

認同

Recognition



我們的團隊

Our Team

平機會管治委員會

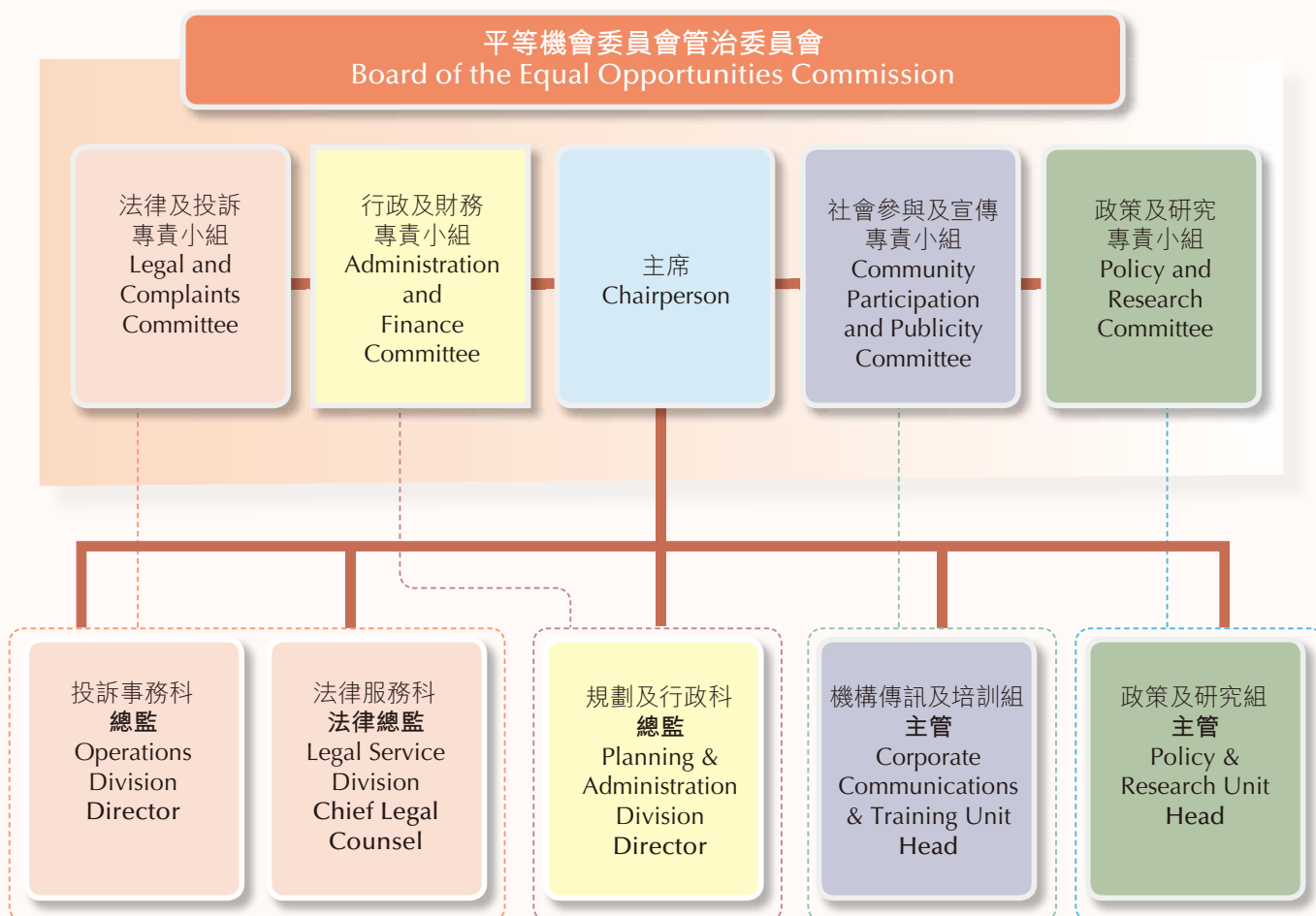
管治委員會領導和指引平機會的發展策略與表現和履行法定責任。現時管治委員會由主席及16位委員組成，他們均由香港特別行政區行政長官委任，來自不同背景，各具豐富的專業知識，當中計有婦女、殘疾人士、少數族裔、僱主及僱員團體、法律、會計及社會服務界專才、學者和社會人士等。委員積極投入平機會各方面的工作，憑藉他們對推廣平等機會的熱忱及所作出的貢獻，2013/14年度平機會推出了不少新項目，工作上取得了平穩進展。

EOC Board

The Board provides guidance and leadership for the strategic directions and performance of the EOC and the discharge of its statutory duties. The current Board is comprised of a Chairperson and 16 Members, all appointed by the Chief Executive of the Hong Kong Special Administrative Region. They represent a diversity of background and expertise, including women, persons with disabilities, ethnic minorities, employment groups, professionals of the legal, accounting and social service sectors, academics, and the community at large. With their devotion and contribution to all aspects of the EOC's work, and their enthusiasm for the promotion of equal opportunities, the EOC undertook a number of new initiatives and made steady progress in its work in 2013/14.

平等機會委員會辦事處的組織架構(截至2014年3月31日)

Organisational Structure of the Equal Opportunities Commission (as at 31 March 2014)





管治委員會會議

2013/14年度，平機會舉行了五次管治委員會會議，整體平均出席率超過90%。每位委員的出席記錄已列載於第21頁。平機會會定期檢討管治委員會的運作模式，各委員亦須向管治委員會申報任何存在的利益。

策略研討會議

周一嶽醫生於2013年4月1日正式履任平機會主席後，隨即與各界持份者會面，以瞭解他們對平機會工作的意見及期望，並以此為基礎擬定了為期三年的策略工作計劃，有關計劃其後已獲得管治委員會通過。

落實工作計劃有賴管治委員會委員與員工共同努力。有見及此，平機會於2013年9月6日為委員及高層管理員工舉辦策略研討會議，以討論工作策略和目標、尋求共識，促進彼此（特別是新任委員）間的瞭解。研討會共有12位委員及13位平機會管理層和高級職員出席，深入探討了平機會的工作及今後的發展方向。

Board Meetings

During the year under review, five Board meetings were held, with an overall average attendance rate of over 90%. Attendance records of individual Members are on page 21. The modus operandi of the Board is reviewed from time to time, and Members are required to declare their interests in matters, if any, to be considered by the Board.

Strategic Retreat

On 1 April 2013, Dr York CHOW assumed the role of Chairperson of the EOC. As soon as he commenced office, he met with a wide range of stakeholders to understand their expectations and views of the work of EOC, based on which a three-year strategic work plan for the Commission was developed and subsequently endorsed by the Board.

As concerted efforts of Board Members and staff were vital for taking forward the initiatives in the work plan, a Strategic Retreat was organised for EOC Board Members and senior management on 6 September 2013 to discuss the objectives and strategies, and to align views and foster understanding, especially among the newly appointed Board Members. Altogether 12 Board Members, along with 13 EOC management and senior staff members, participated in the Retreat, when they engaged in in-depth discussions on the future directions and work of the EOC.

為了進一步把工作計劃的目標傳達到主任級職員，以及提升平機會辦事處的內部溝通與合作，平機會於2014年1月28日舉辦了一次員工策略研討會議，讓全體主任級職員討論如何有效落實已得到管委治委員會通過的策略計劃，並就應付未來的挑戰交換新構思。職員亦討論了影響平機會工作的香港最新社會趨勢，以及公眾對平機會的期望。

專責小組

平機會管治委員會轄下有四個專責小組，包括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及研究專責小組。專責小組分別負責平機會的不同事務，其工作範圍已列載於第18–19頁。

To further cascade the objectives of the work plan to the officer level, and to enhance both internal communication and collaboration within the EOC office, an Officer Retreat was separately held on 28 January 2014. The Retreat offered an ideal forum for all EOC officers to share their views on how to effectively implement the strategic work plan as endorsed and agreed by the EOC Board, and to exchange new ideas and initiatives to cope with future challenges. Officers also discussed the latest social trends in Hong Kong that would impact the EOC's work, as well as the public's expectation on the EOC.

Committees

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 and Research Committee (PARC). Their respective scope of work is detailed in page 18–19.



平機會管治委員會 The EOC Board

主席 Chairperson



周一嶽醫生
Dr CHOW Yat-ngok, York,
GBS

平機會委員 EOC Members



趙麗娟女士
Ms CHIU Lai-kuen,
Susanna, MH
利豐發展(中國)有限公司董事
香港會計師公會上屆會長
青年會計師發展交流協會
創會主席
Director, Li & Fung
Development (China) Ltd
Immediate Past President, Hong
Kong Institute of Certified Public
Accountants
Founding President, Institute of
Accountants Exchange



蔡杏時女士
Ms CHOI Hing-shi, MH
香港工會聯合會工人醫療所
行政總監
香港工會聯合會婦女事務
委員會顧問
Executive Director, Hong
Kong Federation of Trade
Unions Workers' Medical
Clinics
Advisor, Hong Kong
Federation of Trade Unions
Women Affairs Committee



周浩鼎先生
Mr CHOW Ho-ding,
Holden
離島區議會議員
District Councillor, Islands
District Council



孔美琪博士
Dr KOONG May-kay,
Maggie, BBS
維多利亞幼兒園暨幼稚園總校長
婦女事務委員會委員
家庭議會委員
Chief-Principal, Victoria
Nurseries & Kindergartens
Member, Women's
Commission
Member, Family Council



李翠莎博士
Dr Trisha LEAHY, BBS
香港體育學院院長
婦女事務委員會成員
個人車牌審訂委員會委員
Chief Executive, Hong Kong
Sports Institute
Member, Women's Commission
Member, Personalized Vehicle
Registration Marks Vetting
Committee



李國麟教授
Prof Hon LEE Kok-long, Joseph,
SBS, JP
立法會議員
香港公開大學護理及健康學部教授及主任
廉政公署審查貪污舉報諮詢委員會委員
Member, Legislative Council
Professor & Head, Division of Nursing
& Health Studies, The Open University
of Hong Kong
Member, Operations Review
Committee of Independent
Commission Against Corruption



雷添良先生
Mr LUI Tim-leung, Tim,
BBS, JP

香港羅兵咸永道會計師事務所
高級顧問
Senior Advisor,
PricewaterhouseCoopers
Hong Kong



黎雅明先生
Mr Amirali Bakirali NASIR,
JP

律師
黎雅明律師行創辦人
Anjumane Burhani Hong Kong
Dawoodi Bohra Association
義務秘書
Solicitor
Founder, Nasirs Solicitors
Hon Secretary, Anjumane
Burhani Hong Kong Dawoodi
Bohra Association



伍穎梅女士
Ms NG Wing-mui, Winnie

九龍巴士董事
路訊通董事會副主席
威爾斯親王醫院管治委員會主席
Director, Kowloon Motor Bus
Deputy Chairman,
RoadShow
Chairman, Hospital
Governing Committee of
Prince of Wales Hospital



金志文先生
Mr Zaman Minhas
QAMAR

香港回教信託基金總會會長
香港巴基斯坦協會主席
Chairman, The
Incorporated Trustees of
the Islamic Community
Fund of Hong Kong
President, The Pakistan
Association of Hong Kong
Ltd



周素媚女士
Ms Su-Mei THOMPSON

婦女基金會行政總裁
香港30% Club創辦人
The Cheltenham Ladies
College 校董會成員
Chief Executive Officer, The
Women's Foundation
Founder, The 30% Club
Hong Kong
Council Member, The
Cheltenham Ladies College



曾潔雯博士
Dr TSANG Kit-man,
Sandra, JP

香港大學社會工作及社會行政學
系副教授
社會福利諮詢委員會成員
Associate Professor,
Department of Social Work
& Social Administration, The
University of Hong Kong
Member, Social Welfare
Advisory Committee



謝偉俊議員
The Hon TSE Wai-chun,
Paul, JP

立法會議員
謝偉俊律師行創辦人及合夥人
Member, Legislative Council
Founder and Partner, Paul W
Tse Solicitors



謝永齡博士
Dr TSE Wing-ling, John,
MH

香港城市大學應用社會科學
系副教授
Associate Professor,
Department of Applied
Social Studies, City
University of Hong Kong



黃嘉玲女士
Ms WONG Ka-ling, Garling

輝煌復康產品製造有限公司企業發展高級經理
新希望網絡副主席
香港女障協進會義務司庫
Corporate Development Senior Manager, FH Rehabilitation
Products Manufacturing Co Ltd
Vice Chairperson, HOPE
Honorary Treasurer, Association of Women with Disabilities
Hong Kong



葉少康先生
Mr YIP Siu-hong, Nelson, MH

商策顧問有限公司董事
職業訓練局殘疾弱能人士職業訓練委員會委員
社會福利署整筆撥款督導委員會委員
Director, EP Venture Co Ltd
Member, Committee on Vocational Training for People
with Disabilities of the Vocational Training Council
Member, Lump Sum Grant Steering Committee of the
Social Welfare Department

管治委員會轄下四個專責小組 Four Committees under the Board

行政及財務專責小組 Administration and Finance Committee (A&FC)

行政及財務專責小組每季舉行一次會議，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；和檢討人手需要和行政政策。

The A&FC holds meetings every three months, and 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.

社會參與及宣傳專責小組 Community Participation and Publicity Committee (CPPC)

社會參與及宣傳專責小組每季舉行一次會議，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；和監察社會對平機會工作的回應。

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 research or educational projects undertaken by other persons; and monitoring the community's response to the work of the EOC.



法律及投訴專責小組 Legal and Complaints Committee (LCC)

法律及投訴專責小組每兩月舉行一次會議，負責多種職務，包括就香港四條反歧視法例的調停工作、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。

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.

政策及研究專責小組 Policy and Research Committee (PARC)

政策及研究專責小組每季舉行一次會議，負責帶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；和審閱政策及研究的報告。

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



平等機會委員會四個專責小組成員名單如下(截至2014年3月31日)：
Memberships of the four Committees (as of 31 March 2014) are as follows:

行政及財務專責小組	Administration and Finance Committee
趙麗娟女士(召集人)	Ms CHIU Lai-kuen, Susanna, MH (Convenor)
雷添良先生(副召集人)	Mr LUI Tim-leung, Tim, BBS, JP (Deputy Convenor)
孔美琪博士	Dr KOONG May-kay, Maggie, BBS
黎雅明先生	Mr Amirali Bakirali NASIR, JP
謝永齡博士	Dr TSE Wing-ling, John, MH
周一嶽醫生	Dr CHOW Yat-ngok, York, GBS

社會參與及宣傳專責小組	Community Participation and Publicity Committee
黃嘉玲女士(召集人)	Ms WONG Ka-ling, Garling (Convenor)
孔美琪博士(副召集人)	Dr KOONG May-kay, Maggie, BBS (Deputy Convenor)
蔡杏時女士	Ms CHOI Hing-shi, MH
周浩鼎先生	Mr CHOW Ho-ding, Holden
李國麟教授	Prof Hon LEE Kok-long, Joseph, SBS, JP
雷添良先生	Mr LUI Tim-leung, Tim, BBS, JP
伍穎梅女士	Ms NG Wing-mui, Winnie
謝永齡博士	Dr TSE Wing-ling, John, MH
周一嶽醫生	Dr CHOW Yat-ngok, York, GBS
碧樺依博士(增選委員)	Dr Raees Begum BAIG (Co-opted Member)
王繼鋒先生(增選委員)	Mr WANG Kai-fung (Co-opted Member)
謝俊謙教授(增選委員)	Prof TSE Tsun-him (Co-opted Member)

法律及投訴專責小組	Legal and Complaints Committee
黎雅明先生(召集人)	Mr Amirali Bakirali NASIR, JP (Convenor)
謝偉俊議員(副召集人)	The Hon TSE Wai-chun, Paul, JP (Deputy Convenor)
蔡杏時女士	Ms CHOI Hing-shi, MH
李翠莎博士	Dr Trisha LEAHY, BBS
曾潔雯博士	Dr TSANG Kit-man, Sandra, JP
葉少康先生	Mr YIP Siu-hong, Nelson, MH
周一嶽醫生	Dr CHOW Yat-ngok, York, GBS

政策及研究專責小組	Policy and Research Committee
謝永齡博士(召集人)	Dr TSE Wing-ling, John, MH (Convenor)
葉少康先生(副召集人)	Mr YIP Siu-hong, Nelson, MH (Deputy Convenor)
周浩鼎先生	Mr CHOW Ho-ding, Holden
李翠莎博士	Dr Trisha LEAHY, BBS
李國麟教授	Prof Hon LEE Kok-long, Joseph, SBS, JP
金志文先生	Mr Zaman Minhas QAMAR
周素媚女士	Ms Su-Mei THOMPSON
曾潔雯博士	Dr TSANG Kit-man, Sandra, JP
謝偉俊議員	The Hon TSE Wai-chun, Paul, JP
黃嘉玲女士	Ms WONG Ka-ling, Garling
周一嶽醫生	Dr CHOW Yat-ngok, York, GBS
劉俊泉先生(增選委員)	Mr LAU Chun-chuen, Karl (Co-opted Member)
劉丹娜女士(增選委員)	Ms Agnes LAU (Co-opted Member)
苗澤文先生(增選委員)	Mr Behzad MIRZAEI (Co-opted Member)

有關上述四個專責小組的詳細職權範圍，請瀏覽平機會網站：

For complete terms of reference of the above four committees, please refer to the EOC website:

www.eoc.org.hk/eoc/graphicsfolder/showcontent.aspx?content=organization

平機會定期及特別會議的出席記錄(截至2014年3月31日)

Attendance Record of Regular and Special EOC Meetings (up to 31 March 2014)

整體出席率超過90% Overall attendance rate was over 90%

	委員 Members	18/4/2013 特別會議 Special	20/6/2013 定期會議 Regular	19/9/2013 定期會議 Regular	19/12/2013 定期會議 Regular	20/3/2014 定期會議 Regular
1.	周一嶽醫生(主席) Dr CHOW Yat-ngok, York, GBS (Chairperson)	✓	✓	✓	✓	✓
2.	趙麗娟女士 Ms CHIU Lai-Kuen, Susanna, MH	缺席 Abs.	✓	✓	✓	✓
3.	蔡杏時女士 Ms CHOI Hing-shi, MH	✓	✓	✓	✓	✓
4.	孔美琪博士 Dr KOONG May-kay, Maggie, BBS	✓	✓	缺席 Abs.	✓	✓
5.	雷添良先生 Mr LUI Tim-leung, Tim, BBS, JP	✓	✓	✓	✓	✓
6.	黎雅明先生 Mr Amirali Bakirali NASIR, JP	✓	✓	✓	✓	✓
7.	伍穎梅女士 Ms NG Wing-mui, Winnie	✓	✓	✓	✓	✓
8.	金志文先生 Mr Zaman Minhas QAMAR	✓	✓	✓	✓	✓
9.	曾潔雯博士 Dr TSANG Kit-man, Sandra, JP	✓	✓	✓	✓	缺席 Abs.
10.	謝偉俊議員 The Hon TSE Wai-chun, Paul, JP	缺席 Abs.	✓	✓	✓	缺席 Abs.
11.	謝永齡博士 Dr TSE Wing-ling, John, MH	✓	✓	✓	✓	✓
12.	黃嘉玲女士 Ms WONG Ka-ling, Garling	✓	✓	✓	✓	✓
13.	葉少康先生 Mr YIP Siu-hong, Nelson, MH	✓	✓	✓	✓	✓
14.	周浩鼎先生 Mr CHOW Ho-ding, Holden	任期由 20/5/2013 開始 Appointment became effective on 20/5/2013	✓	缺席 Abs.	✓	缺席 Abs.
15.	李翠莎博士 Dr Trisha LEAHY, BBS		✓	✓	✓	✓
16.	李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP		✓	✓	✓	缺席 Abs.
17.	周素媚女士 Ms Su-Mei THOMPSON		✓	✓	✓	✓

*Abs. = Absent

註： 若委員連續兩次缺席會議，秘書處會給予書面提示。

Note: A reminder is issued to Members who have been absent for two consecutive meetings.