

WOMEN'S COMMISSION
Notes of the 79th Meeting held on 15 May 2015

<u>Present:</u>	Mrs Stella LAU Miss Annie TAM	(Chairperson) Permanent Secretary for Labour and Welfare (Vice-chairperson)
	Ms Teresa AU Professor Cecilia CHAN Ms Aruna GURUNG Dr. Maggie KOONG Ms Leona LAM Dr. Trisha LEAHY Mrs Miranda LEUNG Ms Yolanda NG Dr. Lawrence TANG Ms Sandy WONG Ms WONG Shu-ming Mr. Robert WONG Ms Yvonne YEUNG	
	Mr MC FUNG Ms. Connie LAU	Assistant Director of Social Welfare Assistant Secretary (Constitutional & Mainland Affairs)5B, Constitutional & Mainland Affairs Bureau
<u>Absent with Apologies:</u>	Professor Shirley HUNG Ms Angelina KWAN Ms Juan LEUNG Mr. Philip TSAI Ms Catherine WONG Ms WONG Siu-wah Ms Rabi YIM	
<u>In attendance:</u>	Ms Doris CHEUNG Miss Fiona LI Ms Winnie CHAN Mr. Syrus TSUI	Deputy Secretary (Welfare) 1 PAS (Welfare)2 AS (Welfare)2A (Secretary) AS (Welfare)2C

	Mrs Annie CHAN Mr. SH LEUNG	CEO(SD) RPO (Welfare)2
For Agenda Item 1	Ms Fanny PANG Ms Alice CHEUNG	Deputy Executive Director (Business Development & Communications), Employees Retraining Board Senior Manager (Service Schemes), Employees Retraining Board
For Agenda Item 2	Ms CHAN Shui Yu, Marion Mr CHAN Ho Wing, Alston Ms Christina YUEN Mr Calvin CHOI	Assistant Commissioner (Social), Census and Statistics Department Statistician (Social Survey) 2, Census and Statistics Department Research Director, MOV Data Collection Center Limited Research Manager, MOV Data Collection Center Limited

Item 1: Review of 2015 Chinese New Year Service of the “Smart Living” Scheme of the Employees Retraining Board (WoC 06/15)

1.1 With the aid of a powerpoint presentation, Ms Alice CHEUNG, Senior Manager (Service Schemes) of Employees Retraining Board (ERB), briefed Members on the review of the 2015 Chinese New Year Service of the “Smart Living” Scheme (“Smart Living”) of ERB.

1.2 In response to Members' observation that the helper vacancy fill-up rate for Hong Kong Island was comparatively low, Ms Fanny PANG, Deputy Executive Director (Business Development & Communications) of ERB said that employers on Hong Kong Island were generally willing to offer a higher hourly rate of about 4%. However, the fill-up rate was still comparatively low due to various factors, including demand and supply mismatch, and travelling time, transport cost, etc. In addition to the hourly rate offered by the employers, the helpers would also take into account other factors, including the working hours, work locations and job requirements, when considering whether to take up a job. To improve the fill-up rate, the regional centres of "Smart Living" would try to match the job vacancies and coordinate the working hours to attract more helpers to work across districts. ERB would continue to monitor the trend and provide assistance during the job matching process. The Chairperson pointed out that some employers would provide travelling expenses or provide transport to the helpers. She suggested that ERB could encourage and publicise such good practices.

1.3 A Member noted that domestic services had been offered

to different social groups with special needs for free before the Chinese New Year under private sponsorship. She suggested that “Smart Living” could help provide services for the elderly and people with disabilities who were living alone, especially in remote areas. Further cooperation with the business sector could be explored to solicit their support for the project. Consideration could also be given to extending the services to cover other festive seasons in addition to Chinese New Year, which would help cultivate a caring culture for the people with special needs in the community. Another Member said that proper training should be provided to the helpers to equip them with the skills to take care of elderly persons with dementia.

1.4 Ms Pang said that a property corporation had joined as a partner to fully sponsor domestic cleaning services of “Smart Living” for 388 elderly persons living alone in 2015. ERB would consider promoting the services from the health and hygiene perspectives in that home cleaning services should be useful in containing the spread of seasonal influenza during its peak time. ERB would continue to encourage the helpers to attend training and workshops to enhance their necessary skills in carrying out their duties.

1.5 In response to a Member's enquiry, Ms Pang said that consideration could be given to exploring the collaboration opportunities with corporate employers (e.g. schools) under the ERB "Smart Starter" pilot scheme in providing part-time job referral.

Item 2: Preliminary Findings of Time-use Survey (Part Two: Time-Use Pattern) (WoC 07/15)

2.1 With the aid of a powerpoint presentation, Ms Christina YUEN, Research Director of the MOV Data Collection Center Limited (MOV), briefed Members on the preliminary findings of Time-use Survey (Part Two: Time-Use Pattern).

2.2 In response to a Member's question on why the average number of working hours was around 4 hours per day only, Ms Yuen said that this was the average figure taken from all interviewees who were either employed or unemployed during the survey. The number of hours for paid work for employed persons was around 6 hours per day. In response to PSLW's question, Ms Yuen said that the hours for paid work excluded meal breaks which were catergorised under "activities related to personal basic necessities" in the two-day (one week day and

one day in a weekend) activity diary filled in by respondents.

2.3 A Member noted the difference between male and female in the satisfaction on time-use pattern and share of housework. She opined that WoC should consider doing more promotion on encouraging the male to share the housework, so as to help eliminate gender stereotype.

2.4 Comparing the findings of the time-use surveys conducted in 2001 and 2013, a Member said that it was unhealthy that the time spent with household members, relatives, friends, etc. was decreasing and the share of housework among household members was uneven. She agreed that promotion on sharing of housework should be enhanced. Regarding the satisfaction of time-use pattern, she enquired on whether the rating of “average” should be interpreted as a “positive” or “negative” attribute. Ms Yuen replied that according to their experience, the rating of “average” should generally be regarded as a little above average but not a negative attribute in Chinese society.

2.5 In response to a Member's question, Ms Yuen explained that the "Classification of Broad Type of Activities" (which included unpaid activities) was used by respondents to fill in the two-day activity diary which recorded all their activities. Given that some activities might not be captured within the two days concerned, different questions were asked to cover activities which were not conducted daily or would be conducted periodically, e.g. cultural events, religious activities, etc. and the findings were presented under "Participation in Unpaid/Social Activities".

2.6 Some Members asked if further analysis could be conducted on the relationship between satisfaction on time-use pattern and the pattern of working hours (e.g. long working hours, regular/irregular hours, or shift duty, etc.), and whether there was any correlation between the pattern of working hours and the health status of the respondents. A Member also noted that the percentage of female students who were dissatisfied with time-use pattern was relatively higher. Ms Yuen said that information on the health status and the pattern of working hours were not collected in the survey. As for the Member's further enquiry on the possibility of deducing the

pattern of working hours from the survey results, Ms Marion CHAN, Assistant Commissioner (Social), Census and Statistics Department (C&SD) said that the data collected from a two-day activity diary might not be representative of the overall working hour pattern of the respondents. C&SD would further discuss with MOV on whether and how the analysis could be conducted. In response to the question on whether traveling time related to work could be included in the working hours, Ms Yuen said that while traveling time was captured as a separate item in the survey, it was unclear which portion of the traveling time was related to work.

[Post-meeting note: MOV and C&SD had reviewed the questionnaire design and did not recommend conducting the proposed analysis. As the questionnaire only collected data on one weekday and one day in the weekend from respondents, it would not be statistically sound to generalise the findings to represent the overall working situation and thus further analysis by satisfaction on time-use pattern as a whole would not be appropriate. In addition, as detailed information on occupation was not collected in the survey, it would not be possible to ascertain whether respondents having reported to

have spent time for paid work during weekend were working on irregular hours / shifts or working over-time.]

2.7 A Member asked if the time spent on voluntary work by men was longer than women, and whether people spent more time in cultural activities than in sports activities. Ms Yuen explained that according to the survey results, a higher percentage of women participated in voluntary work than men in the past 12 months, but the number of hours spent on voluntary work by men was higher than that by women. Ms Yuen also pointed out that both women and men spent less time on voluntary work than on unpaid activities (e.g. doing housework and taking care of household members) in a year. In response to a Member's enquiry, Ms Yuen added that in the survey design, "cultural activities" included singing Cantonese opera, watching drama/Cantonese opera, visiting museum, etc., while watching TV was categorised under "self-entertainment activities".

2.8 A Member asked if further analysis could be conducted on the satisfaction of time-use pattern by marital status and living arrangement; as well as the familial relationship between

the person who took up most of the housework with the person who did not do any housework in the same household. The Member also asked if the statistics for the time spent on “unpaid activities for relatives/friends living apart” could be segregated into two components, viz. those for relatives and those for friends living apart. Ms Yuen replied that the breakdown of the time spent on unpaid activities for relatives and friends living apart was not available in the survey and MOV would explore whether further analysis could be made available for the former.

[Post-meeting note: MOV would prepare further analysis on the satisfaction of time-use pattern by marital status and whether living alone / living with dependents (i.e. household member aged under 15 or 65 and above), as well as the familial relationship between the person who took up most of the housework with the person who did not do any housework in the same household.]

2.9 The Chairperson thanked C&SD and MOV for the presentation. She said that WoC and the Working Group on Enabling Environment (WGEE) could further explore how to

make use of the survey findings. Promotion on gender awareness (e.g. on sharing of housework, gender stereotype, etc.) could also be followed up by WGEE as appropriate. PSLW noted that C&SD would announce the survey findings around mid-2015 tentatively. WoC might wish to consider if a press release should be issued (by the Labour and Welfare Bureau quoting WoC) to coincide with C&SD's announcement. Different Bureaux/Departments could approach C&SD for further analysis of the data available if deemed necessary and appropriate.

2.10 The Meeting agreed that a press release would be issued and WGEE would continue to follow up on this task as appropriate.

Item 3: WoC 2014-15 Progress Report and 2015-16 Work Plan (WoC 08/15 & WoC 09/15)

3.1 Representatives of the Working Groups and the Steering Committee on the Capacity Building Mileage Programme introduced the progress reports and the work plans of their respective working groups/ steering committees.

3.2 Regarding the meetings or sharing sessions with local and international women's groups in 2014-15, the Chairperson highlighted that WoC had met with the Hong Kong Women's Coalition on Equal Opportunities and the Macau Women's Commission earlier during which there was a useful exchange on WoC's role and main focuses of work. WoC also shared with the Commission the approach and experience in compiling the "Hong Kong Women's Development Goals". In sharing her experience in attending the speaking event hosted by BlackRock in March 2015, the Chairperson encouraged Members with relevant experience and expertise to participate more in the sharing sessions with private sector/public bodies for promoting WoC's work if and when suitable opportunities arose.

3.3 For the anti-sexual harassment programme under the Working Group on Empowerment, some Members said that the Equal Opportunities Commission (EOC) had been conducting research on this in collaboration with different sectors (e.g. education sector, sports sector, medical sector and flight attendants). WoC should not duplicate EOC's efforts in this area of work.

3.4 As for the work relating to domestic violence, PSLW said that the Panel on Welfare Services of the Legislative Council had set up in December 2014 a “Subcommittee on Strategy and Measures to Tackle Domestic Violence and Sexual Violence” (the Subcommittee) to discuss issues concerning domestic and sexual violence on a monthly basis. Deputations had been invited to attend and give views at the Sub-committee meeting. The meeting papers and minutes would be circulated to Members for reference.

[Post-meeting note: The terms of reference, membership, meeting schedule and meeting papers for the Subcommittee were circulated to Members via Friday Bundle on 15 May 2015.]

Item 4: Report of the 59th Session of the United Nations Commission on the Status of Women (UNCSW) (WoC 10/15)

4.1 The Assistant Secretary for Labour and Welfare (Welfare)2C (AS(W)2C) introduced the paper WoC 10/15.

4.2 AS(W)2C reported that the Chairperson, Deputy Secretary for Labour and Welfare (Welfare) 1 (DS(W)1) and AS(W)2C attended the 59th Session of UNCSW from 9 to 11 March. DS(W)1 made a statement at a roundtable session with

ministerial participation and shared our efforts in achieving gender equality. The Chairperson spoke on the latest development of women in Hong Kong, as well as WoC's work focus at a luncheon hosted by the Hong Kong Economic and Trade Office in New York. The Chairperson and DS(W)1 also exchanged views with the participants on a number of topics, including women's employment, child care services, women's participation in boards, etc.

Item 5: Confirmation of Minutes of the 78th Meeting (WoC 11/15)

5.1 The minutes of the 78th meeting were confirmed without amendments.

Item 6: Verbal Report by Working Groups

6.1 The Meeting noted the verbal reports made by the co-convenors of respective working groups.

Item 7: Secretary's Report (WoC 12/15)

7.1 The Meeting noted the Secretary's Report.

Item 8: Any Other Business

8.1 There being no other business, the meeting was adjourned at 12:30 p.m.

**Women's Commission Secretariat
June 2015**