



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相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。

### 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 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.

### 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.



