



凝聚力量

United We Stand



# 婦女事務委員會的工作 Women's Commission at Work

只有通過婦女充分、平等地參與所有公共和私人領域的生活，我們才能希望實現《聯合國憲章》中所憧憬的可持續、和平和公正的社會。

Only through women's full and equal participation in all areas of public and private life can we hope to achieve the sustainable, peaceful and just society promised in the United Nations Charter.

聯合國秘書長潘基文於2011年國際婦女節的致辭  
Message from BAN Ki-moon, Secretary-General of the United Nations  
at International Women's Day 2011  
(中文為翻譯版本)

## 3.1 提供有利環境

婦女事務委員會相信，為婦女提供一個有利環境，以提升婦女的地位，並消除婦女參與社會的障礙，對全面發揮婦女潛能非常重要。為了達到這個目的，我們把工作重點放在推廣性別觀點主流化、從性別角度審視不同的服務，以及進行研究和調查。我們的最終目標是要消除在環境、政策、法例、制度和工作項目中的障礙和不平等情況，令到男性和女性都能夠全面參與社會。

## 3.1 Providing an Enabling Environment

The Women's Commission believes that providing an enabling environment that facilitates women's advancement and eliminates barriers to participate in the community is crucial in realising the full potential of women. To achieve this end, we focus our efforts on promoting gender mainstreaming, reviewing different services from a gender perspective, and conducting research and surveys. Our ultimate goal is to remove obstacles and inequalities in the environment, policies, legislation, systems and programmes so that both women and men can fully participate in society.



### 3.1.1 性別觀點主流化

### 3.1.1 Gender Mainstreaming

必須在婦女充份參加下，設計、執行和監測在所有各級實施的、有利於賦予婦女權力和提高婦女地位的切實有效而且相輔相成的對性別問題敏感的政策和方案。

It is essential to design, implement and monitor, with the full participation of women, effective, efficient and mutually reinforcing gender-sensitive policies and programmes, including development policies and programmes, at all levels that will foster the empowerment and advancement of women.

摘自《北京宣言》  
From *Beijing Declaration*

#### (1) 背景

作為一個致力促進香港婦女福祉和權益的中央機制，委員會自成立以來，一直以倡議性別觀點主流化作為達致性別平等的主要策略。

1995年，聯合國在北京召開「第四次世界婦女大會」，會上採納了性別觀點主流化為達致兩性平等的全球性重要策略。性別觀點主流化就是在設計、實施、監察和評估所有法例、政策和計劃時，把性別觀點和兩性需要作為其中一項主要考慮因素，目的是確保兩性可以同等享有並受惠於社會的資源和機會。

2002年，政府接納了委員會的建議，同意在各政策範疇內逐步推行性別觀點主流化。為此，我們設計了一份「性別觀點主流化檢視清單」（檢視清單），通過一系列簡單問題，以協助政府人員更有系統地評估新政策、法例和計劃對兩性的影響。這份檢視清單的設計，是給所有決策局和部門使用，可應用在新制訂和現有的政策、法例和計劃。除了檢視清單，委員會亦於2006年出版了一本名為《性別觀點主流化 香港經驗》的刊物，介紹性別觀點主流化及宣傳香港應用性別觀點主流化的經驗。

#### (1) Background

Since our establishment as a central mechanism to promote the well-being and interests of women in Hong Kong, the Commission have advocated gender mainstreaming as a key strategy in achieving gender equality.

Gender mainstreaming was established as a major global strategy for the promotion of gender equality at the Fourth United Nations (UN) World Conference on Women in Beijing in 1995. It makes gender perspectives and needs one of the mainstream considerations in the design, implementation, monitoring and evaluation of all legislation, public policies and programmes. It seeks to ensure that women and men have equitable access to, and benefit from, society's resources and opportunities.

In 2002, the Government accepted the Commission's recommendation and endorsed the introduction of gender mainstreaming into various policy areas on an incremental basis. To facilitate this process, we have designed a Gender Mainstreaming Checklist (the Checklist), which comprises a series of simple questions, to assist Government officers to evaluate the gender impact of new public policies, legislation and programmes in a more systematic way. The Checklist is designed to be used by all bureaux and departments. It can also be applied to both new and existing policies, legislation and programmes. In addition to the Checklist, the Commission also published in 2006 a publication entitled *Gender Mainstreaming – Hong Kong Experience* to introduce gender mainstreaming and publicise experience of applying gender mainstreaming in Hong Kong.

為協助促進政府內部推廣性別觀點主流化，委員會自2003年起已協助政府在所有決策局和部門設立「性別課題聯絡人」(聯絡人)網絡。在現有的75位聯絡人中，62位屬首長級公務員，他們在所屬的決策局及部門擔任諮詢人，同時亦是推行性別觀點主流化的聯絡點，協助所屬機構人員增強對性別課題的認識及了解。

## (2) 2008-11年度相關工作

委員會根據政府過去在使用檢視清單和推行性別觀點主流化概念的經驗，並在諮詢持份者(包括婦女團體、性別課題聯絡人和對性別課題有研究的學者)後，於2009年修訂了檢視清單。經修訂後的檢視清單已於2009-10年度起推行。有關清單能更有效地協助政府人員在不同政策及工作範疇應用性別觀點主流化。

經修訂的檢視清單已向各決策局及部門推廣，以供考慮採用。此外，委員會亦會在探訪區議會時介紹檢視清單。

在委員會的協助和建議下，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。除了採用檢視清單外，亦有愈來愈多政府人員在他們的日常工作流程中，應用性別觀點主流化的概念，對兩性的需要和觀點作出充分考慮。部份例子如下：

### (1) 為家庭暴力受害人提供的服務和檢討前《家庭暴力條例》

勞工及福利局(勞福局)與社會福利署(社署)在檢討為家庭暴力受害人提供的服務時應用了檢視清單，並在多方面作出了改善，包括加強為家庭暴力受害人提供的庇護服務，讓12歲以上的男童在有需要時亦可跟隨母親一同入住庇護中心。社署和香港警務處亦為負責處理家庭暴力個案的前線社工、警員和其他相關專業人員加強培訓，以提升他們的性別意識和敏感度。

To facilitate promotion of gender mainstreaming in the Government, the Commission has since 2003 assisted the Government in establishing a network of Gender Focal Points (GFPs) in all bureaux and departments. There are currently 75 GFPs, and 62 of them are officers at directorate level. The GFPs serve as the resource person for their respective bureau and department and as the liaison points in implementing gender mainstreaming. They also assist in raising awareness and understanding of gender-related issues of the officers in their respective organisations.

## (2) Related Work in 2008-11

Taking into account the experience gained in applying the Checklist and in implementing the gender mainstreaming concept by the Government over the years, the Commission has, after consulting women's groups, gender focal points and academics specialised in gender issues, revised the Checklist in 2009. The revised Checklist, which has been promulgated since 2009-10, provides better assistance to Government officers in applying gender mainstreaming in different policy and programme areas.

The revised Checklist is also rolled out to various bureaux and departments for their consideration of adoption, and introduced to the District Councils when the Commission visits them.

With the assistance and advice of the Commission, the Government has up to 2011-12 applied the Checklist to 43 specific policy areas or programmes. Apart from adopting the Checklist, 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. Some examples are provided as follows –

### (1) *Services Provided to Victims of Domestic Violence and Review of the Former Domestic Violence Ordinance*

The Labour and Welfare Bureau (LWB) and the Social Welfare Department (SWD) have applied the Checklist in their review of services provided to victims of domestic violence. As a result, improvements have been made, among others, to enhance the shelter service for victims of domestic violence such that boys over the age of 12 can be admitted to shelter homes together with their mothers where necessary. SWD and the Hong Kong Police Force have also strengthened training for frontline social workers, police officers and other relevant professionals responsible for handling domestic violence cases to enhance their gender awareness and sensitivity.

2010年6月，社署推行家庭暴力受害人支援計劃，加強為被虐配偶和兒童提供支援。在設計這項計劃時，社署及營辦計劃的非政府機構應用了檢視清單，並從性別角度充分考慮了受害人的需要。舉例來說，在合適的情況下，營辦計劃的非政府機構會委派與受害人相同性別的人員 義工，為受害人提供支援。受害人亦可獲得有關資訊，掌握可向法院申請的特別措施的資料，包括在必要時利用屏障遮蔽證人及以雙向閉路電視作供。參與這項計劃的人員 義工亦會接受培訓，以增強他們的性別敏感度和意識。

## (2) 鼓勵就業交通津貼計劃

計劃的目的，是協助低收入住戶的在職人士減輕自家中往返工作地點的交通費負擔，並鼓勵他們持續就業。在制訂計劃的申請資格時，勞福局已充分考慮了兩性的觀點和需要。計劃向每月工作不足72小時但不少於36小時的人士提供半額津貼，讓從事兼職工作的婦女也可以受惠。

## (3) 公共設施供應及樓宇設施的設計

考慮到女性如廁所需的時間一般較男性長，食物環境 生署由2004年4月起在規劃該署轄下公廁設施時，將女廁和男廁的廁格比例由1.5 : 1增加至2 : 1。

此外，在商場、電影院和公眾娛樂場所內提供的男性和女性 生設備，是以有關處所的預計男性和女性使用人數作為設計基準。屋宇署於2005年5月發出《認可人士及註冊結構工程師作業備考》，建議修訂用作估算這些處所內女性和男性人數的比例由法定的1 : 1提高至1.25 : 1，從而提高女性 生設施數目的標準。因應不同持份者的意見，以及參考了不同國家男性和女性 生設備的標準，屋宇署計劃在上述1.25 : 1的比例的基礎上，再度提高商場、電影院和公眾娛樂場所內女性 生設施的比例，為女性市民提供更大的方便。

In June 2010, SWD launched the Victim Support Programme for Victims of Family Violence to strengthen support for victims of spouse battering and child abuse. In designing the Programme, SWD and the operating NGO concerned have applied the Checklist and paid due regard to the needs of victims from the gender perspective. For example, staff / volunteers of the same gender are assigned to provide assistance to victims as appropriate. Victims will be advised of the special measures available at court upon applications including the use of screens to shield witnesses and the use of two-way closed circuit television if necessary. Gender-related training is also provided to the staff / volunteers to enhance their gender sensitivity and awareness.

## (2) Work Incentive Transport Subsidy (WITS) Scheme

The WITS Scheme aims at helping employed members of low-income households reduce the burden of home-to-work travelling expenses, and encouraging them to stay in employment. In formulating the eligibility criteria of the WITS Scheme, LWB has thoroughly considered the perspectives and needs of both genders. By providing half-rate subsidy to those who work for less than 72 hours but at least 36 hours per month, the Scheme is able to benefit women working part-time.

## (3) Provision of Public Facilities and Design of Facilities in Buildings

The Food and Environmental Hygiene Department (FEHD), having considered that women usually require longer time than men in using toilets, has increased the water closet compartment ratio (female to male) from 1.5:1 to 2:1 since April 2004 in planning FEHD public toilet facilities.

The provision of male and female sanitary fittings in shopping arcades, cinemas and places of public entertainment is based on the assessed number of male and female users of the premises. The Buildings Department (BD) promulgated the "Practice Note for Authorised Persons and Registered Structural Engineers" (Practice Note) on these premises in May 2005. The Practice Note contained a recommended guideline raising the ratio of female to male users for shopping arcades, cinemas and places of public entertainment from the statutory 1:1 to 1.25:1, thereby raising the level of provision for female sanitary facilities. Having regard to the views of various stakeholders and the standards of provision for male and female sanitary facilities in different countries, BD intends to further enhance the proportion of female sanitary facilities in shopping arcades, cinemas and places of public entertainment, in order to provide greater convenience for female users.



另一方面，為確保日後在設計公共樓宇和設施時更能顧及兩性的需要和觀點，建築署將會在檢視部門有關工程管理的相關指引時，採用檢視清單。

#### (4) 添馬艦發展工程

添馬艦發展工程包括政府總部大樓、立法會綜合大樓和休憩用地。在應用檢視清單後，工程會盡可能照顧男女使用者不同的需要，例如提供餵哺母乳的設施，以及採用合適的建築物料（如不反光地板），以回應女性使用者的關注。

#### (5) 推廣母乳育嬰和在政府建築物及公眾場所增設育嬰設施

食物及衛生局在2008年推展新措施，邀請建築署、衛生署、政府產業署、屋宇署及房屋署共同制訂「育嬰間設置指引」，以鼓勵在政府建築物及公眾地方加設合適的育嬰間設施。有關指引考慮到兩性的需要及觀點，例如在育嬰室使用中性形象而非女性形象的標誌，以表示男女均可進入使用。屋宇署亦已向私人機構發放該指引以供參考。

#### (6) 制定為女性囚犯而設的重犯風險與更生需要計劃

由於女性囚犯與男性囚犯的重犯風險及更生需要不甚相同，因此懲教署制訂了這項計劃，針對女性囚犯的特別風險及需要，以協助她們適應獄中的生活，並改變她們的犯罪行為。在設計這項計劃時，懲教署應用了檢視清單，以更有效地納入婦女的需要和觀點。此外，當局亦為員工安排了關於性別課題和如何有效落實合適的治療方法的培訓工作坊。

Separately, to ensure that the needs and perspectives of both genders can be better taken care of in the design of public buildings and facilities in future, the Architectural Services Department (ArchSD) will apply the Checklist in reviewing its relevant guidelines on project administration.

#### (4) Tamar Development Project

The Tamar Development Project comprises the Central Government Complex, the Legislative Council Complex and an open space. As a result of applying the Checklist, the project caters for the different needs of female and male users as far as practicable. For example, breast-feeding facilities have been provided and suitable construction materials (e.g. non-reflecting flooring materials) are used to address the concern of female users.

#### (5) Breastfeeding Promotion and Provision of More Babycare Facilities in Government Buildings and Public Areas

The Food and Health Bureau embarked on a new initiative in 2008 by inviting ArchSD, Department of Health (DH), Government Property Agency, BD and Housing Department to formulate the Advisory Guidelines on Babycare Facilities to encourage the incorporation of desirable babycare facilities in government buildings and public areas. The Guidelines were drawn up taking into account the needs and perspectives of both sexes. They include, for example, a logo using a gender-neutral figure (instead of a woman figure) to allow entry of both males and females into the babycare room. BD has also issued the Guidelines to the private sector for reference.

#### (6) Development of Gender-specific Risks and Needs Programme for Women Offenders

As the re-offending risks and criminogenic needs profile of female offenders are very different from that of male offenders, the Programme is developed to address the specific risks and needs of women offenders in order to help them adjust to their lives in prisons and change their offending behaviour. In designing the Programme, the Correctional Services Department has applied the Checklist to take into account women's needs and perspectives. In addition, training workshops on gender-related issues and appropriate treatment in implementation are arranged for staff.

## (7) 推廣戒煙

生署轄下的控煙辦公室開展了一項具性別焦點的推廣戒煙運動。這項應用了檢視清單的推廣運動，內容包括編製以特定性別為對象的小冊子，以及透過電視、電台、公共交通工具廣告進行推廣。宣傳資料亦經由提供婦女服務的非政府機構派發。自2010年年初起，香港吸煙與健康委員會推行了以防止婦女吸煙和鼓勵戒煙為目的的無煙女性運動，並進行一項研究調查，務求了解更多有關婦女吸煙的問題，並制訂有效的預防策略。

## (8) 村代表選舉

民政事務總署在進行有關2011年村代表選舉的宣傳活動時，應用了檢視清單。為鼓勵包括合資格的婦女登記成為選民，該署於2010年5月至7月期間進行宣傳運動。除了設立村代表選舉網站，及在報章、電視及電台發放廣告及在新界鄉村懸掛橫額張貼海報及告示外，該署亦在可能吸引更多女性觀眾的時段播放電視廣告。此外，該署與轄下的民政事務處亦致函新界各鄉事委員會及婦女團體，呼籲更多女性參與村代表選舉。民政事務總署亦曾發信給鄉議局作出呼籲，特別提到為兩性提供平等參與機會的重要性。

## (9) 2011年人口普查

政府統計處（統計處）於2011年6月30日至8月2日期間進行2011年人口普查，以搜集香港人口社會經濟特徵的最新比較數字，並應用了檢視清單。統計處將性別觀點主流化的概念應用於問卷設計相關的宣傳活動、以及招聘及培訓約18,000名臨時外勤工作人員之中。例如，統計處曾廣泛徵詢各團體（包括委員會）有關問卷的內容，以確保性別敏感的問題，例如「住戶戶主」的釋義會在問卷中以性別中立的方式表達，而在收集資料時亦會向受訪者清楚解釋有關概念。

## (7) Promotion on Smoking Cessation

The Tobacco Control Office of DH has launched a promotional campaign on smoking cessation with a gender focus. The campaign, to which the Checklist has been applied, includes the production of gender-specific pamphlet, as well as television / radio / public transport advertisements, etc.. Relevant publicity materials have also been distributed through NGOs which provide services to women. Since early 2010, the Hong Kong Council on Smoking and Health has also conducted a Smoke-free Women Campaign with a view to preventing women from smoking and encouraging smoking cessation. A research study will be conducted to understand more about the issue of female smoking and to formulate effective prevention strategies.

## (8) Village Representative Election

The Home Affairs Department (HAD) has applied the Checklist in the publicity programmes concerning the village representative (VR) election 2011. To encourage eligible women, amongst others, to register as voters, HAD conducted a publicity campaign from May to July 2010 to promote the election. Apart from setting up a dedicated VR election website, advertising through newspapers, television and radio, and displaying banners, posters and notices at villages in the New Territories, HAD also advertised on television at hours that may attract more female viewers. In addition, HAD and its District Offices have issued appeal letters to rural committees and women's groups in the New Territories to encourage more women to participate in the VR election. HAD also issued an appeal letter to the Heung Yee Kuk to highlight the importance of equal opportunities for both genders.

## (9) 2011 Population Census

The Census and Statistics Department (C&SD) had applied the Checklist to the 2011 Population Census, which took place between 30 June and 2 August 2011 for the purpose of obtaining up-to-date benchmark information on the socio-economic characteristics of Hong Kong population. As a result, the concept of gender mainstreaming was applied in the questionnaire design, publicity activities as well as the recruitment and training programmes for some 18,000 temporary field workers. For example, C&SD consulted various parties, including the Commission, on the questionnaire content, and ensured that gender sensitive questions such as the interpretation of "household head" was presented in a gender-neutral way and that the relevant concepts were clearly explained to the respondents during the data collection process.

表 *table*  
**3.1**

**2008-09至2011-12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**  
**Policy and programme areas to which the  
Gender Mainstreaming Checklist has been  
applied from 2008-09 to 2011-12**

年份 Year	決策局 / 部門 Bureau / Department	政策 / 工作範疇 Policy / Programme Areas
2008-09	生署 Department of Health	婦女健康護理服務 Provision of Health Services for Women
	食物環境 生署 Food and Environmental Hygiene Department	街市設施 Provision of Market Facilities
2009-10	社會福利署 Social Welfare Department	家庭暴力受害人支援計劃 Victim Support Programme for Victims of Family Violence
	民政事務總署 Home Affairs Department	村代表選舉 Village Representative Elections
	建築署 Architectural Services Department	檢討有關工程管理的指引 Review of the Relevant Guidelines on Project Administration
	消防處 Fire Services Department	制服採購及設計 Procurement and Design of Uniforms
2010-11	生署 Department of Health	推廣戒煙 Promotion on Smoking Cessation
	環境保護署 Environmental Protection Department	在環境保護署轄下建築物推行的簡易心臟去顫器試驗計劃 Pilot Scheme for a Public Access Defibrillators Programme at Environmental Protection Department Premises
	懲教署 Correctional Services Department	制定為女性囚犯而設的重犯風險與更生需要計劃 Development of Gender-specific Risks and Needs Programme for Women Offenders
	知識產權署 Intellectual Property Department	知識產權推廣 Promotion on Intellectual Property Rights
	運輸署 Transport Department	區域交通控制中心輪值表的編排 Scheduling of Area Traffic Control Centre Duty Roaster
2011-12	勞工及福利局 Labour and Welfare Bureau	鼓勵就業交通津貼計劃 Work Incentive Transport Subsidy Scheme
	政府統計處 Census and Statistics Department	二 一一年人口普查 2011 Population Census
	運輸署 Transport Department	二 一一年交通習慣調查 Travel Characteristic Survey 2011
	民政事務總署 Home Affairs Department	加強對少數族裔和內地新來港人士的支援服務 Enhanced Support Services for Ethnic Minorities and New Arrivals from the Mainland



在政府以外，經修訂的檢視清單亦已於2009年12月1日的委員會分享會中介紹予婦女團體及非政府機構。而除了推動政府在制訂政策時應用檢視清單外，委員會亦會在政府架構以外推廣性別觀點主流化的概念，以加強社會對性別觀點主流化的認識和應用。例如，委員會於探訪區議會及與區議會性別課題聯絡人會面時，會推廣性別觀點主流化的概念及檢視清單，令一些社區設施在設計時能納入性別觀點，以及使一些地區撥出資源，支持有助婦女發展的項目。此外，委員會主席亦於2010年12月發信予所有諮詢及法定組織，介紹性別觀點化的概念。2011年3月，委員會應邀到平等機會委員會（平機會），向其委員和員工進行性別觀點主流化簡介。

在性別認知培訓方面，在委員會的協助下，政府定期培訓公務員，以增加他們對性別課題的認識。截至2011年底為止，超過5,300名隸屬各職系和級別的公務員接受了有關培訓。

### (3) 未來動向

委員會將會繼續監察及推廣性別觀點主流化的應用，以及與政府協作，向更廣大的社區宣傳這個非常重要的概念。

Outside the Government, the revised Checklist was also introduced to women's groups and NGOs at the Commission's exchange session on 1 December 2009. In addition to promoting the use of the Checklist in policy planning within the Government, the Commission also promoted the concept of gender mainstreaming outside the Government in order to facilitate better understanding and application of gender mainstreaming in the community. For example, the concept of gender mainstreaming and the Checklist were introduced when the Commission visited the District Councils (DCs) and met with the Gender Focal Points (GFPs) in DCs. As a result, gender perspective was incorporated in the design of some local facilities and resources have been set aside in a number of districts to support initiatives conducive to the development of women. In addition, the Chairperson of the Commission had also issued a letter in December 2010 to all advisory and statutory bodies to introduce the concept of gender mainstreaming. In March 2011, upon the invitation of the Equal Opportunities Commission (EOC), the Commission gave a briefing on gender mainstreaming to members and staff of EOC.

On gender sensitive training, with the assistance of the Commission, the Government also provides training to civil servants on a regular basis to enhance awareness of gender-related issues. At the end of 2011, more than 5,300 civil servants of various grades and ranks had received such training.

### (3) Way Forward

The Commission will continue to monitor and promote the application of gender mainstreaming, and collaborate with the Government in publicising this important concept to a wider community.

### 3.1.2 就法例、政策和工作項目向政府提出建議

### 3.1.2 Advising the Government on Legislation, Policies and Programmes

兩性平等不僅是一個目標。它是我們實現減少貧窮、推動可持續發展和構建良好管治的先決條件。

Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance.

科菲安南  
第七任聯合國秘書長、2001年諾貝爾和平獎得主  
Kofi ANNAN

The seventh Secretary-General of the United Nations and  
2001 Nobel Peace Prize laureate  
(中文為翻譯版本)

## (1) 背景

委員會的其中一項主要工作，是就婦女關注的政策、服務和議題向政府提供建議。委員會透過定期與不同的政策局和政府部門會面，或不時回應政府就主要政策而推出的公眾諮詢，以履行這方面的責任。有需要的時候，委員會亦會就個別婦女議題進行研究，例如於2006年出版《婦女事務委員會報告 香港婦女安全：消除家庭暴力》和於2009年出版補充報告，以及於2011年出版《香港婦女發展目標》報告書。

## (2) 2008-11年度相關工作

委員會在2008至2011年期間，檢視了不同的政策和服務，涵蓋的範疇包括法例、政策和服務，題目包括前《家庭暴力條例》的修訂、性罪犯名冊的臨時建議、檢討《淫褻及不雅物品管制條例》、以及《最低工資條例草案》、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、長遠社會福利規劃、調解的發展、香港少數族裔的狀況、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、為女性罪犯提供的懲教服務、在香港推廣母乳餵哺、警務處有關家庭暴力及性暴力個案的處理等。

## (3) 未來動向

委員會將會與各政策局及政府部門保持密切聯絡，期望增進決策者對性別議題的認識，以及確保政府於政策制訂及提供服務時能充分考慮到性別觀點。

## (1) Background

One of the major functions of the Commission is to advise the Government on policies, services and issues of concerns of women. This is done either through regular meetings with various bureaux and departments, or through the Commission's response to public consultation on major policy issues launched by the Government from time to time. Where necessary, the Commission may also initiate study on individual women-related issues, such as the *Women's Commission Report on Women's Safety in Hong Kong: Eliminating Domestic Violence* published in 2006 and its supplement report in 2009, and the *Hong Kong Women's Development Goals* report in 2011.

## (2) Related Work in 2008-11

Various policies and services had been reviewed by the Commission between 2008 and 2011, covering areas such as legislation, policy and service review. The topics reviewed included the legislative amendments to the former Domestic Violence Ordinance, interim proposals on a sex offender register, review of Control of Obscene and Indecent Articles Ordinance, and the Minimum Wage Bill, 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, long-term social welfare planning, the development of mediation, situation of ethnic minority women in Hong Kong, protection for part-time employees, services for new arrival women from the Mainland, tackling municipal solid waste, provision of correctional services for female offenders, promotion of breast-feeding in Hong Kong and the handling of domestic violence and sexual violence cases by the Police.

## (3) Way Forward

The Commission will continue our close dialogue with various bureaux / departments, with a view to broadening policy makers' understanding of gender issues, and ensuring that gender perspectives are taken into account in the Government's policy making and service delivery.

表 *table*  
**3.2**

**婦女事務委員會在2008至2011年期間  
曾檢討的法例、政策及工作範疇  
List of legislation, policies and  
programmes which were reviewed by the  
Women's Commission from 2008 to 2011**

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
2008	婦女參與諮詢及法定組織 Women's Participation in Advisory and Statutory Bodies	民政事務局 Home Affairs Bureau
	醫療改革公眾諮詢 Public Consultation on Healthcare Reform	食物及 生局 Food and Health Bureau
	《家庭暴力條例》 Domestic Violence Ordinance	勞工及福利局 Labour and Welfare Bureau
	生署與婦女有關的服務和計劃 Department of Health's Services and Programmes Related to Women	生署 Department of Health
	香港法律改革委員會諮詢文件 - 關於性罪犯名冊的臨時建議 Law Reform Commission Report's Consultation Paper - Interim Proposals on a Sex Offender Register	--
	檢討《淫褻及不雅物品管制條例》 Review of Control of Obscene and Indecent Articles Ordinance	商務及經濟發展局、當時的影視及娛樂事務管理處 Commerce and Economic Development Bureau, the then Television and Entertainment Licensing Authority
2009	高中教育新學制的最新發展情況 The Latest Development of the New Academic Structure for Senior Secondary Education	教育局 Education Bureau
	幼兒服務 Child Care Services	社會福利署 Social Welfare Department
	綜合社會保障援助計劃 The Comprehensive Social Security Assistance Scheme	社會福利署 Social Welfare Department
	援助交際 Compensated Dating	教育局、香港警務處、社會福利署 Education Bureau, Hong Kong Police Force, Social Welfare Department
	提高婦女參與諮詢及法定組織的比率 Enhancing Women's Participation in Advisory and Statutory Bodies	民政事務局 Home Affairs Bureau
2010	根據《消除對婦女一切形式歧視公約》提交的第三次報告 The Third Report under the Convention on the Elimination of All Forms of Discrimination against Women	勞工及福利局 Labour and Welfare Bureau
	《2009年家庭暴力(修訂)條例》 Domestic Violence (Amendment) Ordinance 2009	勞工及福利局 Labour and Welfare Bureau
	調解在香港的發展 The Development of Mediation in Hong Kong	律政司 Department of Justice
	《最低工資條例草案》 The Minimum Wage Bill	勞工處 Labour Department
	香港社會福利的長遠規劃諮詢文件 Consultation Paper on Long-term Social Welfare Planning in Hong Kong	勞工及福利局 Labour and Welfare Bureau
	綜合家庭服務的提供及最新發展 Provision of Integrated Family Services and the Latest Development	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
2010	生署提供的關注乳癌宣傳及其他婦女健康服務 Promotion of Breast Awareness and other Women Health Services Provided by Department of Health	生署 Department of Health
	醫療改革第二階段公眾諮詢 Healthcare Reform Second Stage Public Consultation	食物及 生局 Food and Health Bureau
	有關勞工法例對兼職僱員的保障 Protection for Part-time Employees under Relevant Labour-related Legislation	勞工處 Labour Department
2011	為內地新來港婦女提供的服務 Services for New Arrival Women from the Mainland	民政事務總署、房屋署、社會福利署 Home Affairs Department, Housing Department, Social Welfare Department
	當局在處理香港都市固體廢物方面的策略和計劃 The Administration's Strategies and Plans in Tackling the Municipal Solid Waste in Hong Kong	環境保護署 Environmental Protection Department
	懲教署為女性罪犯提供的懲教服務 Provision of Correctional Services for Female Offenders by the Correctional Services Department	懲教署 Correctional Services Department
	在香港推廣母乳餵哺 Promotion of Breast-feeding in Hong Kong	生署 Department of Health
	香港警務處有關家庭暴力及性暴力個案的處理 Handling of Domestic Violence and Sexual Violence Cases by the Hong Kong Police Force	香港警務處 Hong Kong Police Force
	提高婦女參與諮詢及法定組織的比率 Enhancing Women's Participation in Advisory and Statutory Bodies	民政事務局 Home Affairs Bureau

### 3.1.3 家庭友善僱用政策及措施

### 3.1.3 Family-friendly Employment Policies and Practices

優質教育、充分就業和體面勞動對釋放婦女潛能有直接影響，這包括婦女在經濟和社會上的地位，以至婦女及其家人的整體福祉都有明顯改善。

Quality education, full employment and decent work have a direct effect on unlocking women's potential, including making noticeable improvements in the economic and social situation, and generally, the overall well-being of both women and their families.

暴力侵害婦女問題特別報告員Rashida MANJOO  
於2011年2月28日在第55屆聯合國婦女地位委員會會議的發言  
Statement by Rashida MANJOO  
Special Rapporteur on Violence Against Women  
at the 55<sup>th</sup> session of the United Nations Commission on the Status of Women  
on 28 February 2011  
(中文為翻譯版本)

## (1) 背景

委員會相信讓兩性能夠共同分擔家庭責任，而又同時在工作、家庭和生活之間取得平衡，有助婦女全面參與經濟、決策及生活各方面的事務。為此，委員會積極制訂策略和措施，推動全港各界廣泛採用家庭友善僱用政策及措施。

家庭友善僱用政策及措施是指僱主為協助僱員平衡工作和家庭角色而實施的政策及措施。僱主透過提供彈性和多元化的工作安排和不同形式的支援，讓僱員能夠兼顧家庭責任，以及應付人生各階段的不同遭遇和需要。

## (2) 2008-11年度相關工作

2008年10月，委員會主席及勞工處助理處長聯合致函中小企僱主及中小企聯會，邀請他們提供推行家庭友善僱用措施的實例，並最終從31家機構中收集了34宗實例。其後委員會根據搜集得來的資料，出版了《「醒目」中小企僱主 由「家庭友善僱用政策及措施」做起》單張，分享及推廣家庭友善僱用政策及措施，以及輯錄個案蒐集工作的主要成果。該單張於2009年9月出版，分發予中小企僱主、勞工處、工業貿易署及家庭議會的成員。

此外，委員會亦經常於相關的會議及研討會發表演說，從性別角度闡釋實施家庭友善僱用政策及措施的好處。

## (3) 未來動向

隨著勞工處及家庭議會更積極推廣家庭友善僱用政策及措施，委員會因而將工作重點轉移到其他方面，但仍然會繼續在適當的情況下從婦女角度提出意見。



## (1) Background

The Commission believes that if women and men can share their family responsibilities whilst striking a better balance among work, family and life, it will facilitate women to participate fully in the economy, in decision-making and in all other aspects of life. Hence, the Commission actively develops strategies and measures to promote family-friendly employment policies and practices (FEPP) in Hong Kong.

FEPP refer to the policies and practices provided by employers to help employees manage their family responsibilities and cope with the changing circumstances and needs at different stages of their lives through offering flexible and varied work arrangements, and other forms of support to employees.

## (2) Related Work in 2008-11

The Chairperson of the Commission and Assistant Commissioner of the Labour Department (LD) issued a joint letter to employers of small and medium enterprises (SME) and SME associations in October 2008, inviting them to contribute FEPP cases. Thirty-four cases from 31 organisations were received in the collection exercise. The Commission then made use of the information collected to publish a leaflet entitled *Be a smart SME employer - Start with Family-friendly Employment Policies and Practices (FEPP)* to facilitate sharing and promotion of FEPP, and to convey the key findings of our case collection exercise. The leaflet was published in September 2009 and disseminated to employers of SME, LD, the Trade and Industry Department, as well as members of the Family Council.

Moreover, the Commission also speaks at different meetings and conferences from time to time to discuss the advantages of adopting FEPP from a gender perspective.

## (3) Way Forward

As LD and the Family Council have taken up a more active role to promote FEPP, the Commission has shifted our work focus to other areas, but will continue to provide advice from a women's perspective whenever appropriate.

### 3.1.4 《消除對婦女一切形式歧視公約》 及《北京行動綱要》

### 3.1.4 Convention on the Elimination of All Forms of Discrimination against Women and Beijing Platform for Action

只有女性的人權得到尊重和保護，她們才會得到充分的尊嚴。

Women will never gain full dignity until their human rights are respected and protected.

希拉莉克林頓

於1995年9月5日在北京舉行的聯合國「第四次世界婦女大會」

Hillary CLINTON

at the United Nations Fourth World Conference on Women  
in Beijing on 5 September 1995

(中文為翻譯版本)

#### 《消除對婦女一切形式歧視公約》

協助政府落實聯合國《消除對婦女一切形式歧視公約》(《公約》)和《北京行動綱要》，是委員會的工作之一。《公約》於1996年10月引入香港，旨在保障婦女的權益，以及確保婦女能夠充分發展。

聯合國消除對婦女歧視委員會於2006年8月審議中國就《公約》提交的報告(包括香港特別行政區(香港特區)的報告)，並就報告內容提出結論意見。委員會其後就結論意見中提出的，以及非政府機構提出的各項關注議題，包括有關家庭暴力、性工作者、女性參與諮詢和法定組織、以及為殘疾婦女提供的服務等議題，作出討論和檢討。

#### Convention on the Elimination of All Forms of Discrimination against Women

The Commission is tasked to assist the Government in the implementation of the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Beijing Platform for Action (BPFA). CEDAW has been extended to Hong Kong since October 1996. It safeguards women's rights and ensures the full development of women.

After the UN CEDAW Committee hearing on China's periodic report under CEDAW (including the report of the Hong Kong Special Administrative Region (HKSAR)) in August 2006, the CEDAW Committee had put forward concluding comments on the content of the report. The Commission then discussed and reviewed the various issues of concern raised by the CEDAW Committee in its concluding comments and by other NGOs, including issues relating to domestic violence, sex workers, women's participation in advisory and statutory bodies, services for disabled women, etc..





香港特區政府會在根據《公約》提交的第三次報告內匯報為實施《公約》而採取的行政、立法及其他措施。作為推動本港婦女發展和權益的中央機制，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；並以支持機構身份，協助勞福局於2010年4月至2011年2月舉行「《消除對婦女一切形式歧視公約》公眾教育活動」。

香港特區政府在2010年6月14日至7月31日期間，就第三次報告的綱要進行公眾諮詢。委員會亦於2010年6月30日舉行了公眾諮詢會，讓有興趣的人士發表意見，共有26個婦女團體派出46名代表出席。委員會亦有就第三次報告的綱要和草擬稿提供意見。

### 《北京行動綱要》

1995年9月，聯合國在北京召開「第四次世界婦女大會：兩性平等、發展與和平」，期間通過了《北京宣言》和《北京行動綱要》。《北京宣言》表明了國際社會致力促進兩性平等和提高婦女地位的決心，而《北京行動綱要》則就12個重要領域定下行動綱領。

2010年是《北京宣言》和《北京行動綱要》通過的15周年，委員會於2010年9月2日舉行了「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」，提供一個平台，讓參加者檢視香港落實《北京行動綱要》的進程，以及了解這方面的國際經驗。

The Government of HKSAR (HKSARG) will provide an update on the administrative, legal and other measures taken to implement the Convention in its third report under CEDAW. As the central mechanism in promoting the development and interests of women in Hong Kong, 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. The Commission also assisted LWB to launch a CEDAW Public Education Campaign from April 2010 to February 2011 as a supporting organisation.

While HKSARG conducted public consultation on the draft outline of the third report between 14 June and 31 July 2010, the Commission conducted a public consultation session on 30 June 2010 for interested parties to express their views. A total of 46 representatives from 26 women's groups attended. The Commission also provided comments on the draft outline and draft of the third report.

### Beijing Platform for Action

In September 1995, UN convened in Beijing the *Fourth World Conference on Women: Action for Equality, Development and Peace*, during which the Beijing Declaration and BPFA were adopted. The Beijing Declaration demonstrates the determination of the international community in promoting gender equality and enhancing the status of women, whereas BPFA sets out action plans under 12 critical areas of concern.

The year 2010 marked the 15<sup>th</sup> anniversary of the adoption of the Beijing Declaration and BPFA. On 2 September 2010, the Commission organised the *Beijing+15 Forum: Progress and Prospects of Women's Development - the International and Hong Kong Experience*. The Forum provided a platform for participants to review Hong Kong's progress in implementing BPFA as well as the international experience on this front.



在2010年9月16至18日期間，委員會參加了香港特區代表團，出席於上海舉行、由中華全國婦女聯合會（全國婦聯）主辦的「婦女與城市發展暨紀念第四次世界婦女大會十五周年論壇」。香港特區代表團由勞福局常任秘書長率領。勞工及福利局常任秘書長在部長級以上的發言專場，就香港實施《北京行動綱要》和推動香港婦女發展的情況發表演說，而委員會主席則在「婦女與城市化進程」分組討論環節中擔任講者。

### 3.1.5 研究及調查

委員會不時進行研究和調查，以進一步了解婦女的需要和關注事項，並為制訂有關婦女發展的政策提供參考。

#### 《公眾對性別議題的觀感調查》

##### (1) 調查目的

委員會委託顧問公司於2009年1月至2月期間，就公眾對性別議題的觀念進行電話問卷調查，調查內容包括性別定型問題的嚴重性、妨礙女性發揮潛能的因素、以及在制訂政策時需考慮女性的需要及觀點（即性別觀點主流化）等。調查結果於2009年3月公布。

Between 16 and 18 September 2010, the Commission joined the HKSAR delegation to attend the *International Forum on Women and Urban Development cum the Fifteenth Anniversary Commemoration of the Fourth World Conference on Women*, organised by the All-China Women's Federation (ACWF), in Shanghai. Permanent Secretary for Labour and Welfare led the delegation and addressed to the floor at the ministerial plenary on the progress of BPFA implementation and promotion of women's status in HKSAR while the Chairperson of the Commission spoke at the breakout session entitled "Women and Urbanisation: mobility, transition and sustainable development".

### 3.1.5 Research and Surveys

The Commission conducts research and surveys from time to time to gain a better understanding of women's needs and their issues of concern, which can shed light on the policies relating to women's development.

#### Survey on Community Perception on Gender Issues

##### (1) Objectives

*The Survey on Community Perception on Gender Issues* was commissioned by the Commission and conducted by telephone from January to February 2009. It aimed to gauge the views and perceptions of the community on gender-related issues, including the extent of gender stereotyping in society, factors hindering women's development of their potential, and the need to incorporate women's needs and perspectives in policy-making (i.e. gender mainstreaming). Results of the *Survey* were announced in March 2009.



## (2) 調查結果

- 「男主外、女主內」的觀念仍然根深蒂固，令大多數被訪者認為女性的貢獻局限於家庭，而忽略了她們在社會上的貢獻，因而會影響女性在就業及社會參與等不同方面的發展機會。
- 受到傳統觀念的潛移默化，女性本身亦認同一些性別定型的觀念。
- 公眾普遍認為女性應該重視家庭多於事業；而照顧家庭則被視為女性最重要的貢獻。
- 女性比男性更認同女性應在家中擔當比男性重要的角色。
- 最多女性認為管教子女是令她們未能充分發展潛能的最主要原因。
- 男性認同性別定型的觀念較女性普遍，而且涉及的範疇較為廣泛。
- 年紀較大的群組的性別定型情況較普遍；年紀輕的群組則較接受性別平等的觀念。
- 最多人認為政府應優先處理對婦女的暴力問題，以增強女性能力。
- 只有10.5%公眾曾聽過性別觀點主流化這個概念。
- 當訪問員解釋有關概念後，超過一半人認為政府有需要在制訂法例和政策時，採用性別觀點主流化這概念。

## 《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》

### (1) 調查目的

為了解婦女在家庭崗位、經濟參與和社會參與的現狀和女性及男性對婦女地位的不同看法，委員會委託顧問公司於2010年2月至5月期間，進行了一項大型調查，以隨機抽樣向3,002名本港居民進行面談訪問。調查結果於2010年11月、2011年1月及2月，分三階段公布，並輔以電台訪問環節，加強公眾對性別議題的認知。

## (2) Results

- The concept that “women are to take care of the family while men are to work outside” was still deeply rooted in society, leading the majority of the respondents to believe that women’s contribution was confined to the family setting and understate their contributions to society in other areas. This affected women’s development opportunities in different aspects such as employment and community participation.
- Under the longstanding influence of traditional values, women themselves might also endorse some of these gender stereotypes.
- The public generally considered that women should focus more on family than their careers, while taking care of the family was the most important among the contributions of women.
- More women than men considered that women played a more important role in the family than men.
- Educating and taking care of children was perceived by most women as the most significant aspect that undermined the development of their potential to the full.
- Gender stereotyping was found to be more prevalent among men than women, and spread across a wider range of areas.
- Gender stereotyping was more prevalent in the elder respondent groups but those in the younger age groups were more receptive to the concept of gender equality.
- Violence against women was considered by most people the priority issue for the Government to empower women.
- Only 10.5% of the public had heard about gender mainstreaming.
- Following the explanation by interviewers about what gender mainstreaming was, more than half of the respondents supported the view that the Government should adopt the concept of gender mainstreaming in formulating legislation and policies.

## Survey on What Do Women and Men in Hong Kong Think about the Status of Women at Home, Work and in Social Environments?

### (1) Objectives

With a view to understand the current status of women and different perceptions between women and men towards women’s status in the aspects of family contribution, economic participation and community engagement in Hong Kong, the Commission commissioned a large-scale survey and a total of 3,002 Hong Kong residents within a scientifically selected sample were successfully enumerated by means of face-to-face interviews between February and May 2010. Results of the Survey were announced in three phases in November 2010, January and February 2011, supplemented by radio interview clips to raise public awareness on gender issues.



## (2) 調查結果

## (i) 家庭地位

- 實際上負責家務仍以女性居多，但只有少於一半人士認為男性應在打理家務和照顧小孩上有更多參與，顯示社會仍普遍認為照顧家庭的責任應由女性負責，「女主內」的觀念仍然濃厚。
- 超過八成人士認同家庭財政需由男女共同分擔，打破了傳統由男性獨力養家的「男主外」觀念，而社會已普遍接受女性經濟角色的轉型。
- 性別角色定型普遍見於家庭事宜的分工和決策上。女性主要負責買菜做飯、清潔打掃和照顧孩子等工作，所負責決策的事項通常是與日常生活有關。相對地，男性傾向掌握財政的決策權，亦較少參與家務。結果反映女性作為家庭照顧者的角色仍普遍存在。
- 超過四成女性及男性均表示接受單身而不打算結婚，顯示獨身主義愈為人接受。
- 近半數人士接受同居關係，表示接受的女性接近四成，而表示接受的男性比女性更多。
- 社會對女性選擇生孩子但不打算結婚的接受程度偏低。

## (2) Results

## (i) Status at Home

- Women remained largely responsible for household duties. This notwithstanding, less than half of the population considered that men should take up a larger share of household duties and child caring than they were doing. This showed that the community in general considered that women should be responsible for housework and the concept of “women as homemakers” was still prevalent.
- Over 80% of persons agreed that both men and women should contribute to the household's finance, reflecting a change from the traditional concept that men should be the breadwinner of a family and their primary responsibilities were to deal with external affairs. At the same time, it showed that the society had generally accepted the change in women's economic role.
- Gender stereotyping was commonly found in the division of domestic duties as well as roles in decision-making. In particular, women were largely responsible for household chores such as childcaring, cleaning and washing, grocery shopping and preparing meals, etc.. They were also the major decision-makers for matters concerning daily routines. On the other hand, men were usually responsible for making financial decisions and they participated less in housework. The results suggested that it was still common for women to be family carers.
- Over 40% of persons, men and women alike, felt comfortable with being single and without any plans to get married. It showed that singlehood had become increasingly acceptable to the community.
- Nearly half of the people accepted cohabitation relationship, with men displaying a higher acceptance than women. Around 40% of the latter showed acceptance.
- Social acceptance of women who chose to give birth but did not intend to marry was rather low.



- 社會上普遍人士傾向同意若夫婦不能和諧地生活，在沒有孩子的情況下，離婚是解決問題的最佳辦法。當中，女性支持離婚的比率比男性高。然而，在有孩子的情況下，女性和男性支持離婚的比率均急降至約兩成。
- 不論是男性對配偶 伴侶在家中的「地位」，或是女性對自己在家中的「地位」的評分，均只屬一般。
- 社會上普遍人士對女性在家中地位「滿意度」的評分，則較對女性在家中「地位」的評分為高。

#### (ii) 社會地位

- 近七成社會人士認同現時女性在社會上享有與男性平等的權力和均等的發展機會，而有八成半的人士認同現在的女性獨立自主。前者說法有較多女性不同意，後者說法則有較多男性不同意。
- 女性雖然較活躍於社區活動和參與較多義務工作，但政治參與則較男性為低。
- 女性傾向採取較靜態的方式表達意見和訴求，例如參與簽名活動，而其他如集會、遊行 示威等的參與率均比男性為低。
- 女性在地方諮詢活動和有關政策或民生的座談會 簡介會的參與率也比男性低。
- 約三成女性在過去一年曾參與地方團體組織所舉辦的活動，男性的參與率則不足兩成。

- Both men and women tended to agree that divorce was the best solution for a married couple who could not live together harmoniously on condition that they did not have any children. In particular, women were more inclined to choose divorce as a solution. However, where a married couple had children, the percentage of persons supporting divorce dropped significantly to around 20%.
- Women's self-rating as well as men's evaluation of the status of their spouses / companions at home were only average.
- The average level of satisfaction towards women's status at home was higher than the average score of women's status at home.

#### (ii) Status in Social Environments

- Nearly 70% of the community agreed that both genders had equal power and equal development opportunities in the society whereas 85% of people agreed that women were independent and autonomous nowadays. More women expressed disagreement to the former statement while more men expressed disagreement to the latter.
- Although women were more engaged in community activities and voluntary work, their political participation was lower than that of men.
- Women tended to express their views and demands in a more quiescent manner, such as signing petitions. Other ways including rallies, parades or demonstrations were less participated by women than men.
- The participation of women in district consultation activities and consultation / information sessions on policies or livelihood issues was also lower than men.
- Around 30% of women participated in activities organised by local organisations in the past year while the participation rate of men was less than 20%.



- 較多女性表示在過去一年曾參與義務工作；同樣地，表示過去一年曾協助社區組織籌備活動或擔任社區組織領袖的女義工也比男義工多。
- 半數女性和四成二男性表示從未聽過政府諮詢及法定組織。即使被邀請參與，也只有少於一成的男女表示會應邀出任公職，當中女性比男性為少。
- 近四成人士傾向同意男性較女性有政治領導才能，而女性在社區服務方面的表現則較男性好。這反映社會對男性和女性在政治上的參與存在性別定型觀念。
- 被問及是否對女性議員較有信心時，持中立意見的市民佔最多數。
- 社會上普遍人士對女性在社會上的「地位」的評分只屬一般。然而，社會上普遍人士對女性在社會上地位「滿意度」的評分，則較對女性在社會上「地位」的評分為高。

### (iii) 就業地位

- 超過七成的社會人士認為，女性在職場上受到性別歧視的情況依然普遍。這些歧視包括薪酬及晉升機會的差別，以及不聘用懷孕或有照顧家庭成員責任的人士等。
- 近三成人士認為女性員工在工作場所被性騷擾的情況非常普遍。

- More women indicated participation in volunteer work during the period. Similarly, more women volunteers had assisted in organising activities or acted as leaders of community organisations than their men counterparts in the past year.
- Half of women and 42% of men had not heard of Government advisory and statutory bodies. Even if they were invited to such public services, only less than 10% of them would accept the invitation, of which the number of women was smaller than men.
- Around 40% of people agreed that men displayed better political leadership than women, whereas women performed better in community services than men. The results indicated that gender stereotyping existed between men and women in terms of political participation.
- The largest proportion of people indicated neutrality when asked if they had more confidence in woman councillors.
- A moderate score was received on the status of women in social environments, but the level of satisfaction towards women's status in social environments was relatively higher.

### (iii) Status at Work

- More than 70% of the society believed that discrimination against women in the workplace was still common. Such discrimination included difference in income and promotion prospect, as well as employment opportunities for pregnant women and those who had the responsibility to take care of their family members.
- Nearly 30% of people thought that sexual harassment against female employees was common in the workplace.





- 超過七成人士認為，在年齡或能力相若的情況下，男性比女性有更佳晉升機會；同時，女性的身份阻礙她們在職場上的發展及晉升，這反映了大眾認為女性晉升的機會仍然受「玻璃天花」所限制。
- 家庭責任(例如「需要照顧家人」及「需要做家務」)是窒礙女性就業的最主要原因。
- 四分之一女性表示不希望自己在事業方面得到非常成功的發展，其中已婚同居並已有小孩的女性比率佔超過四成，比其他婚姻狀況的女性顯著為高。同時，亦有超過兩成已結婚同居的男性表示，不希望自己的伴侶在事業方面得到非常成功的發展，主要原因普遍與家庭責任有關。
- 超過八成社會人士認同參與工作是使女性獨立的最佳方法，顯示大眾普遍認為工作和女性的獨立自主有直接的關係。
- 近六成社會人士認為「女性需要比男性犧牲更多以達至事業上的成功」。
- 認為「社會上越來越多成功女性是好現象」的女性比男性顯著為多，顯示男性的性別觀念較女性傳統。
- 約七成人士認為，僱主或上司樂意准許員工請假或利用補假以處理家庭事務；而認為經彼此協商下，僱主會容許員工採取彈性上班時間的人士亦近七成。
- 女性在職場上地位的平均分為3.32分(評分由1至5)，比家庭地位(3.60分)和社會地位(3.35分)為低。調查同時發現在職女性的快樂程度比非在職女性為高。
- More than 70% of the society believed that men stood a better chance of promotion than women of similar age or with similar abilities, and the identity of women was an obstacle in their career development. It reflected a general view that the promotion prospect of women was still blocked by “glass ceiling”.
- Family responsibility (such as “having to look after other family members” and “having to do housework”) was the major reason that withheld women from working.
- A quarter of women did not wish to have a very successful career development. More than 40% of married / cohabiting women with child(ren) shared this view, which was significantly higher than women of other marital status. Moreover, more than one-fifth of married / cohabiting men said that they did not want their companions to be very successful in their career. The main reasons given were related to family responsibility in general.
- More than 80% of people agreed that having a job was the best way for a woman to be independent, indicating a general view that there was a direct correlation between job status and independence of a woman.
- Almost 60% of people agreed that women had to sacrifice more than men in order to achieve career success.
- The percentage of women who agreed that “an increase in the number of successful women was a positive social phenomenon” was markedly higher than that of men, which suggested that men had a more traditional gender concept.
- Around 70% of people agreed that employers or supervisors were willing to allow leaves or time-offs for their staff to handle family matters; and nearly 70% of people also agreed that employers would allow staff to work in flexitime upon mutual agreement.
- Women's status in the workplace scored an average of 3.32 points (in a scale of one to five), lower than that of their status at home (3.60) and in social environments (3.35). The Survey also indicated that the level of happiness of working women were higher than that of their non-working counterparts.

### 3.2 增強婦女能力

### 3.2 Empowering Women

試想當婦女獲充權成為社會變化和進步的原動力，我們能多做多少工作。

Think of how much more we can do, when women are fully empowered as agents of change and progress in their societies.

聯合國婦女權能署行政總監

Michelle BACHELET

Michelle BACHELET

Executive Director, UN Women

(中文為翻譯版本)

委員會相信，婦女應可建立獨立自主的能力、作出審慎的決擇，以及發揮自我的潛能。因此，增強婦女能力是委員會促進婦女福祉的三管齊下策略的其中一環。我們相信，透過增強婦女能力，可讓她們作好準備，面對生活上的種種挑戰，以及主導改變的過程。

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

### 3.2.1 自在人生自學計劃

### 3.2.1 Capacity Building Mileage Programme

這是一個很特別的畢業典禮，畢業同學的年齡由二十多歲到近八十歲，橫跨三個世代。不論年齡，大家都是神采飛揚，都充滿了自信，都身體力行「自學計劃」所提倡的精神，就是「要活得精彩、就要學多一點」。

This is a special graduation ceremony. We have graduates from three generations, ranging from 20 to 80 years old. Regardless of their ages, everyone is excited and full of confidence as they put the spirit of CBMP into practice, that is, Lifelong Learning; Brighten Your Life.

當時的政務司司長唐英年

於「自在人生自學計劃」第七屆畢業典禮中致辭

Speech by Henry TANG, the then Chief Secretary for Administration  
at the Seventh CBMP Graduation Ceremony  
(The English version is a translation.)

#### (1) 背景

增強婦女能力的策略，重點在於提升婦女技能，以及加強婦女內在和獨立自主的能力。委員會認為這方面工作的重要一環，是為婦女提供足夠和相關的教育和培訓課程。委員會在成立後不久，已注意到很多有關的課程都以職業培訓為主。這些課程無論在上課時間、地點、學歷要求和可供選擇的科目等方面，都未能切合婦女的需要或興趣。因此，我們在2004年3月創辦了「自在人生自學計劃」（「自學計劃」），以改善這方面的不足之處。

#### (1) Background

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



「自學計劃」是我們在增強婦女能力方面的一項重要措施，旨在鼓勵不同背景和教育程度的婦女終身學習和提升個人能力。「自學計劃」有別於現時的職業訓練課程，它旨在促進婦女改變她們的認知能力、態度，以及對自我和周圍環境的看法，並著重培養她們的創造力、求知慾、個人判斷力、自立能力、自信心，以及幽默感和樂觀精神。

Being our key initiative in empowering women, CBMP is designed to encourage women of different backgrounds and educational levels to pursue life-long learning and self-development. It is different from existing vocational courses in that it seeks to facilitate women to change their perception, attitude, vision about themselves and the environment surrounding them. Qualities that are emphasised include creativity, curiosity, personal judgement, self-reliance, self-confidence, sense of humour and optimism.

今後，我們將會繼續致力發展不同範疇的課程，為學員提供持續進修平台。透過「自在人生自學計劃」，我們希望各位學員畢業後能夠運用所學，在家庭中、工作崗位上、甚至在社會上確立自己的價值，從而幫助身邊的社群，創造自己精彩人生之餘，亦為社區作出貢獻。

We shall continue to develop our curriculum in different areas and provide students a platform for continuing education. Through CBMP, we hope our graduates can apply what they have learnt to their families, workplaces and even the community in order to live a wonderful life, as well as to help people around them and contribute to the community.

香港公開大學梁志仁校長  
於「自在人生自學計劃」第七屆畢業典禮中致辭  
Speech by Prof. John C Y LEONG  
President, Open University of Hong Kong at the Seventh CBMP Graduation Ceremony  
(The English version is a translation.)

「自學計劃」是香港首個專為婦女而設計的大型和無障礙學習計劃。「自學計劃」的課程涵蓋健康、理財、人際及生活等四個範疇，採用面授課程、互聯網和電台節目等講授模式，並輔以自選學習活動，安排既靈活又方便，而且學費相宜，任何人都可以報讀，亦不設入學要求。「自學計劃」由香港公開大學（公開大學）和一個傳媒伙伴合辦，並由這兩個機構和委員會的代表組成「自在人生自學計劃督導委員會」，為計劃提供策略性指引、監察進展和評核成效。此外，約有70個婦女團體和非政府組織共同協作，配合「自學計劃」提供輔助學習活動和面授課程。這個龐大的網絡有助「自學計劃」接觸不同區域的目標對象。

為使有經濟需要的婦女能受惠於「自學計劃」，公開大學在2004年成立了由私人捐款贊助的「自學計劃」助學金計劃，為有經濟需要的合資格學員提供資助。

CBMP is Hong Kong's first large-scale, tailor-made and barrier-free learning programme with a focus on women. CBMP courses are developed in four major subject areas, i.e. health, financial management, interpersonal relationships and daily life. They are taught through face-to-face courses, internet and radio broadcast, and is supplemented by optional learning activities. It is flexible, convenient and affordable. Participation is open to everyone and no formal qualifications are required. CBMP is jointly run by the Open University of Hong Kong (OUHK) and a media partner. A Steering Committee with representatives of these two parties and the Commission has been established to provide strategic guidance, monitor progress and evaluate the outcome. Around 70 women's groups and NGOs also collaborate in conducting optional learning activities and face-to-face courses. The wide distribution of NGOs facilitates us to reach out for the target learners all over the territory.

In order to enable women with financial needs to also benefit from CBMP, OUHK set up a CBMP bursary scheme with private donations in 2004 to assist eligible students.



## (2) 2008-11年度相關工作

「自學計劃」自2004年推出以來一直深受歡迎。為了鼓勵更多人報讀「自學計劃」，每個學期前均會安排於各電子媒體播放宣傳短片和聲帶，以及於報章刊登廣告。另外，亦不時推出地區宣傳計劃，以及定期製作和派發「自學計劃」課程概覽、通訊等刊物，加強與學員和非政府組織的聯繫、促進公眾對「自學計劃」的了解。

## (2) Related Work in 2008-11

CBMP has been well-received since its implementation in 2004. To further encourage enrolment, announcements in the public interest are broadcast on all electronic media and newspaper advertisements are issued before every semester. District-based promotion campaigns are also launched from time to time, and publications such as CBMP prospectuses and newsletters are produced and distributed regularly to strengthen the link with students and NGOs, and enhance public awareness.

有時學員的提問千奇百怪，為了豐富自己的知識及加強授課內容，我重讀了黃帝內經。以前讀醫時不明白或草率帶過的內容，現在重新細讀，發現無論在教學或行醫時，都有新的體會。

Students sometimes ask me interesting questions. In order to enrich my knowledge and strengthen my teaching, I reread *The Inner Canon of Huangdi* and acquire new experiences from contents that I had not completely understood when I studied medicine.

謝連娣

「自在人生自學計劃」中醫養生食療及中醫藥常識入門導師

TSE Lin-tai, Bonnie

CBMP tutor of Chinese Diet Therapy and Understanding Chinese Medicine  
(The English version is a translation.)

「輕鬆學電腦」、「中醫養生食療」、「中醫藥常識入門」、「語言表達技巧」和「人際關係與溝通技巧」等，都是深得學員歡迎的「自學計劃」課程。「自學計劃」至今合共設計及發展了62個課程，涵蓋健康、理財、人際和生活等四個範疇。

公開大學於2008 - 11年期間舉辦了兩次「自在人生自學計劃論壇」。在論壇上，各持份者審視了「自學計劃」的推行情況和就未來的發展交換意見，期望進一步改進「自學計劃」。出席兩次論壇的包括非政府組織代表、學員、導師、校外課程評審員和課程設計師。

隨著報讀人數持續增加，我們積極擴充「自學計劃」導師資料庫。因此，委員會於2009年11月致函各個專業團體，邀請其成員登記成為「自學計劃」的義務導師。

公開大學在2008年獲一名捐款人捐助港幣100萬元，成立新基金以資助有需要的「自學計劃」學員，並獲另外兩名捐款人捐助港幣25萬元以擴大現有的學員資助計劃。這些資助令更多有需要的婦女受惠，反映了社會對「自學計劃」成效的認同。

Some of the most popular courses among CBMP students include “Learning Computers for Fun”, “Chinese Diet Therapy”, “Understanding Chinese Medicine”, “Presentation Skills”, and “Interpersonal Relationships and Communications”. There are now a total of 62 courses in the four major subject areas, i.e. health, financial management, interpersonal relationships and daily life.

OCHK organised two CBMP Forums in 2008-11 for stakeholders to review CBMP and exchange ideas on its future development for further improvement. Participants in the two Forums included NGO representatives, students, tutors, external course assessors and course designers.

With the increasing number of enrolments, efforts have been made to expand the database of tutors. In November 2009, invitation letters were sent to various professional bodies to invite their members to register as voluntary tutors of CBMP.

In 2008, OCHK received a single donation of HK\$1 million for setting up a new fund to support CBMP participants in need, and also a donation of HK\$250,000 from two other donors for expanding the existing bursary scheme. This would no doubt benefit more women in need, and also indicate a vote of endorsement by the community on the effectiveness of CBMP.

表 *table*  
3.3

## 「自在人生自學計劃」報讀人次統計 Enrolment statistics of the Capacity Building Mileage Programme

年份 Year	報讀人次 Enrolment
2008	7,546
2009	7,154
2010	8,726
2011	9,691

「自學計劃」自推出以來一直深受歡迎，傳媒亦不時廣泛報道。「自學計劃」成功鼓勵不少不同背景和教育程度的婦女終身學習和提升個人能力。截止2011年底，報讀「自學計劃」課程的註冊人數已累積至約54,000人次，當中仍未包括約1,400,000名曾收聽「自學計劃」電台課程但沒有正式報讀的公眾人士（根據2011年4月至7月進行的收聽調查結果）。於2007年底，報讀「自學計劃」課程的累積人次為21,000；而在2005年，曾收聽「自學計劃」電台課程的聽眾人數則約為250,000。

Since its launch, CBMP has been very well-received by the public, and a popular subject in the media. It has been successful in encouraging women of different backgrounds and education levels to pursue life-long learning and self-development. At the end of 2011, the cumulative number of enrolments was around 54,000, which has not yet included the estimated 1,400,000 unregistered people (based on an audience rating survey conducted from April to July 2011) who have listened to CBMP radio broadcast. At the end of 2007, the cumulative number of enrolments was 21,000 whereas the audience who had listened to CBMP radio broadcast was 250,000 in 2005.



表 table  
3.4

## 「自在人生自學計劃」電台節目聽眾收聽調查結果

### Results of audience rating surveys of CBMP radio programmes

年份 Year	2011	2008	2005
1. 認識「自學計劃」* Awareness of CBMP*	51.7%	49.7%	26%
2. 估計全港認識「自學計劃」的人數 Estimated number of people who are aware of CBMP	3,655,378	2,935,670	1,485,000
3. 曾收聽「自學計劃」電台課程* Audience that have listened to CBMP radio programmes*	19.8%	12.2%	5%
4. 估計曾收聽「自學計劃」電台課程的人數 Estimated number of audience that have listened to CBMP radio programme	1,402,517	720,627	253,000
5. 正面改變收聽者想法* Positive changes of thinking*	19.9%	16.7%	15%
6. 正面改變收聽者生活態度* Positive changes of life attitudes*		14.1%	15%
7. 對收聽此計劃之電台節目有興趣* Interest of listening*	8%	10.2%	6%

\* 以上百分比以電話抽訪18歲或以上之公眾計算

\* The percentages are percentages of respondents who are general public aged 18 or above and randomly sampled by telephone interview.

在2008年4月至8月及2011年4月至7月期間，公開大學進行了兩次收聽調查，以評估「自學計劃」電台課程的聽眾數目及收聽習慣。根據2011年的收聽調查結果，受訪者中有51.7%曾聽過「自學計劃」，以及有19.8%曾收聽「自學計劃」電台課程；相對2005年第一次的收聽調查結果（分別為26%和5%），曾聽過「自學計劃」和曾收聽「自學計劃」電台課程的人數大幅提升。調查反映全港就「自學計劃」的認知、聽眾數目和收聽習慣、對「自學計劃」的觀感及評價均有顯著進步，足見「自學計劃」對增強婦女能力具有正面的成效。

從不同途徑收集到的意見大致上顯示，學員在修畢課程後獲益良多，除了對學習更感興趣外，亦加強了他們對解決日常生活問題的信心和能力；而更敏銳的溝通技巧，亦有助學員改善與家人和同事間的人際關係。

委員會在2008年2月25日於聯合國婦女地位委員會第52屆會議期間，舉辦了關於增強婦女能力及「自學計劃」的專題討論，向來自世界各地的參加者分享推行「自學計劃」的經驗。

Between April and August 2008 as well as April and July 2011, two audience rating surveys were conducted to estimate the audience size and listening habit of the CBMP radio programmes. According to the survey in 2011, 51.7% of the respondents had heard of CBMP and 19.8% had listened to CBMP radio programmes, reflecting a tremendous increase from 26% and 5% respectively, from the first audience rating survey conducted in 2005.

The significant improvement in public awareness, audience size, listening habit, general perception and level of appreciation towards CBMP and CBMP radio programmes indicates the effectiveness of CBMP in empowering women.

Student feedback collected from different channels also indicate that they have significantly benefited from the courses in terms of increased interest in learning, enhanced confidence and knowledge in problem solving in daily life, and sharpened communication skills which help improve their interpersonal relationships in the family and employment contexts.

On 25 February 2008, in the margin of the 52<sup>nd</sup> Session of the UN Commission on the Status of Women, the Commission organised a panel discussion on the empowerment of women in HKSAR and CBMP to share our experience in planning and implementing CBMP with participants from around the world.



政府十分支持這項計劃，在今年的財政預算案中，我公布政府將會在未來三年一共撥款二千萬元擴展「自學計劃」，並為有經濟需要的婦女提供學費減免，以鼓勵更多人參與計劃。我們期望更多婦女能夠透過這個計劃裝備自己，發揮潛能，積極面對生活上的種種挑戰。

The Government is very supportive to CBMP. In this year's Budget, I had announced an allocation of \$20 million to expand CBMP and provide fee remissions to women with financial difficulty in the coming three years to encourage more people to participate in CBMP. We hope that more women can equip themselves through CBMP and develop their potential to face the many challenges of life positively.

財政司司長曾俊華  
於「自在人生自學計劃」第五屆畢業典禮中致辭  
Speech by John TSANG, Financial Secretary  
at the Fifth CBMP Graduation Ceremony  
(The English version is a translation.)

自2007年3月起，「自學計劃」由政府撥款資助，讓「自學計劃」的學費維持於相對低廉的水平，為婦女提供可負擔的學習機會。政府在2009至10年度撥款港幣2,000萬元，於未來三年擴展「自學計劃」，以及為有經濟困難的婦女提供學費減免，鼓勵更多婦女持續學習，提升個人能力。因此，「自學計劃」於2009年11月放寬了助學金計劃的資助範圍，除了綜合社會保障援助受助人外，低收入家庭的婦女也可受惠。有關的助學金計劃於2010年7月進一步放寬資助範圍，加入第二級的申請資格。自從新的助學金計劃於2009年11月推出至2011年11月，已有約1,990個助學金申請獲得批准。

The Government has provided funding to support the operation of CBMP since March 2007, such that CBMP course fee can be kept at a relatively low level to provide affordable learning activities for women. In 2009-10, the Government allocated HK\$20 million to expand CBMP and provide fee remissions to women with financial difficulty for three years so as to encourage more women to pursue continuous learning and self-development. As a result, the bursary scheme of CBMP has been expanded since November 2009 to benefit not only recipients of Comprehensive Social Security Assistance, but also women from low-income families. The bursary scheme was further expanded in July 2010 by adding a second tier to allow more people to benefit from it. About 1,990 applications have been approved from the introduction of the new bursary scheme in November 2009 to November 2011.



另外，撥款亦用作開發「自學計劃」的網上學習平台，計劃於2012年6月前編製六個網上學習課程，同時讓學員透過網上學習平台查閱及下載相關課程資料，並讓導師與學員進行網上討論，使學員可以透過不同途徑修讀「自學計劃」的課程，自學自強。

鑑於「自學計劃」於支援婦女的學習需要方面成效顯著，香港特區行政長官亦於其2011 - 12年度的施政報告中，把「自學計劃」轉為常規項目。政府將每年向「自學計劃」撥款約港幣800萬元，當中部分撥款將用於支持非政府組織開辦以英語及普通話授課的課程，方便少數族裔及新來港婦女報讀「自學計劃」。

Besides, the funding has also been used to develop an e-learning platform, with an aim to develop six e-learning courses by June 2012. In addition, students can check and download course materials from the e-learning platform, and discuss with the tutors on-line, so that they can take CBMP courses through different channels.

In his 2011-12 Policy Address, the Chief Executive of HKSAR has made CBMP a recurrent project, in view of its effectiveness to enhance support for women to pursue continuous learning. An annual funding of around HK\$8 million will be provided to CBMP. Part of the funding will be allocated to support NGOs in launching courses in English and Putonghua, with a view to facilitating ethnic minority and new arrival women to join CBMP.

自2004年3月開始，本中心成為「自在人生自學計劃」的協辦機構，並持續開辦多個課程。我們見證了本中心學員的不斷努力和成長。當中有部份學員加入計劃同學會，成為幹事；也有部份學員在中心的小組裡擔當領袖工作，她們將所學在自己的家庭、工作環境和社交生活中實踐。

Our centre has been a collaborating NGO of CBMP and been offering different courses since March 2004. We have witnessed the persisting efforts and growth of students of our centre. Some students join the Capacity Building Mileage Programme Student Association and become its executives; while some serve as group leaders in our centre. These students put things they have learnt into practice in their family, workplace and social life.

曾麗珊

天主教香港教區教區勞工牧民中心(港島)程序幹事

Agnes TSANG

Officer-Programme, Catholic Diocese of Hong Kong Diocesan Pastoral Centre for Workers (Hong Kong Island)

(The English version is a translation.)





「自在人生自學計劃」同學會於2008年10月成立，目的是讓學員保持持續學習的精神，延續互相支援的網絡，從積極參與中成長；並透過組織社區活動，幫助社會上有需要的社群，發揮助人自助的關愛精神，回饋社會。

同學會的第一個活動是於2009年2月18日舉行的成立典禮暨愛心送暖活動。當日約有230名同學會會員出席典禮，她們編織了300條冷頸巾捐贈予長者中心。是次活動邀請得李曾超群女士和杜麗莎女士跟同學會會員分享她們的成功故事，並於2009年3月在雷霆881錄音轉播。

同學會每兩年由會員選出新一屆的幹事會成員。幹事會在公開大學的代表協助下，推動同學會的各项事務。同學會現時約有400名會員，並定期於每年2月、6月及10月舉辦活動，包括講座、參觀活動及公益慈善探訪等。同學會並組成同學會會員義工隊，透過參與不同的義工服務，將「自學互學」的精神發揚光大，身體力行地貢獻社群。這幾年間，大部份義工除了參與推廣「自學計劃」和參與各類慈善活動外，亦協助委員會舉辦了多項大型公眾活動。義工隊成員投入及積極的態度，贏得主辦機構的讚賞。

The Capacity Building Mileage Programme Student Association (CBMPSA) was established in October 2008 to sustain the positive impact of CBMP on participants, further promote the culture of lifelong learning, and maintain a peer support network so that students can empower themselves through organising activities and serving the community.

The first activity of CBMPSA was the inauguration ceremony cum community services to the elderly held on 18 February 2009. Around 230 CBMPSA members attended the ceremony and they had knitted 300 woollen scarves for donation to elderly homes. Mrs. Lee Tsang Chiu-kwan and Ms. Teresa Carpio were the guest speakers at the ceremony who shared with CBMPSA members their success stories. The inauguration ceremony was then broadcast at CR1 in March 2009.

Members of CBMPSA elect members to the CBMPSA Executive Committee every two years. With the assistance of the OUHK representatives, the Executive Committee takes charge of different CBMPSA activities. CBMPSA now has around 400 members, and regularly organises activities in between semesters, i.e., February, June and October every year. These activities include seminars, visits and visits to charitable organisations. Moreover, CBMPSA has also formed a volunteer team. Through participation in different services, volunteers of CBMPSA promote the spirit of "self-learning and learning from each other" and contribute to the society. During the past several years, most of the volunteers have not only participated in the promotion of CBMP and various charitable events, but also provided assistance at large-scale activities of the Commission. The proactive and positive attitude of the CBMPSA volunteers is deeply appreciated by the organisations.





太太邀約我一起報讀「自在人生自學計劃」的首個網上課程「職場上的女性」。起初，因覺得自己是堂堂男子漢，報讀這種女性導向的課程而感到別扭。但心想，倘能放下自我，人也必然活得更自在。雖然修讀過程是萬紅叢中一點綠，尷尬在所難免，但最終能與太太共同學習，話題不再限於家庭瑣碎事，孩子瑣碎事，深感樂在其中，我為完成學業而感到驕傲。

At the time when my wife invited me to join CBMP's first online-course "Women in the Workplace", I felt really reluctant and awkward because I found CBMP as a female-oriented programme. But then I thought I should be able to live more at ease if I could put down the restraints of my sense of "self". Although it really was embarrassing to be the only male student in the class, I was happy that I was able to learn alongside my wife and our topics of conversation are no longer limited to trivial matters of the family or our children. I am proud to have completed the course.

呂國成  
「自在人生自學計劃」學員  
LUI Kwok-sing  
a CBMP student  
(The English version is a translation.)

自2005年起，「自學計劃」每年均會舉行畢業典禮。在2011年舉行的第七屆「自學計劃」畢業典禮中，共有775名學員獲頒發證書，人數是2005年的六倍有多，其中24名學員獲頒發於2008年開始頒授的第六級證書。「自學計劃」最初於2004年推出時，只設有四級證書。獲頒證書的人數不斷增加，反映「自學計劃」對提升學員的學習興趣、改變他們的人生態度等起了正面作用。

CBMP graduation ceremony has been held annually since 2005. At the seventh graduation ceremony held in 2011, 775 students were awarded a certificate, around six times the number in 2005, and 24 of them were awarded the Sixth Level of Certificates that was first awarded in 2008. When CBMP was launched in 2004, only four Levels of Certificates were available. The increasing number of students receiving certificates reflects students' growing learning interest and their appreciation of CBMP in broadening their vision and enriching their daily life.



表 *table*  
3.5

## 「自在人生自學計劃」獲頒證書人數統計

### Statistics of certificates of the Capacity Building Mileage Programme

	第四屆畢業禮 (2008年5月16日) Fourth Graduation Ceremony on 16 May 2008	第五屆畢業禮 (2009年6月12日) Fifth Graduation Ceremony on 12 June 2009	第六屆畢業禮 (2010年5月13日) Sixth Graduation Ceremony on 13 May 2010	第七屆畢業禮 (2011年6月3日) Seventh Graduation Ceremony on 3 June 2011
第一級證書 (25個學分或以上) 1 <sup>st</sup> Level Certificate (25 credits or above)	265	343	324	389
第二級證書 (50個學分或以上) 2 <sup>nd</sup> Level Certificate (50 credits or above)	122	127	158	156
第三級證書 (75個學分或以上) 3 <sup>rd</sup> Level Certificate (75 credits or above)	60	79	76	95
第四級證書 (100個學分或以上) 4 <sup>th</sup> Level Certificate (100 credits or above)	53	49	56	84
第五級證書 (150個學分或以上) 5 <sup>th</sup> Level Certificate (150 credits or above)	16	34	23	27
第六級證書 (200個學分或以上) 6 <sup>th</sup> Level Certificate (200 credits or above)	5	7	20	24
總人數 Total	521	639	657	775

\* 每修畢一個課程可獲5個學分

\* Students are awarded five credits for each course completed

每年的畢業典禮均有數以百計的嘉賓和畢業學員的親友出席，見證學員的成就。學員真摯的分享和充滿創意的表演，令在場人士深受感動，並實實在在地表現出「自學計劃」如何改變及豐富學員的人生。這個感人的場面，標誌著學員的成長和轉變，亦印證了「自學計劃」通過能力提升使婦女自強所扮演的關鍵角色。

Hundreds of guests and relatives of the graduating students attend the ceremony every year to witness the students' achievements. All those present are deeply touched by the soulful sharing and creative performance of the students, a concrete proof showing how CBMP has changed and enriched the lives of students. This heart-warming event marks an important milestone in students' growth and transformation, affirming the crucial role that CBMP plays in empowering women through capacity building.

### (3) 未來動向

委員會將會繼續透過推行「自學計劃」，增強婦女能力、提升婦女技能，以及加強婦女內在和獨立自主的能力，使更多婦女能夠貢獻社會，服務其他有需要的人士。

### 3.2.2 婦女參與決策

私營機構愈來愈意識到投資在婦女身上是重要的經營戰略，對提升創意、有效管理和增加盈利特別有利。

The private sector increasingly identifies investing in women as a vital business strategy, essential to innovation, sound management and increased profit.

聯合國全球契約執行主任

Georg KELL

Georg KELL

Executive Director, United Nations Global Compact

(中文為翻譯版本)

### (3) Way Forward

The Commission will continue to implement CBMP to empower more women. By increasing their skills and capacities to raise their self-reliance and internal strength, more women can in turn contribute to the society and benefit others in need.

### 3.2.2 Women's Participation in Decision-making

### 婦女參與諮詢及法定組織

#### (1) 背景

委員會另一項重要目標，是鼓勵婦女參與公共決策。為此，委員會一直與民政事務局緊密合作，推廣婦女參與諮詢及法定組織的工作。

委員會認為，婦女參與公共決策不單是提升婦女地位的一個重要範疇，對社會亦有所裨益。多年來，婦女參與公共決策一直循序漸進。我們認為在用人唯才的原則下，政府在委任諮詢及法定組織成員時需要達致兩性均衡參與，讓兩性的觀點和關注都得到全面反映，使政府在制訂政策的過程中可參考兩性的意見，從而使政策更能切合男性和女性的需要。

香港有很多對參與公共事務有熱誠、有能力的女性，提高婦女參與諮詢及法定組織的性別基準目標，可為女性提供更多參與公共事務的機會，讓她們按自己的興趣、專長、經驗和承擔，作出貢獻，肯定是推動社會發展重要的一步。

### Women's Participation in Advisory and Statutory Bodies

#### (1) Background

Enhancing women's participation in public decision-making is another key goal of the Commission. To achieve this goal, the Commission has been working closely with the Home Affairs Bureau (HAB) in promoting women's participation in advisory and statutory bodies (ASBs).

The Commission believes that women's participation in public decision-making is not only an important aspect in the advancement of women's status, but also a crucial benefit to the society. Over the years, there has been a gradual improvement in women's participation in public decision-making. Under the principle of appointment by merit, we consider a balanced gender composition in the Government-appointed ASBs would fully reflect the perspectives and concerns of both genders, thus enabling the Government to benefit from the advice of both genders during the policy formulation process and making the policies more responsive to the needs of both women and men.

There are many women who have the passion and ability to participate in public affairs. Raising the gender benchmark target for participation in ASBs would provide more opportunities for women in this regard. Women may, having regard to their interest, expertise, experience and commitment, contribute to public affairs. This is an important step to advance the development of a society.



2004年，政府接納了委員會的意見，在委任諮詢及法定組織成員方面訂下25%的性別基準為初步工作目標。過去數年，婦女參與諮詢及法定組織的整體比率穩步提升，由2003年12月的22.6%，增至2007年12月的26.5%。委員會亦自2006年起，敦促政府把目標調高至30%。

## (2) 2008-11年度相關工作

委員會不時與民政事務局會晤，了解局方在促進婦女參與諮詢及法定組織的工作進展，並就有關議題提供意見。委員會於2008年7月應民政事務局邀請，出席與各決策局代表舉行的會議，商討和研究提高婦女參與諮詢及法定組織的途徑。另外，委員會亦於2010年1月去信民政事務局長，跟進有關提高委任諮詢及決定組織成員的性別基準目標至30%的進展。

在2010年初進行檢討後，政府採納了委員會的意見，由2010年6月起把參與諮詢及法定組織的性別基準目標由25%提高至30%。政府亦會鼓勵各決策局和部門積極聯繫、物色和栽培有能力並願意參與諮詢及法定組織工作的婦女。於2011年10月底，婦女參與諮詢及法定組織的整體比率為31.01%。

對於政府採納委員會的建議，把性別基準目標提高至國際認同的婦女參與決策的基本要求，我們感到很鼓舞，並且於2010年7月去信婦女團體及專業機構，邀請他們鼓勵其女性成員向政府的《中央名冊資料庫》提供履歷，協助當局進一步增加諮詢及法定組織的女性成員。

## (3) 未來動向

委員會將會繼續鼓勵區議會及婦女團體舉辦更多婦女領袖訓練計劃，冀能培育更多地區婦女領袖，從而推動更多婦女參與諮詢及法定組織的工作。

Taking into account the advice of the Commission, the Government had set a gender benchmark of 25% as the initial working target for appointment to ASBs since 2004. Over the past few years, the overall percentage of women's participation in ASBs has been rising steadily from 22.6% in December 2003 to 26.5% in December 2007. Since 2006, the Commission had also been urging the Government to pursue a higher benchmark to 30%.

## (2) Related Work in 2008-11

The Commission meets with HAB from time to time to understand and provide suggestions to HAB's latest progress in promoting women's participation in ASBs. On invitation by HAB, we attended a meeting in July 2008 with representatives of various bureaux to discuss and explore ways to enhance women's participation in ASBs. We also wrote to the Secretary for Home Affairs in January 2010 to follow up on our proposed increase in the gender benchmark target to 30% for appointment to ASBs.

After a review in early 2010 and on the advice of the Commission, the Government had increased the gender benchmark target for participation in ASBs from 25% to 30% with effect from June 2010. Bureaux and departments are encouraged to reach out, identify and cultivate women who are able and willing to contribute to the work of ASBs. The overall percentage of women's participation in ASBs was 31.01% as of October 2011.

We are pleased that the Government has taken on board the Commission's proposal of raising the gender benchmark target to the basic requirement of women's participation in decision-making as recognised internationally. In July 2010, the Commission issued letters to women's associations and professional institutions and invited them to encourage their female members to provide their curriculum vitae to the Central Personality Index maintained by the Government in order to further enhance women's participation in ASBs.

## (3) Way Forward

The Commission will continue to encourage District Councils and women's groups to organise more leadership training programmes to women, with a view to nurturing more woman leaders in the community and promoting women's participation in ASBs.

## 婦女參與私營機構董事會

除了鼓勵婦女參與諮詢及法定組織，委員會亦關注女性參與私營機構董事會的狀況。2008年10月，委員會主席及委員與香港董事學會主席和行政總裁會面，就本港女性加入上市公司董事會的現況交換意見。

回應香港交易及結算所有限公司（港交所）對上市公司企業管治改革建議的公眾諮詢，委員會於2011年3月提交了意見書，並於2012年1月再次去信港交所，促請其引入必須的措施，增加婦女出任董事會的百分比。委員會亦於2011年4月初在英文虎報及信報撰文，討論增加婦女出任董事會職位的需要。

## 婦女參與政治

加強女性的政治參與，令女性在政策的制訂和執行，以及享用社會資源上有更大的話語權，是促進兩性平等的一個有效途徑。

香港居民依法享有選舉和被選舉權。以登記選民人數和投票人數而言，女性與男性比例相若；但在過去多次的區議會和立法會選舉中，女性候選人和當選人的數目均只佔整體候選人和當選人不足兩成。委員會認為，參政團體可考慮透過把支持婦女參政和參與公共事務列入參政團體的政綱；分析選舉結果，研究如何提升女性候選人的當選機會；以及培養更多女性候選人，並鼓勵更多女性參與選舉等方法，加強婦女的政治參與。

## Women's Participation in Boards of Directors

In addition to encouraging women's participation in ASBs, the Commission is also concerned about the status of women's participation in boards of directors. In October 2008, the Chairperson and Members of the Commission met with the Chairman and Chief Executive Officer of The Hong Kong Institute of Directors to exchange views on women's participation in boards of listed companies in Hong Kong.

In response to the Hong Kong Exchanges and Clearing Limited (HKEx) regarding their consultation to improve corporate governance of listed companies, the Commission made a submission to HKEx in March 2011 and wrote to HKEx again in January 2012, urging its introduction of necessary measures to increase the percentage of female serving on corporate boards. We also wrote an article about the need to increase women in the boardroom which was published in The Standard and the Hong Kong Economic Journal in early April 2011.

## Women's Participation in Politics

Enhancing women's political participation gives women a greater say in policy formulation and implementation as well as utilisation of community resources. It is an effective way of fostering gender equality.

In Hong Kong, people have the right to vote and stand for elections in accordance with the law. Despite the fact that women and men are of roughly equal proportion in terms of numbers of registered voters and voter turnout, women only accounted for less than 20% of the total numbers of candidates and elected members in the past DC and Legislative Council elections. In this connection, the Commission is of the view that political groups may consider the possibilities of enhancing women's political participation by incorporating into their platforms their support for women's participation in politics and public affairs; analysing election results to explore ways of increasing the winning opportunities for female candidates; providing guidance and assistance so that more female candidates will be fielded, and encouraging more women to stand for election.



鑑於香港特別行政區第四屆區議會選舉及第五屆立法會選舉將分別於2011年及2012年舉行，委員會特別於2011年7月致函各主要參政團體，促請他們派出更多女性候選人參選，並於政綱內加入婦女事務議題，以加強議會內及社會上對女性權益的重視和對婦女議題的關注。委員會亦鼓勵參政團體提拔更多女性成員成為組織領導層，使更多女性能參與組織內的重要決策。

立法會和區議會的工作與市民的生活息息相關，提升女性參與議會的比率，可以讓女性發揮更大的影響力，促使各項施政均能充分考慮兩性的觀點和需要，對香港全面發展有著深遠的影響。

### 培育地區婦女領袖

委員會近年的其中一個工作重點，是採取措施鼓勵和增強女性參與地區公共事務的能力。我們在與區議會性別課題聯絡人的聚會及地區探訪中，均向與會者介紹婦女領袖培訓的概念，期望透過調動地區資源，為本地婦女團體領袖提供領袖培訓。

此外，委員會亦於2011年3月舉辦分享會，與區議會性別課題聯絡人、區議員及婦女團體代表交流籌辦婦女領袖訓練計劃的經驗。另外，「自在人生自學計劃」的課程亦設有一個「婦女領袖系列」，旨在培養學員的人際和溝通技巧、領導才能，並加強她們對社會的認識。

In view of the fourth DC election and the fifth Legislative Council election to be held in 2011 and 2012 respectively, the Commission wrote to major political groups in July 2011, urging them to put forward more female candidates in the elections and incorporate women's issues into their platforms. The aim is to raise the awareness of women's rights and the concern about women's issues within both the Councils and the society. The Commission has also encouraged political groups to promote more women to their leading echelons to allow more women to be involved in important decision-making of the groups.

The works of the Legislative Council and DCs are closely related to the daily life of the public. In this light, boosting women's participation in the Councils will definitely give women a greater influence and thus ensure that the perspectives and needs of both genders will be fully considered in the formulation of policies. This will have far-reaching implications for the comprehensive development of Hong Kong.

### Nurturing Women Leaders in the Community

One of the work foci of the Commission in recent years has been to take measures to encourage and build up the capacity of more females to participate in public affairs at the community level. We introduced the concept of women's leadership training at our gatherings with GFPs in DCs and during district visits, with an aim to mobilise district resources to provide leadership training for leaders of local women's groups.

In March 2011, the Commission convened an exchange session for GFPs in DCs, District Councillors and representatives of women's groups to share their experiences in organising leadership training programmes for women. Moreover, there is a "women leadership stream" among courses of the Capacity Building Mileage Programme that aims to develop students' skills in interpersonal relationship, communications and leadership, and to strengthen their understanding of the society.



### 3.2.3 婦女安全

### 3.2.3 Women's Safety

為世界各地的婦女提供教育機會和增強她們的能力，必能使人們變得更關愛、寬容、公正及平和。

The education and empowerment of women throughout the world cannot fail to result in a more caring, tolerant, just and peaceful life for all.

昂山素姬

緬甸政治家、1991年諾貝爾和平獎得主

AUNG SAN Suu Kyi

Burmese politician and 1991 Nobel Peace Prize laureate

(中文為翻譯版本)

#### (1) 背景

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

委員會於2006年1月發表了《婦女事務委員會報告 - 香港婦女安全：消除家庭暴力》，提出以多範疇的策略消除家庭暴力，並開列了21項建議。政府積極回應了這些建議，包括修訂《家庭暴力條例》以加強對家庭暴力受害人的保障；採取及早介入的策略；加強對家庭暴力受害人及其家人的直接服務和支援；改善警方處理家庭暴力案件的手法；制訂施虐者輔導計劃；以及加強宣傳工作。社會各界亦紛紛響應，攜手建立社區網絡，促進鄰舍守望相助。

#### (1) Background

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

In January 2006, the Commission issued the *Women's Commission Report on Women's Safety in Hong Kong: Eliminating Domestic Violence*, setting out a multi-dimensional strategy to eliminate domestic violence and putting forward 21 recommendations. The Government has responded positively to the recommendations, including amending the Domestic Violence Ordinance to enhance the protection for victims of domestic violence, adopting an early intervention strategy, strengthening the direct services and support for victims and their families, improving the handling of domestic violence cases by the Police, developing batterer intervention programme for abusers, and stepping up publicity efforts. Different sectors in the society have also played their parts and worked together to build community network and neighbourhood support.





## (2) 2008-11年度相關工作

為了跟進《報告》的各項建議，委員會於2008年3月舉辦四場分享會，與23個婦女團體、非政府組織和服務機構的代表，就有關社區如何打擊家庭暴力的情況交換意見，並於2009年8月出版《香港婦女安全：消除家庭暴力 - 最新進展及未來路向》，回顧過往的發展，和探討須持續努力的範疇。委員會亦透過婦女發展目標專責小組轄下的聚焦小組會議，於2010年與婦女團體及非政府機構就婦女安全問題進行兩輪討論。

## (3) 未來動向

委員會將繼續促請政府盡快立法保障私隱及打擊纏擾行為，為婦女締造一個更安全的環境。

### 3.2.4 婦女與健康

為了提高對婦女健康，特別是對乳癌的關注，委員會與不同持份者合作，探討推動整體婦女人口認識乳癌預防的方法，以及研究如何加強預防及檢查乳癌的措施。

委員會與生署、婦女團體及非政府組織合作，編製一本《香港婦女健康服務指南》，介紹生署及非政府機構提供的婦女健康服務資訊，免費派發給婦女團體和市民，協助婦女獲得健康資訊及健康檢查的地點。

委員會亦透過不同渠道向公眾宣傳預防乳癌的重要性。委員會委員分別透過為「自學計劃」學員舉辦有關預防乳癌的講座，又在報章合撰文章，向市民傳達關注乳房健康的訊息，並提出進行研究，以搜集資料決定香港婦女是否需要乳房X光造影普查。委員會亦曾與相關決策局及部門討論該議題。

## (2) Related Work in 2008-11

To follow up on the recommendations in the *Report*, the Commission convened four sharing sessions in March 2008 with representatives from 23 women's groups, NGOs and service agencies on the efforts made by local communities in combating domestic violence. Moreover, we published a report entitled *Women's Safety in Hong Kong: Eliminating Domestic Violence - An Update and the Next Step* in August 2009 to take stock of the developments and aspects that require continuous efforts. In 2010, we also conducted two rounds of discussion on women's safety with women's groups and NGOs at the focus group meetings, under the Task Force on Women's Development Goals.

## (3) Way Forward

The Commission will continue to urge the Government to expedite its consideration on the legislation for protecting privacy and against stalking in order to create a safer environment for women.

### 3.2.4 Women and Health

To raise the awareness of women's health, including the awareness of breast cancer, to the general female population, the Commission works in collaboration with different stakeholders, explores means to promote the awareness of female population on breast cancer prevention, as well as to strengthen the preventive measures and the breast cancer screening services.

The Commission worked with DH, women's groups and NGOs to compile a *Guide to Women's Health Services in Hong Kong* to introduce health services provided by DH and NGOs. The *Guide* was distributed to women's groups and the general public with an aim to facilitate women to look for health-related information and venues for medical examination.

The Commission also promotes to the public the importance of breast cancer prevention through different channels. Commission Member gave a seminar on breast cancer prevention for CBMP students and co-authored a newspaper article to raise the public's awareness on breast health and the need for a study to gather evidence for determining if a population-based mammography screening programme is what Hong Kong women need. Discussions on the same subject had also been held with relevant Government bureau / department.

### 3.2.5 培育關愛家庭

#### (1) 背景

和諧家庭是和諧社會的基石。因此，建立和諧家庭成為社會各界共同關注的事宜。為回應一眾婦女團體的需要和關注，委員會近年把培育關愛家庭（尤其著重推廣優質家長教育）定為工作重點之一，並特別著重把性別觀點納入家長教育中，以加強男士的參與。

委員會在2006年9月發表的《家長教育：核心人生價值調查》結果的基礎上，於2006年底至2008年初分別與觀塘及北區區議會合辦兩項優質家長教育先導計劃。先導計劃旨在推廣優質家長教育及向青少年灌輸的核心人生價值；同時為家長建立支援網絡，讓家長可以分享教導子女的經驗和互相幫助。上述兩個區議會在這個先導計劃下共撥款資助了22個相關項目。

#### (2) 2008-11年度相關工作

委員會藉地區探訪的機會，向區議會介紹優質家長計劃，並於2008年11月舉行的區議會性別課題聯絡人茶聚上，向出席人士闡述優質家長教育計劃。經委員會的介紹後，離島區議會於2008年12月聯同該區多個非政府機構在東涌及長洲合辦家長教育活動。

### 3.2.5 Nurturing Caring Families

#### (1) Background

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

Building on the results of the *Study on Core Life Values for Parenting Education* released in September 2006, the Commission has initiated two pilot projects on quality parenting in collaboration with the Kwun Tong DC and North DC between the end of 2006 and beginning of 2008. The pilot projects aimed to promote quality parenting education and core life values for instilling into the younger generation. They also aimed to establish a support network for parents to share their experiences and offer mutual help on parenting issues. The two DCs provided funding to a total of 22 projects under the pilot.

#### (2) Related Work in 2008-11

Introduction of the quality parenting project was made to various DCs during district visit. Presentation on the quality parenting project was also made to GFPs in DCs at the gathering in November 2008. After the introduction by the Commission, the Islands DC collaborated with NGOs in the community to organise parenting education activities at Tung Chung and Cheung Chau in December 2008.



為使更多家長和地區團體了解《調查》結果以及推廣優質家長教育的重要性，委員會於2008年11月15日舉辦「培育關愛家庭 - 由優質家長做起」研討會。來自包括家長教師會及地區非政府機構等的不同機構代表在研討會上就家長教育議題交換意見。委員會亦於2008年製作了一份題為《培育優質子女由優質家長做起》的單張，廣泛派發予婦女團體、非政府機構、區議會及家長教師會等，藉以推廣優質家長教育及核心人生價值。

2010年11月，委員會委員於由家庭議會主辦的「開心家庭運動：第九次經驗分享會」上，以「優質家長教育」為題發表演講。

在2010年，委員會發表文件，總結在社區推廣優質家長教育的經驗，並就進一步加強推廣工作提出多項建議。有關文件已送交家庭議會參考。

To further disseminate the results of the *Study* and promote quality parenting to parents and district organisations, the Commission convened the Seminar on *Quality Parenting* on 15 November 2008 where participants from different organisations including parent-teacher associations and district-based NGOs exchanged views on parental education. We also published and widely distributed a leaflet entitled *Nurturing Quality Children, Be a Quality Parent* in 2008 to women's groups, NGOs, DCs and parent-teacher associations to promote quality parenting and core life values.

In November 2010, Commission Member delivered a speech on quality parenting education at the 9<sup>th</sup> Sharing Session on Promotion of Family Core Values and Pro-family Environment organised by the Family Council.

In 2010, the Commission produced a concluding paper to summarise our experience in promoting quality parenting education in the community and put forward recommendations for further promotion efforts. The paper has been sent to the Family Council for reference.

### 3.3 透過宣傳及公眾教育提升性別意識

### 3.3 Promoting Gender Awareness through Publicity and Public Education

要打破人的偏見比崩解一個原子還難。

It is harder to crack a prejudice than an atom.

阿爾伯特·愛因斯坦  
理論物理學家、1921年諾貝爾物理學獎得主  
Albert EINSTEIN  
Theoretical physicist and 1921 Nobel laureate in Physics  
(中文為翻譯版本)

傳統思維雖然不斷轉變，但社會人士對兩性的角色、價值觀、形象和能力，仍然存有相當的偏見和誤解，令女性未能全面發揮潛能。為了改變大眾根深蒂固的偏見觀念，委員會一直致力推行公眾教育及宣傳活動，旨在消除性別定型和性別偏見，以及喚起公眾對婦女事務的關注。

Despite continuous changes in traditional beliefs, the society may still harbour considerable prejudice and misunderstanding about the roles, values, images and capabilities of the two genders that hinder women from developing their potential fully. To change these deeply-entrenched misconceptions, the Commission has devoted a lot of effort in public education and publicity with an aim to reduce gender prejudice and stereotyping, as well as to raise public awareness of women-related issues.



### 3.3.1 國際婦女節

委員會藉著「國際婦女節」(每年三月八日)這個寶貴機會,致力提升公眾對婦女共同關注的課題的認識。多年來,我們一再藉著這節日,喚起本地社會對性別議題的關注。

此外,委員會自2004年起,每年均於國際婦女節當天在多份中文及英文報章刊登特刊,回顧委員會於過去一年的工作,使公眾更了解我們工作的同時,亦可加強公眾對性別議題的認識。我們亦於2008、2009及2010年國際婦女節期間推出電台宣傳活動,提醒公眾國際婦女節這個重要日子,並喚起公眾對不同性別議題的認知。

我們自2005年起,亦有出版單張及把資料上載至委員會網頁,介紹不同團體及社區組織於國際婦女節期間所舉辦與婦女相關的活動,以引起公眾對婦女議題的關注,並鼓勵公眾參與。

### 3.3.1 International Women's Day

International Women's Day (IWD), i.e. 8 March every year, is a valuable opportunity for the Commission to raise public awareness on various issues of common concern to women. Over the years, we have repeatedly used this occasion to help arouse more attention to gender issues in the local community.

In addition, newspaper supplements have been issued in several Chinese and English newspapers on IWD every year since 2004. The supplements serve as an annual work summary of the Commission for the public to better understand our work while enhancing gender awareness in the community. Radio publicity campaign was also launched around IWD in 2008, 2009 and 2010 to remind the public about the special occasion and arouse awareness on various gender issues.

Since 2005, leaflets showing women-related activities organised by various organisations and community groups have been published and uploaded onto our website around IWD to stimulate public interest in women-related issues and encourage public participation in such activities.





表 table

3.6

## 2008 - 11年度，婦女事務委員會曾舉辦的 慶祝國際婦女節活動

### Activities organised by the Women's Commission to celebrate International Women's Day in 2008 - 11

年份 Year	活動 Activities
2008	<p>舉辦「女性領袖風範」午餐講座，講者包括當時的立法會議員陳婉嫻女士、匯賢智庫理事會主席葉劉淑儀女士、消費者委員會總幹事劉燕卿女士及美國德太投資有限公司董事總經理馬雪征女士。約有210名嘉賓出席。</p> <p>A Luncheon Talk on <i>Women in Leadership</i> was held. Speakers included Ms. Chan Yuen-han, the then Legislative Councillor; Mrs. Regina Ip, Chairperson, Savantas Policy Institute; Ms. Connie Lau, Chief Executive, Consumer Council; and Ms. Mary Ma, Managing Director, TPG Capital Limited. About 210 guests attended the Talk.</p>
2009	<p>舉辦「男與女：平等伙伴關係？」午餐講座，邀請了當時的 豐亞太區企業可持續發展總監區佩兒女士、立法會議員余若薇女士、前商務及經濟發展局局長馬時亨先生及中原集團主席施永青先生擔任講者，並由香港中文大學性別研究中心當時的主任張妙清教授擔任評述，約有250名嘉賓出席。講座其後於2009年3月15日在新城知訊台錄音轉播。</p> <p>A Luncheon Talk on <i>Women and Men: An Equal Partnership?</i> was held. Speakers included Ms. Teresa Au, the then Head of Corporate Sustainability Asia Pacific Region, HSBC; the Hon. Audrey Eu, Legislative Councillor; Mr. Frederick Ma, former Secretary for Commerce and Economic Development; and Mr. Shih Wing-ching, Chairman, Centaline Group. The commentator was Prof. Fanny Cheung, the then Director, Gender Research Centre, The Chinese University of Hong Kong. About 250 guests attended the Talk which was then broadcast at Metro Info on 15 March 2009.</p>
2010	<p>舉行「婦女參與是經濟發展的關鍵」午餐講座，講者包括當時的行政會議非官守議員召集人梁振英先生、恒生銀行當時的副董事長兼行政總裁梁高美懿女士及長江實業(集團)有限公司企業策略部總監及公司秘書楊逸芝女士，並由香港大學當時的首席副校長王于漸教授擔任評論嘉賓，逾300名嘉賓出席。講座其後於2010年3月13日在新城知訊台錄音轉播。</p> <p>A Luncheon Talk on <i>Women's Participation - An Economic Development Imperative</i> was held. Speakers included Mr. Leung Chun-ying, the then Convenor of the Non-official Members, Executive Council; Mrs. Margaret Leung, the then Vice-Chairman and Chief Executive, Hang Seng Bank; and Ms. Eirene Yeung, Director, Corporate Strategy Unit and Company Secretary, Cheung Kong (Holdings) Limited. The commentator was Prof. Richard Wong, the then Deputy Vice-Chancellor and Provost, The University of Hong Kong. Over 300 guests attended the Talk which was then broadcast at Metro Info on 13 March 2010.</p>
2011	<p>藉著委員會成立十周年，於國際婦女節當天舉行「慶祝2011年國際婦女節暨婦女事務委員會成立十周年電視特輯首映禮」，約700名嘉賓出席。</p> <p>首映禮首先播放中華全國婦女聯合會主席陳自立女士及香港特別行政區行政長官曾蔭權先生的錄像賀辭，繼而放映委員會與香港電台聯合製作的兩套全新電視特輯 - 五分鐘資訊節目《女人King》和劇集《女人多自在4》的首集。《女人King》主持人謝安琪女士、《女人多自在4》首集《幸福的旁邊》導演麥曦茵女士及香港電台高級監製張少馨女士亦於首映禮上分享拍攝感受。</p> <p>On the 10<sup>th</sup> anniversary of the establishment of the Commission, the <i>Premiere</i> of <i>Women's Commission Television Series to Celebrate International Women's Day and 10<sup>th</sup> Anniversary of Women's Commission</i> was held on IWD 2011. Around 700 guests attended the <i>Premiere</i>.</p> <p>The <i>Premiere</i> began with the congratulatory messages in video from Ms. Chen Zhili, President, All-China Women's Federation and Mr. Donald Tsang, Chief Executive, Hong Kong Special Administrative Region. Then, two new television series in collaboration with RTHK, namely the five-minuter <i>Lady King</i> and the drama series <i>Women with Dreams 4</i> were screened. Ms. Kay Tse, programme host of <i>Lady King</i>; Ms. Heiward Mak, director of <i>Beside(s) Happiness</i> which was the first episode of <i>Women with Dreams 4</i>; and Ms. Sheila Cheung, Senior Executive Producer of RTHK also shared their experiences in producing the television series with the audience.</p>

### 3.3.2 電視特輯

委員會過去曾與香港電台攜手合作，製作三輯《女人多自在》及《華彩半邊天》電視特輯，提升公眾對性別課題的關注，成效顯著。2011年，委員會再次與香港電台聯合製作《女人King》和《女人多自在4》兩套電視特輯，作為委員會成立十周年的重點工作之一。

#### 《女人King》

《女人King》是一套十集的五分鐘資訊節目，每集由一件與婦女密切相關的物品開始，展現該物品與婦女的關係之餘，亦透過與不同嘉賓的訪談，從而帶出香港婦女過去到現在的轉變。《女人King》由歌手謝安琪女士擔任主持，於2011年3月6日至5月8日，逢星期日在亞洲電視本港台和無線電視翡翠台播出。

配合電視特輯，委員會亦與香港電台聯合製作半小時電台節目《女人傾心》，以生命教育為藍本，每集透過不同嘉賓的現身說法，帶出女性自強不息的訊息。《女人傾心》於2011年3月5日至5月7日，逢星期六晚上於香港電台第一台播出。

### 3.3.2 Television Series

The Commission has jointly produced with RTHK three seasons of television series *Women with Dreams* and another series entitled *Colourful Lives of Women* to raise public awareness on gender issues. Feedback by far has been very positive. In 2011, the Commission joined hands with RTHK again to produce two television series called *Lady King* and *Women with Dreams 4*. These series formed part of the work foci of the Commission on our 10<sup>th</sup> anniversary of establishment.

#### Lady King

*Lady King* is a ten-episode five-minute information series. Each episode started with an item closely related to women, and through interviews with different guests, the series revealed not only the relationship between the item and women, but also the changes of Hong Kong women from past to present. *Lady King* was hosted by Ms. Kay Tse, and broadcast on ATV Home and TVB Jade every Sunday from 6 March to 8 May 2011.

In addition to the television five-minuter series, the Commission collaborated with RTHK to launch a half-hour radio programme called *Lady King*. Using life education as a basis, each episode brought out the message of “continuous improvement” of women through experience sharing of guest speakers. Radio programme *Lady King* was aired every Saturday from 5 March to 7 May 2011 on RTHK Radio 1.



## 《女人多自在4》

《女人多自在4》是一套共十集的電視劇集，旨在展示現今香港不同年齡組別女性的共同經歷，讓公眾更加了解她們的多元面貌和處境。委員會於2010年第三季進行「故事徵集」，邀請全港婦女與我們分享作為21世紀香港女性的經歷，作為《女人多自在4》的背景資料。

《女人多自在4》於2011年10月16日至12月18日逢星期日晚上在無線電視翡翠台播映。第一集《幸福的旁邊》由年青新晉導演麥曦茵女士執導，是一個關於女性拒絕被社會定型，要用自己的方法尋找幸福的故事。《幸福的旁邊》在電視播出前，分別於委員會慶祝2011年國際婦女節活動中首映，以及於2011年度的香港、新加坡及溫哥華國際電影節中放映。麥女士亦憑該片榮獲新加坡國際電影節亞洲劇情片競賽部份的最佳導演。



## Women with Dreams 4

*Women with Dreams 4* is a ten-episode television drama series that aimed to portray the common experiences of Hong Kong women across different age groups in the 21<sup>st</sup> century, in order to enhance public understanding of the multi-facets and situation of women in Hong Kong. In the third quarter of 2010, the Commission launched a “collection of stories” campaign, inviting women all over the territory to share with us their personal experiences of being a Hong Kong woman in the 21<sup>st</sup> century. Stories collected from the campaign then formed part of the background to *Women with Dreams 4*.

*Women with Dreams 4* was broadcast on TVB Jade every Sunday between 16 October and 18 December 2011. The first episode of the series *Beside(s,) Happiness* was directed by young director Ms. Heiward Mak. It was about a woman who chose to reject gender stereotyping and picked her own way in search of happiness. Before being broadcast on television, *Beside(s,) Happiness* was premiered at the Commission's celebration of IWD 2011 and screened at the international film festivals of Hong Kong, Singapore and Vancouver in 2011. Ms. Mak also won the Best Director Award with the same film at the Asian Feature Film Competition of the Singapore International Film Festival.





### 3.3.3 研討會及論壇

委員會自成立以來，定期舉行研討會及論壇，旨在提倡性別平等和回應與婦女日常生活息息相關的社會議題。

#### 「培育關愛家庭 由優質家長做起」研討會

為使更多家長和地區團體了解《家長教育：核心人生價值調查》的結果，以及推廣優質家長教育的重要性，委員會於2008年11月15日舉辦「培育關愛家庭 - 由優質家長做起」研討會，邀請了觀塘家長教師聯會及香港宣教會白普理上水家庭中心的代表，簡介他們在兩區舉辦優質家長教育計劃活動的經驗，並分享培育年輕新一代的見解和心得。委員會委員楊家正博士出席了研討會，並擔任講者。他在會上介紹了家長教育及委員會的《家長教育：核心人生價值調查》的結果。在最後的問答環節中，參加者踴躍提出一些關於日常照顧子女的問題，以及發表對家長教育的意見。

#### 「兩性平等與尊重：傳媒與社會文化，何去何從？」研討會

委員會與平機會於2009年4月17日合辦「兩性平等與尊重：傳媒與社會文化，何去何從？」研討會。研討會提供了一個平台，讓不同界別的人士探討如何在不妨礙言論自由和新聞自由的原則下，抗衡現今香港媒體描述女性的手法所造成的負面影響。約有90名參加者出席研討會。

### 3.3.3 Conferences and Forums

Since our inception, the Commission has held regular conferences and forums to publicise the need for gender equality and address social issues related to women's everyday lives.

#### Seminar on Quality Parenting

To further disseminate the results of the *Study on Core Life Values for Parenting Education* and promote quality parenting to parents and district organisations, the Commission convened a Seminar on *Quality Parenting* on 15 November 2008. Representatives from the Federation of Parent Teacher Associations in Kwun Tong District and Hong Kong Evangelical Church Bradbury Sheung Shui Family Centre were invited to share their experience in implementing quality parenting projects in their districts. They also shared their views and insights of nurturing the new and younger generation in the Seminar. Commission Member Dr. Yeung Ka-ching attended the Seminar as a speaker to introduce parenting education as well as the results of the *Study on Core Life Values for Parenting Education*. The Seminar was concluded by a question and answer session in which participants actively raised questions on their everyday childcare problems, and expressed their opinions on the idea of parental education.

#### Seminar on Gender Equality and Gender Respect - Media and Societal Culture, Where Do We Go from Here?

The Commission jointly organised a Seminar on *Gender Equality and Gender Respect - Media and Societal Culture, Where Do We Go from Here?* with EOC on 17 April 2009 to explore ways for counteracting the negative effects of female gender portrayal in Hong Kong media without infringing on the freedom of speech and freedom of press. Around 90 participants attended the Seminar.



是次研討會由平機會當時的委員及香港浸會大學全人教育教與學中心副總監羅觀翠博士、家庭與學校合作事宜委員會主席及香港中文大學訊息工程系教授黃寶財教授，以及委員會委員及香港城市大學應用社會科學系副教授梁麗清博士擔任主持。主講嘉賓計有：香港中文大學心理學系系主任及講座教授張妙清教授、國際特赦組織（香港）當時的策劃經理及前香港婦女中心協會中心主任羅櫻子女士、香港大學文化政策研究中心副總監及社會學系副教授吳俊雄博士、香港記者協會當時的主席及時事評論員譚志強博士、公民教育委員會當時的委員及香港社會服務聯會業務總監（政策倡議及國際事務）蔡海偉先生，以及青年事務委員會當時的委員及香港大學社會工作及社會行政學系副教授曾潔雯博士。

#### 婦女事務委員會研討會2009「承擔、超越廿一世紀女性」

委員會於2009年8月25日及26日舉辦名為「婦女事務委員會研討會2009『承擔、超越 - 廿一世紀女性』」的第三次大型研討會，以審視香港落實聯合國《公約》的情況。研討會約有600人參加，反應熱烈。研討會提供了平台讓婦女團體代表、相關的非政府機構、專業團體、政府代表和學生討論有關婦女發展及福祉的議題，並就進一步促進兩性平等和提升婦女地位的未來路向和策略交流意見。

The Seminar was hosted by three facilitators: Dr. Agnes Law Koon-chui, the then EOC Member and Deputy Director, Centre for Holistic Teaching and Learning, Hong Kong Baptist University; Prof. Wong Po-choi, Chairperson, Committee on Home-School Co-operation and Professor, Department of Information Engineering, The Chinese University of Hong Kong; and Dr. Leung Lai-ching, Commission Member and Associate Professor, Department of Applied Social Studies, City University of Hong Kong. The guest speakers included Prof. Fanny Cheung, Chairperson and Professor, Department of Psychology, The Chinese University of Hong Kong; Ms. Clara Law Ying-tsz, the then Campaign Manager, Amnesty International Hong Kong and former Centre-in-charge, Hong Kong Federation of Women's Centres; Dr. Ng Chun-hung, Deputy Director, Centre for Cultural Policy Research and Associate Professor, Department of Sociology, The University of Hong Kong; Dr. Camoes Tam Chi-keung, the then Chairperson, Hong Kong Journalists Association and commentator; Mr. Chua Hoi-wai, the then Member, Committee on the Promotion of Civic Education and Business Director of Policy Advocacy & International Networks, Hong Kong Council of Social Service; and Dr. Sandra Tsang Kit-man, the then Member, Commission on Youth and Associate Professor, Department of Social Work and Social Administration, The University of Hong Kong.

#### Women's Commission Conference 2009 on Beyond Limits - Women in the 21<sup>st</sup> Century

The Commission organised our third large-scale conference Women's Commission Conference 2009 on *Beyond Limits - Women in the 21<sup>st</sup> Century* on 28 and 29 August 2009 to review Hong Kong's implementation of UN CEDAW. Around 600 people attended the Conference. It provided a platform for representatives of women's groups, relevant NGOs, professional bodies, Government officers and students to discuss issues related to the development and well-being of women as well as exchange views on the future direction and strategies to further promote gender equality and advance the status of women in Hong Kong.



研討會由行政長官擔任主禮嘉賓。其他主禮嘉賓包括中央人民政府駐香港特別行政區聯絡辦公室（中聯辦）主任彭清華先生、全國婦聯副主席兼書記處書記陳秀榕女士、中聯辦副主任郭莉女士、勞工及福利局局長張建宗先生、委員會主席高靜芝女士，以及勞工及福利局常任秘書長兼委員會副主席鄧國威先生。

研討會設有兩節全體會議，第一節由其中兩位主禮嘉賓陳秀榕女士和張建宗先生主講。他們分別介紹內地及本港在推動性別觀點主流化及婦女參與決策方面所取得的進展。第二節由前聯合國婦女地位委員會主席團主席Olivier Belle先生和高靜芝女士主講，他們分別分享聯合國和本港在推動婦女發展的體制的工作經驗和心得。

The Chief Executive officiated at the Conference. Other officiating guests included Mr. Peng Qinghua, Director, Liaison Office of the Central People's Government in HKSAR; Ms. Chen Xiurong, Vice-President and Member of the Secretariat, ACWF; Ms. Guo Li, Deputy Director, Liaison Office of the Central People's Government in HKSAR; Mr. Matthew Cheung, Secretary for Labour and Welfare; Ms. Sophia Kao, Chairperson of the Commission; and Mr. Paul Tang, Permanent Secretary for Labour and Welfare and Vice-Chairperson of the Commission.

There were two plenary sessions at the Conference. In the first session, Ms. Chen Xiurong and Mr. Matthew Cheung introduced the Mainland and local experiences in promoting gender mainstreaming and women's participation in decision-making. In the second session, Mr. Olivier Belle, the former Chairperson of the Bureau of the UN Commission on the Status of Women, and Ms. Sophia Kao shared respectively UN and Hong Kong's experience about mechanisms in promoting the development of women.





與會者亦積極參與分組討論。分組討論共有八個議題，包括：婦女參與決策、經濟參與、保障婦女權益、婦女安全、培育關愛家庭、教育與充能、婦女健康與保健、婦女與文化、藝術、傳媒。此外，研討會設有午間講座，題目是「男性在推動兩性平等的角色」。研討會同時舉辦小型展覽，介紹社會服務機構和婦女組織在婦女發展方面的工作項目和成就。

是次研討會特別安排「研討會前活動」，超過700人參加。「研討會前活動」共有四個環節，分別以展翅翱翔、八面玲瓏、豐盛人生和共融社會為主題，共有26個婦女團體、非政府組織和社會服務機構配合主題籌辦了14個項目，以輕鬆手法展示21世紀香港女性的多元面貌。

研討會舉行前，委員會曾於2009年4月舉行兩場交流會，就研討會的暫定日程及研討會前活動的形式，向共31個婦女團體和相關組織進行諮詢。

Attendees participated actively in the breakout sessions discussing various issues including women's participation in decision-making, economic participation, protection of women's rights, women's safety, nurturing caring family, education and empowerment, women and health, and women in culture, arts and media. A lunch-time talk with the theme "Men's Role in Promotion of Gender Equality" was organised. Alongside the Conference, a mini-exhibition was set up to showcase the achievements and outstanding projects related to the development of women by social service agencies and women's groups.

Pre-conference Activity was also held. Twenty-six women's groups, NGOs and service agencies coordinated 14 lively presentations on different facets of Hong Kong's women in the 21<sup>st</sup> century on the themes of nurturing youngsters, women in multi-roles, self enrichment and inclusive community. Over 700 people attended the Pre-conference Activity.

In preparation for the Conference, two exchange sessions were convened in April 2009 to collect views from 31 women's groups and related organisations on the tentative programme of the Conference as well as the format of the Pre-conference Activity.



### 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

2010年9月2日，委員會舉行了「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。論壇並讓與會者就香港在落實《北京宣言》和《北京行動綱要》方面的工作交換意見。約二百名關注婦女事務的婦女團體代表、區議員、學者和政府部門代表出席。

委員會主席高靜芝女士以「香港落實《北京宣言》和《北京行動綱要》的情況」為題於論壇上發言；全國婦聯國際聯絡部部長鄒曉巧女士則根據國際和香港實踐《北京行動綱要》的經驗論述國際婦女運動的發展與挑戰。最後由香港中文大學香港亞太研究所性別研究中心當時的主任張妙清教授闡析婦女界對香港落實《北京宣言》和《北京行動綱要》的回應。出席人士在分享環節踴躍發言，交換經驗和意見。

### 「性別數據 - 編整與發放」交流會

委員會於2011年9月30日舉辦「性別數據 — 編整與發放」交流會，旨在透過分享政府採集性別統計數字的最新情況，以及委員會的《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》結果，與公眾就如何改善性別數據的編整與發放交流意見和經驗。

### Beijing+15 Forum: Progress and Prospects of Women's Development - the International and Hong Kong Experience

On 2 September 2010, the Commission 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. The *Forum* was also for participants to exchange views on the work done in Hong Kong to implement the Beijing Declaration and BPFA. About 200 representatives of women's groups, District Councillors, scholars and representatives from various Government departments attended the *Forum*.

Ms. Sophia Kao, Chairperson of the Commission, spoke on the implementation of Beijing Declaration and BPFA in Hong Kong at the *Forum*. Ms. Zou Xiaogiao, Director-General, International Liaison Department, ACWF, spoke on the development and challenges of the international women's movement with reference to the international and Hong Kong experiences in implementing BPFA. To conclude, Prof. Fanny Cheung, the then Director, Gender Research Centre, Hong Kong Institute of Asia-Pacific Studies, The Chinese University of Hong Kong, delivered a speech on the responses of women's groups to the implementation of the Beijing Declaration and BPFA in Hong Kong. Participants also exchanged views in an experience sharing session.

### Exchange Session on Gender Statistics: Compilation and Dissemination

The Commission organised an Exchange Session on *Gender Statistics: Compilation and Dissemination* on 30 September 2011. It aimed to exchange with participants the opinions and experiences on how to improve the compilation and distribution of gender statistics through sharing of the latest situation of gender statistics



是次交流會首先由統計處署理高級統計師李若谷先生簡介該處最新出版的《香港的女性及男性主要統計數字2011》，繼而由委員會委員梁麗清博士簡介委員會於2010年進行的香港婦女地位調查，並由香港大學社會學系副教授吳俊雄博士就蒐集性別分類數據的現況作評論分析。超過60人出席是次交流會，並於討論環節提出了很多寶貴的意見。

### 3.3.4 展覽

委員會於2007年底舉辦名為「香港女性飛躍百年展」的大型展覽，以展示香港婦女百年以來在工作、家庭、教育及社會參與等方面的發展，並表揚她們對社會的貢獻。委員會其後複製有關的展覽材料，並於2008年7月至2009年2月期間，在沙田大會堂、香港中央圖書館、荃灣大會堂、香港歷史博物館、七個政府合署及12間公共圖書館巡迴展出。

另外，於2009年8月的「婦女事務委員會研討會2009『承擔、超越 廿一世紀女性』」舉行期間，亦同時舉辦小型展覽，介紹社會服務機構和婦女組織在婦女發展方面的成果和出色的工作項目，一共展出62個來自47個婦女組織、非政府組織及社會服務機構的工作項目。

collection by the Government, as well as the results of the Commission's *Survey on What Do Women and Men in Hong Kong Think about the Status of Women at Home, Work and in Social Environments?*

The Exchange Session started with Mr. Billy Li, Acting Senior Statistician, C&SD, to introduce the findings in C&SD's latest publication *Women and Men in Hong Kong Key Statistics 2011*, and followed by Dr. Leung Lai-ching, Commission Member, to introduce the survey on status of Hong Kong women initiated by the Commission in 2010. Dr. Ng Chun-hung, Associate Professor, Department of Sociology, The University of Hong Kong also joined the discussion by commenting on the current situation of collection of sex-disaggregated data. Over 60 participants attended the Exchange Session and put forwards some valuable opinions during the questions and answers session.

### 3.3.4 Exhibitions

The Commission organised a large-scale *Exhibition on Women of Hong Kong - A Century of Contribution and Development* in 2007 to showcase the development of women in the areas of work, family, education and social participation in the last century and pay tribute to women's contribution to the society. The *Exhibition* materials were then duplicated and put on display at Shatin Town Hall, Hong Kong Central Library, Tsuen Wan Town Hall, Hong Kong Museum of History, seven Government offices and 12 public libraries from July 2008 to March 2009.

Alongside the Women's Commission Conference 2009 on *Beyond Limits - Women in the 21<sup>st</sup> Century* in August 2009, a mini-exhibition was also set up to showcase the achievements and outstanding projects related to the development of women by social service agencies and women's groups. A total of 62 projects from 47 women's groups, NGOs and social services agencies were featured.





### 3.3.5 培養年青人的性別意識

### 3.3.5 Cultivating Gender Values among Youngsters

女孩是未來的婦女，但我們在今天就要聆聽她們的聲音。我們必須盡一切努力，讓她們充分發揮潛能，並確保她們可充分及平等地參與建設更美好的世界。

Girls are the women of tomorrow, but we need to hear their voices today. We must do everything now so that they can develop their potential to the fullest and to ensure their full and equal participation in building a better world for all.

聯合國婦女地位委員會主席 H. E. Mr. Garen NAZARIAN

於第55屆聯合國婦女地位委員會會議的閉幕詞

Closing remarks by H. E. Mr. Garen NAZARIAN

Chair of the United Nations (UN) Commission on the Status of Women (CSW)

at the 55<sup>th</sup> session of the UN CSW on 14 March 2011

(中文為翻譯版本)

委員會相信要令消除性別定型的工作有成效和得以持續，必須從人生的早段開始。因此，我們推動了多項協作項目，藉以加強學校教育和學生的性別意識。我們定期與教育局就課程發展交換意見，並舉辦不同形式的比賽，讓學生可以透過有趣的方式，探討與性別意識相關的課題。

#### 通識教育的課程發展

委員會相信自幼培養性別意識既重要且有效。因此，在學校推動性別意識是委員會的優先工作之一。我們一直與教育局和前教育統籌局定期溝通，從性別角度對課程發展提出意見，以及探討發展一個性別相關的獨立單元的可能性，希望向學生灌輸正確的性別意識和消除性別定型觀念，以收潛移默化之效。

經過委員會與教育局的多次討論後，教育局其後在新高中科目中加強了性別意識，並且舉辦專業發展課程，編訂學與教的材料，以加強教師的性別意識。除了新高中課程，小學的常識科及初中階段的德育及公民教育亦加入了相關的論題，以加強學生的性別觀點及性別敏感度。

The Commission believes that effective and enduring elimination of gender stereotyping must start early in life. To this end, we have championed a number of collaborative efforts to enhance gender awareness in school education and among students. Among these efforts, we regularly exchange with the Education Bureau (EDB) on curriculum development, and organise competitions to engage students and help them appreciate gender-related issues in an enjoyable way.

#### Curriculum Development of Liberal Studies

Recognising the importance and effectiveness of building gender awareness at the early stages of life, the Commission puts gender awareness in schools as a priority issue. We maintain regular dialogues with EDB as well as the then Education and Manpower Bureau to provide advice on the development of curriculum from the gender perspective and explore possibility on developing a separate module on gender, in order to promote gender awareness and eliminate gender stereotyping among students for a perpetual impact.

After substantive dialogue between the Commission and EDB, gender awareness was enhanced in the New Secondary School (NSS) subjects. Professional development programmes / learning and teaching materials were also organised / developed to help enhance teachers' gender awareness. In addition to the NSS curriculum, related topics have been incorporated to enhance the gender perspective and gender sensitivity of students in General Studies at primary education and the Moral and Civic Education during the junior forms of secondary education.

### 全港中學生及大專生「性別觀點」辯論比賽

委員會於2008年10月至11月舉辦「全港中學生及大專生『性別觀點』辯論比賽」，希望學生從不同角度，包括從性別角度反思不同的社會議題。

比賽分為中學及大專兩組，共有32所中學及五支大專隊伍進入比賽。賽事於2008年10月11日開始，連續七個星期六進行初賽至決賽，辯論一些與性別相關的熱門社會議題，並由各區區議會主席、副主席及性別課題聯絡人、民政專員、中學老師、大學講師和委員會委員擔任評判。

比賽的總決賽在2008年11月28日舉行。中學組總決賽的辯題為「香港女性有足夠參與政治的空間」，由協恩中學勝出；而大專組的辯題則是「香港是一個男女平等的城市」，得勝隊伍是香港中文大學的聯合辯論隊。

配合是次比賽，委員會亦於2008年10月至11月期間，在新城電台推出公眾教育節目，讓同學可以與公眾分享對辯論题目的見解，引發公眾對相關性別議題的興趣。

### Debate Competition on Gender Issues for Secondary and Tertiary Students

Between October and November 2008, the Commission organised a *Debate Competition on Gender Issues for Secondary and Tertiary Students* to stimulate students' interest to examine various social issues from different perspectives and incorporate a gender angle in the process.

The *Competition* was divided into Secondary and Tertiary Divisions. A total of 32 secondary schools and five teams of tertiary students joined the *Competition*. All heats and semi-finals commenced on 11 October 2011 for seven consecutive Saturdays to debate on popular social issues related to gender. Adjudicators of the *Competition* included, Chairmen, Vice Chairmen and GFPs of DCs, District Officers, secondary school teachers, lecturers of tertiary institutes and Members of the Commission.

The Final of the *Competition* was held on 28 November 2008. The motion for the Secondary Division Final was "There are adequate opportunities for women to participate in politics in Hong Kong" while that for the Tertiary Division was "Hong Kong is a gender-equal city". Heep Yunn School and the United Debate Team of CUHK were the champions in the Secondary Division and Tertiary Division respectively.

To supplement the *Competition*, the Commission also launched a public education campaign at the Metro Radio in October and November 2008, allowing the participating students to share with the public their views on the motions in order to raise public awareness on gender issues.



### 「男與女」- 中學生性別意識短片創作比賽

2009年12月至2010年4月期間，委員會舉辦了「『男與女』 中學生性別意識短片創作比賽」，鼓勵中學生透過製作短片，從不同角度探討香港女性的需要，並宣揚性別意識和性別平等的觀念，從而加深同學對性別課題的理解和關注。參賽作品透過影像和戲劇，展示在性別定型的觀念下，兩性在個人發展、工作、家庭等方面所面對的局限和障礙。委員會在公布結果前，安排了網上投票活動，並於賽後把三段得獎短片於巴士上廣泛播放及上載於委員會的網頁，以引發公眾對性別議題的關注，以及對性別成見和性別定型觀念的反思。

頒獎典禮於2010年5月27日舉行。是次比賽由中華傳道會安柱中學以「非常男孩」奪得冠軍；亞軍得主是香港基督教女青年會「創領新青年」兩性平等戲劇培育小組，作品是「媽媽的一天」；季軍是香港紅十字會甘迺迪中心，作品是「男與女」。

配合是次比賽，委員會於2010年1月23日安排了「性別認知及錄像拍攝工作坊」，以加強同學對性別意識、創作意念及錄像攝影的概念。

### “Gender Story” – Short Video Filming Competition on Gender Awareness for Secondary Students

Between December 2009 and April 2010, the Commission organised the “Gender Story” – Short Video Filming Competition on Gender Awareness for Secondary Students. It aimed to encourage secondary students to explore the needs of women from different angles, and promote gender awareness and sense of gender quality through producing short videos, in order to enhance students’ understanding and concern over gender-related issues. Through images and drama, videos entering the *Competition* displayed the constraints and obstacles faced by the two genders in their personal development, work and family due to gender stereotyping. Internet polling was arranged before announcement of results, and the three winning videos were widely broadcast on buses and the Commission’s website for raising public concern over gender-related topics and stimulating reflection on gender prejudice and stereotyping.

CNEC Christian College was the Champion of the *Competition*, while the first and second runner-ups were the Women Affairs Team of the Hong Kong Young Women’s Christian Association and the Hong Kong Red Cross John F Kennedy Centre respectively. The award presentation ceremony was held on 27 May 2010.

To supplement the *Competition*, the Commission organised the *Workshop on Gender Perspective and Video Filming* on 23 January 2010 to strengthen students’ understanding of gender perspective, creative concept and video production.





### 3.3.6 傳媒關係

為了協助公眾了解新聞故事背後的性別觀點和我們的最新工作情況，委員會與傳媒不時保持聯繫，並主動發出新聞稿和發表文章。在2008年1月至2012年1月期間，委員會接受了19次傳媒採訪，舉行了九次新聞簡報會，以及發出了28份新聞稿或聲明。委員會在2008年至2011年間發出的新聞稿以表列形式收錄於附錄中。

### 3.3.7 網頁

自2001年1月起，委員會的網站(<http://www.women.gov.hk>)詳載了我們的工作、與性別相關的重要資訊，以及有關婦女事務的最新發展，供關注婦女事務的人士閱覽。委員會於2010年12月初推出全新設計的網站，更有系統地存放與婦女事務相關的最新發展。

新網站的特色包括：加強影音資訊；設有一個「婦女團體資料庫」及「資訊交流中心」，加強公眾對本地關注婦女事務的非政府組織的認識，以及用作發佈有關婦女事務的活動和服務資訊之用；以及設有「黑白版」、可選擇不同大小的字體、具備「友善列印」功能等，以照顧公眾人士的不同需要。我們相信，新網站對公眾來說，會是一個提供全面性別議題相關資訊的參考網站。

我們未來將會繼續與相關的持份者保持聯繫，確保我們的網站能夠在提升性別意識和協助創造一個性別平等社會方面，發揮推動作用。

### 3.3.6 Media Relations

To facilitate public understanding of the underlying gender aspects of news stories and our latest work, the Commission regularly liaises with the media, and proactively issues press statements and articles. From January 2008 to January 2012, the Commission granted 19 press interviews, held nine press briefings and issued 28 press releases or statements. A list of press statements and articles issued by the Commission from 2008 to 2011 is included in the Appendix.

### 3.3.7 Website

Since January 2001, the website of the Commission (<http://www.women.gov.hk>) has enabled all interested parties to understand our work, access important gender-related information and keep abreast of the latest developments of women-related issues. At the beginning of December 2010, the Commission revamped our website to present the latest information on women-related issues in a more systematic way.

A number of new features were added to the Commission's website. Those include strengthening the audio-visual content; a Database on Women's Groups and a News Exchange Forum providing a better picture of local NGOs with a women-related interest, and help publicise women-related activities / services; and "mono mode", selection of font sizes, addition of "print-friendly" functions to cater for people with different needs. We believe that the new face of our website is a comprehensive gender-rated reference for the public.

In the years ahead, we will continue to liaise with all concerned stakeholders to ensure that our website plays a dynamic role in raising gender awareness and in helping to create a gender-equal society.



### 3.3.8 刊物

委員會不時就各項與婦女相關的課題出版刊物，藉此提高社會的性別敏感度、減少性別定型，以及提供有關性別平等的資訊。在2008至2011年期間出版的刊物包括：

- 介紹委員會的單張
- 介紹委員會的影片
- 《香港女性統計數字2007》小冊子
- 《培育優質子女由優質家長做起》單張
- 《華彩半邊天》影碟
- 《「醒目」中小企僱主 由「家庭友善僱用政策及措施」做起》單張
- 《香港婦女安全：消除家庭暴力 最新進展及未來路向》
- 《香港女性統計數字2009》小冊子
- 《「承擔、超越 廿一世紀女性」研討會會後報告》
- 《香港婦女發展目標》報告
- 《香港婦女健康服務指南》

### 3.3.8 Publications

The Commission publishes on a wide range of women-related issues to promote gender sensitivity in the community, reduce gender stereotyping and provide information on gender equality. Publications issued from 2008 to 2011 include:

- Leaflet to introduce the Commission
- Video to introduce the Commission
- Brochure on *Hong Kong Women in Figures 2007*
- Leaflet on *Nurturing Quality Child, Be a Quality Parent*
- DVD on *Colorful Lives of Women*
- Leaflet on *Be a smart SME employer – Start with Family-friendly Employment Policies and Practices (FEPP)*
- *Women's Safety in Hong Kong: Eliminating Domestic Violence – An Update and the Next Step*
- Brochure on *Hong Kong Women in Figures 2009*
- Conference Report on *Women's Commission Conference on Beyond Limits – Women in the 21st Century*
- Report on *Hong Kong Women's Development Goals*
- *Guide to Women's Health Services in Hong Kong*

## 3.4 與社會各界及國際社會共同協作

## 3.4 Collaborating with Different Sectors of the Society and Around the World

世界各地的婦女紛紛團結一致支持一個全球婦女運動，大家分享知識和經驗，並為自己充權以建立一個和平和更公平的世界。

Across the world women are joining hands in solidarity and support, in a global women's movement, sharing knowledge and experience and empowering themselves to build a peaceful and fairer world.

Marilee KARL  
Isis International 聯合創辦人  
全球千名婦女爭評2005年諾貝爾和平獎  
Marilee KARL  
Co-founder of Isis International  
1000 Women for the Nobel Peace Prize 2005  
(中文為翻譯版本)

### 3.4.1 內地與國際聯繫

積極建立本地、內地及國際聯繫，是委員會推動性別平等的策略之一。委員會經常出席區域性和國際性會議，例如我們每年均會派員出席聯合國婦女地位委員會的會議，亦不時出席亞太經合組織婦女領袖網絡會議。每次出席國際會議，我們均帶備相關的香港資料及刊物，讓與會人士更加了解香港婦女發展的現況。其中，委員會於聯合國婦女地位委員會第52屆會議期間，在2008年2月25日舉辦了關於增強婦女能力及「自學計劃」的專題討論，向來自世界各地的參加者分享推行「自學計劃」的經驗。另外，委員會亦於出席2010年9月舉行的亞太經合組織第15屆婦女領袖網絡會議期間，參與了大會的展覽攤位及相片展，介紹香港傑出女性和委員會的工作。

2008年5月18日至21日，委員會訪問北京，探訪全國婦聯，並參觀有關推動婦女事務計劃的單位，例如海淀區社區服務中心、中華女子學院和全國婦聯法律幫助中心等，有助加深委員會對內地婦女工作最新進展的認識，並為委員會和全國婦聯未來就推動兩地婦女發展加強合作奠定良好基礎。

### 3.4.1 Mainland and International Liaison

Maintaining a close network with local, Mainland and international communities is one of the strategies of the Commission to promote gender equality. The Commission regularly attends regional and international conferences. For example, the Commission attends meeting of the UN Commission on the Status of Women (CSW) every year, and also participates from time to time the APEC Women Leaders Network Meeting. We always bring along information and publications of Hong Kong for delegates around the world to enhance their understanding of the latest situation of women's development in Hong Kong. Among these meetings, on 25 February 2008, the Commission organised a panel discussion in the margin of the 52<sup>nd</sup> Session of CSW on empowerment of women in HKSAR and CBMP, to share our experience in implementing CBMP with overseas participants. In September 2010, at the 15<sup>th</sup> APEC Women Leaders Network Meeting, the Commission also participated in the exhibition booth and photo exhibition alongside with the Meeting to introduce outstanding women of Hong Kong and the works of the Commission.

From 18 to 21 May 2008, the Commission visited the ACWF in Beijing, and other units related to the promotion of women's affairs, including the Community Services Centre of Haidian District, the China Women's University and the Legal Assistance Centre of the ACWF. The visit helped to strengthen our understanding of initiatives to promote women's development on the Mainland. It also laid a good foundation for future collaboration with ACWF to advance women's development in the two areas.





2009年10月23日，委員會探訪澳門的婦女事務諮詢委員會，就提升婦女地位的觀點和工作交換意見。委員會亦探訪一間由當地非政府婦女機構開辦的服務中心。

這些活動提供了寶貴的機會，讓委員與國際和內地專家進行交流，並為委員會的工作注入新視野。通過這些協作和交流活動，我們可以了解在區域和國際間有關婦女事務主要課題的最新發展，還可以藉此展示香港在促進婦女地位方面的進展和成就，以及分享一些推行優良措施的經驗。

On 23 October 2009, the Commission visited the Women Advisory Committee in Macao, during which we exchanged views and practices to enhance women's status. The Commission also visited one service centre operated by a local women NGO.

All these occasions provide excellent opportunities for dialogue with overseas and Mainland experts, and help bring a new perspective to the Commission's work. Through these collaborations and exchanges, we are able to keep abreast of key women's issues in the regional and international arenas. We also take these opportunities to showcase Hong Kong's progress and achievements in advancing women's status as well as to share experience on good practices.



表 *table*  
**3.7**

**婦女事務委員會在2008年1月至2012年1月期間  
出席的主要區域性及國際性會議  
Major regional and international conferences  
attended by the Women's Commission from  
January 2008 to January 2012**

2008年1月7日 7 January 2008	由香港女障協進會舉辦的「殘疾婦女研討會2008」(香港) Regional Conference on Women with Disabilities 2008 organised by the Association of Women with Disabilities Hong Kong in Hong Kong
2008年2月25至27日 25 – 27 February 2008	聯合國婦女地位委員會第52屆會議(美國紐約); 並在會議期間, 於2008年2月25日舉辦了關於增強婦女能力及「自在人生自學計劃」的專題討論。 The 52 <sup>nd</sup> Session of the United Nations Commission on the Status of Women in New York, US. In the margin of the session, the Commission organised a panel discussion on 25 February 2008 on empowerment of women in HKSAR and the Capacity Building Mileage Programme.
2009年3月2至4日 2 – 4 March 2009	聯合國婦女地位委員會第53屆會議(美國紐約) The 53 <sup>rd</sup> Session of the United Nations Commission on the Status of Women in New York, US
2009年8月4至5日 4 – 5 August 2009	亞太經合組織第14屆婦女領袖網絡會議(新加坡) The 14 <sup>th</sup> APEC Women Leaders Network Meeting in Singapore
2009年12月15至17日 15 – 17 December 2009	由中華全國婦女聯合會(全國婦聯)、國家體育總局及廣東省人民政府合辦的「第四屆全國婦女健身活動展示大賽」(東莞) The 4 <sup>th</sup> National Games on Fitness Activities for Women, co-organised by the All-China Women's Federation (ACWF), General Administration of Sports of China and People's Government of Guangdong Province, in Dongguan
2010年2月26日至3月4日 26 February – 4 March 2010	聯合國婦女地位委員會第54屆會議(美國紐約) The 54 <sup>th</sup> Session of the United Nations Commission on the Status of Women in New York, US
2010年3月29日 29 March 2010	廣州市殘疾人聯合會主辦及廣州市殘疾婦女協會協辦的「殘疾婦女研討會2010」(廣州) Regional Conference on Women with Disabilities 2010 organised by the Guangzhou Disabled Persons' Federation and co-organised by the Guangzhou Association of Disabled Women in Guangzhou
2010年9月16至18日 16 – 18 September 2010	由全國婦聯主辦、上海市婦聯承辦的「婦女與城市發展暨紀念第四次世界婦女大會十五周年論壇」(上海) International Forum on Women and Urban Development cum the Fifteenth Anniversary Commemoration of the Fourth World Conference on Women organised by ACWF and undertook by the Shanghai Women's Federation in Shanghai
2010年9月19至21日 19 – 21 September 2010	亞太經合組織第15屆婦女領袖網絡會議(日本東京) The 15 <sup>th</sup> APEC Women Leaders Network Meeting in Tokyo, Japan
2011年2月22至25日 22 – 25 February 2011	聯合國婦女地位委員會第55屆會議(美國紐約) The 55 <sup>th</sup> Session of the United Nations Commission on the Status of Women in New York, US
2011年9月13至16日 13 – 16 September 2011	亞太經合組織婦女與經濟高峰會(美國三藩市) APEC Women and the Economy Summit in San Francisco, US
2011年11月9至11日 9 – 11 November 2011	由全國婦聯主辦的「婦女與可持續發展國際論壇」(北京) International Forum on Women and Sustainable Development organised by ACWF in Beijing

表 *table*  
3.8

在2008年1月至2012年1月期間探訪  
婦女事務委員會的內地及世界各地的訪客  
Visitors to the Women's Commission  
from the Mainland and around the world  
from January 2008 to January 2012

2008年1月24日 24 January 2008	中華全國婦女聯合會(全國婦聯)副主席兼書記處書記趙少華女士率領的代表團 All-China Women's Federation (ACWF) delegation led by ACWF Vice-President and Member of ACWF Secretariat Mdm. Zhao Shaohua
2008年3月14日 14 March 2008	埃及The American University in Cairo政治系講師Dr. Mona Makram-Ebeid Dr. Mona Makram-Ebeid, a distinguished lecturer in the Department of Political Science, The American University in Cairo, Egypt
2008年4月7日 7 April 2008	天津婦女聯合會代表團 A delegation from Tianjin Women's Federation
2008年4月30日 30 April 2008	廣東省婦女聯合會主席 President of Guangdong Women's Federation
2008年12月5日 5 December 2008	全國婦聯副主席黃晴宜女士率領的代表團 ACWF delegation led by ACWF Vice-President Mdm. Huang Qingyi
2009年2月27日 27 February 2009	全國婦聯書記處書記趙東花女士率領的全國婦聯代表團 An ACWF delegation led by Member of ACWF Secretariat Mdm. Zhao Donghua
2009年5月21日 21 May 2009	全國婦聯原主席顧秀蓮女士率領的代表團 An ACWF delegation led by former ACWF President Mdm. Gu Xiulian
2009年8月29日 29 August 2009	全國婦聯主席陳自立女士率領的代表團 An ACWF delegation led by ACWF President Mdm. Chen Zhili
2009年11月18日 18 November 2009	中國婦女發展基金會代表團 A delegation from the China Women's Development Foundation
2010年1月8日 8 January 2010	葡萄牙外交部副部長Rui Macieira先生 Mr. Rui Macieira, Deputy Director-General, Ministry for Foreign Affairs, Portugal
2010年1月13日 13 January 2010	深圳市婦女聯合會代表團 A delegation from Shenzhen Women's Federation
2010年3月17日 17 March 2010	全國婦聯代表團 A delegation from ACWF
2010年6月14日 14 June 2010	美國國務院國務卿辦公室全球婦女議題政策顧問Yu Wenchi女士 Ms. Yu Wenchi, Policy Advisor of the Secretary's Office of Global Women's Issues of the U.S. Department of State
2010年9月1日 1 September 2010	全國婦聯國際聯絡部部長鄒曉巧女士 Ms. Zou Xiaoqiao, Director-General of Department of International Liaison, ACWF
2010年10月30日 30 October 2010	由全國婦聯副主席陳秀榕女士率領的代表團 An ACWF delegation led by ACWF Vice-President Mdm. Chen Xiurong
2010年12月22日 22 December 2010	中國婦女發展基金會代表團 A delegation from the China Women's Development Foundation
2011年6月10日 10 June 2011	韓國Korea Women's Resource Development Centers United代表團 A delegation from Korea Women's Resource Development Centers United
2011年11月22日 22 November 2011	德國新聞記者Ms. Marion Puening女士 Ms. Marion Puening, a journalist from Germany
2011年12月8日 8 December 2011	雲南省婦聯代表團 A delegation from Yunan Women's Federation



### 3.4.2 與本地婦女團體及社區協作

多年來，委員會積極建立本地網絡，包括到地區探訪，與區議員、地區人士、婦女團體代表交流會面，並參與婦女團體的活動，從而促進彼此的了解、建立緊密的夥伴關係。

#### 與本地婦女團體建立伙伴關係

本港婦女團體透過不同的服務和活動，直接接觸社會各階層的女性，深入了解婦女的需要和關注，對本地的婦女議題亦具有敏銳的觸覺。

為此，委員會致力通過舉辦各種活動，與婦女團體和非政府組織建立夥伴關係。我們經常與本地婦女團體及服務機構會面，出席及支持他們的活動，並探訪不同的地區。另外，委員會在制訂消除家庭暴力策略、籌備「婦女事務委員會研討會2009『承擔、超越 - 廿一世紀女性』」、訂定婦女發展目標等時，都曾舉辦交流會或集思會，與婦女團體及其他持份者交換意見。此外，在適當情況下，委員會亦會與本地婦女團體及外界組織協作，或以支持機構身份，推展有意義的項目。

### 3.4.2 Collaborating with Local Women's Groups and the Community

For years the Commission has striven to develop and strengthen our local network. Related works include district visits, meetings with District Councillors, representatives of community and women's groups to exchange views, as well as participating in activities of women's groups to enhance mutual understanding and develop long-term partnership.

#### Building Partnership with Local Women's Groups

Through provision of services and other activities, women's groups in Hong Kong have close contact with women of all backgrounds. They have a thorough understanding of the needs and concerns of women, and are also sensitive to gender issues in Hong Kong.

The Commission seeks to establish partnership with women's groups and NGOs through various activities. We regularly meet with local women's groups and service agencies, attend and support their activities, as well as visit different districts. In addition, the Commission organised a series of exchange and brainstorming sessions with women's groups and other stakeholders when mapping out our strategies to eliminate domestic violence, preparing the Women's Commission Conference 2009 on *Beyond Limits - Women in the 21<sup>st</sup> Century*, as well as developing the women's development goals. Moreover, where appropriate, the Commission collaborates with local women's groups and other parties or serves as a supporting organisation on worthy cases.



繼2007年的「第三屆全國億萬婦女健身活動展示大賽」，委員會在2009年再次協助本地婦女團體組成香港隊，參加由全國婦聯、國家體育總局及廣東省人民政府於12月15至17日在東莞合辦的「第四屆全國婦女健身活動展示大賽」（健身活動展示大賽）。香港隊由40名來自地區婦女團體的參加者組成，在大賽中贏得六個獎項。委員會於大賽後致函民政事務局局長，建議政府資助香港代表參加下屆健身活動大賽，藉以在地區推廣婦女健體活動。

委員會也十分關注少數族裔婦女在香港的情況。為此，我們於2010年邀請了大學學者向委員會介紹相關現況，以及於2011年探訪香港仔明愛社區中心，並與少數族裔婦女會面，以了解她們在香港的生活。

After the Third National Games on Fitness Activity for Women (the National Games on Fitness) in Beijing in 2007, the Commission facilitated local women's groups to form a HKSAR Team again in 2009 to attend the Fourth National Games on Fitness co-organised by ACWF, the General Administration of Sports of China and the People's Government of Guangdong Province, in Dongguan from 15 to 17 December. The HKSAR Team consisted of 40 participants from district-based women's groups, and a total of six awards were won. A letter was issued to the Secretary for Home Affairs after the success in the National Games on Fitness to urge the Government for financial support to Hong Kong's delegation in future National Games on Fitness with a view to promoting fitness activities for women at the district level.

The Commission is also concerned about the ethnic minority women in Hong Kong. Hence, in 2010 we invited academics to brief us on the latest situation and visited the Caritas Community Center – Aberdeen in 2011 to meet with ethnic minority women to have a better understanding of their daily lives in Hong Kong.



表 *table*  
**3.9**

婦女事務委員會在2008至2011年期間，出席本地  
婦女團體、非政府組織及其他團體的活動次數統計  
Statistics of Women's Commission's attendance  
at activities of local women's groups, NGOs and  
other outside parties from 2008 to 2011

年份 Year	出席次數 Number of Attendance
2008	43
2009	50
2010	47
2011	68
<b>總數 Total</b>	<b>208</b>

這些開放及坦誠的互動交流活動，有助我們與婦女團體及其他持份者建立互信和共同推動婦女地位的協作關係。委員會希望能夠成為一個有效的溝通平台，擔當橋樑角色，與婦女團體保持聯繫、交流意見之餘，亦把意見向政府反映，期望能於政策層面回應婦女的需要；同時亦希望帶動社會對相關議題的討論，引起各界關注。

These open and candid exchanges and interactions with women's groups and other stakeholders have been instrumental in building trust and a shared ownership of our common purpose of advancing women's status. The Commission would like to assume a bridging role so that through constant liaison and exchange with women's groups, the views and concerns of women's groups could be reflected to the Government. At the same time, we also expect to arouse discussion and concern of gender-related issues in the society.





## 地區探訪

委員會於2001年成立後不久便開展了地區探訪計劃，在2001至2007年間分三輪與各區的區議會、婦女團體、服務機構和婦女代表會面。

2008年7月，委員會展開了第四輪地區探訪計劃，出席各區議會轄下相關委員會的會議，藉以介紹委員會的工作、優質家長教育計劃、性別觀點主流化的概念和性別觀點主流化檢視清單。委員會的地區探訪普遍受到區議員的歡迎，他們承諾在合適的情況下，會支持有助婦女發展及提升婦女福祉的項目。

## 與區議會協作

區議會的工作與市民大眾的日常生活息息相關。倘若區議會能在日常工作應用性別觀點主流化的概念，考慮兩性的需要和觀點，定能對推動婦女發展和性別平等產生積極的影響。

## District Visits

Shortly after our establishment in 2001, the Commission has launched a district visit programme to meet with DCs, women's groups, service agencies, as well as local women personalities in different districts. Between 2001 and 2007, three rounds of district visit programmes were launched.

In July 2008, the Commission launched the fourth round of district visit programme, attending meetings of relevant committees under different DCs. We took the opportunity to introduce our work, the quality parenting project, the concept of gender mainstreaming and the Gender Mainstreaming Checklist. Our visits were generally well-received by District Councillors. They also undertook to support worthy projects conducive to the development of women and their well-being in respective districts where appropriate.

## Collaborating with District Councils

The work of DCs are closely linked to the everyday lives of the general public. It would boost the advancement of women's development and bring about positive impact on gender equality if DCs can adopt the concept of gender mainstreaming and consider the needs and views of the two genders in their daily works.



(1) 區議會性別課題聯絡人網絡

委員會於2008年底設立「區議會性別課題聯絡人網絡」，加強委員會與區議會之間的聯繫，進一步推動性別觀點主流化至社區層面。現時全港18區區議會均各自委派一名區議員出任性別課題聯絡人，透過定期會面和活動，加強聯絡人對婦女相關課題的了解。同時，聯絡人亦擔當起聯絡和諮詢人的角色，協助提高其他區議員對性別課題的認識。

(2) 婦女事務專責小組

委員會欣悉油尖旺區議會、沙田區議會和元朗區議會已分別成立了婦女事務工作小組。此外，荃灣區議會、西貢區議會、沙田區議會、油尖旺區議會及南區區議會多年來均有調撥資源舉辦與性別議題有關的活動，例如性別觀點主流化工作坊和婦女領袖培訓計劃。

(1) Gender Focal Points Network in District Councils

The Commission established a GFPs Network in DCs in late 2008 to enhance the liaison between the Commission and DCs, and also to further promote gender mainstreaming to the community. At present, each of the 18 DCs has a designated District Councillor as GFPs, whose understanding of women-related issues is further enhanced through regular meetings and activities. GFPs are also contact and resource persons to enhance gender awareness of other District Councillors.

(2) Committees on Women's Affairs

The Commission is pleased to note that each of Yau Tsim Mong DC, Shatin DC and Yuen Long DC has now a dedicated working group on women's affairs. Tsuen Wan DC, Sai Kung DC, Shatin DC, Yau Tsim Mong DC and Southern DC have, over the years, allocated resources to organise gender-related activities, such as workshops on gender mainstreaming and programmes on leadership training for women.



## 婦女領袖訓練計劃

委員會於2008年4月舉行的區議會正副主席例會、2008年11月舉行的區議會性別課題聯絡人茶聚，以及自2008年起進行的地區探訪中，均有介紹婦女領袖培訓的概念，期望透過調動地區資源，為本地婦女團體領袖提供領袖培訓。

委員會於2011年3月15日為區議會性別課題聯絡人、區議員及婦女團體代表舉行交流會，分享籌辦婦女領袖訓練計劃的經驗。南區區議會、油尖旺區議會及荃灣區議會均有派代表擔任講者，超過60人參加。

2011年5月23日至27日，委員會及中央駐港聯絡辦公室協調部合辦「香港婦女領袖國情研修班」，共有29名來自香港不同界別的婦女領袖（包括女區議員、婦女組織代表及女性青年領袖等）到北京參加。該研修班旨在培訓婦女領袖、提升學員的領袖才能，以及加深學員對華人社會婦女發展等議題的認識。



## Women's Leadership Training Programme

The Commission introduced the concept of women's leadership training at the regular meeting of the Chairmen / Vice Chairmen of DCs in April 2008 and also to GFPs in DCs at our gathering in November 2008. The same has also been promoted to DCs concerned during district visits since 2008, with an aim to mobilise district resources to provide leadership training for leaders of local women's groups.

On 15 March 2011, the Commission convened an exchange session with GFPs in DCs, District Councillors and representatives of women's groups to share their experiences in organising leadership training programmes for women. Representatives from Southern DC, Yau Tsim Mong DC, and Tsuen Wan DC spoke to more than 60 participants on the topic.

From 23 to 27 May 2011, the Commission and the Coordination Department of the Liaison Office of the Central People's Government in HKSAR co-organised a national studies cum leadership training programme held in Beijing, targeting at Hong Kong woman leaders. Twenty-nine participants from different sectors, including woman District Councillors, representatives of women's organisations and young female leaders attended the programme which was aimed to nurture woman leaders by enriching their leadership skills and familiarising them with various women issues such as the development of women in the Chinese societies.





### 資助婦女發展先導計劃

委員會認為，若能由委員會提供資源給婦女團體推行協助婦女充能和發展的工作，將會產生強大的協同效應，進一步促進婦女事務的發展。為此，委員會於2011年10月推出「資助婦女發展先導計劃」（「先導計劃」），邀請幾個本地婦女團體向委員會申請撥款，舉辦促進婦女發展的項目。

委員會在與婦女界及地區人士的交流中，得悉各界對培訓地區婦女領袖的課程有極大的需求。有不少意見認為婦女領袖訓練課程不但能提升地區婦女的能力，亦有助培育可促進地區發展的人才。有見及此，委員會決定將婦女領袖培訓訂為「先導計劃」的主題。所有獲資助的項目預期於2012年3月底前完成。

### 3.4.3 與家庭議會協作

行政長官在2006 - 07年度的施政報告中建議設立「一個綜合、整體、高層次的家庭事務委員會」，負責「強化家庭功能、以家庭為核心提供各種支援服務，以及促進親密和諧的家庭關係」。家庭議會繼而於2007年12月成立，由政務司司長領導，委員包括官方代表及來自不同界別的非官方人士。

### Pilot Funding Scheme for Women's Development

The Commission believes that if we can provide resources for women's groups to carry out programmes that can facilitate women's empowerment and development, it can create a good synergy and further promote women's development. As a result, the Commission launched in October 2011 a Pilot Funding Scheme for Women's Development (Pilot Scheme) and invited a number of local women's groups to apply for funding from the Commission to organise programmes that aim to advance women's development.

During our exchange with the women sector and the community, we learn about the tremendous demand on women's leadership training programmes at the community level. Many believe that women's leadership training programmes can not only empower women, but also nurture potential leaders in community development. The Commission therefore adopted the theme of "women's leadership training" for the Pilot Scheme. All of the funded programmes are expected to complete by the end of March 2012.

### 3.4.3 Collaborating with the Family Council

In his 2006-07 Policy Address, the Chief Executive suggested that "an integrated, holistic and high-level Family Commission" be set up to "strengthen the functioning of families and provide various family-based support as well as fostering close and harmonious family relationships". Subsequently, the Family Council was established in December 2007. The Council is chaired by the Chief Secretary for Administration and it comprises Government representatives and non-official members from different sectors of the community.



委員會認為，和諧家庭是和諧社會的基石。建構家庭友善及和諧的社會，是一項重大的社會工程，涉及不同部門的政策範疇。要達致和諧社會的理想，需要社會各界積極合作，共同承擔。因此，委員會歡迎設立一個高層次的家庭議會，審視各項與家庭相關的政策，以及推動關愛家庭的文化。

坊間曾經討論家庭議會與安老事務委員會、婦女事務委員會和青年事務委員會各自的角色和之間的關係。關注的持份者建議家庭議會應就家庭相關的事務，與三個委員會緊密合作；然而保留三個委員會，繼續就關乎特定年齡組別或性別的個人或群體的利益，向政府提供意見，亦十分重要。經過多次討論，家庭議會與三個委員會透過共同成員機制，在家庭相關的事務上的緊密合作，結成伙伴。

作為家庭議會的當然委員，委員會主席促進家庭議會及委員會的溝通及合作。在家庭議會成立後，委員會繼續自主處理婦女事務的工作，包括推廣性別觀點主流化、促進婦女參與法定及諮詢組織，以及監察《公約》的實施情況。

由於這個新的協同效應和伙伴關係，委員會亦相應檢討其優先處理的工作。例如家庭教育等與家庭相關的項目，委員會已於2010年向家庭議會呈交一份文件，總結我們於推廣優質家長教育及核心人生價值的經驗。文件呈交以後，委員會出席了由家庭議會舉辦的分享會，以及於2011年與家庭議會的家庭教育小組委員會會晤，協助家庭議會考慮如何進一步推廣家庭教育，包括家長教育。我們與家庭議會的協作，亦體現於就著委員會在促進香港婦女權益方面的工作進展進行的交流、參與家庭議會舉辦的活動，以及從婦女角度向家庭議會的工作提供意見。

The Commission considers that harmonious families are the cornerstone of a harmonious society, and building a family-friendly and harmonious society is an enormous and important social undertaking involving a wide spectrum of policy areas. A harmonious society can only be achieved with the active cooperation and commitment of the entire community. Against this background, we welcomed the establishment of the Family Council as a high-level platform for examining family-related policies and promoting a culture of loving families in the community.

There were discussions in the community regarding the roles and relationships among the Family Council, the Elderly Commission, the Women's Commission and the Commission on Youth. The stakeholders concerned suggested that while the Family Council should work closely with the three Commissions on family-related matters, it was important that the three Commissions should be retained in order to continue to advise the Government on matters concerning the interests of individuals / groups belonging to the particular age / gender groups. After some discussion, the three Commissions form an alliance with the Family Council through cross-membership and that they would work closely together on family-related matters.

The Chairperson of the Commission, as an ex-officio member of the Family Council, facilitates communication and co-operation between the Family Council and the Commission. After the establishment of the Family Council, the Commission continues to maintain our autonomous status with regard to women-specific subjects including the promotion of gender mainstreaming, enhancing women's participation in Government advisory and statutory bodies and monitoring of the implementation of CEDAW.

With this new synergy and partnership in place, the Commission has also reviewed our priority areas of work. On family-related initiatives such as the promotion of family education, the Commission submitted a paper to the Family Council in 2010 to conclude our experience in promoting quality parenting and core life values. Subsequent to the submission of the paper, the Commission also attended a sharing session organised by the Family Council and met with the Sub-Committee on Family Education of the Family Council in 2011 to facilitate the consideration of the Family Council on how to promote family education, including parent education, further. Our collaboration with the Family Council is also evidenced by the exchanges of the Commission's progress in promoting the interests of women in Hong Kong, the participation of initiatives organised by the Family Council, as well as provision of advice to the work of the Family Council from women's perspective.