

我們的架構 Our Organisation

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 backgrounds and expertise.

Below is the membership of the EOC Board as at 31 March 2025:



林美秀女士
Ms LAM Mei-sau, Linda, SBS

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顧問
(機構及人才發展)
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
Advisor (Organization and Talent Development),
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, BBS, 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

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平等機會委員 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

香港愛滋病顧問局委員
Member, Hong Kong Advisory Council on AIDS

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
上訴委員會(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

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

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

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

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平等機會委員 EOC Members

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
註冊社工
Social Services Coordinator, Ebenezer School and
Home for the Visually Impaired
Registered Social Worker

曾志文女士
Ms TSANG Chi-man, Linda, MH

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, JP

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
Vice Principal, Hong Kong Baptist University Affiliated
School Wong Kam Fai Secondary and Primary School
District Council Member, Kowloon City District Council

黃梓謙先生
Mr WONG Chi-him, Gary, MH, JP

深圳市前海深港現代服務業管理局
首席港澳聯絡專家
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
Chief Hong Kong and Macao Liaison Expert, Authority of
Qianhai Shenzhen-Hong Kong Modern Service Industry
Cooperation Zone of Shenzhen
Board Member, The Chinese Association of Hong Kong
& Macao Studies
Non-official Member and Convenor of Working Group
on Promotion and Public Engagement, Commission on
Children

平機會委員
EOC Members

王偉倫博士
Dr WONG Wai-lun, Vincent

東部地區公共行政組織議決會主席
上訴及規則委員會(學術及職業資歷評審條例)成員
推廣職業專才教育和資歷架構督導委員會成員
Chairman (Resolution Committee), Eastern Regional
Organization for Public Administration
Board Member, Appeal Board and the Rules Committee,
Accreditation of Academic and Vocational Qualifications
Ordinance
Committee Member, Steering Committee on Promotion
of Vocational and Professional Education and Training
and Qualifications Framework

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

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管治委員會會議

平機會在2024-25年度共舉行了四次管治委員會會議，出席率平均為91.2%。若委員連續兩次缺席會議，秘書處會向該委員作出書面提示。若該委員往後再次缺席會議，秘書處亦會再次發出書面提示。此外，委員亦須向管治委員會作出利益申報。

以下為2024-25年度管治委員會會議的出席記錄。

Board Meetings

During 2024-25, four Board meetings were held, with an average attendance rate of 91.2%. Where a Member has been absent for two consecutive meetings, a reminder would be issued to the Member. Following that, a further reminder would be issued to the Member again for any subsequent absence. 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 2024-25 is listed in the table below.

		20/6/2024	19/9/2024	19/12/2024	20/3/2025
		定期Regular	定期Regular	定期Regular	定期Regular
林美秀女士(主席)	Ms LAM Mei-sau, Linda, SBS (Chairperson)	√	√	√	√
陳麗群女士	Ms CHAN Lai-kwan, Queenie, MH	√	√	缺席 Abs	√
鄭泳舜議員	The Hon CHENG Wing-shun, Vincent, BBS, MH, JP	√	√	√	√
蔡懿德女士	Ms CHOI Yi-tak, Rosanna, MH	√	缺席 Abs	√	√
周莉莉女士	Miss Lily CHOW	√	√	√	√
高德蘭博士	Dr Theresa CUNANAN	缺席 Abs	缺席 Abs	√	√
方文傑先生	Mr FONG James Mathew	√	√	√	√
藍建中先生	Mr LAM Ken-chung, Simon	√	√	√	√
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, MH	√	√	√	√
利哲宏博士	Dr Rizwan ULLAH, MH, JP	√	√	√	√
黃梓謙先生	Mr WONG Chi-him, Gary, MH, JP	√	√	缺席 Abs	缺席 Abs
王偉倫博士	Dr WONG Wai-lun, Vincent	√	√	√	√
胡潔瑩博士	Dr WU Kit-ying, Kitty, JP	√	√	√	√

Abs = Absent

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、帳目、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；審批由平機會資助其他人士進行的教育項目；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 performance 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 governmental and non-governmental, 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.

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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事項提出意見；審批各項研究和培訓教材套；以及審閱政策及研究的報告。

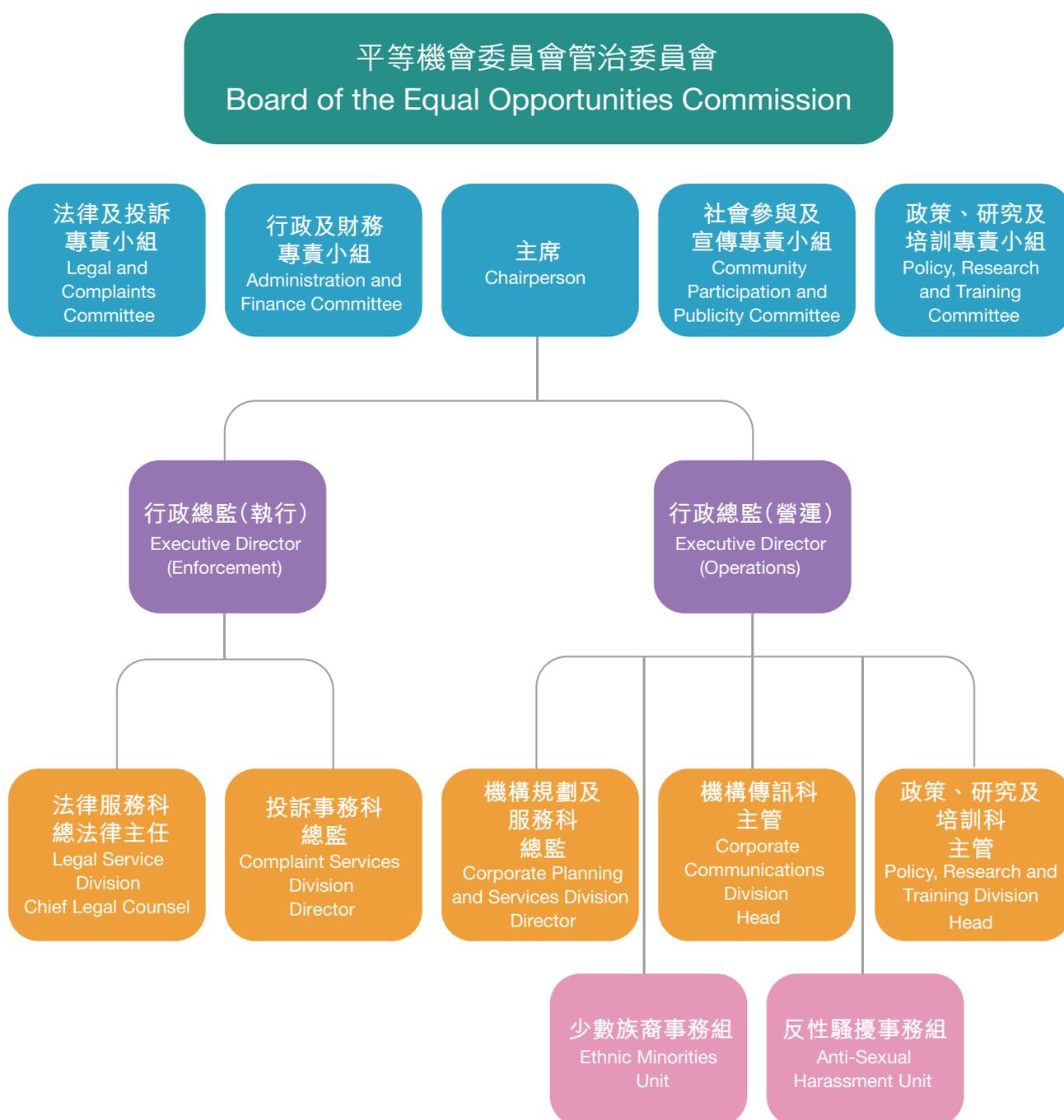
上述四個專責小組的成員名單列載於附錄1。至於詳細職權範圍，請瀏覽平機會網站：<https://www.eoc.org.hk/zh-hk/about-the-eoc/organisation-and-staff-3>

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>

平等機會委員會的組織架構(截至2025年3月31日)
Organisational Structure of the Equal Opportunities Commission
(as of 31 March 2025)



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平等機會委員會辦事處管理團隊 (截至2025年3月31日) Management Team of the Equal Opportunities Commission (as of 31 March 2025)

主席 **Chairperson**

林美秀女士 Ms LAM Mei-sau, Linda, SBS

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)**

陳潔貞女士 Ms CHAN Kit-ching, Lisa

總法律主任 **Chief Legal Counsel**

文瑞麟先生 Mr MAN Sui-lun, Allan

主管(機構傳訊)(署任) **Head (Corporate Communications) (Acting)**

賴月玲女士 Ms LAI Yuet-ling, Joyce

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

徐妤婷女士 Ms TSUI Ue-ting, Doris