

# 推廣平等機會 Promoting Equal Opportunities



## 我們的角色

委員會繼續致力提高公眾意識、鞏固平等機會價值，並提高社區對反歧視條例與相關問題的了解。我們舉辦多元化的公眾教育項目，從早期的教育和學校活動，以至深入接觸社群、媒介宣傳、培訓課程和出版刊物等，涵蓋範圍廣泛。

## 早期教育

委員會的一項重要策略是推行青少年教育，從小開始灌輸平等機會的價值觀，潛移默化。透過在學校推出一連串戲劇表演和青少年發展項目，協助莘莘學子認識歧視的負面影響，培育他們對共融社會的承擔。

### 戲劇表演

戲劇有助把概念轉化為處境，讓兒童更易於明白和接受當中的訊息。因此，委員會與本地多個劇團合作，製作以平等機會、三條反歧視條例和多元文化為題材的話劇和木偶劇。

## Our Role

Working to increase public awareness, fostering equal opportunities values and improving understanding of the anti-discrimination ordinances and related issues for the community of Hong Kong remains the cornerstone of our work. Our diverse public education programmes are wide ranging, from early education and school programmes to community outreach activities, media campaigns, training programmes and publications.

## Early Education

Focusing on the youth is a major EOC strategy as we seek to inculcate acceptance of equal opportunity values from an early age. Helping our young students to understand the negative impact of discrimination and to develop a commitment to an all-inclusive society, our schools programme is based on a series of drama performances and youth development projects.

### Drama Performances

Drama helps to translate a concept into a situation which can be better understood and more easily accepted by children. We therefore join forces with local theatre troupes to stage plays and puppet shows which focus on equal opportunities, the three anti-discrimination ordinances and diversity.

During the year, an interactive play, *3-D Interactive Machine*, co-produced by the EOC and Jumbo Kids Theatre, introduced the Family Status Discrimination Ordinance and related scenarios to primary school students. Forty performances were subsequently held in 34 primary schools for about 10,000 students in 2004/05.

The Jumbo Kids Theatre also received funding from the Commission for performing *Equal Opportunities Olympics*, a play which promoted the message “Inclusion and Equality for



# 推廣平等機會 Promoting Equal Opportunities

委員會本年度與大細路劇團合力製作了一齣互動話劇「3D互動百變機」，向小學生介紹《家庭崗位歧視條例》和有關問題。劇團於2004/05年度共為34間小學，約10,000名學生進行了40場演出。

大細路劇團亦獲得委員會資助，演出另一齣戲劇「平等細運會」，推廣「社區共融 人人平等」的訊息。劇團於2004/05年度進行了30場演出，賞劇的學生達7,000人。

森林聯盟劇團製作有關預防性騷擾的話劇「唔係講笑」，是委員會最受歡迎的劇目。本年度演出共60場，約15,000名中學生觀看。

委員會於本年度亦有贊助香港復康會和香港弱能兒童護助會的「街坊小子」木偶劇表演，演出場數為178場。此劇娛樂性豐富，廣受歡迎，自1998年推出以來，已有超過150,000名小學生欣賞過此木偶劇。

## 為童軍而設的平等機會訓練課程

這項課程由委員會聯同香港童軍總會及香港女童軍總會合辦，於2004年8月至11月舉行。課程包括四次培訓環

All”。A total of 30 performances were completed in 2004/05 for over 7,000 students.

Forest Union produced *This is not a Joke*, our most popular play which focuses on the prevention of sexual harassment. A total of 60 shows were performed for about 15,000 secondary school students in 2004/05.

During the year, we also sponsored 178 performances of *The Kids on the Block*, a puppet show presented by the Hong Kong Society for Rehabilitation and the Society for the Relief of Disabled Children. The production, which is highly entertaining and easily understood by children, has been a big hit with over 150,000 primary school students who have seen it since its inception in 1998.

## EO Development Programme for Scouts and Girl Guides

This programme, jointly organized by the EOC, Scout Association of Hong Kong and Hong Kong Girl Guides Association, was held between August and November 2004. A total of four training sessions, ranging from workshops, lectures and visits to rehabilitation groups, were held for scouts and girl guides to learn more about equal opportunity. The participants then produced a drama performance for the *EO Expo 2004*. This is our second co-operative effort with the Scout Association of Hong Kong, which with the Hong Kong Girl Guides, have a total of 100,000 members.

## “Career Challenge 2004”

Building on past success, in 2004/05, we once again organized our highly popular *Career Challenge Youth Mentorship Programme*. The programme underlines the importance of breaking down stereotypes, and has been successfully completed by thousands of secondary school students since 2002. In 2004/05, 500 students were able to broaden their horizons, as they joined their mentors at work or in large-group sharing sessions between January and March 2005.

節，分別以工作坊、講座和探訪復康團體等形式進行，讓參加者學習有關平等機會的知識，他們更合力製作了一齣話劇，在「2004年平等機會博覽」中演出。這是委員會第二次與香港童軍總會合作，該會與香港女童軍總會的成員人數合共達100,000人之多。



## 「無定型新人類2004」

鑑於過往參加者反應熱烈，委員會於2004/05年度再次舉辦「無定型新人類」青少年師友計劃。這項活動強調打破定型的重要性。自2002年起，已有逾千名中學生參加這項計劃。於2005年1月至3月期間，共有500名學生到訪嘉賓導師的工作間或參與大型分享會，從而擴闊視野。

十名來自非傳統性行業的傑出人士為委員會擔任「無定型新人類2004」的嘉賓導師，包括：香港傷殘青年協會理事會主席張偉良、前香港劍擊隊代表何嘉麗、莎莎國際控股有限公司主席及行政總裁郭少明、「非常林奕華」藝術總監林奕華、稅務局局長劉麥懿明、環境運輸及工務局局長廖秀冬博士、中華廚藝學院總教導員劉國柱、助理警務處處長(資訊系統科)施關綺蘿、國際插花藝術學校校長黃源喜，和中華電力有限公司常務董事阮蘇少涓。

Ten outstanding achievers from a wide spectrum of non-traditional fields served as mentors for *Career Challenge 2004*. They included: Benny CHEUNG, Chairperson of the Board of Directors, Hong Kong Federation of Handicapped Youth; HO Ka-lai, Ex-member, the Hong Kong Fencing Team; Simon KWOK, Chairman and Chief Executive Officer, Sa Sa International Holdings Limited; Edward LAM, Artistic Director, Edward Lam Dance Theatre; Alice LAU, Commissioner of Inland Revenue; Dr Sarah LIAO, Secretary for the Environment, Transport and Works; LIU Guozhu, Chief Instructor (Food Preparation), Chinese Cuisine Training Institute; Bonnie SMITH, Assistant Commissioner of Police (Information System), Hong Kong Police Force; James WONG, Headmaster, International School of Flower Arrangement; and Betty YUEN, Managing Director, CLP Power Hong Kong Limited.

For the many young participants, the programme provided a rare opportunity for them to meet with successful individuals who were able to overcome gender and disability barriers to reach their goals.

## “Have Your Say on Family Status” Youth Debate Competition

To enhance public awareness of the Family Status Discrimination Ordinance, the EOC and the Kowloon Women's Organization Federation co-organized the “*Have Your Say on Family Status*” Youth Debate Competition for secondary schools. Applications were received from 67 schools, and after three rounds of heated debate, which commenced in April 2004, the PAOC Ka Chi Secondary School beat its rivals to emerge as the winner in May 2004.

## “A Mission for Equal Opportunities – Student Forum”

To produce a training module for the classroom situation, we worked with Radio Television Hong Kong (RTHK) on an educational package for teachers. The module features our third TV docu-drama series *A Mission for Equal Opportunities* and includes a user manual, FAQs and VCDs. A total of 2,000

# 推廣平等機會 Promoting Equal Opportunities



是項活動為年青人提供難得的機會，讓他們與傑出人士分享，了解他們突破性別及殘疾障礙的成功經驗。

## 「家庭崗位你有Say」中學生辯論大賽

為提高公眾對《家庭崗位歧視條例》的認識，委員會和九龍婦女聯會合辦「家庭崗位你有Say」全港中學生辯論大賽，共收到67間學校報名參加。由2004年4月開始，經過了三輪激烈的賽事，加拿大神召會嘉智中學最終於2004年5月舉行的決賽中奪得冠軍。

## 「非常平等任務」學生論壇

委員會與香港電台合作製成教學資料套。這套適合課堂使用的教材，包括一本使用者手冊、常見問題及第3輯「非常平等任務」的電視實況劇光碟。委員會向學校和非牟利機構免費派發超過2,000份教材套。

為配合教材套的推出，委員會於2005年1月舉行了一個工作坊，為逾70位教師講解如何使用該教材套。我們又為學生舉辦論壇，鼓勵他們就劇集中的課題發表意見。

modules were distributed free of charge to schools and non-profit organizations.

To launch the teaching kit, over 70 teachers participated in a workshop held in January 2005. Student forums were also organized to encourage students to express their views on subjects and issues raised in the TV series.

## Community Outreach

In promoting equal opportunities and the anti-discrimination ordinances, the Commission remains committed to invest in our outreach activities in the community. We continue to strengthen links and work closely with our partners across different sectors to educate members of the public about current EO issues and discrimination problems.

### The Community Participation Funding Programme

Making every effort to foster equal opportunity values in Hong Kong, we have provided funding since 1997 to encourage non-governmental organizations, community groups and schools to initiate their own projects on equal opportunities. During the year, the *Community Participation Funding Programme* has attracted 111 applications, allocating HK\$670,426 to 55 different projects. (See Appendix 8 for organizations funded under this programme.)

### Equal Opportunities Expo 2004

*Equal Opportunities Expo*, our major annual public education initiative was held from October 2004 to February 2005. The event was jointly organized with Commercial Radio, to promote the theme “Reaching out for Equal Opportunities” through the launch of *Career Challenge 2004*, weekly radio programmes, roadshows, and a series of community events.

## 深入社群

在推廣平等機會和反歧視法例的工作上，委員會一直深入社群，與社會各界別的夥伴保持聯繫和緊密合作，讓社會人士認識現今的平等機會和歧視問題。

### 社會參與資助計劃

自1997年以來，委員會一直資助非政府機構、社會團體和學校舉辦與平等機會有關的活動，致力把平等機會觀念納入主流。本年度的「社會參與資助計劃」收到111份申請，委員會共撥出港幣670,426元資助55項活動。(有關獲資助機構名單，請參閱附件8。)



### 平等機會博覽2004

委員會每年一度的重點公眾教育活動「平等機會博覽」於2004年10月至2005年2月進行。是次博覽與商業電台合辦，透過「無定型新人類2004」開幕禮、每周電台節目、社區巡迴活動，和一連串的地區項目，帶出「平等機會全接觸」的主題。

2004年10月至11月期間，委員會在小西灣、屯門、葵芳和馬鞍山舉行了四次社區巡迴活動，並輯錄當中的精彩內容於商業一台每周節目中播出。知名人士如立法會議員余

During the Expo, four roadshows were held in Siu Sai Wan, Tuen Mun, Kwai Fong and Ma On Shan in October and November 2004. The highlights of these roadshows were featured in a weekly programme on Commercial Radio 1. Politicians and celebrities including legislative councillor the Hon Audrey EU Yuet-mee, popular singer and EO Ambassador HUI Chi-on, mentors of *Career Challenge 2004*, representatives from rehab and women's groups, joined the programme to promote the message of creating an inclusive environment for the community. Many community organizations, including Lok Kwan Social Service and HKSKH Ma On Shan (South) Children & Youth Integrated Service Centre also worked with us to show support for equal opportunity.

### “EO Through Your Eyes” Photo Competition

We launched our first photo competition in November 2004, encouraging members of the public and aspiring photographers to show the different and varying aspects of inclusion and diversity in everyday life. The “*EO Through Your Eyes*” *Photo Competition*, co-organized with Commercial Radio, subsequently attracted some 600 entries in three categories – Youth Division, Open Division and Professional Division, with more than 40 submissions coming from mainland China and overseas.

Raymond TANG, Chairperson of the EOC; KO Po-ling, Convenor of the Public Education and Research Committee of the EOC; May CHAN, Chairperson of the Hong Kong News Executives' Association and Director of News and Public Affairs of Commercial Radio; Water POON, renowned photographer; and Leo LAM, President of Hong Kong Rehab Power were the adjudicators in the competition. The winning entries were selected for their creativity, quality and effectiveness in promoting gender equality, inclusion of people with a disability as well as the portrayal of equal opportunities for persons with family status.



# 推廣平等機會

## Promoting Equal Opportunities



若薇、流行歌手兼平等機會大使許志安、「無定型新人類 2004」的多位嘉賓導師、復康團體和婦女團體代表亦有參與此活動，推廣共融社會的訊息。多個社會機構，包括樂群社會服務處和香港聖公會馬鞍山(南)青少年綜合服務中心等，亦有參與此活動，支持平等機會。

### 「你眼看平等」攝影比賽

委員會於2004年11月舉辦首個攝影比賽，鼓勵市民和攝影愛好者，透過鏡頭展現日常生活中接納包容及多元文化的情境。「你眼看平等」攝影比賽由委員會與商業電台合辦，分為青少年組、公開組和專業攝影師組，共收到逾600份參賽作品，其中40多份來自國內和海外。

委員會主席鄧爾邦、委員會公眾教育及研究專責小組召集人高寶齡、香港新聞行政人員協會主席兼商業電台新聞及公共事務總監陳淑薇、著名攝影家水禾田，和香港復康力量會長林章偉為比賽擔任評判。他們根據參賽作品的創意、攝影水準、以及是否有效推廣性別平等、傷健共融和有家庭崗位人士獲得平等機會等準則，選出優勝作品。

## Media Campaigns

Engagement with the media is an essential element of our communication strategy. It is recognized that the dissemination of information on equal opportunity is crucial in changing public attitudes and behaviour.

### TV Docu-drama

The Commission commenced production of the fourth TV docu-drama series, *A Mission for Equal Opportunities* in February 2005. The TV series, which has been very well received by the public in the past, was developed in conjunction with RTHK. Based on real life discrimination cases, the series sends a strong message that discrimination is unlawful, and cannot be tolerated in our society.

### Media Activities

A mark of progress in mainstreaming equal opportunity is the increase in public awareness and expectations of the Commission's performance. Daily media enquiries touch on many issues, including those not seemingly related to the three anti-discrimination ordinances. The Commission is viewed to be taking the lead to give due consideration to current issues. In 2004/05, we held three news conferences, granted 21 media interviews and issued 24 news releases. The Promotion and Education Unit also handled 552 media enquiries, along with some 425 enquiries from students, government departments, private companies and community organizations.

To promote the TV docu-drama series *A Mission for Equal Opportunities*, we also contributed 6 feature articles to the Apple Daily which explained the legal perspectives of equal opportunities issues conveyed in the TV programmes. A poster advertisement campaign on the docu-drama series was launched in April 2005 on Hong Kong's mass transit system. Posters conveying equal opportunity messages were shown on over 200 light boxes at Mass Transit Railway,

## 傳媒宣傳

與傳媒保持聯繫是委員會傳訊工作的重要環節。有效推廣平等機會的訊息，是改變公眾態度與行為的重要因素。

### 電視實況劇

委員會於2005年2月開始製作第四輯電視實況劇「非常平等任務」。這齣與香港電台合力製作的電視劇，一直廣受觀眾歡迎。劇集是根據真實歧視個案改編，向市民傳遞歧視屬違法行為、絕對不容於社會的強烈訊息。

### 傳媒活動

市民的平等機會意識及對委員會的期望逐漸提高，反映出平等機會概念已逐漸融入社會主流。傳媒每日向委員會提出的查詢涉及不同範疇，當中更包括三條反歧視法例以外的問題。在探討一些備受關注的課題上，委員會被認為是起了帶頭作用。於2004/05年度，我們共召開了三次新聞發布會，進行了21次傳媒預約訪問和發出24份新聞稿。宣傳及教育組又處理了552宗傳媒查詢，和425宗由學生、政府部門、私人機構和社會團體提出的查詢。

為宣傳電視實況劇「非常平等任務」，委員會在《蘋果日報》撰寫6篇特稿，就劇中帶出的平等機會問題，從法律



Kowloon-Canton Railway and Light Rail stations to millions of passengers. Thousands of posters were distributed to private and public housing estates, schools, universities, libraries, hospitals and public enquiry service centres of the Home Affairs Department to publicize the docu-drama series and promote anti-discrimination concepts.

The EOC also contributed articles to Ming Pao, the Hong Kong Teachers' Centre Bulletin and PTU News (a publication of the Hong Kong Professional Teachers' Union) to illustrate anti-discrimination principles and related issues.

### On-line Resource Centre

The EOC website, our fully bi-lingual (Chinese/English) on-line resource centre, is maintained to ensure that the most up-to-date information on equal opportunities issues in Hong Kong and around the world is available online. The website provides a full and open view of all our activities, and is proving to be increasingly popular with the public with an average monthly hit rate of over 1,480,000 during the 2004/05 review year.

Strengthening the content of our current website and keeping up with technological developments, we embarked on a project to enhance our website in early 2005. A highlight of the revamped website will be specifically targeted at the employment sector, where employers and employees will be able to access the latest information on how the equal opportunity ordinances can work for them. The new website will be launched in 2006.

## Public Education Programmes

### Talks

In 2004/05, we conducted 336 talks to interested groups and received 22 groups at the Commission. Participants

# 推廣平等機會

## Promoting Equal Opportunities

觀點作出解釋。委員會又於2005年4月在本港的鐵路系統推出大型宣傳海報，透過地下鐵路、九廣鐵路和輕鐵等200多個海報燈箱，向數以百萬計的乘客宣傳實況劇及平等機會訊息。另有數千張海報分別派到各私人屋苑、公共屋邨、學校、大學、圖書館、醫院和民政事務總署的公眾查詢服務中心，以宣傳劇集和推廣反歧視理念。

委員會亦為《明報》、《香港教師中心傳真》和《教協報》(香港教育專業人員協會刊物)撰文，闡述反歧視的原則和相關問題。

### 網上資源中心

委員會網站是一個全雙語(中英文)網上平等機會資源中心，讓市民瀏覽香港以至世界各地有關平等機會的最新資訊，及委員會的各項活動。我們的網頁越來越受歡迎，於2004/05年度平均每月點擊率超過1,480,000次。

為增強網頁內容，和配合科技發展，委員會於2005年初開始進行更新網頁的工作。預計網站會有革新面貌，當中包括特別有關僱傭範疇的資訊，讓僱主和僱員可了解平等機會條例如何在工作間應用。新網站將於2006年初啟用。

### 公眾教育活動

#### 講座

於2004/05年度，委員會為有興趣的人士和團體舉辦了336場講座，並接待了22個團體。參加者來自政府部門、本地及海外非政府組織、大專院校以至商界。除了講解反歧視條例外，討論範圍亦包括與歧視和平等機會有關的議題。



came from government departments, local and overseas non-governmental organizations, tertiary institutions and the business sector. Apart from the anti-discrimination ordinances, the sessions covered a full spectrum of issues on discrimination and equal opportunities.

### Newsletters

*EOC News*, our quarterly bilingual newsletter, provides a regular update of our programmes and activities as well as case studies under the anti-discrimination ordinances. *EOC News*, which boasts a circulation of over 80,000 copies, is available free to members of the public. Braille and on-line versions are also available.

### New Resources

Resources focusing on different aspects of the anti-discrimination legislation, as well as new developments in the field, continue to raise awareness, and provide information and assistance in eliminating discrimination.

New resources issued during the year include:

- “A Mission for Equal Opportunities – Student Forum” Educational Module
- *EOC Annual Report 2003/04*
- *Community Participation Funding Programme on Equal Opportunities 2004/2005* (information booklet)

### 季刊

《平等機會委員會通訊》是一本中、英對照的季刊，定期報道委員會的最新活動，及有關反歧視條例的個案研究。通訊的發行量超過80,000份，免費供市民索閱，同時亦備有點字版和網上版。

### 新資源

委員會製作的資源探討反歧視法例的不同層面，以及在平等機會方面的新發展，藉此提高市民對平等機會觀念的認識，並提供反歧視的資訊。

本年度製作的新資源計有：

- 「非常平等任務」學生論壇教育資料套
- 2003/04年度年報
- 2004/05年度平等機會社會參與資助計劃(資料小冊子)
- 「家庭崗位你有Say」中學生辯論大賽(小冊子)
- 委員會通訊 第29至32期
- 認識你的權利-《家庭崗位歧視條例》(修訂版)
- 「認識歧視條例 共創公平社會」單張(修訂版)

曾刊登委員會文章的刊物包括：

- Career Times出版的《法律迷蹤》，講述有關僱傭問題的實務建議
- 奧斯陸大學挪威人權中心中國研究中心出版的《禁止就業歧視：國際標準和國內的實踐》

此外，委員會與教育統籌局合作推出「為教師而設網上課程」，協助教師認識《殘疾歧視條例》，和如何對有特殊學習需要的學生提供調適。

- “Have Your Say on Family Status” Youth Debate Competition (booklet)
- *EOC News* (Issue 29-32)
- “Know Your Rights Series – FSDO” leaflet (Revised version)
- “Stand up for Equal Opportunity” leaflet (Revised version)

Articles contributed by the EOC were included in the following publications :

- *Legal Puzzle* published by Career Times, provides practical advice on employment issues
- *Eliminating Discrimination in Employment: International Standards and Implementation in China*, published by the China Programme of the Norwegian Centre for Human Rights, University of Oslo.

In addition, the new *E-learning Package for Teachers* was developed in partnership with the Education and Manpower Bureau to help teachers learn about the DDO and how to accommodate children with special educational needs.

