



### 3. 招聘 RECRUITMENT

我們鼓勵僱主按劃一甄選準則決定是否錄用求職者。此外，我們建議僱主應向負責處理申請和進行面試的人員提供訓練，以便他們對不同年齡組別的應徵者一視同仁，例如避免提出一些帶有年齡歧視成分的問題。

#### 僱用條款和條件、福利、設施及服務

政府支持同工同酬的原則，並鼓勵所有僱主奉行這項原則。不過，這並不表示不論僱員的表現或生產力，他們都會獲得相同工資或薪金。同工同酬原則上是指所有僱員，不論年齡，都有機會獲得聘用和得到相同的僱用條款和條件，以及可享有與職級、職責、年資、經驗及其它特別情況相配的福利<sup>(2)</sup>、設施及服務。

We encourage employers to make recruitment decisions on the basis of consistent selection criteria. In addition, training should be provided to the staff handling applications and conducting interviews to ensure fair treatment to applicants of different age groups such as by avoiding questions which could lead to discrimination on the ground of age.

#### TERMS AND CONDITIONS OF EMPLOYMENT, BENEFITS, FACILITIES AND SERVICES

The Government is committed to the principle of equal pay for equal work and encourages all employers to share that commitment. This principle does not mean that all employees should be paid the same wage or salary regardless of their performance or productivity. Rather, it means that, in principle, all employees are entitled to access to the terms and conditions of employment, and access to benefits<sup>(2)</sup>, facilities or other services commensurate with their rank, duties, seniority, experience and any other special circumstances, irrespective of their age.

(2) “福利”包括附帶福利、佣金、花紅、津貼、退休金、醫療保險計劃、年假、因功績及工作表現而獲發的獎金或僱員通常可以獲得的其他利益。

(2) “Benefits” include fringe benefits, commissions bonuses, allowances, pensions, health insurance plans, annual leave, merit or performance pay, or any other benefits available to employees generally.