

## **WOMEN'S COMMISSION**

### **Enhancing Women's Participation in Advisory and Statutory Bodies (ASBs)**

#### **Purpose**

This paper updates Members on the participation of women in the work of advisory and statutory bodies (ASBs) set up by the Government.

#### **Background**

2. ASBs play an important role in Hong Kong's public policy-making structure and decision-making process. To enhance the participation of women in the work of ASBs, we promulgated in January 2004 a working target of at least 25% for each gender (the 25% gender benchmark) for the purpose of appointments to ASBs.

#### **Appointment policy**

3. As a matter of principle, each ASB appointment is made on the basis of the merit of the individual concerned, taking into account the candidate's ability, expertise, experience, integrity and commitment to public service, with due regard to the functions and nature of business of the ASB concerned, and gender balance.

4. We have adopted a progressive approach in increasing women's participation in the work of ASBs while upholding the principle of appointment by merit. Bureaux and departments (B/Ds) have been encouraged to take proactive measures to reach out, identify and cultivate women who are willing and able to contribute to the work of ASBs. When making appointments, the respective appointing authority would consider the current gender position and the impact of the proposed appointments on gender balance. Appointing authorities have been asked to take into account the need for balanced representation of genders in making appointments, having regard to the operational needs of the ASBs concerned and the availability of suitable candidates.

## **Women participation in ASBs**

5. Through the collective efforts of B/Ds, the situation has improved continually and we achieved the 25% gender benchmark target in December 2005. As at February 2007, 1 312 (or 25.2%) of the 5 197 appointed non-officials on ASBs were women.

6. Since the 25% gender benchmark target has only been reached recently, it would be premature to raise it further at this stage. We will consolidate the current position and shall continue to encourage the appointing authorities to further promote women participation in ASBs and take proactive measures to reach out, identify and cultivate women who are willing and able to contribute to the work of ASBs.

### *Central Personality Index*

7. In particular, the Home Affairs Bureau (HAB) maintains a Central Personality Index (CPI), a central database of persons who are serving or have indicated interest to serve on ASBs. B/Ds may request HAB to provide data of potential candidates from the CPI, having regard to the specific requirements for the ASBs concerned. In providing nominations from the CPI, we would pay special attention to ensure that more women are nominated among prospective candidates who meet the requirements of the relevant appointing authorities.

8. We would also step up effort and work with the relevant parties to encourage more women to contribute their CV to the CPI. The CV form has been uploaded onto the website of HAB. Any person who is interested to have their personal data included in the CPI may download and fill in the CV form and send it to the Personality Index Section of HAB.

## **Advice Sought**

9. Members are invited to note the contents of this paper.

**Home Affairs Bureau  
March 2007**