

香港婦女 中心協會

**Hong Kong Federation of
Women's Centres**

**2017-2018
Annual Report**

年報

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完整的年度財務報告可登入 womencentre.org.hk 瀏覽

Visit womencentre.org.hk for the Auditor's Reports

機構簡介

Agency Profile

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。

由於服務發展漸多元化，為使管治更規範化，本會於2015年成立擔保有限公司，並於2016年11月成為根據《稅務條例》第88條獲豁免繳稅的慈善機構，現正在把由社團註冊的香港婦女中心協會轉移至香港婦女中心協會有限公司。

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。

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.

To cope with the increasingly diverse services and standardise our management, the HKFWC has established a company limited by guarantee in 2015 and have become a charitable organisation exempted from tax under section 88 of Inland Revenue Ordinance in November 2016. We are now transferring from the Hong Kong Federation of Women's Centres (a registered society) to the Hong Kong Federation of Women's Centres Limited.

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.



信念

Our Belief

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

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

使命

Mission

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。

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

自2009年開始，很榮幸我能夠一直擔任香港婦女中心協會（協會）名譽會長之職。天下無不散之筵席，今天是交棒的時候了。

多年來，我很感恩能有機會見證協會透過意義非凡的工作，觸動了無數香港人的生命。能夠成為這個卓越團隊的一份子，向女性傳播愛心和關懷，並促進香港的性別平等，我深感自豪。

所有組織都需要與時俱進，我深信在迎接新思維、新觀念之時，協會將繼續為各行各業的女性帶來更美好的明天。

我謹此衷心感謝所有執行委員會成員和同事多年來對我的信任。不言而喻，在往後的日子，我定必會繼續支持協會的發展！

謝謝大家！

Since 2009, I have had the great honour to serve as the Honorary President of the Hong Kong Federation of Women's Centres ("HKFWC"), and it is now time to pass on the baton. Over the years, I have had the great privilege of witnessing the truly meaningful work of the HKFWC, and know that it has touched the lives of many in Hong Kong. I am really proud of being a part of this great team that has spread love and care to women and has helped promote gender equality in Hong Kong.

All organizations need to keep pace with the times. I am sure with the welcoming of new minds and ideas, HKFWC will continue to provide a better tomorrow for women in all walks of life.

May I take this opportunity to offer my sincere gratitude to all our Executive Committee Members and colleagues for your trust in me over the years, and it goes without saying that I will continue to support HKFWC in the many years to come!

Thank you very much!

主席及總幹事感言

Joint message from the Chairperson and the Director

2017年1月，香港婦女中心協會的第四所服務中心——慧思薈（上水）——正式投入服務。中心起步之初，承蒙香港賽馬會慈善基金捐助，展開為期三年的賽馬會「不撓女子」家居手作創業及自僱計劃，加上僱員再培訓局資助的再培訓課程，為區內婦女裝備自己及提供就業所需的知識及技巧。在下半年，協會開展由社區投資共享基金資助的全新計劃，協助單親母親及新來港婦女建立社會資本。慧思薈（上水）現已成為協助婦女就業和孕育社企的基地。

協會的各項核心服務包括婦女求助熱線、免費法律諮詢、輔導服務、在職培訓及安排就業服務、照顧者支援、可持續發展教育、剩食收集及派發服務、託兒及課後託管服務，以不同的方式為服務使用者紓解困難，改善生活質素和提升能力。協會秉持倡導的理念，為婦女提供平台，讓她們就著影響生活的政策表達意見。此外，肩負照料家中老小的無酬照顧者仍是我們的服務重心，還有欠缺支援的離婚婦女，或是在追討贍養費上有困難的個案，我們都會特別關注。

穩建的架構及管理系統對機構的發展尤其重要。我們自2017年1月起，重整了員工架構及檢視了員工福利及服務配套，落實一系列家庭友善措施，讓員工在工作上和家庭中都能可持續發展。我們很高興得悉這些措施反應正面，並提升員工士氣。在追尋理想的路上，有不少有心人和我們結伴同行。除了曾資助我們的善長及慈善基金外，也有不少社區合作夥伴，和數以千計的義工們付出寶貴的時間和心血，讓我們可以服務有需要的人士。我們謹向所有和協會同心同行的義工、協作夥伴、贊助人及支持者致以由衷謝意，讓我們攜手建立展現婦女力量的社區。

We started the year with the opening of HKFWC's fourth service centre "WISE (Women In Self-Enhancement) Sheung Shui" in January 2017. The operation of the Centre first started with the three-year pilot project funded by The Hong Kong Jockey Club Charities Trust to assist women in developing their home-based business and self-employment opportunities. On the other hand, the retraining courses funded by the Employees Retraining Board provided the necessary knowledge and skills for women to better equip themselves. In the latter half of the year, a new project sponsored by the Community Investment and Inclusion Fund commenced in building up social capitals of single mothers and new arrival women. WISE Sheung Shui has now become a hub for incubating social enterprises and engaging women in gainful employment.

Our core services including the Women's Helpline, Free Legal Advice Clinic, counselling services, employment training and job placement service, carers support programs, sustainable development education, leftover food collection and redistribution to people in need, child care and after school care service continued to reach our clientele in various ways to enhance their livelihood. The concept of advocacy has been immersed in the work of HKFWC, providing a platform for women to voice out their views and opinion on policies that affect the lives of women. The situation of caregivers who perform unrelenting but unpaid work at home for children and elderly care continued to be one of our foci, not to mention the lack of support to divorced women and in particular the difficulties in making outstanding maintenance claims.

Sound internal management system and structure are essential to accommodate organisational growth. A new staff structure that allows a better career development has been in place since January 2017. More family-friendly practices were introduced regarding both staff benefits and operation of services, making HKFWC an employer that treasured staff's sustainable development in the workplace and in their family. We are pleased that the exercises have resulted in good feedback and morale among staff.

We are not alone in pursuing our goals. In addition to all the funders who sponsored our work, we worked with numerous partners in the community. Thousands of volunteers who offered their precious time and effort in making things happen and helping HKFWC accomplish our goals. We are deeply grateful to all the volunteers, partners, sponsors and supporters who joined our hands in building a society that treasures the power of women.



香港婦女中心協會
Hong Kong Federation of Women's Centres
賽馬會麗閣中心
Jockey Club Lai Kok Centre



年度業務 概況

Business
Review

年度回顧 Annual Review

核心服務 Core Services

輔導及法律支援
Counselling & Legal Support

教育及就業支援
Education & Employment Support

婦女網絡及共融
Community Networking

可持續發展
Sustainable Development

會員及義工發展
Membership & Volunteer
Development

倡議
Advocacy

重大發展

Significant Development

香港婦女中心協會有限公司

Hong Kong Federation of Women's Centres Limited

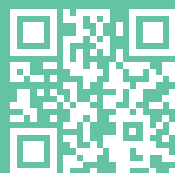
為配合本會的持續發展，以及更有效的資源運用，香港婦女中心協會有限公司已於2015年11月正式成立，並於2016年10月依據《稅務條例》的第88條獲豁免繳稅。本會現正將在香港婦女中心協會名下的一切轉移到香港婦女中心協會有限公司，完成轉移程序後，本會將會以香港婦女中心協會有限公司之名繼續提供多元化的婦女支援服務、教育及倡議工作。

To cope with the continuous development of the HKFWC and utilise resources more effectively, Hong Kong Federation of Women's Centres Limited was established in November 2015 and has been exempted from tax under section 88 of the Inland Revenue Ordinance since October 2016. We are now transferring everything in the name of Hong Kong Federation of Women's Centres to Hong Kong Federation of Women's Centres Limited. Upon completion of the transition, we will then continue providing comprehensive women support services, education and advocacy in the name of Hong Kong Federation of Women's Centres Limited.

網頁重整

Website Revamp

對上一次大型更新網頁已是10年前，當中的功能已經不足以應付現時的服務需要，亦不能兼容智能手機的版面。因此本會在2017年6月開展了網頁的重整工程，採用全新的設計語言，並以橙色為主要色調，配合本會標誌的主色，並新增多項切合服務發展的功能，以更清晰的分類重新整理網頁上資訊及增加對智能手機的兼容性等，讓瀏覽本會網頁的人士有更好的體驗。新的網頁已於2018年1月1日啟用。



It has been 10 years since the last major update of our website. We noticed that some of the functions could not cope with the existing service needs and were not compatible with smart phones. Hence, we initiated a website revamp in June 2017, using new programming language and adopting orange as its main tone to complement with the colour of our logo. We have added a variety of new functions that suit our service development, categorised online information in a clearer manner and improved the compatibility with smart-phones for better user experience. The new website was launched on 1 January 2018.

<http://womenscentre.org.hk>

職員架構

Staff Structure

本會在本年度就人力資源配置及不同職級的職員架構進行了全面檢討。而新的薪酬架構、職級重整、增設職位及薪酬轉換安排已於2017年1月1日實施。

This year, we have undergone a comprehensive review on the allocation of human resources and the hierarchical structure of our staff team. The new salary structure, rank reform, new positions and salary adjustment arrangement have come into effect from 1 January 2017.

家庭友善措施

Family-friendly Measures

實行家庭友善措施一直是本會的倡議題目之一，目的為讓不同性別能夠共同分擔家庭責任，而又同時在工作、家庭和生活之間取得平衡。這對改善婦女處境尤為重要，尤其是面對工作及家庭雙重負擔的雙職婦女。

為此，本會特別成立了家庭友善工作小組，集合了不同家庭組成及照顧需要的職員對於家庭友善措施的意見，並於內務委員會討論。新增的措施包括侍產假、家庭照顧假、14個星期產假、流產假、母乳餵哺房間、緊急託兒安排、職位共享等。新措施已於2017年8月23日實施。

Family-friendly measures can facilitate fairer division of responsibilities between different sexes within the family. They also help maintain balances between work and family life. All these are particularly important for the wellbeing of women, in particular those who suffer from double-burden from work and care duties at home.

We therefore set up a Family-friendly Working Group which was composed of staff members with diverse family composition and care duties, and collected opinions from our staff on the family-friendly measures, which were then discussed in the Internal Development Subcommittee. New family-friendly measures include paternity leave, family care leave, 14-week maternity leave, miscarriage leave, breast-feeding arrangements, emergency child care and job sharing. These new measures have come into effect since 23 August 2017.

社會企業發展

Social Enterprise Development



社會企業是本會其中一個發展方向，現時本會有四個社會企業，包括「花妍巧語」、「綠緣無窮」、「好日子」及「愛·耆跡」，為基層婦女提供更多工作機會。為了進一步保障參與本會社會企業業務的婦女，本會於2017年7月1日開始，將所有自僱身份的婦女聘用為本會的兼職僱員，讓婦女受到勞工保險、強積金等法例的保障。

Social enterprise is one of our development directions. Currently we have four social enterprises, including Florist by

Women, Forever Green, Big Day and Elderly Home-care, providing more job opportunities to grassroots women. To offer better protection to the women participating in the businesses of our social enterprise, effective from 1 July 2017, we have changed all the self-employed teams to part-time employees so that women are now eligible for statutory requirements such as employee compensation and MPF.

符合法規要求 Statutory Compliance

本會嚴格遵守法定要求並恪守相關監管規定，以下闡述重要部分。

We have strictly complied with statutory requirements and diligently observed regulatory requirements. Some important examples are listed below.

《公司條例》(第622章)
Companies Ordinance (Cap 622)

《僱傭條例》(第57章)和相關法規要求
Employment Ordinance (Cap 57) and related regulatory requirements

《強制性公積金計劃條例》(第485章)
Mandatory Provident Fund Schemes Ordinance (Cap 485)

與服務相關的條例
Service operation related ordinances



環境保護與節能措施

Environmental Protection and Energy Conservation Measures

環境保護是本會日常運作的其中一個指導原則，為了進一步實踐環保及節能措施，本會在2017年制訂了首份環保指引，以貫徹可持續發展的原則。措施包括在印刷宣傳刊物時盡可能採用具有森林管理委員會認證的紙張及大豆油墨、減少使用有塑膠成份的宣傳品、在大型活動舉行時禁止使用即棄餐具及瓶裝水、活動室閒置時必須關燈及冷氣機等。未來本會將繼續檢視環保指引的成效，並盡本會所能減少不必要的浪費。

Environmental protection is one of the guiding principles in our daily operation. To further achieve environmental protection and energy saving measures, the HKFWC has enacted its first environmental guideline in 2017 to follow its principle of sustainable development. Measures include using FSC-accredited paper and soy ink whenever possible in printing promotion materials, refraining from using promotion items that contain plastic components, prohibiting the use of disposable tableware and bottled water in major events, and turning off lights and air conditioners in the activity rooms when they are not in use. In future, we will continue assessing the effectiveness of our environmental guideline and do our best to reduce unnecessary waste.



與持份者的關係 Relationship with Stakeholders



僱員 Employees

本會一直與所有員工保持良好關係，並會提供平台予員工表達訴求及意見，讓本會可以做得更好，更關愛員工。本年度，本會分別成立了職員發展工作小組及家庭友善措施工作小組，共建平台讓不同職級的員工與管理層同步地營造一個更有利員工發展及家庭友善的工作環境。

We have always kept good relationships with all our employees and have provided a platform for them to express their needs and opinions. This year, we have set up a Staff Development Working Group and a Family-friendly Working Group that compose of staff from different ranks, in hopes of creating an environment that is even better in terms of staff development and family-friendliness.

供應商 Suppliers

本會參考了廉正公署為非政府組織及社會企業製作的一系列防貪實務守則，製訂了一套公正、公平和透明的採購程序。任何參與採購工作的委員會委員和員工都必須申報利益及申報與供應商的關係，有利益衝突或潛在利益衝突的員工須避免參與相關的採購程序。

We referenced ICAC's series of anti-corruption code of conducts for NGOs and social enterprises, and have formulated a set of fair, just and transparent procedures in the procurement processes. Any committee member or staff member who involves in procurement exercises are required to declare any conflict of interest and any relationship with the suppliers concerned. Staff with conflict or potential conflict of interest will be excused from the particular procurement processes.



其他持份者 Other stakeholders

本會一直加強和促進與政府部門、信託和基金、企業、學術機構、用戶團體和其他非政府組織等不同持份者的合作和伙伴關係，以產生協同效應和加強社會影響。

We have been strengthening and fostering collaborations and partnerships with different stakeholders such as government departments, trusts and foundations, corporates, academic institutes, users' groups, and other non-government organisations to create synergy and maximise social impact.



對未來的不穩定因素 作出的風險評估

Risks and Uncertainties

人才資本 Human Capital

截至2018年3月31日，本會的員工人數為**141**人。全職員工人數為46人，而半職及兼職員工人數合共95人。

As at 31 March 2018, the number of employees was **141**, 46 of which were full-timers and 95 were half-time or part-time staff.

財務穩定性 Financial Stability

為應對未來的變動，本會已預留一定儲備用以支付新服務中心的成立，以及維持一旦可能出現的財務不穩定因素而所需要的儲備。

To cope with the change in the future, we have reserved a certain amount to establish our new service centre and serve as reserve in case of possible financial instability.

營運效率、安全和風險 Operational Efficiency, Safety, and Risks

本會已廣泛使用各個資訊科技系統以提高營運效率、輔助各種服務的推動，但近年針對以中小型機構所大規模的黑客入侵及勒索病毒事件，對本會的資訊科技使用構成一定的風險及壓力。本會需要檢討現時的資訊科技保安措施，並更新資訊科技保安指引，強制員工執行，以確保減低相關的風險。本會將會採用一切可行的措施，以保護所有敏感資料。

We have applied a variety of information technology systems extensively to improve operation effectiveness and help push forward various services. Yet, in recent years, there were many large-scale hacking and ransomware incidents that targeted small and medium-sized organisations, causing certain risks and pressure to the use of information technology. We need to review our existing information technology security measures, update relevant guidelines, and ask our staff to comply to minimise the risks. We will adopt any feasible measure to protect sensitive data.



未來展望 In the Years to Come

華富中心 Wah Fu Centre

承蒙房屋署的批准，本會將在華富邨二期開設第五所服務中心，亦是本會第一所在港島區的服務中心。自此以後，本會的服務中心將覆蓋港九新界，為有需要的婦女提供適切的服務。新的服務中心暫定名為華富中心，佔地逾5,000平方呎，將設立託兒室、大型廚房、種植室等設施，方便當區的居民。

With the support of the Housing Authority, we are going to open our fifth service centre in Wah Fu II Estate. It is going to be our first centre on the Hong Kong Island. With its opening, our service centres will cover the Hong Kong Island, Kowloon and the New Territories, providing pertinent services to women in need. The new service centre is tentatively named as Wah Fu Centre. Occupying over 5,000 square feet, it will have facilities including child care facilities, a large kitchen, and a plant area.



婦女精神健康服務的拓展 New Services in Mental Wellness of Women

社區上對於精神健康服務的需求日益增加，基層婦女尤甚，因為基層婦女經常要兼顧家庭及工作，加上不願花錢看醫生，往往容易忽略自身精神健康的警號，令情況一發不可收拾。本會除了在本年度與香港大學李嘉誠醫學院及多個社福機構共同推出賽馬會思妍婦女精神健康計劃外，亦將會在多個服務中心增設以精神健康為主線的服務計劃，提供預防性及早期的介入，減輕患者的情緒問題，提升婦女的心理健康。

There are increasing demands for mental health services in the community, especially for grassroots women. It is because they often suffer from double burden of work from employment and from the family, plus most of them are reluctant to spend money on doctors and neglect the warning signals of their mental health. Hence, apart from introducing the Jockey Club Mental Wellness Project for Women with the Department of Psychiatry, Li Ka Shing Faculty of Medicine, The University of Hong Kong and other social welfare organisations, we are also going to lay service plans for mental wellness in a number of service centres, provide preventive and early intervention measures to alleviate the emotional problems of patients and enhance women's mental health.

照顧者服務的擴展 Expand Services in Carers

本會轄下的四所服務中心都持續提供照顧者支援服務，以支援照顧者的需要，減輕她們的身心壓力，連結社區及專業界別，重塑鄰里關係，提升社會資本。本會將於來年推出更多元化的照顧者支援服務，並涵蓋生涯規劃等的範疇，期望進一步承托照顧者的需要，改善她們的處境。

Our four service centres have been providing carer support services to alleviate their physical and mental stress, linking up community and professional sectors, reshaping neighbourhood relationship and increasing social capital. In the coming year, we will provide even more diversified services and cover aspects such as life planning, in hopes of further meeting the needs of the carers and improving their conditions.

人事及財務管理 Human Resource & Finance Management

本會將會檢討多份人事及財務文件，以讓各級職員有更清晰的執行指引。本會在本年度新增了多項員工福利，以及引入家庭友善措施，在彈性和多元化的工作安排和不同形式的支援下，能讓員工兼顧家庭責任，以及應付人生各階段的不同情況和需要。

為讓各級職員及新職員清晰了解各項員工責任及福利，人事指引及員工手冊將會寫入相關的條文，以及檢討過時的部分。另外，本會亦會開展檢討工作表現評估制度，加入更多量化的指標，使到管理層級的職員將有更清晰的標準為其下屬評估其工作表現，職員亦可更具體的了解自己的工作表現，以作出改善。

在財務方面，本會亦會更新財務政策，是次更新的重點將是加入制約原則，加強財務上的管理，以確定所有資源都有被妥善使用。

We are going to review a number of human resources and financial documents so that all ranks of staff can have a clearer operation guideline. We have added many employee benefits this year and have introduced some new family-friendly measures, so that employees can be benefited from the flexible and multi-dimensional work arrangements and support to balance their work and family duties, and cope with the needs in different life stages.

To make all ranks of staff and new employees understand their responsibilities and benefits, relevant clauses will be added to our Personnel Guideline and Staff Handbook, and the obsolete parts will be reviewed. Moreover, we are going to review the Work Performance Appraisal System, add more quantifiable indicators, so that the management will have clearer criteria for evaluating the work performance of their subordinates, and employees can understand and improve their job performance more concretely.

We are also going to update our Finance Policy. The focus is to add more check and balance and monitoring mechanism to enhance financial management and ensure all resources are used properly.

員工發展 Staff Development

作為婦女團體，本會致力於減少社會的性別定型，促進性別平等。因此，在員工發展方面著重於提升員工的性別意識及社會創新，以在設計及推行活動時可由性別角度及社區為本出發。本會亦會不時舉辦具有性別元素的員工發展講座及工作坊，並附以實例，加強員工的性別敏感度。本會亦會鼓勵員工參與由外間機構所舉辦的工作坊及研討會，以加強相互交流。

為更彈性的照顧員工的需要，讓她們可以兼顧家庭及事業，未來本會在聘請職位時會考慮職位共享的可能性，增加員工的工作彈性。

As a women's group, we are committed to reduce gender stereotype and promote gender equality in the society. Thus, we also focus on improving the gender awareness and social creativity in our staff development, so that they can take a gender-and-community-based approach to designing and implementing activities. Moreover, we organise gender-themed staff development seminars and workshops from time to time with real-life examples to boost the gender sensitivity of our staff. We also encourage our staff to join workshops and seminars held by other organisations for exchanging ideas.

To meet staff needs in a more flexible way and help them balance family and work, we are going to look at the possibility of job sharing in future recruitment so as to increase the flexibility of work arrangement.

總結 Conclusion

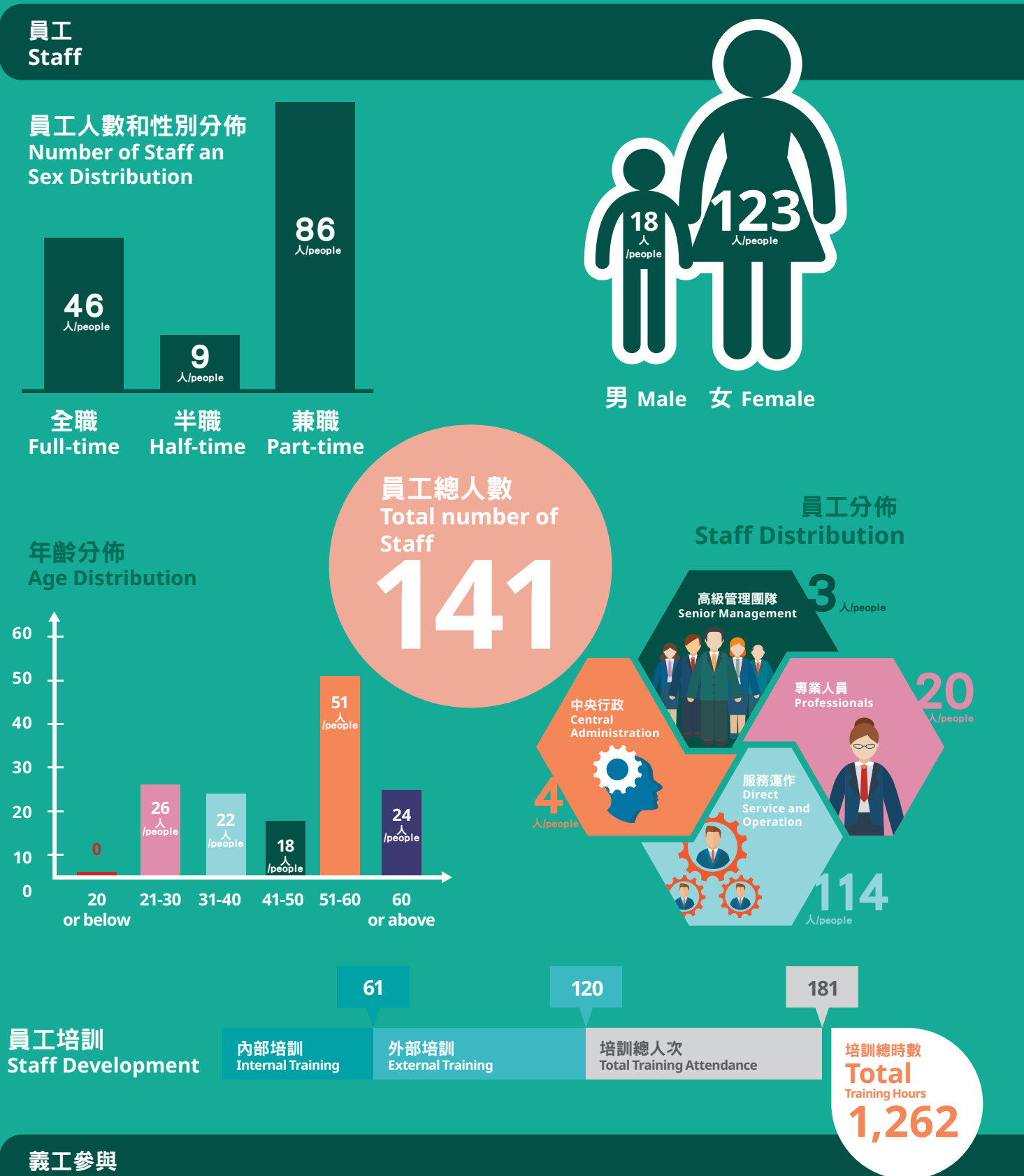
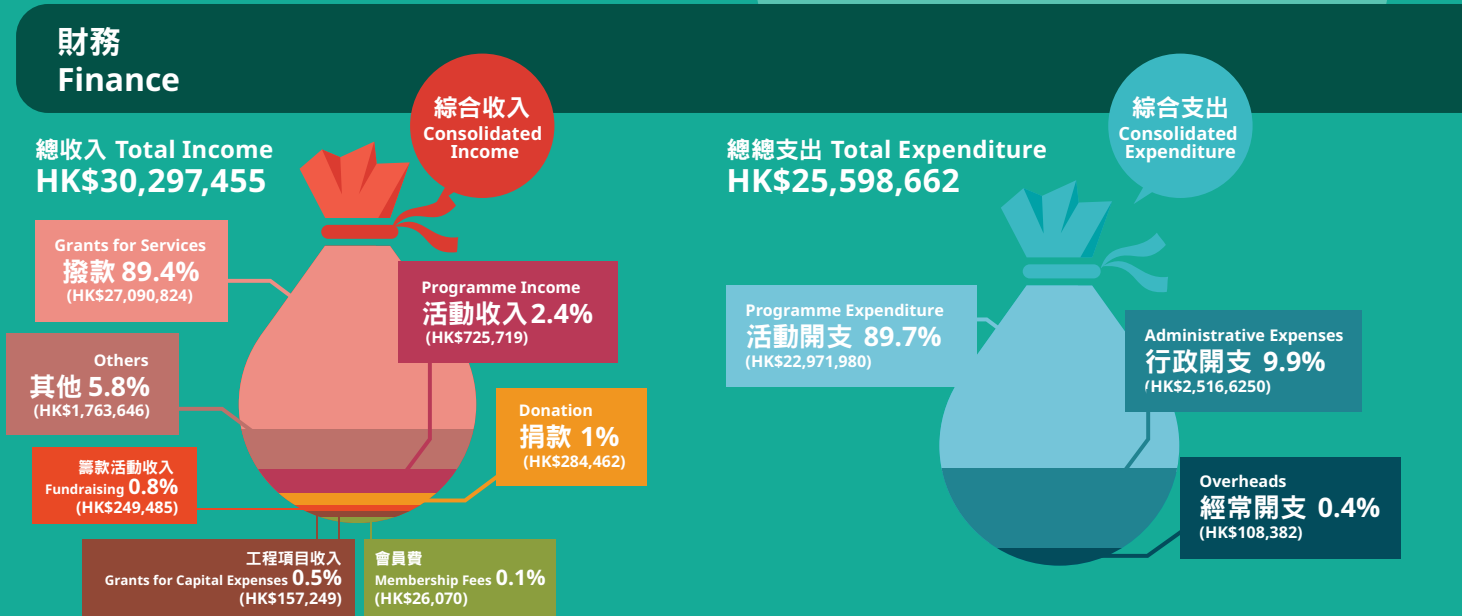
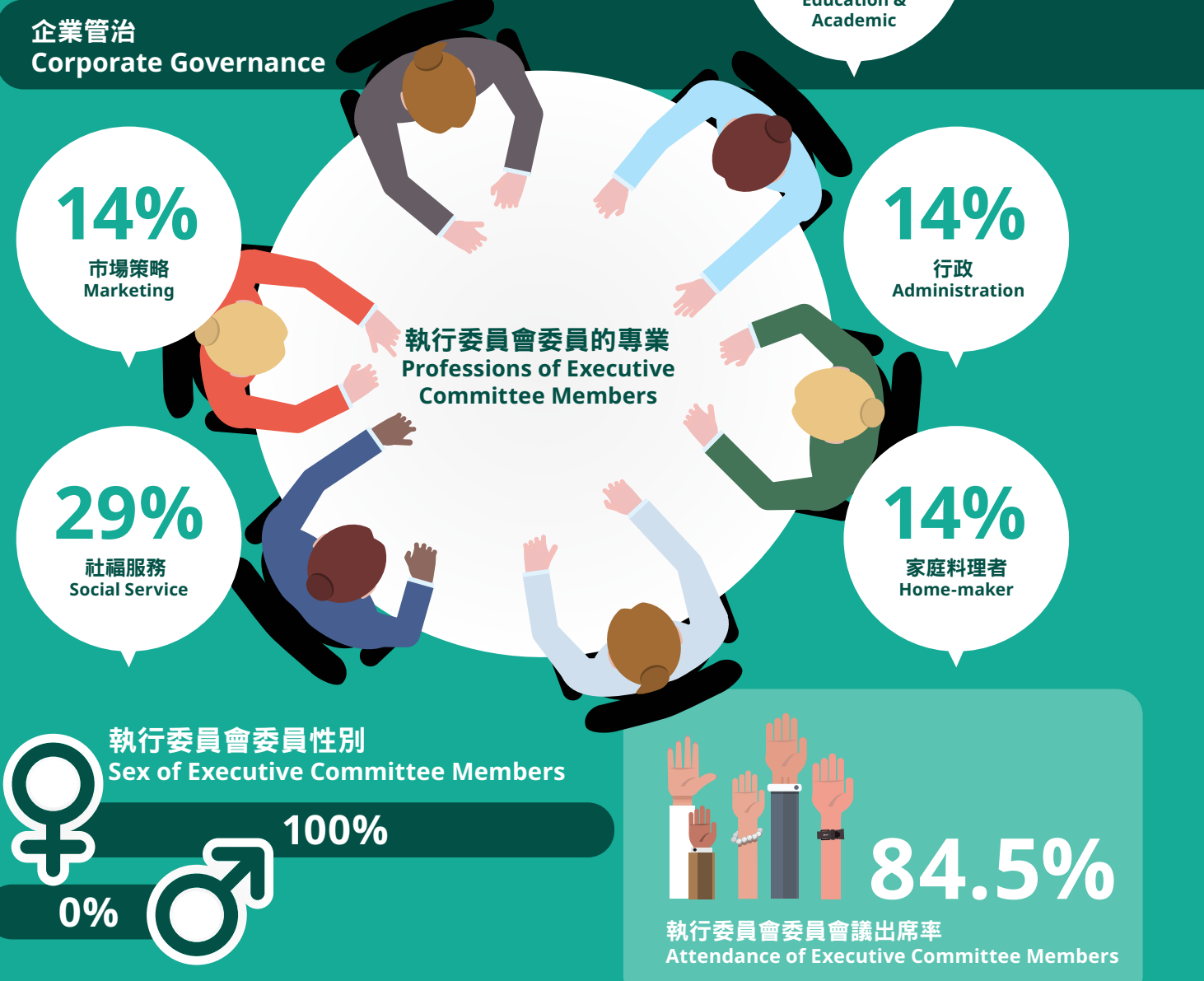
本業務概況已總結本會的表現及狀況，其中包括2017-2018年度的營運、重要財務表現等，並臚列本會的重要未來發展及潛在風險的應對措施。

2017-2018年度是本會成果豐碩的一年，這些成就全有賴各個資助機構、合作者、社區夥伴給予的支持及慷慨捐助，以及服務使用者及義工們的積極參與。本會衷心感謝他們，以及職員團隊、執行委員會委員的貢獻和專業精神，一同攜手促進性別平等。

The business review has concluded the performance and status of the HKWFC Ltd., including the operation in the year 2017-2018 and important financial performance, and listed our important future development and counter-measures of potential risks.

2017-2018 is a fruitful year to us, thanks to the support and generous donations of different funding organisations, cooperators and community partners, as well as the active participation of the service users and volunteers. We would like to express our heartfelt thanks to them and for the contribution and professionalism of our staff team and executive committee members.

年度主要數字 Key Figures



會員 Membership

有效會員人數
No. of Active Members

835



累計會員人數
Accumulated no. of Members

14,195

影響報告 Impact Report

輔導及法律支援 Counselling & Legal Support

受惠人次
No. of Attendance

4,785

婦女求助熱線
Women's Helpline

271

免費律師面見諮詢服務
Free Legal Advice Clinic

115

輔導及小組工作
Counselling & Group Works



可持續發展 Sustainable Development

受惠人次
No. of Attendance

13,894

好惜食
Cherish Food

2,748

知行合一：婦女推動可持續
衣·食·住·行計劃
Know it and Do it! A Project to
Promote Sustainable Lifestyle
by Women

2,703

可持續發展工作坊
Sustainable Development
Workshops



網絡及共融 Community Networking

受惠人次
No. of Attendance

2,340

婦女齊起動·開創姿彩人生一建立可持
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 (not including childcare
service)

2,420

孤單不再一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

838

新伙友伴姊妹「途」- 建立跨專業跨界
別支援新來港及單親婦女互助網
Building up Sustainable Mutual
Support Network for New Arrival
Women and Single Mothers in
Sheung Shui

8,423

華明照顧者姊妹互助網絡
Building up Women Caregivers'
Mutual Support Network in Wah
Ming Estate



教育及就業支援 Education & Employment Support

受惠人次
No. of Attendance

822

婦女成人教育計劃
Adult Education
Scheme for Women

9,018

語言、生活技能及興趣班
Language, Life Skill and
Interest Class

930

賽馬會「不撓女子」家
居手作創業及自僱計劃
Jockey Club NOW
Project: New
Opportunities for
Women in
Home-based
Self-employment

111

婦女IT大使朋輩教學計劃
Peer IT Project by
Women IT Ambassadors

83,774

婦女再就業計劃
Women's
Re-employment
Scheme

1,200

資深褓母託兒服務
Childcare Service in
Shum Shui Po

3,500

麗閣課餘託管小組服務
After-school Childcare
Services in Sham Shui Po

6,442

課後託管服務及協助婦
女就業資助計劃
After-school
Childcare and
Subsidies to
Help Women Seeking
Employment

2,264

愛心褓母託兒服務 |
互助幼兒中心
Compassionate Nanny
Childcare Services | Mutual
Help Child Care Centre

261

守望天使互助託兒服務
Mutual Childcare
Service in Sheung Shui



活動快訊 Newsletter
24,000



偶到人次 Drop-in
61,245



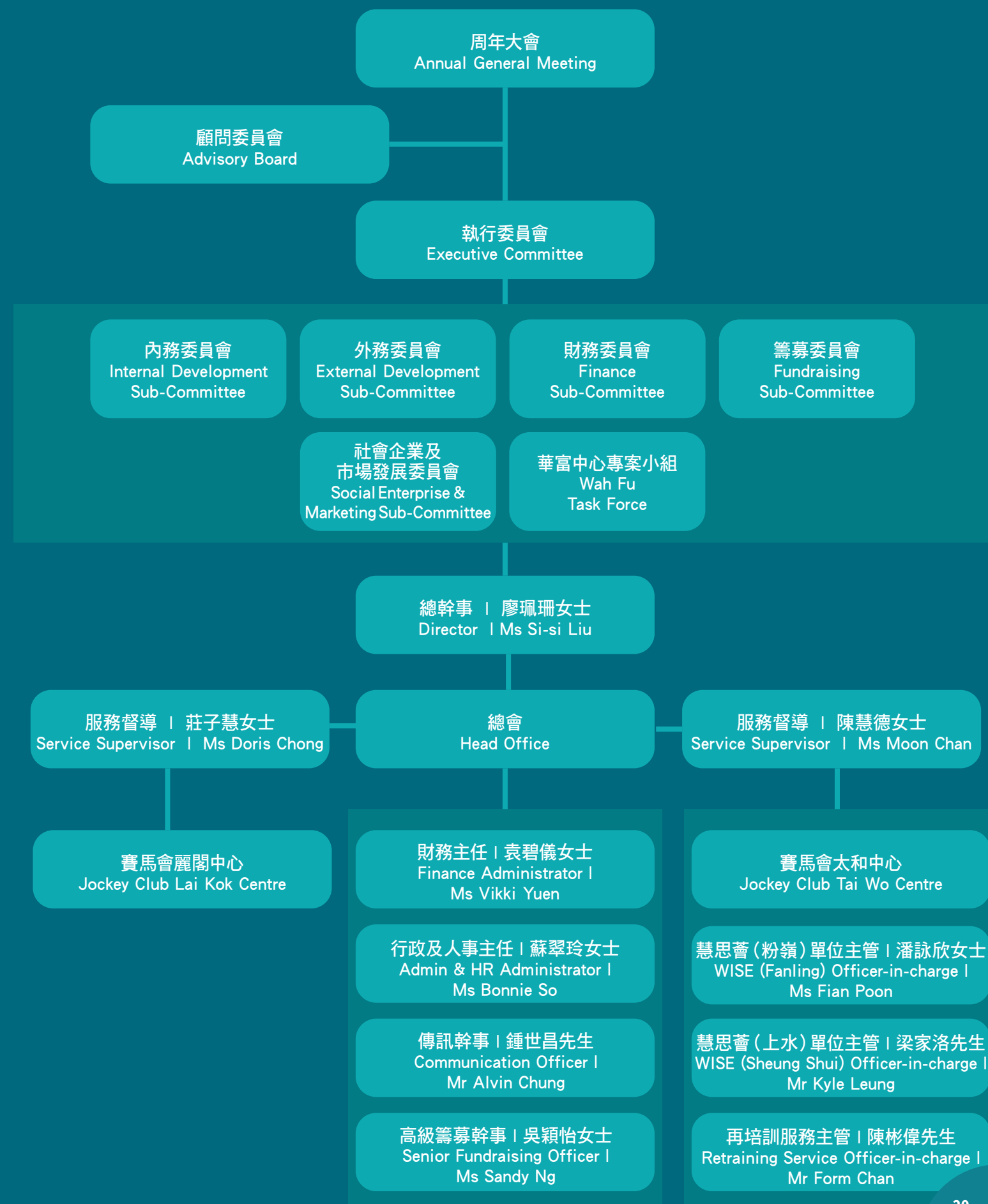
總受惠人次
Total No of Attendance
232,104

機構管治 Corporate Governance

自香港婦女中心協會有限公司成立以來，無論是顧問委員會、執行委員會，或是本會的員工，都分別都參與多個涉及有限公司不同範疇的課程及研討會，提升本會的管治能力，以及完成《公司條例》的各項規定。本會亦於本年度重新檢討執行委員會的架構，在執行委員會下增加六個附屬委員會，以分別負責不同範疇的項目，當中亦加入更多職員的參與，更有效的將前線工作的經驗帶入委員會的討論之中。

Since the Hong Kong Federation of Women's Centres Limited was founded, the Advisory Board, the Executive Committee and our staff have taken part in courses and seminars related to different aspects of 'limited companies', to improve our management capability and meet the requirements of the companies ordinance. This year, we have also reviewed the structure of the Executive Committee and added six subcommittees under the Executive Committee to take charge of projects in different areas. We have increased the involvement of staff members to bring more frontline work experience to the discussion of the committees.

架構圖 Organisation Chart



顧問委員會

Advisory Board

名譽會長 Hon President
陳保琮博士 Dr Chan Po-king, Betty

名譽法律顧問 Hon Legal Advisor
洪珀姿女士 Ms Hung Barbara Anne

名譽顧問 Hon Consultant
王秀容女士 Ms Wong Sau-yung, Linda
方敏生女士 Ms Fang Meng-sang, Christine
白嘉露教授 Professor Carole J. Petersen
楊東鈴女士 Ms Young Dong-ling, Cecilia
方旻煥女士 Ms Fong Man-ying
紀佩雅女士 Ms Puja Kapai
陳彥琳女士 Ms Chan Yin-lam, Alvina
吳如花女士 Ms Ng Yu-fa, Esther
陳瑜博士 Dr Chan Yu
林翠華教授 Professor Lam Chiu-wa, Linda

資訊科技顧問 IT Advisor
卜福晨先生 Mr Pok Fook-sun

財務委員會

Finance Sub-committee

委員會召集人 Convener of Sub-committee
藍宇喬女士 Ms Lam Yu-kiu, Rita

委員 Member
謝衍彤女士 Ms Char Hin-tung, Natalie (由 since 2017/7/6)

職員 Staff
總幹事 Director
財務主任 Finance Administrator

執行委員會

Executive Committee

主席 Chairperson
陳翠琮博士 Dr Chan Chui-king, Liliane

副主席 Vice Chairperson
葉永麗女士 Ms Young Wing-lai, Geraldine

名譽秘書 Hon Secretary
招璞君博士 Dr Chiu Pok-kwan, Patricia

名譽司庫 Hon Treasurer
藍宇喬女士 Ms Lam Yu-kiu, Rita

委員 Member
黃玉雲女士 Ms Ng Gaik-hoon, Evelyn (至 until 2017/12/31)
王佩貞女士 Ms Wong Pui-ching, Carmela (由 since 2018/1/1)

籌募委員會

Fundraising Sub-committee

委員會召集人 Convener of Sub-committee
藍宇喬女士 Ms Lam Yu-kiu, Rita

職員 Staff
總幹事 Director
高級籌募幹事 Senior Fundraising Officer

內務委員會

Internal Development Sub-committee

委員會召集人 Convener of Sub-committee
葉永麗女士 Ms Young Wing-lai, Geraldine

委員 Member
陳翠琮博士 Dr Chan Chui-king, Liliane
王佩貞女士 Ms Wong Pui-ching, Carmela
李惠雲女士 Ms Li Wai-wan, Vivien

職員 Staff
總幹事 Director
服務督導 Service Supervisor
行政及人事主任 Admin & HR Administrator

外務委員會

External Development Sub-committee

委員會召集人 Convener of Sub-committee
陳翠琮博士 Dr Chan Chui-king, Liliane

委員 Member
黃玉雲女士 Ms Ng Gaik-hoon, Evelyn

職員 Staff
總幹事 Director
傳訊幹事 Communication Officer

社會企業及市場發展委員會

Social Enterprise & Marketing Sub-committee

委員會召集人 Convener of Sub-committee
藍宇喬女士 Ms Lam Yu-kiu, Rita

委員 Member
招璞君博士 Dr Chiu Pok-kwan, Patricia
石海慧女士 Ms Shek Hoi-wai, Fiona (由 since 2017/7/6)
霍家成先生 Mr Fok Ka-shing, Kason (由 since 2017/7/6)
陳彩英女士 Ms CHAN Choi-ying, Virginia (由 since 2017/7/6)

職員 Staff
總幹事 Director
服務督導 Service Supervisor
教育幹事(社會企業) Education Officer (Social Enterprise)

華富專案小組

Wah Fu Task Force

小組召集人 Convener of Task Force
陳翠琮博士 Dr Chan Chui-king, Liliane

委員 Member
藍宇喬女士 Ms Lam Yu-kiu, Rita
王佩貞女士 Ms Wong Pui-ching, Carmela (由 since 2017/12/2)
林錦霞女士 Ms Lam Kam-har, Cecilia (由 since 2017/12/2)

職員 Staff
總幹事 Director
服務督導 Service Supervisor
行政及人事主任 Admin & HR Administrator

執行委員會

Executive Committee

執行委員會負責本會的管治，遵照本會之《章程細則》內闡明的權力，指導本會的發展方向。

執行委員會按本會章程由不少於四人及不多於十一人組成，委員由本會基本會員於周年大會中選出。委員任期為一年，當任期屆滿，可再次由基本會員在週年大會上推選連任。

The Executive Committee, being the HKFWC's governing body, has the overall responsibility in the governance of the HKFWC. It formulates directions for the Federation in accordance with the authorities as stipulated in the Articles of Association in the pursuit of the HKFWC's vision, mission and objectives.

The Executive Committee shall consist of no less than 4 and not more than 11 members elected at Annual General Meetings by the Voting Members of the HKFWC. The Executive Committee members shall hold office for a term of one year, but are eligible for re-election as Executive Committee members at the Annual General Meeting when their term expires.

附屬委員會

Sub-committees

執行委員會轄下共成立了六個附屬委員會，包括內務委員會、外務委員會、財務委員會、籌募委員會、社會企業及市場發展委員會及華富中心專責小組，2017-2018年度共有11位委員。各委員會按其任命及權責章則，協助執行委員會管治不同服務範疇的工作，並向執行委員會匯報和推薦通過相關的議決案。

There are six sub-committees under the Executive Committees, including Internal Development Sub-committee, External Development Sub-committee, Finance Sub-committee, Fundraising Sub-committee, Social Enterprise & Marketing Sub-committee, and Wah Fu Task Force. The Sub-committees assist the Executive Committee in the governance of different areas of work of HKFWC, in accordance with each Committee's Terms of Reference. In 2017-2018, there were in total 11 Sub-committee members. The Sub-committees report to and make recommendations to the Executive Committee for consideration and endorsement.

內部監控

Internal Control

本會一直關注於加強內部監控，確保機構管治、有效管理。執行委員會要求管理層建立內部監控制度，附有適當的政策及程序，以確保業務有效運作，當中包括物資及服務提供者的採購申請程序、員工手則、文件管理政策、資訊科技保安指引、環保政策、資產管理、盤點、內部審計等。管理層亦需於每次執行委員會會議時提交工作及財務報告，以及引入風險管理系統及全面遵守法規。透過該等內部監控制度，管理層能夠適時向執行委員會，以及附屬委員會提供充份的管理及財務資訊，以便委員會制定政策及作出決定。本會尤其著力於：

- 遵守本會章程細則的規定；
- 為支援本會工作的各個附屬委員會確定適當的權責章程；
- 為所有級別的員工制定適當的職責說明

內部監控制度的優化過程將會持續進行。管理層正陸續審核現有政策，從而進一步改善內部監控，其中包括財務管理、人事管理、資訊科技保安等方面的政策，確保適當的授權，避免利益衝突，有效的資源分配。

We are always committed to enhance internal supervision to ensure effective management of the organisation. The Executive Committee has demanded the senior management to establish an internal supervision mechanism, with suitable policies and procedures, to ascertain effective operation, including the procurement application procedure of suppliers and service providers, staff manual, document management policy, information technology security regulation, environmental policy, property management, inventory taking, and internal auditing. The senior management should also submit work and financial report in every Executive Committee meeting, introduce a risk management system and completely comply with regulations. Through this internal supervision mechanism, the senior management can provide the Executive Committee and its sub-committees with sufficient management and financing information, to foster policy enactment and decision making.

We are dedicated to:

- Complying with the regulations listed out in the Articles of our Association
- Ensuring suitable right and liabilities regulations for the sub-committees
- Creating appropriate responsibility manual for different levels of staff

The optimisation procedure of the internal supervision mechanism will be ongoing. The management is reviewing the existing policies for further improvement, including policies concerning financial management, human resources management and information technology security, to ascertain suitable authorisation, avoid conflicts of interests, and allocate resources effectively.

外部人員審核

Reviews by External Parties

外部人員包括監管機構及資助者，會定期審核本會的績效，確保內部監控制度符合其標準。本會於2017-18年度已委任華強會計師事務所為本會的外聘審該機構，為本會編制經審核的財務報告，供年度週年大會批核。另外，本會亦會呈交年度報告予資助各服務的慈善基金會，以讓資助者掌握資源的運用能符合他們的要求，當中包括但不限於香港公益金、賽馬會慈善信託基金、社區投資共享基金、可持續發展基金等等。

The external parties, including regulators and sponsors, will review the performance of our association regularly to ensure that our internal supervision system can meet its standard. In the year 2017-2018, we have appointed LKY China as our external auditing organisation. They will compile an audited financial report for the approval of the annual general meeting. Furthermore, we will also submit the annual report to sponsors of our services, so that they can know how we used our resources, including but not limited to Hong Kong Community Chest, Jockey Club Charities Trust, Community Investment and Inclusion Fund, and Sustainable Development Fund, etc.

符合法規要求

Statutory Compliance

本會嚴格遵守法定要求並恪遵相關監察法規，以下列舉重要部分供參考。

《個人資料(私隱)條例》(第486章)
《幼兒服務條例》(第243章)
《合作社條例》(第33章)
《公司條例》(第622章)
《殘疾歧視條例》(第487章)
《職業介紹所規例》(第57章)
《僱傭條例》(第57章)
《家庭崗位歧視條例》(第527章)
《消防條例》(第95章)
《賭博條例》(第148章)
《強制性公積金計劃條例》(第485章)
《最低工資條例》(第608章)
《種族歧視條例》(第602章)
《防止賄賂條例》(第201章)
《性別歧視條例》(第480章)

We have strictly complied with statutory requirements and diligently observed associated regulatory requirements. Some important examples are listed below for information.

Personal Data (Privacy) Ordinance (Cap 486)
Child Care Service Ordinance (Cap 243)
Co-operative Societies Ordinance (Cap 33)
Companies Ordinance (Cap 622);
Disability Discrimination Ordinance (Cap 487)
Employment Agency Regulations (Cap 57)
Employment Ordinance (Cap 57)
Family Status Discrimination Ordinance (Cap 527)
Fire Services Ordinance (Cap 95)
Gambling Ordinance (Cap 148)
Mandatory Provident Fund Schemes Ordinance (Cap 485)
Minimum Wage Ordinance (Cap 608)
Race Discrimination Ordinance (Cap 602)
Prevention of Bribery Ordinance (Cap 201)
Sex Discrimination Ordinance (Cap 480)

對未來的不穩定因素 作出的風險評估

Risks and Uncertainties



政府政策及社會變化

Government Policies and Social Changes

本會定期進行檢討及評估，更新內部政策及指引，確保符合所有的政府政策，並回應不斷變化的社會環境。

We conduct regular reviews, upgrade of internal policies and guidelines to ensure they comply with the latest government policies, and are responsive to the changing social environment.

人才發展課程營辦機構的 轉移申請程序

Transfer of the Status of Training Body
under the Employee Retraining Board

本會在成立香港婦女中心協會有限公司後，一直與僱員再培訓局聯繫，以了解整個課程營辦機構的轉移申請程序。由於在轉移過程中涉及僱員再培訓局、勞工及福利局、學術及職業資歷評審局，以及需要刊憲公佈，整個過程為期不短，期間本會將不獲批准舉辦任何的人才發展課程。有關的程序期望於2020年，在完成華富中心的裝修後展開。本會將不時審時社會環境，以決定是否需要預留更多儲備應對可能出現的財務風險。

After the establishment of the Hong Kong Federation of Women's Centres Limited, we have been actively communicating with the Employee Retraining Board to understand the procedures to transfer the status of ERB course provider from the Society to HKFWC Ltd. Since the process involves Employees Retraining Board, Labour and Welfare Bureau, Council for Accreditation of Academic and Vocational Qualifications, and has to be published in the Gazette, the entire procedure will take a certain period of time, during which we will not be allowed to organise any ERB courses. It is hoped that the relevant procedure can commence in 2020 upon the completion of the renovation of Wah Fu Centre. We will review the social environment regularly to decide whether we will set aside more reserves to cope with the potential financial risks.

華富中心的成立

The Establishment of Wah Fu Centre

本會很高興獲房屋署批准於華富二邨成立本會第五所服務中心 - 華富中心，本會亦隨即成立華富中心專責小組，為華富中心的裝潢設計、服務項目、地區連結作出準備。為了讓前期工作更有效率，本會執行委員會已為華富中心的成立預留港幣六十萬元。本會期望新中心可以讓更多有需要的婦女提供服務。

We are delighted to get the approval from the Housing Authority to stage our fifth service centre in Wah Fu (II) Estate. We have immediately set up a dedicated task force on the new centre, preparing the interior design, service projects and community network. To make our preliminary work more efficient, our Executive Committee has reserved \$600,000 for the Wah Fu Estate Centre. We hope that the new centre can provide services to even more women in need.



服務 報告



Service
Report



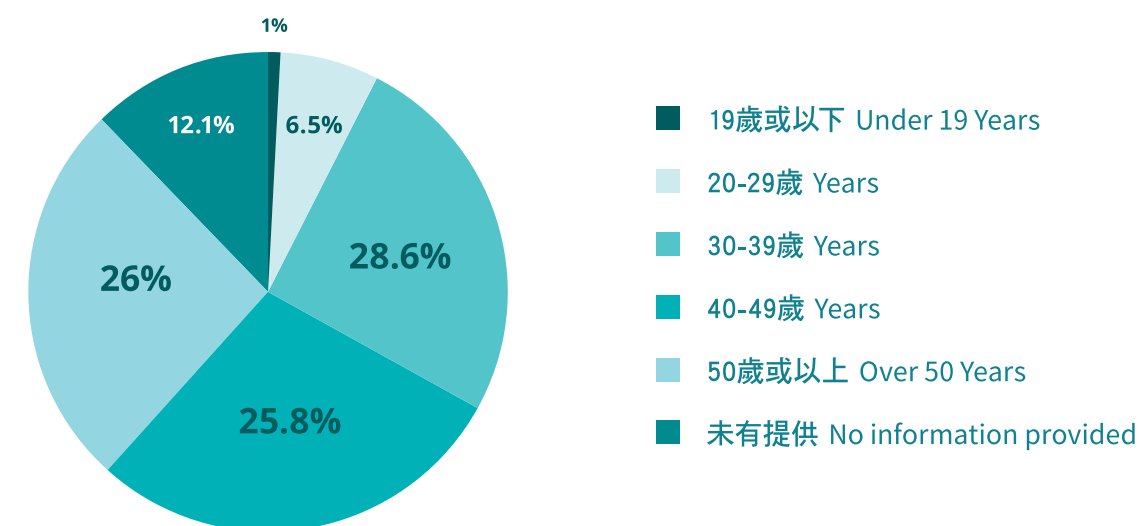
輔導及法律支援 Counselling & Legal Support

輔導及法律支援項目總受惠人次 Total no. of Attendances of Counselling & Legal Support

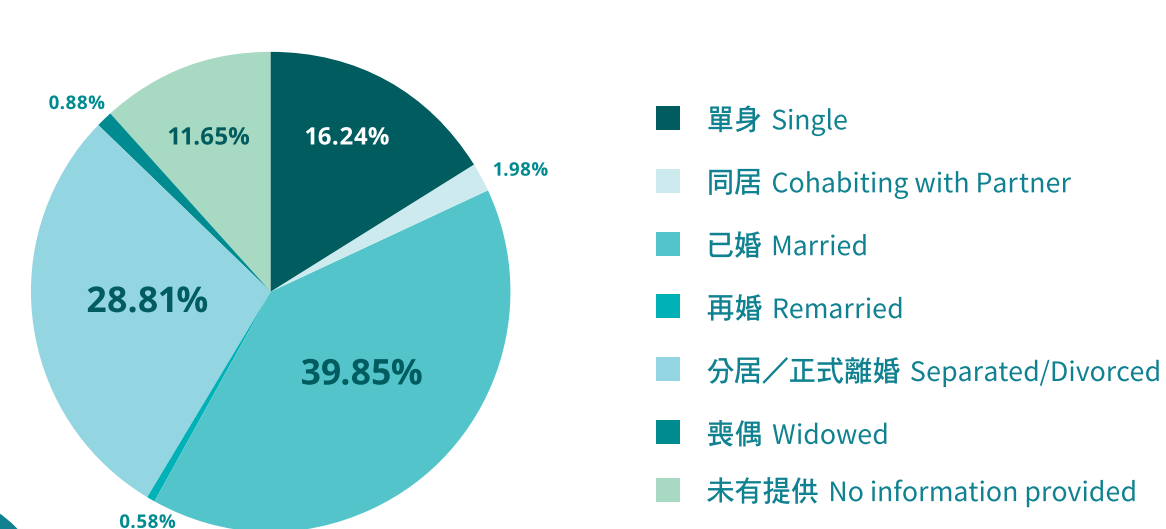
5,171

婦女求助熱線來電
Calls of Women's Helpline
4,785

輔導及法律支援項目服務使用者年齡分佈 Age Distribution of Users of Counselling & Legal Support

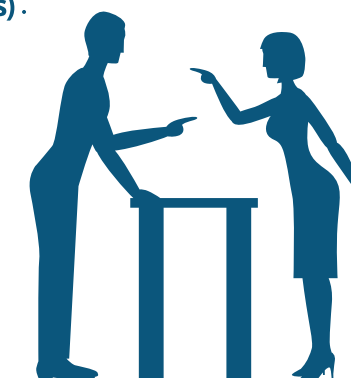
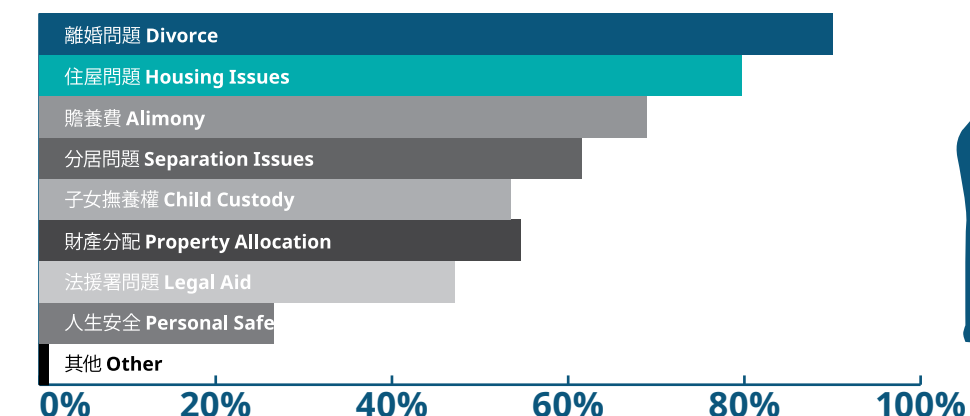


輔導及法律支援項目服務使用者婚姻狀況 Age Distribution of Users of Counselling & Legal Support



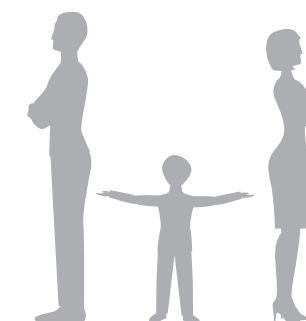
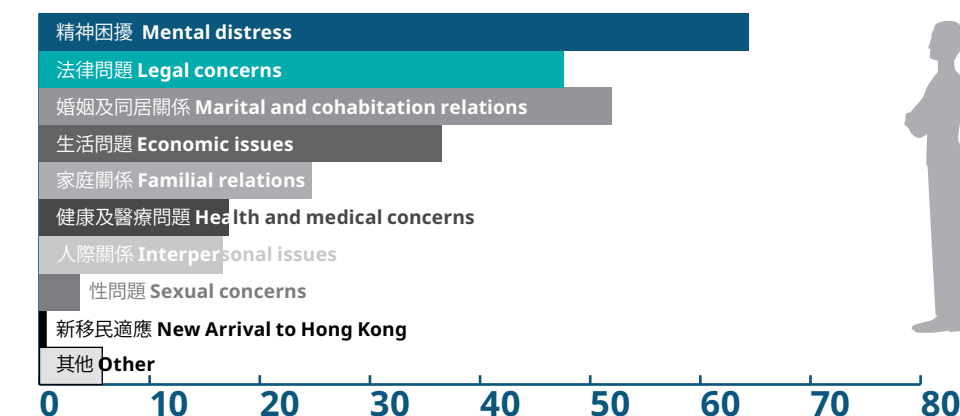
免費律師諮詢服務使用者問題類別 (可選多項) Topic of Enquiry of the Free Legal Advice Clinic (Multiple Selections):

Topic of Enquiry of the Free Legal Advice Clinic (Multiple Selections):



婦女求助熱線及輔導服務求助問題類別 (可選多項) Topic of Enquiry of Women's Helpline and Counselling Service (Multiple Selections):

Topic of Enquiry of Women's Helpline and Counselling Service (Multiple Selections):



輔導服務求助者是否曾被虐待 History of Abuse of Counselling Service Users

History of Abuse of Counselling Service Users

有 Yes

60.38%

39.62%

沒有 No



輔導服務求助者受虐情況 Types of Abuse of Counselling Service Users (Multiple Selections)

Types of Abuse of Counselling Service Users (Multiple Selections)



輔導服務求助者的人生安全 Personal Safety of Counselling Service Users

Personal Safety of Counselling Service Users



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，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，並不希望成為家庭的破壞者；另一方面，對於缺乏法律或相關的專業知識的婦女來說，離婚更是無從入手。本會提供一系列輔導及法律支援服務，就是為了讓婦女在面對婚姻及家庭問題時求助有門。

Women are oftentimes very helpless in facing marriage difficulties and legal procedures. On one hand, bound by traditional family values, they become carers and are bestowed the responsibility of keeping the family complete. Thus, they will choose to remain silent even when they encounter marriage problems and domestic violence, as they do not want to break up the family. On the other hand, they lack legal or relevant professional knowledge and hence do not know what to do. HKWFC provides a series of counselling and legal support services to help women troubled by marriage and family issues.

自1981年5月起開始服務的「婦女求助熱線」，現時由69位經嚴謹培訓及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。本年度共有接獲4,785來電，當中包括新個案、舊個案、代問個案及常客個案，來電數字與去年相約，反映社會上對於以婦女為主的求助熱線仍有需求。本年度亦有19位熱心婦女參與於2017年10月至2017年12月，為期六節的熱線輔導員培訓及新加入成為熱線輔導員，幫助更多受婚姻問題困擾的婦女提供服務。同時亦舉辦了四次熱線在職培訓工作坊及定期每月一次的分享會，以讓熱線輔導員了解更多同儕的熱線服務及提升輔導水平。

Women's Helpline was founded in May 1981. Presently, a total of 69 counsellors provide services to the Helpline during the morning, afternoon and evening shifts. All counsellors have gone through rigorous training and practicum prior to providing counselling services through the Helpline. We received a total of 4,785 calls this year, including new and old cases, proxy cases, as well as cases from repeat callers. The number is similar to that of last year, which reflects that there are still demands for hotline targeted at women in society. 19 enthusiastic and conscientious women participated a six-session training from October to December 2017, and become our hotline counsellors. In 2017-2018, we have also organised four on-the-job training workshops and a regular monthly session to enhance the hotline counsellors' skills and their understanding of the hotline.

免費律師面見諮詢服務創辦人麥法連女士到訪本會
Ms Julie Macfarlane,
founder of Free Legal Advice Clinic, visited our Lai Kok Centre



另外，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」，本年度，共有271位婦女接受52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支援服務。本年度合共有八位婦女於2017年11月至2018年2月期間，接受為期六節的朋輩輔導員訓練，及進行為期三個月的實習，以同路人的角度協助推行服務。

Besides, since 1992 we have formed the **Free Legal Advice Clinic**. In 2017-2018, 271 women received professional legal advice and emotional support from the Clinic's 52 volunteer lawyers and 26 peer counsellors. This year, eight women underwent our peer counsellor training course. A total of six sessions were held between November 2017 and February 2018. The counsellors help run the Free Legal Advice Clinic by using their perspectives as women who had been through a similar struggle before.

當了解有進一步的需要時，本會本年度共為115位提供輔導服務，大多數的使用者多為已婚人士。輔導服務當中包括情緒支援、社區資源轉介、家庭暴力及精神健康支援、自殺處理等。

The HKFWC provided **Case Counselling Services** to 115 women in 2017-2018. Most users were married. The services include emotional support and community resource referral, to domestic violence, mental health, and suicidal callers, etc.

而本會的婦女緊急援助基金成立以來為有需要的婦女提供及時的經濟援助，以助她們解決燃眉之急。感謝女子組合Super Girls成員趙慧珊的善心，將其慈善畫展的收益捐予本基金，讓更多婦女受惠。

Our **Women's Relief and Support Fund** has provided immediate financial support to women in need. We would like to extend our thanks to Aka Chio, a member of the girls' group Super Girls, who has donated the proceeds of her charity painting exhibition to us.

本會亦於2018年3月1日開始，獲香港賽馬會慈善信託基金捐助，並與香港大學精神醫學系、新生精神康復會、香港明愛、思覺基金攜手合辦，全港首個專為女性而設的精神健康計劃——賽馬會思妍婦女精神健康計劃。計劃主要協助社區的婦女及早察覺精神健康風險，並為有情緒或早期精神疾病徵兆的參加者，提供免費及具針對性的預防措施和早期介入治療。

Starting from 1 March 2018, sponsored by the Hong Kong Jockey Club Charity Trust, co-organised by Department of Psychiatry The University of Hong Kong, New Life Psychiatric Rehabilitation Association, Caritas Hong Kong, and Early Psychosis Foundation, the HKFWC has launched Hong Kong's first mental wellness program exclusively for women - Jockey Club Mental Wellness Project for Women. The project aims to assist women in the community to identify the risks of mental wellness, and provide free, preventive or early-stage interventional treatment for those with symptoms of emotional or early mental diseases.



賽馬會思妍婦女精神健康計劃
Jockey Club Mental Wellness
Project for Women

教育及就業支援 Education & Employment Support

本會致力推動基層持續教育及婦女就業，讓婦女可以發掘興趣，裝備自己，重投職場，甚至發展成為事業，促進經濟自主。本會提供的教育及就業支援十分多元化，由興趣班到職場導向的培訓課程、社會企業、就業轉介及僱主網絡、彈性的託兒及課餘託管服務等，期望多邊的承托婦女的就業需要，賦予婦女有選擇的空間。

HKFWC is committed to pushing forward grassroots continuing education and women's employment, so that women can discover their interests, better equip themselves, get back into the workforce, and even turn their interests into careers and foster their economic independence. We provide a wide range of education and employment support services, ranging from interest classes to work-oriented training courses, social enterprises, job referrals and employer networks, as well as flexible childcare and after-school care services. We hope that by catering women's employment needs on different fronts, they can have more flexibilities and freedom to accommodate family and employment needs.

教育課程參與人次
Participants of
Education Curriculum

93,725

教育及就業支援項目總受惠人次
Total no. of Attendances of
Education & Employment Support

108,322

義務導師的義工時數
Total Voluntary Hours of
Volunteer Tutors

1427.5 小時

託兒及課餘託管受惠人次
No. of Attendances of
Childcare and After-school Care

12,727

社會企業總收入
Total Income of Social Enterprises

\$156,545.4

本會多個的教育項目都是針對婦女的需要而設立的，當中包括舉辦271個各類型的語言、生活技能的興趣班，讓婦女可以發展自己；九個由婦女成人教育計劃提供的持續教育課程；針對資訊科技應用的婦女IT大使朋輩教學計劃，一對一的教授婦女電腦及智能電話的應用；以及以職場導向的婦女再就業計劃，提供高達201個培訓課程，較去年增加逾三成，學員人數接近4,000人，讓婦女可以裝備自己，為重投職場打下強心針。四個教育項目合共為93,725人次的婦女提供服務。

Our multiple education projects focus on the needs of women, including 271 **interest classes** covering different languages and living skills. Besides, nine continuing education courses provided by **Adult Education Scheme for Women**; **Peer IT Project by Women IT Ambassadors** (which provides one-on-one peer training on computers and smartphones to women); and **Women Re-employment Scheme** offered 201 training courses in total. The number of courses has increased by over 30% as compared with last year, with almost 4,000 students. By joining the courses, we hope women can equip themselves and boost their confidence in reentering the workforce. The four education projects have provided services to a total of 93,725 attendances of users.

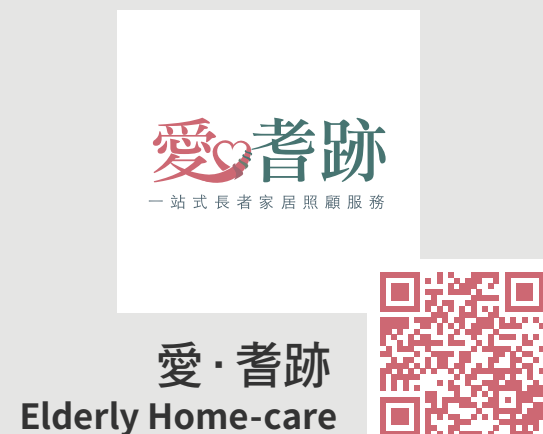
為了讓婦女可以有更多的職場經驗，本會通過賽馬會「不撓女子」家居手作創業及自僱計劃發展四個社會企業，包括提供多元化花藝產品的「花妍巧語」、售賣創意及綠色產品的「綠綠無窮」、一站式綜合婚嫁服務的「好日子」、及最新成立主力於長者家居照顧服務的「愛·耆跡」。四個項目的現時累積員工人數達45人，年度總收入達港幣156,545.4元，在扣除本會必要的行政支出後，全數給予婦女。為進一步可以保障參與本會社會企業的婦女，本會於2017年7月1日開始，將所有自僱身份的婦女聘用為本會的兼職僱員，讓她們獲得法例對僱員的保障。

To provide more job experience to women, we have developed four social enterprises through **Jockey Club NOW Project: New Opportunities for Women in Home-based Self-employment**, namely **Forever Green** (sells creative and green products), **Big Day** (provides one-stop comprehensive wedding services), **Florist by women** (provides floral products and services), and **Elderly Home-care** (newly established, focuses on elderly home-care). There are 45 staff members and an annual income of HK\$156,545.4 in the four businesses. After deducting the administrative expenses, we have allocated all the remaining funds to the women. To further protect the rights of women participating in the social enterprises, we have changed all our staff members from self-employed to part-time from 1 July 2017, offering them legal protection under the laws of Hong Kong.



要照顧家中的小孩，往往是婦女未能安心外出工作的一個絆腳石。因此提供彈性、具質素及廉價的託兒服務是本會承托基層婦女就業的一個主要方向。本會在三個服務中心提供五個託兒及課餘託管計劃，包括資深褓母託兒服務、麗閣課餘託管小組服務、課後託管服務及協助婦女就業資助計劃、愛心褓母託兒服務（互助幼兒中心）、守望天使互助託兒服務，服務對象涵蓋零至十二歲，託管合共441名幼童，使用人次達12,727，讓107位婦女可以安心外出工作。目前本會有37位導師為學童提供1427.5小時的義務課餘託管服務。

Children at home may be one of the women's stumbling blocks to working outside. Hence, providing flexible, quality and affordable childcare services has always been one of our main directions. We have provided five childcare and after school care projects in our three service centres, including **Childcare Services in Shum Shui Po**, **After-school Childcare Services in Sham Shui Po**, **After-school Childcare and Subsidies to Help Women Seeking Employment**, **Compassionate Nanny Childcare Services (Mutual Help Child Care Centre)**, and **Mutual Childcare Service in Sheung Shui**. The services target children from zero to twelve of age. So far, those projects have served 441 children and releases 107 women to employment, with 12,727 service attendances. Currently, there are 37 volunteer tutors providing 1427.5 hours of after-school care services to students.





婦女網絡及共融 Community Networking

婦女網絡及共融項目總受惠人次
Total no of Attendances of Community Networking

14,021



226

服務使用者轉化為義工
Conversion of Service Users to Volunteers



29

地區商戶支援數目
No. of Local Shop Vendors Supporting our Programs

我們估計全港有多達65萬名照顧者照顧不同類別的照顧對象，當中有九成都是婦女，因此本會非常關注婦女照顧者所面對的生活處境。本會共有四個以婦女網絡及共融為主線的計劃，分別是**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、**孤單不再**——建立可持續跨界別支援照顧者網絡計劃、**華明照顧者姊妹互助網絡**、**新伙友伴姊妹「途」**——建立跨專業跨界別支援新來港及單親婦女互助網，為深水埗區、大埔及北區提供全面的婦女照顧者、新來港及單親婦女支援服務，舒緩婦女的身心壓力，正面的關心自己的精神健康，同時透過跨界別的連結，以增加婦女的社會資源。

Our estimation of 650,000 carers who are looking after different kinds of patients in Hong Kong, 90% of whom are women. As such, we are very concerned about the situation the women carers are facing. We have set up a total of four community networking projects, namely **A New Page in Life: To Develop a Sustainable Mutual Help Network for New Arrival Women and Single Mothers**, **Make A Difference: Building a Sustainable Cross-sectoral Carers' Support Network**, **Building up Women Caregivers' Mutual Support Network in Wah Ming Estate**, and **Building up Sustainable Mutual Support Network for New Arrival Women and Single Mothers in Sheung Shui**. The projects have provided comprehensive services to women carers, new arrivals and single mothers in Shum Shui Po, Tai Po and North District. They have also alleviated the pressure of women, raised the awareness of their mental health, and boosted the resources of women through cross-sector linkage.



為舒緩婦女因照顧工作而衍生的照顧壓力，各計劃均會舉辦多元化的網絡及小組活動，本年度活動數目達471個，當中包括減壓工作坊、體育運動、藝術文化等，讓婦女可以藉此放鬆身心，為自己減減壓。

To alleviate women's pressure, there are an array of networking and group activities in each project. We have held 471 activities this year, including stress reduction workshop, sports activities, arts and culture activities, so that women can relax.

本會成立了三個跨界別專業諮詢委員會，合共召開4場跨界別會議，成員來自曾參與計劃的婦女、社會人士、社福機構、商界、醫護界、地區團體，並恆常會議，為照顧者的狀況及處境交流意見，期望為婦女發展可持續的社會支援網絡，並強化婦女的社會資本，提升婦女應對壓力的能力。

We have also set up three cross-sector professional consultation committees and held four meetings. The members come from women who have participated in our projects before, social welfare organisations, the business sector, the medical sector and regional organisations. They hold regular meetings to exchange opinions on the conditions of the women, in hopes of developing a sustainable social support network for the women, increase the social capital of the women, and improve their resilience.

我們通過本年度的13個大型社區活動，向公眾宣傳關注婦女身心靈的需要。例如在粉嶺屋邨舉行兩次關注照顧者身心靈健康日，「身」是為婦女量度血壓以讓她們了解自己的狀態，「心」是以壓力問卷量度婦女的精神健康狀況，「靈」是以舒壓工作坊緩減婦女的壓力。期望大型活動可以吸引公眾的目光，亦讓婦女可以更明瞭自己的狀況。

We have conducted 13 large-scale community activities this year to promote the awareness of the mental health of the women. For instance, we have held the Day of Concern for Women's Body, Mind, Spiritual Health twice in public estates in Fanling. "Body" means measuring their blood pressure to let them know their body conditions. "Mind" means evaluating the mental conditions of women through questionnaires. "Spirit" means alleviating the pressure on women through stress relief workshop. We hope that these large-scale activities can attract the public and let the women better understand their conditions.

身心靈全人健康工作坊是本會婦女網絡及共融計劃中的一個主打的教育課程，與中醫師合作教授婦女促進身心靈健康的知識。本年合共舉辦九個身心靈全人健康工作坊，共有608人次參與，學習以正向心理學結合穴位按摩、中醫食療、氣功建立健康身心生活。

The body-mind-spirit health workshop is one of the main education programs of our Community Networking Projects, in which we cooperated with Chinese medicine doctors to teach women the knowledge on fostering body-mind-spirit health. There is a total of nine body-mind-spirit health workshops this year, with 608 women attendances. They have learned to combine positive thinking with acupoint massage, Traditional Chinese Medicine Food Therapy, and qigong to build a healthy lifestyle.

施比受更有福，婦女網絡及共融計劃的另一個重要關鍵字是「轉化」，希望服務使用者由受眾轉化為計劃的義工，用義工的身分將計劃推廣到更廣泛的層面，甚至是接觸更深入的社區。同時，計劃義工積極建立鄰里互助關係，重塑昔日的鄰舍關係，守望相助。本年度有226位服務使用者轉化為義工。

Giving is better than receiving. Another keyword of the Community Networking Project is 'transformation'. We hope that service users can turn from receivers to volunteers, and promote the project wider and deeper in the community. Moreover, volunteers can actively foster the mutual help in the neighborhood. 226 service users have been transformed to volunteers this year.



可持續發展 Sustainable Development

現今的生活方式對地球的確造成很大負荷，婦女可說是環境退化的受害者，但另同時可在推動社區可持續發展上有著重要及關鍵的作用和角色。通過婦女獨特的生活智慧，在社區中推廣可持續發展的概念及惜食文化，為下一代建立綠色的、人本的和可持續發展的社區和生態環境。

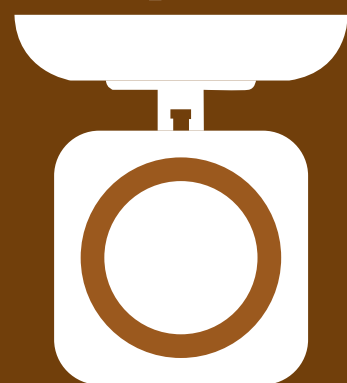
The concept of sustainable development is now a mainstream in the world. We recognise the importance of environmental protection and are concerned about the cleaning chemicals' effects on women. We hope to promote the concepts of sustainable development and mindful eating culture in the community through women's knowledge in everyday life.

可持續發展項目總受惠人次
Total no. of Attendances of Sustainable Development

19,345 

好惜食食物回收
Food Collection and Re-distribution of Cherish Food

43,692.52 公斤Kg



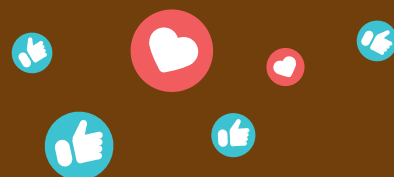
好惜食支援低收入家庭
Support for Low-income Family
by Cherish Food

187



社交媒體活躍度
Social Media Popularity

93,218



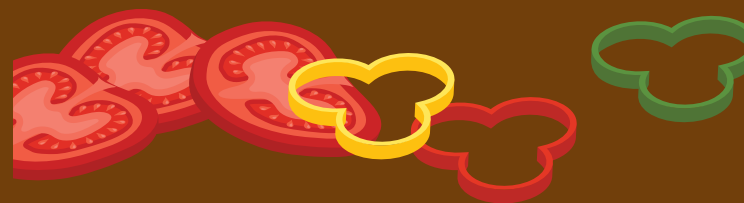
舉辦可持續發展工作坊數目
No. of Sustainable Development Workshops

191



可持續發展工作坊參加人次
No. of Attendances of Sustainable Development Workshops

3,332



「好惜食」計劃運用婦女的生活智慧提升食物的價值，回收即將被棄置的蔬果，通過剩食分享以緩減因貧窮而對基層婦女所帶來的影響，同時將剩食製作成美食。本年度本會共收集了43,692.52公斤剩食，為187家庭帶來溫暖的一頓飯。

The **Cherish Food** project utilises the knowledge in everyday life to increase the value of food, re-distribute produces that will be abandoned, share leftover food to alleviate the impacts of poverty on grassroots women, and turn leftover food into delicacies. This year, we have collected 43,692.52 kg of food and brought hot meals to 187 households.



Facebook
香港婦女中心協會
好惜食
@HKFWCfoodshare



Website
好惜食
Cherish Food
www.cherishfood.hk



除了食物回收外，食物再生是計劃的焦點之一，計劃年內共製作了六款食物肥皂向公眾人士推廣，當中包括「薯仔清潔工」、「檸檬清潔工」、「黑糖暖呼呼薑皂」、「左手香皂」等，好讓大眾都知道食物，即使是剩食，都可以有它們的另一面；用心發掘，總會找到食物的價值與出路。

Other than food re-distribution, upcycling food is another focus of the project. We have produced six types of soap made with food this year and have promoted them to the public, including soap made with potato, lemon, black sugar and patchouli. The purpose is to let the public know that even leftover food can be reused. Eventually, you find their values if you look for it hard enough.

「好惜食」計劃亦著重於社區經濟及社區營造的元素。計劃舉辦了四次墟市活動，當中包括在2017年11月4日於深水埗保安道球場舉辦以女性為主題的女人墟，以及2018年2月11日於麗閣邨舉辦以漬物為主題的麗蘭食街，墟市活動參加人次達1,450。未來計劃亦會加強推動社區墟市活動，期望透過重塑社區經濟，以讓基層家庭有一個另類的消遣活動之餘，亦讓婦女可以以自己的手藝換得一筆收入。

The Cherish Food project also focuses on community economy and community building. We have held four community bazaars including a women's bazaar at the Po On Road Playground in Shum Shui Po on 4 November 2017, and the pickled-themed 'Lai Lan Food Street' in Lai Kok Estate on 11 February 2018, with 1,450 attendances. In future, we plan to promote our community bazaars to reshape the community economy, so that grassroots family can have another choice of pastime, and women can earn with their handicraft skills.



食物以外，本會的另一個可持續發展計劃 - 知行合一：婦女推動可持續衣·食·住·行計劃著重於生態女性主義以及生物資源可持續性。由社區媽媽推動社區可持續發展的教育工作，當中包括三場的大型公眾講座，主題為香港中草藥植物資源研究與保育、李樂詩博士及極地生物資源保育與可持續善用及蜜蜂與我@甜蜜的可持續發展，以及在大埔區三次的社區巡迴教育展覽、教育項目，出席合共逾1,770人次。

Other than food, another sustainable development project - **Know it and Do it! A Project to Promote Sustainable Lifestyle by Women** focuses on ecofeminism and biological resources sustainability. It pushes forward the education of sustainable development through Community Mamas, including three large-scale public seminars, with the themes being “Research & Conservation of Chinese medicine in Hong Kong”, “Dr. Rebecca Lee: Sustainability of Polar Biological Resources” and “Bee with Us”, as well as three education exhibition community tours in Tai Po district. The participants of the education programs are 1,770 in total.



同時計劃亦會每半年出版一次通訊，當中包含了不少的生物可持續發展資訊，例如在2018年3月出版的通訊就淺談了極地動物資源的可持續發展，以李樂詩博士的經驗與故事，讓公眾明白極地的生態資源與我們仍然是息息相關。本年度，計劃合共向公眾派發6,000份可持續發展通訊。

Also, we have published a sustainable development newsletter every half a year, which include some biological sustainable development information. For example, in the March issue of 2018, we have briefly talked about the sustainable development of polar animal resources and shared the story of Dr. Rebecca Lee. The aim was to educate the public that the polar biological resources are still closely linked with us. This year, we have distributed 6,000 sustainable development newsletters to the public.



Facebook

香港婦女中心協會「知行合一：
婦女推動可持續衣·食·住·行計劃」

@HKFWCSDF684



「社區媽媽」亦有身體力行，到訪各團體、機構、學校、公司教授在計劃及之前的社區媽媽工作室中習得的可持續發展知識，推廣可持續發展的重要性。本年度由社區媽媽推動的可持續發展工作坊達148場，出席人次達2,682人。

Community Mamas have also practiced what they advocate. They visited different organisations, schools and companies to pass on the sustainable development knowledge they learned in the project and in the Community Mamas Workroom. There are 148 **Sustainable Development Workshops** pushed forward by the Community Mamas, with 2,682 participants.



會員及義工發展

Membership & Volunteer Development

累積會員人數
Accumulated no. of Members

14,195

義工時數
No. of Voluntary Hours

24,828

本會一直重視會員及義工在本會的發展，期望能形成一個相互關係，互相成長，互相學習。為了促進婦女會員在本會的多元發展，本會組成了會員發展工作小組，以中央統籌及協調所有的會員事務，期望可以讓會員在本會中有更大的發展。自工作小組成立以來，推出多項有關會員發展的措施、活動及項目，包括在2017年5月全面更新沿用多年的會員證、印刷全新的協會及服務中心簡介單張、舉辦多個會員迎新活動及年度活動、以及推出商戶伙伴計劃，給予會員有一定的商戶優惠。

We are dedicated to the development of our members and volunteers, and hope to grow and learn mutually with them. To foster the diverse development of women members, we have set up a Membership Development Working Group. The working group coordinate all member affairs so that members can have better development in our centres. Since the establishment of the working group, we have launched a number of measures, activities and projects to push forward members' development, including replacing the old membership cards in May 2017, printing new leaflets to introduce our works and service centres, holding numerous members orientation and annual events, and launching a partnership scheme which offers membership discounts in certain shops.

義工人數
No. of Volunteers

1,319



支援 26 個計劃、服務及項目
Supporting schemes, services and projects



香港婦女中心協會繼續為一眾婦女及照顧者打氣，本年度我們與一眾會員前往大嶼山遊山玩水。我們先上昂平觀望天壇大佛，呼吸一下新鮮空氣，欣賞周邊的景色，放鬆心情。然後漫步大澳，感受一下漁村風情，細嘗當地的特色美食，大家都感到非常滿足！

The Annual Membership Tour in Lantau Island in 2018 was the second large-scale event spearheaded by the Membership Development Working Group. 200 members visited The Big Buddha, Ngong Ping and Tai O. The event alleviated their stress and strengthened the connections among the service centres.



除了會員發展外，義工亦有不少的發展。義工「誇」獎禮 2017/18 於2018年4月28日舉行，今年有近300位義工參與，與一眾化身DJ的主持人一同回顧過去一年的努力。過去一年，我們有多個新的義工組相繼成立，與我們一同推動新的服務，服務更多有需要的婦女，亦見證著我們的成長。義工們對我們的信任及支持都是有增無減，本年獲長期服務獎嘉許的義工人數更是破歷年紀錄，超過70人。誇獎禮最後由所有同事合唱一首「你是你本身的傳奇」，送給在場的每一位義工，寓意每一位義工本身就是一個傳奇，希望來年會有更多義工參與我們一年一度的盛事。

Other than member development, we have also worked on volunteer development. **Volunteer Recognition Ceremony 2017/18** was held on the 28 April 2018, with around 300 volunteers participating. The volunteers and emcees looked back on their efforts in the past year. We have set up numerous volunteer groups, which pushed forward more services, served more women in need, and witnessed our growth. The volunteers have given us stronger supports and trusts. This year, a record-breaking of over 70 volunteers received Long Service Award. The ceremony ended with the song "You are your own legend", with all staffs singing and dedicating it to the volunteers, meaning that all of them are a legend themselves. We hope that there will be even more volunteers joining our annual event in the coming years.

同時，本年度亦首度於社職攜手合作推動義工發展數碼化，採用應用程式去統一管理所有的義工時數，大大減少了前線同事的工作量，同時讓我們透過其義工平台接觸更多不同層面的義工。

This year, in cooperation with Social Career, we have pushed forward Volunteer Development Digitalisation for the first time. We used mobile application to achieve unified management of volunteers' work hours and volunteer's record. This platform greatly reduced the workload of our frontline staff and let us reach more volunteers on different fronts.

長期服務獎 Long Service Award

20年長期服務獎 20 Years

陳雪潔 張惠儀 鄭煥新

15年長期服務獎 15 Years

阮惠儀 區少芬 支韻思

雷惠而

10年長期服務獎 10 Years

王秀娟 張潔儀 張秀球

李秀娟 梁全奕 羅妙嫦

董雅麗 譚小芬 譚玉蓮

鄭麗霞 陳小美

5年長期服務獎 5 Years

Teresa Wong 何思敏 何東全

吳笑梅 周寶名 張麗芳

朱俊豪 李煥彤 李貴珍

梁卓斌 梁靜雯 歐沛琳

潘淑玲 潘艷裙 王智貞

王淑英 王芷芳 畢俊賢

符秋蕊 簡嘉碧 羅玉坤

蔡秀芬 謝美珍 郭燕貞

鄭芳 陳佩賢 陳麗梅

雷逸禮 馮寶麗 黃伊玲

黃心怡 黃素齊 黃苑參

黎文立 陳美蘭 陳穎思

蘇潔美 譚秀雙 葉秀清

溫英娣 廖麗萍 李美寧

杜奕真 林國珍 劉以玲



籌募 Fundraising

「小富婆大作戰」慈善步行 2017 "Walk for Her" Walkathon 2017

我們以「打破命運，把握機會」為題，籌辦「小富婆大作戰」慈善步行，盼能透過途中不同攤位遊戲，啟發婦女衝破性別框框，把握機會，發揮自我。我們廣邀婦女攜同親友報名參與，縱然10月15日當日，活動因天氣惡劣而取消，但姊妹的熱情未有冷卻，不單依然慷慨解囊，更身體力行繼續為我們向親朋募捐，令是次活動至今錄得淨收入港幣88,791.96元！

We used 'Defy destiny, seize the chance' as the theme to organise this walkathon, hoping to inspire women to break out of the gender stereotype through the game stalls along the way. We have invited women to join with their relatives and friends. Although the event was canceled on 15 October 2017 due to adverse weather, the enthusiasm of our participants continued. Not only did they open up their wallets, they also continue to pass the hat around from friends and families. Hence, we have recorded a net surplus of HK\$88,791.96 for this event!



小富婆大作戰

WALKFORHER

慈善步行 2017



「媽媽萬歲」慈善獎券活動 2017 "Mom Rising" Raffle 2017

我們於2017年12月推出「媽媽萬歲」慈善獎券，為推動公眾關注單親婦女的處境及基層婦女支援服務而籌款。除了依靠本會人際網絡的推廣，我們亦於12月3日及10日在港、九及新界作公開義賣。衷心感謝所有善長、義工、會員及各界人士攜手支持，為是次活動籌得淨收入港幣141,069元。

We launched the "Mom Rising" Raffle in December 2017 to enhance public awareness on single mothers and promote services for grassroots women. Other than promoting within our own network, we have also held public charity sales in different districts in Hong Kong. We would like to extend our gratitude for the support of all donors, volunteers, members and people from all sectors. We have recorded a net surplus of HK\$141,069 for this event.

"HER" Aka Chio Solo Exhibition 慈善畫展 "Her" Aka Chio Solo Charity Painting Exhibition

香港樂壇女子組合Super Girls隊長趙慧珊於2017年12月21日至2018年1月8日舉行首個個人畫展，其作品以女性為主題，從不同角度探討女性於社會及家庭中扮演的角色。她認為女性如婚姻、經濟及育兒方面遇上挫折，往往難以求助，故透過是次展覽呈現女性各種面向，提高大眾對女性權益的關注，並將淨收入港幣100,300元撥捐本會「婦女緊急援助基金」。

Aka Chio, the leader of the Hong Kong girls' group Super Girls, has held her first personal painting exhibition from 21 December 2017 to 8 January 2018. She used women as the theme in her artwork and probed the different roles women play in society and family. She thought that women facing marriage, financial, and parenting problems often find it hard to seek assistance. She hoped to show different aspects of women in her exhibition and raise public awareness on women's rights. A net surplus of HK\$100,300 was donated to our Women's Relief and Support Fund.



長春行保育基金捐款 Donation from Greenlife Conservation Foundation

長春行保育基金捐贈港幣195,840元予本會，用作推廣基層婦女服務以及中草藥知識之用，當中包括為全港不同中學舉辦50場可持續發展工作坊。該公司代表暨香港潮州商會青年委員會參事黃崇瓊女士亦自資贈送多本由李甯漢醫師及劉啟文博士主編的《香港中草藥大全》予超過500間中學，將傳統智慧傳承予下一代。

2018年2月1日我們舉行「潮汕美味在麗閣」活動，邀請街坊品嚐由潮汕姊妹及義工炮製的家常小菜，亦向她們講解各樣小菜的製法及相關有趣文化，讓街坊細味潮汕精髓。

The Greenlife Conservation Foundation has donated \$195,840 to us to promote grassroots women services and knowledge of Chinese herbal medicine, which includes holding 50 sustainable development workshops in different secondary schools. The representative of the company, Ms. Wong Sung King, Counsellor of the Young Executive Committee Hong Kong Chiu Chow Chamber of Commerce, has donated multiple copies of "A Comprehensive Book of Chinese Herbal Medicine in Hong Kong", written by Chinese medicine practitioner Mr. Ling Ning Hon and Dr. Lau Kai Man, to over 500 secondary schools to pass down traditional wisdom to the future generation.

On 1 February 2018, we organised "Chiu Shan Delicacies at Lai Kok Estate", inviting the community neighbourhood to taste homey dishes prepared by women and volunteers from Chiu Shan, and explaining to them the cooking methods of different dishes and relevant cultures.

倡議 焦點

Advocacy



3個長者中，

有多少個活於貧窮線下？

倡議焦點 Advocacy

爭取全民退休保障 Universal Retirement Protection

本會持續關注婦女、家庭主婦以及照顧者的權益，包括她們的晚年生活保障。本會支持全民性、免審查的退休保障制度，讓所有長者，不論性別、不論在職年期，都享有具尊嚴的退休生活。

The rights of women, housewives and carers, including their retirement protection, are our main concerns. We support a universal, censorship-free retirement protection scheme so that all elders, regardless of their genders and work experiences, can enjoy a dignified retirement life.

爭取全民退休保障聯席行動

Actions of the Alliance for Universal Pension

本會是爭取全民退休保障聯席成員，與多個地區及社福團體一同爭取一個全民性、免審查的退休保障制度。聯席於9月10日、10月10日及11月19日均有發起行動，要求設立全民退休保障制度。

其中在10月10日的行動更是24小時升級行動，在政府總部門外共進「清茶淡飯」，寓意政府不知民間疾苦。及後有多個團體舉行不同主題的討論會、電影分享會、祈禱會及分享會，並有公眾人士參與，互相交流，本會亦有照顧者代表表達政府遲遲未能落實全民退保的不滿。活動在午夜前宣布在政府總部外紮營通宵露宿抗議，留守不乏長者，婦女及青年人亦陸續加入。

As a member of the Alliance for Universal Pension, together with multiple regional and social welfare organizations, the HKFWC has been fighting for a universal, non-means tested retirement protection scheme. The Alliance has launched different operations on 10 September, 10 October, and 19 November 2017 to demand a universal retirement protection scheme.

On 10 October 2017, the Alliance even escalated our operation for 24 hours and had a “frugal meal” in front of the government headquarters, implying that the government does not understand the sufferings of the people. Later on, a number of organisations held different themed discussion groups, movie sharing, prayer meetings, and sharing sessions, with members of the public joining and exchanging opinions. Our carer representatives have also expressed their dissatisfaction with the government as they failed to put the universal retirement protection into practice. The event organiser announced before midnight that they would pitch tents and stay overnight outside the Central Government Offices to protest. More protesters, including elders, housewives, and youngsters, kept joining.

消除家庭暴力 Elimination of Domestic Violence



「零家庭暴力」是本會一直都期盼的願景，因此本會常設婦女求助熱線服務，加上婦女免費法律諮詢及離婚支援服務，為家暴受害人提供緊急及適切的支援。

"Zero domestic violence" is a vision that we have been always looking forward to. Hence, we have set up the Women's Helpline, as well as free legal consultation and divorce support services, providing urgent and pertinent support to victims.

「被隱形的家暴 被隱形的指引」：婦女求助熱線服務暨家庭暴力調查發佈會 Women's Helpline Service and Domestic Violence Case Study



本會婦女求助熱線服務在過往五年，共接獲11,016個來電（不計算舊個案、代問個案及常客個案），當中共有913個來電涉及家庭暴力，求助者亦有年輕化趨勢，及以主婦為多數。

另外，本會於2016年3月至2017年3月期間訪問了39位受到家庭暴力的婦女，當中87.2%涉及身體虐待、56.4%涉及精神虐待，近半成被超過一類型的虐待。而

施虐者主要為丈夫。在報警及起訴情況方面，六成半受虐者曾報警求助，當中有一半求助者報警超過一次，情況最嚴重者更曾報超過五次。有七位個案的施虐者有被警方檢控，四位施虐者成功被起訴，均被判較輕的守行為。

Recessive domestic violence becoming more serious

Over the past five years, our women's helpline has received 11,016 calls (excluding old cases, proxy cases, and cases from repeat callers), of which 913 calls involve domestic violence. Victims were trending younger, the majority of which was housewives.

Besides, between March 2016 and March 2017, the HKFWC has interviewed 39 women suffering from domestic violence, 87.2% of which involved physical abuse, 56.4% of which involved psychological abuse, and around 5% of the victims suffered from more than a type of abuse. The abusers were mainly husbands. 65% of the victims have reported to the police, half of which have called the police for more than once. In the most serious case, the victim has even called the police for over five times. Seven abusers were charged by the police, four of which were successfully prosecuted and were all given binding over orders.

隱性家暴嚴重化

警方將「家庭衝突案件」，按其嚴重性界分為三類，但近八成半的案件都被歸類為嚴重性較低的「家庭事件」，在警方分類下家庭暴力的案件大幅減少。而警方在處理家暴事件時未有依循指引，有向警方求助的婦女普遍向我們表示前線警務人員未有向她們提供積極協助，警員到場後會「勸交」或指證據不足，甚至以起訴施虐者會影響家人及子女為由，建議受虐者銷案，讓受害人感到無助及被再次被傷害。

Recessive domestic violence becoming more serious

The police have divided "Domestic conflict Reports" into three categories by their levels of severity. But almost 85% of the cases are categorised into "Family Incidents" where are of less severity. Under the classification of the police, the number of domestic violence cases has dramatically dropped. The police also fail to follow guidelines when handling domestic violence cases. Many women who have reported to the police told us that frontline policemen had not provided active assistance. Instead, they would attempt to settle the dispute, claim that there was not enough evidence, or even recommend the victims dropping the case since suing the abuser would 'affect the family and the children'.



與警方會談

自婦女求助熱線暨家庭暴力調查於2017年4月發佈後，本會持續跟進隱性家庭暴力個案的情況，尤其與警方緊密地討論現行前線執法上的程序及後續跟進，並在香港社會服務聯會的家庭及性暴力防治服務網絡的平台上討論風險評估及實務流程。

本會於2017年6月與警方刑事部支援科家庭衝突及性暴力政策組李經晞總督察及其同僚會面，會上討論報警後即時為受害人提供法律及情緒支援的可行性，如社工陪同處理法律程序，及加強分區警局聯繫跟進個案等改善措施。

之後本會再與梁領群警司會面，會上重申警員需要跟進指引避免在現場問受害人「告唔告施虐者」，而警方積極回應將加強培訓前線警員處理家庭暴力個案，改善警員在紀錄家庭暴力個案的文本及加強對受害人的支援。我們期望執意人員積極採證達致具阻嚇性及防治家庭暴力再度發生。

Meeting with the police

After our domestic violence survey was published in April 2017, we have been following the situation of recessive domestic violence cases, especially discussing with the police the current procedure of frontline law enforcement and follow-ups. We have also discussed risk evaluation and practical procedure on the platform of family and sexual violence prevention service network of the Hong Kong Council of Social Service.

In June 2017, the HKFWC met with chief inspector Ms. Lee King Hei of Family Conflict and Sexual Violence Policy Unit in the Support Group of Crime Wing, and her colleagues. We discussed the feasibility of providing immediate legal and emotional support after victims have reported to the police. We also suggested improvement measures such as assigning social workers to handle legal procedures with the victims, and strengthening the follow up of the divisional police stations of cases.

Afterward, we met with superintendent Leung Ling Kwan and reiterated that policemen need to follow the guidelines and avoid asking the victims on the scene whether they would "sue the abuser". The police responded that they would reinforce the training of frontline police officers on handling domestic violence cases, improve their ability in taking statement and the support for victims. We hope that the law enforcers will actively collect evidence to create a deterrent effect and prevent future domestic violence.

完善離婚支援配套 Divorce Support Advocacy Group

本會一直致力服務面對婚姻問題的婦女，包括常設婦女求助熱線為有需要的婦女提供即時的情緒支援及輔導服務，為有法律諮詢需要的婦女提供免費律師面見諮詢服務，以及一系列輔導及支援小組，凝聚一眾同路人。

We are committed to serving women with marital problems, including setting up the Women's Helpline to provide prompt emotional support and counselling, running Free Legal Advice Clinic for women in need, and assorted counselling and support groups to bond together women with similar problems.

離婚支援倡議小組

Divorce Support Advocacy Group

離婚支援倡議小組主要由離婚過來人及關心離婚婦女狀況的人士組成，現有10位婦女成員，致力推動政策改變及完善離婚支援配套服務。

倡議小組就與離婚有關的社會議題舉辦參與多元化的活動，以引起婦女及公眾討論，並就其議題，向有關政府部門發表意見。當中包括與香港電台「有你同行」節目合作，製作一連十三集有關離婚婦女狀況的清談系列，並分享過來人的經驗及離婚婦女處境。亦有參與多個倡議活動，讓離婚婦女的聲音能讓大眾所知道，包括由香港婦女中心協會與香港理工大學應用社會科學系社會政策研究中心所合辦「父母責任模式擬議法例：立法與支援」法律研討會，及由香港婦女中心協會聯同香港中文大學性別研究中心及平等機會婦女聯席合辦的婦女議政交流會，積極地就婦女議題發言。此外，小組亦多次會見不同的政府及司法部門、各大政黨及出席立法會會議，提交意見書，爭取對離婚婦女有更多的支持及改善她們所面對的困境。

The Group is formed by divorced women and those who care about them. Currently there are ten members, devoted to push forward policy shift and improve divorce support services.

The Group has organized diverse activities about divorce to raise public discussion and voice out opinions to government departments, including cooperating with RTHK talk show "Stand by Me" to produce thirteen episodes of talk shows to describe the conditions of divorced women and share their experience. The Group has also joined numerous advocacy campaigns, including the legal seminar of Parental Responsibility Model, co-organized by the HKFWC and the Centre for Social Policy Studies of The Hong Kong Polytechnic University, as well as Women's Forum co-organized by the HKFWC, Gender Research Centre of The Chinese University of Hong Kong, and Hong Kong Women's Coalition on Equal Opportunities. Moreover, the Group has met with different government and judicial departments, political parties, attended Legco conferences, and submitted proposals, to strive for better support of divorced women and improve their situations.

婦女心聲 Women's Voice

阿欣(化名) 離婚支援倡議小組組員

Yan (pseudonym), Member of Divorce Support Advocacy Group

我第一次同社工去立法會開會的時候還是一個新丁，發現很多團體都走過了很艱難的路，經歷了很多，讓我知道一直以來所爭取的東西不是想像中那麼簡單，原來基層與政府之間的角力是那麼懸殊。當第一次踏足政府總部及立法會時，見到好多官員議員，雖然感到十分緊張，聲音抖顫，但在此次經歷中都得著不少。另外，人生中首次的電台節目「有你同行」，是很難得的經歷，藉著自己的故事在大氣電波中分享，以生命影響生命。

I was still a newbie when I first joined the LegCo meeting with the social worker. I realised that a lot of organisations have gone through an arduous journey and what we have been fighting for was not as simple as imagined. The disparity in power between the grassroots and the government was so great. When I stepped into the government headquarters and LegCo, I met a lot of officials and legislators. I was so nervous that my voice trembled, but I learned a lot in this experience. "Stand by Me", the first talk show in my life, was another valuable experience, which gave me the chance to share my story through radio and affect others.

「有你同行」電台節目

Stand by Me



在香港，離婚婦女往往需要獨自面對不同的困境，例如贍養費的追討、探視的討論、處理複雜離婚法律程序等，婦女很多時都會感到無力。為讓公眾了解更多離婚婦女所面對的處境，本會與香港電台《有你同行》由2017年10月至2018年1月，合作製作一連13集以離婚為主題的節目，多角度討論離婚婦女的實況。

節目中，本會邀請了離婚婦女及其子女分享她們多年來的境遇，如離婚婦女被拖欠贍養費及追收的情況、探視和調解的情況及遭遇家暴的狀況等；此外，本會亦邀請了離婚支援倡議關注組成員、學者、社工、律師等不同界別的专业人士在節目上一同探討有關政策與服務的優勢與不足。

In Hong Kong, divorced women often have to deal with a lot of predicaments by themselves, such as recovery of alimony, discussion of visits, handling complex divorce procedure, leaving a lot of women helpless. To let the public understand more of their difficulties, the HKFWC has cooperated with RTHK to produce 13 episodes of "Stand by Me" talk show from October 2017 to January 2018, and discussed the real situations of divorced women from different angles.

In the program, we included divorced women and their children to share their experience, such as arrears and recovery of alimony, visit arrangement, mediation and domestic violence. Besides, we have also invited members of the Divorce Support Advocacy Group, scholars, social workers and lawyers to discuss the pros and cons of relevant existing policies and services.

「父母責任模式擬議法例：立法與支援」法律研討會

Legal Seminar of Parental Responsibility Model

「父母責任模式」理念上強調離異父母對教養子女有持續責任，但欠缺配套及性別視角。由此，本會雖然原則上認同，但由於欠缺配套及性別視角，本會建議針對離異家庭的獨特及複雜性，更進一步加強贍養費令的執行制度，設立一站式的離婚支援中心綜合服務，為離異家庭提供適切及有效的支援。

本會在2018年1月27日與香港理工大學應用社會科學系社會政策研究中心所合辦「父母責任模式擬議法例：立法與支援」研討會，逾50位公眾人士參與。會上邀請了社會工作系學者、立法會議員、法律界、社福界及本會前線同工和姐妹等各界人士，希望藉此研討會共同商討有關擬議法例的立法準備及服務支援，並邀請了勞工及福利局代表和社會福利署代表進行回應。

嘉賓講者郭婉珊律師對父母責任模式擬議法例表示憂慮，認為現行法例無對家庭暴力作出法律界定，精神虐待個案的舉證並不容易；擬議法例提倡孩子利益優先，但執行時傾斜向權力的一方，建議的安排有可能會被父母濫用。容海恩議員提出必須為離異家庭有關的支援服務提供充足資源，並教育公眾及法律界人士理解該模式。吳國棟博士認為解決離異父母在共管權上常見的問題，建議從離婚前至離婚後提供一站式的服務，如：設有調解離異父母衝突的機制，組織同路人支援小組等；張超雄議員指出婦女收取贍養費的過程非常困難，支持設立贍養費局管理幫助追討。對於離異家庭，服務支援比立法共管更重要。

在公開討論環節中，多名婦女和前線社工以真實個案分享婦女在離婚過程中面對性別權力不平等，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。參加者關注政府增加資源投入關於離異家庭的專門專案服務；希望政府可以檢討現行津貼補助模式。



The concept of "parental responsibility" focuses on the sustainable responsibilities divorced parents have for raising their children, but there are not enough support policies and gender perspectives. Although we agree in principle, in light of the uniqueness and complexity of divorced families, we suggest that the government should enhance the existing execution mechanism of alimony, set up one-stop divorce support comprehensive services to provide prompt and effective assistance to divorced families.

On 27 January 2018, we have co-organized the Legal Seminar of Parental Responsibility Model with the Centre for Social Policy Studies of The Hong Kong Polytechnic University. Over 50 members of the public attended. We have invited scholars from the social work department, LegCo councilors, people from the legal and social welfare sectors, as well as our frontline staff to discuss the legislation preparation and service supports for the proposed legislation. We have also invited representatives from the Labour and Welfare Bureau to respond.

Ms Kwok Yuen-shan, solicitor, was worried about the legislation and thought that the existing law did not define domestic violence clearly. Thus, it would be difficult to find proofs for psychological abuse cases. The proposed legislation suggested putting the benefits of the children first, but it inclines to the government when it comes to enforcement. The suggested arrangement might be misused by parents. Hon Eunice Yung Hoi-yan advocated providing enough resources for services related to divorced families, and educated the public and the legal sector to understand the model. Dr Ng Kwok-tung thought that to solve the common problem of joint custody, the government should provide one-stop services before and after divorce, such as setting up a mechanism for resolving divorced parents' conflicts, and forming peer support group etc. Dr Hon Fernando Cheung Chiu-hung pointed out that it was very difficult for women to recover alimony. He supported setting up the Alimony Management Board to facilitate the recovery. As for divorced families, he thought that service support was more important than legislating parental responsibility. In the open discussion session, many women and frontline social workers have used real cases to share the gender inequality, mental and economic stress faced by women in the divorce progress. They worried that implementing the parental responsibility model when there were not enough support services such as parental education and training, family dispute mediation, and visitor centres, would only make the situation of women more dangerous. The attendees were concerned that the government has devoted more resources on the special case services of divorced families and hoped the government can review the existing subsidy and allowance model.

照顧照顧者 Caring the Carer

近年多宗私人院舍發生的虐待個案及照顧者殺死親人後自殺的事件令人嘩然，本會不只重視院舍服務品質及監管，更關注安老、復康服務長期規劃及對社區照顧的承托。

In recent years, there were many abuse incidents in private residential care homes and homicide of family members followed by suicide of carers that caused a public outcry. Not only do we emphasise the service quality and regulations of the care homes, but we are also concerned about the long-term planning of the elderly and rehabilitation services, as well as the support for the community care.

照顧者聯會 Carer Associations

為了更加了解不同照顧者的需要，倡議照顧者友善社區，本會組織了兩個合共30多位有不同類別的照顧者，其照顧對象包括長期病患、長者、有特殊學習需要的兒童等等，成立了照顧者聯會，作為一個平台，讓她們可以就著有關於照顧者的議題互相交流。

照顧者聯會一直倡議照顧者津貼、建設社區照顧配套及支援措施，並促請政府正視照顧者的權益。照顧者聯會積極就照顧相關議題發聲，包括出席立法會公聽會發言及發表意見書，將照顧者的意見擴大，讓更多人意識到照顧者的處境。同時，照顧者聯會本年度亦有參與公眾倡議活動，就著照顧者所面對的問題與公眾互相討論。

To better understand the needs of different carers and promote a carer-friendly community, the HKFWC has organised two carer associations, with over 30 carers of different sorts, whose caring targets include chronic illness patients, elders, and children with special education needs. It is hope that this platform can allow them to communicate and exchange opinions.

The carer association has always advocated carer subsidy, establishing community carer complementary and support measures, and urged the government to improve the rights of carers. The association has actively voiced out their opinions, including attending public hearings of the LegCo and publishing proposals so that more people will be aware of the situations of carers. Meanwhile, we also joined the public advocacy campaign and exchanged opinions with the public on the difficulties carers are faced with.

照顧照顧者平台 Care for Carers

為了更加了解照顧者的需要，並讓照顧者的處境更受關注，本會聯同多個提供照顧者服務的社福機構及民間團體組成「照顧照顧者平台」，旨在共同倡議對照顧者有利的政策，及提升社會對於照顧者的關注。

In order to understanding the needs of carers, and make known to public about the situation of carers, we cooperated with some non-governmental organisations and pursue groups, which providing the carers' support service, to form "Care for Carers" to advocate the carer-friendly policy and raise the public awareness on carers.



增加基層家庭託兒支援 Childcare Support

通過增加基層家庭託兒支援倡議計劃，團結基層婦女力量，由下而上推動政府在託兒服務上有更大的承擔，甚至在制度上作出改變。推動一個能舒緩基層家庭幼兒照顧需要、具性別敏銳度的託兒方案。促進地區婦女討論的託兒支援和照顧者津貼方案，並積極地推展到民間團體、各政黨以至在社會。

Through the advocacy project on proposing a childcare support scheme for low-income families, we hope to unify grassroots women and push the government to shoulder more responsibilities in childcare service or even make a change in the policy. We would like to push forward with a childcare policy that can alleviate the childcare needs of the grassroots families and has gender sensitivity. We also want to encourage women in the community to discuss childcare support and career subsidy scheme, and actively promote it to community organisations, political parties and society.

託兒關注組 Childcare Concern Group

託兒關注組是由一群關心託兒服務的媽媽組成，現時有九位成員，分別均育有兩至六歲的幼童，並定期每月一次聚會。關注組一直持續關心託兒政策的規劃，社區託兒設施及服務，並會就有關議題出席立法會會議，如有2018年1月13日的兒童權利委員會，亦有與受勞工及福利局委託的香港大學葉兆輝教授就幼兒服務的檢討報告交流意見。同時，關注組成員亦會積極參與籌備本會大型倡議活動，期望可以藉此引起公眾對託兒服務不足的問題。

The group is formed by mothers who are concerned about childcare services. There are currently nine members, with kids aged from two to six years old. They have a regular meeting each month. The concern group is concerned about the planning of childcare policy, childcare facilities and services, and has attended Legco meeting on the subject, such as Committee on Children's Rights meeting on 13 January 2018. They have also exchanged opinions with Professor Yip Siu Fei of The University of Hong Kong who was commissioned by the Labour and Welfare Bureau on the review on childcare services. Besides, the concern group members have actively joined and prepared our advocacy campaigns to raise public concerns over the lack of childcare services.

【母親節2017】娘風輕輕吹·理想任妳追 Mother's Day Campaign 2017

本會於2017年5月7日母親節的前一星期，聯同超過45個家庭、100人到清水灣郊野公園舉行母親節活動「娘風輕輕吹 理想任妳追」百人齊放風箏行動，旨在母親節前夕帶出婦女希望能夠更自由自主地運用時間，在家庭角色分工上有更大的自主空間，社會能真正尊重女性作為母親的選擇。

當日所放的風箏都是由一眾媽媽親自製作，並滿載她們一個一個的祝福。在4月中旬，她們通過一系列的工作坊及活動，分享了對母職的想法，同時讓家人的明白其意願。風箏代表著女性可勇於追求自己的選擇，讓理想高飛。通過集體放風箏，婦女期望引起公眾的關注，促進社會更開放地了解母親的角色及可能性。





One week before Mother's Day in 2017, the HKFWC has held a kite flying campaign with over 45 families (100 participants) in the Clear Water Bay Country Park. A flying kite symbolizes freedom. The event symbolized mothers' urge for freedom, their desire to have fairer division of labor in the family, and that society can respect their choice.

The kites used in the event were handmade by the mothers and were endowed with their blessings. In mid-April, they shared the thoughts of motherhood through a series of workshops and activities, and let their family members understand their decisions. The kites represent that women can pursue what they have chosen and let their dreams fly high. Through flying kites together, the women want to raise public concern and foster the society to open up more possibilities for the mothers.



國際婦女節 - 婦女議政交流會 International Women's Day 2018 – Women's Forum



適逢立法會補選，為了讓婦女可以更加了解所有參與補選候選人的政綱及立場，本會與香港中文大學性別研究中心和平等機會婦女聯席於2018年3月8日國際婦女節假香港中文大學康本國際學術園 YIA LT2舉辦立法會補選婦女議政交流會，就婦女關心的議題進行熱烈辯論。

活動當日逾140位參與者出席，與六位應邀出席的候選人互相交流，包括黃成智先生、蔡東洲先生、方國珊女士、伍迪希先生、陳家珮女士、姚松炎先生。交流會上設有四個要主要的辯論環節，包括是社會保障、社區支援、性別意識及互相發問，參加者在首三個環節都十分踴躍發問，而候選人亦有一一回應及解釋立場。

During the Legco re-election, in order to let women understand more of the platforms and stances of all candidates, HKFWC, together with Gender Studies Research Centre of The Chinese University of Hong Kong and Hong Kong Women's Coalition on Equal Opportunities, held a women's forum at YIA LT2 of Yasumoto International Academic Park at The Chinese University of Hong Kong on 8 March 2018 (International Women's Day), and had a heated debate on different topics.

There were over 140 attendees that day, communicating with the six candidates, who accepted our invitation including Mr Wong Sing-chi, Mr Tsoi Tung-chau, Ms Fong Kwok-shan, Mr Ng Dick-hei, Ms Chan Ka-pui, Mr Yiu Chung-yim. There were four main debate sessions, including social security, community support, gender awareness and Q&A session. Participants actively asked questions in the first three sessions, and candidates answered and explained their stances one by one.



員工關係 + 和發展

Staff Relations and Development

本會關心與員工的身心發展，以及在專業領域上進步，因此本會成立員工發展工作小組，負責統籌有關於員工發展的事宜。年內，小組舉辦了性別意識工作坊、退修營、保險責任講座等，讓員工在設計及推行活動時，由性別角度出發，藉此在社區上一點一滴的推動性別平等的意識。

The HKFWC cares about the physical and mental development of their staff, and wants them to make progress in their professional fields. That is why we have set up a Staff Development Working Group, coordinating everything related to staff development. This year, the committee has organised gender awareness workshop, retreat camp, insurance obligation talks and other events, so that staff can take the gender perspective when they design and promote activities and push forward the awareness of gender equality in the community bit by bit.



本年度於2017年4月1日至2日在賽馬會西貢戶外訓練營舉行兩日一夜的退修營2017，包括營火晚會、性別意識講座、團隊精神遊戲、自我檢討分享會等，促進同事間的交流，檢討工作的成效，提升服務的質素，同時建立良好的團隊關係。

We have organised a **Retreat Camp 2017** which took place from 1 to 2 April 2017 at the Jockey Club Sai Kung Outdoor Training Camp. Programs include campfire, gender awareness talk, team spirit game, and self-evaluation sharing to foster the communication among colleagues, review the effectiveness of work, improve service quality and build better team relationships.

本會一直致力推動家庭友善政策，更成立家庭友善工作小組，集合了不同家庭組成及照顧需要的職員對於家庭友善措施的意見，並於內務委員會討論。新增的措施包括延長侍產假、家庭照顧假、14個星期產假、流產假、母乳餵哺房間、緊急託兒安排、職位共享等。新措施已於2017年8月23日實施。

The HKFWC is committed to pushing forward family-friendly policies, and set up **Family-friendly Working Group**, collecting opinions from staff with different families and caring needs on family-friendly measures and discussing them in the Internal Development Sub-committee. The new measures include prolonged paternity leave, family care leave, 14 weeks' maternity leave, miscarriage leave, breastfeeding room, emergency childcare arrangement, job sharing, etc. The new measures have taken effect starting from 23 August 2017.

協會言論 Statements

2017/04/08	「被隱形的家暴 被隱形的指引」：婦女求助熱線服務暨家庭暴力調查 Women's Helpline Service and Domestic Violence Survey
2017/05/07	娘風輕輕吹 理想任妳追 - 母親節活動2017 Mother's Day Campaign 2017
2017/07/17	就2017年7月17日立法會福利事務委員會檢討低收入在職家庭津貼計劃的成效會議之意見書 Position Paper to the LegCo Panel on Welfare Services on Evaluation of Low Income Working Family Allowance on 17 July 2017
2017/09/12	就《子女法律程序(父母責任)條例草案》及離婚支援政策意見書 Position Paper on the Proposed Legislation: Children Proceedings (Parental Responsibility) Bill and Divorce Policy
2017/10/09	簽署支持「照顧照顧者」! Sign for Carer!
2017/10/11	香港婦女中心協會對《行政長官2017年施政報告》之回應 HKFWC's Response to the Policy Address 2017
2017/12/7	不同階層婦女被性侵後承受巨壓 聯席團體要求各界尊重受害人隱私 Hong Kong Women's Coalition on Equal Opportunities' Responses to #metoo
2018/02/28	香港婦女中心協會對《2018-19年度政府財政預算案》之回應 HKFWC's Response to Budget 2018-19
2018/03/08	立法會補選2018 婦女議政交流會 Women's Forum 2018
2018/03/19	就立法會福利事務委員會於2018年3月19日的特別會議有關檢討綜合社會保障援助計劃的意見書 Position Paper to the LegCo Panel on Welfare Services on Review of the Comprehensive Social Security Assistance (CSSA) Scheme on 19 March 2018

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雷彩蓮
鄧偉儀
盧仕英

總會及賽馬會麗閣中心

Main Office & Jockey Club Lai Kok Centre

地址 Address : 九龍長沙灣麗閣邨麗蘭樓3樓305 - 309室
305-309, Lai Lan House, Lai Kok Estate, Cheung Sha Wan, KLN, H.K.
電話 Tel : (852)2386 6256 傳真 Fax : (852)2728 0617

賽馬會太和中心

Jockey Club Tai Wo Centre

地址 Address : 新界大埔太和邨福和樓地下102-107室
102-107, G/F, Fook Wo House, Tai Wo Estate, Tai Po, N.T., H.K.
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慧思薈(粉嶺)

WISE (Women In Self Enhancement, Fanling)

地址 Address : 新界粉嶺一鳴路23號牽晴間地下G20號舖
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慧思薈(上水)

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地址 Address : 新界上水龍琛路39號上水廣場1709-10室
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HKFWC



香港婦女中心協會

Hong Kong Federation of Women's Centres

香港婦女中心協會有限公司 Hong Kong Federation of Women's Centres Limited

促進婦女建立 自信、自主、自立

Enables women to develop their Confidence, Independence and Competence



香港婦女中心協會

**HONG KONG FEDERATION
OF WOMEN'S CENTRES**

Report and Financial Statements
For the year ended 31 March 2018

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)

Opinion

We have audited the financial statements of HONG KONG FEDERATION OF WOMEN'S CENTRES (hereinafter called "the Federation") set out on pages 3 to 16 which comprise the statement of financial position as at 31 March 2018, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements give a true and fair view of the financial position of the Federation as at 31 March 2018, and of its financial performance and its cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards ("HKFRSs") issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA").

Basis for Opinion

We conducted our audit in accordance with Hong Kong Standards on Auditing ("HKSAs") issued by the HKICPA. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Federation in accordance with the HKICPA's Code of Ethics for Professional Accountants ("the Code"), and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other Than the Financial Statements and Auditor's Report Thereon

The Executive Committee is responsible for the other information. The other information comprises all information included in the Report and Financial Statements, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Executive Committee and Those Charged with Governance 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 HKFRSs issued by the HKICPA 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.

In preparing the financial statements, the Executive Committee is responsible for assessing the Federation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Committee either intends to liquidate the Federation or to cease operations, or has realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Federation's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. This report is made 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 the report. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with HKASs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with HKASs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Federation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Executive Committee.
- Conclude on the appropriateness of the Executive Committee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Federation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Federation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

HONG KONG FEDERATION OF WOMEN'S CENTRES

香港婦女中心協會

Income Statement

For the year ended 31 March 2018

		2018	2017
Income	Note	HK\$	HK\$
Funding income and subsidies	5	18,467,959	17,957,190
General donation		21,640	159,612
Walkathon donation		-	131,885
Flag day 2016		200	403,612
Programme income		3,100	643,600
Membership subscriptions		-	26,880
Sundries		-	243,705
Bank interest income		9,487	6,149
The HK Jockey Club Charities Trust		157,249	17,820
		<u>18,659,635</u>	<u>19,590,453</u>
Expenditure			
Auditor's remuneration		6,000	11,000
Advertising		136,707	80,736
Bank charges		4,594	2,569
Depreciation		31,776	55,858
Instructor fees		4,382,189	2,975,858
Insurance		35,998	60,158
Legal and professional fee		5,918	2,786
Newspaper and magazines		1,960	5,490
Postage		27,721	40,215
Project expenses		1,675	160,870
Printing and stationery		419,666	554,439
Programme expense		327,912	1,685,937
Rent paid for premises under operating leases		3,513,338	1,919,248
Rates		41,000	66,328
Repairs and maintenance		16,232	80,553
Retrainee's activities		26,593	2,855
Staff costs			
- Salaries		5,645,413	9,865,865
- Provision for unused annual leave		-	127,475
- Provision for long service payment		-	132,391
- Staff medical		41,655	88,795
- Staff training		-	24,374
- Mandatory provident fund		285,511	510,486
		<u>5,972,579</u>	<u>10,749,386</u>
Sundry expenses		26,852	207,661
Travelling		28,070	18,014
Utilities expenses		98,228	225,991
		<u>15,105,008</u>	<u>18,905,952</u>
Surplus of the year	6	3,554,627	684,501
Other comprehensive expense			
- Income/(expenses) of Designated Funds		3,180	(40,730)
- Transfer to HKFWC Ltd (note 1)		(1,850,000)	-
Total comprehensive surplus for the year		<u>1,707,807</u>	<u>643,771</u>

HONG KONG FEDERATION OF WOMEN'S CENTRES

香港婦女中心協會

Statement of Financial Position as at 31 March 2018

Non-current assets	Note		
Equipment	8	40,259	72,035
Current assets			
Accounts receivable	9	1,062,438	3,410,011
Cash and cash equivalents	10	7,767,015	4,489,190
		<u>8,829,453</u>	<u>7,899,201</u>
Current liabilities			
Accounts payable	11	1,228,571	1,242,080
Deferred income	12	-	795,822
		<u>1,228,571</u>	<u>2,037,902</u>
Net current assets		<u>7,600,882</u>	<u>5,861,299</u>
Net assets		<u>7,641,141</u>	<u>5,933,334</u>
Represented by: -			
Agency Reserves	13	4,202,499	2,473,122
Designated Funds		3,438,642	3,460,212
General Fund		<u>7,641,141</u>	<u>5,933,334</u>

The financial statements and notes set out on pages 3 to 16 were approved and authorized for issue by the Executive Committee on 30 NOV 2018 and signed on its behalf by:



Ms Rita LAM Yu Kiu
Honorary Treasurer



Dr. Liliane CHAN Chui King
Chairperson

HONG KONG FEDERATION OF WOMEN'S CENTRES

香港婦女中心協會

Statement of Changes in Reserves

For the year ended 31 March 2018

Designated Funds	Note	Movement of the year					Movement of the year					Balance as at 31.3.2018 HK\$	
		Balance as at 1.4.2016 HK\$	Surplus for the year HK\$	Expense of Designated Funds HK\$	Transfer between Funds HK\$	Sub-total HK\$	Balance as at 1.4.2017 HK\$	Surplus for the year HK\$	Income of Designated Funds HK\$	Transfer between Funds HK\$	Transfer to HKFWC Ltd (note 1) HK\$		Sub-total HK\$
(a)Lai Kok Centre													
Lai Kok Renovation Fund	13(a)	102,581	-	-	-	-	102,581	-	-	-	-	-	102,581
School After Project	13(b)	148,888	-	-	-	-	148,888	-	-	-	-	-	148,888
Other Specific Fund	13(c)	223,477	-	-	-	-	223,477	-	-	-	-	-	223,477
Staff Emergency Reserve Fund	13(d)	467,542	-	-	269,630	269,630	737,172	-	-	1,276,197	-	1,276,197	2,013,369
Women's Relief and Support Fund	13(e)	34,890	-	-	-	-	34,890	-	100	-	-	100	34,990
Maintenance and Development Fund	13(f)	416,302	-	(12,700)	-	(12,700)	403,602	-	-	-	-	-	403,602
Food Share Donation Fund	13(g)	54,310	-	-	-	-	54,310	-	3,080	-	-	3,080	57,390
Wah Fu II Renovation & Development Fund	13(j)	-	-	-	300,000	300,000	300,000	-	-	-	(300,000)	(300,000)	-
(b)Tai Wo Centre													
Film Gala of "the Day Tripper"	13(h)	61,894	-	(28,030)	-	(28,030)	33,864	-	-	-	-	-	33,864
Fook Wo House	13(i)	202,201	-	-	-	-	202,201	-	-	750,000	-	750,000	952,201
Other Specific Fund	13(c)	232,137	-	-	-	-	232,137	-	-	-	-	-	232,137
Sub-total		1,944,222	-	(40,730)	569,630	528,900	2,473,122	-	3,180	2,026,197	(300,000)	1,729,377	4,202,499
General Fund		3,345,341	684,501	-	(569,630)	114,871	3,460,212	3,554,627	-	(2,026,197)	(1,550,000)	(21,570)	3,438,642
Total		5,289,563	684,501	(40,730)	-	643,771	5,933,334	3,554,627	3,180	-	(1,850,000)	1,707,807	7,641,141

HONG KONG FEDERATION OF WOMEN'S CENTRES

香港婦女中心協會

Statement of Cash Flows

For the year ended 31 March 2018

	2018 HK\$	2017 HK\$
Cash flows from operating activities		
Total comprehensive surplus for the year	1,707,807	643,771
Adjustments for		
Bank interest income	(9,490)	(6,176)
Depreciation	31,776	55,858
Operating cash flow before working capital changes	1,730,093	693,453
Decrease/(increase) in accounts receivable	2,347,573	(687,703)
Decrease in accounts payable	(13,509)	(3,115)
(Decrease)/increase in deferred income	(795,822)	117,326
Net cash generated from operating activities	3,268,335	119,961
Cash flows from investing activities		
Bank interest received	9,490	6,176
Purchase of furniture and equipment	-	(18,973)
Net cash generated from/(used in) investing activities	9,490	(12,797)
Net increase in cash and cash equivalents	3,277,825	107,164
Cash and cash equivalents		
As at 1 April	4,489,190	4,382,026
As at 31 March	7,767,015	4,489,190

Notes to the financial statements

For the year ended 31 March 2018

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 2018 is 24 (2017: 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 four service centres in Lai Kok Estate ("Jockey Club Lai Kok Centre"), and Tai Wo Estate ("Jockey Club Tai Wo Centre"). Flora Plaza in Fanling ("WISE(Fanling)") and Landmark North in Sheung Shui ("WISE (Sheung Shui)") have been operated under a newly incorporated entity, which was incorporated for the purpose to succeed the objects and activities of the Federation under the name of "Hong Kong Federation of Women's Centres Limited 香港婦女中心協會有限公司" (HKFWC Ltd). During the year, the Federation has transferred fund balances of difference projects (note 9, 11 & 12) as well as HK\$1,850,000 of general and designated fund (page 5) to HKFWC Ltd for its operations. 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

Government subvention and general donations are recognized on receivable basis.

Programme income is recognised when the programme are held.

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

f. Employee benefits

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.

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 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

	2018 HK\$	2017 HK\$
Deferred income utilised and released during the year (note 12)		
- Sustainable Development Fund (SDF684)	618,334	32,678
	<u>618,334</u>	<u>32,678</u>
Government subvention		
- Employees Retraining Board (note 9)	17,497,405	10,875,098
- The Community Investment and Inclusion Fund (0034-23) (note 9)	-	745,968
- The Community Investment and Inclusion Fund (0033-23) (note 9)	-	721,968
- Adult Education (note 11)	53,528	31,562
- Rent and rates subsidies from Social Welfare Department	-	488,860
The Community Chest of Hong Kong		
- baseline allocation	-	2,565,600
- Chest Time Limited (note 9)	-	742,064
Yin Shin Leung Charitable Foundation	221,040	294,940
Oxfam Hong Kong		
- Oxfam Hong Kong 2016 (note 9)	-	473,615
- Oxfam Hong Kong 2017 (note 9)	-	20,118
Fu Tak Iam Foundation (note 9)	-	815,867
Contributions for programme	<u>77,652</u>	<u>148,852</u>
	<u>18,467,959</u>	<u>17,957,190</u>

6. Surplus before tax

The surplus before tax is arrived at after charging the following items,

	2018 HK\$	2017 HK\$
Executive Committee's Remuneration		
- as Executive Committee	-	-
- for management	-	-
	<u>-</u>	<u>-</u>
Staff costs		
- Salaries and allowance	5,645,413	9,865,865
- instructor fees	4,382,189	2,975,858
- staff medical	41,655	88,795
- staff training	-	399,790
- mandatory provident fund	285,511	510,485
- provision for unused annual leave	-	127,475
- provision for long service payment	-	132,391
	<u>10,354,768</u>	<u>14,100,659</u>
Auditor's remuneration	6,000	11,000
Depreciation	31,776	55,858
Hire of office premises under operating leases	3,513,338	1,919,248
Programme expenses	327,912	1,685,937
Project expense	<u>1,675</u>	<u>160,869</u>

7. Income tax

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

8. Equipment

	Computer equipment HK\$	Office equipment HK\$	Total HK\$
Cost			
As at 1.4.2016	145,893	105,267	251,160
Addition during the year	-	18,973	18,973
As at 1.4.2017	145,893	124,240	270,133
Addition during the year	-	-	-
As at 31.3.2018	<u>145,893</u>	<u>124,240</u>	<u>270,133</u>
Accumulated depreciation			
As at 1.4.2016	96,751	45,489	142,240
Charge for the year	36,494	19,364	55,858
As at 1.4.2017	133,245	64,853	198,098
Charge for the year	12,648	19,128	31,776
As at 31.3.2018	<u>145,893</u>	<u>83,981</u>	<u>229,874</u>
Carrying amount			
As at 31.3.2018	<u>-</u>	<u>40,259</u>	<u>40,259</u>
As at 31.3.2017	<u>12,648</u>	<u>59,387</u>	<u>72,035</u>

The principal annual rates used for depreciation are as follows:

Computer	33.3%
Office equipment	20%

9. Accounts receivable

	2018 HK\$	2017 HK\$
Utility deposit	-	270,110
Other receivables and prepayments	948,624	798,339
Amount due from Employee Retaining Board (note i)	-	237,802
Amount due from the Community Investment and Inclusion Fund (note ii)	-	823,824
Amount due from Sustainable Development Fund Project (note 12/iii)	113,814	-
Amount due from Oxfam HK (note iv)	-	20,118
Amount due from Chest Time Limited (note v)	-	248,467
Amount due from Fu Tak Iam Foundation (note vi)	-	-
Amount due from HKFWC Ltd (note 1)	-	1,011,351
	<u>1,062,438</u>	<u>3,410,011</u>

The amount due to the affiliate organization, Hong Kong Federation of Women's Centres Limited, which is under common central, is unsecured, interest-free and has no fixed term of repayment.

Note:

(i) Amount due (to)/from Employee Retraining Board

As at 1 April	37,802	19,799
Funds received	(17,615,747)	(10,657,095)
Amount utilised and released to the Income Statement (note 5)	<u>17,497,405</u>	<u>10,875,098</u>
As at 31 March (note 11/above)	<u>(80,540)</u>	<u>237,802</u>

(ii) Amount due from Community Investment and Inclusion Fund (0034-23)

As at 1 April	436,446	416,760
Transfer to HKFWC Ltd (note 1)	(436,446)	-
Fund received	-	(726,282)
Utilized and released to the Income Statement (note 5)	<u>-</u>	<u>745,968</u>
As at 31 March	<u>-</u>	<u>436,446</u>

Amount due from Community Investment and Inclusion Fund (0033-23)

As at 1 April	387,378	195,835
Transferred to HKFWC Ltd (note 1)	(387,378)	-
Fund received	-	(530,425)
Amount utilised and released to the Income Statement (note 5)	<u>-</u>	<u>721,968</u>
As at 31 March	<u>-</u>	<u>387,378</u>

(iii) Amount due from /(to) Sustainable Development Fund Project (SDF 558)

As at 1 April	-	7,000
Fund received	-	(7,000)
As at 31 March	<u>-</u>	<u>-</u>

(iv) Amount due from Oxfam HK 2016

As at 1 April	-	17,325
Fund received	-	(490,940)
Utilized and released to the Income Statement (note 5)	<u>-</u>	<u>473,615</u>
As at 31 March	<u>-</u>	<u>-</u>

Amount due from Oxfam HK 2017

As at 1 April	20,118	-
Transfer to HKFWC Ltd (note 1)	(20,118)	-
Utilized and released to the Income Statement (note 5)	<u>-</u>	<u>20,118</u>
As at 31 March	<u>-</u>	<u>20,118</u>

(v) Amount due from Chest Time Limited

As at 1 April	248,467	238,518
Transfer to HKFWC Ltd (note 1)	(248,467)	-
Fund received	-	(732,115)
Utilized and released to the Income Statement (Note 5)	<u>-</u>	<u>742,064</u>
As at 31 March	<u>-</u>	<u>248,467</u>

(vi) Amount due from Fu Tak Iam Foundation

As at 1 April	-	332,140
Fund received	-	(1,148,007)
Utilized and released to the Income Statement (Note 5)	<u>-</u>	<u>815,867</u>
As at 31 March	<u>-</u>	<u>-</u>

10. Cash and cash equivalents

	2018 HK\$	2017 HK\$
Fixed deposits	2,435,354	2,204,201
Cash at bank and on hand	<u>5,331,661</u>	<u>2,284,989</u>
	<u>7,767,015</u>	<u>4,489,190</u>

11. Accounts payable

	2018 HK\$	2017 HK\$
Accrued charges	1,049,826	1,152,290
Amount due to HKFWC Ltd (note 1)	98,205	-
Received in advance for Employee Retaining Board(note 9i)	80,540	-
Received in advance for Adult Education (note below)	-	89,790
	<u>1,228,571</u>	<u>1,242,080</u>
Note: Received in advance for Adult Education		
As at 1 April	89,790	62,519
Transfer to HKFWC Ltd (note 1)	(36,262)	-
Subvention received	-	58,833
Amount utilised and released to the Income Statement (note 5)	(53,528)	(31,562)
As at 31 March	<u>-</u>	<u>89,790</u>

12. Deferred income

(a) Lai Kok Centre

	As at 1.4.2016 HK\$	Donation received HK\$	Utilised and released to Income Statement HK\$	As at 31.3.2017 HK\$	Donation received HK\$	Utilised and released to Income Statement HK\$	Transfer to HKFWC Ltd (note 1) HK\$	As at 31.3.2018 (Transfer to note 9) HK\$
Women Empowerment Fund (note a)	5,854	-	-	5,854	-	-	(5,854)	-
After School Care Services								
- Walkathon donation 2013/2014 (note b)	64,956	-	-	64,956	-	-	(64,956)	-
Sub-Total	<u>70,810</u>	<u>-</u>	<u>-</u>	<u>70,810</u>	<u>-</u>	<u>-</u>	<u>(70,810)</u>	<u>-</u>

(b) Tai Wo Centre

Women Empowerment Fund (note a)	15,707	-	-	15,707	-	-	(15,707)	-
Sustainable Development Fund Project (SDF 684)	-	150,004	(32,678)	117,326	387,194	(618,334)	-	(113,814)
Renovation of new centre (note c)								
- Walkathon donation	68,694	-	-	68,694	-	-	(68,694)	-
- Others donation	518,185	-	-	518,185	-	-	(518,185)	-
- Donation for Patchwork Sale	5,100	-	-	5,100	-	-	(5,100)	-
Sub-Total	<u>607,686</u>	<u>150,004</u>	<u>(32,678)</u>	<u>725,012</u>	<u>387,194</u>	<u>(618,334)</u>	<u>(607,686)</u>	<u>(113,814)</u>

Total	<u>678,496</u>	<u>150,004</u>	<u>(32,678)</u>	<u>795,822</u>	<u>387,194</u>	<u>(618,334)</u>	<u>(678,496)</u>	<u>(113,814)</u>
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The detailed natures of deferred income are as follows,

(a) It represents donations received to support the related expenses for women to attend conferences and workshops.

(b) It represents donations received for the project named "After School Care Services" to sustain our after school care services.

(c) 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 donations received for subsidizing recurrent expenses of Tai Wo Centre.

(i) Tai Wo – Fook Wo House represents funds designated for renovation of Tai Wo centre and subsidizing the recurrent expenses of Fook Wo House.

(j) It is for the renovation of the new service centre at Wah Fu II Estate as well as for the recurrent expenses and the service development of this new centre.

14. Flag day fund

(a) Flag day balance

Balance as at 1 April	375,462	-
Flag day income		
Others	200	-
Street collection	-	403,612
Less: Flag day expenses (note b)	-	(28,150)
Balance as at 31 March	<u>375,662</u>	<u>375,462</u>

(b) Flag day expenses

Insurance	-	1,170
Flag bags	-	7,900
Printing	-	6,880
Security fee	-	10,200
Sundry	-	2,000
	<u>-----</u>	<u>28,150</u>

Flag day held on 21 January 2017 are organized by Hong Kong Federation of Women's Centres, for the purpose of provide social service for Low-income/Grassroots Families Supporting Project and Community Sustainable Development Project. The unused balance of HK\$375,662 will be carried forward and will be used for the same purpose.

15. Significant operating lease commitment

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

	2018 HK\$	2017 HK\$
Within one year	1,084,852	1,591,580
After one year, but within five years.	309,730	184,800
	<u>1,394,582</u>	<u>1,776,380</u>

16. 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.

17. Financial instruments

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

	2018 HK\$	2017 HK\$
Accounts receivable (note 9)	1,062,438	3,410,011
Cash and cash equivalents (note 10)	7,767,015	4,489,190
	<u>8,829,453</u>	<u>7,899,201</u>

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

	2018 HK\$	2017 HK\$
Accounts payables (note 11)	1,228,571	1,242,080
Deferred income (note 12)	-	795,822
	<u>1,228,571</u>	<u>2,037,902</u>

All financial instruments are carried at amounts not materially different from their fair values as at 31 March 2018.

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.

18. Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2018

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 2018 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.



香港婦女中心協會有限公司

**HONG KONG FEDERATION
OF WOMEN'S CENTRES LIMITED**

(Limited by guarantee)

Reports and Financial Statements
For the year ended 31 March 2018

Independent Auditor's Report

To the Members of Hong Kong Federation of Women's Centres Limited 香港婦女中心協會有限公司
(Incorporated in Hong Kong with liabilities of members limited by guarantee)

Opinion

We have audited the financial statements of Hong Kong Federation of Women's Centres Limited ("the Federation") set out on pages 4 to 16, which comprise the statement of financial position as at 31 March 2018, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements give a true and fair view of the financial position of the Federation as at 31 March 2018, and of its financial performance and its cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards ("HKFRSs") issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA") and have been properly prepared in compliance with the Hong Kong Companies Ordinance, except that the financial statements covered a year in excess of that permitted by the Ordinance.

Basis for Opinion

We conducted our audit in accordance with Hong Kong Standards on Auditing ("HKSA") issued by the HKICPA. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Federation in accordance with the HKICPA's Code of Ethics for Professional Accountants ("the Code"), and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Statements and Auditor's Report Thereon

The Executive Committee Members are responsible for the other information. The other information comprises all information included in the Reports and Financial Statements, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Executive Committee Members and Those Charged with Governance for the Financial Statements

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

In preparing the financial statements, the Executive Committee Members are responsible for assessing the Federation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Committee Members either intend to liquidate the Federation or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Federation's financial reporting process.

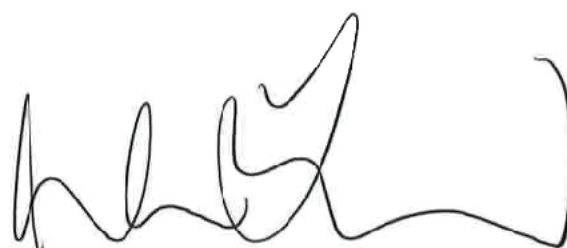
Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. This report is made solely to you, as a body, in accordance with section 405 of the Hong Kong Companies Ordinance, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of the report. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with HKSA will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with HKSA, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Federation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Executive Committee Members.
- Conclude on the appropriateness of the Executive Committee Members' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Federation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Federation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Executive Committee Members' Report

The Executive Committee Members have pleasure in submitting their report together with audited financial statements of the Federation for the year ended 31 March 2018.

Principal activities

The principal activities of the Federation are provision of supportive services for women in Hong Kong in the areas of health, restraining and education during the year.

Results

The financial performance and movement of reserves of the Federation for the year ended 31 March 2018 and its financial position as at that date are set out in the financial statements on pages 4 to 16.

Executive Committee Members

The Executive Committee Members who held office during the year and up to the date of this report were,

Ms. CHAN Chui King	
Ms. CHIU Pok Kwan Patricia	
Ms. LAM Yu Kiu	
Ms. YOUNG Maria Geraldine Wing Lai	
Ms. Wong Pui Ching Carmela	- appointed on 1.1.2018
Ms. NG Gaik Hoon	- resigned on 1.1.2018
Ms. WONG LAW Ngah Lee Alley	- resigned on 20.3.2018

Pursuant to the Federation's Articles of Association, the remaining Executive Committee Members shall retire in forthcoming annual general meeting, and eligible, offer themselves for re-election.

Executive Committee Members' interest in contract

No contract of significance to which the Federation was a party and in which any Executive Committee Members of the Federation had a material interest, whether directly or indirectly, subsisted at the end of the year or at any time during the year.

Business review

The Federation is exempted from preparing a business review as it falls within reporting exemption for the financial year.

Auditor

The financial statements have been audited by Messrs. LKY China who offer themselves for re-appointment.

On behalf of the Executive Committee



Ms. CHAN Chui King
Chairman

Hong Kong SAR China, 30 NOV 2018

HONG KONG FEDERATION OF WOMEN'S CENTRES LIMITED

香港婦女中心協會有限公司

Statement of Comprehensive Income

For the year ended 31 March 2018

		Year ended 31.03.2018 HK\$	Period from 13.11.2015 to 31.03.2017 HK\$
Revenue	Note		
Funding income and subsidies	5	8,622,865	735,176
General donation		262,822	-
Fundraising - Walkathon		97,645	-
Fundraising - Lottery event	12	151,640	-
Programme income		722,619	-
Membership subscriptions		26,070	-
Office equipment rental income- Employee Retaining Board		1,392,016	-
Sundries		362,060	-
Bank interest income		83	4
		<u>11,637,820</u>	<u>735,180</u>
Expenditure			
Auditor's remuneration		9,000	4,000
Advertising		26,030	-
Bank charges		806	-
Cleaning charges and materials		17,778	1,576
Depreciation		86,067	11,536
Executive Committee Members' Remuneration			
- as Executive Committee Members		-	-
- for management		-	-
Insurance		40,771	-
Legal and professional fee		5,092	-
Newspaper and magazines		5,784	1,081
Postage		52,812	-
Project expenses		-	187
Printing and stationery		212,424	6,839
Programme expense		1,576,928	583,310
Rent paid for premises under operating leases		443,760	-
Rates		45,100	-
Repairs and maintenance		169,507	35,642
Staff costs			
- Salaries		7,091,110	144,285
- Staff medical		58,218	-
- Staff training		53,662	-
- Mandatory provident fund		353,353	7,582
		<u>7,556,343</u>	<u>151,867</u>
Sundry expenses		23,347	8,703
Travelling		7,455	1,167
Utilities expenses		214,650	5,257
		<u>10,493,654</u>	<u>811,165</u>
Surplus/(deficit) for the period	6	1,144,166	(75,985)
Other comprehensive income			
- Transfer from HKFWC (note 1)		1,850,000	-
Total comprehensive income/(expense) and surplus/(deficit) for the period		<u>2,994,166</u>	<u>(75,985)</u>

HONG KONG FEDERATION OF WOMEN'S CENTRES LIMITED

香港婦女中心協會有限公司

Statement of Financial Position as at 31 March 2018

	Note	As at 31.03.2018 HK\$	As at 31.03.2017 HK\$
Non-current assets			
Equipment	7	220,913	154,088
Current assets			
Accounts receivable	8	3,212,357	735,176
Cash and cash equivalents		1,811,473	50,102
		<u>5,023,830</u>	<u>785,278</u>
Current liabilities			
Accounts payable	9	793,742	1,015,351
Deferred income	10	1,532,820	-
		<u>2,326,562</u>	<u>1,015,351</u>
Net current assets/(liabilities)		<u>2,697,268</u>	<u>(230,073)</u>
Net assets/(liabilities)		<u>2,918,181</u>	<u>(75,985)</u>
Represented by: -			
Agency Reserves			-
Designated Funds	11	1,850,000	
General Fund		1,068,181	(75,985)
		<u>2,918,181</u>	<u>(75,985)</u>

The financial statements and notes set out on pages 4 to 16 were approved and authorized for issue by the Executive Committee on **30 NOV 2018** and signed on its behalf by:



Ms. CHAN Chui King
Executive Committee Member



Ms. LAM Yu Kiu
Executive Committee Member

HONG KONG FEDERATION OF WOMEN'S CENTRES LIMITED

香港婦女中心協會有限公司

Statement of Changes in Reserves

For the year ended 31 March 2018

	Note	Deficit for the period HK\$	Balance as at 1.4.2017 HK\$	Transfer from HKFWC (note 1) HK\$	Surplus for the year HK\$	Balance as at 31.3.2018 HK\$
Designated Funds (note 11)						
Lai Kok Centre						
- Wah Fu II Renovation & Development Fund	11(a)	-	-	600,000	-	600,000
- Child Care Service Fund	11(b)	-	-	300,000	-	300,000
Tai Wo Centre						
- Service Development in the New Territories	11(c)	-	-	950,000	-	950,000
Sub-total		-	-	1,850,000	-	1,850,000
General Fund		(75,985)	(75,985)	-	1,144,166	1,068,181
Total		<u>(75,985)</u>	<u>(75,985)</u>	<u>1,850,000</u>	<u>1,144,166</u>	<u>2,918,181</u>

HONG KONG FEDERATION OF WOMEN'S CENTRES LIMITED

香港婦女中心協會有限公司

Statement of Cash Flows

For the year ended 31 March 2018

	Year ended 31.3.2018 HK\$	Period from 13.11.2015 to 31.03.2017 HK\$
Cash flows from operating activities		
Total comprehensive surplus/(deficit) for the year	2,994,166	(75,985)
Adjustments for		
Bank interest income	(83)	(4)
Depreciation	86,067	11,536
Operating cash flow before working capital changes	3,080,150	(64,453)
Increase in accounts receivable	(2,477,181)	(735,176)
(Decrease)/increase in accounts payable	(221,609)	1,015,351
Increase in deferred income	1,532,820	-
Net cash generated from operating activities	<u>1,914,180</u>	<u>215,722</u>
Cash flows from investing activities		
Bank interest received	83	4
Purchase of equipment	(152,892)	(165,624)
Net cash used in investing activities	<u>(152,809)</u>	<u>(165,620)</u>
Net increase in cash and cash equivalents	1,761,371	50,102
Cash and cash equivalents		
As at 1 April	50,102	-
As at 31 March	<u>1,811,473</u>	<u>50,102</u>

Notes to the financial statements

For the year ended 31 March 2018

1. General information

The Federation was incorporated in Hong Kong with liabilities of members limited by guarantee. 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 its members.

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, Kowloon, Hong Kong. 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 four service centres in Lai Kok Estate ("Jockey Club Lai Kok Centre"), Tai Wo Estate ("Jockey Club Tai Wo Centre"), Flora Plaza in Fanling ("WISE (Fanling)") and Landmark North in Sheung Shui ("WISE (Sheung Shui)"). The functional currency of the Federation is Hong Kong dollars, and thus its financial statements are presented in Hong Kong dollars.

The Federation was incorporated to succeed the objects and activities of the unincorporated body of HONG KONG FEDERATION OF WOMEN'S CENTRES 香港婦女中心協會 ("HKFWC"), of which all its remaining net assets will be donated to the Federation on its dissolution. During the year, HKFWC transferred operations and balances of its projects (note 8-10), together with balances of designated funds (note 11) to the Federation.

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 year, 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

Government subvention and general donations are recognized on receivable basis.

Programme income is recognised when the programme are held.

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

f. Employee benefits

Employee entitlements to annual leave and long service leave are recognized 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 year. Employee entitlement to sick leave and maternity or paternity leave are not recognized until time of leave.

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 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 year are translated at rates of exchange ruling at the end of reporting year. 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 recognized 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 15. In the opinion of Executive Committee Members, 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. Revenue -Funding income and subsidies

Revenue represents contributions received for programs held during the year.

	Year ended 31.03.2018 HK\$	Period from 13.11.2015 to 31.3.2017 HK\$
Income utilised and released during the year (note 8)		-
- Oxfam Hong Kong 2017	491,250	
- The HK Jockey Club Charities Trust (WOW) (note 10)	65,176	-
- The HK Jockey Club Charities Trust (NOW)	1,203,237	735,176
- The Community Investment and Inclusion Fund (0034-23)	828,748	-
- The Community Investment and Inclusion Fund (0033-23)	833,764	-
- The Community Investment and Inclusion Fund (0010-26)	399,603	-
- The Community Chest of Hong Kong - Chest Time Limited	858,899	-
- Fu Tak Iam Foundation	593,590	-
	<u>5,274,267</u>	<u>735,176</u>
Government subvention		
- Adult Education (note 9)	30,049	-
- Rent and rates subsidies from Social Welfare Department	488,860	-
The Community Chest of Hong Kong - baseline allocation	2,642,600	-
Yin Shin Leung Charitable Foundation	126,920	-
Contributions for programme	60,169	-
	<u>8,622,865</u>	<u>735,176</u>

6. Income tax

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

7. Equipment

Cost

Addition during the period and as at 1.4.2017

Addition during the year

As at 31.3.2018

Accumulated depreciation

Charge for the period and at 1.4.2017

Charge for the year

As at 31.3.2018

Carrying amount

As at 31.3.2018

As at 31.3.2017

The principal annual rates used for depreciation are as follows:

Computer equipment	33.3%
Office equipment	20%

Computer equipment HK\$	Office equipment HK\$	Total HK\$
45,516	120,108	165,624
136,000	16,892	152,892
181,516	137,000	318,516
3,776	7,760	11,536
60,157	25,910	86,067
63,933	33,670	97,603
117,583	103,330	220,913
41,740	112,348	154,088

8. Accounts receivable

Utility deposit

Other receivables and prepayments

Amount due from the HK Jockey Club Charities Trust (note i)

Amount due from Oxfam HK (note ii)

Amount due from Chest Time Limited (note iii)

Amount due from the Community Investment and Inclusion Fund (note iv)

Amount due from Fu Tak lam Foundation (note v)

Amount due to HKFWC (note vi)

As at 31.3.2018 HK\$	As at 31.3.2017 HK\$
608,448	-
200,077	-
383,706	735,176
39,368	-
694,099	-
1,116,615	-
71,839	-
98,205	-
3,212,357	735,176

Note:

(i) Amount due from the HK Jockey Club Charities Trust

As at 1 April

Funds received

Utilised and released to the Income Statement (note 5)

As at 31 March

New Opportunities for Women ("NOW")

Fund received

Utilized and released to the Income Statement (note 5)

As at 31 March

735,176	-
(735,176)	-
-	735,176
-	735,176
(819,531)	-
1,203,237	-
383,706	-

(ii) Amount due from Oxfam HK 2016

Amount transferred from HKFWC

Fund received

Utilised and released to the Income Statement (note 5)

As at 31 March

20,118	-
(472,000)	-
491,250	-
39,368	-

(iii) Amount due from Chest Time Limited

Amount transferred from HKFWC

Fund received

Utilized and released to the Income Statement (note 5)

As at 31 March

248,467	-
(413,267)	-
858,899	-
694,099	-

(iv) Amount due from Community Investment and Inclusion Fund

Project (0034-23)

Amount transfer from HKFWC

Fund received

Utilized and released to the Income Statement (note 5)

As at 31 March

Project (0033-23)

Amount transfer from HKFWC

Program income

Utilised and released to the Income Statement (note 5)

As at 31 March

Project (0010-26)

Utilised and released to the Income Statement (note 5)

As at 31 March

436,446	-
(1,033,624)	-
828,748	-
231,570	-
387,378	-
(735,700)	-
833,764	-
485,442	-
399,603	-
399,603	-
1,116,615	-

(v) Amount due from Fu Tak lam Foundation

Fund received

Utilized and released to the Income Statement (note 5)

As at 31 March

(521,751)	-
593,590	-
71,839	-

(vi) Amount due from HKFWC

The amount due from affiliate organization, Hong Kong Federation of Women's Centres, which is under common control, is unsecured, interest-free and has no fixed term of repayment.

9. Accounts payable

	As at 31.3.2018 HK\$	As at 31.3.2017 HK\$
Accrued charges	727,217	4,000
Amount due to HKFWC	-	1,011,351
Received in advance for Adult Education (note below)	66,525	-
	<u>793,742</u>	<u>1,015,351</u>

The amount due to affiliate organization, Hong Kong Federation of Women's Centres, which is under common central, is unsecured, interest-free and has no fixed term of repayment.

(Note: Received in advance for Adult Education)

Transfer from HKFWC	(36,262)	-
Fund received	132,836	-
Utilised and released to the Income Statement (Note 5)	(30,049)	-
As at 31 March	<u>66,525</u>	<u>-</u>

10. Deferred income

(a) Lai Kok Centre

Chow Tai Fook Foundation (a)	-	594,500	-	594,500
The HK Jockey Club Charities Trust (b)	-	325,000	(65,176)	259,824
School After Project (c)	64,956	-	-	64,956
Women Empowerment Fund (d)	5,854	-	-	5,854
	<u>70,810</u>	<u>919,500</u>	<u>(65,176)</u>	<u>925,134</u>

(b) Tai Wo Centre

Women Empowerment Fund (d)	15,707	-	-	15,707
Renovation of new centre (e)				
Walkathon donation	68,694	-	-	68,694
Others donation	518,185	-	-	518,185
Donation for Patchwork Sale	5,100	-	-	5,100
	<u>607,686</u>	<u>-</u>	<u>-</u>	<u>607,686</u>

Total

Transfer from HKFWC HK\$	Donation received HK\$	Utilised and released to Income Statement HK\$	As at 31.3.2018 HK\$
-	594,500	-	594,500
-	325,000	(65,176)	259,824
64,956	-	-	64,956
5,854	-	-	5,854
<u>70,810</u>	<u>919,500</u>	<u>(65,176)</u>	<u>925,134</u>
15,707	-	-	15,707
68,694	-	-	68,694
518,185	-	-	518,185
5,100	-	-	5,100
<u>607,686</u>	<u>-</u>	<u>-</u>	<u>607,686</u>
<u>678,496</u>	<u>919,500</u>	<u>(65,176)</u>	<u>1,532,820</u>

The detailed natures of deferred income are as follows,

- (a) It represents funds received for the project named “心深連動” that aims to support the grassroots families on childcare and so to result in releasing the women to labour market..
- (b) It represents funds to implement an early mental health intervention project for women-in need in Hong Kong
- (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 to support the related expenses for women to attend conferences and workshops.
- (e) It represents donations received for establishment of the new Tai Wo Centre, and expansion of services.

11. Designated Funds

The movement of designated fund during the year are disclosed in statement of changes in reserves on page 6 and the nature of the Funds are as follows.

- (a) It is for the renovation of the new service centre at Wah Fu II Estate as well as for the recurrent expenses and the service development of this new centre.
- (b) It represents donations received from donors for supporting the development and operation of child care services in Kowloon.
- (c) It represents fund designed for supporting the development of new services or premises and the related recurrent expenses in the New Territories.

12. Fund raising – Lottery event

	As at 31.3.2018 HK\$	As at 31.3.2017 HK\$
Income from sale of lottery tickets	151,640	-
Donation received	3,201	-
Expenditure for the event	(13,772)	-
Net surplus for the lottery events	<u>141,069</u>	<u>-</u>

Lottery event held from 1 December 2017 to 25 January 2018 are organized by Hong Kong Federation of Women's Centres Limited, for the purpose for supporting services for grassroots women and their families. The unused balance of HK\$141,069 will be carried forward and will be used for the same purpose.

13. Significant operating lease commitment

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

	As at 31.3.2018 HK\$	As at 31.3.2017 HK\$
Within one year	429,000	-
After one year, but within five years.	-	-
	<u>429,000</u>	<u>-</u>

14. 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.

15. Financial instruments

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

	As at 31.3.2018 HK\$	As at 31.3.2017 HK\$
Accounts receivable (note 8)	3,212,357	735,176
Cash and cash equivalents	<u>1,811,473</u>	<u>50,102</u>
	<u>5,023,830</u>	<u>785,278</u>

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

Accounts payables (note 9)	793,742	1,015,351
Deferred income (note 10)	<u>1,532,820</u>	<u>-</u>
	<u>2,326,562</u>	<u>1,015,351</u>

All financial instruments are carried at amounts not materially different from their fair values as at 31 March 2018.

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.

16. Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2018

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 2018 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 year 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.

