

Paper on
“The Future Development of
Women Service in Hong Kong”

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July 1997

CONTENT

- I. Introduction
- II. Framework of the Paper
- III. Situations of Women in Hong Kong
- IV. Needs and Problems Faced by Women in Hong Kong
- V. Problems Encountered in Various Social Systems
- VI. Existing Social Service for Women in Hong Kong
- VII. Suggestion and Resource Implication
 - 1. Professional Training
 - 2. Women-Centred Approach in Existing Services
 - 3. Women-Centred Service Centers
- VIII. Implication to the Hong Kong Council of Social Service

Appendices

- Appendix 1. Accommodation and Cost for the Women-Centred Service
- 2. Membership of Working Group on Women Service
- 3. References

I. Introduction

In the past decades, there are rapid changes in social, cultural, economical and political aspects of the Hong Kong society. These include increasing educational and job opportunities open for women, upsurging divorce rate, changing family structures along with the growing awareness towards the concept of gender equality. At the same time, there is a higher percentage of women becoming better educated; they took up jobs, built up their work career and actualized their aspiration as individuals along with their obligated duties in families as parents and carers of other family members.

The roles of women in Hong Kong have been getting more complicated and demanding than the past. Since 1984, the Community Development Division (CDD) had set up a Working Group on Women Service, to study gender related issues and services delivered to women in Hong Kong.

To review the mode of service delivery for women, the Working Group had conducted three surveys on "Women-service in Hong Kong" in 1985, 1990 and 1996 respectively. As reflected from the findings, there have not been much changes in the provision of women service in the past years in terms of working approach, format and objectives. The mode of service delivery are mainly bounded by traditionally defined sex role where women's needs are perceived as needs mainly arising from the role of wife and mother. Besides, findings also revealed that many social service units were serving married women and housewives as their major targets. Over 83% and 98% of responding service units were serving this category of women in 1985 and 1990 respectively. There was still 67% of responding service units taking married women as the main target in 1996. As a note of interest, around 30% of the responding agencies indicated that they did not render specific programme for women.

The provision of women services solely responding to one's role as a mother or a wife in the family would tend to subside their needs as an individual. The existing social welfare policies and social work practice seem to remain largely "GENDER-INSENSITIVE" and neglect women's INDIVIDUAL needs. An alternative paradigm which is based on the ideology that women are not only members of the family, but also unique individuals with their own specific need is thus proposed. In other words, a "Women-centred Approach" treating women as individuals with needs of their own should be the future direction of women service development.

II. Framework of the Paper

To develop a social work practice that will respond to the impact of social change on gender roles and gender relations, the horizon of such practice should extend beyond simply "adding" women as another deprived clientele for social service. The core of such service is to develop and provide an alternative paradigm in re-conceptualizing, reviewing, and developing social welfare policy analysis and social work practice that can be responsive and proactive towards gender issues in Hong Kong.

With the above view, this paper would then address at:

1. Examining the existing situation of women in Hong Kong.

2. Pointing out the impact of confining women's role as traditionally defined sex role segregation. Included in such a discussion is the assumption which defines women exclusively by their family roles - as wives and mothers, as nurturers and carers, but seldom taken as an individual person of and with her own self. In many cases, women are being considered as the "weaker sex" and their self development is restricted by social institutions.
3. Reflecting on the assumptions which overstress woman as a member of the family and the family to remain as an intact unit. Such basic assumptions do not address many of the problems that women are facing. For example, battered women are often denied access to protection or assistance, so as to preserve an intact family or "for the sake of the children". The need to maintain the family as a unit as the paramount value reflects the unconscious yet damaging indication that an intact family is more important than the physical or psychological safety of an abused woman.
4. Examining existing services and identifying gaps in current service models in responding to women as an individual with specific needs.
5. Based on identification of women's needs, the existing service mode, and insight from several experimenting women service models, the paper will further outline existing situation, programmes and service which can respond to problems faced by women. The integration of gender sensitive practice in all social services and policies would be essential for the success of such approach.

III. Situation of Women in Hong Kong

Hong Kong is a developed and affluent city. According to existing legislations, women enjoy the same rights as men in education and employment. However, the level of educational attainment, the labour participation rate and types of jobs enrolled still indicate significant difference between men and women.

1. General Profile

In 1996, the population of Hong Kong rises to 6,217,556 with male and female accounting for 49% and 51% respectively. As female has a longer life expectancy than male, the number of elderly women far exceed their male counterpart at the same age. Accordingly, for the age group over 65 or over, the population of male to female were 282,822 (45%) to 346,733 (55%) respectively in 1996.

2 Educational Attainment

Regarding educational attainment, the number of women who had attained tertiary education is less than that of men. Referring to the "Percentage Distribution of Population Aged 15 and Over by Educational Attainment and Sex" in the Census reports, the proportion of male and female who attained tertiary education were 13.0% and 9.4% in 1991 and 17% and 13.3% in 1996 respectively.

3 Employment Situation

3.1 Labour Participation Rate - Over a million of women belong to the economically active population in 1996. There had been a consistent increase of labour participation rate for women.

Labour Participation Rates %

| | | | | | | |
|-------|------|------|------|------|------|------|
| | 1961 | 1971 | 1981 | 1986 | 1991 | 1996 |
| Women | 36.8 | 42.8 | 49.5 | 51.2 | 49.5 | 49.2 |
| Men | 90.4 | 84.7 | 82.5 | 80.9 | 78.7 | 76.6 |

It was undoubted that the increase of labour participation rate for women would naturally contribute to an improved status of women in society. However, labour participation rate for those women aged 20-24 was 76.9% in 1996. For those women aged 30-34 and 35-39, the rate dropped to 68.79% and 58.1% respectively. These figures also imply the sex-role division of labour that women are responsible for household work and looking after children and the labour participation of women is often affected by their child-bearing and family roles.

3.2 Types of occupation - A closer look would reveal that there was still a great difference among various types of jobs taken up by male and female. In 1995, 16% of total male workforce as compared with 8% of female engaged in professional and managerial jobs whereas 37% of male vs. 69% of female enrolled in clerical, sales and unskilled jobs. Women usually occupy most of the lower paid and unskilled position.

3.3 Double shifts for working women - The high level of gender division of labour expecting women to perform household chores and child-rearing pose further burden on working women. It is not uncommon that working women used to take up double shifts work - working both in the workplace and in the family. Study by Chu Wai-chi & Leong Sai Wing (1995)¹ confirmed that a high proportion of working women were also required to take up household chores.

4. The growing number of New immigrants

With a daily average of 150, there are 54,750 new immigrants entering Hong Kong annually. According to official figures, male and female new immigrants accounted for 23.7% and 76.3% respectively. Undoubtedly, new immigrants face a series of adjustment problems. The situation of new immigrant women is much worse. They encounter not only the spouse relationship adjustment, but also the child-rearing and financial situation; not to mention their personal adaptation to a different social context.

5. Issue of Gender equality

In recent years, we have witnessed a growing awareness and the articulation for the improvement of gender equality. These include: the demand for the adoption of the United Nation's Convention for the Elimination of Discrimination Against Women (CEDAW), the publication of the Green paper on equal opportunities for men and women in 1993, the growing consensus among citizens on the rights of women to inherit land and housing in the New Territories in 1994, the enactment of the Sex Discrimination Ordinance and the setting up of the Equal Opportunities Commission in 1996. The concern on gender equality was also expressed in the 4th UN International Conference on Women in 1995 and the subject had become a global issue and an international trend for policy planners and social service providers to consider the gender dimension in policy and service planning.

¹ Chu Wai-chi & Leong Sai Wing, 1995. "Gender Issue Reconsidered: Insights from the Study of Housework Sharing" 1993. HK-HKIAPS, CUHK.

IV. Needs and Problems faced by Women in Hong Kong

A woman can face multiple problems at the same time. For instance, a woman can be a new immigrant, a housewife, an employee and, at the same time, a lone mother. These problems are mutually reinforcing, e.g. being a new immigrant is difficult, but being a new immigrant lone mother trying to take up a job could be much worse.

In the following paragraphs, we have identified several women groups who are usually served by our profession. These include: housewives, women in employment, elderly, disabled women, lone mother and divorced women, new immigrants, battered wife and women facing sexual harassment. Such description are by no means exhaustive and figures are quoted whenever available.

1. *Housewife*

1.1 Confined by traditionally defined division of labour and sex role stereotyping, women are expected to be housewives and carers of the family, i.e. the person mainly responsible for taking care of the family and solving family problems. It has become so 'natural' that only little support are provided by other family members or the government to women to take up these roles.

1.2 The growing emphasis on quality of home life and standard of parenting, without support from other members or the public, have placed heavy burden on women both physically and psychologically as an individual toward the family.

1.3 Woman's contribution to family housework or childbearing are often unpaid and domestic labour is considered as less contributive economically to the development of society. Housewives, without employment benefit, often lack retirement protection and legislative protection. They are not considered as a functional constituency in the legislature and do not have the right to vote.

1.4 Housewives often face a lot of problems such as isolation, loneliness, lack of self confidence, lack of social participation and opportunities for self development on (Caritas, 1996)². These problems are especially serious for full time housewives living in remote new towns, or among new immigrant women, or lone mothers.

2. *Women in Employment*

2.1 Having a job does not necessarily reduce women's burden at home. Many working women are facing the problem of 'double burden', as previously described. In fact, women are expected to place their priority to take good care of the domestic duties before they get a job. "Marital and family status and conditions are widely held to have a determining effect upon female labour force participation; an effect that is much more strongly felt by women than by men. Marital and family commitments have been a widely assumed rationale for limited female participation and for the patterning of such participation."

² 香港明愛社會服務部編印：「已婚婦女在家中處境調查報告」，1996

(Chinese University of Hong Kong)³ A statistical profile by The Chinese University of Hong Kong in 1995 pp.66)

2.2 In the labour market, women are often regarded as the reserved army and confined to unstable, temporary, low paid and casual jobs. In the midst of economic recession or restructuring, women are usually the first ones to be fired.

2.3 Sex and age discriminations against women also existed in the labour market. These are manifested in recruitment, job assignment and promotion process and become a phenomenon closely monitored by the EOC.

3. *Elderly Women*

Life expectancy for women was 82 years old and for men 75. The disadvantaged position of women in the labour market, the deep-rooted ideology of family wealth inherit by male breadwinner and the gender division of labour hamper the income security of women in older generation. In 1990, among the 45,148 old age Public Assistance recipients, 57% of them were women. In fact, the higher the age group, the larger the number of elderly women depended on welfare (SWD, 1990)⁴.

4. *Disabled Women*

4.1 In general, it is difficult for disabled persons to secure employment. For those who are engaged in sheltered workshop or supported employment, the average monthly wages are much less than regular median income⁵. Discrimination towards them is more serious particularly on the ground of sex and disability. They are frequently regarded as 'unprotected' and become vulnerable victims for sexual attack and other crimes. However, the special needs of disabled women such as housing, employment, education and health are far from being concerned. There are scarce statistics available to show the situations of disabled women in Hong Kong.

5. *Lone Mothers and Divorced Women*

5.1 In 1991, there were more than 34,000 single parent families in Hong Kong, and majority of these families are female headed. Quite often, single parent families have not been accepted as a normal form of family and sometimes, ever being labelled as pathological and problematic. Most social policies and services are till geared toward meeting the needs of 'conventional' families which is narrowly defined as two parents with at least one child.

5.2 Moreover, a number of women had experienced discouragement from divorce. Even when a woman is facing serious marital conflict with husband having extra marital affairs not supporting the family, she is always the one expected to pay more effort in solving the problem. In reality, many women are left to face and solve such family

³ Chinese University of Hong Kong Gender and Society in Hong Kong - A statistical Profile 1995 P.66

⁴ Report of the Working Party on Training and Employment for People with Disabilities July 1995

⁵ Research and Statistics Section, SWD Study of Public Assistance Recipients 1990 P.6

problems on their own. Their needs as an individual are being suppressed, if not neglected.

5.3 In most of the divorce cases, women are expected to take care of the children. However, many of these lone mothers are not provided with adequate support from their ex-spouse or from social services. Sometimes, they are forced to give up their jobs and have to depend on social security benefit which would trap them in poverty rather than helping them to develop a new life. For instance, single parent families accounted for 7.8% of CSSA recipients which equated to 12,599 cases in January, 1997.

6. *New Immigrant*

6.1 There are obvious difficulties for new immigrants to attain opportunities in employment, housing, education, and other social services. The situation is even worse for women who newly arrived Hong Kong. They are facing 'double discrimination' in both the gender and ethnic dimension. As revealed in a study conducted in 1996 by Chinese YMCA⁶, 46% of new immigrant women faced race discrimination while 38% faced discrimination in age, language and qualification not being recognised.

6.2 In view of the psychological hindrance of the newcomers and the safety of the children, most new immigrant women would not have any choice but to stay at home to look after their kids. Living in an unaccustomed environment with limited scope of activities, these women isolated themselves from the society. They have to be totally dependent on their husbands for financial and emotional support. The power inequality in the family is obvious.

6.3 Owing to the lack of information, new immigrant women are less resourceful to tackle crisis situations. Because of these unique situations, new immigrant women are more vulnerable to suffer from problems such as wife battering, unemployment, poverty, social isolation, lack of self confidence and lack of social participation.

7. *Battered Wife*

7.1 In Hong Kong, wife abuse is serious but inconspicuous. These incidences are usually under-reported because traditional Chinese culture considered wife battering as 'internal' family affairs.

7.2 As revealed by the Harmony House which provides shelter for abused women, calls to the organization's hotline have increased from a monthly average of 92 in 1991 to 212 in 1992, and to 282 in 1996. Most existing services only take care of those facing serious physical violence resulting in obvious physical injury. Minor violence not leading to injury, psychological abuse, sexual abuse, or rape within marriage are being neglected or less attended to.

⁶ 李慶偉、黎少慧：《中國新移民婦女到港後之生活需要問卷調查報告書》(香港中華基督教青年會康怡會所)一九九六年五月

8. *Women Facing Sexual Harassment*

8.1 Women are more vulnerable to sexual crime. Statistics of sexual violence and harassment are under-reported. Some members of the Public opine that victims of sex crimes are partly responsible because of their suggestive gesture or clothing or staying out late at night. Despite the painful process involved in reporting and court procedures, the number of rape cases reported increased from 75 in 1980 to 111 in 1990 and stayed at such level in the past few years.

V. **Problems encountered in various social systems**

On top of the particular problems faced by various vulnerable groups as aforementioned, women are encountering problems in social systems such as health, political participation, housing and education. The following examine these areas in which social workers often come across while working with women. These examples are not meant for a comprehensive evaluation but rather as hints for the development of gender sensitive practice.

1. Health

1.1 Despite the longer life expectancy, women suffer more from illness than men. This is especially obvious in diseases related to the reproductive organs and in mental illness. Women's health condition is shown to be closely related to their positions in the family and the workplace.

1.2 In the workplace, women face specific health problems. Health hazards related to white collar work are currently not protected by legislation. The hazards workers face at white collars work have not received sufficient attention from the society and the government. In a 1991 study on occupational health of typists, over half of the respondents reported on pain obviously related to their work, such as back pain, neck pain and arm pain. These jobs are often taken up by women.

1.3 A large scale study carried out in 1985 found that pregnant working women used medicine more often than housewives. Working women also suffer more from post-natal depression. The double burden of paid work and family responsibility was suggested to be an important cause.

1.4 In sum, women's dual role as carers of their families and as working women are all contributing to women's dissatisfactory physical and mental health.

2 Political Participation

2.1 It is obvious that women are under-represented in the formal political system. Generally, women lack the opportunities in participating in the political system and particularly standing for election. Up till now, housewives are not regarded as one of the functional constituency in the present legislature.

2.2 Women have less opportunities to develop their leadership in political parties, community organizations and labour unions. It is taken for granted that women are more suitable to take up supportive roles such as secretary and administrator rather than as leaders.

3 Housing

3.1 Social housing (including Public Rental Housing and Home Ownership Scheme) are designed around conventional families and neglects the needs of women in 'unconventional' families, such as lone mothers, single women and elderly women.

3.2 Private housing in which cubicles or share flats are common also pose difficulties for women in low-income 'unconventional' families. They are usually being labelled as problematic and it is difficult for them to obtain suitable and secure accommodation.

4 Education

4.1 The nine-year compulsory education implemented since 1978 had provided all children aged 6 to 15 basic education. The gender gap in primary and secondary education levels has been diminishing. However, as cited earlier, there are still less women obtaining tertiary level of education than men.

4.2 Gender segregation in subjects such as engineering, medicine, social work and nursing are still very obvious and serious, and there is no sign for improvement.

4.3 Further, most of the curriculum and teaching aids, from kindergarten to tertiary education, are gender bias. A study on Gender Roles in Primary School textbooks in Hong Kong in 1993⁷ had clearly reflected the phenomenon. The analysis were :

“The treatment of gender roles by these textbooks does not accurately reflect the part played by females in social and economic activities, whether in our contemporary period or in history. Hence, it appears that textbooks on these three subjects (Chinese Language, Social Studies and Health Education) have failed in their mission of fairly and accurately representing the gender roles in our society.”

VI. Existing Social Service Provision on Women Service in Hong Kong

In past decades, social services in Hong Kong had grown both in number and in kind; and each has its own domain and service boundary. As reflected in the Five Year Plan for Social Welfare Development, no specific service program was designed to cater for the integrated need of women. Women are being served as one of the service recipients in services for different age groups such as elderly, children and youth services or family and community services and not the main target of the programmes.

The following reviewed the Objectives and focus of these existing services:

1. Family and Child Welfare Service

The overall objectives of family welfare services are to preserve and strengthen the family as a unit and to develop caring inter-personal relationship, to enable individuals and family members to prevent personal and family problems, to deal with them when they arise and to provide for the needs which cannot be met from within the family. The main focus of work is to help clients solve their family and/or interpersonal problems through

⁷ Au, Kit-chun Gender Roles as Defined in Primary School textbooks in Hong Kong, 1993

counselling and sometimes, therapeutic group work. Women is one of the target groups being served.

2. Family Life Education Service

This service aims to improve family relationship and the quality of family life through organising different form of promotional and educational programmes. In a way, it helps to broaden the horizon of women's family relationship.

3. Children & Youth Services

Services for children and youth (C&Y) are provided for those aged between 6 and 24. A degree of flexibility should be exercised to encourage those aged over 24 to retain an association with the services by volunteering. Within this flexibility, many C&Y centres have arranged services for women though they are not their major target. As revealed in the HKCSS 1995 Survey, the programmes provided by these centres for women were mainly on social aspect such as their role in family.

4. Services for the Elderly

There are a wide range of elderly services including multi-service centres, day care centres, social centres and residential care services. These services emphasize on the provision of social and recreational activities fulfilling their psycho-social needs, and enabling them to retain their self respect, and to remain as contributing members of the community.

5. Community Development Services

Community development services focus on the needs of the community as a whole and women had been identified as one of the deprived groups for empowerment. According to 1995 survey on women service in Hong Kong, more than 90% of NGO-community centres while about 1/3 of all NLCDP teams organised specific services for women.

6. Rehabilitation Services

The goals of enhancing the full participation in social life and development and of equalization of opportunities for disabled persons, is stated the overall objective of rehabilitation service. There is a substantial emphasis on empowerment such as rights, access to services and etc. for different disabled groups. However, disabled women are not distinguished as a particular group to be served.

As reflected above, different services have their own domain, focus and objectives. It is not obvious nor easy to visualize how different services could integrate and coordinate their effort to oversee, coordinate and deliver service in accordance to needs of women.

Recently, a number of NGO including Hong Kong Federation of Women's Centre, Hong Kong Women Workers Association etc., started to provide women service adopting the women-centred approach. These services have advocated for assisting women in needs and to release them from the gender stereotyping and role segregation. However, they are still not fully

subvented by Government. The inadequacy of financial support would definitely affect the development of these services.

Subsuming services for women under the existing services would tend to subside the specific needs of women as a whole. A specialized centre for women would champion the specific situation and needs of women and facilitate, in a quicker speed, the development of programme and consolidated of relevant experiences.

VII. Suggestion and Resource Implication

Based on the above discussion, the following programme and service which pose an alternative to respond to women clientele's need are proposed. These are:

1. Professional training for social workers

The gender insensitive services neglect the individual need of women and always trap them in the traditional role unconsciously or unintentionally. It is high time to have a gender sensitivity in our profession and practice:

- i. For the frontline workers, constant reflection on one's attitude towards gender and sensitivity towards individual need of women would be an essential requirement.
- ii. To build up workers' gender sensitivity, in-service training is urgently needed. Seminars and workshops on gender issues should be launched to for enhancement of self reflection and equipment of workers' knowledge on gender issues would be essential.
- iii. To provide a more accurate grasp on information and analysis on situation of women in Hong Kong, gender studies should be conducted to enrich the knowledge on women which form the building block for more advance service planning and development.
- iv. Institutions with social work training should incorporate gender issue and women study into their curriculum and better still, to develop a gender specific degree option with reference to similar overseas experiences.

2. Women-centred approach in existing social service provision

2.1 Existing gender-insensitive social work practice has lagged behind the changing scenes and ineffectively respond to women's specific need as individuals nor working towards the elimination of gender inequality.

2.2 A comprehensive need assessment is an essential step for "women-centred approach" service planning should include economic, political, social as well as personal and psychological aspects. The concept of case management could be adopted with emphasis on service users' choice and rights to social service. The case manager should be responsible for the overall services coordination and development of the service plan. Mechanism to involve women clientele in the programme design and to review the service plan should be established to widen women's choice and to collect feedback for

future development. Outlined below is the dimension for a comprehensive need assessment:

2.3 Aspects to be considered for a comprehensive need assessment

Social aspects: - family responsibility and division of labour within the family
- relationship with family members
- need for social activities
- communication ability
- knowledge of the communities and social services

Political aspects: - knowledge of existing policies
- participation

Economic aspect: - job-training need
- living condition
- personnel assets and economic situation

Personal & psychological aspect:
- health need
- personal care ability
- emotional need

Each service unit could render service with women-centred perspective based on their capacity and resource available.

3. *Women-Centred Service Centre*

i. Rationale

An alternative women centre has preferential values which are different from the conventional social norms and values. Existing social welfare policy has its basic assumptions that women should play the role as a “wife” or “mother” rather than being treated as an individual and the family service aims at strengthening the function of the family. The women centre thus set up aims to provide an option to women that their individual need is being recognised.

Based on different ideology to treat women as an individual, the women centre provides alternative, pioneer and territory-wide service to women besides family-oriented services. Women should be able to develop their self consciousness through a supportive and favourable environment as well as various opportunities provided by the women's centres. Besides, it should also provide supportive service to women in crisis and to enhance women's self confidence to face difficulties.

ii. A proposal for a women centre in Hong Kong

1. Aims of the women centre

- a. To serve as a modeling function for existing social service to deliver “women-centred approach” service and develop theoretical base for “women-centred approach”.

- b. To cater for the special needs of women in the changing society. These include three aspects: social, economic and political empowerment.
- c. To provide supportive service to women through developing their potential and creating community networks for them.

2. Services to be provided

- a. Setting up three empowerment teams for women's development

Empowerment work would be the main approach adopted to enhance women's awareness in self consciousness and on the gender concept. Three aspects of empowerment work in social, political and economic aspects are highlighted. The social worker in the women's centre not only acts as service provider, but also an advocater and educator in organizing women together to speak out their needs. Three empowerment teams should be set up with the following objectives:

Social empowerment refers to the ability to access to knowledge and information as well as to build up support network. Through setting up a women development centre, women acquire the right for self development, to be assertive of her own needs, to develop self confidence and competence through community participation. Most importantly, their sense of isolation will be lowered through participating in mutual support groups.

Political empowerment refers to the protection of women's rights and the advocating for women's services from Government. Women centre provides channel for women to participate in community issues and women's movement, which helps to eliminate their sense of helplessness towards their own crisis. Women are able to understand that their problems related to the society as a whole and they need to organize together to achieve policy change.

Economic empowerment refers to facilitating women to participate in economic activities so as to build up their confidence to be economically independent. Many of them are being excluded from the economic market owing to lacking relevant skills (as their skills are losing market value owing to changes in economic environment), time restriction or caring burden. The activities in the women's centre may be paid. The range of jobs should be as less capital investment as possible such as childcare, group counseling, doing the bookkeeping or offering services for the participating mothers, for instances: hairdresser-service, secondhand shop, beauty parlor, sewing courses, messenger, computer typing, household repair services, catering services, nutrition counseling, ironing service, etc. Although they may not earn too much, it creates space for women to try out different skills so as to raise their confidence, to let them have experience in work world and to relieve a little bit of household budget burden.

b. Setting up a crisis team for women in need

The women centre should also provide drop-in service for women in crisis. A counseling team should be set up to provide hotline service, gender-sensitive counseling and support groups to women in need.

Such service serves as a demonstration rather than as an overlap with existing family service. The aim of counseling is to empower clients and maximize her potential by building up new experiences so as to lead an independent life and be a responsible person. The client is seen as someone with skills and experiences to be built on, rather than approaching her as a person with problems. She is helped to understand that her experience has been shaped by external forces. She is encouraged to be more self-confident and to examine the society in which she lives.

c. Setting up a supportive team for women coming to the centre

Through the establishment of a library and childcare service, women are able to access to new knowledge and release their childcare burden while attending groups or programmes in developing themselves.

iii. *Service target*

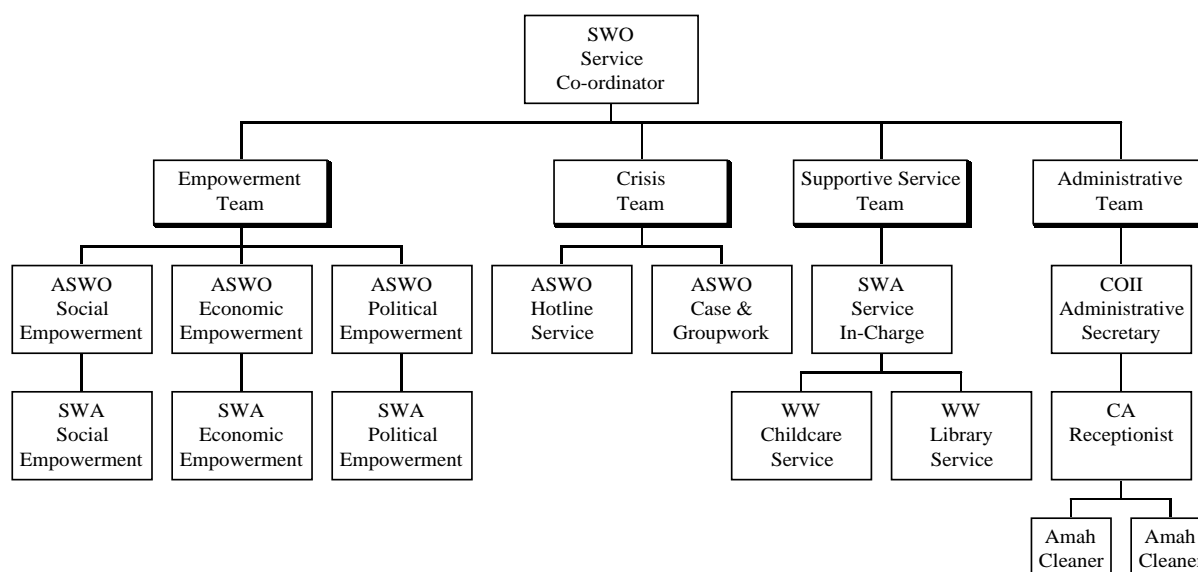
Women in general

iv. *Period*

The project should be implemented for 3 years and an evaluation exercise should be conducted afterwards to consider possible future development.

v. *Staffing of the women's centre**

Organisational Chart of Women's Centre



*Remark: The proposed structure is for agencies' reference only. To help promote the women-centred approach, it is advised also to set up a research team for the development of women service models. For detailed information on accommodation and cost of the centre, please refer to appendix 1.

VIII. Implication of Women Service Development to HKCSS

The HKCSS is basically involve in the planning and policy recommendations and coordination of existing services as well as pioneering of possible new area for service development. In view of the growing number of organizations, including family services agencies, C&Y service, CD services and etc. in serving women, a stronger co-ordination among different services is necessary. In the promotion of social services for women, HKCSS should set up a specialized Committee on Women Service with the following functions:

1. To promote the coordination and improvement of services for women among organisations.
2. To raise the public awareness on gender sensitivity especially among social work profession
3. To advise on and pursue women related issues.
4. To keep an update account of existing services for women in Hong Kong and to develop necessary resource for service development.

Accommodation and cost for the women-centred service

i. Accommodation

| Description | No. | Areas required m ² | Remarks |
|--------------------------------|-----|-------------------------------|---|
| Office for Oi/c | 1 | 7.5 m ² | Single office for 1 SWO |
| General Office | 1 | 85.5 m ² | 13 staff |
| Reading Room Reception Counter | 1 | 5.0 m ² | |
| Interview Room | 2 | 4.3 m ² | Counseling service |
| Meeting Room | 1 | 2.5 m ² | Hotline service |
| Activity Room | 2 | 50 m ² | For organizing activities, small group meeting etc. |
| Computer Room | 1 | 50 m ² | Computer courses |
| Audio-visual Room | 1 | 50 m ² | For film show |
| Hall | 1 | 200 m ² | For large meeting |
| Childcare Room | 2 | 50 m ² | |
| Toilets | 5 | 75 m ² | 4 toilets and 1 toilet for disable person |
| Store | 1 | 10 m ² | |
| Pantry | 1 | 10 m ² | |
| Cooking Room | 1 | 15 m ² | For cooking classes |
| Total | | 614.8 m ² | |

ii. Cost of project for 3 years (According to MPS for 1995-96)

| Items | Expenditure | Remarks |
|---------------------------------|--------------------|------------------------------|
| Personal Emoluments | '000 | Including provident fund |
| 1×SWO | 495 | 1 SWO for 1 year |
| 5×ASWO | 1388 | At least 2 years experiences |
| 4×SWA | 789 | At least 2 years experiences |
| 2×WW | 314 | At least 2 years experiences |
| 1×CO II | 122 | |
| 1×CA | 101 | |
| 2×Amah | 179 | |
| PE × 3 years | 3,388 × 3 = 10,164 | |
| Other charges | | |
| Programs | 100 | |
| Administrative expenses | 200 | |
| Other charges for 3 years | 300 × 3 = 900 | |
| Renovation and fitting out cost | 2,000 | |
| Equipment's & furniture's | 1,000 | |
| Rent & Rates | 0 | Subsidy by SWD |
| Total | 14,064 | |

Total cost for setting up a women's centre for 3 years: \$ 14,064,000

Remarks: (1) Repair and maintenance expenses will have subsidy from S.W.D.
(2) Lift construction cost is provided by the Government

Membership of the Working Group on Women Service (1996-97)

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| *Ms. WONG Wing Han | The Neighbourhood Advice-Action Council |
| Ms. IP, Erica | St. Jame's Settlement |
| *Ms. NG Wai Ching | Mongkok Kaifong Association Limited Chan Hing Social Service Centre |
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| *Mr. CHAN Kam Wah | Hong Kong Polytechnic University |
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