



自強不息

Striving for self-improvement

婦女就業資訊站於2014年設立，為婦女提供全面的就業資訊，協助婦女釋放潛能，投入職場。

Launched in 2014, the Women Employment Website provides comprehensive employment-related information for women with a view to unleashing their potential and facilitating them to participate in the workforce.

婦女事務委員會 — 中央機制

Women's Commission - a Central Mechanism

4.1 婦委會的緣起

早於八十年代，香港婦女團體已倡議成立一個專責促進婦女權益和提高婦女地位的中央機構。聯合國的一條公約最終成為實現這目標的轉捩點。

1996年，聯合國《消除對婦女一切形式歧視公約》（《公約》）延伸至香港。在1999年，聯合國消除對婦女歧視委員會建議香港特別行政區（香港特區）政府成立一個中央機制，專責推動發展相關政策和制定長遠策略，以提升婦女地位。此建議直接促成香港特區政府於2001年1月成立婦女事務委員會（婦委會），致力促進香港婦女的權益和福祉。

婦委會的主席及所有委員皆由香港特區行政長官委任，與政府各部門的高層官員直接溝通。婦委會專責就婦女事務的宏觀策略提出建議，制訂長遠目標和策略，確保婦女可盡展所長。婦委會亦會就婦女相關的政策和措施向政府提供意見。

4.1 How the Commission Began

As early as in the 1980s, women's groups in Hong Kong were calling for the establishment of a centralised body to promote women's rights and to advance the status of women. A United Nations (UN) Convention finally triggered the realisation of this objective.

In 1996, the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was extended to Hong Kong. In 1999, the UN Committee on the Elimination of Discrimination against Women recommended that the Hong Kong Special Administrative Region (HKSAR) Government should establish a central mechanism, tasked with the proactive development of policy and long-term strategies for the advancement of women. This led directly to the establishment of the Women's Commission by the HKSAR Government in January 2001, tasked to promote the interests and well-being of women in Hong Kong.

The Chief Executive of the HKSAR appoints the Chairperson and members of the Commission. The Commission could communicate directly with high-level officials of all Government bureaux and departments. The Commission takes a strategic overview of all issues relating to women, develops a long-term mission and strategy for the development and advancement of women, and advises the Government on policies and initiatives which are of concern to women.



發揮婦女潛能 Unleashing Women's Potential

我向每一個今天出生的女孩以及地球上的每一名婦女和女孩發出如下資訊：實現人權和平等不是夢想，而是政府、聯合國和每個人的責任。我還向我的男同胞和男孩們發出資訊：盡己之責。婦女和女孩（即你們的母親、姐妹、朋友和同事）能夠充分發揮她們的潛力之時，就是我們所有人受益之日。

聯合國秘書長潘基文
2014年國際婦女節

I have a message for every girl born today, and to every woman and girl on the planet: Realizing human rights and equality is not a dream, it is a duty of governments, the United Nations and every human being. I also have a message for my fellow men and boys: play your part. All of us benefit when women and girls – your mothers, sisters, friends and colleagues – can reach their full potential.

Ban Ki-moon, Secretary-General of the United Nations
International Women's Day 2014



4.2 使命和策略

婦委會以「促使香港女性在生活各方面充分獲得應有的地位、權利及機會」為使命。婦委會採取三管齊下的策略，包括提供有利環境、通過能力提升增強婦女能力和推行公眾教育。婦委會透過這三項策略提升婦女地位，並透過與社會各界協作，以提升公眾對性別議題的關注。

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

4.2 Mission and Strategy

The Commission's mission is "to enable women in Hong Kong to fully realise their due status, rights and opportunities in all aspects of life." This is pursued through a three-pronged strategy, namely: ensuring an enabling environment; empowerment of women through capacity building; and public education. Through these strategies, the Commission seeks to advance the status of women, and to raise the awareness of the public on issues related to gender by working with various sectors in the community.

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



4.3 婦委會的運作

婦委會所有的委員均由行政長官委任。目前，婦委會主席由一位非官方委員出任，其他委員包括20名非官方成員和三名官方成員。

婦委會每三至四個月召開一次定期會議，亦會就個別議題或臨時項目召開特別會議。婦委會轄下設有四個常設工作小組，負責制定及監察以下四個策略性範疇的工作，婦委會主席亦會不時列席四個工作小組的會議：

4.3 How the Commission Works

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

Members meet regularly every three to four months. In addition, special meetings may be convened as required, for instance, to discuss a topical issue or ad hoc project. Four regular Working Groups under the Commission are formed to devise and oversee work in the following four strategic areas. Chairperson of the Commission also attended meetings of the four Working Groups from time to time :

- 締造有利環境工作小組負責制定和推行措施，以通過消除環境、制度和政策上的障礙，為婦女提供有利環境，參與社會不同範疇，包括推廣性別主流化。
- 增強婦女能力工作小組制訂及推行各項措施，例如「自在人生自學計劃」，協助香港婦女盡展潛能，積極投入各方面公共及社交生活。
- 公眾教育工作小組制訂宣傳計劃和公眾教育活動，提高社會對性別課題的認知，加深公眾對婦委會及其活動的認識和支持。
- 協作工作小組通過各項活動，例如定期探訪本地婦女團體、服務機構和地區等，與婦女團體和非政府組織建立夥伴關係和產生協同效應。

婦委會轄下還設有「自在人生自學計劃」督導委員會以監察該計劃，並會按需要成立專責小組，以推展新的項目和計劃。

各小組經常會面，每年召開約20次會議，並會舉辦交流會和分享會，與婦女團體和非政府組織探討特定議題。婦委會秘書處的日常工作由勞工及福利局提供支援。秘書處由一位首長級人員帶領，專責協助項目發展、執行和管理、聯絡、研究及統籌等工作。

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

In addition, there is a Steering Committee on the CBMP to oversee the Programme, and ad hoc task forces are formed as necessary to take forward new programmes and plans of the Commission.

These groups meet frequently, about 20 times a year, on top of the exchange sessions and sharing sessions on specific issues that are held with women's groups and NGOs. The Commission is supported by the Secretariat in the day-to-day work. The Secretariat consists of a team of officers from the Labour and Welfare Bureau led by a directorate officer and helps with project development, implementation and management, liaison, research and co-ordination.



(1) 年度主題

2012-2013及2013-2014年度主題

雖然香港女性一般比男性長壽，婦委會意識到生理差異，包括生育及更年期等問題對婦女的健康有一定挑戰。另外，工作和家庭生活壓力和責任對她們的健康構成威脅。有見及此，婦委會將2012-2013及2013-2014年度的主題定為「妍樂人生 康健身心」。

2014-2015及2015-2016年度主題

人口老化是香港另一個面對的問題，而其中一個人口老化帶來的影響就是勞動力的短缺。為應付勞動力萎縮的問題，香港特區政府制定了一系列的人口政策，其中一個重點，就是釋放本地勞動人口潛力，而婦女就是其中一個最重要來源。為配合政府的政策，婦委會決定將2014-2015及2015-2016年度的主題訂為「就業展能 妍活精彩」。在2014年，我們設立了「婦女就業資訊站」，為希望投入或重投職場和在職婦女提供一站式資訊平台。在2014-2015及2015-2016年度的「資助婦女發展計劃」亦以婦女就業為主題，為婦女團體及非政府機構提供財政支持以推行增強婦女就業能力和營造有利婦女工作環境的計劃。

(1) Annual Themes

Theme of 2012-2013 and 2013-2014

Although Hong Kong women typically live longer than men, the Commission recognises that issues such as biological differences, including childbirth and menopause, pose specific challenges to women's health and well being. In addition, stress from work and family life also create obstacles and threats to their health. In view of this, the Commission's theme for 2012-2013 and 2013-2014 was "Women's Wellness".

Theme of 2014-15 and 2015-16

Ageing population is another challenge faced by Hong Kong. One of the consequences of an ageing population is the shortage of labour. The Government has put in place a number of population policies to cope with the shrinking labour force. A key policy is to unleash the potential of local labour force, with women being one of the most important sources. Complementing the Government's policy, the Commission has decided to set the annual theme of 2014-2015 and 2015-2016 as "Women Employment". In 2014, we developed the Women's Employment Website, providing a one-stop information platform for women who wish to join or re-join the workforce and those already in employment. The Funding Scheme for Women's Development 2014-15 and 2015-2016 also adopted "Women Employment" as the theme. The Funding Scheme provides financial support to women's groups and NGOs providing services to women to implement projects that are conducive to enhancing women's employability and creating an enabling environment for women to work.



女性勞動人口參與率

Labour Force Participation Rate of Women

女性的勞動人口參與率由2005年的48.6%，逐步上升至2015年的50.8%。

The labour force participation rate for women increased gradually from 48.6% in 2005 to 50.8% in 2015.

4.4 婦委會作為中央機制的角色

(1) 對政府政策和服務提供建議

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

影響婦女的政策和服務

近年來，婦委會曾與不同決策局及部門進行討論，檢視有關婦女的主要政策及服務。曾檢視的範疇包括，檢討《淫褻及不雅物品管制條例》、基層醫療發展策略、幼兒及課餘託管服務、都市固體廢物、人口政策、家庭暴力和性暴力個案的處理、處理家事訴訟規則檢討、為低收入家庭護老者提供生活津貼試驗計劃、推廣母乳餵哺、平等機會委員會就「歧視條例檢討」的公眾諮詢、女性參與諮詢及法定組織、社福界就福利服務的建議、免費幼稚園教育委員會報告、推廣家庭友善僱用措施及兼職工作、為祖父母而設的幼兒照顧訓練課程試驗計劃、落實法律改革委員會《子女管養權及探視權報告書》建議的擬議法例及到校學前康復服務試驗計劃等。

4.4 The Commission's Role as a Central Mechanism

(1) Advising the Government on Policies and Services

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

Policies and Services Influencing Women

In recent years, the Commission has initiated discussions with different bureaux and departments to review key policies and services for women, covering areas including review of the Control of the Obscene and Indecent Articles Ordinance, primary care development strategy, childcare and after-school care services, tackling of municipal solid waste, population policy, handling of domestic violence and sexual violence cases, review of the Family Procedure Rules, the Pilot Scheme on Living Allowance for Carers of the Elderly Persons from Low Income Families, promotion of breastfeeding, public consultation on the Discrimination Law Review conducted by the Equal Opportunities Commission, women's participation in advisory and statutory bodies, social welfare sector's proposals on welfare services, report of the Committee on Free Kindergarten Education, promotion of family-friendly employment practices and consolidation of part-time jobs, Pilot Project on Child Care Training for Grandparents, the proposed legislation to implement the recommendations of the Law Reform Commission Report on Child Custody and Access, Pilot Scheme on On-site Pre-school Rehabilitation Services, etc.





什麼是「他為了她」運動？

What is "He for She" ?

「他為了她」運動是由聯合國婦女署發起，以性別平等為主題的團結運動，旨在推動男人和男童成為倡議和變革的推動者，以達至性別平等和推廣各項婦女的權利。該運動鼓勵他們坐言起行，反對婦女和女童面臨的不平等對待。

"HeForShe" is a solidarity movement for gender equality developed by UN Women to engage men and boys as advocates and agents of change for the achievement of gender equality and women's rights. The campaign encourages them to speak out and take actions against inequalities faced by women and girls.



In support of

HeForShe

UN Women Solidarity Movement
for Gender Equality

性別主流化

性別主流化是聯合國為促進婦女權益和兩性平等而倡議的全球策略。自2002年起，香港特區政府根據婦委會的建議，於政策局及部門逐步推廣「性別主流化」，其中一項重要策略就是制訂「性別主流化檢視清單」（「檢視清單」）。婦委會於2009年進一步修訂「檢視清單」，協助政府人員於推行現有及制定新政策、法例及措施時應用性別主流化。這令更多政府人員在制定政策的過程中，考慮兩性的需要和觀點。在2015年的《施政報告》中，行政長官接納婦委會的建議，要求所有決策局及部門由2015-16年度開始，在制定主要政府政策及措施時須參考「檢視清單」及應用性別主流化。婦委會將會繼續與政府緊密合作，對外推廣性別主流化。

Gender Mainstreaming

Gender mainstreaming is the United Nations' global strategy to promote women's interests and achieve gender equality. The Government started to promote gender mainstreaming in bureaux and departments since 2002, upon the Commission's recommendation. An important aspect in the implementation of this strategy is the introduction of the Gender Mainstreaming Checklist (the Checklist), which was subsequently revised in 2009, to help Government officers to apply the concept to new and existing public policy areas, legislation and programmes. As a result, more Government officers have taken into account the needs and perspectives of both genders in the process of policy formulation. In the 2015 Policy Address, the Chief Executive announced that, from 2015-16, all bureaux and departments should refer to the Checklist and apply gender mainstreaming when formulating major government policies and initiatives. The Commission will continue to work closely with the Government to promote wider application of gender mainstreaming.



性別數據

要達致性別主流化，在分析現時情況時，需要有系統及科學化地收集和分析統計資料、數字，以確保政策及措施並非基於錯誤的假設和定型上。

收集及分析按性別分類的數據是推行性別主流化重要的一環。政府統計處自2001年起出版年刊《香港的女性及男性主要統計數字》，提供有關女性及男性在各方面的現況和需要的客觀數據。該刊物收集了按性別分類數據，當中包括人口特徵、婚姻、生育及家庭狀況、教育及培訓特徵、勞動人口特徵、就業收入、社會福利、醫療與健康、罪案及司法、參與公共事務的情況、居住情況及住戶特徵、地區特徵、交通及運輸，以及資訊科技使用情況。

自2007年起，婦委會每兩年出版《香港女性統計數字》，以簡潔易明的圖表展示資料，使公眾更容易掌握香港女性發展的概況。

Gender Statistics

To achieve gender mainstreaming, statistics and data need to be collected and analysed systematically and scientifically when analysing the current situation. It is to ensure that policies and practices are not based on incorrect assumptions and stereotypes.

The collection and analysis of sex-disaggregated data are of paramount importance in implementing gender mainstreaming. The Census and Statistics Department has since 2001 compiled an annual statistical publication "Women and Men in Hong Kong - Key Statistics" to provide objective data on the situations and needs of both genders in various aspects. The publication collects sex-disaggregated data on demographic characteristics, marriage, fertility and family conditions, education and training characteristics, labour force characteristics, employment earnings, social welfare, medical and health, crime and justice, pattern of participation in public affairs, living arrangement and household characteristics, geographical characteristics, traffic and transport, as well as information and technology usage.

Since 2007, the Commission has started to publish, every two years, Hong Kong Women in Figures. Information in this series of booklets is presented in simple tables, charts and graphs to enable an easy grasp of the overall picture of women's development in Hong Kong.



推動婦女參與公共決策

婦女在公共事務決策中的參與尤其重要。政府於2004年1月採納婦委會的建議，訂定一個目標，在委任諮詢及法定組織成員時，必須有至少25%為女性成員。此外，婦委會亦促請所有政府決策局及部門採取積極措施，主動物色和培育具潛質的婦女參與有關工作。2010年6月，性別基準提升至30%。行政長官在2015年施政報告中宣佈接納婦委會的建議，把委任女性加入政府諮詢及法定組織的百分比由30%進一步提高至35%，期望能更全面地反映兩性觀點和關注的議題。截至2015年12月31日，諮詢及法定組織內的女性非官方成員人數為1 999位，佔總非官方成員人數的31%。

(2) 協助政府實施《公約》及《北京行動綱要》

婦委會的另一要職是協助政府落實《公約》及《北京行動綱要》。2014年10月，婦委會主席參加香港特區代表隊伍，以中國代表團成員身分出席聯合國消除對婦女歧視委員會在瑞士日內瓦舉行的審議會。委員會於2014年10月23日的會議中審議了中國提交的第七和第八次合併定期報告，香港特區提交的第三次報告亦在其中。

Enhancing Women's Participation in Public Decision-making

Women's participation in public decision-making is especially important. In January 2004, on the recommendation of the Commission, the Government set a target that at least 25% of appointees to Government advisory and statutory bodies (ASBs) should be women. Furthermore, all Government bureaux and departments have been asked to adopt a more proactive approach to reach out, identify and cultivate potential women candidates. In June 2010, the benchmark was raised to 30%. In the 2015 Policy Address, accepting the recommendation of the Commission, the Chief Executive announced that the appointment rate of women to Government ASBs would be raised further from 30% to 35%, in the hope of reflecting the views and concerns of both genders more comprehensively. As at 31 December 2015, the number of female non-official members appointed to Government ASBs was 1 999, accounting for around 31% of all non-official members.

(2) Assisting the Government in Implementing the CEDAW and BPFA

Another major task of the Commission is to assist the Government in implementing CEDAW and BPFA. In October 2014, the Chairperson of the Commission joined the HKSAR Government Team as part of the China delegation to attend the consideration meeting held by the UN Committee on the Elimination of Discrimination against Women in Geneva, Switzerland, at which the Committee considered the HKSAR's third report as part of the combined seventh and eighth periodic reports of China under CEDAW.



為婦女員工推行10個星期的有薪分娩假期 Introduction of 10 weeks' maternity leave for female employees

1981年，通過僱傭(修訂)條例，婦女獲享10個星期的有薪分娩假期，產假薪酬相等於僱員正常工資的三分之二。

In 1981, Employment (Amendment) Ordinance introduces 10 weeks' maternity leave at two-thirds pay for female employees.

