

# 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法例，即《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、人人共享平等機會的社會。

### 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，並致力協助雙方透過調停解決紛爭；
- 若投訴未能經調停解決，為合適個案的受屈人提供法律協助；

Established 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 where there is no barrier 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 legal assistance to aggrieved persons in appropriate cases if their complaints are not resolved through conciliation;

- 進行教育和宣傳活動，並提供有關教育資源；
  - 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

平機會接受香港特區政府資助，但機構根據《性別歧視條例》在管理、運作和預算上享有自主權。與此同時，平機會有責任確保其運作、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。

特區政府與平機會定有一份《行政安排備忘錄》（「《備忘錄》」），當中列出政府與平機會的工作關係框架。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，同時，平機會需向特區政府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。《性別歧視條例》並規定平機會需於每個財政年度完結後，向政務司司長提交年度工作報告和經審核的年度帳目報表，文件之後再提交立法會省覽。

### Our Relationship with the Government

The EOC is funded by the Hong Kong Special Administrative Region Government but has autonomy over its management, operations and budget as per the SDO. At the same time, the EOC is responsible for ensuring that its operational, administrative and management systems and practices enable the most effective and prudent use of the Government's subventions.

The Government and the EOC have established a Memorandum of Administrative Arrangements (MAA), which lays out the framework for the working relationship between the two parties. 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 is required to provide 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. According to the SDO, after the expiry of a financial year, the EOC is required to furnish a report on its activities during the year and an audited statement of accounts to the Chief Secretary for Administration, prior to being tabled at the Legislative Council.

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### 策略性工作規劃2024-2026

《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。

### Strategic Plan 2024-2026

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.

提倡僱主聘用邊緣社群的人才，並培育多元共融的勞動人口。

Promoting talents from marginalised communities, and fostering a diverse and inclusive workforce.

透過專業培訓和知識分享，提升平機會在投訴處理及調停機制方面的能力和聲譽。

Enhancing capacity building and strengthening the reputation of the EOC's complaint-handling and conciliation mechanism through professional development and knowledge sharing.

維持高水平的機構管治，確保長遠而言可持續運作。

Maintaining high standards of corporate governance and ensuring long-term operational sustainability.

促進暢通易達，推廣通用設計，實踐智慧城市生活。

Advancing accessibility, promoting universal design and realising smart city living.

在多元社會建立互相尊重的文化，鼓勵社會共融。

Building a respectful culture and fostering social inclusion in a diversifying society.



加強青年對平等機會的認識，向下一代推廣多元共融文化。

Empowering young people with equal opportunities, and promoting diversity and inclusion to the next generation.

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：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：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》及保障照顧者免受歧視的認識
- 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：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和和諧共處
- 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

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

