

推廣平等機會 Promoting Equal Opportunities



從小開始

把平等機會融入日常生活，一直是委員會的基本信念。我們積極向年輕一代推廣平等機會，以期從小改變他們的傳統觀念和偏見，從而培養出尊重人類尊嚴，同情不幸者的價值觀。

以創新活動推廣平等機會

由委員會與香港七間大學聯合舉辦的「第一屆全港大學生雙語演講比賽」於2001年4月舉行，提高大學生對平等機會的認識。14位參賽者以「歧視不存在，世界更可愛」為題，在總決賽施展渾身解數，發揮他們卓越的演講技巧，當晚比賽的盛況更於各大學及委員會的網頁內作網上直播。



我們亦跟香港基督教女青年會合辦了一個名為「人人有份，機會均等－青少年戲劇創作比賽」的活動，藉以加深青少年對平等機會及反歧視法例的認識。是次比賽吸引了超過70間中學、青少年中心及業餘劇團參加，而超過400名觀眾更於2001年7月欣賞了得獎者的演出。



在2001/02年度，委員會聯同其他機構贊助由防止虐待兒童會製作的《兒童性侵犯及性騷擾》電腦光碟。每隻光碟均附帶一本資料小冊子，旨在增加父母、教師及兒童對性侵犯及性騷擾的認識。防止虐待兒童會又於2001年6月舉行研討會，向校長及教師介紹這隻光碟，又討論學校如何透過性教育以防止兒童受到性侵犯及性騷擾。

透過話劇在學校推廣平等機會

森林聯盟的話劇「唔係講笑」，向中學生宣揚預防性騷擾的訊息。該劇一共演出了66場，觀眾超過15,550人。

非牟利兒童劇團大細路劇團獲委員會資助，於2001/02年到各小學共演出30場「平等細運會」，向約6,500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，宣揚傷健一家及男女平等的訊息。過去四年，該劇團曾在343所小學及社會服務機構演出，透過生動有趣的演繹手法，向73,178名小觀眾推廣「接納差異」的價值觀。

本年度委員會職員到過37所中小學進行演講，推廣平等機會觀念及介紹香港的反歧視條例。



An Early Start

Mainstreaming equal opportunities in every aspect of our daily lives remain the cornerstone of our beliefs as we continue to work with the younger generation, promoting equal opportunities from an early age to counteract traditional beliefs and prejudices. In promoting equal opportunities, we aim to cultivate values which foster respect for human dignity and empathy for those who are less advantaged.

New Initiatives to Promote Equal Opportunities

The 1st Inter-University Bilingual Speech Contest, jointly organized by the EOC and Hong Kong's seven universities, took place in April 2001 to enhance university students' understanding of equal opportunities. Fourteen contestants polished their language and presentation skills to speak on the theme "A Beautiful World - A World Without Discrimination" at the Finals. The Contest was also webcast on the universities' and the EOC websites.



We also joined hands with the Hong Kong Young Women's Christian Association to organize the Equal Opportunities Youth Drama Competition, to enhance understanding of equal opportunities and the anti-discrimination ordinances among youngsters. The Competition attracted many participants, more than 70 secondary schools, youth centres and amateur troupes entered the Competition, and an audience of over 400 enjoyed the winners' performance in July 2001.

During the year, the EOC also co-sponsored a CD-ROM on "Child Sexual Abuse and Sexual Harassment", produced by Against Child Abuse. The CD-ROM comes with an information booklet, and aims to create awareness of sexual abuse and sexual harassment for parents, teachers and children. A

seminar was also organized in June 2001 to introduce the CD-ROM to principals and teachers, and ways to prevent child sexual abuse and sexual harassment through sex education programmes at schools were discussed.

Promoting Equal Opportunities in Schools through Drama

In delivering our message to school students, *This is not a Joke*, a play about the prevention of sexual harassment was produced by the Forest Union. A total of 66 shows were performed for over 15,550 secondary school students.

The Jumbo Kids Theatre, a non-profit theatre troupe for children, was funded by the EOC to perform a play, *Equal Opportunities Olympics* in Hong Kong's primary schools. A total of 30 performances were completed in 2001/02 for about 6,500 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*, 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 343 primary schools and social service agencies, promoting the values of diversity to 73,178 youngsters through this fun and enjoyable production in the last four years.

During the year, we also conducted talks in 37 primary and secondary schools to improve understanding of Hong Kong's anti-discrimination laws and the values of equal opportunities.

Reaching Out to the Community

Community Participation Funding Programme

Following its success in previous years, the EOC continues to offer funding to encourage community participation and support activities promoting the message of equal opportunity. We received 119 applications during the year and approved HK\$700,000 for allocation to 55 organizations.

Community Roadshows

Three community roadshows at Yau Tsim Mong, Tsuen Wan and the North District focused on a number of themes which reflected the work of the Commission. These included integrated education and the *Code of Practice on Education under the Disability Discrimination Ordinance*, acceptance towards persons with mental illnesses, HIV/AIDS, intellectual disabilities and chronic illnesses.

深入社群

平等機會社會參與資助計劃

承接過去的成功經驗，委員會繼續舉辦資助計劃，鼓勵及支持社區參與和舉辦推廣平等機會活動。我們在2001/02年度共收到119份資助申請，其中55間機構獲得委員會撥款，資助總額達70萬港元。



社區巡迴活動

委員會分別於油尖旺、荃灣及北區舉辦了三次不同主題的社區巡迴活動，包括融合教育與《殘疾歧視條例教育實務守則》、接納有精神病患者、愛滋病、智障和長期病患的人士。

委員會選了一齣有關殘疾的電影「無聲說愛你」，為「平等機會博覽2001」揭開序幕，並於2001年10月假大會堂劇院為舉行首映禮。博覽會的活動還包括免費放映五場「無聲說愛你」電影，和超過20項社區活動，藉以宣揚「機會平等，共建社群」的訊息。

委員會於2001年9月及11月分別參與了「法律週2001同樂日」及「香港律師會週年大會」，向香港律師會的會員和公眾推廣委員會的工作。

媒體宣傳

推廣活動

委員會繼續利用多媒體廣告宣傳以推動公眾教育活動。其中一項主要活動，是於2001年4月底推出「防止工作間性騷擾」宣傳運動，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，為期一個月。是項活動旨在讓公眾知道，根據《性別歧視條例》規定，工作場所內的性騷擾屬於違法；亦讓僱主知道，他們有責任消除工作場所內的性騷擾。

兩齣電視宣傳短片：「美麗都市篇 - 性別與家庭崗位歧視」和「美麗都市篇 - 殘疾歧視」繼續於上半年度播放，委員會亦會繼續利用巴士車身廣告宣傳平等機會的訊息。

網上平等機會資源中心

委員會的全新網站於2002年3月啟用。它是全球首個平等機會雙語（中英文）網上資源中心，提供有關平等機會和反歧視法例的最新資訊，宣揚「資訊科技人人共享」觀念。網站備有六種模式，以配合不同人士（包括有殘疾人士）的瀏覽需要，而新增的特色則包括影片放送室、青年視窗及培訓和顧問服務。新網站的啟動儀式於「2002香港資訊基建博覽」中舉行，委員會更在博覽會設置攤位，示範有殘疾的人士如何能輕易地從委員會的網頁上取得資料。

兒童電視劇集

由委員會及有線電視聯合製作的兒童電視劇集「平等校園」於2001年7月一連四個星期在有線電視兒童台播映。20集電視劇以生動而深入淺出的手法探討歧視行為和平等機會等課題。如欲重溫劇集的精彩內容，可瀏覽委員會的網站，劇集亦備有粵語版錄影帶，方便市民借閱。



In October 2001, we kicked off the Equal Opportunities Expo 2001 with a film on disability named "I Love You", at the City Hall Theatre. Another five free showings of the movie and more than 20 community events were organized for the Expo, each designed to convey the message of "Inclusion and Equality for All".

In September and November 2001, the EOC participated in Law Week 2001 - Fun Day and The Law Society Annual Convention to promote the work of the Commission to members of the Law Society and the public.

Media Campaigns

Promotional Campaigns

Multi-media advertising continues to drive our public education campaigns during the year. A major project was Prevent Sexual Harassment in the Work Place which was launched in late April 2001. 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 about their responsibility to eliminate sexual harassment at work.

Our APIs (Announcements of Public Interest) for TV, *Beautiful City - Sex and Family Status Discrimination*, and *Disability Discrimination*, were broadcast during the first half of the year. Bus advertisements carrying the equal opportunities message remains visible in the public eye.



On-line Resource Centre on Equal Opportunities

In March 2002, the EOC website underwent a major development to become the world's first bi-lingual (Chinese/English) on-line resource centre to provide the latest information on equal opportunities and anti-discrimination legislation, capturing the concept of "IT for All". The website is available in six modes, accommodating the needs of various kinds of Internet surfers, including persons with disabilities. New features now include a Video Room, Youth Corner and a Training and Consultancy Service. A ceremony was held at the Hong Kong Information Infrastructure Expo and Conference 2002 to launch the newly upgraded website. An EOC booth at the Expo demonstrated how persons with disabilities could easily access information on our website.



TV Series for Children

Equal Opportunities School, a TV situation drama series for children jointly developed by the EOC and the Cable TV, ran for four weeks in July 2001 on Cable TV's Children Channel. The 20 episodes feature analyses of discriminatory acts and equal opportunities issues in a lively and easy-to-understand approach. The series is now available on the EOC website and for loan on video in Cantonese.

Media Activities

In 2001/02, our media activities included nine news briefings and 54 media interviews. A media seminar was also organized in conjunction with the Kwai Chung Hospital, Journalism & Media Studies Centre of The University of Hong Kong, School of Journalism and Communication of The Chinese University of Hong Kong, School of Communication of Hong Kong Baptist University, Hong Kong Journalists' Association and Hong Kong News Executives' Association in April 2001 to discuss media attitudes and skills in reporting issues on mental illnesses.

傳媒活動

委員會於2001/02年度舉行了九次新聞簡報會，並接受傳媒訪問54次。又於2001年4月與葵涌醫院、香港大學新聞及傳播研究中心、香港中文大學新聞傳播學院、香港浸會大學傳理學院、香港記者協會及香港新聞行政人員協會合辦研討會，探討傳媒報道精神病的態度及採訪技巧。

教育活動

講座

委員會在2001/02年度共辦了171場講座，並接待了24個到委員會辦事處參觀的團體，參加者來自政府部門、本地及海外的非政府組織、大專院校及商業機構。講座內容不單介紹反歧視條例，亦包括其他與歧視和平等機會有關的問題。

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為市民舉辦了九次「周六講座」。

研討會

委員會於2001年10月舉辦「同值同酬研討會：國際實踐經驗」，探討澳洲、加拿大及英國如何實施「同值同酬」。大約有300名人士出席，會上討論了私營及公營部門實施「同值同酬」的經驗。

「廿一世紀男女生的教育：學習與性別差異」研討會於2001年11月舉行，目的是讓公眾明白所有的學生都應得到最好的教育，令男、女生都能夠享有平等的教育機會。與會者超過300人，講者從不同角度探討性別與學習的關係。



發展課程

委員會於2001年10月至11月與香港童軍總會合辦的「第一屆平等機會童軍導師發展課程」，目的是把平等機會融入童軍總會的機構文化，超過30名童軍領袖參與了該課程。

《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2002年3月起革新版面，定期報道委員會的最新動態與活動，並刊載與反歧視條例有關的個案。《委員會通訊》每期印製逾八萬份，免費供市民索閱。另外，亦備有點字及網上版本的通訊。



最新刊物

委員會在2001/02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：

- 《殘疾歧視條例教育實務守則》
- 《入境事務處處理殘疾人士的程序與培訓需要研究報告》
- 《我們的天空 - 被社會遺忘的檔案》 - 講述有殘疾人士、單親家庭、新來港人士和婦女在日常生活中面對歧視和困難的真實故事。本書另備有錄音版本派發予視障人士團體。
- 《資訊科技與平等機會》小冊子
- 《兒童性侵犯及性騷擾》電腦光碟 (與防止虐待兒童會聯合製作)
- 《邁向平等路》電腦光碟 (英文版)

Educational Programmes

Talks

In 2001/02 we conducted 171 talks to interested groups and received 24 group visits to the EOC. Participants came from government departments, local and overseas non-governmental organizations, tertiary institutions and the business sector. 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 nine sessions were held at our office for members of the public.

Conferences

In October 2001, the EOC organized the conference on "Equal Pay for Work of Equal Value: International Best Practises" to examine how the concept has been practiced in Australia, Canada and the United Kingdom. Around 300 participants attended the conference. Both cases in private and public sectors were presented.

The conference entitled "Boys and Girls in the 21st Century: Gender Differences in Learning" was held in November 2001 to understand the need to provide the best education so that all boys and girls could enjoy equal opportunities in education. More than 300 participants attended the event. The relationship between gender and learning was discussed from various perspectives.

Developmental Programme

The 1st Equal Opportunities Scout Instructors Development Programme, in conjunction with the Scout Association of Hong Kong, was held from October to November 2001. Its aim

was to mainstream a culture of equal opportunities within the Association. More than 30 scout leaders participated in the development series.

Newsletters

EOC News, our quarterly bilingual newsletter, with a brand new look adopted in March 2002, continues to provide a regular update of 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. Braille and on-line versions are also available.

New Publications

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:

- *Code of Practice on Education under the Disability Discrimination Ordinance*
- *Study Report on the Procedures and Training Needs of Immigration Department in Handling Persons with Disabilities*
- *Our Sky: Society's Lost Files* - A collection of real life stories about how persons with disabilities, single-parent families, new arrivals and women faced discrimination and other hardships in their daily lives. Talking books were also produced and distributed to organizations for persons with visual impairments.
- *IT & Equal Opportunities* pamphlet
- CD-ROM *Child Sexual Abuse and Sexual Harassment* (produced with the Against Child Abuse)
- CD-ROM *Towards Equal Opportunities (English)*

