

## 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、餵哺母乳、殘疾、家庭崗位和種族而產生的歧視，並消除性騷擾、基於餵哺母乳的騷擾，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、共融和平等機會價值的關注、認識和接納；推行教育活動以預防歧視；並與社會各界建立夥伴關係。

### 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；

Set up in 1996, the 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 EOC is committed to eliminating discrimination on the grounds of sex, marital status, pregnancy, breastfeeding, disability, family status and race, as well as eradicating sexual harassment, breastfeeding harassment, and 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 the values of diversity, inclusion and equal opportunities; providing education to prevent discrimination; and establishing partnerships with different sectors of the community.

### Our Work

The work of the EOC includes:

- Investigating complaints lodged under the four anti-discrimination ordinances and encouraging settlement by conciliation between parties in dispute;
- Providing assistance, including legal assistance, to persons facing discrimination;

- 進行教育和宣傳活動，並提供有關資源；
  - 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。
- Implementing educational and publicity programmes and offering related resources;
  - Reviewing legislation and providing guidelines; and
  - Conducting research studies and surveys on discrimination issues and making policy recommendations based on the 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、已審核賬目，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 performance to the Constitutional and Mainland Affairs Bureau, which is the focal point of contact between the Government and the EOC.

### 策略性工作規劃2024-2026

平機會的首要目標是根據反歧視條例，消除系統性的障礙，並打擊侵害個人權利的行為。平機會於2024年1月公布的《策略性工作規劃2024-2026》，載述了平機會的策略目標、焦點範疇及優先工作項目。該工作規劃就平機會如何分配資源定立方向，以應對影響香港社會上重要及迫切不平等議題，尤其是影響弱勢及邊緣社群的議題，指引平機會如何達到目標，即建立沒有歧視、人人共享平等機會的社會。

### Strategic Plan 2024-2026

The core objectives of the EOC are to break down systemic barriers and tackle infringement of individual rights under the anti-discrimination ordinances. Released in January 2024, the *Strategic Plan 2024-2026* sets out the strategic goals, focus areas and work priorities of the EOC. It defines the way the EOC allocates its resources to address important and pressing inequality issues affecting Hong Kong society, particularly disadvantaged and marginalised communities, leading the EOC towards its vision of a discrimination-free society where everyone can enjoy equal opportunities.



焦點範疇：性別歧視  
Focus Area: Gender Discrimination



優先工作項目

- 提高公眾對僱傭範疇的反性騷擾政策和措施的認識
- 教育年輕一代認識性別平等，加強他們對反性騷擾措施的了解
- 為性別歧視受害人充權，鼓勵他們挺身而出，並加強推廣旁觀者介入方法
- 確保懷孕和餵哺母乳的女性在不同社會領域同樣可以平等地獲得機會及資源

Work Priorities

- Enhance awareness of anti-sexual harassment policies and practices in the field of employment
- Educate the younger generation on gender equality and enhance their understanding on anti-sexual harassment measures
- Empower victims of sex discrimination to come forward and strengthen bystander intervention
- Ensure pregnant and breastfeeding women have equal access to opportunities and resources in various social domains

焦點範疇：家庭崗位歧視  
Focus Area: Family Status Discrimination



優先工作項目

- 加深公眾對《家庭崗位歧視條例》及保障照顧者免被歧視的認識
- 推動僱主採納及實行更多家庭友善僱傭措施

Work Priorities

- Enhance the public's understanding of FSDO and protection against discrimination for carers
- Foster greater adoption and implementation of family-friendly employment practices among employers

焦點範疇：可持續運作  
Focus Area: Operational Sustainability



優先工作項目

- 探討各種方法進一步提升平機會員工的表現和專業形象
- 確保平機會長遠運作穩健
- 建立與外部持份者的有效溝通渠道
- 檢視現時預防網絡攻擊的措施，並堵塞潛在漏洞

Work Priorities

- Explore avenues to further enhance the performance and professional image of EOC staff members
- Ensure the long-term stability of EOC's operations
- Establish effective communication channels with external stakeholders
- Review existing measures against cyberattacks and address potential vulnerabilities

焦點範疇：殘疾歧視  
Focus Area: Disability Discrimination



優先工作項目

- 促使公眾加深了解並在社會上更廣泛採用通用設計
- 改善殘疾人士的就業機會
- 消除對精神健康議題的負面標籤，促使有精神健康需要人士和精神復元人士融入社會
- 與大灣區及內地的相關持份者就殘疾歧視事宜加強交流

Work Priorities

- Promote greater understanding and adoption of Universal Design in the community
- Enhance employment opportunities for persons with disabilities
- Tackle the stigmatisation of mental health issues and improve the social integration of persons with mental health needs and those in recovery
- Enhance exchange with relevant stakeholders in the Greater Bay Area and the Mainland on the issue of disability discrimination

焦點範疇：種族歧視  
Focus Area: Race Discrimination



優先工作項目

- 促進不同文化和種族背景的社群加深互相了解及和諧共處
- 促使少數族裔享有平等就業機會
- 繼續改善少數族裔的教育機會
- 透過解決數碼隔閡問題促進少數族裔融入社會
- 改善公眾對《種族歧視條例》的觀感

Work Priorities

- Foster greater understanding and harmonious relations between communities from different cultural and ethnic backgrounds
- Promote equal access to employment opportunities for ethnic minorities (EMs)
- Continue to improve educational opportunities for EMs
- Enhance the integration of EMs by addressing the digital divide
- Enhance the public's perception of the RDO