

我們的架構

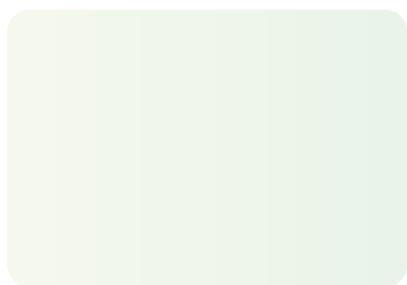
Our Organisation

平機會管治委員會

管治委員會就平機會的整體策略提供指引。現時管治委員會由主席及16名委員組成，他們均由香港特別行政區行政長官委任，來自不同背景，各具豐富的專業知識。

以下為平機會管治委員會的成員（截至2024年3月31日）：

主席 Chairperson



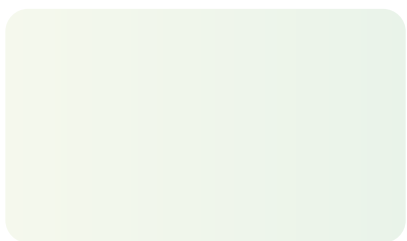
The EOC Board

The EOC Board provides guidance on the overall strategies of the EOC. The current Board is comprised of a Chairperson and 16 Members. They are all appointed by the Chief Executive of the Hong Kong Special Administrative Region, and represent a diversity of background and expertise.

Below is the membership of the EOC Board as at 31 March 2024:

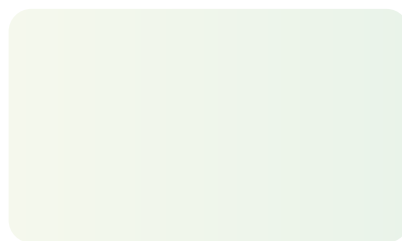
朱敏健先生
Mr CHU Man-kin, Ricky, SBS, IDS
(至2024年4月10日)

平機會委員 EOC Members



陳麗群女士
Ms CHAN Lai-kwan, Queenie, MH

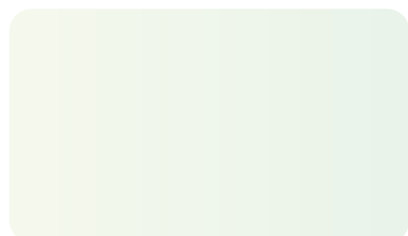
基督教香港信義會社會服務部總幹事
香港社會服務聯會執行委員會委員
香港中文大學社會工作系諮詢委員會委員
Chief Executive, Evangelical Lutheran
Church Social Service – Hong Kong
Member, Executive Committee of the
Hong Kong Council of Social Service
Member, Advisory Committee of the
Department of Social Work,
The Chinese University of Hong Kong



鄭泳舜議員
The Hon CHENG Wing-shun, Vincent, MH, JP

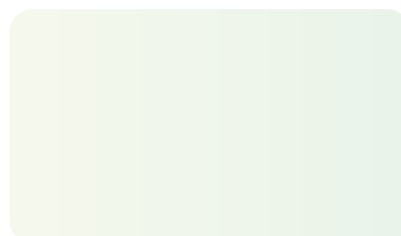
立法會議員
市區重建局非執行董事
香港體育學院副主席
Legislative Councillor
Non-Executive Director, Urban Renewal Authority
Vice Chairman, Hong Kong Sports Institute

平機會委員
EOC Members



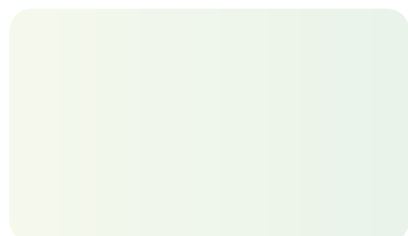
蔡懿德女士
Ms CHOI Yi-tak, Rosanna, MH

華德會計師事務所始創合夥人
創科創投基金諮詢委員會委員
市區重建局審計委員會委員
Co-founding Partner, CW CPA,
Certified Public Accountants
Member, Innovation and Technology
Venture Fund Advisory Committee
Member, Audit Committee, Urban Renewal Authority



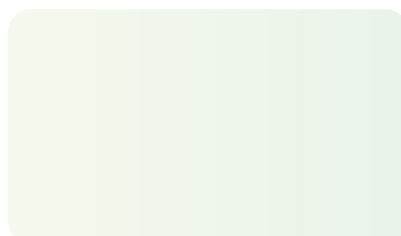
周莉莉女士
Miss CHOW Lily

其士國際集團有限公司執行董事
選舉委員會委員
香港城市大學顧問委員會成員
Executive Director, Chevalier International
Holdings Limited
Member, Election Committee
Member, Court of the City University of Hong Kong



高德蘭博士
Dr Theresa CUNANAN

香港房屋委員會財務小組委員會非官方委員
Non-official Member, Finance Committee,
Hong Kong Housing Authority

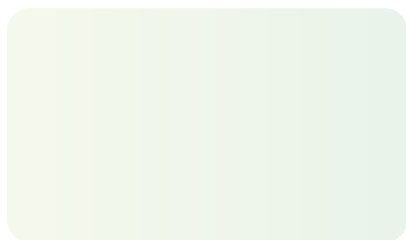


方文傑先生
Mr FONG James Mathew

鴻鵠律師事務所合夥人
私營骨灰安置所發牌委員會委員
上訴委員團(市區重建局條例)主席
Partner, Bird & Bird
Member, Private Columbaria Licensing Board
Chairman, The Appeal Board Panel under the
Urban Renewal Authority Ordinance

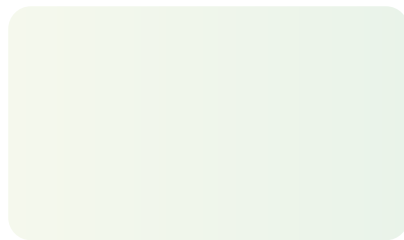
我們的架構 Our Organisation

平機會委員 EOC Members



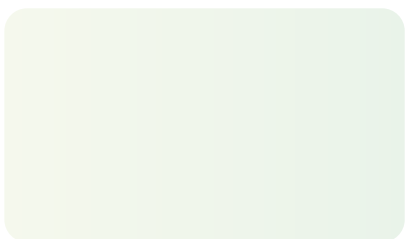
藍建中先生
Mr LAM Ken-chung, Simon

純心向陽靈性與輔導中心董事
Fraternity Chambers 大律師
Director, Pure Heart Sunshine Spiritual
and Counselling Centre
Barrister-at-Law, Fraternity Chambers



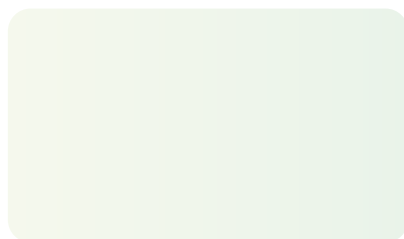
梁世民醫生
Dr LEUNG Sai-man, Sigmund, BBS, JP

香港專業及資深行政人員協會副會長
紀律人員薪俸及服務條件常務委員會委員兼警務
人員小組委員會主席
保安局禁毒基金會管理委員會成員
Vice President, Hong Kong Professional and Senior
Executives Association
Member, The Standing Committee on Disciplined
Services Salaries and Conditions of Service and
Chairman of Police Sub-Committee
Member, The Beat Drug Fund Association Governing
Committee, Security Bureau



馬為首先生
Mr Vishal MELWANI

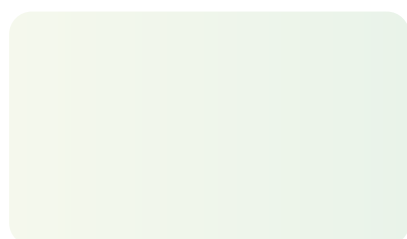
祁卓信蘇期殷律師行(有限法律責任合夥)
合夥人及訟辯律師
香港印度協會上一任主席
稅務上訴委員會委員
Partner and Solicitor Advocate, Karas So LLP
Immediate Past President, The India
Association Hong Kong
Member, Board of Review (Inland Revenue Ordinance)



謝偉鴻博士
Dr SHIE Wai-hung, Henry, MH

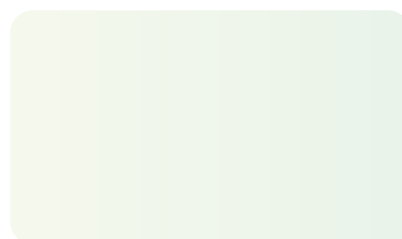
安老服務業行業培訓諮詢委員會副主席
香港買位安老服務議會主席
香港認知障礙症協會義務秘書
Vice Chairman, Elderly Care Service Industry Training
Advisory Committee
Chairman, Association of Bought Place Elderly Services
Honorary Secretary, Hong Kong Alzheimer's
Disease Association

平機會委員
EOC Members



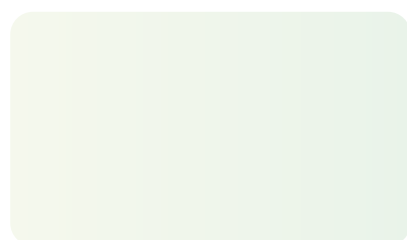
唐安娜女士
Ms Anna THOMPSON

香港太古集團有限公司人事董事
人力資源規劃委員會非官方委員
明德醫院理事會成員
Director, People – John Swire & Sons (HK) Ltd
Non-official Member, Human Resources Planning Commission
Member, Board of Governors of Matilda and War Memorial Hospital



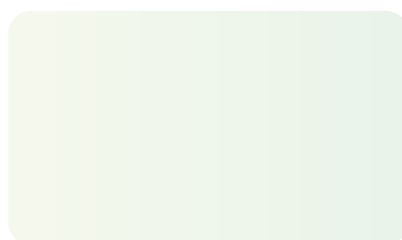
涂淑怡女士
Miss TO Shuk-yi, Shirley

心光盲人院暨學校社會服務協調總監
殘疾人士藝術發展基金管理委員會成員
殘疾人士藝術發展基金撥款小組委員會成員
Social Services Coordinator, Ebenezer School and Home for the Visually Impaired
Member, Management Committee of the Arts Development Fund for Persons with Disabilities
Member, Grants Sub-committee of the Arts Development Fund for Persons with Disabilities



曾志文女士
Ms TSANG Chi-man, Linda

香港工會聯合會副會長
香港工會聯合會大灣區社會服務社總幹事
Vice President, The Hong Kong Federation of Trade Unions
Executive Director, The Hong Kong Federation of Trade Unions Greater Bay Area Social Service

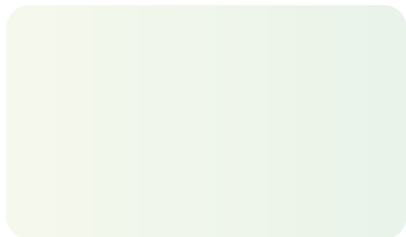


利哲宏博士
Dr Rizwan ULLAH, MH

香港浸會大學附屬學校王錦輝中小學副校長
九龍城區議會區議員
青年發展委員會委員
Vice Principal, Hong Kong Baptist University Affiliated School Wong Kam Fai Secondary and Primary School
District Council Member, Kowloon City District Council
Member, Youth Development Commission

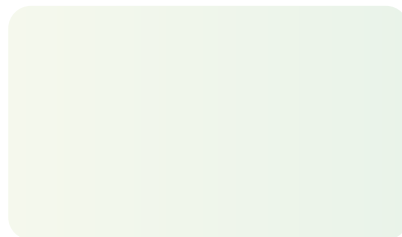
我們的架構 Our Organisation

平機會委員 EOC Members



黃梓謙先生
Mr WONG Chi-him, Gary, MH, JP

基滙資本公共事務及市場推廣總監
全國港澳研究會理事
兒童事務委員會非官方委員兼宣傳及
公眾參與工作小組召集人
Head and Director of Public Affairs and Marketing,
Gaw Capital
Board Member, Chinese Association of
Hong Kong & Macao Studies
Non-official Member and Convenor of Working
Group on Promotion and Public Engagement,
Commission on Children



胡潔瑩博士
Dr WU Kit-ying, Kitty, JP

香港臨床心理學家公會理事會主席
婦女事務委員會非官方成員
Chairperson, Board of Director,
Hong Kong Institute of Clinical Psychologists
Non-official Member, Women's Commission

管治委員會會議

平機會在2023-24年度共舉行了四次管治委員會會議，出席率平均為88.2%。若委員連續兩次缺席會議，秘書處會給予書面提示。另外，委員亦須向管治委員會作出利益申報。

以下為2023-24年度管治委員會會議的出席記錄。

Board Meetings

During 2023-24, four Board meetings were held, with an average attendance rate of 88.2%. Where Members have been absent for two consecutive meetings, a reminder would be issued to them. In addition, Members are required to declare their interests in matters, if any, to be considered by the Board.

The attendance record of the meetings held in 2023-24 is listed in the table below.

		15/6/2023 定期Regular	21/9/2023 定期Regular	21/12/2023 定期Regular	21/3/2024 定期Regular
朱敏健先生(主席)	Mr CHU Man-kin, Ricky, SBS, IDS (Chairperson)	✓	✓	✓	✓
陳麗群女士	Ms CHAN Lai-kwan, Queenie, MH	✓	✓	✓	✓
鄭泳舜議員	The Hon CHENG Wing-shun, Vincent, MH, JP	缺席 Abs	缺席 Abs	✓	缺席 Abs
蔡懿德女士	Ms CHOI Yi-tak, Rosanna, MH	缺席 Abs	✓	✓	✓
周莉莉女士	Miss CHOW Lily	✓	缺席 Abs	✓	✓
高德蘭博士	Dr Theresa CUNANAN	✓	✓	✓	✓
方文傑先生	Mr FONG James Mathew	✓	✓	✓	✓
藍建中先生	Mr LAM Ken-chung, Simon	✓	✓	✓	缺席 Abs
梁世民醫生	Dr LEUNG Sai-man, Sigmund, BBS, JP	✓	✓	✓	✓
馬為首先生	Mr Vishal MELWANI	✓	✓	✓	✓
謝偉鴻博士	Dr SHIE Wai-hung, Henry, MH	✓	✓	✓	✓
唐安娜女士	Ms Anna THOMPSON	✓	✓	✓	✓
涂淑怡女士	Miss TO Shuk-yi, Shirley	✓	✓	✓	✓
曾志文女士	Ms TSANG Chi-man, Linda	✓	缺席 Abs	✓	✓
利哲宏博士	Dr Rizwan ULLAH, MH	✓	✓	✓	缺席 Abs
黃梓謙先生	Mr WONG Chi-him, Gary, MH, JP	✓	✓	✓	✓
胡潔瑩博士	Dr WU Kit-ying, Kitty, JP	✓	✓	✓	✓

Abs = Absent

我們的架構 Our Organisation

管治委員會轄下四個專責小組

平機會管治委員會轄下有四個專責小組，負責平機會的不同事務。四個專責小組分別是行政及財務專責小組、社會參與及宣傳專責小組、法律及投訴專責小組，以及政策、研究及培訓專責小組。

行政及財務專責小組

行政及財務專責小組每三個月舉行一次會議，職責包括審閱平機會預算、賬目、運作表現及年報；成立招標委員會和批准他們的建議；決定首長級別員工的人事聘用；以及定期檢討平機會的僱員及行政政策。

社會參與及宣傳專責小組

社會參與及宣傳專責小組每三個月舉行一次會議，負責就加強宣傳、教育、傳媒關係和社會參與等工作提供意見和審閱報告；就與政府、非政府組織、關注團體保持聯繫的方法提供意見；審批由平機會委託其他人士進行的研究或教育項目；以及監察社會對平機會工作的回應。

法律及投訴專責小組

法律及投訴專責小組每兩個月舉行一次會議，負責多項職務，包括就調停工作、正式調查、法律協助申請和執行通知提出意見，並作出監察和進行評估。此外，法律及投訴專責小組亦會就正式調查和修訂四條反歧視條例等事宜提出建議。

Four Committees under the Board

Under the EOC Board, there are four committees appointed to pursue the goals of the Commission, namely the Administration and Finance Committee (A&FC), the Community Participation and Publicity Committee (CPPC), the Legal and Complaints Committee (LCC) and the Policy, Research and Training Committee (PRTC). Their respective scope of work is listed below.

Administration and Finance Committee (A&FC)

The A&FC holds meetings every three months. Its responsibilities include: reviewing the EOC's budget, accounts, operational performances and the annual report; setting up tender boards and approving their recommendations; deciding on personnel matters related to staff employed on the Directorate pay scale; and reviewing staffing and administrative policies.

Community Participation and Publicity Committee (CPPC)

The CPPC holds meetings every three months, and is responsible for advising and receiving reports on measures related to strengthening publicity, education, media relations and community participation; providing advice on measures to connect with organisations, both Government and non-government, as well as concern groups; considering and approving assistance for educational projects undertaken by other persons; and monitoring the community's response to the work of the EOC.

Legal and Complaints Committee (LCC)

The LCC holds meetings every two months, and is responsible for a variety of activities, including providing advice on, monitoring and evaluating conciliation, formal investigations, applications for legal assistance and enforcement notices. In addition, the LCC makes recommendations on issues relating to formal investigations and on proposals for amending the four anti-discrimination ordinances.

政策、研究及培訓專責小組

政策、研究及培訓專責小組每三個月舉行一次會議，負責指引平機會的政策及研究工作，包括就政策分析及所倡議的觀念提出意見；審批各項研究和培訓教材套項目；以及審閱政策及研究的報告。

有關上述四個專責小組的成員名單列載於附錄1。至於詳細職權範圍，請瀏覽平機會網站：

<https://www.eoc.org.hk/zh-hk/about-the-eoc/organisation-and-staff-3>

Policy, Research & Training Committee (PRTC)

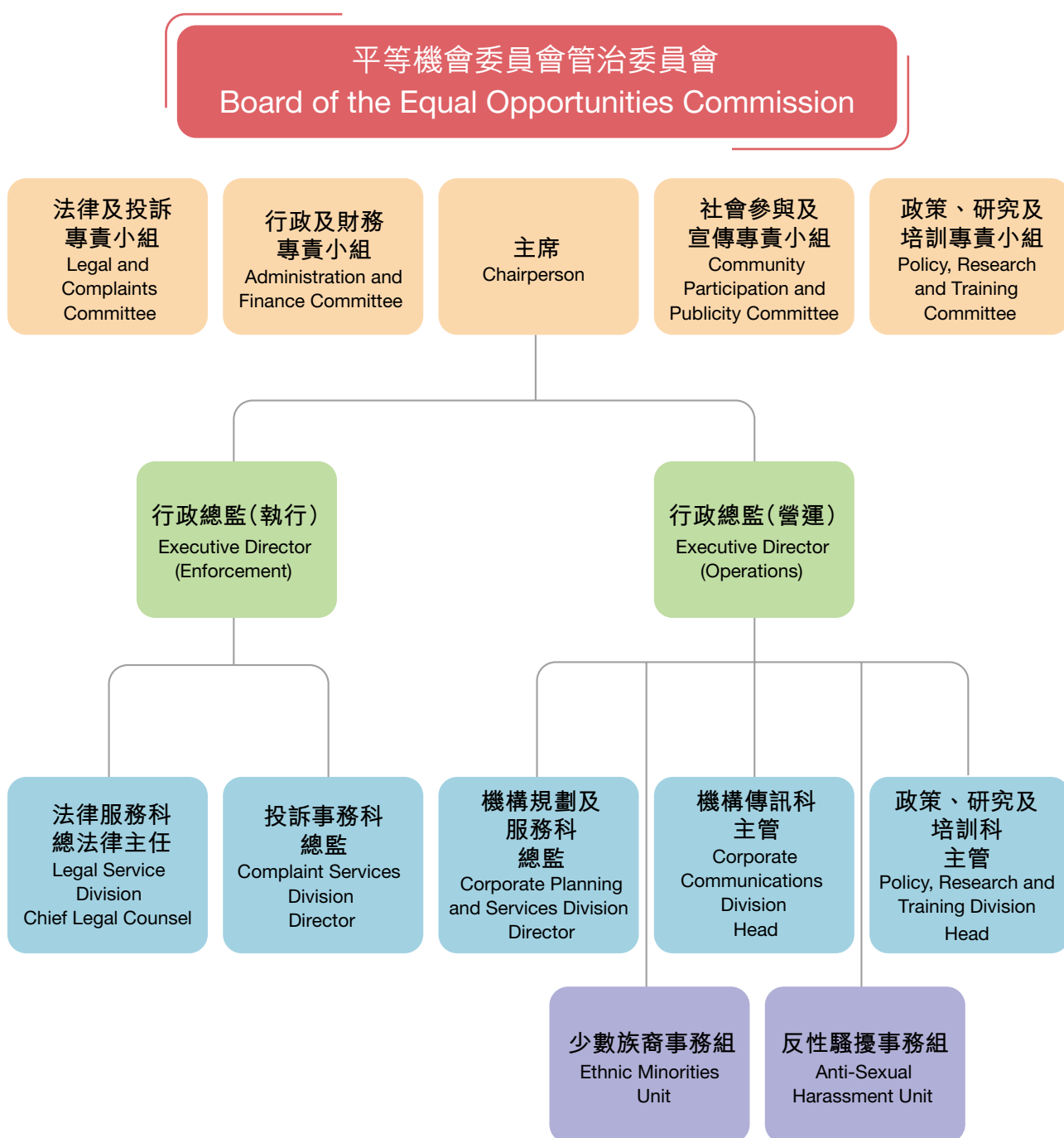
The PRTC holds meetings every three months, and is responsible for directing the EOC's policy and research efforts, which entails advising on policy analysis/advocacy; considering and approving research and training modules; and evaluating policy and research reports.

Membership of the above four committees is listed in Appendix 1. As for complete terms of reference, please refer to the EOC website:

<https://www.eoc.org.hk/en/about-the-eoc/organisation-and-staff-3>

我們的架構 Our Organisation

平等機會委員會的組織架構(截至2024年3月31日) Organisational Structure of the Equal Opportunities Commission (as of 31 March 2024)



平等機會委員會辦事處管理小組(截至2024年3月31日)
Management Team of the Equal Opportunities Commission
(as of 31 March 2024)

主席 Chairperson

朱敏健先生 Mr CHU Man-kin, Ricky, SBS, IDS*

行政總監(營運) Executive Director (Operations)

朱崇文博士 Dr CHU Chung-man, Ferrick

行政總監(執行) Executive Director (Enforcement)

陸志祥先生 Mr LUK Chi-cheung, Ivan

總監(投訴事務) Director (Complaint Services)

蕭傑雄先生 Mr SIU Kit-hung, Tony

總監(機構規劃及服務) Director (Corporate Planning and Services)

李錦雄先生 Mr LI Kam-hung, Oska

總法律主任 Chief Legal Counsel

文瑞麟先生 Mr MAN Sui-lun, Allan

主管(機構傳訊) Head (Corporate Communications)

陳潔貞女士 Ms CHAN Kit-ching, Lisa

主管(政策、研究及培訓) Head (Policy, Research and Training)

徐妤婷女士 Ms TSUI Ue-ting, Doris

*註：林美秀女士於2024年4月11日起成為平機會主席。

*Note: Ms LAM Mei-sau, Linda, SBS became Chairperson of the EOC on 11 April 2024.