

“有寶寶 ≠ 無事業
Career or me? It
doesn't have to
be a choice.”



共建利家職場
Build a family-friendly workplace.

我們致力推廣平等機會的價值觀，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。平機會針對不同服務對象採用不同宣傳途徑及工具，確保各界清楚接收到平等機會訊息。因此，平機會本年度舉辦了多元化的推廣活動，例如媒體宣傳、學校活動、僱主活動、深入社群的活動及公眾教育項目等，同時亦印製了多份宣傳刊物。

媒體宣傳

電台節目「平等生活劇場」

節目每集播出一個改編自真實個案的30分鐘廣播劇，並講解劇中的歧視行為及當中有關反歧視條例的法律觀點。廣播劇自2009年11月起至2010年6月逢週五晚上10時30分至11時正於商業一台播出，在28集節目中，平機會代表和其他嘉賓與聽眾分享了他們對劇中平等機會議題之意見。

平等機會多元共融行動

為期十二個月的電台節目「平等機會多元共融行動」由2009年5月至2010年6月每周播出，旨在推廣種族和諧及多元共融的訊息。這個香港電台節目包括每周

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. For different target groups, the EOC adopted different approaches and promotional tools to ensure the equal opportunity message is successfully put across. As a result the EOC organised a wide range of events and activities, such as media campaigns, school programmes, employer programmes, community outreach activities, and public education programmes, and prepared various publications throughout 2009/10.

Media Campaigns

Radio Drama Promotes Equal Opportunities

A 30-minute radio drama featuring analyses of discriminatory acts based on real life cases and the legal perspective on equal opportunity issues had been broadcast every Friday, 10:30 to 11:00pm on Commercial Radio 1 from November 2009 to June 2010, for 28 weeks. EOC representatives and other guests were invited to express their views on equal opportunities issues revealed in the drama.

EO Diversity Project

The Equal Opportunities Diversity Project, a 12-month radio programme aimed at promoting racial harmony, inclusion and diversity, was broadcast weekly from May 2009 to



人物專訪、平等機會議題的宣傳聲帶，以及改編自調解個案的廣播短劇。我們鼓勵聽眾來電就每集廣播劇中的個案提議一個理想的結局，這互動形式吸引到更多市民收聽，也提供了大眾參與的渠道。

節目共訪問了61位嘉賓，包括立法會議員、少數族裔機構、復康團體、婦女團體、工會、大學及其他非政府組織的代表，旨在提升公眾對來自不同種族、性別、殘疾或家庭崗位的人士之關注和接納。

平機會 YouTube 短片

此頻道於2008年2月推出，希望透過互聯網提升公眾對平等機會及社會共融的意識。平機會於本年度上載了28套短片，其中13套由平機會製作。

截至本年度終，平機會共上載了約70套短片，吸引了80,000人次收看。

傳媒活動

平機會於本年度共處理了359宗傳媒查詢，舉辦了3個新聞發佈會，接受了22個

June 2010 on Radio Television Hong Kong. The programme included weekly interviews and promotional segments on equal opportunities issues, as well as a short radio drama featuring conciliated cases, with the audience encouraged to phone in and suggest a preferred outcome for each case. This interactive format drew more audience attention and provided a channel for listeners to participate in the radio programme.

Among the 61 guests interviewed were Legislative Councillors, and representatives of ethnic minority organisations, rehab groups, women's groups, unions, universities and other non-governmental organisations. The aim of the interviews was to raise public awareness and equal acceptance of all individuals, irrespective of race, gender, disability or family status.

EOC YouTube Channel

This Channel was created in February 2008 to use the Internet to enhance public awareness about equal opportunities and social inclusion. During the year, 28 videos were added, among them 13 videos produced by the EOC.

Since its launch, about 70 videos have been uploaded, attracting 80,000 viewers by the end of 2009/10.



傳媒訪問及發佈了17篇新聞稿，以闡明我們對一些社會議題的立場及平機會的工作進展。

學校活動

平機會其中一項重要宣傳策略是從小培養兒童和青少年接納平等機會及共融的觀念。

話劇表演

平機會本年度與三間本地劇團合作，在學校演出以反歧視條例、平等機會及多元共融為題的話劇和木偶戲，今年約有57,000名學生觀看過這些表演。

無定型新人類

平機會每年一度的青少年師友計劃「無定型新人類」已是第8年舉辦，計劃強調打破定型觀念的重要性。自2002年推出以來，超過4,500名中小學生參與過這項計劃，而本年度亦有超過500名來自70間學校的學生參加。透過參與導師的大型分享會或探訪特別的機構，學生們對不同職業有更深理解，視野亦得以擴闊。

本年的活動還包括探訪香港復康力量及香港錫克廟，讓學生更深入瞭解殘疾人士及少數族裔文化。

另外更有116名學生參加了「無定型大使計劃」，他們均承諾在學校及社區積極宣傳平等機會訊息。

締造性別平等的學習環境

在《性別歧視條例》的修訂於2008年10月3日正式生效前，只有在工作間構成在性方面有敵意的環境才是違法行為。條例修訂後，在其他法例範疇內的相同行為也屬違法，包括教育範疇。學校有責任確保所有人（包括學生、員工、義務工作者及合約職員／服務供應者／代理商）均能在安全及不含在性方面具敵意的環境下學習、

Other Media Activities

During the year, the EOC handled a total of 359 media enquiries, held three news conferences and 22 media interviews, and issued 17 news releases explaining our positions on different issues and reporting progress of our work.

School Programmes

Focusing on children and youth is a major EOC's public education strategy as we seek to nurture acceptance of equal opportunities and inclusion from an early age.

Drama Performances

During the year, three local theatre troupes engaged by the EOC to stage plays and puppet shows at schools on the anti-discrimination ordinances, and equal opportunities and diversity issues performed for around 57,000 students.

Career Challenge

This was the eighth year of the annual youth mentorship programme, whose purpose is to highlight the importance of breaking down stereotypes. Over 4,500 primary and secondary students have participated in the programme since its launch in 2002. During the year over 500 students from more than 70 schools gained remarkable new career insights and broadened their horizons by participating in large group-sharing sessions or visiting special agencies.

To help students learn more about people with disabilities and the culture of ethnic minorities, visits were organised to Hong Kong Rehabilitation Power and Khalsa Diwan (Sikh Temple).

The "Career Challenge Ambassador Scheme" attracted 116 students who were committed to spreading the message of equal opportunities in their schools and communities.

Creating a Gender-friendly Learning Environment

With the amendment to the Sex Discrimination Ordinance (SDO) that came into effect on 3 October 2008, it is now an offence to engage in acts of a sexual nature that create a hostile or intimidating environment in settings including education.



進行課外活動、工作或提供服務。平機會的政策及研究組與教育局合作，推出了《防止校園性騷擾的問與答》及《防止校園性騷擾政策綱要》兩份指引。

學校管理層應採取切實可行的措施確保學校不存有性敵意或威脅的行為，為學生和員工締造健康的學習或工作環境，亦避免僱主（即校方）要負上轉承責任。校方必須（以書面形式）制定消除性騷擾的學校政策，加強員工及學生對性騷擾的認識和關注，並設立機制去解決性騷擾投訴。上述兩項指引已上載於教育局及平機會網站。

通識教育教材套

為跟進《公眾對香港傳媒描述女性的手法的意見調查》內的結果及相關議題，平機會製作了教材套以協助教師準備新高中學制的通識教育課程。平機會諮詢了全港教授通識教育的中學老師及其他教育工作者，並根據他們的意見修訂教材套。《通識教材套》已上載至平機會網頁，方便各界使用。

Formerly creating such an environment was an offence only when it occurred in the workplace. It is the responsibility of schools to ensure that all individuals (including all students, staff members, voluntary helpers, and contract workers / service providers / agents) are able to study, conduct extra-curricular activities, work or provide services in a safe and an environment free from sexual hostility. In this connection, our Policy and Research Unit worked with the Education Bureau (EDB) to develop two information guides entitled "Questions and Answers on Preventing Sexual Harassment in Schools" and a "Brief Outline of a School Policy on Preventing Sexual Harassment".

School management is encouraged to take reasonably practicable steps to ensure that the school is free of any sexually hostile or intimidating acts, to provide a healthy environment for students and staff, and to avoid possible vicarious liability on the employer's part (i.e. the school). This entails developing a school policy (in written form) to eliminate sexual harassment, raising the understanding and awareness of both staff and students about sexual harassment, and setting up a complaint-handling mechanism to resolve sexual harassment complaints. The two guidelines are posted on the EDB and EOC websites.

僱主項目

平等機會之友會

為確保各行各業的僱主和僱員充分準備好在機構內推行平等機會政策和準則，我們於2006年成立了平等機會之友會，提供交流及合作的平台。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。

2009/10年度有超過300名來自190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了平等機會之友會，分享他們於工作間推行多元共融文化的經驗。本年度根據會員建議及要求而推出的講座包括：

- 重新探討《殘疾歧視條例》僱傭實務守則
- 新生效的《種族歧視條例》及其對人力資源管理的影響（共2節）
- 處理工作間的殘疾歧視——個案分析
- 通用設計專家講座：「暢通易達——消除歧視有妙法」

我們又為會員舉辦交流會，讓大家分享對多元文化及處理投訴的心得，我們每月亦以電郵寄出平等機會電子通訊，將我們的最新消息率先通知會員，藉此加強與會員的聯繫。

中小企博覽

平等機會參與了香港貿易發展局舉辦的第九屆「國際中小企博覽」，藉着這個每年一度的博覽向中小企推廣平等機會訊息。我們向參觀者派發了不同的宣傳刊物，包括各種單張、《平等機會通訊》及各反歧視條例的《僱傭實務守則》。

Liberal Studies Teaching Kit

To follow up on the findings and issues identified in the survey project “Study on Public Perception of Portrayal of Female Gender in the Hong Kong Media”, a teaching kit was developed by our Policy and Research Unit to help teachers plan lessons for the new Liberal Studies (LS) Senior Secondary Curriculum. We consulted LS secondary school teachers and other educators throughout Hong Kong and revised the *LS Teaching Kit* based on their comments. To cater for a wide scope of stakeholders, the *LS Teaching Kit* is posted on the EOC’s website.

Employer Programmes

Equal Opportunity (EO) Club

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

Over 300 human resources practitioners from around 190 corporations, government departments, universities, SMEs and NGOs, joined the EO Club to share their experiences in implementing diversity in their respective workplace in 2009/10. The topics for the seminars, devised with reference to the input and request suggested by our Club members during the year, were:

- Revisit the Code of Practice on Employment under the Disability Discrimination Ordinance
- The Newly Enacted Race Discrimination Ordinance and its Impact on Human Resources Management (two sessions)
- A Solution to Workplace Disability Issues – Case Analysis
- Expert Talk on Universal Accessibility: An Approach towards the Elimination of Discrimination

深入社群

社會參與資助計劃

資助計劃旨在鼓勵非政府組織、社區組織及學校舉辦與平等機會有關的活動，並促進大眾認識四條反歧視條例的原則及應用。

自1997年以來，平機會每年均推行資助計劃。今年共收到104份申請，其中63項活動獲批准，資助總額達港幣1,562,811元。

深入少數族裔社群

《種族歧視條例》通過後，平機會展開了全面的外展計劃，對象包括不同的少數族裔團體、領事館及為香港少數族裔提供服務的非牟利組織，透過交流意見、互相協助及舉辦講座向參加者講解反歧視條例，分享我們建設無歧視社會的願景。

本年度，我們與持份者舉行了36次會議，參與了10個社區活動，並為總領事館、少數族裔團體及非牟利組織舉辦了35次講座。

平等機會條例巡迴展覽：重點宣傳《種族歧視條例》

展覽的目的是要宣揚種族融和及多元文化的重要性。由2009年7月至11月，平機會在多個港鐵站、公共屋邨及商場舉辦了共16場巡迴展覽，同場播放平機會的宣傳短片及電視實況劇集，並派發平機會出版的刊物，向大眾介紹我們的工作。

香港電台太陽計劃

平機會聯同多個社會組織一起參加了由香港電台主辦的太陽計劃，並透過一連串的青年暑期計劃，提高青少年的公民意識。約60名青少年（包括殘疾學生、少數族裔學生和傑出大專及中學生）到訪不同的機構，並接受電台訪問，就社會問題發表意見。

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 sent out e-News every month.

SME Expo

The EOC participated in the 9th World SME Expo, an annual event organised by the Hong Kong Trade Development Council to disseminate information to small and medium enterprises. The EOC distributed promotional publications, including various leaflets, EOC news, and Code of Practice guidebook under various anti-discrimination ordinances to the Expo visitors.

Community Outreach

Community Participation Funding Programme

The purpose of this programme is to encourage NGOs, community groups and schools to initiate projects on the subject of equal opportunities, and promote understanding of the principles and application of the four anti-discrimination ordinances.

The EOC has offered this programme every year since 1997, this year providing \$1,562,811 for 63 projects out of 104 applications.

Outreaching to the Ethnic Minorities (EM) Groups

Since the enactment of the Race Discrimination Ordinance, the EOC initiated a comprehensive outreach plan to different ethnic minority groups, consulates, and non-profit making organisations that have been providing service to the EM communities in Hong Kong. Through exchanging ideas, offering mutual support, and providing talks explaining the anti-discrimination laws to our target participants, we shared our vision of building a society free of discrimination.

During the year, the EOC held 36 networking meetings, attended 10 community events and delivered 35 talks to consulate generals, ethnic minority groups, non-profit making organisations, and etc.

精神健康月

一如以往，平機會參與了每年一度的「精神健康月」。這項活動於10月舉行，由勞工及福利局、多個政府部門及非政府組織合辦，透過連串活動推廣精神健康，消除社會上對精神病患者的負面標籤，減少大眾對他們的歧視。

公眾教育

網上資源中心

平機會的網頁是一個中英雙語的網上資源中心，不斷推動我們的宣傳活動。網頁上展示了重要資訊，讓訪客對平等機會有更深了解。所有訪客，不論是要完成報告的學生，或是曾受歧視的人，是視障人士或有其他殘疾的朋友，均能藉着平機會網頁，享有平等的機會去獲悉最新的資訊及建議。

平機會的網頁一站式地向外界展示我們的工作，廣受歡迎。本年度，平機會網站的每月平均點擊率達240萬人次，每月訪客逾75,000名，較去年增長了20%。

為推廣平等機會，我們於網頁上新增了平機會主席的專訪及分享、實況廣播劇共28集、及電台訪問共55次。

Roving Exhibition on the EO Ordinances, Emphasising the RDO

This programme was intended to promote the importance of racial harmony and the value of diversity. From July to November 2009, 16 roving exhibitions were held at various MTR stations, public housing estates and shopping malls, where we showed the EOC corporate video and documentaries, and distributed various EOC publications to introduce our work to the public.

RTHK Solar Project

The EOC participated in this programme organised by RTHK with various community organisations to promote civic awareness among young people through a series of summer youth programmes. About 60 young people, comprising students with disabilities, ethnic minority students, and outstanding secondary and tertiary students, visited various organisations and were interviewed on live radio programmes to express their views on different social issues.

Mental Health Month

In keeping with our past practices, we participated in the annual Mental Health Month in October that was organised by the Labour and Welfare Bureau, various government departments and NGOs. The purpose of the event was to promote mental well-being in Hong Kong through a series of events and remove social stigma associated with the disease to prevent discrimination against people with mental illness.



《種族歧視條例》自2009年7月實施以來，平機會已逐步將主要的資料單張及指引翻譯成六種少數族裔語言，包括菲律賓語、印尼語、尼泊爾語、泰語、印度語及巴基斯坦語，並上載至我們的網頁。

季刊

《平機會通訊》是中、英對照的季刊，報導關於平等機會的最新個案分析、專題故事、專訪及與平等機會有關的時事新聞。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。

香港電台實況劇集

「非常平等任務2009」在本地電視台播放時，每集平均吸引120萬觀眾收看。為延續劇集帶來的公眾教育效果，平機會將劇集製作成教材資料套，包括數碼光碟及資料冊。2,000份教材套已免費派發給老師、人力資源從業員及志願機構負責人，以協助他們進行平等機會培訓。

六集原以廣東話播放的電視實況劇已翻譯為普通話及英語版本，以擴闊觀眾層面。實況劇已上載到平機會網站供大眾收看。

講座

於本年度，平機會舉辦了534場講座及培訓班，並接待28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。除了反歧視條例外，討論範圍亦包括其他與歧視及平等機會有關的議題。

最新教育資源

平機會製作了多種教育資源，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。

Public Education

Online Resource Centre

The EOC website, our fully bi-lingual (Chinese/English) online resource centre, continues 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 who had experienced discrimination or a person with visual impairment or other disability, 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 monthly hit rate reached an average of 2.4 million throughout the year. The site had over 75,000 visitors a month, representing a 20% increase over the previous year.

To step up our public education activities promoting equal opportunities, we added interviews and sharing sessions with the EOC Chairperson, 28 radio drama episodes that explain how the anti-discrimination ordinances are applied, and 55 radio interviews on equal opportunity issues.

Since the Race Discrimination Ordinance became operative in July 2009, the EOC progressively translated key information leaflets and guides in six ethnic minorities languages namely Tagalog, Indonesian, Nepali, Thai, Hindi and Urdu, and uploaded to its website.

Newsletters

EOC News, our quarterly bilingual newsletter, included analysis of some of the latest complaint cases, feature stories, interviews and news on current issues related to equal opportunities. It had a circulation of over 80,000 during the year and was available to the public for free. It was also available in audio, Braille and online versions.

RTHK Docu-drama

In order to sustain the educational effects of our docu-drama *A Mission for Equal Opportunities 2009*, which attracted an

於2009/10年度我們製作了以下的教育資源：

- 以8種語言（包括中文、英文、菲律賓語、印尼語、尼泊爾語、泰語、印度語及巴基斯坦語）印製的《種族歧視條例僱傭實務守則》
- 以8種語言印製的《種族歧視條例與我》單張
- 《公眾可進出的處所無障礙通道及設施正式調查報告》
- 《向平等機會委員會申請法律協助須知》
- 以8種語言印製的袋裝卡，介紹平機會工作及列出重要電話號碼，派發予新來港人士及移民

average of 1.2 million viewers per episode when broadcast on local TV stations, the series was developed into educational modules comprising DVDs and booklets. Two thousand copies of the DVD were produced and distributed free of charge to teachers, human resources practitioners and NGO workers to help them conduct training on equal opportunities.

To reach a larger audience, all six episodes of the docu-drama 2009 originally broadcast in Cantonese were translated and dubbed in Putonghua and English, and uploaded to the EOC website for public viewing.

Talks

The EOC gave 534 talks and training throughout the year, and received 28 groups from government departments, local and overseas NGOs, institutions and business organisations. In addition to addressing Hong Kong's anti-discrimination ordinances, the sessions covered the whole spectrum of issues related to equal opportunities.

New Educational Resources

Our resources focused on different aspects of anti-discrimination legislation, as well as new developments in the field, with the aim of raising awareness, and providing information and assistance in eliminating discrimination.

We developed the following resources in 2009/10:

- Code of Practice on Employment under the Race Discrimination Ordinance in eight languages including Chinese, English, Tagalog, Indonesian, Nepali, Thai, Hindi and Urdu
- Race Discrimination Ordinance and I leaflets in eight languages
- Formal Investigation Report on Accessibility in Publicly Accessible Premises
- Information Notes on Legal Assistance from the EOC
- Wallet Cards introducing the work of the EOC and useful contact numbers in eight languages for distribution to new arrivals and migrants

