推廣平等機會——傳訊、宣傳及社會參與 Spreading Our Message – Communications, Publicity and Community Participation

機會於2021-22年度繼續借助傳統媒介、電子和社交平台,以及針對不同社群的推廣項目,宣揚多元、平等機會及共融的價值,教育社會大眾有關歧視的議題。在2019冠狀病毒病疫情期間,平機會更加強了傳訊工作,以回應疫情下有關平等權利的問題及關注。

everaging a mix of traditional media, digital and social media platforms, as well as promotional programmes targeting different community groups, the EOC continued to communicate the values of diversity, equal opportunities and inclusion, and educate the public on discrimination issues in 2021-22. In the face of COVID-19, the EOC stepped up its communication efforts to address questions and concerns about equality rights under the epidemic.



疫情期間的傳訊工作

平機會於2020年3月在網站開設專頁,提供有關反歧視條例的解釋、平機會接受傳媒訪問及發出文章的超連結,以及非政府組織提供資源的資訊。直至2022年3月底,在Google輸入關鍵字「COVID discrimination」時,該專頁的自然搜尋率依然位列首位,超越國際勞工組織、世界衛生組織及美國公平就業委員會的同類網頁。

因應疫情最新發展和衍生的議題,主席接受了不同媒體的訪問,平機會還發出了多份聲明及評論文章,例如:

 平機會於2021年4月14日發出聲明, 回應有關對食肆推行「疫苗氣泡」安 排的關注和報道,並解釋反歧視條例 在甚麼情況下適用;

Communications amid COVID-19

In March 2020, the EOC launched a dedicated website to provide explanations on the anti-discrimination ordinances, links to the media interviews and articles by the EOC, and information on resources provided by NGOs. As at end-March 2022, the webpage remained on top of Google's organic search results for the key words "COVID discrimination", surpassing similar webpages under the International Labour Organization, World Health Organization and the US Equal Employment Opportunity Commission.

The EOC also issued a number of media statements and feature articles in response to the evolving situation and emerging issues, while the Chairperson took part in interviews by different media outlets. For example:

 The EOC issued a media statement on 14 April 2021 in response to concerns and reports about the introduction of a "vaccine bubble" scheme for restaurants, and explained how the anti-discrimination ordinances might apply;

Communications, Publicity and Community Participation

- 平機會主席朱敏健先生於2021年4月 23日在《信報》和獨立媒體網頁刊登文 章,並去信《南華早報》編輯,呼籲市 民切勿標籤新冠肺炎確診者,更加不 應標籤確診者所屬行業或群體;以及
- 平機會於2022年2月24日發出另一份 聲明,深切關注一些據報感染新冠肺 炎後被僱主解僱和趕離居所的外籍家 庭僱工。
- EOC Chairperson, Mr Ricky CHU Man-kin published an article in Hong Kong Economic Journal and InMedia, as well as a letter to the editor in The South China Morning Post on 23 April 2021, appealing to the public to avoid stigmatising individuals who have tested positive for the coronavirus, let alone the professions or communities they belong to; and
- On 24 February 2022, the EOC issued another statement expressing deep concern over reports of foreign domestic workers being fired and turned out of homes by employers because they have contracted COVID-19.

大眾媒體推廣及宣傳活動

對法例修訂的宣傳

為廣泛宣傳《2020年歧視法例(雜項修訂)條例》和《2021年性別歧視(修訂)條例》 (分別於2020年6月19日和2021年6月19日生效)所載的法例修訂,平機會運用政府撥款在全港展開連串網上和實體宣傳和公眾教育工作。

Mass Media Promotions and Publicity

Publicity on Legislative Amendments

To widely publicise the legislative amendments under the Discrimination Legislation (Miscellaneous Amendments) Ordinance 2020 and the Sex Discrimination (Amendment) Ordinance 2021, which took effect on 19 June 2020 and 19 June 2021 respectively, the EOC embarked on a range of online and offline publicity and public education activities across the city with funding from the Government.





2021年5月27日,平機會推出名為「共創 和諧工作間 舉報騷擾零容忍」的電視宣 傳短片和電台宣傳聲帶,以加深公眾認 識《性別歧視條例》、《殘疾歧視條例》及 《種族歧視條例》就共同工作場所內的性騷 擾、殘疾騷擾及種族騷擾所提供的保障。 該輯宣傳短片和聲帶設有廣東話、普通話 及英文版本,短片更附以手語翻譯。宣傳 短片於免費電視台、收費電視及香港港台 電視各個頻道播放,宣傳聲帶則於香港電 台、商業電台及新城電台共三個電台播 放。宣傳短片亦已上載至平機會網站、平 機會YouTube頻道、Facebook及領英專 頁,供大眾收看。此外,平機會於2021 年5月1日至14日進行港鐵宣傳,在60個 港鐵站的燈箱展示有關共同工作場所的騷 擾的海報,向公眾宣傳信息。

On 27 May 2021, the EOC launched TV and radio APIs (Announcements in the Public Interest) titled 'Create a Harmonious Workplace - Report and End Harassment' to raise awareness of the protections against sexual harassment, disability harassment and racial harassment in common workplaces under the SDO, DDO and RDO. Available in Cantonese, Putonghua and English with sign language interpretation, the TV and radio APIs could be watched and listened on various channels of free TV, Pay TV and RTHK TV, as well as channels of three radio stations, namely RTHK, Commercial Radio and Metro Broadcast. The TV API was also uploaded onto the EOC website and the EOC's YouTube channel, Facebook and LinkedIn pages for public viewing. In addition, the EOC arranged for posters on harassment in common workplaces to be displayed in the light boxes of 60 MTR stations from 1 to 14 May 2021 to spread the message to commuters.

有關餵哺母乳歧視和騷擾的宣 傳活動

有關保障餵哺母乳婦女免遭歧視和騷擾的法例於2021年6月19日生效。平機會於2021年6月19日至7月2日在全港進行宣傳活動,首先在60個港鐵站進行廣告宣傳,然後推出電視宣傳短片和電台宣傳聲帶,並且發布資訊小冊子。

Campaign against Breastfeeding Discrimination and Harassment

To publicise the protections against breastfeeding discrimination and harassment, which came into force on 19 June 2021, the EOC mounted a citywide publicity campaign featuring advertisement across 60 MTR stations from 19 June to 2 July 2021. This was followed by the release of TV and radio APIs and the distribution of information booklets.





Communications, Publicity and Community Participation

為響應8月1日至7日的國際母乳哺育周, 平機會在社交媒體平台推出一連串宣傳活動,包括在Facebook發起「#一人一相撐母乳餵哺」行動、分享法例「懶人包」和上載短片,以及在領英專頁向僱主和服務提供者推廣良好常規。 In celebration of the World Breastfeeding Week (1-7 August), the EOC rolled out promotions on its social media platforms, including a photo hashtag blitz, law explainers and a video on Facebook, and tips for employers and service providers on LinkedIn.

Facebook用戶可於平機會帖文的留言欄上載相片,並寫上「#一人一相撐母乳餵哺」,或分享香港一些設有哺乳友善設施的地方。該帖文吸引了超過2 300次互動(包括點擊、讚好、留言及分享),其後平機會於2021年8月再發布10篇帖文,講解《性別歧視條例》下對免遭餵哺母乳歧視和騷擾的保障。所有有關帖文有超過60 000人次瀏覽。

Facebook users were invited to comment on the EOC's post by uploading a photo with the hashtag #SupportBreastfeeding or sharing information on breastfeeding-friendly places in the city. The post, which attracted over 2 300 interactions (clicks, likes, comments, shares etc), was complemented by 10 posts in August 2021 to illustrate the protections against breastfeeding discrimination and harassment under the SDO. Altogether these posts reached over 60 000 Facebook users.

















此外,平機會在《平等點·線·面》2021 年夏季期刊採用「建立友善環境 支持母 乳餵哺」為主題,解釋新的法律保障。該 期刊隨2021年7月2日的《晴報》向市民派 發,也可在平機會網站下載。 In addition to the above, the EOC adopted the theme 'Creating a breastfeeding-friendly city' for the 2021 summer edition of its periodical *Equality Perspectives*. Distributed as an insertion in *Sky Post* on 2 July 2021 and available for download on the EOC website, the journal added to the range of resources available to explain the new legal protections.

平機會主席的報章專欄及專題文章

年內,主席在多份本地中英文日報發表共 28篇專題文章,有關報章包括《信報》、 《明報》、《星島日報》、《南華早報》及《英 文虎報》;文章亦在多個網上媒體平台發 布,例如Hong Kong Free Press及獨立媒 體。

此外,平機會主席繼續在香港免費報章《am730》網上版定期撰寫專欄,與讀者分享他對平等機會議題的見解。過去一年共發表了26篇專欄文章,有關文章可於《am730》網頁和平機會網頁的「主席文章」欄目瀏覽。

Newspaper Column and Op-ed Series by EOC Chairperson

During the year, a total of 28 op-ed articles by the Chairperson were published in several Chinese and English local dailies, such as the *Hong Kong Economic Journal, Ming Pao Daily, Sing Tao Daily, South China Morning Post* and *The Standard*, and on various online media platforms, such as *Hong Kong Free Press* and *InMedia*.

In addition, the EOC Chairperson continued to release articles in a regular column in the online version of the free newspaper *am730* to share thoughts and insights into equal opportunity issues. The column articles, totalling 26 during the year, are available on *am730*'s website and 'The Chairperson's Articles' section on the EOC website.

社交及數碼媒體宣傳

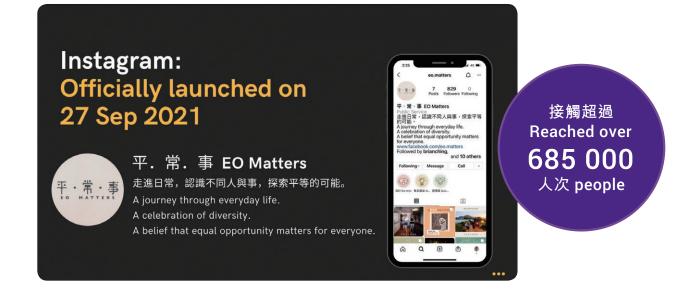
Instagram及Facebook

鑒於社交媒體平台極為普及,獲廣泛使用,平機會因此在2021-22年度加強在社交媒體平台的宣傳推廣。平機會於2021年9月開設「平·常·事EO Matters」Instagram專頁,以進一步接觸年輕一代。首篇帖文是關於一名香港出生的巴基斯坦裔消防員,帖文吸引了超過44800人次瀏覽,並有超過3600次互動(包括讚好、分享、留言及儲存)。截至2022年3月底,平機會在Instagram專頁發布了32篇帖文,吸引了超過685000人次瀏覽,有超過32700次互動。此外,超過90%跟隨者的年齡介乎13歲至34歲,接近40%年齡為24歲或以下。這群年輕人正正是平機會的目標群體。

Social and Digital Media Promotions

Instagram and Facebook

Taking into account the immense popularity and use of social media platforms, the EOC strengthened its social media promotions in 2021-22. In September 2021, the EOC launched an Instagram account 'EO Matters' (平.常.事), with a view to further expanding its reach to the younger generation. The inaugural post, featuring a Hong Kong-born firefighter of Pakistani descent, reached over 44 800 people and attracted 3 600 interactions (including likes, shares, comments and saves). As at end-March 2022, the EOC published 32 posts on its Instagram profile, reaching over 685 000 people and attracting more than 32 700 interactions. Furthermore, over 90% of the followers were aged between 13-34, and nearly 40% aged 24 or below — the exact targets of the EOC.





為配合Instagram專頁推出,平機會同時改革其Facebook專頁,並改名為「平·常·事EO Matters」。平機會除了在Facebook專頁發布與Instagram專頁相似的內容,還會不時推出互動活動,以推動更多現有跟隨者參與和吸引新的跟隨者。例如,為響應國際母乳哺育周而於2021年8月舉行推廣餵哺母乳的主題標識活動,又於2021年10月精神健康月推出文字解謎有獎遊戲。2021年4月至2022年3月期間,平機會Facebook專頁的帖文及推廣活動吸引了接近1037000人次瀏覽,並有77400次互動。

To tie in with the launch of the Instagram profile, the EOC also revamped its Facebook page and renamed it as 'EO Matters' (平.常.事). Besides mirroring its content on Instagram, the EOC rolled out interactive campaigns to engage followers and gain new ones from time to time, such as a hashtag campaign on breastfeeding to coincide with the World Breastfeeding Week in August 2021, and a word puzzle prize game during the Mental Health Month Campaign in October 2021. Between April 2021 and March 2022, the posts and promotions on the EOC's Facebook page attracted almost 1 037 000 users and 77 400 interactions.







平機會領英專頁

平機會於2020年3月21日國際消除種族歧視日在社交媒體領英開設專頁,以各行各業的專才及企業為目標。2021-22年度,平機會在專頁上發布了超過80篇帖文,內容涉及平等機會相關議題的活動和動向、履行社會企業責任的措施、推行多元共融常規的方法,以及平機會的招聘廣告等。平機會領英專頁內容共錄得接近106 000次曝光次數,吸引了超過9 450次互動。

YouTube頻道

平機會於2008年2月推出YouTube頻道,透過上載資訊趣味兼備的短片,介紹平等機會及共融價值,加強平機會在網上的曝光。過去一年,平機會YouTube頻道共增添48齣新短片,包括平等機會記錄片及平機會公眾活動的精華片段。截至2022年3月底,平機會的YouTube頻道共上載了423齣短片,總瀏覽次數超過620 000次。

EOC LinkedIn Page

The EOC launched its LinkedIn Page on International Day for the Elimination of Racial Discrimination (IDERD) on 21 March 2020, targeting professionals of different sectors and the corporate community. During 2021-22, over 80 posts were published, including announcements on events and happenings related to equal opportunities, information on corporate social responsibility initiatives and tips on diversity and inclusion practices, as well as advertisements on career openings within the EOC. Together the content registered nearly 106 000 impressions and attracted more than 9 450 interactions.

YouTube Channel

The EOC YouTube Channel was launched in February 2008 to boost the Commission's online presence while releasing informative and entertaining videos about equal opportunities and inclusion. During the year in review, 48 new videos were added to the EOC YouTube Channel, including documentaries on equal opportunities and highlights of the EOC's public events. As at the end of March 2022, a total of 423 videos had been uploaded, with over 620 000 views.

聯繫社區

25周年紀念活動

平機會藉成立25周年的契機,舉辦了多項活動,聯繫市民一起參與推動平等機會,以及宣揚平等機會、多元共融的信息。所舉辦的活動包括兒童填色比賽、攝影展及僱主嘉許計劃。

2021年5月20日,平機會在其YouTube頻 道發放了25周年紀念短片。該短片由平 機會主席朱敏健先生擔任聲音導航,介紹 平機會的歷史、重要里程碑及多年來的工 作成果。

平等機會僱主嘉許計劃

平機會於2020年11月推出平等機會僱主 嘉許計劃,是25周年紀念活動的重點項 目。計劃旨在促進僱主認識平等機會僱傭 政策及常規措施的好處,並鼓勵更多僱主 採納有關政策。獎項分為四個類別,分別 是性別平等、傷健平等共融、家庭崗位平 等及種族平等共融。公私營界別的公司及 機構可報名參加四個類別任何一個,甚或 全部四個。

在2020年11月至2021年1月的報名期內,平機會收到420份申請,申請機構共192間,來自各行各業,在香港僱用人數超過22萬人。

Engaging the Community

25th Anniversary Campaign

Riding on its 25th anniversary, the EOC organised a range of activities to engage community members and promote the messages of equal opportunities, diversity and inclusion. These included children colouring competition, photography exhibition and a recognition scheme for employers.

On 20 May 2021, the EOC released a video on its YouTube channel to commemorate its 25th anniversary. Featuring EOC Chairperson Mr Ricky CHU Man-kin as the narrator, the video showcases the history and milestones of the EOC, as well as the impact of its work created through the years.

Equal Opportunity Employer Recognition Scheme

The EOC launched the Equal Opportunity Employer Recognition Scheme in November 2020 as one of the highlights of its 25th anniversary programme. The Scheme aimed to raise awareness of the benefits of equal opportunity employment policies and practices, and encourage more employers to adopt these policies. Companies and organisations in both public and private sectors were invited to enrol on any one or all four categories of the Scheme, namely Gender Equality, Equality for Diverse Abilities, Family Status Equality and Racial Equality and Inclusion.

During the enrolment period from November 2020 to January 2021, the EOC received 420 applications from 192 organisations across a wide spectrum of industries and sectors. Together these organisations accounted for over 220 000 employees in Hong Kong.

Communications, Publicity and Community Participation





評審團經嚴格評估後,選出160間機構為平等機會僱主。平機會於2021年5月14日舉行首場頒獎禮,政制及內地事務局局長曾國衞先生, GBS, IDSM, JP出席擔任主禮嘉賓,其後再於5月21日及26日舉行典禮頒發獎項。

After vigorous evaluation by the assessment panels, 160 employers were selected as Equal Opportunity Employers. On 14 May 2021, the EOC held an awards presentation ceremony, with Secretary for Constitutional and Mainland Affairs, Mr Erick TSANG Kwok-wai, GBS, IDSM, JP as the Guest of Honour. This was followed by a series of awards presentation ceremonies on 21 and 26 May.

為廣泛宣傳計劃的成果,平機會除了在網頁上載得獎名單,還於5月17日在五份本地報章刊登平等機會僱主、金獎及傑出中小企獎的得獎機構名單。該五份報章為《香港經濟日報》、《明報》、《星島日報》、《南華早報》及《英文虎報》。平機會的網頁列載了平等機會僱主及得獎者的完整名單https://www.eoc.org.hk/s/eoemployer/hk/awardees.html。

To widely publicise the results of the Scheme, the EOC published the lists of Equal Opportunity Employers and recipients of the Gold Award and Outstanding SME Award in five local newspapers, namely *Hong Kong Economic Times, Ming Pao Daily, Sing Tao Daily, South China Morning Post* and *The Standard*, on 17 May, besides uploading them onto the Scheme's website. The full list of the Equal Opportunity Employers and the awardees can be found in the EOC website: https://www.eoc.org.hk/s/eoemployer/en/awardees.html.



「真相:巡迴攝影展」

平機會於2020年12月推出此活動,收集了超過130張由邊緣社群拍攝的相片,他們包括女性照顧者、外籍家庭傭工、非華裔青少年、殘疾人士或有精神健康問題人士、內地新來港人士,以及同性戀、雙性戀和跨性別群體。相片附以短文,分享他們在日常生活中遇到的喜樂和難題。

相片分為四個主題:有愛無礙、我們的歸屬、女性之聲以及與污名的長久戰。所有相片於平機會網頁展出,實體展覽則於2021年年初在荃灣南豐紗廠及香港大學舉行。

2021年8月23至28日,攝影展巡迴至香港文化中心大堂,展出作品約有50張。最後一站是嶺南大學,於2021年9月28日至10月28日在大學的第七屆平等機會活動期間展出近50張作品。

'The Way We Are' Visual Storytelling Campaign

The EOC launched this campaign in December 2020, which gathered over 130 photo essays by under-represented communities about the joys and challenges of their everyday life. The stories came from women carers, migrant workers, non-Chinese youth, people with disabilities or mental health issues, new immigrants from mainland China, and LGBT people.

Divided into four sections, namely 'Different and Equal', 'Where We Belong', 'Voices of Womanhood' and 'Battling Stigma', the photos were housed on the EOC website, while the physical exhibition took place in The Mills, Tsuen Wan and The University of Hong Kong in early 2021.

In August 2021 (23-28 August), the exhibition made another stop at the foyer of Hong Kong Cultural Centre, displaying about 50 photos from the collection. The final leg was at Lingnan University, which exhibited nearly 50 photos from 28 September to 28 October 2021 as part of its 7th Equal Opportunities Awareness Campaign.





平等機會社會參與資助計劃

2021-22年度,平機會透過「平等機會社會參與資助計劃」,資助了25個由不同社區團體、非政府組織及教育機構策劃的項目,資助總額高達港幣973,416元。獲資助的項目旨在加強公眾對四條反歧視條例的認識,並宣揚平等共融的觀念。附錄2列載了獲資助的機構名單。

平機會亦支持其他機構舉辦的活動,以宣揚反歧視信息。於2021-22年度,平機會支持了35個在香港舉辦的項目及活動。此外,主席出席了110個社區活動,發表了46次演説,並參與了逾39次與持份者的會議。

學校戲劇表演

平機會繼續與三個本地劇團(大細路劇團、森林聯盟及街坊小子木偶劇場)合作,為學校製作和演出以平等機會、多元 共融為題材的話劇和木偶劇。



Community Participation Funding Programme on Equal Opportunities

In 2021-22, the EOC's Community Participation Funding Programme on Equal Opportunities provided HK\$973,416 of funding support to 25 projects by community groups, NGOs and educational institutions. These projects were geared towards promoting greater understanding of the four anti-discrimination ordinances and the concepts of equal opportunities and inclusion. The list of funded organisations is included in Appendix 2.

The EOC also rendered support to initiatives by organisations to promote anti-discrimination messages. In 2021-22, the EOC supported 35 projects and initiatives across the city. In addition, the Chairperson attended 110 community events and functions, and delivered 46 speeches, besides taking part in over 39 meetings with stakeholders.

School Drama Performances

The EOC continued to engage three local theatrical troupes, namely Jumbo Kids Theatre, Forest Union and Kids on the Block, to stage plays and puppet shows on equal opportunities and diversity values at schools.



然而,受疫情影響,大部分演出透過電子及社交媒體平台進行,例如Zoom及YouTube。2021-22年度,平機會為48 304名學生安排共329場演出。幾乎全部學校在意見調查中給予「好」或「非常好」的評價。

However, owing to the COVID epidemic, most of the performances were staged via electronic and social media platforms, such as Zoom and YouTube. In 2021-22, the EOC arranged 329 performances for 48 304 students. Almost all the schools indicated in the feedback survey that the plays were "good" or "very good".

學與教博覽2021(2021年12月 8日至10日)

平機會於2021年首次參加學與教博覽, 與其他教育界人士分享其教育資源,包括 YouTube記錄片系列和相關教材套,以及 兒童繪本系列《高仔與朋友們》,協助教育 工作者在課堂內外向學生傳遞平等和共融 的信息。

Learning and Teaching Expo 2021 (8-10 December 2021)

The EOC participated in the Learning and Teaching Expo for the first time in 2021, and shared its range of resources for educators to spread the message of equality and inclusion both inside and outside of the classroom, such as the EOC YouTube documentaries and an accompanying learning kit, as well as the storybook series *Tally & friends*.



During the three-day Expo, the EOC distributed more than 2 600 publications and almost 2 200 souvenirs to visitors. Positive feedback was received, with almost 92% of the respondents stated that they knew more about equal opportunities after visiting the EOC's booth. Also, almost 220 visitors followed/liked/shared the EOC's social media pages, including Facebook, Instagram, LinkedIn and/or YouTube, during the Expo.

在為期三日的博覽中,平機會向入場人士派發了超過2 600份刊物及接近2 200份紀念品。參觀者對平機會的評價正面,差不多92%受訪者表示參觀平機會的攤位後加深了對平等機會的認識。此外,有近220名參觀者即場關注/讚好/分享平機會的社交媒體網頁,包括Facebook、Instagram、領英及/或YouTube。

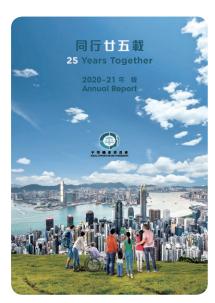
香港國際牙科博覽暨研討會(2021年12月10日至12日)

平機會第三度參加由香港牙醫學會主辦的香港國際牙科博覽暨研討會,介紹反歧視條例如何適用於提供貨品、服務及設施方面。博覽暨研討會為期三日,其間平機會派發了超過1650份刊物及接近890份紀念品。平機會的攤位再次獲得正面評價,接近87%受訪者表示參觀平機會的攤位後,對平等機會加深了認識。此外,85名參觀者即場關注/讚好/分享平機會的社交媒體網頁,包括Facebook、Instagram、領英及/或YouTube。

Hong Kong International Dental Expo and Symposium (10-12 December 2021)

For the third time, the EOC participated in the Hong Kong International Dental Expo and Symposium organised by the Hong Kong Dental Association at Hong Kong Convention and Exhibition Centre to highlight how the anti-discrimination ordinances apply in the employment setting and the provision of goods, services and facilities. During the three-day Expo, the EOC distributed over 1 650 publications and almost 890 souvenirs to visitors. Again, positive feedback was received, with almost 87% of the respondents stated that they knew more about equal opportunities after visiting the EOC's booth. In addition, 85 visitors followed/liked/shared the EOC's social media pages, including Facebook, Instagram, LinkedIn and/or YouTube, during the Expo.







刊物及其他通訊資料

在2021-22年度,平機會為持份者及公眾出版了一系列刊物及通訊資料。其中一份是《平等點·線·面》期刊,以多角度深入探討平等議題。公眾可從平機會網站瀏覽這本期刊,另外,平機會亦安排了兩萬份四頁精簡版期刊隨《晴報》向市民派發,又將5000份發送予主要持份者。

鑒於在網上閱覽資訊的趨勢日漸普及,尤其是透過流動裝置閱覽,因此平機會於2022年2月將《平等點·線·面》改版,易名為《平等新動向》,而且實行全面電子化,以進一步履行平機會實踐環保的承諾。

年內發布的其他刊物包括:

《你的權利有法有理:認識性騷擾》——這本小冊子詳細解釋《性別歧視條例》下有關性騷擾的保障,特別是2020年生效的法例修訂,有關共同工作場所性騷擾保障的內容。

Publications and Other Communication Materials

In 2021-22, the EOC produced a series of publications and communication materials for stakeholders and members of the public. These included *Equality Perspectives*, a journal that dissects issues relating to equal opportunities from different angles. The periodical was available for access on the EOC website, while a four-page teaser was distributed as an insertion in 20 000 copies of the free daily *Sky Post*, and another 5 000 copies sent to major stakeholders.

With due regard to the public's trend for accessing information online and particularly through their mobile devices, the EOC revamped the journal in February 2022 and turned it into an online publication. Entitled *The EO Beat*, the periodical is completely virtual, honouring the EOC's ongoing commitment to protecting the environment.

Other publications released during the year included:

Learn the Law, Know Your Rights: Understanding Sexual
Harassment – this booklet offers an updated account
of the protections against sexual harassment under
the SDO, following amendments relating to sexual
harassment in common workplaces which took effect in
2020.

Communications, Publicity and Community Participation

- 《為哺乳女性建立友善工作間》及《母乳餵哺零歧視 你我齊關注》小冊子——解釋有關在僱傭和其他範疇對餵哺母乳歧視和騷擾的新增保障,還有關於良好常規的資訊。
- 新一版《個案實錄》——載述經平機會調停和給予法律協助的真實個案,亦概述了平機會的投訴處理程序,以及當受屈人未能透過平機會的調停解決紛爭,繼而向平機會申請法律協助時,負責審批的平機會法律及投訴專責小組所考慮的各項因素。
- Booklets entitled Let's Build a Breastfeeding-friendly Workplace and Let's Build a Breastfeeding-friendly Environment, which explain the new protections against breastfeeding discrimination and harassment in the employment and other sectors, with tips on good practices.
- A new edition of The Equal Opportunities Casebook, which is based on a variety of actual complaints conciliated by the EOC and cases legally assisted by the Commission. The Casebook also outlines the EOC's complaint-handling procedure, as well as the factors the Commission's Legal and Complaints Committee takes into account when reviewing applications for legal assistance from aggrieved persons who have not been able to settle the relevant dispute through conciliation by the EOC.

平機會亦定期向大約8 000名訂閱了《平機會電子通訊》的人士發出該刊物,分享有關平機會的最新工作、對歧視議題的立場,以及社區組織舉辦活動的消息。

The EOC also sent out an e-newsletter *News from the EOC* regularly, informing around 8 000 subscribers of the EOC's latest work, positions on topical issues about discrimination, as well as related events organised by community organisations.



