

攜手共建 和諧社會

Together We Build a Harmonious Community



衛生福利及食物局
Health, Welfare and Food Bureau

引言 Overview

聯合國《消除對婦女一切形式歧視公約》(《婦女公約》)於1996年引入香港。自此，香港特別行政區政府致力恪守《婦女公約》的原則，並促進市民對《公約》的認識；同時亦與婦女事務委員會、本地婦女團體、社會服務機構和各界人士同心協力，為促進婦女福祉、提升婦女地位、邁向兩性平等，取得多方面的成就。

The UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) was extended to Hong Kong in 1996. Since then, the HKSAR Government is adhered to the principle of CEDAW and has been promoting the public awareness of the Convention. The Government also works closely with the Women's Commission, local women groups, social services agencies and people from all sectors to promote women's well-being and status as well as to achieve gender equality. Considerable progress has been accomplished.

委員會三項策略性功能：
Three strategic functions of the Commission –

- 促進婦女權益
championing women's causes
- 啟發新思維和催化改變
inspiring and catalyzing changes
- 動員社區資源
mobilizing community resources



婦女事務委員會 Women's Commission

委員會主要成就
Major achievements of the Commission

- 設計性別觀點主流化清單和推動政府採納性別觀點主流化
design Gender Mainstreaming Checklist and promote application by government
- 檢視與婦女相關的服務
review services for women



- 檢視《消除對婦女一切形式歧視公約》和《北京行動綱要》的實施情況
monitor implementation of CEDAW and Beijing Platform for Action
- 就婦女相關課題進行研究和調查
commission studies and surveys relating to women



婦女事務委員會揀選了33項政府部門、非政府機構、婦女服務機構和社區的優良措施結集成《增強婦女能力優良措施彙編》。

Published by the Women's Commission, the "Good Practices on the Empowerment of Women" set out 33 examples of good empowerment programmes from government departments, NGOs, women service agencies and community groups.



婦女事務委員會、香港公開大學與商業電台於2004年3月推出「自在人生自學計劃」，為婦女提供創新、具彈性和靈活的學習機會。課程主要通過電台廣播節目講授，並設有輔助學習活動和面授課程。自計劃推出以來，已有逾6,000人次報讀，並有逾100個非政府機構和婦女團體參與協辦面授課程。

The CBMP was launched by the Women's Commission, the Open University of Hong Kong and the Commercial Radio in March 2004 to provide innovative and flexible learning opportunities for women. Courses are taught mainly through radio broadcast, with supplementary learning activities and face-to-face courses. Since its launch, the Programme has attracted over 6,000 participants to enroll and over 100 NGOs and women organizations had collaborated in offering face-to-face courses.

教育和培訓 Education and Training

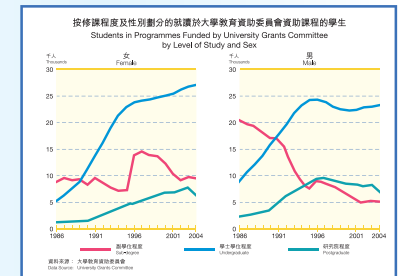


《婦女公約》第十條要求締約國保證婦女在教育方面享有與男子平等的權利；第十一條(1)(c)則要求締約國保證婦女在男女平等的基礎上，享有相同接受職業培訓和進修培訓的權利。

Article 10 of CEDAW calls upon States Parties to ensure women equal rights with men in the field of education; and Article 11(1)(c) urges States Parties, on a basis of equality of men and women, to ensure women the right to receive vocational training and retraining.

香港女性和男性享有平等機會接受教育。所有女童和男童均可接受九年普及基本教育。他們亦享有平等機會繼續升學和接受高等教育，並按個人意願選擇修讀課程和參與各類課餘活動。

Females and males in Hong Kong enjoy equal access to education. All girls and boys are entitled to nine-year universal basic education. They also enjoy equal access to secondary and tertiary education, and to study subjects and take part in extra-curricular activities as they desire.



學科	女性 (%)	男性 (%)	人數
醫科、牙科及護理科 Medicine, dentistry & nursing	68.1%	31.9%	6,100
建築學 Architecture	47.0%	53.0%	13,200
工程及科技課程 Engineering & technology	28.9%	71.1%	15,000
商業和管理科 Business & management	61.6%	38.4%	14,900
社會科學 Social sciences	68.3%	31.7%	10,200
文學及人文学科 Arts & humanities	75.5%	24.5%	11,300
教育 Education	73.3%	26.7%	8,200

政府、高等院校、職業訓練局、僱員再培訓局、生產力促進局和非政府機構亦為女性提供職業培訓、再培訓、和各類不同性質的持續教育課程。香港公開大學為未有機會接受正規大專教育的成年人提供公開學習機會，並與婦女事務委員會和商業電台合辦「自在人生自學計劃」。

Government, tertiary institutions, Vocational Training Council, Employees Retraining Board, Productivity Council and NGOs provide vocational training and retraining, as well as continuing education courses of different nature for women. The Open University of Hong Kong provides tertiary education opportunities for adult learners who have not received formal tertiary education, and jointly organizes the Capacity Building Mileage Programme with the Women's Commission and Commercial Radio.



香港各界婦女聯合總會舉辦之「我眼中的21世紀香港婦女」攝影比賽入圍作品。

香港各界婦女聯合總會舉辦之「我眼中的21世紀香港婦女」攝影比賽冠軍作品。

經濟與消除貧困 The Economy and Elimination of Poverty

《婦女公約》第十一條要求締約國保證婦女在男女平等的基礎上，享有相同的就業和勞工權利；第十三條(b)則要求締約國保證男女均享有銀行貸款、抵押和其他形式的金融信貸的權利。

Article 11 of CEDAW calls upon States Parties to ensure, on a basis of equality of men and women, the same employment and labour rights; and Article 13(b) urges States Parties to ensure both men and women the equal right to bank loans, mortgages and other forms of financial credit.

香港婦女積極參與經濟活動，為香港經濟作出貢獻，享受經濟蓬勃帶來的成果。

Women have been actively participating in the economy, contributing to and enjoying the outcome of the economic success of Hong Kong.



民間婦女團體為有意創業的婦女提供指導和支持。

Local women groups provide advice and support to women who seek to start their own businesses.



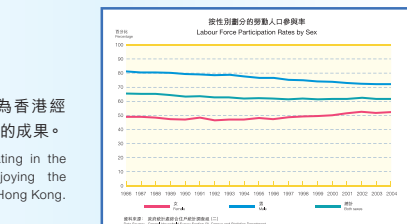
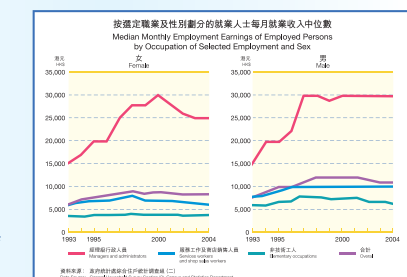
婦女享有平等的就業機會和受到相同勞工法例的保障，並可按照個人才能和意願晉身不同行業，充分發揮所長。外地婦女勞工享有與本地勞工同樣的權利、福利和保障。

Women enjoy equal employment opportunities and are protected under the same set of labour legislation. They also choose career in accordance with their capabilities and ambitions to fully realize their potentials. Migrant workers enjoy the same rights, benefits and protection under the labour legislation as local employees.



政府和非政府組織為女性企業家提供各類支援服務，在融資、人力資源、市場拓展和增強競爭力方面提供協助。

Government and NGOs provide a wide range of support services for women entrepreneurs, including supports in financing, human resources, marketing and means to enhance overall competitiveness.



工業貿易署提供多項融資和支援計劃。

Various funding and support schemes provided by the Trade and Industry Department.

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職業	女性	男性	總數
總計 (Total)	2,755,000	2,755,000	5,510,000
專業人士	208,600	208,600	417,200
經理及專業人員	405,400	405,400	810,800
行政人員	1,043,300	1,043,300	2,086,600
服務人員	518,100	518,100	1,036,200
體力勞動者	271,000	271,000	542,000
其他	238,400	238,400	476,800
總計 (Total)	6,010,000	6,010,000	12,020,000

攜手共建和諧社會巡迴展覽時間表
Together We Build a Harmonious Community
Exhibition Schedule

日期 Exhibition Period	地點 Venues
08.12.05 – 24.12.05	沙田政府合署 Shatin Government Offices
28.12.05 – 07.01.06	長沙灣政府合署 Cheung Sha Wan Government Offices
09.01.06 – 21.01.06	稅務大樓 Revenue Tower 北角政府合署 North Point Government Offices
23.01.06 – 04.02.06	荃灣政府合署 Tsuen Wan Government Offices
06.02.06 – 18.02.06	屯門政府合署 Tuen Mun Government Offices
20.02.06 – 04.03.06	金鐘政府合署 Queensway Government Offices
10.03.06 – 11.04.06	石塘咀公共圖書館 Shek Tong Tsui Public Library 北葵涌公共圖書館 North Kwai Chung Public Library
13.04.06 – 14.05.06	駱克道公共圖書館 Lockhart Road Public Library 天水圍公共圖書館 Tin Sui Wai Public Library
16.05.06 – 14.06.06	柴灣公共圖書館 Chai Wan Public Library 青衣公共圖書館 Tsing Yi Public Library
16.06.06 – 13.07.06	土瓜灣公共圖書館 To Kwa Wan Public Library 馬鞍山公共圖書館 Ma On Shan Public Library
14.07.06 – 09.08.06	瑞和街公共圖書館 Shui Wo Street Public Library 粉嶺公共圖書館 Fanling Public Library
12.08.06 – 13.09.06	荔枝角公共圖書館 Lai Chi Kwok Public Library 將軍澳公共圖書館 Tsung Kwan O Public Library

場地贊助 Venue Sponsors:

政府產業署
Government Property Agency



參考資料 Reference

- 《消除對婦女一切形式歧視公約》 Convention on the Elimination of All Forms of Discrimination against Women
<http://www.un.org/womenwatch/daw/cedaw/text/0360794c.pdf> (中文)
<http://www.un.org/womenwatch/daw/cedaw/text/econvention.htm> (English)
- 香港特別行政區根據《消除對婦女一切形式歧視公約》第18條提交的第一次報告
Initial Report on the Hong Kong Special Administrative Region under Article 18 of the Convention on the Elimination of All Forms of Discrimination against Women
http://www.hkfb.gov.hk/download/press_and_publications/otherinfo/chab.exe (中文)
http://www.hkfb.gov.hk/download/press_and_publications/otherinfo/HAB.EXE (English)
- 聯合國消除對婦女歧視委員會就香港特別行政區根據《消除對婦女一切形式歧視公約》提交的第一次報告的結論意見
Concluding Comments of the Committee on the Elimination of Discrimination against Women on the Initial Report on the HKSAR under the Convention on the Elimination of All Forms of Discrimination against Women
http://www.hkfb.gov.hk/en/press_and_publications/otherinfo/cedaw2c.htm (中文)
http://www.hkfb.gov.hk/en/press_and_publications/otherinfo/CEDAW2c.HTM (English)
- 香港特別行政區就《消除對婦女一切形式歧視公約》第二次報告
Second Report on the HKSAR under the Convention on the Elimination of All Forms of Discrimination against Women
http://www.hkfb.gov.hk/cn/press_and_publications/otherinfo/040205_wo_cedaw.html (中文)
http://www.hkfb.gov.hk/en/press_and_publications/otherinfo/040205_wo_cedaw.html (English)
- 《北京宣言》及《北京行動綱要》 Beijing Declaration and Platform for Action
<http://www.un.org/womenwatch/daw/beijing/platform/>
- 香港特別行政區政府實施《北京行動綱要》的報告
The report of the Hong Kong Special Administrative Region Government on the implementation of the Beijing Platform for Action
http://www.hkfb.gov.hk/download/press_and_publications/otherinfo/bparc.pdf (中文)
http://www.hkfb.gov.hk/download/press_and_publications/otherinfo/BPARC.PDF (English)
- 香港特別行政區政府實施《北京行動綱要》的第二次報告
The Second Report of the Government of the Hong Kong Special Administrative Region on the Implementation of the Beijing Platform for Action
http://www.hkfb.gov.hk/download/press_and_publications/otherinfo/050829_dpfa/c_bpfa_2nd_report.pdf (中文)
http://www.hkfb.gov.hk/download/press_and_publications/otherinfo/050829_dpfa/e_bpfa_2nd_report.pdf (English)
- 婦女事務委員會 Women's Commission
<http://www.women.gov.hk>

權力與決策
Power and Decision-Making

《婦女公約》第七條要求締約國保證婦女在與男子平等的條件下，享有參與本國政治和公共生活的平等權利；第八條則要求締約國保證婦女有機會在國際上代表本國政府和參加各國際組織的工作。

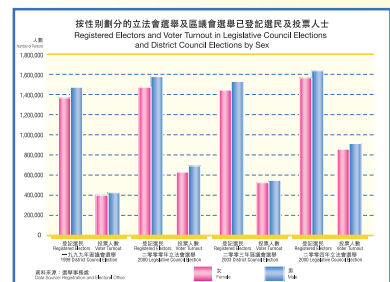
Articles 7 and 8 of CEDAW call upon States Parties to ensure women, on equal terms with men, the rights to participate in political and public life at both the national and international levels, as well as to participate in the work of international organizations.

行政會議、立法會、常任秘書長、諮詢及法定組織委員的男女比例
(截至2005年11月1日)
Gender Ratio in Executive Council and Legislative Council and Members of Government Advisory and Statutory Bodies (as of 1 November 2005)

	女 Female	男 Male
行政會議 Executive Council	3 (10.3%)	26 (89.7%)
立法會 Legislative Council	11 (18.3%)	49 (81.7%)
常務秘書長 (最高職位之公務員) Permanent Secretaries (the highest ranking officials in civil service)	6 (37.5%)	10 (62.5%)
諮詢及法定組織之委任委員 (截至2005年10月31日) Appointed Members of Government Advisory and Statutory Bodies (as of 31 October 2005)	24.2%	75.8%

香港女性積極參與公共事務，越來越多女性在政府內擔當高層職位，並在政壇上擔當具影響力的角色；亦有不少香港女性積極參與國際事務，以及代表香港特區政府參與國際組織的工作。

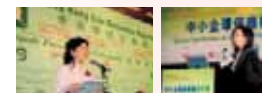
In Hong Kong, there have been increasing participation of women in public affairs and more and more females have taken up senior positions in the government and play an influential role in the political arena. Many women in Hong Kong also participate actively in the international arena, and represent the HKSAR Government in the work of international organizations.



環境與可持續發展
Environment and Sustainable Development

《婦女公約》第十四條要求締約國保證婦女在男女平等的基礎上，有權參與各級發展規劃的擬訂和執行工作。

Article 14 of CEDAW calls upon States Parties to ensure women, on a basis of equality of men and women, the right to participate in the elaboration and implementation of development planning at all levels.



環境及自然保育基金為社區團體舉辦環保活動提供財政上的支援。環境保護署與不同婦女團體共同協作，舉辦各類型活動以提升婦女的環保意識。

Funding support is available under the Environment and Conservation Fund for community groups to organize environmental activities. The Environmental Protection Department has organized activities in collaboration with women's associations to promote women's environmental awareness.

健康
Health

《婦女公約》第十二條要求締約國保證婦女在男女平等的基礎上取得各種保健服務，以及為婦女提供有關懷孕、分娩和產後服務。

Article 12 of CEDAW calls upon States Parties to ensure, on a basis of equality of men and women, access to health care services, and appropriate services in connection with pregnancy, confinement and the post-natal period.



政府為婦女提供廣泛、費用相宜、方便和優質的保健服務。政府於2001年9月開始推行「產前愛滋病毒抗體篩查及測試計劃」，為所有妊娠婦女提供自願性愛滋病毒抗體測試。宣傳品備有12種不同語文，方便向不同種族人士進行推廣。衛生署轄下的紅絲帶中心也積極進行推廣工作，促進女性對愛滋病的關注和認識。

The Government provides a comprehensive range of affordable, accessible and quality health care services for women. The Government has since September 2001 introduced the Universal Antenatal HIV Testing Scheme, under which all pregnant women will receive HIV antibody test on a voluntary basis. The publicity materials are written in 12 different languages to facilitate promotion of the Scheme among people of different races. The Red Ribbon Centre of the Department of Health also makes active efforts to promote women's awareness of HIV/AIDS.

政府與醫護界共同協作，在2004年3月8日開始推行全港性的「子宮頸普查計劃」。參加的婦女只需付出100港元(約13美元)的費用，便可接受子宮頸細胞檢查，加強預防子宮頸癌。

The Government in collaboration with other health care professionals have launched since 8 March 2004 a territory-wide Cervical Screening Programme, under which participants will receive a cervical smear test at a mere cost of HK\$100 (about US\$13) for preventing cervical cancer.

衛生署轄下的母嬰健康院，為懷孕婦女提供全面的產前、產後和家庭計劃服務，包括舉辦工作坊增進懷孕婦女的育嬰知識和鼓勵母乳哺育。

The Maternal and Child Health Centres under the Department of Health provide free antenatal and postnatal care and family planning services for pregnant women, including holding workshops on child-raising techniques and promoting breast-feeding.

婦女事務委員會舉辦研討會探討傳媒在推動兩性平等的角色。
Seminar organized by the Women's Commission on the role of the media in promoting gender equality.

打擊家庭暴力
Combating Domestic Violence

《北京行動綱要》提出採取綜合措施預防和消除對婦女的暴力行為。

The Beijing Platform for Action requires State Parties to take integrated measures to prevent and eliminate violence against women.

政府絕對不容忍家庭暴力。一直以來，我們採取三管齊下的策略，即預防、支援和專門服務，以處理家庭暴力。也透過加強不同專業的協作，盡早識別有需要的家庭，盡早介入和提供協助。

The Government does not tolerate domestic violence. It has all along adopted a three-pronged approach, i.e. preventive measures, supportive measures and specialized services, in handling domestic violence. We also strengthen collaboration between different professionals to facilitate early identification of families in need and provide early intervention and assistance.

我們亦加強公眾教育，致力消除兩性不平等的觀念，同時協助受虐人士了解自己的權利、法律提供的保障、和政府的支援服務，並鼓勵他們盡早尋求協助。

We have strengthened public education and strived to eliminate gender stereotype. We also seek to help victims of domestic violence understand their rights, the protection afforded by law and the support services provided by the Government, and encourage them to seek help as early as possible.



我們絕不會姑息施虐者，涉及毆打或其他刑事罪行暴力個案的人士，將依法負上刑事責任。法例亦容讓受虐人士透過民事途徑申請禁制令，加強對受害人的保護。

We will also pursue the perpetrators of violence. Offenders in violence cases involving assaults or other criminal offences are liable to criminal charges under the law. The law also provides for a civil remedy for victims of domestic violence to seek an injunction, rendering better protection to the victims.

文化科技
Culture and Technology

香港女性性在多方面積極參與文化事業，透過不同媒介表達自我的思想、價值、信念和女性的觀點。

Hong Kong women have actively participated in the cultural sectors. They share their thoughts, values, beliefs and perspectives as women through all means.

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Seminar organized by the Women's Commission on the role of the media in promoting gender equality.

許鞍華導演 - 香港電影導演會首個女會長。
Director Ann Hui, the first female President of the Hong Kong Film Directors' Guild.

《婦女公約》第十三條(c)要求締約國保證婦女享有參與娛樂生活、運動和文化生活各方面的權利。

Article 13(c) of CEDAW calls upon States Parties to ensure women the right to participate in recreational activities, sports and all aspects of cultural life.

非政府機構舉辦不同活動，推動消除數碼隔閡。
NGOs organize various activities to promote the elimination of digital divide.

婦女事務委員會和平等機會委員會不時合辦活動，提升公眾對兩性平等的認識。
The Women's Commission and the Equal Opportunities Commission often co-organized public events to promote public awareness on gender equality.

婦女事務委員會和平等機會委員會不時合辦活動，提升公眾對兩性平等的認識。
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權力保護與平等機會委員會
Protection of Rights and the Equal Opportunities Commission

1995年，《北京宣言》和《北京行動綱要》在第四次世界婦女大會中通過；《消除對婦女一切形式歧視公約》(《婦女公約》)則於1996年引入香港。

The Beijing Declaration and the Beijing Platform for Action (BPFA) was adopted at the Fourth World Conference on Women in 1995. The CEDAW was extended to Hong Kong in 1996.

自此，香港特區政府恪守《婦女公約》和《北京行動綱要》的原則，並分別兩次就兩份聯合國文件發表報告，闡述特區政府在促進婦女地位方面的工作。

Since then, the HKSAR Government is adhered to the principles of CEDAW and BPFA, and has issued two reports on each of the two documents to review the Government's efforts in advancing women's status.

香港特區政府就《婦女公約》及《北京行動綱要》提交的報告。
Reports on the implementation of CEDAW and BPFA published by the HKSAR Government.

香港特區政府就《婦女公約》報告舉行的公眾諮詢會。
Consultation session organized by the HKSAR Government for preparation of the CEDAW report.

2005年4月在北京舉行「內地與香港共慶「北京+10」紀念活動暨研討會」。
The Mainland and Hong Kong Joint Events in Celebration of "Beijing + 10" held in April 2005.

《婦女公約》第二條要求締約國採取一切適當的辦法，推行消除對婦女歧視的政策。
Article 2 of CEDAW calls upon States Parties to pursue by all appropriate means a policy of eliminating discrimination against women.

平等機會委員會於1996年根據《性別歧視條例》成立，負責消除基於性別及家庭崗位的歧視，以及促進男女之間的平等機會。其職能包括進行調查、處理投訴、鼓勵爭議各方進行調解、向受屈人士提供協助、推行公眾教育和研究計劃等。委員會又負責執行《性別歧視條例》及《家庭崗位歧視條例》。

The Equal Opportunities Commission was established in 1996 under the Sex Discrimination Ordinance. It is tasked with the responsibility of eliminating sex discrimination and promoting equal opportunities between women and men. The Commission conducts investigations, handles complaints, encourages conciliation between parties in dispute, provides assistance to aggrieved persons and undertakes public education and research programmes. It also enforces the Sex Discrimination Ordinance and the Family Status Discrimination Ordinance.

婦女事務委員會和平等機會委員會不時合辦活動，提升公眾對兩性平等的認識。
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展望未來
Looking Ahead

香港特區政府會繼續恪守《婦女公約》的原則，並與婦女事務委員會緊密合作，動員社區力量，與社會各界攜手共建一個兩性平等和諧的香港。

The HKSAR Government will continue to adhere to the principle of CEDAW, and work closely with the Women's Commission to mobilize community resources and together we will build an equal and harmonious Hong Kong.