

Message from the Chairperson - The Relevance of International Instruments in Promoting Equal Opportunities and Human Rights in Hong Kong

MESSAGE FROM THE CHAIRPERSON -

The Relevance of International Instruments in Promoting **Equal Opportunities and Human Rights** in Hong Kong



Ms. Anna WU Hung-yuk, EOC Chairperson

The Equal Opportunities Commission (EOC) recently hosted a Regional Workshop on Economic, Social and Cultural Rights from 11 July to 13 July 2001. The specific objective of this workshop was to stimulate discussion and collaboration between government, non-government organizations and business in relation to the promotion of economic, social and cultural rights on a regional level (see P.16 for details).

The three-day meeting increased understanding of the International Covenant on Economic, Social and Cultural Rights and related issues. The gathering also worked towards one goal: to make human rights an agenda for all. Human rights by definition belong to everybody and have practical applications in everyday life.

International Bill of Human Rights

The most well known human rights document to date is, I think, the Universal Declaration of Human Rights (UDHR) adopted by the United Nations General Assembly on 10 December 1948. More than 80 international human rights instruments have been created since then.

The UDHR emphasizes that "all human beings are born free and equal in dignity and rights" (Article 1), and sets out the basic principles of equality and non-discrimination (Article 2). The next 19 articles (3 - 21) pertain to civil and political rights and the next seven articles (22 - 28) relate to economic, social and cultural rights.

The International Bill of Human Rights comprises the Universal Declaration of Human Rights and three other instruments, namely, the International Covenant on Economic, Social and Cultural Rights ("ICESCR"), the International Covenant on Civil and Political Rights ("CPR") and the Optional Protocol ("OP") to the latter covenant.

The two covenants ICESCR and CPR are collectively known as the International Covenants on Human Rights. The purpose of having these two covenants is to define in more detail most of the rights set out in the UDHR. The International Covenant on Economic, Social and Cultural Rights has applied to Hong Kong since 1976. It sets out many fundamental rights including the right to work, the right to an adequate standard of living, the right to health and the right to education.

Both the Covenants and the Optional Protocol are binding on the States that ratify them. The rights thereafter are expected to become law in those States. The role of the Committee on Economic, Social and Cultural Rights is to review the States' progress in implementing ICESCR, whereas the Human Rights Committee is to oversee the implementation of CPR.

The Basic Law of the HKSAR (Article 39) provides that the provisions of the ICESCR as applied to Hong Kong shall remain in force and shall be implemented through the laws of the HKSAR.

Implementation of the ICESCR

The EOC notes that Article 2(2) of the ICESCR refers specifically to discrimination on the ground of sex, race, colour, language, religion, political or other opinion, national or social origin, property, birth or other status. There are, however, no domestic laws in Hong Kong dealing with discrimination on the ground of race, ethnicity, national or social origin, nor age or sexual orientation ("other status").

The Bill of Rights Ordinance only binds the Government and public authorities in respect of discriminatory acts on the grounds of race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Discriminatory acts which do not fall under the ordinances on sex, disabilities and family status occurring in the private sector or between individuals cannot be redressed legally.

The EOC believes that the Government should introduce anti-discrimination legislation to cover discrimination on the remaining grounds.

In its concluding observations (paragraph 30) issued on 21 May 2001, the Committee on Economic, Social and Cultural

Rights specifically stated that the HKSAR's failure to prohibit race discrimination in the private sector constitutes a breach of its obligations under Article 2 of the ICESCR.

Recommendations of the Regional Workshop

The Regional Workshop was concerned that racism compounded violations of economic, social and cultural rights. In its concluding statement the Workshop strongly encouraged the HKSAR government to urgently develop comprehensive racial anti-discrimination legislation. This belief is strongly shared by the Equal Opportunities Commission. The Workshop also called on governments in the region to ensure that the international standards relating to economic, social and cultural rights are effectively implemented through legislative, administrative and all other appropriate means.

The challenge to all of us is to make the human rights culture a reality and not just an aspiration. That challenge will only be met if governments and communities are prepared to work together.

Promoting equal opportunities and human rights in fact goes beyond mere ethical concerns. As citizens of a global village, we are judged by a global audience. Hong Kong, in its aspirations to be a world-class city, is judged on its social and human rights record, in addition to its financial strength. Governments, NGOs and businesses can play important roles in creating new partnerships to build a better future.

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EO Expo 2001 Launching Ceremony Film premiere of "I Love You"

I love you



Equal Opportunities Expo - October to November 2001

The annual Equal Opportunities (EO) Expo will be held this coming October - November 2001 to promote the concept of inclusion and equality for all.

A wide range of community activities will be carried out including a pilot sensitization scheme for the Scout Association of Hong Kong. The EOC, through its funding programme, will also be sponsoring workshops, variety shows, exhibitions, roadshows, drama and music competitions, games, surveys, publication of information booklets and training programmes. Please check the Events Calendar on page 12 or visit us at <http://www.eoc.org.hk>

EO Expo 2001 Launching Ceremony

Film premiere of "I Love You"

Date : 19 October 2001 (Friday)

Time : 7:30p.m to 10:00p.m

Venue : Theatre, Hong Kong City Hall

For the first time, the EOC is sponsoring a film about a hearing impaired woman to launch the EO Expo. "I Love You" is the first Japanese film jointly produced by a hearing impaired director and a hearing director. The story centres on a hearing impaired woman who is often misunderstood or rejected by society. She decides to join "Hands", a theatrical troupe run by one of her hearing impaired friends. Rehearsals soon begin, requiring co-operation between the hearing impaired and the hearing members. One by one problems are overcome and everyone learn to work together in harmony. Finally, the troupe succeeds in staging a play, "Beauty and the Beast".

The film's directors want to convey the message that through acceptance and inclusion between people with and without a disability, the impossible becomes possible.

Sharing this belief, the EOC and the Hong Kong Arts Centre would like to present you the film, "I Love You". Free showings are available to the public in November and December :

Date : 10/11, 17/11, 24/11, 1/12, 8/12 (Saturdays)

Film : I Love You

Starring : Akiko Oshitari, Minoru Tanaka, Ai Okazaki

Director : Yutaka Osawa Co-director : Akihiro Yonaiyama

Time : 2:30p.m to 4:30p.m

Venue : Lim Por Yen Film Theatre, Upper Basement, Hong Kong Arts Centre (HKAC) 2 Harbour Road, Wanchai, Hong Kong

Film duration : 112 minutes



Yutaka Osawa is a director and producer of Japanese films with social themes



Co-director Akihiro Yonaiyama (hearing impaired)-born in Tokyo in 1952 to deaf parents, his mother tongue is sign language

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Conference on "Equal Pay for Work of Equal Value": International Best Practices

Conference on "Equal Pay for Work of Equal Value": International Best Practices



Why should Hong Kong be interested in "Equal Pay for Work of Equal Value"? The government is legally bound by international treaties to implement this in both the public and private sectors. This concept is being practised in the United Kingdom, Australia, and Canada. What lessons can be learned from these practices? How can employers in Hong Kong institute equal value programs? What should human resource professionals know about these international best practices? Find out about these critical issues at the "Equal Pay for Work of Equal Value" Conference.

Content Highlights

- Achieving equal value in the Australian banking sector
- Exploring private industry best practices in pay equity programs in the United Kingdom
- Implementing pay modernisation in the British Health Service
- Developing gender-neutral job evaluation schemes in Canada
- Confronting challenges faced by Hong Kong in implementing pay equity



Speakers:

<p>Ms. Carole Cameron is a Job Evaluation Representative for the Canadian Union of Public Employees. Her experience involves over 100 joint job evaluation/pay equity projects in British Columbia and Alberta. She is currently involved in the development of a gender-neutral job evaluation plan for all social service workers in British Columbia.</p>	<p>Ms. Louise E. Campbell is the Vice President of Human Resources for JPMorgan Australia Ltd. She specializes in employee relations and compensation & benefits. Ms. Campbell has worked in the human resources field for the last thirteen years. Ms. Campbell's participation is made possible through the sponsorship of JPMorgan.</p>	<p>Ms. Sue Hastings is a specialist adviser on grading and pay structures. She has over 15 years experience in all aspects of pay structures. She has advised on a range of projects in both the private and public sectors in the UK and more recently, in the Pay Modernisation of the Health Services project.</p>
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Details of the Conference Equal Pay for Work of Equal Value:

Date:	5 October 2001 (Friday)
Time:	2:15 p.m. to 5:30 p.m. (registration commences at 2:00 p.m.)
Venue :	Theatre 2, Level 2, Hong Kong Convention & Exhibition Centre, 1 Expo Drive, Wanchai, Hong Kong
Target Participants:	Employers, human resource practitioners, policy-makers & labour/human rights activists
Language:	Cantonese/English (Simultaneous interpretation service will be provided)
Fees:	<p>HK\$500 per person (including tea and a comprehensive information folder) ** Discounts may be considered for non-profit organisations ** Early bird special at HK\$450 per person for registration before Sept 21st</p>
Enquiries & Registration:	Please contact Ms. Dora Tse at 2106 2171
Deadline for Registration:	26 September 2001 (Wednesday)
<p><i>The information provided in this form will only be used for the purpose of processing your registration. You have rights of access and correction with respect to your personal data held by us. If you wish to exercise these rights, please contact Ms. Dora Tse at 2106-2171.</i></p>	
<p align="center">Download PDF Registration Form</p>	

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Interview - Battling for the Disadvantaged



Professor Mo Hongxian

Interview

Battling for the Disadvantaged

To most people, litigation is often perceived as costly or unattainable. In Wuhan, a group of University staff and students decided to change this perception, and established China's first non-profitable legal aid clinic. Set up on campus at Wuhan University in 1992, the Centre of Protection on the Rights of the Disadvantaged Citizens (CPRDC) aimed to provide legal aid to those in need. In this issue, the EOC Newsletter interviews Professor Mo Hongxian who is the dean of CPRDC.

Newsletter : How did the idea of the Centre of Protection come about?

Prof : It was initiated nine years ago by Professor Wan Eshiang, a well-respected academic on Chinese human rights laws. He had returned to China after conducting research overseas, and discovered that there was a lack of non-governmental legal aid services in China. So Professor Wan cultivated the concept of establishing such an organization where teaching, practice and research would be combined - not only allowing law students more access to practical work, but also offering legal assistance to the disadvantaged in China. The idea attracted a lot of support from some of the country's most reputable lawyers, and the Centre opened May 20, 1992.



A token of her appreciation - from the teacher in Henan.

Newsletter : What kind of clients does the Centre serve?

Prof : The Centre comprises five sections, all headed by University staff. We serve the nation's women, children, the disabled, the aged and complainants in administrative litigation. Women and children by far outnumber the rest. Our scope for legal assistance is wide ranging, it includes discrimination, employment, education, abandonment, abuse and other criminal matters.

Newsletter : How does the Centre's legal assistance service work?

Prof : There are four areas, answering enquiries, conciliation, litigation and education. Contentious cases (legal assistance) form a major part of the Centre's services. Once a case is accepted, a volunteer from the Centre will begin with investigation, obtain evidence and prepare the legal documents, as well as appear in court for the complainant. Apart from that, the Centre also takes on non-judicial mediation, such as out of court conciliation, involving labour arbitration, or cases such as private disputes. Promotion and education is another aspect of our work, informing people about their rights under the law, and also through our surveys we can improve our understanding of protecting the disadvantaged in society.



Newsletter : Is there a special case that you care to share with our readers?

Prof : I remember one case....a woman who was a teacher in Henan was hit by a car and dragged for more than one hundred metres, paralyzing her for life. But the driver was only convicted for causing a traffic injury and sentenced to a three year prison term. The teacher approached us for help. A team of teachers and students from our centre went to Henan three times to gather fresh evidence. The courts finally found that the defendant had caused wilful injury, and was resentenced to prison for fifteen years, and ordered to pay civil damages of four hundred and fifty thousand renmenbi. This case was widely reported by the media, resulting in many more people from across the country approaching us for help. But we are happy that our work has been recognized.

Newsletter : What has been the most significant achievement so far?

Prof : Since the Centre came into being, we have assisted in some one hundred thousand enquiries, of which most of the legal cases were successful. Many other universities are now setting up similar Centres which offer legal assistance, sharing our work in providing services to the entire country.

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Can little Tom attend a regular kindergarten?

Disability Discrimination Case

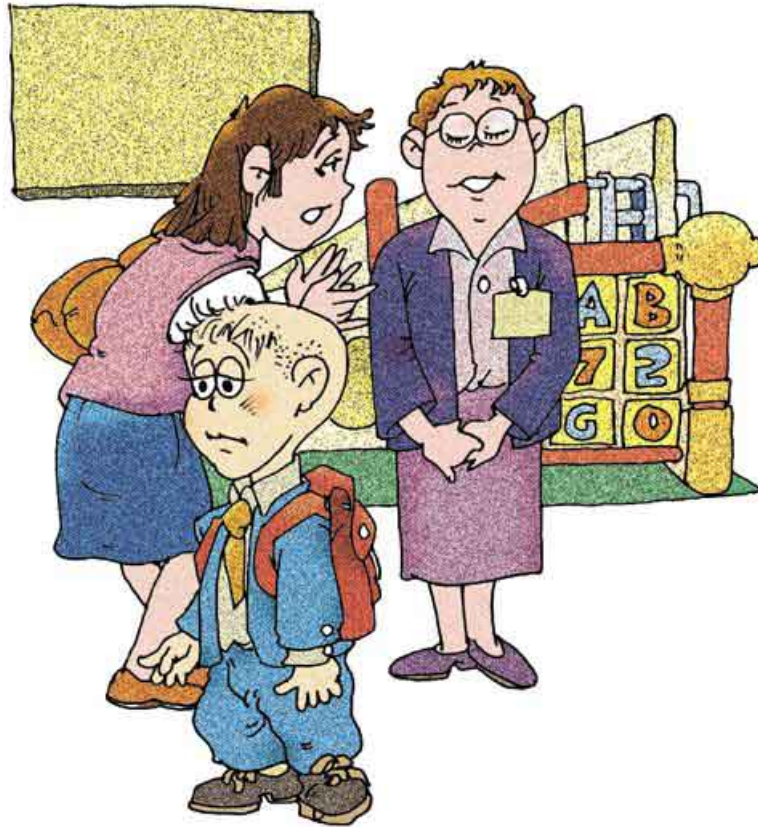
Can little Tom attend a regular kindergarten?

Little Tom was 11/2 year slower in speech and mental development than a child of his age. To stimulate his development, his doctor suggested he attend a regular kindergarten where he could interact with other children. However, upon knowing little Tom's condition, the kindergarten withdrew its admission offer.

The Complaint

"My son Tom was offered conditional admission by the kindergarten in late 1998 which entitled him to enrol as a student once he reached three. I told the teacher in the interview that my son did not communicate well but she assured me that it was not a problem. I then paid the school fees and had the place reserved.

In mid 1999, I took Tom for an assessment and discovered that he was about 1 to 1 1/2 year slower in speech and mental development than a child of the same age. The doctor encouraged me to send him to a regular school where his development could be stimulated through social interaction and group activities. However, when I mentioned this to the principal of the kindergarten, she decided to cancel the admission offer after a trial study of only one hour! She argued that the kindergarten did not have sufficient manpower and facilities to deal with him, and asked me to send Tom to a special school instead. I was angry and upset."



What the EOC did

Once the complaint was filed, the EOC approached the kindergarten and carried out an investigation.

The respondent said they had discussed with a medical social worker about little Tom's case. They came to the conclusion that it would be much better for Tom to seek help from the Social Welfare Department or join a special school. But if his parents insisted, they would nevertheless reserve a place for him.

While there was a dispute about whether the respondent had offered a place for little Tom at that time, it was established in the investigation that Tom's pre-admission was cancelled and the complainant had to look for another kindergarten. A conciliation meeting was held and the case was settled with a written apology from the kindergarten. Although the respondent did invite the complainant to re-apply for admission, the complainant rejected the offer as little Tom was adapting quite well in another kindergarten.

What the law says

Under the Disability Discrimination Ordinance, it is unlawful for an education establishment to discriminate against a person with a disability unless the provision of which would impose unjustifiable hardship on the institution. Therefore, it is unlawful for the kindergarten to withdraw its admission offer because of little Tom's mild mental deficiency.

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Around the World

Around the World



West Japan Railway Co. has decided to allow people with hearing deficiencies to be accompanied by "hearing dogs" that help guide them on trains. This is the first approval of hearing dogs by a major railway company in Japan.

62-year-old housewife, Yoshiko Kishimoto of Osaka City, has been taking JR West Japan with her 2-year-old female hearing dog, Mikan, since April. Hearing dogs help the lives of people with hearing deficiencies to recognize calls and sounds by tapping their owner's knees.

Kishimoto, who lost her hearing when she was one year old, was used to being accompanied by her husband or daughter. However, now she is pleased with the approval and said, "I can go anywhere without help from my family and that gives me some confidence in my ability."

Japan Hearing Dogs for Deaf People is planning for an approval of the same system to East Japan Railway Co., this October. Recognition of hearing dogs among railway companies is expected to increase.

More Information

<http://www.tokyo-weekly.ne.jp/2001/POL/POL20010528-1.shtml>



Women in the U.S. continue to join nontraditional occupations with the latest figures showing that in fields where all workers were men, women now make up 25% of the work force. But it takes time to change traditional attitudes, and for many women it remains an uphill battle keeping a job that provides a better paycheck and higher satisfaction.

Colleen Muldoon, who was working as a bricklayer in Columbus, Ohio, remembered she was never on a team with another woman. "In fact, it wasn't so much harassment, as the perception was that however good you were, you still didn't belong." Eventually, she burned out and decided to get out. One day, she was asked by an institute to give a talk about being a woman bricklayer, and her speech convinced the President of the Bricklayers Union that it was time to address the situation. That was when Colleen was asked to head up a task force to recruit and retain women bricklayers.

"You have to be strong -- to have a sense of who you are - or you won't be able to deal with being in the minority and being constantly under a microscope," Colleen advised.

More Information

<http://www.dol.gov/dol/wb/interv.htm>



Unpaid maternity leave in Britain has recently been extended by three months. Coupled with the increase in statutory Maternity Pay announced earlier, many more women will be able to take the time off they need during the first year of their child's life. A new, simplified framework of maternity pay matters and leave regulations for both employers and employees was also introduced. To help working mothers access information about entitlements, a new pregnancy and maternity advice website has been launched.

More Information

<http://www.eoc.org.uk/html/pressreleases2001/pressreleases200122.html>



A recent report released in Australia found that age discrimination was significant at all stages of employment, especially towards people over the age of 45. It was found that older workers were unclear about their rights and were reluctant to make complaints of age discrimination not only for fear of victimization and stigmatization by employers, but also because age discrimination was difficult to prove. The report made a number of recommendations, which included the enhancement of support for older workers, and to educate employers on how to value older workers as well as compliance with existing legislation.

More Information

<http://www.eoc.sa.gov.au/public/media12.html>

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The Secondary School Places Allocation (SSPA) System

The Secondary School Places Allocation (SSPA) System

The High Court of Hong Kong ruled, on 22 June 2001, that all three gender-based elements in the Secondary School Places Allocation (SSPA) System challenged by the Equal Opportunities Commission (EOC) as being discriminatory are unlawful. The EOC had applied to the High Court for judicial review to challenge the decision of the Director of Education, on 19 April 2001, to continue to maintain the discriminatory aspects of the SSPA System.

The court found that the following aspects are discriminatory :

1. Scaling:

Giving single sex schools a school curve and giving co-educational schools gender curves to derive the SSPA scaled score may disadvantage an individual boy or girl within the co-educational school.

2. Processing boys and girls separately for banding purposes:

Processing boys and girls separately into different bands constitutes sex discrimination since individual boys and girls receive less favourable treatment as a result of the fact that the band cutting scores in the different school districts are different for boys and girls within each band.

3. Allocation in accordance with fixed numbers of boys and girls in each co-educational school:

This results in a boy or girl being refused his or her choice of school on the basis of sex and not for academic reasons; the reason being that the school has no place for the boy or girl as all remaining places are designated for children of another sex.

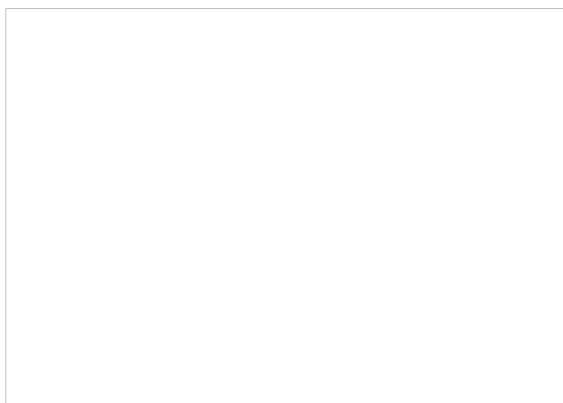
The EOC published its Formal Investigation Report in August 1999 reporting that it found that the SSPA discriminated against both individual boys and girls on the basis of sex. The Investigation had found that the system attempts to protect the top 30% of boys and results in disadvantaging the higher achieving 30% of girls and the poorer performing 70% of boys. The Investigation also found that boys needed higher scores to get into Band One in 11 of the school nets; excluding Band 5, girls needed higher scores to get into 60 of all the district bands within the 18 school nets and boys needed higher scores to get into 12 of the district bands.

The SSPA System has impact on more than 80,000 children every year. The EOC brought the case to the High Court in the public interest. The EOC's concern is that every child should be allocated a school place in a fair and equal manner and should not be treated less favourably on the ground of his or her sex. The EOC hopes that a fair allocation system will be in place for the 2002 school year. The EOC further hopes that any special educational needs of the children should be addressed through educational programs and not through scaling scores and gender quotas.

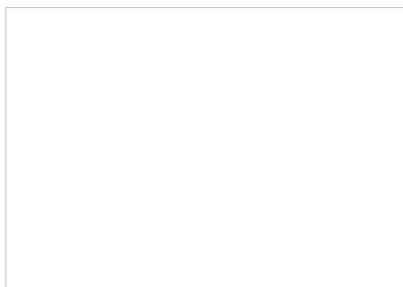
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Cable TV Children Programme

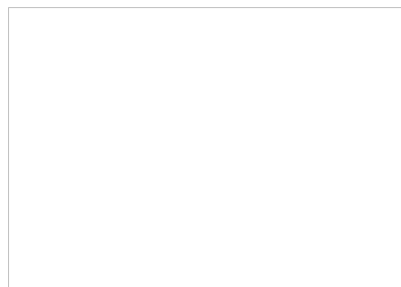
Cable TV Children Programme



Ms. Anna WU (third from right), EOC Chairperson presided at the launching ceremony of a Cable TV children series "Equal Opportunities School". Guests and performers present included (from right): Ms. Jessie YU, EOC Member; Ms. Shirley HUGHES, Deputy Controller of Channel Operations, Cable TV; Mr. CHOW Chi-ming; two student performers; Mr. PANG Ka-fai and Mr. LAM Seung-wan, Principal of SKH Yat Sau Primary School. The 20-episode series in July highlighted real life cases of sex discrimination, disability discrimination and family status discrimination.



Two teenagers were interested to learn how Mr. CHOW Chi-ming used a computer. Although paralyzed, he can communicate with others on-line.



Ms. Anna WU, EOC Chairperson (centre); Mr. WONG Yat-shan (right), who was the father in "Equal Opportunities School" (right) and the show's teacher Mr. Daniel TSE, shared their views on equal opportunities.

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Regional Workshop on Economic, Social and Cultural Rights

Regional Workshop on Economic, Social and Cultural Rights



A "Regional Workshop on the Role of Human Rights Institutions and Other Mechanisms in Promoting and Protecting Economic, Social and Cultural Rights" was jointly organized by The Asia Pacific Forum on National Human Rights Institutions (Asia Pacific Forum) and Hong Kong Equal Opportunities Commission (HKEOC) in July. The Workshop provided a forum to stimulate discussion and collaboration between government, non-government organizations and business in relation to the promotion of economic, social and cultural rights on a regional level. There was an increased understanding of the role of the UN Committee on Economic, Social and Cultural Rights, and the UN Committee on the Elimination



(From left) Ms. Anna WU, Chairperson of the EOC, greeted Mr. Donald TSANG, Chief Secretary for Administration, Mr. Stephen LAU Ka-men, Privacy Commissioner for Personal Data, and Dr. Homer TSO Wei-kwok, Chairperson of the Hong Kong Advisory Council on AIDS at the Welcoming Reception.



Ms. Elsie LEUNG, Secretary for Justice, and Mr. Benny CHEUNG Wai-leung, the Equal Opportunities Ambassador at the Welcoming Reception

One of the interesting topics in three-day Workshop was "The Development of Economic, Social and Cultural Rights in the People's Republic of China and Hong Kong SAR". (From left) Mrs. ZHANG Jing, Director-General of International Liaison Department of All-China Women's Federation; Mr. SUN Zhonghua, Commissioner of International Affairs of China Disabled Persons' Federation; Professor MO Hongxian, Director of Centre for Protection on the Rights of the Disadvantaged Citizens of Wuhan University; Dr. Joseph KWOK Kin-fan, Convenor of Public Education & Research Committee (EOC); Mr. Frederick TONG Kin-sang, Director (Disability) of EOC; Dr. Priscilla CHUNG Ka-tak, Director (Gender) of EOC led the panel discussion



More than 100 participants from 19 countries took part in the Workshop. They included representatives from the United Nations, the Asia Pacific Forum of National Human Rights Institutions, government and non-government organizations in the Asia Pacific region, and government officials of the HKSAR

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Equal Opportunities Expo 2001 - Events Calendar

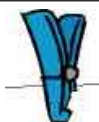


Equal Opportunities Expo 2001 - Events Calendar



	Date	Organization	Activities	Enquiries
1	10/11/2001, 17/11/2001, 24/11/2001, 1/12/2001, 8/12/2001	Co-organized by Equal Opportunities Commission and Hong Kong Arts Centre	Free Film Shows I Love You?	2582 0283, 2582 0287, 2511 8211
2	10-11/2001	Hong Kong Young Women's Christian Association	Interschool Quiz Competition on Equal Opportunities	2691 9170
3	10-11/2001	The Education Department	Sharing Sessions with School Principle Code of Practice on Education under the Disability Discrimination Ordinance	2106 2239
4	20/10/2001, 27/10/2001, 3/11/2001, 10/11/2001	Scout Association of Hong Kong	The 1st Equal Opportunities Scout Leaders Development Programme	2957 6474
5	10/2001	Sheng Kung Hui Tuen Mun Social Service Centre	Drama Performance - The Rights of Equal Opportunities	2451 2345
6	21/10/2001	Hong Kong Association of the Deaf (Volunteer Group)	Sign Language Presentation	2327 7249
7	10-11/2001	Industrial Relations Institute	Exhibition on Gender Equality for Female Migrants Workers	2729 4296
8	10/11/2001, 17/11/2001	Schooling Foundation for China	The 4th Hong Kong Elite Teachers' Election	2669 3289
9	10-11/2001	Hong Kong Sheng Kung Hui Ma On Shan (North) Children and Youth Integrated Service Centre	Launching of Equal Net	2633 2231
10	10-11/2001	Yan Oi Tong Single Parents Centre	Sharing Session on the Promotion of the Rights of Persons with Different Family Status	2458 4052
11	11/2001	Hong Kong PHAB Association East Kowloon PHAB Centre	Promoting the Concept of Integration between Persons With and Without a Disability through Talks and Games	2351 1811
12	10/11/2001	Equal Opportunities Commission and TWGHs Community Services Division Rehab. Services Section	Mental Health Month 2001-District Seminar - Handling Work Stress	2814 2812, 2106 2232
13	9-12/2001	Hong Kong Young Women's Christian Association Sai Wan Social Centre for the Elderly	The Songs of Equal Opportunities - Talks and Training Courses	2818 9722
14	11/2001	Hong Chi Shui Choi Centre and Hong Chi Shui Choi Hostel	Equal Opportunities for a Better Tomorrow (Exhibition and Variety Show)	2445 6111
15	11-12/2001	The Hong Kong Council of the Church of Christ in China	Production of Training Module on Gender Equality	2397 1022
16	11/2001	Lam Tin Methodist Primary School	Publication of Student Comic Book	2346 1033

17	10/2001	Yang Memorial Methodist Social Service Bradbury Development Centre for the New Generation	Survey on Sexual Harassment	2609 1855
18	11/2001	Hong Chi Tai Kok Tsui Centre	Publication of Service Information Booklet	2393 3660
19	10-11/2001	Chinese YMCA of Hong Kong (Kornhill Centre)	Equal Opportunities Songs Composing Competition	2886 2751
20	10-11/2001	Hong Kong Children & Youth Services Sing Woo Children & Youth Center	Drawing a Bright Future of Equal Opportunities - Exhibition, Games, Christmas Card Design Competition and Drawing Competition	2572 2311



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Equal Opportunities Youth Drama Competition



Equal Opportunities Youth Drama Competition

Students from over 70 secondary schools and youth centers vied to be the winner in the "Equal Opportunities Youth Drama Competition". Jointly organized by the EOC and the Hong Kong Young Women's Christian Association, the competition aimed to enhance understanding of equal opportunities and the anti-discrimination ordinances among youngsters. Five teams from the Secondary School and Open Divisions were selected to enter the final round on 11 July 2001. More than 400 young people and their parents enjoyed the winners' performance on 20 July 2001.

Mr. CHEUNG Tat-Ming, one of the adjudicators, commended the contestants for their hard work. He also encouraged them to develop their talents.



Champion of the Secondary School Division – CNEC Christian College

As an ex-mental patient in the play "Waiting for Equal Opportunities", Amos TAI (second from the right) said he became more aware that discrimination was common in our society. Most of the people could not understand the hardship faced by persons with a disability, and Amos succeeded in conveying his message in this play.

Champion of the Open Division – Qi Troupe

Qi Troupe was founded in 1991 for persons with and without a disability to demonstrate their abilities and talents. Through drama performances, its members express their hopes for integration in society and equal opportunities for all.



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