to the family.

Follow-up

Education plays a significant role in removing stereotypical perceptions and schools, teachers and textbooks act as catalysts to this change. The educational setting should reflect diversity, different cultural values, customs, lifestyles and the social realities of a changing community. Stereotyping limits life choices for young people, restricting young people from realizing their aspirations to reach their full potential. The EOC's vision is to ensure that doors stay open for every individual.

In view of the results of these studies, an advisory committee has been formed with the Education and Manpower Bureau to develop equal opportunities educational materials for schools. We are also working with teacher training institutions to raise awareness of stereotyping and to develop teaching skills in handling these issues, as well as holding seminars for professionals.

Details of these EOC surveys can be viewed at: <http://www.eoc.org.hk/CE/press/index.htm>



培訓及顧問服務



Training and Consultancy

委員會的培訓及顧問服務組於2001年2月成立，宗旨是協助各界推行平等機會常規和建立公平的工作環境。該組的主要目標是協助公私營機構及政府部門制定措施，預防歧視及騷擾事件；又指導各機構在問題發生時，因應內部情況而採取有效的處理技巧及程序。

過去一年，委員會舉辦了多項定期培訓課程，和專為個別機構「度身訂造」的課程；此外，委員會又為不同政府部門及非政府組織開展特別培訓計劃。

委員會曾就商界僱主及僱員的意見，於2002年6月發布研究結果。調查訪問了超過3,000名僱主及僱員，結果顯示商界明白平等機會的重要性，對香港的反歧視條例亦有相當深入的瞭解。不過，商界的普遍共識，是業界（尤其是中小型企業）需要更多培訓，以增加對有關法例條文的認識。其中包括僱主需要對本身的轉承責任、法例的基本要求及應採取的預防措施有更多了解，才能提供一個機會平等的工作環境。完成該研究後，委員會特地編寫了《中小型企業平等機會資料套》，為中小型企業提供自我評估的方法，協助他們實踐平等機會原則。

定期培訓課程：委員會於本年內提供了定期培訓課程，共有468人參加。第一期於2002年8月至11月舉行，第二期則於2003年3月至5月舉行。課程讓參加者認識如何在商界推行平等機會，令僱主、人力資源專業人士及其他高級職員掌握有關知識和技巧，了解如何在每個行動層面滲入平等機會原則，及在機構內向所有員工推廣平等機會訊息。工作坊不單就制定平等機會政策，為參加者提供協助，亦在有關平等機會的問題上（如招聘程序是否符合平等機會原則、預防性騷擾及處理有關平等機會的投訴方面，給予實際的支援。）

Our Training and Consultancy Unit, formed in February 2001, addresses issues of providing best practices and a fair working environment for all individuals. The main aim is to assist companies, organizations and government departments to prevent discrimination and harassment from occurring, and if problems arise, equip them with the skills and procedures to deal with the different scenarios within their own organizations.

During the year, our calendar and tailor-made programmes focused predominantly on the private sector, while we also conducted a number of special training projects for the government and non-governmental organizations.

In June 2002, the EOC released findings of a number of business studies carried out to gauge the views of employers and employees in the business community. More than 3,000 employers and employees participated in the surveys, which showed that awareness and understanding of the importance of equal opportunities and Hong Kong's anti-discrimination laws are high among the business community. However, there was a general consensus that further training and information on the legislation and its requirements, particularly among Hong Kong's medium to small businesses, was needed. Areas identified include the need for employers to have a better understanding of their vicarious liability, basic compliance requirements under the legislation, as well as the preventive measures that need to be taken to ensure an equal opportunities working environment. Following the study, we developed an information assessment kit for small to medium enterprises (SMEs), "Equal Opportunities Essentials Kit for SMEs", providing a checklist for SMEs to incorporate EO into their workplace.



「度身訂造」的課程：委員會繼續與個別機構結成合作夥伴，配合他們的需要，「度身訂造」培訓課程。課程包括平等機會政策及程序，令僱員充分認識香港的反歧視法例。委員會在這方面的工作有顯著的增長，由上一年度舉辦16次培訓課程，大幅增至2002/03年度的92次培訓課程，參加人數多達6,810人。見到社會人士對培訓的需求殷切，委員會深受鼓舞，期望2003/04年度的課程數目及場次均再顯著增加。

過去一年，委員會亦為商業機構、政府部門及大學完成了七宗政策檢討工作，就如何改善其平等機會政策提供意見。委員會編製了一張檢討政策的核對表，以便能快捷有效地修訂有關政策。上述服務是與「度身訂造」課程一併提供的，不過亦有愈來愈多機構要求委員會單為他們檢討其平等機會政策。

Scheduled Calendar Training: We completed two calendar training programmes during the year for 468 participants. The first series took place from August to November 2002, while the second commenced in March 2003 with completion in May. These training workshops aimed to help the participants implement equal opportunities within the business community, using a skills based approach that gives employers, HR professionals and other senior staff the knowledge and expertise not only to incorporate EO into every aspect of their activities, but also to spread the EO message among all staff throughout their organizations. At the same time, course attendees received help in developing an equal opportunities policy, while also gaining practical support in dealing with EO issues in recruitment, preventing sexual harassment and managing EO related complaints in the workplace.

Tailor-Made Programmes: We continue to provide training in partnership with individual clients, tailoring our programmes to meet their needs. The training is developed to include EO policies and procedures and to ensure that their employees are fully aware of and meet all obligations under Hong Kong's anti-discrimination legislation. This area of our activities saw a significant leap, rising from the 16 training sessions held in the previous year to 92 sessions in 2002/03, benefiting 6,810 people. We are particularly encouraged to see the strong demand in this area of our activities, and expect the number of programmes and sessions to further increase significantly in 2003/04.

During the year we also completed seven policy reviews for a number of businesses, government departments and universities, advising them on how their EO policies can be improved. We have developed a checklist against which policies can be reviewed, enabling these policies to be revised efficiently and effectively. This service is offered in conjunction with our tailor-made training programme, though we are finding that there are more and more companies asking us to help review their EO policy as a separate service.



委員會與服務對象合作制定平等機會政策時，常遇上一些普遍問題。其中一項是，機構多傾向集中某範疇，而未能作出全盤考慮。例如，它們多着眼於公司作為僱主的角色，忘記本身也是服務提供者。僱員應明白，無論是騷擾或歧視顧客或服務對象均屬違法。此外，機構在制定政策時，亦多集中於性騷擾，而未能顧及全部三條反歧視條例。要處理這些問題，上述的核對表就發揮了重要功用，確保機構能全面檢討，制定出平衡的平等機會政策。

特別項目：於2002/03年度，培訓及顧問服務組集中於政府及教育界的工作，達成多項目標。在教育方面，委員會除編製學習網頁及網上培訓課程外，又積極推動學校課程發展計劃，與教育統籌局合作，把平等機會原則融入中小學課程內。委員會透過現有的教育體制展開工作，向兒童從小灌輸平等機會意識，協助他們改變態度，反映我們打擊系統性歧視的努力。委員會將更進一步聘請顧問進行研究，及諮詢關注團體，尋求最適合的路向。

政府方面，委員會繼續與入境事務處及入境處訓練學校合作，為訓練學校的導師提供培訓課程，再由他們在部門內培訓其他員工，務求把平等機會原則納入部門的管理常規，和為公眾提供的服務之中。本年度委員會提供了為期七日的培訓，並向學員派發培訓教材套，支援已受培訓的導師，再去培訓其他職員。

In working with these clients, some common problems have surfaced in the development of an EO policy. One of these is the tendency to focus on one particular area rather than on every aspect of a company's operations. For instance, there is a tendency to focus on the company as an employer but not as a service provider. Staff need to know that harassing or discriminating against a customer or client is also unlawful. Other EO policies have tended to focus only on sexual harassment without addressing all three anti-discrimination ordinances equally. In dealing with these issues, the checklist has proven to be invaluable in ensuring an all-rounded view and a balanced EO policy.

Special Projects: In 2002/03, our Training and Consultancy Unit concentrated on the government and education sectors, achieving a number of objectives in these areas. In the education sector, in addition to our efforts in the development of e-learning websites and web-based training packages, we have also been active by launching the school curriculum development project, working with the Education and Manpower Bureau to incorporate EO principles into the curriculum of Hong Kong's schools. This initiative is an important example of systemic work on the part of the EOC, as it increases awareness and helps to shape attitudes from a very early age within the existing educational framework. Taking this project further forward, we will be engaging consultants to undertake research and consultancy with key stakeholders to recommend how best to move ahead.

Within the government, we continue to build on our work with the Immigration Department and its Training School. A programme was undertaken to train Training School staff so that they can in turn train general staff in the Department. The aim is to incorporate EO principles in their best management practices and in their service provision to the public. Seven days of training were completed during the year together with the delivery of a training kit, which will support the train-the trainers approach adopted by this client.

於2002年11月及12月期間，委員會又為職業訓練局(職訓局)舉辦了四節培訓課程。委員會與職訓局屬下一個協助輕度智障青少年求職或獲得就業選配的部門合作，進行了這項重要的充權活動。透過培訓課程，教師和導師得以深入認識平等機會法例，尤其是《殘疾歧視條例》，因而可教導及鼓勵學生，在工作場所遇上騷擾或歧視時懂得挺身爭取權益。這項計劃旨在確保這些年輕人了解自己在平等機會法例下享有的權益，和法例對他們的保障。

委員會除了着手處理保險業的歧視做法外，又與香港保險業合作，制定及開設專業發展課程；本年度共舉辦了13個有關平等機會的持續專業發展保險課程。這些課程在香港屬於新嘗試，也是委員會首次進行的，主要介紹平等機會原則在業界的應用情況，已成為保險業專業發展課程的一部分。超過3,500名保險業中介人曾參加有關工作坊，為自己的事業汲取專業知識。這項課程會持續進行，已再有11間保險公司表示有興趣於2003/04年度參加。委員會在鞏固保險業的基礎工作之餘，亦會留意其他有密切客戶交流的行業，是否也有類似的培訓需要。



During November and December 2002, we completed four sessions of training for the Vocational Training Council (VTC). In this major empowerment programme, we worked with the section of the VTC, that helps young people with mild intellectual disabilities gain employment either through permanent employment or placement in job programmes. Teachers and instructors were made aware of EO laws, and the DDO in particular, so that they can advise and encourage their young students to stand up for their rights if they are subjected to harassment or discrimination in the workplace. This initiative seeks to ensure that these young people better understand their own rights, and the protection to which they are entitled to, under Hong Kong's EO laws.

In addition to the work already undertaken by the EOC to deal with discriminatory practices in the insurance industry in Hong Kong, the EOC joined forces with Hong Kong's insurance industry by developing and delivering professional development programmes. Thirteen Continuing Professional Development (CPD) Insurance courses on equal opportunities were held during the year. These courses, a brand new initiative for Hong Kong, and the first ever conducted by the Commission, highlight EO principles, and their applications within the industry, to form part of the insurance industry's professional development programmes. Over 3,500 insurance intermediaries participated in these workshops gaining professional points for their career development. This is an ongoing programme and a further 11 insurance companies have expressed interest in this training programme for 2003/04. As we establish the groundwork in the insurance industry, we are paving the way to identify similar training needs for other industries where there is a high level of human interaction.

平等機會委員會 截至2003年3月31日止財政年度的帳目報告

核數師報告書

致：平等機會委員會委員

(委員會是依據《性別歧視條例》於香港成立)

本核數師已完成審核第62至第80頁之帳目，該等帳目乃按照香港普遍採納之會計原則及「接受政府補助機構的核數師與會計師指引」(Notes for Auditors and Accountants of Miscellaneous Organizations in receipt of Government Subventions) 編製。

委員會及核數師各自之責任

委員會有責任編製真實兼公平之帳目。在編製該等真實兼公平之帳目時，必須採用適當之會計政策，並且貫徹應用該等會計政策。

本核數師之責任是根據審核之結果，對該等帳目作出獨立意見，並向委員會報告。

意見之基礎

本核數師已按照香港會計師公會所頒佈之核數準則進行審核工作。審核範圍包括以抽查方式查核與帳目所載數額及披露事項有關之憑證，亦包括評審委員會於編製帳目時所作之重大估計和判斷，所採用之會計政策是否適合委員會之具體情況，及有否貫徹應用並足夠披露該等會計政策。

本核數師在策劃和進行審核工作時，均以取得所有本核數師認為必需之資料及解釋為目標，以便獲得充分憑證，就該等帳目是否存有重大錯誤陳述，作出合理之確定。在作出意見時，本核數師亦已評估該等帳目所載之資料在整體上是否足夠。本核數師相信我們之審核工作已為下列意見提供合理之基礎。

意見

本核數師認為，上述之帳目足以真實兼公平地顯示委員會於二零零三年三月三十一日結算時之財務狀況，及截至該日止財政年度之結果及現金流量。

羅兵咸永道會計師事務所
香港執業會計師

香港，二零零三年九月十八日

Equal Opportunities Commission Statement of Accounts for the Year Ended 31st March 2003

AUDITORS' REPORT TO THE COMMISSION MEMBERS OF THE EQUAL OPPORTUNITIES COMMISSION

(established in Hong Kong pursuant to the Sex Discrimination Ordinance)

We have audited the accounts on pages 62 to 80 which have been prepared in accordance with accounting principles generally accepted in Hong Kong and the "Notes for Auditors and Accountants of Miscellaneous Organizations in receipt of Government Subventions".

Respective responsibilities of Commission and auditors

The Commission is responsible for the preparation of accounts which give a true and fair view. In preparing accounts which give a true and fair view it is fundamental that appropriate accounting policies are selected and applied consistently.

It is our responsibility to form an independent opinion, based on our audit, on those accounts and to report our opinion to you.

Basis of opinion

We conducted our audit in accordance with Statements of Auditing Standards issued by the Hong Kong Society of Accountants. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgements made by the Commission in the preparation of the accounts, and of whether the accounting policies are appropriate to the circumstances of the Commission, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance as to whether the accounts are free from material misstatement. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the accounts. We believe that our audit provides a reasonable basis for our opinion.

Opinion

In our opinion the accounts give a true and fair view of the state of affairs of the Commission as at 31st March 2003 and of its results and cash flows for the year then ended.

PricewaterhouseCoopers
Certified Public Accountants

Hong Kong, 18 September 2003

收支結算表 截至2003年3月31日止財政年度

	附註	2003 港幣	2002 港幣
收入及收益			
政府補助	2(b)	80,042,432	81,017,805
法律訴訟費用的補償	2(b)	2,220,000	1,603,119
利息收入	2(b)	567,166	956,425
雜項收入	2(b)	649,421	145,515
		<u>83,479,019</u>	<u>83,722,864</u>
支出			
職員薪酬		43,965,366	42,491,420
職員約滿酬金、其他福利及津貼		17,081,444	17,415,236
未使用年假		1,661,476	-
律師費		6,121,471	1,910,033
宣傳及公眾教育支出		5,647,180	3,611,628
研究計劃及教材資料套		172,652	438,533
租金及差餉		5,431,064	5,791,852
物料及設備		142,338	907,281
外訪、會議及職員培訓		598,151	520,043
其他一般行政費用		2,657,877	2,356,931
		<u>83,479,019</u>	<u>75,442,957</u>
財政年度盈餘			
撥入應付政府的補助盈餘帳	3 11	-	8,279,907 (8,279,907)
盈餘結轉			
		<u>-</u>	<u>-</u>

Statement of Income and Expenditure for the Year Ended 31st March 2003

	Note	2003 HK\$	2002 HK\$
INCOME AND REVENUE			
Government subventions	2(b)	80,042,432	81,017,805
Reimbursement of costs from legal litigation	2(b)	2,220,000	1,603,119
Interest income	2(b)	567,166	956,425
Sundry income	2(b)	649,421	145,515
		<u>83,479,019</u>	<u>83,722,864</u>
EXPENDITURE			
Staff salaries		43,965,366	42,491,420
Staff gratuity, other benefits and allowances		17,081,444	17,415,236
Unutilised annual leave		1,661,476	-
Legal fees		6,121,471	1,910,033
Publicity and public education expenses		5,647,180	3,611,628
Research projects and training modules		172,652	438,533
Rent and rates		5,431,064	5,791,852
Stores and equipment		142,338	907,281
Overseas visits, conference and staff training		598,151	520,043
Other general and administrative expenses		2,657,877	2,356,931
		<u>83,479,019</u>	<u>75,442,957</u>
SURPLUS FOR THE YEAR			
Transferred to subvention surplus account payable to Government	3 11	-	8,279,907 (8,279,907)
SURPLUS CARRIED FORWARD			
		<u>-</u>	<u>-</u>

資產負債表

2003年3月31日

	附註	2003 港幣	2002 港幣
非流動資產			
固定資產	4	6	6
應收政府的約滿酬金撥款	5	5,959,344	5,243,096
		<u>5,959,350</u>	<u>5,243,102</u>
流動資產			
應收政府的未使用年假撥款		1,661,476	-
其他應收帳款、按金及預付款項		375,619	696,772
銀行結存及現金		20,918,245	31,365,922
		<u>22,955,340</u>	<u>32,062,694</u>
流動負債			
應付帳項、準備及應計費用	6	5,719,530	3,317,101
職員約滿酬金的準備	9(b)	3,370,346	14,703,185
未使用年假的準備		1,661,476	-
預收政府補助	10	1,358,292	1,440,000
應付政府的補助盈餘帳	11	-	8,279,907
		<u>12,109,644</u>	<u>27,740,193</u>
淨流動資產			
		<u>10,845,696</u>	<u>4,322,501</u>
亦即：			
資本補助基金	7	2,865,659	967,439
其他儲備	8	11,208,316	6,283,711
盈餘及虧損帳		-	-
		<u>14,073,975</u>	<u>7,251,150</u>
長期負債			
長期服務金及遣散費的準備	9(a)	142,073	173,028
職員約滿酬金的準備	9(b)	2,588,998	2,141,425
		<u>16,805,046</u>	<u>9,565,603</u>

王見秋先生 G.B.S., J.P.
委員會主席

楊港興先生 J.P.
行政及財務專責小組召集人

鄧伊珊女士
會計師

Statement of Assets and Liabilities

as at 31st March 2003

	Note	2003 HK\$	2002 HK\$
NON CURRENT ASSETS			
Fixed Assets	4	6	6
Gratuity subvention receivable from Government	5	5,959,344	5,243,096
		<u>5,959,350</u>	<u>5,243,102</u>
CURRENT ASSETS			
Unutilised annual leave subvention receivable from Government		1,661,476	-
Other receivables, deposits and prepayments		375,619	696,772
Bank balances and cash		20,918,245	31,365,922
		<u>22,955,340</u>	<u>32,062,694</u>
CURRENT LIABILITIES			
Accounts payable, provisions and accruals	6	5,719,530	3,317,101
Provision for staff gratuity	9(b)	3,370,346	14,703,185
Provision for unutilised annual leave		1,661,476	-
Government subvention received in advance	10	1,358,292	1,440,000
Subvention surplus account payable to Government	11	-	8,279,907
		<u>12,109,644</u>	<u>27,740,193</u>
NET CURRENT ASSETS			
		<u>10,845,696</u>	<u>4,322,501</u>
Represented by:			
CAPITAL SUBVENTION FUND	7	2,865,659	967,439
OTHER RESERVES	8	11,208,316	6,283,711
SURPLUS AND DEFICIT ACCOUNT		-	-
		<u>14,073,975</u>	<u>7,251,150</u>
LONG TERM LIABILITIES			
Provision for long service and severance payment	9(a)	142,073	173,028
Provision for staff gratuity	9(b)	2,588,998	2,141,425
		<u>16,805,046</u>	<u>9,565,603</u>
Mr. Michael WONG Kin-chow G.B.S., J.P. Chairman of the Commission	Mr. Peter YEUNG Kong-hing J.P. Convenor of the Administration and Finance Committee	Ms. Kerrie TENG Yee-san Accountant	

資金變動表 截至2003年3月31日止財政年度

	資本補助基金 港幣 (註7)	其他儲備 港幣 (註8)	總數 港幣
於2001年4月1日之結餘	777,749	6,509,900	7,287,649
財政年度之政府資本補助	962,000	-	962,000
財政年度已使用/支付之金額	(772,310)	(226,189)	(998,499)
於2002年3月31日及2002年4月1日之結餘	967,439	6,283,711	7,251,150
財政年度之政府資本補助	2,919,075	-	2,919,075
由去年應付政府的補助盈餘帳撥入	-	8,204,907	8,204,907
財政年度已使用/支付之金額	(1,020,855)	(3,280,302)	(4,301,157)
於2003年3月31日之結餘	2,865,659	11,208,316	14,073,975

Statement of Changes in Funds for the Year Ended 31st March 2003

	Capital Subvention Fund HK\$ (Note 7)	Other Reserves HK\$ (Note 8)	Total HK\$
At 1st April 2001	777,749	6,509,900	7,287,649
Government capital subvention during the year	962,000	-	962,000
Amount utilised during the year	(772,310)	(226,189)	(998,499)
At 31st March 2002 and 1st April 2002	967,439	6,283,711	7,251,150
Government capital subvention during the year	2,919,075	-	2,919,075
Transfer from last year's subvention surplus account payable to Government	-	8,204,907	8,204,907
Amount utilised during the year	(1,020,855)	(3,280,302)	(4,301,157)
At 31st March 2003	2,865,659	11,208,316	14,073,975

現金流動表 截至2003年3月31日止財政年度

	附註	2003 港幣	2002 港幣
營運活動現金(流出)/流入淨額	13(a)	(13,635,181)	7,818,769
投資活動			
已收利息		567,166	956,425
購置固定資產		(298,737)	(1,147,121)
投資活動現金流入/(流出)淨額		268,429	(190,696)
融資前之現金(流出)/流入淨額		(13,366,752)	7,628,073
融資活動			
政府資本補助	13(b)	2,919,075	962,000
融資活動現金流入淨額		2,919,075	962,000
現金及現金等值之(減少)/增加 年初之現金及現金等值		(10,447,677) 31,365,922	8,590,073 22,775,849
年末之現金及現金等值		20,918,245	31,365,922
現金及現金等值結存分析：			
銀行結存及現金		20,918,245	31,365,922

Cash Flow Statement for the Year Ended 31st March 2003

	Note	2003 HK\$	2002 HK\$
Net cash (outflow)/inflow from operating activities	13(a)	(13,635,181)	7,818,769
Investing activities			
Interest received		567,166	956,425
Purchase of fixed assets		(298,737)	(1,147,121)
Net cash inflow/(outflow) from investing activities		268,429	(190,696)
Net cash (outflow)/inflow before financing		(13,366,752)	7,628,073
Financing activities			
Government capital subvention	13(b)	2,919,075	962,000
Net cash inflow from financing activities		2,919,075	962,000
(Decrease)/increase in cash and cash equivalents		(10,447,677)	8,590,073
Cash and cash equivalents at the beginning of year		31,365,922	22,775,849
Cash and cash equivalents at the end of year		20,918,245	31,365,922
Analysis of balances of cash and cash equivalents:			
Bank balances and cash		20,918,245	31,365,922

帳目附註

1. 法律地位

平等機會委員會（「委員會」）是一個法定機構，於1996年成立，負責執行《性別歧視條例》、《殘疾歧視條例》及《家庭崗位歧視條例》。委員會致力消除基於性別、婚姻狀況、懷孕、殘疾及家庭崗位而產生的歧視。此外，委員會亦致力消除性騷擾及基於殘疾的騷擾及中傷行為，促進男女之間、傷健之間及不同家庭崗位人士之間的平等機會。

委員會是政府補助機構，可根據《稅務條例》（香港法例第112章）豁免繳交稅務局之一切徵稅。

2. 主要會計政策

擬定帳目所採用的主要會計政策列明如下：

(a) 擬備帳目基礎

帳目是採用原值成本慣例，按照香港普遍採納之會計原則、香港會計師公會所頒佈之會計準則及「接受政府補助機構的核數師與會計師指引」（Notes for Auditors and Accountants of Miscellaneous Organizations in receipt of Government Subventions）擬定。

(b) 收益的確認

政府補助是以應計制計算。
法律訴訟費用的補償是以確立收款的權利時確認。
利息收入是根據未到期之本金以其適用的利率按時間比例記帳。
雜項收入是以應計制確認。

(c) 固定資產

委員會是非牟利機構，可豁免遵守香港會計師公會所頒佈之會計實務準則第17條「物業、機器及設備」的規定。
固定資產乃按成本值減累積撇帳額入帳。
每個固定資產的類目均以港幣一元的帳面值入帳。所有固定資產購置的成本值已於購置年度在基本設施儲備或收支結算表的有關項目中撇帳。

(d) 營業租約

資產擁有權之全部得益及風險實質地由出租公司保留之租約，皆作為營業租約入帳。營業租約的付款在扣除出租公司給予的獎勵金後，以直線法按租約期在收支結算表中支銷。

(e) 外幣換算

外幣交易按交易日之兌換率折算。於結算日以外幣顯示之貨幣資產及負債均按結算日之匯率換算。所有匯兌盈虧，均已計入收支結算表內。

(f) 準備

準備是在委員會因過往事項而持有法定或推定債務，而資源可能需要流出以償付這些債務，以及能夠可靠地估計數額時予以確認。若委員會預期會得到準備的補償，當補償是完全肯定時，補償才確認為另一項資產，並以有關準備的金額為限。

Notes to the Accounts

1. Legal status

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

The Commission is a government subvented body exempted from payments of all taxes administered by the Inland Revenue Department by virtue of the Inland Revenue Ordinance (Chapter 112).

2. Principal accounting policies

The principal accounting policies adopted in the preparation of these accounts are set out below:

(a) Basis of preparation

The accounts have been prepared under the historical cost convention and in accordance with accounting principles generally accepted in Hong Kong and comply with accounting standards issued by the Hong Kong Society of Accountants and the Notes for Auditors and Accountants of Miscellaneous Organizations in receipt of Government Subventions.

(b) Revenue recognition

Subventions from government are accounted for on an accruals basis.
Reimbursement of costs from legal litigation is recognised when the right to receive payment is established.
Interest income is recognised on a time proportion basis, taking into account the principal amounts outstanding and the interest rates applicable.
Sundry income is recognised on an accruals basis.

(c) Fixed assets

The Commission, as a non-profit making organisation, is exempted from compliance with Statement of Standard Accounting Practice No. 17 "Property, plant and equipment" issued by the Hong Kong Society of Accountants.
Fixed assets are stated at cost less accumulated amounts written off.
Each category of fixed assets is stated at a nominal value of HK\$1. The cost of all additions is written off in the year of acquisition to the capital reserve or relevant items in the statement of income and expenditure.

(d) Operating leases

Leases where substantially all the risks and rewards of ownership of assets remain with the leasing company are accounted for as operating leases. Payments made under operating leases net of any incentives received from the leasing company are charged to the statement of income and expenditure on a straight-line basis over the lease period.

(e) Translation of foreign currencies

Transactions in foreign currencies are translated at exchange rates ruling at the transaction dates. Monetary assets and liabilities expressed in foreign currencies at the balance sheet date are translated at rates of exchange ruling at the balance sheet date. All exchange differences are dealt with in the statement of income and expenditure.

(f) Provisions

Provisions are recognised when the Commission has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation, and a reliable estimate of the amount can be made. Where the Commission expects a provision to be reimbursed, the reimbursement is recognised as a separate asset, to the extent of the amount of the related provision, but only when the reimbursement is virtually certain.

帳目附註

Notes to the Accounts

(g) 僱員福利

(i) 僱員假期享有權

僱員應享有的年假及長期服務假期於確立時確認。因僱員已提供服務而產生的年假及長期服務假期在結算日已撥出準備。

僱員應享有的病假、分娩假及陪產假於放假時才確認。

(ii) 退休金責任

委員會已在香港成立一個強制性公積金計劃(「計劃」)。該計劃之資產分開存放於信託人管理之基金內。委員會和僱員雙方均須按相等於有關入息的5%供款，以每人每月1千元為限。委員會向計劃作出的供款，於產生時列作支出。

(g) Employee benefits

(i) Employee leave entitlements

Employee entitlements to annual leave and long service leave are recognised when they accrue to employees. A provision is made for the estimated liability for annual leave and long service leave as a result of services rendered by employees up to the balance sheet date.

Employee entitlements to sick leave and maternity or paternity leave are not recognised until the time of leave.

(ii) Pension obligations

The Commission has established a mandatory provident fund scheme ("MPF scheme") in Hong Kong. The assets of the MPF scheme are held in separate trustee-administered funds. Both the Commission and the employees are required to contribute 5% of the employees' relevant income, subject to a maximum of HK\$1,000 per employee per month. The Commission's contributions to the MPF scheme are expensed as incurred.

3. 財政年度結果

財政年度之結果已扣除下列項目：

	2003 港幣	2002 港幣
固定資產之撇銷	142,337	920,932
營業租約 - 土地及樓宇	5,431,064	5,791,852
核數師酬金	23,660	22,221

3. Surplus for the year

Surplus for the year is stated after charging the following:

	2003 HK\$	2002 HK\$
Fixed assets written off	142,337	920,932
Operating leases - land and buildings	5,431,064	5,791,852
Auditors' remuneration	23,660	22,221

4. 固定資產

	租賃 物業裝修 港幣	固定裝置 及裝修 港幣	辦公室傢俬 及設備 港幣	汽車 港幣	電腦器材 港幣	即時傳譯及 擴音系統 港幣	總數 港幣
成本							
於2002年4月1日之結餘	645,649	5,410,939	2,356,349	726,698	3,658,550	394,724	13,192,909
年內增置	-	10,988	71,829	-	215,920	-	298,737
年內減少/撇銷	-	(8,560)	(25,846)	-	(85,754)	-	(120,160)
於2003年3月31日之結餘	645,649	5,413,367	2,402,332	726,698	3,788,716	394,724	13,371,486
撇銷之累計數目							
於2002年4月1日之結餘	645,648	5,410,938	2,356,348	726,697	3,658,549	394,723	13,192,903
在收支結算表及基本設 施儲備撇銷之數目	-	10,988	71,829	-	215,920	-	298,737
年內減少/撇銷	-	(8,560)	(25,846)	-	(85,754)	-	(120,160)
於2003年3月31日之結餘	645,648	5,413,366	2,402,331	726,697	3,788,715	394,723	13,371,480
帳面淨值							
於2003年3月31日之結餘	1	1	1	1	1	1	6
於2002年3月31日之結餘	1	1	1	1	1	1	1

4. Fixed assets

	Leasehold improvements HK\$	Fixtures and fittings HK\$	Office furniture and equipment HK\$	Motor vehicles HK\$	Computer equipment HK\$	Simultaneous interpretation and public address equipment HK\$	Total HK\$
Cost							
At 1st April 2002	645,649	5,410,939	2,356,349	726,698	3,658,550	394,724	13,192,909
Additions	-	10,988	71,829	-	215,920	-	298,737
Disposals/written off	-	(8,560)	(25,846)	-	(85,754)	-	(120,160)
At 31st March 2003	645,649	5,413,367	2,402,332	726,698	3,788,716	394,724	13,371,486
Accumulated amounts written off							
At 1st April 2002	645,648	5,410,938	2,356,348	726,697	3,658,549	394,723	13,192,903
Written off to income and expenditure account and capital reserve	-	10,988	71,829	-	215,920	-	298,737
Disposals/written off	-	(8,560)	(25,846)	-	(85,754)	-	(120,160)
At 31st March 2003	645,648	5,413,366	2,402,331	726,697	3,788,715	394,723	13,371,480
Net book value							
At 31st March 2003	1	1	1	1	1	1	6
At 31st March 2002	1	1	1	1	1	1	1

帳目附註

5. 應收政府的約滿酬金撥款

	2003 港幣	2002 港幣
於4月1日之結餘	5,243,096	4,106,091
撥出約滿酬金準備	8,436,727	8,515,005
已收政府約滿酬金撥款	(7,720,479)	(7,378,000)
	<u>5,959,344</u>	<u>5,243,096</u>

這代表香港特別行政區政府將會補償予委員會職員約滿酬金方面的資金。

6. 應付帳項、準備及應計費用

應付帳項、準備及應計費用已包括以下準備的變動：

	2003 港幣	2002 港幣
法律費用的準備		
於4月1日之結餘	347,341	3,607,619
撥出準備	6,121,471	1,910,033
財政年度已支付之金額	(3,643,334)	(5,170,311)
	<u>2,825,478</u>	<u>347,341</u>

法律費用的準備是因應由委員會提出或向委員會提出的法律訴訟所涉及的法律開支而設立，其使用的時間及金額將取決於個別法律訴訟的進展。

7. 資本補助基金

	2003 港幣	2002 港幣
於4月1日之結餘	967,439	777,749
政府資本補助	2,919,075	962,000
財政年度已使用之結餘	(1,020,855)	(772,310)
	<u>2,865,659</u>	<u>967,439</u>

資本補助基金指經由民政事務局局長事先核准，於財政年度間用以支付資本計劃費用之政府資本補助之盈餘。

Notes to the Accounts

5. Gratuity subvention receivable from Government

	2003 HK\$	2002 HK\$
At 1st April	5,243,096	4,106,091
Provision made for staff gratuity	8,436,727	8,515,005
Gratuity Subvention received from Government	(7,720,479)	(7,378,000)
	<u>5,959,344</u>	<u>5,243,096</u>

This represents funds to be reimbursed by the Government in respect of gratuity payments to staff of the Commission.

6. Accounts payable, provisions and accruals

Movement of provisions included in accounts payable, provisions and accruals is as follows:

	2003 HK\$	2002 HK\$
Provision for legal fees		
At 1st April	347,341	3,607,619
Provisions made	6,121,471	1,910,033
Amount paid during the year	(3,643,334)	(5,170,311)
	<u>2,825,478</u>	<u>347,341</u>

Provision for legal fees is set up for legal expenses to be incurred in respect of litigation raised by or against the Commission. The timing and amount to be utilised will depend on the progress of the respective litigation.

7. Capital subvention fund

	2003 HK\$	2002 HK\$
At 1st April	967,439	777,749
Government capital subventions	2,919,075	962,000
Amount utilised during the year	(1,020,855)	(772,310)
	<u>2,865,659</u>	<u>967,439</u>

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

帳目附註

8. 其他儲備

	基本設施儲備 港幣	法律訴訟儲備 港幣	一般儲備 港幣	總數 港幣
於2001年4月1日之結餘	1,268,855	3,241,045	2,000,000	6,509,900
財政年度已使用/支付之金額	(226,189)	-	-	(226,189)
於2002年3月31日之結餘	1,042,666	3,241,045	2,000,000	6,283,711
由去年應付政府的補助盈餘撥入	-	1,603,000	6,601,907	8,204,907
財政年度已使用/支付之金額	(156,400)	(2,300,000)	(823,902)	(3,280,302)
於2003年3月31日之結餘	886,266	2,544,045	7,778,005	11,208,316

基本設施儲備可作電腦系統改善、辦公室翻新、辦公室保安改善及其他資本開支之用。
法律訴訟儲備可作為給予根據反歧視條例提出起訴的人士的法律援助或向委員會提出的法律訴訟所涉及的法律費之用。
一般儲備是由收支結算表撥入，以作一般用途。

9 長期負債

(a) 長期服務金及遣散費的準備

	2003 港幣	2002 港幣
於4月1日之結餘	173,028	168,433
撥出準備	13,448	4,595
支付	(44,403)	-
於3月31日之結餘	142,073	173,028

(b) 職員約滿酬金的準備

	2003 港幣	2002 港幣
於4月1日之結餘	16,844,610	10,713,993
撥出準備	8,436,727	8,515,005
財政年度已支付之金額	(19,321,993)	(2,384,388)
於3月31日之結餘	5,959,344	16,844,610
減：包括在流動負債的一年內到期之金額	(3,370,346)	(14,703,185)
長期部份	2,588,998	2,141,425

職員約滿酬金的準備是因應將付予由受僱日期起計，於委員會完成三年合約之僱員的職員約滿酬金而設立。

Notes to the Accounts

8. Other reserves

	Capital reserve HK\$	Legal litigation reserve HK\$	General reserve HK\$	Total HK\$
At 1st April 2001	1,268,855	3,241,045	2,000,000	6,509,900
Amount utilised during the year	(226,189)	-	-	(226,189)
At 31st March 2002	1,042,666	3,241,045	2,000,000	6,283,711
Transfer from last year's subvention surplus account payable to Government	-	1,603,000	6,601,907	8,204,907
Amount utilised during the year	(156,400)	(2,300,000)	(823,902)	(3,280,302)
At 31st March 2003	886,266	2,544,045	7,778,005	11,208,316

The capital reserve is available for use in computer system enhancement, office refurbishment, improvement of office security and other capital expenditure.

The legal litigation reserve may be utilized for the legal fees in respect of legal assistance granted to any person who institutes proceedings under the anti-discrimination ordinances or any litigation raised against the Commission.

The general reserve is transferred from the statement of income and expenditure and is available for general use.

9. Long term liabilities

(a) Provision for long service and severance payment

	2003 HK\$	2002 HK\$
At 1st April	173,028	168,433
Provisions made	13,448	4,595
Payment made	(44,403)	-
At 31st March	142,073	173,028

(b) Provision for staff gratuity

	2003 HK\$	2002 HK\$
At 1st April	16,844,610	10,713,993
Provisions made	8,436,727	8,515,005
Amount paid during the year	(19,321,993)	(2,384,388)
At 31st March	5,959,344	16,844,610
Less: amount due within one year included in current liabilities	(3,370,346)	(14,703,185)
Long term portion	2,588,998	2,141,425

Provision for staff gratuity is set up for the gratuity payments which will be payable to employees of the Commission who complete their three year contracts commencing from the date of their employment.

帳目附註

10. 預收政府補助

預收的政府補助，是有關各項於年終後才提供的服務。去年的結餘，是預收有關製作一個已於二零零三年三月推出的電視節目。

11. 應付政府的補助盈餘帳

去年的金額是代表收入減支出後的盈餘。經政府批准後，委員會可將盈餘的一定金額保留到為指定用途而設的儲備帳。如有不獲批准保留在委員會儲備帳的餘額，將用作抵銷政府給予委員會隨後的補助。經政府批准後，本年度已將港幣8,204,907元撥入法律訴訟儲備及一般儲備(註8)。

12. 營業租約承付款

於三月三十一日，委員會有於下列期間涉及土地及樓宇之不可撤銷營業租約而須繳付之未來最低租金總額如下：

	2003 港幣	2002 港幣
一年內	3,560,088	3,039,894
一年之外及五年內	2,670,066	-
	<u>6,230,154</u>	<u>3,039,894</u>

13. 現金流動表附註

(a) 營運活動現金(流出)/流入淨額與財政年度淨業績之對帳表

	2003 港幣	2002 港幣
財政年度淨業績	-	-
盈餘之資本開支	142,337	920,932
一般儲備之使用	(823,902)	-
法律訴訟儲備之使用	(2,300,000)	-
資本補助基金之支出	(1,020,855)	(772,310)
利息收入	(567,166)	(956,425)
扣除營運資金變動前之經營虧損	(4,569,586)	(807,803)
應收政府的約滿酬金撥款之增長	(716,248)	(1,137,005)
應收政府的未使用年假撥款之增長	(1,661,476)	-
其他應收帳款、按金及預付款項之減少/(增長)	321,153	(10,645)
應付帳項、準備及應計費用之增長/(減少)	2,402,429	(6,080,897)
職員約滿酬金的準備之(減少)/增長	(10,885,266)	6,130,617
未使用年假的準備之增長	1,661,476	-
預收政府補助之(減少)/增長	(81,708)	1,440,000
應付政府的補助盈餘帳之(減少)/增長	(75,000)	8,279,907
長期服務金及遣散費的準備之(減少)/增長	(30,955)	4,595
營運活動現金(流出)/流入淨額	<u>(13,635,181)</u>	<u>7,818,769</u>

Notes to the Accounts

10. Government subvention received in advance

The subvention is received in advance in connection with various services to be provided after year end. Last year balance was received in advance for the production of a television programme which was launched in March 2003.

11. Subvention surplus account payable to Government

Last year amount represented the excess of the surplus of income over expenditure. The Commission might transfer a certain amount of the surplus to its designated reserves upon the approval of the Government. The remaining portion, if any, which is not allowed to be kept as the Commission's reserves will be offset against the subsequent subvention paid by the Government to the Commission. Upon approval by the Government, HK\$8,204,907 was transferred to legal litigation reserve and general reserve in the current year (Note 8).

12. Commitments under operating leases

At 31st March, the Commission had future aggregate minimum lease payments in respect of land and buildings under non-cancellable operating leases as follows:

	2003 HK\$	2002 HK\$
Not later than one year	3,560,088	3,039,894
Later than one year and not later than five years	2,670,066	-
	<u>6,230,154</u>	<u>3,039,894</u>

13. Notes to the cash flow statement

(a) Reconciliation of net results for the year to net cash (outflow)/inflow from operating activities

	2003 HK\$	2002 HK\$
Net results for the year	-	-
Capital expenses included in results	142,337	920,932
Expenditure utilised in general reserve	(823,902)	-
Expenditure utilised in legal litigation reserve	(2,300,000)	-
Expenditure utilised in capital subvention fund	(1,020,855)	(772,310)
Interest income	(567,166)	(956,425)
Operating loss before working capital changes	(4,569,586)	(807,803)
Increase in gratuity subvention receivable from Government	(716,248)	(1,137,005)
Increase in unutilised annual leave subvention receivable from Government	(1,661,476)	-
Decrease/(increase) in other receivables, deposits and prepayments	321,153	(10,645)
Increase/(decrease) in accounts payable, provisions and accruals	2,402,429	(6,080,897)
(Decrease)/increase in provision for staff gratuity	(10,885,266)	6,130,617
Increase in provision for unutilised annual leave	1,661,476	-
(Decrease)/increase in Government subvention received in advance	(81,708)	1,440,000
(Decrease)/increase in subvention surplus account payable to Government	(75,000)	8,279,907
(Decrease)/increase in provision for long service and severance payment	(30,955)	4,595
Net cash (outflow)/inflow from operating activities	<u>(13,635,181)</u>	<u>7,818,769</u>

帳目附註 Notes to the Accounts

(b) 財政年度融資變動分析

	資本補助基金	
	2003 港幣	2002 港幣
於4月1日之結餘	967,439	777,749
政府資本補助之現金流入	2,919,075	962,000
財政年度已使用之金額	(1,020,855)	(772,310)
	<u>2,865,659</u>	<u>967,439</u>
於3月31日之結餘	<u>2,865,659</u>	<u>967,439</u>

(c) 重大非現金交易

於財政年度間，政府已批准將去年應付政府的補助盈餘帳中的港幣8,204,907元撥入本年的法律訴訟儲備及一般儲備(註8)。

14. 帳目核准

此帳目由委員會委員於二零零三年九月十八日核准。

(b) Analysis of changes in financing during the year

	Capital subvention fund	
	2003 HK\$	2002 HK\$
At 1st April	967,439	777,749
Cash inflow from government capital subvention	2,919,075	962,000
Amount utilised during the year	(1,020,855)	(772,310)
	<u>2,865,659</u>	<u>967,439</u>
At 31st March	<u>2,865,659</u>	<u>967,439</u>

(c) Major non-cash transactions

During the year, the Government has approved a transfer of HK\$8,204,907 from last year's subvention surplus account payable to Government to the legal litigation reserve and general reserve in current year (Note 8).

14. Approval of accounts

The accounts were approved by the Commission Members on 18 September 2003.

我們的承諾 Our Pledge

我們承諾竭盡所能服務社會，以誠懇有禮的態度盡力協助市民，我們的服務標準及指標如下：

We pledge to serve the community to the best of our abilities. We are committed to providing a courteous, helpful and efficient service. The service standard and the performance target we aim to achieve are as follows:

	服務標準 Service Standard	服務指標 Performance Target (達到服務標準的百分比) (% meeting standard)
查詢 Enquiry		
在辦公時間內回覆電話查詢 Answer telephone enquiries during office hours	即時回覆 immediately	95%
接見到辦事處查詢的人士 Interview a walk-in enquirer at EOC office	30分鐘內 within 30 minutes	95%
回覆簡單的書面查詢 Reply to written enquiries on simple issues	5個工作天內 within 5 working days	95%
回覆複雜的書面查詢 Reply to written enquiries on complex issues	14個工作天內 within 14 working days	95%
投訴 Complaint		
對書面投訴開始採取行動 Initiate action on a written complaint	3個工作天內 within 3 working days	100%
經預約安排，接見有意提出投訴的人士 Interview a prospective complainant asking for an appointment	5個工作天內 within 5 working days	95%
完成處理投訴個案 Conclude a complaint case	6個月內 within 6 months	75%
法律協助 Legal Assistance		
對申請法律協助的人士作出回覆 Inform an applicant of the outcome of application for legal assistance	3個月內 within 3 months	85%
公眾教育及宣傳 Public Education and Promotion		
安排有關平等機會課題及法例的講座 Meet requests for talks on equal opportunity issues and legislation	6個星期內 within 6 weeks	95%
處理市民以郵寄或傳真索取委員會刊物 Meet requests by mail or fax for EOC publications	3個工作天內 within 3 working days	95%

附錄

Appendices

附錄 1

平等機會委員會委員

附錄 2

平等機會委員會專責小組員及職權範圍

附錄 3

平等機會委員會的組織架構及編制

附錄 4

平等機會委員會辦事處管理小組

附錄 5

法律協助

附錄 6

獲法律協助的個案

附錄 7

法庭訴訟

附錄 8

平等機會社會參與資助計劃所資助的機構
(2002/2003)

附錄 9

2002/03 年度平等機會夥伴

Appendix 1

Members of the Equal Opportunities
Commission

Appendix 2

Members & Terms of Reference of the
Committees of the Equal Opportunities
Commission

Appendix 3

Organizational Structure and Establishment of
the Equal Opportunities Commission

Appendix 4

Management Team of the Equal Opportunities
Commission

Appendix 5

Legal Assistance

Appendix 6

Legally Assisted Cases

Appendix 7

Court Cases

Appendix 8

List of Organizations Funded under the
Community Participation Funding Programme
(2002/2003)

Appendix 9

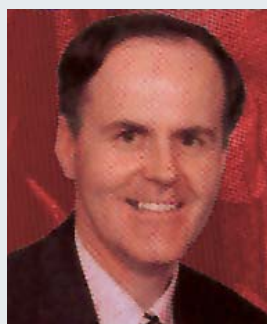
Our Partners in Equal Opportunities (2002/03)

平等機會委員會委員 (截至2003年3月31日)

胡紅玉女士
主席
Ms. WU Hung-yuk, Anna, S.B.S., J.P.
Chairperson



Members of the Equal Opportunities Commission (as at 31.3.2003)



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



陳少瓊女士
委員
Ms. CHAN Siu-king, Cammy,
J.P.
Member



洪雪蓮博士
委員
Dr. HUNG Suet-lin, Shirley
Member



高寶齡女士
委員
Ms. KO Po-ling
Member



李業廣先生
委員
Mr. LEE Yeh-kwong, Charles,
G.B.S., J.P.
Member



李鳳英女士
委員
The Hon. LI Fung-ying,
M.B.E., J.P.
Member



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



郭建勳博士
委員
Dr. KWOK Kin-fun, Joseph,
J.P.
Member



馮漢源教授
委員
Prof. Stevenson FUNG,
B.B.S., D.Sc.
Member



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



孫大倫博士
委員
Dr. SUN Tai-lun, Dennis,
B.B.S.
Member



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



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



余秀珠女士
委員
Ms. YU Sau-chu, Jessie
Member

平等機會委員會專責小組 成員及職權範圍

(截至2003年3月31日)

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)
2. 林貝聿嘉女士 Mrs. LAM PEI Yu-dja, Peggy
3. 李鳳英女士 The Hon. LI Fung-ying
4. 孫大倫博士 Dr. SUN Tai-lun, Dennis
5. 楊港興先生 Mr. YEUNG Kong-hing, Peter

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.

Membership & Terms of Reference of the Committees of the Equal Opportunities Commission

(as at 31.3.2003)

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)
2. 陳少瓊女士 Ms. CHAN Siu-king, Cammy
3. 洪雪蓮博士 Dr. HUNG Suet-lin, Shirley
4. 高寶齡女士 Ms. KO Po-ling
5. 郭鍵勳博士 Dr. KWOK Kin-fun, Joseph
6. 李鳳英女士 The Hon. LI Fung-ying
7. 余秀珠女士 Ms. YU Sau-chu, Jessie
8. 陳彩英女士 Ms. CHAN Choi-ying, Virginia
(增選委員 Co-opted Member)
9. 黎秀玲女士 Ms. LAI Sau-ling
(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 organisations 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 organisations 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.

平等機會委員會專責小組 成員及職權範圍

(截至2003年3月31日)

Membership & Terms of Reference of the Committees of the Equal Opportunities Commission

(as at 31.3.2003)

公眾教育及研究專責小組 Public Education and Research Committee

成員 Membership

1. 郭鍵勳博士 Dr. KWOK Kin-fun, Joseph (召集人 Convenor)
2. 陳少瓊女士 Ms. CHAN Siu-king, Cammy
3. 馮漢源教授 Prof. Stevenson FUNG
5. 洪雪蓮博士 Dr. HUNG Suet-lin, Shirley
4. 高寶齡女士 Ms. KO Po-ling
6. 鄒維庸醫生 Dr. WU Wai-yung, Raymond
7. 余秀珠女士 Ms. YU Sau-chu, Jessie
8. 莊陳有先生 Mr. CHONG Chan-yau (增選委員 Co-opted Member)
9. 麥肖玲博士 Dr. MAK Chiu-ling, Grace (增選委員 Co-opted Member)

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.

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。

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

成員 Membership

1. 胡紅玉女士 Ms. WU Hung-yuk, Anna (召集人 Convenor)
2. 白仲安先生 Mr. John Robertson BUDGE
3. 陳少瓊女士 Ms. CHAN Siu-king, Cammy
4. 洪雪蓮博士 Dr. HUNG Suet-lin, Shirley
5. 梁君彥先生 Mr. LEUNG Kwan-yuen, Andrew
6. 李鳳英女士 The Hon. LI Fung-ying
7. 楊港興先生 Mr. YEUNG Kong-hing, Peter

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.

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。

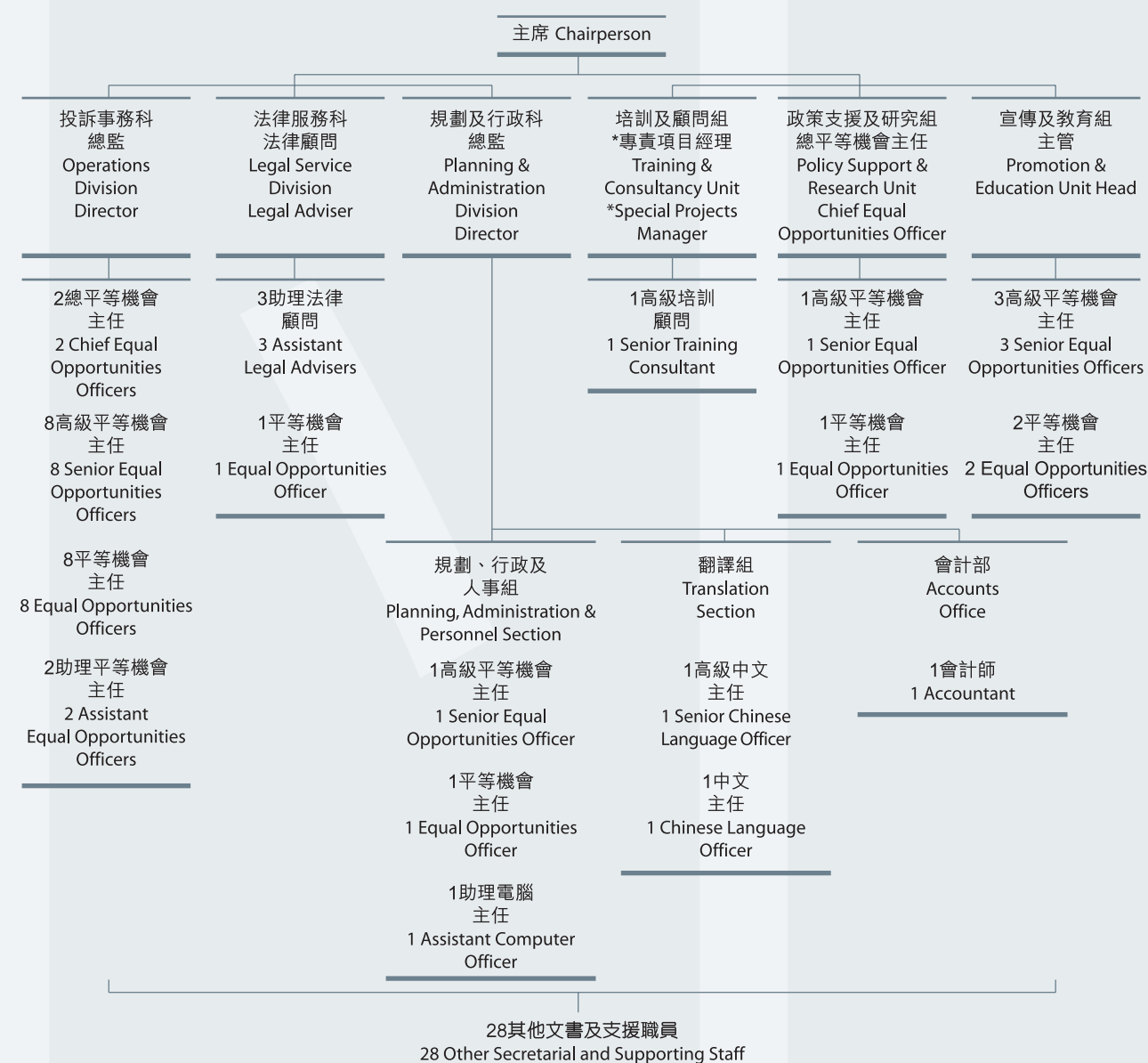
平等機會委員會專責小組 成員及職權範圍 (截至2003年3月31日)

Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3.2003)

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。
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的 組織架構 (截至2003年3月31日)

Organizational Structure of the Equal Opportunities Commission (as at 31.3.2003)



備註:

1. 全體職員總數為85人，包括編制內員工及短期可續合約員工（不包括主席）。
 2. 總編制為71人（如上圖所列）。
 3. 短期可續合約員工人數為14人。
 4. 由2003年3月24日起，性別事務科及殘疾事務科合併為投訴事務科。
- * 從澳洲維多利亞省平等機會委員會借調。

Notes:

1. Total number of staff including those under establishment and others on short-term renewable contract is 85 (excluding EOC Chairperson).
 2. Total number of staff under establishment is 71 (as shown above).
 3. Total number of staff on short-term renewable contract is 14.
 4. The Gender Division and Disability Division have been merged into one Operations Division since 24 March 2003.
- * Seconded from the Equal Opportunity Commission Victoria, Australia.

平等機會委員會辦事處 管理小組 (截至2003年3月31日)

Management Team of the Equal Opportunities Commission (as at 31.3.2003)

主席
胡紅玉

總監 (殘疾事務)
唐建生

法律顧問
彭佩蘭

總監 (規劃及行政)
陳奕民

專責項目經理
畢佐治

總平等機會主任 (政策支援及研究)
李紹葵

主管 (宣傳及教育)
劉家馨

Chairperson
WU Hung-yuk, Anna

Director (Disability)
TONG Kin-sang, Frederick

Legal Adviser
Alexandra PAPADOPOULOS

Director (Planning & Administration)
CHAN Yick-man, Michael

Special Projects Manager
George BISAS

Chief Equal Opportunities Officer
(Policy Support & Research)
LI Siu-kwai, Joseph

Head (Promotion & Education)
LIU Jia-shin, Betty

法律協助 Legal Assistance

根據《性別歧視條例》第85條、《殘疾歧視條例》第81條和《家庭崗位歧視條例》第63條，凡曾經向委員會作出投訴，而又調解失敗的人士，如想提出法律訴訟，委員會有權給予他們不同形式的協助。委員會於2002/03年度共收到68宗法律協助申請，其中11宗獲委員會給予協助。協助的形式很多，包括：由委員會律師給予法律意見、為申請人取得進一步的資料或證據、以至由委員會的律師或由委員會聘請的私人執業大律師，在法律訴訟中擔任申請人的法律代表。向委員會申請及得到協助的個案統計數字如下：

The Equal Opportunities Commission is empowered under section 85 of the Sex Discrimination Ordinance (SDO), section 81 of the Disability Discrimination Ordinance (DDO) and section 63 of the Family Status Discrimination Ordinance (FSDO) to grant various forms of assistance to any person who wishes to take legal proceedings in respect of a complaint lodged but for which conciliation has been unsuccessful. During 2002/03, the EOC received 68 applications for assistance and granted assistance in 11 of them. The assistance granted by the Commission may take many forms, and includes legal advice by the EOC's lawyers, services for obtaining further information or evidence, or representation in legal proceedings by the EOC's lawyers, or by barristers in private practice briefed by the Commission. A general breakdown of the numbers by type of case appears below:

個案 Cases	獲給予法律協助 Assistance Granted	不獲給予法律協助 Assistance Not Granted	考慮中 Under Consideration
殘疾歧視或騷擾(僱傭範疇) Disability Discrimination or Harassment (Employment)	3	17	6
殘疾歧視或騷擾(其他範疇，如貨品及服務的提供) Disability Discrimination or Harassment (Other Fields e.g. Provision of Goods and Services)	4	7	4
性別歧視或騷擾(僱傭範疇) Sex Discrimination or Harassment (Employment)	4	14*	3
性別歧視或騷擾(其他範疇，如貨品及服務的提供) Sex Discrimination or Harassment (Other Fields, e.g. Provision of Goods and Services)	0	3	2
家庭崗位歧視(僱傭範疇) Family Status Discrimination (Employment)	0	0	0
家庭崗位歧視(貨品及服務的提供) Family Status Discrimination (Provision of Goods and Services)	0	0	1
總數 Total	11	41	16**

* 包括兩宗由委員會轉介至私營律師行免費處理的個案。

** 雖然此16宗個案是在2002/03年度收到，但這些個案在翌年才獲得考慮。

* including 2 cases in which the Commission referred to private firms on pro bono basis.

** although these 16 cases were received during 2002/03, they were not considered until the following year.

獲法律協助的個案 Legally Assisted Cases

在2002/03年度，有八宗個案毋需展開法律訴訟而獲得解決：

The following eight cases were resolved without commencing legal proceedings in 2002/03:

個案 Cases	結果 Outcome
教育範疇的性別歧視 Sex discrimination in education	雙方達成和解，條款內容保密。 parties settled on confidential terms
教育範疇的性別歧視 Sex discrimination in education	雙方達成和解，條款內容保密。 parties settled on confidential terms
教育範疇的性別歧視 Sex discrimination in education	雙方達成和解，條款內容保密。 parties settled on confidential terms
教育範疇的性別歧視 Sex discrimination in education	雙方達成和解，條款內容保密。 parties settled on confidential terms
僱傭範疇的殘疾歧視 Disability discrimination in employment	雙方達成和解，條款內容保密。 parties settled on confidential terms.
僱傭範疇的懷孕歧視 Pregnancy discrimination in employment	雙方達成和解，條款內容保密。 parties settled on confidential terms.
殘疾騷擾 Disability harassment	委員會在進一步研究證據之後撤消協助。 Commission withdrew assistance in light of further examination of evidence.
殘疾歧視 Disability discrimination	委員會在進一步研究證據之後撤消協助。 Commission withdrew assistance in light of further examination of evidence.

委員會同期處理了另外21宗獲得協助的個案(包括往年未完成而撥入本年的個案)。這些個案並未展開法律程序。

In the same period, the Commission also handled 21 other cases in which legal assistance had been granted (including cases carried over from previous years). These were cases which were not at the stage of commencing court proceedings.

法庭訴訟 Court Cases

在2002/03年度，有一宗原告人獲委員會給予法律協助的案在區域法院審結：

In 2002/03, the District Court concluded the trial of one case in which the plaintiff was granted legal assistance by the EOC:

個案 Case	結果 Outcome
僱主在招聘過程作出的懷孕歧視 Pregnancy discrimination by a prospective employer	被告被裁定須向原告人支付港幣155,000元賠償 Defendant held to be liable to the Plaintiff for HK\$155,000 in damages

獲委員會協助在2002/03年度展開訴訟的案：

Commission assisted court cases which commenced in 2003/03:

個案 Cases	情況 Status
僱傭範疇的懷孕歧視 Pregnancy discrimination in employment	截至2002/03年度結束為止，案件仍在處理中。 Ongoing at the end of 2002/03
僱傭範疇的殘疾歧視 Disability discrimination in employment	截至2002/03年度結束為止，案件仍在處理中。 Ongoing at the end of 2002/03
在提供貨品、服務及設施上的殘疾歧視 Disability discrimination in provision of goods, services & facilities	截至2002/03年度結束為止，案件仍在處理中。 Ongoing at the end of 2002/03.
僱傭範疇的懷孕歧視 Pregnancy discrimination in employment	截至2002/03年度結束為止，案件仍在處理中。 Ongoing at the end of 2002/03.
僱傭範疇的性騷擾、僱傭範疇的使人受害的歧視 Sexual harassment in employment, victimization in employment	截至2002/03年度結束為止，案件仍在處理中。 Ongoing at the end of 2002/03.
僱傭範疇的性騷擾 Sexual harassment in employment	截至2002/03年度結束為止，案件仍在處理中。 Ongoing at the end of 2002/03.

法庭訴訟 Court Cases

獲委員會協助在2002/03年度前已展開訴訟的案件：

Commission assisted court cases which commenced before 2002/03:

個案 Cases	情況 Status
有關退休政策的性別歧視 Sex discrimination in retirement policy	截至2002/03年度結束為止，案件仍在處理中。 Ongoing at the end of 2002/03.
紀律部隊在招聘時基於應徵者的家庭成員有精神病病歷而作出殘疾歧視 Disability discrimination in recruitment by a disciplinary service on the grounds of family history of mental illnesses	截至2002/03年度結束為止，案件仍在處理中。 Ongoing at the end of 2002/03.
在提供貨品、服務及設施上的殘疾歧視 Disability discrimination in provision of goods, services and facilities	雙方達成和解，條款內容保密。 Parties settled on confidential terms
僱傭範疇的家庭崗位歧視 Family status discrimination in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms

上訴中的案件：

Cases under appeal

個案 Case	情況 Status
護老中心在招聘時作出懷孕歧視 Pregnancy discrimination in recruitment by an old aged home	答辯人提出上訴。 Appeal by Respondent

平等機會社會參與資助計劃 所資助的機構 (2002/2003) List of Organizations Funded under the Community Participation Funding Programme (2002/2003)

機構名稱

1. 聖公會麥理浩夫人中心 — 家庭活動及資源中心
2. 防止虐待兒童會
3. 樂群社會服務處
4. 香港天主教勞工事務委員會
5. 再生會香港崇德社復康資源中心
6. 香港路德會社會服務處，路德會石硤尾失明者中心
7. 香港路德會社會服務處，路德會長青群康中心
8. 扶康會
9. 香港婦女基督徒協會
10. 香港聾人協進會義工組
11. 扶康會互助舍
12. 和諧之家 — 新家庭社區教育及資源中心
13. 荃灣明愛社區中心
14. 香港青年學院 — 香港傷殘青年協會
15. 匡智會大埔(南)中心
16. 香港心理衛生會 — 順天中心
17. 香港婦女中心協會
18. 協康會 — 水邊圍中心
19. 樂智協會
20. 工業傷亡權益會
21. 救世軍駿發青少年中心
22. 香港仔明愛社區中心
23. 仁濟醫院王華湘中學
24. 利民會環翠之家
25. 真鐸啟暗學校—弱聽學童支援服務
26. 基督教香港信義會信義中學
27. 協康會陳宗漢紀念中心
28. 香港失明人協進會
29. 香港傷健協會港島東傷健中心
30. 基督教勵行會
31. 保良局馬錦明中學
32. 香港心理衛生會
33. 匡智會 — 匡智山景中心
34. 聖文嘉幼稚園家長教師會
35. 關注婦女性暴力協會
36. 香港離島婦女聯會賽馬會婦女綜合服務中心
37. 香港職工會聯盟
38. 浸會愛群社會服務處精神康復者家屬資源及服務中心
39. 協康會慶華中心
40. 香港婦女中心協會
41. 政府建築署人員協會

Organizations Name

1. S.K.H. Lady MacLehose Centre Family Activity and Resource Centre
2. Against Child Abuse
3. Lok Kwan Social Service
4. Hong Kong Catholic Commission for Labour Affairs
5. Regeneration Society
6. Hong Kong Lutheran Social Service Shek Kip Mei Lutheran Centre for the Blind
7. Hong Kong Lutheran Social Service Cheung Ching Centre for the Disabled
8. Fu Hong Society
9. Hong Kong Women Christian Council
10. Hong Kong Association of the Deaf Volunteer Group
11. Fu Hong Society
12. Harmony House Community Education and Resources Centre
13. Caritas Community Centre – Tsuen Wan
14. Hong Kong Youth Institute – Hong Kong Federation of Handicapped Youth
15. Hong Chi Tai Po (South) Centre
16. The Mental Health Association of Hong Kong – Shun Tin Centre
17. Hong Kong Federation of Women's Centres
18. Heep Hong Society (Shui Pin Wai Centre)
19. Lok Chi Association
20. Association For Rights of Industrial Accident Victims
21. The Salvation Army Prosperous Garden Children's & Youth Centre
22. Caritas Community Centre – Aberdeen
23. Yan Chai Hospital Wong Wha San Secondary School
24. Richmond Fellowship of Hong Kong
25. Hong Kong School For The Deaf – Supportive Remedial Service For The Hearing-impaired Students
26. ELCHK Lutheran Secondary School
27. Heep Hong Society Chan Chung Hon Centre
28. Hong Kong Blind Union
29. Hong Kong PHAB Association Hong Kong Island East PHAB Centre
30. Christian Action
31. Po Leung Kuk Ma Kam Ming College
32. The Mental Health Association Of Hong Kong
33. Hong Chi Association – Hong Chi Shan King Centre
34. St. Monica's Kindergarten Parent – Teacher Association
35. Association Concerning Sexual Violence Against Women
36. Hong Kong Outlying Islands Women's Association LTD
37. Hong Kong Confederation of Trade Unions
38. Baptist Oi Kwan Social Service Resource & Services Centre For The Relatives of Ex-Mentally Ill People
39. Catherine Lo Centre
40. Hong Kong Federation of Women's Centres
41. Government Architectural Services Department Employees Association

2002/03年度平等機會夥伴

Our Partners in Equal Opportunities (2002/03)

關懷愛滋
病人互助組織聯盟
亞洲人權委員會
B27協進會
中華基督教會基全小學下午校
經濟日報
香港明愛
「推廣婦女使用資訊科技」中央統籌委員會
基督書院
香港城市大學英文與傳播學系
香港復康會社區復康網絡
教育統籌局
五邑馮平山夫人李穎璋學校
森林聯盟
和諧之家
勵絃樂舍
匡智屯門晨輝學校
匡智運頭塘中心
香港愛滋病基金會
香港強脊會
香港特殊學習障礙協會
香港銀行公會
香港浸會大學傳理學院
香港愛滋病服務機構聯盟
香港協癩會
香港保險業聯會
香港總商會
香港專業學院青衣分校
香港記者協會
樂晞會
香港新聞行政人員協會
毅希會
香港單親協會
香港復康會
香港兒童腦科及體智發展學會
香港貿易發展局

香港基督教女青年會
房屋署
入境事務處
互聯網專業人員協會
大細路劇團
「街坊小子」木偶劇場
九龍城區議會
九龍婦女聯會
葵涌醫院
勞工處
樂群社會服務處
新城電台
2002年精神健康月籌備委員會
教協報
香港電台
再生會
康復諮詢委員會
所羅門美邦公司
香港童軍總會
聖公會鄧肇堅中學
香港弱能兒童護助會
聖芳濟書院
青少年愛滋教育中心
香港中華總商會
香港中華廠商聯合會
香港中文大學精神科學系
香港中文大學新聞與傳播學院
香港浸會大學社會工作系
香港生產力促進局
香港人力資源管理學會
賽馬會匡智大元宿舍
香港大學社會工作及社會行政學系
香港大學新聞及傳媒研究中心
親切
職業訓練局
實施《殘疾歧視條例》教育實務守則工作小組

AIDS Concern
Alliance for Patients' Mutual Help Organizations
Asian Human Rights Commission
B27 Association
C.C.C Kei Tsun Primary School PM
Career Times
Caritas – Hong Kong
Central Co-ordinating Committee on the Promotion of IT to Women
Christ College
City University of Hong Kong - The Centre for English Language Education and Communication Research
Community Rehabilitation Network of The Hong Kong Society for Rehabilitation
Education and Manpower Bureau
F.D.B.W.A Mrs Fung Ping Shan Primary School
Forest Union
Harmony House
Healing Musical Club
Hong Chi Morninghope School, Tuen Mun
Hong Chi Wan Tau Tong Centre
Hong Kong AIDS Foundation
Hong Kong Ankylosing Spondylitis Association
Hong Kong Association for Specific Learning Disabilities
Hong Kong Association of Banks
Hong Kong Baptist University - School of Communication
Hong Kong Coalition of AIDS Service Organizations
Hong Kong Epilepsy Association
Hong Kong Federation of Insurers
Hong Kong General Chamber of Commerce
Hong Kong Institute of Vocational Education (Tsing Yi)
Hong Kong Journalists Association
Hong Kong Lupus Association
Hong Kong News Executives' Association
Hong Kong Rheumatoid Arthritis Association
Hong Kong Single Parents Association
Hong Kong Society for Rehabilitation
Hong Kong Society of Child Neurology and Developmental Paediatrics
Hong Kong Trade Development Council
Hong Kong Young Women's Christian Association
Housing Department

Immigration Department
Internet Professionals Association
Jumbo Kids Theatre
Kids on the Block
Kowloon City District Council
Kowloon Women's Organizations Federation
Kwai Chung Hospital
Labour Department
Lok Kwan Social Service Ltd.
Metroshowbiz
Organizing Committee of the Mental Health Month 2002
PTU News
Radio Television Hong Kong
Regeneration Society
Rehabilitation Advisory Committee
Saloman Smith Barney
Scout Association of Hong Kong
S.K.H. Tang Siu Kin Secondary School
Society for the Relief of Disabled Children
St. Francis Xavier's College
Teen AIDS
The Chinese General Chamber of Commerce
The Chinese Manufacturers' Association of Hong Kong
The Chinese University of Hong Kong - Department of Psychiatry
The Chinese University of Hong Kong - School of Journalism and Communication
The Hong Kong Baptist University - Department of Social Work
The Hong Kong Productivity Council
The Institute of Human Resource Management
The Jockey Club Hong Chi Tai Yuen Hostel
The University of Hong Kong - Department of Social Work and Social Administration
The University of Hong Kong - Journalism & Media Studies Centre
TREATS
Vocational Training Council
Working Group on Implementation of the Code of Practice on Education under the Disability Discrimination Ordinance

