

推廣平等機會

Promoting Equal Opportunities



以兒童及青少年為推廣對象

向兒童從小灌輸平等機會觀念，是委員會公眾教育的重點之一。我們相信，年輕一代能帶動社會，改變傳統固有觀念與價值。因此，我們為兒童和青少年設計了各式活動，藉此培養他們尊重人類尊嚴，同情不幸者的價值觀。

透過話劇在學校推廣平等機會

委員會於2000年首次資助劇團到中學演出話劇。由「森林聯盟」製作的話劇「唔係講笑」共演出了40場，向超過11,320名中學生宣揚預防性騷擾的訊息。

非牟利兒童劇團「大細路劇團」亦獲委員會資助，於2001年1月至3月到各小學演出共30場「平等細運會」，向大約7,000名學童推廣「機會平等，共建社群」的觀念。

自1998年起，委員會亦贊助由香港復康會和香港弱能兒童護助會合辦的「街坊小子」木偶劇場。該劇以傷健一家及男女平等為題，本年度於249所小學及社會服務機構演出，透過生動有趣的方法向53,360名小觀眾推廣平等機會訊息。

本年度委員會職員曾到過44所中小學演講，推廣平等機會及介紹香港的反歧視條例。

透過青少年暑期活動推廣平等機會

委員會與香港電台和突破機構於2000年暑期合辦了「平等機會教育日營」，藉此推廣平等機會觀念，約有300名青少年參加。透過培訓工作坊、遊戲及偶像藝人的綜合表演等，帶出反歧視的訊息。



Targeting the Young

Promoting equal opportunities from early childhood is a major focus of our public education programme. We believe that the younger generation will provide the impetus for change in challenging traditional beliefs and values. Therefore a wide range of our promotional initiatives are designed for children and young people to cultivate values which foster respect for human dignity and empathy for those who are less advantaged.

Promoting Equal Opportunities in Schools through Drama

The EOC broke new ground with the funding of drama performances for secondary school students in 2000. *This is not a Joke*, promoting the prevention of sexual harassment, was produced by Forest Union and consisted of 40 performances taking the message to over 11,320 secondary school students.

The Jumbo Kids Theatre, a non-profit theatre troupe for children, was funded by the EOC to perform its new play *Equal Opportunities Olympics* in Hong Kong's primary schools. A total of 30 performances were held from January to March 2001 for about 7,000 students to promote the concept of "Inclusion and Equality for All".

Since 1998, the EOC has also sponsored a series of puppet shows *The Kids on the Block* (KOB), organized by the Hong Kong Society for Rehabilitation and the Society for the Relief of Disabled Children. The popular performances, which cover disability and gender equality issues, were staged in 249 primary schools and social service agencies, bringing the message to 53,360 youngsters through this enjoyable and fun medium.

During the year, we also conducted talks in 44 primary and secondary schools to promote equal opportunities in Hong Kong and its anti-discrimination laws.

Promoting Equal Opportunities through the Summer Youth Programme

In the summer of 2000, about 300 young people took part in the Equal Opportunities Educational Day Camp, held in collaboration with RTHK and Breakthrough to promote the concept of equal opportunities. Anti-discrimination messages were incorporated into the training workshops, games and a variety show featuring popular artistes.



除了舉辦日營外，是項活動更包括「平等機會標語創作比賽」和一連串探討各種形式歧視的電台節目。標語創作比賽共收到超過1,500份參賽作品，得獎標語是「今天放下成見，美好就在明天」。

深入社群

平等機會社會參與資助計劃

承接過去數年的成功，委員會繼續舉辦資助計劃，鼓勵及支持社區舉辦推廣平等機會的活動。我們在2000/2001年度共收到128份資助申請，其中54個機構獲得資助，資助總額達700,000港元。

社區巡迴活動

委員會於將軍澳及屯門舉辦了兩次社區巡迴活動，目的是推廣精神病人的平等機會，以及讓年青人認識平等機會的重要性。委員會於2000年10月舉辦了「平等機會博覽2000」，主題是「平等機會攜手創」，開幕典禮假鑽石山荷里活廣場舉行。是次博覽更包括15項社區活動，每項活動都以如何在日常生活中實踐平等機會為主題。

媒體宣傳

推廣活動

委員會本年度在各媒體包括電視、電台及報章等推出全面的廣告宣傳運動，以推廣平等機會訊息。其中一項主要活動是於四月底推出的「防止工作場所性騷擾宣傳計劃」，為期一個月，在地鐵、九鐵及輕鐵車站內張貼有關工作場所內各種性騷擾情境的大型海報。是次宣傳計劃旨在宣揚於《性別歧視條例》下，工作場所性騷擾屬於違法，亦讓僱主知道他們有責任消除工作場所內的性騷擾。

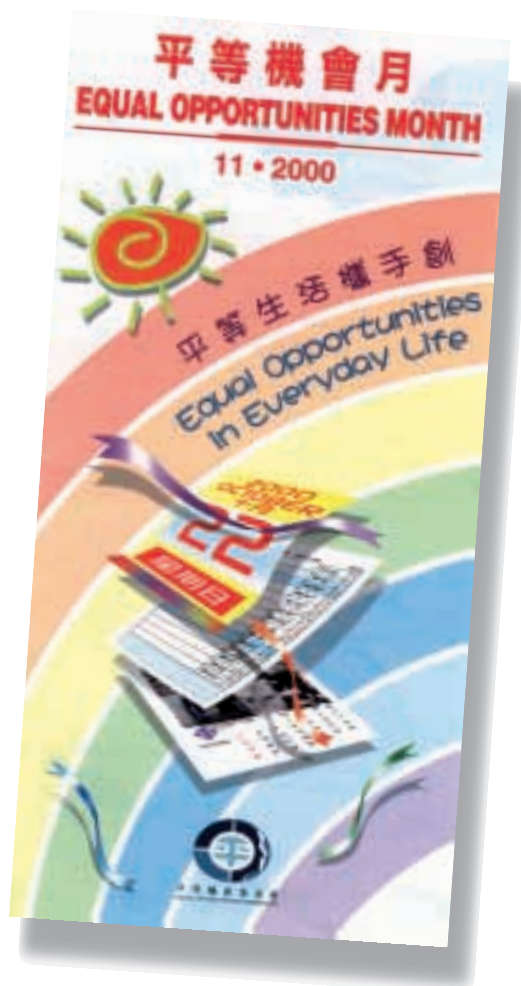
為配合《殘疾歧視條例教育實務守則》（下稱《守則》）的公眾諮詢，委員會在2001年初推出一連串的宣傳活動，包括在電視及電台播放宣傳短片和在報章刊登廣告等，鼓勵市民就《守則》發表意見。同時委員會亦為不同的對象舉辦了多次公眾諮詢會議。此外，一齣有關消除殘疾歧視的電視宣傳短片「美麗都市篇——殘疾歧視」，於2000/2001年度開始播放。委員會又利用巴士廣告宣傳平等機會的訊息。

實況劇集

委員會及香港電台聯合製作的實況劇集「非常平等任務」於2000年3月至9月期間先後於本港三個電視台播放。這輯共九集的實況劇，把真實歧視個案搬上熒幕，並已製成錄影帶，備有粵語、普通話及英語版供市民借用。

傳媒活動

於2000/2001年度，委員會舉行了四次新聞簡報會，接受傳媒訪問超過70次。委員會又於2001年2月與香港大學新聞及傳播研究中心、香港記者協會、香港新聞行政人員協會及香港新聞工作者聯會合辦研討會，探討傳媒報道精神病患者時的態度及技巧。



The Summer Youth Programme also included an Equal Opportunities Slogan Design Competition and a series of radio programmes, which highlighted different forms of discrimination. The slogan design competition attracted 1,500 entries, with *Put aside your Prejudices Today for a Brighter Tomorrow* emerging as the winner.

Reaching Out to the Community

Community Participation Funding Programme

Following its success in previous years, the Commission continues to offer funding to encourage community participation and support activities promoting equal opportunities. We received 128 applications during the year and approved around HK\$700,000 for allocation to 54 organizations.

Community Roadshows

Two community roadshows at Tseung Kwan O and Tuen Mun were held to promote equal opportunities for people with mental illnesses, and to raise awareness among the young with regard to the importance of equal opportunities. In October 2000, we celebrated the special opening of our Equal Opportunities Expo *Equal Opportunities in Everyday Life* at Hollywood Plaza in Diamond Hill. A total of 15 community events

were organized in conjunction with the event, each designed to show how equal opportunities are applicable to our everyday lives.

Media Campaigns

Promotional Campaigns

A multi-media advertising campaign on television, radio and the print media promoted the equal opportunities message during the year. A major project was the *Prevent Sexual Harassment in the Work Place* campaign which was launched in late April. This month-long project featured an eye-catching poster at MTR, KCR and Light Rail stations, highlighting different sexual harassment scenarios in the work place. The campaign's objectives were to promote awareness that sexual harassment in the work place is unlawful under the Sex Discrimination Ordinance and to educate employers that they have a responsibility to eliminate sexual harassment at work.

In conjunction with public consultations on the Code of Practice on Education under the Disability Discrimination Ordinance, a series of promotional activities were carried out in early 2001. TV and radio APIs (Announcements of Public Interest) on the issue were aired, and newspaper advertisements were placed to invite public comment. Consultation meetings geared towards different audience groups were also organized. In addition, our new API for TV, *Beautiful City — Disability Discrimination*, showing disability discrimination in everyday life, commenced broadcasts during the year. Bus advertisements conveying the equal opportunities message also appeared.

Docu-drama Series

A *Very Special Equal Opportunities Mission*, a docu-drama series jointly developed by the EOC and RTHK was broadcast from March to September 2000 on three TV channels. The nine episodes showing real-life discrimination cases are also available for loan on video in Cantonese, Putonghua and English.

Media Activities

In 2000/2001, our media activities included four press briefings and over 70 media interviews. A media seminar was also organized in conjunction with the Journalism & Media Studies Centre of The University of Hong Kong, Hong Kong Journalists' Association, Hong Kong News Executives' Association and Hong



資訊高速公路

自1996年10月起，委員會不斷更新其網頁 (<http://www.eoc.org.hk>)，以便提供最新的平等機會及反歧視法例資訊，並確保網頁能切合不同瀏覽人士的需要。於2000/2001年度，委員會增設「中小企資訊站」，介紹平等機會原則如何有利營商。而貿易發展局更在其網頁中加入了「平等機會=附加增值」的標誌，使市民只要按一下標誌，即可進入委員會的網站。

教育活動

講座

在2000/2001年度，委員會到不同團體舉辦了130場講座。參加者來自政府部門、非政府組織、商業機構、大專院校、社區服務團體、婦女團體及社會服務機構等。除介紹反歧視條例外，亦討論與歧視及平等機會有關的廣泛課題。

為了讓更多市民瞭解現有的反歧視條例，委員會於本年度繼續於辦事處舉辦「周六講座」，為市民舉辦了共11次公開講座。

委員會繼在1999年推出專供幼稚園教師使用的《平等機會攜手創——幼兒教育教材套》後，在本年度再主辦了兩個工作坊。迄今為止，已有來自超過600所幼稚園共1,370位教師出席了培訓工作坊。

研討會

委員會於2000年5月與香港大學法律學院、平等機會婦女聯席和自由論壇合辦了「北京世婦五年回顧——香港觀點」會議。會議回顧了自1995年在北京舉行第四屆世界婦女大會後，香港在經濟、架構性機制、對待婦女的暴力問題和傳媒等方面的進展情況。會議有超過100位來自政府、婦女團體和學術界的代表出席。

委員會亦於2000年11月舉辦《家庭崗位歧視條例》研討會，集中探討條例中與僱傭有關的條文，並介紹本地及海外的有關實例，有超過300名政府代表、僱主、人力資源從業員及律師等參加。

2001年2月委員會主動為參與首長級員工培訓計劃的高級公務員，在公務員培訓處舉辦一個研討會。該研討會旨在提高決策者對現有平等機會法例的敏感度，讓他們認識以平等機會原則制訂公共政策的益處。此項交流標誌着委員會在推動高級公務員把平等機會原則融入主流政策方面，邁出了第一步。



Kong Federation of Journalists in February 2000 to discuss media attitudes and skills in reporting issues on mental illness.

Our Information Highway

Since its launch in October 1996, the EOC's homepage (<http://www.eoc.org.hk>) is constantly upgraded to provide the latest information on equal opportunities and anti-discrimination legislation and to accommodate browsers with different needs. In 2000/2001, our SME (Small and Medium Enterprises) Corner was established to show how equal opportunities work positively for business. *An Equal Opportunities = Added Value!* icon also appeared on the Trade Development Council website to link visitors to the EOC website.

Educational Programmes

Talks

In 2000/2001 we conducted 130 talks to interested groups. Participants came from government departments, non-government organizations, businesses, tertiary institutions, community service groups, women's organizations and social service groups. These talks not only focused on the anti-discrimination ordinances but also covered a wide spectrum of issues on discrimination and equal opportunities.

To enable greater understanding of the existing anti-discrimination ordinances, we also continued our "Saturday Talks" programme during the year. A total

of 11 sessions were held at our office for members of the public.

Since the launch of the *Training Module for Children Focusing on Equal Opportunities on the Grounds of Gender and Disability* in 1999, which provides a practical guide on the subject for kindergarten teachers, two more workshops have been held for this year. A total of 1,370 kindergarten teachers from more than 600 kindergartens have attended the sessions so far.

Seminars

In May 2000, the EOC organized the conference *Hong Kong Perspectives on Beijing +5* in partnership with the Faculty of Law of The University of Hong Kong, the Hong Kong Women's Coalition on Equal Opportunities and the Freedom Forum. The conference reviewed Hong Kong's progress in economic issues, institutional mechanisms, violence and media since the 1995 Fourth World Conference on Women in Beijing. More than 100 people representing the government, women's organizations and academia attended the conference.

A seminar on the Family Status Discrimination Ordinance (FSDO) was held in November 2000 to discuss the employment related provisions of the FSDO. More than 300 participants comprising government representatives, employers, human resources practitioners and lawyers attended the event. Both local and overseas cases were presented at the seminar.



《平等機會委員會通訊》

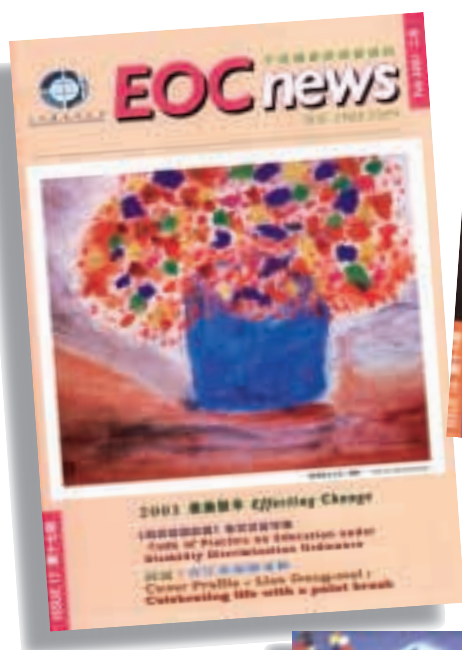
中英對照的季刊《平等機會委員會通訊》由2000年7月起革新版面，定期報道委員會的最新動態與活動，以及與反歧視條例有關的個案。委員會每期印製逾八萬份通訊免費供市民索閱。另外，亦備有點字版本的通訊。

最新刊物

委員會在2000/2001年度出版了多種以不同角度介紹反歧視法例的刊物，以便向社會各階層宣傳委員會的工作，它們包括：

- 《童心童言 — 和街坊小子談天》
- 《精神病康復者如何適應工作環境》
- 《同值同酬》會議論文集

- 《北京世婦會五年回顧 — 香港觀點》會議論文集
- 《不再沉默 — 亞洲婦女受暴力對待的情況》— 由委員會與亞洲婦女發展組織及聯合國教科文組織菲律賓全國委員會合作出版，書內探討婦女受暴力對待的情況，並提倡政府和社區採取行動解決問題。
- 《平等機會知多少？》及《邁向平等路》— 委員會製作的首兩張電腦光碟，由香港大學的學生義務設計，備有互動版、文件版及純文字版以配合不同人士的需要，如視障人士便可以利用點字閱讀器，或其他輔助軟件閱讀光碟的內容。





In February 2001, the Commission initiated a seminar for senior civil servants who took part in a directorate staff development programme at the Civil Service Training and Development Institute. The seminar aimed at sensitizing decision makers to existing equal opportunity legislation, and raised awareness on how this would benefit public policies. The exchange marked the first step in engaging senior public servants to mainstream a culture of equal opportunity.

Newsletters

EOC News, our quarterly bilingual newsletter, with a brand new look adopted in July 2000, continues to provide a regular update on our programmes and activities as well as case studies under the anti-discrimination ordinances. More than 80,000 copies are published per issue and are available free of charge to members of the public. A Braille version is also available.

New Publications

A number of publications focusing on the different aspects of the anti-discrimination legislation were published during the year. These help to disseminate information about different aspects of our work, and are designed to reach many sectors of our community.

They include:

- *Kids Talk — A Conversation with the Kids on the Block*
- *How a Person Recovered from Mental Illness Can Adjust to a Work Environment*
- *Proceedings on Equal Pay for Work of Equal Value*
- *Proceedings on Hong Kong Perspectives on Beijing +5*
- *Breaking the Silence: Violence against Women in Asia* — Prepared in collaboration with Women for Asian Development (WADEV) and the UNESCO National Commission of the Philippines (UNACOM), this publication explores the issue of violence against women and advocates action both from the government and the community.
- *Knowing More About Equal Opportunities and Towards Equal Opportunities* — Designed by students from The University of Hong Kong, these are the first two CD-ROMs produced by the EOC. The CD-ROMs offer interactive, word and text modes to accommodate persons with different needs. Those who are visually impaired, for example, can select either the word or text mode and read the content through a Braille machine or other software.