





# 我們的使命 OUR MISSION

促使女性在生活各方面充分獲得應有的地位、權利及機會。

To enable women in Hong Kong to fully realise their due status, rights, and opportunities in all aspects of life.



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# 引言 Preface

#### 總結成果 開拓未來 Consolidating Work Accomplishments -Exploring the Future

2001年1月,香港特別行政區 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 政府提出建議,制訂長遠 政府提出建議,制訂長遠可盡展 所長。婦委會採取三管齊 所長。婦委會採取三管齊 強婦女能力和公眾教育這三會 及 強婦女能力和公眾教育這三會各 界協作,並透過與女地位 提高公眾對性別議題的認知。

婦委會的第五份工作報告回顧 了我們由2016年至2019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。 In January 2001, the Hong Kong Special Administrative Region 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 has adopted a three-pronged strategy, namely the provision of an enabling environment, the empowerment of women and public education. It also seeks to advance women's status

and enhance public awareness of gender issues through collaboration with different sectors of the community.

The Commission's fifth report outlines our major achievements from 2016 to 2019. 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.

Chapters 2 and 3 of this report are messages from Dr LAW Chikwong, Secretary for Labour and Welfare, and Ms CHAN Yuen-han, Chairperson of the Commission, respectively. Chapter 4 introduces



這份報告的第二章及第三章分 別是勞工及福利局局長羅致光 博士及婦委會主席陳婉嫻女士 的致辭。第四章簡介婦委會的 緣起、使命和策略,以及其職 權範圍及基本運作架構。婦委 會的工作重點及成果按照婦委 會的策略性範疇載於其後的章 節。第五章闡述婦委會在不同 界別推廣及應用性別主流化, 為婦女締造有利發展環境;第六 章涵蓋鼓勵婦女終身學習的「自 在人生自學計劃」及推動婦女參 與社會以增強婦女能力;第七 章闡述各項婦女健康資訊和支 援服務;第八章介紹婦委會與其 他本地、區域性和國際間婦女 團體的協作;第九章則概述婦 委會多元化的公眾教育及推廣 工作。

how the Commission began, the Commission's mission and strategy as well as its terms of reference and basic operational structure. The work priorities and results of the Commission are set out in the following chapters in accordance with the strategic areas of the Commission. Chapter 5 describes the Commission's promotion and application of gender mainstreaming in various sectors for creating an enabling environment for women. Chapter 6 covers the Capacity Building Mileage Programme which encourages women's lifelong

learning and the promotion of women's participation in society for empowering women. Chapter 7 presents information on women's health and various support services. Chapter 8 introduces the collaboration between the Commission and other local, regional and international women's organisations. Chapter 9 summarises the diversified public education and promotional work carried out by the Commission.



# 勞工及福利局局長獻辭

### Message from Secretary for Labour and Welfare

政府於2001年成立婦女事務委員會(婦委會),專責就婦女事務的 宏觀策略提出建議,並制訂長遠目標和策略,以促進本港婦女的 福祉和權益,成績有目共睹。我對於婦委會多年來努力不懈,推 動婦女發展,致以由衷感謝。

為持續推動婦女發展,現時政府向婦委會提供的每年撥款,自婦委會成立以來上升超過百分之六十。政府亦接納婦委會建議,將「資助婦女發展計劃」的每年預留撥款由2018-19財政年度開始增



加一倍,以加強資助本地婦女團體的工作。同時,政府積極推動婦女參與社會,持續委任女性非官方成員參與諮詢及法定組織,最新的整體女性參與率已接近 34%,逐步邁向 35%的性別基準。在公務員架構中職位最高的 18 位常任秘書長中,有 14 位是女性,所佔比率超過七成。

政府亦致力推動性別主流化,在設計和實施不同政策時,充分考慮兩性的觀點與經驗,以締造一個有利環境,促進婦女發展。政府接納婦委會的建議,自2015年開始要求各政策局及部門在制定主要政策及措施時,須參考「性別主流化檢視清單」。政府在過去四年就逾800個主要政策或工作範疇進行性別影響評估,當中包括政府向僱主提供資助,將法定產假由10個星期延長至14個星期,讓母親可以有更多時間照顧及陪伴初生嬰兒。

我亦感謝婦委會一直協助政府推行聯合國《消除對婦女一切形式歧視公約》(《公約》),包括在2018年就香港特別行政區就實施《公約》提交的第四次報告的擬訂大綱諮詢 18 區區議會及舉行公眾諮詢會,向政府提交意見。政府考慮收集到的意見後,把完成的第四次報告呈交中央政府,並獲納入中華人民共和國就實施《公約》的第九次定期報告。

要推動婦女發展,除了政府要更努力之外,社會各界的積極參與至為重要。政府會繼續推動跨界別合作,鼓勵企業推行家庭友善僱傭措施,例如為女性僱員提供哺乳及育嬰設施、容許有需要的僱員以彈性時間上下班、為僱員提供優於法例要求的產假和侍產假等。我們會繼續鼓勵私人市場關注女性議題,積極回應女性僱員的需要。

2021年是婦委會成立二十周年的大日子。我深信婦委會在主席和委員的共同努力下, 定能在促使香港女性在生活各方面充分獲得應有的地位、權利及機會方面,更上一層 樓。

羅致光博士, G.B.S., J.P. 勞工及福利局局長

Established in 2001, the Women's Commission (the Commission) is tasked to advise the Government on women's issues and long-term vision and strategy, with a view to advancing women's well-being and interests in Hong Kong. The Commission's achievement is well recognised by the general public. I would like to express my sincere gratitude to the Commission for their commendable efforts made to promote women's development over the years.

To add further impetus to the promotion of women's development in Hong Kong, the annual funding allocation for the Commission provided by the Government has increased by more than 60% since the establishment of the Commission. The Government also accepted the Commission's suggestion and doubled the annual provision earmarked for the Funding Scheme for Women's Development from the 2018-19 financial year to support the work of local women's groups. Moreover, the Government has spared no effort in promoting women's participation in society and appointing female non-official members to advisory and statutory bodies. The latest overall participation rate of women was close to 34%, approaching the gender benchmark of 35%. Of the Government's 18 permanent secretaries, the highest rank in the civil service, 14 or more than 70% are women.

The Government is also committed to promoting gender mainstreaming. The perspectives and experiences of both gender will be taken into full consideration in the formulation and implementation of policies, with a view to creating an enabling environment conducive to women's development. The Government accepted the Commission's recommendation and required from 2015 all bureaux and departments to refer to the Gender Mainstreaming Checklist when formulating major policies and initiatives. In the past four years, the Government has conducted gender implication assessment on more than 800 major policy or programme areas in the past four years, including the extension ofstatutory maternity leave from 10 weeks to 14 weeks through provision of subsidies to employers to enable mothers to spend more time with and take care of their newborn babies.

I would also like to express my heartfelt appreciation to the Commission for their sterling support in assisting the Government in the implementation of the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), including consulting 18 District Councils and organising public consultation sessions in 2018 on the draft outline of the fourth report on the implementation of CEDAW to be submitted by the Hong Kong Special Administrative Region, and submitting the views collected to the Government. Having considered the views received, the Government submitted the completed fourth report to the Central People's Government which was incorporated into the ninth periodic report of the People's Republic of China on implementation of CEDAW.

To propel forward women's development, Government's efforts alone are not enough, and we need active participation of the entire community. The Government will continue to promote cross-sectoral partnership and encourage corporates to introduce family-friendly employment practices, such as providing breastfeeding and babycare facilities to female employees, allowing flexible working hours for employees in need, offering employees maternity leave and paternity leave which are more favourable than the statutory requirements, etc. We will continue to urge the private sector to accord priority to issues of women's interest and respond positively to the needs of female employees.

2021 marks the 20th anniversary of the establishment of the Commission. I am confident that, with the concerted efforts of the Chairperson and members, the Commission's achievements in enabling women in Hong Kong to fully realise their due status, rights and opportunities in all aspects of life will continue to scale new heights.

Dr LAW Chi-kwong, G.B.S., J.P. Secretary for Labour and Welfare

# 主席心聲

## Chairperson's Message

婦女事務委員會(婦委會)自 2001年成立以來,一直致力推 動香港婦女發展。我很榮幸在 2017年加入婦委會,並在2018 年獲委任為婦委會主席,讓我 能夠與來自不同界別的婦委會 委員攜手合作,促進婦女的福 祉和權益。委員的每句勉勵説 話和意見,我都珍而重之。

這份工作報告回顧婦委會過去 四年的工作成果。報告封面設 計以不同風格展現婦女在社會 中肩負的不同角色,並以洋紫 荊花和分布於本港的稀有蝴蝶 品種「金裳鳳蝶」象徵香港女 性。長久以來,蝴蝶展現頑強 Since its establishment in 2001, the Women's Commission (the Commission) has been committed to promoting the development of women in Hong Kong. I am honored to join the Commission in 2017 and be appointed as the Chairperson of the Commission in 2018, allowing me to work hand in hand with fellow members who are drawn from different sectors to promote the well-being and rights of women. I cherish every word of encouragement and the wise counsel from members of the Commission.

This Report reviews the achievements of the Commission over the past four years. The cover design of the Report features different roles of women in society, with a bauhinia flower and a Golden Birdwing, one of the rare butterfly species distributed across the territory, symbolising women in Hong Kong. For a long time, butterflies have demonstrated strong adaptability and evolved from strength to strength in the complex and ever-changing environment of mother earth. and at the same time helped





的適應力,在大自然複雜多變的環境中不斷蜕變,更成就其他物種的持續發展。蝴蝶色彩繽紛,堅韌的生命力與婦女堅毅不屈及迎難而上的特質如出一轍。婦女無論在家庭和社會中都擔當着不可或缺的角色,頭頂半邊天,更積極發揮助人自助的可貴精神。

今天的女性地位有長足發展, 在不同的範疇都能夠獨當一 面,尤其是在專業界別,包括 註冊會計師、持有執業證書的 律師和註冊醫生,以及經理及 行政級人員,女性所佔的比例 在過去數年均穩步上揚。在過 去十年間,修讀大學教育課程的 委員會資助的高等教育課程的 sustain other species. Butterflies' charm yet tenacious vitality epitomises women's persistent and unyielding qualities. Women are indispensable players in both families and society, "holding up half the sky", and they are eager to make commendable efforts to promote self-reliance and mutual support.

The status of women nowadays has gradually improved as compared with that in the past. Women make extraordinary achievements in different areas and this is particularly evident from the solid increase in the proportion of female professionals (including certified

public accountants, solicitors holding a practising certificate and registered doctors) or managers and administrators over the past few years. Furthermore, over the last decade, female students enrolled in higher education programmes funded by the University Grants Committee have continued to outnumber male students. As regards grassroots women, despite facing adversity, they persevere in their role and are committed to doing their utmost to support others and serve their families selflessly. Society should recognise women's invaluable contributions and safeguard their interests.





女生亦持續較男生為多。基 層婦女方面,她們雖然面對 逆境,但仍自強不息,努力不 懈,互相幫助,在照顧家庭方 面無私奉獻。社會應予以肯 定,並維護她們的權益。

雖然婦女地位漸漸有所提升, 但婦委會絕不會滿足於現狀, 我們會繼續推動婦女發展,與 時並進。婦委會在 2016年至 2019年間,優化「自在人生自 學計劃」,推出嶄新的視像學習 課程和八個獲資歷架構(級別二) 認可的課程,提升婦女能力; 獲政府接納建議增加「資助婦女 發展計劃」每年撥款一倍,加 強資助婦女發展力度; 重組婦 委會轄下的工作小組,並新增 健康及支援工作小組,專責處 理有關婦女生理及精神健康的 議題和事項; 以及探訪提供婦 女健康及支援服務的機構,了 解其服務性質、對象及如何具 體地幫助有需要的婦女,並積 極向公眾發放女性健康資訊。

While women's status has substantially advanced, the Commission will not rest on our laurels. We will continue to promote women's development and keep pace with the times. Between 2016 and 2019, the Commission had enhanced the Capacity Building Mileage Programme by launching new video-learning courses and eight courses that have been accredited as Level 2 under the Oualifications Framework to enrich women's capacity; sought the agreement of the Government to double the annual funding allocation for the "Funding Scheme for Women's Development" to bolster support for women's development; reorganised the working groups under the Commission and established a new Working Group on Health and Support dedicated to handling subjects and issues relating to the

physical and mental health of women; and visited organisations providing women's health and support services to gain a deeper understanding of their service nature, target clients and concrete assistance offered to women in need, and made active efforts to disseminate information on women's health to the public. In addition, the Commission assisted the Government in the public consultation on the draft outline of the fourth periodic report on the implementation of the United Nations Convention on the Elimination of All Forms of Discrimination against Women and collected valuable views from the public on different aspects, including support for grassroots women, unleashing women labour force, combatting prejudice and promoting women's participation in society.



此外,婦委會亦協助政府就香港特區實施聯合國《消除對婦女一切形式歧視公約》第四次定期報告擬訂大綱主持公眾諮詢會,收集公眾就支援基層婦女、釋放婦女勞動力、消除偏見、促進婦女在社會上的參與等不同方面的寶貴意見。

The Commission not only takes root in Hong Kong, but also possesses an international perspective and forges close connections with the Mainland and the global arena. As part of the national delegation, members of the Commission regularly attend the annual meeting of the United Nations Commission on the Status of Women and receive visitors from all over the world from time to time. Looking ahead, I will continue to lead the Commission in fulfilling its mission to support women's development. I hope that every woman, no matter a career

woman in the workplace or a housewife serving as a caregiver, can realise her aspirations and soar like a butterfly, flapping across the clear blue sky to create a brighter future.

CHAN Yuen-han, G.B.S., J.P. Chairperson, Women's Commission

陳婉嫻,G.B.S., J.P. 婦女事務委員會主席



# 婦女事務委員會

### Women's Commission

婦女事務委員會於2007年7月成立,旨在促進婦女的福祉和權益。婦委會透過推行公眾教育喚起社會各界對性 別議題的關注,並推行增強婦女能力的計劃,以及與本 地、區域及國際婦女團體建立和保持聯繫。

The Women's Commission was established in January 2001 to promote the well-being and interests of women. The Commission conducts public education to enhance public awareness of gender-related issues and implements women empowerment programmes, while developing and maintaining contact with local, regional and international women's groups.



## 婦女事務委員會 Women's Commission

4.1

### 婦女事務委員會的緣起 How the Commission Began

聯合國《消除對婦女一切形式 歧視公約》(《公約》)於1996年 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。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。

女性權益日益重要

The United Nations (UN)
Convention on the Elimination
of All Forms of Discrimination
against Women (CEDAW) was
extended to Hong Kong in 1996.
In 1999, the UN Committee on
the Elimination of Discrimination
against Women recommended
that the Hong Kong Special
Administrative Region (HKSAR)
Government establish a central
mechanism to be tasked with the

proactive development of policy and long-term strategies for the advancement of women. The HKSAR Government established the Women's Commission (the Commission) in January 2001 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.



#### 男女性別比率 2019 Percentage of males and females 2019

女性佔香港人口的比率(不包括外籍家庭傭工)

**Increasing Importance of Women's Rights** 

Percentage of females in the population in Hong Kong (Exclude foreign domestic helpers)



資料來源:政府統計處 Source: Census and Statistics Deaprtment

近年來,女性佔香港人口的比例愈來愈高。考慮到這個趨勢,女性的地位、權利及機會更 應備受關注及重視。

In recent years, the proportion of females in the population of Hong Kong has been increasing. In view of this trend, we should attach greater importance and concern to women's status, rights and opportunities.

### 4.2

### 使命和策略 Mission and Strategy

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。 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: provision of 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 gender issues 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.





#### 婦女事務委員會負責促進本港婦女的福祉和權益。為此,婦委會:

The Women's Commission is tasked to promote the well-being and interests of women in Hong Kong. As such, it:



在制定長遠目標和策略方面,向政府提出建議,讓婦女可以盡展所長;

advises the Government on the development of a long term vision and strategies related to the development and advancement of women;



就各項由不同決策局負責而與婦女有關的政策和措施,以及各決策局之間的協調,向政府提出建議;

advises the Government on the integration of policies and initiatives that are of concern to women, which fall under the purview of different Policy Bureaux;



按婦女的需要,不時檢討政府和非政府機構所提供的服務,確定須優先處理的工作,並且監察新增服務的發展和現有服務的改善工作;

keeps under review, in the light of women's needs, services delivered within and outside the Government, identifies priority areas for action, and monitors the development of new or improved services;



開展和進行有關婦女問題的調查和研究,並籌辦公眾教育和宣傳活動;及 initiates and undertakes independent surveys and research studies on women's issues and organises educational and promotional activities; and



與本地和國際婦女團體以及服務機構建立和保持聯繫,交流經驗,加強彼此的溝通和 了解。

develops and maintains contact with local and international women's groups and service agencies with a view to sharing experiences and improving communication and understanding.

 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。現時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:

非舌戈召削義常察,固官 20 開議。 設以婦工

婦委會 Commission

主席 1位非官方委員出任 The Chairperson chaired by a non-official member Currently, the Commission is chaired by a non-official member and is composed of 20 non-official members and three ex-officio members. The Commission meets regularly every three to four months. Special meetings may be convened as required to discuss topical issues or ad hoc projects. Four regular Working Groups under the Commission are formed to devise and oversee work in the following four strategic areas, whilst the Chairperson of the Commission also attends meetings of the four Working Groups from time to time:

3名官方成員 three ex-officio members 20名非官方成員 20 non-official members



#### 締造有利環境工作小組 The Working Group on Enabling Environment

關注範疇包括與經濟有關的課題 (例如釋放婦女勞動力)、性別主流化、 男性促進女性權益 (He for She) 及 婦女參與。

focuses on economy-related topics (e.g. unleashing women labour force), gender mainstreaming, engaging men for women's rights ("He for She") and women's participation. 協作及推廣工作小組 The Working Group on Collaboration and Promotion

關注範疇包括公眾教育及宣傳 活動、資助婦女發展計劃及與各公 私營團體的協作。

focuses on public education and publicity, Funding Scheme for Women's Development and collaboration with public and private organisations.

#### 增強婦女能力及培訓工作小組 The Working Group on Empowerment and Training

關注範疇包括專業培訓、自在人生 自學計劃及研究及調查。

focuses on professional training, Capacity Building Mileage Programme and researches and surveys. 健康及支援工作小組 The Working Group on Health and Support

關注範疇包括婦女生理及精神健康、 殘疾婦女、預防性騷擾及婚姻逆境。

focuses on physical and mental health of women, women with disabilities, prevention of sexual harassment and adversity in marriage.

婦委會的日常工作由秘書處提供支援。秘書處由一位勞工及福利局的首長級人員帶領,專責協助項目發展、執行和管理、聯絡、研究及統籌等工作。

The 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.

# 締造有利環境

## Providing an Enabling Environment

透過協助政府推行聯合國《消除對婦女一切形式歧視公約》,以及與公私營界別共同推廣性別主流化,婦女事務委員會致力締造一個有利環境,使女性能夠充份發揮潛能,積極參與社區。

Through assisting the Government in the implementation of the United Nations Convention on the Elimination of All Forms of Discrimination against Women, and promoting gender mainstreaming together with the public and private sectors, the Women's Commission is committed to building an enabling environment for women to realise their full potential and active participation in the community.



# 締造有利環境

## Providing an Enabling Environment

我們必須締造一個有利環境, 使女性能夠充分發揮潛能,積 極參與社區。婦女事務委員會 (婦委會)致力推廣性別主流 化,鼓勵社會各界以性別角 檢視不同服務並在這方面進行 研究和調查。最終目標是消除 在環境、政策、法例、制度和 工作項目中的障礙和不平等情 況,令男性和女性都能夠全面 參與社會。 We need to create an enabling environment for women to realise their full potential and participate actively in the community. The Women's Commission (the Commission) spares no effort in promoting gender mainstreaming, encouraging all quarters of society to examine existing services from a gender perspective, and conducting researches and surveys in this

respect. The ultimate goal is to remove obstacles and inequalities in the environment, policies, legislation, systems and work projects so that both women and men are able to fully participate in society.



5.1

#### 《消除對婦女一切形式歧視公約》

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

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》)。自《公約》於1996年引入香港以來,政府一直遵守《公約》的原則和規定,致力保障婦女人權,促進婦女在各個領域的發展和進步。《公約》在香港實施的主要里程碑詳見附錄10.4。

自1997年回歸以來,《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》。香港特區分別於 1998年、2004年及2012年 提交《公約》在香港實施情況的 報告予中央人民政府(中央政 府),作為國家向聯合國消除 對婦女歧視委員會(委員會)提 交的定期報告的一部分。 The Commission is tasked to assist the Government in the implementation of the United Nations (UN) Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Since the extension of CEDAW to Hong Kong in 1996, the Government has all along adhered to the principles and provisions of CEDAW. The Government is committed to safeguarding women's rights and promoting women's development and advancement on all fronts. The key milestones in the implementation of CEDAW in Hong Kong are at Appendix 10.4.

Since the reunification in 1997, with the People's Republic of China (PRC) as the State

Party, CEDAW has continued to apply to the Hong Kong Special Administrative Region (HKSAR) and the HKSAR has been implementing CEDAW through the provisions of the Basic Law and local laws, and the necessary administrative measures. In 1998, 2004 and 2012 respectively, the HKSAR submitted to the Central People's Government (CPG) reports on the implementation of CEDAW in Hong Kong, as part of the periodic reports submitted by the PRC to the UN Committee on the Elimination of Discrimination against Women (the Committee).



香港特區政府於2018年邀請公 眾在2018年3月1日至5月31 日期間,就第四次定期報告的 大綱(包括《公約》的實施情況 及具體議題)提供意見。婦委會 作為專責促進香港特區婦女福 祉和權益的中央機制,在公眾 諮詢期間就報告大綱走訪18區 區議會及徵詢了多個婦女團體 的意見,並於2018年4月25日 及5月16日與勞工及福利局(勞 福局)合辦了兩場公眾諮詢會。 不同婦女團體及社會各界人士 在公眾諮詢期間就如何推動婦 女的權利提出多項意見,當中 涵蓋的層面包括:加強對貧窮 婦女的經濟支援、完善家庭照 顧服務以釋放婦女勞動力、增 加對性暴力及家庭暴力受害者 的保障、消除性別定型及偏見 等。香港特區政府在草擬第四 次定期報告時已仔細考慮收集 所得的意見及建議,並在2018 年8月向中央政府提交特區政 府的第四次定期報告。中央政 府將特區政府的第四次報告納 入中華人民共和國的第九次報 告,並在2020年3月呈交予聯 合國。

In 2018, the HKSAR Government invited public views on the outline of the fourth periodic report which covered the implementation of CEDAW and specific issues from 1 March to 31 May 2018. As the central mechanism to promote the well-being and interests of women in the HKSAR, the Commission took the lead in consulting the 18 District Councils and sought views from various women's groups on the report's outline. The Commission also organised jointly with the Labour and Welfare Bureau (LWB) two public consultation sessions on 25 April 2018 and 16 May 2018. During the public consultation period, participants from women's groups and different sectors of society provided views on how best to promote women's rights including enhancing financial

support for women in poverty, improving family care services to facilitate women to rejoin the labour market, strengthening support for victims of sexual violence and domestic violence, eliminating gender stereotype and prejudice, etc. When drafting the fourth periodic report, the HKSAR Government had carefully considered the comments and suggestions received. The report was submitted to the CPG in August 2018 and incorporated into the PRC's ninth report for submission to the UN in March 2020.



### 5.2

### 性別主流化 Gender Mainstreaming

#### 5.2.1 背景 Background

聯合國在1995年於北京舉行 第四次世界婦女大會。是次會 議獲189個國家的政府代表參 與,期間通過了《北京行動綱 要》以確立性別主流化作為促進 婦女權益及兩性平等的全球策 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,確保兩性可以公平合理地獲取和享有社會的資源和機會。婦委會作為一個促進不動,一直倡議性別主流化作為達致力推動公私營合作,推廣性別主流化。

The Fourth UN World Conference on Women was held in Beijing in 1995 with the participation of government representatives from 189 countries. The meeting adopted the Beijing Platform for Action, which aims to establish gender mainstreaming (GM) as a major global strategy for the promotion of women's advancement and gender equality.

Gender mainstreaming is to mainstream the consideration of women's and men's perspectives and experiences into the design, implementation, monitoring and evaluation of all legislation, policies and programmes. It seeks to ensure that women and men have equitable access to, and benefit from, society's resources and opportunities. As a central mechanism to promote the well-being and interests of women in Hong Kong, the Commission has all along been advocating gender mainstreaming as a key strategy to achieve gender equality and sparing no effort in championing public-private partnership in the promotion of gender mainstreaming.



## 5.2.2 政府致力推動性別主流化 Government and Gender Mainstreaming

#### 性別影響評估

政府接納婦委會的建議,在各 政策範疇內逐步推行性別主流 化。婦委會於2002年設計「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」在2009 年按婦委會的建議進行修訂, 以更好地協助政府人員在各政 策和計劃的範疇上應用性別主 流化。在2015年的《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 | 及應用性別主流 化。

## Gender Implication Assessment

The Government accepted the Commission's recommendation and endorsed the introduction of gender mainstreaming into various policy areas on an incremental basis. The Commission developed in 2002 the Gender Mainstreaming Checklist (the Checklist), which comprises 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 was updated in 2009

on the suggestions of the Commission to provide better assistance to Government officers as they apply gender mainstreaming in various policy and programme areas. 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.

#### 考慮開性的獨特需要

 在設計這項法例/公共政策/計劃時,是否已確 認兩性的獨特需要,並加以考慮和配合?

#### 供制訂法例、公共政策和計劃時使用的 性別主流化检視清單

性別主流化是聯合國為達致兩性平等而倡議的全球策略,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。鑑於目前婦女 的需要 仍未能完全得到照顧,有些情况下她們在多方面仍處於弱勢,因此有 需要特別致力針對婦女的弱勢情況作出改善。

這份清單供負責這項法例/公共政策/計劃的人員填寫,在填寫時請適當諮詢前線人員的意見。這份清單是一步 列的問題均盡可能簡短。如你發現這份》 關的約束、限制、困難或考慮因素,煩亂

「性別主流化檢視清單」及部分主要問題 Gender Mainstreaming Checklist and some of the key questions  选项法例/公共政策/計劃對博女或任何婦女群 體的影響,是否有別於男性?。

如答"是",請問影響屬於正蘭(正)還是負爾(負)?。 正/負\*。

 這項法例/公共政策/計劃是否會以下列方式推 動消除對導女的歧視。

是/否/不適用 ...

#### 在2016年至2019年間,政府已在超過800個主要政策或工作範疇採用「檢視清單」

From 2016 to 2019, the Checklist had been applied to over 800 major policy or programme areas

#### 《性別歧視(修訂)條例草案》

Sex Discrimination (Amendment) Bill

低收入在職家庭津貼計劃的檢討 review of the Low-income Working Family Allowance

產假 naternity leave 侍產假 paternity leave

母乳餵哺的推廣 promotion of breastfeeding

規管醫療儀器的建議 proposal on regulation of medical devices

香港兒童醫院的啟用

commencement of service of the Hong Kong Children's Hospital

人口普查 Population Census 選舉事務 electoral matters 分區計劃大綱圖的修訂 amendments to Outline Zoning Plans

#### 政府人員的培訓

為協助及鼓勵政府人員在日常工作應用性別主流化,婦委會編製《性別主流化手冊》,涵蓋性別主流化的基本概念、「檢視清單」的內容及應用性別主流化的實例,以提升政府人員對性別主流化的認識和性別敏感度,鼓勵他們在日常工作時充分地考慮兩性的需要和關注。

此外,在婦委會的協助下,政府定期為公務員提供增加性別課題認識的培訓。截至2019年12月已有超過13000名來自不同職系和級別的公務員接受有關培訓,當中包括新入職的政務主任、行政主任、入境事務主任、助理社會工作主任、助理学工事務主任、康樂及文化事務署員工、在職的一級行政主任、入境事務主任及助理及社會保障主任及助理等。

為鼓勵政府人員持續關注性別課題,政府的「公務員易學網」已上載重新編整的「提升性別意識網上學習教材」,供公務員使用。同時,政府於2019年已更新「性別主流化網站」,包括加入「提升性別意識網上學習教材」,方便公眾隨時隨地接收最新的性別主流化資訊。

#### 婦委會編製的《性別主流化手冊》

The "Gender Mainstreaming Guidebook" published by the Commission



政府於2019年更新「性別主流化網站」。
The Government overhauled the

"Gender Mainstreaming Website" in 2019



政府亦接納婦委會意見,在所有決策局和部門設立「性別課題聯絡人」網絡,作為所屬決策局或部門的諮詢人,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。政府在現有的74位政府性別課題聯絡人當中,近80%屬首長級公務員。

The Government also accepted the Commission's suggestion of establishing a network of Gender Focal Points (GFPs) in all bureaux and departments. GFPs serve as the resource person for their respective bureau or department and as the liaison point in the implementation of gender mainstreaming. They also assist in raising the awareness and understanding of gender-related issues of the officers in their bureau or department. There are currently 74 GFPs in the Government, of which around 80% are officers at directorate level.



74位性別課題聯絡人 74 GFPs

#### **Training of Government Staff**

To assist and encourage Government officers to apply gender mainstreaming in their daily work, the Commission published the "Gender Mainstreaming Guidebook", covering the basic concept of gender mainstreaming, the content of the Checklist and practical examples. It aims at raising Government officers' understanding of gender mainstreaming and enhancing their gender sensitivity, while encouraging them to take into account the needs and concerns of both genders in their daily work.

In addition, with the assistance of the Commission, the Government provides training to Government employees on a regular basis to enhance their awareness of gender-related issues. As at December 2019, more than 13 000 Government employees of various grades and ranks had received such training. They include newly recruited Administrative Officers, Executive Officers, Immigration Officers, Assistant Social Work Officers, Assistant Labour Officers, staff of the Leisure and Cultural Services Department, in-service Executive Officers I, Immigration Officers and Assistants, Social Security Officers and Assistants, etc.

To encourage Government officers to keep abreast of gender-related issues, the Government's Cyber Learning Centre Plus has made available the revamped "Web Course on Enhancing Gender Awareness" for use by civil servants. At the same time, the Government overhauled the "Gender Mainstreaming Website" in 2019, including the provision of the "Web Course on Enhancing Gender Awareness", to facilitate the public's easy access to the latest information on gender mainstreaming at anytime and anywhere.

### 公眾推廣 =

### **Public Promotion**

一如以往,婦委會致力透過不同途徑及媒介向公眾推廣性別主流化的概念,近年例子包括:

As in the past, the Commission is committed to promoting the concept of gender mainstreaming to the public through various channels and media. Some recent examples include:

2019 2月至7月 February to July 舉辦共14場「性別主流化」巡迴展覽,介紹性別主流化及其推廣工作。 Organised 14 sessions of roving exhibition on gender mainstreaming, introducing the concept of gender mainstreaming and the Commission's promotion work.





「考慮兩性觀點及需要」電視宣傳短片於不同渠道播放

API on gender mainstreaming: The API on "Consider the Perspectives and Needs of Both Genders" was broadcast on various channels.

中文版

Eng Version



製作「考慮兩性觀點及需要」為主題的性別主流化政府電視宣傳短片,在電視台、電台、Youtube等渠道播放。

Produced TV Announcement in the Public Interest (API) on "Consider the Perspectives and Needs of Both Genders" which was broadcast on TV channels, radio channels, Youtube, etc. 2018 6月22日 22 June 與勞工處勞資協商促進科合辦「性別主流化與良好人力資源管理研討會」,邀請了香港基督教女青年會總幹事、婦委會委員楊建霞女士,以「性別主流化 — 如何推動職場潛力發展」作主題演講;而香港專業培訓學會執行總監及首席企業培訓師朱德俊先生則以「有效溝通:處理工作間語言衝突之道」作主題演講。

Co-organised with the Workplace Consultation Promotion Division of the Labour Department the "Seminar on Gender Mainstreaming and Good Human Resource Management". Invited Ms Yvonne YEUNG Kin-ha, Chief Executive of Hong Kong Young Women's Christian Association and Member of the Commission, to give a keynote speech on "Gender Mainstreaming – Ways to Unleash Potential in the Workplace", while Mr Lawrence CHU, Executive Director and Principal Trainer of Hong Kong Society of Professional Training, spoke on "Effective Communication: Handling of Verbal Violence at Work".



婦委會主席陳婉嫻女士, G.B.S. J.P. 於研討會致歡迎辭。

Ms CHAN Yuen-han, G.B.S., J.P., Chairperson of the Commission, delivered opening remarks during the seminar.

2017 7月4日 4 July 與平等機會委員會合辦「提升性別主流化意識及認識性騷擾研討會」。

Co-organised with the Equal Opportunities Commission the seminar on "Awareness of Gender Mainstreaming and Sexual Harassment".



約100名區議會、社會福利界非政府機構及上市公司的性別課題聯絡人、及平等機會之友會會員應邀出席提升性別主流化意識及認識性騷擾研討會。

Some 100 participants including GFPs in District Councils, non-governmental organisations in the social welfare sector and listed companies and Equal Opportunity Club members attended the seminar.

#### 性別數據

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。政府統計處自2001年起每 年出版《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。為了讓公眾更具體 地掌握香港婦女現況和發展趨 勢,婦委會每兩年出版《香港 女性統計數字》,從人口、婚姻 與家庭、教育、就業、健康、 社會及政治參與、社會保障及 福利、暴力及罪行,資訊科技 使用情況和國際比較等角度, 反映香港女性在不同範疇的轉 變與發展。婦委會已於2020年 3月出版最近一期的《香港女性 統計數字》,並通過發放予各性 別課題聯絡人,將資訊推廣至 公營和私營機構。

#### **Gender Statistics**

Gender disaggregated data is essential to developing gender-sensitive policy and enabling effective monitoring and evaluation of the changes concerning women. The Census and Statistics Department has since 2001 compiled annually the 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. To help the public understand more specifically the present position and trends of women's development in Hong Kong, the Commission publishes "Hong Kong Women in Figures" every two years to present

changes and development of women in Hong Kong from the perspectives of demographic characteristics, marriage and family, education, employment, health, social and political participation, social security and welfare, violence and crime, information technology usage and international comparison. The Commission published the latest issue of "Hong Kong Women in Figures" in March 2020 and distributed it to GFPs for wider dissemination to organisations in both the public and private sectors.



香港女性統計數字2019





婦委會由2007年起每兩年出版《香港女性統計數字》。

The Commission publishes "Hong Kong Women in Figures" every two years since 2007.

## 5.2.3 社會福利界與性別主流化 Social Welfare Sector and Gender Mainstreaming

行政長官在2016年《施政報告》 進一步宣布推出先導計劃,鼓 勵社福界非政府機構在制定政 策及計劃時,參考「檢視清單」 及應用性別主流化。非政府機 構若成功獲得社會福利署(社 署)的項目,須按「檢視清單」, 就有關項目的設計、實施、監 察、評估和檢討進行性別評 估, 並把已完成的評估報告遞 交予社署再轉交勞福局。政府 亦接納婦委會的建議,自2016 年於社會福利界的非政府機構 間,成立「性別課題聯絡人」網 絡,負責於機構內推廣「檢視 清單」和性別主流化概念,並 作為機構與勞福局就性別課題 溝通的橋樑。截至2019年12 月,社會福利界「性別課題聯 絡人 | 的數目約為120。

為了加強社福界了解及應用性別主流化,政府於2016年1月及3月,舉辦為社福界非政府機構而設的性別主流化培訓課程。培訓課程由香港中文大學香港亞太研究所性別研究中心林靜雯教授及碧樺依教授主講,共約110位社福界非政府機構代表出席。

The Chief Executive further announced in the 2016 Policy Address the implementation of a pilot scheme to encourage non-governmental organisations (NGOs) in the social welfare sector to refer to the Checklist and apply gender mainstreaming when formulating policies and programmes. NGOs receiving funding support for projects from the Social Welfare Department (SWD) would be required to conduct gender assessment on the design, implementation, monitoring, evaluation and review of the project by completing the Checklist. The completed Checklists should be returned to SWD for submission to LWB. The Government also accepted the Commission's recommendation and set up a GFP network among NGOs in the social welfare sector in 2016. The GFP is responsible for promoting the Checklist and the concept of gender mainstreaming within the organisation, while acting

as a bridge of communication between the organisation and LWB on gender-related issues. As at December 2019, there were around 120 GFPs in the social welfare sector.

To strengthen the social welfare sector's understanding and application of gender mainstreaming, the Government organised two training sessions on gender mainstreaming for NGOs in the social welfare sector in January and March 2016 respectively. The training sessions were hosted by Professor LAM Ching-man and Professor Raees BAIG of the Gender Research Centre, Hong Kong Institute of Asia-Pacific Studies, The Chinese University of Hong Kong. Some 110 representatives from NGOs in the social welfare sector attended the training sessions.





約110位社福界非政府機構代表出席為社福界非政府機構而設的性別主流化培訓課程。 Some 110 representatives from NGOs in the social welfare sector attended the training sessions on gender mainstreaming.

## 5.2.4 公私營合作推動性別主流化 Public-Private Partnership and Gender Mainstreaming

婦委會積極鼓勵私營界別參與 推動性別主流化,以提升社會 認識和廣泛應用。婦委會在 2016年成功邀請在香港的上市 公司成立「性別課題聯絡人」網 絡,將性別主流化推廣至私人 企業。截至2019年12月,已 有約170間上市公司委派「性 別課題聯絡人」。

The Commission actively encourages the private sector to participate in the promotion of gender mainstreaming to raise social awareness and promote wider application of gender mainstreaming. The Commission established a GFP network

among listed companies in Hong Kong in 2016 to promote gender mainstreaming to private enterprises. As at December 2019, about 170 listed companies had appointed GFPs.



#### 活動剪影

上市公司成立性別課題聯絡人網絡啟動禮

#### **Activity Highlight**

**Launching Ceremony of Gender Focal Point Network among Listed Companies** 

勞福局及婦委會鼓勵上市公司 委派一名董事級人員作為聯絡 人,協助提升企業員工對性別 相關課題的認識及了解,並在 日常工作中提高性別敏感度。 為慶祝在上市公司成立性別課 題聯絡人網絡,勞福局及婦委 會在2016年12月5日於交易所 展覽館舉行啟動禮,約140名 上市公司及商界的代表出席。 時任香港交易及結算所有限公司主席周松崗先生亦出席啟動 禮擔任主禮嘉賓及致辭。

LWB and the Commission encourage listed companies to appoint a representative at director level or equivalent to be the GFP for the company. The GFPs will help raise awareness and understanding of their staff of gender-related issues and enhance gender sensitivity in their daily work. To celebrate the establishment of the GFP network among listed companies, a launching ceremony was held at the Hong

Kong Exchange Exhibition
Hall on 5 December 2016.
Some 140 representatives
from the listed companies and
business community attended
the ceremony. LWB and the
Commission invited Sir C K
CHOW, Chairperson of the
Hong Kong Exchanges and
Clearing Limited, to be the Guest
of Honour of the launching
ceremony and deliver a keynote
speech.



為慶祝在上市公司成立性別課題聯絡人網絡,勞福局及婦委會在2016年12月5日於交易所展覽館舉行 啟動禮,約140名上市公司及商界的代表出席。

To celebrate the establishment of the GFP network among listed companies, a launching ceremony was held at the Hong Kong Exchange Exhibition Hall on 5 December 2016. Some 140 representatives from the listed companies and business community attended the ceremony.

婦委會一直透過上市公司的「性別課題聯絡人」網絡,在私營界別推廣性別主流化。在2016至2019年期間舉辦的活動包括:

Since then, the Commission has outreached to the private sector through the GFP network among listed companies in the promotion of gender mainstreaming.

Activities organised from 2016 to

2019 include:



2019 7月26日 26 July 舉辦上市公司性別課題聯絡人午餐講座:希慎興業有限公司主席、香港 30% Club 主席利蘊蓮女士與締造有利環境工作小組聯合召集人關蕙女士 作對談,以「在商界提倡性別多元」為題,就事業發展、女性加入董事會、職場多元共融等經驗作分享。約70名來自上市公司、商會及專業團體的 性別課題聯絡人或代表應邀出席。

Organised Lunch-time Talk for GFP Network among Listed Companies. Ms Irene LEE, Chairman of Hysan Development Company Limited and Chair of 30% Club HK, exchanged views with Ms Angelina KWAN, co-convenor of the Working Group on Enabling Environment, and shared her experience in women's career development, participation in boards of directors and workplace diversity and inclusiveness under the theme of "Promoting Gender Diversity in Business Setting". About 70 participants, including GFPs and representatives from listed companies, business chambers and professional bodies, attended the talk upon invitation.



(由左至右)婦委會締造有利環境工作小組聯合召集人關蕙女士;勞工及福利局常任秘書長張琼瑤女士;希慎興業有限公司主席、香港30% Club主席利蘊蓮女士;及婦委會主席陳婉嫻女士

(From left to right) Ms Angelina KWAN, co-convenor of the Working Group on Enabling Environment of the Commission; Ms CHANG King-yiu, Permanent Secretary for Labour & Welfare; Ms Irene LEE, Chairman of Hysan Development Company Limited and Chair of 30% Club HK; and Ms CHAN Yuen-han, Chairperson of the Commission

2017 9月14日 14 September 舉辦上市公司性別課題聯絡人午餐講座: 渣打銀行(香港)有限公司行政總裁禤惠儀女士以「建立以人為本的工作環境,展現女性的無限潛能」作主題演講,分享推廣工作生活平衡、多元共融、事業發展及社區聯繫的經驗,以推廣在商界釋放女性潛能的重要性。

Organised Lunch-time Talk for GFP Network among Listed Companies. Ms Mary HUEN, Chief Executive Officer, Standard Chartered Bank (Hong Kong) Limited, gave a keynote speech on "Unleashing Women's Potential in a People-Oriented Working Environment", to highlight the importance of unleashing women's potential in the business sector by sharing her experience in the promotion of work-life balance, diversity and inclusion, career development and community connection.



約80名上市公司性別課題聯絡人或其公司代表應邀出席午餐講座。 Some 80 participants including GFPs and representatives from listed companies attended the Lunch-time talk.

2017 2月21日 21 February 舉行「婦女事務委員會研討會2017」午餐講座:中電集團總監及中華電力有限公司副主席阮蘇少湄女士獲邀請以「商界在推動婦女發展的角色」為主題與商界代表進行交流。

Organised "Women's Commission Conference 2017" Lunch-time Talk. Mrs Betty YUEN, CLP Group Director & Vice Chairman of CLP Power Hong Kong Limited shared her views with GFPs of listed companies and representatives from the business sector on "Promoting Women's Development - Role of the Business Sector".

#### 政府應用性別主流化的範例

#### **Examples of Government's application of GM**

#### 在新建或翻新的公共廁所內提 供無分性別的廁所

食物環境衞生署(食環署)在可行的情況下,已在新建或翻新的公共廁所內提供優先廁格,以及暢通易達而無分性別的洗手間設施。為補充《公廁標準設施手冊》的內容,食環署於2016年4月制定《長者優先廁格及通用廁所設計指引》。在2015-16至2019-20年度新建/重置的24個公廁,全部符合1:2的男女廁格比例,並設有暢通易達而無分性別的廁所。

無分性別的廁所男女通用,尤 其是家長或照顧者可以使用這 些設施,而不受性別限制、更 靈活地照顧相反性別的嬰兒或 幼童。

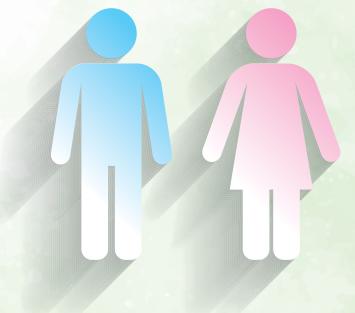
無分性別的廁所可讓任何性別 人士在異性的協助下使用。殘 疾人士、輪椅使用者和長者的 照顧者可以更方便地向需要特 殊照顧的人士提供協助。使用 者進入設施時亦不必橫越只限 某個性別人士通過的區域,甚 至可從公共走廊或直接從建築 物外部進入廁所。

#### Provision of Unisex Toilets in newly-built or refurbished public toilets where practicable

The Food and Environmental Hygiene Department (FEHD) has been providing priority compartments and accessible unisex toilet facilities in newlybuilt or refurbished public toilets where practicable. To supplement the Handbook on Standard Features for Public Toilets, FEHD drew up and issued in April 2016 the "Design **Guidelines for Larger Toilet** Compartments for Priority Use by the Elderly and Universal Toilets in Public Toilets of FEHD". Of the 24 public toilets newly built/reprovisioned from 2015-16 to 2019-20, all of them met the 1:2 male-to-female toilet compartment ratio and were provided with accessible unisex toilets.

Unisex toilets are for use by persons of both sexes, in particular, parents or caregivers can use these facilities and hence take care of infants or young children of opposite sex more flexibly without being restricted by gender.

Unisex toilets can be used by either sex with assistance from members of opposite sex. Caregivers of persons with disabilities, wheelchair users and the elderly can offer aid to persons requiring special care more conveniently. When accessing the facility, users are not required to traverse an area reserved for one sex. The toilet may even be accessible from a public corridor or directly from outside the building.



#### 需要提供的女性水廁設備數目

Number of water closet fitments to be provided for women

商場及百貨公司 Shopping arcades and department stores

公眾娛樂場所 Places of public entertainment

男女衞生設施的比例 Ratio of male-to-female sanitary fitments









#### 男女衞生設施的比例調整

《2015年建築物(衛生設備標 準、水管裝置、排水工程及廁 所)(修訂)規例》於2015年訂 立,而相關部門已在政策制定 過程中參考「性別主流化檢視 清單」。這項立法的目的是為建 築物的衛生設備、水管裝置及 排水設施制定一套新的設計、 建造、運作及維修標準,以達 到善用物料和改善設計的效果。

在考慮過男性和女性的不同需 要後,政府採納1:1.5的比例(取 代之前1:1的比例)作為估算 處所內男性和女性人數,以進 一步改善女性衞生設備供應的 標準。具體而言,在商場及百 貨公司、電影院和公眾娛樂場 所需要提供的女性水廁設備數 目,將比之前標準分別平均提 升約75%、160%和185%。在 同時計及男性水廁和尿廁的情 況下,新標準在男女衞生設施 的比例方面一般為1比1.6。

在訂定新標準前,政府收集和 分析了各項按性別分類的數 據,以了解兩性不同需要。

#### Adjusted ratio of male-tofemale sanitary fitments

The Building (Standards of Sanitary Fitments, Plumbing, Drainage Works and Latrines) (Amendment) Regulation 2015 was enacted in 2015, and the relevant department had made reference to the GM Checklist when formulating the policy. The objective of the legislation is to establish a new set of standards on the design, construction, operation and maintenance of sanitary fitments, plumbing and drainage provisions for buildings leading to proper use of materials and better design.

After considering the different needs of men and women, the Government has adopted an enhanced male/ female ratio of 1:1.5 (instead of the previous ratio of 1:1) for assessing the

numbers of men and women in a premises to further enhance the provision of sanitary fitments for women. Specifically, the number of water closet fitments to be provided for females in shopping arcades and department stores, cinemas, and places of public entertainment would be increased on average by about 75%, 160% and 185% respectively. Taking into account the water closet fitments and urinals for male, the ratio of male-to-female sanitary fitments under the new standards would be 1:1.6 in general.

The Government had collected and analysed extensive sex disaggregated data to understand the different needs of male and female users before the new standards were set.



#### 延長法定侍產假

《2018年僱傭(修訂)(第3號)條例》於2019年1月18日開始實施。在制定這項政策時,相關部門已參考「性別主流化檢視清單」。該修訂條例規定,合資格的男性僱員可享有的法定人對助在職父親承擔其家之更好地幫助在職父親承擔其主妻人的政策確保合資格男性僱享有的政策確保合資格男性僱享有五天侍產假。侍產假薪酬的每日款額相等於僱員在有關侍產假前12個月內所賺取的每日平均工資的五分之四。

#### 延長法定產假

行政長官在2018年的《施政報告》中公布,政府建議延長《僱傭條例》下的法定產假,由10個星期增至14個星期,並於2019年12月27日向立法會提交《2019年僱傭(修訂)條例草案》(《條例草案》),以落實這項政策。條例草案在2020年7月獲立法會通過,預計每年約有27000名女性僱員受惠。事實上,政府已於2018年10月起延長其女性僱員的產假至14個星期。截至2020年9月30日,已有超過3200名政府僱員受惠。

# Extension of statutory paternity leave

The Employment (Amendment) (No. 3) Ordinance 2018 (the Amendment Ordinance) came into operation on 18 January 2019. When formulating this policy, the relevant departments had made reference to the GM Checklist. Under the Amendment Ordinance, the statutory paternity leave entitlement was extended from three days to five days for eligible male employees to better facilitate working fathers to take up their family responsibilities. This policy, which is conducive to promoting GM, ensures that an eligible male employee<sup>1</sup> is entitled to five days' paternity leave for each confinement of his spouse/partner. The daily rate of paternity leave pay is a sum equivalent to four-fifths of the average daily wages earned by an employee in the 12-month period preceding the day of paternity leave.

# **Extension of statutory** maternity leave

The Chief Executive announced in the 2018 Policy Address that the Government proposed to extend the statutory maternity leave under the Employment Ordinance from 10 weeks to 14 weeks. The Government submitted the Employment (Amendment) Bill 2019 ("the Bill") to the Legislative Council ("LegCo") on 27 December 2019 to implement the policy. The Bill was passed by LegCo in July 2020. It is estimated that some 27 000 female employees will benefit each year. In fact, the Government has extended the maternity leave of its female employees to 14 weeks since October 2018. As of 30 September 2020, over 3 200 Government employees have benefited.

Another major change in this legislative amendment is updating the definition of miscarriage under the Employment Ordinance from "before 28 weeks of pregnancy" to "before 24 weeks of

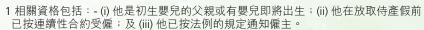
#### 延長《僱傭條例》下的法定產假 Extension of statutory maternity leave under the Employment Ordinance



每年each year

27000名

女性僱員受惠
27 000 female employees benefited



<sup>1</sup> Relevant conditions include that: – (i) he is the father of a new-born child or a father-to-be; (ii) he has been employed under a continuous contract; and (iii) he has notified his employer in accordance with the Law.

#### 流產的定義由懷孕 Definition of miscarriage from pregnancy before

28個星期 weeks



這項立法修訂另外一項重大改變是將《僱傭條例》下流產的定義由懷孕28個星期內更新為懷孕24個星期內,讓懷孕24星期或以後產下不能存活嬰兒的女性僱員,有權獲得產假以復原及調養身體。

pregnancy" to entitle a female employee, whose child is incapable of survival after being born at or after 24 weeks of pregnancy, to maternity leave to recover and restore their bodies.

#### 改善幼兒照顧及長者服務以增加對家庭照顧者的支援

政府統計處2019年的統計數字顯示,香港有614 600名女性料理家務者,而男性則只有32 500人,反映了要照顧家庭的香港女性遠較男性為多。為了紓緩家庭照顧者的壓力和釋放更多婦女勞動力,政府已加大力度推行部分行之有效的措施,包括:

# Enhancement of child care and elderly care services to increase support to family caregivers

Statistics from the Census and Statistics Department in 2019 show that there were 614 600 female home-makers, while there were only 32 500 male home-makers. This reflects that there are far more women in Hong Kong than men who need to take care of their families. To alleviate the pressure of family caregivers and release more women's labour force, the Government has stepped up efforts to implement some existing and effective measures, including:

#### 合資格幼兒工作員的人手比例 Manning ratios for Child Care Workers

0至2歲以下幼兒 for children aged 0 to below 2





2至3歲以下幼兒 for children aged 2 to below 3



於2019年9月優化資助幼兒中心內合資格幼兒工作員的人手比例,使其改為1:6(0至2歲以下幼兒)及1:11(2至3歲以下幼兒)。留宿幼兒中心的人手比例亦在參考經優化的日間幼兒中心人手比例後,於2019年9月作出相應調整。

Enhancement of the manning ratios for quatified Child Care Workers serving in aided Child Care Centres (CCCs) to 1:6 (for children aged 0 to below two) and 1:11 (for children aged two to below three) in September 2019. With reference to the enhanced manning ratios for day CCCs, the ratio for residential CCCs has also been adjusted accordingly in September 2019

把資助幼兒中心、資助長者院舍照顧服務、資助長者社區照顧服務、長者地區中心,以及長者鄰舍中心服務名額的規劃比率納入《香港規劃標準與準則》,以助預留合適的土地提供相關服務及設施。

Stipulation of population-based planning ratios in the Hong Kong Planning Standards and Guidelines in respect of subsidised CCCs, subsidised residential care services for the elderly, subsidised community care services for the elderly, District Elderly Community Centres and Neighbourhood Elderly Centres to help reserve appropriate land for the provision of relevant services and facilities



The Government also introduced various new initiatives in 2019 to strengthen child care and elderly care services, including:

政府亦在2019年推出多項新措施以加強幼兒照顧及長者照顧服務,包括:

加強課餘託管服務 Strengthening after school care programme

豁免全費名額 Full fee-waiving places



綜合家居照顧服務 (體弱個案) 服務名額 Integrated Home Care Services (Frail Cases) service quota

T3000 %

加強課餘託管服務,包括增加2500 個豁免全費名額、放寬申請資格、提 高資助額、為有特殊學習需要的學童 提供額外資助及簡化經濟審查程序 等。

Strengthening the after school care programme, including addition of 2 500 full fee-waiving places, relaxation of application eligibility, increase of subsidy level, provision of extra subsidy for students with special educational needs, and streamlining of financial vetting process, etc.

於2020年及2021年在「綜合家居照顧服務(體弱個案)」下增加合共 3000個服務名額,以支援身體機能 有中度或嚴重程度缺損的長者居家安 老。

Providing an additional 3 000 service quota under the Integrated Home Care Services (Frail Cases) within 2020 and 2021 to support ageing in place for elderly persons with moderate or severe impairment

#### 公私營合作

#### **Public-private Partnership**

#### 推動家庭友善僱傭措施

不少婦女既要外出工作,又要 兼顧家庭照顧者的責任,照顧 家中長幼,分身不暇且壓力龐 大。對她們而言,家庭友善僱 傭措施能讓她們在工作和家庭 生活之間取得更好的平衡。

政府一直致力推廣家庭友善僱傭措施。勞工處於2017年推出首屆《好僱主約章》,提倡以僱員為本的良好人事管理,鼓勵關愛僱員、促進僱員工作與家庭或個人生活的平衡、提供優於法例的僱員福利,以及建立良好勞資溝通。

#### Promotion of Family-Friendly Employment Practices

Many women have to go out to work while serving as family caregivers for elderly family members and young children. They have a busy schedule and face huge pressure. For them, family-friendly employment practices can help them achieve a better balance between work and family life.

The Government has all along been committed to promoting family-friendly employment practices. The Labour
Department launched the first
Good Employer Charter in
2017 to promote employeeoriented good human resource
management, show care for
employees, promote a workfamily or work-life balance of
employees, provide employees
with benefits that are more
favourable than statutory
requirements as well as establish
good communication with
employees or their organisations.



勞工處於2019年11月29日舉辦《好僱主約章》2020起動禮暨研討會,勞工及福利局局長羅致光於活動中致辭。《好僱主約章》2020以「『友』『家』 好僱主」為主題,重點鼓勵僱主實施家庭友善僱傭措施,設身處地考慮僱員需擔任的家庭崗位,讓僱員能兼顧工作及履行家庭責任。

The Secretary for Labour and Welfare, Dr LAW Chi-kwong, delivered a speech at the Kick-off Ceremony cum Seminar of the Good Employer Charter 2020 organised by the Labour Department on 29 November 2019. The Good Employer Charter 2020 features the theme of "Family-friendly Good Employer". Employers are encouraged to empathically consider the family roles of their employees and adopt family-friendly employment practices which can help the employees to balance the responsibilities of their work and family.

#### 支持母乳餵哺

香港婦女十分重視孩子的健康 成長。母乳營養豐富而均衡、 容易消化和吸收,是寶寶最理 想的天然食物,其好處遠超越 配方奶。對母親而言,母乳餵 哺亦有助減低患乳癌及卵巢癌 的風險。

因此,對在職母親提供母乳餵哺的支援乃家庭友善僱傭措施的重要一環,亦是大勢所趨。政府一直在便利在職公務員母親餵哺母乳方面擔當牽頭角色。自2015年至2019年,政府物業的育嬰室數目由255間增加至326間。此外,超過75個政策局及部門已推行母乳餵哺友善工作間政策,為產後餵哺母乳的僱員提供授乳時段及私人空間。

自2018-19年度起,政府在待售供新商業發展項目用途的政府土地的賣地條件中加入規定,要求發展商必須提供育嬰間設施和哺集乳室。事實上,不少私人公司致力營造母乳餵哺友善工作間,增加對餵哺母乳員工的支援。

#### **Support for Breastfeeding**

Women in Hong Kong attach great importance to the healthy growth of their children.
Breastmilk provides rich and balanced nutrients, and is easy to digest and absorb. Breastmilk, the most ideal natural food for babies, brings far more benefits to infants and young children than formula milk. For mothers, breastfeeding also helps reduce the risk of breast and ovarian cancers.

Therefore, providing breastfeeding support for working mothers is an essential part of family-friendly employment practices, and is also an emerging trend. The Government has been taking a leading role in facilitating breastfeeding by working mothers in the civil service. From 2015 to 2019, the number of baby care rooms in Government premises had increased from

255 to 326. In addition, over 75 bureaux and departments had implemented a breastfeeding friendly workplace policy, providing lactation breaks and private space to lactating employees.

Starting from 2018-19, the Government has imposed a mandatory requirement for the provision of babycare facilities and lactation rooms in the sale conditions of government land sale sites for new commercial premises. In fact, many private companies have been making efforts to create a breastfeeding-friendly workplace to increase the support for breastfeeding employees.

不同企業均為其女性僱員提供哺乳設施。 Different companies provide breastfeeding facilities for their female employees.







#### 彈性上下班時間

部分私人企業為僱員提供彈性 上下班的選項,協助在職婦女 在發展個人事業的同時,亦可 兼顧家庭照顧者的角色。這項 彈性安排包括交錯工作時間、 遠程辦公(在家工作)、兼職 工作、壓縮工作時間等。部分 企業亦會為僱員提供特別的休 假,例如婚姻假、特別事假、 生日假等,或給予僱員假期讓 他們出席其子女學校的活動(家 長日、家長教育活動等)。企 業相信,靈活的工作安排有助 員工專注工作之餘亦能擁有個 人生活,並騰出時間以妥善處 理家庭事務,從而提高工作效 率,發揮最大潛能。從僱主角 度而言,彈性上下班時間能鼓 勵家庭照顧者及生育後有意就 業的婦女重新投入工作,釋放 更多人力資源。讓僱員在工作 上有一定程度的自主性,亦同 時能增強他們對企業的歸屬感。

#### **Flexible Working Hours**

Some private enterprises provide employees with the option of flexible work to help working women develop their personal careers while fulfilling their roles as family caregivers. This flexible arrangement includes staggered working hours, remote working (working from home), part-time jobs, compressed working hours, etc. Some enterprises also offer employees with special leaves, such as marriage leave, special casual leave, birthday leave, etc., or provide leave for employees to attend activities of their children's schools (parents' day, parent education programmes, etc.). Enterprises believe that

flexible work arrangements help employees focus on work while enjoying their personal lives and freeing up time to properly handle family affairs, so as to increase working efficiency and realise their full potential. From the perspective of employers, flexible working hours encourage family caregivers and women joining/rejoining the labour force after giving birth, thus releasing more manpower. Entrusting employees with a certain extent of autonomy at work will also strengthen their sense of belonging to the enterprise.

#### 何謂「交錯工作時間」及「壓縮工作時間」?

What are "staggered working hours" and "compressed working hours"?

#### 交錯工作時間

在工作總時數不變的前提下, 僱主可規定僱員必須在工作崗 位當值的核心工作時間。僱員 可因應其個別需要選擇其實際 上下班時間,而僱主也可訂定 多個上下班時間供僱員選擇。

#### 壓縮工作時間

在工作總時數不變的前提下,僱主可允許僱員以少於常規工作要求的標準工作天數來完成 其職務。舉例而言,一家企業 在常規工作下要求僱員每週工 作五天,每天八小時;在壓縮 工作時間的安排下,僱員可選 擇每天工作十小時,而每週只 需工作四天。

#### **Staggered working hours**

Without altering the total number of working hours, employers generally define a period of core working hours within which employees must be in attendance at work. Employees can choose the actual times they start and finish work according to their personal needs, and employers may also set multiple working time slots for employees to choose.

#### **Compressed working hours**

Without altering the total number of working hours, employers may allow employees to complete their duties in number of days less than the standard number of working days required under regular work. For example, an enterprise requires employees to work five days a week and eight hours a day under regular work; under the arrangement of compressed working hours, employees may choose to work ten hours a day and only four days a week.

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#### 優於法例要求的僱員福利

部分企業已率先在延長法定產假的安排實施前將其僱員享有的產假延長至14個星期,甚至更長。同樣地,有些企業已為其男性僱員提供比法定要求(即五天)更長的侍產假。在薪酬方面,部分企業容許僱員在放產假或侍產假期間領取全薪。

# Employee Benefits More Favourable than Legal Requirements

Some enterprises have taken the lead in extending their employees' maternity leave entitlement to 14 weeks or even longer. Similarly, some enterprises have provided their male employees with paternity leave longer than the statutory requirement (i.e. five days). In terms of salary, some enterprises allow employees to receive full salary during maternity leave or paternity leave.

#### 推動上市公司董事會成員性別 多元化

在婦委會大力推廣性別主流化的努力下,香港交易所於2018年公布《董事會及董事指引》,就促進董事會多元性等方面提供實用建議。2019年1月1日起,上市公司必須披露董事會多元性(包括性別多元性)的政策。董事會的決策主宰企業的發展,而董事會成員多元化

香港恒生指數成份股公司的董事會女性成員比例 Proportion of female board members of Hong Kong Hang Seng Index constituent companies

113.6% 111.1% ASS

有助將不同想法帶進董事會。 女性在商界上佔一重要席位, 除了女性的員工外,許多企 業的管理層當中都不乏女性的 面孔。因此,讓女性的聲音在 董事會中得以被聽見,實在有 助企業審慎地作出更明智的決 定。截至2020年1月,香港恒 生指數成份股公司的董事會成 員中有13.6%為女性,比2015 年1月的11.1%高出2.5個百分 點。

# Promotion of Gender Diversity of Board Directors of Listed Companies

With the efforts of the Commission to promote gender mainstreaming, the Hong Kong Exchanges and Clearing Limited released the Guidance for Boards and Directors in 2018, providing practical advice on, among others, the promotion of board diversity. From 1 January

2019 onwards, it is mandatory for listed companies to disclose the diversity (including gender diversity) policy of the board of directors. The decisions of the board of directors determine the development of the enterprises, and diversity of board membership is conducive to bringing different ideas to the board. Women are major players in the business sector; apart from female employees, women also take up management roles in many enterprises. Therefore, allowing women's voices to be heard in the board can help enterprises make more informed decisions in a prudent manner. As of January 2020, 13.6% of the board members of the companies constituting the Hong Kong Hang Seng Index were female, 2.5 percentage points higher than 11.1% in January 2015.



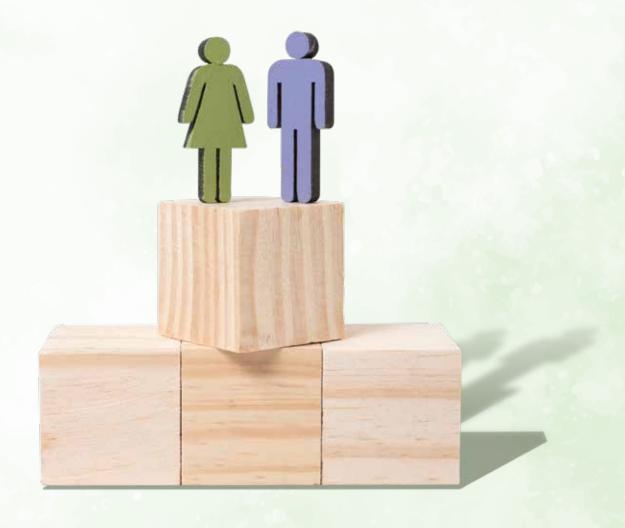
# 5.2.5 願景及展望 Our Aspiration and Way Forward

根據《香港女性統計數字 2019》,女性在勞動市場上的 角色愈來愈重要,反映推動性 別主流化的工作漸見成果。

不過,女性的勞動人口參 與率(50.5%)仍然低於男性 (67.4%),故此我們仍需要在推 動性別主流化方面繼續努力, 只有政府、私營界別與社會各 界積極參與,我們才能在實踐 性別主流化的路上一直向前邁 進。婦委會將會繼續與政府緊 密合作,推廣性別主流化。 According to Hong Kong Women in Figures 2019, there is a growing importance of women's role in the labour market, reflecting that the efforts in promoting gender mainstreaming are begining to bear fruit.

However, women's labour force participation rate (50.5%) is still lower than men's (67.4%). We still need to continue our efforts in promoting gender mainstreaming. With the active participation of the Government,

the private sector and different quarters of society, we can propel forward the application of gender mainstreaming across the community. The Commission will continue to work closely with the Government to promote gender mainstreaming.



# 增強婦女能力

### **Empowering Women**

透過增強能力,婦女能更好地裝備自己,面對生活上的各種挑戰,成為家庭和社會改變的原動力。

Through empowerment, women are better equipped to face life challenge and become agents of change in their families and society.



# 增強婦女能力 Empowering Women

每位女性都有權活得精彩和追求夢想。而讓女性具備獨立自主及明智抉擇的能力,她們就能更好地發揮潛能。因此,增強婦女能力是婦女事務委員會(婦委會)促進婦女福祉的其會(婦委會)促進婦女福祉的其中一個重要的策略。透過增自己,婦女能更好地裝備自己,婦女能更好地裝備自己,或對生活上的各種挑戰,為家庭和社會改變的原動力。

Every woman deserves the right to live to the fullest of their potentials and follow their dreams. We hope that women can build the self-reliance and possess the capacity to make informed decisions. Hence, the empowerment of women is

an important part of Women's Commission's strategy to promote women's well-being. Through empowerment, women are better equipped to face life's challenges and become agents of change in their families and society.



### 女性與教育 Women and Education

要達致增強婦女能力的目標,讓女性從小接受教育所發揮的作用至關重要。

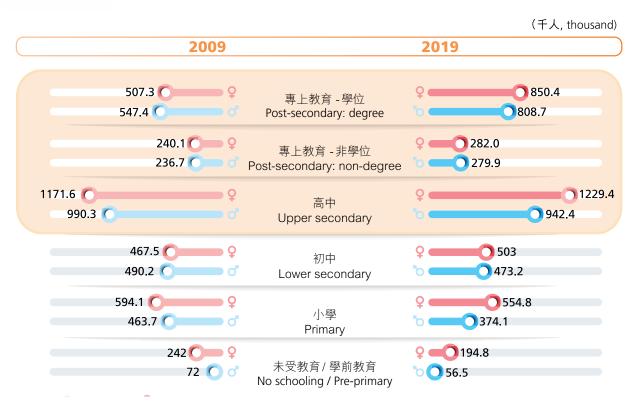
To empower women, it is crucial for women to receive education from a young age.

2019年,15歲及以上的女性中,79.3%具有中學及以上教育程度,與2009年相比,上升了5.2個百分點。由2009年至2019年十年間,具中學及以上教育程度的女性人數增加20.0%,男性則增加了10.6%。至於已接受專上教育的女性人數亦在這十年間上升了51.5%。

Among women aged 15 and over, 79.3% received secondary education and above in 2018, increased by 5.2 percentage points when compared with that in 2009. The numbers of women and men who have received secondary education and above in 2019 increased by 20.0% and 10.6% respectively as against 2009. The number of women who have received post-secondary education increased by 51.5% in the past decade.



#### 按性別及教育程度劃分的15歲及以上人口 Population Aged 15 and over by Sex and Educational Attainment



資料來源:政府統計處 Source: Census and Statistics Department



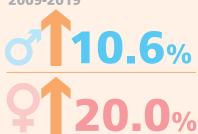
15歲及以上的女性中 具有中學及以上教育程度 Percentage of women aged 15 and over who received secondary education and above

200974.1%79.3%

早15.2 百分點 percentage points

具中學及以上教育程度人數 Number of persons who received secondary education and above

2009-2019



已接受專上教育的女性人數 Number of women who received post-secondary education

2009-2019

**\$151.5**%



修讀大學教育資助委員會資助課程的男女學生百分比 Percentage Shares of Male and Female Students in Programmes Funded by the University Grants Committee (UGC)

#### 2018/19 學年 2018/19 Academic year

女 Female

(人數 No. of students) **53 693** 

(人數 No. of students)

47 173

53.2%

46.8%



資料來源:大學教育資助委員會 Source: University Grants Committee



#### 按修課程度及性別劃分的修讀大學教育資助委員會資助課程的學生人數 Students Enrolled in Programmes Funded by UGC by Level of Study and Sex

<b>了</b> 男 Male	學生人數 Number of students	
修課程度 Level of study	2008/09	2018/19
副學位課程 Sub-degree	4 617 (65%) 2 490 (35%)	2 247 (56.4%) 1 739 (43.6%)
學士學位課程 Undergraduate	29 316 25 734 (53.3%) (46.7%)	46 193 (53.7%) 39 844 (46.3%)
研究院修課課程 Taught postgraduate	2 343 (59.3%) 1 608 (40.7%)	1 853 (63.2%) 1 079 (36.8%)
研究院研究課程 Research postgraduate	2 525 (42.4%) 3 434 (57.6%)	3 400 (43%) 4 511 (57%)
合計 Overall	38 801 33 266 (53.8%) (46.2%)	53 693 (53.2%) 47 173 (46.8%)
總計 Total	72 067	100 866

資料來源:大學教育資助委員會 Source: University Grants Committee

過去十年間,修讀大學教育資助委員會資助的高等教育課程的女生一直較男生多。除研究院研究課程外,女生在不同修課程度的 大學教育資助委員會資助課程的比例均較男性高。

In the past decade, female students enrolled in higher education programmes funded by UGC continued to outnumber male students. Except research postgraduate programmes, the proportions of female students were higher than those of males on all levels of study in programmes funded by UGC.

以上各項數據均顯示女性接受 教育的機會並不亞於男性,而 修讀大學教育資助委員會資助 的高等教育課程的女生數目甚 至比男生還要多。這反映出在 香港,女性並不會因其性別而 直接影響接受教育的機會。

學習絕對不是年輕人的專利。 不過,婦女的個人發展卻往往 受制於其家庭照顧者的角色, 而她們進修和自我增值的機會 也會被家庭責任所支配。考慮 到這個情況和提升婦女技能的 重要性,「自在人生自學計劃」 也就應運而生。 The above figures show that the opportunity for women to receive education is not less than men. The number of females enrolled in higher education programmes funded by UGC is even larger than males. It reflects that the opportunity for women to receive education in Hong Kong is not hindered by their gender.

Learning should not be exclusive to young people. However, the personal development of women is often constrained

by their family caring role. The opportunity for women to pursue further studies and self-enhancement is restricted by their family responsibilities. Taking into consideration the situation of women and the importance of women empowerment, the Capacity Building Mileage Programme was brought into play.



### 自在人生自學計劃 Capacity Building Mileage Programme

婦委會增強婦女能力的策略著重提升婦女的技能,以及加強婦女自力更生和內在的能力。婦委會相信,為婦女提供充足和相關的教育和培訓課程,是增強婦女能力的重要一環。婦委會於2004年推出「自在人生自學計劃」(「自學計劃」),鼓勵不同背景和教育程度的婦女裝備自己,實現終身學習。

「自學計劃」是香港首個專為婦女而設的大型學習計劃,有別於一般與學術及職業訓練相關的課程,「自學計劃」旨在幫助婦女培養正面的思維取向,提升內在能力,課程因此不設任何學歷要求。現時,課程採用四種模式進行,包括面授、電台廣播(兩者均自計劃推行起提供)、網上課程(自2010年起),以及視像學習模式(自2019年

起),授課安排靈活方便。凡 年滿18歲的香港居民,不論學 歷、背景、性別、種族均可參 加「自學計劃」。

截至2019年12月,「自學計劃」 提供89個涵蓋不同範圍的課程,內容廣闊並切合婦女生活所需,讓學員更有效地處理各個生活環節,從而體驗學習與生活的樂趣。

The Commission's empowerment strategy emphasises the importance of building up women's skills and their capacities to develop their self-reliance and inner strength. The Commission believes that an essential aspect of this capacity building process lies in the provision of adequate and relevant education and training programmes to women. The Capacity Building Mileage Programme (CBMP) has been launched by the Commission since 2004 to encourage women of different backgrounds, irrespective of educational levels, to pursue capacity building and lifelong learning.

CBMP is Hong Kong's first large-scale and tailor-made learning programme with a focus on women. It differs from conventional academic as well as vocational training as it aims to enable women to build up a positive mind set and enhance their inner strength. Therefore, it has no requirement on prior academic qualification. Currently, courses are conducted in four delivery modes through face-toface instruction, radio broadcast (both introduced since inception of CBMP), e-learning (since 2010) and video-learning (since

2019). The mode of delivery is flexible and convenient. CBMP is open to all Hong Kong residents aged 18 or above regardless of academic qualification, personal background, gender and race.

Up to December 2019, CBMP has offered 89 courses, covering a wide range of subject areas to cater for women's daily needs, enabling them to cope with different life challenges, as well as experience the joy of learning and living.



現時,「自學計劃」經由香港公開大學和一間傳媒機構(新城廣播有限公司)合辦。婦委會與這兩個機構的代表保持緊密聯繫,為計劃提供策略指引、監察進展和成效。截至2019年

12月,超過80個婦女團體和非政府機構為「自學計劃」學員提供面授課程和面對面形式的學習活動,上課地點分布廣泛,方便來自不同背景和地區的目標學員報讀。



「自學計劃」課程涵蓋範圍包括理財、健康、人際關係、藝術文化,以及與日常生活相關的課題。 CBMP courses cover a wide range of subject areas, including financial management, health, interpersonal relationships and communication skills, arts and culture, as well as other issues related to daily living.

CBMP is jointly run by the Open University of Hong Kong (OUHK) and a media partner (the Metro Broadcast Corporation Limited). The Commission maintains close liaison with the above two parties to provide strategic guidance to the Programme, as well as to monitor its progress and effectiveness. As at December 2019, more than 80 women's groups and non-governmental organisations (NGOs)

collaborated in conducting faceto-face courses and face-toface learning activities for CBMP participants. These organisations provided various courses with classes located in facilities across the territory, which facilitate reaching out to target learners from all walks of life and from different districts.





圖示(前排)勞工及福利局局長羅致光博士(中)、婦女事務委員會主席陳婉嫻女士(左二)、香港公開大學校長黃玉山教授(右二)、香港公開大學副校長(學術)關清平教授(左一),以及新城廣播有限公司董事總經理宋文禧先生(右一)於2018年與「自學計劃」獲獎學員(後排)合照。

Photo shows (*front row*) the Secretary for Labour and Welfare, Dr LAW Chi-kwong (*centre*); the Women's Commission Chairperson, Ms CHAN Yuen-han (*second left*); the President of The Open University of Hong Kong, Professor WONG Yuk-shan (*second right*); the Vice President (*Academic*) of The Open University of Hong Kong, Professor KWAN Ching-ping, Reggie (*first left*); and the Managing Director of Metro Broadcast Corporation Limited, Mr SUNG Man-hei (*first right*), with awarded participants of CBMP (*back row*) in 2018.

婦委會致力加強「自學計劃」, 讓學員有更多實踐終身學習的 選擇和途徑。由2019年3月學 期開始,「自學計劃」推出全 的視像學習課程,切合不同變資 歷架構(級別二)認可的課程, 提升課程的認受性。此外訓 提升課程的認受性。此外訓 協作,整合部分內容相近的 用課程,讓有意接受更多職業 培訓的「自學計劃」學員,可 更快達到相關課程的要求。

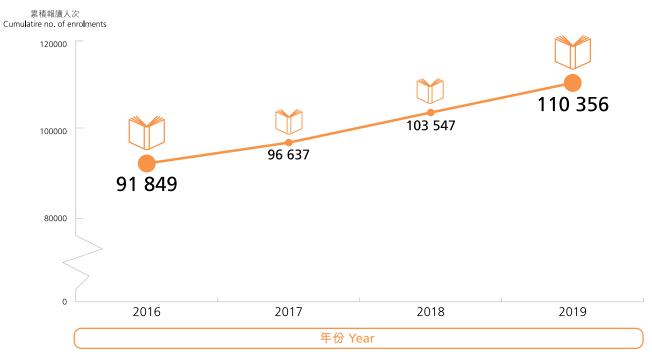
「自學計劃」自2004年推出以來一直深受歡迎,幫助不少婦女培養正面的思維取向,提升內在能力。截至2019年12月,報讀課程的累積人次達110000。

The Commission is committed to strengthening CBMP by offering more options and pathways of lifelong learning for participants. To cater for the diversified learning needs of participants, the new video-learning mode has been introduced starting from the semester of March 2019. Furthermore, a total of eight CBMP courses have been accredited as Level 2 under the Oualification Framework. thereby enhancing recognition of the courses. OUHK has collaborated with the Employees Retraining Board (ERB) and made a new arrangement that participants who have completed certain CBMP courses would

be eligible for exemption from taking equivalent ERB courses, facilitating participants to articulate to vocational training programmes.

Since its launch in 2004, CBMP has been very well received, enabling women to build up a positive mind set and enhance their inner strength. As at December 2019, a cumulative total of around 110 000 enrolments was recorded.

#### 「自在人生自學計劃」累積報讀人次 Cumulative Number of Enrolments to Capacity Building Mileage Programme



註釋:累積報讀人次截至該年年底。2017年只累計兩個學期的人次。

Note: The cumulative number of enrolments are as at end of the respective year. Only enrolment of two semesters were accumulated in 2017.



在2018年舉行的第十四屆「自學計劃」畢業典禮中,共有506名學員獲頒發證書,其中27名學員獲頒最高級別的第六級證書。 At the 14<sup>th</sup> graduation ceremony held in 2018, a total of 506 participants were awarded a certificate, with 27 of them receiving the highest Level Six Certificate. 政府自2007年起,每年撥款資助推行「自學計劃」,將課程的學費維持在可負擔的水平,鼓勵更多婦女持續學習。「自學計劃」設有助學金,有關的助學金計劃更於2019年11月開始調整合資格申請資助的入息上限,幫助更多有需要的學員報讀課程。

The Government has provided funding to support the operation of CBMP since 2007, enabling CBMP course fees to be maintained at an affordable level to encourage more women to pursue continuous learning. A bursary scheme has been set up for CBMP. The income threshold adopted by CBMP bursary applications was further adjusted in November 2019 to subsidise more participants in need.





2018年1月及2019年5月,婦委會、香港公開大學及新城電台的代表出席「自學計劃」地區 宣傳活動,促進公眾對計劃的了解。

In January 2018 and May 2019, representatives from the Commission, OUHK and the Metro Broadcast Corporation Limited attended district-based promotional events of CBMP to enhance public awareness of the Programme.



「自學計劃」同學會於2008年成立,並定期舉辦活動,讓學員擴闊視野,並透過組織不同的義工服務貢獻社羣,將「自學互學」的精神發揚光大。

The CBMP Student Association (CBMPSA) was founded in 2008 to broaden the horizons of CBMP participants. Through regular activities and volunteer services, CBMP participants promote the spirit of "self-learning and learning from each other" and contribute to the society.

「自學計劃」的課程設計及靈活性有效提升婦女的技巧及能力。從收集學員所得的意見顯示,她們透過課程獲益良多,對學習的興趣提高,解決日常生活問題的信心和能力亦有所增加,溝通技巧也有進步,有助改善與家人和同事的關係。

有見「自學計劃」在增強婦女能力方面取得成功,婦委會繼續致力在課程內容、學習模式等方面加強「自學計劃」,恪守為婦女提供持續學習機會的宗旨,幫助她們建立社交網絡,以提升個人能力、肯定自我,以實徹計劃「自在」及「自學」兩大元素。



The structure and flexibility of CBMP are effective in boosting women's skills and capabilities. Feedback from participants indicated that they have significantly benefited from the courses. Their interest in learning, confidence and ability to resolve problems in daily life have all been increased. Their communication skills are also sharpened which help improve their relationships with family members and colleagues.

In view of the effectiveness of CBMP in empowering women, the Commission will continue to strengthen CBMP in terms of course contents and mode of delivery. With an aim to providing women with more opportunities to pursue continuous learning, CBMP helps women establish their social network, enhance their capabilities and boost their self-confidence, thus realising "Easy" and "Self-learning" which are the key elements of the Programme.

### 6.2

#### 婦女參與決策

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

近年來,不論在公共事務還是私人市場上,女性在社會上的參與均愈見積極。例如在2016年立法會選舉,女性的已登記選民及投票人士數目超於男性,女性參與政府諮詢及法。就業方面,女性勞動人口持續增長,有更多女性擔任不同機構的管理層和投身專業行列。

Women have been more active in participating in public affairs and private market in recent years. For instance, the number of female registered electors and voter turnout outnumbered those of males in the 2016 Legislative Council Election. The percentage of appointed female members serving on Government Advisory and Statutory Bodies (ASBs) has also been increasing gradually.

Regarding employment, the growth of the female labour force continues. More women have taken up management roles and have occupied professional ranks in various institutions.

# 6.2.1 婦女參與諮詢及法定組織 Women's Participation in Advisory and Statutory Bodies

婦委會相信,婦女全面參與決 策過程,定有助政府制定更好 的公共政策。為此,婦委會一 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。

The Commission believes that with women participating fully in public decision-making processes, this could contribute to the development of better

public policy. To this end, the Commission works closely with the Home Affairs Bureau to promote women's participation in ASBs.





The Commission believes that increasing women's participation in public decision-making can not only advance the standing of women, but also offer crucial benefits to the society. Over the years, the level of women's participation in public decision-making has gradually improved. Under the principle of appointment by merit, we expect that, in appointing members to the Government

ASBs, Government could achieve a balanced gender composition so that the perspectives and concerns of both genders could be fully reflected. During the policy formulation process, the Government can make reference to opinions of both genders so as to formulate policies that could address their needs better.

香港不乏對參與公共事務有熱 誠及能力的女性。而提高女性 參與諮詢及法定組織的性別基 準,可為女性帶來更多參與公 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。這是推動社會發展重 要的一步。

自2004年起,特區政府引入委任女性加入政府諮詢及法定組織的基準,以25%作為一個工作指標。2010年,特區政府接納婦委會的建議,把基準提高至30%。於2014年底,政府委任非官方成員參與諮詢及法定組織的整體女性參與率已達32%,高於當時的基準。

行政長官在2015年的施政報告 宣布接納婦委會的最新建議, 將性別基準由30%進一步提高 至35%,相關措施已於2015年 4月1日起落實。各決策局及 部門在委任女性加入政府諮詢 及法定組織的非官方成員時工作 目標。截至2019年12月,政 府委任非官方成員參與諮詢及 法定組織的整體女性參與本為 33.8%,而服務三個或以上諮 詢及法定組織的非官方成員中 40%為女性。



Many women have the passion and ability to contribute to public affairs. By raising the gender benchmark for appointing women to Government ASBs, more women will have the opportunity to contribute to society with their interest, expertise, experience and commitment. This is an important step to enhance the development of our society.

In 2004, the Government introduced a 25% gender benchmark for appointing female members to Government ASBs as a working target. In 2010, the Government raised the benchmark to 30% based on the recommendation of the Commission. In end 2014, the overall participation rate of women in the appointment of non-official members to the ASBs stood at 32%, exceeding the benchmark at that time.

In the 2015 Policy Address, the Chief Executive announced that the Government had accepted the latest recommendation made by the Commission that the gender benchmark should be further raised from 30% to 35%. The initiative has been implemented since 1 April 2015. All policy bureaux and departments should now apply the 35% gender benchmark when appointing female nonofficial members to Government ASBs as a working target. As at December 2019, the overall participation rate of women in the appointment of nonofficial members to the ASBs was 33.8%. Among the non-official members who serve three or more ASBs, 40% of them were women.

### 女性參與政府諮詢及法定組織 Women's Participation in Government ASBs

政府諮詢及法定組織的女性委任成員百分比 Percentage of Appointed Female Members Serving on Government ASBs

**933.8% 927.3**%

女性參與政府諮詢及法定組織的百分比由 2009 年的 27.3% 上升至 2019 年的 33.8%。

The percentage of female serving on Government ASBs increased from 27.3% in 2009 to 33.8% in 2019.

資料來源:民政事務局 Source: Home Affairs Bureau



#### 6.2.2 婦女在公共範疇上的參與 Women's Participation in Public Arena

提升婦女在政治範疇上的參 與,能確保女性的觀點在政策 制訂、執行及資源分配能得到 充分考慮,因此十分重要。婦 女走在政治的前線,亦是促進 兩性平等的一個有效方法。

近年來特區政府女性公務員的比例不斷上升。2019年底,在公務員最高職位的19位常任秘書長中,有12位(63.2%)是女性,而近四成的首長級官員是女性,由2009年396位(32.3%)增至2019年538位(39.5%)。

It is important to enhance the participation of women in politics as this would enable women's views to be better accounted for in policy formulation, implementation and resource allocation. Having women at the forefront of politics is also an effective way to foster gender equality.

The proportion of female officers across Government has increased in recent years. As at end 2019, 12 (63.2%) of the Government's

19 permanent secretaries, the highest rank in the civil service, and around 40% of directorate officers in the Government were women. More specifically, the number of female directorate officers has increased from 396 (32.3%) in 2009 to 538 (39.5%) in 2019.

### 女性公務員 Female Civil Servants

女性公務員百分比 Percentage Shares of Female Civil Servants

**938.4**%

<sup>2009</sup>
34.6%

女性公務員的百分比由 2009 年的 34.6% 上升至 2019 年的 38.4%。

The percentage share of female civil servants increased from 34.6% in 2009 to 38.4% in 2019.

資料來源:公務員事務局 Source: Civil Service Bureau



女性首長級公務員百分比 Percentage Shares of Female Directorate Officers in the Civil Service

**2019 39.5**%

**9** 2009 **32.3**%

女性首長級公務員人數由 2009 年的 396 人, 大幅增加 35.9% 至 2019 年的 538 人。

The number of female directorate officers in the civil service increased significantly by 35.9% from 396 in 2009 to 538 in 2019.

資料來源:公務員事務局 Source: Civil Service Bureau

### 女性在社會上的參與 Women's Participation in Society



按性別劃分的立法會選舉已登記選民及投票人士數目 Registered Electors and Voter Turnout in Legislative Council Elections by Sex



年份 Year





資料來源:選舉事務處

Source: Registration and Electoral Office



2008至2016年間,女性登記選民及投票人數增加。男性也出現同樣情況。

The number of registered female electors and voter turnout increased from 2008 to 2016. Similar situation was observed for males.

如本報告第五章所述,婦委會的其中一項職能是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》)。《公約》闡明男女平等享有一切經濟、社會、文化、公民和政治權利。各締約國應採取一切適當措施保證婦女在與男子平等的條件下在一切選舉和公民投票中有選舉權,並在一切民選機構有被選舉權。兩性平等的選舉權和被選舉權在香港受《基本法》保障。

As mentioned in Chapter 5 of this Report, one of the functions of the Commission is to assist the Government in the implementation of the UN CEDAW. CEDAW stipulates the equal rights of men and women to enjoy all economic, social, cultural, civil and political rights. The State Parties should take all appropriate measures to ensure to women, on equal terms with men, the right to vote in all elections and public referenda and to be eligible for election to all publicly elected bodies. In Hong Kong, the equal rights to vote and stand for election of men and women are protected by the Basic Law.

# Chart

# 按性別劃分的義工運動登記義工人數 Registered Volunteers of the Volunteer Movement by Sex



女性登記義工的人數一直多於男性,佔登記義工總人數的59%。

The number of female registered volunteers was consistently higher than that of male, which constituted 59% of the total number of registered volunteers.

<mark>婦委會期望婦女能力提升後能各展所長,服務大眾,回饋社會。除了致力支援婦女</mark>投身職場外,我們亦樂見婦女踴躍參與義務工 作,協助社會上有需要人士。

The Commission is eager to see that empowered women can give full play to their abilities, serve the community and contribute to society. Apart from assisting women in entering the labour force, we are glad to see women participating actively in volunteer service and helping those in need in society.

# 6.2.3 婦女在私人市場上的參與 Women's Participation in Private Market

#### 婦女參與上市公司董事會

婦委會對今時今日婦女參與上 市公司董事會的有限度進展表 示關注。

2018年7月香港交易所刊發《董事會及董事指引》,為上市公司董事會及董事就達致董事會成員多元化(包括性別多元化)提供實務建議。在2018年的《施政報告》中,行政長官宣布會聯同香港交易所首位女性主席查史美倫女士,呼籲上市公司多委任女性出任董事局成員。截至2020年1月,恒生指數成份股企業的整體女性董事比例由2015年的11.1%增至13.6%。

#### **Women's Participation on Boards of Directors**

The Commission is concerned about the limited progress achieved today in women's representation on the boards of directors of listed companies.

In July 2018, the Hong Kong Exchanges and Clearing Limited (HKEX) published the "Guidance for Boards and Directors" to provide practical advice to facilitate the boards and directors of listed companies in achieving board diversity (including gender diversity). In the 2018 Policy Address, the Chief Executive and the HKEX's first-ever Chairlady, Mrs Laura CHA, called on all listed companies to appoint more females as their board members. As at January 2020, the percentage of women directors on the boards of the companies constituting the Hang Seng Index has increased from 11.1% in 2015 to 13.6%.

香港恒生指數成份股公司的董事會女性成員比例 Proportion of female board members of Hong Kong Hang Seng Index constituent companies

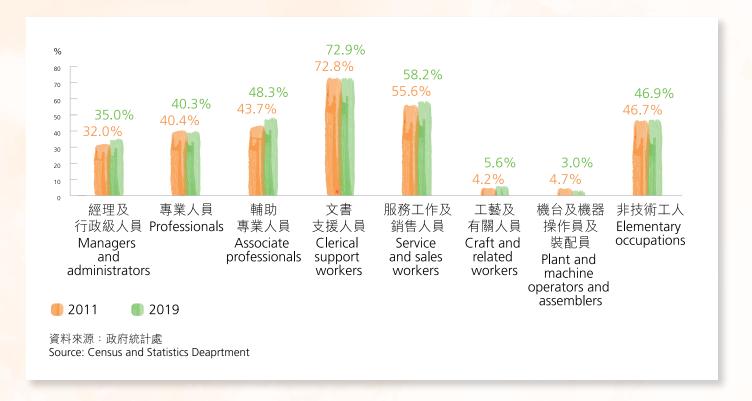
113.6% 9 11.1%



### 女性的職業分布 Occupation Distribution of Women



按職業劃分的女性就業人數百分比(不包括外籍家庭傭工)
Percentage Shares of Female Employed Persons
(Excluding Foreign Domestic Helpers) by Occupation



女性在整體就業人數的比例由 2011 年的 44.0% 上升至 2019 的 45.9%,當中擔任經理及行政級人員、輔助專業人員、服務工作及商店銷售人員的女性比例上升尤為顯著。

The overall proportion of women in all employed persons increased from 44.0% in 2011 to 45.9% in 2019. Such increase is especially significant for the proportion of women working as managers and administrators, associate professionals and service and sales workers.

2009年至2019年期間,女性經理及行政級人員比例由29.9%增加至35.0%。婦委會喜見女性擔任機構和公司中高層職位的人數逐步上升,相信這個情況正正是婦女能力增強的最佳鐵證。

Between 2009 and 2019, the number of female managers and administrators has increased from 29.9% to 35.0%. We are glad to see that women have taken a growing share of mid-to high-level positions in companies and organisations. It is a concrete evidence of women empowerment.



#### 圖表 Bac女性專業人員百分比 Chart Proportion of Females in Selected Professions



(a) 註冊會計師 Certified Public Accountants

**950.3**%

**47.3**%

2019年,女性許冊會計師數目超越男性。

The number of female certified public accountants outnumbered males in 2019.

資料來源:香港會計師公會

Source: Hong Kong Institute of Certified Public

Accountants

持有執業證書的律師的女性比例近年來持續上升,直至2019年,其數字已接近一半。

The proportions of female solicitors holding practicing certificates has increased steadily in recent years. In 2019, its number was close to half.

資料來源:香港律師會

Source: The Law Society of Hong Kong



(b) 持有執業證書的律師 Solicitors Holding Practising Certificates

**249.4**%

**2**2009 **45**%

(c) 註冊醫生 Registered Doctors

**933.0% 928.4**%

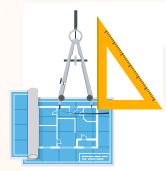
女性註冊醫生人數在過去十年持續上升,註冊醫生中的女性比例亦然。雖然如此,女性註冊醫生的數目在2019年仍然少於男性註冊醫生的一半。

The number and proportion of female registered doctors increased steadily over the past decade. Nevertheless, its number was still less than half of that of males in 2019.

資料來源:香港醫務委員會

Source: The Medical Council of Hong Kong





具專業資格的女性工程師的數字仍然偏低。 The number of female fully qualified engineers remained low.

資料來源:香港工程師學會 Source: The Hong Kong Institution of

Engineers

(d) 具專業資格的工程師 Fully Qualified Engineers

**98.1**%

**2**5.3%

從事不同專業的女性人數不斷上升。2019年,在任職註冊會計師、執業律師和註冊醫生的人士中,女性所佔的比例分別為50.3%、49.4%及33%。

Female practitioners in various professions are increasing. In 2019, women made up 50.3%, 49.4% and 33.0% of certified public accountants, solicitors holding practicing certificates and registered doctors respectively.

# 健康及支援

# Health and Support

婦女事務委員會(婦委會)就與婦女健康及支援服務 有關的議題,向有關決策局或部門提供建議,並向 公眾推廣婦女健康資訊。

The Women's Commission (the Commission) provides advice to relevant Government policy bureaux and departments on issues related to women's health and support services, while promoting women's health information to the public.



# 健康及支援 Health and Support



#### 婦女健康及支援服務 Women's Health and Support Services

婦女健康及支援服務一直是婦女事務委員會(婦委會)關注的重要議題。婦委會在2018年成立健康及支援工作小組(工作小組),工作方向包括關注與婦女(包括殘疾婦女)有關的健康政策及支援服務,以及推廣婦女健康、安全及支援服務的資訊等。

Women's Health and Support Services are always at the top of the agenda of the Women's Commission (the Commission). In 2018, the Commission set up the Working Group on Health and Support (the Working Group) with an aim to follow closely health care policies and support services related to women (including women with disabilities), and promote information on healthcare, safety and support services for women.

### 7.1

#### 女性健康統計數字 Statistics on Women's Health

婦委會每兩年出版的《香港女性統計數字》根據衞生署及政府統計處的數據,分析與女性健康有關的趨勢,以讓相關政策局、部門和坊間團體了解女性在健康方面的需要,為女性提供更針對性和有效的健康及支援服務。

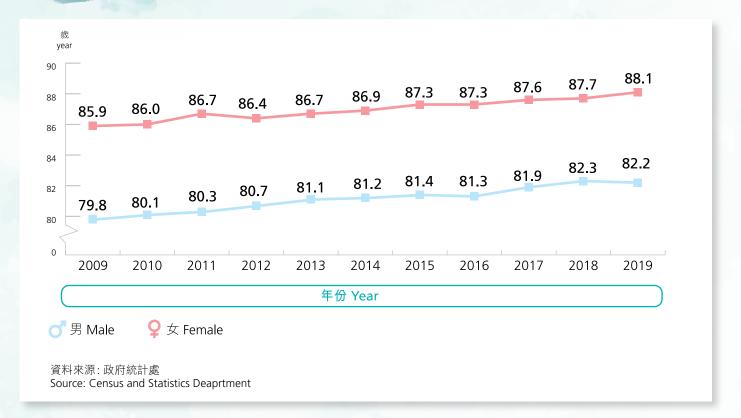
香港是女性出生時平均預期壽命全球最高的地區之一。在過去十年間,女性(88.1歲)出生時的平均預期壽命一直較男性(82.2歲)為高。在2009年至2019年間,女性及男性的出生時平均預期壽命分別上升了2.2及2.4年,顯示在該段期間,人口的健康情況改善。

On the basis of statistics from the Department of Health and the Census and Statistics Department, the Commission publishes "Hong Kong Women in Figures" every two years to analyse the trends of women's health status. The purpose is to facilitate the understanding of relevant Government policy bureaux, departments and community organisations of women's health-related needs, so that they can provide more targeted and effective health and support services to women.

The expectation of life at birth for women in Hong Kong is among the highest in the world. In the past decade, the average expectation of life at birth for women (88.1 years) has been higher than that for men (82.2 years). From 2009 to 2019, the expectation of life at birth for women and men increased by 2.2 and 2.4 years respectively, indicating an improvement in the health conditions of the population over the past decade.

### 圖表 Chart

#### 按性別劃分的出生時平均預期壽命 Expectation of Life at Birth by Sex

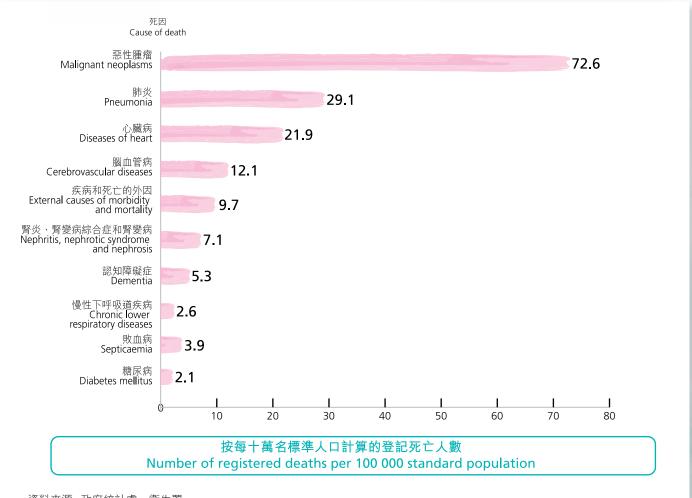




2019年,本港首五位的女性致命疾病為惡性腫瘤(癌症)、肺炎、心臟病、腦血管病,以及疾病和死亡的外因(例如損傷、中毒等)。 In 2019, the top five diseases causing death of females in Hong Kong were malignant neoplasms (cancer), pneumonia, diseases of heart, cerebrovascular diseases and external causes of morbidity and mortality (e.g. injury, poisoning, etc.)

### 圖表 Chart

#### 2019年女性的十大死因的年齡標準化死亡率 Age-standardised Death Rates of Ten Leading Causes of Death of Females, 2019



資料來源: 政府統計處、衛生署

Source: Census and Statistics Department, Department of Health

2018年最常見的十種癌症中,乳腺癌是婦女罹患人數最多的癌症,其次是大腸癌和肺癌。

Among the top ten most common cancers for women in 2018, breast cancer was recorded as the leading cancer, followed by colorectal and lung cancer.



#### 2018年女性的十大常見癌症 Top Ten Cancers of Females, 2018



資料來源:醫院管理局香港癌症資料統計中心

Source: Hong Kong Cancer Registry, Hospital Authority



#### 婦委會關注的婦女健康政策

#### The Commission's View on Women's Health-Related Policies

根據工作小組的建議,婦委會就一些與婦女健康及支援服務息息相關的議題,向有關決策局或部門提出建議。2016 年至 2019 年期間,婦委會曾就不同政策給予意見和建議,包括:

On the advice of the Working Group, the Commission provides advice to relevant Government policy bureaux and departments on issues related to women's health and support services. During 2016 to 2019, the Commission provided views and suggestions on various policies, including:

#### -《香港癌症策略 2019》-

#### **Hong Kong Cancer Strategy 2019**

癌症是本港主要的非傳染病之一,發病率日趨上升。過往十年,癌症發病率以每年約3.1%的比率增長。癌症是本港頭號殺手。在2018年,癌症共奪去14446人的生命,佔全港整體死亡人數約三分之一。其中,肺癌、大腸癌及肝癌名列榜首,合共佔癌症死亡總數的52.4%。

政府於 2019 年 7 月公布了香 港首份《香港癌症策略》,旨在 減輕癌症對本港造成的負擔, 改善癌症病人的生活質素,以 及提高他們的存活率。《香港癌 症策略》提出的方向包括減少癌 症風險因素和提供實證為本篩 查:及早發現和診斷:提供適時 及有效的治療;加強對癌症康復 者的存活支援;提供紓緩治療及 臨終護理;投放資源在科技上: 加強相關決策局、政府部門、 醫院管理局與社區團體和民間 社會之間的合作; 以及加強監測 和研究能力,以期達致防控各 類癌症的目標。

婦委會於 2019 年 11 月的會議 上討論《香港癌症策略》。委員 對《香港癌症策略》表示歡迎, 亦特別對女性常見的各種癌症 提出關注,建議政府應加強為 婦女提供的癌症篩查服務和發 放相關資訊。 Cancer is one of the key non-communicable diseases in Hong Kong. The cancer incidence has been on a rising trend, increasing at an average rate of about 3.1% per annum in the past decade. Cancer is the top killer in Hong Kong. In 2018, cancer claimed 14 446 lives, accounting for about one third of the total deaths in the local population. Among all, lung cancer, colorectal cancer and liver cancer topped the list and made up 52.4% of all cancer deaths.

The Government launched the first Hong Kong Cancer Strategy in July 2019, with a view to reducing cancer burden in the local population, and improving the quality of life and survivorship of cancer patients. The directions laid down in the Hong Kong Cancer Strategy include reducing risk factors leading to cancer and providing evidence-based screening; seeking early

detection and diagnosis; offering timely and effective treatment; strengthening survivorship support to cancer survivors; providing palliative and end-oflife care; investing in technology; enhancing the collaboration among relevant bureaux, government departments, the Hospital Authority, community organisations and civil society; as well as enhancing surveillance and research capabilities. The goal is to better prevent and control cancers through these directions.

The Commission discussed the Hong Kong Cancer Strategy at its meeting in November 2019. Members welcomed the Hong Kong Cancer Strategy. They raised concerns about cancers common to women and suggested that the Government strengthen the cancer-screening services dedicated to women and step up efforts in disseminating relevant information.

政府於 2019 年 7 月公布了香港首份

《香港癌症策略》。

The Government launched the first Hong Kong Cancer Strategy in July 2019.



## 關愛基金「資助合資格低收入婦女接受子宮頸癌篩查及預防教育先導計劃」

Community Care Fund Pilot Scheme on Subsidised Cervical Cancer Screening and Preventive Education for Eligible Low-income Women



在這方面,關愛基金於 2017 年推行為期三年的「資助合資 格低收入婦女接受子宮頸癌篩 查及預防教育先導計劃」,以主 動接觸合資格的低收入婦女, 資助她們接受子宮頸癌篩查及 預防教育,以及加強她們對子 宮頸癌的認識,從而減低她們 罹患子宮頸癌的風險。婦委會 也曾於 2017 年 12 月的會議討 論此先導計劃,並將意見反饋 給相關部門。部分委員意見包 括如何加強宣傳工作,以提高 檢測的參與率:以及如何協助 更多婦女以她們可以負擔的價 格獲得篩杳服務。

The Community Care Fund launched a three-year Pilot Scheme on Subsidised Cervical Cancer Screening and Preventive Education for Eligible Lowincome Women (the Pilot Scheme) in 2017 to reduce the risk of developing cervical cancer among eligible lowincome women by reaching out to and subsidising them to receive cervical cancer screening and preventive education, and increasing their awareness of cervical cancer. The Commission also discussed the Pilot Scheme at its meeting in December 2017 and relayed members' comments to the relevant departments. Some of the comments included ways of strengthening publicity work to improve the participation rate of screening, and ways to help more women receive the screening service at an affordable price.

#### 葵青區地區康健中心試點計劃

#### **Pilot District Health Centre in Kwai Tsing District**

行政長官在《2017 年施政報告》中提出,政府會加強推動個人和社區的參與、統籌和協調不同醫社界別,以及加強地區基層醫療服務。就此,政府提出於兩年內在葵青區設立地超影中心,以先導計劃形式進一步加強醫社合作和公私合營,提高市民對保持健康生活、預防疾病及管理個人健康的意識,並對長期病患者提供更多支援。

婦委會於 2018 年 11 月的會議中討論葵青區地區康健中心試點計劃的相關事項,包括地區康健中心的服務對象、收費、選址與招標的評分準則等。委員亦就地區康健中心將提供的額外服務,以及該中心的服務與醫院管理局和衞生署現有的公共服務之間的銜接提出意見。

葵青區的地區康健中心已於 2019年9月啟用。其後,食物及衞生局於2020年9月公布,政府已將深水埗及黃大仙地區康健中心的營運服務合約批出予兩所非公營機構。政府會逐步在全港18區設立地區康健中心,為市民提供基層醫療服務。



葵青區的地區康健中心已於 2019 年 9 月底啟用。 The District Health Centre in Kwai Tsing District commenced operation at the end of September 2019.

The Chief Executive announced in the 2017 Policy Address that the Government would step up efforts to promote individual and community involvement, enhance co-ordination among various medical and social sectors, and strengthen districtlevel primary healthcare services. In this regard, the Government announced the establishment of a District Health Centre (DHC) in Kwai Tsing District within two years as a pilot to strengthen medical-social collaboration and public-private partnership, with a view to enhancing public awareness of disease prevention and self-health management, while offering greater support for patients with chronic diseases.

The Commission discussed matters related to the Pilot DHC in Kwai Tsing District at

its meeting in November 2018, including targets of services, fees and charges, preferred location and assessment criteria of the tender exercise. Members also provided advice on the additional services to be provided by the DHC and its interface with the existing public services under the Hospital Authority and Department of Health.

The DHC in Kwai Tsing District commenced operation in September 2019. Subsequently, the Food and Health Bureau announced in September 2020 that the operation service contracts for the Sham Shui Po DHC and the Wong Tai Sin DHC were awarded to two nongovernmental organisations. The Government would continue to set up DHCs in all 18 districts progressively to provide primary healthcare services to the wider public.

#### 服務機構探訪及宣傳推廣 Visits to Service Organisations and Publicity and Promotion



工作小組探訪藍田婦女健康中心。 The Working Group visited the Lam Tin Woman Health Centre.

工作小組亦有探訪提供婦女健康及支援服務的機構,以了解它們的服務,並提供改善意見和建議,讓更多婦女可以受惠。在2018年11月,工作小組分別探訪了藍田婦女健康子健康的建康在2019年5月,以了解為婦女提供的健康服支援服務。在2019年5月,的激展所有。 提服務。在2019年5月,的邀请,探訪了其位於牛池灣的的所,探訪了其位於牛池灣的資料,以了解中心。



工作小組探訪香港家庭福利會親籽薈。
The Working Group visited Hong Kong Family Welfare Society Parent-child Contact Centre.

The Working Group also visited a number of organisations that provide women's health and support services to better understand their services and offer views and advice on possible enhancements, so that more women can be benefited

from the services. In November 2018, the Working Group visited the Lam Tin Woman Health Centre and the Hong Kong Family Welfare Society Parentchild Contact Centre respectively to learn more about the health services for women and support services for separated / divorced families. In May 2019, the Working Group was invited by the Hong Kong Breast Cancer Foundation to visit their Jockey Club Breast Health Centre (Kowloon) in Ngau Chi Wan to learn about the Centre's breastrelated health services.



工作小組探訪香港乳癌基金會賽馬會乳健中心(九龍)。 The Working Group visited Hong Kong Breast Cancer Foundation Jockey Club Breast Health Centre (Kowloon).

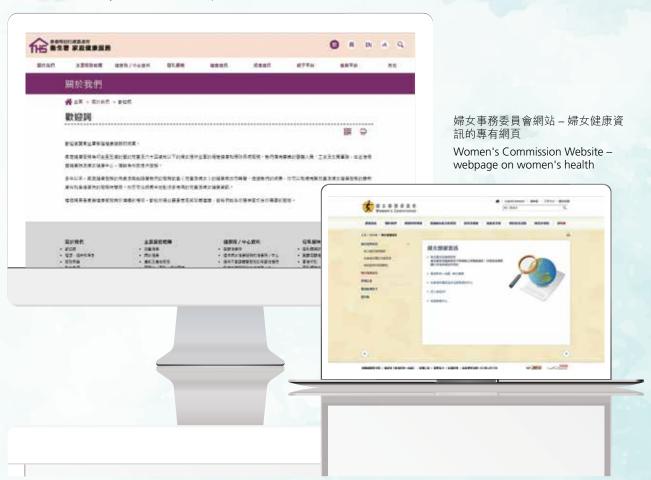
### 婦女健康資訊專頁

### Dedicated Webpage on Women's Health

為加強對婦女推廣婦女健康資訊及相關社區資源,婦委會網站新增了婦女健康資訊的專有網頁,將有關的網站(如衞生署家庭健康服務)上載網頁。

To add impetus to the promotion effort of women's health information and related community resources, the Commission has launched a dedicated webpage on its website to disseminate women's health information. Relevant websites (such as the Family Health Service of the Department of Health) have been uploaded to the dedicated webpage.





## 跨界別及跨地域協作

# Cross-Sectoral and Cross-Regional Collaboration

婦女事務委員會致力發展及鞏固本地婦女網絡,亦與內地和國際社會建立了緊密的聯繫,積極推動跨界別及跨地域的協作。

The Women's Commission has spared no effort in developing and strengthening our local women's network, as well as establishing close contacts with the Mainland and international communities, with a view to actively promoting cross-sectoral and cross-regional collaboration.



### 跨界別及跨地域協作 Cross-Sectoral and Cross-Regional Collaboration

8.1

在香港的跨界別協作 Cross-Sectoral Collaboration in Hong Kong

婦女事務委員會(婦委會)其中 一個重要職能是與婦女團體以 及服務機構建立和保持聯繫, 交流經驗,加強彼此的溝通和 了解。本港婦女團體提供會不 同階層、本港婦女團體提供會不 同階層、華齡、能力和興趣的 源和協助。透過與婦女的 源和協助。透過與婦女的 質動和地區上的工作,這些團 體對婦女的需要和關注有更透 徹的了解。

An important role of the Women's Commission (the Commission) is to develop and maintain contact with women's groups and service agencies to facilitate experience sharing and two-way communication. Women's groups in Hong Kong provide diversified services and activities to reach out to women of different backgrounds, age groups, abilities and interests. Through close interactions and community-based cooperation, these women's groups have gained thorough understanding on the needs and concerns of women in Hong Kong.

The Commission understands that enhancing collaboration

婦委會明白要有效促進本港婦女的福祉和權益,須與社區內的婦女團體加強合作,因此婦委會向來重視與婦女團體和非政府組織的夥伴關係,並通過意見交流、地區探訪等不同協作形式,致力發展及鞏固本地婦女網絡。

除了邀請婦女團體參與婦委會 的活動外,我們亦不時與本港 婦女團體及服務機構會面,並 出席支持這些團體舉辦的活

with local women's groups is the key to promoting the interests and rights of women in Hong Kong. For this reason, the Commission has attached great importance to the partnership established with women's groups and non-governmental organisations (NGOs), and has made every effort to consolidate the partnership through all forms of collaboration such as exchange of views and district visits.

Apart from inviting women's groups to participate in the Commission's activities, we met local women's groups and relevant service organisations

動,期望藉此增進彼此了解,保持緊密聯繫。我們也會以支持機構的身分協助推展對婦女有價值的項目。同時,婦委會一直與各婦女團體在宣傳推廣上協作,以提升大眾的性別意識。

婦委會在2016至2019年期間 一共出席超過150項由本地婦 女團體、非政府組織及其他團 體舉辦的活動。

and attended activities organised by these groups to show our support in order to strengthen mutual understanding and communication. We also helped promote programmes conducive to women's development in the capacity of supporting organisation of the programmes. At the same time, we maintained close partnership with women's groups in raising public awareness of gender-related issues.

From 2016 to 2019, the Commission attended over 150 activities of local women's groups, NGOs and other organisations. 勞工及福利局局長及婦委會主席於不同地區主持2019年《施政報告》有關婦女事務建議諮詢會,邀請地區婦女團體代表及廣大市民參與,發表意見。

The Secretary for Labour and Welfare and the Chairperson of the Commission hosted consultation sessions on women issues for the 2019 Policy Address in different districts, inviting representatives from local women's groups and the general public to attend and express their views.





婦委會主席陳婉嫻女士(中)擔任屯門婦聯執行委員會就職典 禮的主禮嘉賓。

Ms CHAN Yuen-han (centre), Chairperson of the Commission, officiated at the Inauguration Ceremony of the Executive Committee of Tuen Mun District Women's Association.

<mark>婦委會主席</mark>陳婉嫻女士(左三)擔任 婦女基金會性別平等論壇「共建平 等創未來」講者。

Ms CHAN Yuen-han (third left), Chairperson of the Commission, spoke at the Gender Equality Summit "The Future is Equality" of the Women's Foundation.





<mark>婦委會委員伍婉婷女士(左三)</mark>及龐愛蘭女士(右二)出席紫荊青年商會「同心圓系列:多元 積極 快樂女性」計劃開幕禮。

Ms Yolanda NG (third left) and Ms Scarlett PONG (second right), members of the Commission, attended the opening ceremony of "Circle Care: 多元積極 快樂女性" of Junior Chamber International Bauhinia.



婦委會一直透過與婦女團體及非政府組織協作,就性別議題及與婦女有關事宜進行宣傳推廣工作。婦委會主席陳婉嫻女士(右四)參與救世軍主辦的「照顧者日」嘉年華,以喚起社會各界對家庭照顧者所面對之壓力的關注。

The Commission has all along been collaborating with women's groups and NGOs to carry out promotional and publicity work on gender-related and women-related issues. Ms CHAN Yuen-han (fourth right), Chairperson of the Commission participated in the "Carer Day" Carnival organised by the Salvation Army that aimed at arousing the community's attention to the pressure faced by family carers.

婦委會會繼續擔當婦女與政府 之間橋樑的角色,並發揮作為 諮詢組織的功能,向政府反映 婦女的意見和所關注的事宜, 並與社區上的婦女團體攜手推 動婦女發展。 The Commission will continue to act as a bridge between women and the Government and give full play to its role as an advisory body to the Government on the views and concerns of women, and join hands with local women's groups to promote women's development in Hong Kong.

#### 8.1.1 資助婦女發展計劃 Funding Scheme for Women's Development

婦委會相信,為本地婦女組織 提供資源,可有效增強婦女能 力,讓她們的潛能得以釋放和 提升,使她們更好地裝備自己 以貢獻社會,建構更與以是 區;同時有助婦委會與以建立 信關係。為促進社會舉辦,婦女 信關發展的項目和活動助婦女 會在2012年推出「資助婦女 團體和提供婦款,同時透過18區 區議會向地區婦女團體提供資 助。

在2018-19財政年度,政府接 納婦委會的建議,將資助計劃 每年預留撥款由200萬元增加 一倍至400萬元,其中300萬 元由婦委會審批予婦女團體和 相關的非政府機構,以舉辦跨 區或全港性的活動,而另外 100萬元則由18區區議會審批 予地區婦女團體,以舉辦切合 當區婦女需要的社區活動。為 吸引更多樣化的申請,以及促 進婦女團體和非政府機構的協 同效應,婦委會以「就業展能 妍活精彩」、「妍樂人生 康健身 心」及「提升能力發揮優勢」為 主題,藉此鼓勵它們多舉辦與 婦女就業、婦女健康及提升婦 女能力的項目。自2012年起, 資助計劃至今共資助超過430 個由120多個婦女團體和非政 府機構舉辦的項目和活動。

The Commission believes that providing resources for local women's groups would add impetus to the empowerment and development of women so that their potentials could be unleashed and enhanced for the betterment of the community whilst bolstering mutual trust with organisations promoting women's interests. To engage the community in organising programmes and activities conducive to women's development, the Commission launched the Funding Scheme for Women's Development (Funding Scheme) in 2012 to provide funding to local women's groups and NGOs offering services for women, as well as financial support to district women's groups through the 18 District Councils.

In 2018-19, the Government accepted the recommendation of the Commission and doubled the annual funding allocation for the Funding Scheme from \$2 million to \$4 million, of which \$3 million was allocated

by the Commission to women's groups and relevant NGOs to organise regional or territorywide activities and the remaining \$1 million was distributed through the 18 District Councils to district women's groups to organise district level activities suiting the needs of women in the local community. To attract a greater variety of applications and create more synergy among women's groups and NGOs, the Commission has set three main themes for the Funding Scheme, namely "Enhancing women's employability and empowering them to live a splendid life", "Promoting women's health and enabling them to live a happy life" and "Empowering women and bringing their strengths into full play", with an aim to encourage them to organise more programmes and activities on women's employment, women's health and women's empowerment. Since its inception in 2012, the Funding Scheme has supported over 430 programmes and activities organised by over 120 women's groups and NGOs.

#### 資助計劃每年預留撥款

Annual funding allocation for the Funding Scheme

400萬 \$4million 200萬\$2million

300萬 — 由婦委會審批予婦女團體和非政府機構 \$3million - by the Commission to women's groups and relevant NGOs

100萬 — 由18區區議會審批予地區婦女團體 \$1million - distributed through 18 District Councils 萬\$2million to district women's groups

#### 自2012年起,資助計劃至今共資助超過

Since its inception in 2012, the Funding Scheme has supported over

430

由120多個婦女團體和非政府機構舉辦的項目和活動 programmes and activities organised by over 120 women's groups and NGOs











資助計劃資助的項目相當多元化,包括工作坊、興趣班、 培訓課程、義工活動等。

The Funding Scheme has funded a great variety of programmes, including workshops, interest classes, training courses, volunteer activities, etc.

## 8.2 跨地域協作

#### **Regional Collaboration outside Hong Kong**

婦委會除了與本港婦女團體合作無間外,亦與內地和國際社會建立了緊密的聯繫網絡,積極參與跨地域交流,推動婦女發展。婦委會定期出席地國際會議,包括每年聯合國際會議,與來自世界各地的代表分享香港婦女事務的發展進程。

2016年3月13日至16日,婦委會與勞福局代表出席在紐約舉行的聯合國婦女地位委員會第60屆會議。婦女地位委員會專責處理兩性平等和促進婦女福祉的事務,為全球婦女事務政策的主要制定機關。我們的代表團與各會員國的代表於會議中聚首一堂,就「增強婦女能力及其與可持續發展的關係」這個主題交流意見。

2017年3月12日至16日,婦 委會與勞福局代表出席在紐約



舉行的聯合國婦女地位委員會第61屆會議。是次會議的主題為「在不斷變化的勞動世界中增強婦女經濟上的能力」。代表團藉此行與紐約市房屋及經濟發展部政策顧問Sonam Velani女士及Women Entrepreneurs NYC執行董事Diana Franco女士會面,了解當地政府及相關機構支援婦女企業家的措施,尤其是透過支持女性創業來縮窄兩性差距。

The Commission has established not only strong partnerships with women's groups in Hong Kong, but also a close network with their counterparts on the Mainland and in the international community to propel women's development on all fronts. The Commission regularly attends regional and international conferences, including the annual meeting of the United Nations Commission on the Status of Women (UNCSW). These meetings give us the chance to share the progress of women development in Hong Kong with delegates around the world.

From 13 to 16 March 2016, the delegation of the Commission and the Labour and Welfare Bureau (LWB) attended the

60th session of UNCSW in New York. UNCSW is dedicated to promoting gender equality and advancement of women, and is the principal global policymaking body on women's issues. Our delegation met representatives of other State Parties and exchanged views on issues related to the theme of "Women's empowerment and its link to sustainable development".

From 12 to 16 March 2017, the delegation of the Commission and LWB attended the 61st session of UNCSW in New York. The theme of this meeting was "Women's economic empowerment in the changing world of work". The delegation took the opportunity to meet Ms Sonam Velani, Advisor to Deputy Mayor for Housing and Economic Development, New York City, and Ms Diana Franco, Executive Director of Women Entrepreneurs NYC, to understand better the policy measures implemented by their local government and relevant organisations to support women entrepreneur, and specifically how gender gap could be narrowed by encouraging women to start their own business.



婦委會與勞福局代表出席在紐約舉行的聯合國婦女地位委員會第61屆會議。
The delegation of the Commission and LWB attended the 61st session of UNCSW in New York.

此外,婦委會於2016年至2019年期間接待16個來自不同國家及地區的代表團,包括德國聯邦議院成員、新加坡文化、社區及青年部長、澳洲維多利亞省婦女事務及防止家居。不由Women Political Leaders Global Forum主席及創辦人等。來自中國內地內部內方,以及會會(全國婦聯)副主席,以及會會(全國婦聯)副主席,以及會會(全國婦聯)副主席,以及會會(全國婦聯)副主席,以及會會(全國婦聯)副主席,以及會會(全國婦聯)副主席,以及會會(全國婦聯)副主席,以及會會的代表團詳見附錄10.7。

On the other hand, the
Commission received 16
delegations from different
countries and regions from 2016
to 2019, including Member
of the Germany Bundestag,
Minister for Culture, Community
and Youth of Singapore, Minister
of Women / Minister for the
Prevention of Family Violence of
the State Government of Victoria,
Australia, President and Founder
of the Women Political Leaders
Global Forum, etc. Visitors from
Mainland China included the

Vice-chairperson of the All-China Women's Federations (ACWF), and representatives from the Women's Federation of Guangzhou, Tianjin, Shenzhen, Yunnan and Guizhou. Delegations that visited the Commission in the above period are detailed in Appendix 10.7.



婦委會在2016年與雲南省婦聯會面。

The Commission had a meeting with Yunnan Women's Federation in 2016.



婦委會於2016年與新加坡文化、社區及青年部長帶領的代表團會面。

The Commission had a meeting with the Delegation led by Minister for Culture, Community and Youth of Singapore in 2016.



婦委會於2018年與the Women Political Leaders Global Forum主席及創辦人 Silvana Koch-Mehrin會面。

The Commission had a meeting with Silvana Koch-Mehrin, President and Founder of the Women Political Leaders Global Forum in 2018.



婦委會於 2019 年與全國婦聯會面。 The Commission had a meeting with ACWF in 2019.

上述外訪和會面提供了難得的機會,讓婦委會與內地和國際專家交流意見,為婦委會的工作注入新思維和深化婦委會的工作。透過這些協作和交流,婦委會得以了解婦女事務在地區和國際領域的發展。我們也藉這些機會展示香港在促進婦女地位方面的進展和成績,並分享我們實踐中的成功經驗。

All these visits and meetings provided excellent opportunities for us to exchange ideas with Mainland and international experts, enriching and rejuvenating the Commission's work. Through these collaborations and exchanges, we could keep abreast of regional and international developments of women's issues. Besides, we made use of these opportunities to showcase Hong Kong's progress and achievements in advancing women's status as well as to share our successful practical experiences.



## 公眾教育及推廣

**Public Education and Promotion** 

婦女事務委員會致力透過推行不同形式的公眾教育及宣傳活動, 喚起公眾對婦女事務的關注。

The Women's Commission is committed to raising public awareness of issues related to women through conducting different forms of public education and publicity activities.



### 公眾教育及推廣 Public Education and Promotion

縱使傳統思想在現代的香港逐漸式微,不少社會人士對兩性的角色、價值、形象和能力仍有所偏見和誤解,以致令女性未能全面發揮潛能。為挑戰及改變大眾根深蒂固的誤解,婦女事務委員會(婦委會)致力推行公眾教育及宣傳活動,並集中消除性別定型和性別偏見及喚起公眾對婦女事務的關注。

Despite the diminishing importance of traditional beliefs and thoughts in modern Hong Kong, many people still have prejudice and misconceptions about the roles, values, images and capabilities of the two genders which hinder women from fully developing their potentials. To challenge and change these long-held misconceptions, the Women's Commission (the Commission) has striven to conduct public education and publicity activities that aim at reducing gender prejudice and stereotyping and raising public awareness of issues related to women.



#### *ブ.*/ 國際婦女節

#### **International Women's Day**

婦委會藉着每年3月8日的「國際婦女節」這個寶貴機會,提高公眾對婦女事務的關注,讓公眾思考性別議題及與婦女有關的課題。婦委會每年舉行「國際婦女節」慶祝酒會,邀請本港多個婦女團體代表及各界人士一同慶祝。

The International Women's Day (IWD) on March 8 of every year is a valuable opportunity for the Commission to enhance public awareness of issues that are of concern to women. Each year, the Commission hosts a reception to celebrate IWD with representatives from women's groups and other sectors to celebrate International Women's Day.

















國際婦女節慶祝酒會花絮 Highlights of Receptions to Celebrate the International Women's Day



### 9.2

#### 研討會、講座及座談會 Conference, Talks and Seminars

婦委會成立以來,定期舉行研討會及論壇,以提倡性別平等及回應與婦女日常生活息息相關的社會 議題。

Ever since its establishment, the Commission has regularly organised conferences and forums to advocate the need for gender equality and address social issues closely linked to women's daily lives.

#### 「發揮婦女潛能促進全面發展」 研討會

研討會設有兩節全體會議,主講者分別介紹本地和內地在促進婦女全面發展取得的進展及 未來工作的挑戰,以及檢視國際及本地有關男性作為倡導得可以在促進婦女全面發展,與個人在促進婦女全面發展,與個人工學,研討會亦舉行了四場分別是「推動性別,明語會分別是「推動性別」、「婦妹女在工作當分別是「增強婦女在工作當份,如何透過社區資

#### Conference on Unleashing Women's Potential for All-Round Development

The Commission organised a conference under the theme of "Unleashing Women's Potential for All-Round Development" (the Conference) at the Hong Kong Convention and Exhibition Centre on 21 February 2017. The Conference provided a useful platform for participants to discuss and exchange views on issues related to women's development and empowerment. It was the fifth of its kind hosted by the Commission since its inception and aimed to celebrate the 20th Anniversary of the Establishment of the Hong Kong Special Administrative Region as well. The Conference attracted over 600 participants from

local women's groups, nongovernmental organisations (NGOs), the business sector, the academic sector and those who were interested in women's issues.

Two plenary sessions were held during the Conference. Speakers introduced the progress and future challenges in promoting women's all-round development in Hong Kong and on the Mainland, and reviewed the role of men in promoting women's all-round development and gender equality internationally and locally so that both genders could unleash their potential and talents on a level playing field. Four breakout sessions were also





前行政長官梁振英(右四)、中華全國婦女聯合會原副主席及書記處書記崔郁(左四)、中央人民政府駐香港特別行政區聯絡辦公室原副主任楊健(右三)、聯合國婦女地位第61屆委員會主席團主席Antonio de Aguiar Patriota(左三)、政務司司長張建宗(右二)、前勞工及福利局局長蕭偉強(左二)、前勞工及福利局常任秘書長譚贛蘭(右一)及前婦委會主席劉靳麗娟(左一)為2017婦委會研討會主持主禮儀式。

Officiating at the 2017 Conference were the Former Chief Executive, Mr C Y LEUNG (*fourth right*); Former Vice President and Member of the Secretariat of the All-China Women's Federation, Madam CUI Yu (*fourth left*); the Former Deputy Director of the Liaison Office of the Central People's Government in the HKSAR, Mr YANG Jian (*third right*); the Chair of the Bureau of the 61st Session for the United Nations Commission on the Status of Women, Mr Antonio de Aguiar Patriota (*third left*); the Chief Secretary for Administration, Mr Matthew CHEUNG Kin-chung (*second right*); the Former Secretary for Labour and Welfare, Mr Stephen SUI (*second left*); the Former Permanent Secretary for Labour and Welfare, Ms Annie TAM (*first right*); and the Former Chairperson of the Commission, Mrs Stella LAU (*first left*).

源增強婦女能力」。各個講者及 與會人士就社會如何在不同方 面促進婦女全面發展交流意見, 分享寶貴經驗。參加者積極發 表意見,討論氣氛熱烈。

研討會同時設有展覽,展出在 由勞工及福利局(勞福局)和婦 委會合辦的「促進婦女經濟能 力嘉許計劃」中獲獎的計劃,以 及由婦委會舉辦的「學生創作比 賽」的得獎作品。 held on the topics of "Promoting Gender Mainstreaming",
"Women's Role in Society",
"Empowerment of Women in the Workplace" and "Empowerment of Women through Community Resources". Speakers and participants shared their views and valuable experience on how society could promote women's development in different aspects. The participants actively expressed their opinions during the discussions.

An exhibition was held alongside the Conference to showcase the award-winning projects under the Award Scheme in Promoting Women's Economic Empowerment co-organised by the Labour and Welfare Bureau (LWB) and the Commission, as well as the winning entries of the School Competitions organised by the Commission.



2017婦委會研討會第一節全體會議「促進婦女全面發展 實踐美好未來」 Plenary Session 1 on "Promoting Women's All-Round Development for a Better Future" at the Conference 2017



2017婦委會研討會第二節分組討論「婦女在社會中的角色」,由平等機會委員會及前婦委會委員孔美琪博士主持。婦委會主席陳婉嫻女士、鑽的(香港)有限公司創辦人及行政總裁梁淑儀女士,以及新裝如初設計總監林春菊女士參與討論。

Breakout session 2 on "Women's Role in Society" at the Conference 2017 was moderated by Dr Maggie KOONG May-kay, member of the Equal Opportunities Commission and former member of the Commission. Ms CHAN Yuen-han, Chairperson of the Commission, Ms Doris LEUNG Shuk-yi, Founder and Chief Executive Officer of Diamond Cab (Hong Kong) Limited, and Ms Janko LAM Chun-kuk, Design Director of Classics Anew, participated in the discussion.









研討會的午餐講座邀得中電集團總監及中華電力有限公司副主席阮蘇少湄女士,就「商界在推動婦女發展的角色」與上市公司「性別課題聯絡人」以及其他商界代表,進行交流和分享經驗。

A lunch-time talk themed "Promoting Women's Development - Role of the Business Sector" was held with Mrs Betty YUEN, CLP Group Director & Vice Chairman of CLP Power Hong Kong Limited, to exchange views and share experiences with Gender Focal Points (GFPs) of listed companies and other representatives from the business sector.



研討會設有展覽介紹本港近年婦女事務的發展及婦委會在落實聯合國《消除對婦女一切形式歧視公約》的工作專案和成就:以及婦女團體和社會服務機構就「促進婦女經濟能力嘉許計劃」的獲獎計劃。

An exhibition was held alongside the Conference to showcase women's development in Hong Kong in recent years, as well as the Commission's work and achievement in the implementation of the Convention on the Elimination of all Forms of Discrimination against Women. The exhibition also showcased the award-winning projects from women's groups and welfare service organisations under the Award Scheme in Promoting Women's Economic Empowerment.



研討會前活動

「研討會前活動」於 2017年 2 月 20 日假香港會議展覽中心舉行。活動以「綻放光芒•演繹 真我」為主題,由專業團體指導 婦女團體、非政府組織、社會 服務機構等進行表演環節,以 加強社會各界別的互相瞭解及 交流,讓表演團體以富創意及 互動的手法,展現香港女性的 潛能。

#### **Pre-Conference Activity**

A pre-conference activity under the theme of "Women in the Spotlight" was held at the Hong Kong Convention and Exhibition Centre on 20 February 2017, during which performances were staged by women's groups, NGOs and social services agencies under the guidance of professional groups to showcase the potential of women in Hong Kong in a creative and interactive manner.



由元朗區婦女會所表演的「韓國流行音樂舞蹈及爵士舞」獲得最具創意表達形式獎。 K-pop and Jazz Dance Performance by Yuen Long District Women's Association Limited has won the Most Creative Presentation Award.

大合照 Group Photo





由香港僑友社所表演的印尼舞「香港風情、柳林燭光」獲得最佳表演獎。

Indonesian Dance Performance by Chiao Yao Association Ltd has won the Best Performance Award.

#### 提升性別主流化意識及認識性騷擾研討會(2017年7月)

Seminar on Awareness of Gender Mainstreaming and Sexual Harassment (July 2017)



婦女事務委員會及平等機會委員會於2017年7月4日合辦提升性別主流化意識及認識性騷擾研討會。
The Commission and the Equal Opportunities Commission co-orgnaised a Seminar on Awareness of Gender Mainstreaming and Sexual Harassment on 4 July 2017.

#### 上市公司性別課題聯絡人午餐講座(2017年9月)

**Lunch-Time Talk for Gender Focal Point Network among Listed Companies (September 2017)** 



婦女事務委員會於 2017 年 9 月 14 日舉辦上市公司性別課題聯絡人午餐講座。
The Commission organised a Lunch-time Talk for Gender Focal Point Network among Listed Companies on 14 September 2017.

#### 性別主流化與良好人力資源管理研討會(2018年6月)

**Seminar on Gender Mainstreaming and Good Human Resource Management** (June 2018)



婦女事務委員會及勞工處勞資協商促進科於 2018 年 6 月 22 日合辦「性別主流化與良好人力資源管理研討會」。 The Commission and the Workplace Consultation Promotion Division of the Labour Department co-organised the Seminar on Gender Mainstreaming and Good Human Resource Management on 22 June 2018.

#### 上市公司性別課題聯絡人午餐講座(2019年7月)

Lunch-time Talk for Gender Focal Point Network among Listed Companies (July 2019)



婦女事務委員會於 2019 年 7 月 26 日舉辦上市公司性別課題聯絡人午餐講座。
The Commission organised a Lunch-time Talk for Gender Focal Point Network among Listed Companies on 26 July 2019.

#### 9.3 展覽及比賽 Exhibitions and Competitions

### 《消除對婦女一切形式歧視公約》 巡迴展覽

為增加公眾對《消除對婦女一切形式歧視公約》的認識,婦委會於2018年3月至11月期間於全港18區舉行巡迴展覽,地點包括公共圖書館、社區中心、大學、政府建築物、商場及鐵路沿線。

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

To enhance public understanding of the Convention on the Elimination of All Forms of Discrimination against Women(CEDAW), the Commission held territorywide roving exhibition at public

libraries, community centres, universities, Government buildings, shopping malls and railway stations in all 18 Districts from March to November 2018.









《消除對婦女一切形式歧視公約》巡迴展覽地點包括大學校園、商場及港鐵站。

Roving exhibitions of CEDAW at university campuses, shopping malls and MTR stations.

#### 「性別主流化」巡迴展覽

#### **Roving Exhibition on Gender Mainstreaming**

為進一步把性別主流化概念推廣至政府人員及公眾,勞工及福利局和婦女事務委員會於 2019 年 2 月至 7 月舉辦「性別主流化」巡迴展覽,介紹性別主流化及其推廣工作。

To further promote the concept of gender mainstreaming to public officers and the general public, LWB and the Commission organised a roving exhibition on gender mainstreaming and related promotion work from February to July 2019.



「性別主流化」巡迴展覽其中一個展覽場 地為灣仔税務大樓。

The Revenue Tower in Wan Chai was one of the venues where the roving exhibition of Gender Mainstreaming took place.

#### 慶祝中華人民共和國成立七十周年主題展覽

Thematic Exhibition on Celebration of the 70th Anniversary of the Founding of the People's Republic of China

在 2019 年國際婦女節慶祝酒會中,婦委會特別設置慶祝中華人民共和國成立七十周年主題展板, 回顧國家的婦女發展歷程及香港婦女的參與。

At the IWD 2019 reception held by the Commission, thematic panels on Celebration of the 70<sup>th</sup> Anniversary of the Founding of the People's Republic of China were set up to review the progress of women's development in our country and the participation of Hong Kong women in the process.



<mark>慶祝中華人民</mark>共和國成立七十周年主題 展板

Thematic panels on Celebration of the 70th Anniversary of the Founding of the People's Republic of China at IWD 2019



#### 學生創作比賽

婦女事務委員會在2016年11 月至12月舉辦了三個不同形式 及主題的學生創作比賽,分別 是「送給最愛的手作」兒童及家 人合作的手工創作比賽;「我最 愛的家人」小學生繪畫比賽;以 及「兩性異同」中學生攝影比 賽,讓同學們發揮創意,促進 家庭和諧,並提高學生的性別 意識及性別平等的觀念。

評審團在超過1400份參賽作品 中選出共67份得獎作品。得獎 者分別獲得獎盃、獎狀、書券/ 玩具券以示鼓勵。頒獎典禮於 2017年2月21日假座香港會議 展覽中心舉行的婦女事務委員 會研討會2017中進行,並在 研討會場內展示得獎作品。

#### **School Competitions**

From November to December 2016, the Commission organised three school competitions under different themes and forms, namely, the "DIY Gift for Our Beloved" handicraft competition for joint participation by children and their family members; the "My Beloved Family Member" drawing competition for primary students; and the "Gender Differences" photography competition for secondary students. The competitions aimed to unleash the creativity of students, foster a strong sense of family and enhance students'

gender awareness and sense of gender equality.

The jury selected 67 winning projects out of more than 1 400 entries. Winners received trophies, certificates, book coupons or toys gift vouchers as a token of encouragement. The prize presentation ceremony was held during the Women's Commission Conference 2017 at the Hong Kong Convention and Exhibition Centre on 21 February 2017. Award-winning entries were exhibited at the venue of the Conference.



「送給最愛的手作」手工創作比賽、「我最愛的家人」小學生繪畫比賽及「兩性異同」中學生攝影比賽的花絮 Highlights of the "DIY Gift for Our Beloved" handicraft competition, "My Beloved Family Member" drawing competition for primary students and "Gender Differences" photography competition for secondary students







勞工及福利局局長羅致光博士在2018年國際婦女節慶祝酒會前,向「我說『她』語」短片創作比賽的得獎者頒發獎項。

The Secretary for Labour and Welfare, Dr LAW Chikwong, presented prizes to winners of the "Her Voice" Video Competition



<mark>婦委會舉行了一</mark>場簡介會以及兩場工作坊・以加強學生 對《消除對婦女一切形式歧視公約》的了解,並讓學生掌 握短片製作及撰稿技巧。

The Commission organised a briefing session and two workshops to enhance students' knowledge of CEDAW and their film production and script writing skills.





#### 「我説『她』語」短片創作比賽

為提高中學生對《消除對婦女一切形式歧視公約》的認識,婦委會在2017年舉行中學生「我說『她』語」短片創作比賽。學界反應熱烈,參賽作品超過100份,而參與學生逾400人。比賽的頒獎典禮於2018年3月8日國際婦女節的酒會上舉行。



#### "Her Voice" Video Competition

To raise secondary students' awareness of CEDAW, a video competition entitled "Her Voice" was launched in 2017.

The competition received very warm response with over 100 entries and over 400 student participants. The prize presentation ceremony was held during the IWD reception on 8 March 2018.



「我説『她』語」短片創作比賽各得獎作品 及名單於2018年3月8日頒獎禮當日展出。

The awarded projects and winning entries of the "Her Voice" Video Competition were showcased at the prize presentation ceremony on 8 March 2018.

### 9.4

#### 網站、刊物及其他 Website, Publications and Others

#### 網站

婦委會的網站(http://www.women.gov.hk)自2001年1月建立以來與公眾分享婦委會的工作、與性別相關的重要資訊,以及婦女事務的最新發展。該網站已於2018年重新設計和編排,方便公眾人士獲取所需資料的同時,亦能享有更佳的瀏覽過程。

#### Website

Since its creation in January 2001, the Commission's website (http://www.women.gov.hk) has served to publicise the work of the Commission and important gender-related information, as well as the latest update on women-related issues. The

Commission gave a facelift to the website in 2018 to facilitate the public's access to relevant information and enhance their browsing experience.



#### 婦女事務委員會網站

Website of the Women's Commission

勞福局及婦委會亦分別於2018年及2019年優化《消除對婦女一切形式歧視公約》網頁及「性別主流化」網頁。

The Commission also revamped the dedicated webpages of CEDAW and Gender Mainstreaming in 2018 and 2019 respectively.





#### 《消除對婦女一切形式歧視公約》網頁

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

#### 性別主流化網頁

Webpage on Gender Mainstreaming

#### 刊物及多媒體資源

婦委會不時就各項與婦女相關的課題出版刊物及製作多媒體資源,藉此提高社會的性別敏感意識、減少性別定型,以及提供有關性別平等的資訊。在2016至2019年間出版的刊物及製作的多媒體資源包括:

- 介紹婦委會的單張
- •《香港女性統計數字2015》
- •《香港女性統計數字2017》
- •《行行女狀元》光碟
- •《女人多自在5》光碟

#### **Publications and multimedia resources**

From time to time, the Commission publishes materials and creates multimedia resources on a wide range of issues related to women to promote gender sensitivity in the community, reduce gender stereotyping and provide information on gender equality. Publications and multimedia resources produced from 2016 to 2019 include:

- Leaflets on the Commission
- Booklet on Hong Kong Women in Figures 2015
- Booklet on Hong Kong Women in Figures 2017
- DVD on "Working Women 2015"
- DVD on "Women with Dreams 5"







<mark>《行行女狀元》</mark>光碟 DVD on "Working Women"

<mark>《女人多自在 5</mark>》光碟 DVD on "Women with Dreams 5"

# 附錄 Appendices



### 附錄

### **Appendices**

#### , O・, 職權範圍 Terms of Reference

婦女事務委員會(婦委會)負責 促進本港婦女的福祉和權益。 為此,婦委會:

- 在制定長遠目標和策略方面,向政府提出建議,讓婦女可以盡展所長;
- 就各項由不同決策局負責而 與婦女有關的政策和措施, 以及各決策局之間的協調, 向政府提出建議;
- 按婦女的需要,不時檢討政府和非政府機構所提供的服務,確定須優先處理的工作,並且監察新增服務的發展和現有服務的改善工作;
- 開展和進行有關婦女問題的 調查和研究,並籌辦公眾教 育和宣傳活動;及
- 與本地和國際婦女團體以及 服務機構建立和保持聯繫, 交流經驗,加強彼此的溝通 和了解。

The Women's Commission is tasked to promote the well-being and interests of women in Hong Kong. As such, it:

- advises the Government on the development of a long term vision and strategies related to the development and advancement of women;
- advises the Government on the integration of policies and initiatives which are of concern to women, which fall under the purview of different Policy Bureaux;
- keeps under review, in the light of women's needs, services delivered within and outside the Government, identifies priority areas for action, and monitors the development of new or improved services;

- initiates and undertakes independent surveys and research studies on women's issues and organises educational and promotional activities; and
- develops and maintains contact with local and international women's groups and service agencies with a view to sharing experiences and improving communication and understanding.





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# 10.2

# 婦女事務委員會委員 (2016年1月15日至2020年1月14日) Members of Women's Commission (15 January 2016 to 14 January 2020)

婦女事務委員會由非官方成員擔任主席,所 有非官方成員和三名官方成員,全部由香港 特別行政區行政長官委任。

#### 主席:

陳婉嫻女士, G.B.S., J.P. (由2018年1月15日起) 劉靳麗娟女士, S.B.S., J.P. (截至2018年1月14日)

## 非官方成員:

陳麗雲教授,J.P.(由2015年1月15日起)

陳婉嫻女士,G.B.S., J.P. (由2017年1月15日至2018年1月14日)

趙麗娟女士,M.H., J.P. (由2017年1月15日起)

Ms Aruna GURUNG (截至2019年1月14日)

禤惠儀女士(由2019年1月15日起)

洪雪蓮教授(由2014年1月15日起)

孔美琪博士, B.B.S., J.P. (截至2017年1月14日)

關蕙女十(由2015年1月15日起)

林惠玲女士, J.P.(截至2017年1月14日)

林恬兒女士(由2017年1月15日起)

劉仲恒醫生(由2017年1月15日起)

Dr Trisha LEAHY, S.B.S. (截至2017年1月14日)

李錦霞女士(由2018年1月15日起)

梁陳智明女士(截至2019年1月14日)

梁頌恩女士(截至2019年1月14日)

羅婉文女士(由2017年1月15日起)

伍婉婷女士, M.H. (由2015年1月15日起)

彭韻僖女士,B.B.S., M.H., J.P. (由2019年1月15日起)

龐愛蘭女士, B.B.S., J.P. (由2016年1月15日起)

Ms Rigam RAI(由2019年1月15日起)

蘇潔瑩醫生 (由2016年1月15日起)

鄧銘心女士(由2018年1月15日起)

蔡曉慧女士(由2018年1月15日起)

蔡永忠先生,B.B.S., J.P.(截至2019年1月14日)

崔宇恆先生(由2019年1月15日起)

黄幸怡女士, J.P. (截至2017年1月14日)

王佩兒女士(截至2017年1月14日)

黃舒明女士, M.H.(截至2018年1月14日)

王少華女士, B.B.S. (由2015年1月15日起)

黃祐榮先生(截至2017年1月14日)

黃何淑英女十(由2018年1月15日起)

楊建霞女士(由2015年1月15日起)

嚴楚碧女十(截至2019年1月14日)

Members of the Women's Commission are appointed by the Chief Executive of HKSAR. The Commission is chaired by a Non-official Member and comprises Non-official Members and three Ex-officio Members.

#### Chairperson

Ms CHAN Yuen-han, G.B.S., J.P. (from 15 January 2018)
Mrs LAU KUN Lai-kuen, Stella, S.B.S., J.P. (till 14 January 2018)

#### **Non-official Members**

Prof CHAN Lai-wan, Cecilia, J.P. (from 15 January 2015)

Ms CHAN Yuen-han, G.B.S., J.P. (from 15 January 2017 to 14 January 2018)

Ms CHIU Lai-kuen, Susanna, M.H., J.P. (from 15 January 2017)

Ms Aruna GURUNG (till 14 January 2019)

Ms HUEN Wai-yi, Mary (from 15 January 2019)

Prof HUNG Suet-lin, Shirley (from 15 January 2014)

Dr KOONG May-kay, Maggie, B.B.S., J.P. (till 14 January 2017)

Ms Angelina KWAN (from 15 January 2015)

Ms LAM Wai-ling, Leona, J.P. (till 14 January 2017)

Mrs Emily Tim-yi LAM HO (from 15 January 2017)

Dr LAU Chung-hang, Kevin (from 15 January 2017)

Dr Trisha LEAHY, S.B.S. (till 14 January 2017)

Ms LEE Kam-ha, Melaine (from 15 January 2018)

Mrs LEUNG CHAN Che-ming, Miranda (till 14 January 2019)

Ms LEUNG Chung-yan, Juan (till 14 January 2019)

Ms LO Yuen-man, Elaine (from 15 January 2017)

Ms NG Yuen-ting, Yolanda, M.H. (from 15 January 2015)

Ms Melissa Kaye PANG, B.B.S., M.H., J.P. (from 15 January 2019)

Ms PONG Oi-lan, Scarlett, B.B.S., J.P. (from 15 January 2016)

Ms Rigam RAI (from 15 January 2019)

Dr SO Kit-ying, Loletta (from 15 January 2016)

Ms TANG Ming-sum, Michelle (from 15 January 2018)

Miss TSAI Hiu-wai, Sherry (from 15 January 2018)

Mr TSAI Wing-chung, Philip, B.B.S., J.P. (till 14 January 2019)

Mr TSUI Yu-hang, Walter (from 15 January 2019)

Ms WONG Hang-yee, Sandy, J.P. (till 14 January 2017)

Ms WONG Pui-yee, Catherine (till 14 January 2017)

Ms WONG Shu-ming, M.H. (till 14 January 2018)

Ms WONG Siu-wah, B.B.S. (from 15 January 2015)

Mr WONG Yao-wing, Robert (till 14 January 2017)

Mrs WONG HO Suk-ying, Viola (from 15 January 2018)

Ms YEUNG Kin-ha, Yvonne (from 15 January 2015)

Ms YIM Chor-pik, Rabi (till 14 January 2019)

### 官方成員:

勞工及福利局常任秘書長或代表 (副主席) 政制及內地事務局局長或代表 社會福利署署長或代表

#### **Ex-officio Members**

Permanent Secretary for Labour and Welfare or representative (Vice-Chairperson)

Secretary for Constitutional and Mainland Affairs or representative

Director of Social Welfare or representative

10.3

工作小組及專責小組委員名單(2019年1月15日)

Membership of Working Groups and Task Forces (as of 15 January 2019)

## 締造有利環境工作小組

聯合召集人: 洪雪蓮教授

關蕙女士

委員: 陳婉嫻女士, G.B.S., J.P.

趙麗娟女士,M.H., J.P.

禤惠儀女士 林恬兒女士 劉仲恒醫生 羅婉文女士 伍婉婷女士,M.H. 黃何淑英女士 楊建霞女士

## **Working Group on Enabling Environment**

**Co-convenors:** Prof HUNG Suet-lin, Shirley

Ms Angelina KWAN

Members: Ms CHAN Yuen-han, G.B.S., J.P.

Ms CHIU Lai-kuen, Susanna, M.H., J.P.

Ms HUEN Wai-yi, Mary Mrs Emily Tim-yi LAM HO Dr LAU Chung-hang, Kevin Ms LO Yuen-man, Elaine

Ms NG Yuen-ting, Yolanda, M.H. Mrs WONG HO Suk-ying, Viola Ms YEUNG Kin-ha, Yvonne

## 增強婦女能力及培訓工作小組

聯合召集人: 陳麗雲教授,J.P

伍婉婷女士, M.H.

委員: 陳婉嫻女士, G.B.S., J.P.

趙麗娟女士, M.H., J.P.

關蕙女士 劉仲恒醫生

彭韻僖女士, B.B.S., M.H., J.P.

崔宇恒先生

## **Working Group on Empowerment and Training**

Co-convenors: Prof CHAN Lai-wan, Cecilia, J.P.

Ms NG Yuen-ting, Yolanda, M.H.

Members: Ms CHAN Yuen-han, G.B.S., J.P.

Ms CHIU Lai-kuen, Susanna, M.H., J.P.

Ms Angelina KWAN

Dr LAU Chung-hang, Kevin

Ms Melissa Kaye PANG, B.B.S., M.H., J.P.

Mr TSUI Yu-hang, Walter

#### 協作及推廣工作小組

聯合召集人: 劉仲恒醫生

龐愛蘭女士, B.B.S., J.P.

委員: 陳婉嫻女士, G.B.S., J.P.

林恬兒女士

伍婉婷女士,M.H.

彭韻僖女士, B.B.S., M.H., J.P.

Ms Rigam RAI 蘇潔瑩醫生 崔宇恆先生 楊建霞女士

## **Working Group on Collaboration and Promotion**

Co-convenors: Dr LAU Chung-hang, Kevin

Ms PONG Oi-lan, Scarlett, B.B.S., J.P.

Members: Ms CHAN Yuen-han, G.B.S., J.P.

Mrs Emily Tim-yi LAM HO

Ms NG Yuen-ting, Yolanda, M.H.

Ms Melissa Kaye PANG, B.B.S., M.H., J.P.

Ms Rigam RAI

Dr SO Kit-ying, Loletta Mr TSUI Yu-hang, Walter Ms YEUNG Kin-ha, Yvonne

## 健康及支援工作小組

聯合召集人: 蘇潔瑩醫生

楊建霞女士

委員: 陳麗雲教授, J.P.

陳婉嫻女士,G.B.S., J.P.

關蕙女士 劉仲恒醫生 李錦霞女士

伍婉婷女士, M.H. 龐愛蘭女士, B.B.S., J.P.

Ms Rigam RAI 鄧銘心女士 蔡曉慧女士

王少華女士,B.B.S.

黃何淑英女士

## **Working Group on Health and Support**

**Co-convenors:** Dr SO Kit-ying, Loletta

Ms YEUNG Kin-ha, Yvonne

Members: Prof CHAN Lai-wan, Cecilia, J.P.

Ms CHAN Yuen-han, G.B.S., J.P.

Ms Angelina KWAN

Dr LAU Chung-hang, Kevin Ms LEE Kam-ha, Melaine

Ms NG Yuen-ting, Yolanda, M.H. Ms PONG Oi-lan, Scarlett, B.B.S., J.P.

Ms Rigam RAI

Ms TANG Ming-sum, Michelle Miss TSAI Hiu-wai, Sherry Ms WONG Siu-wah, B.B.S. Mrs WONG HO Suk-ying, Viola

## 「發揮婦女潛能 促進全面發展」研討會籌備 委員會(2017)

**主席**: 劉靳麗娟女士, S.B.S., J.P.

委員: 區佩兒女士\*

蔡永忠先生, B.B.S., J.P.\* 孔美琪博士, B.B.S., J.P.\* 黄幸怡女士, J.P.\* 梁陳智明女士\* 王佩兒女士\* 黃祐榮先生\*

黄舒明女士,M.H.\* 陳麗雲教授,J.P. 洪雪蓮教授 關蕙女士 楊建霞女士

王少華女士, B.B.S.

Taskforce on Conference on "Unleashing Women's Potential for All-Round Development" (2017)

Chairperson: Mrs LAU KUN Lai-kuen, Stella, S.B.S., J.P.

Members: Ms AU Pui-yee, Teresa\*

Mr TSAI Wing-chung, Philip, B.B.S., J.P.\* Dr KOONG May-kay, Maggie, B.B.S., J.P.\* Ms WONG Hang-yee, Sandy, J.P.\* Mrs LEUNG CHAN Che-ming, Miranda\*

Ms WONG Pui-yee, Catherine\* Mr WONG Yao-wing, Robert\* Ms WONG Shu-ming, M.H.\* Prof CHAN Lai-wan, Cecilia, J.P. Prof HUNG Suet-lin, Shirley

Ms Angelina KWAN

Ms YEUNG Kin-ha, Yvonne Ms WONG Siu-wah, B.B.S.

<sup>\*</sup>Convenors of Working Groups

<sup>\*</sup>工作小組召集人

《消除對婦女一切形式歧視公約》(《公約》) 在香港實施的主要里程碑 Milestones in the Implementation of the Convention on the Elimination of All Forms of Discrimination against Women (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	聯合國消除對婦女歧視委員會(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.
03-05/2018	勞福局及婦委會就香港特區有關《公約》的第四次報告大綱進行公眾諮詢。 LWB and the Commission carried out public consultation on the outline of the HKSAR's fourth report.

婦女事務委員會在 2016 至 2019 年期間曾檢討的法例、政策及工作範疇 List of legislation, policies and programmes reviewed by the Women's Commission from 2016 to 2019

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
	退休保障公眾諮詢 Public Consultation on Retirement Protection	政務司司長私人辦公室 Chief Secretary for the Administration's Private Office
	母乳餵哺推廣工作的最新進展 Latest Work on Promotion of Breastfeeding	食物及衞生局 Food and Health Bureau
	《職業介紹所實務守則》草擬本諮詢 Consultation on the Draft Code of Practice for Employment Agencies	勞工處 Labour Department
2016	立法會處理家庭暴力及性暴力的策略和措施小組委員會提交的報告 Report of the LegCo Subcommittee on Strategy and Measures to Tackle Domestic Violence and Sexual Violence	社會福利署 Social Welfare Department
	推廣可持續使用生物資源的公眾參與活動 Public Engagement on Promotion of Sustainable Consumption of Biological Resources	環境局 Environment Bureau
	2017-18 年度家庭、兒童及青少年服務的建議及優次 Suggestions and Priorities on Family, Child and Youth Welfare Services in 2017-18	社會福利署 Social Welfare Department
	婦女事務委員會研討會 Woman's Commission Conference	勞工及福利局 Labour and Welfare Bureau
	香港 2030+:跨越 2030 年的規劃遠景與策略公眾諮詢 Public engagement on Hong Kong 2030+: Towards a Planning Vision and Strategy Transcending 2030	發展局 Development Bureau
2017	法改會諮詢文件《涉及兒童及精神缺損人士的性罪行》 Law Reform Commission consultation on "Sexual Offences Involving Children and Persons with Mental Impairment"	性罪行檢討小組委員會 Review of Sexual Offences Sub-committee
	幼兒照顧服務的長遠發展研究 Consultancy Study on the Long-term Development of Child Care Services	社會福利署 Social Welfare Department

年份 <b>Year</b>	法例、政策及工作範疇 Legislation, Policies and Programmes	主導的決策局/ 部門 Lead Bureau / Department
	香港按揭證券有限公司就終身年金計劃的簡介 Briefing by the Hong Kong Mortgage Corporation Limited on Life Annuity Scheme	香港按揭證券有限公司 Hong Kong Mortgage Corporation Limited
	2018-19 年度家庭、兒童及青少年福利服務的建議及優次 Suggestions on the Agenda and Priorities of Family, Child and Youth Welfare Services for 2018-19	社會福利署 Social Welfare Department
2017	性別承認跨部門工作小組的報告 Briefing by the Inter-departmental Working Group on Gender Recognition	法律改革委員會 Law Reform Commission
	關愛基金資助合資格低收入婦女接受子宮頸癌篩查及預防教育先導計劃 Community Care Fund Pilot Scheme on Subsidised Cervical Cancer Screening and Preventive Education for Eligible Lowincome Women	食物及衞生局 Food and Health Bureau
	成立兒童事務委員會 Establishment of a Commission on Children	勞工及福利局 Labour and Welfare Bureau
	本屆工作方向及工作小組重組安排 Work Direction of the Current Term and Re-organisation of Working Groups	婦女事務委員會 Women's Commission
	資助婦女發展計劃 Funding Scheme for Women's Development	婦女事務委員會 Women's Commission
2018	香港特區政府及婦女事務委員會就聯合國《消除對婦女一切形式歧視公約》提交的第四份報告的項目大綱公眾諮詢所收集到的意見概要 Views Collected by Women's Commission During the Public Consultation Period on the Outline of the Topics to be Covered in the Fourth Report of the Hong Kong Special Administrative Region under the United Nations Convention on the Elimination of All Forms of Discrimination Against Women	婦女事務委員會 Women's Commission
	幼兒照顧服務的長遠發展研究 Consultancy Study on the Long-term Development of Child Care Services	社會福利署 Social Welfare Department

年份 <b>Year</b>	法例、政策及工作範疇 Legislation, Policies and Programmes	主導的決策局/ 部門 Lead Bureau / Department
2018	2019-20 年度家庭、兒童及青少年福利服務的建議及優次 Suggestions on the Agenda and Priorities of Family, Child and Youth Welfare Services for 2019-20	社會福利署 Social Welfare Department
	葵青區地區康健中心試點計劃 Pilot District Health Centre in Kwai Tsing District	食物及衞生局 Food and Health Bureau
	延長法定侍產假及改善法定產假的建議 Extension of Statutory Paternity Leave and Proposed Enhancement of Statutory Maternity Leave	勞工處 Labour Department
	到校學前康復服務試驗計劃成效研究 Evaluation Study of the Pilot Scheme on On-site Pre-school Rehabilitation Services	社會福利署 Social Welfare Department
	為婦女提供的培訓支援 Training Support for Women	僱員再培訓局 Employees Retraining Board
2019	諮詢文件:導致或任由兒童或易受傷害成年人死亡或受到嚴重傷害個案 Consultation Paper: Causing or Allowing the Death or Serious Harm of a Child or Vulnerable Adult	法律改革委員會 Law Reform Commission
	2027 年人力資源推算的主要結果 Key Findings of Manpower Projection to 2027	勞工及福利局 Labour and Welfare Bureau
	2020 至 2021 年度家庭、兒童及青少年福利服務的建議及 優次 Suggestions on the Agenda and Priorities of Family, Child and Youth Welfare Services for 2020-21	社會福利署 Social Welfare Department
	2019 年施政報告 — 有關婦女發展的政策措施 2019 Policy Address - Policy Initiatives Relating to Women's Development	勞工及福利局 Labour and Welfare Bureau
	香港癌症策略 2019 Hong Kong Cancer Strategy 2019	食物及衞生局 Food and Health Bureau

## 供制定法例、公共政策和計劃時使用的性別主流化檢視清單 Gender Mainstreaming Checklist for Legislation, Public Policies and Programmes

性別主流化是聯合國為達致兩性平等 而倡議的全球策略,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。鑑於目前婦女<sup>1</sup>的需要仍未能完 全得到照顧,有些情況下她們在多方 面仍處於弱勢,因此有需要特別致力 針對婦女的弱勢情況作出改善。

這份清單供負責這項法例/公共政策 /計劃的人員填寫,在填寫時請適當 諮詢前線人員的意見。這份清單是一 套簡化的分析工具,故所載列的問題 均盡可能簡短。如你發現這份清單無 法全面反映與這項目有關的約束、限 制、困難或考慮因素,煩請另紙列出。 Gender mainstreaming is a global strategy advocated by the United Nations to achieve gender equality. It seeks to ensure that women<sup>1</sup> and men have equitable access to, and benefit from, society's resources and opportunities. Given that women's needs have not been fully addressed and sometimes they are put in a disadvantaged position in many aspects, specific efforts will be required to rectify the disadvantaged position of women.

This Checklist is intended to be completed by officers responsible for this legislation/public policy/programme in consultation with the frontline staff as appropriate. Please note that this Checklist is a simplified analytical tool and questions set out herein are made simple and short as far as practicable. Should there be any constraints, restrictions, difficulties or considerations which you think cannot be fully reflected in this Checklist, please feel free to list them out on a separate sheet.

#### 一般資料 GENERAL INFORMATION

法例/公共政策/計劃\*名稱: Title of the legislation/public policy/programme\*:

這項法例/公共政policy/programme	女策/ 計劃 * 的目標及主要內容: Objective and main content of this legislation/public *:
可能受影響的群體	豊/ 人士 Groups/persons likely to be affected:
	公共政策/ 計劃 * 現處於決策周期的哪個階段 what stage this legislation/public policy/programme* is in the policy-making cycle:
□ 設計 Design	□ 實施 Implementation □ 監察 Monitoring □ 評估/檢討 *Evaluation/Review*
負責人員 Officer-i	n-charge: (姓名 Name)
	(職位 Post Title)
	(局/部門 Bureau/Dept)
	(電話號碼 Tel No)
	(傳真號碼 Fax No)

<sup>\*</sup>請刪去不適用者 Please delete as appropriate

<sup>1</sup> 除特別指明外,在清單中「婦女」一詞是泛指成年和未成年的女性。 Unless stated otherwise, "women" used throughout the checklist refers to both women and girls.

l. i	設計DESIGN	是/否/不適用 Y/N/NA
編	整和分析按性別分類的資料Compilation and analysis of gender information	0,62
1.	有否按性別編整可能受影響人士的統計數據,並加以考慮分析? Have sex-disaggregated data been collected and considered regarding those likely to be affected?	
2.	上述統計數據有否顯示情況會因應以下因素而出現性別差異或相互影響? Do the data show gender differences or correlations with the following variables:      年齡 age     晚疾 disabilities     教育 education     就業狀況 employment status     族裔 ethnic origin     家庭崗位 family role     入息組別 income group     居留身分 residence status     其他 others     (請註明 please specify:)	
3.	請提供上述統計數據的概要。 Please provide a summary of such data on the above.	
諮	詢 Consultation	
4.	有否就這項法例/公共政策/計劃*對兩性的影響諮詢以下組織或人士: Has any of the following been consulted about the gender impact of this legislation/public policy/programme*:  (a) 性別課題專家 (例如婦女事務委員會、性別研究中心、研究性別課題的個別專家) Conder specialists (e.g., ) Memory's Commission, gender research controls	
	專家) Gender specialists (e.g. Women's Commission, gender research centres, individual gender experts)	
	(b) 相關政府決策局或部門(例如勞工及福利局第一分科第二組) Relevant government bureau or departments (e.g. Team 2/Division 1 of LWB)	
	<ul> <li>(c) 相關法定組織 Relevant statutory bodies</li> <li>(d) 非政府機構 Non-governmental organisations</li> <li>(e) 婦女組織 Women's associations</li> <li>(f) 可能因這項法例/公共政策/計劃而受到正面/負面*影響的婦女 Women likely to be affected positively/negatively* by this legislation/public policy/</li> </ul>	
	programme  (g) 其他 Others     (請註明 please specify:)	
5.	請提供曾接受諮詢的機構或人士的名及其意見摘要: Please provide names of those consulted and a summary of their views:	

<sup>\*</sup>請刪去不適用者 Please delete as appropriate

I. 設計DESIGN	是/否/不適用 Y/N/NA
考慮兩性的獨特需要 Considering specific needs of both genders	
6. 在設計這項法例/公共政策/計劃時,是否已確認兩性的獨特需要,並加以考慮和配合? Have specific needs of women and men been identified, considered and integrated in designing this legislation/public policy/programme?	
7. 這項法例/公共政策/計劃是否需要特別提及女性或男性? Does this legislation/public policy/programme require any specific reference to women or men?	
資源 Resources	
8. 有否分配資源以照顧已確認的婦女需要? Have resources been allocated to address the identified needs of women, if any?	
考慮對婦女的影響 Considering impact on women	
9. 這項法例/公共政策/計劃對婦女或任何婦女群體的影響,是否有別於男性? Will women or any sub-groups of women be affected differently from men by this legislation/public policy/programme?	
如答"是",請問影響屬於正面 ( 正 ) 還是負面 ( 負 ) ? If yes, in a positive (P) or negative (N) way?	正/ 負 * P/N*
10. 這項法例/公共政策/計劃是否會(不論是直接或間接,短期、中期或長期)以下列方式推動消除對婦女的歧視: Will this legislation/public policy/programme, in any way (directly and indirectly, in the short, medium and long-term), promote the elimination of discrimination of women by:  (a) 改善歧視婦女或損害婦女權益的舊法例/公共政策/計劃;improving upon any provious logislation/public policy/programme that was discriminatory or	
any previous legislation/public policy/programme that was discriminatory or disadvantageous to women;	
(b) 通過立法和其他方式保障婦女的權利;establishing legal and other protection o the rights of women;	f
(c) 加強婦女的決策角色;strengthening women's decision-making role;	
(d) 增加婦女取得和管控資源的機會;或 increasing women's access to and control of resources; or	
(e) 有助增強婦女的能力? contributing towards empowerment of women?	
(f) 其他方式,例如: any other way, e.g	
如答"是",請詳細説明: If yes, please elaborate:	

<sup>\*</sup>請刪去不適用者 Please delete as appropriate

I. 設計DESIGN	是/否/不適用 <b>Y/N/NA</b>
11. 這項法例/公共政策/計劃是否會對婦女(或婦女群體)造成任何(即使是短暫的)限制或局限? Will there be any restrictions or limitations, even of a temporary nature, imposed on women (or sub-groups of women) by this legislation / public policy / programme?答"是",請詳細説明:If yes, please elaborate:	
II. 實施IMPLEMENTATION	是/否/不適用 <b>Y/N/NA</b>
公眾教育和宣傳Public education and promotion	
12. 這項法例/公共政策/計劃通過什麼途徑進行宣傳? Through what means is this legislation/public policy/programme promoted?  (a) 印刷品 printed materials (b) 傳媒 mass media (c) 展覽 exhibition (d) 講座/研討會/工作坊 talk / seminar / workshop (e) 其他 others (請説明: please specify:)	
13. 有關宣傳內容是否顧及性別敏感度?	
Has the promotional content been presented in a gender-sensitive manner?	
14. 宣傳媒介(例如地點、途徑或時段)能否有效接觸目標群體? Is the medium of promotion (e.g. venues, channels or time slots) effective in reaching the target group?	
遣詞用字顧及性別敏感度 Gender-sensitive language	
15. 這項法例/公共政策/計劃/相關新聞稿/或任何其他相關的公文是否通篇使用顧及性別敏感度的文字? Is gender sensitive language used throughout the legislation/public policy/programme/press releases or any other related official document?	
對婦女的影響 Impact on women	
16. 在實施過程中,婦女或任何婦女群體受到的影響是否有別於男性(例如在資格、受惠程度、使用機會或提供支援設施方面)? 如答"是",請詳細説明: Have women or any sub-groups of women been affected differently from men during the implementation process, e.g. eligibility, level of benefits, accessibility, or availability of support facilities? If yes, please elaborate:	

<sup>\*</sup>請刪去不適用者 Please delete as appropriate

. 實施IMPLEMENTATION	是/否/不適用 <b>Y/N/NA</b>	
17. 在實施過程中,是否已採取特別措施以照顧婦女的需要?如答"是",請詳細説明: Have there been any special measures to address women's needs during the implementation process? If yes, please elaborate:		
III. 監察MONITORING	是/否/不適用 <b>Y/N/NA</b>	
編整和分析按性別分類的資料Compilation and analysis of gender information		
18. 有否收集和編整按性別分類的統計數據和指標(不論質化或量化),以監察這項法例/公共政策/計劃的實施過程和成效? Have sex-disaggregated data and indicators (qualitative or quantitative) been collected or compiled to monitor the process and outcome of this legislation/public policy/programme?		
加入性別課題Inclusion of gender issues		
19. 是否已把性別觀點和關注事宜納入監察機制?如答"是",請詳細説明: Have gender perspectives and concerns been included in the monitoring mechanism? If yes, please elaborate:		
Ⅳ. 評估和檢討 EVALUATION AND REVIEW	是/否/不適用 Y/N/NA	
20. 這項法例/公共政策/計劃的設計、實施情況和成效曾於何時及如何進行評估? When, and how, was the evaluation of the design, implementation and outcome of this legislation/public policy/programme conducted?		
從性別角度分析對婦女的影響 Gender analysis of the impact on women		
21. 在評估過程中是否已分析按性別分類的統計數據和指標(不論質化或量化)? Have sex-disaggregated data and indicators (qualitative or quantitative) been analysed in the evaluation process?		

<sup>\*</sup>請刪去不適用者 Please delete as appropriate

IV. 評估和檢討 EVALUATION AND REVIEW	是/否/不適用 Y/N/NA
22. 有關分析有否顯示情況會因應以下因素而出現性別差異或相互影響: Does the analysis show gender differences or correlations with the following variables:	
23. 有否在外部評估期間諮詢以下組織或人士(如適用的話): Has any of the following been consulted during external evaluation (if applicable):	
(a) 性別課題專家 (例如婦女事務委員會、性別研究中心、研究性別課題的個別專家 ) Gender specialists (e.g. Women's Commission, gender research centres, individual gender experts)	
(b) 相關政府決策局或部門(例如勞工及福利局第一分科第二組) Relevant government bureau or departments (e.g. Team 2/Division 1 of LWB)	
(c) 相關法定組織 Relevant statutory bodies	
(d) 非政府機構 Non-governmental organisations	
(e) 婦女組織 Women's associations	
(f) 現正受到正面或負面 * 影響的婦女 Women being positively or negatively * affected	
(g) 其他 others (請説明:please specify:)	
24. 請提供曾接受諮詢的機構或人士的詳細資料及其意見摘要: Please provide details of the consultees and a summary of their views:	

<sup>\*</sup>請刪去不適用者 Please delete as appropriate

IV. 評估和檢討 EVALUATION AND REVIEW	是/否/不適用 <b>Y/N/NA</b>
25. 這項法例/公共政策/計劃是否(不論是直接或間接;短期、中期或長期)已達到以下成效: Has this legislation/public policy/programme, in any way (directly and indirectly, in the short, medium or long-term), resulted in:	
(a) 改善歧視婦女或損害婦女權益的舊法例/公共政策/計劃: improving upon any previous legislation/public policy/programme that was discriminatory or disadvantageous to women;	
(b) 通過立法和其他方式保障婦女的權利;establishing legal and other protection of the rights of women;	
(c) 加強婦女的決策角色;strengthening women's decision-making role; (d) 增加婦女取得和管控資源的機會;或 increasing women's access to and control of resources; or	
(e) 有助增強婦女的能力? contributing towards empowerment of women?  (f) 其他方式,例如:any other way, e.g)  如答"是",請詳細説明:If yes, please elaborate:	
26. 對婦女或任何婦女群體有否造成任何限制或局限?如有的話,請詳細説明: Have there been any restrictions or limitations imposed on women or sub-groups of women? If yes, please elaborate:	
27. 負責覆審評估報告的人員是否已確保報告妥善反映這項及其他相關法例/公共政策/計劃在性別問題上的缺失和成果? Have staff who are responsible for reviewing the evaluation reports ensured that gender-related omissions and successes in this legislation/public policy/programme and other related ones are properly reflected?	
未來計劃Future planning	
28. 是否已借鑑評估結果,以期日後在策劃、實施和監察這項及其他相關法例/公共政策/計劃時,更加關注性別敏感度? Have the evaluation findings been used to enhance gender-sensitivity in future planning, implementation and monitoring processes of this legislation/public policy/programme and other related ones?	

<sup>\*</sup>請刪去不適用者 Please delete as appropriate

V. 一般事項 GENERAL	是/否/不適用 Y/N/NA	
加強有關人員對性別課題的敏感度 Staff sensitivity and capacity building		
29. 有否指定人員或小組負責從性別角度監察這項法例/公共政策/計劃?如有的話,請提供其資料: Is there a designated person or team responsible for monitoring this legislation/public policy/programme from the gender angle? If yes, please provide his/her details: 姓名Name:		
30. 負責以下階段工作的相關人員曾否接受性別課題的指導或培訓?如曾接受的話,請説明: Have relevant staff responsible for the following stages of work been briefed or given training on gender issues? If so, please specify:     設計 Design:     實施 Implementation:     監察 Monitoring:     評估 Evaluation:		
31. 有否在員工評核、其他意見收集制度或收集服務對象意見的工作中,加入性別課題的敏感度作為評審項目之一? Has gender sensitivity been included as one of the attributes in the staff appraisal, other feedback system or customer feedback?		

二〇〇九年十二月 December 2009

<sup>\*</sup>請刪去不適用者 Please delete as appropriate

在 2016 年 1 月至 2019 年 12 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 2016 to December 2019

04/02/2016	與德國聯邦議院成員 Ms Elisabeth Winkelmeier-Becker 會面 Meeting with Ms Elisabeth Winkelmeier-Becker, Member of the Germany Bundestag
13/05/2016	與新加坡文化、社區及青年部長帶領的代表團會面 Meeting with the Delegation Led by Minister for Culture, Community and Youth of Singapore
21/07/2016	與雲南省婦女聯合會的代表團會面 Meeting with Yunnan Women's Federation
09/09/2016	與廣州市婦女聯合會的代表團會面 Meeting with Guangzhou Women's Federation
14/12/2016	與貴州省婦女聯合會的代表團會面 Meeting with Guizhou Women's Federation
21/03/2017	與中華全國婦女聯合會副主席張曉蘭女士會面 Meeting with Ms Zhang Xiaolan, Vice-chairperson of the All-China Women's Federation
08/06/2017	與謝菲爾德大學周翠雯博士會面 Meeting with Dr Chau Chui Man, Ruby of the University of Sheffield
23/11/2017	與貴州省婦女聯合會的代表團會面 Meeting with Guizhou Women's Federation
11/01/2018	與劍橋大學露西·卡文迪許學院總裁 Ms Jackie Ashley 會面 Meeting with Ms Jackie Ashley, the President of Lucy Cavendish College, University of Cambridge
23/03/2018	與中華全國婦女聯合會副主席夏杰女士及中聯辦副主任仇鴻女士會面 Meeting with Ms Xia Jie, Vice-President of the All China Women's Federation and Ms Chou Hong, Deputy Director of Liaison Office of the Central People's Government in the Hong Kong Special Administrative Region

20/04/2018	勞工及福利局局長與澳洲維多利亞省負責婦女事務及防止家暴的部長會面 The Secretary for Labour and Welfare meeting with the Minister for Women / Minister for the Prevention of Family Violence, State Government of Victoria, Australia
07/11/2018	與天津市婦女聯合會會面 Meeting with Tianjin Women's Federation
14/11/2018	婦委會宴請 Mrs Silvana KOCH-MEHRIN, The Women Political Leaders Global Forum 主席及創辦人 Lunch hosted by WoC for Mrs Silvana KOCH-MEHRIN, President and Founder of the Women Political Leaders Global Forum
15/02/2019	與貴州省少數民族和婦女幹部赴港培訓班會面 Meeting with 貴州省少數民族和婦女幹部赴港培訓班
20/03/2019	與中華全國婦女聯合會黃曉薇副主席及代表團會面 Meeting with Ms Huang Xiaowei, Vice-chairperson of the All-China Women's Federation
01/08/2019	與深圳市婦聯會面 Meeting with Shenzhen Women's Federation

在 2016 年 1 月至 2019 年 12 月期間出席本地婦女團體、非政府組織及其他團體之活動 List of Women's Commission's attendance at activities of local women's groups, Non-governmental organisations (NGOs) and other organisations from January 2016 to December 2019

08/01/2016	香港社會工作人員協會主辦「香港社會工作人員協會研討會」 "Hong Kong Social Workers Association (HKSWA) Symposium" organised by HKSWA
17/01/2016	離島婦聯主辦「離島婦聯成立 39 周年暨第 18 屆委員會就職典禮」 "Banquet celebrating the 39th Anniversary of the Outlying Islands Women's Association (OIWA) cum the Inauguration of the 18th Executive Committee of OIWA" organised by OIWA

21/01/2016	Aventegde 主辦「Women in Leadership Summit Asia」 "Women in Leadership Summit Asia" organised by Aventedge
15/02/2016	香港電台主辦「香港電台猴年新春團拜」 "Radio Television Hong Kong (RTHK) Lunar New Year Celebration for the Year of the Monkey" organised by RTHK
16/02/2016	香港社會服務聯會主辦「新春團拜」 "Chinese New Year Gathering" organised by the Hong Kong Council of Social Service
22/02/2016	青暉婦女會主辦「丙申猴年新春團拜暨青暉婦女會就職典禮」 "Chinese Year Gathering cum Inauguration Ceremony" organised by Ching Fai Women Association
06/03/2016	香港基督教服務處主辦「She Has Dreams 攝影展覽暨慶祝 2016 國際婦女節」 "She Has Dreams Photo Exhibition cum Celebration of IWD 2016" organised by Hong Kong Christian Service
12/03/2016	香港婦女動力協會主辦「第五屆執委會就職典禮暨義工嘉許禮」 "The Inauguration Ceremony of the 5th Executive Committee cum Volunteer Commendation Ceremony" organised by the Hong Kong Ladies Dynamic Association
19/03/2016	香港島婦女聯會主辦「慶祝三八國際婦女節暨『多動識食 GO !家家好健康社區推廣計劃』啟動禮」 "Celebrating IWD 2016 cum the Launching Ceremony of 多動識食 GO! 家家好健康社區推廣計劃" organised by Hong Kong Island Women's Association
20/03/2016	香港各界婦女聯合協進會主辦「2016 香港各界婦女慶祝三八國際婦女節晚宴」 "2016 Hong Kong Women Celebrating IWD Dinner" organised by the Hong Kong Federation of Women
21/03/2016	港區婦聯代表聯誼會主辦「紀念三八國際婦女節 106 周年『絲路 • 築夢』婦女論壇暨聯歡晚宴」 "Women's Forum to Commemorate the 106th IWD cum Banquet" organised by the All-China Women's Federation Hong Kong Delegates Association
23/03/2016	香港中西區婦女會主辦「慶祝成立十六周年會慶暨三八國際婦女節聯歡晚宴」 "Banquet Celebrating the 16th Anniversary cum IWD" organised by the Hong Kong Central & Western District Women's Association

10/04/2016	新界社團聯會婦女中心主辦「『家』、『職』嘉許禮暨招聘會」 "「家」、「職」嘉許禮暨招聘會 "organised by the New Territories Association of Societies Women's Centre
30/04/2016	香港單親協會主辦「妍亮潛能展業計劃招聘會暨嘉許禮」 "妍亮潛能展業計劃招聘會暨嘉許禮" organised by Hong Kong Single Parents Association
12/05/2016	大華銀行有限公司為新加坡文化、社區及青年部長帶領的代表團所設的晚宴 Dinner Reception for the Delegation Led by Minister for Culture, Community and Youth of Singapore hosted by United Overseas Bank Hong Kong
16/05/2016	詠翔(香港)主辦「詠翔(香港)五周年晚宴暨年會」 "Women's Initiative for Ageing Successfully (Hong Kong) (WINGS HK) Annual General Meeting cum 5th Anniversary Dinner Party" organised by WINGS HK
21/05/2016	非洲國家駐港領事團主辦「非洲日」 "African Day" organised by the African Consular Group in the Hong Kong Special Administrative Region
25/05/2016	香港電台普通話台節目「新紫荊廣場」 Radio Television Hong Kong (RTHK) Putonghua Channel's programme "新紫荊廣場"
04/06/2016	香港各界婦女聯合協進會主辦「家庭健康月 2016 開幕典禮」 "Opening Ceremony of Family Health Month 2016" organised by Hong Kong Federation of Women
07/06/2016	油尖區賢毅社主辦「油尖區賢毅社 2016-2019 年度第五屆執行委員會就職典禮」 "Inauguration Ceremony of the 2016-2019 Fifth Term Executive Committee of Yau Tsim District Yin Ngai Society" organised by Yau Tsim District Yin Ngai Society
19/06/2016	九龍婦女聯會主辦「慶祝香港回歸十九周年暨九龍婦女聯會成立十六周年晚宴」 "Banquet celebrating the 19th anniversary of Hong Kong's return to mainland cum the 16th anniversary of the Kowloon Women's Organisations Federation" organised by the Kowloon Women's Organisations Federation
02/07/2016	香港婦聯主辦「『與你同行,一起築夢』傑出義工暨發展會員獎勵計劃頒獎禮」 "「與你同行,一起築夢」傑出義工暨發展會員獎勵計劃頒獎禮" organised by Hong Kong Women Development Association

22/07/2016	油尖旺婦女會主辦「慶祝香港回歸十九周年暨油尖旺婦女會成立十六周年聯歡晚宴」 "Banquet celebrating the 19th anniversary of Hong Kong's return to mainland cum the 16th anniversary of the Yau Tsim Mong Women Association (YTMWA)" organised by the YTMWA
13/08/2016	紫荊青年商會主辦「同心圓表彰計劃 2016」 "Circle Care 2016" organised by Junior Chamber International Bauhinia
26/08/2016	香港大學為 Ms Elizabeth Nyamayaro, Head of the UN HeForShe Initiative at UN Women 所設的晚宴 Dinner in honour of Ms Elizabeth Nyamayaro, Head of the UN HeForShe Initiative at UN Women organised by The University of Hong Kong
11/09/2016	天主教香港教區教區勞工牧民中心(港島)主辦「『塔冷通』墟市」 "「塔冷通」墟市" organised by Catholic Diocese of Hong Kong Diocesan Pastoral Centre for Workers (Hong Kong Island)
12/09/2016	梅夫人婦女會主辦「慶祝下午茶聚」 "Celebratory afternoon tea" organised by the Helena May
17/09/2016	國際青年商會香港總會主辦「國際青年商會香港總會第五十一屆總會周年大會開幕典禮」 "The Opening Ceremony of the 51st National Convention of Junior Chamber International Hong (JCI HK) Kong" organised by JCI HK
17/09/2016	灣仔區議會主辦「《女人 @ 灣仔 2016/17》 — 友善母乳社區」 "《女人 @ 灣仔 2016/17》 — 友善母乳社區 " organised by the Wan Chai District Council
21/09/2016	香港社會福利服務機構慶祝國慶 67 周年籌備委員會主辦「社福界國慶酒會」 "The Cocktail Reception celebrating the 67th National Day" organised by the Committee of Hong Kong Social Welfare Services Organisation for Celebration of the 67th National Day of China
23/09/2016	婦女服務聯會主辦「中華人民共和國成立六十七週年暨婦女服務聯會成立十六 週年慶祝晚會」 "Banquet celebrating the 67th National Day cum the 16th anniversary of Women Service Association (WSA)" organised by WSA

25/09/2016	路向四肢傷殘人士協會主辦「路向會員互助嘉許暨『親 • 愛表揚』典禮及 2016 年度會員大會」 "路向會員互助嘉許暨「親 • 愛表揚」典禮及 2016 年度會員大會" organised by Direction Association for the Handicapped
25/09/2016	香港仔坊會主辦「第十二屆自在人生自學計劃畢業禮」 "The 12th Graduation Ceremony of the Capacity Building Mileage Programme" organised by the Aberdeen Kai-fong Welfare Association
02/10/2016	香港島婦女聯會主辦「慶祝中華人民共和國成立六十七周年暨香港島婦女聯會十一周年會慶及『多動識食 GO! — 家家好健康社區推廣計劃』分享會」 "Sharing session celebrating the 67th National Day cum the 11th anniversary of Hong Kong Island Women's Association and 多動識食 GO! — 家家好健康社區推廣計劃" organised by Hong Kong Island Women's Association
04/10/2016	香港乳癌基金會主辦「香港乳癌基金會賽馬會乳健中心(九龍)動土典禮」 Ground-breaking ceremony of the Hong Kong Breast Cancer Foundation Jockey Club Breast Health Centre (Kowloon)
14-15/10/2016	香港保護兒童會與香港浸會大學社會工作系合辦「幼兒照顧與發展研討會 2016」 "Symposium on Child Care and Development 2016" organised by Hong Kong Society for the Protection of Children and Department of Social Work, Hong Kong Baptist University
15/10/2016	香港婦女健康大使總會主辦「千歲同歡友緣聚」 "千歲同歡友緣聚" organised by Hong Kong Women Health Ambassador Association
20/10/2016	香港總商會主辦「香港總商會 2016 女行政人員高峰會」 "Hong Kong General Chamber of Commerce (HKGCC) Women Summit 2016: Leaders in the Spotlight" organised by HKGCC
22/10/2016	香港女醫生協會主辦「香港女醫生協會十周年晚宴」 "Hong Kong Women Doctors Association (HKWDA) 10th Anniversary Celebration Dinner" organised by HKWDA
25/10/2016	民政事務局及家庭議會合辦「二零一五至一六年度家庭友善僱主獎勵計劃頒獎典禮」 "The Prize Presentation Ceremony of the "2015/16 Family-Friendly Employers Award Scheme"" co-organised by the Home Affairs Bureau and the Family Council

05/11/2016	大埔區婦女聯會主辦「創姿彩招聘會」 "創姿彩招聘會" organised by Tai Po District Federation of Women
05/11/2016	香港婦女基金會主辦「『從 2016 奧運看香港未來體育發展—弘揚奧運精神』座談會」 "「從 2016 奧運看香港未來體育發展 — 弘揚奧運精神」座談會" organised by Hong Kong Women Foundation
03/12/2016	油尖旺區議會婦女事務工作小組主辦「油尖旺區新來港婦女就業交流會」 "油尖旺區新來港婦女就業交流會 "organised by Yau Tsim Mong District Council Working Group on Women's Affairs
09/12/2016	香港仔坊會與香港南區各界婦女活動委員會合辦「『妍活多精彩』婦女就業展能培訓計劃 2016」 "「妍活多精彩」婦女就業展能培訓計劃 2016" co-organised by the Aberdeen Kaifong Welfare Association and the Joint Organising Committee of the Women's Groups in the Southern District
09/12/2016	沙田區議會教育及福利委員會家庭及婦女事務工作小組主辦、香港單親協會合辦「婦女就業展能計劃 2016」 "婦女就業展能計劃 2016" co-organised by Working Group on Family and Women Affairs of Sha Tin District Council Education and Welfare Committee and Hong Kong Single Parents Association
17/12/2016	香港婦聯主辦「婦女職能展姿彩嘉年華暨展覽會」 "婦女職能展姿彩嘉年華暨展覽會" organised by Hong Kong Women Development Association
05/01/2017	北角居民協會主辦「『妍亮展新路』結業禮嘉年華及才藝表演」 " 妍亮展新路結業禮嘉年華及才藝表演 " organised by North Point Residents' Association
07/01/2017	灣仔區議會主辦「《女人 @ 灣仔 2016/17》閉幕禮」 "Closing Ceremony of 《女人 @ 灣仔 2016/17》" organised by Wan Chai District Council
07/01/2017	香港義工聯盟主辦「2017 香港義工聯盟傑出義工嘉許禮」 "Hong Kong Volunteers Federation (HKVF) 2017 Outstanding Volunteer Award Presentation Ceremony" organised by HKVF

07/01/2017	國際青年商會香港總會主辦「國際青年商會香港總會 2017 年就職典禮」 2017 Junior Chamber International Hong Kong (JCI HK) Inaugural Ceremony organised by JCI HK
13/01/2017	香港大學社會工作及社會行政學系及平等機會婦女聯席主辦「『性別主流化・無酬照顧』國際論壇」 "International Forum: Gender Mainstreaming•Unpaid Care" organised by Department of Social Work and Social Administration of The University of Hong Kong and Women's Coalition on Equal Opportunities
14/01/2017	香港中西區婦女會主辦「《就業展能 • 研活精彩》—中年婦女再就業培訓計劃結業禮暨學員分享會」 "《就業展能 • 研活精彩》—中年婦女再就業培訓計劃結業禮暨學員分享會" organised by Hong Kong Central and Western District Woman Association
07/02/2017	中央人民政府駐香港特別行政區聯絡辦公室新界工作部主辦「新春酒會」 "Annual Spring Festival Reception" organised by the New Territories Sub-office of the Liaison Office of the Central People's Government in The HKSAR
10/02/2017	醫院管理局主辦「丁酉年新春團拜」 "Hospital Authority (HA) Spring Gathering 2017" organised by HA
11/02/2017	婦女服務聯會主辦「丁酉年新春團拜」 "Women Service Association (WSA) Spring Gathering 2017" organised by WSA
18/02/2017	九龍婦女聯會主辦「乳你約會十分鐘」 "Breast Cancer Workshop" organised by Kowloon Women's Organisations Federation
19/02/2017	香港工會聯合會婦女事務委員會主辦「全港兒童繪畫比賽」 "Territory-wide Children Drawing Competition" organised by the Hong Kong Federation of Trade Unions Women Affairs Committee
19/02/2017	路向四肢傷殘人士協會主辦「第十四屆義工嘉許典禮暨賣旗啟動禮及新春團拜 2017」 "The 14th Volunteer Award Presentation Ceremony cum Flag Selling Inauguration Ceremony and Spring Gathering 2017" organised by Direction Association for the Handicapped
23/02/2017	香港中國婦女會主辦「新春團拜午宴」 "Spring Gathering Luncheon" organised by the Hong Kong Chinese Women's Club

26/02/2017	天主教香港教區教區勞工牧民中心(港島)主辦「『家庭友善好幫手』遊藝會」 "Family Friendly Practices" Fun Fair organised by the Catholic Diocese of Hong Kong Diocesan Pastoral Centre for Workers (Hong Kong Island)
02/03/2017	新界社團聯會婦女中心主辦「『妍』、『展』活能嘉許禮暨招聘展覽」 "Award Presentation Ceremony cum Job Fair" organised by New Territories Association of Societies Women's Centre
05/03/2017	香港單親協會主辦「樂活姿彩展業計劃樂活職場增值日」 "Job Fair" organised by Hong Kong Single Parents Association
06/03/2017	香港各界婦女聯合協進會主辦「2017 香港各界婦女慶祝三八國際婦女節晚宴」 "Gala Dinner in celebrating IWD 2017" organised by the Hong Kong Federation of Women
08/03/2017	香港工會聯合會婦女事務委員會主辦慶祝「『三 ● 八』國際婦女節 歡晚會」 "Dinner Banquet in celebrating IWD" organised by the Hong Kong Federation of Trade Unions Women Affairs Committee
08/03/2017	香港女會計師協會主辦「"Dare to Dream? #BeBoldForChange" 慶祝『三 • 八』 國際婦女節活動」 "Dare to Dream? #BeBoldForChange" activity in celebrating IWD" organised by Association of Women Accountants (Hong Kong)
08/03/2017	香港大學婦女研究中心主辦「"Collaborating with Men"研討會」 "Seminar of Collaborating with Men" organised by Women's Studies Research Centre of the University of Hong Kong
11/03/2017	香港婦女動力協會主辦「慶祝三八婦女節聯歡晚會暨『婦動之友』成立典禮」 "Dinner Banquet in celebrating IWD cum "Friends of Hong Kong Ladies Dynamic Association" launching ceremony" organised by Hong Kong Ladies Dynamic Association
18/03/2017	灣仔區婦女聯席主辦「灣仔區婦女慶回歸 20 週年聯歡晚會」 "Dinner Banquet in celebrating the HKSAR's 20th Anniversary" organised by 灣仔區婦女聯席
19/03/2017	香港島婦女聯會主辦「慶祝香港回歸祖國二十周年暨三八國際婦女節『你幸福我快樂』電影香港首映禮及分享會」 "Local premiere and sharing session of the movie "你幸福我快樂" in celebrating HKSAR's 20th Anniversary cum IWD" organised by Hong Kong Island Women's Association

19/03/2017	九龍婦女聯會主辦「『同心創前路 共圓家國夢』慶祝國際婦女節 107 週年午宴」 "Luncheon in celebrating 107th Anniversary of IWD" organised by Kowloon Women's Organisations Federation
21/03/2017	香港珠海婦女聯合委員會主辦「香港珠海婦女聯合委員會慶祝『香港回歸 20 周年暨三 ● 八婦女節』聯歡午宴」 "Luncheon in celebrating HKSAR's 20th Anniversary cum IWD" organised by Hong Kong Zhuhai Ladies Joint Committee
21/03/2017	港區婦聯代表聯誼會主辦「港區婦聯代表聯誼會慶祝『三八』國際婦女節 107 周年暨第五屆理事會就職典禮聯歡晚會」 "The Inauguration Ceremony of the 5th Executive Committee of All-China Women's Federation Hong Kong Delegates Association cum the Reception celebrating the 107th Anniversary of IWD" organised by the All-China Women's Federation Hong Kong Delegates Association
25/03/2017	紫荊青年商會主辦「『同心圓系列:多元積極 快樂女性』工作計劃事業發展分享 會暨問卷調查結果發佈會」 "Sharing Session cum Survey Result Announcement Conference on Career Advancement" organised by Junior Chamber International Bauhinia
29/03/2017	香港福建社團聯會主辦「慶祝『三八』國際婦女節晚會暨『一帶一路』論壇」 "Belt and Road" Forum cum Dinner Banquet in celebrating IWD" organised by Hong Kong Federation of Fujian Associations
31/03/2017	香港中西區婦女會主辦「慶祝香港中西區婦女會成立十七周年會慶暨『三八』 國際婦女節聯歡晚宴」 "Dinner Banquet in celebrating the 17th Anniversary of Hong Kong Central and Western District Woman Association cum IWD" organised by Hong Kong Central and Western District Woman Association
01/04/2017	香港鰂魚涌居民協會主辦「『就業展能 妍活精彩』開幕儀式」 "Opening Ceremony of the "Women's Employment" Project" organised by the Hong Kong Quarry Bay Residents Association
06/04/2017	東華三院東主辦「東華三院丙申丁酉年董事局聯歡晚宴」 "Joint Dinner of Tung Wah Group of Hospitals (TWGH) Boards of Directors 2016/2017 & 2017/2018" organised by TWGH

09/04/2017	國際培幼會主辦「『愛 ● 女孩』起跑! 2017 啟動禮」 "Kick-off Ceremony of "Run for Girls" Charity Run 2017" organised by Plan International
03/05/2017	城市女青年商會主辦「『全港時尚專業女性選舉 2017』開幕禮」 "Opening Ceremony of "Territory-wide Professional Women Election 2017"" organised by Junior Chamber International City Lady
27/05/2017	香港各界婦女聯合協進會主辦「『家庭健康月 2017』開幕典禮」 "Family Health Month 2017" Opening Ceremony organised by Hong Kong Federation of Women
29/05/2017	婦女基金會主辦「早餐會」 "Breakfast with Victor G. Dodig" organised by the Women's Foundation
08/06/2017	香港各界婦女聯合協進會主辦「『香港各界婦女祝賀香港特區首位女行政長官』 聯歡晚宴」 "Dinner Banquet in celebrating the first female Chief Executive of HKSAR" organised by Hong Kong Federation of Women
08/06/2017	菲律賓駐港總領事館主辦「菲律賓國慶日酒會」 "Philippine National Day Reception" organised by Philippine Consulate General
16-18/06/2017	香港特別行政區政府及香港社會服務聯會主辦「樂齡科技博覽暨高峰會」 "Gerontech and Innovation Expo cum Summit" organised by the Government of the Hong Kong Special Administrative Region and the Hong Kong Council of Social Service
17/06/2017	香港中文大學香港亞太研究所性別研究中心主辦「性別角色工作坊 2017—性別與長者照顧」 "Annual Gender Roles Workshop 2017 – Gender and Elderly Care" organised by the Gender Research Centre, Hong Kong Institute of Asia-Pacific Studies, the Chinese University of Hong Kong
20/06/2017	香港女工商及專業人員聯會有限公司主辦「2017 傑出專業女性及女企業家頒獎 禮」 "2017 Outstanding Women Professionals and Entrepreneurs Awards Presentation Ceremony" organised by Hong Kong Women Professionals & Entrepreneurs Association

21/06/2017	香港社會服務聯會主辦「2017 福利議題及優次建議會議」 "2017 Welfare Agenda and Priorities Setting Exercise" organised by the Hong Kong Council of Social Service
23/06/2017	香港婦聯主辦「龍情 20 慶回歸—粵劇欣賞晚會」 "Cantonese Opera Show to Celebrate the 20th Anniversary of the Establishment of the HKSAR" organised by Hong Kong Women Development Association
23/06/2017	香港各界婦女聯合協進會主辦「香港各界婦女慶祝香港回歸二十周年暨 2017-19年度香港婦協理事就職典禮」 "Hong Kong Women Celebrating the 20th Anniversary of the Establishment of the HKSAR cum Inauguration Ceremony of 2017-19 Executive Committee" organised by Hong Kong Federation of Women
03/07/2017	香港各界婦女聯合協進會主辦「慶祝香港回歸二十周年紀念獻禮劇《我們的故事》」 "Drama Show "In Times of Turmoil" to Celebrate the 20th Anniversary of the Establishment of the HKSAR" organised by Hong Kong Federation of Women
15/07/2017	香港島婦女聯會及香港菁英會合辦「慶祝香港回歸祖國二十周年暨《喵星人》電影慈善首映禮」 "Charity Premiere of "MEOW" cum Celebration of the 20th Anniversary of the Establishment of the HKSAR" co-organised by Hong Kong Island Women's Association and The Y.Elites Association
30/07/2017	香港仔坊會主辦「第十三屆自在人生自學計劃畢業禮暨展藝嘉年華」 "13th Graduation Ceremony of the Capacity Building Mileage Programme" organised by Aberdeen Kai-fong Welfare Association
30/07/2017	菲律賓駐港總領事館主辦「『Ugoy ng Duyan (The Cradle's Sway)』音樂劇」 "Musical "Ugoy ng Duyan (The Cradle's Sway)"" organised by Consulate General of the Philippines
15/08/2017	印度協會主辦「『慶祝印度獨立七十周年』活動」 "70th Anniversary of the Independence of India" organised by the India Association Hong Kong

20/08/2017	天主教香港教區教區勞工牧民中心(港島)主辦「塔冷通—學童墟」 " 塔冷通 — 學童墟 " organised by Catholic Diocese of Hong Kong Diocesan Pastoral Centre for Workers (Hong Kong Island)
12/09/2017	賢毅中央聯會主辦「慶祝祖國建國 68 周年暨 2017-2020 賢毅中央聯會第 12 屆委員就職典禮」 "慶祝祖國建國 68 周年暨 2017-2020 賢毅中央聯會第 12 屆委員就職典禮" organised by Yin Ngai Central Council
16/09/2017	九龍社團聯會(婦女事務委員會)主辦「妍亮精彩人生婦女就業計劃嘉年華會暨招聘會」 " 妍亮精彩人生婦女就業計劃嘉年華會暨招聘會" organised by Kowloon Federation of Associations (Women Affairs Committee)
23/09/2017	聖公會聖約翰座堂及聖約翰座堂「愛之家」諮詢及服務中心合辦「2017 國際和平日」 "2017 International Day of Peace" jointly presented by the St John's Anglican Cathedral & the St John's Cathedral HIV Education Centre
23/09/2017	天主教香港教區教區勞工牧民中心(港島)主辦「塔冷通—婦女展才能」 " 塔冷通 — 婦女展才能 " organised by Catholic Diocese of Hong Kong Diocesan Pastoral Centre for Workers (Hong Kong Island)
24/09/2017	九龍婦女聯會有限公司主辦「穿越華服文化之旅」 "穿越華服文化之旅" organised by Kowloon Women's Organisations Federation Limited
28/09/2017	香港女工商及專業人員聯會有限公司主辦「2017 傑出專業女性及女企業家頒獎 禮」 "2017 Outstanding Women Professionals and Entrepreneurs Awards" organised by Hong Kong Women Professionals & Entrepreneurs Association Limited
27/10/2017	香港大學主辦「平等機會節 2017 開幕禮」 "Opening Ceremony of the Equal Opportunity Festival 2017" organised by the University of Hong Kong
04/11/2017	大埔區婦女聯會主辦「妍活姿彩招聘會」 " 妍活姿彩招聘會 " organised by Tai Po District Federation of Women

30/11/2017	油尖旺區議會婦女事務工作小組主辦「油尖旺區新來港婦女就業交流會」 "油尖旺區新來港婦女就業交流會" organised by Yau Tsim Mong District Council Working Group on Women's Affairs
30/11/2017	大埔區婦女聯會主辦「大埔區婦女聯會第二屆執行委會就職典禮」 "大埔區婦女聯會第二屆執行委員會就職典禮" organised by Tai Po District Federation of Women
06/12/2017	阿拉伯聯合酋長國駐港總領事館主辦「阿拉伯聯合酋長國 46 周年國慶日晚宴」 "The 46th National Day of the United Arab Emirates (UAE)" organised by the Consulate General of UAE
08/12/2017	職業訓練局主辦「VTC 35 周年感謝宴」 "Vocational Training Council (VTC) 35th Anniversary Tribute Dinner" organised by VTC
16/12/2017	灣仔區議會主辦「《女人@灣仔 2017》『灣仔區婦女活動研討會』」 "《女人@灣仔 2017》「灣仔區婦女活動研討會」" organised by Wan Chai District Council
06/01/2018	國際青年商會香港總會主辦「2018 年度國際青年商會香港總會就職典禮」 "2018 Junior Chamber International Hong Kong (JCI HK) Inaugural Ceremony" organised by JCI HK
13/01/2018	香港單親協會主辦「美麗約會一閃亮人生嘉許禮暨姿心分享會」 "美麗約會 — 閃亮人生嘉許禮暨姿心分享會" organised by Hong Kong Single Parents Association
11/03/2018	路向四肢傷殘人士協會主辦「第十五屆義工嘉許典禮暨新春團拜 2018」 "第十五屆義工嘉許典禮暨新春團拜 2018" organised by Direction Association for the Handicapped
23/03/2018	香港島婦女聯會主辦「慶祝三 ◆ 八國際婦女節本會成立 13 周年及第五屆委員就職典禮暨『開心同行』活動啟動禮」 "慶祝三 ◆ 八國際婦女節本會成立 13 周年及第五屆委員就職典禮暨「開心同行」 活動啟動禮" organised by Hong Kong Island Women's Association
28/04/2018	5% Design Action 主辦「『溫柔的力量 家庭友善職場創新設計行動』成果發佈會」 "「溫柔的力量 家庭友善職場創新設計行動」成果發佈會 " organised by 5% Design Action

29/04/2018	國際培幼會主辦「『愛 • 女孩』起跑! 2018 啟動禮」 "Kick-off Ceremony of "Run for Girls" Charity Run 2018" organised by Plan International
05/05/2018	天主教香港教區教區勞工牧民中心(港島)主辦「塔冷通墟市 - 勞動節市集」 " 塔冷通墟市 - 勞動節市集 " organised by Catholic Diocese of Hong Kong Diocesan Pastoral Centre for Workers – Hong Kong Island
18/05/2018	康馨婦女會主辦「慶祝康馨婦女會成立 15 週年聯歡晚宴」 "慶祝康馨婦女會成立 15 週年聯歡晚宴" organised by Carnation Women's Association
08/06/2018	香港中西區婦女會主辦「香港中西區婦女會成立十八周年會慶暨第七屆執行委員會就職典禮」 "香港中西區婦女會成立十八周年會慶暨第七屆執行委員會就職典禮" organised by Hong Kong Central and Western District Women Association
23/06/2018	九龍婦女聯會主辦「慶祝香港特別行政區成立二十一周年暨九龍婦女聯會成立十八周年晚宴『義仁三築』舞蹈比賽頒獎禮」 "慶祝香港特別行政區成立二十一周年暨九龍婦女聯會成立十八周年晚宴「義仁三築」舞蹈比賽頒獎禮" organised by Kowloon Women's Organisations Federation
30/06/2018	香港中文大學 香港亞太研究所性別研究中心主辦「性別角色工作坊 2018 — 學校與非政府機構中的性騷擾」 "Annual Gender Roles Workshop 2018 on "Sexual Harassment in Institutions"" organised by Gender Research Centre, Hong Kong Institute of Asia-Pacific Studies of The Chinese University of Hong Kong
20-21/09/2018	平等機會委員會主辦「平等共融亞太區會議 2018:回顧與前瞻」 "Conference on Equality in the Asia Pacific 2018: Progress and Challenges" organised by the Equal Opportunities Commission
26/09/2018	香港社會福利服務機構慶祝國慶六十九周年籌備委員會主辦「國慶酒會」 "國慶酒會" organised by 香港社會福利服務機構慶祝國慶六十九周年籌備委員會
04/10/2018	民建聯主辦「《性別主流化~消除婦女歧視 促進兩性平等》圓桌會議」 "《性別主流化~消除婦女歧視 促進兩性平等》圓桌會議 " organised by the Democratic Alliance for the Betterment and Progress of Hong Kong

15/10/2018	香港各界婦女聯合協進會主辦「慶祝中華人民共和國成立六十九周年暨香港各界婦女聯合協進會成立二十五周年聯歡晚宴」 "The 69th Anniversary of the Founding of the People's Republic of China cum Hong Kong Federation of Women 25th Anniversary Celebration Banquet" organised by Hong Kong Federation of Women
20/10/2018	全港照顧者聯席主辦「『照顧者日』嘉年華」 "「照顧者日」嘉年華" organised by 全港照顧者聯席
23/10/2018	香港婦聯主辦「香港婦聯第八屆委員會就職典禮暨 "產業到家 — 牽手媽媽"扶貧項目啟動禮」 "香港婦聯第八屆委員會就職典禮暨 "產業到家 — 牽手媽媽"扶貧項目啟動禮" organised by Hong Kong Women Development Association Limited
10/11/2018	九龍婦女聯會主辦「慧妍雅集婦女綜合服務中心 • 互助幼兒服務中心成立 10 週年慶典開放日」 "慧妍雅集婦女綜合服務中心 • 互助幼兒服務中心成立 10 週年慶典開放日" organised by Kowloon Women's Organisations Federation
14/11/2018	油尖旺區議會婦女事務工作小組主辦「油尖旺區新來港婦女就業交流會」 "油尖旺區新來港婦女就業交流會" organised by Working Group on Women's Affairs of the Yau Tsim Mong District Council
21/11/2018	勞工及福利局與香港社會服務聯會聯合主辦「樂齡科技博覽暨高峰會歡迎酒會」 "Welcoming Reception of the Gerontech and Innovation Expo cum Summit" co- hosted by The Labour and Welfare Bureau and The Hong Kong Council of Social Service
22/11/2018	香港婦女基金會主辦「午餐座談會」 "Lunch time seminar" organised by Hong Kong Women Foundation Limited
24/11/2018	灣仔區議會主辦「《女人@灣仔 2018/19》」 "《女人@灣仔 2018/19》" organised by Wan Chai District Council
02/12/2018	九龍婦女聯會主辦「『巾幗獻芳華』改革開放 40 周年婦女論壇」 "「巾幗獻芳華」改革開放 40 周年婦女論壇" organised by Kowloon Women's Organisations Federation
08/12/2018	香港單親協會主辦「香港單親協會賽馬會鄰里支援中心開幕典禮」 "Hong Kong Single Parents Association Jockey Club Neighbourhood Support Centre Opening Ceremony" organised by Hong Kong Single Parents Association

19/12/2018	幼兒照顧服務的長遠發展研究簡介會 Briefing on the Consultancy Study on the Long-term Development of Child Care Services
02/03/2019	香港基督教女青年會主辦「3 ● 8 女青日」 "3 ● 8 女青日 " organised by Hong Kong Young Women's Christian Association
08/03/2019	香港工會聯合會婦女事務委員會主辦「慶祝工聯會婦委 70 週年暨『三 • 八』 國際婦女節聯歡晚會」 "慶祝工聯會婦委 70 週年暨「三 • 八」國際婦女節聯歡晚會 "organised by Women Affairs Committee of The Hong Kong Federation of Trade Unions
13/03/2019	香港國際社會服務社主辦「粵港澳大灣區婦女兒童社會服務融合發展論壇暨羅湖區婦兒社會組織黨群服務中心揭牌儀式」"粤港澳大灣區婦女兒童社會服務融合發展論壇暨羅湖區婦兒社會組織黨群服務中心揭牌儀式"organised by International Social Service Hong Kong Branch
17/03/2019	國際培幼會主辦「『愛 ● 女孩』起跑! 2019 啟動禮」 "Kick-off Ceremony of "Run for Girls" Charity Run 2019" organised by Plan International
17/03/2019	社福抗貧聯盟主辦「看見貧窮 123 —『民間扶貧公聽會』」 "看見貧窮 123 -「民間扶貧公聽會」" organised by Anti Poverty Alliance
21/03/2019	香港各界婦女聯合協進會主辦「2019 香港各界婦女慶祝三八國際婦女節酒會」 "2019 Women of Hong Kong Celebrating International Women's Day Reception" organised by Hong Kong Federation of Women
22/03/2019	港區婦聯代表聯誼會主辦「慶祝『三八』國際婦女節暨第六屆理事會就職典禮聯歡晚會」 "慶祝"三八"國際婦女節暨第六屆理事會就職典禮聯歡晚會 "organised by All-China Women's Federation Hong Kong Delegates Association Limited
31/03/2019	香港婦女動力協會主辦「第六屆執委會就職典禮暨慶祝三八國際婦女節聯歡聚餐」 "第六屆執委會就職典禮暨慶祝三八國際婦女節聯歡聚餐"organised by Hong Kong Ladies Dynamic Association
07/04/2019	香港婦聯主辦「正向家庭義工學堂暨啟動禮」 "正向家庭義工學堂暨啟動禮" organised by Hong Kong Women Development Association Limited

28/04/2019	香港工會聯合會婦女事務委員會主辦「第三屆『全港兒童繪畫比賽』頒獎典禮暨得獎作品展覽」 "The Third Hong Kong Children Drawing Competition Awards Presentation Ceremony" organised by Women Affairs Committee of The Hong Kong Federation of Trade Unions
04/05/2019	詠翔(香港)主辦「詠翔(香港)第八屆會員大會暨婦女論壇」 "WINGS HK the 8th Annual General Meeting cum Women Forum" organised by Women's Initiative for Ageing Successfully (Hong Kong)
19/05/2019	工俱舞蹈團主辦「舞韻 ● 中華情」 "舞韻 ● 中華情" organised by 工俱舞蹈團
21/05/2019	「淪落人」電影會 "Still Human" Film Screening
25/05/2019	香港家庭教育學院主辦「九週年美好時光籌款晚宴」 " 九週年美好時光籌款晚宴 " organised by The Hong Kong Institute of Family Education
22/06/2019	九龍婦女聯會主辦「慶祝香港特別行政區成立二十二周年暨九龍婦女聯會成立十九周年晚宴」 "慶祝香港特別行政區成立二十二周年暨九龍婦女聯會成立十九周年晚宴" organised by Kowloon Women's Organisations Federation
23/07/2019	油尖旺婦女會主辦「慶祝香港特別行政區成立二十二周年暨油尖旺婦女會成立十九周年聯歡晚宴」 "慶祝香港特別行政區成立二十二周年暨油尖旺婦女會成立十九周年聯歡晚宴" organised by Yau Tsim Mong Women Association
29/07/2019	香港各界婦女聯合協進會主辦「巾幗建新力論壇」 "Women Power Forum" organised by Hong Kong Federation of Women
29/07/2019	香港各界婦女聯合協進會主辦「慶祝中華人民共和國成立 70 周年暨巾幗建新力論壇歡迎晚宴」 "Celebrating the 70th Anniversary of the People's Republic of China cum Women Power Forum's Welcome Dinner" organised by Hong Kong Federation of Women

24/08/2019	灣仔區議會主辦「《女人 @ 灣仔 2019/20》」 "《女人 @ 灣仔 2019/20》" organised by Wan Chai District Council
01/09/2019	香港福建婦女協會主辦「慶祝中華人民共和國成立七十周年暨香港福建婦女協會成立五周年慶典」 "慶祝中華人民共和國成立七十周年暨香港福建婦女協會成立五周年慶典" organised by Hong Kong Fujian Women Association
19/09/2019	香港中文大學賽馬會公共衞生及基層醫療學院主辦「跨代共融 身心健康」 "Connecting Generations for Health" organised by The Jockey Club School of Public Health and Primary Care, Faculty of Medicine, The Chinese University of Hong Kong
27/09/2019	婦女基金會主辦「性別平等論壇」 "Gender Equality Summit" organised by The Women's Foundation
27/10/2019	香港乳癌基金會主辦「『乳健同行 2019』開幕禮」 "Opening Ceremony of "Pink Walk for Breast Health 2019"" organised by Hong Kong Breast Cancer Foundation
21/10/2019	勞工及福利局與香港社會服務聯會聯合主辦「『樂齡科技博覽暨高峰會』開幕禮及歡迎茶聚」 "Opening Ceremony and Welcoming Reception of the Gerontech and Innovation Expo cum Summit" co-hosted by The Labour and Welfare Bureau and The Hong Kong Council of Social Service
29/11/2019	香港中華廠商會主辦「『香港中華廠商會婦女委員會 25 周年誌慶晚宴』暨『2019 工商界婦女在社會及家庭中角色』調研發布會」 "「香港中華廠商會婦女委員會 25 周年誌慶晚宴」暨「2019 工商界婦女在社會及 家庭中角色」調研發布會"organised by The Chinese Manufacturers' Association of Hong Kong
07/12/2019	觀塘婦女聯會主辦「婦女展新姿 - 健康篇 2019」 "婦女展新姿 - 健康篇 2019 " organised by 觀塘婦女聯會

婦女事務委員會在 2016 年 1 月至 2019 年 12 月期間與本地非政府組織會面一覽 List of Meetings between the Women's Commission and Local NGOs from January 2016 to December 2019

05/07/2016	標準工時委員會舉辦的「工時政策方向諮詢會」 "Consultation on Working Hours Policy Directions" organised by Standard Working Hours Committee
20/07/2016	與平等機會婦女聯席的代表會面 Meeting with Hong Kong Women's Coalition on Equal Opportunities
27/10/2016	就家庭影響評估的研究與家庭議會會面 Meeting with Family Council on the study on Family Impact Assessment
26/01/2018	與香港大學社會工作及社會行政學系一時媽媽會面 Meeting with Once A Mama (OAMA), Department of Social Work and Social Administration, The University of Hong Kong
20/03/2018	西貢區議會社會服務及健康安全城市委員會 Social Services & Healthy and Safe City Committee of the Sai Kung District Council
21/03/2018	東區區議會公民教育、健康城市及文康勞工事務工作小組 Working Group on Promotion of Civic Education, Eastern Healthy City, Culture, Leisure and Labour Affairs of the Eastern District Council
24/03/2018	扶貧委員會高峰會 Commission on Poverty Summit
10/04/2018	葵青區議會社區事務委員會 Community Affairs Committee of the Kwai Tsing District Council
10/04/2018	深水埗區議會社區事務委員會 Community Affairs Committee of the Sham Shui Po District Council
13/04/2018	與平等機會婦女聯席會面 Meeting with Hong Kong Women's Coalition on Equal Opportunities
16/04/2018	油尖旺區議會婦女事務工作小組 Working Group on Women's Affairs of the Yau Tsim Mong District Council
19/04/2018	九龍城區議會社區建設及社會服務委員會 Community Building and Social Services Committee of the Kowloon City District Council

19/04/2018	中西區區議會文化康樂及社會事務委員會 Culture, Leisure & Social Affairs Committee of the Central & Western District Council
23/04/2018	離島區議會大會 Meeting of the Islands District Council
23/04/2018	元朗區議會大會 Meeting of the Yuen Long District Council
24/04/2018	大埔區議會社會服務委員會關懷社群工作小組 Social Services Committee, Working Group on Caring for the Community of the Tai Po District Council
27/04/2018	與香港婦聯會面 Meeting with Hong Kong Women Development Association Limited
02/05/2018	沙田區議會教育及福利委員會 Education and Welfare Committee of the Sha Tin District Council
08/05/2018	北區區議會社會服務、勞工及經濟事務委員會 Social Services, Labour and Economic Affairs Committee of the North District Council
08/05/2018	灣仔區議會大會 Meeting of the Wan Chai District Council
11/05/2018	荃灣區議會社會服務及社區宣傳委員會 Social Services and Community Information Committee of the Tsuen Wan District Council
11/05/2018	與香港工會聯合會婦女事務委員會會面 Meeting with The Hong Kong Federation of Trade Unions Women Affairs Committee
15/05/2018	屯門區議會社會服務委員會 Social Services Committee of the Tuen Mun District Council
15/05/2018	黃大仙區議會社區建設及社會服務委員會 Community Building and Social Services Committee of the Wong Tai Sin District Council

24/05/2018	觀塘區議會社會服務委員會 Social Services Committee of the Kwun Tong District Council
31/05/2018	與新家園協會義工婦女會面 Meeting with New Home Association
04/06/2018	與九龍婦女聯會會面 Meeting with Kowloon Women's Organisations Federation Limited
29/06/2018	與天主教香港教區教區勞工牧民中心(港島)會面 Meeting with Catholic Diocese of Hong Kong Diocesan Pastoral Centre for Workers (Hong Kong Island)
18/07/2018	與香港社區組織協會會面 Meeting with Society for Community Organisation
15/08/2018	與新婦女協進會會面 Meeting with The Association for the Advancement of Feminism
18/09/2018	與一群婦女及家長會面 Meeting with a group of women and parents
19/09/2018	與照顧照顧者平台會面 Meeting with "照顧照顧者平台"
19/12/2018	與香港律師會家事法委員會午餐會面 Lunch meeting with The Family Law Committee of The Law Society of Hong Kong
17/01/2019	與婦女基金會會面 Meeting with The Women's Foundation
05/06/2019	與九龍社團聯會婦女事務委員會會面 Meeting with Kowloon Federation of Associations Women Affairs Committee
28/06/2019	與 Institution of Civil Engineers Hong Kong Association 會面 Meeting with Institution of Civil Engineers Hong Kong Association
24/10/2019	與平等機會婦女聯席會面 Meeting with Hong Kong Women's Coalition on Equal Opportunities
29/11/2019	與香港教育大學社會科學系助理教授杜維真博士會面 Meeting with Dr TO Wai-chun, Clara, Assistant Professor, Department of Social Sciences, The Education University of Hong Kong



婦女事務委員會秘書處 Women's Commission Secretariat

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