

工作憑實幹
Performance
knows no colour.



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



2010/11 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合共358節培訓課程。

平機會自2001年提供培訓及顧問服務以來，已為逾118,000位參加者舉辦了超過2,300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2011年3月31日，我們就這法例已為超過13,700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257節培訓課程。

常設課程 — 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。在2010/11年度，平機會為989名參加者開辦了40節定期培訓課程。同年，我們亦提供了318

We continue to see a high demand for our training services in 2010/11. We organized a total of 358 training sessions for government departments, public bodies, large businesses, small and medium enterprises, NGOs and other stakeholder groups.

Since the EOC training and consultancy services began in 2001, we have conducted over 2,300 talks, presentations and workshops for more than 118,000 participants.

Training on the Race Discrimination Ordinance

From the day the RDO was enacted on 17 July 2008 to 31 March 2011, we have conducted 257 training workshops on this ordinance for over 13,700 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 the calendar training and the customized training. Under the calendar training programme, the EOC organizes two series each year in the spring and autumn. In 2010/11, we conducted 40 sessions for 989 participants for the calendar training programme. We also conducted 318

節「度身訂造」的培訓課程，參加人數逾17,300人，當中最多人參與的培訓課程以反歧視條例為題，其次是有關《種族歧視條例》的課程。

特別為少數族裔而設的培訓課程

香港約有百分之五的人口來自不同的少數族裔，他們在港時會遇到各種障礙而無法得享平等機會。本年度的培訓課程為幫助他們了解自己的權利，及關注他們的特殊需要而設。除了向不同少數族裔群體介紹「反歧視法例」之外，平機會亦為少數族裔團體的傳譯員提供了五個度身訂造的培訓課程。此外，我們又為少數族裔的社區工作者舉辦了一場工作坊，加深其對反歧視法例的了解，以便他們提升服務。共有95位社區工作者接受了上述的度身訂造課程培訓。

「無障礙通道及設施」培訓課程

隨著於2010年6月的「公眾可進出的處所無障礙通道及設施正式調查」結果公布，平機會為領匯管理有限公司及屋宇署的無障礙統籌經理及主任、以及其他政府決策局與部門的前線員工提供了16

customized training sessions for over 17,300 participants in 2010/11, of which the most popular topic is the anti-discrimination ordinances followed by training on the Race Discrimination Ordinance.

Special Training Programme for Ethnic Minorities (EM)

Different ethnic minority groups make up about 5% of the Hong Kong population, and many of them face various barriers to equal opportunities. Training workshops aiming to help different EM groups to know their rights and to address their special needs were arranged during the year. Apart from courses on the anti-discrimination ordinances for different EM groups, we provided five sessions of customized training for EM community interpreters, and one workshop for EM community workers to enhance their knowledge on the anti-discrimination ordinances while providing services to EM communities. 95 workers attended these customized training courses.

Training on Accessibility

Following the release of the “Formal Investigation Report: Accessibility in Publicly Accessible Premises” in June 2010, we conducted in total of 16 tailor-made training sessions on Accessibility to the Link Management Ltd., Access Coordinators, and Access Officers as well as other frontline staff from government bureaux and departments. In addition, the EOC also held three training sessions on “Access for All” under our calendar training programme, which were open to participants from both the public and private sectors. These training were attended by more than 1,400 participants.



場度身訂造的培訓課程。此外，平機會亦舉辦了三場名為「無障礙設施與你」的定期培訓課程，公私營機構的員工均歡迎參加。這些培訓課程吸引了超過1,400位人士出席。

為不同持份者提供培訓

政府是香港最大的僱主及服務提供者，因此政府部門的職員也是我們的主要培訓對象之一。其中一些部門，例如食物環境衛生署和入境處均會供新入職員工的恆常導引課程中，加入反歧視條例簡介。去年我們更協助這兩個部門提供平等機會培訓，作為其員工發展課程的一部份。應公務員事務局屬下的公務員培訓處之邀請，我們為公務員提供了17場有關各個平等機會議題的工作坊，當中包括為在職以及新入職員工提供的培訓。

總括來說，我們在本年度應個別政府部門及公營機構的邀請，就平等機會議題共舉辦了71節培訓。

為人力資源從業員提供培訓

應香港人力資源管理學會之邀請，平機會繼續為人事管理人員提供有關平等機會法例的課程。這課程已獲學會認可為「專業會員資格」的其中一項必修課。這課程亦是學會所舉辦之「與僱傭有關的法例」證書課程的一部分。

為新上任校長提供培訓

學校兼具僱主和教育服務提供者的角色，因此校長有著重大責任確保校內人人得享平等機會。平機會應教育局要求，自2002年至今，已為477位新任校長提供培訓課程，在2010/11年度，共有52位新任校長接受了我們的平等機會培訓。

Training for Different Stakeholders

The Government is the largest employer as well as service provider in Hong Kong. Government departments have always been a major customer of our training services. Some departments, for instance, the Food and Environmental Hygiene Department and the Customs and Excise Department have included anti-discrimination ordinances in their induction courses for newly recruited staff members as a regular practice. We also assisted both departments in providing EO courses as part of their staff development programmes in the past year. Through the co-ordination of the Civil Service Training and Development Institute of the Civil Service Bureau, we provided 17 workshops on different topics to civil servants. Some workshops were designated for new recruits while others were for existing staff members.

In sum, we provided 71 training sessions upon request to individual government departments and public bodies during the year.

Training for Human Resources Practitioners

We continue to provide training sessions on Hong Kong's equal opportunities legislation to human resources practitioners upon the requests of the Hong Kong Institute of Human Resources Management (HKIHRM). The training course forms a part of an accredited programme leading to a certificate in employment law and employee engagement, which is requirement for Professional Membership at the HKIHRM.

Training for Newly Appointed Principals

Principals play a crucial role in ensuring equal opportunities in schools through their oversight of both staff management and education. The EOC has provided EO training to 477 newly appointed principals in nine sessions by request of the Education Bureau since 2002. 52 new principals participated in the training course in 2010/11.

為地產代理提供培訓

地產代理監管局引入持續專業發展計劃，以提高地產代理從業員的專業水平及地位。隨著平等機會知識於業界的日常運作中越趨重要，有關方面已把平等機會法例納入為持續專業發展計劃的其中一個課程。大約有 150 個地產代理從業員參加了本年度舉辦的課程。

為非政府組織及工會提供培訓

非政府組織及工會是我們推動平等機會的重要伙伴，受屈人遇到歧視或騷擾時，往往最先聯絡非政府組織及工會以尋求協助。同時，這些機構亦要為其工作間的平等機會事宜負責。平機會經常獲邀為非政府組織的服務對象提供培訓，向他們講解相關的法律權利和介紹平機會的工作。我們在 2010/11 年度為非政府組織及工會舉辦了共 32 場培訓課程。

Training for Estate Agents

The Estate Agents Authority, having introduced a Continuing Professional Development (CPD) Scheme to raise the professional standards and status of estate agency practitioners, recognizes that equal opportunities knowledge is important in the day to day practices of the real estate industry. Therefore, equal opportunities legislation has been included as one of the courses in the CPD Scheme. Approximately 150 estate agency practitioners participated in the courses organized this year.

Training for NGOs and Trade Unions

NGOs and trade unions are our important partners in the promotion of equal opportunities. They are very often the first point of contact for those seeking assistance when facing discrimination and harassment. At the same time, they are also responsible for equal opportunities in their own workplace. The EOC is frequently invited to provide training to the clients served by NGOs in order to inform them of their rights under the laws and to familiarize them with the operations of the EOC. We provided 32 workshops to various NGOs and trade unions in 2010/11.



Online Training Programmes

Online Programme to Prevent Sexual Harassment

During 2010/11, 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 USB memory sticks to users who successfully completed the training module. Since its launch, over 4,000 students used this online training module.



網上培訓計劃

防止校園性騷擾網上課程

在2010/11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證書及電腦記憶棒。課程推出後，吸引了超過4,000名大學生使用。

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

一些研究顯示兒童可能在年幼時已展現歧視的態度。所以，父母師長應留意孩子的情況，及早培育小朋友建立正面價值觀，讓他們認識歧視的害處。

為鼓勵家長及幼兒教育工作者協助孩子自小建立平等共融的價值觀，平機會於2011年8月推出全新的網上教學資源。

網上教學資源以種族共融及消除殘疾歧視為主題，亦包含其他平等機會元素。內容包括了適合不同年級幼兒的互動動畫故事。此外，亦有各式的網上遊戲及工作紙，加強教育的效果。

為方便父母及老師引導幼兒，網上教學資源亦設有教學指引部份。當中的教學小貼士及家長老師錦囊提供了培育幼兒建立健康價值觀的實用技巧。平機會呼籲幼兒家長及教育工作者使用本教學資源，積極協助幼兒認識平等機會的價值。

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.

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

Parents and teachers of preschoolers should be vigilant about discriminatory attitudes in their children, which, as some studies have shown, can be developed from a very young age. It is more effective to cultivate positive values in children and teach them about the negative effects of discrimination while they are still young.

To encourage parents and preschool teachers to instill the values of equal opportunities and inclusion in children at an early age, a new online training module has been launched since August 2011.

The web-based training package focuses on two themes: racial harmony and the elimination of disability discrimination. It also includes other elements of equal opportunities. There are interactive stories with animation to cater for different levels of preschoolers. Furthermore, there are various online games and worksheets in the module designed to reinforce the messages of the training.

To facilitate the use of the training module by parents and teachers, teaching guidelines are included. Additional teaching tips and practical skills are provided for parents and teachers to cultivate positive values in children.