



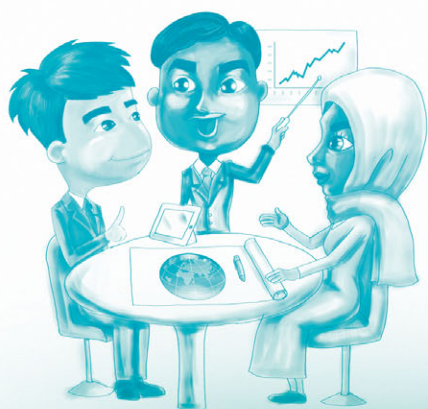
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WE AS ONE



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

2011/12

平等機會委員會年報
Annual Report of the
Equal Opportunities Commission



多元·共融
WE AS **ONE**

Contents

目錄

04

主席的話

Chairperson's Message



08

全年大事摘要

Highlights of the Year

- 工作成果
- 重要事項及工作
- Achievements
- Events and Actions

14

關於平機會

About the EOC

- 我們的抱負
- 機構使命
- 我們的工作
- 我們的價值觀
- Our Vision
- Who We Are
- What We Do
- Organisational Values

18

機構管治

Corporate Governance

- 管治委員會及專責小組
- 組織架構
- 會議出席記錄
- 2011年度傑出董事獎
- 平等機會委員會年報
- 政府與平機會的關係
- 保持高透明度
- 操守標準
- 財政監控
- 內部監控
- 獨立制衡措施
- 持續檢討 力求進步
- 平機會管治委員會集思會
- 服務表現
- EOC Board and Committees
- Organisational Structure
- Attendance Record of EOC Meetings
- Directors of the Year Awards 2011
- EOC Annual Report
- Relationship between the Government and the EOC
- Transparency to Our Community
- Standard of Conduct
- Our Financial Controls
- Internal Controls
- External Checks and Balances
- Continuous Review and Improvement
- The EOC Board's Brainstorming Session
- Performance Pledge Results



34

投訴處理及法律協助

Complaints Handling and Legal Assistance

- 背景
- 處理投訴程序
- 經處理的查詢
- 經處理的投訴與案例
- 平機會的主動調查
- 調解
- 法律協助
- 獲得法律協助並達成和解的個案
- 法律訴訟
- 經調解及提供法律協助後的和解條件
- Background
- Complaint Handling Procedure
- Enquiries Handled
- Complaints Handled and Sample Cases
- EOC-initiated Investigations
- Conciliation
- Legal Assistance
- Selected Cases of Legal Assistance Concluded by Settlement
- Court Cases
- Settlement Terms after Conciliation and Legal Assistance



56

政策及研究 Policy and Research



- 政策分析及倡議工作
- 立法會事務委員會／小組委員會會議
- 社區聯繫
- 研究項目
 - 2010年公眾對殘疾人士態度的基線調查研究
 - 在融合教育制度下殘疾學生的平等學習機會研究
 - 有關南亞裔人士對種族之間接觸及歧視經驗研究（前稱：有關種族之間接觸及歧視經驗的深入研究）
 - 學生對性的態度及對性騷擾的看法之研究
 - 性別定型及其對男性的影響探索性研究
 - 平等機會意識公眾意見調查2012
- 分享會
- Policy Analysis and Advocacy
- Legislative Council Panel / Subcommittee Meetings
- Community Engagement
- Research Projects
 - Baseline Survey on Public Attitudes towards Persons with a Disability 2010
 - Study on Equal Learning Opportunities for Students with Disabilities under the Integrated Education System
 - Study on Racial Encounters and Discrimination Experienced by South Asians (formerly named "In-depth Study on Racial Encounters and Experience in Discrimination")
 - Study on Students' Sexual Attitudes and Views on Sexual Harassment
 - Exploratory Study on Gender Stereotyping and Its Impacts on Male Gender
 - Equal Opportunities Awareness Survey 2012
- Sharing Sessions

64

公眾教育及社區參與 Public Education and Community Participation

- 媒體宣傳
- 學校活動
- 僱主項目
- 深入社群
- 教育資源
- Media Programmes and Campaigns
- School Programmes
- Programmes for Employers
- Community Outreach
- Educational Resources



82

培訓及顧問服務 Training and Consultancy



- 有關《種族歧視條例》的培訓課程
- 常設課程－平等機會工作坊
- 特別為少數族裔而設的培訓課程
- 「無障礙通道及設施」培訓課程
- 為不同持份者提供培訓
- 網上培訓計劃
- Training on the Race Discrimination Ordinance
- Ongoing Activities – Equal Opportunities Workshops
- Special Training Programme for Ethnic Minorities (EM)
- Training on Accessibility
- Training for Different Stakeholders
- Online Training Programmes

88

僱員與社群 Our People, Our Community

- 嘉許與投訴
- 持份者的心聲
- 獲選為「同心展關懷」機構
- 企業社會責任
- 員工發展及珍惜人才
- Compliments and Complaints
- Stakeholders' Feedback
- The EOC Named a Caring Organisation
- Corporate Social Responsibility
- Staff Development and Staff Retention



96

財務報告 Financial Statements



125

附錄 Appendices

- 平機會專責小組會議的出席記錄
- 平等機會委員會辦事處管理小組
- 獲「平等機會社會參與資助計劃」撥款的團體
- 平等機會夥伴
- Attendance Record of EOC Committee Meetings
- Management Team of the EOC
- Organisations Funded under the Community Participation Funding Programme
- Our Partners in Equal Opportunities



主席的話

Chairperson's Message

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一年將盡，我懷着感謝的心，回顧這繁忙而挑戰重重、同時又收穫豐富的一年。雖然前路仍多障礙，但平等機會委員會對於建設共融社會的決心一直堅定不移。

一如以往，我們根據現行的反歧視法例，協助遭受歧視的人士討回公道。我們今年共收到超過16,000宗查詢，比去年增加了22%，亦處理了超過1,000宗的歧視投訴；平機會並向24名投訴人提供法律協助，對比去年增加了85%。在我們的幫助下，不同的受屈人合共獲得港幣280萬元的金錢賠償及其他方式的補償。

過去幾年，平機會一直密切關注殘疾人士的通道和權利問題，以及少數族裔的平等教育機會。我們希望讓社會人士更瞭解這些群體所面對的困境，並明白到只要能提供一個公平的競爭環境，他們也可為社會作出寶貴的貢獻。我們樂見平機會的工作已取得相當進展。

We as ONE

As another year comes to a close, I look back with gratitude at what we have accomplished. It has been a busy and challenging, yet fruitful year. Though many hurdles still lie ahead, the Equal Opportunities Commission's (EOC) commitment to building an inclusive Hong Kong is unwavering.

We remain committed to providing redress under the existing legislation for those aggrieved by discrimination. We received over 16,000 enquiries this year – a 22 percent increase from the previous year, and handled over 1,000 complaints. We also extended legal assistance to 24 complainants, marking an 85 percent jump from last year. With our help, HK\$2.8 million in monetary compensation was secured, along with other remedies.

Over the past couple of years, the EOC has been paying close attention to the issues of accessibility and rights of persons with disabilities, as well as equal education opportunities for ethnic minorities. Our objective is to raise public awareness on the difficulties faced by these communities and on the valuable contributions they can make if the playing field can be leveled. We are delighted to see some of our efforts bearing fruit.



政府就跟進平機會在2010年6月發布的正式調查報告中所提出有關改善及提升殘疾人士無障通道的建議時，確認政府處所內的3,500宗改善工程中，有90%已於2012年6月完成。此外，政府亦於8月公布會推行一項新計劃，在不少於230個公眾地點安裝載客升降機，以締造能方便所有人的無障礙環境。

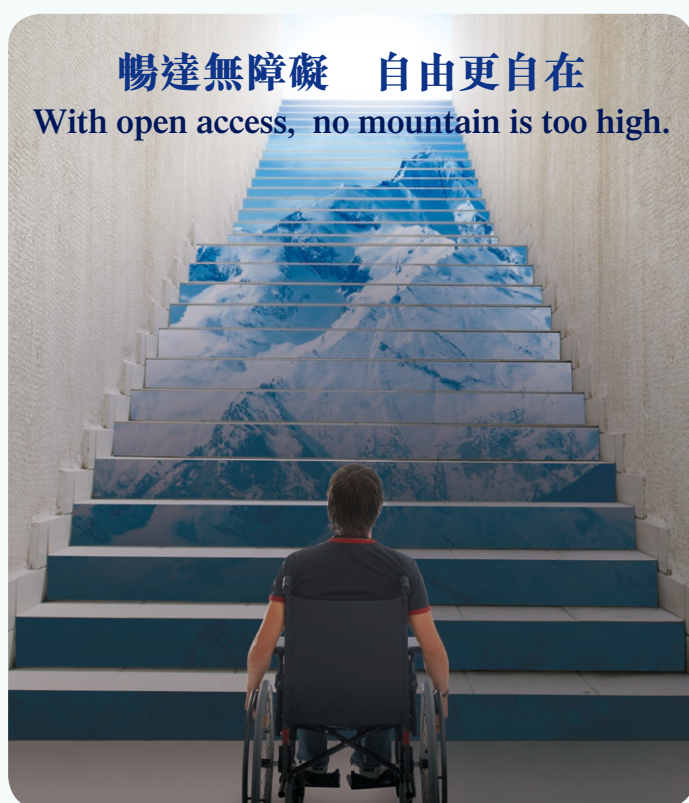
平機會以15年的執法經驗作為基礎，向持份者就《殘疾歧視條例僱傭實務守則》修訂本進行全面諮詢，及後修訂本於2011年6月生效，守則就消除工作場所的殘疾歧視提供了實用指引。

一個月後，我們的少數族裔學生教育工作小組於7月發布了報告，就改善所有學童的平等教育機會提出建議。這項倡議工作得到社會廣泛認同，立法會並於2012年2月通過支持議案。

Following up on the EOC's recommendations to improve and enhance access for persons with disabilities in its Formal Investigation Report published in June 2010, the Government has confirmed that 90% of the 3,500 improvement projects in Government premises had been completed by June 2012. In addition, a new scheme to install passenger lifts at no less than 230 public locations has also been announced in August to provide a universally accessible environment for all.

The Revised Code of Practice on Employment under the Disability Discrimination Ordinance came into effect in June 2011. The revision, undertaken with full consultation with key stakeholders and based on about 15 years of enforcement experience, provides practical guidance to facilitate the elimination of disability discrimination from the workplace.

One month later in July, our Working Group on Education for Ethnic Minorities released its Report, with recommendations on enhancing equal education opportunity for all. The initiative has received wide support from the community, including a Motion passed by the Legislative Council in February 2012.



During the year, we broke new frontiers in our research initiatives, attempting to shed light on previously little-discussed topics such as the impact of gender stereotypes on Hong Kong's men, and the racial encounters and discrimination experienced by South Asians. The gathered data is useful in focusing our advocacy efforts.



在這一年內，我們在研究工作方面開拓了新的領域，嘗試探討過往較少論及的議題，例如性別定型觀念對香港男性的影響，以及南亞裔人士與不同種族接觸及受到歧視的經驗。收集所得的數據有助平機會為倡議工作訂立更明確的目標。



在回顧各項工作成果時，我們對於所獲得的認同或獎項，均以謙卑之心面對。其中，平機會管治委員會的成員不遺餘力貢獻時間和心力去達成平機會的目標，並於去年獲得香港董事學會頒發傑出董事獎。委員的領導才能和熱誠投入，令我深受啟發。

我亦希望向平機會的員工表達我摯誠的謝意，在我擔任主席期間，他們努力不懈地給予我支援，並盡心竭力為建設一個更公平的社會而奮鬥。

我有信心，香港在推動全民機會平等方面正循着正確的方向進發。平機會期望與各界持份者繼續積極合作，共同建設多元共融的社會。

林煥光

平等機會委員會主席
林煥光 GBS, JP

As we look at our achievements, we have also been humbled by the recognition we have received. In particular, Members of our Board, who have unstintingly given their time and energy to further the Commission's cause, were recognised when the EOC was named a winner of the Directors of the Year Award from the Hong Kong Institute of Directors. I have been deeply inspired by their leadership and dedication.

I would also like to express my heartfelt thanks to the Commission's staff, who have given me their untiring support throughout my tenure and fought hard for a fairer society for all.

I am confident that Hong Kong is on the right track to advancing equal opportunities for everyone. The EOC looks forward to continuing our rewarding cooperation with our stakeholders as we work towards fostering an inclusive community – We as One.



Lam Woon-kwong, GBS, JP
Chairperson
Equal Opportunities Commission

全年大事摘要

Highlights of the Year

1. 工作成果 Achievements



為受歧視人士取得約

\$2,800,000 元的賠償

About **HK\$2,800,000**
secured in compensation for
complainants

調解成功率達

64% Successful
conciliation rate



答覆了 **16,800** 個電話查詢及

處理了超過 **1,000** 宗投訴

16,800 enquiries answered and
over **1,000** complaints handled



每月平均

78,000 人次

瀏覽我們的網站

78,000 people
visited our website
per month on
average



提供超過

HK\$1,570,000

以資助63項社區計劃來推廣平等機會訊息

More than **HK\$1,570,000**
granted to fund 63 community projects
to promote equal opportunities

發表少數族裔教育工作小組報告，立法
會通過有關動議支持報告中的建議

Release of the Report of the
Working Group on Education
for Ethnic Minorities, whose
recommendations for action were

supported by a motion passed by the Legislative Council



獲得 **6個本地及海外** 獎項
6 awards won **locally and internationally** for our work



超過

71,000

位學生觀看了平等機會話劇

71,000

students watched our EO plays



超過 **47,000** 位僱主、
僱員及團體獲得我們的培訓

More than **47,000** employers,
employees and interested parties
received our training

殘疾歧視條例僱傭實務

守則 **修訂本**

生效，另製作了簡易指引

Revised Code of Practice on
Employment under the
Disability Discrimination
Ordinance in effect,
with an easy-read guide
published



就「性別定型及其對男性的影響」探索性研究報告
舉行了2場研討會、10個焦點小組討論會以及9個
單獨面談

2 public seminars, 10 focus groups and 9
individual interviews organised for the project
“Exploratory Study on Gender Stereotyping
and Its Impacts on Male Gender”

發表有關 (1)種族之間接觸及歧視經驗的深入研究及 (2)公眾對殘
疾人士態度的基線調查的結果

Release of findings of (1) the In-
Depth Study on Racial Encounters and
Experience in Discrimination, and (2)
the Baseline Survey on Public Attitudes
towards Persons with a Disability



2. 重要事項及工作 Events and Actions

4 / 2011

- 播出關於歧視個案的電視實況劇集《非常平等任務2011》，平均每集收看觀眾達100萬人。
- Broadcast of "A Mission for Equal Opportunities 2011", the EOC's TV docu-drama series on discrimination issues, with an average of 1M viewers per episode.



5 / 2011

- 平機會無障礙工作小組與勞工及福利局局長會面，要求在公眾可使用的處所中提供更多無障礙通道及設施。
- The EOC's Working Group on Access met with the Secretary for Labour and Welfare to advocate for greater accessibility in publicly accessible premises.



6 / 2011

- 舉辦「男人之苦？苦在哪裡？」公開研討會，探討男士角色的轉變。研討會是平機會委託香港中文大學性別研究中心進行的《性別定型及其對男性的影響探索性研究》的其中一部分。
- 《殘疾歧視條例僱傭實務守則》修訂本刊憲，並於六月生效。
- A public seminar on the changing role of men entitled "Men in Pain? Where is the Pain?" organised. This seminar was a part of the EOC-commissioned project, "Exploratory Study on Gender Stereotyping and Its Impacts on Male Gender", undertaken by the Gender Research Centre of the Chinese University of Hong Kong.
- Revised Code of Practice on Employment under the Disability Discrimination Ordinance came into effect.



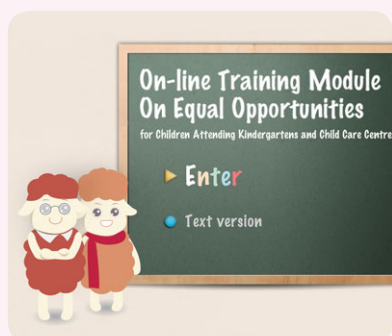
7 / 2011

- 公布少數族裔教育工作小組報告，建議政府提升少數族裔學生的平等教育機會。
- 舉辦《最低工資條例》分享會，研究條例對殘疾僱員的影響。
- 於屯門舉辦社區活動「平等機會日」，推廣平等共融訊息。
- Release of the Report of the Working Group on Education for Ethnic Minorities, with recommendations on enhancing equal education opportunity for ethnic minority students.
- Sharing session on the Impact on Employees with Disabilities under the Minimum Wage Ordinance organised.
- "Equal Opportunities Day", a community event to promote equality and inclusion, held in Tuen Mun.



8 / 2011

- 為學前幼兒推出以平等機會為題的全新網上教材套。
- Launch of new online training module on equal opportunities for preschoolers.



9 / 2011

- 舉行「處理工作間殘疾事宜的更有效方法：個案研討會」，以預防工作間的殘疾歧視。
- 出版《殘疾歧視條例僱傭實務守則》修訂本的《簡易指引》。
- “A Better Solution to Workplace Disability Issues – A Case Analysis,” a seminar on preventing disability discrimination in the workplace held.
- Easy Read Guide to the revised Code of Practice on Employment under the Disability Discrimination Ordinance published.



10 / 2011

- 平機會代表一位行動不便的婆婆入稟法庭，案件終達成庭外和解。
- 平機會推出以種族平等為題的資源網頁「大同世界」。
- An out of court settlement on behalf of an elderly woman with mobility difficulties successfully negotiated by the EOC.
- Launch of “A World of Colours”, the EOC’s resource webpage on racial equality issues.



11 / 2011

- 平機會於各港鐵站推出全年度的海報宣傳及立體展品巡迴展覽，推廣種族平等、全民通達和消除性騷擾。
- Year-long poster advertisements and roving 3-D exhibitions at the MTR stations launched to promote racial equality and access for all as well as to combat sexual harassment.



12 / 2011

- 平機會推出與商業電台合作的全新電台環節「在晴朗的一天出發之若無歧視」。
- Launch of the EOC’s new radio segment, “On a Clear Day – If There is NO DISCRIMINATION,” produced in collaboration with Commercial Radio.



1 / 2012

- 平機會獲運輸及房屋局局長作出書面承諾，所有專利巴士於2015/16年或之前均可方便輪椅乘客使用。
- The EOC received written assurance from the Secretary for Transport and Housing that all franchised buses will be wheelchair-accessible by 2015/16.



2 / 2012

- 立法會議員通過動議，促請政府處理少數族裔學童的教育問題，並跟進平機會在《少數族裔教育工作小組報告》內提出的建議。
- 平機會主席出席立法會改善殘疾人士無障礙通道及設施小組委員會的會議，提倡通用設計概念。
- Members of the Legislative Council passed a motion urging the Government to address the issue of education for ethnic minority students and follow up on the EOC's recommendations from the Report of the Working Group on Education for Ethnic Minorities.
- The EOC Chairperson advocated the concept of Universal Design to Members of the Legislative Council's Subcommittee on Improving Barrier Free Access and Facilities for Persons with Disabilities.



3 / 2012

- 平機會公布《有關南亞裔人士對種族之間接觸及歧視經驗研究》的結果。
- 平機會在商業電台推出全新電台環節「奇人歧視週報」，以提高市民對平等機會的認識。
- 平機會舉行「暢通易達公共交通服務」分享會，討論殘疾人士使用公共交通服務時面對的挑戰，並探討提升無障礙公共交通服務的未來路向。
- Findings of the EOC's "Study on Racial Encounters and Discrimination Experienced by South Asians" announced.
- A new segment "Anti-discrimination News Weekly" on Commercial Radio to enhance public understanding on equal opportunities launched.
- The EOC organised a sharing session on accessible public transport services to review the existing challenges faced by people with disabilities and explore the way forward.



對我們工作的認同 Recognition for Our Work



平機會榮獲香港董事學會頒發法定／非分配利潤組織類別的「傑出董事獎」，以表揚平機會管治委員會的優秀管治及專業精神。

The EOC received the Directors of the Year Award in the category of Statutory/Non-profit-distributing Organisation Boards in recognition of excellence in corporate governance and professionalism of the Boards of Directors.

去年以「多元・共融」為題的平機會年報，分別於國際水星獎及國際年報大獎中奪得榮譽獎。

The last EOC Annual Report, under the theme “We As One”, received Honors Awards in the International MERCURY Awards as well as the ARC Awards.



平機會於2011年度香港十大.hk網站選舉，榮獲中小企組優異獎。

The EOC's website was awarded a Merit Prize in the 2011 Top 10.hk Website Competition for the category of SME Group.



平機會與香港電台聯合製作的電視實況劇《非常平等任務》，其中一集榮獲國際曙光獎金獎。

An episode of EOC TV Docu-drama series, “A Mission for Equal Opportunities,” co-produced by RTHK, awarded the Gold Prize at the International Aurora Awards.

平機會以聽障人士為題的短片《聽到與聽不到之間》獲選於聯合國殘疾人電影節中放映。

The EOC's documentary on people with hearing impairment, *Between Hearing and Not Hearing*, selected for screening at the United Nations Enable Film Festival.



平機會獲香港社會服務聯會評定為2011/12年度「同心展關懷」機構。

The EOC named a Caring Organisation for the year 2011/12 by the Hong Kong Council of Social Service.

多元團隊 更具創意
Diversity promotes creativity.





我們的抱負

建設一個沒有歧視、崇尚多元、包容共濟的社會，人人共享平等機會。

為實踐抱負，我們會：

- 與社會各界建立夥伴關係；
- 促進社會人士對平等機會和多元化的關注、認識和接納；
- 進行教育，以預防歧視；
- 執行反歧視條例；及
- 為歧視的受屈者提供途徑，討回公道。

機構使命

平等機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》、《家庭崗位歧視條例》及《種族歧視條例》。

Our Vision

To create a pluralistic and inclusive society free of discrimination, with no barriers to equal opportunity.

We do this by:

- establishing partnerships with all sectors in the community;
- promoting awareness, understanding, and acceptance of diversity and equal opportunities;
- providing education to prevent discrimination;
- enforcing compliance with provisions in the anti-discrimination legislation; and
- providing access to redress for discrimination.

Who We Are

The EOC is a statutory body set up in 1996 to implement the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO) and the Race Discrimination Ordinance (RDO).

我們的工作

- 就根據四條反歧視條例作出的投訴進行調查，並鼓勵雙方調解以解決紛爭
- 為受屈人士提供法律協助
- 宣揚反歧視和平等機會的價值觀及政策
- 推行教育活動和提供資源
- 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

What We Do

- Investigate complaints lodged under the four anti-discrimination ordinances and encourage conciliation between parties in dispute;
- Provide legal assistance to aggrieved persons;
- Promote anti-discrimination and equal opportunity values and policies;
- Develop educational programmes and resources;
- Review legislation and provide guidelines; and
- Conduct research on issues relevant to discrimination and equal opportunities.



我們的價值觀 **Organisational Values**



莫歧視 免違法

Pregnancy discrimination is unlawful.



平機會管治委員會

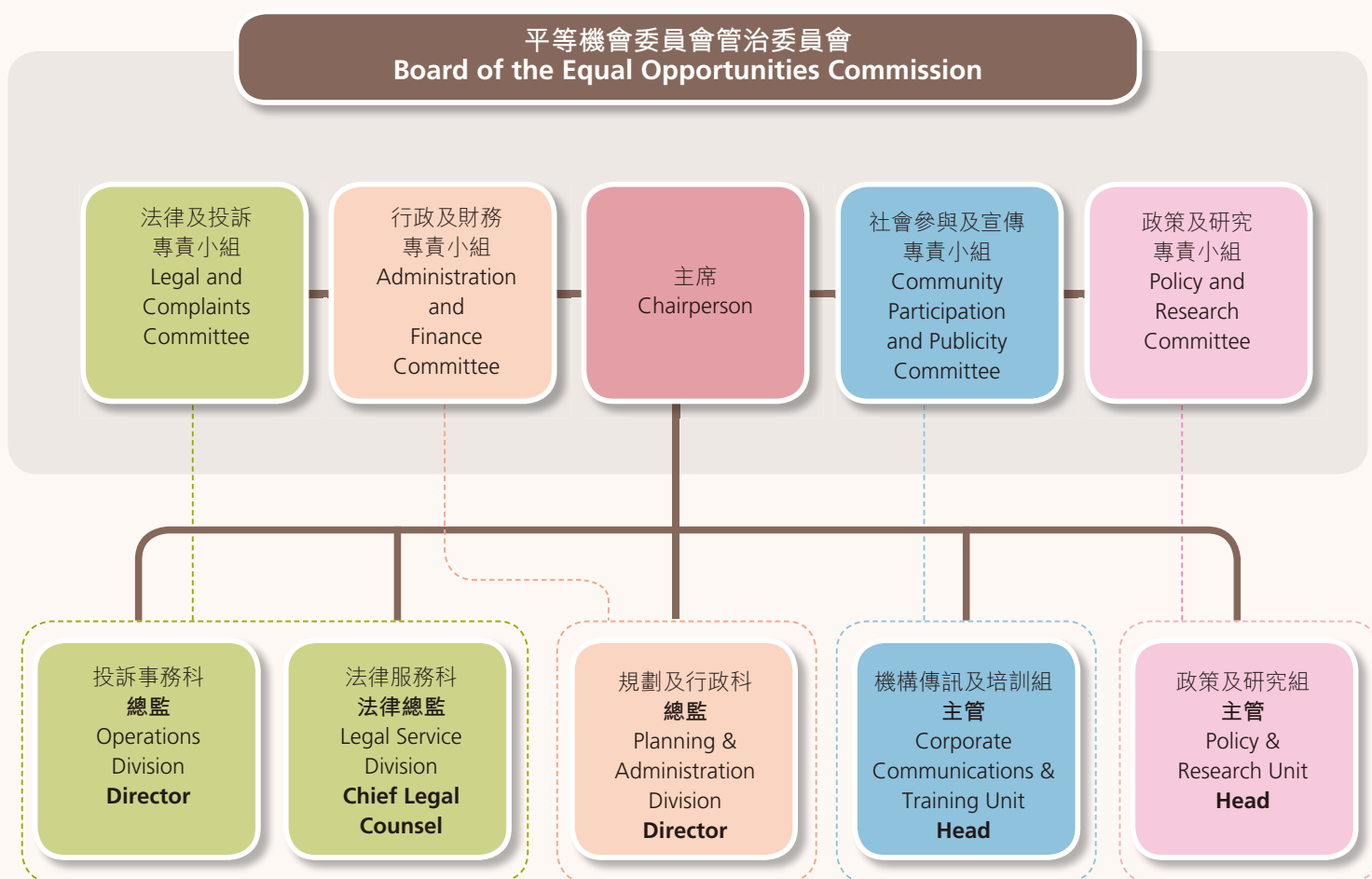
管治委員會目前有1位主席及16名委員，由香港特別行政區行政長官委任，他們來自不同背景，各具不同的專業知識，包括婦女界、復康界、少數族裔、僱主團體、社會服務界、法律專業人士、會計專業人士、學者和社會人士等。各委員積極投入平機會的工作，作出多方面的貢獻，憑藉他們推廣平等機會的熱忱，令反歧視的工作進一步拓展。

EOC Board

The current Board is comprised of a Chairperson and 16 other Members, all appointed by the Chief Executive of the Hong Kong Special Administrative Region. They represent a balance of background and expertise including women, persons with disabilities, ethnic minorities, employment groups, social service sector, legal professionals, accounting professionals, academics, and the community at large. With their devotion and contribution to all aspects of the EOC's work, and their enthusiasm for the promotion of equal opportunities, the EOC's work has gained new momentum.

平等機會委員會辦事處的組織架構(截至2012年3月31日)

Organisational Structure of the Equal Opportunities Commission (as at 31 March 2012)



主席
Chairperson



林煥光先生
Mr LAM Woon-kwong,
GBS, JP



馮檢基議員
The Honourable FUNG Kin-kee, Frederick, SBS, JP
立法會議員
深水埗區議會議員
民協社會服務中心主席
Member, Legislative Council
Member, Sham Shui Po District Council
Chairman, The Hong Kong Association for Democracy and People's Livelihood Social Service Centre

平機會委員
EOC Members



陳嘉敏女士
Ms CHAN Ka-mun,
Carmen, JP
宏福幼兒園、幼稚園暨國際
幼兒學校總校長
Chief Principal of Tivoli
Nursery, Kindergarten and
International Playschool



陳曼琪女士
Ms CHAN Man-ki,
Maggie
陳曼琪律師行一律師
香港中小型律師行協會創會
會長
黃大仙區議會議員
Principal, CMK Lawyers
Founding President, The
Small and Medium Law Firms
Association of Hong Kong
District Councillor, Wong Tai
Sin District Council



趙麗娟女士
Ms CHIU Lai-kuen,
Susanna
利豐發展(中國)有限公司董事
香港會計師公會副會長
青年會計師發展交流協會
創會主席
Director, Li & Fung
Development (China) Ltd.
Vice President, Hong Kong
Institute of Certified Public
Accountants
Founding President, Institute of
Accountants Exchange



蔡杏時女士
Ms CHOI Hing-shi, MH
香港工會聯合會工人醫療所
行政總監
Executive Director, Hong Kong
Federation of Trade Unions
Workers' Medical Clinics



孔美琪博士
Dr KOONG May-kay,
Maggie
維多利亞幼兒園暨幼稚園、
滙江維多利亞學校總校長
婦女事務委員會委員
家庭議會委員
Chief-Principal, Victoria Nurseries
& Kindergartens and Victoria
Shanghai Academy
Member of the Women's
Commission
Member of the Family Council



李鑾輝先生
Mr LEE Luen-fai
新鴻基地產發展有限公司
公共事務總監
Director of Public Affairs,
Sun Hung Kai Properties Ltd.



雷添良先生
Mr LUI Tim-leung, Tim,
BBS, JP
香港羅兵咸永道會計師事務所
會計師及合夥人
香港專業促進會會長
Accountant and Partner,
PricewaterhouseCoopers Hong
Kong
President, Hong Kong
Professionals Advancement
Association



黎雅明先生
Mr Amirali Bakirali
NASIR, JP
律師
黎雅明律師行創辦人
Anjumane Burhani Hong
Kong Dawoodi Bohra
Association 義務秘書
Solicitor
Founder of Nasirs Solicitors
Hon Secretary of Anjumane
Burhani Hong Kong Dawoodi
Bohra Association



伍穎梅女士
Ms NG Wing-mui,
Winnie
九龍巴士董事
路訊通董事會副主席
香港明天更好基金理事委員
Director, Kowloon Motor Bus
Deputy Chairman, RoadShow
Council Member, Better
Hong Kong Foundation



Mr Zaman Minhas
QAMAR
香港國際伊斯蘭會會長
香港巴基斯坦協會主席
香港回教信託基金總會義務
秘書
President, International Islamic
Society
President, The Pakistan
Association of Hong Kong Ltd
Hon Secretary, The Incorporated
Trustees of the Islamic
Community Fund of Hong Kong



曾潔雯博士
Dr TSANG Kit-man, Sandra
香港大學社會工作及社會行政
學系系主任及副教授
社會工作訓練及人力策劃諮詢
委員會成員
社會福利諮詢委員會成員
Department Head & Associate
Professor, Department of Social
Work & Social Administration,
The University of Hong Kong
Member, Advisory Committee
on Social Work Training and
Manpower Planning
Member, Social Welfare
Advisory Committee (SWAC)



謝偉俊議員
The Honourable
TSE Wai-chun, Paul
立法會議員
謝偉俊律師行創辦人及合夥人
Member, Legislative Council
Founder and Partner of
Paul W Tse Solicitors



謝永齡博士
Dr TSE Wing-ling, John,
MH
香港城市大學應用社會
科學系副教授
Associate Professor,
Department of Applied
Social Studies, City University
of Hong Kong



黃嘉玲女士
Ms WONG Ka-ling, Garling
香港女障協進會義務司庫
輝煌復康產品製造有限公司
董事助理
Honorary Treasurer,
Association of Women with
Disabilities Hong Kong
Assistant to Director,
FH Rehabilitation Products
Manufacturing Company
Limited



葉少康先生
Mr YIP Siu-hong, Nelson,
MH
公民教育委員會委員
職業訓練局殘疾弱能人士職業
訓練委員會委員
社會福利署整筆撥款督導
委員會委員
Member of the Committee
on the Promotion of Civic
Education
Member of the Committee
on Vocational Training for
People with Disabilities of the
Vocational Training Council
Member of the Lump Sum
Grant Steering Committee of
the Social Welfare Department

專責小組

平機會管治委員會轄下有四個專責小組，分別負責平機會的不同事務。

Committees

Under the EOC Board, there are four committees appointed to pursue the goals of the Commission.

行政及財務專責小組 Administration and Finance Committee (A&FC)

行政及財務專責小組每季舉行會議一次，職責包括審閱平機會的預算、帳目、運作表現及年報；成立招標委員會和批准他們的建議；決定首長級別員工的人事聘用；和檢討人手需要和行政政策。

The A&FC holds meetings every three months, and its responsibilities include reviewing the EOC's budget, accounts, operational performances, and the annual report; setting up tender boards and approving their recommendations; deciding on personnel matters related to staff employed on the Directorate pay scale; and reviewing staffing and administrative policies.

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

社會參與及宣傳專責小組每季舉行會議一次，負責就加強宣傳、教育、傳媒關係和社會參與等工作提供意見和審閱報告；就與政府、非政府組織、關注團體保持聯繫的方法提供意見；審批由平機會委派其他人士進行的研究或教育項目；和監察社會對平機會工作的回應。

The CPPC holds meetings every three months, and is responsible for advising and receiving reports on measures related to strengthening publicity, education, media relations, and community participation; providing advice on measures to connect with organisations, both government and non-government, as well as concern groups; considering and approving assistance for research or educational projects undertaken by other persons; and monitoring the community's response to the work of the EOC.

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

法律及投訴專責小組每兩月舉行會議一次，負責多種任務包括就香港四條反歧視法例的調解、正式調查、法律協助申請和執行通知提出意見，並作出監察和進行評估。此外，法律及投訴專責小組又會就正式調查和修訂四條反歧視條例等事項提出建議。

The LCC holds meetings every two months, and is responsible for a variety of activities including providing advice, monitoring and evaluating conciliation, formal investigations, applications for legal assistance, and enforcement notices. In addition, the LCC makes recommendations on issues relating to formal investigations and on proposals for amending the four anti-discrimination ordinances.

政策及研究專責小組 Policy and Research Committee (PARC)

政策及研究專責小組每兩月舉行會議一次，負責帶引平機會的政策及研究工作，包括就政策分析及所倡議的觀念提出意見；審批各項研究和培訓教材套項目；和審閱政策及研究的報告。

The PARC holds meetings every two months, and is responsible for directing the EOC's policy and research efforts, which include advising on policy analysis/advocacy; considering and approving research and training modules; and evaluating policy and research reports.

平等機會委員會4個專責小組成員名單如下(截至2012年3月31日)：

Memberships of the four committees (as of 31 March 2012) are as follows:

法律及投訴專責小組	Legal and Complaints Committee
李鑾輝先生(召集人)	Mr LEE Luen-fai (Convenor)
黎雅明先生(副召集人)	Mr Amirali Bakirali NASIR, JP (Deputy Convenor)
陳曼琪女士	Ms CHAN Man-ki, Maggie
蔡杏時女士	Ms CHOI Hing-shi, MH
曾潔雯博士	Dr TSANG Kit-man, Sandra
謝偉俊議員	The Hon TSE Wai-chun, Paul
葉少康先生	Mr YIP Siu-hong, Nelson, MH
林煥光先生	Mr LAM Woon-kwong, GBS, JP

行政及財務專責小組	Administration and Finance Committee
趙麗娟女士(召集人)	Ms CHIU Lai-kuen, Susanna (Convenor)
陳嘉敏女士(副召集人)	Ms CHAN Ka-mun, Carmen, JP (Deputy Convenor)
李鑾輝先生	Mr LEE Luen-fai
雷添良先生	Mr LUI Tim-leung, Tim, BBS, JP
謝永齡博士	Dr TSE Wing-ling, John, MH
林煥光先生	Mr LAM Woon-kwong, GBS, JP

社會參與及宣傳專責小組	Community Participation and Publicity Committee
黃嘉玲女士(召集人)	Ms WONG Ka-ling, Garling (Convenor)
蔡杏時女士(副召集人)	Ms CHOI Hing-shi, MH (Deputy Convenor)
孔美琪博士	Dr KOONG May-kay, Maggie
雷添良先生	Mr LUI Tim-leung, Tim, BBS, JP
伍穎梅女士	Ms NG Wing-mui, Winnie
謝偉俊議員	The Hon TSE Wai-chun, Paul
謝永齡博士	Dr TSE Wing-ling, John, MH
林煥光先生	Mr LAM Woon-kwong, GBS, JP
宣張群芳女士(增選委員)	Ms CHEUNG Kwan-fong (Co-opted Member)
莊陳有先生(增選委員)	Mr CHONG Chan-yau (Co-opted Member)
周永康先生(增選委員)	Mr CHOW Wing-hong, Alvin (Co-opted Member)

政策及研究專責小組	Policy and Research Committee
馮檢基議員(召集人)	The Hon FUNG Kin-kee, Frederick (Convenor)
謝永齡博士(副召集人)	Dr TSE Wing-ling, John, MH (Deputy Convenor)
陳嘉敏女士	Ms CHAN Ka-mun, Carmen, JP
孔美琪博士	Dr KOONG May-kay, Maggie
黎雅明先生	Mr Amirali Bakirali NASIR, JP
黃嘉玲女士	Ms WONG Ka-ling, Garling
葉少康先生	Mr YIP Siu-hong, Nelson, MH
Mr Zaman Minhas QAMAR	Mr Zaman Minhas QAMAR
林煥光先生	Mr LAM Woon-kwong, GBS, JP
陳美潔女士(增選委員)	Ms CHAN Mei-kit, Maggie (Co-opted Member)
苗澤文先生(增選委員)	Mr Behzad MIRZAEI (Co-opted Member)
劉丹娜女士(增選委員)	Ms Agnes LAU (Co-opted Member)

有關上述四個專責小組的詳細職權範圍，請瀏覽平等機會網站：

For complete terms of reference of the above four committees, please refer to the EOC website: www.eoc.org.hk/eoc/graphicsfolder/showcontent.aspx?content=organization

平機會定期及特別會議的出席記錄(截至2012年3月31日)

Attendance Record of Regular and Special EOC Meetings (up to 31 March 2012)

整體出席率超過78% Overall attendance was over 78%

	委員 Members	16/6/2011 定期會議 Regular	19/8/2011 特別會議 Special	15/9/2011 定期會議 Regular	15/12/2011 定期會議 Regular	15/3/2012 定期會議 Regular
1	林煥光先生(主席) Mr LAM Woon-kwong, GBS, JP (Chairperson)	✓	✓	✓	✓	✓
2	陳嘉敏女士 Ms CHAN Ka-mun, Carmen, JP	缺席 Abs.	缺席 Abs.	✓	缺席 Abs.	✓
3	陳曼琪女士 Ms CHAN Man-ki, Maggie	✓	✓	缺席 Abs.	✓	✓
4	趙麗娟女士 Ms CHIU Lai-Kuen, Susanna	✓	✓	✓	✓	✓
5	蔡杏時女士 Ms CHOI Hing-shi, MH	✓	缺席 Abs.	✓	✓	✓
6	馮檢基議員 The Hon FUNG Kin-kee, Frederick, SBS, JP	✓	✓	✓	缺席 Abs.	✓
7	孔美琪博士 Dr KOONG May-kay, Maggie	✓	缺席 Abs.	✓	✓	缺席 Abs.
8	李鑾輝先生 Mr LEE Luen-fai	✓	✓	缺席 Abs.	✓	✓
9	雷添良先生 Mr LUI Tim-leung, Tim, BBS, JP	✓	✓	缺席 Abs.	✓	缺席 Abs.
10	黎雅明先生 Mr Amirali Bakirali NASIR, JP	✓	缺席 Abs.	缺席 Abs.	缺席 Abs.	✓
11	伍穎梅女士 Ms NG Wing-mui, Winnie	✓	✓	✓	✓	✓
12	Mr Zaman Minhas QAMAR	✓	缺席 Abs.	✓	✓	✓
13	曾潔雯博士 Dr TSANG Kit-man, Sandra	✓	缺席 Abs.	✓	✓	✓
14	謝偉俊議員 The Hon TSE Wai-chun, Paul	✓	✓	✓	缺席 Abs.	✓
15	謝永齡博士 Dr TSE Wing-ling, John, MH	✓	✓	✓	✓	✓
16	黃嘉玲女士 Ms WONG Ka-ling, Garling	✓	✓	✓	✓	✓
17	葉少康先生 Mr YIP Siu-hong, Nelson, MH	✓	✓	缺席 Abs.	✓	✓

* Abs. = Absent

請參閱附錄1(第125頁)平機會專責小組定期會議的出席記錄

Attendance Record of Regular EOC Committee Meetings is at Appendix 1 (see page 125)

註： 若委員連續兩次缺席會議，秘書處會給予書面提示。

Note: A reminder is issued to Members who have been absent for two consecutive meetings.

2011年度傑出董事獎

平機會在2011年11月榮獲「傑出董事獎」(法定／非分配利潤組織類)。這個年度獎項是由香港董事學會舉辦，是對平機會管治委員會的優秀管治及專業精神給予肯定，有賴他們的努力和貢獻，平等機會觀念在日常生活中日益受重視。

2012年6月，平機會主席林煥光先生應香港董事學會邀請，於2012年度董事獎啟動儀式上，分享平機會管治委員會的管治經驗，及平機會委員在追求持續專業發展上作出的相應措施。有超過120位來自不同行業及界別的賓客出席當日活動。

Directors of the Year Awards 2011

In November 2011, the EOC received the Directors of the Year Award in the category of Boards of Statutory/Non-profit-distributing Organisations. The annual award, organised by the Hong Kong Institute of Directors (HKIoD), recognised the excellence in corporate governance and professionalism of the Commission's Board of Directors, which has contributed to the gradual improvement in equal opportunities in everyday life.

The EOC Chairperson, Mr. Lam Woon-kwong, was invited by the HKIoD to share the EOC Board's experience in corporate governance as well as the Commission's initiatives in pursuing continuous professional development for its directors at the Launch Reception of the Directors of the Year Awards 2012 in June. Over 120 guests from different industries and sectors attended the event.

平等機會委員會年報

於2011年12月，平機會以「多元 • 共融」為題的《平等機會委員會年報》獲得了國際年報大獎(ARC)「非牟利機構」類別的「榮譽獎」。國際年報大獎是一個獨立獎項組織，其宗旨是嘉許在傳訊方面具新穎創意的作品。去年比賽有超過31個國家及地區的21,000份作品參加，而每個類別只設金、銀、銅和榮譽獎各一個。這次是《平等機會委員會年報》第二度獲得國際獎項。

EOC Annual Report

In December 2011, the EOC's Annual Report, with the theme, "We as ONE", was named an Honors Award recipient at the ARC Awards. The ARC ("Annual Report Competition") Awards is an international, independent awards organisation dedicated to honoring innovation and creativity in the communications fields. In 2011, there were 21,000 entries from 31 countries, with only one recipient each of a Gold, Silver, Bronze, and Honors Award per category. This is the second international award the EOC has received for the Annual Report.



政府與平機會的關係

平機會雖然受香港政府資助，但在運作上乃獨立於政府。《性別歧視條例》第63(7)條規定，平機會「不得被視為政府的僱員或代理人，亦不得被視為享有政府的任何地位、豁免權或特權。」因此，平機會在管理、運作和預算上享有自主權。與此同時，平機會有責任確保其運作、行政及管理制度與常規，都以最有效且審慎的方式運用政府資源。

政府與平機會的工作關係框架已於《行政安排備忘錄》(《備忘錄》)中列出。《備忘錄》的條文是根據平機會在使用資金方面享有自主權及彈性的原則而寫成。平機會與政制及內地事務局(即負責平機會事宜的政策局)舉行定期會議，檢視平機會的工作進度。平機會又向政制及內地事務局提交每月開支報告、已審核帳目，以及有關財務及運作表現的每季工作進度報告，供其審閱。

早前，平機會獲國內順德政府邀請，分享香港平等機會委員會作為一個法定機構的運作模式及與政府的工作關係。順德於2011年啟動社會體制綜合改革，建議成立法定機構以提供公共服務。是次分享會吸引了超過100名領導層官員參加。



Relationship between the Government and the EOC

Although subvented by the Hong Kong Government, the EOC operates independently in carrying out its tasks and duties. As per Section 63(7) of the Sex Discrimination Ordinance, the EOC “shall not be regarded as a servant or agent of the Government or as enjoying any status, immunity or privilege of the Government”. Accordingly, the EOC has autonomy over the management and control of its activities and budget. At the same time, it has the responsibility to ensure that its operational, administrative, and management systems and practices reflect the most effective and prudent use of government subventions.

The framework for the working relationship between the Government and the EOC is laid out in the Memorandum of Administrative Arrangements (MAA). The provisions of the MAA are based on the principle that the EOC should have autonomy and flexibility in how to use its funds. The EOC holds regular progress review meetings with the Constitutional and Mainland Affairs Bureau (CMAB), the focal point of contact between the Government and the EOC. The EOC also provides monthly expenditure reports and audited accounts, as well as quarterly progress review reports, on its financial position and operational performances to the CMAB for its review.

The EOC was invited by the Government of Shunde, China to share the Commission’s experience on its operations and its relationship with the government as a statutory body. The Government of Shunde started comprehensive reforms on its provision of public services in 2011, with a proposal to set up statutory organisations to provide such services. Over 100 leading officials of Shunde attended the sharing session.

保持高透明度

平機會認為高透明度是良好機構管治的要素，故一直以開放態度向市民和持份者提供有關平機會工作表現和運作情況的資料。我們除定期召開記者簡報會以提供最新資料外，亦透過平機會網站發放平機會會議記錄。此外，網站也會登出聲明、新聞稿及其他刊物包括年報，讓市民瞭解平機會的工作。為加強透明度，平機會主動披露平機會委員的會議出席紀錄。我們又透過網站、印刷本通訊和每月的平機會電子通訊，定期報告我們的工作情況。印刷本通訊每期向公眾發放超過80,000份。而透過電郵接收平機會電子通訊的用戶約4,500個，包括行政及立法會議員、區議員、領事館、非政府組織、關注團體、傳媒機構、少數族裔組織、學校及其他相關持份者等。

操守標準

作為向市民提供服務的法定機構，具備良好聲譽極為重要。這聲譽得靠平機會的僱員維持，也從他們的工作反映出來。平機會的員工必須遵守機構的「行為守則」。守則列出可接受的專業行為標準、相關法律責任和如何處理機密資料及投訴等問題的指引。所有平機會員工甫上任便知悉守則內容，並可隨時透過平機會的內聯網重溫。此外，平機會採納「雙層」的利益申報機制。



Transparency to Our Community

The EOC values transparency as a key characteristic of good corporate governance, and has endeavoured to provide information relating to our performance and operations in an open manner to the public and our stakeholders. We hold regular press briefings to provide timely information. The minutes of the EOC meetings can be found on our website, in addition to our press statements, press releases, and other publications including our annual report. To advance a corporate culture of openness, the EOC voluntarily discloses the attendance records of EOC meetings. We also report updates on our operations regularly through channels such as our website, our printed newsletters, and electronic news. Over 80,000 copies of each issue of our printed newsletters are widely distributed to the public. In addition, each issue of the EOC e-News is sent by email to around 4,500 recipients, including Members of the Executive Council and Legislative Council, District Councillors, Consulates, non-government organisations, concern groups, media organisations, ethnic minority groups, schools, and other relevant stakeholders.

Standard of Conduct

As a statutory body which deals with and provides services to the public, good reputation and standing is extremely important. This reputation and standing is dependent upon, and reflected through, the EOC's employees. The EOC staff members are required to comply with a Code of Conduct, which sets out the standard of acceptable professional behaviour, relevant legal obligations, and guidelines on issues such as confidentiality and handling complaints. All

EOC staff members are briefed on the Code upon their commencement of duties at the EOC, and may access the document with ease through the EOC's intranet at any time. In addition, the EOC has adopted the two-tier reporting system on declaration of interest requirement when applicable.

財政監控

作為獨立的法定機構，平機會按照「適度和保守原則」使用公帑。平機會內的採購程序以《採購物品及服務手冊》（《手冊》）為指引。經平機會管治委員會委員組成的工作小組審議後，《手冊》已獲得平機會管治委員會通過。

平機會致力確保採購程序保持高度透明和問責，以公平及價錢合理的原則進行採購。所有使用者和負責採購的員工都必須確保所購物品在下述三方面都物有所值－經濟（價錢最低）、效率（改善生產力）及效益（達到預期目的）。

內部監控

平機會有一套內部監控模式，目的在於提高工作效率、確保符合既有政策，和評估其效益。平機會編製了有關工作的程序手冊，並保持審慎的財政管理，和在可行的情況下執行節約措施。平機會認為目前的內部監控機制既充足亦具透明度。

平機會員工經常在所屬科／組舉行會議，以確保工作上不同的意見和其他相關事情得以有效和迅速處理。高層職員會議確保管理層定期得知平機會內的最新情況，以便各科／組能通力合作處理。平機會各專責小組每季向平機會管治委員會提交報告，以便管治委員會掌握會務的最新發展。

Our Financial Controls

The EOC, as an independent and statutory organisation, applies the “moderate and conservative principle” when spending public money. The procurement process within the EOC is guided by the Procurement of Stores and Services Manual (PSSM). The PSSM was endorsed by the EOC Board after consideration by the Working Group composed of EOC Board Members.

The EOC endeavours to ensure that the purchasing process is carried out in a competitive and equitable manner while keeping the process transparent and accountable. All users and staff members responsible for the purchase ensure that the purchases represent value for money by focusing on three main aspects of performance – economy (minimising cost), efficiency (improving productivity), and effectiveness (achieving objectives).

Internal Controls

The EOC has in place a structure of internal controls, with the goal of promoting operational efficiency, ensuring adherence to the policies in place, and assessing their effectiveness. The EOC has created procedure manuals for activities related to the performance of our duties, maintains prudent financial management, and undertakes cost reduction measures whenever possible. The EOC considers that the current mechanism is both sufficient and transparent for the purposes of internal control.

The EOC staff members meet frequently within their respective divisions/units to make certain that ideas and issues relating to the performance of duties are effectively and promptly handled. Senior staff meetings ensure that the management are regularly updated on any arising concern across the Commission and facilitate synergy across the divisions/units. Quarterly reports by respective EOC Committees are made to keep the EOC Board abreast of developments.

行政及財務專責小組負責審閱平機會的財政資料及運作表現。該小組審閱平機會的全年預算草案後，會提交給平機會管治委員會。同時，又會向管治委員會提交每季的進度報告、每季財政報表，以及在財政年度結束時提交固定資產狀況報告。平機會管治委員會負責審閱平機會的全年預算草案、半年財政狀況報告和通過已審核的財務報表。

獨立制衡措施

根據《性別歧視條例》附表6第18條，平機會須委任核數師，我們於2011/12財政年度所委任的核數師是畢馬威會計師事務所。平機會雖然是獨立的法定機構，但根據《行政安排備忘錄》規定，我們需向作為平機會管制人員的政制及內地事務局定期匯報和提交資料。政制及內地事務局常任秘書長可以「管制人」身份隨時查閱平機會的記錄和帳目（但不包括平機會投訴個案的個人資料或受法治精神所定義及／或規管的特許保密事宜）。平機會有責任向政制及內地事務局常任秘書長解釋任何收入、支出或保管政府資助金額的事宜。

此外，審計署署長可在任何一個財政年度進行審計，查看平機會在運用資源時是否有履行其職務或行使權力，並是否合乎經濟、是否高效率及具效益。審計署署長如認為有合理需要，有權查閱平機會的記錄和文件。

The Administration and Finance Committee (A&FC) is in charge of reviewing the EOC's financial information and operational performance. The A&FC reviews the EOC's draft annual budget before submission to the EOC Board, the quarterly progress review reports, the quarterly financial statements, and the position of its fixed assets as at the fiscal year end. The EOC Board reviews the EOC's draft annual budget, the half-yearly reports on its financial position, and endorses the audited financial statements.

External Checks and Balances

KPMG is the EOC's external auditor for the financial year 2011/12. Their appointment was in accordance with Section 18 of Schedule 6 to the Sex Discrimination Ordinance (SDO). Although it is an independent statutory body, the EOC is subject to regular reporting and provision of information to its Controlling Officer, the CMAB, as laid out by the MAA. The Permanent Secretary for Constitutional and Mainland Affairs (PSCMA) has unhindered access to the records and accounts of the EOC as the Controlling Officer, but this does not include personal data pertaining to the EOC's complaint cases or privileged matters as defined and/or governed by the rule of law. The EOC is obliged to explain to the PSCMA any matters relating to the receipt, expenditure, or custody of any money derived from the subvention.

In addition, the Director of Audit may, in respect of any financial year, conduct an examination into the economy, efficiency, and effectiveness with which the EOC has expended its resources in performing its functions and exercising its powers. The Director of Audit has a right of access to the EOC's records and documents as he considers reasonably necessary.

持續檢討 力求進步

平機會致力不斷改善服務表現，因此，邀請了政府的效率促進組協助檢討平機會的投訴處理程序，以提升效率及效益，務求令市民更滿意我們的服務，檢討於2011年6月完成。效率促進組作出建議，包括：(a)盡快切入調解，例如：未展開全面調查前，先進行「提早調解」，以解決歧視糾紛。這方法靈活、不拘形式，只需徵得涉事者同意，在任何調查階段（包括調查前或調查中途）都可進行提早調解；(b)確保調查工作具成本效益，例如：調查目的只限於決定案件應否進行調解或終止調查，以及盡早為一些較複雜的案件徵詢法律意見，以規劃未來的調查方向；(c)進行顧客服務滿意度調查。平機會已落實這些建議，以進一步加強我們的服務。

平機會對內部指引，例如：《處理查詢及投訴內部執行程序手冊》、《人力資源及行政手冊》和採納廉政公署意見而編寫的《採購物品及服務手冊》不時進行檢討；在平衡涉及的風險及運作效率後，《採購物品及服務手冊》採用了外聘顧問《符規及管理研究報告》中的建議，簡化購買總額\$50,000以下物品的採購程序；亦會根據員工意見來改善工作效率。

Continuous Review and Improvement

The EOC is committed to continuously improving our performance. The EOC has invited the Efficiency Unit of the Hong Kong Government to review its complaint handling procedures with a view to improving efficiency and effectiveness as well as enhancing customer satisfaction. The review was completed in June 2011 and a number of recommendations were made including (a) using fast-track conciliation, i.e. the use of early conciliation as a tool for settling discrimination disputes before embarking on full investigations. This method is more informal and flexible, and it can be conducted at any stage before or during the process of investigation provided the parties involved agree; (b) ensuring the cost-effectiveness of investigations, i.e. to confine the purpose of investigation to decide on whether the case should proceed to conciliation or be discontinued, as well as to seek early legal advice for complicated complaint cases in order to map out the direction of the investigation; (c) conducting customer satisfaction survey. The EOC has implemented these recommendations to further strengthen its services.

Internally, the EOC conducts continuous reviews of its guidelines and manuals, such as the Internal Operating Procedures on Handling Complaints and Enquiries, the Human Resources and Administration Manual (HRAM), and the Procurement of Stores and Services Manual (PSSM). The PSSM has incorporated suggestions from the Independent Commission Against Corruption. In addition, the PSSM also adopted the recommendation of an external consultant, PricewaterhouseCoopers (PwC) in the Management and Compliance Study Report commissioned by the EOC to streamline its procurement procedures for purchases below the value of \$50,000 balancing the risks involved and operational efficiency. The EOC also endeavours to enhance its performance continuously through initiatives based on suggestions from staff.

平機會管治委員會集思會 於2012年1月舉行

於2012年1月7日，平機會管治委員會在平機會辦公室舉行集思會，檢視及評估平機會的服務表現，並為未來方向及策略作出規劃。集思會識別出平機會當前的主要挑戰及首要處理的範疇。大家一致認同，平機會在倡議人權問題上扮演更積極的角色，也會關注一些不屬平機會司法權限的課題。平機會繼續爭取政府及其他持份者的支持，這是我們重要的工作。平機會的相關專責小組負責制擬行動方案，以落實集思會的建議。

服務表現

查詢

與平機會工作有關的查詢可以電話、親臨或書面方式進行。數字顯示，最多人透過電話作出查詢一佔全部的86%。各類查詢方法的服務表現指標為95%；並且全部都已達標（總數：9,376），實際表現率達100%。經進一步檢視指標後，我們於2012年1月1日起取消「回覆簡單書面查詢」的服務承諾，因為過去幾年涉及簡單問題查詢的個案數字不多，大多數查詢都屬複雜的書面查詢。

The EOC Board's Brainstorming Session held in January 2012

On 7 January 2012, the EOC Board's brainstorming session was held at the EOC Office to take stock of the Commission's current performance and to map out future directions and strategies. During the session, major challenges faced by the EOC and areas requiring its priority attention were identified. There was a consensus that the EOC would play a more active role in advancing human rights including those currently outside the EOC's remits and that the Commission would continue to solicit support from the Government and other stakeholders, which are of importance to the EOC's work. Relevant EOC Committees were also tasked to draw up action plans to take forward the initiatives identified.

Performance Pledge Results

Enquiries

This figure covers enquiries related to the EOC's work by telephone, in person and in writing. The largest category by a wide margin is telephone enquiries – 86% of the total. In all categories, the performance target was set at 95% which was met in all cases (total: 9,376), with an actual performance rating of 100%. Further to a review on the targets, the pledge of "reply to written enquiries on simple issues" was removed with effect on 1 January 2012 due to the fact that only a very small number of cases involving simple issues were received in the past few years, and that most of the written enquiries received were complex in nature.



對歧視投訴個案採取的行動

行動包括對書面投訴作出初步回應、會見要求約見的投訴人、和完成處理投訴個案。前兩類的目標回應時間(即三至五個工作天內)回覆均100%達標；而第三類(即六個月內)回覆則82%達標，超越了預定的表現目標(75%)。至於平機會未能在目標回應時間內完成的個案，原因可能是個案性質複雜、有關人士要求較長時間回應提問或考慮調解條款，或個案有其他新發展等。

法律協助

法律協助的目標包括就法律協助申請作出決定，並把結果通知申請人。這項服務的標準為三個月，服務表現目標定為85%。服務已達標，而實際表現率為97%。

公眾教育及宣傳

這類別再分為三類。第一分類包括回應市民要求的時間：舉辦講座(6星期)、索取刊物(3日)和團體探訪(5日)。服務表現目標為95%。全部服務都已超過目標，全都是100%達到時間目標。

第二分類為舉辦主要宣傳活動，目標為一年內舉辦60項活動。這年度已舉辦了共99項活動，目標達到。

第三分類關乎參加了平機會培訓課程人士的評估，服務的滿意率為80%；而實際滿意率接近100%。

Action on Discrimination Complaint Cases

This includes initiating action on written complaints, interviewing a complainant who has asked for an appointment, and concluding a complaint case. In the first two categories, the target response time (within 3 or 5 working days respectively) was met 100% of the time, and in the third, within 6 months 82% of the time, surpassing the performance target of 75%. In instances where the target response time was exceeded, the reasons may be due to the complexity of the case, the length of time required by parties to respond to enquiries or consider conciliation terms, or other new developments which were unveiled in the course of investigation.

Legal Assistance

This involves making a decision and informing an applicant of the outcome of an application for legal assistance. The service standard was set at three months, and the performance target of 85% was well met with actual performance at 97%.

Public Education and Promotion

This category has three sub-categories. The first involves time goals for meeting requests for talks (six weeks), publications (three days), and guided group visits (five days). The performance target of 95% was exceeded in each case, with all time targets being met 100% of the time.

The second category involves convening major promotional events. The 12-month goal of organising a total of 60 activities was met, as 99 activities were carried out.

The third category deals with feedback from participants in EOC training programmes. The performance target was set at 80%. The actual performance was almost 100%.

平機會服務承諾2011年4月1日至2012年3月31日
EOC's Performance Pledge from 1 April 2011 to 31 March 2012

	服務標準 Service standard	服務表現目標 Performance Target	實際表現 Actual Performance	
			(百分比) (Percentage)	(數字) (Number)
查詢 Enquiry				
在辦公時間內回覆電話查詢 Answer telephone enquiries during office hours	即時 Immediately	95%	100%	總數： Total: 8,076
接見到辦事處查詢的人士 Interview a walk-in enquirer at EOC office	30分鐘內 within 30 minutes	95%	100%	總數： Total: 271
回覆簡單的書面查詢 Reply to written enquiries on simple issues (由於過去幾年的個案數字不多，這項服務承諾已從2012年1月1日取消。 This pledged target was removed effective from 1.1.2012 due to the small number of cases involving simple issues received in the past years.)	5工作天內 within 5 working days	95%	不適用 N/A	總數： Total: 0
回覆複雜的書面查詢 Reply to written enquiries on complex issues	14工作天內 within 14 working days	95%	100%	總數： Total: 1,029
投訴 Complaint				
對書面投訴作出初步回應 Initiate action on a written complaint	3工作天內 within 3 working days	100%	100%	總數： Total: 852
經預約安排，接見有意提出投訴的人士 Interview a prospective complainant asking for an appointment	5工作天內 within 5 working days	95%	不適用 N/A	總數： Total: 0
完成處理投訴個案 Conclude a complaint case	6個月內 within 6 months	75%	82%	總數： Total: 927
法律協助 Legal Assistance				
審批法律協助的申請並回覆申請者 Make a decision and inform an applicant of the outcome of application for legal assistance	3個月內 within 3 months	85%	97%	總數： Total: 66
公眾教育及宣傳 Public Education and Promotion				
安排有關平等機會課程及法例的講座 Meet requests for talks on equal opportunity issues and legislation	6星期內 within 6 weeks	95%	100%	總數： Total: 364
處理市民以郵寄或傳真方式索取平機會刊物 Meet requests by mail or fax for EOC publications	3工作天內 within 3 working days	95%	100%	總數： Total: 1,745
回應團體探訪要求 Meet requests for guided group visits	5工作天內 within 5 working days	95%	100%	總數： Total: 28
舉辦主要宣傳活動 Convene major promotional events	12個月內 within 12 months	60項活動 60 activities	100%	總數： Total: 99
參加者對平機會舉辦的培訓服務感到滿意 Participants satisfied with the training services provided by the EOC	滿意 satisfactory	80%	接近100% almost 100%	總數： Total: 5,346

病假屬法定權益

Sick leave is a statutory entitlement.



背景

香港的四條反歧視法例（即《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》和《種族歧視條例》）禁止基於性別、懷孕和婚姻狀況的歧視；性騷擾；殘疾歧視、殘疾騷擾和中傷；家庭崗位歧視；種族歧視、騷擾和中傷等違法行為。

各條例有關僱傭範疇的條文，不僅保障僱員，也保障求職人士和合約員工。條例又涵蓋職業介紹所、成為合夥人、加入專業團體和工會等活動。至於有關非僱傭範疇的條文，涵蓋的範疇包括教育、提供貨品或服務、參加會社和體育活動、處所的處置和政府活動等。

處理投訴程序

若有人認為自己在法例保障的範疇內受到歧視，可親自或透過代表向平機會作出書面投訴。平機會調查投訴時，會研究與個案相關的資料，雙方也有充分機會作出回應和反駁。在認為合適的情況下，平機會將致力透過調解解決問題，協助涉事雙方達成和解。若無法達成和解，投訴人可向平機會申請其他方式的協助。平機會將審視每宗申請，考慮有否涉及原則問題，和申請人在沒有協助下自行處理個案的能力。平機會提供的協助包括：法律意見、法律協助或其他平機會認為適當的協助。

Background

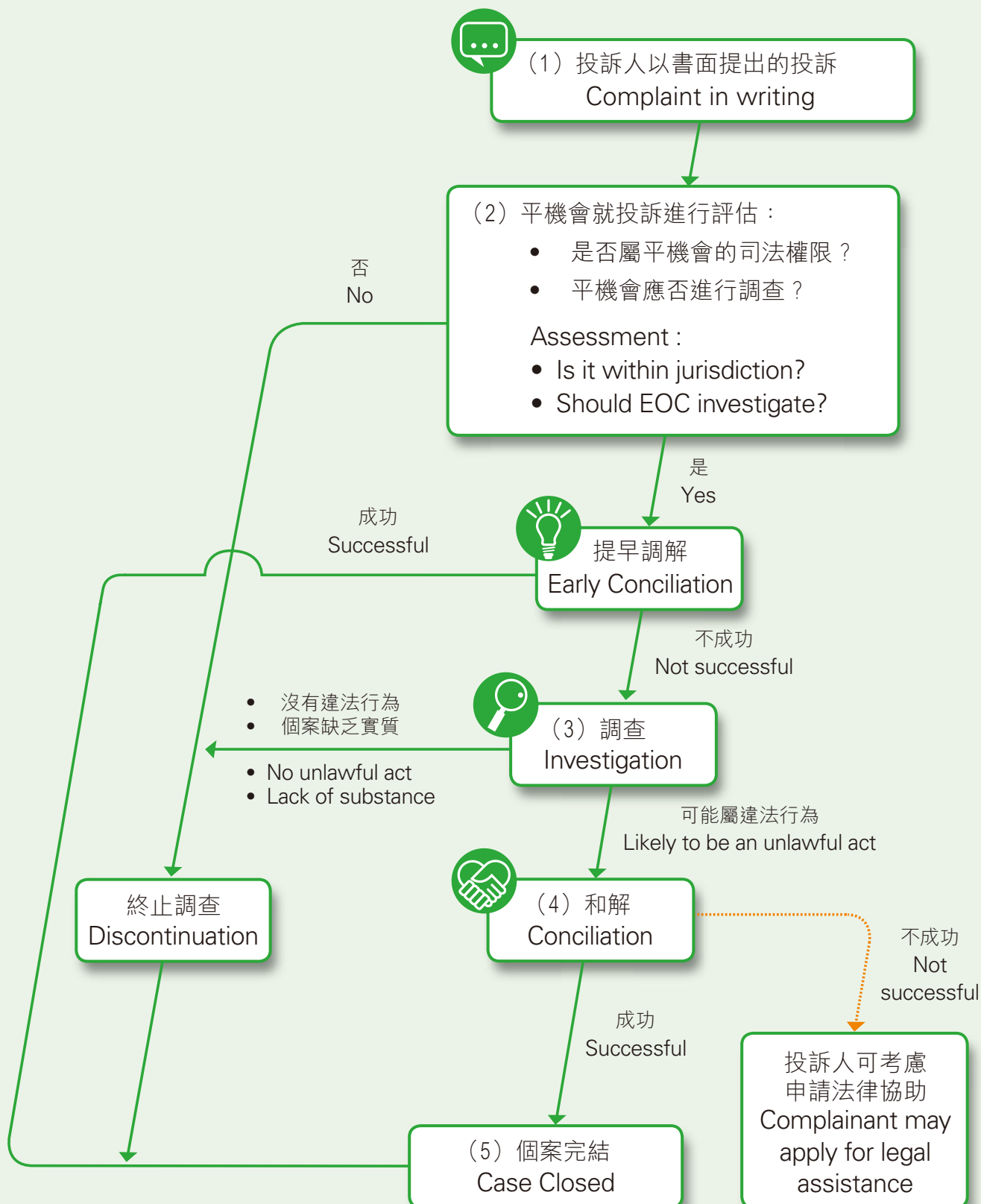
Hong Kong's four anti-discrimination ordinances, namely the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO) and the Race Discrimination Ordinance (RDO), prohibit unlawful behaviours such as discrimination on the grounds of sex, pregnancy, and marital status; sexual harassment; disability discrimination, harassment and vilification; family status discrimination; and racial discrimination, harassment and vilification.

The employment-related provisions of the ordinances provide protection not only to employees, but also to job applicants and contract workers. They also cover activities relating to employment agencies and admission to partnerships, professional bodies and trade unions. The non-employment-related provisions cover areas such as education, the provision of goods or services, participation in clubs and sporting activities, the management of premises, and government activities.

Complaint Handling Procedure

Those who feel that they have been discriminated against on protected grounds can lodge a complaint in writing, either personally or through a representative, with the EOC. When investigating the complaint, information relevant to the case will be examined and parties will be given adequate opportunities to respond and rebut. When it is considered appropriate, we endeavour to resolve the matter through conciliation, helping the parties involved to reach a settlement. If a settlement cannot be reached, the complainant may apply to the EOC for other forms of assistance. We look at each application individually, considering issues of principle, as well as the ability of the applicant to deal with the case unaided. Assistance granted can include advice, legal assistance, or any other forms of assistance deemed appropriate.

向平機會提出投訴
Taking a Complaint to the EOC



共處理16,808宗查詢

查詢服務是平機會的重要工作之一。2011/12年度，我們處理了16,808宗查詢：其中8,076宗屬一般查詢，8,732宗屬具體事項查詢。大多數人透過電話熱線作出查詢，其次分別是書面查詢及親臨平機會與職員面談。

一般查詢是指問及有關平機會活動和反歧視法例的條文；而具體事項查詢是指查詢的情節或事件有可能變成投訴。在收到的8,732宗具體事項查詢中，2,114宗與《殘疾歧視條例》有關，955宗與《性別歧視條例》有關，386宗與《種族歧視條例》有關和209宗與《家庭崗位歧視條例》有關；其餘5,068宗則屬其他範疇的查詢（表1）。

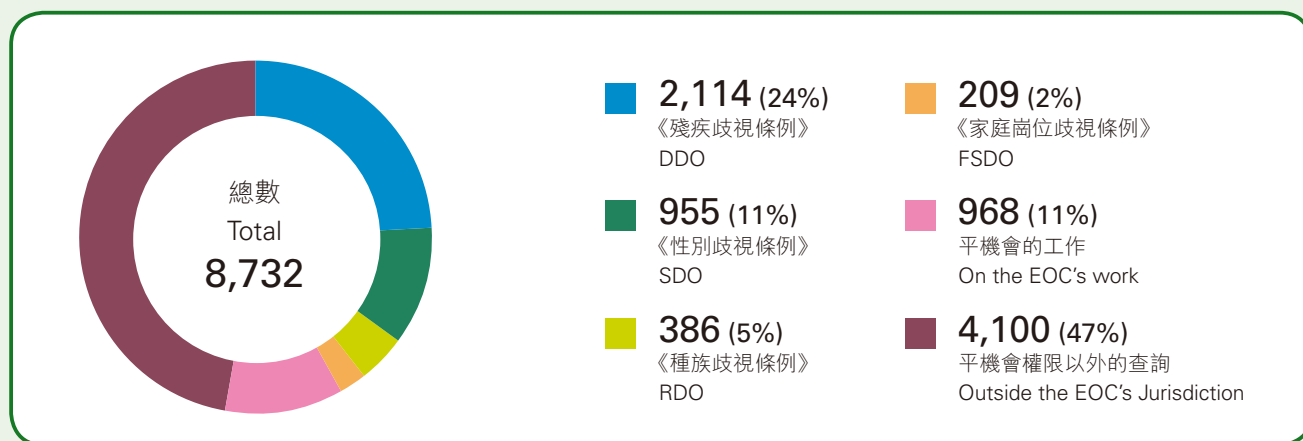
16,808 Enquiries Handled

Our enquiry service is an important aspect of our work. In 2011/12, we handled 16,808 enquiries: 8,076 general enquiries and 8,732 on specific situations. The largest proportion of enquiries is made through our telephone hotline, followed by writing and face-to-face interviews respectively.

General enquiries relate to questions on our activities and the provisions of the anti-discrimination laws, while specific enquiries cover questions on scenarios or incidents that may become complaints. Of the 8,732 specific enquiries received, 2,114 were related to the DDO, 955 to the SDO, 386 to the RDO and 209 to the FSDO, while the remaining 5,068 were about other issues (Figure 1).

表1：已處理8,732宗具體事項查詢

Figure 1: 8,732 Specific Enquiries Handled



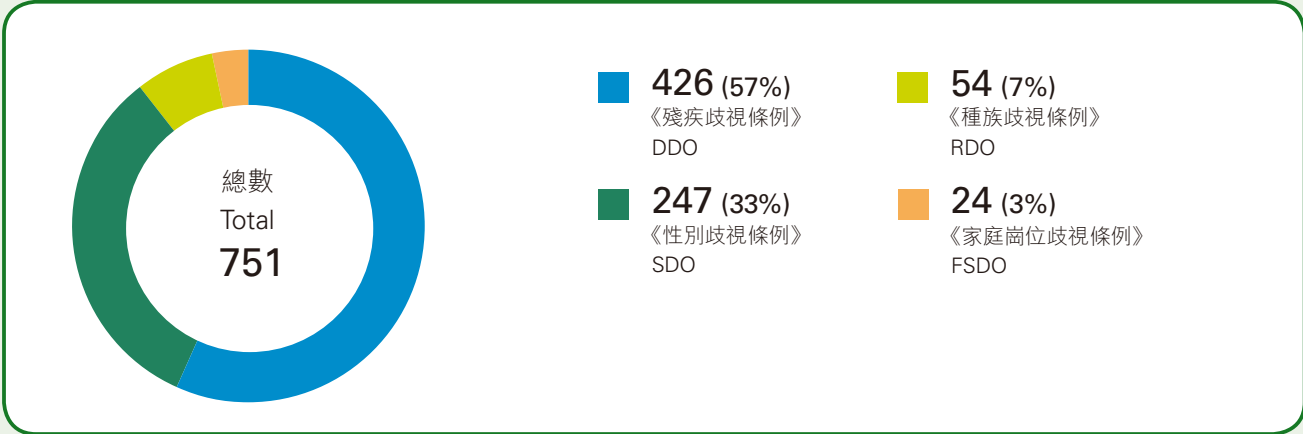
共處理1,042宗投訴

本年度平機會共收到751宗由個別投訴人提出涉及違法行為的新投訴（表2），較去年度的835宗減少了10%。最多投訴與《殘疾歧視條例》有關（426宗），其次為《性別歧視條例》（247宗）、《種族歧視條例》（54宗）和《家庭崗位歧視條例》（24宗）。

1,042 Complaints Handled

During the year, the EOC received 751 new complaints of allegedly unlawful acts lodged by individual complainants (Figure 2), a 10% decrease from the previous year's figure of 835. The largest proportion was complaints under the DDO (426), followed by the SDO (247), RDO (54) and FSDO (24).

表2：共收到751宗新歧視投訴
Figure 2: 751 New Discrimination Complaints Received



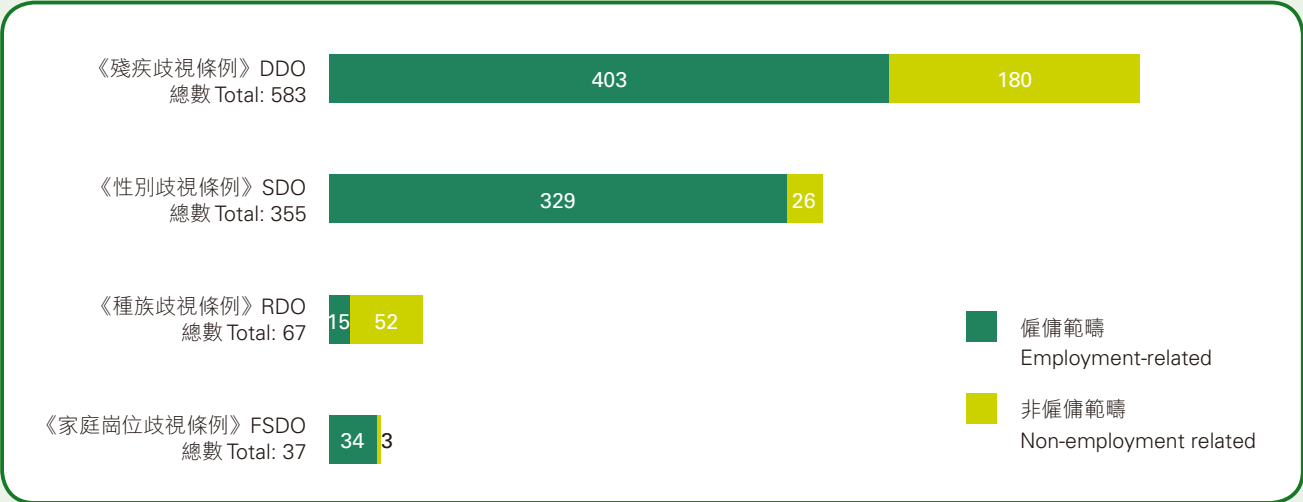
連同去年未完成的個案，平機會共處理了1,042宗投訴（表3），較上年度減少7%。此外，平機會亦主動調查了117宗潛在歧視的事件。

Together with cases carried over from the previous year, the EOC handled a total of 1,042 complaints (Figure 3), a 7% decrease from the previous year. In addition, the EOC handled 117 investigations into incidents of potential discrimination.

本年度的成功調解率為64%，上年度為68%。

The successful conciliation rate was 64% during the year, compared to 68% in the previous year.

表3：已處理的1,042宗投訴
Figure 3: 1,042 Complaints Handled



有關《殘疾歧視條例》 的投訴

2011/12年度共調查了583宗投訴，其中403宗(69%)屬僱傭範疇，而180宗(31%)屬非僱傭範疇。有關僱傭範疇的殘疾歧視個案，大多數與病假和工傷有關。主要爭論在於履行工作固有要求的能力、給予僱員的遷就或不合情理的困難。至於不屬僱傭範疇的個案，主要涉及提供貨品、設施或服務，或處所通道問題。

Complaints related to the Disability Discrimination Ordinance (DDO)

A total of 583 complaints were investigated in 2011/12, of which 403 (69%) were employment-related and 180 (31%) were non-employment related cases. For employment-related disability discrimination cases, the majority were in relation to sick leave and work injuries. The disputes were mainly over the ability to perform the inherent requirement of a job, accommodation given to an employee, or unjustifiable hardship. For those cases not related to employment, the majority involved the provision of goods, facilities or services or access to premises.

個案1：殘疾人士洗手間 Case 1 – Restroom Facilities for People with Disability

事件經過

阿寶是一位電動輪椅使用者。他指出在某公共大樓使用殘疾人士洗手間時遇上困難，由於廁所門不夠闊，電動輪椅進入後就不能關門。阿寶於是向平機會作出投訴。

雙方經過數次電話討論後，同意無需進行詳細調查，並出席了提早調解會議。

結果

有關機構決定，改裝殘疾人士廁所門是最實際的解決辦法。他們建議把廁所的推拉門改成趟門，以增加廁內的可用空間。阿寶接受這項和解條款，個案調解成功。

注意要點

根據《殘疾歧視條例》，提供服務及設施時，若在使用服務或設施的條件或條款上歧視殘疾人士，即屬違法。

本案的公共大樓儘管已為殘疾人士提供了專用洗手間，但電動輪椅使用者卻無法使用。因此，光提供設施是不足夠的，必須關顧和瞭解殘疾人士的實際需要，確保他們能真正使用有關設施。



What happened?

Paul is a motorised wheelchair user. He claimed that he had difficulty using a toilet for people with disability at a public building because the door was not wide enough to accommodate his wheelchair. That meant that if he entered the toilet, he could not close the door. Paul lodged a complaint with the EOC regarding the issue.

An early conciliation meeting, which bypassed a detailed investigation, was arranged after numerous phone conversations with the concerned parties.

Outcome

The concerned organisation decided that modifying the door of the disabled toilet would be the most practicable way to resolve the issue. They proposed changing the swing door of the disabled toilet to a sliding door so as to increase the space in the toilet. Paul accepted the settlement terms. The conciliation was successful.

Points to note

Under the Disability Discrimination Ordinance, it is unlawful to discriminate against a person with disability in the usage terms or conditions of the services and facilities.

In this case, even though a toilet for people with disability had been provided, it was not conducive for use by a motorized wheelchair user. Simply having special facilities is not enough. Care must be taken to understand the real needs of people with disability and to ensure that the facilities can be practically used by them.

個案2：人人有書讀 Case 2 – Education For All

事件經過

阿力四歲入學，在一所津貼學校讀書。十歲那年讀五年級，由於他在校內有行為問題，學校要求他接受專注力不足／過度活躍症評估。心理學家確診他有輕度專注力不足／過度活躍，只需接受行為治療，不需服藥。心理學家要求學校准許她觀察阿力的校內表現，以建議合適的療程，但被學校拒絕。阿力的媽媽稱，經心理學家診斷後，學校對阿力的態度有所改變。校方通知阿力媽媽，為免騷擾其他同學，只准阿力上課半日。但阿力媽媽反對，於是學校建議她自行聘請一位助教陪阿力上半日課或申請退學。



阿力媽媽最後選擇配合學校要求，出錢聘請一位助教，以便阿力能在同一間學校完成小六。

快學期尾時，阿力收不到學校中學部派發的報名表，其他同班同學卻都收到了。

阿力媽媽指稱學校基於阿力的殘疾而在以下方面給予阿力較差待遇，包括：1)不合理地要求他見心理學家；2)要求阿力媽媽為阿力聘請一對一的助教；3)不派中學報名表給阿力。

結果

經過調查後，平機會建議提早調解。學校同意向阿力媽媽賠償見心理學家及聘助教的費用，事情得到解決。

注意要點

教育機構若基於學生的殘疾而給予該學生較差待遇，即屬違法。教育機構應向學生提供合理的遷就，除非這樣做會為校方帶來不合情理的困難。教育機構應開心見誠與家長一起商討如何為學生制定最合適的安排。學校有責任確保殘疾人士有平等機會接受優質教育，並為所有學生(不論有否殘疾)提供一個安全又有秩序的學習環境。

What happened?

Alex had been in a subsidised school since he was four years old. When he was ten and studying in Primary Five, the school requested that Alex be assessed for Attention Deficit and Hyperactivity Disorder (ADHD) as he was having behavioural issues at school. A psychologist diagnosed him with mild ADHD, which could be treated simply with behavioural therapy

without the need for medication. The psychologist requested that the school allow her to observe Alex's in-school behavior in order to suggest appropriate therapy, but the school refused. His mother, Mary, claimed that the school's treatment of Alex changed with the diagnosis. The school notified Mary that Alex would only be allowed to attend a half-day of school in order not to disturb the other students. When Mary rejected this arrangement, the school requested Mary to pay for a teaching assistant to sit with Alex for half the school day; or Alex to leave the school.

Mary eventually complied with the school's demand and paid to hire a teaching assistant, so that Alex could complete Primary 6 in the same school.

Towards the end of the school term, Alex was not issued the enrolment notice to continue in the secondary section of the same school as other Primary 6 students in his class.

Mary alleged that the school had treated Alex less favourably on the ground of his disability in the following ways: 1) unreasonably requesting him to see a psychologist; 2) requesting Mary to hire a one-on-one teaching assistant for him; 3) not issuing him the secondary school enrolment notice.

Outcome

After investigating into the complaint, early conciliation was recommended by the EOC. The matter was settled with the school agreeing to pay the amount incurred by Mary for the consultation with a psychologist as well as the hiring of the teaching assistant.

Points to note

It is unlawful for an education establishment to treat a student less favourably on the ground of his/her disability. Reasonable accommodation should be provided unless its provision would impose unjustifiable hardship on the institution. It is advisable to discuss arrangements with the parents openly in order to work out the most feasible solution for the student. Schools have a responsibility to ensure that people with disabilities have equal access to quality education, and provide all students, including students with disabilities, a safe and orderly learning environment.

有關《性別歧視條例》 的投訴

根據《性別歧視條例》提出的投訴中，懷孕歧視及性騷擾個案繼續高踞首兩位。常見的性騷擾行為包括：涉及性而不受歡迎的身體接觸；與性有關的言論及玩笑，令投訴人感到受冒犯。

在作出報告期間，平機會調查了共355宗就《性別歧視條例》提出的投訴，其中329宗屬僱傭範疇。54%的投訴(177宗)屬懷孕歧視，另外29%的投訴(94宗)為性騷擾。平機會亦調查了26宗非僱傭範疇的投訴，50%個案(13宗)與性別歧視有關，46%個案(12宗)與性騷擾有關。

Complaints related to the Sex Discrimination Ordinance (SDO)

Pregnancy discrimination and sexual harassment continue to occupy the top two ranks of cases lodged under the SDO. Common acts of sexual harassment include unwelcome physical contact of a sexual nature, verbal sexual comments, and suggestions and jokes which the complainants found offensive.

In the reporting period, the EOC investigated a total of 355 SDO cases, of which 329 concerned employment-related allegations. 54% of them (177 cases) involved pregnancy discrimination, while 29% involved sexual harassment (94 cases). Investigations were also made into 26 non-employment related allegations, 50% (13 cases) of which were related to sex discrimination, and 46% (12 cases) were related to sexual harassment.

個案3：懷孕導致解僱 Case 3 – Pregnancy Leads to Dismissal

事件經過

亞莉剛加入一間國際貿易公司任職行政經理。工作了才一星期，她得知自己懷孕，於是通知上司。六天後，亞莉的上司對她說，要終止僱用合約，即時生效，理由是她的身體狀況不適合現時的工作。上司指出此職位要經常離港，差不多四分之一工作日子要外出公幹。但是亞莉記得上司之前說過，她只需每隔四至五個月才外出公幹一次。她認為上司所說的解僱原因不過是藉口。經過調查後，平機會發現亞莉有可能因為懷孕而受到不公平對待。公司提供的資料不足以充分證明解僱亞莉完全與她懷孕無關。因此，平機會建議雙方進行調解。

結果

經過調解會議及多次電話洽談後，個案終於達成和解。公司同意給亞莉金錢賠償。



注意要點

任何僱主如因僱員懷孕而歧視並解僱她，即屬違法。平機會收到的大部分懷孕歧視投訴個案都屬僱傭範疇。懷孕歧視通常涉及以下一些行徑：懷孕期間遭到口頭批評、被施壓要求辭職、在計算花紅或調整薪金時遭到較差待遇、放完產假復職時被解僱，或職位被替假員工永久取代。平機會處理投訴時，會逐宗投訴作個別考慮。假若僱主決定給予懷孕員工較差待遇的其中一個原因與懷孕有關，根據《性別歧視條例》，該決定會被視為基於員工的懷孕而作出，亦即屬違法行為。平機會會深入調查事件，如：工作的固有要求、員工的表現、營商環境及架構變動等，以確定僱主行為的真正原因。機構備有良好人力資源管理常規肯定有助減少這類紛爭的發生。

What happened?

Julie had just joined an international trading company as an Administration Manager. She had been with the company for just a week when her pregnancy was confirmed, and she accordingly informed her supervisor. Six days later, Julie's supervisor told her that her employment contract would be terminated with immediate effect as her physical condition was not suitable for the present job. He cited that the job required frequent travel overseas for almost a quarter of her working days. Julie, however, recalled her supervisor saying that she would have to travel only once every four or five months. She believed the reason given by her supervisor for her dismissal was just an excuse. Upon investigation, the EOC found that there was a possibility that Julie was treated unfairly due to her pregnancy. The information provided by the company was also insufficient for the purpose of justifying that Julie's termination was completely unrelated to her pregnancy. Thus, conciliation was recommended for the case.

Outcome

After a conciliation meeting and numerous phone conversations, a settlement was reached. The company agreed to give Julie a monetary compensation.

Points to note

It is unlawful for an employer to discriminate on the ground of an employee's pregnancy by dismissing her. Most of the pregnancy discrimination complaint cases brought to the EOC are in the employment field. They often take one of the following forms: verbal criticism during the pregnancy, applying pressure to resign, less favourable treatment in bonus calculations or salary adjustments, dismissal upon return from maternity leave or posts being taken over permanently by the relief staff. Each complaint needs to be considered on a case-by-case basis. A decision to treat an employee less favourably may be the result of many factors.

However, under the Sex Discrimination Ordinance, even if only one of these factors is related to the employee's pregnancy, the decision would be deemed to be unlawful as it was made on the ground of the employee's pregnancy. Investigation probes into details such as inherent requirements of the job, performance issues, the business environment, and organisational changes to see whether there are genuine reasons for the employer's action. Good human resource practices can certainly help to minimise these types of disputes.

有關《種族歧視條例》 的投訴

平機會本年度共調查了67宗根據《種族歧視條例》提出的投訴，其中15宗(22%)屬僱傭範疇，52宗(78%)屬非僱傭範疇。77%非僱傭範疇的投訴涉及提供貨品、設施或服務方面的種族歧視。

Complaints related to the Race Discrimination Ordinance (RDO)

During the year, we investigated a total of 67 RDO cases, 15 (22%) of which were employment-related and 52 (78%) non-employment related. 77% of non-employment related cases were in the provision of goods, facilities and services.

個案4：少數族裔人士不獲發信用卡 Case 4 – Refusal to Issue Credit Card to an Ethnic Minority Person

事件經過

已在香港住數年的戴夫是烏干達人。他在銀行開立了儲蓄戶口，後來向同一間銀行申請信用卡。

不久，他收到銀行的信，拒絕他申請信用卡，他感到驚訝，並懷疑銀行是因為他的種族而拒絕他的申請，於是向平機會投訴。

經平機會調查後，銀行解釋當中存在溝通問題，產生了誤會。戴夫申請信用卡被拒，不是因為他的種族或信貸紀錄，而是因為他未提交足夠文件。他們致電給戴夫解釋事件，並繼續批核程序。

結果

個案透過提早調解得以解決。銀行聯絡戴夫，取得所需文件後，批核了他的信用卡申請。戴夫對結果感到滿意。



注意要點

《種族歧視條例》規定，在提供貨物、設施及服務時，若基於某人的種族而對該人作出歧視，即屬違法。在戴夫的個案中，若銀行是因為他的種族而拒絕他的申請，可構成種族歧視。判斷是否存有種族歧視時，會考慮提供服務時的態度和質素。

What happened?

Dave, a Ugandan who has been living in Hong Kong for several years, opened a savings account with a bank and subsequently applied for a credit card with the same bank.

He was shocked to receive a letter declining his application for a credit card. He suspected the bank declined his application because of his race. He lodged a complaint with the EOC.

Upon investigation by the EOC, the bank explained that there was a miscommunication. The credit card application was rejected not on the ground of Dave's race or his credit report, but because of insufficient documents. They would call Dave to explain the matter and continue with the approval process.

Outcome

The case was settled by early conciliation. The bank contacted Dave, obtained the required documents, and subsequently approved his credit card application. Dave was satisfied with the outcome.

Points to note

It is unlawful under the Race Discrimination Ordinance to discriminate against a person on the ground of race in providing goods, facilities and services. In Dave's case, it might have amounted to race discrimination if the bank had rejected his application because of his race. The manner and quality in which the service is provided is also taken into account in determining race discrimination.

有關《家庭崗位歧視條例》 的投訴

本年度平機會共調查了37宗家庭崗位歧視投訴，其中34宗(92%)屬僱傭範疇，3宗(8%)屬非僱傭範疇。僱傭範疇的大多數指稱(68%)是關乎基於家庭崗位而被解僱。

平機會的主動調查

平機會又根據觀察所得的情況，或一些不想直接參與調查或調解的受屈人或第三者所報告的違法行為，主動作出調查。在這些情況下，平機會會聯絡有關人士，查詢事件，解釋反歧視法例的條文，並建議他們加以糾正。在2011/12年度，我們處理了117宗這類個案，它們大多數屬殘疾歧視類別(主要關於通道和提供服務的問題)，其次是性別歧視方面(主要是招聘和提供服務的問題)。

Complaints related to the Family Status Discrimination Ordinance (FSDO)

During the year, a total of 37 FSDO allegations were investigated, 34 (92%) of which were employment-related and 3 (8%) non-employment related. The majority (68%) of the allegations in the employment field were related to dismissal on the ground of family status.

EOC-initiated Investigations

The EOC also initiates investigations into incidents involving unlawful acts that we notice, or which are brought to our attention by third parties or aggrieved individuals who do not wish to be involved in the investigation or conciliation process. Under these circumstances, the EOC approaches the concerned parties to inquire into the matter, explain the relevant provision, and advise them to rectify the situation. During the year under review, we handled 117 such cases, with the majority falling in the DDO category (mainly on accessibility and service provision), followed by the SDO (mainly on recruitment and service provision).

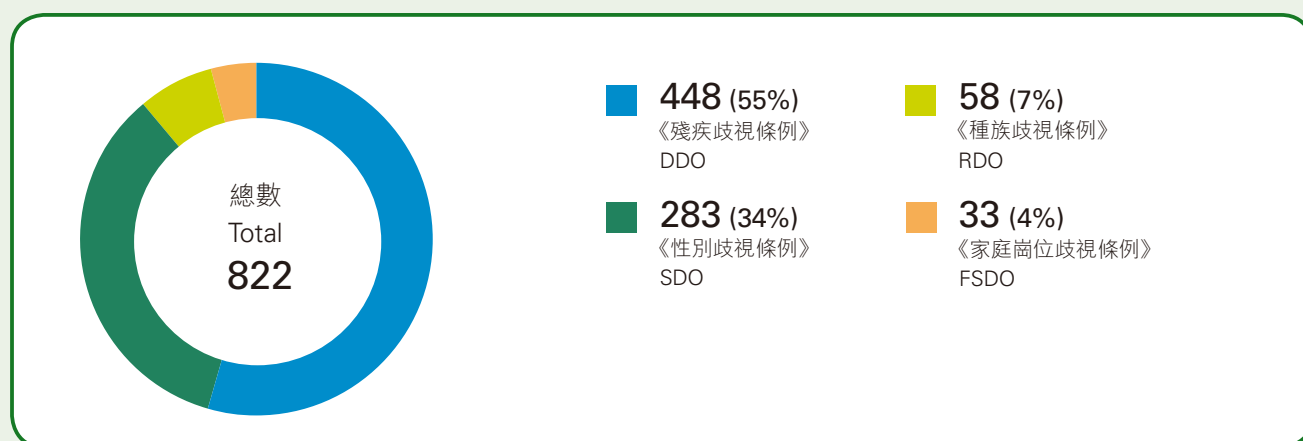


調解

2011/12年度在1,042宗進行調查的個案之中，有822宗已完結。已完結個案中，殘疾歧視個案佔55%(448宗)，其次為性別歧視個案，佔34%(283宗)；種族歧視個案佔7%(58宗)和家庭崗位歧視個案佔4%(33宗)。

表4：已完結個案－據條例分類

Figure 4: Concluded Cases – Breakdown by Ordinances



在822宗已完結的個案中，有245宗進行了調解，其中158宗成功調解，調解成功率為64%。有27宗個案是雙方在調查完成前已提早解決；有132宗投訴人不想繼續追究，或是收到答辯人初步回覆後因進一步理解情況，而撤回投訴。有418宗個案因各種原因(包括：缺乏實質、無發現違法行為、超過12個月追溯期才提出投訴等)而被終止。(表5)

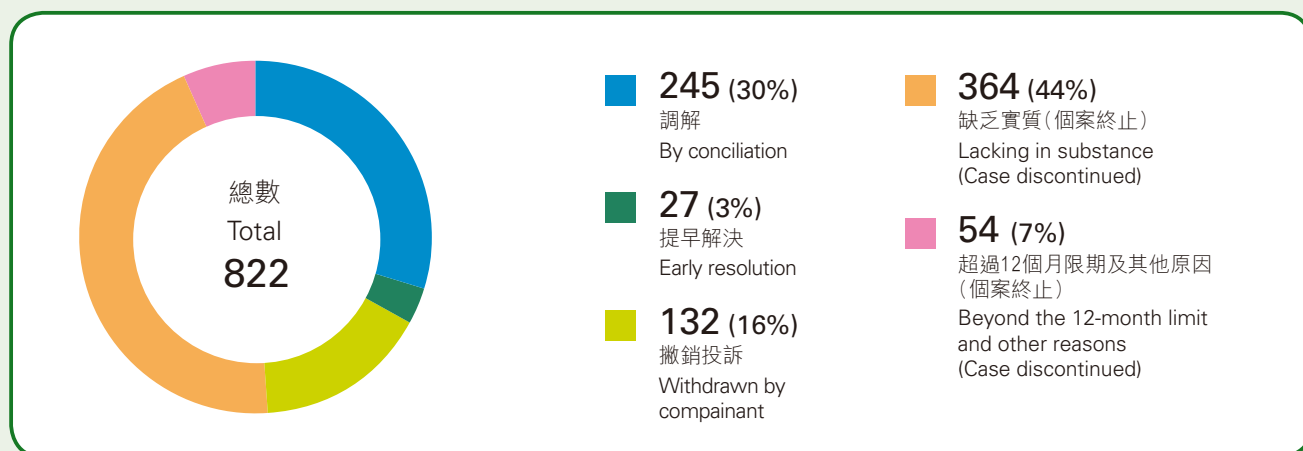
Conciliation

Of the 1,042 cases under investigation in 2011/12, we concluded 822 cases. DDO cases made up 55% (448) of concluded cases, followed by SDO cases at 34% (283), RDO cases at 7% (58), and FSDO cases at 4% (33).

Of the 822 cases concluded, 245 proceeded to conciliation, with 158 being successfully conciliated. The successful conciliation rate was 64% during the year. 27 cases were resolved early between the parties before the investigation was completed. A total of 132 cases were withdrawn due to complainants having no desire to pursue the case further or understanding the situation better after receiving an initial response from the respondents. 418 cases were discontinued due to various reasons, including lacking in substance, no unlawful act found, and complaints lodged beyond the 12-month time bar. (Figure 5)

表5：已完結的個案－根據所採取的行動分類

Figure 5: Concluded Cases – Breakdown by Action Taken



法律協助

若投訴未能達致和解，平機會有權為申請法律行動的投訴人提供協助。平機會的法律及投訴專責小組會根據平機會法律服務科的意見，決定是否給予協助。法律及投訴專責小組由不同界別的成員組成，包括學者、僱主、律師、立法會議員、非政府組織及職工會代表，以平衡社會上不同持份者的意見。

平機會給予協助的形式包括：由平機會的律師向申請人提供法律意見、取得及評估更多的資料或證據、或由平機會的律師或平機會聘請的私人執業律師在訴訟中擔任申請人的法律代表。

本年度，平機會共處理了69宗有關法律協助的申請，其中24宗獲得協助，43宗不獲給予法律協助，1宗申請人撤銷申請，1宗仍在處理。(有關申請的分類詳情，見表6。)

Legal Assistance

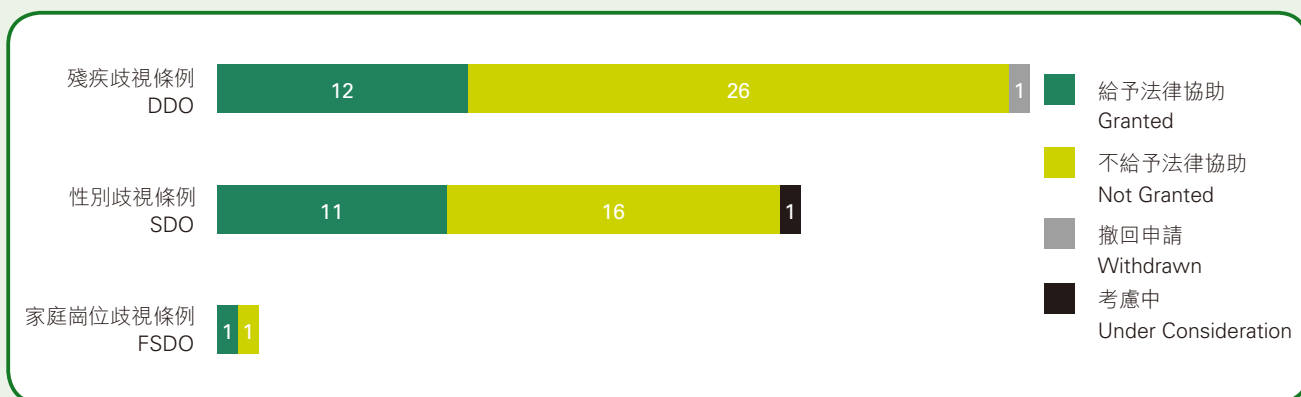
When a complaint has been lodged, but not settled, the EOC has the authority to grant assistance to applicants who wish to take legal action with regard to the complaint. Upon receiving legal advice from our lawyers, the EOC's Legal and Complaints Committee decides whether or not to grant assistance in a case. The Legal and Complaints Committee consists of a diverse combination of members, including academics, employers, lawyers, legislators, NGOs, and trade union representatives, in order to present a balanced view of the various stakeholders in society.

The assistance granted by the EOC may include legal advice to the applicant by EOC lawyers, legal services relating to the gathering and assessment of further information or evidence, representation in legal proceedings by EOC lawyers or by lawyers in private practice engaged by the EOC.

During the year, we handled 69 applications for assistance. Of these, 24 were granted legal assistance, 43 were not granted, 1 was withdrawn by the applicant, and 1 was still being considered at the end of the period. (See Figure 6 for the breakdown of applications by ordinance.)

表6：按照條例申請法律協助的分類

Figure 6: Breakdown of Applications for Legal Assistance (by Ordinance)



2011/12年度沒有種族歧視個案申請法律協助。

There was no RDO case application for legal assistance in 2011/12.

給予或不予法律協助的原因

在決定是否給予法律協助時，平機會考慮多方面因素，包括個案是否涉及原則問題、個案的複雜程度、有否其他協助及證據的強弱。平機會會就個別的申請作考慮，很多時候是否提供法律協助會受多種因素影響。

以下是給予法律協助的主要原因：

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

Reasons for Granting or Declining Legal Assistance

In deciding whether or not to grant legal assistance, the EOC considers a wide range of factors, such as whether a question of principle is involved, the complexity of the case, the availability of other sources of assistance, and the strength of evidence. The applicability of these factors can vary from case to case, and often a combination of reasons is involved in reaching a decision.

The main reasons for granting legal assistance may include the following:

- Establishing a precedent on important legal issues
- Raising public awareness in areas of discrimination which are still prevalent in Hong Kong, such as pregnancy discrimination and accessibility to premises
- Encouraging institutional changes to eliminate discrimination

以下是不給予法律協助的主要原因：

- 證據不足，個案難以在法庭上獲勝訴
- 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

法律協助個案

獲平機會提供法律協助的個案，在我們律師的協助下，雙方往往能以調解方式達成和解。

在2011/12年度，有14宗獲法律協助的個案在展開法律程序前已解決，毋需對簿公堂。當中有8宗與《性別歧視條例》的僱傭範疇有關；4宗與《殘疾歧視條例》的僱傭範疇有關；而與《種族歧視條例》的教育及僱傭範疇相關的個案各有1宗。在這14宗個案中，有8宗的投訴人取得法律意見或達到其目的後，已不再採取進一步行動。尚餘6宗個案在和解條款保密的情況下已獲解決。

另有22宗於本年度或之前已獲法律協助的個案仍在處理中，截至現階段為止，這些個案仍未有結果或未展開法律程序。

The main reasons for declining legal assistance may include the following:

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

Legally Assisted Cases

For cases in which legal assistance is granted, parties can often successfully reach a settlement through negotiations with assistance from our lawyers.

In 2011/12, 14 cases in which legal assistance was granted before and during the year were resolved without the need to commence legal proceedings. Of these, eight were employment-related SDO cases; four were employment-related DDO cases; and two were RDO cases in education and employment respectively. In eight of these 14 cases, no further action was taken after the complainant had received legal advice or after their objective had met. The remaining six cases were settled on confidential terms.

Twenty-two other cases where legal assistance was granted before and during the year are still in process, with no outcome having been reached and no court proceedings having commenced at the end of the period under review.

沒有展開法律程序便已解決的個案

Assisted cases concluded without commencing legal proceedings

《性別歧視條例》SDO:	8
《殘疾歧視條例》DDO:	4
《種族歧視條例》RDO:	2
	<hr/>
	14

以下是獲得法律協助並於展開法律行動前已在平機會協助下達成和解的一些典型個案，具參考價值。

The following cases provide a useful look at some of the typical cases granted legal assistance and settled by the EOC before legal action commenced.

獲得法律協助，並達成和解的個案

Selected Cases of Legal Assistance Concluded by Settlement

個案1：僱傭範疇的性騷擾

Case 1 – Sexual Harassment in Employment

背景

X女士是技術員。當她被調到新職位時，一位年資比她高的同事(騷擾者)在工作間向她講涉及性的言論，又觸碰她的身體。X女士認為這些行為不受歡迎、感到被冒犯及侮辱。騷擾者否認有作出性騷擾。X女士向平機會投訴騷擾者及她的僱主，因僱主對僱員的行為負上轉承責任。



平機會的行動

平機會收到投訴後展開調查。投訴僱主的部份成功和解，僱主同意強化針對性騷擾的政策及培訓，亦會重新設計女員工的制服。騷擾者與X女士嘗試調解，但不成功。經評估本案後，平機會決定協助X女士就性騷擾展開法律行動。會方律師負責提供法律意見，也協助與騷擾者進行和解磋商。雙方最後達成和解，騷擾者同意給予X女士金錢賠償及道歉信。

Background

Ms X worked as a technician. When she was transferred to a new post, a more senior employee (the harasser) made remarks and physical contact of a sexual nature to her in the workplace, which Ms X found to be unwelcome, offensive and humiliating. The harasser denied he had committed sexual harassment. Ms X lodged a complaint with the EOC against the harasser as well as the employer for being vicariously liable for the acts of the harasser.

What the EOC did

The EOC commenced an investigation after receiving the complaint. The complaint against the employer was settled with the employer agreeing to strengthen its policy and training on sexual harassment as well as to re-design the female staff uniform. Conciliation between Ms X and the harasser was attempted but was unsuccessful. After assessing the merits of the case, the EOC decided to assist Ms X in commencing legal action for sexual harassment. Legal advice was provided by our lawyers, who also assisted in settlement negotiations with the harasser. The parties eventually reached a settlement and Ms X received a settlement sum and an apology letter from the harasser as compensation.

個案2：僱傭範疇內與懷孕有關的性別歧視 Case 2 – Pregnancy-related Sex Discrimination in Employment

背景

Z女士是一名文員。她試用期間懷孕，試用期完結後獲僱主聘用。後來她向僱主提交懷孕通知書。一星期後，她被僱主解僱。Z女士於是向平機會投訴僱主懷孕歧視。

平機會的行動

平機會收到投訴後展開調查。僱主解釋，解僱Z女士是因為她的工作表現差，和同事的關係又惡劣，但僱主未能提供足夠資料去證明自己的說法。雙方進行調解，但不成功。平機會對本案作出評估，又考慮到僱主指Z女士工作表現有問題，但又能通過試用期並被獲確定聘用相互矛盾，於是決定協助Z女士就懷孕歧視展開法律行動。會方律師負責提供法律意見，也協助與僱主進行和解磋商。最後雙方達成和解，僱主同意給Z女士金錢賠償。



Background

Ms Z was a clerk. She was pregnant during the probation period, and submitted the pregnancy notice to the employer after her employment was confirmed. She was then dismissed by the employer about a week after submission of the pregnancy notice. Ms Z lodged a complaint to the EOC against the employer for pregnancy discrimination.

What the EOC did

The EOC commenced an investigation after receiving the complaint. The employer explained that Ms Z was dismissed because of her poor performance and bad relationship with colleagues, but did not provide sufficient information to support these allegations. Conciliation between the parties was attempted but was unsuccessful. After assessing the merits of the case, and having taken into consideration the fact that the allegations relating to performance issues contradicted the confirmation of employment, the EOC decided to assist Ms Z in commencing legal action for pregnancy discrimination. Legal advice was provided by our lawyers, who also assisted in settlement negotiations with the employer. The parties eventually reached a settlement and the employer agreed to pay monetary compensation to Ms Z.

個案3：僱傭範疇的殘疾歧視 Case 3 – Disability Discrimination in Employment

背景

Y先生是貨車司機。他因工傷及其他病患要請五個月病假。第一天復工就被僱主解僱。Y先生於是向平機會投訴僱主殘疾歧視。

平機會的行動

平機會收到投訴後展開調查。僱主解釋，解僱Y先生與他的傷病無關，而是因為公司需要裁減員工及他的工作表現有問題。但僱主無法提供足夠資料去支持自己的說法。雙方嘗試調解，但最後不成功。經評估本案後，平機會決定協助Y先生就殘疾歧視展開法律行動。會方律師負責提供法律意見，也協助與僱主進行和解磋商。雙方最後達成和解，Y先生收到了相當於三個月薪金的金錢賠償。



Background

Mr Y was a truck driver. He suffered from work injury and other illness, and had to take sick leave for about five months. On the first day he returned to work, he was dismissed by his employer. Mr Y lodged a complaint with the EOC against the employer for disability discrimination.

What the EOC did

The EOC commenced an investigation after receiving the complaint. The employer explained that Mr Y was dismissed because of redundancy and performance issues instead of his injury or illness, but the employer was unable to produce sufficient information to support these claims. Conciliation between the parties was attempted but in the end was unsuccessful. After assessing the merits of the case, the EOC decided to assist Mr Y in commencing legal action for disability discrimination. Legal advice was provided by our lawyers, who also assisted in settlement negotiations with the employer. The parties eventually reached a settlement, and Mr Y received a settlement sum equivalent to about three months' salary as compensation.

法庭訴訟

本年度平機會處理了10宗法庭訴訟。在平機會律師的協助下，這些案件有2宗在條款保密下成功和解，毋須進行審訊。

Court Cases

During the year, the EOC handled 10 court proceedings. With assistance from our lawyers, two of these cases were successfully settled on confidential terms without proceeding

一宗性騷擾案件在法庭開審，事主獲判勝訴，獲金錢賠償及訴訟費用。至2012年3月31日為止，尚有7宗案件仍未了結。在這10宗獲法律協助的案件中，4宗涉及《性別歧視條例》，6宗涉及《殘疾歧視條例》。

經調解及提供法律協助後的和解條件

平機會一方面致力協助具重要性的案件進行法律訴訟，另一方面也透過和解平息糾紛。

經調解方式或在提供法律協助後和解的條件如下：

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

根據現行法例，各方須各自承擔訟費。因此，平機會一般不能向受法律協助個案的被告人追討訟費。此外，亦沒有法律依據，讓平機會可向獲法庭判給賠償的受助人取回訟費。

本年度，經調解方式及提供法律協助後所獲得的金錢賠償總額約為港幣280萬元。

to trial. One sexual harassment case was tried before the court which ruled in favour of the victim who was awarded monetary compensation and legal costs. Seven remaining cases were still ongoing as of 31 March 2012. Of these 10 court proceedings, four fell under the SDO while six were under the DDO.

Settlement Terms after Conciliation and Legal Assistance

While the EOC endeavours to assist warranted cases by way of commencing legal proceedings, we appreciate the value of resolving disputes through settlement.

For those cases which were successfully conciliated or settled after legal assistance, the settlement terms included:

- Changes in policies/practices; undertaking to cease discriminatory practices; restrictions on future acts; disciplinary action.
- The provision of benefits, including education programmes/training; the provision of goods, services and facilities; or improvement in facilities and accessibility.
- Reference letters; apologies; complainants accepting respondents' explanation.
- Monetary compensation, offers of employment, reinstatements or donations to charity.

Under the current legislation, each party bears its own legal costs. Therefore, legal costs incurred by the EOC in assisted cases generally cannot be recovered from the defendants. There is also no provision to enable the EOC to use any compensation awarded to assisted persons towards legal costs incurred by the Commission.

The total amount of monetary compensation in the year under review through conciliation and legal assistance was approximately HK\$2.8 million.

路暢通 人輕鬆
Access is everybody's right.



政策分析及倡議工作

全民通達工作小組

平機會成立了無障礙工作小組，在香港提倡「無障礙通達」。去年，除要跟進特區政府投放港幣13億元改善工程的工作外，工作小組亦需確保日後啟德郵輪碼頭的設施是全民通達，也能方便殘疾人士使用。因此，平機會致函商務及經濟發展局局長。局長其後承諾，在製作碼頭詳細的設計定稿時，建築署會考慮平機會的意見和建議。

2011年發展局向立法會提交了《樓宇維修綜合支援計劃》，建議把香港房屋協會、市區重建局以及屋宇署所負責的各種樓宇保養維修資助計劃整合，直接歸由立法會發展事務委員會轄下的樓宇安全及相關事宜小組委員會負責。建議的《樓宇維修綜合支援計劃》已採納了平機會無障礙工作小組的意見，在該維修計劃中明確說明，包括為殘疾人士裝置及維修無障礙通道與設施。

為確保人人可享用暢通易達的公共交通服務，無障礙工作小組建議政府延續公共巴士專營權時，要把設置無障礙設施的規定納為標準條文。2012年3月平機會主辦了「暢通易達公共交通服務」分享會，審視殘疾人士及其他人士現時使用公共交通服務時面對的困難，並探討公共交通機構將來如何進一步提升服務。

Policy Analysis and Advocacy

Working Group on Access for All

The Working Group on Access (WGA) of the EOC was formed to advocate “barrier-free access” in Hong Kong. One of the Group’s key tasks last year, in addition to monitoring the government \$1.3 billion access improvement plan, is to ensure that the facilities of the future Kai Tak Cruise Terminal be universally accessible and user-friendly to people with disabilities. Accordingly, the EOC wrote to the Secretary for Commerce and Economic Development, who later pledged that the Architectural Services Department would take into account the EOC’s comments and suggestions in finalising the detailed design of the Terminal.

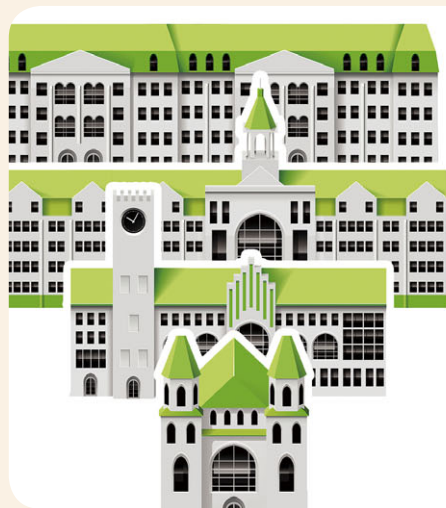
In 2011, the Development Bureau submitted a paper to the Legislative Council (LegCo) on the “Integrated Building Maintenance Assistance Scheme” (IBMAS). The paper proposes to consolidate the various financial assistance schemes for building maintenance and repair administered by the Hong Kong Housing Society, Urban Renewal Authority and Buildings Department under the Subcommittee on Building Safety and Related Issues of the LegCo’s Panel on Development. The proposed IBMAS, after incorporating the suggestions made by WGA, explicitly stated in its scope the inclusion of works related to the installation and repair of barrier-free access facilities for people with disabilities.

To ensure that public transport services are accessible to all people, the WGA recommended the Government to make access requirements a standard provision in the renewal of public bus services franchises. In March 2012, the EOC hosted a sharing session entitled “Accessible Public Transport Services” to review the existing challenges faced by people with disabilities and others in accessing public transport services and to explore the way forward for their enhancement measures.

少數族裔教育工作小組

平機會認同少數族裔學生在求學路上面對的各種困難，其中學習中文尤為最大的挑戰，因此平機會於2010年7月成立少數族裔教育工作小組，研究在教育制度內為少數族裔學生提供平等教育機會。2011年7月平機會呼籲教育局須確保少數族裔學生有接受優質教育的平等機會，因為現時仍有不少少數族裔學生在求學方面遇上重重障礙。平機會委員於2012年夏天會晤了新任行政長官，主要討論少數族裔學生求學問題，行政長官接納平機會的意見，並承諾將這議題納入為首要處理的工作之一。

為讓少數族裔家長更易取得關於教育制度及《種族歧視條例》下賦予他們子女有平等教育權利的資料，平機會出版了《人人有書讀》小冊子，除備有中英文版外，還以六種少數族裔語文出版。



立法會事務委員會／小組委員會會議

過去一年，平機會代表應邀出席多個立法會事務委員會／小組委員會的會議，討論的題目包括：

Working Group on Education for Ethnic Minorities

In recognition of the various challenges faced by ethnic minority students in academic attainment, of which learning Chinese remains the greatest hurdle, the EOC established the Working Group on Education for Ethnic Minorities in July 2010 to explore measures to provide ethnic minority students with a level playing field in the education system. In July 2011, the EOC called on the Education Bureau to ensure equal access to quality education for ethnic minority students, many of whom continue to face significant barriers in their academic pursuit. After continuous advocacy efforts, the EOC Members met with the new Chief Executive in summer 2012, during which this issue was the major topic. The Chief Executive was receptive to the EOC's views and pledged to make the issue a priority area of his administration.

To make information about the education system more accessible to ethnic minority parents and advise them of their children's equal rights to education with particular reference to the RDO, the EOC published a pamphlet entitled "Education for All" in Chinese and English, as well as in six ethnic minority languages.



Legislative Council Panel / Subcommittee Meetings

In the past year, representatives of the EOC were invited to attend a number of LegCo panel/subcommittee meetings covering a range of topics, including the following:

- 醫院管理局加強精神健康服務的措施
- 少數族裔兒童的教育
- 通用設計概念主流化
- 提升社區精神健康服務

社區聯繫

平機會政策及研究組定期與各持份者團體會面，以跟進他們就消除歧視、促進平等機會方面的關注點和意見。我們又代表平機會出席各政府諮詢會議，如：促進種族和諧委員會、少數族裔人士論壇、少數性傾向人士論壇和人權論壇。平機會代表把這些會議上所討論和交流的意見帶回平機會作進一步討論，並適當地作出跟進。

研究項目

2010年公眾對殘疾人士態度的基線調查研究

這項研究旨在評估自《殘疾歧視條例》生效十多年以來，公眾在不同範疇對殘疾人士態度的轉變，包括就業、公共場所通道、服務及設施、社交，以及教育和培訓等範疇。調查成功訪問了1,011名15歲或以上的受訪者。初步調查結果顯示，除了精神病和愛滋病感染者／病患者外，在上述各範疇公眾對殘疾人士的態度有所改進。值得注意的是，超過50%受訪者認為殘疾人士在使用服務和設施方面的機會，較非殘疾人士為多或機會均等。不過，在其他範疇，受訪者認為殘疾人士的機會不及非殘疾人士。與1998年的數據相比，精神病患者和愛滋病感染者／病患者仍面對嚴重歧視。是項研究的主要調查結果於2011年9月的新聞發布會公布。

- Initiatives for the Enhancement of Mental Health Services from the Hospital Authority
- Education for Ethnic Minorities Children
- Mainstreaming of Universal Design Concepts
- Enhancement of Community Mental Health Services

Community Engagement

The Policy and Research Unit of the EOC meets with stakeholder groups regularly to keep updated on their concerns and views in relation to the elimination of discrimination and advancement of equal opportunities. It also represents the EOC to participate in the Government's consultation forums such as the Committee on the Promotion of Racial Harmony, Ethnic Minorities Forum, Sexual Minorities Forum and Human Rights Forum. Discussions and exchanges in these forums are brought back for further deliberation by the EOC for follow up as deemed appropriate.

Research Projects

Baseline Survey on Public Attitudes towards Persons with a Disability 2010

The survey aims to evaluate changes in public attitudes towards persons with a disability in the realms of employment, public access, services and facilities, social interaction, education and training, after the enactment of the Disability Discrimination Ordinance (DDO) over a decade ago. A total of 1,011 respondents aged 15 or above were successfully enumerated. The preliminary findings reveal that public attitudes towards people with a disability (except those with mental illness and HIV/AIDS) improved slightly in the aforementioned realms. Notably, over 50% of the respondents felt that persons with a disability had more or equal opportunities in the use of services and facilities than persons without a disability. However, in other realms, the respondents thought persons with a disability had fewer opportunities than persons without a disability. Compared to the 1998 data, persons with mental illness and HIV/AIDS still faced significant discrimination. A press briefing on key findings of the survey was held in September 2011.

在融合教育制度下殘疾學生的平等學習機會研究

是項研究旨在評估殘疾學生在融合教育制度下的學習成效，以便提升融合教育計劃。研究的第一部分於2010年9月至2011年3月進行，研究包括焦點小組討論和問卷調查，調查對象多達5,000名持份者，包括校長、教師、專業人士(如社工、學校輔導員和教育心理學家)、家長和學生。第二部分於2011年11月進行焦點小組討論調查，以找出可提升融合教育的可行方案。

初步調查結果發現，教育工作者同意，融合教育可為有特殊教育需要的學生，提供接受正規教育的平等機會。在持份者中，教師對有特殊教育需要學生較為抗拒，尤其是有行為問題的學生。同校家長和學生一般願意接納有特殊教育需要的學生，但仍存在誤解和有所保留。

有關南亞裔人士對種族之間接觸及歧視經驗研究(前稱：有關種族之間接觸及歧視經驗的深入研究)

是項研究進行了焦點小組調查，以收集意見，評估於2008年制定《種族歧視條例》後對大眾的影響。於2010年12月至2011年4月期間收集受訪者的意見，共舉行了19次焦點小組，計有107位華人和南亞裔人士參與。研究結果已於2012年3月22日公布。

Study on Equal Learning Opportunities for Students with Disabilities under the Integrated Education System

The study aims to evaluate the effectiveness of the implementation of integrated education/inclusive education (IE) for students with disabilities in a bid for its further advancement. The first part of the survey was conducted from September 2010 to March 2011. It consisted of focus group discussion sessions and a questionnaire, covering over 5,000 stakeholders including principals, teachers, professionals (such as social workers, school counsellors and educational psychologists), parents and students. The second part was a consultative focus group discussion survey in search of feasible solutions for enhancing IE, which was completed in November 2011.

The preliminary findings show that educators agreed that IE could facilitate an equal opportunity for a regular education for students with special educational needs (SEN). Among the stakeholders, teachers were relatively more resistant to SEN students, especially those with behavioral issues. In general, fellow parents and students were willing to accept students with SEN, but there were still misunderstanding and reservations.

Study on Racial Encounters and Discrimination Experienced by South Asians (formerly named "In-depth Study on Racial Encounters and Experience in Discrimination")

The focus group survey was undertaken in order to solicit opinions for evaluating the impact on people after the Race Discrimination Ordinance was enacted in 2008. Interviews were undertaken from December 2010 to April 2011. A total of 19 focus groups comprising 107 Chinese and South Asian stakeholders were held. Survey findings were released to the public on 22 March 2012.

南亞裔人士普遍認為，過去十年間情況已有改善。南亞裔人士面對的主要困難，在學生方面是學習閱讀及書寫中文，成人方面則是就業問題。由於中文是就業及升學的基本要求，有限的中文讀寫能力，成為他們尋找工作及接受高等教育的主要障礙。

平機會提出多項建議，以制定措施及方法加強香港南亞裔人士及少數族裔融入香港，包括就業、教育、社交及提供貨品、服務及設施等各方面。

學生對性的態度及對性騷擾的看法之研究

是項研究旨在探討學生對性騷擾的認識程度和受到性剝削時的反應，以及對援交、婚前性行為和少女懷孕等問題的看法。研究於2011年5月至11月進行。研究包括以問卷調查形式訪問超過5,000名中小學生及大學生，我們亦進行了質性研究，包括共17次焦點小組討論會。

初步研究結果顯示，五分之一受訪學生在之前一年受到性騷擾。大部分性騷擾個案發生於朋輩之間，地點是課室，而受騷擾的學生多數不願向學校職員求助。

South Asians in general admitted that the situation has actually been improving over the last ten years. The main problems facing South Asians were learning to read and write Chinese for students and finding employment for adults. Limited knowledge of spoken and written Chinese is a major disadvantage for them in job seeking and pursuing tertiary education, as Chinese language was now a standard entrance requirement of both employment and further study.

Recommendations are made to formulate strategies and measures to enhance social integration of South Asians/ethnic minorities in areas including employment, education, social interactions and provision of goods, services and facilities.

Study on Students' Sexual Attitudes and Views on Sexual Harassment

The study aims to explore students' attitudes with respect to awareness of sexual harassment and their responses when they encounter sexual exploitation, as well as other issues such as compensated dating, premarital sex and teenage pregnancy. The survey was undertaken from May to November 2011. The study included questionnaire survey covering over 5,000 students from primary schools, secondary schools and universities, and qualitative survey comprising 17 focus group discussion sessions.

The preliminary findings show that about one-fifth of them were sexually harassed in the previous year. Most cases of sexual harassment occurred among peers in the classroom, with harassed students preferring not to seek assistance from school staff.



性別定型及其對男性的影響探索性研究

是項研究旨在喚起公眾關注「男人之苦」議題及不同年齡的男士在家庭、工作及社會方面所面對的掙扎與憂慮。平機會在2011年舉辦了兩場公開討論會，讓公眾討論男士在社會經濟結構轉型下所面對的處境。研討會共有470位人士參加，一共回收了340份調查問卷。另外，71位男士參加了10場焦點小組討論會和9個單獨面談。

初步研究結果顯示，所有受訪男士均受傳統性別規範影響，認為他們的行為需按照社會文化對他們的期望。大部分受訪者認為男人必須比身邊的女伴成功。另外，男人要分擔家務及教養子女的家庭責任，以致家庭成了男士的另一壓力來源。這些責任成為男士的負擔，特別是一些沒能力聘請他人幫忙的雙職基層家庭。大部分男士遇上情緒問題或家庭危機時，因覺得羞愧或缺乏支援網絡而不願尋求協助，這令事情更為惡化。

平等機會意識公眾意見調查2012

平機會力求不斷改進，是項研究旨在收集公眾意見，包括對平等機會概念的認識、對反歧視條例的看法，並對平機會工作、宣傳渠道的成效、對服務的滿意程度，和對平等機會議題的看法。調查已於2012年3月展開。

分享會

平機會就一些影響整體社會政策的重要議題舉辦大型分享會，收集市民意見。

Exploratory Study on Gender Stereotyping and Its Impacts on Male Gender

The study aims to raise public awareness of the issue of “Men in Pain” and men’s struggles and concerns in the family, workplace and society with respect to various age groups. Two open seminars were conducted in 2011 to enable public discussions on issues concerning men’s situation in light of changes in the socio-economic structure. A total of 470 participants attended the seminars and 340 questionnaires were collected. Furthermore, 10 focus group discussion sessions and nine individual interviews comprising 71 male participants were carried out.

The preliminary findings reveal that all the men interviewed are influenced by traditional gender norms, and they feel that they have to fulfil the normative ideal of male behaviour according to the society and culture. Most respondents still think that it is essential for men to be more successful than their female partners. In addition, family constitutes another source of pressure for men with relation to the burdens of household chores and child care. These responsibilities become a hardship especially for working class dual-income families who lack the resources to employ external help. To make matters worse, most men are reluctant and ashamed to seek help when they face emotional problems or family crisis, because they have fewer networks for support.

Equal Opportunities Awareness Survey 2012

For the purpose of continuous improvement, the study aims to obtain information in areas of public opinion including EO awareness, views on the anti-discrimination ordinances and the EOC’s work, the effectiveness of promotion channels and customer satisfaction, and views on forthcoming EO issues. The project commenced in March 2012.

Sharing Sessions

The EOC organises sharing sessions in order to gauge public views on territory-wide important issues that have policy implications.

「暢通易達公共交通服務」分享會

平機會於2012年3月10日舉行「暢通易達公共交通服務」分享會，討論焦點在於專營巴士和鐵路這兩種本地主要公共交通工具可如何提升暢通易達的服務。分享會為不同持份者，包括殘疾人士、政策制定者、政府代表及公共交通服務營辦商等提供一個平台，就暢通易達公共交通服務分享意見及經驗。講者及出席的殘疾人士就現時公共交通工具服務，特別是鐵路和巴士服務的通達情況提供不同的寶貴意見，及討論如何加強推行措施。

《最低工資條例》對殘疾僱員影響 分享會

為更瞭解《最低工資條例》自實施以來對殘疾僱員的影響，平機會於2011年7月16日舉辦分享會，討論如何進一步提高殘疾人士的平等就業機會。參加者包括政策制定者、政府官員、殘疾人士、非政府組織、僱主以及其他持份者。他們分享了《最低工資條例》自實施以來對殘疾僱員影響的意見。



Sharing Session on Accessible Public Transport Services

The EOC organised the Sharing Session on Accessible Public Transport Services on 10 March 2012, focusing on franchised buses and rail transport, which are the two major means of public transport in the local community. The sharing session had provided a platform for different stakeholders, including persons with disabilities, policymakers, government representatives as well as public transport operators, to exchange views and experiences in relation to the accessibility of public transport services. The speakers and panelists with disabilities provided useful perspectives into the current situation in the accessibility of public transport, particularly rail and bus services, and how these measures can be further enhanced.

Sharing Session on the Impact on Employees with Disabilities under the Minimum Wage Ordinance

The EOC hosted a sharing session on 16 July 2011 to examine the impact of the Minimum Wage Ordinance (MWO) on employees with disabilities since its implementation. The sharing session discussed the way forward to further enhance equal employment opportunity for people with disabilities. Participants included policy makers, government officials, persons with disabilities, representatives of non-government organisations, employers and other stakeholders. They shared their views on the issues related to the impact of the MWO on employees with disabilities.

齊學習 共成長

Learn together. Grow together.



我們致力推廣平等機會的價值觀，務求加深大眾對反歧視條例和有關議題的瞭解，及增強香港社會的反歧視意識。平機會針對不同的服務對象會採用不同的宣傳策略，確保各界清楚接收到平等機會訊息。因此，平機會本年度舉辦了多元化的推廣活動，例如媒體宣傳、學校活動、僱主活動、深入社群的活動及公眾教育項目等。

媒體宣傳

與香港電台聯合製作實況劇

平機會和香港電台再度聯合製作第七輯電視實況劇「非常平等任務」。一輯六集的實況劇於2011年4月至5月於翡翠台黃金時段內播出。

這一系列富教育意義的電視劇重點列出不同範疇的歧視，包括僱傭和貨品及服務提供範疇內的種族歧視，僱傭範疇內的性別歧視及家庭崗位歧視。另一方面我們亦有探討香港的無障礙設施問題、現今社會男士所面對而又被忽略的難題、以及僱傭範疇的年齡歧視。

本系列的其中一集《裙褲懸殊》於國際性的優秀製作大賽2011(The Accolade Competition)中榮獲優異獎。另外，本輯實況劇亦榮獲由香港大學民意研究計劃進行的2011電視節目欣賞指數調查第20位。

為推廣「非常平等任務」，我們於都市日報撰寫了六篇特稿，解釋每集實況劇提到有關平等機會議題的相關法律觀點。為宣傳電視實況劇，平機會於2011年3月

We are committed to fostering equal opportunities values, enhancing understanding of the anti-discrimination ordinances, and increasing public awareness among the community in Hong Kong. For different target groups, the EOC adopts targeted approaches and promotional tools to ensure the successful communication of our equal opportunity message. Throughout 2011/12, the EOC prepared various publications and organised a wide range of events and activities, including media campaigns, programmes for schools and employers, community outreach activities, and public education initiatives.

Media Programmes and Campaigns

RTHK Docu-drama

The EOC joined hands once again with Radio Television Hong Kong (RTHK) to produce the 7th series of the TV docu-drama, A Mission for Equal Opportunities. This six-episode series was broadcast on TVB Jade Channel at prime time from April 2011 to May 2011.

In this educational TV series, we highlight discrimination on the ground of race in employment and the provision of goods and services, sex discrimination, and family status discrimination in the workplace. We also explore the problem of accessibility in Hong Kong, the under-examined needs and problems of men in today's changing world, and age discrimination in employment.

One of the episodes of the series entitled "Cracking the Dress Code" (裙褲懸殊) received an Award of Merit in the international Accolade Competition. The Series was also ranked 20th in the 2011 TV Programme Appreciation Index Survey, conducted by the Public Opinion Programme of the University of Hong Kong.

In promoting "A Mission for Equal Opportunities", we contributed six feature articles to Metro Daily News which explained the legal perspectives of the equal opportunity issues covered in each of the TV episodes. From March

至5月在港鐵網絡(港島線、荃灣線、觀塘線、東涌線及將軍澳線)登出大型海報宣傳廣告。

製作香港電台電視實況劇教材資料套

於2011/12年度第一季播出的電視實況劇「非常平等任務」已上載至平機會網頁。另外，我們把實況劇製成附有數碼光碟及資料手冊的教材資料套，以作培訓用途。每劇集亦額外加入新環節，讓講者解釋相關原則及法律條款。我們已向學校、人力資源從業員及非政府組織派發大約1,500份教材資料套。

電視實況劇的翻譯及配音工作

為了加強教育成效，電視實況劇普通話及英語版本亦已備妥，並上載到平機會網站供大眾收看。

在晴朗的一天出發－推廣平等機會的電台環節

平機會於商業電台大受歡迎的節目「在晴朗的一天出發」中播放訪問環節「若無歧視」。這個五分鐘的環節以粵語播出，主題是攜手合力消除歧視，由2011年11月至2012年2月逢星期五早上8時至9時的時段內播出。平機會主席及平機會專責小組召集人，包括馮檢基議員、黃嘉玲女士、趙麗娟女士和李鑾輝先生接受主持人的訪問，以不同案例解釋平等機會概念和反歧視法例。電台訪問已上載至平機會及商業電台的網頁。

to May 2011, we also launched a poster advertisement campaign promoting the docu-drama series along the trackside of the MTR network (Island Line, Tsuen Wan Line, Kwun Tong Line, Tung Chung Line and Tseung Kwan O Line).

Production of the RTHK Docu-drama Training Module

Following the broadcast of the TV docu-drama “A Mission for Equal Opportunities 2011” in the first quarter of 2011/12, the episodes had been uploaded on the EOC website. Additionally, an educational module comprising DVDs and information booklets, were produced to sustain the educational effects. An additional segment was added to each episode, whereby a presenter explained the relevant principles and legal provisions. About 1,500 copies of the module were distributed to schools, human resources practitioners and NGOs.

Translation and dubbing of the Docu-drama Series

In order to strengthen the educational impact of the TV Series, the docu-drama series were translated and dubbed into Putonghua and English, also uploaded on the EOC website for public viewing.

On a Clear Day – Radio Programme Promoting Equal Opportunities

The EOC partnered with Commercial Radio to promote equal opportunities through its popular morning programme “On a Clear Day”. The five-minute segments, in Cantonese with the theme of working together to eliminate discrimination, were broadcast on Fridays between 8-9am from November 2011 to February 2012. The EOC Chairperson and Convenors of EOC Committees including The Hon Frederick Fung, Ms Garling Wong, Ms Susanna Chiu and Mr. Lee Luen-fai were invited to explain EO concepts and anti-discrimination laws using case analysis through the interviews with the radio host. The radio segments have been uploaded on both the EOC and Commercial Radio’s websites.

奇人歧視週報－推廣平等機會的 電台環節

平機會在2012年3月推出全新電台節目「奇人歧視週報」，以提高市民對反歧視條例的認識。平機會於2012年3月23日開始，在商業一台(FM88.1-89.5)的巴巴閉Afternoon D節目內，逢星期五下午3時至5時之間播放一個3分鐘環節，為期35周，內容是關於歧視的新聞。市民可在互動環節內，透過真實的歧視投訴個案，了解平等機會的訊息。我們亦於全港不同的港鐵站內刊登廣告，讓更多市民認識這個全新的電台環節。

由於節目調動關係，平機會環節由2012年7月起於全新電台節目「大玩派」中播出。平機會環節的名稱、播放時間及形式保持不變。

平等機會多元共融行動－推廣平 等機會的電台環節

為期十三個月的電台節目「平等機會多元共融行動2011」於2011年3月2日開始播出，節目旨在推廣多元共融的訊息，於香港電台第二台播出，包括每周人物專訪及電台環節「香港之最」，介紹少數族裔人士的生活方式、語言及文化。這個電台節目訪問了超過70位嘉賓，當中包括立法會議員、非政府組織、復康團體、婦女團體及少數族裔團體的代表，以宣傳平等機會，無分種族、性別、殘疾及家庭崗位、彼此互相接納的訊息。

Anti-discrimination News Weekly – Radio Programme Promoting Equal Opportunities

In March 2012, the EOC launched a new radio segment titled “Anti-discrimination News Weekly” to enhance public understanding of equal opportunities. The EOC began to broadcast the 3-minute segments on the “Va Va Afternoon D” programme from 23 March 2012 on Commercial Radio 1 (FM88.1-89.5) featuring news on relevant discrimination topics, on Fridays between 3pm and 5pm over 35 weeks. Members of the public could interactively learn from real-life discrimination complaint cases through phone-in Q&A sessions. To promote public awareness on this radio segment, there were poster advertisements at various MTRC stations throughout the city.

Due to programme restructuring, the EOC segment was changed to be broadcast on a new radio programme “Fun Box (大玩派)” from July 2012. The name of the EOC segment, broadcasting time and format remain unchanged.

EO Diversity Project – Radio Programme Promoting Equal Opportunities

The Equal Opportunities Diversity Project 2011, a 13-month radio programme aimed at promoting inclusion and diversity, was launched on 2 March 2011. The programme, broadcast on RTHK Radio 2, featured weekly interviews and radio segments “The Diversified Hong Kong” introducing the lifestyle, languages and culture of ethnic minorities. Over 70 guests including Legislative Councillors, representatives from NGOs, rehab groups, women’s groups and ethnic minority organisations were interviewed on the EOC’s weekly radio programme to raise public awareness on the concept of equal opportunities and acceptance of all, irrespective of their race, gender, disability, or family status.

平機會於2012年4月14日於元朗廣場舉行「平等機會多元共融行動」的壓軸節目，主題是人人應享平等就業機會。活動總結了一年來的電台計劃，少數族裔人士、殘疾人士和年輕歌手亦在閉幕禮上表演及分享。當天活動的精華片段已上載至平機會YouTube頻道。

平機會YouTube頻道

為了透過互聯網提升公眾對平等機會及社會共融的意識，平機會於2008年2月推出平機會YouTube頻道，並於本年度上載了共57套短片，當中包括提倡種族共融、傷健人士之間和諧共處的紀錄片，以及平機會活動的精華片段，例如「無定型新人類」、「獨特的我！」及性別平等研討會。

在2011年12月，平機會的YouTube短片「聽到與聽不到之間」獲選於紐約舉行的聯合國殘疾人電影節中放映。這個電影節是國際復康日（每年的12月3日）其中一項慶祝活動。這套紀錄片講述聽障人士的故事，並鼓勵觀眾思考社會如何消除歧視，令殘疾人士可以無障礙地參與社會各項活動。這平機會紀錄片是世界各地共七齣獲選放映的影片之一。

自平機會YouTube頻道推出後，我們共上載了155套短片，吸引超過225,000人次收看。

A variety show was held at the Yuen Long Plaza on 14 April 2012 as the finale of the project to promote the messages of “Equal Employment Opportunity for All”. It concluded the year-long radio project and featured performances and sharing by ethnic minorities, people with disabilities and popular singers. The video of the show was uploaded on the EOC’s YouTube Channel.

EOC YouTube Channel

To enhance public awareness about equal opportunities and social inclusion through the platform of the Internet, the EOC YouTube Channel was launched in February 2008. During the year, 57 new videos were produced and added by the EOC, including documentaries promoting racial harmony and inclusion between persons with and without a disability, as well as video highlights of the EOC’s activities such as Career Challenge, Uniquely Me! and seminars on gender equality.

In December 2011, the EOC’s YouTube documentary, *Between Hearing and Not Hearing*, was selected for screening at the United Nations Enable Film Festival in New York. The festival is a commemorative activity for the International Day for Persons with Disabilities, observed annually on 3 December. The film tells the stories of people whose lives have been influenced by hearing impairment, and encourages viewers to consider what it would take for society to free itself from discrimination and enable people with disabilities to participate in all aspects of society without any barriers. The EOC’s documentary was one of seven films selected from around the world for screening.

Since the launch of EOC YouTube Channel, there were totally 155 videos uploaded on the Channel which have attracted over 225,000 views.

青年師友計劃嘉賓導師 Guest mentors of EOC's youth programme



播放有關種族平等的電視及電台宣傳短片

平機會繼續在各電視和電台播放有關種族共融的宣傳短片，片中描寫不同種族的人士一起工作學習，和平共處，以促進多元和種族融和。另外，印尼語、尼泊爾語以及烏都語的宣傳聲帶亦已於為少數族裔而設的電台頻道內播出。

平機會新聞特稿

為繼續宣傳《種族歧視條例》和種族和諧的訊息，我們於2011年5月和6月，在五份少數族裔報紙，包括Suara(印尼文)、Hong Kong News、The Sun、The Philippine STAR(三份以英語出版為菲律賓裔人士而設的報紙)和Sunrise Weekly Hong Kong(尼泊爾文)內刊登報章特稿，內容包括簡介《種族歧視條例》、平機會的投訴程序、平機會主席訊息、推廣《種族歧視條例》的資源、平機會接觸社群的工作及推廣多元共融的全港活動。

為響應2012年3月21日的國際消除種族歧視日及讓市民更加瞭解他們在種族共融的社會中享有甚麼權利和責任，平機會分別在兩份英文及一份中文報章刊登特稿，簡介平機會消除種族歧視的工作及為市民提供的相關資訊。

Broadcasting of TV and radio APIs on racial equality

The EOC's TV and radio Announcements in the Public Interest (APIs) featuring people in different races working and studying in harmony continued to be broadcast on various TV and radio stations, to promote diversity and racial harmony. Radio APIs in Indonesian, Nepali and Urdu languages have also been broadcast on ethnic minority language radio programmes targeting these communities.

EOC Newspaper Supplements

To continue to promote the Race Discrimination Ordinance (RDO) and the messages of racial harmony, newspaper supplements were published in May and June 2011 on five newspapers for ethnic minority communities including Suara (in Indonesian); the SUN, Hong Kong News and the Philippine STAR (three Filipino newspapers in English); and Sunrise Weekly Hong Kong (in Nepalese). In the supplements, we had included a brief on the RDO and the EOC's complaint procedures, a short message from the EOC Chairperson, EOC resource materials on the RDO, our community outreach efforts and territory-wide programmes to promote diversity and equal opportunities.

To commemorate the International Day for the Elimination of Racial Discrimination on 21 March 2012 and widen public awareness of their rights and responsibilities in a racially inclusive society, the EOC placed a newspaper advertorial in two English and one Chinese newspapers. The advertorial supplement provided an overview of our efforts and available resources to combat race discrimination in Hong Kong.



此外，平機會亦支持為這個日子而舉辦了社區活動，包括由香港融樂會舉辦的國際消除種族歧視日嘉年華，及明愛青少年及社區服務舉辦的文化種族共融嘉年華2012。平機會於這兩項活動均設有資訊攤位，解答市民的問題及解釋《種族歧視條例》。

港鐵廣告

港鐵扶手電梯宣傳廣告於2011年2月至12月在港鐵站沿線推出。於不同港鐵站合共推出九款海報，宣傳包括種族共融、全民通達、預防性騷擾及懷孕歧視等訊息。其中一款廣告以八種不同語言展示「多元・共融」，讓市民在乘搭港鐵時也可了解不同的歧視問題及了解我們對平等機會的抱負。

全新電車車身廣告

乘搭電車的市民可能留意到，這種標記着香港運輸系統的交通工具，於去年新增了一項功能，就是宣傳平等機會。平機會由2011年6月至8月推出電車車身廣告，三輛漆上有關全民通達、種族平等和防止懷孕歧視訊息的電車，於不同地區行走，將平等觀念廣泛傳達給公眾人士。

全新巴士車身廣告

平機會由2011年12月起推出全新的巴士車身廣告，把「多元・共融」的主題展示於100輛九巴巴士車身。

In addition, the EOC supported community events to mark this day by holding information booths at the “International Day for the Elimination of Racial Discrimination Carnival” organised by HK Unison and “Cross Cultural Carnival 2012” hosted by Caritas Youth and Community Service. EOC representatives were available at the events to answer questions from the public and promote knowledge of the Race Discrimination Ordinance.

MTRC Advertising Campaign

The MTRC escalator advertisement campaign was launched throughout the MTR network from February to December 2011. A total of nine advertisements to promote the messages of racial equality, access for all, preventing sexual harassment and pregnancy discrimination were placed at escalator crowns of different MTRC stations. One of the advertisement contains the words “We as One” in eight different languages. MTR passengers can gain an insight into the experience of discrimination and see our vision of equal opportunities as they use the public transport.

Tram Body Advertising Campaign

Tram users may have noticed that Hong Kong’s iconic mode of transport has served an additional purpose of promoting equal opportunities last year. The EOC’s tram body advertisement campaign ran from June to August 2011. Three trams carrying posters on access for all, racial equality and preventing pregnancy discrimination ran in different districts to widen the reach of these messages to the public.

New Bus Body Advertising Campaign

The EOC had been running a new bus body advertisement campaign in December 2011, with the theme “We as One” painted on 100 operating KMB buses.

雅虎首頁廣告

透過網上媒體的宣傳效力，平機會於2011年4月至7月在最受歡迎的雅虎!香港網站推出了五張橫幅廣告和兩項宣傳片以推廣不同平等機會的訊息，包括種族共融、消除懷孕歧視、暢通易達、消除性騷擾和「平等共融新視野」攝影比賽。

其他傳媒活動

平機會於本年度共處理了358宗傳媒查詢，舉辦了14場新聞發佈會，接受了70個傳媒訪問及發佈了35篇新聞稿。

學校活動

平機會其中一項重要宣傳策略是從小培養兒童和青少年接納平等機會及共融的觀念。

「無定型新人類」

平機會每年一度的青少年師友計劃「無定型新人類」已是第十年舉辦，計劃強調打破定型觀念的重要性。自2002年推出以來，已有超過5,800名中小學生參與過這項計劃，而本年度亦有超過700名來自100間學校的學生參加。透過參與導師的大型分享會及機構參觀，學生們對不同職業都有更深理解，視野亦得以擴闊。



Yahoo Homepage Advertising Campaign

To harness the power of on-line media, the EOC launched an advertising campaign on the most popular webpage, Yahoo! Hong Kong from April to July 2011. Five banner advertisements and two APIs (Announcements in the Public Interest) had been displayed on Yahoo's homepage (<http://hk.yahoo.com>) to promote different equal opportunities messages including racial harmony, preventing pregnancy discrimination, accessibility, preventing sexual harassment and My Vision of EO Photo Competition.

Other Media Activities

The EOC handled a total of 358 media enquiries in 2011/12. The EOC also held 14 news conferences, granted 70 media interviews and issued 35 news releases.

School Programmes

Focusing on children and youth is a key public education strategy for the EOC as we seek to nurture acceptance of equal opportunities and inclusion from an early age.

Career Challenge

Designed to highlight the importance of breaking down stereotypes, the EOC's annual youth mentorship programme, "Career Challenge", is now in its tenth year. Since its launch in 2002, this programme has attracted over 5,800 secondary and primary school students. During the year, over 700 students from 100 schools gained remarkable new career insights and broadened their horizons by participating in large-group sharing sessions and special agency visit.

為配合新高中學制，「無定型新人類」已納入教育局「其他學習經歷」活動資料庫，學校可按需要為學生安排相關的課時。一如以往，有興趣擔任小主持的同學如獲挑選，便可接受司儀訓練，在分享環節分別訪問八位嘉賓導師。

本年度，同學有機會到九龍清真寺參觀，並與不同種族的同學一起參與和「獨特的我！」聯合舉辦的活動。嘉賓導師的分享環節被錄製成精華片段，已上載至平機會網頁及YouTube頻道，讓公眾收看。此外，我們繼續更新「無定型新人類」的Facebook群組，希望可以吸引更多青少年參與平機會的活動。

此外，更有超過100名學生參加了「無定型大使計劃」，此計劃旨在鼓勵青少年在學校及社區積極宣傳平等機會訊息。無定型大使會以個人或團隊力量，令社會人士更關注平等機會的議題，並要主動接觸社會上的少數群體。

「獨特的我！」

「獨特的我！」是平機會舉辦的一個以英文作主要語言的青少年發展計劃，自2010年12月起推出，旨在提供一個啟發青少年跨越障礙、打破定型的平台。2011/12年度，平機會共舉辦了兩場分享會，以嘉賓分享、青少年表演、小組活動，就香港的歧視問題交換意見，超過150位青少年出席。另外，我們推出一個以「更美明天」為題的寫作及演講比賽，共收到47份參賽作品。為了促進本地及少數族裔青少年的文化交流，「獨特的我！」及以廣東話為主的「無定型新人

To tie in with the New Senior Secondary (NSS) Curriculum, Career Challenge has been registered as an “Other Learning Experience (OLE) Programme” in the Activity Data Bank of the Education Bureau. The participation hours for this programme may be taken into account for the planning of the student’s OLE. Like in the previous year, interested students got the opportunity to be trained as one of the programme hosts responsible for interviewing the eight Mentors during the sharing sessions.

This year, participating students also got the chance to visit the Kowloon Mosque and meet with students of different races through the joint programme with “Uniquely Me!”. The mentors’ sharing sessions were produced as video highlights and have been uploaded to the EOC website and YouTube Channel for public review. In conjunction with this programme, we continue to have a Facebook Group for Career Challenge mentees to attract a greater number of youth participants.

Over 100 participating students have also joined the “Career Challenge Ambassador Scheme”, which aims to encourage young people to engage in spreading the message of equal opportunities in their schools and the community. A Career Challenge Ambassador is expected to initiate personal or team efforts to raise awareness about equality issues, and to reach out to minority groups in the society.

Uniquely Me!

Uniquely Me!, the EOC’s English-language youth development programme, was launched in December 2010. It aims to be a platform for youths to get inspired to overcome barriers and break stereotypes. During the year 2011/12, the EOC organised two Uniquely Me! sharing sessions attended by over 150 youths, which featured guest mentors’ sharing, youth performances, and group activities to exchange ideas on discrimination in Hong Kong. In addition, a youth writing and speech competition was launched, which saw a total of 47 entries on the topic of “For a better tomorrow.” In order to facilitate cross cultural sharing between mainstream and ethnic minority youths, joint events with our Cantonese-

類」青少年師友計劃聯合舉辦的活動已於2011年12月及2012年2月舉行。平機會亦為「獨特的我！」活動開立Facebook戶口，與青少年分享平等機會的資訊及最新活動。

話劇表演

平機會本年度與三間本地劇團合作，在學校演出以平等機會及多元共融為題的話劇和木偶戲，今年約有71,000名學生觀看過這些表演。平均有百分之九十九的學校把活動評級為「好」及「非常好」，並認為這些表演十分有趣和富教育意義。

speaking youth programme, Career Challenge, were held in December 2011 and February 2012. The EOC also maintains a Facebook page for the Uniquely Me! programme to facilitate sharing of information on equal opportunities with the youth participants as well as to keep them updated on upcoming events.

Drama Performances

During the year, the EOC engaged three local theatre troupes to stage plays and puppet shows at schools on equal opportunities and diversity issues. The troupes performed for approximately 71,000 students. On average, nearly 99% of the schools found our plays “good” or “very good”, and felt that the performances were interesting, educational and meaningful.



締造性別平等的學習環境

平機會繼續為預防大學校園性騷擾作公眾教育，向大專生派發海報及文件夾，以引起他們對校園性騷擾問題的關注，並鼓勵他們使用平機會的「防止性騷擾網上教學資源」。成功完成課程的同學獲發電子證書及4GB電腦記憶棒。平機會亦會應學校及大專院校之邀請，提供講座及培訓。

僱主項目

平等機會之友會

為確保各行各業的僱主和僱員充分準備好在機構內推行平等機會政策和管理規則，我們於2006年成立了平等機會之友會，提供交流及合作的平台。平等機會之友會旨在提升會員對反歧視條例的認識，協助僱主、人力資源從業員、職場主管和培訓人員推行良好管理常規，遵守反歧視法例。

2011/12年度有約300名來自超過170間公司、政府部門、大學、中小企及非政府組織的人力資源從業員加入了平等機會之友會，分享他們於工作間推行多元共融文化的經驗。本年度根據會員建議及要求而推出的講座包括：

- 《處理工作間殘疾事宜的更有效方法—個案分析》研討會
- 《殘疾歧視條例僱傭實務守則》修訂本
- 「性騷擾的謬誤及預防工作間的性騷擾」研討會

Creating a Gender-friendly Learning Environment

To continue with our sexual harassment public education targeting tertiary education institutions, we distributed posters and plastic folders to university students to draw their attention to the issue of sexual harassment in the education setting and encourage them to use our online training module on sexual harassment. We also awarded e-certificates and 4GB USB memory sticks to users who successfully completed the training module. Talks and training are also provided to schools and universities upon request.

Programmes for Employers

Equal Opportunity (EO) Club

The EOC works with a wide range of employers and employees to ensure they are equipped to implement equal opportunities and good management practices in their workplace. The EO Club was set up in 2006 to provide a platform for exchange. The club aims to improve understanding of the anti-discrimination ordinances and help employers, human resources practitioners, workplace supervisors, and trainers implement good management practices and comply with the laws.

Around 300 human resources practitioners from over 170 corporations, government departments, universities, small and medium-sized enterprises (SMEs) and NGOs joined the EO Club to share their experiences in implementing diversity in their respective workplace in 2011/12. The topics for the seminars, devised with reference to the input and request made by our Club members during the year, were:

- Seminar on “A Better Solution to Workplace Disability Issues – Case Analysis”
- The Revised Code of Practice on Employment under the Disability Discrimination Ordinance
- Seminar on “Myths on Sexual Harassment and How to Prevent It in the Workplace”

我們又為會員舉辦交流會，讓大家分享對多元文化及處理投訴的心得，大部分會員認為這些講座及交流會提供了不少實用的資訊。我們每月亦以電郵寄出平機會電子通訊，將我們的最新消息率先通知會員，藉此加強與會員的聯繫。

中小企博覽

平機會參與了由香港貿易發展局舉辦的第十一屆「國際中小企博覽」，藉此向中小企發放平等機會資訊。我們向參觀者派發了不同的宣傳刊物，包括各種單張、《平機會通訊》及各反歧視條例的《僱傭實務守則》。在接受問卷調查的參觀者中，有百分之九十八的受訪者對我們的展覽作正面評價。評語包括職員態度友善、攤位布置吸引和能夠提供實用資料。

Members' networking sessions were likewise organised for the exchange of ideas on diversity and complaint handling issues. EO Club members generally found the seminars and networking sessions informative and useful. To strengthen our connection with the members and to keep them updated on our latest news, we send out e-News every month.

SME Expo

The EOC participated in the 11th World SME Expo, an annual event organised by the Hong Kong Trade Development Council to disseminate information to small and medium-sized enterprises. The EOC distributed promotional publications, including various leaflets, EOC news, and Code of Practice guidebooks to the Expo visitors. Positive feedback on our booth was received from almost 98% of our visitors who filled out evaluation questionnaires. The praise we received mentioned the welcoming attitude of our staff, the presentation of our booth, and the usefulness of the information provided.

深入社群

社會參與資助計劃

資助計劃旨在鼓勵非政府組織、社區組織及學校舉辦與平等機會有關的活動，並促進大眾認識四條反歧視條例的原則及應用。

Community Outreach

Community Participation Funding Programme

The purpose of this programme is to encourage NGOs, community groups, and schools to initiate projects on the subject of equal opportunities, and promote understanding of the principles and applications of the four anti-discrimination ordinances.



自1997年以來，平機會每年均推行資助計劃。今年共收到93份申請，其中63項活動獲批准，資助總額達港幣1,572,570元。所有社會參與資助計劃的參與機構名單已詳列於附錄三內。

深入少數族裔社群

平機會明白接觸少數族裔社群的重要性。我們當中有同事能操印度語、印尼語、尼泊爾語、旁遮普語、泰語及巴基斯坦語，並參與了41項社區活動、出席了19個網絡會議及舉辦了50場講座，吸引了3,873位人士出席。此外，我們亦進行了23次外展活動。自2012年1月起，平機會定期為一份印尼報章撰寫文章。我們亦於2012年3月起定期參與香港數碼廣播有限公司「數碼大同台」的泰語節目。

平等機會日

平機會於2011年7月24日在屯門大會堂展覽廳舉行「平等機會日」，以提高區內市民對平等機會和各反歧視條例的認識，活動吸引約250位人士參加。

平機會留意到，若干居於新界西北區的少數族裔人士，他們較難獲取有關香港反歧視條例如何保障他們的資訊。平機會決心確保每個人都有平等的權利透過知識為自己充權，故此我們希望藉着舉辦平等機會日，以有趣及具娛樂性的方式，擴闊他們獲取這些重要資訊的途徑。

The EOC has offered this programme every year since 1997. This year, we provided \$1,572,570 for 63 projects out of 93 applications. The complete list of organisations under the Community Participation Funding Programme 2011/12 can be found in Appendix 3.

Outreach to the Ethnic Minority (EM) Groups

The EOC understands the importance of outreaching to different ethnic minority communities. With members of the team who are able to communicate in Hindi, Indonesian, Nepali, Punjabi, Thai and Urdu, the EOC participated in 41 community events, attended 19 networking meetings with members of community and delivered 50 talks which were attended by 3,873 participants. In addition to the above, we also conducted 23 outreach activities. Since January 2012, the EOC has had a regular column in one of the Indonesian newspapers. With the Digital Broadcasting Corporation in operation since last year, beginning in March 2012, we also started a regular radio segment on the Thai programme on “Digital We” channel.

Equal Opportunities Day

The EOC staged its Equal Opportunities Day at the Exhibition Gallery of the Tuen Mun Town Hall on 24 July 2011 to advance public understanding of equal opportunities and the anti-discrimination ordinances. This activity was attended by 250 people.

The EOC is mindful of the fact that a number of ethnic minorities, many of whom reside in the northwest New Territories area, have difficulty accessing information about their protection under Hong Kong’s anti-discrimination ordinances. The EOC is committed to ensuring that everyone has equal rights to empower themselves through knowledge. By organising the Equal Opportunities Day, we hoped to widen access to these important information.

當日活動包括：平等機會講座、文化表演；以及由服務少數族裔的團體所主持的資訊遊戲攤位。下午的活動為嘉賓導師 ASAP Transaction Processing Corporation Ltd行政總裁，並於近日獲得全球Rick Hansen基金會「非凡成就」獎得主Ajmal SAMUEL先生的分享。

「平等共融新視野」攝影比賽

為了鼓勵攝影愛好者透過鏡頭，展現日常生活中平等參與、和諧共融及多元文化的一面，平機會與香港青年協會合辦了攝影比賽。在截止日期2011年4月30日為止，我們共收到112位參賽者的259幅作品，當中包括公眾人士、大專生以及中學生等。

在五位評判：平機會委員黃嘉玲女士、黎雅明先生及增選委員苗澤文先生、香港青年協會副總幹事馮丹媚女士及攝影名家水禾田先生評核後，已甄選出公開組、青少年組及出色作品獎的優勝作品。頒獎禮已於2012年1月舉行，並由平機會青少年師友計劃導師、Chocolate Rain創辦人及創作總監麥雅端女士擔任頒獎嘉賓之一。頒獎禮上亦播放了勝出者的得獎作品片段。

「全民通達」巡迴展覽

上述展覽旨在宣揚「全民通達」概念。由2011年3月至6月，平機會在公共屋邨舉辦了共10場巡迴攝影展覽，是次展出相片來自香港復康會、香港攝影學會及香港展能藝術會合辦的「無障礙共融社會攝影比賽」作品。

The day's activities included talks on equal opportunities, cultural performances, and informative game booths hosted by organisations who provide services to ethnic minorities. The afternoon also featured sharing from the guest mentor, Mr. Ajmal SAMUEL, the CEO of ASAP Transaction Processing Corporation Ltd and a "Difference Maker" awardee from the worldwide Rick Hansen Foundation.

“My Vision of Equal Opportunities” Photo Competition

To encourage photo enthusiasts to show different aspects of inclusion and diversity in everyday life to promote equal opportunities, a photo competition was co-organised with the Hong Kong Federation of Youth Groups (HKFYG). By the deadline on 30 April 2011, we received a total of 259 photo entries from 112 participants, comprising members of the general public, as well as students from universities and secondary schools.

The entries were scored by five adjudicators: Ms Garling Wong, EOC Member; Mr. Amirali Bakirali Nasir, EOC Member and Mr. Behzad Mirzaei, Co-opted Member of Policy and Research Committee; Ms Amy Fung, Deputy Executive Director, Hong Kong Federation of Youth Groups; and Mr. Water Poon, renowned photographer. Based on these scores, the winners of both the Open and Youth Divisions as well as the winners of Special Merit Awards were determined. The prize presentation ceremony was held in January 2012. Our Career Challenge mentor Ms Prudence Mak, Founder and Creative Director of Chocolate Rain, was the prize presenter. A short video showing all the winning photos was screened during the prize presentation ceremony.

Roving Exhibitions on Accessibility and Universal Design

This initiative aimed to promote our vision of “access for all”. From March to June 2011, ten photo exhibitions were held at public housing estates. The displayed photos are entries from the “Accessibility and Social Inclusion” photo competition organised by the Hong Kong Society for Rehabilitation, the Photographic Society of Hong Kong, and the Arts with the Disabled Association Hong Kong.

另外，由2012年3月至8月，平機會於不同港鐵站舉辦了共14場巡迴展覽，其中的立體展品顯示了四類人士的切實觀感，他們分別是視障人士、聽障人士、輪椅使用者和長者。平機會期望透過展覽，令公眾更為了解在日常生活中採用通用設計的好處，並爭取市民支持無障礙設施。

參與香港書展

平機會與民政事務局及公民教育委員會合作，於2011年7月20日至26日在「香港書展」舉辦公民教育展覽，以宣揚「愛自己・愛家人・愛香港・愛國家」的主題。我們透過是次展覽介紹平等機會的訊息和四條反歧視條例。

精神健康月

一如以往，平機會參與了每年一度的「精神健康月」。這項活動於10月舉行，由勞工及福利局、多個政府部門及非政府組織合辦，旨在透過連串活動推廣精神健康，消除社會上對精神病人的負面標籤，減少公眾對他們的歧視。

講座

於本年度，平機會舉辦了480場講座及培訓班，並接待了55個團體。參加者／訪客來自政府部門、本地及海外非政府機構、大專院校以至商界。除了反歧視條例外，討論範圍亦包括其他與歧視及平等機會有關的議題。

Moreover, from March to August 2012, fourteen roving exhibitions were held at different MTR stations. These roving exhibitions on accessibility feature 3-D displays of the perspectives of four different groups of people. They are people with visual impairment, people with hearing impairment, wheelchair users, and elderly people. With this exhibition, the EOC aims to raise awareness on the benefits of Universal Design in everyone's daily life and solicit public support for improving access.

Exhibition at the Hong Kong Book Fair

The EOC joined the Home Affairs Bureau and the Committee on the Promotion of Civic Education to hold a Civic Education Exhibition at the Hong Kong Book Fair from 20 to 26 July 2011 to promote the theme of "Cherish yourself and your family, Love Hong Kong and your country". The concepts of equal opportunities and the four anti-discrimination ordinances were introduced in the exhibition.

Mental Health Month

In keeping with our past practices, we participated in the annual Mental Health Month in October that was jointly organised by the Labour and Welfare Bureau, various government departments, and NGOs. The purpose of the series of events held during this month was to promote mental well-being in Hong Kong and remove social stigma associated with people with mental illness.

Talks

The EOC gave 480 talks and training sessions throughout the year, and received 55 groups from government departments, local and overseas NGOs, institutions, and business organisations. In addition to addressing Hong Kong's anti-discrimination ordinances, the sessions covered a wide spectrum of issues related to equal opportunities.



教育資源

網上資源中心

平機會的網頁榮獲2011年度香港十大.hk網站選舉的中小企組優異獎。這項選舉是由香港互聯網註冊管理有限公司舉辦。除了整體的美觀和創意外，今年新增了「網絡無障礙」作為評審準則，以表揚能切合殘疾人士需要，方便他們瀏覽網頁及獲取網上資訊的網站。

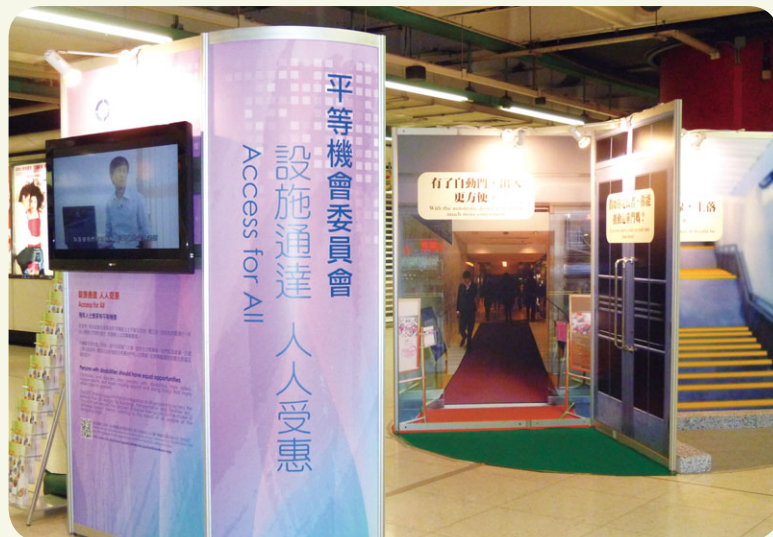
平機會的網頁是一個中英雙語的網上資源中心，亦是重要的宣傳渠道。網頁上展示了最新的重要資訊，讓訪客對平等機會有更深了解。所有訪客，不論是要完成報告的學生，或是曾受歧視的人，是視障人士或有其他殘疾的朋友，均能藉着平機會網頁，享有平等的機會去獲悉最新的資訊及建議。

Educational Resources

On-line Resource Centre

The EOC's website was awarded a Merit Prize in the 2011 Top 10.hk Website Competition for the category of SME Group organised by the Hong Kong Internet Registration Corporation Limited. Aside from overall aesthetic and innovation, one of the judging criteria this year is the new "Web Care" element, which commends websites catering to the needs of people with disabilities by facilitating barrier-free access to the Internet and online information.

The fully bi-lingual (Chinese/English) online resource centre, continues to drive our promotional activities. It delivers updated information and assistance to individuals who want to know more about equal opportunities. Whether you are a student completing a school project, someone who had experienced discrimination or a person with visual impairment or other disability, our website provides a range of services so that everyone can enjoy equal access to up-to-date information and advice.



為推廣平等機會，我們於網頁上新增了平機會主席的專訪及分享、解釋反歧視法例的電台節目共28集、及電台訪問共54次。

為了推廣香港的無障礙設施，平機會網站全新增設了「無障礙生活」網頁。新網頁旨在宣揚各個生活層面的無障礙資源，並鼓勵大眾發表有關意見。

《種族歧視條例》自2009年7月全面實施以來，平機會已逐步將主要的資料單張及指引翻譯成六種少數族裔語言，包括印尼語、印度語、尼泊爾語、菲律賓語、泰語及巴基斯坦語，並上載至我們的網頁。

平機會的網頁一站式地向外界展示我們的工作，廣受歡迎。本年度，平機會網站的每月平均點擊率達320萬人次，每月訪客逾78,000名。

季刊

《平機會通訊》是中、英對照的季刊，內容包括平等機會的最新投訴個案分析、專題故事、專訪及與平等機會有關的時事議題。每季季刊的發行量超過80,000份，供約12,000位訂閱戶以及廣大市民免費索閱。《平機會通訊》亦備有發聲、點字及網上版。



To step up our public education activities to advance equal opportunities, we added to our website the media interviews and sharing sessions with the EOC Chairperson, 28 radio segments explaining how the anti-discrimination ordinances are applied, and 54 radio interviews on equal opportunities issues.

In order to promote accessibility in Hong Kong, a new webpage entitled “Barrier-free Life” was created. The new webpage aims to promote barrier-free resources covering various aspects of life and encourage discussions on different accessibility issues.

Since the Race Discrimination Ordinance became fully operative in July 2009, the EOC has progressively translated key information leaflets and guides in six ethnic minority languages namely Indonesian, Hindi, Nepali, Tagalog, Thai, and Urdu and uploaded it to our website.

The website offers a window to view all our activities, and is becoming increasingly popular with the public. Its monthly hit rate reached an average of 3.2 million throughout the year. The site had over 78,000 visitors a month.

Newsletters

The EOC News, our bilingual printed newsletter, includes analyses of some of the latest complaint cases, feature stories, interviews, and news on current issues related to equal opportunities. It has a circulation of over 80,000 and is available to the public for free with around 12,000 regular subscribers per issue. It is also available in audio, Braille, and online versions.

最新刊物

平機會製作了多種教育資源，重點介紹了不同層面的反歧視法例及新趨勢，藉此提高市民的認知，並提供消除歧視的資訊和協助。

於2011/12年度我們推出了以下的教育資源：

- 平等機會社會參與資助計劃小冊子（中文及英文）
- 平等機會委員會工作一覽2010/2011（中文及英文）
- 以9種語言（包括中文、英文、印尼語、印度語、尼泊爾語、旁遮普語、菲律賓語、泰語及巴基斯坦語）印製的「人人有書讀」單張
- 少數族裔教育工作小組報告（中文及英文）
- 《殘疾歧視條例僱傭實務守則》修訂本（中文及英文）
- 以8種語言（包括中文、英文、印尼語、印度語、尼泊爾語、菲律賓語、泰語及巴基斯坦語）印製的「地產代理、業主、租客、置業人士應認識的香港反歧視條例」小冊子

New Publications

In creating new publications, our focus has been on different aspects of the anti-discrimination legislation as well as new developments in the field, with the aim of raising awareness and providing information and assistance in eliminating discrimination.

We developed the following publications in 2011/2012:

- Community Participation Funding Programme on Equal Opportunities booklet (English and Chinese)
- EOC Fact Sheet 2010/2011 (English and Chinese)
- “Education for All” leaflet in nine languages (English, Chinese, Indonesian, Hindi, Nepali, Punjabi, Tagalog, Thai and Urdu)
- Report on the Working Group on Education for Ethnic Minorities (English and Chinese)
- Revised Code of Practice on Employment under the Disability Discrimination Ordinance (English and Chinese)
- “What You Should Know as a Real Estate Agent, Landlord, Tenant, or Home Buyer under Hong Kong’s Anti-Discrimination Ordinances” leaflet in eight languages (English, Chinese, Indonesian, Hindi, Nepali, Tagalog, Thai and Urdu)



舉報性騷擾者

Report the sexual harasser.



平機會自2001年提供培訓及顧問服務以來，已舉辦了超過2,300節培訓課程，參加人數達136,000人。

2011/12年度，社會人士對反歧視法例的培訓服務需求依然殷切。我們全年為不同界別，包括：政府部門、公營機構、大型商業機構、中小型企業、非政府組織、少數族裔團體及其他持份者團體，提供了合共400節培訓課程，約19,000人士參加。

有關《種族歧視條例》的培訓課程

自《種族歧視條例》於2008年7月17日通過以來，截至2012年3月31日為止，平機會已舉辦了263節有關《種族歧視條例》的培訓課程，參加者超過14,500人，分別來自少數族裔社群、非政府組織、政府部門和公私營機構。

常設課程－平等機會工作坊

平機會每年舉辦定期培訓班和「度身訂造」培訓課程。定期培訓班分別於每年春季及秋季舉行。在2011/12年度，平機會為815位參加者開辦了33節定期培訓班。同時，我們又舉辦了319節「度身訂造」的培訓課程，參加人數超過10,400人。最多人參加的課程是反歧視條例，其次是關於性騷擾的課程。

特別為少數族裔而設的培訓課程

香港約有百分之六的人口來自不同的少數族裔。他們時會遇上各種障礙而無法得享平等機會。為讓少數族裔加深認識自己的權利，關注他們的特殊需要，平

Since the EOC training and consultancy services began in 2001, we have conducted over 2,300 training sessions for more than 136,000 people.

The training demand in 2011/12 remains high. We organised a total of 400 training sessions for various sectors including government departments, public bodies, large businesses, small and medium enterprises, NGOs, ethnic minority groups and other stakeholders. During the year the training sessions attracted around 19,000 participants.

Training on the Race Discrimination Ordinance

From the day the RDO was enacted on 17 July 2008 to 31 March 2012, we have conducted 263 training workshops on this ordinance for over 14,500 participants representing ethnic minority communities, NGOs, government departments, public bodies and private enterprises.

Ongoing Activities – Equal Opportunities Workshops

The EOC offers two types of training workshops every year, namely the calendar training and the customised training. Two series of calendar training programmes are organised each year in the spring and autumn. In 2011/12, we conducted 33 sessions for 815 participants under the calendar training programmes. We also held 319 customised training sessions for over 10,400 participants in 2011/12. Of these, the most popular topic was the anti-discrimination ordinances, followed by sexual harassment.

Special Training Programme for Ethnic Minorities (EM)

Various ethnic minority groups make up about 6% of the Hong Kong population. They face various barriers to equal opportunities. To facilitate better understanding of their rights and address their special needs, the EOC continued

機會繼續為他們開辦培訓課程。此外，我們亦為服務少數族裔社群的社區工作者提供度身訂造的培訓課程，讓他們對反歧視法例有更豐富的認識。本年度共有98位社區工作者參加了上述度身訂造培訓課程。

「無障礙通道及設施」培訓課程

於2010年6月公佈《公眾可進出的處所無障礙通道及設施正式調查》的結果後，平機會為政府決策局與各部門的無障礙主任和其他前線員工提供了度身訂造的培訓課程。此外，平機會亦舉辦了名為「無障礙設施與你」的定期培訓課程，歡迎公私營機構的員工參加。在2011/12年度，我們合共舉辦了15節關於無障礙通道及設施的培訓課程，共吸引超過600人參加。

為不同持份者提供培訓

政府部門

政府是香港最大的僱主及服務提供者，因此政府部門的職員也是我們的主要培訓對象之一。其中一些部門，例如：食物環境衛生署和香港海關均已把反歧視條例培訓納入部門新員工的入職導引課程中，亦作為其員工發展課程的一部份。我們亦與公務員事務局屬下的公務員培訓處合作，為公務員提供了9場工作坊，探討不同的平等機會議題，當中包括為在職及新入職員工提供的培訓。

總括來說，本年度我們應個別政府部門及公營機構的邀請，共舉辦了111節培訓。

to provide training workshops for various EM groups. In addition, customised training for EM community workers was also arranged to enhance their knowledge on the anti-discrimination ordinances. 98 workers attended these customised training courses.

Training on Accessibility

Following the release of the “Formal Investigation Report: Accessibility in Publicly Accessible Premises” in June 2010, tailor-made training sessions on accessibility were conducted for Access Officers as well as other frontline staff from government bureaux and departments. In addition, the EOC also held training sessions on “Access for All” under our calendar training programme, which were open to participants from both the public and private sectors. In 2011/12, a total of 15 courses were conducted, with over 600 participants.

Training for Different Stakeholders

Government Departments

The Government is the largest employer and service provider in Hong Kong. Government departments have always been a major customer of our training services. Some departments, such as the Food and Environmental Hygiene Department and the Customs and Excise Department, have included anti-discrimination ordinances in their regular induction courses for newly recruited staff members and as a part of their staff development programmes. Through the co-ordination of the Civil Service Training and Development Institute of the Civil Service Bureau, we provided nine workshops on different topics to civil servants. Some workshops were designated for new recruits while others were for existing staff members.

In sum, we provided 111 trainings sessions upon request by individual government departments and public bodies during the year.

為人力資源從業員提供培訓

應香港人力資源管理學會的邀請，平機會繼續為人事管理人員提供有關平等機會法例的課程。這課程已獲學會認可為「專業會員資格」的其中一項必修課；又是學會所舉辦的「與僱傭有關的法例」證書課程的一部分。

為新任校長提供培訓

校長不單承擔教育重責，還兼負管理學校的角色，因此必須確保校內人人可享平等機會。平機會應教育局要求，自2002年至今已為535位新任校長提供有關平等機會的培訓課程。在2011/12年度，共有58位新任校長接受了我們的培訓。

為地產代理提供培訓

地產代理監管局引入「持續專業發展計劃」，以提高地產代理從業員的專業水平及地位。該局認同平等機會知識於業界的日常運作中日益重要，因此把平等機會法例納入為持續專業發展計劃課程之一。本年度約有567位地產代理從業員參加了有關課程。

Training for Human Resources Practitioners

We continue to provide training sessions on Hong Kong's equal opportunities legislation to human resources practitioners upon the requests of the Hong Kong Institute of Human Resources Management (HKIHRM). The training course forms a part of an accredited programme leading to a certificate in employment law and employee engagement, which is a requirement for Professional Membership at the HKIHRM.

Training for Newly Appointed Principals

Principals play a crucial role in ensuring equal opportunities in schools as they oversee both staff management and education. The EOC has provided equal opportunities training to 535 newly appointed principals by request from the Education Bureau since 2002. 58 new principals participated in the training course in 2011/12.

Training for Estate Agents

The Estates Agents Authority, having introduced a Continuing Professional Development (CPD) Scheme to raise the professional standards and status of estate agency practitioners, recognises that equal opportunities knowledge is important in the day to day practice of the real estate industry. Equal opportunities legislation has therefore been included as one of the courses in the CPD Scheme. Approximately 567 estate agency practitioners participated in the courses organised this year.



為非政府組織及工會提供培訓

非政府組織及工會是我們推動平等機會的重要夥伴。受屈人遇到歧視或騷擾時，往往最先向非政府組織及工會求助。同時，這些機構亦有責任確保工作間沒有歧視及騷擾發生。平機會與非政府組織及工會緊密合作，為其服務對象及員工提供培訓，向他們講解相關的平等機會訊息。我們在2011/12年度為非政府組織及工會舉辦了共104場工作坊。

網上培訓計劃

防止校園性騷擾網上課程

在2011/12年度，我們繼續與十二間本地大專院校合作，向院校學生及教職員推廣《防止校園性騷擾》網上課程。宣傳活動包括派發海報及文件夾，並向成功完成課程的學員頒授電子證書及4GB電腦記憶棒。課程推出後，吸引了約4,500位大學生使用。

該課程是香港首個防止校園性騷擾的網上自學課程，講解性騷擾的定義及各種可能在校園環境發生的性騷擾，並列舉了個人及教育機構須負上責任的例子。

此外，平機會在剛過去的學年為約400位大學生及教職員舉辦了防止性騷擾培訓工作坊及簡介會，讓他們對性騷擾行為及性別平等概念有更深入的認識。



Training for NGOs and Trade Unions

NGOs and trade unions are our important partners in the promotion of equal opportunities. In addition to their role of being the first point of contact for those seeking assistance when facing discrimination and harassment, they are responsible for ensuring a workplace free of discrimination and harassment. The EOC works hand-in-hand with NGOs and trade unions to put across the message of equal opportunities by providing training to their clients as well as their staff members. We provided 104 workshops to various NGOs and trade unions in 2011/2012.

Online Training Programmes

Online Programme to Prevent Sexual Harassment

In 2011/12, we continued to work with twelve local tertiary institutions to promote our online training course on preventing sexual harassment on campus to their students and staff. As part of our promotion, we distributed posters and plastic folders to our target users. We also awarded e-certificates and 4GB USB memory sticks to users who successfully completed the training module. Since its launch, around 4,500 students used this online training module.

The training, which explains the definitions and various types of sexual harassment that could occur in school settings, is Hong Kong's first online self-learning training module on preventing sexual harassment on campus. It also illustrates the liabilities of individuals and educational institutions.

In addition, the EOC organised training workshops and briefings on preventing sexual harassment for around 400 university students and staff during the last school year. The workshops aimed at helping them gain a deeper understanding of sexual harassment and the concept of gender equality.



為幼稚園及幼兒中心的學生製作 網上培訓課程

為鼓勵家長及幼兒教育工作者向幼兒灌輸平等機會與共融的價值觀，平機會製作了全新的網上教學資源。教材套內容包括適合不同年齡幼兒的互動動畫故事，備有各式網上遊戲及工作紙，以加強幼兒對平等概念的認識。

為方便家長及教師使用網上教學資源，教材套備有教學指引，向家長和教師提供教學小貼士及實用技巧，以培育幼兒建立正確價值觀。

平機會於2011年8月2日舉行網上教學資源啟動禮，向超過100位幼稚園校長及教師推介這套新教材。

藉著製作網上教學資源，平機會亦進行了《幼兒對平等機會及歧視的概念》研究。研究發現，歧視態度早於幼兒期已經出現。研究中的幼兒已有某種負面定型觀念，例如「認為深色皮膚的人比較不友善及凶惡」。因此，家長及教師應趁孩子年幼，培養小朋友多元共融的正面價值觀，並讓他們認識歧視的害處。研究亦顯示這套全新的平機會網上教學資源有助提升幼兒的平等機會觀念，值得父母及老師廣泛使用。

Launching of an Online Training Module for Children Attending Kindergartens and Child Care Centres

To encourage parents and preschool teachers to instill the values of equal opportunities and inclusion in children at an early age, a new online training module has been produced. The module contains interactive stories with animation to cater to different levels of preschoolers. Various online games and worksheets have also been designed to reinforce the message of equality.

To facilitate the use of the training module by parents and teachers, teaching guidelines are included in the package. Additional teaching tips and practical skills are provided for parents and teachers to cultivate positive values in children.

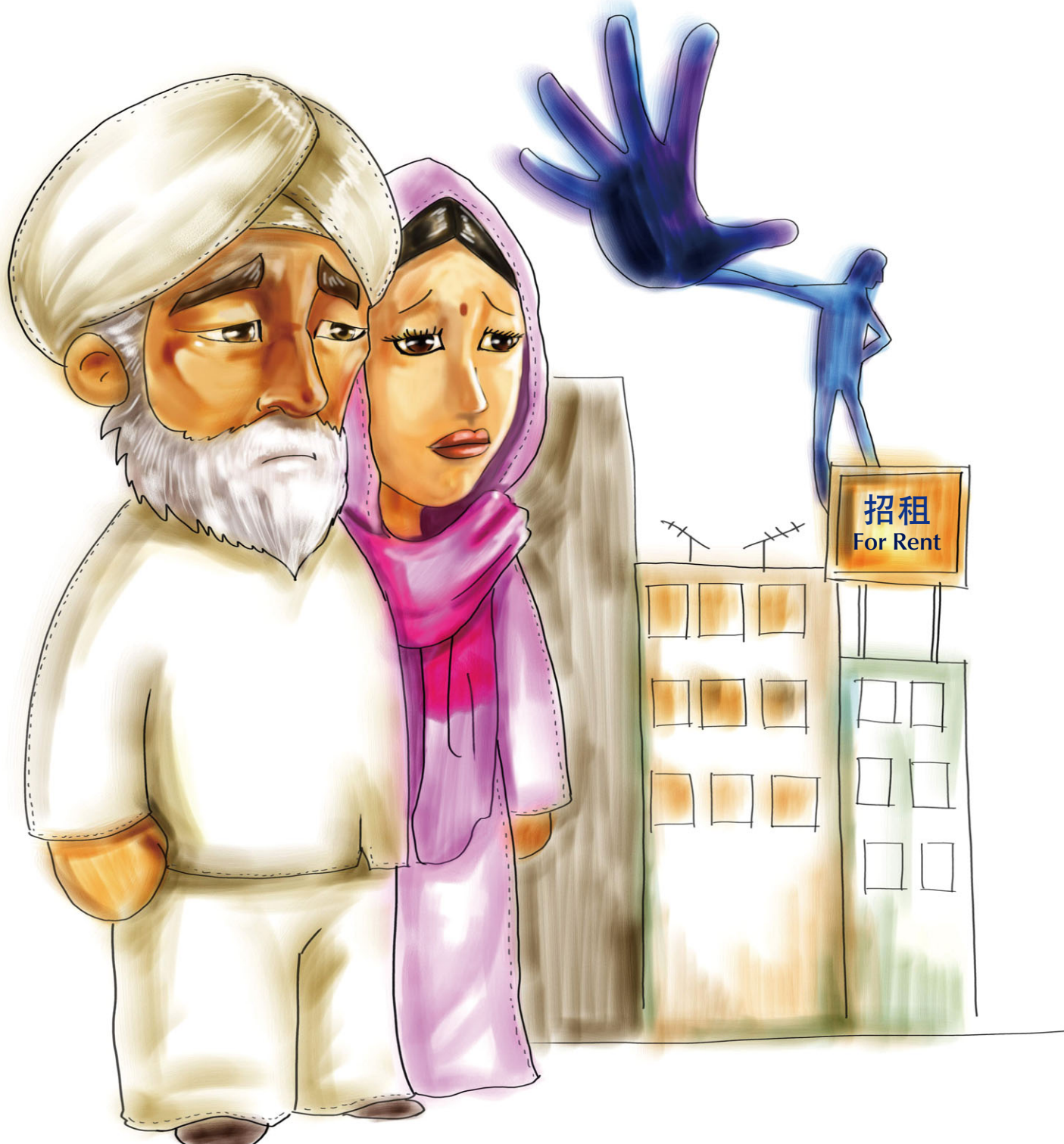
A launching ceremony was held on 2 August 2011 to promote the training module to over 100 kindergarten principals and teachers.

To tie in with the online training module, a research study was conducted on "Children's Concepts on Equal Opportunities and Discrimination." The results of the research indicate that discriminatory attitude can emerge as early as at the preschool stage. The study results indicate that certain negative stereotypes, such as "people with dark skin colors are unkind and cruel," have already been formed in the minds of preschool children. Parents and teachers should take early and persistent action to cultivate the values of diversity and inclusion in children as well as to teach them about the negative effects of discrimination while they are still young. The study also shows that the EOC's new online training module could help to enhance the concept of equal opportunities in children. Parents and teachers are encouraged to extensively use the package for preschoolers.



無故拒租 可涉歧視

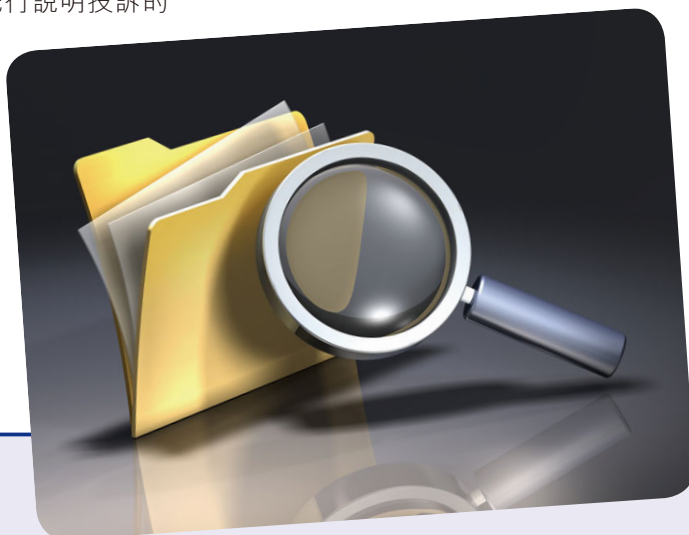
Refusing tenants on the ground of race is unlawful.



嘉許與投訴

回顧本年度，平機會共收到25項嘉許及15宗書面投訴，並經調查後完成處理了9宗投訴。

上文提到已完成處理的投訴中，有6宗投訴是透過申訴專員提出。投訴人表達了對平機會處理歧視投訴的手法及程序的不滿。經調查各宗投訴後，全部都因證據不足而結束，毋須作出跟進行動。無論如何，為不斷求進，平機會主動作出若干項改變，包括：(i)為處理投訴個案的個案主任安排特設的培訓課程，以協助提升他們的溝通能力；(ii)雖然「瑣屑無聊」是反歧視法例的用詞，但平機會在日後向投訴人回信時會考慮避免使用「瑣屑無聊」等字眼；(iii)安排相關職員即時以電話確認收到使用機密傳真機傳送的文件，以確保迅速和直接作出回應；(iv)提示平機會接待員，把電話轉駁給適當職員處理時，須先行說明投訴的性質（是歧視投訴或是與平機會服務有關的投訴）。



Compliments and Complaints

During the period under review, the EOC received 25 written compliments to and 15 complaints against the EOC. We concluded the investigation of nine complaints from members of the public.

Six of the concluded complaints were lodged via the Ombudsman. The complainants expressed dissatisfaction with the handling of discrimination complaints and procedures. After investigating into the complaints, all nine complaints were concluded to be unsubstantiated, and no follow-up action was required. Nevertheless, for the purpose of continuous improvement, the EOC took the initiative to institute a number of changes including: (i) arrangement of specific training for the case officers involved in the complaint cases in order to help enhance their communication skills; (ii) consideration by relevant divisions on not using words such as “frivolous” (albeit in the legal context of the anti-discrimination ordinances) in future replies to complainants; (iii) arrangement for all calls to verify receipt of documents sent to the confidential fax line to be immediately answered by relevant staff to ensure prompt and direct responses; (iv) reminders given to the EOC’s receptionists to clarify the nature

of the complaint (discrimination or service-related) prior to transferring the telephone line to appropriate officers for handling.

持份者的心聲

Stakeholders' Feedback

本人高度讚揚個案主任為本人評理妥當，令我晚上得到安眠。平機會幫助人人平等，香港就更和平了！

I highly appreciate the case officers who had done a good job for properly handling and assessing my case. It made me sleep well at night. EOC promotes equal opportunities for all, making Hong Kong a more peaceful city.

With your support, our aim to spread the message of bringing equality is highly achieved. More students are able to get in touch with the problem from a wider perspective. We thank you wholeheartedly for giving us the opportunity to learn and grow as socially responsible individuals in our society.

有了你們的支持，我們能成功宣揚平等的訊息，讓更多的同學能從更宏觀的角度去接觸這個議題。我們衷心感謝你們給予我們這學習機會，並成為有社會責任的一群。

你們的職員非常耐心地聆聽苦主的申訴，強調平機會的法定職責，更提供清晰的專業法律意見。此種敬業樂業，為苦主請命的精神本人十分欽佩。

Thanks to the EOC staff who patiently listened to our complaints, they explained the statutory functions of the EOC and gave me clear professional legal advice. I very much appreciate your work attitude and passion to bring about social justice.

你的分享很精彩，不單幫助我謹慎處理工作上可能遇上的灰色地帶，也讓我對何謂「歧視、冒犯」有所反思。

Your sharing is great. It doesn't only help me to prudently deal with the grey area which I may face in my work, but also lets me reflect on the meanings of "discrimination" and "offense".

Your vivid presentation with pragmatic examples was very informative and useful, definitely enhanced our participants on the knowledge and technique in handling sick leave issues in employment. We have received exceptionally positive feedback in particular from some human resource managers upon your presentation.

你那生動演講，輔以一些實例，使參加者獲益良多。毫無疑問，今次的演講增進了大家對於處理病假問題的知識及正確處理方法。在我們收回的問卷中，不乏對講者的卓越評價，這些好評尤其來自人力資源管理層人員。

持份者的善意批評給予我們有力的鞭策，提示我們要不斷改進，精益求精。與此同時，他們的讚許是我們工作上的強心針，鼓勵我們繼續努力不懈。

The well-intended criticism spurs us to constantly improve and work towards the fulfillment of our vision. At the same time, compliments received from our stakeholders give us a boost and encourage us to make every effort to fulfill our mission.

平機會獲選為「同心展關懷」機構

平機會獲香港社會服務聯會選為2011/12年度「同心展關懷」機構，以表揚我們在關懷社會、僱員和環境三方面的承擔。在展現關懷精神方面，平機會員工一直參與不同義務工作。「同心展關懷」和「商界展關懷」標誌是頒贈給促進企業社會責任的機構。平機會一直致力透過實踐良好企業公民責任，進一步發揚我們的使命和價值觀，是次獲獎，深感榮幸。

企業社會責任

員工義工活動

2011/12年度是平機會義工隊豐盛的一年，平機會義工於2011年服務社會超過600小時，獲社會福利署頒發銀嘉許狀。有三位義工整年服務時間超過50小時，因而個人獲頒銅嘉許狀。平機會所參與的義工項目包括籌組「穗港澳盲人觀星傷健營2011」，活動吸引超過1,000名傷健人士參加。另陪同嚴重智障學生暢遊主題公園和帶他們外出。



The EOC Named a Caring Organisation

The EOC has been named a Caring Organisation for the year 2011/12 by the Hong Kong Council of Social Service for our commitment in caring for the community, employees and the environment. The EOC staff have participated in on-going volunteer work. The Caring Organisation and Caring Company Logos are awarded to organisations for their efforts to promote corporate social responsibility. The EOC is proud to be recognised as we endeavour to further our mission and values through good corporate citizenship.

Corporate Social Responsibility

Staff Volunteer Programme

EOC volunteers had a productive year in 2011/12. The volunteers had spent more than 600 hours serving the community in 2011, and were awarded a Silver Certificate by the Social Welfare Department. Three volunteers were individually awarded Bronze Certificates for having done over 50 hours of community service during the whole calendar year. Our volunteering activities included organising and participated in the Stargaze Camp which attracted more than 1,000 participants who are people with disability from Hong Kong, Guangzhou and Macau, and accompanying students with severe intellectual disability to a theme park and a number of outings.

平機會員工以行動實踐平機會的價值觀，即「建設崇尚多元，包容共濟的社會」。

籌款活動

2011/12年度，平機會職員參加了14項籌款活動，包括為不同的非政府組織賣旗、耆樂餅義賣、公益金的「服飾日」和「折食日」，以及關懷愛滋的籌款活動。



環境保護措施

平機會在日常運作及維持常規標準方面，均以保護環境為原則。我們推行了多項節能減排措施，推廣循環再用，致力成為「環境友善」的機構。我們已採取的措施包括：使用「文件管理系統」以減少紙張存檔；鼓勵員工在有需要時才打印文件、並以雙面打印、選用再造紙及回收廢紙。

此外，平機會一直致力節約能源，因此，儘管2012年供電價格提高了6.3%，但平機會的電費按年增長只為2.3%。平機會將繼續推行其他環保措施，為綠色世界出一分力。

Through these activities, the EOC volunteer team has put into action the Commission's values and mission of "creating a pluralistic and inclusive society".

Fund-raising Activities

In 2011/12, EOC staff members participated in 14 fund-raising events, including flag-selling for various NGOs, cookie selling, Dress Special Day and Skip Lunch Day for the Community Chest, as well as a donation activity for AIDS Concern.

Environmental Protection Measures

The EOC strives to maintain operational standards and practices which respect the protection of the environment. We have implemented a number of measures to reduce waste and promote recycling, and to operate as a more environmentally-friendly organisation. These efforts included using a Document Management System to reduce the use of paper for filing; encouraging staff to print only when necessary and on both sides of paper; using environmentally-friendly papers; and arranging the recycling of used paper.

In addition, the EOC has been consistently making an effort to conserve energy, which was evidenced in the fact that there was only a 2.3% year-on-year increase in electricity charges despite the fact that electricity tariffs rose by 6.3% in 2012. The EOC will continue to pursue other environmentally-friendly measures to ensure that we are doing our part towards a greener world.



員工發展及珍惜人才

平機會透過不同良好常規以挽留人才，包括實行具透明度的管理、管理層與員工之間多衷誠溝通、定期舉辦員工諮詢會議、提供持續教育及進修機會、及提供員工支援計劃。

具透明度的管理

為增加透明度和讓員工更瞭解其他部門的工作，平機會管理人員定期舉行會議，並將會上的討論事項和有關決定通知部門同事。各部門亦會定期舉行會議，以確保同事間保持良好的溝通。

每年一度的員工旅行及其他非正式的聚會，可促進員工在日常工作以外的溝通。

員工諮詢組

由平機會主席委任的管理層代表及經員工選舉產生的代表組成員工諮詢組，旨在提供定期、直接的溝通及諮詢渠道予平機會員工，共同商討對大家有所影響的事務。諮詢組定期會面，致力推動員工合作精神，提升平機會服務社群的效率。諮詢組亦加深員工對平機會的政策、目標及決策理據的認識。



Staff Development and Staff Retention

The EOC's practices to ensure staff retention included encouraging management with transparency; establishing open communication between management and staff; holding regular staff consultative meetings; providing continuing education and training; and instituting an employee assistance programme.

Management with Transparency

Regular Meetings were held among senior management staff, with the discussions and decisions made known to all EOC employees to increase transparency and understanding of the work of different divisions. Regular divisional and unit meetings were held to ensure effective communication.

An annual staff outing and other informal gatherings were held to enhance communication among staff outside daily work routines.

Staff Consultative Group (SCG)

This group consists of management representatives, appointed by the Chairperson, and staff representatives, elected by the staff. Its purpose is to provide a recognised and direct channel of communication and consultation on issues that affect the interests of EOC staff. It also aims to promote a spirit of co-operation in securing and improving the EOC's efficiency in delivering services to clients. The SCG also enables employees to have a better understanding of the EOC's policies, aims, and reasoning behind its decisions. SCG Meetings are held regularly.

內聯網

平機會內聯網展示各部門的資訊及更新資料，例如：「平機會活動日程」列出平機會的重要活動，包括平機會會議、資助活動、內部培訓時間表及訪客活動等。內聯網備有實用的參考資料，讓員工掌握其他部門的最新資訊，並備有常用表格，方便員工下載使用。

員工培訓

每位員工在受聘期間均獲持續進修及培訓的機會，包括為新同事而設的迎新簡介以至受聘期間的各項內部或外間培訓及發展計劃。

平機會亦會舉辦不同主題的講座，邀請客席講者分享各項能豐富員工知識的議題，包括：應付機構文化的轉變、如何處理易感不滿受助人的投訴、精神健康急救班，和由新西蘭人權委員會專家主講調解投巧等。

為不同工作崗位的員工提供特別的技能培訓，例如為投訴事務科員工提供調解培訓、為法律服務科員工提供法律講座，以及為資訊科技員工提供資訊科技培訓。另外，又為資深員工提供為期兩日的領導才能培訓，以確保他們的理念和專業才能與平機會的整體目標和期望一致。

Intranet

The Intranet is a platform to provide information and updates from the various divisions/units of the EOC. Some examples include the EOC Activities Calendar, which lists the major functions and activities held by the EOC, including committee meetings, EOC-funded activities, the in-house training schedule, and visitors to the EOC. Reference materials are also available on the Intranet to give staff useful information and updates on the work of other divisions. It also provides easy access for staff to download commonly used or administrative forms.

Staff Training

Continuing education and training is provided throughout each person's employment in the EOC, from an orientation programme for new staff to various in-house or external training and development programmes during the course of employment.

Various seminars by external speakers were organised on different topics to enhance the EOC staff's work-related knowledge and widen their exposure to new information. The topics covered included managing organisational cultural change, managing complaints with high-conflict clients and mental health "first aid". A workshop on improving mediation skills was held with an expert speaker from the New Zealand Human Rights Commission. Staff engagement seminars were also arranged with the EOC Board Members as speakers.

Skill-specific training is also regularly set up staff performing different functions, such as mediation practice for staff from the Operations Division, legal seminars for staff from the Legal Service Division, and technology training for staff from the IT Section. Moreover, a two-day customised Leadership Alignment Programme was organised for senior staff, in order to ensure their cultural and professional consistency with the EOC's overall objectives and expectations.

平機會又依據既定政策資助員工報讀持續進修基金認可的課程，鼓勵員工終生學習。

員工支援計劃

自2011年4月起，平機會聘請外間顧問為員工提供支援計劃。計劃旨在協助員工處理工作與個人生活的不同需要，從而取得工作與生活的平衡。支援計劃包括設有24小時熱線，向員工提供專業顧問服務和各種資源和資訊。同年又舉辦了多次身心健康講座，探討改善睡眠質素、處理壓力等問題。

The EOC also encourages life-long learning through an established policy on sponsoring courses under the Continuing Education Fund.

Employee Assistance Programme

Starting from April 2011, the EOC engaged an external consultant to conduct its employee assistance programme. The programme aims to help staff to manage the diverse needs of their work and personal life in order to achieve good work-life balance. It includes a 24-hour hotline which provides professional counselling services and various resources and information to staff. A number of wellness seminars were also held in the year on topics of interest, including improving sleep quality and stress management.



體恤員工 助挽人才

A family-friendly workplace retains talent.



平等機會委員會 截至二零一二年 三月三十一日止 財政年度的財務報表

獨立核數師報告 致平等機會委員會委員 (依據《性別歧視條例》在香港成立)

本核數師(以下簡稱「我們」)已審核列載於第99至第124頁平等機會委員會(「委員會」)的財務報表，此財務報表包括於二零一二年三月三十一日的資產負債表與截至該日止年度的收支結算表、全面收益表、資金變動表和現金流動表，以及主要會計政策概要及其他附註解釋資料。

委員會對財務報表的責任

委員會須負責根據香港會計師公會頒布的《香港財務報告準則》編製財務報表，以令財務報表作出真實而公平的反映及落實其認為編製財務報表所必要的內部控制，以使財務報表不存在由於欺詐或錯誤而導致的重大錯誤陳述。

核數師的責任

我們的責任是根據我們的審核對該等財務報表作出意見，並按照雙方同意的聘任條款，僅向作為一個團體的委員會報告。除此之外，我們的報告不可用作其他用途。我們概不會就本報告書的內容，對任何其他人士負責或承擔法律責任。

Equal Opportunities Commission Financial Statements for the year ended 31 March 2012

Independent auditor's report to the Commission Members of Equal Opportunities Commission (Established in Hong Kong pursuant to the Sex Discrimination Ordinance)

We have audited the financial statements of Equal Opportunities Commission ("the Commission") set out on pages 99 to 124, which comprise the statement of assets and liabilities as at 31 March 2012, the statement of income and expenditure, statement of comprehensive income, statement of changes in funds and cash flow statement for the year then ended and a summary of significant accounting policies and other explanatory information.

The Commission's responsibility for the financial statements

The Commission is responsible for the preparation of financial statements that give a true and fair view in accordance with Hong Kong Financial Reporting Standards issued by the Hong Kong Institute of Certified Public Accountants and for such internal control as the Commission determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. This report is made solely to you, as a body, in accordance with our agreed terms of engagement, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report.

我們已按照香港會計師公會頒布的香港審計準則進行審核。這些準則要求我們須遵守道德規範，並規劃及執行審核，以合理確定此等財務報表是否不存有任何重大錯誤陳述。

審核涉及執行情序以獲取有關財務報表所載金額及所披露資料的審核憑證。所選定的程序取決於核數師的判斷，包括評估由於欺詐或錯誤而導致財務報表存有重大錯誤陳述的風險。在評估該風險時，核數師考慮與有關機構編製財務報表以作出真實而公平的反映相關的內部控制，以設計適當的審計程序，但目的並非為對有關機構的內部控制的有效性發表意見。審核亦包括評價委員會所採用的會計政策的合適性及所作出的會計估計的合理性，以及評價財務報表的整體列報方式。

我們相信，我們所獲得的審核憑證是充足和適當地為我們的審核意見提供基礎。

意見

我們認為，該等財務報表已根據香港財務報告準則真實而公平地反映委員會於二零一二年三月三十一日的事務狀況，及委員會截至該日止年度的盈餘及現金流量。

畢馬威會計師事務所

執業會計師
香港中環
遮打道10號
太子大廈8樓
二零一二年八月十七日

We conducted our audit in accordance with Hong Kong Standards on Auditing issued by the Hong Kong Institute of Certified Public Accountants. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Commission, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements give a true and fair view of the state of affairs of the Commission as at 31 March 2012 and of its surplus and cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards.

KPMG

Certified Public Accountants
8th Floor, Prince's Building
10 Chater Road
Central, Hong Kong
17 August 2012

收支結算表
截至二零一二年
三月三十一日止財政年度

(所有數額均以港元為單位)

Statement of income and expenditure
for the year ended 31 March 2012

(Expressed in Hong Kong dollars)

		附註 Note	2012	2011
收入	Income			
政府補助	Government subventions	3	88,017,132	77,723,122
法律訴訟費用的補償	Reimbursement of costs from legal litigation		–	1,100
其他收入	Other income		1,879,144	1,528,789
			89,896,276	79,253,011
支出	Expenditure			
職員薪酬	Staff salaries		46,133,874	43,308,303
職員約滿酬金、其他福利及津貼	Staff gratuity, other benefits and allowances		16,616,864	14,962,366
強積金供款	Mandatory provident fund contributions		958,232	969,328
未使用年假的準備之增長／(減少)	Increase/(decrease) in provision for unutilised annual leave		37,686	(9,596)
法律費用	Legal fees		1,767,156	902,557
宣傳及公眾教育支出	Publicity and public education expenses		7,674,199	6,440,196
經費來自資本補助基金的宣傳及公眾教育支出	Publicity and public education expenses financed by capital subvention fund	8	–	(119,400)
研究計劃及教材資料套	Research projects and training modules		504,134	554,679
涉及辦公室物業的營運租賃租金	Operating lease rentals in respect of office premises		10,302,713	9,497,903
折舊	Depreciation	4	1,658,631	2,038,403
職員本地及外訪、會議及培訓	Staff local and overseas visits, conferences and training		201,973	198,196
核數師酬金	Auditor's remuneration		83,910	79,920
其他應收帳款的減值虧損	Impairment loss on other receivables	6(b)	–	767,677
其他經營費用	Other operating expenses		2,614,555	2,273,011
			88,553,927	81,863,543
財政年度盈餘／(虧損)	Surplus/(deficit) for the year	12	1,342,349	(2,610,532)

全面收益表
截至二零一二年
三月三十一日止財政年度

(所有數額均以港元為單位)

委員會於任一所呈列的年度期間，除「財政年度盈餘／(虧損)」以外便沒有全面收益的組成項目。因此，委員會於兩個年度期間均沒有分開呈列全面收益表，委員會的「全面收入總額」和「財政年度盈餘／(虧損)」相同。

Statement of comprehensive income
for the year ended 31 March 2012

(Expressed in Hong Kong dollars)

The Commission had no components of comprehensive income other than “surplus/(deficit) for the year” in either of the periods presented. Accordingly, no separate statement of comprehensive income is presented as the Commission’s “total comprehensive income” was the same as the “surplus/(deficit) for the year” in both periods.

資產負債表
於二零一二年三月三十一日

(所有數額均以港元為單位)

Statement of assets and liabilities
as at 31 March 2012

(Expressed in Hong Kong dollars)

		附註 Note	2012	2011
資產	ASSETS			
非流動資產	Non-current asset			
物業、機器及設備	Property, plant and equipment	4	1,833,867	1,889,979
流動資產	Current assets			
應收政府的未使用年假補助	Unutilised annual leave subventions receivable from the Government		2,549,677	2,511,991
其他應收帳款、按金及預付款項	Other receivables, deposits and prepayments	6	4,538,439	4,209,312
存款期超過3個月的銀行存款	Bank deposits with original maturity over three months		23,301,664	23,074,871
現金及現金等價物	Cash and cash equivalents	7	18,144,781	20,755,348
			48,534,561	50,551,522
總資產	Total assets		50,368,428	52,441,501
負債	LIABILITIES			
非流動負債	Non-current liability			
職員約滿酬金的準備	Provision for staff gratuity	9	3,572,114	3,029,861
			3,572,114	3,029,861
流動負債	Current liabilities			
職員約滿酬金的準備	Provision for staff gratuity	9	4,376,509	10,465,950
未使用年假的準備	Provision for unutilised annual leave		2,549,677	2,511,991
預收政府補助	Government subventions received in advance	3	12,885,970	12,656,416
其他應付帳項及應計費用	Other payables and accruals	10	4,586,949	2,722,423
			24,399,105	28,356,780
總負債	Total liabilities		27,971,219	31,386,641
基金	FUNDS			
儲備	Reserves	12	22,397,209	21,054,860
總基金	Total funds		22,397,209	21,054,860
總基金及負債	Total funds and liabilities		50,368,428	52,441,501

於2012年8月17日批准並授權公布本財務報表。

Approved and authorised for issue on 17 August 2012 by

林煥光先生
Mr LAM Woon-kwong
委員會主席
Chairperson of the Commission

趙麗娟女士
Ms Susanna CHIU Lai-kuen
行政及財務專責小組召集人
Convener of the Administration and Finance Committee

鄧伊珊小姐
Miss Kerrie TENG
會計師
Accountant

資金變動表
截至二零一二年
三月三十一日止財政年度

(所有數額均以港元為單位)

Statement of changes in funds
for the year ended 31 March 2012

(Expressed in Hong Kong dollars)

		收支結算表 Statement of income and expenditure	儲備 Reserves (附註12) (note 12)	總數 Total
於2010年4月1日	At 1 April 2010	–	23,665,392	23,665,392
2010/2011年度資金變動：	Changes in funds for 2010/2011:			
財政年度虧損及 全面收入總額	Deficit and total comprehensive income for the year	(2,610,532)	–	(2,610,532)
轉撥	Transfer	2,610,532	(2,610,532)	–
於2011年3月31日	At 31 March 2011	–	21,054,860	21,054,860
於2011年4月1日	At 1 April 2011	–	21,054,860	21,054,860
2011/2012年度資金變動：	Changes in funds for 2011/2012:			
財政年度盈餘及 全面收入總額	Surplus and total comprehensive income for the year	1,342,349	–	1,342,349
轉撥	Transfer	(1,342,349)	1,342,349	–
於2012年3月31日	At 31 March 2012	–	22,397,209	22,397,209

現金流動表
截至二零一二年
三月三十一日止財政年度

(所有數額均以港元為單位)

Cash flow statement
for the year ended 31 March 2012

(Expressed in Hong Kong dollars)

	附註 Note	2012	2011
營運活動	Operating activities		
財政年度盈餘／(虧損)	Surplus/(deficit) for the year	1,342,349	(2,610,532)
調整：	Adjustments for:		
折舊	Depreciation	1,658,631	2,038,403
利息收入	Interest income	(463,708)	(228,126)
其他應收帳款的減值虧損	Impairment loss on other receivables	—	767,677
營運資金變動前	Operating surplus/(deficit) before	2,537,272	(32,578)
經營盈餘／(虧損)	changes in working capital		
應收政府的約滿酬金補助之減少	Decrease in gratuity subventions receivable from the Government	—	67,562
應收政府的未使用年假補助之(增加)／減少	(Increase)/decrease in unutilised annual leave subventions receivable from the Government	(37,686)	9,596
其他應收帳款、按金及預付款項之增加	Increase in other receivables, deposits and prepayments	(287,938)	(621,514)
其他應付帳項及應計費用之增加／(減少)	Increase/(decrease) in other payables and accruals	415,700	(2,441,294)
職員約滿酬金的準備之(減少)／增加	(Decrease)/increase in provision for staff gratuity	(5,547,188)	3,491,928
未使用年假的準備之增加／(減少)	Increase/(decrease) in provision for unutilised annual leave	37,686	(9,596)
預收政府補助之增加	Increase in Government subventions received in advance	229,554	5,740,358
資本補助基金之減少	Decrease in capital subvention fund	—	(119,400)
營運(耗用)／所得的現金淨額	Net cash (used in)/generated from operations	(2,652,600)	6,085,062
投資活動	Investing activities		
已收利息	Interest received	422,519	194,025
存款期超過3個月的銀行存款之增加	Increase in bank deposits with original maturity over three months	(226,793)	(23,074,871)
付款購置物業、機器及設備	Payment for the purchase of property, plant and equipment	(153,693)	(7,991)
投資活動所產生／(耗用)之現金淨額	Net cash generated from/(used in) investing activities	42,033	(22,888,837)
現金及現金等價物之減少	Decrease in cash and cash equivalents	(2,610,567)	(16,803,775)
年初之現金及現金等價物	Cash and cash equivalents at beginning of the year	20,755,348	37,559,123
年末之現金及現金等價物	Cash and cash equivalents at end of the year	18,144,781	20,755,348

7

第104至124頁之附註為本財務報表的一部分。

The notes on pages 104 to 124 form part of these financial statements.

財務報表附註

(所有數額均以港元為單位)

1 背景

平等機會委員會(「委員會」)是一個法定機構，於一九九六年成立，負責執行《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》。委員會致力消除基於性別、婚姻狀況、懷孕、殘疾、種族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，並促進男女之間、傷健之間、不同種族人士之間及不同家庭崗位人士之間的平等機會。

委員會是按法例在香港成立，辦事處註冊地址為香港太古城太古灣道14號太古城中心三座19樓。

2 主要會計政策

(a) 遵例聲明

本財務報表乃根據香港會計師公會頒布所有適用的香港財務報告準則(此統稱包括適用的個別香港財務報告準則、香港會計準則及詮釋)，以及香港公認會計準則而編製。委員會採納的主要會計政策概述如下。

香港會計師公會頒佈多項對委員會本會計年度首次生效的經修訂之《香港財務報告準則》及

Notes to the financial statements

(Expressed in Hong Kong dollars)

Background

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

The Commission is established by statute in Hong Kong. The address of its registered office is 19/F, Cityplaza Three, 14 Taikoo Wan Road, Taikoo Shing, Hong Kong.

Significant accounting policies

(a) Statement of compliance

These financial statements have been prepared in accordance with all applicable Hong Kong Financial Reporting Standards ("HKFRSs"), which collective term includes all applicable individual Hong Kong Financial Reporting Standards, Hong Kong Accounting Standards ("HKASs") and Interpretations issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA") and accounting principles generally accepted in Hong Kong. A summary of the significant accounting policies adopted by the Commission is set out below.

The HKICPA has issued a number of amendments to HKFRSs and one new Interpretation that are first effective for the current accounting period of the

2 主要會計政策(續)

(a) 遵例聲明(續)

一項新詮釋。下列為其中對委員會財務報表相關之最新發展：

- 《香港會計準則》(2009年修訂)第24號「關聯人士交易」
- 優化《香港財務報告準則》(2010)

有關該等發展的影響如下：

- 《香港會計準則》(2009年修訂)第24號修訂關聯人士的定義。因此，委員會已重新辨別關聯人士及確定該定義之修改對委員會之本期及往期的關聯人士披露未有重大影響。
- 因優化《香港財務報告準則》(2010年)的多項準則修訂而導致需修訂《香港財務報告準則》第7號「金融工具之披露」。該修訂對已確認在本期及往期財務報表之分類、確認及衡量的金額未有重大影響。

委員會於本會計期間並無採用任何尚未生效的新訂準則或詮釋(參見附註17)。

Significant accounting policies (continued)

(a) Statement of compliance (continued)

Commission. Of these, the following developments are relevant to the Commission's financial statements:

- HKAS 24 (revised 2009), *Related party disclosures*
- Improvements to HKFRSs (2010)

The impacts of these developments are discussed below:

- HKAS 24 (revised 2009) revises the definition of a related party. As a result, the Commission has re-assessed the identification of related parties and concluded that the revised definition does not have any material impact on the Commission's related party disclosures in the current and previous years.
- Improvements to HKFRSs (2010) omnibus standard introduces a number of amendments to the disclosure requirements in HKFRS 7, *Financial instruments: Disclosures*. These amendments do not have any material impact on the classification, recognition and measurements of the amounts recognised in the financial statements in the current and previous years.

The Commission has not applied any new standard or interpretation that is not yet effective for the current accounting period (see note 17).

財務報表附註

(所有數額均以港元為單位)

2 主要會計政策(續)

(b) 財務報表編製基準

本財務報表是以歷史成本作為計量基準而編製的。

在編製符合香港財務報告準則的財務報表時，管理層需要作出影響會計政策的應用及資產、負債、收入和支出的呈報數額的判斷、估計和假設。這些估計和相關假設是根據過往經驗及管理層因應當時情況下乃屬合理的各項其他因素為基礎而作出，所得結果乃構成管理層就目前未能從其他資料來源即時得知資產及負債帳面值時所作出判斷的基礎。實際的結果可能與這些估計有差異。

管理層會不斷修訂各項估計及相關假設。如果會計估計的修訂僅影響某一期間，則該修訂會在該期間內確認入帳，或如果會計估計的修訂同時影響當前及未來期間，則該修訂會在修訂期間及未來期間內確認入帳。

(c) 物業、機器及設備與折舊

物業、機器及設備是以成本減去累計折舊及減值虧損後列帳。

Notes to the financial statements

(Expressed in Hong Kong dollars)

Significant accounting policies (continued)

(b) Basis of preparation of the financial statements

The measurement basis used in the preparation of the financial statements is the historical cost basis.

The preparation of financial statements in conformity with HKFRSs requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenditure. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

(c) Property, plant and equipment and depreciation

Property, plant and equipment are stated at cost less accumulated depreciation and impairment losses.

2 主要會計政策(續)

(c) 物業、機器及設備與折舊(續)

折舊是在扣減物業、機器及設備的預計剩餘價值(如有)後，按預計可用年限以直線法沖銷其成本，計算方法如下：

租賃物業裝修	租賃期或六年 (以較短者為準)
辦公室傢俬及設備	分別為五年及三年
汽車	七年
電腦軟件及硬件	分別為三年及四年
即時傳譯及擴音系統	六年

資產的可使用年限及其剩餘價值(如有)會每年檢討。

委員會在每個結算日審閱物業、機器及設備的帳面金額，以確定有否減值跡象。減值虧損只限於當資產或所附屬的現金產生單位的帳面金額超過可收回金額時確認。資產或所附屬的現金產生單位的可收回金額是其公允價值減銷售費用與使用值兩者中的較高額。在評估使用值時，估計未來現金流量會按折讓率折讓至現值，而該折讓率應反映市場當時所評估的貨幣時間價值和該資產的獨有風險。假如用以釐定可收回數額的估計基準出現利好的變化，有關的減值虧損便會撥回。

Significant accounting policies (continued)

(c) Property, plant and equipment and depreciation (continued)

Depreciation is calculated to write off the cost of items of property, plant and equipment less their estimated residual value, if any, using the straight-line method over their estimated useful lives as follows:

Leasehold improvements	Shorter of lease term or 6 years
Office furniture and equipment	5 and 3 years respectively
Motor vehicles	7 years
Computer software and hardware	3 and 4 years respectively
Simultaneous interpretation and public address equipment	6 years

Both the useful life of an asset and its residual value, if any, are reviewed annually.

The carrying amounts of property, plant and equipment are reviewed for indications of impairment at each balance sheet date. An impairment loss is recognised to the extent that the carrying amount of an asset, or the cash-generating unit to which it belongs, is more than its recoverable amount. The recoverable amount of an asset, or of the cash-generating unit to which it belongs, is the greater of its fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a discount rate that reflects current market assessments of time value of money and the risks specific to the assets. An impairment loss is reversed if there has been a favourable change in estimates used to determine the recoverable amount.

財務報表附註

(所有數額均以港元為單位)

2 主要會計政策(續)

(c) 物業、機器及設備與折舊 (續)

報廢或出售任何物業、機器及設備所產生的損益以出售所得淨額與資產的帳面金額之間的差額釐定，並於報廢或出售日在收支結算表內確認入帳。

(d) 營運租賃

凡擁有權所涉及的風險及利益大部分由租賃人承擔的租賃，均作為營運租賃入帳。根據營運租賃所支付的費用，在扣除收到租賃人提供的任何優惠之後，以直線法按租賃期在會計期間在收支結算表中進行攤銷。

(e) 其他應收帳款

其他應收帳款初值按公允價值確認及隨後採用實際利率法按攤銷成本減呆帳減值作出的撥備列帳，惟在貼現的影響不重大或由於有關的應收款項為借給關連人士的免息及無固定償還年期的貸款以致無法計算貼現時除外，在此情況下，應收帳款按成本減呆帳減值列帳。

Notes to the financial statements

(Expressed in Hong Kong dollars)

Significant accounting policies (continued)

(c) Property, plant and equipment and depreciation (continued)

Gains or losses arising from the retirement or disposal of an item of property, plant and equipment are determined as the difference between the net disposal proceeds and the carrying amount of the item and are recognised in the statement of income and expenditure on the date of retirement or disposal.

(d) Operating leases

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

(e) Other receivables

Other receivables are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method, less allowance for impairment of doubtful debts, except where the receivables are interest-free loans made to related parties without any fixed repayment terms or the effect of discounting would be immaterial. In such cases, the receivables are stated at cost less allowance for impairment of doubtful debts.

2 主要會計政策(續)

(e) 其他應收帳款(續)

呆壞帳的減值虧損於有客觀因素導致有減值跡象時確認，按金融資產的帳面價值與(若貼現的影響重大)根據資產的原有實際利率貼現的預期未來現金流量之間的差額計算。

(f) 其他應付帳項及應計費用

其他應付帳項及應計費用初值按公允價值確認，隨後按攤銷成本列帳；除非在貼現的影響非常微小時，則按成本列帳。

(g) 現金及現金等價物

現金及現金等價物包括銀行存款及現金、存放於銀行及其他財務機構的活期存款，及短期和高流動性的投資，此等投資可隨時換算為已知的、價值變動方面的風險不大，及於購入後三個月內到期的現金額。

(h) 僱員福利

(i) 僱員假期及約滿酬金享有權

僱員應享有的年假及約滿酬金於確立時確認。截至年結日止，因僱員已提供服務而產生的未放年假及約滿酬金已撥出準備。

僱員應享有的病假及分娩假於放假時才確認。

Significant accounting policies (continued)

(e) Other receivables (continued)

Impairment losses for bad and doubtful debts are recognised when there is objective evidence of impairment and are measured as the difference between the carrying amount of the financial asset and the estimated future cash flows, discounted at the asset's original effective interest rate where the effect of discounting is material.

(f) Other payables and accruals

Other payables and accruals are initially recognised at fair value and thereafter stated at amortised cost unless the effect of discounting would be immaterial, in which case they are stated at cost.

(g) Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand, demand deposits with banks and other financial institutions, and short-term, highly liquid investments that are readily convertible into known amounts of cash and which are subject to an insignificant risk of changes in value, having been within three months of maturity at acquisition.

(h) Employee benefits

(i) Employee leave and gratuity entitlements

Employee entitlements to annual leave and gratuities are recognised when they accrue to employees. A provision is made for the estimated liability for untaken annual leave and gratuities as a result of services rendered by employees up to the year end date.

Employee entitlements to sick leave and maternity leave are not recognised until the time of leave.

財務報表附註

(所有數額均以港元為單位)

2 主要會計政策(續)

(h) 僱員福利(續)

(ii) 退休金責任

委員會已在香港成立一個強制性公積金計劃(「計劃」)。該計劃之資產分開存放於信託人管理之基金內。委員會支付供款後便沒有進一步的付款責任。當供款到期時確認為僱員福利。只有能確定現金退款或將來付款的減少時，預繳的供款才可確認為資產。

(i) 準備及或有負債

假如委員會須就已發生的事件承擔法律或推定義務，而履行該義務預期會導致含有經濟效益的資源外流，並且可作可靠的估計，便會就該時間或數額不定的負債計提準備。如果貨幣時間價值重大，則準備會按預計履行義務所需資源的現值列帳。

假如含有經濟效益的資源外流的可能性較低，或是無法對有關數額作出可靠的估計，該義務便會披露為或有負債，但如果資源外流的可能性極低則除外。須視乎會否發生某宗或多宗未來事件才能確定存在與否的義務，亦會披露為或有負債，但如果資源外流的可能性極低則除外。

Notes to the financial statements

(Expressed in Hong Kong dollars)

Significant accounting policies (continued)

(h) Employee benefits (continued)

(ii) Pension obligations

The Commission has established a mandatory provident fund scheme ("MPF Scheme") in Hong Kong. The assets of the MPF Scheme are held in separate trustee-administered funds. The Commission has no further payment obligations once the contributions have been paid. The contributions are recognised as employee benefit expense when they are due. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

(i) Provisions and contingent liabilities

Provisions are recognised for liabilities of uncertain timing or amount when the Commission has a legal or constructive obligation arising as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made. When the time value of money is material, provisions are stated at the present value of the expenditure expected to settle the obligation.

Where it is not probable that an outflow of economic benefits will be required, or the amount cannot be estimated reliably, the obligation is disclosed as a contingent liability, unless the probability of outflow of economic benefits is remote. Possible obligations, whose existence will only be confirmed by the occurrence or non-occurrence of one or more future events are also disclosed as contingent liabilities unless the probability of outflow of economic benefits is remote.

2 主要會計政策(續)

(j) 收入的確認

(i) 政府補助

如能合理確定補助將收到、且委員會將遵照附帶條件，按公允價值確認政府補助。

與特定計劃有關的政府補助已包括在資本補助基金內，並在配合補助打算補償成本需要的期間遞延及確認在收支結算表上。

(ii) 法律訴訟費用的補償

法律訴訟費用的補償是以確立收款的權利時確認。

(iii) 利息收入

利息收入按照實際利率法累計確認。

(iv) 雜項收入

雜項收入是以應計制確認。

Significant accounting policies (continued)

(j) Income recognition

(i) Government subventions

Subventions from the Government are recognised at their fair value where there is a reasonable assurance that the subventions will be received and the Commission will comply with all attached conditions.

Government subventions relating to specific projects are included in the capital subvention fund and are deferred and recognised in the statement of income and expenditure over the period necessary to match them with the costs that they are intended to compensate.

(ii) Reimbursement of costs from legal litigation

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

(iii) Interest income

Interest income is recognised as it accrues using the effective interest method.

(iv) Sundry income

Sundry income is recognised on an accrual basis.

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

2 主要會計政策(續)

(k) 關聯人士

(a) 個人或該個人之近親家庭成員，如該個人在以下情況下視為與委員會有關聯：

- (i) 可控制或共同控制委員會；
- (ii) 對委員會有重大影響力；或
- (iii) 是委員會的主要管理人員之成員。

(b) 在以下任何情況下一實體會視為與委員會有關聯：

- (i) 該實體及委員會皆是同一集團成員(即每一間母公司、附屬公司及同系附屬公司與其他有關聯)。
- (ii) 一實體是另一實體的聯營公司或合營公司(或該聯營公司或合營公司與該另一實體均屬同一集團)。
- (iii) 兩個實體是同一第三者的合營公司。

Significant accounting policies (continued)

(k) Related parties

(a) A person, or a close member of that person's family, is related to the Commission if that person:

- (i) has control or joint control over the Commission;
- (ii) has significant influence over the Commission; or
- (iii) is a member of the key management personnel of the Commission.

(b) An entity is related to the Commission if any of the following conditions applies:

- (i) The entity and the Commission are members of the same group (which means that each parent, subsidiary and fellow subsidiary is related to the others).
- (ii) One entity is an associate or joint venture of the other entity (or an associate or joint venture of a member of a group of which the other entity is a member).
- (iii) Both entities are joint ventures of the same third party.

2 主要會計政策(續)

(k) 關聯人士(續)

(b) (續)

- (iv) 一實體是一第三者的合營公司而另一實體則是該第三者的聯營公司。
- (v) 該實體是提供福利予委員會或與委員會有關聯之實體的僱員離職後之福利計劃。
- (vi) 該實體受在(a)項中所辨別的個人所控制或共同控制。
- (vii) 在(a)(i)項中所辨別的個人而該個人對該實體有重大影響力，或該個人是該實體(或是該實體的母公司)的主要管理人員之成員。

個人的近親家庭成員指可影響，或受該個人影響，他們與該實體交易的家庭成員。

Significant accounting policies (continued)

(k) Related parties (continued)

(b) (continued)

- (iv) One entity is a joint venture of a third entity and the other entity is an associate of the third entity.
- (v) The entity is a post-employment benefit plan for the benefit of employees of either the Commission or an entity related to the Commission.
- (vi) The entity is controlled or jointly-controlled by a person identified in (a).
- (vii) A person identified in (a)(i) has significant influence over the entity or is a member of the key management personnel of the entity (or of a parent of the entity).

Close members of the family of a person are those family members who may be expected to influence, or be influenced by, that person in their dealings with the entity.

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

3 政府補助／預收政府補助

政府補助代表政府撥款予委員會提供服務的資金。預收政府補助是有關於年結日後才提供的各項服務而預收的款項。

獲批的政府補助與在收支結算表內的政府補助對帳表：

Government subventions/Government subventions received in advance

Government subventions represent the funds granted by the Government for the Commission's services. Government subventions are received in advance in connection with various services to be provided after year end.

Reconciliation between Government subventions granted and Government subventions in the statement of income and expenditure:

		2012	2011
財政年度獲批的政府補助	Government subventions granted for the year	88,209,000	83,540,638
調整：	Adjustments for:		
應收政府的約滿酬金補助之減少	Decrease in gratuity subventions receivable from Government	—	(67,562)
未使用年假之增加／(減少)	Increase/(decrease) in provision for unutilised annual leave	37,686	(9,596)
預收政府補助之增加	Increase in Government subventions received in advance	(229,554)	(5,740,358)
在收支結算表內的政府補助	Government subventions in the statement of income and expenditure	88,017,132	77,723,122

4 物業、機器及設備

Property, plant and equipment

		租賃物業 裝修 Leasehold improvements	辦公室傢俬 及設備 Office furniture and equipment	汽車 Motor vehicles	電腦軟件及 硬件 Computer software and hardware	即時傳譯及 擴音系統 Simultaneous interpretation and public address equipment	總數 Total
成本：	Cost:						
於2010年4月1日	At 1 April 2010	7,192,892	4,533,079	819,601	5,454,095	481,043	18,480,710
增置	Additions	1,700	5,793	–	498	–	7,991
減少	Disposals	–	(1,494)	–	(10,948)	–	(12,442)
於2011年3月31日	At 31 March 2011	7,194,592	4,537,378	819,601	5,443,645	481,043	18,476,259
於2011年4月1日	At 1 April 2011	7,194,592	4,537,378	819,601	5,443,645	481,043	18,476,259
增置	Additions	1,489,847	27,860	–	84,812	–	1,602,519
減少	Disposals	–	(63,549)	–	–	–	(63,549)
於2012年3月31日	At 31 March 2012	8,684,439	4,501,689	819,601	5,528,457	481,043	20,015,229
累積折舊：	Accumulated depreciation:						
於2010年4月1日	At 1 April 2010	4,705,010	4,198,372	439,097	4,808,055	409,785	14,560,319
年度折舊	Charge for the year	1,195,738	226,471	117,086	464,034	35,074	2,038,403
減少時撥回	Written back on disposals	–	(1,494)	–	(10,948)	–	(12,442)
於2011年3月31日	At 31 March 2011	5,900,748	4,423,349	556,183	5,261,141	444,859	16,586,280
於2011年4月1日	At 1 April 2011	5,900,748	4,423,349	556,183	5,261,141	444,859	16,586,280
年度折舊	Charge for the year	1,237,567	92,615	117,086	181,803	29,560	1,658,631
減少時撥回	Written back on disposals	–	(63,549)	–	–	–	(63,549)
於2012年3月31日	At 31 March 2012	7,138,315	4,452,415	673,269	5,442,944	474,419	18,181,362
帳面淨值：	Net book value:						
於2012年3月31日	At 31 March 2012	1,546,124	49,274	146,332	85,513	6,624	1,833,867
於2011年3月31日	At 31 March 2011	1,293,844	114,029	263,418	182,504	36,184	1,889,979

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

5 應收政府的約滿酬金補助

Gratuity subventions receivable from the Government

		2012	2011
於4月1日	At 1 April	–	67,562
年度內確認的補助	Subvention recognised for the year	8,444,681	7,466,031
已收政府約滿酬金補助	Gratuity subventions received from the Government	(8,444,681)	(7,533,593)
於3月31日	At 31 March	–	–

這代表政府將會補償予委員會僱員約滿酬金方面的資金。

This represents funds to be reimbursed by the Government in respect of gratuity payments to employees of the Commission.

6 其他應收帳款、按金及預付款項

Other receivables, deposits and prepayments

		2012	2011
按金及預付款項	Deposits and prepayments	4,329,555	4,069,470
其他應收帳款	Other receivables	976,561	907,519
減：呆帳準備	Less: Allowance for doubtful debts	(767,677)	(767,677)
		208,884	139,842
		4,538,439	4,209,312

除按金2,846,976元(2011年：零)預期於一年以上收回外，所有其他應收帳款、按金及預付款項預期於一年內收回。

All of the other receivables, deposits and prepayments are expected to be recovered within one year except for deposits of \$2,846,976 (2011: \$Nil) which are expected to be recovered after more than one year.

6 其他應收帳款、按金及預付款項(續)

(a) 帳齡分析

未被視為個別或整體減值的第三方其他應收帳款的帳齡分析如下：

		2012	2011
未逾期或減值	Neither past due nor impaired	208,884	139,842

未逾期或減值的應收帳項涉及第三方，該等第三方最近均沒有拖欠記錄。

Other receivables, deposits and prepayments (continued)

(a) Ageing analysis

The ageing analysis of third party other receivables that are neither individually nor collectively considered to be impaired are as follows:

Receivables that were neither past due nor impaired relate to third parties for whom there was no recent history of default.

(b) 其他應收帳項減值

年內呆帳準備的變動(包括個別和整體虧損部分)如下：

(b) Impairment of other receivables

The movement in the allowance for doubtful debts during the year, including both specific and collective loss components, is as follows:

		2012	2011
於2011/2010年4月1日	At 1 April 2011/2010	767,677	–
已確認的減值虧損	Impairment loss recognised	–	767,677
於3月31日	At 31 March	767,677	767,677

於二零一二年三月三十一日，委員會已個別釐定為減值的其他應收帳項為767,677元(2011年：767,677元)。個別減值的應收帳項與第三方遇上財政困難有關，據管理層評估，金額不能夠收回。因此，委員會已確認呆帳特定準備金額767,677元。

At 31 March 2012, the Commission's other receivables of \$767,677 (2011: \$767,677) were individually determined to be impaired. The individually impaired receivables related to a third party for which the recoverability as assessed by management is uncertain. Consequently, specific allowances for doubtful debts of \$767,677 were recognised.

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

7 現金及現金等價物

Cash and cash equivalents

		2012	2011
銀行結存及現金	Bank balances and cash	3,862,560	3,656,416
原本存款期不超過3個月的 短期銀行存款	Short-term bank deposits with original maturity not more than three months	14,282,221	17,098,932
現金及現金等價物	Cash and cash equivalents	18,144,781	20,755,348

主要非現金交易

截至2012年3月31日止年度，委員會作出了1,448,826元撥備增置固定資產。

Major non-cash transaction

The Commission made a provision of \$1,448,826 for additions of fixed assets during the year ended 31 March 2012.

8 資本補助基金

Capital subvention fund

		為不同界別 製作的教材資料 Sector targeted training materials
於2010年4月1日	At 1 April 2010	119,400
轉至收支結算表作為收入以 配合宣傳及公眾教育支出	Transfer to the statement of income and expenditure as income to match with publicity and public education expenses	(119,400)
於2011年3月31日，2011年4月1日及 2012年3月31日	At 31 March 2011, 1 April 2011 and 31 March 2012	—

資本補助基金指就特定計劃已收取但仍未使用的非經常性政府資本補助結餘。此項基金轉至收支結算表作為收入，以配合有關成本。

The capital subvention fund represents the unutilised balance of non-current Government capital subvention received for special projects. The funds are released to the statement of income and expenditure as income to match with the related costs.

9 職員約滿酬金的準備

Provision for staff gratuity

		2012	2011
於2011/2010年4月1日	At 1 April 2011/2010	13,495,811	10,003,883
撥出準備	Provisions made	8,658,856	8,208,900
取消	Forfeitures	(214,175)	(742,869)
財政年度已支付之金額	Amount paid during the year	(13,991,869)	(3,974,103)
於3月31日	At 31 March	7,948,623	13,495,811
減：流動部份	Less: Current portion	(4,376,509)	(10,465,950)
非流動部份	Non-current portion	3,572,114	3,029,861

職員約滿酬金的準備是為了支付由受僱日期起計已完成三年合約之委員會僱員的約滿酬金而設立的。

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

10 其他應付帳項及應計費用

Other payables and accruals

		2012	2011
其他應付帳項	Other payables	2,162,329	1,792,901
應計費用	Accrued expenses	2,344,949	875,204
預收款項	Receipts in advance	79,671	54,318
		4,586,949	2,722,423

11 法律費用的準備

Provision for legal fees

		2012	2011
於2011/2010年4月1日	At 1 April 2011/2010	–	–
撥出準備	Provisions made	1,767,156	902,557
財政年度已支付之金額	Amount paid during the year	(1,767,156)	(902,557)
於3月31日	At 31 March	–	–

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。

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

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

12 儲備

Reserves

		2012	2011
於2011/2010年4月1日	At 1 April 2011/2010	21,054,860	23,665,392
由收支結算表轉入／(轉出)	Transfer from/(to) statement of income and expenditure	1,342,349	(2,610,532)
於3月31日	At 31 March	22,397,209	21,054,860

委員會界定儲備為總資金。委員會在管理資金時，基本目的是確保委員會的財政持續穩健。財政年度終結時的儲備可作一般用途，委員會有權自行運用上限內的儲備。此上限為委員會下個財政年度每年的經常性資助的25%，加上物業、機器及設備帳面淨額，和減去應計的修復費用。上一財政年度終結時儲備水平如超出儲備額上限需歸還政府，除非得到政制及內地事務局常任秘書長的批准，或獲政制及內地事務局常任秘書長，經諮詢財經事務及庫務局局長後提高儲備額上限。

The Commission defines reserves as Total Funds. The Commission's primary objectives when managing its funds are to safeguard the Commission's ability to continue as a going concern. The reserves at the end of the financial year are available for general use and can be spent at the discretion of the Commission within the reserve ceiling, which is capped at 25% of the Commission's annual recurrent subvention of the next financial year, plus the net book value of property, plant and equipment less accrued reinstatement cost. The level of reserves at the end of the previous financial year exceeding the reserve ceiling would need to be returned to the Government, except with the approval of the Permanent Secretary for Constitutional and Mainland Affairs ("PSCMA") or the reserve ceiling is raised by PSCMA following consultation with the Secretary for Financial Services and the Treasury.

13 主要管理報酬

Key management compensation

		2012	2011
職員福利	Employee benefits	11,715,662	10,600,712
聘用期結束後福利	Post-employment benefits	2,125,931	1,897,706
		13,841,593	12,498,418

14 課稅

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。

Taxation

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

15 承擔

(a) 資本性承擔

於結算日物業、機器及設備未在財務報表內提撥準備於2012年3月31日的資本性承擔如下：

Commitments

(a) Capital commitments

Capital commitments outstanding at 31 March 2012 in respect of property, plant and equipment at the balance sheet date not provided for in these financial statements were as follows:

		2012	2011
已簽約	Contracted for	109,910	23,600

(b) 營運租賃承擔

於二零一二年三月三十一日計算，按照辦公室樓宇不可撤銷之營運租賃合約應繳付的最低租賃付款總額如下：

(b) Operating lease commitments

At 31 March 2012, the total future aggregate minimum lease payments under non-cancellable operating leases in respect of office premises are payable as follows:

		2012	2011
於1年內繳付	Within 1 year	9,736,272	5,254,496
在1年至5年內繳付	After 1 year but within 5 years	16,619,712	–
		26,355,984	5,254,496

16 財務風險管理及公允價值

風險管理由財務部根據委員會的行政及財務專責小組核准的程序指導方針執行。財務部鑑別和評估財務風險，就整體的風險管理訂定程序指導方針，例如利率風險、金融工具的運用，以及額外流動資金的投资方式。

Financial risk management and fair values

Risk management is carried out by the finance department under the procedural guidelines approved by the Members of the Administration and Finance Committee of the Commission. The finance department identifies and evaluates financial risks and provides procedural guidelines for overall risk management such as interest-rate risk, use of financial instruments and investing excess liquidity.

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

16 財務風險管理及公允價值 (續)

委員會的運作，並不涉及外匯風險、信貸風險及資金周轉風險。至於利率風險，除按固定利率計算利息的短期銀行存款外，委員會並無其他重大計息資產及負債。因此，委員會的收入及營運現金流量大部分都不受市場利率變動的影響，須面對的現金流量及公允價值利率風險亦較低。

(a) 信貸風險

委員會的信貸風險主要來自現金及現金等價物。委員會在信貸評級良好的金融機構存放現金，以盡量減低信貸風險。鑒於他們的信貸評級良好，委員會預期沒有任何這些金融機構不能履行責任。

委員會所承受的信貸風險上限為資產負債表中每項金融資產的帳面金額。委員會沒有提供任何可引致委員會承受信貸風險的擔保。

(b) 資金周轉風險

委員會的政策是定期監察現時及預計的資金周轉需要，以確保維持足夠現金儲備應付短期及較長期的資金周轉需要。

Financial risk management and fair values (continued)

The Commission's activities do not expose it to foreign exchange risk, credit risk and liquidity risk. For interest-rate risk, except for the short-term bank deposits which bear interest at market rates, the Commission has no other significant interest-bearing assets and liabilities. Accordingly, the Commission's income and operating cash flows are substantially independent of changes in market interest rates and the exposure to cash flow and fair value interest rate risk is low.

(a) Credit risk

The Commission's credit risk is primarily attributable to cash and cash equivalents. Cash is deposited with financial institutions with sound credit ratings to minimise credit exposure. Given their high credit ratings, the Commission does not expect any of these financial institutions will fail to meet their obligations.

The maximum exposure to credit risk is represented by the carrying amount of each financial asset in the balance sheet. The Commission does not provide any guarantees which would expose the Commission to credit risk.

(b) Liquidity risk

The Commission's policy is to regularly monitor its current and expected liquidity requirements to ensure that it maintains sufficient reserves of cash to meet its liquidity requirements in the short and longer term.

16 財務風險管理及公允價值 (續)

(b) 資金周轉風險(續)

下表詳述委員會金融負債在結算當日之剩餘合約年期，乃根據未貼現合約現金流及委員會可能被要求付款之最早日期編製：

Financial risk management and fair values (continued)

(b) Liquidity risk (continued)

The following table details the remaining contractual maturities at the balance sheet date of the Commission's financial liabilities, which are based on contractual undiscounted cash flows and the earliest date the Commission can be required to pay:

		2012 未貼現合約現金流 Contractual undiscounted cash outflow				帳面金額 Carrying amount
		一年以下 或即時到期 Within 1 year or on demand	一年以上 但兩年以下 More than 1 year but less than 2 years	兩年以上 但五年以下 More than 2 years but less than 5 years	總計 Total	
職員約滿酬金的準備	Provision for staff gratuity	4,376,509	1,389,981	2,182,133	7,948,623	7,948,623
未使用年假的準備	Provision for unutilised annual leave	2,549,677	–	–	2,549,677	2,549,677
預收政府補助	Government subventions received in advance	12,885,970	–	–	12,885,970	12,885,970
其他應付帳項及應計費用	Other payables and accruals	4,586,949	–	–	4,586,949	4,586,949
		24,399,105	1,389,981	2,182,133	27,971,219	27,971,219

		2011 未貼現合約現金流 Contractual undiscounted cash outflow				帳面金額 Carrying amount
		一年以下 或即時到期 Within 1 year or on demand	一年以上 但兩年以下 More than 1 year but less than 2 years	兩年以上 但五年以下 More than 2 years but less than 5 years	總計 Total	
職員約滿酬金的準備	Provision for staff gratuity	10,465,950	2,607,632	422,229	13,495,811	13,495,811
未使用年假的準備	Provision for unutilised annual leave	2,511,991	–	–	2,511,991	2,511,991
預收政府補助	Government subventions received in advance	12,656,416	–	–	12,656,416	12,656,416
其他應付帳項及應計費用	Other payables and accruals	2,722,423	–	–	2,722,423	2,722,423
		28,356,780	2,607,632	422,229	31,386,641	31,386,641

財務報表附註

(所有數額均以港元為單位)

16 財務風險管理及公允價值 (續)

(c) 利率風險

敏感度分析

估計假若利率整體上升100個基點，而其他變數均維持不變，則委員會的收入及累計資金於二零一二年三月三十一日便會增加約414,000元(二零一一年：438,000元)。

上述敏感度分析乃假設利率的變動於結算日出現並已用於計算該日存在的金融工具的利率風險。100點子的增加幅度，是管理層評估直至下一個年度的結算日期間有可能出現的合理性利率變動。2011年的分析亦是根據上述基準進行。

- (d) 所有金融工具的數額與其於二零一一年及二零一二年三月三十一日的公允價值並無重大差異。

17 截至二零一二年三月三十一日止年度會計期間已頒布但尚未生效的修訂、新準則及詮釋可能帶來的影響

截至本財務報表公布日期止，香港會計師公會已頒布多項修訂及新準則，惟於截至二零一二年三月三十一日止年度尚未生效，本財務報表亦沒有採納該等新準則。

委員會現正評估該等修訂對首次應用期間所造成的影響。至目前為止，委員會認為採納該等修訂可能構成新訂或修訂的披露，但不大可能對委員會的營運及財政狀況構成重大影響。

Notes to the financial statements

(Expressed in Hong Kong dollars)

Financial risk management and fair values (continued)

(c) Interest rate risk

Sensitivity analysis

At 31 March 2012, it is estimated that a general increase of 100 basis points in interest rates, with all other variables held constant, would increase the Commission's income and funds by approximately \$414,000 (2011: \$438,000).

The sensitivity analysis above has been determined assuming that the change in interest rates had occurred at the balance sheet date and had been applied to the exposure to interest rate risk for financial instruments in existence at that date. The 100 basis points increase represents management's assessment of a reasonably possible change in interest rates over the period until the next annual balance sheet date. The analysis is performed on the same basis for 2011.

- (d) All financial instruments are carried at amounts not materially different from their fair values as at 31 March 2012 and 2011.

Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2012

Up to the date of issue of these financial statements, the HKICPA has issued a number of amendments and new standards which are not yet effective for the year ended 31 March 2012 and which have not been adopted in these financial statements.

The Commission is in the process of making an assessment of what the impact of these amendments is expected to be in the period of initial application. So far it has concluded that the adoption of them is unlikely to have a significant impact on the Commission's results of operations and financial position.

附錄 Appendix 1

平機會專責小組會議的出席記錄(由2011年4月1日至2012年3月31日) Attendance Record of EOC Committee Meetings for the period 1 April 2011 to 31 March 2012

根據平機會的會議程序，會議如需取消，應盡快在一個月內重新安排另一會議；如不可行，召集人需決定哪些項目應送交委員傳閱，以徵詢意見或作為參考；以及哪些項目可以推遲至下次定期會議商討。

According to the EOC's procedures for meetings, cancelled meetings are to be rescheduled as soon as possible and within one month. If not possible, the Convenor is to decide which agenda items should be circulated for advice or information, and which items can be pushed back to the next regular meeting.

行政及財務專責小組會議的出席記錄

Attendance Record of Administration and Finance Committee (A&FC) Meetings

整體出席率超過92%

Overall attendance was over 92%

		19/5/2011	19/8/2011	24/11/2011	17/2/2012
1	趙麗娟女士(召集人) Ms CHIU Lai-Kuen, Susanna (Convenor)	✓	✓	✓	✓
2	趙其琨教授(副召集人)(註1) Prof. Randy CHIU (Deputy Convenor) (Note 1)	✓	不適用 N/A	不適用 N/A	不適用 N/A
3	陳嘉敏女士(副召集人) Ms CHAN Ka-mun, Carmen, JP (Deputy Convenor)	✓	缺席 Abs.	✓	✓
4	李鑾輝先生 Mr. LEE Luen-fai	✓	✓	✓	✓
5	雷添良先生 Mr. LUI Tim-leung, Tim, BBS, JP	缺席 Abs.	✓	✓	✓
6	謝偉俊議員 The Hon TSE Wai-chun, Paul	✓	不適用 N/A (註 Note 2)	不適用 N/A	不適用 N/A
7	謝永齡博士 Dr. TSE Wing-ling, John, MH	不適用 N/A	✓ (註 Note 3)	✓	✓
8	沙意先生(註1) Mr. Saeed UDDIN, BBS, MH (Note 1)	✓	不適用 N/A	不適用 N/A	不適用 N/A
9	林煥光先生 Mr. LAM Woon-kwong, GBS, JP	✓	✓	✓	✓

註 Note 1 : 任期至2011年5月19日屆滿
Appointment up to 19/5/2011

註 Note 2 : 此委員離任行政及財務專責小組
This member withdrew from the A&FC Committee

註 Note 3 : 此委員由2011年8月19日起加入行政及財務專責小組
This member joined the A&FC Committee since 19/8/2011

社會參與及宣傳專責小組會議的出席記錄

Attendance Record of Community Participation and Publicity Committee (CPPC) Meetings

整體出席率達69%

Overall attendance was 69%

		6/5/2011	21/7/2011	13/10/2011	12/1/2012
1	黃嘉玲女士(召集人) Ms WONG Ka-ling, Garling (Convenor)	✓	✓	✓	✓
2	沙意先生(註 1) Mr. Saeed UDDIN, BBS, MH (Note 1)	✓	不適用 N/A	不適用 N/A	不適用 N/A
3	蔡杏時女士(副召集人) Ms CHOI Hing-shi, MH (Deputy Convenor)	✓	✓ (註 Note 2)	✓	✓
4	張黃楚沙女士(註 1) Mrs. CHONG WONG Chor-sar, MH, JP (Note 1)	✓	不適用 N/A	不適用 N/A	不適用 N/A
5	孔美琪博士 Dr. KOONG May-kay, Maggie	不適用 N/A	✓ (註 Note 3)	✓	缺席 Abs.
6	雷添良先生 Mr. LUI Tim-leung, Tim, BBS, JP	✓	缺席 Abs.	缺席 Abs.	缺席 Abs.
7	伍穎梅女士 Ms NG Wing-mui, Winnie	不適用 N/A	缺席 Abs. (註 Note 4)	缺席 Abs.	✓
8	Mr. Zaman Minhas QAMAR	不適用 N/A	缺席 Abs.	缺席 Abs.	不適用* N/A* (註 Note 5)
9	謝偉俊議員 The Hon TSE Wai-chun, Paul	不適用 N/A	✓ (註 Note 4)	缺席 Abs.	缺席 Abs.
10	謝永齡博士 Dr. TSE Wing-ling, John, MH	✓	缺席 Abs.	✓	缺席 Abs.
11	林煥光先生 Mr. LAM Woon-kwong, GBS, JP	✓	✓	✓	✓
12	宣張群芳女士(註 6) Ms CHEUNG Kwan-fong (Note 6)	✓	✓	✓	✓
13	莊陳有先生(註 6) Mr. CHONG Chan-yau (Note 6)	✓	✓	缺席 Abs.	缺席 Abs.
14	周永康先生(註 6) Mr. CHOW Wing-hong, Alvin (Note 6)	✓	✓	✓	✓

註 Note 1 : 任期至2011年5月19日屆滿

Appointment up to 19/5/2011

註 Note 2 : 由2011年7月21日起為副召集人

Became Deputy Convenor since 21/7/2011

註 Note 3 : 由2011年5月20日成為平機會委員，並自2011年7月21日加入社會參與及宣傳專責小組

Appointment as an EOC member became effective on 20/5/2011 and joined the CPPC since 21/7/2011

註 Note 4 : 此委員由2011年7月21日起加入社會參與及宣傳專責小組

This member joined CPPC since 21/7/2011

註 Note 5 : 此委員離任社會參與及宣傳專責小組

This Member withdrew from the CPPC

註 Note 6 : 增選委員

Co-opted Members

法律及投訴專責小組會議的出席記錄

Attendance Record of Legal and Complaints Committee (LCC) Meetings

整體出席率超過69%

Overall attendance was over 69%

		18/4/2011	18/7/2011	22/8/2011	17/10/2011	19/12/2011	20/2/2012
1	李鑾輝先生(召集人)(註 1) Mr. LEE Luen-fai (Convenor) (Note 1)	✓	✓	✓	✓	✓	✓
2	黎雅明先生(副召集人)(註 1) Mr. Amirali Bakirali NASIR, JP (Deputy Convenor) (Note 1)	✓	✓	✓	缺席 Abs.	✓	✓
3	陳曼琪女士 Ms CHAN Man-ki, Maggie	缺席 Abs.	缺席 Abs.	✓	✓	✓	✓
4	張黃楚沙女士(註 2) Mrs. CHONG WONG Chor-sar, MH, JP (Note 2)	✓	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
5	蔡杏時女士 Ms CHOI Hing-shi, MH	缺席 Abs.	✓	缺席 Abs.	✓	✓	缺席 Abs.
6	馮檢基議員 The Hon FUNG Kin-kee, Frederick, SBS, JP	✓	不適用 N/A (註 Note 3)	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
7	伍穎梅女士 Ms NG Wing-mui, Winnie	✓	不適用 N/A (註 Note 3)	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
8	曾潔雯博士(註 4) Dr. TSANG Kit-man, Sandra (Note 4)	不適用 N/A	✓	缺席 Abs.	缺席 Abs.	缺席 Abs.	✓
9	謝偉俊議員 The Hon TSE Wai-chun, Paul	缺席 Abs.	缺席 Abs.	✓	缺席 Abs.	缺席 Abs.	✓
10	葉少康先生(註 4) Mr. YIP Siu-hong, Nelson, MH (Note 4)	不適用 N/A	✓	缺席 Abs.	✓	缺席 Abs.	✓
11	林煥光先生(註 1) Mr. LAM Woon-kwong, GBS, JP (Note 1)	✓	✓	✓	✓	✓	✓

註 Note 1：林煥光先生作為召集人及李鑾輝先生作為副召集人至2011年8月21日。而李鑾輝先生及黎雅明先生由2011年8月22日起分別為召集人及副召集人。

Mr. LAM Woon-kwong was the Convenor and Mr. LEE Luen-fai was the Deputy Convenor up to 21/8/2011. Mr. LEE Luen-fai and Mr. Amirali Bakirali NASIR have been the Convenor and Deputy Convenor respectively since 22/8/2011.

註 Note 2：任期至2011年5月19日屆滿
Appointment up to 19/5/2011

註 Note 3：此委員離任法律及投訴專責小組
This member withdrew from the LCC

註 Note 4：由2011年5月20日起成為平機會委員，並自2011年7月18日起加入法律及投訴專責小組
Appointment as an EOC member became effective on 20/5/2011 and joined LCC on 18/7/2011

政策及研究專責小組會議的出席記錄

Attendance Record of Policy and Research Committee (PARC) Meetings

整體出席率超過83%

Overall attendance was over 83%

		12/5/2011	14/7/2011	8/9/2011	10/11/2011	19/1/2012	22/3/2012
1	馮檢基議員(召集人) The Hon FUNG Kin-kee, Frederick, SBS, JP (Convenor)	✓	✓	✓	缺席 Abs.	✓	缺席 Abs.
2	楊羅觀翠博士(副召集人)(註1) Dr. YEUNG LAW Koon-chui, Agnes, JP (Deputy Convenor) (Note 1)	✓	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
3	謝永齡博士(註2) Dr. TSE Wing-ling, John, MH (Deputy Convenor) (Note 2)	✓	缺席 Abs.	✓	✓	✓	✓
4	陳嘉敏女士 Ms CHAN Ka-mun, Carmen, JP	✓	✓	✓	✓	✓	✓
5	趙其琨教授(註1) Prof. Randy CHIU (Note 1)	✓	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
6	孔美琪博士(註3) Dr. KOONG May-kay, Maggie (Note 3)	不適用 N/A	✓	✓	缺席 Abs.	✓	✓
7	黎雅明先生 Mr. Amirali Bakirali NASIR, JP	✓	✓	✓	✓	✓	缺席 Abs.
8	Mr. Zaman Minhas QAMAR (註 Note 3)	不適用 N/A	✓	✓	✓	✓	✓
9	黃嘉玲女士 Ms WONG Ka-ling, Garling	✓	✓	✓	✓	✓	✓
10	葉少康先生(註3) Mr. YIP Siu-hong, Nelson, MH (Note 3)	不適用 N/A	缺席 Abs.	缺席 Abs.	✓	✓	✓
11	林煥光先生 Mr. LAM Woon-kwong, GBS, JP	✓	✓	✓	✓	✓	✓
12	陳美潔女士(註4) Ms CHAN Mei-kit, Maggie (Note 4)	✓	✓	缺席 Abs.	✓	✓	✓
13	劉丹娜女士(註4) Ms LAU Dan-nor, Agnes (Note 4)	✓	✓	缺席 Abs.	✓	✓	缺席 Abs.
14	苗澤文先生(註4) Mr. Behzad MIRZAEI (Note 4)	缺席 Abs.	缺席 Abs.	✓	✓	✓	✓

註 Note 1 : 任期至2011年5月19日屆滿

Appointment up to 19/5/2011

註 Note 2 : 由2011年7月14日起為副召集人

Became Deputy Convenor since 14/7/2011

註 Note 3 : 由2011年5月20日起成為平機會委員，並自2011年7月14日起加入政策及研究專責小組

Appointment as an EOC member became effective on 20/5/2011 and joined the PARC since 14/7/2011

註 Note 4 : 增選委員

Co-opted Members

政策及研究專責小組轄下的無障礙工作小組成員

Membership of the Working Group on Access under the Policy and Research Committee

1	陳嘉敏女士 Ms CHAN Ka-mun, Carmen, JP
2	馮檢基議員 The Hon. FUNG Kin-kee, Frederick, SBS, JP
3	謝永齡博士 Dr. TSE Wing-ling, John, MH
4	張黃楚沙女士 Mrs. CHONG WONG Chor-sar, MH, JP
5	黃嘉玲女士 Ms WONG Ka-ling, Garling
6	周永康先生 Mr. CHOW Wing-hong, Alvin
7	陳美潔女士 Ms CHAN Mei-kit, Maggie
8	葉少康先生 Mr. YIP Siu-hong, Nelson, MH
9	莫儉榮先生(註 ^) Mr. MOK Kim Wing (Note ^)
10	張健輝先生(註 ^) Mr. CHEUNG Kin-fai (Note ^)
11	關國樂先生(註 ^) Mr. Joseph KWAN Kwok Lok, MH (Note ^)
12	曾建平先生(註 ^) Mr. TSANG Kin Ping (Note ^)
13	王繼鋒先生(註 ^) Mr. WANG Kai Fung (Note ^)
14	伍杏修先生(註 ^) Mr. NG Hang-sau (Note ^)

註 Note ^ : 工作小組增選委員
Working Group Co-opted Members

附錄 Appendix 2

平等機會委員會辦事處管理小組
(截至2012年3月31日)

**Management Team of the Equal Opportunities Commission
(as at 31.3.2012)**

主席

林煥光先生

Chairperson

Mr. LAM Woon-kwong, GBS, JP

總監(規劃及行政)

陳奕民先生

Director (Planning & Administration)

Mr. CHAN Yick-man, Michael

總監(投訴事務)

李紹葵先生

Director (Operations)

Mr. LI Siu-kwai, Joseph

法律總監

潘力恆先生

Chief Legal Counsel

Mr. POON Lik-hang, Herman

政策及研究主管

朱崇文博士

Head, Policy & Research

Dr. CHU Chung-man, Ferrick

機構傳訊及培訓主管

王珊娜女士

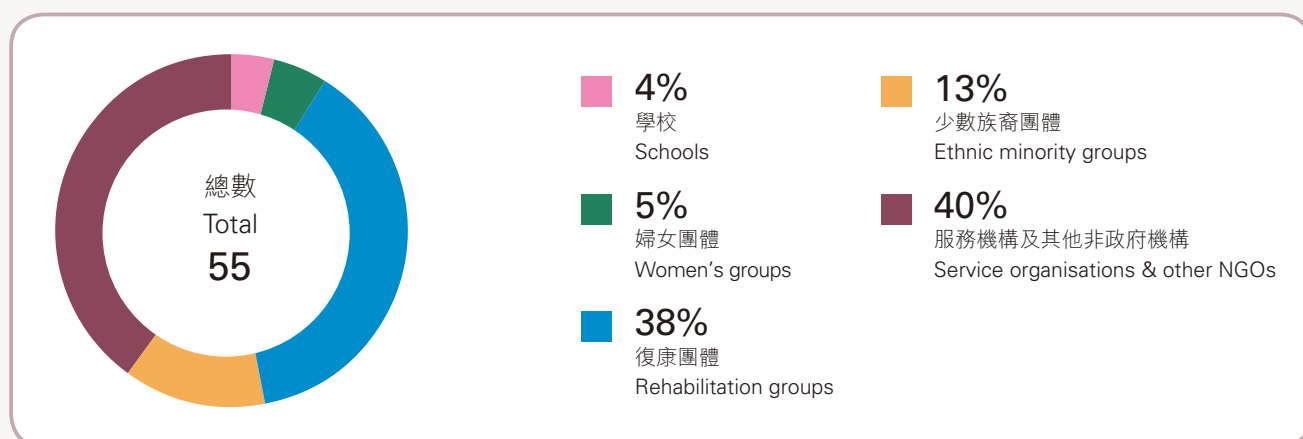
Head, Corporate Communications and Training

Ms WONG Shan-nar, Shana

附錄 Appendix 3

55個團體獲「平等機會社會參與資助計劃」撥款

55 Organisations Funded under the Community Participation Funding Programme



自1996/97年起，平機會每年均推行資助計劃，旨在鼓勵非政府機構、社區組織及學校舉辦與平等機會有關的活動，並促進大眾認識反歧視條例的原則及應用。本年度，社會參與資助計劃共收到93份申請，其中63項活動獲批准，資助總額達港幣HK\$1,572,570元。資助項目的類型包括講座、表演、展覽、比賽、工作坊及製作刊物。

The EOC has provided funding every year since 1996/97 to encourage NGOs, community groups and schools to initiate their own projects on the subject of equal opportunities and promote public understanding of the principles and applications of the anti-discrimination ordinances. During 2011/12, the Community Participation Funding Programme attracted 93 applications, of which 63 projects were approved and HK\$1,572,570 allocated. Types of funded programmes included talks, performances, exhibitions, competitions, workshops, and production of publications.

「平等機會社會參與資助計劃」所資助的機構2011/12

List of Organisations Funded under the Community Participation Funding Programme 2011/12

學校Schools

機構名稱	Organisation
明愛屯門馬登基金中學	Caritas Tuen Mun Marden Foundation Secondary School
地利亞修女紀念學校(協和)	Delia Memorial School (Hip Wo)

婦女團體Women's groups

機構名稱	Organisation
香港婦女中心協會	Hong Kong Federation of Women's Centres
新婦女協進會	The Association for the Advancement of Feminism
東華三園芷若園	Tung Wah Groups of Hospital CEASE Crisis Centre

復康團體Rehabilitation groups

機構名稱	Organisation
香港中華基督教青年會聯青聾人中心	Chinese Young Men's Christian Association of Hong Kong Y's Men's Centre for the Deaf
扶康會	Fu Hong Society
協康會康苗幼稚園	Heep Hong Society Healthy Kids Nursery School
匡智會匡智粉嶺綜合復康中心	Hong Chi Association Hong Chi Fanling Integrative Rehabilitation Complex
香港特殊學習障礙協會	Hong Kong Association for Specific Learning Disabilities
香港聾人協進會	Hong Kong Association of the Deaf
香港失明人協進會	Hong Kong Blind Union
香港傷殘青年協會賽馬會活動中心	Hong Kong Federation of Handicapped Youth Jockey Club Activity Centre

機構名稱	Organisation
香港失明人互聯會	Hong Kong Federation of the Blind
香港復康力量	Hong Kong Rehabilitation Power
香港手語協會	Hong Kong Sign Language Association
葵涌醫院病人資源及交誼中心	Kwai Chung Hospital Patient Resource and Social Centre
香港視網膜病變協會	Retina Hong Kong
利民會	Richmond Fellowship of Hong Kong
香港耀能協會賽馬會白普理華心護康中心	SAHK Jockey Club Bradbury Wah Sum Care Centre
香港路德會社會服務處路德會石硤尾失明者中心	Shek Kip Mei Lutheran Centre for the Blind, Hong Kong Lutheran Social Service, LC-HKC
香港復康會	The Hong Kong Society for Rehabilitation
香港復康會社區復康網絡	The Hong Kong Society for Rehabilitation, Community Rehabilitation Network
香港心理衛生會(敦睦軒／恆健中心)	The Mental Health Association of Hong Kong (JCB Halfway House / Kwun Tong Amity Centre)
鄰舍輔導會智齡專上學院	The Neighbourhood Advice-Action Council College for Adults with Special Education Needs (CASEN)
愛滋寧養服務協會	The Society for AIDS Care Limited

少數族裔團體 Ethnic minority groups

機構名稱	Organisation
遠東海外尼泊爾人協會	Far East Overseas Nepalese Association
香港尼泊爾人綜合協會(譯名)	Hong Kong Integrated Nepalese Society
香港尼泊爾Pathyakram Vikas Parishad (譯名)	Hong Kong Nepali Pathyakram Vikas Parishad
香港移工社會組織(譯名)	Mission for Migrant Workers HK Society Limited
尼泊爾建築工會(香港)(譯名)	Nepalese Construction Workers Union Hong Kong
香港尼泊爾家務勞動者工會(譯名)	Union of Nepalese Domestic Workers in Hong Kong
香港菲律賓人聯會(譯名)	United Filipinos in Hong Kong

服務機構及其他非政府機構 Service organisations & other NGOs

機構名稱	Organisation
工業傷亡權益會有限公司	Association for the Rights of Industrial Accident Victims Ltd.
天主教香港教區教區勞工牧民中心(港島)	Catholic Diocese of Hong Kong Diocesan Pastoral Centre For Workers (Hong Kong Island)
天主教香港教區教區勞工牧民中心(新界)	Catholic Diocese of Hong Kong Diocesan Pastoral Centre For Workers (NT)
香港中華基督教青年會大學青年會(香港浸會大學)	Chinese YMCA of Hong Kong, Uni-Y (HKBU)
香港中華基督教青年會藍田會所	Chinese YMCA of Hong Kong Lam Tin Centre
黑暗中對話	Dialogue in the Dark Hong Kong
製衣服飾從業員協會	Garment Fashion Practitioners Association
香港聖公會沙田青少年綜合服務中心	H.K.S.K.H. Shatin Children & Youth Integrated Service Centre
香港聖公會屯門綜合服務賽馬會青年幹線	H.K.S.K.H. Tuen Mun Integrated Services Jockey Club Youth Express
香港青少年服務處成和青少年中心	Hong Kong Children & Youth Services Sing Woo Children and Youth Centre
香港聖公會福利協會	Hong Kong Sheng Kung Hui Welfare Council
香港保護兒童會	Hong Kong Society for the Protection of Children
獅子山青年獅子會	Leo Club of Lion Rock
香港彩虹	Rainbow of Hong Kong
大坑眾坊福利會大坑青年中心	Tai Hang Residents' Welfare Association Tai Hang Youth Centre
香港小童群益會賽馬會石蔭青少年綜合服務中心	The Boys' and Girls' Clubs Association of Hong Kong Jockey Club Shek Yam Children and Youth Integrated Services Centre
香港小童群益會賽馬會南葵涌青少年綜合服務中心	The Boys' and Girls' Clubs Association of Hong Kong Jockey Club South Kwai Chung Children and Youth Integrated Services Centre
中華基督教禮賢會香港區會福利部禮賢會彩雲綜合青少年服務中心	The Chinese Rhenish Church Hong Kong Synod, Welfare Department, Choi Wan Rhenish Integrated Children and Youth Services Centre
港九勞工社團聯會	The Federation of Hong Kong and Kowloon Labour Unions
鄰舍輔導會東涌綜合服務中心	The Neighbourhood Advice-Action Council Tung Chung Integrated Services Centre
半山區扶輪社	The Rotary Club of Mid-Level, Hong Kong
仁愛堂彩虹社區綜合發展中心	Yan Oi Tong Rainbow Community Integrated Development Centre

附錄 Appendix 4

平等機會夥伴

Our Partners in Equal Opportunities

2011/12年度，平機會的合作夥伴包括不同的團體及組織，當中有復康團體、婦女團體、少數族裔團體、學校、其他非政府機構及個別人士。此外，參與過平機會與香港電台第2台及商業電台第1台合作的電台節目的嘉賓亦是我們的重要夥伴。

此外，本年度共有八位來自不同行業的傑出人士擔任「無定型新人類」及「獨特的我！」師友計劃的嘉賓導師，與學生分享他們的成功故事。

Our partners in 2011/12 consisted of different groups and organisations, including rehabilitation groups, women's groups, ethnic minority groups, schools, other NGOs, and individuals. Moreover, guests who attended the EOC radio programme on RTHK Radio 2 and Commercial Radio 1 were also our valuable partners.

Eight outstanding achievers from different professions were invited to serve as "Career Challenge" and "Uniquely Me!" Mentors of the EOC's youth mentorship programme in 2011/12.

白承睿先生 渣打銀行集團執行董事兼亞洲區行政總裁	Mr. Jaspal Singh BINDRA Group Executive Director and Chief Executive Officer, Asia, Standard Chartered Bank
陳錦元先生 香港傷殘青年協會主席	Mr. CHAN Kam-yuen, Allen Chairperson, Hong Kong Federation of Handicapped Youth
張瑪莉女士 香港十大傑出青年／張瑪莉市場推廣(國際)有限公司執行董事及創辦人／專業形象及國際禮儀學會會長	Ms Mary Pandora CHEUNG Recipient of the Hong Kong Ten Outstanding Young Persons Award / Managing Director & Founder of Mary Cheung & Associates (Int'l) Ltd / President of Professional Image And International Etiquette Institute
麥雅端女士 Chocolate Rain創辦人及創作總監	Ms Prudence MAK Founder & Creative Director of Chocolate Rain
莫儉榮先生 香港十大傑出青年／香港傷健共融網絡有限公司主席／世界盲人聯盟亞太區理事	Mr. Kim MOK, MH Recipient of the Hong Kong Ten Outstanding Young Persons Award / Chairman of the Hong Kong Network for the Promotion of Inclusive Society Ltd / Executive Member of World Blind Union, Asian Pacific Region
蘇偉健先生 十大再生勇士／流行曲填詞人／註冊社工	Mr. Kenny SO Outstanding Warriors of Regeneration Society / Pop-song Lyricist / Registered Social Worker
謝安琪女士 香港十大傑出青年／著名歌手	Ms Kay TSE Recipient of the Hong Kong Ten Outstanding Young Persons Award / Popular Singer
阮小儀小姐 著名電台及電視主持人	Miss Kitty YUEN Renowned Radio & TV Host

平機會電台節目嘉賓

Guests who attended the EOC Radio programmes

嘉賓	Guests
區淑玲小姐 香港中華基督教青年會顯徑會所中心主任	Ms Bonnie AU Centre-in-charge of the Chinese Young Men's Christian Association of Hong Kong (Hin Keng Centre)
陳楚儀小姐 香港明愛社會工作服務部註冊社工	Ms Barbara CHAN Social Worker of Caritas-Hong Kong, Social Work Services Division
陳麗怡女士 香港盲人輔導會訊息無障礙中心經理	Ms Emily CHAN Manager of the Information Accessibility Centre, The Hong Kong Society for the Blind
陳菲小姐 關懷愛滋高級項目主任	Ms Fei CHAN Senior Programme Officer of the AIDS Concern
陳志耀先生 香港保護兒童會服務總監	Mr. Tao CHAN Service Director of the Hong Kong Society for the Protection of Children (HKSPC)
周敏姬女士 香港復康會總裁	Ms Mabel CHAU Chief Executive Officer of the Hong Kong Society for Rehabilitation
鄭啟文先生 第八屆香港展能節創意攝影(戶外)冠軍得主	Mr. CHENG Kai-man Champion in Photography (Outdoor) Competition in the 8th Hong Kong Abilitympics 2011
張瑪莉小姐 香港十大傑出青年	Ms Mary Pandora CHEUNG Recipient of the Hong Kong Ten Outstanding Young Persons Award
曹萍小姐 輪椅劍擊運動員及香港傷健協會賽馬會傷健體適能中心使用者	Ms CHO ping Athlete (Wheelchair Fencing) and User of the Hong Kong PHAB Association Jockey Club PHAB Fitness Centre
蔡少芳小姐 愛滋寧養服務協會項目總監	Ms Esther CHOI Programme Director of the Society for AIDS Care
蔡玉萍教授 香港中文大學香港亞太研究所性別研究中心主任	Professor Susanne CHOI Yuk-ping Director of the Gender Research Centre, Hong Kong Institute of Asia-Pacific Studies, The Chinese University of Hong Kong
周妙嫦女士 第七屆香港傑出婦女義工大獎得獎者	Ms CHOW Miu-sheung Recipient of the 7th Hong Kong Outstanding Women Volunteers
鍾偉成先生 香港心理衛生會總主任及香港社會企業總會義務秘書	Mr. CHUNG Wai-shing Chief Officer of the Mental Health Association of Hong Kong and Honorary Secretary of the Hong Kong General Chamber of Social Enterprises Limited
黃曼玲女士 藝術工作者	Ms Irene FLANHARDT Fine art artist
馮錦文先生 僱員再培訓局課程發展經理	Mr. Kaman FUNG Course Development Manager of the Employees Retraining Board
姜雁慈小姐 香港傷健協會賽馬會傷健體適能中心經理	Ms Gloria KEUNG Ngan-chi Manager of the Hong Kong PHAB Association Jockey Club PHAB Fitness Centre
林錦平女士 副政府資訊科技總監(政策及客戶服務)	Ms Joey LAM Deputy Government Chief Information Officer (Policy and Customer Service)
劉君蕊同學, 王曼婷同學及劉嘉欣同學 香港中華基督教青年會大學青年會(香港浸會大學)[文化SHA LA LA]活動負責人	Ms Amiee LAU, Ms. Chloe LAU and Ms Rachel WONG Project-in-charge of "文化SHA LA LA" organised by the Chinese (YMCA Young Men's Christian Association) of Hong Kong – Uni-Y (HKBU)

嘉賓	Guests
劉懿翎女士 香港脊髓損傷基金會董事	Ms Ella LAU Director of the Hong Kong Spinal Cord Injury Fund
婁小君女士 香港愛滋病基金會副總監(項目策劃)	Ms Maple LAU Deputy Director (Programmes) of the Hong Kong AIDS Foundation
羅國文先生 青山醫院高級職業治療師	Mr. Colin LAW Senior Occupational Therapist of the Castle Peak Hospital
李澤菁女士 香港愛滋病基金會資深義工	Ms LEE Chak-ching Experienced volunteer of the Hong Kong AIDS Foundation
李建雯小姐 香港保護兒童會中心主任	Ms Karen LEE Centre-in-charge of the Hong Kong Society for the Protection of Children (HKSPC)
梁子微博士 生命鬥士／路向四肢傷殘人士副主席	Dr. Christine LEUNG Recipient of the Lifeguard Award and Vice Chairperson of the Direction Association for the Handicapped
李杼璇女士 基督教香港信義會臨床心理學家	Ms Carina LI Shu-shuen Clinical Psychologist of the Evangelical Lutheran Church of Hong Kong
李金群小姐 愛滋寧養服務協會籌募及傳訊經理	Ms Godi LI Fundraising and Communications Manager of the Society For AIDS Care
凌浩雲先生 社聯－滙豐社會企業商務中心高級顧問	Mr. Howard LING Senior Consultant of the Hong Kong Council of Social Service – HSBC Social Enterprise Business Centre
廖珮珊女士 香港婦女中心協會總幹事	Ms Si-si LIU Director of the Hong Kong Federation of Women's Centres
盧定宇先生 香港愛滋病基金會高級項目主任	Mr. Jimmy LO Senior Project Officer of the Hong Kong AIDS Foundation
麥雅端小姐 Chocolate Rain創辦人及創作總監	Ms Prudence MAK Founder and Creative Director of Chocolate Rain
麥惠芸小姐 香港中華基督教青年會聯青聾人中心	Ms Wendy MAK Centre-in-charge of the Chinese Young Men's Christian Association of Hong Kong Y's Men's Centre for the Deaf
莫儉榮先生 香港聾人協進會委員	Mr. Kim MOK Kim-wing Member of the Hong Kong Association of the Deaf
吳永基先生 香港復康力量總幹事	Mr. Stanley NG Executive Director of the Hong Kong Rehabilitation Power
彭栢基先生 無聲對話總經理	Mr. Anthony PANG General Manager of the Dialogue in Silence Hong Kong
盛李廉先生 香港失明人互聯會中心主任	Mr. Tony SHING Centre-in-charge of the Hong Kong Federation of the Blind
蘇天祐先生 香港中華基督教青年會執行幹事	Mr. Larry SO Executive Secretary of the Chinese Young Men's Christian Association of Hong Kong
蘇嘉儀女士 香港基督教女青年會婦女事工服務主任	Ms Stephanie SO Service-in-charge of Women Affairs Department of the Hong Kong Young Women's Christian Association
蘇艷芳女士 香港基督教女青年會婦女事工部督導主任	Ms Tammy SO Supervisor of Women Affairs Department of the Hong Kong Young Women's Christian Association
孫詠柔小姐 香港傷健協會賽馬會傷健體適能中心物理治療師	Ms Vivian SUEN Physiotherapist of the Hong Kong PHAB Association Jockey Club PHAB Fitness Centre

嘉賓	Guests
宋永權醫生 青山醫院康復進程委員會主席	Dr. W K SUNG <i>Chairman of the Committee on Recovery-oriented Services of Castle Peak Hospital</i>
譚美卿女士 香港展能藝術會執行總監	Ms Janet TAM <i>Executive Director of the Arts with the Disabled Association Hong Kong</i>
王惠芬女士 香港融樂會總幹事	Ms Fermi WONG <i>Director of the Hong Kong Unison</i>
黃南輝先生 香港心理衛生會教育主任	Mr. Fritz WONG <i>Education Officer of the Mental Health Association of Hong Kong</i>
黃敏信先生 2011年精神健康月籌備委員會主席／明愛賽馬會荔景社會服務中心院長	Mr. Stephen WONG <i>Convenor of the Organising Committee of 2011 Mental Health Month / Superintendent of the Caritas Jockey Club Lai King Rehabilitation Centre</i>
楊吉璽先生 香港中華基督教青年會社會服務委員會委員	Mr. Clarence YANG <i>Social Services Committee Member of the Chinese Young Men's Christian Association of Hong Kong</i>
葉鍵池先生 香港傷健協會賽馬會傷健體適能中心項目經理	Mr. Patrick YIP <i>Project Development Manager of the Hong Kong PHAB Association Jockey Club PHAB Fitness Centre</i>

其他夥伴

Other Partners

王子制作	a&g Productions
AECOM	AECOM
關懷愛滋	AIDS Concern
Anti480－反性暴力資源中心	Anti-480 – Anti Sexual Violence Resource Centre
香港展能藝術會	Arts with the Disabled Association Hong Kong
亞洲社企創新獎	Asia Social Innovative Award
關注婦女性暴力協會	Association Concerning Sexual Violence Against Women
自閉症兒童基金協會	Autism Children Foundation
香港自閉症聯盟	Autism Hong Kong
自閉症復康網絡	Autism Recovery Network
浸信會愛群社會服務處	Baptist Oi Kwan Social Service
加州學校(譯名)	California School
關愛大行動	Care and Love Campaign
香港明愛	Caritas Hong Kong
明愛粉嶺綜合家庭服務中心	Caritas Integrated Family Service Centre – Fanling
明愛賽馬會荔景社會服務中心	Caritas Jockey Club Lai King Rehabilitation Centre
香港明愛康復服務及特殊教育服務	Caritas Rehabilitation Services and Special Education Services
明愛屯門馬登基金中學	Caritas Tuen Mun Marden Foundation Secondary School
政府統計處	Census and Statistics Department
夏威夷大學馬諾阿分校殘疾研究中心(譯名)	Center on Disability Studies, University of Hawaii at Manoa
香港中華基督教青年會	Chinese Young Men's Christian Association of Hong Kong
Chocolate Rain	Chocolate Rain
基督教勵行會	Christian Action
基督教勵行會多元色彩閃耀坊	Christian Action – SHINE Centre

基督教勵行會外籍傭工輔導計劃	Christian Action Domestic Helpers and Migrant Workers Programme
香港城市大學	City University of Hong Kong
思匯政策研究所	Civic Exchange
公務員事務局公務員培訓處	Civil Service Training and Development Institute, Civil Service Bureau
宣傳聯合國《殘疾人權利公約》的委員會	Committee on the promotion of the UN Convention of the Rights of Persons with Disabilities
社商賢匯	Community Business
政制及內地事務局	Constitutional and Mainland Affairs Bureau
中國政法大學憲政研究所	Constitutionalism Research Institute of China University of Political Science and Law
印尼領事館	Consulate General of the Republic of Indonesia
皇冠汽車有限公司	Crown Motors Limited
地利亞修女紀念學校(協和)	Delia Memorial School (Hip Wo)
衛生署紅絲帶中心	Department of Health, Red Ribbon Centre
香港城市大學媒體與傳播系	Department of Media and Communication, City University of Hong Kong
無聲對話	Dialogue in Silence Hong Kong
黑暗中對話	Dialogue in the Dark Hong Kong
香港數碼廣播有限公司－數碼大同台	Digital Broadcasting Corporation – Digital WE Channel
路向四肢傷殘人士協會	Direction Association for the Handicapped
心光盲人院暨學校	Ebenezer School and Home for the Visually Impaired
僱員再培訓局	Employees Retraining Board
香港僱主聯合會	Employers' Federation of Hong Kong
香港啟迪會	Enlighten Hong Kong Limited
遠東海外尼泊爾人協會	Far East Overseas Nepalese Association
菲律賓移工工會(譯名)	Filipino Migrant Workers Union
食物環境衛生署	Food and Environment Hygiene Department
泰國人之友	Friends of Thai
香港聖公會麥理浩夫人中心	H.K.S.K.H. Lady Maclehorse Centre
香港聖公會麥理浩夫人中心少數族裔服務	H.K.S.K.H. Lady Maclehorse Centre – Service for Ethnic Minorities
和諧之家	Harmony House
協康會	Heep Hong Society
匡智會	Hong Chi Association
香港演藝學院	Hong Kong Academy for Performing Arts
香港空運貨站有限公司	Hong Kong Air Cargo Terminals Limited
專注不足／過度活躍症(香港)協會	Hong Kong Association for AD / HD
香港聾人協進會	Hong Kong Association of the Deaf
香港關顧自閉聯盟	Hong Kong Autism Awareness Alliance
香港浸會大學	Hong Kong Baptist University
香港浸會大學人力資源策略及發展研究中心	Hong Kong Baptist University's Centre for Human Resources Strategy and Development
香港盲人體育會	Hong Kong Blind Sports Association Ltd.
香港失明人協進會	Hong Kong Blind Union
香港基督教服務處	Hong Kong Christian Service
香港基督教服務處－融匯	Hong Kong Christian Service – CHEER Centre
香港文職及專業人員總會	Hong Kong Clerical and Professional Employees General Union

附錄 Appendices

香港精神科醫學院	Hong Kong College of Psychiatrists
商業電台	Hong Kong Commercial Broadcasting Co. Ltd.
香港職工會聯盟	Hong Kong Confederation of Trade Unions
香港唐氏綜合症協會	Hong Kong Down Syndrome Association
香港教育城	Hong Kong Education City
香港家庭福利會	Hong Kong Family Welfare Society
香港傷殘青年協會	Hong Kong Federation of Handicapped Youth
香港失明人互聯會	Hong Kong Federation of the Blind
香港婦女中心協會	Hong Kong Federation of Women's Centre
醫院管理局	Hong Kong Hospital Authority
香港兆基創意書院	Hong Kong Institute of Contemporary Culture
香港董事學會	Hong Kong Institute of Directors
香港人力資源管理學會	Hong Kong Institute of Human Resources Management
香港尼泊爾人綜合協會(譯名)	Hong Kong Integrated Nepalese Society
香港復康聯會	Hong Kong Joint Council for People with Disabilities
香港金融管理局	Hong Kong Monetary Authority
香港黏多醣症暨罕有遺傳病互助小組	Hong Kong Mucopolysaccharidoses & Rare Genetic Diseases Mutual Aid Group
香港傷健協會	Hong Kong PHAB Association
香港同志遊行2011 籌委會	Hong Kong Pride Parade 2011 Committee
香港紅十字會甘迺迪中心	Hong Kong Red Cross John F. Kennedy Centre
香港復康力量	Hong Kong Rehabilitation Power
香港退休計劃協會	Hong Kong Retirement Schemes Association
香港樹仁大學	Hong Kong Shue Yan University
香港手語協會	Hong Kong Sign Language Association
香港單親協會	Hong Kong Single Parents Association
香港社會工作人員協會	Hong Kong Social Workers Association
香港執業精神科醫生協會	Hong Kong Society of Psychiatrists
香港體育學院	Hong Kong Sports Institute
香港貿易發展局	Hong Kong Trade Development Council
香港融樂會	Hong Kong Unison
香港女工商及專業人員聯會	Hong Kong Women Professionals & Entrepreneurs Association
香港平等機會婦女聯席	Hong Kong Women's Coalition on Equal Opportunities
房屋署	Housing Department
政府新聞處	Information Services Department
香港國際社會服務社少數族裔人士支援服務中心	International Social Service – Hong Kong Branch HOPE Centre
互聯網專業協會	Internet Professional Association
伊斯蘭脫維善紀念中學	Islamic Kasim Tuet Memorial College
伊斯蘭學校	Islamic Primary School
賽馬會思覺健康計劃	Jockey Club Early Psychosis Project
大細路劇團	Jumbo Kids Theatre
九龍清真寺	Kowloon Mosque
啟勵扶青會	KELY Support Group
香港錫克廟	Khalsa Diwan (Sikh Temple) Hong Kong

金佰利有限公司	Kimberly-Clark Hong Kong
印尼報章Klick	Klick, an Indonesian newspaper
勞工及福利局	Labour and Welfare Bureau
勞工處	Labour Department
社會福利署馬鞍山綜合家庭服務中心	Ma On Shan Integrated Family Service Centre, Social Welfare Department
張瑪莉市場推廣(國際)有限公司	Mary Cheung & Association (International) Limited
精神健康月籌備委員會	Mental Health Month Organising Committee
香港移工社會組織(譯名)	Mission for Migrant Workers HK Society Limited
同根社	New Women Arrivals League
尼日利亞工會(譯名)	Nigerian Union
北區社區劇場(譯名)	North District Community Theatre
香港八達通	Octopus Hong Kong
政府資訊科技總監辦公室	Office of the Government Chief Information Officer
香港申訴專員公署	Office of the Ombudsman, Hong Kong
巴基斯坦伊斯蘭福利工會(譯名)	Pakistan Islamic Welfare Union
菲律賓總領事館	Philippines Consulate General
寶覺小學	Po Kok Primary School
香港電台	Radio Television Hong Kong
香港復康聯盟	Rehabilitation Alliance Hong Kong
香港視網膜病變協會	Retina Hong Kong
香港童軍總會	Scout Association of Hong Kong
龍耳	Silence
官立嘉道理爵士中學(西九龍)	Sir Ellis Kadoorie Secondary School (West Kowloon)
社企民間高峰會2011	Social Enterprise Summit 2011
香港社會創投基金	Social Ventures Hong Kong
社會福利署	Social Welfare Department
香港扶幼會	Society of Boys' Centres
聖雅各福群會	St. James' Settlement
聖約翰座堂「愛之家」諮詢及服務中心	St. John's Cathedral HIV Education Centre
香港聖瑪加利女書院	St. Margaret's Girls' College
嘉諾撒聖瑪利書院	St. Mary Canossian College
渣打銀行	Standard Chartered Bank
新鴻基地產發展有限公司—大埔超級城	Sun Hung Kai Real Estate Agency Limited – Tai Po Mega Mall
泰國移工工會(譯名)	Thai Migrant Workers Union
泰國地區聯盟(譯名)	Thai Regional Alliance
泰國婦女協會(譯名)	Thai Women's Association
香港中華基督教青年會顯徑會所	The Chinese YMCA of Hong Kong (Hin Keng Centre)
香港家庭計劃指導會藍田婦女會	The Family Planning Association of Hong Kong Lam Tin Women's Club
正言匯社	The Fortright Caucus
香港中文大學香港亞太研究所性別研究中心	The Gender Research Centre, Hong Kong Institute of Asia-Pacific Studies of The Chinese University of Hong Kong
香港物業管理公司協會	The Hong Kong Association of Property Management Companies
香港印尼外傭工會聯盟	The Hong Kong Coalition of Indonesian Migrant Workers Organisation
香港社會服務聯會	The Hong Kong Council of Social Service
香港交易所	The Hong Kong Exchanges and Clearing Limited

附錄 Appendices

香港工會聯合會	The Hong Kong Federation of Trade Unions
香港婦女聯合協進會	The Hong Kong Federation of Women
香港青年協會	The Hong Kong Federation of Youth Groups
香港建築師學會	The Hong Kong Institute of Architects
香港教育學院	The Hong Kong Institute of Education
香港設施管理學會	The Hong Kong Institute of Facility Management
香港賽馬會	The Hong Kong Jockey Club
香港傷健共融網絡有限公司	The Hong Kong Network for the Promotion of Inclusive Society Limited
香港理工大學	The Hong Kong Polytechnic University
香港理工大學 －應用社會科學系 －應用社會科學系社會政策研究中心 －設計學院	The Hong Kong Polytechnic University － Department of Applied Social Sciences － Centre for Policy Studies, Department of Applied Social Sciences － School of Design
香港復康會	The Hong Kong Society for Rehabilitation
香港盲人輔導會	The Hong Kong Society for the Blind
香港聾人福利促進會	The Hong Kong Society for the Deaf
香港保護兒童會	The Hong Kong Society for the Protection of Children
日本身心障礙復健社團	The Japanese Society for Rehabilitation of Persons with Disabilities
街坊小子	The Kids on the Block
九龍巴士公司	The Kowloon Motor Bus Co. (1933) Ltd.
香港律師會	The Law Society of Hong Kong
香港路德會	The Lutheran Church Hong Kong Synod
香港心理衛生會	The Mental Health Association of Hong Kong
香港公開大學	The Open University of Hong Kong
香港攝影學會	The Photographic Society of Hong Kong
太陽報(為菲律賓人印製的英文報)	The SUN (Newspaper in English for Filipino)
香港大學	The University of Hong Kong
婦女基金會	The Women's Foundation
Theatre Noir	Theatre Noir
工業貿易署	Trade and Industry Department
香港菲律賓人聯會(譯名)	United Filipino in Hong Kong
職業訓練局	Vocational Training Council
婦女服務聯會	Women Service Association
婦女事務委員會	Women's Commission
循道衛理楊震社會服務處	Yang Memorial Methodist Social Service Centre
油尖旺民政事務處	Yau Tsim Mong District Office
YouTube	YouTube
元朗大會堂少數族裔人士支援服務中心	Yuen Long Town Hall Support Service Centre for Ethnic Minorities
九龍崇德社	Zonta Club of Kowloon



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