

立法會
Legislative Council

LC Paper No. CB(2) 1215/05-06

Ref : CB2/HS/1/04

Subcommittee to Study the Subject of Combating Poverty

Background brief prepared by Legislative Council Secretariat

Women in Poverty

Purpose

This paper provides updated statistics and a gist of discussions held by Members of the Legislative Council (LegCo) relating to the subject of women in poverty.

Background

2. The Subcommittee to Study the Subject of Combating Poverty agreed at its internal meeting on 12 July 2005 that it would accord priority to the study of two topics, i.e. working poverty and women in poverty, with a view to drawing up specific recommendations for the Administration's consideration and response. The Subcommittee completed its study on the subject of working poverty in January 2006. The Subcommittee's report on the subject was presented to the House Committee and LegCo on 10 and 15 February 2006 respectively. The report was endorsed by LegCo at a motion debate held at the meeting on 15 February 2006. To follow up on the implementation of the recommendations in the Report, the Subcommittee will hold discussion with the Commission on Poverty at a future meeting.

3. The Subcommittee will next meet on 28 February 2006 to commence work on the subject of women in poverty. Hon Frederick FUNG, Chairman of the Subcommittee, has provided a paper on the subject [LC Paper No. CB(2) 1214/05-06] for discussion by the Subcommittee.

Some statistics on the population in Hong Kong

4. As at end-2005, Hong Kong has a population of about 6.97 million (provisional), of which 3.33 million (47.8%) are males and 3.64 million (52.2%) are females. The proportions of males and females as at mid-2005, after excluding foreign domestic helpers, are 49.5% and 50.5% respectively. A table showing the population (excluding foreign domestic helpers) by sex and by age is in **Appendix I**. The expectation of life at birth for males and females in 2005 are 78.8 years (provisional) and 84.4 years (provisional) respectively.

5. According to the General Household Survey conducted by the Census and Statistics Department (C&SD) in the fourth quarter of 2005¹, the labour force participation rate of male and female was 71.0% and 48.4% respectively. The labour force participation rate for never married female was 64.5%, while that for ever married female was 42.0%. There were 3 223 700 employed persons, of which 58.0% was male and 42.0 % was female. The median monthly employment earning was \$10,000, and there was a difference of \$2,000 between the earning of male (\$11,000) and that of female (\$9,000). There was also a higher proportion of female in the low-income group earning less than 50% of the monthly median income. For instance, in the fourth quarter of 2005, the number of female employed persons earning below \$5,000 a month was 222 800 persons (6.9% of the employed population), and the number of male employed persons in this income bracket was 113 400 persons (3.5 % of the employed population). **Appendix II** gives the number of employed persons by sex and by monthly employment earnings in the fourth quarter of 2005.

6. In the fourth quarter of 2005, the median age of the employed female was 38, while that of male was 41. The significant proportions of female employed persons were in the wholesale, retail and import/export trades, restaurants and hotels sector (17.1% of the employed population), and in the community, social and personal sector (12.2% of the employed population). Relatively more female employed persons were clerks, service workers and shop sales workers and associate professionals, and relatively less female were in the positions of managers and administrators, professionals, craft and related workers, and plant and machine operators and assemblers. The number of employed persons by sex by occupation is in **Appendix III**.

¹ For all the figures presented in paragraphs 5 and 6, foreign domestic helpers are excluded.

7. As at the end of 2005, there were about 540 000 recipients under the Comprehensive Social Security Assistance (CSSA) Scheme. The unemployment cases involved around 86 800 recipients, of whom 46% were females, while the low-earnings cases involved about 65 700 recipients, of whom 51% were females. As at the end of 2005, there were about 40 000 CSSA single-parent family cases, about 83% of which were headed by female.

Past discussions on women in poverty

8. As the issues relating to poverty and women straddled several policy areas, discussions had been held on these issues by various Panels in past years. The Panel on Welfare Services had discussed issues relating to empowerment of women and women in poverty in April 2004 and May 2005 respectively. The Panel on Home Affairs had discussed the reports submitted under the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 2002. The Panel on Manpower and the Panel on Commerce and Industry had discussed issues relating to employment and the economy at various meetings.

9. A motion on "Policy on assisting women in poverty" was passed at the LegCo meeting of 6 April 2005. The motion urged the Government to face up to the feminization of poverty and formulate concrete policies and measures in various policy areas to assist the women in poverty. A summary of the discussions relating to women in poverty by Members held in the various forums is in paragraphs 10 to 45 below.

Causes of women in poverty

10. During previous motion debates and Panel discussions on subjects relating to poverty or women in poverty, Members generally agreed that the phenomenon of women in poverty was the result of many social, cultural and institutional factors. The following were put forward by Members as some major causes of women in poverty or feminisation of poverty –

- (a) gender prejudice and stereotyping;
- (b) loss of low-skilled jobs due to economic restructuring;
- (c) discrimination in employment and difference in earnings;
- (d) insufficient social security and retirement protection for women;
and
- (e) insufficient support and assistance to single parents and new arrivals.

Gender prejudice and stereotyping

11. At the motion debate on “Policy on assisting women in poverty” at the LegCo meeting of 6 April 2005, some Members pointed out there were prejudiced conceptions on the roles, values, images and abilities of the two sexes, which restricted the full development of women’s potentials. There was a higher proportion of women in the low-income category, and they generally had lower educational attainment than men. For many middle-aged women, they did not have the opportunity to further their education when they were young, because they had to go out to work to support their families and enable their brothers to continue education. This was why there were many female factory workers in the 1960s and 1970s.

12. Members also noted that given the traditional role of women as homemakers, women often had to forego their jobs and careers after marriage in order to look after their families. As a result, their income, accumulation of experience and promotion prospects were adversely affected, and their financial independence was weakened.

13. Some Members considered that stereotyping of the abilities of the two sexes had given rise to the concentration of female employees in certain low-paid and low-skilled jobs, and the low percentage of female in managerial positions and jobs requiring technological skills.

Loss of low-skilled jobs due to economic restructuring

14. At the motion debate on “Policy on assisting women in poverty” at the LegCo meeting of 6 April 2005, some Members pointed out that with the relocation of manufacturing industries to the Mainland since the 1980s, there has been a loss of low-skilled jobs in the manufacturing industry in Hong Kong. Many experienced female workers previously employed in manufacturing industries have lost their jobs or shifted to part-time, temporary or casual employment.

15. At its meeting on 8 November 2002, the Panel on Home Affairs considered the second report prepared by the Hong Kong Special Administrative Region (HKSAR) Government under CEDAW. In the Report, the HKSAR Government acknowledged that Hong Kong was faced with the challenge of economic restructuring. Although the unemployment rate of women (6.8% in 2002) was lower than that of men (8.4% in 2002) in general, many middle-aged women, particularly those with lower educational attainment, had encountered difficulties entering or rejoining the workforce. In addition, a relatively higher proportion of women was engaged in lower-income jobs and casual employment.

16. On 19 April 2005, the Administration briefed the Panel on Commerce and Industry on the impact of economic restructuring. While noting a growing significance of the services sector as a driver of Hong Kong's economic growth and an increasing share of the better-educated and professionals in total employment, the Administration advised that it was inevitable that a number of middle-aged workers with low educational attainment would still have difficulties in finding employment despite economic recovery.

Discrimination in employment

17. At its meeting on 8 November 2002, the Panel on Home Affairs noted the following concern expressed by the CEDAW Committee in its concluding comments on the implementation of CEDAW by the HKSAR Government –

“Noting the growing participation of women in the formal economy and the low level of unemployment of women, the Committee is nonetheless concerned about the large discrepancies in wage earned by men and women. The Committee is also concerned about the highly disproportionate number of women in the lowest wage levels, especially given the absence of minimum wage laws. The Committee is also concerned that the contraction of the manufacturing sector affects particularly low-skilled women”.

18. The issue of gender differences in employment and earnings was raised during the motion debate on “Policy on assisting women in poverty” at the LegCo meeting of 6 April 2005, and also at the meeting of the Panel on Welfare Services on 9 May 2005. Members expressed concern about the higher proportion of women in the low-income category, and the lower pay received by women than men for the same types of jobs.

19. Some Members were of the view that in the absence of a framework to implement the principle of “equal pay for work of equal value” (EPEV), it was difficult to ensure that the remuneration of women would not be inferior to that of men for work of equivalent value.

20. Some Members also pointed out that the family status or family responsibilities of women often posed difficulties for women to engage in full-time employment. Moreover, there was age discrimination in employment, and many middle-aged, low-skilled women found it extremely difficult for them to find employment. As there was a higher proportion of female employees in clerical and low-skilled jobs, and many enterprises tended to cut back on such posts during streamlining exercises, female employees were more prone to displacement than male employees in this respect.

Insufficient retirement protection for women

21. During previous motion debates and Panel discussions, some Members pointed out that the existing Mandatory Provident Fund (MPF) schemes were unable to help homemakers. The unremunerated work of women as homemakers was not recognised, which made them dependent on their husbands or family members financially. As a result, they did not have much savings for their retirement. Some Members and deputations had advocated a universal retirement protection scheme covering homemakers and persons not in full-time employment. With such retirement protection, homemakers and women engaged in part-time or casual employment would be able to lead an independent, dignified life in old age, without having to rely on family support or CSSA/Old Age Allowance.

Insufficient assistance to single parents and new arrivals

22. Some Members pointed out that many single mothers and female new arrivals from the Mainland would easily fall into poverty because their earning power was comparatively low.

23. Some Members considered that as single mothers had spent all their time caring for their families after marriage, they were detached from the labour market and had difficulties in rejoining the workforce after divorce. As regards female new arrivals from the Mainland, many of them had low educational attainment and skills, and they could only find low-paid jobs. The seven-year residence requirement for social security assistance also limited their access to welfare assistance and increased their likelihood of falling into poverty.

24. According to the Administration's paper for the meeting of the Subcommittee on Review of the CSSA Scheme (which was formed under the Panel on Welfare Services) on 24 May 2005, the number of single-parent CSSA cases had increased five-fold over the past 10 years, from 6 130 at the end of 1993-94 to 37 950 at the end of 2003-04. Among the 37 950 single-parent CSSA recipients at the end of 2003-04, 65% had been receiving CSSA for two or more years, and the median duration was 3.2 years. Moreover, 61% of CSSA single parents only had primary school education or below and about 56% of them were in their middle age.

Measures to alleviate and assist women in poverty

25. At previous motion debates and discussions by various committees, the following measures and recommendations to alleviate and assist women in poverty were put forward –

- (a) gender mainstreaming and empowerment of women;

- (b) enhancing the employability of women;
- (c) protecting women against discrimination in employment;
- (d) enhancing social and economic participation of women;
- (e) providing financial assistance to women in poverty;
- (f) providing support services for disadvantaged women; and
- (g) providing retirement protection for women.

These measures are discussed in greater detail in the following paragraphs.

Gender mainstreaming and empowerment of women

26. At the motion debate on “Policy on assisting women in poverty” at the LegCo meeting of 6 April 2005 and the meeting of the Panel on Welfare Services on 9 May 2005, some Members urged the Administration to take into account women’s needs and perspective in the formulation and implementation of policies. They considered that the Administration should implement gender mainstreaming in all poverty eradication policies and programmes. They suggested that the status and powers of the Women’s Commission be enhanced to enable it to ensure that the Government would take into account the gender perspective in the formulation and implementation of all policies.

27. To better understand the specific needs of women, some Members and deputations suggested that the Government should actively consider appointing more women to its advisory and statutory bodies. As the participation of women in these bodies was currently biased towards women coming from the business sector or middle-class, the Government should increase the participation of women from the grass-roots in the policy-making structure.

28. The Administration advised the Panel on Welfare Services on 9 May 2005 that measures had been put in place for promoting gender mainstreaming since 2001, with a view to incorporating the needs and perspectives of both men and women in the policy-making process. A gender mainstreaming checklist was developed as an analytical tool to help government officials to implement gender mainstreaming in a systematic manner. The checklist had so far applied to 14 policy areas/programmes. The Administration also advised that it would continue to roll out the checklist to more policy areas/programmes on an incremental basis. Plans were also in hand to develop an evaluation mechanism on the gender mainstreaming initiatives to evaluate the process and results.

29. Some Members and deputations suggested that, to eliminate gender stereotyping, the Administration should step up public education in this respect.

Enhancing the employability of women

30. At the motion debate at the LegCo meeting of 6 April 2005 and discussions by the Panel on Welfare Services, some Members considered that the Government should explore ways to enhance the employability of low-skilled female workers, for example, providing more targeted training and re-training programmes for them.

31. Some Members considered that the Capacity Building Mileage Programme initiated by the Women's Commission should also aim at enhancing the skills and employability of low-income female employees and their competitiveness in the labour market. The Government should also work with the welfare and business sectors in providing suitable employment training to women of different age groups and educational background to enhance their employability.

Protecting women against discrimination in employment

32. At previous motion debates and meetings of the Panel on Welfare Services, some Members urged the Administration to put in place a mechanism for implementing the principle of EPEV by employers. They also urged the Administration to introduce legislation to prescribe a minimum wage and maximum working hours, as well as legislation against age discrimination in employment. There was also a suggestion that the statutory minimum wage could first start with the cleansing and catering industries as relatively more low-income women were employed in these industries. The issues of minimum wage and maximum working hours were discussed by the Panel on Manpower in 2004 and debated at the LegCo meeting on 9 November 2005. There were divergent views on the issue among Members.

33. The Administration advised the Panel on Welfare Services on 9 May 2005 that the Equal Opportunities Commission had examined the findings and recommendations submitted by consultants on the first phase of the EPEV study on public sector and would announce the results at a later stage. The Administration would provide a progress report on the study to the relevant Panel(s).

34. Noting that many low-income women were engaged in part-time work, some Members suggested at the motion debate at the LegCo meeting of 6 April 2005 and meetings of Panel on Welfare Services that the Administration should amend the Employment Ordinance to provide labour protection to those who were not employed under a continuous contract (i.e. persons who were employed for less than four weeks and whose working hours were less than 18 each week).

35. Some Members suggested that the proposed legislation against racial discrimination should also cover new arrivals from the Mainland. At the meeting of the Panel on Home Affairs on 8 July 2005, the Administration informed Members that it would consider the suggestion and provide a response in due course.

Enhancing social and economic participation of women

36. At the motion debate at the LegCo meeting of 6 April 2005 and the meeting of the Subcommittee on Strategy and Measures to Tackle Family Violence on 5 May 2005, some Members suggested that the Government should formulate pragmatic measures to encourage women to establish co-operatives at the local community level for providing domestic cleansing, child care and post-natal services. They urged the Government to amend the Co-operative Society Ordinance to facilitate the setting up of women co-operatives as a means of economic empowerment of women. In his reply to a question at the LegCo meeting on 20 April 2005, the Secretary for Health, Welfare and Food advised that his Bureau was examining the most effective ways to address the issues raised, including reviewing the Ordinance. The Bureau would take into account the relevant international principles governing co-operatives, the adequacy of existing support to co-operatives of social enterprise nature, the applicability of the Ordinance and the principle of fair competition, etc.

37. To foster self-reliance of women who might not be able to find employment, some Members suggested that the Government should consider establishing a fund to provide seed money to women for starting their own business in their local community.

Providing financial assistance to women in poverty

38. To provide incentives for women who were on CSSA to take up employment, some Members expressed the view that the amount of Disregarded Earnings under the CSSA Scheme should be increased. Members also urged the Administration to consider providing transport subsidy or allowance to low-income workers and women to take up employment across districts.

39. At the meeting of the Subcommittee on Review of CSSA Scheme on 23 June 2005, some deputations and Members suggested that CSSA and near-CSSA recipients under the Intensive Employment Assistance Programme should be provided with subsidies to cover the long-distance travelling costs to work or attending on-the-job training.

40. The Administration advised at the joint meeting of the Panel on Welfare Services and the Panel on Home Affairs on 13 April 2004 that the Labour Department, in conjunction with the Employees Retraining Board, had introduced a number of measures to help female job seekers looking for local domestic helper (LDH) posts. To address the geotechnical and time mismatches of the LDH market, there was a “Special Incentive Allowance Scheme for LDHs” to provide incentive allowance to qualified LDHs who were willing to work across districts or during unsocial hours.

41. The Subcommittee on Review of CSSA Scheme discussed in 2005 the Administration’s proposal to require single parents on CSSA with youngest child of age below 15 to participate in the Active Employment Assistance Programme under the Support for Self-reliance Scheme. The Administration advised that in view of the five-fold increase in the number of single parent CSSA cases over the past 10 years and the long time span of this group of recipients on CSSA, there was a need for the Administration to come up with measures to help these recipients to lead a more valued way of living through social participation. Overseas experience showed that the best way to achieve this was through work, even for several hours a week. The Administration stressed that it planned to introduce the measures in phases with the pilot to be conducted in selected districts.

42. Some members were strongly against the Administration’s proposal. They considered that the existing policy should be maintained until there was adequate child care support and training had been provided to single parents to prepare them for taking up employment.

Providing support services for disadvantaged women

43. Members noted that many single mothers could not take up employment because they had to take care of their young children at home. To help single mothers to engage in employment and be self-reliant, some Members considered that the Administration should strengthen child care support for working mothers, such as extending the service hours of child care centres and providing fee waivers for after-school care services. The Administration should also consider introducing a tax incentive to employers for providing child care services to employees.

44. In view of the difficulties for divorced women to receive maintenance payment, some Members urged the Administration to step up the enforcement of the Attachment of Income Order, so that these women would not fall into financial difficulty because of default payment of maintenance.

45. To assist new arrivals to integrate into the community and to find employment, some Members suggested that the Administration should step up assistance for new arrivals and remove the seven-year residence requirements for new arrivals to receive CSSA and public housing.

Providing retirement protection for women

46. The issue of providing a universal retirement protection scheme for the elderly had been discussed for some years in LegCo. The Subcommittee to Study the Subject of Combating Poverty had discussed the issue and invited a deputation to present its proposal at the meeting on 21 July 2005. The Subcommittee noted that the Expert Panel on Financial Security in Old Age set up by the Central Policy Unit was studying how the existing arrangements for retirement protection modelled on the World Bank's three pillar approach could be made more sustainable. The Expert Group is expected to come up with some initial findings in early 2006. The Subcommittee had urged the Administration to release the findings of the Expert Group for further discussion by the Subcommittee.

Relevant papers

47. A list of relevant papers and documents is in the **Appendix IV** for members' easy reference. The papers and documents are available on the Council's website at <http://www.legco.gov.hk>.

Appendix I

Mid-2005 population (excluding foreign domestic helpers) by age and sex

Age	Male		Female		Both sexes	
	No. ('000)	Percentage (%)	No. ('000)	Percentage (%)	No. ('000)	Percentage (%)
0 - 14	519.1	7.7	486.3	7.2	1005.4	15.0
15 - 19	227.5	3.4	217.3	3.2	444.8	6.6
20 - 29	450.2	6.7	403.8	6.0	854.0	12.7
30 - 39	508.5	7.6	595.5	8.9	1104.0	16.4
40 - 49	645.4	9.6	682.8	10.2	1328.2	19.8
50 - 59	456.5	6.8	449.8	6.7	906.3	13.5
60 - 64	125.7	1.9	110.3	1.6	236.0	3.5
65 and above	388.8	5.8	447.6	6.7	836.4	12.5
Total	3321.7	49.5	3393.4	50.5	6715.1	100.0

Source: Demographic Statistics Section, Census and Statistics Department

Appendix II

Number of employed persons (excluding foreign domestic helpers) by sex and monthly employment earnings in the fourth quarter of 2005

Monthly employment earnings	Male		Female		Both sexes	
	No. of persons ('000)	Percentage (%)	No. of persons ('000)	Percentage (%)	No. of persons ('000)	Percentage (%)
<\$3,000	45.2	1.4	102.0	3.2	147.2	4.6
\$3,000- \$3,999	24.3	0.8	48.1	1.5	72.4	2.2
\$4,000- \$4,999	43.8	1.4	72.7	2.3	116.5	3.6
\$5,000- \$5,999	91.8	2.8	110.9	3.4	202.7	6.3
\$6,000- \$6,999	130.7	4.1	122.9	3.8	253.6	7.9
\$7,000- \$7,999	137.1	4.3	107.1	3.3	244.2	7.6
\$8,000- \$8,999	154.2	4.8	100.5	3.1	254.7	7.9
\$9,000- \$9,999	141.3	4.4	80.9	2.5	222.2	6.9
\$10,000- \$14,999	415.3	12.9	243.2	7.5	658.5	20.4
\$15,000- \$19,999	215.2	6.7	129.9	4.0	345.0	10.7
\$20,000- \$29,999	227.7	7.1	118.5	3.7	346.2	10.7
≥\$30,000	243.3	7.5	117.2	3.6	360.6	11.2
Sub-total	1 869.9	58.0	1 353.8	42.0	3 223.7	100.0
Median	\$11,000		\$9,000		10,000	

Source: General Household Survey, Census and Statistics Department

Appendix III

Number of employed persons (excluding foreign domestic helpers) by sex and industry in the fourth quarter of 2005

Industry	Male		Female		Both sexes	
	No. of persons ('000)	Percentage (%)	No. of persons ('000)	Percentage (%)	No. of persons ('000)	Percentage (%)
Manufacturing	150.0	4.7	85.1	2.6	235.2	7.3
Construction	257.2	8.0	21.9	0.7	279.2	8.7
Wholesale, retail and import/export trades, restaurants and hotels	563.2	17.5	549.8	17.1	1113.0	34.5
Transport, storage and communications	292.9	9.1	85.7	2.7	378.7	11.7
Financing, insurance, real estate and business services	300.3	9.3	211.4	6.6	511.7	15.9
Community, social and personal services	284.9	8.8	392.5	12.2	677.4	21.0
Others	21.2	0.7	7.3	0.2	28.6	0.9
Sub-total	1869.9	58.0	1353.8	42.0	3223.7	100.0

Source: General Household Survey, Census and Statistics Department

Number of employed persons (excluding foreign domestic helpers) by sex and occupation in the fourth quarter of 2005

Occupation	Male		Female		Box Sexes	
	No. of persons ('000)	Percentage (%)	No. of persons ('000)	Percentage (%)	No. of persons ('000)	Percentage (%)
Managers and administrators	246.2	7.6	91.5	2.8	337.7	10.5
Professionals	153.7	4.8	80.6	2.5	234.4	7.3
Associate professionals	352.0	10.9	263.2	8.2	615.2	19.1
Clerks	149.8	4.6	404.2	12.5	554.0	17.2
Service workers and shop sales workers	253.4	7.9	265.2	8.2	518.7	16.1
Craft and related workers	263.5	8.2	10.5	0.3	274.0	8.5
Plant and machine operators and assemblers	209.4	6.5	28.3	0.9	237.7	7.4
Elementary occupations	235.1	7.3	206.6	6.4	441.7	13.7
Others	6.7	0.2	3.7	0.1	10.3	0.3
Sub-total	1869.9	58.0	1353.8	42.0	3223.7	100.0

Source: General Household Survey, Census and Statistics Department

Appendix IV

Relevant Papers/Documents

<u>Meeting</u>	<u>Meeting Date</u>	<u>Papers/Motion Passed/Council Question</u>
Legislative Council	2 February 2005	Written question on “Social services provided by SWD and NGOs to low-income families and women” raised by Hon Frederick FUNG Kin-kee
	6 April 2005	Motion on “Policy on assisting women in poverty” moved by Hon CHAN Yuen-han Progress report on the motion debate on “Policy on assisting women in poverty” at the LegCo meeting of 6 April 2005 LC Paper No. CB(3) 818/04-05
	20 April 2005	Written question on “Development of community economy” raised by Hon CHIM Pui-chung
	4 May 2005	Written question on “Statistics on CSSA cases” raised by Hon CHAN Yuen-han
	9 November 2005	Motion on “Minimum wage, standard working hours” moved by Hon CHAN Yuen-han
	15 February 2006	Motion on “Report on Working Poverty” moved by Hon Frederick FUNG Kin-kee
	Panel on Welfare Services	13 October 2000
8 March 2004		Minutes of meeting LC Paper No. CB(2) 2087/03-04

	13 April 2004	Minutes of meeting LC Paper No. CB(2) 2467/03-04
	9 May 2005	Minutes of meeting LC Paper No. CB(2) 1750/04-05
Subcommittee on Review of CSSA Scheme (<i>under Panel on Welfare Services</i>)	24 May 2005	Administration's paper – LC Paper No. CB(2) 1603/04-05(01) Minutes of meeting LC Paper No. CB(2) 2052/04-05
	23 June 2005	Administration's paper – LC Paper No. CB(2) 2028/04-05(01) Minutes of meeting LC Paper No. CB(2) 2321/04-05
Subcommittee on Strategy and Measures to Tackle Family Violence (<i>under Panel on Welfare Services</i>)	5 May 2005	Administration's paper – LC Paper No. CB(2) 2158/04-05(04) Minutes of meeting LC Paper No. CB(2) 1962/04-05
Panel on Manpower	22 April 2004	Administration's paper – LC Paper No. CB(2) 2048/03-04(03) Minutes of meeting LC Paper No. CB(2) 2752/03-04
	4 November 2004	Administration's paper – LC Paper No. CB(2) 129/04-05(03) Minutes of meeting LC Paper No. CB(2) 321/04-05
Panel on Home Affairs	8 November 2002	Convention on the Elimination of All Forms of Discrimination against Women Second Report on Hong Kong Special Administrative Region Administration's papers – LC Paper No. CB(2) 2812/01-02(01) CB(2) 244/02-03(01)

		Minutes of meeting LC Paper No. CB(2) 590/02-03
	11 June 2004	Minutes of meeting LC Paper No. CB(2) 3063/03-04
Panel on Welfare Services and Panel on Home Affairs	13 April 2004 (Joint meeting)	Administration's paper – LC Paper No. CB(2) 1927/03-04(04) Minutes of meeting LC Paper No. CB(2) 2467/03-04
Panel on Commerce and Industry	19 April 2005	Administration's paper – LC Paper No. CB(1) 1259/04-05(03) Minutes of meeting LC Paper No. CB(1) 1499/04-05
Subcommittee to Study the Subject of Combating Poverty (<i>under House Committee</i>)	21 July 2005	Minutes of meeting LC Paper No. CB(2) 2543/04-05 Administration's reply – LC Paper No. CB(2) 2684/04-05(02)