



本年度是平機會培訓人員忙碌而充實的一年。我們推出多個新項目，協助不同界別人士推行平等機會。「平等機會之友會」成立典禮於2006年10月舉行，成立目的是促進僱員和僱主對平等機會的認識，和協助他們符合法例的要求。約170位來自100間機構、政府部門、大學、中小企及非政府組織的人力資源從業員已加入成為會員，交流他們在工作間推行多元共融的經驗。我們每年會舉辦幾次活動，讓會員掌握最新的平等機會良好常規。本年度委員會把兩個關於三條反歧視條例及防止工作間性騷擾的網上培訓課程上載到平機會網站，專供會員使用。此外，會員亦有機會參與交流聚會，討論多元共融及投訴處理等問題。

平機會自2001年提供培訓及顧問服務以來，已為超過51,000位來自私營企業、公共機構及非政府組織的人力資源從業員、法律界及其他專業人士舉辦了超過900場講座、簡介會及工作坊。

It has been a productive year for our trainers. Several new initiatives were launched to engage different sectors in implementing equal opportunities. The Equal Opportunities Club (EO Club) was inaugurated in October 2006 to raise awareness and improve compliance level in Hong Kong's employment sector. About 170 human resources practitioners from 100 corporates, government departments, universities, SMEs and NGOs have joined the EO Club to share their experiences in implementing diversity in their respective workplaces. Several events are scheduled for members annually to keep them abreast of latest best practices. During the year, two on-line training modules on the three anti-discrimination ordinances and prevention of sexual harassment in the workplace were uploaded exclusively for the club members. Members' networking sessions were organized to discuss diversity issues and handling of complaints.

Since the Commission's training and consultancy services began in 2001, we have conducted over 900 talks, presentations and workshops for more than 51,000 people comprising human resources practitioners, legal and other professionals from private business, public bodies and non-governmental organizations.

培訓及顧問服務 Training and Consultancy



培訓及顧問服務 Training and Consultancy



持續活動

為私營機構而設的平等機會工作坊

平機會的培訓服務獲得重視與好評，不單可從培訓學員的回應得到肯定，也從舊學員繼續報讀更多課程反映出來。2006/07年度的培訓班學員中，約有50%以往曾報讀其他課程，反映學員對平機會的培訓服務相當滿意。

平機會在2006/07度舉辦了兩季定期課程共43節，參加人數達801人。

我們在本年度推出新課程《平等機會與貨品及服務提供》。這課程探討了三條香港反歧視條例下，關於提供貨物及服務的條文，並討論了實行無障礙企業的實際可行方法。

「度身訂造」的培訓課程

在2006/07年度，我們共為11,120人提供了195節「度身訂造」的培訓課程。「反歧視法例」仍然是最受歡迎的課程，其次是「防止及處理性騷擾」。

Ongoing Activities

Equal Opportunity Workshops for the Private Sector

We received positive feedback from the training participants on the quality of our training services, and many of our trainees returned for more of our training. In 2006/07, about 50% of our trainees were participants from previous training, indicating a high level of satisfaction with our training services.

Two calendar programmes consisting of 43 sessions for 801 participants were completed during 2006/07.

A new course on *Equal Opportunities on Goods and Services Provision* was introduced during the year. It explored provisions under Hong Kong's three anti-discrimination ordinances in relation to goods and services provision. Practical ways on the implementation of accessible businesses were also raised and discussed in the course.

Tailor Made Training Programmes

In 2006/07, we completed 195 training sessions for 11,120 people. The anti-discrimination ordinances remained the most sought after programme, while prevention and management of sexual harassment came second.

為專業人士提供培訓

保險中介人

在2006/07年度，平機會為239位保險中介人提供了持續專業發展課程，重點介紹反歧視條例下與保險業有關的條文，包括可能出現違法歧視行為的範疇，而最重要的，是保險公司可採取的良好常規，以避免出現違法行為。

校長

學校兼具僱主和教育服務提供者的角色。今年是平機會與教育統籌局第四年合作，為新任校長提供培訓課程，約有80位校長在本年度接受了我們的平等機會培訓。

人力資源從業員

應香港人力資源管理學會邀請，平機會為人力資源從業員提供了有關三條反歧視條例及招聘程序的課程。同時，這兩項課程亦成為該學會為會員提供的試驗性認可課程：《僱傭法例及僱員關係證書》的其中一部分。

傳媒工作者

香港商業電台為令前線員工瞭解更多有關平等機會的知識及溝通技巧，邀請了平機會為其員工進行兩個關於平等機會法例的培訓工作坊。

Training Hong Kong's Professionals

Insurance Intermediaries

In 2006/07, we delivered Continuing Professional Development (CPD) courses for 239 insurance intermediaries that focused on provisions relating to the insurance industry under the anti-discrimination ordinances. Issues included areas where unlawful discrimination may arise and, most important of all, good practices undertaken by insurers to avoid unlawful acts.

School Principals

Schools play a dual role under the anti-discrimination ordinances as employers and education providers. For the fourth year, running in collaboration with the Education and Manpower Bureau, we have been providing equal opportunity training for newly appointed school principals. About 80 principals took part in the training during the year.

Human Resources Practitioners

Upon the invitation of the Hong Kong Institute of Human Resource Management (IHRM), the Commission provided two training courses on the three anti-discrimination ordinances and recruitment processes to human resources practitioners. These courses were components of a pilot accreditation programme "Certificate in Employment Law and Employee Relations" offered by IHRM to its members.

培訓及顧問服務 Training and Consultancy



網上培訓課程

為大學生而設的性騷擾認知培訓課程

於2004年8月舉行「防止性騷擾—大學論壇」上，有建議各大學與平機會合作舉辦更多有關防止性騷擾的宣傳和教育活動。因此，平機會在2006/07年度就此題目為大學生提供了8場培訓工作坊及研討會。

平機會決定為大學生提供網上「防止性騷擾」課程，而各大學亦允諾向學生推介該自學教材套。網上培訓課程已於2007年新學年開學時推出。

為工會而設的培訓課程

工會有時會是僱員遇到歧視及騷擾問題時，首個接觸及尋求協助的機構。工會作為僱主，也有責任為其僱員提供一個沒有歧視的工作環境。平機會本年度為會員多達160,000的「香港職工會聯盟」及「香港工會聯合會」其中一個屬會提供培訓，舉辦了五個工作坊。這些工作坊旨在提升工會會員對平機會推廣平等機會及投訴處理機制的認識及瞭解。

Media Practitioners

The Hong Kong Commercial Radio in its effort to refresh frontline media workers' skills and knowledge on equal opportunities, invited the Equal Opportunities Commission to conduct two training workshops on equal opportunity legislation for its staff members.

On-line Training

Sexual Harassment Awareness Training for University Students

Following the Forum on Preventing Sexual Harassment in Universities held in August 2004 which recommended collaboration among the universities with the EOC to carry out more publicity and education initiatives against sexual harassment, eight seminars and workshops on the topic for students were held in 2006/07.

A decision to provide on-line training on preventing sexual harassment for university students was reached with commitment from the universities to introduce the self learning programme to their students. The web-based training module was launched in the beginning of the new school year 2007.

Training for Trade Unions

Trade unions can be the first contact point for assistance when employees face discrimination and harassment. Trade unions, as employers, are also responsible for providing a discrimination free working environment for their staff. A total of five workshops were held in the year for the 160,000 strong of Hong Kong Confederation of Trade Unions and an affiliated union under the Hong Kong Federation of Trade

為婦女團體而設的培訓課程

平機會本年度為「平等機會婦女聯席」的會員舉辦了兩個工作坊。其中一個工作坊的重點是反歧視法例及投訴處理，而另一個的重點是防止及處理性騷擾。

為少數族裔人士而設的培訓課程

平機會本年度與服務香港少數族裔人士的「香港融樂會」合作，舉辦了兩個關於香港反歧視條例的工作坊。參加者認識到法律賦予他們的權利及平機會的職能。工作坊在本會辦事處進行，讓參加者對平機會更為認識。

為公務員而設的培訓課程

政府作為香港最大的僱主，除了透過其他方法外，亦為僱員提供培訓，展示政府推動平等機會不遺餘力。應「公務員事務局」屬下「公務員培訓處」的要求，平機會為公務員舉辦了八個關於預防性騷擾及工作間多元文化的工作坊。

Unions. These workshops were designed to enhance their members' knowledge and awareness in issues relating to equal opportunity and the complaints handling mechanism of the Commission.

Training for Women's Groups

Two workshops for the members of Hong Kong Women's Coalition on Equal Opportunities were held in the year. One of them focused on the anti-discrimination ordinances and complaint handling, while the other on preventing and managing sexual harassment.

Training for Ethnic Minorities

Together with Hong Kong Unison, an organization serving ethnic minorities in Hong Kong, we held two workshops on the anti-discrimination ordinances in Hong Kong in the year. Participants learned about their rights under the law and the functions of the Commission. The workshops took place in our office with a view to familiarizing them with the Commission.

Training for Civil Service

As the largest employer in Hong Kong, the Government has demonstrated its dedication to equal opportunities by, among other measures, providing training for its employees. Initiated by the Civil Service Training and Development Institute under the Civil Service Bureau, a total of eight workshops on preventing sexual harassment and diversity in the workplace were delivered for civil servants.