

2012/13

年報ANNUAL REPORT

尊重・關愛・共融

AN INCLUSIVE SOCIETY STARTS WITH RESPECT



平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION



尊重·關愛·共融  
An Inclusive Society Starts with Respect



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聯合國前秘書長科菲·安南  
Kofi Annan,  
former Secretary-General  
of the United Nations

「我們或許有不同的宗教信仰、  
不同的語言、不同膚色，但我們  
都屬於同一人種。」

“We may have different religions,  
different languages, different  
colored skin, but we all belong  
to one human race.”

## 主席的話

Chairperson's Message



## 尊重 ■ 關愛 ■ 共融

自我擔任平等機會委員會(平機會)主席以來已有六個月，回顧這段工作的日子，我不得不感謝上屆主席林煥光議員對平機會的竭誠投入和傑出領導，憑著他卓越的工作，確立了平機會在香港作為平等守護者的地位。

的而且確，平機會於2012/13年度，在平等機會範疇引領了多項正面的發展。

我們出版了數份與平等機會議題有關、具先導性的研究報告，包括性別定型觀念對男性的影響、學生對性的態度及對性騷擾的看法和融合教育制度下殘疾學生的平等學習機會。這些研究報告加上其他研究的結果，成為了我們倡議工作的基礎。

平機會一直致力提高透明度。在2012年9月，平機會舉辦了一場公眾論壇，讓持份者與我們一起就平機會的工作進行對話，交流意見。論壇吸引了超過100名持份者參加，他們分別來自關注組織、公營機構、非政府組織、政黨、以及立法會和區議會議員。

## An Inclusive Society Starts with Respect

In reviewing the past six months in my position as Chairperson of the Equal Opportunities Commission (EOC), I would like to thank my predecessor, The Hon Lam Woon-kwong, for his exemplary dedication and outstanding leadership. He has done a remarkable job in securing the EOC's position as a defender of equality in Hong Kong.

Indeed, the year 2012/13 saw the EOC leading a number of positive developments in the equal opportunities landscape.

We published a number of pioneering research reports on equal opportunities-related subjects, including gender stereotypes' impact on men; students' sexual attitudes and views of sexual harassment; and equal learning opportunities for students with disabilities under the Integrated Education system. These and other studies form the foundation of our advocacy efforts.

The Commission is committed to enhancing our transparency. In September 2012, the EOC organised a public forum to enable stakeholders to dialogue with us on our work. The Forum drew the attendance of more than 100 stakeholders from concerned groups, public organisations, non-governmental organisations, political parties as well as Legislative and District Councillors.





我們看到市民對促進共融社會愈表興趣和關注。在2012/13年度，平機會回覆了超過16,600宗查詢；處理了共929宗投訴，為受到違法歧視的人提供申訴渠道。為了伸張公義，平機會向10宗個案提供了法律協助。我們為投訴人爭取到的賠償金額接近港幣一千萬元。

為了喚起社會人士對平等議題的意識，平機會進行了各式各樣的公眾教育工作，由廣播及網上媒體宣傳和戶外廣告，以至為青少年、少數族裔、商界及其他群體而推行的不同外展活動皆為數不少。我們透過社會參與資助計劃，向64項推廣平等機會價值的活動提供了港幣1,600,000元的資助。

另一方面，我們繼續外展工作，自我在2013年4月上任以來，我經常與平機會的持份者團體和組織會面，對於他們無私坦誠地與我分享知識和經驗，我深表感激。

我亦感謝平機會各委員的指導和支持。此外，我更要向平機會員工致謝，他們為了實現人人平等的理想，勤奮不懈地工作。

展望將來，平機會已確定了多項未來數年進行的優先工作領域。

隨着外界對平機會的角色有更高的期望，以及世界發展日益進步，香港必須維持作為國際城市和商業樞紐的競爭力。平機會委員在2013年3月通過建議，就現行反歧視條例進行全面檢討，以便更新和理順各條例，從而加強對每個人的保障，免受歧視。

We have seen increasing public interest in fostering an inclusive society. In the year 2012/13, the EOC answered over 16,600 enquiries and handled a total of 929 complaints, as we sought to provide redress for those who have been aggrieved by unlawful discrimination. To further the cause of justice, the EOC gave legal assistance to 10 cases. We secured nearly HK\$10 million in compensation for complainants.

To arouse the community's awareness on equality-related issues, the EOC conducted a wide range of public education initiatives, from broadcast and web media alongside outdoor advertisements to various outreach activities for youths, ethnic minorities, businesses, and many others. Through our Community Participation Funding Programme, we provided HK\$1,600,000 in funding for 64 projects to promote equal opportunity values.

To continue with our outreach efforts, since taking up my position in April 2013, I met regularly with our stakeholder groups and organisations. I deeply appreciate the knowledge and experiences that have been selflessly and frankly shared with me.

I am also grateful to the EOC Members for their guidance and support. In addition, I would like to express my thanks to the Commission's staff, who continue to work diligently and untiringly for the cause of equality for all.

Looking ahead, the EOC has identified a number of priority areas for our work in the coming years.

As expectations rise on the EOC's role and the world moves forward, so too must Hong Kong in order to maintain our competitiveness as an international city and business hub. In March 2013, the EOC Members endorsed the proposal to undertake a comprehensive review of the existing anti-discrimination legislation, with a view to modernising and harmonising the ordinances in order to strengthen everyone's protection from discrimination.



In relation to this, the EOC is advocating for a specific anti-discrimination legislation on the basis of sexual orientation and gender identity. We are mindful that sexual minorities continue to experience significant discrimination and harassment, which necessitates their protection under the law. The EOC will seek the public's views on both the Discrimination Law Review and a new anti-discrimination ordinance on sexual orientation and gender identity.

有關這方面，平機會現正倡導一項針對性傾向和性別認同的反歧視法例。我們注意到性小眾仍繼續受到嚴重的歧視和騷擾，因此他們有需要獲得法例保護。平機會將會就歧視法例檢討和就性傾向及性別認同的新法例，徵詢公眾意見。



教育是我們兒童未來的基石，然而，很多學生在獲取教育機會方面仍然受到不平等對待，當中尤以少數族裔學生和有特殊教育需要的學生為甚。這情況嚴重影響他們整个人生的前途。平機會將繼續促請政府採取實質行動解決這些問題。

最後，平機會將鼓勵政府在其職能上消除殘疾歧視，包括更新「殘疾」的定義以及相關支援服務範疇，這些支援計有傷殘津貼計劃以及其他收入支援計劃等。

除了以上工作領域，平機會亦會繼續推展我們目前在宣傳反性騷擾、檢討《性別歧視條例僱傭實務守則》，和跟進《公眾可進出的處所無障礙通道及設施正式調查報告》等方面的工作。

平機會將繼續提倡與公眾對話，以促進人與人之間的諒解和互相尊重。諒解和尊重是實現平等機會不可或缺的元素。我樂觀地相信，只要我們共同努力，由尊重做起，定可令香港成為真正包容共濟、讓我們引以為傲的城市。

A handwritten signature in black ink, appearing to read '周焯' (Chow Yau).

平等機會委員會主席  
周一嶽



Education is the cornerstone of our children's future. However, inequality remains for many students in their access to equal educational opportunities, particularly ethnic minority students and children with special educational needs. This seriously impacts their prospects over their entire lifetime. The EOC will continue to urge the Government to take concrete action to address these issues.

Finally, the EOC will encourage the Government to tackle disability discrimination in its functions, including an update on the definition of "disability" and the scope of support services, as well as the Disability Allowance Scheme and other income support schemes for persons with disabilities.

Aside from these, the EOC will push ahead with our ongoing initiatives on promoting anti-sexual harassment, reviewing the Code of Practice on Employment under the Sex Discrimination Ordinance, and following up on the Formal Investigation Report on Accessibility in Publicly Accessible Premises.

The EOC will continue to promote public dialogue to foster understanding and mutual respect, without which equal opportunities will not be possible. I am optimistic that, by working together and starting with respect, we can make Hong Kong a truly inclusive city of which we can all be proud.

A handwritten signature in black ink, appearing to read 'York Y.N. Chow'.

York Y.N. Chow  
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港幣

**9,980,000** 元的賠償

About

**HK\$9,980,000**

secured in compensation for complainants

**72%**

調停成功率達

Successful conciliation rate



**16,600**

答覆了超過 **16,600** 個電話

查詢及處理了超過 **900** 宗投訴

Over **16,600** enquiries answered and  
over **900** complaints handled

**900**



每月平均

**93,000** 人次

瀏覽我們的網站

**93,000** people  
visited the EOC's  
website per month  
on average



提供

港幣 **1,600,000** 元

以資助64項社區計劃來推廣平等機會訊息

**HK\$1,600,000** granted to  
fund 64 community projects to promote  
equal opportunities

**HK\$1,600,000**





超過 **47,500** 位僱主、僱員及團體參與  
平機會的培訓課程

More than **47,500** employers, employees and  
interested parties received the EOC's training



超過 **43,700** 位學生觀看了平等機會話劇

More than **43,700** students watched the  
EOC's equal opportunity plays

公布  
《平等機會意識  
公眾意見調查2012》  
的結果

Release of the results of a  
**public awareness  
survey** on equal opportunities

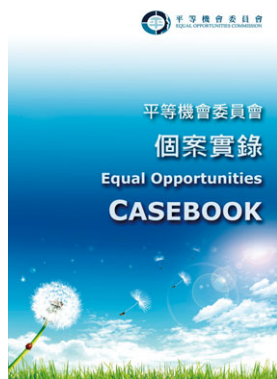


獲得 **2** 個  
嘉許平機會工作和社區  
服務的本地獎項

**2** awards won locally  
for the EOC's work and  
community service

出版  
平等機會委員會  
個案實錄

Publication of the  
Equal Opportunities  
Casebook



發表有關(1)《性別定型及其對男性的  
影響探索性研究》、(2)《融合教育制  
度下殘疾學生的平等學習機會研究》  
及(3)《學生對性的態度及對性騷擾的  
看法之研究》的結果

Release of findings of (1) Exploratory Study on Gender  
Stereotyping and Its Impacts on Male Gender,  
(2) Study on Equal Learning Opportunities for Students  
with Disabilities under the Integrated Education System,  
and (3) Study on Students' Sexual Attitudes and Views on  
Sexual Harassment





## 2. 重要事項及工作 Events and Actions

### 4/2012

- 平機會假元朗廣場舉行「平等機會多元共融行動」電台節目的閉幕禮，主題為「人人應享平等就業機會」。
- 推出全新有關性別平等的電台節目「七百萬人的先鋒」，訪問開創新領域或克服性別定型和障礙的「女性先鋒」。
- A celebration at Yuen Long Plaza with the theme “Equal Employment Opportunities for All” organised to mark the end of the 2011/12 season of “Equal Opportunities Diversity Project” radio programme.
- Launch of a new radio show on gender equity, featuring interviews of “women pioneers” who have broken new ground or overcome gender stereotypes and barriers.



### 5/2012

- 平機會公布《性別定型及其對男性的影響探索性研究》的結果，並促請政府在制定政策時應具備性別敏感度，考慮兩性差異。
- 平機會把推廣無障礙理念的巡迴展覽擴展至新界北，以進一步推廣「全民通達」概念。
- Findings of the “Exploratory Study on Gender Stereotyping and Its Impacts on Male Gender” announced, urging the Government to be more gender sensitive in policy formulation.
- Roving exhibition on accessibility extended to the northern part of the New Territories to further promote the concept of “Access for All”.



### 6/2012

- 平機會政策及研究專責小組成員與候任行政長官梁振英先生會面，重申平機會一直關注少數族裔學生的教育問題。
- 就一宗性騷擾的個案，平機會歡迎區域法院的裁決，判性騷擾案的原告人勝訴。法庭裁定，僱主需為僱員的性騷擾行為負上轉承責任。
- Members of the Policy and Research Committee of the EOC met with the Chief Executive-elect, Mr LEUNG Chun-ying, to reiterate the Commission’s continuing concern about the issue of education for ethnic minority students.
- In a case of alleged sexual harassment, the EOC welcomed the judgment by the District Court in favour of the Plaintiff’s claim of sexual harassment. The Court ruled against the employer for vicarious liability for its employee’s harassing act.



## 7/2012

- 平機會舉辦「大同世界：平等機會巡迴活動」，以提升少數族裔家庭及年輕人對平等機會概念和反歧視條例的認識。
- The EOC organised an event entitled “A World of Colours: An Equal Opportunities Roadshow” to raise the awareness of ethnic minority families and youths on equal opportunities and the anti-discrimination ordinances.

## 8/2012

- 舉辦「香港男士的困境與出路」分享會，就本港男性身處的環境轉變及在推動性別平等時面對的影響作交流。
- A sharing session on “Hong Kong Men’s Plight and Way Out” held, in recognition of the changing landscape for Hong Kong’s men and its impact on the promotion of gender equality.

## 9/2012

- 舉辦平機會論壇，向公眾介紹平機會過去的工作成績以及新計劃，約有100位來自不同界別的持份者參加。
- 平機會代表出席瑞士日內瓦舉行的聯合國殘疾人權利委員會第八次會議，提倡平等權利。
- 平機會政策及研究專責小組成員與教育局常任秘書長會面，就少數族裔兒童的教育問題交換意見。
- An EOC Forum on the Commission’s past performance and new initiatives organised. About 100 stakeholders from various sectors were in attendance.
- The EOC advocated for the advancement of equal rights at the 8th session of the United Nations Committee on the Rights of Persons with Disabilities in Geneva, Switzerland.
- Members of the Policy and Research Committee of the EOC met with the Permanent Secretary for Education to exchange views on issues concerning education for ethnic minority children.



## 10/2012

- 政府資訊科技總監辦公室和平機會合辦「無障礙網頁嘉許計劃」，符合評審標準的參加機構可在網站中展示金獎或銀獎嘉許標誌，以表揚機構採用無障礙網頁設計。
- The Office of the Government Chief Information Officer and the EOC jointly launched the Web Accessibility Recognition Scheme. Participating organisations with websites meeting the accreditation criteria can display the gold or silver award logo as recognition for their achievement in adopting barrier-free design.





## 2. 重要事項及工作 Events and Actions

### 11/2012

- 公布《融合教育制度下殘疾學生的平等學習機會研究》結果，並促請政府為融合教育提供充足資源。
- 推出港鐵自動扶手電梯廣告，展出三幅不同漫畫，宣傳預防性騷擾及懷孕歧視，和推廣家庭友善僱傭政策的訊息。
- Findings of the “Study on Equal Learning Opportunities for Students with Disabilities under the Integrated Education System” announced, calling for adequate resources from the Government for integrated education.
- Escalator advertisement campaign throughout the MTR network launched. Three poster advertisements featuring cartoons on preventing sexual harassment and pregnancy discrimination, as well as promoting family-friendly employment policies were displayed.

融合教育制度下殘疾學生的平等學習機會研究報告摘要2012

Study on Equal Learning Opportunities for Students with Disabilities under the Integrated Education System Executive Summary 2012



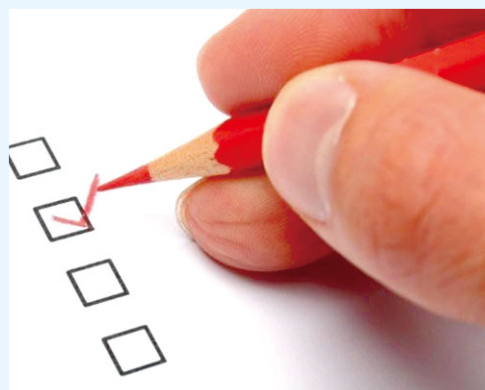
### 12/2012

- 平機會YouTube短片《我對星空許願》榮獲聯合國秘書處選為「2012年殘疾人電影節」的參展影片。
- 推出公共交通工具宣傳計劃，在不同地區超過200個巴士候車站的燈箱和電車車身張貼廣告，推廣平等機會訊息。
- The EOC's YouTube video “My Wish Upon a Star” was selected by the United Nations Secretariat for screening at the United Nations Enable Film Festival 2012.
- Public transport advertising campaign launched. Advertisements were put up on over 200 bus shelters in various districts and tram bodies to promote different equal opportunities messages.



### 1/2013

- 公布《平等機會意識公眾意見調查2012》結果，整體而言，市民大眾和平機會服務使用者對平機會的工作持正面態度。
- 平等機會之友會舉辦「如何防止在工作間的性傾向歧視及年齡歧視」研討會，推廣共融工作間。
- Results of a public awareness survey on equal opportunities announced. Overall, the general public and the EOC's service users held positive views on the Commission's performance.
- An EO Club seminar on “How to Prevent Sexual Orientation Discrimination and Age Discrimination in the Workplace” organised to promote an inclusive workplace.



## 2/2013

- 平機會推出全新的電話短訊查詢服務，方便有聽覺／語言障礙人士使用平機會服務。
- 推出電視實況劇「非常平等任務」，以推廣友善融和。
- Launch of a new SMS enquiry service to enhance access to the EOC's services by people with hearing impairment and speech difficulties.
- Broadcast of "A Mission for Equal Opportunities 2013" to promote inclusion.



## 3/2013

- 政府宣布委任周一嶽醫生為平機會新任主席，任期三年。
- 公布《學生對性的態度及對性騷擾的看法之研究》結果。
- Appointment of Dr York CHOW Yat-Ngok as the new Chairperson of the EOC for a term of three years announced by the Government.
- Results of the "Study on Students' Sexual Attitudes and Views on Sexual Harassment" released.



## 平機會工作及社會服務榮獲獎項

### Recognition for the EOC's Work and Service to the Community

- 平機會獲得社會福利署頒發金獎狀，以表揚平機會義工於2012年積極參與義務工作。
- 平機會獲僱員再培訓局舉辦的「ERB人才企業嘉許計劃」嘉許為「人才企業」(2013-15)。此獎項表揚平機會在人才培訓及發展方面的成就和致力推廣重視人才培訓的機構文化。
- The EOC was awarded the Gold Award for Volunteer Service by the Social Welfare Department in appreciation of the Commission's participation in volunteer service to the community in 2012.
- The EOC was accredited as one of the "ERB Manpower Developers" (2013-15) by the Employees Retraining Board's Manpower Developer Award Scheme, in recognition of the Commission's achievements in promoting and cultivating a corporate culture focusing on manpower training and development.





# 尊重多元文化・擁抱多元社會

Respect Our Differences  
Cherish the Diversity





## 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，並鼓勵雙方調停以解決紛爭；
- 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；及
- 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.



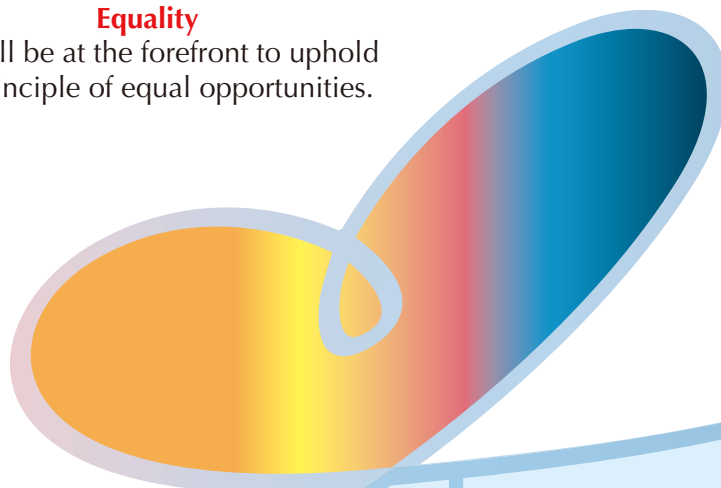
## 我們的價值觀 Organisational Values

### 平等機會

我們是維護平等機會原則的先鋒

### Equality

We will be at the forefront to uphold the principle of equal opportunities.



### 誠信

我們尊重真相，  
以誠信處事

### Integrity

We will respect the truth and act with integrity.

### 透明度

我們保持高度透明，  
以便市民更瞭解我們的  
工作和表現

### Transparency

We will operate with a high degree of transparency to enable the public to better understand our work and performance.

### 責任承擔

我們會對我們的決定及  
行動，向公眾負責，  
並準備接受任何對於我們  
職務上的監察

### Accountability

We will be accountable for our decisions and actions to the public and will submit ourselves to whatever scrutiny as appropriate.

### 獨立性

我們會按照法例的  
規定，獨立自主地  
行事，不屈服於任何  
壓力或受不當影響

### Independence

We will act freely and independently within the confines of the law and will not be subject to undue influence or pressure.

### 公平

我們會以公平公正的  
程序執行反歧視法例，  
作出正確的判斷

### Fairness

We will implement fair and impartial procedures and act with sound judgment in administering the anti-discrimination legislation.

### 活力

我們會敬盡所能，  
主動追究歧視問題

### Energy

We will be energetic and proactive in pursuing issues of discrimination.

### 敏感度

我們會以有禮、敏銳和  
熱誠的態度為市民服務，  
摒除官僚作風

### Sensitivity

We will be courteous, sensitive, and helpful to our clients and will do away with unnecessary bureaucracy.

### 效率

我們講求工作效率，並以  
負責任的態度善用資源

### Efficiency

We will carry out our functions and responsibilities with efficiency and will use our resources efficiently, effectively, and responsibly.



# 性別無歧視・平權建未來

Gender Equality Benefits All



## 平機會管治委員會

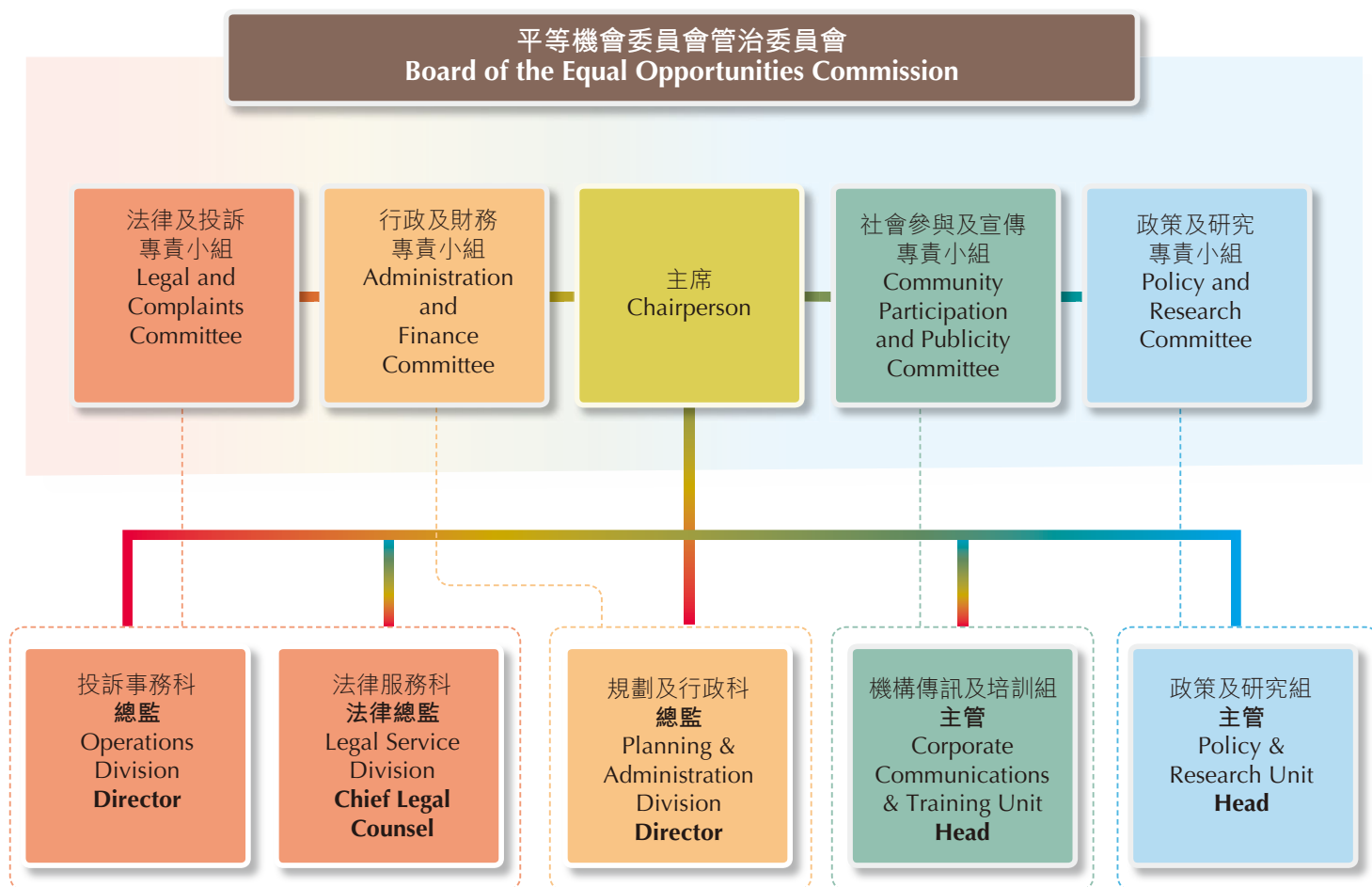
《性別歧視條例》規定平機會管治委員會由主席及不多於16名委員組成，他們全部由香港特別行政區行政長官委任，來自不同背景，各具不同的專業知識，包括婦女界、復康界、少數族裔、僱主及僱員團體、社會服務界、法律及會計專業人士、學者和社會人士等。在2012/13年度，各委員積極投入平機會的工作，多方面作出貢獻，憑藉他們推廣平等機會的熱忱，令平機會的工作取得了顯著的進展。

## EOC Board

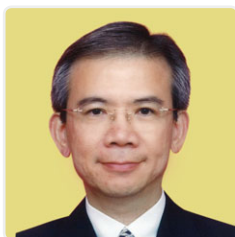
The Sex Discrimination Ordinance (SDO) stipulates that the EOC Board shall consist of a Chairperson and a maximum of 16 other Members. Appointed by the Chief Executive of the Hong Kong Special Administrative Region, they represent a balance of background and expertise, including women, persons with disabilities, ethnic minorities, employment groups, social service sector, legal and 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 had made noticeable progress in 2012/13.

## 平等機會委員會辦事處的組織架構(截至2013年3月31日)

### Organisational Structure of the Equal Opportunities Commission (as at 31 March 2013)



## 主席 Chairperson



**林煥光議員**  
**The Hon LAM Woon-kwong, GBS, JP**  
(至2013年3月31日止)  
(until 31 March 2013)

## 平機會委員 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



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



**馮檢基議員**  
**The Hon FUNG Kin-kee, Frederick, SBS, JP**  
(至2012年7月17日止)  
(until 17 July 2012)  
立法會議員  
深水埗區議會議員  
民社服務中心主席  
Member, Legislative Council  
Member, Sham Shui Po District  
Council  
Chairman, People Service Centre Ltd



**陳曼琪女士**  
**Ms CHAN Man-ki, Maggie, MH**  
陳曼琪律師行－首席合夥人  
香港中小型律師行協會會長  
黃大仙區議會議員  
Senior Partner, CMK Lawyers  
President, The Small and  
Medium Law Firms  
Association of Hong Kong  
District Councillor,  
Wong Tai Sin District Council



**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  
香港工會聯合會婦女事務  
委員會顧問  
Executive Director, Hong Kong  
Federation of Trade Unions  
Workers' Medical Clinics  
Advisor, Hong Kong Federation  
of Trade Unions Women Affairs  
Committee



**孔美琪博士**  
**Dr KOONG May-kay, Maggie, BBS**  
維多利亞幼兒園暨幼稚園、  
滬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



**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



**曾潔雯博士**  
**Dr TSANG Kit-man, Sandra, JP**  
香港大學社會工作及  
社會行政學系副教授  
社會福利諮詢委員會成員  
Associate Professor,  
Department of Social Work &  
Social Administration,  
The University of Hong Kong  
Member, Social Welfare  
Advisory Committee (SWAC)



**黃嘉玲女士**  
**Ms WONG Ka-ling, Garling**  
輝煌復康產品製造有限公司  
企業發展高級經理  
新希望網絡副主席  
香港女障協進會義務司庫  
Corporate Development Senior  
Manager, FH Rehabilitation  
Products Manufacturing Co Ltd  
Vice Chairperson, HOPE  
Honorary Treasurer,  
Association of Women with  
Disabilities Hong Kong



**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



**金志文先生**  
**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



**謝偉俊議員**  
**The Hon TSE Wai-chun, Paul, JP**  
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



**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, Committee on the  
Promotion of Civic Education  
Member, Committee on  
Vocational Training for  
People with Disabilities of the  
Vocational Training Council  
Member, Lump Sum Grant  
Steering Committee of the  
Social Welfare Department



**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



**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



## 專責小組

平機會管治委員會轄下有四個專責小組，為管治委員會於不同範疇提供意見和協助，並執行管治委員會授予的職能。以下為各專責小組的工作及成員：

## Committees

Under the EOC Board, four committees have been set up to give advice to and assist the Board in various aspects, and perform the functions delegated by the Board. The work and composition of the committees are set out below:

### 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；審批由平機會委託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，負責多種職務，包括就香港四條反歧視法例的調停工作、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宜提出建議。

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.

**平等機會委員會四個專責小組成員名單如下(截至2013年3月31日止)：**  
**Memberships of the Four Committees (as of 31 March 2013) are as follows:**

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, MH (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
林煥光議員	The Hon 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, BBS
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, JP
謝永齡博士	Dr TSE Wing-ling, John, MH
林煥光議員	The Hon LAM Woon-kwong, GBS, JP
碧樺依博士(增選委員)	Dr Raees Begum BAIG (Co-opted Member)
王繼鋒先生(增選委員)	Mr WANG Kai-fung (Co-opted Member)
周永康先生(增選委員)	Mr CHOW Wing-hong, Alvin (Co-opted Member)

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, MH
蔡杏時女士	Ms CHOI Hing-shi, MH
曾潔雯博士	Dr TSANG Kit-man, Sandra, JP
謝偉俊議員	The Hon TSE Wai-chun, Paul, JP
葉少康先生	Mr YIP Siu-hong, Nelson, MH
林煥光議員	The Hon LAM Woon-kwong, GBS, JP

政策及研究專責小組	Policy and Research Committee
謝永齡博士(召集人)	Dr TSE Wing-ling, John, MH (Convenor)
葉少康先生(副召集人)	Mr YIP Siu-hong, Nelson, MH (Deputy Convenor)
陳嘉敏女士	Ms CHAN Ka-mun, Carmen, JP
孔美琪博士	Dr KOONG May-kay, Maggie, BBS
黎雅明先生	Mr Amirali Bakirali NASIR, JP
黃嘉玲女士	Ms WONG Ka-ling, Garling
金志文先生	Mr Zaman Minhas QAMAR
林煥光議員	The Hon LAM Woon-kwong, GBS, JP
劉俊泉先生(增選委員)	Mr LAU Chun-chuen, Karl (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](http://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2013年3月31日)

### Attendance Record of Regular and Special EOC Meetings (up to 31 March 2013)

整體出席率超過84% Overall attendance rate was over 84%

	委員 Members	14/6/2012 定期會議 Regular	10/7/2012 特別會議 Special	17/8/2012 特別會議 Special	13/9/2012 定期會議 Regular	20/12/2012 定期會議 Regular	21/3/2013 定期會議 Regular
1	林煥光議員(主席) The Hon LAM Woon-kwong, GBS, JP (Chairperson)	✓	✓	✓	✓	✓	✓
2	陳嘉敏女士 Ms CHAN Ka-mun, Carmen, JP	✓	✓	✓	✓	✓	✓
3	陳曼琪女士 Ms CHAN Man-ki, Maggie, MH	✓	✓	缺席 Abs.	✓	✓	✓
4	趙麗娟女士 Ms CHIU Lai-Kuen, Susanna, MH	✓	✓	✓	缺席 Abs.	✓	✓
5	蔡杏時女士 Ms CHOI Hing-shi, MH	✓	✓	✓	✓	✓	✓
6	馮檢基議員 <sup>△</sup> The Hon FUNG Kin-kee, Frederick, SBS, JP <sup>△</sup>	✓	✓	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
7	孔美琪博士 Dr KOONG May-kay, Maggie, BBS	✓	✓	✓	✓	✓	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.
10	黎雅明先生 Mr Amiral Bakirali NASIR, JP	缺席 Abs.	✓	缺席 Abs.	✓	✓	缺席 Abs.
11	伍穎梅女士 Ms NG Wing-mui, Winnie	✓	缺席 Abs.	✓	✓	✓	✓
12	金志文先生 Mr Zaman Minhas QAMAR	✓	✓	✓	✓	✓	✓
13	曾潔雯博士 Dr TSANG Kit-man, Sandra, JP	缺席 Abs.	缺席 Abs.	✓	✓	✓	✓
14	謝偉俊議員 The Hon TSE Wai-chun, Paul, JP	✓	✓	缺席 Abs.	✓	✓	✓
15	謝永齡博士 Dr TSE Wing-ling, John, MH	缺席 Abs.	✓	✓	✓	✓	缺席 Abs.
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

<sup>△</sup> 馮檢基議員於2012年7月17日辭任平等機會委員會委員職務

<sup>△</sup> The Hon FUNG Kin-kee, Frederick withdrew from the EOC Board on 17 July 2012

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.

## 政府與平機會的關係

平機會是根據《性別歧視條例》成立的獨立法定機構。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。

## 高度透明

平機會致力維持良好機構管治及高透明度，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。除定期召開記者簡報會以提供最新資料外，平機會亦透過其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管治委員會的會議出席紀錄。平機會又透過網站、印刷本通訊和每月的平機會電子通訊，定期報告工作情況。其中向公眾發放的每期印刷通訊便超過80,000份，而透過電郵接收平機會電子通訊的用戶約5,500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。

## Relationship between the Government and the EOC

The EOC was established under the SDO as an independent statutory body. 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 SDO, 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, the EOC has the responsibility to ensure that the Commission's 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.

## Transparency to the Community

The EOC is committed to maintaining high standards of corporate governance and transparency. The Commission endeavours to provide information relating to the Commission's performance and operations in an open manner to the public and stakeholders, and holds regular press briefings to provide timely information. The minutes of the EOC meetings can be found on its website, in addition to press statements, press releases, and other publications including the annual report. To advance a corporate culture of openness, the EOC voluntarily discloses the attendance records of EOC Board meetings. The Commission also reports updates on its operations regularly through channels such as its website, printed newsletters, and electronic news. Over 80,000 copies of each issue of the printed newsletters are widely distributed to the public. In addition, each issue of the EOC e-News is sent by email to around 5,500 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.



## 操守標準

作為向市民提供服務的法定機構，平機會深明具備良好聲譽的重要性。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獲告知守則內容，並可隨時透過平機會的內聯網重溫。此外，平機會在適當時會採納「雙層」的利益申報機制。

## 監控機制

### 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。此《手冊》乃經過平機會管治委員會委員組成的工作小組審議，然後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。所有負責採購的員工都必須確保所購物品物有所值，並符合下述三方面的原則：經濟（價錢最低）、效率（改善生產力）及效益（達到預期目的）。

### 內部管控

平機會有一套內部管控制度，目的在於提高工作效率、確保工作符合既有政策，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。

在管控的框架下，管理層職員會舉行定期會議，跟進平機會內的最新情況，以便各科／組能通力合作處理，及商討主要工作進度和策略。除此，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。另外，平機會各專責小組每季會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。

## Standard of Conduct

As a statutory body tasked with providing services to the public, the EOC recognises the importance of upholding a good reputation and standing. Such reputation and standing are dependent upon, and reflected through the EOC's employees. All 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 easily 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.

## Control Mechanism

### 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), which was endorsed by the EOC Board after consideration by the Working Group comprising 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 staff members responsible for the purchase must 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 put in place an internal control system, with the goals of promoting operational efficiency, ensuring adherence to the policies in place, and assessing their effectiveness. Specifically, the EOC has created procedure manuals for activities related to the performance of the Commission's 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.

Under the internal control framework, regular meetings are conducted by the management team to follow up on any issues arising across the Commission. These meetings also facilitate synergy across the divisions/units, and discussion on major work progress and strategies. The EOC staff members also 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. Furthermore, 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，平機會須委任外聘核數師，2012/13財政年度平機會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，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以履行其職務或行使權力時，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 2012/13. The appointment was made in accordance with Section 18 of Schedule 6 to the SDO. Although the EOC is an independent statutory body, it is subject to regular reporting and provision of information to its Controlling Officer, the CMAB, as laid out in 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

平機會致力不斷改善服務表現。除了根據運作經驗和員工意見，不時檢討各項工作指引及手冊，例如：《處理查詢及投訴內部執程序手冊》、《人力資源及行政手冊》和《採購物品及服務手冊》外，還於2011年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，用以提升效率及效益，務求提高市民對平機會服務的滿意度。是次檢討提出的多項建議，平機會已於2012/13年落實執行，包括：(1)盡快切入調停，指在展開全面調查前，先進行「提早調停」，以解決有關歧視的糾紛。這方法較靈活、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）都可進行提早調停；(2)確保調查工作具成本效益，即調查目的只限於決定案件應否進行調停或終止調查，以及盡早為一些較複雜的案件徵詢法律意見，以定出未來調查方向；(3)採納新的模式進行顧客服務滿意度調查。

## 顧客服務滿意度調查2012

平機會自2009年起一直定期進行內部顧客服務滿意度調查，以監察服務表現。考慮到政府效率促進組的建議，平機會於2012年外聘顧問進行顧客服務滿意度調查，調查採用了嶄新的模式，也增添了評估顧客滿意度的項目。調查於2011年4月1日至2012年7月31日期間進行，共訪問了922位個案已審結或仍在處理中的服務使用者，整體回應率為50.5%。調查發現投訴個案的當事人（即投訴人和答辯人）中，有60%表示滿意平機會所提供的服務，而「員工態度友善」是眾多受訪者評價中最高的一項。

## 平機會論壇2012

為進一步優化平機會的管治和讓市民大眾有份參與平機會工作，平機會於2012年9月29日舉行「平機會論壇2012」。是次論壇約有100位來自不同界別的持份者出席，包括學術界、復康團體、少數族裔團體、婦女團體、立法會議員和區議員。

## Continuous Review and Improvement

The EOC is committed to continuously enhancing its performance. Apart from conducting regular, periodic review of its guidelines and manuals – such as the Internal Operating Procedures on Handling Complaints and Enquiries, the Human Resources and Administration Manual, and the Procurement of Stores and Services Manual – based on the operational experiences and suggestions from staff, the EOC 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 in 2011. A number of recommendations made in this review were implemented in 2012-13, including: (1) using fast-track conciliation, that is, 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; (2) ensuring the cost-effectiveness of investigations, that is, to confine the purpose of investigation to decide 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; and (3) adopting a new model in conducting customer satisfaction surveys.

## Customer Satisfaction Survey 2012

Since 2009, the EOC has been conducting a Customer Satisfaction Survey (CSS) in-house, as a regular service monitoring exercise. Taking into account the recommendations of the Efficiency Unit of the Hong Kong Government, an external consultant was engaged to conduct the CSS in 2012, in which a new survey model was adopted and the survey items on customers' satisfaction were expended. A total of 922 customers with cases concluded/attended to between 1 April 2011 and 31 July 2012 were surveyed and the overall response rate was 50.5%. It was found that 60% of the parties involved in complaints (the complainants and the respondents) were satisfied with the services provided by the EOC and "Staff Friendliness" had the highest rating among all survey respondents.

## The EOC Forum 2012

With a view to further improving the EOC's governance and to engaging the public in the EOC's work, the EOC Forum 2012 was held on 29 September 2012. About 100 stakeholders from various sectors were in attendance, including academia, rehabilitation groups, ethnic minority groups, women's groups, legislators and district councillors.

論壇為平機會提供平台，向市民大眾展示過往的工作成績、新工作方向和工作計劃。平機會主席林煥光議員和四位專責小組召集人詳細講解平機會的工作，並與參加者就如何進一步改善平機會的工作交流意見。

The Forum provided a platform for the EOC to highlight the Commission's past performance, and its new directions and initiatives to the public. The EOC Chairperson, The Hon LAM Woon-kwong, and the Convenors of the four Committees of the EOC Board gave presentations on the Commission's work and exchanged views with the audience on how EOC could do its work even better.



## 「人才企業」2013-15

平機會於僱員再培訓局舉辦的「ERB人才企業嘉許計劃」中獲嘉許為「人才企業」2013-15，以表揚平機會在人才培訓及發展方面的成就，和致力推廣重視人才培訓的機構文化。

## Manpower Developers Award 2013-15

In recognition of the EOC's achievements in promoting and cultivating a corporate culture with a focus on manpower development and training, the EOC was accredited as one of the "Manpower Developers 2013-15" by the Employees Retraining Board's Manpower Developer Award Scheme.



## 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，佔全部的82%。因應各類查詢方法，平機會的服務目標是於指定時間內回覆95%的查詢，而平機會的實際表現為100%（總數：10,733宗），全部達標。

### 對歧視投訴個案採取的行動

有關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。第三類的目標回應時間（即六個月內完成）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停條款，或個案在調查期間有其他新發展等。

### 法律協助

法律協助的服務標準是於三個月內就法律協助申請作出決定，並把結果通知申請人。這項服務的表現目標為85%，而平機會的實際表現率為88%。

### 公眾教育及宣傳

這類別的工作目標分為三類。第一分類是於指定時間內回應市民的要求：舉辦講座（六個星期）、索取刊物（三個工作天）和團體探訪（五個工作天）。平機會定下的表現目標為95%，而實際上全部服務都超過目標，100%達到指定時間。

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。這年度平機會舉辦了共100項活動，達到目標。

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

## 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 – 82% of the total. In all categories, the performance target for handling enquiries within specified time-frame was set at 95% which was met in all cases (total: 10,733), with an actual performance rating of 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 and 5 working days respectively) was met 100% of the time. In the third category, the target response time (within 6 months) was met 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 exceeded with actual performance at 88%.

### Public Education and Promotion

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

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



**平機會服務承諾2012年4月1日至2013年3月31日**  
**EOC's Performance Pledge from 1 April 2012 to 31 March 2013**

	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 Enquiries				
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: 8,850
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: 361
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: 1,522
投訴 Complaints				
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: 804
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%	100%	總數： Total: 3
完成處理投訴個案 Conclude a complaint case	6個月內 within 6 months	75%	82%	總數： Total: 812
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%	88%	總數： Total: 26
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: 410
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: 345
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: 36
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: 100
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



通達無障礙  
人人享平等

Everyone Deserves Equal Access  
and Opportunities

## 背景

香港四條反歧視法例（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、處所的管理和政府活動等。

## 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停解決問題，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.

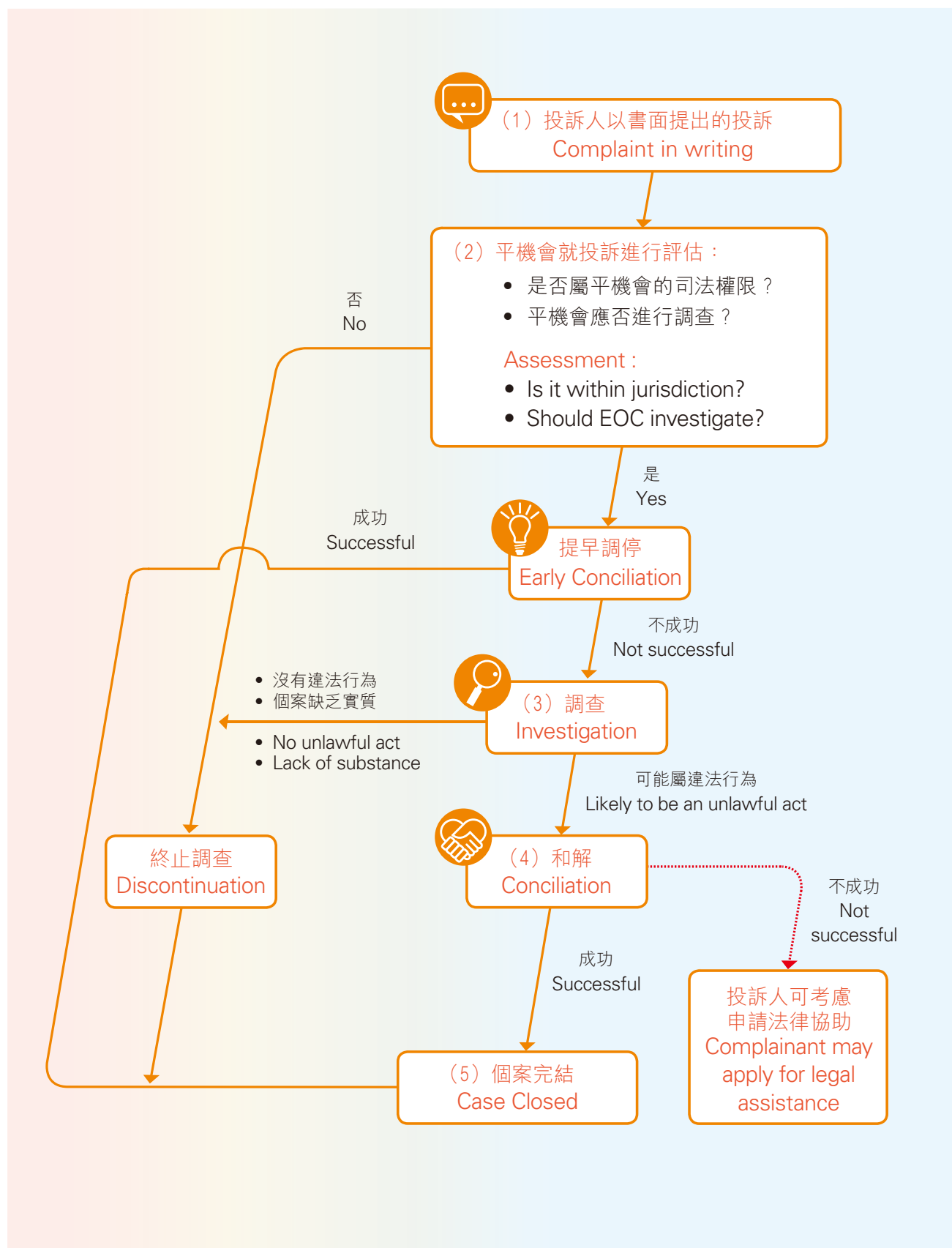
## Complaint Handling Procedure

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, the EOC endeavours 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. The EOC looks at each application individually, considering issues of principle, as well as the ability of the applicant to deal with the case unaided. Assistance given 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16,672宗查詢

查詢服務是平機會的重要工作之一。2012/13年度，平機會處理了16,672宗查詢：其中8,850宗屬一般查詢，7,822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。

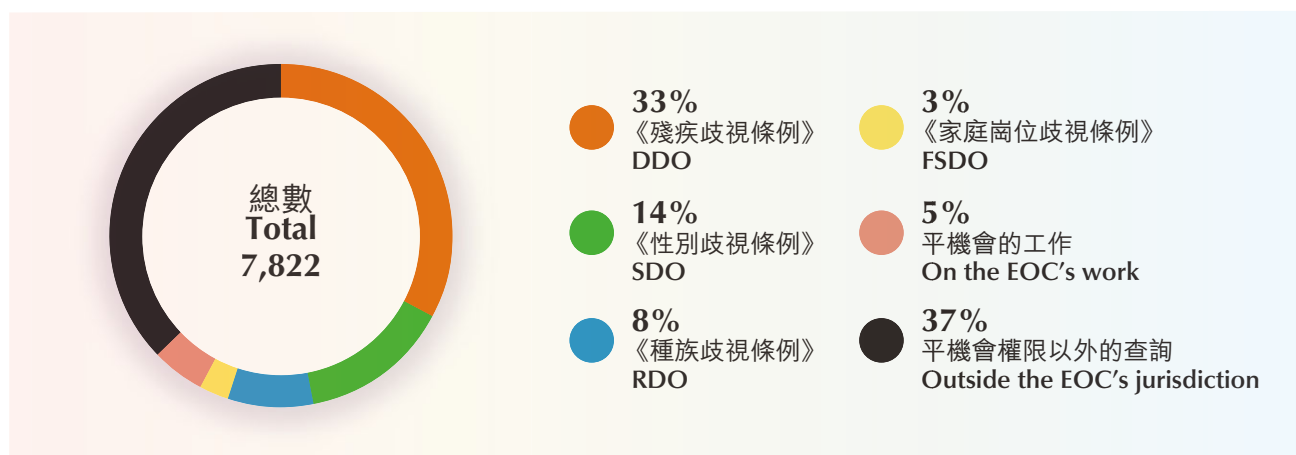
一般查詢是指問及有關平機會活動和反歧視法例的條文；而具體事項查詢是指查詢的情節或事件有可能變成投訴。在收到的7,822宗具體事項查詢中，2,619宗與《殘疾歧視條例》有關，1,063宗與《性別歧視條例》有關，621宗與《種族歧視條例》有關和240宗與《家庭崗位歧視條例》有關；其餘3,279宗則屬其他範疇的查詢(表一)。

## 16,672 Enquiries Handled

Enquiry service is an important aspect of the EOC's work. In 2012/13, the EOC handled 16,672 enquiries: 8,850 general enquiries and 7,822 on specific situations. The largest proportion of enquiries is made through the EOC telephone hotline, followed by writing and face-to-face interviews respectively.

General enquiries relate to questions on the EOC's activities and the provisions of the anti-discrimination laws, while specific enquiries cover questions on scenarios or incidents that may become complaints. Of the 7,822 specific enquiries received, 2,619 were related to the DDO, 1,063 to the SDO, 621 to the RDO and 240 to the FSDO, while the remaining 3,279 were about other issues (Figure 1).

表一：已處理7,822宗具體事項查詢  
Figure 1: 7,822 Specific Enquiries Handled



## 共處理929宗投訴

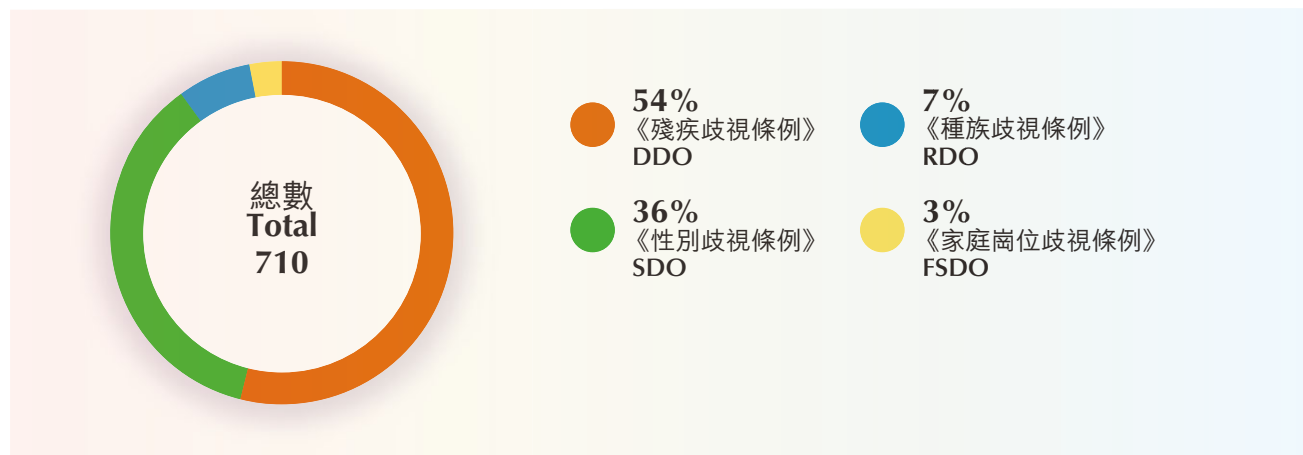
本年度平機會共收到710宗由個別投訴人提出涉及違法行為的新投訴(表二)，較2011/12年度的751宗減少了5%。最多投訴與《殘疾歧視條例》有關(388宗)，其次為《性別歧視條例》(255宗)、《種族歧視條例》(47宗)和《家庭崗位歧視條例》(20宗)。

## 929 Complaints Handled

During the year, the EOC received 710 new complaints of allegedly unlawful acts lodged by individual complainants (Figure 2), a 5% decrease from the previous year's figure of 751. The largest proportion was complaints under the DDO (388), followed by the SDO (255), RDO (47) and FSDO (20).

表二：共收到710宗新歧視投訴

Figure 2: 710 New Discrimination Complaints Received



連同2011/12年未完成的個案，平機會共處理了929宗投訴(表三)，較2011/12年度減少11%。此外，平機會亦主動調查了108宗潛在歧視的事件。

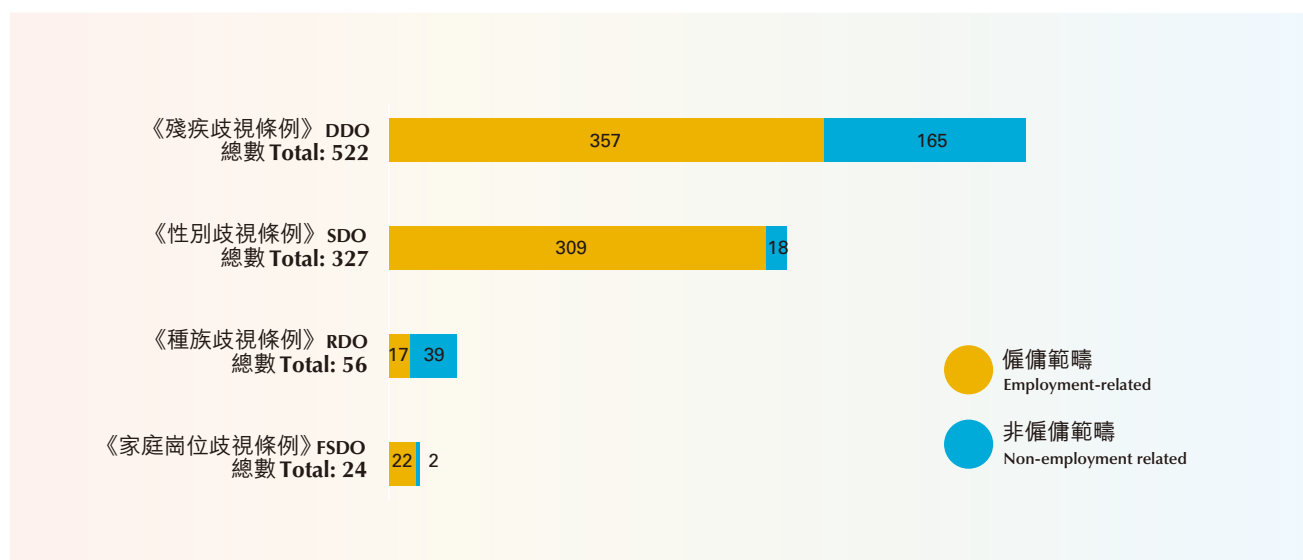
本年度的成功調停率為72%，2011/12年度則為64%。

Together with cases carried over from the previous year, the EOC handled a total of 929 complaints (Figure 3), an 11% decrease from the previous year. In addition, the EOC initiated 108 investigations into incidents of potential discrimination.

The successful conciliation rate was 72% during the year, compared to 64% in the previous year.

表三：已處理的929宗投訴

Figure 3: 929 Complaints Handled





## 有關《殘疾歧視條例》的投訴

2012/13年度共調查了522宗投訴，其中357宗(68%)屬僱傭範疇，而165宗(32%)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、設施及服務，或處所通道問題。

## Complaints related to the Disability Discrimination Ordinance (DDO)

A total of 522 complaints were investigated in 2012/13, of which 357 (68%) were employment-related and 165 (32%) 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 and services or access to premises.

### 個案一：拒保有理？ Case 1 – Insurance Rejection

#### 事件經過

德偉為他的兒子偉賢申請住院保障保險計劃，但遭保險公司拒保。德偉指稱保險公司是基於他的兒子偉賢患有學習障礙(專注力失調及過度活躍症)，對他作出殘疾歧視，拒絕偉賢的住院保障申請。

保險公司解釋，偉賢需住院的風險比一般客戶高，但卻未有提供精確的數據及可靠資料支持其說法及解釋。保險公司同意在調查完結前嘗試提早調停。

#### 結果

個案在以下的條款下得到解決：(1)保險公司需要向偉賢及德偉撰寫道歉信；(2)保險公司同意接納投訴人原來的保險申請，及豁免一個月保費。

#### 注意要點

根據《殘疾歧視條例》，服務提供者若基於顧客殘疾而拒絕提供貨品、服務或設施便屬違法。同樣地，除非保險公司能提供精確的數據或基於風險評估的原因，否則基於某人的殘疾而拒絕他的投保申請，即屬違法。平機會建議保險公司在拒保時要清楚解釋拒保的原因，避免不必要的誤會。



## What happened?

Derek submitted on behalf of his son Ray an application for hospital benefit insurance, but the application was rejected by the insurance company. Derek alleged that the insurance company discriminated against Ray on the ground of his learning disability (Attention Deficit & Hyperactivity Disorders) in rejecting his hospital benefit insurance application.

The insurance company explained that the risk for Ray to be admitted to the hospital was higher than other clients, but did not provide actuarial data or other reliable data to support their claim. The insurance company agreed to attempt early conciliation before the conclusion of investigation.

## Outcome

The matter was settled with the following terms. First, the insurance company consented to provide Ray and Derek with an apology letter. Second, the insurance company agreed to accept the original insurance application and waive one month's premium.

## Points to note

Under the DDO, it is unlawful for a service provider to refuse the provision of goods, services or facilities on the ground of disability. Likewise, it is unlawful for an insurer to decline an insurance application on the ground of one's disability, unless it could be exempted by relying upon actuarial or other reliable data on or factors affecting the risk assessment. It is advisable for the insurer to explain clearly the reason for declining the insurance application so as to avoid misunderstanding.

## 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327宗就《性別歧視條例》提出的投訴，其中309宗屬僱傭範疇。40%的投訴(124宗)屬懷孕歧視，另外43%的投訴(133宗)為性騷擾。平機會亦調查了18宗非僱傭範疇的投訴，39%的個案(七宗)與性別歧視有關，61%的個案(11宗)與性騷擾有關。

## Complaints related to the Sex Discrimination Ordinance (SDO)

Pregnancy discrimination and sexual harassment continued to occupy the top two ranks of cases lodged under the SDO. Common acts of sexual harassment included 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 327 SDO cases, of which 309 concerned employment-related allegations. Out of these, 40% (124 cases) involved pregnancy discrimination, while 43% involved sexual harassment (133 cases). Investigations were also made into 18 non-employment related allegations, 39% (7 cases) of which related to sex discrimination, and 61% (11 cases) related to sexual harassment.

## 個案二：工作間性騷擾 Case 2 – Sexual Harassment in the Workplace

### 事件經過

安琪大學畢業後加入一間市場策劃公司任職見習生。在她加入公司的首個月，她的直屬上司兼經理大衛要求她在他的房間進行會議。在這些單獨會面中，大衛觸碰安琪的臉和手，又拂掃她的指甲。安琪並感覺大衛目不轉睛地盯著她的胸部。

一天，大衛邀請安琪共晉午膳，但遭安琪拒絕。自此，大衛對安琪的態度大變。他無理批評安琪的工作表現，又指安琪可選擇辭職或申請轉到其他部門工作。安琪感到焦慮無助，因而失眠。她最終辭職，並向平機會投訴大衛性騷擾，及投訴其僱主需為大衛的性騷擾行為負上轉承責任。

### 結果

雙方最終願意以提早調停解決事件。大衛同意向安琪撰寫道歉信。另一方面，公司雖然聲稱對大衛的行為並不知情，但亦同意給予安琪道歉信和作出金錢賠償，並要求安琪撰寫感謝信作交換。此外，公司同意制定反性騷擾政策。

### 注意要點

在《性別歧視條例》下，性騷擾包括任何涉及性的不受歡迎行徑，在一名合理的人眼裡，會認為這些行徑令人感到受冒犯、侮辱或威嚇。性騷擾行為可分為直接、間接、身體上或口頭上等等，亦可包括猥褻或挑逗性的言論、或不恰當的身體接觸。性騷擾往往在沒有第三者在場或目擊證人的情況下發生。有時雖然沒有目擊證人，但平機會在進行調查時，會考慮所有情況和投訴人提供的資料。

不論僱主是否知悉或批准僱員的行為，都需要為僱員在職期間所作的違法性騷擾行為負上轉承責任。故此，僱主必需制定清晰的公司政策，制止一切性騷擾行為，並確保員工清楚認識性騷擾和具備敏感度。





### What happened?

After graduating from university, Angel joined a marketing firm as a trainee. In her first month of service, Angel was asked by her supervisor David to meet him in his room. During these one-on-one meetings, David touched Angel's hand and face, and brushed her fingernails. Angel also felt that David kept staring at her breasts during the meetings.

One day David invited Angel for lunch and she declined. Thereafter, David changed his attitude towards Angel drastically. He made unjustified criticisms of her performance, and told Angel that she could either resign or apply for transfer to another department. Angel felt agitated and helpless, and suffered insomnia. She eventually resigned, and filed a complaint to the EOC against David for sexual harassment, and against her employer company for being vicariously liable for the unlawful acts of David.

### Outcome

Both parties were willing to resolve the matter through early conciliation. David provided an apology letter to Angel. The company, while claiming no knowledge of David's behaviours, also agreed to provide an apology letter and monetary compensation to Angel, in return for a letter of appreciation from her. In addition, the company agreed to put in place an anti-sexual harassment policy.

### Points to note

Under the SDO, sexual harassment includes any unwelcome behaviour of a sexual nature which a reasonable person regards as offensive, humiliating or intimidating. Acts of sexual harassment may be direct or indirect, physical or verbal, and can include indecent or suggestive remarks or inappropriate touching. While sexual harassment often happens in isolation, the EOC considers all circumstances and information provided by the complainant, even in the absence of witnesses, in its investigation.

An employer is vicariously liable for the unlawful sexual harassment acts committed by its employees in the course of their employment, whether with or without the employer's knowledge or approval of such behaviour. It is therefore crucial for employers to have clear company policies prohibiting any act of sexual harassment, and ensure that employees have good understanding and sensitivity about the issue.

## 有關《種族歧視條例》的投訴

平機會本年度共調查了56宗根據《種族歧視條例》提出的投訴，其中17宗(30%)屬僱傭範疇，39宗(70%)屬非僱傭範疇。67%非僱傭範疇的投訴涉及提供貨品、設施及服務方面的種族歧視。

## Complaints related to the Race Discrimination Ordinance (RDO)

During the year, the EOC investigated a total of 56 RDO cases, 17 (30%) of which were employment-related and 39 (70%) non-employment related. Of the non-employment related cases, 67% were on the provision of goods, facilities and services.



### 個案三：歧視基於其種族 Case 3 – Discrimination on the Ground of Race

#### 事件經過

阿金是來自巴基斯坦的伊斯蘭教徒。她喜歡到住所附近的泳池游泳。因為宗教習俗的緣故，阿金不想別人見到她的身段。於是，她在泳衣外罩上一件襯衫和一條長褲進泳池。一天，泳池職員不准她以這身打扮到池邊。阿金指出曾見到其他華裔婦女穿著類似衣服進入泳池，阿金覺得自己受到不公平對待，於是向平機會投訴泳池管理人員基於她的種族而歧視她。

#### 結果

泳池經理稱事件可能是阿金與泳池職員有誤會，因為泳池職員不知阿金有否穿著泳衣。雙方同意透過調停去解決問題。

對於引起不愉快事件，有關職員同意向阿金道歉。泳池管理層亦確認，容許泳客在泳衣外加穿鬆身襯衫和鬆身及膝褲。

#### 注意要點

根據《種族歧視條例》，若基於某人的種族，在提供貨品、設施及服務時作出歧視，即屬違法。雖然《種族歧視條例》不適用於宗教範疇的歧視，但一些與宗教有關的規定或條件，可能會對某種族群體構成間接歧視，在這情況下，《種族歧視條例》便可適用。

由於宗教習俗，很多女伊斯蘭教徒的衣著都較保守謹慎。因此，本個案中阿金在泳衣外再加穿襯衫和及膝褲。若泳池的政策不容許這樣穿著，便可能歧視伊斯蘭教徒，同時間接歧視了大部分信奉伊斯蘭教的巴基斯坦人，因而違反《種族歧視條例》。

### What happened?

Kim is a Muslim originally from Pakistan. She enjoys swimming in her neighbourhood pool. Due to her religious customs, Kim prefers to dress modestly. Therefore, she wore a T-shirt and long pants on top of her swimsuit when entering the swimming pool. One day, she was stopped by a pool staff member for her attire. She alleged that she has seen other Chinese women in a very similar type of outfit using the facility. Kim felt she was unfairly treated and decided to lodge a complaint with the EOC against the facility management.

### Outcome

The facility manager claimed the incident might have arisen from the misunderstanding between Kim and the swimming pool staff about whether Kim had worn a swimsuit underneath her T-shirt. Both parties agreed to settle the matter through conciliation.

The concerned staff agreed to apologise to Kim for creating unpleasant sentiments. Confirmation was also given by the swimming pool's management that persons wearing a loose T-shirt and loose pants over their swimsuit are permitted to use the swimming pool.

### Points to note

Under the Race Discrimination Ordinance (RDO), it is unlawful to discriminate against a person on the ground of race in providing goods, facilities and services. While the RDO does not apply to discrimination on the ground of religion, some requirements or conditions relating to religion may result in indirect discrimination against certain racial groups, in which case the RDO may apply.

In this case, many female Muslims dress modestly according to their religious customs, which was the reason Kim wished to wear a T-shirt and pants over her swimsuit. If the swimming pool had a policy against wearing such attire, it may be discriminatory against Muslims and indirectly against Pakistanis, most of whom are Muslim, and the RDO would be applicable.

## 有關《家庭崗位歧視條例》的投訴

本年度平機會共調查了24宗家庭崗位歧視投訴，其中22宗(92%)屬僱傭範疇，兩宗(8%)屬非僱傭範疇。僱傭範疇的大多數指稱(64%)關乎因家庭崗位而被解僱。

## Complaints related to the Family Status Discrimination Ordinance (FSDO)

During the year, a total of 24 FSDO allegations were investigated, 22 (92%) of which were employment-related and two (8%) non-employment related. The majority (64%) of the allegations in the employment field were related to dismissal on the ground of family status.



## 個案四：家庭、工作，孰先孰後？ Case 4 – Family before Work?

### 事件經過

阿月在她的公司工作超過十二年，向來表現良好。她於2011年首度懷孕。快將開始法定產假前，阿月與上司進行工作評核會議，期間她的工作表現再次獲得肯定。



在阿月放完產假重返工作崗位當日不足一小時，上司要求與她立即進行會議，再審閱她2011年的工作表現評核。會議上，她對上司給予她最低級數的評分感到十分驚訝。上司告訴她，若工作表現沒有改進，便會解僱她。

阿月就差劣的評分提出正式反對。但公司的高級經理對阿月說，應以家庭為先，工作其次，鼓勵她另覓新工作。阿月向平機會作出家庭崗位歧視投訴。

### 結果

平機會個案主任接到個案後，向阿月及她的公司解釋平機會處理投訴的程序以及《家庭崗位歧視條例》下僱傭範疇有關的法律條文。雙方願意透過提早調停處理事件，因為提早調停能為投訴人和答辯人提供更快捷的方式解決事件。和解條件包括金錢賠償和向阿月發出一份經雙方同意的在職證明書。

### 注意要點

根據《家庭崗位歧視條例》，如基於某人的家庭崗位而使他／她蒙受不利，即屬違法。僱主應該避免以僱員的家庭崗位而假定他／她對工作的承擔。另外，為避免產生誤會，僱主應就負面的工作評核報告作清晰詳盡的解釋。

### What happened?

Moon had worked for her company for more than 12 years with consistently solid performance reviews. In 2011, she became pregnant with her first child. Shortly before going on statutory maternity leave, Moon had an appraisal meeting with her supervisor, during which she was again given a positive assessment.

Within the first hour of her return from maternity leave, she was immediately asked to join a conference call with her supervisor to go over her performance assessment for 2011. During this call, Moon was shocked to find that her supervisor gave her the lowest possible score in the company's performance ranking scale. Her supervisor told her that, without improvement, she was liable for dismissal.

Moon lodged a formal objection to her poor rating. Her senior manager told her that family should always come before work and encouraged her to look for a new job. Moon lodged a complaint to the EOC alleging family status discrimination.

## Outcome

Upon receiving the complaint, the EOC case officer explained to Moon and her company the EOC's complaint handling procedures as well as the legal provisions of the FSDO in relation to the field of employment. Both parties were willing to resolve the matter through early conciliation, which offers an alternative means for the complainant and respondent to settle a case more promptly. The terms of settlement included financial compensation and the issuance of an employment certificate with agreed content.

## Points to note

It is unlawful under the FSDO to subject a person to detriment because of his/her family status. Employers are encouraged to avoid making assumptions about an employee's commitment to their job based on his/her family status, and to clearly provide a clear explanation for any negative performance appraisal so as to avoid misunderstanding.

## 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停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2012/13年度，平機會處理了108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），其次是種族歧視方面（主要是招聘和提供服務的問題）。

## 調停

平機會於2012/13年度進行調查的929宗個案之中，有710宗已完結。已完結個案中，殘疾歧視個案佔56%(396宗)，其次為性別歧視個案，佔36%(254宗)；種族歧視個案佔6%(44宗)和家庭崗位歧視個案佔2%(16宗)(表四)。

## EOC-initiated Investigations

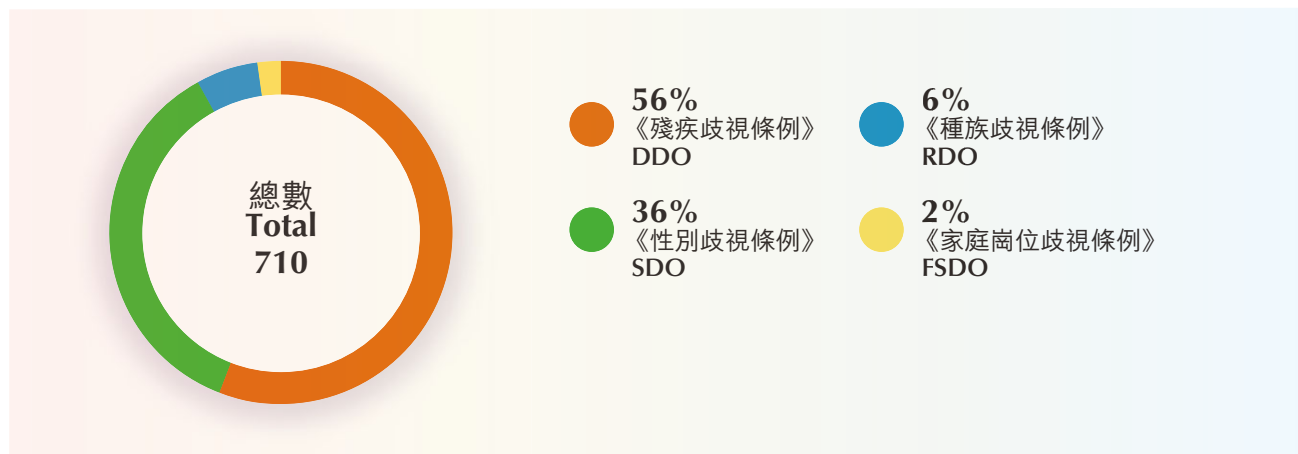
The EOC also initiates investigations into incidents involving unlawful acts that comes to the EOC's notice, or which are brought to the EOC's attention by third parties or aggrieved individuals who do not wish to be involved in the investigation or conciliation process. Under these circumstances, the 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, the EOC handled 108 such cases, with the majority falling in the DDO category (mainly on accessibility and service provision), followed by the RDO (mainly on recruitment and service provision).

## Conciliation

Of the 929 cases under investigation in 2012/13, the EOC concluded 710 cases. DDO cases made up 56% (396) of concluded cases, followed by SDO cases at 36% (254), RDO cases at 6% (44), and FSDO cases at 2% (16)(Figure 4).

表四：已完結個案－據條例分類

Figure 4: Concluded Cases – Breakdown by Ordinances

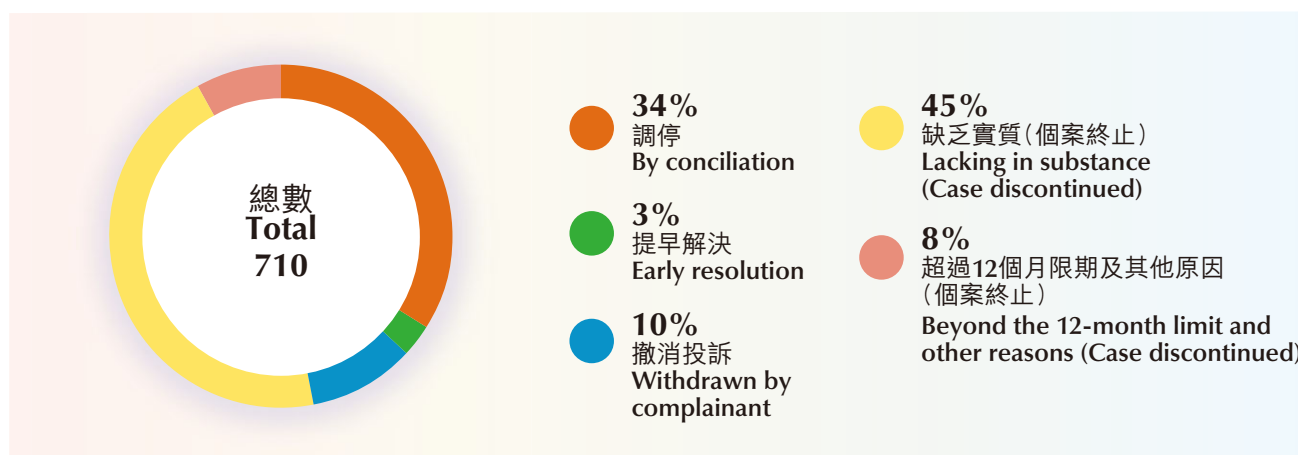


在710宗已完結的個案中，平機會就238宗進行了調停，其中172宗成功調停，調停成功率為72%。有21宗個案是雙方在調查完成前已提早解決；有69宗投訴人不想繼續追究，或是收到答辯人初步回覆後因進一步理解情況，而撤回投訴。有382宗個案因各種原因（包括：缺乏實質、無發現違法行為、超過12個月追溯期才提出投訴等）而被終止。（表五）

Of the 710 cases concluded, 238 proceeded to conciliation, with 172 being successfully conciliated. The successful conciliation rate was 72% during the year. Twenty-one cases were resolved early between the parties before the investigation was completed. A total of 69 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. In addition, 382 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)

表五：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，平機會可向想採取法律行動的投訴人提供法律協助。平機會的法律及投訴專責小組會根據平機會律師的意見，決定是否給予協助。法律及投訴專責小組的成員來自不同界別，包括學者、僱主、律師、立法會議員、非政府組織及職工會代表，以便平衡社會不同持份者的意見。

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35宗法律協助申請，其中10宗獲得協助，15宗不獲給予法律協助，10宗仍在考慮中。（有關申請的分類詳情，見表六。）

## Legal Assistance

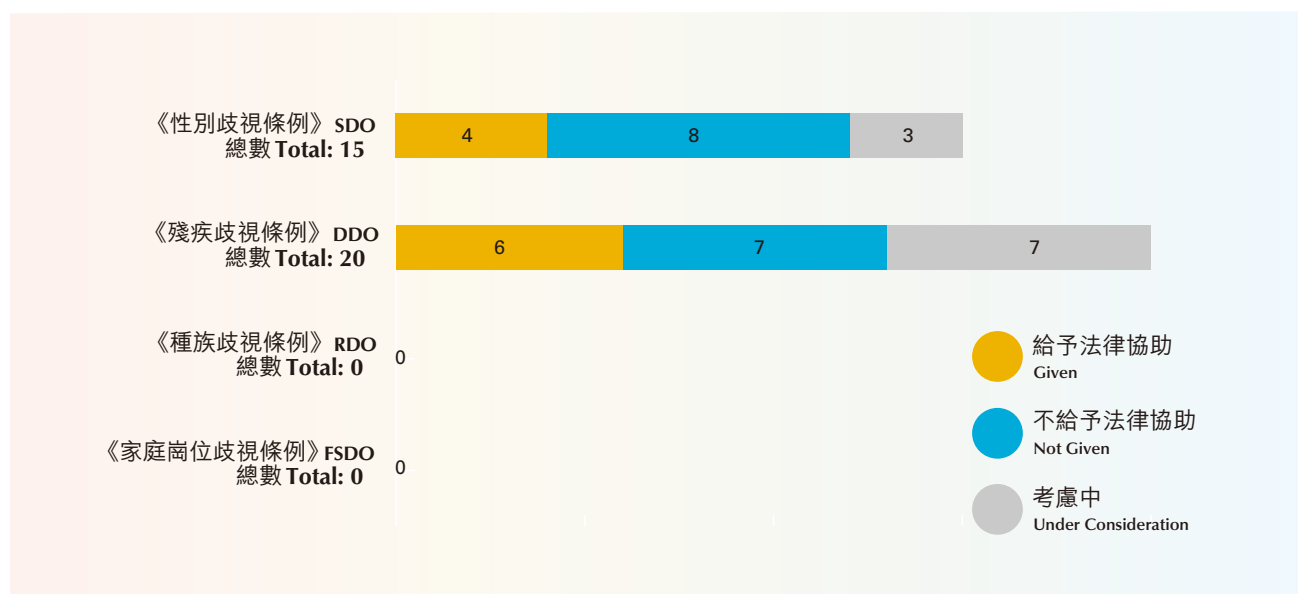
When a complaint has been lodged, but not settled, the EOC may give assistance to applicants who wish to take legal action with regard to the complaint. Upon receiving legal advice from the EOC's lawyers, the Legal and Complaints Committee under the EOC Board decides whether or not to give assistance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

The assistance given 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, or representation in legal proceedings by EOC lawyers or by lawyers in private practice engaged by the EOC.

During the year, the EOC handled 35 applications for assistance. Of these, 10 were given legal assistance, 15 were declined, and 10 were still being considered at the end of the fiscal year. (See Figure 6 for the breakdown of applications by ordinance.)

表六：按照條例分類的法律協助申請

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



2012/13年度沒有種族歧視及家庭崗位歧視個案申請法律協助。

There was no application for legal assistance under FSDO and RDO in 2012/13.

## 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、個案的複雜程度及證據的強弱。每宗個案的情況不同，平機會很多時候會綜合考慮各因素，才作出決定。

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；及
- 可推動制度改變，消除歧視。

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；及
- 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，在平機會律師的協助下，雙方往往能經過協商達成和解。

在2012/13年度，有12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。當中有五宗與《性別歧視條例》的僱傭範疇有關；六宗與《殘疾歧視條例》的僱傭範疇有關；一宗與《家庭崗位歧視條例》的僱傭範疇有關。在這12宗個案中，平機會因應個案發展及衡量證據後，撤回四宗投訴的法律協助，餘下的八宗個案在和解條款保密的情況下已獲解決。

另有13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。

## 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:	5
《殘疾歧視條例》DDO:	6
《種族歧視條例》FSDO:	1

12

## Reasons for Giving or Declining Legal Assistance

In deciding whether or not to give legal assistance, the EOC considers a wide range of factors, such as whether a question of principle is involved, the complexity of the case, 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 giving 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; and
- Encouraging institutional changes to eliminate discrimination.

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

- The evidence is insufficient to support a good prospect for success in court; and
- No meaningful result can be achieved by way of legal proceedings.

## Legally Assisted Cases

For cases in which legal assistance is given, parties can often successfully reach a settlement through negotiations with assistance from the EOC's lawyers.

In 2012/13, 12 cases in which legal assistance was given before and during the year were resolved without the need to commence legal proceedings. Of these, five were employment-related SDO cases; six were employment-related DDO cases; and one was FSDO employment-related case. In four of these 12 cases, the EOC withdrew assistance upon further case development and assessment of evidence. The remaining eight cases were settled on confidential terms.

A total of 13 other cases, where legal assistance was given 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.

### 獲得法律協助，並達成和解的個案 Selected Cases of Legal Assistance Concluded by Settlement

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 legal assistance cases settled by the EOC before legal action had commenced.

#### 個案一：僱傭範疇的殘疾騷擾 Case 1 – Disability Harassment in Employment

##### 背景

A小姐是一名保安員，基於小兒麻痺症，她走路時會一瘸一拐。一天，A小姐需要在控制室使用電話系統，故要求上司降低說話聲浪。上司基於她殘疾，向A小姐說出「斷埋另外一隻腳」或類似令她反感的話。A小姐深感受傷，出現失眠和食慾不振的情況。她其後向平機會投訴上司對她作出殘疾騷擾。

##### 平機會的行動

平機會收到投訴後作出調查，上司否認說過有關言論。A小姐與上司進行調停，但不成功。經評估本案後，平機會決定協助A小姐就殘疾騷擾展開法律行動。平機會的律師負責提供法律意見，也協助A小姐與上司進行和解磋商。最後，雙方成功和解，A小姐收到一筆金錢和上司的道歉信作為賠償。

##### Background

Ms A worked as a security guard. She walked with a limp because of her disability (poliomyelitis). One day, when Ms A asked the supervisor to lower her voice because she needed to use the telephone system in the control room, her supervisor made an unwelcome remark, “go break the other leg” or something to a similar effect, on the ground of her disability. Ms A felt deeply hurt, and lost sleep as well as her appetite. Ms A lodged a complaint with the EOC against the supervisor for disability harassment.

##### What the EOC did

The EOC commenced an investigation after receiving the complaint. The supervisor denied making such a remark. Conciliation between Ms A and the supervisor was attempted but was unsuccessful. After assessing the merits of the case, the EOC decided to assist Ms A in commencing legal action for disability harassment. Legal advice was provided by the EOC’s lawyers, who also assisted in settlement negotiation with the supervisor. The parties eventually reached a settlement and Ms A received a settlement sum and an apology letter from the supervisor as compensation.







## 個案二：僱傭範疇的殘疾歧視 Case 2 – Disability Discrimination in Employment

### 背景

B先生應徵當保安員。他面試合格，只要完成身體檢查就會得到聘用。其後有關公司根據驗身報告結果顯示B先生患有色弱視，撤回原來的聘用決定。B先生認為他的殘疾不會影響他執行保安員工作的能力，因此向平機會投訴該公司對他殘疾歧視。

### 平機會的行動

平機會收到投訴後展開調查。該公司解釋，撤銷聘用B先生是由於他的殘疾令他不能勝任有關職位，但公司提供的醫學證據卻未能肯定B先生的身體狀況不能勝任。雙方嘗試調停，但不成功。經評估本案後，平機會決定協助B先生就殘疾歧視展開法律行動，以找出他的殘疾對他執行工作要求的影響。平機會的律師負責提供法律意見，也協助B先生與僱主進行和解磋商。雙方最後和解，該公司願意向B先生作出金錢賠償。

### Background

Mr B applied for a position of security guard. Mr B passed the interview and received a job offer subject to passing a medical examination. The company subsequently withdrew the job offer based on the results of medical examination, which showed that Mr B suffered from colour deficiency. Considering that his disability did not hinder his ability to perform the job requirements, Mr B lodged a complaint to the EOC against the company for disability discrimination.

### What the EOC did

The EOC commenced an investigation after receiving the complaint. The company explained that Mr B's job offer was withdrawn because his disability rendered him unfit for employment, but medical evidence provided by the company could not point to a definite conclusion about his fitness for employment. Conciliation between the parties was attempted but was unsuccessful. After assessing the merits of the case, the EOC decided to assist Mr B to pursue this case, in order to find out the impact of his disability on his ability to perform the job requirements. Legal advice was provided by the EOC's lawyers, who also assisted in settlement negotiations with the company. The parties eventually reached a settlement and the company agreed to pay monetary compensation to Mr B.



### 個案三：僱傭範疇的家庭崗位歧視 Case 3 – Family Status Discrimination in Employment

#### 背景

C女士是位母親，負責照顧家中子女。她向某出版社求職，面試時，主考用了不少時間查問她照顧子女的問題，又指若她因為子女不適而請假照顧他們，可能會令其他同事不快。當時，C女士感到無助而哭泣，最終她不獲聘請。C女士認為是因為她需要照顧子女的家庭崗位，所以面試時受刁難，不獲聘用。C女士向平機會投訴出版社對她作出家庭崗位歧視。

#### 平機會的行動

平機會收到投訴後展開調查。僱主否認歧視，又解釋C女士面試表現不理想，故不獲聘用。雙方嘗試調停，但不成功。經評估本案後，平機會決定協助C女士就家庭崗位歧視展開法律行動。平機會的律師負責提供法律意見，也協助她與僱主進行和解磋商。雙方最後達成協議，C女士得到一筆金錢賠償。

#### Background

Ms C is a mother who is responsible for taking care of her child. She applied for a position offered by a publishing company. When she attended the job interview, the interviewer spent a great deal of time on the issue of motherhood, and told her that other colleagues might be unhappy if Ms C took leave to take care of her child when the child was sick. At that point, she felt helpless and cried. Ms C was not given an offer in the end. Ms C considered that she was being picked on in the interview and was not given a job offer because of her family status being a mother who needed to take care of her child. Ms C lodged a complaint with the EOC against the company for family status discrimination.

#### What the EOC did

The EOC commenced an investigation after receiving the complaint. The employer denied discrimination and explained that Ms C was not employed because her performance in the job interview was not satisfactory. Conciliation between the parties was attempted but in the end was unsuccessful. After assessing the merits of the case, the EOC decided to assist Ms C in commencing legal action for family status discrimination. Legal advice was provided by the EOC's lawyers, who also assisted in settlement negotiations with the employer. The parties eventually reached a settlement, and Ms C received a settlement sum as compensation.

## 法庭訴訟

本年度平機會處理了13宗法庭訴訟。在平機會律師的協助下，有五宗案件在條款保密下成功和解，毋須進行審訊。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。截至2013年3月31日為止，尚有七宗案件仍未了結。在這13宗獲法律協助的案件中，六宗涉及《性別歧視條例》，六宗涉及《殘疾歧視條例》，一宗同時涉及《性別歧視條例》和《殘疾歧視條例》。

## 經調停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。

經調停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；限制日後再做出某些行為；紀律處分；
- 提供福利，包括教育課程／培訓；提供貨品、服務及設施；或改善設施和提供無障礙設施；
- 發出推薦書；作出道歉；投訴人接受答辯人的解釋；及
- 金錢賠償；聘用；復職或慈善捐獻。

本年度，經調停方式及提供法律協助後所獲得的金錢賠償總額約為港幣998萬元。

## Court Cases

During the year, the EOC handled 13 court proceedings. With assistance from the EOC's lawyers, five of these cases were successfully settled on confidential terms without proceeding 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 2013. Of these 13 court proceedings, six fell under the SDO; six were under the DDO; and one fell under both the SDO and the DDO.

## Settlement Terms after Conciliation and Legal Assistance

While the EOC endeavours to assist warranted cases by way of commencing legal proceedings, the EOC appreciates 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; and
- Monetary compensation; offers of employment; reinstatements or donations to charity.

The total amount of monetary compensation in the year under review through conciliation and legal assistance was approximately HK\$9.98 million.





$$2+3=5$$

# 一起踏上成長路 啓迪潛能無界限

Children Knows no Limits  
Let them Learn and Grow Together

## 政策分析及倡議工作

### 無障礙議題

平機會成立了無障礙工作小組，在香港倡議「無障礙通達」。以下為政策及研究專責小組聯同無障礙工作小組的主要工作範疇。

#### 實際通道

政策及研究專責小組和無障礙工作小組成員於2012年6月與港鐵公司的高級管理人員進行會議，就提高港鐵車站的暢通易達程度交換意見，尤其是西九龍總站（廣深港高速鐵路香港段總站）以及金鐘站（南港島綫（東）項目以及未來沙中綫）的無障礙通道。

2012年8月，政策及研究專責小組和無障礙工作小組的成員參觀了禾輦廣場（由領匯管理），視察廣場內的無障礙設施，並與領匯的高級管理人員商討如何進一步改善公共屋邨和商場的無障礙設施。

## Policy Analysis and Advocacy

### Accessibility Issues

The Working Group on Access (WGA) of the EOC was formed to advocate “barrier-free access” in Hong Kong. The following paragraphs highlight the key areas of work carried out by the WGA in conjunction with the Policy and Research Committee (PARC).

#### Physical Access

Members of PARC and WGA had a meeting with senior staff of the Mass Transit Railway Corporation in June 2012 to exchange views on the enhancement of barrier-free access in MTR stations, in particular the West Kowloon Terminus (Guangzhou-Shenzhen-Hong Kong Express Rail Link [Hong Kong Section] Terminus), as well as the Admiralty Station (South Island Line [East] project and the future Shatin to Central Link).

In August 2012, Members of PARC and WGA paid a site visit to Wo Che Plaza (managed by The Link) to inspect the accessibility facilities in the Plaza, and discussed with The Link’s senior staff on ways to further improve the accessibility facilities in public housing estates and shopping arcades.





平機會於2012年2月就《2011年建築物消防安全守則》(《消防守則》)向屋宇署署長提交意見書，表達平機會關注《消防守則》欠缺為殘疾人士提供火警時逃生途徑的相關細則。為了解決問題，屋宇署其後於2012年8月成立了「為殘疾人士提供火警逃生途徑工作小組」。應平機會和相關持份者的意見，屋宇署承諾把為殘疾人士提供火警逃生途徑的要求納入《消防守則》中。

### 無障礙資訊及通訊科技

平機會與政府資訊科技總監辦公室攜手舉辦「無障礙網頁嘉許計劃」，以推廣無障礙網頁。平機會委員葉少康先生是嘉許計劃諮詢委員會的聯席主席，另一位平機會委員陳嘉敏女士則為諮詢委員會委員。

是次嘉許計劃於2012年10月至2013年4月舉行，超過100間來自不同界別的機構參與其中，包括學術、銀行、醫療、公共交通及社會服務機構。經過一輪評估後，頒發了44個金獎和26個銀獎，以表彰不同企業和機構採用無障礙網頁的設計和功能。

## 融合教育推廣工作

為推廣融合教育，讓有特殊教育需要的學童享有平等學習機會，平機會於2012年11月22至24日參與了由教育局舉辦的「學與教博覽2012」，於香港會議展覽中心設置攤位。

With respect to the Code of Practice for Fire Safety in Buildings 2011 (Fire Code), a written submission was sent to the Director of Buildings in February 2012 to express the EOC's concerns that the Fire Code lacked relevant provisions on the means of escape for persons with disabilities in case of fire. Subsequently, the Buildings Department (BD) formed a "Working Group on the Provisions of Means of Escape for Persons with Disabilities in Case of Fire" in August 2012 to address the issue. In response to the advice of EOC and relevant stakeholders, the BD undertook to incorporate requirements for the provision of means of escape for persons with disabilities in the Fire Code.

### Accessibility in Information and Communication Technology

The EOC worked in collaboration with the Office of the Government Chief Information Officer to organise the Web Accessibility Recognition Scheme to promote web accessibility. EOC Member, Mr Nelson Yip, is the Co-Chairperson of the Advisory Committee of the Scheme (the Advisory Committee), and another EOC Member, Ms Carmen Chan, is a Member.

The Scheme was launched from October 2012 to April 2013, and over 100 organisations from different sectors, including academia, banks, hospitals, transport service operators and public services participated in the Scheme. After assessment, 44 gold and 26 silver awards were presented to various enterprises and organisations in recognition of their websites' accessible design and content.

## Promotion of Integrated Education

To promote integrated education and equal learning opportunities for students with special educational needs, the EOC hosted a booth in the "Learning and Teaching Expo 2012" organised by the Education Bureau (EDB) from 22 to 24 November 2012 at Hong Kong Convention and Exhibition Centre.





平機會公布《融合教育制度下殘疾學生的平等學習機會研究》(《融合教育研究》)的調查結果後，平機會委員於2012年12月18日與教育局高級官員會面，就推行融合教育政策時面對的挑戰和困難，和提倡融合教育的方法等方面交換意見。教育局原則上同意為校長及教師加強特殊教育培訓，並且舉辦公眾教育活動，提高市民對平等教育機會的認識。

2013年2月19日，平機會代表應邀出席立法會教育事務委員會融合教育小組委員會的會議，深入討論《融合教育研究》的主要結果和建議。

平機會於2013年3月7日與教育局合辦研討會，吸引超過400位持份者出席，包括政府官員、校長、教師、家長和非政府機構代表。

After the release of the results of the Study on Equal Learning Opportunities for Students with Disabilities under the Integrated Education (IE) System, EOC Members met with senior officials of the EDB on 18 December 2012 to exchange views on the challenges and difficulties in relation to the implementation of the IE policy, and ways to promote IE. The EDB agreed in principle to enhance special education training for principals and teachers, and to organise public education programmes to increase public understanding of equal opportunities in education.

On 19 February 2013, the EOC's representative was invited to attend the meeting of the Legislative Council Panel on Education – Subcommittee on Integrated Education, during which the main findings and recommendations of the IE Study were thoroughly discussed.

EOC collaborated with the EDB to hold a seminar on 7 March 2013 to raise public awareness of the issues relating to IE and explore the way forward. Over 400 stakeholders, including government officials, principals, teachers, parents and NGOs' representatives, attended the seminar.

## 反性騷擾運動

為了在教育機構、商界和衛生界推廣防止性騷擾，政策及研究專責小組成立了反性騷擾運動工作小組。以下為反性騷擾運動工作小組的主要工作範疇：

- 平機會於2012年8月14日與婦女事務委員會合辦「防止性騷擾大學論壇」。
- 平機會聯同香港教育專業人員協會和香港教育工作者聯會進行《性騷擾：學界問卷調查》快速意見調查，於2013年3月向全港中小學及本地大專院校派發關於反性騷擾政策的問卷，共收到321份填妥的問卷，並於2013年4月25日的新聞發布會上公布問卷調查的主要結果。

## Anti-Sexual Harassment Campaign

To promote the prevention of sexual harassment in educational institutions, business sector as well as health sector, a Working Group on Anti-Sexual Harassment Campaign (WGASH) was formed under the Policy and Research Committee. The following points highlight the key areas of work carried out by the WGASH:

- The Forum on Preventing Sexual Harassment in Universities, jointly organised by EOC and Women's Commission, was held on 14 August 2012.
- As part of the work of the WGASH, a "Sexual Harassment – Questionnaire Survey for Education Sector" was conducted in collaboration with Hong Kong Professional Teachers' Union and Hong Kong Federation of Education Workers. The questionnaires on sexual harassment policies were distributed to local primary and secondary schools as well as local tertiary institutions in March 2013. A total of 321 completed questionnaires were received. Major findings of the survey were released at a press conference held on 25 April 2013.

### 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：

- 改善舊建築物的無障礙通道
- 融合教育制度下殘疾學生的平等學習機會研究
- 精神健康政策及服務

就下列題目向國際組織提交意見書：

- 殘疾人權利公約
- 公民權利及政治權利國際公約

### 研究項目

#### 「性別定型及其對男性的影響」探索性研究

是項研究旨在讓公眾對「男人之苦」的課題，以及不同年齡層男士在家庭、工作和社會面對的掙扎和憂慮有更多認識。研究收集的資料來自340份調查問卷、10個焦點小組討論、九個單獨訪談和2011年舉行的兩次公開研討會。研究結果已於2012年5月10日公布。

### Legislative Council Panel/ Subcommittee Meetings

In 2012/13, representatives of the EOC were invited to attend a number of Legislative Council panel/subcommittee meetings covering a range of topics, including the following:

- Retrospective Improvement to the Built Environment
- Study on Equal Learning Opportunities for Students with Disabilities under the Integrated Education System
- Mental Health Policy and Service Programmes

Submissions were made to international bodies in relation to international instruments:

- Convention on the Rights of Persons with Disabilities
- International Covenant on Civil and Political Rights

### Research Projects

#### 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. The data were based on 340 questionnaires, 10 focus group discussion sessions, nine individual interviews and two open seminars conducted in 2011. Survey findings were released to the public on 10 May 2012.



研究結果顯示，所有受訪男士皆受傳統性別規範影響，自覺有必要滿足社會和文化中理想的男性行為規範。大部分受訪者仍然認為男士應比女伴成功。另外，家務和育兒等也對男士造成壓力。這些責任尤對雙職的基層家庭帶來困難，原因是他們缺乏資源，難以聘請他人協助。而由於男士的支援網絡較小，大部份男士有情緒問題或遇上家庭危機時，往往不願意、也羞於尋求協助，令問題雪上加霜。研究建議在制定社會政策時，應考慮到性別差異，同時應引入家庭友善政策如侍產假，以鼓勵男性更能投入家庭生活。

The 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. It is recommended that gender differences should be taken into account in the development of social policies. Family-friendly labour policies, such as paternity leave, should be introduced to encourage men's participation in family.

## 融合教育制度下殘疾學生的平等學習機會研究

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

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。平機會於2010-2011年進行調查研究，以量化問卷調查訪問了230間學校共5,136位受訪者；另外又進行質性個案研究，與20間學校的475位持份者進行訪談。平機會於2012年11月22日公布調查結果。

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 fieldwork, which was undertaken in 2010-2011, consisted of a quantitative questionnaire survey with 5,136 respondents from 230 schools, and qualitative case studies that featured interviews with 475 stakeholders from 20 schools. Survey findings were released to the public on 22 November 2012.

研究結果顯示，現時融合教育制度遠遠未如理想，主要由於資源、培訓和支援不足。有些學校未達到有一成老師接受特殊教育培訓的政策要求。接近四成受訪教職員（教師為甚）對融合教育欠缺知識。平機會提出多項建議，包括及早識別有特殊教育需要學生；增撥資源、人手和增加員工培訓；訂立反欺凌政策；促進公眾對於融合教育政策的認識。

The findings show that the present IE system is far from satisfactory, and the underlying problems are mainly inadequate resources, training and support. Some schools do not meet the policy requirement of having 10% of teachers with special education training. Nearly 40% of the interviewed teaching staff (particularly teachers) lack knowledge about inclusive education. The EOC subsequently proposed some recommendations, including early identification of students with special educational needs; increasing resources, manpower and staff training; adopting an anti-bullying policy; and promoting public awareness on the IE policy.

## 平等機會意識公眾意見調查2012

## Equal Opportunities Awareness Survey 2012

是項調查旨在估量公眾對平等機會概念和平機會消除歧視工作的看法，以及評估平機會服務的成效。調查分別以電話訪問和自填問卷方式，訪問了一共1,504名市民和341位平機會服務使用者。平機會於2013年1月17日公布調查結果。

The survey aimed at gauging public perception towards the concepts of equal opportunity, views on the EOC's work against discrimination, and the effectiveness of the EOC's services. A total of 1,504 respondents from the general public and 341 EOC's service users were enumerated by telephone interviews and self-administered questionnaires respectively. Survey findings were released to the public on 17 January 2013.



市民大致上對平機會的表現持正面態度，在1至最高10的級別上，平均得分為6.33。有6%的受訪者表示過去一年曾受歧視、騷擾或中傷，其中有38%的經歷與年齡有關、22%與性別有關。根據調查結果，平機會將定期與本地相關機構聯絡，透過公開對話和有效溝通，主動與持份者接觸，以便他們掌握主要歧視課題的最新情況。為促進市民對平等機會的認識，平機會將透過不同途徑加強公眾教育和宣傳工作，並不斷尋找新途徑接觸市民。

### 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騷擾時的反應，以及對援交、婚前性行為及少女懷孕等問題的看法。問卷調查於2011年5月至11月進行，共發出5,902份調查問卷，訪問了中、小學和大專院校的學生。另舉行了16場焦點小組討論，有131名學生、教職員、校長和家長參與。平機會於2013年3月5日向公眾公布調查結果。

研究顯示，半數受訪學生曾受過不同形式的性騷擾。當中有97%的受害者表示性騷擾者為他們的「男／女朋友」（在未得到同意下作出涉及性的行徑）；有21%為同學；14%為朋友。遇上性騷擾時，超過一半學生選擇「保持沉默」（58%）。調查發現，無論女同學還是男同學，他們被性騷擾時，心理和情緒均會受影響。受訪者表示，他們感到憤怒（40%）、害怕（38%）或難以與其他人和諧交往（36%）。研究建議教育界制定清晰且全面的反性騷擾政策，確立有效的執行機制，以防止性騷擾。有效的性騷擾政策能減少傷害，也可免除法律責任。

In general, members of the public were positive on the performance of the EOC, with a mean score of 6.33 on a scale of 1–10. Six percent of the general public claimed that they had experienced discrimination, harassment or vilification in the past year. Among these experiences, 38% were related to age and 22% were related to sex. Based on the findings, the EOC will regularly liaise with local relevant organisations and proactively engage stakeholders through open dialogue and effective communication to keep them abreast of concerns on key discrimination issues. To enhance public awareness of equal opportunities, the EOC will strengthen its work on public education and promotion through different channels and constantly look for new ways to reach the public.

### Study on Students' Sexual Attitudes and Views on Sexual Harassment

The study aims to explore students' awareness with respect to sexual harassment and their responses when they encounter sexual harassment, as well as their attitudes on issues such as compensated dating, premarital sex and teenage pregnancy. The survey was undertaken from May to November 2011. It was based on 5,902 questionnaires involving students of primary and secondary schools and tertiary institutions, 16 focus group discussion sessions involving 131 students, teaching staff, principals and parents. Survey findings were released to the public on 5 March 2013.

The study revealed that 50% of the interviewed students had experienced various forms of sexual harassment. Among them, 97% of the victims expressed that the harassers were their "boy/girl friends" (referring to non-consensual conduct of a sexual nature), 21% were classmates and 14% were friends. On encountering sexual harassment, over half of the students chose to "keep silent" (58%). It was found that when being sexually harassed, both female and male students were affected psychologically and emotionally. The respondents indicated that they felt angry (40%), scared (38%) and could not relate well to others (36%). It is recommended that educators can prevent many cases of sexual harassment by having a clear and comprehensive anti-sexual harassment policy and an effective implementation mechanism in place. An effective sexual harassment policy can limit harm and reduce liability.



## 分享會

平機會就一些影響整體社會政策的重要議題舉辦分享會，收集市民意見。

### 「香港男士的困境與出路」分享會

平機會於2012年8月25日舉行「香港男士的困境與出路」分享會，主要討論男士現今面對的困難，並就如何為男士充權交換意見。各參加者分享了對男性在財政、健康、婚姻和家庭角色等方面所遇到的困難。專題討論成員提出解決問題的策略，包括為男性提供更多「僱員再培訓」服務；加強為離婚男性而設的社會服務，以幫助他們面對精神壓力、房屋需求和關係破裂等問題；設立男士求助熱線；以及增設支援服務，以滿足父親照顧子女及工作生活平衡的需要。

## Sharing Session

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

### Sharing Session on Hong Kong Men's Plight and Way Out

The EOC organised the Sharing Session on Hong Kong Men's Plight and Way Out on 25 August 2012, focusing on the hardships faced by men nowadays, and exchanged views on how to empower them. The participants shared their views on men's hardships in matters related to finance, health, marriage and family role. The panellists proposed strategies to address men's problems, which included enhancing employee retraining services for men; strengthening social services for divorced men to cope with mental stress, housing needs and breakdown of relationships; setting up a special helpline for men; and enhancing supportive services for fathers to meet their needs in parenting and work-life balance.





A pregnant woman wearing a bright pink, short-sleeved top and dark grey pinstriped trousers. She is holding a dark blue clipboard with her left hand and a silver pen with her right hand, poised to write. The background is a blurred office setting with a desk, a white telephone, and some papers. The overall tone is professional and hopeful.

恪守公平公正  
孕育美好未來

Nurture a Positive Future  
with Equality



平機會致力促進平等機會的價值觀，務求加深大眾對反歧視條例的認識，及提升社會對歧視課題的認知。平機會針對不同的服務對象，採用不同的宣傳策略，確保各界清楚接收到平等機會訊息。平機會本年度出版了多份刊物，並舉辦了多元化推廣活動，包括媒體宣傳、學校活動、僱主活動、深入社群的活動及公眾教育項目等。

The EOC is committed to fostering equal opportunity values, enhancing understanding of the anti-discrimination ordinances, and increasing public awareness about discrimination issues in Hong Kong. For different groups, the EOC adopts targeted approaches and promotional tools to ensure the successful communication of the equal opportunity message. Throughout 2012/13, 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.

## 媒體宣傳

### 與香港電台聯合製作電視實況劇

2012/13年度，平機會和香港電台再度聯手，製作第八輯電視實況劇「非常平等任務」。這一輯六集的實況劇，於2013年2月至3月底在無線電視翡翠台黃金時段內播出，每集估計吸引約100萬名觀眾收看。根據「2013電視節目欣賞指數調查」的第一季（2013年1-3月）調查結果，「非常平等任務」在眾多本地電視台製作的節目中排第八位。

## Media Programmes and Campaigns

### RTHK Docu-drama

In 2012/13, the EOC joined hands with Radio Television Hong Kong (RTHK) to produce the eighth series of the TV docu-drama, "A Mission for Equal Opportunities". This six-episode series, which featured discrimination cases, was broadcast on TVB Jade Channel at prime time from February to the end of March 2013. An estimated one million viewers per episode was recorded. According to the first quarter (January – March 2013) findings of the "2013 TV Programme Appreciation Index Survey", "A Mission for Equal Opportunities" was ranked eighth among all TV programmes produced by local television stations.



這輯富教育意義的電視劇探討了視障人士獨立生活時遇到的日常困難，強調無障礙通道與傷健共融的重要性。另外，劇集亦關注新來港人士，尤其是低收入階層所面對的問題。平機會希望透過電視劇令公眾關注如何為不同社群締造更友善的共融環境。

此外，這輯電視劇關注少數族裔學生學習中文時所面對的困難。其他各集內容包括貨品及服務提供方面的家庭崗位歧視、僱傭範疇內的懷孕歧視、及僱主有責任預防工作間的性騷擾。

為宣傳電視實況劇「非常平等任務」，平機會於《都市日報》撰寫了六篇特稿，講解每集實況劇提到有關平等機會議題和相關法律觀點。平機會更於2013年2月至3月在港鐵沿線車站（港島線、荃灣線、觀塘線、東涌線及將軍澳線），透過大型燈箱廣告，宣傳實況劇。

平機會將會把電視實況劇翻譯成普通話及英語版本，並上載至平機會網站供公眾收看。

In this educational TV series, audience can take a closer look at the daily struggle of people with visual impairment for an independent life. The episode emphasises the importance of putting into practice universal access and inclusion for people with disability. The new series also highlights the difficulties encountered by new migrants from the Mainland China, especially those from lower socio-economic strata. Through this docu-drama, the EOC hopes to draw public attention to how a more friendly and inclusive environment can be provided for different groups.

Additionally, this new series touches on the massive hurdles that Hong Kong's ethnic minority students face in learning Chinese. Other episodes in the series highlight family status discrimination in the provision of goods and services, pregnancy discrimination in employment, and employers' responsibility in preventing sexual harassment in the workplace.

In promoting "A Mission for Equal Opportunities", the EOC contributed six feature articles to *Metro Daily News* to explain the legal perspectives of the equal opportunity issues covered in each of the TV episodes. From February to March 2013, the EOC also launched a 12-sheet poster advertisement campaign promoting the docu-drama along the trackside of the MTR network (Island Line, Tsuen Wan Line, Kwun Tong Line, Tung Chung Line and Tseung Kwan O Line).

The docu-drama series will be translated into English and Putonghua, and will be uploaded on the EOC website for public viewing.





## 奇人歧事週報－推廣平等機會的電台節目

平機會在2012年3月23日推出全新電台節目「奇人歧事週報」，以提高市民對平等機會的認識。節目在商業一台(FM88.1-89.5)的「巴巴閉Afternoon D」(其後節目易名為「大玩派」)播出，逢星期五下午3時至5時之間播出3分鐘環節，為期35周。故事根據真實歧視投訴個案改編，題材廣泛，包括僱傭範疇、教育範疇及貨品、服務與設施提供範疇的各種歧視議題，例如：性別歧視、懷孕歧視、性騷擾、殘疾歧視、無障礙問題、家庭崗位歧視和種族歧視等。市民更可在互動環節內，透過真實歧視投訴個案，了解平等機會的訊息。節目的最後一集已於2012年11月16日播出。

平機會亦於2012年3月底透過港鐵站內的海報宣傳廣告，讓更多市民認識這個全新的電台環節。

## 平等機會多元共融行動－推廣平等機會的電台節目

電台節目「平等機會多元共融行動」於2012年11月1日開始於香港電台第二台播出，為期一年。節目旨在推廣多元共融的訊息，內容包括每周嘉賓專訪及介紹少數族裔人士的生活方式、語言及文化。節目共訪問了超過30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，以宣傳平等機會概念、互相接納，以及無分種族、性別、殘疾及家庭崗位的訊息。

## 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 3-minute segment was broadcast on the “Va Va Afternoon D” programme (later renamed as “Fun Box”) of Commercial Radio 1 (FM88.1-89.5) from 23 March 2012. The segment, featuring stories on relevant discrimination topics based on real-life complaint cases, was on-air on Fridays between 3pm and 5pm over 35 weeks. The stories covered a wide spectrum of discrimination issues, such as sex discrimination, pregnancy discrimination, sexual harassment, disability discrimination, accessibility, family status discrimination and racial discrimination in the fields of employment, education, and provision of goods, services and facilities. The audience’s knowledge on anti-discrimination laws was interactively enhanced when they phoned in to answer the DJs’ questions on the discrimination cases. The last episode of the programme was broadcast on 16 November 2012.

To promote public awareness of this radio segment, a poster advertisement campaign was run at various MTR stations throughout the city at the end of March 2012.

## EO Diversity Project – Radio Programme to Promote Equal Opportunities

The “Equal Opportunities Diversity Project”, a one-year radio programme aimed at promoting inclusion and diversity, was launched on 1 November 2012. The programme, broadcast on RTHK Radio 2, featured weekly interviews and radio segments introducing the lifestyle, languages and culture of ethnic minorities. Over 30 guests including Legislative Councillors, representatives from NGOs, rehabilitation 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 race, gender, disability or family status.





## 香港電台節目宣揚性別平等

由平機會與香港電台合辦，香港各界婦女聯合協進會協辦的節目「七百萬人的先鋒」，在2012年4月7日至2013年4月20日在香港電台第一台(FM 92.6-94.4)推出。節目專訪開拓新領域或克服性別定型和障礙的「女性先鋒」，播出時間是逢星期六晚上10時20分至午夜12時，目的是以生動的方式啟發聽眾深入瞭解兩性平等的議題。節目由前政府官員李麗娟女士和資深傳媒人區家麟先生擔任主持。

此外，共四集的「七百萬人的先鋒」電視版本於2013年8月逢星期日在無線電視及有線電視播出，專訪四位「女性先鋒」。

## 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2012/13年度上載了共49齣短片，包括平機會活動的精華片段，例如「無定型新人類」、「獨特的我!」、「平等機會多元共融行動」、性別平等研討會及「平機會論壇」。此外，最新一輯講述數名視障人士如何克服困難，獨立生活的平等機會實錄《我對星空許願》，榮獲聯合國秘書處選為「2012年殘疾人電影節」的參展影片。

自平機會YouTube頻道推出後，平機會共上載了203齣短片，收看次數超過286,000。

## RTHK programme on Gender Equality

The EOC joined hands with the RTHK to broadcast a radio programme "Women Pioneers" with the support of the Hong Kong Federation of Women from 7 April 2012 to 20 April 2013. This programme on RTHK Radio 1 (FM 92.6-94.4) featured interviews of women pioneers who have broken new ground or overcome gender stereotypes and barriers. The show, on air every Saturday from 10:20pm to midnight, aimed to provide an inspirational and interesting way for listeners to learn more about gender equality issues. Former senior government official, Ms Shelley Lee, and seasoned journalist, Au Ka-lun, were the programme hosts.

Further to the radio programme, a series of four TV episodes of "Women Pioneers", which featured interviews of four women pioneers, was also broadcast on TVB and Cable TV every Sunday in August 2013.

## 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, 49 new videos were produced and added by the EOC which included video highlights of EOC's activities such as Career Challenge, Uniquely Me!, the "Equal Opportunities Diversity Project", seminars on gender equality and the EOC Forum. Moreover, the EOC's latest EO Documentary, "My Wish Upon a Star", featuring the stories of people with visual impairment and how they overcame difficulties to lead independent lives, was selected by the United Nations Secretariat for screening at the United Nations Enable Film Festival 2012.

Since the channel's launch, a total of 203 videos have been uploaded, with over 286,000 views.

平機會在  
EOC on YouTube  
[www.youtube.com/user/hkeoc](http://www.youtube.com/user/hkeoc)



## 推廣種族平等的電視宣傳短片及電台宣傳聲帶

平機會繼續在各電視台和電台播放關於種族共融的宣傳短片／聲帶，短片描述不同種族的人一起工作學習，融洽共處，以促進多元和種族融和。另外，平機會亦已製作印尼語、尼泊爾語和烏都語的宣傳聲帶，在各少數族裔電台節目播出。

## 平機會新聞特稿

平機會於2013年3月8日的「國際婦女節」在《英文虎報》和《頭條日報》刊出跨頁特稿，宣傳消除懷孕歧視和性騷擾，及努力創建未來人人平等的訊息。

為響應2013年3月21日的「國際消除種族歧視日」及讓市民更加瞭解每個人在種族共融社會中享有的權利和責任，平機會分別在《南華早報》、《英文虎報》及《晴報》刊出特稿，推廣種族平等。

## TV and radio APIs on racial equality

The EOC's TV and radio Announcements in the Public Interest (APIs), featuring people of 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

On the occasion of International Women's Day, the EOC published two centre-spread page supplements in *The Standard* and *Headline News* on 8 March 2013 to call on the society to speak out against pregnancy discrimination and sexual harassment, and to work together towards a future where both women and men can access equal opportunities.

To commemorate the International Day for the Elimination of Racial Discrimination on 21 March 2013 and widen public awareness of everyone's rights and responsibilities in a racially inclusive society, the EOC placed newspaper supplements in the *South China Morning Post*, *The Standard* and *Sky Post* to promote racial equality.



**多元·共融**  
每年3月21日為聯合國國際消除種族歧視日

每年3月21日為聯合國國際消除種族歧視日，讓我們一同反思香港種族平等的狀況。雖然香港是一個由移民組成的社會，擁有多元化的種族，然而，狹隘的民族及地域觀念或不公平的種族定型觀念，使部份人因為其種族背景，未能獲得教育、就業及提供貨品或設施等範疇，享有平等機會，無法盡展所長。

平等機會委員會(平機會)的其中一項使命是促進社會共融，無分種族。平機會透過一系列的推廣活動加深公眾對《種族歧視條例》的認識，以及在日常生活的不範範疇促進種族平等。歡迎瀏覽平機會網站www.eoc.org.hk，認識你的權利，網站除了備有中、英文版本外，亦提供印度文、印尼文、尼泊爾文、菲律賓文、泰文及巴基斯坦文版本。如有需要，我們亦可提供其他語言的傳單。

平機會在：EOC.org.hk  
www.youtube.com/user/eoc  
www.facebook.com/micarenchallenge  
www.facebook.com/HQInquiryEoc

香港太古城太古廣場十四號太古中心三樓十九樓  
19/F, Cityplaza Three, 14 Takico Wan Road  
Takico Shing, Hong Kong

電話 Tel: 2511 8211 傳真 Fax: 2577 7600  
電郵 Email: eoc@eoc.org.hk  
查詢熱線查詢 SMS Enquiry: 68725666/6538

平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION



## 廣告宣傳活動

### 港鐵廣告

平機會於2012年11月16至29日分別於港島線、荃灣線、觀塘線、東涌線及將軍澳線的港鐵沿線車站推出自動扶手電梯廣告，展出三款漫畫海報，分別宣傳預防性騷擾、懷孕歧視及家庭友善僱傭政策，以提高市民對歧視議題的認識和平等機會的訊息。

此外，平機會在2012年11月16至29日亦在港鐵太古站通往平機會辦事處的E出口，展出十款扶手電梯廣告，宣傳種族平等、暢通易達、預防性騷擾和消除懷孕歧視、以及推廣家庭友善僱傭政策的訊息。



## Advertising Campaigns

### MTR Advertising Campaign

The EOC's MTR escalator advertisement campaign was launched on the Island, Tsuen Wan, Kwun Tong, Tung Chung and Tseung Kwan O lines of the MTR network from 16 to 29 November 2012. Three poster advertisements featuring cartoons on preventing sexual harassment and pregnancy discrimination, as well as promoting family-friendly employment policies, were placed along the escalators in different MTR stations. MTR passengers could gain an insight into the experience of discrimination and the EOC's vision of equal opportunities as they used the public transport.

In addition, another 10 escalator advertisements to promote the messages of racial equality, access for all, preventing sexual harassment and pregnancy discrimination, and promoting family-friendly employment policies were displayed from 16 to 29 November 2012 at Exit E of the Tai Koo MTR station, which leads to the EOC office.



### 巴士候車站廣告

平機會於2012年12月4日至31日及2013年3月22日至4月4日，在各區二百多個巴士候車站推出廣告，宣傳家庭友善僱傭政策、消除懷孕歧視和預防性騷擾的訊息。透過這些廣告，平機會希望提醒市民，我們要合力建設多元共融的社會。

### Bus Shelter Advertisement Campaign

The EOC's bus shelter advertising campaign ran from 4 to 31 December 2012 and 22 March to 4 April 2013, with over two hundred bus shelter advertisements in different districts to promote the messages of family-friendly employment policy, preventing pregnancy discrimination and sexual harassment. Through these advertisements, the EOC hopes to remind the public that, "together we can build an inclusive city that treasures diversity".

## 電車車身廣告

電車乘客可能留意到，這標誌著香港的交通工具，去年繼續肩負重要任務，宣傳平等機會的訊息。平機會於2012年12月在三輛電車車身展示平機會廣告，廣告內容為暢通易達、種族平等和防止懷孕歧視等訊息。三輛電車在不同地區穿梭，將平等觀念遍傳社區。



## Tram Body Advertising Campaign

Tram users may have noticed that Hong Kong's iconic mode of transport served an additional purpose of promoting equal opportunities last year. The EOC's tram body advertisement campaign was conducted in December 2012. 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.



## 全新巴士車身廣告

平機會於2012年9月至10月期間，推出全新巴士車身廣告，在一百輛九巴巴士車身展示「多元·共融」的訊息。

## New Bus Body Advertising Campaign

The EOC launched a new bus body advertisement campaign between September and October 2012, with the theme "We as One" painted on 100 buses of Kowloon Motor Bus.

## 雅虎首頁廣告

為了加強平機會在網上媒體的宣傳工作，平機會於2012年6月至9月在深受歡迎的「雅虎!香港」網頁(<http://hk.yahoo.com>)推出網上廣告，包括六張橫幅廣告和兩條宣傳短片，以推廣不同的平等機會訊息。廣告的內容包括種族共融、消除懷孕歧視、預防性騷擾、暢通易達、消除性別定型、工作與生活平衡和「無定型新人類」青少年活動。

## Yahoo! Homepage Advertising Campaign

Harnessing the power of online media, the EOC launched an advertising campaign on the most popular webpage, Yahoo! Hong Kong from June to September 2012. Six banner advertisements and two APIs were displayed on the homepage of Yahoo! (<http://hk.yahoo.com>) to promote different equal opportunities messages including racial harmony, preventing pregnancy discrimination and sexual harassment, accessibility, avoiding gender stereotyping, work life balance and the EOC's youth mentorship programme, Career Challenge.



## 特別合作項目：電視宣傳短片呼籲公眾摒棄對愛滋病的負面標籤和歧視

每年的12月1日為「世界愛滋病日」，平機會聯同香港愛滋病基金會推出名為「與愛同行」的電視宣傳短片和電台聲帶，讓市民關注對愛滋病的負面標籤和歧視問題。短片由感染愛滋病已22年的Joey現身說法，分享他面對愛滋病的體驗，平機會希望透過Joey健康正面的形象，讓公眾明白愛滋病雖然不能完全治癒，但在適當的藥物治療下，仍是可受控制的。

## Special Partnership Project: New APIs to raise awareness on HIV/AIDS-related stigmatisation and discrimination

On the occasion of World AIDS Day, which falls on 1 December every year, the EOC joined the Hong Kong AIDS Foundation to produce and launch new TV and radio APIs titled “Positive Lives”, with a view to raising awareness on HIV/AIDS-related stigmatisation and discrimination. Joey, a person living with HIV for 22 years, is featured on the API to share his life experiences. The API shows his healthy and positive image to let the public understand that, with appropriate treatment, HIV/AIDS can be under control even if it cannot be cured.

## 其他傳媒活動

平機會本年度共處理了517宗傳媒查詢，舉辦了17場新聞發布會，接受了56次傳媒訪問，並且發出34篇新聞稿。

## Other Media Activities

The EOC handled a total of 517 media enquiries in 2012/13. The EOC also held 17 news conferences, granted 56 media interviews and issued 34 news releases.

## 學校活動

平機會其中一項主要公眾教育策略是培養兒童和青少年從小接納平等機會及共融的觀念。

## School Programmes

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

## 「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」已是第十一年舉辦，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6,000名中小學生參與過這項計劃，而本年度亦有超過500名來自80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，學生對不同職業都有更深理解，擴闊視野。

## Career Challenge

Designed to highlight the importance of breaking down stereotypes, the EOC's annual youth mentorship programme, “Career Challenge”, is now in its 11th year. Since its launch in 2002, this programme has attracted over 6,000 secondary and primary school students. During the year, over 500 students from 80 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，學校可考慮安排學生參加「無定型新人類」，作為「其他學習經歷」。一如以往，有興趣擔任小主持的同學如獲選取，便可接受司儀訓練，在分享環節訪問嘉賓導師。2012/13年度的嘉賓導師包括：推廣多元共融觀念的插畫師高雁旋小姐、2012年倫敦奧運會銅牌得主(單車)李慧詩小姐、精神科註冊護士／葵涌醫院個案復康支援組個案經理梁兆基先生、「居留權大學」創辦人甘浩望神父及著名歌手黃耀明先生等。

嘉賓導師的分享環節被錄製成精華片段，並已上載至平機會網頁及YouTube頻道，讓公眾收看。此外，平機會繼續更新「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。

2012/13年度，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，並主動接觸社會上的少數群體。

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. As in the previous year, interested students got the chance to be trained as one of the programme hosts for interviewing the mentors during the sharing sessions. The mentors in 2012/13 included Miss Tina KO, Illustrator who promotes diversity concepts; Miss Sarah LEE, London 2012 Olympic Games Bronze Medallist (Cycling); Mr LEUNG Siu-kei, Registered Nurse (Psychiatric)/Case Manager (Personalised Care Programme, Kwai Chung Hospital); Father Franco MELLA, Founder of “Right of Abode University”; and Mr Anthony WONG, Popular Singer.

The mentors’ sharing sessions were produced as video highlights and have been uploaded to the EOC website and YouTube Channel for public viewing. In parallel with this programme, the EOC continued to maintain a Facebook Group for Career Challenge mentees so as to attract more young people to join the programme.

Over 100 participating students also joined the “Career Challenge Ambassador Scheme” in 2012/13, 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.





## 「獨特的我！」

「獨特的我！」是平機會自2010年12月起推出的英語青少年發展計劃，旨在提供一個平台，啟發青少年跨越障礙、打破定型。2012/13年度，平機會舉辦了不同類型的活動，如邀請嘉賓導師包括南華早報社論及專欄作者Mr Peter KAMMERER和香港電台第三台節目主持人及監製Miss Noreen MIR於分享會講解傳媒工作、就如何透過傳媒消除香港的歧視問題舉辦小組活動，以交流意見。另外，亦與明愛合辦公開論壇以誌慶「國際消除種族歧視日」，讓少數族裔青少年分享他們求學的经验。

2013年3月，平機會推出「獨特的我！」青少年攝影及標語創作比賽，希望透過互聯網及互動媒體的力量，提高青少年的平等機會意識，鼓勵他們欣賞每個人的獨特之處，攜手協力建設多元共融的社會。比賽結果將於2013年下半年公布。平機會亦為「獨特的我！」活動開立Facebook專頁，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，今年有超過43,700名學生觀看過這些表演。平均有百分之九十七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。



## 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, and to help them overcome barriers and break stereotypes. During the year 2012/13, the EOC organised a variety of activities for the Uniquely Me! programme, including a sharing session with guest mentors, namely Mr Peter KAMMERER, editorial and opinion writer of *South China Morning Post*, and Miss Noreen MIR, presenter and producer of Radio Television Hong Kong Radio 3. The sharing session focused on careers in the media industry, with a group activity to exchange ideas on using the media to fight discrimination in Hong Kong. In addition, a special roving session was arranged at the Open Forum for the International Day on the Elimination of Racial Discrimination co-organised by EOC and Caritas, with ethnic minority youths sharing their experience in pursuing higher education.

In March 2013, the "Uniquely Me! Youth Photo and Slogan Competition" was launched, with the aim of leveraging the power of the Internet and interactive media to raise concern for equal opportunities among young people, and to encourage youths to embrace individuality and work together towards the creation of an inclusive society with diversity. The competition's results are scheduled to be announced in the second half of 2013. 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 on equal opportunities and diversity issues at schools. The troupes performed for more than 43,700 students. On average, nearly 97% of the schools found the plays "good" or "very good", and felt that the performances were interesting, educational and meaningful.





## 僱主項目

### 平等機會之友會

平機會與各行各業的僱主和僱員密切合作，以確保他們已作好準備在機構內推行平等機會政策和管理措施。平機會於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措施，遵守反歧視法例。

2012/13年度有約300名來自超過180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：

- 「消除對愛滋病患僱員的歧視」分享會
- 「如何防止在工作間的性傾向歧視及年齡歧視」研討會

平機會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。另外，平機會每月亦以電郵寄出平機會電子通訊，將最新消息率先通知會員，藉此加強與會員的聯繫。

## 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.

About 300 human resources practitioners from over 180 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 2012/13. The topics for the seminars, devised with reference to the input and request made by Club members during the year, were:

- Sharing Forum on “Stop Discrimination against Employees with HIV/AIDS”
- Seminar on “How to Prevent Sexual Orientation Discrimination and Age Discrimination in the Workplace”

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 the EOC’s connection with the members and to keep them updated on the latest news, the EOC sends them e-News every month.



## 國際中小企博覽

平機會參與了每年一度由香港貿易發展局舉辦的第十二屆「國際中小企博覽」，藉此向中小企推廣「勞資雙贏：平等機會工作間」及「建立平等機會工作間：有賴勞資雙方」的訊息。平機會向參觀者派發了不同的宣傳刊物，包括各種單張、《平等機會通訊》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，有百分之九十五的受訪者對平機會的展覽作正面評價。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。

## World SME Expo

The EOC participated in the 12th 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 promoted the messages of “An equal opportunities workplace can help achieve a win-win employment relationship” and “An equal opportunities workplace relies on the contributions of employers and employees”. The EOC distributed promotional publications, including various leaflets, EOC Newsletters, and Code of Practice guidebooks to the Expo visitors. Positive feedback on the EOC booth was received from over 95% of the visitors to the booth who filled out evaluation questionnaires. Praises received included the welcoming attitude of the EOC staff, the presentation and messages of the 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、社區團體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。

自1997年以來，平機會每年均推行資助計劃。今年共收到89份申請，其中64項活動獲批准，資助總額達港幣1,600,000元。2012/13年度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

平機會繼續接觸少數族裔社群，舉辦不同主題的講座，探訪不同宗教中心和崇拜地方，和舉辦其他外展活動。透過能操印度語、印尼語、尼泊爾語、旁遮普語、泰語及巴基斯坦語的團隊，平機會本年度成功舉辦了37場為少數族裔而設的講座，吸引了5,388人出席；平機會並參與了42項社區活動，出席了24次聯繫聚會。此外，平機會接受了香港數碼廣播有限公司「數碼大同台」的9次訪問和進行了23次外展活動，並於本地不同少數族裔的媒體刊出29篇文章。



## 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.

The EOC has been offering this programme every year since 1997. This year, the Commission provided \$1,600,000 for 64 projects out of 89 applications. The complete list of organisations under the Community Participation Funding Programme 2012/13 can be found in Appendix 3.

### Outreach to the Ethnic Minority Groups

The EOC continued its outreach towards different ethnic minority communities during the year. The Commission organised talks on different subjects, visits to different religious centres and places of worship, and other outreach activities. With members of the team who are able to communicate in Hindi, Indonesian, Nepali, Punjabi, Thai and Urdu, the EOC was able to deliver 37 talks which were attended by 5,388 participants. The EOC also took part in 42 community events and attended 24 networking meetings, participated in 9 radio interviews on the “Digital We” channel of the Digital Broadcasting Corporation and conducted 23 outreach activities. Furthermore, the EOC published 29 articles in different ethnic minority groups’ media in Hong Kong.





## 「攜手建香港」公開論壇：響應國際消除種族歧視日

每年3月21日為「國際消除種族歧視日」，為響應這個日子，平機會與明愛青少年及社區服務於2013年3月17日在旺角行人專用區合辦公開論壇。是次活動主題是「攜手建香港」，活動旨在提高公眾對種族歧視問題的關注及讓少數族裔表達他們在港面對的各種問題。當天出席論壇的講者包括平機會主席林煥光議員，以及非政府組織和少數族裔的代表。除了論壇外，還有「獨特的我！」特備節目，由多位少數族裔青少年分享他們求學的經驗，也擺設了少數族裔手繪、拍照、少數族裔飾物和月曆展覽等攤位。活動大受歡迎，93%填寫問卷的參加者表示，活動能推廣平等機會訊息。

## “Building Hong Kong Together”: The Open Forum to Commemorate the International Day for the Elimination of Racial Discrimination

In commemoration of the International Day for the Elimination of Racial Discrimination, observed annually on 21 March, Caritas Youth and Community Service and the EOC co-organised an open forum on 17 March 2013 in the Mongkok Pedestrian Zone. With the theme “Building Hong Kong Together,” the event aimed to raise public awareness on racial discrimination and voice out the various problems encountered by ethnic minorities in Hong Kong. The open forum featured The Hon LAM Woon-kwong, the EOC Chairperson, in addition to a number of speakers from non-governmental organisations and various ethnic minority communities. The afternoon also included a special session of Uniquely Me! with ethnic minority youths, who shared their experience in pursuing higher education, and stalls with henna, photo-taking, as well as displays of fashion accessories and calendars of ethnic minorities. The event was well-received, with 93% of participants who filled in an evaluation form felt that this event could promote the messages of equal opportunities.



## 「全民通達」巡迴展覽

巡迴展覽旨在宣揚「全民通達」概念。由2012年3月至2013年3月，平機會在港鐵車站、商場和政府場地舉辦了共19場巡迴展覽。展覽透過立體展品顯示四類使用者群體（即：視障人士、聽障人士、輪椅使用者和長者）的觀點。平機會期望透過展覽，令公眾更為瞭解在日常生活採用通用設計的好處，並爭取市民支持改善無障礙設施。

## 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，消除社會對精神病人的負面標籤，減少公眾對他們的歧視。

## 講座

平機會於2012/13年度舉辦了550場講座及培訓班，並接待了36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相關的議題。

## 教育資源

### 網上資源中心

平機會網頁是一個多語言的網上資源中心，亦是重要的宣傳渠道。網頁上展示了最新資訊，讓瀏覽者對平等機會有更深認識。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都享有平等機會，能從平機會網頁取得最新資訊及有用意見。

## Roving Exhibitions on Accessibility and Universal Design

This initiative aimed to promote the EOC's vision of "access for all". From March 2012 to March 2013, a roving exhibition of 19 stops was held at MTR stations, shopping centres and government premises. This roving exhibition on accessibility featured 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 aimed to raise awareness on the benefits of Universal Design in everyone's daily life and solicit public support for improving access.

## Mental Health Month



In keeping with the EOC's past practices, the Commission 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 550 talks and training sessions throughout the year, and received 36 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.

## Educational Resources

### Online Resource Centre

The EOC website, a multi-lingual online resource centre, continues to drive the Commission's promotional activities. It delivers updated information and assistance to individuals who want to know more about equal opportunities. Whether for a student completing a school project, someone who had experienced discrimination or a person with visual impairment or other disability, the website provides a range of resources so that everyone can enjoy equal access to up-to-date information and advice.

為加強公眾教育以推廣平等機會，平機會在網頁上新增了平機會主席的專訪及分享、34集講解反歧視法例的電台節目和21項關於平等機會課題的電台訪問。另外，平機會主席定期在《南華早報》撰寫的專欄「On Second Thought」也上載到平機會網頁上供市民閱覽。

為了推廣香港的無障礙設施，平機會更增設了全新的「無障礙生活」網頁。此網頁旨在宣揚各個生活層面的無障礙資源，並鼓勵大眾就各種通道／設施障礙問題發表意見。

《種族歧視條例》自2009年7月全面實施以來，平機會已逐步製作名為「大同世界」的網頁，又將各種主要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、泰語及烏都語，並上載至平機會網站。

平機會的網頁提供一站式資訊，向外界展示委員會的工作，廣受歡迎。2012/13年度，平機會網站的每月平均點擊率達350萬人次，而每月訪客逾93,000人。

## 通訊

《平機會通訊》是中、英對照的刊物，內容包括最新投訴個案分析、專題故事、專訪及與平等機會相關的時事議題。每期通訊的發行量超過80,000份，供超過12,000位訂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。

## 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和新趨勢，藉此提高市民的認知，並提供消除歧視的資訊和協助。

To step up public education activities so as to advance equal opportunities, the EOC added to the website interviews and sharing sessions with the EOC Chairperson, 34 radio segments explaining how the anti-discrimination ordinances are applied, and 21 radio interviews on equal opportunities issues. Moreover, the EOC Chairperson's regular contributions to the column "On Second Thought" in the *South China Morning Post* are also available online on the website.

In order to promote accessibility in Hong Kong, a new webpage entitled "Barrier-free Life" was created. This 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 created a webpage entitled "A World of Colours". The Commission has also translated key information leaflets and guides into six ethnic minority languages, namely Indonesian, Hindi, Nepali, Tagalog, Thai and Urdu, and uploaded them to the EOC website.

The website offers a window to view all of the EOC's activities, and is becoming increasingly popular with the public. Its monthly hit rate reached an average of 3.5 million throughout the year, with over 93,000 visitors a month.

## Newsletters

The *EOC News*, the Commission's 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.

## New Publications

In creating new publications, the EOC's 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.

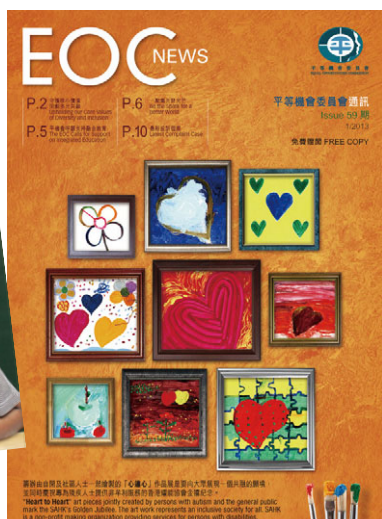


於2012/13年度平機會推出了以下新的教育資源：

The EOC developed the following new publications in 2012/13:

- 「平等機會工作間幫到你」單張
- 《中小型企業平等機會資料套》更新版
- 《平等機會委員會工作一覽2011/2012》
- 《平等機會委員會年報2011/2012》
- 《平等機會委員會簡介》(旁遮普文)
- 《性別定型及其對男性的影響》探索性研究報告
- 《平等機會委員會個案實錄》
- 「街坊小子」單張
- 《融合教育制度下殘疾學生的平等學習機會研究報告》
- 良好管理常規系列「種族作為真正的職業資格」和「何謂種族騷擾？」

- “An Equal Opportunities Workplace Can Help You” leaflet
- Revised SME Kit
- EOC Fact Sheet 2011/2012
- EOC Annual Report 2011/12
- “Introduction of the EOC” leaflet in Punjabi
- Exploratory Study on Gender Stereotyping and its Impacts on Male Gender
- Equal Opportunities Casebook
- “The Kids on the Block” leaflet
- Report on the Study on Equal Learning Opportunities for Students with Disabilities under the Integrated Education System
- Good Management Practice Series on “Race as a Genuine Occupational Qualification” and “What is Racial Harassment?”





拒絕沉默  
向性騷擾說不

Break the Silence  
Speak up against  
Sexual Harassment

平機會自2001年提供培訓及顧問服務以來，已舉辦了超過3,200節培訓課程，參加人數接近160,000人。

2012/13年度，平機會全年為不同界別，包括：政府部門、公營機構、商界、教育機構、非政府組織、少數族裔團體、工會及其他持份者團體提供了合共447節培訓課程，需求較前一年增加了12%，超過21,000人參加。

## 培訓課程及工作坊

### 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2013年3月31日為止，平機會已舉辦了273節有關《種族歧視條例》的培訓課程，參加者超過15,000人，分別來自少數族裔社群、非政府組織、政府部門、教育機構和公私營機構。

### 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2012/13年度，平機會為914位參加者開辦了38節定期培訓班。同時，我們又舉辦了373節「度身訂造」的培訓課程，參加人數超過19,300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。

Since the EOC began its training and consultancy services in 2001, over 3,200 training sessions have been conducted for nearly 160,000 participants.

The EOC provided a total of 447 training sessions in this fiscal year, representing a 12% increase in demand. Organisations trained included government departments, public bodies, business enterprises, educational institutions, non-governmental organisations (NGOs), ethnic minority groups, trade unions and other stakeholders. During the year, the training sessions attracted more than 21,000 participants.

## Training Programmes & Workshops

### Training on the Race Discrimination Ordinance

From the enactment of the Race Discrimination Ordinance on 17 July 2008 to 31 March 2013, the EOC conducted 273 training sessions specifically on this ordinance for over 15,000 participants representing ethnic minority communities, NGOs, government departments, public bodies, educational institutions 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 spring and autumn. In 2012/13, the EOC conducted 38 sessions for 914 participants under the calendar training programmes. Another 373 customised training sessions were conducted for over 19,300 participants in the year, of which the most popular topic was the anti-discrimination ordinances, followed by training on sexual harassment.





## 特別為少數族裔而設的培訓課程

除了常設課程外，平機會也舉辦了12節專為少數族裔而設的培訓課程。課程主題分別為性騷擾、在《殘疾歧視條例》下與病假和工傷有關的條文、申請平等機會社會參與資助計劃的程序以及平機會的投訴機制。以上的課程共有233人參與。

## 「無障礙通道及設施」培訓課程

平機會繼續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「無障礙通道及設施」培訓課程，讓他們更加認識到無障礙處所和平等機會對殘疾人士的重要性。另外，平機會舉辦了「無障礙設施與你」的定期培訓課程讓公眾人士參加。在2012/13年度，平機會合共舉辦了七節關於無障礙通道及設施的培訓課程，共吸引超過300人參加。

## Specific Workshops for Ethnic Minorities

In addition to general workshops, the EOC also organised 12 special workshops for the ethnic minority communities. The themes of the workshop were sexual harassment, the provisions relating to sick leave and work injury under the Disability Discrimination Ordinance, the procedure of applying for funding under the EOC's Community Participation Funding Programme and the EOC's complaint handling mechanism. These workshops were attended by 233 participants.

## Training on Accessibility

EOC continued to provide training on accessibility for Access Officers, as well as other frontline staff from government bureaux and departments, to raise their awareness on the importance of accessible premises and equal opportunities for persons with disabilities. Besides, the course on "Access for All" was offered regularly under the calendar training programme to reach out to members of the public from the private sector. In 2012/13, a total of seven courses were conducted with over 300 participants.



## 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一直是平機會的主要培訓對象。其中一些決策局和部門，例如：公務員事務局、香港海關、食物環境衛生署和香港警務處都已把平等機會培訓納入部門的入職導引課程中，也作為員工發展課程的一部份。平機會亦與公務員事務局屬下的公務員培訓處合作，為不同部門的公務員提供了12場工作坊，探討不同的平等機會議題，當中包括特別為在職及新入職員工提供的培訓。

總括來說，本年度平機會應個別政府部門及公營機構的邀請，共舉辦了109節培訓。

## Training for Different Stakeholders

### Government Departments

As the largest employer and service provider, the government has always been the EOC's major training customer. Some bureaux and departments, such as the Civil Service Bureau, Customs and Excise Department, Food and Environmental Hygiene Department and Hong Kong Police Force have made EO training a regular practice. They provide EO training for their new recruits or as part of their staff development programmes. Through the co-ordination of the Civil Service Training and Development Institute of the Civil Service Bureau, the EOC provided 12 workshops on different topics to civil servants across the service, some specifically for new recruits while others for existing staff members.

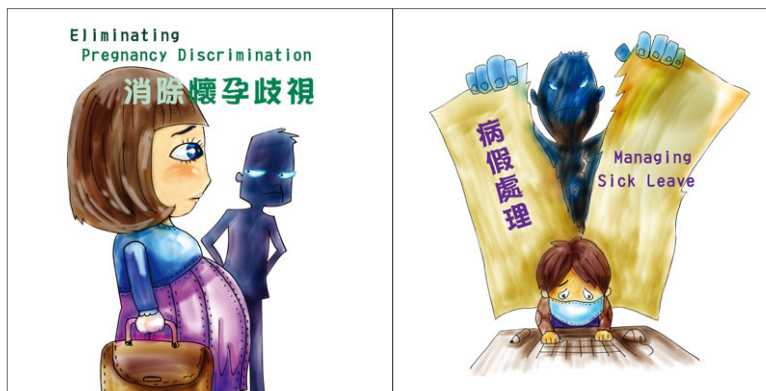
In sum, the EOC provided a total of 109 training sessions to government departments including public bodies upon request.

### 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，平機會繼續為人力資源從業員提供有關平等機會的課程。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。

### Training for Human Resources Practitioners

The EOC continued to provide training on equal opportunities to human resources practitioners upon the requests of the Hong Kong Institute of Human Resources Management (HKIHRM). The training course forms 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.



### 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，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601位新任校長提供有關平等機會的培訓課程。在2012/13年度，共有66位新任校長接受了平機會的培訓。

### 為非政府組織及工會提供培訓

非政府組織及工會是平機會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，這些機構可以協助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。平機會在2012/13年度為非政府組織及工會舉辦了共41場工作坊。

### Training for Newly Appointed Principals

Principals play a crucial role in ensuring equal opportunities in schools through their supervision of both staff management and education provision. The EOC has provided EO training to 601 newly appointed principals upon request of the Education Bureau since 2002. Sixty-six new principals participated in the training course in 2012/13.

### Training for NGOs and Trade Unions

NGOs and trade unions are important partners of the EOC 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 can help to ensure 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. In 2012/13, the EOC provided 41 workshops to various NGOs and trade unions.





## 網上培訓計劃

## 防止校園性騷擾網上課程

在2012/13年度，平機會繼續與13間本地大專院校合作，向學生及教職員推廣《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4,700位學生使用。

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超過900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。

## Online Training Programmes

## Online Programme to Prevent Sexual Harassment

In 2012/13, the EOC continued to work with 13 local tertiary institutions to promote the Commission's online training course on preventing sexual harassment on campus to students and staff of the institutions. As part of the promotion, the EOC distributed posters and plastic folders to target users. The EOC also awarded e-certificates and 4GB USB memory sticks to users who successfully completed the training module. Since its launch, over 4,700 students have 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 over 900 university students and staff members during the last school year. The workshops aimed at helping them gain a deeper understanding of sexual harassment and the concept of gender equality.

[illegible]

## Remove Stigma of Mental Illness

Love 愛

**Care**  
關懷

Health  
健康

## 嘉許與投訴

回顧本年度，平機會共收到38份書面嘉許及17宗與服務有關的口頭及書面投訴，並經調查後完成處理了15宗有關投訴。

大部分已完成處理的投訴，是有關員工態度不友善、平機會處理歧視投訴的程序、及由於欠缺實質理據或已超過處理歧視投訴的期限，平機會決定不進行調查。在這15宗與服務有關的投訴中，有九宗是透過申訴專員提出，其中一宗發現只有部分屬實。針對這宗個案，平機會依從申訴專員的建議，再次向投訴人作出解釋，以確保她明白不處理她的投訴之理由。

公眾給予平機會的建設性批評，乃有力的鞭策，提示平機會要不斷改進，精益求精。與此同時，持份者在不同範疇的讚許，是平機會工作上的強心針，鼓勵平機會繼續努力不懈去履行其使命。

## Compliments and Complaints

During the period under review, the EOC received 38 written compliments and 17 service complaints from members of the public, which were made verbally or in writing. The Commission concluded investigations into 15 of these service complaints.

Most of the 15 concluded service complaints related to unfriendly staff attitudes, the discrimination complaint handling procedures and the EOC's decisions not to conduct investigations due to the cases lacking in substance or exceeding the time bar for handling discrimination complaints. Of these 15 service complaints, nine were lodged through the Ombudsman, with one found to be partially substantiated. In this case, as advised by the Ombudsman, the EOC provided a further explanation to the complainant on the rationale for not handling her complaint.

The constructive criticisms spur the EOC to constantly improve and work towards the fulfilment of the Commission's vision. At the same time, compliments received from the stakeholders on different areas of work give the EOC a boost, and encourage the Commission to use its best efforts in striving to achieve its mission.







## 持份者的心聲 Stakeholders' Feedback

感激你的協助，個案才得以成功和解並圓滿解決。我已放下這個心頭大石，專心一致地照顧我的兒女，現在每天都過得很有意義及非常愉快。

*I am grateful for your effort in resolving the case successfully and satisfactorily. I am relieved and have been devoting myself to caring for my children. Life is now meaningful and joyful.*

我覺得平機會的社區巡迴活動無懈可擊，兩位嘉賓的分享有助不同少數族裔社群彼此認識對方的文化。

*I think the EOC Roadshow was perfect. The sharing by the two guests was very helpful to build up an intercultural understanding among members of the ethnic minority communities.*

同學們全情投入聆聽你的講解，他們對香港處理歧視問題的機制加深了認識。你充滿熱誠的演講使他們獲益良多。

*The students thoroughly enjoyed your presentation. They were impressed by the mechanism for addressing discrimination issues here in Hong Kong. Your delivery was so engaging that students have greatly benefited from it.*

*Thanks a lot for your very informative and useful talk, with interesting case illustrations. Many staff members liked the talk.*

感謝你的演講，內容豐富又實用，當中輔以生動有趣的個案例子，我們很多職員都十分喜歡。

*The EOC Equal Opportunities Casebook is well written and has a good compilation of actual case studies. This casebook will serve as an excellent resource and promotional aid to promote equal opportunities in Hong Kong.*

平機會個案實錄匯編了不同的實例分析，極有閱讀價值。在香港推廣平等機會時，這個案實錄可作為極好的資源和推廣教材。

平機會及時處理投訴，居中調停，令我感激不已。非常感謝。

*I am very indebted to you and the EOC's timely action as a mediator to settle the complaint. Thank you very much.*

## 平機會獲選為「同心展關懷」機構

平機會自2011/12年度起獲香港社會服務聯會選為「同心展關懷」機構，以表揚平機會在關懷社會、僱員和環境三方面的承擔。「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。對於是次獲獎，平機會深感榮幸，並將繼續透過實踐良好企業公民責任，進一步發揚平機會的使命和價值觀。

## 企業社會責任

### 員工義工活動

平機會支持及鼓勵員工積極參與義工服務。2012/13年度，平機會的義工隊表現傑出，義工聯同他們的親友於2012年服務社會接近1,200小時，時數較2011年增加一倍，並憑此獲社會福利署頒發金獎嘉許狀。此外，有五位義工整年服務時間分別超過200小時、100小時及50小時，因而分別獲頒金、銀及銅嘉許狀。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2012」，活動吸引超過1,500名人士參加。另外，平機會義工亦協助嚴重智障學生暢遊主題公園和帶他們外出；以及參與其他非政府組織舉辦的籌款或賣旗活動。

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」。

## The EOC Named a Caring Organisation

The EOC has been named a Caring Organisation since 2011/12 by the Hong Kong Council of Social Service for its commitment to caring for the community, employees and the environment. 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 for its effort in these aspects, and will further its mission and values through good corporate citizenship.

## Corporate Social Responsibility

### Staff Volunteer Programme

The EOC supports and encourages staff's involvement in voluntary services. The EOC volunteers had an outstanding year in 2012/13. Joined by their families and friends, the volunteers performed nearly 1,200 hours of service to the community in 2012, almost double that of the previous year. As a result, the EOC was awarded a Gold Award for Volunteer Service by the Social Welfare Department. In addition, five volunteers were individually awarded Gold, Silver and Bronze Certificates for having done over 200, 100 and 50 hours of community service respectively during the whole calendar year. The EOC's volunteering activities included organising and participating in the Stargaze Camp, which attracted more than 1,500 participants from Hong Kong, Guangzhou and Macau; taking students with severe mental disabilities to a theme park and a number of other outings; and participating in fundraising and flag-selling activities of non-governmental organisations.

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





## 籌款活動

2012/13年度，平機會職員以義工身份參加了九項籌款活動，包括為不同的非政府組織賣旗、耆樂餅義賣、公益金的「便服日」和「折」食日、樂施米義賣大行動以及「世界視覺日」的籌款活動。



## Fundraising Activities

In 2012/13, the EOC staff members, acting as volunteers, participated in nine fundraising events, including flag-selling for various NGOs, selling cookies, Dress Casual Day, Oxfam rice sale and World Sight Day.



## 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。平機會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。除了已採取的措施（如選用再造紙及回收廢紙）外，亦於2012年5月推出了「電子工作表現管理系統」，以提升效率和減少使用紙張。

平機會亦參加了「2012香港環保卓越計劃」界別卓越獎選舉，並獲頒嘉許狀，以表揚平機會持續推行各項環保措施。平機會將繼續推行其他環保措施，為建造綠色世界出一分力。

## Environmental Protection Measures

The EOC strives to maintain and incorporate environmentally-friendly practices in its operations. The Commission has implemented a number of measures to reduce waste and promote recycling. Apart from the continued use of environmentally-friendly paper and recycling of waste paper, the EOC also launched the electronic Performance Management System in May 2012 with the hope of improving efficiency and reducing the use of paper.

The EOC participated in the Sectoral Awards of the 2012 Hong Kong Awards for Environmental Excellence and was granted a *Certificate of Appreciation* for its continued pursuit of environmental initiatives. The EOC will continue to pursue other environmentally-friendly measures to ensure that the Commission is doing a part towards a greener world.

## 員工發展及留才政策

員工是平機會最寶貴的資產。為挽留人才，平機會已落實推行各項良好常規，包括實行具高透明度的管理、管理層與員工之間衷誠溝通、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。

## Staff Development and Staff Retention

Staff is the greatest asset of the EOC. To retain staff, the EOC has implemented a number of measures, including practising transparent management; establishing open communication between management and staff; holding regular staff consultative meetings; providing continuing education and training; and instituting an Employee Assistance Programme.



在員工發展方面，平機會獲僱員再培訓局舉辦的「ERB人才企業嘉許計劃」嘉許為「人才企業」(2013-15)。此獎項表揚平機會在人才培訓及發展方面的成就和致力推廣重視人才培訓的機構文化。是次計劃設有五大評審範疇，包括：「倡導學習文化」、「資源規劃」、「培訓及發展系統」、「績效管理」及「人力發展層面的企業社會責任」。這是平機會全體委員和員工共同努力的成果，令平機會被確認為其中一間人才企業。

### 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全體同事。各部門亦會定期舉行會議，以確保同事間保持良好的溝通。

在這年度，平機會舉辦了員工旅行及其他非正式的聚會，促進員工在日常工作以外的溝通。

On the development front, the EOC was accredited as one of the “ERB Manpower Developers” (2013-15) by the Employees Retraining Board’s Manpower Developer Award Scheme, in recognition of the Commission’s achievements in promoting and cultivating a corporate culture focusing on manpower training and development. The EOC, as well as other participating organisations, were assessed on five different aspects of operations, namely “Leading a Learning Culture”, “Resources Planning”, “Training and Development System”, “Performance Management”, and “Corporate Social Responsibility in Manpower Development”. It is the united effort of EOC Members and colleagues that enabled the EOC to be recognised as one of the manpower developers.

### Management with Transparency

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

During the year, staff members had the opportunity to participate in an outing and other informal gatherings, which helped enhance their communication outside daily work routines.



## 員工諮詢組

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，提供了定期、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，致力推動員工的合作精神，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及各項工作程序的認識。諮詢組的會議紀錄上載於內聯網，方便員工閱覽。

## 內聯網

內聯網是平機會員工的一個重要溝通平台，當中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。除了參考資料，內聯網還備有常用表格，方便員工下載使用。

## Staff Consultative Group (SCG)

The SCG, which comprises a management representative appointed by the Chairperson, and staff representatives elected by the staff, provides a recognised and direct channel of communication and consultation on issues that affect the interests of EOC staff. The Group also serves to promote a spirit of co-operation in securing and improving the EOC's efficiency in delivering services to clients, and enables employees to have a better understanding of the EOC's policies and procedures. SCG meetings are held regularly and notes of meetings are posted on the EOC Intranet for the perusal of all staff members.

## Intranet

The Intranet is a key communication platform for EOC staff, which offers information and updates from various divisions/units of the EOC. Some examples include the EOC Activities Calendar, which lists the major functions and activities held and attended by the EOC, such as committee meetings, EOC-funded activities, the in-house training schedule, and visitors to the EOC. In addition to reference materials, it also provides staff with easy access to download commonly used or administrative forms.



## 員工培訓

為了讓員工自我增值和促進他們的就業發展，平機會於每位員工受聘期間均提供持續教育和培訓的機會，包括為新入職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。

在這年度，平機會亦舉辦了不同主題的講座，邀請客席講者分享各項能豐富員工知識的議題；同時也安排管治委員會的委員跟員工分享他們在不同界別的專業和知識。

平機會為不同工作崗位及職級的員工提供特別的技能培訓，當中包括為高層管理人員提供分別由公務員培訓處和香港科技大學舉辦的領導才能培訓／管理發展課程。此外，平機會也提供其他軟技巧培訓活動，涵蓋課題例如有效溝通和時間管理。

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。



## Staff Training

To empower staff members and facilitate their career development, continuing education and training are provided throughout their employment in the EOC, from an orientation programme for the new hires to various in-house or external training and development programmes during the course of employment.

During the year, 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. Staff engagement seminars were also arranged with EOC Board Members as speakers.

Skill-specific training is arranged for staff of different functions and levels. For example, the EOC arranged for senior managers to attend leadership development programmes organised by the Civil Service Training and Development Institute and The Hong Kong University of Science and Technology. There were also other soft-skill training activities covering topics such as effective communication and time management.

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



## 員工支援計劃

平機會十分重視員工的身心健康。在2012/13年度，平機會繼續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及各種資源和資訊。同年又舉辦了三次身心健康講座，探討健康、育兒及工作等問題。

## Employee Assistance Programme

The EOC attaches great importance to the physical and mental well-being of staff members. In 2012/13, the EOC continued to engage an external consultant to provide an Employee Assistance Programme for staff. The programme aims to help staff 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. Three wellness seminars were held during the year on various topics covering health, parenting and work.



# 彈性工作間・生活取平衡

Support Work-life Balance

Foster Workplace Flexibility



## 平等機會委員會 截至二零一三年 三月三十一日止 財政年度的財務報表

### 獨立核數師報告 致平等機會委員會管治委員會 成員

(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95至第120頁平等機會委員會(「委員會」)的財務報表，此財務報表包括於二零一三年三月三十一日的資產負債表，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量表以及主要會計政策概要及其他附註解釋資料。

### 委員會就財務報表須承擔的責任

委員會須負責根據香港會計師公會頒佈的《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計對該等財務報表作出意見。我們是按照雙方同意的受聘條款，僅向委員會報告。除此之外，我們的報告不可用作其他用途。我們概不就本報告的內容，對任何其他人士負責或承擔法律責任。

我們已根據香港會計師公會頒佈的《香港審計準則》進行審計。該等準則要求我們遵守道德規範，並規劃及執行審計，以合理確定財務報表是否不存在任何重大錯誤陳述。

## Equal Opportunities Commission Financial Statements for the year ended 31 March 2013

### 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 95 to 120, which comprise the statement of assets and liabilities as at 31 March 2013, 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.

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.

審計涉及執程序以獲取有關財務報表所載金額及披露資料的審計憑證。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在重大錯誤陳述的風險。在評估該等風險時，核數師考慮與該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，但目的並非為對機構內部控制的有效性發表意見。審計亦包括評價委員會所採用會計政策的合適性及作出會計估計的合理性，以及評價財務報表的整體列報方式。

我們相信，我們所獲得的審計憑證能充足和適當地為我們的審計意見提供基礎。

## 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二零一三年三月三十一日的事務狀況及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  
二零一三年八月三十日

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 the Commission's affairs as at 31 March 2013 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  
30 August 2013



收支結算表  
截至二零一三年  
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 2013

(Expressed in Hong Kong dollars)

		附註 Note	2013	2012
<b>收入</b>	<b>Income</b>			
政府補助	Government subventions	3	95,436,630	88,017,132
法律訴訟費用的補償	Reimbursement of costs from legal litigation		1,490	–
其他收入	Other income		2,206,242	1,879,144
			<b>97,644,362</b>	<b>89,896,276</b>
<b>支出</b>	<b>Expenditure</b>			
職員薪酬	Staff salaries		49,531,051	46,133,874
職員約滿酬金、其他福利及津貼	Staff gratuity, other benefits and allowances		17,481,997	16,616,864
強積金供款	Mandatory provident fund contributions		1,121,488	958,232
未使用年假的準備之增長	Increase in provision for unutilised annual leave		255,123	37,686
法律費用	Legal fees		911,931	1,767,156
宣傳及公眾教育支出	Publicity and public education expenses		10,822,355	7,674,199
研究計劃及教材資料套	Research projects and training modules		976,940	504,134
涉及辦公室物業的營運租賃租金	Operating lease rentals in respect of office premises		12,112,862	10,302,713
折舊	Depreciation	4	720,673	1,658,631
職員本地及外訪、會議及培訓	Staff local and overseas visits, conferences and training		555,090	201,973
核數師酬金	Auditor's remuneration		87,950	83,910
其他經營費用	Other operating expenses		2,698,848	2,614,555
			<b>97,276,308</b>	<b>88,553,927</b>
<b>財政年度盈餘</b>	<b>Surplus for the year</b>	10	<b>368,054</b>	<b>1,342,349</b>

第100至120頁之附註為本財務報表的一部分。

The notes on pages 100 to 120 form part of these financial statements.

## 全面收益表 截至二零一三年 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」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」相同。

## Statement of comprehensive income for the year ended 31 March 2013

(Expressed in Hong Kong dollars)

The Commission had no components of comprehensive income other than “surplus 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 for the year” in both periods.

第100至120頁之附註為本財務報表的一部分。

The notes on pages 100 to 120 form part of these financial statements.

# 資產負債表 於二零一三年 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 2013

(Expressed in Hong Kong dollars)

		附註 Note	2013	2012
<b>資產</b>	<b>ASSETS</b>			
<b>非流動資產</b>	<b>Non-current asset</b>			
物業、機器及設備	Property, plant and equipment	4	1,347,560	1,833,867
<b>流動資產</b>	<b>Current assets</b>			
應收政府的未使用年假補助	Unutilised annual leave subventions receivable from the Government		2,804,800	2,549,677
其他應收帳款、按金及預付款項	Other receivables, deposits and prepayments	5	5,373,041	4,538,439
存款期超過3個月的銀行存款	Bank deposits with original maturity over three months		21,000,000	23,301,664
現金及現金等價物	Cash and cash equivalents	6	21,626,623	18,144,781
			50,804,464	48,534,561
<b>總資產</b>	<b>Total assets</b>		52,152,024	50,368,428
<b>負債</b>	<b>LIABILITIES</b>			
<b>非流動負債</b>	<b>Non-current liabilities</b>			
職員約滿酬金的準備	Provision for staff gratuity	7	7,879,168	3,572,114
預收政府補助	Government subventions received in advance	3	3,444,242	—
			11,323,410	3,572,114
<b>流動負債</b>	<b>Current liabilities</b>			
職員約滿酬金的準備	Provision for staff gratuity	7	2,391,539	4,376,509
未使用年假的準備	Provision for unutilised annual leave		2,804,800	2,549,677
預收政府補助	Government subventions received in advance	3	7,603,221	12,885,970
其他應付帳項及應計費用	Other payables and accruals	8	5,263,791	4,586,949
			18,063,351	24,399,105
<b>總負債</b>	<b>Total liabilities</b>		29,386,761	27,971,219
<b>基金</b>	<b>FUNDS</b>			
儲備	Reserves	10	22,765,263	22,397,209
<b>總基金</b>	<b>Total funds</b>		22,765,263	22,397,209
<b>總基金及負債</b>	<b>Total funds and liabilities</b>		52,152,024	50,368,428

於2013年8月30日批准並授權公布本財務報表。

Approved and authorised for issue on 30 August 2013 by

周一嶽醫生  
Dr York Chow Yat-ngok  
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

Convenor of the Administration and Finance Committee

鄧伊珊小姐  
Miss Kerrie TENG  
會計師

Accountant

第100至120頁之附註為本財務報表的一部分。

The notes on pages 100 to 120 form part of these financial statements.



## 資金變動表 截至二零一三年 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 2013

(Expressed in Hong Kong dollars)

		收支結算表 Statement of income and expenditure	儲備 Reserves (附註10) (note 10)	總數 Total
於2011年4月1日之結餘	Balance 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日及 2012年4月1日之結餘	Balance at 31 March 2012 and 1 April 2012	–	22,397,209	22,397,209
2012/2013年度資金變動：	Changes in funds for 2012/2013:			
財政年度盈餘及 全面收入總額	Surplus and total comprehensive income for the year	368,054	–	368,054
轉撥	Transfer	(368,054)	368,054	–
於2013年3月31日之結餘	Balance at 31 March 2013	–	22,765,263	22,765,263

第100至120頁之附註為本財務報表的一部分。

The notes on pages 100 to 120 form part of these financial statements.

現金流量表  
截至二零一三年  
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 2013

(Expressed in Hong Kong dollars)

	附註 Note	2013	2012
<b>營運活動</b>	<b>Operating activities</b>		
財政年度盈餘	Surplus for the year	368,054	1,342,349
調整：	Adjustments for:		
折舊	Depreciation	720,673	1,658,631
利息收入	Interest income	(563,072)	(463,708)
<b>營運資金變動前經營盈餘</b>	<b>Operating surplus before changes in working capital</b>	<b>525,655</b>	<b>2,537,272</b>
應收政府的未使用年假補助之增加	Increase in unutilised annual leave subventions receivable from the Government	(255,123)	(37,686)
其他應收帳款、按金及預付款項之增加	Increase in other receivables, deposits and prepayments	(880,693)	(287,938)
其他應付帳項及應計費用之增加	Increase in other payables and accruals	850,702	415,700
職員約滿酬金的準備之增加／(減少)	Increase/(decrease) in provision for staff gratuity	2,322,084	(5,547,188)
未使用年假的準備之增加	Increase in provision for unutilised annual leave	255,123	37,686
預收政府補助之(減少)／增加	(Decrease)/increase in Government subventions received in advance	(1,838,507)	229,554
<b>營運所得／(耗用)的現金淨額</b>	<b>Net cash generated from/(used in) operating activities</b>	<b>979,241</b>	<b>(2,652,600)</b>
<b>投資活動</b>	<b>Investing activities</b>		
已收利息	Interest received	609,163	422,519
存放存款期超過3個月的銀行存款	Placement of bank deposits with original maturity over three months	(21,000,000)	(23,301,664)
支用存款期超過3個月的銀行存款	Release of bank deposits with original maturity over three months	23,301,664	23,074,871
購置物業、機器及設備	Payment for the purchase of property, plant and equipment	(408,226)	(153,693)
<b>投資活動所產生之現金淨額</b>	<b>Net cash generated from investing activities</b>	<b>2,502,601</b>	<b>42,033</b>
<b>現金及現金等價物之增加／(減少)</b>	<b>Increase/(decrease) in cash and cash equivalents</b>	<b>3,481,842</b>	<b>(2,610,567)</b>
<b>年初之現金及現金等價物</b>	<b>Cash and cash equivalents at beginning of the year</b>	<b>18,144,781</b>	<b>20,755,348</b>
<b>年末之現金及現金等價物</b>	<b>Cash and cash equivalents at end of the year</b>	<b>21,626,623</b>	<b>18,144,781</b>

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第100至120頁之附註為本財務報表的一部分。

The notes on pages 100 to 120 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佈所有適用的《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)，以及香港公認會計原則而編製。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》。然而，該等最新發展概不對委員會財務報表相關，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16)。

## 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 several amendments to HKFRSs that are first effective for the current accounting period of the Commission. However, none of these developments are relevant to the Commission's financial statements and the Commission has not applied any new standard or interpretation that is not yet effective for the current accounting period (see note 16).



## 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。

## 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.

## 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)

#### (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。

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。

委員會在每個匯報期間終結時審閱物業、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在收支結算表內確認。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

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

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 and 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 the end of each reporting period. An impairment loss is recognised in the statement of income and expenditure if the carrying amount of an asset, or the cash-generating unit to which it belongs, exceed 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 the time value of money and the risks specific to the assets. An impairment loss is reversed if there has been a favourable change in the estimates used to determine the recoverable amount.

## 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。

呆壞帳的減值虧損於有客觀因素導致有減值證據時確認，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。客觀的減值證據包括委員會注意到影響資產的預計未來現金流量的事件，如債務人出現重大財務困難的可觀察數據。

## 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.

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. Objective evidence of impairment includes observable data that come to the attention of the Commission about events that have an impact on the asset's estimated future cash flows such as significant financial difficulty of the debtor.



## 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)

#### (e) 其他應收帳款(續)

可收回性被視為可疑，但並非完全沒有可能的應收帳項，委員會採用準備帳來記錄減值虧損。當委員會認為收回的可能性極低時，被視為不可收回的金額便會直接沖銷應收帳款，與該債務有關而在準備帳內記錄的相關數額也會轉回。其後收回早前計入準備帳的數額及其後收回早前直接沖銷的數額會在收支結算表內確認。

#### (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、分娩假及侍產假於放假時才確認。

### Significant accounting policies (continued)

#### (e) Other receivables (continued)

Impairment losses for other receivables whose recovery is considered doubtful but not remote are recorded using an allowance account. When the Commission is satisfied that recovery is remote, the amount considered irrecoverable is written off against the receivable directly and any amounts held in the allowance account relating to that debt are reversed. Subsequent recoveries of amounts previously charged to the allowance account and subsequent recoveries of amounts previously written off directly are recognised in the statement of income and expenditure.

#### (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, maternity leave and paternity leave are not recognised until the time of leave.

## 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。

## 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.

## 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)

#### (j) 收入的確認

收入按已收取或應收的報酬的公允價值計算。倘若有經濟效益的資源可能流入至委員會，而收入及支出(如適用)能夠作可靠的計算時，有關收入將在收支結算表內確認為：

##### (i) 政府補助

如能合理確定政府補助將收到、且委員會將遵照附帶條件時，於收支結算表內初始確認政府補助。補償委員會開支的政府補助，會在開支產生同期有系統的在收支結算表內確認為收入。

##### (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

Income is measured at the fair value of the consideration received or receivable. Provided it is probable that the economic benefits will flow to the Commission and the income and expenditure, if applicable, can be measured reliably, income is recognised in the statement of income and expenditure as follows:

##### (i) Government subventions

Government subventions are recognised initially when there is reasonable assurance that they will be received and that the Commission will comply with the conditions attaching to them. Government subventions that compensate the Commission for expenses incurred are recognised as income in the statement of income and expenditure on a systematic basis in the same periods in which the expenses are incurred.

##### (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 accruals basis.



## 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) 是委員會或委員會之母公司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。
  - (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。

## 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.
  - (iv) One entity is a joint venture of a third entity and the other entity is an associate of the third 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)

### 2 主要會計政策(續)

#### (k) 關聯人士(續)

##### (b) (續)

- (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(k)(a)項中所辨別的個人所控制或共同控制。
- (vii) 在(k)(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)

- (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 (k)(a).
- (vii) A person identified in (k)(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.

### 3 政府補助及預收政府補助

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。

財政年度獲批的政府補助與在收支結算表內確認的政府補助對帳表：

### Government subventions and 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 for the year and Government subventions recognised in the statement of income and expenditure:

		2013	2012
財政年度獲批的政府補助	Government subventions granted for the year	<b>93,343,000</b>	88,209,000
調整：	Adjustments for:		
未使用年假之增加	Increase in provision for unutilised annual leave	<b>255,123</b>	37,686
預收政府補助之減少／(增加)	Decrease/(increase) in Government subventions received in advance	<b>1,838,507</b>	(229,554)
在收支結算表內確認的政府補助	Government subventions recognised in the statement of income and expenditure	<b>95,436,630</b>	88,017,132



## 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)

### 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
<b>成本：</b>	<b>Cost:</b>						
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
於2012年4月1日	At 1 April 2012	8,684,439	4,501,689	819,601	5,528,457	481,043	20,015,229
增置	Additions	224,140	73,286	–	110,800	–	408,226
有關修復成本的調整	Adjustment in relation to reinstatement costs	(173,860)	–	–	–	–	(173,860)
減少	Disposals	–	(12,417)	–	–	–	(12,417)
於2013年3月31日	At 31 March 2013	8,734,719	4,562,558	819,601	5,639,257	481,043	20,237,178
<b>累積折舊：</b>	<b>Accumulated depreciation:</b>						
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
於2012年4月1日	At 1 April 2012	7,138,315	4,452,415	673,269	5,442,944	474,419	18,181,362
年度折舊	Charge for the year	551,919	37,179	79,817	49,771	1,987	720,673
減少時撥回	Written back on disposals	–	(12,417)	–	–	–	(12,417)
於2013年3月31日	At 31 March 2013	7,690,234	4,477,177	753,086	5,492,715	476,406	18,889,618
<b>帳面淨值：</b>	<b>Net book value:</b>						
於2013年3月31日	At 31 March 2013	1,044,485	85,381	66,515	146,542	4,637	1,347,560
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

## 5 其他應收帳款、按金及預付款項

## Other receivables, deposits and prepayments

		2013	2012
按金及預付款項	Deposits and prepayments	5,201,289	4,329,555
其他應收帳款	Other receivables	939,429	976,561
減：呆帳準備	Less: Allowance for doubtful debts	(767,677)	(767,677)
		171,752	208,884
		5,373,041	4,538,439

除按金2,846,976元(2012年：2,846,976元)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或確認為支出。

All of the other receivables, deposits and prepayments are expected to be recovered or recognised as expense within one year except for deposits of \$2,846,976 (2012: \$2,846,976) which are expected to be recovered after more than one year.

### (a) 帳齡分析

未被視為個別或整體減值的其他應收帳款的帳齡分析如下：

### (a) Ageing analysis

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

		2013	2012
未逾期或減值	Neither past due nor impaired	171,752	208,884

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。

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

## 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 其他應收帳款、按金及預付款項(續)

#### (b) 其他應收帳項減值

委員會採用準備帳來記錄其他應收帳項的減值虧損，但在委員會認為收回的可能性極低時，則會將減值虧損的數額直接沖銷其他應收帳項(附註2(e))。

於2013年3月31日，委員會已個別釐定為減值的其他應收帳項為767,677元(2012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，委員會已於過往數年確認呆帳特定準備金額767,677元。年內呆帳準備沒有變動。

### Other receivables, deposits and prepayments (continued)

#### (b) Impairment of other receivables

Impairment losses in respect of other receivables are recorded using allowance account unless the Commission is satisfied that recovery of that amount is remote, in which case the impairment loss is written off against other receivables directly (see note 2(e)).

At 31 March 2013, the Commission's other receivables of \$767,677 (2012: \$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 in previous years. There were no movements in the allowance for doubtful debts during the year.

### 6 現金及現金等價物

### Cash and cash equivalents

		2013	2012
銀行結存及現金	Bank balances and cash	2,586,507	3,862,560
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	19,040,116	14,282,221
現金及現金等價物	Cash and cash equivalents	21,626,623	18,144,781

#### 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元修復成本的撥備並記錄為增置固定資產。

#### Major non-cash transaction

The Commission made a provision for reinstatement costs of \$1,448,826 which was recorded as fixed asset additions during the year ended 31 March 2012.



## 7 職員約滿酬金的準備

## Provision for staff gratuity

		2013	2012
於2012/2011年4月1日	At 1 April 2012/2011	7,948,623	13,495,811
撥出準備	Provisions made	9,413,867	8,658,856
取消	Forfeitures	(238,423)	(214,175)
財政年度已支付之金額	Amounts paid during the year	(6,853,360)	(13,991,869)
於3月31日	At 31 March	10,270,707	7,948,623
減：流動部份	Less: Current portion	(2,391,539)	(4,376,509)
非流動部份	Non-current portion	7,879,168	3,572,114

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.

## 8 其他應付帳項及應計費用

## Other payables and accruals

		2013	2012
其他應付帳項	Other payables	2,965,287	2,162,329
應計費用	Accrued expenses	2,213,701	2,344,949
預收款項	Receipts in advance	84,803	79,671
		5,263,791	4,586,949

## 9 法律費用的準備

## Provision for legal fees

		2013	2012
於2012/2011年4月1日	At 1 April 2012/2011	–	–
撥出準備	Provisions made	911,931	1,767,156
財政年度已支付之金額	Amounts paid during the year	(911,931)	(1,767,156)
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)

### 10 儲備

### Reserves

		2013	2012
於2012/2011年4月1日	At 1 April 2012/2011	22,397,209	21,054,860
由收支結算表轉入	Transfer from statement of income and expenditure	368,054	1,342,349
於3月31日	At 31 March	22,765,263	22,397,209

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，和減去應計的修復成本（「儲備上限」）。儲備可作一般用途，委員會有權自行運用上限內的儲備，超出的金額需歸還政府，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 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 reserve ceiling"). The reserves are available for general use and can be spent at the discretion of the Commission within the reserve ceiling, exceeding which 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.

### 11 主要管理層報酬

### Key management compensation

		2013	2012
職員福利	Employee benefits	11,974,094	11,715,662
聘用期結束後福利	Post-employment benefits	2,166,893	2,125,931
		14,140,987	13,841,593

### 12 所得稅支出

### Taxation

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。

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).

## 13 承擔

### (a) 資本性承擔

物業、機器及設備未在財務報表內提撥準備於2013年3月31日的資本性承擔如下：

		2013	2012
已簽約	Contracted for	88,184	109,910
已核准但未簽約	Authorised but not contracted for	300,000	–
		<b>388,184</b>	<b>109,910</b>

### (b) 營運租賃承擔

於2013年3月31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：

		2013	2012
於1年內繳付	Within 1 year	9,736,272	9,736,272
在1年至5年內繳付	After 1 year but within 5 years	6,883,440	16,619,712
		<b>16,619,712</b>	<b>26,355,984</b>

## Commitments

### (a) Capital commitments

Capital commitments outstanding at 31 March 2013 in respect of property, plant and equipment not provided for in the financial statements were as follows:

### (b) Operating lease commitments

At 31 March 2013, the total future aggregate minimum lease payments under non-cancellable operating leases in respect of office premises are payable as follows:



## 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)

### 14 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。

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銀行存款、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。

### 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.

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 bank deposits and 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 statement of assets and liabilities. The Commission does not provide any guarantees which would expose the Commission to credit risk.

## 14 財務風險管理及公允價值 (續)

### (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。

下表詳述委員會金融負債在財政年度結算日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

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.

The following table details the remaining contractual maturities at the financial year end 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:

		2013 未貼現合約現金流 Contractual undiscounted cash outflow			總計 Total	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		
職員約滿酬金的準備	Provision for staff gratuity	2,391,539	6,620,595	1,258,573	10,270,707	10,270,707
未使用年假的準備	Provision for unutilised annual leave	2,804,800	-	-	2,804,800	2,804,800
預收政府補助	Government subventions received in advance	7,603,221	3,444,242	-	11,047,463	11,047,463
其他應付帳項及應計費用	Other payables and accruals	5,263,791	-	-	5,263,791	5,263,791
		18,063,351	10,064,837	1,258,573	29,386,761	29,386,761

## 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)

### 14 財務風險管理及公允價值 (續)

#### (b) 資金周轉風險(續)

		2012 未貼現合約現金流 Contractual undiscounted cash outflow			總計 Total	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		
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

#### (c) 利率風險

##### 敏感度分析

估計假若利率整體上升／下調100(2012年：100)個基點，而其他變數均維持不變，不預期對委員會的盈餘及儲備於2013年3月31日有重大影響。

上述敏感度分析乃假設利率的變動於財政年度結算日當日出現並已用於計算該日引致委員會承受利率風險的金融工具。100點子的增加或減少幅度，是管理層評估直至下一個年度的財政年度結算日當日期間有可能出現的合理性利率變動。2012年的分析亦是根據上述基準進行。

#### (c) Interest rate risk

##### Sensitivity analysis

At 31 March 2013, it is estimated that a general increase/decrease of 100 (2012: 100) basis points in interest rates, with all other variables held constant, the impact on the Commission's surplus and reserves is not expected to be material.

The sensitivity analysis above has been determined assuming that the change in interest rates had occurred at the financial year end date and had been applied to the financial instruments which expose the Commission to interest rate risk at that date. The 100 basis points increase or decrease represents management's assessment of a reasonably possible change in interest rates over the period until the next annual financial year end date. The analysis is performed on the same basis for 2012.



## 14 財務風險管理及公允價值 (續)

### (d) 貨幣風險

委員會所有的交易均以港元計價，委員會因而沒有承受貨幣風險。

### (e) 公允價值

所有金融工具的數額與其於2013年及2012年3月31日的公允價值並無重大差異。

## Financial risk management and fair values (continued)

### (d) Currency risk

The Commission has no exposure to currency risk as all of the Commission's transactions are denominated in Hong Kong dollars.

### (e) Fair values

All financial instruments are carried at amounts not materially different from their fair values as at 31 March 2013 and 2012.

## 15 比較數字

若干比較數字已作出調整，以配合本年度的列報方式。

## Comparative figures

Certain comparative figures have been adjusted to conform to current year's presentation.

## 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 截至2013年3月31日止年度會計期間已頒佈但尚未生效的修訂、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2013年3月31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不大可能對委員會的營運及財政狀況構成重大影響。

### Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2013

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 2013 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2012年4月1日至2013年3月31日)

Attendance Record of EOC Committee Meetings for the period

1 April 2012 to 31 March 2013

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83%

Overall attendance rate was over 83%

		21/5/2012	17/8/2012	9/11/2012	6/3/2013
1	趙麗娟女士(召集人) Ms CHIU Lai-kuen, Susanna, MH (Convenor)	✓	✓	✓	✓
2	陳嘉敏女士(副召集人) Ms CHAN Ka-mun, Carmen, JP (Deputy Convenor)	缺席 Abs.	✓	缺席 Abs.	✓
3	李鑾輝先生 Mr LEE Luen-fai	✓	✓	✓	✓
4	雷添良先生 Mr LUI Tim-leung, Tim, BBS, JP	✓	✓	✓	缺席 Abs.
5	謝永齡博士 Dr TSE Wing-ling, John, MH	✓	✓	✓	✓
6	林煥光議員 The Hon LAM Woon-kwong, GBS, JP	✓	✓	✓	缺席 Abs.



## 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

整體出席率超過84%

Overall attendance rate was over 84%

		19/4/2012	12/7/2012	11/10/2012	24/1/2013
1	黃嘉玲女士(召集人) Ms WONG Ka-ling, Garling (Convenor)	✓	✓	✓	✓
2	蔡杏時女士(副召集人) Ms CHOI Hing-shi, MH (Deputy Convenor)	✓	✓	✓	✓
3	孔美琪博士 Dr KOONG May-kay, Maggie, BBS	✓	缺席 Abs.	✓	✓
4	雷添良先生 Mr LUI Tim-leung, Tim, BBS, JP	✓	✓	缺席 Abs.	✓
5	伍穎梅女士 Ms NG Wing-mui, Winnie	✓	缺席 Abs.	✓	缺席 Abs.
6	謝偉俊議員 The Hon TSE Wai-chun, Paul, JP	✓	✓	✓	✓
7	謝永齡博士 Dr TSE Wing-ling, John, MH	✓	✓	缺席 Abs.	✓
8	林煥光議員 The Hon LAM Woon-kwong, GBS, JP	✓	✓	✓	✓
9	宣張群芳女士(註 1, 2) Ms CHEUNG Kwan-fong (Note 1, 2)	✓	不適用 N/A	不適用 N/A	不適用 N/A
10	莊陳有先生(註 1, 2) Mr CHONG Chan-yau (Note 1, 2)	✓	不適用 N/A	不適用 N/A	不適用 N/A
11	碧樺依博士(註 2, 3) Dr Raees Begum BAIG (Note 2, 3)	不適用 N/A	✓	缺席 Abs.	✓
12	王繼鋒先生(註 2, 3) Mr WANG Kai-fung (Note 2, 3)	不適用 N/A	✓	✓	✓
13	周永康先生(註 2) Mr CHOW Wing-hong, Alvin (Note 2)	✓	✓	✓	缺席 Abs.

註 Note 1 : 任期至2012年5月19日屆滿  
Appointment up to 19/5/2012

註 Note 2 : 增選委員

Co-opted Members

註 Note 3 : 任期由2012年6月20日生效  
Appointment became effective on 20/6/2012

## 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79%

Overall attendance rate was over 79%

		16/4/2012	18/6/2012	20/8/2012	15/10/2012	17/12/2012	18/2/2013
1	李鑾輝先生(召集人) Mr LEE Luen-fai (Convenor)	✓	✓	✓	✓	✓	✓
2	黎雅明先生(副召集人) Mr Amirali Bakirali NASIR, JP (Deputy Convenor)	✓	✓	✓	✓	✓	✓
3	陳曼琪女士 Ms CHAN Man-ki, Maggie, MH	缺席 Abs.	✓	✓	缺席 Abs.	缺席 Abs.	缺席 Abs.
4	蔡杏時女士 Ms CHOI Hing-shi, MH	✓	✓	✓	✓	✓	✓
5	曾潔雯博士 Dr TSANG Kit-man, Sandra, JP	✓	缺席 Abs.	✓	缺席 Abs.	✓	✓
6	謝偉俊議員 The Hon TSE Wai-chun, Paul, JP	缺席 Abs.	✓	✓	✓	缺席 Abs.	缺席 Abs.
7	葉少康先生 Mr YIP Siu-hong, Nelson, MH	✓	✓	✓	缺席 Abs.	✓	✓
8	林煥光議員 The Hon LAM Woon-kwong, GBS, JP	✓	✓	✓	✓	✓	✓

## 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

整體出席率達75%

Overall attendance rate was 75%

		10/5/2012	26/7/2012	27/9/2012	22/11/2012	17/1/2013
1	謝永齡博士(召集人)(註1) Dr TSE Wing-ling, John, MH (Convenor) (Note 1)	✓	✓	✓	✓	✓
2	葉少康先生(副召集人)(註1) Mr YIP Siu-hong, Nelson, MH (Deputy Convenor) (Note 1)	✓	✓	✓	✓	✓
3	陳嘉敏女士 Ms CHAN Ka-mun, Carmen, JP	✓	缺席 Abs.	✓	✓	✓
4	孔美琪博士 Dr KOONG May-kay, Maggie, BBS	✓	缺席 Abs.	✓	缺席 Abs.	✓
5	黎雅明先生 Mr Amirali Bakirali NASIR, JP	缺席 Abs.	✓	缺席 Abs.	缺席 Abs.	缺席 Abs.
6	金志文先生 Mr Zaman Minhas QAMAR	缺席 Abs.	✓	✓	✓	✓
7	黃嘉玲女士 Ms WONG Ka-ling, Garling	✓	✓	✓	缺席 Abs.	✓
8	林煥光議員 The Hon LAM Woon-kwong, GBS, JP	✓	✓	✓	✓	✓
9	陳美潔女士(註2, 3) Ms CHAN Mei-kit, Maggie (Note 2, 3)	✓	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
10	劉丹娜女士(註3) Ms LAU Dan-nor, Agnes (Note 3)	✓	✓	✓	✓	✓
11	苗澤文先生(註3) Mr Behzad MIRZAEI (Note 3)	✓	缺席 Abs.	缺席 Abs.	缺席 Abs.	✓
12	劉俊泉先生(註3, 4) Mr LAU Chun-chuen, Karl (Note 3, 4)	不適用 N/A	✓	缺席 Abs.	缺席 Abs.	✓
13	馮檢基議員(註1) The Hon FUNG Kin-kee, Frederick, SBS, JP (Note 1)	✓	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A

註 Note 1 : 馮檢基議員擔任召集人至2012年7月17日，謝永齡博士擔任副召集人至2012年10月15日。及後，謝永齡博士從2012年10月16日起擔任召集人，葉少康先生從2012年12月4日起擔任副召集人。

The Hon FUNG Kin-kee, Frederick was the Convenor up to 17/7/2012 and Dr TSE Wing-ling, John was the Deputy Convenor up to 15/10/2012. Dr TSE Wing-ling, John and Mr YIP Siu-hong, Nelson have been the Convenor and Deputy Convenor since 16/10/2012 and 4/12/2012 respectively.

註 Note 2 : 任期至2012年5月19日屆滿  
Appointment up to 19/5/2012

註 Note 3 : 增選委員  
Co-opted Members

註 Note 4 : 任期由2012年5月20日生效  
Appointment became effective on 20/5/2012



## 政策及研究專責小組轄下工作小組名單

### Membership of Working Groups under the Policy and Research Committee

無障礙工作小組成員

Membership of the Working Group on Access

1	陳嘉敏女士 Ms CHAN Ka-mun, Carmen, JP
2	馮檢基議員(註 1) The Hon FUNG Kin-kee, Frederick, SBS, JP (Note 1)
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 2) Mr MOK Kim-wing (Note 2)
10	張健輝先生(註 2) Mr CHEUNG Kin-fai (Note 2)
11	關國樂先生(註 2) Mr Joseph KWAN Kwok-lok, MH (Note 2)
12	曾建平先生(註 2) Mr TSANG Kin-ping (Note 2)
13	王繼鋒先生(註 2) Mr WANG Kai-fung (Note 2)
14	伍杏修先生(註 2) Mr NG Hang-sau (Note 2)

註 1 Note 1: 任期至2012年7月17日  
Membership until 17/7/2012

註 2 Note 2: 工作小組增選委員  
Working Group Co-opted Members

### 反性騷擾運動工作小組

#### Membership of Working Group on Anti-Sexual Harassment Campaign

1	謝永齡博士 Dr TSE Wing-ling, John, MH
2	孔美琪博士 Dr KOONG May-kay, Maggie, BBS
3	黃嘉玲女士 Ms WONG Ka-ling, Garling
4	葉少康先生 Mr Yip Siu-hong, Nelson, MH
5	金志文先生 Mr Zaman Minhas QAMAR
6	劉俊泉先生 Mr LAU Chun-chuen, Karl
7	蔡惠琴女士(註 ^) Ms CHOI Wai-kam, Virginia (Note ^)
8	梁若芊博士(註 ^) Dr Eugenie LEUNG (Note ^)
9	馮偉華博士(註 ^) Dr FUNG Wai-wah (Note ^)
10	莊耀洸先生(註 ^) Mr CHONG Yiu-kwong (Note ^)
11	陳蘇美娟女士(註 ^) Mrs Ivy CHEN (Note ^)
12	梁麗清博士(註 ^) Dr LEUNG Lai-ching (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2013年3月31日)  
Management Team of the Equal Opportunities Commission  
(as at 31 March 2013)

**主席**

林煥光議員

**Chairperson**

The Hon 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**

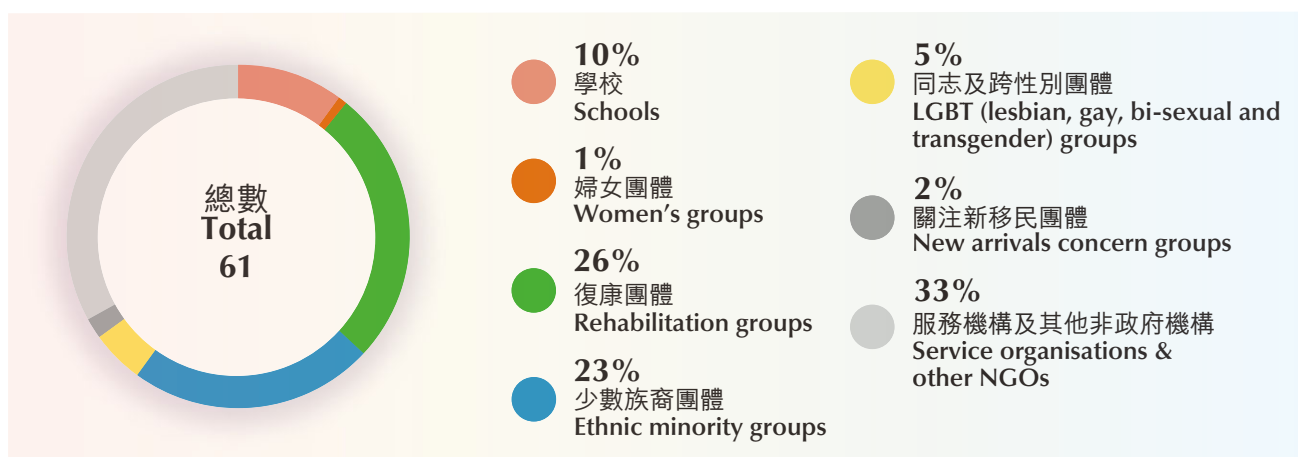
Ms WONG Shan-nar, Shana



## 附錄 Appendix 3

61個團體獲「平等機會社會參與資助計劃」撥款

61 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89份申請，其中由61個機構舉辦的64項活動獲批准，資助總額達港幣1,600,000元。資助項目的類型包括講座、表演、展覽、比賽、工作坊及刊物製作。

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 2012/13, the Community Participation Funding Programme attracted 89 applications, of which 64 projects by 61 organisations were approved and HK\$1,600,000 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2012/13**  
**List of Organisations Funded under the Community Participation Funding Programme 2012/13**

**學校 Schools**

機構名稱	Organisation
佛教大光慈航中學	Buddhist Tai Kwong Chi Hong College
啟基學校(港島)	Chan's Creative School (Hong Kong Island)
地利亞修女紀念學校(協和)	Delia Memorial School (Hip Wo)
匡智張玉瓊晨輝學校	Hong Chi Winifred Mary Cheung Morninghope School
保良局陳百強伉儷青衣學校	PLK Mr. & Mrs. Chan Pak Keung Tsing Yi School
仁愛堂田家炳中學	Yan Oi Tong Tin Ka Ping Secondary School

**婦女團體 Women's groups**

機構名稱	Organisation
東華三院芷若園	Tung Wah Group of Hospitals CEASE Crisis Centre

**復康團體 Rehabilitation groups**

機構名稱	Organisation
關懷愛滋	AIDS Concern
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
基督教香港信義會青少年中央服務－臨床心理輔導及學習支援服務	ELCHK Central Youth Services, Clinical Psychology Support Services
匡智會匡智粉嶺綜合復康中心	Hong Chi Association Hong Chi Fanling Integrative Rehabilitation Complex
香港愛滋病基金會	Hong Kong AIDS Foundation
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
香港傷殘青年協會－傷青動力學堂	Hong Kong Federation of Handicapped Youth – HKFHY Momentum Academy
香港失明人互聯會	Hong Kong Federation of the Blind
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
香港復康聯盟	Rehabilitation Alliance Hong Kong
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
香港盲人輔導會	The Hong Kong Society for the Blind
愛滋寧養服務協會	The Society for AIDS Care

## 少數族裔團體 Ethnic minority groups

機構名稱	Organisation
印尼移工協會(譯名)	Association of Indonesian Migrant Workers
香港Chitwan會(譯名)	Chitwan Society Hong Kong
基督教勵行會	Christian Action
個人發展增益協會(譯名)	Enrich Personal Development
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
香港尼泊爾人綜合協會(譯名)	Hong Kong Integrated Nepalese Society
香港伊斯蘭教文化及福利會(譯名)	Hong Kong Islamic Culture and Welfare Society
印尼移工工會(譯名)	Indonesian Migrant Workers Union
香港移工社會組織(譯名)	The Mission for Migrant Workers (Hong Kong) Society
尼泊爾社區服務協會	Nepali Social Service Hong Kong
泰國移工工會(譯名)	Thai Migrant Workers' Union
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

## 同志及跨性別團體 LGBT groups

機構名稱	Organisation
大同	Gay Harmony
原色人	Primaco Productions
香港彩虹	Rainbow of Hong Kong

## 關注新移民團體 New arrivals concern groups

機構名稱	Organisation
新家園協會	New Home Association



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

機構名稱	Organisation
一代人公社	A Generation
工業傷亡權益會	Association for the Rights of Industrial Accident Victims
明愛全樂軒	Caritas Wellness Link – Tsuen Wan
香港中華基督教青年會顯徑會所	Chinese Young Men's Christian Association of Hong Kong (Hin Keng Centre)
基督教香港信義會葵涌長者鄰舍中心	ELCHK, Kwai Chung Neighbourhood Elderly Centre
節目統籌協會	Festival Organisation Association
香港聖公會麥理浩夫人中心	H.K.S.K.H. Lady MacLehose Centre
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
路德會石硤尾失明者中心	Hong Kong Lutheran Centre For The Blind
香港男士協會	Hong Kong Men's Association
香港聖公會福利協會	Hong Kong Sheng Kung Hui Welfare Council
維多利亞青年商會香港總會	Junior Chamber International Victoria
九龍佑寧堂	Kowloon Union Church
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
鄰舍輔導會賽馬會大埔北青少年綜合服務中心	The Neighbourhood Advice – Action Council Jockey Club Tai Po North Integrated Children & Youth Services Centre
仁愛堂香港台山商會長者鄰舍中心	Yan Oi Tong Hong Kong Toi Shan Association Neighborhood Elderly Centre
元朗大會堂管理委員會	Yuen Long Town Hall Management Committee

## 附錄 Appendix 4

### 平等機會夥伴

### Our Partners in Equal Opportunities

2012/13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平機會的重要夥伴。

本年度共有七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。

The EOC's partners in 2012/13 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 the Commission's valuable partners.

Seven outstanding achievers from different professions were invited to serve as Mentors of the EOC's youth mentorship programme "Career Challenge" and "Uniquely Me!" in 2012/13.

<b>李慧詩小姐</b> 2012年倫敦奧運會銅牌得主(單車)	<b>Miss Sarah LEE</b> London 2012 Olympic Games Bronze Medallist (Cycling)
<b>梁兆基先生</b> 精神科註冊護士／葵涌醫院個案復康支援組個案經理	<b>Mr LEUNG Siu-kei</b> Registered Nurse (Psychiatric)/Case Manager (Personalised Care Programme, Kwai Chung Hospital)
<b>Mr Peter KAMMERER</b> 南華早報社論及專欄作者	<b>Mr Peter KAMMERER</b> Editorial and opinion writer of South China Morning Post
<b>高雁旎小姐</b> 推廣多元共融觀念的插畫家	<b>Miss Tina KO</b> Illustrator who promotes diversity concepts
<b>甘浩望神父</b> 「居留權大學」創辦人	<b>Father Franco MELLA</b> Founder of "Right of Abode University"
<b>Miss Noreen MIR</b> 香港電台第三台節目主持人及監製	<b>Miss Noreen MIR</b> Presenter and producer of Radio Television Hong Kong Radio 3
<b>黃耀明先生</b> 著名歌手	<b>Mr Anthony WONG</b> Popular Singer

## 平機會電台節目嘉賓

### Guests who attended the EOC radio programmes

嘉賓	Guest
歐耀佳醫生 香港輪椅輔助隊主席	<b>Dr AU Yiu-kai</b> Chairperson of the Hong Kong Wheelchair Aid Services Ltd.
歐陽寶珍女士 婦女事務委員會委員	<b>Ms AU YEUNG Po-chun</b> Member of the Women's Commission
陳妙瑜女士 新生精神康復會傳訊經理	<b>Ms Caribbean CHAN</b> Corporate Affairs Manager of the New Life Psychiatric Rehabilitation Association
陳礎健先生 香港唐氏綜合症協會就業輔助中心主任	<b>Mr Ringo CHAN</b> Centre-in-charge of Employment Services, Centre of the Hong Kong Down Syndrome Association
趙慧君教授 香港中文大學醫學院化學病理學系	<b>Prof Rossa CHIU</b> Department of Chemical Pathology, The Chinese University of Hong Kong
何頌筠女士 香港唐氏綜合症協會籌款及傳訊主任	<b>Ms Christine HO</b> Fundraising & Communication Officer, Centre of the Hong Kong Down Syndrome Association
何愛珠博士 防止虐待兒童會總幹事	<b>Dr Jessica HO</b> Director, Against Child Abuse
何紹基先生 基督教協基會社會服務部社工	<b>Mr HO Siu-kei</b> Social worker of the Church of United Brethren in Christ
甘翠萍博士 香港公開大學李嘉誠專業進修學院高級課程經理	<b>Dr Iris KAM Chui-ping</b> Senior Programme Manager, Li Ka Shing Institute of Professional and Continuing Education of The Open University of Hong Kong
婁小君女士 香港愛滋病基金會副總監	<b>Ms Maple LAU</b> Deputy Director (Programmes) of the Hong Kong AIDS Foundation
羅嘉鸞女士 香港愛滋病基金會副總監 (機構事務)	<b>Ms Helen LAW</b> Deputy Director (Corporate Affairs) of the Hong Kong AIDS Foundation
賴仁彪先生 明愛青少年及社區服務單位主任	<b>Mr LAY Yan-piau</b> Social Worker-in-charge of Caritas Youth and Community Service
梁耀忠議員、李啟德先生、潘熾成先生、 陳志亮先生 失明人健體會馬拉松選手	<b>The Hon LEUNG Yiu-chung, Mr LEE Kai-tak, Mr POON Chi-shing and Mr CHAN Chi-leung</b> Marathoners from the Blind Sports Hong Kong
盧可人女士 手語翻譯員	<b>Ms Codey LO</b> Sign language interpreter
盧定宇先生 香港愛滋病基金會高級項目主任	<b>Mr Jimmy LO</b> Senior Project Officer of the Hong Kong AIDS Foundation

嘉賓	Guest
吳志崑先生 生命熱線高級經理 (服務及行政)	<b>Mr Vincent NG Chi-kwan</b> <i>Senior Manager (Services and Administration), Suicide Prevention Services</i>
施婉萍教授 香港中文大學語言學及現代語言系 研究助理教授	<b>Prof Felix SZE</b> <i>Department of Linguistics and Modern Languages, The Chinese University of Hong Kong</i>
戴國基先生 親切活動部主管	<b>Mr Wilson TAI</b> <i>Head of Programme of Treats</i>
湯崇敏女士 親切總監	<b>Ms Kris TONG</b> <i>Director of Treats</i>
曾建平先生 香港導盲犬協會副主席	<b>Mr TSANG Kin-ping</b> <i>Vice-Chairperson of the Hong Kong Guide Dogs Association</i>
王慶馨女士 香港唐氏綜合症協會署理總幹事	<b>Ms Frazer WONG</b> <i>Acting Director of the Centre of the Hong Kong Down Syndrome Association</i>
黃素娟女士 新生精神康復會總經理 – 社會企業	<b>Ms Kris WONG</b> <i>General Manager – Social Enterprise, New Life Psychiatric Rehabilitation Association</i>
黃鈺庭女士 香港輪椅輔助隊中心服務主任	<b>Ms WONG Yuk-ting</b> <i>Centre In-charge of the Hong Kong Wheelchair Aid Services Ltd.</i>
任生和任太 香港家庭選舉「自強家庭」大獎得主	<b>Mr and Mrs YAM</b> <i>Elected self-strengthening family of the Hong Kong Family Election</i>
楊小芳小姐 殘障運動員及展能藝術家	<b>Ms YEUNG Siu-fong</b> <i>An athlete and artist with a disability</i>
余煒琳女士 手語及聾人研究中心語言研究項目助理	<b>Ms Brenda YU</b> <i>Language Research Project Assistant, Centre for Sign Linguistics and Deaf Studies</i>
Joey 愛滋病感染者	<b>Joey</b> <i>A person with HIV/AIDS</i>
Omega 4 展能青年樂隊	<b>Omega 4</b> <i>A band of 4 young people with various disabilities</i>



## 其他夥伴 Other Partners

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
視導與課程發展協會(譯名)	ASCD (formerly the Association for Supervision and Curriculum Development)
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
浸信會愛群社會服務處	Baptist Oi Kwan Social Service
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
明愛青少年及社區服務	Caritas Youth and Community Service
夏威夷大學障礙研究中心	Center on Disability Studies, University of Hawaii at Manoa
香港浸會大學人力資源策略及發展研究中心	Centre for Human Resources Strategy and Development, Hong Kong Baptist University
Chocolate Rain	Chocolate Rain
Chong Kho(泰文雜誌)	Chong Kho (Thai Magazine)
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
珠海學院	Chu Hai College of Higher Education
香港城市大學	City University of Hong Kong
公務員事務局公務員培訓處	Civil Service Training and Development Institute, Civil Service Bureau
社商賢匯	Community Business
政制及內地事務局	Constitutional and Mainland Affairs Bureau
印尼領事館	Consulate General of the Republic of Indonesia
香港海關	Customs and Excise Department
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
教育局	Education Bureau
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
Facebook	Facebook
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 MacLehose 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 MacLehose Centre – Service for Ethnic Minorities
恒生管理學院	Hang Seng Management College
和諧之家	Harmony House
協康會	Heep Hong Society
匡智會	Hong Chi Association
香港藝術中心	Hong Kong Arts Centre
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
香港浸會大學模擬聯合國	Hong Kong Baptist University Model United Nations
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
香港基督教協進會性別公義小組	Hong Kong Christian Council Gender Justice Group
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
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
香港導盲犬協會	Hong Kong Guide Dogs Association
醫院管理局	Hong Kong Hospital Authority
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
香港警務處	Hong Kong Police Force
2012香港同志遊行籌委會	Hong Kong Pride Parade 2012 Organising Committee
香港生產力促進局	Hong Kong Productivity Council
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
香港執業精神科醫生協會	Hong Kong Society of Psychiatrists
香港貿易發展局	Hong Kong Trade Development Council
香港融樂會	Hong Kong Unison
香港平等機會婦女聯席	Hong Kong Women's Coalition on Equal Opportunities
政府新聞處	Information Services Department
香港國際社會服務社少數族裔大使計劃	International Social Service – Ambassador Scheme for Ethnic Minorities
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
伊斯蘭學校	Islamic Primary School
伊斯蘭脫維善紀念中學	Islamic Kasim Tuet Memorial College
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
印尼報章 <i>Klick</i>	Klick, an Indonesian newspaper
勞工及福利局	Labour and Welfare Bureau
勞工處	Labour Department
涼粉士多	Learn Fun Store
康樂及文化事務署	Leisure and Cultural Services Department
香港利惠有限公司	Levi Strauss (Hong Kong) Limited
嶺南大學	Lingnan University
新城電台	Metro Broadcast Corporation Ltd
精神健康月籌備委員會	Mental Health Month Organising Committee
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
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
奧迪慈善基金	Otic Foundation
巴基斯坦伊斯蘭福利工會(譯名)	Pakistan Islamic Welfare Union
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
原色人	Primaco Productions
香港耀能協會	SAHK
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's Canossian College
渣打銀行	Standard Chartered Bank



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
香港中華總商會	The Chinese General Chamber of Commerce
香港中華廠商聯合會	The Chinese Manufacturers' Association of Hong Kong
香港中文大學	The Chinese University of Hong Kong
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
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
香港演藝學院	The Hong Kong Academy for Performing Arts
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
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
香港理工大學	The Hong Kong Polytechnic University
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
香港科技大學	The Hong Kong University of Science & Technology
「倡導檢討香港精神健康政策」聯席會議	The Joint Meeting of Advocate Reviewing Mental Health Policy in Hong Kong
街坊小子	The Kids on the Block
九龍巴士公司	The Kowloon Motor Bus Co. (1933) Ltd.
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
香港移工社會組織(譯名)	The Mission for Migrant Workers (Hong Kong) Society
香港公開大學	The Open University of Hong Kong
香港公開大學李嘉誠專業進修學院	The Open University of Hong Kong – Li Ka Shing Institute of Professional and Continuing Education (LiPACE)

菲律賓總領事館	The Philippine Consulate General Hong Kong
救世軍	The Salvation Army
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
婦女事務委員會	The Women's Commission
婦女基金會	The Women's Foundation
Theatre Noir	Theatre Noir
香港菲律賓人聯會(譯名)	United Filipino in Hong Kong
職業訓練局	Vocational Training Council
Wealth Asia Group	Wealth Asia Group
婦女服務聯會	Women Service Association
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





平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION

同心展關懷

caring<sup>2011/12</sup>organisation<sup>®</sup>  
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香港社會服務聯會頒發

香港太古城太古灣道十四號太古城中心三座十九樓

19/F, Cityplaza Three, 14 Taikoo Wan Road, Taikoo Shing, Hong Kong

電話 Tel: 2511 8211

網址 Website: [www.eoc.org.hk](http://www.eoc.org.hk)

傳真 Fax: 2511 8142

電郵 Email: [eoc@eoc.org.hk](mailto:eoc@eoc.org.hk)

短訊查詢服務 SMS Enquiry Service: 6972566616538

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