



■
平等機會委員會要成功走進社區，需要加強我們與社區組織的聯繫，並且要和企業機構結成夥伴關係。

夥伴關係

過去一年，我們與其他機構合作舉辦活動，包括四次醫院管理局員工工作坊及一次香港總商會會員研討會。這些活動讓醫療專業人員、僱主及人力資源從業員更深入認識反歧視條例，並加深了解條例對他們工作的影響。

社區關係

平等機會委員會主要工作之一是與社區組織，特別是關注團體及工會建立聯繫，用以了解及收集社會不同層面的意見。過去一年，我們的員工積極進行聯絡工作，與有關社團緊密交流，爭取支持，協力推廣平等機會及消除不法歧視。我們的員工曾探訪十七個推動兩性平等的團體及十八個復康組織。



■ *Building Networks*

建立聯繫



An important aspect in reaching out to the Community is the need to strengthen our links with community organizations while also building partnerships within the corporate world.

Establishing Partnerships

During the year, we worked on a number of joint initiatives, including the organization of four workshops for staff of the Hospital Authority and a seminar for the Hong Kong General Chamber of Commerce. These workshops provide a forum for health care professionals, employers and human resource practitioners to gain more in-depth knowledge of the ordinances as well as to understand the implication of the legislation on their work.

Liaison with Stakeholders

Networking with community organizations, especially concern groups and trade unions, remains a key part of our work in understanding and gaining feedback from different groups in the community. During the year, EOC staff maintained an active liaison programme with such groups, exchanging ideas, gaining support and collaborating closely with them, to promote equality of opportunities and eliminate unlawful discrimination. Under this programme, Commission staff visited 17 organizations which promote equality of the sexes and 18 rehabilitation organizations.

內地聯繫

平等機會委員會非常重視與內地的活動交流。九七年七月我們接待了全國婦女聯合會十二人代表團。婦聯主席兼全國人大副委員長陳慕華女士與平等機會委員會主席交換意見，討論了區內兩性之間的平等機會問題。全國婦女聯合會在一九四八年成立，目的是維護婦女權益及促進兩性平等，目前在全國有超過八十一萬個基層組織。

國際聯繫

平等機會委員會關注世界各地的發展，我們繼續與其他國家負責平等機會的組織保持聯絡。在九七年七月平等機會委員會主席及委員到澳洲悉尼拜訪澳洲人權及平等機會委員會及維多利亞省的平等機會委員會。以平等機會委員會主席為首，成員包括政府代表、商界及專業團體的代表團在九月出訪加拿大渥太華，參加亞太經濟合作組織婦女領袖會議。會後，大會建議亞太經貿組織的領袖，將兩性平等的觀點整合在亞太經濟合作組織行動計劃之內。主席在會議結束後並訪問了加拿大人權委員會。

在九八年二月，平等機會委員會主席出席在雅加達舉行的亞太人權組織論壇，探討公眾教育及宣傳策略；三月又率團到

菲律賓，參加在馬尼拉舉行的亞太經濟合作組織工業及科技工作小組的性別與科技專家會議，平等機會委員會主席並發表演講，介紹委員會所採用的主觀及客觀指標，以反映兩性平等狀況及女性在科技範疇所得到的發展機會。

平等機會委員會亦在年內接待了不少國際知名訪客，計有澳洲北部地區反歧視委員會主席 Dawn Laurie 及英國平等機會委員會前副主席 Lady Diana Brittan。

我們在九七年十一月亦會見了出席香港平等機會條例國際研討會的講者及與會嘉賓。該研討會由香港大學、歐洲聯盟及平等機會委員會合辦。他們包括英國平等機會委員會的 Alice Leonard、北愛爾蘭平等機會委員會的 Joan Smyth、澳洲人權及平等機會委員會的 Zita Antonios、加拿大平等權益小組的 Shelagh Day、加拿大工作場所關係及小型企業部門的 Michelle Patterson 及印度的 Dr. K Uma Devi。

平等機會委員會在這些活動之中得益不淺。我們從中取得第一手資料，了解推動平等機會的世界先鋒的動向，亦可以向我們的國際夥伴取經。這種種難能可貴的經驗，使我們未來更要加強及擴展國際聯繫。



Links with China

We take a keen interest in China's activities in the area of equal opportunity and were very pleased to welcome a 12-member delegation from the All-China Women's Federation (Federation), who visited us in July 1997. Madam Chen Muhua, Federation President and also Deputy Chairman of the National People's Congress, met the EOC Chairperson to exchange views relating to equal opportunities between women and men in the region. The Federation was established in 1948 to safeguard the interests of women and to foster equality between the sexes and currently has over 810,000 grass-root member organizations all over the country.

International Links

Keeping us in touch with developments around the world, we continued our networking with equal opportunities commissions in other jurisdictions. In July 1997, the Chairperson and members of the Commission visited the Australian Human Rights and Equal Opportunities Commission in Sydney and the Equal Opportunities Commission of Victoria, Australia. In September, a Hong Kong delegation consisting of representatives from the government, the business and professional community, headed by the EOC Chairperson, attended the Women Leaders' Network from APEC Economies held in Ottawa, Canada. As a result of the meeting, recommendations were made to APEC leaders to integrate gender perspectives in APEC's Actions Programmes. After the meeting, the EOC Chairperson visited the Canadian Human Rights Commission.

In February 1998, the EOC Chairperson attended the Asia-Pacific Forum of Human Rights Institutions held in Jakarta to discuss public education and promotional strategies and in the following month led a delegation to the Philippines. Attending the Expert's Meeting on Gender

and Science and Technology under APEC's Industry, Science and Technology Working Group in Manila, she introduced the Commission's use of subjective and objective indicators to reflect gender equality and women's opportunities in the field of science and technology.

In turn, we received a number of prominent international visitors during the year. Heading the list were Commissioner Dawn Laurie from the Anti-Discrimination Commission of the Northern Territory in Australia and Lady Diana Brittan, former Deputy Chairwoman of the UK EOC. We also welcomed speakers and participants of the International Conference on Hong Kong Equal Opportunities Law organized by the Hong Kong University, the European Union and the EOC in November 1997. They included Alice Leonard of the Equal Opportunities Commission of the United Kingdom; Joan Smyth of the Equal Opportunities Commission in Northern Ireland; Zita Antonios of the Australian Human Rights and Equal Opportunities Commission; Shelagh Day of the Equality Rights Panel in Canada; Michelle Patterson from the Department of Workplace Relations and Small Business in Canada; and Dr. K. Uma Devi from India.

The experiences gained from these activities have been invaluable. We are able to see at first hand what is taking place in the forefront in the world of equal opportunities while also learning from the experiences of our international partners. In view of these benefits, we will be seeking to strengthen and extend this network in the next few years.

