



自強不息

Striving for
Self-improvement

婦女事務委員會 — 中央機制

Women's Commission – A Central Mechanism

在人類社會發展的歷史長河中，婦女始終是推動文明進步的偉大力量。沒有婦女的解放，就沒有全人類的解放；沒有婦女事業的進步，就沒有全社會的進步。

Throughout the history of human society, women have been a great force in the building of civilisation. Without the liberation of women, there will be no liberation of mankind; without the advancement of women, there will be no advancement of society.

國家主席胡錦濤於紀念「三八」國際勞動婦女節100周年大會上的講話
Address by President HU Jintao
at the meeting to celebrate the 100th anniversary of the International Women's Day
(The English version is a translation.)

2.1 委員會的成立

香港的婦女組織和關注團體自1980年代開始，致力倡議成立一個婦女事務委員會，專責促進香港婦女的權益和福祉，以及提升香港婦女的地位。

1996年，聯合國《消除對婦女一切形式歧視公約》（《公約》）延伸至適用於香港。在1999年的《公約》審議會上，聯合國消除對婦女歧視委員會建議香港特別行政區（香港特區）政府成立一個中央機制，專責推動相關的政策和長遠策略發展，以提升婦女地位。

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

2.1 How the Commission Began

Since the 1980s, women's groups and interested parties in Hong Kong have been advocating vigorously the establishment of a women's commission for promoting the rights and well-beings of women and for advancing the status of women in Hong Kong.

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

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

2.2 使命和策略

委員會的使命是促使香港的女性「在生活各方面充分獲得應有的地位、權利及機會」。為達到這項使命，我們採取三管齊下的策略，從提供有利的環境、增強婦女能力和公眾教育三方面進行工作，並透過與社會各界協作，致力提升婦女地位及提高公眾對性別議題的認知。

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

2.3 委員會的運作

委員會的委員由行政長官委任。目前，委員會由一位非官方主席、20名非官方成員和三名官方成員組成。

委員會每兩至三個月召開一次定期會議，亦會就個別議題召開特別會議。委員會轄下設有四個常設工作小組和自在人生自學計劃督導委員會，並按需要成立專責小組，以推展新的項目和計劃。委員會每年召開的工作會議多達40至50次。我們亦會舉辦交流會和分享會，與婦女團體和非政府組織討論特定的議題。

2.2 Mission and Strategy

The Commission has a mission “to enable women in Hong Kong to fully realise their due status, rights and opportunities in all aspects of life”. To accomplish this mission, we have adopted a three-pronged strategy, namely the provision of an enabling environment, empowerment of women through capacity building, and public education. We also seek to advance women’s status and enhance gender awareness of the public through collaborating with different sectors of the community.

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

2.3 How the Commission Works

Members of the Commission are appointed by the Chief Executive. Currently, the Commission is chaired by a non-official and composed of another 20 non-official members as well as three ex-officio members.

We meet regularly every two to three months and special meetings are convened to discuss topical issues. There are four regular Working Groups under the Commission, a Steering Committee on Capacity Building Mileage Programme and Task Forces which are formed when necessary to take forward new programmes and plans of the Commission. At least 40 to 50 working meetings are convened every year. We also organise exchange sessions as well as sharing sessions to discuss specific issues with women’s groups and NGOs.



委員會四個工作小組負責制訂和監察以下策略性範疇的工作：

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

The four Working Groups under the Commission are tasked to devise and oversee work in the following strategic areas:

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



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

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

2.4 委員會作為中央機制的角色

2.4 The Commission's Role as a Central Mechanism

2.4.1 香港婦女發展目標

2.4.1 Hong Kong Women's Development Goals

委員會認為，消除性別定型、達致兩性平等，需要社會各界，包括政府、婦女團體、非政府機構、私人機構以及普羅大眾的支持和協作。為了進一步推動香港婦女的發展，委員會認為應定下前瞻性和策略性的目標，讓社會各界有共同的方向，並朝著這目標邁進。

The Commission believes that the elimination of gender stereotype and attainment of gender equality require territory-wide support and collaboration among all sectors, including the Government, women's groups, NGOs, the private sector and the general public.

委員會根據自成立以來在婦女課題方面所得的經驗及理解，在2011年發表《香港婦女發展目標》報告書，就著參與決策、安全、健康、教育、經濟及婦女發展體制等六個範疇，提出14項香港婦女發展目標(婦女發展目標)及36項建議策略。

To further promote women's development in Hong Kong, the Commission sees a need to formulate a set of forward-looking and strategic goals for the whole community to work towards a common direction.

委員會在2009年底成立了婦女發展目標專責小組，以進行訂定婦女發展目標的工作，就婦女發展的長遠目標及策略向政府提供建議，促進香港婦女的持續發展，並協助訂定委員會工作的優次。

Building on the experience and understanding of women's issues gathered since our establishment, the Commission published a report entitled *Hong Kong Women's Development Goals* in December 2011. The *Report* put forward 14 Hong Kong women's development goals (women's development goals) and 36 proposed strategies in areas such as participation in decision-making, safety, health, education, economics and system for women's development.

專責小組在制訂婦女發展目標時，除了參考內地及海外的經驗外，亦特別重視持份者的參與，包括婦女團體和非政府機構的代表，以及相關的政府決策局和部門。持份者的參與除了是要集思廣益，蒐集社會對婦女事務不同的意見和訴求外，亦有著共同制訂、共同實踐的意義。

The Commission set up a Task Force on Women's Development Goals in late 2009 to undertake the work of putting together the women's development goals. We hope to advise the Government on the goals and strategies for women's development; promote the continuous development and enhancement of women in Hong Kong; and help prioritise the work of the Commission.

In formulating women's development goals, the Task Force has not only made reference to the experiences in the Mainland and overseas, but also attached particular importance to stakeholder engagement throughout the process, including representatives of various women's groups, NGOs, and relevant Government bureaux and departments. The engagement process does not only allow us to draw on the collective wisdom of different stakeholders on women's issues, but also facilitate the joint actions by all parties concerned in order to achieve the goals.

在成立專責小組後，我們於2010年初與有關的婦女團體和非政府機構會面，提出有關制訂婦女發展目標的意念，並取得它們的支持。其後，專責小組與相關持份者舉行集思會，商訂六個與婦女重點議題息息相關的主要範疇（包括參與決策、安全、健康、教育、經濟及婦女發展體制），建立了婦女發展目標的初步框架。為集中討論各有關課題，委員會在專責小組下設立了三個聚焦小組，並邀請婦女團體和非政府機構代表加入，就六個主要範疇作詳細討論，並向專責小組提供意見。專責小組安排了相關的學者及專業人士與聚焦小組的成員進行交流和分享，讓與會者對討論的議題有更深入的了解。在考慮各方意見後，專責小組初步選定了六個主要範疇下的建議目標及策略，並再次與婦女團體及非政府機構代表進行商討，其後亦適時向有關團體報告進展和最新情況。

除了諮詢婦女團體的意見外，專責小組亦在制訂婦女發展目標的過程中與有關的政府部門及非政府組織等就委員會的初步建議進行溝通和交換意見。各部門反應大都正面，並對委員會開展婦女發展目標的工作，給予原則性的支持。

After the Task Force was formed, we met with women's groups and NGOs in early 2010 to introduce this exercise and garner their support for it. The Task Force then organised a brainstorming session with relevant stakeholders, and worked out six major areas (including participation in decision-making, safety, health, education, economics and system for women's development) as the initial framework of women's development goals. To focus our discussions of the relevant issues, the Commission set up three focus groups under the Task Force and invited representatives of women's groups and NGOs to join these focus groups for detailed discussion on the six major areas. Exchange and sharing sessions with relevant academics and professionals were also arranged by the Task Force, allowing focus group members to have more in-depth understanding of the issues under discussion. Having considered the views and comments of all parties concerned, the Task Force compiled on a preliminary basis some proposed goals and strategies under the six major areas, and discussions were held thereon with the representatives of women's groups and NGOs. Timely progress reports and updates were also made to the relevant groups from time to time.

Apart from consultation with women's groups, the Task Force also consulted and exchanged views on the Commission's preliminary suggestions with the relevant Government departments and NGOs throughout the process. The departments' feedbacks were generally positive and they also indicated support in principle to the Commission's work on women's development goals.



表 *table*
2.1

婦女發展目標一覽

A list of Hong Kong women's development goals

<p>參與決策 Participation in Decision-making</p>	<p>婦女發展目標 1：提高婦女在公共決策方面的參與 Women's Development Goal 1: Enhance women's participation in decision-making in public affairs</p> <hr/> <p>婦女發展目標 2：推廣兩性均衡參與諮詢及法定組織的工作 Women's Development Goal 2: Promote a balanced gender composition in advisory and statutory bodies</p>
<p>健康 Health</p>	<p>婦女發展目標 3：加強女性的健康教育，提高她們對有關服務的認識 Women's Development Goal 3: Enhance health education of women as well as their understanding of relevant services</p> <hr/> <p>婦女發展目標 4：提升婦女對乳癌的關注 Women's Development Goal 4: Enhance women's awareness of breast cancer</p> <hr/> <p>婦女發展目標 5：改善為殘疾婦女提供的醫療設施 Women's Development Goal 5: Improve medical facilities for disabled women</p>
<p>安全 Safety</p>	<p>婦女發展目標 6：加強對家庭暴力及性暴力受害人的支援 Women's Development Goal 6: Strengthen support for victims of domestic and sexual violence</p> <hr/> <p>婦女發展目標 7：加強教育及提升婦女對暴力及安全問題的關注，建立「零容忍」的文化 Women's Development Goal 7: Strengthen education for women and raise their awareness of violence and safety, with a view to fostering a culture of "zero tolerance to violence"</p>
<p>教育 Education</p>	<p>婦女發展目標 8：推廣及協助婦女全人終身學習，強化婦女的領導才能 Women's Development Goal 8: Promote and facilitate all-round and life-long learning of women, and enhance their leadership skills</p> <hr/> <p>婦女發展目標 9：加強性別和家長教育 Women's Development Goal 9: Strengthen gender and parent education</p>
<p>經濟 Economics</p>	<p>婦女發展目標 10：加強有助提升婦女經濟地位的措施 Women's Development Goal 10: Step up measures which are conducive to enhancing women's economic status</p> <hr/> <p>婦女發展目標 11：消除對女性工作能力的偏見 Women's Development Goal 11: Eliminate discrimination against the working ability of women</p> <hr/> <p>婦女發展目標 12：加強對兼職僱員的保障 Women's Development Goal 12: Strengthen protection for part-time employees</p>
<p>婦女發展體制 System for Women's Development</p>	<p>婦女發展目標 13：研究進一步推動婦女發展的需要和策略 Women's Development Goal 13: Study the needs and strategies in further promoting women's development</p> <hr/> <p>婦女發展目標 14：進一步在政府內外落實性別觀點主流化 Women's Development Goal 14: Further the implementation of gender mainstreaming within and outside the government</p>

2.4.2 就政府政策和服務提供建議

委員會的其中一項主要工作，是根據婦女的需要審視政府相關政策和服務，及從性別角度提供建議，包括邀請不同的政府決策局和部門的官員出席委員會會議，就相關政策和措施對婦女的影響交換意見；以及參與不同的諮詢工作，包括每年一度的施政報告諮詢。

影響婦女的政策和服務

過去數年，委員會與不同的政府決策局和部門展開討論，檢討與婦女有關的主要政策和服務，亦積極就相關的政府諮詢工作提交意見，涵蓋的範疇包括法例的制訂及檢討（包括前《家庭暴力條例》的修訂、性罪犯名冊的臨時建議、《淫褻及不雅物品管制條例》的檢討、以及《最低工資條例草案》等）、婦女參與公共決策、醫療改革及為婦女提供的醫療服務、性別統計數據分析、新高中教育學制、家庭及幼兒服務、社會福利、調解的發展、香港少數族裔婦女的狀況、兼職僱員的勞工保障、為內地新來港婦女提供的服務、處理都市固體廢物等。我們亦促請政府在提供這些服務時，顧及婦女的實際情況和需要。

性別觀點主流化

性別觀點主流化是促進兩性平等的主要策略。2002年，在委員會建議下，政府同意在各政策範疇內逐步推行性別觀點主流化。為了推動這方面的工作，委員會設計了一份「性別觀點主流化檢視清單」，並於2009年作出修訂，協助政府人員於新訂立的和現行的公共政策、法例，以及措施中，應用性別觀點主流化的概念。截至2011-12年度，政府已在43個特定的政策或工作範疇採用了檢視清單。同時，亦有愈來愈多政府人員在日常工作流程中，應用了性別觀點主流化的概念，考慮兩性的需要和觀點。我們將繼續與政府緊密合作，推廣於政府內外更廣泛地應用性別觀點主流化。

2.4.2 Advising the Government on Policies and Services

One major task of the Commission is to keep under review Government policies and services, in the light of women's needs, and offer advice from gender perspectives as appropriate. This includes inviting officials from various bureaux and departments to attend the Commission's meetings for exchanging views on respective policies and programmes which affect women and participating in different consultation exercises, including the annual consultation exercise for Policy Address.

Policies and Services Influencing Women

Over the years, the Commission has initiated discussion with different bureaux and departments to review key policies and services for women, and returned submissions on relevant Government consultation exercise, covering areas such as legislation and review (including the legislative amendments to the former Domestic Violence Ordinance, interim proposals on a sex offender register, review of the Control of Obscene and Indecent Articles Ordinance, and the Minimum Wage Bill, etc.), women's participation in public decision-making, health care reform and health care services for women, analysis of gender-related statistics, academic structure of the new senior secondary education, family and child care services, social welfare, the development of mediation, situation of ethnic minority women in Hong Kong, labour protection for part-time employees, services for new arrival women from the Mainland, and tackling municipal solid waste. We have also provided advice to the Government on improvements to cater for women's specific circumstances and needs.

Gender Mainstreaming

Gender mainstreaming is a key strategy to achieve gender equality. In 2002, on the Commission's recommendation, the Government endorsed the introduction of gender mainstreaming into various policy areas on an incremental basis. To facilitate this process, the Commission designed a Gender Mainstreaming Checklist, which was then revised in 2009, to assist Government officers in applying the concept to the new and existing public policies, legislation and programmes. Up to 2011-12, the Government has applied the Checklist to 43 specific policy areas or programmes. More and more Government officers have also applied the gender mainstreaming concept in the course of their daily work, taking into account the needs and perspectives of both genders. We will continue to work closely with the Government to promote wider application of gender mainstreaming within and outside the Government.

性別數據

性別數據有助反映香港婦女的社會及經濟地位，以及了解和分析香港女性和男性的情況和達致性別平等的進展。委員會自於2001年成立以來，定期與政府統計處（統計處）會面，並提出不少建議，以改善《香港的女性及男性 主要統計數字》的內容，又建議在蒐集和整理按性別編整的數據時，要顧及性別因素。

統計處於2005年成立性別觀點主流化工作小組，藉以推動性別觀點主流化的應用和提高部門的性別意識，並於「2006年中期人口統計」及「2011年人口普查」等大型項目中使用性別觀點主流化檢視清單。統計處又接納委員會的意見，於網站中加入「性別統計」專頁，展示按性別劃分的統計數字和指標，以反映女性和男性在主要經濟和社會範疇中的情況。

自2007年起，委員會每兩年出版一次《香港女性統計數字》，透過簡潔易明的圖表來展示有關資料，使公眾更容易掌握香港女性發展的概況。委員會亦於2011年9月舉辦交流會，與有興趣的人士一同探討如何進一步完善該刊物的內容。

Gender Statistics

Gender statistics is useful in reflecting the socio-economic status of Hong Kong women. It also helps to understand and analyse the position of women and men in Hong Kong as well as the progress made in achieving gender equality. Since our establishment in 2001, the Commission regularly meets with the Census and Statistics Department (C&SD) and makes suggestions to improve the content of the *Women and Men in Hong Kong - Key Statistics* and the compilation of sex-disaggregated data in general by taking a gender-sensitive approach.

In 2005, C&SD established the Working Group on Gender Mainstreaming to promote the application of gender mainstreaming and raise gender awareness in the Department, and applied the Gender Mainstreaming Checklist in large-scale projects such as the 2006 Population By-census and the 2011 Population Census. In addition, C&SD has also taken our suggestion to insert a special page entitled *Gender Statistics* onto its website to draw sex disaggregated statistics and indicators together with a view to objectively reflect the situation of women and men in major economic and social spheres in Hong Kong.

Since 2007, the Commission has published the *Hong Kong Women in Figures* every two years. Information in this series of booklets is presented in simple tables, charts and graphs to enable a quick grasp of the overall situation of women's development in Hong Kong. The Commission also organised a seminar in September 2011 to discuss with interested parties on how to further improve the publication.



推動婦女參與公共決策

婦女在公共事務決策中的參與十分重要。政府在2004年1月採納了委員會的建議，訂出政府委任諮詢及法定組織成員時，須有不少於25%的女性成員。此外，委員會亦促請所有政府決策局及部門採取積極措施，主動接觸、物色和培育具潛質的婦女參與有關工作。政府於2010年4月採納委員會的建議，將性別基準目標提高至30%，並於2010年6月1日開始實行。截至2011年10月，政府諮詢及法定組織的整體女性成員比例已達到31.01%。

2.4.3 協助政府實施《消除對婦女一切形式歧視公約》及《北京行動綱要》

委員會的另一主要職責，是協助政府落實聯合國《公約》及《北京行動綱要》。委員會於2009年8月舉辦了「婦女事務委員會研討會2009『承擔、超越 - 廿一世紀女性』」，以審視香港落實《公約》的情況。我們並就香港特別行政區根據《公約》提交的第三次定期報告的綱要舉行公眾諮詢會，以及就第三次報告的草擬稿給予意見。另外，委員會亦於《北京行動綱要》通過15周年，舉行了「北京+15香港論壇：從國際與香港的經驗論婦女發展的進程與前瞻」，與關注婦女發展的各界人士分享實踐《北京行動綱要》的國際經驗，以及世界各地的婦女自《北京行動綱要》頒布以來在各方面的發展進程。

Enhancing Women's Participation in Public Decision-making

Women's participation in public decision-making is important. In January 2004, on the recommendation of the Commission, the Government set a target that at least 25% of appointments to Government advisory and statutory bodies (ASBs) should be women. Furthermore, all Government bureaux and departments have been asked to adopt a more proactive approach to reach out, identify and cultivate potential women candidates. In April 2010, the Government has adopted the Commission's proposal of raising the gender benchmark target to 30%, with effect from 1 June 2010. As at October 2011, the overall women's participation in ASBs reached 31.01%.

2.4.3 Assisting the Government in Implementing the Convention on the Elimination of All Forms of Discrimination against Women and Beijing Platform for Action

Another major task of the Commission is to assist the Government in implementing UN CEDAW and BPFA. In August 2009, the Commission organised the Women's Commission Conference 2009 on *Beyond Limits - Women in the 21st Century* to review Hong Kong's implementation of CEDAW. We conducted a public consultation session on the outline of the third report of HKSAR under CEDAW, and provided comments on the draft of the third report. On the 15th anniversary of the adoption of BPFA, we also organised the *Beijing+15 Forum: Progress and Prospects of Women's Development - the International and Hong Kong Experience* to share with stakeholders the international experience on the implementation of BPFA and the progress of women's development since its implementation.

