



擴闊視野
Broadening
Horizons



自強不息
Striving
for Self-
improvement



回饋社會
Contributing
to Society

婦女事務委員會的工作

Women's Commission at Work

一個有利的環境可以令到婦女能持續地和有效地投入、積極參與，以及在發展過程中獲益，並且有助消除對婦女的歧視和排斥，增加她們參與決策的機會、對土地和財產等資源的控制，充分體現她們作為經濟和其他公共領域的一份子的貢獻。

An enabling environment would influence the capacity of women to be involved, participate actively and benefit from development processes in a sustained and effective manner. It would also contribute to the elimination of women's discrimination and exclusion, increase their access to decision-making, their control over resources such as land and economic assets, and fully recognise their contributions as actors in the economy and other areas of public life.

摘自聯合國提高婦女地位司
透過有利環境達致性別平等和提高婦女地位
以促進婦女參與發展的專家小組會議

From Expert Group Meeting on
*Enhancing Participation of Women in Development through an
Enabling Environment for Achieving Gender Equality and the Advancement of Women,*
UN Division for the Advancement of Women
(中文為翻譯版本)

3.1 提供有利環境

婦女事務委員會相信，為婦女提供一個有利環境，以提升婦女的地位，並消除妨礙婦女參與社會的障礙，對全面發揮婦女潛能非常重要。為了達到這個目的，我們把工作重點放在推廣性別觀點主流化、從性別角度檢視不同的服務，以及倡議家庭友善僱用政策及措施。我們的最終目標是要消除在環境、政策、法例、制度和項目中的障礙和不平等情況，令到男性和女性都能夠全面參與社會。

3.1 Providing an Enabling Environment

The Women's Commission believes that providing an enabling environment that facilitates women's advancement and eliminates barriers to participate in the community is crucial in realising women's full potential. To achieve this end, we focus our efforts on promoting gender mainstreaming, reviewing different services from a gender perspective and advocating family-friendly employment policies and practices. Our ultimate goal is to remove obstacles and inequalities in the environment, policies, legislation, systems and programmes so that both women and men can fully participate in society.



婦女事務委員會的定期會議（攝於2006年）
Regular meeting of the Women's Commission (Picture taken in 2006)

性別平等不僅是關乎政治正確和善待婦女，而是一個關係到發展效益的課題。最新資料顯示，當女性與男性相對平等時，經濟增長較為迅速，窮人亦能更快脫貧，以及能夠促進男性、女性和兒童的福祉。

Gender equality is an issue of development effectiveness, not just a matter of political correctness or kindness to women. New evidence demonstrates that when women and men are relatively equal, economies tend to grow faster, the poor move more quickly out of poverty, and the well-being of men, women and children is enhanced.

摘自世界銀行

《把性別納入世界銀行的工作：行動策略》

第一章：性別觀點主流化的商界個案

“Chapter 1: The Business Case for Gender Mainstreaming”,
from *Integrating Gender into the World Bank's Work: A Strategy for Action*,
The World Bank
(中文為翻譯版本)

3.1.1 性別觀點主流化

作為一個致力促進香港婦女福祉和權益的中央機制，我們自成立以來，一直以倡議性別觀點主流化作為達致性別平等的主要策略。

1995年，聯合國在北京召開「第四次世界婦女大會」，會上採納了性別觀點主流化為達致兩性平等的全球性重要策略。性別觀點主流化是指在法例、政策和計劃的所有範疇和層面中，納入性別觀點及需要，在設計、實施、監察和評估所有法例、政策和計劃時，考慮到女性和男性所關注的事宜和經驗。通過這個顧及性別觀點的決策過程，性別觀點主流化旨在確保女性和男性可以公平合理地取得和享有社會的資源和機會，從而促進婦女發展，達致兩性平等。

性別觀點主流化檢視清單

2002年，政府接納了委員會的建議，同意在各政策範疇內逐步推行性別觀點主流化。為此，我們設計了一份「性別觀點主流化檢視清單」，以協助政府人員評估新政策、法例和計劃對兩性的影響。這份檢視清單的設計，是給所有決策局和部門使用，以確保應用時的一致性，同時亦可作為評估的基準。此外，清單亦可應用在新制訂和現有的政策、法例和計劃。

3.1.1 Gender Mainstreaming

Since our establishment as a central mechanism to promote the well-being and interests of women in Hong Kong, we have advocated gender mainstreaming as a key strategy in achieving gender equality.

Gender mainstreaming was established as a major global strategy for the promotion of gender equality in the Beijing Platform for Action at the Fourth United Nations World Conference on Women in Beijing in 1995. It is the integration of gender perspectives and needs in legislation, policies or programmes, in any area and at all levels. It makes women's, as well as men's, concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of all legislation, public policies and programmes. Through such gender-sensitive decision-making processes, gender mainstreaming seeks to ensure that women and men have equitable access to, and benefit from, society's resources and opportunities, with the aim of achieving women's advancement and gender equality.

Gender Mainstreaming Checklist

In 2002, the Government accepted the Commission's recommendation and endorsed the introduction of gender mainstreaming into various policy areas on an incremental basis. To facilitate this process, we have designed a Gender Mainstreaming Checklist (the Checklist) to assist Government officers to evaluate the gender impact of new public policies, legislation and programmes. The Checklist is designed to be used by all bureaux and departments, allowing consistency in application and setting a benchmark for evaluation. It can also be applied to both new and existing policies, legislation and programmes.

在委員會的協助和建議下，截至2008年3月，政府已在28個特定的政策或工作範疇採用了檢視清單，而其中包括20個在2004至2007年間完成或正在進行的項目。(附錄列表刊載了2004-05至2007-08年間已採用檢視清單的政策及工作範疇。)除了採用檢視清單外，亦有愈來愈多政府人員在他們的日常工作流程中，應用性別觀點主流化的概念，對兩性的需要和觀點作出充分考慮。

性別觀點主流化的應用—例子

(1) 提供公廁設施(食物環境衛生署)

考慮到男女的不同需要，以及女性如廁的時間通常較男性長，食物環境衛生署(食環署)自2004年起，在規劃食環署公廁設施時，把女廁和男廁的廁格比例，由1.5:1增加至2:1。另外，食環署亦把公廁的設施改良到更適合女性的需要。例如基於安全及方便的理由，女廁通常設於地下或較開揚的位置；加倍留意設計，確保途人不能從入口處看到廁所內部，以及採用暖色調的瓷磚。在可行的情況下，還會加設例如供嬰兒更換尿片的衛生枱等設施，確保設施更能回應婦女的需要和關注。

根據食環署在2004年進行的食環署公廁使用者滿意程度調查顯示，女性使用者的整體滿意度評分高於一般水平，接近「滿意」。調查亦發現，女性使用者大都較男性使用者滿意公廁的潔淨情況、設備和服務。由於食環署在這方面的性別認識已經提高，所以該署已承諾日後進行同類型的調查時會繼續納入更多性別觀點。



With the assistance and advice of the Commission, the Government has up to March 2008 applied the Checklist to 28 specific policy areas or programmes, 20 of which were completed or were in progress from 2004 to 2007. (A list of policy and programme areas to which the Checklist has been applied from 2004-05 to 2007-08 is included in the Appendix.) Apart from adopting the Checklist, more and more government officers have also applied the gender mainstreaming concept in the course of their daily work, taking into account the needs and perspectives of both genders.

Applications of Gender Mainstreaming – Some Examples

(1) Provision of Public Toilet Facilities (Food and Environmental Hygiene Department)

Taking into account the different needs of women and men, and the fact that women usually spend longer time in toilets than men, the Food and Environmental Hygiene Department (FEHD) increased the public toilets compartment ratio (female to male) from 1.5:1 to 2:1 when planning FEHD public toilet facilities since 2004. Toilet facilities have been adapted to recognise women's needs. For instance, for safety and convenience reasons, female public toilets are usually located on the ground floor and close to open space. Greater care is now taken to ensure that passers-by cannot see inside from the entrance, and a warmer tile colour is used. Where feasible, the addition of facilities such as baby-changing platforms further ensures that public facilities can better address women's needs and concerns.

The Customer Satisfaction Survey on FEHD public toilets conducted in 2004 showed that female toilet users had an overall satisfaction score above average and close to "satisfactory". It was also found that female users were generally more satisfied with the cleanliness level, facilities and services of public toilets than male users. Because of increased awareness in this area, FEHD has undertaken to continue incorporating more gender perspectives when conducting similar surveys in future.

食物環境衛生署轄下的公廁內的嬰兒衛生枱
Baby changing counter at public toilet of the Food and Environmental Hygiene Department

(2) 檢視為婦女提供的衛生設備(屋宇署)

屋宇署在十個商場、三間戲院和三個公共娛樂場所進行了一項小型實地調查，以核實為婦女提供衛生設備的建議。屋宇署其後根據調查結果，在2005年5月發出實務守則，建議發展商和樓宇設計師增加辦公室、商場、戲院和公眾娛樂場所的女廁數目。

(3) 2006年中期人口統計(政府統計處)

政府統計處(統計處)於2005年成立了一個性別觀點主流化工作小組，藉以推動性別觀點主流化的應用和提高部門的性別意識。工作小組由一名首長級人員擔任主席，並包括統計處內各統計部及行政科的中層管理人員代表。

應用性別觀點主流化對2006年中期人口統計有正面的影響。統計處將性別觀點主流化應用到問卷設計、招聘、培訓和宣傳等四個工作範疇上，例如在設計問卷時，會調整一些性別敏感的問題，確保收集到的數據的質素和性別中立性。而訪問員亦會在訪問時提醒受訪者，戶主可以是任何一名家庭成員，不論男或女，而且亦可以申報多於一人為戶主。此外，訪問員的培訓亦會討論有關訪問男性和女性所需的特別技巧，而培訓教材亦會採用一些性別中立的個案。另外，統計處於設計訪問員的制服時也有考慮女性和男性的不同需要，確保布料適合男性和女性穿著。

(2) Review on Provision of Sanitary Fitment for Females (Buildings Department)

The Buildings Department conducted a mini on-site survey in 10 shopping arcades, three cinemas and three places of public entertainment to verify the proposals on the provisions of sanitary fitments for females. As a result of the survey, the Buildings Department issued a practice note in May 2005 advising developers and building designers to increase the number of female toilets in offices, shopping arcades, cinemas and public entertainment premises.

(3) 2006 Population By-census (Census and Statistics Department)

In 2005, a Working Group on Gender Mainstreaming was set up in the Census and Statistics Department (C&SD) to promote the application of gender mainstreaming and increase gender awareness in the Department. The Working Group is chaired by a Directorate officer and comprises middle management representatives from various statistical divisions and administrative branch in C&SD.

It had a positive impact on the 2006 Population By-census. Four areas of work were identified to apply gender mainstreaming, namely the design of questionnaire, recruitment, training and publicity. In the design of questionnaire stage, for example, gender-sensitive questions were adjusted to ensure qualified and gender neutrality of data collected. Respondents were reminded during interviews that a household head could be any member, whether woman or man, in the household and multiple household heads were also allowed. Moreover, specific skills to interview male and female respondents were discussed during the training of enumerators, and gender-neutral cases were adopted in training materials. In the design of enumerators' uniforms and choice of new fabrics, they have also taken into account the different needs of women and men.



政府統計處出版的《香港的女性及男性主要統計數字》
Women and Men in Hong Kong – Key Statistics published by the Census and Statistics Department

(4) 政府宣傳活動 (政府新聞處)

政府新聞處 (新聞處) 現已制訂了一份標準常規，規定承製製作政府大型宣傳活動和小型宣傳計劃的機構或人士，必須檢視所有工作，確保當中並無性別偏見或男女不平等的情況，以及沒有性別定型。新聞處亦會繼續致力確保有關的宣傳媒介 (例如場地、電視／電台頻道和時段的選擇) 能有效地接觸婦女。

(5) 電力和氣體安全宣傳計劃 (機電工程署)

採用性別觀點主流化檢視清單有助機電工程署更有效地向公眾人士推廣電力和氣體安全的訊息，包括女性和男性。統計資料顯示，婦女一般會分擔大部分家務，因此有較多機會使用家居電器及氣體用品。機電工程署會確保宣傳資料、訊息及計劃都是性別中立，並採用多種渠道，以便婦女更容易獲得這些重要的資訊，例如在醫院這類婦女較多的場所舉辦講座，以及在下午時段於公共及私人屋苑舉行活動，令到更多主婦可抽空參加。2004年，機電工程署曾在下午的電視節目及上午的電台節目進行了有關電氣安全的訪問。

機電工程署職員在性別意識和敏感度的提升，亦促使了機電工程署設立性別課題小組或聯絡人，以推廣和支援性別觀點主流化的工作。

《性別觀點主流化 — 香港經驗》

為了分享政府內部使用檢視清單的經驗，以及進一步推廣性別觀點主流化這個概念，委員會在2006年出版了一本名為《性別觀點主流化—香港經驗》的小冊子，介紹性別觀點主流化，並列舉了12個成功把性別觀點主流化應用到政策或工作範疇的個案。小冊子已分發給所有政府決策局和部門，以及其他相關組織。此外，市民可在公共圖書館借閱小冊子，亦可到委員會網站瀏覽網上版本。

(4) Government Publicity Campaigns (Information Services Department)

The Information Services Department (ISD) has established a standard practice that third-party bidders for the production of major publicity campaigns and minor publicity programmes of the Government must check all work to ensure the absence of gender bias or inequality and gender stereotyping. Moreover, sustained effort is being made by ISD to ensure that the medium of promotion (such as the choice of venues, TV / radio channels and time slots) can effectively reach women audiences.

(5) Publicity Programme on Electricity and Gas Safety (Electrical and Mechanical Services Department)

The use of the Gender Mainstreaming Checklist has helped the Electrical and Mechanical Services Department (EMSD) to better promote electrical and gas safety to members of the public, both women and men. As key statistics indicate that females generally perform a larger share of housework and hence have greater opportunity to use household electrical and gas appliances, EMSD have ensured that its publicity materials and messages, as well as its publicity programmes, are gender-neutral. Furthermore, EMSD has devised more channels for its programmes, enabling women to more easily access this critical information. For instance, talks have been conducted at hospitals, where many audience members are female, and in afternoon sessions at public and private estates, which enable housewives to attend. In 2004, EMSD also conducted an interview on electrical safety in an afternoon TV programme and a morning radio programme.

This positive change in gender awareness and sensitivity among EMSD staff has also led to the creation of a gender unit or focal point to promote and support gender mainstreaming.

Gender Mainstreaming: Hong Kong Experience

To share experience of applying the Checklist within the Government and further promote gender mainstreaming, the Commission published a booklet in 2006 entitled *Gender Mainstreaming: Hong Kong Experience*. The booklet, which explains gender mainstreaming and includes 12 case studies of successful applications in government policy or programme areas, has been distributed to all government bureaux and departments, as well as other interested organisations. It can also be accessed through public libraries and online via the Commission's website.



性別課題聯絡人

為配合在政府內部推行性別觀點主流化，委員會協助政府成立了「性別課題聯絡人」網絡。這個網絡由各決策局和部門派員組成，成員大多為首長級人員，擔當起聯絡／諮詢人的角色，在其所屬範疇內協助提高有關人員的性別意識和對性別議題的了解，以及推動落實性別觀點主流化的工作。政府在2005年9月成立了性別課題聯絡人核心小組，協助擬定在政府內部進一步推廣性別觀點主流化工作的計劃。性別課題聯絡人不時與委員會的締造有利環境工作小組進行分享會，交流在政府落實性別觀點主流化工作的經驗。

性別認知培訓

在委員會的協助下，政府定期培訓公務員，以增加他們對性別課題的認識。截至2007年底為止，約有2,700名隸屬各職系和級別的公務員接受了有關培訓，當中約有78%是在2004年1月至2007年12月參與培訓。

委員會與政府在2005年11月合辦了一個為立法會議員和他們的助理而設的研討會，以進一步促進他們對性別觀點主流化的了解。

3.1.2 就法例、政策和工作項目向政府提出建議

在2004至2007年期間，婦女事務委員會繼續與政府代表定期會面，就性別相關課題提出建議和意見。這些會議部分由委員會建議召開，其他則由決策局和部門主動提出，以徵詢委員會的意見。

Gender Focal Points

To complement the gender mainstreaming initiatives within the Government, the Commission has also assisted the Government in establishing a network of Gender Focal Points, in most instances a directorate officer from each bureau and department, who serve as the contact / resource persons to assist in raising awareness and understanding of gender related issues and promote gender mainstreaming initiatives in their respective areas. In September 2005, a Core Group of Gender Focal Points was set up to devise plans to further promote gender mainstreaming in the Government. Experience sharing meetings were held from time to time between the Gender Focal Points and the Commission's Working Group on Enabling Environment to share experiences.

Gender Training

With the assistance of the Commission, the Government also provides training to civil servants on a regular basis to enhance awareness of gender-related issues. At the end of 2007, around 2,700 civil servants of various grades and ranks had received such training, and around 78% of them were enrolled between January 2004 and December 2007.

The Commission and the Government jointly organised a seminar for Members of the Legislative Council and their assistants in November 2005 to promote a wider understanding of gender mainstreaming.

3.1.2 Advising the Government on Legislation, Policies and Programmes

Throughout 2004-07, the Women's Commission continued to meet regularly with government representatives to provide suggestions and opinions on gender-related issues. While some of these meetings were initiated by the Commission, quite a number of policy bureaux and departments also proactively approached the Commission to seek our opinions.



委員會在2004至2007年期間，檢視了不同的政策和服務，包括法例的檢討（《家庭暴力條例》的修訂、立法禁止種族歧視的建議和《吸煙（公眾衛生）（修訂）條例草案》）、為家庭暴力及性暴力受害人、殘疾婦女和少數族裔婦女提供的服務、單親家長的社會保障、貧窮婦女化問題、預防禽流感及愛滋病的措施、控煙、鼓勵持續教育的措施、職業再培訓計劃、收入及就業保障、婦女參與公共決策、人口政策、以及性別統計數據分析等。

除了提高政策制訂者對性別議題的了解外，委員會的工作亦得到實質的成效，促使他們在制訂法例或修訂現行法例和其他措施時充分考慮性別觀點。委員會在2004至2007年期間曾檢視的法例、政策及工作範疇，載列於附錄。

Various policies and services had been reviewed between 2004 and 2007, including the review of legislation (legislative amendments to the Domestic Violence Ordinance, proposed legislation against racial discrimination, and the Smoking (Public Health) (Amendment) Bill), and services for victims of domestic violence and sexual violence, for the disabled and ethnic minority women, social security for single parents, issues of feminisation of poverty, initiatives to prevent Avian Flu and HIV/AIDS, control of smoking, initiatives to promote continuous education, provision of employment retraining programmes, wage and employment protection, women's participation in public decision-making, population policy, and analysis of gender-related statistics.

In addition to broadening policy makers' understanding of gender issues, the Commission's efforts also bore tangible results in ensuring that gender perspectives are accounted for in new / amendment bills and other measures. A list of legislation, policies and programmes which were reviewed by the Commission from 2004 to 2007 is included in the Appendix.

五天工作周不但能讓員工有多一點與家人相聚的機會，亦有助刺激消費，對經濟發展和促進就業能產生正面的作用。

The implementation for a five-day week will not only enable employees to have more time so spend with their families but will also boost consumption, thus producing positive impacts on economic development and the employment situation.

行政長官曾蔭權

於2006年1月出席立法會答問大會時發言

Donald TSANG, Chief Executive of the HKSAR

at the Question and Answer Session in Legislative Council in January 2006

3.1.3 家庭友善僱用政策及措施

婦女事務委員會相信讓兩性能夠共同分擔家庭責任，而又同時在工作、家庭和生活之間取得平衡，是十分重要的。

家庭友善僱用政策及措施是指僱主為協助僱員平衡工作和家庭角色而實施的政策及措施。僱主透過提供彈性和多元化的工作安排和不同形式的支援，讓僱員能夠兼顧家庭責任，以及應付人生各階段的不同境況和需要。

3.1.3 Family-friendly Employment Policies and Practices

The Women's Commission believes that it is vital for women and men to share out family responsibilities whilst achieving at the same time a better balance between work, family and life.

Family-friendly employment policies and practices (FEPP) refer to policies and practices provided by employers to help employees manage their family responsibilities and cope with the changing circumstances and needs at different stages of their lives by offering flexible and varied work arrangements and other forms of support to employees.

表 TABLE

3.1

家庭友善僱用政策及措施的例子

Examples of family-friendly employment policies and practices

1	五天工作周 Five-day week
2	彈性工作安排，例如兼職僱用、職位共享、以家居為辦公地點、彈性上班時間、壓縮工作周、以及彈性輪更制等 Flexible work arrangements such as part-time employment, job sharing, home-based work, flexible working hours, compressed working week, flexible shift work, etc.
3	家庭假期福利，例如有薪或無薪的額外產假、待產假、照顧家庭假、父母照顧子女假／職業暫休及恩恤假等 Family leave benefits such as additional maternity leave, paternity leave, family-care leave, parental leave / career break, compassionate leave, etc., with or without pay.
4	僱員支援計劃，例如照顧兒童的支援服務、其他家庭支援服務、員工協助計劃及由公司或機構舉辦的家庭活動等 Employee support schemes such as child care support, other family-care support, employee assistance programme, company-organised family activities, etc.

《香港「家庭友善」僱用政策及措施研究》

婦女事務委員會與平等機會委員會合作進行了一項《香港「家庭友善」僱用政策及措施研究》，並於2006年6月發表調查結果。這項重要的研究旨在檢視和調查香港對推行家庭友善僱用政策及措施的需求、認知和普及情況，並且檢視社會對家庭友善僱用政策及措施的期望和所帶來的效益。

研究調查顯示，香港的僱主對家庭友善僱用政策及措施的認知不足，而實施相關政策及措施的普遍性亦偏低。儘管如此，僱員的回應很清晰地反映他們強烈支持更廣泛實施家庭友善僱用政策及措施，

Research on Family-friendly Employment Policies and Practices in Hong Kong

The Women's Commission jointly conducted with the Equal Opportunities Commission a research study entitled *Family-friendly Employment Policies and Practices in Hong Kong*, the results of which were announced in June 2006. The objectives of this landmark study were to review and investigate the needs, awareness, and prevalence of FEPP in Hong Kong, while the study also examined the expectations and benefits of FEPP in our society.

The study revealed a low awareness of FEPP among employers and a low prevalence of FEPP in Hong Kong. Despite this, responses from employees clearly demonstrated strong support for the wider adoption of FEPP



認為相關政策及措施可以為公司和僱員帶來雙贏的結果。在已實施家庭友善僱用政策及措施的僱主當中，他們認為最重要的五大好處分別是：

- 獲得「良好僱主」的聲譽；
- 提升士氣；
- 提升吸引高效率及有經驗僱員的能力；
- 改善員工之間的工作關係；及
- 減少員工流失情況。

推廣家庭友善僱用政策及措施

委員會積極制訂策略和措施，鼓勵進一步採納家庭友善僱用政策及措施。政府實行五天工作周是一個很好的開始，同時亦顯示政府在帶領社會朝著這目標進發而必須擔當的重要角色。

為了保持這股動力，委員會在2007年製作了一些家庭友善僱用政策及措施的宣傳資料，向人力資源從業員和商界廣為派發。此外，我們的委員亦於兩個重要的研討會上發表演說（由婦女事務委員會、勞工處、香港人力資源管理學會、香港人才管理協會及香港社會服務聯會合辦的「開明僱主齊創造・家庭友善工作間」研討會；以及2006年和2007年的香港人力資源管理學會的周年會議），向數百名商界和人力資源從業員傳達有關信息。

and the win-win opportunities that FEPP offer for companies and their employees. Among employers who have already implemented FEPP, the top five benefits were perceived as:

- Gaining a reputation as being an employer of choice;
- Improved morale;
- Increased ability to attract high-performing and experienced employees;
- Improved working relationships among colleagues; and
- Reduced turnover.

Promoting Family-friendly Employment Policies and Practices

The Commission is actively developing strategies and measures to promote wider adoption of FEPP. The Government's initiative to implement a five-day week is an excellent start and confirms the key role that the Government must play in leading society towards this goal.

To keep up the momentum, in 2007, we produced and widely distributed promotional materials on FEPP to human resources professionals and the business sector. Talks were also given on the importance of FEPP at two high-profile conferences (namely the *Seminar on Family-friendly Employment Practices*, co-organised by the Women's Commission, the Labour Department, the Hong Kong Institute of Human Resources Management, the Hong Kong People Management Association and the Hong Kong Council of Social Service, as well as the *2006 and 2007 Hong Kong Institute of Human Resources Management Annual Conference*), reaching an audience of many hundreds of business sector and human resources professionals.



2006年（左）及2007年（右）的香港人力資源管理學會周年會議
2006 (left) and 2007 (right) Hong Kong Institute of Human Resources Management Annual Conference

我的願望是在下世紀的時候，我們不但可以繼續看到有進展，更可以見證實質的提升… 只有在那個時候，我們才可以真誠地說，對，婦女不但能夠，而且實際上頂起了半邊天。

My hope is that into the next century we will not only continue to see progress, but advancements... Only then will we be able to say – with honesty – that yes, women not only can but do hold up half the sky.

希拉莉克林頓

1999年3月4日

Hillary Rodham CLINTON

4 March 1999

(中文為翻譯版本)

3.1.4 《消除對婦女一切形式歧視公約》及《北京行動綱要》

《北京行動綱要》

1995年9月，聯合國在北京召開「第四次世界婦女大會：兩性平等、發展與和平」，期間通過了《北京宣言》和《北京行動綱要》。《北京宣言》表明了國際社會致力促進兩性平等和提高婦女地位的決心，而《北京行動綱要》則就12個重要領域定下行動綱領。

3.1.4 CEDAW and Beijing Platform for Action

Beijing Platform for Action

In September 1995, the United Nations convened in Beijing the *Fourth World Conference on Women: Action for Equality, Development and Peace*, during which the Beijing Declaration and Platform for Action were adopted. The Beijing Declaration demonstrates the determination of the international community in promoting gender equality and enhancing the status of women, whereas the Beijing Platform for Action (BPFA) sets out action plans under 12 critical areas of concern.



「紀念第四次世界婦女大會十周年會議」期間同時舉行「中國婦女十年發展成就展」。圖為香港特區的展區。

An Exhibition on the Ten-Year Progress and Development of Chinese Women was held at the same time of the Tenth Anniversary Commemoration of the Fourth World Conference on Women. In the picture was the HKSAR exhibition area.

協助政府落實聯合國《消除對婦女一切形式歧視公約》(《婦女公約》)和《北京行動綱要》，是婦女事務委員會的工作之一。我們協助政府擬備〈實施《北京行動綱要》第二次報告〉，並且舉辦和參與了一系列紀念第四次世界婦女大會十周年(又名「北京+10」)的活動。

其中一項活動，是在2005年4月24日至27日在北京舉行的「內地與香港共慶『北京+10』紀念活動暨研討會」。這項由中華全國婦女聯合會、前衛生福利及食物局和婦女事務委員會合辦的活動，讓內地及香港的參加者一同檢視《北京行動綱要》的實施情況，並就兩地婦女共同關注的課題進行研討和交流。

參與的香港代表團約有100人，由委員會當時的主席梁劉柔芬女士擔任團長，以及前衛生福利及食物局副秘書長黎蕙明女士擔任副團長。中央人民政府駐香港特別行政區聯絡辦公室副主任郭莉女士則擔任代表團的榮譽顧問及研討會的主禮嘉賓之一，而前衛生福利及食物局常任秘書長尤曾嘉麗女士亦赴京擔任研討會主禮嘉賓之一。

超過100名來自內地不同界別的代表亦參與了是次研討會。參加者檢視了《北京行動綱要》在香港和內地的實施情況，並就廣泛的婦女課題交流意見。

As the Women's Commission is tasked to assist the Government in the implementation of United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the BPFA, we provided inputs to the Government for its *Second Report on the Implementation of the Beijing Platform for Action*, and also organised and participated in a number of events to commemorate the 10th Anniversary of the Fourth World Conference on Women, also known as "Beijing + 10".

One of these events was the *Mainland and Hong Kong Joint Events in Celebration of "Beijing + 10" (the Joint Events)* held in Beijing from 24 to 27 April 2005. Co-organised by the All-China Women's Federation; the then Health, Welfare and Food Bureau; and the Women's Commission, the *Joint Events* provided a platform for Mainland and Hong Kong participants to review implementation of the BPFA, and facilitated discussion and exchange on women issues of mutual concern.

A Hong Kong delegation of about 100 participants was led by the then Chairperson of the Commission, Mrs. Sophie Leung, with the then Deputy Secretary for Health, Welfare and Food, Ms. Linda Lai, serving as the deputy delegation head. Deputy Director-General of the Liaison Office of the Central People's Government in the HKSAR, Ms. Guo Li, was the honorary adviser of the delegation and one of the officiating guests. The then Permanent Secretary for Health, Welfare and Food, Mrs. Carrie Yau, was also present in Beijing as one of the officiating guests at the seminar.

Over 100 delegates from different sectors in the Mainland also participated in the *Joint Event*. Participants reviewed the implementation of the BPFA in both the Mainland and Hong Kong and exchanged views on a wide range of women issues.



參與「內地與香港共慶『北京+10』紀念活動暨研討會」的香港代表團於出發前合照

Group photo of the Hong Kong delegation before departing for the *Mainland and Hong Kong Joint Events in Celebration of "Beijing + 10"*

在2005年8月29日至9月1日期間，委員會參與香港特區代表團，一同出席於北京舉行的「紀念第四次世界婦女大會十周年會議」。是次會議由國務院婦女兒童工作委員會、中華全國婦女聯合會、外交部及聯合國開發計劃署駐華代表處合辦，吸引了世界各地代表參與，就「促進性別平等 實現共同發展」這主題交流意見。

《消除對婦女一切形式歧視公約》(《婦女公約》)

《婦女公約》於1996年引入香港。它旨在保障婦女的權益，以及確保婦女能夠充份發展。

2006年8月，委員會主席高靜芝女士以中國代表團香港特區代表隊成員身份，出席了在紐約舉行的《婦女公約》審議會。中國代表團由國務院婦女兒童工作委員會常務副主任黃晴宜女士擔任團長，而其中的香港特區代表隊則由前衛生及福利常任秘書長李淑儀女士率領，成員還包括來自相關決策局和部門

Between 29 August and 1 September 2005, the Commission also joined the HKSAR delegation to attend *The Tenth Anniversary Commemoration of the Fourth World Conference on Women* in Beijing. Co-organised by the National Working Committee on Women and Children under the State Council, the All-China Women's Federation, the Ministry of Foreign Affairs, and the United Nations' Offices in China, the Conference attracted participants from around the world to exchange views on the theme "Towards Gender Equality and Common Development".

CEDAW

The CEDAW was extended to Hong Kong in 1996. It safeguards women's rights and ensures the full development of women.

In August 2006, the Commission's Chairperson, Ms. Sophia Kao, joined the HKSAR Team as part of the Chinese Delegation, and attended the CEDAW hearing in New York. The Chinese Delegation was led by Ms. Huang Qingyi, Executive Vice Chairperson of the National Working Committee on Women and Children under the State Council, whereas the HKSAR Team was led by Ms. Sandra Lee, the then Permanent



「內地與香港共慶『北京+10』紀念活動暨研討會」全體合照

Group photo of the Mainland and Hong Kong Joint Events in Celebration of "Beijing + 10"

的代表。這是委員會自2001年成立以來，首次出席《婦女公約》的審議會。在這重要的會議中，高女士與其他香港代表隊的成員一同向消除對婦女歧視委員會匯報了香港實施《婦女公約》的現況，以及香港邁向一個兩性平等社會的進展。

3.1.5 研究及調查

婦女事務委員會不時進行研究和調查，藉以進一步了解婦女的需要和關注事項，並為制訂婦女發展相關的政策提供參考。例如：我們在2006年公佈了《香港「家庭友善」僱用政策和措施研究》及《家長教育：核心人生價值調查》兩項調查的結果（兩項調查的詳情分別載於第3.1.3章、第3.2.2章和附錄）。我們亦於2007年底完成另一份關於香港婦女在20世紀的貢獻和發展的研究。

Secretary for Health and Welfare, and comprised representatives of relevant government bureaux and departments. It was the first time the Commission had attended a CEDAW hearing since our establishment in 2001. On this high-profile occasion, Ms. Kao together with other delegates of the HKSAR Team updated the CEDAW Committee on the implementation of CEDAW in Hong Kong and explained Hong Kong's progress toward a gender-equal society.

3.1.5 Research and Survey

The Women's Commission from time to time conducts research and surveys to gain a better understanding of women's needs and issues of concern, and to shed light on policies relating to women's development. For instance, we announced in 2006 results of two surveys, namely the *Family-friendly Employment Policies and Practices in Hong Kong* and the *Study on Core Life Values for Parenting Education*. (Details of the two surveys are in Sections 3.1.3 and 3.2.2 respectively, as well as in the Appendix.) Another study on the contribution and development of women in Hong Kong during the 20th century was also completed at the end of 2007.



香港代表隊成員及部份香港婦女團體的代表於2006年《婦女公約》審議會期間在聯合國大樓前合照
Photo of the delegates of the HKSAR Team and some of the representatives of Hong Kong women's groups outside the United Nations Building during CEDAW hearing in 2006

未來動向

提供有利的環境，以提升婦女的地位並消除妨礙婦女參與社會的障礙，對全面發揮婦女潛能非常重要。作為達致性別平等的主要策略，婦女事務委員會將會繼續推動政府在制訂政策時應用性別觀點主流化檢視清單為分析工具，長遠的目標是把性別觀點主流化納入決策過程的機制內。此外，委員會亦會在政府架構以外推廣性別觀點主流化的概念，以加強社會對性別觀點主流化的了解和認識。

另外，委員會亦會繼續努力推動各界在香港更廣泛採用家庭友善僱用政策及措施。我們會積極與勞工處和其他持份者聯繫，探討在未來繼續合作推動家庭友善僱用政策及措施的機會，以及收集一些實施家庭友善僱用政策及措施的成功例子，出版一本優良措施小冊子。長遠而言，委員會希望政府可以持續推行締造家庭友善環境方面的工作，促進家庭與工作平衡和鞏固家庭。我們亦希望香港的各行各業能以家庭友善的方式運作，在保持公司的效率和效益的同時，為僱員提供更多彈性的措施，讓他們可兼顧家庭的需要。

Way Forward

Providing an enabling environment that facilitates women's advancement and eliminates barriers to participate in the community is crucial in realising women's full potential. As a key strategy to achieve gender equality, the Women's Commission will continue to promote the use of the Gender Mainstreaming Checklist as an integral analytical tool in future policy planning. The ultimate goal is to institutionalise gender mainstreaming in the policy making process in the long run. Moreover, the Commission will also promote the concept of gender mainstreaming outside the Government in order to facilitate better understanding and awareness of the concept in the community.

In addition, the Commission will continue to encourage the wider adoption of family-friendly employment policies and practices (FEPP) in Hong Kong. We actively liaise with the Labour Department and other stakeholders to identify opportunities for future collaboration on promoting FEPP, and in collating successful FEPP cases for the publication of a booklet on FEPP best practices. In the long run, the Commission calls on the Government to continue its effort in cultivating a family-friendly environment to foster work-family balance and family solidarity. We also hope that all businesses in Hong Kong will operate in a way which is family-friendly, demonstrating some flexibility to accommodate family needs while retaining efficiency and effectiveness.

3.2 增強婦女能力

3.2 Empowering Women

我們每個人的天資或有不同，但都應該享有平等機會，發揮所長。

All of us do not have equal talents, but all of us should have an equal opportunity to develop our talents.

約翰甘迺迪

美國第35任總統

John F. KENNEDY

The 35th President of the United States

(中文為翻譯版本)