



平機會簡介 About Us

平等機會委員會(平機會)是於1996年成立的法定機構，負責執行香港的反歧視條例，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》。

平機會致力消除基於性別、婚姻狀況、懷孕、殘疾、家庭崗位和種族而產生的歧視，並消除性騷擾，以及基於殘疾及種族而作出的騷擾及中傷。

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

為落實抱負，平機會致力執行反歧視條例，為受歧視的人士提供途徑，討回公道；促進社會人士對多元和平等機會的關注、認識和接納，並進行教育，以預防歧視。

我們的工作

平機會的工作包括：

- 就根據四條反歧視條例作出的投訴進行調查，並鼓勵雙方透過調停以解決紛爭；
- 為受歧視的人士提供協助，包括法律協助；
- 進行教育和宣傳活動，並提供有關資源；

Set up in 1996, the Equal Opportunities Commission (EOC) is a statutory body tasked with implementing the anti-discrimination ordinances in Hong Kong, namely the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO) and the Race Discrimination Ordinance (RDO).

The Commission is committed to eliminating discrimination on the grounds of sex, marital status, pregnancy, disability, family status and race, and eliminating sexual harassment, as well as harassment and vilification on the grounds of disability and race.

Our Vision

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

Our Mission

The EOC seeks to achieve its vision by enforcing compliance with the anti-discrimination legislation; providing access to redress for discrimination; promoting awareness, understanding and acceptance of diversity and equal opportunities; and providing education to prevent discrimination.

Our Work

The work of the EOC includes:

- Investigate complaints lodged under the four anti-discrimination ordinances and encourage settlement by conciliation between parties in dispute;
- Provide assistance, including legal assistance, to persons facing discrimination;
- Implement educational and publicity programmes and offer related resources;



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- 檢討法例並提供指引；以及
- 就與歧視相關的議題進行研究及調查，並根據結果作出政策建議。
- Review legislation and provide guidelines; and
- Conduct research studies and surveys on discrimination issues and make policy recommendations based on findings.

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。

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。該《備忘錄》的條文乃根據平機會在使用資金方面享有自主權及彈性的原則而制定。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。為此，平機會向特區政府內負責平機會事宜的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。

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 SDO, 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.

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. At the same time, the EOC has the responsibility to ensure that the Commission’s operational, administrative, and management systems and practices reflect the most effective and prudent use of the Government’s subventions. To this end, the EOC provides monthly expenditure reports and audited accounts, as well as quarterly progress review reports on its financial position and operational performances to the Constitutional and Mainland Affairs Bureau, which is the focal point of contact between the Government and the EOC.