

平機會簡介

About Us

抱負及使命

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

平等機會委員會(平機會)是於1996年成立的法定機構，負責執行反歧視法例。目前香港的反歧視法例包括《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；促進社會人士對平等機會和多元化的關注、認識和接納，並進行教育，以預防歧視。

我們與政府的關係

平機會雖然受香港特區政府資助，但在運作上乃獨立於政府。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。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。

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。《備忘錄》的條文是根據平機會在使用資金方面享有自主權及彈性的原則而寫成。平機會與政制及內地事務局(即負責平機會事宜的政策局)舉行定期會議，檢視平機會的工作進度。平機會又向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，供其審閱。

Vision and Mission

Our Vision

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

Our Mission

Set up in 1996, the EOC is a statutory body tasked with implementing the anti-discrimination legislation, which currently includes 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 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 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 Sex Discrimination Ordinance, 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. At the same time, the EOC has the responsibility to ensure that its operational, administrative, and management systems and practices reflect the most effective and prudent use of Government subventions.

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. The EOC holds regular progress review meetings with the Constitutional and Mainland Affairs Bureau (CMAB), the focal point of contact between the Government and the EOC. The EOC also provides monthly expenditure reports and audited accounts, as well as quarterly progress review reports on its financial position and operational performances to the CMAB for its review.

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我們的工作

為達致使命，平機會進行以下工作：

- 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法律協助；
- 進行教育和宣傳活動及提供有關資源；
- 檢討法例並提供指引；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。

平機會2016至2019年策略性工作規劃

平機會於2016年編製了《2016至2019年策略性工作規劃》(工作規劃)，定出未來數年需優先處理的工作領域和應採取的相應行動。根據機構目標，平機會為2016至2019年制定了下列五項策略性優先工作領域：

- (1) 與政府跟進平機會的《歧視條例檢討》建議；
- (2) 倡議少數族裔享有平等教育與就業機會和使用服務的權利；
- (3) 提倡殘疾人士獲取平等教育與就業機會以及公共服務；
- (4) 營造沒有歧視和騷擾的安全環境；及
- (5) 為市民提供卓越服務。

平機會已為每項策略性優先工作領域定出預期結果和績效指標，以評估推行有關工作的進度及成果。

Our Work

The EOC seeks to fulfil its mission by:

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

EOC Strategic Plan 2016–19

The EOC devised a Strategic Plan in 2016, having identified the work areas that deserve top priority in the next few years and the corresponding actions. Based on the EOC's corporate goals, the following five strategic priority areas have been set for 2016 to 2019:

- (1) Pursue with the Government on the EOC's recommendations under the Discrimination Law Review;
- (2) Advocate equal education and employment opportunities and access to services for ethnic minorities;
- (3) Advocate equal education and employment opportunities and access to public services for persons with disabilities;
- (4) Foster a safe environment free from discrimination and harassment; and
- (5) Deliver better services for the community.

Each strategic priority area entails a set of expected results and performance indicators to assess progress and outcome.

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我們的價值觀

Our Organisational Values

敏感度 Sensitivity

我們會以有禮、敏銳和熱誠的態度為市民服務。
We will be courteous, sensitive and helpful to our clients.

平等機會 Equality

我們是維護平等機會原則的先鋒。
We will be at the forefront to uphold the principle of equal opportunities.

誠信 Integrity

我們尊重真相，以誠信處事。
We will respect the truth and act with integrity.

公平 Fairness

我們會以公平公正的程序執行反歧視法例，作出正確的判斷。
We will implement fair and impartial procedures and act with sound judgment in administering the anti-discrimination legislation.

責任承擔 Accountability

我們會對我們的決定及行動，向公眾負責，並準備接受任何對於我們職務上的監察。
We will be accountable for our decisions and actions to the public and will submit ourselves to whatever scrutiny as appropriate.

活力 Energy

我們會竭盡所能、主動追究歧視問題。
We will be energetic and proactive in pursuing issues of discrimination.

獨立性 Independence

我們會按照法例的規定，獨立自主地行事，不屈服於任何壓力或受不當影響。
We will act freely and independently within the confines of the law and will not be subject to undue influence or pressure.

效率 Efficiency

我們講求工作效率，並以負責任的態度善用資源。
We will carry out our functions and responsibilities with efficiency and will use our resources efficiently, effectively and responsibly.

透明度 Transparency

我們保持高度透明，以便市民更瞭解我們的工作和表現。
We will operate with a high degree of transparency to enable the public to better understand our work and performance.

