

Master plan for promoting gender equality
The revenue Department
Fiscal year 2004 – 2006

Vision

All Revenue Department officers should be aware of other's potential, and respect the rights of opposite sex and treated equally.

Objectives

1. Create fully-operated and modern human resource's database which can distinguish the gender of officers.
2. Create individual taxpayer database that can distinguish genders
3. Enhance officer's efficiency and create measures/guidelines regarding gender equality
4. Officers acknowledge and respect the rights of different genders
5. Create gender equality oriented workplace atmosphere to support the operations
6. Allocate funds to support the act for gender equality promotion

Missions

1. Update the database to distinguish the gender of the officers and individual taxpayers to help assist with services in accordance with gender equality principle
2. Set up an awareness training for officers to understand and adapt freedom rights between men and women roles
3. Proceed with human resource management plan by following cabinet resolutions and Office of The Civil Service Commission's rulings on gender equality and human rights principles
4. Improve workplace to be more suitable with differences between men and women
5. Publicise information regarding gender equality promotion
6. Create network between public organisation and other private agencies
7. Secure funds to support gender equality promotion

Main Strategies

1. Data and statistics regarding the gender of officers and taxpayers
2. Development of human resource and workplace environment
3. Creating network to promote equality

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Main strategies	Operational Strategies	Expected results	Responsible agencies	Duration
1. Data and statistics regarding the gender of officers and taxpayers	1.1 Update the database to distinguish the gender of the officers and individual taxpayers	1.1.1 Database can separate the gender of officers and taxpayers	1. Bureau of Information Technology 2. Human Resource management unit	Start from fiscal year 2004 onwards
2. Development of human resource and workplace environment	2.1 Set up an awareness training for officers to understand and adapt freedom rights between men and women roles	2.1.1 Trained officers have awareness about freedom rights between men and women roles	1. Performance improvement unit 2. Bureau of Information Technology 3. Human Resource management unit 4. Bureau of Secretariat	Start from fiscal year 2004 onwards
	2.2 Promote human resource management in accordance with gender equality	2.2.1 Human resource management in accordance with equality, human rights, cabinet resolutions, and Office of The Civil Service Commission's rulings	1. Performance improvement unit 2. Human Resource management unit 3. Training centre 4. Bureau of Secretariat	Start from fiscal year 2004 onwards
3. Creating network to promote equality	3.1 Create a network within the department and with other organisations	3.1.1 Gender equality promotion centre	1. Performance improvement unit	Start from fiscal year 2004 onwards
	3.2 Publicise information regarding gender equality promotion	3.2.1 Constantly publicise information regarding gender equality and freedom rights	1. Performance improvement unit 2. Bureau of Information Technology 3. Bureau of Secretariat	Start from fiscal year 2004 onwards