

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；
- 進行教育和宣傳活動，並提供有關資源；

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, and eliminating sexual harassment, breastfeeding 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 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;
- Implementing educational and publicity programmes and offering related resources;

- 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。
- 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、已審核帳目，以及有關財務及運作表現的每季工作進度報告。

策略性工作規劃2020-2023

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。策略性工作規劃載述平機會的策略目標、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的不平等議題，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。

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.

Strategic Plan 2020-2023

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

平機會簡介 About Us

過去數年香港一直受2019冠狀病毒病影響，尤其是2022年經歷第五波疫情，平機會難以全面推展工作。平機會原定於2022-23年第三季舉行集思會以制定新的工作規劃，最終因社交距離措施規定而擱置。因此，平機會把目前的策略性工作規劃延長一年，直至2023年年底。平機會將會繼續採用三管齊下的方法，從執法、預防及教育着手，處理歧視和不平等的問題。

With Hong Kong under the influence of COVID-19 in the past few years, particularly the fifth wave of the epidemic in 2022, the EOC was unable to take forward its work in full swing. The strategic retreat originally scheduled for the third quarter of 2022-23 to map out a new strategic plan was ultimately shelved due to the requirement to maintain social distancing. The EOC therefore extended the current strategic plan for one year until end-2023, continuing its three-pronged approach of enforcement, prevention and education to tackle discrimination and inequality issues.





焦點範疇：性別歧視

Focus Area: Gender Discrimination

優先工作項目：

成立專責的反性騷擾事務組處理有關性騷擾的執法、預防及教育工作 • 打擊懷孕歧視

Work Priorities:

Set up a dedicated Anti-Sexual Harassment Unit (ASHU) to handle the enforcement, prevention and education on sexual harassment • Tackle pregnancy discrimination



焦點範疇：家庭崗位歧視

Focus Area: Family Status Discrimination

優先工作項目：

提高公眾對家庭崗位歧視的認識 • 鼓勵僱主為有家庭及照顧責任的僱員提供彈性工作間政策及支援 • 防止對餵哺母乳婦女的歧視

Work Priorities:

Increase public knowledge of family status discrimination • Encourage employers to provide workplace flexibility and support for employees with family and caring responsibilities • Prevent discrimination against breastfeeding women



新的範疇

New Areas

提出修例建議，禁止在教育、就業，以及提供貨品、服務及設施方面的性傾向、性別認同及雙性人身份歧視 • 研究在僱傭範疇禁止年齡歧視的可行法律框架 • 找出歧視新來港人士問題的處理方法

Formulate law amendment proposal to outlaw discrimination on the grounds of sexual orientation, gender identity and intersex status (SOGII) in education, employment and provision of goods, services and facilities

- Examine possible legislative framework for age discrimination in employment
- Identify ways of redressing the discrimination faced by new immigrants to Hong Kong



焦點範疇：殘疾歧視

Focus Area: Disability Discrimination

優先工作項目：

消除有特殊教育需要學生在接受教育方面所面對的障礙 • 提倡殘疾人士的平等就業機會 • 提升殘疾人士在享用貨品、服務及設施的便利程度 • 促進社會對殘疾人士的了解，並鼓勵傷健共融

Work Priorities:

Remove the educational barriers faced by students with special educational needs • Advance equal employment opportunities of persons with disabilities (PWDs) • Enhance accessibility to goods, services and facilities by PWDs • Promote understanding and inclusion of PWDs in society



焦點範疇：種族歧視

Focus Area: Race Discrimination

優先工作項目：

確保少數族裔享有平等教育機會 • 促使少數族裔享有平等就業機會 • 促使少數族裔享有平等機會獲取貨品、服務及設施

Work Priorities:

Ensure equal education opportunities for ethnic minorities (EMs) • Promote equal employment opportunities of EMs • Promote equal access to goods, services and facilities by EMs