



培訓及顧問服務 Training and Consultancy

在2008/09年度，社會人士對平機會各條反歧視法例的培訓服務需求殷切。我們為大型商業機構、中小型企業、非政府組織、政府部門及公營機構共提供了338節培訓課程，數字較去年上升了46%。自《種族歧視條例》於2008年7月10日通過以來，截至2009年3月31日，我們單就《種族歧視條例》已為超過4,500名來自少數族裔社群、非政府組織、政府部門、公營機構及大型商業機構的人士提供了60節培訓課程。在2009/10年度，平機會將繼續向不同界別提供各種課程。

平機會自2001年提供培訓及顧問服務以來，已為超過75,400位來自私營企業、公營機構及非政府組織的人力資源從業員和其他界別的專業人士舉辦了超過1,500場講座、簡介會及工作坊。

持續活動

平等機會工作坊

我們分別提供定期培訓及「度身訂造」的培訓課程。每年兩度的定期培訓課程分別於春季及秋季舉辦。培訓課程的質素及內容均獲得學員的好評，不少學員在完成首個課程後繼續報讀其他課程。而在2008/09年度，新學員數目大幅上升，反映各界對平等機會的重要性日趨關注。去年的數字顯示，首次報讀的參加者佔總人數超過70%。

2008/09年度，平機會為751名人士開辦了33節定期培訓課程。此外，我們亦提供了305節「度身訂造」的培訓課程，參加者達16,729人，當中的培訓課題以反歧視條例為主；而預防及處理性騷擾的課程亦大受歡迎。

We had a high demand for our training services on various anti-discrimination legislation in 2008/09. Altogether, we organised 338 training sessions for the big businesses, small and medium enterprises, NGOs, government departments and public bodies, which was an increase of 46% compared to the year before. From the day the RDO was enacted on 10 July 2008 to 31 March 2009, we conducted 60 training workshops on RDO alone for over 4,500 participants representing ethnic minority communities, NGOs, government departments, public bodies and businesses. The same series of training workshops are being provided to various sectors in 2009/10.

Since the EOC's training and consultancy services began in 2001, we have conducted over 1,500 talks, presentations and workshops for more than 75,400 people comprising human resources practitioners, and legal and other professionals from private businesses, public bodies and NGOs.

Ongoing Activities

Equal Opportunities Workshops

We conduct two types of training workshops, namely calendar training and tailor-made training. Under the calendar training programme, the EOC organises two series each year during spring and autumn respectively. Participants at our various training have appreciated our courses of training for its quality and content and many have returned for additional training sessions. We also witnessed a high increase in the number of new trainees in 2008/09, indicating an increase in the awareness on the importance of equal opportunities. Last year's figures showed that more than 70% of the participants were first-timers.

We conducted 33 sessions for 751 participants as part of the 2008/09 calendar training programmes. We also conducted 305 tailor-made training sessions for 16,729 people in 2008/09, of which majority focused on anti-discrimination ordinances. Training on prevention and management of sexual harassment was also in high demand.

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為不同持份者提供培訓

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兩節有關香港平等機會法例的課程，這課程亦成為該學會2010年會籍制度的指定課程之一。另外，我們亦為該會會員提供了三場有關懷孕歧視及《種族歧視條例》的培訓講座。

為工會而設的培訓課程

工會在職場中扮演重要角色，尤其是當僱員受到歧視或騷擾時，受屈人每每首先聯絡工會尋求協助。於2008/09年度，我們為不同的工會提供了共7節培訓課程，當中一節關於《家庭崗位歧視條例》、五節關於《種族歧視條例》及一節關於性騷擾。

為政府部門及公營機構而設的培訓課程

政府是香港最大的僱主，為了實踐推行平等機會的承諾，政府為員工定期提供培訓。應公務員事務局屬下公務員培訓處的邀請，我們在2008/09年度為公務員提供了15場有關反歧視條例及多元工作間的工作坊。

此外，我們亦在本年度應個別政府部門及公營機構的邀請，就平等機會議題提供了56節培訓。

Training for Different Stakeholders

Human Resources Practitioners

We provided two training sessions on Hong Kong's equal opportunities legislation to human resources practitioners upon request from the Hong Kong Institute of Human Resource Management. The course is among one of the required courses for gaining the new membership of the Institute, which is slated to be launched in 2010. In addition, we also provided three training seminars on pregnancy discrimination and the RDO to the members of the Institute.

Training for Trade Unions

Trade unions have an important role at workplace, especially when employees face discrimination and harassment as they could serve as the first contact point for assistance for the aggrieved person. We conducted seven training sessions for different trade unions in 2008/09. Of these, one was on FSDO, five on RDO and one on sexual harassment issues.

Training for Government Departments and Public Bodies

The Government, which is the largest employer in Hong Kong, has demonstrated its commitment to equal opportunities by providing training for its employees on a regular basis. We conducted 15 workshops on anti-discrimination ordinances and diversity at the workplace for civil servants in 2008/09 on the initiation of the Civil Service Training and Development Institute under the Civil Service Bureau.

Additional 56 training sessions on various equal opportunities topics were also provided to individual government

為非政府組織而設的培訓課程

非政府組織在推動平等機會及人權方面的角色日趨重要。他們是平機會重要的持份者，我們緊密合作，一起深入社群，推廣平等機會。非政府組織有時會是受屈人遇到歧視或騷擾問題時最先聯絡及尋求支援的組織。在2008/09年度，我們為非政府組織舉辦了26場培訓課程，提高他們對反歧視法例的認識。

製作培訓教材

平機會於2008/09年度製作了兩套短片，以增進持份者對平機會處理投訴的程序及調解過程的瞭解。兩套短片的廣東話、普通話、英語版及手語版連字幕已上載至平機會網頁。

防止性騷擾活動

在2008/09年度，我們繼續與九間本地大專院校合作，向院校同學及教職員推廣防止校園性騷擾網上課程。宣傳活動包括派發海報及書籤，並向成功完成課程的學員頒發紀念品。

該課程是香港首個防止校園性騷擾的網上自學課程，內容包括講解性騷擾定義及各種可

departments and public bodies on request during the year.

Training for NGOs

We recognise the growing importance of NGOs in the field of equal opportunities and human rights. NGOs are our important stakeholder and we are working with them in reaching out to the communities and promoting equal opportunities. They may sometimes be the first contact point for assistance when their clients face discrimination or harassment. We provided 26 workshops to various NGOs in 2008/09 to enhance their knowledge of equal opportunities laws.

Developing Training Materials

Two videos were produced in 2008/09 to familiarise stakeholders with the EOC's complaints handling procedures and its conciliation process. Both the videos are now available in Cantonese, Putonghua, English and sign languages with subtitles and have been uploaded to the EOC website.

Campaign to Prevent Sexual Harassment

During 2008/09, we continued to work with nine local tertiary institutions to promote our online training course on preventing sexual harassment on campus to their students and staff. As part of our promotion we distributed posters and bookmarks to them. We also awarded souvenirs to users who successfully completed the training module.



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能在校園環境發生的性騷擾。課程並列舉了個人及教育機構須負上責任的例子。

此外，平機會在剛過去的學年為大學同學及教職員舉辦了防止性騷擾培訓工作坊及簡介會，目的是讓他們對性騷擾行為及性別平等概念有更深入的认识。

The training, which explains the definition and various types of sexual harassment that could occur in school settings, is Hong Kong's first online self-learning training module on preventing sexual harassment on campus. It also illustrates the liabilities of individual and educational institutions.

In addition, the EOC organised training workshops and briefings on preventing sexual harassment for university students and staff during the last school year. The workshops were aimed at helping them gain a deeper understanding of sexual harassment and the concept of gender equality.



平機會於2008/09年度為以下國際及內地訪客舉行了平等機會法例簡介會： Presentations on the Equal Opportunities Laws were made to the following International and Mainland Visitors in 2008/09:

江蘇省疾病預防控制中心
Jiangsu Centre for Disease and Prevention

挪威人權研究所中國研究計劃
China Programme of Norwegian Centre for Human Rights

內地司法廳/局人員(由香港律政司經辦)
Officials from Mainland Justice Department / Bureaux organised by Department of Justice, HKSAR

第四輪中國全球基金/中英艾滋病項目辦職員(由中國性病艾滋病防治協會經辦)
Officials from China Global Fund AIDS Program (Round Four), organised by Chinese Association of STD & AIDS Prevention and Control

挪威奧斯陸大學中國研究計劃
China Programme of the University of Oslo

由孖士打律師行經辦的訓練學員
Summer interns organised by Mayer Brown JSM

海南省中青年幹部(由香港科技大學經辦)
Hainan senior government officials organised by The Hong Kong University of Science & Technology

北京大學及武漢大學法律學生(由亞洲法律資源中心經辦)
Postgraduate law students from Peking University and Wuhan University organised by Asian Legal Resource Centre

澳洲公平薪酬委員會主席Ian Harper教授
Professor Ian Harper, Chairman of the Australian Fair Pay Commission

新加坡公平就業三方聯合中心
Singapore Tripartite Centre for Fair Employment

內地艾滋病工作者(由中國性病艾滋病防治協會經辦)
Mainland AIDS Workers organised by Chinese Association of STD & AIDS Prevention and Control

湖北省高級政府官員(由香港理工大學經辦)
Hubei senior government officials organised by The Hong Kong Polytechnic University

浙江省外專局官員(由香港理工大學經辦)
Zhejiang government officials organised by The Hong Kong Polytechnic University

泰國參議院的社會發展與兒童、青少年、女性、老人、殘疾人士及弱勢社群事務常務委員會
The Standing Committee on Social Development and Children, Youth, Women, The Elderly, The Disabled and the Underprivileged Affairs, The Senate, The Kingdom of Thailand

長春市委組織部官員(由香港理工大學經辦)
Changchun government officials from Organisation Department of Changchun City organised by The Hong Kong Polytechnic University

內地法律學者及律師(由亞洲人權委員會經辦)
Chinese legal scholars and lawyers (organised by Asian Legal Resource Centre)

「第153期香港工商業研討班」(由香港中華總商會舉辦)
The Hong Kong Industry & Commerce Training Classes, organised by The Chinese General Chamber of Commerce

雲南艾滋病工作者(由中國性病艾滋病防治協會經辦)
Yunnan AIDS workers organised by Chinese Association of STD & AIDS Prevention and Control

芬蘭國會就業與平等委員會代表團
Delegation from the Employment and Equality Committee, Parliament of Finland