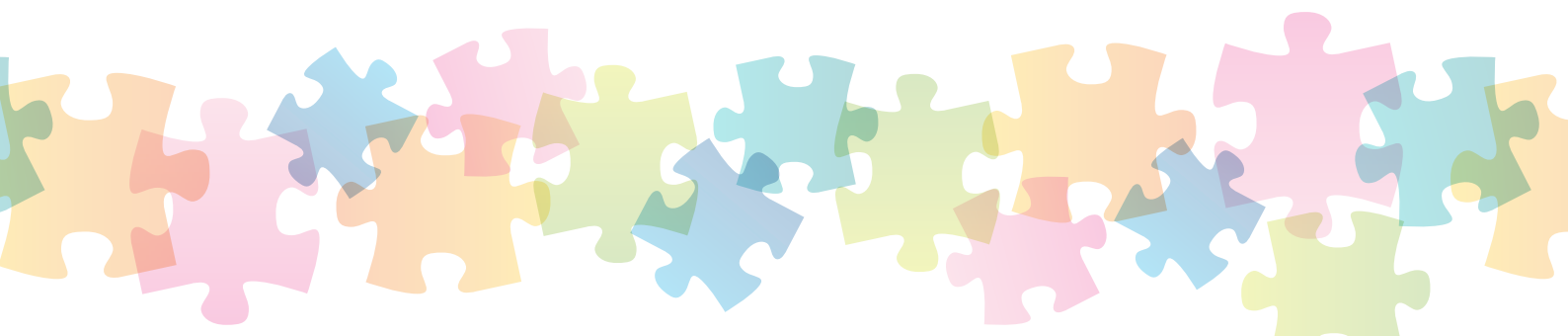




香港婦女中心協會
Hong Kong Federation of Women's Centres



2015-16 年報 Annual Report



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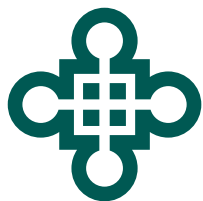
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機構簡述

Agency Profile



以四個代表婦女的符號組成。四個符號緊扣一起，意味著婦女無分年齡、階層、信仰和種族，手牽手團結一起，以集體力量表達婦女需要，推動婦女權益和地位。

The logo of the Hong Kong Federation of Women's Centres comprises of four symbols representing women. These symbols are tightly intertwined to represent unity among women despite differences in age, social background, religion and race. Collectively, women from all strata strive to express women's needs and inspirations and to promote women's rights and social status.

機構歷史

在20世紀70年代末，香港婦女協會（現已解散）的「反強姦運動」成功引起了公眾對當時傳媒處理性暴力受害者新聞的關注。及後，組成了婦女中心小組委員會；並於1981年5月5日開設一條處理公眾查詢的熱線，專線設在前市政局委員葉錫恩女士的辦公室內，由一群熱心義工負責接聽。1985年，婦女中心建址深水埗麗閣邨；1989年8月成為香港公益金成員機構。雖然仍隸屬於香港婦女協會，但婦女中心持續發展，並有獨立的執行委員會。1992年9月，婦女中心宣佈獨立並易名為「香港婦女中心協會」以邁向新的方向。1996年，香港婦女中心協會在大埔太和邨成立太和中心，擴展新界區的服務。協會於2014年及2016年分別於粉嶺及上水開設第三及第四所中心，名為「慧思薈」，進一步拓展新界北區的服務，服務更多有需要的家庭。香港婦女中心協會現時是香港社會服務聯會的會員機構，並於2002年取得聯合國經濟及社會理事會特別諮商成員地位。

信念

妳是一個獨立的人
妳可以發展自己的才能
妳可以有自己的選擇
妳需要有自己的時間
妳需要保護自己

使命

1. 提高婦女的權益和地位。
2. 協助婦女發展個人潛能。
3. 與其他關注婦女問題的組織及團體互相配合。
4. 就婦女的需要及所需要的資源分配向決策機構提出建議，使服務臻於完美。
5. 發展有利婦女之資源及服務。

History

In the late 1970s the Hong Kong Council of Women (HKCW) (now disbanded) conducted a successful campaign to highlight the handling of rape victims by the media. This 'War on Rape Campaign' was followed by the formation of the Women's Centre sub-committee which opened a telephone line on 5 May 1981 to handle public enquiries. The telephone service was manned by volunteers in a back room of the office occupied by the former Urban Councillor, Ms Elsie Hume. In 1985, the Women's Centre acquired its own premises in Lai Kok Estate, Sham Shui Po, and in August 1989, it was accepted as a member of The Community Chest of Hong Kong. While still affiliated to HKCW, the Centre continued to develop and had its own dedicated Executive Committee. In September 1992, the Women's Centre was subsequently renamed the "Hong Kong Federation of Women's Centres" (HKFWC) in order to chart a new direction for itself. In 1996, the HKFWC established its second centre in Tai Wo Estate, Tai Po, thereby expanding its services in the New Territories. With the increased demand in women-centred services, two new centres – WISE (Women In Self Enhancement) – were set up in Fanling in 2014 and in Sheung Shui in 2016 so as to serve more women and families in-need. The HKFWC is a member agency of The Hong Kong Council of Social Service, and in 2002 acquired Special Consultative Status with the Economic and Social Council of the United Nations.

Our Belief

She is independent.
She can develop her abilities.
She can make her own choice.
She needs to have her own time.
She needs to protect herself.

Mission

1. To promote the rights and status of women.
2. To help women develop their individual potential.
3. To collaborate and co-ordinate with agencies and groups concerned with women's issues.
4. To advise decision-making bodies on the needs of women and the resources required to meet these needs effectively.
5. To pioneer the development of resources and services that are in the interest of women.

名譽會長獻辭

Message from the Honorary President

過去這些年來，我有幸能一直見證著香港婦女中心協會各項無與倫比的工作。2015至2016年，是協會又一個成果輝煌的年度。本年報簡述了過去一年協會在輔導及法律支援、經濟及健康充權、社會參與、持續教育、義工發展及倡導方面的各類工作。

全因為愛，我們才可以齊心協力，幫助香港的婦女發展所長。有愛，就有希望；有愛，就有力量。我衷心感謝所有的執行委員會成員、前線同事、會員、義工、捐款者及合作機構多年來對協會的支持與鼓勵。

謝謝大家，讓我們一同迎接豐盛的新一年！

Over the past years I have had the great pleasure of watching the tremendous work that the Hong Kong Federation of Women's Centres (HKFWC) has done. 2015-16 was another fulfilling and successful year for HKFWC. This 2015-16 Report encapsulates the key events and activities of our Federation in the areas of counseling and legal support, economic empowerment, health empowerment, social participation, continuing education, volunteer development and advocacy during this period.

I must say that it is with love that this great work to help women in Hong Kong develop their greatest potential is made possible. And with love, there is hope. With love, there is strength. As we continue into the year 2017, I would like to thank all Executive Committee members, frontline colleagues, members, volunteers, donors and partnering organizations for their ongoing dedication to, and support for, the values that have made the HKFWC what it is today.

Thank you and let us look forward to another remarkable year!



陳保璋博士
Dr Chan Po-king,
Betty

名譽會長
Honorary President



主席感言 Chairperson's Remarks

不知不覺，香港婦女中心協會已渡過三十四個寒暑。年初，賽馬會麗閣中心在裝修及添置用具後，以一個全新形象及設計重新投入服務，讓我們可以更好地為社區服務，為此我們衷心感謝香港賽馬會的慷慨資助。

我們首個以自負盈虧概念經營的「慧思薈」在2014年於粉嶺正式開幕，其初步成功經驗，以及北區持續增長的婦女服務需求，使我們更有信心將慧思薈的理念延伸，為不同地區的婦女提供更多元化的培訓及服務模式。此外，同事亦嘗試發展更多有趣而且適合婦女的工作種類，當中包括全職、兼職和自僱工作，也有許多不同類型的自僱團隊相繼成立，為婦女在就業的時候有更多和更靈活的選擇。

在家庭照顧崗位上，婦女依然吃重。社會上對優質廉價的幼兒及長者照顧服務的需求仍然殷切，使婦女經常在工作和家庭的責任中不斷拉鋸。我們一直積極關注有關議題及倡議政府推行適合的政策。並得到不同類型的資助，讓我們在各中心提供可負擔的託兒服務，服務基層家庭。

在推動環境保育工作方面，我們繼續推行社區可持續發展及食物分享項目，例如獲香港公益金支持的「好惜食」計劃，我們從街市檔攤及麵包店收集食物，然後將之分享予有需要的家庭，這不僅減少對環境影響，並同時傳遞關愛和社區分享的精神。

This year, we were able to move back to the newly renovated Lai Kok Centre. We sincerely thanked the generous support from the Hong Kong Jockey Club for their full support of the expenses for the renovation. With a new look and the customized design for various services, we hope to better serve the community.

The first WISE (Women In Self Enhancement) service centre was opened in 2014 in Fanling, which symbolized our belief in self reliance. The initial success of a self-financing service centre and the increasing service demand in North District gave us confidence to set up the WISE sub-unit. In small steps, we look forward to try out more training and service models for women in different locality. Furthermore, our staff attempted to expand the varieties of training and employment to the more interesting and fashionable ones. Apart from full time employment, part-time and self-employment were explored. It was good to know that a number of self-employed teams of various business nature were set up, giving women more choices and greater flexibility as they enter the job market.

Affordable and quality child care and elderly services in the community are still in great demand which always torn women between work and family responsibilities. We have advocated for appropriate services and policies as well as running childcare support in our service centres with the support from various funding bodies.

We did not neglect our concern in the environment and continued our work on sustainable development and food sharing. For instance, food donation from the wet markets and bakeries and food distribution were essential to the needy, and the food sharing initiative was able to further its impact with funding support by The Community Chest of Hong Kong being a time-limited project.

倡議工作仍然是我們的重點項目之一，特別是由不同的持份者就特定議題所組成的關注小組，例如：退休保障、照顧者津貼和父母責任等關注小組。我們珍惜關注小組中互動與交流的過程，亦感謝同事促進婦女就相關議題發表意見。

在協會架構方面，我們召開了一次特別會員大會，並於2015年11月成功成立了一家擔保責任有限公司。現時我們正在把機構資產從「社團條例」下的婦女中心轉移至新成立的公司。

為配合協會及服務長遠規劃，我們展開了員工及薪酬架構檢討，使協會與時並進，充滿活力，促進員工成長和服務發展。

協會的各項成果及發展，實有賴同事的付出、義工及顧問的熱忱和積極參與，以及捐款人士及合作夥伴的大力支持，在此謹衷心感謝大家，並請繼續支持我們，讓我們一同努力，建立一個更好的社區，攜手迎接協會35週年！

Advocacy remains genuine in our work. The formation of concern groups on various issues such as retirement protections, carers allowance and parental responsibilities. We treasured the interactive process and thanked the staff in facilitating the women to give their voices to relevant stakeholders.

As regards organizational structure, an EGM was held and a new company limited by guarantee was successfully set up in November 2015. Transition work of necessary documents to the new company from the existing HKFWC formed under the Societies Ordinance was in progress.

To match with the organizational and service development, we also started the review on staff and salary structure, making the HKFWC a vibrant place with service and personal development.

The achievements would not have been possible without the dedication of our staff, enormous enthusiasm of our volunteers, consultants and advisors and the unfailing support of our donors and collaborators. We offer our sincere thanks to you all and appeal to your continuing support in our efforts to bring a better community as we look forward to the 35th anniversary of the Federation!



陳翠璋博士
Dr Chan Chui-king,
Liliane

執行委員會主席
Chairperson



總幹事報告 Director's Report

2015年是我們過得忙碌而又充實的一年。

We had a busy but fulfilling 2015!

在賽馬會麗閣中心裝修期間，我們搬遷到一所細小的商廈辦公室繼續維持服務，直到11月才搬回經翻新後的中心。過程中遇到不少困難，但我們還是一一克服下來。

We managed to vacate the premises at Lai Kok Estate after 15 years of occupancy for the renovation, maintained our services in a small office in a commercial building nearby, and moved back to the nicely refurbished centre in November. The process was not without obstacles but we are lucky to settle each one of them with easy.

遷回麗閣中心後，我們隨即開展兩個服務計劃，包括為單親婦女及新來港婦女建立互助網絡，以及加入社區建立及社區經濟元素的「好惜食」計劃。

Upon moving in, we kicked started two new projects in Lai Kok Centre to build a support network of single mothers and new arrival women from the Mainland, as well as to sustain and expand the Cherish Food project by adding an element on community building and community economy.

在2014年9月於粉嶺建立第三所服務中心——慧思薈後，我們見到該區對於婦女服務的需求龐大。鑑於現有中心的使用率趨向飽和的情況下，我們在同一所商場的下層開設了一個子中心，及於2015年10月開展以服務粉嶺為主的照顧者計劃。

In Fanling, after we set up the third service centre – WISE in September 2014, we saw huge demand in women-oriented services in the region and the usage of the current site was soon come to saturation, we opened a sub-base on the ground floor of the same shopping centre and launched a carers support project in Fanling since October 2015.

我們繼續從四個介入點處理貧窮婦女化問題。我們自1990年代開始提供僱員再培訓課程，至今已有近8,600位婦女完成課程，學會一技之長重新投入勞動市場。今年，我們所舉辦的僱員再培訓課程的數量及課程種類都較以往多元化，使我們能夠組織畢業學員組成不同行業的自僱隊，讓她們可以在另類的就業模式下享有更大的工作彈性及經濟獨立自主。

We continued packaging our work to address feminization of poverty in four dimensions. We have organized employment retraining courses since the 1990s and have trained 8600 women with job skills required by the market and also helped them look for jobs. This year, we organized more ERB courses than we ever had in terms of number and variety, hence allowing us to organize graduates into various self-employed teams and allowing these women to enjoy economic independence in a more flexible and an alternative employment model.

在託兒及課餘託管服務方面，賽馬會麗閣中心已經第八年為低收入家庭的小朋友提供自資營運的課餘託管服務，而賽馬會太和中心亦在應善良慈善基金的資助下推行課餘託管服務。孩子在我們的照顧下，他們的母親可以有機會選擇投身勞動市場，或者暫時放下照顧工作，享受片刻的私人時間。與此同時，我們的託兒倡議項目也繼續將重點放在年輕母親託兒需要方面。

As for child care and after school care services, we continued running the self-financed after school care group for children from low-income families at our Jockey Club Lai Kok Centre for the eighth year and operated a similar service at the Jockey Club Tai Wo Centre with grants from Yin Shin Leung Charitable Foundation. With their children in our good hands, their mothers are now able to look for employment or released from care-giving and enjoy some time of peace of mind. Our child care advocacy project continued to highlight the needs of young mothers who have children.

我們在大埔以社區為本的照顧者支援計劃，已在社區建立了跨界別網絡及支援予照顧者。我們參照大埔的模式，於粉嶺開展另一照顧者計劃，亦成功吸引區內的照顧者加入並組織互助網絡。我們希望透過以上的努力，證明傳統的性別分工，正正是阻礙婦女參與社會活動、進入勞動市場以及個人發展的桎梏。另一方面，也藉此指出相關的政策及支持是幫助婦女擺脫家庭枷鎖不可或缺的因素，讓她們脫離貧窮，選擇自己嚮往的生活。

本會的核心服務——婦女求助熱線及免費律師面見諮詢服務，現在仍然支援著面對情緒及婚姻問題的婦女。我們的經驗不斷證明，不少婦女一旦面對離婚，便很容易因為其前夫拖欠贍養費而陷入經濟困難的險境。我們十分關注離婚婦女的狀況，並且會繼續討論關於父母責任的立法問題。

以上一切成果，如果沒有熱衷推動性別平等的同工、機構管治團隊的配合、以及熱誠的支持者，都是不可能實現的。我想藉此機會感謝所有陪同我們走過這條路的人，讓我們繼續努力，使香港成為一個對於婦女，乃至所有人都更好的地方。

The locality-based carer support project continued in Tai Po to build various cross-sectoral networks to support carers in need in Tai Po. This model was adopted by a similar project in Fanling and we were successful to attract many care-givers in the neighbourhood to join the mutual support network. We hope these efforts could demonstrate how women, given the traditional gendered division of labour, have been adversely affected in their participation in the society, in the labour market as well as their personal development, and what support and policy initiatives are necessary to release them from the family, pull them out from the poverty trap and enable them to choose a life that they'd like to live.

Our core service of hotline and free legal clinic also continued to support women in emotional distress and with marital problems. Our experience continued to show that women who have been divorced would become vulnerable to poverty as many of their ex-husbands have failed to pay the woman and the children the alimony. Our concern about the situation of divorced women continued with the discussion on a law on parental responsibility.

All these will never be possible without the dedicated team of staff, the devoted governance body and our enthusiastic supporters. May I take this opportunity to thank everyone who accompanied us to walk through the path and let us continue the work to make Hong Kong a better place for many women and for all of us.



廖珮珊
Liu Pui-shan,
Si-si

總幹事
Director



重點里程碑 Milestones of the Year

35週年暨賽馬會麗閣中心重新開幕

35th Anniversary & Re-opening Ceremony of Jockey Club Lai Kok Centre

2016年標誌著本會的35週年，而運作15年的賽馬會麗閣中心，設備日漸殘舊，不足以應付服務需求。承蒙香港賽馬會的撥款，讓賽馬會麗閣中心得以於2015年中重新設計及裝修，升級現有設施，以配合日後服務拓展的需要。為慶祝賽馬會麗閣中心歷時半載的裝修工程完滿結束，本會於2016年3月19日舉行了一個簡單而隆重的開幕儀式，邀得香港婦女中心協會首任會長張妙清教授、主席陳翠琼博士及香港賽馬會慈善事務經理鍾惠敏女士任主禮嘉賓，並有廣邀地區內不同層面的團體出席，與我們一起分享喜悅，場面一片熱鬧。活動上，婦女義工亦分享到報讀課程和參與活動後的成長和轉變，見證本會的服務發展。

2016 marked the 35th our anniversary. At the same time, fifteen years after the opening of the Jockey Club Lai Kok Centre, it had started to show its age. Equipment was becoming old and obsolete and the facilities were unable to meet our service demands. We were fortunate to receive funding from the Hong Kong Jockey Club and started the renovation of the Jockey Club Lai Kok Centre in 2015, so we could upgrade our facilities to meet future service expansion, a project that took six months.

On 19 March 2016, we held a joyous celebration of the conclusion of the renovation with a simple, solemn opening ceremony. HKFWC Founding President Prof Fanny Cheung Mui-ching and Chairperson Dr Liliane Chan Chui-king were joined by Hong Kong Jockey Club Charities Manager Jasmine Chung to officiate. We also invited a wide range of organisations to join us in celebration. Many of our volunteers shared how they had grown from participating in our events and courses – a testament to the development of our services.





陸續擴展服務 關顧更多社群

Expanding our services to reach even more

為提供更好的服務予基層婦女，本會會不時檢視婦女及社會現時的需要，適當地調整及擴展服務範疇，讓更多的婦女受惠及得到適切的支援。本年度本會開展了兩個新計劃及擴展兩個現有計劃的服務範疇，進一步回應婦女的需要，關顧更多社群。

We regularly look out to our community and the women in it to learn what services they need so we can improve, expand and adjust our offerings to provide needed support to as many disadvantaged women as possible. In 2015-16, we launched two new programmes and expanded two existing programmes to serve more in the community.

婦女齊起動 · 開創姿彩人生—建立可持續新來港及單親婦女互助網絡

A New Page in Life: To Develop a Sustainable Mutual Help Network for New Arrival Women and Single Mothers

承蒙社區投資共享基金的撥款資助，在深水埗區推行為期三年的婦女互助網絡計劃，以深水埗作為社區互助合作的起點，通過區內婦女參與不同互相支援活動以加強新來港婦女及單親婦女與社區之間的聯繫，發揮互助自助的精神，減少因為社區內支援或是服務不足以至出現適應困難。同時建立婦女支援網絡及跨界別跨專業的合作平台，支援新來港婦女及單親婦女的就業，凝聚社會資本，以可持續支援婦女及其家庭。

This three-year project aims to build a support network starting from support and cooperation in the Sham Shui Po community. It is funded with support from the Community Investment and Inclusion Fund. The programme strengthens the ties between women new to Hong Kong from the mainland and single mothers by participating in support activities for the community so they can develop a spirit of helping oneself and others, and reduce the troubles they may experience adapting to a new community due to a lack of services or support. We also formed a cross-sectoral cooperation platform that coalesces social capital to provide employment services for single mothers and women new to Hong Kong, as well as to continuously help women and their families.

華明照顧者姊妹互助網絡

Building Up Women Care-givers' Mutual Support Network in Wah Ming Estate

新界北區的社區資源不足，針對照顧者的支援更少之又少，承蒙傅德蔭基金有限公司的贊助，在粉嶺華明邨及其附近之屋苑推行「華明照顧者姊妹互助網絡」計劃。計劃於2015年10月開展，為期18個月，通過舉辦網絡活動吸納並發掘隱蔽於社區內的婦女照顧者，喚醒及鼓勵她們關心自己的精神健康，並協助她們在社區內組織互助小組，建立同路人支援網絡，發展社會資本承托區內婦女照顧者需要。

Hong Kong's North District is sorely lacking in community resources – especially resources that support carers. With support from the Fu Tak lam Foundation, we launched the project "Building up women care-givers' mutual support network in Wah Ming Estate". The 18-month project started in October 2015 and focuses in developing a network of carers in Wah Ming Estate and its neighbourhood communities in Fanling. The network aims to attract carers in the community and explore their hidden depths, encouraging them care for their personal mental health. The network also helps them organise support groups in their community, and build their own peer support networks to raise the social capital needed to support carers.

孤單不再——建立可持續跨界別支援照顧者網絡

Make A Difference: Building a Sustainable Cross-sectoral Carers' Support Network

自2012起獲社區投資共享基金資助，開展了「孤單不再——建立可持續跨界別支援照顧者網絡計劃」，以關懷照顧者的自身需要為出發點，透過多元化活動及支援小組等，擴闊照顧者的支援網絡，以減輕她/他們所面對的壓力，並提升社會大眾對照顧者需要。計劃成效獲基金肯定，本會再獲基金支持，於2015年9月開展第二期計劃，我們將承接上一期計劃的成果，繼續提升大埔區照顧者的鄰里支援網絡功能，將服務範圍由大埔市區延伸到郊區，並引入更多跨界別專業團體的合作，為區內照顧者建立更豐厚的社會資本。

In 2012, we launched "Make A Difference: Building a Sustainable Cross-sectoral Carers' Support Network" with support from the Community Investment and Inclusion Fund. Make a Difference aims to help carers look after their own needs. It offers a number of events and support groups to support carers, helping them increase their support network to alleviate the pressure they face and raise the issue of carers' needs to the community. We received support from the Community Investment and Inclusion Fund to conduct Phase II of the project since September 2015. Phase II will continue on the success from Phase I. We aim to extend our support network from Tai Po central to the surrounding communities, as well as invite more professional bodies from different sectors to build their social capital.

好「惜」食 Cherish Food

踏入計劃的第五年，我們感謝食物分享基金於過去三年的資助，亦很慶幸獲香港公益金的撥款資助延續，讓計劃於2015年12月開展新的階段，讓我們在固有之外，再做得更多！好「惜」食計劃除了本身的食物回收及分享的服務外，在新基金的資助下一步一步拓展服務範疇，加入社區經濟及社區凝聚的元素，例如二手物互換配對、手作墟市、共同購買、社區服務隊、開放茶座及社區電影欣賞，更強調資源共享與空間運用；另外計劃亦更廣泛的使用電子媒體，包括全新的網頁、電子報及社交媒體，作為計劃接觸更多公眾的新渠道。期望透過服務的拓展可以令到惜食惜物文化能更深入社區，成為生活的日常。

Cherish Food is entering its fifth year. We were grateful to the support from Food Share Fund in the past three years. We were also pleased to receive support from the Community Chest of Hong Kong so the project had started a new phase since December 2015, and we can expand the programme and reach more people. Besides its normal food recycling services, Cherish Food has expanded its services to incorporate more social enterprise elements and outdoor events. They included second-hand goods exchange, hand-made goods markets, group buys, community service teams, outdoor cafes, outdoor film screenings, and putting more emphasis on sharing resources and the use of outdoor spaces. The project has also incorporated more use of digital media – websites, newsletters, and social media – to become a community news source. We envisage that Phase II will foster a deeper appreciation in the community for food, so that saving, not wasting, food can become a part of their daily lives.



輔導及法律支援 Counselling & Legal Support

婦女在面對婚姻困難及法律問題時，往往都顯得十分無助。一方面受制於家庭的傳統觀念限制，婦女很多時候都會成為了必然的照顧者，被加諸維繫家庭的責任，因此很多時候即使面對婚姻問題、家庭暴力都會選擇啞忍，希望保全「完整」的家庭；另一方面，對於缺乏法律或相關的專業知識的婦女而言，對離婚的程序更加是無從入手。所以，本會提供一系列的輔導及法律支援服務，包括婦女求助熱線、免費律師面見諮詢服務及小組工作，就是為了讓婦女在面對婚姻及家庭問題時，求助有門。

婦女求助熱線

婦女求助熱線是全港第一條專為婦女而設的求助熱線，自1981年5月開展服務至今已接近35年。接聽求助熱線的熱線輔導員均受過嚴格訓練，以同路人身份，為有需要的來電者提供情緒支援、婚姻問題解答及社會資源服務轉介等。

年度焦點

本年度共接獲近4,500個求助來電，包括新、舊、代問及常客個案。當中有超過六成(60.2%)來電者年齡介乎39-49歲(見圖一)，與去年相比，較年輕的求助者數量有所增加。求助問題類別則以精神困擾為主，佔整體來電數字約六成(62.4%)，其次分別是婚姻及同居關係(60.1%)及法律問題(45.8%)(見圖三)。

現時共有53位經嚴格培訓並通過實習的熱線輔導員，分別於早、午及晚三個時段為有需要的求助者提供電話輔導服務。

Women often feel helpless in the face of legal issues and marital difficulties. Constrained by traditionalist notions of what is a family, women inevitably are placed in the role of the family caregiver and face the imposition being responsible of maintaining their family and homes. So they may sit voiceless as they tolerate domestic violence and marital problems, wanting to maintain their family. At the same time, many women lack legal or professional knowledge, and do not know where to start when they need help. This is why we provide a range of counselling and legal support services to help women find a way out when faced with family or marital issues.



Women's Helpline

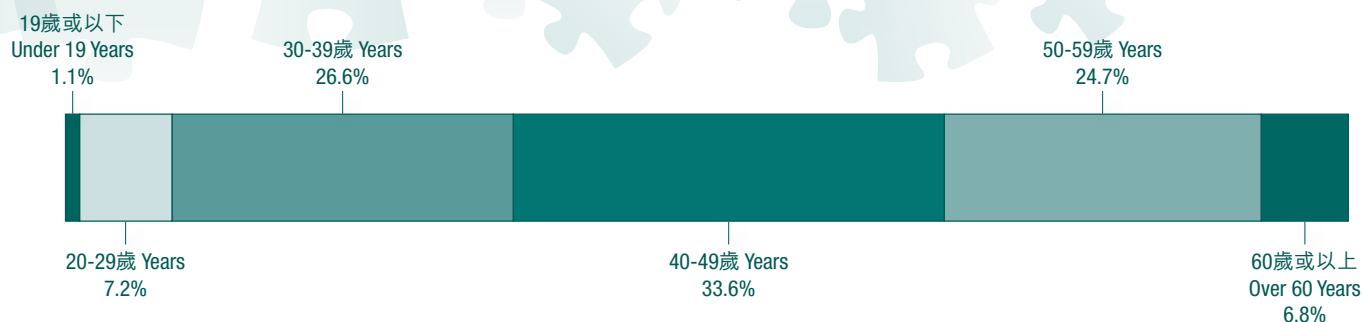
The HKFWC's Women's Helpline is Hong Kong's first hotline for women. Since May 1981, the helpline has provided emotional support to callers in need. Trained helpline counsellors, many of whom have similarly experienced trouble in their lives, respond to callers' questions on marital issues and refer them to social services.

Focal Points for 2015-16

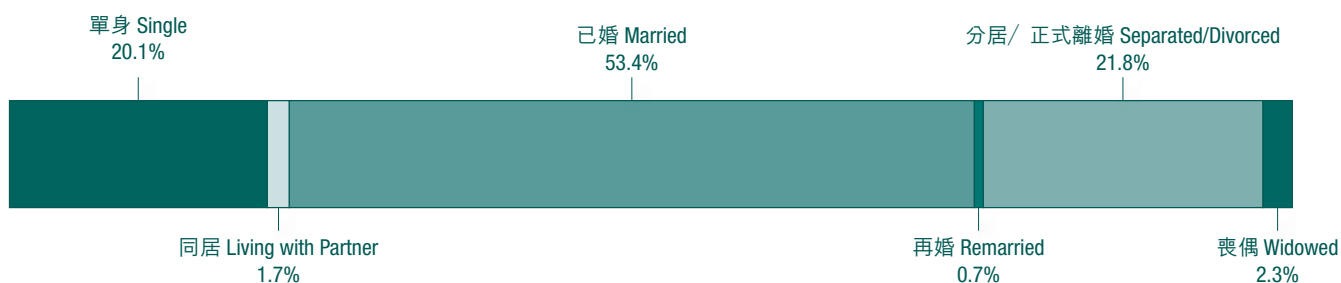
The Helpline received nearly 4,500 calls in 2015-16, which includes new cases, old cases, proxy cases, and cases from repeat callers. The age of callers has decreased compared to the year prior, with 60.2% of callers between the ages of 39-49 (Chart 1). The majority of callers sought help for mental health issues, which accounted for 62.4% of our calls, followed by marital and cohabitation issues (60.1%), and legal issues (45.8%) (Chart 3).

Presently, a total of 53 counsellors provide services to the Helpline during the morning, afternoon and evening shifts. All of the counsellors have been through rigorous training and practical observation prior to providing counselling services through the Helpline.

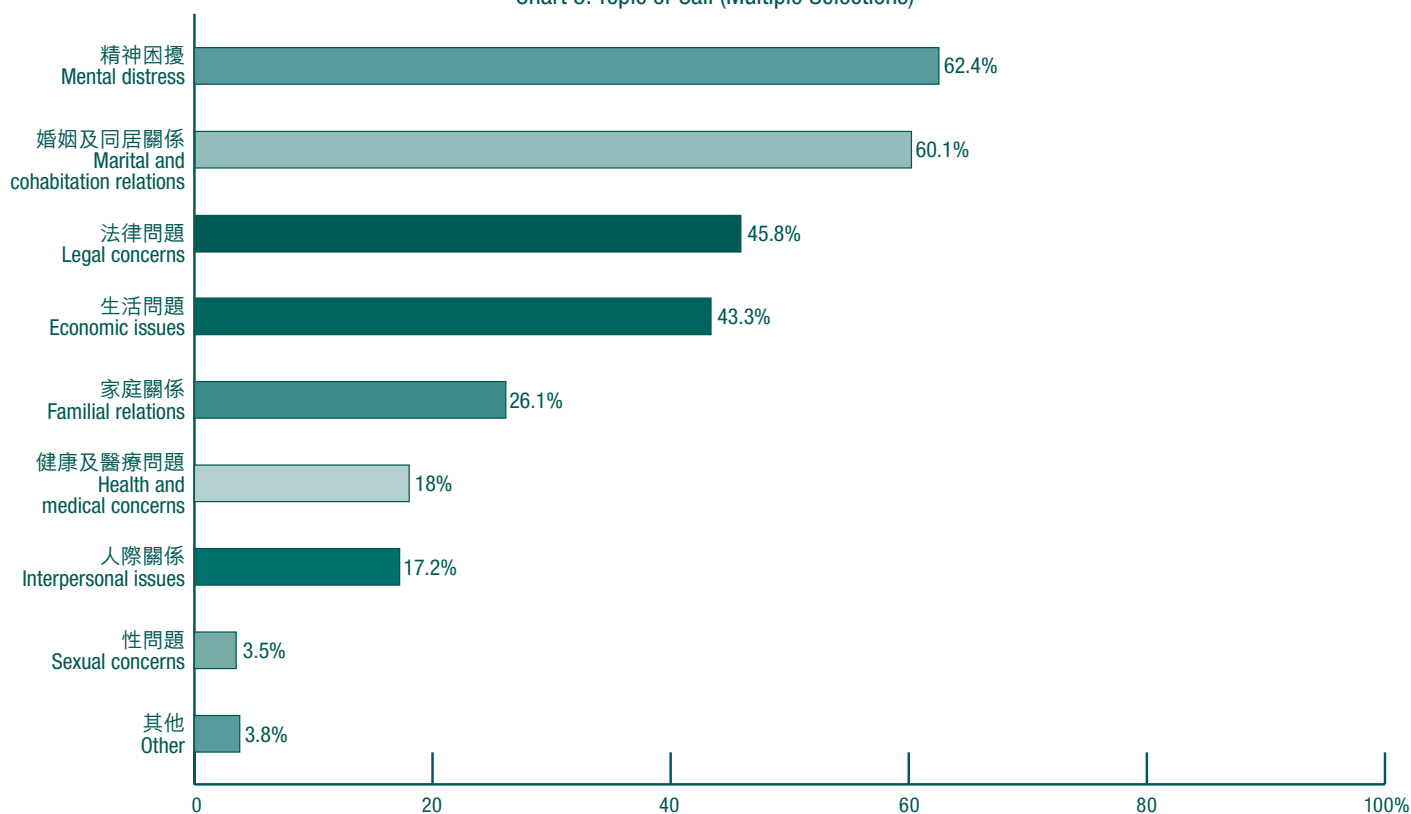
圖一：求助者的年齡分佈
Chart 1: Age Distribution of Helpline Callers



圖二：求助者婚姻狀況
Chart 2: Marital Status of Helpline Callers



圖三：求助問題類別（可選多項）
Chart 3: Topic of Call (Multiple Selections)



圖表截至小數後一個位 Figures rounded off to the nearest tenth

熱線輔導員培訓

本年度，共有15位熱心婦女接受為期六節的熱線輔導員培訓。課程內容包括輔導員角色和守則、自我認識、電話輔導技巧、現代婚姻問題、社區資源轉介、婚姻法例、家庭暴力、精神健康及自殺處理等。輔導員除學習基本輔導技巧外，亦透過不同的個案討論，分享彼此的想法和感受，藉此增加輔導員對不同個案的同理心及分析等。完成訓練後，各輔導員進行三次的實習，在社工督導下通過旁聽和試聽，學習掌握求助熱線服務的技巧，運用所學服務有需要的婦女。

熱線在職培訓

本年度，我們共舉辦了三次熱線在職培訓工作坊，共有50人次出席，以提升輔導知識。當中包括有關「父母共同責任模式」法律講座、共享親職協調工作坊及同理心培訓劇場，均讓熱線輔導員更進一步了解最新的相關法律知識及提升輔導水平。

熱線分享會

婦女求助熱線早、午、晚三班的熱線輔導員，定期出席每月一次的分享會，彼此交流經驗和心得，分享當值時所遇到的情況或困難，研討個案。通過分享，我們期望提升輔導員處理和面對有不同需要有的求助來電，增強自信，繼續積極投入服務。

Helpline Counsellor Training

15 enthusiastic and conscientious women underwent a six-session training to become Helpline Counsellors. The training covered topics including the role of the counsellor, counsellor's conduct, self-awareness, telephone counselling skills, modern marital issues, community resource referral, marriage legislation, domestic violence, mental health, and responding suicidal callers. In addition to learning basics of counselling, trainees also reviewed case studies, reflecting on the cases to raise their empathy and their analysis skills. After the course, the trainees underwent three practical training sessions. Social workers observed the trainees as they spoke with callers and learned to master skills they would need to help women in need.

Helpline Services On-the-Job Training

In 2015-16 we organised three on-the-job training workshops with 50 attendances in total to increase the hotline counsellors' skills and their understanding of new legal developments. Topics covered included enhancing empathy skills through drama, coordinating parental custody, and the joint parental responsibility model which would soon be introduced to Hong Kong family law.

Helpline Sharing Sessions

Every month, Helpline counsellors from the three shifts – morning, afternoon, and evening – hold a sharing session. During this session they discuss what they have learned from their experiences, share any issues they encounter on duty, and discuss individual cases. We hope that these sharing sessions can help improve our counsellors' work along with their ability to face the diversity of calls for assistance. These sharing sessions are also aimed at increasing their self-confidence and motivating them to continue to be actively involved in their work.

婦女心聲

在2015年的一次手術後，我突然覺得自己同其他人不同，而且手術之後一直都想自殺，心中想到各種的自殺方式，不喜歡外出，不喜歡與朋友聊天，將自己收起來，不想見任何人。但就在這一個時候，男朋友對我不離不棄。在男朋友的幫助下，我在香港婦女中心協會找到了社工劉姑娘，在這幾個月來，每一次到訪中心，心裡都覺得好舒服，劉姑娘很有耐性的聆聽我的心聲、我的哭訴，我整個人都覺得很舒服，她亦沒有嫌棄我，會接納我，會開導我，引導我的正面思想，減少過份憂慮，明白自己在婚姻、生育、工作、生活方式上仍然有很多選擇和學會自立，漸漸放低自殺念頭，慢慢復原，重回正常生活，現在我可以控制到想法，避免過份憂慮。現在我可以慢慢走出來，與朋友分享苦與樂。我很感謝劉姑娘的幫助和鼓勵，也感謝香港婦女中心協會。

熱線服務使用者的心聲
E 小姐 (化名)

Women's Voice

I underwent surgery in 2015. Afterwards I felt different all of a sudden, and couldn't stop thinking of suicide. I came up with a lot of different methods. I didn't want to go out. I didn't want to talk with my friends. I cut myself off from everyone. But my boyfriend never gave up in me throughout all of this. With his help, I found Ms Lau, a social worker with the HKFWC, and I have felt more well every time I've come to the centre these past months.

She's been patient as she listened to me as I cried and shared my feelings and hold nothing against me. She accepts me and helps reduce my anxiety, guiding me to think straight when I'm being overly negative. She's helped me realise that I still have many options available to me – in marriage, childbirth, my job, my life – and that I should be self-reliant.

Gradually my suicidal thoughts decreased and I recovered. Now my life is back to normal. I am in control of my thoughts, and I keep from worrying too much. And I'm now able to slowly come out of myself, and share everything with my friends. I am truly grateful to Ms Lau for all her help and encouragement, and I thank the Hong Kong Federation of Women's Centres.

Ms E (pseudonym)
Women's Helpline Caller

免費律師面見諮詢服務

缺乏法律知識往往是婦女處理婚姻問題的一大絆腳石，尤其是資源不足的基層婦女。為讓受到婚姻問題困擾的婦女可以掌握『家事法』的法律權益。我們由1992年開展全港首項專為受婚姻困擾婦女而設的「免費律師面見諮詢服務」，由註冊律師為有需要的婦女就有關『家事法』的問題，提供專業及免費法律諮詢服務。

在面見過程中，朋輩輔導員亦會為求助婦女提供基本協助和簡單輔導。朋輩輔導員是一群認同本會服務理念和宗旨，經培訓後以「婦女為本」的手法與婦女同行互助的義工，通過支援尋求服務的婦女，從而增加她們處理婚姻問題的信心和能力，當中有一部分更是曾經歷婚姻困擾的同路人。

年度焦點

與婦女同行，一直是我們本著的宗旨。本年度共有211位婦女接受49位義務律師及26位朋輩輔導員所提供的專業法律諮詢服務及情緒舒緩支援服務。在求助個案中，超過九成半的使用者為30歲以上，而年齡分佈上亦相約（見圖四），反映不同年齡的婦女皆面對離婚及婚姻關係出現問題的情況，以及反映出服務在不同的年齡層亦有一定的需求。而服務使用者的求助問題亦與去年相約，主要是集中在離婚問題，其次則為住屋問題及贍養費（見圖六）。

Free Legal Advice Clinic

Not knowing their rights under the law can be a major stumbling block for women faced with marital problems, especially for those with limited resources. The HKFWC formed the Free Legal Advice Clinic in 1992. It is Hong Kong's first legal advice service for women experiencing marital problems, to consul them on their rights under the Family Law. The Clinic's registered lawyers provide free professional legal counsel on family law issues to women in need.

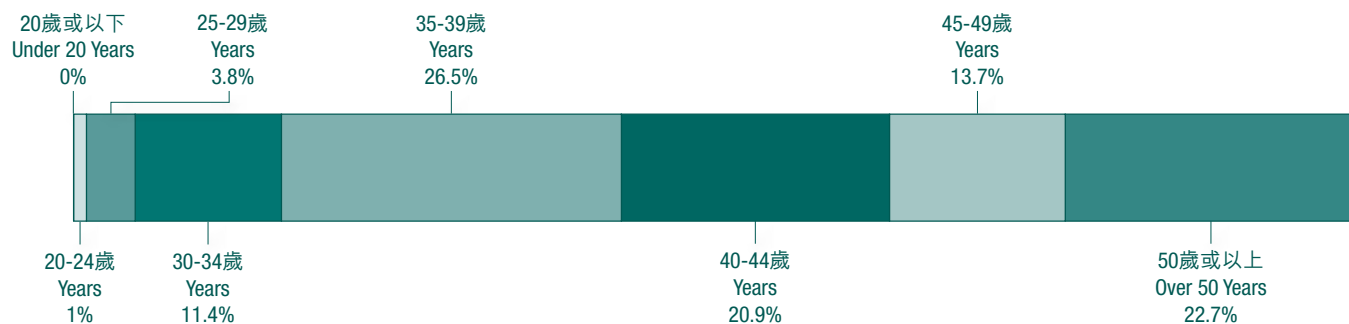
The Clinic's peer counsellors also offer rudimentary assistance and counselling. The peer counsellors are a group of volunteers who subscribe to the HKFWC's philosophy and goals. They have undergone training to use a women-oriented approach in their peer support. By supporting women who seek the Clinic's services, the peer counsellors can increase counselees' confidence and ability to handle their marital issues, as a number of peers have also experienced marital difficulties.

Focal Points for 2015-16

Our aim has always been to walk hand-in-hand with women. In 2015-16, 211 women received professional legal advice and emotional support from the Clinic's 49 volunteer lawyers and 26 peer counsellors. More than 90% of Clinic counselees were over the age of 30, and the age distribution was generally the same across the board (Chart 4), showing that women of all ages can be faced with marital and divorce issues – and the demand for counselling by woman of all ages. Topics of inquiry were similar to 2014-15, remaining centralised on divorce, followed by housing issues and alimony (Chart 6).

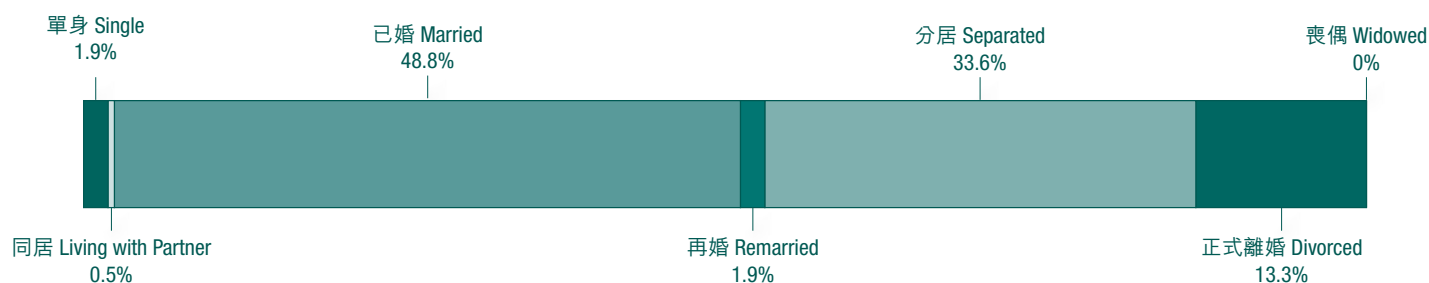
圖四：服務使用者年齡分佈

Chart 4: Age Distribution



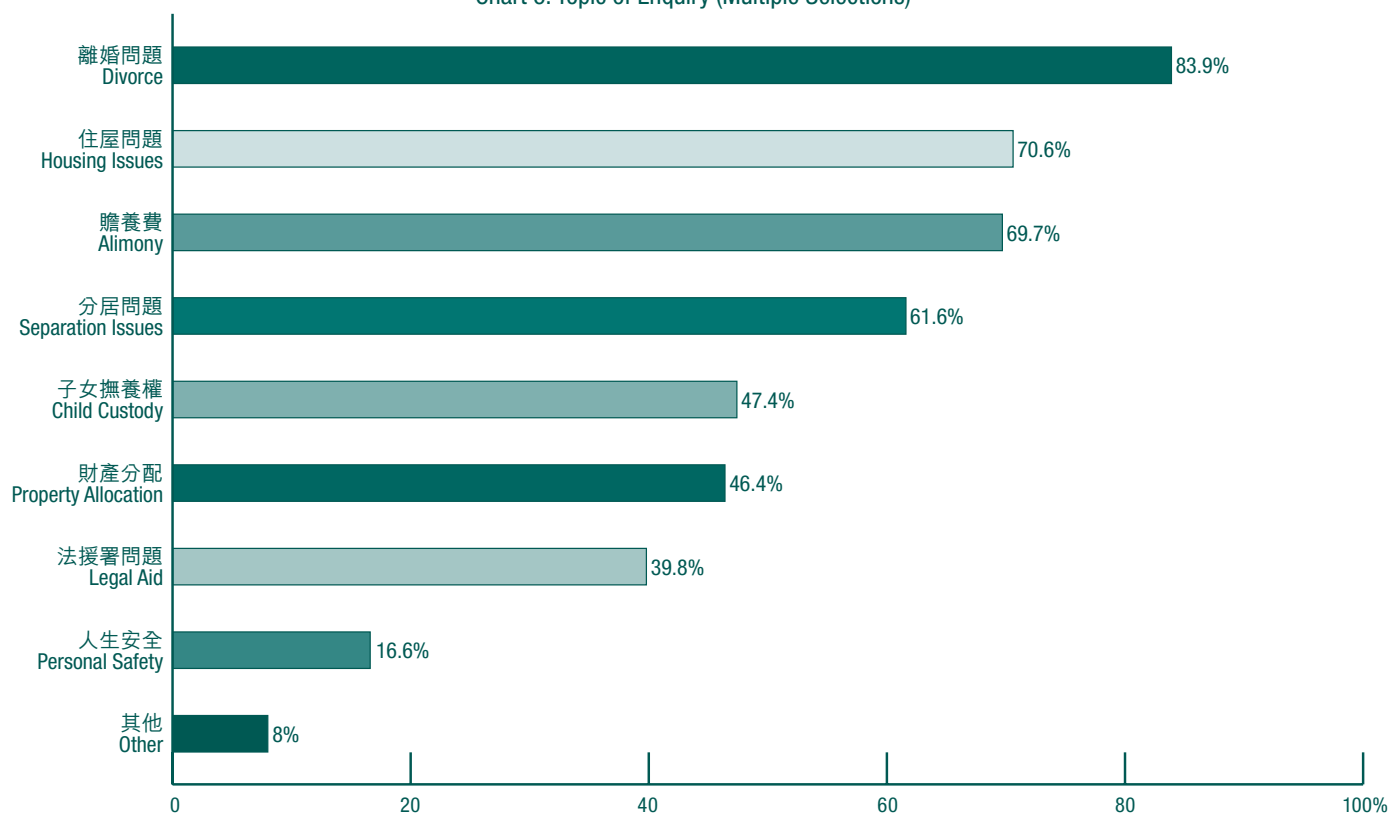
圖五：服務使用者婚姻狀況

Chart 5: Marital Status of LAC Service Users



圖六：服務使用者問題類別（可選多項）

Chart 6: Topic of Enquiry (Multiple Selections)



圖表截至小數後一個位 Figures rounded off to the nearest tenth

週末茶聚

本年度，共有103位曾使用「免費律師面見諮詢服務」的婦女參加每雙月、全年共6次的週末茶聚。聚會由朋輩輔導員主持，她們以同路人身份，與參加的婦女分享自身的經歷和改善，當中亦有過來人作親身分享，讓面對婚姻困擾的婦女從中得到鼓勵，彼此扶持，慢慢從離婚的困境中站起來。我們亦會講解相關法律知識和可運用的社會資源，讓婦女能夠掌握更多資訊，舒緩壓力。

朋輩輔導員培訓

本年度，共有10位婦女於2015年12月至2016年4月期間，接受為期6節的朋輩輔導員訓練，內容包括：輔導員角色及守則、現代婚姻的挑戰與迷思、家事法律和免費律師面見諮詢服務的運作等。除課堂講解外，亦通過個案分析，協助受訓的婦女了解服務對象的處境和感受，掌握如何服務來自不同背景的婦女。當通過訓練後，參加者須進行為期3個月的實習，以同路人的角度，協助推行「免費律師面見諮詢服務」。

Weekend Tea Receptions

In 2015-16, 103 of the women who visited the Free Legal Advice Clinic participated in our six bimonthly weekend tea receptions. The receptions were hosted by the peer counsellors who shared their personal experiences, particularly those of marriage troubles, and how things have improved for them. The gatherings are also joined by women who share their stories so that women currently experiencing marital difficulties can find encouragement and mutual support, and gradually find their footing again post-divorce. We also go review relevant legislation and social resources, relieving counselees' stress by giving them access to information.

Peer Counsellor Training

This year, 10 women underwent our peer counsellor training course, a total of six sessions held between December 2015 and April 2016. Topics covered included the role of the counsellor, conduct, myths about modern marriage and its challenges, family law, and the clinic's operations.

The training included lectures and case analysis, enabling the counsellors to comprehend the situation that their service targets might be in, as well as their service targets' feelings. The training also enabled the counsellors to assist women from different backgrounds. After undergoing training, they were required to undergo a three-month-long trial period. The counsellors help run the Free Legal Advice Clinic using their perspectives as women who had been through a similar struggle before.



婦女心聲

因為要處理與丈夫的離婚訴訟，我經常生活在憂慮及繃緊當中。我約見了中心的社工，社工耐心地聆聽了我在離婚路上遇到的種種問題，社工發現並提醒我情緒長期被牽扯拉緊，整個人感覺疲憊不堪，連局外人也感受到我的痛苦。這令我突然醒覺，既然有很多事情是急也急不來的，那就要學習放慢腳步和放開心情，先不要急於反應，仔細想想下一步，不要被折磨得不能彈動，進不得、退沒路的心情，學習放鬆並以積極的態度給予自己時間去處理繁複的事情。結果這個選擇讓我遠離絕望，更確切地認清自己的需要，更能放開心懷，為自己和女兒們的生活再努力，勇敢站起來面對丈夫那些種種糾纏不清的指控，好好照顧一對女兒成長，同時亦明白到也要照顧自己的身心健康。閒時參加婦女中心活動，學習與分享更多生活上的事宜，我得著很多，整個人也改變了，也感染了一對女兒，以積極的態度一步一步的走過去。當然這條路仍然充滿挑戰，也滿載眼淚，但有同路人與婦女中心的支持，可以重新上路，活出自己的幸福之道。

免費律師面見諮詢服務使用者 單女士（化名）

我與子女是因家暴被迫離家的，想離婚但又不知怎樣找人幫忙，又不知如何開始法律程序，後來得知婦女中心有社工及免費法律諮詢服務，多得律師耐心聆聽我的困難及解答我心中的疑問，令我理解我的權益，使我更有信心面對艱辛的離婚過程，同時因感受到社工姑娘的熱心幫忙，令我對未來有所盼望！

免費律師面見諮詢服務使用者 蔡女士（化名）

Women's Voice

I was bursting with anxiety because of my divorce proceedings. I met with one of the Centre's social workers, and she listened patiently as I recounted the various issues I was facing during the proceedings. And then she reminded me that my mental state had been tense for a long time, which was exhausting me – even those who didn't know me could tell I was in pain. And this woke me up. I was worrying about all these things, but they don't actually happen, so I need to learn to slow down and let my mood lighten.

I didn't need to react things immediately but think, and not torture myself so much that I'd be stuck in a mentality where there was no way in or out. I had to learn to relax and take things with a positive attitude. To give myself time to deal with things that bothered me. As a result, I averted despair and was able to understand my own needs more clearly and open up my mind. I could work hard for my daughters and myself and stand brave as my husband made his muddled allegations. I could give my daughters the best I could so they grow up well, while also caring for my own physical and mental well-being. Now I participate in HKFWC events when I'm able, learning and sharing things. I've gained a lot from them – I'm a whole new person. My positive attitude of taking everything as it comes has even taken effect on my daughters. Of course, the road ahead is full of challenges and tears, and with the support of the HKFWC and my sisters in arms, I can start on my path anew and live my own life in happiness.

Ms Sin (pseudonym) Free Advice Legal Clinic Counselee

I was forced to flee my home with my children because of domestic violence. I wanted a divorce, but I didn't know where to start or how to find someone to help me. I learned that the HKFWC had social workers and offered free legal advice, and their lawyers patiently listened to my troubles and answered all of the questions that were plaguing me. They helped me understand my rights, making me more confident to face a difficult divorce. And the enthusiastic help I received from the social workers made me feel that I have hope for the future!

Ms Choi (pseudonym) Free Advice Legal Clinic Counselee



個案輔導及小組工作

本會貫徹以婦女角度，為面對婚姻問題、受虐或受情緒困擾的女性提供個人輔導及小組支援服務。通過輔導和小組活動，協助服務對象檢視自身問題，了解自己及探索個人強項，支援婦女分析及評估現況，發掘新資源，提升她們面對逆境的能力，促進個人心理健康。如有需要，我們將轉介服務對象至其他社會服務機構。

年度焦點

本年度共為105位婦女提供輔導服務。需要輔導服務的婦女多為已婚人士，佔接近五成（46%），其次則為分居的婦女（28%）及正式離婚的婦女（19%）（見圖八）。年齡組別則以30-34歲為佔最多（26%），而50歲或以上的則緊隨其後（24%）（見圖七）。

Case Counselling and Group Work

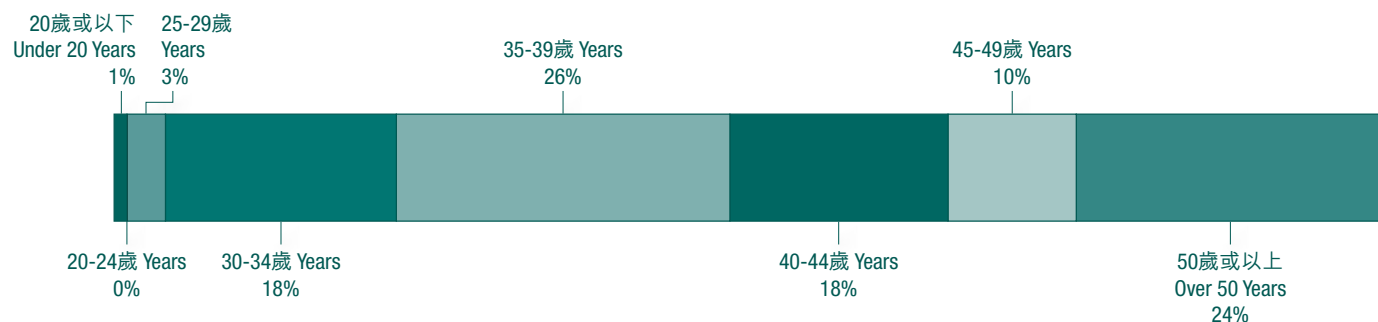
The HKFWC provides individual case counselling and group support services from the perspective of women, for women who are faced with marital problems, abuse, or emotional stress. We help counselees examine their issues in individual meetings and group activities so they can gain a better understanding of who they are and explore their personal strengths. We also assist women in need with assessing their situations and helping them learn of new resources available to them. These in turn raise their ability to face adversity and contribute to their physical and mental health. We also refer counselees to other social service agencies should the need arise.

Focal Points for 2015-16

The HKFWC provided case counselling services to 105 women in 2015-16. Of the total counselees served, nearly half (46%) were married, followed by women separated from their spouses (28%) and divorcees women (19%) (Chart 8). Counselees were predominately between the ages of 30-34 (26%), followed by those aged 50 or above (24%) (Chart 7).

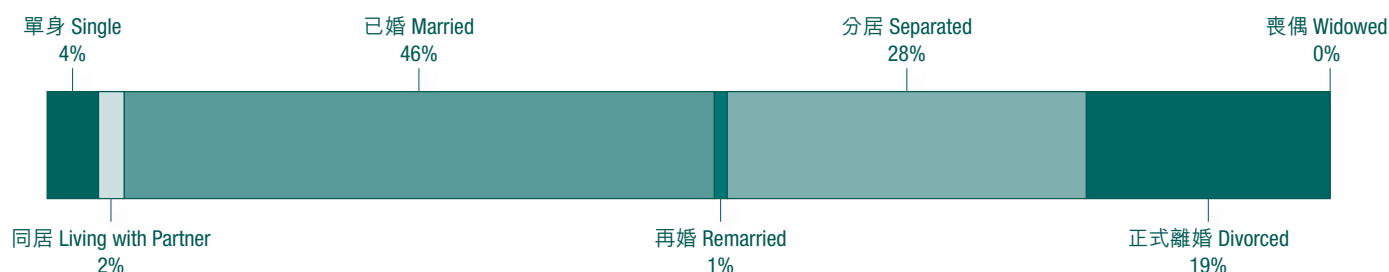
圖七：求助者年齡分佈

Chart 7: Age Distribution



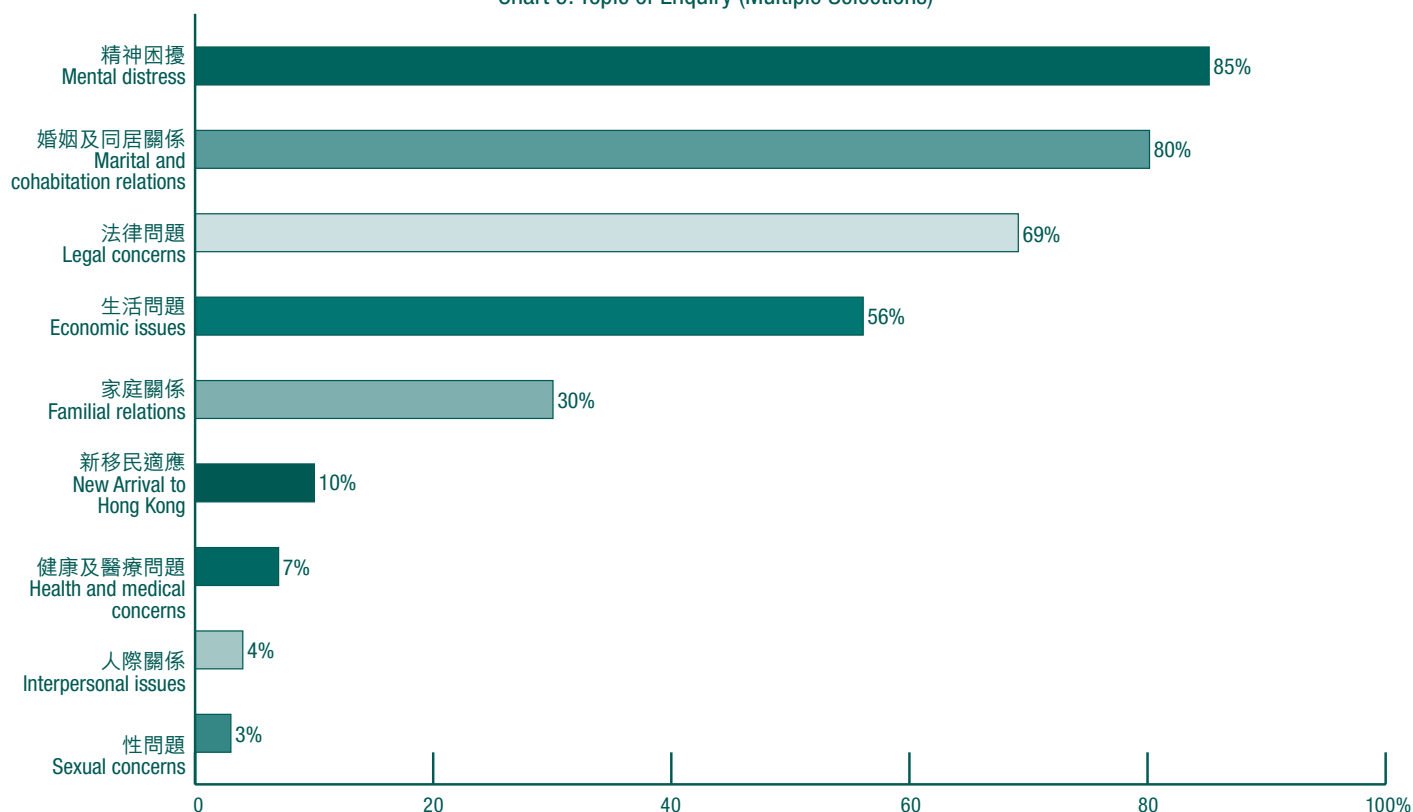
圖八：求助者婚姻狀況

Chart 8: Marital Status of Helpline Callers



圖九：求助問題類別（可選多項）

Chart 9: Topic of Enquiry (Multiple Selections)

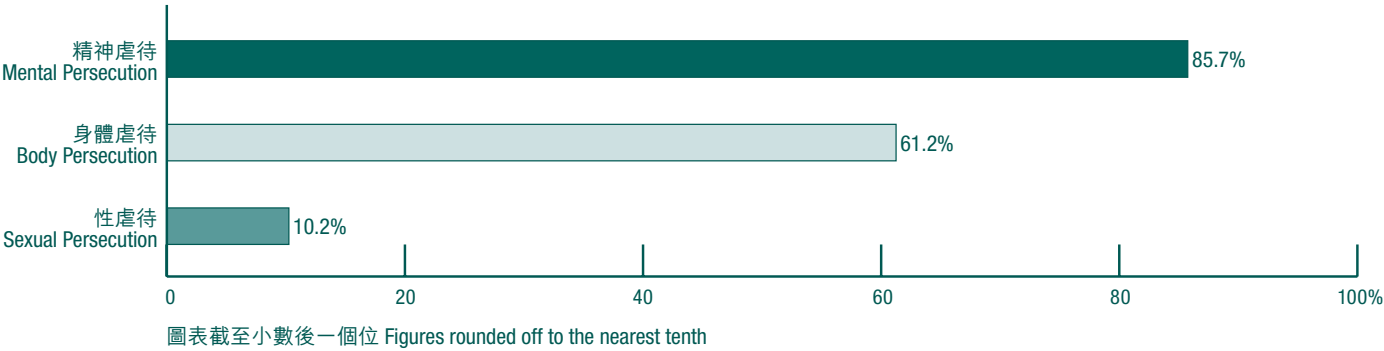


圖表截至小數後一個位 Figures rounded off to the nearest tenth

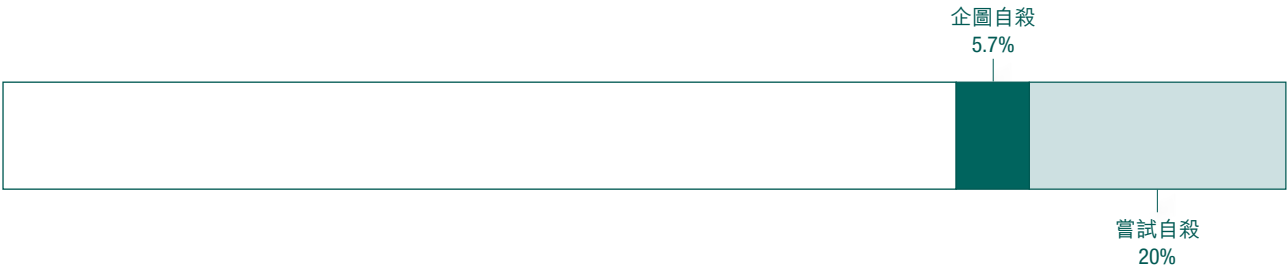
圖十：求助者是否曾被虐待
Chart 10: History of Abuse



圖十一：求助者受虐情況（可選多項）
Chart 11: Type of Abuse (Multiple Selections)



圖十二：求助者的人生安全
Chart 12: Personal Safety



求助問題以精神困擾問題佔最多 (85%)，其次是婚姻及同居關係 (80%) 和法律問題 (69%) (見圖九)。接受輔導的婦女中有過半數 (52%) 曾受虐待 (見圖十)，受虐婦女當中有高於八成 (85.7%) 婦女受到精神虐待，而遭受身體虐待的亦有達六成 (61.2%) (見圖十一)。而施虐者多是丈夫或男友。部份接受輔導的婦女更表示受到嚴重精神困擾，有5.7%曾企圖自殺，而嘗試自殺的則有20% (見圖十二)。

本會亦為面對婚姻困擾的婦女、照顧者、情緒困擾的婦女，組織合共10個支援互助小組約有160位婦女參加，包括「教得其樂」、心靈加油站、自我探索小組，協助婦女面對各種問題的婦女建立緊密的支援網絡，互相分享社會資源，討論改善問題的方法。藉此自助互助，自立自強，增強能力，改善困境。

婦女心聲

我辦理完離婚手續後，獲得女兒的撫養權，同時也經法庭頒令每月得到撫養女兒的贍養費，我因為不想前夫說我佔他便宜，所以並沒有申請我自己的贍養費。本來想著節儉度日，把生活捱過去，但怎知前夫一直沒給我任何費用，於是我唯有出來工作。因我身體本身有多種疾病，所以工作對我來說也挺疲累的，後來認識了中心的社工，心中感覺到人間有情，得到了支持及鼓勵，也使我明白到我不是孤軍作戰，生活漸漸知道可以有什麼計劃和方向！我也希望日後能夠成為中心義工，將自己小小的力量貢獻出來，支持其他有需要的人士。

輔導服務使用者
馬女士

Mental distress was the main topic of enquiry (85%), followed by marital and cohabitation issues (80%) and legal matters (69%) (Chart 9). More than half (52%) of counselees reported having been victims of abuse (Chart 10), with 85.7% having suffered psychological abuse and (61.2% having suffered physical abuse (Chart 11). The abusers were predominately the counselees' spouses or boyfriends. Many of the counselees also reported having experienced serious mental distress. 5.7% of counselees reported having planned to commit suicide, and 20% reported that they had attempted suicide (Chart 12).

We also organised a total of 10 support groups for women experiencing marital problems, women experiencing psychological problems, and carers. Approximately 160 women participated in the groups. The groups provided various means of support – by learning music, exploring one's self, and providing a "filling station for the soul". Women can relieve their distress and establish close bonds, while also advising their peers and sharing community resources. With the group's focus on empowerment and self-reliance, women are able to improve their difficult circumstances.

Women's Voice

I received custody of my daughter in my divorce, as well as a court order for monthly alimony. I didn't want my former husband to say that I was taking advantage of him, so I didn't make a submission for alimony for myself. I thought that I could be thrifty and weather anything that came. I had to go out and find a job since my husband wasn't paying me anything, but working exhausted me because I suffer a number of ailments.

Then I was acquainted with HKFWC's social workers, and in my heart became alive with that emotional, human connection. They offered me encouragement and support, and helped me understand that I am not in this fight alone. My life, I learned, could gradually go in the direction I had planned. I'd like to volunteer with the HKFWC and contribute what I can to help out and support others in need.

Ms Ma
Case Counselling Services Counselee

培訓及就業支援 Training & Employment Support

婦女再就業計劃

女人都可以撐起一片天！我們相信每一個婦女都有自己的價值與潛能，因此我們倡議社會趨向多元，使她們有發揮所長的機會；同時藉著提供多元化且彈性的培訓課程，讓她們可以在照顧家庭外，仍然可以好好裝備自己，發展自己的興趣，甚至發展成為事業，逐步實踐經濟自主。自1998年起獲僱員再培訓局資助舉辦一系列以基層婦女為本的僱員再培訓課程，至今已延續17年，為無數婦女重拾興趣、發展潛能。

年度焦點

一直以來，我們都本著為基層婦女服務，讓她們擁有「選擇」為目標，發展我們的培訓課程，我們很高興我們的努力獲得認可，於第八屆ERB「人才發展計劃」頒獎禮獲頒「ERB課程管理獎」，肯定了我們的工作與同工的付出。

與去年相比，本年度無論是課程種類、課程數目或是入讀人數都有飛躍的增長。本會共開辦了41個全日制和37個半日制，合共78個課程，共有1,600位婦女入讀，接受職業培訓，掌握新的工作技能，並透過工作配對服務，協助婦女重投勞動市場。

為了讓婦女有更多的選擇空間發展自我及打破性別定型的框框，本會本年度共新增16個專業的全日制或兼讀制課程，涵蓋更多元化的職業類別，其中包括醫護支援人員（臨床病人服務）基礎證書、標準保安及物業管理基礎證書、保安培訓課程認可計劃－質素保證系統基礎證書（兼讀制）等，讓婦女可以選擇自己的興趣，不受社會框框的規限自我。

Women's Re-employment Scheme

One of our core beliefs is that every woman has both potential and value. This is why we advocate social diversity so that women too can have the opportunity to be all they can be – women, too, can uphold the sky. Apart from advocacy, we offer a range of training courses that are flexible for women's schedules, empowering women to outfit themselves with skills and pursue their interests – even grow them into a career and gaining their own economic autonomy – while also caring for their families. Since 1998, the HKFWC has offered the Talent Development Programme, a series of courses oriented toward underprivileged women supported by funding from the Employees Retraining Board. For more than 17 years countless women have sought to develop their potential and renew their interest through study through our courses.

Focal Points for 2015-16

A consistent aim of our services has been to provide options to underprivileged women. We are pleased that our efforts to give women these choices through our courses has been recognised by the Employees Retraining Board, which honoured us with the ERB Outstanding Award for Course Management at the 8th Manpower Development Scheme Award Presentation – an affirmation of our team's hard work.

Our courses and trainees both experienced significant growth in 2015-16. We offered a total of 78 courses in the 2015-16, split between 41 full-time courses and 37 half-day courses. A total of 1,600 women attended our courses to learn new skills to help them re-enter the labour market. The programme also provided placement services for the attendees.

We've added 16 new courses in 2015-16 to provide women more choices and break through gender stereotypes. The courses cover a wide range of occupations so women can pursue what's in their own interests. New courses include Foundation Certificate in Care-related Support Worker Training (clinical patient services), Foundation Certificate in Standard Security & Property Management, Foundation Certificate in Quality Assurance System for the Security Training Recognition Scheme (part-time).

全日制課程**Full-Time Courses**

	課程數目 No. of Course	入讀人數 No. of Students
陪月員基礎證書 Foundation Certificate in Post-natal Care Worker Training	9	189
保健按摩基礎證書 Foundation Certificate in Healthcare Massage	2	37
專業摩登大妗員基礎證書 Foundation Certificate in Professional Modern Guide of Traditional Chinese Wedding Etiquettes Training	3	57
花店實務及花藝設計助理基礎證書 Foundation Certificate in Florist and Floriculture Assistant Training	11	230
化妝助理基礎證書* Foundation Certificate in Cosmetician Assistant Training*	4	80
美甲師基礎證書* Foundation Certificate in Nail Technician Training*	1	19
寵物美容及店務助理基礎證書 Foundation Certificate in Pet Groomer and Shop Assistant Training	7	133
標準保安及物業管理基礎證書* Foundation Certificate in Standard Security & Property Management*	1	18
醫護支援人員（臨床病人服務）基礎證書* Foundation Certificate in Care-related Support Worker Training*	1	20
復康助理員基礎證書* Foundation Certificate in Rehabilitation Assistant Training*	1	21
離院病人家居護理員基礎證書 Foundation Certificate in Care Worker for Discharged Patients Training	1	22
總數 Total	41	826

*為本年度新增之再培訓課程

* New course for 2015-16

兼讀制課程 Part-Time Courses

	課程數目 No. of Course	入讀人數 No. of Students
幼兒照顧基礎證書 (兼讀制) Foundation Certificate in Child Care (Part-time)	5	108
陪月員技能提升基礎證書 (母乳餵哺及嬰兒特殊照顧) (兼讀制) Foundation Certificate in Skills Upgrading for Post-natal Care Worker (Breast Feeding and Infant Special Care) (Part-time)	6	132
中醫實用食療知識基礎證書 (兼讀制) Foundation Certificate in Knowledge of Dietary Supplement in Chinese Medicine (Part-time)	10	231
保安培訓課程認可計劃-質素保證系統基礎證書 (兼讀制) * Foundation Certificate in Quality Assurance System for the Recognition Scheme of Security Training (Part-time)*	3	54
物理治療護理基礎證書 (兼讀制) * Foundation Certificate in Caring Skills in Physiotherapy (Part-time)*	2	40
電腦操作初探基礎證書 (兼讀制) * Foundation Certificate in Computer Operations for Beginners (Part-time)*	1	20
電腦操作系統基礎證書 (兼讀制) * Foundation Certificate in Computer Operation System (Part-time)*	1	18
文書處理I基礎證書 (兼讀制) * Foundation Certificate in Word Processing I (Part-time)*	2	37
文書處理II基礎證書 (兼讀制) * Foundation Certificate in Word Processing II (Part-time)*	1	21
倉頡輸入法基礎證書 (兼讀制) * Foundation Certificate in Chang-jie Chinese Input Method (Part-time)*	1	19
互聯網應用基礎證書 (兼讀制) * Foundation Certificate in Internet Application (Part-time)*	1	18
常用英語I基礎證書 (兼讀制) * Foundation Certificate in Basic English I (Part-time)*	2	40
常用英語II基礎證書 (兼讀制) * Foundation Certificate in Basic English II (Part-time)*	1	18
常用英語III基礎證書 (兼讀制) * Foundation Certificate in Basic English III (Part-time)*	1	18
總數 Total	37	774

*為本年度新增之再培訓課程

* New course for 2015-16

婦女心聲

2015年5月在朋友介紹下報讀慧思薈的陪月員基礎證書課程，起初以為自己有照顧兒子的經驗，應該會較易上手。豈料自己的經驗原來只是冰山一角，甚至部分更是民間謬誤。我認為課程最大得著除了得到更多專業知識外，亦增加了一個「聚腳點」，與其他姊妹一齊參與其他活動。隨著參加中心課程，亦擴展了我的人際網絡，現在我也是慧思薈的義工，向區內姊妹推廣再培訓課程。

再培訓課程學員
陳素美

我是一個愛花之人，平常亦會自己在家嘗試插花。惜因為照顧子女及區內未曾有此類課程而一直苦無機會接觸。至2015年10月經再培訓師姐推介下報讀「花店實務及花藝設計助理基礎證書」。從一竅不通到鑽研技巧、學會欣賞。於畢業後與一班姊妹組成其中一組花自僱小組，實踐自己所願。

再培訓課程學員
陳秀娟

Women's Voice

In May 2015, a friend introduced me to the Foundation Certification in Post-natal Care Worker Training Course at WISE, wanting me to join her. And I thought that it should be a relatively easy course given my experience caring for my son. Only to come to find out that I knew was but the tip of the iceberg – and some of it was wrong. Apart from all the things that I learned, I think the greatest thing that I took from the course was in the community that I gained from participating in activities with my sisters in arms. Joining the course expanded my social network and now I volunteer as well at WISE, helping to promote the vocational training courses to others in the community.

Chan So-mei
Re-employment Training Course Graduate

I absolutely adore flowers and often play around with floral arrangements at home. I never had the chance to study it formally because I was busy looking after my children and there weren't any courses nearby. Then in October 2015 I had the change to take the certification course for florist and floriculture assistants and was able to learn new skills in something that I enjoyed. Since completing the course, several of my classmates and I have gone into business together as a group of self-employed florists, and I can now practice what I love.

Chan Sau-kuen
Re-employment Training Course Graduate



社會企業及自僱隊

本會一直致力推動婦女經濟充權，於不同層面促進婦女經濟自主，包括建立僱主網絡、與僱主推動對婦女友善的工作條件、提供就業轉介服務及舉辦招聘會協助婦女就業，並探討其他可行出路。針對社會上可以讓婦女選擇的工作機會少，而且範疇狹窄，大部分屬於工時長的服務行業，對於有家庭負擔的婦女來說，無疑是一大困境。本會因此積極發展社會企業及自僱隊，為完成了再培訓課程的學員，創造更多的就業機會，改善婦女的生活處境，並透過工作經驗的積累，提升她們的自信心及肯定她們的能力。

年度焦點

本會現時主力有四個社會企業項目，包括「花妍巧語」、「狗狗澡堂」、綜合婚嫁服務及「綠綠無窮」，而後者兩個更是新成立的社企項目。四個項目現時累積的參與人數達88人，年度總收入亦超過港幣55,000元，扣除本會必要開支後，全數給予婦女，而她們的平均收入由港幣400多元至港幣2,200多元不等。各個項目的細節均是由參與的婦女經集體討論後得出，包括產品的種類、定價、宣傳方法及渠道、採購及物流等，充分體現出婦女的智慧。未來本會期望進一步發展各個社會企業項目，並研究發展更多元化的工作類別，讓婦女可以有更彈性的選擇。

狗狗澡堂

自2014年7月成立，提供中小型狗隻美容服務，包括基本的清潔服務、梳毛、解結等。澡堂的成立亦讓完成了再培訓課程的學員提供了一個重要的場所實踐所學。因為寵物美容行列競爭激烈，再加上行業兼職空缺較少，缺乏實質工作經驗的畢業學員往往難以加入。但透過澡堂的工作實踐，讓學員有一定的經驗積累，並提升她們為狗隻進行美容的信心。未來將會繼續檢討運作及計劃開拓更多市場，有助學員重投勞動市場，讓女性經濟自主。

Social Enterprise & Self-employed Corps

Advancing women's economic empowerment has been a constant goal. We have promoted women's economic autonomy at many levels to explore other possibilities for women by building networks of employers, promoting friendly working conditions for women with employers, providing job referral services, and conducting job fairs to help women find employment. We recognise that for women, their job opportunities leave little to choose from, with little variety. The majority of work lies in the service industry, which presents a difficult dilemma to women with families.

We actively develop a social enterprise and corps of self-employed women, and provide training opportunities to create more job opportunities and improve the lives of women. In gaining more work experience, we believe, women can recognise their own abilities and build self-confidence.

Focal Points for 2015-16

We have sponsored four social enterprise projects: Florist, Doggie Bathhouse, and our two new projects, Comprehensive Marriage Services and Forever Green. There are presently 88 participants in the enterprises. The total annual revenue was in excess of HK\$55,000. After deducting the necessary expenses, all money went to these women and their average income ranged between HK\$400-2,200. Each enterprise is bursting with the wisdom of its women designers, who planned the offerings, pricing, marketing, procurement, and logistics all on their own. We anticipate sponsoring additional social enterprise projects and look into diversifying into new types of work to provide more flexible choices for women.

Doggie Bathhouse

The bathhouse was founded in July 2014 and offers grooming services for small and medium-sized dogs. The bathhouse is an important place for graduates of our training course, as they can put the skills they learned into practice. Many of the graduates of our pet grooming course lacked practical experience and found it difficult to throw themselves into the fierce competition and lack of part-time positions in the pet grooming industry. With Doggie Bathhouse, graduates can gain some experience in pet grooming and build confidence in their abilities.

We will continue to review the operation of the grooming service and have plans to explore more market opportunities in the future. In doing so, we will be able to help graduates of our course re-enter the labour market and achieve economic autonomy.

花妍巧語

自2014年9月成立，提供各類型度身訂做的花藝服務，包括花束、花球、花籃及襟花等花藝製成品，亦有提供婚禮場地花藝佈置服務。為讓更多市民及機構認識到花妍巧語，隊員都積極在不同的場合設置攤位宣傳，例如於3月時參加由MaD假長沙灣好單位內舉辦的「隔離市集」，當中亦不少的市民了解及查詢我們的花藝成品。

綜合婚嫁服務

自2015年12月成立，提供傳統大妗服務、化妝、場地佈置等一站式服務項目，讓更多不同類型的自僱隊都可以參與，並累積經驗。

綠綠無窮

自2016年1月成立，出售多種不同類型的升級再造環保產品及護膚產品，包括再生肥皂、美容皂、環保酵素清潔劑、潤唇膏及一系列布藝產品。承接「社區媽媽工作室」的升級再造環保產品研發，本會將「工作室」的成果，加以改良並按量生產。



Florist

Since September 2014, Florist has offered bespoke services, creating tailor-made floral bouquets, pompoms, basket arrangements, boutonnieres, and floral arrangement for events such as weddings. The florist corps have actively promoted the workshop and its floral offerings on a number of occasions, including at the Fair Next Door organised by Make a Difference in Cheung Sha Wan in March 2016.

Comprehensive Marriage Services

We are committed to exploring different avenues for development to provide women more opportunities. This is why we formed Comprehensive Marriage Services in December 2015, giving self-employed crops of different nature the opportunity to gain experience. Services offered include wedding planning, make-up application, and venue design, as well as other on-site services.

Forever Green

Our newest enterprise, Forever Green was established in January 2016 as a part of upgrading the Community Mama's upcycling and eco-friendly product development. The enterprise sells upcycled goods and eco-friendly skin-care products. Among the offerings include upcycled soap, eco-friendly facial soap, enzymatic cleansers, and lip balm, as well as upcycled cloth goods. Forever Green was built upon the success of Community Mama's Workshop by improving the quality and increasing the quantity of production.



婦女心聲

我是化妝自僱隊的隊員，今年已經年過半百，從來沒有想過自己能夠在人生這階段可以入行成為一個化妝師。在我年輕的時候，化妝師這個職業是我的夢想，可惜當時是小孩的媽媽，最後因為要照顧小孩而卻步。當時想，不如待兒女都長大後，再算吧！

待兒女終於大了，我才發現原來自己會變老的。一個機緣巧合下，我讀了由婦女中心開辦的僱員再培訓局的化妝課程。很幸運，中心為了幫助婦女就業，協助了化妝班的同學成立了首個的化妝自僱隊。

年齡沒有令我對化妝的熱情減退，還記得第一次化妝工作前夕，這次還是婚禮化妝。我真的很擔心，既擔心自己的技術，又害怕別人的目光，畢竟自己年紀也不輕。萬幸，在隊友互補不足情況下，我們完成了工作，而且客人都是滿意的。今天我已累積了更多經驗，我有信心能夠做好將來每一個的化妝工作。

化妝自僱隊隊員
張燕兒

Women's Voice

I've been a member of the corps of self-employed make-up artists for more than half a year now, and I'd never before thought that I could become a make-up artist at this stage of my life. When I was young, it was my dream job. But then I became a mother and I put it off so I could raise my children. At the time, I thought that I could perhaps give it a go after they'd grown up.

Now that they're older, well, I'm older too. But then, by change, I happened to read about a make-up course being offered by the retraining programme at the HKFWC. It was great luck, to learn that the HKFWC was offering these courses to help women become self-employed as make-up artists.

Age has not diminished my passion for make-up. I can still recall my first job, a bridal make-up event. I was extremely nervous. I fretted about my skills, and worried that the customers would think that I am too old to be a make-up artist. I was fortunate to have fellow members of my corps beside me, and we did our job to great reception from our clients and their guests. Now I've a lot more experience as a make-up artist and am confident that every job I do will be a good one.

Cheung Yin Yee
Self-employed make-up artist



職工合作社

由婦女自行組織、營運及提供自負盈虧服務的「合作社」，讓基層婦女在平等的互助合作關係上開拓另類就業出路，一方面讓她們發揮專長、創造經濟收入，另一方面提升自信。本會先後協助一班基層婦女組成婦女綠色生活職工有限責任合作社及婦女健康生活職工有限責任合作社，並分別於2001年及2007年註冊及獨立運作，由本會擔任其顧問及提供簡單的辦公室位置和物資，現時兩個合作社都已經由社員自行管理業務和社務。

婦女綠色生活職工有限責任合作社主力營運清潔服務，但因為長期以來社員人數不足，以及經營成本攀升等原因，已於2016年3月31日結束營運。而主力陪診及家居照顧服務的婦女健康生活職工有限責任合作社，現時亦面對著種種營運困難，例如社員短缺，妨礙業務進一步發展，但合作社仍然都本著宗旨，在互信關係基礎上互相合作，克服困難，一步步的走下去。

Co-operatives

Co-operatives which women organise, operate, and finance own their own, not only empower underprivileged women to develop alternate employment opportunities through equal relations of cooperation and mutual assistance, but also warrants them to develop their expertise and create a source of income. It also increases their self-confidence.

The HKFWC have assisted a group of women at the grassroots level to form the Women's Green Life Workers Co-operative Society, Limited and the Women's Healthy Living Workers Co-operative Society, Limited to aid this cause. Formed in 2001 and 2007, respectively, the co-operatives are independently operated and manage their own businesses. We in turn serve as their advisors and provide them with office space and basic supplies.

The Women's Green Life Workers Co-operative provides cleaning services. Due to long-term manpower shortages and high operating cost, it closed down on 31 March 2016. The Women's Healthy Living Workers Co-operative provides travel accompaniment for clinical visits and in-home care services. The co-operative have been faced with obstacles such as manpower shortages and difficulties expanding business. Yet they continue to persevere, and support each through their challenges, succeeding together step by step.

持續教育 Continuing Education

基於傳統性別角色定型，過去女性接受教育的機會較少，加上照顧家庭的責任往往落在女性身上，因而影響她們的學習和持續進修。通過持續教育，婦女不但能建立自信，提升生活技能和水平，更可擴闊社交圈子，增長見聞。

婦女成人教育課程

本會自1998年開始，獲勞工及福利局資助開辦各類型的成人教育課程，以配合不同組群婦女的學習需要，鼓勵婦女持續學習，提升個人能力，增加自信。

年度焦點

本年度舉行了七個不同類型的課程，共12班。合共有168位婦女分別在賽馬會麗閣中心和賽馬會太和中心報讀，服務1,575人次。

賽馬會麗閣中心 — 開辦課程包括：

做個出眾的女性教育課程
婦女小學英語課程（初級）
婦女小學英語課程（中級）
婦女小學英語課程（高級）
婦女法律入門
婦女基本英語識字課程

賽馬會太和中心 — 開辦課程包括：

提升婦女溝通及排難應變的技巧
婦女法律入門

In the past, women have had less access to opportunities for receiving education due to traditional gender stereotypes. Moreover, the responsibility to care for the family often fell on the women, further affecting their ability to continue their formal education. The HKFWC engages women with adult education courses to help build self-confidence while improving their skills and knowledge – all while expanding their social circle.

Adult Education Scheme for Women

The HKFWC has offered a wide range of adult education courses since 1998 thanks to funding from the Labour and Welfare Bureau of Hong Kong. These courses cater to the learning needs of many groups of women, encouraging them to continue to learn, raise their personal capacity, and strengthen their self-confidence.

Focal Points for 2015-16

We offered 12 courses on seven topics at the Jockey Club Lai Kok Centre and Jockey Club Tai Wo Centre. The courses were attended by a total of 168 women, with 1,575 attendances recorded across the courses in total.

Jockey Club Lai Kok Centre Courses:

Assertiveness Training Course for Women
Basic English Course for Women (Elementary level)
Basic English Course for Women (Intermediate level)
Basic English Course for Women (High level)
Legal Literacy for Women
Basic English Literacy Course for Women

Jockey Club Tai Wo Centre Courses:

Effective Communication and Conflict Management Skills
Legal Literacy for Women



婦女網絡及共融 Community Networking

在傳統的觀念下，婦女總被理所當然地擔當家庭的照顧者，埋首於堆積如山的家務，缺乏社交生活，亦積下了五勞七傷而不自知。因此，我們積極推行婦女網絡及共融計劃，透過不同類型的網絡活動，讓婦女在照顧工作以外，能夠建立自己的社交圈子及支援網絡，以減輕她/他們所面對的壓力。

孤單不再 —— 建立可持續跨界別支援 照顧者網絡計劃

承蒙「社區投資共享基金」贊助，自2012年7月開始，協會展開了為期三年的「孤單不再——建立可持續跨界別支援照顧者網絡計劃」，以關懷照顧者的自身需要為出發點，透過舉辦多元化的講座、義工活動及組織照顧者互助支援小組等，擴闊照顧者的支援網絡，以減輕她/他們所面對的壓力，並提升社會大眾對照顧者需要。由於計劃成效獲得基金肯定，協會再獲基金支持開展第二期（2015年9月至2018年9月），我們將承接上一期計劃的成果，繼續提升大埔區照顧者的鄰里支援網絡功能，引入更多跨界別專業團體的合作，為區內照顧者建立更豐厚的社會資本。

Women can be taken for granted due to traditional notions, being seen as the family's caregiver. Buried under a mountain of housework, she can find her health suffering under the strain and lacking a life outside the home. Our Community Networking programme is taking action to combat these perceptions. The programme offers networking activities to help women expand their social and support network beyond the home and help relieve the pressure they face.

Make A Difference: Building a Sustainable Cross-sectoral Carers' Support Network

We launched our three-year project Make A Difference: Building a Sustainable Cross-sectoral Carers' Support Network from July 2012 with support from the Community Investment and Inclusion Fund. The core focus of the project was helping caregivers look after their own needs. It offered seminars, volunteer activities, and support groups to broaden their support network and alleviate the pressure on them. At the same time, the project aimed to increase attention paid in the community to the needs of our caregivers.

We are pleased to have received a second round of funding for Phase II of the project, running September 2015 to September 2018. Building upon the success of Phase I, Phase II will see us expand the support network for caregivers in Tai Po. We also aim to introduce even more professional bodies across a number of sectors to build most robust social capital for caregivers in the region.



跨界別持續關顧照顧者處境諮詢委員會

委員會邀請曾參與計劃的照顧者、社區人士、地區團體、社福機構及跨界別團體代表成立跨界別持續關顧照顧者處境諮詢委員會，定期會面及交流意見，期望為照顧者發展可持續的社會支援網絡。

本年度進行了三次恆常會議，會議合共有兩個跨界別團體代表出席，包括地區團體代表，救世軍大埔長者社區服務中心大埔長者綜合服務岑鳳霞女士、香港聖公會太和長者鄰舍中心司徒敏儀女士、仁濟醫院地區支援中心（大埔）陳燁女士、銘恩中心關玉君女士、香港心理衛生會恆悅坊區敏怡女士、基督教銘恩堂使命教會林燕雲女士、雅麗氏何妙齡那打素醫院義工及社區發展部陳麗華女士。醫護界代表基督教聯合那打素社康服務羅澤安先生、香港理工大學結合保健診所丁淑文女士、及理財顧問鍾岸縈女士。照顧者代表包括鍾愉女士、葉慕貞女士及李美媚女士。義工關顧天使則有蔡群娣女士、羅妙嫦女士、郁康妮女士及龐智恩女士。

計劃透過此平台成功到不同地區團體舉辦網絡活動認識照顧者，包括治癒失眠中醫講座，超過30位婦女參與。

關顧天使

關顧天使是維繫社區網絡的重要力量，除了主動發掘及關心社區照顧者外，今期他們將會被提升為資深義工，由他們向新的義工教授技能，如：剪髮及維修等，提升至支援照顧者生活的層面。現時計劃內共有161位義工，繼續為照顧者建立鄰里支援。

Carers Advisory Committee

We have invited caregivers representatives along with stakeholders from the local organisations, social welfare agencies, pan-regional groups, and the local community to participate in cross-sectoral advisory committee on carers. The committee meets regularly and we envisage that it will develop a sustainable social support network for caregivers.

The committee convened three times in 2015-16 with two representatives from each organisation present at each session. Our organisational representatives included Shum Fung-ha of the Salvation Army Tai Po Multi-service Centre for Senior Citizens, Szeto Mun-ye of the HKSKH Tai Wo Neighbourhood Elderly Centre, Chan Wa of Yan Chai Hospital District Support Centre (Tai Po), Iris Kwan Yuk-kwan of Remembrance of Grace Centre, Au Man-i of the Mental Health Association of Hong Kong Jockey Club Amity Place (Tai Po), Lam Yin-wan of Christian Mission Church, and Connie Chan Lai-wah of the Alice Ho Miu Ling Nethersole Hospital Volunteer and Community Development Department. Representatives from the medical community included Law Chak-on of the United Christian Nethersole Community Health Service, Sylvia Ting Shuk-man of the Hong Kong Polytechnic University Integrated Health Clinic, and financial advisor Chung An-ying. Chung Yue, Yip Mo-ching, and Lee Mei-mai served as representatives of the caregiver community. And our volunteer angels of loving compassion included Choi Kwan-tai, Law Miu-sheung, Yuk Hong-nei, and Pong Chi-yan.

Our goal is to use this platform to engage with local groups and organise networking events acknowledging the contribution of our society's caregivers. One recent event was a talk on treating insomnia with traditional Chinese medicine attended by more than 30 women.

Angels of Loving Compassion

Our Angels of Loving Compassion are a critical volunteer force to maintain our community networks. At present we have 161 volunteer angels working to increase community support for caregivers. The angels actively seek out caregivers in the community and give them care and support. They also serve as senior volunteers who impart their skills onto new volunteers. The angels train our incoming volunteer force with skills such as giving haircuts, maintaining haircare supplies, skills that can help improve caregivers' lives.



身心靈全人健康課程

由上一期開始，計劃一直與基督教聯合那打素社康服務合作，透過中醫及正向心理讓照顧者從中學會全人健康的方法，包括：飲食養生、減壓方法等，當中組員間互相勉勵，讓他們持續關心身心健康。合共28位照顧者參與。

婦女心聲

未進入計劃前，我需要全天候照顧患有長期病患的姊妹。不過，她根本沒有動力幫自己復原，令我感到十分氣憤同時又為她擔心。當我感到無助之際，參加了計劃並認識了一班同為照顧者的好友，每月都能在小組中與組員分享，漸漸學會了豁達，慢慢地我也多參與活動認識更多朋友，希望日後有更多照顧者能更關心自己，自然能從中學會減壓之道。

照顧者

小玲（化名）

華明照顧者姊妹互助網絡

由於北區的婦女支援持續不足，令到不少的照顧者都承受巨大壓力而不能舒發，因此我們首次在北區推行照顧者互助計劃「華明照顧者姊妹互助網絡」，支援區內婦女的需要。本會非常感謝傳德蔭基金的資助，透過舉辦不同網絡活動吸納並發掘隱蔽於社區內的婦女照顧者，喚醒及鼓勵她們關心自己的精神健康，並協助她們在社區內組織互助小組，建立同路人支援網絡，發展社會資本承托區內婦女照顧者需要。

Body, mind, spirit training for holistic wellbeing

Make A Difference has been working with the United Christian Nethersole Community Health Service since Phase I to introduce a holistic wellbeing mentality to caregivers using positive psychology and traditional Chinese medicine. A total of 28 caregivers have participated in our joint activities covering a range of topics, including nutrition and ways to relieve stress. Participants found mutual encouragement through the activities and continue to care for their own physical and mental well-being.

Women's Voice

Before joining Make a Difference, I was the full-time caregiver for my sister, who suffers from a long-term illness. She didn't have the strength to help herself recover and recuperate, which left me feeling angry – and anxious for her.

When I felt helpless, I joined Make a Difference and found a group of friends. We meet each month, in groups and in sharing sessions, and it's through them that I've learned to be more optimistic. I've come to know many of my fellow caregivers well. I hope that more caregivers will learn how to care for themselves as well and be able to naturally decompress and relax.

Siu-ling (pseudonym)
Caregiver

Building up Women Caregivers' Mutual Support Network in Wah Ming Estate

Services to support women are lacking in the North District. As a result, many caregivers in the region find themselves under tremendous pressure with few ways to let it out. To address these issues we launched the Building up Women Caregivers' Mutual Support Network in Wah Ming Estate, our first caregivers project in North District, thanks to the generous support of the Fu Tak lam Foundation.

The network holds events to raise caregivers' interests and dive into what can be a hidden caregivers community. It aims to arouse caregivers and encourage them to look at their psychological wellbeing. At the same time, it encourages caregivers to form their own support groups in their local community and a network of sisters in arms so they can raise the social capital needed to support their fellow caregivers.



網路活動

網絡活動的內容針對照顧者的需要而設計，如孩童照顧者常因管教問題感到煩惱，我們便舉辦講座和分享會，邀請她們分享照顧的壓力及交流子女的成長情況。此外，婦女大多因照顧的工作導致無暇娛樂和休息，因此我們亦舉辦不少外出郊遊活動，目的希望照顧有停下來好好休息一下。

關注婦女照顧者身心靈健康日

為發掘隱蔽於社區內受情緒困擾的婦女照顧者，本計劃每季會於粉嶺不同屋苑舉辦「關注婦女照顧者身心靈健康日」；透過壓力和血壓測試，讓社會大眾更了解自己情緒和身體狀況，從而喚醒大家關心自己的精神健康及增加對情緒病的理解。

Networking Events

Our caregiver networking events are tailored to the needs of caregivers, such as how to deal with vexing disciplinary issues in childcare. We invite caregivers to join in our talks and sharing sessions, so they can relieve the stresses of the job and discuss child rearing with fellow caregivers.

We also recognise that many caregivers may have little opportunity for recreation or to relax on their own. A number of the scheduled events are therefore designed to be outdoor events so the caregivers can have the chance to relax in an open setting while they relieve the pressures of the job.

Mind, Body, Spirit Wellness Day

The HKFWC holds four quarterly Mind, Body, Spirit Wellness Days each year at a number of housing estates in Fanling as a way to support caregivers in the community who are experiencing psychological distress.

We show the relation between physical and mental health by offering stress tests and blood pressure tests to members of the community, so they can understand how their psychological state affects their health and have a better appreciation of the importance of staying healthy in mind, body, and spirit.

婦女齊起動・開創姿彩人生——建立可持續新來港及單親婦女互助網絡

新來港婦女及單親婦女往往缺乏社區支援或是服務不足，以至出現適應困難，自尊感較低、難以外出就業及墮入貧窮的處境。承蒙社區投資共享基金的撥款資助，在深水埗區推行為期三年的「婦女齊起動・開創姿彩人生——建立可持續新來港及單親婦女互助網絡」。本計劃期望透過發展深水埗社區內互助合作為起點，通過區內婦女參與不同互相支援活動，加強新來港婦女及單親婦女與社區之間的聯繫，發揮互助自助的精神，建立不同背景的婦女支援網絡，另外透過建立跨界別跨專業的合作平台，支援新來港婦女及單親婦女的就業，凝聚社會資本，以可持續發展支援婦女及其家庭。

姿「深」PIE 互助自助小組

姿深PIE互助自助小組，多姿多彩的活動包括定期茶聚互相分享生活點滴、參與身心靈減壓及聯誼活動、建立互助託兒網絡、就業培訓及推介等等。

PIE 的意思

P for「Peer」：讓新來港及單親婦女建立「朋輩」網絡，發揮互助精神

I for「Interaction」：透過不同活動，促進婦女與不同社群之間的「互動」

E for「Employment」：通過跨界別合作，支援婦女「就業」

多姿多彩小組

我們嘗試透過與婦女製作一些生活用品，例如酵素、潤唇膏等，讓婦女參與社區活動及認識新朋友，從而擴大她們的生活圈子。她們學完後還會一齊分享。活動的確有效令一班本來不認識的婦女熟絡起來，她們不單在最後一天開了whatsapp群組，並互相分享了自己擅長的東西。參與者之後更以「多姿多彩」互助組的形式繼續保持聯繫。

A New Page in Life: To Develop a Sustainable Mutual Help Network for New Arrival Women and Single Mothers

Single mothers and women who have just migrated to Hong Kong from the mainland can struggle to adapt to their new lives and are often faced with a lack of community support and social services. As a result, many are faced with poverty due to difficulties obtaining employment and suffering from low self-esteem. To address these issues, we launched the three-year project in Sham Shui Po: A New Page in Life: To Develop a Sustainable Mutual Help Network for New Arrival Women and Single Mothers thanks to support from the Community Investment and Inclusion Fund.

The project brings women to participate in various support activities in Sham Shui Po. It aims to strengthen community ties between single mothers and new arrivals to Hong Kong by building networks between women of disparate backgrounds, as well as fostering an overall spirit of support to others and oneself. In addition, the project aims to engender a cooperative platform supported by entities across various sectors and professions to provide employment assistance to members of the network. By accumulating a greater amount of social capital, the project will support the sustainable development of women and their families.

Profound PIE support group

The Profound PIE support group was formed around the concept of "Peer", "Interaction", and "Employment". The support group conducts a number of activities including regular teatime sharing sessions, physical activities to help decompress, creating a childcare network, job training, and sharing recruitment information.

Peer: It provides peer support and help create networks between single women and those who have newly migrated from the mainland.

Interaction: It promotes interaction between women and disparate community through activities.

Employment: It supports women's employment by collaborating with entities across a number of sectors.

Multidimensional women group

We engaged a group of women to encourage that they to expand their social circles, interact with the community, and make new friends by creating useful goods such as household enzymatic cleansers and lip balm. As soon as they had learned these new skills, they immediately start sharing them with others. After the event, these women who had previously been strangers start their own group on Whatsapp so they could continue to liaise and share, and they stayed connected through the multidimensional support group.

「藍天翱翔」計劃

為加強婦女對身心健康的認識及關注，以提升基層婦女的身心靈健康及舒緩婦女的壓力困擾。我們本年度在社區中推動「藍天翱翔」計劃，透過工作坊、戶外減壓活動及大型話劇嘉年華，學習如何舒緩情緒讓婦女進一步了解她們的身心健康情況，並透過大型話劇提高公眾對婦女精神健康的關注。

情緒工作坊及戶外減壓活動

透過增加對情緒的認識，藉此學習如何舒緩情緒，減輕壓力。本計劃合共舉辦了11節情緒工作坊，每節的工作坊均有不同的主題，如正向心理學、內在美精神健康、園藝治療等，讓參加者可以在不同的角度去認識情緒並學習方法去舒緩自身的壓力，使身心健康。除了室內工作坊外，亦有舉辦多個戶外減壓活動，分別是「堆出我心戶外活動」及「好心情樂黃昏營」，讓婦女能夠親親大自然，享受一下寧靜的一刻，呼吸新鮮的空氣，放鬆心情，舒緩情緒。

訴我情深 —— 婦女話劇嘉年華

為了讓公眾人士更加關注婦女精神健康及提升婦女的自信心，一班參加者在完成八節「訴我心情：婦女培訓劇場」工作坊後，便一同創作婦女話劇文本，表達婦女在日常生活中遇到的壓力及如何處理，並在2016年3月19日於麗閣邨舉辦「訴我情深——婦女話劇嘉年華」，除了有話劇表演，更有不同的攤位遊行，公眾人士都十分熱衷參與。

"Fly Up High" Project for Women

In 2015-16, we launched Fly Up High, a project aimed at building awareness of the importance of physical and psychological health to enhance the wellbeing of disadvantaged women in mind, body, and spirit and help them alleviate stress. The project engages women to learn methods to relax their spirits and discover more about their physical and psychological health through workshops and outdoor activities. It also raises public awareness of the importance of psychological wellbeing for women through theatrical performances.

Workshops and outdoor activities

When women become more in touch with their emotions, they become more aware of how to relax and decompress. We organised workshops to help women get in touch with their emotions and learn how to alleviate stress to improve their physical and mental wellbeing. This year we held 11 workshops, each themed around a different topic, such as positive psychology, maintaining sound inner health, and horticultural therapy. We also organised outdoor choral activities to help women gather and decompress together while getting a bit of fresh air in a peaceful surrounding. This year, we organised two events, "Venting my spirits outdoors" and "Good music at an evening campsite".

Women Telling All

Women Telling All is a series of workshops aimed to build women's self-confidence and increase awareness of mental health issues through drama. During the workshop, women worked together to write dramatic plays that demonstrated the stress women must deal with in their daily lives and how they handle the pressure. On 19 March 2016, the troupe organised the Women Telling All Theatrical Carnival at Lai Kok Estate for all to enjoy. The troupe performed their well-crafted plays for the community, who also enjoyed the booths we set up for the carnival.



託兒服務 Childcare Services

發展社區內可負擔的的託兒，讓婦女有空間從事她們希望發展的人生是我們其中一項倡議項目，因為我們相信應該要讓基層婦女能夠享有選擇留家照顧兒童或是進入勞動市場的權利。本會就在有限的資源下彌補社會的不足，提供廉價的託兒服務，讓基層婦女能夠以一個可負擔的費用使用託兒服務；另一邊廂，婦女亦可利用自主的時間服務社區，投入勞動或發展各方面的才能。是年度，本會除了自資延續於賽馬會麗閣中心的課餘託管服務外，我們於賽馬會太和中心亦繼續課後託管服務及互助幼兒中心。讓婦女可以有選擇。

愛心褓母託兒服務 — 互助幼兒中心

本會的互助幼兒中心自2014起成立，為大埔區內婦女提供零至六歲的託兒服務，藉此支援婦女，減輕照顧壓力，讓她們有更大的發展空間。本年度服務由98名登記褓母恆常協助照顧合共1,103人次的零至六歲兒童，亦有不少小學學童於學校假期使用服務。此外，已有136名婦女登記使用服務，她們大多數因為工作和照顧其他家庭成員，需要使用託兒服務。

We firmly believe that disadvantaged women should have the right to choose the lives they want to live. It's for this reason that a primary initiative of the HKFWC is to develop affordable childcare options in the community.

The HKFWC provides affordable childcare services to make up for shortcomings in the community. Women thus can enjoy affordable childcare while also using their newfound free time to take up employment, develop their skills, or serve the community. In 2015-16 we gave women the choice of free time by offering afterschool care at the Jockey Club Lai Kok Centre, and both afterschool care and a Mutual Help Child Care Centre at the Jockey Club Tai Wo Centre.

Compassionate Nanny Childcare Services (Mutual Support Childcare Centre)

Our Mutual Help Child Care Centre has supported mothers in Tai Po by providing childcare services for children between the ages of 0-6 since its founding in 2014. By reducing their childcare burdens, women are able to have more opportunity to develop their abilities. In 2015-16, 136 women benefited from the centre's childcare services, the majority of whom require quality childcare so they can work or care for other members of their families. Besides, our centres' 98 registered caregivers provided childcare services to women in the community 1,103 times.



課後託管服務及協助婦女就業資助計劃

承蒙應善良福利基金會資助，賽馬會太和中心自2014年起推行課餘託管服務，目的是支援婦女就業。本年合共1,556人次學童使用過此服務，使14名婦女能夠安心就業，成為全職或兼職人士，反映區內有不少本來當全職主婦的母親其實有很大的就業需要。

課餘託管小組服務

賽馬會麗閣中心的課餘託管已服務了超過八年。就本年度，超過28位義務導師為有需要的16位來自低收入家庭的學生提供了近3,030小時的義務課餘託管服務。通過向參加的學生提供功課指導，大部份學童的母親得以就業，其餘的則可專心照顧其他患病家人，學生的學業成績也有所提高，並以學習及知識改變生命。

After-school Childcare and Subsidies to Help Women Seeking Employment

The Jockey Club Tai Wo Centre has provided afterschool childcare services since 2014 thanks to the generous support of the Yin Shin Leung Charitable Foundation. The main focus of the service is to help women find employment. In 2015-16, we provided after-school care to children on 1,556 occasions to help 14 women take up part-time or full-time employment without needing to worry about who would care for their child after school – a testament to the reality that many stay-at-home mothers do want to be employed themselves.

After-school Childcare Services

The Jockey Club Lai Kok Centre has offered after-school childcare services for more than eight years. In 2015-16, our 28 volunteer tutors provided nearly 3,030 hours of after-school care to 16 children from low-income families. Through these tutoring services, women were free to work or perform their care-giving role at home while their children's academic performance increased. What they learned would change their lives.



好「惜」食 Cherish Food



「好『惜』食」計劃由香港婦女中心協會於2011年11月啟動，並於2015年12月獲香港公益金撥款支持，服務得以拓展，加入升級剩食、社區經濟及社區營聚的元素。資源浪費及分配不均是貧窮的成因之一，我們相信透過生活智慧及技能，婦女能建立出資源共享及強韌社區力量，從而舒緩資源浪費及分配不均所帶來的經濟負擔。

年度焦點

我們共收集超過57公噸食物，包括54公噸新鮮食物及3公噸乾貨，共20,227次數家庭受惠。計劃踏入第五年，服務核心仍是食物回收及分享，因為我們相信食物回收及分享是計劃的基石，最能夠成為凝聚區內街坊的橋樑，除此以外，我們拓展了不少新的服務範疇，進一步凝聚社區關係。

Uneven distribution of resources and waste are a leading cause of poverty. We launched the Cherish Food programme in November 2011 with a core belief that women are able to become a strong force for the sharing of resources in the community by building their skills and wisdom. In doing so, they can help relieve the burden that uneven distribution of resources and waste places on their communities. We have been delighted to receive funding from the Hong Kong Community Chest in December 2015 to support Phase II of the project. With this support, we are able to expand our services and contribute to produce collection, the local economy, and communal gatherings.

Focal Points for 2015-16

In 2015-16, Cherish Food collected a total of 57 tonnes of produce, of which 54 tonnes were fresh produce and 3 tonnes were dried goods. Food was redistributed to needy households 20,227 times.

The cornerstone of the Cherish Food project is food collection and distribution. As the Cherish Food project enters its fifth year, we aim to expand the project with distribution at our core, as well as expand into new service areas and further engage with the community.

社區營造：食物回收及派發、開放茶座、社區電影、社區種植

從到街市食物回收，到社區分發過程，街坊在等候領菜過程，會互相聊近況，分享一下邨內事或資訊，領菜後又會互相交換較為合自己口味的蔬果，每天晚上有約三至四十個家庭前來領菜，為麗閣邨平台帶來一遍熱鬧。

我們逢星期六在中心門外的公共空間設開放茶座，凝聚不同的社區人士及本計劃的受惠者。婦女運用回收回來的剩食，混入烹調技巧，製作出美味食物與社區人士分享。

升級剩食：「盛」食工作坊、Chit Chat Gathering

在「盛」食工作坊及Chit Chat Gathering中，我們宣傳物盡其用訊息，加入以時節及食療的主題及婦女的廚藝，婦女由義務中醫師授課中認識到九種體質及食物療效後，並就著時令回收回來的剩菜一同的研發菜式。我們深信只要花點心思及加點廚藝，剩食都能化身為盛食。

Community building: Food collection distribution, outdoor cafe, film screenings, community garden

The terrace of Lai Kok Estate becomes a lively scene each evening as Cherish Food ambassadors distribute food to 30 to 40 families. From collection to distribution, our team engages with members of the community, talking about the latest news, sharing helpful information, or chatting about their favourite produce.

Cherish Food operates an outdoor cafe in the public area in the centre of Lai Kok Estate for Cherish Food beneficiaries and members of the community. We use collected food as well as some of our team's fine skills to craft delicacies to share with the community. The cafe is open every Saturday.

Upcycling Cooking Workshop & Chit Chat Gathering

We use Upcycling Cooking Workshops and Chat Chat Gatherings to communicate the importance of minimising food waste and practising green living. The gatherings centre around seasonal diets and nutrition as well cooking skills. We teach the nine temperaments and curative effects of food as recognised in traditional Chinese medicine nutritional therapy and how to use seasonal availability to create healthy dishes. We deeply believe that with a little ingenuity and some cooking skills, leftover food can be transformed into a nutritious feast.



社區經濟：社區服務隊 — 縫補坊、婦女樂坊、 二手物互換配對、 共同購買、手作墟市

現時購物選擇和供及方式都較為單一化；財團壟斷，小商戶難有生存空間，為發展另類經濟模式，推動經濟、消費自主及探討公共空間運，本計劃與關注草根生活聯盟合作，從共同購買開始，直接向小店或生產商集體購買日常用品及食品等；同時提供一個二手物互換的配對平台，讓街坊可以將二手物轉讓予有需要的人，減少浪費，亦讓大家多一個選擇。

此外，本計劃亦不斷參與地區墟市，從與婦女相處的時候發現，她們有豐富的手藝及能力，於婦女手作方面有環保皂、環保清潔劑、天然潤唇膏、天然蚊水、手作布袋、衣飾等。期間，我們共參與兩場市集，分別是「屋邨減廢大富翁以物換物 2016」及GOODLAB「隔離市集」。此部分我們強調婦女自家制作、自行推銷、收入全數歸屬婦女自己，既讓婦女不用承擔昂貴的租金而發展自己的手藝及能力，又可一嘗憑自己的手藝而賺錢的滋味，以推動發展婦女的經濟自主。

Community economic participation: Mending the Community "Po", Women Band, second-hand swap meets, group buys, hand-made goods markets

Options for sourcing and shopping are becoming increasingly singular. The market has become monopolised by large consortia, making it difficult for small business-owners. The Cherish Food project has partnered with the Concern for Grassroots Livelihood Alliance to develop alternative economic models by promoting economic and consumer autonomy and exploring business operations in communal spaces. Our first phase brought more choices to the community by making large group purchases in bulk of everyday household goods directly from manufacturers. Moreover, we offer a platform of second-hand swap that allows donation and exchange of second-hand goods to families in need.

The project also participated in local markets, selling goods made with the abundant skills of women: eco-friendly soaps and household cleansers, natural lip balm, natural mosquito repellent, hand-made bags and clothing, and more. We were invited to two markets, the 2016 Waste Reduction Competition Carnival, and the Good Lab Fair Next Door.

The emphasis of the sales was that all items had been made by women, sold by women, and the income would be earned by women. At the same time, it promoted women's economic autonomy. They would not need to bear the burden of leasing a shop to develop their own skills as entrepreneurs, and gained the warm experience of making an earning from something they made through their own initiative.



兩隊的社區服務隊「縫補坊」及婦女樂坊亦展示出婦女的才能。「縫補坊」逢星期四下午都會在賽馬會麗閣中心為街坊縫補舊衣，亦會不時用舊衣麻布車製多樣的布藝品，例如百家布、布袋、手機套等。婦女樂坊則集合了一班愛好音樂的婦女，一齊由完全不懂彈奏結他，到現在能夠自彈自唱，甚至到大型活動中擔任表演嘉賓作社區演出，為大眾展示婦女的另一面。

婦女心聲

我參加了好惜食計劃大約年多，現時一星期一天到街市收菜和生果，再轉發給有需要的長者和家庭。

蔬菜和生果轉贈給有需要的人是一件很有意義的事，理念也很簡單直接，街市商販把沒出售的蔬菜生果捐出，也看似沒甚損失，需要的是有心人整合再轉贈。婦女中心正正做了這個角色，召集人力，把活動成功實行，幫助了很多弱勢家庭。這個活動需要很多名義工的參與才可以實行，因為義工們每次也需要很多氣力，才可以把四架手推車共十多籃從街市收集回來的菜和生果推回中心，再整理和派發。由於活動的性質比較辛苦和骯髒，所以義工流失率也較高，但基於這個原因，反令我更積極參與活動，除了希望幫助到有需要的人之外，也可令這個活動得以順利延續。

另外，我也嘗試把活動帶給我正在工作的公司，我公司每年都會舉行慈善活動，所以我把這個活動的理念解釋給老闆，她也大力支持，購買了一些食物再轉贈，也鼓勵公司同事參與活動，有參與過活動的同事都認為是很有意思的。我希望好惜食活動可以延續下去，也希望更多有心的人可以成為義工，幫助需要幫助的人。

好惜食大使
張婷芳

We have two community services teams – Mending the Community "Po" and Women Band – to show women's talent. Mending the Community "Po" is formed by a group of volunteers who are handy with needles and thread to assist the elderly in the community with mending their clothes in every Thursday afternoon. The team also sewed various cloths products with old clothes and textile, such as patchwork, bags, and phone case and so on. The Women Band gathers a number of women who enjoy playing music. At the beginning, they knew nothing about playing guitar, and now they are able to perform in large-scale events.

Woman's Voice

I've been with the Cherish Food project for more than a year. Right now I collect produce from the market one day a week and then distribute it to seniors and families in need.

Donating produce to those in need means a lot to me. Its basic concept is simple and direct. Vendors donate produce they're unable to sell, which doesn't seem to be a loss for them. What produce is needed is collected and presented to those in need. The Centre is doing it just like this – it's a very humane thing, to actively conduct an initiative like this so vulnerable families benefit. The initiative requires a lot of volunteers, because each volunteer exerts considerable effort to take their cartload of collected produce from the market to the distribution centre to tally and distribute. The work itself can be dirty and strenuous, so the volunteer turnover is a bit high. This is why I've become more active in participating – I want to ensure that the operation can run smoothly in addition to helping those in need.

I've also actively recruited the company where I work to participate in the project. Every year we hold a charity event, so this year I told my boss about Cherish Food and what it's all about. She expressed her strong support for the initiative, then purchased food and distributed it to the project herself. She also encouraged that our colleagues participate in the project as well, and several did. Those who participated also felt that it was really a valuable project. I hope that Cherish Food will be able to continue and that more people will join us to volunteer and help those in need.

Cheung Ting-fong
Cherish Food Ambassador

社區參與 Social Participation

深水埗地區參與

本會賽馬會麗閣中心本年度應深水埗區議會邀請加入關注貧窮問題及少數族裔工作小組，以及社會福利署邀請出任深水埗區家庭及兒童福利服務協調委員會委員，積極與區內團體合作推動社區融合及商討不同的社區的議題，包括貧窮問題及墟市方向等民生議題。

大埔及北區地區參與

本會賽馬會太和中心本年度應社會福利署(大埔及北區)邀請出任兩個協調委員會的委員——家庭及兒童福利服務協調委員會及推廣義工服務協調委員會，與區內團體合作推動社區共融工作。由家庭及兒童福利服務協調委員會舉辦的「大埔關懷行動2014-2016」繼續於大埔六個大型公共屋邨舉辦社區教育活動。於2015年11月14日及12月12日，我們伙同區內其他團體於廣福邨及運頭塘邨舉辦「傳愛·傳感恩——大埔關懷行動嘉年華」，宣揚鄰舍關愛精神。兩日嘉年華有不少嘉賓及公眾人士到場參與，氣氛熱烈。

Community Participation in Sham Shui Po District

In 2015-16, the Jockey Club Lai Kok Centre was invited by the Sham Shui Po District Council to join the Working Group on Poverty Problems and Ethnic Minorities and invited by the Social Welfare Department to join the Sham Shui Po District Coordinating Committee on Family and Child Welfare Services. Through these we actively collaborate with other groups to discuss issues affecting disparate communities, such as poverty, the direction of the market, and other issues affected people's livelihood, and promote community cohesion in collaboration with other.

Community Participation in Tai Po & North District

In 2015-16, the Jockey Club Tai Wo Centre was again invited to serve as a member of the Social Welfare Department Tai Po and North District Coordinating Committee on Family and Child Welfare Services, working with other groups to promote community inclusion. During this period we conducted educational outreach events at six major public housing estates in Tai Po as a part of the Tai Po Cares Movement 2014-2016 organised by the Coordinating Committee on Family and Child Welfare Services.

On 14 November and 12 December 2015, we organised Sending Our Thanks and Appreciation: Tai Po Cares Movement Carnival in Kwong Fuk Estate and Wan Tau Tong Estate in collaboration with several other community organisations. Many members of the local community and honoured guests joined in the festive atmosphere of the carnival, which was designed to promote a spirit of concern for your neighbours.



「關注婦女身心靈健康社區計劃」

本年度，本會賽馬會太和中心繼續獲大埔區議會社會服務委員會關懷社群工作小組撥款資助，自2015年7月至2016年1月，於大埔區推行「關注婦女身心靈健康社區計劃2015」目的是喚醒區內婦女多關注精神健康，以及早識別的態度認識情緒病。計劃成功招募及訓練了11位婦女義工成為「婦女身心靈健康大使」，並於9月12日於富善邨舉行「婦女身心靈健康關注日」，接觸及認識了111位居民。

婦女心聲

照顧自己和有長期需要的家令我身心疲累。參加身心靈課程前，身邊的朋友家人一直叫我支持下去，但其實自己壓力大得接近邊緣。參加課程後，為我提供了一個平台去改變自己，認識一班同路人，慢慢減輕壓力，亦拓闊了自己的社交圈子。

關注婦女身心靈健康社區計劃參加者
阿Ling (化名)

Community Project to Bring Attention to Women's Well being

The Jockey Club Tai Wo Centre launched the 2015 Community Project to Bring Attention to Women's Well-being in Tai Po from July 2015 to January 2016 again thanks to the support of the Social Welfare Department Working Group on Caring for the Community. The aim of the project was to rouse women in the region to pay greater attention to their mental health and learn how to spot mood disorders through early identification. The project successfully recruited and trained 11 volunteers to become women's psychological health ambassadors. We also held a Day of Concern for Women's Health in Fu Shin Estate on 12 September 2015, reaching 111 members of the community.

Women's Voice

Caring for relatives who require long-term care as well as myself leaves me exhausted physically and mentally. My friends and family would constantly give me encouragement, but I was constantly on edge due to all the stress. I took the mind, body, and spirit course, and it became a platform to help me change how I do things. I came to know this group of women who were in the same situations as me, and slowly was able to decompress while also broadening my social circle.

Ah Ling (pseudonym)
Participant of Community Project to Bring Attention to Women's Well-being

屋邨減廢大富翁

一直以來，我們都積極在社區內推動源頭減廢的工作。本年度，我們繼續與房屋署麗閣邨管理諮詢委員會由2015年10月至2016年3月合辦一連串屋邨減廢活動，藉此將可持續發展、源頭減廢、惜物惜福及舊物轉贈再用的理念，通過不同的活動帶入屋邨。主打活動「屋邨廢物再生創作比賽」得到區內不少學校及街坊支持，收到了64份作品，他們發揮了無限創意的小宇宙，將平時看起來沒用的廢物變成了實用的用品。並於2月27日，與房屋署麗閣邨管理諮詢委員會合辦「屋邨減廢大富翁嘉年華2016」。當日活動內容豐富，除了頒發早前屋邨廢物再生創作比賽的各個獎項外，亦有環保理念及以物換物攤位，深受街坊歡迎。攤位遊戲亦不時排長龍，氣氛熱鬧，超過1360人次參與。



Estate Waste Reduction Championship

One of our on-going campaigns is promoting waste reduction in the community. In 2015-16, we joined up with the Lai Kok Estate Management Advisory Committee to organise a household waste reduction campaign running from October 2015 to March 2016. We ran a number of activities in Lai Kok Estate focusing on sustainable development, reducing waste reduction at the source, caring after one's belongings, and donating goods that can still be used.

The campaign's Estate Recycling Competition, its main event, received support from several schools and communities in the district. The competition received 64 entries which all demonstrated the creativity of the people of Lai Kok in finding new and practical uses for things that had outrun their original use.

On 27 February 2016, we organised the 2016 Waste Reduction Competition Carnival together with the Lai Kok Estate Management Committee. We awarded prizes for the best entries to the recycling competition, and offered a number of well-attended games, activities, and booths themed around swapping goods and protecting the environment. The lively carnival was welcomed warmly by estate residents.



ExCEL3「當她閃耀」婦女培訓劇場

婦女都可以擁有自己閃耀的一面，關鍵是取決於有沒有充分的想像，所以讓婦女豐富她們的想像空間，可以令她們的生命變得閃亮！因此，我們與平等機會婦女聯席合辦藝術匯演，開展「當她閃耀」婦女培訓劇場，展示婦女對藝術創作的閃耀一面，發揮她們無窮的創意，以日常照顧工作為藍本，創作出扣人心弦的文本，並透過在社區劇場之公開演出，引發社區人士對婦女作為照顧者之角色的明白及關注。

「當她閃耀」婦女培訓工作坊

11位參加者完成了合共六節的培訓工作坊，當中她們了解不少的演出技巧，亦學習如何將自身作為家庭照顧者的辛酸及感受，透過不同的肢體語言及表情去一一表達。另外，她們也學習文本創作，了解當中的脈絡及技巧。在培訓後，她們便為「最佳女配角家庭照顧者聲色藝匯演」創作新的話劇《誰能明白我》，以她們的身同感受的故事以文字寫下來，並為之後的演出作準備。



ExCEL3: When She Shines

Every woman has a spark of imagination inside her. The key is giving her ample freedom to visualise and dream so that spark can shine and brighten her life. We designed When She Shines, a joint performance campaign, together with the Hong Kong Women's Coalition on Equal Opportunities with this in mind. When She Shines began with a drama workshop where women let their creativity run wild as they drafted skits and plays based on their experiences. These thrilling dramas were then performed by their authors to members of the community to raise awareness of what situations face women who are caregivers.

When She Shines workshop

Eleven women joined our workshops, where they studied acting and how to convey their deep emotions and hardships through posture and body expression. They also studied what goes into writing a play – and penned some themselves. After the workshops, they created a new play "Who Gets Me?" for the Family Caregivers: the Best Supporting Actress to rehearse and perform.



最佳女配角家庭照顧者聲色藝匯演

《誰能明白我》講述幾位照顧者分別在照顧有學習障礙的兒子、婆媳相處及面對婚姻困難時，如何結合家庭及社區資源，衝破困難，展開另一片天空透過話劇培訓讓婦女抒發內心感受，同時對作為照顧者的角色，能互相引發共鳴及互相支持，並發揮所長，展現婦女對藝術創作的材能。於2015年10月25日的屯門仁愛廣場上，婦女公開演出此劇，藉此引發社區人士對婦女作為照顧者之角色的明白及關注。演出者都表示能抒發感受，學習愛自己及愛別人，增加對用社區劇場關懷社區需要的信心。匯演獲得超過1,000人次觀看，另出席之社區人士普遍願意留下觀賞及參與大會活動，對有關照顧者的信息引發共鳴。

Family Caregivers: the Best Supporting Actress

"Who Gets Me?" told the stories of a number of caregivers and the issues that face them, such as handling children with learning disabilities, sour relations with a mother-in-law, and marital difficulties. The play relayed how families can overcome their troubles through of combination of their families and resources in society. The performance was a space for women to express their inner feelings, and its caregiver protagonists resonated with the audience of caregivers, who found support in their message. It also allowed them to play to their strengths and show they too can be artists.

"Who Gets Me?" was performed as community theatre at Yan Oi Town Square, Tuen Mun on 25 October 2015, raising awareness of the state of women who serve as caregivers. More than 1,000 people were in attendance. Many responded clearly to the play's message and remained after the show to learn more about HKFWC's events and campaigns to support caregivers.



可持續發展工作坊

自2006開始，賽馬會太和中心先後推行多個可持續發展計劃，培訓和組織婦女成為「社區媽媽」，參與推動社區可持續發展的生活模式。「社區媽媽」更會不時應機構、學校及商界邀請到訪舉辦多元化的可持續發展工作坊，包括天然美容皂、環保酵素、布藝、紫雲膏等。就本年度，社區媽媽舉辦了62場的工作坊及接待1,197人次。我們期望通過更多的工作坊，可以讓可持續發展的理念慢慢植根於社區，讓我們的家更綠色、更環保。

Sustainable Development Workshops

Since 2006, the Jockey Club Tai Wo Centre has launched sustainable development projects so more women can promote the development of a more ecologically sustainable community through lifestyle choices. These projects include organising and training the Community Mamas, a group of women serving as champions for sustainable lifestyles their communities. The Community Mamas regularly organise workshops on sustainable lifestyles for schools, businesses, and civil society. Topics of workshops this year include creating natural soaps and medicinal ointments, upcycled cloth goods, and creating natural household enzymatic cleansers from kitchen scraps.

In 2015-16, the Community Mamas held 62 workshops which met an accumulated attendance of 1,197. The workshops aim to cultivate the idea of sustainable development in the community so that the home we share can be more environmentally conscious.



會員及義工發展

Member & Volunteer Development

義工嘉許禮 2015

為答謝各位義工一直以來的支持、參與和付出，我們每年均舉辦義工嘉許禮，通過一年一度的聚會，凝聚賽馬會麗閣中心、賽馬會太和中心及慧思薈的義工，肯定大家的貢獻。

是年度的義工嘉許禮於2016年5月21日假旅港開平商會學校舉行，共有113位義工和其親友出席。我們除了向各位義工頒發服務嘉許狀、參與感謝狀以及長期服務獎外；今年增加了破冰遊戲 Bingo，讓全場義工們一起參與，認識不同中心的義工小組，以及碰碰運氣，贏取獎品。最後，全場合唱一曲《朋友》，寓意每位義工一起攜手，與我們並肩同行，團結互勉，綻放姿彩。

Volunteer Recognition Ceremony 2015

We hold our annual Volunteer Recognition Ceremony to thank all of our volunteers' effort, participation, and support. Volunteers from the Jockey Club Lai Kok Centre, Jockey Club Tai Wo Centre and WISE come together to recognise everyone's contributions. 113 volunteers and members of their family joined us for the 2015-16 ceremony at the Hoi Ping Chamber of Commerce Secondary School on 21 May 2016.

We handed out awards recognising volunteers' efforts and long service, as in years prior. This year, we were also delighted with an prize-awarded ice-breaking game – Bingo - for volunteers to know more about other volunteer groups. Finally, everyone lifted their voices to sing Alan Tam's "Friends" – a symbol of our volunteers working side-by-side with us, encouraging each other to blossom to our full potential.

服務年期 Years	義工組別 Volunteer's Group	義工姓名 Name	
5	朋輩輔導員 LAC Peer Counsellor 義務律師 Volunteer Lawyer 婦女求助熱線輔導員 (午班) Helpline Counsellor 婦女求助熱線輔導員 (早班) Helpline Counsellor IT大使 IT Ambassador	張碧娟 莫瑞儀 何穎恩 馬慧霖 梁永豪 郭婉珊 陳偉雯 黃慧敏 劉桂華 鄭依明 盧耕宇 羅碧嫻 陳康怡 麥佩卿	Vannesa Cheung Mok Shui Yi Rebecca Veng Ian Ho Ma Wai Lam Leung Wing Ho Kwok Yuen Shan, Rosetta Chan Wai Man Wong Wai Man Lau Kwai Wa, Selina Cheng Yi Ming Lu Gengyu, Bruce Law Pik Han, Elsa Heidi Chan Mak Pui Hing Mimi Wong
10	朋輩輔導員 LAC Peer Counsellor	陳好定	Chan Ho Ting
15	IT大使 IT Ambassador 朋輩輔導員 LAC Peer Counsellor 義務律師 Volunteer Lawyer 婦女求助熱線輔導員 (午班) Helpline Counsellor 婦女求助熱線輔導員 (晚班) Helpline Counsellor	何玉珍 鄭桂芬 石玉蘭 梁錫濂 黃光文 陳秀清 陳貞融 徐翠嫻	Jeanette Ho Cheng Kwai Fun Shek Yuk Lan Leung Shek Lim Wong Kwong Man Eva Chan Jojo Chan Tracy Tsui
20	義務律師 Volunteer Lawyer	李灝霖	Lee Beatrice Ann



倡議重點 Advocacy

全民退休保障

退休保障制度不只是對退休生活作經濟上支援，而是對個人、家庭和社會發展有重大而關鍵的影響。隨社會變遷，性別及家庭模式趨向多元，由此依賴傳統家庭的經濟支援已經落伍，全民性的、有性別的角度的退休保障制度才能真正有效保障不同性別人士的需要，令每人有更大空間自主自己的生活方式，發揮才能使社會發展更多元及更有活力。因此本會致力推動政府對制訂一個完善的、充分考量多元社會的退休保障制度。

全民退休保障民間諮詢會

婦女分別出席了2016年3月20日婦女界別及4月16日九龍西的全民退保民間諮詢大會，在會上聽取扶貧委員會的委員、學者方案及2064方案的代表的發言。於2016年4月15日政府顧問研究婦女界別退休保障持份者會議上向局方表達清晰立場，並且就婦女的處境發聲，指出強積金與薪酬水平掛鉤，從事零散工作人士及低收入人士（同樣以女性為主）的供款額相對少，對她們的退休後的生活保障亦不足，令其年老的生活更不穩定。實在無視更加劇了貧窮婦女化問題，家務勞動導致無酬家庭照顧者欠缺晚年保障，家庭崗位角色迫使婦女婚後工作趨向零散化加劇貧困危機，加上女性普遍較男性長壽，女性長者面對貧窮情況嚴重。

Universal Pension Protection

A universal pension system is not just about providing financial support to retirees; rather, it can have significant impact on the development of oneself, one's family, and of society as a whole. Family and gender models are increasingly diversified as society progresses, and models which rely solely upon traditional family economic relations have become outdated. Only a universal pension system built from a gender perspective is able to truly guarantee the needs of people of all genders. This gives everyone the freedom to find their own path in life and engenders a more dynamic, diverse society. We advocate the government to formulate a comprehensive universal pension system that takes into full account Hong Kong's diverse society.

Public Consultation on Retirement Protection

HKFWC representatives attended at the public consultations on retirement protection for women's groups on 20 March 2016 and for Kowloon West on 16 April 2016 and heard from representatives from academia, the 2064 universal plan drafters, and the Commission on Poverty. During the meeting for women's groups on 15 April 2016 we clearly stated our position to the Commission with regard to the status of women. We stated that the current Mandatory Provident Fund scheme is linked to one's present income. As a result, the MPF is insufficient to sustain an adequate livelihood after retirement for those who are itinerantly employed or low-income earners, both of whom are predominately women, resulting in a lack of stability for these persons. It also ignores the feminisation of poverty. Women who are family caregivers and perform unpaid household labour lack security in their later years. Their role in the family tends to result in sporadic post-marriage employment as well, which exacerbates the poverty crisis. Finally, women generally live longer than men, and therefore may also face severe poverty in their elder years.

託兒服務

出席立法會扶貧小組有關就增加基層收入而推行的釋放家庭勞動力的措施的公聽會

2015年4月28日香港婦女中心協會及天水圍社區發展網絡出席立法會扶貧小組有關就為增加基層收入而推行的釋放家庭勞動力的措施的公聽會，於會上發言及遞交意見書。對於有關要求設立特殊學習需要兒童照顧者提供津貼，政府回應關愛基金現正推行護老者津貼試驗計劃，政府當局會在稍後檢討該試驗計劃時考慮多項措施，包括擴展其涵蓋範圍的可行性，使更多照顧者受惠。

母親節「百無宴」請願行動

2015年5月10日香港婦女中心協會與天水圍社區發展網絡聯同兒童照顧者聯席，藉母親節到政府總部請願，約有10名代表參加，在政府總部設了一席「百無宴」，諷刺政府為香港母親設下「樣樣都無」的宴席，四素四葷包括：「無託兒」、「無假期」、「無保障」、「無發展」、「無選擇」、「無奈」，最終令香港母親苦不堪言，「無啖好食」亦「無晒心機」。請願中向記者比較其他四個亞洲地區針對母親的支援措施，發現香港現時的政策非常落後，要求政府規劃具體政策措施，回應母親作為照顧者的需要，不需要再做「伯母（百無）」。我們要求政府有關當局重新規劃兒童照顧服務，增加全日制幼稚園學位，令基層婦女在照顧和就業選擇上可更自由地選擇。聯席亦建議為在家照顧兒童的家長設立照顧者津貼，並推行家庭友善勞工政策，設立標準工時及職親假期，減輕香港母親經濟和照顧的壓力，行動共有兩份報章報導。

Childcare

Poverty subcommittee hearing

On 28 April 2015, the HKFWC and Tin Shui Wai Community Development Network attended a hearing of the Legislative Council Subcommittee on Poverty on "Measures to unleash labour force in families for increasing the grassroots' income". With respect to our call for the government to create an earmarked study on the need for studies for those who care for children, the government responded that the Community Care Fund is implementing a pilot scheme for a subsidy for caregivers of the elderly. The government also stated that a number of messages would be considered when reviewing the pilot scheme, including the feasibility of extending the scheme's coverage in order to benefit additional types of caregivers.

Mother's Day Action

On Mother's Day 2015 (10 May), ten representatives from the HKFWC, Tin Shui Wai Community Development Network, and members of the Childcare Concern Group petitioned the government headquarters. The event received coverage from the press in two outlets. For our petition we erected a table outside the headquarters for a "Banquet of Absolutely Nothing" and served up the empty plates of the government's offerings to Hong Kong mothers: no childcare, no holidays, no pensions, no development opportunities, no choices, no hope. Not to mention that because of these, Hong Kong mothers have no good food to eat, and no effort left in them to concentrate on anything. During our petition we made comparisons to four measures that support mothers in other parts of Asia, and found that the policies of Hong Kong are extremely regressive. We called for specific policy measures that recognise the needs of mothers who are also caregivers, so they do not need to forever be have-nothing aunties in their families. We called on the government to renew their programme on childcare services and increase the quota for all-day kindergartens so low-income women can have more choice in their childcare – and more employment opportunities. Finally, we proposed the creation of a subsidy for caregivers of children at home, and the introduction of family-friendly policies such as standard working hours and parental leave to reduce the stress placed on women economically when pressured with childcare.

出席社會福利優次會議

2015年6月3日香港婦女中心協會出席由香港社會服務聯會及社會福利署合辦的社會福利優次會議，參與家庭及兒童服務的討論部份，在會上向社署代表表示現時託兒服務欠規劃令婦女難以就業的問題，又表示攜手扶弱基金的課餘學習及支援項目專款與其他教育局的課餘託管計劃缺乏整合，時間及假日安排未能配合雙職家庭的需要，要求整合現有不同資金來源的課後支援服務。

約見社會福利署助理署長馮民重先生

香港婦女中心協會及天水圍社區發展網絡於2015年7月14日約見了社會福利署助理署長馮民重先生，就有關顧問研究範圍提出意見。當天我們批評6-12歲兒童照顧服務長期欠缺規劃，要求社會福利署擴闊研究範圍至6-12歲小童，以正視小童託兒服務不足的問題。

出席社會福利優次會議

2015年6月3日香港婦女中心協會出席由香港社會服務聯會及社會福利會見勞工及福利局常任秘書長譚贛蘭女士。2016年1月21日天水圍社區發展網絡、香港婦女中心協會、香港社會服務聯會及幼兒服務業界與勞福局常任秘書長譚贛蘭女士及社會福利署副署長（服務）林嘉泰先生會面，就政府將進行的託兒服務研究的範疇交流意見。我們在會議中表示是次研究範圍應包括0-12歲服務，即各項幼兒服務及課餘託管計劃，也應對服務作長遠規劃。

Welfare Agenda and Priorities Setting Exercise

On 3 June 2015, our participated in a discussion on services for family and children at the Welfare Agenda and Priorities Setting (WAPS) Exercise jointly organised by the Hong Kong Council of Social Service and Social Welfare Department. We stated that the present shortage of childcare services is negatively influencing the ability of women to obtain employment. We also noted that funding available to low-income families for after-school courses and other activities are not well integrated with the Education Bureau's other after-school care programmes, and the schedules of current programmes do not align with schedules of families with two working parents. To this, we called on the government to integrate after-school support services, so children can benefit from different funding options.

Meeting with Social Welfare Department

Assistant Director Fund Man-chung

On 14 July 2015, representatives from the HKFWC and Tin Shui Wai Community Development Network held an advisory meeting with Fung Man-chung, Assistant Director (Family and Child Welfare) of the Social Welfare Department with represent to the scope of their consultancy study. During our meeting we made the critique that there was a lack of long-term planning for childcare services for children aged 6-12 and called on the SWD to address this issue by extended the scope of the study to children in this age range.

Meeting with Permanent Secretary for Labour and Welfare

Annie Tam

On 21 January 2016, representatives from the HKFWC, Tin Shui Wai Community Network, the Hong Kong Council of Social Service, and kindergarten care groups met with Permanent Secretary for Labour and Welfare Annie Tam Kam-lan and Department Director of Social Welfare (Services) Lam Ka-tai with respect to the scope of a childcare study to be conducted by government. We raised that the scope of the present study should cover services for children aged 0-12, i.e. encompassing both kindergarten services and after-school care schemes, and we also suggested that long-term planning for childcare services be a part of the study.



父母責任模式擬議法例 圓桌會議

勞工及福利局於2015年11月至2016年3月就落實法律改革委員會《管養權及探視權報告書》建議之擬議法例展開公眾諮詢。有關「父母責任模式」的理念上強調離異父母對教養子女有持續責任，本會雖然原則上認同，但由於欠缺配套及性別視角，我們反對推行「父母責任模式」。由此我們舉辦了圓桌會議促進討論業界與局方討論，並且於2月22日出席立法會福利事務委員會特別會議表達婦女的聲音。

Roundtable on the proposed legislation on the parental responsibility model

Between November 2015 and March 2016, the Labour and Welfare Bureau held a public consultation on the proposed legislation with respect to custody and alimony and on proposals set out in the Law Reform Commission's Report on Child Custody and Access Report. The legislation sets out a joint parental responsibility model, which emphasises that, in a divorce, both parents preserve responsibility over their children. The HKFWC agrees with this in principle, but the model also lacks gender perspectives and supportive services for its implementation, which is why we oppose the parental responsibility model. We organised a roundtable to facilitate discussions between stakeholders and the LWB. We also attended Special Meeting of the Legislative Council's Panel on Welfare Services on the proposed legislation on 22 February 2016 to make the voices of women heard.

為了促進跨專業跨界別的討論，我們與香港中文大學亞太研究所性別研究中心於2016年2月27日合辦「父母責任模式擬議法例圓桌會議」。會上邀請了勞工及福利局局方代表為我們簡介政府諮詢文件的背景及內容。由社會工作系學者、法律界、社福界及本會前線同工和姐妹回應，會上從事離異婚姻研究的學者劉玉琮博士分享離異家庭的需要及挑戰，以研究數據指出高衝突的情況下父母的接觸越多，子女自尊感和情緒的影響越壞。洪雪蓮博士則從性別角度看擬議法例，特別提及澳洲的情況，提醒需要謹慎處理隱性家暴的個案。律師會代表何志權律師就指出法律改革有助改進現時法的不足，認為「父母責任模式」能夠去除離婚父/母權力爭奪子女安排的意味，另一方面同意贍養費追討機制有需要改進。而熟悉家事法的黃麗顏律師從法律實踐角度看是次法例改革，提出疑慮擔心跨境婚姻的適用性。本會中心主任梁綺華以真實個案分享，婦女在婚姻尤其離婚過程當中面對性別權力不平等，在處理弱勢下承受精神及經濟上的壓力，擔心在親職教育培訓、家事調解及探視中心等離異父母支援服務嚴重不足下推行父母責任模式，使婦女的處境更危險。香港社會服務聯會梅偉強先生認同需要回應社福前線同工的疑慮，表示法律改革以外需要配合土壤，社會文化、公共政策、福利服務等推動同樣重要。



On 27 February 2016, we co-organised a roundtable with the Gender Research Centre at the Chinese University of Hong Kong on the proposed legislation. Representatives from the Labour and Welfare Bureau joined us for the roundtable to brief us on the consultation. Other roundtable participants included experts from academia, law, and public welfare, as well as our own frontline advocates and sisters in arms from the HKFWC. During the roundtable, Dr Lau Yuk-king, a CUHK expert in marital relations and divorce, shared some of the challenges and needs facing divorced families. Studies have shown, she said, that there is a strong impact on the self-esteem and emotional development of children in divorces where there is greater contact between former spouses whose relations are highly volatile. Dr Hung Suet-lin of HKBU raised examples from Australia, noting that, from a gender perspective, caution was necessarily due to cases of domestic violence behind closed doors. Dennis Ho Chi-kuen of the Hong Kong Law Society Family Law Committee, pointed out that legal reforms would help to improve inadequacies in existing legislation. He argued that the joint parental responsibility model could remove the ability for divorced parents to compete for custody arrangements, but he also recognised that there is a need to improve mechanisms for recovering alimony. Cecilia Grace Wong Lai-an, a legal expert in matrimonial litigation, raised concern about the applicability of the proposed legislation to cross-border marriages. Eva Leung Yee-wah, Centre-in-charge of HKFWC's Jockey Club Lai Kok Centre, shared case studies. Women are faced with gender inequality in their marriages and especially during divorce, she said. She raised concerns about the implementation of the joint parental responsibility model could make post-divorce services, such as divorce education for parents and family mediation and visiting centres, more dangerous to women, who are under overwhelming pressure economically and emotionally in their disadvantaged state.





於2016年2月22日的立法會福利事務委員會特別會議上，本會表達對於部分法律條文及執行上表示憂慮，特別在隱性家暴個案的處理，舉證責任轉移受虐者，對相關人員是否有性別角度去理解性別之間權力關係成疑。具體執行上，本會建議設立清晰指引予前線人員處理家暴個案，成立足夠的探視及調解中心，工作人員必須具備性別角度，改善現時的住屋安排、贍養費制度等，以達致從制度上配合有關原則。黃麗賢姐妹代表朋輩義工出席會議反對「父母責任模式」，擔心將理想化的概念付諸實行，不但在執行上困難重重，亦忽視持份者處境，恐怕在毫無配套下此改革淪為換湯不換藥場、甚至「好心做壞事」。

Finally, Moses Mui Wai-keung of The Hong Kong Council of Social Service acknowledged our concerns, and stated that there was an equally vital need for changes in addition to the legislative reform, including changes in social culture, public policy, and welfare socials. During Special Meeting of the Legislative Council's Panel on Welfare Services on 22 February 2016, representatives from the HKFWC expressed our concern with certain provisions of the proposed legislation as well as its enforcement, in particular with respect to unseen domestic violence. The burden of proof, we stated, is placed on the victim, and raised doubts also whether the persons handling the complaint would have the gender perspective to understand the gender-based power relations. We also put forward a recommendation with respect to implementation of the legislation, that clear guidelines on handling cases of domestic violence be set. We also recommended establishing adequate visiting and mediation centres, whose staff should maintain a gender perspective in their work. Finally, we proposed that the current alimony and housing arrangement systems be improved so they can be properly coordinated in pace with the legislation. Portia Wong Lai-yin, a representative from our Peer Counsellor Group, also made a statement in opposition to the joint parental responsibility model during the Panel on Welfare Services' Special Meeting. She raised concerns that putting into practice an ideal notion – that both parents have equal footholds in their relationship – would neglect the actual power situation between the divorced parties, and noted that, without coordinating measures implement the policy for stakeholders, the reform was a change only in form but not in content, and could even be malicious despite its good intentions.





國際婦女節

香港婦女中心協會自2011年開始，每年於三月八日是國際婦女節組織近一百名婦女到政府總部表達訴求。2016年則以「行貓步」(cat walk) 表達婦女一生勞心勞力的付出。在政府總部門外的欄杆外掛上貼滿膠布的「人形公仔」，象徵家務勞動帶來日積月累的傷痕，要求政府正視照顧者的需要，肯定婦女的貢獻，並設立照顧者津貼以支援照顧者。

活動上，本會邀請了一眾的照顧者攜帶自己覺得可以表達到照顧工作辛勞的物品，以「行貓步」的方式在舞台上講述自己的照顧故事。其中一位婦女Sandy帶著廁紙筒在天橋上分享照顧年老媽媽的故事。因媽媽聽力日漸衰退，二人溝通更見困難，Sandy唯有以廁紙筒對著母親耳邊談天。

International Women's Day

Each year since 2011, we have organised public actions on International Women's Day (8 March) of around a hundred women to demonstrate before the government headquarters to call for change. For Women's Day 2016, we held a catwalk which represented the physical and emotional burdens women bear across their lifetimes. We also hung dolls along the fence outside the government headquarters, symbolic of the scars long accumulated through the toils of housework. We called on the government to address the needs of carers, recognise their contributions to society, and establish a subsidy to support carers.

During the event, caregivers made their way down the catwalk and shared tales of their occupation, all while bearing items symbolic of the hard work they endured. One caregiver, Sandy, held up an empty roll of toilet tissue. Her mother's hearing declines with each passing day, she said, to the point that she can only communicate with her mother by speaking into a toilet tissue roll held beside her ear.

我們亦發信邀請所有政黨，當中立法會馮檢基議員及麥美娟議員，以及香港民主民生協進會的主席莫嘉嫻女士應有應邀到場參與，並發表其對照顧者津貼的意見。

最後所有「行貓步」的婦女及嘉賓以藥水膠布貼在「人型紙板」上，以標示自己在照顧過程中最受傷害的身體部位。過百名姐妹帶同寫上婦女心聲的「人型紙」、請願信及經過身體掃描後傷痕纍纍的「人型紙板」遊行到政府總部，向政府表達爭取照顧者津貼的訴求，並把寫上婦女心聲的「人型紙」掛滿政府總部外牆欄杆。

We invited all political parties to join us for the campaign, and several answered our call. LegCo councillors Frederick Fung Kin-kee and Alice Mak Mei-kuen joined us along with Rosanda Mok Ka-han of the Hong Kong Association for Democracy and People's Livelihood, and shared their thoughts on the proposed caregiver subsidy.

To close the action, we invited our guests and the caregivers who walked the catwalk to paste signs on a cardboard cut-out body upon all the places which are most pained by a caregiver's work. Once that was completed, our more than a hundred participants marched to the government headquarters building with our petition, the cardboard cut-out body covered in caregivers' pain, and a paper cut-out body covered with our messages, which we fastened to the outside gate, to express our demand for a caregivers subsidy.



籌募活動 Fundraising Activities

「同行大踏步」慈善步行 2015

於2015年10月11日，本會假沙田城門河畔舉辦一年一度的「同行大踏步」慈善步行2015，共有超過140位婦女和熱心人士出席，支持本會的服務發展。我們亦邀請了在任的立法會議員出席活動，馮檢基議員、陳婉嫻議員、麥美娟議員、劉慧卿議員、梁繼昌議員應邀參與，與一眾參加者同行性別平等大道。

為讓公眾對本會的服務有更多認識，我們於本年度的步行路線中增設兩個攤位，包括「好『惜』食」計劃及支援照顧者計劃，參加者都玩得十分開心，場面熱鬧。活動最後籌得款項118,564元。

Striding Forward Walkathon 2015

Our annual Striding Forward Walkathon along the bank of Shing Mun River in Shatin was held on 11 October 2015. More than 140 supporters joined us to help develop our services. We were joined by LegCo members Frederick Fung Kin-kee, Chan Yuen-han, Mak Mei-chuen, Emily Lau Wai-hing, and Leung Yiu-chung, who strode forward with us on the road to gender equality.

We added two stalls to our walking route this year to give the public an introduction to our Cherish Food programme and our projects to support caregivers. The walkathon raised HK\$118,564 and was widely enjoyed by all.



愛心慈善義賣

本會於2015年度舉行了三次的愛心慈善義賣，分別在10月11日沙田體育館外看台、10月25日西貢碼頭小巴總站旁，及12月20日油麻地上海街遊樂場義賣，獲不少善長人翁支持捐出了不少的好東西，亦有婦女親自製造的各種環保好產品。好東西都十分受途人歡迎，大家都沒有吝嗇，紛紛慷慨解囊選購好東西。三次慈善義賣合共籌得港幣23,453.5元，本會再次感謝大家的支持令我們可以做得更多，走得更前，持續支持更多基層婦女工作！

Charity Sales

We held three charity sales events in 2015: at Shatin Stadium on 11 October, at Sai Kung Pier on 25 October, and at the Shanghai Street Playground in Yau Ma Tei on 20 December. The sales were successful in receiving donations from the public of items that were still in good use, and we sold upcycled goods that had been hand-made by women. The hand-made goods sold extremely well amongst the people who visited our booths, and we raised HK\$23,453.5 in total across the three days. We again express our gratitude to everyone who supported us so we can do more to support the women who make up the grassroots of society.



媒體訪問 HKFWC in the Media

協會言論 Press Releases & Statements

日期 Date	標題 Topic	媒體 Media
2015/04/07	制定政策今起落實性別主流化	星島日報
2015/04/28	Babysitting blues	中國日報 香港版
2015/05/15	辦公室奇趣工作坊	Recruit
2015/06/09	嫌湊仔煩 港媽提「取消暑假」捱轟 學界：照顧責任轉嫁學校	晴報
2015/07/28	街市菩薩菜販尹如常	香港賽馬會 先進新聞組 計劃
2015/12/09	杜葉錫恩辭世 享年102歲 特首讚貢獻卓著「真正香港精神」永生	文匯報
2015/12/20	杜葉錫恩今舉殯 3 任特首扶靈	明報
2016/01/04	下周三勞處招聘會請4,300人	蘋果日報
2016/01/09	列「老公九大功能」被婦團網民批性別 定型·社署：旨在以幽默手法舉例	輔仁網
2016/01/24	Four views on retirement protection	南華早報
2016/01/24	The golden egg loses its lustre	南華早報
2016/03/08	Tamar Park rally marks Women's Day	RTHK
2016/03/08	婦女團體遊行要求為主婦設 照顧者津貼	商業電台
2016/03/09	婦女三八遊行 促津貼家庭照顧者	文匯報
2016/03/09	婦女三八遊行 促津貼家庭照顧者	加拿大商報
2016/03/13	《十年》走入社區 4 月1 日多處同步放映	香港 經濟日報
2016/03/13	《十年》4.1 遍地開花 全港30地點同步播	壹週Plus
2016/03/15	《十年》4月1日港九新界同步放映 邊個團體仲有飛睇？	蘋果日報
2016/03/15	《十年》仲有機會免費睇 【附地點資料】4 月 1 日全港同步上映	E-Zone
2016/03/22	Homemakers Back on the Job Market	Varsity
2016/03/23	《十年》放映地圖 —— 4月1日全港遍地開花 社區聯合放映	立場新聞
2016/03/28	Where can you see 10 Years? A guide to screenings of Hong Kong's most talked-about box office hit	Hong Kong Free Press
2016/03/31	尊重女權·反對歧視	AM730

日期 Date	標題 Topic
2015/04/13	香港婦女中心協會提交立法會福利事務委員會處理 家庭及性暴力策略和措施小組委員會為家庭暴力受 害人提供的庇護服務及房屋援助 Oral Statement on the Legco Welfare Panel on Domestic Violence on Shelter Service and Housing Assistance
2015/04/28	香港婦女中心協會提交立法會扶貧小組委員會為 增加基層收入而推行的釋放家庭勞動力的措施的意 見書 Oral Statement on the Legco Welfare Panel on Measures to Unleash Labour Force in Families for Increasing the Grassroots' Income
2015/06/06	香港婦女中心協會提交福利事務委員會退休保障事 宜小組委員會就香港退休保障的未來發展：「全民」 與「非全民」退休保障方案的比較意見書 Oral Statement on the Legco Welfare Panel on Future Development of retirement Protection in Hong Kong
2015/06/09	香港婦女中心協會提交立法會福利事務委員會處理 家庭暴力及性暴力的策略和措施《為面對家庭暴力 及性暴力的性小眾提供的支援服務》的意見書 Oral Statement on the Legco Welfare Panel on Support Services for Sexual Minorities Facing Domestic Violence and Sexual Violence
2015/07/04	香港婦女中心協會提交立法會教育事務委員會研究 落實免費幼稚園教育小組委員會就免費幼稚園教育 委員會報告的意見 Oral Statement on the Legco Panel on Education on the Subcommittee to Study the Implementation of Free Kindergarten Education
2015/12/09	委身基層 捍衛婦權 沉痛哀悼葉錫恩女士的離世 Democratic Fighter, defending Women's Rights in Condolence of the Death of Elsie Hume
2016/01/13	香港婦女中心協會 對《2016年施政報告》之回應 HKFWC responses to Policy Address 2016
2016/02/24	香港婦女中心協會對《2016-17年度政府財政預算案》 之回應 HKFWC responses to The 2016-17 Budget
2016/03/08	「三從四德偽包裝·五勞七傷被隱形」 國際婦女節： 爭取照顧者津貼行動 Press Release of International Women's Day 2016 - Call for Caregiver's Allowance
2016/03/24	香港婦女中心協會提交勞工及福利局有關落實 法律改革委員會《管養權及探視權報告書》建議之 意見書 Oral Statement on Labour and Welfare Bureau on the Parental Responsibility
2016/03/24	香港婦女中心協會朋輩輔導員及熱線輔導員提交勞 工及福利局有關落實法律改革委員會《管養權及探 視權報告書》建議之意見書 Oral Statement of Peer Counsellor of HKFWC on Labour and Welfare Bureau on the Parental Responsibility
2016/03/31	香港婦女中心協會提交扶貧委員會特別需要社群專 責小組就支援單親家庭之意見書 Oral Statement on Commission on Poverty on Single Parent Family

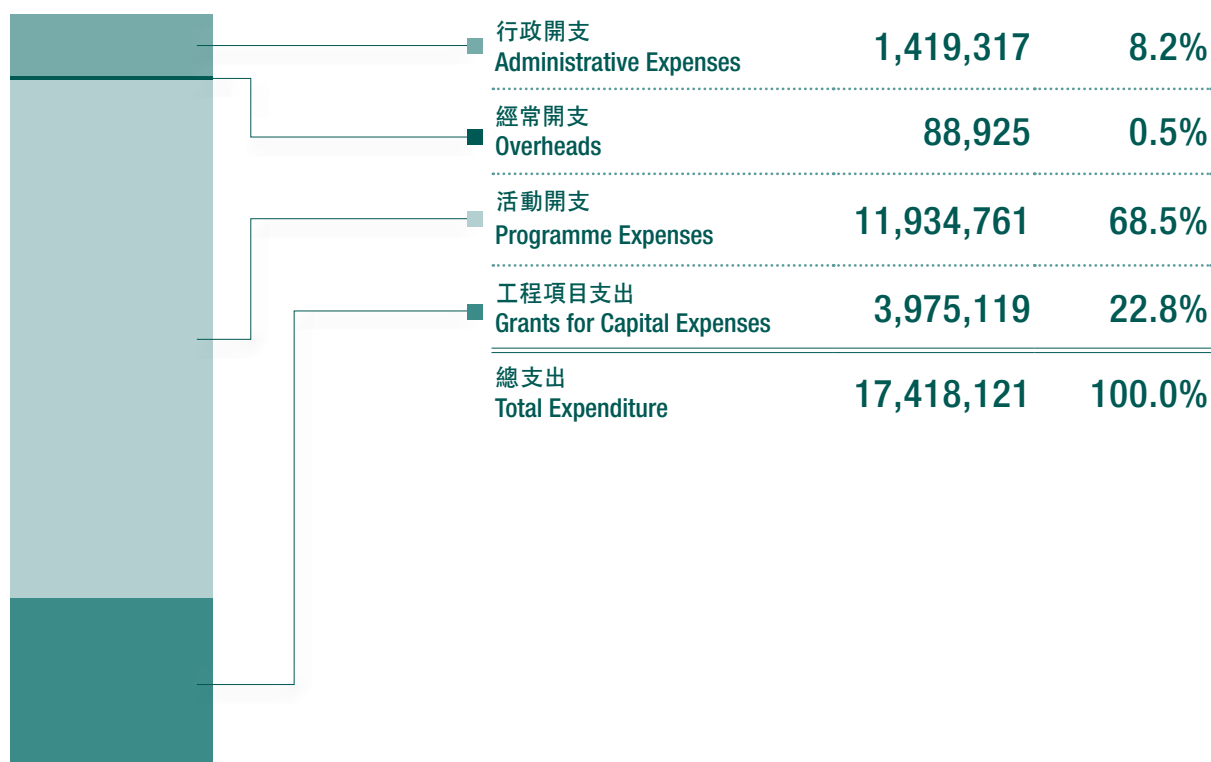
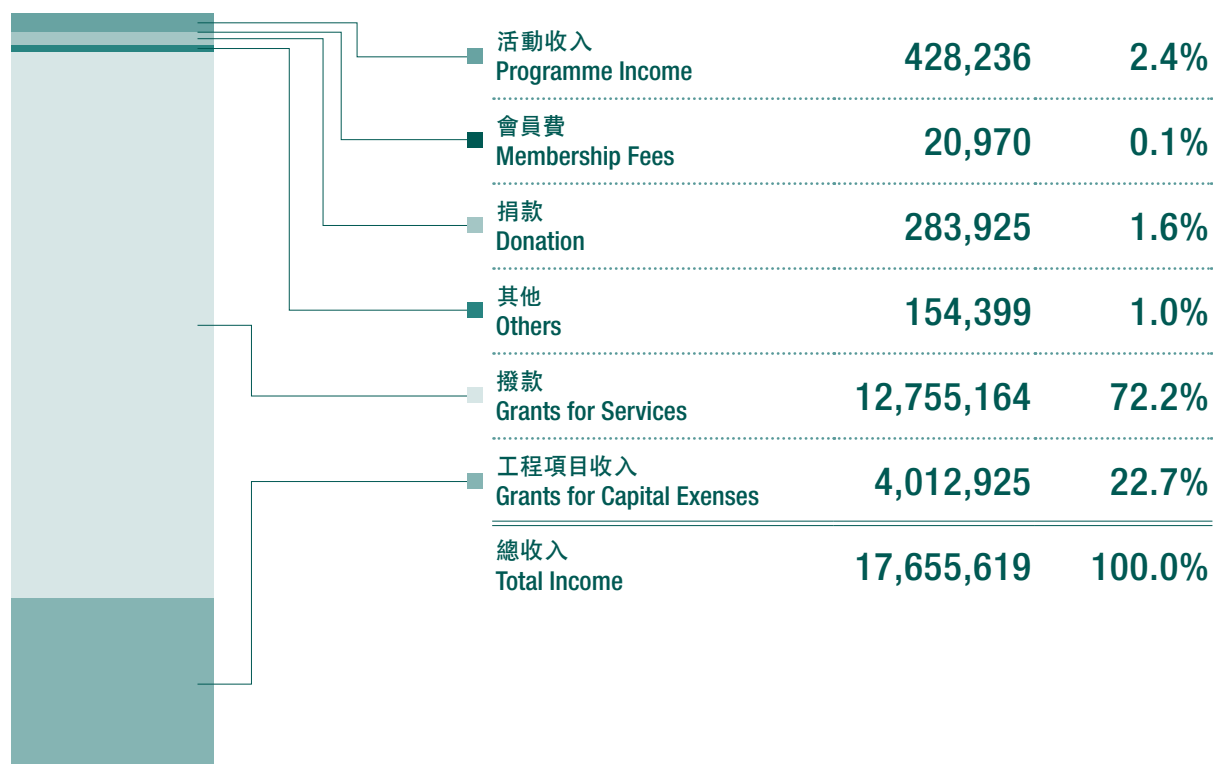
服務統計

About Numbers

項目	Item	受惠人次 No. of Attendance
輔導及法律支援	Counselling and Legal Support	
婦女求助熱線	Women's Helpline	4,492
免費律師面見諮詢服務	Free Legal Advice Clinic	211
個案輔導	Case Counselling	113
互助小組	Mutual Support Group	373
培訓及就業支援	Training & Employment Support	
婦女再就業計劃	Women's Re-employment Scheme	23,628
再培訓課程畢業同學會互助網絡	Mutual Help Network of Retraining Course Alumni Association	369
婦女經濟充權自僱計劃	Women's Economic Empowerment Project	723
持續教育	Continuing Education	
婦女成人教育課程	Adult Education Scheme for Women	1,575
語言、生活技能及興趣班	Language, Life Skill and Interest Class	3,092
婦女IT大使朋輩教學計劃	Peer IT Project	100
婦女網絡及共融	Community Networking	
孤單不再 —— 建立可持續跨界別支援照顧者網絡計劃	Make A Difference: Building a Sustainable Cross-sectoral Carers' Support Network	12,370
社區參與及教育	Social Participation & Education	
好「惜」食	Cherish Food	20,227
可持續發展工作坊	Sustainable Development Workshop	1,197
託兒服務	Childcare Service	2,659
街頭展覽及諮詢 / 外展活動	Side-walk Exhibitions and Outreaching Activities	41,475
講座及研討會	Public Talks and Seminars	865
會員及義工發展	Members & Volunteers Development	
義工嘉許禮	Volunteer Recognition Ceremony	113
活動快訊	Newsletter	14,400
服務統計	Overview	
偶到人數	Drop-in	20,847
總受惠人數	Total Number of Attendance	148,829
有效會員人數 (截至2016/3/31)	Effective Membership (as of 31 March 2016)	798
義工人數	Numbers of Volunteers	587
提供服務時數	Hours of voluntary Service	16,276

經費來源及用途

Income & Expenditure



審核報告

Auditor's Report



華強會計師事務所

LKY CHINA

Certified Public Accountants (Practising), Hong Kong

Partners:

甄達華會計師
JOSEPH T. W. YAN
FCPA (Practising), ACA,
FCCA, FTIHK, FSCA

高志強會計師
ALBERT C. K. KO
FCPA (Practising), ACA,
ASA, FTIHK, BBA, MA

蔡少芬會計師
NATALIE S. F. CHOY
CPA (Practising), FCCA,
MA (Acctg)

Independent Auditor's Report

To the Members of HONG KONG FEDERATION OF WOMEN'S CENTRES 香港婦女中心協會
(Registered in Hong Kong under the Societies Ordinance in 1992)

We have audited the financial statements of HONG KONG FEDERATION OF WOMEN'S CENTRES (hereinafter called "the Federation") set out on pages 2 to 15, which comprise the statement of financial position as at 31 March 2016, and the statement of comprehensive income, statement of changes in reserves and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Executive Committee's responsibility for the financial statements

The Executive Committee is responsible for the preparation of the financial statements that give a true and fair view in accordance with Hong Kong Financial Reporting Standards issued by the Hong Kong Institute of Certified Public Accountants and the Hong Kong Companies Ordinance, and for such internal control as the Executive Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit and to report our opinion solely to you, as a body, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report. We conducted our audit in accordance with Hong Kong Standards on Auditing issued by the Hong Kong Institute of Certified Public Accountants. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance as to whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Executive Committee, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements give a true and fair view of the financial position of the Federation as at 31 March 2016 and of its financial performance and cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards.

LKY China
Certified Public Accountants (Practising)

Hong Kong, 25 NOV 2016

香港中環德輔道中99-105號大新人壽大廈五字樓

5th Floor, Dah Sing Life Building, 99-105 Des Voeux Road Central, Hong Kong

Tel: (852) 2845 4112 Fax: (852) 2845 2907 E-Mail: lkycpa@lky.com.hk Website: www.lky.com.hk

Income Statement

For the year ended 31 March 2016

Statement of Financial Position

as at 31 March 2016

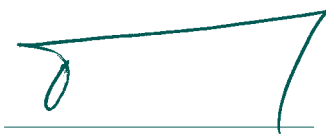
	Note	2016 HK\$	2015 HK\$
Income			
Funding income and subsidies	5	12,755,164	10,002,830
General donation		164,212	331,386
Walkathon donation		119,714	176,310
Film Gala 2015		-	113,390
Programme income		428,236	337,858
Membership subscriptions		20,970	23,790
Sundries		148,724	155,910
Bank interest income		5,674	14,331
The HK Jockey Club Charities Trust		4,012,925	-
		<u>17,655,619</u>	<u>11,155,805</u>
Expenditure			
Auditor's remuneration		10,000	10,000
Advertising		73,581	99,194
Bank charges		3,549	4,280
Depreciation		51,958	57,173
Instructor fees		1,789,912	1,263,986
Insurance		52,763	42,815
Legal and professional fee		2,655	5,231
Loss on disposal of fixed assets		36,275	-
Newspaper and magazines		3,753	4,593
Postage		33,063	25,684
Project expenses		3,975,119	44,930
Printing and stationery		325,625	310,172
Programme expense		1,651,898	1,270,871
Rent paid for premises under operating leases		1,039,374	698,791
Rates		54,840	55,320
Repairs and maintenance		85,971	47,386
Retrainee's activities		-	200
Staff costs			
- Salaries		7,531,527	5,872,504
- (Reversal)/ Provision for unused annual leave		(5,648)	101,335
- Reversal for long service payment		(11,713)	(8,453)
- Staff medical		57,120	45,569
- Staff training		7,570	10,936
- Mandatory provident fund		373,130	302,921
		<u>7,951,986</u>	<u>6,324,812</u>
Sundry expenses		87,551	37,201
Travelling		13,273	7,450
Utilities expenses		174,975	182,589
		<u>17,418,121</u>	<u>10,492,678</u>
Surplus for the year	6	237,498	663,127
Other comprehensive items			
- Utilised and released to Designated Funds		(157,019)	(122,353)
Total comprehensive surplus for the year		<u>80,479</u>	<u>540,774</u>

	Note	2016 HK\$	2015 HK\$
Non-current assets			
Equipment	8	108,920	170,513
Current assets			
Accounts receivable	9	2,722,308	598,023
Cash and cash equivalents	10	4,382,026	6,559,344
		<u>7,104,334</u>	<u>7,157,367</u>
Current liabilities			
Accounts payable	11	1,245,195	1,224,577
Deferred income	12	678,496	894,219
		<u>1,923,691</u>	<u>2,118,796</u>
Net current assets		<u>5,180,643</u>	<u>5,038,571</u>
Net assets		<u>5,289,563</u>	<u>5,209,084</u>
Represented by: -			
Agency Reserves			
Designated Funds	13	1,944,222	1,814,587
General Fund		3,345,341	3,394,497
		<u>5,289,563</u>	<u>5,209,084</u>

The financial statements and notes set out on pages 2 to 15 were approved and authorized for issue by the Executive Committee on **25 NOV 2016** and signed on its behalf by:



Ms Rita LAM Yu Kiu
Honorary Treasurer



Dr. Liliane CHAN Chui King
Chairperson

Statement of Changes in Reserves

For the year ended 31 March 2016

		Balance as at 1.4.2014	Surplus for the year	Utilised and released to Designated Funds	Transfer between Funds	Sub-total	Balance as at 1.4.2015	Surplus for the year	Utilised and released to Designated Funds	Transfer between Funds	Sub-total	Balance as at 31.3.2016
	Note	HK\$	HK\$	HK\$	HK\$	HK\$	HK\$	HK\$	HK\$	HK\$	HK\$	HK\$
Designated Funds												
(a) Lai Kok Centre												
Lai Kok Renovation Fund	13(a)	—	—	—	200,000	200,000	200,000	—	(97,419)	—	(97,419)	102,581
School After Project	13(b)	—	—	(14,112)	163,000	148,888	148,888	—	—	—	—	148,888
Other Specific Fund	13(c)	223,477	—	—	—	—	223,477	—	—	—	—	223,477
Staff Emergency Reserve Fund	13(d)	190,415	—	—	131,826	131,826	322,241	—	—	145,301	145,301	467,542
Women's Relief and Support Fund	13(e)	36,890	—	(2,000)	—	(2,000)	34,890	—	—	—	—	34,890
Maintenance and Development Fund	13(f)	428,500	—	—	—	—	428,500	—	(59,600)	47,402	(12,198)	416,302
Food Share Donation Fund	13(g)	24,310	—	—	30,000	30,000	54,310	—	—	—	—	54,310
(b) Tai Wo Centre												
Film Gala 95 for Furniture and Equipment	13(h)	101,399	—	(101,456)	57	(101,399)	—	—	—	—	—	—
Film Gala of "The Day Tripper"	13(i)	66,679	—	(4,785)	—	(4,785)	61,894	—	—	—	—	61,894
Fook Wo House	13(j)	108,250	—	—	—	—	108,250	—	—	93,951	93,951	202,201
Other Specific Fund	13(c)	232,137	—	—	—	—	232,137	—	—	—	—	232,137
Sub-total		1,412,057	—	(122,353)	524,883	402,530	1,814,587	—	(157,019)	286,654	129,635	1,944,222
General Fund		3,256,253	663,127	—	(524,883)	138,244	3,394,497	237,498	—	(286,654)	(49,156)	3,345,341
Total		4,668,310	663,127	(122,353)	—	540,774	5,209,084	237,498	(157,019)	—	80,479	5,289,563

Statement of Cash Flows

For the year ended 31 March 2016

	2016 HK\$	2015 HK\$		2016 HK\$	2015 HK\$
Cash flows from operating activities			Cash flows from investing activities		
Total comprehensive surplus for the year	80,479	540,774	Bank interest received	5,702	14,380
Adjustments for			Purchase of furniture and equipment	(26,640)	(156,703)
Bank interest income	(5,702)	(14,380)	Net cash (used in)/generated from investing activities	(20,938)	(142,323)
Depreciation	51,958	57,173			
Loss on disposal of fixed assets	36,275	—			
Operating cash flow before working capital changes	163,010	583,567	Net increase/(decrease) in cash and cash equivalents	(2,177,318)	1,847,230
(Increase)/ decrease in accounts receivable	(2,124,285)	767,843	Cash and cash equivalents		
Increase in accounts payable	20,618	742,959	As at 1 April	6,559,344	4,712,114
Decrease in deferred income	(215,723)	(104,816)	As at 31 March	4,382,026	6,559,344
Net cash used in operating activities	(2,156,380)	1,989,553			

Notes to the financial statements

For the year ended 31 March 2016

1. General information

The Federation domiciled and set up under the Societies Ordinance in 1992 and is governed by a constitution approved in September 1992. In the event of the Federation being dissolved every voting member of the Federation undertakes to share the debts and liabilities of the Federation equally with the amount not exceeding HK\$50 per member, and no part of the assets or surplus of the Federation shall be paid or distributed to these voting members. The number of voting members of the Federation at 31 March 2016 is 24 (2015: 24).

The address of the registered office and principal place of operations of the Federation are 305-309, 3/F, Lai Lan House, Lai Kok Estate, Cheung Sha Wan, HK. The principal activities of the Federation are provision of supportive services for women in Hong Kong in the areas of health, retraining and education. The Federation has three service centres in Lai Kok Estate ("Jockey Club Lai Kok Centre"), Tai Wo Estate ("Jockey Club Tai Wo Centre") and Flora Plaza in Fanling ("WISE"). The functional currency of the Federation is Hong Kong dollars, and thus its financial statements are presented in Hong Kong dollars.

2. Adoption of revised Hong Kong Reporting Standards

The Federation's financial statements have been prepared in accordance with all applicable Hong Kong Financial Reporting Standards (HKFRSs), which includes all applicable individual Hong Kong Financial Reporting Standards, Hong Kong Accounting Standards (HKASs) and Interpretations issued by the Hong Kong Institute of Certified Public Accountants (HKICPA), accounting principles generally accepted in Hong Kong, and the requirements of the Hong Kong Companies Ordinance. A summary of significant accounting policies is set out in note 3.

3. Summary of significant accounting policies

The financial statements have been prepared on the historical cost basis and in accordance with HKFRS issued by HKICPA, and including applicable disclosures required by the Hong Kong Companies Ordinance.

The preparation of financial statements in conformity with HKFRS requires the use of certain critical accounting estimates. It also requires management to exercise its judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in the respective notes, if appropriate.

The followings are the specific accounting policies that are necessary for a proper understanding of the financial statements,

a. Equipment

Equipment are stated at cost or valuation less accumulated depreciation and any accumulated impairment losses. The cost of an asset comprises its purchase price and any directly attributable costs of bringing the asset to the working condition and location for its intended use.

Subsequent expenditure relating to equipment that has already been recognised is added to the carrying amount of the asset when it is probable that future economic benefits, in excess of the originally assessed standard of performance of the existing asset, will flow to the enterprise. If not, the expenditure is treated as an expense in the period in which it is incurred.

Depreciation is charged so as to write off the cost or valuation of assets over their estimated useful lives on a straight line basis.

b. Financial instruments

Financial assets and financial liabilities are recognised in the statement of financial position when the Federation becomes a party to the contractual provisions of the instrument.

(i) Accounts receivable

Accounts receivable are initially measured at fair value and, after initial recognition, at amortised cost less impairment losses for bad and doubtful debts, if any.

At the end of each reporting period, the Federation assesses whether there is any objective evidence that a receivable or group of receivables is impaired. Impairment losses on accounts receivables are recognised in profit or loss when there is objective evidence that an impairment loss has been incurred and are measured as the difference between the receivable's carrying amount and the

present value of estimated future cash flows (excluding future credit losses that have not been incurred) discounted at its original effective interest rate, i.e. the effective interest rate computed at initial recognition.

(ii) Cash and cash equivalents

Cash comprises cash on hand and at bank and demand deposits with bank. Cash equivalents are short-term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

(iii) Accounts payable

Accounts payable are initially measured at fair value and, after initial recognition, at amortised cost, except for short-term payables with no stated interest rate and the effect of discounting being immaterial that are measured at their original invoice amount.

c. Impairment of assets

Assets that have an indefinite useful life are not subject to amortisation, which are at least tested annually for impairment and are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. Assets that are subject to amortisation and are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash-generating units).

d. Provisions and contingent liabilities

Provisions are recognised for liabilities of uncertain timing or amount when Federation has a legal or constructive obligation arising as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made. Where the time value of money is material, provisions are stated at the present value of the expenditure expected to settle the obligation.

Where it is not probable that an outflow of economic benefits will be required, or the amount cannot be estimated reliably, the obligation is disclosed as a contingent liability, unless the probability of outflow of economic benefits is remote. Possible obligations, whose existence will only be confirmed by the occurrence or non-occurrence of one or more future events are also disclosed as contingent liabilities unless the probability of outflow of economic benefits is remote.

e. Revenue recognition

(i) Government subvention and general donations

Government subvention and general donations are recognized on receivable basis.

(ii) Programme income

Programme income is recognised when the programme are held.

(iii) Bank interest received

Bank interest received is recognized on a time proportion basis on the amount of outstanding deposits at the applicable interest rates.

f. Employee benefits

(i) Employee entitlements to annual leave and long service leave are recognised when they accrue to employees. A provision is made for the estimated liability for annual leave and long service leave as a result of services rendered by employees up to the end of reporting period. Employee entitlement to sick leave and maternity or paternity leave are not recognised until time of leave.

(ii) Retirement benefit costs

The Federation's contributions to retirement scheme are expensed as incurred.

g. Foreign currencies

Items included in the financial statements are measured using the currency of the primary economic environment in which the entity operates ("the functional

Notes to the financial statements

For the year ended 31 March 2016

currency"). Transactions in foreign currencies are translated at exchange rates ruling at the transaction dates. Monetary assets and liabilities expressed in foreign currencies at the end of reporting period are translated at rates of exchange ruling at the end of reporting period. Exchange differences arising in these cases are dealt with in the statement of comprehensive income.

h. Operating leases

Leases where substantially all the rewards and risks of ownership of assets remain with the leasing company are accounted for as operating leases.

Rental payment under operating leases is recognised in the statement of comprehensive income on a straight line basis over the relevant lease term.

4. Critical accounting estimates and judgement

The Federation's management makes assumptions, estimates and judgements in the process of applying the Federation's accounting policies that affect the assets, liabilities, income and expenses in the financial statements prepared in accordance with HKFRSs. The assumptions, estimates and judgements are based on historical experience and other factors that are believed to be reasonable under the circumstances. While the management reviews their judgements, estimates and assumptions continuously, the actual results will seldom equal to the estimates.

a. Key assumption and other key sources of estimation uncertainty

Certain key assumptions and risk factors in respect of the financial risk management are set out in note 16. In the opinion of Executive Committee, there is no other key sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the financial year.

b. Critical judgements in applying the company's accounting policies

In the opinion of Executive Committee, there is no critical judgements in applying the Federation's accounting policies.

5. Funding income and subsidies

	2016 HK\$	2015 HK\$
Deferred income utilised and released during the year (Note 12)		
- Food Share Fund	86,439	322,294
- Women Empowerment Fund	-	40
After School Care Services		
- Walkathon donation 2013/14	8,834	-
Renovation of new centre		
- Walkathon donation	120,511	-
	215,784	322,334
Government subvention		
- Employees Retraining Board (note 9)	6,653,035	4,842,564
- The Community Investment and Inclusion Fund (0042-18) (note 9)	292,810	585,347
- The Community Investment and Inclusion Fund (0034-23) (note 9)	416,760	-
- The Community Investment and Inclusion Fund (0033-23) (note 9)	195,835	-
- Sustainable Development Fund 558 (note 9)	438,751	691,702
- Adult Education (note 11)	57,741	67,061
- Rent and rates subsidies from Social Welfare Department	436,640	437,520
The Community Chest of Hong Kong		
- baseline allocation	2,739,880	2,418,200
- Chest Time limited (note 9)	238,518	-
Yin Shin Leung Charitable Foundation	141,120	33,500
Oxfam Hong Kong		
- Oxfam Hong Kong 2015 (note 9)	494,649	459,883
- Oxfam Hong Kong 2016 (note 9)	17,325	-
Fu Tak lam Foundation	332,140	-
Contributions for programme	84,176	144,719
	<u>12,755,164</u>	<u>10,002,830</u>

6. Surplus before tax

	2016 HK\$	2015 HK\$
The surplus before tax is arrived at after charging the following items,		
Executive Committee's Remuneration		
- as Executive Committee	-	-
- for management	-	-
	<u>-</u>	<u>-</u>
Staff costs		
- Salaries and allowance	7,531,527	5,872,504
- instructor fees	1,789,912	1,263,986
- staff medical	57,120	45,569
- staff training	7,570	10,936
- mandatory provident fund	373,130	302,921
- (reversal)/provision for unused annual leave	(5,648)	101,335
- reversal for long service payment	(11,713)	(8,453)
	<u>9,741,898</u>	<u>7,588,798</u>
Auditor's remuneration	10,000	10,000
Depreciation	51,958	57,173
Hire of office premises under operating leases	1,039,374	698,791
Programme expenses	1,522,553	1,270,871
Project expense	<u>3,975,119</u>	<u>44,930</u>

7. Income tax

The Federation is exemption from Hong Kong profits tax by reason of its charitable status under Section 88 of Inland Revenue Ordinance.

8. Equipment

	Computer equipment HK\$	Office equipment HK\$	Total HK\$
Cost			
As at 1.4.2014	100,279	126,462	226,741
Addition during the year	108,816	47,887	156,703
As at 1.4.2015	209,095	174,349	383,444
Addition during the year	-	26,640	26,640
Disposal during the year	(63,202)	(95,722)	(158,924)
As at 31.3.2016	<u>145,893</u>	<u>105,267</u>	<u>251,160</u>
Accumulated depreciation			
As at 1.4.2014	88,778	66,980	155,758
Charge for the year	31,629	25,544	57,173
As at 1.4.2015	120,407	92,524	212,931
Charge for the year	39,546	12,412	51,958
Written back on disposal	(63,202)	(59,447)	(122,649)
As at 31.3.2016	<u>96,751</u>	<u>45,489</u>	<u>142,240</u>
Carrying amount			
As at 31.3.2016	<u>49,142</u>	<u>59,778</u>	<u>108,920</u>
As at 31.3.2015	<u>88,688</u>	<u>81,825</u>	<u>170,513</u>

The principal annual rates used for depreciation are as follows:

Computer	33.3%
Office equipment	20%

Notes to the financial statements

For the year ended 31 March 2016

9. Accounts receivable

	2016 HK\$	2015 HK\$
Utility deposit	46,900	46,900
Other receivables and prepayments	1,448,031	244,436
Amount due from Employee Retaining Board (note (i))	19,799	15,130
Amount due from the Community Investment and Inclusion Fund (note (ii))	612,595	270,320
Amount due from Sustainable Development Fund Project (note (iii))	7,000	21,237
Amount due from Oxfam HK (note (iv))	17,325	-
Amount due from Chest Time Limited (note (v))	238,518	-
Amount due from Fu Tak lam Foundation (note (vi))	332,140	-
	<u>2,722,308</u>	<u>598,023</u>

Note:

(i) Amount due from Employee Retraining Board		
As at 1 April	15,130	53,267
Funds received	(6,648,366)	(4,880,701)
Amount utilised and released to the Income Statement (Note 5)	6,653,035	4,842,564
As at 31 March	<u>19,799</u>	<u>15,130</u>
(ii) Amount due from Community Investment and Inclusion Fund (0042-18)		
As at 1 April	270,320	245,294
Program income	(563,130)	(560,321)
Amount utilised and released to the Income Statement (Note 5)	292,810	585,347
As at 31 March	<u>-</u>	<u>270,320</u>
Amount due from / (to) Community Investment and Inclusion Fund (0034-23)		
As at 1 April	-	-
Fund received	-	-
Utilized and released to the Income Statement (Note 5)	416,760	-
As at 31 March	<u>416,760</u>	<u>-</u>
Amount due from Community Investment and Inclusion Fund (0033-23)		
As at 1 April	-	-
Program income	-	-
Amount utilised and released to the Income Statement (Note 5)	195,835	-
As at 31 March	<u>195,835</u>	<u>-</u>
(iii) Amount due from / (to) Sustainable Development Fund Project (SDF 558)		
As at 1 April	21,237	81,084
Fund received	(452,988)	(751,549)
Utilized and released to the Income Statement (Note 5)	438,751	691,702
As at 31 March	<u>7,000</u>	<u>21,237</u>

(iv) Amount due from Oxfam HK 2015

As at 1 April	-	29,504
Fund received	(494,649)	(489,387)
Utilized and released to the Income Statement (Note 5)	494,649	459,883
As at 31 March	<u>-</u>	<u>-</u>

Amount due from Oxfam HK 2016

As at 1 April	-	-
Fund received	-	-
Utilized and released to the Income Statement (Note 5)	17,325	-
As at 31 March	<u>17,325</u>	<u>-</u>

(v) Amount due from Chest Time Limited

As at 1 April	-	-
Fund received	-	-
Utilized and released to the Income Statement (Note 5)	238,518	-
As at 31 March	<u>238,518</u>	<u>-</u>

(vi) Amount due from Fu Tak lam Foundation

As at 1 April	-	-
Fund received	-	-
Utilized and released to the Income Statement (Note 5)	332,140	-
As at 31 March	<u>332,140</u>	<u>-</u>

10. Cash and cash equivalents

	2016 HK\$	2015 HK\$
Fixed deposits	198,176	3,244,126
Cash at bank and on hand	4,183,850	3,315,218
	<u>4,382,026</u>	<u>6,559,344</u>

11. Accounts payable

	2016 HK\$	2015 HK\$
Accrued charges	1,182,676	1,156,554
Received in advance for Adult Education (note below)	62,519	68,023
	<u>1,245,195</u>	<u>1,224,577</u>

Note: Received in advance for Adult Education

As at 1 April	68,023	58,963
Subvention received	52,237	76,121
Amount utilised and released to the Income Statement (Note 5)	(57,741)	(67,061)
As at 31 March	<u>62,519</u>	<u>68,023</u>

12. Deferred income

	As at 31.3.2014 HK\$	Donation Received HK\$	Utilised and released to Income Statement HK\$	As at 31.3.2015 HK\$	Donation Received HK\$	Utilised and released to Income Statement HK\$	As at 31.3.2016 HK\$
(a) Lai Kok Centre							
Food Share Fund (Note a)	192,506	216,227	(322,294)	86,439	-	(86,439)	-
Women Empowerment Fund (Note b)	4,542	1,291	(40)	5,793	61	-	5,854
After School Care Services - Walkathon donation 2013/2014 (Note c)	73,790	-	-	73,790	-	(8,834)	64,956
Sub-Total	270,838	217,518	(322,334)	166,022	61	(95,273)	70,810
(b) Tai Wo Centre							
Women Empowerment Fund (Note b)	15,707	-	-	15,707	-	-	15,707
Renovation of new centre (Note d)							
- Walkathon donation	189,205	-	-	189,205	-	(120,511)	68,694
- Others donation	518,185	-	-	518,185	-	-	518,185
- Donation for Patchwork Sale	5,100	-	-	5,100	-	-	5,100
Sub-Total	728,197	-	-	728,197	-	(120,511)	607,686
Total	999,035	217,518	(322,334)	894,219	61	(215,784)	678,496

Notes to the financial statements

For the year ended 31 March 2016

12. Deferred income (cont'd)

The detailed natures of deferred income are as follows,

- (a) It represents funds received for the project named "好「惜」食計劃" that aims to reduce food wastage in Hong Kong.
- (b) It represents donations received to support the related expenses for women to attend conferences and workshops.
- (c) It represents donations received for the project named "After School Care Services" to sustain our after school care services.
- (d) It represents donations received for establishment of the new Tai Wo Centre, and expansion of services.

13. Designated Funds

The movement of designated fund during the year are disclosed in statement of changes in reserves on page 4 and the nature of the Funds are as follows.

- (a) It represents funds raised for renovation of Lai Kok Centre.
- (b) It represents donations received from donors for supporting our School After project.
- (c) They represent donations received from various corporations and trust funds for programs in Lai Kok and Tai Wo Centres specified by the donors.
- (d) Staff Emergency Reserve Fund represents funds designated for the purpose of supporting salary deficits in future time.
- (e) Women's Relief and Support Fund represents funds designated for the purpose of offering immediate and timely help to women who are in need of financial assistance for Lai Kok Centre.
- (f) It represents funds raised for emergency maintenance of, equipment repair or replacement at, and IT development of the Lai Kok Centre.
- (g) Food share Donation Fund received from donors to support the food share program that aims to reduce food waste and to alleviate poverty in Hong Kong.
- (h) It represents funds raised for equipping and maintaining Tai Wo Centre.
- (i) It represents donations received for subsidizing recurrent expenses of Tai Wo Centre.
- (j) Tai Wo – Fook Wo House represents funds designated for renovation of Tai Wo centre and subsidizing the recurrent expenses of Fook Wo House.

14. Significant operating lease commitment

At the reporting date, the Federation had contracted as tenant for the following future minimum lease payments,

	2016 HK\$	2015 HK\$
Within one year	1,161,150	724,200
After one year, but within five years.	1,570,433	70,790
	<u>2,731,583</u>	<u>794,990</u>

15. Capital disclosure

The Federation's objectives when managing capital are to safeguard the Federation's ability to continue as a going concern in order to carry out its principal activities. The Federation's overall strategy remains unchanged from prior year.

In order to maintain or adjust the capital structure, the Federation may appeal for donations from the general public.

16. Financial instruments

The Federation has classified its financial assets in the following categories:

	2016 HK\$	2015 HK\$
Accounts receivable (note 9)	2,722,308	598,023
Cash and cash equivalents (note 10)	4,382,026	6,559,344
	<u>7,104,334</u>	<u>7,157,367</u>

The Federation has classified its financial liabilities in the following categories:

	2016 HK\$	2015 HK\$
Accounts payables (note 11)	1,245,195	1,224,577
Deferred income (note 12)	678,496	894,219
	<u>1,923,691</u>	<u>2,118,796</u>

All financial instruments are carried at amounts not materially different from their fair values as at 31 March 2016.

The Federation is exposed to credit risk and liquidity risk arising in the normal course of its operations and financial instruments. The Federation's risk management objectives, policies and processes mainly focus on minimizing the potential adverse effects of these risks on its financial performance and position by closely monitoring the individual exposure.

a. Credit risk

Credit risk is managed on an organisational basis. Credit risk arises mainly from cash at banks.

The Federation's bank balances are deposited in reputable bank. As such, no significant credit risk is anticipated. The Federation has policies in place for the control and monitoring of the relevant concentration of credit risk.

The Federation's main source of income is the donations from the general public. It has no other significant financial assets which lead to any credit risk to the Federation. Accordingly, the Executive Committee are of the opinion that the relevant credit risk of the Federation is low without any significant concentration.

The maximum exposure to credit risk is represented by the carrying amount of each financial assets in the statement of financial position.

b. Liquidity risk

Prudent liquidity risk management included maintaining sufficient cash and bank balances so as to enable the Federation to meet its liabilities as and when they fall due and to continue operating for the foreseeable future. The Executive Committee are of the opinion that the Federation does not have any significant liquidity risk.

17. Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2016

Up to the date of issue of these financial statements, the HKICPA has issued a few amendments and new standards which are not yet effective for the year ended 31 March 2016 and which have not been adopted in these financial statements.

The Federation is in the process of making an assessment of what the impact of these amendments is expected to be in the period of initial application. So far it has concluded that the adopted of them is unlikely to have a significant impact on the Federation's results of operations and financial position.

鳴謝

Acknowledgements

本會衷心感謝以下資助團體、商號、社團及個別善長所作的財務支持和貢獻。(排名以筆劃或字母次序排列)

We thank the following funding bodies, companies, associations and individuals for their generosity.

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大埔區議會
Tai Po District Council
可持續發展基金
Sustainable Development Fund
平等機會委員會
The Equal Opportunities Commission
社區投資共享基金
Community Investment and Inclusion Fund
社會福利署
Social Welfare Department
食物分享基金
Food Share Fund
香港大學和香港賽馬會-「睿智計劃」
HKU-HKJC ExCEL3
香港公益金
The Community Chest of Hong Kong
香港房屋委員會屬閣鄰屋邨管理諮詢委員會
Estate Management Advisory Committee of Lai Kok Estate Office of the Housing Department
香港樂施會
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The Hong Kong Jockey Club Charities Trust
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