

**Legislative Council Panel on Home Affairs  
Special Meeting on 15 October 2007**

**Supplementary Information**

At the special meeting held on 15 October 2007, the Panel discussed the policy initiatives of the Labour and Welfare Bureau in promoting the well-being and interests of women (LegCo Paper No. CB(2)59/07-08(04)). As requested by Members, we have set out below examples of policy areas to which the Administration has applied the concept of gender mainstreaming:

**(1) Women's Participation in Government Advisory and Statutory Bodies (ASBs)**

Application of gender mainstreaming concept has resulted in increased gender awareness and sensitivity on the part of the appointment authorities in the appointment of ASB members. Furthermore, the following measures have been adopted to increase women's participation in ASBs:

- (a) in January 2004, the Home Affairs Bureau (HAB) announced an initial working target of at least 25% for each gender for the purpose of appointing non-official members of ASBs. With concerted effort of various bureaux and departments, the aforementioned gender benchmark of 25% was attained in December 2005.
- (b) all submissions making recommendations for appointments to ASBs include a paragraph on gender consideration. The paragraph highlights, inter alia, the current position of women's representation on the particular board or committee and the impact of the proposed appointments on gender balance.

- (c) bureaux and departments have taken proactive measures to reach out to, identify and cultivate women who are willing and able to contribute to community service. Furthermore, they have encouraged women to submit their curriculum vitae to the Central Personality Index.
- (d) when asked by other bureaux and departments to nominate candidates for appointment, HAB would seek to ensure that at least 40% of the nominees are of either gender.

(2) **2006 Population Bi-Census**

The Census and Statistics Department applied the Gender Mainstreaming Checklist in the areas of design of questionnaire, recruitment of temporary field workers, training and publicity for the 2006 Population Bi-Census in order to enhance the accuracy of the survey and effectiveness of interviews. For example:

- (a) regarding the design of questionnaire, it was clearly explained that “Household Head” could be male or female.
- (b) gender perspectives were integrated into the training for the 5,000 temporary field workers. For example, female field workers were advised not to wear high-heel shoes and the male field workers were trained of appropriate interview skills.

(3) **Government Publicity Programme**

After applying the Gender Mainstreaming Checklist, the Information Services Department has laid down a standard practice that bidders for the Government’s outsourcing exercises on the production of publicity items under major publicity campaigns and minor programmes are required to ensure that all work submitted to the Government do not contain any gender bias or inequality and gender stereotyping.

(4) **Publicity and Public Education Programmes of the Television and Entertainment Licensing Authority (TELA)**

TELA has applied the Gender Mainstreaming Checklist in its publicity and public education programmes pertaining to raising the awareness of the public on the importance of protecting the youth from being exposed to obscene and indecent articles. TELA has ensured that the publicity materials and messages do not contain any gender bias or gender inequality. Furthermore, various channels have been used so that the publicity programmes can be more effectively accessed by women.

(5) **Services provided to Victims of Domestic Violence and Review of the Domestic Violence Ordinance**

The former Health, Welfare and Food Bureau and the Social Welfare Department (SWD) have applied the Gender Mainstreaming Checklist in their review of services provided to victims of domestic violence and the Domestic Violence Ordinance. As a result, improvement measures, including the following, were introduced:

- (a) refuge centres for women have been established to address the specific need of female victims (and their children). Having regard to the facts that the shelter service did not cover boys over the age of 12 and that the victims might need to take care of their male children above that age, the SWD has since April 2006 contracted out one of the refuge centres (Wai On Home for Women) for operation and management by a non-governmental organisation. The new centre has been relocated to a set of larger premises with an increased total capacity of 50 places, which can accommodate boys over the age of 12 with their mothers where necessary.
- (b) SWD and the Police have strengthened training for the frontline social workers, police officers and other professionals who are responsible for handling domestic

violence cases, including enhancing their gender awareness and sensitivity.

(6) **Provision of Public Facilities and Design of Facilities in Buildings**

Having regard to the fact that women usually require longer time than men in using toilets, the Food and Environmental Hygiene Department (FEHD) has increased the WC compartment ratio (female to male) from 1.5:1 to 2:1 since April 2004 as a general guideline in planning FEHD public toilet facilities. Furthermore, the Buildings Department issued a practice note in May 2005 seeking to increase the provision of sanitary fitments for females in shopping arcades, cinemas and places of public entertainment. These measures help alleviate the long queuing time for women for using such facilities.

2. Members may also make reference to the experience sharing booklet entitled “Gender Mainstreaming: Hong Kong Experience” published by the Women’s Commission in January 2006. The booklet consolidates the experience of the Government in implementing gender mainstreaming and includes more examples and their impact. It has been distributed to Legislative Council Members in early 2006 and a copy is enclosed again for Members’ easy reference.

3. Other than the examples mentioned above, officers of many bureaux and departments are applying the concept of gender mainstreaming, i.e. considering the needs and perspective of both genders, in their daily work. Some examples include:

(1) in view of the growing awareness of the benefits of breastfeeding and the demand for the provision of more breastfeeding places in public areas, the Leisure and Cultural Services Department (LCSD) has included breastfeeding room as a standard provision in the planning of major new leisure facilities in order to meet the needs of women. Consideration will also be given to providing breastfeeding rooms wherever feasible when existing leisure facilities are renovated or upgraded. At present, there are

breastfeeding rooms in six recreation and leisure facilities. In the next three years, LCSD plans to provide breastfeeding rooms in 11 newly built recreation and leisure facilities, as well as in 14 existing facilities being renovated or upgraded.

- (2) The Hong Kong Police has consulted frontline police officers in the procurement of uniform and accessories (e.g. bullet-proof vest). Taking into account the differences in the body shape of male and female, suitable modifications to the material and design of uniform have been made in order to meet the different needs of male and female officers.
- (3) The Government Laboratory has consulted its staff on its office relocation exercise. Improvement to the design of office layout was made having considered the expectation on security of staff of different genders.

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