

未來動向

提供有利的環境，以提升婦女的地位並消除妨礙婦女參與社會的障礙，對全面發揮婦女潛能非常重要。作為達致性別平等的主要策略，婦女事務委員會將會繼續推動政府在制訂政策時應用性別觀點主流化檢視清單為分析工具，長遠的目標是把性別觀點主流化納入決策過程的機制內。此外，委員會亦會在政府架構以外推廣性別觀點主流化的概念，以加強社會對性別觀點主流化的了解和認識。

另外，委員會亦會繼續努力推動各界在香港更廣泛採用家庭友善僱用政策及措施。我們會積極與勞工處和其他持份者聯繫，探討在未來繼續合作推動家庭友善僱用政策及措施的機會，以及收集一些實施家庭友善僱用政策及措施的成功例子，出版一本優良措施小冊子。長遠而言，委員會希望政府可以持續推行締造家庭友善環境方面的工作，促進家庭與工作平衡和鞏固家庭。我們亦希望香港的各行各業能以家庭友善的方式運作，在保持公司的效率和效益的同時，為僱員提供更多彈性的措施，讓他們可兼顧家庭的需要。

Way Forward

Providing an enabling environment that facilitates women's advancement and eliminates barriers to participate in the community is crucial in realising women's full potential. As a key strategy to achieve gender equality, the Women's Commission will continue to promote the use of the Gender Mainstreaming Checklist as an integral analytical tool in future policy planning. The ultimate goal is to institutionalise gender mainstreaming in the policy making process in the long run. Moreover, the Commission will also promote the concept of gender mainstreaming outside the Government in order to facilitate better understanding and awareness of the concept in the community.

In addition, the Commission will continue to encourage the wider adoption of family-friendly employment policies and practices (FEPP) in Hong Kong. We actively liaise with the Labour Department and other stakeholders to identify opportunities for future collaboration on promoting FEPP, and in collating successful FEPP cases for the publication of a booklet on FEPP best practices. In the long run, the Commission calls on the Government to continue its effort in cultivating a family-friendly environment to foster work-family balance and family solidarity. We also hope that all businesses in Hong Kong will operate in a way which is family-friendly, demonstrating some flexibility to accommodate family needs while retaining efficiency and effectiveness.

3.2 增強婦女能力

3.2 Empowering Women

我們每個人的天資或有不同，但都應該享有平等機會，發揮所長。

All of us do not have equal talents, but all of us should have an equal opportunity to develop our talents.

約翰甘迺迪

美國第35任總統

John F. KENNEDY

The 35th President of the United States

(中文為翻譯版本)

婦女事務委員會相信，婦女應可建立自力更生的能力、作出明智的決擇，以及發揮自我的潛能。因此，增強婦女能力是委員會促進婦女福祉的三管齊下策略的其中一環。我們相信，透過增強婦女能力，可讓她們作好準備，面對生活的種種挑戰，以及主導改變的過程。

The Women's Commission believes that women should be able to build capacities for self-reliance, make informed decisions and realise their full potential. Empowerment of women is therefore part of the Commission's three-pronged strategy to promote women's well-being. Through empowerment, we believe that women will be better equipped to face life's challenges and become agents of change.

記得去年我在探訪一個非政府機構的時候，有機會與幾位「自在人生自學計劃」的學員見面，分享她們的學習心得。其中一位七十多歲的學員告訴我，她很珍惜這個計劃為她提供的進修機會，所以她不斷報讀不同的課程。而在課堂上積極參與，更令她有無窮的滿足感。我很高興知道不少學員透過「自在人生自學計劃」，認識了不少新朋友，擴闊了視野，性格變得更開朗，和家人的關係亦有所改善。學員本身力求上進的精神亦發揮了帶動的作用，對他們的家人和年青一代帶來正面的影響。

During a visit to a non-governmental organisation last year, I had the chance to meet with several participants of the Capacity Building Mileage Programme (CBMP), who shared with me their learning experiences. One of them, who aged over 70, told me that she had signed up for CBMP courses one after another because she valued so much the learning opportunities provided under the programme. She also gained great satisfaction through her active participation in class. I am glad to know that many CBMP students have made new friends and broadened their horizons through the programme. They have become more cheerful and developed better relationships with their family members. Their determination to strive for improvement has set a good and positive example for their families and the younger generation in striving for continual improvements.

政務司司長唐英年
於「自在人生自學計劃」第三屆畢業典禮中致辭
(時任財政司司長)

Speech by Henry TANG, Chief Secretary for Administration
at the Third CBMP Graduation Ceremony
(Mr. Tang was Financial Secretary at the time of the Ceremony.)
(The English version is a translation.)



3.2.1 自在人生自學計劃

增強婦女能力的策略，重點在於提升婦女技能，以及加強婦女內在和自力更生的能力。我們認為這方面工作的重要一環，是為婦女提供足夠和相關的教育和培訓課程。在委員會成立後不久，我們注意到很多有關的課程都以職業培訓為主，而這些課程在上課時間、地點、學歷要求和可供選擇的科目等，都似乎未能完全切合婦女的需要或興趣。因此，我們在2004年3月創辦了「自在人生自學計劃」（「自學計劃」），以補充這方面的不足之處。

「自學計劃」是我們在增強婦女能力方面的一項重要措施，旨在鼓勵不同背景和教育程度的婦女終身學習和提升個人能力。「自學計劃」特別為培養婦女正面的思維取向和提高內在能力而設，以助她們應付人生的種種挑戰。課程主要通過電台廣播節目講授，並輔以輔助學習活動和面授課程。

「自學計劃」是香港首個專為婦女而設計的大型和無障礙學習計劃，既靈活又方便，而且費用相宜，任何人都可以報讀，亦不設入學要求。而為了鼓勵更多人報讀「自學計劃」，委員會在每個學期前均會於各電子媒體播放宣傳短片和聲帶，以及於報章刊登廣告。

「自學計劃」的課程內容很多元化，包括健康、理財、人際關係與溝通技巧及其他與實際日常生活息息相關的課題。當中深得學員歡迎的課程包括「輕鬆學電腦」、「語言表達技巧」、「人際關係與溝通技巧」、「領導與合作技巧」及「投資一點通」等。

3.2.1 Capacity Building Mileage Programme

A women's empowerment strategy emphasises the importance of increasing women's skills and their capacities to enhance their own self-reliance and internal strength. We believe that an essential aspect of this capacity building process lies in adequate and relevant education and training programmes. Shortly after our establishment, we reckoned that many existing programmes then were vocational and might not fully address women's needs or interests in terms of timing of classes, location, academic prerequisites and choices of subjects. We therefore pioneered in March 2004 the Capacity Building Mileage Programme (CBMP) with an aim to fill the gap.

Being our key initiative in empowering women, the CBMP is designed to encourage women of different backgrounds and educational levels to pursue life-long learning and self-development. It aims to equip women with a positive mindset and enhance their inner strength so that they can cope with different life challenges. Courses are taught mainly through radio broadcasts, with supplementary learning activities and face-to-face courses.

The CBMP is Hong Kong's first large-scale, tailor-made and barrier-free learning programme with a focus on women. It is flexible, convenient and affordable. Participation is open to everyone and no academic qualifications are required. To further encourage enrolment, announcements in the public interest are broadcast on all electronic media and newspaper advertisements are also issued before every semester.

CBMP courses cover a wide range of topics, including health, financial management, interpersonal relationships and communication skills, as well as other practical day-to-day issues. Some of the most popular courses among CBMP students include "Learning Computers for Fun", "Presentation Skills", "Interpersonal Relationships and Communications", "Skills in Leadership and Group Work", and "Investment Tips".



「自在人生自學計劃」的學員有單親媽媽，弄孫為樂的婆婆，也有年輕人；有在職人士，有做小生意，亦有跨國公司的商人等等。雖然他們的背景差別那麼大，但他們都透過「自在人生自學計劃」追求知識，以自立自強、自助助人的態度，增進與家人親友的關係，透過積極地參與社區活動，將關懷帶給身邊的人，促進了社區的和諧，展現積極人生的多姿多彩。

Among the CBMP students, there are single mothers, child-caring grandmothers, youngsters, employees, small business owners as well as entrepreneurs of multi-national enterprises. While they have widely divergent backgrounds, they all come under the roof of CBMP to pursue knowledge; to foster better relationships with their families and friends by being a resilient and self-reliant person willing to help oneself and others; and to actively participate in community activities to care for the people around them. And in so doing, they foster harmony in the community and reveal the rich and beautiful colours of an active life.

香港公開大學梁志仁校長
於「自在人生自學計劃」第三屆畢業典禮中致辭
Speech by Prof. John C Y LEONG

President, Open University of Hong Kong at the Third CBMP Graduation Ceremony
(The English version is a translation.)

此外，「自學計劃」亦為委員會、大專院校、傳媒和非政府組織提供協作機會。「自學計劃」是由委員會與香港公開大學（公開大學）和商業電台合辦的，並由三個機構的代表組成「自在人生自學計劃督導委員會」，為計劃提供策略性指引、監察進展和評核結果。此外，亦有超過70個婦女團體和非政府組織共同協作，在「自學計劃」下提供輔助學習活動和面授課程。2006年12月，公開大學舉辦了首次「自在人生自學計劃論壇」。在論壇上，各持份者檢視了「自學計劃」的運作和就未來的發展交換意見。出席論壇的包括非政府組織的代表、學員、導師、校外課程評審員和課程設計師。

In addition, the CBMP also provides a good opportunity for collaboration among the Commission, tertiary institute, media and NGOs. The CBMP is run jointly by the Open University of Hong Kong (OUHK) and the Commercial Radio. A Steering Committee with representatives of the three parties has been established to provide strategic guidance, monitor progress and evaluate the outcome. Over 70 women's groups and NGOs also collaborate in conducting optional learning activities and face-to-face courses. In December 2006, the first CBMP Forum was held at the OUHK for stakeholders to review the CBMP and exchange views on its future development. Participants in the Forum included NGO representatives, students, tutors, external course assessors and course designers.



中心在協辦「自在人生自學計劃」的過程中，招聚了不少計劃的忠實支持者。有位學員從2007年中心開辦第一期「自在人生自學計劃」開始，每個學期都報讀課程，眾學員更不時為課程提供寶貴意見，當中不乏熱心的男學員，他還為中心義務維修水電。看到學員投入學習，發揮潛能，生活變得豐盛精彩；義務導師傾囊相授、教學相長，中心更覺「自在人生自學計劃」甚具意義和價值。

In the course of co-organising the CBMP, our centre has come across many participants who are staunch supporters of the programme. There is one who has taken CBMP courses each and every semester since we launched the first semester of the programme in 2007. Valuable feedbacks have also been received from students from time to time, including a dedicated male student who volunteered to undertake maintenance of utility facilities for our centre. When we see our students engaging themselves fully in learning, realising their potentials and enriching their lives; and our volunteer instructors devoting their best knowledge to the task of teaching, benefiting their students as well as their own selves during the education process, we come to realise vividly that CBMP is a truly meaningful and valuable programme.

西貢將軍澳婦女會西翠林康怡綜合服務中心
黃樂敏

WONG Lok-man

Tsui Lam Pleasant Multi-Service Centre

Sai Kung & Tseung Kwan O Women's Association

(The English version is a translation.)

在獎券基金資助下，「自學計劃」首先在2004至2007年試辦三年。自2007年3月起，政府撥款支持「自學計劃」的擴展和持續運作。最近，我們的助學計劃獲得超過一百萬港元的私人捐款，讓我們能協助更多有財政困難而未能支付課程學費的學員。

With funding support from the Lotteries Fund, the CBMP was first implemented on a three-year pilot basis from 2004 to 2007. Starting from March 2007, the Government has provided funding support to expand and sustain its continued operation. Private donations of over HK\$1million were received recently for the existing bursary scheme, which will help strengthen our capacity to assist those who have financial difficulties to pay for the tuition of CBMP.



「自學計劃」自推出以來一直深受歡迎，傳媒亦不時廣泛報道。「自學計劃」成功鼓勵婦女（特別是弱勢婦女）通過持續進修和提升個人能力，發揮潛能。截止2007年底，報讀「自學計劃」課程的註冊人數已累積至約21,000人次，當中仍未包括約250,000名（根據2005年4月至7月的收聽調查結果）收聽「自學計劃」電台廣播課程但沒有正式報讀的公眾人士。

Since its launch, the CBMP has been very well received, and a popular subject in media. The CBMP has been successful in encouraging women, particularly under-privileged women, to engage in continuous learning and to build up their capacities to fully develop their potential. As at November 2007, the cumulative number of enrolments was around 21,000, which has not yet included the estimated 250,000 (based on April to July 2005 audience rating survey) unregistered people who listen to CBMP radio broadcasts.

親身參與「自在人生自學計劃」的一人一大學電台課程已近兩年，除了每晚能夠學到新知識、新學科以外，最教我感動的是同學們努力不懈的精神。年長的學姐「活到老、學到老」的態度和已為人母的學員們的恆常學習，早已成為孩子們的榜樣。我能夠和一眾師姐們「學而時習之」，真的「不亦樂乎」。

I have been participating in the radio courses of the CBMP for almost two years. In addition to learning new knowledge and new subjects every evening, the most touching part to me is the persistent efforts of the CBMP students. The life-long learning spirit of the older students and the continuous learning of students who are also mothers have become role models of their children. It is indeed my pleasure to work and learn together with these devoted CBMP students.

馮志豐

「自在人生自學計劃」電台節目監製

FUNG Chi-fung

Producer, CBMP radio programme

(The English version is a translation.)



在天水圍等地區舉辦宣傳活動，鼓勵更多人報讀「自在人生自學計劃」
Promotional activities at districts such as Tin Shui Wai to encourage people to enrol in CBMP



2006年12月舉行的「自在人生自學計劃論壇」
CBMP Forum in December 2006

表 TABLE

3.2

「自在人生自學計劃」報讀人次統計

Enrolment statistics of the Capacity Building Mileage Programme

| 年份 Year | 報讀人次 Enrolment |
|-------------|-------------------|
| 2004 | 3,497 |
| 2005 | 4,345 |
| 2006 | 6,374 |
| 2007 | 6,545 |
| 總數 Total | 20,761 |

我學到突破思維限制，帶給我這方面得著的是兩性相處之道、潮流文化及學習方法的課題。我學懂用不同角度去探討社會和人性現象，又有能力去安排學習時間，並對廣泛閱讀興趣甚濃。

I have learned how to think out of the box, a skill which I have acquired through the courses on communication between men and women, pop culture and effective learning methodologies. I have also learned to examine social phenomena and human nature from different perspectives. Now I am able to arrange my learning schedule and have developed strong interests in reading.

「自在人生自學計劃」學員

謝慧華

TSE Wai-wah

a CBMP student

(The English version is a translation.)



在2005年4月至7月期間，公開大學進行了收聽調查，以評估「自學計劃」的收聽率。受訪者中有26%曾聽過「自學計劃」，其中5%在訪問前一年曾收聽「自學計劃」的課程。曾收聽電台課程的受訪者中，43%是每周至少收聽一次的慣常聽眾。從不同途徑收集到的意見大致上亦顯示，學員在修畢課程後獲益良多，除了對學習更感興趣外，亦加強了對解決日常生活問題的信心和能力；而更敏銳的溝通技巧，亦有助學員改善他們在家中和職場的人際關係。

Between April and July 2005, an audience rating survey was conducted to estimate the audience size of the CBMP radio programme. Among the respondents, 26% had heard of CBMP and 5% had listened to the CBMP radio programme in the preceding year. Among the listeners, 43% were regular ones who tuned in at least once a week. Student feedback collected from different channels also indicate that they have significantly benefited from the courses in terms of increased interest in learning, enhanced confidence and knowledge in resolving problems in daily life, and sharpened communication skills which help improve their interpersonal relationships in the family and employment contexts.

學習電腦最為深刻，因為自己一點概念也沒有，記得初時看見鍵盤也沒有膽量按下去。現在，我已能和子孫用電腦通訊，更感染了朋友一同參加。

To someone like me who knew virtually nothing about computer, computer learning was a mind-boggling process. I remember that I dared not press any key on the keyboard at the very beginning. But now I am able to keep in touch with my children and grandchildren through computer and have influenced some of my friends to join the programme together.

「自在人生自學計劃」學員黃素玲婆婆
(78歲的黃素玲婆婆於「自在人生自學計劃」第四屆畢業典禮中獲頒第六級證書，亦是該屆最年長而又獲頒證書的學員)

WONG Soo-ling, 78 years old, a CBMP student
(Madam WONG, the eldest graduate at the Fourth CBMP Graduation Ceremony, was awarded a Level 6 Certificate)
(The English version is a translation.)



右二為黃素玲婆婆
Madam Wong Soo-ling (second from right)

自在人生自學計劃畢業典禮

自2005年起，「自學計劃」每年均會舉行畢業典禮。於2007年舉行的第三屆「自學計劃」畢業典禮中，共有532名學員獲頒證書，人數是2005年的四倍有多，更首先頒發第五級證書。「自學計劃」最初於2004年推出時，只設有四級證書。

每年都有數以百計的嘉賓和畢業學員的親友出席典禮。這場面感人的活動，標誌著學員的成長和轉變，亦印證了「自學計劃」通過能力提升使婦女自強所發揮的關鍵角色。

CBMP Graduation Ceremony

A CBMP graduation ceremony has been held every year since 2005. At the third graduation ceremony held in 2007, 532 students were awarded a certificate, more than four times the number in 2005, and the Fifth Level of Certificates was also awarded for the first time. When the CBMP was first launched in 2004, there were only four Levels of Certificates available.

Several hundred guests and relatives of the graduating students attend the ceremony every year. This heart-warming event marks an important milestone in students' growth and transformation, affirming the crucial role that the CBMP plays in empowering women through capacity building.

表 TABLE

3.3

「自在人生自學計劃」獲頒證書人數統計 Statistics of certificates of the Capacity Building Mileage Programme

| | 第一屆畢業禮 (2005年5月12日) First Graduation Ceremony on 12 May 2005 | 第二屆畢業禮 (2006年5月12日) Second Graduation Ceremony on 12 May 2006 | 第三屆畢業禮 (2007年6月1日) Third Graduation Ceremony on 1 June 2007 |
|--|---|--|--|
| 第一級證書 (25個學分或以上) 1st Level Certificate (25 credits or above) | 103 | 171 | 250 |
| 第二級證書 (50個學分或以上) 2nd Level Certificate (50 credits or above) | 20 | 80 | 110 |
| 第三級證書 (75個學分或以上) 3rd Level Certificate (75 credits or above) | 4 | 44 | 54 |
| 第四級證書 (100個學分或以上) 4th Level Certificate (100 credits or above) | / | 28 | 107 |
| 第五級證書 (150個學分或以上) 5th Level Certificate (150 credits or above) | / | / | 11 |
| 總人數 Total | 127 | 323 | 532 |

* 每修畢一個課程可獲5個數分

* Students are awarded five credits for each course completed

3.2.2 培育關愛家庭

和諧家庭是和諧社會的基石。因此，構建和諧家庭成為社會各界共同關注的事宜。為回應一眾婦女團體的需要和關注，婦女事務委員會近年把培育關愛家庭（尤其著重推廣優質家長教育）列為工作重點之一。

委員會曾經與政府部門、家長教育的專家和非政府組織舉行多次會議，務求找出任何未臻完善和需要進一步改善的地方。在這些討論的基礎下，我們於2006年推行了三個主要項目，旨在推廣培育關懷互愛的家庭，以及增強父母教導子女的能力，包括進行《家長教育：核心人生價值調查》、推行優質家長試驗計劃、以及透過宣傳短片及聲帶，向社會各界重申關愛家庭的重要性。

3.2.2 Nurturing Caring Families

Harmonious families are the cornerstones of a harmonious society, which is why building harmonious families has been a common issue of interest to all sectors of the community. In response to the needs and concerns expressed by many women's groups, the Women's Commission has put the nurturing of caring families with emphasis on promoting quality parenting as one of our priority work areas in recent years.

The Commission has held a number of meetings with government departments, experts and NGOs in the field of parenting education to identify gaps and areas that need to be further strengthened. On the basis of these discussions, we launched three major initiatives in 2006 to promote nurturing of caring families and to empower women, and men, to become quality parents. These included a research on core life values for parenting education, a pilot project on quality parenting, and an announcement in the public interest to impress upon the community about the importance of a caring family.

我們深信家庭是人生學習的起點，亦是終身學習的場所，家長在兒童的健康成長中發揮著極大的影響力，而且家長是兒童成長過程中的模仿對象，家長的價值觀和行為會直接影響小孩的個人價值觀和品格。

We firmly believe that family is the starting point for learning and also the venue for life-long learning. Parents can exert enormous influence on the healthy growth of their children, and they are the role models of their children throughout their development. The values and behaviour of the parents will have a direct bearing on the personal values and characters of their children.

北區區議會家庭事務工作小組召集人
葉美好

IP Mei-ho

Member of North District Council (NDC)
Convenor of NDC's Working Group on Family

(The English version is a translation.)



《家長教育：核心人生價值調查》

委員會留意到有不少家長教育課程著重培育子女及解決教導子女過程中所遇到的問題的技巧。儘管這些技巧是重要的，委員會認為社會未有把足夠的注意力放在培養下一代的價值觀上。因此，委員會進行了《家長教育：核心人生價值調查》，希望為優質家長教育提供有用的參考。

這項調查旨在找出在家庭教育中，適合向子女灌輸的核心價值，並分多個階段推行。我們於2006年初完成了文獻查閱，以及六個專題討論會和三次與教育界從業員、家長教育專家和家長進行的深入面談。根據所得結果，我們歸納了共32項的核心價值清單。其後於2006年5月進行了一項學校調查，確立清單上核心價值的內容和有效性。在確認清單之後，我們於2006年6月至8月期間以該清單為基礎再進行了一項家訪調查，從整體人口中隨機抽樣訪問了1,144名家長及他們的子女。

Study on Core Life Values for Parenting Education

The Commission notes that many parenting education programmes place emphasis on the skills of bringing up children and solving issues encountered in the parenting process. While this is important, there has not been sufficient attention paid to the development of a value system for the next generation. We therefore initiated the *Study on Core Life Values for Parenting Education* to provide useful reference for quality parenting.

The *Study*, which aims to identify the core life values which parents should instill in their children, was conducted in several stages. The literature review, together with six focus group discussions and three in-depth interviews with education practitioners and experts in the parenting field and parents, were completed in early 2006. Based on these findings, a set of 32 core values were identified and a school survey was then conducted in May 2006 to verify the content and validity of the list. After confirming the list, it was adopted for a household survey conducted on a random sample of 1,144 parents and their children drawn from the population between June and August 2006.



表 TABLE

3.4

《家長教育：核心人生價值調查》所得的32個核心人生價值

The 32 core life values identified by the Study on Core Life Values for Parenting Education

| | | | | | |
|-----|--------|--|-----|---------|----------------------------------|
| 1. | 有節制 | Self-discipline | 17. | 忍耐 | Patience |
| 2. | 誠實 | Honesty | 18. | 自強不息 | Strive to improve |
| 3. | 有公民意識 | Citizenship | 19. | 平等 | Equality |
| 4. | 積極 | Positive mindset | 20. | 愛好和平 | Peace |
| 5. | 寬恕 | Forgiveness | 21. | 負責任 | Sense of Responsibility |
| 6. | 上進 | Strive to excel | 22. | 正義 | Righteousness |
| 7. | 包容 | Tolerance | 23. | 自信 | Confidence |
| 8. | 孝順 | Filial piety | 24. | 獨立自主 | Independence |
| 9. | 互相尊重 | Mutual respect | 25. | 尊重他人的權利 | Respect the rights of the others |
| 10. | 廉潔 | Incappable | 26. | 具批判性思考 | Have critical thinking |
| 11. | 為他人著想 | Considerate | 27. | 堅毅 | Persistence |
| 12. | 有禮貌 | Politeness | 28. | 勤勞 | Diligence |
| 13. | 節儉 | Frugality | 29. | 樂於助人 | Willing to help others |
| 14. | 體諒別人 | Understanding others | 30. | 勇敢 | Courage |
| 15. | 關懷愛護家人 | Caring and loving towards family members | 31. | 愛國 | Patriotic |
| 16. | 自力更生 | Self-reliance | 32. | 誠懇 | Sincerity |

調查結果顯示受訪者都認為這32個核心價值是重要和非常重要的。在這32個核心價值中，不同組別的受訪者認為相對上最重要的核心價值包括：自力更生、有節制、誠實、孝順、互相尊重、有禮貌、關懷愛護家人、忍耐、愛好和平、負責任和獨立自主。

The survey results revealed that the 32 core values were widely considered as important and very important by all groups of respondents. Of the 32 core values, the values which were considered comparatively most important by the different groups of respondents were: self-reliance, self-discipline, honesty, filial piety, mutual respect, politeness, caring and loving towards family members, patience, peace, sense of responsibility, and independence.



整體而言，校長對所有價值的重要性均給予最高評分，其次是學校社工、家長教師會的家長代表和家長，而子女所給的評分平均最低。調查結果亦顯示，母親普遍較父親對子女的行為有較高期望。對於青少年在社會上的行為表現，父親普遍較母親給予較高評分。至於成年人在社會上的行為表現，兒子普遍較女兒所給予的評分為高。

In general, school principals gave a higher level of importance to all values, followed by school social workers, parents' representatives of parents-teachers associations, and parents. On average, children attributed the lowest levels of importance to the values. The findings also suggested that mothers generally had a higher expectation of their children's behaviour as compared with fathers. On the perceived performance of youths in the population, fathers in general had a more favourable assessment as compared with mothers. On the perceived performance of adults in the population, sons in general had a more favourable assessment as compared with daughters.

開懷、溝通、互勉 — 你也可以成為優質家長。

With optimism, communication and encouragement, you can also be a quality parent.

觀塘區議會優質家長計劃行政工作小組主席
蔡澤鴻

CHOY Chak-hung
Member of Kwun Tong District Council (KTDC)
Chairman of KTDC's Working Group on Quality Parenting Pilot Scheme
(The English version is a translation.)



優質家長教育先導計劃簡介會
Briefing session for pilot project on quality parenting



優質家長教育先導計劃

委員會與區議會及地區組織協作，於兩個地區推行優質家長教育先導計劃。委員會相信，家長在其子女的社教化過程中扮演重要角色；因此，家長自身的行為和價值亦直接影響其子女的態度和價值觀。

先導計劃旨在於社區內建立家長支援網絡，讓家長可以分享教導子女的經驗和互相幫助。計劃同時提供一個平台，藉此推廣優質家長教育，以及強調核心人生價值對兒童和青少年的重要性。

在觀塘區議會的支持下，先導計劃首先於2006年底在觀塘區推行；其後北區區議會亦於2007年加入。從2006年底至2008年初，兩個區議會共資助了27項家長活動，包括舉辦工作坊、日營和家長支援小組等。

Pilot Project on Quality Parenting

The Commission launched a pilot project on quality parenting in two districts in collaboration with the District Councils and community organisations. The Commission believes that parents play an important role in their children's socialisation process. Parents' own behaviour and values therefore directly affect the attitude and values of their children.

The pilot project aims to establish a district-based support network for parents to share experience and offer mutual help on parenting issues. In addition, it also provides a platform to promote quality parenting education and the importance of the core life values to children and youths.

With the support of the Kwun Tong District Council, the pilot project was first launched in Kwun Tong at the end of 2006, and the North District Council also joined in the effort in 2007. A total of 27 parenting activities, including organising workshops, day camps, parent support groups, etc. were funded by the two District Councils from end of 2006 to early 2008.

在每一個大洲、國家和文化，有關婦女和女孩的暴力問題仍未減退。這對女性的生命、其家庭，以致社會整體均帶來極大的傷害。大部分社會都禁止這種暴力行為，但在實況中，這些暴力行為往往被遮蓋或被默許。

Violence against women and girls continues unabated in every continent, country and culture. It takes a devastating toll on women's lives, on their families, and on society as a whole. Most societies prohibit such violence – yet the reality is that too often, it is covered up or tacitly condoned.

聯合國秘書長潘基文

2007年3月8日

UN Secretary-General BAN Ki-Moon

8 March 2007

(中文為翻譯版本)

3.2.3 婦女安全

婦女安全一直是婦女事務委員會優先處理的工作。自委員會於2001年成立以來，我們檢討了與家庭暴力有關的政策、服務及法例，並與多個相關的政府決策局及部門進行深入討論，並提出多項重要的建議。

3.2.3 Women's Safety

Women's safety has always been a priority area of work of the Women's Commission. Since our inception in 2001, we have been reviewing the policies, services and legislation relating to domestic violence. We have also discussed the matter at length with related government bureaux and departments, and made a number of key recommendations.

我們於2005年成立了一個專責婦女安全的工作小組，邀請相關團體以互動形式進行檢討。工作小組安排了一連串的分會，與政府部門、婦女組織、社會服務機構和學術界等50多個團體，就如何處理有關問題進行討論及交流。出席分會的團體就相關議題交流意見，包括現行制度是否有不足之處、各相關組織的角色及貢獻、遇到的困難和挑戰，以及團體對委員會的期望及與委員會共同協作的可能性等。婦女安全工作小組在草擬消除家庭暴力的策略時，已充分考慮各相關團體的意見。

我們呼籲社會各界齊心一致，對家庭暴力採取「零度容忍」的立場。就此，委員會除了製作了「暴力零容忍、婦女零傷害」為題的宣傳短片及聲帶外，我們亦於2006年1月發表《香港婦女安全：消除家庭暴力》報告。委員會在報告中建議以多範疇的策略消除家庭暴力，並倡導性別意識、兩性平等和互相尊重，以及鼓勵男性參與其中。我們亦提倡政策、服務和法律上的改革。報告提出了21項建議，包括法律改革；服務；宣傳；專業知識分享、資料整理及研究；醫院、衛生及醫療界別；性別觀點主流化及性別課題訓練；及早識別及介入；以及社區網絡等。21項建議詳見於附錄。

In 2005, we set up a dedicated Working Group on Safety to conduct an interactive and dynamic review process with all stakeholders. The Working Group has arranged a series of sharing sessions with more than 50 parties, including government departments, women's groups, social service organisations and academics, to discuss and share views on how to deal with the problem. Organisations were invited to exchange views on related issues, including the perceived gaps in the existing system, the roles and contributions of each of the organisations concerned, the difficulties and challenges encountered, and their expectation on and possible partnership with the Commission. The Working Group on Safety has taken on board their comments when devising the proposed strategy to eliminate domestic violence.

As part of our call to the community to adopt a united stance of "zero tolerance" towards domestic violence, the Commission produced an announcement in the public interest entitled *Zero Tolerance for Violence, Zero Violence against Women*, and also published a report in January 2006 entitled *Women's Safety in Hong Kong: Eliminating Domestic Violence*. In the *Report*, the Commission recommends a multi-dimensional strategy to eliminate domestic violence, and advocates gender awareness, gender equality and mutual respect, and involving men in the process. We also advocate policy, service and legal changes. The *Report* puts forward a total of 21 recommendations covering law reform; services; publicity; professional knowledge-sharing, documentation and research; hospitals, health and medical sectors; gender mainstreaming and gender-related training; early identification and intervention; and community networking. A full list of the 21 recommendations is in the Appendix.



自報告發表後，相關的政府決策局／部門、公共機構及非政府組織均對我們的建議作出正面的回應。在2006至2007年期間，委員會與社會福利署（社署）、香港警務處、房屋署、前衛生福利及食物局、勞工及福利局、民政事務局、法律援助署、醫院管理局、改革家庭暴力條例聯盟，以及其他多個相關團體會面，就我們的建議交流意見，並分享該等機構和團體在保障婦女安全方面所採取的新措施。曾作討論的具體事宜包括政府對《家庭暴力條例》的建議修訂、社署的宣傳工作、警方在打擊家庭暴力的改善措施、家庭暴力受害人申請法律援助的程序，以及醫護人員的培訓等。委員會更於2008年3月與婦女團體、非政府組織和服務機構舉行了四場分享會，交流本地團體在打擊家庭暴力方面的工作。

我們很高興委員會的建議可以得到政府、婦女團體、相關持份者及公眾的支持和認同。例如，我們欣悉政府對《家庭暴力條例》提出修訂建議，大幅改善了現行條例的不足之處，包括把「受保護人」的範圍擴大至包括前配偶或前同居者，以及直屬和擴大式家庭成員，及擴大法院可在禁止騷擾令附上逮捕授權書的條件。在2006年1月至2008年3月期間，社署又推行了施虐者輔導先導計劃。此外，委員會亦高興見到為家庭暴力受害人提供的服務和支援得到加強。

Since the Report was published, relevant government bureaux / departments, public bodies as well as concerned NGOs have responded positively to our recommendations. Throughout 2006 and 2007, the Commission has met with the Social Welfare Department (SWD), Hong Kong Police Force, Housing Department, the then Health, Welfare and Food Bureau, Labour and Welfare Bureau, Home Affairs Bureau, Legal Aid Department, Hospital Authority, the Alliance for the Reform of Domestic Violence Ordinance, and many others to exchange views on our recommendations and share with us their new initiatives in protecting women's safety. Specific issues discussed included the Government's proposed amendments to the Domestic Violence Ordinance (DVO), SWD's publicity efforts and Police's improvement measures in combating domestic violence, application procedure for legal aid for victims of domestic violence, and training for health care professionals. In March 2008, the Commission also held four sharing sessions with women's groups, NGOs and service agencies on efforts made by the local communities in combating domestic violence.

We are pleased that the Commission's recommendations have obtained the support and recognition of the Government, women's groups, concerned stakeholders and others in the wider community. For example, in the Government's proposal to amend the DVO, we were pleased to note that significant improvements had been made to the existing legislation, such as extending the scope of "protected person" to cover former spouses or cohabitantes and also members of immediate and extended families, and extending the conditions for attaching an authorisation of arrest to a non-molestation order by the court. A pilot project on Batterer Intervention Programme had also been introduced by the SWD between January 2006 and March 2008. Furthermore, the Commission is also encouraged to note that services and support for victims of domestic violence have been strengthened.



婦女團體、非政府組織和服務機構就婦女安全這個議題與婦女事務委員會分享經驗

Women's groups, NGOs and services agencies shared their experiences on women's safety with the Women's Commission

3.2.4 婦女參與諮詢及法定組織

婦女事務委員會另一項重要目標，是鼓勵婦女參與公共決策。為此，我們不時與民政事務局會面，討論如何推動更多婦女參與政府諮詢及法定組織。

婦女參與公共決策不單是提升婦女地位的一個重要範疇，亦對社會有所裨益，因為通過婦女參與公共決策，能有助確保兩性的觀點和關注可得到充分的反映，令政府在政策制訂過程中可得到更全面的建議，更廣泛地掌握兩性的觀點。

政府接納了我們的建議，在委任諮詢及法定組織成員方面，定下25%的初步工作目標，作為兩性參與上述組織的基準。此外，委員會亦促請所有政府決策局和部門積極接觸、物色和培育具潛質的婦女。在各方努力下，婦女在諮詢及法定組織的參與率已由2003年12月的22.6%，增至2005年12月的25.2%，及2007年12月的26.5%。

3.2.4 Women's Participation in Advisory and Statutory Bodies

Enhancing women's participation in public decision-making is another key goal of the Women's Commission. To achieve this goal, we meet with the Home Affairs Bureau (HAB) from time to time to discuss how we may enhance women's participation in government advisory and statutory bodies (ASBs).

Women's participation in public decision-making is not only an important aspect in the advancement of women's status, but will also benefit society by ensuring that the perspectives and concerns of both genders are fully reflected, thereby enabling the Government to benefit from the all-round advice and gauge the views of both genders more extensively in its policy formulation.

At our suggestion, the Government has set a gender benchmark of 25% as an initial working target for appointments of women to ASBs. Furthermore, all government bureaux and departments have been asked to adopt a more proactive approach to reach out, identify and cultivate potential women candidates. With these efforts, women's participation in ASBs was improved from 22.6% in December 2003 to 25.2% and 26.5% in December 2005 and 2007 respectively.



參與婦女團體的活動
Participating in activities of women's groups

自2006年起，我們一直敦促政府把目標調高至30%，我們亦與民政事務局合作，進一步促進婦女參與諮詢及法定組織。我們注意到以上的數字只是平均數，在某些諮詢及法定組織中，婦女的參與率仍低於這個平均水平。因此，委員會分析了有關諮詢及法定組織組成的相關數據和它們的背景，以便我們能更了解相關決策局和部門為要達到該目標時所面對的挑戰。

委員會在2008年3月再與民政事務局會面，我們很高興見到民政事務局持續地鼓勵有關的委任當局推動婦女參與諮詢及法定組織。民政事務局表示會採取的措施包括在任期屆滿前半年提醒委任當局，鼓勵它們努力達到性別基準，以及推動婦女的參與。與此同時，民政事務局亦會提醒委任當局去鼓勵相關的行業／專業組織，在作出委任提名時要考慮性別平衡。就這方面，民政事務局計劃與相關專業團體會面，推動婦女參與諮詢及法定組織。

Since 2006, we have been urging the Government to pursue a higher benchmark of 30%, and working with HAB to further enhance women's participation in ASBs. We are aware that the figures referred to above are average numbers and that appointment of women in some ASBs is still below this average. The Commission therefore studied statistical figures on the composition as well as background of ASBs, which in return enabled us to better understand the challenges faced by the concerned bureaux / departments in meeting the target.

At a more recent meeting with HAB in March 2008, the Commission was encouraged to note HAB's continuous effort to further encourage the appointing authorities to promote women's participation in ASBs. The measures that HAB had offered to take include, for example, alerting the appointing authorities six months before the expiry of membership and encouraging them to make effort in achieving the gender benchmark and promote women's participation. At the same time, HAB would also remind the appointing authorities to encourage the relevant trade / professional bodies to take into account gender balance when making nominations. To this end, HAB planned to meet with relevant professional bodies for promoting women's participation in ASBs.

未來動向

「自在人生自學計劃」(「自學計劃」)是婦女事務委員會在增強婦女能力方面的重要措施。我們相信，透過增強婦女能力，可讓她們作好準備，面對生活的種種挑戰，並主導改變的進程。因此，委員會將會繼續善用「自學計劃」這個平台，聯繫眾多參與計劃的婦女團體作為我們的社區夥伴，藉以接觸更多婦女，增強她們及其家人面對人生挑戰的能力，並鼓勵婦女參與社會，作出貢獻。長遠而言，委員會希望可以有穩定的財政資源，使「自學計劃」得以持續發展。

培育關愛家庭亦是我們近年優先處理的工作之一。有見觀塘和北區的反應理想，我們將會進一步向其他地區推廣，鼓勵他們推行優質家長教育計劃。

在婦女安全方面，委員會將會繼續就落實多範疇的消除家庭暴力策略，向政府提供意見和支援，並與非政府組織及地區夥伴合作，推動一個協調性的社區介入模式，打擊家庭暴力。其中，我們會發表一份補充報告，檢視我們各項建議的進展。同時，我們亦會繼續促請政府盡快立法保障私隱及打擊纏擾行為，為婦女締造一個更安全的環境。

推動婦女參與決策亦是邁向性別平等的重要一步。委員會將會繼續配合政府的工作，主動接觸、物色和培育具潛質的婦女，及採取措施，鼓勵和增強女性參與地區公共事務的能力。此外，委員會亦會繼續其自2006年以來的倡議，促請政府訂立30%的性別基準指標，這亦是國際普遍認同的最低水平。

Way Forward

The Capacity Building Mileage Programme (CBMP) is a key initiative of the Women's Commission in empowering women. Through empowerment, we believe that women will be better equipped to face life's challenges and become agents of change. The Commission will therefore continue to utilize the CBMP as a platform to engage the many participating women's groups as community partners to reach out to more women, to empower them and their families in coping with life challenges, and to encourage women to participate in and contribute to the society. In the long run, the Commission looks forward to a stable funding source to sustain CBMP's continuous development.

Nurturing of caring families is also one of our priorities in recent years. Following the very positive feedbacks from Kwun Tong and North District, we will further promote and encourage other districts to implement projects on quality parenting.

On women's safety, the Commission will continue to provide advice and support to the Government in implementing a multi-disciplinary strategy in tackling domestic violence, and work with NGOs and community partners in promoting a coordinated community intervention approach in combating domestic violence. In particular, we will publish a Supplement to take stock of the progress of our recommendations. At the same time, we will continue to urge the Government to expedite its consideration on the legislation for protecting privacy and against stalking in order to create a safer environment for women.

Enhancing women's participation in decision-making is also a vital step towards gender equality. The Commission will continue to complement the Government's efforts in reaching out, identifying and cultivating potential female candidates, and to take measures to encourage and build up the capacity of more females to participate in public affairs at the community level. In addition, the Commission will continue its endeavor, ever since 2006, to urge the Government to set a revised benchmark of 30%, which is recognised as a minimum international standard.

只有徹底改變人們的思想觀念，把男女平等的思想貫徹到每一個人的思想之中，才能從根本上解決婦女從屬地位的問題。

The only way to solve the problem of women's subordination is to change people's mindset and to plant the new idea of gender equality into every mind.

馬慶榮

中國婦權倡導者

全球千名婦女爭評2005年諾貝爾和平獎

MA Qingrong

Chinese Women's Rights Advocate

1000 Women for the Nobel Peace Prize 2005

(中文為翻譯版本)