

## 推廣平等機會

### 提高公眾意識

平等機會委員會和兩條反歧視條例對香港來說是新事物，因此有要提高公眾意識，增加社會人士對委員會的工作以及平等機會和歧視觀念的瞭解。

平等機會委員會制定了一套公眾教育策略，以下列四個方式推廣教育：

- 為市民大眾而設的宣傳活動。
- 為指定對象而設的教育活動，形式包括研討會/演講及刊物。
- 為社會組織及關注團體而設的社會參與資助計劃。
- 為人力資源從業員、社會工作者、教師、關注組織的工作者製作的教材資料套，方便他們向其他人提供訓練。

### 宣傳活動

平等機會委員會在首年便有計劃地展開了宣傳活動，包括在電視、電台和報章雜誌上登載廣告；在地鐵站和九廣鐵路站張貼大型海報；以及參加展覽。曾參與的展覽包括：在1996年12月舉行的東區節，吸引了十萬人參觀；在同月舉行的公民教育展覽上，參觀人數達一萬六千人；至於在1997年2月舉行的第七屆教育及職業博覽，更吸引約十八萬五千二百人參觀。

## Promoting Equal Opportunities

### Raising Public Awareness

The EOC and the two discrimination ordinances are new to Hong Kong. It is important to raise public awareness and increase understanding of our work as well as the concepts of equal opportunities and discrimination.

The EOC has formulated a strategy in public education whereby a four-pronged approach is adopted:

- a planned programme of publicity aiming at the public in general
- an educational programme of seminars/talks, and publications, aiming at target audience
- a community participation funding programme aiming at community organizations and concern groups
- systematic development and production of training modules aiming at trainers such as HR personnel, social workers, teachers, concern group workers

### Publicity Programme

In its first year of operation, the EOC mounted a planned programme of publicity through advertisements on television and radio, and the printed media; poster campaigns at the stations of the Mass Transit Railway and the Kowloon-Canton Railway; and participation in exhibitions. Exhibitions include the Eastern District Festival in December 1996 which attracted 100 000 visitors; the Civic Education Exhibition, also in December 1996, attended by 16 000 visitors; and the 7th Education and Careers Expo in February 1997 which had an attendance of 185 200 visitors.



此外，委員會亦不時向傳媒舉行簡報會和接受傳媒訪問，以宣傳委員會的工作和活動。委員會已於1996年10月上了國際互聯網，喜歡瀏覽網絡的人士可以從平等機會委員會的網頁取得有關委員會及反歧視法例的資料，和委員會活動的最新情況。

### 教育活動

在報告年度之內，委員會曾為公營及私營機構，包括政府部門、非政府機構和大機構的僱主，以及社區服務團體、婦女組織、社會服務組織等作演講一百三十五次，講題範圍不單涵蓋《殘疾歧視條例》和《性別歧視條例》，還包括有關歧視和平等機會的一般問題。

平等機會委員會在1997年1月25日舉行了「平等機會法例與教育機構」研討會。研討會由平等機會委員會和本港九間大專院校聯合舉辦，目的是推廣《性別歧視條例》和《殘疾歧視條例》，以及平等機會的原則，共有三百三十位來自各大學及中學的學者和行政人員參加。

平等機會委員會通訊是一份季刊，在1997年1月首次出版，以中英文印行，每期發行量為十萬份，供市民免費取閱。平等機會委員會通訊除報道委員會的各項活動外，亦探討有關歧視的個案及解釋法例條文。

除了平等機會委員會通訊之外，委員會亦印備有關兩條條例的簡介單張，以及《性別歧視條例》和《殘疾歧視條例》的《僱傭實務守則》，供市民免費索閱。

Media briefings and interviews were given from time to time so as to highlight the work and activities of the EOC. Since October 1996, the EOC has been on the Internet. From the EOC web site on the Internet (<http://www.eoc.org.hk>), net-surfers have access to information on the EOC, the discrimination legislation and the EOC activities update.

### Educational Programme

During the year under report, the EOC gave 135 talks to organizations in the public and private sectors including government departments, non-government organizations and major employers as well as community service groups, women's organizations, social service groups. These talks not only covered the Disability Discrimination Ordinance and the Sex Discrimination Ordinance but also a whole spectrum of issues concerning discrimination and equal opportunities in general.

On 25 January 1997, the EOC hosted a seminar on "The Equal Opportunities Legislation and Educational Institutions." The event, jointly organised by the EOC and the nine tertiary educational institutions in Hong Kong, aimed at promoting the SDO and the DDO, and the principle of equal opportunities. The seminar was attended by some 330 academics and administrators from tertiary institutions and secondary schools.

EOC News - a quarterly newsletter - was first published in January 1997. The bilingual newsletter has a circulation of 100 000 copies per issue and is available to members of the public, free of charge. The EOC News keeps its readers informed of the activities of the EOC and discusses cases relating to discrimination and interpretation of the provisions of the law.

In addition to the EOC News, a pamphlet on the two ordinances and the Codes of Practice on Employment under the SDO and the DDO were available, free of charge, to the public.



## 社會參與

為促進市民對平等機會活動的支持，鼓勵社會參與，委員會在成立首年推出一項試驗性質的資助計劃，向舉辦推廣平等機會活動的社會團體提供資助。委員會於1996年12月接受團體的申請，共收到十九宗申請，經仔細研究各宗申請後，通過向十二個團體撥款二十二萬五千元。

受助團體舉辦的活動多姿多采，計有話劇、展覽會、嘉年華會及徵文比賽等。

## 製作教材資料套

為促進公眾教育以消除歧視，推廣平等機會，委員會撥款製作了一系列的教材資料套。

委員會在本年度內交由三間機構策劃編製教材資料套：

「預防及處理性騷擾」教材資料套由香港中文大學性別研究計劃負責，分為兩個部份：第一部份為「瞭解性騷擾」，第二部份為「預防及處理性騷擾」。

「認識男女平等就業機會」教材資料套由新婦女協進會負責，分為三個部份：(I)甚麼是在僱傭範疇的性別歧視和如何在工作場地推廣兩性平等？(II)介紹《性別歧視條例》和平等機會委員會 (III)在工作場地發生的性騷擾。

## Community Participation

To encourage community participation and foster support for equal opportunities initiatives, the EOC launched a pilot funding programme in its founding year. The objective was to provide financial support to community groups in organising activities which aimed at promoting equal opportunities. Application for funds was invited in December 1996. EOC received 19 applications and, after careful vetting, approved HK\$225 000 for allocation to 12 organizations.

The organizations which received funding carried out a wide range of activities including plays, exhibitions, carnivals, and an essay competition.

## Developing Training Modules

To facilitate public education on eliminating discrimination and promoting equal opportunities, the EOC has made provision to develop a series of training modules on relevant subjects.

During the year, three training modules were commissioned. They are as follows:

The Training Module on Sexual Harassment was developed by the Gender Research Programme of the Chinese University of Hong Kong. It comprises two parts: Part I deals with "Understanding Sexual Harassment" and Part II deals with "Prevention & Handling of Sexual Harassment".

The Training Module on Equal Opportunities for Women and Men at the Workplace was developed by the Association for the Advancement of Feminism. It comprises three parts: (I) What is sex discrimination in employment & how to promote gender equality at the Workplace? (II) Introducing the Sex Discrimination Ordinance and the Equal Opportunities Commission (III) Sexual Harassment at the Workplace.



「消除殘疾歧視」教材資料套由新生精神康復會負責，分為三個部份 (I)殘疾歧視，(II)基於殘疾的騷擾及中傷，和(III)如何有效地為公眾教育活動及計劃制定策略。

教材資料套的內容豐富詳盡，包括有錄影帶、參考資料、資料冊及訓練手冊等，可助從事訓練的人員向公眾灌輸對歧視及平等機會問題的知識。

### 建立聯繫

平等機會委員會致力締造一個機會平等、沒有歧視的社會，為此，我們需要社會人士的支持。委員會的重要工作之一就是加強與社會團體的溝通及建立機構夥伴關係。

在成立首年，委員會專注於與社會團體的溝通，尤其是婦女組織、復康組織、愛滋病組織等關注團體，以及僱主聯會和工會等。委員會也舉辦意見交流會，由主席及職員會見社會組織的代表，探討平等機會問題。同時，委員會員工定期探訪各關注組織及工會，徵詢他們對委員會工作的意見。

與社會團體保持定期聯繫，能為委員會的聯絡工作奠定堅固基礎，有助促進委員會與政府和非政府機構之間的良好工作關係。



The Training Module on Eliminating Disability Discrimination was developed by the New Life Psychiatric Rehabilitation Association. It comprises three parts: (I) Disability Discrimination, (II) Harassment and Vilification on the Ground of Disability and (III) Effective Means of Developing Strategies for Public Educational Activities and Programmes.

Each of the training modules comes in a comprehensive package consisting of teaching aids such as video tapes and reference list, information kit and training manual. These training modules will facilitate other trainers to promote public understanding of discrimination and equal opportunities issues.

### Building Network

The EOC is committed to creating an environment where there is no barrier to equal opportunities and no discrimination. To do this, we need the support of the community. Strengthening communication with community organizations and building corporate partnership is therefore an important area of the EOC's work.

In its first year, the EOC focused its attention on communication with community organizations, in particular, concern groups such as women's groups, rehabilitation bodies, AIDS groups as well as employers' federations and trade unions. A forum for exchange of views has been established whereby community organizations representatives would meet with the EOC Chairperson and staff, and discuss equal opportunities issues. At the same time, a programme of visits was in place for EOC staff to visit, on a regular basis, concern groups and trade unions and get feedback from them on the work of the Commission.

Regular liaison with community organizations has laid a solid foundation for networking and helped foster a good working relationship with government and non-government organizations in all sectors of the community.

1997年3月，委員會主席率領了一個由委員會委員及員工組成的代表團前赴北京，與中華全國婦女聯合會及中國殘疾人聯合會進行交流。

委員會又主動聯絡其他國家專責平等機會事務的機構。委員會主席及委員於1996年8月前往英國考察當地的平等機會委員會。主席又於同年9月出席在紐西蘭奧克蘭市舉行的第十八屆世界復康議會國際會議，並訪問紐西蘭的人權委員會。委員會的一位高層人員亦於1997年1月前往美國佛羅里達州邁亞密市出席1997年全球婦女高峰會。

此外，不少海外嘉賓在訪港期間曾探訪主席，包括聯合國經濟、社會及文化權利委員會的彙報人 Virginia Bonoan-Dandan 教授及成員 Bruno Simma 教授；聯合國人權委員會主席 Francisco J. Aguilar-Urbina 先生及成員 P.N. Bhagwati 法官。委員會曾招待的其他嘉賓包括來自澳洲人權及平等機會委員會的行政人員、來自加拿大及澳洲的法律界人士，以及來自英國及紐西蘭的對平等機會事務特別感興趣的國會議員等。

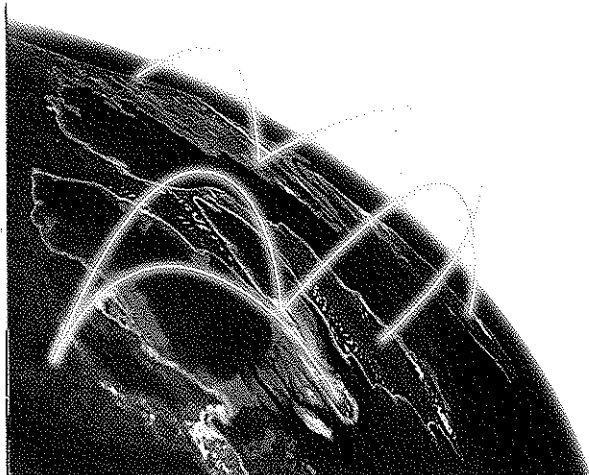
對委員會來說，與海外的平等機會事務專家保持聯繫極為重要。委員會將致力擴大這個聯絡網，並從其他國家汲取更多的經驗。

In March 1997, the Chairperson led a delegation consisting of EOC members and staff to Beijing and visited the All-China Women's Federation and the China Disabled Persons' Federation.

During the year, the EOC has initiated networking with equal opportunities commissions in other jurisdictions. The Chairperson and members of the Commission visited the Equal Opportunities Commission of the United Kingdom in August 1996. The Chairperson attended the 18th World Congress of Rehabilitation International Conference in Auckland, New Zealand and visited the New Zealand Human Rights Commission in September the same year. A senior staff of the EOC attended the 1997 Global Summit of Women at Miami, Florida, United States of America in January 1997.

Guests overseas who called on the Chairperson during their stay in Hong Kong included Professor Virginia Bonoan-Dandan, Rapporteur, and Professor Bruno Simma, Member, of the UN Committee on Economic, Social and Cultural Rights; and Mr. Francisco J. Aguilar-Urbina, Chairman, and Mr. Justice P.N. Bhagwati, Member, of the UN Human Rights Committee. Other visitors including executives from the Australian Human Rights and Equal Opportunity Commission, legal professionals from Canada and Australia, and Members of Parliament from the United Kingdom and New Zealand who have special interest in equal opportunity issues were among the visitors the EOC received during the year.

The networking with experts outside Hong Kong in the forefront of equal opportunities is invaluable to the EOC. The EOC seeks to extend this networking and gain from the experiences of our partners in other jurisdictions.



Network