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## 主席的話 Chairperson's Message

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婦女事務委員會於2001年成立，專責促進本港婦女福祉和權益。在過去的十年裏，為使香港的女性在生活各方面充分獲得應有的地位、權利及機會，委員會採取了三管齊下的策略，從提供有利環境、增強婦女能力和公眾教育三方面著手，致力提升婦女地位及提高公眾對性別議題的認知，令女性能在社會上不同範疇全面參與。過程中，我們得到社會各界的支持，通過大家手合作，共同努力推進香港婦女事務的發展，在多項工作上取得明顯的進展和成果。

2011年是委員會另一個10年的開展。自委員會創立至今，本人極感榮幸能夠先後在委員(2001-2005)和主席(2006-2011)的崗位上為香港服務，與所有前任和現任委員，包括前任主席，同心推動香港的婦女事務工作。本人任期將於2012年初屆滿。藉此機會，我誠意向所有持份者，所有曾在婦女工作上合作或接觸過的各界人士、機構和政府部門，對您們給予委員會和本人的支持、鼓勵、指導和鞭策，致以衷心感謝，亦期望委員會與各界的緊密合作關係在未來的日子會更進一步。

The Women's Commission was established in 2001 and is tasked with promoting the well-being and interests of women in Hong Kong. Over the past decade, the Commission has adopted a three-pronged strategy, namely the provision of an enabling environment, empowerment of women, and public education, to enable women in Hong Kong to fully realise their due status, rights and opportunities in all aspects of life. We strive to advance the status of women and enhance public awareness of gender issues in order to bring about the full participation of women in all sectors of the society. In the process, we have received strong support from the whole community, and joined hands with many others to advance women's development in Hong Kong. Clear progress and results were achieved in many areas of work.

2011 marks the beginning of another decade for the Commission. Since the establishment of the Commission, it has been my great honor to serve Hong Kong initially as a Member (2001-2005) of the Commission and then as the Chairperson (2006-2011) in championing women's causes in Hong Kong together with former and current Commission Members, including the former Chairperson. As my tenure will come to an end at the beginning of 2012, I would like to take this opportunity to express my sincere thanks to all the stakeholders, individuals, organisations and Government bureaux / departments whom I have met and worked with over the years, for their support, encouragement and guidance to the Commission and to me. I sincerely hope that these close partnerships with the Commission will continue to grow long into the future.

這份報告記載了委員會近年的工作進展和成果，並分享了我們的工作經歷和體驗，供大眾閱覽。

在政府的體制內，委員會以中央機制的角色發揮作用，積極透過推廣性別觀點主流化，為婦女締造有利的環境。在維護女性權益方面，委員會過去一直就教育、健康、婦女安全，以及經濟參與等不同公共政策範疇向有關政府部門提出改善建議，而在推動與家庭暴力有關的政策、法例和服務方面成效顯著，獲得社會各界熱烈回應，同時亦推動了女性在公共決策參與比率上大幅增加，以及有效地在商界推動了家庭友善僱用政策及措施。

創造有利環境之餘，亦必須增強婦女自身的能力。在這方面，於2004年推出的「自在人生自學計劃」，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，受到廣泛歡迎。此外，委員會亦透過優質家長教育計劃等措施，培育關愛家庭，大力推動男性在家庭分工上的參與。

This report documents the progress and accomplishments of the Commission in the recent years and seeks to share our work experience and observations with the general public.

Functioning as a central mechanism within the system of the Government, the Commission seeks to provide an enabling environment for women through active promotion of gender mainstreaming. We have been providing advice and recommendations to relevant Government bureaux and departments on an array of policy domains such as education, health, women's safety and economic participation. The results are most encouraging in taking forward improvements to policies, legislation and services relating to domestic violence, and are well recognized by different sectors of the society. Moreover, the Commission has been successful in substantially enhancing women's participation in public decision-making, and promoting Family-friendly Employment Policies and Practices to the business sector.

In addition to an enabling environment, empowerment of women is also important. Launched in 2004, the Capacity Building Mileage Programme aims to encourage women of different backgrounds and education levels to pursue life-long learning and self-development, and has been gaining popularity ever since its launch. The Commission has also implemented other initiatives, including the Quality Parenting project, to nurture caring families and encourage men to be more involved in family responsibilities.



增強公眾對婦女事務的關注亦是委員會的工作重點。十年來，除了推行公眾教育和宣傳活動，藉此消除性別成見和性別定型觀念外，委員會亦通過研究和調查，收集與女性相關的統計數據及有關香港女性的地位和需要的最新發展，並發放調查和研究結果，例如最近調查兩性對婦女在家庭、職場和社會地位的看法，帶動了社會上對性別議題的討論。

委員會另一個重要的角色，是擔當政府和社會（尤其是婦女界）之間的橋樑，向政府反映婦女的需要。委員會一直與婦女團體保持非常緊密的合作伙伴關係，以期更準確掌握各界婦女的意見和關注的事項。另外，我們亦與區議會建立了良好的協作關係，以地區作為平台，推行增強婦女能力的工作項目。

Enhancing public awareness of women's affairs is another work focus of the Commission. During the last decade, in addition to organising public education and promotion activities that aim at eliminating gender prejudice and stereotypes in the society, the Commission has also collected women-related statistics and conducted research studies and surveys to find out the latest development in regard to women's status in Hong Kong and women's needs, and the findings were released for public reference. A recent example is the study on the perceptions of both sexes on women's status at home, at work and in social environments. The findings have ignited extensive discussion on gender issues in the community.

Another important role of the Commission is to act as a bridge between the Government and the society (particularly the women's sector), reflecting various needs of women to the Government. We have maintained a close partnership with women's groups in order to accurately grasp the views and concerns of women in different sectors of the society. We have also been in collaboration with the District Councils to implement district-based women's empowerment initiatives.



香港的婦女工作在過去雖然有很大進展，但婦女的潛能仍未得到充分開發，部分婦女個人生活仍未能享有充分彈性和多元選擇。在社會上，我們仍看到婦女在各方面的參與遇到障礙，尤其是在決策和領導層的參與比率嚴重偏低、媒體上對女性的物化，以及家暴、女性貧窮、缺乏就業保障、無酬家務勞動等問題仍然存在，這些都是我們面對的挑戰。

要解決上述問題，必需從政策方面入手。為此，委員會為促進婦女發展，積極進行訂定明確和可行的目標的工作。我們選取了婦女安全、健康、經濟、教育、參與決策及婦女發展體制六個主要領域，以期與有關政府部門和社會各界在婦女發展工作上取得共識和落實建議。有關報告將於2011年年底面世。

我於2011年2月底出席了聯合國婦女地位委員會年會，與來自100多個國家的代表，見證了聯合國專責婦女事務的新部門「聯合國婦女權能署」的成立。現場凝聚的那股對婦女工作的動力和承擔感令人十分感動。聯合國秘書長在典禮上致辭，表示要令世界有更美好的將來，就要投資在婦女和女童身上，使她們的潛能和創意得以充分發揮。他並強調這不但是所有政府都應做的事，而且是政府所能做的事中最聰明的一項。

委員會將會繼續努力不懈，深化我們的工作。我們的願景是一個完全平等的社會，兩性都有同等機會和權利去參與，盡展潛能，為社會作出貢獻。推動婦女事務發展是一項漫長和要持之以恆的工作，讓我們大家以此為共同目標，本著實事實辦、鏗而不捨的精神，以幹勁承擔發展婦女事務的工作。

**高靜芝, S.B.S., J.P.**  
婦女事務委員會主席

Despite the significant progress in the promotion of women's interests in Hong Kong, full development of women's potential is yet to come, and some women still cannot enjoy the benefit of choices and full flexibility in their personal lives. In the society, there are still barriers hindering women's participation in many aspects. Most notably, the low participation of women at the decision-making and leadership levels, objectification of women in the media, domestic violence, poverty, lack of employment protection, unpaid household work etc. still exist. These are the challenges confront us.

Breakthrough to these challenges must begin at policy level. We identified six major areas, namely women's safety, health, economics, education, participation in decision-making, and system for women's development, for formulation of clear and feasible objectives for promoting women's development; and look forward to reaching consensus and securing implementation proposals with relevant bureaux / departments and different sectors of the society. The report will be launched at the end of 2011.

In late February 2011, I attended the annual session of the United Nations Commission on the Status of Women. Side by side with the representatives from over 100 countries, we witnessed the establishment of UN Women, a new entity under the United Nations focusing on women's affairs. It was a moving moment to experience the fervour and commitment of all the delegates towards women's work. Speaking at the ceremony, the Secretary-General of the United Nations stressed that for the world to have a brighter future, we need to invest in women and girls to fully develop their potential and creativity. He also made a remark in his speech that it is the right thing and a smart thing for all governments to do, and possibly one of the smartest things they could ever do.

The Commission will continue to work tirelessly to further our mission. We envision a society in which everyone is equal, where both women and men can enjoy equal opportunities and rights to participate in the society, to realise their potential in full and to contribute to the society. The work of promoting women's development is a long-term undertaking requiring perseverance and commitment. Let us make this our common goal and work together robustly, in a pragmatic but persistent manner, for furthering women's development.

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