



獨立自主

Self-reliance

# 引言 Preface

我們確認兩性平等、增 婦女權能、婦女充分享受所有人權和消除貧困，對於經濟和社會發展，包括實現各項千年發展目標，必不可少。我們重申必須充分和有效地實施《北京宣言》和《行動綱要》。實現兩性平等和增 婦女權能既是重要的發展目標，也是實現各項千年發展目標的重要手段。

We recognize that gender equality, the empowerment of women, women's full enjoyment of all human rights and the eradication of poverty are essential to economic and social development, including the achievement of all the Millennium Development Goals. We reaffirm the need for the full and effective implementation of the Beijing Declaration and Platform for Action. Achieving gender equality and empowerment of women is both a key development goal and an important means for achieving all of the Millennium Development Goals.

摘自聯合國關於千年發展目標的高級別全體會議成果文件  
《履行諾言：團結一天實現千年發展目標》

From *Keeping the promise: united to achieve the Millennium Development Goals*,  
outcome document of the United Nations  
High-level Plenary meeting of the General Assembly on the  
Millennium Development Goals

## 百尺竿頭 慶賀委員會成立十周年

2001年1月，香港特別行政區政府成立婦女事務委員會，作為一個高層次的中央機制，就婦女關注的政策和措施向政府提供意見，並制訂長遠目標和策略，確保婦女可盡展所長。委員會採取三管齊下的策略，包括提供有利環境、增強婦女能力和公眾教育，並透過與社會各界的協作，致力提升婦女地位及提高公眾對性別議題的認知。

## Celebrating the first decade's accomplishments and aiming for more in the years to come

In January 2001, the Hong Kong Special Administrative Region Government established the Women's Commission as a high-level central mechanism to advise the Government on policies and initiatives which are of concern to women, and develop a long-term vision and strategy for the development and advancement of women in Hong Kong. The Commission has adopted a three-pronged strategy, namely the provision of an enabling environment, empowerment of women, and public education. We seek to advance women's status and enhance gender awareness of the public through collaboration with different sectors of the society.

委員會在2008至2011年間落實了不少工作。這份委員會的第三份工作報告，將會為大家介紹我們過去四年的工作，為未來進一步推動香港婦女福祉及地位做好準備。

自委員會成立以來，我們一直積極推動性別觀點主流化，期望於政策制訂的過程中考慮兩性的需要和觀點，達致兩性平等。在2009-10年，我們修訂了性別觀點主流化檢視清單，以協助政府人員有系統地評估現有及新政策、法例和工作範疇。截至2011-12年，政府已在43個特定的政策或工作範疇採用了檢視清單。

委員會在工作上的另一突破，是政府採納了我們的建議，於2010年把參與諮詢及法定組織的性別基準目標提高至30%。於2011年10月，婦女參與諮詢及法定組織的整體比率為31.01%。

「自在人生自學計劃」（「自學計劃」）是委員會在增強婦女能力方面的一項重要措施。截至2011年底，報讀「自學計劃」課程的註冊人數已累積至約54,000名，當中尚未包括約1,400,000曾收聽「自學計劃」電台廣播課程但沒有正式報讀的人士。「自學計劃」旨在鼓勵不同背景和教育程度的婦女終身學習和提升個人能力，自推出以來一直深受公眾歡迎。香港特區行政長官亦在其2011-12年度的施政報告中，認同「自學計劃」在支援婦女學習需要方面的成效，並為「自學計劃」設立經常性撥款。

Much had been accomplished between 2008 and 2011. This third report of the Commission will sail you through the tremendous works that we have done and pave the way for more to be done in the future to catalyse the promotion of women's interests and status in Hong Kong.

Ever since our establishment, the Commission has been actively promoting gender mainstreaming which aims to achieve gender equality by taking into account the needs and perspectives of both women and men in the decision-making process. In 2009-10, we revised the Gender Mainstreaming Checklist to better assist Government officers in evaluating the gender impact of new and existing public policies, legislation and programmes in a systematic manner. Up to 2011-12, the Government has applied the Checklist to 43 specific policy areas or programmes.

Another breakthrough of the Commission's effort was the Government's adoption of our proposal to raise the gender benchmark target to 30% in 2010 for participation in Government advisory and statutory bodies (ASBs). As at October 2011, the overall percentage of women's participation in ASBs reached 31.01%.

The Commission's key initiative in empowering women, the Capacity Building Mileage Programme (CBMP), has recorded a cumulative enrolment of around 54,000 at the end of 2011, which has not yet included an estimated 1,400,000 unregistered people who have listened to CBMP radio broadcast. CBMP aims to encourage women of different backgrounds and educational levels to pursue life-long learning and self-development, and is very well-received by the public. In his 2011-12 Policy Address, the Chief Executive of HKSAR acknowledged the success and effectiveness of CBMP in enhancing the support for women to pursue continuous learning, and has established recurrent funding for CBMP.



為了讓學員保持持續學習的精神，「自在人生自學計劃」同學會於2008年10月成立。同學會現有大約400名成員，定期於學期間舉辦活動和義務工作。

委員會相信，性別平等相關的公眾教育和研究計劃，有助減少根深蒂固的性別偏見。在2008至2011年間，我們繼續舉辦多個研討會和論壇，並與香港電台手製作以探討性別議題的電視特輯。此外，為加深了解婦女的需要和關注，我們亦不時進行研究和調查。2010年，我們委託顧問公司進行了一項名為《香港的女性及男性對婦女在家庭、職場及社會的地位的看法調查》的大型調查，引起了傳媒和學術界的關注。

促進香港婦女的權益和福祉，需要社會各階層的共同努力。委員會定期與本地婦女團體和非政府組織會面，就婦女關注的不同議題交流意見。2008年，委員會設立了「區議會性別課題聯絡人網絡」，促進區議會和委員會之間的溝通和協作。我們的聯絡工作亦不只局限於本地，同時亦於區內和國際層面，就婦女關注的議題廣泛交流。

2009年底，委員會決定根據多年來對婦女議題的經驗及理解，並於考慮相關持份者的意見後，制訂「香港婦女發展目標」，就著六個主要範疇（包括參與決策、健康、安全、教育、經濟及婦女發展體制），提出可行的目標和策略，以推動婦女發展。經過廣泛的制訂目標及諮詢過程後，《香港婦女發展目標》報告於2011年底出版，就婦女發展提出多項建議供政府考慮。

以上是委員會過去四年的幾個工作要點。我們衷心希望這份報告能讓大家更深入了解委員會於「促使女性在生活各方面充分獲得應有的地位、權利及機會」方面所扮演的角色，並希望大家在閱讀這份報告之餘，亦會就我們持續推動香港婦女地位的工作賜予寶貴的意見。

To sustain the positive impact of CBMP on participants, the Capacity Building Mileage Programme Student Association (CBMPSA) was established in October 2008. CBMPSA has now around 400 members and regularly organises activities and volunteer services in between semesters.

The Commission believes that public education and research on gender equality can help reducing conventional gender prejudice. Between 2008 and 2011, we continued to organise conferences and forums, and join hands with RTHK to produce television series on gender topics. Moreover, research and surveys are also conducted from time to time to gain a better understanding of women's needs and concerns. In 2010, we commissioned a large-scale survey entitled *What Do Women and Men in Hong Kong Think about the Status of Women at Home, Work and in Social Environments*, and attracted a lot of media and academic attention.

Promotion of the interests and well-being of women in Hong Kong requires concerted efforts of different sectors of the society. The Commission meets regularly with local women's groups and non-governmental organisations to exchange views on different issues of concern to women. In 2008, a Gender Focal Points Network was also established in District Councils (DCs) to facilitate communication and collaboration between DCs and the Commission. Our liaison work is not only at local, but also at the regional and international levels for an extensive exchange of views on various issues of concern to women.

In late 2009, the Commission decided to draw on our accumulated experience and understanding of women's issues to devise the Women's Development Goals in consultation with relevant stakeholders. Six major areas: participation in decision-making, health, safety, education, economics, and system for women's development were identified to formulate clear and feasible goals and strategies for promoting women's development. After an extensive process of goal setting and consultation, a report setting out recommendations on women's development for consideration by the Government was published at the end of 2011.

These are a few highlights of the Commission's work over the past four years. We sincerely hope that this report will provide a better understanding of the Commission's role to enable women to "fully realise their due status, rights, and opportunities in all aspects of life". We very much hope that you will take pleasure in reading this report and we look forward to hearing your valuable opinions of our work for continuous advancement of the status of women in Hong Kong.