

推廣平等機會 Promoting Equal Opportunities



發放資訊，是消除歧視最有效的方法之一。今年，我們全面更新委員會網站，為所有對平等機會問題有興趣的人士提供實用的資訊和協助。不論你是需要尋找資料做功課，或曾遭受歧視、又或視力有障礙，我們更新後的網站都會方便大家。加強網站訊息服務，能令每個人享有平等機會獲取最新資訊和協助。

現時網站涵蓋委員會所有活動的資料，更為詳盡公開。事實證明，越來越多市民瀏覽委員會的網站。2005/06年度，委員會網站的每月平均點擊率為1,520,000。

學校活動

委員會其中一項重要策略是從小灌輸平等機會的價值觀。透過在學校推出一連串戲劇表演和青少年發展項目，幫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。



The dissemination of information is one of the most effective ways to fight discrimination. This year, we have been committed to overhaul the Commission's website, to ensure that we are able to deliver quality information and advice to individuals who want to know more about equal opportunity. Whether you are a student completing a school project, someone who had experienced discrimination or a person with visual impairment, our website is now realigned to facilitate navigation and to improve our provision of services so that everyone can enjoy equal access to up-to-date information and assistance.

The revamped website provides a full and open view of all our activities, and is proving to be increasingly popular with the public, averaging a monthly hit rate of over 1,520,000 during the 2005/06 review year.

School Programmes

Focusing on the youth is a major EOC strategy as we seek to nurture 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.

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戲劇表演

戲劇將概念轉化為處境，讓兒童更易於明白和認同。委員會與本地三個劇團合作，在學校推出以平等機會、三條反歧視條例和多元文化為題材的話劇和木偶劇。今年有50,900名學生觀賞我們的戲劇表演。

Drama Performances

Drama helps to translate an abstract concept into a scenario which can be better understood and more easily accepted by children. We engaged three local theatre troupes to stage plays and puppet shows which focus on equal opportunities, the three anti-discrimination ordinances and diversity. This year, 50,900 students have watched and enjoyed our drama performances.

2005/06年度戲劇表演一覽 List of drama performances in 2005/06

劇目 Title	主題 Theme	場數 Number of Performances	觀眾人數 Number of Participants
3 D互動百變機 3-D Interactive Machine	《家庭崗位歧視條例》 Family Status Discrimination Ordinance	42	10,000 名小學生 10,000 primary school students
平等細運會 Equal Opportunities Olympics	共融與平等機會 and equality for all	28	6,000 名小學生 6,000 primary school students
唔係講笑 This is not a Joke	防止性騷擾 Prevention of sexual harassment	60	15,000 名中學生 15,000 secondary school students
街坊小子 The Kids on the Block	瞭解殘疾問題及兩性平等 Understanding of disability issues and gender equality	175	19,900 名小學生 19,900 primary school students



[無定型新人類2005]

延續過往佳績，共有500名學生在2005/06年度參加這個廣受歡迎的平等機會青少年師友計劃。這項每年舉辦的活動強調打破定型觀念的重要性，自2002年起有逾2,000名中學生參與。在2005年11月至2006年2月期間，共58間學校的學生藉著到訪嘉賓導師的工作間或參與大型分享會，擴闊視野。

十一名來自非傳統行業的傑出人士擔任「無定型新人類2005」的嘉賓導師，包括：工程師/無國界醫生香港辦事處董事會成員周健德女士、南華早報總編輯馮惠儀女士、香港大學社會工作及社會行政學系副教授/關懷愛滋前主席何式凝女士、天文台高級科學主任/世界氣象組織航空氣象委員會管理層成員劉心怡女士、前民政事務局常任秘書長李麗娟女士、著名音樂人盧冠廷先生、醫生/傑出殘疾人士獎得主吳家榮醫生、救護主任/世界消防競技大賽金牌得主潘角青女士、平等機會委員會委員/香港回教信託基金總會前主席和現任秘書沙意先生、星展銀行有限公司副主席/星展銀行(香港)有限公司主席黃鋼城先生及著名兒童節目主持人王者匡先生。

這項活動為年青人提供寶貴機會，讓他們從傑出人士的分享中獲益，瞭解嘉賓導師突破性別及殘疾障礙並實現理想的成功經驗。

“Career Challenge 2005”

Building on past success, in 2005/06, 500 students joined our highly popular Career Challenge Youth Mentorship Programme. The annual project underlines the importance of breaking down stereotypes, and has been successfully completed by over 2,000 secondary school students since 2002. This year, students from 58 schools were able to broaden their horizons, as they joined their mentors at work or in large-group sharing sessions between November 2005 and February 2006.

Eleven outstanding achievers from a wide spectrum of non-traditional fields served as mentors for Career Challenge 2005. They were: Alice CHOW, engineer and board member of Médecins Sans Frontières Hong Kong; Fanny FUNG, editor of South China Morning Post; Dr HO Sik Ying, associate professor of Department of Social Work and Social Administration at the University of Hong Kong and former chairperson of AIDS Concern; Sharon LAU, Senior Scientific Officer of Hong Kong Observatory and management group member of Commission for Aeronautical Meteorology of World Meteorological Organisation; Shelley LEE, former Permanent Secretary for Home Affairs; Lowell LO, renowned composer and song-writer; Dr Gary NG, recipient of Outstanding Disabled Persons Award; Alison PUN, ambulance officer of Fire Services Department and gold medallist of World Firefighters Game; Saeed UDDIN, EOC Member and former chairman and current honorary secretary of the Incorporated Trustees of the Islamic Community Fund of Hong Kong; Frank WONG, chairman of DBS Bank (Hong Kong) Limited and vice chairman of DBS Bank Ltd.; and Harry WONG, renowned artist specializing in children's entertainment.

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全港大專生性別認知迎新遊戲設計比賽

鑑於近年大學迎新營遊戲備受社會關注，本委員會及婦女事務委員會(婦委會)於較早前與八間大專院校合辦論壇，討論預防校園性騷擾的方法。今年，委員會及婦委會合辦全港大專生性別認知迎新遊戲設計比賽。來自八間大學的12組參賽隊伍提交了遊戲構思，其中五隊獲選參與2005年7月的決賽。比賽要求迎新營的組織及參加者設計有趣而又創新的遊戲，以推廣兩性平等，最後由香港理工大學的學生勝出。

「非常平等任務：學生論壇」

為製作適合課堂的教材，我們與香港電台為教師編寫了一套教育資料套。在第四輯電視實況劇「非常平等任務」啟播後，委員會與香港電台舉辦了學生論壇，討論電視劇中的真實個案和相關的法律條文。學生論壇現已剪輯為教育資料套的一部份，其他並包括電視實況劇DVD光碟和解說小冊子。我們已向學校和非牟利機構免費派發了1,200份資料套。

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，與社會各界夥伴加強聯繫，緊密合作，讓社會人士認識現今的平等機會和歧視問題。

For the many young participants, the value of the programme meant a rare opportunity for them to meet with achievers who were able to overcome gender and disability barriers to reach their goals.

Orientation Camp Game Design Contest

In light of the concerns about games played at universities' orientation camps in recent years, the EOC, in collaboration with the Women's Commission, organized a forum earlier with eight universities to discuss ways of preventing sexual harassment on campus. This year, the two Commissions organized the first "Orientation Camp Game Design Contest to Promote Gender Awareness" for university students. A total of 12 teams from eight universities submitted game plans for the competition, and five teams were selected to compete in the finals in July 2005. The contest required orientation camp organizers and participants to design games that were fun and creative to promote the message of gender equality. Students from Hong Kong Polytechnic University beat rivals to emerge as the winner of the competition.

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. Following the debut of the fourth TV docu-drama series "A Mission for Equal Opportunities", the EOC and RTHK held a student forum to discuss real-life cases of discrimination as portrayed in the TV programme, and the legal provisions related to the cases. The student forum was produced as part of an educational module, which included a set of DVDs of the TV series and an explanatory booklet. A total of 1,200 modules were distributed free of charge to schools and non-profit organizations.



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91份申請，委員會共撥出港幣714,495元資助56項活動。(有關獲資助機構名單，請參閱附錄8。)

平等機會博覽2005

委員會於2005年10月29日，假樂富中心為每年一度的重點公眾教育活動「平等機會博覽」舉行開幕禮，主題是「無懼障礙 創造未來」，整個博覽於2005年11月至12月期間舉行。

本年度的重點是「你眼看平等」巡迴攝影展覽及「無定型新人類2005」青少年師友計劃。在開幕典禮上，五位「無定型新人類」青少年師友計劃的嘉賓導師——著名音樂人盧冠廷先生、傑出殘疾人士獎得主吳家榮醫生、工程師/無國界醫生香港辦事處董事會成員周健德女士、香港首位加入聯合國世界氣象組織的女氣象員劉心怡女士及著名兒童節目主持人王者匡先生，分享了他們如何衝破障礙、取得成功的個人經驗。

三個社會團體——香港特殊學習障礙協會、明愛向晴軒及香港復康聯盟亦有參與開幕活動，設置資訊及遊戲攤位，推廣平等機會。此外，委員會的社區夥伴於這段期間共舉辦二十多項活動，包括：講座、工作坊、探訪及嘉年華會，與委員會一起致力實現建立公平共融社會的抱負。

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 further strengthened links and worked 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

In 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 91 applications, allocating HK\$714,495 to 56 different projects. (See Appendix 8 for organizations funded under this programme.)

Equal Opportunities Expo 2005

The EOC launched its annual major public education initiative – Equal Opportunities Expo 2005 on 29 October 2005 at Lok Fu Shopping Centre. "Overcoming Adversity to Build a Better Future" was the theme of this year's community events, which ran from November through December 2005.

Highlights of Equal Opportunities Expo 2005 included the Commission's youth mentorship programme "Career Challenge 2005" and "EO Through Your Eyes" roving photo exhibition. At the launching ceremony of the Expo, Career Challenge mentors Lowell LO, renowned composer/songwriter; Dr Gary NG, recipient of the Outstanding Disabled Persons Award; Alice CHOW, Engineer/Board Member,

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「你眼看平等」攝影展覽

繼於2004年舉辦首次攝影比賽後，委員會本年度與商業一台合辦「你眼看平等」攝影展覽，推廣多元共融訊息。巡迴展覽在2005年8月至2006年2月舉行，為期七個月，展出「你眼看平等」攝影比賽的得獎作品，推廣兩性平等、傷健共融及尊重有家庭崗位人士的需要。

展覽於十個區的商場、九廣鐵路及地鐵站舉行，包括灣仔、筲箕灣、佐敦、旺角、樂富、黃大仙、油塘、觀塘、大埔及將軍澳，逾20,000人參觀。

媒體宣傳

有效推廣平等機會的訊息，是改變公眾態度與行為的關鍵因素。透過大眾傳媒傳達訊息，是委員會工作的重要環節。

Médecins Sans Frontières Hong Kong ; Sharon LAU, the first woman from Hong Kong to serve as member of the UN's World Meteorological Organization; Harry WONG, a famous TV host of children's programmes shared their personal experiences and discussed how they had overcome difficulties to strive for success.

Three community organizations – Hong Kong Association for Specific Learning Disabilities, Caritas Family Crisis Support Centre and Rehabilitation Alliance Hong Kong – also joined in the launch by setting up information booths to promote equal opportunities. In addition, over 20 activities ranging from talks, workshops, visits and carnivals were organized during this period by our community partners to help build the Commission's vision for a fair and inclusive society.

“EO Through Your Eyes” Photo Exhibition

Following the Commission's first photo competition in 2004, the Commission and Commercial Radio 1 launched the EO Through Your Eyes Photo Exhibition to promote the concept of inclusion and acceptance of diversity. The roving exhibition ran for seven months from August 2005 to February 2006 to display the winning entries of EO Through Your Eyes Photo Competition, which highlighted gender equality, inclusion of persons with a disability and accommodations for persons with family status.

The exhibition were held in shopping malls, KCRC and MTR stations in ten districts: Wanchai, Shau Kei Wan, Jordan, Mong Kok, Lok Fu, Wong Tai Sin, Yau Tong, Kwun Tong, Tai Po and Tseung Kwan O. It is estimated that over 20,000 people viewed our exhibitions.



電視實況劇

委員會與香港電台合力製作第四輯「非常平等任務」電視實況劇，深入探討不同形式的歧視，新一輯實況劇以六個真實個案為藍本，於2005年4月至5月播放，每集吸引130萬觀眾收看。

為宣傳「非常平等任務」電視實況劇，我們向蘋果日報提供了六份特稿，解釋實況劇內關乎平等機會的法律觀點。同時，我們在2005年4月為配合實況劇於地鐵推出海報宣傳。

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，當中包括三條反歧視法例以外的問題。在探討一些備受關注的議題上，委員會被認為是起了主導作用。於2005/06年度，我們向南華早報、蘋果日報、Career Times 及新報提供特稿，並召開了兩次新聞發布會，進行16次傳媒預約訪問和發出22份新聞稿。機構傳訊及培訓組又處理了452宗傳媒查詢，及279宗由學生、政府部門、私營公司和社會團體提出的查詢。

Media Campaigns

It is recognized that the dissemination of information on equal opportunity is crucial in changing public attitudes and behaviour, and over the years engagement with the media has become an essential element of our communication strategy.

TV Docu-drama

The EOC joined hands with Radio Television Hong Kong again to produce a fourth series of the TV docu-drama “A Mission for Equal Opportunities” for a closer look at different forms of discrimination. The new series, based on six real-life cases, was broadcast from April to May 2005. The programme attracted an estimated 1.3 million viewers per episode.

In promoting “A Mission for Equal Opportunities”, we contributed 6 feature articles to the Apple Daily News 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.

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 2005/06, we contributed articles to the South China Morning Post, Apple Daily News, Career Times and Hong Kong Daily News, held two news conferences,

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公眾教育

講座

於2005/06年度，委員會舉辦了193場講座，並接待23個團體。參加者來自政府部門、本地及海外非政府機構、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及平等機會有關的議題。

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。季刊的發行量超過80,000份，免費供市民索閱，亦備有點字版和網上版。

為瞭解公眾對委員會季刊的意見，我們於2005年10月向12,000位訂戶寄上意見調查問卷，反應非常正面，令人鼓舞。結果顯示，委員會通訊能符合讀者需要，有助加深他們對平等機會的瞭解和接納。

granted 16 media interviews and issued 22 news releases. The Corporate Communications and Training Unit also handled 452 media enquiries, along with 279 enquiries from students, government departments, private companies and community organizations.

Public Education

Talks

In 2005/06, we conducted 193 talks and received 23 groups at the Commission. Participants 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.

To gauge public opinions on our quarterly newsletter, the Commission sent out an evaluation questionnaire in October 2005 to 12,000 subscribers. The feedback was very positive and encouraging. The findings showed that the EOC News met the needs of our readers and was considered useful in enhancing their understanding and acceptance level of equal opportunity.

新資源

委員會製作各種資源，介紹反歧視法例的不同層面，及平等機會新趨勢，藉此提高市民的認知，並提供反歧視的資訊和協助。過去一年，我們派發了350,000份刊物：

- 《非常平等任務：學生論壇》教育資料套
- 2004/05年度年報
- 「你眼看平等」攝影比賽得獎作品的紀念性質萬用卡
- 2005/06年度平等機會社會參與資助計劃(資料小冊子)
- 委員會通訊(第33至36期)
- 「認識歧視條例，共創公平社會」單張(修訂版)
- 《何謂調解》單張(修訂版)
- 《殘疾歧視條例教育實務守則》(修訂版)
- 《家庭崗位歧視條例僱傭實務守則》(修訂版)

以下刊物曾刊登委員會文章：

- Career Times 出版的《法律迷蹤》，提供有關僱傭問題的實務建議
- 南華早報刊登「認識你的權利」系列文章
- 蘋果日報刊登六份特稿，解釋「非常平等任務」實況劇內平等機會問題的法律觀點。
- 展智季刊刊登有關智障人士投票權利的文章
- 新報刊登有關反歧視條例之下保險問題的文章

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. In the past year, we were able to distribute about 350,000 copies of the following:

- “A Mission for Equal Opportunities – Student Forum” Educational Module
- EOC Annual Report 2004/05
- EOC Souvenir Cards displaying winning entries of “EO through Your Eyes” Photo Competition
- Community Participation Funding Programme on Equal Opportunities (information booklet)
- EOC Newsletter (Issue 33 – 36)
- “Stand up for Equal Opportunity” leaflet (revised version)
- “What is Conciliation?” leaflet (revised version)
- Code of Practice on Education under Disability Discrimination Ordinance (revised version)
- Code of Practice on Employment under Family Status Discrimination Ordinance (revised version)

The following publications carried articles contributed by the EOC:

- Legal Puzzle published by Career Times provides practical advice on employment issues
- South China Morning Post published the “Know Your Rights” series
- Apple Daily News published 6 feature articles on the legal perspectives of equal opportunities issues based on the TV docu-drama series “A Mission for Equal Opportunities”
- Chin Chi Quarterly published “Voting Rights for Persons with Mental Impairment”
- Hong Kong Daily News published an article on insurance issues under the anti-discrimination legislation