

平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

主席序言

- 邁向平等機會新紀元
- 制度及政策檢討
- 夥伴關係與結盟

消除歧視 - 制度及政策檢討

- 中學學位分配辦法
- 九龍灣健康中心報告
- 資訊科技
- 精神病患者面對的問題
- 就有關殘疾人士的政策、服務及通道進行檢討
- 《殘疾歧視條例教育事務守則》
- 同值同酬
- 專責婦女事務的中央機制
- 檢討房屋政策
- 教育體制中的「設計與科技」和「家政」科目
- 有關女海員的政策改變

工作回顧

- 查詢
- 需調查及調解的投訴
- 需跟進之投訴
- 法律協助
- 法庭訴訟
- 由委員會展開的法律行動

推廣平等機會

- 向小學生推廣平等機會觀念
- 向青少年推廣平等機會
- 深入社群
- 宣傳活動
- 教育活動

建立聯繫

- 關於殘疾的國際規範與標準跨地區研討會暨專題報告會
- 國際網絡
- 本地聯繫
- 工作專責小組
- 交流計劃

認識平等機會

- 有關殘疾、性別及家庭崗位的問題研究
- 與性別有關的研究
- 與殘疾有關的研究

財務報告

附錄

我們的承諾

2 Chairperson's Foreword

- Equal Opportunities for the New Millennium
- System and Policy Reviews
- Partnerships and Alliances

6 Eliminating Discrimination - System & Policy Reviews

- Secondary School Places Allocation System (SSPA)
- Kowloon Bay Health Centre Report
- Information Technology
- Mental Illness in Hong Kong
- Review of Policies, Services and Access for People with Disabilities
- Code of Practice on Education under the DDO
- Equal Pay for Work of Equal Value
- Central Mechanism for Women
- Review of Housing Policies
- Design & Technology and Home Economics in Hong Kong Education
- Policy Changes for Female Seafarers

18 Work Review

- Enquiries
- Complaints for Investigation & Conciliation
- Complaints for Follow-up Actions
- Legal Assistance
- Court Cases
- Legal Action Commenced by the EOC

28 Promoting Equal Opportunities

- Promoting Equal Opportunities in Primary Schools
- Promoting Equal Opportunities to Youth
- Reaching Out to the Community
- Publicity Programme
- Education Programme

40 Building Networks

- Inter-regional Seminar and Symposium on International Norms and Standards relating to Disability
- International Networks
- Local Links
- Task Forces
- Exchange Programme

46 Understanding Equal Opportunities

- Studies related to Disability, Gender and Family Status Issues
- Gender-related Studies
- Disability-related Studies

51 Financial Statements

65 Appendices

76 Our Pledge

邁向平等機會新紀元

主席序言

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。



我很高興能夠執筆撰寫本文，因為這不僅是我1999年8月履任平等機會委員會主席以來的首份年報，也是由於平等機會一直是我的基本信念。

自委員會於1996年成立以來，我們成功協助了不少個別人士取得賠償或其他形式的補救，從而保障了他們的權益。我們亦透過發出實務守則、舉辦教育活動、推行資助計劃和出版刊物等，積極向商界和社會大眾推廣平等機會。

制度及政策檢討

委員會經過三年的運作，已建立了一套效率效能兼備的制度，協助受到歧視的個別人士作出申訴。我們亦着手研究社會上的既定常規，以打擊系統性歧視。假如發現存在系統性歧視，我們的目標是提出具體建議，糾正歧視的情況，改革制度本身。這些制度的改革不僅令受惠者眾多，更會對社會帶來廣泛而正面的影響。



主席序言

對於影響民生和社會生活質素的問題，例如：教育、醫療與衛生，和房屋等範疇都是委員會首要關心的問題。透過政策分析，委員會可找出潛在的問題，提高公眾對有關情況的認知，從而推動改革。

委員會就「中學學位分配辦法」所做的調查便是一例。我們發現該制度存有性別歧視，於是建議教育署檢討和改革。委員會已申請司法覆核，現正等待結果。

我們亦發現，市民普遍對精神病患者存有誤解，以為他們都會對社會構成威脅。這種誤解除了對精神病患者十分不公平外，更令他們難以覓得安定的工作，使他們飽受社會的敵視，陷於困境。精神病患者有權過着正常的生活，我們不應不假思索就認為他們是危險、有暴力傾向和被社會摒棄的一群。

資訊科技的應用，在我們的業務和個人生活中日益重要。然而，殘疾人士和婦女，在接觸資訊科技方面遠遠落後其他社群。所以，我們必須令每個人都能夠有同樣的機會使用這些服務，不致在這場資訊科技革命中落於人後。為此，委員會提出「資訊科技人人共享」的理念及宣傳活動，並率先更新委員會網頁，使殘疾人士（尤其是視障人士）可以使用該網頁。除非所有人都能掌握應用科技的工具，否則，彼此之間的鴻溝將會愈來愈闊，而殘疾人士和不通曉資訊科技者將與社會更為脫節。

「同值同酬」原則繼續引起不少討論。雖然香港受到多條國際公約約束，有責任落實及支持此項原則，但事實上男性與女性經常從事不同的工種，因而收入亦有不同。於委員會在2000年3月舉行的會議上，講員都同意性別歧視是男女薪酬差距的一個重要因素。委員會已成立同值同酬專責小組，目前正研究有關問題，並將會就如何推展同值同酬作出建議。

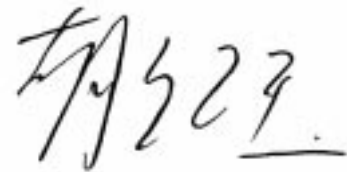
夥伴關係與結盟

為有效而廣泛地宣揚平等機會觀念，委員會深知道，必須要廣泛建立策略性聯盟。因此，委員會正致力與商界共建密切的夥伴關係，推廣「平等機會有利業務發展」的訊息。人才多元化，自能啟發創意、提高競爭力，良好的常規亦會得到顧客認同。如每個僱員都覺得受到重視，員工士氣高昂，自然業務興隆。畢竟，平等機會的原則，基本上就是有效運用人力資源。

至於委員會與政府的關係方面，委員會將繼續倡議政府在制定政策時，要把平等機會價值觀納入主流，並促使政府在打擊歧視的工作上起領導作用。

在社會上，委員會將加強公眾教育的工作。委員會曾於1999年11月舉辦「平等機會月」，以推廣平等機會觀念，並表揚曾與委員會合作宣揚平等機會的170個社區團體。委員會將繼續與社區攜手，推廣反歧視的信息。此外，委員會亦將集中於研究及政策分析工作，以便更瞭解香港人的態度和行為，以及於日後制定相關的政策和策略。

委員會的抱負是聯同社會的支持，建立一個機會平等、沒有歧視的社會。我有信心只要我們能夠同心協力，不僅能把香港蛻變，成為真正的世界大都會，更是新紀元中具前瞻視野的社會。



平等機會委員會主席
胡紅玉



Equal Opportunities for the New Millennium

Chairperson's Foreword

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.



委員會主席胡紅玉女士與星島兒童報小记者合照
(星島日報圖片)

Young reporters from Sing Tao Daily's Children's Page with
EOC Chairperson, Ms Anna Wu
(Photo from Sing Tao Daily)

It gives me very great pleasure to be writing this, not only because it is my first report since taking up the role of Chairperson of the Equal Opportunities Commission (EOC) in August 1999, but also because the issue of equal opportunities is fundamental to me.

Since our establishment in 1996, we have been able to help individuals to secure their rights either through compensation or remedial action. We have also been actively promoting equal opportunities both in the business and general community through our codes of practice, educational activities, funding programmes and publications.

System and Policy Reviews

After three years, the EOC has established an efficient and effective system to help individuals obtain redress for acts of discrimination. We have now moved on to combat systemic discrimination by looking at some of the established practices in the community. Our aim is to make specific recommendations to rectify the situation, changing the system itself, if such discrimination is found to exist. These system changes will not only benefit a larger number of people but will have a widespread and positive impact on our society.

Focusing on issues that affect the livelihood and quality of life of the community, areas such as education, medical and health concerns, and housing, are top priorities. Our policy analysis identifies some of the underlying problems, enhances awareness of the situation and acts as a catalyst for change.

One example is our investigation into the Secondary School Places Allocation System, which we find discriminates against school children on the grounds of sex. As a result, we have made recommendations to the Education Department to review and reform the system. An application for judicial review is pending.

We have found that there is a prevalent misconception among many members of the public, that all people with mental illnesses are a threat to the community. This misconception, apart from being grossly unfair to the mentally ill, creates difficulties for them in securing employment and makes them even more the victims of a hostile environment. They have every right to lead a normal life and should not be casually portrayed as dangerous and violent rejects of society.

An area where persons with a disability and women are being left behind is in the access to Information Technology. The use of IT is becoming crucial in our business and personal lives. It is extremely important that no one is left behind in this IT revolution and that everyone has equal access to these services. To this end, we launched the "IT for All" initiative and revamped our website, making it accessible to those with disabilities, especially for people with a visual impairment. Unless we give everybody the tools to master the technology, the gap will grow ever wider and those with disabilities and poor IT skills will become yet more marginalized.

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.

The principle of Equal Pay for Work of Equal Value continues to generate a great deal of debate. Though Hong Kong is bound by international treaty obligations to implement and uphold this principle, the problem is heightened by the fact that men and women often do different types of work, for different pay. At a Conference held in March 2000, speakers agreed that sex discrimination was a major reason for discrepancy in pay between men and women. A Task Force is currently studying the issue and will be making recommendations to take the matter forward.

Partnerships and Alliances

To promote our values effectively and widely, we are acutely aware of the need for strategic alliances to be established. We are therefore working in close partnership with the business community, promoting the message that

equal opportunity practices are good for business. Diversity breeds innovation and enhances competitiveness while good practices lead to consumer recognition. It also makes good business sense when every employee feels fully valued and staff morale is high. Equal opportunities after all are primarily about using human resources effectively.

In our relationship with the government, we will continue our advocacy work to mainstream equal opportunity values into policy-making and to have the government take the lead in fighting discrimination.

In the community, we will be strengthening our role in public education. In November 1999, we held an Equal Opportunities Month to promote these concepts and to celebrate the partnerships fostered with the 170 community organizations with whom we have been promoting the spirit of equal opportunity. We will also focus on research and policy analysis to create a better understanding of attitudes and behaviour in Hong Kong and to formulate policies and strategies in the years ahead.

Our vision at the EOC is to create, with the support of the community, an environment where there is no barrier to equal opportunity. I am confident that working together, we can make the changes necessary for Hong Kong to emerge, not only as one of the world's truly great cities, but also as a forward looking society in the new millennium.



Anna Wu
Chairperson
Equal Opportunities Commission

消除歧視－制度及政策檢討 *Eliminating*



蘋果日報圖片 Photo from Apply Daily

中學學位分配辦法

委員會於 1999 年 8 月就「中學學位分配辦法」正式調查作出總結。調查結果顯示，該個自 1978 年起實施，用以分配小六學生到各中學的制度在三方面對學生存有性別歧視，因此建議政府檢討該派位制度，以確保所有獲派中學學位的學生都不會受到性別歧視。

委員會於 1999 年 11 月舉辦「二十一世紀中學派位制度」會議，跟進了正式調查報告提出的若干問題。本地及海外專家一起集中討論三個主要題目－男女生智力發展的速度；為了達致良好的教育效果，同班男女生的適當比例；以及目前的教育制度能否視之為「對男生的積極措施」。一位國際法專家解釋，「積極措施」之目的是協助弱勢社群，通常會用於少數族群和婦女，從未用於協助一般正常的男童。

在 11 月底立法會的一次動議辯論中，政府宣布將會諮詢法律意見和進行公眾諮詢，預期於 2000 年初，對有關情況作出回應。其後教育署署長於 2000 年 4 月 19 日回應委員會的調查結果，表示政府有充分理由繼續現行的制度。於是委員會在 2000 年 7 月 14 日向高等法院提出法律程序，要求司法覆核「中學學位分配辦法」。委員會認為應由法庭對有關制度的合法性作出裁決，使各方有所依隨。



Discrimination - System and Policy Reviews



Secondary School Places Allocation System (SSPA)

In August 1999, we concluded our formal investigation into the Secondary School Places Allocation system. The findings revealed that the system, used since 1978 to allocate secondary school places for primary six students, discriminates against students on the grounds of sex in three areas. In light of the findings, the investigation report recommended a government review of the allocation system, to ensure that all children are placed in secondary schools with no discrimination against either sex.

In November 1999, a conference entitled "Boys and Girls in the 21st Century" was convened to follow-up on some of the issues raised in the report. Both local and international experts discussed issues centred on three main topics - the pace of intellectual development of boys and girls, the appropriate ratio of boys and girls in a class for a good education and whether the current education system could be considered as "affirmative action for boys". An expert in international law explained that affirmative action was developed to assist disadvantaged groups and is normally used for minorities and women,

and has never been used to assist normal boys.

In late November, at a Motion Debate in the Legislative Council, the government announced that they were seeking legal opinion and public consultation for a response to the SSPA in early 2000. On 19 April 2000, the Director of Education responded to the EOC's findings and said there were good reasons for keeping the system the way it was. The EOC then issued legal proceedings in the High Court on 14 July 2000 for a judicial review of the SSPA. The EOC believes that a court decision as to the lawfulness of the system should be sought to create certainty for all parties.



九龍灣健康中心報告

委員會就九龍灣健康中心個案所作的調查，令人關注到香港人的恐懼和偏見。1999年9月，健康中心的病人和員工受到該中心附近的麗晶花園一小撮有強烈意見的居民之騷擾和中傷，委員會於是展開調查。委員會其後於11月公布的報告中指出，引致騷擾及歧視的主要成因，看來是居民對愛滋病及愛滋病毒存有偏見和誤解。而由於政府的規劃和統籌不周，令情況更形惡化。至於公眾是否有權使用一條穿越麗晶花園的通道的問題，由於在法律上不夠清晰，更令問題火上加油。此外，民政事務處亦未有統籌拆去含中傷字眼的標語及所謂的「司令台」。



就此，委員會向政府建議，在規劃提供「敏感」健康服務的多用途中心時，應採納社區融合的規劃政策。因為進行公眾諮詢和提高公眾對有關設施的認識，是成功設立這類設施的關鍵因素。報告又提出有急切需要向市民加強愛滋病教育。

委員會在調查過程中亦發現，患有某些帶有高度負面標籤疾病的人士，往往害怕身份被公開。因此，委員會促請政府授權，讓委員會有權以自己的名義，就反歧視法例下所有違法行為，提出法律訴訟，而無需由投訴人提出。委員會已處理了13宗與此個案有關的投訴，其中四宗投訴政府部門，另九宗則投訴麗晶花園的個別居民。所有投訴的調查及調解工作已接近完成。

資訊科技

資訊科技日趨普及，已成為我們業務上和個人生活中不可或缺的部份。不過，仍有弱勢群體如殘疾人士、教育程度低的婦女，以及沒有或只有極少機會接觸資訊科技的家庭主婦等，因為產品本身不能切合他們的需要，或由於缺乏機會接觸或接受訓練，而享用不到資訊科技的好處。

為推廣資訊科技的應用，有助弱勢社群的發展，政府政策應明確地規定資訊科技服務必須適合弱勢群體使用，並訂定不含歧視的服務標準。委員會曾於1999年10月就有關「公共服務電子化計劃」是否適合弱勢群體使用的問題，向政府提交意見。

為了提高政府以及社會人士對這方面的認知，委員會與聯合國、香港大學和香港社會服務聯會合辦了「關於殘疾的國際規範與標準跨地區研討暨專題報告會」。委員會在會議上特別指出，在發展資訊科技時須考慮是否適合弱勢群體使用，以及在設計資訊科技產品時應正視弱勢群體的需要。委員會又參加了由貿易發展局與資訊科技署合辦的「香港資訊基建博覽會」，示範輔助器材如何協助視障人士與肢體傷殘人士應用資訊科技。

Kowloon Bay Health Centre Report

Our investigations with regard to the Kowloon Bay Health Centre (KBHC) case, brought to light an area of fear and prejudice in Hong Kong. The Commission's investigations began in September 1999 when patients and workers at the health centre were harassed and vilified by a small but vocal group of residents from the neighbouring Richland Gardens development. Our subsequent report in November highlighted the prejudice and misunderstanding on AIDS and HIV, which appeared to be a major cause of the harassment and discrimination. The situation was further exacerbated by a seeming lack of planning and coordination, while legal uncertainty over the rights of public access through Richland Gardens fuelled the friction even further. Additionally, the District Office failed to coordinate the removal of vilifying banners and the so-called command post.

As a result, the EOC has recommended that the government should adopt a community-integrated approach in the planning of multi-purpose centres, which provide "sensitive" health care facilities. Public consultation and awareness is crucial to such a facility's success. It also highlighted the urgent need for stronger AIDS education among the public.

The course of this investigation highlighted the fear that people suffering from certain highly stigmatized disabilities have in disclosing their identities. As a result, we have made a proposal to the government that the Commission be empowered to institute legal proceedings in our own name, without the requirement for a complainant, in the case of unlawful acts under the anti-discrimination laws. The Commission has handled 13 complaints with regard to this case - four against government departments and nine against various Richland Garden residents. Investigation and conciliation work for almost all of the cases have been completed.

Information Technology

Information Technology (IT) is spreading at an unprecedented rate to become an intrinsic part of our business and personal lives. However, there are disadvantaged groups - for example, people with a disability, women with lower levels of education and housewives who have had little or no exposure or access to IT, who cannot enjoy these benefits, either because products are not designed for their use or because of a lack of exposure and training.

To promote the use of IT as a tool in the development of the disadvantaged, accessibility by the disadvantaged and non-discriminatory service standards must be clearly entrenched as a government policy. In October 1999, the Commission made representations to government regarding the accessibility of the Electronic Service Delivery Scheme.

To raise the awareness of government and the community in this area, the Commission highlighted the importance of mainstreaming the concept of accessibility in IT development and the need to table the issue at the design stage, at the Inter-regional Seminar and Symposium on International Norms & Standards, which the Commission co-sponsored with the United Nations, the University of Hong Kong and the Hong Kong Council of Social Service. To demonstrate how assistive devices can help people with visual and physical impairments to access IT, the Commission also participated in the Information Infrastructure Expo 2000 organized by the Trade Development Council and the Information Technology Services Department.

精神病患者面對的問題

香港人對精神病的印象，往往偏離事實。精神病就像癌症、糖尿病和心臟病等一樣，是一類疾病的總稱。精神病是一種長期性的疾病，可令人變得衰弱，甚至致命。即使如此，許多健康保險計劃都不為精神病提供保障。再加上人們普遍對精神病缺乏認識，心生恐懼，因此，精神病患者背着負面標籤，並經常受到嚴重的歧視。這種負面標籤效應無處不在，令精神病患者感到痛苦，生活受困擾，前途亦受損。這種歧視令他們不敢接受適當的治療和支援，無法重過正常、健康的生活。

委員會關注到社會人士對精神病歧視之深，所以在本年內展開一連串活動，推動社會人士接納和理解精神病患者。這項運動包括三個主題：

更深入認識精神病

偏見和歧視皆源於缺乏認識和誤解。要除去精神病的負面標籤，最重要是在香港推廣對精神病的認識、提高市民對有關問題的警覺和瞭解。因此我們加緊進行這方面的平等機會公眾教育，又計劃進行深入的調查

研究和長期的教育活動，以減少負面標籤，以及找出精神病人所面對的難題。委員會希望藉此顯示目前服務不足之處，及提出改善方案。

提高傳媒報道的警覺性

有些時候，傳媒報道精神病患者時有欠準確，因而加深和延續公眾對精神病人的負面印象，令人更難對他們改觀。委員會正致力鼓勵傳媒培養更高的警覺性。

協助精神健康服務使用者

協助精神病患者的最佳方法是鼓勵他們掌握自己的人生，使他們更能對自己負責和主動尋求所需的協助和治療。委員會正展開教育計劃，務求令精神病患者對自身作為精神健康服務使用者的權利和責任，有更多的認識。

有關精神病患者接受適當藥物治療的權利、對治療方式的知情同意、和對非自願性住院提出上訴等問題，不時見於傳媒的報導，受到極大的關注。委員會亦已就這些方面進行研究，希望能促進精神病患者得到適當的治療。



委員會在東港城舉行的社區巡迴活動展出浸會愛群社會服務處的藝術作品，圖中的大畫由義工及精神病康復者共同繪畫。

Art works from Baptist Oi Kwan Social Services were displayed during the EOC roadshow held at East Point City. This large exhibit was painted by volunteers and persons who had recovered from mental illness.

Mental Illnesses in Hong Kong

Perceptions of mental illnesses in Hong Kong lag far behind the facts. Mental illnesses, like cancer, diabetes and heart problems, represent diseases that can be chronic, debilitating or fatal. Even so, many health insurance plans do not offer equal coverage for mental disorders. The situation is compounded by the ignorance and fear which accompany mental diseases. As a result the stigma of mental illness often leads to severe discrimination. This stigma is real, painful and damaging to the lives of people with mental illnesses. Such discrimination can prevent them from getting the appropriate treatment and the support they need to lead normal, healthy lives.

Concerned over the depth of discrimination in our society, the EOC embarked on a series of activities during the year to promote acceptance and understanding of people with mental illnesses. The campaign consists of three main themes:

Learning More about Mental Illness

Prejudice and discrimination stem from ignorance and misunderstanding. To remove the stigma attached to mental illnesses, it is important to promote knowledge, awareness and understanding of the problem in Hong Kong. We are therefore stepping up public education on equal opportunities for this sector of our community. In-depth surveys and long-term educational programmes are being planned to reduce stigmatization and to identify problems faced by people suffering from mental illnesses. The Commission hopes that these surveys and programmes will also highlight the gaps in service needs and areas for improvement.

Promoting a More Aware Media

Sometimes people who have mental illnesses are

portrayed inaccurately in media reports, reinforcing and perpetuating stereotypes which make them harder to change. We are making efforts to foster a stronger culture of awareness in the media.

Helping Users of Mental Health Services

The best way to help people with mental illnesses is to encourage them to take charge of their lives. They are then more likely to take responsibility for themselves and seek the help and treatment that they need. Plans are underway to enhance the awareness of these individuals of their rights and responsibilities as users of our mental health services.

The right to proper medication, the requirement for consent to treatment and the right to appeal against involuntary commitment to institutions have appeared in media reports as areas of serious concern. Plans are also underway to review these areas to ensure that people with mental illnesses are appropriately treated.

Review of Policies, Services and Access for People with Disabilities

During the year the EOC continued to review and monitor a number of policy areas, such as adequacy of service provision and the issue of physical accessibility concerning people with disabilities. The following are some of the issues we have taken up:

Check-walk on public housing estates

The EOC initiated a joint project with the Housing Authority to examine the accessibility of their housing estates. In February 2000, the EOC engaged an external architect to conduct a check-walk in these public housing estates together with staff from the Housing Department. A report with recommendations for improvements in public housing estates will soon be published.

■ 就有關殘疾人士的政策、服務及通道進行檢討

委員會本年度繼續對多項影響殘疾人士的政策範疇進行檢討及監察，其中包括提供予殘疾人士的服務是否足夠，和進出通道等問題。委員會曾經跟進的幾項問題如下：

公共屋邨「傷健路路通」巡查行動

委員會主動提出與房屋委員會合作，巡查各屋邨是否方便殘疾人士出入。2000年2月委員會邀請了一位建築師，與房屋署的職員一起到各公共屋邨進行巡查。有關改善公共屋邨通道情況的建議報告快將出版。

公共交通設施

委員會作為運輸署屬下的「弱能人士使用公共交通工具工作小組」成員之一，繼續就殘疾人士使用公共交通工具的問題和政策提出意見，其中包括在的士內設點字資料板，在巴士站設發聲系統，在巴士內設報站服務，以及提供方便殘疾人士使用的公共巴士。

學前兒童服務資助撥款

當政府勵行資源增值計劃時，由於社會福利署和教育署計算資助額方式有異，因而令學前殘疾兒童的待遇有所不同。委員會注意到有關問題可能涉及歧視，於

是向衛生福利局提出。該局最後同意，所有為學前兒童提供服務而又接受社會福利署津貼的機構，所得的撥款將不會少於接受教育署津貼的幼稚園。

提高政府對平等機會觀念的認識

委員會收到的投訴反映出，某些政府部門在招聘時仍採用隱含歧視的政策，此外，亦有需要提高公務員與殘疾人士接觸時的敏銳程度。委員會已對這些範疇作出監察，並會加緊努力，為政府部門及公務員提供有關平等機會的培訓。

■ 《殘疾歧視條例教育實務守則》

委員會注意到在根據《殘疾歧視條例》提出的投訴中，相當多是關乎教育範疇的。雖然《殘疾歧視條例》定出了在教育機構中的歧視行為和騷擾屬於違法，但由於條文未夠詳盡，未能為學校提供充分的指引。為此，委員會決定擬備《殘疾歧視條例教育實務守則》，以協助教育機構推廣平等教育機會，亦供有殘疾的兒童及其家長參考，讓他們瞭解《殘疾歧視條例》賦予他們的權利。

擬備守則的工作已於1999年8月開始，預計可於2000年中完成初稿。



Eliminating Discrimination - System and Policy Reviews

Public transport

As a member of the Working Group on Access to Public Transport by Disabled Persons set up under the Transport Department, the Commission continued to provide input on policies and issues concerning accessible transport for people with disabilities. These involved the installation of Braille information plates in taxis, the provision of talking bus stops and public announcements inside buses and accessible public buses.

Funding for services for pre-school children

In implementing the government's Enhanced Productivity Programme (EPP), the disparity in pricing adopted by the Social Welfare Department (SWD) and the Education Department (ED) resulted in discrepancy in treatment regarding programmes for disabled pre-school children. When this matter was brought to the EOC's attention as a potentially discriminatory situation, the Commission raised the issue with the Health and Welfare Bureau. Eventually the Bureau agreed that SWD subvented agencies providing services for pre-school children will not be worse off and will remain on par with ED subvented kindergartens.

Enhancing government understanding

Complaints received by the EOC reflected that some government departments had adopted discriminatory recruitment policies and that there was a need to raise the sensitivity of civil servants in their interaction with people with disabilities. The EOC has been monitoring

these areas and we will be stepping up our efforts to provide training to government departments and civil servants on equal opportunity issues.

Code of Practice on Education under the DDO

The EOC noted that a significant number of complaints received under the DDO are related to education. While the DDO provides for unlawful acts of discrimination and harassment in educational establishments, the provisions are not detailed enough to give adequate guidelines for schools. To serve that purpose, the EOC decided to prepare a Code of Practice on Education under the DDO both as an aid to educational establishments in promoting equal educational opportunities and as a guide to children with disabilities and their parents, regarding their rights under the DDO.

Work on the Code commenced in August 1999 and the draft code is expected in 2000.

Equal Pay for Work of Equal Value

The EOC was asked by the Legislative Council and the Home Affairs Bureau to include the promotion of the principle of Equal Pay for Work of Equal Value in our portfolio. This principle was first included in the Codes of Practice on Employment under the SDO. A research was commissioned to look into the development of an Implementation Plan.

Hong Kong is bound by a number of international treaties such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the International Covenant on Economic, Social and Cultural Rights (ICESCR) to implement the principle of Equal Pay for Work of Equal Value. Unfortunately difficulties arise from the fact that men and women do different types of



同值同酬

立法會及民政事務局均要求委員會把推動同值同酬的原則納入工作範圍。這項原則已首先列於《性別歧視條例僱傭實務守則》內。委員會亦已委託研究機構就如何訂立實施計劃進行研究。

香港受到多條國際公約的約束，例如《消除對婦女一切形式歧視公約》和《經濟、社會及文化權利國際公約》，有責任落實同值同酬的原則。很可惜，由於男女的工種不同，薪酬亦有異。然而，這些不同的工作可能要求類似的學歷和類似的經驗，並且不大受到市場力量的影響。研究小組其後作出多項建議。

委員會於2000年3月就此問題舉行會議，講員在會上各抒己見。雖然他們對於如何落實同值同酬原則持不同意見，不過總括而言，他們普遍都同意性別歧視是薪酬差異的其中一個原因。為進一步推展這項工作，委員會成立了一個工作專責小組，成員包括政府與非政府組織的代表、人力資源專家和學者等。工作專責小組會探討並建議如何逐步落實有關原則。工作專責小組的工作分為三期，第一期是研究公營部門的情況，第二期和第三期將分別研究私營的大企業和小企業。

專責婦女事務的中央機制

委員會於1998年就《消除對婦女一切形式歧視公約》呈交予聯合國的非政府組織報告中，呼籲設立專責婦女事務的中央機制，這建議亦獲得立法會與聯合國「消除對婦女歧視委員會」支持。政府遂於1999年4月承諾研究有關事宜，並於2000年向立法會提交報告。

此機制的目的是當政府各部門在制訂政策時，需將性別問題納入主流的考慮之內，以促進婦女的平等地位。這表示在一切的行動計劃中(包括各方面各層面的立法、財政預算、政策及活動)都已就政策對男女的影響作出評估。其他國家的成功機制包括由政府內外的多個機構和程序組成，例如設立中央婦女政策組或婦

女地位部，在各政府部門中設立性別事務主任，和設立法定團體如平等機會委員會、性別平等或婦女事務委員會等。

政府於2000年5月6日宣布，將於2000年底設立期待已久的婦女事務委員會(婦委會)，委員會對此表示歡迎。不過，委員會頗為關注婦委會的組成及其權力，故此呼籲政府應在婦委會內加入基層婦女團體的代表，並提高其實效。

檢討房屋政策

委員會於1999年有系統地檢討了香港的公共房屋政策，發現某些政策令不同婚姻狀況或家庭崗位的人受到不同的待遇，違反了《性別歧視條例》和《家庭崗位歧視條例》。由於房屋委員會(房委會)在同一時期亦就某些政策進行檢討，例如單身住戶是否應包括在「自置居所貸款」計劃和「居者有其屋」(「居屋」)計劃內，這正好提供一個適當的機會讓委員會和房委會充份合作。委員會與房委會的合作導致多項政策的修改，例如在1999年9月以前，居屋住戶除非結婚，否則不可以從戶籍名單中除去名字。由於此舉違反《性別歧視條例》，住戶現在不論是否已婚，都可從戶籍名單中



Eliminating Discrimination - System and Policy Reviews

work and so get different pay. Yet these different jobs may require similar credentials, similar work experiences and may not be greatly affected by market forces. The research team subsequently made a number of recommendations.

A conference was also held in March 2000 where speakers aired their different points of view. Generally however, speakers agreed that sex discrimination was a reason for the pay discrepancy, though they differed on how the implementation of the principle should be tackled. Taking this matter forward, a Task Force, consisting of representatives from the government, non-governmental organizations, human resource professionals and academics, has been formed to explore and recommend how to progressively implement this principle. The Task Force will divide its work into three phases. The first will look at the status in the public sector while the second and third phases will focus on large employers and on smaller employers in the private sector respectively.

Central Mechanism For Women

Our non-governmental (NGO) report of 1998 to the United Nations on the Convention on the Elimination of Discrimination Against Women (CEDAW) called for the establishment of a central mechanism for women. Both the Legislative Council and the CEDAW committee supported the establishment of this mechanism in Hong Kong and in April 1999, the government promised to study the matter and report back to the Legislature in 2000.

The purpose of this mechanism is to advance the equality of women by mainstreaming gender issues in policy-making throughout the government. This will mean that the implications for both men and women will be assessed in any planned action, including legislation, budgets,

policies and programmes in every area and at every level. Successful mechanisms in other countries involve a number of institutions and procedures both inside and outside the executive administration, such as a central women's policy unit or a Ministry for the Status of Women, gender officers in each department, and statutory bodies such as an equal opportunities commission, a gender equality or a women's commission.

The EOC welcomed the government's announcement on 6 May 2000 that the long-awaited Women's Commission would be set up by the end of 2000. However, the EOC is concerned with its membership and its powers. It calls on the government to include grassroots women's groups to sit on the Commission and to enhance its effectiveness.

Review of Housing Policies

In 1999, we conducted a systematic review of public housing policies in Hong Kong and found that some of the policies could contravene the Sex Discrimination Ordinance (SDO) and the Family Status Discrimination Ordinance (FSDO), as people with different marital or family status were being treated differently. It presented an ideal opportunity for cooperation with the Housing Authority, as at the same time, they had decided to conduct a review of some of their policies, such as the extension of the Home Purchase Loan Scheme and the Home Ownership Scheme (HOS) to cover single-person households. This cooperation led to a number of changes. For example, before September 1999, occupants of an HOS flat were not allowed to deregister from the list of occupants unless they were getting married. As this practice may contravene the SDO, occupants are now permitted to deregister from the list of occupants regardless of their marital status. Another example is the provision of public rental housing for single people who

除名。另一例子是受清拆影響的單身人士亦可以租住公屋，而一些目前不受反歧視條例所保障的範疇，如年齡歧視等亦已作出修改。

教育體制中的「設計與科技」和「家政」科目

委員會於1999年7月發表的一項調查報告顯示，香港85%的男女校沒有讓學生在「設計與科技」和「家政」兩科之間作出自由選擇，而大多數單性別學校就只提供其中一科。所有男校僅提供「設計與科技」科，而有4%女校則提供兩科。15%的男女校表示，學生可以從該兩科中作出自由選擇，而其中只有21.8%的學校表示他們的學生同時修讀該兩個學科。委員會在發表該份報告後，已通知各學校，以性別限制學生修讀科目違反《性別歧視條例》。

1999年10月，超過150名關心這問題的人士，包括校長、教師及關注團體的成員出席了有關「設計與科技」和「家政」科的工作坊，分享了如何推行理想的教學安排，講者包括沒有按性別限制學生修讀科目的中學校長及教育署代表。教育署代表指出，該署較早時發出予各學校的行政備忘錄，已鼓勵學校讓學生有平等機會參與這些課程。



教育署其後就此方面所做的查詢顯示，95%的政府學校已不再限制學生修讀有關科目；而部份仍未撤銷限制的學校，亦已有計劃推行有關措施。

有關女海員的政策改變

在信德船務公司與海事處的合作下，規管懷孕海員工作條件的政策已作出更改。

事件源於兩名懷孕海員通知僱主懷孕後，被僱主終止僱傭及獲賠償兩個月薪金。委員會經與船公司的律師討論後，得悉有關政策是為了符合法定要求，即「在懷孕期間不得受僱在海上工作」的規定。由於有關問題涉及另一法例，委員會於是接觸負責執行有關法律的政府部門，研究三方面是否可以達成協議，以保障懷孕海員。

經過幾個月的討論，以及研究英國最近一宗類似的案例後，各方同意「在懷孕期間不得受僱在海上工作」並非表示要解僱女員工；相反，公司可以轉調她們做其他職務。最後各方達成的解決方法是：

- 懷孕海員在懷孕期間可以選擇在岸上工作，她們亦根據《僱傭條例》享有分娩福利。改變工作不會影響她們的年資或薪酬；
- 假如健康狀況許可，她們可以選擇工作至懷孕的第28周。之後，她們可以選擇在岸上工作，直至產假開始，或接受兩個月薪金以終止其合約；或
- 在懷孕期間任何時間，她們可以選擇接受兩個月薪金以終止其合約。

Eliminating Discrimination - System and Policy Reviews

are affected by clearance exercises. Changes also covered areas such as age discrimination, which are currently not covered under the anti-discrimination ordinances.

■ Design & Technology and Home Economics in Hong Kong Education

A survey report released in July 1999 by the Commission revealed that 85% of co-educational schools in Hong Kong do not give their students the freedom to choose between Design & Technology and Home Economics, while most single sex schools only offered one of the subjects. All boys' schools only offered Design & Technology, though 4% of the girls' schools offered both subjects. Of the 15% of the co-educational schools, who said that students were free to select both subjects, only 21.8% said that their pupils were taking both subjects. Subsequent to this report, schools were informed that restricting the study of subjects by sex contravened the Sex Discrimination Ordinance.

In October 1999, more than 150 concerned individuals - principals, teachers and members of concern groups, participated in a workshop to share best practices in the study of Design & Technology and Home Economics. Speakers included principals of schools who did not restrict the study of the subjects by sex as well as a representative from the Education Department who reported that an administrative circular had been sent to all schools encouraging them to give every student an equal opportunity to participate in these classes.

A subsequent enquiry made by the Education Department regarding the status of this initiative showed that 95% of government schools no longer restricted the study of these subjects. In some schools where this restriction had not yet been lifted, plans were in place to do so.

■ Policy Changes for Female Seafarers

Policy governing working conditions for pregnant seafarers was changed with the cooperation of the Shun Tak Group of Companies and the Marine Department.

The employment of two pregnant seafarers was terminated with two months' salary as compensation after notification of their pregnancy. In discussions with the company lawyer, it was found that the policy was developed in order to comply with the statutory requirement that "employment at sea shall not be permitted during the term of pregnancy". Since the issue involved another statute, the EOC approached the government department responsible for administering the law to see if the three organizations could work on a solution to protect pregnant seafarers.

After several months of discussion and examining a recent court ruling on the subject in the United Kingdom, all parties agreed that the interpretation of "employment at sea shall not be permitted during the term of pregnancy" did not mean that the women should be dismissed. Instead, they could be transferred to other duties. The solutions agreed by all parties are:

- Pregnant seafarers can choose to work on land during their pregnancy and are entitled to maternity benefits under the Employment Ordinance. This change of work will not affect their seniority or remuneration;
- They can choose to work until the 28th week of pregnancy, if health permits. After that, they can elect to work on land until the maternity leave commences or receive two months' salary to terminate their contracts; or
- At any time during their pregnancy, they can choose to receive two months' salary to terminate their contracts.

工作回顧



根據香港現時三條反歧視條例，任何人如基於性別、婚姻狀況、懷孕、殘疾或家庭崗位而歧視另一人，即屬違法。根據《性別歧視條例》和《殘疾歧視條例》，性騷擾或基於某人的殘疾而作出騷擾或中傷的行為，亦屬違法。

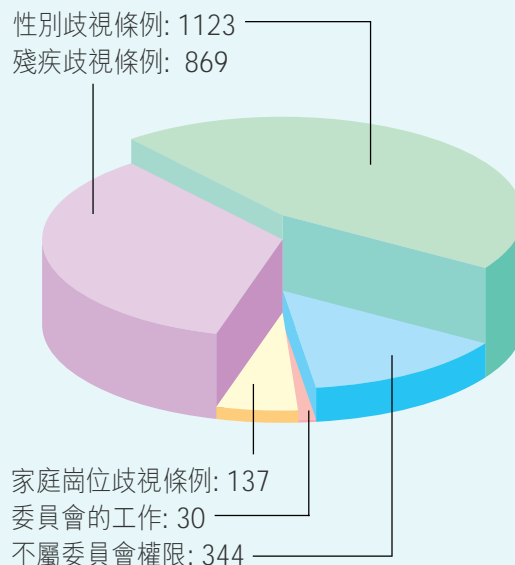
反歧視條例中關乎僱傭範疇的條文不單保障現職僱員，也保障求職者、經紀及訂立合同者。該等條文涵蓋職業訓練、職業介紹所、合夥人委任、專業團體及工會等活動。條例中與僱傭無關的條文適用於多個範疇，包括教育、提供貨品或服務、參加會社、體育活動、處所的管理，以及政府活動等。

查詢

1999年4月1日至2000年3月31日期間，委員會共接獲5,043宗一般查詢和2,503宗具體事項查詢。一般查詢包括查詢委員會活動、索取有關委員會角色與職能的資料和刊物等。至於2,503宗具體事項查詢中，1,123宗關乎《性別歧視條例》，869宗關乎《殘疾歧視條例》及137宗關乎《家庭崗位歧視條例》，另有30宗關乎委員會的工作，其餘344宗查詢並不屬於委員會權限之內，包括年齡、種族、性傾向和宗教等方面的歧視。同期，委員會網站共錄得超過107,000瀏覽人次。

隨著市民對委員會的角色及活動認識日深，市民的查詢也漸趨詳細及具體，因此，具體查詢的數字較前一年上升26%，而一般查詢的數字則下降14%。

具體事項查詢分類 - 總數：2,503宗



Work Review



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.

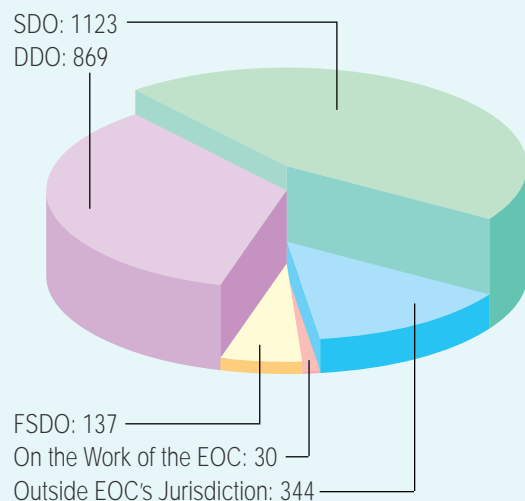
The employment-related provisions of the ordinances provide protection, not only to existing employees but also to job applicants, agents and contractors. They also cover activities relating to vocational training, employment agencies, partnership admissions, professional bodies and trade unions. The 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

During the period from 1 April 1999 to 31 March 2000 there were 5,043 general and 2,503 specific enquiries. General enquiries included requests for information on the role and functions of the Commission, activities,

events and publications. Of the 2,503 specific enquiries received, 1,123 were related to the SDO, 869 were on the DDO and 137 on the FSDO, with a further 30 relating to the work of the Commission. The remaining 344 covered areas falling outside our jurisdiction, such as discrimination relating to age, race, sexual orientation and religion. During the same period, our web site recorded over 107,000 hits.

Breakdown of Specific Enquiries - Total: 2,503



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對待，可親身或授權代表向委員會提出書面投訴。

調查期間，委員會會研究每宗個案的事實。投訴雙方都有機會就所指稱的事宜提出意見和作出回應。首先，委員會會致力透過調解方式解決事情，協助雙方達致和解。假若未能達致和解，委員會可應投訴人的申請，考慮給予其他形式的協助。委員會將獨立考慮每宗申請，研究個案是否涉及原則問題，以及如不給予協助，投訴人能否自行處理個案等。委員會給予的協助形式包括提供法律意見、法律協助或任何委員會認為適當的協助。



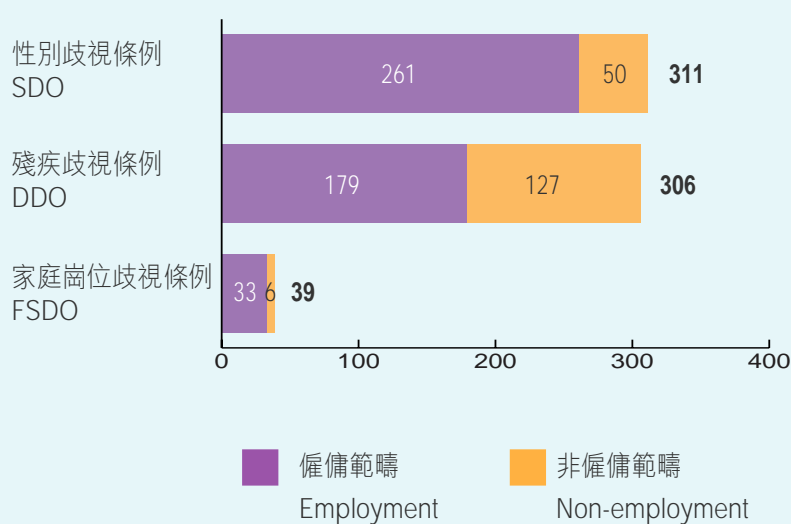
經處理的投訴

在某些情況下，委員會可根據多項原因而不進行或終止某個案的調查工作，這些原因包括：有關行為並不違法、投訴人不願繼續投訴、或所指稱的行動已發生超過十二個月。此外，如投訴不屬於代表投訴、或委員會認為該投訴屬於瑣屑無聊、無理取鬧、基於錯誤理解或缺乏實質等，委員會亦不會對個案進行調查。

委員會本年度共接獲 478 宗投訴，較前一年上升 17%，當中 257 宗投訴關乎《性別歧視條例》、193 宗關乎《殘疾歧視條例》及 28 宗關乎《家庭崗位歧視條例》。連同過往未完結的個案，我們本年度共處理了 656 宗投訴，較前一年上升 32%。

與此同時，共有 437 宗個案已經完成(上升 37%)，當中 240 宗(上升 47%)進行了調解。在這 240 宗個案中，135 宗(56%)成功和解，105 宗(44%)則調解失敗。餘下的 197 宗個案則基於各種原因而終止。

需進行調查及調解的投訴 - 已處理總數：656 宗
Complaints for investigation and conciliation - Total number handled: 656



Work Review

As the community grows in awareness of our role and activities, enquiries have become more detailed and specific. The number of specific enquiries therefore increased by 26% against the previous year, while the number of general enquiries decreased by 14%.

Complaints for Investigation and Conciliation

Under the anti-discrimination legislation, anyone who feels that he or she has been subjected to a discriminatory act that is unlawful, can seek redress by lodging a complaint in writing with the Commission, either personally or through a representative.

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 which is considered appropriate.

Complaints Handled

In certain situations, the Commission may decide not to conduct or to discontinue an investigation for a number of reasons - if the act in question is not unlawful, the complainant no longer wants to pursue the complaint, or if a period of more than 12 months has passed since the act was committed. Investigation may also not proceed where the complaint should not be lodged as a representative complaint, or where the EOC considers the complaint to be frivolous, vexatious, misconceived or lacking in substance.

During the year, we received a total of 478 complaints, an increase of 17% compared to the previous year's figure. Of this number, 257 complaints fell under the SDO, 193 under the DDO and 28 the FSDO. Together with the complaints brought forward from previous years, we handled a total of 656 complaints during the period, representing an increase of 32% when compared with the previous year.

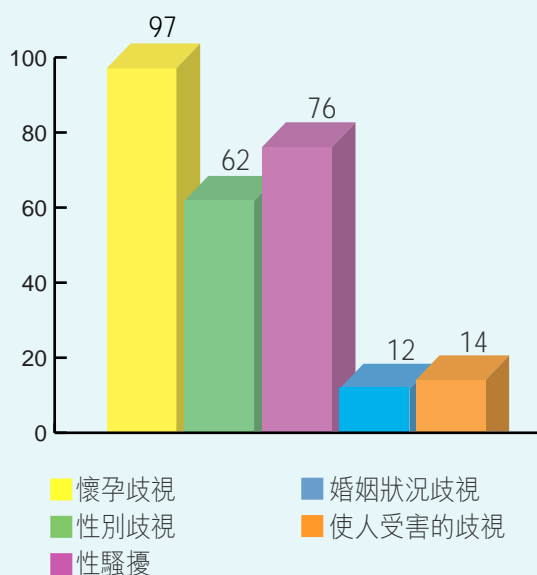
個案終止調查的原因
Discontinued cases by reason

	不屬違法行為 No unlawful acts	缺乏實質及其他 Lacking in substance and other reasons	投訴人不願繼續調查 Complainants did not wish to pursue	投訴得到提早解決 Complaint resolved through early resolution	超過十二個月 Beyond 12-month time bar	總數 Total
殘疾歧視條例 DDO	13	37	40	0	1	91
性別歧視條例 SDO	10	23	19	29	0	81
家庭崗位歧視條例 FSDO	5	13	2	5	0	25
總數 Total	28	73	61	34	1	197

與《性別歧視條例》相關之投訴

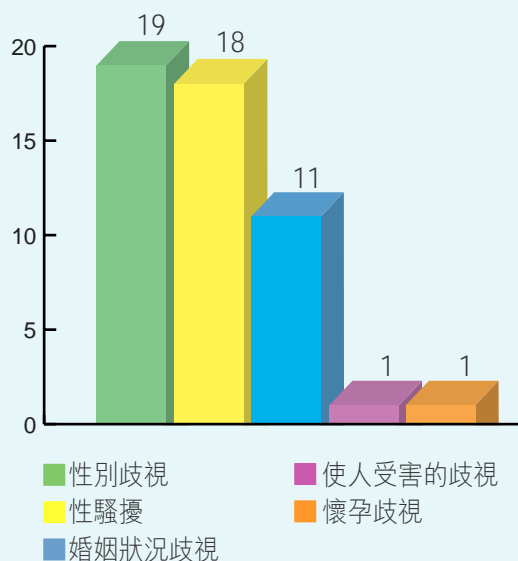
- 根據《性別歧視條例》所提出的投訴，關乎僱傭範疇的有 261 宗，主要涉及解僱、性騷擾、招聘和僱傭條款及條件。

關乎僱傭範疇的投訴 - 共 261 宗

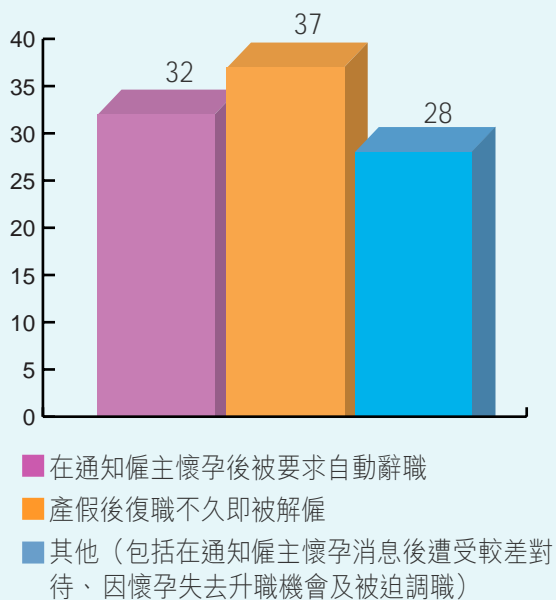


- 涉及僱傭範疇以外的投訴個案有 50 宗，主要見於貨品、服務或設施的提供、教育或政府權力之行使等方面。
- 懷孕歧視投訴是根據《性別歧視條例》提出的最大投訴類別。97 宗懷孕歧視投訴中，32 宗的投訴人被僱主要求自動辭職或在通知僱主懷孕後被解僱，37 宗的投訴人在放完產假復職不久即被解僱。

非僱傭範疇的投訴 - 共 50 宗



懷孕歧視 - 共 97 宗



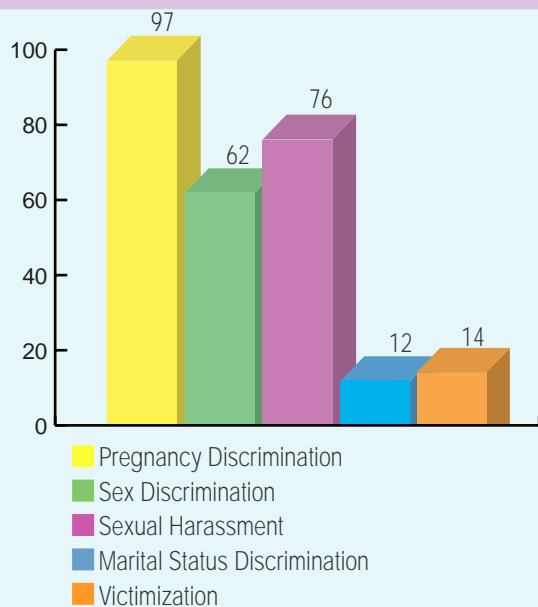
Work Review

At the same time, 437 cases (37% increase) were completed with 240 (47% increase) of these cases proceeding to conciliation. Out of this number, 135 (56%) were conciliated, while conciliation was not successful in 105 cases (44%). Investigation of the remaining 197 complaints was discontinued for various reasons.

SDO-related Complaints

- Under the SDO, there were 261 employment-related complaints, mainly due to dismissal, sexual harassment, recruitment and terms and conditions of employment.

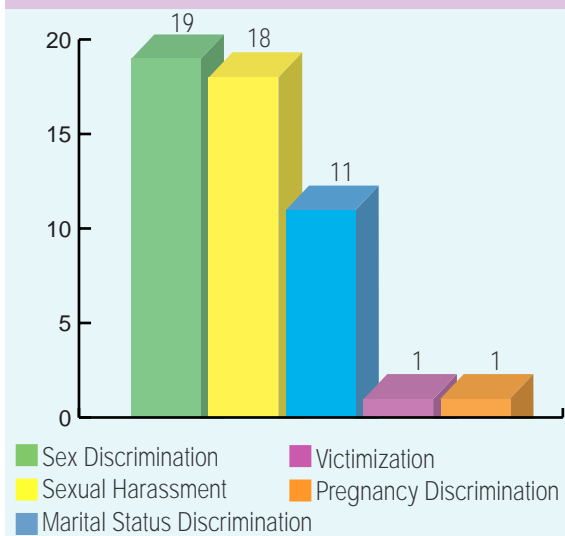
Employment Related Complaints - Total: 261



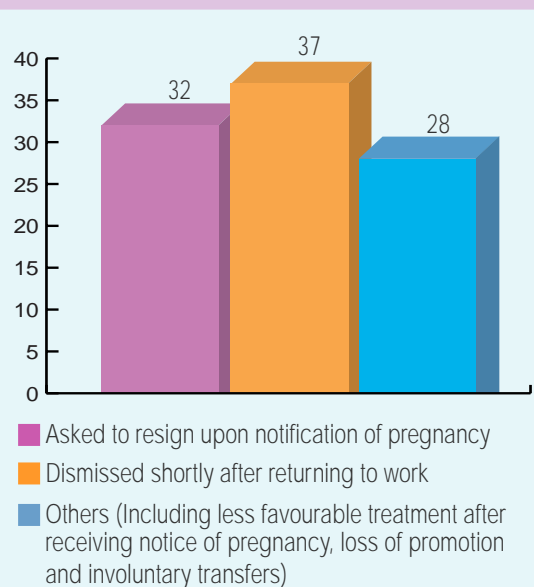
- There were 50 non-employment related complaints. They concerned the provision of goods, services or facilities, education or the exercise of government power.
- Pregnancy discrimination was the single largest category of complaints under the SDO. Of the 97 pregnancy discrimination complaints, 32 complainants

were asked to resign or were dismissed upon notifying employers of their pregnancy. 37 cases involved dismissals shortly after the employees had taken maternity leave.

Non-employment Related Complaints - Total: 50



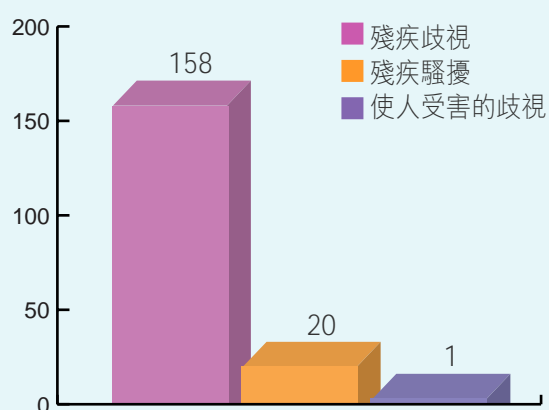
Pregnancy Discrimination - Total: 97



與《殘疾歧視條例》相關之投訴

■ 根據《殘疾歧視條例》所提出的投訴，關乎僱傭範疇的達 179 宗，大多數涉及解僱。這些投訴中，158 宗(88.2%)涉及殘疾歧視、20 宗(11.2%)涉及殘疾騷擾，還有 1 宗(0.6%)涉及使人受害的歧視。

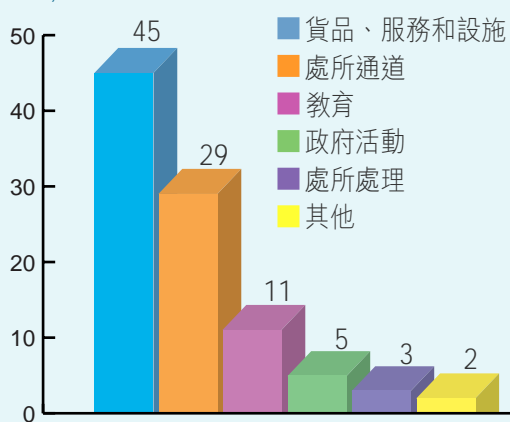
關乎僱傭範疇的投訴 - 共 179 宗



■ 涉及僱傭範疇以外的投訴個案有 127 宗，當中 75% (95 宗)涉及歧視，餘下 25%(32 宗)牽涉殘疾騷擾及中傷。

關乎非僱傭範疇的投訴 - 共 127 宗

i) 殘疾歧視: 95

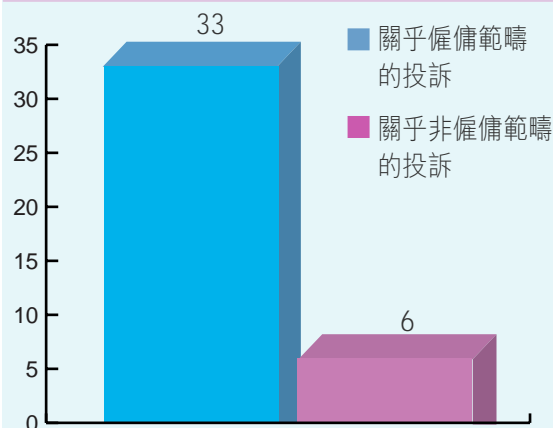


ii) 殘疾騷擾及中傷: 32

與《家庭崗位歧視條例》相關之投訴

■ 根據《家庭崗位歧視條例》而提出的投訴有 39 宗，其中 33 宗與僱傭範疇有關，包括解僱、晉升和調職。

根據《家庭崗位歧視條例》提出，而獲處理的投訴個案分類

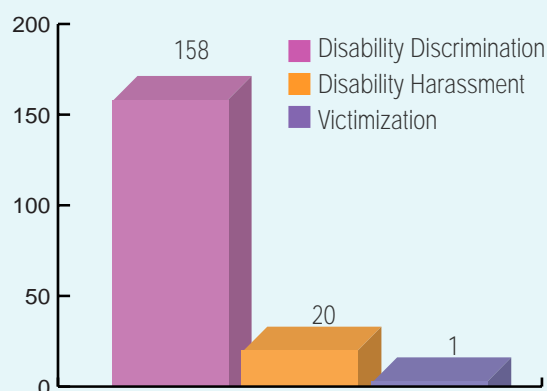


Work Review

DDO-related Complaints

Under the DDO, there were 179 employment-related complaints, mostly involving dismissal. Of these, disability discrimination accounted for 158 cases (88.2%) while 20 (11.2%) concerned disability harassment. There was one case of victimization (0.6%).

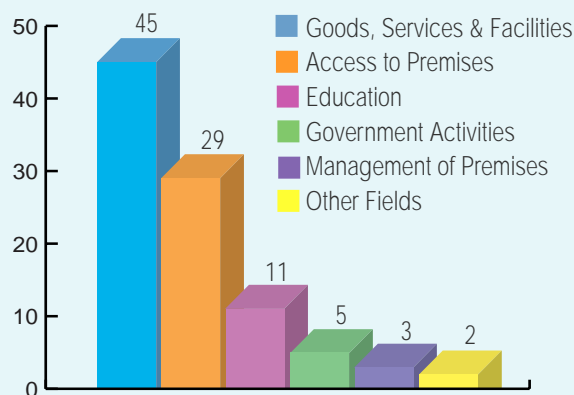
Employment Related Complaints - Total: 179



Among the 127 non-employment related complaints, 75% (95 cases) concerned discrimination. The remaining 25% (32 cases) concerned disability harassment and vilification.

Non-employment Related Complaints - Total: 127

i) Disability Discrimination : 95



ii) Disability Harassment & Vilification: 32

FSDO-related Complaints

There were 39 complaints under the FSDO, 33 of which were employment related involving dismissal, promotion and transfer of posts.

Breakdown of Complaints Handled under the FSDO



Complaints for Follow-up Action

We also take action on complaints about unlawful acts brought to our attention by third parties or aggrieved persons who do not wish to be involved in the investigation or conciliation process. Under such circumstances, we approach the concerned parties to explain the relevant legislation and advise them to rectify the situation. During the year, we handled 131 such complaints, 56 of which were under the DDO, 73 under the SDO and 2 under the FSDO. In addition, we deal with discriminatory advertisements identified through our monitoring system. There were eight such cases during the year.

Legal Assistance

Where conciliation has not been successful, the Commission has powers under the three anti-discrimination Ordinances to grant various forms of assistance to applicants who have lodged complaints in

■ 需跟進之投訴

對於由第三者或由不想參與調查或調解的受屈人士所提出有關違法行為的投訴，委員會亦會採取行動。在這種情況下，委員會會聯絡有關人士，向他們解釋相關法例，並建議他們加以糾正。委員會於本年度處理了131宗這類投訴，其中56宗關於《殘疾歧視條例》，73宗關於《性別歧視條例》以及2宗關於《家庭崗位歧視條例》。此外，我們也會監管帶有歧視成份的廣告，而本年度委員會便處理了8宗這類投訴。

■ 法律協助

當申請人向委員會作出書面投訴時，委員會有需要就有關投訴作出調查和調解。假如調解失敗，委員會可根據三條反歧視條例賦予的權力，向申請人提供不同形式的協助。過去一年，委員會收到20宗有關協助的申請，其中九宗獲給予協助。協助的形式很多，包括由委員會的律師給予法律意見，以至由委員會律師或由委員會延聘的私人執業律師在法律訴訟中擔任申請人的法律代表等(有關協助申請和獲給予協助個案的詳情請參閱第74頁附錄5)。

■ 法庭訴訟

在1999/2000年度，區域法院聆訊了三宗獲委員會根據《殘疾歧視條例》而給予法律協助的投訴個案。該三宗個案均涉及家人有精神病病歷，因而在招聘時受到殘疾歧視，並獲合併進行聆訊。區域法院於2000年9月28日就三宗個案作出判決，三名原告人共獲超過二百八十萬元的感情賠償，包括賠償感情損害、收入及其他福利的損失。

委員會的律師亦就三宗個案展開法律程序，其中一宗為性騷擾案，而另兩宗為懷孕歧視個案和家人有精神病病歷的個案。此外，有兩宗個案經委員會的律師與對方律師商議後已解決，有八宗個案則在商議中或正準備進行訴訟(各宗個案的詳情請參閱第75頁附錄6)。

■ 由委員會展開的法律行動

根據《性別歧視條例》、《殘疾歧視條例》和《家庭崗位歧視條例》規定，發布含歧視的廣告即屬違法。廣告出版商和任何安排刊登廣告的人士都須負上同等的法律責任。基於委員會過去所辦的公眾教育活動，以及曾成功控告出版商和廣告發布人，含歧視的廣告已幾近絕跡。因此，委員會在1999/2000年度沒有提出任何與歧視性廣告有關的法律訴訟。

另一方面，委員會所延聘的律師，在兩宗有關鄉村選舉規則的司法覆核中，代表委員會以「法庭之友」的身份出席原訟法庭及上訴法庭的聆訊。原訟法庭和上訴法庭都以鄉村選舉的選舉規則含性別歧視和婚姻狀況歧視，宣判有關的選舉違法及無效。兩案現正等候終審法院的上訴聆訊。委員會已獲准以「法庭之友」的身份出席。

此外，委員會正協助一名殘疾人士到上訴法庭提出上訴。雖然委員會曾給予有關人士法律協助，而區域法院亦判受助人得直，但上訴法庭准許辯方上訴。委員會目前正代表有關人士向終審法院申請上訴許可。

委員會於1999年8月發出的《中學學位分配辦法正式調查報告》中找出有關該制度的違法之處，但由於教育署不願作出修正，委員會亦已就「中學學位分配辦法」的司法覆核作出準備。



Work Review

writing with the Commission for investigation and conciliation. During the year, the Commission received 20 applications for assistance and granted assistance in nine of them. Assistance varied from the provision of legal advice by Commission lawyers to legal representation in legal proceedings by the Commission's lawyers and barristers briefed by the Commission. Details of assistance sought and granted are listed in Appendix 5 on page 74.

■ Court Cases

During the 1999/2000 period, the District Court heard three cases in which the Commission had granted legal assistance under the Disability Discrimination Ordinance to the plaintiffs. All three cases involved claims of disability discrimination in recruitment due to a family history of mental illness, and were consolidated into one hearing. The District Court gave judgment on the cases on 28 September 2000 awarding the three plaintiffs a total of more than HK\$2.8 million in damages in respect of their injuries to feelings, loss of income and loss of other benefits.

Our lawyers also commenced legal proceedings in three cases, one on sexual harassment, one on discrimination on the ground of pregnancy and one on discrimination on the ground of family history of mental illness. Two other cases were resolved out of court after legal negotiations between our lawyers and the lawyers of the respondents. Eight cases are currently under negotiation or pending litigation. For details, see Appendix 6 on page 75.

■ Legal Action Commenced by the EOC

Under the Sex Discrimination Ordinance, the Disability Discrimination Ordinance and the Family Status Discrimination Ordinance, it is unlawful to publish discriminatory advertisements. Publishers of these advertisements, and anyone who causes their publication are equally liable. In view of our public education campaigns and past successes against publishers and advertisers, the number of discriminatory advertisements has come to a virtual standstill. As a result, we did not institute any legal proceedings in respect of discriminatory advertisements in 1999/2000.

On the other hand, lawyers briefed by the Commission appeared on our behalf as *amicus curiae* in the Court of First Instance and subsequently in the Court of Appeal in respect of two judicial reviews concerning the propriety of rural elections. Both the Court of First Instance and the Court of Appeal held that rural elections, which had been conducted under rules which were discriminatory on the grounds of sex and marital status, were unlawful and invalid. An appeal to the Court of Final Appeal is currently pending. The Commission has been given leave to have *amicus curiae* appear on our behalf.

Additionally, the Commission has assisted a person with a disability in the Court of Appeal when the Defendant, who had not been successful at the trial, appealed against the judgment. As the Court of Appeal has partially allowed the Defendant's appeal, the Commission has applied for leave to bring an appeal before the Court of Final Appeal on behalf of the assisted person.

We have also been preparing for a judicial review of the Secondary School Places Allocation System ("SSPA") in view of the reluctance of the Education Department to rectify the discriminatory aspects of the system as identified in the Report of the Formal Investigation on SSPA issued by the EOC in August 1999.

推廣平等機會



委員會公眾教育的主要策略之一，是向兒童從小灌輸平等機會觀念。我們相信，年輕一代能帶動社會改變傳統固有觀念。我們為兒童和青少年推出了多類型活動，藉以培育他們尊重人類尊嚴，同情不幸者的價值觀。

■ 透過「街坊小子」木偶劇場及「大細路劇團」表演，向小學生推廣平等機會觀念

委員會與教育署聯合贊助由香港復康會和香港弱能兒童互助會合辦的「街坊小子」木偶劇場。自1998年9月至2000年7月期間，該劇團曾到174所學校演出以傷健平等及男女平等為題的木偶劇，學生觀眾約有35,000人。

「大細路劇團」是一個非牟利的兒童劇團，獲委員會贊助演出「多士妹與牙仔」一劇，劇團曾到過10所學校演出，向達2,000名學生推廣平等機會觀念。

■ 藉暑期活動及學校講座向青少年推廣平等機會

1999年夏天，委員會與「突破」和「明報」合辦了兩

個日營，藉以推廣平等機會理念，約500名學生參加。透過遊戲和戲劇演出，帶出反歧視的訊息。約九成參加者表示，日營使他們對平等機會和反歧視條例有更深入的了解。

在1999/2000年度，委員會職員亦到過92所中學和8所小學進行演講，向學生推廣平等機會及香港的反歧視法例。



Promoting Equal Opportunities



Promoting equal opportunities from childhood is a primary area of our public education programme. We believe that the younger generation will be the catalyst for change in challenging traditional beliefs and values. A wide range of initiatives are designed for children and young people to cultivate values which foster respect for human dignity and empathy for those who are less advantaged.

■ Promoting Equal Opportunities in Primary Schools through "The Kids on the Block" project and the "Jumbo Kids Theatre" performances

The EOC and the Education Department co-sponsored a puppet show "The Kids on the Block" ("KoB"), together with the Hong Kong Society for Rehabilitation and the Society for the Relief of Disabled Children. From September 1998 to July 2000, performances covering issues on disability and gender equality were staged in 174 schools with about 35,000 students enjoying the shows.

The Jumbo Kids Theatre, a non-profit children's theatre troupe, was funded by the EOC to perform the play "Doris and Baby Ah Ah" in 10 schools for about 2,000 students to promote general equal opportunities concepts.

■ Promoting Equal Opportunities to Youth through the Joint Summer Project and school talks

In the summer of 1999, about 500 students took part in two camps, held in collaboration with "Breakthrough" and Ming Pao to promote the concept of equal opportunities. Anti-discrimination messages were incorporated in games and drama performances. About 90% of the participants indicated that the camp helped them obtain a better understanding of equal opportunities and the anti-discrimination ordinances.

In 1999/2000, we also gave talks in 92 secondary schools and eight primary schools to promote equal opportunities and Hong Kong's anti-discrimination laws.

深入社群

平等機會社會參與資助計劃

承接過去數年的成功，委員會繼續舉辦資助計劃，鼓勵社區機構參與推廣平等機會的活動。委員會在1999/2000年度共收到145份資助申請，其中69間機構獲得資助，資助總額逾1,013,000港元。

社區巡迴活動

委員會舉辦了六次社區巡迴活動，各有不同的主題和重點。委員會的委員亦在巡迴活動中與市民會面，瞭解他們對平等機會問題的見解。

平等機會月

1999年11月是「平等機會月」，共有18個社區團體舉辦25項活動，推廣平等機會，並於1999年11月4日假銅鑼灣時代廣場舉行了「平等機會月」開幕禮。

社區巡迴活動曾在不同區域的大型購物商場內舉行，包括九龍城廣場、九龍灣德福廣場、青衣城、銅鑼灣時代廣場、大嶼山富東商場及南區海怡商場。



Promoting Equal Opportunities

Reaching out to the Community

The Community Participation Funding Programme on Equal Opportunities

Following its success in previous years, the Commission continued to offer a funding programme to encourage community participation and support activities promoting equal opportunities. We received 145 applications during the year and approved some HK\$1,013,000 for allocation to 69 organizations.

Community Roadshows

Six community roadshows were held, each with a different theme and focus. EOC Members met with the public at these roadshows to understand their views on equal opportunities issues.

Equal Opportunities Month

November 1999 was Equal Opportunities Month during which a total of 25 programmes were organized by 18 community groups. The Opening Ceremony was held on 4 November 1999 at Times Square in Causeway Bay.



The roadshows were held in popular shopping malls in various districts, including Kowloon City Plaza in Kowloon City, Telford Plaza in Kowloon Bay, Maritime Square in Tsing Yi, Times Square in Causeway Bay and the Fu Tung Shopping Centre on Lantau Island.





■ 宣傳活動

透過傳媒的宣傳活動

委員會在電視、電台及報章雜誌推出全面廣告宣傳運動，同時又在公共交通工具、繁忙購物區及主要的展覽會內推出廣告宣傳。

委員會在 1999/2000 年度播出兩齣刻劃日常生活中歧視現象的新電視宣傳短片，分別是「美麗城市-性別及家庭崗位歧視」和「美麗城市-殘疾歧視」。此外，委

員會特別為協助僱主及僱員了解懷孕歧視，推出了連串宣傳活動，包括講座、地鐵廣告宣傳活動及意見調查等。委員會又在地鐵及九廣鐵路各站張貼有關「家庭崗位歧視」的大型宣傳海報。

實況劇集

委員會及香港電台聯合製作的實況劇集「非常平等任務」，於 2000 年 3 月推出。該輯實況劇共有九集，把真實歧視個案搬上螢幕，於三個電視台先後播出。劇集將製成視像光碟及影帶供市民借閱。

Promoting Equal Opportunities

Publicity Programme

The Mass Media

The EOC launched a comprehensive advertising campaign on television, radio and the print media during the year. Advertisements were also placed on public transport, in busy shopping districts and major fairs and exhibitions.

Two new TV APIs (Announcements of Public Interest), entitled "Beautiful City - Sex and Family Status Discrimination" and "Beautiful City - Disability Discrimination", showing discrimination in everyday life, were broadcast during the year. In addition, a campaign was launched to help both employers and employees

learn about pregnancy discrimination. The campaign included talks, an MTR advertisement campaign and a survey. Posters on family status discrimination appeared at both MTR and KCR stations.

Docu-drama

A docu-drama series entitled "A Very Special Equal Opportunities Mission" jointly developed by the EOC and RTHK began broadcasting in March 2000. The 9-episodes highlighted real life stories of discrimination and were broadcast on three TV channels. The series was later available for loan on VCD and video.





展覽

展覽讓委員會有機會與市民直接溝通。在 1999/2000 年度，委員會曾在下列博覽會及會議中擺設攤位：

日期	展覽
1999 年 4 月	香港單親人士協會舉辦博覽會，為單親人士提供有用的資料及資源。
1999 年 5 月	香港中文大學及宗教資源中心舉行「倫理、公民及宗教教科書與教學資源展覽」。
1999 年 11 月	香港人力資源管理學會舉行周年大會。
2000 年 2 月	舉辦了「第十屆教育及職業博覽」，吸引了 190,000 人到場參觀。
2000 年 3 月	貿易發展局舉辦了「香港資訊基建博覽」，入場觀眾達 135,000 人。

傳媒活動

在 1999/2000 年度，委員會舉行了 10 次新聞簡報會，及接受了超過 100 次訪問。委員會並於 1999 年 4 月與香港記者協會合辦講座，討論平等機會問題。

資訊高速公路

自 1996 年 10 月起，委員會已經躋身互聯網上，為市民提供服務。為了配合各類網友的需要，委員會網頁 <http://www.eoc.org.hk> 於 1999/2000 年度已經更新，以不同版本出現。有色弱人士可以選擇單色顯示版本，有嚴重視障之人士可選擇純文字版，透過點字顯示器、語言發聲系統或其他變換裝置閱讀有關資料。委員會的網站更獲得香港晉峰青年商會舉辦的「1999 年傑出社會服務網站選舉」優異獎。此外，香港失明人協進會又於 2000 年 3 月選出委員會的無障礙網站為「視障人士心目中的十大卓越事件」之一。

Promoting Equal Opportunities

Exhibitions

Exhibitions provide an excellent opportunity for direct communication with the public. In 1999/2000, the EOC set up exhibition booths at the following expos and conferences:

Date	Exhibitions
April 1999	Expo organized by the Hong Kong Single Parents Association to provide useful information and resources to single parents.
May 1999	Exhibition of Textbook and Teaching Resources for Ethical, Civic and Religious Education organized by the Chinese University of Hong Kong and Religious Education Resource Centre.
November 1999	The Hong Kong Institute of Human Resources Management Annual Conference.
February 2000	The 10th Education and Careers Expo, which had an attendance of 190,000 visitors.
March 2000	The Information Infrastructure Expo 2000 organized by the Trade Development Council, was attended by 135,000 participants.

Media Programme

Our media programme in 1999/2000 included ten press briefings and more than 100 media interviews. A forum was co-organized by the EOC and the Hong Kong Journalists' Association in April 1999 to discuss equal opportunities issues.

Information Highway

The EOC has been on the Internet since October 1996. To meet the needs of different web surfers, our homepage <http://www.eoc.org.hk> was revamped in 1999/2000. It now comes in a variety of modes. People with a colour deficiency can select the monochrome version, whereas those with a severe visual impairment can access the text-only modes and read the information with a Braille display, a voice synthesizer or other conversion devices. Our web-site received a certificate of merit from the Apex Junior Chamber in the Community Service Web-Site Contest 1999. In March 2000, the Hong Kong Blind Union selected our barrier-free web site as one of the Ten Outstanding Issues for Persons with Visual Impairment in 1999.



教育活動

講座

在 1999/2000 年度，委員會為 355 個團體提供講座，包括政府部門、非政府組織、商業機構、學校、社區服務團體、婦女團體及社會服務機構。講座內容不單介紹反歧視條例，亦包括與歧視和平等機會有關的廣泛問題。

為了讓更多市民了解現有條例，委員會於 1997 年 6 月起推出「周六講座」，本年度共於辦事處內為市民舉行了 17 次公開講座。

研討會

委員會於 1999 年 10 月舉行了「教育與平等機會：探討中學的『設計與科技』及『家政』教育的實施」工作坊，超過 150 人參加。在舉辦工作坊前，委員會曾發表一份報告，報告顯示男女校大多同時開設「設計與科技」及「家政」兩個科目，但單性別學校則只開設其中一個科目。因此，工作坊的目的是協助學校克服障礙，符合反歧視法例的規定。

委員會又於 1999 年 11 月舉行了「教育與平等機會：二十一世紀的中學派位制度」研討會，超過 200 人出席，共同討論「中學學位分配辦法」的未來發展。

為了提高公眾的認知，委員會於 2000 年 3 月舉行了「同值同酬」會議，超過 200 人出席會議。委員會其後成立了同值同酬工作專責小組，為逐步落實同值同酬原則提出建議。

《平等機會委員會通訊》

中英對照的《平等機會委員會通訊》季刊定期報導委員會的最新動態和活動，以及與反歧視條例有關的個案。通訊每期印製逾八萬份，免費供市民索閱，並備有點字版本。本年 7 月《通訊》更換上新裝，以全新面目與讀者見面。

刊物

委員會在 1999/2000 年度出版多種有關反歧視法例的刊物，計有：

- 《性別歧視條例與我》、《家庭崗位歧視條例與我》及《何謂調解》等單張。
- 《認識你的權利》單張系列。
- 《香港殘疾人士就業情況基線調查》報告。
- 《公眾對殘疾人士的態度的基線調查》報告。
- 《開拓新天地 - 在香港推動平等機會》

委員會又出版了《「中學學位分配辦法」正式調查報告》、《九龍灣健康中心研究報告》和《無暴力對待婦女的世界》會議論文集。

委員會與亞洲婦女發展組織及聯合國教科文組織菲律賓全國委員會合作出版《不再沉默-亞洲婦女受暴力對待的情況》一書，探討婦女受暴力對待的情況，並倡導政府和社會採取行動，解決問題。



*Promoting Equal Opportunities***Educational Programme****Talks**

In 1999/2000, the EOC gave talks to 355 interested groups. These covered government departments, non-government organizations, businesses, schools, community service groups, womens organizations and social service groups. These talks not only focused on the anti-discrimination ordinances but also looked at a wide spectrum of issues concerning discrimination and equal opportunities.

To enable more people to understand the existing ordinances, we launched the "Saturday Talks" programme in June 1997. A total of 17 sessions were held during the year at our office, for members of the public.

Seminars

The Commission organized a workshop on "Equal Opportunities in Education: Design & Technology and Home Economics Education in Secondary Schools" in October 1999, which was attended by over 150 people. This followed an EOC report released earlier, which showed that co-educational schools offered both Design & Technology and Home Economics while most single sex schools only offered one of the subjects. The objective of the workshop was to help schools overcome obstacles so that the education system complies with the anti-discrimination legislation.

In November 1999, the EOC held a seminar on "Equal Opportunities in Education: Boys and Girls in the 21st Century". More than 200 people attended the seminar to discuss the future development of the Secondary School Places Allocation System.

A half-day conference on Equal Pay for Work of Equal Value was organized in March 2000 to raise public

awareness. Over 200 people attended the conference. Subsequently, a Task Force on Equal Pay for Work of Equal Value was set up to recommend ways to progressively implement this principle.

Newsletters

EOC News, a quarterly bilingual newsletter, provides regular updates on our programmes and activities as well as case studies under the anti-discrimination ordinances. More than 80,000 copies are published per issue and are available free of charge to members of the public. A Braille version is also available. The newsletter was given a new look in July.

Publications

New publications focusing on different aspects of the anti-discrimination legislation were published in 1999/2000. These include:

- "Sex Discrimination Ordinance & I", "Family Status Discrimination Ordinance & I" and "What is Conciliation" leaflets
- "Know Your Rights" series
- Report on the Baseline Survey on Employment Situations of Persons with a Disability in Hong Kong
- Report on the Baseline Survey Public Attitudes towards Persons with a Disability
- "Breaking New Ground: Promoting Equal Opportunities in Hong Kong".



導師培訓

為了推動公眾教育，以消除歧視和宣揚平等機會，委員會於本年度推出了兩個教材資料套。第一個是《消除殘疾歧視教材資料套》，內有一套由11個歧視和騷擾故事輯錄成的錄影帶，還有培訓手冊、資料冊、投映資料及講議。這個資料套向使用者解釋《殘疾歧視條例》的法律觀念、幫助他們認識更多殘疾歧視問題，以及處理問題的方法。

《平等機會攜手創-幼兒教育教材套》是專供幼稚園教師使用的實用指南。委員會為500多所幼稚園的1,100位教師辦了五個培訓工作坊，全港約有60%的幼稚園曾經使用該教材套作為教學用途。



Promoting Equal Opportunities

We also published the Formal Investigation Report on Secondary School Places Allocation System, Report on the Case Study of Kowloon Bay Health Centre and Proceedings on A World Free of Violence against Women.

In collaboration with Women for Asian Development (WADEV) and UNESCO National Commission of the Philippines (UNACOM), we published "Breaking the Silence: Violence against Women in Asia" to explore the issue of violence against women and to advocate action from the government and the community.

Training the Trainers

To facilitate public education on eliminating discrimination and promoting equal opportunities, two training modules were launched during the year. The first one is the "Training Module on Eliminating Disability Discrimination" which comes with a video tape containing eleven stories on discrimination and harassment, a training manual, an information booklet, transparencies and handouts. It explains the legal concepts under the Disability Discrimination Ordinance and helps users understand the

wider issues of disability discrimination and ways to deal with the problems.

The "Training Module for Children Focusing on Equal Opportunities on the Grounds of Gender and Disability" provides a practical guide for kindergarten teachers. Five training workshops were held for 1,100 teachers from over 500 kindergartens. About 60% of all kindergartens in Hong Kong have used the training module for teaching purposes.



建立網絡



英文虎報圖片 Photo from Hong Kong Standard

與社會團體、商界和世界各地的平等機會機構建立關係網絡，是委員會的工作重點之一。假如沒有這些聯繫，委員會只能孤軍作戰，對本地或世界事務缺乏實質認識或視野。因此，與外界建立夥伴關係是委員會不斷進步的關鍵。

有關殘疾的標準、提高問責性和在每一層面落實關於殘疾的規範。報告又就設計、規劃及評估有關殘疾的法律和政策方面，如何應用有關規範及標準，提出實際建議。此外，亦列出日後做研究和政策分析的優先次序，藉此在社會上建立保障殘疾人士權利的文化。

關於殘疾的國際規範與標準跨地區研討會暨專題報告會

為推廣對現有保障殘疾人士的人權架構的認知和了解，以及探討有關殘疾人士的國際法律及政策，委員會獲得香港社會服務聯會和聯合國的合作，與香港大學比較法及公法研究中心於1999年12月合辦「關於殘疾的國際規範與標準跨地區研討會暨專題報告會」。會議為期五天，目的是從國家/地域層面找出策略，確保殘疾人士享有平等機會，以符合現有的國際規範與標準。研討會特別側重於殘疾人士使用互聯網科技的問題。

30多位來自香港及世界各地的專家及非政府組織代表出席了研討會，並參與深入的專題小組討論。海外參加者彙報了他們的初步分析及研究結果，又與本地專家和代表交換意見。他們的報告就有關行動的優先次序作出建議，以加強有關殘疾的國際規範與標準，進一步宣揚

Building Networks



Establishing links with the community, business organizations and our counterparts around the world is a crucial area of our work. Without these ties, we would be operating in isolation with no real awareness or perspective on what is happening in the local or global community. Building partnerships are key to the ongoing success and future of the Commission.

Inter-regional Seminar and Symposium on International Norms and Standards Relating to Disability

To promote awareness and understanding of the existing human rights framework for people with disabilities and to examine international legal and policy initiatives regarding persons with a disability, we co-organized the Inter-regional Seminar and Symposium on International Norms and Standards relating to Disability. The five-day event took place in December 1999, and was organized in conjunction with the Centre for Comparative and Public Law of the University of Hong Kong, in co-operation with the Hong Kong Council for Social Services and the United Nations. The seminar aimed to identify strategies on a

national level to ensure the equalization of opportunities for persons with a disability, in line with existing international norms and standards. An area of special concern at the event was the accessibility of Internet technologies.

Over thirty experts and NGO representatives from Hong Kong and around the world attended the event and participated in the in-depth cluster discussions. Overseas participants reported on their preliminary analyses and findings, exchanging views with the local community. The reports recommended priorities for action to strengthen international norms and standards on disability, to further promote standards of disability and to enhance accountability and implementation of disability norms at every level. The reports also made practical suggestions for the application of these norms and standards in the design, planning and evaluation of disability law and policy as well as in identifying priorities for future research and policy analysis to foster a disability rights culture within our society.

國際網絡

為加強與國際社會的聯繫，委員會參加了多個有關婦權、人權及平等機會的會議和工作坊，其中包括於1999年6月在新西蘭舉行的「1999年亞太經合組織婦女領袖會議」、1999年9月在菲律賓馬尼拉舉行的「國家人權機構亞太論壇」、1999年10月在華盛頓舉行的「國際婦女論壇委員會」和1999年11月在日內瓦舉行的「實施《公民權利和政治權利國際公約》聯合國人權委員會聽證會」。與此同時，我們亦到全球各地訪問了不少同類機構，並接待多位來港訪問的嘉賓。

本地聯繫

透過接觸及拜訪，委員會與本地社會機構、關注團體和自助組織保持經常性聯絡，並通過緊密合作，以期達到我們的工作目標。

本年度委員會到各復康團體進行了超過25次會議和探訪，其中包括與香港社會服務聯會屬下的《殘疾歧視條例》委員會進行了兩次半年一度的會議。在展開主要的教育及倡導工作方面，委員會除與本地團體合作，於1999年12月舉辦「關於殘疾的國際規範與標

準跨地區研討會暨專題報告會」，又於2000年3月舉辦「香港資訊基建博覽會」。期間我們得到本地非政府組織的支持，共同策劃有關活動。委員會並與房屋署合辦公共屋邨「傷健路路通」計劃，巡查各屋邨是否方便殘疾人士出入。我們在計劃的設計階段和實際執行階段，都得到自助組織的專業意見。

委員會的性別事務科亦就婦女關注的問題與非政府組織保持聯繫。在這方面的主要網絡之一是由九個關注團體組成的「平等機會婦女聯席」，本年度共舉行三次會議，集中討論社會保障和單親母親的房屋問題等。另外，委員會和社區合辦了兩項活動，分別為有關基督教會內女傳道人地位的研究，和探討1995年於北京召開的世界婦女大會之前與之後的婦女需要的研究會議。

委員會於2000年3月與工會團體首次舉行會談，會上我們介紹了委員會的工作，又希望了解工會關注的問題和推動彼此合作。會上提出並討論的題目包括「同值同酬」，以及懷孕與年齡歧視。本年度委員會亦主動與個別工會合作進行兩項活動，一為改善航業懷孕女員工的僱傭條件，另一為懷孕歧視教育。



Building Networks

International Networks

During the year we strengthened our links with the international community attending a number of meetings and workshops on women's rights, human rights and equal opportunities. These included the 1999 APEC Women Leaders' Network Meeting in New Zealand in June 1999, the Asia Pacific Forum of National Human Rights Institutions in Manila, the Philippines in September 1999, the International Women's Forum Committee in Washington in October 1999 and the UN Human Rights Committee Hearing on the implementation of the International Covenant on Civil and Political Rights (ICCPR) in Geneva in November 1999. At the same time, we visited a number of our counterparts around the world, also welcoming a number of visitors to Hong Kong.

Local Links

Within the local community, we also work closely with community organizations, concern groups and self-help groups to achieve our objectives. We maintain regular contacts and a programme of visits to the various organizations.

During the year, we conducted over 25 meetings and visits to rehabilitation and disability groups, including two-half yearly meetings held with the Committee on Disability Discrimination Ordinance at the Hong Kong Council of Social Service. In embarking on major education and advocacy projects, we also collaborated with local groups - in organizing the Inter-regional Seminar and Symposium on International Norms and Standards Relating to Disability in December and the Information Infrastructure Expo in March 2000. We also enlisted the support of local NGOs, jointly organizing the programmes with them. In our check walk project on accessibility for persons with

a disability in public housing estates, organized jointly with the Housing Department, we sought the expert advice of a self-help group at both the project's design and fieldwork stages.

Our Gender Division stays in touch with NGOs on women's concerns. One major group in this area is the Hong Kong Women's Coalition on Equal Opportunities, a network of nine organizations. Three meetings were held during the year, focusing on issues such as welfare payments and the housing problems of single mothers. Two joint projects were also undertaken, a study of the status of female preachers in Christian churches and, a conference which looked at women's needs before and after the World Conference in Beijing in 1995.

An inaugural meeting was also held in March 2000 with trade unions. At the meeting we presented the work of the EOC, also seeking to understand the concerns of the trade unions and to promote cooperation. Among the issues raised and discussed were "Equal Pay for Work of Equal Value" as well as pregnancy and age discrimination. During the year, we also initiated two projects with individual unions. One was to improve the conditions of pregnant women working in the marine industry and the other covered education on pregnancy discrimination.



工作專責小組

委員會在年內積極籌備成立兩個工作專責小組，成員包括社區、政府及委員會內的專家。工作專責小組負責研究對社會有重大影響的問題，並且作出建議。第一個工作專責小組會根據已完成的「同值同酬」研究報告的建議，探討推行及落實「同值同酬」的方法。工作專責小組在作出最後建議前，將先行諮詢大公司、僱主組織、人力資源組織、工會、社會服務機構和關注婦女事務團體的意見。

另一個工作專責小組則有關資訊科技。近年資訊科技日趨普及，已成為我們發展業務和個人生活不可或缺的一部分。不過，仍有弱勢群體，例如殘疾人士和教育程度較低的婦女，可能由於產品設計未有配合他們的需要，或由於沒有接觸機會或受適當訓練，而未能得到資訊科技的好處。資訊科技工作專責小組的成員包括於資訊科技界從事設計、技術與培訓的專家，他們將研究殘疾人士與婦女在日常生活中使用資訊科技的情況、面對的障礙和機會，以及對資訊科技的掌握

是如何影響他們的生活。工作專責小組又會向委員會提出改善措施，提倡使用資訊科技是每個人的基本權利。能夠掌握資訊科技，可提高個人的能力，有助成長和全面參與，貢獻社會。

交換計劃

自1998年6月起，委員會與澳洲維多利亞省平等機會委員會（維省平機會）以及澳洲人權及平等機會委員會合辦交換計劃，讓委員會的職員向海外的平等機會機構和富經驗的人員學習深入的調查及調解技巧。

今年較早時候，委員會得到維省平機會資訊服務處經理畢佐治先生的協助，花了數月時間協助成立政策支援及研究組。澳洲人權及平等機會委員會的高級訓練及政策主任Tracey Raymond女士則於今年3月至4月為委員會職員辦了多次高級程度的調查及調解訓練課程。他們的熱誠和專業知識，使我們得到啟迪和激勵，獲益良多。



Building Networks

Task Forces

During the year preparation was undertaken for the formation of two task forces incorporating specialist members from within the community, relevant government organizations and the EOC, to study and make recommendations on areas of high impact within the community. The first of these will look into ways to promote and implement the principle of Equal Pay for Work of Equal Value, building on the recommendations made by the report based on the research conducted on the same subject. The Task Force will be seeking the views of large companies, employer's associations, human resource associations, labour unions, social service agencies and women's concern groups, before making its final recommendations.

The second covers the area of Information Technology (IT) which is spreading at an unprecedented rate to become an intrinsic part of our business and personal lives. However, there are disadvantaged groups - people with disabilities and women with lower levels of education for example, who cannot enjoy the benefits of IT, either because products are not designed for their use or because of a lack of exposure and training. The Information Technology Task Force, consisting of experts in design, technology and training in the information technology field, will study accessibility issues, barriers, opportunities and the impact of IT, or the lack of it, on the daily lives of people with a disability and women. The Task Force will advise the EOC on improvement measures and on how access to IT can be a basic right for everyone. Access to IT will help to empower individuals, enabling both their own growth and their full participation as a contributing member of society.

Exchange Programmes

Since June 1998, we have run an attachment programme in conjunction with the Equal Opportunity Commission Victoria (EOCV) and the Human Rights and Equal Opportunity Commission, Australia (HREOC). The programme helps to equip EOC staff with advanced investigation and conciliation skill techniques from established overseas equal opportunities bodies and experienced personnel.

Earlier this year, we benefitted from the experience of George Bisas, who is the Manager, Information Services Branch of the EOCV. He spent several months with us helping to set up our Policy Support and Research Unit. Tracey Raymond, Senior Training & Policy Officer of the HREOC also conducted a number of advanced investigation and conciliation training sessions for EOC staff in March and April this year. The professionalism and enthusiasm of our visitors were an inspiration to all of us in Hong Kong.



認識平等機會



研究工作能協助委員會掌握平等機會狀況、監察公眾態度的變化、訂下基準供日後比較，以及在制訂宣傳計劃及活動時作參考。本年度委員會委託研究機構進行了多項有關性別、殘疾和家庭崗位問題的研究，這些都是本地甚少有的研究。

■ 有關殘疾、性別與家庭崗位問題的研究

「分析課本與教材內定型觀念」研究

一個人的態度和觀念往往受社會的文化和教育所影響。我們相信童年是培育個人態度與價值觀的關鍵時期，學校採用的教科書和教材在塑造兒童心智方面舉足輕重。故此，委員會委託研究機構，分析部份本地的教科書和教材內容，主要目的是研究這些教材如何描繪殘疾人士、性別角色及家庭角色的定型等。研究結果將有助委員會就有關教材制訂建議和指引，以及提出修改建議。

學生對殘疾人士、性別角色與家庭角色的態度的基線調查

年輕一代對殘疾人士、性別角色和家庭角色的態度，可顯示我們的社會日後將如何對待這些群體。這個研究是確立學生現時對這些群體的接受程度，除作與日

後的資料比較，並評估過去向學生推廣平等機會觀念的成效。有關結果亦可為教育專家提供更多資料，以便為殘疾兒童制訂融合教育策略，以及制訂消除性別角色及家庭角色定型的策略時作為參考。此研究將於2001年完成。

與《殘疾歧視條例》、《性別歧視條例》和《家庭崗位歧視條例》有關的保險問題研究

在僱傭範疇和提供貨品、服務及設施的範疇中，基於他人的殘疾、性別、婚姻狀況、懷孕和家庭崗位作出歧視行為，即屬違法。因此僱主必須確保向僱員提供的福利，如醫療保險、人壽保險、意外及殘疾保險等，不會歧視某些僱員。同樣地，保險業在提供服務時亦不可存有歧視。

由於僱主和保險業都關注到如何能切實遵守香港的反歧視條例，委員會於2000年委託機構進行研究，深入瞭解保險商的關注。研究會探討反歧視條例對提供保險的一般影響；海外的僱主與保險商在類似的法例下如何提供保障計劃；以及反歧視法例帶給保險服務的改變。

Understanding Equal Opportunities



Research studies play an important role in developing knowledge, monitoring attitudes, and establishing benchmarks for future comparison while also providing guidelines for future promotional programmes and activities. During the year, we commissioned a number of research studies covering issues on gender, disability and family status, areas where few comprehensive studies have been carried out locally.

Studies related to the Disability, Gender and Family Status Issues

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

Attitudes and perceptions are developed through culture and education. We believe childhood is a critical period for the development of an individual's attitudes and values. Therefore the textbooks and teaching materials used in schools play an important role in moulding the minds of our children. A study was commissioned to analyze the content of selected textbooks and teaching materials in Hong Kong. The major objective was to examine how people with disabilities, gender stereotypes and family

stereotypes are portrayed in these materials. The results will help us to develop recommendations and guidelines as well as make alternative content suggestions for the materials.

Survey on Students' Attitudes Towards Persons with a Disability, Gender Stereotypes and Family Roles

The attitude of our younger generation towards people with disabilities, gender stereotypes and family roles indicate how receptive our society will be towards these groups in the future. This study was commissioned to establish current levels of student acceptance of these groups for future comparison and to assess the effectiveness of past efforts to promote equal opportunity concepts among students. The results will also provide educators with more information when formulating strategies to pursue integrated education for children with disabilities and in eliminating stereotypes on gender and family roles. The study will be completed in 2001.

Research on Insurance Issues under the DDO, SDO and FSDO

It is unlawful to discriminate against individuals on the

■ 與性別有關的研究

大眾對以性別作為真正的職業資格的態度調查

基於現實、社會和文化原因，《性別歧視條例》容許僱主在指定的情況下列明性別作為真正的職業資格。這個調查顯示，參加者大致上支持在指定的情況下，接納以性別作為真正的職業資格。約90%的受訪者認為，若干工作為了合乎體統或保存私隱、以及由於生理需要或為求有真實感，維持以性別作為真正的職業資格是合理的。約85%的受訪者同意，如果某些工作如由某一性別擔任是最有效，在招聘時可以特別註明所要求的性別。這些工作包括在僱主的家中工作或留宿，或與住所內的人有密切的身體或社交接觸，以及在成員需要特別監管或照顧的單性別環境中工作。約75%的受訪者亦表示，如果工作需要留宿，而該處又沒有適當的住宿設施提供，則性別應可列作真正的職業資格。

從焦點小組的討論結果顯示，僱主和職業介紹所的代表對在招聘中那些因素會構成性別歧視，其觀念比僱員較清晰和準確。大多數焦點小組的參加者對《性別歧視條例》的例外情況認識不深。基於研究結果，委員會將針對工作場所中不同類別人士，推出不同的公眾教育活動。



家庭崗位歧視調查

調查的整體目標是確立反映家庭崗位歧視的基線指標。研究根據自1981年起從人口普查及中期人口普查資料所擷取的代指標作追蹤線索，探討家庭崗位平等的現況和過去的趨勢。研究小組已進行了焦點小組討論和個人的深入訪問，以收集受訪者對家庭崗位歧視的看法和個人體驗。研究小組並進行全港調查，收集有關教育、僱傭和非僱傭範疇的家庭崗位歧視的資料和關注。

■ 與殘疾有關的研究

在非僱傭範疇殘疾人士所遇到障礙的意見調查

此項調查探討了1,348名受訪者所遇到的障礙。受訪者分屬六個殘疾類別，探討的範疇分別為教育；貨品、服務和設施的提供；房屋和住宿；以及運動和社會活動的參與等。

約75%就讀一般學校的受訪者，以及約61%就讀特殊學校的受訪者報稱遇到不同程度的困難。有精神病的學生較其他殘疾類別的學生遇上較多困難。半數人有個人問題，近三分一有學習及人際關係困難。約33%至50%受訪者在使用交通工具時需要別人陪同或協助。而他們最常遇到的問題是乘客和司機無意幫忙的態度。肢體傷殘的受訪者或智障受訪者在這方面的經驗較其他受訪者普遍。

另一個多人關注的問題是公共洗手間被濫用或改作其他用途。肢體傷殘類別中有45%受訪者表示，供殘疾人士使用的洗手間經常上鎖。殘疾人士在食肆、銀行、商店、市場、醫務所、或參加興趣班活動時，經常遇上出入通道的問題，以及受到員工和其他服務使用者以負面態度對待。約六分之一受訪者表示，他們的醫生很少讓他們有機會說出自己擔心的事。精神病患者、智障人士、長期病患者或聽障人士較多受到醫生以負面態度對待。

Understanding Equal Opportunities

grounds of disability, sex, marital status, pregnancy and family status in employment and the provision of goods, services and facilities. Employers must therefore ensure that the provision of benefits to employees, such as medical insurance, life insurance, accident and disability insurance, does not discriminate against employees on any of these grounds. Similarly, insurance providers must not discriminate in the provision of insurance facilities.

As both employers and insurers have expressed concern on how best to comply with the anti-discrimination legislation in Hong Kong, early in 2000, a study was commissioned to better understand the concerns of insurance providers. It will look into the impact of anti-discrimination legislation on the provision of insurance in general; how employers and insurance providers in jurisdictions overseas offer insurance coverage in light of similar legislation; and how legislation has led to changes in the provision of insurance coverage.

Gender-related Studies

Survey on Public Attitudes Towards Sex as a Genuine Occupational Qualification

For practical, social and cultural reasons, the SDO provides for exceptions where sex is a genuine occupational qualification (GOQ). Results of this survey showed that participants were generally supportive of adopting sex as a GOQ under stipulated conditions. About 90% of the respondents felt that it was reasonable to maintain sex as a GOQ in certain jobs to preserve decency or privacy, and for reasons of physiology or authenticity. Around 85% agreed that sex could be specified in recruitment, for jobs which would be most effectively performed by one sex, in jobs involving working or living in someone's home or where there is significant physical or social contact with the residents, and for jobs

in single-sex settings which require special supervision or attention. About 75% of the respondents also indicated that sex should be a GOQ in jobs with a live-in requirement but where no suitable accommodation was available.

Findings from the focus group discussions revealed that employers and representatives of employment agencies have a clearer and more accurate understanding of what constitutes sex discrimination in recruitment and its legal implications, as compared to employees. Most focus group participants had very limited initial understanding of the exceptions of the SDO. Based on the findings of the study, public education programmes will be launched for different target groups in the workplace.

Research on Family Status Discrimination

The overall objective of the survey is to establish baseline indicators reflecting discrimination on the basis of family status. Current situations on family status equality and past trends were examined and traced by using proxy indicators from Census and by-Census data gathered since 1981. Focus groups and in-depth interviews were conducted to gauge perceptions and personal experience of family status discrimination. A community wide survey was conducted to collect information and concerns related to family status discrimination in education, employment and non-employment fields.

Disability-related Studies

Survey on Obstacles to Persons with a Disability in Non-employment Fields

This survey examined the obstacles faced by 1,348 respondents, in six disability categories, in respect of education; the provision of goods, services and facilities; housing and accommodation; and participation in sport and community activities.

大多數受訪者在居住方面沒有遇上問題。不過，出入通道對視障人士和肢體傷殘人士來說是主要困難。所有受訪者都表示，與鄰居關係欠佳是他們遇到的另一主要問題，尤其以智障人士或精神病患者為然。



About 75% of the respondents who attended normal schools and 61% of those who attended special schools reported various difficulties. Students with a mental illness encountered more difficulties than students with other types of disabilities. Half of them had personal problems, and almost a third had problems with their studies and interpersonal relationships. About 33% to 50% of respondents required assistance or needed to be accompanied while using transport. The unhelpful attitude of passengers and drivers was one of the most frequent and pervasive problems encountered by respondents. Respondents with a physical or a mental handicap found this to be more prevalent than other respondents.

The misuse of public washrooms for other purposes was a common concern. 45% of the physically handicapped group reported that washrooms for persons with a disabilities were often locked. Difficulties in access and the negative attitudes of both staff and other users were common problems encountered by persons with a disability in restaurants, banks, retail outlets, markets, medical clinics, or in participating in interest groups activities. Almost one in six of the respondents reported that their doctor gave them few opportunities to voice concerns. People with mental illnesses, mental handicaps, chronic illness or hearing impairment experienced more problems with doctors' negative attitudes.

The majority of respondents experienced few problems related to housing. However, physical access, particularly for persons with a visual impairment or a physical handicap was a major problem. Poor relationships with neighbours accounted for another major problem among all the respondents, especially among persons with a mental handicap or mental illness.

財政報告

Financial Statements

平等機會委員會
截至二零零零年三月三十一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54至第64頁之帳目，該等帳目乃按照香港普遍採納之會計原則及「接受政府補助機構的核數師與會計師指引」(Notes for Auditors and Accountants of Miscellaneous Organizations in receipt of Government Subventions) 編製。

委員會及核數師各自之責任

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

本核數師之責任是根據審核之結果，對該等帳目作出獨立意見，並向委員會報告。

意見之基礎

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

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

意見

本核數師認為，上述之帳目足以真實兼公平地顯示委員會於二零零零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盈餘及現金流量。

羅兵咸永道會計師事務所

香港執業會計師

香港，二零零零年七月二十六日

Financial Statements

EQUAL OPPORTUNITIES COMMISSION
STATEMENT OF ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2000

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 54 to 64 which have been prepared in accordance with accounting principles generally accepted in Hong Kong and the "Notes for Auditors and Accountants of Miscellaneous Organizations in receipt of Government Subventions".

Respective responsibilities of Commission and auditors

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

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

Basis of opinion

We conducted our audit in accordance with Statements of Auditing Standards issued by the Hong Kong Society of Accountants. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgments made by the Commission in the preparation of the accounts, and of whether the accounting policies are appropriate to the Commission's circumstances, 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 the Commission's affairs as at 31st March 2000 and of its results and cash flows for the year then ended.

PricewaterhouseCoopers
Certified Public Accountants
Hong Kong, 26th July 2000

收支結算表（截至二零零零年三月三十一日止財政年度）
Statement of Income and Expenditure for the year ended 31st March 2000

	附註 Note	2000 港幣 HK\$	1999 港幣 HK\$
收入及收益			
INCOME AND REVENUE			
政府補助	2(b)	94,137,000	68,846,800
Government subventions			
利息收入	2(b)	873,162	726,270
Interest income			
其他收入		57,656	128,198
Other income			
		95,067,818	69,701,268
支出及儲備			
EXPENDITURE AND RESERVES			
個人薪酬		67,145,430	45,425,844
Personal emoluments			
租金及差餉		6,252,498	6,862,825
Rent and rates			
一般行政費用		7,366,631	4,254,278
General administrative expenses			
宣傳及公眾教育支出		6,196,421	7,551,566
Publicity and public education expenses			
研究計劃及教材資料套		1,671,320	2,185,945
Research projects and training modules			
其他費用		21,486,870	20,854,614
Other charges			
		88,632,300	66,280,458
撥入資本儲備	6	3,600,000	-
Transfer to capital reserve			
撥入法律及顧問費儲備	6	835,000	-
Transfer to legal and consultancy fee reserve			
撥入一般儲備	6	2,000,000	-
Transfer to general reserve			
財政年度盈餘	3	518	3,420,810
SURPLUS FOR THE YEAR		95,067,818	69,701,268

Financial Statements

資產負債表 (二零零零年三月三十一日)
Statement of Assets and Liabilities as at 31st March 2000

	附註 Note	2000 港幣 HK\$	1999 港幣 HK\$
固定資產 FIXED ASSETS	4	5	5
<hr style="border-top: 1px dashed black;"/>			
流動資產 CURRENT ASSETS			
其他應收帳款、按金及預付款項 Other receivables, deposits and prepayments		236,243	218,803
銀行結存及現金 Bank balances and cash		13,227,023	7,410,948
		<hr style="border-top: 1px solid black;"/>	<hr style="border-top: 1px solid black;"/>
		13,463,266	7,629,751
流動負債 CURRENT LIABILITIES			
應付帳項及應計費用 Accounts payable and accruals		4,746,924	4,420,240
		<hr style="border-top: 1px solid black;"/>	<hr style="border-top: 1px solid black;"/>
淨流動資產 NET CURRENT ASSETS		8,716,342	3,209,511
		<hr style="border-top: 1px dashed black;"/>	<hr style="border-top: 1px dashed black;"/>
		8,716,347	3,209,516
		<hr style="border-top: 3px double black;"/>	<hr style="border-top: 3px double black;"/>
亦即： Represented by:			
資本補助基金 CAPITAL SUBVENTION FUND	5	201,346	(211,294)
其他儲備 OTHER RESERVES	6	8,514,483	-
盈餘及虧損帳目 SURPLUS AND DEFICIT ACCOUNT		518	3,420,810
		<hr style="border-top: 1px solid black;"/>	<hr style="border-top: 1px solid black;"/>
		8,716,347	3,209,516
		<hr style="border-top: 3px double black;"/>	<hr style="border-top: 3px double black;"/>

胡紅玉女士 S.B.S., J.P.
委員會主席
Ms. WU Hung-yuk, Anna
S.B.S., J.P.
Chairperson of the Commission

李業廣先生 G.B.S., J.P.
行政及財務專責小組召集人
The Honourable LEE Yeh-kwong, Charles
G.B.S., J.P.
Convenor of the Administration
and Finance Committee

鄧伊珊女士
會計師
Ms. TENG Yee-san, Kerrie
Accountant

現金流動表（截至二零零零年三月三十一日止財政年度）
CASH FLOW STATEMENT (FOR THE YEAR ENDED 31ST MARCH 2000)

	附註 Note	2000 港幣 HK\$	1999 港幣 HK\$
營運活動現金流入淨額 Net cash inflow from operating activities	10(a)	4,409,257	518,815
投資回報及融資支出 RETURNS ON INVESTMENTS AND SERVICING OF FINANCE			
已收利息 Interest received		867,058	726,270
投資活動 INVESTING ACTIVITIES			
購置固定資產 Purchase of fixed assets		(2,148,625)	(1,041,286)
融資前之現金流入淨額 Net cash inflow before financing		3,127,690	203,799
融資 FINANCING			
政府資本補助 Government capital subvention	10(b)	2,688,385	2,106,635
現金及現金等值之增加 Increase in cash and cash equivalents		5,816,075	2,310,434
年初之現金及現金等值 Cash and cash equivalents at beginning of year		7,410,948	5,100,514
年末之現金及現金等值 Cash and cash equivalents at end of year		13,227,023	7,410,948
現金及現金等值結存分析： ANALYSIS OF THE BALANCES OF CASH AND CASH EQUIVALENTS：			
銀行結存及現金 Bank balances and cash		13,227,023	7,410,948

Financial Statements

已確認損益報表（截至二零零零年三月三十一日止財政年度）

STATEMENT OF RECOGNIZED GAINS AND LOSSES (FOR THE YEAR ENDED 31ST MARCH 2000)

	附註 Note	2000 港幣 HK\$	1999 港幣 HK\$
政府本年給予之資本補助 Government capital subvention granted for the year	5	2,688,385	2,106,635
資本補助基金之使用 Expenditure utilized in capital subvention fund	5	(2,275,745)	(2,406,903)
資本儲備之使用 Expenditure utilized in capital reserve	6	(1,341,327)	-
未於收支結算表內確認的淨虧損 Net losses not recognized in the income and expenditure account		(928,687)	(300,268)
撥入資本儲備 Transfer to capital reserve	6	3,600,000	-
撥入法律及顧問費儲備 Transfer to legal and consultancy fee reserve	6	835,000	-
撥入一般儲備 Transfer to general reserve	6	2,000,000	-
財政年度盈餘 Surplus for the year		518	3,420,810
已確認損益總額 Total recognized gains and losses		5,506,831	3,120,542

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

(a) 擬備帳目基礎

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

(b) 收益的確認

政府補助是以應計制計算。

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。

(c) 固定資產

固定資產乃按成本值減累積撇帳額入帳。

每個固定資產的類目均以港幣一元的帳面值入帳。所有固定資產購置的成本值已於購置年度在資本補助基金、資本儲備或收支結算表的有關項目中撇帳。

(d) 營業租約

資產擁有權之全部得益及風險實質地由出租公司保留之租約，皆作為營業租約入帳。營業租約之租金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。

3. 財政年度盈餘

	2000 港幣	1999 港幣
財政年度之盈餘已扣除下列項目：		
固定資產之撇銷	807,298	267,398
營業租約 - 土地及樓宇	4,979,363	5,821,794
核數師酬金	20,350	19,500
員工成本（包括臨時僱員）	68,995,054	46,926,547

NOTES TO THE ACCOUNTS

1. Legal status

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

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

2. Principal accounting policies

(a) Basis of preparation

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

(b) Revenue recognition

Subvention from government is accounted for on an accruals basis.

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

(c) Fixed assets

Fixed assets are stated at cost less accumulated amounts written off.

Each category of fixed assets is stated at a nominal value of HK\$1. The cost of all additions is written off in the year of acquisition to the capital subvention fund, capital reserve or relevant items in the statement of income and expenditure.

(d) Operating leases

Leases where substantially all the rewards and risks of ownership of assets remain with the leasing company are accounted for as operating leases. Rentals applicable to such operating leases are charged to the statement of income and expenditure on a straight-line basis over the lease term.

(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.

3. Surplus for the year

	2000 HK\$	1999 HK\$
Surplus for the year is stated after charging the following:		
Fixed assets written off	807,298	267,398
Operating leases - land and buildings	4,979,363	5,821,794
Auditors' remuneration	20,350	19,500
Staff costs, including temporary staff costs	68,995,054	46,926,547
	<u>74,802,065</u>	<u>53,735,249</u>

4. 固定資產

	固定裝置及 裝修	辦公室傢俬及 設備	汽車	電腦器材	即時傳譯及 擴音系統	總數
	港幣	港幣	港幣	港幣	港幣	港幣
成本						
於 1999 年 4 月 1 日之結餘	5,068,355	1,496,281	726,698	2,845,418	394,724	10,531,476
年內增置	1,301,758	299,755	-	547,111	-	2,148,624
年內減少 / 撇銷	(833,031)	(25,226)	-	(176,578)	-	(1,034,835)
於 2000 年 3 月 31 日之結餘	<u>5,537,082</u>	<u>1,770,810</u>	<u>726,698</u>	<u>3,215,951</u>	<u>394,724</u>	<u>11,645,265</u>
撇銷之累計數目						
於 1999 年 4 月 1 日之結餘	5,068,354	1,496,280	726,697	2,845,417	394,723	10,531,471
在收支結算表及資本儲備 撇銷之數目	1,301,758	299,755	-	547,111	-	2,148,624
年內減少 / 撇銷	(833,031)	(25,226)	-	(176,578)	-	(1,034,835)
於 2000 年 3 月 31 日之結餘	<u>5,537,081</u>	<u>1,770,809</u>	<u>726,697</u>	<u>3,215,950</u>	<u>394,723</u>	<u>11,645,260</u>
帳面淨值						
於 2000 年 3 月 31 日之結餘	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>5</u>
於 1999 年 3 月 31 日之結餘	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>5</u>

5. 資本補助基金

	2000 港幣	1999 港幣
承前結餘	(211,294)	88,974
政府資本補助	2,688,385	2,106,635
財政年度已使用之結餘	(2,275,745)	(2,406,903)
結餘滾存	<u>201,346</u>	<u>(211,294)</u>

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

Financial Statements

4. Fixed assets

	Fixtures and fittings HK\$	Office furniture and equipment HK\$	Motor vehicles HK\$	Computer equipment HK\$	Simultaneous interpretation and public address equipment HK\$	Total HK\$
Cost						
At 1st April 1999	5,068,355	1,496,281	726,698	2,845,418	394,724	10,531,476
Additions	1,301,758	299,755	-	547,111	-	2,148,624
Disposals / written off	(833,031)	(25,226)	-	(176,578)	-	(1,034,835)
At 31st March 2000	<u>5,537,082</u>	<u>1,770,810</u>	<u>726,698</u>	<u>3,215,951</u>	<u>394,724</u>	<u>11,645,265</u>
Accumulated amounts written off						
At 1st April 1999	5,068,354	1,496,280	726,697	2,845,417	394,723	10,531,471
Written off to income and expenditure account and capital reserve	1,301,758	299,755	-	547,111	-	2,148,624
Disposals / written off	(833,031)	(25,226)	-	(176,578)	-	(1,034,835)
At 31st March 2000	<u>5,537,081</u>	<u>1,770,809</u>	<u>726,697</u>	<u>3,215,950</u>	<u>394,723</u>	<u>11,645,260</u>
Net book value						
At 31st March 2000	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>5</u>
At 31st March 1999	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>5</u>

5. Capital subvention fund

	2000 HK\$	1999 HK\$
Balance brought forward	(211,294)	88,974
Government capital subvention	2,688,385	2,106,635
Balance utilized during the year	(2,275,745)	(2,406,903)
Balance carried forward	<u>201,346</u>	<u>(211,294)</u>

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

6. 其他儲備

	資本儲備	法律及顧問費儲備	一般儲備	總數
	港幣	港幣	港幣	港幣
由年初盈餘及虧損帳目撥入	-	3,420,810	-	3,420,810
由本年盈餘及虧損帳目撥入	3,600,000	835,000	2,000,000	6,435,000
財政年度已使用之結餘	(1,341,327)	-	-	(1,341,327)
結餘滾存	2,258,673	4,255,810	2,000,000	8,514,483

一般儲備是由盈餘及虧損帳目撥入，以作一般用途。

7. 或有負債

	2000 港幣	1999 港幣
職員約滿酬金	5,992,383	18,863,722

職員約滿酬金將付予由受僱日期起計，於委員會完成三年合約之僱員。

香港特別行政區政府將給予特定的補助，以支付職員約滿酬金。職員約滿酬金將於僱員完成僱傭合約後計算，因此並沒有就約滿酬金撥出準備。

8. 營業租約承付款

於三月三十一日，委員會有於下列期間到期涉及土地及樓宇的營業租約而須於往後十二個月繳付的承付款：

	2000 港幣	1999 港幣
首年屆滿	-	4,407,804
次年至第五年屆滿(包括首尾兩年)	4,053,192	-
	4,053,192	4,407,804

9. 固定資產之資本承擔

	2000 港幣	1999 港幣
已核准但未簽訂合約	1,757,000	-

Financial Statements

6. Other reserves

	Capital reserve HK\$	Legal and consultancy fee reserve HK\$	General reserve HK\$	Total HK\$
Transfer from surplus and deficit account brought forward	-	3,420,810	-	3,420,810
Transfer from current year surplus and deficit account	3,600,000	835,000	2,000,000	6,435,000
Current year	(1,341,327)	-	-	(1,341,327)
Balance carried forward	2,258,673	4,255,810	2,000,000	8,514,483

The general reserve is transferred from the surplus and deficit account and is available for general use.

7. Contingent liabilities

	2000 HK\$	1999 HK\$
Gratuity payments	5,992,383	18,863,722

Gratuity payments will be payable to employees of the Commission who complete the three year contracts commencing from the date of their employment.

The Government of the Hong Kong Special Administrative Region will provide a specific subvention to meet the gratuity payment. Accordingly, no provision has been made for these gratuities in the accounts as they will be accounted for upon payment at the completion of the employees' contracts.

8. Commitments under operating leases

At 31st March, the Commission had commitments in respect of land and buildings to make payments in the next twelve months under operating leases which expire as follows:

	2000 HK\$	1999 HK\$
Within one year	-	4,407,804
In the second to fifth year inclusive	4,053,192	-
	4,053,192	4,407,804

9. Capital commitments for fixed assets

	2000 HK\$	1999 HK\$
Authorized but not contracted for	1,757,000	-

10. 現金流動表附註

Notes to the cash flow statement

(a) 營運活動現金流入淨額與財政年度盈餘之對帳表

Reconciliation of results for the year to net cash inflow from operating activities

	2000 港幣 HK\$	1999 港幣 HK\$
財政年度盈餘	518	3,420,810
Surplus for the year		
盈餘之資本開支	807,298	267,398
Capital expenses included in results		
資本補助基金之特別支出	(2,275,745)	(1,633,015)
Special expenditure utilized in capital subvention fund		
利息收入	(873,162)	(726,270)
Interest income		
其他應收帳款、按金及預付款項之增長	(11,336)	(48,217)
Increase in other receivables, deposits and prepayments		
應付帳項及應計費用之增長/(減少)	326,684	(761,891)
Increase / (decrease) in accounts payable and accruals		
撥入其他儲備	6,435,000	-
Transfer to other reserves		
營運活動現金流入淨額	4,409,257	518,815
Net cash inflow from operating activities		

(b) 融資變動分析

Analysis of changes in financing during the year

資本補助基金

Capital subvention fund

	2000 港幣 HK\$	1999 港幣 HK\$
年初之結存	(211,294)	88,974
Balance at beginning of year		
政府資本補助之現金流入	2,688,385	2,106,635
Cash inflow from government capital subvention		
政府資本補助之使用	(2,275,745)	(2,406,903)
Government capital subvention utilized during the year		
年末之結存	201,346	(211,294)
Balance at end of year		

11. 帳目核准

Approval of accounts

此帳目由委員會委員於二零零零年七月二十六日核准。

The accounts were approved by the Commission Members on 26th July 2000.

附錄 Appendix 1

平等機會委員會委員
Members of the Equal Opportunities Commission

附錄 Appendix 2

平等機會委員會專責小組成員及職權範圍
Members & Terms of Reference of the Committees
of the Equal Opportunities Commission

附錄 Appendix 3

平等機會委員會辦事處人事架構
Equal Opportunities Commission Staffing Structure

附錄 Appendix 4

平等機會委員會辦事處管理小組
The Equal Opportunities Commission Management Team

附錄 Appendix 5

根據法例給予申請人的法律協助
Assistance Granted Under the Legislation

附錄 Appendix 6

委員會協助的法庭訴訟
EOC Assisted Court Proceedings



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



洪雪蓮女士
Ms. HUNG Suet-lin
委員 Member



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



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



高寶齡女士
Ms. KO Po-ling
委員 Member



朱佩瑩
Ms. CHU Pui-ying, Bebe
J.P.
委員 Member



郭鍵勳博士
Dr. KWOK Kin-fun, Joseph
J.P.
委員 Member



馮漢源博士
Dr. Stevenson FUNG
B.B.S.
委員 Member



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

Members of the Equal Opportunities Commission



李文彬先生
Mr. LEE Man-ban
M.B.E., J.P.
委員 Member



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



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



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



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



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



李鳳英女士
Ms. LI Fung-ying
M.B.E.
委員 Member



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

平等機會委員會專責小組成員及職權範圍（截至二零零零年三月三十一日）

Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3. 2000)

行政及財務專責小組 Administration and Finance Committee

成員 Membership

1. 李業廣先生 Mr. LEE Yeh-kwong, Charles (召集人 Convenor)
2. 李文彬先生 Mr. LEE Man-ban
3. 孫太倫博士 Dr. SUN Tai-lun, Dennis
4. 楊港興先生 Mr. YEUNG Kong-hing, Peter

職權範圍

1. 審核委員會的年度開支預算初稿。
2. 考慮和批准委員會接受的捐款。
3. 審核委員會的帳目報表初稿及核數師報告書。
4. 審核委員會活動的年度報告初稿。
5. 審核行政安排備忘錄及其後的任何建議修訂。
6. 就委員會有關工作的事項設立招標小組，以及通過招標小組作出的建議。
7. 就聘請總薪級表第 45 點或以上的僱員設立招聘小組，以及通過招聘小組作出的建議。
8. 就續聘或終止聘請總薪級表第 45 點或以上的僱員的事宜給予意見。
9. 通過行政安排備忘錄內的每季工作進度回顧報告。
10. 就委員會委任核數師提出建議。
11. 定期檢討委員會的僱員及行政政策。
12. 就有關租賃、續租或購買委員會辦公室的建議給予意見及作出批准。

Terms of Reference

1. To review the draft Annual Estimates of Expenditure of the Commission.
2. To consider and approve donations to the Commission.
3. To review the draft statements of accounts of the Commission and the auditor's reports.
4. To review the draft annual report on the activities of the Commission.
5. To review the Memorandum of Administrative Arrangements and any proposed amendments thereof.
6. To set up tender boards in relation to matters connected with the work of the Commission and to approve such recommendations as are made by these boards.
7. To set up recruitment boards in relation to staff employed at MPS Point 45 and above and to approve such recommendations as are made by these boards.
8. To advise on matters related to further employment or termination of service in relation to staff employed at MPS point 45 and above.
9. To approve reports for quarterly reviews under the Memorandum of Administrative Arrangements.
10. To make recommendations to the Commission in respect of the appointment of an auditor.
11. To keep the staffing and administrative policies of the Commission under review.
12. To advise and to approve recommendations in relation to the leasing, renewal or acquisition of the Commission's office accommodation.

Members & Terms of Reference of the EOC Committees

社會參與及宣傳專責小組 Community Participation and Publicity Committee

成員 Membership

1. 林貝聿嘉女士 Mrs. LAM Pei Yu-dja, Peggy (召集人 Convenor)
2. 郭鍵勳博士 Dr. KWOK Kin-fun, Joseph
3. 洪雪蓮女士 Ms. HUNG Suet-lin
4. 李鳳英女士 Ms. LI Fung-ying
5. 余秀珠女士 Ms. YU Sau-chu, Jessie
6. 陳少瓊女士 Ms. CHAN Siu-king, Cammy
7. 高寶齡女士 Ms. KO Po-ling
8. 陳彩英女士 Ms. CHAN Choi-ying, Virginia (增選委員 Co-opted Member)
9. 李靜雲女士 Ms. LEE Ching-wan, Betty (增選委員 Co-opted Member)
10. 王秀容女士 Ms. WONG Sau-yung, Linda (增選委員 Co-opted Member)

職權範圍

1. 就推動平等機會和消除歧視的措施給予意見，以推動社會各界投入活動。
2. 就與政府及非政府組織（包括僱主機構及關注團體）的聯絡工作給予意見。
3. 就與機構建立夥伴關係並共同推動平等機會的措施給予意見。
4. 就加強委員會的宣傳工作及與傳媒的關係的措施給予意見。
5. 審閱委員會就上述 (1)、(2)、(3) 和 (4) 項所採取的行動的報告。
6. 在民政事務局批准的預算範圍之內，考慮和批准各界社團舉辦宣傳及推廣活動的資助申請。
7. 監察公眾對委員會工作的反應，及向委員會建議前瞻的路向。

Terms of Reference

1. To advise on measures to foster community participation in promoting equal opportunities and eliminating discrimination.
2. To advise on measures for liaison with government bodies and non-government organizations 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 organizations 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.

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

成員 Membership

- | | |
|--|--|
| 1. 鄔維庸醫生 Dr. WU Wai-yung, Raymond (召集人 Convenor) | 6. 余秀珠女士 Ms. YU Sau-chu, Jessie |
| 2. 馮漢源博士 Dr. Stevenson FUNG | 7. 陳少瓊女士 Ms. CHAN Siu-king, Cammy |
| 3. 洪雪蓮女士 Ms. HUNG Suet-lin | 8. 莊陳有先生 Mr. CHONG Chan-yau (增選委員 Co-opted Member) |
| 4. 高寶齡女士 Ms. KO Po-ling | 9. 吳華孔女士 Dr. NG wah-hung, Catherine (增選委員 Co-opted Member) |
| 5. 郭鍵勳博士 Dr. KWOK Kin-fun, Joseph | |

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。

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.

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

成員 Membership

- | | |
|---|--------------------------------------|
| 1. 胡紅玉女士 Ms. WU Hung-yuk, Anna (召集人 Convenor) | 6. 梁君彥先生 Mr. LEUNG Kwan-yuen, Andrew |
| 2. 朱佩瑩女士 Ms. CHU Pui-ying, Bebe (召集人 Deputy Convenor) | 7. 李鳳英女士 Ms. LI Fung-ying |
| 3. 白仲安先生 Mr. John Robertson BUDGE | 8. 楊港興先生 Mr. YEUNG Kong-hing, Peter |
| 4. 洪雪蓮女士 Ms. HUNG Suet-lin | 9. 陳少瓊女士 Ms. CHAN Siu-king, Cammy |
| 5. 李文彬先生 Mr. LEE Man-ban | |

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 84(4)條及《家庭崗位歧視條例》第 62(4)條由主席作出對某項申訴不進行調查或終止調查的決定的報告，並知會平等機會委員會。
4. 審閱調解員有關根據《性別歧視條例》第 84 條、《殘疾歧視條例》第 80 條及《家庭崗位歧視條例》第 62 條提出的，但不能經調解達致和解的申訴個案的報告。

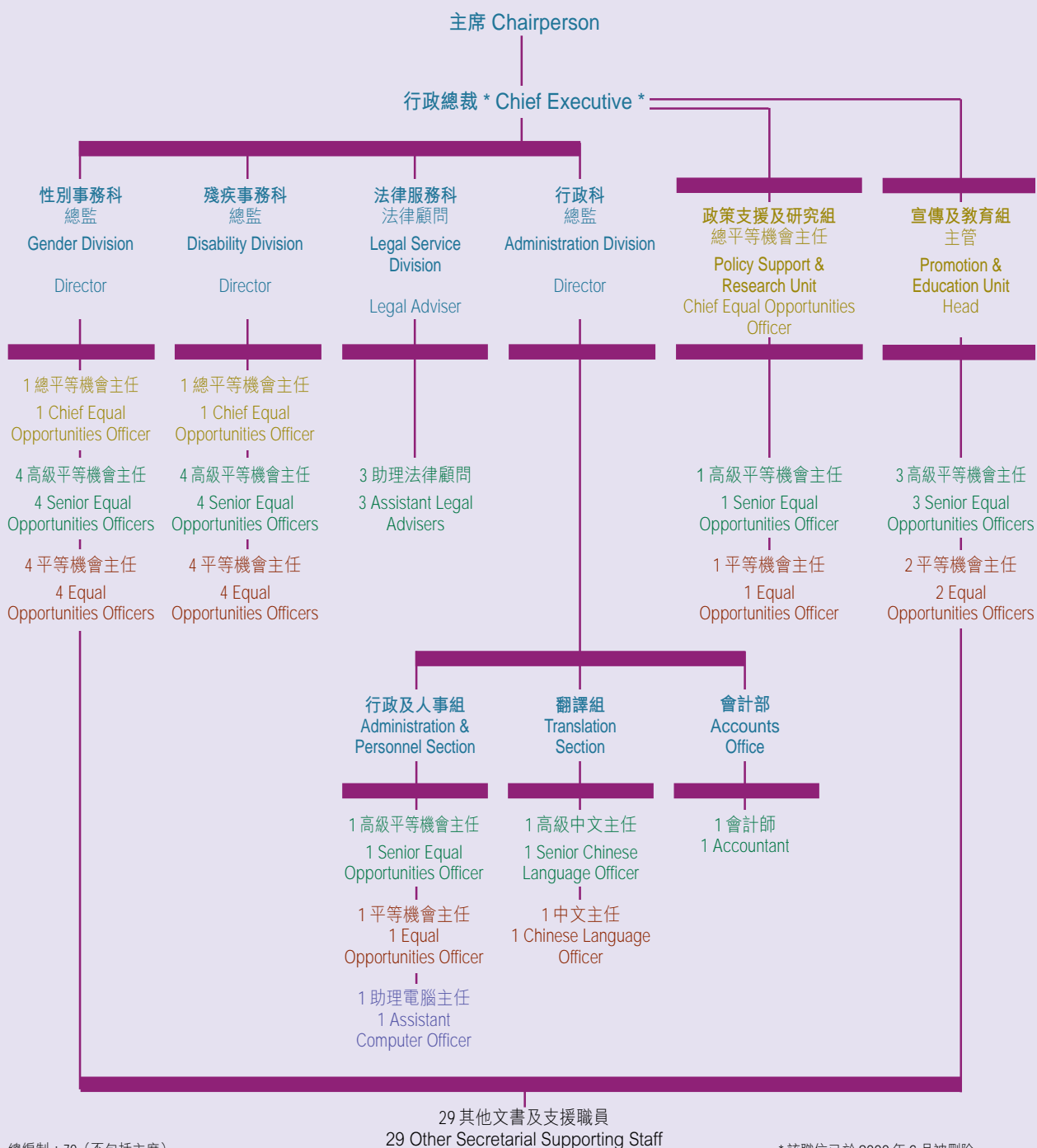
Members & Terms of Reference of the EOC Committees

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。
7. 就正式調查提供初步調查結果，並擬備報告供平等機會委員會考慮，包括向平等機會委員會作建議。
8. 就發出執行通知，向平等機會委員會作建議。
9. 審閱有關遵守執行通知的報告，並向平等機會委員會就不遵守執行通知的事作建議，看是否需要作正式調查。
10. 決定對《性別歧視條例》第 81 條所指的持續的歧視或性騷擾、《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。
11. 分別根據《性別歧視條例》第 82 條、《殘疾歧視條例》第 78 條及《家庭崗位歧視條例》第 60 條，決定對違反《性別歧視條例》第 43、44 或 45 條、《殘疾歧視條例》第 42、43、44 或 45 條及《家庭崗位歧視條例》第 31、32 及 33 條的作為提出何種法律程序。
12. 分別根據《性別歧視條例》第 66 條、《殘疾歧視條例》第 63 條及《家庭崗位歧視條例》第 45 條，檢討《性別歧視條例》附表 3 和附表 5、《殘疾歧視條例》附表 2、3 和 5 及《家庭崗位歧視條例》附表 2，有需要時，向平等機會委員會提交修訂附表的建議。
13. 分別根據《性別歧視條例》第 64(1)(e)條、《殘疾歧視條例》第 62(1)(e)條及《家庭崗位歧視條例》第 44(1)(d)條，檢討《性別歧視條例》、《殘疾歧視條例》及《家庭崗位歧視條例》的施行情況，有需要時，向平等機會委員會提交修訂條例的建議。

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.
7. To make preliminary findings in a formal investigation and prepare a report of such for the consideration of the EOC, including making recommendations to the EOC.
8. To make recommendations to the EOC in respect of the issue of enforcement notices.
9. To receive reports on compliance with enforcement notices and recommend to the EOC whether a formal investigation should be conducted in the event of non-compliance.
10. To decide on actions to be taken in respect of persistent discrimination or sexual harassment under section 81 of SDO, in respect of persistent discrimination, harassment or vilification under section 77 of DDO and in respect of persistent discrimination under section 59 of FSDO.
11. To decide on the proceedings to be brought in respect of a contravention of sections 43, 44 or 45 of SDO, sections 42, 43, 44 or 45 of DDO and sections 31, 32 and 33 of FSDO, pursuant to section 82 of SDO, section 78 of DDO and section 60 of FSDO respectively.
12. To keep under review Schedules 3 and 5 of SDO, Schedules 2, 3 and 5 of DDO and Schedule 2 of FSDO and when necessary, recommend to the EOC proposals for amending the schedules, in accordance with section 66 of SDO, section 63 of DDO and section 45 of FSDO respectively.
13. To keep under review the working of SDO, DDO and FSDO and when necessary, recommend to the EOC proposals for amending the Ordinances in accordance with section 64(1)(e) of SDO, section 62(1)(e) of DDO and section 44(1)(d) of FSDO.

平等機會委員會目前的組織架構及編制 (於 1999 年 11 月重組架構起生效)
 Organizational Structure and Establishment of the Equal Opportunities Commission (since November 1999 after restructuring)



總編制：70 (不包括主席)
 Total establishments: 70 (excluding Chairperson)

* 該職位已於 2000 年 6 月被刪除
 * Post subsequently deleted in June 2000

Appendix 4

平等機會委員會辦事處管理小組（截至 2000 年 3 月 31 日）
Management Team of the Equal Opportunities Commission as at 31.3.2000

主席

胡紅玉

Chairperson

WU Hung-yuk, Anna

總監（殘疾事務科）

唐建生

Director (Disability)

TONG Kin-sang, Frederick

總監（性別事務科）

秦家德博士

Director (Gender)

Dr. CHUNG Ka-tak, Priscilla

法律顧問

彭佩蘭

Legal Adviser

Alexandra PAPADOPOULOS

總監（行政事務）

陳奕民

Director (Administration)

CHAN Yick-man, Michael

根據法例給予申請人的法律協助 Assistance Granted Under the Legislation

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書面投訴，而且需要進行調查及調解的投訴個案，如調解失敗，委員會有權給予申請人不同形式的協助。1999/2000 年度委員會共接到 20 宗法律協助申請，並給予其中九宗法律協助。協助形式包括由委員會律師給予法律意見，以至由委員會律師及/或由委員會聘請的私人執業律師在法律訴訟中擔任申請人的法律代表。要求委員會提供協助和獲給予協助的個案統計數字如下：

The Equal Opportunities Commission has powers under section 85 of the Sex Discrimination Ordinance, section 81 of the Disability Ordinance and section 63 of the Family Status Discrimination Ordinance to grant various forms of assistance to applicants who have lodged complaints in writing with the Commission for the purpose of investigation and conciliation, where conciliation has not been successful. During 1999/2000, the Commission received 20 applications for assistance and granted assistance in nine of them. The assistance has varied from the giving of legal advice by the Commission's lawyers to legal representation in legal proceedings by the Commission's lawyers and barristers briefed by the Commission. The statistics of assistance sought and granted appear below:

個案類別 Type of Case	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)	4	3	0
殘疾歧視或騷擾 （其他範疇，如貨品及服務的提供） Disability Discrimination or Harassment (Other Fields e.g. Provision of Goods and Services)	2	4	1
性別歧視或騷擾（僱傭範疇） Sex Discrimination or Harassment (Employment)	2	0	1
性別歧視或騷擾 （其他範疇，如貨品及服務的提供） Sex Discrimination or Harassment (Other Fields, e.g. Provision of Goods and Services)	0	1	0
婚姻狀況歧視（貨品及服務的提供） Marital Status Discrimination (Provision of Goods and Services)	1	1	0
總數 Total	9	9	2

Appendix 6

委員會協助的法庭訴訟 EOC Assisted Court Proceedings

在 1999/2000 年度，區域法院聆訊了三宗由委員會根據《殘疾歧視條例》第 81 條給予法律協助的個案。這些個案的詳情列於下表。區域法院安排三宗個案合併聆訊，並於 2000 年 9 月 28 日就三宗個案作出判決，三名原告人獲共超過二百八十萬港元的賠償。

In 1999/2000, the District Court heard three cases in which the Commission had granted legal assistance under section 81 of the Disability Discrimination Ordinance. Details of these cases appear in the table below. All three cases were consolidated into one hearing. The District Court gave judgment on the cases on 28 September 2000 awarding the three plaintiffs a total of more than HK\$2.8 million in damages.

違法行為 Unlawful Act	法庭判決 Judgment
因家人有精神病病歷而在招聘救護員過程中受到殘疾歧視 Disability discrimination in recruitment of ambulance man on ground of family history of mental illness	原告人獲賠償 985,143 港元 Damages awarded to the plaintiff in the sum of HK\$985,143.
因家人有精神病病歷而在招聘消防員過程中受到殘疾歧視 Disability discrimination in recruitment of fireman on ground of family history of mental illness	原告人獲賠償 775,742 港元 Damages awarded to the plaintiff in the sum of HK\$775,742.
因家人有精神病病歷而在招聘海關關員過程中受到殘疾歧視 Disability discrimination in recruitment of customs officer on ground of family history of mental illness	原告人獲賠償 1,061,134 港元 Damages awarded to the plaintiff in the sum of HK\$1,061,134.

委員會律師於 1999/2000 年度為以下個案進行了審前法律程序：

Lawyers of the Commission commenced legal proceedings in the following cases in 1999/2000:-

違法行為 Unlawful Act	情況 Status
被武術教練性騷擾 Sexual Harassment by martial arts teacher	已排期於 2000 年 11 月 20 日審訊 Trial scheduled for 20 November 2000
懷孕歧視 - 在通知僱主懷孕後，被要求辭職或接受降職 Discrimination on ground of pregnancy - asked to resign or accept demotion after giving notice of pregnancy	已排期於 2000 年 11 月 20 日審訊 Trial scheduled for 20 November 2000
因家人有精神病病歷而在警方招聘督察過程中受到殘疾歧視 Disability discrimination in recruitment of police inspector on ground of family history of mental illness	已於 2000 年 2 月展開法律程序 Writ issued in February 2000

於 1999/2000 年度經委員會律師與答辯人協商後獲解決的個案：

The following cases were settled after negotiation conducted by lawyers of the Commission in 1999/2000:-

違法行為 Unlawful Act	和解條件 Settlement Terms
懷孕歧視 - 在放完產假後接到解僱通知 Discrimination on ground of pregnancy - given notice of dismissal after maternity leave	賠償金錢和發出推薦信 Money paid and reference letter issued.
婚姻狀況歧視 - 被拒從自置居所貸款名冊上刪除名字 Discrimination on ground of marital status - refusal to delete names from Home Purchase Loan System (HPLS) Register	房委會同意從自置居所貸款名冊上刪除投訴人的名字 Housing Authority agreed to delete names from HPLS register.

在 1999/2000 年度委員會律師並為另八宗個案作出協商或為受助人準備提出訴訟。

There are eight other cases in which lawyers of the Commission have been conducting negotiations or preparing for litigation on behalf of assisted persons in 1999/2000.

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。2000年我們的服務標準及指標如下：

We pledge to serve the community to the best of our capabilities. We are committed to providing a courteous, helpful and efficient service. The service standard and the performance target we aim to achieve in 2000 are as follows:

	服務標準	服務指標 (達到服務標準的百分比)		Service Standard	Performance Target (% meeting standard)
查詢			Enquiry		
• 在辦公時間內回覆電話查詢	即時回覆	95%	• Answer telephone enquiries during office hours	immediately	95%
• 接見到辦事處查詢的人士	30分鐘內	95%	• Interview a walk-in enquirer at EOC office	within 30 minutes	95%
• 回覆簡單的書面查詢	5個工作天內	95%	• Reply to written enquiries on simple issues	within 5 working days	95%
• 回覆複雜的書面查詢	14個工作天內	95%	• Reply to written enquiries on complex issues	within 14 working days	95%
投訴			Complaint		
• 對書面投訴開始採取行動	3個工作天內	100%	• Initiate action on a written complaint	within 3 working days	100%
• 經預約安排，接見有意提出投訴的人士	5個工作天內	95%	• Interview a prospective complainant asking for an appointment	within 5 working days	95%
• 完成處理投訴個案	6個月內	75%	• Conclude a complaint case	within 6 months	75%
法律協助			Legal Assistance		
• 對申請法律協助的人士作出回覆	8個星期內	75%	• Inform an applicant of the outcome of application for legal assistance	within 8 weeks	75%
公眾教育及宣傳			Public Education and Promotion		
• 安排有關平等機會課題及法例的講座	6個星期內	95%	• Meet requests for talks on equal opportunity issues and legislation	within 6 weeks	95%
• 處理市民以郵寄或傳真索取委員會刊物	3個工作天內	95%	• Meet requests by mail or fax for EOC publications	within 3 working days	95%