

我們的架構 | Our Organisation



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。

EOC Board

The EOC Board provides leadership and guidance on 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. They are all appointed by the Chief Executive of the Hong Kong Special Administrative Region, and represent a diversity of background and expertise.

2018年度傑出董事獎

平機會管治委員會於2018年11月獲香港董事學會頒發2018年度傑出董事獎（法定/非分配利潤組織類別），以表揚管治委員會的優秀企業管治及專業精神。此獎項的甄選準則包括：董事會的多元化及組合；技能組合和能力；管理合規、風險和問責；董事會委員會的效能；商業道德和其他傑出成就。除了年度傑出董事獎之外，平機會管治委員會還在董事會成員多元化方面獲特別嘉許。這些獎項肯定了平機會管治委員會在實現高質素機構管治、透明度和營運效率方面的專業精神、貢獻和付出的努力。

Directors of the Year Awards 2018

In November 2018, the EOC Board was bestowed with the Directors of the Year Awards 2018 (Statutory/Non-profit-distributing Organisation) by the Hong Kong Institute of Directors, in recognition of the exceptional corporate governance and professionalism of the EOC Board. Selection criteria of the Awards included: the Board's diversity and its composition; skill mix and competencies; managing compliance, risk and accountability; effectiveness of board committees; business ethics and other outstanding achievements. On top of the Directors of the Year Awards, the EOC Board also garnered the Excellence in Board Diversity Award. These accolades affirmed the professionalism, dedication, and hard work of the EOC Board in accomplishing high-quality corporate governance, transparency and operational efficiency.





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主席 Chairperson



陳章明教授
Prof CHAN Cheung-ming, Alfred,
SBS, JP

(至2019年4月10日止)
(Until 10 April 2019)

平機會委員 EOC Members



陳家殷先生*
Mr CHAN Ka-yan, Samuel, JP*

消費者委員會副主席
保險業監管局非執行董事
競爭事務委員會委員
Vice-Chairman, Consumer Council
Non-Executive Director, Insurance Authority
Member, Competition Commission



陳麗雲教授
Prof CHAN Lai-wan, Cecilia, JP

香港大學思源基金講座教授(健康及社會工作學)
婦女事務委員會委員
香港復康會執行委員會主席
Si Yuan Chair Professor in Health and Social Work,
The University of Hong Kong
Member, Women's Commission
Chair of Executive Committee,
Hong Kong Society for Rehabilitation



趙文宗教授
Prof CHIU Man-chung, Andy

北京師範大學法學院嚴元浩講座教授
澳洲法律學院訪問教授
中華司法研究會理事
Tony Yen Chair Professor of Law, Law School,
Beijing Normal University
Visiting Professor, College of Law (Australia)
Director, China Judicial Research Association



蔡玉萍教授
Prof CHOI Yuk-ping, Susanne

香港中文大學社會學系教授
香港中文大學亞太研究所性別研究中心聯席主任
Professor, Department of Sociology,
The Chinese University of Hong Kong
Co-Director, Gender Research Centre, Hong Kong
Institute of Asia-Pacific Studies,
The Chinese University of Hong Kong



周浩鼎議員
The Hon CHOW Ho-ding, Holden

立法會議員
律師
離島區議會議員
Member, Legislative Council
Solicitor
District Councillor, Islands District Council



高朗先生
Mr Mohan DATWANI

律師、認可調解員及特許管治專業人員
破產欠薪保障基金委員會委員
香港電台顧問委員會成員
Solicitor, Accredited Mediator and Chartered
Governance Professional
Member, Protection of Wages on Insolvency Fund Board
Member, Radio Television Hong Kong Board of Advisors

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何超蓮女士
Ms HO Chiu-ha, Maisy, BBS

信德集團有限公司執行董事
公民教育委員會委員
香港演藝學院校董會委員
Executive Director, Shun Tak Holdings Limited
Member, Committee on the Promotion of Civic Education
Council Member, The Hong Kong Academy for Performing Arts



羅君美女士
Ms Elizabeth LAW, MH, JP

羅思雲羅君美會計師事務所有限公司執業董事
香港女會計師協會有限公司創會主席
香港職業發展服務處有限公司主席
Managing Director, Law & Partners CPA Ltd
Founding President, Association of Women Accountants (Hong Kong) Limited
Chairman, Hong Kong Employment Development Service Limited



李翠莎博士
Dr Trisha LEAHY, BBS

香港體育學院院長
職業訓練局酒店業、
飲食業及旅遊業訓練委員會委員
大學教育資助委員會2020年研究評審工作
教育小組成員
Chief Executive, Hong Kong Sports Institute
Member, Hotel, Catering and Tourism Training Board,
Vocational Training Council
Member, University Grants Committee 2020 Research
Assessment Exercise Education Panel



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院院長及教授
市區重建局非執行董事（非官方成員）
Member, Legislative Council
Dean and Professor, School of Nursing & Health Studies,
The Open University of Hong Kong
Non-Executive Director (non-official),
Urban Renewal Authority



梁頌恩女士
Ms LEUNG Chung-yan, Juan, MH

香港工會聯合會副會長
最低工資委員會委員
香港生產力促進局理事會成員
Vice President,
The Hong Kong Federation of Trade Unions
Member, Minimum Wage Commission
Council Member,
Hong Kong Productivity Council



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
商務及經濟發展局專業服務協進支援計劃
評審委員會委員
菲臘牙科醫院管理局上任主席（2013-2019）
Vice-President, Hong Kong Professional and Senior Executives Association
Member, Professional Services Advancement Support Scheme Vetting Committee,
Commerce and Economic Development Bureau
Immediate Past Chairman, Board of Governors of the Prince Philip Dental Hospital (2013-2019)



羅乃萱女士
Ms Shirley Marie Therese LOO, BBS, MH, JP

家庭發展基金總幹事
公共圖書館諮詢委員會副主席
語文教育及研究常務委員會委員
General Secretary,
Family Development Foundation
Vice-Chairman,
Public Libraries Advisory Committee
Member, Standing Committee on Language Education and Research (SCOLAR)



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
香港賈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



利哲宏博士
Dr Rizwan ULLAH

青年發展委員會委員
教育局政府助學金聯合委員會委員
香港巴基斯坦協會理事
Member, Youth Development Commission
Lay Member, Joint Committee on Student Finance, Education Bureau
Council Member, Pakistan Association of Hong Kong



余翠怡小姐
Miss YU Chui-ye, BBS, MH

殘疾人士奧運會輪椅劍擊香港代表
體育委員會成員
Hong Kong Paralympics representative in wheelchair fencing
Member, Sports Committee

* 任期自2018年5月20日起

* Appointment effective from 20 May 2018



管治委員會會議

2018/19年度，平機會舉行了四次管治委員會會議，整體平均出席率超過83%。每位委員的出席記錄已列載於下表。平機會會定期檢討管治委員會的運作模式，如有需要，委員亦須向管治委員會作出利益申報。

Board Meetings

During the year under review, four Board meetings were held, with an overall average attendance rate of over 83%. Attendance records of individual Members are listed in the table below. 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.

	21/06/2018	27/09/2018	20/12/2018	21/03/2019
陳章明教授（主席） Prof CHAN Cheung-ming, Alfred, SBS, JP (Chairperson)	✓	✓	✓	缺席 Abs.
陳家殷先生* Mr CHAN Ka-yan, Samuel, JP*	缺席 Abs.	✓	✓	✓
陳麗雲教授 Prof CHAN Lai-wan, Cecilia, JP	✓	✓	✓	✓
趙文宗教授 Prof CHIU Man-chung, Andy	✓	✓	✓	✓
蔡玉萍教授 Prof CHOI Yuk-ping, Susanne	✓	✓	缺席 Abs.	缺席 Abs.
周浩鼎議員 The Hon CHOW Ho-ding, Holden	✓	✓	缺席 Abs.	✓
高朗先生 Mr Mohan DATWANI	✓	✓	✓	✓
何超羣女士 Ms HO Chiu-ha, Maisy, BBS	✓	✓	✓	缺席 Abs.
羅君美女士 Ms Elizabeth LAW, MH, JP	✓	✓	缺席 Abs.	✓
李翠莎博士 Dr Trisha LEAHY, BBS	✓	✓	✓	✓
李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP	✓	缺席 Abs.	✓	✓
梁頌恩女士 Ms LEUNG Chung-yan, Juan, MH	✓	✓	✓	✓
梁世民醫生* Dr LEUNG Sai-man, Sigmund, BBS, JP*	✓	✓	✓	✓
羅乃萱女士 Ms Shirley Marie Therese LOO, BBS, MH, JP	✓	✓	✓	缺席 Abs.
謝偉鴻博士 Dr SHIE Wai-hung, Henry	✓	✓	✓	✓
利哲宏博士 Dr Rizwan ULLAH	✓	✓	✓	✓
余翠怡小姐 Miss YU Chui-yee, BBS, MH	✓	缺席 Abs.	✓	缺席 Abs.

*任期自2018年5月20日起 Appointment effective from 20 May 2018

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 would be issued to Members who have been absent for two consecutive meetings.



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，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、研究及培訓專責小組。專責小組分別負責平機會的不同事務，以下為各專責小組的工作範圍。

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；和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；和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，負責多種職務，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。

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。

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 research or 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.

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.



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平機會四個專責小組成員名單如下（截至2019年3月31日）： Memberships of the four committees (as of 31 March 2019) are as follows:

行政及財務專責小組

Administration and Finance Committee

李國麟教授（召集人）

Prof Hon LEE Kok-long, Joseph, SBS, JP (Convenor)

謝偉鴻博士（副召集人）

Dr SHIE Wai-hung, Henry (Deputy Convenor)

陳麗雲教授

Prof CHAN Lai-wan, Cecilia, JP

何超蓮女士

Ms HO Chiu-ha, Maisy, BBS

李翠莎博士

Dr Trisha LEAHY, BBS

梁世民醫生

Dr LEUNG Sai-man, Sigmund, BBS, JP

陳章明教授

Prof CHAN Cheung-ming, Alfred, SBS, JP

社會參與及宣傳專責小組

Community Participation and Publicity Committee

羅乃萱女士（召集人）

Ms Shirley Marie Therese LOO, BBS, MH, JP (Convenor)

梁頌恩女士（副召集人）

Ms LEUNG Chung-yan, Juan, MH (Deputy Convenor)

陳家殷先生

Mr CHAN Ka-yan, Samuel, JP

李國麟教授

Prof Hon LEE Kok-long, Joseph, SBS, JP

梁世民醫生

Dr LEUNG Sai-man, Sigmund, BBS, JP

利哲宏博士

Dr Rizwan ULLAH

陳章明教授

Prof CHAN Cheung-ming, Alfred, SBS, JP

增選成員

Co-opted Members

李美辰女士

Ms Christina Maisenne LEE

謝俊謙教授

Prof TSE Tsun-him

游家敏女士

Ms YAU Ka-man, Carmen



法律及投訴專責小組

李翠莎博士（召集人）

高朗先生（副召集人）

陳家殷先生

陳麗雲教授

趙文宗教授

謝偉鴻博士

余翠怡小姐

陳章明教授

Legal and Complaints Committee

Dr Trisha LEAHY, BBS (Convenor)

Mr Mohan DATWANI (Deputy Convenor)

Mr CHAN Ka-yan, Samuel, JP

Prof CHAN Lai-wan, Cecilia, JP

Prof CHIU Man-chung, Andy

Dr SHIE Wai-hung, Henry

Miss YU Chui-yee, MH

Prof CHAN Cheung-ming, Alfred, SBS, JP

政策、研究及培訓專責小組

蔡玉萍教授（召集人）

利哲宏博士（副召集人）

周浩鼎議員

高朗先生

何超蓮女士

李國麟教授

陳章明教授

增選成員

陳浩庭先生

莊耀洸先生

嚴楚碧女士

Policy, Research and Training Committee

Prof CHOI Yuk-ping, Susanne (Convenor)

Dr Rizwan ULLAH (Deputy Convenor)

Hon CHOW Ho-ding, Holden

Mr Mohan DATWANI

Ms HO Chiu-ha, Maisy, BBS

Prof Hon LEE Kok-long, Joseph, SBS, JP

Prof CHAN Cheung-ming, Alfred, SBS, JP

Co-opted Members

Mr CHAN Ho-ting, Mac

Mr CHONG Yiu-kwong

Ms YIM Chor-pik, Rabi

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：

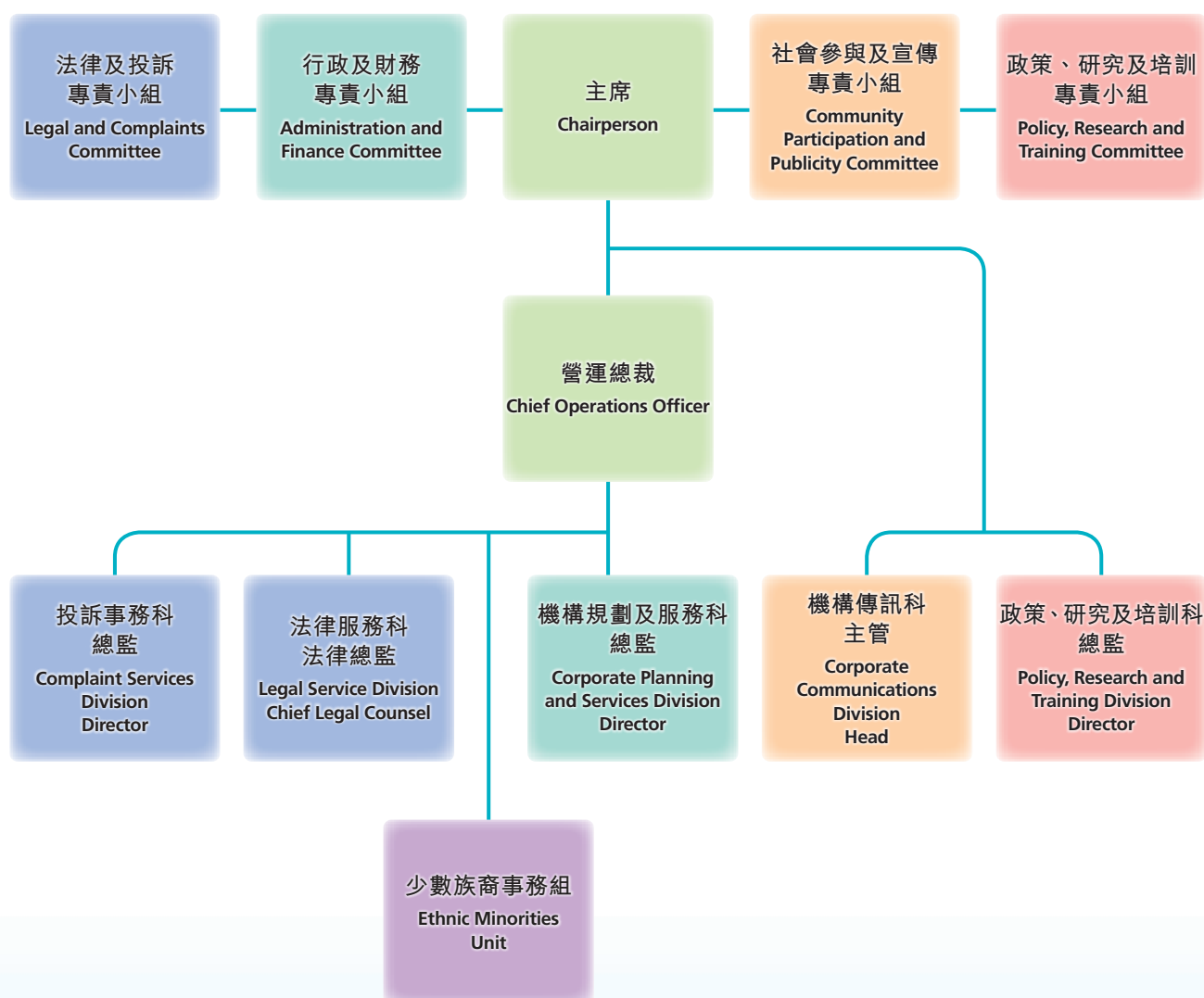
For complete terms of reference of the above four committees, please refer to the EOC website:

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



平等機會委員會辦事處的組織架構（截至2019年3月31日） Organisational Structure of the Equal Opportunities Commission (as of 31 March 2019)

平等機會委員會管治委員會 Board of the Equal Opportunities Commission





平等機會委員會辦事處管理小組（截至2019年3月31日） Management Team of the Equal Opportunities Commission (as of 31 March 2019)

主席 Chairperson

陳章明教授 Prof CHAN Cheung-ming, Alfred, SBS, JP*

營運總裁 Chief Operations Officer

懸空 Vacant^

總監（投訴事務）Director (Complaint Services)

蕭傑雄先生 Mr SIU Kit-hung, Tony

法律總監 Chief Legal Counsel

陸志祥先生 Mr LUK Chi-cheung, Ivan

總監（政策、研究及培訓）Director (Policy, Research and Training)

朱崇文博士 Dr CHU Chung-man, Ferrick

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

李錦雄先生 Mr LI Kam-hung, Oska

主管（機構傳訊）Head (Corporate Communications)

王珊娜女士 Ms WONG Shan-nar, Shana

* 朱敏健先生, IDS自2019年4月11日起成為平機會主席。

Mr CHU Man-kin, Ricky, IDS has served as Chairperson of the EOC since 11 April 2019.

^ 總監（政策、研究及培訓）自2018年12月14日起兼署任營運總裁。

The Director (Policy, Research and Training) has been doubling up the post of Chief Operations Officer since 14 December 2018.