



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

EOC

10/2011
news
Issue 56 期

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平等機會日 Equal Opportunities Day

封面：舉辦「平等機會日」，是為要提高區內市民對平等機會和各條反歧視條例的認識。

The EOC stages its Equal Opportunities Day to advance public understanding of equal opportunities and the anti-discrimination ordinances.



鏗而不捨 POWER OF ONE

要達致真正的性別平等，要每個人作出努力，女性也要主動抗衡定型觀念與歧視。歷史洪流讓我們知道，滴水成河，眾志促成改變。

1919年，中國的一名年輕女子鄧春蘭發表了一封公開信，呼籲中國的大學取錄女生。她又為改善中國婦女的境遇提出了革命性宏圖：「解放學校。解放職業。解放政權。我們女子解放自家」。

鄧春蘭提出解放的呼聲，要求社會撤去對婦女的藩籬，讓她們全面參與公共生活。一個世紀過去，環顧今日香港，鄧春蘭時代的種種障礙即使未完全消除，許多已大為降低。那麼，現在還有甚麼要做呢？

其實，儘管時代不斷進步，但社會在多方面仍未達到真正的性別平等。現在還不是沾沾自喜的時候，因為不少女性今日依然面對重重障礙，這些障礙較以往更不易察覺，卻真實存在。因此，今時較昔日女性更需要帶頭爭取平等。

有賴1978年起香港實施強迫教育政策，我們的女童已充分享有教育機會。自1996/97學年起，專上教育的女生人數一直較男生為多，可見她們珍惜且善用求學機會。

不過，仍有不少女性在求學路上苦苦掙扎。例如，由於語言和文化障礙，大多數少數族裔女童無法繼續升學。有些女學生因為性別或性取向的緣故而在學校受到欺凌。不少

Although true gender equity requires effort by all, Hong Kong women must take the lead to reject stereotypes and discrimination. History shows that every single act counts.


In 1919, a young Chinese woman named Deng Chunlan published an open letter calling for the admission of women to China's universities. She also presented a revolutionary plan to improve the condition of women: "Liberate the schools. Liberate the workplace. Liberate the governing regime. Liberate ourselves."

Deng's call for liberation implored society to remove the institutional barriers to women's involvement in public life. In the century that has passed since, many of these barriers of Deng's time have been lowered, if not totally eliminated, in Hong Kong. So, what more is to be done now?

In truth, despite our progress, much remains to be done to achieve true gender parity. Now is not the time to be complacent, for barriers remain for many women, less visible but very real. And in this, more than ever before, women must lead the way towards their own equality.

Thanks in part to the compulsory education policy established since 1978, today's girls have ample opportunity to education. They have taken full advantage of this, and female enrolment in tertiary education has outnumbered male enrolment since the academic year of 1996-97.

And yet, a number of women still struggle for education in Hong Kong. Some ethnic minority girls cannot advance in their studies due to language and cultural barriers. Some young women face difficulties and bullying in school due to their gender or sexual orientation. Many women, especially those who are in their late 40s onwards, only received primary education.



婦女（尤其是四、五十歲以上者）只曾受過小學教育，從事清潔或服務行業，她們想改善境況，但很難獲得機會。

在職場方面，我們見到的進步頗為參差。婦女一方面佔近半勞動人口；但另一方面，婦女的勞動參與率持續偏低（尤其是與其他已發展的經濟體系相比）。大多數工資最低、最缺乏保障的工作，都由婦女承擔。她們的權益備受忽視，得不到足夠的就業及工資保障。

不少婦女在工作上仍面對多種問題，包括：未能同工同酬、受到性騷擾和懷孕歧視。無形的「玻璃天花板」，令她們極難涉足高層。婦女事務委員會於2010年的調查顯示，有四分一女受訪者表示，由於家庭責任關係，她們不想在工作上太成功。

那麼，政治領導層的性別平等又如何呢？婦女在高層領導之中仍是少數，部分原因是婦女對政治漠不關心。上文提到的調查發現，超過半數沒有登記為選民的女受訪者表示，不登記因為「不感興趣」。另一方面，這也是性別定型的結果：在同一調查中，近四成人認為，男性的政治領導能力較女性為高。

有女性出任高層領導明顯是正面的目標，但並非萬應靈藥。不少國家的情況顯示，女性出任國家領導人，不表示性別平等就能自動改善。最主要的問題不在於領導人的性別，而是他/她對性別平等的承擔。我們爭取的應是這份承擔。

Many of them now work in the cleaning or service industries, and struggle to improve their situation with limited access to retraining opportunities.

In the workplace, we also see mixed progress. On the one hand, women form nearly half of the workforce. On the other, the female labour force participation rate remains low, particularly when compared to other developed economies. The vast majority of the lowest paid and most vulnerable workers are women, whose rights continue to be undermined by the lack of job security and wage protection.

There are also a number of issues that women continue to face at work, including unequal pay, sexual harassment, and pregnancy discrimination. And the glass ceiling remains, barring many women from reaching the top. In the Women's Commission 2010 survey, still a quarter of female respondents said they do not want to be too successful at work due to family responsibilities.

And what about gender equality in political leadership? Women remain underrepresented among top-level leaders. This is caused in part by apathy: in the aforementioned survey, more than half of female non-registered voters did not register because they were "not interested". It is also caused by stereotypes: nearly 40 percent of respondents agree that men perform better at political leadership than women.

And while having top female leaders is clearly a positive aim, it is not a panacea. As it has been shown in many countries, having female heads of state does not automatically translate to greater gender equality. The key issue is not the leader's gender, but her/his commitment to gender equality. It is for this commitment that we should fight.

What we need then is greater demands on leaders and candidates, male and female, on their dedication to gender equality. The right leaders should be willing to mainstream gender as a core consideration for policymaking and recognize that gender equality is the tide that lifts all boats.

To move further ahead in our progress towards gender equality, we need a new way of thinking. Despite our considerable advancement, we sadly remain tethered to many of the same tired stereotypes underpinning gender roles. For this to change, a collaborative effort is necessary.



我們需要的，是要求領導人和候選領導人(不管男或女)對性別平等有更大的熱誠。真正的領袖應樂意在制定政策時，把性別平等作為主流的核心考慮，並且認同性別平等可令全民獲益。

要邁向性別平等，需要新思維。儘管香港近年已有進步，我們很多時候仍不自覺地被性別角色的定型觀念所影響。要改變這種情況，需要我們同心協力。

僱主宜採用較為家庭友善的措施。男士要重新思索他們既有的觀念，也要平等地分擔家務；不再視性別平等只是女人的事，而應一起去實現。畢竟，男女平等對每個人都有益：紛爭少一些、家庭快樂一些、僱主僱員關係好一些。

最重要的是女性要接受鄧春蘭一個世紀前的號召：「解放自己」。女性應把握上進的機會，奮力登上峰頂；不要讓社會或「自身」成為自己的障礙，以致放棄成為典範和領袖的機會；但願有更多女性當仁不讓，信賴自己的領導能力可帶來改變。

很多時，我們誤以為個人的單打獨鬥的行動，影響力微不足道，因此不願耗費心力。但歷史告訴我們，真正深層次的改變往往來自不甘受壓的人憤起爭取。持續不斷的自發行動，遂能引發重大的轉變。現在已有不少令人欽佩的女性為平等奮鬥，但我們還需要更多人加入、發聲。每一個主動跨越「安全區」，拒絕接受性別定型的女性，都有助改變其他人的看法。每個人都有機會作其他人的模範。

當我們審視過去一個世紀性別平等的進度時，我們深感長路仍然漫漫。但這目標並非遙不可及，只要我們鍥而不捨，總有到達終點的一日。

平等機會委員會主席林煥光

(註：本文英文版原載於2011年6月21日南華早報。)

Employers need to adopt a more family-friendly mindset and practices. Men need to re-think their biases and fairly share the burdens of the household. They also need to stop shunning gender equity as only a women's issue, and start taking active ownership of it. After all, parity between men and women leads to positive outcomes for everyone, including fewer conflicts, happier families, and stronger workplace relationships.

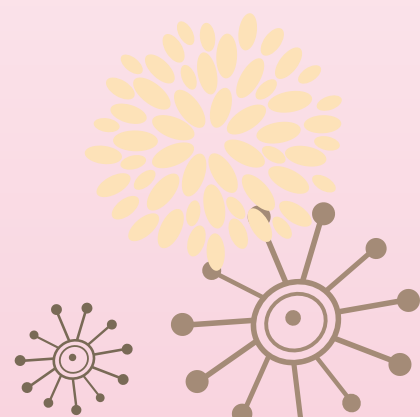
Most importantly, women need to take on Deng Chunlan's century-old call to "liberate themselves". They must embrace the opportunity to advance, to go all the way to the top. They must let neither society nor themselves hold them back from becoming role models and leaders. They must not give in to apathy, but speak up and believe in their own capacity to lead in greater numbers.

Oftentimes, indifference stems from the misconceived belief that individual action, taken alone, would have a negligible impact not worthwhile of one's efforts. But history has shown the world over that genuine, deep-seated change is often the result of grassroots activism, of simple acts that go on to inspire greater transformations. There are now many admirable women fighting for this cause, but more will be needed. Even the individual choice of not accepting stereotypes, of breaking out of one's comfort zone, could help change others' perspectives. Everyone can be a role model.

As we measure the progress that we have made over the last century, we see that the road ahead is still long. But the goal of true gender equality is not unreachable. We need only to work together to get there.

LAM Woon-kwong
Chairperson, Equal Opportunities Commission.

(Note: This article was originally published in the South China Morning Post on 21 June 2011.)



一直以來，少數族裔學生在求學時面對重重障礙，有見及此，平等機會委員會(平機會)促請教育局，要確保少數族裔學生享有平等機會接受優質教育。

平機會在2011年7月所發表的詳細報告中，向教育局提出9項建議，包括：

- 為少數族裔學生提供長遠而多方面的協助，從學前階段為他們提供語言及文化學習計劃，協助他們打好學習中文的語文基礎，融入主流小學；以至為他們設立有關教育需要和職業輔導的一站式服務。同時為非華語學生所提供的中文科課程設計和編改教材方面向學校作出指引；
- 制定適合少數族裔學生能力的中文課程及測試系統，提供符合他們升學及求職需要的中文評估資歷；
- 由於有特殊教育需要的少數族裔兒童面對更多重的困難，故應及早介入並提供支援；
- 推行公眾教育以提高對多元文化的尊重，從而建立共融的學習環境。

為協助少數族裔家長掌握本港目前教育制度的資訊，平機會製作了一張《人人有書讀》單張，當中指出《種族歧視條例》下少數族裔學生所受到的保障，讓家長知道他們的子女享有平等教育權利。讀者可到平機會網頁瀏覽或下載《人人有書讀》單張。

The Equal Opportunities Commission (EOC) urges the Education Bureau (EDB) to ensure equal access to quality education for ethnic minority (EM) students, many of whom continue to face significant barriers in their academic pursuit.

In the comprehensive report issued by the EOC in July 2011, nine recommendations for actions by the EDB were made, including:

- Long-term and multi-pronged assistance and support for EM students, from language and cultural programmes for EM children at the pre-primary level to help them learn Chinese and integrate in the mainstream primary schools, to setting up a special one-stop service for education and career counseling for EM students. Guidance should also be given to schools in curriculum design and adaptation of teaching materials in Chinese language for non-Chinese speaking students;
- Development of an appropriate Chinese Proficiency Programme and Testing System (CPPTS) to provide an alternative means of assessing language qualification, for further education and vocation purposes;
- Early intervention and support for EM students with special education needs, who face double disadvantages;
- Advancing public education on respect for diversity in order to create an inclusive school environment.

To make information about the education system more accessible to EM parents and advise them of their children's equal rights to education with particular reference to the Race Discrimination Ordinance, the EOC also published a pamphlet entitled 'Education for All'. The pamphlet is available on our website www.eoc.org.hk

打破定型 活出真我

Breaking Stereotypes, Be Yourself

平機會每年一度的「無定型新人類」青少年師友計劃，鼓勵年輕一輩打破定型觀念，追求心中理想，今年已是第九屆舉辦。今年有超過700名來自全港80間學校的學生參加這項計劃，透過參與導師分享會或探訪特別的機構，學生們得以擴闊視野、開發新思維。我們在10/11年度邀請了九位在不同領域各有成就的人士擔任嘉賓導師，與同學們分享打破框限的成功經驗。

The EOC's annual youth mentorship programme "Career Challenge", which underlines the importance of breaking down stereotypes to achieve personal goals, is running for the ninth year. This year, over 700 students from 80 schools participated in this programme. Participating students were able to broaden their horizons after joining mentors' sharing sessions or visiting special agencies. In 2010/11, we invited nine outstanding achievers from different professions to serve as Career Challenge Mentors, and share with us their success stories of breaking down barriers and living their lives to the fullest.

泰迪羅賓先生 Renowned performing Artist

著名演藝人 **Teddy Robin Kwan**

不可輕視自己，要隨著自己的興趣追尋夢想

Do not belittle ourselves and follow our dreams

泰迪羅賓(Teddy)年幼時因為患有骨癆(TB Bone)而不良於行，雖然因病令脊椎彎曲、身高不足五尺，但這些都不能阻礙Teddy尋覓他的理想。Teddy相信，每個人都有其不完美的地方，有些是外在的，就像他肢體上的殘疾是很易就能被看見，有些卻是內在而不明顯的，但無論如何都不可輕視自己，只要隨著自己的興趣追尋夢想，即使未必有驕人的成就，仍可享有快樂的人生。

Teddy Robin (Teddy) had TB Bone when he was a young boy. As a result, his mobility was affected. Despite his disease-induced curved spine and under-5-foot height, he was not deterred from pursuing his dream. Teddy believes that everyone has his/her own imperfections. While some imperfections, such as physical disabilities, are external and visible, some are on the inside and not easily noticeable. Irrespective of our flaws, we should not belittle ourselves. All we need to do is pursue our interests and follow our dreams. We may not always have outstanding achievements, but we can still live a fulfilled life.



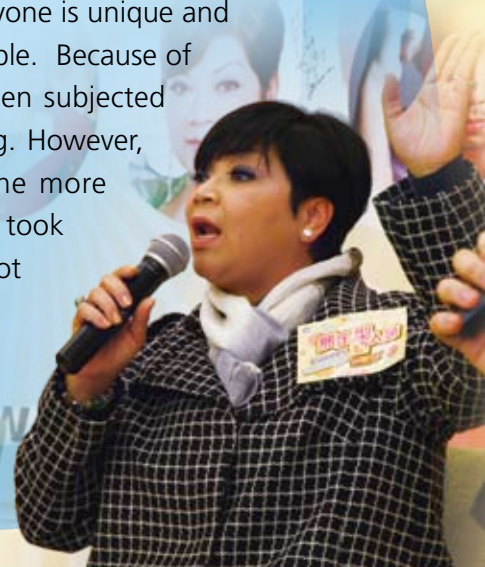
瑪俐亞女士, MH Renowned performing Artist

著名演藝人 **Maria Cordero, MH**

做好自己 *Be Yourself*

瑪俐亞(Maria)發現，許多人都追求自己沒有的東西：直髮的人希望把頭髮電曲；曲髮的人卻想把頭髮拉直。但她常常提醒年輕一輩，每個人都是獨特的，不必羨慕他人。Maria從小就因其外貌和身型被冠以各種「花名」，但她明白如果越介意，別人只會越想戲弄她，因此處之泰然，不太在意旁人的目光，變成了最好的應對方法。她認為，有「花名」代表受人注意，總好過沒人理會。

Maria CORDERO (Maria) finds that people always want what they do not have. For instance, people with straight hair want to get a perm; and people with curly hair want to have their hair straightened. She often reminds young people that everyone is unique and that one does not need to envy other people. Because of her appearance and figure, Maria has been subjected to various nicknames since she was young. However, she knew that the more she minded, the more people would want to mock her. So she took the nicknames calmly, in the belief that not caring about how other people see you is the best reaction. She also thinks that having nicknames means that other people notice you, which is better than not being noticed at all.



王菟鳴博士 Executive Director of The Hong Kong Federation of Youth Groups

香港青年協會總幹事 **Dr. Rosanna Wong, DBE, JP**

珍惜並捍衛所享權益—把好觀念薪火相傳

Treasure and safeguard the rights we have today and pass on the good spirit

王菟鳴博士投身青年發展事務已有三十多年，她勸勉年青人珍惜接受教育的機會，不要為害怕競爭而放棄求學。王博士說在她初踏足社會時，男女接受教育及工作的機會已較為平等，這有賴前人極力爭取及為下一代鋪路，因此她希望同學不要以為現時所享有的權益是理所當然，而應好好珍惜並努力捍衛。她說很多觀念如廉潔、平等機會及環保等，均需要數以十年的時間去孕育，她叮囑同學要繼續把這些思想薪火相傳，令其植根於每個人的內心深處。

Dr. Rosanna Wong has devoted herself to youth development services for more than 30 years. She reminded the young people to treasure the chance for education and should not easily give up on their studies just because they are afraid of strong competition. Dr. Wong said men and women already had relatively equal opportunities in education and the pursuit of careers when she first started working. This relative equality was the result of efforts made by her predecessors, who had paved the way for future generations. Therefore, she hoped the students would not take the rights they enjoyed today for granted, but instead they should treasure and protect them. Many concepts such as anti-corruption, equal opportunities and environmental protection take several decades to take root in the society. She reminded the students to pass the spirit on.



胡紅玉議員 SBS, JP

Member of the Executive Council / Former Chairperson of the EOC
行政會議成員 / 平機會前主席 **The Hon. Anna WU Hung-yuk, SBS, JP**

只有在有平等機會的大前提下，才可一展所長！

People would be able to maximize their talent only if there are equal opportunities



胡紅玉議員(Anna)說父親從小教導她為人要公道老實，同時要勇於嘗試新事物。及後，她入讀香港大學法律系，受法治精神薰陶，令她深信人人在法律面前都應該是平等的，這驅使她日後積極提倡平等機會的法例。Anna認為香港的人權狀況仍有需改善之處，並指出只有提供平等參與的機會，人們才得以一展所長。她呼籲同學應為不公義的事情發聲，才可為社會帶來正面的轉變。Anna又說，青少年除了上學以外，應該透過社交及遊玩等有趣事物，才可得到更全面的發展。


The Hon. Anna WU Hung-yuk said when she was young, her father taught her to be a just and honest person and, at the same time, to be bold in facing new challenges. Later she became a law student at the University of Hong Kong. Nurtured by the spirit of the law, she believes that everybody should be equal before law. This belief influenced her to become an advocate for equal opportunity laws. Anna thinks that there is still room for improvement in human rights in Hong Kong. She believes that people would be able to maximize their talent only if there are equal opportunities in participation. She called on students to speak out against injustices in order to bring positive changes to society. Apart from going to school, young people must enjoy their social life and have fun to achieve whole-person development.

葉恩明醫生

Former Vice-President of the Hong Kong College of Psychiatrists / President, Fu Hong Society
香港精神科醫學院前副院長，扶康會會長 **Dr. Ip Yan Ming**

「天才」是普通人才放「對」了位置

Geniuses are ordinary people in the "right" position



葉恩明醫生堅持無論身處甚麼環境，心靈也要保持寧靜，學習成為社會上有用的人。他提醒同學們在失敗時絕不能失意，反而要運用時機來修正錯處，重新訂定目標。不論成敗，都要做好自己，不斷超越自己。葉醫生鼓勵同學要找到適合自己的位置，發揮才能。

他勸勉同學在變幻莫測的世界裡，要多認識自己，才可以找到適合的發展方向。他指出同學不一定要做醫生，但卻可隨時「醫治」人的心靈和幫助別人。葉醫生叮囑同學不要受考試定型。同學應多元化學習學科以外的知識，例如學習人際關係、體察情緒及社會變動等。在人生中，許多值得珍惜的事物都是不能數值化的，因此我們要做好眼前事和珍惜眼前人。

Dr. Ip Yan Ming insisted on maintaining a peaceful mind regardless of the surrounding environment, and worked hard to be a useful person in society. He reminded students not to give up when facing failure, but to correct the mistake and then re-set the goal. He pointed out that one should always do his/her best and try to outdo him/herself. Dr. Ip encouraged students to search out the most suitable position for themselves so as to best utilize their potential. He encouraged the students, though they might not become doctors, to always "heal" others' spirit and help others. Dr. Ip reminded the students to enhance their inter-personal relationships as well as to have a better understanding of others' feelings and changes in society. There were numerous things of great value which cannot be quantified in life. What we should do is to always strive for excellence and treasure our relationships with others.

余志穩博士 Former Director of Social Welfare

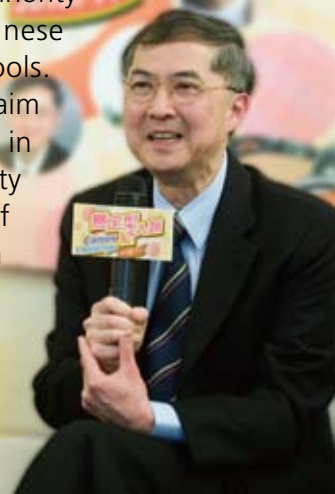
社會福利署前署長 **Dr. Stephen Fisher**

社會政策必須惠及社會中最弱勢的人

Social policy should aim to help the most disadvantaged in society

余志穩博士自小被安排入讀以英文為主要教學語言的班級，兒時的中文程度較低，因此他切身體會到現時少數族裔學生學習中文的困境。他認為不應基於學生的種族而把他們局限在一個隔離的學習環境，並說如果少數族裔學生不能融入主流學校，便無法真正提升中文水平。余博士認為，任何社會政策都必須惠及社會階梯中的最低層及最弱勢的人，使他們能有機會發展及共同享有社會進步的成果。假若社會隨著時代發展而變得繁榮，卻只能令貧者越貧、富者越富，低層人士無法活得更好，反而更差的話，那表示社會存在著不公義的政策。他直言要改善社會不公，政府是責無旁貸的。

As a child, Dr. Fisher was educated in a school with English as the medium of instruction. His Chinese proficiency was not high at that time. For this reason, he is keenly aware of the difficulties that ethnic minorities encountered in learning the Chinese language today. He thinks that students should not be confined to a segregated learning environment on the ground of their race. He believes that ethnic minority students would be able to improve their Chinese if they received education in mainstream schools. Dr. Fisher said that every social policy should aim to help the grassroots and the disadvantaged in society, in order to provide them an opportunity for personal growth and share the benefit of social progress. If the disparity between the rich and the poor is increasing, it must be due to some unjust policies, even though a society is prospering. Dr. Fisher directly pointed out that the Government has primary responsibility for the elimination of social injustice.



陳雅瑜醫生 Member of Board of Directors of Médecins Sans Frontières Hong Kong

無國界醫生香港辦事處董事會成員 **Dr. Yvonne CHAN Nga-yu**

活在當下、珍惜所有

Live in the moment and treasure what you have

陳雅瑜醫生說在她修讀醫科時，有些人仍會假設醫生多數是男性。回想她初實習時，有些病人會誤把她當成護士，她認為那都是源自性別角色定型觀念。陳醫生深信，只要不斷勤奮努力，無論是男是女，工作同樣會得到別人賞識。在充斥戰亂、災難、飢餓與貧窮的地區，見盡生、老、病、死、苦，令她醒悟到，與其沉溺於失去的傷痛之中，倒不如把握現在，好好珍惜我們仍然擁有的一切。陳醫生說人道救援的經驗，對她現時在香港的善終服務工作很有幫助。沒有過往的經歷，她未必有把握輔導病人及其至親面對疾苦以至死亡之痛，現在卻能憑經驗協助他們更豁達地走過困境。

Dr. Yvonne Chan said that when she was a medical student, some people still presumed doctors were predominantly male. She recalled that some patients mistook her for a nurse when she was an intern. She thinks that such incidents were a consequence of gender stereotypes. Dr. Chan believes that if one works hard, irrespective of gender, his/her efforts would be appreciated by others. In places where wars, disasters, hunger and poverty were widespread, Dr. Chan witnessed the joys and sadness of birth, aging, illness, death, and pain. She realized that she should not be overwhelmed by painful feelings. Rather, she should live in the moment and treasure what she had. She said her experience in medical humanitarian missions helped her to provide hospice care services in Hong Kong, and to help counsel patients and their family to overcome the pain of illness and death.



鄺心怡女士

Former President of The Hong Kong Institute of Architects

香港建築師學會前會長 **Ms. Anna Sum-yee Kwong**

兼容並蓄、共建多元共融社會

Embrace diversity

鄺心怡女士(Anna)是香港建築師學會的首位女會長，她說在修讀建築系時，全班四十三人之中只有五名女生，女生們都努力學習以獲得其他同學的認同。Anna說從前的建築學只講求三維(3D)設計技術（即建築物的長、闊、高），但時至今日，Anna說建築師必須要有「5D」的思維，意指還要顧及時間與成本，因此Anna深信建築是一門妥協的藝術。隨著人口逐漸老化，她呼籲建築設計者在建設通道及設施時，必須考慮到不同人士，包括長者及殘疾人士等的需要。她又提醒年輕人要有獨立和批判性的思維，容納不同聲音，並且努力維持整個社會的人民質素和修養。

Ms Anna Kwong is the first female president of the Hong Kong Institute of Architects. She recalled that there were only five women in the class (out of a total of 43 students) when she was an architecture student and they worked hard to gain recognition from their fellow classmates. Anna said the science of architecture used to only emphasize 3-D designs and techniques (length, width and height) in the past but are now required to have "5-D" thinking, which also includes the need to take into consideration the elements of cost and time. Anna believes that the science of architecture is in fact the art of compromise. Given Hong Kong's ageing population, she called on building designers to give thorough consideration to the special needs of various groups, including the elderly and persons with disabilities. Anna encouraged students to embrace diversity, to develop independent and critical thinking, and to work hard to maintain the quality of the society.



張繼聰先生

Popular Singer-songwriter

流行創作歌手 **Mr. Louis Cheung**

成功是一把本份做到最好，不做別人的「翻版」

The meaning of success is — Give your best and not to be a "copy" of others

張繼聰Louis認為父母應該像子女生命中的「導遊」，帶領子女遊歷人生；而不應像「獄卒」般以恐懼來統治子女，及限制他們的一舉一動。Louis相信每個人都是獨特的，思想也各有不同，最重要是互相尊重彼此的看法，不要以為自己的喜好便是唯一的標準。他提醒大家發掘自我潛能的最佳方法，是首先要停止沉迷上網和看電視。他認為現時有太多人長時間使用電腦或手機上網，忙著探看別人的事，卻忘了靜下來問問自己喜歡什麼。Louis認為許多家庭問題都是源於一些不合理的定型觀念，他亦十分反對性別或家庭崗位定型。分享會完結時他提醒大家，成功並非代表要成為任何傑出人物的「翻版」，但一定要努力成為「自己的最好版本」。

Louis Cheung thinks that parents should act as a "tour guide" in their child's life and lead them to experience it fully. Parents should not act like a prison guard who rules by inflicting fear and restricts their child's every move. He believes that everyone is unique and thinks in different ways, but we all should respect each other's views and not take our preferences as the only viable options. He reminded the audience that the best way to discover one's own potentials is to stop frittering away their time surfing the internet and watching TV, but rather to have a moment to themselves and think about what they like. Louis believes that one should not hold stereotypical ideas about gender and family status and he thinks that many family problems stem from stereotyping. Louis reminded students that success does not mean that they have to become a copy of other famous people. Instead, they should be the best version of themselves.



《處理工作間殘疾事宜的更有效方法——個案分析》研討會

Seminar on “A Better Solution to Workplace Disability Issues – Case Analysis”

平機會於2011年9月6日為平等機會之友會會員舉行了一場研討會，介紹最新修訂的《殘疾歧視條例僱傭實務守則》（《守則》），吸引了約80位僱主及人力資源管理人員出席。

平機會高級平等機會主任（執行規定）方思佳女士在研討會詳細解釋了相關的法律概念，並透過個案分析提供實用建議予參加者。不少出席會員關注如何處理員工長期病假及患病後的工作表現。方主任提醒大家應參考《殘疾歧視條例》獨有的三項有相互關係要素，包括：工作的固有要求、合理遷就、及不合情理的困難。《殘疾歧視條例》訂明基於求職人士或僱員的殘疾而歧視他們是違法行為，除非這些人士的殘疾令他們無法執行有關工作的固有要求，或對這些人士作出遷就會對僱主造成不合情理的困難。

帶出《守則》中重要法律概念的《簡易指引》亦已推出。鑒於是次聚會反應熱烈，平機會將於10月12日以英語再次舉辦本研討會，讓更多不懂粵語的朋友可了解這個課題。

The seminar to introduce the newly revised Code of Practice on Employment under the Disability Discrimination Ordinance (DDO) on 6 September 2011 attracted about 80 EO Club Members who are employers and human resources practitioners.

Our speaker, Senior Equal Opportunities Officer (Compliance), Ms Maggie WU, provided a detailed explanation of legal concepts and gave practical advice to our audience through an analysis of cases. Many participants shared their concern on how to handle staff with prolonged sick leave and their performance issues in the workplace. With reference to the new Code, Ms Wu suggested that the audience considers the intertwined relationship between the Inherent Requirements, Reasonable Accommodation and Unjustifiable Hardship, which are the unique features of the DDO. According to the DDO, it is unlawful to discriminate a job applicant or an employee on the ground of disability unless the person is unable to perform the inherent requirements of the job or the provision of accommodation would cause unjustifiable hardship on the employer.

An “Easy Read Guide” which brings out the essence of the legal concepts in the DDO has just been issued. Due to the overwhelming response to the workshop, the EO Club will organize an additional session on the topic in English on 12 October to widen access to this information for non-Chinese speakers.





是誰偷走了「包容」？

Who took our tolerance?

投訴內容

新工作上任第五天，美寶通知公司她已懷孕，僱主於是要求美寶辭職。美寶的生活擔子很重，既要供養年老的雙親，又要為新生命的來臨作金錢儲備，因此，美寶努力地說服她的僱主讓她繼續留任。雖然經商討後美寶能保住她的工作，可是她卻被迫重新簽署一份減薪近兩成的合約，在原來合約內完成試用期後可獲加薪的條款亦被刪除。美寶的僱主表示，在她產後復工時，會將她的薪金調整至原來的水平。美寶努力工作並證實懷孕並沒有影響她的工作，她完成試用期後工作表現良好，於是嘗試要求僱主調整薪金，但遭拒絕。

產假後美寶恢復工作，她的薪金獲調整至原有水平，公司亦向她發放相等於三個月工資的花紅。兩個月後，她更獲加薪六百元。美寶對在懷孕及產假期間遭公司減薪感到不平，決定向平等機會委員會（下稱平機會）投訴遭到懷孕歧視。

提出投訴後，美寶的待遇起了重大變化：公司取消了她出差的機會；作為銷售主任，卻被安排擔任與職責範疇無關且無酬的工作，她的年終花紅收入也會因此減少。對這些突如其來的工作轉變，美寶向總經理作出查詢，惟總經理將有關電郵傳閱，她因而深感被侮辱。在向平機會提出的投訴中，美寶將自己與公司一位曾經懷孕但流產的經理就待遇方面作比較。該名經理表示因美寶的比較行為感到不安，最後公司以美寶影響員工士氣為由將她解僱。

平機會的行動

接到投訴後，平機會個案主任展開調查，嘗試以調解平息雙方分歧，但不成功。美寶的懷孕歧視投訴既未能以調解方式解決，及後又遭到公司針對及

The complaint

On the fifth day of her new job, Mabel informed her employer of her pregnancy. Her employer asked Mabel to resign. Mabel is the breadwinner of her family. In addition to supporting her elderly parents, she also has to financially prepare for her arriving baby. She therefore tried her best to convince her employer to let her keep her job. Although she was allowed to stay, she was forced to sign a new employment contract which cut her salary by almost 20 percent. The term in the original contract which stated a salary increase upon completion of her probation was also deleted. Mabel's employer promised to reinstate the original salary when Mabel resumes duty from maternity leave. Mabel worked hard to prove that her pregnancy did not affect her work. Her performance was rated as good when she completed her probation. She therefore tried to ask her employer to adjust her salary but her request was declined.

When Mabel returned to work after her maternity leave, her salary was adjusted to the original level. The company also issued a bonus equivalent to three months' salary to her. Two months later, she received a salary increase of \$600. Mabel felt that the salary cut during her pregnancy and maternity leave was unfair, so she decided to lodge a complaint of pregnancy discrimination with the Equal Opportunities Commission (EOC).

After lodging the complaint, Mabel was treated completely differently: the company canceled her business trip and arranged for her to take up unpaid work unrelated to her position as a Sales Executive, which would negatively impact her year-end bonus. Mabel was stunned about the sudden changes, and enquired with the General Manager by email. The Manager circulated Mabel's enquiry email message to other colleagues, which made Mabel feel deeply humiliated. In her complaint to the EOC, Mabel made a comparison in terms of treatment received from the company between herself and another manager who had suffered a miscarriage. That manager said she felt uncomfortable as a result of Mabel's comparison. Eventually, Mabel was dismissed for negatively impacting staff morale.

What the EOC did

Upon receiving the complaint, EOC's case officer attempted to settle their disputes through conciliation, but to no avail. Mabel's complaint of pregnancy discrimination could not be resolved through conciliation, and because of this complaint, she was targeted and eventually dismissed by her employer. Mabel decided to lodge a complaint of victimization with the EOC and was

解僱，美寶決定向平機會提出「使人受害」投訴，並獲平機會提供法律協助。最終，雙方在徵詢法律意見後同意以和解方式解決事件，美寶獲金錢賠償。

granted legal assistance. In the end, both parties, having consulted legal opinions, agreed to resolve the matter by way of settlement, with monetary compensation paid to Mabel.



法理依據 *What the law says*

根據《性別歧視條例》第8條，僱主如基於員工懷孕而給予她較差待遇或把她解僱，即屬違法。美寶懷孕期間被迫減薪、試用期後沒有原先承諾的薪酬調整等等，都可能構成懷孕歧視。而當美寶向平機會作出投訴後，被安排負責與工作範疇無關的無酬職務及在沒有合理原因下遭到解僱，亦可構成「使人受害」的行為。

很多人恐怕失去工作或損害前途，因而不敢提出有關歧視、騷擾或中傷的投訴。為了保障願意挺身而出，投訴違法待遇的人，《性別歧視條例》第9條訂明，向提出歧視、騷擾或中傷投訴的人作出「使人受害」的歧視，即屬違法；法例亦訂明，向支持投訴人或做證人者作出「使人受害」的歧視，亦屬違法。

Under s. 8 of the Sex Discrimination Ordinance (SDO), it is unlawful for an employer to discriminate against an employee on the ground of her pregnancy by treating her less favourably than he/she treats a person who is not pregnant. The fact that Mabel was forced to receive a pay cut during her pregnancy and that she was not given the salary adjustment on completion of probation as originally promised may constitute pregnancy discrimination. After Mabel lodged a complaint with the EOC, she was arranged to take up unpaid work that was unrelated to her job and was eventually dismissed without reasonable grounds. The acts of Mabel's employers may also constitute discrimination by way of victimization.

The anti-discrimination legislation recognizes that people do run risks by standing up and complaining about what they believe to be unlawful discrimination. The legislation (under s.9 of the Sex Discrimination Ordinance), therefore, makes it unlawful to victimize someone for having brought a complaint of discrimination, harassment or vilification. It also makes it unlawful to victimize someone who speaks up in support of someone else's complaint or acts as a witness.



平機會為學前幼兒推出網上教學資源 Online Training Module on Equal Opportunities for Children Attending Kindergartens and Child Care Centres

在現今全球化的世代，歧視的態度會局限個人的發展。一些研究顯示，非常年幼的兒童已展現歧視的態度。所以，父母師長應留意孩子的情況，及早培育小朋友建立正面價值觀。為協助父母及幼兒教育工作者推動平等機會教育，平機會制作了適合幼兒的網上教學資源，以

種族共融及消除殘疾歧視為主題，包含動畫故事，互動的網上遊戲及工作紙等。

In today's globalized world, discriminatory attitude can only impede one's own development potential. Parents and teachers should be vigilant about discriminatory attitudes in their children, which, as some studies have shown, can be developed from a very young age. To help parents and preschool teachers to promote education on equal opportunities, the EOC developed an Online Training Module on Equal Opportunities for Children Attending Kindergartens and Child Care Centres. The training module focuses on two themes: racial harmony and the elimination of disability discrimination. Its features include interactive games and worksheets.



Log On Now
請登入瀏覽：www.eoc.org.hk/kg/color/tc/index.html

敗興而回

One Bad Show

夏理是有輕度智障的輪椅使用者。雖然他有時難於集中精神，但是在父親庇德的鼓勵下，培養出看電影的興趣。某天，庇德陪兒子到附近的電影院看電影。購票時，戲院中依然有許多空座位，於是庇德要求購買影院中間某行位置較為寬闊的走廊旁座位，以便安放夏理的輪椅。但售票處職員告訴庇德，夏理的輪椅須放在指定位置，即影院最後排左邊的角落。庇德記得夏理之前也曾坐在影院中間的位置看電影，並質疑職員要求夏理坐在後面的原因。庇德又發現，從售票處沒有升降機可到達影院，更沒有殘疾人士洗手間可供使用。庇德和夏理去這趟戲院，最後變成了一次非常不愉快的經歷。

平機會收到庇德代表兒子提出的投訴後，進行了一次實地考察，發現戲院的殘疾人士洗手間正在進行維修，而且對輪椅使用者來說，從售票處到影院可能有一定困難。平機會於是聯絡戲院負責人就事件作跟進，對方表示願意透過提早調解解決事件，同意加設適當而顯眼的標誌，指示輪椅使用者到升降機和殘疾人士洗手間的路線。戲院也會張貼告示通知輪椅使用者，戲院

Harry is a wheelchair user with a mild intellectual disability. Although he sometimes has trouble concentrating, he has developed an interest in watching movies, which was encouraged by his father, Peter. One day, Peter accompanied Harry to a neighborhood cinema for a good show. There were many empty seats in the theatre when Peter was purchasing tickets, and he asked for an aisle seat for Harry among the middle rows, where there was empty space to put a wheelchair. Peter was told by the box office salesperson that Harry's wheelchair had to be put in the designated area in the theatre, the far left back corner. Peter recalled that Harry was allowed to sit among the middle rows before and he doubted the given reasons for asking Harry to sit at the back. Peter also could not find any elevator from the box office to the theatre, nor could he find a disabled washroom for Harry. The whole trip to the cinema turned out to be a bad experience for both Peter and Harry.

The EOC conducted a site visit upon receiving the complaint from Peter, who acted as a representative complainant for his son. It was found that the theatre's disabled washroom was not in operation, and there might be difficulties for wheelchair users to reach the theatres from the box office area. The owner of the cinema was contacted and was willing to resolve the matter through early conciliation. The owner agreed to install proper and prominent signage to guide wheelchair users to the elevators and disabled washrooms. Notices would also be posted to inform users that the cinema's employees would be ready to help them to navigate in the cinema. Currently, there are specific conditions governing the width and length of wheelchair seats and the passage ways must conform to specific requirements under the existing licensing conditions and requirements. Given this situation, the owner agreed to submit applications to the relevant departments to relocate the wheelchairs seats in order to allow more choices for wheelchair users. The owner also agreed to take into consideration the different needs of persons with disabilities when designing new cinemas.

員工會為他們提供協助，帶領他們到戲院各項設施。現時，輪椅座位的長度和闊度受特定條例規管，而根據持牌和發牌條件，戲院通道也必須符合特定要求，因此院方不能隨便更改適合輪椅使用者的座位。在這個情況下，院方同意向有關部門提交申請，重新安排輪椅使用者的座位，讓輪椅使用者可以有更多選擇，院方亦表示未來在設計新的電影院時會考慮殘疾人士的不同需要。



法理依據 *What the law says*

殘疾人士享有平等使用和享受文娛康樂設施的權利。根據《殘疾歧視條例》第26條，在提供貨品、服務或設施的方式、條款及條件上歧視殘疾人士，即屬違法。若要為所有顧客提供優質貨品和服務，只達到發牌條件的最低要求是不足夠的，貨品、服務或設施的提供者有責任確保貨品、服務或設施是真正「無障礙」的。此外，能為有不同需要人士提供便利易用的貨品、設施及服務，可為機構帶來更大商機。平機會建議服務提供者在提供貨品、服務及設施時把殘疾人士的需要作為基本考慮因素。

Persons with disabilities are entitled to equal rights to access and enjoy culture and leisure facilities. Under s.26 of the Disability Discrimination Ordinance (DDO), it is unlawful to discriminate against people with disabilities in the manner and terms and conditions in which goods, services and/or facilities are provided to them. In providing quality goods and services to all customers, it may be insufficient to merely fulfill the minimum requirements of the licensing conditions without ensuring that the facility is truly barrier-free. In addition, the ability to provide accessible goods, facilities and services to persons of different needs can lead to greater business opportunities. The EOC recommends service providers to mainstream the needs of persons with disabilities in the provision of goods, services and facilities.



電視實況劇贏取國際獎項 EOC Docu-drama Wins An International Award

平等機會委員會（下稱「平機會」）與香港電台聯合製作的2009年電視實況劇《非常平等任務》，其中一集最近榮獲2010年美國曙光獎（Aurora Awards）金獎。曙光獎是嘉許優秀電影和電視的國際獎項。獲獎的劇集題為《按摩有罪》，講述一名印尼家庭傭工被僱主性騷擾後的困境，故事情節反映不少外籍家庭傭工所遇到的情況，亦說明法例如何保障公眾免受性騷擾，並講解平機會如何提供協助。



A 2009 episode of our TV Docu-drama series, A Mission for Equal Opportunities, co-produced by RTHK, was recently awarded the Gold Prize at the 2010 Aurora Awards. The Aurora Awards is an international competition which recognizes excellence in the film and video industries. The awarded episode, "Indecent Massage", follows the struggle of an Indonesian domestic worker who was sexually harassed by her employer. The storyline reflects a common situation faced by many foreign domestic workers, and also educates the public by offering advice on the protection against sexual harassment under the law and how the EOC can help in such situations.

See Video
劇集重溫：<http://www.eoc.org.hk>

最低工資分享會

Sharing Session on Minimum Wage Ordinance



平等機會於七月十六日舉辦《最低工資條例》對殘疾僱員影響的分享會，吸引了過百名殘疾人士、社會企業（下稱「社企」）職員及有關團體參加。是次分享會邀請了多位來自不同界別的講者，包括勞工處代表、生產能力評估員、殘疾僱員、僱主、社企、關注團體等，從多角度討論最低工資對殘疾僱員及企業的影響。平等機會委員會主席林煥光先生表示：「工作對體現工友自我價值來說是十分重要的，而很多殘疾人士均有潛在工作能力。政府應配合最低工資的政策，為聘用殘疾人士的機構或僱主提供政策上的配套及支援。」

在《最低工資條例》下，殘疾僱員有權選擇是否接受生產能力評估，評估員會在試工期期間或期後進行評估，試工期最長為四星期，僱主再因應評估結果而調整薪金。勞工處助理處長（發展）李寶儀女士表示在《最低工資條例》生效兩個多月以來，勞工處已進行了四十六宗評估，其中三十三宗的評估對象是智障人士，當中並沒有任何僱員因評估結果而被減薪，相反，部份僱員在評估後獲得加薪。在《最低工資條例》實施前已入職僱員可選擇過渡性安排，即維持現有工資水平，直至僱員選擇接受評估。但該協議並沒有任何時間限制，如若僱員不接受評估，僱主便無需調整薪金。李寶儀女士強調會根據生產能力評估機制的實際運作經驗進行檢討。

認可評估員是持有相關經驗的人士，包括註冊職業治療師、註冊物理治療

On 16 July 2011, a sharing session on "The Impact on Employees with Disabilities under the Minimum Wage Ordinance" was held by the Equal Opportunities Commission (EOC). More than a hundred participants including persons with disabilities, representatives from social enterprises and related groups attended the sharing session. Speakers from various sectors including representatives from the Labour Department, productivity assessment officer, employees with disabilities, and employers, as well as social enterprises and concerned groups, etc. discussed the impact of Minimum Wage Ordinance (MWO) on employees with disabilities and corporations from different perspectives. The Chairperson of the Equal Opportunities Commission Mr. Lam Woon-kwong stated that work has intrinsic value for people with disabilities as an important means for them to prove their abilities. He also stated that many people with disabilities are of high calibre and can contribute meaningfully to the local workforce. Mr. Lam said that in order to complement the Minimum Wage Legislation, the Government should put in place measures to support employers and organisations who are willing to hire people with disabilities.

Under the MWO, employees with disabilities have the right to opt for a productivity assessment. The assessing officers will conduct the assessment during or after the trial period of employment. The trial period of employment should not be more than 4 weeks. Employers will then adjust the wage level according to the assessment result. Miss Mabel LI Po-yi, Assistant Commissioner (Development) of Labour Department said that, after the implementation of the MWO, the Labour Department had conducted 46 assessments so far, of which 33 persons being assessed were persons with intellectual disability. So far no employee received a pay cut after assessment. On the contrary, the salaries of some employees were raised after the assessment. Employees who have started their employment before the implementation of the MWO may opt for a transitional arrangement, which maintains the existing pay level until the employee opts for assessment. The transitional arrangement does not have a time limit. If an employee chooses not to take the assessment, the employer is not required to adjust his/her salary. Ms. LI emphasized that they would review the productivity assessment mechanism according to the practical operational experience.

The accredited assessors are persons who have relevant experience with productivity assessment, including registered occupational therapists, registered physiotherapists and registered social workers. Ms Priscilla POON Yee-hung shared her own experience as an accredited assessor. She emphasized the importance of knowing the organization being assessed and of good communication between the employer and the employee being assessed.

The employers who had already hired employees with disabilities

師、註冊社工等。認可評估員潘綺紅女士分享她作為評估員的經驗時說，瞭解被評估的機構及與僱主和受評估者保持良好溝通是十分重要。

有聘請殘疾人士的僱主表示，他們並不會因為最低工資的實施而放棄聘用殘疾人士，但最低工資的實行確實令部份企業須對整體人力資源作檢討。社會企業總會義務秘書鍾偉成先生指出，社企的目標是為殘疾人士創造就業機會，近期原材料等價格上升，令社企經營困難，部份項目更由盈轉虧，甚至面臨結業。香港社會企業總會早前透過電話訪問六個主要聘請殘疾人士的社企，發現人力成本增加了百分之三至百分之十五。鍾偉成促請政府制定優惠政策（如落標時加分等）來支持社企聘用殘疾人士。

殘疾僱員對評估機制態度審慎，有些在職殘疾僱員更表示因憂慮評估成績而選擇不接受評估。社福界立法會張國柱議員表示，有評估員透露部份僱主在評估過程中貶低員工的工作能力，令評估員難以下筆。他續指，現時缺乏上訴機制，僱員若不服評估結果亦不能上訴。而且根據現行法例，僱主如因為評估結果而解僱殘疾僱員，並不需要負上任何法律責任。他建議政府考慮補貼評估後的薪金差額以保障殘疾僱員的就業機會。

康復專員蕭偉強先生表示，政府促進殘疾人士就業方面的政策目標是協助他們發展潛能，確保他們得到平等機會。他表示政府在未來仍然會繼續加強職業訓練以提高殘疾人士的生產力、並加強支援社會企業、積極推動聘用殘疾人士。香港復康聯會副主席溫麗友女士指出，工作對所有人來說都是對自我價值的一種肯定，政府實有責任協助殘疾人士就業。

分享會「了解現在、啟發未來」的目的已達到，與會者普遍認為政府需盡可能提供政策上的配套及支援，以達至人盡其材。

said that they would not stop hiring persons with disabilities because of the implementation of the MWO. However, the ordinance did force some corporations to review their overall human resources. Mr. CHUNG Wai-shing, Honorary Secretary of Hong Kong General Chamber of Social Enterprises (HKGCSSE), pointed out that one of the objectives of many social enterprises is to create job opportunities for persons with disabilities. The rise in raw material prices in recent months has caused financial stress on some social enterprises and forced some to face losses or even run out of business. The HKGCSSE conducted a telephone survey earlier, interviewing 60 percent of employers who have previously hired persons with disabilities. The findings revealed that the cost of manpower has increased from 3 percent to 15 percent. Mr. Chung urged the government to formulate concession policies (e.g., to give bonus scores to social enterprises hiring people with disabilities in bidding exercise) in order to support the employment of persons with disabilities in the social enterprises.

Employees with disabilities treated the assessment mechanism in a cautious manner. Some employees with disabilities worried that the assessment result would not work to their advantage and preferred not to have the assessment. The Hon. CHEUNG Kwok-che, Legislative Council Member, said that a number of assessors found that some employers tended to under-estimate the capability of the employee being assessed which made it difficult for the assessor to write the report. He also pointed out that there was no appeal mechanism at the moment. Even if an employee disagreed with the assessment result, he/she was not able to appeal. Moreover, the employer is not liable for dismissing an employee with a disability per the assessment result under the existing mechanism. The Hon. CHEUNG Kwok-che suggested that to protect the job opportunities of people with disabilities, the government should consider offering wage subsidies after assessment in order to protect the job opportunities of persons with disabilities.

Mr. Stephen SUI, Commissioner for Rehabilitation, said that the policy objectives of enhancing the employment of persons with disabilities were to develop their potential and ensure the equal opportunity in employment. He said that the government would continue to strengthen the vocational training of persons with disabilities in order to raise their productivity, increasing support to social enterprises, and promote the employment of persons with disabilities. Ms Deborah WAN, Chairperson of Hong Kong Joint Council for People with Disabilities, pointed out that employment helps every person to gain self-confidence, and the government is responsible for assisting persons with disabilities in getting employment.

The objectives of this sharing session “understanding the present and plan for the future” were achieved. There was a common consensus among the participating stakeholders that the government should provide facilities and supports through policy initiatives or executive measures to allow every individual to fully utilize his/her talent.



「性別定型及其對男性的影響」 探索性研究計劃 2011

Exploratory Study on Gender Stereotyping and Its Impacts on Male Gender

「性別定型及其對男性的影響」探索性研究計劃是由平等機會委員會(平機會)委託香港中文大學香港亞太研究所性別研究中心進行。是次研究計劃共設有兩場公開研討會及一項調查，旨在探討現今香港社會男士的生活，協助政府制定合適措施為男性面對各種社會轉變充權，亦為促進兩性平等提供交流意見的平台。兩次公開研討會均吸引了約四百人參加，包括學者、服務提供者、關注團體、學生及公眾人士。

首場公開研討會於2011年6月18日舉行，主題為「男人之苦？苦在哪裡？－男性形象、性別身份解構及轉變中的性別角色解構」。三位講者與聽眾分享他們的見解及專門知識。香港浸會大學社會工作系講師邵家臻先生分享了其個人經歷；明愛男士成長中心督導主任黎偉倫先生則分享所屬機構提供的服務及服務對象所面對的問題；香港中文大學性別研究中心蔡玉萍教授則分享對男性性別定型的初步調查結果。與會者對服務需要與方向，以及政策制定進行了熱烈討論。

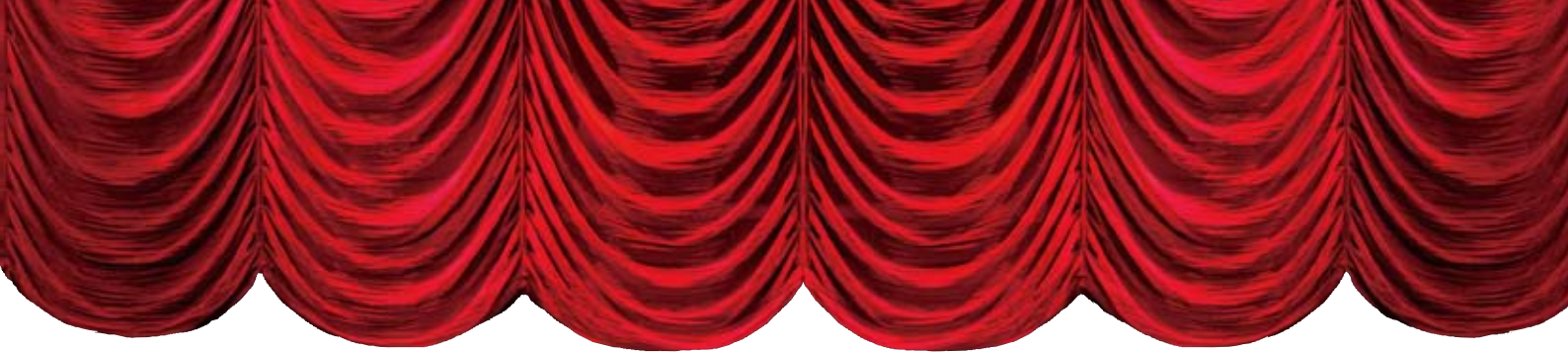
"Exploratory Study on Gender Stereotyping and Its Impacts on Male Gender" is a project commissioned by the EOC and conducted by the Gender Research Centre, Hong Kong Institute of Asia-Pacific Studies of the Chinese University of Hong Kong (CUHK). The project, comprised of two seminars and a study,



aims to shed light on the lives of men in contemporary Hong Kong and to help policy makers to develop appropriate measures to empower men to deal with recent social changes. It also provides

a platform for an exchange of ideas to advocate gender equality. Both events saw a good turnout rate of around 400 participants, including academics, service providers, interest groups, students and members from the general public.

The first seminar, entitled "Men in Pain? Where is the Pain? - Deconstructing Masculinities, Gender Identities and Changing Gender Roles," was held on June 18, 2011. Three speakers shared their views and expertise with the audience. Mr. Shiu Ka Chun, a lecturer in the Department of Social Work at Hong Kong Baptist University, shared his personal experience in this area, while Mr. Lai Wai Lun, the Supervisor at the Caritas Personal Growth Centre for Men, shared the services provided by his organization and issues faced by their clients. Professor Susanne Choi Yuk Ping of CUHK's Gender Research Centre shared the preliminary findings of her research on male gender



第二場公開研討會於2011年9月17日舉行，主題為「女人獨大，男人「無定企」？－兩性結構位置分析」。香港大學呂大樂教授表示，儘管從媒體得來的印象及/或個別人士普遍以為女性已趕上男性，但數據顯示，身居要職的女性，其比例仍然落後於男性。現實裏，本港的非技術工人，女性仍佔三分二。

香港中文大學中國家庭研究中心主任丁國輝教授從家庭研究方面探究有關問題。他認為，數據雖然顯示妻子在家庭收入上愈來愈重要，但丈夫仍是家庭的經濟支柱。他進一步強調，由於現今社會的核心家庭結構出現轉變，「權力或權威模式」亦不再適用於重要決策或溝通方面。

蔡玉萍教授分享她的定性調查結果，發現性別定型為男性帶來無比壓力，不論任何社會經濟地位的男士，他們均會嘗試達到角色定型的要求。東華三院越峰成長中心 註冊社工梁洪偉先生亦分享他為男性酗酒者服務的前線經驗。他的分享正好和應不同性別都有需要擺脫性別定型的觀念。

平機會主席林煥光先生為研討會作總結時，提到男女平等的重要性及它為社會帶來的好處(包括家庭和諧)。儘管經濟發展引致香港現今社會結構及性別角色功能出現轉變，性別角色及定型觀念仍然普遍存在。林先生鼓勵兩性踏出重要一步，以和諧及尊重的態度學習及接納社會轉變，為兩性及社會的平等機會，謀取共贏局面。

stereotyping. Active discussions on the needs and directions for service and policy development were held.

The second seminar, entitled "Are Men being Marginalized? - Analysis of Men's and Women's Structural Positions in Hong Kong," was held on September 17, 2011. Professor Lui Tai Lok of the University of Hong Kong said statistics show that women continue to lag behind men in taking up key positions in the workplace, despite the general impression from the media and/or individuals that women have already caught up with men. In reality, women still occupy two-thirds of elementary jobs in Hong Kong.

Professor Ting Kwok Fai, the Director of the Centre for Chinese Family Studies at CUHK, explored the issues from the family studies perspective and argued that, although statistics showed wives gradually become crucial family income contributors, husbands continue to be the key breadwinners of families. He further emphasized that due to the change of nuclear family structure in modern Hong Kong, the use of "power or authority model" in decision-making or communication is no longer applicable.

Professor Susanne Choi shared findings of her qualitative research that male gender stereotypes posed enormous pressure on men as they try to fulfill these roles regardless of their socio-economical status. Mr. Leung Hung Way, a Registered Social Worker at Tung Wah Group of Hospitals' CROSS Centre, also shared his insightful frontline experience on providing services for male alcoholics. His sharing echoed with the need for both genders to liberate themselves from gender stereotypes in our society.

The Chairperson of the EOC, Mr. Lam Woon Kwong, concluded the seminar with thoughts on the importance of gender equality and its benefits for our society, including family harmony. Despite economic development, structural changes in the society and functional changes of gender roles in today's Hong Kong, values and beliefs of gender roles and stereotypes are still prevalent. Mr. Lam urged both genders to take the key step of learning about and adapting to such societal changes in a harmonious and respectful manner, for this would create a win-win situation for both genders and greater equal opportunities for the entire society.



新片在線
New videos Online



當來自尼日利亞的Nwosu Blessed UGOH牽着妻子的手上街，總引來途人的盯視。他的華籍妻子Michelle說：「我就像是動物園裏的動物。」這只是她和丈夫日常生活中遇到的眾多歧視之一，但他們勸解自己不要因為其他人的態度而感到不開心。在平機會最新YouTube視頻裏，這對夫婦分享他們如何克服在香港遇到的歧視問題。這齣平機會YouTube短片是我們其中一項推廣平等機會的多媒體製作。

When Nigerian Nwosu Blessed UGOH holds his wife's hand on the street, passersby often stare at them. "I am just like a zoo animal," says Michelle, his Chinese wife. Although this is just one of the many instances of prejudice she and her husband experience in their daily lives, they refuse to be defeated by the attitude of others. In the EOC's latest YouTube video, the couple and others share how they overcame the discrimination they faced in Hong Kong. This video, created for our YouTube Channel, is part of our multimedia efforts to promote equal opportunities.

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