



## 解僱、裁員及不公平待遇

僱主不應因為僱員的年齡而把他解僱。如須裁員，不論屬自願或強制性質，都應根據公正無私、不帶懲罰或歧視成分的準則來決定裁減什麼人。可考慮的準則有許多，例如服務年資、工作性質及職業技能等。我們鼓勵僱主對不同年齡的僱員一視同仁，讓他們享有均等機會接受自動離職或裁員安排。

我們鼓勵僱主不時檢討裁員和解僱程序，確保這些程序並無歧視成分。

僱主應緊記一項原則，即應確保不會因為某些表現或行為而處分或解僱某一年齡組別的員工，但卻寬鬆對待或不追究相同表現或行為的其他年齡組別的員工。

## DISMISSAL, REDUNDANCIES AND UNFAIR TREATMENT

No employee should be dismissed on the ground of age. In the case of redundancy, either on a voluntary or compulsory basis, the decision should be made on the basis of fair, non-punitive and non-discriminatory criteria such as length of service, nature of work, job skills etc. Employers are also encouraged to provide employees of different age groups with equal access to voluntary departure or redundancy schemes, if any.

Employers are encouraged to review their redundancy and dismissal procedures from time to time to ensure that such procedures are not discriminatory.

As a matter of principle, employers should not discipline or dismiss employees of a particular age group for performance of behaviour which would be overlooked or condoned for those of a different age group.

