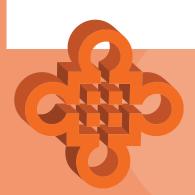


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由於服務發展漸多元化·為使管治更規範化·本會於 2015年成立擔保有限公司·並於2016年11月成為根據 《稅務條例》第88條獲豁免繳稅的慈善機構·現正在 把由社團註冊的香港婦女中心協會轉移至香港婦女中 心協會有限公司。

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 victime by the media. This 'War on Rape Campaign' was followed by the formation of the Women's Centre subcommittee which opened a telephone line on the 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 Counciloo 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 service in the New Territories. With the increased demand in women-centred services, two new service centre - WISE (Women In Self Enhancement) - were set up in Fanling in 2014 and in Sheung Shui in 2016 so a to further extend our reach in the North District. In November 2019, HKFWC set up Jockey Club Wal Fu Centre, which is the first service unit of HKFWC in Hong Kong Island and serve more women and families in need in Southern District

To cope with the increasingly diverse services and standardise our governance, the HKFWC established a company limited by guarantee in 2015 and became a charitable organisation expect 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

- ₩是一個獨立的人 She is independent.
- 妳可以發展自己的才能 She can develop her abilities.
- 妳可以有自己的選擇 She can make her own choices.
- 妳需要有自己的時間 She needs to have her own time.
- 妳需要保護自己 She needs to protect herself.

# 使命 Mission

- 協助婦女發展個人潛能。
  To help women develop their individual potential.
- 與其他關注婦女問題的組織及團體互相配合。
  To collaborate and coordinate with agencies and groups concerned with women's issues.
- 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。
  - To advise decision-making bodies on the needs of women and the resources required to meet these needs effectively.
- 發展有利婦女之資源及服務。
  To pioneer the development of resources and services that are in the interest of women.





# 標誌 Logo

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

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

04 機構簡介 05

# 名譽會長獻辭 Message from the Honorary President



很榮幸獲香港婦女中心協會執行委員會邀請出任新一年度的名譽 會長,我與有榮焉。

過去一年是香港婦女中心協會充實的一年‧喜見協會開展了許多照顧者為本及關注婦女精神健康的服務及計劃‧包括照顧者咖啡室、賽馬會「照顧達人」計劃、社會企業「愛‧耆跡」及賽馬會「心‧呼吸」婦女全人健康計劃‧為不少的照顧者及有精神健康需要的婦女提供適切的支援服務。

精神健康一直是我在學術研究的方向,尤其在人口老齡化下,護老者的人數將會愈來愈多,而往往很多護老者都是由女性擔任,對於及早發現及識別她們的需要,提供身心支援是尤其重要的。過去一年同時是協會豐收的一年,過去的努力獲得社會所肯定。我很高興協會榮獲多個獎項,鼓勵一直支持協會發展的前線同事、會員、義工及支持者。

本年報簡述了協會在輔導及法律支援、教育及就業支援、照顧者 支援、可持續發展、會員及義工發展,及倡議方面的工作。最 後,我由衷的感謝所有執行委員會的成員、前線同事、會員、義 工、善長人翁及合作機構對協會的支持與鼓勵,讓協會可以一直 成長。

名譽會長 林翠華教授

I am honoured to have been invited by the Executive Committee of Hong Kong Federation of Women's Centres (HKFWC) to serve as the Honorary President for the new year.

Last year was a substantial year for the HKFWC. I am pleased to see the Federation has launched various services and programmes that are carers-oriented that focus on women's mental health, including Carer Café, Jockey Club "All Brilliant Carers" Project, social enterprise "Elderly Home-care", and Jockey Club Project "SPA" for Women's Wellness, providing appropriate support and assistance for a lot of carers and women with mental healthcare needs.

Mental health has always been the main direction of my academic research, especially with the aging population, the number of carers will increase and most of them are often women. Therefore, it is crucial to detect and identify their needs and be able to provide the physical and mental support they need.

Last year was also a fruitful year for HKFWC as our effort has been recognised by the society. I am delighted that the Federation has received numerous prizes. It certainly is an encouragement for the frontline staff, members, volunteers and supporters who have always supported the development of the Federation.

Our annual report outlines the HKFWC's work on counselling and legal support, education and employment support, carer support, sustainable development, members and volunteer development, and advocations. Last but not least, I would like to sincerely thank all the members of the Executive Committee, frontline staff, members, volunteers, donors and partners. Their help is what keeps the Federation growing.

Professor Lam Chiu-wa, Linda Honorary President

# 主席及總幹事報告 Report by the Chair and <u>Director</u>



2018/19年是香港婦女中心協會豐收的一年。

本著協會的使命和願景,今年我們繼續在多個範疇上深化婦女工作,無論是核心服務(例如婦女服務熱線和免費法律諮詢服務)、婦女發展(例如就業培訓和社會企業)、或是建立互助網絡(例如可持續發展計劃、剩食收集與分發給低收入家庭、託兒服務和課餘託兒服務),我們繼續為有需要的婦女提供適時的支援。感謝社會對我們的肯定,本年度協會榮獲四個「社會資本動力獎」標誌獎以及社會資本卓越計劃獎。

源起於一個卑微的心願——讓身心俱疲的照顧者享有空閑時間,我們打造了「照顧者咖啡室」,希望藉此為照顧者爭取屬於她們的休息時間,亦把照顧者議題推動到另一層次。 「照顧者咖啡室」為無酬的照顧者提供一個喘息空間,讓她們放下日常照顧責任,藉著融合了婦女義工的手沖的咖啡、花茶和手工鬆餅,營造出友善的氛圍,讓照顧者從中放鬆身心、聊天,從而了解更多社會服務資訊,甚至連繫相關資源。我們在此衷心感謝社會福利署為大埔和北區的「照顧者咖啡室」,開放了他們的四間綜合家庭服務中心作場地之用。同時,我們亦感激年輕的飽餅師、咖啡師以及畢業照顧者的義務協助。

經過多年的照顧者地區支援計劃的經驗,我們今年開展了一個全新計劃——賽馬會「照顧達人」計劃,通過了解照顧者在無償照顧工作中的經驗和能力,向她們介紹生涯規劃的概念,並為她們做好角色過渡的準備,當一旦完成「照顧者」的歷程時,可以更好地利用這歷程所獲得的經驗和知識到人生的新階段。

我們在照顧者服務上的經驗亦成為倡議工作的基石,尤其是在推動照顧者友善服務及政策上,成為推動社會服務改變的新模式。另外,照顧者亦是我們在國際婦女節2019的主題,當日我們發佈了一項關於照顧12歲以下兒童的照顧者心理健康狀況的調查,結果得到了大眾媒體的廣泛報道,擴大婦女的聲音及處境讓更多社會人士關注。離婚支援倡議小組亦同時跟進了我們的另一個倡議重點——關注對離婚婦女的支援,以及在追討贍養費方面的困難。

我們了解管治與協會發展的重要性。因此,執行委員會和同事一直 積極參與於財務和行政管理等範疇的培訓及分享會。經過多年的規 劃及過渡,我們進一步完善協會的內部管理系統和架構,並在員工 福利和服務運作上引入家庭友善措施。家庭友善措施亦反映出我們 的決心實踐我們所倡議的議題,例如,我們早在法律訂定要求實行 14周產假和侍產假之前已加入相關措施於員工福利政策。我們非常 高興我們的努力得到認可,並獲得社會的肯定。於過去一年我們獲 得多個獎項,包括「家庭友善僱主獎」、「支持母乳餵哺獎」、「香 港傑出企業公民獎」(非政府機構組別-銅獎)及「好僱主約章」。

最後,在此由衷感謝本會前任名譽會長陳保琼博士在過去10年的帶領及支持。我們歡迎林翠華教授和陳彥琳女士分別出任本會的名譽會長及名譽副會長。我們過去一年的成就,全賴全體同事、顧問委員會、執行委員會、眾多義工和社區夥伴的努力,以及基金會和支持者的慷慨捐助,將目標一一實現,並與我們一起同行,推動性別平等。

This is a fruitful year for the Hong Kong Federation of Women's Centres.

Guided by our mission and vision, we dedicated our efforts in various fronts this year. Whether it is our core service such as the Women's Helpline and Free Legal Advice Clinic, developmental services such as the employment training and social enterprise, and building mutual support groups and networks such as sustainable development initiatives, leftover food collection and redistribution to people in need, child care and after school care service, we continued to provide timely support and intervention to targeted service users. We deeply felt the recognition upon receiving five awards under the "Community Investment and Inclusion Fund Builder Award" and an outstanding project award.

Starting with a humble wish of squeezing a time-off for the ever stretched carers, we took our efforts to highlight the plight of carers to another level by pioneering the Carer Cafe in the territory, a cozy space for unpaid carers to escape from daily caring duties. It is a place that combines finely crafted drinks and homemade biscuits – whether it's coffee or herbal tea and a piece of muffin – with a purpose-built friendly ambiance in which carers could relax, chat and even connected with useful resources. Our heartfelt appreciation to the Social Welfare Department who generously shared their four pantries for this meaningful initiative in Tai Po and North District, not to mention the kind assistance from the young baker and barista as well as the ex-carers.

After years of work in piloting a locality-based carer support project, we furthered our efforts to support carers in a new project – Jockey Club "All Billiant Carers" Project – by valuing their experience and competency in unpaid care work, introduced the concept of life planning and prepared them for role transition that better utilizes their experience and knowledge gained in this particular life stage when they ceased to be carers.

These efforts have been linked with our advocacy in urging for carer-friendly services and policies and served as a model for a change. This theme also set the stage for the International Women's Day of 2019 in which we released the findings of a survey to understand the mental health of carers with children under the age of 12. The event received considerable media coverage which helped amplified the voices of women and their situation. With the support by the Divorce Support Advocacy Group, programs were conducted to highlight the lack of support to divorced women and the difficulties in making outstanding maintenance claims.

We understand the importance of sound governance and organizational development. The board and staff members have been actively participating in different sharing platforms and trainings in areas of finance and administration management, etc. After years of planning and transition, we enhanced our internal systems and structure so as to accommodate organisational growth while reviewing staff benefits and operation of services to build up a family-friendly organization. Our family-friendly measures reflected our determination to practise what we advocate. The 14-week maternity leave and paternity leave were initiatives introduced before the law required employers to. We are delighted that our efforts have been recognized as we received a couple of awards including "Family-Friendly Employers Awards", "Awards for Breastfeeding Support", "Hong Kong Outstanding Corporate Citizenship Awards" (Social Enterprise and Non-Government Organization Category - Bronze Award) and "Good Employer Charter".

In closing, we would like to thank our former Honorary President, Dr Betty Chan, for her guidance and support to HKFWC for the past 10 years. We welcomed Prof. Linda Lam and Ms. Alvina Chan to serve as the Honorary President and Honorary Vice-President respectively. Last but not least, our achievements in the past year could not have been made possible without the dedication of the entire staff team, our consultants, volunteers and community partners, Executive Committee members, as well as the generosity of many funders. We are grateful to all who stood by us to achieve the noble goal of gender equality!

# 年度業務概況 Business Review



輔導及法律支援 Counselling & Legal Support 教育及就業支援 Education&Employment Support

照顧照顧者 Caring the Carers

核心服務 Core Services 可持續發展 Sustainable Development

會員及義工發展 Membership&Volunteer Development

Community Chest of Hong Kong, The Equal Opportunities Commission, The

Hong Kong Jockey Club Charities Trust, and The Women's Commission.

倡議 Advocacy

# 財務概要 Financial Highlights

本會於2018-19年度財務穩健,綜合香港婦女中心協會及香港婦女中心協會有限公司的財務資料,總收入為港幣40,168,001元而總支出為港幣38,600,126元,收支平衡。本年度,本會感謝16個基金會及團體的支持以推行多個不同類型的婦女服務(按筆劃排序):大埔民政事務處、大埔區議會、可持續發展基金、平等機會委員會、社區投資共享基金、社會福利署、周大福慈善基金、香港公益金、香港賽馬會慈善信託基金、婦女事務委員會、婦女動力基金、深水埗區議會、勞工及福利局、傅德蔭基金有限公司、僱員再培訓局、應善良福利基金會。

In the fiscal year of 2018-19, the financial status of the Hong Kong Federation of Women's Centres and Hong Kong Federation of Women's Centres Limited was robust, with a total income of HK\$40,168,001 and a total expenditure of HK\$38,600,126. This year, thanks to the support from the following 16 foundations and groups, we were able to offer a wide array of women's services (In alphabetical order): Chow Tai Fook Charity Foundation Limited, Community Investment and Inclusion Fund, Employees Retraining Board, Fu Tak Iam Foundation Limited, HER Fund, Hong Kong Yin Shin Leung Charitable Foundation, Labour and Welfare Bureau, Sham Shui Po District Council, Social Welfare Department, Sustainable Development Fund, Tai Po District Council, Tai Po District Office Home Affairs Department, The









# 讓照顧者喘息的空間|照顧者咖啡室 A Respite Zone for Carers | Carer Cafe

為了讓更多照顧者在社區能接觸照顧資訊、喘息活動與照顧者支援服務,本會與社會福利署大埔及北區的綜合家庭服務中心合作,由2018年11月起於大埔及北區試行「照顧者咖啡室」計劃,為照顧者提供休息空間,逐步建立鄰舍層面支援網絡。同時提供暫託服務,並讓照顧者擁有屬於自己的休閒空間,享受花茶、咖啡,做做手工,聊聊天。我們期望通過「照顧者咖啡室」,讓更多地區照顧者得到支援,並進一步將「照顧者咖啡室」推展到不同的地區,遍地開花,惠及更多有需要的照顧者。

To allow more carers to gain access to care information, respite activities, and carer's support services in the community, we have collaborated with the Social Welfare Department's Integrated Family Service Centres in Tai Po and North District to pilot the "Carer Cafe" project to provide carers with rest space and gradually establish a support network for them in November 2018. At the same time, it provides temporary care services and allows carers to have their own leisure space, enjoy scented tea, coffee, do craftsmanship, and chat. We hope that through the "Carer Cafe", more carers in the neighbourhood will get the support they need, and the "Carer Cafe" will be further expanded to different regions and benefit more carers in need.

# 為照顧者重新規劃生命的歷程|賽馬會「照顧達人」計劃 Life-planning for Carers | Jockey Club "All Brilliant Carers" Project

本會承蒙香港賽馬會慈善信託基金資助,由2018年10月起推行為期三年的賽馬會「照顧達人」計劃,為照顧者提供生涯規劃服務,並從三方面協助照顧者展開人生的另一頁,包括「照顧達人」訓練計劃,旨在提升照顧者日常護理知識及生活智慧至專業水平,為其重回職場做好準備;「關顧天使」義工訓練計劃,於社區找尋有需要協助的鄰里照顧者,建立同路人互助社群,加強照顧者群體的凝聚力;生涯規劃「CV360」,以嶄新的履歷表概念,協助照顧者發掘其專長、興趣,從而轉化照顧者第二人生的目標。

Sponsored by the Hong Kong Jockey Club Charities Trust, we have launched a three-year Jockey Club "All Brilliant Carers" Project from October 2018 to provide carers with life-planning services and help them start another life in three ways. These three ways include the "All Brilliant Carers" training program, which aims to improve the carer's daily nursing and caring knowledge and life skills to a professional level and prepare them for returning to the workplace; the "Care Angel" volunteer training program, which looks for carers in need in the neighbourhood, establishes a support network among fellow carers, and strengthens the cohesiveness of the carer's group; and the life planning "CV360" program, with a new resume concept, which helps carers to discover their expertise and interests, thereby transforming the carer's second-life goals.

年度業務概況

## 提供照顧替代選擇 「愛•耆跡」 **Alternative Care Option | Elderly Home-care**

本會的四個社會企業一直致力提供婦女友善的工作機會,包括彈性工作時間、 勞工保險和強積金保障,其中「愛・耆跡」是本會快速發展的社會企業之一。 社區上對於照顧服務的需求很大,自「愛.者跡」成立以來便為大埔及北區的 長者提供一站式長者照顧服務。本會的照顧員大多是完成相關僱員再培訓課程 的畢業學員,由長者的日常護理、家居清潔、陪診以至長者溝通技巧,都有一 定的專業知識及認可,能為長者提供最妥貼及全面的照顧。

The four social enterprises of the HKFWC have been dedicated to provide women-friendly job opportunities, which have flexible working hours, labour insurance, and MPF protection. Among them, "Elderly Home-care" is one of our rapidly developing social enterprises. There is a great demand for care services in the community. Since the establishment of the enterprise, it has provided one-stop elderly care services for the elderly in Tai Po and North District. Most of our workers are graduates who have completed relevant employee retraining courses. Our graduates have attained a certain

level of professional knowledge and recognition in different aspects, from elderly daily care, home cleaning, to escort services for outpatient and elderly communication skills, hence providing the most appropriate and comprehensive elderly home care.



Elderly Home-care **Facebook** 

# 慧思薈(粉嶺)擴張 **Expansion of WISE (Fanling)**

粉嶺區對於婦女服務有殷切需要,有見及此,本會進一步將慧思薈(粉嶺)的 會址擴大,並遷至牽睛間,為更多粉嶺區的婦女提供適切的服務。為慶祝慧思 薈(粉嶺)的喬遷,本會於2018年11月13日舉辦了小型開幕典禮,並邀請區內 的友好機構一同參與,分享喜悅。未來,本會將繼續聆聽社區及婦女的需要, 積極發展婦女為本服務,以彌補現時社會服務的不足。

Fanling has a strong demand for women's services. In light of this, we further expanded the WISE (Fanling) venue and relocated to Dawning Views to provide pertinent services for more women in Fanling. To celebrate the relocation of WISE (Fanling), we held a soft opening ceremony on 13 November 2018, and invited partners in the district to participate and share the joy with us. In the future, we will continue to listen to the needs of the community and women, and actively develop women-based services to fill the service gap.







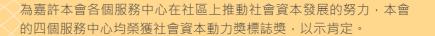
# 對本會工作的肯定 Recognitions of Our Work

本會一直有賴支持者、義工及同事的同行、致力為社區提供婦女為本服務、讓更多有 需要人士得到支援。很榮幸於本年度獲得以下多個服務獎項及嘉許,以肯定本會的工 作及努力。本會將大家的肯定轉化為動力、定當繼續為社區提供更多適切的服務。

Thanks to our supporters, volunteers, and colleagues, we can be offering womenoriented services to the community and women in need. We are honoured to receive the following awards and recognitions this year, which motivate us to continue providing pertinent services for the community.

# 勞工及福利局|社會資本動力獎 Labour and Welfare Bureau | Social Capital **Builder Awards**

為了表揚及嘉許對香港社會資本發展有貢獻的個人及機構,勞工及 福利局轄下的社區投資共享基金由2012年起舉辦兩年一度的《社會 資本動力獎嘉許計劃》,讓社會各界共同見證及分享香港建立社會 資本的成果。本會的服務計劃「孤單不再:建立可持續跨界別支援 照顧者網絡計劃」很榮幸獲得「社會資本卓越計劃獎」,成為六個 得獎計劃之一。「孤單不再:建立可持續跨界別支援照顧者網絡計 劃」以關懷照顧者自身需要為出發點,透過為照顧者提供度身訂做 舉辦多元化的講座、活動、義工訓練及組織照顧者「互助自助」支 援小組等、連結不同的地區及跨團體專業網絡,以更豐厚的社會資 本去承托大埔區內照顧者的需要







In recognition of individuals and institutions which have contributed to the development of Hong Kong's social capital, the Community Investment and Inclusion Fund (CIIF) under the Labour and Welfare Bureau has organized the biennial "Social Capital Builder (SCB) Awards" since 2012, so that all sectors of society can witness and share the fruits of Hong Kong's social capital. Our service project "Make A Difference: Building a Sustainable Cross-sectoral Carers' Support Network" is honoured to receive the "Outstanding Social Capital Project Awards" and becomes one of the six winning projects. This project focuses on the needs of the carers themselves by providing tailor-made seminars, activities, volunteer training and "mutual-aid and self-help" groups, etc., to link different regions and inter-group professional networks and support the needs of carers in the Tai Po District with richer social capital.

Our four service centres have all been awarded the "Social Capital Builder Logo Awards" to acknowledge our efforts to promote the development of social capital in the community.

## 勞工處 好僱主約章 2018 **Labour Department | Good Employer Charter 2018**

由勞工處舉辦《好僱主約章》計劃、旨在推動各行各業的僱主、採納以僱員為本及與時並 進的良好人事管理措施,從而在工作間營造良好的人事管理文化。本會為表示對於僱員為 本的承擔,率先簽署好僱主約章,以承諾為僱員營造優良的工作環境及文化。



The "Good Employer Charter" scheme organized by the Labour Department aims to encourage employers from all walks of life to adopt employee-oriented and up-to-date personnel management measures, thereby creating a good personnel management culture in the workplace. To show its commitment to employees, we have taken the lead in signing the Charter and promised to create an excellent working environment and culture for employees.

# 香港生產力促進局|第九屆香港傑出企業公民獎

**Hong Kong Productivity Council** 

# The 9th Hong Kong Outstanding Corporate Citizenship Awards

由香港生產力促進局主辦、公民教育委員會合辦的《香港企業公民嘉許計劃》、旨在提升企業公民意識、鼓勵企業履行及推動社會責任,將企業公民理念融入其營運策略和管理措施中、並推廣至員工及其家屬、客戶、以至公眾,以促進經濟、社會、環境的可持續發展。本會的社會企業一直探討如何為婦女提供更友善的工作機會,以配合她們的需要。本會認為在傳統的家庭崗位下,婦女需要有更大的工作彈性,才能夠兼顧家庭照顧及事業發展。因此本會的社會企業所提供的工作機會容許有彈性工時及工作地點,同時為對婦女有更大的工作保障,所有參與的婦女均被本會聘用為兼職僱員,享有法例上的勞工保障。女性自主亦是本會社會企業的理念之一,因此社會企業內的大小決策均由婦女共同決定,由婦女主導企業的發展方向。本會很榮幸獲得第九屆《香港企業公民嘉許計劃》的香港傑出企業公民獎(社會企業及非政府機構組別 - 銅獎)、以肯定本會在企業公民責任的工作。

"The 9th Hong Kong Outstanding Corporate Citizenship Awards", organized by the Hong Kong Productivity Council and co-sponsored by the Committee on the Promotion of Civic Education, aims to enhance



# 家庭議會|家庭友善僱主獎勵計劃 Family Council|Family-Friendly Employers Award Scheme

由家庭議會推動的《家庭友善僱主獎勵計劃》,旨在推廣社會上家庭友善的意識,並 鼓勵更多不同界別的僱主實施家庭友善僱傭措施。作為婦女團體,本會了解婦女在家 庭崗位上的需要及限制,因此本會亦在機構內外積極推動家庭友善措施,並以身作 則,讓員工在一個更友善的工作環境中工作。本會榮獲「家庭友善僱主獎勵計劃」的 「支持母乳餵哺獎」及「家庭友善僱主」獎,肯定本會在「家庭友善」方面的努力。



The "Family-Friendly Employers Award Scheme", established by the Family Council, aims to promote a sense of family-friendliness in the community and encourage more employers in different sectors to implement family-friendly employment measures. As a women's group, we understand the needs and restrictions of women in family roles. Therefore, we also actively promote family-friendly measures both inside and outside the HKFWC and set an example for employees to work in a more friendly working environment. We have won the "Awards for Breastfeeding Support" and "Family-Friendly Employers Awards" in the "Family-Friendly Employers Award Scheme".









## 社職|義工服務科技發展先鋒 Social Career | Technology Pioneer for Volunteer Service

社職一直推動義工文化,倡議以科技融入義工服務。社職同時是本會在推動義工發展上的重要伙伴,本會率先參與推動義工發展數碼化計劃,同時鼓勵更多的社會人士、企業、學界通過科技參與本會的義工服務,幫助社會上的弱勢社群。為表揚本會在義工發展數碼化上的推動,特別頒發「義工服務科技發展先鋒」作嘉許。

Social Career has been promoting volunteer culture and advocating the integration of technology into volunteer services. Social Career is also our important partner in promoting the development of volunteers. We took the lead in the promotion of digitalization of volunteer development and encouraged more people, businesses and academia to participate in our volunteer services through technology to help the vulnerable groups. To recognize our efforts in promoting volunteer development digitalization, we have been awarded the "Technology Pioneer for Volunteer Service".



# 社會福利署|義工運動 Social Welfare Department | Volunteer Movement

社會福利署義工運動每年均會舉辦《香港義工嘉許典禮》以表揚不同界別義工的傑出貢獻。義工在本會推動社區及婦女服務上舉足輕重,全賴一眾義工的努力,讓本會的各個社區及婦女服務都可以在地區上紮根與深化。本會本年度義工服務總時數達21,192.5小時,並獲得由社會福利署所頒發的「壹萬小時義工服務獎」及「義務工作嘉許狀(團體)-金狀」,以茲鼓勵。

Every year, the Social Welfare Department's Volunteer Movement organizes a "Hong Kong Volunteer Award Presentation Ceremony" to recognize the outstanding contributions of volunteers from different sectors. Volunteers play an important role in promoting our community and women-based services. Thanks to the efforts of the volunteers, our community and women-based service can take roots in the neighbourhood. This year, the total volunteer service hours have reached 21,192.5 hours, and we've garnered the "Award of 10,000 Hours for Volunteer Service" and the "Gold Award for Volunteer Service (Organisation)" issued by the Social Welfare Department.

年度業務概況

# 符合法規要求 Statutory Compliance

本會嚴格遵守法定要求並恪遵相關監管規定,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

可持續發展是社會的趨勢,作為社會的一員,本會積極推動可持續發展措施,除了在2017年制訂環保指引供內部參考外,本會在各個大型活動都減少使用即棄餐具及瓶裝水,以可循環再用的餐具代替,並鼓勵參加者自備食水。同時,大型活動物資盡可能使用可回收或可重用的物料製作,以減輕對環境的負荷。本會未來將會進一步推動可持續發展模式,並適時檢討環保指引的成效及內容,同時將物色及納入更多可持續發展的措施,為地球出一分力。

Sustainable development is the main social trend. As a member of society, we actively promote sustainable development measures. In addition to formulating environmental protection guidelines in 2017 for internal reference, we have reduced the use of disposable tableware and bottled water in large-scale events, replaced them with reusable tableware, and encouraged participants to bring their water. Meanwhile, materials used in large-scale events are made of recyclable or reusable materials whenever possible to reduce the impacts on the environment. In the future, we will further promote the sustainable development model, review the effectiveness and content of environmental protection guidelines promptly, and select and incorporate more sustainable development measures to save our planet.

# 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。

We have always kept good relationships with all our employees and have provided a platform for them to express their needs and opinions.

#### 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.



#### 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 the 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.

Risks and Uncertainties

對未來的不穩定因素作出的風險評估

截至2019年3月31日,本會的員工人數為182人。全職員工人數為40人,而半職及兼職人數合共142人。

As at 31 March 2019, the number of employees was 182, 40 of which were full-timers and 142 were half-time or part-time staff.

#### 財務穩定性 Financial Stability

人才資本 Human capital

由於本會並非政府的恆常資助機構,因此本會一直採用「量入為出」的理財哲學,節省開支,積極開源,拓寬不同類型的收入來源,包括舉辦不同類型的籌募活動、基金申請、商界合作、發展自負盈虧項目及成立社會企業,以支持開展及延續各服務計劃,以免服務計劃中斷而影響到本會的財務穩定性。本會設有財務委員會負責審視本會的預算及開支項目,以確保各項目用得其所,同時為本會作風險管理並向執行委員會建議。

Since we are not a subvention organization by the government, we have been adopting the budgeting philosophy of "aligning expenses with revenues". We have cut costs and broadened our sources of income, including organizing different types of fundraising activities, applying for funds, cooperating with the business sector, developing self-financing projects, and establishing social enterprises, to support the development and continuation of various service plans and ensure that our financial stability will not be affected. We have a Finance Subcommittee to review our budget and expenditure to ensure that the funds of our projects are used as intended, conduct risk management, and make recommendations to the Executive Committee.

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

由於本會積極發展,以讓更多的婦女能夠受益,但相關處理的資訊科技系統未能追上及滿足同工的需要,因此本會現物色合適的資訊科技數據處理系統,統整本會內不同服務計劃下的數據資料,以減省行政成本及時間,促進機構數碼化,同時為服務使用者提供更優質的服務。

另外·為便利服務使用者參加本會的活動·本會將加強 在網上平台的宣傳及新增活動報名的功能·並將考慮開 拓使用不同的網上付款工具·與時俱進。

Despite our rapid expansion, our IT system fails to meet the needs of co-workers. Hence, we are now looking for a suitable information technology data processing system to integrate the data under different services and projects to reduce administrative costs and time, promote digitalization, and provide better services to service users.

Besides, to facilitate service users to participate in our activities, we will strengthen our promotion on the online platform and add the function of event registration. We will also consider adopting different online payment tools to keep pace with the times.

# 特別事件 Special Events

#### 資訊科技系統保安風險 Security Risk of Information Technology System

為提升服務效率·本會積極推動數碼化措施以增加生產力·但隨著網絡安全的威脅日漸增加·本會亦採取多項措施及指引·以保障服務使用者及本會的資料安全。當中包括配置 Office 365 進階威脅防護·以進一步檢查及封鎖所有釣魚網絡或惡意程式碼的電子郵件;針對於資料備份·本會亦將所有服務中心的伺服器作離線及線上備份·同時採用特別軟件加密有關資料·以確保安全;同時向所有員工發出指引·禁止使用可能會導致本會資料洩漏的程式及軟件。

To enhance our service efficiency, we have been actively promoting digitalization to increase our productivity. However, with the looming threat of cyber-attack, we have adopted various measures and guidelines to protect service users and our data security. This includes using Office 365 Advanced Threaten Protection, which can strengthen our protection by checking and blocking all emails linked with phishing networks or malicious code. For data backup, we have performed online and offline backups of all servers' data in our service centres, adopted specialized encryption software to ensure security, and prohibited employees from using programs and software that may cause data leakage.

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# 未來展望 In the Years to Come

#### 賽馬會華富中心 Jockey Club Wah Fu Centre





承蒙香港房屋委員會批准租用單位及香港賽馬會慈善信託基金撥款裝修及資助推行一項為期三年的婦女全人健康計劃 - 賽馬會「心・呼吸」婦女全人健康計劃,本會將於2019年下旬,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,本會的服務中心將覆蓋港九新界,持續地為有需要的婦女提供適切服務。新的服務中心名為「賽馬會華富中心」,佔地愈5,000平方呎,將設有多元空間、暫託空間、大型廚房及種植室等設施,方便當區居民。

Thanks to the Housing Authority's approval to rent a welfare premises, the Hong Kong Jockey Club Charities Trust's grant to renovate the site and to support a three-year Women Wellness Project – Jockey Club Project "SPA" for Women's Wellness, we were about to establish the fifth service centre in Wah Fu Estate II in late 2019, which is also our first service centre on Hong Kong Island. Since then, our service centres will cover Hong Kong, Kowloon and the New Territories and continue to provide pertinent services to women in need. The new service centre is called "Jockey Club Wah Fu Centre" and covers an area of more than 5,000 square feet. It will provide multiple spaces, a temporary care spaces, a large kitchen, planting rooms as well as other facilities to serve residents in the area.

# 服務及政策倡議 Service & Policy Advocacy

#### 照顧者支援 Carer's Support

本會一直關注照顧者的需要,包括長者照顧者、兒童照顧者及殘疾人士照顧者等。通過前線服務,本會留意到照顧者的需要很多元,但在目前的社福政策中未能滿足她們的需要,出現服務斷層。因此,補足照顧者的服務斷層是本會未來的發展方向之一。不過長遠而言,照顧者的需要有必要納入政府的社福政策之中,以提供更全面的服務。因此,本會組織一群有不同照顧對象的照顧者就著照顧者服務及支援向政府提交意見,當中包括照顧者津貼、一站式照顧者支援中心、暫託及緊急暫託服務等。



We have always concerned about the needs of carers, including elderly carers, child carers and carers of people with disabilities. Through front-line services, we noticed that the needs of carers are very diverse, but the current social welfare policy fails to meet their needs, which results in service gaps. Therefore, supplementing the carer service gaps is one of our future development directions. But in the long run, the needs of carers have to be incorporated into the government's social welfare policy to provide more comprehensive services. Therefore, we have gathered a group of carers with different care targets to submit their opinions to the government on carer services and support, including carer allowance, one-stop carer support centre, respite and emergency respite services, etc.

# 託兒服務拓展

# The Development of Childcare Service

社區上對託兒服務的需求日益增加,基層婦女尤甚,因為基層婦女經常要照顧家庭,鮮有時間工作及娛樂,加上未有能力聘請私人褓母,使自己長期處於家庭責任及缺乏收入之壓力下,身心疲累。為了更好地支援基層婦女的發展,本會提供彈性、具質素及廉價的託兒服務。本會在三個服務中心提供共五個託兒及課餘託管計劃,廣受歡迎。慧思薈(粉嶺)將於下年度開展託兒服務」,獲善四人捐助將計劃延伸至服務中心之外,以惠及更多有需要的婦女,未來本會將繼續探討於不同機構借用地方,設立社區託兒點,讓更多有需要人士使用託兒服務。

There are growing demands for childcare services in the community, especially among grassroots women, because they often have to take care of the family, have little time to work and play, and cannot afford a nanny. Hence, they often have to shoulder family responsibilities and struggle to make ends meet. To better support the development of grassroots women, we provide flexible, quality and affordable childcare services. We have provided five popular childcare and after-school care programs in three service centres. WISE (Fanling) will launch childcare services next year. In addition, the "Childcare Service in Shum Shui Po" at the Jockey Club Lai Kok Centre will extend its programs beyond the service centre and benefit even more women, thanks to donations. In the future, we will continue to explore using places from different institutions and set up community childcare points to serve more people in need.

#### 離婚支援 Divorce Support

離婚婦女是本會在成立初期就關注的服務對象,由情緒輔導、同路人支持到法律支援 ,減少離婚婦女的不安與無助。本會開展離婚婦女工作已有30多年,但至今社會上對 於離婚婦女的支援仍然不足,尤其是在離婚後的贍養費收取及追討、住屋問題、撫養 權等。本會一直致力改善離婚婦女所面對的處境,包括聯同同樣關注離婚議題的社福 團體、法律界及立法會議員一同建議贍養費中介組織方案,並游說政府。



Divorced women have been one of our service targets since we first established, with services from emotional counselling, peer support to legal aids. We strive to help

reduce the stress and helplessness of divorced women. We have been working for divorced women for more than 30 years, but so far, the support for divorced women in the society is still insufficient, especially when it comes to the collection and recovery of maintenance, housing problems, custody rights, etc. We have been working to improve the situation faced by divorced women, including working with social welfare groups who are also concerned about divorce issues, legal professionals, Legco members, to propose a maintenance agency institution and lobby the government.

## 檢討工作表現評估制度 Work Performance Appraisal System

本會目前正在檢討工作表現評估制度,包括參考其他機構的有關機制,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。

We are reviewing the Work Performance Appraisal System, including taking reference of other organisations, adding 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.

# 總結 Conclusion

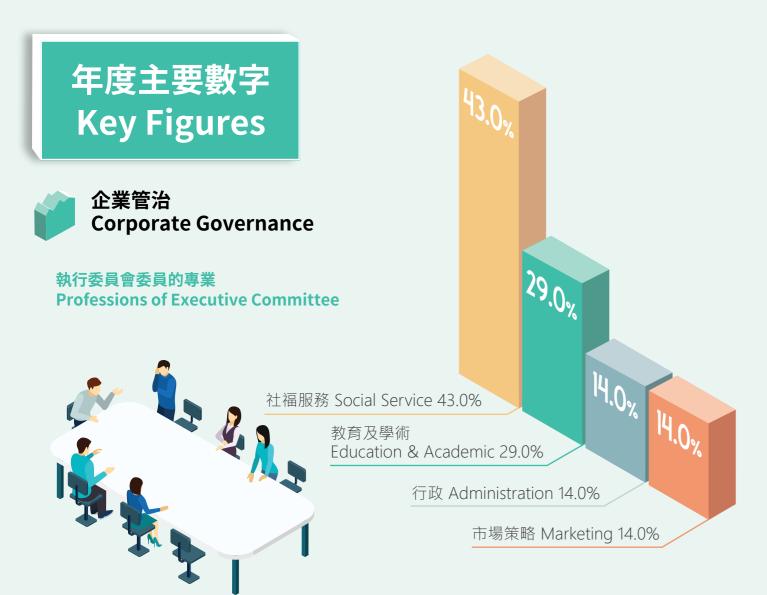
本業務概況已總結本會的表現及狀況, 其中包括2018-2019年度的營運、重要 財務表現等,並臚列本會的重要未來發 展及潛在風險的應對措施。

2018-2019年度是充實的一年,除了繼續深化現有的服務,本會亦推動新服務的開展,「照顧者咖啡室」就是其其中之一,感謝新服務得到社會各界的主持人。這些成就全有的表面資助機構、企業、社區夥伴給予稅,以及服務使用者及,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 2018-2019 and important financial performance, and listed our important future development and countermeasures of potential risks.

2018-2019 is a fruitful year. Apart from deepening our current services, we have developed new services, such as "Carer Café". All these would not have been possible without the support and generous donations of different funding bodies, corporates and community partners, as well as the active participation of the service users and volunteers. We would like to express our heartfelt gratitude to them and are grateful to the contribution and professionalism of our staff team and Executive Committee members.

16 年度業務概況



員工人數和性別分佈 **Number of Staff and Gender Distribution** 



40

全職 Full-time





9

133

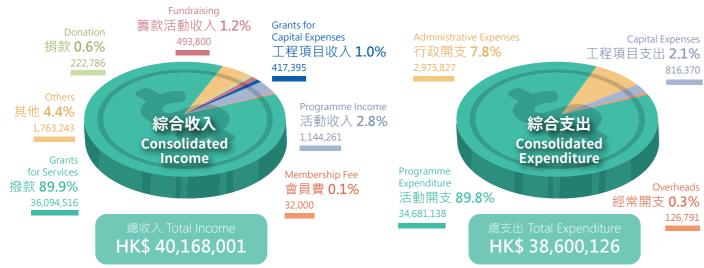
員工總人數 **Total Number** of Staff



女 Female 168



# 財務 **Finance**



為方便閣下容易了解本會的財務資料,以上圖表資料包括香港婦女中心協會及香港婦女中心協會有限公司。如欲詳細了解 本會的年度財務報告,請登入 womencentre.org.hk

Above charts include the financial information of Hong Kong Federation of Women's Centres and Hong Kong Federation of Women's Centres Limited. If you would like to learn more about our financial status, please visit womencentre.org.hk









年齡分佈 20 or below Age **Distribution** 

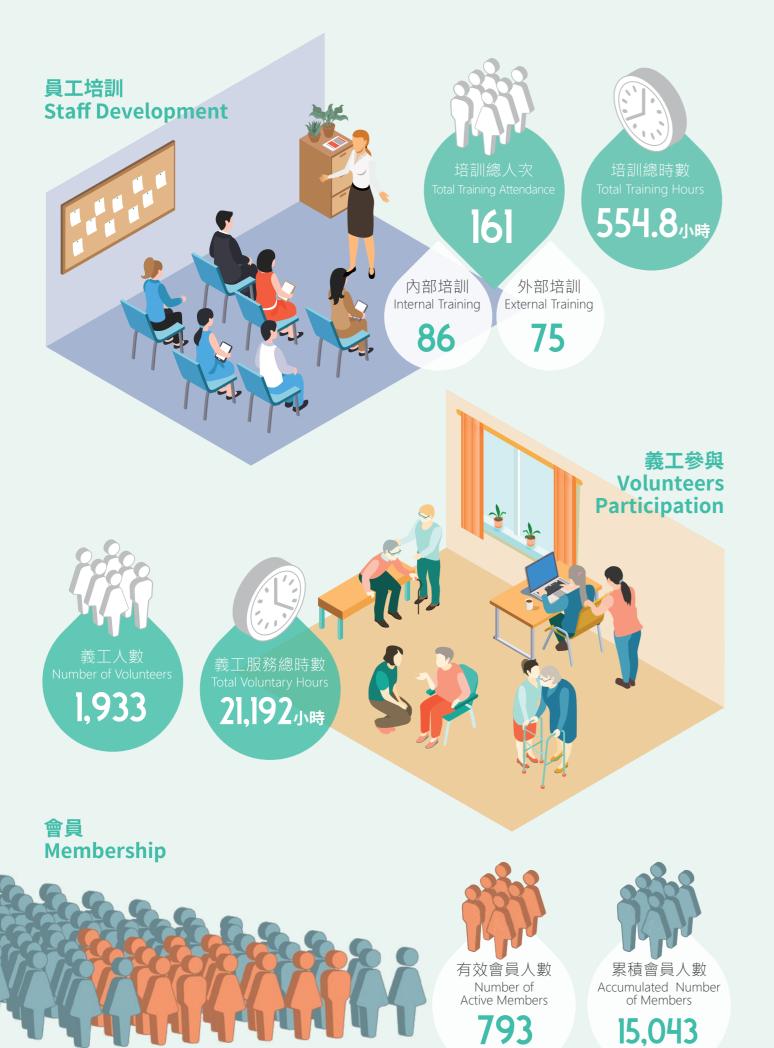
21-30

31-40 19

41-50

51-60

61 or above





44則

年度主要數字 21 20 年度主要數字





輔導及法律支援 Counselling & Legal Support 總受惠人次 Attendance

婦女求助熱線 Women's Helpline 5,549

免費律師面見諮詢服務 Free Legal Advice Clinic 270

輔導及小組工作 Counselling & Group Works 121

婦女緊急援助基金 Women's Relief and Support Fund

12

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

16,906



# 教育及就業支援 Education & Employment Support

總受惠人次 Attendance

婦女成人教育計劃 Adult Education Scheme for Women 899

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

83

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

婦女再就業計劃 Women's Re-employment Scheme

95,944

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

609

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

1,057

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

2,821

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

1,391

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

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

1,008

「心深連動」基層家庭支援金 計劃 "Heart-to-heart" Support Fund for Grassroots Families in Sham Shui Po

37



# 照顧者支援 Carer's Support

總受惠人次 Attendance

婦女齊起動·開創姿彩人生—建立可持續新來港及單親婦女互助網絡 A New Page in Life: To Develop a Sustainable Mutual Help Network for New Arrival Women and Single Mothers 928

孤單不再—建立可持續跨界別支援照顧者網絡計劃

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

2,549

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 6,713

華明照顧者姊妹互助網絡

Building up Women Caregivers' Mutual Support Network inWah Ming Estate 10,421

賽馬會「照顧達人」計劃 Jockey Club "All Brilliant Carers" Project 179



# 可持續發展 Sustainable Development

總受惠人次 Attendance

好惜食 Cherish Food 15,454

可持續發展工作坊 Sustainable Development Workshops

3,311

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

2,709



活動快訊 Newsletter 24,000

45,448

偶到人次 Drop-in

總受惠人次 Total No. of Attendances



246,106



22 年度主要數字 年度主要數字 年度主要數字 年度主要數字 1 23



# 機構管治 Corporate

因應服務的需要及未來預期的發展趨向,香港婦女中心協 會自2015年起,啟動「有限公司」註冊程序,並逐步將 香港婦女中心協會名下的資產、服務中心、各項服務及計 劃等轉移至香港婦女中心協會有限公司,預期最後的一個 服務將於下年度開展轉移工作。相較於社團註冊,以「公 司法」註冊需要遵守更多守則及規定,在企業管治方面亦 有一定的要求。本會無論是顧問委員會、執行委員會,或 是管理層均已做好準備,以香港婦女中心協會有限公司之 名,繼往開來,繼續開創新的婦女為本服務及政策倡議, 為香港、為社區、為未來出一分力。

Governance

In response to the service needs and expected development trend in the future, Hong Kong Federation of Women's Centres has started to register itself as a limited company since 2015, gradually transferring assets, service centres, services and plans under the name of Hong Kong Federation of Women's Centres to Hong Kong Federation of Women's Centres Limited. The last service is expected to transfer in the following year. Compared with registering as a society, registering under the "Companies Ordinance" requires compliance with more laws and regulations, and there are certain requirements in corporate governance. Whether it is our Advisory Board, Executive Committee, or the management, we are all ready to continue to create new women-based services and policy advocacy in the name of Hong Kong Federation of Women's Centres Limited, for Hong Kong, for the community, and for the future.

# 周年大會

# 顧問委員會

# 執行委員會

# 內務委員會

# 外務委員會

籌募委員會

# 社會企業及 市場發展委員會

Social Enterprise &

# 財務委員會

# 服務發展委員會

Service Development

## 華富中心專案小組

# 總幹事 | 廖珮珊女士

Director | Ms Si-si Liu

# 服務督導 | 莊子慧女士

Service Supervisor | Ms Doris Chong

#### 總會

Head Office

#### 服務督導 | 陳慧德女士

Service Supervisor | Ms Moon Chan

# 賽馬會麗閣中心

Jockey Club Lai Kok Centre

# 財務主任 | 袁碧儀女士

Finance Administrator Ms Vikki Yuen

# 行政及人事主任 | 蘇翠玲女士

Admin & HR Administrator | Ms Bonnie So

#### 署任高級發展幹事 | 鍾世昌先生

Acting Senior Development Officer | Mr Alvin Chung

# 賽馬會太和中心

Jockey Club Tai Wo Centre

## 慧思薈(粉嶺) 單位主管 | 潘詠欣女士

WISE (Fanling) Officer-in-charge | Ms Fian Poon

## 慧思薈(上水) 單位主管 | 陳倩琪女士

WISE (Sheung Shui) Officer-in-charge | Ms Sinki Chan

# 再培訓服務主管 | 袁東興先生

Retraining Service Officer-in-charge | Mr Woody Yuen

# 顧問委員會 Advisory Board

#### 名譽會長 Hon President

陳保琼博士 Dr Chan Po-king, Betty (至until 2018/12/31)

林翠華教授 Professor Lam Chiu-wa, Linda (曲since 2019/1/1)

#### 名譽副會長 Hon Vice-president

陳彥琳女士 Ms Chan Yin-lam, Alvina (由since 2019/1/1)

#### 名譽法律顧問 Hon Legal Adviser

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

方旻煐女士 Ms Fong Man-ying 紀佩雅女士 Ms Puja Kapai

陳彥琳女士 Ms Chan Yin-lam, Alvina (至until 2018/12/31)

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 (至until 2018/12/31)

#### 資訊科技顧問 IT Advisor

ト福晨先生 Mr Pok Fook-sun

# 執行委員會 Executive Committee

#### 主席 Chairperson

陳翠琼博士 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

藍字喬女十 Ms Lam Yu-kiu, Rita

#### 委員 Member

王佩貞女士 Ms Wong Pui-ching, Carmela 張詩琪博士 Dr Cheung Sze-ki, Daphne (由since 2018/5/31) 李惠雲女士 Ms Li Wai-wan, Vivien (2018/5/31-12/31)

# 內務委員會 Internal Development Subcommittee

#### 當然委員 Ex-officio

葉永麗女士 Ms Young Wing-lai, Geraldine

#### 委員 Member

陳翠琼博士 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 Supervisors 行政及人事主任 Admin & HR Administrator

# 外務委員會 External Development Subcommittee

#### 當然委員 Ex-officio

陳翠琼博士 Dr Chan Chui-king, Liliane

#### 委員 Member

黃玉雲女士 Ms Ng Gaik-hoon, Evelyn 盧家詠博士 Dr Lo Ka-wing, Sally (由since 2018/10/2)

#### 職員Staff

總幹事 Director 署任高級發展幹事 Acting Senior Development Officer 倡議幹事 Advocacy Officer

# Finance Subcommittee 財務委員會

#### 職員Staff

總幹事 Director 財務主任 Finance Administrator

當然委員 Ex-officio 藍宇喬女士 Ms Lam Yu-kiu, Rita

委員 Member

謝衍彤女士 Ms Char Hin-tung, Natalie

# Fundraising Subcommittee 籌募委員會

委員 Member

藍宇喬女士 Ms Lam Yu-kiu, Rita

#### 職員Staff

總幹事 Director 署任高級發展幹事 Acting Senior Development Officer

# 社會企業及市場發展委員會 **Social Enterprise & Marketing Subcommittee**

#### 委員 Member

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

藍宇喬女士 Ms Lam Yu-kiu, Rita 招璞君博士 Dr Chiu Pok-kwan, Patricia 石海慧女士 Ms Shek Hoi-wai, Fiona 霍家成先生 Mr Fok Ka-shing, Kason 陳彩英女士 Ms Chan Choi-ying, Virginia

# Service Development Subcommittee 服務發展委員會

#### 職員Staff

職員Staff

總幹事 Director 服務督導 Service Supervisors

陳翠琼博士 Dr Chan Chui-king, Liliane 藍宇喬女士 Ms Lam Yu-kiu, Rita 區結蓮女士 Ms Au Kit-lin (由since 2018/10/2)

# Wah Fu Task Force 華富中心專案小組

#### 委員 Member

委員 Member

陳翠琼博士 Dr Chan Chui-king, Liliane 職員Staff 藍宇喬女士 Ms Lam Yu-kiu, Rita 王佩貞女士 Ms Wong Pui-ching, Carmela 總幹事 Director 服務督導 Service Supervisor 林錦霞女士 Ms Lam kam-har, Cecilia 行政及人事主任 Admin & HR Administrator 姚妙芬女士 Ms Yiu Miu-fan, Esther (由since 2018/5/31)



內部管理 Internal Control

執行委員會負責管理本會事務,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 managing the businesses 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 four 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.

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、資產管理、實訊科技保安指引、環保政策、資產管理、監點、內部審計等。管理層亦需於每次執行委員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。

We are always committed to enhance internal supervision to ensure effective management of the Federation. 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 manuals, 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 subcommittees with sufficient management and financing information, to foster policy enactment and decision making.





# 附屬委員會及專案小組 Subcommittees & Task Force

執行委員會轄下共成立了六個附屬委員會及一個專案小組,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、服務發展委員會及華富中心專案小組,2018-2019年度共有15位委員。各委員會按其任命及權責章則,負責指導和帶領管理層管理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 subcommittees and a task force under the Executive Committees, including Internal Development Subcommittee, External Development Subcommittee, Finance Subcommittee, Fundraising Subcommittee, Social Enterprise & Marketing Subcommittee, Service Development Subcommittee and Wah Fu Task Force. The Subcommittees assist the Executive Committee in the governance of different areas of work of HKFWC, in accordance with each Committee's Term of Reference. In 2018-2019, there were in total of 15 Subcommittee members. The Subcommittees report to and make recommendations to the Executive Committee for consideration and endorsement.

內部監控制度的優化過程將會持續進行。管理 層正審核現有政策,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。

The optimisation procedure of the internal supervision mechanism will be ongoing. The senior 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.

#### 本會尤其著力於: We are dedicated to:

- 遵守本會章程細則的規定;
  Complying with the regulations listed out in the Articles of our Association
- 為支援本會工作的各個附屬委員會確定適當的權責章程;

Ensuring suitable right and liabilities regulations for the subcommittees

為所有級別的員工制定適當的職責說明
Creating appropriate responsibility manual for different levels of staff

 外部人員包括監管機構及資助者,會定期審核本會的續效,確保內部監控制度符合其標準。本會於2018-19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各服務的資助者,以讓資助者掌握資源的運用符合他們的要求,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、平等機會委員會等等

The external parties, including regulators and sponsors, will review the our performance regularly to ensure that our internal supervision system can meet its standard. In the year of 2018-2019, we have appointed LKY China as our external auditing firm. 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 that how we used our resources, including but not limited to Hong Kong Community Chest, The Hong Kong Jockey Club Charities Trust, Community Investment and Inclusion Fund, and Equal Opportunities Commission, 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

#### Transferal Application Procedures for Talent Development Course Providers

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、香港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 Employees 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, The Hong Kong 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.

# 賽馬會華富中心入伙

# The Operation of Jockey Club Wah Fu Centre

由香港賽馬會慈善信託基金撥款裝潢,位於港島區華富二邨的賽馬會華富中心即將於2019年下旬投入運作,為當區 有需要的婦女提供服務。賽馬會華富中心運作初期將會提供培訓課程、婦女精神健康服務、託兒及暫託服務、興趣班 等、未來將會按社區需要而發展出合適的服務。

Sponsored by The Hong Kong Jockey Club Charities Trust, the Jockey Club Wah Fu Centre in Wah Fu Estate II, Hong Kong Island will soon be put into operation in late 2019 to provide services to women in need in the Southern District. The Jockey Club Wah Fu Centre will initially provide training courses, women's mental wellness services, childcare and respite services, interest classes, etc. In the future, suitable services will be developed according to community needs.



# 輔導及法律支援 Counselling & Legal Support

# 服務報告 Service Report



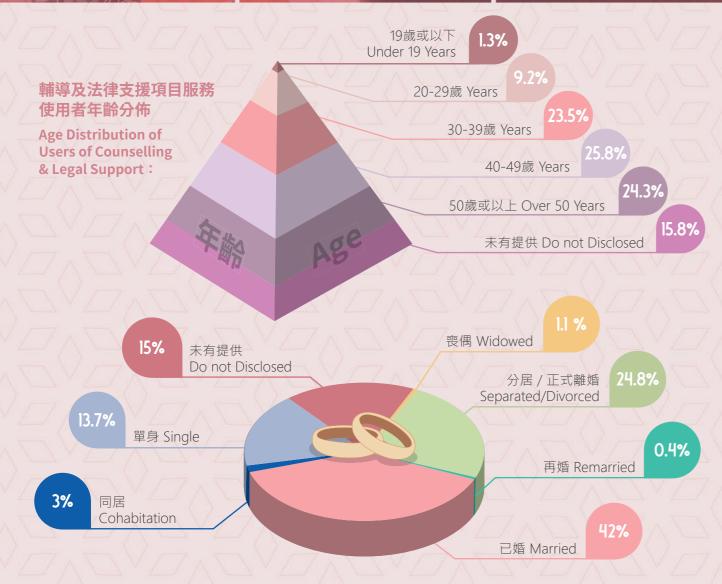
輔導及法律支援 項目總受惠人次 Total no. of Attendances of Counselling & Legal Support

22,858



5,549

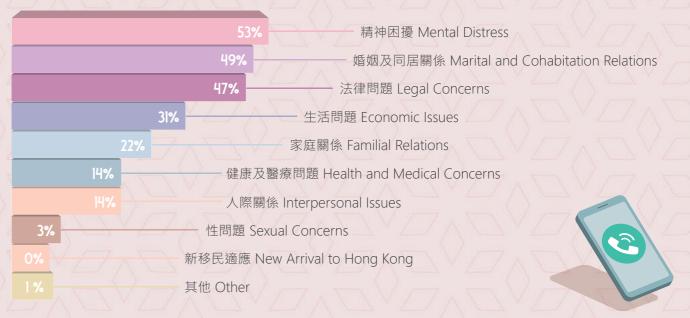




輔導及法律支援項目服務使用者婚姻狀況 Marital Status of Counselling & Legal Support:

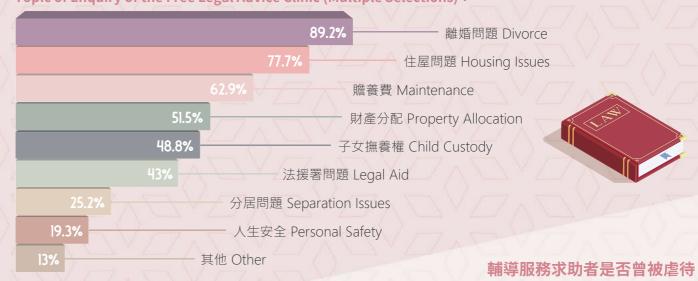
## 婦女求助熱線求助問題類別(可選多項)

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



## 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):







8%

47% 沒有 No 53% 輔導服務求助者的人生安全

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

沒有自殺傾向 No Suicidal Intent 有自殺傾向 With Intention to Commit Suicide



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更加是無從入手。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 problems. 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 don't want to destroy the family. On the other hand, they lack legal or relevant professional knowledge and hence don't know what to do. The 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68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5,549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16位熱心婦女參與於2018年9月至2018年11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。同時亦舉辦了三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及提升輔導水平。

Women's Helpline was founded in May 1981. Presently, a total of 68 counsellors provide services to the Helpline during the morning, afternoon and evening shifts. All counsellors have been through rigorous training and practicum prior to providing counselling services through the Helpline. We received a total of 5,549 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. 16 enthusiastic and conscientious women participated a six-session training from September to November 2018, and become our hotline counsellors. In 2018-2019, we have also organised three on-the-job training workshops and a regular monthly session to enhance the hotline counsellors' skills and their understanding of the hotline.



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270位婦女接受50位義務律師及36位朋輩輔導員所提供的專業法律諮詢服務及情緒舒緩支援服務。本年度合共有六位婦女於2018年11月至2019年1月期間,接受為期六節的朋輩輔導員訓練,及進行為期兩個月的實習,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 2018-2019, 270 women received professional legal advice and emotional support from the Clinic's 50 volunteer lawyers and 36 peer counsellors. This year, six women underwent our peer counsellor training course, a total of six sessions held between November 2018 and January 2019. The counsellors help run the Free Legal Advice Clinic 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 121 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 121 women in 2018-2019. Most users were married. The services include emotional support, community resource referral, domestic violence, mental health, and responding suicidal callers, etc.

而本會的**婦女緊急援助基金**成立以來,為面對家庭突變而未能維持基本生活,又未獲其他基金支援的婦女,提供臨時的經濟援助,以助她們解決燃眉之急。感謝善長對本基金慷慨支持,才能助婦女應付三餐溫飽、辦理離婚文件等緊急情況。基金於本年度共援助12位有經濟需要的婦女,總金額為港幣37,000元。

Since the establishment of our **Women's Relief and Support Fund**, we have provided temporary financial assistance to women who cannot maintain their basic lives after sudden family changes and are not supported by other funds. Thank you for the generous support for this fund to help women cope with basic needs such as meals and deal with divorce papers. The Fund has assisted a total of 12 women with financial needs this year, with a total amount of HK \$37,000.

由香港賽馬會慈善信託基金資助,並與香港大學精神醫學系、新生精神康復會、香港明愛及思覺基金攜手合辦,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。通過定期講座、街站、展覽及家訪形式,讓大眾更了解女性常見的精神健康風險。思妍計劃通過「精神及情緒健康問卷」,為18至64歲婦女作廣泛性的篩查辨識,本年度已為1,479位婦女完成篩查。同時為婦女提供「生活重整」課程、個別諮詢、個人發展活動及服務轉介等,及早改善婦女因情緒困擾而帶來各個層面之影響。並改善她們的心理健康,更愉快地於社區生活。

Funded by the Hong Kong Jockey Club Charities Trust, and co-organized with the Department of Psychiatry of Hong Kong University, the New Life Psychiatric Rehabilitation Association, Caritas Wellness Link and Early Psychosis Foundation, the **Jockey Club Mental Wellness Project for Women** is the first women's mental wellness program in Hong Kong. Through regular seminars, street counters, exhibitions and home visits, this project aims to help the public better understand the common mental health risks of women. This project plans to use a "Mental Health Screening Test for Women" to conduct an extensive screening for women aged 18 to 64. This year, 1,479 women have completed the screening. Meanwhile, it also provides women with "life-restructuring" courses, individual counselling, personal development activities and service referrals, etc., to relieve women's emotional distress at all levels as soon as possible, as well as improve their mental health so that they can lead happier lives in the community.



# 教育及就業支援

**Education & Employment Support** 

# 教育及就業支援項目總受惠人次

Total no. of Attendances of **Education & Employment Support** 

111,499

社會企業總收入 Total Income of Social Enterprises

\$832,915

教育課程參與人次

Participants of Education Curriculum

102,676

託兒及課餘託管受惠人次 義務導師的義工時數

**Total Voluntary Hours** No. of Attendances of Childcare and After-school Care of Volunteer Tutors



8,213

3,030

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.

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222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**成人教育資助計劃**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248個培訓課程,較去年增加近 兩成,學員人數愈4,600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102,676人次的婦女 提供服務。

Our multiple education projects focus on the needs of women, including 222 interest classes covering different languages and living skills. Besides, nine sustainable education courses provided by Adult Education Subvention Scheme; 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 offer up to 248 training courses in total. The number of courses has increased by near 20% compared with last year, with more than 4,600 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 102,676 attendances of users.















為了讓婦女可以有更多的職場經驗,本會透過賽馬會「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**」、及長者家居照顧服務的「**愛·耆跡**」。截至2019年3月31日,四個社會企業項目的現時兼職員工人數達74人,年度總收入為港幣832,915元,較去年增幅超過五倍,在扣除本會必要的行政支出後,全數給予婦女。

隨著經驗的累積及業務的試驗,我們不斷完善社會企業的策略以更加配合婦女的照顧需要及事業發展。因此,本會社會企業將會進行重組工作,由現時的四個社會企業整合為提供長者照顧服務的「**愛·耆跡**」、推廣婦女手作的「**姊妹工房**」以及提供活動統籌服務的「**好時光**」,好讓我們的服務更貼近社區需要及婦女友善。

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**, and **Elderly Home-care** (provides the elderly caring service). Until 31 March 2019, there are 74 staff members and an annual income of HK\$832,915 in the four projects, more than five times as compared with previous year. After deducting the administrative expenses, we have allocated all the remaining funds to the women.

As we gain more experience and try out more businesses, we are constantly improving our social enterprises' strategy to cope with women's care need and career development. Therefore, we will restructure our social enterprises. The four social enterprises will be integrated and offer three services, namely **Elderly Home-care**, **Sis-works**, and **Timelosophy**, so that our services are closer to the needs of the community and women.

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服務,包括**姿深褓母託兒服務、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428名幼童,使用人次達8,213。目前本會有70位導師為學童提供3,030小時的義務課餘託管服務。考慮到社會對託兒需求迫切,未來將計劃與不同團體合作,借用地方作拓展本中心之託兒服務。

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 services in our three service centres, including **Childcare Services in Shum Shui Po**, **After-school Childcare Services in Shum Shui Po**, **After-school Childcare and Subsidies to Help Women Seeking Employment**, **Compassionate Nanny Childcare Services (Mutual Help Child Care Centre)**, and **Mutual Help Childcare Service in Sheung Shui**. The services target children from zero to twelve of age. So far, those projects have served 428 children in total, with 8,213 service attendances. Currently, there are 70 volunteer tutors providing 3,030 hours of after-school care services to students. Because of the shortage of childcare service in community, we are planning to cooperate with other organizations to provide the childcare service to needed families.







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。本會共有六個以照顧者為主線的計劃,分別是婦女齊起動,開創姿彩人生一建立可持續新來港及單親婦女互助網絡、孤單不再一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、賽馬會照顧達人計劃及照顧者咖啡室,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。

There are up to 650,000 carers 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 six 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, Building up Sustainable Mutual Support Network for New Arrival Women and Single Mothers in Sheung Shui, Jockey Club "All Brilliant Carers" Project, and Carer Cafe. 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 physical and mental pressure of women, raised the awareness of their mental health, and boosted the social 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647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 647 activities this year, including stress reduction workshop, sports activities, arts and culture activities, so that women can unloose themselves.

本會成立了三個跨界別專業諮詢委員會,合共召開六場跨界別會議, 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 six meetings. The members come from women who have participated in our projects before, members of society, 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 anti-stress ability.







# 婦女照顧者

# 身心靈

我們通過本年度的18個大型社區活動,向公眾宣傳關注婦女及照顧者身心靈的需要。例如在粉嶺屋邨舉行關注照顧者婦女身心靈健康日,「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。

身心靈全人健康工作坊是本會照顧照顧者項目中的一個主打身心靈健康的教育課程,並與中醫師合作教授婦女促進身心靈健康的知識。本會合共舉辦五個身心靈全人健康工作坊,共有婦女303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。

We have conducted 18 large-scale community activities this year to promote the awareness of the mental health of the women and carer. For instance, we've held the Day of Concern for Women's Health in the public estate 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.

The Body, Mind, Spirit Training is one of the education programs of our Caring the Carers 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 five body-mind-spirit health workshops, with 303 women attendances. They have learnt to combine positive thinking with acupoint massage, Chinese medicine diet therapy, and qigong to build a healthy lifestyle.



施比受更有福,照顧照顧者項目的另一個重要關鍵字是「轉化」,希望服務使用者由受眾可以轉化為計劃的義工,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。

Giving is better than receiving. Another keyword of the Caring the Carers 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 neighbourhood.



# 社區投資共享基金論壇 2018

## The Community Investment and Inclusion Fund (CIIF) Forum 2018

一直以來,我們都得到社區投資共享基金的大力支持,資助我們在多個服務中心推動多個具創新性的照顧者、新來港 及單親婦女社區支援先導計劃,構建更緊密的鄰里關係,連結不同的機構、企業,組成跨界別諮詢委員會,以凹凸優 勢互補不足,共同支援婦女及照顧者的切實需要,建立社會資本,亦讓有需要的婦女得到適切的支援。

我們的服務督導 陳慧德女士 獲社區投資共享基金邀請與大王安德尊先生一同於2018年12月18日舉行的「社區投資 共享基金論壇」擔任大會主持。我們多位同工、地區伙伴、合作企業亦有一同出席論壇及專題討論會,與不同界別的 人士共同探討社會資本的新方向,以及推動社會資本的手法。

我們的執行委員會主席 陳翠琼博士 亦有應邀參與論壇的專題討論會 - 源源不絕的社會資本 - 擔任其中一位主講嘉 賓·與香港醫學會會董陳念德醫生、社會福利署觀塘區福利專員葉小明女士、以及李國賢基金會董事局成員李敬恩先生一同探討營造社會資本的手法,透過互助網絡,發展建立緊密的社會網絡,同時亦有介紹我們與社會福利署合作的 照顧者咖啡室。

#### The Community Investment and Inclusion Fund (CIIF) Forum 2018

Throughout the years, we have received strong support from the Community Investment and Inclusion Fund (CIIF), which sponsored us to promote multiple innovative community support pilot programs in different service centres for carers, new arrivals, and single-parent women. These programs aim to build closer neighborhood relationships, connect different organizations and enterprises, and form cross-sectoral advisory committees. They can complement each other with their advantages, jointly support the practical needs of women and carers, build social capital, and provide pertinent support to women in need.

Our Service Supervisor Ms. Moon Chan, was invited by the CIIF be the MC of the Community Investment and Inclusion Fund Forum on 18 December 2018 with Mr. Junior Anderson. Many of our co-workers, regional partners, and enterprises also attended the forum to discuss new directions for social capital as well as ways to promote social capital with people from different sectors.

Dr. Liliane Chan, Chair of our Executive Committee, was also invited to participate in the forum's symposium whose theme Unleashing the Power of Social Capital. She was one of the guest speakers, along with Dr. Chan Nim-tak, Council Member of the Hong Kong Medical Association; Ms Ip Siu-ming, District Social Welfare Officer (Kwun Tong) of Social Welfare Department, and Mr. Edwin Lee, Board Member of Simon K.Y. Lee Foundation. In the symposium, they discussed ways to build social capital and develop a closer social network through mutual assistance networks, and also introduced our Carer Cafe, which we co-established with the Social Welfare Department.



## 照顧者咖啡室 Carer Cafe

照顧者在日常的照顧生活裡充滿壓力,缺乏一個可以喘息的空間,所以本會與社會福利署大埔及北區綜合家庭服務中心合作一個社區先導計劃,舉辦「**照顧者咖啡室**」,讓照顧者可以放鬆自己。此計劃為照顧者提供休息空間,逐步建立鄰舍層面支援網絡。感謝社會福利署及各界支持「**照顧者咖啡室**」,我們期望於各區與不同社福機構合作,讓更多照顧者在此接觸到照顧資訊、喘息活動與照顧者支援服務。

Carers are often faced with much pressure in their daily lives and lack space of respite. Therefore, we have cooperated with the Social Welfare Department's Tai Po and North District Integrated Family Service Centres in a community pilot scheme and established a "Carer Cafe" for carers to relax. This scheme provides carers with a place for respite and gradually builds a neighbourhood-level support network. Thank you to the Social Welfare Department and all circles for supporting the Carer Cafe. We look forward to cooperating with different social welfare agencies in various districts to allow more carers to access care information, respite activities and carer support services here.

# 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

21,474



用錢計劃培訓」項目,通過不同專業的導師,教授婦女必要的創業技 巧,協助她們建立起自己的品牌。 計劃同時發展社區經濟,通過舉辦7次地區墟市,例如在2018年8月18 日以夏日水果為主題的「麗蘭食街 | 夏日熱辣辣熱辣辣・好熱・好熱」 、2018年10月13日以女性為主題的「女人墟2018」,活化鄰里關係

亦為創業婦女提供一個銷售平台,讓婦女的手藝可以面向公眾

「**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39,735.2公斤剩食,為223家

另一方面,好惜食積極鼓勵婦女運用自己的巧手將剩食轉為美食,並建

立自己的事業。計劃一直探討食物經濟創業模式,很多時婦女都未必留

意到自己的巧手食品,只要有適當的市場策劃、包裝、銷售點,足以成

為立足於市場的熱銷產品。因此,計劃推展了一個「婦女創業 | 換取零

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, 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 39,735.2 kg of food and brought hot meals to 223 households.

On the other hand, the Cherish Food project actively encourages women to use their skills to turn leftover food into delicacies and start their own businesses. We have been exploring the business model of the food economy. In many cases, women may not know the value of their hand-made food. But with appropriate marketing planning, packaging, and sales points, it is enough to become a bestseller on the market. Therefore, the plan has launched a "Women's Entrepreneurship - Training for Pocket Money" program, which teaches women the necessary entrepreneurial skills and helps them build their own brands through different professional mentors.

This project also develops community economy through seven regional market fairs. For instance, the 'Lai Lan Food Street' in Lai Kok Estate on 18 August 2018, and "Women's Market 2018" on 13 October 2018. These fairs strengthened neighbourhood relationships and provided a sales platform for women to show their skills to the public.







# 社交媒體活躍度

Social Media Popularity

331,771

# 舉辦可持續發展工作坊數目

No. of Sustainable Development Workshops

160

# 可持續發展工作坊參加人次

No. of Attendances of Sustainable Development Workshops

3.311





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」,「社區媽媽」嘗試從生態女性主義出發,在社區推廣生物資源可持續發展的公眾教育工作。「社區媽媽」在本年度輔助舉辦了三場生物資源主題教育講座和巡迴社區教育活動,當中採取與公眾互動的問答討論、DIY工作坊及攤位遊戲模式,務求讓公眾可更掌握更多生物資源可持續發展的最新資訊動向和生活實踐經驗,合共接觸了1,955人次。

為讓可持續發展的概念更深入社區,計劃採用了多媒體方式推廣,拍攝九段短片,並於社交媒體播放,包括廣叔農場去賞蜂、農場堆肥初體驗、DIY天然枇概露、社區媽媽研習室 - 夏日涼粉DIY、床單可愛變身【社區媽媽研發室】、大埔零廢巡迴展廣植環保小種子、社區媽媽-好好食飯及「知行合一婦女衣食住行可持續計劃」總結分享。本年度社交媒體活躍度達101,097。

"Know it and Do it! A Project to Promote Sustainable Lifestyle by Women" is our another sustainable development project, which tries to promote public education for sustainable development of biological resources in the community based on ecological feminism. The "Community Mamas" have held three biological resource-themed education lectures and a series of community education activities during the year, including interactive quizzes and discussions, DIY workshops and booth games, to ensure that the public can better understand the latest information and practical experience in biological resources. 1,955 attendances have taken part in those programs in total.

To deepen the concept of sustainable development in the community, we have promoted this project with nine short videos on social media, including a visit to a beekeeping farm, First Experience On-farm Composting, DIY Pei Pa Lo, Community Mama Studio - Summer Jelly DIY, Bedsheet Transformation, Tai Po Zero-waste Tour Exhibition, Community Mamas - Eat Well, and "Know it and Do it! A Project to Promote Sustainable Lifestyle by Women" sharing. This year's social media activity has reached 101,097.

計劃本年度亦出版了主題分別為「以小見大.見微知著的微生物資源」和「生物資源與生命之緣」的季度通訊;也出版了《生物資源可持續使用.生活秘笈》及《經驗總結集》。出版刊物除了希望透過專題介紹而更有效加強公眾對生物資源的認識外,也希望透過分享「社區媽媽」的生活實戰經驗,推動更多公眾參與生物資源「識取惜用」和「升級再造」。

部分「社區媽媽」在接受培訓後·已經升級成為可持續發展工作坊導師·身體力行·到訪不同團體(包括企業、社福機構、大中小學等)教授善用生物資源DIY工作坊·讓參加者從親身體驗中掌握更多善用惜用生物資源的日常技巧。本年度參與工作坊的受惠參加者達3,311人次。

We have also published quarterly newsletters entitled "Seeing Microbiological Resources" and "Biology Resources and Ties of Life", as well as "Secrets of Life - Sustainable Use of Biological Resources" and "Experience Summary". With these publications, we not only hope to enhance the public's understanding of biological resources but also promote public participation in "conservation" and "upcycling" of biological resources through sharing the practical experience of "Community Mamas".

After receiving training, some "Community Mamas" have been promoted to become sustainable development workshop instructors. They have personally visited different groups (including corporates, social welfare organizations, universities, and schools) to teach DIY workshops on the use of biological resources. Participants could gain hands-on experience of how to make good use of biological resources in their daily lives. This year, there were 3,311 attendances in our workshops.



# 會員及義工發展 Membership & Volunteer Development

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‧ 會員發展工作小組一直檢視本會的會員事 務‧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

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.









全會旅行一直深受會員歡迎。本會於2018年11月24日與一眾會員前往極具生態價值的塱原濕地,呼吸大自然的氣息,感受綠色的氛圍;亦到訪有機薈低碳菠蘿園品嚐新鮮菠蘿,以及頭抽專門店,會員們都玩得不亦樂乎!本會的會員發展工作小組會繼續發掘新的景點,讓會員對香港有更多的了解。

Our **Annual Trip** has always been popular with members. On 24 November 2018, a group of our members went to the ecologically friendly Long Valley to feel the nature. They visited the pineapple park of Go Green Organic Farm, a soy sauce store. Our members had a blast during this trip. Our membership development committee will continue to discover new attractions to let members know more about Hong Kong.

養工嘉許禮 2018/19 於2019年6月22日舉行,今年有近300位義工參與,與本會一同回顧過去一年的努力。本會於2018/19有多個計劃成立,如照顧者咖啡室、賽馬會「照顧達人」計劃等,感謝義工們與本會一同推動新服務,協助更多有需要婦女,亦使本會的服務更完善。本年度,獲長期服務獎嘉許的義工人數更是破歷年紀錄,有超過80人獲長期服務獎嘉許。當中三人獲25年長期服務獎,其中有義務律師於25年間,一直堅持為婦女提供免費的法律諮詢服務;又有婦女求助熱線的資深義工,為許多受婚姻問題困擾的婦女提供即時及適切的情緒支援。嘉許禮最後由所有同事合唱一首「千千闕歌」,送給每一位義工,藉意表達今宵難忘。本會希望繼續與義工們相伴,繼續為服務使用者、為大眾提供完善服務。希望來年有更多義工參與我們一年一度的盛事!

Volunteer Recognition Ceremony 2018/19 was held on 22 June 2019. This year, nearly 300 volunteers participated and reviewed the efforts of the past year with us. We have launched a number of projects in 2018/19, such as the Carer Cafe, the Jockey Club "All Brilliant Carers" Project, etc. We would like to thank volunteers for working with us to promote new services, assist more women in need, and make our service better. This year, the number of volunteers receiving long service awards has broken the record. Over 80 people have garnered the award. Three of them won the 25-year Long Service Award. Among them are a volunteer lawyer who has been insisting on providing free legal counselling services to women for 25 years, and volunteers of the women's helpline to provide immediate and appropriate emotional support services to many women troubled by marriage. At the end of the ceremony, all colleagues sang a song for every volunteer to express their gratitude. We hope to continue to accompany our volunteers and provide comprehensive services to our service users and the general public. We also hope more volunteers will come and join our annual event in the coming year!



# 長期服務獎 Long Service Award

**25年長期服務獎 25 Years** 李麗虹 李灝霖 潘妙玲

**20年長期服務獎 20 Years** 馬惠玲

15年長期服務獎 15 Years

李黃慧玲 林志剛 黃笑英 葉建民 鄭宗漢 謝玉鳳

10年長期服務獎 10 Years

文浩天 方 青

劉道群 鄧紫欣

鄺小君

#### 5年長期服務獎 5 Years

Mathew Lau

		- C/H/	
建榮	王英紅	王碧蓮	石小蘭
「佩好	何惠珍	吳小姐	吳小華
員員成	吳美姬	吳浩賢	吳彩虹
麗金	呂雪盈	李仕芬	李玉蘭
君保	李悅珍	李潤嬌	周佩珊
賽華	孟芳璧	屈玉清	林玉梅
彩霞	林慧珊	林慧華	邱偉兒
了麗華	金麗娜	姚光美	帥可鋒
<b>麗華</b>	胡屏蓮	胡寶如	馬春華
凱興	張利芳	張秀穎	張桂嬌
婷芳	曹心意	梁月華	梁美如
麗杏	莊麗珠	許文音	郭惠琼
均潤	陳秀娟	陳秀嬋	陳美香
素美	陳惠珍	陳潔琪	陳潤新
璟婷	彭婉翠	曾影萍	曾慶華
潔媚	覃秀蘭	馮素君	馮國琼
子曦	黃美嫻	黃惠琼	黃靜怡
沛民	楊淑君	楊麗霞	楊寶華
玉蘭	葉彩蓮	葉鳳群	虞國媚
英	甄惠清	劉綺芳	劉潔芳
<b>氏梅</b>	潘國金	蔡淑貞	鄧金蓮
潔賢	鄧學平	鄭文佩	黎珍
寶蓮	盧穎儀	駱詠嫺	戴惜珠
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鍾桂妹



# 倡議焦點 Advocacy



本會一直關注照顧者的處境,雖然目前沒有官方的照顧者數字,但由不同的統計數據可以推算出香港現時有數以 十萬計的照顧者正默默付出,基於傳統的家庭角色分工,相信當中大部分都是婦女。沒有人是天生的照顧者,照 顧者所面對的壓力往往難以想像,因此本會除了各地區服務中心發展照顧者支援服務外,亦積極推動照顧者政策 的倡議,期望在全盤的社福服務規劃中,照顧者可以得到足夠的支援。

We have always concerned about the situation of carers. Although there is no official number of carers at present, it can be deduced from different statistics that there are currently hundreds of thousands of carers in Hong Kong who are contributing silently. Due to the traditional division of labour in the family, we believe that most of them are women. No one is born to be a carer, and the pressure faced by carers is often unimaginable. Therefore, in addition to developing carer support services in various regional service centres, we also actively promote carer policy initiatives and hope that carers can receive adequate support during the overall social welfare services planning.

# 新華 Carer Associations

照顧不同對象的照顧者有著不同的需要,本會通過多個的照顧者支援項目組織了不同的照顧者小組,以了解她們 的需要,同時建立起互助網絡。照顧者聯會則由多個照顧者小組組成,促進小組與小組之間的交流,而負責倡議 的同事亦會在聯會中分享最新的局勢及議題動向。

Carers who take care of different subjects have different needs. We have organized different carer support groups through multiple carer support projects to understand their needs and establish a mutual help network. The Carer Associations are composed of multiple carer groups to promote communication among different groups. Colleagues responsible for policy advocacy will also share the latest situation and trends in the associations.

# 台灣照顧者會議暨交流團 2018 Carers' Conference cum Study Visit in Taiwan 2018

本會與香港社會服務聯會及多個提供照顧者服務的團體組成香港代表團,參加由中華民國家庭照顧者關懷總會(下稱「 家總」) 在2018年12月7日舉辦的年度研討會「家庭照顧者支持網絡的現在與未來」,會上與台灣多個提供在地照顧者支 緩服務的團體互相交流,除了報告過去一年家總及各社福團體在照顧者服務的工作外,亦討論了未來的發展方向。研討 會獲多個政府代表出席,當中包括衛生福利部薛瑞元常務次長、衛生福利部長期照顧司周道君副司長、台北市政府社會 局張美美副局長、新北市政府衛生局陳玉澤專門委員,以及多位立法委員,顯示各級政府對於照顧者議題的重視。

The Hong Kong Council of Social Service, and a number of carer service groups and organizations and we had formed a Hong Kong delegation to participate in the annual seminar "The Present and Future of the Home Caregiver Support Network" organized by the Taiwan Association of Family Caregivers (hereinafter referred to as the TAFC) on 7 December 2018. In the seminar, we had exchanged with many local groups providing carer support services in Taiwan. In addition to reporting the work of the TAFC and different social welfare organizations in the past year, the seminar also discussed the future development direction. A number of government representatives attended the seminar, including Mr Jui-Yuan Hsueh, the Deputy Minister of Department of Social Welfare, Taipei City Government; Mr Zhou Dao-jun, Deputy Director of Department of Long-Term Care, Department of Social Welfare, Taipei City Government; Ms Zhang Mei-mei, the Deputy Commissioner of the Department of Social Welfare, Taipei City Government; Mr Chen Yu-ze, Special Committee of the Department of Health, New Taipei City Government; as well as a number of legislators, which showed the importance the government at all levels attach to carer issues.



研討會前,代表團亦有到訪多個社區項目進行交流, 當中包括與國立政治大學社會工作研究所干增勇教授 對談、南港社區大學、臺北市萬華社區大學、台灣夢 想城鄉營造協會、台灣公益社會實踐協會、忘草心、 「照顧不離職」研討會及復華照顧咖啡館,了解很多 台灣的社會工作,以及社區營造的工作。

Before the seminar, the delegation also exchanged opinions with a number of community projects' organizers, including talks with Professor Wang Zeng-yong of the Graduate Institute of Social Work, National Chengchi University, Taipei Nangang Community College, Taipei Wan Hua Community College, Dream City Building, Taiwan Social Welfare Action Alliance, Homeless Taiwan, Anke Care Seminar and Fuhua Family Carer Cafe. The delegation had learned a lot about Taiwan's social work and community-building work.

照顧者的工作是孤單的,而且很容易被社會大眾所忽 略,往往導致很多照顧悲劇的發生。因此家總很著力 推動家庭照顧者運動,讓大眾的目光重新聚焦在照顧 者的身上,關心她們的處境,發展整合式的照顧者支 援服務。家總強調服務不應是訓練更多更專業的家庭 照顧者,而是應該解放家庭照顧者,讓她們擁有「選 擇」的權利,因為照顧工作應該是可以選擇的。為 此,家總推動發展多項喘息服務,為照顧者提供替代 照顧方案,讓照顧者「有得揀」。

Being a carer is lonely, and they are often neglected by the general public which has resulted in many tragedies. Thus, the TAFC always strives to promote taking care of home carers, so that the public will once again focus on the carers, care about their situations, and develop integrated carer support services. The TAFC always emphasizes that they should not focus on training more professional family carers, but to liberate them and give them the right to "choose", because caregiving should be voluntary. To this end, the TAFC has promoted and developed a number of respite services to provide alternative care solutions for carers so that carers can choose.

# 照顧照顧者平台 Care for Carers

本會與多個關注照顧者權益及服務的團體及民間組織合作,成立**照顧照顧者平台**,期望互相了解不同照顧者所面對的問題,並共同倡議照顧者政策及舉辦大型活動,以引起社會對於照顧者處境的關注。

We have collaborated with a number of carer concern groups and non-governmental organizations to establish the "Care for Carers" platform. We look forward to understanding the problems of different carers, jointly propose carer policies, and organize large-scale activities to raise concerns in society about the situation of carers.

「照顧者 – 誰來照顧?」研討會 | 看見家庭照顧者:香港/台灣交流 "Carer - Who to care?" Seminar | Hong Kong & Taiwan

由香港社會服務聯會主辦,照顧照顧者平台和多個關注照顧者處境的社福團體,於2018年10月21日聯合舉辦「照顧者 - 誰來照顧?」研討會 | 看見家庭照顧者:香港/台灣交流,邀得中山醫學大學醫學社會暨社會工作學系助理教授、家庭照顧者關懷總會理事長郭慈安女士出席分享台灣推動照顧者政策和服務的經驗分享。

當日活動前更特設「照顧者咖啡角」,由本會的姊妹擔任咖啡師,以秘方調配的咖啡/茶讓參加的照顧者身、心靈輕鬆一下。

本會希望是次活動可以讓香港及台灣就照顧者有一個交流機會,了解台灣的經驗,改善香港照顧者的處境。照顧者咖啡角及照顧者喘息服務都是台灣現時針對照顧者的倡議項目,希望讓照顧者可以放鬆平日的照顧壓力。 長遠而言,政府應為照顧者提供更多支援,例如照顧者津貼及一站式照顧者支援中心等,減輕照顧者的壓力。

Hosted by the Hong Kong Council of Social Service and co-organized by the Care for Carers and various carer concern groups, the **"Who should take care of carers?" Seminar** was held on 21 October 2018. Ms Kuo Tsu-ann, Assistant Professor of the Department of Medical Sociology and Social Work of Chung Shan Medical University and Chair of the Taiwan Association of Family Caregivers, was invited to share her experience in promoting carer policies and services in Taiwan.

Before the event, a "Carer Coffee Corner" was set up. Our volunteer baristas prepared coffee and tea with their secret recipe to the attendees.

We hope that this event would give Hong Kong and Taiwan an opportunity to communicate with carers, learn about Taiwan's experience, and improve the situation of carers in Hong Kong. The "Carer Coffee Corner" and carer respite service are Taiwan's current initiatives for carers to relax their pressure. In the long run, the government should provide more support to carers, such as carer allowances and one-stop carer support centres to reduce their pressure.







# 社福抗貧聯盟 Anti-Poverty Alliance

社福抗貧聯盟由多個關注貧窮議題及服務的團體及民間組織組成・本會是成員之一。社福抗貧聯盟由成立至今・積極就香港貧窮問題提出意見・舉辦民間公聽會收集民意・並約見相關政府部門提交及討論。

The Anti-Poverty Alliance is comprised of various concern groups and non-governmental organizations that focus on poverty issues and services, of which we are also a member. Since its establishment, the Alliance has been actively voicing opinions on the poverty issue in Hong Kong, organizing public hearings to collect public opinion, and meeting with relevant government departments for opinion submissions and discussions.

# 看見貧窮 1.2.3 民間扶貧公聽會暨抗貧自由約 Public Poverty Summit

位於油麻地的榕樹頭,向來給人的感覺是基層居民生活之地,在2019年3月17日卻在占卜、歌唱、擺賣外,忽然化身為「嚴肅」的議事廳,三百多名市民聚首一堂參與由社福抗貧聯盟,本會是成員團體之一,主辦的「民間扶貧公聽會暨抗貧自由約」,談論香港的貧窮問題;多名嘉賓出席,包括扶貧委員會委員周佩波先生、劉愛詩女士、鄺俊宇立法會議員、鄧家彪立法會議員,關愛基金專責小組增補委員張亮先生、楊綺貞女士及社會創新及創業發展基金專責小組增補委員蔡海偉先生,以及立法會社會福利界邵家臻議員、婦女事務委員會主席陳婉嫻女士和議政組織代表等,亦在場聆聽居民的心聲。

民間扶貧公聽會,聚焦討論了「照顧者、青年、房屋及其他」四個不同的主題,市民發表意見後,出席的扶貧委員會委員亦在場作出了回應。

除公聽會外,大會亦同場進行了「抗貧自由約」,有十多個有展示或提供體驗活動的攤位。本會聯同照顧照顧者平台則在場內設立照顧者Café,讓參加者可以歇一歇腳,了解照顧者所面對的問題,如照顧者的處境、照顧者貧窮化及邊緣化等。「抗貧自由約」有逾千人參與。

Yung Shue Tau, the public square in front of the Tin Hau Temple in Yau Ma Tei, has always felt like a place for grassroots residents. However, on 17 March 2019, apart from fortune-telling, singing, and street vending, it had suddenly morphed into a "Congress Hall". More than 200 citizens gathered to join the "Public Hearing for Poverty Alleviation" organized by the Anti-poverty Alliance to discuss poverty in Hong Kong. Many members of the Commission on Poverty, including Mr Chau Pui-por, Ms Lau Oi-sze, Hon Kwong Chun-yu, Hon Tang Kapiu, Community Care Fund Task Force co-opted member Mr Cheung Leong, Ms Yeung Yee-ching, the Social Innovation and Entrepreneurship Development Fund Task Force co-opted member Mr Chua Hoi-wai, Hon Shiu Ka-chun, and Chair of Women's Commission Ms. Chan Yuen-han participated and representatives of parliamentary organizations were present to listen to the voices of residents.

The hearing focused on discussing four different themes, namely carers, teenagers, housing, and others. After the public expressed their opinions, members of the Commission on Poverty who attended the meeting also responded.

In addition to the public hearing, the organizer also held a "Free Space Against Poverty" with more than a dozen booths that exhibited or provided experience activities. We have worked with the carer platform to set up a Carer Café in the venue, so that participants can take a rest and learn about the problems faced by the carer, such as the carer's situation, the carer's poverty and marginalization. Over 1,000 people participated in the event.



52 倡議焦點

# 【 託兒倡議 Childcare Advocacy

社區託兒名額不足,而私人的託兒服務價格高昂,基層家庭往往難以負擔,婦女因此就成為了當然的「家庭照顧者」 ,失去了外出工作或是發展自己的機會。本會看到基層家庭的需要,亦了解到基層婦女外出工作或是發展自己的先決 條件是子女受到妥當安心的照顧,廉價的託兒服務是達成這些先決條件不可或缺的一部分,因此本會除了在地區服務 中心設立託兒空間外,亦會在大型活動及小組活動中加入託兒支援,同時倡議政府增加基層託兒服務名額,推動專職 褓母及褓母名冊,可持續地發展有質素且廉價的託兒服務。

There are insufficient community childcare quotas, and private childcare services are too expensive for grassroots families. As a result, women have become "family carers" and have lost the opportunity to work outside or develop themselves. We understand the needs of grassroots families. We also know that grassroots women will only go out to work or develop themselves after their children are properly and safely cared for. Therefore, affordable childcare is an integral part of meeting these prerequisites. In addition to setting up childcare spaces in regional service centres, we will also add childcare support to large-scale activities and group activities. At the same time, we will also urge the government to increase the quotas of grass-roots childcare services, promote full-time nannies and nanny register lists, to have sustainable, quality, and affordable childcare services.

# 母親節2018|呀媽我要放「年」假 Mother's Day Campaign 2018|Mama needs "Annual" Leave

母親節活動2018在2018年5月5日舉行,當日有超過五十個家庭,逾一百人參與,並分為媽媽組及兒童組進行。五十位媽媽先在小欖燒烤樂園沙灘上一同收集代表她們照顧壓力的沙子,並由香港中文大學精神科學系教授暨本會名譽顧問林翠華教授帶領用沙子進行戶外瑜珈,並最後將沙子倒進大型的照顧壓力計中,代表照顧者承受著巨大的壓力,需要真正的休息、放鬆身心以釋放壓力。

六十位小朋友在搖身一變成為大型託兒所的香港專業教育學院(沙田)中活動,並由擔任褓母的社會工作高級文憑學生照顧,讓學生體驗兒童照顧者平日照顧工作中的辛勞。同時,亦反映香港目前的基層託兒服務甚為不足,像可以容納50人以上的大型託兒所少之又少,令基層家庭的媽媽難以安心的外出工作。雖然政府在施政報告中提及增加了300個資助獨立幼兒中心名額,但相信仍然未足夠應付基層家庭所需。

The Mother's Day Campaign 2018 was held on 5 May 2018, with over 50 families and a total of more than 100 participants. They were divided into mothers and children groups. Fifty mothers first collected sand, which represented their stress, on Siu Lam BBQ by the Beach. They were led by Professor Lam Chiuwa, Linda, Professor of the Psychiatry Department of the Chinese University of Hong Kong and Honorary Consultant of HKFWC, and used the sand for outdoor yoga. In the end, they poured the sand into a big "care pressure gauge", which means that the carers are under tremendous pressure and need real rest to release their stress.

Sixty children took part in an event organized by the Hong Kong Institute of Vocational Education (Shatin). They were taken care of by the students of the Higher Diploma in Social Work, allowing these students to experience the toil of child carers during their daily care. At the same time, it also reflects that Hong Kong's current grassroots childcare services are very inadequate. There are few large-scale nurseries that can accommodate more than 50 people, making it difficult for mothers of grassroots families to go out to work with peace of mind. Although the government mentioned in its Policy Address that they have added 300 more spots for subsidized independent childcare centres, it is believed that it is still not enough to meet the needs of grassroots families.



# 國際婦女節 IWD 2019



# 國際婦女節2019|兒童照顧者 International Women's Day 2019|Child Carer

香港婦女中心協會自2011年開始,每年均會於國際婦女節組織婦女行動,藉此向社會及政府表達婦女的訴求,爭取性別公義。今年在國際婦女節前夕(2019年3月3日),本會聯同過百名婦女及兒童於政府總部東翼前地,舉辦以「兒童照顧者」為主題的行動,藉發佈「兒童照顧者與精神健康」調查結果及「谷氣壓力計」,喚起社會關注兒童照顧者的困境,並要求政府正視兒童照顧者的需要,加強對兒童照顧者的支援,增加託兒名額,改善兒童照顧者的處境。

Since 2011, we have organized different events on the International Women's Day every year to show women's aspirations to society and the government, and fight for gender justice. This year, on the eve of International Women's Day (3 March 2019), we, together with over a hundred women and children, have held an action on the theme of "Child Carer" in the East Wing Forecourt of the Government Headquarters. Through releasing the survey results of "Child Carers and Mental Wellness" and "Pressure Gauge", we hoped to arouse public concern over the plight of child carers and press the government to address the needs of child carers, strengthen support for child carers, increase childcare places, and improve the situation of child carers.

## 兒童照顧者齊發聲 We voice what we need

活動有多位兒童照顧者在台上親述她們的照顧壓力;三名立法會議員,包括張超雄立法會議員、黃碧雲立法會議員及容海恩立法會議員均有到場支持兒童照顧者;另外,照顧照顧者平台代表楊佩艮女士、香港婦女勞工協會總幹事胡美蓮女士及一眾照顧者亦有到場就兒童照顧者議題發言。多名嘉賓及一眾兒童照顧者在活動結尾將代表照顧壓力的玩具球放入「谷氣壓力計」,寓言壓力滿瀉。

During the event, a number of child caregivers described their care pressure on the stage. Three Legislative Councillors, including Hon Cheung Chiu-hung, Hon Wong Pik-wan, and Hon Yung Hoi-yan were present to support child carers. Ms Yeung Pui-yan, the representative of Care for Carers, Ms. Wu Mei-lin, the director of the Hong Kong Women Workers' Association, and a group of carers also spoke on the topic of child carers. At the end of the event, guests and child carers put a toy ball representing the pressure of care into a "Pressure Gauge", symbolizing that the pressure was too much.

# 離異支援 Divorce Support

# 57% 精神健康受抑鬱情緒困擾 mental health is affected by negative emotions 主要壓力來源 The main sources of stress 子女 Children 70% 財政 Finance

健康 Health

兒童照顧者精神壓力大 託兒服務改善處境 **Affordable Childcare Service to Support Child Carer** 

本會於2018年11月至2019年1月進行了「兒童照顧者與精神健康調 查」,受訪對象為育有十二歲以下的兒童照顧者。問卷設有兩個部 分,第一部分參考了「流行病學研究中心抑鬱量表(CESD)」,以了 解兒童照顧者的精神健康狀況;第二部分則集中在兒童照顧者的照 顧狀況。在443份有效問卷中,發現近六成(57%)的兒童照顧者精神 壓力評分達16分或以上,顯示照顧者的精神健康受抑鬱情緒困擾, 當中七成(70%)情況較為嚴重(分數為22分或以上),顯示可能患上抑 鬱症。而壓力來源方面則主要是子女(70%)、財政(53%)、健 康(39%),反映子女是兒童照顧者的主要壓力來源。

調查亦發現76%受訪者表示自己是主要的兒童照顧者,但曾使用託 兒服務(託兒服務並不包括幼稚園及小學)的受訪者只有2%。沒 有使用託兒服務的主要原因是因為服務名額不足(25%)、沒有找 到相關服務(23%)及輪候時間長(18%),三項原因都指向出託 兒服務的供應不足的狀況,而令到受訪者沒有使用到託兒服務。另 外,70%的受訪者認同託兒服務有助減輕照顧壓力及85%的受訪者 認同有質素及廉價的託兒服務,對改善照顧處境有幫助,顯示出兒 童照顧者均有託兒服務的需求。受訪者中有57% 是家庭主婦,在職 的兒童照顧者(包括全職及兼職)則有32%。

We have conducted a "Child Carer and Mental Wellness Survey" from November 2018 to January 2019. Respondents were child carers with children under the age of 12. The questionnaire is divided into two parts. The first part refers to the Center for Epidemiological Studies Depression Scale (CESD) to understand the mental health of child carers. The second part focuses on the care of child carers. Among the 443 valid questionnaires, it was found that nearly 60% (57%) of child carers had a mental stress score of 16 or higher, indicating that carer's mental health is affected by negative emotions, 70% of which are more severe (22 points or higher), meaning that they may suffer from depression. The main sources of stress are children (70%), finance (53%) and health (39%), which shows that children are the main sources of stress for child carers.

The survey also found that 76% of the respondents were the main child carers, but only 2% of them had used childcare services (excluding kindergartens and primary schools). The main reasons for not using childcare services are insufficient service places (25%), related services not found (23%), and long waiting times (18%). All three reasons point to the insufficient supply of childcare services. Moreover, 70% of the respondents agreed that childcare services can help reduce the pressure of care and 85% of respondents agreed that quality and affordable childcare services are helpful to improve the care situation. 57% of the respondents were housewives, and 32% were working child carers (both full-time and part-time).

# 託兒關注組 Childcare Concern Group

託兒關注組由一群關心社區託兒服務的婦女組成,共同策劃本會有關於託兒倡議的行動、接受媒體就託兒政策的訪 問、構思並向政府及立法會提交意見書等,期望通過集體的力量,為社區爭取更多有利於基層家庭的託兒政策。

The Childcare Concern Group is formed by a group of women who care about community childcare services. They jointly plan the actions of our childcare initiatives, accept media interviews on childcare policies, and come up with ideas for proposals to the government and the Legislative Council. We hope that, through collective efforts, we can fight for more childcare policies for the community at the grassroots level.

由本會成立之初,離異支援都是本會的重點之一,除了常設的婦女求助熱線及免費律師面見諮詢服務外,更組織倡議 小組為姊妹發聲,當中改善贍養費的收取是目前倡議小組的核心議題之一。

Since our establishment, divorce support has been one of our focuses. In addition to the existing Women's Helpline and Free Legal Advice Clinic, we have also formed an advocacy group to speak for women. Among them, the improvement of the maintenance fee collection is one of the core issues of our advocacy group.



離婚支援倡議小組 **Divorce Support Advocacy Group** 

香港的離婚支援落後,加上近年政府力推父母責任,在缺乏 支援配套下,離婚婦女備受壓力。離婚支援倡議小組是由一 群離婚過來人及關心離婚婦女狀況的人士組成,現有10名婦 女成員,就離婚支援及婦女需要積極倡議。

The lack of divorce support in Hong Kong, coupled with the government's push for parental responsibility in recent years, made divorced women feel more stressed due to the lack of support packages. The Divorce Support Advocacy

Group is formed by a group of divorced women and people who care about the situation of divorced women. There are currently 10 women members who actively advocate for divorce support and women's needs.

# 童心情深:社區關懷計劃 Community Care for Parenting Program

單親家庭往往承受很大的情緒壓力,包括子女的情緒、家庭突變的 處理等,很多時候單親婦女都未能知道如何應對。承蒙社會福利署 資助推行一個短期的社區教育計劃 - 童心情深:社區關懷計劃,通 過社區教育工作,提升家長關懷子女情緒的意識,同時應推動大眾 對於單親家庭處境的關注。計劃亦出版一本有關於了解年青子女情 緒的小冊子,讓單親婦女面對子女情緒問題時是可以如何處理。

Single-parent families often suffer from great emotional pressures since they have to handle the emotions of their children as well as sudden family changes. Single mothers often don't know how



to respond. Therefore, the Social Welfare Department has funded a short-term community education project called "Community Care for Parenting Program", which, through community education, raises parents' awareness of their children's emotions and promotes public attention to the situation of single-parent families. The project also features a booklet on the emotions of young children to help single-parent women deal with their children's emotional problems.

56 倡議焦點 倡議焦點 57



# 915九龍區賣旗日 915 Kowloon Flag Day

# 九龍區賣旗日 Kowloon Flag Day 女性應有更多選擇

# Be Your Own Hero慈善賣物會 Charity Sale

艾美模特 (NMe Models) 及贊助商於2018年10月13日及14日舉行《Be Your Own Hero》慈善賣物會,致力推廣女性權益,希望每位女性都能夠成為自 己的英雄,建立「自立、自信、自強」的精神,連結各界,提升公眾意識。 活動當日邀請了多個著名藝人及網絡名人參與,並將所得收益的50%捐予給 本會的婦女服務。

NMe Models and its sponsors held the "Be Your Own Hero" charity sales on 13 and 14 October 2018. This event was dedicated to promoting women's rights and interests, hoping that every woman can become her own hero and build "The spirit of "competence, confidence, and independence". This event aims to connect all walks of life and raise public awareness. Many famous artists and celebrities participated. 50% of the proceeds would be donated to us for the development of women's service.

# 里程103 | 有愛喜悅同樂日 L103HK **Joyful Day of Childcare**

愛心團體「里程103」與本會一同於2018年6月23日在天水圍天瑞商場歡樂廣 場舉辦「有愛喜悅同樂日」,喚起各界關注託兒需求,希望推動政府和業界 在各區增加服務配套。活動同時邀得人氣組合Super Girls成員Aka Chio 趙慧 珊小姐到場支持,並為我們籌得港幣160,000元捐款,令本會可以支援更多低 收入家庭,增加社區託兒服務。

A group L103HK and we held the "Joyful Day of Childcare" at the Happy Plaza of Tin Shui Shopping Centre in Tin Shui Wai on 23 June 2018. This event hopes to arouse the attention of all circles to the needs of childcare and push the government and different industries to enhance childcare service packages in various districts. Aka Chio, a member of the popular Cantopop group Super Girls, came to support, L103HK raised HK \$160,000 for us, and the donations can support more low-income families and enhance community childcare services.

# 01 心意

#### 01 Heart

01心意網上籌款傳播平台與我們舉辦「住家湯」長者‧婦女共享湯水計劃及 金盞花膏計劃,由婦女義工們親手煲湯免費贈予基層家庭。活動既可讓行動 不便的長者免費享受愛心湯,又可透過與其他人分享婦女的廚藝,讓她們達 接社區,與不同人士接觸,提升自信心,是肯定她們的能力。未來本會亦會 推出不同類型的籌款企劃,希望大家可以多多支持。

01 Heart and we have co-organized a "Share Soup" Program for the elderly and Calendula Cream project. Women's volunteers would give free soup to the grassroots families. The event can not only allow elderly people with mobility problems to enjoy the soup for free, but also share women's cooking skills with others. This is also a good chance for them to connect with the community, get to know different people, and enhance their self-confidence. In the future, we will launch different types of fundraising projects and we look forward to your support.

# 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。員工發展工作小組一直致力推動員工的發展,通過不同的工作坊、退修營、職場講座,培育員工在職場上的提升,增加性別敏感度。

The HKFWC cares about the physical and mental development of our 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.

一年一度的退修營於2019年3月16日在突破青年村舉行,藉一天的退修機會讓同工可以沉澱平日的工作,以及建立團隊默契。「倡議」就是「一個人每一日都就有意義的說話」,而倡議正正就是本會的基因之一,對於為婦女發聲,推動社會及政府改革至為重要,單單服務,只能讓有需要的婦女得到支援,但要徹底改善婦女所面對的處境,倡議必不可少。退修營讓同工了解目前本會主要的倡議方向,同時思考如何在自身的服務中加入倡議的元素,讓倡議與服務結合。

The Retreat Camp was held on 16 March 2019 at the Breakthrough Youth Village. Co-workers can take the advantage to think about their daily work and build a stronger team spirit. "Advocacy" means "Speak Meaningfully Every Day", which is one of the core values of HKFWC. If we want to speak for women, we have to push our society and government to reform. Services can only support women in need, but to essentially improve the situation faced by women, advocacy is essential. The retreat camp allows fellow workers to understand the current direction of the Federation's main initiatives, while thinking about how to incorporate the elements of initiatives to our own services.

# 協會言論 Statements

2018/05/04	香港婦女中心協會照顧者互助小組聯會與華明照顧者姊妹互助網絡就香港復康計劃方案之意見書 HKFWC's Carer's Association & Wah Ming's Carer Mutual Support Network's Position Paper on Hong Kong Rehabilitation Programme Plan
2018/05/06	<mark>母親節活動 2018 – 呀媽我要放「年」假</mark> Mother's Day Campaign 2018
2018/05/28	對香港特別行政區根據《消除對婦女一切形式歧視公約》提交的第四次報告的項目大綱意見聯署 Response to the Draft Outline of the Government of the Hong Kong Special Administrative Region Fourth Report under the United Nations Convention on the Elimination of All Forms of Discrimination against Women
2018/10/10	香港婦女中心協會對《行政長官2018年施政報告》之回應 HKFWC's Response to Policy Address 2018
2018/12/10	提交立法會福利事務委員會有關幼兒照顧服務的長遠發展研究的總結報告及政府的跟進措施之意見書 Position Paper to the LegCo Panel on Welfare Services on Consultancy Study on the Long-term Development of Child Care Services
2018/12/12	設立危機支援中心 全面回應性暴力受害人需要 無須東奔西跑尋求援助 減少制度造成之傷害
2010/12/12	Establish Crisis Support Centres in Comprehensive Responses to the Needs of Sexual Violence Victims
2019/01/13	《擱置將領取長者綜援合資格年齡收緊至65歲》網上聯署 Joint Statement on Shelving to Tighten the Eligible Age of CSSA for the Elderly
2019/01/19	提交立法會福利事務委員會就幼兒照顧服務的長遠發展研究之意見書 Position Paper to the LegCo Panel on Welfare Services on Consultancy Study on the Long-term Development of Child Care Services
2019/02/22	提交立法會福利事務委員會就照顧者支援之意見書 Position paper to the LegCo Panel on Welfare Services on Carer's Support
2019/02/27	香港婦女中心協會對《2019-20年度政府財政預算案》之回應 HKFWC's Response to Budget 2019-20
2040 (02 (22	

國際婦女節 2019 - 兒童照顧者支援 佛系政府咪走數 託兒服務唔夠數

International Women's Day 2019 - Child Carer

2019/03/03

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可持續發展基金 Sustainable Development Fund

平等機會委員會 The Equal Opportunities Commission

周大福慈善基金 Chow Tai Fook Charity Foundation

社區投資共享基金 Community Investment and Inclusion Fund

社會福利署 Social Welfare Department

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新生精神康復會 New Life Psychiatric Rehabilitation Association 極地博物館基金 Polar Museum Foundation

當值律師服務 Duty Lawyer Service

義務工作發展局 聖公會李嘉誠護理安老院

Hong Kong Sheng Kung Hui Li Ka Shing Care and Attention Home for the Elderly

聖公會澳門社會服務處 Sheng Kung Hui Macau Social Service Centre 聖雅各福群會 St. James' Settlement

漁農自然護理署 Agriculture, Fisheries and Conservation Department

鳳溪長者鄰舍中心 Fung Kai Neighbourhood Elderly Centre 撐基層墟市聯盟 Alliance on Grassroots Bazaar

樂田園有機農場 樂善堂梁銶琚書院 Lok Sin Tong Leung Kau Kui College

樂富麵句西餅 樂智協會 Lok Chi Association

蓬瀛仙館祥龍圍綜合服務中心 Cheung Lung Wai Integrated Service Centre, Fung Ying Seen Koon

衛生署 Department of Health

環保協進會鳳園 Fung Yuen Butterfly Reserve, Environmental Association

鍾岸縈女士(高級理財策劃顧問)

繁思香港 Boötes Cultural Cooperatives

關注綜援低收入聯盟 Alliance Concerning CSSA

蘇媽廚房 Soma Kitchen

鳴謝

#### 總會 **Head Office**

# 賽馬會麗閣中心

Jockey Club Lai Kok Centre

## 慧思薈 (粉嶺) WISE (Fanling)

## 賽馬會太和中心

**Jockey Club Tai Wo Centre** 

## 慧思薈 (上水) **WISE (Sheung Shui)**

## 賽馬會華富中心 Jockey Club Wah Fu Centre





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HKFWC



**HKFWC** 























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

# Report and Financial Statements

For the year ended 31 March 2019

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To the Members of HONG KONG FEDERATION OF WOMEN'S CENTRES (Registered in Hong Kong under the Societies Ordinance in 1992)



香港中環德輔道中99-105 號大新人壽大廈五字樓 5th Floor, Dah Sing Life Building, 99-105 Des Voeux Road Central, Hong Kong

Tel: (852) 2845 4112 E-Mail: lkycpa@lky.com.hk Fax: (852) 2845 2907 Website: www.lky.com.hk Hong Kong Federation of Women's Centres 香港婦女中心協會

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

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

> > Principal:

張文傑主管 KEN M. K. CHEUNG

#### 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 14 which comprise the statement of financial position as at 31 March 2019, 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 2019, 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 HKSAs 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 HKSAs, 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.

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Certified Public Accountants (Practising)

## **Income Statement**

For the year ended 31 March 2019

		<u>2019</u>	2018
Income	<u>Note</u>	HK\$	HK\$
Funding income and subsidies	5	23,594,195	18,467,959
General donation		18	21,640
Flag day		470,590	200
Programme income		73,875	3,100
Bank interest income		24,918	9,487
The HK Jockey Club Charities Trust		417,395	157,249
		24,580,991	18,659,635
Expenditure			
Auditor's remuneration		6,000	6,000
Advertising		91,367	136,707
Bank charges		740	4,594
Course development		4,279,639	-
Depreciation		19,039	31,776
Instructor fees		5,569,729	4,382,189
Insurance		32,112	35,998
Legal and professional fee		-	5,918
Newspaper and magazines		1,546	1,960
Postage		26,545	27,721
Project expenses		413,317	1,675
Printing and stationery		564,416	419,666
Programme expense		510,840	327,912
Rent paid for premises under operating leases		3,720,553	3,513,338
Rates		57,626	41,000
Repairs and maintenance		13,759	16,232
Retrainee's activities Staff costs		32,195	26,593
- Salaries		6,209,570	5,645,413
- Staff medical		37,716	41,655
Mandatory provident fund		301,716	285,511
- Manuatory provident fund		6,549,002	5,972,579
Sundry expenses		22,049	26,852
Travelling		41,382	28,070
Utilities expenses		108,089	98,228
		22,059,945	15,105,008
		<del></del>	
Surplus for the year	6	2,521,046	3,554,627
Other comprehensive expense			
- (Expenses)/income of Designated Funds		100,300	3,180
- Transfer to HKFWC Ltd (note 1)		-	(1,850,000)
Total comprehensive surplus for the year		2,621,346	1,707,807
· · · · · · · · · · · · · · · · · · ·			

# Statement of Financial Position

as at 31 March 2019

Non-current assets	<u>Note</u>	<u>2019</u> <u>НК\$</u>	<u>2018</u> <u>HK\$</u>
Equipment	8	21,220	40,259
Current assets Accounts receivable Cash and cash equivalents	9 10	9,683,978 7,791,229	1,062,438 7,767,015
Current liabilities	, c	17,475,207	8,829,453
Accounts payable Deferred income	11 12	7,233,940 -	1,228,571 -
Net current assets Net assets		7,233,940 10,241,267 10,262,487	1,228,571 7,600,882 7,641,141
Represented by: -			
Agency Reserves Designated Funds General Fund	13	5,138,625 5,123,862	4,202,499 3,438,642
		10,262,487	7,641,141

The financial statements and notes set out on pages 3 to 10 were approved and authorized for issue by the Executive Committee on - 6 DEC 2019 and signed on its behalf by:

Ms Rita LAM Yu Kiu Honorary Treasurer Dr. Liliane CHAN Chui King Chairperson

## Statement of Changes in Reserves

For the year ended 31 March 2019

Movement for the year Movement for the year **Utilised** and Transfer to released to **Balance** Income of Transfer **Balance** Transfer Balance as at Surplus for **Designated** between HKFWC Ltd as at Surplus for **Designated** <u>between</u> as at 1.4.2017 (note 1) the year **Funds Funds** Sub-total 1.4.2018 the year **Funds Funds** Sub-total 31.3.2019 HK\$ HK\$ <u>HK\$</u> HK\$ <u>HK\$</u> **Designated Funds** <u>Note</u> HK\$ HK\$ HK\$ HK\$ HK\$ <u>HK\$</u> HK\$ (a) Lai Kok Centre Lai Kok Renovation Fund 102,581 102,581 102,581 13(a) School After Project 13(b) 148,888 148,888 148,888 Other Specific Fund 223,477 223,477 223.477 13(c) Staff Emergency Reserve Fund 13(d) 737,172 1,276,197 1,276,197 2,013,369 775,826 775,826 2,789,195 Women's Relief and Support Fund 100 100 34,990 100,300 60.000 160,300 195.290 13(e) 34,890 Maintenance and Development Fund 13(f) 403,602 403,602 403,602 Food Share Donation Fund 13(g) 54,310 3,080 3,080 57,390 57,390 Wah Fu II Renovation & Development Fund 13(h) 300,000 (300,000)(300,000)(b) Tai Wo Centre Film Gala of "the Day Tripper" 33,864 33.864 13(i) 33,864 Fook Wo House 13(j) 202.201 750,000 750.000 952.201 952.201 Other Specific Fund 13(c) 232,137 232,137 232,137 Sub-total 2,473,122 3,180 2,026,197 (300,000) 1,729,377 4,202,499 100,300 835,826 936,126 5,138,625 General Fund 3,460,212 3,554,627 (2,026,197) (1,550,000) (21,570)3,438,642 2,521,046 (835,826) 1,685,220 5,123,862 Total 5,933,334 3,554,627 3,180 (1,850,000)1,707,807 7,641,141 2,521,046 100,300 2,621,346 10,262,487

#### **Statement of Cash Flows**

	<u>2019</u>	<u>2018</u>
Cash flows from operating activities	HK\$	HK\$
Total comprehensive surplus for the year	2,621,346	1,707,807
Adjustments for		
- Bank interest income	(24,918)	(9,487)
- Depreciation	19,039	31,776
Operating cash flow before working capital changes	2,615,467	1,730,096
(Increase)/decrease in accounts receivable	(8,621,540)	2,347,573
Increase/(decrease) in accounts payable	6,005,369	(13,509)
Decrease in deferred income	-	(795,822)
Net cash (used in)/ generated from operating activities	(704)	3,268,338
Cash flows from investing activities		
- Bank interest received	24,918	9,487
Net increase in cash and cash equivalents  Cash and cash equivalents	24,214	3,277,825
- As at 1 April	7,767,015	4,489,190
- As at 31 March	7,791,229	7,767,015

#### 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 2019 is 19 (2018: 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"). Dawing Views 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). 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. 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.

#### d. Revenue recognition

Government subvention and general donations are recognized on receivable basis and 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.

#### e. Employee benefits

Employee entitlements to annual leave and long service leave are recongised 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.

#### f. 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.

#### 3. Summary of significant accounting policies (cont'd)

#### g. 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.

	<u>2019</u>	<u>2018</u>
5. Funding income and subsidies	HK\$	HK\$
Deferred income utilised and released during the year (note 9)		
- Sustainable Development Fund (SDF684)	752,505	618,334
Government subvention		
- Employees Retraining Board (note 9)	22,831,863	17,497,405
- Adult Education (note 11)	-	53,528
Yin Shin Leung Charitable Foundation	-	221,040
Contributions for programme	9,827	77,652
	23,594,195	18,467,959
6. Surplus before tax	<del></del>	
The surplus before tax is arrived at after charging the following items,	2019	2018
Executive Committee's Remuneration	<u>HK\$</u>	HK\$
- as Executive Committee	-	-
- for management	<del>_</del>	
	<del></del>	-

#### 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	Office equipment	<u>Total</u>
o. Equipment	HK\$	HK\$	HK\$
Cost			
As at 1.4.2017, 1.4.2018 and 31.3.2019	145,893	124,240	270,133
Accumulated depreciation			
As at 1.4.2017	133,245	64,853	198,098
Charge for the year	12,648	19,128	31,776
As at 1.4.2018	145,893	83,981	229,874
Charge for the year	<del>_</del>	19,039	19,039
As at 31.3.2019	145,893	103,020	248,913
Carrying amount			
As at 31.3.2019	<u>=</u>	21,220	21,220
As at 31.3.2018		40,259	40,259
		<del></del>	<del></del>

The principal annual rates used for depreciation are as follows:

Computer 33.3% Office equipment 20%

	<u>2019</u>	<u>2018</u>
9. Accounts receivable	HK\$	HK\$
The country is a contract		
Utility deposit	35,000	_
Other receivables and prepayments	1,010,091	948,624
Amount due from Employee Retaining Board (note i)	1,199,940	-
Amount due from Sustainable Development Fund Project (note ii)	283,750	113,814
Amount due from HKFWC Ltd (note iii)	7,155,197	-
	9,683,978	1,062,438
Note:		
(i) Amount due from/(to) Employee Retraining Board		
- Transfer balance as at 1 April from account payable (note 11)	(80,540)	237,802
- Funds received	(21,551,383)	(17,815,747)
- Amount utilised and released to the Income Statement (note 5)	22,831,863	17,497,405
- As at 31 March (above/note 11)	1,199,940	(80,540)
	<del></del>	
(ii) Amount due from Sustainable Development Fund Project (SDF 684)		
- Transfer balance as at 1 April from deferred income (note 12)	-	(117,326)
- As at 1 April	113,814	-
- Fund received	(582,569)	(387,194)
- Utilized and released to the Income Statement (note 5)	752,505	618,334
- As at 31 March	283,750	113,814
(iii) The amount due from affiliate organization, Hong Kong Federation		
of Women's Centres Limited (note 1), which is under common control,		
is unsecured, interest-free and has no fixed term of repayment.	2010	0040
	<u>2019</u>	<u>2018</u>
10. Cash and cash equivalents	<u>HK\$</u>	HK\$
Fixed deposits	2,236,388	2,435,354
Cash at bank and on hand	5,554,841	5,331,661
	7,791,229	7,767,015
	<del></del>	
	2019	2018
11. Accounts payable	HK\$	HK\$
Accrued charges	7,233,940	1,049,826
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)	<del>_</del>	<del> </del>
	7,233,940	1,228,571
Note: Received in advance for Adult Education		
- As at 1 April		89,790
	-	
- Transfer to HKFWC Ltd (note 1) - Amount utilised and released to the Income Statement (note 5)	-	(36,262) (53,528)
- Amount utilised and released to the income Statement (note 5)	<u>-</u>	(53,526)
-75 at 01 March		

#### 12. Designated Funds

The movement of designated fund during the year are disclosed in statement of changes in reserves on page 5 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 property in Hong Kong.
- (h) 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.
- (i) It represents donations received for subsidizing recurrent expenses of Tai Wo Centre.
- (j) Tai Wo Fook Wo House represents funds designated for renovation of Tai Wo centre and subsidizing the recurrent expenses of Fook Wo House.

13. Flag day fund	<u>2019</u>	<u>2018</u>
13. Flag day luliu	<u>HK\$</u>	HK\$
(a) Flag day balance		
Balance as at 1 April	375,662	375,462
Flag day income	-	200
Amount utilized during the year	375,662	
Balance as at 31 March		375,662

The funds raised from the captioned fund-raising activity (Public Subscription Permit no. FD/R009/2016) are for Low-income/ Grassroots Families Supporting Project and Community Sustainable Development Project. There is no unused balance will be carried forward.

13. Flag day fund (cont'd)	2019 HK\$	<u>2018</u> HK\$
(b) Flag day balance		
Balance as at 1 April	-	-
Flag day income		
- Others	252,976	-
- Street collection	217,614	-
Less: Flag day expenses	46,876	-
- Amount utilized during the year	-	-
	423,714	

Flag day held on 15 September 2018 (Public Subscription Permit no. FD/R003/2018) are organized by Hong Kong Federation of Womens 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\$423,713.5 will be carried forward and will be used for the same purpose.

#### 14. Significant operating lease commitment

At the reporting date, the Federation had contracted as tenant for the following future minimum lease payments,	<u>2019</u>	<u>2018</u>
	<u>HK\$</u>	HK\$
Within one year	1,173,730	1,084,852
After one year, but within five years.	864,000	309,730
	2,037,730	1,394,582

#### 15. Capital disclosure

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

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

#### 16. Financial instruments

The Federation has classified its financial assets in the following categories:	<u>2019</u> <u>HK\$</u>	<u>2018</u> <u>HK\$</u>
Accounts receivable (note 9)	9,683,978	1,062,438
Cash and cash equivalents (note 10)	7,791,229	7,767,015
	17,475,207	8,829,453
The Federation has classified its financial liabilities in the following categories:	<u>2019</u>	<u>2018</u>
	<u>HK\$</u>	HK\$
Accounts payables (note 11)	7,233,940	1,228,571

All financial instruments are carried at amounts not materially different from their fair values as at 31 March 2019.

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

#### a. Credit risk

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

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

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

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

#### b. Liquidity risk

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

#### 17. Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2019

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 2019 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.



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



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

# Reports and Financial Statements

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Statement of Comprehensive Income	04
Statement of Financial Position	05
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Statement of Cash Flows	07
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# **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 2019.

#### **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 2019 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. CHEUNG Sze Ki
 - appointed on 1.1.2019

 Ms. WONG Pui Ching Carmela
 - resigned on 16.10.2019

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

Ms. CHAN Chui King Chairman

Hong Kong SAR China, - 6 DEC 2019

limited by guarantee)



香港中環德輔道中99-105 號大新人壽大廈五字樓 5th Floor, Dah Sing Life Building, 99-105 Des Voeux Road Central, Hong Kong

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

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

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

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

> > Principal:

張文傑主管 KEN M. K. CHEUNG

#### 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 2019, 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 2019, 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 ("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 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 HKSAs 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 HKSAs, 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.

- 6 DEC 2019

Certified Public Accountants (Practicing)

Hong Kong SAR China,

# Statement of Comprehensive Income

Revenue         Note         LLSS         CRUSH           Funding income and subsidies         5         12,500,321         8,622,865           Cennal denalism         222,788         322,228           Fundiating-Welshalton         222,788         322,228           Fundiating-Lollery word         10         -         15,164           Fundiating-Lollery word         10,000         20,000         20,000           Membership subscriptions         72,000         20,000         20,000           Sundries         99,443         30,000         30,000           Sundries         99,445         30,000         30,000           Sundries         99,445         30,000         30,000           Sundries         99,445         30,000         30,000           Sundries         90,000         9,000         30,000           Advertising         9,000         9,000         30,000           Advertising         9,000         9,000         30,000           Bask clauses         9,000         9,000         30,000           Bask clauses         9,000         9,000         30,000           Bask clauses         9,100         30,000         30,000           <			<u>2019</u>	2018
Part				
General donalion         222,788         282,822           Fundrishing - Lollary yeord         12         - 151,640           Programme income         1,070,388         722,818           Membership subsciptions         30,000         22,070           Office equipment entrall income- Employee Relaining Board         170,000         1,582,016           Sundring         1,687,000         1,882,016           Sundring         1,687,000         1,882,000           Bark interest Income         9,000         9,000           Assistance         2,400         9,000           Adviortising         15,700         10,773           Adviortising         1,500         10,700           Adviortising         1,000         9,000           Adviortising         1,000         9,000           Adviortising         1,000         10,700           Adviortising         1,000         10,700           Adviortising         2,000         10,000           Adviortising         1,000         10,000           Approximation         2,000         10,000           Approximation         2,000         10,000           Approximation         2,000         10,000 <t< td=""><td>Revenue</td><td><u>Note</u></td><td><u>1113φ</u></td><td><u>1 πχφ</u></td></t<>	Revenue	<u>Note</u>	<u>1113φ</u>	<u>1 πχφ</u>
Fundasiaing - Makkathon   12	Funding income and subsidies	5	12,500,321	8,622,865
Fundaming - Lottory worth	General donation		222,768	262,822
Brogame income         1,070,386         722,619           Membership subscriptoris         32,000         2,807,000           Cliffice caupiment rental income-Employee Retaining Beard         750,000         1,302,000           Sundities         959,443         362,000           Early Income         959,443         362,000           Expenditure         8         1,502,000           Auditor's renuneration         9,000         9,000           Additor's renuneration         9,000         9,000           Cleaning Charges and materials         12,073         20,000           Cleaning Charges and materials         13,017         17,778           Expenditure         2,300         80,000           Executive Committee Members' Remuneration         2,300         80,000           Executive Committee Members' Remuneration         1         7,000           Executive Committee Members' Remuneration         2         7,000           Executive Committee Members' Remuneration         1         6,000         6,000           Executive Committee Members' Remuneration         2         6,000         6,000         6,000         6,000         6,000         6,000         6,000         6,000         6,000         6,000         6,000 <th< td=""><td>Fundraising - Walkathon</td><td></td><td>23,210</td><td>97,645</td></th<>	Fundraising - Walkathon		23,210	97,645
Membership subscriptions         32,000         32,000           Office equipment retail income - Employee Retaining Board         782,000         1,382,016           Sundifies         989,443         382,006           Bank interest fincome         989,443         382,006           Expenditure         W         1,500         9,000           Audiors remuneration         9,000         9,000         40,000           Admissed Fee         2,400         2,000         60,000           Bank charges         2,400         20,000         60,000           Clearing charge and materials         13,017         71,778         72,702         72,702         72,002	Fundraising - Lottery event	12	-	151,640
Office equipment rental income - Employee Retaining Board         1.320,016           Sundries         954,248         32,026           Bank interest income         15,657,000         18,022         88           Bank interest income         15,657,000         11,657,000         18,022         88         88         89         80         18,022         88         80         90         <	Programme income		1,070,386	722,619
Bunk interest income         95,0443         362,060           Bank interest income         16,802         87,000           Expenditure           Audio's remuneration         9,000         9,000           Advertising         1,000         9,000           Advisition         2,200         2,000           Bank charges         2,200         2,000           Bank charges         13,017         17,778           Depreciation         273,052         86,067           Executive Committee Members' Remuneration         2         16,777           ess Executive Committee Members' Remuneration         2         1,778           ess Executive Committee Members' Remuneration         2         6,072           ess Executive Committee Members' Remuneration         2         6,072           long and professional fee         6,242         0,771           language and professional fee         11,580         5,092           long and professional fee         20,011         52,812           Projugarme expense         3,385,32         1,766,928           Projugarme expense         3,385,32         1,766,928           Projugarme expense         3,385,32         1,766,928           Reach paid for premises under opera	Membership subscriptions		32,000	26,070
Bank interest income         15.887,00         83           Expenditure           Categoriture         Categoriture           Auditor's menuneration         9,000         9,000           Advertising         12,703         26,030           Affiliated Fee         2,400         2,000           Desire Committed Members         273,052         80,000           Cleaning charges and materials         13,017         11,778           Depreciation         273,052         80,000           Executive Committee Members         273,052         80,000           Executive Committee Members         2         80,000           Executive Committee Members         2         60,000           1 suggested         2         80,000         1,000	Office equipment rental income- Employee Retaining Board		762,080	1,392,016
Expenditure         15.587.010         15.587.010         11.637.820           Auditor's remuneration         9,000         9,000         4,000         26,000         26,000         4,000	Sundries		959,443	362,060
Auditor's remuneration   9,000   9,000   Advortising   12,703   26,030   Advortising   2,400   6,240	Bank interest income		16,802	83
Auditor's remuneration         9,000         9,000           Advertising         12,703         26,030           Affiliated Fe         2,400         9-00           Bank charges         2,398         806           Cleaning charges and materials         13,017         17,778           Depreciation         273,052         86,067           Executive Committee Members Remuneration         273,052         86,067           Executive Committee Members Remuneration         -         -           as Executive Committee Members Remuneration         -         -           Insurance         62,423         40,777           Insurance         62,423         40,771           Insurance         5,972         5,784           Postage         20,011         52,812           Project expenses <t< td=""><td></td><td></td><td>15,587,010</td><td>11,637,820</td></t<>			15,587,010	11,637,820
Auditor's remuneration         9,000         9,000           Advertising         12,703         26,030           Affiliated Fe         2,400         9-00           Bank charges         2,398         806           Cleaning charges and materials         13,017         17,778           Depreciation         273,052         86,067           Executive Committee Members Remuneration         273,052         86,067           Executive Committee Members Remuneration         -         -           as Executive Committee Members Remuneration         -         -           Insurance         62,423         40,777           Insurance         62,423         40,771           Insurance         5,972         5,784           Postage         20,011         52,812           Project expenses <t< td=""><td>Funanditura</td><td></td><td></td><td></td></t<>	Funanditura			
Advertising         12,703         26,000           Affiliated Fee         2,400         -           Bank charges         23,98         806           Cleaning charges and materials         13,017         17,778           Depreciation         273,052         80,067           Executive Committee Members' Remuneration         -         -           - as Executive Committee Members         -         -           - for management         62,423         40,771           Insurance         62,423         40,771           Legal and professional fee         11,560         5,092           Newspaper and magazines         5,972         5,784           Postage         20,011         52,812           Printing and stationery         23,1961         212,424           Programme expanse         403,053         1-76,628           Programme expanse         403,053         1-76,628           Programme expanse         403,053         1-8           Rent paid for premises under operating leases         481,077         443,760           Rates         3,800         4,510           Staff training         90,052         58,218           Staff training         90,052         58,218<	Expenditure			
Affisitated Fee         2,400         -           Bank charges         2,398         806           Cleaning charges and materials         13,017         17,778           Depreciation         273,052         86,067           Executive Committee Members? Remuneration         -         -           as Executive Committee Members         -         -           - for management         -         -           Insurance         62,423         40,771           Legal and professional fee         11,560         5,092           Newspaper and magazines         5,972         5,784           Postage         20,011         52,812           Printing and stationery         20,011         52,812           Project expense         33,85,332         1,576,928           Project expense         430,053         -           Rent paid for premises under operating leases         481,077         443,760           Rates         35,800         45,100           Repairs and maintenance         390,502         58,281           Staff reading         92,052         58,281           Staff reading         4,723         53,682           Staff reading         4,723         53,682 <td>Auditor's remuneration</td> <td></td> <td>9,000</td> <td>9,000</td>	Auditor's remuneration		9,000	9,000
Bank charges         2,398         806           Cleaning charges and materials         13,017         17,778           Depreciation         273,052         86,067           Executive Committee Members' Remuneration         -         -           - as Executive Committee Members         -         -           - for management         -         -         -           Insurance         62,423         40,771           Legal and professional fee         11,560         5,092           Newspaper and magazines         5,972         5,784           Postage         20,011         52,812           Printing and stationery         231,961         212,424           Programme expense         403,053         -           Project expense         403,053         -           Rent paid for premises under operating leases         481,077         443,760           Rates         35,800         45,100           Repairs and maintenance         10,493,298         7,091,110           Staff medical         92,052         58,218           Staff training         10,493,298         7,091,110           Staff training         4,723         53,662           Mandatory provident fund         <	Advertising		12,703	26,030
Cleaning charges and materials         13,017         17,778           Depreciation         273,052         86,067           Executive Committee Members Remuneration         -         -           - as Executive Committee Members         -         -           - for management         -         -           Insurance         62,423         40,771           Legal and professional fee         11,560         5,092           Newspaper and magazines         5,972         5,784           Postage         20,011         52,812           Printing and stationery         231,961         212,424           Project expense         3,385,332         1,576,928           Project expense         403,053         -           Rent paid for premises under operating leases         481,077         443,760           Rates         35,800         45,100           Repairs and maintenance         206,287         169,507           Staff costs         -         -           - Salaries         90,052         58,281           - Staff medical         90,052         36,386           - Staff medical         90,052         36,386           - Staff remedical         16,682         7,455	Affiliated Fee		2,400	-
Depreciation         273,052         86,067           Executive Committee Members' Remuneration         Executive Committee Members         -           - as Executive Committee Members         -         -           - for management         -         -           Insurance         62,423         40,771           Legal and professional fee         11,560         5,092           Newspaper and magazines         5,972         5,784           Postage         20,011         52,812           Printing and stationery         231,961         212,424           Programme expense         3,865,332         1,576,928           Project expense         403,053         -           Rent paid for premises under operating leases         481,077         443,769           Rates         35,800         45,100           Repairs and maintenance         206,287         169,507           Staff medical         92,052         58,218           Staff training         10,493,298         7,091,110           Staff training         92,052         58,218           Mandatory provident fund         19,704         23,347           Travelling         19,704         23,347           Travelling         16	Bank charges		2,398	806
Executive Committee Members   Remuneration   - as Executive Committee Members   -   -   -   -   -   -   -   -   -	Cleaning charges and materials		13,017	17,778
- as Executive Committee Members for management for management for management	Depreciation		273,052	86,067
- for management         62.423         40,771           Insurance         62.423         40,771           Legal and professional fee         11,560         5,092           Newspaper and magazines         5,972         5,784           Postage         20,011         52,812           Printing and stationery         231,961         212,424           Programme expense         403,053         -           Project expense         403,053         -           Rent paid for premises under operating leases         481,077         443,760           Rates         35,800         45,100           Repairs and maintenance         206,227         169,507           Staff costs         10,493,298         7,091,110           - Staff medical         92,052         58,218           - Staff training         92,052         58,218           - Staff training         4,723         53,662           - Mandatory provident fund         529,916         353,353           Travelling         19,704         23,347           Travelling         16,632         7,455           Utilities expenses         227,810         214,650           (Deficitly surplus for the year         (985,171)         <	Executive Committee Members' Remuneration			
Insurance         62,423         40,771           Legal and professional fee         11,560         5,992           Newspaper and magazines         5,972         5,784           Postage         20,011         52,812           Printing and stationery         231,961         212,424           Programme expense         3,385,332         1,756,928           Project expense         403,053            Rent paid for premises under operating leases         481,077         443,760           Rates         35,800         45,100           Repairs and maintenance         206,287         169,507           Staff costs         206,287         169,507           Staff medical         92,052         58,218           - Staff medical         92,052         58,218           - Staff medical         4,723         53,662           - Mandatory provident fund         529,916         353,353           Sundry expenses         11,119,989         7,556,343           Sundry expenses         19,704         22,347           Travelling         16,632         7,455           Utilities expenses         227,810         214,650           Total (Fire Comprehensive income         -	- as Executive Committee Members		-	-
Legal and professional fee         11,560         5,092           Newspaper and magazines         5,972         5,784           Postage         20,011         52,812           Printing and stationery         231,961         212,424           Programme expense         3,365,332         1,576,928           Project expense         403,053         -           Rent paid for premises under operating leases         35,800         45,100           Repairs and maintenance         206,287         169,507           Staff costs         -         -           - Salaries         10,493,298         7,091,110           - Staff medical         92,052         58,218           - Staff training         4,723         53,662           - Mandatory provident fund         11,119,989         7,556,343           Sundry expenses         19,704         23,347           Travelling         16,632         7,455           Utilities expenses         227,810         214,650           (Deficitly surplus for the year         (953,171)         1,144,166           Other comprehensive income         -         1,850,000	- for management		-	-
Newspaper and magazines         5,972         5,784           Postage         20,011         52,812           Printing and stationery         231,961         212,424           Programme expense         3,385,332         1,576,928           Project expense         403,053         -           Rent paid for premises under operating leases         481,077         443,760           Rates         35,800         45,100           Repairs and maintenance         206,287         169,507           Staff costs         -         -           - Salaries         10,493,298         7,091,110           - Staff medical         92,052         58,218           - Staff training         4,723         55,662           - Mandatory provident fund         529,916         353,353           Sundry expenses         11,119,989         7,556,343           Sundry expenses         19,704         23,347           Travelling         16,632         7,455           Utilities expenses         227,810         214,650           16,540,181         10,493,854           (Deficitly surplus for the year         (953,171)         1,144,166           Other comprehensive income         -         1,850,000 <td></td> <td></td> <td>62,423</td> <td>40,771</td>			62,423	40,771
Postage         20,011         52,812           Printing and stationery         231,961         212,424           Programme expense         3,385,332         1,576,928           Project expense         403,053         -           Rent paid for premises under operating leases         481,077         443,760           Rates         35,800         45,100           Repairs and maintenance         206,287         169,507           Staff costs         52,916         52,916           - Staff medical         92,052         58,218           - Staff training         4,723         53,662           - Mandatory provident fund         529,916         353,353           Sundry expenses         11,119,989         7,556,343           Sundry expenses         19,704         23,347           Travelling         16,632         7,455           Utilities expenses         227,810         214,650           (Deficitly surplus for the year         (953,171)         1,144,166           Other comprehensive income         -         1,850,000	Legal and professional fee		11,560	
Printing and stationery         231,961         212,424           Programme expense         3,385,332         1,576,928           Project expense         403,053         -           Rent paid for premises under operating leases         481,077         443,760           Rates         35,800         45,100           Repairs and maintenance         206,287         169,507           Staff costs         -         -           - Staff medical         92,052         58,218           - Staff training         4,723         53,662           - Mandatory provident fund         529,916         353,353           Sundry expenses         19,704         23,347           Travelling         16,632         7,455           Utilities expenses         227,810         214,650           (Deficitly surplus for the year         (953,171)         1,144,166           Other comprehensive income         -         1,850,000	• • • •		5,972	5,784
Programme expense         3,385,332         1,576,928           Project expense         403,053         -           Rent paid for premises under operating leases         481,077         443,760           Rates         35,800         45,100           Repairs and maintenance         206,287         169,507           Staff costs         -         -           - Salaries         10,493,298         7,091,110           - Staff medical         92,052         58,218           - Staff training         4,723         53,662           - Mandatory provident fund         529,916         353,353           Sundry expenses         19,704         23,347           Travelling         16,632         7,455           Utilities expenses         227,810         214,650           (Deficit)/ surplus for the year         (953,171)         1,144,166           Other comprehensive income         -         1,850,000           - Transfer from HKFWC (note 1)         -         1,850,000				
Project expense         403,053         -           Rent paid for premises under operating leases         481,077         443,760           Rates         35,800         45,100           Repairs and maintenance         206,287         169,507           Staff costs         -         -           - Salaries         10,493,298         7,091,110           - Staff medical         92,052         58,218           - Staff training         4,723         53,662           - Mandatory provident fund         529,916         353,353           Sundry expenses         19,704         23,347           Travelling         16,632         7,455           Utilities expenses         227,810         214,650           (Deficit)/ surplus for the year         (953,171)         1,144,166           Other comprehensive income         -         1,850,000				
Rent paid for premises under operating leases       481,077       443,760         Rates       35,800       45,100         Repairs and maintenance       206,287       169,507         Staff costs       -       -         - Salaries       10,493,298       7,091,110         - Staff medical       92,052       58,218         - Staff training       4,723       53,662         - Mandatory provident fund       529,916       353,353         Sundry expenses       11,119,989       7,556,343         Sundry expenses       19,704       23,347         Travelling       16,632       7,455         Utilities expenses       227,810       214,650         (Deficitl/ surplus for the year       (953,171)       1,144,166         Other comprehensive income       -       1,850,000				1,576,928
Rates       35,800       45,100         Repairs and maintenance       206,287       169,507         Staff costs       10,493,298       7,091,110         - Salaries       92,052       58,218         - Staff medical       92,052       58,218         - Staff training       4,723       53,662         - Mandatory provident fund       529,916       353,353         Sundry expenses       19,704       23,347         Travelling       16,632       7,455         Utilities expenses       227,810       214,650         (Deficitly surplus for the year       (953,171)       1,144,166         Other comprehensive income       -       1,850,000				-
Repairs and maintenance       206,287       169,507         Staff costs       10,493,298       7,091,110         - Staff medical       92,052       58,218         - Staff training       4,723       53,662         - Mandatory provident fund       529,916       353,353         Sundry expenses       19,704       23,347         Travelling       16,632       7,455         Utilities expenses       227,810       214,650         (Deficitly/ surplus for the year       (953,171)       1,144,166         Other comprehensive income       -       1,850,000				
Staff costs       10,493,298       7,091,110         - Salaries       92,052       58,218         - Staff medical       92,052       58,218         - Staff training       4,723       53,662         - Mandatory provident fund       529,916       353,353         Sundry expenses       19,704       23,347         Travelling       16,632       7,455         Utilities expenses       227,810       214,650         (Deficit)/ surplus for the year       (953,171)       1,144,166         Other comprehensive income       -       1,850,000				
- Salaries       10,493,298       7,091,110         - Staff medical       92,052       58,218         - Staff training       4,723       53,662         - Mandatory provident fund       529,916       353,353         Sundry expenses       11,119,989       7,556,343         Sundry expenses       19,704       23,347         Travelling       16,632       7,455         Utilities expenses       227,810       214,650         (Deficit)/ surplus for the year       (953,171)       1,144,166         Other comprehensive income         - Transfer from HKFWC (note 1)       -       1,850,000	·		206,287	169,507
- Staff medical       92,052       58,218         - Staff training       4,723       53,662         - Mandatory provident fund       529,916       353,353         Sundry expenses       11,119,989       7,556,343         Sundry expenses       19,704       23,347         Travelling       16,632       7,455         Utilities expenses       227,810       214,650         (Deficit)/ surplus for the year       (953,171)       1,144,166         Other comprehensive income         - Transfer from HKFWC (note 1)       -       1,850,000				
- Staff training       4,723       53,662         - Mandatory provident fund       529,916       353,353         11,119,989       7,556,343         Sundry expenses       19,704       23,347         Travelling       16,632       7,455         Utilities expenses       227,810       214,650         (Deficit)/ surplus for the year       (953,171)       1,144,166         Other comprehensive income       -       1,850,000         - Transfer from HKFWC (note 1)       -       1,850,000				
- Mandatory provident fund  529,916 353,353  11,119,989 7,556,343  Sundry expenses 19,704 23,347  Travelling 16,632 7,455  Utilities expenses 227,810 214,650 16,540,181 10,493,654  (Deficit)/ surplus for the year (Deficity) surplus for the year Other comprehensive income - Transfer from HKFWC (note 1) - 1,850,000				
Sundry expenses         11,119,989         7,556,343           Sundry expenses         19,704         23,347           Travelling         16,632         7,455           Utilities expenses         227,810         214,650           16,540,181         10,493,654           Other comprehensive income           - Transfer from HKFWC (note 1)         -         1,850,000	· ·			
Sundry expenses         19,704         23,347           Travelling         16,632         7,455           Utilities expenses         227,810         214,650           16,540,181         10,493,654           (Deficit)/ surplus for the year         (953,171)         1,144,166           Other comprehensive income         -         1,850,000	- Mandatory provident fund			
Travelling         16,632         7,455           Utilities expenses         227,810         214,650           16,540,181         10,493,654           (Deficit)/ surplus for the year         (953,171)         1,144,166           Other comprehensive income         -         1,850,000				
Utilities expenses         227,810         214,650           16,540,181         10,493,654           (Deficit)/ surplus for the year         (953,171)         1,144,166           Other comprehensive income         -         1,850,000           - Transfer from HKFWC (note 1)         -         1,850,000	• •			·
16,540,181	-			
(Deficit)/ surplus for the year (953,171) 1,144,166 Other comprehensive income - Transfer from HKFWC (note 1) - 1,850,000	Utilities expenses			
Other comprehensive income  - Transfer from HKFWC (note 1)  - 1,850,000			16,540,181	10,493,654
- Transfer from HKFWC (note 1) - 1,850,000	(Deficit)/ surplus for the year		(953,171)	1,144,166
- Transfer from HKFWC (note 1) - 1,850,000			• • •	
Total comprehensive (expenses)/ income and (deficit)/surplus for the year (953,171) 2,994,166			-	1,850,000
Total comprehensive (expenses)/ income and (deficit)/surplus for the year (953,171) 2,994,166				
<del></del>	Total comprehensive (expenses)/ income and (deficit)/surplus for the year		(953,171)	2,994,166

## Statement of Financial Position

as at 31 March 2019

		<u>2019</u>	<u>2018</u>
Non-current assets	<u>Note</u>	HK\$	HK\$
Equipment	7	888,948	220,913
Current assets			
Accounts receivable	8	3,186,351	3,212,357
Cash and cash equivalents		7,599,485	1,811,473
		10,785,836	5,023,830
Current liabilities			
Accounts payable	9	8,057,830	793,742
Deferred income	10	1,651,944	1,532,820
		9,709,774	2,326,562
Net current assets		1,076,062	2,697,268
Net assets		1,965,010	2,918,181
Represented by: -			
Agency Reserve			
Designated Funds	11	3,215,288	1,850,000
General Fund		(1,250,278)	1,068,181
		1,965,010	2,918,181

The financial statements and notes set out on pages 4 to 12 were approved and authorized for issue by the Executive Committee on - 6 DEC 2019 and signed on its behalf by:

Ms. CHAN Chui King Executive Committee Member Ms. LAM Yu Kiu Executive Committee Member

# Statement of Changes in Reserve

Designated Funds	<u>Note</u>	<u>Balance as at</u> 1.4.2017 <u>HK\$</u>	Transfer from HKFWC (note 1)	Surplus for the year HK\$	<u>Balance as at</u> 1.4.2018 <u>HK\$</u>	<u>Transfer</u> <u>between funds</u> <u>HK\$</u>	Surplus for the year HK\$	<u>Balance as at</u> <u>31.3.2019</u> <u>HK\$</u>
Lai Kok Centre	Note							
- Wah Fu II Renovation & Development Fund	11(a)	-	600,000	-	600,000	1,200,000	-	1,800,000
- Child Care Service Fund	11(b)	-	300,000	-	300,000	165,288	-	465,288
Tai Wo Centre - Service Development in the New Territories	11(c)	-	950,000	-	950,000	-	-	950,000
Sub-total			1,850,000		1,850,000	1,365,288		3,215,288
General Fund		(75,985)	-	1,144,166	1,068,181	(1,365,288)	(953,171)	(1,250,278)
Total		(75,985)	1,850,000	1,144,166	2,918,181		(953,171)	1,965,010

#### **Statement of Cash Flows**

Cash flows from operating activities	<u>2019</u> НК\$	<u>2018</u> <u>HK\$</u>
Total comprehensive (deficit)/surplus for the year Adjustments for	(953,171)	2,994,166
- Bank interest income	(16,797)	(83)
- Depreciation	273,052	86,067
Operating cash flow before working capital changes	(696,916)	3,080,150
- Decrease/(increase) in accounts receivable	26,006	(2,477,181)
- Increase /(decrease) in accounts payable	7,264,088	(221,609)
- Increase in deferred income	119,124	1,532,820
Net cash generated from operating activities	6,712,302	1,914,180
Cash flows from investing activities		
- Bank interest received	16,797	83
- Purchase of equipment	(941,087)	(152,892)
Net cash used in investing activities	(924,290)	(152,809)
Net increase in cash and cash equivalents		
Cash and cash equivalents	5,788,012	1,761,371
- As at 1 April	1,811,473	50,102
- As at 31 March	7,599,485	1,811,473

#### 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"), Dawning Views 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 (notes 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. 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.

#### d. 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.

#### e. 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.

#### 3. Summary of significant accounting policies (cont'd)

#### f. 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.

#### g. 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	<u>2019</u>	<u>2018</u>
Revenue represents contributions received for programs held during the year.	HK\$	HK\$
Income utilised and released during the year		
- Oxfam Hong Kong 2017 (note 8)	-	491,250
- The HK Jockey Club Charities Trust (WOW) (note 8)	1,001,527	65,176
- The HK Jockey Club Charities Trust (NOW) (note 8)	1,305,480	1,203,237
- The HK Jockey Club Charities Trust (ABC Project) (note 8)	1,506,233	-
- The HK Jockey Club Charities Trust (Wah Fu II) (note 8)	403,054	-
- The Community Chest of Hong Kong - baseline allocation	2,723,900	2,642,600
- Chow Tai Fook Foundation (note 10)	538,890	-
- Yin Shin Leung Charitable Foundation	423,600	126,920
- The Community Chest of Hong Kong - Chest Time Limited (note 8)	733,551	858,899
- Fu Tak lam Foundation (note 8)	1,106,148	593,590
	9,742,383	5,981,672
Government subvention		
- Adult Education (note 9)	38,309	30,049
- Rent and rates subsidies from Social Welfare Department	480,280	488,860
- The Community Investment and Inclusion Fund (0034-23) (note 8)	412,811	828,748
- The Community Investment and Inclusion Fund (0033-23) (note 8)	604,366	833,764
- The Community Investment and Inclusion Fund (0010-26) (note 8)	769,519	399,603
Contributions for programme	452,653	60,169
	12,500,321	8,622,865

#### 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	Computer equipment	Office equipment	<u>Total</u>
Cost	HK\$	<u>HK\$</u>	HK\$
As at 1.4.2017	45,516	120,108	165,624
Addition during the year	136,000	16,892	152,892
As at 1.4.2018	181,516	137,000	318,516
Addition during the year	80,509	860,578	941,087
As at 31.3.2019	262,025	997,578	1,259,603
Accumulated depreciation			
As at 1.4.2017	3,776	7,760	11,536
Charge for the year	60,157	25,910	86,067
As at 1.4.2018	63,933	33,670	97,603
Charge for the year	79,809	193,243	273,052
As at 31.3.2019	143,742	226,913	370,655
	=======================================		
Carrying amount			
As at 31.3.2019	118,283	770,665	888,948
As at 31.3.2018	117,583	103,330	220,913

The principal annual rates used for depreciation are as follows:

Computer equipment 33.3% Office equipment 20%

	<u>2019</u>	<u>2018</u>
8. Accounts receivable	HK\$	HK\$
Utility deposits	608,447	608,448
Prepayments and other receivables	174,053	200,077
Amount due from the HK Jockey Club Charities Trust (note i)	1,812,265	383,706
Amount due from Oxfam HK (note ii)	-	39,368
Amount due from Chest Time Limited (note iii)	-	694,099
Amount due from the Community Investment and Inclusion Fund (note iv)	591,586	1,116,615
Amount due from Fu Tak lam Foundation (note v/ note 10)	-	71,839
Amount due to HKFWC (note 9)		98,205
Middle	<u>3,186,351</u>	3,212,357
Note:		
(i) Amount due from the HK Jockey Club Charities Trust		
New Opportunities for Women ("NOW")		
- As at 1 April	383,706	(040.504)
- Funds received	(986,983)	(819,531)
- Utilised and released to the Income Statement (note 5) - As at 31 March	1,305,481	1,203,237
New Opportunities for Women ("WOW")	702,204 	383,706
- Transfer balance as at 1 April from deferred income (note 10)	(259,824)	_
- Fund received	(461,033)	_
- Utilized and released to the Income Statement (note 5)	1,001,527	-
- As at 31 March	280,670	
The HK Jockey Club Charities Trust (Wah Fu II)		
- Utilised and released to the Income Statement (note 5)	403,054	-
- As at 31 March	403,054	-
The HK Jockey Club Charities Trust (ABC)		
- Funds received	(1,079,896)	-
- Utilised and released to the Income Statement (note 5)	1,506,233	
- As at 31 March	426,337	
	<u>1,812,265</u>	383,706
(ii) Amount due from Oufon III/		
(ii) Amount due from Oxfam HK - As at 1 April	39,368	
- Amount transferred from HKFWC	-	20,118
- Fund received	(39,368)	(472,000)
- Utilised and released to the Income Statement (note 5)	-	491,250
- As at 31 March	<del></del>	39,368
		<del></del>
(iii) Amount due from Chest Time Limited		
- As at 1 April	694,099	-
- Amount transferred from HKFWC	- (4.407.050)	248,467
- Fund received	(1,427,650)	( <b>413,267</b> ) 858,899
- Utilized and released to the Income Statement (note 5)     - As at 31 March	733,551	694,099
- AG at OT Maron		
(iv) Amount due from Community Investment and Inclusion Fund		
Project (0034-23)		
- As at 1 April	231,570	-
- Amount transfer from HKFWC	-	436,446
- Fund received	(644,381)	(1,033,624)
- Utilized and released to the Income Statement (note 5)	412,811	828,748
- As at 31 March		231,570
Project (0033-23)	405.440	
- As at 1 April	485,442	- 207 270
- Amount transfer from HKFWC - Fund received	(894,564)	387,378 ( <b>735,700</b> )
- Utilised and released to the Income Statement (note 5)	604,366	833,764
- As at 31 March	195,244	485,442
Project (0010-26)		
- As at 1 April	399,603	-
- Fund received	(772,780)	-
- Utilised and released to the Income Statement (note 5)	769,519	399,603
- As at 31 March	396,342	399,603
	591,586	1,116,615
(v) Amount due from Fu Tak lam Foundation		
- As at 1 April	71,839	-
- Fund received	(1,222,173)	(521,751)
- Utilized and released to the Income Statement (note 5)	1,106,148	593,590
- Transfer balance as at 31 March to deferred income (note 10)	44,186	-
- As at 31 March	-	71,839

	<u>2019</u>	<u>2018</u>
9. Accounts payable	HK\$	HK\$
Accrued charges	819,379	727,217
Amount due to HKFWC	7,155,199	-
Received in advance for Adult Education (note below)	83,252	66,525
	8,057,830	793,742

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

Note: Received in advance for Adult Education	HK\$	HK\$
As at 1 April	66,525	-
Transfer from HKFWC	-	(36,262)
Fund received	55,036	132,836
Utilised and released to the Income Statement (Note 5)	(38,309)	(30,049)
As at 31 March	83,252	66,525

			Utilised and			Utilised and	<u>Transfer</u>	
			released			released	from/(to)	
			to Income			to Income	<u>account</u>	
	Transfer from	<u>Donation</u>	Statement	As at	<u>Donation</u>	Statement	<u>receivable</u>	As at
10. Deferred income	<u>HKFWC</u>	received	(note 5)	31.3.2018	received	(note 5)	(note 8)	31.3.2019
	<u>HK\$</u>	<u>HK\$</u>	<u>HK\$</u>	HK\$	HK\$	HK\$	<u>HK\$</u>	<u>HK\$</u>
(a) Lai Kok Centre								
Chow Tai Fook Foundation (a)	-	594,500	-	594,500	_	(538,890)	-	55,610
Chow Tai Fook Foundation- FS2.0 (b)	-	-	-	-	873,652	-	-	873,652
The HK Jockey Club Charities Trust (c)	-	325,000	(65,176)	259,824	_	-	(259,824)	-
School After Project (d)	64,956	-	-	64,956	_	-	-	64,956
Women Empowerment Fund (e)	5,854	-	-	5,854	_	-	-	5,854
	70,810	919,500	(65,176)	925,134	873,652	(538,890)	(259,824)	1,000,072
(b) Tai Wo Centre								
Women Empowerment Fund (e)	15,707	-	-	15,707	-	-	-	15,707
Renovation of new centre (f)								
- 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
	607,686		-	607,686		-	-	607,686
(c) WISE Centres								
Fu Tak lam Foundation (g)	-	-	-	-	-	-	44,186	44,186
Total	678,496	919,500	(65,176)	1,532,820	873,652	(538,890)	(215,638)	1,651,944

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 women's skills improvement and community economic participation.
- (c) It represents funds to implement an early mental health intervention project for women-in need in Hong Kong.
- (d) It represents donations received for the project named "After School Care Services" to sustain our after school care services.
- (e) It represents donations received to support the related expenses for women to attend conferences and workshops.
- (f) It represents donations received for establishment of the new Tai Wo Centre, and expansion of services.
- (g) It represents donations received for building up women care-givers' mutual support network in Wah Ming Estate (Phase II).

#### 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	2019			2018		
	Fund raising			<u>Fund raising</u>		
	<u>General</u>	<u>activity</u>	<u>Total</u>	<u>General</u>	<u>activity</u>	<u>Total</u>
	HK\$	HK\$	HK\$	HK\$	HK\$	HK\$
As at 1 April	106,333	34,736	141,069	-	-	-
Income from sale of lottery tickets	-	-	-	118,020	33,620	151,640
Donation received	-	-	-	1,720	1,481	3,201
Expenditure for the event	(106,333)	(34,736)	(141,069)	(13,407)	(365)	(13,772)
Net surplus for the lottery events				106,333	34,736	141,069

The funds raised from the captioned fund-raising activity (Public Subscription Permit no. 2017/306/1) are for promoting the awareness on single mothers and supporting services for grassroots women. There is no unused balance will be carried forward.

#### 13. Significant operating lease commitment

		429,000
After one year, but within five years.	-	-
Within one year	-	429,000
At the reporting date, the Federation had contracted as tenant for the following future minimum lease payments,	<u>HK\$</u>	HK\$
	<u>2019</u>	<u>2018</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

	<u>2019</u>	<u>2018</u>
The Federation has classified its financial assets in the following categories:	HK\$	HK\$
Accounts receivable (note 8)	3,186,351	3,212,357
Cash and cash equivalents	7,599,485	1,811,473
	10,785,836	5,023,830
	<u>2019</u>	<u>2018</u>
The Federation has classified its financial liabilities in the following categories:	<u>HK\$</u>	HK\$
Accounts payables (note 9)	8,057,830	793,742
Deferred income (note 10)	1,651,944	1,532,820
	9,709,774	2,326,562

All financial instruments are carried at amounts not materially different from their fair values as at 31 March 2019.

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 2019

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 2019 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.

