

The image features a solid pink background. In the upper center, there is a dark green oval with white, wavy, marble-like patterns. Below it, centered, is a vertical, textured brushstroke in a vibrant magenta color. To the left and right of this brushstroke are two more green ovals with similar white patterns, positioned at a lower level than the top oval.

積極進取
Positive
Mindset

婦女事務委員會 — 中央機制

Women's Commission – a Central Mechanism

中國明確把男女平等作為一項基本國策，表明了中國促進性別平等、保障婦女權益的堅定決心。10年來，中國恪守《北京宣言》和《行動綱領》的宗旨，制定並實施了《中國婦女發展綱要》。

China has adopted equality between men and women as its fundamental state policy, fully reflecting its firm commitment to promoting gender equality and protection of women's rights and interests. In the past ten years, China has adhered to the principles set out in the Beijing Declaration and the Platform for Action, promulgated and implemented China's Programme for Women's Development.

國家主席胡錦濤

於紀念聯合國第四次世界婦女大會10周年會議
開幕式上發言

Address by President HU Jintao
at the Opening Ceremony of
The Tenth Anniversary Commemoration of the
Fourth World Conference on Women
(The English version is a translation.)

2.1 委員會的成立

鑑於早年香港的性別不平等情況普遍，香港的婦女組織和關注團體自1980年代開始，致力倡議成立一個婦女事務委員會，作為一個高層次的中央機制，藉以提升香港婦女的地位。

1996年，聯合國《消除對婦女一切形式歧視公約》（《婦女公約》）延伸至適用於香港。在1999年的《婦女公約》審議會上，聯合國消除對婦女歧視委員會建議香港特別行政區（香港特區）政府成立一個中央機制，專責積極推動性別平等政策和長遠策略發展，藉以提升香港婦女的地位。

香港特區政府遂於2001年成立婦女事務委員會，作為一個高層次的中央機制。委員會由香港特區行政長官委任，專責就婦女事務的宏觀策略提出建議，並制訂長遠目標和策略，確保婦女可盡展所長。委員會亦會就婦女關注的政策和措施向政府提供意見。

2.1 How the Commission Began

Since the 1980s, women's groups and interested parties in Hong Kong have been advocating vigorously the establishment of a women's commission as a high-level central mechanism for advancing the status of women in view of the gender inequalities prevailing in society.

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) of the United Nations (UN) was extended to Hong Kong in 1996. During the CEDAW hearing in 1999, the UN CEDAW Committee suggested the Hong Kong Special Administrative Region (HKSAR) Government to set up a central mechanism for the advancement of women in Hong Kong, charged with the proactive development of policy and long-term strategies on gender equality.

Accordingly, the Women's Commission was established by the Government in January 2001 as a high-level central mechanism. Appointed by the Chief Executive of the HKSAR, the Commission is tasked to take a strategic overview on women's issues, develop a long-term vision and strategy for the development and advancement of women, and advise the Government on policies and initiatives which are of concern to women.

在婦女事務委員會的起步階段，我們本着追求真、善、美的精神，致力在婦女事務尋本溯源，穩紮根基，同時克服一個初生組織面對的挑戰和障礙。

During the pioneering days at the Women's Commission, we had striven to find the means to promote the interests and welfare of women in a sincere, truthful way. Our task had been to establish a solid foundation while meeting the challenges and overcoming the obstacles facing our nascent organisation.

婦女事務委員會前主席
梁劉柔芬

Sophie LEUNG

Former Chairperson of the Women's Commission

2.2 委員會的運作

婦女事務委員會的委員由行政長官委任。目前，委員會由一位非官方主席、17名非官方成員和三名官方成員組成。

2.2 How the Commission Works

Members of the Women's Commission are appointed by the Chief Executive. Currently, the Commission is chaired by a non-official and comprises another 17 non-official members as well as three ex-officio members.



2001年國際婦女節慶祝活動
Celebration activity of International Women's Day 2001

委員會每兩個月舉行一次定期會議，亦會就個別議題舉行特別會議。另外，亦會因應需要舉行工作會議，以推展新的措施及推行委員會的各項計劃、項目和活動。我們亦會舉辦工作坊、會議和交流會，與婦女團體和非政府組織討論特定的議題。

勞工及福利局會就委員會的項目發展、項目執行和管理、聯絡、研究及統籌等工作提供秘書處支援。這隊伍由一名首長級人員帶領，專責於政府內部倡導和統籌與婦女相關的事務，以及監察《婦女公約》在香港實施的情況。

2.3 使命和策略

婦女事務委員會的使命是「促使香港的女性在生活各方面充分獲得應有的地位、權益及機會」。為達到這項使命，我們採取三管齊下的策略，包括提供有利的環境、通過能力提升增強婦女能力和推行公眾教育這三方面。我們又發揮促進婦女權益，啟發新思維和催化改變，以及動員社區資源等策略性功能。

為了進一步履行我們的職責，委員會向政府提出建議，以制訂適切的政策和措施；確定須優先處理的工作範疇；進行獨立的調查和研究；以及與本地和國際婦女團體和服務機構保持緊密聯繫。此外，在協助政府落實《婦女公約》和《北京行動綱要》方面，委員會亦擔當重要角色。

We meet regularly on a bi-monthly basis and special meetings are convened to discuss topical issues. Working meetings are held as frequently as needed to take forward the new initiatives and implement the plans, programmes and activities of the Commission. We also organise workshops, meetings and exchange sessions to discuss specific issues with women's groups and NGOs.

The Commission receives secretariat support from the Labour and Welfare Bureau in project development, implementation and management, liaison, research and co-ordination. The Team is led by a directorate officer. It champions women's issues within the Government, provides overall co-ordination on women's issues, and oversees the implementation of CEDAW in Hong Kong.

2.3 Mission and Strategy

The Women's Commission has a mission to enable women in Hong Kong "to fully realise their due status, rights and opportunities in all aspects of life". To achieve this mission, we have adopted a three-pronged strategy, namely the provision of an enabling environment, empowerment of women through capacity building and public education. We also plays the strategic roles of championing women's causes, inspiring and catalysing change, and mobilising community resources.

To further fulfil our duties, the Commission advises the Government on the development of appropriate policies and initiatives, identifies priority areas for action, engages in independent surveys and research studies, and maintains close ties with local and international women's groups and service agencies. The Commission also plays an important role to assist the Government in implementing CEDAW and the Beijing Platform for Action.



委員積極參與婦女事務委員會的活動
Members actively participate in activities
of the Women's Commission



委員會成立了四個工作小組，制訂和監察四個策略性範疇的工作：

- **締造有利環境工作小組**制訂和推行措施，以通過消除環境、制度和政策上的障礙，為婦女提供有利環境，包括推廣性別觀點主流化。
- **增強婦女能力工作小組**制訂及實施各項措施，例如「自在人生自學計劃」，協助香港婦女盡展潛能，以及積極投入社會各方面的公共及社交生活。
- **公眾教育工作小組**制訂宣傳計劃和公眾教育活動，以提高社會對性別課題的認知，和加深公眾對委員會及其職能的認識和支持。
- **協作工作小組**則通過各項活動，例如定期探訪本地婦女團體、服務機構和地區等，與婦女團體和非政府組織建立伙伴關係和產生協同效應。

2.4 委員會作為中央機制的角色

2.4.1 就政府政策和服務提供建議

婦女事務委員會的其中一項主要工作，是根據婦女的需要檢視政府相關政策和服務，及向決策者提出意見，包括邀請不同的政府決策局和部門的官員參與委員會會議，就相關政策和措施對婦女的影響交流意見；參與不同的諮詢工作，以及確定須優先處理的工作。

施政報告

委員會每年都會參與施政報告的諮詢工作，就關乎本港婦女福祉和權益的事項提交意見書。至今，行政長官對委員會的意見都有十分正面的回應。

舉例說，在2005年的施政報告中，行政長官對委員會的工作予以充分肯定，並接納了我們在數項課題上的建議，包括培養家庭成員之間的關懷和尊重，以及提供一個家庭友善的工作和社區環境。行政長官亦在該份施政報告中再一次表明政府絕不容忍家庭暴力的立場，並重申在推出政策和措施時，政府會考慮兩性的不同需要和觀點。

Four Working Groups have been formed to devise and oversee work in four strategic areas:

- The **Working Group on Enabling Environment** develops and implements initiatives to provide an enabling environment for all women by eliminating obstacles, whether they are environmental, systemic or policy-based, including the promotion of the gender mainstreaming strategy.
- The **Working Group on Empowerment** helps women realise their full potential and actively participate in all aspects of public and private life by launching various empowerment initiatives, including the Capacity Building Mileage Programme.
- The **Working Group on Public Education** develops publicity campaigns and public education programmes that raise gender awareness in the community, and enhance public knowledge and support of the Commission and our functions.
- The **Working Group on Collaboration** seeks to establish partnerships and create synergy with women's organisations and NGOs through meetings and various activities, including regular visits to local women organisations, service agencies and districts.

2.4 The Commission's Role as a Central Mechanism

2.4.1 Advising the Government on Policies and Services

One major task of the Women's Commission is to keep under review Government policies and services in the light of women's needs, and to express our opinions and concerns as appropriate. This includes inviting officials from various bureaux and departments to attend the Commission's meetings to exchange views on the respective policies and programmes impacting on women, participating in different consultation exercises, as well as identifying priority areas for action.

Policy Addresses

Every year, the Commission takes part in the consultation exercise for the Policy Address, and provides submissions concerning the well-being and interests of women. To date, feedback from the Chief Executive (CE) has been very positive.

In the 2005 Policy Address, for example, the CE recognised the work of the Commission and accepted our advice on a number of topics, including the cultivation of care and respect among family members, as well as the provision of a family-friendly work and community environment. In his Address, the CE also reiterated the Government's non-tolerance stance against domestic violence, and reassured its commitment to considering the different needs and perspectives of both genders when introducing new policies and measures.

行政長官在2006年的施政報告中，進一步闡釋和深化處理上述課題。例如行政長官正式宣佈考慮成立一個綜合、整體和高層次的家庭事務委員會，負責有關支援家庭的政策和措施。同時，行政長官亦公開表明認同家庭友善僱用政策和措施，以及優質家長教育的重要性。

在2007年的施政報告中，行政長官提出多項培育關愛家庭的新措施，包括改善公共房屋安排以鼓勵家庭成員互相扶持及關懷長者、增加支援體弱長者家庭的家居照顧服務、以及加強日間護理及託兒服務等。同時，委員會亦欣悉政府除了提出《家庭暴力(修訂)條例草案》外，亦承諾加強對家暴受害人的支援。這些成果足以反映政府對委員會意見的重視。

影響婦女的政策和服務

過去數年，委員會著手與各政府決策局和部門檢討與婦女有關的主要政策和服務，包括健康護理服務、公共房屋、資訊科技訓練、就業輔導服務和與工作有關的培訓、成人及持續教育、福利服務和家庭服務、為家庭暴力及性暴力受害人提供的服務、為殘疾及少數族裔婦女提供的服務、文化康樂服務等。我們亦促請政府在提供這些服務時應顧及婦女的實際情況和需要。

In the 2006 Policy Address, these themes were further clarified and strengthened. For instance, the CE formally announced the possibility of setting up an integrated, holistic and high-level Family Commission responsible for policies and initiatives relating to family support. Likewise, he publicly acknowledged the importance of family-friendly employment policies and practices as well as quality parenting.

In the 2007 Policy Address, the CE introduced a number of new initiatives to foster caring families. These measures include enhanced housing arrangements to promote mutual family support and care for the elderly, increased home care services to support families living with frail elders, and strengthened day foster care and child care services. In addition to the introduction of the Domestic Violence (Amendment) Bill, the Commission was also glad to see that the Government was committed to intensifying its support for victims of domestic violence. All these successes fully reflect the importance that the Government has attached to the advices of the Commission.

Policies and Services Impacting on Women

Over the past years, the Commission has initiated discussion with different bureaux and departments to review key policies and services for women, including health services, public housing, information technology training, employment services and job-related training, adult and continuous education, welfare services and family services, services for victims of domestic and sexual violence, services for disabled and ethnic minority women, and cultural and leisure services, etc. and has provided advice to the Government on improvements to cater for women's specific circumstances and needs.



性別觀點主流化

性別觀點主流化是促進兩性平等的主要策略。2002年，在委員會建議下，政府同意在各政策範疇內逐步推行性別觀點主流化。而為了推進這方面的工作，委員會設計了一份「性別觀點主流化檢視清單」，協助有關人員評估新訂立和現行公共政策、法规和措施對兩性的影響。截至2008年3月，政府已在28個特定的政策或工作範疇採用了檢視清單。同時，亦有愈來愈多政府人員在日常工作流程中，應用了性別觀點主流化的概念，考慮兩性的需要和觀點。我們將繼續與政府緊密合作，最終目標是把檢視清單納入政府決策過程的機制內，並推廣至政府以外的機構，使兩性平等成為社會的主流觀點。

婦女安全

婦女安全一直是委員會優先處理的工作。2006年1月，委員會發表題為《香港婦女安全：消除家庭暴力》報告，提出一個多範疇策略，並就政策、服務和法律改革，提出了21項建議。我們的建議得到政府、婦女團體、持份者和社會各界的支持。2007年，委員會檢視了政府在促進婦女安全方面的工作進度，並將會發表補充報告，檢視建議的進展情況。

Gender Mainstreaming

Gender mainstreaming is a key strategy to achieve gender equality. In 2002, on the Commission's recommendation, the Government endorsed the introduction of gender mainstreaming into various policy areas on an incremental basis. To facilitate this process, the Commission designed a Gender Mainstreaming Checklist to assist government officers in evaluating the gender impact of new and existing public policies, legislation and programmes. By March 2008, the Government had applied the Checklist to 28 specific policy areas or programmes. More and more government officers have also applied the gender mainstreaming concept in the course of their daily work, taking into account the needs and perspectives of both genders. We will continue to work closely with the Government, with the ultimate goal of institutionalising the Checklist in the policy decision-making process in the Government and promoting its application outside the Government in order to mainstream gender equality in the society.

Women's Safety

Women's safety has always been a priority area of work of the Commission. In January 2006, the Commission published a report entitled *Women's Safety in Hong Kong: Eliminating Domestic Violence*, putting forward a multi-dimensional strategy with 21 recommendations for policy, service and legal changes. The recommendations have obtained support of the Government, women's groups, concerned stakeholders and others in the wider community. In 2007, the Commission reviewed the progress made by the Government, and plans to publish a Supplement to take stock of the progress of the various recommendations.



發表《香港婦女安全：消除家庭暴力》報告
Launched the report on *Women's Safety in Hong Kong: Eliminating Domestic Violence*



聯合國《婦女公約》審議會2006
United Nations CEDAW hearing 2006

推動婦女參與公共決策

婦女在公共事務決策中的參與亦十分重要。政府在2004年1月採納了委員會的建議，訂出政府委任諮詢及法定組織成員時，須有25%女性的基準。此外，委員會亦促請所有政府決策局及部門採取積極措施，主動接觸、物色和培育具潛質的婦女參與有關工作。截至2007年12月，政府諮詢及法定組織的整體女性成員比例已達到26.5%。委員會已向政府提出建議，把基準調升至30%這廣為國際認同的最低標準。

2.4.2 協助政府實施《消除對婦女一切形式歧視公約》及《北京行動綱要》

婦女事務委員會的另一重要職責，是協助政府落實聯合國《消除對婦女一切形式歧視公約》（《婦女公約》）及聯合國《北京行動綱要》。在政府發表〈實施《北京行動綱要》第二份報告〉前，我們就報告內容提出了意見；委員會亦與中華全國婦女聯合會和當時的特區政府衛生福利及食物局於2005年在北京合辦「內地與香港共慶『北京+10』紀念活動暨研討會」，檢視了《北京行動綱要》的實施情況。2006年，委員會主席以中國代表團香港特區代表隊成員的身份，出席《婦女公約》審議會，與其他香港特區代表隊代表一同向消除對婦女歧視委員會匯報香港實施《婦女公約》的現況，以及香港在邁向一個兩性平等社會方面的進展。

Enhancing Women's Participation in Public Decision-making

Women's participation in public decision-making is also important. On the suggestion of the Commission, the Government in January 2004 set a target that at least 25% of appointments to government advisory and statutory bodies (ASBs) should be women. Furthermore, all government bureaux and departments have been asked to adopt a more proactive approach to reach out, identify and cultivate potential women candidates. The overall women's participation in ASBs has already reached 26.5% as at December 2007. The Commission has suggested the Government to set a revised target of 30%, which is recognised as a minimum international standard.

2.4.2 Assisting the Government in Implementing CEDAW and Beijing Platform for Action

Another major task of the Women's Commission is to assist the Government in implementing the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and Beijing Platform for Action (BPFA). We provided comments on the Government's *Second Report on the Implementation of the Beijing Platform for Action* before it was published, and organised the *Mainland and Hong Kong Joint Events in Celebration of "Beijing + 10"* with the All-China Women's Federation and the then Health, Welfare and Food Bureau of the HKSAR Government in Beijing in 2005 to review the implementation of the BPFA. In 2006, the Chairperson of the Commission attended the CEDAW hearing as a Member of HKSAR Team of the Chinese Delegation. Ms. Kao together with other delegates of the HKSAR Team updated the CEDAW Committee on the implementation of CEDAW in Hong Kong and explained Hong Kong's progress toward a gender-equal society.

