



推廣平等機會
Promoting
Equal
Opportunities

我們致力促進平等機會觀念，加深大眾對反歧視條例和有關議題的瞭解，及增強香港社會的反歧視意識。為達到這目標，平機會舉辦了多元化的推廣活動，例如學校活動、深入社群活動、傳媒宣傳和公眾教育項目，並於2008/09年度印製了多種宣傳刊物。

We are committed to fostering equal opportunities values, enhancing understanding of the anti-discrimination ordinances and related issues, and working to increase public awareness among the community in Hong Kong. To achieve this goal, the EOC organised a wide range of events and activities, such as school programmes, community outreach activities, media campaigns and public education programmes, and prepared various publications throughout 2008/09.

學校活動

平機會其中一項重要策略是從小培養兒童和青少年接納平等機會及共融觀念。我們在2008/09年度與三個本地劇團合作，於學校推出以反歧視條例、平等機會和多元文化為題材的話劇和木偶劇。今年有超過57,000名學生觀看過這些互動的戲劇表演。

School Programmes

Focusing on children and youth is a major EOC strategy as we seek to nurture acceptance of equal opportunities and inclusion from an early age. We engaged three local theatre troupes to stage plays and puppet shows at schools on the anti-discrimination ordinances, and equal opportunities and diversity issues in 2008/09. Over 57,000 students watched these interactive shows in 2008/09.



2008/09年度戲劇節目一覽
List of drama performances in 2008/09

劇目 Title	主題 Theme	場數 Number of Performances	觀眾人數 Number of Participants
班長大王 Selection of the Class Monitor	推廣平等機會 Promoting equal opportunities	35	7,726 名小學生 7,726 primary school students
3D互動百變機 3D Interactive Machine	《家庭崗位歧視條例》 Family Status Discrimination Ordinance	30	6,613 名小學生 6,613 primary school students
平等細運會 Equal Opportunities Olympics	共融與平等機會 Inclusion and equality for all	18	4,400 名小學生 4,400 primary school students
學習障礙賽 Race Against Specific Learning Disability	包容與接納有特殊學習障礙的學生 Inclusion and acceptance of students with specific learning disability	42	10,402 名小學生 10,402 primary school students
唔係講笑 This is not a Joke	防止性騷擾 Prevention of sexual harassment	55	12,575 名小學及中學生 12,575 primary and 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	127	15,345 名小學生 15,345 primary school students
總數: Total:		307	57,061 名學生 57,061 students



推廣平等機會 Promoting Equal Opportunities

「無定型新人類2008/09」

平機會每年一度的「無定型新人類」青少年師友計劃，強調打破定型觀念的重要性，今年已是第7年舉辦。自2002年起，已有超過4,000名學生參與這項計劃，而在2008/09年度，便約有500名來自80間學校的學生參加。透過參與導師的分享會或探訪特別機構的活動，學生們得以擴闊視野。

本年度，共有七位來自不同行業的傑出人士擔任嘉賓導師，與參與的學生們分享他們的成功故事。嘉賓包括：夏佳理議員（行政會議非官守議員及香港交易所主席）、黎雅明先生（律師/香港回教信託基金總會前主席）、薛家燕女士（著名演員）、余秀珠女士（香港單親協會總幹事）、Mr. Peter Kammerer（南華早報編輯及專欄作者）、葉少康先生（北京2008年殘奧會馬術比賽香港代表）、何念慈女士（臨床心理學家）。本年度的師友計劃亦獻新猷，新項目是帶領學生參觀並認識一些特別的機構。這些機構包括職業訓練局屬下的中華廚藝學院、九龍清真寺和伊斯蘭中心、以及香港盲人輔導會。與過往數年相比，今年有更多來自少數族裔社群的學生參與。

超過130名學生亦參加了「無定型大使計劃」，透過各種活動包括口號設計、訪問、報告和學校展覽，在他們的學校和自己的社區內宣揚平等機會訊息。

“Career Challenge 2008/09”

The EOC's annual youth mentorship programme “Career Challenge”, which underlines the importance of breaking down stereotypes, has been running for seven years. In 2008/09, about 500 students from 80 schools participated in this programme, taking the total number of participants since its launch in 2002 to over 4,000. Participating students were able to broaden their horizons after joining mentors' sharing sessions or visiting special agencies.

As in the past, seven outstanding achievers from different professions were invited to serve as Career Challenge Mentors in 2008/09. The seven mentors were: The Honourable Ronald ARCULLI, Non-official Member of the Executive Council/Chairperson, Hong Kong Exchanges and Clearing Limited; Mr. Amirali Bakirali NASIR, Solicitor/Formal Chairperson of the Incorporated Trustees of the Islamic Community Fund of Hong Kong; Ms Nancy SIT, renowned actress; Ms Jessie YU, Chief Executive of the Hong Kong Single Parents Association; Mr. Peter KAMMERER, Editorial Writer/Columnist, South China Morning Post; Mr. Nelson YIP, Hong Kong Official Representative of Beijing 2008 Paralympics Equestrian Events; and Ms Annie HO Nim-chee, Clinical Psychologist. A new feature was also introduced in 2008/09 whereby students were taken to special agencies to learn more about them. We organised visits to the Chinese Cuisine Training Institute of Vocational Training Council; the Kowloon Mosque and Islamic Centre; and the Hong Kong Society for the Blind. Compared to previous years, more students from ethnic minority communities participated in this programme.

深入社群

社會參與資助計劃

自1997年以來，平機會一直透過社會參與資助計劃資助非政府組織、社區組織和學校舉辦活動，以促進大眾認識平等機會和反歧視條例的原則和推行情況。

2008/09年度的社會參與資助計劃共收到47份申請，其中43項活動獲批准，資助額共達港幣1,005,966元。（有關獲資助機構名單，請參閱附錄8。）

與持份者建立聯繫網絡

平機會繼續致力加強與持份者建立聯繫。在這年間，我們分別與殘疾人士組織、婦女團體、單親組織、少數族裔團體和非政府組織合作，加強溝通。平機會職員探訪了不同的非政府組織及其他社區團體，瞭解他們面對的問題，探討可行的合作形式。

《消除歧視 – 由你我開始》心聲和應短片比賽

有見互聯網及互動媒體的普及和流行，我們於2009年1月舉辦了《消除歧視 – 由你我開始》心聲和應短片比賽，旨在向大眾（特別是短片愛好者）推廣和爭取他們對平等機會的支持。參加者需製作一段不超過三分鐘的短片，表達他們對平等機會或歧視的看法。我

Over 130 students also joined the “Career Challenge Ambassador Scheme” to spread the message of equal opportunities in their schools and the community through a wide range of activities, such as slogan designs, interviews, reports and school exhibitions.

Community Outreach

The Community Participation Funding Programme

Through our Community Participation Funding Programme, implemented since 1997, we support NGOs, community groups, and schools to carry out projects that promote public understanding of equal opportunities and the principles and applications of the equal opportunities ordinances.

For 2008/09, the Community Participation Funding Programme received 47 applications, of which 43 projects were approved and allocated \$1,005,966. (See Appendix 8 for organisations funded under this programme.)

Stakeholder Networking

The EOC continued with its efforts to further strengthen cooperation with its various stakeholders through networking and dialogue. We worked together with disability groups, women's groups, single parents groups, ethnic minority groups and NGOs working for them throughout the year. Our staff visited different NGOs and other community organisations to learn about the issues faced by them and explore ways of possible collaboration.



推廣平等機會 Promoting Equal Opportunities

們共收到133份來自中學、大學和公眾的參賽短片。短片題材包括話劇、音樂錄像、動畫及紀錄片。得獎作品已上載至平機會YouTube頻道。

「種族共融攝影比賽得獎作品巡迴展覽」

「種族共融攝影比賽得獎作品巡迴展覽」於2008年3月至11月期間舉行，以宣揚種族共融及多元文化的訊息。平機會在港鐵各主要車站、商場及其他公眾場所舉辦了共15場的巡迴展覽，同場播放平機會的宣傳短片及電視實況劇集，藉以向參觀者介紹我們的工作。展覽期間並派發平機會多種出版刊物。

中小企宣傳

平機會參與了香港貿易發展局舉辦的第八屆「國際中小企博覽」，藉着這個每年一度的博覽向中小企發放訊息。博覽會於2008年12月10日至12日假香港會議展覽中心舉行。平機會亦設置了展覽攤位，向參觀者派發宣傳刊物，包括《平機會通訊》、《中小型企業平等機會資料套》、及各條反歧視條例的《僱傭實務守則》。

資訊博覽會 — 香港是我家 (Hong Kong is our Home)

平機會於2008年11月2日參加了由基督教勵行會假維多利亞公園為印尼外僑舉辦的社

“Stop Discrimination Now - Starting with You and Me” Short Video Competition

Riding on the popularity of the Internet and the interactive media, we launched this video competition in January 2009 with the aim of promoting awareness and support for equal opportunities among the general public, especially video lovers. Participants were invited to produce a video not exceeding 3 minutes to express their views on equal opportunities or discrimination. We received a total of 133 video entries comprising drama, music videos, animations and documentaries from secondary schools, universities and members of the public. The winning entries are now available on the EOC YouTube Channel.

Roving Exhibition of the Winning Entries from the Photo Competition on Racial Harmony

The Roving Exhibition on the Winning Entries of the Photo Competition on Racial Harmony was held between March and November 2008 to promote the messages of racial harmony and diversity. A total of 15 roving exhibitions were held at the major MTR stations, shopping malls and other public venues. Our corporate video and docu-dramas were shown at the exhibition venues to introduce our work to visitors and various publications were also distributed during the exhibitions.

Promoting EO to SMEs

The EOC participated in the 8th World SME Expo, an annual event organised by the Hong Kong Trade Development Council to disseminate information to small and medium enterprises. The Expo was held from 10 to 12 December 2008 at the Hong Kong Convention and Exhibition Centre. The EOC set up an exhibition booth and distributed promotional publications, including EOC News, SME Kits on equal opportunities and

區活動「資訊博覽會 — 香港是我家 (Hong Kong is our Home)」。平機會設置了展覽攤位，派發不同語言版本的宣傳刊物，並在博覽會期間舉行講座，介紹平機會的工作及現有的反歧視法例。

香港電台太陽計劃

平機會是香港電台第二台「太陽計劃2008」——「心火相傳」社企體驗計劃的合辦機構之一。我們聯同多個社區組織，透過一連串的青少年暑期計劃，推廣社會企業（社企）的概念。在暑假期間，約30名青少年（包括殘疾學生、少數族裔學生及傑出中學生）組成多個小組，探訪不同的社企。這些青少年又為建立理想的社企制訂計劃，並於香港電台節目中發表他們的構思。

傳媒宣傳

平機會在2008/09年度再次與香港電台攜手製作第六輯電視實況劇《非常平等任務》。這輯以歧視個案為題材的實況劇共有6集，於2009年1月至3月在無綫電視翡翠台的黃金時段播出，每集吸引約120萬名觀眾收看。

在這輯實況劇，我們讓觀眾認識少數族裔的不同生活模式，以及他們在融入社會時所面對的困難。此劇並重點帶出僱傭範疇的歧視、教育範疇針對殘疾人士的歧視，和關乎家庭傭工遭受的性騷擾。



CoPs under various anti-discrimination ordinances to the Expo visitors.

Information Expo – Hong Kong is our Home

The EOC participated in the “Information Expo – Hong Kong is our Home” at Victoria Park on 2 November 2008, a community event organised by the Christian Action for Indonesian migrant workers. The EOC set up an exhibition booth and distributed its publications in different languages. The EOC also made a presentation on the existing equal opportunities legislation and its work at the Expo.

RTHK Solar Project

As one of the co-organisers of RTHK Radio 2’s regular summer programme “Solar Project 2008 – Experiencing Social Enterprises”, the EOC joined various community organisations to promote the concept of social enterprises through a series of youth summer programmes. About 30 young people comprising students with disabilities, ethnic minority students and outstanding secondary students formed different groups to visit various social enterprises during the summer holidays. They developed plans for building ideal social enterprises and presented their ideas on RTHK radio programmes.

Media Campaigns

In 2008/09, we joined hands with RTHK to produce the sixth series of the docu-drama – “A Mission for Equal Opportunities”. This six-episode series, which featured discriminatory cases, was broadcast on TVB Jade Channel at prime time from January to March 2009. An estimated 1.2 million viewers per episode was recorded.



推廣平等機會 Promoting Equal Opportunities

為宣傳《非常平等任務》，我們於星島日報撰寫了六篇特稿，又於大公報撰寫了五篇特稿，解釋每集提到有關平等機會問題的相關法律條文。我們又於2009年1月至3月透過港鐵的燈箱廣告宣傳該電視實況劇。

傳媒活動

平機會企業傳訊及培訓組於本年度繼續透過處理傳媒查詢及召開新聞發布會，向外界介紹我們的工作。自《種族歧視條例》於2008年7月通過後，傳媒查詢相應有顯著增加。

平機會YouTube短片

平機會於2008年2月開始推出EOC YouTube頻道，希望透過互聯網的平台增加公眾對平等機會及社會共融的認識。除了以往我們所有的電視宣傳短片外，由平機會製作的多套探討歧視短片也上載到YouTube。於2008/09年度，平機會製作及上載了五套短片，包括《聽到與聽不到之間 – 有誰共鳴》、《對抗抑鬱》、《種族歧視條例僱傭實務守則》公眾諮詢宣傳片、《We Are Family 手牽手音樂會》和《沒有翅膀也要飛》。所有短片均備有中英文字幕，並已上載到www.youtube.com/user/HKEOC。這些短片均獲好評。

In this series, we promoted understanding of different lifestyles of the ethnic minorities and the problems they face in achieving social integration. We also highlighted discrimination against people in the field of employment, discrimination in the field of education against people with disabilities, and sexual harassment against domestic helpers.

In promoting “A Mission for Equal Opportunities”, we contributed six feature articles to Sing Tao Daily News and five articles to Tai Kung Pao explaining the legal provisions of the equal opportunities issues covered in each episode. We also launched a poster advertisement campaign promoting the docu-drama series on Hong Kong’s rail services in January 2009. The campaign concluded in March 2009.

Media Activities

The Corporate Communications and Training Unit continued to handle media enquiries and arrange news briefings during the year. Media enquiries have increased significantly, largely due to the enactment of the Race Discrimination Ordinance in July 2008.

EOC YouTube Channel

The EOC YouTube Channel was launched in February 2008 to enhance public awareness about equal opportunities and social inclusion through the platform of the Internet. In addition to all previous EOC APIs, some short videos exploring topics of discrimination produced by the EOC were also uploaded on this YouTube Channel. In 2008/09, five videos were produced and added to the Channel. These were: “Between Hearing and Not Hearing – Who Will Understand”; “Coping With Depression”; “Race Discrimination Ordinance – Code of Practice on Employment

透過「平等機會之友會」 把平等機會觀念融入主流

為確保僱主和僱員認識在職場內推行平等機會的準則，我們於2006年成立了「平等機會之友會」，作為交流及合作平台。「平等機會之友會」旨在提升會員對反歧視條例的認識；協助僱主、人力資源從業員、職場主管和培訓人員推行良好管理常規，遵守反歧視法例。

2008/09年度，約有260名來自154間公司、政府部門、大學、中小企及非政府組織的人力資源從業員加入「平等機會之友會」，分享他們於工作間推行多元文化的經驗。本年度，我們為「平等機會之友會」會員舉辦了六場講座和安排探訪兩間社企，讓他們認識最新的良好常規。

這些講座的課題包括：《預防工作間的殘疾騷擾和支援面對精神壓力的員工》、《性別歧視條例下的同值同酬》、《工作與生活平衡面面觀》及《種族歧視條例》。此外，我們亦通過探訪活動讓會員有機會接觸香港的社企，並探討如何對其作出支援。這兩間社企分別是香港基督教青年會（長沙灣中心）社區商店及新生精神康復會。

for public consultation” API; “We Are Family Finale Show”; and “I Can Fly”. All these videos are available at www.youtube.com/user/HKEOC with both Chinese and English subtitles. These have attracted positive feedback.

Mainstreaming Equal Opportunities through the EO Club

The EOC works with a wide range of employers and employees to ensure they are equipped to implement equality standards in their work environment. The EO Club was set up in 2006 to help facilitate the EOC’s work by providing a platform for exchange. The Club aims to improve understanding of anti-discrimination ordinances and assist employers, human resources practitioners, workplace supervisors and trainers to implement good management practices and comply with the law.

About 260 human resources practitioners from 154 corporations, government departments, universities, SMEs and NGOs, joined the EO Club to share their experiences in implementing diversity in their respective workplace in 2008/09. Six seminars and a field visit to two local social enterprises (SEs) were organised exclusively for EO Club members during the year to inform them about the latest best practices.

The topics for these seminars were: “Preventing Disability Harassment and Handling Employees in Mental Distress”, “Equal Pay between Men & Women under the Sex Discrimination Ordinance”, “Achieving Work-life Balance and Preventing Family Status Discrimination” and “Race



推廣平等機會 Promoting Equal Opportunities

我們又為會員舉辦交流會，讓他們分享多元文化的觀念及處理投訴的心得。為加強我們與會員的聯繫，我們於2008年2月推出「平等機會快訊」服務，每月透過電郵通知會員最新的平等機會訊息。

公眾教育

電台宣傳節目

為期13個月的電台節目「平等機會多元共融行動」於2008年12月圓滿結束，這節目旨在推廣種族和諧、共融及多元文化，自2007年11月開始於香港電台第二台的「Made in Hong Kong 李志剛」節目中每周播出一次。這節目每星期邀請社會人士就平等機會議題進行專訪；並透過介紹香港少數族裔的日常生活、簡單用語及文化的「地球村補習社」、平等機會標語創作比賽、及不同宣傳環節，推廣多元共融。

節目訪問了超過65位嘉賓，包括立法會議員、少數族裔組織、非政府組織、復康團體、女性團體、工會及大學的代表，旨在提高公眾對不同種族、性別、殘疾或家庭崗位人士的關注和接納。

壓軸的綜合節目「We are family 手牽手音樂會」於2008年11月23日在樂富中心舉行，藉以宣揚種族共融及平等機會訊息。音樂會包

Discrimination Ordinance”。The field visits served as a starting point for EO Club members to get in touch with SEs in Hong Kong and explore how they could support them. YMCA of Hong Kong (Cheung Sha Wan Centre) – Community Shop and New Life Psychiatric Rehabilitation Association were the two SEs visited by the Club members.

Members' networking sessions were likewise organised for the exchange of ideas on diversity and complaint handling issues. To strengthen our connection with the members and to keep them updated on our latest news, we also launched a regular e-newsletter in February 2008. Entitled “News Alert to EO Club members”, this informative email is sent to EO Club members once a month.

Public Education

Radio Promotion Programme

The Equal Opportunities Diversity Project, a 13-month radio programme aimed at promoting racial harmony, inclusion and diversity, concluded in December 2008. The programme was included in the RTHK Radio 2 programme “Made in Hong Kong Mr. Alex Lee” and was broadcast once a week from November 2007. The programme included weekly interviews on equal opportunities issues, an Ethnic Minorities' Cultural Class that introduced the life-style, simple language terms and culture of ethnic minorities in Hong Kong, the Equal Opportunities Slogan Competition and a radio promotion segments.

The programme interviewed over 65 guests including Legislative Councillors, and representatives of ethnic minority

括了來自少數族裔社群的嘉賓分享、平等機會標語創作比賽頒獎儀式及年青流行歌手演出，為這個超過一年的電台節目畫上圓滿句號。

網上資源中心

為緊貼最新網站設計潮流，我們更新了平機會的網站主頁，令主頁展示所有重要資訊，引領訪客輕易進入相關網頁。而平機會的主要職能亦可在新主頁上一覽無遺，導覽指示清晰簡易，使用時更為方便。新的網頁已於2008年10月推出。

2008/09年度，平機會網站的每月點擊率達240萬人次，每月訪客逾63,000名，當中一半（53%）瀏覽者是海外人士。

為推廣種族共融及多元文化，平機會增闢了新網頁「大同世界」，當中包括不同少數族裔語言的平機會簡介及《種族歧視條例》宣傳短片。

「一些人·一些事 – 深思簡論」是另一全新網頁。在推動平等機會的工作中，會遇上一些引發思考及討論的人和事，我們把這些深思轉化為短文，希望藉此與各界人士分享我們的理念和經歷。網頁載有關於平等機會主流化、歧視問題及殘疾人士面對的障礙等文章。



organisations, NGOs, rehab groups, women's groups, unions, and universities to raise public awareness and acceptance of all individuals, irrespective of their race, gender, disability or family status.

A variety show called “We are family 手牽手音樂會” featuring messages of racial harmony and equal opportunities was held at the Lok Fu Shopping Centre on 23 November 2008 as a finale for the programme. It concluded the year-long radio project and featured sharing by people from the ethnic minority communities, prize presentation to the winners of Equal Opportunities Slogan Competition and performances by young singers.

Online Resource Centre

In keeping with the latest trend of website designing — displaying all important information on the homepage to direct visitors to the right webpage immediately, we revamped the homepage of the EOC website accordingly. Key functions of the EOC stand out in the new homepage, which is more user-friendly and has clear and easy navigation instructions. The new homepage was launched in October 2008.

In 2008/09, the monthly EOC website hit rate reached 2.4 million. Over 63,000 web users visited our website every month, half of whom (53%) were overseas users.

To step up our public education activities promoting racial harmony and diversity in Hong Kong, a new webpage entitled “A World of Colours” was created. Information notes in ethnic minority languages and new API on RDO have been uploaded to the web page.



推廣平等機會 Promoting Equal Opportunities

講座

於2008/09年度，平機會舉辦了369場講座、簡介會及培訓課程，接待了31個團體，與2007/08年度比較，增加了51%。《種族歧視條例》於2008/09年的制定是講座數目增長的主要原因。參加者/訪客來自政府部門、本地及海外非政府組織、大專院校以至商界。除了講解香港的反歧視條例外，講座內容亦涵蓋了各個平等機會議題。

季刊

《平機會通訊》是中、英對照的季刊，報道有關平等機會的最新投訴個案分析、專題故事、專訪及時事新聞。季刊的發行量超過80,000份，供市民免費索閱。《平機會通訊》亦備有發聲、點字和網上版。

教育資源

平機會製作多種教育資源，重點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，提供消除歧視的資訊和協助。過去一年，我們製作了以下教育資源：

- 《種族歧視條例僱傭實務守則》公眾諮詢文件
- 《種族歧視條例僱傭實務守則》公眾諮詢文件簡介
- 《性別歧視條例下的同工同酬及同值同酬 – 簡易指引》

“Things We Do, People We Meet – Reflections in Brief” is another webpage we added where we share our thoughts and opinions about the things we do and the people we meet. By presenting our reflections in brief, we let the community know more about our experiences and beliefs. The webpage contains articles on issues such as mainstreaming of equal opportunities, discrimination, and barriers facing people with disabilities.

Talks

In 2008/09, the EOC conducted 369 talks, presentations and training sessions, and received 31 groups, an increase of 51% when compared to 2007/08. The increase in the number of requests for the talks is mainly due to the enactment of the RDO in 2008/09. The participants/visitors came from government departments, local and overseas NGOs, institutions and the business sector. In addition to addressing Hong Kong's anti-discrimination ordinances, the sessions covered a full spectrum of issues on equal opportunities.

Newsletters

EOC News, our quarterly bilingual newsletter, carries analysis of some of the latest complaint cases, feature stories, interviews and news on current issues relating to equal opportunities. It has a circulation of over 80,000 copies and is available to the public for free. It is also available in audio, Braille and online versions.

Educational Resources

Our resources focusing on different aspects of 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 produced the following resources:

- 《性別歧視條例下的同工同酬及同值同酬 – 給僱主的指引》
- 《如何制定不含性別偏見的分析性工作評估系統》
- 《系統化的男女平等薪酬釐定方法》
- 《同值同酬自行評核手冊：僱主實踐同酬的積極做法》
- 「公眾對香港傳媒描述女性的手法的意見調查」報告摘要
- 以8種語言（包括菲律賓語、印尼語、尼泊爾語、泰語、印度語、巴基斯坦語、中文及英文）印製的《平等機會委員會》單張

- Code of Practice on Employment under the Race Discrimination Ordinance for public consultation
- Information Notes on the Code of Practice on Employment under the Race Discrimination Ordinance for public consultation
- Easy Read Guide on Equal Pay between Men and Women under the Sex Discrimination Ordinance
- Guide to Employers on Equal Pay between Men and Women under the Sex Discrimination Ordinance
- An Illustration on Developing an Analytical Job Evaluation System Free of Sex Bias
- A Systematic Approach to Pay Determination Free of Sex Bias
- Equal Pay Self-Audit Kit: A Proactive Approach for Employers to Achieve Equal Pay
- “Study on Public Perception of Portrayal of Female Gender in the Hong Kong Media” – Executive Summary
- Introduction of the Equal Opportunities Commission leaflet in eight languages including Tagalog, Indonesian, Nepali, Thai, Hindi, Urdu, Chinese and English

