



平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION

Annual Report 03/04 年報

## 封面設計：欣賞多元文化

封面的彩色指紋代表我們對社會上多元文化的讚頌。世界上沒有兩個指紋是一模一樣的，正如沒有兩個人完全相同。我們的樣貌、背景、信念、抱負都各有不同，但每個人都能以自己獨特的方式貢獻社會。我們致力消除歧視、宣揚平等機會、擁抱多元文化。

## Cover Design: Celebrating Diversity

The colour fingerprints on the cover celebrate diversity in our world today. No two fingerprints are identical, just like no two persons are the same. We are all different in the way we look, in our backgrounds, beliefs and aspirations. Everyone contributes to the world in his or her special way. We are working to eliminate discrimination, promote equal opportunities and embrace diversity.

## 我們的抱負

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。

## 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。

## OUR VISION

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

## OUR MISSION

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.



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# 改革的機遇

## Rebuilding in a Time of Change

### 主席序言 Chairperson's Foreword

過去一年對香港及平等機會委員會來說，確實充滿挑戰，「沙士」（非典型肺炎）的爆發，令香港承受莫大的恐懼、焦慮和痛苦，而委員會則在傳媒追訪下經歷了領導層的變遷。經過風雨瀝練，我們反而增強了前進的動力，和確立了改革的方向。

#### 迎接挑戰

委員會於2003年8月轉換主席，由王見秋先生接替胡紅玉女士。王先生其後於11月辭職，期間本會終止行動科總監合約一事爭議未息，而本人則在2003年12月接任為平等機會委員會主席。

我曾在社會福利署效力逾30年，很榮幸能繼續服務社會。對於委員會的工作宗旨，向來有很大的承擔，在多年的專業生涯中均是盡心支持，全情投入。自上任起，我已承諾會確保委員會秉持公正，依法辦事，以公平及開放的態度推行會務。

去年11月發生的事件不但對委員會的公信力構成影響，更打擊員工士氣，故此我與委員和職員們一直努力不懈，務求提升整體士氣、改善服務、增加透明度和重建公信力。從一開始我已定出一個3C策略——即鞏固原有工作（Consolidation）、提升運作能力（Capacity Building）和改善溝通（Communication），我相信此策略可以幫助委員會向前邁進，為市民提供更佳服務。

The past year has been a challenging one for Hong Kong and the Equal Opportunities Commission (EOC). Hong Kong, as we battled the fear, worry and agony caused by the SARS (Severe Acute Respiratory Syndrome) outbreak; the EOC, as we faced leadership changes under the media spotlight. Fortunately, storms do pass leaving in their aftermath, a renewed sense of strength and purpose.

#### Meeting the Challenges

The leadership of the EOC changed in August 2003, when Ms. Anna WU was succeeded by Mr. Michael WONG. Later, following Mr. WONG's resignation in November, I took up the position as the Commission's new Chairperson in December 2003, in the midst of a controversy over the termination of appointment of the Director (Operations).

Having worked in the Social Welfare Department for more than 30 years, it is a particular honour for me to be able to continue to serve the community, in an area which I am fully committed and have supported throughout my professional life. I have pledged to ensure the impartiality of the EOC, and to handle matters in a fair and open manner in accordance with the law.



2004年2月中，政府應立法會的要求，決定委任獨立調查委員會，調查與平等機會委員會有關的事件，預期於2005年2月中提交報告。平等機會委員會承諾向調查委員會提供全面的支援和合作，並期望調查是公開、公平、可信及實事求是的。我們希望事件能早日了結，委員會得以重回正常的軌道。

有關事件反映了公眾對委員會管治的期望。一如其他受公帑資助的機構，委員會需要維持透明度和向公眾問責。未來數年，委員會在應付日益繁重的工作、及面對開支被削減之餘，亦需致力維持公信力。我們將積極推行良好的機構管治，務求迎接上述挑戰。

## 對抗「沙士」和歧視

「沙士」疫潮所引起的恐慌和憂慮，不但為香港造成莫大的困境，亦令到人與人之間出現不信任和歧視。過往很多人由於從未經歷歧視，故認為歧視問題無關重要，亦無切身關係。但在疫潮中，他們突然發覺自己面對各式各樣的限制。港人在外地受到種種歧視對待，當中包括商家、運動員等；而在本港，很多人在要求服務時受到拒絕、和不公平的待遇。至於懷疑染病的人士，則受到負面標籤；在一些極端的個案中，有些人甚至失去工作。期間，我們收到數以百計關於「沙士」的查詢和投訴，這種情況彰顯了反歧視法例的重要性，亦提醒我們，需時刻慎防一切形式的歧視。

Realizing that last year's incidents (in November) had affected not only the credibility of the EOC but the morale of staff, I have been working hard with the Commission's Members and staff to regenerate our vigour, improve our services, increase our transparency and rebuild our credibility. From the start I have identified a 3C strategy – *Consolidation, Capacity Building and Communication*, which I believe, will enable us to move forward and better serve the community.

In mid-February, upon the request of the Legislative Council, the government decided to appoint an Independent Panel of Inquiry to look into the incidents relating to the EOC, and to submit a report by mid-February 2005. The EOC has pledged full support and co-operation to the Panel, and looks forward to an open, fair, credible and evidence-based inquiry, with a view to draw a close to the issue, leaving the Commission to return to its normal course.

The incidents have highlighted public expectations on the governance of the EOC. Like any other publicly funded body, the EOC is expected to be transparent and accountable to the public. In the years to come, the EOC has to manage an increasing workload, face budget cuts and maintain its credibility. We will adopt a positive stance in good corporate governance in meeting these challenges.

## Battling SARS & Discrimination

The panic and fear caused by the SARS epidemic not only created tremendous hardship for Hong Kong, it also bred mistrust and discrimination. For many who had never experienced discrimination and therefore regarded it as irrelevant or remote, suddenly found themselves facing all kinds of restrictions. Discrimination came in the forms of mistreatment of Hong Kong travellers overseas such as traders or athletes, while locally, many experienced the refusal of services, unfair treatment and stigmatisation of being suspected of having the disease or even loss of jobs in the more extreme cases. During that period, we received hundreds of enquiries and complaints related to SARS, highlighting the importance of Hong Kong's anti-discrimination laws and the constant need for vigilance against all forms of discrimination.



雖然在疫潮中，歧視的情況比比皆是，但社會上還有很多人盡心盡力，以自己的方法應付這場危機。有些僱主在批准員工支取病假、特別有薪假和年假方面，提供較靈活的安排，亦有僱主容許員工（例如懷孕僱員），利用互聯網在家中工作。這些開明政策和委員會一向推廣的「平等機會有利勞資」的立場不謀而合。這些政策不一定帶來額外開支，例如彈性工作時間、「職位共享」計劃、在緊急情況下讓僱員放假、以及讓僱員在家工作等措施，都證明可提高工作效率、減低曠工情況，並減少因員工流失而引致的聘用開支。在上一心共同抗疫的努力下，香港終於熬過來了。

### 提倡公平政策和方便殘疾人士的服務 / 設施

委員會致力締造一個公平和諧的社會，為了實現系統性的改革，我們進行倡議和訴訟工作，進一步帶動社會人士改變他們的態度。為了加深市民對平等機會的認識，以及探討保險業界常規以外的其他做法，委員會在2002年12月公布了一份《與反歧視法例有關的保險問題討論文件》，探討基於性別和殘疾而得到不同待遇的問題。在2003/04年度，社會人士和業界所給予的回應，被採納作為制定業界指引的基礎，預計香港保險業聯會將於2005年初發出《已存在的健康狀況及完全不受保項目的保險業實務聲明》。此舉將有助確保投保人不論其性別和是否有殘疾，均可獲平等機會，得到保險服務。我們相信，制定不帶歧視性的措施，方可回應新的市場需求和期望，對保險公司和消費者均有好處。此舉不但締造良好商機，亦可以減少市民對保險業界的投訴。

Though discrimination abounded during the crisis, many in our community tried their best and produced their own solutions to cope with the crisis. Some employers provided a greater degree of flexibility for their employees with regard to sick leave, special paid leave and annual leave while others allowed employees, such as pregnant staff, to work on-line from home. Reiterating our stand that "Equal Opportunities Pay", these enlightened policies do not necessarily incur extra costs. Rather, flexible working hours, job-sharing, time-off for emergencies and working from home proved to boost efficiency, reduce absenteeism and eliminate the cost of staff replacements. With the united efforts to fight SARS, Hong Kong survived.

### Advocating Fair Policies and Accessibility

The EOC is committed to creating a fair and inclusive society. To bring about systemic reforms, our advocacy work and litigation have led to attitudinal changes. To promote understanding of equal opportunities issues and examine alternatives to existing practices in the insurance industry, the EOC released a Discussion Paper on Insurance under the Anti-discrimination Legislation in December 2002, to explore issues related to differential treatment based on sex and disability. In 2003/04, responses from the community and the industry were used to develop a set of guidelines for the insurance industry. The Statement of Best Practices on Applying Pre-existing Conditions and Blanket Exclusions is expected to be issued by the Hong Kong Federation of Insurers in early 2005, taking us a step forward in ensuring equitable access to insurance regardless of one's sex or disability. We believe that non-discriminatory approaches could be developed to respond to new market needs and expectations for the benefit of both insurers and consumers. This not only makes good business sense, it will also result in fewer complaint cases involving insurance practices.





至於自動櫃員機是否方便殘疾人士使用的問題，香港銀行公會已經與委員會合作，制定解決方案，使有關設施更方便殘疾人士使用。令人欣喜的是，香港銀行公會於2003年4月採納了一套《自動櫃員機安裝指引》，並發給所有會員銀行，相信必有助提高殘疾人士使用自動櫃員機的方便程度。

## 與商界聯繫

預防勝於治療，因此，增強市民在工作上和日常生活中了解平等機會課題的各種教育、培訓和宣傳，依然是委員會的主要工作。

在2003/04年度，委員會繼續積極推行培訓工作，包括與公私營界別和非政府機構合作，舉辦一連串定期及「度身訂造」的課程，並因應各界別與日俱增的需求，推出「共享多元文化」及「培訓導師」的新課程。我們亦向保險中介人及法律專業人員提供了持續專業發展課程。

由於中小型企業希望了解他們在反歧視法例下的責任，我們製作了「中小型企業平等機會資料套」。這資料套於2003年7月在委員會與香港總商會合辦的研討會上推出，當日我們探討了與中小企息息相關的平等機會法例，並提供簡易的工作場所平等機會指引，包括實用的例子和評估性「核對清單」。其他主要商會和商界組織亦協助委員會推廣資料套，包括香港中華廠商聯合會、香港貿易發展局、香港中華總商會及香港人力資源管理學會。委員會一直樂於與商界合作，共同防止歧視行為及制定平等機會政策和措施。

On the issue of ATM accessibility, the Hong Kong Association of Banks has worked with the EOC in developing solutions to enhance access for persons with a disability. I am very pleased to report that the Association adopted a set of ATM Installation Guidelines in April 2003 and circulated them to all member banks. The guidelines will certainly help enhance ATM accessibility for customers with a disability.

## Connecting with Business

As prevention is better than cure, education, training, publicity and awareness campaigns, both in the workplace and within the community, continue to form a major part of our activities.

During 2003/04, our training initiatives continued to gather momentum. In the year, a series of calendar and tailor-made programmes was conducted in collaboration with the public, private and NGO sectors; new programmes on Embracing Diversity and Train-the-Trainer were rolled out in response to growing demand from the sectors. We also delivered Continuing Professional Development (CPD) courses to insurance intermediaries and legal professionals.

Responding to the needs for small and medium enterprises (SMEs) to understand their obligations under Hong Kong's anti-discrimination laws, we introduced our *Equal Opportunities Essentials Kit for SMEs*. The kit was launched in July 2003, at a seminar held in partnership with the Hong Kong General Chamber of Commerce on Hong Kong's current equal opportunities legislation in relation to SMEs, and provided an easy guide to equal opportunities in the workplace with practical samples and helpful checklists. Other major chambers and business groups also assisted us in promoting the kit, including the Chinese Manufacturers' Association of Hong Kong, the Hong Kong Trade Development Council, the Chinese General Chamber of Commerce and the Institute of Human Resource Management. The EOC always stands ready to work with the business sector to prevent discriminatory acts and to develop equal opportunity policies and practices.



## 打破定型觀念

委員會的公眾教育於本年度開創先河，推出了全港首齣平等機會音樂劇，此劇由委員會與香港電台第2台聯合製作，整個公眾教育計劃為期兩個月。首先為平等機會音樂劇招募和培訓義工，繼而播放一系列以真實歧視個案為藍本的廣播劇。十集廣播劇於2003年10月開始播放，吸引逾百萬名聽眾收聽，計劃的壓軸節目則為該音樂劇。另一項取得成功的活動計劃是「無定型新人類2003」，目的是打破年輕人對性別和殘疾的定型觀念，共有十一位傑出導師與超過900名中學生分享了他們在所選擇的行業中，戰勝定型觀念的成功之道。

由於很多有家庭責任的人士在日常生活中均遇到不同程度的歧視，我們在這一年亦加強了教育工作，致力加深市民對家庭崗位歧視的認識。來自十六間中學的學生參加了在2004年3月至5月舉行的「家庭崗位你有Say」中學生辯論大賽，他們在過程中對相關的問題大大增進了解。而數以千計的小學生則透過委員會最新有關共融及平等機會的學校話劇「3D互動百變機」，了解到更多有關家庭崗位歧視的負面影響。

我們相信，要改變人們的態度和行為，最有效的方法是從年輕一代開始。一份以學生為對象的基線調查結果顯示，學生對於殘疾、性別和不同的家庭角色抱持定型的態度。為了把平等機會的原則納入學校課程內，委員會正與婦女事務委員會和課程發展處合作，研究最有效的方法，以幫助教師和學生明白平等機會，及把性別觀點納入主流。

## Breaking Down Stereotypes

Within the community, our public education programmes broke new ground with Hong Kong's first Equal Opportunities Musical. Produced by the Commission in conjunction with Radio Television Hong Kong Radio 2, the event was the culmination of a 2-month public education programme consisting of a 10-episode radio drama series highlighting real life cases of discrimination and the recruitment and training of volunteers for the EO musical. The radio series aired in October 2003 and attracted over one million listeners. Another successful project was 'Career Challenge 2003', designed to break down gender and disability stereotyping among young people. Eleven outstanding mentors shared their experiences with over 900 secondary school students about battling against stereotypes to succeed in their chosen fields.

We also stepped up our educational efforts to promote better understanding of family status discrimination during the year, as many persons with family responsibilities encounter varying degrees of discrimination in everyday life. Students from sixteen secondary schools participated in the "Have Your Say on Family Status" Youth Debate Competition from March to May 2004, gaining in-depth knowledge about related issues. Meanwhile thousands of primary school students learned about the devastating effects of discrimination on the ground of family status in our latest school play on inclusion and equal opportunities, "3-D Interactive Machine".

We believe the most effective way to change attitude and behaviour starts early in childhood. The findings of a baseline survey on students revealed that they held stereotypical attitudes towards disability, gender and different family roles. With an effort to integrate EO principles into the curriculum, the EOC is collaborating with the Women's Commission and the Curriculum Development Institute to explore the best ways to assist teachers and students to understand equal opportunity and gender mainstreaming.

## Legislating against Racial Discrimination

While we welcome the Executive Council's decision in June 2003 to introduce racial discrimination legislation in Hong Kong, we are disappointed with the government's delay in consulting the public. We invited the Home Affairs Bureau (HAB) to brief the EOC in February 2004 on the proposed legislation and shared our preliminary views with the government. We also attended the Human Rights Forum and Ethnic Minorities Forum held by HAB to network with stakeholder groups and understand their stance and concerns. All along, the EOC supported in principle the introduction of the bill and considered it logical for the Commission to implement the legislation. We are also of the view that the EOC should be provided with adequate resources and a reasonable lead time to implement the new legislation.

## 立法禁止種族歧視

我們歡迎行政會議在2003年6月決定制定種族歧視法例，但對於政府延遲諮詢公眾，我們則感到失望。2004年2月，我們邀請民政事務局向委員會簡介建議立法一事，並向政府表達了我們的初步意見。我們亦出席了由民政事務局舉辦的人權論壇及少數族裔論壇，以求與相關團體建立關係網絡，和了解他們的立場及關注的問題。一直以來，委員會原則上支持有關法案的制定，並認為由委員會負責執行此法例是順理成章的。我們亦認為，委員會應獲得足夠的資源和合理的籌備時間，以執行新法例。

## 公眾意見

委員會在2003年7月委託機構進行了一項「公眾意見調查(2003)」，以評估市民對委員會工作的支持度，和是否認同委員會在港執行三條反歧視條例——《性別歧視條例》、《殘疾歧視條例》和《家庭崗位歧視條例》的權責。在2,002名受訪者當中，92.7%表示他們曾聽過委員會的名字，而幾乎所有受訪者，即97.3%表示，我們的工作值得支持。值得注意的是，76.6%或四份之三受訪者表示，平等機會的觀念對他們個人而言是重要的。由此可見，市民越來越認同委員會的工作，而這是委員會各委員、職員和社區夥伴多年來努力不懈的成果。該次意見調查所收集的資料，有助我們了解市民的期望，正視新的問題，和規劃未來路向。



## Public Perception

In July 2003, the EOC commissioned a "Survey on Public Perception 2003" to assess public support for our work and mandate to implement the three anti-discrimination ordinances in Hong Kong – the Sex Discrimination Ordinance, Disability Discrimination Ordinance and Family Status Discrimination Ordinance. Of the 2,002 respondents surveyed, 92.7% said that they had heard of the EOC, while almost all, 97.3%, said that our work deserved support. Significantly, 76.6% or over three-quarters of the respondents also said that the concept of equal opportunities was important to them personally. This growing recognition of our work has been built up over the years as the result of hard work by our Members, staff and community partners. Data collected in the survey helped us understand public expectations, and address new issues, to map our way forward.

## Consolidating the EOC

8 years on, our efforts are now focused on conducting the Overall Review of the Role and Organizational and Management Structure of the EOC, which commenced in September 2003, to allow us to look at our current roles and functions, work priorities, efficiency and effectiveness in order to fulfill our mission. The Advisors to the Chairperson (Professor Nelson CHOW and Mrs. Laura LING) collected views from brainstorming sessions among EOC members and staff, meetings with various stakeholder groups and a survey on their perceptions and expectations. It is expected that recommendations will be made in late 2004 to map out future directions, with enhanced corporate governance to deliver our targets. The EOC believes that, based on the solid foundation built in the past, we can reaffirm our vision and mission and consolidate the work and credibility of the Commission as an independent, effective and accountable public body to uphold the principle of equal opportunity and eliminate discrimination.

On the operational side, we have streamlined our work procedures and restructured the Disability and Gender Divisions into one Operations Division, and redistributed work among various divisions to deliver our services more effectively to meet the needs of the community. We have collaborated with various stakeholder groups in sponsoring or organizing activities on equal opportunity, responded to increasing requests for training and consultancy work from both private and public corporations, investigated a large number of complaints (81 of which are SARS related), facilitated conciliation and provided legal assistance to bring cases to court.



### 鞏固委員會的工作

委員會成立至今8年，我們現時正進行一次整體檢討。這項檢討於2003年9月展開，目的是審視我們目前的角色、職能、工作優次、效率和成效，以期達成委員會的使命。主席的顧問（周永新教授及凌劉月芬女士）透過與委員會委員和職員進行集思會，與相關團體舉行會議，以及就他們的看法及期望進行意見調查等，收集了他們的意見。預計他們會在2004年底提出相關的建議，為委員會定出未來方向，改善機構管治，實現委員會的目標。我們相信，憑藉過往所奠下的穩固基礎，可以重新確立我們的抱負和使命，增強公信力，維護平等機會原則，消除歧視，確立委員會為獨立、具效率和問責性的公共機構。

在日常運作方面，我們精簡了工作程序，並把殘疾事務科和性別事務科合併為一個投訴事務科，亦把各科工作重新分配，以期更有效地回應社會需要。我們曾與不同的相關機構合作，贊助或舉辦有關平等機會的活動；回應公私營各界別日益增加的培訓及顧問服務需求；就大量投訴（當中81宗與「沙士」有關）進行調查；協助投訴雙方調解；及提供法律協助，把個案帶上法庭。

### Capacity Building

A cornerstone to consolidation is the full capacity of the organization to deliver its services as pledged. The EOC decided to conduct a review on Human Resources Management (HRM) policies, practices and procedures as a self-improvement initiative with the aim to identify HRM issues that need to be addressed. Three independent individuals with ample experience in human resources management and public service, namely, Mr. YEUNG Ka-sing, Professor CHAN Yuk Shue and Ms. Nora YAU, were invited to conduct the review on a pro-bono basis. The review commenced in March 2004 and is expected to be completed in September 2004. Such a move would build up our capacity and develop an able, committed and productive team, to meet the challenges ahead of us.

### Improving Communication

The EOC's goal to promote equal opportunities and eliminate discrimination is not an easy task, and the EOC cannot work alone. Views of all stakeholders including NGOs, government departments, public bodies, consulates, business sector, professional associations, labour groups and the educational sector provide us with insightful ideas to enhance our work. We are committed to strengthening partnerships with them, through open dialogue and effective communication. Throughout the year, there was an active programme of visits and meetings, seminars and conferences. These activities not only help us to keep abreast of the latest equal opportunity developments and happenings both in Hong Kong and around the world, they also provide us with a platform on which we can consolidate our past successes and build for the future.

During the year, we sponsored the 5th East Asian Women's Forum, and participated in the Global Summit of Women 2003 to connect with women leaders around the world. We also continued our dialogue with the Asia Pacific Forum of National Human Rights Institutions to exchange views in promoting human rights. Our presence in the regional and international arena is particularly significant following last year's controversy.

## 提升運作能力

機構能否鞏固，關鍵在於其是否有足夠的能力提供服務，達致其承諾。委員會決定就人力資源管理政策、措施及程序進行檢討，作為一項自我完善的工作，目的是找出在人力資源管理方面需要正視的問題。三位在人力資源管理及公共服務方面具有豐富經驗的獨立人士：楊家聲先生、陳玉樹教授及邱可珍女士，以無償方式應邀進行這項檢討。檢討工作在2004年3月展開，目標在2004年9月完成。這項工作旨在培育能幹、具承擔感、和生產力高的隊伍，以期增強委員會的運作能力，應付未來的挑戰。

## 全面增進溝通

要達成推廣平等機會和消除歧視的目標，殊不容易，委員會不能獨成其事。所有相關團體，包括非政府組織、政府部門、公共團體、領事館、商界、專業團體、勞工組織和教育界等，均可為我們提供獨到的意見，改善我們的工作。我們決心透過公開對話和有效溝通，加強與相關團體的關係。這一年來，我們積極進行了訪問、與有關人士會面、舉辦座談會和會議。這些活動不但幫助我們了解本港和全球的最新發展情況，亦為我們提供一個平台，鞏固過往的成功經驗，建設未來。

在這一年來，我們贊助了第5屆東亞婦女論壇，和參與了2003年度全球婦女高峰會，與世界各地的女性領袖加強聯繫。我們亦繼續與「國家人權機構亞太論壇」保持對話，交流推廣人權的看法。在經歷過去年的風波後，委員會繼續活躍於地區及國際舞台上，意義尤其重大。

香港正在逐步從「沙士」的夢魘中恢復過來，而委員會亦重獲力量及市民信心。不同界別所反映的意見，大致上都是正面的，而我們所得到的公眾支持亦令人鼓舞。在這一年來，我們與傳媒、相關組織、諮詢團體和政府合作，推廣我們的信念。我們衷心感謝這些夥伴機構對我們堅定的支持。只有與所有理念相同的人士合作，我們才可以達成平等機會及締造公平競爭環境的抱負。

平等機會委員會主席

朱楊珀瑜

朱楊珀瑜女士

(朱楊珀瑜女士於2003年12月15日至2004年12月14日期間出任平等機會委員會主席)

As Hong Kong is gradually recovering from the nightmare of SARS, there are signs that the EOC is also regaining its strength and the confidence of the public. Feedbacks from various quarters have been generally positive, and the amount of public support is encouraging. Throughout the year, we have co-operated with the media, stakeholder groups, advisory bodies and the government to promote our values. We are grateful to these community partners for their staunch support. We can only achieve the vision of promoting equal opportunities and creating a level playing field for all in collaboration with all those who share the dream.



Mrs. Patricia CHU  
Chairperson, Equal Opportunities Commission  
(Mrs. Patricia CHU served as Chairperson of the Equal Opportunities Commission from 15th December 2003 to 14th December 2004)

# 消除歧視 — 制度及政策檢討

## Eliminating Discrimination — System & Policy Reviews

### 委員會在「沙士」危機中的角色

在「沙士」爆發期間，鑑於社會的恐慌與憂慮日甚，委員會除了處理如潮湧來的投訴外，又在多個範疇扮演顧問角色，竭盡所能確保每個香港人獲得公平的對待。從危機初現起，委員會一直與有關政府部門（如勞工處）保持密切聯繫，就有關「沙士」問題發出僱傭方面的指導方針，和提供在當時情況下勞資雙方應有的權利與義務指引。有關如何採用積極措施、或避免歧視行為等查詢，委員會亦一一提供實務意見。查詢大都涉及病假、解僱、披露健康資料或個人資料，以及對懷孕員工提供的保障等。

期間，委員會鼓勵僱主採取彈性政策，尤其是有關病假、特別有薪假期和年假，以及安排懷孕員工在家利用互聯網工作等問題。令人鼓舞的是，不少僱主都採用積極管理措施，令情況得以舒緩，確保公司與員工都得到最佳的解決方法。

教育及人力統籌局亦就關閉學校一事，徵詢委員會。我們認為，在現行法例下，公眾健康是關閉學校的有效理據。此外，我們亦與香港考試及評核局聯繫，要求他們考慮各種可行辦法及提供最大的彈性，以遷就受「沙士」影響的公開試考生。

「沙士」爆發期間，多個國家向香港人實施旅遊限制。因此我們聯絡了海外平等機會相關機構，查詢他們能否協助在外地遇上困難的香港旅客。委員會又增設「非典型肺炎快訊」網頁，讓外遊人士知道如何聯絡世界各地的平等機會機構，以及有關疾病的最新消息人士。

前瞻未來，委員會已把面對「沙士」和類似危機的資料加入我們的培訓課程中。除涉及僱傭的問題外（如在工作場所中應付類似「沙士」的情況），也把有關「沙士」的不同處境作為教材，包括員工或其家人受感染，以至員工居於受感染大廈的處理方法等。

### Our Role in the SARS Crisis

During the SARS outbreak, in addition to dealing with the rush of complaints received, we played an advisory role in a number of areas, doing our best to ensure that everyone in Hong Kong would be treated fairly and without bias, in view of the growing panic and concern within the community. From the very start of the crisis, we remained in close contact with concerned government departments such as the Labour Department, issuing guidelines on employment matters in relation to SARS, and the rights and obligations of employers and employees under the circumstances. Practical advice was also given to enquiries received on the adoption of positive measures and ways to avoid discriminatory behaviour. Enquiries were generally related to concerns about leave and dismissals, health disclosures or personal information, as well as the need for protection of pregnant staff.

Employers were encouraged to adopt flexible policies during this time, particularly on the issue of sick leave, special paid and annual leave, as well as arranging for pregnant staff to work on-line from home. We are pleased to report that many employers adopted these positive management practices, easing the situation and ensuring the best solutions for their companies and their staff.





## 有關保險問題的公眾諮詢

保險可說是現今世界的必需品。在疾病、災難或其他不測發生時，保險為保單持有人提供某種形式的社會及經濟保障。保險彌補了公共健康服務、退休計劃和其他社會保障的不足，有其重要的輔助作用。

不過，過去幾年委員會收到不少關於保險業的查詢和投訴，包括拒絕提供保險服務，或基於性別或殘疾而收取不同保費，以至不承保原先已存在的健康狀況等。雖然，從商業角度或精算數據而言部份做法可能有其理由，但不少做法確令人疑慮，引起關注。

為正視這些問題，委員會於2002年12月發表了《與反歧視法例有關的保險問題討論文件》。至2003年3月底，委員會收到保險業、精算界、非政府組織、相關團體和個別人士提交超過25份意見書。

為回應有關討論文件提出的問題，香港保險業聯會於2003年底成立一個專責工作小組，在委員會協助下為業界制定一套指引。結果，一份有關原先已存在的健康狀況及完全不受保項目的保險業實務聲明可望於2005年初發表。同時，香港精算學會亦表示將會發出指引說明，概述反歧視法例下精算師的責任。

The Education and Manpower Bureau also sought our views with regard to the closure of schools. We were able to advise them that under the existing legislation, the public health concerns were a valid justification for closing schools. Furthermore, we liaised with the Hong Kong Examinations and Assessment Authority, requesting that it consider every option and provide maximum flexibility in accommodating students, affected by SARS, who were sitting for their public exams.

During the outbreak, a number of countries imposed travel restrictions on the people of Hong Kong. We therefore contacted many of our counterparts in parallel jurisdictions overseas to see if they could help Hong Kong travellers encountering problems abroad. A new 'SARS Alert' page on our web-site also kept travellers informed of our counterparts around the world and the latest information on the crisis.

Looking forward, we now include material on SARS and similar situations in our training programmes. Apart from covering employment related issues, such as managing a SARS-like situation from a workplace perspective, materials also include different SARS-related scenarios. These range from the implications of having infected staff or staff with infected family members to staff living in infected housing blocks.

## Public Consultation on Insurance Issues

Insurance coverage is a necessity in today's world, providing policy holders with some form of social and economic protection in the face of illness, tragedy or other unforeseen disasters. It also plays an important role in providing a useful supplement to public health services, pensions and other social security schemes.

Over the past few years however, the EOC has received a number of enquiries and complaints with regard to insurance practices. These range from refusals to provide insurance coverage or the charging of different premiums on the grounds of sex or disability to the exclusion of coverage for pre-existing conditions. While some of these practices may be justifiable from a business or actuarial standpoint, many others do raise doubts and concerns.

To address these issues and to examine alternatives to current practices in the insurance industry, we released our *Discussion Paper on Insurance under the Anti-discrimination Legislation* in December 2002. By the end of March 2003, we had received more than 25 submissions from the insurance industry, actuarial profession, NGOs, stakeholder groups and individuals.

這方面的進展令我們在確保人人享有平等機會購買保險的目標上，邁出了重要的一步。保險公司理應以合理及可負擔的保費為顧客提供服務。保險業界這種不含歧視的新取向，回應了市場需求，改善現況，為顧客提供更好、更全面的保障範圍，從而亦拓闊保險業市場。



### 方便殘疾人士使用的自動櫃員服務

新的資訊科技有助跨越傳統的歧視和障礙，促進社會進步。科技發展帶來不少嶄新的理財形式，如自動櫃員機、電話理財和網上理財服務。不過，有些新服務亦為殘疾人士帶來不便，甚至增設障礙。自2000年以來，委員會一直致力提倡無障礙銀行中心及其他無障礙銀行服務，鼓勵服務提供者和軟硬件設計師擴展視野、發展技術，實踐以「通用設計」去配合不同使用者的各種需要。

我們邀請了香港銀行公會與委員會結成夥伴，共同研究無障礙銀行服務的問題。2001年委員會與香港銀行公會組成了工作小組，探討方便殘疾人士使用銀行服務的各種可行辦法，其後，工作小組草擬了自動櫃員機的指引。

經過深入討論後，香港銀行公會於2003年4月通過《安裝自動櫃員機指引》，並發給所有會員銀行。有關文件參考了澳洲和英國的指引，並按本地實際情況加以修訂。甲部包括安裝新自動櫃員機或更換現有櫃員機的指引，其中註明各種特定要求，如配合使用者高度的設計、可供選擇的顯示模式、凸字鍵盤、及鍵盤其他特性。乙部包括建議銀行提供較先進的設施，如私人發聲裝置，讓有殘疾的顧客使用自動櫃員機時更為方便。

隨著科技的發展，和實際應用經驗的累積，銀行公會將定期檢討有關指引，並不時作出修訂。

In response to the issues raised in the *Discussion Paper*, the Hong Kong Federation of Insurers (HKFI) formed a Task Force in late 2003, with the input from the EOC to formulate guidelines. As a result, the industry's Statement of Best Practices on Applying Pre-existing Conditions and Blanket Exclusions is expected to be issued in early 2005. Meanwhile, the Actuarial Society of Hong Kong has also advised that it will be issuing a Guidance Note outlining the responsibilities of actuaries under the anti-discrimination legislation.

These developments are taking us an important step forward in our objective to ensure equal and fair access to insurance in Hong Kong. Insurance companies are expected to offer services to their clients at reasonable and affordable premium. The development of a new non-discriminatory industry approach that responds to the market's needs will further improve conditions, benefiting consumers with better protection and coverage while broadening the market for insurers.

### ATM Accessibility

New information technologies can help to transcend traditional barriers of discrimination, providing a platform for social advancement within society. A prime example is the development of the many new technology-based financial services such as ATMs (automatic teller machines), telephone-banking and e-banking services. These advances, however, can sometimes cause increased inconvenience or even barriers for people with disabilities. Since 2000, we have been advocating barrier free access both at banking centres and to other banking services available to the public. Our aim is to ensure that service providers and hardware/software designers will develop increasing insight and skills in the use of universal design to accommodate the diverse needs of different users.

We invited the Hong Kong Association of Banks (HKAB) to join the EOC as a partner in this initiative on accessibility. In 2001, the EOC-HKAB Working Group on Accessibility to Electronic Banking Service for People with Disabilities was formed to explore possible solutions to enhance the accessibility of banking services for people with disabilities. As a result, the Working Group drew up accessibility guidelines in the use of ATMs.

After in-depth discussions, HKAB adopted these ATM Installation Guidelines and circulated them to all member banks in April 2003. The Guidelines, while drawing reference from practices adopted in Australia and the United Kingdom, were adapted to suit local requirements. Part A contains guidelines for the installation of new ATMs or the replacement of existing machines with specified requirements such as the "reach height" for the user, user display selection, tactile keyboards and other keyboard characteristics. Part B covers recommendations for more advanced features such as private audio voice output facilities, that will enhance ATM accessibility for customers with disabilities.

## 同值同酬

「同值同酬」是指兩類不同工作，但若價值相同，從事該兩項工作的人應享有同等薪酬。而工作價值乃靠「工作評估」把各項特性（如：技能、責任、努力和工作環境等）量化來決定。

2001年9月，委員會在「同值同酬」的前提下，開始研究公營機構的薪酬差距問題。研究旨在收集數據，以增進委員會在「同值同酬」方面的專門知識，並提高公眾對這觀念的認知。目前，委員會和「同值同酬」專責工作小組，正考慮有關研究結果及建議。

## 在學校課程內納入平等機會原則

是項計劃先於2002年11月提出，當時委員會的調查發現，大多數學生對殘疾人士、性別與家庭角色均有定型態度。因此，我們認為要在中、小學課程中納入平等機會原則，以培養學生對不同需要人士的接納和尊重。

為推展有關計劃，一個由教育專家組成的諮詢委員會於2003年2月成立。在瞭解課題的過程中，委員會發現課程發展處近年來已完成大量工作，包括把平等機會和共享多元文化的核心價值納入初中學生的「綜合人文科」，和小一至中三的「道德及公民教育單元」中。當局亦正為中四至中六學生編寫「人文科課程」中的有關獨立單元。

為增加這方面工作的協同效應，委員會採取主動與課程發展處和婦女事務委員會合作，包括與這些團體舉行會議去擬定合作策略；安排委員會及婦女事務委員會的代表與出版商進行會議，以便雙方直接對話，並在審閱課本時提出意見。



The Guidelines are subject to regular review and revision from time to time, in view of technological advances and experience gained in their application and use.

## Equal Pay for Work of Equal Value (EPEV)

Equal pay for work of equal value (EPEV) holds the principle that while two jobs are not the same, holders of these jobs should be paid equally if the jobs have the same value. Job values are determined by 'job evaluations', which quantify the attributes such as skills, responsibilities, efforts and working conditions.

In September 2001 a study on the pay differentials with regard to EPEV in the public sector commenced. The study aimed at collecting data to enhance our understanding on EPEV in Hong Kong's context and raise public awareness on the subject. The Commission and members of the Task Force set up to advise on the study were examining the findings and recommendation of the study.

## Integrating Equal Opportunities into the School Curriculum

This project was first initiated in November 2002, after an EOC survey on students' attitudes towards disabilities, gender stereotypes and family roles indicated that the majority of students hold stereotypical attitudes towards these issues. Our aim has therefore been to introduce equal opportunity principles into the school curriculum at both the primary and secondary levels to cultivate acceptance and respect for diversity.

Taking the project forward, an advisory committee of education specialists was formed in February 2003. In the course of understanding the issues, we learnt that the Curriculum Development Institute (CDI) had taken active steps to incorporate core equal opportunity and diversity values in Integrated Humanities, for lower secondary school students, and the Moral and Civic Education modules for Primary 1 to Secondary 3 students. The development of a separate module under the Liberal Studies Curriculum for Form 4 and Form 6 is also in the pipeline.

To achieve synergy and facilitate collaboration in this area of work, the EOC had taken the lead to work with CDI and the Women's Commission. These included meetings between concerned parties to map out strategies for co-operation, arranging representatives from the EOC and the Women's Commission to meet with publishers, to enable direct dialogue and input into school book reviews.

除了為學生編寫教材外，委員會、課程發展處與婦女事務委員會均認同，教師培訓至為重要。由於委員會已為教師編寫有關殘疾的網上學習教材，我們正研究進一步的合作事項，為教師編寫網上教材，讓教師在繁忙工作之餘，隨時隨地學習有關課題。

## 為學校提供教育指引

教育開啟人生的大門，讓每個人都有能力實現潛能，積極貢獻社會。教育能提升個人和整體社會，帶來改變和進步。

《殘疾歧視條例》的其中一個目標，是確保有殘疾的學生不受歧視，人人皆有平等的教育機會。2001年委員會發出《殘疾歧視條例教育實務守則》，在全港學校推行融合教育。為了配合守則的目標，委員會繼續與教育統籌局（教統局）推行家長教育計劃，促進主流學校對殘疾學生的接納。過去一年，有數百位家長教師會的幹事參加過有關講座。我們亦與家長組織保持緊密對話，瞭解他們的關注，並就改善措施提出意見。

In addition to the learning materials for students, the EOC, CDI and Women's Commission have also agreed that teacher training is of paramount importance. Based on our experience in the development of e-learning packages for teachers in disability areas we are exploring further collaboration in developing e-learning packages for teachers as a group, as we believe e-learning will enable teachers to learn at any time and place to suit their already very busy schedules.

## Education Guidelines for Schools

Education opens doors, giving us the ability to not only realise our full potential, but also to make a difference as active members and contributors to society. Education has proven to be an effective tool for empowerment and agent for change, both for the individual and society as a whole.

One of the objectives of the Disability Discrimination Ordinance (DDO) is to ensure that access to education is fair and does not discriminate against students with disabilities. In 2001, we issued the Code of Practice under the DDO in promoting inclusion in Hong Kong's schools. In line with the objectives of the Code, we continue to work in partnership with the Education and Manpower Bureau, not only driving the need for integrated education but also assisting the Bureau in its parents' education programmes, which promote the acceptance of students with a disability in mainstream schools. Hundreds of executive members of parent-teacher associations joined these talks during the year. We also maintained close dialogue with parent groups to understand their concerns and to give advice on improvement measures.

## Sexual Harassment in Universities

In summer 2002, some orientation activities at a university were brought to the attention of the EOC. Following intense media coverage of students' experiences of orientation camps, the EOC conducted a study in 2003 on sexual harassment in local universities. The study covered:

- experience of students who participated in an orientation camp where sexual harassment allegedly occurred
- university students' awareness of sexual harassment in general
- extent of protection provided under the Sex Discrimination Ordinance
- mechanisms that universities have in place to address sexual harassment on campus



## 大學校園內的性騷擾

2002年夏天，某大學的迎新活動引起委員會關注。隨著傳媒廣泛報道學生在迎新營內的經歷，委員會於2003年在本地大學進行了一項有關性騷擾的研究。研究範圍包括：

- 學生參加據稱曾發生性騷擾迎新營的經歷
- 大學生對性騷擾的普遍認識
- 《性別歧視條例》提供的保障
- 大學在處理校園性騷擾方面的現行機制

研究結果顯示，參加該迎新營的學生對於性騷擾缺乏敏感度，只把事件視為遊戲。學生因受到朋輩壓力而叫喊含有性貶義的口號後，懼怕被視為搞事者而不願作出投訴，也有學生並不知道投訴的渠道。涉及性的口號和海報在校園營造一個在性方面具敵意的環境，同類的環境在工作場所而言，已屬違法。但現時法例並沒有把在教育機構發生，或與教育機構有關在性方面具敵意的環境訂為違法，委員會於1999年已建議修訂《性別歧視條例》，以涵蓋這類性騷擾。委員會於2004年8月與婦女事務委員會合辦「防止性騷擾大學論壇」，分享上述研究結果和討論大學的防止性騷擾政策。論壇提高了相關意識，亦帶動跟進工作，如舉辦培訓及顧問活動等。

## 倡導平等機會

制定政策時，務須從性別角度和殘疾角度作出考慮，方能確保社會持續發展。故此，我們繼續參與「促進接納愛滋病患及感染者委員會」的工作，為制定促進病患者融入社會的策略提供意見。該委員會設立了「愛滋病支援及服務臨時工作小組」，負責評估現時為愛滋病感染者而設的服務是否易於使用。工作小組成員同意，應盡更大努力去吸引有需要的人使用現有服務。一本有關改進現有愛滋病服務，令病患者獲取更佳服務的報告將於2004年底定稿。

此外，今年委員會繼續與運輸署保持緊密聯繫，希望共同合作，努力減少殘疾人士乘搭公共交通的障礙。除出席運輸署召開的工作小組會議外，委員會代表又參加專家小組會議，並與運輸署和各關注團體在政策方面進行更深入的意見交流。我們全力支持運輸署推廣「無障礙運輸」的策略。



The findings showed that participants at the orientation camp were not sensitized to sexual harassment and treated the activities as a game. Students who were under peer pressure to shout slogans containing derogatory sexual comments were reluctant to lodge complaints, for fear that they would be considered by others as trouble-makers. Some students did not have knowledge about channels for complaint. Slogans and posters with sexual contents created a sexually hostile environment on campus. While a sexually hostile environment in relation to the workplace is unlawful, there is at present no legal provision outlawing a sexually hostile environment at or in relation to an educational establishment. The EOC had recommended to the Government in 1999 to amend the Sex Discrimination Ordinance to prohibit a sexually hostile environment in an educational setting. As a follow up to the study, in August 2004, a "Forum on Preventing Sexual Harassment in Universities" was co-organised by the EOC and the Women's Commission (WoC) to share the findings and discuss ways to prevent sexual harassment in universities. The forum had generated awareness and follow up action for training and consultancy.

## Advocating Equal Opportunities

Efforts to advocate the importance of gender and disability perspectives in the formation of policy will ensure sustainable development for the community. As such, we maintained our ongoing participation in the Committee on Promoting Acceptance of People Living with HIV/AIDS (CPA), which advises on strategies to promote inclusion of people with HIV/AIDS. Under the Committee, an ad hoc AIDS Support and Services Working Group was set up to assess the services available to those infected with HIV, and to decide if some of these services could become more accessible. Members of the Working Group also agreed that more effort should be made to link users to the services available. A report, addressing the service gaps and emphasizing the need for better access to services for people with HIV/AIDS, was to be finalized in late 2004.

During the year, we continued our close liaison with the Transport Department in working towards the provision of more accessible transport services for people with disabilities. Apart from attending the working group meetings convened by the Transport Department on a need basis, we also participated in the Expert Group Meeting which enabled us to contribute at a more strategic level and enhanced a more in-depth exchange of views at the policy level with the Transport Department and various concern groups. We fully support the Transport Department's strategy to promote 'Transport for All'.

# 投訴處理及法律行動

## Complaint Handling and Legal Actions

根據香港的三條反歧視條例，基於某人的性別、婚姻狀況、懷孕、殘疾或家庭崗位而歧視該人，乃屬違法。而根據《性別歧視條例》及《殘疾歧視條例》，性騷擾或基於殘疾而作出的騷擾及中傷皆屬違法。

反歧視條例中有關僱傭範疇的條文不單保障在職人士，亦為求職者、代理人及承辦商提供保障。條例亦涵蓋關乎職業訓練、職業介紹所、業務合夥、專業團體及職工會等活動。條例中非僱傭範疇的條文，則包括教育及貨品、服務的提供，以至參與會社及體育活動、處所管理及政府事務等各方面。

### 查詢

市民對委員會的工作和本港各種歧視情況的認識日益增加。由1997年4月至1998年3月，委員會共接獲7,248宗查詢，其中包括5,670宗一般查詢和1,614宗具體查詢。在2003/04年度，查詢數字上升兩倍至14,157宗，其中包括7,999宗一般查詢和6,158宗具體查詢。

一般查詢涵蓋所有與委員會相關的工作和三條反歧視條例；而具體查詢則是與個別事件有關的問題。在2003/04年度的6,158宗具體查詢當中，1,670宗(27%)查詢關乎《性別歧視條例》，2,595宗(42%)關乎《殘疾歧視條例》，173宗(3%)關乎《家庭崗位歧視條例》，另有788宗(13%)關於委員會的工作，其餘932宗(15%)則涉及年齡、種族、性傾向、宗教等不屬於委員會權限之內的問題（詳情見表1）。

Under Hong Kong's three anti-discrimination ordinances, it is unlawful to discriminate against anyone on the grounds of sex, marital status, pregnancy, disability or family status. Behaviour such as sexual harassment, or harassment and vilification on the grounds of disability are unlawful under the Sex Discrimination Ordinance and the Disability Discrimination Ordinance.

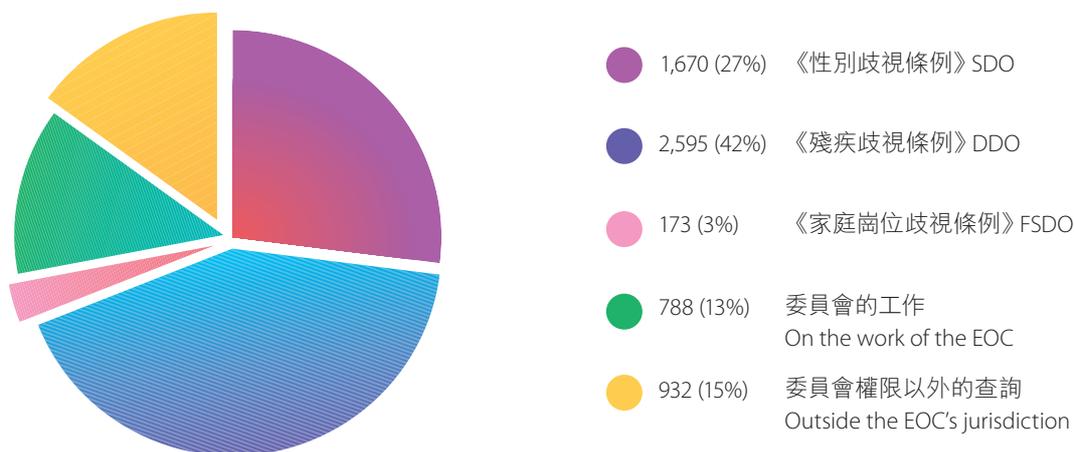
The employment-related provisions of the ordinances provide protection, not only to existing employees but also to job applicants, agents and contractors. They also cover activities relating to vocational training, employment agencies, partnership admissions, professional bodies and trade unions. The non-employment related provisions offer coverage in areas ranging from education and the provision of goods or services to participation in clubs and sporting activities, the management of premises and government activities.

### Enquiries

The public continues to gain an increasing awareness of issues related to the work of the EOC and the 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. Since then, this has doubled to 14,157, consisting of 7,999 general and 6,158 specific enquiries in 2003/04.

While general enquiries relate to our overall activities and the anti-discrimination laws, specific enquiries relate to incident-related questions. Of the 6,158 specific enquiries, 1,670 (27%) were related to the Sex Discrimination Ordinance (SDO), 2,595 (42%) to the Disability Discrimination Ordinance (DDO) and 173 (3%) to the Family Status Discrimination Ordinance (FSDO). An additional 788 (13%) covered the work of the EOC while the remaining 932 (15%) enquiries fell outside our jurisdiction, covering areas such as age, race, sexual orientation and religion (See Figure 1).

表1 2003年4月1日至2004年3月31日期間的具體查詢分類(總數: 6,158宗)  
Figure 1 Specific Enquiries from 1 April 2003 to 31 March 2004 (Total number: 6,158)



## 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。調查期間，委員會會研究個案的情況，然後讓雙方就所指稱的事宜提出意見和回應。我們首先會致力以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。委員會會研究每一宗申請的原則問題，並評估投訴人能否在沒有委員會協助的情況下獨自處理其個案。協助形式包括給予法律意見、法律協助、或任何委員會認為適當的協助。

## Complaints for Investigation and Conciliation

Anyone who feels that he or 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. During the investigation, we look into the facts of each case. Both parties are then given the opportunity to comment and respond to the allegations made. First of all we endeavour to resolve the matter through conciliation, helping the parties involved to reach a settlement. If a settlement cannot be reached, we can consider other forms of assistance if the complainant makes an application to take the matter further. We look at each application individually, considering issues of principle as well as the ability of the applicant to deal with the case unaided. Assistance granted can include advice, legal assistance or any other assistance deemed appropriate.

表2 2003年4月1日至2004年3月31日期間收到並需進行調查及調解的投訴(總數: 854宗)  
Figure 2 Complaints for Investigation and Conciliation received from 1 April 2003 to 31 March 2004 (Total number: 854)

	《性別歧視條例》 SDO	《殘疾歧視條例》 DDO	《家庭崗位歧視條例》 FSDO	總數 Total
投訴數目 No. of complaints	391 (46%)	420 (49%)	43 (5%)	854
投訴人數目 No. of complainants	201 (40%)	279 (56%)	20 (4%)	500
答辯人數目 No. of respondents	336 (45%)	380 (51%)	28 (4%)	744

**經處理的投訴**

委員會於2003/04年度接獲500名投訴人對744名答辯人作出的投訴，共涉及854宗指稱違法作為的個案，較2002/03年度的748宗為多。在854宗投訴當中，391宗(46%)按《性別歧視條例》提出，420宗(49%)關乎《殘疾歧視條例》，另43宗(5%)關乎《家庭崗位歧視條例》。連同往年未完結的個案，委員會本年度共處理1,151宗投訴，比上年度的1,597宗減少28%（詳情見表3）。

**Complaints Handled**

During the year, we received complaints from 500 complainants against 744 respondents involving 854 cases of alleged unlawful acts, an increase from the 748 complaints received in 2002/03. Of this number, 391 (46%) were received under the SDO, 420 (49%) under the DDO and 43 (5%) under the FSDO. Together with those carried forward from previous years, we investigated a total of 1,151 complaints, representing a decrease of 28% as compared with 1,597 in the previous year (See Figure 3).

表3 2003年4月1日至2004年3月31日期間需進行調查及調解的投訴(總數：1,151宗)

Figure 3 Complaints for Investigation and Conciliation handled from 1 April 2003 to 31 March 2004 (Total number: 1,151)

	《性別歧視條例》 SDO	《殘疾歧視條例》 DDO	《家庭崗位歧視條例》 FSDO	總數 Total
僱傭範疇 Employment	498 (53%)	384 (41%)	54 (6%)	936
非僱傭範疇 Non-employment	53 (25%)	155 (72%)	7 (3%)	215
總數 Total	551 (48%)	539 (47%)	61 (5%)	1,151

在2003/04年度，委員會完成對942宗指稱違法作為個案的調查（詳情見表3a）。當中有458宗曾進行調解，其中244宗調解成功，其餘214宗未能和解（詳情見表3b）。

In 2003/04, investigation work on 942 cases of alleged unlawful acts was concluded (See Figure 3a). Among them, 458 cases proceeded to conciliation, with 244 having reached successful settlement, while the remaining 214 cases were unsuccessful (See Figure 3b).

表3a 2003年4月1日至2004年3月31日期間經調查及調解後完結的投訴(總數：942宗)

Figure 3a Cases concluded after Investigation and Conciliation from 1 April 2003 to 31 March 2004 (Total number: 942)

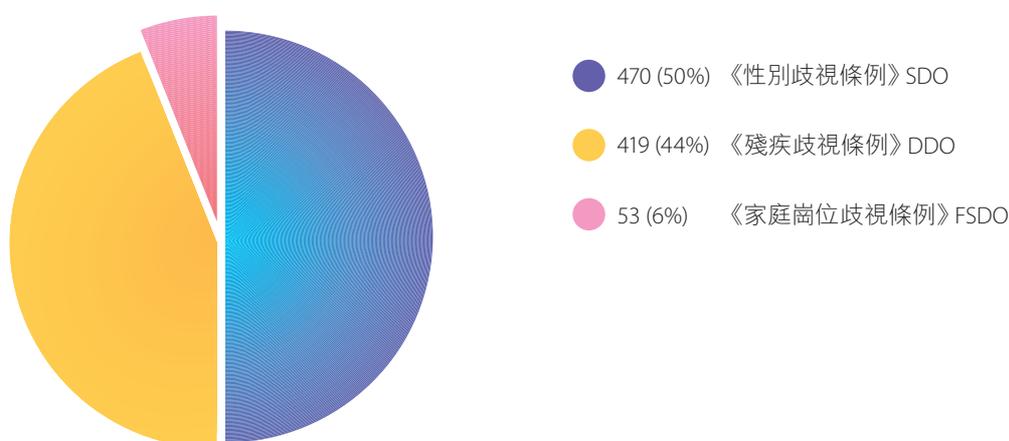
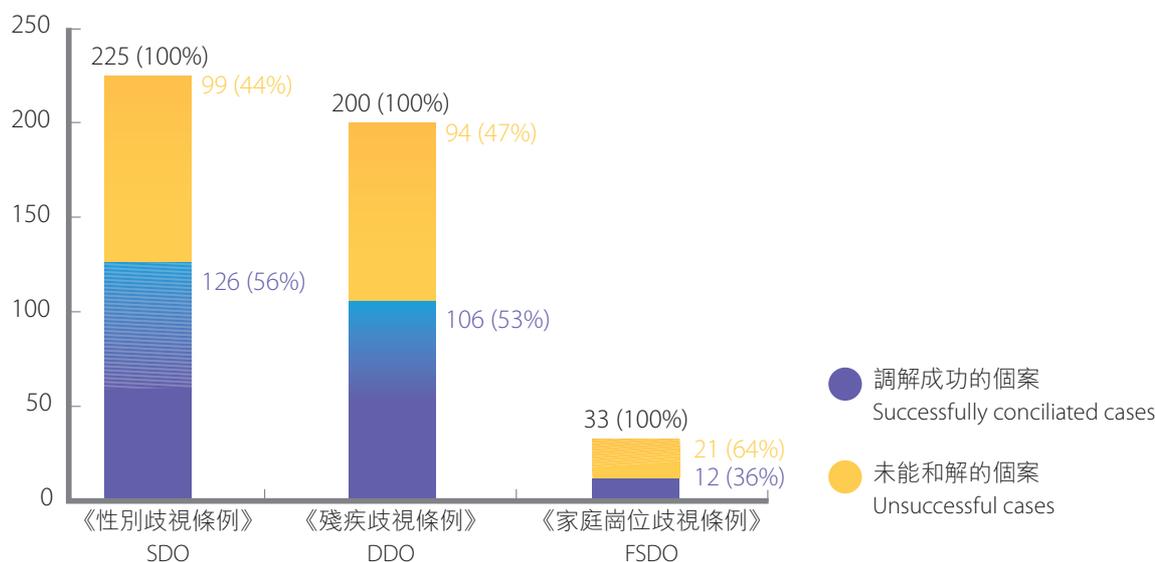


表3b 2003年4月1日至2004年3月31日期間曾進行調解的個案(總數:458宗)

Figure 3b Cases Proceeding to Conciliation from 1 April 2003 to 31 March 2004 (Total Number: 458)



至於未進行調解的投訴，是因為各種原因而終止調查，例如有關作為並不違法、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，若投訴透過其他機制獲得解決、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484宗（詳情見表4）。

Complaint cases that do not proceed to conciliation are discontinued for a variety of reasons. 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. Investigations also cease if the dispute is resolved through other mechanisms, or if the EOC considers the complaint to be frivolous, vexatious, misconceived or lacking in substance. A total of 484 complaints in this category were discontinued (See Figure 4).

表4 2003年4月1日至2004年3月31日期間個案終止調查的原因

Figure 4 Discontinued Cases by Reason from 1 April 2003 to 31 March 2004

	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 Complaint resolved through early resolution	超過12個月的時限 Beyond 12-month time bar	總數 Total
《性別歧視條例》 SDO	7 (50%)	141 (48%)	71 (53%)	21 (70%)	5 (36%)	245 (51%)
《殘疾歧視條例》 DDO	6 (43%)	136 (46%)	60 (45%)	8 (27%)	9 (64%)	219 (45%)
《家庭崗位歧視條例》 FSDO	1 (7%)	16 (6%)	2 (2%)	1 (3%)	0 (0%)	20 (4%)
總數 Total	14 (100%)	293 (100%)	133 (100%)	30 (100%)	14 (100%)	484 (100%)

與《性別歧視條例》相關之投訴

- 委員會本年度共調查498宗涉及僱傭範疇的指稱，數目最多的依然是懷孕歧視(199宗，佔40%)，其次是性騷擾(142宗，佔29%) (詳情見表5)。
- 委員會本年度共調查53宗涉及非僱傭範疇的指稱，其中32宗(60%)關乎性別歧視 (詳情見表6)。

SDO-related Complaints

- A total of 498 employment-related allegations were investigated. Pregnancy discrimination continued to be the major cause for complaint (199 cases, 40%) followed by sexual harassment (142 cases, 29%) (See Figure 5).
- Investigations were made into 53 non-employment related allegations; of which 32 (60%) were related to sex discrimination (See Figure 6).

表5 2003年4月1日至2004年3月31日期間根據《性別歧視條例》提出，關乎僱傭範疇而獲調查的指稱 (共498宗)  
Figure 5 Employment Related Allegations investigated under the SDO from 1 April 2003 to 31 March 2004 (Total number: 498)

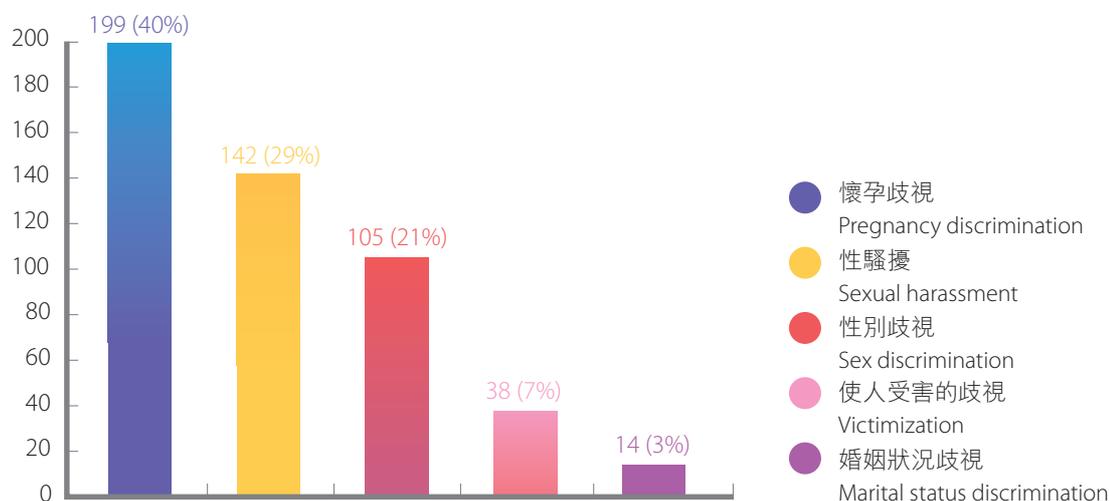
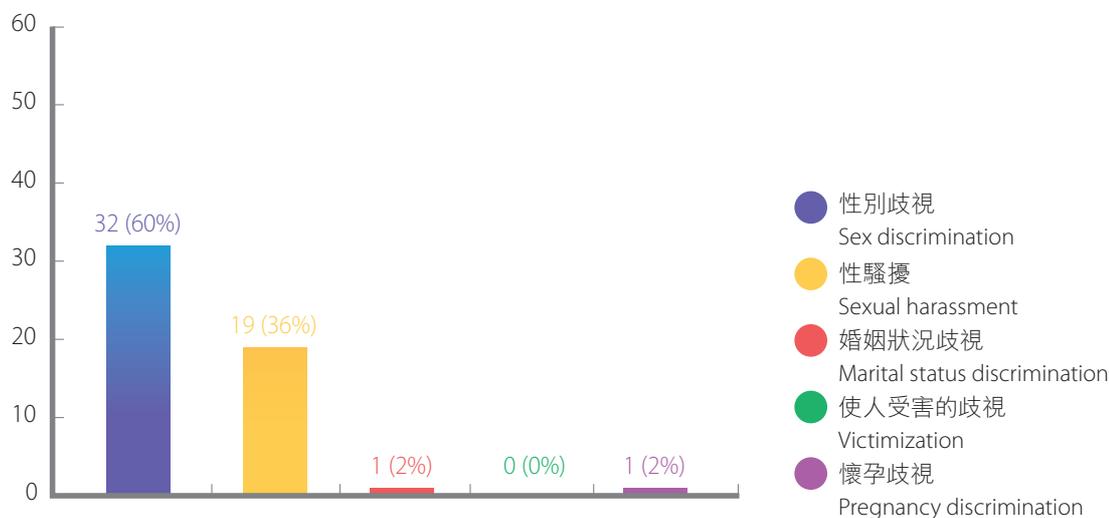


表6 2003年4月1日至2004年3月31日期間根據《性別歧視條例》提出，關乎非僱傭範疇而獲調查的指稱 (共53宗)  
Figure 6 Non-employment Related Allegations investigated under the SDO from 1 April 2003 to 31 March 2004 (Total number: 53)



#### 與《殘疾歧視條例》相關之投訴

- 委員會本年度調查了539宗與《殘疾歧視條例》相關的指稱。
- 其中僱傭範疇個案達384宗，非僱傭範疇個案則有155宗，殘疾歧視個案佔最多，達481宗（佔總數89%）（詳情見表7及表8）。

#### DDO-related Complaints

- A total of 539 allegations were investigated.
- Among both the 384 employment-related and 155 non-employment related cases handled, disability discrimination was the single largest cause for complaint, accounting for 481 (89%) of the total (See Figures 7 and 8).

表7 2003年4月1日至2004年3月31日期間根據《殘疾歧視條例》提出，關乎僱傭範疇而獲調查的指稱（共384宗）  
Figure 7 Employment Related Allegations investigated under the DDO from 1 April 2003 to 31 March 2004 (Total number: 384)

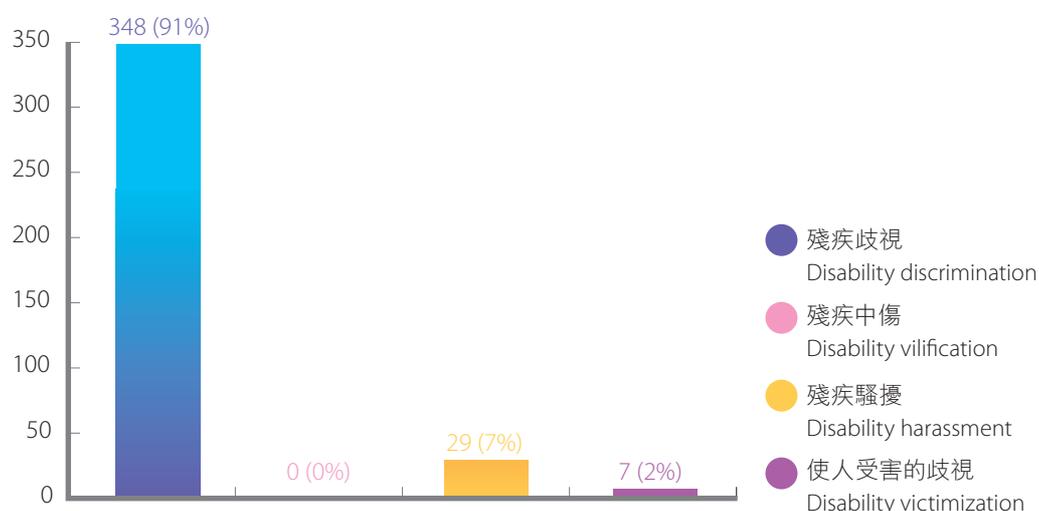


表8 2003年4月1日至2004年3月31日期間根據《殘疾歧視條例》提出，關乎非僱傭範疇而獲調查的指稱（共155宗）  
Figure 8 Non-employment Related Allegations investigated under the DDO from 1 April 2003 to 31 March 2004 (Total number: 155)

投訴類別 Type of complaint	投訴數目 Number of complaints
殘疾歧視 Disability discrimination	<b>133 (86%)</b>
貨品、服務和設施 Goods, services and facilities	78
處所通道 Access to premises	32
教育 Education	8
政府 Government	14
處所的處置和管理 Disposal and management of premises	1
其他 Others	0
殘疾中傷、騷擾和使人受害的歧視 Disability vilification, harassment & victimization	<b>22 (14%)</b>
總數 Total	<b>155 (100%)</b>

#### 與《家庭崗位歧視條例》相關之投訴

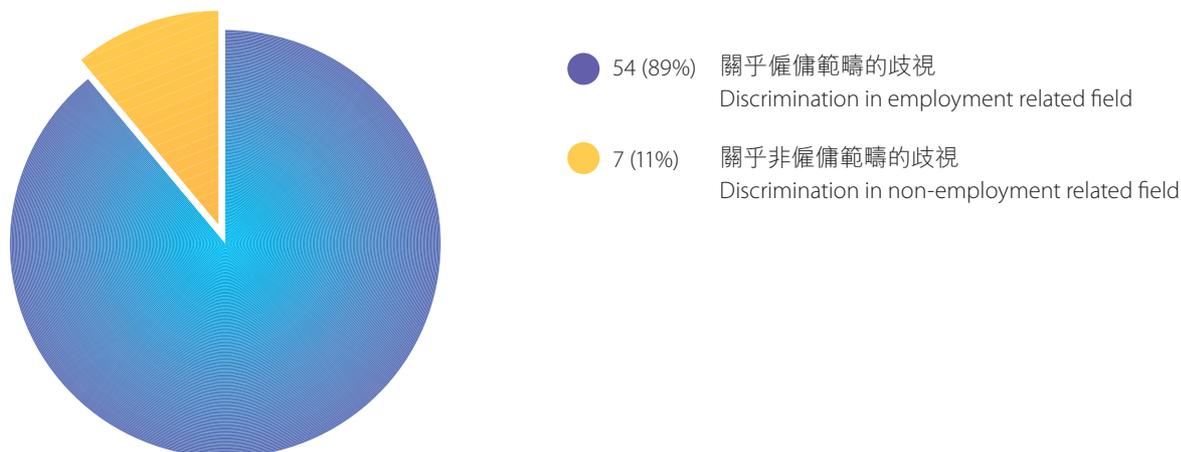
- 委員會本年度調查了61宗有關《家庭崗位歧視條例》的指稱，當中54宗（89%）關乎僱傭範疇，7宗（11%）關乎非僱傭範疇（見表9）。大部分（80%）關乎僱傭範疇的指稱是與基於家庭崗位的解僱有關。

#### FSDO-related Complaints

- During the year, a total of 61 FSDO allegations were investigated, 54 (89%) of which were employment-related and seven (11%) non-employment related (See Figure 9). The majority (80%) of the allegations in the employment field were related to dismissal on the grounds of family status.

表9 2003年4月1日至2004年3月31日期間根據《家庭崗位歧視條例》提出，並獲調查的指稱（共61宗）

Figure 9 Allegations investigated under the FSDO from 1 April 2003 to 31 March 2004 (Total number: 61)



## 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，就事件作出調查，向他們解釋有關法例，並建議他們加以糾正。因本年度爆發非典型肺炎（「沙士」），引發大量投訴，因此需跟進之投訴上升至112宗。委員會成立了快速應變小組，以「需跟進之投訴」模式處理這些投訴。委員會本年度所處理需跟進的投訴中，40宗是關乎《性別歧視條例》，72宗關乎《殘疾歧視條例》，而委員會並沒有收到關乎《家庭崗位歧視條例》的投訴。

## 法律協助

如果投訴的雙方未能達成和解，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，然後向委員會提出意見，委員會的法律及投訴專責小組根據此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，或由委員會律師或經委員會延聘的私人執業大律師，在訴訟中擔任申請人的法律代表等。

在2003/04年度，委員會共收到80宗有關法律協助的申請，其中35宗獲委員會給予協助。個案分類詳情請參閱附錄5。

## 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 these circumstances, the Commission approaches the concerned parties to inquire into the matter, explain the relevant legislation, and advise them to rectify the situation. Complaints for follow-up action soared to a high of 112 cases, as the SARS outbreak brought in a large inflow of complaints. We dealt with these with a quick response team which adopted a 'complaints for follow-up action' approach. During the year, we handled 40 such complaints under the SDO and 72 under the DDO. No complaints in this category were received under the FSDO.

## 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 and other considerations. Based on this advice, the Legal and Complaints Committee of the Commission will decide whether or not to grant assistance. Assistance granted 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.

In 2003/04, we received 80 applications for assistance and granted assistance in 35 cases. A breakdown of these cases can be found under Appendix 5.

## 獲委員會給予法律協助的個案

本年度共有17宗獲委員會協助的個案在展開法律程序前得以解決(包括自往年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之後，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。

在這段期間，委員會還向另外26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2003/04仍未展開法律程序。詳情見附錄6。

## 法律訴訟

本年度區域法院就兩宗懷孕歧視個案評估損害賠償。第一宗個案的審訊在上年度進行，委員會律師代表原告人，向她的準僱主提出訴訟，原告人最後勝訴。評估損害賠償的聆訊在本年度進行，聆訊裁定原告人獲得港幣155,000元賠償。被告人其後提出上訴，獲法院推翻部分原判。2004年11月上訴法院調低損害賠償額至港幣135,000元。

在第二宗個案中，原告人獲委員會提供法律協助，向其僱主展開法律行動，但其僱主並無答辯。區域法院因被告的僱主缺席聆訊而作出的判決，是裁定原告人獲得港幣139,461元賠償。

此外，原告人獲委員會協助展開法律程序的案件共有三宗，其中兩宗達成庭外和解，第三宗在2003/04年度終結時仍在進行中。

五宗在2003/04年度之前展開法律程序的個案在2004年3月底時已經解決。另外兩宗在2003/04年度之前展開法律程序的個案，仍在等候區域法院進行聆訊，其中一宗是殘疾歧視個案，關乎某紀律部隊招聘一名主任級人員，另一宗是關乎一名女僱員因懷孕而被解僱的個案，詳情見附錄7。

## Legally Assisted Cases

During the year, 17 cases where legal assistance had been granted (including cases carried over from previous years) were resolved without the commencement of legal proceedings. These included cases where the parties reached settlement and instances when EOC assistance was withdrawn for a variety of reasons, such as, when upon further examination of the evidence it was considered inappropriate to continue assistance, or when subsequent developments between the parties made it unnecessary for assistance to continue.

During this period, the Commission also handled 26 other cases where legal assistance had been granted (including cases carried over from previous years) but had not yet commenced court proceedings in 2003/04. For further details, please see Appendix 6.

## Court Cases

In 2003/04, assessments for damages were conducted in the District Court for two pregnancy discrimination cases. In the first instance, the trial took place in the previous year, with the plaintiff, represented by an EOC lawyer, winning the case against her prospective employer. At the hearing for the assessment of damages, which took place during the year, the plaintiff was awarded the amount of HK\$155,000 as compensation. The defendant subsequently appealed and was partially successful. In November 2004, the amount of damages was adjusted down by the Court of Appeal to HK\$135,000.

In the second case, with the legal assistance of the EOC, legal action commenced against the plaintiff's employer who did not respond. The default judgment against the defendant's employer by the District Court awarded the plaintiff damages of HK\$139,461.

Legal proceedings also commenced in three other cases with EOC assistance. Two of these were settled out of court while the third was still on-going at the end of 2003/04.

Five cases which commenced prior to 2003/04 were settled at the end of March 2004. A further two cases, which also commenced before 2003/04, are still pending proceedings in the District Court. 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 female employee who was dismissed on the ground of her pregnancy. For further details, please refer to Appendix 7.

# 推廣平等機會

## PROMOTING EQUAL OPPORTUNITIES

### 我們的角色

委員會致力把平等機會觀念納入主流，所採取的全面推廣策略，包括舉辦各種各樣的青少年計劃、深入接觸社群，並與傳媒建立夥伴關係。我們的宣傳及教育工作旨在社會的持續發展，透過增強各界對平等機會的理解與支持，共同消除歧視。

### 早期教育

委員會明白到從小潛移默化的重要性，而我們的青少年計劃，一向深受歡迎，成效顯著。本年度，我們為中、小學舉辦了多項綜合活動，向數以萬計的學生宣傳平等機會的理念和價值觀。

### 戲劇表演

為了向小朋友傳達平等機會的訊息，委員會與非牟利兒童劇團「大細路劇團」於2004年2月攜手推出了一齣全新的戲劇「3D互動百變機」，向小學生推廣《家庭崗位歧視條例》。劇團在2月至3月期間分別到22間小學演出共30場，賞劇的小學生共7,500人，透過互動遊戲，讓小朋友認識家庭崗位歧視的負面影響，並藉此消除他們對有不同家庭責任者的歧視。該劇大受歡迎，推出後旋即滿額，演出時學生踴躍地與演員互動交流。鑑於有多間學校向隅，該劇將在2004/05年度繼續上演，以回應學界需求。

此外，由「森林聯盟」製作有關預防性騷擾的話劇「唔係講笑」，本年度演出52場，觀眾超過12,500名中學生。

### Our Role

In our efforts to mainstream equal opportunities, our communication strategy is based on a comprehensive youth programme, community outreach and media partnerships. Our promotion and public education work is aimed at effecting sustainable changes, and building capacity in others to foster equal opportunity values.

### Early Education

The Commission understands the importance of early childhood education and our youth programme remains one of our most successful initiatives. This year, our integrated programme covers primary and secondary schools, delivering the concepts and values of our work to tens of thousands of young students.

### Drama Performances

In delivering our message to young children, the EOC and the Jumbo Kids Theatre, a non-profit theatre troupe for children, co-produced the "3-D Interactive Machine" in February 2004, a new play to promote the Family Status Discrimination Ordinance to primary school students. Initially 30 performances were staged in 22 schools from February to March with 7,500 primary school students in attendance. Through interactive games, children learned about the negative effects of discrimination on the ground of family status, and also about combating discriminatory attitudes against people with different family responsibilities. The play was heavily oversubscribed and the performances were well received by the students, who interacted enthusiastically with the actors during the performances. Plans were in hand to stage more performances to cater for increasing demand.



委員會也撥款給「大細路劇團」繼續演出「平等細運會」和「學習障礙賽」兩個劇目。劇團於2003/04年度，為22,500名學生演出共90場，以推廣「機會平等 共建社群」的觀念。

委員會亦自1998年贊助由香港復康會和香港弱能兒童護助會合辦的「街坊小子」木偶劇表演。過去六年間已有113,644名學生透過輕鬆有趣的表演，認識殘疾和兩性平等的課題。在2003/04年度，劇團共演出了150場，觀眾共18,961人。

#### 「無定型新人類2003」

超過900名中學生參與這個廣受歡迎的平等機會青少年師友計劃。踏入第二年，此活動繼續以突破定型觀念為主題。委員會共邀請了11位來自不同行業、成就卓越的知名人士擔任嘉賓導師。學生在2003年10月至2004年2月期間，分組到嘉賓導師的辦公室造訪半天，或參與大型分享會。這些傑出的嘉賓導師包括：無國界醫生香港辦事處主席陳英凝、立法會議員及工會領袖陳婉嫻、環康集團有限公司主席及香港總商會副主席蔣麗莉博士、香港樂施會總幹事莊陳有、中英劇團藝術總監古天農、香港芭蕾舞團高級獨舞員賴振榮、奧運金牌得主李麗珊、極地科學工作者及中國極地博物館基金會創辦人李樂詩博士、立法會議員及葵涌醫院部門運作經理（精神科註冊護士）麥國風、香港滑浪風帆隊教練黃德森及政府飛行服務隊直昇機師甄淑賢。

#### 「家庭崗位你有Say」全港中學生辯論大賽

為鼓勵學生對家庭崗位歧視問題作出反思，委員會與九龍婦女聯合會合辦了「家庭崗位你有Say」中學生辯論大賽。共有67間學校報名，其中16隊獲選參加四月舉行的比賽。參賽隊伍準備充足，論據精闢，令觀眾留下深刻印象，尤其令人鼓舞的是，參賽者均表示在比賽過程中獲益良多。

*This is not a Joke*, a play on the prevention of sexual harassment was produced by the Forest Union which staged a total of 52 shows for over 12,500 secondary school students.

The Jumbo Kids Theatre also received funding from the EOC to perform *Equal Opportunities Olympics* and *Race Against Special Learning Disabilities*. 90 performances were completed in 2003/04 for about 22,500 students to promote the concept of "Inclusion and Equality for All".

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. In the past six years 113,644 youngsters have been able to learn about disability and gender equality issues while watching the fun and enjoyable production. In 2003/04, 150 performances were held entertaining 18,961 participants.

#### “Career Challenge 2003”

Over 900 secondary school students joined this popular EOC youth mentorship programme. For the second year running, this project is aimed at breaking down barriers formed by stereotyping. Eleven outstanding achievers from a wide spectrum of professions served as mentors. Students either paid a half-day visit to his/her workplace, or joined a large group sharing session during October 2003 to February 2004. The illustrious mentors were: Emily CHAN, President, Médecins Sans Frontières Hong Kong; The Hon. CHAN Yuen-han, Legislative Councillor and Trade Union Leader; Dr. Lily CHIANG, Chairman, Eco-Tek Holdings Limited, and Vice-Chairman, Hong Kong General Chamber of Commerce; CHONG Chan-yau, Executive Director, Oxfam Hong Kong; KO Tin-lung, Artistic Director, Chung Ying Theatre Company; Frankie-m LAI, Senior Soloist, Hong Kong Ballet; LEE Lai-shan, Olympic Gold Medalist; Dr. Rebecca LEE, Polar Researcher and Founder of China Polar Museum Foundation; The Hon. Michael MAK Kwok-fung, Legislative Councillor and Department Operations Manager, Kwai Chung Hospital (Registered Mental Nurse); WONG Tak-sum, Coach, Hong Kong Windsurfing Team and YAN Suk-yin, Helicopter Pilot, Government Flying Service.



## 深入社群

委員會的其中一項重點工作，是接觸社區內因為種種障礙而未能獨立生活的各個主要群體，透過建立夥伴關係，就社會當前的問題，進行各類公眾教育的工作。

### 推廣「中小型企業平等機會資料套」

委員會於2002年發表了關於商界奉行平等機會法例的調查報告。結果顯示，中小型企業經營者希望獲得清晰簡明的反歧視法例資料。因此委員會製作了「中小型企業平等機會資料套」，並舉行一系列宣傳活動，得到香港人力資源管理學會、香港總商會、貿易發展局、香港中華總商會及香港中華廠商聯合總會等夥伴的支持。委員會亦派代表在香港總商會舉辦的「中小型企業發展論壇」中演講，出席者十分踴躍，是總商會最多人參與的活動之一。

### 平等機會社會參與資助計劃

為了凝聚社區動力，共同推廣平等機會觀念，委員會繼續資助非政府組織、社區團體和學校舉辦活動，宣揚反歧視。在本年度，我們共收到129份資助申請，其中57個計劃獲得撥款，資助總額逾698,000港元。（有關獲資助機構名單，請參閱附錄8。）

### 「認識平等機會」酒會

委員會於十月初舉行酒會，向傳媒和相關人士介紹機構的最新發展。超過200名非政府組織代表和政府官員出席是次活動。



### Family Status Youth Debate Competition

To encourage students to reflect on the issues of family status discrimination, the EOC and the Kowloon Women's Organization jointly organized a secondary school debate competition, "Have Your Say on Family Status". Applications from 67 schools were received and 16 of them were chosen to join the competition in April. The students all worked hard to learn the subject well, and their arguments impressed all those who attended the series of debates. Feedback from the participants were most encouraging, indicating that they had learnt a lot through the process.

## Community Outreach

An essential part of our work is to reach all key actors in our community who face barriers to independent living. Partnerships are forged to educate the public about current issues and problems.

### Promotion of SME Kit

The EOC survey on equity compliance in the business sector released in 2002 showed that small and medium sized enterprise operators wanted information about the anti-discrimination laws in a clear, concise and easy to follow format. Since the completion of the *Equal Opportunity Essentials Kit for SMEs*, a promotion campaign was rolled out, supported by our partners which included the Hong Kong Institute of Human Resource Management, Hong Kong General Chamber of Commerce, Trade Development Council, Chinese General Chamber of Commerce and the Chinese Manufacturers' Association. EOC speakers also participated in a development forum for SMEs organized by the Hong Kong General Chamber of Commerce, which recorded one of the best attendances for the Chamber.





### 平等機會博覽2003

委員會一年一度的「平等機會博覽」在2003年10月揭幕，主題為「平等機會齊共享 多元文化互欣賞」。由10月至11月期間，委員會共舉辦和資助了約20項活動，全力推廣平等機會訊息。律政司司長梁愛詩及「無定型新人類2003」的七位導師應邀為博覽開幕的主禮嘉賓。博覽的合作夥伴包括香港基督教女青年會婦女事工部、香港家庭福利會新界（葵芳）分會、協康會大坑東家長資源中心、路德會長青群康中心及香港視網膜病變協會。

### 傳媒宣傳

委員會藉著全面的資訊策略，透過傳媒，令市民對委員會的工作有更深入了解。我們現時的所有推廣項目都採取與傳媒同步進行的宣傳方式。

### 青少年暑期計劃—平等機會音樂劇

「平等機會共同體」音樂劇於2003年10月假葵青劇院演藝廳公演，由流行歌手梁詠琪、黃凱芹和方力申擔綱演出，共有900位觀眾欣賞。是次音樂劇由委員會與香港電台第二台合辦。大會挑選了一群義務演員，接受戲劇大師鍾景輝先生、話劇名導演何偉龍先生、著名編導陳慶嘉先生及電台流行節目主持人梁繼璋先生的培訓，然後與各紅星同台演出。

「平等機會共同體」亦包括廣播劇，令逾百萬名聽眾透過收聽一連十集的廣播劇，增進對平等機會的認識。這套廣播劇改編自有關性別歧視、殘疾歧視及家庭崗位歧視的真實個案。

### Community Participation Funding Programme

Building capacity to foster equal opportunity values, the EOC continues to offer funding to encourage non-governmental organizations, community groups and schools to initiate their own projects to promote the message of equal opportunities. During the year, we received 129 applications and allocated over HK\$698,000 to 57 projects. (See Appendix 8 for organizations funded under this programme.)

### “Understanding Equal Opportunities” Reception

The reception was held in early October with the aim of updating our stakeholders and friends in the media about the latest developments at the EOC. Over 200 representatives of non-governmental organizations and government officials participated in the event.





#### 電視實況劇

由委員會與香港電台合力製作的第三輯電視實況劇「非常平等任務」，於2003年3月至5月一連八星期在無線電視翡翠台播出。在八集的節目中，其中兩集「緣來自平等」及「雙生兒」分別在2004年三月的第四十屆芝加哥國際電視節中獲頒贈金獎和優異獎。劇集透過日常生活的真實歧視個案，以生動手法說明反歧視條例。公眾可在委員會網頁下載該劇集，委員會亦備有劇集的粵語版供市民借用。委員會與香港電台其後將劇集編寫成教材套，於2004年中推出，協助教師向中學生宣揚平等機會訊息。

#### Equal Opportunities Expo 2003

The Commission's annual "Equal Opportunities Expo 2003" was launched in October 2003. "Embracing Equal Opportunities, Celebrating Diversity" was the theme of the Expo which ran from October through November. A series of about 20 events organized or funded by the Commission were held during this period to promote equal opportunities. The kick-off ceremony was officiated by The Hon. Elsie LEUNG Oi-sie, Secretary for Justice, who was joined by seven mentors of Career Challenge 2003. Our partners in the Expo included Hong Kong YWCA Women's Affairs Service, Hong Kong Family Welfare Society NT (Kwai Fong) Centre, Heep Hong Society Tai Hang Tung Parents Resource Centre, Hong Kong Lutheran Social Service Cheung Ching Lutheran Centre for the Disabled, and Retina Hong Kong.

#### Media Campaigns

A broad-based comprehensive plan to disseminate information in the mass media has produced increasing public awareness of our mission. We have now adopted a parallel approach with the media in all our promotional activities.

#### Summer Youth Programme - EO Musical

900 people attended Hong Kong's first "Equal Opportunities Musical", featuring Canto-pop stars Ms. Gigi LEUNG Wing-kei, Mr. Chris WONG Hoi-kan and Mr. Alex FONG Lik-sun at Kwai Tsing Theatre Auditorium in October 2003. The musical was co-produced with Radio Television Hong Kong (RTHK) Radio 2. Volunteers were selected to perform with the pop stars on stage, after completing a series of training sessions conducted by famous drama directors, Mr. CHUNG King-fai and Mr. HO Wai-lung, professional playwright, Mr. CHAN Hing-ka and popular DJ, Mr. Michael LEUNG Gai-cheung.





### 傳媒活動

委員會透過傳媒活動及新聞發布，以宣傳委員會的活動、研究及其他新動向。在2003/04年度，委員會舉行了4次新聞發布會和安排了36次傳媒訪問。此外，宣傳及教育組處理了超過930項傳媒查詢，以及在報章發表文章。

在播映「非常平等任務」期間，委員會在《蘋果日報》發表了7篇特稿，以推廣有關劇集，並從法律觀點解釋實況劇帶出的平等機會問題。

委員會又定期在香港經濟日報的 Career Times 及香港教育專業人員協會的「教協報」投稿，以個案研究方式說明反歧視原則。文章深受讀者歡迎。

於「非典型肺炎」（「沙士」）肆虐期間，委員會收到的市民投訴和查詢數字急升。為了提供協助，委員會迅速成立「沙士特別行動組」，定期向傳媒發布最新消息，並增設「非典型肺炎快訊」網頁，有效地向公眾傳播資訊。有關「沙士」的歧視個案均獲報章及電子媒體廣泛報道。

In promoting the musical, over one million radio listeners learned more about equal opportunities through a 10-episode radio-drama series. The programmes highlighted real life cases of sex discrimination, disability discrimination and family status discrimination.

### TV Docu-drama

"A Mission for Equal Opportunities", our third TV docu-drama series jointly developed by the EOC and RTHK, ran for eight weeks from March to May 2003 on TVB Jade Channel. Two of the eight episodes received awards in the 40<sup>th</sup> Chicago International Television Competition in March 2004. "Destined Equality" was awarded a Gold Plaque while "Twins" received a Certificate of Merit. Based on real life cases of discrimination, the TV series explains the anti-discrimination ordinances in a lively approach. The series in Cantonese is available on the EOC website and for loan in video. An educational module based on this series was later developed in mid-2004, as a self-help kit to guide teachers in promoting the understanding of equal opportunities for secondary students.

### Media Activities

The Commission organizes media functions and briefings to publicize EOC events, research or other developments. In 2003/04, four news briefings and conferences were held and 36 media interviews were given. The Promotion and Education Unit handled over 930 media enquiries and also contributed to articles in the press.

During the broadcast of the TV docu-drama series "A Mission for Equal Opportunities", the EOC contributed 7 feature articles to the Apple Daily to promote the series and explained the legal perspectives of equal opportunities issues raised in the docu-drama.

The EOC also wrote about equal opportunities in 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 attracted positive feedback from readers.

The SARS (Severe Acute Respiratory Syndrome) outbreak spurred a sudden increase in enquiries and complaints from the public to request for our assistance. The EOC reacted very quickly by setting up a SARS Task Force, and regular media updates including designated web pages proved to be effective channels to disseminate much needed information to the public. Discriminatory cases were well covered by the press and electronic media.



### 網上資源中心

委員會的雙語(中/英文)網站，是一個網上資源中心，提供香港以至全世界有關平等機會的最新消息。這網站是委員會各項推廣工作的啟動媒體，每月的點擊率在140萬人次以上，並穩步增長。本年度，香港專業教育學院的學生為委員會網頁設計了一個實用的搜尋器，成為該學院最成功的學生習作之一，並在2004年4月舉行的「國際資訊科技博覽」中展出。透過這項有意義的工作，學生運用科技知識貢獻社會，同時顯示他們對平等機會的積極支持和承擔。對殘疾人士來說，這計劃確保他們在瀏覽委員會網站時能輕易找得資料。

### 公眾教育計劃

#### 講座

在2003/04年度，委員會為不同機構舉辦了210場講座，和接待了20個團體。參加講座的人士部份來自海外和國內，而本地的訪客則來自政府部門、非政府機構、專上學院及商業機構。除反歧視條例外，討論範圍包括歧視及平等機會的各種議題。

#### 通訊

《平等機會委員會通訊》是一本中英對照的季刊，定期提供委員會最新活動與計劃的資訊，和解釋反歧視條例下的個案。通訊的發行量超過80,000份，免費供市民索閱；同時備有點字版和網上版，切合不同人士的需要。

### 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 has become a driver of the Commission's promotional projects, with a steady increase in its hit rate which stands at 1.4 million per month. During the year, a group of students from the Hong Kong Institute of Vocational Education designed a user friendly search engine for our homepage. It became one of the Institute's most successful student projects, and the search engine on the EOC website was showcased at the Information and Communication Technology (ICT) Expo in April 2004. Through this meaningful project, the students showed their strong support for equal opportunities and commitment to applying their technical knowledge in serving the community. And for persons with a disability, the project ensures that they will not be left out when they navigate the EOC website.

### Public Education Programmes

#### Talks

In 2003/04, we conducted 210 talks to interested groups and received 20 group visits to the Commission. Participants came from overseas and Mainland China, while locally, visitors from government departments, non-governmental organizations, tertiary institutions and the business sector took part in the exchanges. Apart from the anti-discrimination ordinances, the discussions covered a full spectrum of issues on discrimination and equal opportunities.

#### 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, available free of charge to members of the public. Braille and on-line versions are also available.



## 新刊物

委員會本年度出版的刊物，集中介紹反歧視法例的不同層面，同時針對本年度的重點話題，藉此提供資訊，從而消除歧視。

- 2002/03 年報
- 平等機會社會參與資助計劃（小冊子）
- 殘疾與教育系列 — 認識長期病患
- 殘疾與教育系列 — 認識聽覺障礙
- 殘疾與教育系列 — 認識精神病
- 殘疾與教育系列 — 認識視覺障礙
- 平等機會博覽 2003（單張）
- 平等機會音樂劇（VCD）
- 為智障青少年而寫的圖畫書《智障人士的權利》
- 婦女對《消除對婦女一切形式歧視公約》的認識電話調查報告

## 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.

- Annual Report 2002/03
- Community Participation Funding Programme on Equal Opportunities (booklet)
- Disability and Education Series – Learn about Chronic Illness
- Disability and Education Series – Learn about Hearing Impairment
- Disability and Education Series – Learn about Mental Illness
- Disability and Education Series – Learn about Visual Impairment
- Equal Opportunities Expo 2003 (pamphlet)
- Equal Opportunities Musical (VCD)
- “Knowing Your Rights” Picture Book for Young Persons with Intellectual Disability
- Telephone Survey on Women’s Knowledge of the Convention on the Elimination of All Forms of Discrimination Against Women



# 建立聯繫

## Building Networks



委員會積極推動平等機會的工作，其中一個方法就是緊貼最新發展趨勢，密切留意在香港及世界各地的有關議題。

### 地區及國際聯繫

為鞏固過去建立的國際聯繫，委員會代表出席了「全球婦女高峰會議」於2003年4月主辦的《為婦女創造公平競爭環境高峰研討會》。該項每年一度在美國首都華盛頓舉行的活動，得到全球各國政府的支持。委員會代表又出席了在摩洛哥馬拉開什舉行的2003年「全球婦女高峰會議」。這些活動以婦女爭取平等機會，和促進經濟發展為主，吸引不少成功婦女企業家、政府領袖和相關人士參加。

委員會又與多個機構包括香港浸會大學社會工作系、聯合國婦女發展基金、和香港社會服務聯合會合力贊助題為：「婦女起動-迎向新挑戰」的第五屆東亞婦女論壇。該論壇於2003年12月在香港舉行，出席者包括來自國內、香港、日本、澳門、蒙古、南韓和台灣的代表團。論壇旨在提高東亞婦女的能力，以克服區內婦女在經濟、政治和文化等方面所面對的障礙，從而在國際上扮演更活躍的角色。論壇成為了東亞婦女的溝通渠道，讓她們有機會互相觀摩。論壇重點是性別觀念主流化、全球化和婦女貧窮化、傳統價值觀念和家庭制度等問題。論壇尤其鼓勵年輕婦女和有殘疾的婦女參加。

We need to be proactive about our work, and one of the ways is to keep abreast of the latest EO developments and issues both in Hong Kong and around the world.

### Regional and International Networks

Building on our international links established in the past, we attended the *Colloquium on Global Diversity: Creating a Level Playing Field for Women*, organized by the Global Summit of Women. This event, supported by governments around the world and held annually in Washington DC, took place in April 2003. We also attended the Global Summit of Women 2003, which on this occasion was held in Morocco. These events, which focused on equal opportunities for women and the need to foster their economic development on a global basis, continue to attract many successful businesswomen, entrepreneurs, government leaders and interested stakeholders.

We also worked in partnership with a number of organizations including the Department of Social Work of the Hong Kong Baptist University, United Nations Development Fund for Women and the Hong Kong Council of Social Service to sponsor the 5th East Asian Women's Forum, titled *Embracing New Challenges: Women in Action*, which took place in Hong Kong in December 2003. Attended by delegations from Mainland China, Hong Kong, Japan, Macau, Mongolia, South Korea and Taiwan, the forum aimed to empower East Asian women to take more active roles internationally by overcoming the many economic, political, and cultural barriers faced by women in the region. Acting as a channel for communication and mutual learning on the current status of women in the East Asian region, the forum focused on gender mainstreaming, globalization and feminization of poverty, traditional values and family dynamics. The forum had in particular encouraged the participation of young women and women with disabilities.



委員會代表在2003/04年度出席的地區/國際會議

Major Regional and International Conferences Attended by the EOC in 2003/04

日期 Date	活動 Event	地點 Location
2003年4月	「全球婦女高峰會議」主辦 《全球高峰研討會：為婦女創造公平競爭的環境》	美國首都華盛頓
April 2003	Global Summit of Women, Colloquium on Global Diversity: “Creating a Level Playing Field for Women”	Washington DC, USA
2003年6月	全球婦女高峰會議2003	摩洛哥馬拉開什
June 2003	Global Summit of Women 2003	Marrakesh, Morocco
2003年12月	第五屆東亞婦女論壇	香港
December 2003	The 5 <sup>th</sup> East Asian Women's Forum	Hong Kong

2003/04年度委員會在接待和會見外賓方面格外繁忙，共接待了多個來自世界各地機構的代表團。這些訪客分別來自國內、台灣、美國和香港的大學、法律學院、商界和婦女機構等。

In 2003/04, we had an exceptionally busy year with international visitors, meeting and receiving a number of delegations from organizations around the world. These visitors came from universities, law schools, business and women's organizations in Mainland China, Taiwan, the United States and Hong Kong.

2003/04年度到訪委員會的國內及世界各地嘉賓

EOC Visitors from Mainland China and around the World in 2003/04

日期 Date	機構 Organizations
2003年4月	武漢大學法學院社會弱者權利保護中心
April 2003	Centre for the Protection of the Rights of Disadvantaged Citizens of Wuhan University Law School
2003年7月	安徽省婦女幹部學校
July 2003	Women officials from Anhui Province
2003年9月	台灣婦女團體全國聯合會
September 2003	National Union of Taiwan Women's Association

2003年10/11月	香港愛滋病基金會(國內愛滋病工作者)
October/November 2003	Hong Kong AIDS Foundation (AIDS workers in China)
2003年10月	四川省社會科學院社會學研究所
October 2003	Sichuan Academy of Social Services, Institute of Sociological Research 黑龍江省婦女(婚姻家庭)研究所 Heilongjiang Province Women (Marriage Family) Research Institute 浙江省社會科學院社會學所 Zhejiang Academy of Social Services, Institute of Sociology
2004年1月	西安西北政法學院
January 2004	Legal Clinic of the Northwest University of Political Science
2004年1月	西部人才培訓班
January 2004	Professional Training Institute of West China
2004年1月	中山大學法學院
January 2004	Law School of Zhongshan University 中山大學婦女與性別研究中心 Women and Gender Study Centre of Zhongshan University
2004年3月	耶魯大學
March 2004	Yale University

## 諮詢相關團體

為加強與本地社會的聯繫，委員會非常重視參考政府、私營機構、公眾和非政府組織，以及其他關注團體的意見，並繼續致力與它們結成工作上的夥伴，盡力實現彼此的共同目標。

2003年9月委員會開始檢討委員會的角色、和如何有效地實踐我們的使命、提高我們的工作效率與效能。進行檢討期間，委員會與各相關團體會面，聽取他們對委員會的抱負、使命、角色與職能的想法，以及他們對如何改進委員會的工作所提出的意見。

委員會主席和兩名委員會委員以顧問身份於2004年2月初探訪了兩個諮詢機構：康復諮詢委員會和婦女事務委員會，與他們交流意見、討論彼此有共同興趣的範疇，並探討日後合作的可能性。另外委員會於2004年3月底和5月初又與三個本地法定機構：申訴專員公署、廉政公署和私隱專員公署進行類似的交流活動。除了建立更緊密的聯繫外，這些探訪有助委員會在掌握執法、宣傳及公眾教育、管理及行政方面的最新發展。

主席和兩名顧問亦與中央政府駐香港聯絡辦公室和國內其他機構，包括中華全國婦女聯合會和中國殘疾人聯合會等建立聯繫。為加強與這些機構的關係，此類聯繫將會繼續。

## Discussion with Stakeholders

Strengthening our links with the local community, we have made and continued to make every effort to consider the views of the government, the private sector, the public as well as NGOs and other concern groups, working in partnership whenever possible to achieve our mutual goals.

In September 2003, the EOC commenced an Overall Review on the role of the EOC and how we could best fulfil our mission and improve our work efficiency and effectiveness. During the review, the EOC met with various stakeholders, to hear their perceptions of the vision, mission, roles and functions of the EOC and their views about how the EOC can advance its work.

The EOC Chairperson and two EOC Members (acting as Advisers) also visited two advisory bodies, the Rehabilitation Advisory Committee and the Women's Commission in early February 2004, for an exchange of views, discussed areas of common interest and explored opportunities for future collaboration. Similar exchanges also took place with three local statutory bodies, namely, the Office of The Ombudsman, the Independent Commission Against Corruption and the Office of the Privacy Commissioner for Personal Data, between late March and early May 2004. Besides establishing closer links, these visits are very useful to keep the EOC updated in the areas of law enforcement, promotion and public education, management and administration.



## 本地聯繫

與此同時，除了現有的工作外，委員會又集中與不同界別的機構結成夥伴，以對抗歧視、宣揚平等機會的價值。

本年度委員會繼續以精神病為工作重點，於2003年10月再次參加由衛生福利及食物局資助的「精神健康月」。連串活動皆以促進精神和身心健康為主。委員會在這方面的工作至為重要，因為不單只精神病患者本身受到無知、偏見和歧視影響，連帶康復者和家人都受到牽連。

本年度委員會又與商界攜手推廣平等機會，其中委員會與香港總商會合辦研討會，並向全港283,000家中小型企業推出《中小型企業平等機會資料套》。來自不同行業的中小型企業代表參與設計該資料套，並經焦點小組進行廣泛的試用。有關資料套亦得到各主要商會及相關團體，包括香港中華廠商聯合會、香港貿易發展局、香港中華總商會和人力資源管理學會的支持。

委員會本年度又協助明愛社區發展服務推行亞洲外地勞工及菲籍人士社會服務計劃。約200名菲律賓、泰國和印尼籍家庭傭工參加了一連串有關性騷擾的工作坊。

委員會另一項持續工作，就是與本地及國際機構保持對話，汲取他們對委員會工作的意見。我們會繼續與各相關團體保持開放、積極的溝通，歡迎各界提出不同意見。過去幾年，我們見證到委員會本身、我們的合作夥伴和香港社會都因此而受益。

The Chairperson and the Advisers have also built up contacts with the Liaison Office of the Central People's Government in the HKSAR and other organizations on the Mainland, including the All-China Women's Federation and the China Disabled Persons' Federation. Liaison will continue in order to strengthen the relationship with these organizations.

## Local Links

Meanwhile, in addition to our existing work, the EOC also focused on partnering with different sectors to combat discrimination to spread the values of equal opportunities.

During the year, we maintained our focus on mental illness, once again participating in *Mental Health Month*, with its series of activities funded by the Health, Welfare and Food Bureau to promote mental health and well-being, in October 2003. Our work in this area remains critical in view of the ongoing ignorance, prejudice and discrimination suffered not only by people with mental illnesses, but also by their family members and those who have recovered from their illnesses.

It was another year of co-operation with the business sector to promote equal opportunities. In particular, we organized a seminar with the Hong Kong General Chamber of Commerce to launch our *Equal Opportunities Essentials Kit* for Hong Kong's 283,000 small and medium businesses. Representatives of small and medium enterprises (SMEs) from different industries participated in the design of the kit, which was extensively tested by focus groups. Major business groups that rendered support included the Chinese Manufacturers' Association of Hong Kong, the Hong Kong Trade Development Council, the Chinese General Chamber of Commerce and the Institute of Human Resource Management.

An additional initiative achieved during the year was our collaboration with the Caritas Community Development Service in carrying out its Asian Migrant Workers and Filipino Social Service Project. Under this project, about 200 Filipino, Thai and Indonesian domestic workers attended a series of workshops on sexual harassment.

Our dialogue with local and international organizations to gain their feedback on our work has become an ongoing process. We will maintain our task of keeping communication open and proactive with various stakeholder groups and welcome diversity of views. As in years past, we have witnessed benefits for ourselves, our partners and our community.



## 委員會2003/04年度舉辦、贊助及參與的本地會議

Local Conferences Organized, Supported or Attended by the EOC in 2003/04

日期 Date	活動 Event	主辦機構 Organized by
2003年6月 June 2003	在香港實行平等機會：對平等機會委員會的調解及其他執法權力的評估 Conference: Enforcing Equal Opportunities in Hong Kong: An Evaluation of Conciliation and Other Enforcement Powers of the EOC	委員會及香港大學 EOC and the University of Hong Kong
2003年6月 June 2003	會議 — 中小企市場推廣日 SME Market Day	香港貿易發展局 Hong Kong Trade Development Council
2003年7月 July 2003	「工作間的平等機會」中小型企業研討會 SME Seminar on Equal Opportunities in the Workplace	委員會及香港總商會 EOC and the Hong Kong General Chamber of Commerce
2003年8月 August 2003	推出《中小型企業平等機會資料套》的平等機會研討會 EO Seminar launching <i>Equal Opportunities Essentials Kit for SMEs</i>	委員會及香港中華廠商聯合會 EOC and the Chinese Manufacturers' Association of Hong Kong
2003年8/9月 August/September 2003	為海外家務助理舉行的性騷擾工作坊 Workshop on Sexual Harassment for Foreign Domestic Helpers	明愛社區發展服務亞洲外地勞工及菲籍人士社會服務計劃 Caritas Community Development Service (Asian Migrant Workers and Filipino Social Service Project)
2003年9月 September 2003	海峽兩岸《婦女 — 經濟與法律》研討會 Seminar on Women in China and Taiwan: Economic and Legal Issues	法律口育信託基金 The Hong Kong Legal Education Trust
2003年9月 September 2003	「全球公民社會發展趨勢及香港指數」研討會 Seminar on "Global Civil Society Development and Hong Kong Civil Society Index"	香港社會服務聯會 Hong Kong Council of Social Service



2003年10月 October 2003	2003年精神健康月 Mental Health Month 2003	2003年精神健康月籌委會 Organizing Committee of Mental Health Month 2003
2003年10月 October 2003	非政府組織人權論壇 Human Rights NGOs Forum	民政事務局 Home Affairs Bureau
2004年2月 February 2004	「婦女經濟充權研究發佈及研討會」 Seminar on the Economic Empowerment of Women	仁愛堂社區中心及香港城市大學 Yan Oi Tong Community Centre and the City University of Hong Kong
2004年3月 March 2004	「情動·運動 — 香港婦運的回顧與前瞻」研討會 Seminar on Feminism: History and the Way Forward	新婦女協進會 Association for the Advancement of Feminism
2004年3月 March 2004	公開研討會：輪椅使用者乘車安全研討會 Open Seminar: Wheelchair Transportation Safety	醫院管理局職業治療科總籌委員會/香港職業治療學會及香港理工大學 Coordinating Committee on Occupational Therapy of the Hospital Authority, Hong Kong Occupational Therapy Association and the Hong Kong Polytechnic University
2004年3月 March 2004	「無障礙運輸」研討會 "Transport for All" Seminar	運輸署 Transport Department
2004年3月 March 2004	2003/04年會暨協癇大使頒獎典禮 2003/04 Annual General Meeting cum Award Ceremony of Epilepsy Ambassador	香港協癇會 The Hong Kong Epilepsy Association

# 認識平等機會

# Understanding Equal Opportunities

研究及公眾意見調查工作仍然是委員會的重點項目，有助我們深入瞭解公眾對不同形式歧視的反應和態度。

## 非典型肺炎對港人在工作及生活造成的影響意見調查

鑑於「非典型肺炎」（「沙士」）對香港社會造成巨大的衝擊，而與該病有聯繫的人士都受到負面標籤，因此委員會在2003年7月與香港中文大學合作進行一項有關「沙士對港人在工作及生活上造成的影響」的意見調查。是項調查旨在分析受訪者的態度和行為，以便委員會日後構思一套方法應付類似的危機。調查結果亦有助我們改善消息發放、公眾教育及推廣各類控制疾病的策略。

調查結果肯定了我們在處理危機方面的經驗。大部分受訪者都強調需要更多資訊以加深對病症的認識，亦需要委員會就工作場所的應有措施發出指引。要確保僱主及僱員實行良好的工作常規，作出更理性的行為，必須讓公眾對情況有足夠瞭解、並掌握充分資訊。研究亦發現，事實和合理的資訊有助舒緩不必要的恐懼和憂慮，也令個別人士處理有關情況時，能做出明智的抉擇。這樣才能為社會締造一個更多理性行為、更少歧視態度，和更合理工作常規的環境。

在「沙士」期間，委員會迅速處理查詢，為大多數求助人士提供實際意見及靈活的解決方法。對於如何處理與「沙士」有關的不同處境，包括：員工受感染、或員工家人受感染等問題，委員會亦作出跟進。我們發現很多僱主面對危機時，實行良好管理常規，為機構及員工提供解決辦法。

In our work, research studies and public surveys continue to play a crucial role in providing us useful insights and understanding into the public's attitudes and perceptions regarding different forms of discrimination.

## Survey on SARS Related Difficulties in Work and Social Lives in Hong Kong

In view of the tremendous social impact of the SARS epidemic on Hong Kong and the stigma associated with the illness, we collaborated with the Chinese University of Hong Kong to conduct an opinion survey on SARS related difficulties in work and social lives in Hong Kong in July 2003. The study aimed to analyze attitudes and behaviour for the development of methodology in our dealings with any similar crisis in the future. The findings would also help us to refine strategies for information dissemination, public education and the promotion of different aspects of disease control.

The research findings confirmed our own experiences in dealing with the crisis. The majority of respondents stressed the need for more information in helping them to understand the disease, together with a need for advisory guidelines in the workplace. The need for sufficient knowledge and information was important in ensuring better work practices and more rational behaviour. The survey revealed that factual and reasonable information helped ease unnecessary fears and concerns while also empowering individuals to make informed choices on how they could deal with the situation. This in turn resulted in an improved environment with more rational behaviour, less discriminatory attitudes and better work practices.



## 有關市民對平等機會委員會看法的調查 (2003)

委員會於1998年進行了一項有關公眾對委員會的意見調查。2003年我們作出跟進，調查市民對委員會的認知程度和理解，深入探討他們對委員會工作的認識和活動成效的意見。

調查在2003年7月以電話訪問了2002人。92.7%受訪者表示曾聽過委員會的名字（對比1998年為86.7%）。值得鼓舞的是，差不多所有受訪者（97.3%）都認為，委員會的工作是值得支持的（對比1998年為97.6%）。84%受訪者認為委員會已成功地加深公眾對歧視及不平等觀念的認識（對比1998年的82.2%）。此外，76.6%受訪者認為平等機會是重要的。其他調查結果顯示委員會應提高公眾對現行法例的認識、舉辦更多有成效的活動以改變態度與行為、加強有關委員會核心職能的公眾教育，和處理公眾對委員會給予法律協助方面的期望。

## 相關人士對委員會的看法與期望意見調查

委員會在2004年1月就其角色及組織管理架構進行整體檢討之際，同時進行了「相關人士對平等機會委員會所擔當的角色及工作的看法與期望意見調查」，受訪者包括非政府組織、倡議團體、政黨、公共機構和專業團體。逾半（51%）受訪者認為，委員會有「足夠」的法定權力，8%認為委員會權力「過大」，41%則認為委員會權力「不足」。受訪者對香港的平等機會發展步伐意見紛紜。近半受訪者認為進度合理，另一半則認為太慢。這些寶貴的意見讓我們能評核委員會的工作：知道如何處理不同群體的期望，以致推動社會邁向實現平等機會。

In our handling of enquiries, we have been able to assist the great majority of those who approached us with quick responses and rapid settlement of issues with the offer of practical advice and flexible solutions. We also moved rapidly to provide information on dealing with a number of scenarios related to SARS including the implications of having an infected member of staff or staff with an infected family member. During the crisis, we did find that many employers adopted good management practices, facilitating and providing solutions for their companies and staff.

## Survey on Public Perception 2003

In 1998, we commissioned a survey on the public's awareness and perception of the Commission. In 2003, we followed up with a further public perception survey, not only to assess awareness and perception of the EOC but also to gain an insight into their understanding of the EOC and the effectiveness of our work and programmes.

2002 individuals were interviewed over the telephone in July 2003. 92.7% of the respondents said that they had heard of the EOC (as compared to 86.7% in 1998), whereas nearly everyone interviewed (97.3%) felt that the work of the EOC deserved their support (as compared to 97.6% in 1998). 84% thought the EOC had succeeded in enhancing the public's understanding of discrimination and inequality (as compared to 82.2% in 1998). Moreover, 76.6% perceived equal opportunity as important. Other findings of the survey provided insight into areas of work where the EOC should spend more effort, such as enhancing public knowledge on the existing legal provisions, organising more programmes that lead to sustainable effects on attitudinal and behavioural changes; strengthening public education on the core functions of the EOC and managing public expectations on the granting of legal assistance.

## Survey on Stakeholders' Perception and Expectation on EOC

In January 2004, in the context of the Overall Review on the Role and Organizational and Management Structure of the EOC, we conducted a Survey on Stakeholders' Perceptions and Expectations on the Role and the Work of the EOC, involving NGOs, advocacy and opinion groups, political parties, public organizations and professional bodies. While about half of the respondents (51%) found the statutory power of the EOC adequate and 8% considered it "more than adequate", 41% considered our powers "less than adequate". Views towards the pace of development of equal opportunities in Hong Kong were also mixed. Almost half of the respondents regarded the progress as reasonable, whereas another half regarded it too slow. Such invaluable feedback allows us to gauge our work and how we manage expectations of different groups in order to carry the community forward to achieve equal opportunity.

# 培訓及顧問服務

## Training and Consultancy



2001年2月成立的培訓及顧問服務組，今年加強協助各界推行平等機會的良好措施，以建立一個公平的工作環境。在2003/04年度，委員會透過與不同公司、機構和政府部門，合作舉辦一連串定期培訓課程，和專為個別機構「度身訂造」的課程，以提高他們對內部的歧視和騷擾問題的警覺性，並指導他們在問題發生時，如何因應情況，運用有效的處理技巧和程序。

在2002/03年度，委員會的重點主要放在私營界別，而在2003/04年度，我們的培訓服務擴展至政府和教育界，為公務員組織、教師，以及社會大眾製作培訓和學習資料套。以公眾為對象的培訓包括為外籍工人舉辦性騷擾研討會，以及參與制定推廣種族和諧的公眾教育計劃。

During the year, our Training and Consultancy Unit, which was set up in February 2001, continued to gain momentum, as it seeks to ensure the provision of best practices and a fair working environment for all. In 2003/04, a series of calendar and tailor-made programmes was conducted in collaboration with organizations and government departments to raise awareness of discrimination and harassment within their organizations and to equip them with the skills and procedures to deal with the situation should such problems arise.

While the focus in 2002/03 was primarily on the private sector, in 2003/04 our activities extended into government and education, with special training and learning packages for civil service organizations and teachers as well as the general community. Activities for the latter included seminars on sexual harassment for Hong Kong's migrant workers as well as engagement in the development of a public education programme to promote racial harmony and acceptance of Hong Kong's ethnic minorities.

### Our Ongoing Training and Consultancy Activities

#### Equal Opportunity Workshops for the Private Sector

Building on the need identified among Hong Kong's business community for training and information on Hong Kong's anti-discrimination legislation and its requirements, particularly among Hong Kong's medium to small businesses, we completed two calendar programmes (28 sessions for 516 participants) during the financial year. These programmes build on the



## 持續培訓課程和顧問服務

### 為私營界別舉辦的平等機會工作坊

根據香港商界對本港反歧視法例的培訓及資訊需求，我們在本財政年度完成了兩項為中小型企業而設的定期計劃，共516人參與28次課程。委員會過往為人力資源從業員、從事平等機會工作的人士和管理人員，每年均舉辦培訓工作坊，從而編定有關課程。

今年委員會為擴闊這些計劃而推出兩項新課程。其中，「共享多元文化」工作坊讓僱主了解，除三條反歧視條例外，也應了解在工作場所接納多元文化的價值和重要性。「導師培訓課程」旨在培訓學員成為導師，掌握相關的知識、技巧和工具，然後在所屬機構內教授有關課程。

因應2002年一系列商界意見調查的結果，委員會制定了《中小型企業平等機會資料套》。這個資料套於2003年中推出，為中小企提供工具和資料，幫助他們把平等機會措施納入工作場所。

### 「度身訂造」的培訓課程

我們為機構「度身訂造」的培訓課程，可幫助個別公司制定其平等機會政策和程序。這些課程越來越受歡迎，在本年度，我們已為6,163人完成了114節培訓課。

highly successful training workshops we conducted previously on an annual basis for human resources professionals, equal opportunity practitioners and managers.

Broadening the scope of these programmes, two new courses were introduced this year. *Embracing Diversity* aims to take employers beyond the three ordinances, providing them with an understanding of the value and importance of embracing and incorporating diversity into their work areas. The second involves *Train the Trainer* programmes, seeking to develop professional trainers in the workplace, who have the knowledge, skills and tools to deliver EO training within their own organizations.

Following an analysis of the results of a series of extensive business surveys in 2002, it was agreed that an *Equal Opportunity Essentials Kit* should be developed for Small to Medium Enterprises (SMEs). Launched in mid-2003, this kit provides medium to small businesses with the tools and information to help them incorporate equal opportunities practices into their workplaces.

### Tailor Made Training

Our tailor made training programmes, which not only meet the equal opportunity needs of individual organizations but also help companies to develop their own EO policies and procedures, continue to increase in popularity. During the year, we completed 114 training sessions for 6,163 people.

### Training Hong Kong's Professionals

We also continued to provide training for specific professional groups across Hong Kong. During the year, the focus was primarily on insurance intermediaries, legal professionals and architects.

In 2003/04, we delivered Continuing Professional Development (CPD) courses to over 500 insurance intermediaries. Our CPD workshops for legal professionals, were accredited by the Law Society. Marking a milestone in Hong Kong, EO training as part of the Institute of Architects professional training programmes took place for the first time, linking equal opportunity to the work of the industry. This development is key as the awareness of architects is crucial with regard to access issues in new and renovated buildings.



#### 為本港的專業人士提供培訓

我們繼續為個別專業團體提供培訓，包括保險中介人、法律專業人士和建築師。

在2003/04年度，超過500位保險中介人參與了委員會為業界提供的持續發展課程，我們亦為法律專業人士提供獲律師會認可的工作坊。建築師學會亦首次加入平等機會課程作為培訓計劃的一部份，把平等機會的概念與建築設計連繫起來，在香港寫下新的里程。此發展至為重要，因為建築師的平等機會意識，對新建大廈和翻新大廈的通道問題，起着關鍵的作用。

#### 委員會/香港社會服務聯會(社聯)為非政府機構提供培訓

委員會與社聯攜手於2003年8月至9月期間，製作了一個雙語培訓資料套，分發給所有參與課程的非政府機構工作人員。鑒於反應熱烈，我們額外增加三個工作坊，合共有282間非政府機構報名參加。

#### 培訓及學習資料套

在2004年我們制定教材和學習資料，與教育統籌局完成了《平等機會——由學校開始》網上課程。這個課程為中小學教師提供了有關《殘疾歧視條例》的培訓。

委員會與公務員培訓處合作，於2003/04年度開始為政府製作一系列《公務員培訓資料套》。為反映香港社會的實際情況，資料套包含了平等機會的價值、性別觀點主流化和尊重多元文化等元素。這個與民政事務局和婦女事務委員會的合作計劃，將於2005年初完成推出。

#### EOC/HKCSS EO Training Project for NGOs

Hand-in-hand with the Hong Kong Council of Social Service, we delivered a series of training programmes for NGOs throughout August and September 2003. A bilingual training kit was also developed and issued to all participants. Due to popular demand, three additional workshops had to be introduced with a total of 282 NGO representatives registering for these workshops.

#### Training and Learning Packages

We also continued our development of teaching and learning materials with a focus on interactive and web-based information. In 2004, we completed our *E-learning Programme for Teachers on Equal Opportunities in Education* in partnership with the Education and Manpower Bureau. The package provides a web-based training programme for primary and secondary teachers in relation to the Disability Discrimination Ordinance.

Working with the Civil Service Training and Development Institute, we have begun to develop a series of *Civil Service Training Packages* for the government in 2003/04. Reflecting developments in Hong Kong's general community, these packages have been designed to include equal opportunity values, gender mainstreaming and respect for diversity. Produced in conjunction with the Home Affairs Bureau and the Women's Commission, the training programmes will be completed and launched in early 2005.





## 新項目及發展

### 性騷擾研討會

我們在2003年8月及9月透過明愛社區發展服務，為來自印尼、泰國和菲律賓的外籍勞工，舉辦一連串有關性騷擾的研討會。在印尼勞工的研討會上，印尼領事館的代表亦有出席，解釋領事館的服務和支援。該研討會約有200人參加，大家認為研討會所提供的資料，有助他們認識香港平等機會法例所賦予的保障。

### 「為智障年青人充權」培訓計劃

繼委員會為職業訓練局順利推行有關平等機會的課程後，我們編製了一本小冊子，介紹香港三條反歧視條例在防止歧視及騷擾方面所提供的保障。這本小冊子以簡單易明的圖片，令智障人士容易掌握內容。我們已應政府和非政府機構的要求，分發超過13,500本小冊子。

### 有關種族歧視的培訓

這年來，民政事務局成立了「促進種族和諧委員會」，推動種族和諧及促進社會人士接納本港少數族裔人士的公眾教育工作，並已成立了工作小組，負責設計課程及有關事宜。民政事務局邀請了委員會加入該工作小組，為香港立法禁止種族歧視奠下基礎。Ipit laore tat. Duisci blam ipisisi el ex exerci ent praessequi exeros diat ilit, sum vel dunt

## New Projects and Developments

### Sexual Harassment Seminars

A series of seminars on sexual harassment was held for Indonesian, Thai and Filipino migrant workers through the Caritas Community Development Service in August and September 2003. At the seminar for Indonesian workers, representatives from the Consulate General of the Republic of Indonesia were also present to explain the services and support available to their workers. Around 200 participants attended the seminars. Participants found the information provided very useful as many of them were not aware of their rights under the equal opportunity laws in Hong Kong.

### Empowering 'Young People with an Intellectual Disability' Training Project

Following the successful series of training courses provided for the staff of the Vocational Training Council, we developed a booklet informing young people with an intellectual disability of their rights to protection from discrimination and harassment under Hong Kong's three equal opportunity ordinances. The booklet, produced in a straightforward and simple picture book format, provides easy access to this vulnerable group. Over 13,500 copies have been distributed following requests from both government and non-government organizations.

### Race Discrimination Training

During the year Hong Kong broke new ground with the Home Affairs Bureau's establishment of The Committee on the Promotion of Racial Harmony to carry out public education programmes that will generate harmony and promote racial acceptance for Hong Kong's ethnic minorities. A working group was formed to design the curriculum and determine the logistics for the delivery of this programme. The EOC was invited by the Home Affairs Bureau to participate in this working group. This paved the ground work for the impending introduction of racial discrimination legislation in Hong Kong.

# 平等機會委員會 截至2004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48至第71頁之帳目，該等帳目乃按照香港普遍採納之會計原則編製。

## 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，並按照我們已同意的聘約條款的規定，僅向整體委員會報告。除此以外，我們的報告書不可用作其他用途。我們概不就本報告書的內容，對任何其他人士負責或承擔法律責任。

## 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。審核範圍包括以抽樣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二零零四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業績及現金流量。

羅兵咸永道會計師事務所  
香港執業會計師

香港，二零零四年十一月三日

# Equal Opportunities Commission Statement of Accounts for the Year Ended 31st March 2004

## 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 48 to 71 which have been prepared in accordance with accounting principles generally accepted in Hong Kong.

### 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 solely to you, as a body, in accordance with our agreed terms of engagement, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report.

### Basis of opinion

We conducted our audit in accordance with Statements of Auditing Standards issued by the Hong Kong Institute of Certified Public 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 2004 and of its results and cash flows for the year then ended.

**PricewaterhouseCoopers**  
Certified Public Accountants

Hong Kong, 3 November 2004

## 收支結算表

### 截至2004年3月31日止財政年度

	附註	2004 港幣	2003 港幣
<b>收入及收益</b>			
政府補助		78,074,380	80,042,432
法律訴訟費用的補償		-	2,220,000
利息收入		233,758	567,166
雜項收入		560,917	649,421
		<u>78,869,055</u>	<u>83,479,019</u>
		-----	-----
<b>支出</b>			
職員薪酬		40,450,045	43,965,366
職員約滿酬金、其他福利及津貼		14,843,427	17,081,444
未使用年假的準備之增長		223,108	1,661,476
法律費用		820,893	6,121,471
宣傳及公眾教育支出		3,924,062	5,450,769
經費來自資本補助基金的宣傳及公眾教育支出	8	(218,414)	-
研究計劃及教材資料套		346,055	172,652
租金及差餉		5,447,527	5,431,064
傢俬及設備		3,238,886	142,338
經費來自資本補助基金的傢俬及設備	8	(2,370,000)	-
職員培訓、外訪及會議		254,522	598,151
網頁及影片寄存費用		98,290	96,768
培訓工作坊費用		63,893	44,589
其他一般行政費用		2,498,589	2,712,931
		<u>69,620,883</u>	<u>83,479,019</u>
		-----	-----
<b>財政年度盈餘</b>			
	3	9,248,172	-
由一般儲備撥入	7	1,324,190	-
轉至應付政府的補助盈餘帳	11	(10,572,362)	-
		<u>-</u>	<u>-</u>
		=====	=====
<b>盈餘結轉</b>			

# Statement of Income and Expenditure for the Year Ended 31st March 2004

	Note	2004 HK\$	2003 HK\$
<b>INCOME AND REVENUE</b>			
Government subventions		78,074,380	80,042,432
Reimbursement of costs from legal litigation		-	2,220,000
Interest income		233,758	567,166
Sundry income		560,917	649,421
		<u>78,869,055</u>	<u>83,479,019</u>
		- - - - -	- - - - -
<b>EXPENDITURE</b>			
Staff salaries		40,450,045	43,965,366
Staff gratuity, other benefits and allowances		14,843,427	17,081,444
Increase in provision for unutilised annual leave		223,108	1,661,476
Legal fees		820,893	6,121,471
Publicity and public education expenses		3,924,062	5,450,769
Publicity and public education expenses financed by capital subvention fund	8	(218,414)	-
Research projects and training modules		346,055	172,652
Rent and rates		5,447,527	5,431,064
Furniture and equipment		3,238,886	142,338
Furniture and equipment financed by capital subvention fund	8	(2,370,000)	-
Staff training, overseas visits and conferences		254,522	598,151
Website development and video hosting expenses		98,290	96,768
Training workshop expenses		63,893	44,589
Other general and administrative expenses		2,498,589	2,712,931
		<u>69,620,883</u>	<u>83,479,019</u>
		- - - - -	- - - - -
<b>Surplus for the year</b>	3	9,248,172	-
Transfer from general reserve	7	1,324,190	-
Transfer to subvention surplus account payable to Government	11	(10,572,362)	-
<b>Surplus carried forward</b>		<u>-</u>	<u>-</u>
		=====	=====

## 資產負債表

### 2004年3月31日

	附註	2004 港幣	2003 港幣
<b>非流動資產</b>			
固定資產	4	6	6
應收政府的約滿酬金補助	5	5,601,359	5,959,344
		<u>5,601,365</u>	<u>5,959,350</u>
<b>流動資產</b>			
應收政府的未使用年假補助		1,884,584	1,661,476
其他應收帳款、按金及預付款項		633,882	375,619
銀行結存及現金		27,736,800	20,918,245
		<u>30,255,266</u>	<u>22,955,340</u>
<b>流動負債</b>			
應付帳項、準備及應計費用	6	3,875,389	5,719,530
職員約滿酬金的準備	9(b)	1,240,196	3,370,346
未使用年假的準備		1,884,584	1,661,476
預收政府補助	10	745,035	1,358,292
應付政府的補助盈餘帳	11	10,572,362	-
		<u>18,317,566</u>	<u>12,109,644</u>
		<u>11,937,700</u>	<u>10,845,696</u>
<b>淨流動資產</b>			
		<u>17,539,065</u>	<u>16,805,046</u>
亦即：			
其他儲備	7	9,884,126	11,208,316
盈餘及虧損帳		-	-
資本補助基金	8	-	2,865,659
		<u>9,884,126</u>	<u>14,073,975</u>
長期服務金及遣散費的準備	9(a)	166,080	142,073
職員約滿酬金的準備	9(b)	7,211,614	2,588,998
資本補助基金	8	277,245	-
		<u>17,539,065</u>	<u>16,805,046</u>

朱楊珀瑜女士 B.B.S.  
委員會主席

楊港興先生 B.B.S., 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 2004

	Note	2004 HK\$	2003 HK\$
<b>NON CURRENT ASSETS</b>			
Fixed assets	4	6	6
Gratuity subvention receivable from Government	5	5,601,359	5,959,344
		<u>5,601,365</u>	<u>5,959,350</u>
		-----	-----
<b>CURRENT ASSETS</b>			
Unutilised annual leave subvention receivable from Government		1,884,584	1,661,476
Other receivables, deposits and prepayments		633,882	375,619
Bank balances and cash		27,736,800	20,918,245
		<u>30,255,266</u>	<u>22,955,340</u>
		-----	-----
<b>CURRENT LIABILITIES</b>			
Accounts payable, provisions and accruals	6	3,875,389	5,719,530
Provision for staff gratuity	9(b)	1,240,196	3,370,346
Provision for unutilised annual leave		1,884,584	1,661,476
Government subvention received in advance	10	745,035	1,358,292
Subvention surplus account payable to Government	11	10,572,362	-
		<u>18,317,566</u>	<u>12,109,644</u>
		-----	-----
<b>NET CURRENT ASSETS</b>			
		<u>11,937,700</u>	<u>10,845,696</u>
		-----	-----
		<u>17,539,065</u>	<u>16,805,046</u>
		=====	=====
Represented by:			
<b>OTHER RESERVES</b>	7	9,884,126	11,208,316
<b>SURPLUS AND DEFICIT ACCOUNT</b>		-	-
<b>CAPITAL SUBVENTION FUND</b>	8	-	2,865,659
		<u>9,884,126</u>	<u>14,073,975</u>
		-----	-----
Provision for long service and severance payments	9(a)	166,080	142,073
Provision for staff gratuity	9(b)	7,211,614	2,588,998
Capital subvention fund	8	277,245	-
		<u>17,539,065</u>	<u>16,805,046</u>
		=====	=====

**Mrs. Patricia CHU YEUNG Pak-yu** B.B.S.  
Chairperson of the Commission

**Mr. Peter YEUNG Kong-hing** B.B.S., J.P.  
Convener of the Administration  
and Finance Committee

**Ms. Kerrie TENG Yee-san**  
Accountant

## 資金變動表

### 截至2004年3月31日止財政年度

	收支結算表 港幣	其他儲備 港幣 (註7)	資本 補助基金 港幣 (註8)	總數 港幣
於2002年4月1日	-	6,283,711	967,439	7,251,150
財政年度之政府資本補助	-	-	2,919,075	2,919,075
由前年應付政府的補助盈餘帳撥入	-	8,204,907	-	8,204,907
財政年度已使用之金額	-	(3,280,302)	(1,020,855)	(4,301,157)
於2003年3月31日及2003年4月1日	-	11,208,316	2,865,659	14,073,975
重新分類	-	-	(2,865,659)	(2,865,659)
財政年度盈餘	9,248,172	-	-	9,248,172
由一般儲備撥入	1,324,190	(1,324,190)	-	-
轉至應付政府的補助盈餘帳	(10,572,362)	-	-	(10,572,362)
於2004年3月31日	-	9,884,126	-	9,884,126

## Statement of Changes in Funds for the Year Ended 31st March 2004

	Statement of Income and Expenditure HK\$	Other Reserves HK\$ (Note 7)	Capital Subvention Fund HK\$ (Note 8)	Total HK\$
At 1st April 2002	-	6,283,711	967,439	7,251,150
Government capital subvention during the year	-	-	2,919,075	2,919,075
Transfer from previous year's subvention surplus account payable to Government	-	8,204,907	-	8,204,907
Amount utilised during the year	-	(3,280,302)	(1,020,855)	(4,301,157)
At 31st March 2003 and 1st April 2003	-	11,208,316	2,865,659	14,073,975
Reclassified	-	-	(2,865,659)	(2,865,659)
Surplus for the year	9,248,172	-	-	9,248,172
Transfer from general reserve	1,324,190	(1,324,190)	-	-
Transfer to subvention surplus account payable to Government	(10,572,362)	-	-	(10,572,362)
At 31st March 2004	-	9,884,126	-	9,884,126

## 現金流動表

### 截至2004年3月31日止財政年度

	附註	2004 港幣	2003 港幣
營運活動現金流入/ (流出)淨額	13(a)	7,651,241	(13,635,181)
		-----	-----
<b>投資活動</b>			
已收利息		233,758	567,166
購置固定資產		(1,066,444)	(298,737)
投資活動現金(流出)/ 流入淨額		(832,686)	268,429
		-----	-----
融資前之現金流入/ (流出)淨額		6,818,555	(13,366,752)
		-----	-----
<b>融資活動</b>			
政府資本補助	13(b)	-	2,919,075
融資活動現金流入淨額		-	2,919,075
		-----	-----
現金及現金等值之增加/ (減少)		6,818,555	(10,447,677)
年初之現金及現金等值		20,918,245	31,365,922
年末之現金及現金等值		27,736,800	20,918,245
		=====	=====
<b>現金及現金等值結存分析：</b>			
銀行結存及現金		27,736,800	20,918,245
		=====	=====

## Cash Flow Statement for the Year Ended 31st March 2004

	Note	2004 HK\$	2003 HK\$
Net cash inflow/(outflow) from operating activities	13(a)	7,651,241	(13,635,181)
<b>Investing activities</b>			
Interest received		233,758	567,166
Purchase of fixed assets		(1,066,444)	(298,737)
Net cash (outflow)/inflow from investing activities		(832,686)	268,429
Net cash inflow/(outflow) before financing		6,818,555	(13,366,752)
<b>Financing activities</b>			
Government capital subvention	13(b)	-	2,919,075
Net cash inflow from financing activities		-	2,919,075
Increase/(decrease) in cash and cash equivalents		6,818,555	(10,447,677)
Cash and cash equivalents at the beginning of year		20,918,245	31,365,922
Cash and cash equivalents at the end of year		27,736,800	20,918,245
<b>Analysis of balances of cash and cash equivalents:</b>			
Bank balances and cash		27,736,800	20,918,245

## 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及香港會計師公會所頒佈之會計準則擬定。

#### (b) 收益的確認

(i) 政府補助收入是以應計制確認。

與特定計劃有關的政府補助已包括在資本補助基金內，並在配合補助打算補償成本需要的期間遞延及在收支結算表上確認為收入。

與購置固定資產有關的政府補助已包括在資本補助基金內，並在配合有關資產的折舊費用時將收入記入收支結算表上。

(ii) 法律訴訟費用的補償是以確立收款的權利時確認。

(iii) 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。

(iv) 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，已於購置年度在收支結算表中撇帳。

# Notes to the Accounts

## 1. Legal status

The 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 payment 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 Institute of Certified Public Accountants.

### (b) Revenue recognition

(i) Income from government subvention is recognised on an accruals basis.

Government subventions relating to specific projects are included in the capital subvention fund and are deferred and recognised as income in the statement of income and expenditure over the period necessary to match them with the costs they are intended to compensate.

Government subventions relating to the purchase of fixed assets are included in the capital subvention fund and are credited to the statement of income and expenditure as income to match with the depreciation charge of the related assets.

(ii) Reimbursement of costs from legal litigation is recognised when the right to receive payment is established.

(iii) Interest income is recognised on a time proportion basis, taking into account the principal amounts outstanding and the interest rates applicable.

(iv) Sundry income is recognised on an accruals basis.

### (c) Fixed assets

The Commission, as a non-profit making organisation, is exempt from compliance with Statement of Standard Accounting Practice ("SSAP") No. 17 "Property, plant and equipment" issued by the Hong Kong Institute of Certified Public 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 statement of income and expenditure.

## 帳目附註

### (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。

### (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。

## 3. 財政年度盈餘

	2004 港幣	2003 港幣
年內盈餘已扣除下列項目：		
固定資產之撇銷		
- 經費來自政府資本補助	197,558	-
- 經費來自其他政府補助	868,886	142,337
營業租約 - 土地及樓宇	5,447,527	5,431,064
核數師酬金	25,560	23,660
	<u>                    </u>	<u>                    </u>

## Notes to the Accounts

### (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 where 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.

### (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. Surplus for the year

	2004 HK\$	2003 HK\$
Surplus for the year is stated after charging the following:		
Fixed assets written off		
- financed by government capital subventions	197,558	-
- financed by other government subventions	868,886	142,337
Operating leases - land and buildings	5,447,527	5,431,064
Auditors' remuneration	25,560	23,660
	<u>                    </u>	<u>                    </u>

## 帳目附註

### 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
<b>成本</b>							
於2003年4月1日	645,649	5,413,367	2,402,332	726,698	3,788,716	394,724	13,371,486
年內增置	-	130,032	805,253	-	131,159	-	1,066,444
年內減少/ 撇銷	-	-	(80,037)	-	(19,115)	-	(99,152)
於2004年3月31日	645,649	5,543,399	3,127,548	726,698	3,900,760	394,724	14,338,778
<b>撇銷之累計數目</b>							
於2003年4月1日	645,648	5,413,366	2,402,331	726,697	3,788,715	394,723	13,371,480
年內撇銷	-	130,032	805,253	-	131,159	-	1,066,444
年內減少/ 撇銷	-	-	(80,037)	-	(19,115)	-	(99,152)
於2004年3月31日	645,648	5,543,398	3,127,547	726,697	3,900,759	394,723	14,338,772
<b>帳面淨值</b>							
於2004年3月31日	1	1	1	1	1	1	6
於2003年3月31日	1	1	1	1	1	1	6

### 5. 應收政府的約滿酬金補助

	2004 港幣	2003 港幣
於4月1日	5,959,344	5,243,096
撥出約滿酬金準備	6,826,015	8,436,727
已收政府約滿酬金補助	(7,184,000)	(7,720,479)
於3月31日	5,601,359	5,959,344

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。

## Notes to the Accounts

### 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\$
<b>Cost</b>							
At 1st April 2003	645,649	5,413,367	2,402,332	726,698	3,788,716	394,724	13,371,486
Additions	-	130,032	805,253	-	131,159	-	1,066,444
Disposals/written off	-	-	(80,037)	-	(19,115)	-	(99,152)
At 31st March 2004	645,649	5,543,399	3,127,548	726,698	3,900,760	394,724	14,338,778
<b>Accumulated amounts written off</b>							
At 1st April 2003	645,648	5,413,366	2,402,331	726,697	3,788,715	394,723	13,371,480
Written off for the year	-	130,032	805,253	-	131,159	-	1,066,444
Disposals/written off	-	-	(80,037)	-	(19,115)	-	(99,152)
At 31st March 2004	645,648	5,543,398	3,127,547	726,697	3,900,759	394,723	14,338,772
<b>Net book value</b>							
At 31st March 2004	1	1	1	1	1	1	6
At 31st March 2003	1	1	1	1	1	1	6

### 5. Gratuity subvention receivable from government

	2004 HK\$	2003 HK\$
At 1st April	5,959,344	5,243,096
Provision made for staff gratuity	6,826,015	8,436,727
Gratuity subvention received from Government	(7,184,000)	(7,720,479)
At 31st March	5,601,359	5,959,344

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

## 帳目附註

### 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：

法律費用的準備

	2004 港幣	2003 港幣
於4月1日	2,825,478	347,341
撥出準備	820,893	6,121,471
財政年度已支付之金額	(2,215,671)	(3,643,334)
於3月31日	<u>1,430,700</u>	<u>2,825,478</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. 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2002年4月1日	1,042,666	3,241,045	2,000,000	6,283,711
由前年應付政府的 補助盈餘帳撥入	-	1,603,000	6,601,907	8,204,907
財政年度已使用之金額	(156,400)	(2,300,000)	(823,902)	(3,280,302)
於2003年3月31日及 2003年4月1日	886,266	2,544,045	7,778,005	11,208,316
撥入收支結算表	-	-	(1,324,190)	(1,324,190)
於2004年3月31日	<u>886,266</u>	<u>2,544,045</u>	<u>6,453,815</u>	<u>9,884,126</u>

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。

儲備基金在配合支出下的有關成本時撥入收支結算表上。在以前年度，有關成本計入其他儲備的變動。

## Notes to the Accounts

### 6. Accounts payable, provisions and accruals

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

Provision for legal fees	2004 HK\$	2003 HK\$
At 1st April	2,825,478	347,341
Provisions made	820,893	6,121,471
Amount paid during the year	(2,215,671)	(3,643,334)
At 31st March	<u>1,430,700</u>	<u>2,825,478</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. Other reserves

	Capital reserve HK\$	Legal litigation reserve HK\$	General reserve HK\$	Total HK\$
At 1st April 2002	1,042,666	3,241,045	2,000,000	6,283,711
Transfer from previous 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 and at 1st April 2003	<u>886,266</u>	<u>2,544,045</u>	<u>7,778,005</u>	<u>11,208,316</u>
Transfer to the statement of income and expenditure	-	-	(1,324,190)	(1,324,190)
At 31st March 2004	<u>886,266</u>	<u>2,544,045</u>	<u>6,453,815</u>	<u>9,884,126</u>

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.

The reserve funds are transferred to the statement of income and expenditure to match the related costs included under expenditure. In previous years, the related costs were dealt with as a movement in other reserves.

## 帳目附註

## 8. 資本補助基金

	宣傳及 公眾教育 策略 顧問服務 港幣	為不同界別 製作的 教材資料 港幣	增加 辦公室的 設立成本 港幣	「同值同酬」 研究及 教育計劃 港幣	總數 港幣
於2002年4月1日	472,124	-	-	495,315	967,439
已收非經常性的政府補助	-	440,000	2,450,000	29,075	2,919,075
開支	(472,124)	-	(80,000)	(468,731)	(1,020,855)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
於2003年3月31日及 2003年4月1日	-	440,000	2,370,000	55,659	2,865,659
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
轉至收支結算表作收入以配合：					
- 經費來自政府資本補助的 固定資產折舊	-	-	(197,558)	-	(197,558)
- 傢俬及設備的其他費用	-	-	(2,172,442)	-	(2,172,442)
- 宣傳及公眾教育支出	-	(218,414)	-	-	(218,414)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
總數	-	(218,414)	(2,370,000)	-	(2,588,414)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
於2004年3月31日	-	221,586	-	55,659	277,245
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

資本補助基金指為特定計劃已收的非經常性政府資本補助但未使用的結餘，基金在配合有關成本時放行為收入並記入收支結算表上。在以前年度，已收的基金不是在配合有關成本時在收支結算表上確認為收入，而是把有關成本計入為資本補助基金的變動。

## Notes to the Accounts

### 8. Capital subvention fund

	Publicity and public education strategies consultancy services HK\$	Sector targeted training materials HK\$	Setting up costs for additional office HK\$	Research and educational projects on equal pay for work of equal value HK\$	Total HK\$
At 1st April 2002	472,124	-	-	495,315	967,439
Non-recurrent Government subventions received	-	440,000	2,450,000	29,075	2,919,075
Expenditure - Expenses	(472,124)	-	(80,000)	(468,731)	(1,020,855)
At 31st March 2003 and 1st April 2003	-	440,000	2,370,000	55,659	2,865,659
Transfer to the statement of income and expenditure as income to match with:					
- Depreciation of fixed assets financed by government capital subventions	-	-	(197,558)	-	(197,558)
- Other charges in furniture and equipment	-	-	(2,172,442)	-	(2,172,442)
- Publicity and public education expenses	-	(218,414)	-	-	(218,414)
Total	-	(218,414)	(2,370,000)	-	(2,588,414)
At 31st March 2004	-	221,586	-	55,659	277,245

The capital subvention fund represents the unutilised balance of non-recurrent government capital subvention received for special projects. The funds are released to the statement of income and expenditure as income to match the related costs. In previous years, instead of recognising the funds received as income to match the related costs in the statement of income and expenditure, these related costs were dealt with as a movement in the capital subvention fund.

## 帳目附註

### 9 長期負債

#### (a) 長期服務金及遣散費的準備

	2004 港幣	2003 港幣
於4月1日	142,073	173,028
撥出準備	24,007	13,448
財政年度已支付之金額	-	(44,403)
於3月31日	<u>166,080</u>	<u>142,073</u>

#### (b) 職員約滿酬金的準備

	2004 港幣	2003 港幣
於4月1日	5,959,344	16,844,610
撥出準備	6,826,015	8,436,727
財政年度已支付之金額	(4,333,549)	(19,321,993)
於3月31日	<u>8,451,810</u>	<u>5,959,344</u>
減:包括在流動負債的一年內到期之金額	(1,240,196)	(3,370,346)
長期部份	<u>7,211,614</u>	<u>2,588,998</u>

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。

### 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。

### 11 應付政府的補助盈餘帳

經政府批准後，委員會可將盈餘的一定金額保留到儲備帳。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。於財政年度間，收入減支出後的盈餘已撥入應付政府的補助盈餘帳。委員會已向政府申請保留盈餘，到本報告日還未定案。

# Notes to the Accounts

## 9 Long term liabilities

(a) Provision for long service and severance payment

	2004 HK\$	2003 HK\$
At 1st April	142,073	173,028
Provisions made	24,007	13,448
Amount paid during the year	-	(44,403)
At 31st March	<u>166,080</u>	<u>142,073</u>

(b) Provision for staff gratuity

	2004 HK\$	2003 HK\$
At 1st April	5,959,344	16,844,610
Provisions made	6,826,015	8,436,727
Amount paid during the year	(4,333,549)	(19,321,993)
At 31st March	<u>8,451,810</u>	<u>5,959,344</u>
Less: amount due within one year included in current liabilities	<u>(1,240,196)</u>	<u>(3,370,346)</u>
Long term portion	<u>7,211,614</u>	<u>2,588,998</u>

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.

## 10 Government subvention received in advance

The subvention is received in advance in connection with various services to be provided after year end.

## 11 Subvention surplus account payable to Government

The Commission may transfer a certain amount of the surplus to its 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. During the year, the excess of the surplus of income over expenditure is transferred to subvention surplus account payable to Government. The Commission has applied to Government for the retention of this surplus but this has not been finalised up to the date of this report.

## 帳目附註

### 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：

	2004 港幣	2003 港幣
一年內	2,670,066	3,560,088
一年之外及五年內	-	2,670,066
	<u>2,670,066</u>	<u>6,230,154</u>

### 13 現金流動表附註

(a) 營運活動現金流入/(流出)淨額與財政年度盈餘之對帳表

	2004 港幣	2003 港幣
財政年度盈餘	9,248,172	-
財政年度的固定資產撇銷	1,066,444	142,337
轉至應付政府的補助盈餘帳	(10,572,362)	-
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)
利息收入	(233,758)	(567,166)
扣除營運資金變動前之經營虧損	(491,504)	(4,569,586)
應收政府的約滿酬金補助之減少/(增長)	357,985	(716,248)
應收政府的未使用年假補助之增長	(223,108)	(1,661,476)
其他應收帳款、按金及預付款項之(增長)/減少	(258,263)	321,153
應付帳項、準備及應計費用之(減少)/增長	(1,844,141)	2,402,429
職員約滿酬金的準備之增長/(減少)	2,492,466	(10,885,266)
未使用年假的準備之增長	223,108	1,661,476
預收政府補助之減少	(613,257)	(81,708)
應付政府的補助盈餘帳之增長/(減少)	10,572,362	(75,000)
資本補助基金之減少	(2,588,414)	-
長期服務金及遣散費的準備之增長/(減少)	24,007	(30,955)
營運活動現金流入/(流出)淨額	<u>7,651,241</u>	<u>(13,635,181)</u>

## Notes to the Accounts

### 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:

	2004 HK\$	2003 HK\$
Not later than one year	2,670,066	3,560,088
Later than one year and not later than five years	-	2,670,066
	<u>2,670,066</u>	<u>6,230,154</u>

### 13 Notes to the cash flow statement

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

	2004 HK\$	2003 HK\$
Surplus for the year	9,248,172	-
Fixed assets written off for the year	1,066,444	142,337
Transferred to subvention surplus account payable to Government	(10,572,362)	-
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)
Interest income	(233,758)	(567,166)
	<u>(491,504)</u>	<u>(4,569,586)</u>
Operating loss before working capital changes	(491,504)	(4,569,586)
Decrease/(increase) in gratuity subvention receivable from Government	357,985	(716,248)
Increase in unutilised annual leave subvention receivable from Government	(223,108)	(1,661,476)
(Increase)/decrease in other receivables, deposits and prepayments	(258,263)	321,153
(Decrease)/increase in accounts payable, provisions and accruals	(1,844,141)	2,402,429
Increase/(decrease) in provision for staff gratuity	2,492,466	(10,885,266)
Increase in provision for unutilised annual leave	223,108	1,661,476
Decrease in Government subvention received in advance	(613,257)	(81,708)
Increase/(decrease) in subvention surplus account payable to Government	10,572,362	(75,000)
Decrease in capital subvention fund	(2,588,414)	-
Increase/(decrease) in provision for long service and severance payment	24,007	(30,955)
	<u>7,651,241</u>	<u>(13,635,181)</u>
Net cash inflow/(outflow) from operating activities	<u>7,651,241</u>	<u>(13,635,181)</u>

## 帳目附註

### (b) 財政年度融資變動分析

	資本補助基金	
	2004 港幣	2003 港幣
於4月1日	2,865,659	967,439
撥入其他負債	(2,865,659)	-
政府補助之現金流入	-	2,919,075
財政年度已使用之金額	-	(1,020,855)
	<hr/>	<hr/>
於3月31日	-	2,865,659
	<hr/> <hr/>	<hr/> <hr/>

### 14 帳目核准

此帳目由委員會委員於二零零四年十一月三日核准。

## Notes to the Accounts

(b) Analysis of changes in financing during the year

	Capital subvention fund	
	2004 HK\$	2003 HK\$
At 1st April	2,865,659	967,439
Transfer to other liabilities	(2,865,659)	-
Cash inflow from government grant	-	2,919,075
Amount utilised during the year	-	(1,020,855)
At 31st March	<u>-</u>	<u>2,865,659</u>

### 14 Approval of accounts

The accounts were approved by the Commission Members on 3 November 2004.



朱楊珀瑜女士 主席  
Mrs. CHU YEUNG Pak-yu, Patricia  
B.B.S.  
Chairperson



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



陳瑜女士 委員  
Ms. CHAN Yu  
Member



張閻衛女士 委員  
Ms. Gloria CHANG  
Member



周永新教授 委員  
Prof. CHOW Wing-sun, Nelson  
M.B.E., S.B.S., J.P.  
Member



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



凌劉月芬女士 委員  
Mrs. LING LAU Yuet-fun, Laura  
Member



王沛詩女士 委員  
Ms. WONG Pui-sze, Priscilla  
Member



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

# 平等機會委員會委員

## Members of the Equal Opportunities Commission

(截至2004年3月31日 as at 31.3.2004)



高寶齡女士 委員  
Ms. KO Po-ling  
Member



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



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



羅文鈺教授 委員  
Prof. Japhet Sebastian LAW  
Member



楊國琦先生 委員  
Mr. YEUNG Kwok-ki, Anthony  
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2004年3月31日)

## Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3.2004)

### 行政及財務專責小組

#### 成員

- 1 楊港興先生 (召集人)
- 2 林貝聿嘉女士
- 3 李鳳英女士
- 4 楊國琦先生
- 5 王沛詩女士

#### 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。

### Administration and Finance Committee

#### Membership

- 1 Mr. YEUNG Kong-hing, Peter (Convenor)
- 2 Mrs. LAM PEI Yu-dja, Peggy
- 3 The Hon. LI Fung-ying
- 4 Mr. YEUNG Kwok-ki, Anthony
- 5 Ms. WONG Pui-sze, Priscilla

#### 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.

# 平等機會委員會專責小組成員及職權範圍 (截至2004年3月31日)

## Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3.2004)

### 社會參與及宣傳專責小組

#### 成員

- 1 林貝聿嘉女士 (召集人)
- 2 張閻蘅女士
- 3 高寶齡女士
- 4 郭鍵勳博士
- 5 李鳳英女士
- 6 王沛詩女士
- 7 余秀珠女士
- 8 陳彩英女士 (增選委員)
- 9 黎秀玲女士 (增選委員)

#### 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。

### Community Participation and Publicity Committee

#### Membership

- 1 Mrs. LAM PEI Yu-dja, Peggy (Convenor)
- 2 Ms. Gloria CHANG
- 3 Ms. KO Po-ling
- 4 Dr. KWOK Kin-fun, Joseph
- 5 The Hon. LI Fung-ying
- 6 Ms. WONG Pui-sze, Priscilla
- 7 Ms. YU Sau-chu, Jessie
- 8 Ms. CHAN Choi-ying, Virginia (Co-opted Member)
- 9 Ms. LAI Sau-ling (Co-opted Member)

#### 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2004年3月31日) Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3.2004)

### 公眾教育及研究專責小組

#### 成員

- 1 郭鍵勳博士 (召集人)
- 2 陳瑜女士
- 3 高寶齡女士
- 4 楊國琦先生
- 5 余秀珠女士
- 6 周永新教授
- 7 莊陳有先生 (增選委員)
- 8 陳潤根先生 (增選委員)

#### 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。

### Public Education and Research Committee

#### Membership

- 1 Dr. KWOK Kin-fun, Joseph (Convenor)
- 2 Ms. CHAN Yu
- 3 Ms. KO Po-ling
- 4 Mr. YEUNG Kwok-ki, Anthony
- 5 Ms. YU Sau-chu, Jessie
- 6 Prof. CHOW Wing-sun, Nelson
- 7 Mr. CHONG Chan-yau (Co-opted Member)
- 8 Mr. CHAN Yun-kan (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.

# 平等機會委員會專責小組成員及職權範圍 (截至2004年3月31日)

## Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3.2004)

### 法律及投訴專責小組

#### 成員

- 1 朱楊珀瑜女士 (召集人)
- 2 白仲安先生 (副召集人)
- 3 陳瑜女士
- 4 郭鍵勳博士
- 5 凌劉月芬女士
- 6 王沛詩女士
- 7 鄔維庸醫生
- 8 楊港興先生

#### 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。

### Legal and Complaints Committee

#### Membership

- 1 Mrs. CHU YEUNG Pak-yu, Patricia (Convenor)
- 2 Mr. John Robertson BUDGE (Deputy Convenor)
- 3 Ms. CHAN Yu
- 4 Dr. KWOK Kin-fun, Joseph
- 5 Mrs. LING LAU Yuet-fun, Laura
- 6 Ms. WONG Pui-sze, Priscilla
- 7 Dr. WU Wai-yung, Raymond
- 8 Mr. YEUNG Kong-hing, Peter

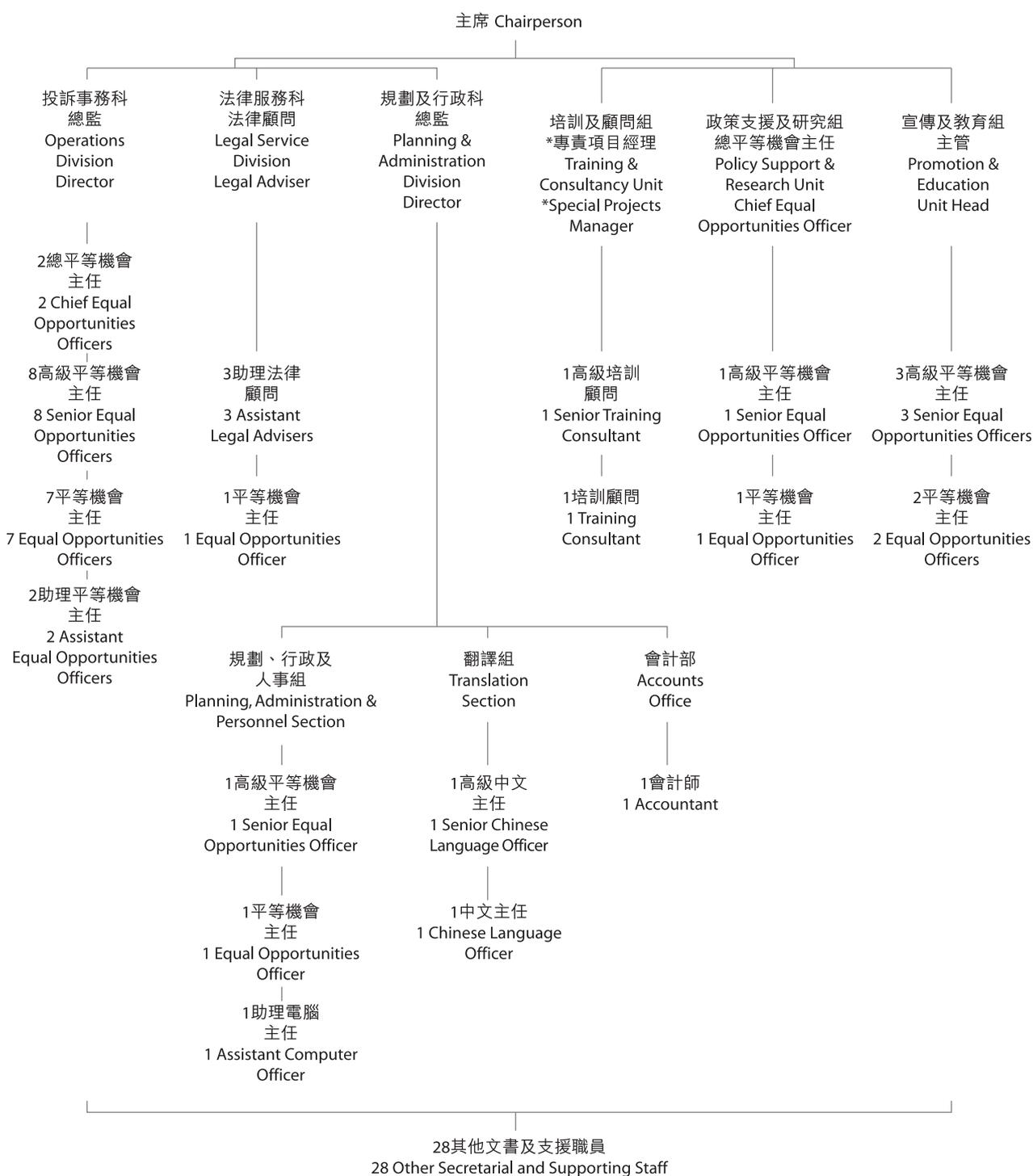
#### Terms of Reference

- 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.

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| <p>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。</p> <p>8 就發出執行通知，向平等機會委員會作建議。</p> <p>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。</p> <p>10 決定對《性別歧視條例》第81條所指的持續的歧視或性騷擾、《殘疾歧視條例》第77條所指的持續的歧視、騷擾或中傷及《家庭崗位歧視條例》第59條所指的持續的歧視採取何種行動。</p> <p>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。</p> <p>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。</p> <p>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。</p> | <p>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.</p> <p>8 To make recommendations to the EOC in respect of the issue of enforcement notices.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> |
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# 平等機會委員會辦事處的組織架構 (截至2004年3月31日)

## Organizational Structure of the Equal Opportunities Commission (as at 31.3.2004)

**備註:**

- 1 全體職員總數為79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8人。
- \* 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 79 (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 8.
- \* Seconded from the Equal Opportunity Commission Victoria, Australia.

平等機會委員會辦事處管理小組 (截至2004年3月31日)  
Management Team of the  
Equal Opportunities Commission (as at 31.3.2004)

主席  
朱楊珀瑜

**Chairperson**  
CHU YEUNG Pak-yu, Patricia

法律顧問  
彭佩蘭

**Legal Adviser**  
Alexandra PAPAPOULOS

總監 (規劃及行政)  
陳奕民

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

署理總監 (投訴事務)  
李紹葵

**Acting Director (Operations)**  
LI Siu-kwai, Joseph

專責項目經理  
畢佐治

**Special Projects Manager**  
George BISAS

總平等機會主任 (政策支援及研究)  
朱崇文

**Chief Equal Opportunities Officer  
(Policy Support & Research)**  
CHU Chung-man, Ferrick

主管 (宣傳及教育)  
劉家馨

**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2003/04年度共收到80宗法律協助申請，並為35宗申請個案\*提供協助。協助形式各有不同，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 2003/04, the EOC received 80 applications for assistance and granted assistance to 35\* applications. 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)	13	20	4
殘疾歧視或騷擾(其他範疇,如提供貨品及服務) Disability discrimination or harassment (other fields e.g. provision of goods and services)	9	5	3
性別歧視或騷擾(僱傭範疇) Sex discrimination or harassment (employment)	9	12	7
性別歧視或騷擾(其他範疇,如提供貨品及服務) Sex discrimination or harassment (other fields, e.g. provision of goods and services)	0	4	1
家庭崗位歧視(僱傭範疇) Family status discrimination (employment)	4	2	1
家庭崗位歧視(提供貨品及服務) Family status discrimination (provision of goods and services)	0	1	1
總數 Total	35	44	17**

\* 包括16宗於2002/03年度收到的個案。

\*\* 委員會於2003/04年度收到該17宗個案，但在2004/05年度才作出考慮。

\* including 16 cases which were received during 2002/03.

\*\* although these 17 cases were received during 2003/04, they were not considered until the following year.

## 獲法律協助的個案

### Legally Assisted Cases

在2003/04年度，有17宗個案毋需展開法律訴訟而得以解決：

The following 17 cases were resolved without commencing legal proceedings in 2003/04:

個案 Cases	結果 Outcome
在提供貨品及服務方面的殘疾歧視 Disability discrimination in provision of goods and services	雙方達成和解，條款內容保密。 Parties settled on confidential terms
在提供貨品及服務方面的殘疾歧視 Disability discrimination in provision of goods and services	雙方達成和解，條款內容保密。 Parties settled on confidential terms
僱傭範疇的性騷擾及使人受害 Sexual harassment and victimisation in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms
在提供貨品及服務方面的殘疾歧視 Disability discrimination in provision of goods and services	雙方達成和解，條款內容保密。 Parties settled on confidential terms
性騷擾 Sexual harassment	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
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
僱傭範疇的殘疾歧視 Disability discrimination in employment	委員會在進一步研究證據後撤銷協助。 Commission withdrew assistance in light of further examination of evidence
僱傭範疇的殘疾歧視 Disability discrimination in employment	委員會在進一步研究證據後撤銷協助。 Commission withdrew assistance in light of further examination of evidence
僱傭範疇的殘疾歧視 Disability discrimination in employment	委員會在進一步研究證據後撤銷協助。 Commission withdrew assistance in light of further examination of evidence
僱傭範疇的懷孕歧視 Pregnancy discrimination in employment	委員會在進一步研究證據後撤銷協助。 Commission withdrew assistance in light of further examination of evidence
進入處所通道的殘疾歧視 Disability discrimination in access to premises	委員會在進一步研究證據後撤銷協助。 Commission withdrew assistance in light of further examination of evidence
進入處所通道的殘疾歧視 Disability discrimination in access to premises	委員會在進一步研究證據後撤銷協助。 Commission withdrew assistance in light of further examination of evidence
進入處所通道的殘疾歧視 Disability discrimination in access to premises	申請人撤銷申請。 Applicant withdrew
僱傭範疇的性別歧視 Sex discrimination in employment	委員會在進一步研究證據後撤銷協助。 Commission withdrew assistance in light of further examination of evidence
僱傭範疇的殘疾歧視 Disability discrimination in employment	委員會在進一步研究證據後撤銷協助。 Commission withdrew assistance in light of further examination of evidence
僱傭範疇的殘疾歧視 Disability discrimination in employment	申請人撤銷申請。 Applicant withdrew

在同一年度，委員會亦處理了另外26宗獲法律協助的個案(包括上年度未完結的個案)。這些個案在年度完結時尚未展開法律程序。

In the same period, the Commission also handled 26 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

獲委員會協助在2003/04年度前已展開訴訟的案件：

Commission assisted court cases which commenced before 2003/04:

個案 Cases	情況 Status
有關退休政策的性別歧視 Sex discrimination in retirement policy	雙方達成和解，條款內容保密。 Parties settled on confidential terms
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 illness	截止2003/04年度結束為止，案件仍在處理中。 Ongoing at the end of 2003/04
僱傭範疇的懷孕歧視 Pregnancy discrimination in employment	截止2003/04年度結束為止，案件仍在處理中。 Ongoing at the end of 2003/04
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
在提供設施、貨品及服務方面的殘疾歧視 Disability discrimination in provision of goods, services & facilities	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	辯方缺席聆訊，法庭作出判決。 Default judgment
僱傭範疇的性騷擾、僱傭範疇的使人受害 Sexual harassment in employment, victimization in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms
僱傭範疇的性騷擾 Sexual harassment in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms

獲委員會協助在2003/04年度展開訴訟的案件：

Commission assisted court cases which commenced in 2003/04:

個案 Cases	情況 Status
在提供設施、貨品及服務方面的殘疾歧視 Disability discrimination in provision of goods, services & facilities	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
僱傭範疇的殘疾歧視 Disability discrimination in employment	截止2003/04年度結束為止，案件仍在處理中。 Ongoing at the end of 2003/04

上訴個案：

Cases under appeal:

個案 Cases	情況 Status
安老院在招聘時的懷孕歧視 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 (2003/2004)

### 機構

香港小童群益會成長發展中心  
香港青年學院有限公司  
路德會何文田家庭支援網絡隊  
匡智張玉瓊晨輝學校  
藍田循道衛理小學  
福德學校  
香港基督教女青年會蝴蝶灣綜合社會服務處  
香港傷健協會東九龍傷健中心  
香港視網膜病變協會  
香港婦女勞工協會  
香港小童群益會保安道兒童及青年中心暨圖書館  
香港小童群益會青衣青少年綜合服務中心  
樂群社會服務處  
無國界義工  
戲燄  
香港復康力量  
協康會大坑東家長資源中心  
協康會賽馬會家長資源中心  
香港中華基督教青年會聯青聾人中心  
九龍婦女聯會  
基督教協基會黃埔綜合青少年服務中心  
荃灣明愛社區中心  
香港離島婦女聯會賽馬會婦女綜合服務中心  
香港青年協會坪石青年空間  
香港青年協會天悅青年空間  
香港青少年服務處方樹泉綜合服務中心  
香港聖公會馬鞍山(南)青少年綜合服務中心

### Organization

The Boys & Girls Clubs Association of HK Growth & Development Centre  
Hong Kong Youth Institute Ltd  
Homantin Lutheran Family Support Networking Team  
Hong Chi Winifred Mary Cheung Morninghope School  
Lam Tin Methodist Primary School  
Bishop Ford Memorial School  
Hong Kong Young Women's Christian Association  
Butterfly Bay Integrated Social Service Centre  
Hong Kong PHAB Association East Kowloon PHAB  
Retina Hong Kong  
Hong Kong Women Workers' Association  
The Boys' & Girls' Clubs Association of Hong Kong Po On Road Children and Youth Centre cum Library  
The Boys' and Girls' Clubs Association of HK Tsing Yi Children and Youth Integrated Service Centre  
Lok Kwan Social Service Limited  
Volunteer Space  
Drama Fire  
Hong Kong Rehabilitation Power  
Heep Hong Society Tai Hang Tung Parents Resource Centre  
Heep Hong Society Jockey Club Parents Resource Centre  
Chinese YMCA of Hong Kong Y's Men's Centre for the Deaf  
Kowloon Women's Organisations Federation  
The Church of United Brethren in Christ Whampoa Integrated Children and Youth Service Centre  
Caritas Community Centre – Tsuen Wan  
Hong Kong Outlying Islands Women's Association  
The Hong Kong Federation of Youth Groups Ping Shek Youth S.P.O.T.  
The Hong Kong Federation of Youth Groups Tin Yuet Youth S.P.O.T.  
Hong Kong Children & Youth Services Fong Shu Chuen Integrated Services Centre  
HK SKH Ma On Shan (South) Children & Youth Integrated Service Centre

## List of Organizations Funded under the Community Participation Funding Programme (2003/2004)

聖公會麥理浩夫人中心家庭活動及資源中心	S.K.H. Lady MacLehose Centre Family Activity and Resource Centre
浸會愛群社會服務處—精神康復綜合服務	
香港彩虹.愛滋感染及病患者朋輩互助小組	Baptist Oi Kwan Social Service – Integrated Services for Persons with Mental Illness
香港復康會社區復康網絡	
香港遊樂場協會彩霞青少年中心	Positive Peers, Rainbow of Hong Kong
路德會長青群康中心	The Hong Kong Society for Rehabilitation Community Rehabilitation Network
匡智梨木樹中心	
香港傷健協會坪洲長者暨青少年鄰舍中心	Hong Kong Playground Association Choi Ha C & Y Centre
香港中華基督教青年會沙田青少年外展社會工作隊	Cheung Ching Lutheran Center For the Disabled
新生精神康復會新康中心	Hong Chi Association-Hong Chi Lei Muk Shue Centre
利民會新翠實業社	Hong Kong PHAB Association Peng Chau Neighbourhood Elderly cum Children & Youth Centre
香港遊樂場協會青衣青少年綜合服務	Chinese YMCA of Hong Kong Shatin Youth Outreaching Social Work Team
香港聖公會馬鞍山(北)青少年綜合服務中心	
協康會郭葉鍊洪早期教育及訓練中心	New Life Psychiatric Rehabilitation Association
葵涌醫院病人資源及交誼中心	Richmond Fellowship of Hong Kong
獅子會中學	Hong Kong Playground Association Integrated Service for Children & Youth – Tsing Yi
工業傷亡權益會	
香港青年協會家庭生活教育組	Hong Kong Sheung Kung Hui Ma On Shan (North) Children and Youth Integrated Service Centre
腎友聯	
博愛醫院陳士修紀念社會服務中心	Heep Hong Society Kwok Yip Lin Houn Centre
香港失明人協進會	Patient Resource and Social Centre, Kwai Chung Hospital
扶康會	Lions College
香港小童群益會賽馬會長沙灣青少年綜合服務中心	Association For Rights of Industrial Accident Victims
香港聾人協進會	The Hong Kong Federation of Youth Groups Family Life Education Unit
佛教志蓮中學	Alliance for Renal Patients Mutual Help Association
救世軍油麻地青少年綜合服務	Pok Oi Hospital Chan Shi Sau Memorial Social Service Centre
香港小童群益會石籬兒童及青年中心	Hong Kong Blind Union
	Fu Hong Society
	The Boys' and Girls' Club Association of Hong Kong Jockey Club Cheung Sha Wan Children and Youth Integrated Services Centre
	Hong Kong Association of the Deaf
	Chi Lin Buddhist Secondary School
	The Salvation Army Yaumatei Integrated Service for Young People
	The Boys' and Girls' Clubs Association of HK Shek Lei Children and Youth Centre

## 2003/04年度平等機會夥伴 Our Partners in Equal Opportunities (2003/04)

香港精算學會	Actuarial Society of Hong Kong
明愛社區發展服務	Caritas Community Development Service
香港中華總商會	Chinese General Chamber of Commerce
香港中華廠商聯合會	Chinese Manufacturers' Association
公務員培訓處	Civil Service Training and Development Institute
印尼領事館	Consulate General of the Republic of Indonesia
課程發展處	Curriculum Development Institute
香港浸會大學社會工作學系	Department of Social Work of the Hong Kong Baptist University
教育統籌局	Education and Manpower Bureau
森林聯盟	Forest Union
全球婦女高峰會	Global Summit of Women
健康福利及食物局	Health, Welfare and Food Bureau
協康會大坑東家長資源中心	Heep Hong Society Tai Hang Tung Parents Resource Centre
民政事務局	Home Affairs Bureau
香港銀行公會	Hong Kong Association of Banks
香港基督徒學會	Hong Kong Christian Institute
香港社會服務聯會	Hong Kong Council of Social Service
香港唐氏綜合症協會	Hong Kong Down Syndrome Association
香港教育城	Hong Kong Education City
香港考試及評核局	Hong Kong Examinations and Assessment Authority
香港家庭福利會新界(葵芳)分會	Hong Kong Family Welfare Society NT (Kwai Fong) Centre
香港保險業聯會	Hong Kong Federation of Insurers
香港總商會	Hong Kong General Chamber of Commerce
香港專業教育學院青衣分校	Hong Kong Institute of Vocational Education (Tsing Yi)
香港律師會	The Law Society of Hong Kong
路德會長青群康中心	Hong Kong Lutheran Social Service Cheung Ching Lutheran Centre for the Disabled
香港復康會	Hong Kong Society for Rehabilitation
香港盲人教導會	Hong Kong Society for the Blind
香港弱能兒童互助會	The Society for the Relief of Disabled Children
香港貿易發展局	Hong Kong Trade Development Council
香港基督教女青年會婦女事工隊	Hong Kong YWCA Women's Affairs Service
香港建築師學會	Institute of Architects
香港人力資源管理學會	Hong Kong Institute of Human Resources Management
互聯網專業人員協會	Internet Professionals Association
大細路劇團	Jumbo Kids Theatre
九龍婦女聯會	Kowloon Women's Organizations Federation
勞工處	Labour Department
精神健康月2003籌備委員會	Mental Health Month 2003 Organising Committee
香港電台	Radio Television Hong Kong
香港視網膜病變協會	Retina Hong Kong
教協報	PTU News
香港中文大學	The Chinese University of Hong Kong
促進種族和諧委員會	The Committee on the Promotion of Racial Harmony
街坊小子	The Kids on the Block
運輸處	Transport Department
聯合國婦女發展基金會	United Nations Development Fund for Women
聯業訓練局	Vocational Training Council
婦女事務委員會	Women's Commission

# 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)
<b>查詢 Enquiry</b>		
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%
<b>投訴 Complaint</b>		
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%
<b>法律協助 Legal Assistance</b>		
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%
<b>公眾教育及宣傳 Public Education and Promotion</b>		
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%

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