

# 認識平等機會

## Understanding Equal Opportunities



### 香港家庭友善僱用政策及措施意見調查

為了對在香港推行家庭友善僱用政策及措施的需要、認知、普遍程度和好處有更深入瞭解，我們與婦女事務委員會合作進行「香港家庭友善僱用政策及措施」意見調查。研究目的在於找出實況，檢視香港家庭友善僱用政策及措施的現況。研究分三階段：閱覽以往有關的研究、向僱主/人力資源經理進行電子問卷調查、和由僱員自行填寫問卷。

這是香港第一次由僱主和僱員參與的同類研究。研究人員於2006年2月完成閱覽以往研究的工作，然後於2006年3月至5月調查了137間公司(共160,000名員工)的僱主和僱員。



### Research on Family-friendly Employment Policies and Practices in Hong Kong

“Family-friendly Employment Policies and Practices in Hong Kong” (FEPPs) survey was again a joint project with the Women’s Commission. The project was commissioned in order to gain a better understanding on the needs, awareness, prevalence and benefits of FEPPs in Hong Kong. The survey was designed to be a fact-finding exercise with an aim to review the current situation of FEPPs in Hong Kong. The research would comprise three phases: a literature review of overseas experience, an electronic survey among employers/human resources managers and a self-administered questionnaire survey among employees.

It was the first study of this scale in Hong Kong to cover both employers and employees. The literature review was completed in February 2006 and 137 companies employing a workforce of 160,000 were surveyed. The employer and employee surveys were conducted between March and May 2006.

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調查的主要結果於2006年6月公布，顯示香港僱主對家庭友善僱用政策及措施的認知程度偏低，這類措施亦未見普及。另一方面，僱員的回應清楚顯示，他們強烈支持廣泛推行家庭友善僱用政策及措施，認為可為公司和僱員帶來多方面的好處。

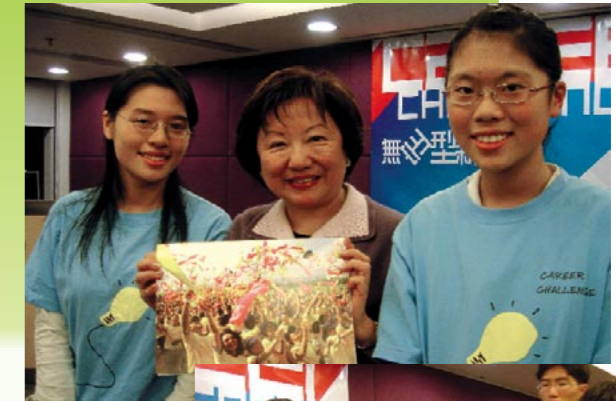
### 「性別平等教育的挑戰與前景：亞太地區第二屆國際研討會」

為了從文化、歷史、社會及經濟領域等角度，提高對男女平等問題的認識，委員會與香港教育學院於本年度開始籌劃亞太地區第二屆性別平等教育國際研討會。

Key findings of the surveys released in June 2006 revealed a low awareness of FEPPs among the employers and a low prevalence of FEPPs in Hong Kong. On the other hand, responses from employees clearly demonstrated a strong support for wider adoption of FEPPs and the range of benefits that FEPPs might bring to both the companies and the employees.

### The Second International Conference on Gender Equity Education in the Asia-Pacific Region

To enhance understanding of gender equity issues from a broad range of perspectives, including cultural, historical, social and economic dimensions, the EOC in collaboration with the Hong Kong Institute of Education began planning for the Second International Conference on Gender Equity Education in the Asia-Pacific Region.



研討會於2006年6月舉行，來自亞太區各國學者、教育界人士、課程行政人員、非政府組織代表和學生，就關於性別平等教育的最新進展交流意見、研究結果和經驗。

除此以外，「跳出性別框框」青年日緊接研討會舉行。參加者包括本地中學生、青少年中心成員和研討會參加者。是次活動讓青年人從不同角度掌握實際知識，從而與朋輩探討男女平等教育的概念。研討會讓委員會和地區內的教育界人士探討性別平等教育的新思維和發展。

This conference in June 2006 provided an opportunity for scholars, educators, programme administrators, non-governmental organization representatives and students from different countries in the Asia-Pacific region to share their views, research findings and experiences on current issues related to gender equity education.

In addition to the Conference, a Youth Forum was conducted in which participants, comprising local secondary school students, members of youth centres as well as conference participants participated. The young participants introduced to their peers the perspectives and practical knowledge relating to gender equity education. The Conference allowed the EOC and the educational community in the region to explore new intellectual insights and developments in the field of gender equity education.