

認識平等機會

Understanding Equal Opportunities



研究工作對委員會十分重要，在協助委員會掌握平等機會狀況、訂立基準供日後比較、理解公眾的觀念及態度、和認定新的發展領域等方面，不斷發揮關鍵作用。

學生對殘疾人士、性別定型與家庭角色的態度的基線調查

這研究探討中、小學生現時對殘疾人士、性別定型及家庭角色等觀念的認識及接受程度，以供日後作為比較。研究定立了一套指數，以量度學生對智障、精神病、肢體殘障、聽障及視障等五類不同殘疾人士的態度。在性別定型方面，研究探討學生對多項和性別有關的課題，包括性別特徵、職業取向、選擇學科及課外活動的取向、家庭角色及服裝準則的看法。研究預期於2001年完成，結果將為委員會、教育界專業人士及青少年工作者提供實用資料，有助制訂持久有效的策略。

「課本與教材內定型觀念」分析研究

教科書與教材往往影響兒童對事物的認識和態度。因此，這研究着眼於已出版的教材、教科書及考試試卷中，涉及定型觀念的性質及內容。研究針對性別、殘疾、年齡、單親、種族等特徵，對教材的內容及語言運用進行分析。內容分析是就上述特徵出現的形式及次數作出客觀的數據描述；而語言分析則從教材的遣詞及行文結構兩方面研究是否存在定型問題。

研究亦就家庭角色、職業、經濟地位、興趣、社會參與、成就、社會地位、情緒等各方面進行探討。教材製作人的看法亦在探究之列。初步研究結果顯示，整體來說，女性在教材出現的次數比男性少；而中學的教材相比小學的教材而言，一般較以男性為主導。教材亦較少提及有殘疾的人物及單親家庭。最後的數據分析尚在進行中，相信研究結果將有助委員會為出版商及教師制訂極有價值的建議指引，為編寫教材與教科書提供另類的素材。

與《殘疾歧視條例》、《性別歧視條例》和《家庭崗位歧視條例》有關的保險問題研究

研究集中探討澳洲、加拿大、紐西蘭、英國及美國等五個法例與香港相近國家的保險情況，分析反歧視法例對保險賠償、承保範圍及保單條款所造成的影響。研究亦把香港的保單條款與海外的保單條款加以比較。

Research continues to play a crucial role in our work, fostering knowledge, establishing benchmarks, generating an understanding of perceptions and attitudes in the community, and identifying new areas for development.

Survey on Students' Attitudes Towards Persons with a Disability, Gender Stereotypes and Family Roles

This study was established to look into current levels of acceptance and recognition among primary and secondary school students of persons with a disability, gender stereotypes and family roles for future comparison. Indices were established to gauge students' attitudes toward five disability groups — the mentally handicapped, mentally ill, physically impaired, hearing impaired and visually impaired. With regard to gender stereotyping, the study explored students' perceptions of gender issues such as sex traits, occupation orientation, preference of school subjects and extracurricular activities, family roles and dress codes. Due to be completed in 2001, information drawn from the findings will provide valuable aid to the EOC, education professionals and youth workers in formulating effective and sustainable strategies.

Content Analysis of Textbooks and Teaching Materials in Respect of Stereotyping

Textbooks and teaching materials play an important

role in forming and reinforcing the attitude and perceptions of our children. This study investigated the nature and extent of stereotyping in printed educational materials, textbooks and examination papers. Both content and linguistic analyses on attributes such as gender, disability, age, single-parenthood and ethnicity were conducted. While content analysis provided an objective and quantifiable description of the frequency and occurrence of certain attributes, the linguistic analysis explored the issue of stereotyping as manifested through the choice of language and the structure of the information.

The study also looked into aspects such as family role, occupation, economic status, interests, public participation, achievements, social status, emotion, etc. The perceptions of various stakeholders responsible for the production of educational materials was also examined. Preliminary findings showed that overall, female characters appeared less often than male characters. The dominance of male characters was generally greater in secondary, as compared to primary-level, materials. Characters with a disability and single parenthood were also either rarely mentioned or under-represented. While the final analysis of the data is still under way, we believe the findings will be extremely useful in developing recommendation guidelines for publishers and teachers, in providing alternative presentations in textbooks and teaching materials.

Insurance Issues under the DDO, SDO and FSDO

Analyzing the effects of anti-discrimination legislation on insurance benefits, coverage and policies, this study looked into insurance activities in Australia, Canada, New Zealand, the United Kingdom and the United States, five countries with relatively similar legislation to Hong Kong. It also compared the findings on the overseas insurance policies with Hong Kong's own.





委員會將就有關問題發出討論文件，籲請保險業及公眾人士合力消除業內違反歧視條例的做法。

「與商界共建夥伴關係」

委員會深明商界遵守反歧視條例的重要性，遂推出「與商界共建夥伴關係」計劃，與商界攜手找出最佳的合作方法，在工作間建立追求卓越、平等進取的多元文化。

首先，委員會展開一系列的企業問卷調查，評估商界對平等機會法例的認識，和現時遵守法例的程度。除了取得僱主及僱員對所需資料及培訓的意見外，調查亦會探討商界在遵守反歧視法例時遇到的困難。委員會已於2001年3月委託研究機構對「中大型企業僱主」、「中大型企業僱員」、「中小型企業東主／經營者」及「中小型企業僱員」四組人士進行調查。研究結果將有助委員會日後計劃宣傳活動及培訓教材，供不同人士使用。

培訓及顧問服務

委員會明白培訓與教育是加深市民對本港反歧視條例認識的關鍵，故於2001年2月成立了「培訓及顧問服務組」。該組的目標，是為公、私營機構編製一系列培訓課程及教材，包括製作導師培訓教材套、整套培訓課程及專為特殊需要而設計的培訓。培訓可在委員會辦事處或在各機構進行。該組已獲香港警務處委託，協助訓練培訓人員，讓他們具備所需的技巧及知識去培訓警隊其他成員。這標誌着委員會致力與政府部門、商業團體及非政府組織等機構合作，以維持平等機會文化的重要方向。

The EOC will be issuing a discussion paper on relevant issues, inviting the insurance industry and members of the public to work towards the elimination of unlawful discrimination in insurance practices in Hong Kong.

“A Closer Partnership with Business”

Realizing the importance of the business sector in complying with the anti-discrimination ordinances, the *Closer Partnership with Business* programme was launched, to work with the business sector to establish the best ways to create a culture of excellence, equality and diversity in the workplace.

As a first step, we initiated a series of surveys in the business sector to evaluate awareness of equal opportunities legislation and assess current compliance levels. Apart from gaining the views of employers and employees with regard to information and training requirements, the surveys will also identify the difficulties businesses face in complying with Hong Kong's anti-discrimination laws. Studies were commissioned in March 2001 on four stakeholder groups: Employers in Medium to Large Enterprises (MLEs), Employees in MLEs, Owners/Operators in Small to Medium Enterprises (SMEs) and Employees in SMEs. Research findings will serve to facilitate the planning of future public promotional projects and training materials for the different stakeholders.

Training and Consultancy

Realizing that training and education are key to increasing awareness in Hong Kong's anti-discrimination ordinances, the EOC established a Training and Consultancy Unit in February 2001. The Unit's objectives are to develop and deliver a range of training products for target audiences in Hong Kong's public and private sectors. Approaches will include train-the-trainer modules, training packages and programmes that have been specifically tailored for specific needs. Training can be provided on site or at the EOC. The Unit has commenced work on a project commissioned by the Hong Kong Police Force, aiming to train Hong Kong Police trainers with the necessary skills and knowledge to in turn train all officers in the force. This marks an important direction for the Commission to reach our goal of working with the government, business associations and non-government organizations to maintain a culture of equal opportunities.