

策略與行動

平等機會委員會已經成立了一段日子，去年我們集中鞏固委員會的工作，現在正充滿信心地邁步向前，未來數年將針對九個策略性範疇開展工作。為履行我們的服務承諾，向公眾提供高效率的服務，我們決心做到下列各點：

- 提供高質素的諮詢及投訴服務
- 打擊系統性歧視
- 提出法例修訂
- 增強有關平等機會問題的認知與意識
- 發展內部員工的專才

我們志切深入社群，以爭取更多民眾參與消除歧視，並促進平等機會，為此，我們將會：

- 建基於現有的聯繫
- 普及平等機會觀念，爭取大眾對委員會工作的認同
- 向服務對象從小灌輸平等機會觀念
- 爭取傳媒參與委員會推廣活動

前

The Way

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Strategies and Initiatives

With the establishment of the Commission now in place and the consolidation of our activities in the past year, we are moving forward with confidence and actively focusing on nine strategic areas in the years ahead. In keeping with our Performance Pledge and our commitment to provide an efficient and effective service to the public we are determined to :

- Provide a quality service in handling all enquiries and complaints
- Combat systemic discrimination
- Initiate legislative changes
- Build up knowledge and awareness of equal opportunities issues
- Develop staff expertise.

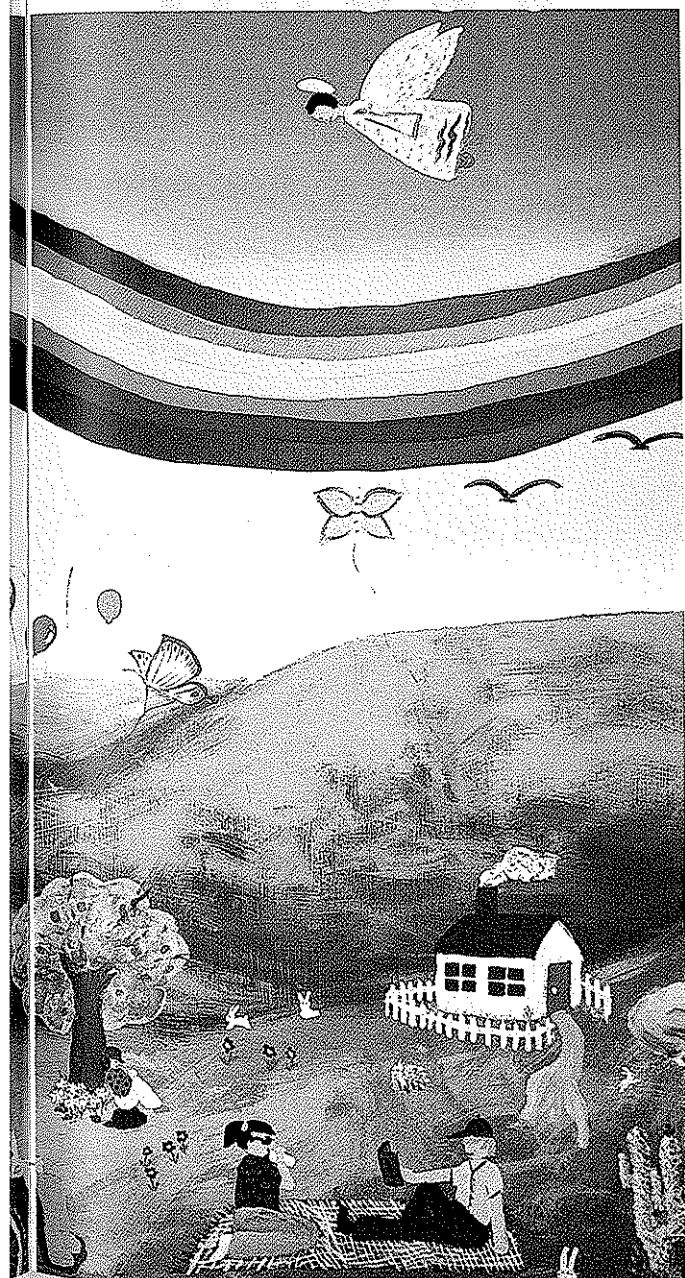
In our desire to reach out to the community and to achieve greater community participation in the elimination of discrimination and the promotion of equal opportunities, we will:

- Build on our existing networks
- Popularize and gain public endorsement of equal opportunities concepts and the work of the EOC
- Promote equal opportunities from a young age
- Involve the media and gain their participation in our promotional activities.

Actual plans and new initiatives for the next three years include:

- A territory-wide programme of community participation consisting of roadshows, a mobile information booth, equal opportunity forums, roving exhibitions and videoshows within local communities.
- A comprehensive programme of activities for children and teenagers promoting equal opportunities both in and out of school.
- A training module for kindergarten teachers on equal opportunities for pre-school children.

The EOC is targeting the younger generation in its educational campaigns, believing that they will be the catalyst for change in shifting traditional and preconceived



未來三年的工作計劃與新動向

- 全港社群推廣計劃，包括地區推廣活動、流動資訊攤位、平等機會論壇以及社區巡迴展覽及錄象放映活動
- 兒童及青少年的全面推廣計劃，包括校內及課外的活動
- 學前平等機會培訓，為幼稚園教師製作資料教材套，向學前幼童推廣平等機會的觀念

平等機會委員會的教育運動會針對年青一代，因為我們相信年青一代對移風易俗會起催化作用。自幼開始認識平等機會，可望孕育新的價值觀，建立顧及別人尊嚴以及對弱勢一群的同情。期望這些兒童長成以後，會保持開明的觀念，繼續關注歧視及平等機會的問題。

打擊系統性歧視

檢討過按三條反歧視條例而提出的多宗個人投訴之後，平等機會委員會相信，在僱傭和教育兩個範疇內的某些慣常做法，是存有系統性歧視。換言之，在我們這些做法中，基本上內藏了歧視的成份。

入職前要求體格檢查及提供健康資料，都屬於須要更小心研究的一個範疇。在一些個案中，求職者由於被發現懷孕或有殘疾而不被聘用；在另一些個案中，有求職者指出，提供了家人的健康資料後，其申請受到了負面影響。

在教育方面，系統性歧視可能存在於因循地跟隨傳統角色，例如期望女生學習家政，男生選讀設計與工科。另外，有殘疾的兒童亦經常被主流學校拒諸門外。

基於反歧視法例的考慮，我們必須正視這些既有的歧視性做法，謀求改善情況。在來年，平等機會委員會在接受個人投訴之餘，還會致力處理系統性歧視問題。

values. Promoting equal opportunities from childhood will cultivate new sets of values, based on respect for human dignity and empathy for those who are less privileged than they are. As they grow up, it is hoped that they will make up the future enlightened generation, showing a continuing interest and concern for discrimination and equal opportunities issues.

Combating Systemic Discrimination

Having reviewed the complaints filed by individuals under the three anti-discrimination ordinances, the EOC believes that systemic discrimination exists in some of Hong Kong's established practices both in employment and education. This means that there are inherent discriminatory practices in the way we do things.

The practice of a pre-employment medical examination and the requirement for medical information is an area that needs to be examined more carefully. There have been cases of job applicants not being offered employment because they were found to be pregnant or to have a disability. In other cases, medical information provided by applicants on their immediate family have had a negative impact on their applications.

In the field of education, systemic discrimination may exist in following traditional roles, where girls, for example, are expected to study home economics while boys take up design and technology. It is also fairly common for children with disabilities to be denied admission to mainstream schools.

These in-built discriminatory practices need to be looked at in light of the anti-discriminatory ordinances with a view to improving the situation. In the coming year, the EOC will be tackling the issue of systemic discrimination in addition to dealing with individual complaints.