

平等機會委員會工作一覽

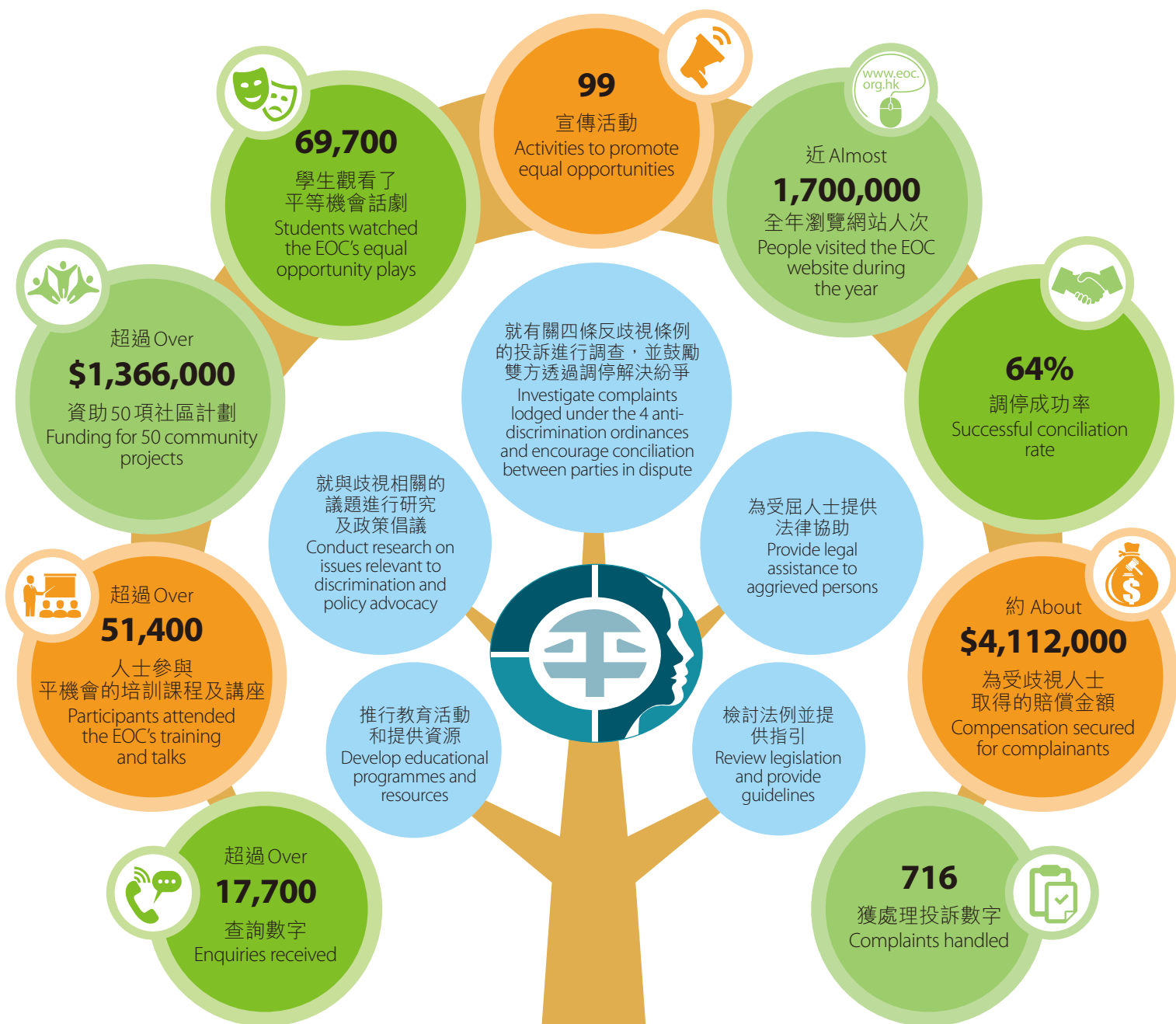
Equal Opportunities Commission

Fact Sheet 2014/15



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

一年工作成果 Achievements in a year



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)

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.

獲處理的投訴 Complaints Handled

《殘疾歧視條例》DDO
總數 Total : 282+110=392

(表一 Figure 1)

(註一 Note 1)

《性別歧視條例》SDO
總數 Total : 237+22=259

(表二 Figure 2)

《種族歧視條例》RDO
總數 Total : 13+25=38

(註二 Note 2)

《家庭崗位歧視條例》FSDO
總數 Total : 17+10=27

(註三 Note 3)

僱傭範疇
Employment-related

非僱傭範疇
Non-employment-related

註一： 110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 110 non-employment-related DDO complaints, the majority involved the provision of goods, facilities or services, or access to premises

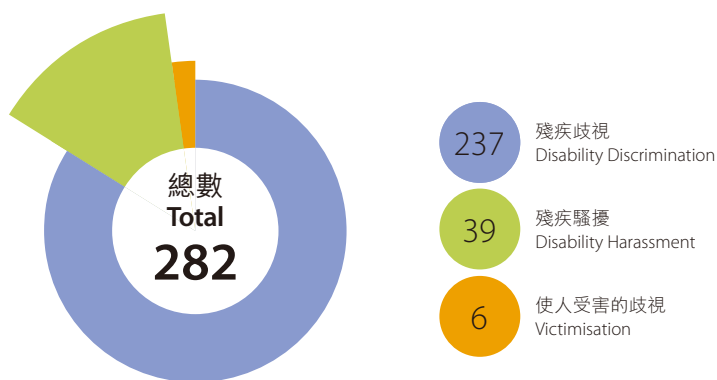
註二： 38宗種族歧視投訴主要屬非僱傭範疇，當中主要涉及提供貨品、設施或服務方面的種族歧視

Note 2: Of the 38 RDO cases, the majority were non-employment-related and concerned the provision of goods, facilities or 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

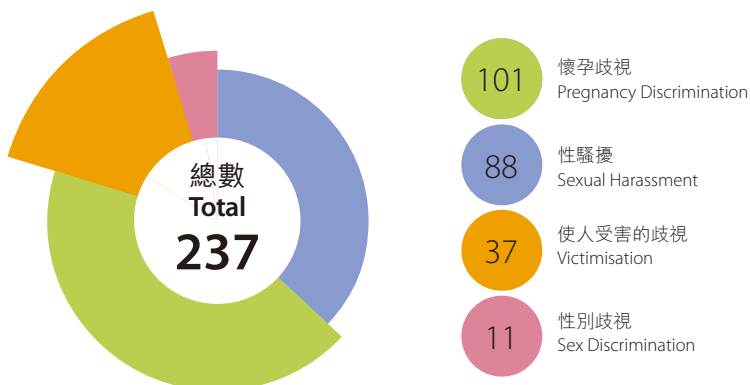
Note 3: As in previous years, FSDO cases made up the smallest portion of complaints filed under the anti-discrimination ordinances

表一 Figure 1



282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 282 employment-related DDO complaints, most of them were related to sick leave and work injuries.

表二 Figure 2

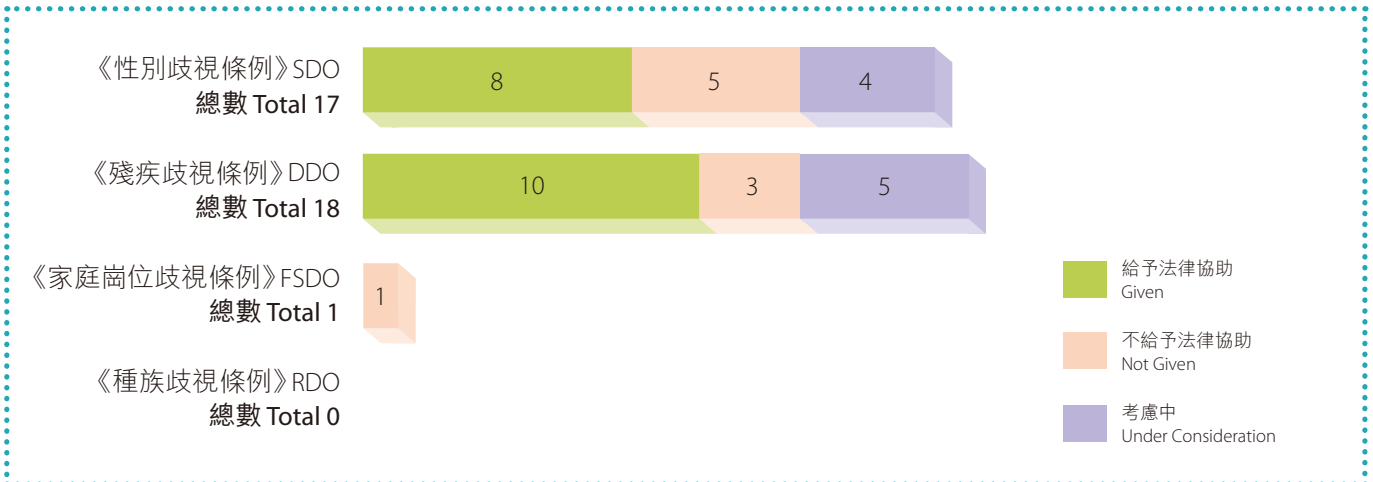


237宗僱傭範疇的性別歧視投訴——大部分投訴與懷孕歧視和性騷擾有關。
Of the 237 employment-related SDO cases, the majority were related to pregnancy discrimination and sexual harassment.

法律協助 Legal Assistance

按條例分類的法律協助申請數字

Breakdown of Applications for Legal Assistance (by Ordinance)



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 of 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

調停

- 調停的作用是讓各有關人士共同謀求辦法，解決爭端。調停能找出令雙方滿意的共同基礎去解決爭端，使他們不再受爭執所困擾。
- 調停完全是自願性質的。調停過程中涉及的一切資料均絕對保密，亦不會在訴訟時呈上法庭。假如達成協議，各方所簽署的調停協議書便是一份契約，具法律約束力。

Conciliation

- The purpose of conciliation is to bring the different parties together to look for ways to resolve the dispute. Conciliation looks for common ground to help resolve the matter to the satisfaction of both parties so that both can move beyond the dispute.
- Conciliation is completely voluntary. All information gathered in the conciliation process is kept confidential and is not made available to court proceedings. Should the parties concerned reach a settlement, the agreement signed by the parties is a contract and is legally binding.

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

發表四個研究 / 調查報告：

- 職場性騷擾及歧視 — 服務業員工的問卷調查
- 香港工作間的歧視之研究
- 職場性騷擾及歧視 — 外籍家庭傭工的問卷調查
- 性騷擾 — 學界問卷調查 2014

Released 4 Research Reports / Studies:

- Sexual Harassment and Discrimination in Employment – Questionnaire Survey for Workers of Service Industries
- Study on Discrimination in the Workplace
- Sexual Harassment and Discrimination in Employment – Questionnaire Survey for Foreign Domestic Workers
- Sexual Harassment – Questionnaire Survey for Education Sector 2014

向聯合國及本港立法會呈交了七份建議書：

- 就融合教育政策在香港的執行情況向聯合國殘疾人權利委員會提交意見書
- 就香港政治及公共事務的平等參與情況向聯合國人權事務高級專員辦事處提交意見書
- 就中華人民共和國香港特別行政區根據聯合國《消除對婦女一切形式歧視公約》所作的第三次報告分別向消除對婦女歧視委員會及立法會政制事務委員會提交意見書
- 就《2014年婚姻(修訂)條例草案》向立法會草案委員會提交意見書
- 就本港精神健康政策及服務向立法會衛生事務委員會提交意見書
- 就推行融合教育的投訴處理機制及現行融合教育制度為有精神問題學生提供的支援向立法會教育事務委員會融合教育小組委員會提交意見書
- 就自願醫保計劃及私營醫療機構規管的諮詢文件作出回應

Made 7 submissions to the United Nations and Legislative Council on various topics:

- Submission to the UN Committee on The Rights of Persons with Disabilities on the implementation of integrated education in Hong Kong
- Submission to the UN Office of the High Commissioner for Human Rights on equal participation in political and public affairs in Hong Kong
- Submission to the UN Committee on the Elimination of All Forms of Discrimination against Women and the Legislative Council Panel on Constitutional Affairs respectively on the Third Report made by the HKSAR of the People's Republic of China under the UN Convention on Elimination of All Forms of Discrimination against Women
- Submission to the Legislative Council Bills Committee on the Marriage (Amendment) Bill 2014
- Submission to the Legislative Council Panel on Health Services on the mental health policy and services in Hong Kong
- Submission to the Legislative Council Panel on Education Subcommittee on Integrated Education on the mechanism for handling complaints about the implementation of integrated education, and support for students with mental illness under the existing integrated education system
- Response to the Consultation Documents on Voluntary Health Insurance Scheme and Regulation of Private Healthcare Facilities

財務報告 Financial Highlights

總收入*	港幣 1 億零 653 萬元
Total Income*	HK\$106.53M
總支出	港幣 1 億零 430 萬元
Total Expenditure	HK\$104.30M
盈餘	港幣 223 萬元
Surplus	HK\$2.23M
儲備(截至 2014 年 4 月 1 日)	港幣 1,879 萬元
Reserve Balance as at 1.4.2014	HK\$18.79M
由收支結算表轉入	港幣 223 萬元
Transfer from Statement of Income and Expenditure	HK\$2.23M
儲備(截至 2015 年 3 月 31 日)	港幣 2,102 萬元
Reserve Balance as at 31.3.2015	HK\$21.02M

* 總收入包括政府補助 1 億零 387 萬元及其他收入共 266 萬元。

* Total income included Government subventions at HK\$103.87M and other income at HK\$2.66M.



33% 宣傳、培訓及公眾教育服務
Publicity, training and public education services
HK\$34.42M

16% 政策支援及研究服務
Policy support and research services
HK\$16.69M

19% 法律服務
Legal services
HK\$19.82M

32% 查詢、投訴及調停服務
Enquiries, complaints and conciliation services
HK\$33.37M



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

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短訊查詢服務 SMS Enquiry Service: 6972566616538
(供聽障/有語言障礙人士使用 For people with hearing impairment/speech difficulties)

同心展關懷
caringorganisation
Awarded by The Hong Kong Council of Social Service
香港社會服務聯會頒發

平機會在 EOC on YouTube f

www.youtube.com/user/hkeoc
www.facebook.com/carechallenge
www.facebook.com/HKUUniquelyMe