

以睿智領導——我們的架構

Leading with Insights – Our Organisation



平機會管治委員會

管治委員會就平機會的整體策略提供指引。現時管治委員會由主席及16名委員組成，他們均由香港特別行政區行政長官委任，來自不同背景，各具豐富的專業知識。

以下為平機會管治委員會的成員（截至2023年3月31日）：

The EOC Board

The EOC Board provides guidance on the overall strategies of the EOC. The current Board is comprised of a Chairperson and 16 Members. They are all appointed by the Chief Executive of the Hong Kong Special Administrative Region, and represent a diversity of background and expertise.

Below is membership of the EOC Board as at 31 March 2023:

主席 Chairperson



朱敏健先生
Mr CHU Man-kin, Ricky, IDS

我們的架構 Our Organisation

平機會委員 EOC Members



陳麗群女士
Ms CHAN Lai-kwan, Queenie, MH

基督教香港信義會社會服務部總幹事
社會工作訓練及人力策劃諮詢委員會委員
香港社會服務聯會業界財務專責委員會主席
Chief Executive, Evangelical Lutheran Church
Social Service – Hong Kong
Member, Advisory Committee on Social Work
Training and Manpower Planning
Chairperson, Specialised Committee on Sector Finance,
Hong Kong Council of Social Service



陳麗雲教授
Prof CHAN Lai-wan, Cecilia, JP

香港復康會副會長
婦女基金會董事局成員
香港大學社會工作及社會行政學系榮譽教授
Vice President, Hong Kong Society for Rehabilitation
Member, Board of Governors, The Women's Foundation
Professor Emeritus, The University of Hong Kong



鄭泳舜議員
The Hon CHENG Wing-shun, Vincent, MH, JP

立法會議員
市區重建局非執行董事
大型體育活動事務委員會副主席
Legislative Councillor
Non-Executive Director, Urban Renewal Authority
Vice Chairman, Major Sports Events Committee



趙文宗教授
Prof CHIU Man-chung, Andy

北京師範大學法學院講座教授
Chair Professor, Law School, Beijing Normal University

我們的架構 Our Organisation



蔡懿德女士
Ms CHOI Yi-tak, Rosanna

香港會計師公會華德會計師事務所創始合夥人
香港浸會大學義務司庫
Co-founding Partner, CW CPA, Certified Public Accountants
Honorary Treasurer, Hong Kong Baptist University



高德蘭博士
Dr Theresa CUNANAN

香港房屋委員會財務小組委員會非官方委員
Non-official Member, Finance Committee,
Hong Kong Housing Authority



高朗先生
Mr Mohan DATWANI

律師、香港公司治理公會副總裁
語文教育及研究常務委員會委員
Solicitor, Deputy Chief Executive, The Hong Kong
Chartered Governance Institute
Member, Standing Committee on Language
Education and Research



何超蓮女士
Ms HO Chiu-ha, Maisy, BBS

信德集團有限公司執行董事
香港演藝學院校董會委員
醫院管理局非官方成員
Executive Director, Shun Tak Holdings Limited
Council Member, The Hong Kong Academy
for Performing Arts
Non-official Member, The Hospital Authority

我們的架構 Our Organisation



藍建中先生
Mr LAM Ken-chung, Simon

上訴委員會(城市規劃)副主席
純心向陽靈性與輔導中心董事
Fraternity Chambers大律師
Deputy Chairman, Appeal Board Panel (Town Planning)
Director, Pure Heart Sunshine Spiritual and
Counselling Centre
Barrister-at-Law, Fraternity Chambers



梁世民醫生
Dr LEUNG Sai-man, Sigmund, BBS, JP

香港專業及資深行政人員協會副會長
紀律人員薪俸及服務條件常務委員會(紀常會)委員
兼警務人員小組委員會主席
保安局禁毒基金會管理委員會成員
Vice President, Hong Kong Professional and
Senior Executives Association
Member, The Standing Committee on Disciplined
Services Salaries and Conditions of Service and
Chairman of Police Sub-Committee
Member, The Beat Drug Fund Association Governing
Committee, Security Bureau



謝偉鴻博士
Dr SHIE Wai-hung, Henry

安老服務業行業培訓諮詢委員會副主席
香港買位安老服務議會主席
香港認知障礙症協會義務秘書
Vice Chairman, Elderly Care Service Industry
Training Advisory Committee
Chairman, Association of Bought Place Elderly Services
Honorary Secretary, Hong Kong Alzheimer's
Disease Association



唐安娜女士
Ms Anna THOMPSON

香港太古集團有限公司一人事董事
人力資源規劃委員會非官方委員
明德醫院理事會成員
Staff Director, John Swire & Sons (HK) Ltd
Non-official Member, Human Resources
Planning Commission
Member, Board of Governors of Matilda and
War Memorial Hospital

我們的架構 Our Organisation



曾志文女士
Ms TSANG Chi-man, Linda

香港工會聯合會副理事長
香港工會聯合會大灣區社會服務社總幹事
Vice Chairman, The Hong Kong Federation of Trade Unions
Executive Director, The Hong Kong Federation of
Trade Unions Greater Bay Area Social Service



利哲宏博士
Dr Rizwan ULLAH, MH

羅定邦中學副校長
青年發展委員會青年全人發展行動小組召集人
兒童事務委員會非官方委員
Vice Principal, Law Ting Pong Secondary School
Convenor, Action Group of Youth Wellness,
Youth Development Commission
Non-official Member, Commission on Children



黃梓謙先生
Mr WONG Chi-him, Gary, JP

基滙資本公共事務及市場推廣總監
全國港澳研究會理事
兒童事務委員會非官方委員
Head and Director of Public Affairs and
Marketing, Gaw Capital
Board Member, Chinese Association of
Hong Kong & Macao Studies
Non-official Member, Commission on Children



嚴楚碧女士
Ms YIM Chor-pik, Rabi

路向四肢傷殘人士協會主席(10/2016–11/2022)
香港復康聯會管理委員會副主席
RPM Workstation設計總監
Chairperson, Direction Association for the Handicapped
(10/2016 – 11/2022)
Vice Chairperson, Management Committee of
Hong Kong Joint Council for People with Disabilities
Design Director, RPM Workstation

我們的架構 Our Organisation

管治委員會會議

平機會在2022-23年度共舉行了四次管治委員會會議，出席率平均為85.3%。若委員連續兩次缺席會議，秘書處會給予書面提示。另外，委員亦須向管治委員會作出利益申報。

以下為2022-23年度管治委員會會議的出席記錄。

Board Meetings

During 2022-23, four Board meetings were held, with an average attendance rate of 85.3%. Where Members have been absent for two consecutive meetings, a reminder would be issued to them. In addition, Members are required to declare their interests in matters, if any, to be considered by the Board.

The attendance record of the meetings held in 2022-23 is listed in the table below.

		22/9/2022 定期 Regular	15/12/2022 定期 Regular	9/3/2023 特別 Special	16/3/2023 定期 Regular
朱敏健先生 (主席)	Mr CHU Man-kin, Ricky, IDS (Chairperson)	✓	✓	✓	✓
陳麗群女士	Ms CHAN Lai-kwan, Queenie, MH	✓	✓	缺席 Abs	✓
陳麗雲教授	Prof CHAN Lai-wan, Cecilia, JP	✓	✓	✓	✓
鄭泳舜議員	The Hon CHENG Wing-shun, Vincent, MH, JP	✓	✓	缺席 Abs	✓
趙文宗教授	Prof CHIU Man-chung, Andy	✓	✓	缺席 Abs	✓
蔡懿德女士	Ms CHOI Yi-tak, Rosanna	✓	✓	✓	✓
高德蘭博士	Dr Theresa CUNANAN	✓	✓	✓	✓
高朗先生	Mr Mohan DATWANI	✓	✓	缺席 Abs	✓
何超蕙女士	Ms HO Chiu-ha, Maisy, BBS	缺席 Abs	✓	✓	✓
藍建中先生	Mr LAM Ken-chung, Simon	✓	缺席 Abs	✓	缺席 Abs
梁世民醫生	Dr LEUNG Sai-man, Sigmund, BBS, JP	✓	✓	✓	✓
謝偉鴻博士	Dr SHIE Wai-hung, Henry	✓	✓	✓	✓
唐安娜女士	Ms Anna THOMPSON	✓	✓	✓	✓
曾志文女士	Ms TSANG Chi-man, Linda	✓	✓	✓	✓
利哲宏博士	Dr Rizwan ULLAH, MH	✓	✓	✓	缺席 Abs
黃梓謙先生	Mr WONG Chi-him, Gary, JP	✓	缺席 Abs	✓	缺席 Abs
嚴楚碧女士	Ms YIM Chor-pik, Rabi	✓	✓	✓	✓

Abs = Absent

管治委員會轄下四個專責小組

平機會管治委員會轄下有四個專責小組，負責平機會的不同事務。四個專責小組分別是行政及財務專責小組、社會參與及宣傳專責小組、法律及投訴專責小組，以及政策、研究及培訓專責小組。

行政及財務專責小組

行政及財務專責小組每三個月舉行一次會議，職責包括審閱平機會預算、帳目、運作表現及年報；成立招標委員會和批准他們的建議；決定首長級別員工的人事聘用；以及定期檢討平機會的僱員及行政政策。

社會參與及宣傳專責小組

社會參與及宣傳專責小組每三個月舉行一次會議，負責就加強宣傳、教育、傳媒關係和社會參與等工作提供意見和審閱報告；就與政府、非政府組織、關注團體保持聯繫的方法提供意見；審批由平機會委託其他人士進行的研究或教育項目；以及監察社會對平機會工作的回應。

法律及投訴專責小組

法律及投訴專責小組每兩個月舉行一次會議，負責多項職務，包括就調停工作、正式調查、法律協助申請和執行通知提出意見，並作出監察和進行評估。此外，法律及投訴專責小組亦會就正式調查和修訂四條反歧視條例等事宜提出建議。

Four Committees under the Board

Under the EOC Board, there are four committees appointed to pursue the goals of the Commission, namely the Administration and Finance Committee (A&FC), the Community Participation and Publicity Committee (CPPC), the Legal and Complaints Committee (LCC) and the Policy, Research and Training Committee (PRTC). Their respective scope of work is listed below.

Administration and Finance Committee (A&FC)

The A&FC holds meetings every three months. Its responsibilities include: reviewing the EOC's budget, accounts, operational performances, and the annual report; setting up tender boards and approving their recommendations; deciding on personnel matters related to staff employed on the Directorate pay scale; and reviewing staffing and administrative policies.

Community Participation and Publicity Committee (CPPC)

The CPPC holds meetings every three months, and is responsible for advising and receiving reports on measures related to strengthening publicity, education, media relations and community participation; providing advice on measures to connect with organisations, both Government and non-government, as well as concern groups; considering and approving assistance for educational projects undertaken by other persons; and monitoring the community's response to the work of the EOC.

Legal and Complaints Committee (LCC)

The LCC holds meetings every two months, and is responsible for a variety of activities, including providing advice on, monitoring and evaluating conciliation, formal investigations, applications for legal assistance, and enforcement notices. In addition, the LCC makes recommendations on issues relating to formal investigations and on proposals for amending the four anti-discrimination ordinances.

我們的架構 Our Organisation

政策、研究及培訓專責小組

政策、研究及培訓專責小組每三個月舉行一次會議，負責指引平機會的政策及研究工作，包括就政策分析及所倡議的觀念提出意見；審批各項研究和培訓教材套項目；以及審閱政策及研究的報告。

有關上述四個專責小組的成員名單，已列載於附錄1。至於詳細職權範圍，請瀏覽平機會網站：

<https://www.eoc.org.hk/zh-hk/about-the-eoc/organisation-and-staff-3>

Policy, Research & Training Committee (PRTC)

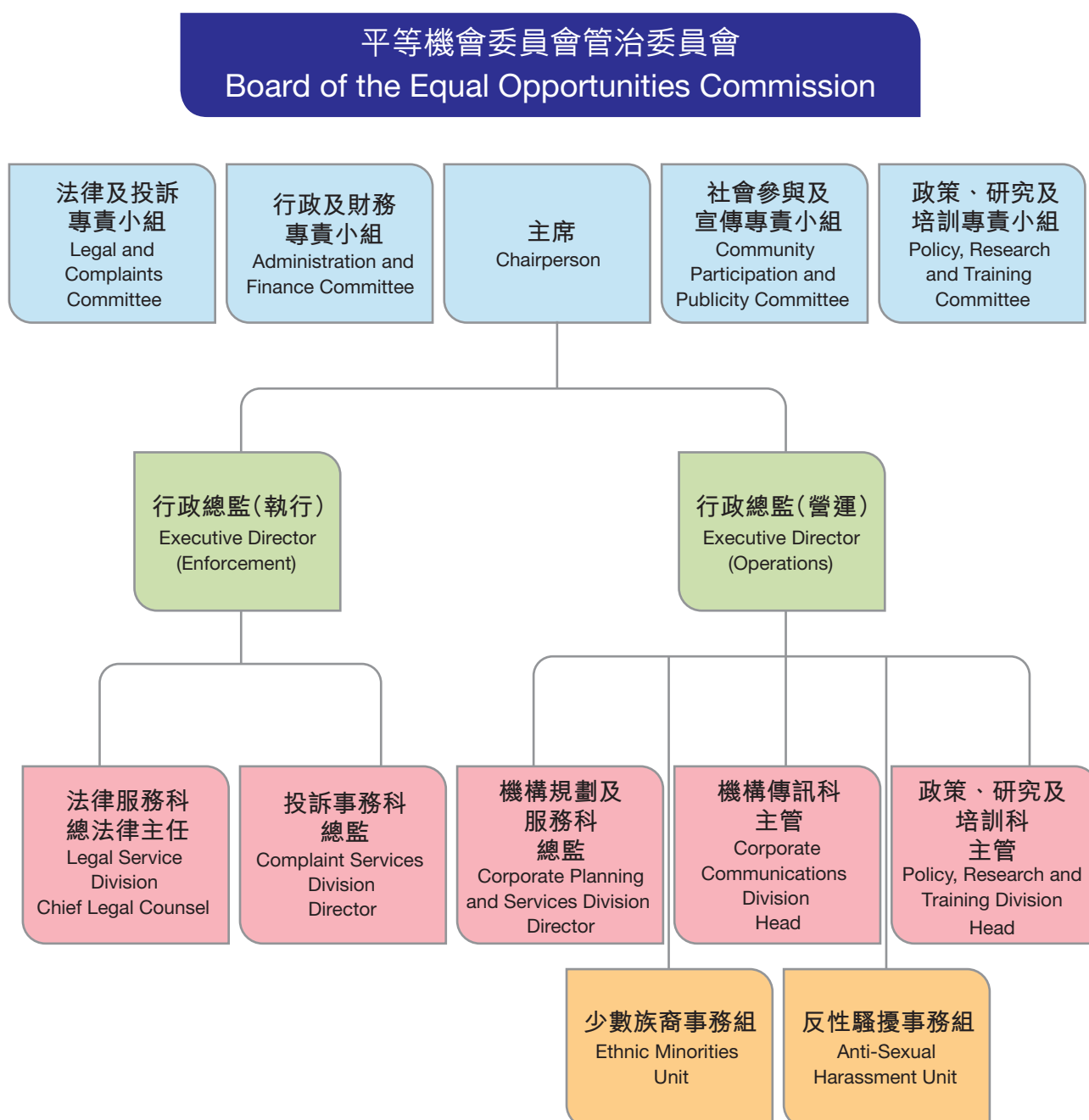
The PRTC holds meetings every three months, and is responsible for directing the EOC's policy and research efforts, which entails advising on policy analysis/advocacy; considering and approving research and training modules; and evaluating policy and research reports.

Membership of the above four committees is listed in Appendix 1. As for complete terms of reference, please refer to the EOC website:

<https://www.eoc.org.hk/en/about-the-eoc/organisation-and-staff-3>



平等機會委員會的組織架構 (截至2023年3月31日)
Organisational Structure of the Equal Opportunities Commission
(as of 31 March 2023)



我們的架構 Our Organisation

平等機會委員會辦事處管理小組 (截至2023年3月31日) Management Team of the Equal Opportunities Commission (as of 31 March 2023)

主席 Chairperson

朱敏健先生 Mr CHU Man-kin, Ricky, IDS

行政總監(營運) Executive Director (Operations)

朱崇文博士 Dr CHU Chung-man, Ferrick

行政總監(執行) Executive Director (Enforcement)

陸志祥先生 Mr LUK Chi-cheung, Ivan

總監(投訴事務) Director (Complaint Services)

蕭傑雄先生 Mr SIU Kit-hung, Tony

總監(機構規劃及服務) Director (Corporate Planning and Services)

李錦雄先生 Mr LI Kam-hung, Oska

總法律主任 Chief Legal Counsel

文瑞麟先生 Mr MAN Sui-lun, Allan

主管(機構傳訊) Head (Corporate Communications)

王珊娜女士 Ms WONG Shan-nar, Shana

主管(政策、研究及培訓)(署任) Head (Policy, Research and Training) (Acting)

徐好婷女士 Ms TSUI Ue-ting, Doris