



平等機會委員會 2000/01 年年報

Equal Opportunities Commission Annual Report 2000/01

我們的 抱負

聯同社會各界的支持，致力締造一個機會平等和沒有歧視的社會。

我們的 使命

推動男女之間、傷健之間、有家庭崗位和沒有家庭崗位的人士之間機會平等；

透過立法、行政措施和公眾教育，消除對性別、婚姻狀況、懷孕、殘疾及家庭崗位的歧視；

消除性騷擾及對殘疾人士的騷擾和中傷。

Our Vision

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

Our Mission

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

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

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



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主席序言 — 平等機會顯力量

Chairperson's Foreword — The Power of Equal Opportunities



平等機會是每個人的基本權利，也是現代社會成功的必備條件。平等機會促進社會多元化，讓每個人全面發揮其價值和潛能。

為確保香港能達到這些目標，實現「亞洲國際都會」的抱負，平等機會委員會（下稱“委員會”）一直致力推廣平等機會和消除歧視。自1996年成立以來，委員會已取得相當成績：透過調解或法律行動，我們協助不少個別人士成功爭取應有權益；大多數市民亦已了解平等機會的概念及對社會的價值。

影響深遠的法院裁決

去年發生的重要事件之一，是委員會就教育署拒絕取消「中學學位分配辦法」制度中含歧視的成分，而展開對教育署的法律行動。有關制度令男生與女生在不同情況下受到歧視，高等法院已於2001年6月22日裁定該制度違法和含有歧視。我們熱切期盼能與教育署合作，向該署推薦經驗豐富的本地及海外專家，協助署方制訂一套沒有歧視、讓所有學生不論性別都能獲得平等教育機會的新制度。

委員會亦就的士司機與馬碧容博士一案向終審法院提出上訴，要求駁回上訴法院認為「法院無權命令被告人在不願意的情況下向受害人作出道歉」的判決。委員會認為，上訴法院的判決會削弱以道歉作為和解方式的效果，逼使原告人提出訴訟，以追索金錢賠償。因此，有關判決不但與《殘疾歧視條例》的社會目的相違背，並會增加處理這類投訴的社會成本。最後，終審法院一致認為，在非常例外的情況下，即使被告人不願意，法院仍有權命令其向受害人作出道歉。終審法院並表示，假如被告人拒絕道歉，賠償金額須相應增加。終審法院的判決極之令人鼓舞，並在道歉與賠償之間取得適當平衡。

委員會亦歡迎法院於2001年2月就香港首宗懷孕歧視案件作出的判決。區域法院根據《性別歧視條例》裁定被告人（一間藥品公司）因其前產品經理鄭映群女士懷孕而歧視她，判定原告人得直。案件清楚闡





明，雖然僱主本身並無歧視懷孕的僱員，但仍須對其僱員（即原告人的上司）的歧視行為負上轉承責任。委員會促請所有僱主依循反歧視法例「僱傭實務守則」所列出的良好工作常規及程序。

把平等機會融入主流文化

去年，委員會的工作主要集中於我們的核心原則，即全港市民都應享有教育、就業、使用服務和設施的平等機會。只可惜，我們的社會仍存在著各種有形的、程序上及態度上的障礙，以致這與生俱來的權利受到削弱。因此，委員會的主要工作目標，是與政府及商界合作，協力根除這些障礙，以期締造一個人盡其才的社會。

社會人士很多時候會忽略殘疾人士的特殊需要，令殘疾人士未能充份享有他們的基本權利。鑑於發生庚文翰事件，過去一年委員會與入境事務處一直緊密合作，研究該處人員對殘疾人士的認識及敏感度。庚文翰是一名有自閉症的少年，事發時十五歲，由於身上沒有身份證明文件而被誤以為是內地人，被入境事務處送到深圳，自2000年8月之後便一直失蹤。委員會已完成有關研究，報告建議入境事務處應設立內部工作指引、程序及提供培訓，以便更妥善地對待出入境的殘疾人士。有關研究報告的目的是把平等機會原則融合於部門的運作程序，促使平等機會成為主流文化。

資訊科技的應用是另一個重要範疇。殘疾人士往往因產品的設計問題（如：無法使用自動櫃員機，或網頁設計時未顧及視障使用者的需要等），而無法受惠於新科技帶來的好處。同樣地，許多婦女由於得不到必

需的培訓及教育機會，因此無法受惠於資訊科技的發展。要克服這些障礙，我們必須發展新思維去尋求解決方案。過去一年，委員會積極與政府及非政府組織合作，以找出問題所在，並提倡「資訊科技，人人共享」。

在工作場所實踐平等機會原則

平等機會最重要的價值，是讓我們能有效地運用人力資源，讓每個人能盡展潛能。營商的成就，也視乎是否採納平等機會的概念。僱主如能集中考慮個人的才幹，而非其性別、婚姻狀況、殘疾或其他不相干的因素，自能擴大可用的人力資源，為機構廣納各方面的人才，營造更具競爭力的商業環境。而一家企業是否願意承擔社會責任，在今天已成為決定企業成敗愈來愈重要的因素。

全球日趨一體化，愈來愈多顧客要求所購買的貨品和服務的製造及供應過程必須合乎道德規範。他們要求社會問責，對企業起了相當大的影響。根據Covenant Investment Management於1996年對『標準普爾』最主要的500家企業所作的研究顯示，最忽視平等機會原則的100家公司，每年回報率平均為8%；而100家高度奉行平等機會原則的公司，則每年回報率平均達18%。當中邏輯顯而易見，社會若沒有進步，經濟亦不能全速發展。平等機會有利營商，有充分數據支持，無容置疑。

與商界共建夥伴關係

當我們把這訊息帶給香港商界時，商界領袖對平等機會的認同與支持，令我們深受鼓舞。社會問責不單有利營商，對香港未來的發展也十分重要。委員會正進行一項調查，評估商界對平等機會的認識，以及在工作場所實施反歧視政策的情況。委員會與商界攜手合作，將能在香港培植正面的平等機會文化。

前瞻未來

委員會成立五年以來，社會人士對我們的工作支持有加。愈來愈多人對我們打擊歧視、推行平等機會的工作表示認同，令我們深受鼓勵。得到市民的支持，決策者及商界的協助，加上委員會本身的努力不懈，我相信平等機會觀念必能在本地紮根，為香港創造一個更美好的環境。

平等機會委員會主席
胡紅玉

The right to equal opportunities is a universal and fundamental human right, crucial to the making of a modern and successful society, which enhances diversity and maximizes the full value and potential of its people.

To ensure that Hong Kong meets these goals and fulfils its vision to be "Asia's world city", the Equal Opportunities Commission (EOC) has been striving to promote equal opportunities and to eliminate discrimination. Since our establishment in 1996, much has been accomplished — many individuals have realized their rights, either through conciliation or legal action. Today, the vast majority of the population is aware of and understands the concept and the value of equal opportunities in our society.

Significant Court Judgments

A significant event in the past year was the commencement of the court action against the Education Department following its refusal to remove the discriminatory aspects of the Secondary School Places Allocation (SSPA) System. This system discriminated against both boys and girls in different circumstances. The High Court on 22 June 2001 ruled that the system was unlawful and discriminatory. We therefore look forward to the introduction of a new system that is free from discrimination, and provides fair access to education to both boys and girls. We are keen to work with the Education Department in recommending local and international experts with experience in devising such a system.

During the year, we also appealed to the Court of Final Appeal in the case involving a taxi driver and Dr. Sophia Ma to reverse the judgment of the Court of Appeal that the court has no power to order an apology against an unwilling defendant. In our view, this judgment would undermine the use of an apology as a tool for conciliation and force the plaintiff to litigate and to seek monetary compensation. The judgment, therefore, would contradict the social purpose of the Disability Discrimination Ordinance and escalate the social cost involved in dealing with these complaints. The Court of Final Appeal unanimously concluded that the court has the power to order an apology, albeit in exceptional circumstances, against an unwilling defendant. It further went on to indicate that monetary damages should be increased when a defendant refused to apologize. The judgment was extremely encouraging and provides the necessary balance between an apology and damages.

We also welcomed the judgment on Hong Kong's first pregnancy discrimination case in February 2001. The District Court held that the defendant, a pharmaceutical company, had discriminated against its former product manager Ms Chang Ying Kwan because of her pregnancy under the Sex Discrimination Ordinance. The Court ruled in favour of the plaintiff. The case made it clear that although an employer did not discriminate against a pregnant employee, the employer would nevertheless be held vicariously liable for the unlawful acts of its employees i.e. the plaintiff's supervisors. We urge all employers to adopt good practices and procedures in accordance with our Code of Practice on Employment under the anti-discrimination legislation.

Mainstreaming Equal Opportunities

In 2000/2001, we have focused strongly on the core principle of our existence — that everyone in Hong Kong should have equal access to education, employment, services and facilities. Unfortunately in our society there are barriers — whether they be physical, procedural or attitudinal to this inherent human right. A major objective is therefore to work with the Government and the business community to remove these barriers and create sustainable change and an enabling environment for every individual in our community.





Very often people are unaware of the special needs of those with disabilities, and this can diminish their fundamental rights. In the past year, we have been working closely with the Immigration Department to assess the level of knowledge and sensitivity of immigration officers towards persons with a disability, in light of the Yu Man-hon case. Man-hon who was 15 years old and autistic carried no identity documents and was sent by the Hong Kong Immigration Department to Shenzhen under the mistaken belief that he was a mainlander. He has been missing since August 2000. The study has been finalized, and a report has been published with recommendations for guidelines, procedures and training to be established within the Department for the better handling of persons with a disability. The study was a forward looking exercise aiming at mainstreaming equal opportunities in the Department's operation.

Another important area is in the use of Information Technology — persons with a disability can miss out on the benefits of this new technology because of design problems, ranging from physically inaccessible ATM's, to web pages not constructed to accommodate the visually impaired. Similarly, many women cannot enjoy what IT is offering because of a lack of access to requisite training and education. To overcome these hurdles, it is imperative to foster a new approach for solutions. During the year, we worked actively with both the Government and the NGOs to identify problems and advocate universal accessibility.

Embracing Equal Opportunities at Work

The ultimate value of equal opportunity is the ability to use our human resources effectively and to their maximum potential. This concept is also crucial to a successful business. Focusing on ability rather than a person's gender, marital status, disability or other irrelevant criteria, expands the pool of talent available

to employers, provides richness and diversity in the workplace and creates a competitive business environment. An increasingly important factor in a successful business today is leveraging the social accountability of business.

With increasing globalization, more and more customers today are seeking to ensure that the goods and services they purchase are manufactured and provided under ethical conditions. This demand for social accountability has an immense influence over businesses. According to a study by Covenant Investment Management in 1996 on Standard and Poor's 500, annual returns for the 100 companies with the lowest equal employment opportunities averaged 8%, compared to 18% for the 100 companies that provided high equal employment opportunities. The logic is clear, economic development cannot move forward without similar progress on social issues. As the figures show — equal opportunities pay.

Our Closer Partnerships with Business

In taking this message to the business community, we are highly encouraged by the agreement and support of many of Hong Kong's business leaders. Social accountability is crucial to Hong Kong's future development apart from making good business sense. The EOC is conducting a survey to assess the business community's understanding of equal opportunities and the extent to which anti-discrimination policies have been implemented in the workplace. Working together, the business community and the EOC, will build a positive culture for equal opportunities.

Looking Ahead

In our five years of existence, we have seen growing support from the community for our work in addressing systemic discrimination and individual grievances. We are encouraged by the community's readiness to embrace our fight against discrimination and support. With this support, the assistance of decision-makers and the business community, and our own unremitting efforts in this direction, I believe that we will make significant inroads into creating a positive environment for equal opportunity in Hong Kong.

Anna Wu
Chairperson
Equal Opportunities Commission

消除歧視—制度及政策檢討

Eliminating Discrimination — System & Policy Reviews



明報圖片
Photo from Ming Pao

「中學學位分配辦法」

由於委員會收到不少家長的投訴，指其子女在中學派位中受到性別歧視，委員會因此對已實行超過20年的「中學學位分配辦法」進行調查。調查結果於1999年8月發表，發現制度對個別男生及女生存在性別歧視。因此，委員會建議應檢討制度，消除當中對男生或女生造成歧視的因素。

然而，教育署署長於2000年4月回覆，指由於有合理原因，有關制度有必要保留，而制度中含歧視的成分亦會維持不變。鑑於有關決定對全港學童造成深遠影響，委員會遂於2000年7月申請司法覆核。高等法院給予許可後，聆訊於2001年5月14日展開，並於2001年5月24日審結。

高等法院於2001年6月22日作出判決，裁定委員會挑戰的「中學學位分配辦法」中，三項以性別為基礎的機制，都包含歧視成分，屬於違法。委員會期望教育署可於明年推行一個無歧視的新制度。與此同時，委員會亦與各校校長及國際專家進行連串意見交流，以便有關問題得到廣泛的討論。委員會期望這些公開討論有助制訂沒有歧視的教育政策。

殘疾人士接受教育的機會

接受教育是殘疾人士全面融入社會的關鍵。可是，有殘疾的學童卻被一般教育制度系統性地拒諸門外。《殘疾歧視條例》規定，學校如因歧視有殘疾的學生而拒絕取錄他們，即屬違法。委員會於1999年開始擬備《殘疾歧視條例教育實務守則》（下稱“守則”），目的是推廣殘疾學童接受教育的平等機會。



The Secondary School Places Allocation System

Following a number of complaints from parents on sex discrimination in the placement of their children in secondary schools, the EOC conducted an investigation into the Secondary School Places Allocation (SSPA) System, which has been in place for over 20 years. The investigation and subsequent report, released in August 1999, found that the existing system does indeed discriminate against individual boys and girls on the basis of sex. The EOC recommended that the System be reviewed to remove the discriminatory elements against both boys and girls.

However in April 2000, the Director of Education responded that there were good reasons for keeping the system as it was and the discriminatory elements of the SSPA would not be removed. In view of the wide impact of this decision on the children of Hong Kong, the EOC applied for a judicial review in July 2000. Leave was granted by the High Court and the hearing commenced on 14 May 2001, concluding on 24 May 2001.

On 22 June 2001, the High Court of Hong Kong ruled that all three gender-based mechanisms in the SSPA challenged by the EOC are discriminatory and unlawful. The EOC looks forward to the introduction of a new, non-discriminatory system, which we hope will be in place next year. Meanwhile, a series of exchanges with school principals and international experts is in place to enable a wider delivery of the issues involved. It is hoped that these public discussions will assist in the formulation of non-discriminatory education policies.

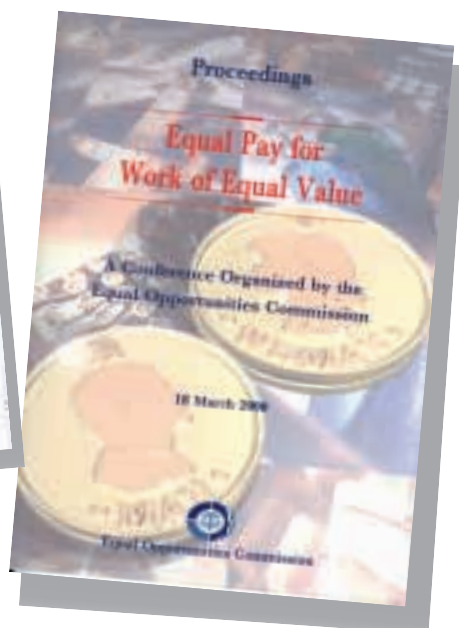
Access to Education by Persons with a Disability

Access to education is a key factor in enabling people with disabilities to integrate fully into society. Yet young people with disabilities are systemically excluded from the general education system. The Disability Discrimination Ordinance (DDO) makes it unlawful for schools to discriminate against such students by refusing admission. The EOC started to prepare the Code of Practice on Education under the DDO in 1999. The Code aims to promote equal opportunities in education for children with disabilities.



經廣泛諮詢教育工作者及殘疾人士社群後，委員會於2001年1月公佈守則的公眾諮詢文件，徵集市民意見。守則經立法會審議後，已於2001年7月，即新學年開始前正式實施。委員會並積極參與教育署屬下的「融合教育工作小組」的工作，繼續就有關融合教育計劃的實施，向政府提供意見。

為確保有殘疾的學生參加考試時不會因殘疾而吃虧，委員會向香港考試局提出多項建議。結果，考試局的有關指引現已增加彈性，對應試學生提出所需的協助或遷就，都會加以考慮。



為入境事務處提供的培訓及程序

自去年有自閉症的十五歲男童庚文翰，被入境處人員誤送出境而失蹤後，保安局局長接納了委員會於2000年8月提出的建議，邀請委員會就「改善入境處內部指引和加強員工培訓」向入境事務處提供意見。

委員會目的是協助入境處提高其處理殘疾事宜的敏感度，並加強入境處在處理殘疾人士出入境時執行職責的能力。要確保改革的成果，最有效的方法是把平等機會的原則融入機構各個層面以及其運作程序之內，使之成為入境處的主流文化，這亦是機構革新的過程。要令平等機會原則成功融入主流文化，部門必須監察實踐的成效，確定員工在日常落實核心政策承諾時所作的大小決定，均能貫徹有關政策的原則。

委員會的研究探討了入境事務隊成員對殘疾人士的認識及敏感度；殘疾人士對入境處服務的經驗及期望；入境處的內部程序、指引和訓令是否足夠；以及入境事務隊成員的培訓需要等。

研究關注兩項重點：首先，有關入境事務隊成員識辨殘疾的特性、表徵和特殊需要的能力。如有關人員無法辨識殘疾，便不能作出適當的反應，及不會採用既有的特殊程序和支援機制來協助殘疾人士。

其次是有關處理殘疾人士技巧的訓練，當中以溝通技巧尤為重要。恰當有效的溝通能讓入境處人員取得有用的資料，如個人身份證明，且能減少誤會。

接納精神病患者

精神病患者一直受到嚴重的歧視。委員會於去年舉行了12次焦點小組會議和12次合共超過500人參與的講座，目的是加深社會認識及關注精神病患者在《殘疾歧視條例》下的法律權益。

2001年1月，委員會與香港中文大學精神科學系聯合展開「香港精神科服務使用者受歧視經驗」研究，以調查精神科服務使用者在工作、家庭及交友方面受到歧視的經歷，以及他們在接受診治和使用社會服務時遇到的困難。

同值同酬

香港正從爭取「同工同酬」進一步邁向爭取「同值同酬」。男女薪酬不均與兩性往往擔任不同種類的工作有關，而這又受社會傳統教化、教育、和就業市場期望所影響。這些工作雖具相同價值，而職責、所付出的努力和入職的資格也相約，然而薪酬卻有差別。

After substantial consultation with educators and the disability community, a proposed Code was issued in January 2001 for public consultation. Following vetting by the Legislative Council, it came into operation in July 2001 before the commencement of the new academic year. In the meantime, we continued to be actively involved in the Task Group on the Integrated Education Programme of the Education Department, providing advice to the Government regarding the Programme's implementation.

To ensure that these students are not disadvantaged by their disability when sitting for examinations, we made a number of recommendations to the Hong Kong Examination Authority. As a result, the Authority's guidelines now offer greater flexibility in considering requests for different forms of assistance and accommodation in examinations.

Procedures and Training for the Immigration Department

On the initiative of the EOC in August 2000, the Secretary for Security invited the EOC to provide advice "to enhance the relevant internal guidelines and staff training" to the Immigration Department, after the disappearance of Yu Man-Hon, an autistic, then 15 year-old boy, who was mistakenly sent across the border by immigration officers last year.

The initiative is intended to assist the Department to enhance its sensitivity to disability issues and increase its capability to discharge its obligations to persons with a disability. The most effective way of sustaining change is to introduce equal opportunities principles into all aspects of an organization and its operation. This is mainstreaming an equal opportunities culture in the Department's operation and it is a process of organizational transformation. Mainstreaming the equal opportunities culture also requires tracking of the outcome of the core policy commitments of a department to the small everyday decisions of implementation.

The study looked into knowledge and sensitivity levels with regard to persons with a disability; the experiences and expectations of persons with a disability; the adequacy of the Department's internal guidelines and instructions and officers' training needs.

The study highlighted two key concerns: The first area of concern is the ability to identify and recognize disabilities and their characteristics, manifestations

and special needs. Failure to identify and recognize disabilities may result in inappropriate responses and will not trigger the use of any special procedures and support mechanisms.

The second concern relates to the development of skills in handling persons with a disability with particular emphasis on communication skills. Appropriate communication can elicit useful information, such as personal identification, and can reduce misunderstanding.

Accepting People with a Mental Illness

Persons with a mental illness continue to suffer from serious discrimination. The EOC conducted 12 focus group meetings and 12 talks for over 500 people during the year, to raise awareness of the legal rights for persons with a mental illness under the DDO.

In January 2001, the EOC and the Department of Psychiatry at the Chinese University of Hong Kong launched a joint project, the *Mental Health Service Users' Experience of Discrimination in Hong Kong* to investigate experiences suffered by mental health service users in the workplace, in the family and with friends, as well as difficulties they experience in medical and social services.



Equal Pay for Work of Equal Value

Hong Kong is now moving on from the issue of "equal pay for equal work" to the issue of "equal pay for work of equal value." Sex discrimination in pay inequity is related to the fact that men and women are often segregated into different types of

委員會於2000年5月成立「同值同酬專責工作小組」，並獲政府撥款200萬港元，以推廣「同值同酬」及就分三期逐步實踐這原則提出建議。第一期工作主要是分析公務員及醫院管理局的薪酬和人事資料。第二期研究的對象為聘用超過200名僱員的企業，而第三期則集中研究中小型企業。

資訊科技人人共享

資訊科技發展一日千里，香港亦正轉變為知識型社會，這種發展，令資訊科技和電子通訊，成為我們日常生活中不可或缺的部分。因此，能否掌握運用資訊科技成為一般人(尤其是殘疾人士和婦女)首要關注的課題。過去一年，委員會秉承一貫的政策，與政府及其他團體緊密合作，探討資訊科技是否易於掌握、資訊科技帶來的新機遇和其對弱勢社群日常生活所造成的影響。

期間委員會進行了「香港公共服務機構網頁上網障礙研究」，以找出不同類別的殘疾人士上網的需要與困難。這調查與香港社會服務聯會合作，有關研究報告已於2001年3月呈交立法會資訊科技及廣播事務委員會。同時，委員會亦派出一名代表加入政府有關資訊發佈的跨部門委員會，協助政府制訂網頁設計指引，以確保市民運用政府網頁時不會遇到阻礙。

自政府於1999年推出「公共服務電子化計劃」後，委員會一直就如何確保人人均能使用有關服務的問題，向政府提供意見。政府亦已採納委員會的建議，在各社區數碼站和公共圖書館，提供裝有適當軟硬件的電腦設施供市民使用。

委員會亦建議政府修訂其「認可核證機構實務守則」，把核證申請者的服務是否方便殘疾人士使用，列為評審有關申請的準則之一。委員會應多個視障人士團體的要求，為他們與香港郵政署合辦了一次介紹郵政署電子核證服務的講座，並即場為他們辦理登記手續。

電子銀行服務是香港大部分市民能享用得到的基本服務。為確保殘疾人士亦能享用這服務，委員會已與香港銀行公

會合作成立工作小組，制訂有關行動方案，希望讓殘疾人士也能體會先進科技帶給他們自主的方便。

我們不能忽略資訊科技對婦女的影響，尤其在就業、教育和服務的提供等各方面，並需加倍努力，鼓勵婦女應用資訊科技。為與政府在這方面的工作保持一致步伐，委員會定期出席民政事務總署的「推廣婦女使用資訊科技」中央統籌委員會的會議，並從平等機會角度，提出對促進婦女應用資訊科技的看法，供政府研究。

在提高婦女應用資訊科技能力的過程中，委員會亦與資訊科技界和專業團體緊密合作，如支持由互聯網專業人員協會推出的「網絡無障礙行動」，該項活動其中一主要目的，便是協助提高殘疾人士及婦女對資訊科技的認識，以及推廣有關培訓。

建設無障礙的社會與生活環境

要讓殘疾人士充份享有經濟、社會、文化及政治權利，我們必須建設一個無障礙的社會與生活環境。就這目標，委員會去年與政府及私營機構合作，在不同範疇推廣「通用設計」的概念及把平等機會原則納入主流文化。



jobs due to career choices based on socialization, education and the expectations of the job market. These different jobs may be of the same value requiring similar responsibility, effort, and qualifications but may be paid differently.

A Task Force was established in May 2000 with a government capital grant of HK\$2 million to promote and recommend ways to progressively implement the principle of “equal pay for work of equal value” in three phases. The first phase analyses pay and personnel data within the civil service and the Hospital Authority. The second phase studies companies employing over 200 staff while the third phase looks at small and medium sized enterprises.

Access to Information Technology (IT)

The rapid advancement of information technology and transition into a knowledge-based society makes access to information and electronic communication fundamental to our daily lives. Access to information technology therefore remains a priority especially for persons with a disability and for women. During the year, we continued our strategy, working closely with the Government and other groups to gauge accessibility, new opportunities and the impact of IT on the daily lives of disadvantaged groups.

A study on *Web Accessibility of Public Service Homepages in Hong Kong* was conducted to identify problems linked with the needs of different disability groups. This joint research on web accessibility was conducted with the Hong Kong Council of Social Service. In March 2001, a paper on the inaccessibility of IT to persons with a disability was submitted to the Legislative Council Panel on Information Technology and Broadcasting. An EOC representative also sits on the Government's inter-departmental committee on information dissemination to help develop guidelines for designing accessible government websites.

Since the Government introduced its Electronic Services Delivery scheme in 1999, the Commission had been advising the Government to ensure universal accessibility. The Government has adopted the Commission's suggestion to equip the computer facilities at community cyberpoints and public libraries with accessible hardware and software.

The Commission also advised the Government to revise the Code of Practice on Recognized Certification Authorities so that accessibility of the certification service for persons with a disability is made one of the

criteria in assessing applications for the recognized status. In response to requests from several visual impairment groups, the Commission initiated an orientation and on-site registration session in conjunction with the Hongkong Post regarding its e-cert service.

Electronic banking is a standard service enjoyed by most in our community. A working group has been established with the Hong Kong Association of Banks to develop an action plan, to ensure delivery of electronic banking services to persons with a disability enabling them to enjoy the benefits of independence brought about by advancements in modern technology.

The impact of IT on women particularly in the fields of employment, education and service provision cannot be ignored, and more needs to be done to encourage women to embrace this technology. To keep abreast with Government initiatives in this area, the EOC regularly attends meetings of the Home Affairs Department's Central Co-ordinating Committee on the Promotion of IT to women. Where appropriate, the EOC contributes its perspective on the equal opportunity aspect of IT and women for the Government's consideration.

The Commission also works closely with the IT industry and professional organizations in the empowerment process — we are, for example, supporting the Web Care Campaign, launched by the Internet Professional Association, to promote IT awareness and training among persons with a disability and women, among other objectives.



使用公共交通服務一直是肢體傷殘人士及視障人士最關注的問題。委員會已敦促政府和專利巴士經營商訂定目標，在指定時限內把所有專利巴士改為完全適合殘疾人士使用。此外，政府應在巴士專營權的規條當中訂明，所有專利巴士公司在更換舊巴士及為擴充路線而購置巴士時，只可購置完全合適殘疾人士使用的巴士。在委員會和復康團體不斷的游說下，其中一家巴士公司已同意將部分新購巴士的活動斜板改為固定安裝在巴士上的斜板。

鑑於香港約一半人口居於公共房屋，委員會於2000年初與房屋委員會進行了一項無障礙巡查行動，檢查殘疾人士出入屋邨的方便程度，並提出跟進行動建議。有關巡查報告已於2000年8月完成，報告就所需的改善工程及其優先次序提出建議。房委會已初步撥出700萬元作改善用途。

投票權是每個公民的重要權利。在2000年9月立法會選舉之前，委員會向選舉事務處提出建議，方便殘疾人士更全面地參與選舉。在委員會與政府商討後，政府即制訂了一些臨時改善措施。

香港人喜愛外出用膳。但由於食肆一般欠缺合適殘疾人士使用的如廁設施和足夠輪椅進出的空間，輪椅使用者往往無法參與這項熱門的社交活動。委員

會已建議政府把提供合適殘疾人士使用的洗手間和其他設施列為食肆的發牌條件之一。現正等候政府對此建議的回覆。

愛滋病與社會

過去一年，委員會與護理專業人士、社區組織及各關注團體緊密合作，提高社會對愛滋病患及感染者合法權利的認識。為促進患者與社會之間互相信任和鼓勵他們在有需要時尋求協助，委員會已指定一名職員專責解答他們的查詢。當局亦已根據委員會的建議，修訂《藥物診治中心守則》，刪除一些程序，以消除可能會引起患上透過血液傳染疾病(如愛滋病)的求助人士的不安。

委員會亦定立宣傳方針，提高市民對女性感染愛滋病毒／愛滋病的警覺性。委員會與多個組織合力制訂預防愛滋病毒感染／愛滋病及照顧婦女的策略。這包括：

- 制訂以婦女為對象的預防愛滋病的政策及教育活動；
- 在現有的驗身、婚前服務和例行產前檢查中加入免費愛滋病毒抗體檢驗，以減低對該等檢驗的負面標籤效應，增加社會對有關測試的認受程度；及
- 與不同機構合作促進社會對女性愛滋病感染者的接納，打擊有關的歧視行為。



Building a More Accessible Social and Physical Environment

Making our social and physical environment accessible is essential for people with disabilities to enjoy their economic, social, cultural and political rights. Addressing this issue, the Commission has worked with the Government and the private sector in the past year, to promote the concept of universal design and the mainstreaming of equal opportunities in a number of areas.

Accessibility of public transport services has always been a major concern for people with physical and visual disabilities. The Commission has urged the Government and franchised bus operators to aim at making all franchised buses fully accessible within a specified time frame. In addition, the Government should make it a franchise condition that operators procure only fully accessible buses for fleet replacement or route expansion. Through persistent lobbying by the Commission and disability groups, one of the bus companies agreed to convert some of its newly acquired vehicles with portable ramps into ones with fixed ramps.

As about half of Hong Kong's population live in public housing, the Commission conducted a check-walk with the Housing Authority in early 2000, to examine the accessibility of their housing estates and to make recommendations for follow up action. The study report, completed in August 2000, recommended improvement works and priorities. The Housing Authority has initially set aside \$7 million for improvements.

The right to vote is an important political right for every citizen. Prior to the Legislative Council Elections in September 2000, the Commission made suggestions to the Registration and Electoral Office to enable the disability community to participate more fully in the elections. As a result of the Commission's discussion with the Government, some temporary improvement measures were made.

Hong Kong has a strong 'dining-out' culture. Unfortunately the lack of accessible toilet facilities and inadequate circulation space in restaurants often prevent the wheelchair community from participating in this popular social activity. The Commission has proposed that the Government incorporate the provision of accessible toilets and other facilities as a licensing condition for food establishments and is awaiting Government response to this suggestion.



HIV/AIDS and the Community

During the year, we worked closely with health care professionals, community organizations and concern groups to raise awareness of the legal rights of people living with HIV/AIDS. To facilitate trust and to encourage them to seek assistance when needed, an officer has been designated to answer their enquiries. Based on EOC's advice, the Drug Treatment Centre Code was modified to eliminate some of the procedures that could arouse discomfort in people, with blood-borne diseases such as AIDS, seeking the service.

The Commission has adopted a promotion strategy to raise awareness of the vulnerability of women to HIV/AIDS infection. Together with other committees, the EOC has been actively involved in the development of a strategy on HIV/AIDS prevention and care for women. This strategy includes:

- Development of AIDS prevention policies and education programmes targeted for women;
- Incorporation of free and accessible HIV antibodies tests in existing health check-ups, premarital services and routine antenatal examination procedures to reduce stigmatization and promote acceptance of the tests; and
- Collaboration with different organizations to combat discrimination and promote care and acceptance of HIV-positive women.

活動及成果 — 工作回顧

Activities and Achievements — A Work Review



查詢

由於委員會的工作層面不斷擴大，市民就委員會角色及活動的查詢也越趨深入和具體。在2000年4月1日至2001年3月31日期間，委員會共接獲5,935宗一般查詢，詢問有關委員會的活動、角色與職能等資料，以及索取委員會刊物。這種一般查詢的數字較前一年上升了18%。

此外，委員會共收到4,681宗具體查詢，較上年度增加87%。當中1,598宗關乎《性別歧視條例》，1,883宗關乎《殘疾歧視條例》及183宗關乎《家庭崗位歧視條例》，另有107宗關乎委員會的工作；其餘910宗涉及年齡、種族、性傾向和宗教等方面的歧視問題，並不屬於委員會權限之內(見表1)。同期，委員會網站共錄得超過169,879瀏覽人次。

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。

委員會研究每宗個案的事實後，會讓投訴雙方有機會就所指稱的事宜提出意見和回應。首先，委員會會致力透過調解方式協助雙方達致和解。假若未能和解，委員會可應投訴人的申請，考慮給予其他形式的協助。委員會會獨立考慮每宗申請，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。



Enquiries

As the work of the Commission grows, enquiries about our role and activities have become increasingly detailed and specific. Between 1 April 2000 and 31 March 2001, there were 5,935 general enquiries requesting information on the role and functions of the Commission, activities, events and publications, representing an increase of 18% over last year.

In addition, there were 4,681 specific enquiries, a rise of 87% since the previous year. Of these, 1,598 were related to the Sex Discrimination Ordinance (SDO), 1,883 to the Disability Discrimination Ordinance (DDO), 183 to the Family Status Discrimination Ordinance (FSDO), and 107 to the work of the Commission. The remaining 910 enquiries covered areas falling outside our jurisdiction, relating to discrimination with regard to age, race, sexual orientation and religion (See Figure 1). During the same period, our web site also recorded over 169,879 visitors.

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.

After examining the facts of each case, both parties are given the opportunity to comment and respond to the allegations. As a first step, every endeavour is made 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.



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、或所指稱的行為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777宗投訴，較前一年上升63%，當中321宗投訴關乎《性別歧視條例》、433宗關乎《殘疾歧視條例》及23宗關乎《家庭崗位歧視條例》。連同上年度未完結的個案，本年度共處理了996宗投訴，較1999/2000年上升52% (詳情見表2)。

與此同時，完成處理的個案共557宗 (上升27%)，當中295宗進行了調解 (上升23%)。在這些個案中，203宗 (69%)成功和解，92宗 (31%)調解失敗，餘下的270宗個案已經根據多項原因而終止調查 (詳情見表3)。

2000年4月1日至2001年3月31日的統計數字

表1. 具體事項查詢分類 (總數：4,681宗)

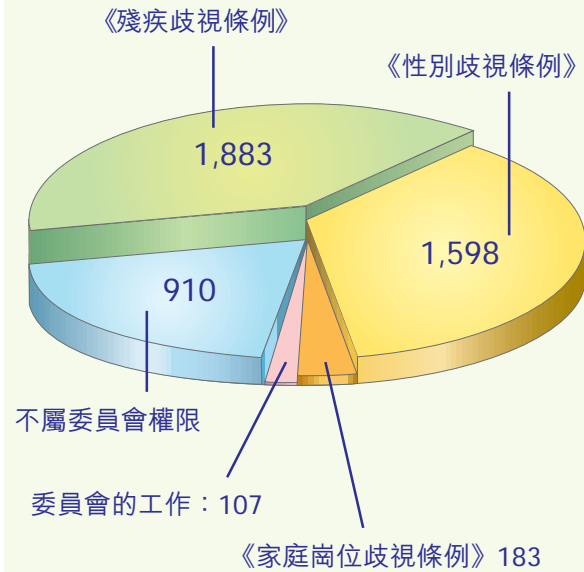
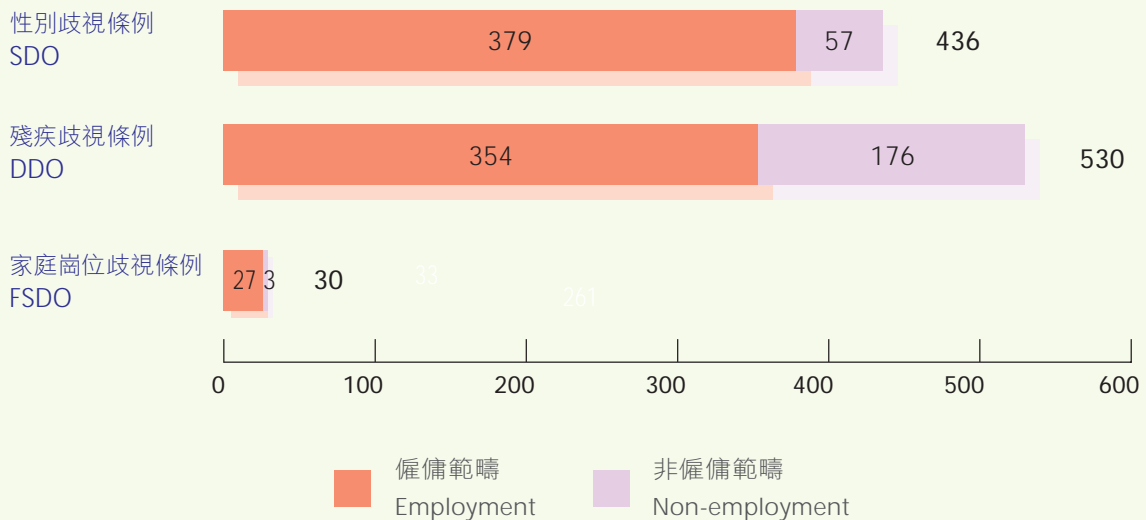


表2. 需進行調查及調解的投訴 (已處理總數：996宗)

Figure 2. Complaints for Investigation and Conciliation (Total number handled: 996)



Complaints Handled

There are times when the Commission may decide not to conduct or to discontinue an investigation for a variety 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 cease if the complaint, lodged as a representative complaint should not be one, or if the EOC considers the complaint to be frivolous, vexatious, misconceived or lacking in substance.

During the year, we received a total of 777 complaints, an increase of 63% over the year before. Of this number, 321 fell under the SDO, 433 under the DDO and 23 the FSDO. Together with the complaints brought forward from previous years, we handled a total of 996 complaints during the period, representing an increase of 52% when compared with 1999/2000 (See Figure 2).

During this time, 557 cases (27% increase) were completed with 295 (23% increase) of them proceeding to conciliation. Of this number, 203 (69%) were conciliated, while conciliation was not successful in 92 cases (31%). Investigations for the remaining 270 complaints were discontinued for a variety of reasons (See Figure 3).

Statistics for the Period from 1 April 2000 to 31 March 2001

Figure 1. Breakdown of Specific Enquiries (Total number: 4,681)

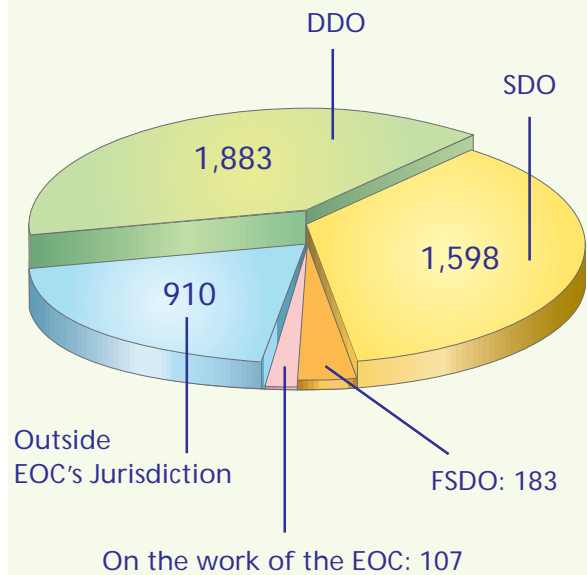


表3. 個案終止調查的原因

Figure 3. Discontinued Cases by Reason

	不屬違法行為 <i>No unlawful acts</i>	瑣屑無聊或 缺乏實質 <i>Frivolous or lacking in substance</i>	投訴人不願 繼續調查 <i>Complainants did not wish to pursue</i>	投訴得到 提早解決 <i>Complaint resolved through early resolution</i>	超過十二個月 <i>Beyond 12-month time bar</i>	總數 <i>Total</i>
殘疾歧視條例 DDO	16	64	65	7	1	153
性別歧視條例 SDO	7	30	56	17	0	110
家庭崗位歧視條例 FSDO	0	2	0	5	0	7
總數 Total	23 (8.5%)	96 (35.6%)	121 (44.8%)	29 (10.7%)	1 (0.4%)	270 (100%)

與《性別歧視條例》相關之投訴

- 本年度處理的投訴達436宗，比前一年的311宗增加40%。
- 根據《性別歧視條例》提出的投訴中，關乎僱傭範疇的有379宗，主要涉及解僱、性騷擾、招聘和僱用條款及條件。(詳情見表4.1及4.1.1)
- 涉及非僱傭範疇的投訴個案有57宗，主要關乎提供貨品、服務或設施、教育或政府權力之行使等各方面。(詳情見表4.2)
- 根據《性別歧視條例》提出的投訴當中，數目最多的是懷孕歧視，關乎僱傭及非僱傭範疇的投訴共有161宗。

根據《性別歧視條例》提出，而獲處理的投訴個案分類(2000年4月1日至2001年3月31日)

表4.1 關乎僱傭範疇的投訴 (共379宗)

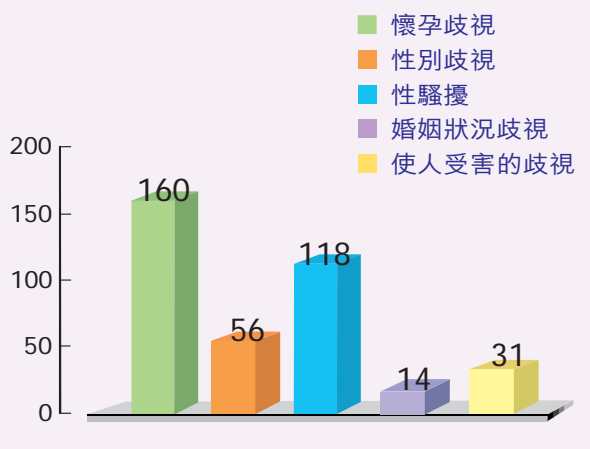


表4.1.1 懷孕歧視 (關乎僱傭範疇)

- 在通知僱主懷孕後被要求自動辭職
- 產假後復職不久即被解僱
- 其他 (包括在通知僱主懷孕消息後受到較差對待、因懷孕而失去升職機會及強迫調職)

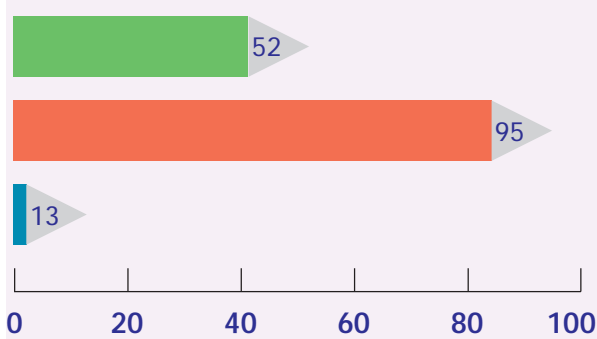
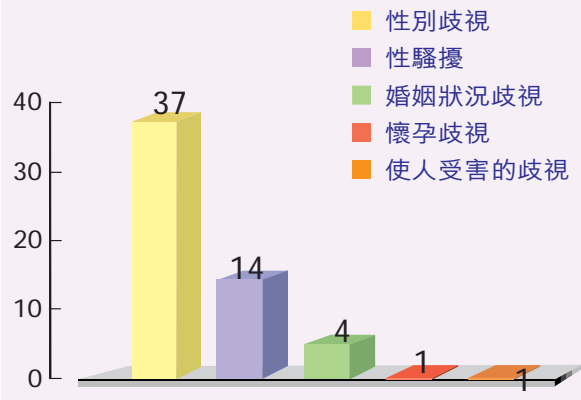


表4.2 非僱傭範疇的投訴 (共57宗)

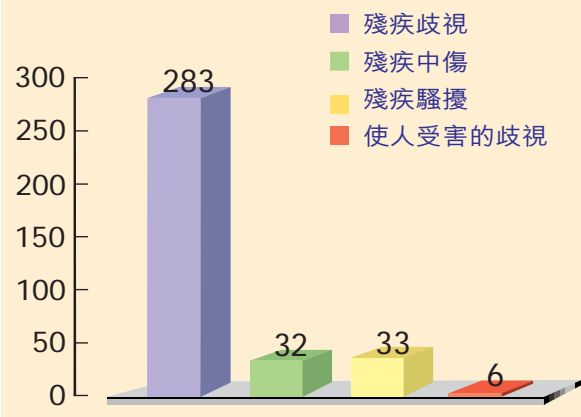


與《殘疾歧視條例》相關之投訴

- 本年度處理的投訴達530宗，比前一年的306宗增加73%。
- 根據《殘疾歧視條例》提出的投訴中，關乎僱傭範疇的達354宗，佔該條例的投訴達66.8%，大多數涉及解僱(詳情見表5.1)。前年根據《殘疾歧視條例》提出的306宗投訴中，關乎僱傭範疇有179宗(58.5%)。
- 最多提出投訴的殘疾人士類別為：肢體傷殘人士有161宗(30.4%)；長期病患者有104宗(19.6%)；和精神病患者有90宗(17%)。
- 涉及非僱傭範疇的投訴有176宗，當中81%(143宗)涉及歧視。(詳情見表5.2)

根據《殘疾歧視條例》提出，而獲處理的投訴個案分類(2000年4月1日至2001年3月31日)

表5.1 關乎僱傭範疇的投訴 (共354宗)



SDO-related Complaints

- There was a 40% increase of complaints handled rising from 311 to 436 as compared with the previous year.
- Under the SDO, there were 379 employment-related complaints, mainly due to dismissal, sexual harassment, recruitment and terms and conditions of employment. (See Figures 4.1 & 4.1.1)
- There were 57 non-employment related complaints. They concerned the provision of goods, services or facilities, education or the exercise of government power. (See Figure 4.2)
- Pregnancy discrimination was the single largest category of complaints under the SDO with 161 employment and non-employment related pregnancy discrimination complaints.

Breakdown of Complaints Handled under the SDO (1 April 2000 to 31 March 2001)

Figure 4.1 Employment Related Complaints (Total: 379)

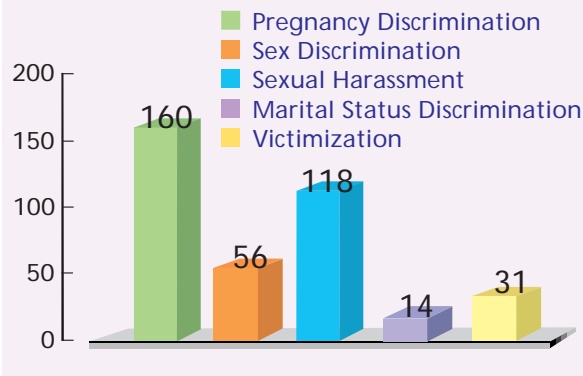


Figure 4.1.1 Pregnancy Discrimination (Employment Related)

- Asked to resign upon notification of pregnancy
- Dismissed shortly after returning to work
- Others (Including less favourable treatment after receiving notice of pregnancy, loss of promotion and involuntary transfers)

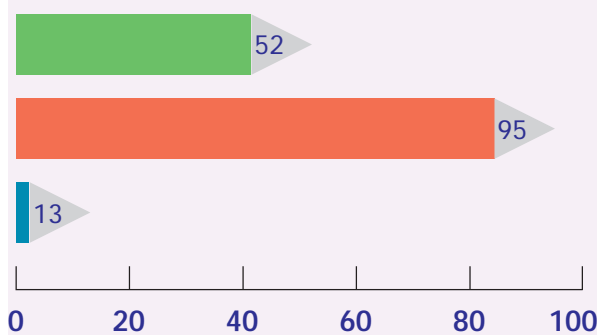
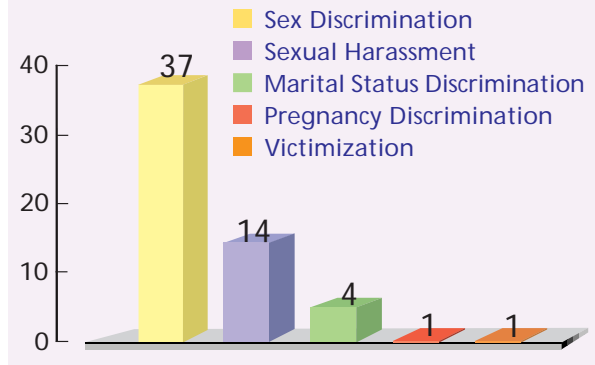


Figure 4.2 Non-employment Related Complaints (Total: 57)



DDO-related Complaints

- There was a 73% increase of complaints handled rising from 306 to 530 as compared with the previous year.
- Employment related complaints stood at 354, representing 66.8% of all DDO-related complaints, mostly involving dismissal (See Figure 5.1). This compares to a figure of 179 out of 306 (58.5%) last year.
- The top three complaint categories were lodged by persons with — physical disability 161 (30.4%), chronic illness 104 (19.6%) and mental illness 90 (17%).
- Among the 176 non-employment related complaints, 81% (143 cases) concerned discrimination. (See Figure 5.2)

Breakdown of Complaints Handled under the DDO (1 April 2000 to 31 March 2001)

Figure 5.1 Employment Related Complaints (Total: 354)

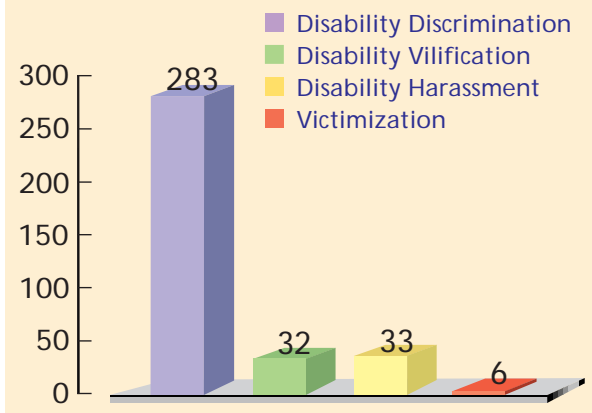
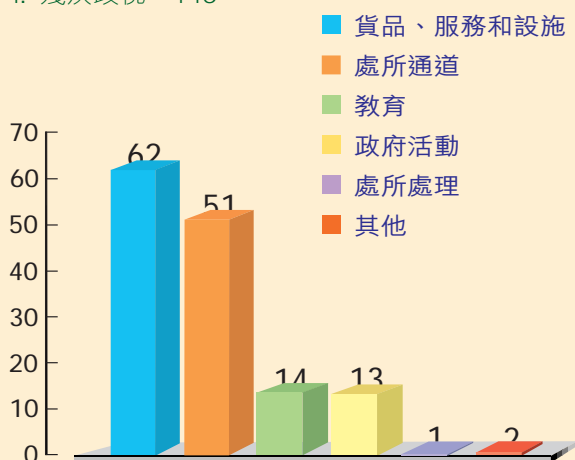


表5.2 關乎非僱傭範疇的投訴 (共176宗)

i. 殘疾歧視：143

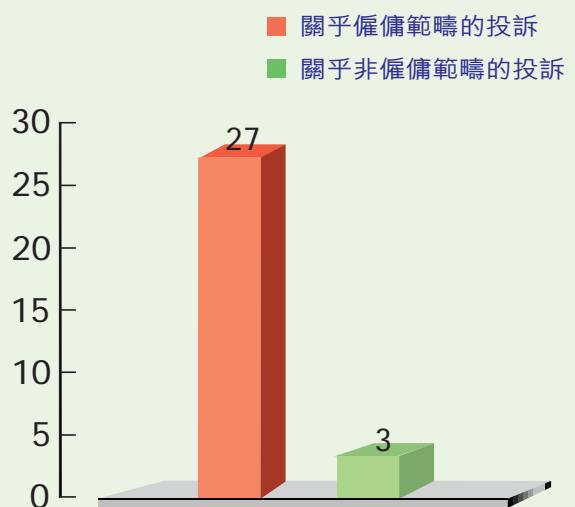


ii. 殘疾騷擾及中傷：33

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30宗，其中27宗與僱傭範疇有關，包括解僱、晉升和調職 (詳情見表6)。去年的投訴數字為39宗。

表6. 根據《家庭崗位歧視條例》提出，而獲處理的投訴個案分類 (2000年4月1日至2001年3月31日)



需跟進之投訴

對於由第三者或不想參與調查或調解的受屈人士所提出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61宗這類投訴，其中37宗關於《殘疾歧視條例》，24宗則關於《性別歧視條例》。此外，我們也會監管帶有歧視成分的廣告，而本年度委員會便處理了3宗有關投訴。

法律協助

如投訴的調解失敗，委員會可向有意提出法律訴訟的申請人提供不同形式的協助，在2000/2001年度，有關申請共44宗，其中27宗獲給予協助。詳情請參閱第64頁附錄。與1999/2000年度相比，委員會在這方面的工作有顯著增加。

在收到申請後，委員會的律師會對申請進行評估，然後建議委員會應否給予協助。協助的形式包括由委員會的律師給予法律意見、為申請人取得進一步的資料或證據、以至由委員會律師或由委員會延聘私人執業大律師，在法律訴訟中擔任申請人的法律代表等。

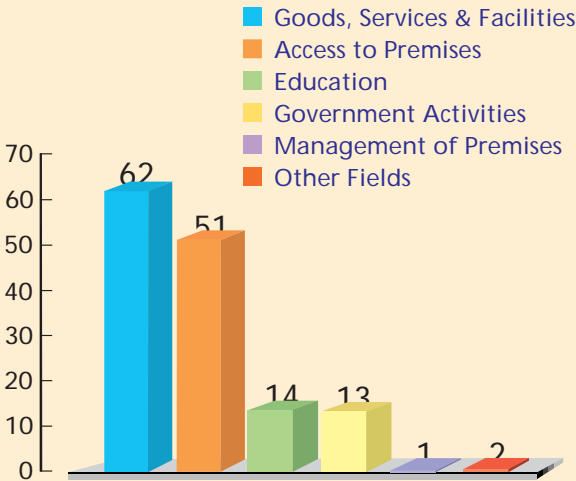
獲委員會給予法律協助的個案

在2000/2001年度，有九宗獲法律協助的個案，在未展開法律程序前已得到解決。這九宗個案包括在委員會律師主持商議下，雙方達成和解；或委員會所給予的協助並未延伸至展開法律程序階段，其後亦無給予進一步協助；或申請人不接受進一步協助。截至2000/2001年度結束為止，有14宗已獲委員會給予法律協助的個案仍在處理當中。

在此期間，區域法院聆訊了兩宗獲委員會給予法律協助的案件。其一是本港首宗懷孕歧視案件，案中原告人遞交懷孕通知書後，被要求辭職或接受降職。法院裁定原告人得直，雙方最後達成和解，賠償內容則保密。另一宗涉及一位武術教練的性騷擾個案則被法院駁回。

Figure 5.2 Non-employment Related Complaints (Total: 176)

i. Disability Discrimination: 143

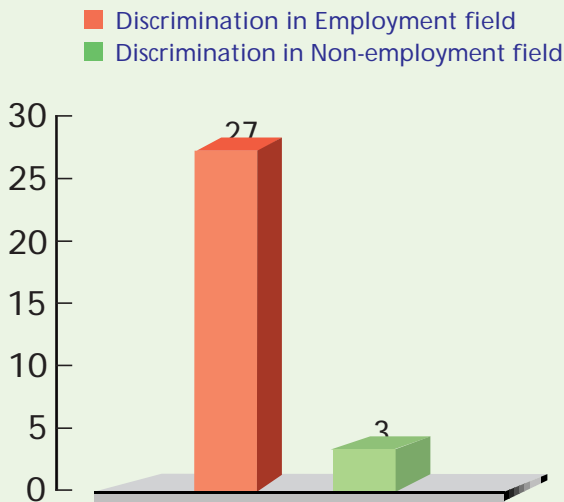


ii. Disability Harassment & Vilification: 33

FSDO-related Complaints

- There were 30 complaints under the FSDO, 27 of which were employment related involving dismissal, promotion and transfer of posts (See Figure 6). In the previous year, 39 FSDO cases were handled.

Figure 6. Breakdown of Complaints Handled under the FSDO (1 April 2000 to 31 March 2001)



Complaints for Follow-up Action

We also take action on complaints with regard to unlawful acts brought to our attention by third parties or aggrieved persons who do not wish to be involved in the investigation or conciliation process. Under such circumstances, the Commission approaches the concerned parties to explain the relevant legislation and advise them to rectify the situation. During the year, we handled 61 such complaints, 37 of which were under the DDO and 24 under the SDO. In addition, we deal with discriminatory advertisements identified through our monitoring system. There were three such cases during the year.

Legal Assistance

Where a complaint has been lodged but conciliation has not been successful, the Commission has power to grant various forms of assistance to an applicant who wishes to take legal proceedings with regard to the complaint. During 2000/2001, the Commission received 44 applications for assistance and granted assistance in 27 of them. A general breakdown of the numbers by type of case can be found on page 64. Compared to 1999/2000, there has been a significant increase in this area of the Commission's work.

When an application is received, the Commission's lawyers will conduct an assessment of the application before advising the Commission whether to grant assistance. The assistance granted by the Commission may take the form of legal advice by the Commission's lawyers, services for obtaining further information or evidence, or representation in legal proceedings by the Commission's lawyers, or by barristers in private practice briefed by the Commission.

Legally Assisted Cases

During the year, nine cases in which legal assistance had been granted were resolved without commencing legal proceedings. These cases included those in which the parties reached settlement through negotiations conducted by the Commission's lawyers, or where the assistance granted did not extend to the commencement of legal proceedings in the first place and no further assistance was given, or where the applicants declined assistance. There were 14 other on-going cases being handled by the Commission at the end of 2000/2001 in which legal assistance had been granted.

2000/2001年度獲委員會給予法律協助而展開訴訟的個案共有三宗，包括一位酒樓女侍應指稱受其經理性騷擾；某公司的退休政策涉及性別歧視；及僱傭範疇的懷孕歧視。有關懷孕歧視的個案其後在庭外和解，和解條款保密。酒樓性騷擾案在2001年6月12日才展開聆訊，但原告人在審訊期間撤銷申訴，案件因而被撤銷。至於退休政策涉及性別歧視一案正等候進行法律程序。

另兩宗於前一年度已展開的案件，至2001年3月底仍在等候進一步訴訟程序。其中一宗關乎一名的士司機殘疾騷擾其乘客的案件，上訴法院於較早時候裁定區域法院命令的士司機作出道歉是不對的，該名乘客再在委員會協助下向終審法院提出上訴。終審法院雖然駁回原告人的上訴，但卻一致裁定在其他合適的情況下，即使被告不願意，區域法院仍有權命令其作出道歉。另一宗案件則

關乎某紀律部隊招募僱員時的殘疾歧視，現正在區域法院等候審理。

由委員會展開的法律行動

在2000年，委員會就「中學學位分配辦法」尋求司法覆核，並委任英國御用大律師Lord Lester在覆核聆訊中代表委員會。高等法院在2001年6月22日的判決中裁定，「中學學位分配辦法」違反《性別歧視條例》。本案得到廣泛報道，大大加深公眾對歧視問題的認識。

委員會繼續委任一位私人執業大律師以「法庭之友」身份出席終審法院的鄉村選舉規則司法覆核上訴聆訊。終審法院於2000年12月22日的判決中，維持原訟法庭和上訴法庭的裁決，裁定與鄉村選舉有關的規則含歧視成分，屬於違法。

去年，含歧視的廣告並未構成重大的問題。因此，委員會並沒有提出任何與此有關的法律訴訟。

經委員會在2000/2001年度處理的法庭訴訟

不需展開法律程序而解決的個案	委員會繼續處理的個案	區域法院已聆訊的個案	本年度展開的法庭訴訟	本年度以前展開的個案	委員會個案
9	14	2	3	2	2

上述個案詳情請參閱第65 – 66頁。



During this period, the District Court heard two cases in which the plaintiffs were granted legal assistance by the Commission. One of the cases, where the plaintiff was asked to resign or accept demotion after giving notice of pregnancy, was the first pregnancy discrimination case in Hong Kong. The Court found for the plaintiff in terms of liability and the parties subsequently reached a settlement on confidential terms in respect of remedies. The second case, involving sexual harassment by a martial arts instructor, was dismissed by the Court.

Legal proceedings commenced in another three cases in which the plaintiffs were assisted by the Commission in 2000/2001 — these involved claims of sexual harassment by a waitress against her manager in a restaurant, sex discrimination with regard to a retirement policy, and discrimination in employment on the ground of pregnancy. The pregnancy discrimination case was subsequently settled out of court on confidential terms. The trial in the restaurant sexual harassment case commenced on 12 June 2001, but the plaintiff withdrew her claim during the course of the trial and her case was thereby dismissed. The sex discrimination in retirement policy case is still pending further proceedings.

Two cases, which commenced before 2000/2001, were still pending further proceedings as at the end of March 2001. One of these cases was a case involving disability harassment by a taxi driver against his passenger. The Court of Appeal had ruled that the District Court was wrong to order the taxi driver to make an apology. The passenger, assisted by the EOC,

appealed to the Court of Final Appeal. The plaintiff's appeal was dismissed by the Court of Final Appeal, nevertheless, it was held unanimously that the District Court has power to order an apology even from an unwilling defendant in other appropriate circumstances. The other case is a disability discrimination case relating to the recruitment of an officer in a disciplinary service. This is still pending further proceedings in the District Court.

Legal Proceedings Undertaken by the EOC

In 2000, the Commission applied for a judicial review of the Secondary School Places Allocation System (SSPA). The Commission instructed an eminent Queen's Counsel from the United Kingdom, Lord Lester, for the review hearing. In the judgment delivered on 22 June 2001, the High Court found that the SSPA contravened the SDO. This case gained widespread publicity and has helped to raise public awareness of discrimination issues significantly in the community.

The Commission also instructed a barrister in private practice to appear as *amicus curiae* in the appellate proceedings in the judicial reviews concerning the propriety of rural elections in the Court of Final Appeal. The Court of Final Appeal in a judgment delivered on 22 December 2000 upheld the decision of the Court of First Instance and the Court of Appeal, that the rules relating to rural elections were unlawfully discriminatory.

Discriminatory advertisements did not pose a problem and no legal proceedings were instituted by the EOC in this respect during the year.

Court Cases Handled by the EOC in 2000/2001

<i>Resolved without commencing court proceedings</i>	<i>Ongoing cases being handled by EOC</i>	<i>EOC assisted cases heard by District Court</i>	<i>EOC assisted court cases commenced during the year</i>	<i>EOC assisted court cases commenced prior to the year</i>	<i>Legal proceedings undertaken by EOC</i>
9	14	2	3	2	2

Further details of these cases can be found on page 65–66.

推廣平等機會

Promoting Equal Opportunities



以兒童及青少年為推廣對象

向兒童從小灌輸平等機會觀念，是委員會公眾教育的重點之一。我們相信，年輕一代能帶動社會，改變傳統固有觀念與價值。因此，我們為兒童和青少年設計了各式活動，藉此培養他們尊重人類尊嚴，同情不幸者的價值觀。

透過話劇在學校推廣平等機會

委員會於2000年首次資助劇團到中學演出話劇。由「森林聯盟」製作的話劇「唔係講笑」共演出了40場，向超過11,320名中學生宣揚預防性騷擾的訊息。

非牟利兒童劇團「大細路劇團」亦獲委員會資助，於2001年1月至3月到各小學演出共30場「平等細運會」，向大約7,000名學童推廣「機會平等，共建社群」的觀念。

自1998年起，委員會亦贊助由香港復康會和香港弱能兒童護助會合辦的「街坊小子」木偶劇場。該劇以傷健一家及男女平等為題，本年度於249所小學及社會服務機構演出，透過生動有趣的方法向53,360名小觀眾推廣平等機會訊息。

本年度委員會職員曾到過44所中小學演講，推廣平等機會及介紹香港的反歧視條例。

透過青少年暑期活動推廣平等機會

委員會與香港電台和突破機構於2000年暑期合辦了「平等機會教育日營」，藉此推廣平等機會觀念，約有300名青少年參加。透過培訓工作坊、遊戲及偶像藝人的綜合表演等，帶出反歧視的訊息。



Targeting the Young

Promoting equal opportunities from early childhood is a major focus of our public education programme. We believe that the younger generation will provide the impetus for change in challenging traditional beliefs and values. Therefore a wide range of our promotional 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 Schools through Drama

The EOC broke new ground with the funding of drama performances for secondary school students in 2000. *This is not a Joke*, promoting the prevention of sexual harassment, was produced by Forest Union and consisted of 40 performances taking the message to over 11,320 secondary school students.

The Jumbo Kids Theatre, a non-profit theatre troupe for children, was funded by the EOC to perform its new play *Equal Opportunities Olympics* in Hong Kong's primary schools. A total of 30 performances were held from January to March 2001 for about 7,000 students to promote the concept of "Inclusion and Equality for All".

Since 1998, the EOC has also sponsored a series of puppet shows *The Kids on the Block* (KOB), organized by the Hong Kong Society for Rehabilitation and the Society for the Relief of Disabled Children. The popular performances, which cover disability and gender equality issues, were staged in 249 primary schools and social service agencies, bringing the message to 53,360 youngsters through this enjoyable and fun medium.

During the year, we also conducted talks in 44 primary and secondary schools to promote equal opportunities in Hong Kong and its anti-discrimination laws.

Promoting Equal Opportunities through the Summer Youth Programme

In the summer of 2000, about 300 young people took part in the Equal Opportunities Educational Day Camp, held in collaboration with RTHK and Breakthrough to promote the concept of equal opportunities. Anti-discrimination messages were incorporated into the training workshops, games and a variety show featuring popular artistes.



除了舉辦日營外，是項活動更包括「平等機會標語創作比賽」和一連串探討各種形式歧視的電台節目。標語創作比賽共收到超過1,500份參賽作品，得獎標語是「今天放下成見，美好就在明天」。

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，鼓勵及支持社區舉辦推廣平等機會的活動。我們在2000/2001年度共收到128份資助申請，其中54個機構獲得資助，資助總額達700,000港元。

社區巡迴活動

委員會於將軍澳及屯門舉辦了兩次社區巡迴活動，目的是推廣精神病患者的平等機會，以及讓年青人認識平等機會的重要性。委員會於2000年10月舉辦了「平等機會博覽2000」，主題是「平等機會攜手創」，開幕典禮假鑽石山荷里活廣場舉行。是次博覽更包括15項社區活動，每項活動都以如何在日常生活中實踐平等機會為主題。

媒體宣傳

推廣活動

委員會本年度在各媒體包括電視、電台及報章等推出全面的廣告宣傳運動，以推廣平等機會訊息。其中一項主要活動是於四月底推出的「防止工作場所性騷擾宣傳計劃」，為期一個月，在地鐵、九鐵及輕鐵車站內張貼有關工作場所內各種性騷擾情境的大型海報。是次宣傳計劃旨在宣揚於《性別歧視條例》下，工作場所性騷擾屬於違法，亦讓僱主知道他們有責任消除工作場所內的性騷擾。

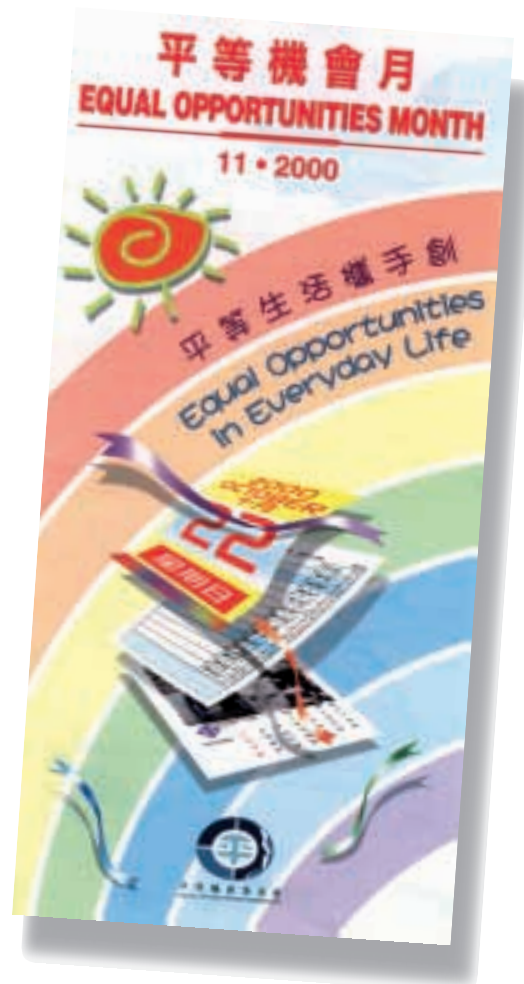
為配合《殘疾歧視條例教育實務守則》（下稱《守則》）的公眾諮詢，委員會在2001年初推出一連串的宣传活動，包括在電視及電台播放宣傳短片和在報章刊登廣告等，鼓勵市民就《守則》發表意見。同時委員會亦為不同的對象舉辦了多次公眾諮詢會議。此外，一齣有關消除殘疾歧視的電視宣傳短片「美麗都市篇—殘疾歧視」，於2000/2001年度開始播放。委員會又利用巴士廣告宣傳平等機會的訊息。

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月至9月期間先後於本港三個電視台播放。這輯共九集的實況劇，把真實歧視個案搬上熒幕，並已製成錄影帶，備有粵語、普通話及英語版供市民借用。

傳媒活動

於2000/2001年度，委員會舉行了四次新聞簡報會，接受傳媒訪問超過70次。委員會又於2001年2月與香港大學新聞及傳播研究中心、香港記者協會、香港新聞行政人員協會及香港新聞工作者聯合會合辦研討會，探討傳媒報道精神病患者的態度及技巧。



The Summer Youth Programme also included an Equal Opportunities Slogan Design Competition and a series of radio programmes, which highlighted different forms of discrimination. The slogan design competition attracted 1,500 entries, with *Put aside your Prejudices Today for a Brighter Tomorrow* emerging as the winner.

Reaching Out to the Community

Community Participation Funding Programme

Following its success in previous years, the Commission continues to offer funding to encourage community participation and support activities promoting equal opportunities. We received 128 applications during the year and approved around HK\$700,000 for allocation to 54 organizations.

Community Roadshows

Two community roadshows at Tseung Kwan O and Tuen Mun were held to promote equal opportunities for people with mental illnesses, and to raise awareness among the young with regard to the importance of equal opportunities. In October 2000, we celebrated the special opening of our Equal Opportunities Expo *Equal Opportunities in Everyday Life* at Hollywood Plaza in Diamond Hill. A total of 15 community events



were organized in conjunction with the event, each designed to show how equal opportunities are applicable to our everyday lives.

Media Campaigns

Promotional Campaigns

A multi-media advertising campaign on television, radio and the print media promoted the equal opportunities message during the year. A major project was the *Prevent Sexual Harassment in the Work Place* campaign which was launched in late April. This month-long project featured an eye-catching poster at MTR, KCR and Light Rail stations, highlighting different sexual harassment scenarios in the work place. The campaign's objectives were to promote awareness that sexual harassment in the work place is unlawful under the Sex Discrimination Ordinance and to educate employers that they have a responsibility to eliminate sexual harassment at work.

In conjunction with public consultations on the Code of Practice on Education under the Disability Discrimination Ordinance, a series of promotional activities were carried out in early 2001. TV and radio APIs (Announcements of Public Interest) on the issue were aired, and newspaper advertisements were placed to invite public comment. Consultation meetings geared towards different audience groups were also organized. In addition, our new API for TV, *Beautiful City — Disability Discrimination*, showing disability discrimination in everyday life, commenced broadcasts during the year. Bus advertisements conveying the equal opportunities message also appeared.

Docu-drama Series

A Very Special Equal Opportunities Mission, a docu-drama series jointly developed by the EOC and RTHK was broadcast from March to September 2000 on three TV channels. The nine episodes showing real-life discrimination cases are also available for loan on video in Cantonese, Putonghua and English.

Media Activities

In 2000/2001, our media activities included four press briefings and over 70 media interviews. A media seminar was also organized in conjunction with the Journalism & Media Studies Centre of The University of Hong Kong, Hong Kong Journalists' Association, Hong Kong News Executives' Association and Hong

資訊高速公路

自1996年10月起，委員會不斷更新其網頁 (<http://www.eoc.org.hk>)，以便提供最新的平等機會及反歧視法例資訊，並確保網頁能切合不同瀏覽人士的需要。於2000/2001年度，委員會增設「中小企資訊站」，介紹平等機會原則如何有利營商。而貿易發展局更在其網頁中加入了「平等機會=附加增值」的標誌，使市民只要按一下標誌，即可進入委員會的網站。

教育活動

講座

在2000/2001年度，委員會到不同團體舉辦了130場講座。參加者來自政府部門、非政府組織、商業機構、大專院校、社區服務團體、婦女團體及社會服務機構等。除介紹反歧視條例外，亦討論與歧視及平等機會有關的廣泛課題。

為了讓更多市民瞭解現有的反歧視條例，委員會於本年度繼續於辦事處舉辦「周六講座」，為市民舉辦了共11次公開講座。

委員會繼在1999年推出專供幼稚園教師使用的《平等機會攜手創——幼兒教育教材套》後，在本年度再主辦了兩個工作坊。迄今為止，已有來自超過600所幼稚園共1,370位教師出席了培訓工作坊。

研討會

委員會於2000年5月與香港大學法律學院、平等機會婦女聯席和自由論壇合辦了「北京世婦五年回顧——香港觀點」會議。會議回顧了自1995年在北京舉行第四屆世界婦女大會後，香港在經濟、架構性機制、對待婦女的暴力問題和傳媒等方面的進展情況。會議有超過100位來自政府、婦女團體和學術界的代表出席。

委員會亦於2000年11月舉辦《家庭崗位歧視條例》研討會，集中探討條例中與僱傭有關的條文，並介紹本地及海外的有關實例，有超過300名政府代表、僱主、人力資源從業員及律師等參加。

2001年2月委員會主動為參與首長級員工培訓計劃的高級公務員，在公務員培訓處舉辦一個研討會。該研討會旨在提高決策者對現有平等機會法例的敏感度，讓他們認識以平等機會原則制訂公共政策的益處。此項交流標誌着委員會在推動高級公務員把平等機會原則融入主流政策方面，邁出了第一步。



Kong Federation of Journalists in February 2000 to discuss media attitudes and skills in reporting issues on mental illness.

Our Information Highway

Since its launch in October 1996, the EOC's homepage (<http://www.eoc.org.hk>) is constantly upgraded to provide the latest information on equal opportunities and anti-discrimination legislation and to accommodate browsers with different needs. In 2000/2001, our SME (Small and Medium Enterprises) Corner was established to show how equal opportunities work positively for business. *An Equal Opportunities = Added Value!* icon also appeared on the Trade Development Council website to link visitors to the EOC website.

Educational Programmes

Talks

In 2000/2001 we conducted 130 talks to interested groups. Participants came from government departments, non-government organizations, businesses, tertiary institutions, community service groups, women's organizations and social service groups. These talks not only focused on the anti-discrimination ordinances but also covered a wide spectrum of issues on discrimination and equal opportunities.

To enable greater understanding of the existing anti-discrimination ordinances, we also continued our "Saturday Talks" programme during the year. A total

of 11 sessions were held at our office for members of the public.

Since the launch of the *Training Module for Children Focusing on Equal Opportunities on the Grounds of Gender and Disability* in 1999, which provides a practical guide on the subject for kindergarten teachers, two more workshops have been held for this year. A total of 1,370 kindergarten teachers from more than 600 kindergartens have attended the sessions so far.

Seminars

In May 2000, the EOC organized the conference *Hong Kong Perspectives on Beijing +5* in partnership with the Faculty of Law of The University of Hong Kong, the Hong Kong Women's Coalition on Equal Opportunities and the Freedom Forum. The conference reviewed Hong Kong's progress in economic issues, institutional mechanisms, violence and media since the 1995 Fourth World Conference on Women in Beijing. More than 100 people representing the government, women's organizations and academia attended the conference.

A seminar on the Family Status Discrimination Ordinance (FSDO) was held in November 2000 to discuss the employment related provisions of the FSDO. More than 300 participants comprising government representatives, employers, human resources practitioners and lawyers attended the event. Both local and overseas cases were presented at the seminar.



《平等機會委員會通訊》

中英對照的季刊《平等機會委員會通訊》由2000年7月起革新版面，定期報道委員會的最新動態與活動，以及與反歧視條例有關的個案。委員會每期印製逾八萬份通訊免費供市民索閱。另外，亦備有點字版本的通訊。

最新刊物

委員會在2000/2001年度出版了多種以不同角度介紹反歧視法例的刊物，以便向社會各階層宣傳委員會的工作，它們包括：

- 《童心童言 — 和街坊小子談天》
- 《精神病康復者如何適應工作環境》
- 《同值同酬》會議論文集

- 《北京世婦會五年回顧 — 香港觀點》會議論文集
- 《不再沉默 — 亞洲婦女受暴力對待的情況》— 由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，書內探討婦女受暴力對待的情況，並提倡政府和社區採取行動解決問題。
- 《平等機會知多少？》及《邁向平等路》— 委員會製作的首兩張電腦光碟，由香港大學的學生義務設計，備有互動版、文件版及純文字版以配合不同人士的需要，如視障人士便可以利用點字閱讀器，或其他輔助軟件閱讀光碟的內容。





In February 2001, the Commission initiated a seminar for senior civil servants who took part in a directorate staff development programme at the Civil Service Training and Development Institute. The seminar aimed at sensitizing decision makers to existing equal opportunity legislation, and raised awareness on how this would benefit public policies. The exchange marked the first step in engaging senior public servants to mainstream a culture of equal opportunity.

Newsletters

EOC News, our quarterly bilingual newsletter, with a brand new look adopted in July 2000, continues to provide a regular update 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.

New Publications

A number of publications focusing on the different aspects of the anti-discrimination legislation were published during the year. These help to disseminate information about different aspects of our work, and are designed to reach many sectors of our community.

They include:

- *Kids Talk — A Conversation with the Kids on the Block*
- *How a Person Recovered from Mental Illness Can Adjust to a Work Environment*
- *Proceedings on Equal Pay for Work of Equal Value*
- *Proceedings on Hong Kong Perspectives on Beijing +5*
- *Breaking the Silence: Violence against Women in Asia — Prepared in collaboration with Women for Asian Development (WADEV) and the UNESCO National Commission of the Philippines (UNACOM), this publication explores the issue of violence against women and advocates action both from the government and the community.*
- *Knowing More About Equal Opportunities and Towards Equal Opportunities — Designed by students from The University of Hong Kong, these are the first two CD-ROMs produced by the EOC. The CD-ROMs offer interactive, word and text modes to accommodate persons with different needs. Those who are visually impaired, for example, can select either the word or text mode and read the content through a Braille machine or other software.*

建立聯繫

Building Networks



國際網絡

過去一年，委員會透過參與多個國際會議和工作坊，繼續加強海外的連繫。我們亦到世界多個地方訪問其他推動平等機會的委員會和機構，並接待來自國際組織的嘉賓，包括國內代表，就如何消除對愛滋病患者及感染者的歧視，與他們交換意見和心得。

我們繼續與澳洲維多利亞省平等機會委員會合辦交換計劃，讓委員會的職員汲取他們的工作經驗，分享彼此的工作心得及增進調查及調解技巧。



International Networks

During the year, we continued to extend our networks within the global community, both speaking and participating in a number of international conferences and workshops. Whenever possible, we also took the opportunity to visit equal opportunities commissions and organizations overseas. Meanwhile, representatives from various international organizations including

delegates from mainland China visited the Commission, to exchange views and experiences in eliminating discrimination against people who are HIV positive or suffering from AIDS.

Our attachment programme continues with the Equal Opportunity Commission Victoria (EOCV), allowing our staff to benefit from the experience, enthusiasm, investigation and conciliation skills of this organization.

委員會代表在2000/2001年度曾出席的國際會議

International Conferences Attended by the EOC in 2000/2001

2000年4月 April 2000	國家人權機構亞太論壇主辦的「第五屆推廣及保障人權之國家機構國際工作坊」 5th International Workshop, <i>National Institutions for the Promotion and Protection of Human Rights</i> organized by the Asia Pacific Forum of National Human Rights Institutions	摩洛哥拉巴特 Rabat, Morocco
2000年6月 June 2000	聯合國大會第二十三次特別會議： 「婦女2000：廿一世紀性別平等、發展及和平會議」 23rd Special Session, UN General Assembly <i>Women 2000: Gender Equality, Development and Peace for the Twenty-first Century</i>	美國紐約 New York, USA
2000年6月 June 2000	亞太經合組織婦女領袖網絡會議 APEC Women Leaders' Network	汶萊 Brunei
2000年7月 July 2000	第十三屆國際愛滋病會議 XIII International AIDS Conference	南非德班 Durban, South Africa
2000年7月 July 2000	第十三屆國際愛滋病會議「香港愛滋病基金會衛星會議」 XIII International AIDS Conference <i>HK AIDS Foundation Satellite Symposium</i>	香港 Hong Kong
2000年8月 August 2000	國家人權機構亞太論壇第五屆年會 5th Annual Meeting of the Asia Pacific Forum of National Human Rights Institutions	新西蘭盧托路亞 Rotorua, New Zealand
2000年8月 August 2000	第十九屆復康國際年會及世界大會 19th Rehabilitation International World Congress	巴西 Brazil
2000年10月 October 2000	「從原則到實踐」專題研討會 <i>From Principles to Practice Symposium</i>	美國華盛頓 Washington, USA
2000年12月 December 2000	亞太區殘疾人士十年「推廣運動2000」 Campaign 2000 for the <i>Asian Pacific Decade of Disabled Persons</i>	泰國曼谷 Bangkok, Thailand

本地連繫

為實現我們的目標，委員會必須與本地社區緊密合作，保持聯繫。委員會在本年度曾到各復康團體進行超過20次會議和探訪，並參與香港社會服務聯會「《殘疾歧視條例》委員會」所辦的會議。我們亦與教育機構及復康團體，就推行《教育實務守則》積極聯絡。在爭取無障礙資訊科技、公共交通及其他服務方面，我們亦得到本地非政府組織的支持。委員會在一個網絡設計的研討會上，介紹了如何設計合適殘疾人士使用的無障礙網頁。此外，我們又參與了衛生福利局在2000年10月舉辦的「精神健康月」活動。

委員會的性別事務科會與關注婦女事務團體舉行定期會議，找出共同關注的問題，和探討合作的範疇。例如：我們現時可以轉介性騷擾受害者到性暴力危機中心「風雨蘭」接受輔導。此外，對於以女性居多的家庭傭工未被納入強制性公積金計劃，而以男性為主的司機、園藝工人等則已被納入強積金計劃一事，由於有多個婦女團體表示關注，委員會已致函民政事務局表達有關意見。

2001年2月，委員會與香港教育專業人員協會進行了一項有關學校服飾守則的研究。基於調查的結果，委員會促請各學校檢討其服飾守則，以免違反《性別歧視條例》。



Local Links

To succeed in our mission, it is imperative that we establish strong links with the local community. To this end, we conducted over 20 meetings and visits to rehabilitation and disability groups and also attended meetings conducted by the Committee on Disability Discrimination Ordinance at the Hong Kong Council of Social Service. We have also been actively liaising with the educational establishment and disability groups on the implementation of the Code of Practice on Education. We have garnered support from local NGOs on a number of accessibility issues such as information technology, public transport and other services. We made a presentation on designing accessible websites for people with disabilities at a seminar for webmasters and, we also took part in the Mental Health Month organized by the Health and Welfare Bureau in October 2000.

Our Gender Division holds periodic meetings with different women's concern groups to identify areas of common concern and to explore areas of co-operation. For example, we can now refer sexual harassment victims to Rainlily, a sexual assault centre for counselling. Concerns raised by a coalition of women's groups were conveyed to the Home Affairs Bureau with regard to domestic workers, who are mostly female, being left out of the Mandatory Provident Fund, while drivers and gardeners, mostly male, are included.

In February 2001, in conjunction with the Hong Kong Professional Teachers' Union, the EOC carried out a study of dress codes in schools. As a result, schools were urged to review their dress codes to ensure compliance with the Sex Discrimination Ordinance.



認識平等機會

Understanding Equal Opportunities



研究工作對委員會十分重要，在協助委員會掌握平等機會狀況、訂立基準供日後比較、理解公眾的觀念及態度、和認定新的發展領域等方面，不斷發揮關鍵作用。

學生對殘疾人士、性別定型與家庭角色的態度的基線調查

這研究探討中、小學生現時對殘疾人士、性別定型及家庭角色等觀念的認識及接受程度，以供日後作為比較。研究定立了一套指數，以量度學生對智障、精神病、肢體殘障、聽障及視障等五類不同殘疾人士的態度。在性別定型方面，研究探討學生對多項和性別有關的課題，包括性別特徵、職業取向、選擇學科及課外活動的取向、家庭角色及服裝準則的看法。研究預期於2001年完成，結果將為委員會、教育界專業人士及青少年工作者提供實用資料，有助制訂持久有效的策略。

「課本與教材內定型觀念」分析研究

教科書與教材往往影響兒童對事物的認識和態度。因此，這研究着眼於已出版的教材、教科書及考試試卷中，涉及定型觀念的性質及內容。研究針對性別、殘疾、年齡、單親、種族等特徵，對教材的內容及語言運用進行分析。內容分析是就上述特徵出現的形式及次數作出客觀的數據描述；而語言分析則從教材的遣詞及行文結構兩方面研究是否存在定型問題。

研究亦就家庭角色、職業、經濟地位、興趣、社會參與、成就、社會地位、情緒等各方面進行探討。教材製作人的看法亦在探究之列。初步研究結果顯示，整體來說，女性在教材出現的次數比男性少；而中學的教材相比小學的教材而言，一般較以男性為主導。教材亦較少提及有殘疾的人物及單親家庭。最後的數據分析尚在進行中，相信研究結果將有助委員會為出版商及教師制訂極有價值的建議指引，為編寫教材與教科書提供另類的素材。

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

研究集中探討澳洲、加拿大、紐西蘭、英國及美國等五個法例與香港相近國家的保險情況，分析反歧視法例對保險賠償、承保範圍及保單條款所造成的影響。研究亦把香港的保單條款與海外的保單條款加以比較。

Research continues to play a crucial role in our work, fostering knowledge, establishing benchmarks, generating an understanding of perceptions and attitudes in the community, and identifying new areas for development.

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

This study was established to look into current levels of acceptance and recognition among primary and secondary school students of persons with a disability, gender stereotypes and family roles for future comparison. Indices were established to gauge students' attitudes toward five disability groups — the mentally handicapped, mentally ill, physically impaired, hearing impaired and visually impaired. With regard to gender stereotyping, the study explored students' perceptions of gender issues such as sex traits, occupation orientation, preference of school subjects and extracurricular activities, family roles and dress codes. Due to be completed in 2001, information drawn from the findings will provide valuable aid to the EOC, education professionals and youth workers in formulating effective and sustainable strategies.

Content Analysis of Textbooks and Teaching Materials in Respect of Stereotyping

Textbooks and teaching materials play an important

role in forming and reinforcing the attitude and perceptions of our children. This study investigated the nature and extent of stereotyping in printed educational materials, textbooks and examination papers. Both content and linguistic analyses on attributes such as gender, disability, age, single-parenthood and ethnicity were conducted. While content analysis provided an objective and quantifiable description of the frequency and occurrence of certain attributes, the linguistic analysis explored the issue of stereotyping as manifested through the choice of language and the structure of the information.

The study also looked into aspects such as family role, occupation, economic status, interests, public participation, achievements, social status, emotion, etc. The perceptions of various stakeholders responsible for the production of educational materials was also examined. Preliminary findings showed that overall, female characters appeared less often than male characters. The dominance of male characters was generally greater in secondary, as compared to primary-level, materials. Characters with a disability and single parenthood were also either rarely mentioned or under-represented. While the final analysis of the data is still under way, we believe the findings will be extremely useful in developing recommendation guidelines for publishers and teachers, in providing alternative presentations in textbooks and teaching materials.

Insurance Issues under the DDO, SDO and FSDO

Analyzing the effects of anti-discrimination legislation on insurance benefits, coverage and policies, this study looked into insurance activities in Australia, Canada, New Zealand, the United Kingdom and the United States, five countries with relatively similar legislation to Hong Kong. It also compared the findings on the overseas insurance policies with Hong Kong's own.





委員會將就有關問題發出討論文件，籲請保險業及公眾人士合力消除業內違反歧視條例的做法。

「與商界共建夥伴關係」

委員會深明商界遵守反歧視條例的重要性，遂推出「與商界共建夥伴關係」計劃，與商界攜手找出最佳的合作方法，在工作間建立追求卓越、平等進取的多元文化。

首先，委員會展開一系列的企業問卷調查，評估商界對平等機會法例的認識，和現時遵守法例的程度。除了取得僱主及僱員對所需資料及培訓的意見外，調查亦會探討商界在遵守反歧視法例時遇到的困難。委員會已於2001年3月委託研究機構對「中大型企業僱主」、「中大型企業僱員」、「中小型企業東主／經營者」及「中小型企業僱員」四組人士進行調查。研究結果將有助委員會日後計劃宣傳活動及培訓教材，供不同人士使用。

培訓及顧問服務

委員會明白培訓與教育是加深市民對本港反歧視條例認識的關鍵，故於2001年2月成立了「培訓及顧問服務組」。該組的目標，是為公、私營機構編製一系列培訓課程及教材，包括製作導師培訓教材套、整套培訓課程及專為特殊需要而設計的培訓。培訓可在委員會辦事處或在各機構進行。該組已獲香港警務處委託，協助訓練培訓人員，讓他們具備所需的技巧及知識去培訓警隊其他成員。這標誌着委員會致力與政府部門、商業團體及非政府組織等機構合作，以維持平等機會文化的重要方向。

The EOC will be issuing a discussion paper on relevant issues, inviting the insurance industry and members of the public to work towards the elimination of unlawful discrimination in insurance practices in Hong Kong.

“A Closer Partnership with Business”

Realizing the importance of the business sector in complying with the anti-discrimination ordinances, the *Closer Partnership with Business* programme was launched, to work with the business sector to establish the best ways to create a culture of excellence, equality and diversity in the workplace.

As a first step, we initiated a series of surveys in the business sector to evaluate awareness of equal opportunities legislation and assess current compliance levels. Apart from gaining the views of employers and employees with regard to information and training requirements, the surveys will also identify the difficulties businesses face in complying with Hong Kong's anti-discrimination laws. Studies were commissioned in March 2001 on four stakeholder groups: Employers in Medium to Large Enterprises (MLEs), Employees in MLEs, Owners/Operators in Small to Medium Enterprises (SMEs) and Employees in SMEs. Research findings will serve to facilitate the planning of future public promotional projects and training materials for the different stakeholders.

Training and Consultancy

Realizing that training and education are key to increasing awareness in Hong Kong's anti-discrimination ordinances, the EOC established a Training and Consultancy Unit in February 2001. The Unit's objectives are to develop and deliver a range of training products for target audiences in Hong Kong's public and private sectors. Approaches will include train-the-trainer modules, training packages and programmes that have been specifically tailored for specific needs. Training can be provided on site or at the EOC. The Unit has commenced work on a project commissioned by the Hong Kong Police Force, aiming to train Hong Kong Police trainers with the necessary skills and knowledge to in turn train all officers in the force. This marks an important direction for the Commission to reach our goal of working with the government, business associations and non-government organizations to maintain a culture of equal opportunities.

財政報告

Financial
Statements

平等機會委員會

截至二零零一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44至第54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二零零一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，二零零一年九月十二日

EQUAL OPPORTUNITIES COMMISSION STATEMENT OF ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2001

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

Respective responsibilities of Commission and auditors

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

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

Basis of opinion

We conducted our audit in accordance with Statements of Auditing Standards issued by the Hong Kong Society of Accountants. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgements made by the Commission in the preparation of the accounts, and of whether the accounting policies are appropriate to the 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 2001 and of its results and cash flows for the year then ended.

PricewaterhouseCoopers
Certified Public Accountants
Hong Kong, 12th September 2001

收支結算表 (截至二零零一年三月三十一日止財政年度)

STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 31ST MARCH 2001

	附註 Note	2001 港幣 HK\$	2000 港幣 HK\$
收入及收益			
INCOME AND REVENUE			
政府補助	2(b)	86,321,630	94,137,000
Government Subventions			
利息收入	2(b)	1,238,789	873,162
Interest income			
雜項收入	2(b)	269,757	57,656
Sundry income			
		<u>87,830,176</u>	<u>95,067,818</u>
支出及撥入儲備			
EXPENDITURE AND TRANSFERS TO RESERVES			
職員費用		62,244,550	70,058,933
Staff costs			
律師費		5,568,897	2,535,356
Legal fees			
宣傳及公眾教育支出		6,054,748	5,372,728
Publicity and public education expenses			
研究計劃及教材資料套		4,560,016	1,372,899
Research projects and training modules			
租金及差餉		5,722,644	6,252,498
Rent and rates			
物料及設備		1,264,923	807,297
Stores and equipment			
其他一般行政費用		2,414,398	2,232,589
Other general and administrative expenses			
		<u>87,830,176</u>	<u>88,632,300</u>
承前盈餘結餘		(518)	-
Surplus brought forward			
撥入基本設施儲備	8	518	3,600,000
Transfer to capital reserve			
撥入法律訴訟儲備	8	-	835,000
Transfer to legal litigation reserve			
撥入一般儲備	8	-	2,000,000
Transfer to general reserve			
財政年度盈餘	3	-	518
SURPLUS FOR THE YEAR		<u><u>-</u></u>	<u><u>518</u></u>
		<u>87,830,176</u>	<u>95,067,818</u>

資產負債表(二零零一年三月三十一日)

STATEMENT OF ASSETS AND LIABILITIES AS AT 31ST MARCH 2001

	附註 Note	2001 港幣 HK\$	2000 港幣 HK\$
固定資產 FIXED ASSETS	4	6	5
應收政府的約滿酬金撥款 GRATUITY SUBVENTION RECEIVABLE FROM GOVERNMENT	5	4,106,091	-
流動資產 CURRENT ASSETS			
其他應收帳款、按金及預付款項 Other receivables, deposits and prepayments		686,127	236,243
銀行結存及現金 Bank balances and cash		22,775,849	13,227,023
		<u>23,461,976</u>	<u>13,463,266</u>
流動負債 CURRENT LIABILITIES			
應付帳項、準備及應計費用 Accounts payable, provisions and accruals	6	9,397,998	4,746,924
職員約滿酬金的準備 Provision for staff gratuity	9(b)	1,142,448	-
淨流動資產 NET CURRENT ASSETS		<u>12,921,530</u>	<u>8,716,342</u>
		<u>17,027,627</u>	<u>8,716,347</u>
亦即： Represented by:			
資本補助基金 CAPITAL SUBVENTION FUND	7	777,749	201,346
其他儲備 OTHER RESERVES	8	6,509,900	8,514,483
盈餘及虧損帳 SURPLUS AND DEFICIT ACCOUNT		-	518
		<u>7,287,649</u>	<u>8,716,347</u>
長期負債 LONG TERM LIABILITIES			
長期服務金及遣散費的準備 Provision for long service and severance payment	9(a)	168,433	-
職員約滿酬金的準備 Provision for staff gratuity	9(b)	9,571,545	-
		<u>17,027,627</u>	<u>8,716,347</u>
胡紅玉女士 S.B.S., J.P. 委員會主席 Ms. Anna WU Hung-yuk 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 Hon. Charles LEE Yeh-kwong G.B.S., J.P. Convenor of the Administration and Finance Committee	鄧伊珊女士 會計師 Ms. Kerrie TENG Yee-san Accountant	

現金流動表 (截至二零零一年三月三十一日止財政年度)

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST MARCH 2001

	附註 Note	2001 港幣 HK\$	2000 港幣 HK\$
營運活動現金流入淨額 Net cash inflow from operating activities	12 (a)	9,172,477	4,409,256
投資回報及融資支出 RETURNS ON INVESTMENTS AND SERVICING OF FINANCE			
已收利息 Interest received		1,238,789	867,058
投資活動 INVESTING ACTIVITIES			
購置固定資產 Purchase of fixed assets		(2,333,309)	(2,148,624)
融資前之現金流入淨額 Net cash inflow before financing		8,077,957	3,127,690
融資 FINANCING			
政府資本補助 Government capital subvention	12 (b)	1,470,869	2,688,385
現金及現金等值之增加 Increase in cash and cash equivalents		9,548,826	5,816,075
年初之現金及現金等值 Cash and cash equivalents at beginning of year		13,227,023	7,410,948
年末之現金及現金等值 Cash and cash equivalents at end of year		22,775,849	13,227,023
現金及現金等值結存分析： ANALYSIS OF BALANCES OF CASH AND CASH EQUIVALENTS:			
銀行結存及現金 Bank balances and cash		22,775,849	13,227,023

已確認損益報表 (截至二零零一年三月三十一日止財政年度)

STATEMENT OF RECOGNIZED GAINS AND LOSSES
FOR THE YEAR ENDED 31ST MARCH 2001

	附註 Note	2001 港幣 HK\$	2000 港幣 HK\$
政府本年給予之資本補助 Government capital subvention granted for the year	7	1,470,869	2,688,385
資本補助基金之使用 Expenditure utilized in capital subvention fund	7	(894,466)	(2,275,745)
基本設施儲備之使用 Expenditure utilized in capital reserve	8	(990,336)	(1,341,327)
法律訴訟儲備之使用 Expenditure utilized in legal litigation reserve	8	(1,014,765)	-
		<hr/>	<hr/>
未於收支結算表內確認的淨虧損 Net losses not recognized in the statement of income and expenditure		(1,428,698)	(928,687)
撥入基本設施儲備 Transfer to capital reserve	8	-	3,600,000
撥入法律訴訟儲備 Transfer to legal litigation reserve	8	-	835,000
撥入一般儲備 Transfer to general reserve	8	-	2,000,000
財政年度盈餘 Surplus for the year		-	518
		<hr/>	<hr/>
已確認損益總額 Total recognized gains and losses		<u>(1,428,698)</u>	<u>5,506,831</u>

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。

雜項收入是以應計制確認。

(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、基本設施儲備或收支結算表的有關項目中撇帳。

(d) 營業租約

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

(e) 外幣換算

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

3. 財政年度盈餘

	2001 港幣	2000 港幣
財政年度之盈餘已扣除下列項目：		
固定資產之撇銷	1,342,972	807,298
營業租約 — 土地及樓宇	5,722,644	6,252,498
職員費用	62,244,550	70,058,933
核數師酬金	23,550	20,350
	<u> </u>	<u> </u>

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 accounting principles generally accepted in Hong Kong and comply with accounting standards issued by the Hong Kong Society of Accountants and the Notes for Auditors and Accountants of Miscellaneous Organizations in receipt of Government Subventions.

(b) Revenue recognition

Subventions from government are accounted for on an accruals basis.

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

Sundry income is recognized on an accruals basis.

(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. Payments made under operating leases net of any incentives received from the leasing company are charged to the statement of income and expenditure on a straight-line basis over the lease period.

(e) Translation of foreign currencies

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

3. Surplus for the year

	2001 HK\$	2000 HK\$
Surplus for the year is stated after charging the following:		
Fixed assets written off	1,342,972	807,298
Operating leases — land and buildings	5,722,644	6,252,498
Staff costs	62,244,550	70,058,933
Auditors' remuneration	23,550	20,350
	<u> </u>	<u> </u>

帳目附註

4. 固定資產

	租賃 物業裝修 港幣	固定裝置 及裝修 港幣	辦公室傢俬 及設備 港幣	汽車 港幣	電腦器材 港幣	即時傳譯及 擴音系統 港幣	總數 港幣
成本							
於2000年4月1日之結餘	-	5,537,082	1,770,810	726,698	3,215,951	394,724	11,645,265
年內增置	649,244	261,009	684,901	-	738,155	-	2,333,309
年內減少/撤銷	-	-	(21,780)	-	(525,914)	-	(547,694)
於2001年3月31日之結餘	649,244	5,798,091	2,433,931	726,698	3,428,192	394,724	13,430,880
撤銷之累計數目							
於2000年4月1日之結餘	-	5,537,081	1,770,809	726,697	3,215,950	394,723	11,645,260
在收支結算表及基本設施儲備 撤銷之數目	649,243	261,009	684,901	-	738,155	-	2,333,308
年內減少/撤銷	-	-	(21,780)	-	(525,914)	-	(547,694)
於2001年3月31日之結餘	649,243	5,798,090	2,433,930	726,697	3,428,191	394,723	13,430,874
帳面淨值							
於2001年3月31日之結餘	1	1	1	1	1	1	6
於2000年3月31日之結餘	-	1	1	1	1	1	5

5. 應收政府的約滿酬金撥款

	港幣
於2001年3月31日之約滿酬金準備	13,693,091
財政年度已收政府約滿酬金撥款	(9,587,000)
於2001年3月31日之結餘	4,106,091

這代表香港特別行政區政府將會補償予委員會職員約滿酬金方面的資金。

6. 應付帳項、準備及應計費用

應付帳項、準備及應計費用已包括以下準備的變動：

	法律費用的準備 港幣
於2000年4月1日之結餘	1,045,023
撥出準備	5,550,558
財政年度已支付之金額	(2,987,962)
於2001年3月31日之結餘	3,607,619

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

7. 資本補助基金

	2001 港幣	2000 港幣
承前結餘	201,346	(211,294)
政府資本補助	1,470,869	2,688,385
財政年度已使用之結餘	(894,466)	(2,275,745)
結餘滾存	777,749	201,346

資本補助基金指經由民政事務局長事先核准，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)。

NOTES TO THE ACCOUNTS

4. Fixed assets

	Leasehold improvements HK\$	Fixtures and fittings HK\$	Office furniture and equipment HK\$	Motor vehicles HK\$	Computer equipment HK\$	Simultaneous interpretation and public address equipment HK\$	Total HK\$
Cost							
At 1st April 2000	–	5,537,082	1,770,810	756,698	3,215,951	394,724	11,645,265
Additions	649,244	261,009	684,901	–	738,155	–	2,333,309
Disposals/written off	–	–	(21,780)	–	(525,914)	–	(547,694)
At 31st March 2001	649,244	5,798,091	2,433,931	726,698	3,428,192	394,724	13,430,880
Accumulated amounts written off							
At 1st April 2000	–	5,537,081	1,770,809	726,697	3,215,950	394,723	11,645,260
Written off to surplus and deficit account and capital reserve	649,243	261,009	684,901	–	738,155	–	2,333,308
Disposals/written off	–	–	(21,780)	–	(525,914)	–	(547,694)
At 31st March 2001	649,243	5,798,090	2,433,930	726,697	3,428,191	394,723	13,430,874
Net book value							
At 31st March 2001	1	1	1	1	1	1	6
At 31st March 2000	–	1	1	1	1	1	5

5. Gratuity subvention receivable from Government

Provision for gratuity as at 31st March 2001	HK\$ 13,693,091
Gratuity Subvention received from Government for the year	(9,587,000)
At 31st March 2001	<u>4,106,091</u>

This represents funds to be reimbursed by the Government of Hong Kong Special Administrative Region in respect of gratuity payments to staff of the Commission.

6. Accounts payable, provisions and accruals

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

	Provision for legal fees HK\$
At 1st April 2000	1,045,023
Provisions made	5,550,558
Amount paid during the year	(2,987,962)
At 31st March 2001	<u>3,607,619</u>

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

7. Capital subvention fund

	2001 HK\$	2000 HK\$
Balance brought forward	201,346	(211,294)
Government capital subvention	1,470,869	2,688,385
Amount utilized during the year	(894,466)	(2,275,745)
Balance carried forward	<u>777,749</u>	<u>201,346</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.

帳目附註

8. 其他儲備

	基本設施儲備 港幣	法律訴訟儲備 港幣	一般儲備 港幣	總數 港幣
由年初盈餘及虧損帳撥入	-	3,420,810	-	3,420,810
由本年盈餘及虧損帳撥入	3,600,000	835,000	2,000,000	6,435,000
財政年度已使用之金額	(1,341,327)	-	-	(1,341,327)
於2000年4月1日之結餘	2,258,673	4,255,810	2,000,000	8,514,483
由本年盈餘及虧損帳撥入	518	-	-	518
財政年度已使用／支付之金額	(990,336)	(1,014,765)	-	(2,005,101)
於2001年3月31日之結餘	1,268,855	3,241,045	2,000,000	6,509,900

基本設施儲備可作電腦系統改善、辦公室翻新、辦公室保安改善及其他資本開支之用。

法律訴訟儲備可作為給予根據反歧視條例提出起訴的人士的法律援助或向委員會提出的法律訴訟所涉及的法律費之用。

一般儲備是由收支結算表撥入，以作一般用途。

9. 長期負債

(a) 長期服務金及遣散費的準備

	港幣
於2000年4月1日之結餘	-
撥出準備	168,433
於2001年3月31日之結餘	168,433

(b) 職員約滿酬金的準備

	港幣
撥出準備	13,693,091
財政年度已支付之金額	(2,979,098)
於2001年3月31日之結餘	10,713,993
減：包括在流動負債的一年內到期之金額	(1,142,448)
長期部份	9,571,545

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

10. 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：

	2001 港幣	2000 港幣
首年屆滿	4,053,192	-
次年至第五年屆滿(包括首尾兩年)	-	4,053,192
	4,053,192	4,053,192

NOTES TO THE ACCOUNTS

8. Other reserves

	Capital reserve HK\$	Legal litigation 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
Amount utilized during the year	(1,341,327)	-	-	(1,341,327)
Balance as at 1st April 2000	2,258,673	4,255,810	2,000,000	8,514,483
Transfer from current year surplus and deficit account	518	-	-	518
Amount utilized / paid during the year	(990,336)	(1,014,765)	-	(2,005,101)
At 31st March 2001	<u>1,268,855</u>	<u>3,241,045</u>	<u>2,000,000</u>	<u>6,509,900</u>

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

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

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

9. Long term liabilities

(a) Provision for long service and severance payment

	HK\$
At 1st April 2000	-
Provisions made	168,433
At 31st March 2001	<u>168,433</u>

(b) Provision for staff gratuity

	HK\$
Provisions made	13,693,091
Amount paid during the year	(2,979,098)
At 31st March 2001	10,713,993
Less: amount due within one year included in current liabilities	(1,142,448)
Long term portion	<u>9,571,545</u>

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

10. 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:

	2001 HK\$	2000 HK\$
Within one year	4,053,192	-
In the second to fifth year inclusive	-	4,053,192
	<u>4,053,192</u>	<u>4,053,192</u>

帳目附註

NOTES TO THE ACCOUNTS

11. 固定資產之資本承擔

Capital commitments for fixed assets

	2001 港幣HK\$	2000 港幣HK\$
已核准但未簽訂合約 Authorized but not contracted for	940,000	1,757,000

12. 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

	2001 港幣HK\$	2000 港幣HK\$
財政年度盈餘 Surplus for the year	-	518
盈餘之資本開支 Capital expenses included in results	1,342,972	807,297
法律訴訟儲備之使用 Expenditure utilized in legal litigation reserve	(1,014,765)	-
資本補助基金之特別支出 Special expenditure utilized in capital subvention fund	(894,466)	(2,275,745)
利息收入 Interest income	(1,238,789)	(873,162)
應收政府的約滿酬金撥款之增長 Increase in gratuity subvention receivable from government	(4,106,091)	-
其他應收帳款、按金及預付款項之增長 Increase in other receivables, deposits and prepayments	(449,884)	(11,336)
應付帳項、準備及應計費用之增長 Increase in accounts payable, provisions and accruals	4,651,074	326,684
職員約滿酬金的準備之增長 Increase in provision for staff gratuity	10,713,993	-
長期服務金及遣散費的準備之增長 Increase in provision for long service and severance payment	168,433	-
撥入其他儲備 Transfer to other reserves	-	6,435,000
營運活動現金流入淨額 Net cash inflow from operating activities	9,172,477	4,409,256

(b) 財政年度融資變動分析

Analysis of changes in financing during the year

	2001 港幣HK\$	2000 港幣HK\$
資本補助基金 Capital subvention fund		
年初之結存 Balance at beginning of year	201,346	(211,294)
政府資本補助之現金流入 Cash inflow from government capital subvention	1,470,869	2,688,385
財政年度已使用之金額 Amount utilized during the year	(894,466)	(2,275,745)
年末之結存 Balance at end of year	777,749	201,346

13. 帳目核准

Approval of accounts

此帳目由委員會委員於二零零一年九月十二日核准。

The accounts were approved by the Commission Members on 12th September 2001.

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

法律協助
Legal Assistance

附錄 Appendix 6

獲法律協助的個案
Cases in which Assistance was Granted



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, Shirley
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
J.P.
委員 Member



高寶齡女士
Ms. KO Po-ling
委員 Member



朱佩瑩女士
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



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



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



孫大倫博士
Dr. SUN Tai-lun, Dennis
B.B.S.
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
G.B.S., 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
The Hon. LI Fung-ying
M.B.E., J.P.
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 (截至二零零一年三月三十一日)

Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3. 2001)

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

成員 Membership

1. 李業廣先生 The Hon. LEE Yeh-kwong, Charles (召集人 Convenor)
2. 林貝聿嘉女士 Mrs. LAM Pei Yu-dja, Peggy
3. 李文彬先生 Mr. LEE Man-ban
4. 李鳳英女士 The Hon. LI Fung-ying
5. 孫大倫博士 Dr. SUN Tai-lun, Dennis
6. 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.

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

成員 Membership

1. 林貝聿嘉女士 Mrs. LAM Pei Yu-dja, Peggy (召集人 Convenor)
2. 陳少瓊女士 Ms. CHAN Siu-king, Cammy
3. 洪雪蓮女士 Ms. HUNG Suet-lin, Shirley
4. 高寶齡女士 Ms. KO Po-ling
5. 郭鍵勳博士 Dr. KWOK Kin-fun, Joseph
6. 李鳳英女士 The Hon. LI Fung-ying
7. 余秀珠女士 Ms. YU Sau-chu, Jessie
8. 陳彩英女士 Ms. CHAN Choi-ying, Virginia (增選委員 Co-opted Member)
9. 黎秀玲女士 Ms. LAI Sau-ling (增選委員 Co-opted Member)
10. 李靜雲女士 Ms. LEE Ching-wan, Betty (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. 郭鍵勳博士 Dr. KWOK Kin-fun, Joseph (召集人 Convenor) | 6. 鄔維庸醫生 Dr. WU Wai-yung, Raymond |
| 2. 陳少瓊女士 Ms. CHAN Siu-king, Cammy | 7. 余秀珠女士 Ms. YU Sau-chu, Jessie |
| 3. 馮漢源教授 Prof. Stevenson FUNG | 8. 莊陳有先生 Mr. CHONG Chan-yau (增選委員 Co-opted Member) |
| 4. 洪雪蓮女士 Ms. HUNG Suet-lin, Shirley | 9. 麥肖玲博士 Dr. MAK Chiu-ling, Grace (增選委員 Co-opted Member) |
| 5. 高寶齡女士 Ms. KO Po-ling | |

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

職權範圍

1. 對須由平等機會委員會根據《性別歧視條例》第88條、《殘疾歧視條例》第85條及《家庭崗位歧視條例》第66條訂立的規則作出建議。
2. 審閱有關調解員給予根據《性別歧視條例》第84條、《殘疾歧視條例》第80條及《家庭崗位歧視條例》第62條而向平等機會委員會提出書面申訴的人以調解方式提供協助的報告，並知會平等機會委員會。
3. 審閱有關根據《性別歧視條例》第84(4)條、《殘疾歧視條例》第80(4)條及《家庭崗位歧視條例》第62(4)條由主席作出對某項申訴不進行調查或終止調查的決定的報告，並知會平等機會委員會。
4. 審閱調解員有關根據《性別歧視條例》第84條、《殘疾歧視條例》第80條及《家庭崗位歧視條例》第62條提出的，但不能經調解達成和解的申訴個案的報告。
5. 考慮根據《性別歧視條例》第85條、《殘疾歧視條例》第81條及《家庭崗位歧視條例》第63條要求調解以外的協助的申請；並在認為適合時，給予該等協助。

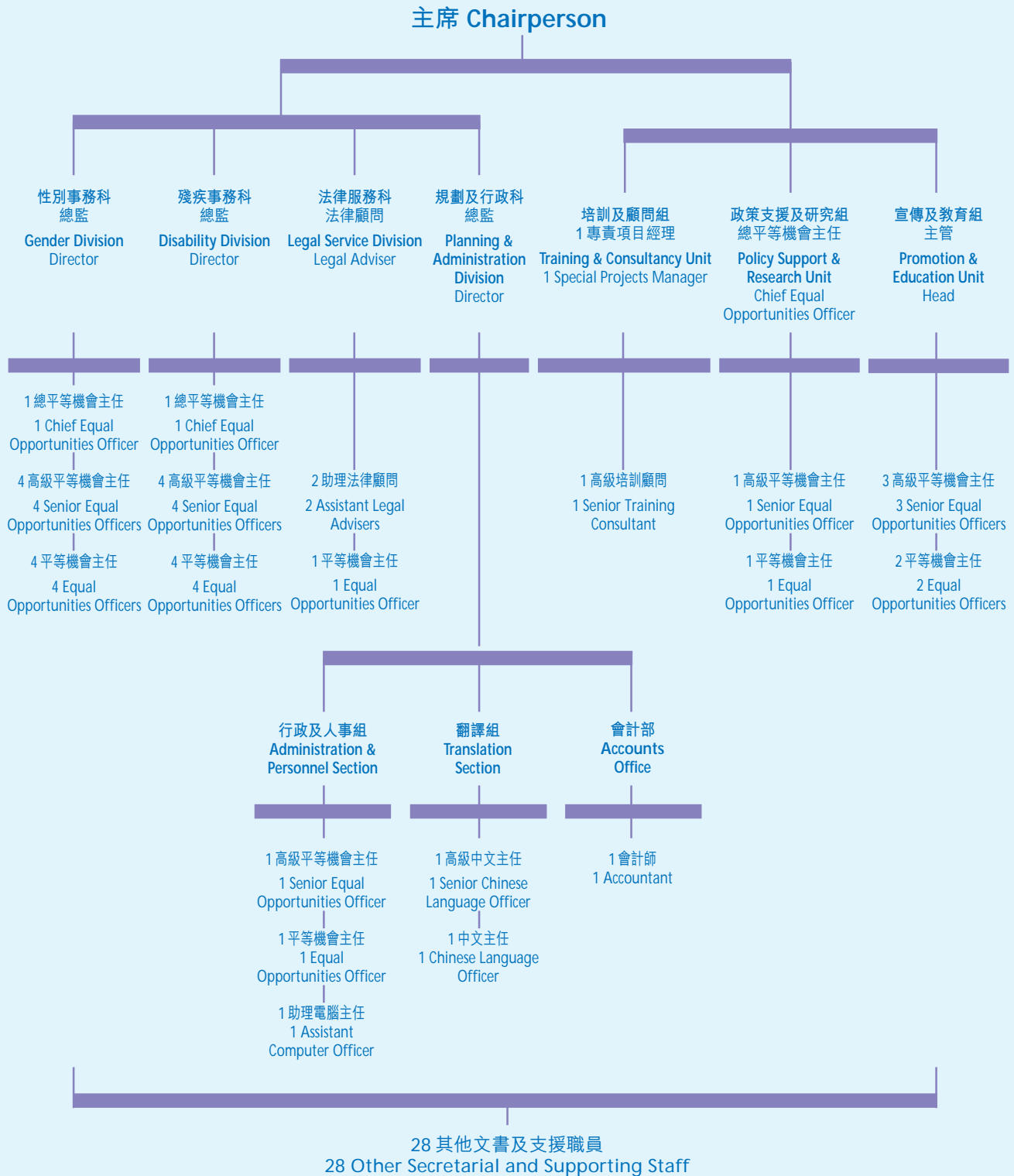
6. 建議平等機會委員會有關進行正式調查的調查範圍。
7. 就正式調查提供初步調查結果，並擬備報告供平等機會委員會考慮，包括向平等機會委員會作建議。
8. 就發出執行通知，向平等機會委員會作建議。
9. 審閱有關遵守執行通知的報告，並向平等機會委員會就不遵守執行通知的事作建議，看是否需要作正式調查。
10. 決定對《性別歧視條例》第 81 條所指的持續的歧視或性騷擾、《殘疾歧視條例》第 77 條所指的持續的歧視、騷擾或中傷及《家庭崗位歧視條例》第 59 條所指的持續的歧視採取何種行動。
11. 分別根據《性別歧視條例》第 82 條、《殘疾歧視條例》第 78 條及《家庭崗位歧視條例》第 60 條，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，及《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.

平等機會委員會的組織架構及編制 (截至 2001 年 3 月 31 日)

Organizational Structure and Establishment of the Equal Opportunities Commission as at 31.3.2001



總編制：69 (不包括主席)
Total establishment: 69 (excluding Chairperson)

平等機會委員會辦事處管理小組（截至 2001 年 3 月 31 日）
Management Team of the Equal Opportunities Commission as at 31.3.2001

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（規劃及行政科）

陳奕民

Director (Planning & Administration)

CHAN Yick-man, Michael

法律協助

Legal Assistance

根據《性別歧視條例》第 85 條、《殘疾歧視條例》第 81 條和《家庭崗位歧視條例》第 63 條，凡曾經向委員會作出書面投訴，而調解失敗，委員會可給予申請人不同形式的協助，以助申請人提出法律訴訟。2000/2001 年度委員會共接到 44 宗法律協助申請，其中 27 宗獲得批准。協助形式包括：由委員會律師給予法律意見，為申請人取得進一步資料或證據；以至由委員會律師或由委員會聘請的私人執業大律師，在法律訴訟中擔任申請人的法律代表。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 is empowered under section 85 of the Sex Discrimination Ordinance (SDO), section 81 of the Disability Discrimination Ordinance (DDO) and section 63 of the Family Status Discrimination Ordinance (FSDO) to grant various forms of assistance to any person who wishes to take legal proceedings in respect of a complaint lodged but for which conciliation has been unsuccessful. During 2000/2001, the Commission received 44 applications for assistance and granted assistance in 27 of them. The assistance granted by the Commission may take the form of legal advice by the Commission's lawyers, services for obtaining further information or evidence, or representation in legal proceedings by the Commission's lawyers, or by barristers in private practice briefed by the Commission. A general breakdown of the numbers by type of case appears below:

個案 Cases	獲給予法律協助 Assistance Granted	不獲給予法律協助 Assistance Not Granted	考慮中 Under Consideration
殘疾歧視或騷擾(僱傭範疇) Disability Discrimination or Harassment (Employment)	4	5	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)	6	2	0
性別歧視或騷擾(僱傭範疇) Sex Discrimination or Harassment (Employment)	12	9	0
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)	4	0	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	27	17	0

獲法律協助的個案

Cases in which Assistance was Granted

在 2000/2001 年度，有九宗個案經委員會的律師與答辯人一方進行商議後，毋需展開法律訴訟而得以解決：

The following nine cases were resolved without commencing legal proceeding after negotiation conducted by lawyers of the Commission in 2000/2001: –

個案 Cases	和解條件 Settlement Terms
與處所及設施之通道有關的歧視 Discrimination in relation to accessibility of premises and facilities	已進行改裝工程，受助人亦接受有關改裝。 Alteration works were done and accepted by the assisted person.
性騷擾 Sexual harassment	受助人決定不展開法律訴訟。 The assisted person decided not to commence legal proceedings.
紀律部隊在招聘方面的殘疾歧視 Disability discrimination in recruitment by a disciplinary service	受助人接受醫療評估後，委員會不再給予法律協助。 Legal assistance was withdrawn by the Commission after medical assessment of the assisted person.
在提供設施、貨品及服務上的殘疾歧視：受助人的照料者不獲許進入康樂設施 Disability discrimination in the provision of facilities, goods and services: access to recreational facilities was refused to the carer of the assisted person	已准許照料者進入有關設施，並作出賠償。 Access was allowed to carer and compensation was also paid.
基於家庭崗位而被解僱 Dismissal in employment on the ground of family status	協助受助人向答辯人進一步查詢。經查詢後，委員會並未協助展開法律訴訟。 Assistance in the form of further enquiry was given. After further enquiry, the Commission did not proceed to give further assistance to commence legal proceedings.
僱傭範疇中的懷孕歧視 Discrimination in employment on the ground of pregnancy	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
在「中學學位分配」中受性別歧視 Discrimination on the ground of sex in SSPA	受助人代表女兒撤銷申索。 The assisted person withdrew the claim on behalf of his daughter.
與處所通道有關的歧視 Discrimination in relation to accessibility of premises	申請人沒有接受委員會提供的法律協助，撤銷申索。 The Commission's offer of legal assistance was not accepted by the applicant who had withdrawn his claim.
在招聘方面的殘疾歧視 Discrimination on the ground of disability in recruitment	委員會給予有限度的法律協助，以評估個案證據是否足夠。經評估後，委員會沒有進一步給予協助展開法律訴訟。 Limited legal assistance was granted to assess the strength of the case. After assessment, no further assistance was granted to commence legal proceedings.

截至 2000/2001 年度結束為止，仍有 14 宗獲委員會給予法律協助的個案尚在處理中。

There were 14 other on-going cases in which legal assistance had been given being handled by the Commission at the end of 2000/2001.

獲法律協助的個案

Cases in which Assistance was Granted

在 2000/2001 年度，區域法院聆訊了兩宗由委員會給予原告人法律協助的案件。

In 2000/2001, the District Court heard two cases in which the plaintiffs were granted legal assistance by the Commission. Details of these cases appear in the table below.

案件 Cases	法庭判決 Judgment
懷孕歧視 — 一名經理在遞交懷孕通知書後被要求自動辭職或接受降職 Discrimination on the grounds of pregnancy — A manager was asked to resign or accept demotion after giving notice of pregnancy	區域法院於2001年2月26日裁定被告人的行為屬違法歧視。雙方其後就補償問題達成和解，條款內容保密。 The District Court on 26 February 2001 found the defendant liable for unlawful discrimination and the parties subsequently reached a settlement on confidential terms in respect of remedies.
武術教練性騷擾 Sexual harassment by martial arts teacher	法院於2001年3月8日駁回原告人的申索。 The plaintiff's claim was dismissed by the Court on 8 March 2001.

在2000/2001年度展開審前法律程序的案件：

EOC assisted legal proceedings which commenced in 2000/2001:

案件 Cases	情況 Status
酒樓女侍應遭其經理性騷擾 Sexual harassment of a waitress by her manager in a restaurant	於2001年6月12日開始聆訊。原告人在審訊期間撤回申索，因此，區域法院於2001年6月13日撤銷該案。 Trial commenced on 12 June 2001. The plaintiff withdrew her claim in the course of the trial and her case was thereby dismissed by the District Court on 13 June 2001.
有關退休政策的性別歧視 Sex discrimination with regard to a discriminatory retirement policy	於2001年1月發出令狀，程序仍進行中。 Writ issued in January 2001, proceedings on-going.
僱傭範疇中的懷孕歧視 Discrimination in employment on the ground of pregnancy	雙方庭外和解，條款內容保密。 The parties settled out of court on confidential terms.

在 2000/2001 年度前已展開法律訴訟的案件：

EOC assisted legal proceedings which commenced before 2000/2001:

案件 Cases	情況 Status
涉及的士司機的殘疾歧視 Disability discrimination involving a taxi driver	終審法院於2001年10月5日宣判，駁回原告人的上訴，但確定在適當情況下，即使被告人不願意，區域法院仍有權命令其向原告人道歉。 Judgment delivered by the Court of Final Appeal on 5 October 2001, dismissing the plaintiff's appeal but confirming that the District Court has power to order an apology even from an unwilling defendant in appropriate circumstances.
紀律部隊在招聘時基於應徵者的家庭有精神病病歷而作出殘疾歧視 Disability discrimination in recruitment by a disciplinary service on the ground of family history of mental illness	於2001年5月發出令狀。正等待區域法院進行聆訊。 Writ issued in May 2001. Pending further proceedings in the District Court.

委員會在2000/2001年進行的法律訴訟：

Legal proceedings undertaken by the EOC in 2000/2001:

案件 Cases	法庭判決 Judgment
「中學學位分配辦法」司法覆核 Judicial review of the Secondary School Places Allocation System (SSPA)	高等法院於2001年6月22日裁定「中學學位分配辦法」違反《性別歧視條例》。 The High Court found that the SSPA contravened the SDO on 22 June 2001.
委員會委任法庭之友出席在終審法院舉行的鄉村選舉司法覆核聆訊 EOC instructed <i>amicus curiae</i> to appear in the hearing of judicial review appeal relating to rural elections in the Court of Final Appeal	終審法院於2000年12月22日維持原訟庭和上訴庭的判決，即有關鄉村選舉的規則含歧視成分，屬於違法。 The Court of Final Appeal on 22 December 2000 upheld the decision of the Court of First Instance and the Court of Appeal, that the rules relating to rural elections were unlawfully discriminatory.