



凝聚力量

United We Stand

婦女事務委員會於2003年在決策局和政府部門設立「性別課題聯絡人」網絡，並於2008年將網絡延伸至18區區議會，在政府和社區層面推動性別主流化。

A Gender Focal Points Network was established in Government bureaux and departments in 2003 and in the 18 District Councils in 2008 to promote gender mainstreaming in the Government and in the community.

締造有利環境

Providing an Enabling Environment

讓女性充份發揮潛能，必需締造一個有利環境，使她們能夠積極參與社區。因此，婦女事務委員會(婦委會)致力推廣性別主流化，並以性別角度檢視不同服務及進行研究和調查。最終目標是消除在環境、政策、法例、制度和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。

For women to realise their full potential, there should be an enabling environment to allow their active participation in the community. The Commission makes great efforts towards this end by promoting gender mainstreaming, reviewing various services from a gender perspective, and conducting researches and surveys. Its 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.

5.1 性別主流化

(1) 背景

作為一個促進香港婦女權益和福祉的中央機制，婦委會自成立以來，一直以倡議性別主流化為達致性別平等的主要策略。

在1995年於北京舉行的「聯合國第四次世界婦女大會」上，採納性別觀點主流化為達致兩性平等的全球性重要策略。性別主流化是指在設計、實施、監察和評估所有法例、政策和計劃時，考慮兩性的觀點與經驗，以確保兩性可以公平合理地獲取和享有社會的資源和機會。

5.1 Gender Mainstreaming

(1) Background

As a central mechanism to promote the well-being and interests of women in Hong Kong, the Commission has advocated gender mainstreaming as a key strategy to achieve gender equality since its establishment.

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. Gender mainstreaming is to mainstream consideration of women and men's perspectives and experiences into 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.



法定侍產假 Statutory Paternity Leave

如果男性僱員的子女於2015年2月27日或之後出生，並符合法例的其他規定，便可就其配偶/伴侶每次分娩享有3天侍產假。僱員可一次過放取3天侍產假，或分開逐日放取。侍產假可在嬰兒的預計出生日期前4個星期，至嬰兒出生日期當日起計的10個星期內的任何日子內放取。若符合領取侍產假薪酬的資格，僱員可獲發款額為其每日平均工資的五分之四的侍產假薪酬。

Male employees with child born on or after 27 February 2015 are entitled to 3 days' paternity leave to be taken consecutively or separately for each confinement of their spouse/partner if they fulfil other requirements as stipulated in the law. They may take paternity leave at any time during the period from 4 weeks before the expected date of delivery of the child to 10 weeks beginning on the actual date of delivery of the child. Employees who are qualified for paternity leave pay may receive a daily rate of four-fifths of their average wages as paternity leave pay.



2002年，政府接納了婦委會的建議，同意在各政策範疇內逐步推行性別主流化。為此，婦委會設計了一份「性別主流化檢視清單」（「檢視清單」），通過一系列簡單的問題，協助政府人員更有系統地評估政策、法例和計劃對兩性的影響。「檢視清單」是設計給所有決策局和部門，應用在新制訂和現有的政策、法例和措施。

根據政府人員過去應用「檢視清單」於日常工作的經驗及遇到的問題，婦委會在2009年全面檢討「檢視清單」內容。在檢討的過程中，婦委會亦有諮詢婦女團體、性別課題聯絡人和研究性別課題學者的意見。經修訂的「檢視清單」已於2009-2010年度起推行，更有效地協助政府人員在不同政策及工作範疇上應用性別主流化。

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, the Commission developed a Gender Mainstreaming Checklist (the Checklist), comprising a series of simple questions, to assist Government officers in evaluating the gender impacts of public policies, legislation and programmes in a more systematic way. The Checklist is designed to be used by all bureaux and departments. It can be applied to both new and existing policies, legislation and programmes.

The Commission reviewed the Checklist in 2009, based on the feedback from Government officers when applying the checklist in their daily work and problems encountered. During the review, the Commission also solicited inputs and views from women's groups, Gender Focal Points (GFPs) and academics specialising in gender issues. The revised Checklist, promulgated in 2009-10, provides better assistance to Government officers as they apply gender mainstreaming in various policy and programme areas.



除了「檢視清單」，婦委會於2014年印製《性別主流化單張》，提供深入淺出的相關資料及應用性別主流化的例子，方便政府人員參考。2015年，婦委會印製《性別主流化手冊》，期望提升政府人員對性別主流化的認識和性別敏感度，協助各人員在工作上應用性別主流化，使政府的政策和服務能夠充分考慮男性和女性的需要和關注。

為協助促進政府內部推廣性別主流化，婦委會自2003年起協助政府在所有決策局和部門設立「性別課題聯絡人」網絡。在現有的75位性別課題聯絡人當中，60位屬首長級公務員，他們在所屬決策局及部門擔任諮詢人，同時亦是推行性別主流化的聯絡點，協助所屬機構人員增強對性別課題的認識及了解。此外，在婦委會的協助下，政府會定期為公務員提供增加對性別課題認識的培訓。截至2015年12月，已有超過9 000名來自不同職系和級別的公務員接受有關培訓。

婦委會亦於2008年成立「區議會性別課題聯絡人網絡」，在全港18區區議會各自委派一名區議員出任性別課題聯絡人，將性別主流化推廣至社區層面。

Apart from the Checklist, the Commission published the "Gender Mainstreaming Leaflet" in 2014 to provide easy-to-understand information on gender mainstreaming and examples of application of gender mainstreaming for Government officers' reference. In 2015, the Commission published the "Gender Mainstreaming Guidebook". It aims at helping Government officers to understand more about gender mainstreaming, enhance their gender sensitivity, and facilitate their application of gender mainstreaming at work, so that public policies and services can take proper account of the needs and concerns of both women and men.

To facilitate promotion of gender mainstreaming in the Government, the Commission has since 2003 assisted the Government in establishing a network of GFPs in all bureaux and departments. There are currently 75 GFPs, of which 60 are officers at directorate level. GFPs serve as the resource person for their respective bureau or department and as a liaison point in the implementation of gender mainstreaming. They also assist in raising awareness and understanding of gender-related issues of the officers in their own bureau or department. In addition, with the assistance of the Commission, the Government also provides training to Government staff on a regular basis to enhance their awareness of gender-related issues. As at December 2015, more than 9 000 Government staff of various grades and ranks had received such training.

In 2008, the Commission set up a District Council (DC) GFP Network to promote gender mainstreaming at the community level. Each of the 18 DCs appointed a DC member as its GFP.

(2) 2012-2015年相關工作

直至2014-15年度，政府至今已在超過50個特定政策或工作範疇採用「檢視清單」，包括檢討《淫褻及不雅物品管制條例》、施虐者輔導計劃、侍產假、遏止家庭暴力的教育計劃、投資者教育、推廣母乳餵哺、預防疾病，以及為低收入家庭護老者提供生活津貼試驗計劃等。除了應用「檢視清單」外，決策局和部門在日常工作亦應用性別主流化的概念，有關工作包括為市民提供急救服務、在公眾泳池設置家庭更衣室，以及採購紀律部隊制服等。

為嘉許一直積極推動性別主流化的決策局和部門，婦委會於2013年國際婦女節慶祝酒會上頒發嘉許獎予公務員事務局、屋宇署、懲教署及社會福利署，以鼓勵他們繼續努力，推動性別主流化。這些局及部門接納性別分類數據及角度以制定政策，計劃及服務，為同事舉辦大量性別主流化課程，以及積極在工作中應用「檢視清單」。

《2015年施政報告》中，行政長官接納了婦委會的建議，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」並應用性別主流化。

(2) Related Work in 2012-15

As at 2014-15, the Checklist had been applied to over 50 specific policy or programme areas, including review of the Control of the Obscene and Indecent Articles Ordinance, batterer intervention programmes, paternity leave, an education programme on stopping domestic violence, investor education, promotion of breastfeeding, disease prevention, a Pilot Scheme on Living Allowance for Carers of the Elderly Persons from Low Income Families, etc. In addition to the application of the Checklist, bureaux and departments have also applied the concept of gender mainstreaming to their daily work, including the provision of first aid services to the public, the provision of family changing rooms in public swimming pools, the procurement of uniforms for disciplinary forces, etc.

To recognise the efforts in promoting gender mainstreaming, the Commission presented the Gender Mainstreaming Award at Reception to Celebrate the International Women's Day 2013 to the representatives of the Civil Service Bureau, Buildings Department, Correctional Services Department and Social Welfare Department to encourage them to keep up their good work in promoting gender mainstreaming. These bureau and departments have adopted gender disaggregated data and perspective to formulate policies, programmes and services; organised a large number of gender mainstreaming trainings for their colleagues; and actively applied the checklist in their work.

In the 2015 Policy Address, the Chief Executive accepted the Commission's recommendation that all bureaux and departments should refer to the Checklist and apply gender mainstreaming when formulating major government policies and initiatives starting from 2015-16.

勞工及福利局局長在2015年3月的一個包括有各司／局長，常任秘書長以及部門首長出席的會議上，詳盡講解性別主流化的概念及應用。此外，勞工及福利局(勞福局)在2015年3月為各決策局及部門的性別課題聯絡人及其他人員，舉辦了有關性別主流化的簡介會，加深相關人員對應用性別主流化的認識，有超過80名來自不同決策局及部門的性別課題聯絡人及其他人員參加。

另外，勞福局及婦委會於2015年12月舉辦了以性別主流化為專題的研討會，吸引超過150名人士，包括社福機構、婦女組織、決策局及部門的代表出席。

In March 2015, the Secretary for Labour and Welfare elaborated on the concepts and application of gender mainstreaming at a meeting attended by the secretaries/directors of bureaux, permanent secretaries and heads of departments. Separately, the Labour and Welfare Bureau (LWB), in March 2015, held a briefing session on gender mainstreaming for GFPs and other officers in various bureaux and departments to enhance their understanding of the application of gender mainstreaming. Over 80 GFPs and other officers from different bureaux and departments attended the briefing session.

Furthermore, LWB and the Commission organised a Seminar on Gender Mainstreaming in December 2015. Over 150 participants, including representatives from non-governmental social welfare organisations, women's groups, Government bureaux and departments attended.



政府以外，婦委會亦在推廣性別主流化中扮演重要角色。婦委會每逢探訪區議會及與18區區議會性別課題聯絡人會面時，都會向他們推廣性別主流化的概念及「檢視清單」。在2012年11月至2013年3月期間，婦委會為勞工處轄下的人力資源經理會舉辦了六場性別主流化研討會，吸引200多名來自不同行業的人力資源經理參加。

婦委會亦有利用大眾媒體推廣性別主流化。在2013年3月，婦委會推出「性別主流化考慮兩性觀點及需要」宣傳短片及聲帶，進一步把性別主流化的概念推廣至公眾層面。婦委會亦在2013年6月至10月期間，舉辦性別主流化巡迴展覽，宣傳性別主流化的重要性，以及介紹政府部門推動性別主流化的情況。

為回應社會人士的提議，婦委會就簡化Gender Mainstreaming的中文譯名搜集了相關國際公約的資料及諮詢婦女界別、相關的非政府機構及性別課題學者，並於2013年1月起將Gender Mainstreaming的中文譯名，由「性別觀點主流化」改為比較簡潔易明的「性別主流化」，以便政府和婦委會進行有關宣傳工作。

(3) 展望

婦委會會繼續監察和推廣性別主流化的應用，並與政府合作，將這個重要概念推廣至社區及其他界別。



Outside the Government, the Commission also has a role to play in the promotion of gender mainstreaming. The concept of gender mainstreaming and the Checklist were introduced when the Commission visited each of the 18 DCs and met with the GFPs in DCs. From November 2012 to March 2013, the Commission conducted six seminars on gender mainstreaming for the Human Resources Managers' Club under the Labour Department, in which more than 200 human resources managers from different industries participated.

The Commission also harnesses the power of the mass media in the promotion of gender mainstreaming. In March 2013, the Commission launched TV and radio announcements in the public interest entitled "Gender Mainstreaming, consider the perspectives and needs of both genders" to promote the concept of gender mainstreaming to the general public. The Commission also organised a roving exhibition from June to October 2013 to introduce the importance of applying the concept and share some good practices of its application in the Government.

In response to suggestions from the community, the Commission conducted relevant research on the international convention and consulted the women's sector, relevant non-governmental organisations and academics on gender on simplifying the Chinese translation of "Gender Mainstreaming". In January 2013, the Commission changed the official Chinese translation from 性別觀點主流化 to 性別主流化. The more concise term facilitates the publicity work of the Government and the Commission.

(3) Way Forward

The Commission will continue to monitor and promote the application of gender mainstreaming, and collaborate with the Government to promote this important concept to the community and other sectors.

5.2 就法例、政策和工作項目向政府提出建議

(1) 背景

婦委會的一項主要工作是就與婦女有關的政策、服務和議題向政府提供建議。婦委會定期與不同的決策局和部門會面，並不時回應就政府主要政策而推出的公眾諮詢。有需要時，婦委會亦會就個別婦女議題進行研究。

(2) 2012-2015年相關工作

婦委會在2012至2015年期間檢視了不同的法例、政策和服務，當中包括共同管養子女、《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、處理都市固體廢物、人口政策、打擊家庭暴力的政策和服務、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、維護、推廣和支持母乳餵哺、平等機會委員會就「歧視條例檢討」的公眾諮詢、性別主流化及婦女參與政府委員會的工作、社福界就福利服務（家庭、兒童及青少年）的建議、免費幼稚園教育委員會報告、推廣家庭友善僱傭措施及兼職工作、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。



5.2 Advising the Government on Legislation, Policies and Programmes

(1) Background

One of the major work of the Commission is to advise the Government on policies, services and issues that concern women. The Commission has regular meetings with bureaux and departments, and gives response to public consultation on major policy issues launched by the Government from time to time. The Commission may also initiate studies on individual issues that relate to women when needed.

(2) Related Work in 2012-15

The Commission reviewed various legislation, policy and service programmes between 2012 and 2015. The topics covered included Joint Custody of Children, the Control of 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 Allowances for Carers of the Elderly Persons from Low Income Families, promoting, supporting and protecting 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 (family, children and youth), 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.



婦女事務委員會在2012至2015年期間曾檢視的法例、政策及工作範疇

List of legislation, policies and programmes reviewed by the Women's Commission from 2012 to 2015

年份 Year	法例、政策及工作範疇 Legislation, Policies and Programmes	主導的決策局 / 部門 / 諮詢委員會 Lead Bureau / Department / Advisory Committees
2012	制約纏擾行為的諮詢文件 Consultation Paper on Anti-stalking	政制及內地事務局 Constitutional and Mainland Affairs Bureau
	共同管養子女 Joint Custody of Children	社會福利署 Social Welfare Department
	《淫褻及不雅物品管制條例》檢討 Review of the Control of Obscene and Indecent Articles Ordinance	商務及經濟發展局 Commerce and Economic Development Bureau
	基層醫療發展策略 Primary Care Development Strategy	衛生署 Department of Health
	幼兒及課餘託管服務 Childcare and After-school Care Services	社會福利署 Social Welfare Department
	《強姦及其他未經同意下進行的性罪行》諮詢文件 Consultation Paper on "Rape and Other Non-consensual Sexual Offences"	法律改革委員會 The Law Reform Commission
2013	婦女就業統計數據 Statistics on Women Employment	政府統計處 Census and Statistics Department
	都市固體廢物收費 Municipal Solid Waste Charging	可持續發展委員會 Council for Sustainable Development
	「集思港益」人口政策諮詢文件 Consultation Document on Population Policy, entitled "Thoughts for Hong Kong"	人口政策督導委員會 Steering Committee on Population Policy
	打擊家庭暴力的政策和服務 Policies and Services to Combat Domestic Violence	社會福利署, 香港警務處 Social Welfare Department, Hong Kong Police Force
2014	家事訴訟規則檢討 Review of Family Procedure Rules	家事訴訟程序規則工作小組 Working Party on Family Procedure Rules
	為低收入家庭護老者提供生活津貼試驗計劃 Pilot Scheme on the Provision of Living Allowance to Carers of the Elderly from Low Income Families	社會福利署 Social Welfare Department
	維護、推廣和支持母乳餵哺 Promoting, Supporting and Protecting Breastfeeding in Hong Kong	食物及衛生局 Food and Health Bureau
	平等機會委員會就「歧視條例檢討」的公眾諮詢 Equal Opportunities Commission's Public Consultation on Discrimination Law Review	平等機會委員會 Equal Opportunities Commission
	2022年人力資源推算 Manpower Projection to 2022	政府統計處 Census and Statistics Department
	性別主流化及婦女參與政府委員會的工作 Gender Mainstreaming and Women Participation in Government Committees	勞工及福利局 Labour and Welfare Bureau
	社福界就家庭、兒童及青少年福利服務的建議 Suggestions from the Welfare Sector on Family, Child and Youth Welfare Services	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／諮詢委員會 Lead Bureau / Department / Advisory Committees
2015	2015年施政報告有關婦女發展的政策措施 2015 Policy Address - Policy Initiatives Relating to Women's Development	勞工及福利局 Labour and Welfare Bureau
	僱員再培訓局「樂活一站」2015年農曆新年服務檢討 Review of 2015 Chinese New Year Service of the "Smart Living" Scheme of the Employees Retraining Board	僱員再培訓局 Employees Retraining Board
	免費幼稚園教育委員會報告 Report of the Committee on Free Kindergarten Education	免費幼稚園教育委員會 The Committee on Free Kindergarten Education
	婦女就業 - 推廣家庭友善僱傭措施及兼職工作 Women Employment - Promotion of Family-Friendly Employment Practices and Consolidation of Part-time Jobs	勞工處 Labour Department
	2016-17年度家庭、兒童及青少年服務的建議及優先次序 Suggestions and Priorities on Family, Child and Youth Welfare Services in 2016-17	勞工及福利局 Labour and Welfare Bureau
	為祖父母而設的幼兒照顧訓練課程試驗計劃 Pilot Project on Child Care Training for Grandparents	勞工及福利局 Labour and Welfare Bureau
	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 The Proposed Legislation to Implement the Recommendations of the Law Reform Commission Report on Child Custody and Access	社會福利署 Social Welfare Department
	到校學前康復服務試驗計劃 Pilot Scheme on On-site Pre-school Rehabilitation Services	社會福利署 Social Welfare Department

(3) 展望

婦委會會與各政策局及政府部門繼續保持緊密聯繫，期望加深決策者對性別議題的認識，以及確保政府於制定政策及提供服務時，能充分考慮到性別觀點。

(3) Way Forward

The Commission will maintain close liaison with bureaux and departments, with a view to strengthening policymakers' understanding of gender issues and ensuring that the gender perspectives will be taken into account when the Government is formulating policies and delivering services.



5.3 《消除對婦女一切形式歧視公約》

婦委會負責協助政府推行聯合國《消除對婦女一切形式歧視公約》（《公約》）。該《公約》於1996年引入香港，以保障婦女人權，確保婦女能夠充份發展。

聯合國消除對婦女歧視委員會（委員會）於2006年8月審議中國就《公約》提交的第二份定期報告（當中包括香港特別行政區（香港特區）的第二份報告），並就報告的內容作出評論及總結。委員會其後就報告的意見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，進行討論及檢討。

作為推動本港婦女發展和權益的中央機制，婦委會於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』」，檢討了香港落實《公約》的情況。

香港特區政府在2012年1月提交的第三次報告內，匯報了香港為實施《公約》而採取的行政、立法及其他措施的進展。委員會在2014年10月23日舉行的審議會上，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。婦委會主席參與了由勞工及福利局常任秘書長率領的香港特區的隊伍，以中國代表團成員身分出席委員會在瑞士日內瓦舉行的審議會。

5.3 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). CEDAW was extended to Hong Kong in 1996. It safeguards women's rights and ensures their full development.

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

As the central mechanism to promote the development and interests of women in Hong Kong, 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 in August 2009.

The HKSAR Government provided an update on the administrative, legal and other measures taken to implement CEDAW in its third report under CEDAW in January 2012. The UN Committee considered the HKSAR's third report as part of the combined seventh and eighth periodic reports of China under CEDAW at its meeting held on 23 October 2014. The Chairperson of the Women's Commission joined the HKSAR Government team, led by the Permanent Secretary for Labour and Welfare, as part of the China delegation to attend the meeting.

2014年11月7日，委員會發表審議結論，當中的議題包括促進婦女發展的機構、對婦女的暴力、販運人口和剝削性工作者、婦女參與政治和公共事務、教育、就業、女性家庭傭工、婚姻和家庭關係及多重形式歧視。香港特區政府於2014年11月14日發出新聞公布，就委員會提出的議題闡明特區政府的觀點。香港特區的下一次（第四次）報告的提交限期為2018年11月。

On 7 November 2014, the UN Committee issued its Concluding Observations which covered various issues including machinery for the advancement of women, violence against women, trafficking and exploitation in regard to prostitution, participation in political and public life, education, employment, women domestic workers, marriage and family relations, and multiple forms of discrimination. The HKSAR Government issued a press release on 14 November 2014 to state the Government's positions on the issues raised by the UN Committee. The HKSAR's next (fourth) report is due by November 2018.



《公約》在香港實施的里程碑

Milestones in the Implementation of CEDAW in Hong Kong

日期 Date	里程碑 Milestone
14/10/1996	《公約》於中華人民共和國(中國)和大不列顛及北愛爾蘭聯合王國兩國同意下引入香港。CEDAW was extended to Hong Kong, with the consent of the People's Republic of China (PRC) and the United Kingdom of Great Britain and Northern Ireland.
01/07/1997	《公約》(以中國作為締約國)繼續適用於香港特區。香港特區一直透過《基本法》和本地法律的條文，以及所需的行政措施，以落實《公約》。CEDAW continued to be enforced in the HKSAR (with the PRC as the relevant State Party). The HKSAR has been implementing CEDAW through the provisions of the Basic Law and local laws, and administrative measures.
08/1998	香港特區提交有關《公約》的第一次報告，該報告是中國向聯合國提交的第三和第四次合併定期報告的一部分。The HKSAR's initial report under CEDAW was submitted as part of the combined third and fourth periodic reports of the PRC.
02/1999	委員會審議了香港特區提交的第一次報告。The HKSAR's initial report was considered by the UN Committee on the Elimination of Discrimination against Women (UN Committee).
01/2004	香港特區提交有關《公約》的第二次報告，該報告是中國向聯合國提交的第五和第六次合併定期報告的一部分。The HKSAR's second report was submitted as part of the combined fifth and sixth periodic reports of the PRC.
08/2006	委員會審議了香港特區提交的第二次報告。The HKSAR's second report was considered by the UN Committee.
01/2012	香港特區提交有關《公約》的第三次報告，該報告是中國向聯合國提交的第七和第八次合併定期報告的一部分。The HKSAR's third report was submitted as part of the combined seventh and eighth periodic reports of the PRC.
10/2014	委員會審議了香港特區提交的第三次報告。The HKSAR's third report was considered by the UN Committee.

力量 Power

「如果我們釋放婦女的力量，我們就可保障所有人的未來。」

聯合國秘書長潘基文
2015年國際婦女日

"When we unleash the power of women, we can secure the future for all."

Ban Ki-moon, Secretary-General of the United Nations
International Women's Day 2015

5.4 研究、調查及數據

婦委會不時進行研究和調查，藉以進一步了解婦女的需要和關注事項，並為制訂婦女發展的相關政策提供參考。

5.4 Research, Surveys and Statistics

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



義工登記人數

Number of Registered Volunteers

女性登記義工的人數一直多於男性，佔登記義工總人數約60%。

The number of female registered volunteers was consistently greater than that of male, which constituted around 60% of the total number of registered volunteers.



有關運用時間模式及婦女就業統計調查

(1) 調查目的

勞福局及婦委會委託了政府統計處於2013年9月至12月期間，進行有關婦女運用時間模式及婦女就業的統計調查，以了解女性與男性在受薪工作、料理家務及社會服務等各方面分配及運用時間的模式，及婦女離開及投入勞動市場的考慮及需要。統計調查結果已於2015年7月公布。

(2) 主要調查結果

(i) 運用時間模式

- 女性每天用於照顧家庭、義務工作及為非同住親友作無酬活動的平均時間(2.7小時)較男性(0.8小時)為多。
- 男性平均每日用於有薪工作的時間(4.1小時)較女性(2.8小時)為多。
- 超過一半人士對個人的時間分配表示非常滿意或頗滿意，女性與男性就對個人時間分配的滿意程度相若。
- 女性較積極參與義務工作。在統計前12個月有參與義務工作的女性比例(13.5%)較男性(9.2%)為高。

Survey on Time Use Patterns and Women's Employment

(1) Objectives

The LWB and the Commission engaged the Census and Statistics Department to conduct a survey on time-use patterns and women employment from September to December 2013, to better understand the time-use patterns and time allocation of women and men in undertaking paid work, homemaking and social services, etc. The survey also aimed to record women's concerns and needs as they leave or re-join the job market. The results of the survey were announced in July 2015.

(2) Key Results

(i) Time Use Patterns

- Women on average spent more time per day (2.7 hours) on homemaking and home care work, voluntary work and unpaid activities for relatives and friends living apart, than men did (0.8 hour).
- Men spent more time on paid work on average per day (4.1 hours) than women did (2.8 hours).
- More than half of those surveyed were very satisfied/quite satisfied with their own time allocation. The levels of satisfaction with their own time allocation were similar for women and men.
- Women were more proactive in participating in voluntary work. The proportion of women have participated in voluntary work during the 12 months before enumeration (13.5%) was higher than the level for men (9.2%).

- 有興趣參加提升學歷或改善就業技能的進修或培訓課程的女性比例(15.1%)較男性(12.9%)為高。

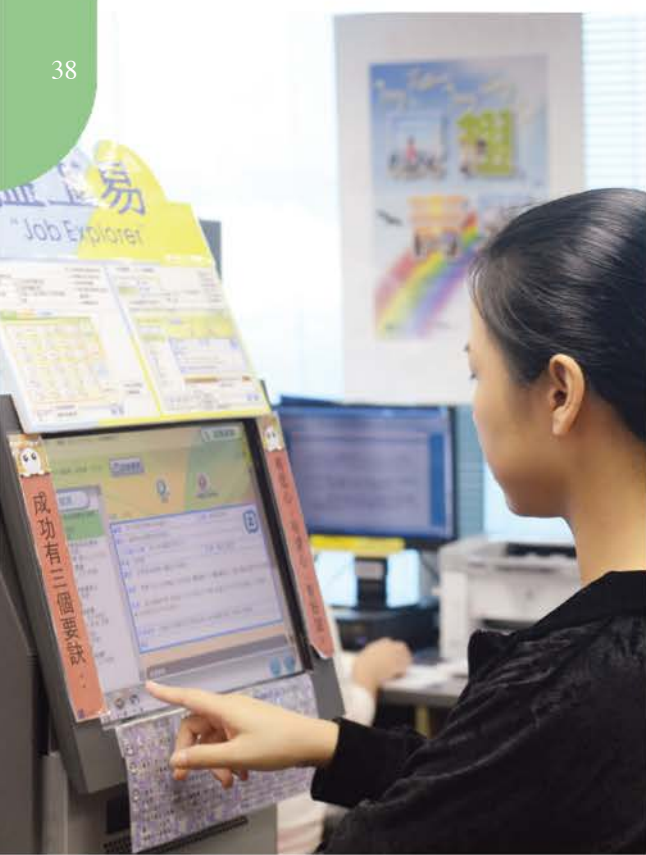
(ii) 婦女就業

- 約38 300名(6.0%)女性料理家務者表示若有一份工作(包括全職及兼職工作)，一定會或多數會做這份工作；而約70 000名(11.0%)女性料理家務者表示她們有可能做一份全職或兼職工作。
- 「上下班時間」、「薪酬」及「工作時數」是選擇工作的三大考慮因素，而「靈活的工作時間」、「半職工作」及「在家工作」能提高她們投入職場的興趣。

- The proportion of women interested in taking programmes/training courses to enhance their educational attainment or vocational skills (15.1 %) was higher than the level for men (12.9 %).

(ii) Women's Employment

- Some 38 300 (6.0 %) of female homemakers chose "definitely/very likely" in regard to taking up a full-time or part-time job when one was available. Some 70 000 female homemakers (11.0 %) said that they might take up a full-time or part-time job.
- "Office hours", "salary" and "number of working hours" were the top three factors when selecting a job. "Flexible working hours", "job sharing" and "working at home" would raise female homemakers' interest in taking up a job.





《香港女性統計數字》

性別分類數據對制訂切合兩性需要的政策尤為重要，也有助監察和評估婦女在各方面的轉變。有見及此，婦委會由2007年起每兩年出版《香港女性統計數字》，輯錄有關香港女性和男性的主要統計數字，並展示香港婦女現況和發展趨勢。最近一期於2014年3月出版。



Hong Kong Women in Figures

Gender disaggregated data is essential to developing gender-sensitive policy and enabling effective monitoring and evaluation of the changes concerning women. The Commission has thus since 2007 published every two years a booklet "Hong Kong Women in Figures" which highlights key statistics of women and men in Hong Kong, and shed light on the present position and trends of women's development in Hong Kong. The latest edition was published in March 2014.

