

“工作憑實幹  
Performance  
knows no colour”

不論膚色 唯才是用  
Recruit on talent, not race.



2009/10 年度，社會人士對反歧視法例的培訓服務需求殷切。我們全年為政府部門、公營機構、大型商業機構、中小型企業、非政府組織及其他持份者團體共提供了 495 節培訓課程，較上一年上升了 46%。

平機會自 2001 年提供培訓及顧問服務以來，為超過 100,000 位各界人士舉辦了超過 2,000 場講座、簡介會及工作坊。

### 有關《種族歧視條例》 的培訓課程

自《種族歧視條例》於 2008 年 7 月 17 日通過以來，截至 2010 年 3 月 31 日，我們就這法例已為超過 12,200 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 220 節培訓課程。

### 經常性課程 — 平等機會工作坊

平機會每年都會提供定期培訓及「度身訂造」的培訓課程。一年兩度的定期培訓分別於春季及秋季舉行。培訓課程的質素及內容均獲學員好評，不少學員在完成首個課程後繼續報讀其他課程。而在 2009/10 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。



The EOC saw a high demand for our training services on various anti-discrimination legislation in 2009/10. In sum, we organised a total of 495 training sessions for government departments, public bodies, large businesses, small and medium enterprises, and NGOs and other stakeholder groups – an increase of 46 percent compared to the previous year.

Since the EOC's training and consultancy services began in 2001, we have conducted over 2,000 talks, presentations and workshops for more than 100,000 people.

### Training on the Race Discrimination Ordinance

From the day the RDO was enacted on 17 July 2008 to 31 March 2010, we have conducted 220 training workshops on this ordinance for over 12,200 participants representing ethnic minority communities, NGOs, government departments, public bodies, and large business enterprises.

### Ongoing Activities - Equal Opportunities Workshops

Every year, the EOC offers 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 the spring and autumn. Participants at our various training have shown appreciation for the quality and content of our courses of training, and many have returned for additional training sessions. We also witnessed a high increase in the number of new trainees in 2009/10, indicating a rise in the awareness on the importance of equal opportunities.





2009/10年度，平機會為1,357名人士開辦了42節定期培訓課程。此外，我們亦提供了453節「度身訂造」的培訓課程，參加人數達21,332人，當中的培訓課題以反歧視條例為主，其次是有關《種族歧視條例》的課程。

We conducted 42 sessions for 1,357 participants under the 2009/10 calendar training programmes. We also conducted 453 tailor-made training sessions for 21,332 people in 2009/10, of which the majority were focused on the anti-discrimination ordinances followed by the Race Discrimination Ordinance.

## 特別為少數族裔而設的培訓課程

不同的少數族裔群體居港時，面對着種種不同的問題。就他們的關注事項及特殊需要，平機會為不同少數族裔群體提供了「反歧視法例」及有關《種族歧視條例》的培訓課程。本年度我們為380名來自6個少數族裔社群的人士舉辦了7節培訓課程。我們亦有按需要在培訓時提供翻譯服務。

## Special Training Programme for Ethnic Minorities (EM)

Different EM groups may face distinct problems while living in Hong Kong. To address their special concerns and needs, the EOC provided training workshops on the anti-discrimination ordinances as well as on the Race Discrimination Ordinance specifically, targeting various EM groups during the year. Seven workshops were provided to 380 people, representing 6 EM groups. Language interpretation was provided during the sessions as necessary.



「無定型新人類」嘉賓導師「Career Challenge」mentors



## 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，平機會繼續為人力資源從業員提供有關平等機會法例的課程。自2010年4月起，這課程受到學會認可，亦是獲取為學會專業會員的指定課程之一。

### 為政府部門及公營機構而設的培訓課程

作為香港最大的僱主，政府為其員工定期提供培訓，實踐推行平等機會的承諾。自平機會提供培訓服務以來，我們樂見政府對平等機會培訓的需求不斷增加。應公務員事務局屬下公務員培訓處的邀請，我們在2009/10年度為公務員提供了11場有關反歧視條例及多元工作間的工作坊。

## Training for Different Stakeholders

### Training for Human Resources Practitioners

We continue to provide training sessions on Hong Kong's equal opportunities legislation to human resources practitioners upon request from the Hong Kong Institute of Human Resource Management (HKIHRM). The training course forms a part of an accredited programme which, as of April 2010, is one of the core courses for people who want to become HKIHRM Professional Member.

### Training for Government Departments and Public Bodies

The Government, the largest employer in Hong Kong, has demonstrated its commitment to equal opportunities by providing training for its employees on a regular basis. We witnessed a steady increase in demand for EO training from the government since we first began providing training



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90節培訓。

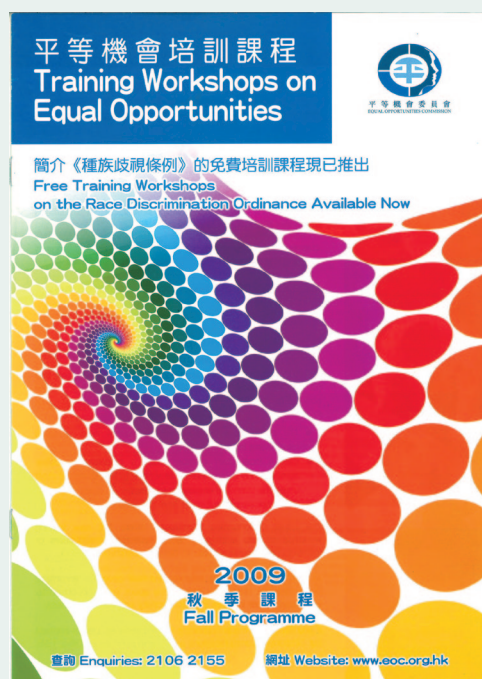
### 為非政府組織而設的培訓課程

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，推動平等機會。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，有見及此，我們在2009/10年度為非政府組織舉辦了39場培訓課程，提高他們對反歧視法例的認識。

### 網上培訓計劃

#### 防止校園性騷擾網上課程

在2009/10年度，我們繼續與十二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文件夾，並向成功完成課程的學員給予証書及紀念品。課程推出後，吸引了超過3,600名大學生使用。



services. At the initiation of the Civil Service Training and Development Institute under the Civil Service Bureau, we conducted 11 workshops on the topics of the anti-discrimination ordinances and diversity in the workplace for civil servants in 2009/10.

Another 90 training sessions on various equal opportunities topics were also provided, on request, to individual government departments and public bodies during the year.

### Training for NGOs

We recognise the importance of NGOs in the field of equal opportunities and human rights. NGOs are our important stakeholders, and we are working with them to reach out to the communities and promote equal opportunities. As they may sometimes be the first contact point for assistance when their clients face discrimination or harassment, we provided 39 workshops to various NGOs in 2009/10 to enhance their knowledge of equal opportunities laws.

## Online Training Programmes

### Online Programme to Prevent Sexual Harassment

During 2009/10, we continued to work with twelve 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 plastic folders to them. We also awarded e-certificates and souvenirs to users who successfully completed the training module. Since its launch, over 3,600 students used this online training module.

The training, which explains the definitions 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 individuals and educational institutions.



該課程是香港首個防止校園性騷擾的網上自學課程，講解性騷擾的定義及各種可能在校園環境發生的性騷擾，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，讓他們對性騷擾行為及性別平等概念有更深入的認識。

### 為幼稚園及幼兒中心的學生製作 網上培訓課程

雖然年幼的兒童未必了解何謂殘疾及種族歧視，但在日常生活中他們或會受到社會偏見、帶有歧視性的社會規範及思想所影響。由於幼童在學習及吸收新知識方面的速度較快，故此自小向他們灌輸平等機會的價值及正確行為十分重要，亦有助消除社會上的歧視。

鑑於網上教育資源日益普及，平機會現正開發一套嶄新的網上培訓教材，以協助教師及父母教導學前兒童有關平等的觀念。我們邀請了學前教育者試用培訓教材，預期於2011年年初推出。



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 aimed at helping them gain a deeper understanding of sexual harassment and the concept of gender equality.

### Production of an Online Training Module for Children Attending Kindergartens and Child Care Centres

Although young children may not know what discrimination is related to disability and race, they may be affected by the community's prejudices, discriminatory social norms, and beliefs through socialisation. As young children learn and absorb information at a rapid pace, it is important to instil the values of equal opportunities and positive behaviour while they are still young in order to eliminate discrimination in our community.

In light of the increasing popularity of online educational materials, a new web-based training package is being developed in order to assist teachers and parents in familiarising pre-school children with equality issues. Pre-school educators were invited to test-use the training package which is expected to be finalised and ready in early 2011.

