



凝聚力量
United
We Stand

陳麗歡博士 Dr. CHAN Lai-foon, Miranda



我很榮幸有機會在2006年1月加入婦女事務委員會。回想與各委員攜手並肩為社會服務，實在是一段奇妙美好的經驗。我們擁有共同的願景和使命，相信兩性平等之餘，亦積極推動香港特區政府在制訂政策時，把性別觀點主流化納入政策方向之中。為了解時下婦女的想法和需要，委員會不時主動與各階層婦女溝通，聆聽她們的聲音。此外，我們亦會適時回應重要的議題，如近期有關《家庭暴力條例》的改革便是一例。我們一直非常關注婦女就業的平等機會和致力推動家庭友善的工作環境。在過去數年，委員會已取得多項成果，例如提高公眾對家庭友善僱用政策的認知、增加參與政府諮詢及法定組織的女性成員的人數，以及推出增強婦女能力和自信的計劃。

展望將來，我希望委員會能繼續擔當社會先導者的角色，為婦女爭取參與社會和經濟事務的平等機會，推動更多家庭友善僱用政策及措施，以及加強與政府、商界和婦女領袖之間的協作。

I feel most privileged to have the opportunity to serve the Women's Commission since January 2006. To recall my experiences with the Commission, it is a wonderful journey when all the Members have worked hand in hand for the betterment of our community. We have shared common vision and mission. We believe in gender equality and advocate that gender mainstreaming should be the policy directive for our HKSAR Government. To develop understanding of the wishes and needs of our contemporary women, the Commission has reached out to listen to the voices of women from all walks of life through active communications. And we have responded timely to important issues, such as recent reform of the Domestic Violence Ordinance. We have deep concern for the women's equal work opportunity and strive to create a family-friendly work environment. In past few years, the Commission has many achievements, such as raising public awareness of the advantages of family-friendly employment policy, increasing number of women members in government advisory bodies and enhancing women's capacity and confidence through many new project initiatives.

To move forward, I would recommend that the Commission could continue to play the role of the visionary leader for Hong Kong community, to advocate for women equal opportunities for social and economic participation, to pressurize for more family-friendly policies and practices and to strengthen the partnerships with the Government, corporations and women leaders.

周轉香女士 Ms. CHAU Chuen-heung



作為長期服務基層婦女的前綫工作者，我有幸加入婦女事務委員會，與來自不同界別的委員共事，使我擴闊視野，並有機會向大家學習，獲益良多。在委員會內，大家就著香港女性面對的種種問題，從多角度確立婦女地位的觀點，著力為推動兩性平等，全情投入。分別就推動公眾教育；為婦女充能；推進性別觀點主流化；並實現了要求政府在法定諮詢組織委任女性比率達25%的基礎上，繼續爭取達至30%的目標。

過去七年，委員會持續以「走出去」的方法，遍訪全港18區婦女組織。向地區人士介紹委員會的功能和工作內容，並聆聽社區人士的意見和訴求。我們還採用「請進來」的方式，邀請女區議員、女專業機構和非政府組織的代表到訪委員會，聆聽她們分享婦女服務的心得，共享資源。以委員會作為平台，透過搭橋結網，促進婦女團體互動。經委員們持之以恆的努力，委員會已建立了全港婦女網絡的資料庫；18個區議會的性別課題聯絡人；更獲得多個區議會批撥專款，作為婦女領袖和優質家長的訓練基金。

委員們傾注心血，結出碩果，委員會在婦女團體中的軸心地位得到認受，委員會對政府施政的婦女角度建議受到重視。

女性佔人口的一半，促進兩性平等，委員會任重道遠！

Being an experienced frontline worker serving grassroots women, I feel privileged to have the chance of joining the Women's Commission and working with other Members coming from different sectors. The experience has broadened my horizons, and I have benefited enormously from the opportunities of learning from each other. In dealing with various women-related issues in Hong Kong, all Members are dedicated to establishing women's status and promoting gender equality with a multi-pronged approach. The initiatives we are pursuing include public education, women empowerment, promoting gender mainstreaming, and urging the Government to further pursue a higher gender benchmark of 30% for appointment of women to advisory and statutory bodies after the initial target of 25% has been reached.

Over the past seven years, the Commission has adopted a reaching-out approach and visited women's organisations in all 18 districts over the territory. We introduced to the community leaders the function and works of the Commission and listened to their views and concerns. In parallel, we have also taken a welcome-in approach and invited female District Councillors and women representatives from professional bodies and NGOs to the Commission to share their views and experience in the provision of women services. We hope the Commission can serve as a platform to promote, through networking, interaction among women's groups. With Members' sustained efforts, the Commission has built a database of women's groups in Hong Kong and established a gender focal point network in 18 District Councils. In addition, a number of District Councils have earmarked funds specifically for the training of women leaders and quality parents.

The wholehearted efforts of our Members have surely paid off. Today, the Commission is duly recognised among women's groups as a central core on women's affairs. Our recommendations, which represent women's interests, are taken into account by the Government in the formulation of public policies.

Half of our population are women. The Commission has a very important role to play in promoting gender equality!

鄭銘鳳女士 Ms. CHENG Ming-fung, Jacqueline



在婦女事務委員會服務的機遇，是一個真正具挑戰性而又能實現抱負的任務。我有幸被委任為委員會的委員，並成為了自在人生自學計劃督導委員會的召集人，這是一個既刺激又具啟發性的經驗，能夠與不同背景的委員向著共同的目標進發，眾志成城。

正如前聯合國秘書長安南所說：「沒有任何發展工具，比提昇婦女的能力更為有效。」「自在人生自學計劃」讓婦女能夠在努力提昇自己的能力之中獲益，又從建立學習興趣，以及她們對自我發展與改善的渴求，讓她們能充分裝備自己，來面對人生各樣挑戰及處理逆境。

「教育一位男士就是在教育一個人，教育一位女士就等於教育一個家庭。」在第一批委員所奠下的良好基礎上，我期盼「自在人生自學計劃」可以成為催化劑，透過增強知識、能力、創見及領導才能，來改變社會與婦女的處境。

The opportunity to serve in the Women's Commission has been a truly challenging and fulfilling mission. I was privileged to be appointed to serve the Commission as Convener of Steering Committee on Capacity Building Mileage Programme (CBMP). It is such an exciting and inspiring experience to work towards a common goal and share the passion and enthusiasm of Members from very diverse backgrounds.

As former Secretary General of the United Nations, Kofi Annan, said, "There are no development tools more effective than the empowerment of women". The CBMP enables women to work for their own empowerment to benefit themselves. It is about developing an interest in learning and a desire for self-development and improvement, so that they can be better equipped to face life's challenges and deal with adverse circumstances.

There is a saying that goes, "Educate a man and you educate an individual. Educate a woman and you educate a family". Building on the strong foundation established by the former Members, I hope the CBMP can become a catalyst – transforming society and the situation of women through knowledge, abilities, innovation and leadership.

張綠萍女士 Ms. CHEUNG Look-ping, Ophelia



能夠在2001年1月被委任為婦女事務委員會的創會會員，並為委員會服務了六個年頭，本人感到非常榮幸。雖然自七十年代起我便在本港以及國際層面上積極參與和推動有關婦女福祉的工作，然而就只有透過參加委員會，才能讓我真正認識到香港婦女就各個領域上所要面對的種種困難。

此外，委員會的委員一向以勤奮工作和無私奉獻見稱，能夠成為其中一員，並與他們共事，我實在感到自豪。而我亦深信委員會已在婦女事務工作上確立了其領導地位，並且朝著正確的方向進發。

雖然委員會仍有很多工作有待推進，但我相信憑著主席的英明領導，以及政府和非政府機構的全力支持，委員會必定可以實現其目標，並能茁壯成長。謹祝委員會繼續取得美滿的成果。

I feel privileged to have been appointed a founding Member of the Women's Commission in January 2001, and to have served on it for six years. Although I had been active in promoting women's well-being since the 1970s, both in Hong Kong and at the international level, it was through my involvement in the Commission that I learned more about the problems that women face in Hong Kong.

Members of the Commission are well-known for their hard work and dedication, and I am very proud to be among them and work with them. I believe that the Commission is now firmly established as the leading force for women's affairs and is progressing in the right direction.

A lot of work has yet to be done, but I am confident that under the brilliant leadership of the Chair, and with the full support of both the Government and non-governmental organisations, the Commission will accomplish its goals and go from strength to strength. I wish it continued success.

方旻瑛女士 Ms. FONG Man-ying



婦女事務委員會於2001年成立，可說是本地眾多婦女團體多年努力爭取的成果，而各民間團體對委員會也抱有期望。我自2006年1月被委任為委員會的委員，藉著參與其中，我對委員會的角色、功能和運作有更多體會和理解，也有著更多期許和盼望。

委員會現時雖然只是一個諮詢組織，但同時肩負統籌香港婦女事務的中央機制的角色。我認為，委員會作為一個統籌婦女事務的中央機制，應該以在香港落實聯合國《消除對婦女一切形式歧視公約》和《北京行動綱領》為首要指導原則；並從婦女人權的角度出發來倡導公共政策和社會觀念的轉變，以改善社會上結構性的性別不平等。

在過去數年，我感受到委員會的成員都努力地推動婦女的福祉和權益。可是，我同時體會到由於資源上有所不足而體制上有所欠缺，委員會要真正發揮統籌婦女事務中央機制的功能還有待完善和改進。促使委員會具備實際推動有利婦女發展和權益的政策的能力和資源，實在是我們一眾關注本地婦女權益和性別平等的人士必須努力的方向。我盼望，假以時日委員會能成為一個真正的、具實權的中央機制。

行文之時，正值政府當局檢討委員會和新成立的家庭議會的關係。若將委員會納入家庭議會，我憂慮其中央機制的角色會消失，而其透過「性別觀點主流化」政策以倡導公共政策改變的做法也難以進一步推進。因此，我再盼望，委員會能夠保有獨立的婦女事務中央機制的角色，而不會納入或併入為家庭議會的一部份。

委員會在推動婦女權益和性別平等的路上，任重而道遠。互勉之！

The Women's Commission was established in 2001, an achievement regarded by many as a result of persistent pursuit by our many local women's groups over the years. These community organisations have due expectations on the Commission. Being appointed as a Member of the Commission since January 2006, I have obtained, through participating in its work, a greater understanding and insight about the role, functions and operation of the Commission; and at the same time, I have also held a higher hope and expectation on the Commission too.

The Commission, though being an advisory body to the Government, assumes also the role of a central mechanism for co-ordinating women's affairs in Hong Kong. In this capacity, the Commission should, in my opinion, attach prime importance to the implementation of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women and the Beijing Platform for Action in Hong Kong, and advocate changes in public policies and social concepts from the perspective of women's rights with a view to reducing any systematic gender inequality in our community.

In the past few years, I have witnessed my fellow Members working diligently for the rights and interests of women in Hong Kong. Nevertheless, I feel that due to the inadequacy in resources and the structural deficiency, there is room for improvement in order that the Commission can fully perform its function as a central mechanism for co-ordinating women's affairs. So for those of us who are concerned about gender equality and the rights and interests of women in Hong Kong, our hope is to provide the Commission with the power and resources necessary to implement policies that are favourable to women's development and their rights and interests. It is my sincere hope that in time the Commission will become a genuine central mechanism with substantive power.

At the time when this passage is written, the Government is reviewing the relations between the Commission and the newly established Family Council. If the Commission is to be subsumed into the Family Council, I am afraid that its role of central mechanism will be undermined, and the efforts of advocating changes in public policy through its gender mainstreaming strategy will be unable to proceed further. Therefore, I also hope that the Commission can maintain its independent role as a central mechanism on women's affairs and will not be subsumed into or merged with the Family Council.

The Commission has an important and long-term obligation of championing women's causes and gender equality, and we look forward to working with all towards our goals.

紀樂芙女士 Ms. Ruth GEE



我於2006年獲邀加入婦女事務委員會，驚喜之餘，也感榮幸。自那時起，大大加深了我對香港婦女處境的認識，而參與委員會的工作後，亦讓我確定香港女性與世界上其他女性一樣，就是儘管她們對社會貢獻良多，但卻未必獲得認同和重視。因此，爭取平等機會已成為全球婦女共同目標，而委員會在這方面亦擔當著舉足輕重的角色。

在主席的出色領導下，我們把委員會定位為全港婦女團體的中樞組織，扮演著婦女政策塑造者、婦女權益的倡導者及代表等角色。所關乎的範疇既多且廣。我們雖然已在很多方面取得成果，但仍有更多工作需要去做。我特別著力與其他委員一同推廣家庭友善僱用政策及措施，其中政府推行五天工作周可謂是邁出果敢而必要和值得歡迎的一步。此外，我渴望有一天，所有僱主都能採納各項具彈性的家庭友善措施，並且明白到工時過長及缺乏彈性的工作安排，實在有礙構建真正的和諧社會。而且採取有關措施是可以不費分文的。

我非常感謝各位熱心、開明及包容的委員，與他們合作使我獲益良多。他們毫不吝嗇地付出時間參與委員會工作、分享知識經驗，讓我從中結交了不少朋友，卸任後必定會繼續與他們保持聯絡。

It was a surprise, and a privilege to be invited to join the Women's Commission in 2006. Since then I have learned a great deal about the specific circumstances of women in Hong Kong but participation has also confirmed my view that women in Hong Kong are like women throughout the world. They have much to contribute but their contribution is not always recognised or valued. The struggle for equality of opportunity is universal and the role that the Commission plays is a vital one.

Under the able leadership of our Chairperson, we are positioning the Commission as a hub for all women's groups in Hong Kong so we can act as policy shaper, advocate and representative of women's interests. Those interests are diverse. A lot has been achieved but much remains to be done. Specifically I have been active in promoting with other Members the widespread introduction of family-friendly employment policies and practices. The introduction of the five-day week was a bold yet necessary and welcome Government initiative. Additionally, I would love to see all employers adopt flexible family-friendly practices and recognise that long hours and inflexible attitudes prevent a truly harmonious society. This needs not cost money.

I am grateful to other Members who have been warm, open and inclusive and from whom I have learned a great deal. Everyone gives generously of their time and shares their expertise and I have made many friends with whom I will keep in touch well beyond the end of my term of office.

古龍沙美娜醫生 Dr. Sharmila GURUNG



對於獲邀成為婦女事務委員會的一員，我實在感到非常榮幸，而一眾委員的投入與熱忱也使我深受激勵。此外，今次也是我擔任公職以來，最高層次的一個崗位，能夠與委員會內不同背景的专业賢能共事，實在是難能可貴的經驗。

在香港，我也算是少數族裔，這個背景令我更加明瞭少數族群，特別是基層婦女的需要。在過去數年間，我有機會去協助促進少數族裔婦女及其家人福祉和權益的工作，使我深諳原來在提升本地婦女意識的工作上，仍有很大的努力空間。

「知識就是力量」，我深信透過教育增強婦女能力，是我們要走的方向。我希望委員會推行的「自在人生自學計劃」能接觸到更多包括少數族裔婦女在內的基層婦女，藉以培養不同文化、背景和才能的婦女成為社會領袖，為香港作出貢獻。

我對委員會主席和眾委員滿有信心，我們定會全力以赴為婦女帶來轉變和建立和諧社會。

在我個人來說，參與委員會的工作不單只充滿挑戰性，更加是一個改變生命的寶貴經驗。

It was indeed an astonishing privilege for me to be invited to join the Women's Commission. I am really inspired by the commitment and enthusiasm of the other Members. This is also my first appointment in such a high level profile and I am indeed grateful in the way I am included along Members from such a diverse range of profession and talents.

Myself being one of the ethnic minority in Hong Kong and having understanding of the needs of those minority community particularly the grassroots level women, I had the opportunity to help promote the interests and need of those women and families for the past few years. I realised that there is also much to be done even among the local women in Hong Kong.

There is still long way to go but I strongly believe empowering women through education as "knowledge is power". I do hope that our CBMP can be reached to as many as grassroots level women including the ethnic minority women, thus fostering women from different cultures, backgrounds and talents to become leaders if not be self sustained in Hong Kong.

I am confident that with such a diligent Chair and Members of the Commission together, we will bring difference among the life course of women and build up a harmonious society.

Personally, serving in the Commission is challenging but it is a life-changing experience.

高寶齡女士 Ms. KO Po-ling



推動婦女事務 構建和諧社會

婦女事務委員會在2001年成立。我作為非官方成員，一直能夠與不同階層、不同背景的委員們一起進行對婦女事務問題的研討，走訪各個婦女團體和組織，更加強了我對推動婦女事務的決心。

倡導兩性平等，有利於構建和諧社會，這離不開兩個不同層面的工作：意識形態的改變和制度上的改革；因此，婦女事務包括：婦女權益、婦女福利、婦女教育、婦女發展及婦女政治等問題。委員會是特區政府成立的中央性婦女工作機構，有條件和能力從中央層面推動各政府部門落實性別觀點主流化，使政治和社會政策方面得到檢視和改善，使意識形態的推廣更有針對性地開展；此外，與各婦女團體和志願機構結成統籌和協作的伙伴關係，能夠使婦女事務更深入和全面地開展；由此可見，委員會的工作任重道遠。

要做好委員會的工作，我期望加強政策研究、教育推廣、資源發展和培育意識等方面；亦期望與各婦女團體和社區各界人士緊密合作，共同建立一個兩性平等及互相尊重的和諧社會。

The Women's Commission was established in 2001. As a Non-official Member of the Commission, this has given me the opportunity to discuss issues related to women's interests with many members from different walks of life and backgrounds. We have also visited numerous women's groups and organisations and these experiences have reinforced my determination to promote the well-being of women.

Advocating gender equality is conducive to building a harmonious society. This includes work on two different fronts: changing perceptions, and reforming the system. This is vital because women's issues cover such a wide range of topics, including women's welfare, their education, development and politics, to name just a few. Established by the SAR Government as a centralised organisation for women's issues, the Commission has the capacity and the ability to promote and implement gender mainstreaming from the centre of government to all other departments, to review and improve our political and social policies so that the promotion of the idea becomes more focused. We also develop partnerships with women's groups and voluntary organisations in planning and collaborating on new programmes, with which our work can be carried out more comprehensively and thoroughly. There is a long way to go and the Commission will play an important role in it.

To better accomplish the Commission's tasks, I hope we can strengthen all aspects of our work, including policy research, education and publicity, resources development and nurturing of new perceptions. It is also my sincere hope that we can work closely with women's groups and different members of our community to build a harmonious society that embodies gender equality and mutual respect.

劉嘉時女士 Ms. LAU Ka-shi



我在美國和香港的金融界工作多年，觀乎兩地的商界和專業界別的管理層，不難發覺女性都能夠享有不俗的地位、權利和機會。亦因此，不少人會認為香港婦女的權益已得到充份的保障。然而，這可是個美麗的誤會。

作為婦女事務委員會的一員，這些年來我有機會參與促進本港婦女福祉和權益的工作；而在這個過程中，我體會到金融界婦女所取得的成果，其他階層的婦女未必一定能享有。尤其對基層婦女，仍有很多關於推動婦女權益的工作要處理，並要以更積極的態度去處理。

透過參與有關「反家庭暴力」和「家庭友善」的工作，讓我了解到不少婦女仍飽受暴力的煎熬；此外，亦有更多在職婦女未能在處理工作和照顧家庭之間取得平衡，導致身心疲憊。因此，我們必須繼續就推動反家庭暴力及實施家庭友善僱用政策出一分力，讓女性在生活各方面的權益得到全面保障。

Having worked in the financial industry in both the US and Hong Kong for years, I have found that women now enjoy status, authority and opportunities at a managerial level in both places. Therefore, many people believe that the interests of Hong Kong women are already fully protected. This, however, is a beautiful misunderstanding.

As a Member of the Women's Commission, I have had the opportunity to help promote the well-being and interests of women in Hong Kong for the past few years. From these experiences, I now realise that the successes enjoyed by women in the financial industry are not applicable to other social classes. Especially at a grassroots level, we still have much to do to promote the interests of women, and this must be done in a more proactive manner.

Through participating in our "anti-domestic violence" and "family-friendly" programmes, I have come to understand that many women are suffering from violence. Besides, many more working women who cannot achieve a balance between work and their families, are feeling exhausted. We must continue to fight against domestic violence, and to promote family-friendly employment policies and practices so that women's interests can be fully safeguarded in all aspects of life.

劉麗卿女士 Ms. LAU Lai-hing, Joanna



我很榮幸在2005年1月獲邀加入婦女事務委員會。參與委員會的工作讓我擴闊了視野，了解到許多婦女所面對的問題、不平等現象及困難。

在服務委員會的首年中，我主要參與委員會首份婦女安全報告—《香港婦女安全：消除家庭暴力》的草擬和撰寫工作。在各委員同心協力和不斷耕耘之下，我們於2006年1月發表了載有21項建議的《報告》。《報告》得到不同的持份者和政府的正面回應，令我們深感鼓舞之餘，更重要的是社會透過不同的方式回應我們的呼籲，採取多項措施和想出良好的辦法處理家庭暴力這個問題。

婦女事務委員會作為一個中央機制，在促進本港婦女的福祉和權益方面發揮著獨特的功能。在主席出色的領導下，委員會堅定而務實地履行職責。我以身為委員會的一分子而深感自豪。

過去兩年，我擔任委員會增強婦女能力工作小組其中一位聯合召集人。我留意到要增強婦女能力，特別是協助低收入婦女方面，還有很多工作尚待推進。無論大家對香港婦女的現況有何觀感，她們要面對不同侷限和掣肘，而且縱使心裏不情願，她們也不得不屈從於傳統上一些根深蒂固的偏見和觀念和作出妥協。這些觀念都是阻礙女性發揮潛能的絆腳石。人們常說香港女性已享有與男性平起平坐的地位，但只要稍為查看統計數字，此說即不攻自破。事實上，本港管理階層人員的男女比例嚴重失衡，男性人數遠超女性；而女性在一些政府諮詢組織的參與率亦屬偏低。香港作為一個國際都會，女性的投入參與對社會肯定有莫大裨益。畢竟，女性不應受困於家庭的樊籠，亦不應受傳統觀念的羈絆。

參與委員會的工作，得與各委員共事，且他們都為爭取婦女權益而全力以赴，無私付出，我實在獲益良多。我相信，只要我們協力同心，一定能使香港最少佔半數人口的廣大婦女，以及我們的下一代，能安居於這個美好的城市。

I joined the Women's Commission in January 2005 and the invitation was a great honour and privilege to me. My participation in the Commission's works has opened up my eyes in the problems, inequalities and difficulties that many women have to encounter.

In the first year of my serving on the Commission, I was very much involved in the preparation and writing up of the Commission's first report on women's safety entitled *Women's Safety in Hong Kong: Eliminating Domestic Violence*. With the concerted efforts and unfailing contributions of many of our fellow Members, the *Report* containing 21 recommendations was published and released in January 2006 which has received positive responses from various stakeholders and the Government; not only that we feel encouraged but also, and more importantly, the community has, in many different ways, by way of answering our call adopted and implemented various measures and shown good practices in tackling domestic violence.

As a central mechanism, the Commission has an unique role to play in the promotion of the well-being and interests of women in Hong Kong and under the able hands of our Chairperson, the Commission has discharged this role solidly and pragmatically. I am so proud to be a Member of the Commission.

Having been one of the Co-convenors of the Commission's Working Group on Empowerment for the past two years, I note that there is still a lot of work to be done to empower women, especially those from the low income group. No matter how the condition of women in Hong Kong is perceived, women have their constraints; invariably and reluctantly, women succumb to and compromise on the prejudices and stereotyped expectations which have inhibited full development of their potentials. We often hear the saying that women in Hong Kong already enjoy an equal status with men. But the statistics speak for themselves. The gender composition of employees at managerial level is very unbalanced, with far more men than women, and women's participation in some of the government advisory boards is relatively low. As a cosmopolitan city, Hong Kong can surely benefit immensely from women's involvement. After all, women should not be confined to the family setting nor should they be so stereotyped.

I have learnt so much from my participation in the Commission and from other Members of the Commission who have all worked so diligently and whole-heartedly to accomplish its mission. Together, we should be able to make Hong Kong a better place for our women who comprise at least 50% of our population and for our next generation.

劉靳麗娟女士 Ms. LAU KUN Lai-kuen, Stella



對我來說，有機會加入婦女事務委員會這個全情投入推動婦女事務、家庭生活與社會互動，並且運作得如此出色的機構，實在十分感恩。過去幾年我確實大開眼界，這些嶄新的經驗為我個人的世界觀及對別人的看法加添了新穎的色彩與色調。

委員會的同事們同心同德，在鞏固生命價值的道路上同行；能夠向他們學習，並且參與委員會所舉辦的一連串活動，我感到每一刻都非常珍貴。大家的熱忱都在激勵著我，而我亦誠摯期盼著自己能夠為委員會付出更多的時間與力量，為社會成員帶來生命中的改變。

Personally, I am grateful for the opportunity to join the Women's Commission, an organisation capably run and wholly devoted to women's issues, family life and societal interactions. The past years have opened up to me a kaleidoscope of new experiences that have added new colours and tones to my perception of the world and the people in it.

I particularly cherish the range of activities organised and the valuable moments of learning from my colleagues, who unite for the sole purpose of reinforcing the life values of humanity. Spurred on by their enthusiasm, it is my sincere wish to contribute more of my time and energy to the Commission and to make a life-changing difference to members of my community.

羅健中先生 Mr. LAW Kin-chung, Christopher



參與婦女事務委員會的工作，令我意識到香港在推動兩性平等的工作雖然已取得相當進展，但整體婦女的狀況仍然未如理想。而婦女事務委員會的存在，正可以在這方面發揮積極的作用。

低收入、家庭責任及都市環境這三方面是我們的關注。在提升女性地位所取得的進展，似乎未能完全惠及一些低收入和中低收入社群，亦即本港大部份的婦女。因此，仍有很多工作需要展開，以增強這些婦女的能力。現時不少在職婦女都需要同時身兼料理家務和照顧子女的工作，反映男女於家庭中的角色，並沒有隨時代有很大的轉變，為婦女及其家人增添不少壓力。再者，香港的城市規劃和設計亦未能與時並進，從而配合女性社會地位的轉變。我們今天仍然沿用昔日「女主內」年代的建築物規例和規劃常規，以致城市設計並沒有認真考慮在工作間設置託兒所、嬰兒車通道、婦女安全和在家工作等課題。實在有很多工作需要跟進。而委員會的其中一項重要任務，正是要倡導改變。這些改變，不單只為女性利益出發，而是能有助香港發展為一個真正的和諧文明的社會。

My participation at the Women's Commission leads me to the realisation that despite all the recent progress in equality, the conditions of women in Hong Kong are still unsatisfactory. The Commission is essential for making any real progress on this front.

There are three areas of concerns: low income groups, family responsibilities and the city environment. It can be argued that the progress made in the conditions of women in Hong Kong has not fully reached the low and the lower middle income groups, and therefore the majority of women in the city. Much work is still to be done to empower women in this sector of the community. For those women who are working outside the homes, they are still to be held responsible for the running of the household and the rearing of the offsprings. The relative roles of men and women in Hong Kong families have remained largely unchanged, resulting in enormous pressure on both women and families. The planning and design of our city has not caught up with the changes in the roles of women in society. We inherited much of our building regulations and planning practice from the days when most women stayed at home. The design of our city has not taken seriously issues such as crèches in offices for working mother, pram access, women's safety and home working. Much work is still to be done. And the moral authority of the Commission is instrumental for making any meaningful progress, not only for the sake of women, but also for the development of a truly harmonious and civilised society.

麥龍詩迪醫生 Dr. Judith MACKAY



我很高興自婦女事務委員會於2001年成立之初便成為其會員，並且能夠在首五年與委員會一起成長與訂立方向。在2004-2007年，委員會不但在首三年開展的工作上繼續努力，更致力延伸更多的項目與計劃。我自己參與最多的是性別觀點主流化與《消除對婦女一切形式歧視公約》的工作，相信這兩項工作亦會是委員會未來工作的重點。

我於服務期滿後離開委員會，雖然感到遺憾，但是無論我將要接受任何工作，我都會一直帶著兩性平等的原則，這樣一來，我與委員會的連繫將會永遠延續下去。我衷心祝願委員會未來的工作一切順利。

I was pleased to be a Member of the Women's Commission from its inception in 2001 for the first five years, and to be part of the Commission's initial growth and direction. In the years 2004 to 2007, the Commission not only built upon what it had accomplished in its first three years, but also extended its work with many new projects and programmes. I personally was most involved with gender mainstreaming and CEDAW, both of which are likely to remain a major part of the Commission's work for many years to come.

I left the Commission with regret at the end of my term, but will always carry with me the principles of gender equality in any future work I undertake. In that sense, my link to the Commission will forever remain. I wish the Commission all the best for its work ahead.

麥嘉軒女士 Ms. Ayesha Abbas MACPHERSON



我很榮幸在2007年1月獲委任為婦女事務委員會的委員。雖然我作為執業會計師的工作非常繁忙，但在過去幾年，我開始積極參與公益事務，特別是為新移民家庭的貧困兒童提供協助。

在過去一年，透過參與委員會的工作，令我對許多婦女問題和委員會的會務得到更深入的了解。我對本港婦女所面對的問題十分關注，而我深信委員會對解決這些問題擔當着舉足輕重的角色，並不斷致力改善本港婦女的生活。

在加入委員會後，我成為轄下締造有利環境工作小組的成員之一，讓我對生命有了新的體會。雖然我堅信人應該提升自我能力和自力更生，成功亦沒有捷徑，可是，我開始明白到在某些情況下，女性無論如何努力去提升自己，亦難免受到偏見、性別歧視和面對其他無可避免的障礙。正因為這個原因，委員會致力協助社會締造有利環境，使本港婦女能夠盡展潛能是非常重要的。

我從委員會主席和其他委員身上獲益良多。他們不僅知識廣博、經驗豐富和熱心會務，還經常為我提供寶貴的資料和意見。能夠有機會與他們共事，為婦女爭取權益和幫助社會上有需要的一群，實在是我的光榮。

I am honoured to have been appointed a Member of the Women's Commission in January 2007. As a Certified Public Accountant, I have had to spend a lot of time on my career, although in the last couple of years I have become more involved in community affairs, particularly in the area of helping underprivileged children of new immigrant families.

In the last year, through working on the Commission, I have gained an insight into many women's issues, as well as the work of the Commission. I am concerned about some of the problems confronting women of Hong Kong, and I am convinced that the Commission has a very important role in finding solutions to these problems, and working towards improving the life of the lot of women in Hong Kong.

As soon as I joined the Commission, I became a member of its Working Group on Enabling Environment. This has given me new perspectives about life. Whilst I have always been a firm believer of capacity building and self reliance, and that there are no short cuts in life, I have also come to realise that under some circumstances, no matter how hard a woman strives to improve herself, she has to overcome prejudices, sex discrimination, and other obstacles through no fault of her own. That is why the work of the Commission in helping our community to build an enabling environment for women to develop their potential is so important.

I have learned a lot from the Commission's Chairperson and fellow Members. They are knowledgeable, experienced and dedicated, and to me, a rich source of information and advice. I feel privileged to have been given the opportunity to work with them in advancing the interest of women and helping those who are less fortunate.

伍瑞球先生 Mr. NG Sui-kou



婦女工作是社會整體教育工作的一部份，是建構和諧家庭和社會的重要環節

過去三年，我能夠在婦女事務委員會與不同界別的婦女領袖和精英一起，為香港婦女的福祉和權益服務，我感到非常榮幸，也是我難得的學習機會。

作為一個教育工作者，我感受到為委員會服務也是教育工作的重要部份。教育工作，除了向下一代傳授知識與技能外，更重要是培養青少年良好的道德品格和做人處事應有的態度，就是關愛互重、包容體諒；只有這樣，人與人之間才會互相欣賞，互相尊重，兩性才能平等，女性的權益才會受到關顧，家庭和社會才得以融洽和諧。

在這一方面，委員會的工作與教育工作不謀而合。過去三年，委員會成功舉辦了極受歡迎的「自在人生自學計劃」，透過電台廣播為基層婦女提供方便的學習途徑，有助提升她們的知識、能力和個人自信；委員會亦透過一系列社區教育活動，以及家長和家庭等與婦女有關的研究，提高了社會對婦女權益的關注和尊重，並有助建立和諧的家庭關係。

我懇切期望香港各界人士能繼續支持並且與委員會緊密合作，為婦女的福祉努力；讓我們團結起來，共同締造和諧社會。

I was fortunate to serve three years for the Women's Commission. It was indeed my honour and also a good learning opportunity for me to work with so many elite women leaders for the rights and well-being of women in Hong Kong.

I regard my time with the Commission as an important part of my work as an educator. Besides teaching our kids knowledge and skills, an educator should also nurture them with virtues and good attitudes, such as care and concern, love, mutual respect and tolerance. With all these ethical attributes, gender equality can exist, women's rights can be taken care of, and a harmonious and peaceful environment can be established in both families and society as a whole.

In this regard, the Commission's work and education are complementary to each other. For instance, over the last three years, it has successfully implemented its Capacity Building Mileage Programme. Through radio broadcasts, every woman with an interest can take a radio course conveniently and at her ease. This has helped enhance women's knowledge, abilities and confidence. A series of community education activities and studies of parent and family education have also helped promote public awareness of women's rights and helped build harmonious family relationships.

I sincerely hope that people from all walks of life in Hong Kong will continue to support and cooperate with the Commission to work for the benefit of women. Through our concerted efforts, we can help build a harmonious society in Hong Kong!

石丹理教授 Prof. SHEK Tan-lei, Daniel



對香港婦女和家庭充滿強烈感情的委員會

我雖然參與了婦女事務委員會的工作只有一年時間，但是我卻強烈地感受到委員會對支援香港婦女和家庭充滿著熱誠與承擔。除了關心婦女外，委員會亦關注到男性（在香港被忽略的一群）與其他家庭成員的狀況。在香港家庭凝聚力不斷下降的情勢下，委員會對婦女、男士及家庭的整全關注尤為重要。

委員會的另一特色是其勤勉及奉獻精神。這個特色在其頻密的會議及龐大的工作量當中可見一斑。雖然我曾在很多政府諮詢團體服務，但卻從沒見過一個機構像這委員會一樣，肩負著這樣廣泛而重大的工作。我認為委員會不只是一個諮詢組織，觀乎委員們所付出的努力和投入的資源，它確實是建構社會資本的一個良好示範。

我相信以委員會的熱誠和勤勉工作態度，必定可提升香港市民對婦女及家庭議題的關注。

A passionate Commission for all Women and Families in Hong Kong

Although I have only been with the Women's Commission for one year, I have gained a strong impression that the Commission is a body driven by a passion for supporting women and families in Hong Kong. In addition to its concern about women's well-being, the Commission also cares about men (a neglected species in Hong Kong) and all family members. Such a holistic concern is very important, particularly in view of the fact that family cohesion has substantially dropped in Hong Kong.

Another unique feature of the Commission is its diligence and dedication, as reflected by its very frequent meetings and the huge amount of work it undertakes. Based on my experience in many Government advisory bodies, I have never seen an organisation undertaking so many projects and initiatives with such a wide-ranging scope. In fact, my feeling is that the Commission is much more than an advisory body. In terms of the effort and resources injected by Members of the Commission, it is a fine example of the value and power of social capital.

I am confident that, given the Commission's diligence and its passion for supporting women and families in Hong Kong, it will successfully promote public awareness of issues related to women and families.

楊家正博士 Dr. YEUNG Ka-ching



能夠在婦女事務委員會服務，我感到十分榮幸。我在這裡認識了很多朋友，也有不少難忘的經歷。作為一個高層的策略諮詢委員會，我們就所有有關香港的婦女政策，有著重大的責任和影響力。同事們的熱誠投入及辛勤工作的態度，是激勵我竭盡所能、貢獻自己更多的最大推動力。而在我新任委員的時候，因為對於一些政府行政程序缺乏經驗，我得感謝委員會各會員在此期間對我的耐心及關顧。雖然我們的服務只是義務性質，但是大家所需承擔的工作和面對的困難卻是超出想像的。儘管如此，在過去的三年裏，我真的很享受委員間的友誼——因為我們都共事於一個了不起的團隊——委員當中各有所長，亦能互補不足，互相支持。而透過在委員會這個特別的服務機會，我擴闊了視野，知悉了香港婦女面對的問題與狀況。雖然香港婦女的地位比起部份大都市都較好，但我們需走的道路仍然漫長，定須繼續努力，奮力向前。

It's a great honour for me to be able to serve on the Women's Commission where I have established many new friendships and gained many memorable experiences. As a high level strategic advisory body, the Commission has a great responsibility and influence on women-related policies in Hong Kong. I have witnessed that all of my colleagues work extremely hard and with great passion, which also inspires me to continue contributing as much as I can. I would like to thank the other Members of the Commission for their great patience and consideration to accommodate my personal limitations and lack of experience, especially in terms of Governmental administrative procedures, when I was first appointed to the Commission. Although we only serve on a voluntary basis, the workload and demands that we carry are beyond expectation. However, in the past three years, I have wholly enjoyed the friendships between our Members as we work together as a team – all members using their strengths and expertise to complement and support one another. I must say that through this special opportunity to serve on the Commission, I have broadened my horizons by knowing the problems and conditions of women in Hong Kong. Although women's status in Hong Kong is relatively good compared with some other metropolitan cities, there is still a long road ahead and we must continue to work very hard.