

平機會簡介

About Us

抱負及使命

我們的抱負

建設一個沒有歧視、崇尚多元、包容共濟的社會，人人共享平等機會。

我們的使命

平等機會委員會(平機會)是於1996年成立的法定機構，負責執行反歧視法例。目前香港的反歧視法例包括：《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》。我們有責任為社會上的少數群體和弱勢社群仗義執言，促進社會的多元共融，令平等成為社會主流價值。

我們的工作

- 就根據四條反歧視條例作出的投訴進行調查，並鼓勵雙方調停以解決紛爭；
- 為受歧視的人士提供法律協助；
- 宣揚反歧視和平等機會的價值觀及政策；並就此進行教育和宣傳活動和提供有關資源；
- 檢討法例並提供指引；及
- 就與歧視及平等機會相關的議題進行研究。

我們如何實踐理念

- 與社會各界攜手，建立夥伴關係；
- 提高公眾對多元共融及平等機會的關注，協助他們加深認識和接納有關價值觀；
- 進行教育，以預防歧視；
- 執行反歧視條例；及
- 為受歧視的人提供途徑，討回公道。

Vision and Mission

Our Vision

To create a pluralistic and inclusive society free of discrimination, with no barriers to equal opportunities.

Our Mission

Set up in 1996, the EOC is a statutory body tasked with implementing the anti-discrimination legislation, which currently includes the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO) and the Race Discrimination Ordinance (RDO). We have the responsibilities to speak out for the minorities and those vulnerable, to mainstream equality and to promote inclusiveness in society.

Our Work

- Investigate complaints lodged under the four anti-discrimination ordinances and encourage conciliation between parties in dispute;
- Provide legal assistance to persons facing discrimination;
- Promote anti-discrimination and equal opportunity values and policies by implementing educational and publicity programmes and offering related resources;
- Review legislation and provide guidelines; and
- Conduct research on issues relevant to discrimination and equal opportunities.

Our Strategy

- Establish partnerships with all sectors in the community;
- Promote awareness, understanding and acceptance of diversity and equal opportunities;
- Provide education to prevent discrimination;
- Enforce compliance with provisions in the anti-discrimination legislation; and
- Provide access to redress for those suffering from discrimination.

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我們與政府的關係

平機會雖然受香港特區政府資助，但在運作上乃獨立於政府。根據《性別歧視條例》第63(7)條，平機會「不得被視為政府的僱員或代理人，亦不得被視為享有政府的任何地位、豁免權或特權。」因此，平機會在管理、運作和預算上享有自主權。與此同時，平機會亦有責任確保其運作、行政及管理制度與常規，都以最有效且審慎的方式運用政府資源。

政府與平機會的工作關係框架已於《行政安排備忘錄》(《備忘錄》)中列出。《備忘錄》的條文是根據平機會在使用資金方面享有自主權及彈性的原則而寫成。平機會與政制及內地事務局(即負責平機會事宜的政策局)舉行定期會議，檢視平機會的工作進度。平機會又向政制及內地事務局提交每月開支報告、已審核帳目，以及有關財務及運作表現的每季工作進度報告，供其審閱。

Our Relationship with the Government

Although funded by the Hong Kong Special Administrative Region Government, the EOC operates independently in carrying out its tasks and duties. As per Section 63(7) of the Sex Discrimination Ordinance, the EOC “shall not be regarded as a servant or agent of the Government or as enjoying any status, immunity or privilege of the Government”. Accordingly, the EOC has autonomy over the management and control of its activities and budget. At the same time, the EOC has the responsibility to ensure that its operational, administrative, and management systems and practices reflect the most effective and prudent use of Government subventions.

The framework for the working relationship between the Government and the EOC is laid out in the Memorandum of Administrative Arrangements (MAA). The provisions of the MAA are based on the principle that the EOC should have autonomy and flexibility in how to use its funds. The EOC holds regular progress review meetings with the Constitutional and Mainland Affairs Bureau (CMAB), the focal point of contact between the Government and the EOC. The EOC also provides monthly expenditure reports and audited accounts, as well as quarterly progress review reports on its financial position and operational performances to the CMAB for its review.

平等機會簡介 About Us

我們的價值觀 Our Organisational Values

平等機會 Equality

我們是維護平等機會原則的先鋒。

We will be at the forefront to uphold the principle of equal opportunities.

責任承擔 Accountability

我們會對我們的決定及行動，向公眾負責，並準備接受任何對於我們職務上的監察。

We will be accountable for our decisions and actions to the public and will submit ourselves to whatever scrutiny as appropriate.

誠信 Integrity

我們尊重真相，以誠信處事。

We will respect the truth and act with integrity.

透明度 Transparency

我們保持高度透明，以便市民更瞭解我們的工作和表現。

We will operate with a high degree of transparency to enable the public to better understand our work and performance.

活力 Energy

我們會歇盡所能、主動追究歧視問題。

We will be energetic and proactive in pursuing issues of discrimination.

公平 Fairness

我們會以公平公正的程序執行反歧視法例，作出正確的判斷。

We will implement fair and impartial procedures and act with sound judgment in administering the anti-discrimination legislation.

效率 Efficiency

我們講求工作效率，並以負責任的態度善用資源。

We will carry out our functions and responsibilities with efficiency and will use our resources efficiently, effectively and responsibly.

敏感度 Sensitivity

我們會以有禮、敏銳和熱誠的態度為市民服務。

We will be courteous, sensitive and helpful to our clients.

獨立性 Independence

我們會按照法例的規定，獨立自主地行事，不屈服於任何壓力或受不當影響。

We will act freely and independently within the confines of the law and will not be subject to undue influence or pressure.

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平機會2016至2019年 策略性工作規劃

概覽

承著二十周年會慶的時機，平機會展開籌劃未來工作方向。平機會於2016年8月舉行了策略研討會，與會的平機會管治委員會委員、管理小組與高級職員一起檢視平機會的工作進展和回顧過去的工作成果，並討論未來的主要策略性工作領域。平機會隨後於2016年12月舉辦了職員研討會，討論如何落實推行各優先策略性領域，以及訂立小組和個人的工作目標。

其後，平機會編製了《2016至2019年策略性工作規劃》(工作規劃)，定出未來幾年需優先處理的工作領域和應採取的相應行動。在平機會管治委員會於2016年12月通過該工作規劃後，平機會已把整份工作規劃上載到其網頁讓公眾閱覽。

平機會將集中全力處理優先領域的工作，這不但有助提升資源運用的成本效益，更可令平機會的工作在社會上締造更深遠的效應。

EOC Strategic Plan 2016-19

Overview

The 20th anniversary of the EOC provided an opportune moment to map out the Commission's future direction. In August 2016, we held the Strategic Retreat, during which EOC Board Members, the management team and senior staff members reviewed the progress and achievements made by the EOC, and deliberated major strategic areas going forward. We then organised the Officers' Retreat in December 2016, where staff members discussed ways to operationalise the identified strategic areas, as well as the team and individual goals.

Subsequently, the EOC Strategic Plan 2016-19 was devised, identifying the work areas deserving top priority in the next few years and the corresponding actions. Upon securing the endorsement of the EOC Board in December 2016, the entire Strategic Plan was made available on the EOC website for public access.

By focusing our energy on the set priority areas, we will be able to increase the cost-effectiveness of resource utilisation. More importantly, the focused approach will enable the EOC to create a stronger and more systemic impact on society.



平機會委員和高級職員於2016年8月27日舉行研討會，一起籌劃平機會的策略性優先工作領域。

EOC Members and senior staff gather for a retreat on 27 August 2016 to map out the EOC's strategic priority work areas.

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五項策略性優先工作領域

根據機構目標，平機會為2016至2019年制定了下列五項策略性優先工作領域：

- (1) 與政府跟進平機會的《歧視條例檢討》建議；
- (2) 倡議少數族裔享有平等教育與就業機會和使用服務的權利；
- (3) 提倡殘疾人士獲取平等教育與就業機會以及公共服務；
- (4) 營造沒有歧視和騷擾的安全環境；及
- (5) 為市民提供卓越服務。

平機會已為每項策略性優先工作領域定出預期結果和績效指標，以評估推行有關工作的進度及成果。

Five Strategic Priority Areas

Based on the EOC's corporate goals, the following five strategic priority areas have been set for 2016 to 2019:

- (1) Pursue with the Government on the EOC's recommendations under the Discrimination Law Review;
- (2) Advocate equal education and employment opportunities and access to services for ethnic minorities;
- (3) Advocate equal education and employment opportunities and access to public services for persons with disabilities;
- (4) Foster a safe environment free from discrimination and harassment; and
- (5) Deliver better services for the community.

Each strategic priority area entails a set of expected results and performance indicators to assess progress and outcome.

平機會委員和職員為平機會2016至2019年的策略性目標及優先工作領域共謀對策。
EOC Members and staff brainstorm on the strategic goals and priority work areas of the EOC for 2016-19.

