

# 附錄

## Appendix

### 7.1 職權範圍

婦女事務委員會負責促進本港婦女的福祉和權益，為此，委員會會：

- 在制定長遠目標和策略方面，向政府提出建議，讓婦女可以盡展所長；
- 就各項由不同決策局負責而與婦女有關的政策和措施，以及各決策局之間的協調，向政府提出建議；
- 按婦女的需要，不時檢討政府和非政府機構所提供的服務，確定須優先處理的工作，並且監察新增服務的發展和現有服務的改善工作；
- 開展和進行有關婦女問題的調查和研究，並籌辦公眾教育和宣傳活動；以及
- 與本地和國際婦女團體以及服務機構建立和保持聯繫，交流經驗，加強彼此的溝通和了解。

### 7.1 Terms of Reference

The Women's Commission is tasked to promote the well-being and interests of women in Hong Kong. As such, it will:

- advise the Government on the development of a long term vision and strategies related to the development and advancement of women;
- advise the Government on the integration of policies and initiatives which are of concern to women, which fall under the purview of different Policy Bureaux;
- keep under review, in the light of women's needs, services delivered within and outside the Government and to identify priority areas for action, and monitor the development of new or improved services;
- initiate and undertake independent surveys and research studies on women's issues and organise educational and promotional activities; and
- develop and maintain contact with local and international women's groups and service agencies with a view to sharing experiences and improving communication and understanding.

## 7.2 婦女事務委員會委員

(2004年1月15日至2008年1月14日)

婦女事務委員會由非官方成員擔任主席，所有非官方成員和三名官方成員，全部由香港特別行政區行政長官委任。

### 主席：

梁劉柔芬議員, G.B.S., J.P. (截至2006年1月14日)  
高靜芝女士, J.P. (由2006年1月15日起)

### 非官方成員：

陳麗歡博士 (由2006年1月15日起)  
周轉香女士, M.H., J.P.  
鄭銘鳳女士 (由2006年1月15日起)  
鄭李錦芬女士 (截至2005年5月)  
張綠萍女士, J.P. (截至2007年1月14日)  
張妙清教授, J.P. (截至2006年1月14日)  
鍾郝儀女士 (截至2005年1月14日)  
范瑩孫醫生 (截至2006年1月14日)  
方旻煥女士 (由2006年1月15日起)  
紀樂芙女士 (由2006年1月15日起)  
古龍沙美娜醫生 (由2006年1月15日起)  
何安達先生 (截至2006年2月)  
高靜芝女士, J.P. (截至2006年1月14日)  
高寶齡女士, M.H., J.P.  
郭鍵勳博士, B.B.S., J.P. (截至2006年1月14日)  
林貝聿嘉女士, G.B.S., J.P. (截至2006年1月14日)  
劉嘉時女士 (由2006年1月15日起)  
劉麗卿女士 (由2005年1月15日起)  
劉靳麗娟女士, J.P. (由2006年1月15日起)  
羅建中先生 (由2007年1月15日起)  
李鑾輝先生 (由2006年2月21日起)  
李偉民先生 (截至2005年1月14日)  
麥龍詩迪教授, J.P. (截至2006年1月14日)  
麥嘉軒女士 (由2007年1月15日起)  
伍瑞球先生 (截至2007年1月14日)  
石丹理教授, B.B.S., J.P. (由2006年1月15日至2007年1月14日)  
譚少薇教授 (由2006年1月15日起)  
鄧惠瓊教授, S.B.S., J.P. (由2006年1月15日起)  
戴雅蘭女士 (截至2006年1月14日)  
王鳳儀女士 (截至2006年1月14日)  
楊家正博士 (由2005年1月15日起)  
楊羅觀翠博士, J.P. (截至2006年1月14日)

### 官方成員：

衛生福利及食物局局長 (副主席) (截至2006年1月14日)  
衛生及福利常任秘書長 (副主席) (截至2007年6月30日)  
勞工及福利局常任秘書長 (副主席) (由2007年7月1日起)  
教育統籌局局長或其代表 (截至2007年6月30日)  
教育局局長或其代表 (由2007年7月1日至2008年1月14日)  
民政事務局局長或其代表 (截至2008年1月14日)  
政制及內地事務局長或其代表 (由2007年7月1日起)  
社會福利署署長或其代表

## 7.2 Members of Women's Commission

(15 January 2004 to 14 January 2008)

Members of the Women's Commission are appointed by the Chief Executive of the HKSAR. The Commission is chaired by a Non-official and comprises Non-official Members and three Ex-officio Members.

### Chairperson:

The Hon. Mrs. Sophie LEUNG LAU Yau-fun, G.B.S., J.P. (till 14 January 2006)  
Ms. KAO Ching-chi, Sophia, J.P. (from 15 January 2006)

### Non-official Members:

Dr. CHAN Lai-foon, Miranda (from 15 January 2006)  
Ms. CHAU Chuen-heung, M.H., J.P.  
Ms. CHENG Ming-fung, Jacqueline (from 15 January 2006)  
Mrs. CHENG Li Kam-fun, Eva (till May 2005)  
Ms. CHEUNG Look-ping, Ophelia, J.P. (till 14 January 2007)  
Prof. CHEUNG Mui-ching, Fanny, J.P. (till 14 January 2006)  
Ms. Cordelia CHUNG (till 14 January 2005)  
Dr. FAN Yun-sun, Susan (till 14 January 2006)  
Ms. FONG Man-ying (from 15 January 2006)  
Ms. Ruth GEE (from 15 January 2006)  
Dr. Sharmila GURUNG (from 15 January 2006)  
Mr. HO On-tat, Andy (till February 2006)  
Ms. KAO Ching-chi, Sophia, J.P. (till 14 January 2006)  
Ms. KO Po-ling, M.H., J.P.  
Dr. KWOK Kin-fun, Joseph, B.B.S., J.P. (till 14 January 2006)  
Mrs. LAM Pei Yu-dja, Peggy, G.B.S., J.P. (till 14 January 2006)  
Ms. LAU Ka-shi (from 15 January 2006)  
Ms. LAU Lai-hing, Joanna (from 15 January 2005)  
Mrs. LAU KUN Lai-kuen, Stella, J.P. (from 15 January 2006)  
Mr. LAW Kin-chung, Christopher (from 15 January 2007)  
Mr. LEE Luen-fai (from 21 February 2006)  
Mr. LEE Wai-man, Maurice (till 14 January 2005)  
Prof. Judith Mary Longstaff MACKAY, J.P. (till 14 January 2006)  
Ms. Ayesha Abbas MACPHERSON (from 15 January 2007)  
Mr. NG Sui-kou (till 14 January 2007)  
Prof. SHEK Tan-lei, Daniel, B.B.S., J.P. (15 January 2006 to 14 January 2007)  
Prof. TAM Siu-mi, Maria (from 15 January 2006)  
Prof. TANG Wai-king, Grace, S.B.S., J.P. (from 15 January 2006)  
Ms. Diane WILCOXSON (till 14 January 2006)  
Ms. WONG Fung-ye, Margaret (till 14 January 2006)  
Dr. YEUNG Ka-ching (from 15 January 2005)  
Dr. YEUNG LAW Koon-chui, Agnes, J.P. (till 14 January 2006)

### Ex-officio Members:

Secretary for Health, Welfare and Food (Vice-Chairperson) (till 14 January 2006)  
Permanent Secretary for Health and Welfare (Vice-Chairperson) (till 30 June 2007)  
Permanent Secretary for Labour and Welfare (Vice-Chairperson) (from 1 July 2007)  
Secretary for Education and Manpower or representative (till 30 June 2007)  
Secretary for Education or representative (from 1 July 2007 to 14 January 2008)  
Secretary for Home Affairs or representative (till 14 January 2008)  
Secretary for Constitutional and Mainland Affairs or representative (from 1 July 2007)  
Director of Social Welfare or representative

## 7.3 工作小組及專責小組委員名單 (2008年1月15日)

### 締造有利環境工作小組

召集人： 紀樂芙女士  
劉嘉時女士

委員： 方旻煥女士  
劉麗卿女士  
麥嘉軒女士

### 增強婦女能力工作小組

召集人： 楊家正博士  
劉麗卿女士

委員： 鄭銘鳳女士  
高寶齡女士, M.H., J.P.  
羅健中先生  
譚少薇教授  
鄧惠瓊教授, S.B.S., J.P.

### 公眾教育工作小組

召集人： 高寶齡女士, M.H., J.P.  
李鑾輝先生

委員： 鄭銘鳳女士  
古龍沙美娜醫生  
許家驊醫生, J.P.

### 協作工作小組

召集人： 周轉香女士, M.H., J.P.  
劉靳麗娟女士, J.P.

委員： 陳麗歡博士  
古龍沙美娜醫生

### 自在人生自學計劃督導委員會

召集人： 鄭銘鳳女士

委員： 劉麗卿女士  
楊家正博士  
呂汝漢教授(香港公開大學代表)  
廖志彬博士(香港公開大學代表)  
王愛樺女士(香港商業廣播有限公司代表)  
馮志豐先生(香港商業廣播有限公司代表)

## 7.3 Membership of Working Groups and Task Forces (as of 15 January 2008)

### Working Group on Enabling Environment

Co-convenors: Ms. Ruth GEE  
Ms. LAU Ka-shi

Members: Ms. FONG Man-ying  
Ms. LAU Lai-hing, Joanna  
Ms. Ayesha MACPHERSON

### Working Group on Empowerment

Co-convenors: Dr. YEUNG Ka-ching  
Ms. LAU Lai-hing, Joanna

Members: Ms. CHENG Ming-fung, Jacqueline  
Ms. KO Po-ling, M.H., J.P.  
Mr. LAW Kin-chung, Christopher  
Prof. TAM Siu-mi, Maria  
Prof. TANG Wai-king, Grace, S.B.S., J.P.

### Working Group on Public Education

Co-convenors: Ms. KO Po-ling, M.H., J.P.  
Mr. LEE Luen-fai

Members: Ms. CHENG Ming-fung, Jacqueline  
Dr. Sharmila GURUNG  
Dr. HUI Ka-wah, Ronnie, J.P.

### Working Group on Collaboration

Co-convenors: Ms. CHAU Chuen-heung, M.H., J.P.  
Mrs. LAU KUN Lai-ken, Stella, J.P.

Members: Dr. CHAN Lai-foon, Miranda  
Dr. Sharmila GURUNG

### Steering Committee on Capacity Building Mileage Programme

Convenor: Ms. CHENG Ming-fung, Jacqueline

Members: Ms. LAU Lai-hing, Joanna  
Dr. YEUNG Ka-ching  
Prof. LUI Yu-hon (Representative from the Open University of Hong Kong)  
Dr. CP LIU, Ben (Representative from the Open University of Hong Kong)  
Ms. Amy WONG (Representative from the Hong Kong Commercial Broadcasting Co., Ltd.)  
Mr. FUNG Chi-fung (Representative from the Hong Kong Commercial Broadcasting Co., Ltd.)

**「攜手共建和諧社會」研討會籌備委員會  
(2006年)**

名譽顧問：梁劉柔芬議員, G.B.S., J.P.

召集人：張綠萍女士, J.P.

委員：陳麗歡博士

周轉香女士, M.H., J.P.

高寶齡女士, M.H., J.P.

劉麗卿女士

劉靳麗娟女士, J.P.

李鑾輝先生

鄧惠瓊教授, S.B.S., J.P.

**與全國婦聯合作項目專責小組 (2007年)**

召集人：高靜芝女士, J.P.

譚少薇教授

委員：周轉香女士, M.H., J.P.

張綠萍女士, J.P. (增選委員)

高寶齡女士, M.H., J.P.

林貝聿嘉女士, G.B.S., J.P. (增選委員)

楊羅觀翠博士, J.P. (增選委員)

**Taskforce on Conference on Together We Build a  
Harmonious Community (2006)**

Honorary Advisor: The Hon. Mrs. Sophie LEUNG LAU Yau-fun, G.B.S., J.P.

Convenor: Ms. CHEUNG Look-ping, Ophelia, J.P.

Members: Dr. CHAN Lai-foon, Miranda

Ms. CHAU Chuen-heung, M.H., J.P.

Ms. KO Po-ling, M.H., J.P.

Ms. LAU Lai-hing, Joanna

Mrs. LAU KUN Lai-kuen, Stella, J.P.

Mr. LEE Luen-fai

Prof. TANG Wai-king, Grace, S.B.S., J.P.

**Task Force on ACWF Projects (2007)**

Co-convenors: Ms. KAO Ching-chi, Sophia, J.P.

Prof. TAM Siu-mi, Maria

Members: Ms. CHAU Chuen-heung, M.H., J.P.

Ms. CHEUNG Look-ping, Ophelia, J.P. (Co-opt)

Ms. KO Po-ling, M.H., J.P.

Mrs. LAM PEI Yu-dja, Peggy, G.B.S., J.P. (Co-opt)

Dr. YEUNG LAW Koon-chui, Agnes, J.P. (Co-opt)

### 7.4 供制定法例、公共政策和計劃時使用的性別觀點主流化檢視清單

### 7.4 Gender Mainstreaming Checklist for Legislation, Public Policies and Programmes

[註：這份清單供負責這項法例／公共政策／計劃(下稱「這項目」)的人員填寫，我們建議由管理階層的人員<sup>1</sup>填寫。有關人員在填寫這份清單時應徵詢前線人員的意見。負責人員只須填妥第I至第IV部的有關部分和第V部。至於前線人員，則請參考「有關性別觀點主流化檢視清單的參考資料」。這份檢視清單是一套簡化的分析工具，故所載列的問題均十分簡短，以方便進行分析。如你發現這份檢視清單無法全面反映與這項目有關的約束、限制、困難或考慮因素，煩請另紙列出。]

[Note: This Checklist is intended to be completed by officers responsible for this legislation / public policy / programme ("THIS"), preferably by the management level officers<sup>1</sup>. We would recommend that frontline staff be consulted when filling in the Checklist. Responsible officers need only to complete the relevant section in Section I to IV and Section V. For frontline officers, please refer to the "Notes to the Checklist" for guidelines on gender mainstreaming. Please kindly note that this Checklist is a simplified analytical tool and questions set herein are deliberately made simple and short. Should there be any constraints, restrictions, difficulties or considerations concerning THIS which you think cannot be fully reflected in this Checklist, please kindly list them out in a separate sheet.]

#### 一般資料

#### GENERAL INFORMATION

法例／公共政策／計劃\*(下稱「這項目」)名稱 Title of the legislation / public policy / programme\* ("THIS") :

政策範疇 Policy area :

這項目的概要 Outline description of THIS :

可能受這項目影響的群體／人士 Groups / Persons likely to be affected by THIS :

這項目的現況簡介 Brief Description of the Current Stage of THIS :

現處於設計／實施／監察／評估和檢討\*階段 Design / Implementation / Monitoring / Evaluation and Review\*

負責人員 Officer-in-charge : (姓名 Name) \_\_\_\_\_

(職位 Post Title) \_\_\_\_\_

(局 Bureau／部門 Department) \_\_\_\_\_

(電話號碼 Tel No) \_\_\_\_\_

(傳真號碼 Fax No) \_\_\_\_\_

<sup>1</sup> 管理階層的人員是指負責監察和監督這項目的人員。Management level officers refers to those officers who bear overseeing and supervision responsibilities over THIS.

\* 請刪去不適用者 Please delete as appropriate

#### I. 設計 DESIGN

是／否／不適用  
Y / N / NA

##### 編整和分析按性別分類的資料

##### Compilation and analysis of gender information

- 1. 在設計這項目前，有否按性別編整可能受影響人士的統計數據，並加以考慮分析？  
Prior to designing THIS, have sex-disaggregated data been collected and considered regarding those likely to be affected?
- 2. 上述統計數據有否反映性別差異或性別與以下社會經濟因素的相互影響？  
Do the data show gender differences or gender interactions with the following socio-economic variables?
  - 年齡 age
  - 教育 education
  - 族裔 ethnic origin
  - 家庭狀況 family status
  - 入息組別 income group
  - 其他 others (請註明 please specify : \_\_\_\_\_)

3. 請提供上述統計數據的概要。  
Please provide a summary of such data on the above.

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**婦女參與的程度**  
**Women's Participation**

4. 有否就這項目對兩性的影響諮詢以下組織或人士：  
Have any of the following been consulted about the gender impact of THIS:
- (a) 性別課題專家 (例如婦女事務委員會、性別研究中心、研究性別課題的個別專家，以及勞工及福利局第一分科第二組)   
Gender specialists (e.g. Women's Commission, gender research centres, individual gender experts, and Team 2, Division 1 of LWB)
  - (b) 相關法定組織 Relevant statutory bodies
  - (c) 非政府機構 Non-governmental organisations
  - (d) 婦女組織 Women's associations
  - (e) 可能因這項目而受到正面／負面\*影響的婦女<sup>2</sup> Women<sup>2</sup> likely to be affected positively / negatively\* by THIS
5. 請列出曾接受諮詢的機構或人士的名稱／姓名及其意見摘要。  
Please provide names of those consulted and a summary of their views.

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**考慮婦女的獨特需要**  
**Considering women's specific needs**

6. 在設計這項目時，是否已確定婦女的獨特需要和有關的性別課題，並加以考慮和配合？   
Have specific needs of women and gender issues been identified, considered and integrated in designing THIS?
7. 這項目是否需要特別提及婦女？   
Does THIS require any specific reference to women?

**考慮對婦女的影響**  
**Considering impact on women**

8. 這項目對婦女或任何婦女群體的影響，是否有別於男性？影響屬於正面還是負面？   
Will women or any sub-groups of women be affected differently from men by THIS? In a positive or negative way? 正／負\*  
P / N\*
9. 這項目是否會 (不論是直接或間接：短期、中期或長期) 以下列方式推動和確保消除對婦女的歧視：  
Will THIS, in any way (directly and indirectly, in the short, medium and long-term), promote and ensure the elimination of discrimination of women by:
- (a) 改善歧視婦女或損害婦女權益的舊法例／公共政策／計劃；   
improving upon any previous legislation/public policy/programme that was discriminatory or disadvantageous to women;
  - (b) 通過立法和其他方式保障婦女的權利；   
establishing legal and other protection of the rights of women;
  - (c) 讓婦女多參與決策；   
strengthening women's decision-making role;
  - (d) 增加婦女取得和管控資源的機會；或   
increasing women's access to and control of resources; or
  - (e) 有助增強婦女的能力？   
contributing towards empowerment of women?
  - (f) 其他方式，例如：   
any other way, e.g. :

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10. 這項目是否會對婦女 (或婦女群體) 造成任何 (即使是短暫的) 限制或局限？   
Will there be any restrictions or limitations, even of a temporary nature, imposed on women (or sub-groups of women) by THIS?

<sup>2</sup> 除特別指明外，在清單中「婦女」一詞是泛指成年和未成年女性。Unless stated otherwise, "women" used throughout the checklist refers to both women and girls.  
\* 請刪去不適用者 Please delete as appropriate

## II. 實施 IMPLEMENTATION

### 公眾教育和宣傳

#### Public education and promotion

11. 這項目的宣傳內容有否顧及性別觀點？  
Has the promotional content of THIS been presented in a gender-sensitive manner?
12. 宣傳媒介(例如地點、途徑或時段)能否有效接觸婦女？  
Has the medium of promotion (e.g. venues, channels or time slots) effectively reached women?

### 對婦女的影響

#### Impact on women

13. 在實施這項目的過程中，婦女或婦女群體受到的影響是否有別於男性(例如在資格、受惠程度、使用機會或提供支援設施方面有分別)？該等影響屬於正面還是負面？  
Have women or any sub-groups of women been affected differently from men during the implementation process of THIS, e.g. eligibility, level of benefits, accessibility, or availability of support facilities? In a positive or negative way?   
正/負\*  
P / N\*
14. 在實施這項目的過程中，是否已採取特別措施以照顧婦女的需要？  
Have there been any special measures to address women's needs during the implementation of THIS?

## III. 監察 MONITORING

### 編整和分析按性別分類的資料

#### Compilation and analysis of gender information

15. 有否編整按性別編整的統計數據和指標(質或量)，以監察這項目的實施過程和成效？  
Have sex-disaggregated data and indicators (qualitative or quantitative) been compiled to monitor the process and outcome of THIS?

### 加入性別課題

#### Inclusion of gender issues

16. 是否已把性別觀點和婦女關注的事宜納入監察機制？  
Have gender perspectives and women concerns been included in the monitoring mechanism?

## IV. 評估和檢討 EVALUATION AND REVIEW

### 從性別角度分析對婦女的影響

#### Gender analysis of the impact on women

17. 是否已從性別角度進行分析，以評估和檢討這項目的設計、實施情況和成效？  
Has gender analysis been conducted to evaluate and review the design, implementation and outcome of THIS?
18. 評估工作是否已有系統地識別和處理性別課題？  
Have the evaluation systematically identified and addressed gender issues?
19. 對這項目進行對外評估時(如適用)，有否諮詢下列組織/人士的意見：  
Have any of the following been consulted during external evaluation (if applicable) of THIS:
- (a) 性別課題專家(例如婦女事務委員會、性別研究中心、研究性別課題的個別專家，以及勞工及福利局第一分科第二組)  
Gender specialists (e.g. Women's Commission, gender research centres, individual gender experts and Team 2, Division 1 of LWB)
- (b) 有關法定組織 Relevant statutory bodies
- (c) 非政府機構 Non-governmental organisations
- (d) 婦女組織 Women's associations
- (e) 受這項目正面或負面影響\*的婦女 Women being positively or negatively\* affected by THIS

20. 這項目是否 (不論是直接或間接；短期、中期或長期) 已達到以下成效：  
Has THIS, in any way (directly and indirectly, in the short, medium or long-term), resulted in:
- (a) 改善歧視婦女或損害婦女權益的舊法例／公共政策／計劃：  
improving upon any previous legislation / public policy / programme that was discriminatory or disadvantageous to women;
  - (b) 通過立法和其他方式保障婦女的權利：  
establishing legal and other protection of the rights of women;
  - (c) 讓婦女多參與決策：  
strengthening women's decision-making role;
  - (d) 增加婦女取得和管控資源的機會；或  
increasing women's access to and control of resources; or
  - (e) 有助增強婦女的能力？  
contributing towards empowerment of women?
  - (f) 其他方式，例如 any other way, e.g. : \_\_\_\_\_
21. 對婦女或婦女團體有否造成任何限制或局限？  
Have there been any restrictions or limitations imposed on women or sub-groups of women?
22. 負責覆審評估報告的人員是否已確保報告反映這項目在性別問題上的缺失和成果？  
Have staff who are responsible for reviewing the evaluation reports ensured gender-related omissions and successes in THIS are reflected?

**未來計劃**

**Future planning**

23. 是否已借鑑評估結果，以期日後在策劃、實施和監察這項目和相關法例／公共政策／計劃時，更加關注性別問題？  
Have the evaluation findings been used to enhance gender-sensitivity in future planning, implementation and monitoring processes of THIS and related legislation / public policy / programme?

**V. 一般事項 GENERAL**

**加強有關人員對性別課題的觸覺和洞察能力**

**Staff sensitivity and capacity building**

24. 是否有為這項目指定性別課題專責人員 (指定的人員或小組)？  
Is there a gender focal point (a designated person or team) for THIS?
25. 負責以下工作的人員曾否接受有關性別課題的指導或培訓？如有的話，請細列詳情。  
Have relevant staff responsible for the following been briefed or given training on gender issues? If so, please specify or give details.
- 設計  
Design \_\_\_\_\_
- 實施  
Implementation \_\_\_\_\_
- 監察  
Monitoring \_\_\_\_\_
- 評估  
Evaluation \_\_\_\_\_
26. 會否設立監察機制，例如採取自我評估、接受評估或收集意見等方式，以評核負責人員對性別課題的觸覺是否敏銳？  
Will there be monitoring mechanism to appraise staff's gender sensitivity, e.g. self and other's evaluation or customer feedback?

**遣詞用字顧及性別觀點**

**Gender-sensitive language**

27. 有關法例／公共政策／計劃／新聞稿／或任何其他相關的公文是否通篇使用中性／顧及性別觀點的文字？  
Is gender neutral / sensitive language used throughout the legislation / public policy / programme / press releases or any other related official document?



## 7.5 2004-05至2007-08年期間已採用「性別觀點主流化檢視清單」的政策及工作範疇

## 7.5 Policy and Programme Areas to Which the Gender Mainstreaming Checklist Has Been Applied from 2004-05 to 2007-08

決策局和部門 Bureaux and Departments	政策／工作範疇 Policy / Programme Areas
<b>2004-05</b>	
發展局 <sup>3</sup> 、屋宇署 Development Bureau <sup>3</sup> , Buildings Department	檢討《建築物(衛生設備標準、水管裝置、排水工程及廁所)規例》— 檢討為女性提供的衛生設備 Review of Building (Standards of Sanitary Fittings, Plumbing, Drainage Works and Latrines) Regulations – Review on Provision of Sanitary Fittings for Female
食物環境衛生署 Food and Environmental Hygiene Department	提供公廁設施 Provision of Public Toilets
政府新聞處 Information Services Department	大型宣傳活動及小型宣傳計劃 Major Publicity Campaigns and Minor Publicity Programmes
電訊管理局 Office of the Telecommunications Authority	檢討電訊管理局諮詢委員會的成員組合 Review of Composition of Advisory Committees by Office of the Telecommunications Authority
電訊管理局 Office of the Telecommunications Authority	消費者教育活動 Consumer Education Programmes
機電工程署 Electrical and Mechanical Services Department	電力和氣體安全宣傳計劃 Publicity Programme on Electricity and Gas Safety
<b>2005-06</b>	
政府統計處 Census and Statistics Department	2006年中期人口統計 2006 Population Bi-census
勞工及福利局 <sup>4</sup> 、教育局 <sup>5</sup> 、衛生處、社會福利署、醫院管理局 Labour and Welfare Bureau <sup>4</sup> , Education Bureau <sup>5</sup> , Department of Health, Social Welfare Department, Hospital Authority	兒童身心全面發展服務 Comprehensive Child Development Service for Children
勞工及福利局 <sup>4</sup> 、社會福利署 Labour and Welfare Bureau <sup>4</sup> , Social Welfare Department	兒童及青少年精神健康社區支援計劃 Child and Adolescent Mental Health Community Support Project
勞工及福利局 <sup>4</sup> 、社會福利署 Labour and Welfare Bureau <sup>4</sup> , Social Welfare Department	在醫院以外提供的療養服務 Provision of Infirmity Care Services in Non-hospital Setting
勞工及福利局 <sup>4</sup> 、社會福利署 Labour and Welfare Bureau <sup>4</sup> , Social Welfare Department	打擊家庭暴力和檢討《家庭暴力條例》 Combating Domestic Violence and Review of Domestic Violence Ordinance

決策局和部門 Bureaux and Departments	政策／工作範疇 Policy / Programme Areas
<b>2006-07</b>	
民政事務總署 Home Affairs Department	地方行政：加強區議會及民政事務專員的職能 District Administration: Enhancing the Role of District Councils and District Officers
社會福利署 Social Welfare Department	日間社區康復服務 Community Rehabilitation Day Services
社會福利署 Social Welfare Department	檢討為性暴力受害人提供的服務 Review of Services for Victims of Sexual Violence
社會福利署 Social Welfare Department	危機介入及支援中心 Operation of the Multi-purpose Crisis and Support Centre
影視及娛樂事務管理處 Television and Entertainment Licensing Authority	《淫褻及不雅物品管理條例》的宣傳及教育活動 Publicity and Education Programme about the Control of Obscene and Indecent Articles Ordinance
<b>2007-08</b>	
教育局 Education Bureau	資歷架構 Qualification Framework
勞工及福利局、僱員再培訓局 Labour and Welfare Bureau, Employees Retraining Board	人才發展計劃 Manpower Development Scheme
衛生處 Department of Health	愛滋病預防工作 HIV Prevention
食物及衛生局 Food and Health Bureau	推廣母乳餵哺，並在政府建築物及公眾地方增設育嬰設施 Promotion of Breast-feeding and Provision of More Baby-care Facilities in Government Buildings and Public Areas

<sup>3</sup> 前房屋及規劃地政局  
Formerly Housing, Planning and Lands Bureau

<sup>4</sup> 前衛生福利及食物局  
Formerly Health, Welfare and Food Bureau

<sup>5</sup> 前教育及統籌局  
Formerly Education and Manpower Bureau

## 7.6 婦女事務委員會於2004至2007年期間曾檢討的法例、政策及工作範疇

## 7.6 List of Legislation, Policies and Programmes Which Were Reviewed by the Women's Commission from 2004 to 2007

年份 Year	法例、政策及工作範疇 Legislation, Policies and Programmes	主導的決策局／部門 Lead Bureau / Department
2004	家庭暴力 Domestic Violence	勞工及福利局 <sup>4</sup> Labour and Welfare Bureau <sup>4</sup>
	預防禽流感：減低人類感染風險的長遠方針諮詢文件 Prevention of Avian Influenza: Consultation on Long Term Direction to Minimise the Risk of Human Infection	食物及衛生局 <sup>6</sup> 、食物環境衛生署 Food and Health Bureau <sup>6</sup> , Food and Environmental Hygiene Department
	營養資料標籤制度 Labelling Scheme of Nutrition Information	食物及衛生局 <sup>6</sup> 、食物環境衛生署 Food and Health Bureau <sup>6</sup> , Food and Environmental Hygiene Department
	《不良醫藥廣告條例草案》 Undesirable Medical Advertisement Bill	食物及衛生局 <sup>6</sup> 、衛生署 Food and Health Bureau <sup>6</sup> , Department of Health
	社會福利策略總綱 Strategic Framework on Social Welfare	勞工及福利局 <sup>4</sup> Labour and Welfare Bureau <sup>4</sup>
2005	就立法禁止種族歧視的建議進行公眾諮詢 Public Consultation on Proposed Legislation Against Racial Discrimination	民政事務局 Home Affairs Bureau
	二〇〇五年施政報告有關協助弱勢社群的措施 Initiatives to Assist the Needy in the 2005 Policy Address	勞工及福利局 <sup>4</sup> Labour and Welfare Bureau <sup>4</sup>
	社區投資共享基金 — 策略發展及優先工作 Community Investment and Inclusion Fund – Strategic Development and Action Priorities	勞工及福利局 <sup>4</sup> Labour and Welfare Bureau <sup>4</sup>
	合作社 Cooperatives	勞工及福利局 <sup>4</sup> Labour and Welfare Bureau <sup>4</sup>
	法律援助訴訟個案家事調解試驗計劃 Pilot Scheme on Legal Aid for Mediation in Matrimonial Cases	法律援助署 Legal Aid Department
	貧窮婦女化 Feminisation of Poverty	勞工及福利局 <sup>4</sup> Labour and Welfare Bureau <sup>4</sup>
	檢討綜合社會保障援助計劃下對單親家長的安排 Review of Arrangements for Single Parents Recipients under the Comprehensive Social Security Assistance Scheme	勞工及福利局 <sup>4</sup> Labour and Welfare Bureau <sup>4</sup>
	《2005年吸煙(公眾衛生)(修訂)條例草案》及政府的控煙工作 Smoking (Public Health) (Amendment) Bill 2005 and Government Efforts in Controlling Smoking	食物及衛生局 <sup>6</sup> 、衛生署 Food and Health Bureau <sup>6</sup> , Department of Health
	鼓勵持續教育的措施 Initiatives to Promote Continuing Education in Hong Kong	教育局 <sup>5</sup> Education Bureau <sup>5</sup>
	高中教育新學制 The New Academic Structure for Senior Secondary Education	教育局 <sup>5</sup> Education Bureau <sup>5</sup>
檢討家庭暴力的精神虐待個案 Review of Psychological Abuse in Domestic Violence	社會福利署 Social Welfare Department	

年份 Year	法例、政策及工作範疇 Legislation, Policies and Programmes	主導的決策局／部門 Lead Bureau / Department
2006	三個政府部門回應婦女事務委員會《香港婦女安全：消除家庭暴力》報告提出的建議 (a) 社會福利署 (b) 香港警務處 (c) 房屋署 Women's Commission Report on <i>Women's Safety in Hong Kong: Eliminating Domestic Violence</i> – Responses by Three Government Departments (a) Social Welfare Department (b) Hong Kong Police Force (c) Housing Department	社會福利署、香港警務處、房屋署 Social Welfare Department, Hong Kong Police Force, Housing Department
	婦女與愛滋病 Women and HIV / AIDS	衛生署 Department of Health
	檢討《家庭暴力條例》 Review of Domestic Violence Ordinance	勞工及福利局 <sup>4</sup> Labour and Welfare Bureau <sup>4</sup>
	為性暴力受害人提供服務的檢討 Review of Services for Victims of Sexual Violence	社會福利署 Social Welfare Department
	鼓勵持續教育的措施 Initiatives to Promote Continuing Education in Hong Kong	教育局 <sup>5</sup> Education Bureau <sup>5</sup>
	為可持續發展提升人口潛能 Enhancing Population Potentials for a Sustainable Future	可持續發展委員會 Council for Sustainable Development
	監管傳媒操守的法律架構及監察機制 Legislative Framework and Monitoring Mechanism Governing the Practice and Conduct of the Media	民政事務局、影視及娛樂事務管理處 Home Affairs Bureau, Television and Entertainment Licensing Authority
2007	為殘疾婦女提供平等機會及服務 Equal Opportunity and Services for Women with Disabilities	勞工及福利局 <sup>4</sup> Labour and Welfare Bureau <sup>4</sup>
	婦女參與諮詢及法定機構 Women's Participation in Advisory and Statutory Bodies	民政事務局 Home Affairs Bureau
	處理性工作者的問題 Handling of Sex Workers	保安局、香港警務處 Security Bureau, Hong Kong Police Force
	為少數族裔婦女提供的服務 Services for Ethnic Minority Women	民政事務局 Home Affairs Bureau
	有關打擊家庭暴力的立法措施及宣傳工作 Legislative Measures and Publicity Efforts in Combating Domestic Violence	勞工及福利局、社會福利署 Labour and Welfare Bureau, Social Welfare Department
	為婦女而設的康樂服務 Leisure Services for Women in Hong Kong	康樂及文化事務署 Leisure and Cultural Services Department
	對低收入／兼職婦女的就業保障 Protection for Low Wage and Part-time Female Employees	勞工處 Labour Department

<sup>4</sup> 前衛生福利及食物局  
Formerly Health, Welfare and Food Bureau

<sup>5</sup> 前教育及統籌局  
Formerly Education and Manpower Bureau

<sup>6</sup> 前衛生福利及食物局  
Formerly Health, Welfare and Food Bureau

## 7.7 《香港婦女安全：消除家庭暴力》報告摘要

1. 家庭暴力是一個涉及多個範疇的問題，對個人、家庭和社會均會造成傷害。婦女事務委員會（婦委會）號召社會各界以協作和創新的精神，齊心解決這個問題。婦委會相信只要所有相關團體共同努力，我們可以為香港提供一個更加安全和諧的環境。

### 目的

2. 此報告旨在為消除香港家庭暴力提供框架，並勾劃了相應策略，以增強受害人能力、預防暴力發生、提供及時和有效的介入、社區教育及支援。

### 世衛模式

3. 家庭暴力是對人權的侵犯，是嚴重的公共衛生問題和罪行。在考慮不同模式之後，婦委會採納了世界衛生組織（世衛）處理家庭暴力的模式，採用協調性的社區介入方法，建立一個中央平台，用以：
  - 交換資訊
  - 識別並解決在提供服務過程中出現的問題
  - 通過人員培訓與制定指引以促進優良措施
  - 提高社會意識，改進預防策略

### 婦委會角色

4. 作為婦女事務中央機制，婦委會就保障婦女安全的角色是以不同層面及跨界別的方式，推動各界將消除家庭暴力列為首要工作。婦委會與相關團體合力：
  - 促進跨專業合作以解決家庭暴力問題
  - 倡導性別意識、兩性平等與相互尊重，並加入男性的參與
  - 創造資訊交換和討論的機會，以促進各合作伙伴的交流
  - 探討不同辦法以彌補現有的不足

### 與相關團體建立策略平台

5. 本著共同合作的精神，婦委會開展了一個動態和互為補助的進程，邀請相關團體討論有關問題及解決方法。相關團體包括政府部門、婦女組織、社會服務組織和學術機構。此外，婦委會也會見了受害人及受害人團體。

## 7.7 Executive Summary of Women's Safety in Hong Kong: Eliminating Domestic Violence

1. Domestic violence is a multi-dimensional issue which has traumatic impact not only on the individual, but also the family and the community. The Women's Commission (WoC) calls on the entire community to address this issue collaboratively and creatively. WoC believes that with commitment from all stakeholders, we will provide a safer and more harmonious environment for all in Hong Kong.

### Purpose

2. The purpose of this document is to provide a broad framework for conceptualising domestic violence in Hong Kong, and to outline a strategy to address victims' empowerment, prevention of violence, timely and effective intervention, community education and support.

### WHO approach

3. Domestic violence is a violation of human rights, a serious public health problem and a crime. Having looked at various approaches, WoC has chosen the World Health Organization (WHO) approach to address domestic violence, using a coordinated community intervention model whereby it will act as a central platform from which to:
  - exchange information
  - identify and address problems in the provision of services
  - promote good practice through training and drawing up guidelines
  - promote community awareness and prevention strategies

### Role of WoC

4. In respect to safety for women, the role of WoC is to act as a central mechanism for organising a multi-level, multi-sectoral push to continue to prioritise the elimination of domestic violence in the community. Working with our stakeholder partners, WoC will:
  - promote multi-disciplinary cooperation in tackling domestic violence.
  - advocate gender awareness, gender equality and mutual respect, and involving men in the process.
  - set up opportunities for information exchange and discussion where various partners can interact.
  - explore alternatives to fill existing gaps.

### Setting up a strategic platform with stakeholders

5. In a spirit of partnership, WoC initiated an interactive, dynamic process in which it invited relevant stakeholders to discuss pertinent questions and initiatives. The stakeholders included government departments, women's groups, social service organisations and academics. WoC also met victims and victims' groups.

### 主要原則

6. 考慮了相關團體的意見後，婦委會就所採取的策略提出以下的基本原則：
- 家庭暴力是對人權的侵犯。因此保護受害人及其子女至關重要。
  - 促進家庭及社會中的性別意識、性別平等和相互尊重有助於消除家庭暴力。
  - 社會各界絕不容忍家庭暴力。
  - 消除家庭暴力為首要工作。
  - 家庭暴力是多層面問題，而性別為其核心所在。社會各界應透過性別角度共同努力以解決這個問題。
  - 積極識別存在家庭暴力危機的家庭，有助於預防家庭暴力。

### 協調性策略

7. 婦委會採納世衛模式以消除香港的家庭暴力，建議採取下列模式：
- 增強婦女能力
  - 預防、教育和社區支援
  - 早期識別與介入
  - 刑事法律應變機制
  - 研究、資料分享及結果發佈

### 採取積極主動模式

8. 婦委會倡議完善政策、服務和法律，以確保更有效解決家庭暴力問題。婦委會敦促所有相關團體對家庭暴力採取更積極主動的模式。
9. 婦委會將會推動相關團體以一個有新思維、多範疇的模式去處理家庭暴力。首要的目標是保障婦女免受暴力傷害。我們本著協同合作的精神，定能制定一個更有效的家庭暴力應變機制，為全體市民建立更安全的家庭和社會。

### 建議

10. 詳細建議見報告第八章。

### 法律改革

**婦委會建議 #1.1：擴大「被保護人」範圍至前配偶或前同居者**

婦委會建議擴大「被保護人」範圍，使根據《家庭暴力條例》頒發的不准騷擾令亦適用於前配偶和前同居者。

### Key principles

6. Taking into consideration the views of stakeholders, WoC proposes the following foundation principles for our strategy:
- domestic violence is a violation of human rights. Accordingly protection of victims and their children is of paramount importance.
  - promotion of gender awareness, gender equality and mutual respect within the family and in society helps to eliminate domestic violence.
  - domestic violence is not to be tolerated in any sector of the community.
  - elimination of domestic violence is a top priority.
  - domestic violence is a multi-faceted problem in which gender is a central focus. All sectors of the community must work together using a gender perspective to combat the problem.
  - proactive identification of families at risk of domestic violence facilitates prevention.

### A coordinated strategy

7. Adapting the WHO model to eliminate domestic violence in Hong Kong, WoC recommends using the following approaches:
- women's empowerment
  - prevention, education and community support
  - early identification, and intervention
  - criminal justice responses
  - research, data-sharing and dissemination of findings

### Taking a proactive approach

8. WoC advocates policy, service and legal changes to ensure that domestic violence is tackled more effectively. WoC also urges all stakeholders to take a more proactive approach to domestic violence.
9. WoC will mobilise stakeholders to promote a contemporary and multidimensional approach to domestic violence. Our priority is to make women free from abuse. By working together in an informed, coordinated manner, a more effective response to domestic violence can be achieved, making families and communities safer for all their members.

### Recommendations

10. Details of each recommendation can be found in Chapter 8 of the Report.

### Law reform

**WoC recommendation #1.1: extending the scope of "protected persons" to cover former spouses or cohabitantes**

WoC recommends that the scope of "protected persons" to whom a non-molestation order is available under the Domestic Violence Ordinance (DVO) be extended to include an ex-spouse and an ex-cohabitee.

**婦委會建議 #1.2：探討擴大「被保護人」範圍**

婦委會建議長遠來說應探討須否將下列人士納入「被保護人」範圍（按優先次序排列）

- 姻親關係的人士（如公婆或岳父母及兒媳或女婿）
- 住在同一住戶的人士，但不包括僱員、房客、寄宿者或寄膳者

**婦委會建議 #1.3：將逮捕權書附加於不准騷擾令內，以擴大逮捕權力，從而涵蓋實際身體傷害以外形式的暴力行為**

婦委會建議將「曾導致身體受傷害」更改為「曾使用或威脅使用暴力」。這樣可在威脅使用暴力或導致受害人精神受傷害的情況下附加逮捕權書。

**婦委會建議 #1.4：推展反纏擾行為立法建議**

婦委會建議政府推展反纏擾行為立法建議，以涵蓋非身體形式傷害的家庭暴力。

**婦委會建議 #1.5：法院轉介施虐者至施虐者輔導計劃**

婦委會建議法庭增加施虐者輔導計劃轉介。

**婦委會建議 #1.6：加強推廣施虐者輔導計劃**

婦委會建議社會福利署加強推廣施虐者輔導計劃給有關人士，並對其效能進行評估，以發展長期持續性計劃。

**服務****婦委會建議 #2.1：通過施虐者輔導計劃阻止暴力跨代相傳**

婦委會建議本港防止家庭暴力的相關團體認識有關暴力跨代相傳的情況以及如何阻止此種情況。因此必須強調在向受害人提供服務時，識別潛在和實際施虐者，並為他們提供適當的服務。

婦委會建議社會福利署考慮如何解決曾目睹家庭暴力的兒童的需要，並開發計劃以幫助他們及其家庭，從而打破暴力循環。

**婦委會建議 #2.2：關注施虐者輔導計劃**

婦委會建議參照外國經驗，在本港建立有效的施虐者輔導計劃。

**WoC recommendation #1.2: exploring extension of scope of "protected persons"**

WoC recommends that, in the longer term, it should be explored whether to include the following persons, listed in order of descending priority, in the scope of "protected persons":

- persons of the in-law relationship (such as parents-in law and children-in-law)
- persons living in the same household, otherwise than merely by reason of one of them being the other's employee, tenant, lodger or boarder

**WoC recommendation #1.3: extending power of arrest to cover violence in a form other than actual bodily harm through attachment of power of arrest to molestation order**

WoC recommends that the key words "has caused actual bodily harm to" should be replaced by "has used or threatened violence against". This will make available the power of arrest in situations where violence is even only threatened as well as where there is psychological harm to the victim.

**WoC recommendation #1.4: taking forward the proposed anti-stalking legislation**

WoC recommends that the Government take forward the proposed anti-stalking legislation to cover the non-physical aspects of domestic violence.

**WoC recommendation #1.5: the courts to refer batterers to Batterers Intervention Programmes (BIPs)**

WoC recommends that the courts increase referrals to BIPs.

**WoC recommendation #1.6: enhancing promotion of BIPs**

WoC recommends that the Social Welfare Department enhance promotion of BIPs to targeted audiences and conduct evaluation of its effectiveness with a view to developing a long-term, sustainable programme.

**Services****WoC recommendation #2.1: combating transgenerational transmission through BIPs**

WoC recommends all stakeholders working with domestic violence in Hong Kong learn about transgenerational transmission and how to stop it. As much emphasis must be placed on identifying and providing properly-developed services for potential, and actual, batterers as providing services for victims.

WoC recommends that the Social Welfare Department consider how to address needs of children witnessing domestic violence, developing programmes for them, and their families, in order to break the cycle of violence.

**WoC recommendation #2.2: BIPs be given due attention**

WoC recommends that effective BIPs be instituted in Hong Kong, with reference to overseas experience.

**婦委會建議 #2.3：受害人支援及善後服務**

婦委會建議社會福利署監察受害人離開婦女庇護所後的情況，以提供支援和及時的介入。

**宣傳****婦委會建議 #3：改變態度，傳播資訊**

婦委會建議所有相關團體共同努力提高意識，改變社區的態度，提供相關法律途徑和服務的資訊，並鼓勵早期識別虐待個案。

**專業知識分享、記錄及研究****婦委會建議 #4.1：分享專業知識及優良措施**

婦委會建議建立分享專業知識及優良措施的平台。

**婦委會建議 #4.2：加強警方調查方法**

為法庭搜集足夠證據是加強對施虐者調查和檢控能力的重要部分。婦委會建議警方透過重新設計的備忘卡／檢視清單，以加強現有調查程序。

**婦委會建議 #4.3：為法庭收集證據**

婦委會建議相關團體編寫有關記錄家庭暴力證據收集重要性的手冊，以教育相關人士，特別是受害人，專業人員和相關團體。

**婦委會建議 #4.4：研究和資料庫分享**

婦委會建議建立一套系統，協助並分享家庭暴力研究及資料庫資訊。

**醫院、衛生及醫療界別****婦委會建議 #5.1：醫療專業人員訓練**

婦委會建議在醫療專業人員訓練課程中強調有關家庭暴力的課題。

**婦委會建議 #5.2：持續在職訓練**

婦委會建議醫院管理局、衛生署和消防處定期進行與家庭暴力相關的在職訓練，對所有在基層護理和緊急情況下接觸病人的相關醫務人員（如醫生及救護人員）進行訓練。

**WoC recommendation #2.3: after-care and support for victims**

WoC recommends that the Social Welfare Department monitor situations of victims leaving women's shelters in order to provide support and timely intervention.

**Publicity****WoC recommendation #3: changing attitudes and disseminating information**

WoC recommends that all stakeholders align efforts to promote awareness, change community attitudes, give information regarding legal avenues and services available, and encourage early identification of abuse.

**Professional knowledge-sharing, documentation and research****WoC recommendation #4.1: sharing professional knowledge and good practices**

WoC recommends that a platform for sharing professional knowledge and good practices be established.

**WoC recommendation #4.2: strengthening methods of investigation by the Police**

An important part of strengthening the ability to investigate and prosecute abusers is compilation of sufficient evidence for the court. WoC recommends that the Police strengthen the existing investigation process through using a re-designed aide-mémoire card/a checklist.

**WoC recommendation #4.3: collecting evidence for the courts**

WoC recommends that stakeholders produce a booklet on the importance of domestic violence evidence gathering, to educate professionals, stakeholders, concerned individuals and particularly victims.

**WoC recommendation #4.4: research and database sharing**

WoC recommends that a system be established to facilitate and share research and database information about domestic violence.

**Hospitals, health and medical sectors****WoC recommendation #5.1: health care professional training**

WoC recommends emphasising on domestic violence in the curriculum for health care professional training.

**WoC recommendation #5.2: continuous in-service training**

WoC recommends that the Hospital Authority, the Department of Health and the Fire Services Department conduct regular in-service training on domestic violence for all relevant medical personnel who deal with patients, both in primary care and emergency contexts (e.g. staff doctors and ambulance personnel).



**婦委會建議 #5.3：訓練內容**

婦委會建議醫院管理局、衛生署及相關衛生護理人員為照顧家庭暴力受害人制定優良措施，例如：

- 及早識別家庭暴力受害人，和收集法醫檢驗證據
- 對所有家庭暴力受害人提供建議和具同理心的治療
- 向專業服務提供者轉介受害人

**性別觀點主流化和性別課題相關的訓練****婦委會建議 #6：婦委會性別觀點主流化檢視清單**

婦委會建議政府在所有家庭暴力相關工作中使用婦委會性別觀點主流化檢視清單，並加強對政府官員與性別課題相關的訓練。

**早期識別及介入****婦委會建議 #7：早期識別虐待個案**

婦委會建議所有相關團體及社區負有共同責任，及早識別虐待個案。

**社區網絡****婦委會建議 #8.1：建立社區支援**

婦委會建議更好地利用社區資源，例如訓練和發展志願人員以支援專業社會工作者，並幫助受害人更好地融入社區。

- 這些行動包括自助、互助及朋輩關懷。

婦委會建議開發社區支援網絡，以向受害人及其子女提供更好的支援。

**婦委會建議 #8.2：地區網絡**

婦委會建議民政事務總署：

- 與社會福利署及房屋署密切合作，在地區層面開發計劃以協助早期識別家庭暴力個案。
- 將家庭暴力及預防納入地區撲滅罪行計劃的活動。
- 與社會福利署和婦女組織密切合作，增強婦女尋求協助的能力，以及協助動員男性和女性志願人員，加強社區意識和支援。

**下一步：監察、評估和促進改變**

11. 家庭暴力大多是隱蔽的罪行。婦委會致力協助動員相關團體及社會各界，根據國際優良措施，建立一套長期的綜合評估和監察機制，跟進我們的發展。

12. 婦委會及相關團體將發揮所能，以持續社會動員的力量，消除家庭暴力。然而為了落實改變並不斷提高社會意識，公眾的參與及支援至為關鍵。我們希望整個香港社會攜手，共建更安全和諧的家庭。

**WoC recommendation #5.3: content of training**

WoC recommends that Hospital Authority, the Department of Health, and relevant health care professionals put in place good practices for attending to victims of domestic violence such as:

- early recognition of victims of domestic violence, and collecting forensic evidence
- giving advice and empathetic care to all victims of domestic violence
- referring all victims to expert service providers

**Gender mainstreaming and gender-related training****WoC recommendation #6: WoC Gender Mainstreaming Checklist**

WoC recommends that the Government apply the WoC Gender Mainstreaming Checklist to all aspects of its work on domestic violence and promote gender-related training to their officers.

**Early identification and intervention****WoC recommendation #7: early identification of abuse**

WoC recommends that all stakeholders and the community have a responsibility in early identification of abuse.

**Community networking****WoC recommendation #8.1: building community support**

WoC recommends making better use of community resources, for example, training and developing volunteers to support professional social workers and help victims integrate more fully into the community.

- These initiatives include self-help, mutual support, and peer counselling.

WoC recommends developing a community support network to better support victims and their children.

**WoC recommendation #8.2: district networking**

WoC recommends that the Home Affairs Department:

- work closely with the Social Welfare Department and the Housing Department to develop programmes to help early identification of domestic violence cases at the district level.
- incorporate the topic of domestic violence and prevention in the district fight crime programmes and activities.
- work closely with the Social Welfare Department and women's groups to help empower women to seek assistance and help mobilise male and female volunteers to strengthen community awareness and support.

**Next step: monitoring, evaluating and facilitating change**

11. Domestic violence is largely a hidden crime. WoC commits to facilitating a mobilisation of stakeholders and the wider community to set up an integrated long term evaluating and monitoring mechanism based on international best practice models to map our progress.

12. WoC and stakeholders will play their parts to keep such a mobilisation activated. But to effect long term change and heightened societal awareness, it is essential to also solicit the public's involvement and support so that the whole community can come together, working to make families safer and more harmonious in Hong Kong.

## 7.8 《香港「家庭友善」僱用政策及措施 (FEPPs) 研究》報告摘要

### 項目背景

近年來，同許多西方國家一樣，香港的工作和家庭結構發生了一些變化，如家庭規模越來越小，女性（有子女）越來越多地參與工作，工作時間延長，雙職業／收入家庭增多，照顧小孩和長者的負擔加重等。這些變化正在削弱家庭的凝聚力。

此外，更明顯的是，新科技的迅速發展對僱員的需求增加。例如，現在一些僱主希望一星期七天，每天24小時隨時都能找到僱員。類似於「24/7」的這些要求對僱員來說形成了一種威脅，他們不得不從家庭事務中抽身出來。由此可以推斷，僱員在工作上花費的時間越多，越有可能面臨工作和家庭生活之間的衝突。許多研究發現工作—家庭不平衡會導致健康受損、滿足感降低，同時還會導致個人、家庭和組織的績效降低。由於工作—家庭不平衡導致的身心健康問題對女性而言更為嚴重。

上述情況突顯出使用各種「家庭友善僱用政策及措施 (FEPPs)」的需要和價值。西方國家如瑞典、加拿大、澳大利亞和英美等國的一些企業在家庭友善措施方面發展迅速，如彈性工作安排 (FWAs)，假期福利以及僱員協助計劃 (EAP) 等。鑒於此，2006年1月，平等機會委員會與婦女事務委員會共同委託嶺南大學對FEPPs在香港的狀況進行研究，以探討本地社會對該政策的需求、關注、使用情況和收益等。

這次是香港相同規模的研究中首次同時涵蓋僱主及僱員兩個層面的研究。所有問卷調查在2006年3月到5月間進行。

### 文獻研究 — 主要結果

1. 不同國家對FEPPs的關注程度因不同的國家福利體制而不同。在歐盟的成員國如德國、奧地利以及一些南歐的國家，與美國和加拿大相比，僱主會相對頻繁的提供法定假期之外的假期和照顧小孩假期 (OECD, 2001)。
2. 過往研究顯示工作—家庭平衡的安排在公營企業和大型組織中最普遍 (OECD, 2001)。

## 7.8 Executive Summary of Research on Family-friendly Employment Policies and Practices (FEPPs) in Hong Kong

### Background

In Hong Kong, as in many western societies, there have in recent times been shifts in work and family structures. These include smaller family sizes, increased participation of women (with children) in the work force, longer working hours, more dual-career/income families, expanded responsibilities for care for children, and increasing demands for care for the elderly. Together, these shifts have tended to weaken the cohesion of the family as an institution.

Additionally, and perhaps more significantly, new and rapidly developing technologies are placing increasing demands on many employees. For instance, some employers are now willing and able to reach employees 24 hours a day, seven days a week. "24/7" access of this kind poses a threat in terms of distracting employees from attention to family matters, and it can be expected that the more time a person spends on the job, the more conflict there is likely to be between work and family. Many studies have demonstrated that work-family imbalance can result in adverse health, dissatisfaction, and poorer performance for individuals, families and organizations. In general, women employees reported poorer physical and mental well-being due to work-family imbalance.

All these underlines the value of and need for the various available "Family-friendly Employment Policies and Practices" (FEPPs). Many companies in western countries such as Sweden, Canada, Australia, the United Kingdom (UK) and the United States (US) have moved quickly towards family-friendly practices such as Flexible Work Arrangements (FWAs), leave benefits, and Employees Assistance Programmes (EAP). In view of this, in January 2006 the Equal Opportunities Commission (EOC) and the Women's Commission (WoC) jointly commissioned Lingnan University to conduct a research project to gain a better understanding of the needs, awareness, adoption and benefits of FEPPs in Hong Kong.

This research was the first project of this scale in Hong Kong that covered both employers and employees. The surveys among employers and employees were conducted between March and May 2006.

### Key findings from the literature review

1. The adoption of FEPPs in different countries can be grouped according to different welfare state systems. Employers in member states of the European Union, such as Germany, Austria, and some Southern European countries, more frequently offer extra-statutory leave and child-care arrangements than do employers in the US or Canada (OECD, 2001).
2. Research so far shows that work-family arrangements are most common in public sector organizations and large organizations (OECD, 2001).

3. 組織主要施行的是彈性工作安排 (FWAs)，例如彈性上班時間和兼職僱用。
  4. 假期安排和照顧小孩支援比較少見 (OECD, 2001)。
  5. 香港和中國處於在工作間使用家庭友善概念的初始階段。
  6. 使用FEPPs被認為有以下好處：
    - 減少因病曠工情況
    - 提升僱員保留率
    - 降低成本
    - 提高生產效率
    - 增強企業吸引力
    - 提升士氣和歸屬感
3. Organizations mainly offer flexible work arrangements (FWAs), such as flexible work hours and part-time work.
  4. Leave arrangements and child-care support are less common (OECD, 2001).
  5. Hong Kong SAR and PRC are at the very beginning stage in the development of a family-friendly concept towards the workplace.
  6. Benefits of FEPPs are seen as:
    - decrease in absence due to sickness
    - staff retention rate increased
    - costs decreased
    - productivity increased
    - enhance company image
    - morale and commitment enhanced

### 僱主調查 — 主要結果

1. 來自於十個不同企業／組織 (包括公營企業和私營企業) 的十個人力資源經理和負責人參與了焦點小組討論，以評估他們對FEPPs的理解和意見。問卷在正式使用前進行了有效性測試。
  2. 調查問卷經電郵、傳真及郵寄傳送到6,600間不同規模及行業的企業進行調查。共收回137份有效的樣本。這些企業代表12個不同行業而他們總共僱用約160,000僱員，約佔香港勞動人口的4.4%。在這些有效樣本當中，14間 (10.2%) 為公用事業或非牟利組織，109間 (79.6%) 為私營企業，其餘性質不詳。按企業規模，其中52間 (38.0%) 為僱用50名僱員以下 (如果從事製造業則為100名僱員以下) 的中小型企業 (SMEs)。80間 (58.4%) 為僱用50名僱員以上 (製造業則為100名僱員以上) 的大型企業，5間 (3.6%) 未能歸類。
  3. 就回答對於在香港現正實行的FEPPs的關注程度，只有51間組織 (37.2%) 表示「知道」，但有84間 (61.3%) 回答「不知道」與及1.5% 沒有回答。深入分析亦顯示大型企業對FEPPs的關注程度比中小型企業為高。
  4. FEPPs 在香港的使用程度也是處於低水平，在137個回答者中，只有14間企業 (10.2%) 有制定正式的有關FEPPs的政策或指引。
  5. 在這些企業當中，最多使用的個別FEPPs的項目包括「照顧家庭假期 (Family Care Leave)」 (56.9%) 即「恩恤假」 (Bereavement Leave)
1. A focus group discussion was conducted with ten HR managers or persons-in-charge from ten companies/organizations comprising public utility companies and private companies to assess their understanding and opinions of FEPPs. A pilot study was also conducted to test the validity of the questionnaire before use.
  2. Survey questionnaires were sent electronically and by mail to 6,600 companies of different sizes covering various sectors. A total of 137 completed questionnaires were collected. These companies represented 12 different industries and altogether employed about 160,000 employees, about 4.4% of the current working population in Hong Kong. Among these companies, 14 (10.2%) were public utility companies, 109 (79.6%) were private companies, whereas the remaining were unknown. In terms of company size, 52 (38.0%) of them were small and medium enterprises (SMEs) with 50 workers or fewer (or 100 workers for manufacturing companies). There were 80 (58.4%) large enterprises employing more than 50 workers (or 100 for manufacturers) and 5 (3.6%) unclassified.
  3. In response to a question on whether the company was aware of FEPPs being implemented in Hong Kong, only 51 (37.2%) indicated in the positive, whereas 84 (61.3%) answered "no" and 1.5% "unidentified". A further analysis revealed that there was greater awareness of FEPPs among large enterprises than among SMEs.
  4. The adoption of FEPPs in Hong Kong was also low; only 14 (10.2%) of the 137 respondents had in place formal policy or guidance for FEPPs.
  5. Among the companies that had adopted FEPPs, the most frequently implemented ones included family care leave (56.9%) (mainly compassionate leave, e.g. bereavement leave and marriage leave), flexible shift working (27.0%), and employee assistance programmes

### Key findings from the survey among employers

和「婚假」(Marriage Leave)」、「彈性輪更制(Flexible shift working)」(27.0%)和「僱員協助計劃(Employee Assistance Programme)」(24.8%)如輔導服務。其中43.8%的企業已實行「五天工作周(Five-day working week)」, 27.7%的企業已實行「企業舉辦的義工活動(Company-organized voluntary work)」等FEPPs的項目。

6. 回覆者提出施行FEPPs後對企業最顯著的五項好處是：
  - 獲得「良好僱主」的聲譽
  - 提升士氣
  - 提升吸引有經驗及高效率僱員的能力
  - 改善僱員之間的工作關係
  - 減少僱員流失情況
7. 回覆者提出未能使用多些FEPPs最主要的五項原因是：
  - 難以調配人手及安排工作
  - 被有關的工作性質所限制
  - 難以應付行政及管理工作
  - 在同一行業沒有具領導地位的企業帶頭施行
  - 擔心使用之後難以撤銷

#### 僱員調查 — 主要結果

1. 來自於不同企業／組織(包括公營企業和私營企業)的十個僱員參與了焦點小組討論，以評估他們對FEPPs的理解和看法。問卷在正式使用前進行了有效性測試。
2. 合計735名來自17個行業的17間企業的僱員被邀請進行問卷調查，收回的問卷共680份，其中653份為有效樣本。這些企業代表了香港主要的服務行業，包括銀行業與金融業、飲食業、電訊業、寶石業、建築業、教育業、保險業、物流業、物業管理、房地產業、零售業、運輸業、旅遊業和公共事業。其中女性佔59.1%，男性佔37.1%，3.8%未注明。已婚／同居者佔59.6%，未婚者佔35.8%。此外，22.4%的回覆者是董事／總監及經理級別，16.1%的回覆者為前線主管。
3. 在回覆者當中，194人(29.7%)認為他們企業的僱用政策及措施是「家庭友善」的，然而338人(51.8%)不認同，其餘表示無意見。總計有498人(76.3%)支持他們所在的企業／組織使用更多的FEPPs，而5人(0.8%)表示不支持，其餘表示無意見。

such as counseling services (24.8%). Many of them had also adopted a five-day working week (43.8%) and perceived company-organized voluntary work (27.7%) as FEPPs.

6. The top five benefits after adopting FEPPs as cited by the respondents were:
  - gained reputation of being an employer of choice;
  - improved morale;
  - increased ability to attract high-performing and experienced employees;
  - enhanced working relationships between colleagues; and
  - reduced turnover.
7. The top five considerations for not adopting more FEPPs as cited by the respondents were:
  - difficulties in manpower deployment;
  - restricted by job nature;
  - administrative/managerial difficulties;
  - few market leaders adopting FEPPs; and
  - difficulties in withdrawing any implemented policies.

#### Key findings from the survey among employees

1. A focus group discussion was conducted with ten key informants (employees from public utility companies and private companies) to assess their knowledge of and opinions on FEPPs. A pilot study was also conducted to test the validity of the questionnaire before use.
2. A total of 735 employees from 17 companies were invited to complete a self-administered questionnaire. In response, 680 questionnaires were collected, of which 653 were valid. The responses represented employees from 17 companies in 17 industries. These companies represented the major service industries in Hong Kong, namely from banking and finance, catering, communications, education, insurance, logistics, property management, real estate, retails, transport, tourism, and utilities. 59.1% of the respondents were females, 37.1% were males, and 3.8% were unidentified. About 59.6% of the respondents were married or cohabited, and 35.8% were not married. Concerning job level, 22.4% of the respondents were at director and management level, and 16.1% were at frontline supervisory level.
3. Among the respondents, 194 (29.7%) considered that the employment policies and practices of their companies were “family-friendly” whereas 338 (51.8%) did not think so and the remaining had no comment. A total of 498 (76.3%) respondents supported the implementation of more FEPPs whilst 5 (0.8%) did not support it, and the remainder had no comment.

4. 曾經使用FEPPs的回覆者認為最顯著的五項好處是：
    - 增加對企業／組織的歸屬感
    - 提升士氣
    - 變得更快樂
    - 改善僱員之間的工作關係
    - 減少倦怠 (Burn-out)
  5. 回覆者最想有的五項FEPPs是(除了給予剛為人父的僱員有薪產假外，統計上兩性對以下其他最想有的FEPPs沒有明顯差異)：
    - 彈性上班時間
    - 壓縮工作週
    - 以家居為辦公地點
    - 照顧家庭假期
    - 給予剛為人父的僱員有薪產假(女性則為給予剛為人母的僱員額外有薪產假)
  6. 五項阻礙僱員使用FEPPs的主要原因：
    - 難以調配人手及安排工作
    - 並未察覺使用FEPPs的好處
    - 被有關的工作性質所限制
    - 難以應付行政及管理工作
    - 害怕被上司認為不全力以赴
  7. 兩性在使用FEPPs上有顯著分別，男性僱員比女性僱員使用更多：
    - 兼職工作
    - 彈性上班時間
    - 以家居為辦公地點
    - 彈性輪更制
    - 剛為人父的僱員的有薪產假
    - 五天工作周
  8. 兩性在工作和家庭承諾方面存在顯著差異，女性回覆者花在工作及照顧小孩和做家務的時間更多。
  9. 大約三分之一(34%)的回覆者同意或非常同意他們經常感到很大壓力或工作緊張程度很高。若包括「有些同意者」達72%-73%。
  10. 結果顯示工作時間越長，回覆者感到的工作壓力越大，會出現多些身體／心理上的毛病，多些辭職的意欲和多些工作—家庭的平衡；同時少些對家庭的滿足感和少些工作—家庭的平衡。這種相關關係在女性僱員中更明顯。
4. The top five benefits of FEPPs as perceived by respondents who had utilized them were:
    - increased commitment to the company;
    - improved morale;
    - increased happiness;
    - enhanced working relationships between colleagues; and
    - decreased burn-out.
  5. The top five FEPPs that were most wanted by the respondents were as below (there was no significant difference statistically between the two genders, except for the item on paternity leave) :
    - flexible work (flexi-time);
    - compressed work hours schedule;
    - home-based work;
    - family care leave; and
    - paternity leave (or maternity leave for women).
  6. The top five factors hindering employees from utilizing FEPPs as reported by the respondents were:
    - difficulties in manpower deployment and job allocation;
    - unaware of the benefits of utilizing FEPPs;
    - restricted by job nature;
    - administrative/managerial difficulties; and
    - fear of being seen by boss as less committed.
  7. There were significant gender differences in adoption of FEPPs with male employees having utilized more than their female counterparts:
    - part-time employment;
    - flexible work schedule (flexi-time);
    - home-based work;
    - flexible shift working;
    - paternity leave; and
    - five day working week.
  8. There were differences in work and family commitments between female and male respondents, with females devoted more time to taking care of children and housework.
  9. Among the respondents, about one-third (34%) agreed or strongly agreed that they usually felt that they were under a lot of pressure or that the level of pressure at work was very high. Including those who "slightly agreed", about 72%-73% agreed with the two statements.
  10. The results show that the longer the working hours, the higher were levels of perceived work stress, with the more physical/psychological symptoms, more turnover intention and greater work-family imbalance reported among participants; less family satisfaction and less work-life balance were also reported. Many of these relationships were stronger for female employees.

11. 工作量和結果變量的關係也是這樣，即工作量越大，感覺到的工作壓力越大，多些身體／心理上的毛病，多些辭職的意欲和多些工作家庭的不平衡；同時少些對家庭的滿足感和少些工作—家庭的平衡。
12. 經深入分析去比較上述第三項的兩組回覆者（指那些僱員認為他們企業的僱用政策及措施是「家庭友善」的組別相比持相反意見的組別），結果顯示前者表現：
- 少些工作壓力
  - 多些工作滿足感
  - 少些身體／心理的毛病
  - 少些工作—家庭不平衡
  - 多些工作—生活平衡
  - 多些對家庭的滿足感
  - 少些辭職的意欲
  - 少些曠工情況
13. 結果亦特別顯示，組織文化如企業對FEPPs的支援，上司的支持、溝通渠道，企業認識到以及希望推動FEPPs等，會使回覆者感到多些工作滿足感、多些工作與生活的平衡及少些辭職的意欲、少些工作與家庭的不平衡。資料亦顯示上司支持僱員的家庭需要亦有類似的效果，與此同時，亦可以感到少些工作壓力、少些身體／心理的問題及多些對家庭的滿足感。
14. 有抗逆性格的僱員感到少些工作壓力，少些身體／心理的毛病，少些辭職的意欲，多些對工作的滿足感，多些工作—生活平衡，多些對家庭的滿足感和更好的工作表現。
15. 有抗逆性格的女性僱員，往往少些工作壓力，少些工作與家庭的不平衡。這一現象比男性僱員表現得更為明顯。
16. 能以積極適應的方法減壓的僱員往往少些工作壓力，少些工作—家庭不平衡。
11. Similar results were obtained in correlating quantitative workload with outcomes. This means the more the quantitative workload, the higher the levels of perceived work stress, the more the physical/psychological symptoms, and turnover intention and the greater the work-family imbalance reported among participants; less family satisfaction and less work-life balance were also reported.
12. Further analysis to compare the two groups referred to in item 3 above (i.e. employees who considered the employment policies and practices of their companies as “family-friendly” versus those who did not think so) revealed that the former group had reported :
- less perceived work stress;
  - higher job satisfaction;
  - fewer physical/psychological symptoms;
  - less work/family imbalance;
  - more work/life balance;
  - more family satisfaction;
  - less turnover intention; and
  - less absenteeism.
13. In particular, the results revealed that the organizational climate of the company such as employees’ perception of the company’s support of FEPPs, superiors’ support, communication channels, recognition and the like to promote FEPPs would lead to more job satisfaction, greater work/life balance, less turnover intention and less work/family imbalance reported by employees. It was also found that supervisor support to family demands could lead to similar results, and, in addition, it could result in less perceived work stress, less physical/psychological symptoms and more family satisfaction.
14. Resilient employees perceived lower levels of work stress, experienced fewer physical/psychological symptoms and less turnover intention, and even reported higher levels of job satisfaction, work-life balance, and higher levels of family satisfaction and job performance.
15. Resilient female employees tended to report less work stress and less work-family imbalance, and these relationships were stronger than those found in male employees.
16. Employees who adopted more positive active coping tended to report less work stress and less work-family imbalance.

### 研究結論

上世紀90年代以來，工作與非工作職責之間的平衡已經成為一個全球關注的問題。在香港，工作時間延長是一個普遍現象。許多僱員由於工作時間延

### Conclusions

The balancing of work and non-work responsibilities has become an increasing global concern for workers since the 1990s. The requirement to work long hours is getting more common in Hong Kong. Many employees perceive high levels of work stress due to long working hours

長而感受到工作壓力，這對工作－家庭平衡是有害的。工作壓力和過載的家庭體驗導致壓力和倦怠水平提高，並轉而導致家庭出現嚴重問題。工作－家庭衝突的增加更加突現出FEPPs的需求和價值。

研究結果顯示現時香港的僱主對FEPPs的關注和使用程度較低。但另一方面，僱員的回應很清楚地反映他們對更廣泛使用FEPPs十分支持，及瞭解使用FEPPs可以為企業和僱員帶來的一系列好處。

更為清晰的是，調查發現缺乏推動FEPPs的工作文化是阻礙香港使用FEPPs的主要障礙。

本研究以及在其他國家進行的研究顯示，FEPPs帶來了有形的和無形的積極效果，無論是僱員（工作滿足感，身體和心理的健康）還是企業（工作表現，降低僱員流失率，降低曠工率）都可以受益。

本研究分析了家庭需求和FEPPs使用情況的性別差異。結果顯示，女性僱員在家庭事務上花費多些時間，卻比男性僱員享用少些FEPPs。

## 香港現行FEPPs的模式是：

### 甲 彈性工作安排

- 兼職僱用
- 彈性上班時間
- 彈性輪更制
- 壓縮工作週
- 工作共分

### 乙 家庭假期福利

- 給予剛為人母的僱員額外在薪產假
- 給予剛為人父的僱員有薪產假
- 照顧家庭假期
- 假期賬戶

### 丙 其他支援計劃

- 僱員協助計劃
- 危機支援計劃

### 丁 其他

- 五天工作周
- 企業舉辦的義工活動

and this is detrimental to achieve work-family balance. Stressed and overburdened parents experience increased levels of stress and burnout, which in turn can lead to serious consequences for their families. The unresolved increase in work-family imbalance points to the value of and need for the various available "Family-friendly Employment Policies and Practices (FEPPs)".

The results of the survey among employers revealed a low awareness of FEPPs among employers and a low adoption of FEPPs in Hong Kong. In contrast, the results of the survey among employees clearly demonstrated a strong support for wider adoption of FEPPs and the range of benefits that FEPPs might bring to both the organizations/companies and the employees.

Most significantly, perhaps, the results suggest that the current working culture in Hong Kong, which does not typically facilitate FEPPs, is the main factor hindering the adoption of FEPPs.

The results of this research and studies conducted in countries overseas indicate that FEPPs can lead to tangible and intangible positive outcomes which are beneficial to the individual employee's work well-being (job satisfaction, physical and mental health), and to individual companies (job performance, lower turnover rates, less absenteeism).

Gender differences in family demands and adoption of FEPPs were also examined in this research. The results show that while female employees spend more hours on family commitments, they utilize fewer FEPPs than male employees.

## An Inventory of FEPPs in Hong Kong is:

### A Flexible Work Arrangements

- Part-time employment
- Flexible work schedule (Flexi-time)
- Flexible shift working
- Compressed work week
- Job sharing

### B Family Leave Benefits

- Additional maternity leave
- Paternity leave
- Family care leave
- Leave bank

### C Other Support Schemes

- Employee Assistance Programme
- Critical Incident Support Scheme

### D Other FEPPs

- Five-day Working week
- Company-organized voluntary/family activities

## 7.9 《家長教育：核心人生價值調查》報告摘要

### 調查方法

1. 是次調查目的是經考慮過相關人士包括教育工作者、親子方面的專家、家長和子女所提供的意見，以確認出一系列適合灌輸子女並有助培育他們個人成長的核心價值。
2. 由諮詢小組和親子方面的專家所草擬，經婦女事務委員會的諮詢，並以其他國家的相關研究作參考，訂定出32項核心價值。為了進一步證實核心價值內容的準確性，總共隨機抽出100間小學及100間中學並把問卷分發到各學校，以搜集學校校長、學校社工和家長教師會代表（或家長代表）的觀點。總共127位學校校長、121位學校社工和114位家長代表完成並交回問卷。
3. 利用32項核心價值，向具代表性樣本的家長及年齡介乎10至24歲之間的子女進行調查。這報告是以773位家長和773位子女的訪問結果為基礎作出描述，在合適的情況下，學校校長、學校社工和家長代表的觀點亦會列出以作比較之用。是次調查的回應率約為71.6%。

### 親子的核心價值觀

4. 調查結果顯示出訂定的32項核心價值，普遍被所有組別的受訪者認為重要及非常重要。在32項核心價值中，被各組受訪者認為較重要的價值分別是自力更生、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、獨立自主和勤勞。

### 重要程度

5. 綜觀學校調查與家長和子女調查，在重要程度方面，校長一般給予所有價值較高的評分，接著是學校社工、家長教師會的家長代表和家長，而子女平均來說給予最低評分。

## 7.9 Executive Summary of Study on Core Life Values for Parenting Education

### Survey methodology

1. The objective of the research is to identify a set of core values for instilling in the children for their personal nourishment with due consideration of the views of relevant stakeholders including education practitioners, experts in the parenting field, parents and children.
2. A list of 32 core values was drawn by the consultant team and experts in the parenting field in consultation with the Women's Commission, making reference to similar research conducted in other countries. To further confirm the content validity of the list, views of school principals, school social workers and representatives of Parent-Teacher Associations (or parents' representatives) were sought. A total of 100 primary and 100 secondary schools were randomly selected. Questionnaires were sent to the sampled schools for completion. A total of 127 school principals, 121 school social workers and 114 parents' representatives returned the completed questionnaires.
3. The list of the 32 core values was adopted for use in the subsequent survey on a representative sample of parents and their children aged 10 – 24. This report presents the findings based on interviews with 773 parents and 773 children. Where applicable, the views of school principals, school social workers and parents' representatives are also presented for comparison purposes. The response rate of the survey was about 71.6%.

### Core values on parenting

4. The survey results revealed that the 32 core values identified were widely considered as important and very important by all groups of respondents. Of the 32 core values, the values which were considered comparatively more important by the various groups of respondents were Self-reliance (自力更生), Self-discipline (有節制), Honesty (誠實), Filial piety (孝順), Mutual respect (互相尊重), Politeness (有禮貌), Caring and loving towards family members (關懷愛護家人), Patience (忍耐), Peace (愛好和平), Sense of responsibility (負責任), Independence (獨立自主) and Diligence (勤勞).

### Level of Importance

5. Among respondents in both the school survey and survey of parents and their children, in general, school principals gave a higher score on the level of importance of all values, followed by school social workers, parents' representatives of the PTA and parents. Children gave the lowest score on average.



6. 在家長和子女調查中，結果亦顯示母親於核心價值的重要評級一般較父親高。至於子女方面，女兒於核心價值的重要評級一般較兒子高。

### 期望

7. 至於對核心價值的期望，平均來說，家長期望他們的子女的行為經常或間中符合這些核心價值。一般來說，母親對核心價值的期望較父親高。家長對兒子對核心價值的期望一般較女兒高。
8. 平均來說，子女認為他們的家長期望他們的行為經常或間中符合這些核心價值。從女兒的角度看家長對核心價值的期望，一般較兒子的高。

### 表現

9. 關於從家長角度看青少年的表現，父親一般於核心價值較母親持較肯定的評價。而另一方面，兒子一般對成年人於核心價值的表現較女兒持較肯定的評價。

### 家長教育活動的參與

10. 只有小部分家長(10 – 17%)表示他們曾參與家庭生活教育活動、家長教育的活動、親子活動和家校組織安排的活動。

### 親子風格

11. 家長一般接納根據家長、教師、社工和親子方面的專家討論所訂定的13句形容親子習慣的句子。五項最高評分的習慣分別是「我時常讓子女覺得開心快樂」、「我盡量讓子女多些自由」、「我會尊重子女的決定」、「我要求子女尊敬父母，對父母要有禮貌」和「我會讓子女獨立思考，從錯誤中學習」。從子女角度看，他們家長的親子風格相似，而母親一般於親子習慣有較高的評分。

6. In the survey of parents and their children, the findings also indicate that mothers in general had a higher level of importance with regards to core values as compared with fathers. As regards children, daughters in general had higher ratings of importance with regards to core values as compared with sons.

### Expectation

7. Regarding expectations of core value, parents on average expected their children to occasionally or always behave according to these core values. In general, mothers had a higher expectation on cores values, as compared with fathers. Parents' expectation on sons was, generally, higher than that on daughters with regards to cores values.
8. Children considered that their parents on average expected their children to occasionally or always behave according to these core values. Daughters' perception on parents' expectation was in general higher with regards to cores values, as compared with sons.

### Performance

9. As regards performance of youth, as perceived by parents, fathers in general had a more favourable assessment with regards to core values, as compared with mothers. On the other hand, sons in general had a more favourable assessment of the performance of the adults in respect to core values, as compared with daughters.

### Participation in parent education activities

10. Only a small proportion of parents (10 – 17%) indicated that they had participated in activities related to family life education, parent education or parent-child activities or activities for parents organized by schools.

### Parenting style

11. Parents in general were adopting parenting practices described by 13 statements drawn up based on discussions with parents, teachers, social workers and experts in the parenting field. The five practices with the highest scores were "I often let children feel happy. (我時常讓子女覺得開心快樂)", "I try my best to give more freedom to children. (我盡量讓子女多些自由)", "I respect the decision of children. (我會尊重子女的決定)", "I request children to respect parents and be polite to parents. (我要求子女尊敬父母，對父母要有禮貌)" and "I allow children think independently and learn from mistakes (我會讓子女獨立思考，從錯誤中學習)". The perception of children on the parenting style of their parents was similar. Mothers in general had a higher score in terms of parenting practices.

### 親子所面對的困難

12. 根據家長、教師、社工及專家的討論，確認出12項家長較常面對的問題與困難。綜合12項困難，平均來說只有17%的家長經常或間中會面對親子困難，而54%的家長則很少會面對親子困難。較高評分的困難主要是與溝通與了解有關如「沒有時間和子女在一起」、「不知道怎樣和子女溝通」、「不知道怎樣幫助子女解決學業的問題」和「不了解子女的想法」。

### 家庭關係

13. 是次調查採用33項中國人家庭評估工具<sup>7</sup>，以搜集家長及子女於家庭關係上的觀點。家長及子女兩者皆對家庭關係持肯定態度，並在大部分個案中，顯示出家庭成員均保持良好的關係。

### Problems encountered in parenting

12. Based on discussion with parents, teachers, social workers and experts, a list of 12 difficulties and problems commonly encountered by parents was identified. Taking the 12 problems together, on average only about 17% of parents often or sometimes encountered problems in parenting, while 54% seldom encountered such problems. Problems with higher scores were related to communication and understanding, such as "Did not have time to be with children (沒有時間和子女在一起)", "Did not know how to communicate with children (不知道怎樣和子女溝通)", "Did not know how to solve the academic problem of children (不知道怎樣幫助子女解決學業的問題)" and "Did not understand children (不了解子女的想法)".

### Family relationship

13. The 33-item Chinese Family Assessment Instruments<sup>7</sup> were used in the survey to obtain views of both parents and children on their family relationships. Both parents and children had favourable views on their family relationship, with the majority indicating that good relationship among family members existed in most cases.

<sup>7</sup> Shek, D.T.L. (2002), "Assessment of family functioning Chinese adolescents: The Chinese Family Assessment Instrument", In N.N. Singh, T. Ollendick and A.N. Singh (Eds.), *International perspectives on child and adolescent mental health* (pp.297-316).

## 7.10《華彩半邊天》電視特輯 每集主題

1. 自強不息(婦女事務委員會)
2. 學無止境(婦女能力建設及持續進修)
3. 舊地方、老感情(婦女參與社區建設)
4. 齊齊當家(增強經濟能力)
5. 不老的傳說(年長婦女)
6. 天秤之間(工作與家庭的平衡)
7. 主婦聯盟(家庭主婦)
8. 彩虹再現(增強暴力受害人的能力)
9. 健康、快樂(婦女健康)
10. 潮媽媽(婦女與家庭)
11. 女聲(年青及年幼女性)
12. 姊妹妹妹唱起來(婦女勞工/婦女勞工權益)
13. 單身姊妹(單身婦女)
14. 有心有力(資助機構)
15. 半邊天的驕傲(培養婦女領袖)
16. 我殘障但我善良(殘疾婦女)
17. 香港是我家(增強少數族裔婦女的能力)
18. 看不見的美麗(關注性工作者團體)
19. 弦途有妳(增強家長能力)
20. 同心女兒(女同志組織)
21. 明日天空(單親婦女情緒上的支援)
22. 當她們在一起(非華藉婦女)
23. 新移民、舊移民、香港人(新來港婦女的支援)
24. 色狼別惹我(支援網絡提高性別意識)

## 7.10 Themes of *Colourful Lives of Women* TV Series

1. Continuous Self-Improvement (Women's Commission)
2. Learning With No Bounds (Capacity Building and Continuous Learning of Women)
3. Enduring Affection For An Old Place (Women's Participation in Community Building)
4. To Be Our Own Bosses (Women's Economics Empowerment)
5. Forever Young (Elderly Women)
6. Striking A Balance (Work-life Balance)
7. The Homemakers' Alliance (Housewives)
8. The Rainbow Makes Its Appearance Again (Empowering Victims of Violence)
9. Health & Happiness (Women's Health)
10. Trendy Mother (Women and Family)
11. Women's Voice (Young Women)
12. Sisters, Let's Join The Choir (Women Workers / Labor Rights of Women)
13. Single Sisters (Single Women)
14. Willing & Capable (Funding Organisations)
15. The Pride of Women (Nurturing Women Leaders)
16. Disabled But Kind-hearted (Women with Disabilities)
17. Hong Kong is My Home (Empowerment of Women of Ethnic Minority Groups)
18. Invisible Beauty (Concern Groups for Sex Workers)
19. String Along With You (Empowerment of Parents)
20. Queer Sisters (Female Tongzhi Groups)
21. Sky of Tomorrow (Support for Single Mothers)
22. Ladies, Let's Get Together (Non-Chinese Women)
23. Same Root (Support for New Arrivals Women from Mainland China)
24. You Wolf, Leave Me Alone (Network to Arouse Gender Awareness)

## 7.11 婦女事務委員會在2004至2007年期間發表的新聞公報及文章一覽

## 7.11 List of Press Statements and Articles Issued by the Women's Commission from 2004 to 2007

2004年5月3日 3 May 2004	文章：「促進兩性平等·遏止家庭暴力」 Press article entitled <i>Promoting Gender Equality to Curb Domestic Violence</i>
2005年8月19日 19 August 2005	致南華早報編輯有關一篇涉及顯示女子被鞭打廣告外牆的文章 Letter to the Editor, <i>South China Morning Post</i> , about an article entitled "Billboard showing whipped woman is declared decent"
2005年9月5日 5 September 2005	致報刊編輯有關大學迎新營事宜 Letter to Editors about orientation camps in local universities
2005年9月6日 6 September 2005	新聞稿：呼籲「零度容忍」打擊 Press statement to appeal for "zero tolerance" to domestic violence
2005年10月12日 12 October 2005	新聞稿：歡迎施政報告的內容 Press statement to welcome the Policy Address
2006年5月16日 16 May 2006	致南華早報編輯有關五天工作周之文章 Letter to the Editor, <i>South China Morning Post</i> , about Five-day week
2006年6月5日 5 June 2006	新聞稿：譴責「我最想非禮的香港女藝人」的網上投票選舉 Press statement to denounce the Internet survey on "the most popular actress targets of indecent assault"
2006年7月27日 27 July 2006	文章：「兩性平等 — 可持續發展人口政策的基石」 Press article entitled <i>Gender Equality – the Keystone of Sustainable Population Policy</i>
2006年8月12日 12 August 2006	文章：「善用第六天 — 營造家庭和諧」 Press article entitled <i>Making Use of the Sixth Day to Build a Harmonious Family</i>
2006年11月23日 23 November 2006	文章：婦女事務委員會就成立家庭事務委員會的意見 Press article on the Commission's views on Government's proposal to establish a Family Commission
2006年11月24日 24 November 2006	新聞稿：國際消除對婦女的暴力行為日 Press statement on the International Day for the Elimination of Violence Against Women
2006年12月11日 11 December 2006	新聞稿：選舉委員會選舉結果 Press statement on the outcome of the Election Committee election
2007年10月11日 11 October 2007	新聞公報：歡迎施政報告 Press statement to welcome the Policy Address
2007年12月1日 1 December 2007	文章：「男人可否接受比自己『叻』的女人？」 Press article entitled <i>Can Men Accept Women Who Are Smarter?</i>
2007年12月4日 4 December 2007	文章：「天水圍帶給婦女的契機」 Press article entitled <i>Opportunities to Women Made Possible by Tin Shui Wai</i>
2007年12月8日 8 December 2007	文章：「香港社會是否男女平等？」 Press article entitled <i>Is Hong Kong Society Gender Equal?</i>
2007年12月15日 15 December 2007	文章：「女性在職場上是否有玻璃天花板？」 Press article entitled <i>Do Women Face Glass Ceiling in the Workplace?</i>
2007年12月29日 29 December 2007	文章：「男主外、女主內？」 Press article entitled <i>Should Women Stay Home While Men Work Outside?</i>

## 7.12 婦女事務委員會在2004年1月至2007年1月期間與非政府組織會面一覽

## 7.12 List of Meetings between the Women's Commission and NGOs from January 2004 to January 2008

2004年7月 July 2004	與婦女基金會的代表會面，代表在會上介紹基金會的工作和有關資助研究本港婦女地位的計劃。 Met with representatives of The Women's Foundation where the Foundation introduced its work and a plan to fund research projects on the status of women in Hong Kong.
2004年10月 October 2004	與關注婦女性暴力協會的代表會晤，討論協會的《性別平等教育白皮書》。 Met with representatives of the Association Concerning Sexual Violence Against Women to discuss the Association's Non-government White Paper on Gender Equity Education.
2004年11月 November 2004	與平等機會婦女聯席舉行會議，就多項婦女課題交換意見。 Met with the Hong Kong Women's Coalition on Equal Opportunities to exchange views on a number of women issues.
2005年4月 April 2005	與香港社區組織協會代表及一群內地新來港婦女會面。委員聽取新來港婦女的經歷和困難，並與她們分享了委員會在促進新來港婦女福祉方面的工作和目標。 Met with representatives of the Society for Community Organization and a group of newly arrived women from the Mainland to listen to the experience and challenges of the newly arrived women and share the work and vision of the Commission in promoting the well-being of newly arrived women.
2005年7月 July 2005	與平等機會婦女聯席的代表會晤，就多項婦女事宜交流意見。 Met with representatives of the Hong Kong Women's Coalition on Equal Opportunities to exchange views on various women issues.
2006年3月 March 2006	與梅夫人婦女會的代表會晤，尋求雙方合作及與其他婦女團體合作的機會。 Met with representatives of The Helena May to explore collaboration opportunities between the two and with other women's groups.
2006年4月 April 2006	與香港婦女發展聯會、九龍婦女聯會、香港島婦女聯合會，以及香港工會聯合會婦女事務委員會的代表會晤，暢談四會於2005年10月合辦「北京+10」研討會的成果，並就多項婦女事務交換意見。 Met with representatives of the Hong Kong Women Development Association, Kowloon Women's Organisations Federation, Hong Kong Island Women's Association and Hong Kong Federation of Trade Unions Women Affairs Committee to share the outcomes of the seminar on "Beijing + 10" jointly organised by the four organisations in October 2005.
2006年6月 June 2006	與婦女基金會的代表會晤，就彼此關注的事項進行一般交流。 Met with representatives of The Women's Foundation to have a general exchange of issues of common concern.
2006年11月 November 2006	<ul style="list-style-type: none"> <li>與來自34個婦女團體及非政府機構的37名代表舉行分享會，討論委員會在2007年舉辦一系列以「增強婦女能力」為題的活動建議。有關活動旨在表揚婦女團體在增強婦女能力方面的貢獻；委員會亦會以此作為慶祝香港特別行政區成立十周年的活動。 A sharing session was held with 37 representatives of 34 women's groups and NGOs on the Commission's proposals to organise a series of events in 2007 on the theme of "empowering women". The series of events aimed to recognise the contribution of the women's groups in empowering women, and dedicated to the celebration of the 10th Anniversary of the establishment of the HKSAR.</li> <li>與香港女同盟會、姊妹同志和女同學會面，就不同關注事項交流意見。 Met with Women Coalition of HKSAR, the Queer Sisters and the Nutong Xueshe to exchange views on different areas of concern.</li> </ul>
2006年12月 December 2006	<ul style="list-style-type: none"> <li>與平等機會婦女聯席會面，就委員會的角色及運作、性別觀點主流化進展、婦女與貧窮、家庭暴力、性暴力及香港婦女團體的發展等議題交流意見。 Met with the Hong Kong Women's Coalition on Equal Opportunities to exchange views on the role and operation of the Commission, progress of gender mainstreaming, women in poverty, domestic violence and sexual violence as well as the development of women's groups in Hong Kong.</li> <li>委員會主席與愛嬰醫院香港協會會面交流提升婦女工作經驗。 Met with the Baby Friendly Hospital Initiative Hong Kong Association to share experience on the promotion of women's work.</li> </ul>

2007年5月 May 2007	<ul style="list-style-type: none"><li>• 與香港婦女動力協會的代表會面，討論雙方共同關注的事項。 Met with representatives of the Hong Kong Ladies Dynamic Association to discuss issues of common concerns.</li><li>• 與婦女團體舉行交流會，蒐集他們對出版計劃和博物館計劃的意見。大約36名婦女團體的代表出席會議。 An exchange session with women's groups was held to gather views from women's groups on the collection of exhibition materials to the China Women and Children's Museum and contribution to a publication of the All-China Women's Federation on "Women's Development in China in the 20th century". About 36 representatives of women's groups also attended.</li></ul>
2007年6月 June 2007	與香港女醫生協會代表會面，就婦女事務交換意見，並探討可協作的範疇。 Met with representatives of the Hong Kong Women Doctors Association to exchange views on women issues and to explore possible areas of collaboration.
2007年7月 July 2007	與保良局代表會面，探討可協作的範疇。 Met with representatives of Po Leung Kuk to explore possible areas of collaboration.
2007年9月 September 2007	與改革家庭暴力條例聯盟會面，就該條例交換意見。 Met with the Alliance for the Reform of Domestic Violence Ordinance to exchange views on the review of the Ordinance.