

平等機會委員會工作一覽

Equal Opportunities Commission Fact Sheet 2013/14



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

四條反歧視法例 Four anti-discrimination ordinances

《性別歧視條例》
Sex Discrimination
Ordinance (SDO)

《殘疾歧視條例》
Disability
Discrimination
Ordinance (DDO)

《家庭崗位歧視條例》
Family Status
Discrimination
Ordinance (FSDO)

《種族歧視條例》
Race Discrimination
Ordinance (RDO)

推行教育活動
和提供資源
Develop educational
programmes and
resources

就有關
四條反歧視條例的
投訴進行調查，並鼓勵
雙方透過調停解決紛爭
Investigate complaints
lodged under the
4 anti-discrimination
ordinances and encourage
conciliation between
parties in dispute

平等機會委員會

Equal Opportunities Commission

平等機會委員會是香港一個法定機構，負責執行反歧視條例。我們的抱負是建設一個沒有歧視、崇尚多元，包容共濟的社會，人人共享平等機會。

A statutory body responsible for implementing the anti-discrimination ordinances in Hong Kong, the Equal Opportunities Commission aims to create a pluralistic and inclusive society free of discrimination, with no barriers to equal opportunity.

就與歧視及平等
機會相關的議題進行
研究
Conduct research on
issues relevant to
discrimination and
equal opportunities

為受屈人士提供
法律協助
Provide legal
assistance to
aggrieved persons

檢討法例並提
供指引
Review legislation
and provide
guidelines

一年工作成果

Achievements in a year

74%

調停成功率
Successful conciliation rate

約 **\$4,618,000**

為受歧視人士取得的賠償金額
Compensation secured for
complainants

超過 **55,000**

僱主、僱員及團體參與平機會的
培訓課程及講座
Employers, employees and
interested parties attended the
EOC's training and talks

100

宣傳活動
Activities to promote equal
opportunities

72,800

學生觀看了平等機會話劇
Students watched the EOC's
equal opportunity plays

超過 **\$1,599,000**

資助63項社區計劃來推廣平等機
會訊息
Funding for 63 community
projects to promote equal
opportunities

109,000

每月瀏覽平機會網站人次
People visited the EOC's
website per month

超過 **\$431,000**

資助11項研究計劃來推廣平等機
會訊息
Funding for 11 research projects
relating to the promotion of equal
opportunities

超過 **16,700**

查詢數字
Enquiries received

827

獲處理投訴數字
Complaints handled

獲處理的投訴

Complaints Handled

殘疾歧視條例 DDO
總數 Total : 320+154=474

(表一 Figure 1)

(註一 Note 1)

性別歧視條例 SDO
總數 Total : 259+21=280

(表二 Figure 2)

種族歧視條例 RDO
總數 Total : 7+39=46

(註二 Note 2)

家庭崗位歧視條例 FSDO
總數 Total : 23+4=27

(註三 Note 3)

僱傭範疇
Employment-related

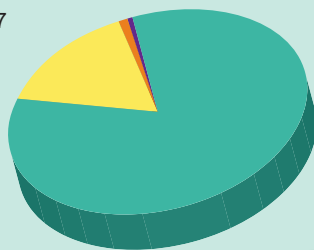
非僱傭範疇
Non-employment-related

註一： 154 宗非僱傭範疇的殘疾歧視投訴主要涉及提供貨品、設施或服務，或處所通道問題
Note 1: Of the 154 non-employment-related DDO complaints, the majority involved the provision of goods, facilities or services, or access to premises

註二： 46 宗種族歧視投訴主要屬非僱傭範疇，當中主要涉及提供貨品、設施及服務方面的種族歧視
Note 2: Of the 46 RDO cases, the majority were non-employment-related and concerned the provision of goods, facilities and services

註三： 一如以往，在反歧視條例中，家庭崗位歧視條例的投訴個案為數最少
Note 3: As in previous years, FSDO cases made up the smallest portion of complaints filed under the anti-discrimination ordinances

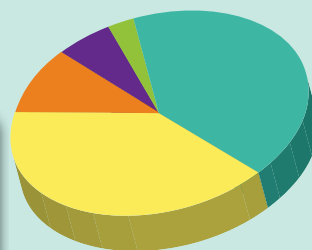
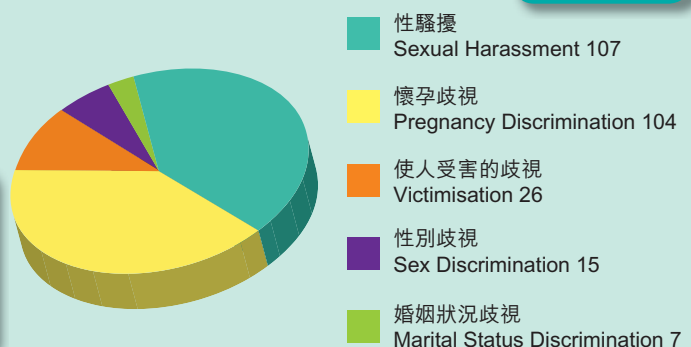
表一 Figure 1

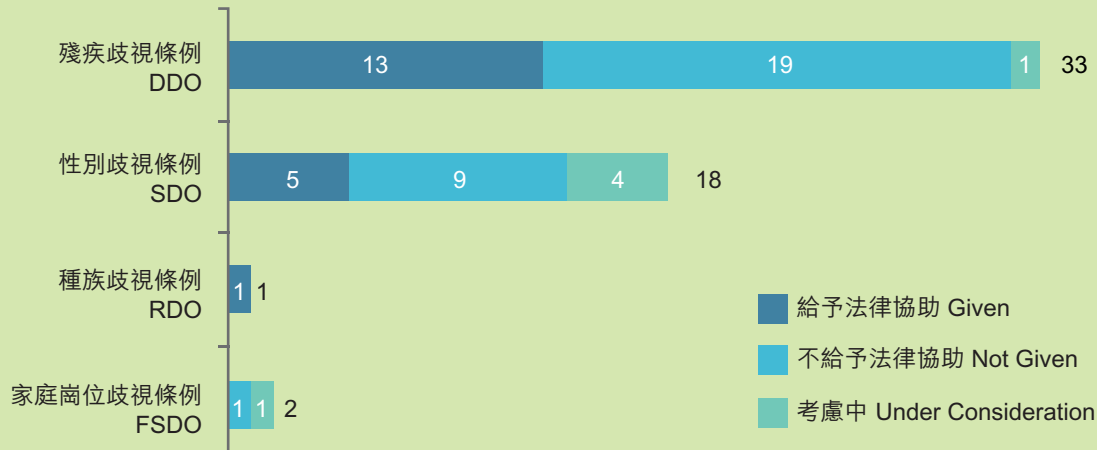


320 宗僱傭範疇的殘疾歧視投訴——大部分投訴與病假和工傷有關。
Of the 320 employment-related DDO complaints, most of them were related to sick leave and work injuries.

259 宗僱傭範疇的性別歧視投訴——大部分投訴與性騷擾和懷孕歧視有關。
Of the 259 employment-related SDO cases, the majority were related to sexual harassment and pregnancy discrimination.

表二 Figure 2





- 共處理 54 宗法律協助的申請：19 宗獲法律協助，29 宗不獲協助，6 宗考慮中
54 cases handled: 19 cases given legal assistance, 29 not given and 6 cases being considered

給予法律協助的主要原因：

- 個案能就某些重要法律議題確立先例
- 可引起市民對香港常見歧視問題的關注，如懷孕歧視及通道設施等問題
- 可推動制度改變，消除歧視

Main reasons for giving legal assistance:

- To establish a precedent on important legal issues
- To raise public awareness in areas of discrimination, which are still prevalent in Hong Kong, for example, pregnancy discrimination and accessibility to premises
- To encourage institutional changes to eliminate discrimination

不給予法律協助的主要原因：

- 證據不足，個案難以在法庭上獲勝訴
- 運用法律程序處理也無法達致有意義的結果

Main reasons for not giving legal assistance:

- The evidence is insufficient to support a good prospect for success in court
- No meaningful result can be achieved by way of legal proceedings

和解條款 Settlement Terms

經調停方式或提供法律協助後的和解條件：

- 金錢補償、聘用、復職、慈善捐贈
- 福利補償、提供教育課程 / 培訓、提供貨品、服務及設施、改善及提供無障礙設施
- 撰寫推薦信、道歉、投訴人接受答辯人的解釋
- 修改政策 / 處事程序、承諾停止歧視行為、限制某些行為、紀律處分

Settlement terms after conciliation or legal assistance:

- Monetary compensation; offers of employment; reinstatements; donations to charity
- Provision of benefits; provision of education programmes/training; provision of goods, services and facilities; improvements to facilities and accessibility
- Reference letters; apology; complainants accepting respondents' explanation
- Changes in policies/practices; undertaking to cease discriminatory practices; restrictions on future acts; disciplinary actions

主要報告 / 意見書

Key Reports/Submissions

• 發表三個研究 / 調查報告：

- 性騷擾 — 學界問卷調查：調查結果概要
- 性騷擾 — 商界問卷調查：調查結果概要
- 職場性騷擾及歧視 — 空中服務員的問卷調查：調查結果摘要

• 向立法會及國際機構就：

- 《公民權利和政治權利國際公約》
- 《經濟、社會與文化權利的國際公約》
- 《消除對婦女一切形式歧視公約》
- 《2014 年婚姻 (修訂) 條例草案》

呈交了四份建議書

• Release of 3 Research Reports / Studies:

- Sexual Harassment — Questionnaire Survey for Education Sector: Summary of Survey Findings
- Sexual Harassment — Questionnaire Survey for Business Sector: Summary of Survey Findings
- Sexual Harassment and Discrimination in Employment — Questionnaire Survey for Flight Attendants: Summary of Survey Findings

• Made 4 submissions to Legislative Council and international bodies on topics related to:

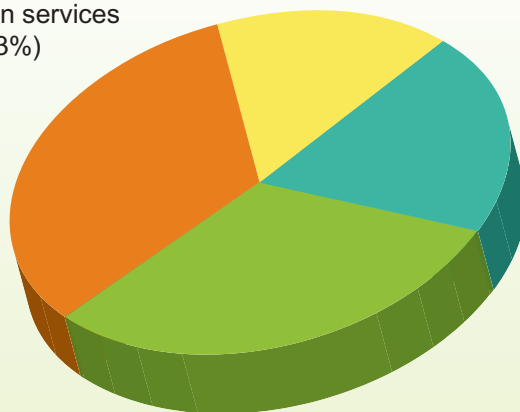
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- Convention on the Elimination of All Forms of Discrimination against Women
- Marriage (Amendment) Bill 2014

財務報告

Financial Highlights

■ 宣傳、培訓及公眾教育活動
Publicity, training and public education services
HK\$33.41M (33%)

■ 政策支援及研究服務
Policy support and research services
HK\$16.20M (16%)



■ 法律服務
Legal services
HK\$20.25M (20%)

■ 查詢、投訴及調停服務
Enquiries, complaints and conciliation services
HK\$31.39M (31%)

總收入* Total Income*	港幣 9,728 萬元 \$97.28M
總支出 Total Expenditure	港幣 1 億 125 萬元 \$101.25M
赤字** Deficit**	港幣 397 萬元 \$3.97M
儲備截至2013年4月1日 Reserve Balance as at 1.4.2013	港幣 2,276 萬元 \$22.76M
由收支結算表轉入 Transfer to Statement of Income and Expenditure	(港幣 397 萬元) (\$3.97M)
儲備截至2014年3月31日** Reserve Balance as at 31.3.2014**	港幣 1,879 萬元 \$18.79M

* 總收入包括政府資助 9,463 萬元及其他收入共 265 萬元。
Total income includes Government subvention at HK\$94.63M and other income at HK\$2.65M.

** 因應辦公室租金增加 397 萬元，平機會在 2013/14 年度錄得同等金額的赤字，並動用了儲備以支付租金。
Owing to an increase of \$3.97M in office rental, the EOC had a deficit for the same amount and used its reserve for this purpose in 2013/14.



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(供聽障 / 有語言障礙人士使用 For people with hearing impairment/ speech difficulties)

同心服務
caring organisation
Supported by the Hong Kong Council of Social Service
香港社會服務界聯合會

平機會在
EOC on
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