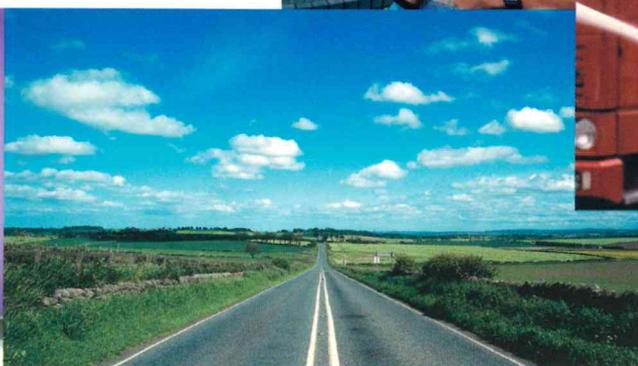
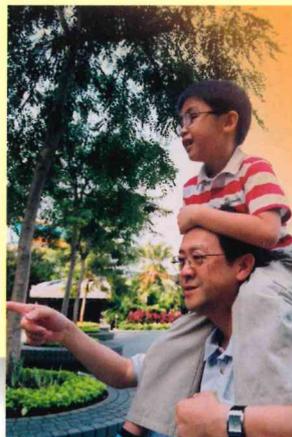


2001/02 年報 Annual Report



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION



我們的抱負 Our Vision

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。

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

我們的使命 Our Mission

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。

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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平等機會委員會(委員會)致力把平等機會原則轉化為日常生活的良好辦事常規，從而協助建立一個共融的社會，使人與人之間能尊重彼此的差異，重視不同的能力與特質。

實現變革

委員會於2001/02年度見證了社會人士在態度上的改變，以及制度上的革新。這是委員會的倡導工作與法庭裁決的成果，其中一個例子就是委員會促成麗晶花園兩名被告人與投訴人達成和解，被告人為他們騷擾九龍灣健康中心職員的行為而作出明確的道歉。自有關的法律行動於2002年初解決後，健康中心附近的一些居民就敢公開表示自己支持該診所。這種情況在三年前絕對無法想像，因為當時健康中心的病人和工作人員都受到一小撮有強烈意見的麗晶花園居民騷擾及中傷。居民的騷擾行為大抵是由於他們對愛滋病的偏見和誤解所致，而現行的反歧視法例，令他們認識到他們的行為和態度是不會被社會接受的。

另一項重大的改變，就是撤除「中學學位分配辦法」與性別相關的因素。由於教育署拒絕除去制度中含性別歧視的部份，委員會遂於2000年提出司法覆核，而高等法院則於2001年6月作出裁決，指「中學學位分配辦法」的若干方面存在性別歧視。教育署其後檢討有關制度。委員會相信所有學生都有權和應該享有一個公開、公正而沒有歧視的教育制度，這對社會是極為重要的。

提供指引

教育對於每個兒童的發展及日後的社會參與都至為關鍵。為此，委員會致力確保教育制度能夠貫徹平等機會的精神，無分性別、有殘疾或沒有殘疾，為兒童提供平等接受教育的機會。過去幾年，委員會收到不少有殘疾學生家長的投訴，令我們感到學校與教師都需要實際的指引，知道如何避免在教育方面作出歧視行為；而有殘疾的學生及其家長亦需認識他們在接受教育方面的權利與責任。因此，委員會於2001年1月就《殘疾歧視條例教育實務守則》作公眾諮詢，該《守則》並於2001年7月起生效。我們希望透過家長、學生與學校的合作，能夠消除教育範疇的歧視。



重塑態度

教育範疇的歧視猶如其他範疇（如僱傭）的歧視一樣，都是源於無知和落伍的假設。有些人仍認為女性的能力不及男性；另一些人則認為有殘疾人士是無助的，不能為社會作出貢獻。委員會最近進行有關學生定型觀念的調查，顯示學生正有這種看法。調查中受訪的學生認為，有殘疾人士是不正常的、容易發生意外和只適合做重複的工作；男生和女生仍期望男性是家中主要經濟支柱。值得注意的是，受訪的年青男性對於男性化的定義較為僵化及缺乏彈性，因而他們容許自己在行為及職業等方面的選擇亦較少。例如對於「兒子應該平均分擔家務」、「女性擔任男性的上司」、「丈夫可料理家務、照顧家庭」、和「女孩子在約會時採取主動」等觀念，男生認為「難以想像」，但女生則認為可以接受。



我們非常關注調查的結果，因為學生的看法影響他們的志趣及就業選擇，繼而妨礙他們實現自己的抱負。

教育對於消除定型觀念的作用舉足輕重，而學校與教師就是促進改變的「催化劑」。委員會正聯絡各相關部門及團體，共同為學校編訂平等機會教材，讓男生與女生能發揮自己的潛能。

促進平等機會

平等機會關乎人，所以與每個人都息息相關。委員會有三個訊息：

- 對個人而言—每個人都有發展的權利，這是生命及生存權的延伸。
- 對商界而言—奉行社會問責可擴闊市場空間，即平等機會與良好常規有助產品及服務的銷售。
- 對社會而言—增強人才資本，使社會得以持續發展，減少對社會保障的倚賴。

香港商界已日漸認識到平等機會的好處。我們最近進行的商界意見調查顯示，許多僱主及僱員均認為，奉行平等機會原則能令工作關係變得更好、工作效率提高、減低僱員流動性和對公司更有信心。他們亦指出不執行平等機會原則的後果—最常見的是員工士氣低落和令公司名譽受損。

調查又顯示，不少僱主願意採取措施以減輕其法律責任，亦有興趣接受平等機會培訓及有關資訊。委員會現正為中小型企業設計一個平等機會錦囊，並為商界設計合適的培訓課程。透過培訓，我們希望能協助商界把承諾和原則轉化為實際的行動。委員會的培訓及顧問服務組正協助商界配合香港的平等機會法例。

前瞻未來

委員會的抱負是為每個人打開機會之門。挑戰定型觀念和打擊系統性歧視會讓人發現新的視野、把握新的機會。把平等機會納入主流政策可以進一步發揚平等機會的觀念，確保在決策過程及在推行的每個階段，都會按平等機會原則作出充分的考慮，使平等機會變成我們社會中不可或缺的元素。我們將會繼續努力與政府、商界及社會結成夥伴，推廣把平等機會納為主流，我相信每個人都可因此而受惠。

平等機會委員會主席
胡紅玉

The Equal Opportunities Commission (EOC) is committed to turning the principles of equal opportunities into best practices in everyday life, and helping to build an inclusive society where differences are respected and diversity is valued.

Achieving Change

In 2001/02, we have witnessed progress in attitudinal changes and systemic reforms as a result of our advocacy work and court judgments, one of which is our settlement with two defendants of the Richland Gardens case. The defendants made unequivocal apologies for harassing staff of the Kowloon Bay Health Centre. Upon settlement of the court actions in early 2002, a few residents in the neighbourhood were willing to speak out publicly in support of the clinic. This was not the case three years ago, when patients and workers were harassed and vilified by a small but vocal group of Richland Gardens residents. While their harassing behaviour was largely due to prejudice and misunderstanding about HIV/AIDS, the anti-discrimination laws helped to change their attitude and induce acceptance.

Another significant change is the removal of gender-based features in the Secondary School Places Allocation (SSPA) System, following the High Court ruling in June 2001 that some aspects of the SSPA System were sex-discriminatory. The EOC sought judicial review in 2000 after the Education Department refused to remove the discriminatory elements of the SSPA System. It is a matter of enormous public importance for the Education Department to rectify the system. Our students are entitled to and deserve an education system that is open, fair and non-discriminatory.

Providing Guidance

It is extremely important to ensure equal opportunities in the educational system regardless of sex or disability, since education is vital to every child's development and future participation in society. Over the years, the EOC has received quite a number of complaints from parents of students with disabilities, and we feel that schools and teachers need practical guidance on how to avoid discrimination in this important area. Also, students with disabilities and their parents need advice on their rights and responsibilities in receiving education. A *Code of Practice on Education under the Disability Discrimination Ordinance* was therefore issued in January 2001 for public consultation, and became effective in July 2001. We hope that through co-operation among parents, students and schools, discrimination in education will be eliminated.

Reshaping Attitudes

Discrimination in education, like in other areas such as employment, often stems from ignorance and old-fashioned assumptions. Some people still see a woman as less capable than a man. Others may see a person with disabilities as helpless, and cannot contribute to the society. Recent EOC surveys on stereotyping reveal that students' perceptions follow this pattern. Students in the survey perceived persons with disabilities as deviant, accident prone and only appropriate for repetitive work. Both male and female students still expected men to be the major breadwinner in the family. Notably, young men surveyed were more rigid and inflexible in their definition of masculinity, restricting themselves to far fewer options in behaviour and career choices. For example, the notions that sons should share the housework, men could have women bosses, husbands could be "househusbands" and girls could initiate dating were all out of the question with the boys but were acceptable to the girls.



We are concerned about the findings because students' perceptions influence their interest and career choices, restricting them from realizing their aspirations.

Education plays a significant role in removing stereotypical perceptions, and schools and teachers are catalysts to change. The EOC is liaising with different stakeholders to develop equal opportunities educational materials for schools, so that both boys and girls will learn to achieve their potential.

Promoting Equal Opportunities

Equal opportunity is about people and it is about everyone. The EOC has three messages:

- For the individual - Everyone has the right to development. This is an extension to the right to life and survival.
- For the business sector - Social accountability means marketability. This means equal opportunities and good practices help to sell products and services.
- For the community - Enhancement of human capital sustains development and reduces reliance on social security.



These benefits of equal opportunities are increasingly recognized by businesses in Hong Kong. Our recent business surveys revealed that many employers and employees believed that compliance with equal opportunity principles would result in a better working relationship, higher efficiency, employee stability and confidence in the company. They also recognized the consequence of non-compliance - the most common being low employee morale and the ruining of the company name.

The surveys also showed that a significant number of employers would do something to minimize their liability and were interested in receiving equal opportunities training and information. The EOC is designing an information kit for Small and Medium Sized Enterprises and developing appropriate training for businesses. Through training, we hope to help businesses turn commitment and principles to verifiable operational activities on the ground. Our Training and Consultancy Unit is providing assistance to businesses to embrace Hong Kong's equal opportunities legislation.

Looking Ahead

The EOC's vision is about opening doors for every individual. Challenging stereotypes and systemic discrimination will enable everyone to discover new horizons and possibilities. Mainstreaming equal opportunities will take these concepts a step further, ensuring that equal opportunity considerations are fully incorporated at every stage in the policy making and implementation process, weaving equal opportunity as intrinsic strands into the very fabric of our society. We shall continue our efforts to promote mainstreaming of equal opportunities in partnership with the government, business and the community. In the end, I believe everyone will stand to benefit.

A handwritten signature in black ink, appearing to read 'Anna Wu'.

Anna Wu
Chairperson
Equal Opportunities Commission

消除歧視－制度及政策檢討 Eliminating Discrimination - System & Policy Reviews

中學學位分配辦法

推廣平等教育機會一直是委員會的工作重點。委員會提倡男女生應該不分性別，享有同等的學習機會。

自1978年以來，教育署一直沿用「中學學位分配辦法」，分配小六學生到不同的中學就讀。委員會在接到多宗由男、女生家長提出，有關派位程序的性別歧視投訴後，進行了一次正式調查，並於1999年8月公佈調查報告。

調查報告的結論指出，有關制度含性別歧視，並要求教育署作出檢討，使之符合法例的要求。教育署於2000年4月知會委員會，表示不會更改「中學學位分配辦法」。委員會因此於2000年7月就有關制度的三項特徵提出司法覆核。三項特徵如下：

- 調整校內成績分數時，把男、女生的分數分開處理
- 在編訂派位組別時把男女生分開處理
- 根據每間男女校的既定男女生學額作分配

高等法院於2001年6月裁定「中學學位分配辦法」的三項特徵違反《性別歧視條例》，屬於違法。為了就歧視個案作出補救，教育署於2001年7月底推出紓緩措施，以安頓受影響的學生。

自法庭作出裁決後，委員會便與教育署、學校校長和國際專家合作，共同探討有關問題。委員會與教育界就「中學學位分配辦法」的司法覆核結果，以及其對現有教育制度的影響進行了多次分享會，以交流意見。此外，委員會亦於2001年11月舉辦了第二次「廿一世紀男女生的教育」研討會，集中討論「學習與性別差異」，以便汲取本地及海外專家的真知灼見。

教育署於2001年12月宣佈，為了遵守法庭的裁決，會把「中學學位分配辦法」中含性別歧視的成份刪除。該署於2002年2月發表小五小六學生校內成績評估的新指引，並且表示將於2003/04年度進一步檢討「中學學位分配辦法」和於2005/06年度落實長遠的改革措施。

支持「中學學位分配辦法」中有性別因素的意見認為，我們有需要確認和接受男、女生的發展和成熟速度不同；但委員會則認為我們應集中找出男女生學習差異的原因，以及找出妨礙所有學生達致優良成績的因素。教育工作者、決策者及家長應確認差異不僅存在於男、女之間，同時亦於相同性別的學生之間出現，並集中探討教育制度應如何令男、女生更有效地學習這個關鍵問題。



The Secondary School Places Allocation System

Promoting equal opportunities in education has been the key focus of the EOC's work. We advocate that boys and girls have equal access to learning at school despite any perceived differences between genders.

Since 1978, Primary Six students were allocated to secondary schools in Hong Kong through the Secondary School Places Allocation (SSPA) System administered by the Education Department (ED). After receiving a number of complaints from parents of both boys and girls on gender discrimination in the allocation process, the EOC conducted a Formal Investigation. The Report was issued in August 1999.

The Report concluded that the System was discriminatory on the basis of sex and asked the ED to review the System so that it is in compliance with the law. In April 2000, ED informed the EOC that it would not change the SSPA System and the EOC sought judicial review on three features in the system in July 2000, -

- separate scaling of internal assessment scores for boys and girls;
- banding of students by sex; and
- sex quotas for placement of Secondary One students in co-educational secondary schools.

In June 2001, the High Court ruled that the three features in SSPA System were contrary to the Sex Discrimination Ordinance and were unlawful. To remedy substantiated cases of discrimination, ED introduced relief measures in late July 2001 to place affected students.

Since the court ruling, the EOC has been working with the ED, school principals and international specialists to look into the issues involved. To this end, several sharing sessions were held to exchange views with the education sector regarding the result of the judicial review of the SSPA System and its impact on the current education system. In addition, a second conference "Boys and Girls in the 21st Century" featuring "Gender Differences in Learning" was held in November 2001 to gain insight and advice from both local and international experts.

The ED announced in December 2001 that the gender-based features of the SSPA System would be removed in order to abide by the Court ruling. In February 2002, the ED released new guidelines for internal assessments of Primary Five and Primary Six students, and said that it would further review the SSPA System in 2003/04 and implement any long-term changes in 2005/06.

In defense of the gender-based features of the SSPA System, views have been expressed of the necessity to recognize and accept the different rates of development and maturity between boys and girls. The EOC holds the view that the focus should be on finding the reasons for gender learning differences, and on ways to identify the factors that constrain the performance of all students and to remove these constraints. Educators, policy makers and parents should acknowledge that differences not only exist between boys and girls, but also among students of the same sex. The education system should be focused on the critical issue of how to make learning more effective for both genders.

Preparing the Community for Inclusion in Schools

One of the objectives of the Disability Discrimination Ordinance (DDO) is to ensure that the education system is fair and does not discriminate against students with disabilities. The completion and subsequent issue of the *Code of Practice (the Code) under the DDO*, a project that first began in 1999, was a benchmark of our commitment in promoting inclusion and equal opportunities in schools. The *Code* provides clear guidelines on the legal requirements of the DDO in education, and promotes equal education opportunities for students with disabilities.



為推行全納教育做好準備

《殘疾歧視條例》其中一個目的，是確保教育制度要公平，不歧視有殘疾的學生。委員會於1999年開始擬備《殘疾歧視條例教育實務守則》（《守則》），於2001年完成及派發，是委員會致力推廣全納教育及學校中的平等機會的重要里程碑。《守則》就《殘疾歧視條例》在教育範疇的法律要求提供了清晰的指引，促進有殘疾學生的平等教育機會。

提高有殘疾學生接受教育的機會，是促進他們日後更全面地參與社會、邁向自立生活和財政上自給自足的基本要素。對其他學生而言，他們亦可從有殘疾學生的優點和經驗中得益。教育是通向各種機會的大門。當一般的學校接納有殘疾的學生，將可為所有學生開拓更廣闊的視野。

為推行此《守則》，委員會與教育署聯合舉辦了一連串講座及研討會，以確保校長及教育界專業人士能更深入瞭解《守則》的細則和影響。此外，一個包括政府、教育界專業人士和家長代表的工作小組，亦會監察《守則》的推行。委員會並繼續參與教育署的「融合教育工作小組」。

為了進一步推廣公眾對有殘疾學童的特殊需要和認識，以及他們享有平等教育機會的權利，委員會於2002年6月舉辦「共同學習 各展所長」教育研討會。在這個研討會中，來自世界各地的醫學及教育專業人士參與討論及交流心得。

與入境事務處合力推行平等機會

委員會於2001年10月發表有關入境事務處（入境處）處理有殘疾人士的程序及培訓需要的研究報告。有關研究是在自閉症男童庚文翰失蹤後，於2000年10月開始進行。研究調查了入境處職員對有殘疾人士的認識及敏感程度、職員對有殘疾人士的認識及期望、入境處的內部指引及指示是否洽當，以及員工的培訓需要。研究初期，委員會為約270名入境處職員進行了初階培訓，藉以提高他們對有殘疾人士的敏感度。

研究報告指出入境處職員在對殘疾的認識及察覺、平等機會原則及香港的反歧視法例、對有殘疾人士的認識及敏感程度、與有殘疾人士的溝通技巧、以及對有殘疾人士執法等方面有較大的培訓需要。

入境處對研究報告十分支持，並且已大致落實有關報告所提出的短期建議措施，包括頒佈《平等機會使命宣言》、委派兩名首席入境主任處理部門內與平等機會有關的事項和制訂導師培訓課程，又發出《如何處理有殘疾人士的指引》，以提供更全面和統一的資料。委員會正協助該處落實研究報告的其他建議。

接納精神病患者

精神病患者在日常生活的不同範疇經常面對偏見及歧視問題，委員會遂繼續積極倡導精神病患者的平等機會。

委員會與香港中文大學合作進行研究，調查精神病患者受歧視及負面標籤的情況，研究結果將有助委員會制訂日後的工作策略，以消除社會上普遍存在的偏見及敵視態度。



Improving access to education by students with disabilities is an essential element in promoting their fuller participation in society, and towards independent living and future economic self-sufficiency. It is also beneficial for other students who will gain from the strength and experience of students with disabilities. As education opens the door to many of life's opportunities, inclusion in schools will expand the horizons of all students.

In implementing this *Code*, a series of talks and seminars were jointly organized with the Education Department (ED) to ensure that school principals and education professionals better understand its implications. Additionally, a Working Group consisting of representatives from the Government, education professionals and parents was formed to monitor the *Code* and its implementation. The EOC also continued to participate in the Task Group on ED's Integrated Education Programme.

To further promote public understanding of the special needs of students with disabilities and their right to equal education opportunities in Hong Kong, a seminar titled "Learning Together: Accommodating Different Needs" was scheduled to be held in June 2002. During this event, medical and education professionals from around the world would discuss and exchange their experiences.

Partnership with the Immigration Department on EO Initiatives

In October 2001, we published our study into the Immigration Department's procedures and training needs in the handling of persons with disabilities. The study was started in October 2000 following the disappearance of Yu Man-hon, the autistic boy. It examined the level of the Immigration Service staff's knowledge and sensitivity to persons with disabilities, the needs and expectations of persons with disabilities, the adequacy of the Department's internal guidelines and instructions, as well as staff training needs. In the early part of the study, preliminary sensitivity training sessions were held for 270 Immigration Officers.

The study report identified a greater need for training among Immigration staff with regard to knowledge and awareness of disabilities, equal opportunities principles and the anti-discrimination legislation in Hong Kong, understanding and sensitivity, communication skills, as well as law enforcement towards persons with disabilities.

The Immigration Department was very supportive of the study report and completed the implementation of most of the short-term recommendations identified in the report. These included an Equal Opportunities Mission Statement in the Discharge of Duties to Members of the Public, the designation of two Principal Immigration Officers to handle departmental equal opportunities matters and a train-the-trainers programme. A set of guidelines was issued on the handling of persons with disabilities to provide more comprehensive and consolidated information. We are working with the Department to help with the implementation of other recommendations contained in the report.

Accepting Persons with Mental illnesses

The EOC continued to advocate for equal opportunities for persons with mental illnesses, who face prejudice and discrimination in various aspects of everyday life.

We conducted a joint study with the Chinese University of Hong Kong to look into discrimination and stigmatization experienced by persons with mental illnesses. The results of the study will help us design future strategies in counteracting prevailing prejudice and hostile attitudes.

The EOC also took up the issue of informing mental patients of their rights before involuntary admission to a mental hospital. Under the Mental Health Ordinance, persons with mental illnesses can request to see a District Judge or Magistrate before an order is made for his or her compulsory admission into a mental hospital. Following a complaint lodged by a person with mental illnesses, our investigation revealed that hospital staff might not consider that they had an obligation to inform persons with mental illnesses of this right.

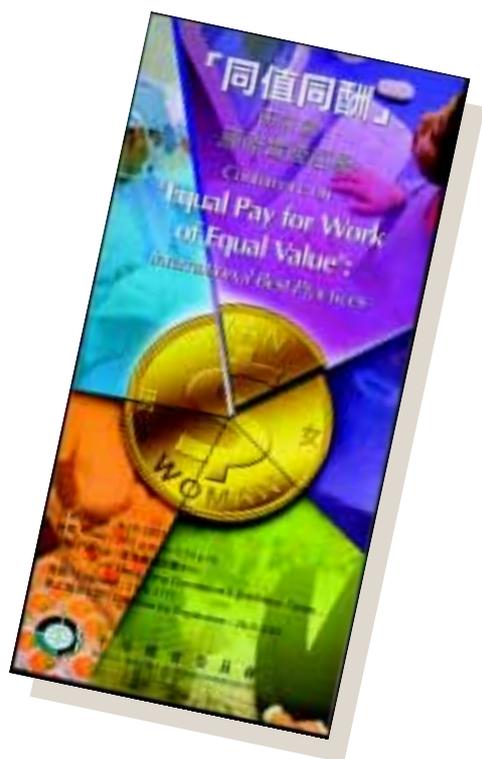
The EOC raised the issue with the Hospital Authority and the Health and Welfare Bureau. The Bureau confirmed that hospitals had a duty to inform patients of their right to see a District Judge or Magistrate. As a result, since 10 September 2001, the Hospital Authority has put new procedures into place - doctors must inform patients of their rights under the Ordinance before they are involuntarily admitted to a mental hospital. According to statistics provided by the Hospital Authority, in the three months following this new arrangement, 109 patients exercised this right with 11 subsequently not ordered for admission to a mental hospital.

另外，委員會亦着手處理精神病人在不自願的情況下被送入精神病醫院前，應獲知其權利的問題。根據《精神健康條例》，當精神病患者被強制入院前，可要求由區域法院法官或裁判官先作出裁決。委員會在接到一名精神病患者投訴後作出的調查顯示，醫院員工可能不認為他們有責任向精神病患者說明其權利。

委員會於是向醫院管理局（醫管局）及衛生福利局提出此問題，衛生福利局亦確認醫院有責任向病人說明他/她有權見區域法院法官或裁判官。結果，自2001年9月10日起，醫管局訂立新的程序一若有精神病患者在不自願情況下入院，醫生必須根據有關法例向他們說明其權利。根據醫管局提供的統計數字顯示，在新安排實施後的三個月內，共有109名病人行使其權利，其中11宗獲下令的病人結果並沒有被送入精神病院。

同值同酬

社會對於性別角色仍然抱有傳統的觀念，影響到婦女的社會經濟地位。今時今日香港男性與女性之間的薪酬差距仍然相當顯著。委員會於是在2000年5月成立了一個專責工作小組，鼓勵在香港逐步推行「同值同酬」。委員會得到政府撥款200萬港元，對香港兩個僱傭範疇（公務員體系及醫管局）進行研究，以「同值同酬」原則，探討有否存在薪酬差距問題；如有，是那類工作；建立有關人員在評估個別工作價值時所需的能力和專門知識；提高公眾認知；和訂定執行「同值同酬」的方法。



選擇公務員體系和醫管局作為研究對象，因為前者是公營部門中的最大僱主，而後者則聘用相當多的女性。專責工作小組定期討論有關研究的設計、研究方法、結果及建議等。一位來自加拿大的專家與委員會合作，採用加拿大沿用的性別中立方法來進行工作評估，另外兩位本地顧問則與該專家共同編纂有關結果及作出建議。

研究小組為技能、責任、付出努力和工作環境四項因素加上不同的量值以作評估。研究小組根據三項準則選出進行研究的工作：有關工作是以男性或女性為主（即75%或以上在職者屬同一性別）、包括由低至高的不同薪酬幅度，以及從事該項工作人數的代表性。

與此同時，專家又透過對委員會職員進行在職培訓，協助在「同值同酬」方面建立起相當豐富的專門知識，提高對「同值同酬」觀念的認知，以及與專責工作小組成員交流經驗。委員會亦繼續進行有關「同值同酬」的公眾教育，例如在2001年10月便舉行了一個名為「同值同酬研討會：國際實踐經驗」的會議，分享加拿大、英國及澳洲實踐「同值同酬」的經驗。

資訊科技人人共享

資訊科技可以是重要的充權工具。可是，要享用資訊科技，同時亦需面對重重障礙，例如輪椅使用者難以使用自動櫃員機，而有視障人士無法像其他人一樣獲取資訊和使用資訊科技，加上受社會經濟因素（如：性別角色、經濟能力、缺乏教育機會、身體和智力有殘疾）的影響，令某些人無法掌握資訊科技。隨著資訊科技在我們日常生活中愈來愈普及，我們需要繼續努力，務使每個人都能享用資訊科技。

委員會於本年度曾就政府所制訂的資訊科技發展政策，提交有關弱勢社群的數碼共融問題的意見，包括把有殘疾人士及婦女的特殊需要納入主流、除去學校選科時的性別定型觀念，以及提供調適裝置等。為了讓有殘疾人士能享受資訊科技進步所帶來的好處及自立能力，委員會與香港銀行公會組成工作小組，共同研究有殘疾人士使用電子銀行服務的問題。

為了消除數碼障礙，讓所有婦女都有能力成為知識型社會的一份子，委員會定期與婦女團體會面，以瞭解婦女在接受資訊科技訓練及使用有關設施時所遇到的問題，並把她們的關注轉達到各有關政府部門，亦邀請了這些團體參與委員會所舉辦的終生學習網上課程的導論班。

在充權過程中，委員會繼續與資訊科技界緊密合作，大力支持由互聯網專業人員協會所舉辦的「網絡無障礙行動」，向婦女及有殘疾人士推廣資訊科技的運用及相關培訓。

Equal Pay for Work of Equal Value

Traditional views about gender roles still prevail in our society and affect the socio-economic status of women. In Hong Kong today, substantial wage gaps still exist between women and men. The EOC established a Task Force in May 2000 to encourage the progressive implementation of equal pay for work of equal value (EPEV) in Hong Kong. With a government grant of HK\$2 million, a project was launched to study two employment areas - the Hong Kong Civil Service and the Hospital Authority - to see if there are any pay differentials with regard to EPEV, and if so in what types of jobs; to build capacity and expertise in EPEV; to raise public awareness; and to put EPEV work practices into place.

The Civil Service was selected for study because it is the largest public sector employer while the Hospital Authority was chosen, as it is one of the largest employers of women. The Task Force met regularly to discuss the study design, methodology, findings and recommendations. A Canadian specialist worked together with the EOC, using a Canadian gender-neutral tool to carry out job evaluations, while two local consultants worked with the specialist to compile the findings and make recommendations.

Different weightings were given to four factors - skill, responsibility, effort and working conditions. Jobs were selected based on three criteria. They had to be male- or female-dominated (75% or more of one gender), representing a range of different salaries, and providing as large a pool of staff as possible.

In parallel with the study, the specialist helped to build considerable EPEV expertise with on-the-job training for our staff while also generating awareness and exposure of the concept, sharing her experiences with members of the Task Force. The EOC also continued its public education programme for this important concept. A conference, on "Equal Pay for Work of Equal Value: International Best Practices", was convened in October 2001, sharing knowledge on how this principle was practiced in Canada, the United Kingdom and Australia.

Access to Information Technology (IT)

Information technology can be an important tool for empowerment. There are, however, a number of barriers to accessing information technology. For example, wheelchair users may find it difficult to use ATMs and persons with visual impairments do not have equal access to information and IT. Additionally socio-economic factors, such as gender roles, financial ability, lack of access to education and physical and mental disabilities, can also create barriers to access. With the increasing use of IT in our day-to-day lives, we continue to work towards equal IT access for all.

During the year, we submitted our views on digital inclusion of the vulnerable in government policies on IT development. These include the mainstreaming of the special needs of persons with disabilities and women, the removal of gender stereotypes in school subject selection and the provision of adaptive devices. To enable persons with disabilities to enjoy the benefits and independence brought about by advances in information technology, the EOC formed a working group with the Hong Kong Association of Banks to look into the accessibility issues in electronic banking services.



委員會代表亦參與政府的資訊網頁跨部門委員會，以及民政事務總署的「推廣婦女使用資訊科技」中央統籌委員會，就婦女使用資訊科技的平等機會提供意見。另外，委員會亦有回應政府的「資訊科技人力供應專責小組」，促請政府善用婦女及有殘疾人士的人力資源，並促請職業訓練局收集職業方面的性別分隔資料，以預測未來的人力供求情況。

倡議平等機會

委員會於本年度曾就改善平等機會環境作出若干建議及提交書面意見。在向貿易署提交的《就檢討〈版權條例〉若干條文的諮詢文件所作的回應》意見書中，我們要求有關條例所指的複製副本的權利，應包括一切有殘疾人士可使用的格式，其中包括視障人士。同時，在回應規劃署的《香港城市設計指引》時，委員會建議採用能為每個人創造合適居住環境的通用設計，並以此作為所有建築設計的指導原則。

在呈交予立法會的《性行為與限制捐血措施》意見書中，委員會建議應根據「經客觀評估的」高風險性行為來篩選捐血者，而反對把某類人假設為高風險群體。另外，委員會亦於2001年4月就香港特別行政區參照《經濟、社會、文化權利的國際公約》提交的報告作出非政府報告，當中

羅列了委員會對香港履行該國際公約的觀點，並建議改變委員會法律上的權力、改變政府的招募程序，以及讓委員會可代表弱勢群體就他們的權利作出相應行動。這些工作能協助香港向前邁進，建立這些權利，實現香港成為世界重要都市的目標。

教師與學生的服飾守則

委員會與香港教育人員專業協會於2001年進行了一個有關教師與學生服飾守則的調查。在55%的回應者當中，29%的學校只准女教師在攝氏10度以下穿着長褲，而有84%的受調查學校對女生施以同樣的守則。受訪教師大多數贊成更改有關政策，准許女教師及學生都可穿着長褲上學。委員會曾代表個別投訴者成功說服25間學校更改其教師服飾守則。



To remove digital barriers and enhance the capacity of all women to become full members of the knowledge-based economy, the EOC keeps regular contacts with members of women concern groups to understand the problems faced by women in accessing IT training and facilities, and to relay their concerns to the respective government departments. These groups have been invited to attend introductory sessions organized by the EOC on on-line education for life-long learning.

We continued to work closely with the IT industry in the empowerment process, strongly supporting the Web Care campaign launched by the Internet Professionals Association. The campaign promotes awareness and training in the use of IT among women and persons with disabilities among other objectives.

EOC representatives also sat on the Government's inter-departmental committee on issues related to web accessibility for government homepages, and the Home Affairs Department's Central Co-ordinating Committee on the Promotion of IT to Women, to provide our perspective on the equal opportunities aspect of IT and women. In response to the Government's Task Force on IT Manpower, we have urged the Government to tap into the potential of women and persons with disabilities as a source of labour supply. We also urged the Vocational Training Council to collect gender-segregated data in manpower projection.

Advocating for Equal Opportunities

During the year we made a number of proposals and submitted suggestions that enhanced the equal opportunities environment. In our submission on the *Review of Certain Provisions of the Copyright Ordinance* to the Department of Trade, we requested that the right to make copies under the ordinance should cover all accessible formats and adaptations required by persons with disabilities, including those with visual impairments. Similarly in our response to *Urban Design Guidelines for Hong Kong*, issued by the Planning Department, we recommended that universal design, creating a suitable living environment for everyone, be adopted as a guiding principle for all building design.

A paper was also submitted to the Legislative Council on the *Preclusion for Blood Donation based on Sexual Behaviour*, recommending that donor screening should be based on "objectively assessed" high risk sexual behaviour as opposed to perceived high-risk groups. An *NGO Report of the EOC on the HKSAR's Report on the International Covenant on Economic, Social and Cultural Rights* was submitted in April 2001 listing our views on the compliance and implementation of rights in Hong Kong under this international agreement. We have recommended changes in the legal powers of the EOC, government recruitment procedures and action on behalf of vulnerable groups in the enjoyment of these rights. These activities will help Hong Kong move forward in establishing these rights, cementing Hong Kong's objectives to be seen as a leading world city.

Dress Codes for Teachers and Students

A survey was conducted with the Hong Kong Professional Teachers' Union in 2001 on the dress codes of teachers and students. Of the 55% who responded, 29% of the schools only allowed female teachers to wear trousers when temperatures fell below 10°C. The same code applied to female students in 84% of the schools surveyed. The majority of the teachers surveyed favoured a change in the policy that would allow both female teachers and students to wear trousers to school. The EOC, acting on behalf of individual complainants, was successful in convincing 25 schools to change its dress codes for teachers.



活動及成果

Activities and Achievements



查詢

平等機會委員會自1996年成立以來確實已經走了漫長的路。委員會接獲的查詢和投訴數字，反映市民對平等機會的認識程度。由1996年9月至1997年3月，委員會僅接獲2,000多宗查詢，其中包括1,079宗一般查詢和937宗具體查詢。但是在2001/02年度，查詢數字上升至12,428宗，其中包括7,137宗一般查詢和5,291宗具體查詢，分別較前一年度上升了20%和13%。

一般查詢涵蓋與委員會相關的工作；而具體查詢則與反歧視條例有關。在2001/02年度的5,291宗具體查詢當中，2,787宗查詢關乎《性別歧視條例》、1,787宗關乎《殘疾歧視條例》及165宗關乎《家庭崗位歧視條例》，另有36宗關於委員會的工作，其餘516宗則涉及年齡、種族、性傾向和宗教等方面的歧視問題，並不屬於委員會的權限之內(詳情見表1)。

需進行調查及調解的投訴

根據反歧視條例規定，任何人士如認為受到違法的歧視，可親身或授權代表向委員會提出書面投訴。委員會在研究個案的情況後，會讓投訴雙方有機會就所指稱的事宜提出意見和回應，並致力透過調解方式協助雙方和解。假若未能和解，委員會可應投訴人的申請，考慮給予其他形式的協助，例如提供法律意見、法律協助或任何委員會認為適當的協助。

經處理的投訴

在某些情況下，委員會可能基於有關行為並不違法、投訴人不願意繼續投訴、或所指稱的行為已發生超過12個月，而考慮不進行或終止某個案的調查工作。此外，如投訴不屬於代表投訴、投訴已提早解決、或委員會認為該投訴屬於瑣碎無聊、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。

由於委員會接獲很多有關「中學學位分配辦法」可能構成性別歧視的投訴，委員會於2001/02年度接獲的投訴數字上升一倍多至1,649宗。在這1,649宗個案中，有1,210宗投訴關乎《性別歧視條例》、391宗關乎《殘疾歧視條例》及48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1,976宗投訴，較2000/01年度上升98%。就算不計算有關「中學學位分配辦法」的832宗投訴，投訴數字仍較上年度增加15%(詳情見表2)。

表1.

2001年4月1日至2002年3月31日的具體事項查詢分類
(總數: 5,291宗)

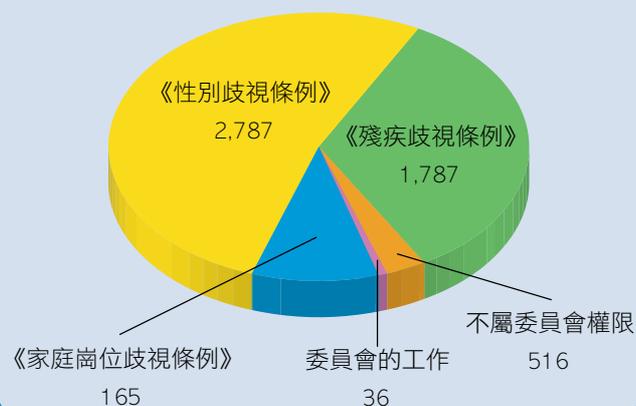
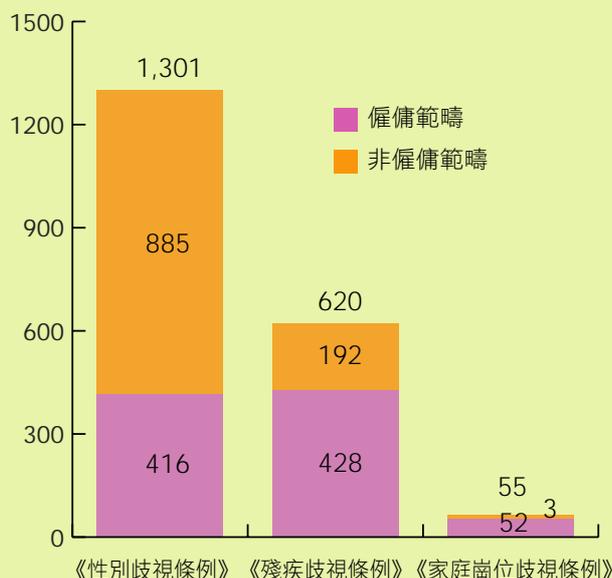


表2.

2001年4月1日至2002年3月31日需進行及調解的投訴
(已處理總數: 1,976宗)



Enquiries

If the number of enquiries and complaints we receive reflects the degree of awareness in equal opportunities, we have indeed come a long way since our establishment in 1996. From September 1996 to March 1997, we recorded a total of just over 2,000 enquiries consisting of 1,079 general and 937 specific enquiries. During the 2001/02 financial year, this number had grown to 12,428, comprising 7,137 general and 5,291 specific enquiries. These figures have grown significantly year on year, with those of 2001/02 reflecting increases of over 20% for general enquiries and 13% for specific enquiries over the previous year.

General enquiries cover enquiries related to our overall activities while specific enquiries relate directly to the anti-discrimination ordinances. Of the 5,291 specific enquiries, 2,787 related to the Sex Discrimination Ordinance (SDO), 1,787 to the Disability Discrimination Ordinance (DDO) and 165 to the Family Status Discrimination Ordinance (FSDO). An additional 36 covered the work of the EOC while a further 516 enquiries covered areas falling outside our jurisdiction, referring to age, race, sexual orientation and religion (See Figure 1).

Complaints for Investigation and Conciliation

Any persons who feel that they have been treated unlawfully under Hong Kong's anti-discrimination legislation can seek redress by making a complaint in writing, either personally or through a representative, with the EOC. After examining the facts of each case, both parties are given the opportunity to comment and respond to the allegations. Every attempt is made to resolve the matter through conciliation. If this fails, further forms of assistance can be granted if the complainant applies to take the matter further. Assistance granted can include advice, legal assistance or any other assistance which is considered appropriate.

Complaints Handled

There are times when we may decide not to conduct, or to discontinue an investigation - this can be because the act in question is not unlawful, the complainant no longer wants to pursue the complaints, or if a period of over 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, is resolved through early resolution, or if the EOC considers the complaint frivolous, vexatious, misconceived or lacking in substance.

During the year we received a record number of complaints, with figures more than doubled to 1,649 from the year before, due to the large number of complaints and concerns with re-

gard to the possibility of sex discrimination in the allocation of the Secondary School Places Allocation (SSPA) System. Of the 1,649 cases, 1,210 complaints were received under the SDO, 391 under the DDO and 48 under the FSDO. Together with complaints carried forward from previous years, we handled a total of 1,976 complaints, representing an increase of 98% compared to 2000/01 (See Figure 2). Excluding the 832 SSPA complaints from this category, the records still show a 15% annual increase (See Figure 2).

Figure 1.

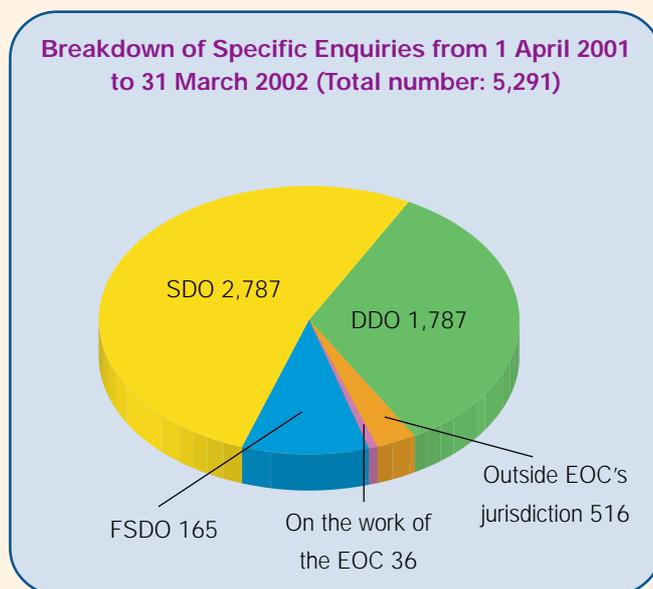
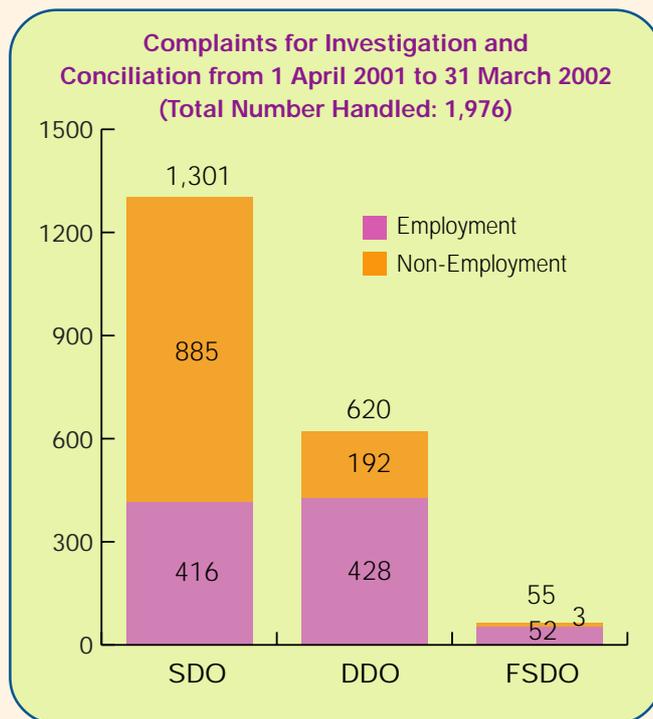


Figure 2.



於 2001 /02 年度完成處理的個案共有 1,190 宗(較前一年上升 113%)，當中 297 宗進行了調解(上升 0.68%)。在這些個案中，186 宗(下降 8%)成功和解，而其餘的 111 宗個案(上升 20.6%)則調解失敗。

餘下的個案已經根據不同的原因而終止調查，其中很多是由於投訴人撤銷投訴，或投訴缺乏實質所致(詳情見表 3)。

與《性別歧視條例》相關之投訴

- 本年度共處理了 416 宗涉及僱傭範疇的投訴個案，較前一年增加 10%，數目最多的是懷孕歧視(44%)，其次是性騷擾(29%) (詳情見表 4)。
- 本年度共處理了 885 宗涉及非僱傭範疇的投訴個案，其中 832 宗(94%) 關乎「中學學位分配辦法」，而不涉及「中學學位分配辦法」的投訴亦大多與性別歧視相關(詳情見表 5)。
 - 「中學學位分配辦法」
 - 委員會共接獲 843 宗關乎 2001 年「中學學位分配辦法」的投訴，當中投訴教育署的佔 420 宗，投訴個別學校的則佔 423 宗，個案涉及男生和女生。在這些投訴當中，委員會發現其中一些個案於調整後，學生可從第三組別重新分配到第一組別。

表 4.

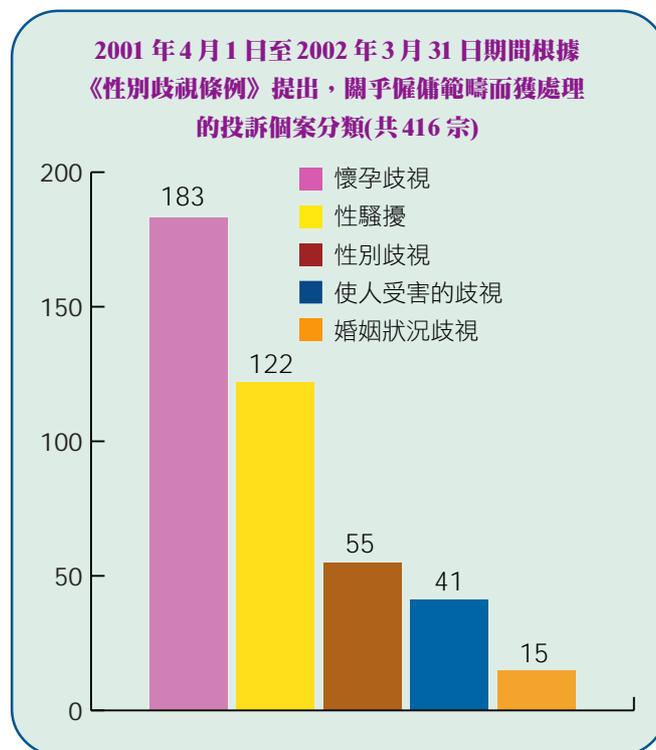


表 3. 2001 年 4 月 1 日至 2002 年 3 月 31 日 個案終止調查的原因

Figure 3. Discontinued Cases by Reason from 1 April 2001 to 31 March 2002

	不屬違法行為 No unlawful acts	瑣屑無聊 或缺乏實質 Frivolous or lacking in substance	投訴人不願 繼續調查 Complainants did not wish to pursue	投訴得到 提早解決 Complaint resolved through early resolution	超過十二個月 Beyond 12-month time bar	總數 Total
殘疾歧視條例 DDO	10	157	82	4	18	271
性別歧視條例 SDO	16	128	267	182	15	608
家庭崗位歧視條例 FSDO	1	9	3	1	0	14
總數 Total:	27	294	352	187	33	893

During the year, 1,190 cases (113% increase over previous year) were completed, with 297 (0.68% increase) proceeding to conciliation. Of this number 186 (8% decrease) were successfully conciliated with efforts for the remaining 111 cases (20.6% increase) being unsuccessful.

Investigations in the remaining complaints were discontinued for a variety of reasons. The large number of discontinued complaints was caused by a large number of complaint withdrawals, as well as a significant increase in the number of complaints lacking in substance (See Figure 3).

SDO-related Complaints

- There were a total of 416 employment-related complaints handled, an increase of 10% over the previous year. Pregnancy discrimination (44%) continued to be the major cause for complaint followed by sexual harassment (29%) (See Figure 4).
- A total of 885 non-employment related complaints were handled; 832 (94%) relating to the SSPA. The majority of non-SSPA complaints were also related to sex discrimination (See Figure 5).

Figure 4.

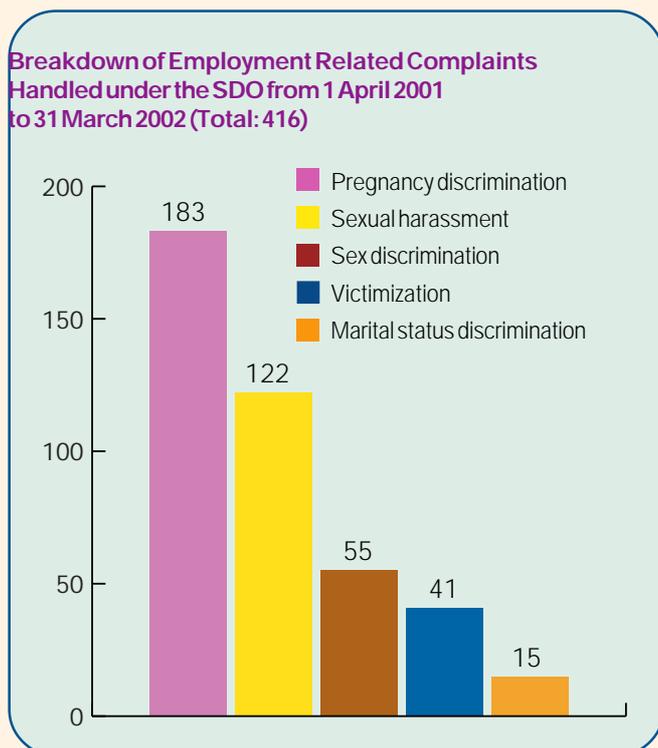
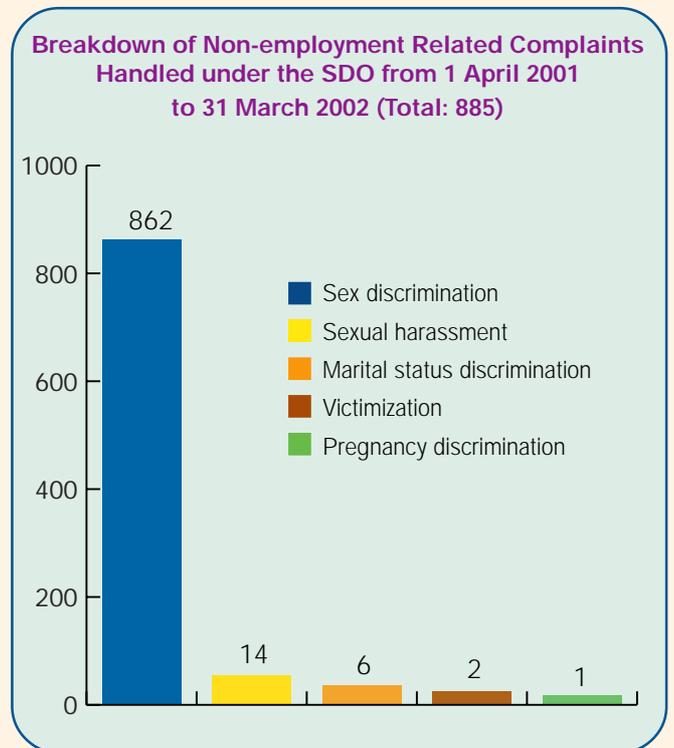


Figure 5.



- **The Secondary School Places Allocation (SSPA) System**
 - The EOC received a total of 843 complaints in relation to the 2001 Secondary School Places Allocation, 420 against the Education Department (ED) and 423 against individual schools. The cases involved both boys and girls. Of these complaints, there were examples of obvious discrepancy, as we discovered that in a few cases, the students would be reallocated from Band 3 to Band 1 after adjustment.
 - Among the 270 cases which the EOC intended to conciliate, 57 students preferred to stay in their current schools so no conciliation was conducted. The EOC conducted conciliations for 188 other cases, of which 176 were successful with 126 students admitted to their schools of choice. For the remaining 50 cases, admission tests were arranged for 14 students and three were placed on the waiting lists. Thirty-one complainants settled for acknowledgement letters; one for a verbal explanation as to why the child was not admitted to the school of choice. Another asked for a symbolic compensation and received a souvenir package. The high rate of success was due to the parties' willingness to resolve their differences.

表5.



- 在委員會擬調解的270宗個案中，57名學生因為較喜歡留在就讀的學校，所以最終並沒有進行調解。而於其他188宗曾進行調解的個案當中，176宗成功令126名學生入讀自己選擇的中學。其餘的50宗個案中，14名學生被安排考入學試，另外三名學生則列入後備名單中。有31名投訴人在獲得確認信件後願意和解，一名投訴人就有關其子女未能就讀自選學校的原因接受了口頭解釋，亦有投訴人要求象徵式補償而獲得一套紀念品。是次調解的成功率高，是基於雙方均願意解決彼此間的問題。
- 在12宗調解失敗的個案當中，有四宗個案要求金錢上的補償，七宗要求入讀指定的學校，一宗則保留來年追究的權利。
- 終止的個案有573宗，當中有230宗由於投訴人自己找到學校，所以撤回投訴；而另外的124宗投訴，因為投訴人滿意由教育署紓援機制所分配的學校，所以撤回投訴。此外，有六宗投訴因為投訴人所指稱的行為已發生超過12個月，所以委員會沒有展開調查。另一方面，49宗投訴不涉及歧視；而有164宗投訴學校的個案，由於投訴人在調解過程中已經找到學校，所以撤回投訴。

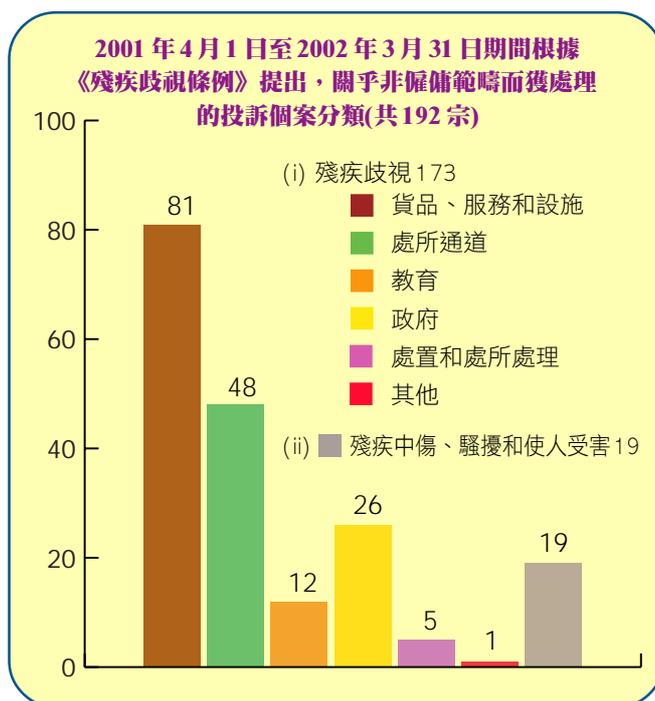
與《殘疾歧視條例》相關之投訴

- 委員會本年度處理620宗與《殘疾歧視條例》相關的投訴，比前一年增加17%。
- 經處理的僱傭範疇個案達428宗，比前一年(增加20.9%)；而經處理的非僱傭範疇個案為192宗(增加9.1%)。當中，殘疾歧視的個案佔最多，達523宗，佔總數的84.4% (詳情見表6及表7)。

表6.



表7.



- Of the 12 unsuccessful conciliations, four asked for monetary compensation, seven for admission into a specific school, and one asked to reserve the right to pursue the case in the years to come.
- Five hundred and seventy-three complaints were discontinued. Two hundred and thirty had withdrawn as they had found schools on their own. Another 124 withdrew their complaints as they were satisfied with the schools allocated to them through ED's Relief Mechanism. The EOC declined to investigate six cases as these were lodged after 12 months had elapsed. No discrimination was found in 49 cases and 164 complaints were withdrawn against schools as the complainants had found schools through the conciliation process.

DDO-related Complaints

- A total number of 620 complaints were handled, representing a 17% increase over the previous year.
- Among both the 428 employment-related (20.9% increase over previous year) and 192 non-employment related (9.1% increase) cases handled, disability discrimination was the single largest cause for complaint, accounting for 523 cases (84.4%) of the total (See Figures 6 and 7).

Figure 6.

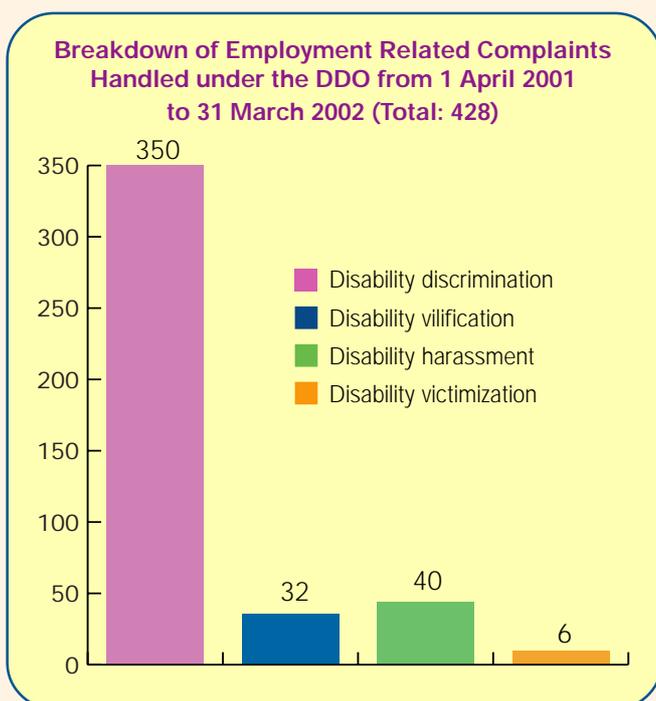
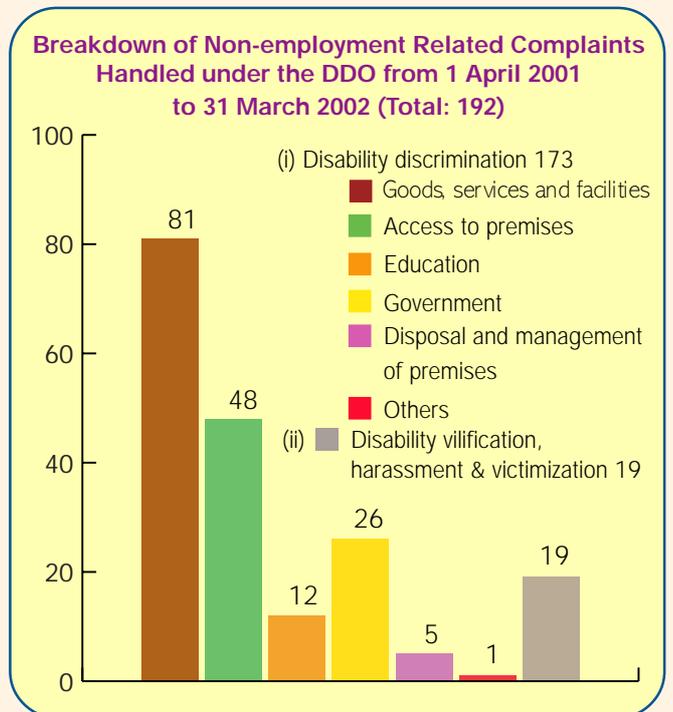


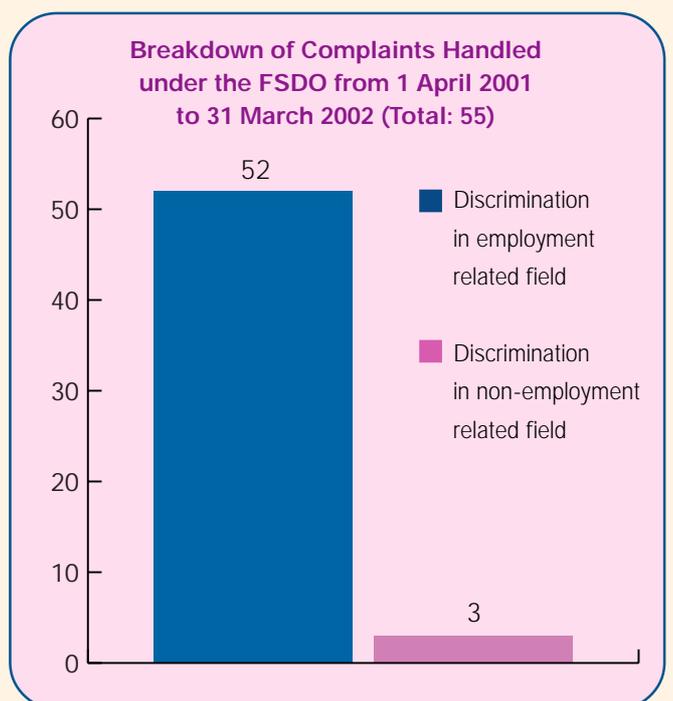
Figure 7.



FSDO-related Complaints

- During the year, a total of 55 FSDO complaints were handled, of which 52 (95%) were employment-related and three (5%) were non-employment related (See Figure 8). The majority (71%) of the employment-related complaints were related to dismissal on the grounds of family status.

Figure 8.



與《家庭崗位歧視條例》相關之投訴

- 委員會本年度處理有關《家庭崗位歧視條例》的投訴達55宗，當中52宗(95%)關乎僱傭範疇，三宗(5%)關乎非僱傭範疇(詳情見表8)。大部份(71%)關乎僱傭範疇的投訴與基於家庭崗位的解僱有關。

表8.



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。這些需跟進的投訴往往因為受屈人士不願公開自己的身份而起，但有關投訴數字近年卻有所遞減，相信是由於投訴人已經不介意公開自己的身份。委員會於本年度僅處理了62宗需跟進的投訴，其中19宗關於《性別歧視條例》，43宗關於《殘疾歧視條例》。

嶄新的投訴處理系統

由於委員會接獲的投訴與日俱增，故有需要加強現有的投訴處理系統。委員會與香港浸會大學攜手發展嶄新的投訴處理系統，不僅能儲存投訴人的必要資料，還可以監察每一個個案的進展。該儲存資料的功能有助於收集數據及整理投訴報告。透過使用這些嶄新的功能，公眾人士將可透過委員會的網頁，獲取有關成功調解的投訴個案的資料，使大眾對調解的結果更加了解，以及加強透明度。



法律協助

如投訴調解失敗，委員會可向有意提出法律訴訟的申請人提供多種形式的協助。在收到協助申請後，委員會的律師會先行評估有關申請，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。

在2001/02年度，委員會共收到34宗申請，其中14宗獲委員會給予協助。詳情請參閱《附錄5：法律協助》

獲委員會給予法律協助的個案

在2001/02年度，共有七宗獲協助個案在未展開法律程序前已經解決(包括自前一年度延續至本年度的個案)，當中包括委員會因各種原因而撤回法律協助的個案，例如委員會研究過證據後，認為不宜繼續給予協助；或個案的發展使委員會毋需繼續給予法律協助。

截止2001/02年度結束為止，仍有15宗已獲委員會給予協助的個案尚未展開法律程序(當中包括自前一年度延續至本年度的個案)。

Complaints for Follow-up Action

We also take action on complaints with regard to unlawful acts brought to our attention by third parties or aggrieved individuals who do not wish to be involved in the investigation or conciliation process. Under such circumstances, the Commission approaches the concerned parties to explain the relevant legislation and advise them to rectify the situation. These complaints for follow-up action, where the aggrieved person prefers to keep his or her identity unknown, have decreased in recent years, as it seems that complainants are no longer afraid to file complaints under their own name. During the year only 62 complaints for follow-up actions were handled, 19 under the SDO and 43 under the DDO.

New Complaints Management System

With the increasing number of complaints we received every year, there was a need to enhance our Complaints Management System (CMS). Developed in cooperation with the Hong Kong Baptist University, the new CMS not only stores essential information on the complaints, it also monitors the progress of each case. The information storage function helps to compile data and prepare reports on the complaints we receive and handle. Using these new features, a registry of complaints which have been successfully conciliated is now under construction for public access on our website. The aim is to give the public a better understanding of the outcome of conciliation, and provide greater transparency.

Legal Assistance

Where a complaint has been lodged and conciliation has not been successful, the EOC has power to grant various forms of assistance to applicants who wish to take legal proceedings with regard to the complaint. When an application for assistance is received, our lawyers will conduct an assessment of the application before advising the Commission whether to grant assistance. The assistance granted by the EOC 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 EOC's lawyers, or by barristers in private practice briefed by the Commission.

During 2001/02, we received 34 applications for assistance and granted assistance in 14 of them. A breakdown of the cases can be found under "Appendix 5: Legal Assistance".

Legally Assisted Cases

During 2001/02, seven cases in which legal assistance had been granted (including cases carried over from previous years) were resolved without commencing legal proceedings. These included cases in which the Commission withdrew assistance

for various reasons, for example, where upon further examination of the evidence it was considered not appropriate to continue assistance, or when subsequent development between the parties made it unnecessary for assistance to continue.

There were 15 other on-going cases, where legal assistance had been granted (including cases carried over from previous years), but legal proceedings had not yet commenced by the end of 2001/02.

Court Cases

During the year, the District Court commenced the trial of a case in which the EOC had granted the plaintiff legal assistance. In this case, a restaurant waitress alleged sexual harassment. In the course of the trial, the parties reached agreement whereby the plaintiff withdrew her claim.

During the year, the Court of Final Appeal (CFA) heard a case where the appellant had received legal assistance from the EOC. This case concerned disability harassment of a passenger by a taxi driver. The argument before the CFA was whether the District Court had the power to order a defendant in a discrimination case to make an apology. Having considered the balance between the right not to be discriminated against and other basic human rights such as freedom of thought and freedom of speech, the CFA held that the District Court has the power to order an apology even from an unwilling defendant in appropriate circumstances. However, the CFA felt that the appropriate circumstances should be rare. The CFA took the view that in the ordinary case where an apology is sought by the plaintiff, the defendant should first be asked if he/she is willing to apologize, if he/she is not, then this may be taken into account in assessing the amount of compensation to be awarded to the plaintiff. The EOC later assisted the passenger to take enforcement proceedings in respect of the damages awarded to her at the end of 2001/02.

Legal proceedings commenced in six cases where plaintiffs were receiving EOC assistance, three were settled during the year, with the remaining three pending further proceedings.

A case of pregnancy discrimination in employment, which commenced before 2001/02 with the EOC's assistance, was settled during the year. Two cases, which commenced before 2001/02, were still pending further proceedings at the end of March 2002. One of these cases was a disability discrimination case relating to the recruitment of an officer in the disciplinary services, which is pending further proceedings in the



法庭訴訟

本年度有一宗原告人獲委員會協助的案件在區域法院進行審訊，案中一名酒樓女侍應指稱受到性騷擾，然而在審訊期間，雙方同意原告人撤銷其申訴。

本年度有一宗上訴人獲委員會協助的上訴案在終審法院進行聆訊。案中一名的士司機被控殘疾騷擾其乘客。終審法院需考慮的爭訟，是究竟區域法院是否有權力命令歧視案中的被告人向原告人道歉。終審法院衡量過「免受歧視」權利與其他基本人權（如思想自由和言論自由）後裁定，在合適的情況下，即使被告人不願意，區域法院仍有權命令被告人向原告人道歉。不過，終審法院認為，這類情況應不常見。它又認為，在一般案件中，如原告人要求道歉，應先詢問被告人是否願意道歉；若被告人不肯道歉，法庭在評估原告人應得的賠償時，可把不肯道歉列為其中一項考慮因素。委員會其後亦協助該乘客提出「執行判令訴訟」，以便取回法庭於2001/02年底判她應得的損害賠償。

原告人獲委員會協助展開法律程序的案件共有六宗，其中三宗已於本年度和解，其餘三宗則等候進一步的法律程序。

有一宗於2001/02年度前已獲委員會協助的僱傭範疇懷孕歧視案件，亦於本年度達成和解。另兩宗於2001/02年度前已展開法律程序的案件，至2002年3月仍等候進一步的法律程序，其中一案涉及紀律部隊招聘方面的殘疾歧視，將在區域法院進行進一步的法律程序；而另一宗案件則涉及退休安排的性別歧視。

委員會進行的法律訴訟

委員會除了給予申請人法律協助，由他們以自己的名義提出法律訴訟外，在合適的情況下，委員會亦會自行提出法律訴訟。

如委員會就教育署的「中學學位分配辦法」提出司法覆核，高等法院就於2001年6月22日裁定委員會勝訴。

委員會亦秉承過往以「法庭之友」身份協助法院的傳統，委派英國御用大律師Eleanor Sharpston以「法庭之友」的身份出席上訴庭一宗有關退休安排的性別歧視聆訊。

由於沒有收到涉及含歧視廣告的投訴，因此，委員會於本年度沒有提出任何與此有關的法律訴訟。

委員會法律活動撮要 — 2001/02

申請法律協助的個案	接獲的申請	34
	獲給予協助	14
獲給予法律協助的個案	法律訴訟前已解決	7
	本年度完結前仍未展開法律訴訟	15
獲委員會協助在區域法院審理的個案		1
獲委員會協助在終審法院審理的個案		1
獲委員會協助並在本年度內開始程序的法庭訴訟	已和解	3
	處理中	3
獲委員會協助並在本年度之前開始程序的法庭訴訟	已和解	1
	處理中	2
由委員會自行提出的法律訴訟		2

District Court, while the other concerns a sex discriminatory retirement arrangement.

Legal Proceedings Undertaken by the EOC

Apart from giving assistance to applicants to take legal proceedings in their own names, we also undertake legal proceedings in the name of the EOC in appropriate circumstances.

On 22 June 2001, the High Court gave judgment in the EOC’s favour in a judicial review undertaken by the EOC against the Education Department in respect of the Secondary School Places Allocation (SSPA) System.

In the Commission’s tradition to provide *amicus curiae* to assist the Courts, we instructed Eleanor Sharpston QC from the United Kingdom as *amicus curiae* in a Court of Appeal hearing of a sex discrimination case concerning discriminatory retirement arrangements.

No legal proceedings on discriminatory advertisements were instituted by the EOC during the year as there were no complaints.

Summary of the EOC’s Legal Activities 2001/02

Applications for legal assistance	Received	34
	Granted	14
Legally assisted cases (without commencement of legal proceedings)	Resolved	7
	Ongoing	15
District Court cases assisted by the EOC		1
Court of Final Appeal cases assisted by the EOC		1
EOC assisted court cases which commenced during the year	Settled	3
	Ongoing	3
EOC assisted court cases which commenced prior to the year	Settled	1
	Ongoing	2
Legal proceedings undertaken by the EOC		2



推廣平等機會 Promoting Equal Opportunities



從小開始

把平等機會融入日常生活，一直是委員會的基本信念。我們積極向年輕一代推廣平等機會，以期從小改變他們的傳統觀念和偏見，從而培養出尊重人類尊嚴，同情不幸者的價值觀。

以創新活動推廣平等機會

由委員會與香港七間大學聯合舉辦的「第一屆全港大學生雙語演講比賽」於2001年4月舉行，提高大學生對平等機會的認識。14位參賽者以「歧視不存在，世界更可愛」為題，在總決賽施展渾身解數，發揮他們卓越的演講技巧，當晚比賽的盛況更於各大學及委員會的網頁內作網上直播。



我們亦跟香港基督教女青年會合辦了一個名為「人人有份，機會均等—青少年戲劇創作比賽」的活動，藉以加深青少年對平等機會及反歧視法例的認識。是次比賽吸引了超過70間中學、青少年中心及業餘劇團參加，而超過400名觀眾更於2001年7月欣賞了得獎者的演出。



在2001/02年度，委員會聯同其他機構贊助由防止虐待兒童會製作的《兒童性侵犯及性騷擾》電腦光碟。每隻光碟均附帶一本資料小冊子，旨在增加父母、教師及兒童對性侵犯及性騷擾的認識。防止虐待兒童會又於2001年6月舉行研討會，向校長及教師介紹這隻光碟，又討論學校如何透過性教育以防止兒童受到性侵犯及性騷擾。

透過話劇在學校推廣平等機會

森林聯盟的話劇「唔係講笑」，向中學生宣揚預防性騷擾的訊息。該劇一共演出了66場，觀眾超過15,550人。

非牟利兒童劇團大細路劇團獲委員會資助，於2001/02年到各小學共演出30場「平等細運會」，向約6,500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，宣揚傷健一家及男女平等的訊息。過去四年，該劇團曾在343所小學及社會服務機構演出，透過生動有趣的演繹手法，向73,178名小觀眾推廣「接納差異」的價值觀。

本年度委員會職員到過37所中小學進行演講，推廣平等機會觀念及介紹香港的反歧視條例。



An Early Start

Mainstreaming equal opportunities in every aspect of our daily lives remain the cornerstone of our beliefs as we continue to work with the younger generation, promoting equal opportunities from an early age to counteract traditional beliefs and prejudices. In promoting equal opportunities, we aim to cultivate values which foster respect for human dignity and empathy for those who are less advantaged.

New Initiatives to Promote Equal Opportunities

The 1st Inter-University Bilingual Speech Contest, jointly organized by the EOC and Hong Kong's seven universities, took place in April 2001 to enhance university students' understanding of equal opportunities. Fourteen contestants polished their language and presentation skills to speak on the theme "A Beautiful World - A World Without Discrimination" at the Finals. The Contest was also webcast on the universities' and the EOC websites.



We also joined hands with the Hong Kong Young Women's Christian Association to organize the Equal Opportunities Youth Drama Competition, to enhance understanding of equal opportunities and the anti-discrimination ordinances among youngsters. The Competition attracted many participants, more than 70 secondary schools, youth centres and amateur troupes entered the Competition, and an audience of over 400 enjoyed the winners' performance in July 2001.

During the year, the EOC also co-sponsored a CD-ROM on "Child Sexual Abuse and Sexual Harassment", produced by Against Child Abuse. The CD-ROM comes with an information booklet, and aims to create awareness of sexual abuse and sexual harassment for parents, teachers and children. A

seminar was also organized in June 2001 to introduce the CD-ROM to principals and teachers, and ways to prevent child sexual abuse and sexual harassment through sex education programmes at schools were discussed.

Promoting Equal Opportunities in Schools through Drama

In delivering our message to school students, *This is not a Joke*, a play about the prevention of sexual harassment was produced by the Forest Union. A total of 66 shows were performed for over 15,550 secondary school students.

The Jumbo Kids Theatre, a non-profit theatre troupe for children, was funded by the EOC to perform a play, *Equal Opportunities Olympics* in Hong Kong's primary schools. A total of 30 performances were completed in 2001/02 for about 6,500 students to promote the concept of "Inclusion and Equality for All".

Since 1998, the EOC has also sponsored a series of puppet shows *The Kids on the Block*, organized by the Hong Kong Society for Rehabilitation and the Society for the Relief of Disabled Children. The popular performances, which cover disability and gender equality issues, were staged in 343 primary schools and social service agencies, promoting the values of diversity to 73,178 youngsters through this fun and enjoyable production in the last four years.

During the year, we also conducted talks in 37 primary and secondary schools to improve understanding of Hong Kong's anti-discrimination laws and the values of equal opportunities.

Reaching Out to the Community

Community Participation Funding Programme

Following its success in previous years, the EOC continues to offer funding to encourage community participation and support activities promoting the message of equal opportunity. We received 119 applications during the year and approved HK\$700,000 for allocation to 55 organizations.

Community Roadshows

Three community roadshows at Yau Tsim Mong, Tsuen Wan and the North District focused on a number of themes which reflected the work of the Commission. These included integrated education and the *Code of Practice on Education under the Disability Discrimination Ordinance*, acceptance towards persons with mental illnesses, HIV/AIDS, intellectual disabilities and chronic illnesses.

深入社群

平等機會社會參與資助計劃

承接過去的成功經驗，委員會繼續舉辦資助計劃，鼓勵及支持社區參與和舉辦推廣平等機會活動。我們在2001/02年度共收到119份資助申請，其中55間機構獲得委員會撥款，資助總額達70萬港元。



社區巡迴活動

委員會分別於油尖旺、荃灣及北區舉辦了三次不同主題的社區巡迴活動，包括融合教育與《殘疾歧視條例教育實務守則》、接納有精神病患者、愛滋病、智障和長期病患的人士。

委員會選了一齣有關殘疾的電影「無聲說愛你」，為「平等機會博覽2001」揭開序幕，並於2001年10月假大會堂劇院為舉行首映禮。博覽會的活動還包括免費放映五場「無聲說愛你」電影，和超過20項社區活動，藉以宣揚「機會平等，共建社群」的訊息。

委員會於2001年9月及11月分別參與了「法律週2001同樂日」及「香港律師會週年大會」，向香港律師會的會員和公眾推廣委員會的工作。

媒體宣傳

推廣活動

委員會繼續利用多媒體廣告宣傳以推動公眾教育活動。其中一項主要活動，是於2001年4月底推出「防止工作間性騷擾」宣傳運動，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，為期一個月。是項活動旨在讓公眾知道，根據《性別歧視條例》規定，工作場所內的性騷擾屬於違法；亦讓僱主知道，他們有責任消除工作場所內的性騷擾。

兩齣電視宣傳短片：「美麗都市篇 - 性別與家庭崗位歧視」和「美麗都市篇 - 殘疾歧視」繼續於上半年度播放，委員會亦會繼續利用巴士車身廣告宣傳平等機會的訊息。

網上平等機會資源中心

委員會的全新網站於2002年3月啟用。它是全球首個平等機會雙語(中英文)網上資源中心，提供有關平等機會和反歧視法例的最新資訊，宣揚「資訊科技人人共享」觀念。網站備有六種模式，以配合不同人士(包括有殘疾人士)的瀏覽需要，而新增的特色則包括影片放送室、青年視窗及培訓和顧問服務。新網站的啟動儀式於「2002香港資訊基建博覽」中舉行，委員會更在博覽會設置攤位，示範有殘疾的人士如何能輕易地從委員會的網頁上取得資料。

兒童電視劇集

由委員會及有線電視聯合製作的兒童電視劇集「平等校園」於2001年7月一連四個星期在有線電視兒童台播映。20集電視劇以生動而深入淺出的手法探討歧視行為和平等機會等課題。如欲重溫劇集的精彩內容，可瀏覽委員會的網站，劇集亦備有粵語版錄影帶，方便市民借閱。



In October 2001, we kicked off the Equal Opportunities Expo 2001 with a film on disability named "I Love You", at the City Hall Theatre. Another five free showings of the movie and more than 20 community events were organized for the Expo, each designed to convey the message of "Inclusion and Equality for All".

In September and November 2001, the EOC participated in Law Week 2001 - Fun Day and The Law Society Annual Convention to promote the work of the Commission to members of the Law Society and the public.

Media Campaigns

Promotional Campaigns

Multi-media advertising continues to drive our public education campaigns during the year. A major project was Prevent Sexual Harassment in the Work Place which was launched in late April 2001. 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 about their responsibility to eliminate sexual harassment at work.

Our APIs (Announcements of Public Interest) for TV, *Beautiful City - Sex and Family Status Discrimination*, and *Disability Discrimination*, were broadcast during the first half of the year. Bus advertisements carrying the equal opportunities message remains visible in the public eye.



On-line Resource Centre on Equal Opportunities

In March 2002, the EOC website underwent a major development to become the world's first bi-lingual (Chinese/English) on-line resource centre to provide the latest information on equal opportunities and anti-discrimination legislation, capturing the concept of "IT for All". The website is available in six modes, accommodating the needs of various kinds of Internet surfers, including persons with disabilities. New features now include a Video Room, Youth Corner and a Training and Consultancy Service. A ceremony was held at the Hong Kong Information Infrastructure Expo and Conference 2002 to launch the newly upgraded website. An EOC booth at the Expo demonstrated how persons with disabilities could easily access information on our website.



TV Series for Children

Equal Opportunities School, a TV situation drama series for children jointly developed by the EOC and the Cable TV, ran for four weeks in July 2001 on Cable TV's Children Channel. The 20 episodes feature analyses of discriminatory acts and equal opportunities issues in a lively and easy-to-understand approach. The series is now available on the EOC website and for loan on video in Cantonese.

Media Activities

In 2001/02, our media activities included nine news briefings and 54 media interviews. A media seminar was also organized in conjunction with the Kwai Chung Hospital, Journalism & Media Studies Centre of The University of Hong Kong, School of Journalism and Communication of The Chinese University of Hong Kong, School of Communication of Hong Kong Baptist University, Hong Kong Journalists' Association and Hong Kong News Executives' Association in April 2001 to discuss media attitudes and skills in reporting issues on mental illnesses.

傳媒活動

委員會於2001/02年度舉行了九次新聞簡報會，並接受傳媒訪問54次。又於2001年4月與葵涌醫院、香港大學新聞及傳播研究中心、香港中文大學新聞傳播學院、香港浸會大學傳理學院、香港記者協會及香港新聞行政人員協會合辦研討會，探討傳媒報道精神病的態度及採訪技巧。

教育活動

講座

委員會在2001/02年度共辦了171場講座，並接待了24個到委員會辦事處參觀的團體，參加者來自政府部門、本地及海外的非政府組織、大專院校及商業機構。講座內容不單介紹反歧視條例，亦包括其他與歧視和平等機會有關的問題。

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為市民舉辦了九次「周六講座」。

研討會

委員會於2001年10月舉辦「同值同酬研討會：國際實踐經驗」，探討澳洲、加拿大及英國如何實施「同值同酬」。大約有300名人士出席，會上討論了私營及公營部門實施「同值同酬」的經驗。

「廿一世紀男女生的教育：學習與性別差異」研討會於2001年11月舉行，目的是讓公眾明白所有的學生都應得到最好的教育，令男、女生都能夠享有平等的教育機會。與會者超過300人，講者從不同角度探討性別與學習的關係。



發展課程

委員會於2001年10月至11月與香港童軍總會合辦的「第一屆平等機會童軍導師發展課程」，目的是把平等機會融入童軍總會的機構文化，超過30名童軍領袖參與了該課程。

《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2002年3月起革新版面，定期報道委員會的最新動態與活動，並刊載與反歧視條例有關的個案。《委員會通訊》每期印製逾八萬份，免費供市民索閱。另外，亦備有點字及網上版本的通訊。



最新刊物

委員會在2001/02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：

- 《殘疾歧視條例教育實務守則》
- 《入境事務處處理殘疾人士的程序與培訓需要研究報告》
- 《我們的天空 - 被社會遺忘的檔案》 - 講述有殘疾人士、單親家庭、新來港人士和婦女在日常生活中面對歧視和困難的真實故事。本書另備有錄音版本派發予視障人士團體。
- 《資訊科技與平等機會》小冊子
- 《兒童性侵犯及性騷擾》電腦光碟 (與防止虐待兒童會聯合製作)
- 《邁向平等路》電腦光碟 (英文版)

Educational Programmes

Talks

In 2001/02 we conducted 171 talks to interested groups and received 24 group visits to the EOC. Participants came from government departments, local and overseas non-governmental organizations, tertiary institutions and the business sector. 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 nine sessions were held at our office for members of the public.

Conferences

In October 2001, the EOC organized the conference on "Equal Pay for Work of Equal Value: International Best Practises" to examine how the concept has been practiced in Australia, Canada and the United Kingdom. Around 300 participants attended the conference. Both cases in private and public sectors were presented.

The conference entitled "Boys and Girls in the 21st Century: Gender Differences in Learning" was held in November 2001 to understand the need to provide the best education so that all boys and girls could enjoy equal opportunities in education. More than 300 participants attended the event. The relationship between gender and learning was discussed from various perspectives.

Developmental Programme

The 1st Equal Opportunities Scout Instructors Development Programme, in conjunction with the Scout Association of Hong Kong, was held from October to November 2001. Its aim

was to mainstream a culture of equal opportunities within the Association. More than 30 scout leaders participated in the development series.

Newsletters

EOC News, our quarterly bilingual newsletter, with a brand new look adopted in March 2002, continues to provide a regular update of 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. Braille and on-line versions are also available.

New Publications

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:

- *Code of Practice on Education under the Disability Discrimination Ordinance*
- *Study Report on the Procedures and Training Needs of Immigration Department in Handling Persons with Disabilities*
- *Our Sky: Society's Lost Files* - A collection of real life stories about how persons with disabilities, single-parent families, new arrivals and women faced discrimination and other hardships in their daily lives. Talking books were also produced and distributed to organizations for persons with visual impairments.
- *IT & Equal Opportunities* pamphlet
- CD-ROM *Child Sexual Abuse and Sexual Harassment* (produced with the Against Child Abuse)
- CD-ROM *Towards Equal Opportunities (English)*



建立聯繫 Building Networks



地區及國際網絡

為了實現我們的使命，委員會與海外機構保持密切聯絡，透過彼此的聯繫，互相交流世界各地有關平等機會的最新資訊。委員會十分着重與國際社會保持聯繫，經常派員出席國際會議、工作坊和探訪活動，並積極發言及參與。

過去一年，委員會協辦了兩項國際活動。在2001年7月，委員會與國家人權機構亞太論壇合辦了「人權機構及其他機制在促進及保護經濟、社會與文化權利之角色」區域會議。該會議為期三天，旨在加深對聯合國經濟、社會與文化權利委員會及消除種族歧視委員會的瞭解，吸引了超過100名來自19個國家和地區的人士參加。是次會議由聯合國人權事務高級專員公署及澳洲國際發展機構聯合贊助。

委員會在2001年9月協辦了「第十一屆全球婦女高峰會議」，超過400名來自45個國家的女商人，包括女企業家及政府領袖參加。2001年度的高峰會議，目的是為婦女從事跨境業務及締結聯盟提供有利條件，以促進婦女的經濟發展。

隨着委員會在平等機會領域中擔當的角色日趨成熟，我們更主動與同類型的機構分享經驗、在本地及國際會議上發

表演說，以及向不同的國際機構提出我們的觀點。委員會向聯合國亞太經濟社會委員會提交了《有關行動綱領的非政府專題報告》，就聯合國在「亞太區殘疾人士十年行動1993-2002」所建議的行動，講述有關建議在香港落實的情況。委員會亦在本年度回應了國家人權機構亞太論壇就國家人權機構活動所進行的問卷調查。

在2001年5月，委員會參加了香港社會服務聯會舉辦的學習交流團，到北京參與內地「全國助殘日」。另外，我們亦出席了不少國際及地區會議。

過去一年，委員會繼續經常接待來自國內從事愛滋病工作的代表人員，並交流對愛滋病工作及平等機會的意見。

過去一年，委員會接待了一些重要的來賓，包括聯合國經濟、社會與文化權利委員會主席 Virginia Dandan 教授、歐洲議會委員 Ria Oomen-Ruijten 女士及北愛爾蘭平等機會委員會總專員 Joan Harbison 女士。此外，委員會亦會見了政府人員、非政府組織及一些來自世界各地的學者及學生，其中包括來自北京的學者及美國馬里蘭州立大學的學生。



Regional and International Networks

To succeed in our mission, it is pivotal to liaise with overseas institutions, to learn from each other about the latest equal opportunity issues around the world. As such we remain strongly committed to our ties with the global community, often speaking and participating in international conferences, workshops and visits.

During the year, we co-organized two international events. In July 2001, the EOC organized a Regional Workshop on "The Role of Human Rights Institutions and Other Mechanisms in Promoting and Protecting Economic, Social and Cultural Rights" in partnership with The Asia Pacific Forum on National Human Rights Institution. The Workshop aimed to enhance understanding of the role of the UN Committee on Economic, Social and Cultural Rights, and the UN Committee on the Elimination of Race Discrimination. More than 100 people from 19 countries attended the three-day meeting. The Workshop was co-sponsored by the United Nations High Commissioner for Human Rights and the Australian Agency for International Development.

The EOC co-hosted the 11th Global Summit of Women in September 2001, which was attended by over 400

businesswomen, including entrepreneurial and governmental leaders from 45 countries. The aim of the 2001 Summit was to foster women's economic development by enabling them to engage in cross-border business and alliances.

Reflecting our own maturing role in the world of equal opportunities, we took a proactive role to share our experiences with similar organizations, gave talks and presentations at both local and international conferences and presented our views to various international organizations. We submitted an *Alternative Thematic Report on Agenda for Action to UNESCAP* (United Nations Economic and Social Commission for Asia and the Pacific), regarding Hong Kong's implementation of recommended actions for the Asia Pacific Decade of Disabled Persons, 1993 - 2002. We also made a response to the Asia Pacific Forum's questionnaire on the activities of National Human Rights Institutions in the reporting year.

In May 2001 we joined the study tour organized by the Hong Kong Council of Social Service to participate in the mainland's "Week for Supporting People with Disabilities" in Beijing. We also participated in a number of international and regional conferences.

Regional/International Conferences Attended by the EOC in 2001/02

Date	Event	Location
April 2001	25th Session of UN Committee on Economic, Social and Cultural Rights	Geneva, Switzerland
May 2001	International Seminar on "Chinese Women in the 21st Century"	Kuala Lumpur, Malaysia
June 2001	United Nations General Assembly Special Session on HIV/AIDS	New York, USA
Oct 2001	The 6th International Congress on "AIDS in Asia & the Pacific"	Melbourne, Australia
Oct 2001	Seminar on "Creating a Barrier Free Environment"	Macau
Nov 2001	Seminar on "Communicating Human Rights"	London, England
Dec 2001	Regional Symposium on "Gender Mainstreaming in the Asia-Pacific Region"	Bangkok, Thailand
Dec 2001	Campaign 2001 for the Asia and Pacific Decade of Disabled Persons	Vietnam
Feb 2002	Conference on "Towards a United Nations Convention of the Human Rights of Persons with Disabilities"	Dublin, Ireland
Mar 2002	10th Workshop on "Regional Cooperation for the Promotion of Human Rights in the Asia-Pacific Region"	Beirut, Lebanon

委員會代表在 2001/02 年度出席的地區 / 國際會議

日期	活動	地區
2001 年 4 月	第二十五屆聯合國經濟、社會與文化權利委員會會議	瑞士日內瓦
2001 年 5 月	「21 世紀華裔婦女國際學術」研討會	馬來西亞吉隆坡
2001 年 6 月	聯合國大會愛滋病特別會議	美國紐約
2001 年 10 月	第六屆亞太區國際愛滋病會議	澳洲墨爾本
2001 年 10 月	「創造無障礙環境」研討會	澳門
2001 年 11 月	「宣揚人權」研討會	英國倫敦
2001 年 12 月	「將性別觀點納入主流」亞太區區域座談會	泰國曼谷
2001 年 12 月	亞太區殘疾人士十年推廣運動 2001	越南
2002 年 2 月	「邁向聯合國有殘疾人士人權公約」會議	愛爾蘭都柏林
2002 年 3 月	第十屆亞太區域區域合作宣揚人權工作坊	黎巴嫩貝魯特

支持草擬有殘疾人士國際公約

委員會自1996年成立以來，一直大力支持草擬有殘疾人士國際公約。我們參與了多個研討會、小組討論及與聯合國秘書處共同在香港舉辦了一個關於有殘疾人士的研討會。2001 年底，聯合國大會通過決議，組成特別小組草擬殘疾人士公約，並於2002 年2 月在愛爾蘭都柏林召開會議討論草擬公約的工作。委員會代表在有關會議中負責報告起草的工作。委員會在宣揚有殘疾人士的社會權利方面所付出的努力亦深獲與會人士的認同。

本地聯繫

委員會於過去一年繼續透過不同的活動，促進及加強與本地團體的聯繫。秉承過去的努力成果，委員會繼續與商業、社區、復康、殘疾及婦女團體緊密合作。此外，我們又再次參與衛生福利局在2001 年10月舉辦的「精神健康月」活動。

本年度委員會就推行《殘疾歧視條例教育實務守則》，以及《中學學位分配辦法》的司法覆核結果，積極與教育機構合作。委員會舉辦了多次分享會及講座，讓與會者交流對《教育實務守則》的意見。委員會主席與各校校長之間的「中學學位分配辦法對談」，令教育界人士對該分配辦法的法律裁決加深了解。

委員會 2001/02 年度參與的本地會議

日期	活動
2001 年 6 月	「推廣香港的運動參與」研討會
2001 年 7 月	升中派位論壇
2001 年 8 月	香港愛滋病會議
2001 年 9 月	中文大學舉辦的性別研討會
2001 年 10 月	2001 年精神健康月開幕典禮暨「齊創快樂工作間」研討會
2002 年 1 月	「婦女與資訊科技」講座
2002 年 3 月	「掌握機會」研討會



During the year we continued to receive regularly delegations of workers in the AIDS field from mainland China and exchange views on AIDS work and equal opportunities.

During the year we welcomed a number of prominent visitors to the EOC, such as Professor Virginia Dandan, Chairperson of the United Nations Committee on Economic, Social and Cultural Rights; Mrs. Ria Oomen-Ruijten, Member of the European Parliament; and Ms. Joan Harbison, Chief Commissioner of the Equality Commission of Northern Ireland. The EOC also saw visits from government officials, NGOs, academics and students around the world, ranging from visiting scholars from Beijing to students from the University of Maryland, U.S.A.

Support to the Drafting of an International Convention on Disability

Since our formation in 1996, the EOC has fully supported the preparation of an international convention on disability. We have attended seminars, group discussions and organized a disability seminar in conjunction with the UN Secretariat in Hong Kong. In late 2001, the UN General Assembly passed a resolution to form an ad hoc group to consider proposals on the drafting of a convention on disability, and a conference was held in February 2002 in Dublin, Ireland to discuss the preparation of this convention. We participated in the conference, acting as one of the rapporteurs, and the positive experiences of the EOC in promoting disability rights in society were well recognized at the conference.

Local Links

We continued to forge and strengthen local links throughout the entire spectrum of our activities. Building on our achievements in the past, we continued our close co-operation both with the business community and with social, rehabilitation, disability and women's groups. Again we participated in the annual Mental Health Month, organized by the Health and Welfare Bureau in October 2001.

We have worked extensively with education institutions during the year, in view of our focus on the implementation of the *Code of Practice on Education under the DDO*, and the results of the judicial review of the Secondary School Places Allocation (SSPA) System. We have organized several sharing sessions and seminars to exchange views on the *Code of Practice on Education*, and our Chairperson's Dialogue With School Principals on the SSPA System helped to foster a climate of understanding and openness with the education sector, regarding the impact of the court ruling that some features of the SSPA System are unlawful.

Local Conferences Attended by the EOC in 2001/02

Date	Event
June 2001	Seminar on "Promoting Sports Participation in Hong Kong"
July 2001	SSPA Forum
Aug 2001	Hong Kong AIDS Conference
Sept 2001	Gender Seminar at the Chinese University of Hong Kong
Oct 2001	Opening Ceremony of Mental Health Month 2001 cum Seminar
Jan 2002	Seminar on "e-learning: Opportunities and Challenges for Women in Hong Kong"
Mar 2002	Seminar on "Winds of Change - Capturing the Next Opportunity"

認識平等機會 Understanding Equal Opportunities



委員會自成立以來，一直致力累積有關歧視與偏見情況的知識。要對公眾的態度與觀念有更深入的了解，必須透過研究調查，以掌握這些寶貴的資料，從而發展嶄新的項目。研究和調查於2001/02年度繼續在委員會的工作中擔當重要角色，為委員會的政策、發展及活動提供方向。

本港精神科服務使用者對歧視的看法及體會研究

是項研究與香港中文大學合作進行，內容有關精神病患者對歧視的體會，從而更深入瞭解他們所面對的困難，以確定如何能最有效處理問題。約800名精神科門診病人和中途宿舍舍友參與是項研究，另有50名精神病患者接受深入訪問，就他們對歧視的體驗提供資料。

研究顯示，精神科服務使用者在工作及家庭兩方面都受到嚴重的歧視。另外，服務使用者在康復過程中，和使用為精神病康復者所提供的服務時，也經常受到歧視。基於這些結果，委員會正設計一套公眾教育策略，以改變社會人士對精神病人的定型態度，以及提高服務提供者對精神病患者康復需要的敏感度。

分析課本與教材內定型觀念研究

委員會關注到教科書內男性和女性的角色似乎不平衡，且仍以傳統活動去描繪男性與女性，因此，委員會進行了一項研究，探討香港教材內定型觀念的性質與程度。研究小組審閱了69,957項有關人物角色的描寫，又訪問了學生、教師與出版商。

是次研究顯示，教材中出現的女性角色較男性角色少，而女性角色亦多與男性角色一起出現，而較少與其他女性角色一起出現。同時，教材又強化傳統家庭角色，例如父親工作、貢獻社會，成功人士多為男性，而母親則留在家中。在69,957項研究樣本中，只有一項關於單親家庭和提及單親家庭子女，而提及殘疾的僅有73項(0.1%)。教材通常亦會把有殘疾人士描繪為較其他人物被動，以及需要其他人的支援和幫助。

受訪的教師及出版商都承認以上的不平衡現象，並認同有需要把不同的種族、習俗、文化價值觀、生活方式和社會現實加入教材內。他們亦同意若有指引參考，可避免在教材中出現角色定型。因此，委員會除了聯絡課程發展處及教育署，為學校編訂關乎平等機會的教材外，亦全力推動制訂有關指引；與師訓機構合作提高教師對角色定型的意識，和培育處理有關問題的教授技巧；並為專業人士舉行研討會。

學生對殘疾人士、性別角色與家庭角色的態度的基線調查

是項調查收集了13,408名中小學生的意見，旨在探討年輕人對性別、殘疾、角色定型及家庭角色的態度。調查結果顯示，學生普遍仍抱有傳統觀念—即男性是家中主要經濟支柱、而女性則較適合照顧幼兒。調查又發現，男女生在選擇學科、活動和職業時仍受性別定型觀念的影響。受調查的年青男性對於男性化的定義較為僵化，因而局限他們自己在行為及職業等方面的選擇。

學生亦表現出較不接納非傳統家庭，當中再婚家庭獲接納的程度最低，其次是以父親為首的單親家庭、以母親為首的單親家庭、母親在中國大陸的家庭及父母親年齡差距大的家庭。學生亦希望父親能多些參與他們的生活。



Ever since the first year of our existence, we have been building a significant store of knowledge in many areas of discrimination and prejudice in Hong Kong. Growing understanding of public attitudes and perceptions has only been made possible with the use of research, allowing us access to valuable information which has formed a solid basis for many of our initiatives. Research studies and surveys continue to play a central role in our work, providing us with a direction to embark on different policies, projects and campaigns throughout the year.

A Study of Mental Health Service Users' Perception and Experience of Discrimination in Hong Kong

Conducted jointly with the Chinese University of Hong Kong, this study gathered data on the discrimination experienced by persons with mental illnesses to better understand the problems they face and to determine how these problems can best be tackled. Around 800 outpatients of mental illnesses and halfway house residents participated in the project, with a further 50 persons with mental illnesses being interviewed for more in-depth information on their experiences of discrimination.

The study revealed serious discrimination both at work and within the family. Discrimination was also often encountered in the course of rehabilitation and in the provision of services to those recovering from a mental illness. Based on these

findings, a public education strategy is currently being designed to change stereotypical attitudes towards persons with mental illnesses and to increase the sensitivity of service providers towards the rehabilitation needs of persons with mental illnesses.

Content Analysis of Textbooks and Teaching Materials in Respect of Stereotyping

Concerned with the seeming imbalance of male and female roles and the continued portrayal of entrenched and traditional activities in textbooks, the EOC conducted a study on the nature and extent of stereotyping in Hong Kong's educational materials. The research team examined 69,957 references to human characters and interviewed students, teachers and publishers.

The studies showed that female characters occurred less often than male, often appearing with male characters than with other females. They also reinforced traditional family roles with the father working and contributing to society, with achievers tending to be male, while mothers stayed at home. There was only one mention of single parenthood with a related instance of children in a single parent family, while disability was only referred to in 73 instances (0.1%) out of the 69,957 samples studied. At the same time, persons with disabilities were presented as more passive than other social actors and were said to be needing support and help from others.



學生對有殘疾人士的印象和觀念主要來自傳媒，而在各類殘疾之中，有學習障礙人士和精神病患者所得到的接納程度最低。學生似乎只留意到殘疾的限制，並因對殘疾缺乏認識和有錯誤理解，而經常把殘疾的限制誇大。雖然大多數受調查的學生都接觸過歧視和認識平等機會的觀念，但他們大致上反映出社會的傳統錯誤觀念，以為有殘疾人士在特殊學校學習，會較在推行融合教育環境中學習更為輕鬆。有殘疾人士大致上仍被阻隔於主流社會之外，但大多數學生則視此情況為平常。僅三分一學生表示，他們曾與有殘疾人士接觸。

是項研究的結果顯示，我們有需要進行大量的教育工作，以改變社會上普遍存在的態度，以及培養公開接納的環境。

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

在去年的年報中，我們提及過會致力消除香港保險業的歧視行為。故此，委員會選擇了澳洲、加拿大、新西蘭、英國及美國，這些法例與香港相似的國家，就着他們的保險賠償、承保範圍及保單條款進行分析。結果顯示，若承保人能提出精算數據及其他已證實的資料支持因性別、殘疾、年齡等因素會引致風險差別，則這些國家的法律容許承保人可基於以上因素而給予投保人不同的待遇。

是項研究發現，海外的人壽保險都會因性別給予投保人不同的待遇；而在香港，承保人主要出於商業考慮，對不同的投保組別給予不同的待遇。香港與海外國家的主要分別，在於外地的國家在醫療保險方面對投保前已存在的健康狀況常給予較大的保障，而這情況在香港並不普遍。另外，在香港可用於醫療保險方面的精算數據亦比可用於人壽保險的少，尤其是香港的承保人之間並無共享醫療資料的做法，與委員會所研究的其他國家大相逕庭。

基於這些研究結果，我們現正擬備討論文件，藉此收集保險界專業人士和相關團體的意見，協助業界確立沒有歧視的保險常規。



Teachers and publishers interviewed recognize this imbalance and acknowledge the need to introduce diversity in ethnicity, customs, cultural values, lifestyles and social reality in teaching materials. They also agree that guidelines would be a useful reference in avoiding stereotypes in educational materials. We are therefore promoting the development of these guidelines, apart from also liaising with the Curriculum Department Institute and the Education Department to develop equal opportunities educational materials for schools, working with teacher training institutions to raise awareness of stereotyping and to develop teaching skills in handling these issues, as well as holding seminars for professionals.

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

This survey aimed to establish our young persons' attitudes towards gender, disability, stereotyping and family roles. The views of 13,408 primary and secondary students were gathered. The results showed that traditional perceptions continue to prevail - that men are the major breadwinners in the family and that women are more suitable as caregivers for young children. Gender stereotyping was also observed in the choice of subjects, activities and careers, with young men surveyed being more rigid in their definition of masculinity, restricting their choices both in behaviour and career.

The students also showed less acceptance for non-traditional families, with the least acceptance for reconstituted families, followed by male-headed single parent families, female-headed single parent families, families with mothers on the mainland and age-discrepant parents. Students also wanted fathers to be more involved in their lives.

Impressions and perceptions of persons with disabilities largely came from the media, those with learning impairments and mental illnesses ranked lowest on the list of disability groups. Attitudes tended to focus on the constraints of the disability, which were often magnified due to a lack of understanding and erroneous beliefs. Though the majority of the students surveyed were aware of the concepts of non-discrimination and equal opportunities, they generally reflected traditionally

held misconceptions that persons with disabilities were more comfortable in a special rather than an integrated learning environment. Similarly, persons with disabilities are still largely excluded from the social mainstream, a situation viewed as normal by a majority of the students. Only a third of the students indicated that they have had any personal contact with persons with disabilities.

The results of this study show that a great deal of education is still needed to change prevailing attitudes and to foster a greater environment of openness and acceptance.

Insurance Issues under the DDO, SDO and FSDO

In our annual report last year, we reported that we were working towards the elimination of any possible discrimination in insurance practices in Hong Kong. To this end, we conducted an analysis of the benefits, coverage and policies provided by Australia, Canada, New Zealand, the United Kingdom and the United States, countries with similar legislation to Hong Kong. The results show that the law in these countries permit discrimination on attributes such as sex, disability, age, etc, if actuarial data and other proven information support a risk differential due to these factors.

The study found that sex is a common discriminator in life insurance overseas while in Hong Kong the differentiation between groups is mainly driven by commercial considerations. A major difference is the tendency in overseas countries towards greater coverage for pre-existing conditions in medical insurance while in Hong Kong, cover exclusion for pre-existing conditions is still common. In Hong Kong there is also less actuarial data for medical insurance than those for life insurance particularly as, in contrast to the other countries studied, Hong Kong does not share medical data among the different insurers.

Based on these findings, we are currently preparing a discussion paper to collect views from professionals in the industry and other relevant parties to achieve the objectives of establishing discriminatory-free insurance practice.

培訓及顧問服務

Training and Consultancy



為協助香港的機構加快推行平等機會，委員會於2000年初決定提供更全面的培訓及顧問服務，並於2001年2月成立培訓及顧問服務組。該組現有兩名全職培訓顧問及一名部門經理，為向委員會尋求意見和支援的機構，提供各種的培訓服務。

培訓及顧問服務組本年度的工作，包括為香港警務處舉辦導師培訓課程，參加者包括警隊訓練及支援部的教官，這是首個同類型的課程。過去一年，培訓及顧問服務組亦為多個其他機構提供培訓。

培訓及顧問服務組的工作集中於幾方面：

因應需求而「度身訂造」的培訓課程：委員會與不同的機構合作，把有關機構的平等機會政策及程序揉合於培訓課程內，協助他們履行其法律責任，確保員工充分認識公司的政策及處理歧視投訴的程序。委員會曾為政府部門、保險公司、銀行、酒店、法律跨國公司和非政府組織提供此項培訓服務。

定時舉辦的培訓課程：委員會於2002年9月推出一系列「平等機會工作坊」課程，為不需要「度身訂造」培訓的機構提供普遍性的培訓。

特別項目：委員會將為香港四大僱傭範疇編訂培訓教材—包括私營部門、公務員體系、非政府組織及教育界。

此外，委員會與教育署合資，以中小學教師為對象，編製一個以《殘疾歧視條例教育實務守則》為題的網上學習課程。

委員會又會提供一系列的培訓項目，例如為入境事務處及保險業舉辦培訓課程；與公務員培訓處合作發展一個培訓計劃；為非政府組織（包括工會、婦女團體和復康機構）編訂培訓教材，和編訂支援課程的培訓教材。





To speed up the implementation of equal opportunities within Hong Kong's organizations, in early 2000 it was agreed that the EOC would provide more comprehensive services in training and advice. As a result the Training and Consultancy Unit was established in February 2001. The Unit now consists of two full-time training consultants and a unit manager providing a range of different training services to meet the needs of organizations that contact us for advice and support.

One of the Unit's primary tasks was the completion of a train-the-trainers project for the Hong Kong Police Force. The first of its kind, it involved training officers from the training and support wing of the force. The Unit also provided training to a range of other clients during the year.

The Unit focuses on the following areas of work:

Responsive Tailor-Made Training: Working in partnership with clients, we incorporate their own equal opportunities policies and procedures in the training, helping them meet their obligations to ensure that their employees are fully aware of company policies and internal procedures. This service has been provided to government departments, insurance companies, banks, hotels, multi-national companies and non-government organizations.

Scheduled Calendar Training: A series of Equal Opportunities Workshops scheduled to commence in September 2002 would serve to meet the needs of companies who require more general training rather than specifically tailored programmes.

Special Projects: We will be developing training materials in four key employment sectors in Hong Kong - the private sector, civil service, non-government organizations and the education sector.

An E-learning Web-based training project is under way. Jointly funded by the Education Department, it involves the development of a web-based training package, on the *Code of Practice in Education under the Disability Discrimination Ordinance*, targeting primary and secondary school teachers.

We are also committed to a number of other training projects ranging from training for the Immigration Department, the insurance industry, a joint project with the Civil Service Training Development Institute, the development of training materials for the non-government sector including trade unions, women's groups and disability organizations, as well as development of curriculum support training materials.

A joint training initiative was completed with International Social Services to develop and deliver a series of train-the-trainer programmes. These programmes aimed to increase awareness among community support agencies, providing support and counselling to foreign domestic helpers. Focusing on Hong Kong's equal opportunity laws as they relate to sexual harassment and pregnancy discrimination, two training sessions and one public forum were conducted with the support of consular representatives and community support agencies.

委員會與國際社會服務社合作設計和教授的一系列導師培訓課程亦已經完成。課程旨在協助向海外家庭傭工提供支援及輔導的機構，提高他們對平等機會的認識。課程集中於介紹香港的平等機會法例，特別是與性騷擾及懷孕歧視有關的部份。在駐港領事館代表及社會服務機構的支持下，委員會為國際社會服務社共舉辦了兩次培訓課程和一次公開論壇。

與商界共建夥伴關係

我們的目標是創造一個機會平等、人人能盡展所長的社會，為香港培養最優秀的人才、孕育最出眾的意念。委員會一直與商界緊密合作，協助商界建立平等和多元的文化。

為此，我們進行了多項有關商界的研究，收集了中小企以至大中企業約1,500名僱主和1,500名僱員的意見。研究結果十分正面－僱主與僱員對委員會和我們所辦的活動有高度認知，亦十分瞭解僱主、僱員之間的歧視及騷擾問題。同樣令人鼓舞的是，受訪者都充分認識平等機會的好處，和不按平等機會原則行事可能產生的問題。不少機構都表示，他們希望得到更多有關平等機會的培訓和資料。

儘管受訪者的反應非常正面，但研究結果亦顯示，僱主對於本身需要承擔轉承責任、如何遵守法例的基本要求、和需採取甚麼預防措施才可確保一個機會平等的工作環境等問題，均缺乏認識。雖然《僱傭實務守則》已經出版多時，但為使更多人認識《守則》的條文，委員會將定期舉辦工作坊，並為僱主提供培訓及顧問服務。即將推出的中小企資料套將有助僱主作自我評估，並向機構提供指引，讓他們對法例和所需的預防措施有更多認識。

A Closer Partnership with Business

To realize our objective to create an equal opportunities environment that will help to maximize the development of human potential - in other words to create the best talent and the best ideas for Hong Kong, we have been working closely with the business community to identify the best way forward in establishing a culture of equality and diversity in the business world.

To this end, we conducted a number of business studies, gauging the views of around 1,500 employers as well as 1,500 employees in small to medium and medium to large companies. Results were extremely positive - there was high awareness of the Commission and our activities and strong understanding of harassment and discrimination among employers and employees. Just as positively, respondents were fully aware of the benefits of equal opportunities and the potential problems of non-compliance. A number of organizations also said they would welcome further training and information about equal opportunities.

Despite these positive responses, the survey results also showed a lack of understanding of an employer's vicarious liabilities, the basic requirements for compliance and the preventive measures necessary to ensure an equal opportunities working environment. *Codes of Practice on Employment* are already in place. To ensure greater understanding of its requirements, we will be conducting regular workshops while also offering training and consultancy to employers. A soon-to-be-launched kit for small to medium businesses will also help employers to assess their status, providing guidance on the necessary compliance and preventive measures.



財政報告
Financial Statements

財政報告 Financial Statements

平等機會委員會 截至二零零二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 46 至第 64 頁之帳目，該等帳目乃按照香港普遍採納之會計原則及「接受政府補助機構的核數師與會計師指引」(Notes for Auditors and Accountants of Miscellaneous Organizations in receipt of Government Subventions) 編製。

委員會及核數師各自之責任

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

本核數師之責任是根據審核之結果，對該等帳目作出獨立意見，並向委員會報告。

意見之基礎

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

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

意見

本核數師認為，上述之帳目足以真實兼公平地顯示委員會於二零零二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，二零零二年八月二十一日

Equal Opportunities Commission

STATEMENT OF ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2002

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

Respective responsibilities of Commission and auditors

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

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

Basis of opinion

We conducted our audit in accordance with Statements of Auditing Standards issued by the Hong Kong Society of Accountants. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgements made by the Commission in the preparation of the accounts, and of whether the accounting policies are appropriate to the circumstances of the Commission, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance as to whether the accounts are free from material misstatement. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the accounts. We believe that our audit provides a reasonable basis for our opinion.

Opinion

In our opinion the accounts give a true and fair view of the state of affairs of the Commission as at 31st March 2002 and of its results and cash flows for the year then ended.

PricewaterhouseCoopers
Certified Public Accountants
Hong Kong, 21 August 2002

收支結算表(截至二零零二年三月三十一日止財政年度)

	附註	2002 港幣	2001 港幣
收入及收益			
政府補助	2(b)	81,017,805	86,321,630
法律訴訟費用的補償	2(b)	1,603,119	-
利息收入	2(b)	956,425	1,238,789
雜項收入	2(b)	145,515	269,757
		<u>83,722,864</u>	<u>87,830,176</u>
支出			
職員薪酬		42,491,420	39,232,745
職員約滿酬金、其他福利及津貼		17,415,236	22,168,933
律師費		1,910,033	5,568,897
宣傳及公眾教育支出		3,611,628	6,054,748
研究計劃及教材資料套		438,533	4,560,016
租金及差餉		5,791,852	5,722,644
物料及設備		907,281	1,264,923
其他一般行政費用		2,876,974	3,257,270
		<u>75,442,957</u>	<u>87,830,176</u>
財政年度盈餘			
撥入應付政府的補助盈餘帳	3	8,279,907	-
撥入應付政府的補助盈餘帳	11	(8,279,907)	-
承前盈餘結餘		-	518
撥入基本設施儲備	8	-	(518)
		<u>-</u>	<u>-</u>
盈餘結轉			
		<u><u>-</u></u>	<u><u>-</u></u>

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31ST MARCH 2002

	Note	2002 HK\$	2001 HK\$
INCOME AND REVENUE			
Government subventions	2(b)	81,017,805	86,321,630
Reimbursement of costs from legal litigation	2(b)	1,603,119	-
Interest income	2(b)	956,425	1,238,789
Sundry income	2(b)	145,515	269,757
		<u>83,722,864</u>	<u>87,830,176</u>
		- - - - -	- - - - -
EXPENDITURE			
Staff salaries		42,491,420	39,232,745
Staff gratuity, other benefits and allowances		17,415,236	22,168,933
Legal fees		1,910,033	5,568,897
Publicity and public education expenses		3,611,628	6,054,748
Research projects and training modules		438,533	4,560,016
Rent and rates		5,791,852	5,722,644
Stores and equipment		907,281	1,264,923
Other general and administrative expenses		2,876,974	3,257,270
		<u>75,442,957</u>	<u>87,830,176</u>
		- - - - -	- - - - -
SURPLUS FOR THE YEAR			
	3	8,279,907	-
Transferred to subvention surplus account payable to Government	11	(8,279,907)	-
Surplus brought forward		-	518
Transfer to capital reserve	8	-	(518)
		<u>-</u>	<u>-</u>
SURPLUS CARRIED FORWARD			
		<u>-</u>	<u>-</u>

資產負債表(二零零二年三月三十一日)

	附註	2002 港幣	2001 港幣
固定資產	4	6	6
應收政府的約滿酬金撥款	5	5,243,096	4,106,091
流動資產			
其他應收帳款、按金及預付款項		696,772	686,127
銀行結存及現金		31,365,922	22,775,849
		<u>32,062,694</u>	<u>23,461,976</u>
流動負債			
應付帳項、準備及應計費用	6	3,317,101	9,397,998
職員約滿酬金的準備	9(b)	14,703,185	1,142,448
預收政府補助	10	1,440,000	-
應付政府的補助盈餘帳	11	8,279,907	-
		<u>27,740,193</u>	<u>10,540,446</u>
淨流動資產		<u>4,322,501</u>	<u>12,921,530</u>
		<u>9,565,603</u>	<u>17,027,627</u>
亦即：			
資本補助基金	7	967,439	777,749
其他儲備	8	6,283,711	6,509,900
盈餘及虧損帳		-	-
		<u>7,251,150</u>	<u>7,287,649</u>
長期負債			
長期服務金及遣散費的準備	9(a)	173,028	168,433
職員約滿酬金的準備	9(b)	2,141,425	9,571,545
		<u>9,565,603</u>	<u>17,027,627</u>

胡紅玉女士 S.B.S., J.P.
委員會主席

李業廣先生 G.B.S., J.P.
行政及財務專責小組
召集人

鄧伊珊女士
會計師

STATEMENT OF ASSETS AND LIABILITIES AS AT 31ST MARCH 2002

	Note	2002 HK\$	2001 HK\$
FIXED ASSETS	4	6	6
GRATUITY SUBVENTION RECEIVABLE FROM GOVERNMENT	5	5,243,096	4,106,091
CURRENT ASSETS			
Other receivables, deposits and prepayments		696,772	686,127
Bank balances and cash		31,365,922	22,775,849
		<u>32,062,694</u>	<u>23,461,976</u>
CURRENT LIABILITIES			
Accounts payable, provisions and accruals	6	3,317,101	9,397,998
Provision for staff gratuity	9(b)	14,703,185	1,142,448
Government subvention received in advance	10	1,440,000	-
Subvention surplus account payable to Government	11	8,279,907	-
		<u>27,740,193</u>	<u>10,540,446</u>
NET CURRENT ASSETS		<u>4,322,501</u>	<u>12,921,530</u>
		<u>9,565,603</u>	<u>17,027,627</u>
Represented by:			
CAPITAL SUBVENTION FUND	7	967,439	777,749
OTHER RESERVES	8	6,283,711	6,509,900
SURPLUS AND DEFICIT ACCOUNT		-	-
		<u>7,251,150</u>	<u>7,287,649</u>
LONG TERM LIABILITIES			
Provision for long service and severance payment	9(a)	173,028	168,433
Provision for staff gratuity	9(b)	2,141,425	9,571,545
		<u>9,565,603</u>	<u>17,027,627</u>

Ms. Anna WU Hung-yuk
S.B.S., J.P.
Chairperson of the Commission

Mr. Charles LEE Yeh-kwong
G.B.S., J.P.
Convener of the Administration
and Finance Committee

Ms. Kerrie TENG Yee-san
Accountant

現金流動表(截至二零零二年三月三十一日止財政年度)

	附註	2002 港幣	2001 港幣
營運活動現金流入淨額	13(a)	7,818,769	9,172,477
投資回報及融資支出			
已收利息		956,425	1,238,789
投資活動			
購置固定資產		(1,147,121)	(2,333,309)
融資前之現金流入淨額		7,628,073	8,077,957
融資			
政府資本補助	13(b)	962,000	1,470,869
現金及現金等值之增加 年初之現金及現金等值		8,590,073 22,775,849	9,548,826 13,227,023
年末之現金及現金等值		31,365,922	22,775,849
現金及現金等值結存分析：			
銀行結存及現金		31,365,922	22,775,849

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST MARCH 2002

	Note	2002 HK\$	2001 HK\$
Net cash inflow from operating activities	13(a)	7,818,769	9,172,477
Returns on investments and servicing of finance			
Interest received		956,425	1,238,789
Investing activities			
Purchase of fixed assets		(1,147,121)	(2,333,309)
Net cash inflow before financing		7,628,073	8,077,957
Financing			
Government capital subvention	13(b)	962,000	1,470,869
Increase in cash and cash equivalents		8,590,073	9,548,826
Cash and cash equivalents at the beginning of year		22,775,849	13,227,023
Cash and cash equivalents at the end of year		31,365,922	22,775,849
Analysis of balances of cash and cash equivalents:			
Bank balances and cash		31,365,922	22,775,849

已確認損益報表(截至二零零二年三月三十一日止財政年度)

	附註	2002 港幣	2001 港幣
政府本年給予之資本補助	7	962,000	1,470,869
資本補助基金之使用	7	(772,310)	(894,466)
基本設施儲備之使用	8	(226,189)	(990,336)
法律訴訟儲備之使用	8	-	(1,014,765)
		<hr/>	<hr/>
未於收支結算表內確認的虧損		(36,499)	(1,428,698)
財政年度淨業績		-	-
		<hr/>	<hr/>
已確認損益總額		<u>(36,499)</u>	<u>(1,428,698)</u>

STATEMENT OF RECOGNISED GAINS AND LOSSES FOR THE YEAR ENDED 31ST MARCH 2002

	Note	2002 HK\$	2001 HK\$
Government capital subvention granted for the year	7	962,000	1,470,869
Expenditure utilised in capital subvention fund	7	(772,310)	(894,466)
Expenditure utilised in capital reserve	8	(226,189)	(990,336)
Expenditure utilised in legal litigation reserve	8	-	(1,014,765)
		<hr/>	<hr/>
Net losses not recognised in the statement of income and expenditure		(36,499)	(1,428,698)
Net results for the year		-	-
		<hr/>	<hr/>
Total recognised losses		<u>(36,499)</u>	<u>(1,428,698)</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

擬定帳目所採用的主要會計政策列明如下：

(a) 擬備帳目基礎

帳目是採用原值成本慣例，按照香港普遍採納之會計原則、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。

法律訴訟費用的補償是以確立收款的權利時確認。

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

委員會是非牟利機構，可豁免遵守香港會計師公會所頒佈之會計實務準則第17條「物業、機器及設備」的規定。

固定資產乃按成本值減累積撇帳額入帳。

每個固定資產的類目均以港幣一元的帳面值入帳。所有固定資產購置的成本值已於購置年度在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。

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

The principal accounting policies adopted in the preparation of these accounts are set out below:

(a) Basis of preparation

The accounts have been prepared under the historical cost convention and in accordance with accounting principles generally accepted in Hong Kong and comply with accounting standards issued by the Hong Kong 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.

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

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

Sundry income is recognised on an accruals basis.

(c) Fixed assets

The Commission, as a non-profit making organisation, is exempted from compliance with Statement of Standard Accounting Practice No. 17 "Property, plant and equipment" issued by the Hong Kong Society of Accountants.

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

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

(d) Operating leases

Leases where substantially all the risks and rewards of ownership of assets remain with the leasing company are accounted for as operating leases. Payments made under operating leases net of any incentives received from the leasing company are charged to the statement of income and expenditure on a straight-line basis over the lease period.

(e) Translation of foreign currencies

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

帳目附註

(f) 準備

準備是在委員會因過往事項而持有法定或推定債務，而資源可能需要流出以償付這些債務，以及能夠可靠地估計數額時予以確認。若委員會預期會得到準備的補償，例如從保險合約，當補償是完全肯定時，補償是確認為另一項資產。

3. 財政年度盈餘

	2002 港幣	2001 港幣
財政年度之盈餘已扣除下列項目：		
固定資產之撇銷	920,932	1,342,972
營業租約 - 土地及樓宇	5,791,852	5,722,644
職員費用	59,606,656	61,401,678
核數師酬金	22,221	23,550
	<u> </u>	<u> </u>

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2001年4月1日之結餘	649,244	5,798,091	2,433,931	726,698	3,428,192	394,724	13,430,880
年內增置	20,549	70,426	88,027	-	968,119	-	1,147,121
年內減少 / 撇銷	(24,144)	(457,578)	(165,609)	-	(737,761)	-	(1,385,092)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
於2002年3月31日之結餘	645,649	5,410,939	2,356,349	726,698	3,658,550	394,724	13,192,909
	-----	-----	-----	-----	-----	-----	-----
撇銷之累計數目							
於2001年4月1日之結餘	649,243	5,798,090	2,433,930	726,697	3,428,191	394,723	13,430,874
在收支結算表及基本設施儲備	20,549	70,426	88,027	-	968,119	-	1,147,121
撇銷之數目							
年內減少 / 撇銷	(24,144)	(457,578)	(165,609)	-	(737,761)	-	(1,385,092)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
於2002年3月31日之結餘	645,648	5,410,938	2,356,348	726,697	3,658,549	394,723	13,192,903
	=====	=====	=====	=====	=====	=====	=====
帳面淨值							
於2002年3月31日之結餘	1	1	1	1	1	1	6
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
於2001年3月31日之結餘	1	1	1	1	1	1	6
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

NOTES TO THE ACCOUNTS

(f) Provisions

Provisions are recognised when the Commission has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation, and a reliable estimate of the amount can be made. Where the Commission expects a provision to be reimbursed, for example under an insurance contract, the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain.

3. Surplus for the year

	2002 HK\$	2001 HK\$
Surplus for the year is stated after charging the following:		
Fixed assets written off	920,932	1,342,972
Operating leases - land and buildings	5,791,852	5,722,644
Staff costs	59,606,656	61,401,678
Auditors' remuneration	22,221	23,550
	<u> </u>	<u> </u>

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 2001	649,244	5,798,091	2,433,931	726,698	3,428,192	394,724	13,430,880
Additions	20,549	70,426	88,027	-	968,119	-	1,147,121
Disposals/written off	(24,144)	(457,578)	(165,609)	-	(737,761)	-	(1,385,092)
At 31st March 2002	<u>645,649</u>	<u>5,410,939</u>	<u>2,356,349</u>	<u>726,698</u>	<u>3,658,550</u>	<u>394,724</u>	<u>13,192,909</u>
Accumulated amounts written off							
At 1st April 2001	649,243	5,798,090	2,433,930	726,697	3,428,191	394,723	13,430,874
Written off to income and expenditure account and capital reserve	20,549	70,426	88,027	-	968,119	-	1,147,121
Disposals/written off	(24,144)	(457,578)	(165,609)	-	(737,761)	-	(1,385,092)
At 31st March 2002	<u>645,648</u>	<u>5,410,938</u>	<u>2,356,348</u>	<u>726,697</u>	<u>3,658,549</u>	<u>394,723</u>	<u>13,192,903</u>
Net book value							
At 31st March 2002	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>6</u>
At 31st March 2001	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>6</u>

帳目附註

5. 應收政府的約滿酬金撥款

	2002 港幣	2001 港幣
於4月1日之結餘	4,106,091	-
撥出約滿酬金準備	8,515,005	13,693,091
已收政府約滿酬金撥款	(7,378,000)	(9,587,000)
	<hr/>	<hr/>
於3月31日之結餘	5,243,096	4,106,091
	<hr/> <hr/>	<hr/> <hr/>

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：

	2002 港幣	2001 港幣
法律費用的準備		
於4月1日之結餘	3,607,619	1,045,023
撥出準備	1,910,033	5,568,897
財政年度已支付之金額	(5,170,311)	(3,006,301)
	<hr/>	<hr/>
於3月31日之結餘	347,341	3,607,619
	<hr/> <hr/>	<hr/> <hr/>

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

	2002 港幣	2001 港幣
於4月1日之結餘	777,749	201,346
政府資本補助	962,000	1,470,869
財政年度已使用之結餘	(772,310)	(894,466)
	<hr/>	<hr/>
於3月31日之結餘	967,439	777,749
	<hr/> <hr/>	<hr/> <hr/>

資本補助基金指經由民政事務局局长事先核准，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。

NOTES TO THE ACCOUNTS

5. Gratuity subvention receivable from Government

	2002	2001
	HK\$	HK\$
At 1st April	4,106,091	-
Provision made for staff gratuity	8,515,005	13,693,091
Gratuity Subvention received from Government	(7,378,000)	(9,587,000)
	<hr/>	<hr/>
At 31st March	5,243,096	4,106,091
	<hr/> <hr/>	<hr/> <hr/>

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:

	2002	2001
	HK\$	HK\$
Provision for legal fees		
At 1st April	3,607,619	1,045,023
Provisions made	1,910,033	5,568,897
Amount paid during the year	(5,170,311)	(3,006,301)
	<hr/>	<hr/>
At 31st March	347,341	3,607,619
	<hr/> <hr/>	<hr/> <hr/>

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 utilised will depend on the progress of the respective litigation.

7. Capital subvention fund

	2002	2001
	HK\$	HK\$
At 1st April	777,749	201,346
Government capital subventions	962,000	1,470,869
Amount utilised during the year	(772,310)	(894,466)
	<hr/>	<hr/>
At 31st March	967,439	777,749
	<hr/> <hr/>	<hr/> <hr/>

The capital subvention fund represents the surplus 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
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
財政年度已使用 / 支付之金額	(226,189)	-	-	(226,189)
於2002年3月31日之結餘	1,042,666	3,241,045	2,000,000	6,283,711

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

	2002 港幣	2001 港幣
於4月1日之結餘	168,433	-
撥出準備	4,595	168,433
於3月31日之結餘	173,028	168,433

(b) 職員約滿酬金的準備

	2002 港幣	2001 港幣
於4月1日之結餘	10,713,993	-
撥出準備	8,515,005	13,693,091
財政年度已支付之金額	(2,384,388)	(2,979,098)
於3月31日之結餘	16,844,610	10,713,993
減：包括在流動負債的一年內到期之金額	(14,703,185)	(1,142,448)
長期部份	2,141,425	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。

NOTES TO THE ACCOUNTS

8. Other reserves

	Capital reserve HK\$	Legal litigation reserve HK\$	General reserve HK\$	Total HK\$
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 utilised during the year	(990,336)	(1,014,765)	-	(2,005,101)
At 31st March 2001	1,268,855	3,241,045	2,000,000	6,509,900
Amount utilised during the year	(226,189)	-	-	(226,189)
At 31st March 2002	1,042,666	3,241,045	2,000,000	6,283,711

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

	2002 HK\$	2001 HK\$
At 1st April	168,433	-
Provisions made	4,595	168,433
At 31st March	173,028	168,433

(b) Provision for staff gratuity

	2002 HK\$	2001 HK\$
At 1st April	10,713,993	-
Provisions made	8,515,005	13,693,091
Amount paid during the year	(2,384,388)	(2,979,098)
At 31st March	16,844,610	10,713,993
Less: amount due within one year included in current liabilities	(14,703,185)	(1,142,448)
Long term portion	2,141,425	9,571,545

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.

帳目附註

10. 預收政府補助

預收的政府補助，是有關製作一個將於二零零三年三月推出的電視節目。

11. 應付政府的補助盈餘帳

這代表收入減支出後的盈餘。經政府批准後，委員會可將盈餘的一定金額保留在為指定用途而設的儲備帳。如有不獲批准保留在儲備帳的餘額，將用作抵銷給予委員會隨後的補助。

12. 營業租約承付款

於三月三十一日，委員會有於下列期間涉及土地及樓宇之不可撤銷營業租約而須繳付之未來最低租金總額如下：

	2002 港幣	2001 港幣
一年內	3,039,894	4,053,192
一年之外及五年內	-	3,039,894
	<u>3,039,894</u>	<u>7,093,086</u>

13. 現金流動表附註

(a) 營運活動現金流入淨額與財政年度淨業績之對帳表

	2002 港幣	2001 港幣
財政年度淨業績	-	-
盈餘之資本開支	920,932	1,342,972
法律訴訟儲備之使用	-	(1,014,765)
資本補助基金之特別支出	(772,310)	(894,466)
利息收入	(956,425)	(1,238,789)
應收政府的約滿酬金撥款之增長	(1,137,005)	(4,106,091)
其他應收帳款、按金及預付款項之增長	(10,645)	(449,884)
應付帳項、準備及應計費用之(減少)/增長	(6,080,897)	4,651,074
職員約滿酬金的準備之增長	6,130,617	10,713,993
預收政府補助之增長	1,440,000	-
應付政府的補助盈餘帳之增長	8,279,907	-
長期服務金及遣散費的準備之增長	4,595	168,433
	<u>7,818,769</u>	<u>9,172,477</u>

NOTES TO THE ACCOUNTS

10. Government subvention received in advance

The subvention is received in advance in connection with the production of a television programme which will be launched in March 2003.

11. Subvention surplus account payable to Government

This represents the excess of the surplus of income over expenditure. The Commission may keep a certain amount of the surplus as a designated reserve upon the approval of the Government. The remaining portion, if any, which is not allowed to be kept as a reserve will be offset against subsequent subvention paid to the Commission.

12. Commitments under operating leases

At 31st March, the Commission had future aggregate minimum lease payments in respect of land and buildings under non-cancellable operating leases as follows:

	2002 HK\$	2001 HK\$
Not later than one year	3,039,894	4,053,192
Later than one year and not later than five years	-	3,039,894
	<u>3,039,894</u>	<u>7,093,086</u>

13. Notes to the cash flow statement*(a) Reconciliation of net results for the year to net cash inflow from operating activities*

	2002 HK\$	2001 HK\$
Net results for the year	-	-
Capital expenses included in results	920,932	1,342,972
Expenditure utilised in legal litigation reserve	-	(1,014,765)
Special expenditure utilised in capital subvention fund	(772,310)	(894,466)
Interest income	(956,425)	(1,238,789)
Increase in gratuity subvention receivable from government	(1,137,005)	(4,106,091)
Increase in other receivables, deposits and prepayments	(10,645)	(449,884)
(Decrease)/increase in accounts payable, provisions and accruals	(6,080,897)	4,651,074
Increase in provision for staff gratuity	6,130,617	10,713,993
Increase in Government subvention received in advance	1,440,000	-
Increase in Subvention surplus account payable to Government	8,279,907	-
Increase in provision for long service and severance payment	4,595	168,433
	<u>7,818,769</u>	<u>9,172,477</u>
Net cash inflow from operating activities	<u>7,818,769</u>	<u>9,172,477</u>

帳目附註

NOTES TO THE ACCOUNTS

(b) 財政年度融資變動分析

資本補助基金

	2002 港幣	2001 港幣
於4月1日之結餘	777,749	201,346
政府資本補助之現金流入	962,000	1,470,869
財政年度已使用之金額	(772,310)	(894,466)
	<hr/>	<hr/>
於3月31日之結餘	967,439	777,749
	<hr/> <hr/>	<hr/> <hr/>

14. 帳目核准

此帳目由委員會委員於二零零二年八月二十一日核准。

(b) *Analysis of changes in financing during the year*

Capital subvention fund

	2002 HK\$	2001 HK\$
At 1st April	777,749	201,346
Cash inflow from government capital subvention	962,000	1,470,869
Amount utilised during the year	(772,310)	(894,466)
	<hr/>	<hr/>
At 31st March	967,439	777,749
	<hr/> <hr/>	<hr/> <hr/>

14. Approval of accounts

The accounts were approved by the Commission Members on 21 August 2002.

附錄 Appendices

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

平等機會委員會的組織架構及編制

Organizational & Structure and Establishment of the Equal Opportunities Commission

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

Legally Assisted Cases

附錄 Appendix 7

法庭訴訟

Court Cases

附錄 Appendix 8

委員會在 2001 / 02 年進行的法律訴訟

Legal Proceedings Undertaken by the EOC in 2001 /02

附錄 1

Appendix 1

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



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



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



洪雪蓮博士
Dr. Ms HUNG Suet-lin, Shirley
委員 *Member*



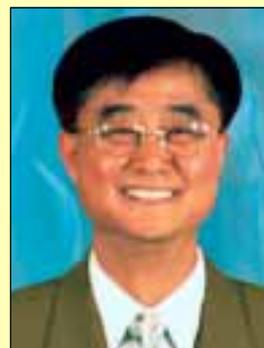
陳少瓊女士
Ms CHAN Siu-king, Cammy,
J.P.
委員 *Member*



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
Mr. 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 2002 年 3 月 31 日）

Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3.2002)

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

成員 Membership

1. 李業廣先生 Mr. LEE Yeh-kwong, Charles (召集人 Convenor)
2. 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. 洪雪蓮博士 Dr. 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 organisations including employment establishments and concern groups.
3. To advise on measures for developing corporate partnership in promoting equal opportunities policy.
4. To advise on measures to strengthen publicity and media relations of the Commission.
5. To receive reports on actions taken by the EOC office in pursuance of (1), (2), (3) and (4) above.
6. To consider and approve funding applications in connection with promotion and publicity projects to be undertaken by community organisations within the budgetary confines as approved by the Home Affairs Bureau from time to time.
7. To monitor community response to the Commission's work and make recommendations to the Commission on the way forward.

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)
2. 陳少瓊女士 Ms. CHAN Siu-king, Cammy
3. 馮漢源教授 Prof. Stevenson FUNG
4. 洪雪蓮博士 Dr. HUNG Suet-lin, Shirley
5. 高寶齡女士 Ms. KO Po-ling
6. 鄒維庸醫生 Dr. WU Wai-yung, Raymond
7. 余秀珠女士 Ms. YU Sau-chu, Jessie
8. 莊陳有先生 Mr. CHONG Chan-yau (增選委員 Co-opted Member)
9. 麥肖玲博士 Dr. MAK Chiu-ling, Grace (增選委員 Co-opted Member)

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

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，但不能經調解達致和解的申訴個案的報告。
5. 考慮根據《性別歧視條例》第85條、《殘疾歧視條例》第81條及《家庭崗位歧視條例》第63條要求調解以外的協助的申請；並在認為適合時，給予該等協助。

6. 建議平等機會委員會有關進行正式調查的調查範圍。
7. 就正式調查提供初步調查結果，並擬備報告供平等機會委員會考慮，包括向平等機會委員會作建議。
8. 就發出執行通知，向平等機會委員會作建議。
9. 審閱有關遵守執行通知的報告，並向平等機會委員會就不遵守執行通知的事作建議，看是否需要作正式調查。
10. 決定對《性別歧視條例》第81條所指的持續的歧視或性騷擾、《殘疾歧視條例》第77條所指的持續的歧視、騷擾或中傷及《家庭崗位歧視條例》第59條所指的持續的歧視採取何種行動。
11. 分別根據《性別歧視條例》第82條、《殘疾歧視條例》第78條及《家庭崗位歧視條例》第60條，決定對違反《性別歧視條例》第43，44或45條、《殘疾歧視條例》第42，43，44或45條及《家庭崗位歧視條例》第31，32及33條的作為提出何種法律程序。
12. 分別根據《性別歧視條例》第66條、《殘疾歧視條例》第63條及《家庭崗位歧視條例》第45條，檢討《性別歧視條例》附表3和附表5，《殘疾歧視條例》附表2，3和5及《家庭崗位歧視條例》附表2，有需要時，向平等機會委員會提交修訂附表的建議。
13. 分別根據《性別歧視條例》第64(1)(e)條、《殘疾歧視條例》第62(1)(e)條及《家庭崗位歧視條例》第44(1)(d)條，檢討《性別歧視條例》、《殘疾歧視條例》及《家庭崗位歧視條例》的施行情況，有需要時，向平等機會委員會提交修訂條例的建議。

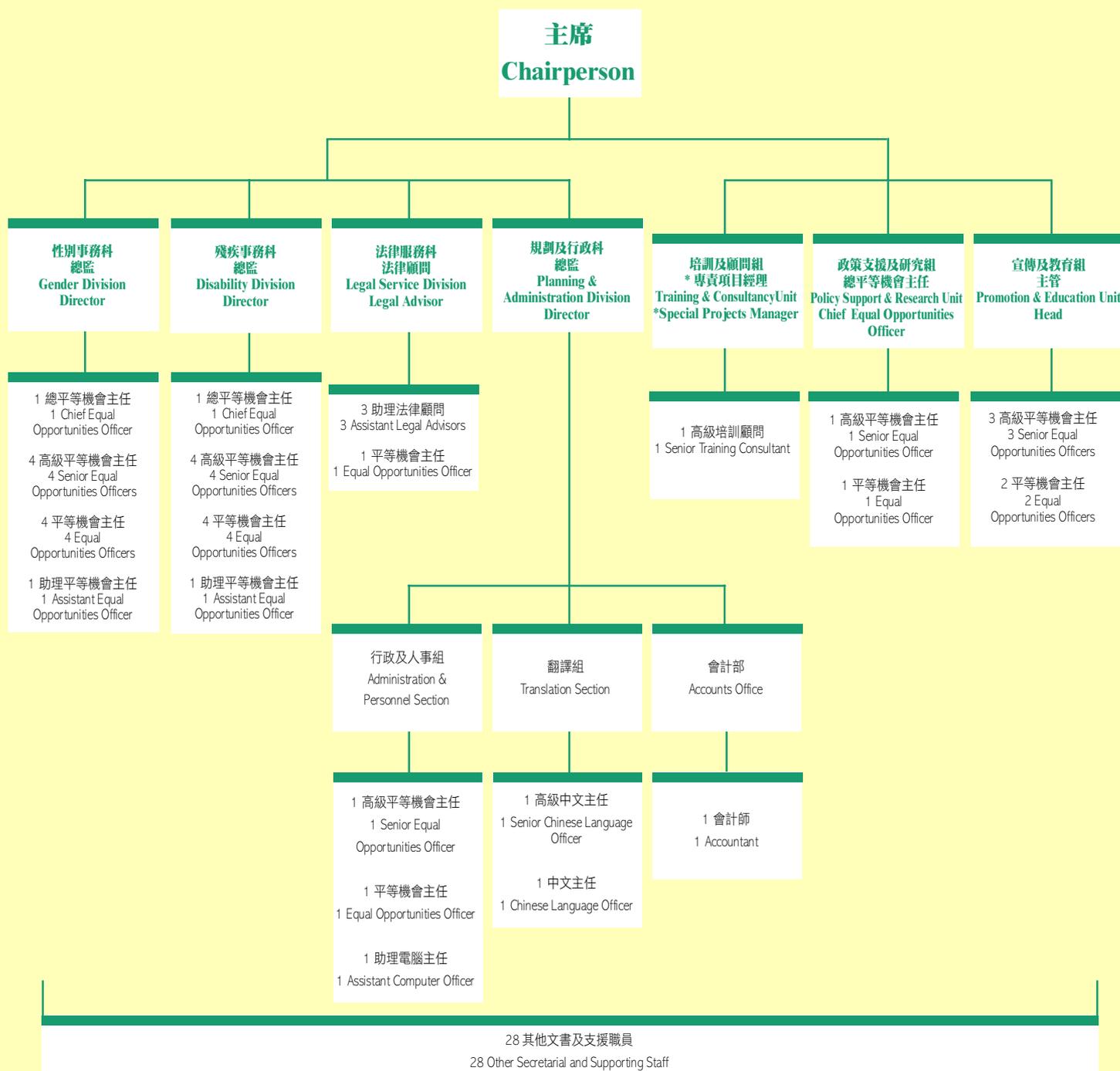
Terms of Reference

1. To recommend to the EOC rules to be made under section 88 of SDO, section 85 of DDO and section 66 of FSDO.
2. To receive reports on the assistance by way of conciliation provided by conciliators to persons lodging complaints in writing with the EOC pursuant to section 84 of SDO, section 80 of DDO and section 62 of the FSDO and to keep the EOC informed accordingly.
3. To receive reports on the decisions made by the Chairperson, pursuant to section 84(4) of SDO, section 80(4) of DDO and section 62(4) of the FSDO, not to conduct or to discontinue an investigation into an act the subject of a complaint and to keep the EOC informed accordingly.
4. To receive reports from conciliators in respect of cases where there has not been a settlement of the matter to which an act the subject of a complaint lodged pursuant to section 84 of SDO, section 80 of DDO and section 62 of the FSDO relates.
5. To consider applications made under section 85 of SDO, section 81 of DDO and section 63 of the FSDO for assistance other than by way of conciliation and to grant such applications it thinks fit.
6. To advise the EOC on terms of reference to conduct a formal investigation.
7. To make preliminary findings in a formal investigation and prepare a report of such for the consideration of the EOC, including making recommendations to the EOC.
8. To make recommendations to the EOC in respect of the issue of enforcement notices.
9. To receive reports on compliance with enforcement notices and recommend to the EOC whether a formal investigation should be conducted in the event of non-compliance.
10. To decide on actions to be taken in respect of persistent discrimination or sexual harassment under section 81 of SDO, in respect of persistent discrimination, harassment or vilification under section 77 of DDO and in respect of persistent discrimination under section 59 of FSDO.
11. To decide on the proceedings to be brought in respect of a contravention of sections 43, 44 or 45 of SDO, sections 42, 43, 44 or 45 of DDO and sections 31, 32 and 33 of FSDO, pursuant to section 82 of SDO, section 78 of DDO and section 60 of FSDO respectively.
12. To keep under review Schedules 3 and 5 of SDO, Schedules 2, 3 and 5 of DDO and Schedule 2 of FSDO and when necessary, recommend to the EOC proposals for amending the schedules, in accordance with section 66 of SDO, section 63 of DDO and section 45 of FSDO respectively.
13. To keep under review the working of SDO, DDO and FSDO and when necessary, recommend to the EOC proposals for amending the Ordinances in accordance with section 64(1)(e) of SDO, section 62(1)(e) of DDO and section 44(1)(d) of FSDO.

附錄 3 Appendix 3

平等機會委員會的組織架構及編制（截至 2002 年 3 月 31 日）

Organizational Structure and Establishment of the Equal Opportunities Commission as at 31.3.2002



備註:

- 全體職員總數為85人，包括編制內員工及短期可續合約員工（不包括主席）。
 - 總編制為72人（如上圖所列）。
 - 短期可續合約員工工人數為13人。
- * 從澳洲維多利亞州平等機會委員會借調。

Notes:

- Total number of staff including those under establishment and others on short-term renewable contract is 85 (excluding EOC Chairperson).
 - Total number of staff under establishment is 72 (as shown above).
 - Total number of staff on short-term renewable contract is 13.
- * Secondee from the Equal Opportunity Commission Victoria, Australia.

附錄 4 Appendix 4

平等機會委員會辦事處管理小組(截至 2002 年 3 月 31 日)

Management Team of the Equal Opportunities Commission as at 31.3.2002

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投訴，而又調解失敗的人士，如想提出法律訴訟，委員會有權給予他們不同形式的協助。於 2001/02 年度委員會共收到 34 宗法律協助申請，其中 14 宗獲委員會給予協助。協助的形式包括：由委員會律師給予法律意見、為申請人取得進一步的資料或證據、以至由委員會的律師或由委員會聘請的私人執業大律師，在法律訴訟中擔任申請人的法律代表。向委員會申請及得到協助的個案統計數字如下：

The Equal Opportunities Commission is empowered under section 85 of the Sex Discrimination Ordinance (SDO), section 81 of the Disability Discrimination Ordinance (DDO) and section 63 of the Family Status Discrimination Ordinance (FSDO) to grant various forms of assistance to any person who wishes to take legal proceedings in respect of a complaint lodged but for which conciliation has been unsuccessful. During 2001/02, the EOC received 34 applications for assistance and granted assistance in 14 of them. The assistance granted by the Commission may take the form of legal advice by the EOC's lawyers, services for obtaining further information or evidence, or representation in legal proceedings by the EOC's lawyers, or by barristers in private practice briefed by the Commission. A general breakdown of the numbers by type of case appears below:

個案 Cases	獲給予法律協助 Assistance Granted	不獲給予法律協助 Assistance Not Granted	考慮中 Under Consideration
殘疾歧視或騷擾(僱傭範疇) Disability Discrimination or Harassment (Employment)	4	11	1
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)	1	2	0
性別歧視或騷擾(僱傭範疇) Sex Discrimination or Harassment (Employment)	6	6	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)	2	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	0	0
總數 Total	14	19	1

附錄 6

Appendix 6

獲法律協助的個案

Legally Assisted Cases

在 2001 /02 年度，有七宗個案毋需展開法律訴訟而得以解決：

The following seven cases were resolved without commencing legal proceedings in 2001/02:

個案 Cases	結果 Outcome
關乎處所通道及使用設施的歧視 Discrimination in relation to accessibility of premises and facilities	已進行改裝工程。 Alteration work done.
僱傭範疇的殘疾歧視 Disability discrimination in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
教育範疇的性別歧視 Sex discrimination in education	委員會在申請人表示滿意現狀後撤銷協助。 Commission withdrew assistance after the applicant expressed satisfaction with the current situation.
僱傭範疇的懷孕歧視 Pregnancy discrimination in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
僱傭範疇的殘疾歧視 Disability discrimination in employment	委員會再度研究過證據後撤銷協助。 Commission withdrew assistance in light of further examination of evidence.
僱傭範疇的性別歧視 Sex discrimination in employment	委員會再度研究過證據後撤銷協助。 Commission withdrew assistance in light of further examination of evidence.
僱傭範疇的懷孕歧視 Pregnancy discrimination in employment	由於雙方在另一宗懷孕歧視投訴達成和解，委員會因此撤銷協助。 Commission withdrew assistance because parties came to a conciliation settlement in another complaint, which also covered the subject matter of pregnancy discrimination.

截至 2001 /02 年度結束為止，仍有 15 宗獲委員會給予法律協助的個案尚在處理中。

There were 15 other on-going cases in which legal assistance had been granted being handled by the EOC at the end of 2001/02.

法庭訴訟

Court Cases

在 2001/02 年度，有一宗原告人獲委員會給予法律協助的案件在區域法院進行聆訊：

In 2001/02, the District Court heard one case in which the plaintiff was granted legal assistance by the EOC:

案件 Case	結果 Outcome
女侍應受性騷擾 Alleged sexual harassment of restaurant waitress	原告人撤銷申索。 The plaintiff withdrew her claim.

在 2001/02 年度，有一宗由委員會給予原告人法律協助的案件在終審法院進行聆訊：

In 2001/02, the Court of Final Appeal heard one case in which the plaintiff was granted legal assistance by the EOC:

案件 Case	法庭判決 Judgment
乘客受的士司機殘疾騷擾 Disability harassment of passenger by taxi driver	終審法院於 2001 年 10 月 5 日宣判，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被告人向原告人道歉。 Judgment delivered by the Court of Final Appeal on 5 October 2001 confirmed that the District Court has power to order an apology even from an unwilling defendant in appropriate circumstances.

獲委員會協助在 2001/02 年度展開訴訟的案件：

Commission assisted court cases which commenced in 2001/02:

案件 Cases	情況 Status
在提供設施、貨品及服務上的殘疾歧視 Disability discrimination in provision of goods, services and facilities	截至 2001/02 年度結束為止，案件尚在處理中。 Ongoing at the end of 2001/02.
僱傭範疇的家庭崗位歧視 Family status discrimination in employment	截至 2001/02 年度結束為止，案件尚在處理中。 Ongoing at the end of 2001/02.
在招聘方面的懷孕歧視 Pregnancy discrimination in recruitment	截至 2001/02 年度結束為止，案件尚在處理中。 Ongoing at the end of 2001/02.
僱傭範疇的性別歧視 Sex discrimination in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 Disability discrimination	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
僱傭範疇有關退休安排的性別歧視 Sex discrimination in retirement arrangements in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.

獲委員會協助在 2001 /02 年度前已展開訴訟的案件：

Commission assisted court cases which commenced before 2001/02:

案件 Cases	情況 Status
有關退休政策的性別歧視 Sex discrimination in retirement policy	截至 2001 /02 年度結束為止，案件尚在處理中。 Ongoing at the end of 2001/02.
紀律部隊在招聘時基於應徵者的家庭成員有精神病病歷而作出殘疾歧視 Disability discrimination in recruitment by a disciplinary service on the grounds of family history of mental illnesses	截至 2001 /02 年度結束為止，案件尚在處理中。 Ongoing at the end of 2001/02.
僱傭範疇的懷孕歧視 Pregnancy discrimination in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.

附錄 8

Appendix 8

委員會在 2001 /02 年進行的法律訴訟

Legal Proceedings Undertaken by the EOC in 2001/02

案件 Cases	情況 Outcome
「中學學位分配辦法」司法覆核 Judicial review of the Secondary School Places Allocation (SSPA) System	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上訴庭舉行的 <u>Helen Tsang v Cathay</u> 案 (CACV 43/02) 的聆訊，該案涉及退休安排的性別歧視。 EOC instructed <i>amicus curiae</i> to appear in the hearing of <u>Helen Tsang v Cathay</u> in the Court of Appeal, CACV43/02, concerning sex discriminatory retirement arrangements.	上訴庭裁定僱員勝訴。 The Court of Appeal gave judgment in favour of the employee.

我們的承諾

Our Pledge

我們承諾竭盡所能服務社會，以誠懇有禮的態度盡力協助市民，我們的服務標準及指標如下：—

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

	服務標準	服務指標 (達到服務 標準的百分比)	Service Standard	Performance Target (% meeting standard)
查詢				
● 在辦公時間內回覆電話查詢	即時回覆	95%	immediately	95%
● 接見到辦事處查詢的人士	30分鐘內	95%	within 30 minutes	95%
● 回覆簡單的書面查詢	5個工作天內	95%	within 5 working days	95%
● 回覆複雜的書面查詢	14個工作天內	95%	within 14 working days	95%
投訴				
● 對書面投訴開始採取行動	3個工作天內	100%	within 3 working days	100%
● 經預約安排，接見有意提出投訴的人士	5個工作天內	95%	within 5 working days	95%
● 完成處理投訴個案	6個月內	75%	within 6 months	75%
法律協助				
● 對申請法律協助的人士作出回覆	3個月內	85%	within 3 months	85%
公眾教育及宣傳				
● 安排有關平等機會課題及法例的講座	6個星期內	95%	within 6 weeks	95%
● 處理市民以郵寄或傳真索取委員會刊物	3個工作天內	95%	within 3 working days	95%
Enquiry				
● Answer telephone enquiries during office hours			immediately	95%
● Interview a walk-in enquirer at EOC office			within 30 minutes	95%
● Reply to written enquiries on simple issues			within 5 working days	95%
● Reply to written enquiries on complex issues			within 14 working days	95%
Complaint				
● Initiate action on a written complaint			within 3 working days	100%
● Interview a prospective complainant asking for an appointment			within 5 working days	95%
● Conclude a complaint case			within 6 months	75%
Legal Assistance				
● Inform an applicant of the outcome of application for legal assistance			within 3 months	85%
Public Education and Promotion				
● Meet requests for talks on equal opportunity issues and legislation			within 6 weeks	95%
● Meet requests by mail or fax for EOC publications			within 3 working days	95%

封面上的女消防隊長照片由香港特別行政區政府提供。

The picture of women fire fighters on the cover is provided by the HKSAR Government.

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