



獨立自主

Self-reliance

婦女事務委員會於2004年創辦「自在人生自學計劃」，為不同背景和教育程度的婦女提供七十多個課程，幫助婦女提高能力，發展潛能，獨立自主，自強不息，面對生活的挑戰。

The Capacity Building Mileage Programme was launched in 2004 and now provides more than 70 courses for women of different backgrounds and education levels, aiming to increase women's capacity, realise their potential and enhance their self-reliance and internal strength to help them cope with life's many challenges.

引言

Preface

總結工作成果 迎接未來挑戰

2001年1月，香港特別行政區(香港特區)政府成立婦女事務委員會(婦委會)。作為一個高層次的中央機制，婦委會專責就婦女事務向政府提出建議，制訂長遠目標和策略，確保香港婦女可盡展所長。婦委會採取三管齊下的策略，包括提供有利的環境、透過能力提升增強婦女能力和推行公眾教育，與社會各界齊心協力，提升婦女地位，提高大眾的性別意識。

婦委會的第四份工作報告回顧了我們由2012年至2015年期間的主要工作成果。婦委會在這期間完成了多項工作，為未來進一步促進婦女權益和地位奠下穩健的基石。

Consolidating Work Accomplishments - Welcoming Future Challenges

In January 2001, the Hong Kong Special Administrative Region (HKSAR) Government established the Women's Commission (the Commission) as a high-level central mechanism to advise the Government on policies and initiatives which are of concern to women, and to develop a vision and strategy for the development and advancement of women in Hong Kong in the long term. To this end, the Commission adopted a three-pronged strategy: the provision of an enabling environment; the empowerment of women through capacity building; and public education. We seek to advance women's status and enhance gender awareness of the public through collaboration with various sectors of the society.

The Commission's fourth report outlines our major achievements from 2012 to 2015. Much has been accomplished during this period. These accomplishments have laid the foundations for further promotion of women's interests and status in Hong Kong in the years to come.



婦委會自成立以來，一直致力推廣性別主流化，確保在決策過程中顧及女性及男性的需要及觀點，達致性別平等。為推動性別主流化，婦委會制訂《性別主流化檢視清單》（《檢視清單》），並不時向政府、各行業及公眾推廣採用清單。婦委會於探訪區議會期間，亦有推廣性別主流化的概念。在2015年施政報告中，行政長官決定接納婦委會的建議，要求所有決策局及部門由2015年4月1日開始，在制定主要政府政策及措施時須參考《檢視清單》及全面應用性別主流化，實在值得鼓舞。

婦委會的另一重點目標，就是加強婦女參與公共決策。自2004年起，政府引入性別基準作為一個工作目標，確保委任女性非官方成員在諮詢及法定組織所佔比例不少於25%。在2010年，性別基準提高至30%。我們欣悉截至2014年12月，女性佔諮詢及法定組織委任非官方成員的整體比率達32%。行政長官並在2015年施政報告中宣佈接納婦委會的建議，將性別基準由30%進一步提高至35%，成為另一突破。換言之，自2015年4月1日起，各決策局及部門委任諮詢及法定組織成員時，須以35%的性別基準作為工作目標。

Since the Commission was established, it has put much effort into the active promotion of gender mainstreaming, which seeks to achieve gender equality by ensuring that the needs and perspectives of both women and men are taken into account in the decision-making process. To facilitate the introduction of gender mainstreaming, the Commission developed a Gender Mainstreaming Checklist (the Checklist), and promoted it to the Government, various industries and the public from time to time. Gender mainstreaming was also introduced to the District Councils during the visits by the Commission. It is encouraging to note that in the 2015 Policy Address, the Chief Executive accepted the recommendation of the Commission. Starting from 1 April 2015, all bureaux and departments were required to refer to the Checklist and apply gender mainstreaming extensively when formulating major government policies and initiatives.

Another key goal of the Commission is enhancing women's participation in public decision-making. Since 2004, the Government has introduced gender benchmark as a working target to ensure that at least 25% of appointed non-official members on Government advisory and statutory bodies (ASBs) were women. In 2010, the gender benchmark was raised to 30%. We are very pleased that, as at December 2014, the overall participation rate of appointed non-official female members in ASBs stood at 32%. Another breakthrough came when the Chief Executive announced in his 2015 Policy Address that the Government accepted the Commission's recommendation to further raise the gender benchmark from 30% to 35%. This means that all policy bureaux and departments should aim to achieve the 35% gender benchmark as a working target starting from 1 April 2015.





《自在人生自學計劃》（「自學計劃」）是婦委會在增強婦女能力方面的一項重要項目。截至2015年11月，報讀「自學計劃」課程的累積人次已達84 000人。行政長官在2011-12年度的施政報告中，表示《自學計劃》在支援婦女持續學習的成效顯著，並將「自學計劃」設定為常規撥款項目。

2014年是「自學計劃」推出十周年。為進一步向大眾推廣「自學計劃」及終生學習的價值，婦委會製作了一套六集的短片系列「自學+自在」，以清新、正面及有活力的手法，讓學員分享如何在工作、生活和學習間取得平衡，以及參加「自學計劃」的得著。

女性對香港的就業市場和經濟發展一直扮演著十分重要的角色。為配合政府鼓勵及協助更多女性投入勞動力，婦委會自2014年起開始以婦女就業作為工作重點。同年，我們設立「婦女就業資訊站」，為希望投入職場的婦女和在職婦女提供一站式的資訊平台。2015年，我們聯同勞工及福利局優化該網站，以擴充由非政府機構提供的求職相關培訓課程及服務的資料。

The Capacity Building Mileage Programme (CBMP) is the Commission's key initiative in empowering women, which has accumulated an enrolment of around 84 000 as at November 2015. In his 2011-12 Policy Address, the Chief Executive acknowledged the effectiveness of CBMP in supporting women to pursue continuous learning, and has established recurrent funding for CBMP.

2014 marked the 10th Anniversary of CBMP. To further promote CBMP and the value of lifelong learning among the public, the Commission produced a six-episode short video series 'Self-learning with Ease' in which the students of CBMP shared how they balanced work, life and study as well as the benefits of joining CBMP in a fresh, positive and lively manner.

Women have all along been playing an important role in Hong Kong's labour market and economic development. In order to complement the Government's work on motivating and facilitating more women to join the labour force, the Commission has focused on promoting women's employment since 2014. In the same year, we developed the Women Employment Website, a one-stop information platform for women who wish to join the workforce and those already in employment. In 2015, the Commission and the Labour and Welfare Bureau enhanced the website to strengthen its content of employment-related training courses and services provided by non-governmental organisations.

婦委會認為舉辦增強婦女能力的活動，能讓婦女的潛能得以釋放和提升，並讓她們更好裝備自己以貢獻社會，建構更美好的社區。有見及此，婦委會於2011年10月推出「資助婦女發展先導計劃」。計劃邀請婦女團體及提供婦女服務的非政府機構提交申請，以舉辦有助婦女發展的項目及活動。從2012-2013年度起，婦委會將「資助婦女發展計劃」常規化，計劃於2012-13及2013-14年度的主題是「妍樂人生 康健身心」；而2014-15及2015-16年度的主題則為「就業展能 妍活精彩」。

婦委會的另一要職是協助政府實施《消除對婦女一切形式歧視公約》（《公約》）及《北京行動綱要》。在2014年10月，婦委會主席參與了香港特區政府派出的隊伍，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。委員會於審議會中審議了中國提交在《公約》下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。

研究和統計調查對了解婦女的需要和關注極為重要。因此，婦委會及勞工及福利局委託了政府統計處於2013年9月至12月期間進行運用時間模式及婦女就業統計調查。調查結果已在2015年7月發表。婦委會希望是次調查能幫助社會人士及各政策局及部門在數據上了解有關婦女就業和時間運用模式。

婦委會一直致力推行公眾教育及宣傳活動，以消除性別偏見和定型，以及提高公眾對婦女事務的關注。在2015年我們繼續與香港電台攜手製作兩套有關婦女在現代社會的角色改變的電視特輯，包括《行行女狀元》及《女人多自在5》。

The Commission believes that by organising programmes that aimed at developing the capacities of women, their potentials can be unleashed and enhanced, and they would be better equipped to contribute to the society and help build a better community. In view of this, the Commission launched a Pilot Funding Scheme for Women's Development in October 2011. Under the Pilot Scheme, women's groups and non-governmental organisations providing women's services were invited to submit applications to organise programmes and activities conducive to women's development. From 2012-13, the Commission regularised the Scheme. Themes for the Funding Scheme included "Women's Wellness" in 2012-13 and 2013-14, and "Women's Employment" in 2014-15 and 2015-16.

Another major task of the Commission is to assist the Government in implementing the United Nations' Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Beijing Declaration and Platform for Action (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 CEDAW Committee in Geneva, Switzerland, during which the Committee considered the HKSAR's third report as part of the combined seventh and eighth periodic reports of the People's Republic of China under CEDAW.

Research and surveys are crucial in gaining a better understanding of women's needs and their issues of concern. To this end, the Commission and the Labour and Welfare Bureau, in collaboration with the Census and Statistics Department, conducted a survey on the time use pattern of Hong Kong residents and on women's employment from September to December 2013. Results of the survey were published in July 2015. It is hoped that the survey would help the community and the Government bureaux and departments understand women's employment and time use pattern with the statistical data.

The Commission has continued to devote its efforts to public education and publicity with an aim to reducing gender prejudice and stereotyping, as well as to raising public awareness of women-related issues. In 2015, the Commission joined hands with Radio Television Hong Kong again to produce two television series, namely, "Working Women 2015" and "Women with Dreams 5", about women's changing roles in modern society.

婦女安全亦是婦委會一個重點關注項目。婦委會與平等機會委員會於2012年8月合辦「防止性騷擾大學論壇」，以加強本地大學教職員和學生對校園性騷擾的認識，以及探討預防校園性騷擾的措施。在中學層面，婦委會與三家非政府機構於2013-14及2014-2015學年推行防止性騷擾校園教育計劃。在該計劃下，婦委會為中學生舉辦防止性騷擾講座，以提高他們對性騷擾的意識，並增強他們應付性騷擾的能力。

自成立以來，婦委會有定期舉行研討會及論壇，以探討與婦女日常生活息息相關的社會議題。我們於2012年12月舉辦名為「凝聚婦女智慧 邁向美好未來」的研討會，並為婦委會自2001年成立以來舉辦的第四個大型研討會。研討會的目的是與社會各界人士就有關香港婦女發展的議題進行深入討論和交流，並檢視香港落實聯合國《公約》的情況。

促進婦女權益和福祉有賴社會各界通力合作。婦委會定期和本地婦女團體及非政府組織會面，就婦女關注的議題進行交流。2012年底，婦委會進行了第五輪地區探訪，與全港各區議會、地區婦女團體、服務機構和本地婦女會面交流意見。婦委會已於2014年2月完成18區探訪。

以上是婦委會過去四年的幾項工作重點和成果。上文提及的項目及發展概述婦委會在促使女性在生活各方面充分獲得應有的地位、權利及機會的工作。我們希望你認為這份報告具資訊性及價值。歡迎大家就婦委會的工作及其他婦女事務提出意見。在提升香港婦女地位的路途上，我們感謝你的支持。

Women's safety was also a priority concern of the Commission. In August 2012, the Commission and the Equal Opportunities Commission jointly organised a forum on preventing sexual harassment in universities to enhance the university staff and students' knowledge of sexual harassment on campus and to explore relevant preventive measures. At the secondary school level, the Commission, in collaboration with three non-governmental organisations, organised an Anti-sexual Harassment School Programme in the 2013-14 and 2014-15 school year. Under the programme, anti-sexual harassment seminars were organised for secondary school students to raise their awareness of sexual harassment and to strengthen their ability in handling it.

Since our establishment, the Commission has held regular conferences and forums to address social issues related to women's everyday lives. In December 2012, we organised our fourth major conference entitled "Bringing Together Women's Wisdom for a Better Future". The objectives of this Conference were to provide a platform for participants to discuss and exchange views on issues related to the development of women, and to review Hong Kong's implementation of CEDAW.

Promotion of the interests and well-being of women in Hong Kong requires concerted effort by various sectors in society. The Commission meets regularly with local women's groups and non-governmental organisations to exchange views on issues of concern to women. In late 2012, the Commission launched its fifth round of district visit programme to meet with the District Councils, district-based women's groups, service agencies, as well as local women personalities. The Commission has visited all 18 districts by February 2014.

These are some highlights of the Commission's work and achievements over the past four years. The programmes and development described here provide a brief account on the Commission's work to enable women in Hong Kong to fully realise their due status, rights, and opportunities in all aspects of life. It is our hope that you will find this report informative and valuable. We welcome your views on the work that we are engaged in and other matters relating to women. In particular, we would much appreciate your support as we continue to strive to advance the status of women in Hong Kong.