

認識平等機會 Understanding Equal Opportunities



委員會自成立以來，一直致力累積有關歧視與偏見情況的知識。要對公眾的態度與觀念有更深入的了解，必須透過研究調查，以掌握這些寶貴的資料，從而發展嶄新的項目。研究和調查於2001/02年度繼續在委員會的工作中擔當重要角色，為委員會的政策、發展及活動提供方向。

本港精神科服務使用者對歧視的看法及體會研究

是項研究與香港中文大學合作進行，內容有關精神病患者對歧視的體會，從而更深入瞭解他們所面對的困難，以確定如何能最有效處理問題。約800名精神科門診病人和中途宿舍舍友參與是項研究，另有50名精神病患者接受深入訪問，就他們對歧視的體驗提供資料。

研究顯示，精神科服務使用者在工作及家庭兩方面都受到嚴重的歧視。另外，服務使用者在康復過程中，和使用為精神病康復者所提供的服務時，也經常受到歧視。基於這些結果，委員會正設計一套公眾教育策略，以改變社會人士對精神病人的定型態度，以及提高服務提供者對精神病患者康復需要的敏感度。

分析課本與教材內定型觀念研究

委員會關注到教科書內男性和女性的角色似乎不平衡，且仍以傳統活動去描繪男性與女性，因此，委員會進行了一項研究，探討香港教材內定型觀念的性質與程度。研究小組審閱了69,957項有關人物角色的描寫，又訪問了學生、教師與出版商。

是次研究顯示，教材中出現的女性角色較男性角色少，而女性角色亦多與男性角色一起出現，而較少與其他女性角色一起出現。同時，教材又強化傳統家庭角色，例如父親工作、貢獻社會，成功人士多為男性，而母親則留在家中。在69,957項研究樣本中，只有一項關於單親家庭和提及單親家庭子女，而提及殘疾的僅有73項(0.1%)。教材通常亦會把有殘疾人士描繪為較其他人物被動，以及需要其他人的支援和幫助。

受訪的教師及出版商都承認以上的不平衡現象，並認同有需要把不同的種族、習俗、文化價值觀、生活方式和社會現實加入教材內。他們亦同意若有指引參考，可避免在教材中出現角色定型。因此，委員會除了聯絡課程發展處及教育署，為學校編訂關乎平等機會的教材外，亦全力推動制訂有關指引；與師訓機構合作提高教師對角色定型的意識，和培育處理有關問題的教授技巧；並為專業人士舉行研討會。

學生對殘疾人士、性別角色與家庭角色的態度的基線調查

是項調查收集了13,408名中小學生的意見，旨在探討年輕人對性別、殘疾、角色定型及家庭角色的態度。調查結果顯示，學生普遍仍抱有傳統觀念—即男性是家中主要經濟支柱、而女性則較適合照顧幼兒。調查又發現，男女生在選擇學科、活動和職業時仍受性別定型觀念的影響。受調查的年青男性對於男性化的定義較為僵化，因而局限他們自己在行為及職業等方面的選擇。

學生亦表現出較不接納非傳統家庭，當中再婚家庭獲接納的程度最低，其次是以父親為首的單親家庭、以母親為首的單親家庭、母親在中國大陸的家庭及父母親年齡差距大的家庭。學生亦希望父親能多些參與他們的生活。



Ever since the first year of our existence, we have been building a significant store of knowledge in many areas of discrimination and prejudice in Hong Kong. Growing understanding of public attitudes and perceptions has only been made possible with the use of research, allowing us access to valuable information which has formed a solid basis for many of our initiatives. Research studies and surveys continue to play a central role in our work, providing us with a direction to embark on different policies, projects and campaigns throughout the year.

A Study of Mental Health Service Users' Perception and Experience of Discrimination in Hong Kong

Conducted jointly with the Chinese University of Hong Kong, this study gathered data on the discrimination experienced by persons with mental illnesses to better understand the problems they face and to determine how these problems can best be tackled. Around 800 outpatients of mental illnesses and halfway house residents participated in the project, with a further 50 persons with mental illnesses being interviewed for more in-depth information on their experiences of discrimination.

The study revealed serious discrimination both at work and within the family. Discrimination was also often encountered in the course of rehabilitation and in the provision of services to those recovering from a mental illness. Based on these

findings, a public education strategy is currently being designed to change stereotypical attitudes towards persons with mental illnesses and to increase the sensitivity of service providers towards the rehabilitation needs of persons with mental illnesses.

Content Analysis of Textbooks and Teaching Materials in Respect of Stereotyping

Concerned with the seeming imbalance of male and female roles and the continued portrayal of entrenched and traditional activities in textbooks, the EOC conducted a study on the nature and extent of stereotyping in Hong Kong's educational materials. The research team examined 69,957 references to human characters and interviewed students, teachers and publishers.

The studies showed that female characters occurred less often than male, often appearing with male characters than with other females. They also reinforced traditional family roles with the father working and contributing to society, with achievers tending to be male, while mothers stayed at home. There was only one mention of single parenthood with a related instance of children in a single parent family, while disability was only referred to in 73 instances (0.1%) out of the 69,957 samples studied. At the same time, persons with disabilities were presented as more passive than other social actors and were said to be needing support and help from others.



學生對有殘疾人士的印象和觀念主要來自傳媒，而在各類殘疾之中，有學習障礙人士和精神病患者所得到的接納程度最低。學生似乎只留意到殘疾的限制，並因對殘疾缺乏認識和有錯誤理解，而經常把殘疾的限制誇大。雖然大多數受調查的學生都接觸過歧視和認識平等機會的觀念，但他們大致上反映出社會的傳統錯誤觀念，以為有殘疾人士在特殊學校學習，會較在推行融合教育環境中學習更為輕鬆。有殘疾人士大致上仍被阻隔於主流社會之外，但大多數學生則視此情況為平常。僅三分一學生表示，他們曾與有殘疾人士接觸。

是項研究的結果顯示，我們有需要進行大量的教育工作，以改變社會上普遍存在的態度，以及培養公開接納的環境。

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

在去年的年報中，我們提及過會致力消除香港保險業的歧視行為。故此，委員會選擇了澳洲、加拿大、新西蘭、英國及美國，這些法例與香港相似的國家，就着他們的保險賠償、承保範圍及保單條款進行分析。結果顯示，若承保人能提出精算數據及其他已證實的資料支持因性別、殘疾、年齡等因素會引致風險差別，則這些國家的法律容許承保人可基於以上因素而給予投保人不同的待遇。

是項研究發現，海外的人壽保險都會因性別給予投保人不同的待遇；而在香港，承保人主要出於商業考慮，對不同的投保組別給予不同的待遇。香港與海外國家的主要分別，在於外地的國家在醫療保險方面對投保前已存在的健康狀況常給予較大的保障，而這情況在香港並不普遍。另外，在香港可用於醫療保險方面的精算數據亦比可用於人壽保險的少，尤其是香港的承保人之間並無共享醫療資料的做法，與委員會所研究的其他國家大相逕庭。

基於這些研究結果，我們現正擬備討論文件，藉此收集保險界專業人士和相關團體的意見，協助業界確立沒有歧視的保險常規。



Teachers and publishers interviewed recognize this imbalance and acknowledge the need to introduce diversity in ethnicity, customs, cultural values, lifestyles and social reality in teaching materials. They also agree that guidelines would be a useful reference in avoiding stereotypes in educational materials. We are therefore promoting the development of these guidelines, apart from also liaising with the Curriculum Department Institute and the Education Department to develop equal opportunities educational materials for schools, working with teacher training institutions to raise awareness of stereotyping and to develop teaching skills in handling these issues, as well as holding seminars for professionals.

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

This survey aimed to establish our young persons' attitudes towards gender, disability, stereotyping and family roles. The views of 13,408 primary and secondary students were gathered. The results showed that traditional perceptions continue to prevail - that men are the major breadwinners in the family and that women are more suitable as caregivers for young children. Gender stereotyping was also observed in the choice of subjects, activities and careers, with young men surveyed being more rigid in their definition of masculinity, restricting their choices both in behaviour and career.

The students also showed less acceptance for non-traditional families, with the least acceptance for reconstituted families, followed by male-headed single parent families, female-headed single parent families, families with mothers on the mainland and age-discrepant parents. Students also wanted fathers to be more involved in their lives.

Impressions and perceptions of persons with disabilities largely came from the media, those with learning impairments and mental illnesses ranked lowest on the list of disability groups. Attitudes tended to focus on the constraints of the disability, which were often magnified due to a lack of understanding and erroneous beliefs. Though the majority of the students surveyed were aware of the concepts of non-discrimination and equal opportunities, they generally reflected traditionally

held misconceptions that persons with disabilities were more comfortable in a special rather than an integrated learning environment. Similarly, persons with disabilities are still largely excluded from the social mainstream, a situation viewed as normal by a majority of the students. Only a third of the students indicated that they have had any personal contact with persons with disabilities.

The results of this study show that a great deal of education is still needed to change prevailing attitudes and to foster a greater environment of openness and acceptance.

Insurance Issues under the DDO, SDO and FSDO

In our annual report last year, we reported that we were working towards the elimination of any possible discrimination in insurance practices in Hong Kong. To this end, we conducted an analysis of the benefits, coverage and policies provided by Australia, Canada, New Zealand, the United Kingdom and the United States, countries with similar legislation to Hong Kong. The results show that the law in these countries permit discrimination on attributes such as sex, disability, age, etc, if actuarial data and other proven information support a risk differential due to these factors.

The study found that sex is a common discriminator in life insurance overseas while in Hong Kong the differentiation between groups is mainly driven by commercial considerations. A major difference is the tendency in overseas countries towards greater coverage for pre-existing conditions in medical insurance while in Hong Kong, cover exclusion for pre-existing conditions is still common. In Hong Kong there is also less actuarial data for medical insurance than those for life insurance particularly as, in contrast to the other countries studied, Hong Kong does not share medical data among the different insurers.

Based on these findings, we are currently preparing a discussion paper to collect views from professionals in the industry and other relevant parties to achieve the objectives of establishing discriminatory-free insurance practice.