

# 天生我才 何必任人擺佈？

We all have our own talents.  
Why be stereotyped?



打破性別定型

Break free from gender stereotyping.



我們致力推廣平等機會的價值觀，務求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。平機會針對不同的服務對象會採用不同的宣傳策略，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。

### 媒體宣傳

#### 與香港電台聯合製作實況劇

於2010/11年度，平機會和香港電台再度聯合製作第七輯實況劇「非常平等任務」。一輯六集的實況劇於2011年4月至5月於翡翠台黃金時段內播出。

這一系列富教育意義的電視劇重點列舉出不同範疇的歧視，包括僱傭和設施及服務提供範疇內的種族歧視，僱傭範疇內的性別歧視及家庭崗位歧視。另一方面我們亦有探討香港的無障礙設施問題、現今社會男士所面對而又被忽略的難題、以及僱傭範疇的年齡歧視。

We are committed to fostering equal opportunities values, enhancing understanding of the anti-discrimination ordinances, and increasing public awareness among the community in Hong Kong. For different target groups, the EOC adopts targeted approaches and promotional tools to ensure the successful communication of our equal opportunity message. Throughout 2010/11, the EOC prepared various publications and organised a wide range of events and activities, including media campaigns, programmes for schools and employers, community outreach activities, and public education initiatives.

### Media Programmes and Campaigns

#### RTHK Docu-drama

In 2010/11, the EOC joined hands once again with Radio Television Hong Kong (RTHK) to plan and produce the 7th series of the TV docu-drama, A Mission for Equal Opportunities. This six-episode series was scheduled to be broadcast on TVB Jade Channel at prime time from April 2011 to May 2011.

In this educational TV series, we highlight discrimination on the ground of race in employment and the provision of goods and services, sex discrimination, and family status discrimination in the workplace. We also explore the problem of accessibility in Hong Kong, the under-examined needs and problems of men in today's changing world, and age discrimination in employment.





### 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時於商業一台播出，在28集節目中，平機會代表和一眾嘉賓分享了他們對劇中平等機會議題的意見。

### 平等機會多元共融行動

為期十三個月的電台節目「平等機會多元共融行動」於2010年6月完滿結束，節目旨在推廣種族和諧及多元共融的訊息。新一輯已於2011年2月啟播，為期一年。這個節目包括每周人物專訪、平等機會議題的宣傳聲帶，以及改編自成功調解個案的短劇。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，也為大眾提供了參與這電台節目的渠道。

平等機會多元共融行動閉幕禮——「為生命上色」在2010年6月5日於沙田大會堂舉行。活動總結了一年來的電台計劃，少數族裔人士和年輕歌手亦在閉幕禮上作出分享及表演，藉此宣傳種族共融以及平等機會的訊息。

### Radio Drama Promoting Equal Opportunities

A 30-minute radio drama featuring analyses of discriminatory acts based on real life cases and the legal perspectives on equal opportunity issues had been broadcast every Friday, 10:30pm 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 featured in the drama.

### EO Diversity Project

The Equal Opportunities Diversity Project 2009, a 13-month radio programme aimed at promoting inclusion and diversity, concluded in June 2010. The new season started again in February 2011 and will last for one year. The programme, broadcast on RTHK 2, includes 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 draws more audience attention and provides a channel for listeners to participate in the radio programme.

A variety show entitled "Colour Our World" was held at the Shatin Town Hall on 5 June 2010 as the finale of the radio project. It concluded the year-long radio project and featured sharing and performances by members of the ethnic minority community and young singers to promote racial harmony and equal opportunities.

## 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33套短片，其中32套由平機會製作，當中包括提倡種族共融的紀錄片、就《殘疾歧視條例下的僱傭實務守則》修訂版作公眾諮詢及種族融和的電視宣傳廣告，以及平機會活動的精華片段，包括「無定型新人類」、「獨特的我！」，以及平等機會多元共融行動閉幕禮。而另一套短片則由勞工及福利局製作，旨在呼籲接納精神病人士。

截至本年度終，平機會共上載了98套短片，吸引超過160,000人次收看。

## 有關《種族歧視條例》的電視及電台宣傳短片

有關《種族歧視條例》現正生效及其實務守則的電視及電台宣傳短片繼續於本地電視及電台播出。另外，印尼語、尼泊爾語以及烏都語的宣傳聲帶亦已於為少數族裔而設的電台頻道內播出。

## EOC YouTube Channel

The EOC YouTube Channel was launched in February 2008 to enhance public awareness on equal opportunities and social inclusion using the platform of the Internet. During the year, 33 videos were added to the EOC Channel. Of these, 32 videos were produced by the EOC which included documentaries promoting racial equality, TV announcements on racial harmony and the public consultation on the revised "Code of Practice on Employment under the DDO," as well as video highlights of the EOC's activities such as Career Challenge, Uniquely Me, and Equal Opportunities Diversity Project. The remaining video was produced by the Labour and Welfare Bureau to promote acceptance of persons with mental illness.

Since its launch, a total of 98 videos have been uploaded on the "HKEOC" Channel, which has attracted over 160,000 views.

## Broadcasting of TV and Radio APIs on the RDO

TV and radio Announcements in the Public Interest (APIs) to publicise the enforcement of the RDO and its Code of Practice continue to be broadcast on local TV and radio stations. Radio APIs in Indonesian, Nepali and Urdu languages have also been broadcast on ethnic minority language radio programmes targeting these communities.







### 平等機會委員會新聞特稿

為響應國際消除種族歧視日以及宣傳平等機會的訊息，平機會於2011年2月及3月分別在中英文報章刊登特稿。特稿亦被翻譯成多種少數族裔語言，並於本港多份少數族裔報章內刊登。

### 港鐵廣告

港鐵扶手電梯宣傳廣告於2011年2月起至2011年5月在港鐵站沿線推出。十款海報的主題各有不同，包括種族共融、無障礙社區以及防止性騷擾及懷孕歧視等訊息。宣傳為期六週，一共展出了506張海報。

### 其他傳媒活動

平機會於本年度共處理了396宗傳媒查詢，舉辦了14場新聞發佈會，接受了63個傳媒訪問及發佈了26篇新聞稿。

### 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。

### EOC Newspaper Supplements

To mark the United Nations International Day for the Elimination of Racial Discrimination and to promote equal opportunities, the EOC published newspaper supplements in February and March 2011 in both English and Chinese newspapers. The supplements were later translated into different ethnic minority languages and published in various newspapers for different ethnic minority communities in Hong Kong.

### MTR Advertisement Campaign

The Mass Transit Railway (MTR) escalator advertisement campaign was launched throughout the MTR network in February 2011 and was scheduled to run to May 2011. Ten thematic posters to promote the messages of racial equality, access for all, and preventing sexual harassment and pregnancy discrimination were placed at escalator crowns of different MTR stations. In total, 506 poster advertisements were placed at the MTR escalator crowns for six weeks.

### Other Media Activities

The Corporate Communications and Training Unit handled a total of 396 media enquiries in 2010/11. The EOC also held 14 news conferences, granted 63 media interviews, and issued 26 news releases.

### School Programmes

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



## 「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9年舉辦，計劃強調打破定型觀念的重要性。自2002年推出以來，已有超過5,200名中小學生參與過這項計劃，而本年度亦有超過700名來自80間學校的學生參加。透過參與導師的大型分享會，學生們對不同職業都有更深理解，視野亦得以擴闊。

本年度的計劃與香港青年協會合辦。為配合新高中學制課程需要，本年度的計劃有所革新，讓有興趣參與的同學成為小主持。獲挑選的同學接受司儀訓練後，在分享環節分別訪問了九位嘉賓導師。

嘉賓導師的分享環節除了會被錄製成精華片段，亦會被製作成電台節目，上載至香港青年協會的網上頻道U Channel。此外，平機會及香港青年協會亦建立了「無定型新人類」的Facebook群組，希望可以加強向青少年宣傳平等機會的資訊。

此外，更有超過100名學生參加了「無定型大使計劃」，此計劃旨在鼓勵青少年在學校及社區積極宣傳平等機會訊息。無定型大使會以個人或團隊力量，令社會人士更關注平等機會的議題，並要主動接觸社會上的少數群體。

## Career Challenge

Our annual youth mentorship programme, “Career Challenge”, is now in its ninth year. Designed to highlight the importance of breaking stereotypes, over 5,200 secondary and primary school students have participated in this programme since its launch in 2002. During the year, over 700 students from 80 schools gained remarkable new career insights and broadened their horizons by participating in large-group sharing sessions.

This year’s programme was co-organised with the Hong Kong Federation of Youth Groups (HKFYG). To tie in with the New Senior Secondary (NSS) Curriculum, the programme had been repackaged to enable interested students to become “Budding DJs”. These selected youths were trained as interviewers and programme hosts for the nine mentors during the sharing sessions.

In addition to video highlights, the mentors’ sharing sessions were produced as radio programmes and have been uploaded to the U Channel, an on-line radio channel of the HKFYG, for public viewing. In conjunction with this programme, the EOC and the HKFYG have set up a Facebook Group for Career Challenge mentees to further promote equal opportunities to young people.

Over 100 participating students have also joined the “Career Challenge Ambassador Scheme”, which aims to encourage young people to engage in spreading the message of equal opportunities in their schools and the community. A Career Challenge Ambassador is expected to initiate personal or team efforts to raise awareness about equality issues and to reach out to minority groups in society.





### 「獨特的我！」

「獨特的我！」是平等機會委員會舉辦的一個以英文作主要語言的青少年發展計劃，自2010年12月起推出，旨在提供一個啟發青少年跨越障礙、打破定型的平台。首場活動以嘉賓分享、青少年表演、以及即興劇場為主。即興劇場以互動形式，鼓勵參加者分享他們被歧視的經歷。為了讓更多人接觸平等機會的訊息，活動於三個少數族裔團體的中心進行直播，分別是基督教勵行會多元色彩閃耀坊、元朗大會堂少數族裔人士支援服務中心以及香港國際社會服務社少數族裔人士支援服務中心。一共約九十名參加者出席第一次活動。有百分之九十四的參加者評定活動為「極佳」或「優良」，更有百分之九十五的參加者表示會推薦好友參與此計劃。

### 話劇表演

平機會本年度與三間本地劇團合作，在學校演出以平等機會及多元共融為題的話劇和木偶戲，今年約有87,000名學生觀看過這些表演。平均有百分之九十八的學校把話劇評級為「優良」及「極佳」，並認為這些表演十分有趣和富教育意義。

### Uniquely Me!

“Uniquely Me!,” the EOC’s youth development programme in English, was launched in December 2010. It aims to be a platform for youths to get inspired to overcome barriers and share thoughts on how to break stereotypes. The first session featured guest mentors’ sharing, youth performances, and playback theatre, an interactive drama form to facilitate sharing among the participants on their experiences of discrimination. To broaden the reach of the message of equal opportunities, the event was broadcast live to three service centres for ethnic minorities: Christian Action’s SHINE Centre, Yuen Long Town Hall Support Service Centre for Ethnic Minorities, and International Social Service - H.O.P.E. Centre. About 90 participants attended the first session of the programme. 94% of participants rated it “excellent” or “good,” and 95% would recommend their friends to join the programme.

### Drama Performances

During the year, the EOC engaged three local theatre troupes to stage plays and puppet shows at schools on equal opportunities and diversity issues. The troupes performed for approximately 87,000 students. On average, 98% of the schools found our plays “good” or “very good,” both interesting and educational.





### 締造性別平等的學習環境

平機會繼續為預防大學校園性騷擾作公眾教育，向大專生派發了1,000張海報以及8,000個文件夾，以引起他們對校園性騷擾問題的關注，並鼓勵他們使用平機會的「防止性騷擾網上教學資源」。如果有需要的話，平機會亦會應學校及大專院校之邀請，提供講座及培訓。

### 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管理規則，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、人力資員從業員、職場主管和培訓人員推行良好管理常規，遵守反歧視法例。

### Creating a Gender-friendly Learning Environment

To continue with our sexual harassment public education targeting tertiary education institutions, we distributed 1,000 posters and 8,000 plastic folders to university students to draw their attention to the issue of sexual harassment in the education setting and encourage them to use our online training module on sexual harassment. Talks and training are also provided to schools and universities upon request.

### Employer Programmes

#### Equal Opportunity (EO) Club

The EOC works with a wide range of employers and employees to ensure they are equipped to implement equal opportunities and good management practices 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 laws.







2010/11 年度有超過300名來自大約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：

- 「處理工作間的殘疾問題」個案研討會
- 通用設計專家講座：「暢通易達 — 消除歧視有妙法」
- 「如何為機構撰寫平等機會政策」工作坊
- 「精神健康急救」研討會

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，大部分會員認為這些講座及交流會提供了不少實用的資訊。我們每月亦以電郵寄出平機會電子通訊，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

平機會參與了由香港貿易發展局舉辦的第十屆「國際中小企博覽」，藉此向中小企發放平等機會資訊。我們向參觀者派發了不同的宣傳刊物，包括各種單張、《平機會通訊》及各反歧視條例的《僱傭實務守則》。在接受問卷調查的參觀者中，有百分之九十六的受訪者對我們的展覽作正面評價。

Over 300 human resources practitioners from around 190 corporations, government departments, universities, small and medium-sized enterprises (SMEs) and NGOs joined the EO Club to share their experiences in implementing diversity in their respective workplace in 2010/11. The topics for the seminars, devised with reference to the input and request made by our Club members during the year, were:

- A Solution to Workplace Disability Issues – Case Analysis
- Expert Talk on Universal Accessibility: An Approach towards the Elimination of Discrimination
- Workshop on Developing Equal Opportunity Policy in the Workplace
- Seminar on Mental Health First Aid

Members' networking sessions were likewise organised for the exchange of ideas on diversity and complaint handling issues. EO Club members generally found the seminars and networking sessions informative and useful. To strengthen our connection with the members and to keep them updated on our latest news, we send out e-News every month.

### SME Expo

The EOC participated in the 10th World SME Expo, an annual event organised by the Hong Kong Trade Development Council to disseminate information to small and medium-sized enterprises. The EOC distributed promotional publications, including various leaflets, EOC news, and Code of Practice guidebooks to the Expo visitors. Positive feedback on our booth was received from 96% of our visitors who filled out evaluation questionnaires.



## 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 75 份申請，其中 51 項活動獲批准，資助總額達港幣 1,320,873 元。所有社會參與資助計劃的參與機構名單已詳列於附錄三內。

### 深入少數族裔社群

建立共融社會以及提高少數族裔對平等機會的認識，是平機會的工作之一，本年度，我們更擴大了外展計劃的範疇。除了接觸各國領事館、不同的少數族裔團體以及為他們提供服務的非牟利組織外，我們亦於清真寺及其他宗教團體進行外展服務。我們亦積極參與本港各區的社區活動，令更多人認識平機會，並使不同的社群更關注他們的權益。

## 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 applications of the four anti-discrimination ordinances.

The EOC has offered this programme every year since 1997. This year, we provided \$1,320,873 for 51 projects out of 75 applications in 2010/11. The complete list of organizations under the Community Participation Funding Programme 2010/11 can be found in Appendix 3.

### Outreaching to the Ethnic Minority (EM) Groups

As part of our effort to build an inclusive society and increase the awareness of the ethnic minority (EM) communities on equal opportunities concepts, the EOC has widened our outreach initiatives. In addition to outreaching to the Consulates as well as different EM groups and NGOs who provide services to the EMs, we also conducted outreach to mosques and other religious groups. In addition, we participated in community events around Hong Kong to increase the visibility of the EOC and to raise awareness of the rights of different communities.







本年度，我們參與了43個宣傳種族平等的活動，以及5個由非牟利機構、區議會及各個政府部門舉辦的地區嘉年華，並於3間清真寺進行外展活動。此外，亦舉辦了33場有關平機會以及我們的工作的講座，吸引了2,085個少數族裔人士出席。

### 第十二屆長者及殘疾人士交通及運輸服務國際大會

平機會本年度參與了第十二屆長者及殘疾人士交通及運輸服務國際大會，並設攤位派發我們的宣傳刊物及紀念品（包括針對無障礙議題出版的最新刊物以及「公眾可進出的處所無障礙通道及設施正式調查報告」）。

為了評估公眾對平機會攤位的反應及意見，我們向參加者派發問卷。百分之九十六的受訪者把平機會的攤位評級為「極佳」或「優良」。

### 「平等共融新視野」攝影比賽

為鼓勵攝影愛好者透過相片展示日常生活中平等共融的一面，及宣傳平等機會的訊息，我們與香港青年協會合辦於2010年12月舉辦了「平等共融新視野」攝影比賽。是次比賽共有112位參加者遞交了259張作品，當中包括公眾人士、大專生以及中學生等。

During the 2010/11 year, the EOC participated in 43 different events to promote racial equality. In addition, we participated in five carnivals organised by NGOs, District Councils, and various government departments. We also conducted outreach activities in three different mosques. We delivered 33 introductory talks on the EOC and our work, which were attended by 2,085 EM participants.

### TRANSED 2010

The EOC participated in the 12th International Conference and Exhibition on Mobility and Transport for Elderly and Disabled Persons (TRANSED 2010). We ran an exhibition booth and distributed promotional publications (including a newly-produced leaflet on accessibility issues and our "Formal Investigation on Accessibility in Publicly Accessible Premises" report) and souvenirs.

To evaluate the public response to our booth, a questionnaire was distributed to the Expo visitors of our booth. 96% of the respondents gave either a "very good" or "good" score to the overall evaluation of the EOC booth.

### "My Vision of Equal Opportunities" Photo Competition

To encourage photo enthusiasts to demonstrate different aspects of inclusion and diversity in everyday life and promote equal opportunities through images, a photo competition was launched in December 2010. This competition was co-organised with the Hong Kong Federation of Youth Groups to attract more young participants. We received a total of 259 photo entries from 112 participants, comprising members of the general public, as well as students from universities and secondary schools.

## 為推廣種族和諧及無障礙社區而設的平等機會條例巡迴展覽

上述展覽旨在宣揚種族和諧以及無障礙社區。由2010年5月至2011年3月，平機會在天星碼頭、公共屋邨及不同商場舉辦了共7場巡迴展覽，在場內派發我們出版的刊物，向公眾宣揚平等訊息和介紹平機會的工作。

## 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，旨在透過連串活動推廣精神健康，消除社會上對精神病人的負面標籤，減少公眾對他們的歧視。

## 講座

於本年度，平機會舉辦了439場講座及培訓班，並接待了36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。

## 教育資源

### 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。網頁上展示了最新的重要資訊，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。

## Roving Exhibitions on the EO Ordinances, Emphasising Racial Harmony and Access for All

This initiative aimed to promote the importance of racial harmony and access for all. From May 2010 to March 2011, seven roving exhibitions were held at the Star Ferry Pier, public housing estates, and shopping malls in different parts of Hong Kong, during which we distributed various EOC publications to promote equality and to introduce our work to the public.

## Mental Health Month

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

## Talks

The EOC gave 439 talks and training sessions throughout the year, and received 36 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 a wide spectrum of issues related to equal opportunities.

## Educational Resources

### On-line Resource Centre

The EOC website, our fully bi-lingual (Chinese/English) online resource centre, continues to drive our promotional activities. It delivers updated 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.



## 公眾教育及社區參與 Public Education and Community Participation

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490萬人次，較去年增長了超過兩倍，每月訪客逾78,000名。

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。

為了推廣香港的無障礙設施，平機會網站全新增設了「無障礙生活」網頁。新網頁旨在宣揚各個生活層面的無障礙資源，並鼓勵大眾發表有關意見。

《種族歧視條例》自2009年7月全面實施以來，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，包括印尼語、印度語、尼泊爾語、菲律賓語、泰語及巴基斯坦語，並上載至我們的網頁。

### 季刊

《平機會通訊》是中、英對照的季刊，內容包括平等機會的最新投訴個案分析、專題故事、專訪及與平等機會有關的時事議題。每季季刊的發行量超過80,000份，供超過10,000個固定訂閱戶以及廣大市民免費索閱。《平機會通訊》亦備有發聲、點字及網上版。

The website offers a window to view all our activities, and is becoming increasingly popular with the public. Its monthly hit rate reached an average of 4.9 million throughout the year, more than double as compared to last year's numbers. The site had over 78,000 visitors a month.

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

In order to promote accessibility in Hong Kong, a new webpage entitled "Barrier-free Life" was created. The new webpage aims to promote barrier-free resources covering various aspects of life and encourage discussions on different accessibility issues.

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

### Newsletters

The EOC News, our bilingual printed newsletter, includes analyses of some of the latest complaint cases, feature stories, interviews, and news on current issues related to equal opportunities. It has a circulation of over 80,000 and is available to the public for free with over 10,000 regular subscribers per issue. It is also available in audio, Braille, and online versions.





## 最新刊物

平機會製作了多種教育資源，重點介紹了不同層面的反歧視法例及新趨勢，藉此提高市民的認知，並提供消除歧視的資訊和協助。

於2010/11年度我們推出了以下的教育資源：

- 以8種語言（包括中文、英文、印尼語、印度語、尼泊爾語、菲律賓語、泰語及巴基斯坦語）印製的《殘疾歧視條例僱傭實務守則》修訂本
- 以10種語言（包括中文、英文、印尼語、印度語、尼泊爾語、旁遮普語、菲律賓語、泰語、斯里蘭卡語及巴基斯坦語）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
- 以7種語言（包括中文、英文、印尼語、尼泊爾語、菲律賓語、泰語及斯里蘭卡語）印製的《認識種族歧視條例：給外籍家庭傭工及其僱主的指引》

## New Publications

In creating new publications, our focus has been on different aspects of the 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 publications in 2010/11:

- Revised Code of Practice on Employment under the Disability Discrimination Ordinance for public consultation in eight languages (Chinese, English, Indonesian, Hindi, Nepali, Tagalog, Thai, and Urdu)
- Wallet Cards introducing the work of the EOC and useful contact numbers in ten languages for distribution to new arrivals and migrants (Chinese, English, Indonesian, Hindi, Nepali, Punjabi, Tagalog, Thai, Sinhalese, and Urdu)
- "Understanding the Race Discrimination Ordinance – A Guide for Foreign Domestic Helpers and Their Employers" in seven languages (Chinese, English, Indonesian, Nepali, Tagalog, Thai, and Sinhalese)