

## 平等機會委員會工作一覽 EOC Fact Sheet 2009/2010

### 平等機會委員會

平等機會委員會是香港的一個法定機構，負責執行反歧視條例，即《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》。

### 我們的工作

我們透過以下的工作，致力消除歧視、推動平等機會：

- 就有關四條反歧視條例的投訴進行調查，並鼓勵雙方調解以解決紛爭
- 為受屈人士提供法律協助
- 教育及推廣
- 檢討法例並提供指引
- 就與歧視及平等機會相關的議題進行研究

### Who We Are

The Equal Opportunities Commission (EOC) is a statutory body responsible for implementing the anti-discrimination ordinances in Hong Kong namely the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO) and the Race Discrimination Ordinance (RDO).

### What We Do

- Investigating into complaints lodged under the 4 anti-discrimination laws and encourage conciliation between parties in dispute
- Providing legal assistance to aggrieved persons
- Education and promotion
- Reviewing the legislation and providing guidelines
- Conducting research on issues relevant to discrimination and equal opportunities

## 一年工作成果 Achievements in a Year

港幣**12,000,000**元的賠償

— 透過調解及



法律協助而成功爭取  
About HK\$12,000,000  
SECURED IN COMPENSATION  
THROUGH CONCILIATION AND  
LEGAL ASSISTANCE

**62%** 為進入調解階段後的調解成功率

62 % of complaints were  
successfully conciliated  
AFTER PROCEEDING TO  
CONCILIATION STAGE

採納了不同建議以改善機構管治、內部監控及運作效率

VARIOUS RECOMMENDATIONS  
IMPLEMENTED TO IMPROVE  
CORPORATE GOVERNANCE,  
INTERNAL CONTROL AND  
OPERATIONAL EFFICIENCY

**75,000** 每月  
瀏覽我們網站的平均人次



75,000 people visited  
OUR WEBSITE PER MONTH



超過**80,000**  
名市民定期  
收到平機會通訊

OVER 80,000 PEOPLE  
RECEIVED EOC NEWSLETTER  
PER ISSUE



**57,000** 位  
學生觀看平  
等機會話劇

57,000 STUDENTS WATCHED  
OUR EO PLAYS

**32,000** 位僱主、僱  
員及團體接受我們的  
培訓

32,000 EMPLOYERS,  
EMPLOYEES AND INTERESTED  
PARTIES RECEIVED OUR  
TRAINING



答覆了**15,000**  
個電話查詢及  
處理了1,114

宗投訴

15,000 ENQUIRIES  
ANSWERED BY OUR HOTLINES  
AND 1,114 COMPLAINTS  
HANDLED



以港幣  
**1,560,000**元  
資助了**63**個  
非牟利機構推廣平等  
機會

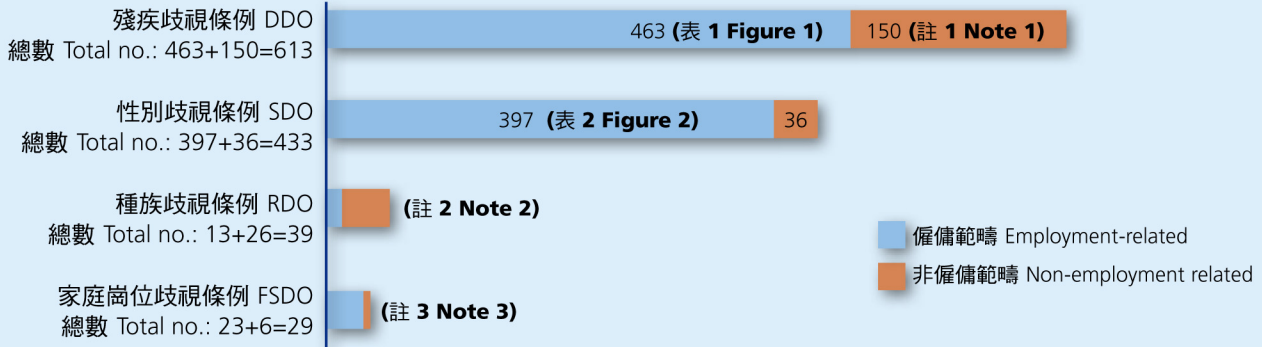
HK\$ 1,560,000  
PROVIDED TO 63 NON-  
PROFIT ORGANIZATIONS  
THROUGH OUR FUNDING  
SCHEME TO PROMOTE EQUAL  
OPPORTUNITIES



**10,000** 個受  
訪住戶回應  
了有關「種族接納」  
的統計調查

10,000 HOUSEHOLDS  
PARTICIPATED IN THE EOC'S  
RACIAL ACCEPTANCE SURVEY

# 獲處理的投訴 Complaints Handled 1,114



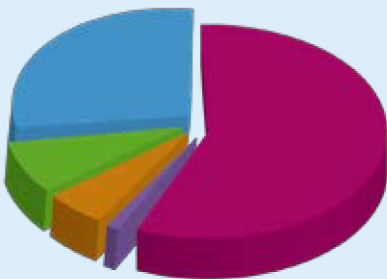
■ 殘疾歧視 422 Disability discrimination  
■ 殘疾騷擾 37 Disability harassment  
■ 使人受害的歧視 4 Victimization



**表 1:** 463宗僱傭範疇的殘疾歧視投訴-大部分投訴與病假和工傷有關

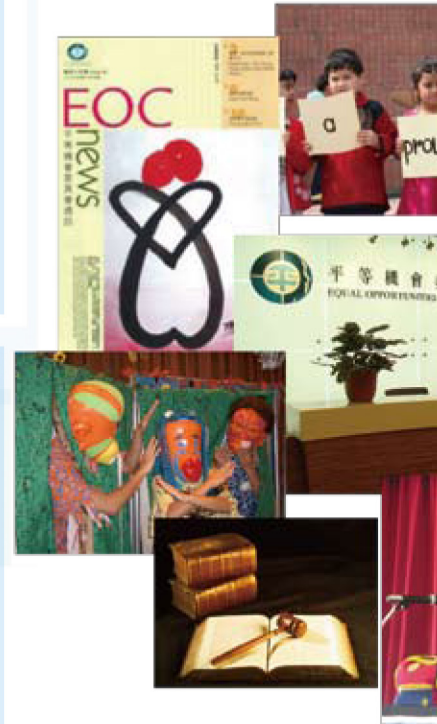
**Figure 1:** 463 employment-related DDO complaints - most complaints were related to sick leave and work injuries

■ 懷孕歧視 227 Pregnancy discrimination  
■ 性騷擾 113 Sexual harassment  
■ 使人受害的歧視 21 Victimization  
■ 性別歧視 31 Sex discrimination  
■ 婚姻狀況歧視 5 Marital status discrimination



**表 2:** 僱傭範疇的性別歧視投訴- 大部分投訴與懷孕歧視和性騷擾有關

**Figure 2:** 397 employment related SDO cases - the majority of the complaints were related to pregnancy discrimination and sexual harassment



**註 1:** 150宗非僱傭範疇的殘疾歧視投訴-大部分投訴與貨品、服務及設施的提供和進出處所有關

**Note 1:** 150 non-employment related DDO complaints - most of them were related to provision of goods, services and facilities, as well as access to premises

**註 2:** 39宗種族歧視投訴-大部分的投訴與非僱傭範疇有關，其中主要為在接受貨品、服務及設施時受到種族歧視

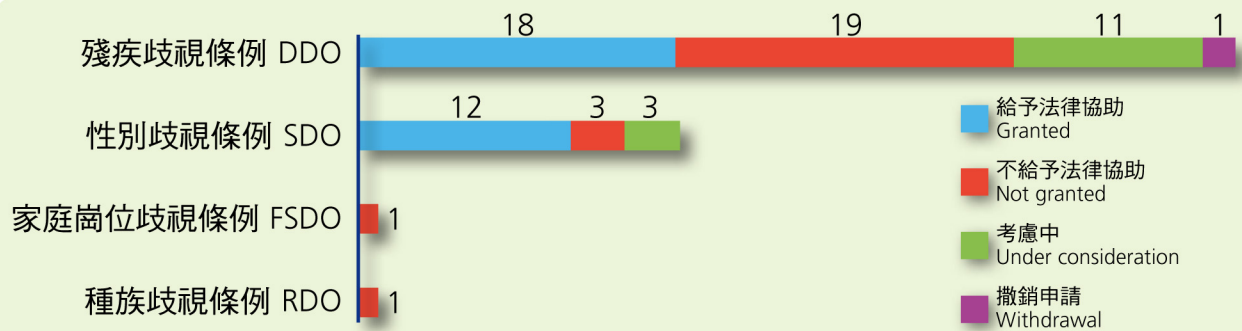
**Note 2:** 39 RDO cases - the majority of the complaints were non-employment related (e.g. racial discrimination in provision of goods, services and facilities)

**註 3:** 和性別歧視條例及殘疾歧視條例一樣，大部份關於家庭崗位歧視的投訴個案都是與僱傭範疇有關

**Note 3:** Similar to the SDO and DDO, most of the complaints lodged under the FSDO are employment related



## 法律協助 Legal Assistance



共處理69宗法律協助的申請—30宗獲法律協助，24宗不獲協助，14宗處理中，1宗撤銷申請  
69 cases handled - 30 cases granted legal assistance, 24 not granted, 14 cases being considered, 1 case withdrawn

### 給予法律協助的主要原因：

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

### Main reasons for granting legal assistance:

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

### 不給予法律協助的主要原因：

- 證據不足，個案難以在法庭上勝訴
- 個案並不涉及重要的原則問題
- 運用法律程序處理也無法達致有意義的結果

### Main reasons for declining legal assistance:

- The evidence is insufficient to support a good prospect of success in court
- The case does not involve an important question of principle
- No meaningful result can be achieved by way of legal proceedings



## 和解條件 Settlement Terms

### 經調解方式或提供法律協助後的和解條件：

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

### Settlement terms after conciliation or legal assistance:

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



- 向立法會及國際機構就殘疾人士的權益、消除種族歧視及兒童權益等議題呈交了13份意見書
- 以8種語言出版的《種族歧視條例僱傭實務守則》
- 以8種語言出版的《種族歧視條例與我》單張
- 向平機會申請法律協助須知

於2010/11年度出版 — 《殘疾歧視條例僱傭實務守則修訂版》  
— 《無障礙通道及設施正式調查報告》



- 13 submissions to Legco meetings and international bodies on human rights issues including the rights of persons with disabilities, elimination of racial discrimination, and the rights of the child.

- Code of Practice on Employment under the Race Discrimination Ordinance in 8 languages
- The “Race Discrimination & I” leaflets in 8 languages
- Information Guide to Legal Assistance from the EOC Launched in 2010/11
- Revised Code of Practice on Employment under the Disability Discrimination Ordinance
- Formal Investigation Report on Accessibility



## 財務報告 Financial Highlights

總收入* Total Income*	港幣8,743萬元 HK\$87.43M
總支出 Total Expenditure	港幣8,742萬元 HK\$87.42M
盈餘 Surplus	港幣1萬元 HK\$0.01M

\* 總收入包括港幣8,465萬元政府資助及港幣278萬元其他收入。

\* Total income include government subventions at HK\$84.65M and other income at HK\$2.78M

