



## 推廣平等機會 Promoting Equal Opportunities

為慶祝十周年會慶，平機會自2006年10月起推出為期一年的公眾教育及宣傳活動。十周年活動旨在聯繫社會各界，讓他們更深入認識和支持平等機會。

### 十周年推廣活動工作

首項活動是「平等機會之友會」成立典禮。「平等機會之友會」是一個資訊分享平台，為僱主及僱員提供在工作間推行良好管理常規的指引。約有170名來自100家企業、中小型企業、非政府組織及政府機構人士，加入成為「平等機會之友會」會員。

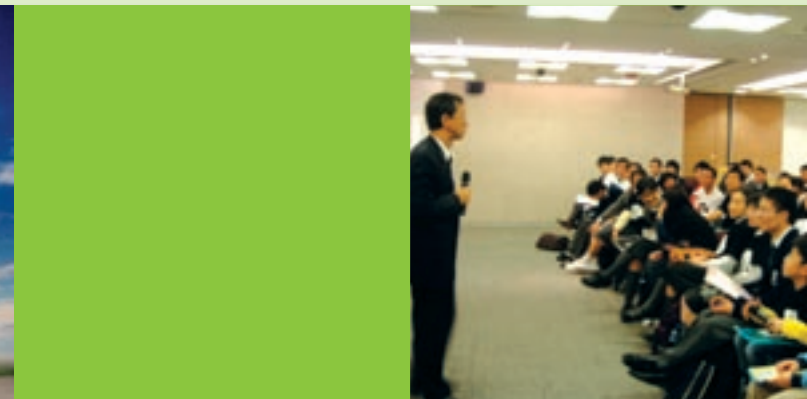
十周年活動的重點項目之一是「平等機會多元共融行動」電台節目，在香港電台第二台播出每星期半小時的訪問，為期十四個月。這是平機會首次透過傳媒每星期定期向市民介紹了委員會及社區夥伴的工作。這項主要的公眾教育活動成為廣受歡迎的節目，並且吸引了超過2000名公眾人士包括學生參加「種族共融攝影比賽」和由平機會與香港電台合辦的多元共融的徵文比賽。

To commemorate the Commission's 10th anniversary, we rolled out a 12-month programme of public education events and promotional activities in October 2006. The Anniversary Year Programme was designed to engage different sectors in our community to better understand and support equal opportunities.

### The 10th Anniversary Programme

The initiative was launched at the inauguration of the Equal Opportunities Club, an information-sharing platform to guide employers and employees to implement good management practices in the workplace. About 170 people from 100 corporates, SMEs, NGOs and government bodies joined the Club as members.

One of the highlights of the anniversary programme was the Equal Opportunities Diversity project, a 14-month radio programme on Radio Television Hong Kong (RTHK) Radio 2, comprising a weekly half-hour radio interview. For the first time, the Commission was able to showcase its work and the work of our community partners on a weekly basis in the media. This major public education effort succeeded in becoming a popular programme, which also attracted more than two thousand participants including students to join the "Powerful Images of Racial Harmony" photo competition and an essay competition on diversity associated with the radio programme.





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平機會於2004年舉辦首個攝影比賽後，在2006年12月再接再勵推出「種族共融攝影比賽」，讓市民透過鏡頭，展現日常生活中接納包容及多元文化的各種面貌，藉此推廣種族融和的訊息。比賽分兩個組別，包括青少年組及公開組，共收到700多份參賽作品，其中超過30份作品來自國內和海外。

三條反歧視條例對香港的影響，都濃縮在「十年回顧」一系列巡迴展覽中，除了展出平機會第一個十年的工作成果外，也是向社會上那些曾協助移風易俗及推廣平等機會的人士致敬。展覽已於2006年11月至2007年3月先後在旺角、小西灣、觀塘、筲箕灣、馬鞍山、深水埗、黃大仙、天水圍、港島東、將軍澳、南區和屯門等十二區展出，介紹了平機會的工作、發展和平機會歷年宣傳活動的海報。

### 促進男女平等—瑞典與香港經驗研討會

平機會、瑞典領事館、瑞典文化學會和香港中文大學於2007年1月合辦「促進男女平等—瑞典與香港經驗研討會」。這也是平機會十周年慶祝活動之一，來自本地及海外的專家濟濟一堂，討論和交流促進男女平等的政策、活動和良好常規。超過300位來自公私營機構、非政府組織、學校和大專院校的參加者出席了研討會。

與會者根據瑞典和香港的經驗，反思了兩性平等的發展和未來路向。他們覺得研討會是個好開端，讓政府、商界、關注團體、志願機構、和從事平等機會工作的人士就研討會上提出的具體挑戰討論如何促進男女平等。此外，研討會亦鞏固了這方面的專業發展和建立連繫網絡，有助參加者建立合作關係。

Following the Commission’s first photo competition in 2004, the EOC launched the “Powerful Images of Racial Harmony” Photo Competition in December 2006, promoting racial harmony by showing aspects of inclusion and diversity in everyday life. It attracted some 700 entries in two categories – Youth Division and Open Division, with more than 30 submissions from the Mainland and overseas.

The impact of Hong Kong’s three anti-discrimination ordinances was encapsulated in a series of roving exhibitions entitled “Ten Years On”. This track record of our first decade also paid tribute to others in the community who had assisted in effecting changes in our society. The exhibitions were held in 12 districts, namely Mongkok, Siu Sai Wan, Kwun Tong, Shau Kei Wan, Ma On Shan, Sham Shui Po, Wong Tai Sin, Tin Shui Wai, Island East, Tseung Kwan O, Southern District and Tuen Mun from November 2006 to March 2007. They featured facts and figures about the work of the EOC, its progress, and a poster collection of the Commission’s publicity campaigns over the years.

### Seminar on Advancement in Gender Equality — The Swedish and Hong Kong Stories

In January 2007, the EOC, the Consulate General of Sweden, the Swedish Institute and the Chinese University of Hong Kong jointly organized the Seminar “Advancement in Gender Equality – The Swedish and Hong Kong Stories”. It was part of the EOC’s 10th Anniversary Year Programme that acted as a platform for local and overseas experts to discuss and share information on how policies, programmes and best practices had assisted in attaining gender equality. Over 300 participants from the private and public sectors, NGOs as well as schools and tertiary institutes attended the seminar.

作為研討會的延續，大會翌日又在香港中文大學舉行了一個名為「廿一世紀性別角色再探」的青少年論壇，來自29間學校百多位學生參加了論壇，就兩性平等交換意見。

### 學校活動

平機會在青少年的發展方面一向投放不少資源。我們相信，向青少年從小灌輸尊重他人的觀念，接納共融社會，至為關鍵。在學校演出方面，平機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。今年約有58,000名學生觀賞我們的戲劇表演。

### 2006/07年度戲劇表演一覽 List of drama performances in 2006/07

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	36	9,000 名小學生 9,000 primary school students
平等細運會 Equal Opportunities Olympics	共融與平等機會 Inclusion and equality for all	36	9,000 名小學生 9,000 primary school students
學習障礙賽 Race Against Special Learning Disabilities	對有特殊學習障礙學生的包容與接納 Inclusion and acceptance of students with special learning disabilities	31	8,000 名小學生 8,000 primary school students
唔係講笑 This is not a Joke	防止性騷擾 Prevention of sexual harassment	65	16,000 名中學生 16,000 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	130	16,000 名小學生 16,000 primary school students

Based on the Swedish and Hong Kong experiences, participants were able to reflect on the progress in gender equality, and the way forward. They considered the seminar a good starting point for further discussions on how the government, business, concerned groups, voluntary agencies and equal opportunities practitioners could promote gender equality, in response to the specific challenges that were highlighted. Also, the seminar had fostered professional development and facilitated network building and collaboration for the participants.

A youth forum, entitled “Re-examining Gender Roles in the 21st Century”, was held as part of the seminar at the Chinese University of Hong Kong in the following day. Over a hundred students from 29 schools attended the forum to exchange views on gender equality.



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### 「無定型新人類2006」

在2006/07年度共有860多名學生參加平機會每年一度的平等機會青少年師友計劃。這項活動的目的在打破定型觀念，自2002年起已有超過3,000名中學生參加。今年，來自80間學校的學生在2006年11月至2007年2月期間，藉著與嘉賓導師一起工作或參與大型分享會，認識如何發揮自己的潛能。

十一名來自非傳統行業的傑出人士擔任「無定型新人類2006」的嘉賓導師，包括：周思仁先生(全港首位家政男教師)、張堅庭先生(演員/導演/作家)、張笑容女士(資深電台時事節目主持)、黎偉倫先生(明愛男士成長中心主任)、林超英先生(天文台台長)、梁子微女士(生命鬥士/路向四肢傷殘人士協會顧問)、陸恭蕙女士(思匯政策研究所創辦人及行政總監)、杜聰先生(智行基金創辦人及主席)、喬寶寶先生(藝人)、鄧淑明博士(ESRI中國(香港)有限公司行政總裁)和黃真真女士(電影導演)。這項活動為年輕參加者提供難得機會，得以分享傑出人士的成功經驗，瞭解他們如何突破性別或殘疾障礙並實現理想。

除了青少年師友計劃外，超過110名學生參加了新的「無定型大使計劃」，鼓勵青少年在學校和自己的社區內宣揚平等機會的訊息。參加者以個人或隊制方式，進行多種不同的活動，以提高其他人對平等機會課題的認識。

### School Programmes

We deploy a substantial proportion of our resources on the development of youth. We believe this is crucial in helping young students inculcate respect for others, and acceptance of an inclusive society. For our school drama performances, we engaged three local theatre troupes to stage plays and puppet shows on equal opportunities, the three anti-discrimination ordinances and diversity. This year, 58,000 students have watched and enjoyed our interactive shows.

### “Career Challenge 2006”

In 2006/07, some 860 students joined our annual Career Challenge Youth Mentorship Programme that was designed to break down stereotypes. Over 3,000 secondary school students have participated since 2002. This year, students from 80 schools were able to understand how they could realize their own potential by joining their mentors at work or by participating in large-group sharing sessions between November 2006 and February 2007.

Eleven outstanding achievers from a wide spectrum of non-traditional fields served as mentors for Career Challenge 2006. They were: Francis CHAU, first male home economics teacher in Hong Kong; Alfred CHEUNG, actor, director and writer; Smile CHEUNG, radio host of current affairs programmes; LAI Wai-lun, supervisor of Caritas Personal Growth Centre for Men; LAM Chiu-ying, Director of the Hong Kong Observatory; Christine LEUNG, Positive Life Ambassador and Consultant of Direction Association for the Handicapped; Christine LOH, founder and Chief Executive Officer of Civic Exchange; Chung TO, founder and Chairperson of Chi Heng Foundation; Gill

### 深入社群

為接觸更多的市民，平機會繼續致力舉辦各種深入社群的活動。我們進一步與各界夥伴加強聯繫，緊密合作，全力推廣平等機會。

### 社會參與資助計劃

自1997年以來，平機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。除了推廣三條反歧視條例外，本年度的工作重點亦包括性別平等和僱傭範疇的平等機會。社會參與資助計劃本年度共收到67份申請，共撥出港幣1,189,825元資助62項活動。(有關獲資助機構名單，請參閱附錄8。)

Mohindepaul SINGH, artiste; Winnie TANG, Chief Executive Officer, ESRI China (Hong Kong) Limited; and Barbara WONG, film director. The programme was a rare opportunity for the young participants to meet with achievers who were able to overcome gender, racial and disability barriers to reach their career goals.

In addition to the mentorship activities, over 110 students joined the new “Career Challenge Ambassador Scheme”, which encouraged young people to engage in spreading the message of equal opportunities in their schools and community. By initiating personal or team effort, they raised the awareness of their counterparts about equality issues through a wide range of activities.

### Community Outreach

To reach a wider audience, we remain committed to invest in our outreach activities in the community. We further strengthened links and worked closely with our partners across different sectors to promote equal opportunity among the public.

### The Community Participation Funding Programme

We have continued to provide funding since 1997 in encouraging non-governmental organizations, community groups and schools to initiate their own projects on equal opportunities. Apart from promoting the three anti-discrimination ordinances, our priority areas for the year also included gender equality and equal opportunities in employment. During the year, the Community Participation Funding Programme attracted 67 applications and allocated \$1,189,825 to 62 projects. (See Appendix 8 for organizations funded under this programme.)



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### 傳媒宣傳

除了電台節目「平等機會多元共融行動」外，平機會與香港電台再次攜手製作第五輯電視實況劇《非常平等任務》，深入探討不同形式的歧視。這輯實況劇於2007年3月推出，共有六集，每集平均約有104萬名觀眾收看。這輯實況劇更是首次加入種族融和的題材，推廣種族和諧的訊息。

為配合《非常平等任務》實況劇，平機會為星島日報撰寫了六篇特稿，從法律角度解釋節目中提到的平等機會問題。平機會又於2007年3月中在香港的鐵路系統，推出燈箱廣告宣傳該電視實況劇。

### 傳媒活動

由於市民對平機會工作的期望日益提高，平機會企業傳訊及培訓組於本年度共處理了371個傳媒查詢。我們又向星島日報、Career Times及南華早報提供特稿，並召開了八次新聞發布會，進行22次傳媒預約訪問和發出35份新聞稿。

### 公眾教育

平機會於2006年6月與香港教育學院合作舉行為期三日的國際會議，以評估在學習方面的性別差異，並探討年青人的新學習機會。

### Media Campaigns

In addition to the Equal Opportunity Diversity Radio Project, the EOC joined hands with RTHK again to produce the fifth series of the TV docu-drama, “A Mission for Equal Opportunities” for a closer look at different forms of discrimination. The six-episode series was launched in March 2007, and attracted an estimated 1.04 million viewers per episode. For the first time, the topic of racial harmony was featured in this new series.

In promoting “A Mission for Equal Opportunities”, we contributed 6 feature articles to Sing Tao Daily News which explained the legal perspectives of equal opportunity issues conveyed in the TV programmes. We also launched a poster advertisement campaign on the docu-drama series in mid-March 2007 on Hong Kong’s rail services.

### Media Activities

As public expectations grew on the Commission’s work, the Corporate Communications and Training Unit handled a total of 371 media enquiries. We contributed articles to Sing Tao Daily News, Career Times and South China Morning Post, held 8 news conferences, granted 22 media interviews and issued 35 news releases.

### Public Education

The EOC joined hands with the Hong Kong Institute of Education (HKIEd) in June 2006 to hold a 3-day international conference to evaluate gender differences in education and explored new learning opportunities for young women and men.

「性別平等教育的挑戰與前景：亞太區第二屆國際教育研討會」邀請了專家講員和來自11個國家和地區(包括美國、加拿大、南韓、印度、印尼和內地)的參加者出席。為期三日的國際會議上發表了多個學術報告、也進行了工作坊和青少年論壇，共同探討教導男女學童的性別差異。

### 講座

於2006/07年度，平機會舉辦了263場講座，並接待23個團體。參加者/訪客來自政府部門、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，討論範圍亦廣泛地包括其他與歧視及平等機會有關的議題。

### 季刊

《平機會通訊》是一本中、英對照的季刊，定期報道平機會的最新活動，及分析有關反歧視條例的個案。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。

### 網上資源中心

平機會網站是全雙語(中/英文)的網上資源中心，推動平機會的宣傳工作，為所有對平等機會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，我們的網站都會方便大家，能令每個人享有平等機會獲取最新資訊和協助。

現時網站涵蓋平機會所有活動的資料，詳盡公開，日益受到市民歡迎。2006/07年度，平機會網站的每月平均點擊率為1,665,500。

“Challenges and Possibilities in Gender Equity Education: The Second International Conference in the Asia-Pacific Region” was well attended by expert speakers and participants from 11 countries and regions, including the United States, Canada, Korea, India, Indonesia and the Mainland. Academic presentations, workshops and a youth forum spanned the three-day international conference to examine gender differences in teaching boys and girls.

### Talks

In 2006/07, we conducted 263 talks and received 23 groups at the Commission. The participants/visitors 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 work and activities as well as case studies under the anti-discrimination ordinances. EOC News, which has a circulation of over 80,000 copies, is available free to the public. Braille and on-line versions are also available.

### On-line Resource Centre

The EOC website, our fully bi-lingual (Chinese/English) on-line resource centre, continued to drive our promotional activities. It delivers quality information and assistance to individuals who want to know more about equal opportunities. Whether you are a student completing a school project, someone

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### 教育資源

平機會製作各種教育資源，介紹不同層面的反歧視法例，及平等機會新趨勢，藉此提高市民的認知，並提供消除歧視的資訊和協助。過去一年，我們派發了360,000份刊物：

- 《非常平等任務：學生論壇》教育資料套 (中/英文版)
- 2005/06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
- 「平等機會多元共融行動」座枱月曆
- 平等機會社會參與資助計劃(資料小冊子)
- 平機會通訊(第37至40期)
- 「認識歧視條例，共創公平社會」單張
- 《何謂調解》單張
- 《殘疾歧視條例教育實務守則》
- 《家庭崗位歧視條例僱傭實務守則》
- 《殘疾歧視條例僱傭實務守則》
- 《性別歧視條例僱傭實務守則》

who had experienced discrimination or a person with visual impairment, our website provides a range of services so that everyone can enjoy equal access to up-to-date information and advice.

The website provides a window to view all our activities, and is becoming increasingly popular with the public. Its average monthly hit rate was over 1,665,500 during 2006/07.

### Educational 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 360,000 copies of the following:

- “A Mission for Equal Opportunities – Student Forum” Educational Module (Chinese and English version)
- EOC Annual Report 2005/06
- EOC Souvenir Cards displaying winning entries of “EO through Your Eyes” Photo Competition
- Desk Calendar on Equal opportunities Diversity Project
- Community Participation Funding Programme on Equal Opportunities (information booklet)
- EOC Newsletter (Issue 37 – 40)
- “Stand up for Equal Opportunity” leaflet
- “What is Conciliation?” leaflet
- Code of Practice on Education under Disability Discrimination Ordinance
- Code of Practice on Employment under Family Status Discrimination Ordinance
- Code of Practice on Employment under Disability Discrimination Ordinance
- Code of Practice on Employment under Sex Discrimination Ordinance

### 以下刊物曾刊登平機會文章：

- 中國法律出版社編印的《禁止就業歧視：國際標準和國內實踐》解述香港三條反歧視法例如何促進就業平等
- 經濟日報Career Times出版的《法律迷蹤》，提供有關僱傭問題的實務建議
- 星島日報曾刊出六篇特稿，解釋「非常平等任務」實況劇內有關平等機會的法律觀點
- 南華早報刊登「認識你的權利」系列文章
- 人力資源雜誌刊出有關「工作間的性騷擾」常見問題解答
- 香港復康聯盟的報告刊出有關「無障礙網站」的文章
- 優質旅遊服務協會會訊刊出《平等機會有利營商》的文章

### The following publications carried articles contributed by the EOC:

- “Employment Discrimination : International Standards and National Practice” published by Law Press (China) features how Hong Kong’s three anti-discrimination laws promote equal employment opportunities
- “Legal Puzzle” published by Career Times provides practical advice on employment issues
- Sing Tao Daily published 6 feature articles on the legal perspectives of equal opportunities issues based on the TV docu-drama series “A Mission for Equal Opportunities”
- South China Morning Post published the “Know Your Rights” series
- HR Magazine published FAQs on “Sexual Harassment in the Workplace”
- Hong Kong Rehabilitation Alliance’s Report published an article on “Barrier Free Web Access”
- Quality Tourism Service Association’s QTSA News published article on “Equal Opportunities Makes Good Business Sense”