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HONG KONG FEDERATION OF WOMEN'S CENTRES LIMITED 香港婦女中心協會有限公司

2024 » 2025 ANNUAL REPORT 年度報告

# HONGKONG FEDERATION of WOMEN'S CENTRES

## ANNUAL REPORT 2024 » 2025



## 目錄 CONTENT

2 機構簡介  
Agency Profile

4 名譽會長獻辭  
Message from the Honorary President

6 回顧及展望 | 主席及總幹事報告  
Report by the Chairperson and Director

10 工作成效  
Key Figure

12 服務報告  
Service Report

36 倡議  
Advocacy

44 籌募及傳訊  
Fundraising & Corporate Communication

49 會員及義工發展  
Membership & Volunteer Development

51 同工關係及發展  
Staff Relations and Development

53 財務摘要  
Financial Highlights

58 機構管治  
Corporate Governance

68 鳴謝名單  
Acknowledgement

## 機構簡介 AGENCY PROFILE

在1970年代，香港婦女協會（現已解散）的「保護婦女運動」成功引起了公眾關注當時傳媒處理性暴力受害者新聞的手法，及後組成了婦女中心小組委員會，並於1981年5月5日開設一條處理公眾查詢的電話熱線，專線設在前市政局議員葉錫恩女士的辦公室內，由一群熱心義工負責接聽。1985年，婦女中心建址深水埗麗閣邨，於香港婦女協會轄下持續發展，並有獨立的執行委員會。

1992年9月，婦女中心註冊成為社團，並易名為「香港婦女中心協會」（簡稱「本會」）。1996年，本會在大埔太和邨成立太和中心，擴展新界區的服務，於2014年及2016年分別於粉嶺及上水開設第三及第四所服務中心，名為「慧思薈」，進一步拓展新界北區的服務，服務更多有需要的家庭。2019年11月，位於華富邨的服務中心投入服務，服務港島南區有需要的婦女及其家庭。2021年1月，成立思妍中心為有需要的婦女提供精神健康服務。2023年11月，設立位於新蒲崗的社企辦公室，以拓展「愛·耆跡」的業務至九龍東。2024年，本會分別於粉嶺及深水埗成立兩所賽馬會照顧者中心及籌備於祥龍圍邨的福利單位設立綜合服務中心，進一步服務深水埗及北區有需要的婦女。

隨着服務發展漸多元化，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。本會已經把所有社團註冊的資產轉移至有限公司註冊，並於2023年7月註銷了社團註冊。

本會現為香港社會服務聯會及香港公益金的會員機構，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，並現正該地位轉移至擔保有限公司。

In the late 1970s, the Hong Kong Council of Women (HKCW) (now disbanded) conducted the "War on Rape Campaign", which aroused public concern about how the media treated rape victims. Thereafter, the HKCW formed the Women's Centre subcommittee which launched a hotline on 5 May 1981 to handle public enquiries. The telephone service was manned by volunteers in a back room of the office occupied by the former Urban Councillor, Ms Elsie Hume. In 1985, the Women's Centre acquired its own premises in Lai Kok Estate, Sham Shui Po. While still affiliated with the HKCW, the Centre continued to develop and had its own dedicated Executive Committee.

In September 1992, the Women's Centre was subsequently renamed the "Hong Kong Federation of Women's Centres" (HKFWC) in order to chart a new direction for itself. In 1996, the HKFWC established its second centre in Tai Wo Estate, Tai Po, thereby expanding its services in the New Territories. With the increased demand for women-centred services, two new service centres - WISE (Women In Self Enhancement) - were set up in Fanling in 2014 and in Sheung Shui in 2016 so as to further extend our reach in the North District. In November 2019, HKFWC set up Jockey Club Wah Fu Centre, which was the first service unit of HKFWC in Hong Kong Island and serves more women and families in need in the Southern District. In January 2021, JCWOW Centre was established to serve women in need of mental health services. In November 2023, we established an office for the Elderly Home Care Social Enterprise in San Po Kong, extending the business boundaries to Kowloon East. In 2024, HKFWC set up two Jockey Club Carer Spaces in Fanling and Sham Shui Po, and working towards the establishment of an integrated service centre in a welfare premises at Cheung Lung Wai Estate. All these efforts will strengthen the support to women in need in Sham Shui Po and in the North 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 with tax exemption from tax under Section 88 of the Inland Revenue Ordinance in November 2016. The transfer of the Hong Kong Federation of Women's Centres registered under Societies Ordinance to the Hong Kong Federation of Women's Centres Limited was completed, and the Society was dissolved in July 2023.

The HKFWC is a member agency of The Hong Kong Council of Social Service and The Community Chest of Hong Kong, and in 2002 acquired Special Consultative Status with the Economic and Social Council of the United Nations. We are working to transfer of the status to the limited company by guarantee.

## 信念 OUR BELIEF

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

## 使命 MISSION

- 提高婦女的權益和地位  
To promote the rights and status of women
- 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合作  
To collaborate 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

我們一直都秉持著宗旨，關注婦女的需要。本會的標誌集合了幾代人對本會過去與未來的想象，創作原點取自女性的英文

(Women) 中的首個字母“W”，線條以「人」的的視覺形象呈現，屬中性及包容度高，沒有偏頗任何一個性別性向，形狀及大小一樣，意味性別平等。四個「人」緊扣著，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，推動婦女權益及地位。標誌以鮮橙色及「滾動」的設計帶出親切感，同時象徵本會充滿活力及具行動力的形象，勇於向未來邁進，讓婦女和受眾從中蛻變出屬於自己的人生。



We have always upheld our mission to focus on the needs of women. Our logo captures the imagination of generations of women in the past and the future, which aligns with the milestones of our future development. The design

idea comes from the first letter "W" in the English word for women, with the visual image of a "human being" represented by the lines. This image is neutral and inclusive, without bias towards any gender representation, with the same shape and size symbolising gender equality. The logo with four "women" closely linked together represents solidarity of women at different ages, social stratification, religions and races to collectively speak for women and promote women rights and status. The bright orange design with "rolling" shape conveys a sense of approachability, vibrance and enthusiasm. At the same time, it represents our courage moving forward towards the future, empowering women and service users to transform and create their life paths.

## 名譽會長獻辭 MESSAGE FROM THE HONORARY PRESIDENT

**陳彥琳女士** 名譽會長

**Ms. Chan Yin-lam, Alvina** Honorary President



據2021年人口普查顯示，本港共有56萬料理家務者及無酬照顧者，其中9成為女性。我們深知女性面對沉重的照顧壓力，積極投放資源與照顧者同行，多年來以照顧者支援為其中一個主要服務主線，2024/25年度更提供12項服務及計劃，總受惠人次超過三萬八千人。在香港賽馬會慈善信託基金資助下，我們過去一年於深水埗及粉嶺新設兩間賽馬會照顧者中心，從根源著手，全力減少類似悲劇的發生。通過在社區設立固定且貼近需要者的服務空間，本會再次體會到這不僅是提供援助，建立互助社群本身就是凝聚力量的關鍵。尤其是多數身兼照顧者角色的婦女，能在這樣的社群中重拾信心，綻放生命的姿彩。

因此，今年我們更積極地投入社區，繼續籌備於2025年11月完成裝修工程的祥龍圍中心。該中心位於上水祥龍圍邨服務設施大樓內，佔地近7,000平方呎，是專為區內照顧者及低收入家庭提供多元支

According to the 2021 Population Census, there were 560,000 homemakers and unpaid carers in Hong Kong, 90% of whom were women. We are deeply aware of the heavy caregiving burden borne by women, and we have actively devoted resources to walking alongside carers. Over the years, carer support has been one of our key service priorities. In 2024/25, we are providing 12 services and programmes, benefiting more than 38,000 service users in total. With funding support from The Hong Kong Jockey Club Charities Trust, we established two new Jockey Club Carer Spaces in Sham Shui Po and Fanling over the past year. By addressing issues at their root, we strive to minimise the occurrence of similar tragedies. Through the establishment of fixed service points in the community that are accessible and responsive to the needs of those we serve, we have once again realised that this is not only about providing assistance — building mutual-support communities is itself key to fostering collective strength. This is especially important for women, many of whom also take on caregiving roles, as such communities enable them to regain confidence and rediscover the brilliance of their lives.

For this reason, we have become even more proactive in engaging with the community this year, and are continuing our preparations for the Cheung Lung Wai Centre, with renovation works scheduled for completion in November 2025. Located in the Ancillary Facilities Block of Cheung Lung Wai Estate in Sheung Shui and occupying nearly 7,000 square feet, the Centre is an integrated service hub dedicated

援計劃的綜合服務中心。我們有志令新服務中心成為社區的婦女服務樞紐，促進彼此連結。這亦是本會歷來規模最大的服務中心，充分展現我們堅持使命、深耕細作的決心。正如前述兩間賽馬會照顧者中心一樣，該服務中心獲得香港賽馬會慈善信託基金資助部分地方的裝修和設備，也落實嶄新的服務計劃。

硬體設施已具規模，軟體配套亦不可或缺。香港婦女中心協會44年以來，一直默默耕耘，為婦女提供多元而全面的援助服務，廣受社會各界肯定與支持，我們衷心感謝各基金會及善心人士的慷慨解囊。然而，面對環球經濟不確定因素，新舊計劃均面臨挑戰。

但我們不怕山高，只要看得見山峰，腳步就能堅實向前。為堅守服務初心，持續展現協會使命，我們制定了清晰且明確的策略目標。我們在這年度進行了多次高透明度溝通協商，以參與式方式廣泛收集意見，並召開大會，讓全體同仁共同決議未來三年（2025至2028年）的發展方向。我們深信，唯有全體同工凝聚共識，齊心向前，才能匯聚更強大的力量，鬆動固守不前的社會現狀。

緊接着硬體與軟體的，最關鍵還是「人」的力量。我們謹此衷心感謝所有對婦女議題懷抱熱誠的支持者與持份者，包括協會執行委員會及其下各委員會成員、資助機構、合作機構、會員、義工、捐款者，以及關注婦女工作的各界朋友。

在新訂立的三年策略願景中，有一句是我們立志「成為婦女實踐夢想的平台」。這不是件輕鬆的事，但婦女溫柔且堅韌的力量，時刻提醒我們懷着信心抵勵前行，讓希望在社會中綻放新芽。

to providing diversified support programmes for carers and low-income families in the district. We aspire for this new service centre to become a women's service hub in the community, fostering connection and mutual support. It is also the largest service centre in the history of centre development, fully demonstrating our determination to stay true to our mission and cultivate our work with dedication and depth. Like the two Jockey Club Carer Spaces mentioned above, this service centre has also received support from The Hong Kong Jockey Club Charities Trust for part of its renovation and equipment costs, enabling the implementation of innovative service programmes.

While the hardware is taking shape, the software support is equally indispensable. For the past 44 years has worked quietly and diligently, providing women with diversified and comprehensive support services, and has earned recognition and support from all sectors of society. We are sincerely grateful to the various foundations and kind-hearted donors for their generous contributions. However, amid global economic uncertainty, both existing and new projects are facing challenges.

Yet we are not daunted by the height of the mountain; as long as we can see the summit, we can move forward with steady steps. In order to uphold our original commitment to service and continue fulfilling the mission of HKFWC, we have formulated clear and specific strategic goals. During the year, we conducted multiple rounds of highly transparent communication and consultation, gathering views extensively through a participatory approach, and convened a general meeting at which all colleagues jointly decided on the development direction for the next three years (2025–2028). We firmly believe that only by building consensus among all staff and moving forward together can we gather greater strength and begin to loosen the rigid social status quo.

Beyond infrastructure and support systems, the most crucial element is still the power of people. We would like to express our heartfelt gratitude to all supporters and stakeholders who are passionate about women's issues, including members of the HKFWC's Executive Committee and its various committees, funding bodies, partner organisations, members, volunteers, donors, and friends from all walks of life who care about women's work.

In our newly established three-year strategic vision, one statement we are committed to is to "become a platform for women to realise their dreams." This is by no means an easy task, but the gentle yet resilient strength of women constantly reminds us to move forward with faith and perseverance, so that hope may blossom into new shoots across society.

## 回顧及展望 | 主席及總幹事報告 REPORT BY THE CHAIRPERSON AND DIRECTOR

**陳瑜 博士 主席**  
Dr. Chan Yu Chairperson

面對宏觀經濟疲弱，香港中小企業接連結業，基層壓力首當其衝。特別是基層婦女，她們多為家庭的主要照顧者，亦須應對職場挑戰與不平等。她們雖默默承受，展現堅毅，卻因長期無法舒展翅膀，造成沉重的心理壓力。然而，只要有稍許適切的支持，她們就能找到施力的缺口，逐步整頓自我，抓緊生命的可能。

40多年以來，本會屢次見證婦女們潛能迸發的瞬間。這些宛如奇跡的希望，激勵本會更勇於推動長遠發展藍圖。

### 多方部署，化解外圍變局的可持續方案

今年度，本會作出了眾多積極的舉措，為協會的長遠發展墊起基石。先是訂立了三年的策略發展，銳意整合內部資源，並加強外部社會影響力，讓根莖更深植社會的肌理；也同樣在今年度，本會在北區籌備了規模最大的服務中心，更進取地築起互助的社區關係網。

### 制定三年策略發展，明確未來航向

這三年的策略發展，是機構全體進行多次溝通協商，結合協會發展脈絡與時代需求，確立以下總體方向：

承傳婦女為本工作，成為婦女實踐夢想的平台，發展年青婦女培育工作，實現婦女自信、自主、自立。

這方向更注重婦女發展的方方面面，有部署地使更多婦女由受助者轉化為積極參與者，有機地推動整個生態。因此，本會在這方針下訂立三大具體重點策略：

- 成立以婦女為主體的知識與培育機構，帶動婦女及社福界長遠發展
- 培育具性別平等角度的年青婦女領袖
- 通過倡議及性別平等教育推動社會改變

**廖珮珊 女士 總幹事**  
Ms Sisi Liu Director

Faced with a weak macroeconomic environment and the successive closure of small and medium-sized enterprises in Hong Kong, grassroots communities have borne the brunt of the pressure. Grassroots women in particular are often the primary carers in their families, while also having to cope with workplace challenges and inequality. Although they endure these burdens quietly and demonstrate remarkable resilience, the prolonged lack of space to spread their wings has placed them under considerable psychological strain. Yet, with even modest but appropriate support, they are able to find a point of leverage, gradually regain stability, and seize the possibilities in life.

For over 40 years, we have repeatedly witnessed moments in which women's potential has flourished. These sparks of hope, almost miraculous in nature, have inspired us to move forward with even greater courage in advancing its long-term development blueprint.

### Multiple Strategies for Sustainable Responses to External Changes

During the year, we undertook a number of proactive initiatives to lay the foundation for its long-term development. The formulation of a three-year strategic development plan aimed at integrating internal resources and strengthening our external social influence, so that its roots may be embedded more deeply within the fabric of society. In the same year, we also prepared for the establishment of its largest service centre in the North District, taking a more proactive step in building a mutually supportive community network.

### Formulating a Three-Year Strategic Development Plan to Chart a Clear Course for the Future

This three-year strategic development plan was formulated through multiple rounds of communication and consultation across the organisation, taking into account both our development trajectory and the demands of the times. The following overarching direction was established:

To carry on the legacy of women-centered initiatives, creating a platform where women can achieve their dreams. To foster the development of young women, and empowering women to be Confident, Independent, and Competent.

This direction places greater emphasis on the many dimensions of women's development, and seeks in a systematic manner to transform more women from service recipients into active participants, thereby organically advancing the wider ecosystem. Under this framework, we have established three key strategic priorities:

- To establish a women-centred knowledge and capacity-building organisation that will foster the long-term development of women and the social welfare sector
- To nurture young women leaders with a gender equality perspective
- To promote social change through advocacy and gender equality education

### 深化內部建設，作長遠持續的資源規劃

本會不但確立了來年的航行方向，更優化組織體系提升管治效能，包括改組機構發展部及培訓服務，開設單位主管及三位高級教育幹事職位，強化機構發展及課程發展，為長遠發展做準備；建立婦女工作知識庫，使倡議及教育有更紮實的數據與知識支持；就機構策略發展設立監察小組，以加強執行進度及成效檢視；革新內部運作指引，包括重整研究合作指引、性騷擾政策、利益衝突政策、署任安排及津貼，讓機構留住人才；此外，本會亦已啟動重新檢視現有質素保證相關的引指及統整成手冊，為未來服務標準化、系統化及持續優化奠下更穩固基礎。

特別要提的，是今年度特設「項目轉型特定基金」，為具發展潛力的社區服務計劃預留資源，保障轉型與持續發展，免受資助周期的限制。本會相信，唯有長期的深耕細作，才能產生社會推動力。

### 積極發揮逾四十載耕耘的特殊優勢

自1981年5月以來，本會提供「婦女求助熱線」服務，是全港第一條專為婦女而設的求助熱線，也是本會成立的開端。多年來，本會從中深入了解婦女的需要，也留意到社會變遷下的多元需求。2024年6月，本會公佈了服務數據，在「婦女求助熱線」統計數字發佈會中，展示由2017年4月至2024年3月期間逾一萬來電的服務數據及分析，為後續的倡議提供了牢不可摧的數據支持。

本會多年在社會默默細作的服務，也在各個合辦的研討會中，提供了堅實的實踐資源，促進知識交流。包括2024年12月，與香港崇德二社合辦的「家庭暴

### Strengthening Internal Capacity for Long-term and Sustainable Resource Planning

We have not only defined its course for the years ahead, but have also optimised its organisational structure. This includes the restructuring of the Development Team and training services, the creation of one Officer-in-charge and three Senior Education Officer posts, and the strengthening of organisational and curriculum development in preparation for long-term growth. A knowledge base on women's work has also been established to provide stronger data and knowledge support for advocacy and education. Internal operational guidelines have been revised, including the reorganisation of research collaboration guidelines, the sexual harassment policy, acting appointment arrangements and allowances, in order to strengthen staff retention.

Of particular note is the establishment this year of a dedicated "Interim Project Transition Fund", which reserves resources for community service programmes with development potential, safeguarding their transformation and sustainable development from the constraints of funding cycles. We firmly believe that only through long-term, meticulous cultivation can real social momentum be generated.

### Leveraging the Distinct Strengths Built over More Than Four Decades

Since May 1981, we have provided the "Women's Helpline" service, the first helpline in Hong Kong dedicated specifically to women, and the very starting point of our establishment. Over the years, the service has enabled us to gain an in-depth understanding of women's needs, while also observing the increasingly diverse needs arising from social change. In June 2024, we released its service data through a press conference. More than 10,000 calls have been received between April 2017 and March 2024, providing an unshakeable data foundation for subsequent advocacy.

Our years of dedicated community work have also provided solid practical resources through various jointly organised seminars, facilitating valuable knowledge exchange. These included the seminar "The Way Forward for Domestic Violence / Intimate Partner Violence: How Can Women's Rights Be Protected?", co-organised with Zonta Club of Hong Kong II in December 2024,



力/ 親密關係暴力的前路：如何保障婦女的權益？」研討會，從社會各界及專業人士，以及本會的服務經驗，提供與會者對事件的相關意識；2025年3月，與平等機會婦女聯席、香港中文大學性別研究課程主辦、外事勞工中心及九龍崇德社合辦，以及由九龍崇德社贊助的「北京行動綱領30周年研討會」，探討影響婦女人權的新議題，加速推動婦女人權的策略。

### 凝聚伙伴與社群力量，攜手拓展服務新里程

作為一間中小型非政府恆常資助的機構，本會深明持續連結社會各界乃服務持續發展的重要基石。因此，本會積極拓展跨界別協作網絡，與社福界、學術界、法律界、商界等不同領域的機構保持緊密聯繫。本年度合作夥伴數目超過400個。跨界別合作不僅有效提升各項服務計劃的落實能力，亦強化了本會在婦女及性別平等議題上的倡議工作，並為本會的籌募發展及學員實習機會提供有力支持。多元而穩固的夥伴網絡，有助本會整合社會資源，提升服務的專業性、覆蓋面及社會影響力，從而更全面地回應婦女及家庭在不同人生階段的需要。

在會員發展方面，本會現有累積會員人數已超過 20,000 位，居住範圍遍及港、九及新界。會員的廣泛參與，反映本會多年來扎根社區的工作獲得持續認同，亦顯示婦女彼此連結、互相支持的力量正於不同地區穩步累積。會員不僅是服務的重要持份者，更是推動社區參與、擴闊婦女網絡及凝聚地區力量的重要基礎，為本會未來的服務發展及倡議工作提供了深厚支撐。

在義工培育方面，本年度共有超過3,000位義工參與本會各項服務，合共貢獻逾16,000小時的服務時數。在資源有限的情況下，義工團隊於多元範疇中鼎力協助，對本會推展社區服務發揮了不可或缺的作用。團隊中既有長期服務本會逾三十載的資深義工，亦有成員在單一年度內累積逾400小時的服務時數，其投入程度令人深感敬佩。義工的服務範疇涵蓋多項核心工作，當中包括熱線輔導員及朋輩輔導員陪伴受助婦女走過離婚歷程中的艱難時刻；曾受惠於服務的學員以「大師姊」身份回歸中心，以親身經歷支持其他婦女；義工亦參與街站及熱線工作，為有情緒需要的照顧者提供支援；同時協助食物回收、分類與分發，以及農務支

which raised awareness among participants by drawing on perspectives from different sectors, professional practitioners, and our own service experience. In March 2025, we also co-organised the "30th Anniversary Seminar of the Beijing Platform for Action" with the Hong Kong Women's Coalition on Equal Opportunities, the Gender Studies Programme of The Chinese University of Hong Kong, the Mission for Migrant Workers, and Zonta Club of Kowloon, with sponsorship from Zonta Club of Kowloon. The seminar explored emerging issues affecting women's human rights and strategies to accelerate progress in advancing those rights.

### Harnessing the Strength of Partners and the Community to Open a New Chapter in Service Development

As a small-to-medium-sized non-governmental organisation without recurrent subvention, we fully recognise that sustained connection with different sectors of society is a crucial cornerstone for the continued development of its services. It has therefore actively expanded its cross-sector collaborative network and maintained close ties with organisations across the social welfare, academic, legal and business sectors. During the year, the number of partners exceeded 400. Such cross-sector collaboration has not only enhanced the implementation capacity of various service programmes, but has also strengthened our advocacy work on women's and gender equality issues, while providing strong support for fundraising development and placement opportunities for programme participants. A diverse and solid partner network helps us integrate social resources, enhance the professionalism, reach and social impact of its services, and thereby respond more comprehensively to the needs of women and families at different stages of life.

In terms of membership development, our cumulative membership has now exceeded 20,000, with members residing across the Hong Kong Island, Kowloon and the New Territories. The broad-based participation of members reflects the sustained recognition of our long-standing community-rooted work, and also demonstrates that the power of connection and mutual support among women is steadily growing in different districts. Members are not only important stakeholders of our services, but also a vital foundation for promoting community participation, broadening women's networks, and consolidating local strength. They provide deep support for our future service development and advocacy work.

In terms of volunteer development, more than 3,000 volunteers participated in our various services during the year, contributing a total of over 16,000 service hours. Under conditions of limited resources, the volunteer team provided tremendous support across a wide range of areas and played an indispensable role in our delivery of community services. Among them are experienced volunteers who have served us for more than 30 years, as well as volunteers who contributed more than 400 service hours within a single year. Their level of dedication is deeply admirable. Volunteer service covered many core areas of work. These included helpline counsellors and peer counsellors accompanying women in need through the difficult moments of divorce; former service beneficiaries returning to the centre as "Big Sisters" to support other women through their own life experience; volunteers participating in street booths and hotline services to provide support to carers with emotional needs; and volunteers assisting with food recovery, sorting and distribution, as well as



援等工作，將社區互助精神落實於日常。義工的參與眾多，不能盡錄，但每一位義工的參與與付出，均展現出對婦女工作與社區服務的深厚承擔。本會對此致以深切的敬意與衷心的感謝。

### 一時風雨縱然凌厲，柔枝堅韌依然生長

本會持續發展多元籌款渠道，有賴參與學校、慈善團體、地區伙伴、義工、同事、會員及各界人士無私的支持，本會於2024年7月的慈善獎券活動共籌得約28.6萬善款，而2025年3月的港島區賣旗日共籌得超過44萬善款。本會衷心表示感激。

在這一年的經歷了不少起伏。本會誠摯感謝各顧問委員會、執行委員會及委員會成員的引領、全體同工日復一日的付出，也感謝服務使用者、義工、社區夥伴、捐款者及基金會的信任和支助，才能繼續在社會發揮力量。

外面的世界並不總是溫柔，經濟的冷酷、社會的變動，都曾讓我們感到壓力與不安。但婦女的力量在於韌性，讓本會懂得在風雨中照顧彼此，在相依之間堅韌成長。

agricultural work and support for farmers, thereby putting the spirit of mutual community support into daily practice. The contributions of volunteers are too numerous to fully record, yet every volunteer's participation and dedication reflect a profound commitment to women's work and community service. We extend the deepest respect and heartfelt gratitude to them all.

### Though the Storms May Be Fierce, Tender Branches Continue to Grow with Resilience

We have continued to develop diversified fundraising channels. Thanks to the selfless support of participating schools, charitable groups, district partners, volunteers, staff, members and people from all walks of life, we raised approximately HK\$286,000 through its charity raffle in July 2024, and more than HK\$440,000 through Flag Day 2025 (Hong Kong Island) in March 2025. We are sincerely grateful for this support.

Over the course of the year, we experienced many ups and downs. We extend our heartfelt thanks to the guidance of the Advisory Board, the Executive Committee and all subcommittee members, and to the daily dedication of all staff. We also thank our service users, volunteers, community partners, donors and sponsoring organisations for their trust and support, which have enabled us to continue making a contribution to society.

The world outside is not always gentle. Economic hardships and social change have at times brought pressure and unease. Yet the strength of women lies in their resilience. It is this resilience that has taught us how to care for one another amid adversity, and to continue growing with steadfastness through mutual support.

# 工作成效 KEY FIGURES

## 服務 Services 總受惠人次 Total No. of Attendances

### 婦女服務 Services for Women

#### 離異及單親支援 Divorce & Single Parent Support

婦女求助熱線	Women's Helpline	5,198
免費律師面見諮詢服務	Free Legal Advice Clinic	256
輔導及小組工作	Counselling & Group Work	135
婦女緊急援助基金	Women's Relief and Support Fund	12
公益金及時雨基金	The Community Chest Rainbow Fund	159
香港生活基金	Hong Kong Living Foundation	96
「心深連動」緊急援助金	"Heart-to-heart" Relief and Support Fund in Sham Shui Po	0
有一天我們會飛：婦女重返校園資助計劃	One Day We Can Fly: Scholarships and Childcare Program for Single Mothers	13

#### 經濟充權 Economic Empowerment

「心深連動」基層家庭支援金	Heart-to-heart Grassroots Families Support Fund	1
共建婦女職場新動力   友職可尋第二期	Co-creating Women Workplaces 2.0	2,993
賽馬會「女」創新機	Jockey Club Women in Splendid Hope	7,381
僱員再培訓課程	Employees Retraining Courses	126,849
「講心又講金」家庭理財教育計劃 — 「新財有道」	"Treasure Wealth, Treasure Love" Family Financial Education Programme - "Financial Harmony for Newly Arrived Women"	0
賽馬會就職女途計劃	Jockey Club HERizon: Women's Career Empowerment Hub	0
愛·耆跡（九龍東）	Elderly Home-care (Kowloon East)	1,600

#### 照顧者支援 Support for Carers

賽馬會「照顧達人」計劃第二期	Jockey Club All Brilliant Carers Project 2.0	2,938
「照顧達人」計劃	All Brilliant Carers Project	408
賽馬會護老導航照顧者支援計劃	Jockey Club Carer Space Project	5,491
顧己及人 — 照顧者情緒支援熱線計劃	Let's CARE - Carer Mental Health Support Hotline Service	3,759
照顧者咖啡室	Carer Café	1,762
「顧·網通」 — 一站式全方位支援照顧者協作平台	Care Neighbourhood Network (CNN) - The All-in-One Carer Support Platform	1,979
「時分區區通」計劃 — 照顧者時間銀行	Carer Time Bank	1,876
社區歇腳點	Take-A-Break Community Space	4,755
賽馬會麗閣中心課後託管服務	After-school Care Service in Jockey Club Lai Kok Centre	2,364
童埔成長：學前兒童及小學生課餘託管服務	Growing Together: After School Care Programme for Pre-primary & Primary School Students	8,113
賽馬會華富中心課後託管服務及協助婦女就業資助計劃	After-school Care Service and Women Re-employment Subsidization in Jockey Club Wah Fu Centre	3,254
守望天使北區互助託兒服務	Mutual Help Childcare Service in North District	1,441

## 服務 Services 總受惠人次 Total No. of Attendances

### 婦女全人健康 Women's Wellness

照顧者動起來	Carer Together - Sports Teams Training Project	1,412
賽馬會思妍婦女精神健康計劃	Jockey Club Mental Wellness Project for Women	10,779
賽馬會「女籽抗逆力量」計劃	Jockey Club 'Women-Up': Resilience Enhancement Project	16,238
心外物 — 關注囤積行為及照顧者精神健康計劃	My Heart Space - Hoarding Behaviours and Mental Health Care Project	1,800

### 性別平等教育 Gender Equality Education

「堅定的溫柔」滋養婦女及深化性別視角計劃(第二期)	Nourishing Women & Deepening Gender Perspective Project (Phase 2)	0
「堅定的溫柔」滋養婦女及深化性別視角計劃(第三期)	Nourishing Women & Deepening Gender Perspective Project (Phase 3)	90

### 社區參與 Community Participation

好惜食	Cherish Food	9,984
九龍崇德會資助 - 好惜食計劃	Zonta Club of Kowloon - FoodShare	2,476
香港好豐收	Hong Kong Good Harvest	574
香港護老好豐收	Hong Kong Elderly Carer Good Harvest	790
婦女IT大使朋輩教學計劃	Peer IT Project by Women IT Ambassadors	60
語言、生活技能及興趣班	Language, Life Skill and Interest Class	4,414

活動快訊 Newsletter **16,400**

偶到人數 Drop-in **100,079**

總數 Total **347,929**

### 傳媒報導 Media Reports 總數 Total



### 義工參與 Volunteer Participation

義工人數 Number of Volunteers **3,030**  
義工服務總時數 Total Voluntary Hours **16,438**

### 會員 Membership

有效會員人數 Number of Active Members **1,852**  
累積會員人數 Accumulated Number of Members **20,385**

# 服務報告

## Service Report

### 離異及單親支援

#### SUPPORT FOR SEPARATED AND SINGLE-PARENT FAMILIES

離異及單親問題，長久是婦女問題的重中之重。不少婦女在婚姻中肩負照顧者的角色，因環境所迫而與社會脫節。一旦面對離異，更要承受無比嚴峻的考驗。本會深明白這是介入婦女議題中的重要起點，因此多年來在這領域深耕，甚至可以說是自本會成立起始，就與離異支援緊密相連。

Separated and single-parent families' issues have long been among the most pressing issues affecting women. Many women carry the role of carer within marriage, often becoming socially isolated. When faced with divorce, they must endure even harsher challenges. We recognize this as a critical entry point into women's issues, and since our founding, we have been deeply committed to supporting women with marital issues.

#### 服務統計數字 SERVICE STATISTICS

服務總受惠人次  
Total number of attendance 6,098

個案輔導受惠人次  
Total number of counselling case attendance 467

婦女求助熱線 - 來電數目  
Women's Helpline - Number of Incoming Calls 2,873

緊急援助基金  
Emergency Funds

總批出金額  
Total approved funding amount HK\$ 795,288.8

個案輔導受惠人次  
Total number of counselling case attendance 78

## #

### 關鍵服務 Key Service

#### 婦女求助熱線 WOMEN'S HELPLINE

- 香港公益金 The Community Chest of Hong Kong

#### 免費律師面見諮詢服務 FREE LEGAL ADVICE CLINIC

- 香港公益金、當值律師服務 The Community Chest of Hong Kong, The Duty Lawyer Service

#### 婦女緊急援助基金 WOMEN'S RELIEF AND SUPPORT FUND

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

#### 公益金及時雨基金 THE COMMUNITY CHEST RAINBOW FUND

- 香港公益金 The Community Chest of Hong Kong

#### 香港生活基金 HONG KONG LIVING FOUNDATION

- 香港生活基金有限公司 Hong Kong Living Foundation Limited

#### 有一天我們會飛：婦女重返校園計劃 ONE DAY WE CAN FLY: SCHOLARSHIPS AND CHILDCARE PROGRAM FOR SINGLE MOTHERS

- 嘉里集團 Kerry Group

### 以熱線為核心，串連多方支援

1981年5月，本會成立了全港首條「**婦女求助熱線**」，為本地婦女提供即時的電話輔導與諮詢。43年來，熱線從未中斷，本會從服務中留意到婦女離異問題所面對的普遍困境，深切體會不妥善處理家庭問題，會對婦女人生所造成深遠影響。

基於對問題嚴重性的認知，本會提供服務很快就不僅止於熱線輔導與資訊提供，而是逐步擴展成更全面的支援體系。早在上世紀九十年代開始，本會已陸續建立輔導服務、同路人支援、法律協助及社會轉介等線下配套，讓婦女在不同情境下都能獲得適切支援。

### 婦女支援的中流砥柱：兩隊義工團隊

今年，「**婦女求助熱線**」總受惠人次超過5,000。成績驕人，而當中居功至偉的，是服務多年而建立起堅實的「**熱線輔導員團隊**」。她們無私付出，為無數婦女伸出援手。今年共有80位熱線義工，當中更有15位是今年度接受訓練的。

同樣功不可沒的，是今年由26位義工組成的「**朋輩輔導員團隊**」。當熱線轉介個案後，她們會以朋輩輔導的角色，提供情緒支援，分享法律與社會資源。其中不少更是過來人，讓婦女在群體中找到慰藉與歸屬。團隊成員更甚至會安排周末茶聚、靜觀空間，以不同方式拉近彼此關係。這種「由女性支援女性」的互助力量，是我們服務的核心精神。

### 離異支援的重要項目：免費律師面見諮詢服務

離異往往涉及複雜法律程序，基層婦女在這方面特別需要支援。由於缺乏法律知識及聘請律師的資源，她們常在關鍵時刻陷入無助，難以為人生下一步作出適切安排。因此，本會每逢星期二晚，提供「**免費律師面見諮詢計劃**」為有需要婦女提供一對一法律諮詢，解答包括離婚程序、財產分配及子女撫養權等常見法律問題。每星期一次的律師面見服務的總受惠人次仍超250位，反映此服務需求極為殷切。在每節諮詢服務完結後，本會也會進一步跟進個別婦女個案，並針對情況轉介相應服務。

### A Helpline at the Core, Linking Multiple Forms of Support

In May 1981, we established Hong Kong's first "Women's Helpline", offering immediate telephone counseling and consultation for local women. For 43 years, the helpline has never ceased operation. Through this service, we have observed the widespread difficulties women encounter during divorce and deeply understand the lasting impact that unresolved family problems can have on their lives.

Recognizing the seriousness of these challenges, our services quickly expanded beyond helpline counseling and information provision into a more comprehensive support system. Since the 1990s, we have gradually built offline services including counseling, peer support, legal assistance, and social referrals, ensuring that women receive appropriate help in diverse situations.

### The Backbone of Women's Support: Two Volunteer Teams

This year, the "Women's Helpline" served over 5,000 beneficiaries. Much of this success is owed to our dedicated **Helpline Counsellors** Team, whose selfless contributions have supported countless women. Currently, there are 80 hotline volunteers, including 15 newly trained this year.

Equally vital is our trained **Peer Counsellors**, comprising 26 volunteers. After helpline referrals, they provide emotional support and share legal and social resources in a peer-to-peer role. Many of them have experienced divorce and offer mental support to others in similar situations. The team also organizes weekend tea gatherings and mindfulness spaces, fostering closer connections. This spirit of "Women Supporting Women" is the core of our service.

### Key Support Initiative: the Core, Free Legal Advice Clinic

Separated and single-parent families often involve complex legal procedures, and grassroots women are especially in need of support. Lacking legal knowledge and the resources to hire lawyers, many find themselves helpless at critical moments, unable to plan their next steps. To address this, every Tuesday evening we offer "**Free Legal Advice Clinic**", providing one-on-one sessions with volunteer lawyers. These consultations cover common issues such as divorce proceedings, property division, and child custody. With over 250 beneficiaries annually, the demand for this service is clear. After each consultation, we continue to follow up on individual cases and make referrals to appropriate services as needed.



最無助時，我一個人一邊在街上行一邊落淚，不知怎樣走下去，感覺很渺茫，但現在發現原來向人求助，會多了很多人陪自己一起行，可以行到落去。

"At my most helplessness, I walked alone down the street in tears, not knowing how to go on. Everything felt bleak. But now I realize that by reaching out for help, I have many companions walking alongside me, and I can keep moving forward."

—— 免費律師面見諮詢服務的受惠婦女李小姐  
— Ms. Li, beneficiary of the Free Legal Advice Clinic

40多歲的李小姐，多年前從內地嫁到香港，育有一名14歲的兒子。2023年，她首次經歷家暴，卻因親家母說「家醜不外傳」，選擇了沉默。2025年再次遭受家暴，報警後由警方轉介至和諧之家庇護中心，再轉介至免費律師面見諮詢服務。

從內地到港的她，面對兩地婚姻法的差異，疑難甚多。她特別擔心兒子撫養權和贍養費的問題，而有了此計劃，加上義工律師的專業與耐力，讓她一步步釐清疑惑，找到解決方向。服務期間，本會亦安排朋輩輔導員陪伴，她至今仍記得義工的一句話：「不論作何決定，離婚與否，都要先照顧好自己，才有健康去賺錢和照顧兒子。」讓她備受鼓舞，漸漸重拾自我，勇敢向前。

Ms. Li, in her forties, married in Hong Kong years ago after moving from mainland China. She has a 14-year-old son. In 2023, she experienced domestic violence for the first time, but remained silent under pressure from her mother-in-law, who insisted that "family shame must not be made public." In 2025, after suffering abuse again, she reported to the police, who referred her to Harmony House shelter, and later to the Free Legal Advice Clinic.

Navigating the differences between mainland and Hong Kong marriage laws, she faced many uncertainties. She was particularly worried about child custody and maintenance. Through the program, with the patience and professionalism of volunteer lawyers, she gradually clarified her doubts and found a way forward. During this period, our peer counselors also accompanied her. She still remembers one volunteer's words: "Whatever decision you make—whether to divorce or not—you must first take care of yourself. Only then will you have the health to earn a living and care for your son." These words encouraged her deeply, helping her regain confidence and move forward with courage.

### 解決燃眉之急：兩個基金

為協助婦女渡過緊急困境，本會多年來提供「**婦女緊急援助基金**」，同時作為「**公益金及時雨基金**」批核機構。今年度，我們共批出金額超過79萬，助她們應對突如其來的生活難題，讓急切的憂慮得以暫時緩解。

### Meeting Urgent Needs: Two Emergency Funds

To help women through sudden crises, our organization has long provided the "**Women's Relief and Support Fund**", and also serves as an approving body for the "**Community Chest Rainbow Fund**". This year, we offered financial relief over HK\$790,000 to help the beneficiaries cope with unexpected hardships and ease immediate worries.

### 開創新生：重返校園計劃

當最迫切的問題獲得舒緩，本會亦致力為婦女開拓未來人生的可能，「有一天我們會飛：婦女重返校園計劃」是其中的亮點。本計劃由嘉里集團資助，並與明愛社區書院及聖方濟各大學合作，支持北區單親婦女就讀毅進文憑課程，至完成高級文憑課程，讓她們提升職場競爭力，開拓更廣闊的人生路徑。這不僅是學業進修，更象徵婦女勇敢告別過往苦痛，重新擁抱希望的開始。

### Opening New Paths: Back-to-School Program

Once urgent problems are alleviated, we are equally committed to expanding women's future possibilities. A highlight is the project "One Day We Can Fly: Scholarships and Childcare Program for Single Mothers". Funded by the Kerry Group and run in collaboration with Caritas Community College and St. Francis University, the project supports single mothers in the North District to pursue the Yi Jin Diploma and progress to higher diploma studies. This enhances their competitiveness in the job market and opens broader life opportunities. More than academic advancement, it symbolizes women's courage to leave behind past suffering and embrace hope anew.

## ## 專題：或者你沒想像過 Feature: Perhaps You Never Imagined

### 求助熱線不止支援，更是婦女充權的陣地

或者你沒想像過，「婦女求助熱線」遠不只是面對婦女求助的服務，更是推動婦女充權的重要平台。

在熱線義工訓練手冊中，清晰闡明了對熱線輔導員的期許。義工除了要達成每月至少接聽兩節電話的要求外，亦必須出席每月的分享會，並積極參與不同的活動，包括在職訓練講座、交流會，以及培訓新義工等。她們會從中培養出從社會角度理解婦女問題，並作出分析與討論，甚至能進一步參與婦女教育、社區教育，甚至倡議政策。

或你會問，需要如此高的投入度，誰願意參加？答案是鮮活而真實的——作為熱線義工已有二十年的惠而，就是其中一位。

1999年，她與丈夫離婚，成為了她接觸香港婦女中心協會的契機。因當時與前夫打官司，但惠而對法律程序毫不認識，所以她致電中心求助。幾次電話查詢後，義工主動關心，使惠而除了通過中心解決自己離異問題外，更開始積極參與中心的各種活動。僅接觸中心一年有餘，在2000年，她早已在「主婦聯盟」寫演講稿，負責開幕演講。惠而更曾代表協會到菲律賓參加北京+15亞太非政府組織論壇，與論壇參與者進行國際交流。其後她投身「婦女求助熱線」輔導員的工作，也成為其中一位朋輩輔導員，直至今日。

真正的改變，不只來自援手，而是一步步站起來的力量，成為自己的光，照亮前路。

### Hotlines are not only support—they are battlegrounds for women's empowerment

Perhaps you never imagined that a "Women's Helpline" is far more than a service answering calls for assistance. It is also a vital platform for advancing women's empowerment.

The volunteer training manual makes clear the expectations for hotline counselors. Volunteers are required not only to answer at least two shifts of calls each month, but also to attend monthly sharing sessions and actively participate in a range of activities—such as in-service training seminars, exchange gatherings, and mentoring new volunteers. Through these experiences, they learn to understand women's issues from a social perspective, engage in analysis and discussion, and even step into broader roles in women's education, community education, and policy advocacy.

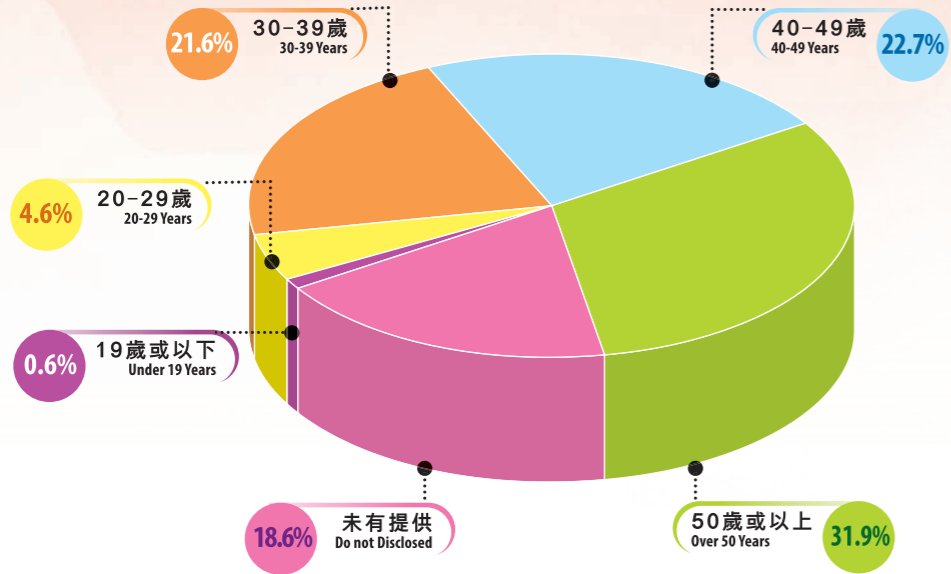
You might ask: with such a high level of commitment, who would be willing to join? The answer is vivid and real—Wai Yee, who has served as a hotline volunteer for twenty years, is one of them.

Her journey began in 1999, when she divorced her husband. That moment became her entry point into the Hong Kong Federation of Women's Centres (HKFWC). At the time, she was embroiled in legal proceedings with her ex-husband but knew nothing about the law, so she called the HKFWC for help. After several inquiries, volunteers reached out with genuine care. Beyond resolving her divorce issues through the HKFWC, Wai Yee began actively participating in its activities. Within just over a year, by 2000, she was already drafting speeches for the "Homemakers' Alliance" and delivering the opening address. She later represented the HKFWC at the Beijing+15 Asia-Pacific NGO Forum in the Philippines, engaging in international exchanges with participants. Eventually she joined the "Women's Helpline" as a counselor and became a peer supporter—a role she continues to hold today.

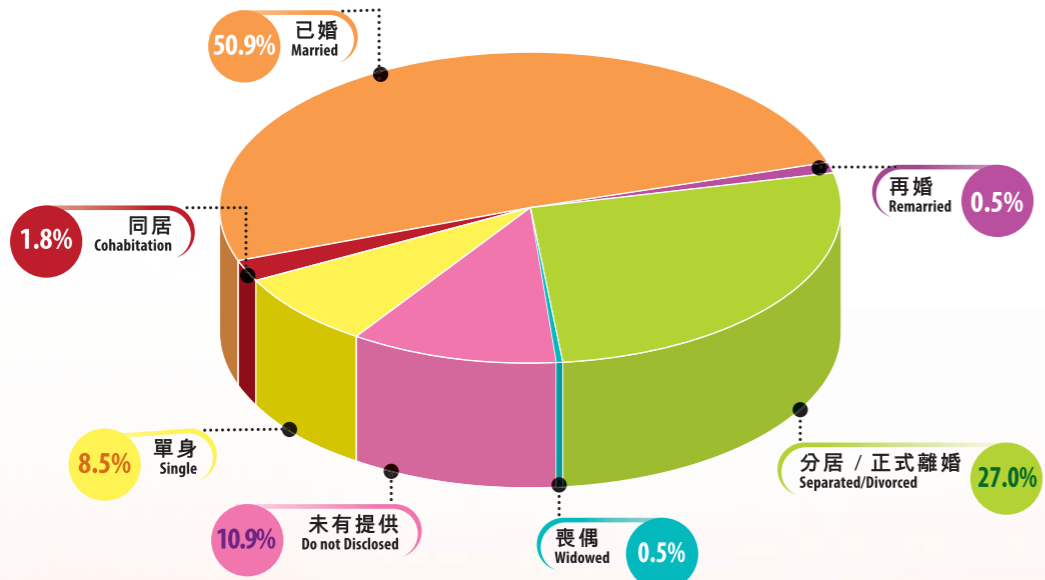
True change does not come only from a helping hand. It is born from the strength to rise step by step, becoming your own light to illuminate the path ahead.



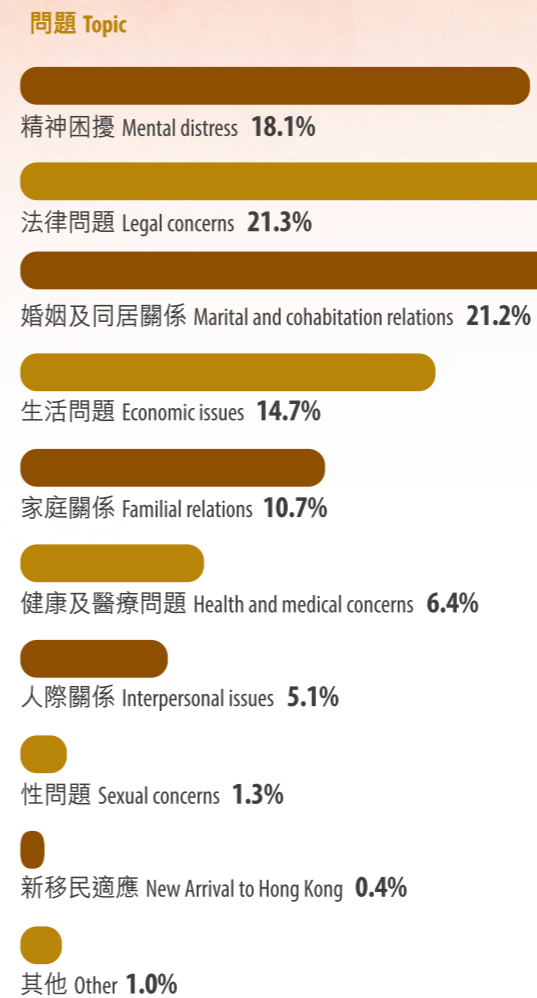
服務使用者年齡分佈 Age Distribution of Counselling and Legal Support :



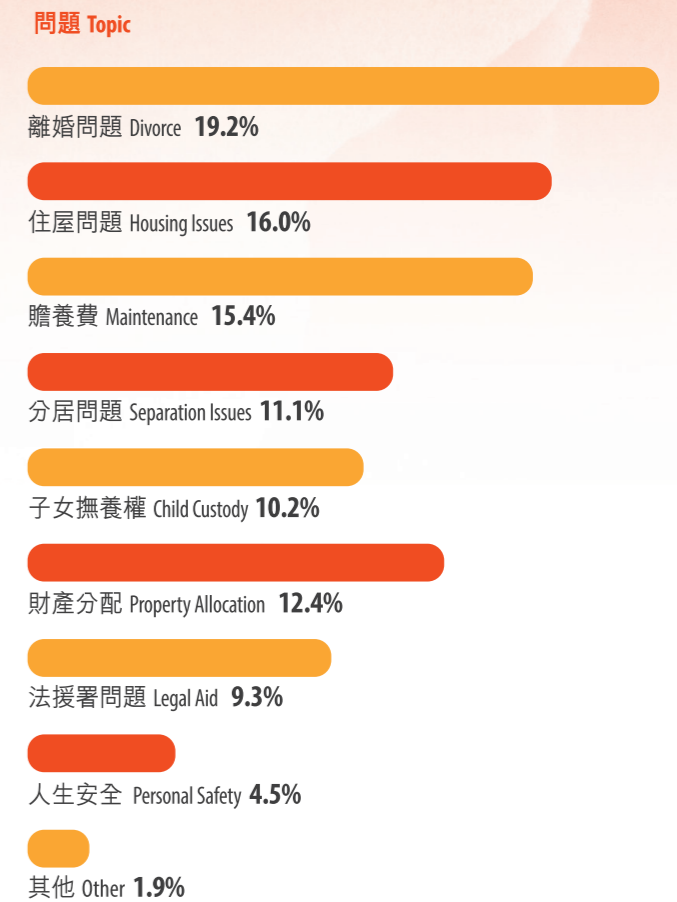
服務使用者婚姻狀況 Marital Status of Counselling and Legal Support



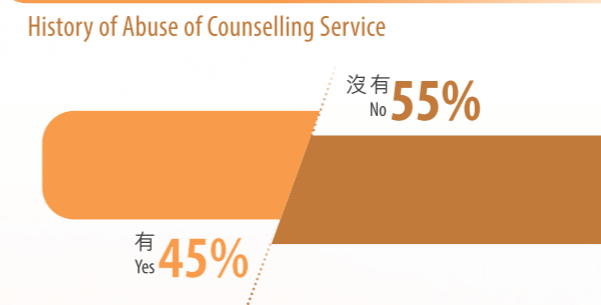
婦女求助熱線及輔導服務求助問題類別 (可選多項)  
Topic of Enquiry of Women's Helpline and Counselling Service (Multiple Selections) :



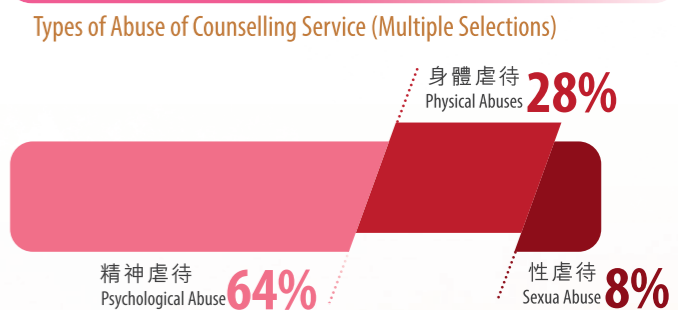
免費律師諮詢服務使用者問題類別 (可選多項)  
Topic of Enquiry of Legal Advice Clinic (Multiple Selections) :



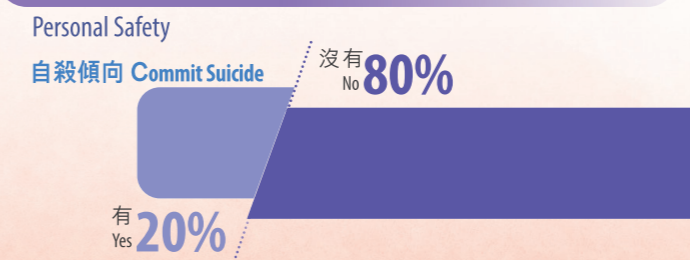
輔導服務求助者是否曾被虐待  
History of Abuse of Counselling Service



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



輔導服務求助者的人生安全  
Personal Safety



## 經濟充權 ECONOMIC EMPOWERMENT

解決生計所困，絕對是讓婦女發展自我，邁向自主的重要前提。然而，不少婦女進入家庭後，經常因傳統家庭觀念，而落入照顧者的角色。在照顧的重擔下，她們容易隨日子脫離於勞動市場的技能需求，慢慢喪失自主的空間。

Addressing livelihood difficulties is an essential foundation for women to develop themselves and move toward autonomy. Yet many women, after entering family life, often assume the role of carer due to traditional expectations. Under the heavy weight of caregiving, they gradually lose touch with the skills demanded by the labour market and, over time, their space for independence diminishes.

## 服務統計數字 SERVICE STATISTICS

服務總受惠人次  
Total no. of attendance **138,824**

僱員再培訓課程  
Employees Retraining Course

培訓課程就讀人數  
Number of Training Students **6,968**

培訓課程總數  
Total number of Training Courses **339**

全日制課程就業率  
Employment Rate of Full-Time Training Courses **85.5%**

社會企業  
Social Enterprises

總收入 HK\$  
Total gross income **3,146,686**

獲聘婦女總數  
Total number of women employees **136**

平均婦女收入 (扣除機構成本後)  
Average income of women employees  
(after deduction of corporate expense) HK\$ **16,860.84**

合作伙伴數目  
Number of partners **69**

愛·耆跡  
Elderly Home-care

受助長者人次  
Number of elderly clients **2,400**

姊妹工房  
Number of workshop organized **54**

### 多元取向的婦女就業培訓

承蒙不同基金及機構的資助，我們提供多元化的就業培訓計劃，協助婦女重投職場，獲得較大的經濟自主性。

首先是本會與僱員再培訓局合作，提供一系列「僱員再培訓課程」課程，涵蓋電腦操作、花藝實務、物業服務等範疇，種類多元，應有盡有。課程設有日間晚間兼備，種類繁多，今年參與婦女人數多達5,700人，開班及入讀人數更創歷史新高，課程後就業率更達八成半以上。

本會同時留意到基層婦女大多有豐富的兒童照顧經驗，特別推行「共建婦女職場新動力 | 友職可尋第二期」，協助婦女投入兒童照顧行業為計劃核心，從職場訓練到就業引介，提供一條龍支援。計劃為使婦女能更順暢地重投職場，更按需要為她們提供託兒、學前遊戲小組等服務，以助她們暫緩家庭重擔，盡快跨過學習與就職適應期。

另外，在異地人生路不熟的新來港婦女，更是經濟充權的重點對象。「賽馬會『女』創新機」為她們開辦一連十二節的技能提升課程、兩節求職技巧課程，為她們在本地就職墊好基礎。今年受助婦女人數逾150名，同時她們完成課程後，將成為社區導師，認識更多新來港婦女，招募她們成為下一期學員，藉此逐步建立穩固的支援網絡。

### Diverse Approaches to Women's Employment Training

With the support of various funds and organizations, we provide a wide range of employment training programs to help women re-enter the workforce and gain greater economic independence.

First, in collaboration with the Employees Retraining Board, we offer a series of "Employees Retraining Courses" courses covering areas such as computer operations, floral design, and property services. The variety is extensive, with both daytime and evening classes available. This year alone, participation reached 5,700 women, a record high in both enrollment and class openings, with post-course employment rates exceeding 85%.

We also recognize that grassroots women often have rich experience in childcare. To harness this, we launched the second phase of the "Co-creating Women Workplaces" focusing on the childcare industry. From workplace training to job placement, the program provides comprehensive support. To ease their transition back into the workforce, we also offer services such as childcare and preschool playgroups, helping women temporarily relieve family burdens and quickly adapt to learning and employment.

For newly arrived women in Hong Kong, who face unfamiliar surroundings, economic empowerment is a priority. The "Jockey Club Women In Splendid Hope" provides twelve skill-enhancement sessions and two job-seeking workshops, laying a solid foundation for local employment. Over 150 women benefited this year. After completing the program, they become community mentors, reaching out to other new arrivals and recruiting them as future participants, thereby gradually building a strong support network.



### 婦女在社企實踐職場潛能

婦女的職場發展並不限於培訓，本會更為學員提供在社企實踐的舞台。婦女可在本會社企工作，提供面向大眾的商品及服務。

在服務方面，有「愛·耆跡」為大埔、北區及九龍東的長者提供一站式的長者照顧服務，包括長者照顧、陪診、家居清潔、家居煮食等，受僱婦女超過120名。服務品質良好，憑藉良好口碑，顧客黏著度高。北區服務今年已推行至第七年，於2025年3月更達成收支平衡，充分印證婦女的專業實力與貢獻。

在產品類方面，有「姊妹工房」，提供如天竺葵玫瑰潤手霜、檸檬尤加利防蚊膏、金盞花薄荷乳皂等手作工藝品，並於本年度錄得銷售增長。

推廣婦女手作產品的  
Promote women's homecare products



### Women Realizing Workplace Potential Through Social Enterprises

Women's career development goes beyond training. We also provide a stage for them to practice their skills in social enterprises, offering goods and services to the public.

In services, the "Elderly Home-care" delivers one-stop eldercare in Tai Po, the North District, and Kowloon East, including caregiving, medical escort, home cleaning, and cooking. More than 120 women are employed, and the service has earned a strong reputation, with high customer loyalty. The North District service has now entered its seventh year, and by March 2025 achieved financial break-even, clear evidence of women's professional strength and contribution.

On the product side, "Sis works" produces handmade items such as Natural Rose Handcream, Lemon Eucalyptus Anti-Bug Balm, and Natural Calendula & Mentha Beauty Soap. This year, sales recorded steady growth, further showcasing women's creativity and enterprise.

提供長者家居照顧服務的  
Offer elderly homecare services



## #

### 關鍵服務 Key Service

#### 「心深連動」基層家庭支援金 HEART-TO-HEART GRASSROOTS FAMILY SUPPORT FUND

• 周大福慈善基金 Chow Tai Fook Charity Foundation

#### 僱員再培訓課程 EMPLOYEES RETRAINING COURSES

• 僱員再培訓局 Employees Retraining Board

#### 共建婦女職場新動力 | 友職可尋第二期 CO-CREATING WOMEN WORKPLACES 2.0

• 香港公益金 The Community Chest of Hong Kong

#### 賽馬會「女」創新機 JOCKEY CLUB WOMEN IN SPLENDID HOPE

• 香港賽馬會慈善信託基金 The Hong Kong Jockey Club Charities Trust

#### 姊妹工房 SIS WORKS

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

#### 愛·耆跡（九龍東） ELDERLY HOME-CARE (KOWLOON EAST)

• 民政事務總署「伙伴倡自強」社區協作計劃 The Enhancing Self-Reliance Through District Partnership Programme of the Home Affairs Department

#### 愛·耆跡（北區） ELDERLY HOME-CARE (NORTH DISTRICT)

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

#### 「講心又講金」家庭理財教育計劃 - 「新財有道」 "TREASURE WEALTH, TREASURE LOVE" FAMILY FINANCIAL EDUCATION PROGRAMME - "FINANCIAL HARMONY FOR NEWLY ARRIVED WOMEN"

• 星展基金會 DBS Foundation Limited

#### 賽馬會就職女途計劃 JOCKEY CLUB HERIZON : WOMEN'S CAREER EMPOWERMENT HUB

• 香港賽馬會慈善信託基金 The Hong Kong Jockey Club Charities Trust

## ## 專題：或者你沒想像過 Feature: Perhaps You Never Imagined

### 直面心理障礙，助婦女勇於就業

或者你沒有想像過，窒礙婦女投身職場的，往往不只是缺乏技能，更多時源自內心深處的自我懷疑。長期身處照顧者角色的婦女，即使已立下決心發展自我，但職場需求一與照顧家庭衝突，內疚感便隨之而來。女性作為「天然照顧者」角色的固化觀念，在社會定型下牢如頑石。

為回應這一核心困境，2025年1月開始，本會承蒙賽馬會慈善信託基金捐助，開始著手籌備為期三年的「賽馬會就職女途計劃」，把計劃目標對準年齡為35至55歲，更特別接納身為照顧者角色而無法參與其他課程的基層婦女。

本會留意到坊間服務計劃的缺口，在36小時的課程時數中，並非一味著重職業訓練，反而投放更多資源於軟實力的培養。內容包括協助婦女認識個人喜好與強弱項，建立自信心；亦教授實用溝通技巧，幫助她們與家人討論上班的意願，重新分配照顧責任。這樣的安排，是為了提升婦女自身的心理韌性，讓她們相信自己可以融入職場與社會。

逾四十年的服務經驗，本會能更準確掌握婦女的真實需要，並以研究與前線服務的緊密配合，設計出更具成效的計劃。這也體現了本會持續推動婦女充權的決心與實踐。

### Confronting Psychological Barriers—Helping Women Step Boldly into Employment

Perhaps you never imagined that what hinders women from entering the workforce is not only a lack of skills, but often the deeper weight of self-doubt. Women who have long carried the role of carer may resolve to develop themselves, yet when workplace demands clash with family responsibilities, guilt quickly follows. The entrenched social belief that women are "natural carers" hardens into a barrier as solid as stone.

To address this core challenge, HKFWC, with the support of The Hong Kong Jockey Club Charities Trust, began preparing a three-year initiative, "Jockey Club HERizon: Women's Career Empowerment Hub" in January 2025. The program focuses on women aged 35 to 55, especially grassroots carer who are unable to join other courses.

We identified a gap in existing services: instead of concentrating solely on vocational training, the 36-hour curriculum invests heavily in building soft skills. It helps women recognize their personal interests and strengths, cultivate confidence, and learn practical communication techniques to discuss their desire to work with family members and redistribute caregiving responsibilities. This design strengthens women's psychological resilience, enabling them to believe they can integrate into both the workplace and society.

With over forty years of service experience, we have a precise grasp of women's real needs. By combining research with frontline practice, we are able to design more effective programs. This reflects our ongoing commitment and action in advancing women's empowerment.

## 照顧者支援 SUPPORT FOR CARERS

照顧者問題，與人口老化、居住問題、性別議題環環相扣，要一時緩解並非易事。所幸近年社會各界逐漸意識到問題的嚴重性，並投入更多資源。但解決照顧者問題的困難，在於社會長久以內把「照顧」視為家庭內部的私務，深受照顧困擾的婦女誤以為這是天經地義的責任，而缺乏向外求助的意識。因此，本會深明白支援的第一步，是必須要辨識出服務對象隱蔽的照顧者。

Carer issues are closely intertwined with population aging, housing challenges, and gender dynamics, making them difficult to resolve quickly. Fortunately, in recent years society has begun to recognize the seriousness of the problem and invested more resources. Yet the greatest difficulty lies in the long-standing perception that "care" is merely a private family matter. Many women burdened by caregiving believe it is their natural duty, and lack awareness of seeking help beyond the household. That is why we understand that the first step in support is to identify hidden carers among our service users.

## 服務統計數字 SERVICE STATISTICS

服務總受惠人次  
Total number of attendance **38,140**

照顧者支援人次  
Total number of carers served **21,686**

照顧者小組活動總數  
Total number of carer group activities **919**

合作伙伴數目  
Number of partners **155**

賽馬會護理老導航照顧者支援計劃  
Jockey Club Carer Space Project 照顧者會員人數  
Number of carer members **722**

義工數目  
Number of volunteers **115**

義工服務總時數  
Total Number of hours of volunteer work **1,461.5**

顧己及人-照顧者情緒支援熱線計劃  
Carer's Hotline 來電數目  
Number of telephone calls **1,100**

照顧者陪伴大使服務次數  
Number of carer companion service **140**

照顧者輔導個案數目  
Number of carer counselling cases **35**

賽馬會照顧達人計劃  
Jockey Club All Brilliant Carers Project 照顧達人程式登記人數  
Number of application registers **764**

託兒及課餘託管服務  
Childcare & After-school care 受惠家庭總數  
Total number of registered families **327**

受惠兒童總數  
Total number of registered children **336**

### 多管齊下，發掘隱蔽照顧者

政府尚未有照顧者求助熱線時，已率先開展的照顧者情緒支援熱線「顧己及人：照顧者情緒支援熱線計劃」，以照顧者為本的照顧者情緒支援熱線服務，同時識別高風險個案，提供情緒疏導和社區資源轉介等支援。今年度總受惠人次超過3,700人。

而大埔區更有「顧·網通——一站式全方位支援照顧者協作平台」聯合當區的資源與持份者，結合街站、WhatsApp頻道、分享會及共學活動，加深公眾對議題的認識，讓照顧者走出隱蔽。

### Multiple Approaches to Reaching Hidden Carers

Before the government established a carer hotline, we had already launched the "Let's CARE - Carer Mental Health Support Hotline Service". This carer-focused hotline not only provides emotional counseling and referrals to community resources, but also identifies high-risk cases. This year alone, more than 3,700 people benefited. In Tai Po, the "Care Neighbourhood Network - The All-in-One Carer Support Platform" brings together local resources and stakeholders, combining street stations, WhatsApp channels, sharing sessions, and co-learning activities. These efforts deepen public awareness and help carers step out of isolation.

### 照顧者的核心需要：紓解她們的時間壓力

辨識只是起點，要更實在地支援照顧者，首當其衝是要紓緩她們的時間壓力，而當中最重要就是各種暫託服務。

課後託管服務分別在賽馬會麗閣中心、賽馬會太和中心「童埔成長：學前兒童及小學生課餘託管服務」及賽馬會華富中心「賽馬會華富中心課後託管服務及協助婦女就業資助計劃」提供服務。而本會與其他機構合辦的「社區歇腳點」更自2024年開始，於深水埗及油尖旺區提供功課輔導服務，同時減輕家長的壓力。另外還有慧思薈（上水）提供的「守望天使北區互助託兒服務」，在上水提供彈性靈活，無月費捆綁的託兒服務，貼合兼職家長在坊間難以尋獲的需求。多個暫託服務加起來，本年度總受惠人次接近20,000。

### Core Need: Relieving Time Pressure

Identification is only the beginning. To truly support carers, the most urgent need is to ease their time pressure—primarily through respite services.

After-school care programs are offered at the Jockey Club Lai Kok Centre, "Growing Together - After School Care Programme for Pre-primary & Primary School Student" in the Jockey Club Tai Wo Centre, and "After-school Care Service and Women Re-employment Subsidization" in Jockey Club Wah Fu Centre. Since 2024, we have also co-organized "Take-A-Break Community Space" in Sham Shui Po and Yau Tsim Mong District, providing homework guidance while reducing parents' stress. "Mutual Help Childcare Service in Sheung Shui" offers flexible, non-subscription childcare tailored to part-time parents' needs. Altogether, these respite services reached nearly 20,000 beneficiaries this year.



賽馬會慈善信託基金於2023年撥款逾2億9000萬的「**護老導航照顧者支援計劃**」，現在全港共有十間以照顧者為本的賽馬會照顧者中心。本會承擔了兩間中心的營運，分別位於深水埗與粉嶺。本會按計劃的框架，為每位照顧者的需求程度進行評估，並提供適合的援助。除此之外，本會今年度除了強調讓照顧者要有自我相處的時間（me time），更讓照顧者與受照顧對象有些不同性質的相處時間（we time）。通過烹飪、打麻雀等娛樂活動，為兩者建立不一樣的互動關係，有助改善彼此的相處時光與質素。

另外本會在2017年起，與社會福利署推動的「**照顧者咖啡室**」，現已有九間，遍及港九新界。咖啡室提供的不是直接託管服務，而是舒適空間與不定期活動，營造輕鬆氛圍，讓照顧者從日常壓力中找到喘息空間，也為照顧者與受照顧對象製造理想的we time。

### 開拓照顧者的第二人生

每一位照顧者，總是有她們要面對的生命。若照顧的重擔稍為緩息，如何融入社會這難題就在前方等着她們。所以「**賽馬會『照顧達人』計劃**」為照顧者提供生涯規劃，並發展「**安護員**」這作為照顧者的專業行業課程，助本已是照顧者的婦女建立第二人生。今年度受惠人次近3,000人。

如開首所說，「照顧」常被社會曲解為私領域的事情，與勞動價值脫勾。本會於深水埗區開展的「**『時分區區通』計劃—照顧者時間銀行**」，量化計婦女無酬照顧工作的貢獻，把工作按分按時量成作時間積分，讓婦女換取生活所需的服務。計劃藉由肯定她們的勞動付出，回報她們，也眾宣揚「**照顧也是勞動**」的意識。



In 2023, The Hong Kong Jockey Club Charities Trust allocated over HK\$290 million to the “**Jockey Club Carer Space Project**”. There are now ten carer-focused Jockey Club Carer Spaces across Hong Kong, two of which are operated by us in Sham Shui Po and Fanling. Within this framework, we assess each carer’s level of need and provide appropriate assistance. Beyond this, we emphasize not only “me time” for carers but also “we time” with care recipients, through activities like cooking or mahjong, to foster new forms of interaction and improve relationship quality.

Since 2017, in partnership with the Social Welfare Department, we have also promoted “**Carer Cafe**”. Now numbering nine across Hong Kong, Kowloon, and the New Territories, these cafés do not provide direct respite care but instead offer comfortable spaces and occasional activities. They create a relaxed atmosphere where carers can breathe from daily pressures and enjoy quality “we time” with those they care for.

### Opening a Second Life for Carers

Every carer has her own life to face. Once the burden of care is eased, the challenge of reintegration into society emerges. “**Jockey Club All Brilliant Carers Project**” provides career planning and develops the “**Well-being Coordinator**” professional training track, helping women who are already carers build a second life. Nearly 3,000 people benefited this year.

As noted earlier, care work is often misinterpreted as a private matter, disconnected from labour value. Our “**Carer Time Bank**” project in Sham Shui Po quantifies women’s unpaid care contributions, converting hours of care into time credits that can be exchanged for services. This initiative affirms their labour, rewards their efforts, and spreads the awareness that “**care is also labour.**”

## ## 專題：或者你沒想像過 Feature: Perhaps You Never Imagined

### 即時貼心的託管支援，成為照顧者的雪中之炭

或者你沒想像過，一項託管服務，可以如此即時貼心，隨時致電，即可接手，任你遇上突發事，都有人為你暫時照顧小童或長者，讓你有空先獨自解決一時的燃眉之急。

本會位於深水埗的賽馬會照顧者中心，看準當區少有臨時性的暫顧服務，推出「**齊齊顧暫顧服務**」。於中心開放時間內，只要有需要，均能得到適切暫託照顧服務。在宣傳海報上，圖示所列舉的原因甚至更不只是「處理私人事務」、「臨時有事」，更是「想叫一叫」也無任歡迎。縱使需要如此龐大的運作資源，亦毅然執行，在於前線同工擁有強大的理念支持，片刻的喘息對照顧者的身心健康至關重要，也相信唯有填補這份坊間的服務缺口，才能真正回應社區的迫切需要。

更積極的是，本會夥拍同區會作上門暫管支援的機構，為當區居民提供既以上門暫託，又可以到中心暫託服務，進一步消除有需要者的心理門檻。雙方機構更熱心在街上貼海報宣傳，在可承載的服務量的範圍，致力協助更多。

看準方向，繼而團結，就是力量，也是本會一直深信的。

### Immediate, Thoughtful Respite Services—A Lifeline for Carers

Perhaps you never imagined that a respite service could be so immediate and caring. With just one phone call, someone can step in to temporarily care for your child or elder, giving you the breathing space to handle urgent matters.

At our Jockey Club Carer Space in Sham Shui Po, we saw the lack of short-term respite services in the district and launched the “**Together Care Respite Service**”. During centre opening hours, carers can access appropriate temporary care whenever needed. Posters even list reasons beyond “handling personal affairs” or “unexpected events”—simply “wanting a rest” is warmly welcomed. Despite the significant resources required, frontline staff are deeply committed to the belief that even brief moments of respite are vital for carers’ mental and physical health. Filling this service gap is the only way to truly meet urgent community needs.

More proactively, we partnered with local organizations that provide home-based respite care. Residents can now choose between in-home or centre-based services, lowering psychological barriers to seeking help. Both organizations actively promote the service with street posters, striving to assist as many carers as possible within capacity.

Clear direction, collective effort—that is strength. And it is what we have always believed in.



**賽馬會  
護老導航**  
照顧者支援計劃  
JOCKEY CLUB CARER SPACE PROJECT

# #

## 關鍵服務 Key Service

### 顧己及人：照顧者情緒支援熱線計劃 LET'S CARE - CARER MENTAL HEALTH SUPPORT HOTLINE SERVICE

- 精神健康諮詢委員會 Advisory Committee on Mental Health

### 照顧者咖啡室 CARER CAFÉ

- 社會福利署 (場地提供) Social Welfare Department (Venue Sponsorship)

### 賽馬會「照顧達人」計劃第二期 JOCKEY CLUB ALL BRILLIANT CARERS PROJECT 2.0

- 香港賽馬會慈善信託基金 The Hong Kong Jockey Club Charities Trust

### 「顧·網通」——一站式全方位支援照顧者協作平台 CARE NEIGHBOURHOOD NETWORK (CNN) - THE ALL-IN-ONE CARER SUPPORT PLATFORM

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

### 「時分區區通」計劃—照顧者時間銀行 CARER TIME BANK

- 香港交易所慈善基金 HKEX Foundation

### 賽馬會麗閣中心課後託管服務 AFTER-SCHOOL CARE SERVICE IN JOCKEY CLUB LAI KOK CENTRE

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

### 賽馬會華富中心課後託管服務及協助婦女就業資助計劃 AFTER-SCHOOL CARE SERVICE AND WOMEN RE-EMPLOYMENT SUBSIDIZATION IN JOCKEY CLUB WAH FU CENTRE

- 應善良福利基金會 Yin Shin Leung Charitable Foundation

### 賽馬會護老導航照顧者支援計劃 JOCKEY CLUB CARER SPACE PROJECT

- 香港賽馬會慈善信託基金 The Hong Kong Jockey Club Charities Trust

### 社區歇腳點 TAKE-A-BREAK COMMUNITY SPACE

- 周大福慈善基金 Chow Tai Fook Charity Foundation

### 童埔成長：學前兒童及小學生課餘託管服務 GROWING TOGETHER: AFTER SCHOOL CARE PROGRAMME FOR PRE-PRIMARY & PRIMARY SCHOOL STUDENTS

- 嘉里集團郭氏基金會 Kerry Group Kuok Foundation

### 守望天使北區互助託兒服務 MUTUAL HELP CHILDCARE SERVICE IN NORTH DISTRICT

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

## 婦女全人健康 WOMEN'S WELLNESS

協助婦女發展個人潛能，一直是本會核心理念之一。然而，若婦女囿於情緒健康困擾中，實是難以開拓自己的路。正因如此，本會推動婦女全人健康這一環中，我們先是重視照顧婦女的心理健康需要，繼而積極建立互助社群，讓她們從群體中獲得力量。

Supporting women in developing their personal potential has always been one of our core values. Yet when women are constrained by emotional health challenges, it becomes difficult for them to carve out their own path. That is why, in promoting women's wellness, we first prioritize their psychological needs, and then actively build mutual-aid communities where they can draw strength from one another.

## 服務統計數字 SERVICE STATISTICS

總受惠人次  
Total number of attendance **30,229**

活動及小組數目  
Number of activities and groups **2,464**

家訪數目  
Number of home visits **61**

輔導及治療小組次數  
Number of counselling and therapeutic group sessions **168**

累積篩查問卷數目  
Cumulative number of screening questionnaires **1,650**

累積高危個案 (經篩查)  
Cumulative number of high-risk cases (screened) **67**

合作伙伴數目  
Number of partners **53**

### 推動婦女心理健康

「賽馬會思妍婦女精神健康計劃」是全港首個專為基層婦女而設的精神健康計劃，與醫學團體及數個社福機構合辦。計劃集服務、大學科研及公眾教育於一身，除了有識別有精神健康風險婦女的篩查系統外，更提供各種服務，包括認知行為治療、個人發展小組、及運動治療等。計劃更提供網上對話支援平台「聊癒空間」，以保持私隱的方式在線上與社工及朋輩支援團隊傾訴。本年度總受惠人次多達10,779人。

另外還有計劃「心外物—關注囤積行為及照顧者精神健康計劃」則是關注囤積行為及照顧者精神健康的計劃，舉行精神健康公眾教育，推動市民對囤積習慣及行為的認識、理解及接納，並有義工支援的整理服務。本年度受惠人次接近1,800人。

### Promoting Women's Mental Health

The "Jockey Club Mental Wellness Project for Women" is Hong Kong's first mental health program designed specifically for grassroots women, co-organized with medical groups and several social service agencies. Integrating services, university research, and public education, the program includes a screening system to identify women at risk of mental health issues, and offers services such as cognitive behavioral therapy, personal development groups, and exercise therapy. It also provides an online support platform where women can confidentially share with social workers and peer support teams. This year, the program reached 10,779 beneficiaries.

Another initiative, "My Heart Space – Hoarding Behaviours and Mental Health Care Project", focuses on hoarding behaviours and the mental health of carers. It organizes public education to raise awareness, understanding, and acceptance of hoarding, and offers volunteer-supported decluttering services. Nearly 1,800 people benefited this year.

### 凝聚婦女自助與互助網絡

所謂發展個人潛能，實不是個人的事，唯有形成社群，彼助互助施力，才能孕育更大的成長力量。就如「照顧者動起來」在北區提供免費運動課程，組織起不同的運動小隊，建立強韌的互助網絡。但在新撥款未明朗的期間，當時早已參加多時運動班的婦女們，更自募去繼續保持做運動。這就是計劃能促成的社群力量，讓婦女們更勇於自發追尋所愛所想。

另一計劃「賽馬會『女籽抗逆力量』計劃」更是以南區賽馬會華富中心為據點，形成與社區有機連結的婦女網絡。計劃旨在透過不同層次的活動，先是有如同身心靈小組，讓婦女自我覺察自身的需要；接着讓她們在中心空間紮根，形成結伴同行的力量；然後更安排義工培訓，如收納員培訓，讓她們一步步走至社區參與，發揮自己所長。

### Building Women's Self-Help and Mutual-Aid Networks

Developing personal potential is never just an individual matter. Only by forming communities of mutual support can greater growth be nurtured. For example, "Carer Together - Sports Teams Training Project" provides free exercise classes, organizing women into sports teams that build resilient networks. Even when new funding was uncertain, women who had long participated in the classes raised their own resources to continue exercising together. This illustrates the community power fostered by the program, encouraging women to pursue what they love with initiative.

Another program, the "Jockey Club 'Women-Up': Resilience Enhancement Project", based at the Jockey Club Wah Fu Centre in the Southern District, creates an organically connected women's network within the community. Through layered activities, women first join mind-body-spirit groups to heighten self-awareness of their needs; then they root themselves in the centre's space, forming companionship and solidarity; and finally, they receive volunteer training—such as organizing skills—so they can step into community participation and contribute their strengths.



## #

### 關鍵服務 Key Service

#### 賽馬會思妍婦女精神健康計劃 JOCKEY CLUB MENTAL WELLNESS PROJECT FOR WOMEN

• 香港賽馬會慈善信託基金 The Hong Kong Jockey Club Charities Trust

#### 心外物—關注囤積行為及照顧者精神健康計劃 MY HEART SPACE - HOARDING BEHAVIOURS AND MENTAL HEALTH CARE PROJECT

• 精神健康諮詢委員會 Advisory Committee on Mental Health

#### 照顧者動起來 CARER TOGETHER - SPORTS TEAMS TRAINING PROJECT

• 社會創新及創業發展基金 Social Innovation and Entrepreneurship Development Fund

#### 賽馬會「女籽抗逆力量」計劃 JOCKEY CLUB 'WOMEN-UP': RESILIENCE ENHANCEMENT PROJECT

• 香港賽馬會慈善信託基金 The Hong Kong Jockey Club Charities Trust

## ## 專題：或者你沒想像過 Feature: Perhaps You Never Imagined

### 惟有保持計劃彈性，才能激發婦女潛能發展

或者你沒想像到，一個旨在發展婦女個人潛能的計劃，不能有太多「計劃」，要保持一定彈性，才能達到目標。畢竟，人有千百萬種，每年遇到的問題日新月異，要關注婦女全人健康，讓她們綻放生命力，就必須適時從她們的日常及生命經驗出發，設計出不同可能。

位於南區的賽馬會華富中心，長期特別關注婦女的全人發展。先是2019年遇上疫情，把重點支援婦女在疫情期間的身心靈需要。接續遇到華富邨重建計劃，就有「賽馬會『女籽抗逆力量』計劃」以此為服務方針，聚焦於支援居民面對搬遷時的情感與需要。

計劃中，安排了「重建都關家庭溝通事」工作坊，促進家庭坦誠交流搬遷過程的感受與困難，共同尋求解決方案。為深化社區參與，更培訓婦女義工策劃「華富導賞團」，以口述歷史向公眾分享婦女與社區的成長故事。也培訓起「一人一故事」劇團義工，透過戲劇演繹，呈現華富居民的真實經歷。當中更有一位年已六旬，本擁有社交恐懼症的女士，參與多個自我認識的項目與義工工作，漸漸擺脫陰霾，能在三十多位素未謀面的嘉賓演出一人故事。

這種彈性，不僅體現在順應大環境變化，也要順應婦女自身本有的創造力。部份高度參與的婦女，甚至自己提出活動策劃方案，如書法班、歐式編織班，計劃前線同工亦會盡量配合。只因她們也相信，唯有婦女保持創造力，在社會投入與參與，才能找到屬於自己的生命之路。

### Only by keeping programs flexible can women's potential truly flourish

Perhaps you never imagined that a program designed to develop women's personal potential cannot be too rigidly "planned". Flexibility is essential to achieve its goals. After all, people's lives are diverse, and the challenges they face change year by year. To nurture women's holistic health and help them blossom with vitality, programs must be designed from their everyday experiences and life stories, creating different possibilities.

At the Jockey Club Wah Fu Centre in the Southern District, women's holistic development has long been a focus. In 2019, during the pandemic, the centre prioritized supporting women's mind-body-spirit needs. Later, with the Wah Fu Estate redevelopment, "Jockey Club 'Women-Up': Resilience Enhancement Project" shifted to supporting residents through the emotional and practical challenges of relocation.

The program organized workshops such as "Rebuilding Is About Family Communication" to encourage honest dialogue about feelings and difficulties during the moving process, seeking solutions together. To deepen community participation, women volunteers were trained to lead Wah Fu Docent Tours, sharing oral histories of women's growth alongside the community. Others joined the Playback Theatre, dramatizing residents' real experiences. One woman in her sixties, who had long struggled with social anxiety, gradually overcame her fears through self-awareness projects and volunteer work, eventually performing her personal story before more than thirty unfamiliar guests.

This flexibility responds not only to external changes but also to women's innate creativity. Some highly engaged participants even proposed their own activities, such as calligraphy classes or European-style weaving workshops, which frontline staff supported wherever possible. Because they too believe that only by sustaining women's creativity and encouraging their social participation can women discover their own life paths.

## 社區參與 COMMUNITY PARTICIPATION

婦女投入社區，在社會發揮所長，找到恰當的位置貢獻社會，無疑是對個人或社會而言，都是有着積極的正面意義。本會鼓勵和支持婦女積極參與社會生活，相信個人與社會的互動與互助，使改變與可能不再只是想像，而是真實可感的存在。

When women engage in their communities, apply their talents, and find meaningful ways to contribute, the impact is positive not only for individuals but also for society as a whole. We encourage and support women to actively participate in social life, believing that the interaction and mutual support between individuals and society can turn change and possibility into something tangible and real.

## 服務統計數字 SERVICE STATISTICS

服務總受惠人次  
Total number of attendance **18,298**

食物回收  
Food Recycling

食物回收量  
Recycled food amount **54,000kg**

受助家庭數目  
Number of families supported **400**

導賞團及工作坊數目  
Number of guided tours and workshops **50**

導賞團及工作坊參與人次  
Number of participants in guided tours and workshops **916**

合作夥伴數目  
Number of partners **77**

本地農業支援  
Support to Local Farming

合作農場數目  
Number of Farms in collaboration **6**

本地菜團購開班次數  
Number of Local Vegetable Group Buying sessions **70**

本地菜團購購物人數  
Number of customers for Local Vegetable Group Buying **537**



### 回收剩食派發予基層家庭

「好惜食」計劃自2011年11月起於深水埗區推行，每星期四晚，婦女義工會到訪深水埗區街市及商舖回收尚未賣出的蔬果及麵包，並進行挑選，將合乎食用質量的派發予區內基層家庭。計劃同時設有「惜食導賞團」，帶領外部團體參與收發剩餘食材活動；並舉辦「好惜食手作坊」，把生活廢料轉化成有用之物。今年度更把製作的廚餘飾物，帶到灣仔的「CHILL. 治癒。海濱文創祭市集」擺攤，展示婦女的創意與實踐力。

### Redistributing Surplus Food to Grassroots Families

Since November 2011, the "Cherish Food Project" has been running in Sham Shui Po. Every Thursday evening, women volunteers visit local markets and shops to collect unsold vegetables, fruit, and bread. After sorting, food that meets consumption standards is distributed to grassroots families in the district. The project also organizes "Cherish Food Guided Tour" to involve external groups in surplus food collection and distribution, and hosts "Cherish Food Workshops" that transform household waste into useful items. This year, handmade ornaments created from food scraps were showcased at the "CHILL. Healing. Harbourfront Creative Festival Market" in Wan Chai, highlighting women's creativity and practical skills.

### 婦女「撐」本地農業

本會本年度推行「香港好豐收」計劃至尾聲，深化「『食農研究社』—大埔婦女推動社區可持續發展計劃」的成果，更進一步建立本地菜包銷售網絡、快閃本地菜檔及以本地菜打造共學廚房，支持本地農業銷售於社區扎根。計劃於2024年8月31日完結，承蒙滙豐銀行慈善基金繼續資助，接續有「香港護老好豐收」，更把本地菜與長者飲食需求作結合，讓本地菜的推廣惠及更多層面。特別是2025年1月19日於賽馬會太和中心盛大的舉行「滙豐香港社區節 - 本地菜 X 長者餐私房菜體驗」。護老者義工以時令本地菜創作健康低碳餐，邀請大埔區的長者試菜。同場有3位健康料理達人製作特色小食。整個活動吸引了近150位參加者，成功提高公眾意識。

### Women Supporting Local Agriculture

This year marked the conclusion of the "Hong Kong Good Harvest Project", which built upon the achievements of the "Sustainable Food Lab". It further developed networks for selling local produce, pop-up vegetable stalls, and community kitchens featuring local crops, rooting agricultural sales in the community. The project ended on 31 August 2024, but thanks to continued support from the HSBC Charitable Foundation, it transitioned into the "Hong Kong Elderly Good Harvest Project", combining local produce with the dietary needs of older people. On 19 January 2025, a major event "Local Produce x Senior's Home-Cooked Dining Experience" was held at the Jockey Club Tai Wo Centre. Elder-carer volunteers prepared healthy, low-carbon meals using seasonal local produce, inviting seniors from Tai Po to taste the dishes. At the same time, three culinary experts created specialty snacks. The event attracted nearly 150 participants and successfully raised public awareness.

## #

### 關鍵服務 Key Service

#### 好惜食 CHERISH FOOD

- 香港婦女中心協會 Hong Kong Federation of Women's Centres、環境及自然保育基金 Environment and Conservation Fund

#### 九龍崇德社資助 - 好惜食計劃 ZONTA CLUB OF KOWLOON - FOODSHARE

- 九龍崇德社 Zonta Club of Kowloon

#### 香港好豐收 HONG KONG GOOD HARVEST

- 滙豐銀行慈善基金 The Hongkong Bank Foundation

#### 香港護老好豐收 HONG KONG ELDERLY CARER GOOD HARVEST

- 滙豐銀行慈善基金 The Hongkong Bank Foundation

#### 婦女IT大使朋輩教學計劃 PEER IT PROJECT BY WOMEN IT AMBASSADORS

- 香港公益金 The Community Chest of Hong Kong

#### 語言、生活技能及興趣班 LANGUAGE, LIFE SKILL AND INTEREST CLASS

- 香港公益金 The Community Chest of Hong Kong

## 性別平等教育 Gender Equality Education

所謂父權充斥，並不一定表現為血淋淋且暴力的不平等對待，在香港的語境，更多時候是一種無意識的壓制。婦女因社會氛圍，甘於卑微及壓抑個人需求，忽視自身需求，又或被莫名的社會框架籠罩，難以解放自我。本會通過各種性別平等教育，提升同工與服務使用者的兩性平等意識，更根本地進行社會的意識改造。承蒙各機構的資助，本會能以多元化活動，讓參與者從實踐開始性別覺察，提升內在力量及兩性平等意識。

Patriarchy does not always manifest as bloody or violent inequality. In Hong Kong, it often takes the form of unconscious suppression. Women, shaped by social atmosphere, may accept humility and repress their own needs, ignoring themselves or being confined by invisible social frameworks that make self-liberation difficult. Through gender equality education, we seek to raise awareness among staff and service users, and more fundamentally, to transform social consciousness. With the support of partner organizations, we organize diverse activities that help participants begin gender awareness through practice, strengthening their inner power and sense of equality.

性別平等教育統計數字  
Gender Equality Education Statistics

總受惠人次  
Total number of attendance 



### 從生態女性主義出發，提升性別覺察

本會的「『堅定的溫柔』滋養婦女及深化性別視角計劃」已踏入第三期。從2021年第一期啟始，計劃致力梳理參與者的性別平等倡議經驗，共議更深刻理解的角度，並提供舒緩長期投入議題所產生的心理壓力。而在第二期開始，計劃注意到，大自然這媒介是認識自身與舒緩的重要助力。

本年度第三期，便更深刻探索社群在大自然的經驗，發掘大自然與性別平等的關係。例如一次在田野間親手製作年糕的經驗，令參與者更深刻體會母親在準備節慶食品的辛勞與幸福感的矛盾交織，從而更能體會箇中的複雜性與多層意義，促進面對性別平等議題時有更靈活的情感與理解方式。

### From Eco-feminism to Gender Awareness

Our "Nourishing Women & Deepening Gender Perspective Project" has now entered its third phase. Since its launch in 2021, the project has focused on helping participants reflect on their experiences in advocacy of gender equality, fostering deeper understanding, and providing relief from the psychological stress of long-term engagement with these issues. Beginning in the second phase, the project recognized nature as a vital medium for self-awareness and healing.

In this third phase, the program explores community experiences in nature more deeply, uncovering the relationship between nature and gender equality. For example, one activity involved making traditional rice cakes in the fields. Participants reflected on the paradoxical mix of hardship and joy that mothers experience when preparing festive foods, gaining insight into the complexity and layered meanings of such practices. This nurtured more flexible emotional and interpretive approaches to gender equality issues.

### 性別平等視角活動項目規劃

承蒙社區伙伴資助，本會以性別平等視角為主題，推動不同單位的同工交流與學習。今年籌辦的活動包括女性領導力培訓工作坊、具性別角度的領導力/共融性領導力義工培訓、本地性別運動圈子分享日等。

所有的活動除了是提升同工對性別平等的敏感度，讓團隊有更一致的目標與願景外，更致力借鑑本地及國際的婦女及性別平等組織，從多元實踐經驗汲取養份。所有活動均秉持相同理念，強調平等的權力，以及持續的討論與溝通，相信這是使性別平等教育能夠推而廣之的重要前提。

### Gender Equality Perspective Activities

With funding from Partnerships for Community Development, we have promoted exchanges and learning among staff from different units under the theme of gender equality perspectives. Activities this year included women's leadership training workshops, volunteer training in gender-sensitive and inclusive leadership, and a local gender movement sharing day.

These activities not only enhance staff sensitivity to gender equality issues and align team goals and visions, but also draw inspiration from the diverse practices of local and international women's and gender equality organizations. All activities uphold the same principles: emphasizing equal power, continuous dialogue, and communication. We believe these are essential foundations for expanding gender equality education across society.

## #

### 關鍵服務 Key Service

「堅定的溫柔」滋養婦女及深化性別視角計劃（第二期） NOURISHING WOMEN & DEEPENING GENDER PERSPECTIVE PROJECT (PHASE 2)

• 社區伙伴 Partnerships for Community Development

「堅定的溫柔」滋養婦女及深化性別視角計劃（第三期） NOURISHING WOMEN & DEEPENING GENDER PERSPECTIVE PROJECT (PHASE 3)

• 社區伙伴 Partnerships for Community Development

# 倡 議 Advocacy



## ● 照顧者 Carer

要切实改善照顧者的處境，必須有政策與制度上的配合，方能更有效率地回應需要。因此，本會在發展各類支援服務的同時，亦積極倡導有利照顧者的政策。我們與不同團體合作，成立「照顧照顧者平台」，共同爭取照顧者應有的足夠支援。由於照顧者議題與貧窮問題息息相關，本會亦參與「社福抗貧聯盟」，與十多間機構攜手研究本港的貧窮狀況，本會在當中強調婦女身分的照顧者貧窮問題。聯盟透過長期的討論與意見交流，持續爭取更完善扶貧政策。

To truly improve the situation of carers, supportive policies and systems must be in place to respond to needs more effectively. Alongside developing various support services, we actively advocate for policies that benefit carers. Working with different groups, we participated in the "Care for Carers" to jointly campaign for adequate support for carers. Since carer issues are closely linked to poverty, we also participate in the "Anti-Poverty Alliance", collaborating with over ten organizations to study poverty in Hong Kong, with a particular focus on women carers living in poverty. Through long-term dialogue and exchange, the Alliance continues to push for more comprehensive anti-poverty policies.

### 通過「照顧照顧者平台」連結友好推動照顧者政策倡議 Linking Allies Through the Care for Carers Platform

自2019年起，平台每年10月舉辦「照顧者月」活動，藉多種活動及論壇，以多元形式及論壇喚起社會及政策層面的關注。社會福利署於2023年9月舉行「齊撐照顧者行動」起動禮，標誌了政府對照顧者的重視提升至新階段。因此，平台則在典禮一週年之際，在2024年9月25日至11月15日進行「照顧者們對『齊撐照顧者行動』的看法問卷」調查，了解該行動是否有效地回應照顧者們的需要，並探索優化方向。

平台整合問卷，留意行動與對應的新措施，尚有大量改善空間，並提出十大建議，包括：

- 推動照顧者友善的工作環境；
- 修訂勞工法例以保障零散工照顧；
- 政府應將無酬家務勞動納入全民生產總值 (GDP) 之中；
- 託兒服務應重質素、重視兒童發展；
- 推動照顧者友善社區設施等

Since 2019, the Platform has organized "Carer Month" every October, using diverse activities and forums to raise awareness at both social and policy levels.

In September 2023, the Social Welfare Department launched the "Supporting Carers Action" initiative, marking a new stage of government recognition of carers. To coincide with its first anniversary, the platform conducted a survey from 25 September to 15 November 2024 to gather carers' views on whether the initiative effectively addressed their needs and to explore ways for improvement.

The survey results revealed significant room for progress. The platform consolidated findings and proposed ten recommendations, including:

- Promoting carer-friendly workplaces
- Amending labour laws to protect casual carers
- Including unpaid domestic labour in Hong Kong's GDP
- Ensuring childcare services emphasize quality and child development
- Expanding carer-friendly community facilities, among others.

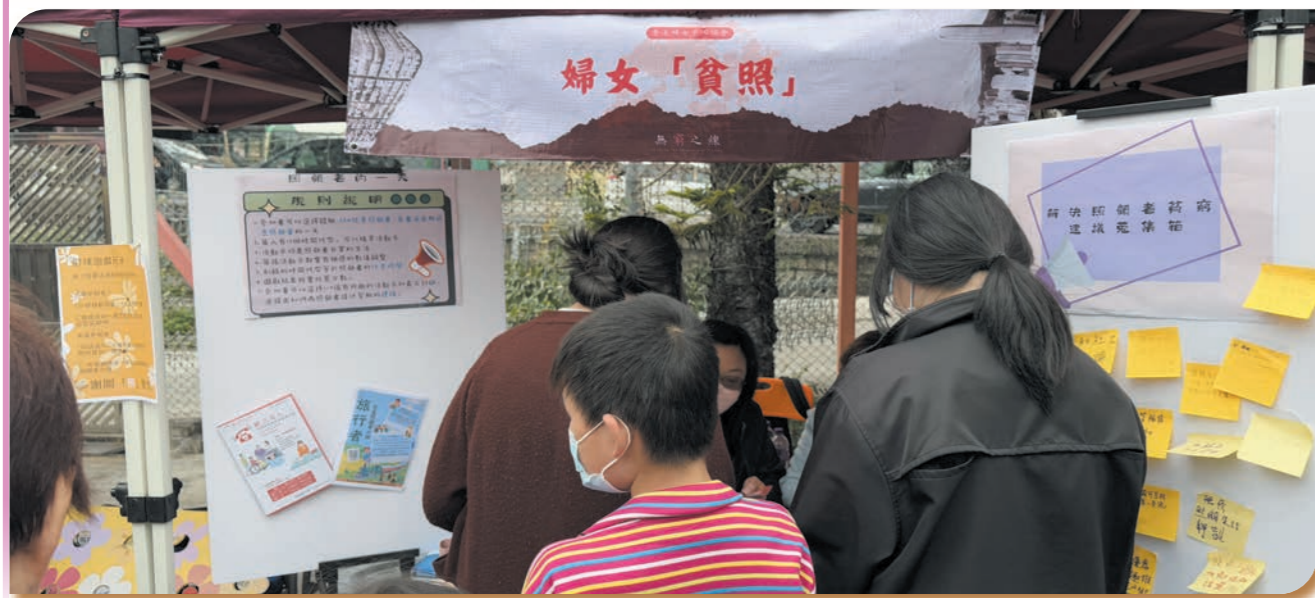
## 以「社福抗貧聯盟」與立法會議員溝通 Communicating Through the Anti-Poverty Alliance

另一個平台「社福抗貧聯盟」，於2025年2月23日與香港社會服務聯會主辦「無窮之線：民間扶貧高峰會暨交流日2025」，有社會政策學者、5位立法會議員深入交流香港的貧窮狀況及扶貧政策，總共逾300位來自不同背景的基層市民參與。

自2021年政府不再公布貧窮線以來，社會缺乏一個反映不同社群狀況的重要指標。會議樂見多位議員參與，分別有江玉歡立法會議員、張欣宇立法會議員、狄志遠立法會議員SBS, JP、林振昇立法會議員和容海恩立法會議員, JP, 均強調貧窮線的重要性。這類跨界別公開交流會，亦為基層市民提供了直接表達生活困境的渠道，讓社會聲音進入立法體系。

Another platform, "Anti-Poverty Alliance", co-organized the "Endless Line: Civil Society Poverty Summit and Exchange Day 2025" with The Hong Kong Council of Social Service on 23 February 2025. The event brought together social policy scholars, five Legislative Council members, and over 300 grassroots citizens from diverse backgrounds to discuss poverty and anti-poverty measures in Hong Kong.

Since the government stopped publishing the poverty line in 2021, the society has lacked a key indicator reflecting the situation of different groups. At the summit, legislators including Hon Doreen Kong Yuk Foon, Ir Hon Gary ZHANG Xinyu, Dr Hon TIK Chi-yuen, SBS, JP, Hon LAM Chun-sing, and Hon YUNG Hoi-yan, JP all emphasized the importance of reinstating the poverty line. Such cross-sector dialogues also provided grassroots citizens with a direct channel to express their struggles, ensuring their voices reach the legislative system.



## 以婦女照顧者為核心關注對象 Women Carers as a Core Focus

在2024年母親節前兩天，本會發表「女性無酬主要照顧者」的就業情況及就業友善措施之意見調查結果。是次發佈強調在政策上讓媽媽在就業和照顧工作間有真正的選擇權，才是真正而持續的尊重，並不僅一日的母親節。

如山，卻缺乏長期支援。不少非在職照顧者具有強烈的就業動機，六成更曾尋找工作，以望有獨立的經濟能力，與社會保持聯繫。然而，有一半受訪者曾因照顧者身份，就職時曾受到不友善就業對待；不少則因「難以兼顧工作與照顧」而離職。非在職照顧者對「理想生活」及「人生價值」的自我

Two days before Mother's Day 2024, we released the results of a survey on the employment situation and carer-friendly measures for female unpaid primary carers. The findings stressed that true and lasting respect means giving mothers genuine choice between employment and caring responsibilities—not just symbolic recognition on Mother's Day.

Out of 256 valid responses, results showed carers face immense stress yet lack long-term support. Many non-working carers expressed strong motivation to seek employment, with 60% having looked for jobs to gain financial independence and maintain social connection. However, half reported experiencing unfriendly treatment in the workplace due to their carer identity, while others left jobs because they could not balance work and caring duties. Non-working carers also rated their "ideal life" and

評價亦偏低。基於此，本會積極倡議，應該政府及社會應該「提供照顧者生涯規劃服務」，並「支援照顧者進修」，並以短、中、長期目標推動照顧者友善就業政策。

事實上，本會早在2018年起就透過「賽馬會『照顧達人』計劃」，推動照顧者生涯規劃，制定「照顧者友善就業約章」，向本地僱主提倡照顧者友善就業措施，認可照顧者的無酬工作經驗，同時支援照顧者「照顧不離職」。這是為了商界支援照顧者訂立標杆，為未來政策和服務提供明確方向。此計劃今年更製作了紀錄片「她的『顧』事」，透過四位照顧者的日常片段，細膩呈現她們在生活中面對的挑戰與堅持，讓公眾更深入了解照顧者的真實處境。紀錄片更於香港藝術中心古天樂電影院安排放映會，並設有映後座談，由四位故事主角擔任嘉賓，讓觀眾與各界人士交流見解。

"sense of life value" lower than average. Based on these findings, we advocate that government and society should provide career planning services for carers, Support carers in pursuing further education and Promote carer-friendly employment policies with short-, medium-, and long-term goals.

Since 2018, through the Jockey Club "All Brilliant Carers" Project, we have promoted career planning for carers and launched the Carer Friendly Employer Charter. This initiative encourages local employers to adopt carer-friendly measures, recognize unpaid caring experience as valuable, and support carers to "care without leaving work." It sets benchmarks for the business sector to support carers and provides clear direction for future policies and services.

This year, the project also produced the documentary "Her Caregiving", portraying the daily lives of four carers and their resilience in facing challenges. The film offered the public a deeper understanding of carers' realities. Screenings were held at the Hong Kong Arts Centre's Louis Koo Cinema, followed by panel discussions with the four featured carers, creating space for dialogue between audiences and stakeholders.



影片QR連結：Video QR Code:  
**她的「顧」事：誰來照顧她？**  
Her Caregiving - Who Cares for Her?



影片QR連結：Video QR Code:  
**她的「顧」事：照顧不離職**  
Her Caregiving - Caring Without Giving Up Her Career



## 性別平等教育 Gender Equality Education

本會一向以婦女權益為核心服務對象，服務工作亦與婦女權益緊密相連。多年來，我們在不同服務中保持對性別平等的敏銳觸覺，並歸納出寶貴的實踐經驗，深信有必要與各界持續交流，以推動社會進步。同時，透過與本地及國際團體的互動，本會得以不斷精益求精，探索更多服務模式及推動社會的可能。

We have always placed women's rights at the core of our services, with our work closely tied to women's rights. Over the years, we have maintained a sharp sensitivity to gender equality across different programs, consolidating valuable practical equality experience. We believe it is essential to continue exchanging ideas with diverse sectors to drive social progress. Through interaction with both local and international organizations, we refine our approaches, explore new service models, and expand possibilities for social change.

### 本地議題與實踐經驗分享 Sharing Local Issues and Practice

2025年適逢為「北京行動綱領」30周年，國際社會廣泛檢視過去數十年在性別平等上的進展。於2025年3月的「國際婦女節」期間，我們與平等機會婦女聯席及香港中文大學性別研究課程共同主辦，並聯同外勞工中心及九龍崇德社會辦「北京行動綱領30周年研討會」。研討會評估了「北京行動綱領」在香港的落實情況，探討影響婦女人權的兩項新議題——氣候變化及科技，吸引超過100人參與。在研討會中，本會服務督導蔡麗萃女士在會上特別就家暴的議題作分享，指出透過本中心接觸的案件中，指出本中心處理的個案中，涉及精神虐待的比例接近五成。然而，這類非肢體暴力案件往往因報案後難以蒐證，程度被嚴重低估。

2025 marks the 30th anniversary of the "Beijing Platform for Action", prompting global reflection on decades of progress in gender equality. On March 6, 2025, we organized the "Seminar on the 30th Anniversary of Beijing Platform for Action" under the umbrella of the Hong Kong Women's Coalition on Equal Opportunities and the Gender Studies Programme of The Chinese University of Hong Kong, and jointly organized it with the Mission for Migrant Workers and the Zonta Club of Kowloon, attracting over 100 participants. The seminar assessed the implementation of the Beijing Platform for Action in Hong Kong, and explored the two emerging issues affecting women's human rights, namely climate change and technology. At the event, our Service Supervisor, Ms. Apple Tsoi, shared insights on domestic violence, noting that nearly half of the cases handled by our centre involved psychological abuse. Yet such non physical violence is often severely underestimated, as it is difficult to collect evidence after reporting.

另一方面，本會亦與聖方濟各大學合辦「具性別視角的照顧者服務」分享會，提醒社會必須將性別平等納入照顧者議題之中。畢竟按統計顯示，現時絕大多數照顧者為女性，如何從女性的社會及經濟處境出發理解此現象，並進一步建立可行的支援網絡，是探討照顧者議題中不可迴避的重要面向。

Moreover, we co-organized a forum with St. Francis University on "Carer Services with a Gender Perspective", reminding society of the need to integrate gender equality into carer issues. Statistics show that the vast majority of carers are women. Understanding this phenomenon through women's social and economic circumstances, and building feasible support networks, is an essential dimension of the discussion.

此外，於2024年4月，香港社會服務聯會舉辦「研倡沙龍」，以「由自我反思到社會規範：NGO如何推動『性別

In April 2024, the Hong Kong Council of Social Service hosted the Advocacy Salon



議題」公眾教育」為題，探討持續推動性別平等教育的方向。本會於會上分享了以「大自然」切入性別平等議題的實踐經驗，與來自不同範疇的機構相互交流，如藝術或運動的性別平等教育，以拓展大眾推廣方法的多樣性。

under the theme "From Self-Reflection to Social Norms: How NGOs Promote Public Education on Gender Issues." We shared experiences of using "nature" as an entry point for gender equality education, exchanging ideas with organizations from different fields—such as arts and sports—to diversify methods of public engagement.



### 參與國際交流與經驗借鑑 International Exchange and Learning

隨着疫情結束，本會認為全球性的挑戰與本地性別議題息息相關，因此積極參與國際層面的交流與討論，以借鑑各地經驗。

With the end of the pandemic, we recognized that global challenges are deeply connected to local gender issues, and thus actively engaged in international dialogue to learn from experiences abroad.

2024年11月，聯合國婦女地位委員會於泰國曼谷舉行「北京行動綱領」30周年亞太區評估會議，本會總幹事廖珊亦親身出席，見證新自由主義全球化、新殖民主義及氣候變遷等因素如何深刻影響本區婦女的權益，收穫良多。

In November 2024, the UN Commission on the Status of Women held the 30th Anniversary Asia-Pacific Review of the "Beijing Platform for Action" in Bangkok, Thailand. Our Director, Ms. Sisi Liu, attended in person, witnessing how neoliberal globalization, neo-colonialism, and climate change profoundly affect women's rights in the region—gaining valuable insights.

同時，本會同工亦參與「第15屆 AWID 國際論壇」。論壇匯聚逾 2,500 位來自世界各地的女性主義者、婦女權利倡導者、性別平等及 LBTQIA + 運動參與者，共同創造一個包容、多元與開放的交流空間。論壇從宗教、性工作、科技等多角度切入，廣泛探討性別議題的多面向。本會藉此借鏡各地婦女團體的工作經驗，為日後的本地推動工作提供啟發與參考。

Our staff also participated in the "15th AWID International Forum", which brought together over 2,500 feminists, women's rights advocates, gender equality activists, and LBTQIA+ participants from around the world. The forum created an inclusive, diverse, and open space for exchange, exploring gender issues from multiple angles—including religion, sex work, and technology. Through this, we drew inspiration from the practices of women's groups worldwide, enriching our vision for future local advocacy.



## 離異支援 Divorce Support

本會自設立「婦女求助熱線」以來，已堅持運作四十三年，接聽無數來自婦女的求助電話，其中以離異相關問題最為普遍。因此，離異支援一直是本會的重點工作之一，我們並積極透過不同渠道推動相關倡議。

Since the establishment of the Women's Helpline 43 years ago, we have had consistently operated the service, answering countless calls from women in need. Among these, divorce-related issues have been the most common. As a result, divorce support has long been one of our key areas of work, and we actively promote related advocacy through multiple channels.

### 從法律及制度上減緩婦女的離異壓力 Reducing Divorce Stress Through Legal and Institutional Reform

在2024年9月5日舉行的「關注追討離婚贍養費制度小組茶話會」上，本會及其他機構，向立法會議員江玉歡女士、林素蔚女士，以及民政及青年事務局、婦女事務專員辦事處、社會福利署代表表達意見。我們對議題表達機制意見，包括：

- 設立贍養費專責部門，以更有效地協助有需要的一方追討、代收贍養費，避免收款人面對經濟困難時，同時要在法庭和社會福利署之間奔波；
- 設立危機家庭緊急求助基金，為無綜援及低收入的婦女，在處理離婚、追討贍養費、或遭受家暴時應付法律、住屋或其他經濟開支；
- 改善綜援扣減制度，讓被拖欠贍養費的單親綜援人士只要提供簡單證明便可以豁免扣除費用；
- 推行家事法庭及法律諮詢現代化，配合「香港法律雲端」發展及公共服務數碼化，方便離婚婦女處理家事問題，尋求法律支援，提升家事法庭的運作效率。

另一方面，本會與香港崇德二社於捷成集團贊助場地內舉辦了「家庭暴力/親密關係暴力的前路：如何保障婦女的權益？」研討會，以推動社會更了解及關注受虐婦女的需要。是次研討會邀請了五位講者，由不同專業的視角，探討如何更有效協助及保障受害婦女的權益。講者包括：香港警務處刑事部支援科家庭衝突及性暴力政策組高級督察謝潔婷女士、大律師黃惠琳女士、教育心理學家盧定欣女士、香港婦女中心協會服務督導蔡麗萃女士及朋輩輔導員黃麗賢女士。

At the "Roundtable on Divorce Maintenance Recovery Mechanisms" held on 5 September 2024, we together with other organizations, presented views to Legislative Council members Hon Doreen Kong Yuk Foon and Hon LAM So-wai, as well as representatives from the Home and Youth Affairs Bureau, the Women's Commission, and the Social Welfare Department. We raised several proposals:

- Establish a dedicated department for maintenance recovery to assist claimants more efficiently, collecting payments on their behalf and sparing them the burden of navigating between courts and the Social Welfare Department while facing financial hardship.
- Create an emergency relief fund for crisis families, supporting women without CSSA or with low incomes to cover legal, housing, or other expenses during divorce, maintenance claims, or domestic violence cases.
- Improve the CSSA deduction system so that single parents owed maintenance can be exempted from deductions upon providing simple proof.
- Modernize family courts and legal consultation services, aligning with the development of "Hong Kong Legal Cloud" and digital public services, making it easier for divorced women to handle family matters and seek legal support, while improving court efficiency.

On the other hand, we held a legal seminar titled "Say No to Violence" with the Zonta Club of Hong Kong II at a venue sponsored by the Jebens Group. This legal seminar aimed to promote greater societal understanding and attention to the needs of survivors of domestic violence. Five speakers from various professional backgrounds discussed how to more effectively assist and protect the rights of victimized women. The speakers included Ms. Tse Kit Ting, Senior Inspector of the Family Conflict and Sexual Violence Policy Unit of the Hong Kong Police Force; Ms. Karen Wong, Barrister; Ms. Diane Lo, Educational Psychologist; Ms. Apple Tsoi, Service Supervisor of HKFWC; and Ms. Portia Wong, Peer Counselor of HKFWC Free Legal Advice Clinic.



## 從翔實的數據分析出倡議內容 Evidence-Based Advocacy Through Data

同年6月6日，本會舉辦「婦女求助熱線」數據發佈會，公布2017年4月至2024年3月的服務數據，七個年度共計11,054宗來電個案。數據亦委託嶺南大學社會學及社會政策系Stefan Kühner教授與黎苑嫻教授進行分析，從中深入探討婦女在離異過程中面臨的問題及其與精神健康的關聯。

研究結果顯示，離婚本身並非直接影響精神健康的因素，但婦女往往同時面對感情困擾、家庭照顧壓力、婦科或更年期問題、經濟困難及虐待情況，精神健康風險因而大幅增加。若同時涉及勞工法例糾紛，出現自殺念頭或企圖自殺的風險更高出30.5倍。

基於以上數據，本會認為有必要更全面地減輕離異婦女的精神壓力，並提出以下倡議方向：

- 法律充權：提升婦女對法律及自我權益的認知，通過免費法律諮詢服務、家事法講座等，讓婦女掌握基本法律知識，讓她們較少負擔去面對離異的法律問題；
- 經濟充權：提供更多元的生涯規劃、就業培訓及創業支援，讓她們能夠在經濟上獨立，當有危機出現時便有相對多的資源面對問題；
- 照顧者就業友善措施：僱主可向照顧者提供彈性工時、母乳餵哺措施及設施；照顧需要可獲停薪留職；政府亦可增加社區託兒服務，和立法增設家庭照顧假。政府亦應考慮擴闊照顧者津貼計劃，及放寬申請門檻等；
- 加強性別平等教育：婦女的性別平等意識愈高，心理健康及生活質素愈好。性別平等教育需要加強，將其納入正規中小學教育，從小培養性別平等意識，增加自我覺察，同時推動不同性別參與家務分工，讓照顧責任不再只是婦女的責任；
- 精神健康支援：建議政府在地區康健中心加入精神健康評估，由專業人士進行基本的護理諮詢教育，如有需要可轉介予地區網絡醫生作進一步跟進或專科轉介，及早識別婦女的精神健康風險，確保她們獲得適當的治療。

此外，本會亦特別關注離異與家庭暴力之間的緊密關聯。於2023至24年度「免費律師面見諮詢服務」的個案中，我們觀察到37%曾遭受家暴，其中48%屬於精神虐待，21%為身體虐待。然而僅25%的受害者曾報警，反映部分婦女誤以為僅有身體暴力才構成虐待。

基於此，本會特別倡議要加快改革《家事訴訟程序條例草案》。現時家事訴訟程序繁複，建議所有法庭文件由法庭存檔及傳遞，減少送遞失敗的機會，簡化家事訴訟程序，加快案件審議速度，有助減少對於當事人生活的影響。

On 6 June 2024, we held a "Women's Helpline Data Release Conference", presenting service data from April 2017 to March 2024. Over seven years, the hotline received 11,054 calls. Professors Stefan Kühner and Professor Lai Yuen-shan, Ruby from Lingnan University's Department of Sociology and Social Policy were commissioned to analyze the data, exploring the challenges women face during divorce and their links to mental health.

Findings showed that divorce itself is not a direct factor affecting mental health. However, women often simultaneously face emotional distress, caregiving pressures, gynecological or menopausal issues, financial difficulties, and abuse—significantly increasing mental health risks. When labour law disputes are also involved, the risk of suicidal thoughts or attempts rises by 30.5 times.

Based on this evidence, we advocate for comprehensive measures to reduce divorced women's psychological stress, including:

- Legal empowerment: Enhance women's knowledge of law and rights through free legal consultations and family law seminars, enabling them to face divorce-related legal issues with less burden.
- Economic empowerment: Provide diverse career planning, employment training, and entrepreneurship support, helping women achieve financial independence and access more resources during crises.
- Carer-friendly employment measures: Employers should offer flexible hours, breastfeeding facilities, and unpaid leave for caring responsibilities. The government should expand community childcare services, legislate family care leave, broaden carer allowance schemes, and relax eligibility requirements.
- Strengthening gender equality education: Higher gender equality awareness improves women's mental health and quality of life. Gender equality education should be integrated into formal primary and secondary curricula, fostering self-awareness from an early age and promoting shared household responsibilities across genders.
- Mental health support: Government should include mental health assessments in district health centres, with professionals providing basic consultations and referrals to local doctors or specialists, enabling early identification of risks and ensuring appropriate treatment.

We also pay close attention to the strong connection between divorce and domestic violence. In 2023–24, among cases handled under the Free Legal Advice Clinic Service, 37% of women had experienced domestic violence—48% psychological abuse and 21% physical abuse. Yet only 25% had reported to the police, reflecting a misconception that only physical violence constitutes abuse.

We therefore advocate for accelerating reform of the Family Procedure Bill. Current procedures are overly complex. We recommend that all court documents be filed and transmitted directly by the court, reducing failed deliveries, simplifying processes, and speeding up case hearings—minimizing disruption to women's lives.

## 籌募及傳訊 Fundraising and Corporate Communication

### 籌得款項

Fundraising Amount: **HK\$685,498**

本會並非接受社署恆常資助的機構，因此需要持續積極籌募經費。本年度，本會承蒙各界機構、基金、企業及善心人士的鼎力支持，合共捐助港幣685,498元，以延續多項地區婦女服務，支援面對困境的基層家庭及有需要的婦女。另有機構以不同合作形式參與其中，本會謹此致以衷心謝意。

As we do not receive regular funding from the Social Welfare Department, we must continuously and actively raise funds. This year, thanks to the generous support of institutions, foundations, corporations, and kind-hearted individuals, we received a total of HK\$685,498 in donations. These contributions enabled us to sustain a range of community services for women, supporting grassroots families and women in need. We also gratefully acknowledge the organizations that partnered with us in various forms of collaboration.

### 企業贊助活動： Corporate-Sponsored Activities

#### 全職媽媽休息日 | 贊助單位：新世界發展有限公司、八達通卡有限公司、凱悅酒店、香港富邦人壽

承蒙贊助單位支持，本會先後舉辦多場「全職媽媽休息日」，讓媽媽們得以放鬆身心，孩子們亦盡情參與活動。

- 2024年6月29日「新世界全職媽媽休息日」：香公所安排「香薰治療師體驗」，讓媽媽親手調製香包；香港桌上遊戲教育學苑導師則陪伴小朋友玩樂。
- 2024年7月13日「八達通全職媽媽休息日」：心慈瑜伽導師 Karuna 帶領「瑜伽大休息」；八達通義工陪同孩子參觀浩海立方•探游館，並親手製作迷你濾水塔，從中學習珍惜水資源。
- 2024年12月20日「富邦全職媽媽休息日」：瑜伽環節同由 Karuna 帶領，同時富邦義工隊陪伴小朋友於浩海立方•探游館渡過愉快下午。
- 2025年3月2日「全職媽媽休息@凱悅酒店」：慧思蓆（上水）媽媽們在教練 Tim Kung 帶領下進行舒展身心的瑜伽活動；同時，凱悅酒店義工照顧孩子，並舉辦自製棒棒糖工作坊，最後一家人共聚早餐。

#### Let's Give Mom a Dayoff! Sponsored by: New World Development Company, Octopus Cards Limited, Hyatt Hong Kong, Fubon Life Insurance (Hong Kong) Company

With the support of sponsors, we organized several Let's Give Mom a Dayoff!, giving mothers a chance to relax while their children enjoyed engaging activities.

- 29 June 2024 – New World Rest Day: Mothers experienced aromatherapy by Aroma Office, they were making herbal sachets, while children played board games with Hong Kong Boardgame Education Academy's tutors.
- 13 July 2024 – Octopus Rest Day: Metta Yoga and Healing Circle Karuna led a restorative yoga session; volunteers from Octopus Cards Limited accompanied children to the Cube O Discovery Park, where they built mini water filters to learn about water conservation.
- 20 December 2024 – Fubon Rest Day: Karuna again led yoga, while Fubon volunteers spent an enjoyable afternoon with children at the Cube O Discovery Park.
- 2 March 2025 – Hyatt Rest Day: Mothers from Sheung Shui joined yoga led by coach Tim Kung; Hyatt volunteers cared for children with a lollipop-making workshop, followed by a family brunch.



#### 嘉里香港街馬2024 | 贊助單位：全城街馬

「全城街馬」主辦的「嘉里香港街馬2024」是本港重要慈善盛事。本會有幸成為年度可持續發展夥伴及慈善跑籌款平台的受惠機構之一。活動包括分為多個級別，最長是圍繞維多利亞港的全程馬拉松，共42公里，吸引眾多市民參與。本會更組織近30位來自「照顧者動起來」及「賽馬會『女』創新機」計劃的婦女照顧者參與十公里賽事。照顧者要在繁重的照顧日程中，參與跑班和跑賽絕不簡單。她們自2024年9月起展開訓練，最終憑毅力完成賽事。

#### Kerry Hong Kong Streetathon 2024 | Sponsored by: RunOurCity Foundation

The Kerry Hong Kong Streetathon 2024 was a major charity event held by RunOurCity Foundation. We were honored to be one of the beneficiaries as a sustainable development partner and fundraising platform. Nearly 30 women carers from our "Carer Everywhere" and "Jockey Club Women In Splendid Hope" joined the 10km race. Despite heavy caring responsibilities, they trained from September 2024 and persevered to complete the race.

#### 「特殊任務！」- 馬拉松慈善計劃 | 贊助單位：渣打馬拉松

2025年2月9日，本會獲渣打香港馬拉松捐贈十公里賽事名額，讓跑手透過本會捐款報名，為大埔區支援SEN學童的課餘託管服務籌款，減輕基層家庭的經濟壓力，讓學童獲得適切照顧。

#### "Special Mission!" Marathon Charity Program Sponsored by: Standard Chartered Marathon

On 9 February 2025, we received donated race slots for the 10km event. Runners registered through us, raising funds for after-school care services for SEN children in Tai Po, easing financial pressure on grassroots families and ensuring proper support for students.

#### 糕質煮意 | 贊助單位：香港數碼港管理有限公司、香港數碼港艾美酒店

2025年1月18日，本會聯同兩間贊助單位於賽馬會華富中心舉辦煮食活動。由香港數碼港艾美酒店南坊中菜廳點心主廚張樂文師傅帶領婦女烹製避風塘瑤柱臘味蘿蔔糕及金黃清香馬蹄糕，並與街坊分享，齊賀新春。活動促進社區互助，推動地區合作，亦為計劃與地方機構合作的可能邁向重要一步。

#### Cooking with Care Sponsored by: Hong Kong Cyberport Management Company Limited, Le Méridien Hong Kong

On 18 January 2025, we co-hosted a cooking event at the Jockey Club Wah Fu Centre. Dim Sum Head Chef Cheung Lok Man, from Nam Fong Cantonese Restaurant at Le Méridien Hong Kong led women in preparing festive dishes—radish cake with dried scallops and preserved meats, and refreshing water chestnut cake. The food was shared with neighbors to celebrate Lunar New Year, fostering community cooperation and partnership.

#### 國際婦女節贊助活動 | 贊助單位：香港迪士尼樂園

適逢2025年3月8日國際婦女節，香港迪士尼樂園慷慨捐贈500張門票，讓婦女與家人共享一天歡樂時光。讓家庭成員有機會到樂園暢遊一整天，對不少基層家庭與照顧者來說，都不是易事。這是難得的機會，為她們日常生活減壓。

#### International Women's Day Celebration Sponsored by: Hong Kong Disneyland

On 8 March 2025, Hong Kong Disneyland generously donated 500 tickets, allowing women and their families to enjoy a full day at the park. For many grassroots families and carers, such outings are rare, making this a precious opportunity to relieve daily stress.



### 觀影活動 | 贊助單位：YK Premier、高先電影

承蒙不同贊助支持，本會有機會為照顧者及員工安排觀影：

- 2024年5月31日：由 YK Premier 贊助，照顧者觀賞電影《填詞L》，啟發她們在照顧他人之餘仍要關懷自己。
- 2025年1月7日，承蒙高先電影的邀請，本會同事可以優先觀賞陳小娟導演的最新作品《虎毒不》，感受導演對母親角色的思考。

### 與愛同行啟動禮@藍田啟田商場 | 贊助單位：大快活×領展

2025年3月5日，大快活與領展合辦「與愛同行啟動禮」，推廣「快活回味軟餐」系列。本會深水埗賽馬會照顧者中心獲邀出席，19位照顧者在專業言語治療師陪同下，學習吞嚥及口肌訓練知識。大會同時宣布將透過照顧者易達平台（Carer EPS），捐贈2,000份軟餐予多個機構，本會榮幸成為受惠者之一。

### Film Screenings Sponsored by: YK Premier, Golden Scene Films

With the generous support of various sponsors, we arranged movie screenings for caregivers and staff:

- 31 May 2024: Carers watched The Lyricist Wannabe, sponsored by YK Premier, inspiring them to care for themselves while caring for others.
- 7 January 2025: Staff were invited by Golden Scene Films to an advance screening of Filmmaker Oliver Siu Kuen Chan's latest work Montages of a Modern Motherhood, reflecting on the role of mothers.

### "Walk with Love" Launch @ Kai Tin Shopping Centre, Lam Tin Sponsored by: Café de Coral × Link REIT

On 5 March 2025, Café de Coral and Link REIT co-hosted the launch of the "Soft Meal" series. Our Jockey Club Carer Space Sham Shui Po was invited, with 19 carers learning swallowing and oral muscle training from speech therapists. The organizers also announced a donation of 2,000 soft meals via the Carer EPS platform, with us among the beneficiaries.

## 本會籌募活動： Fundraising Activities

### 慈善獎券2024

2024年7月15日舉行的慈善獎券活動，成功籌得淨收入港幣286,263.95元，進一步支持本會為照顧者及低收入家庭提供多元服務。我們衷心感謝所有善長、義工及會員的慷慨支持，正是你們的無私付出和持續關心，使本會得以延續服務，幫助更多有需要的家庭與婦女。

### Charity Raffle 2024

Held on 15 July 2024, the raffle raised a net income of HK\$286,263.95, supporting diverse services for carers and low-income families. We sincerely thank all donors, volunteers, and members whose generosity and care make it possible to continue helping families and women in need.

### 329港島區賣旗日

2025年3月29日，多間學校、慈善團體、地區伙伴及義工齊心參與賣旗活動，為本會低收入家庭服務項目及中心恆常開支籌募經費。衷心感謝每一位參與者的支持與熱心奉獻。各位的參與不僅助力服務發展，也讓基層婦女感受到社會的關愛與溫暖，推動平等的理念得以落地生根。

### 329 Flag Day 2025 (Hong Kong Island)

On 29 March 2025, schools, charities, community partners, and volunteers joined the Flag Day, raising funds for our services for low-income families and ongoing centre expenses. We are deeply grateful to every participant for their support and dedication. Their involvement not only sustains service development but also allows grassroots women to feel society's care and warmth, helping embed the values of equality in everyday life.



## 傳訊 Communications

本會於本年度出版了  本刊物  
We published **4** publications this year.

- 菜心的百變媽媽 The Versatile Mom of Choy Sum
- 映出自我 PhotoBook by Women
- 「婦女求助熱線」服務數據統計及分析報告（2024） Consultancy Study of Women's Helpline Service Statistics (2024)
- 照「情」 Taking care of 'Emotion'

我們舉辦了  次新聞發佈會，年內獲  則傳媒報道。  
We held press conferences **twice** and received **41** media reports over the year.

作為一個倡議型的婦女團體，本會會就合適的社會議題及政策作出回應及建議，以下是本會於2024/25年度所發出的新聞稿及文章。  
As an advocacy women's group, we respond to and make recommendations on relevant social issues and policies. The following are our press releases and articles in 2024/25:

- 30/4/2024 > Share for Good聯乘宏利 增設「媽媽更」及「就業獎勵」助婦女重投職場  
Share for Good partners with Manulife to introduce "Mum Shifts" and "Employment Incentives" to help women re-enter the workforce
- 30/4/2024 > 新世界夥14間本地企業推「Future Mumpowered」就業提升計劃 助全職媽媽重投職場  
New World joins hands with 14 local companies to launch the "Future Mumpowered" Employment Advancement Programme to help full-time mothers return to work
- 30/4/2024 > Share for Good聯乘宏利創就業支援計劃 助全職媽媽重投職場  
Share for Good and Manulife launch an employment support programme to help full-time mothers re-enter the workforce
- 30/4/2024 > 新世界、宏利合作助婦女重投職場：特設「媽媽更」、「就業獎勵」首階段名額100人！  
New World and Manulife join forces to help women return to work: "Mum Shifts" and "Employment Incentives" introduced, with 100 places in the first phase
- 30/4/2024 > 新世界夥宏利推婦女就業計劃 有參與企業設「媽媽更」助婦女重投職場  
New World and Manulife roll out a women's employment programme, with participating companies introducing "Mum Shifts" to help women re-enter the workforce
- 10/5/2024 > 母親節2024 | 照顧者的就業情況及友善就業措施之意見問卷調查發佈會  
Mother's Day 2024 | Press Conference on the Survey of Carers' Employment Situation and Friendly Employment
- 24/5/2024 > 賽馬會引領關顧全城照顧者  
Jockey Club leads way in caring for city's carers
- 24/5/2024 > 女星扭轉女性形象 星洲領略光影魔力  
Actress redefines the image of women and discovers the magic of light and shadow in Singapore
- 24/5/2024 > 馬會撥款2.9億推護老者計劃 9照顧者中心暫託支援紓壓  
Jockey Club allocates HK\$290 million to launch a carer support programme, with respite support at 9 carer centres to ease pressure
- 27/5/2024 > 跨界別推動社區就業 為婦女注入新動力 重新踏上追夢路程  
Jockey Club allocates HK\$290 million to launch a carer support programme, with respite support at 9 carer centres to ease pressure
- 6/6/2024 > 香港婦女中心協會「婦女求助熱線」服務統計數字發佈會  
Press Conference on the HKFWC's Women's Helpline 2024
- 6/6/2024 > 「婦女求助熱線」去年接約1,600宗求助 較疫情前增約23%  
The "Women's Helpline" received around 1,600 requests for help last year, about 23% higher than before the pandemic
- 6/6/2024 > 「婦女求助熱線」疫情迎來電高峰 逾三分之一個案情緒低落  
The "Women's Helpline" saw a peak in calls during the pandemic, with more than one-third of cases experiencing emotional distress
- 6/6/2024 > 「婦女求助熱線」疫境迎來電高峰 逾三分之一個案情緒低落  
The "Women's Helpline" saw a surge in calls amid the pandemic, with more than one-third of cases experiencing emotional distress
- 6/6/2024 > 疫下伴侶相處困難個案增一成 逾三分之一精神受困 組織倡增法律支援  
Cases involving difficulties in partner relationships during the pandemic increased by 10%; over one-third suffered emotional distress, and the organisation called for stronger legal support

- 7/6/2024 > 艱難的一年令婦女承受沉重壓力  
Bad year took toll on women
- 12/6/2024 > 中国海洋石油特約：認知障礙成因多 兩招減退風險  
CNOOC Sponsored: Dementia Has Many Causes — Two Ways to Reduce the Risk of Cognitive Decline
- 5/7/2024 > 女性在男性主導行業中的角色  
The role of women in male-dominated jobs
- 13/7/2024 > 我來照顧「照顧者」  
I'm Here to Care for the "Carers"
- 17/7/2024 > 再就業津貼試行計劃接受申請預計惠及6,000人  
Applications Open for the Re-employment Allowance Pilot Scheme, Expected to Benefit 6,000 People
- 19/7/2024 > 全程馬拉松跑經將軍澳跨灣大橋·比賽日設行李寄存  
Full Marathon Route to Pass Through the Tseung Kwan O Cross Bay Bridge; Baggage Storage Available on Race Day
- 22/7/2024 > 知多啲：研究：照顧者孤獨感較常人高7倍  
Did You Know: Study Finds Carers Are Seven Times More Likely to Experience Loneliness Than the General Population
- 25/7/2024 > 我們對婦女健康的關注是否足夠  
Are we doing enough with woman's health
- 17/9/2024 > 《以我們告終》：正視香港家庭暴力問題  
It Ends With Us: Tackling Domestic Violence In Hong Kong
- 14/10/2024 > 政府推為期三年贍養費調解試行計劃  
Government Launches a Three-year Pilot Mediation Scheme for Maintenance Payments
- 17/10/2024 > 香港婦女中心協會對《行政長官2024年施政報告》之回應  
HKFWC's Response to Policy Address 2024
- 17/10/2024 > 香港婦女中心協會倡政府帶頭 推動大型企業於辦公室設小型託兒設施  
The Hong Kong Federation of Women's Centres Calls on the Government to Take the Lead in Encouraging Large Corporations to Set Up Small-scale Childcare Facilities in Offices
- 18/10/2024 > 照顧者易達平台 | 就《行政長官2024年施政報告》的回應及建議  
Carer EPS | Response to Policy Address 2024
- 18/10/2024 > 香港婦女中心協會倡政府帶頭推動大型企業於辦公室設小型託兒設施  
The Hong Kong Federation of Women's Centres Calls on the Government to Take the Lead in Encouraging Large Corporations to Set Up Small-scale Childcare Facilities in Offices
- 30/10/2024 > 性暴力及精神暴力的個案增加  
Rising cases of sexual and mental violence
- 16/11/2024 > 照顧照顧者平台 | 照顧者月 2024 | 照顧者的生計與生活：社會參與無我份？！  
Care for Carers | Carer Month 2024 | The Livelihood and Life of Carers: Is There No Place for My Participation in Society?!
- 17/11/2024 > 香港母親因缺乏托兒支援及彈性工時而被排除於就業市場之外  
Hong Kong mothers locked out of job market over lack of childcare help, flexible work hours
- 24/11/2024 > 《她的願事》社區照顧者故事放映會 | 打破照顧迷思 提倡照顧者友善就業環境  
"Her Caregiving" Community Caregiver Story Screening | Breaking Caregiving Myths and Advocating for a Caregiver-Friendly Employment Environment
- 25/11/2024 > 家暴持續 婦女啞忍  
Domestic Violence Persists, Women Endure in Silence
- 8/12/2024 > 香港婦女中心協會「家庭暴力/ 親密關係暴力的前路：如何保障婦女的權益？」研討會  
'Say no To Violence' Legal Seminar by HKFWC & Zonta Club of Hong Kong II
- 17/12/2024 > 再培訓？  
Retraining?
- 23/12/2024 > 職業無分貴賤，性別亦都無分高低，你我同樣重要  
No Job Is Superior or Inferior, and No Gender Is Higher or Lower — Every One of Us Matters Equally
- 23/1/2025 > 家暴  
Domestic Violence
- 20/2/2025 > 照顧者易達平台 | 「以老護殘」照顧者悲歌—屯門蝴蝶邨悲劇  
Carer EPS | Response to The Butterfly Estate Incident in Tuen Mune
- 26/2/2025 > 照顧照顧者平台 | 2025-26年度財政預算案回應  
Care for Carers | Response to Budget 2025/26
- 4/3/2025 > 香港婦女中心協會對《2025/26年度財政預算案》之回應  
HKFWC's Response to Budget 2025-26

本會網站定期更新內容，讓社會人士知悉本會的動能、服務及計劃。社交媒體平台有22個專頁，共有43,535位追蹤者。  
Our website was regularly updated to keep the public informed of our updates, services and programmes. We had 22 pages on social media with a total of 43,535 followers.

## 會員及義工發展 Membership & Volunteer Development

機構的持續發展，離不開會員及義工的熱心參與與支持。本會深信，打造一個互相學習、共同成長、充滿關懷的社群，對機構的長遠發展至關重要。因此，本會設有會員發展工作小組、義工發展工作小組，定期檢視為會員提供的福利，並持續提升義工與機構方針的協同配合，以確保服務使用者獲得專業、可靠的支援。

Our continued growth depends on the enthusiastic participation and support of members and volunteers. We believe that building a caring community—where people learn from one another and grow together—is vital for long-term development. To this end, we have established both a Member Development Working Group and a Volunteer Development Working Group, which regularly review member benefits and strengthen alignment between volunteers and organizational goals, ensuring that service users receive professional and reliable support.

### 視義工為機構的重要構成 Volunteers as a Core Pillar of the Organization

自「婦女求助熱線」成立以來，熱線義工團隊便成為機構的核心力量，服務衍生的線下支援義工團隊「朋輩輔導小組」，亦持續發展。

今年義工人數已超過100人，其中不乏服務逾三十年的資深義工。他們不僅是機構穩定運作的中堅力量，更因為不少是同路人，只需一些輔導技巧訓練，就成為堅實可靠的支援力量。熱線義工每月參與分享會，交流困難與成功個案，互相學習與支持，也藉此增強團隊凝聚力。

其他服務計劃同樣重視義工的參與，不少更是具挑戰性的服務內容。「賽馬會『女籽抗逆力量』計劃」招募婦女參與「一人一故事劇場」，並安排義工到不同機構義演。訓練師資計劃更找來專業的教育表演藝術團體「言遇劇團」，協助義工發展自我潛能。

Since the establishment of the "Women's Helpline", the volunteer team has been the backbone of our work. Over time, the hotline has also given rise to offline peer support groups, which continue to expand.

This year, the number of volunteers exceeded 100, including several who have served for more than 30 years. They are not only the stabilizing force of our operations but also trusted companions—many of them women who have faced similar challenges themselves. With basic counseling training, they become a solid and dependable source of support. Hotline volunteers attend monthly sharing sessions to exchange experiences of difficulties and successes, learning from one another and strengthening team cohesion.

Other service programs also emphasize volunteer participation, often in demanding roles. For example, the Jockey Club 'Women-Up': Resilience Enhancement Project recruited women to join the Playback Theatre, arranging performances at different institutions. The volunteer training program further engaged the professional educational theatre group Encounter Playback Theatre to help volunteers develop their potential.



## 肯定會員及義工的積極貢獻 Recognizing the Contributions of Members and Volunteers

本會由衷感謝每位會員與義工的積極投入，使機構穩步向前。我們持續優化會員福利，例如承蒙JW Concept支持，會員於旗下餐廳消費時出示會員證，即可享有九折優惠，藉此表達對他們支持的肯定。

2025年6月，本會舉行「『時刻有您』義工嘉許禮2025」，表揚2023至2025年間義工的無私付出與真誠奉獻。當日出席的義工超過二百人，來自七間服務中心。活動中頒發長期服務獎、年度服務時數獎予七十五位義工，其中兩位榮獲「30年長期服務獎」，一位義工獲頒「服務超過400小時獎」。現場節目豐富，包括遊戲環節及賽馬會太和中心「快樂合唱團」的表演，讓義工們在歡樂氛圍中享受與同行者相聚的美好時光。

We sincerely thank every member and volunteer for their dedication, which enables us move forward steadily. We continue to improve member benefits—for instance, with the support of JW Concept, members enjoy a 10% discount at its restaurants by presenting their membership card, as a token of appreciation for their support.

In June 2025, we held the "Always With You" Volunteer Recognition Ceremony 2025, honoring the selfless contributions of volunteers between 2023 and 2025. More than 200 volunteers from seven service centres attended. Awards were presented to 75 volunteers for long-term service and annual service hours, including two who received the 30-Year Long Service Award and one who was recognized for contributing over 400 service hours. The event featured lively activities, including games and a performance by the Happy Choir from the Jockey Club Tai Wo Centre, creating a joyful atmosphere for volunteers to celebrate together.

### 以下是服務年份的得獎者 Long Service Award Recipients :

- |  |   |
|--|---|
| <p><b>30</b> 年: 李麗虹; 何秀珍<br/>yrs : Li Lai-Hung; Ho Sau-Chun</p> <p><b>25</b> 年: 鄭桂芬; 潘妙玲; 徐翠嫻<br/>yrs : Cheng Kwai-Fun; Poon Miu-Ling; Tsui Chui-Chan</p> <p><b>20</b> 年: 雷惠而; 陳秀清<br/>yrs : Lui Wai-Yee; Chan Sau-Ching</p> <p><b>15</b> 年: 石玉蘭; 盧秀珍; 梁淑芬; 梁全奕; 區麗娥<br/>yrs : Shek Yuk-Lan; Lo Sau-Chun; Leung Suk-Fun; Leung Chuen-Yik; Au Lai-Ngo</p> | <p><b>10</b> 年: 王碧蓮; 陳愷康; 鄭文佩; 陳惠珍;<br/>yrs : Peggy Ip Wong Bik-Lin; Chan Hoi-Hong; Cheng Man-Pui; Chan Wai-Chun; Peggy Ip</p> <p><b>5</b> 年: 黃學卿; Anne Ho; 莫美芝; 陸翠儀; 鄧少玲; 源麗明; 湯惠慈; 杜長嬌; 李秋萍; 李淑儀; 曾惠儀; 廖承敏; 劉婉儀; Polly; 林玉蘭; 羅心雅; 賴秀蓮; 詹倩明; 徐倍瑩; 姚綺霞; 勞潔貞; 何素芬<br/>yrs : Wong Hok-Ching; Anne Ho; Mok Mei-Chi; Luk Tsui-Yi; Tang Siu-Ling; Yuen Lai-Ming; Tong Wai-Chi; To Cheung-Kiu; Lee Chau-Ping; Lee Suk-Yi; Tsang Wai-Yi; Liu Cheng-Man; Lau Yuen-Yi; Polly; Lam Yuk-Lan; Law Sam-Nga; Lai Sau-Lin; Jim Chin-Ming; Tsui Pui-Ying; Yiu Kei-Ha; Lo Kit-Ching; Ho So-Fun</p> |
|--|---|

### 以下是過去一年服務時數的得獎者: Service Hours Award Recipients (Past Year) :

- |   |   |
|---|---|
| <p>超過400小時: 畢俊賢<br/>Over 400 hrs: Pat Chun-Yin</p> <p>超過300小時: 朱燕芳; 陳德明<br/>Over 300hrs: Chu Yin-Fong; Chan Tak-Ming</p> <p>超過200小時: 陳燕芬; Connie Yuk<br/>Over 200 hrs: Chan Yin-Fun; Connie Yuk</p> | <p>超過100小時: 晶晶; 鄭麗娜; 萍ee; 蔡繼紅; 何淑芬; 潔瑩; 李穎儀; 余百俠; Kamen; 李詠欣; 黃仁俊; 陳愷康; 李美寶; 施國豪; 夏佩儀; 李麗虹; 潘艷裙; 郭康盈; 陳燕芳; 袁月華; 劉淑蓮; 譚惠華; 徐嘉儀; 葉紹忠; 黃穎真; 郭楚玲; 黃彩蓮; 徐沅; 劉以玲; 葉偉容<br/>Ching-Ching; Cheng Lai-Na; Ping-ee; Choi Kai-Hung; Ho Suk-Fun; Kit-Ying; Lee Wing-Yi; Yu Pak-Hap; Kamen; Lee Wing-Yan; Wong Yan-Chun; Chan Hoi-Hong; Lee Mei-Po; Sze Kwok-Ho; Ha Pui-Yi; Li Lai-Hung; Poon Yim-Kwan; Kwok Hong-Ying; Chan Yin-Fong; Yuen Yuet-Wah; Lau Suk-Lin; Tam Wai-Wah; Tsui Ka-Yi; Yip Siu-Chung; Wong Lai-Jan; Kwok Chor-Ling; Wong Choi-Lin; Tsui Yuen; Lau Yi-Ling; Yip Wai-Yung</p> |
|---|---|

## 同工關係及發展 Staff Relations and Development

本會關注同工的整體發展，致力讓同工與本會的價值理念保持一致，並支持他們在專業領域持續成長。同時，我們特別重視同工的身心健康，營造一個關懷融洽的工作氛圍，讓每位同事都能安心投入工作。

We are committed to the overall development of staff, ensuring alignment with our values while supporting their continuous professional growth. At the same time, we place strong emphasis on staff wellbeing, fostering a caring and harmonious work environment where every colleague can feel secure and engaged in their work.

### 注重同工發展與身心健康 Focusing on Professional Growth and Wellbeing

為支持同工專業發展，本會舉辦了「強制舉報虐待兒童條例工作坊」，協助托兒及課餘托管服務相關同工了解舉報機制、識別及處理虐兒個案，提升守護兒童的敏感度與專業能力。除具體職業培訓外，我們亦安排提升軟技巧的活動：

To strengthen professional capacity, we organized a "Workshop on Mandatory Reporting of Child Abuse Ordinance", helping staff in childcare and after-school services understand reporting mechanisms, identify and handle abuse cases, and enhance sensitivity and competence in safeguarding children.

- 「具社會影響力溝通分享會」有幸邀請前署理副廣播處長陳敏娟女士，分享如何在傳訊工作中發揮更大的社會影響力；
- 「風險管理工作坊」則讓執行委員會成員及管理層共同探討，如何在提供具性別角度的教育與服務時，有效管理多方面潛在風險。

- A "Communication for Social Impact Sharing Session" with Ms. Chan Man-Kuen, former Acting Deputy Director of Broadcasting, who shared insights on maximizing social influence through communications.
- A "Risk Management Workshop" for Executive Committee members and management, exploring how to effectively manage potential risks when delivering gender-sensitive education and services.

為維護良好的工作環境，本會亦舉辦了「防止職場性騷擾工作坊」，加深同工對性別歧視條例及職場性騷擾的認識，提升敏感度；執行委員會成員及管理層亦參與「處理性騷擾個案工作坊」，學習接收投訴後的調解與調查技巧，確保機構運作專業可靠。

To maintain a safe and respectful workplace, we held a "Preventing Workplace Sexual Harassment Workshop", deepening staff understanding of the Sex Discrimination Ordinance and workplace harassment, and enhancing sensitivity. Executive Committee members and management also joined a "Handling Sexual Harassment Cases Workshop", learning mediation and investigation skills to ensure professional and reliable operations.



與全體同事共議、交流、同樂  
Dialogue, Exchange, and Celebration

本會重視團隊凝聚力及跨中心溝通，於2024年11月30日舉辦「機構退修日暨年度聚餐」。全體同工齊聚一堂，共同檢視機構現況，並對機構未來的三年發展策略進行深入交流。晚間，全體同工共進晚膳，在輕鬆愉快的氛圍下繼續交流，同時向資深同工頒發長期服務獎，以表揚他們多年來對機構的無私奉獻與卓越貢獻，感謝他們持續以專業、熱誠與關懷支持機構的發展。

We value team cohesion and cross-centre communication. On 30 November 2024, we held an Agency Retreat and Annual Dinner. All staff gathered to review our current state and engage in in-depth discussions on development strategies for the next three years. In the evening, colleagues shared dinner in a relaxed atmosphere, continuing conversations while honoring long-serving staff with Long Service Awards. These awards recognized years of selfless dedication and outstanding contributions, thanking them for their professionalism, passion, and care in supporting the organisation's growth.

2024年長期服務獎員工名單 List of Long Service Award Recipients, 2024

**5** 年: 陳寶琳; 何綺雯; 黃珍; 鄧雪芬  
yrs: Chan Po-lam, Ada, Ho Yee-man, Wong Chun, Tang Suet-fun

**15** 年: 傅詠芝  
yrs: Fu Wing-chi Gigi

**10** 年: 葉小琼; 何曼麗  
yrs: Ip Siu-king, Ho Man-lai



財務摘要

Financial Highlights



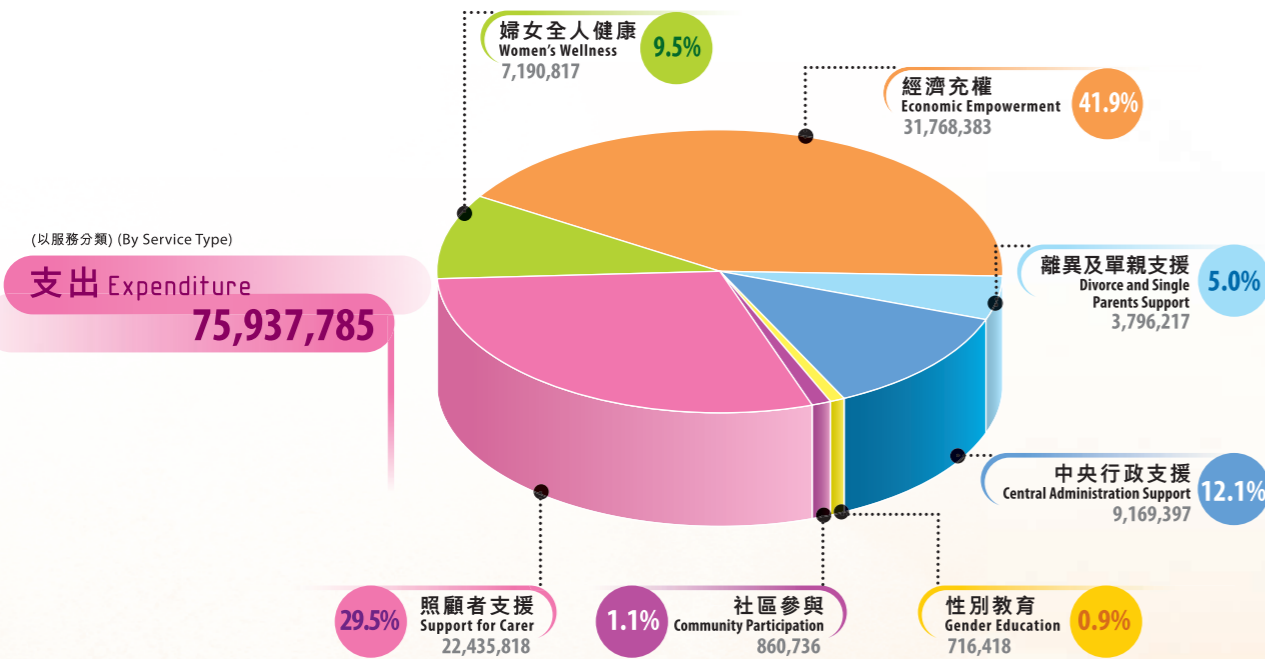
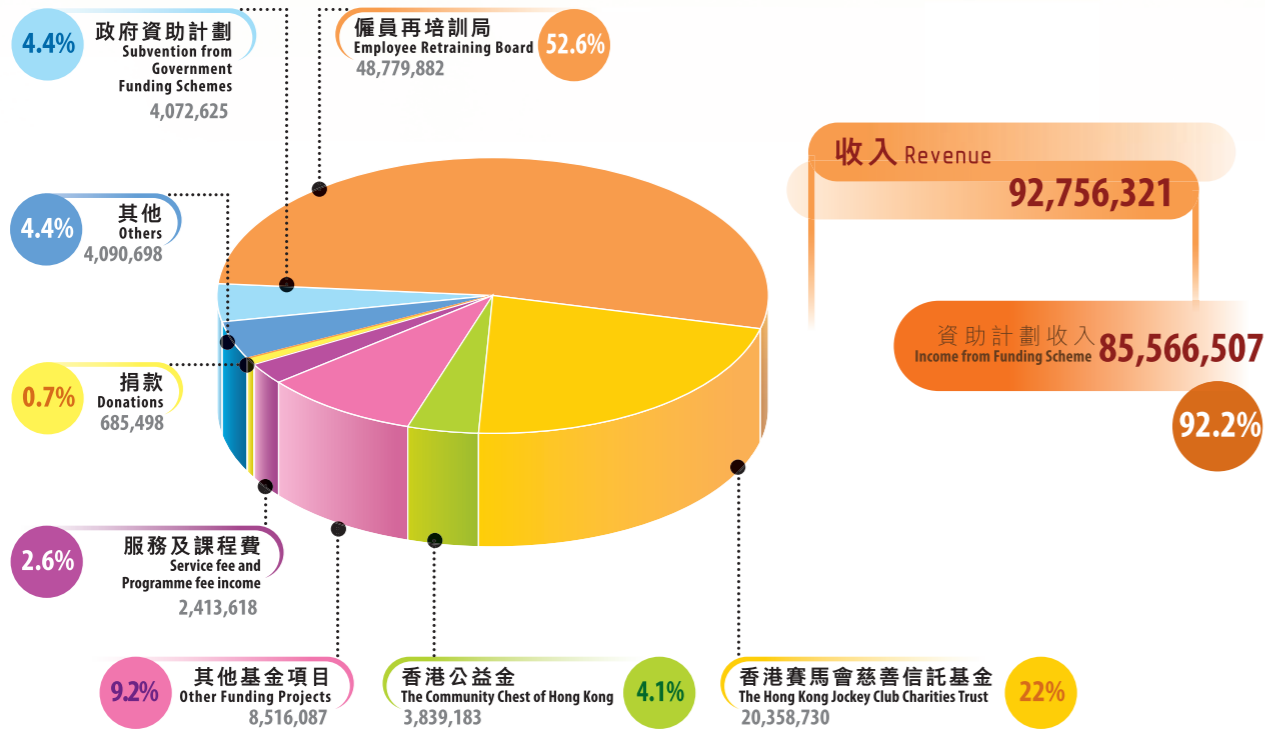
本會財務狀況穩健，並設有完善的監管機制，確保各項計劃收支平衡。同時，我們積極拓展多元收入來源，以匯聚更多資源，持續推動社會進步。以下圖表概括本會綜合收入與支出的情況。如欲查閱更詳細的財務資料，請參閱本會截至2025年3月31日的綜合損益表。

We maintain a stable financial position, supported by a sound monitoring mechanism that ensures all projects remain balanced in income and expenditure. At the same time, we actively diversify our sources of revenue, pooling resources to sustain our mission of driving social progress.

The chart below provides a summary of our consolidated income and expenditure. For more detailed financial information, please refer to our Consolidated Statement of Income and Expenditure as of 31 March 2025.

全面收入表 截至31-3-2025

Statement of Comprehensive Income for the Year ended 31st March 2025



本會謹此衷心感謝以下22個基金會及團體，長期支持本會推行各項婦女服務。於本財政年度，本會總收入為港幣92,756,321元，總支出為港幣75,937,785元，財務維持穩健有序。（基金會及團體列表，排名以中文筆劃排序）

We extend our heartfelt gratitude to the following 22 foundations and organizations for their long-term support in sustaining our women's services. Their commitment has enabled us to continue providing vital assistance to women and grassroots families facing challenges.

For the current financial year, our Association recorded a total income of HK\$92,756,321 and total expenditure of HK\$75,937,785, maintaining a stable and orderly financial position. (List of supporting foundations and organizations, arranged in order of chinese character stroke count)

- 九龍崇德社  
Zonta Club of Kowloon
- 民政事務總署  
Home Affairs Department
- 周大福慈善基金  
Chow Tai Fook Charity Foundation
- 社區伙伴  
Partnerships for Community Development
- 社區投資共享基金  
Community Investment and Inclusion Fund
- 社會創新及創業發展基金  
The Social Innovation and Entrepreneurship Development Fund
- 社會福利署  
Social Welfare Department
- 星展基金會  
DBS Foundation Limited
- 香港公益金  
The Community Chest of Hong Kong
- 香港生活基金有限公司  
Hong Kong Living Foundation Ltd
- 香港交易所慈善基金  
HKEX Foundation
- 香港房屋委員會  
Hong Kong Housing Authority
- 香港樂施會  
Oxfam Hong Kong
- 香港賽馬會慈善信託基金  
The Hong Kong Jockey Club Charities Trust
- 傅德蔭基金有限公司  
Fu Tak lam Foundation Limited
- 滙豐銀行慈善基金  
The Hongkong Bank Foundation
- 僱員再培訓局  
Employees Retraining Board
- 嘉里集團  
Kerry Group
- 嘉里集團郭氏基金會（香港）有限公司  
Kerry Group Kuok Foundation (Hong Kong) Limited
- 應善良福利基金會  
Yin Shin Leung Charitable Foundation
- 環境及自然保育基金  
Environment & Conservation fund
- 醫務衛生局  
Health Bureau

Hong Kong Federation of Women's Centres Limited

香港婦女中心協會有限公司

Statement of Comprehensive Income  
For the year ended 31 March 2025

	Note	2025 HK\$	2024 HK\$
<b>Revenue</b>			
Bank interest income		448,486	502,335
Flag Day	13	98,989	-
Funding income and subsidies	5	85,566,507	66,434,875
General donation		285,929	369,413
Membership subscriptions		35,370	35,580
Programme income		2,378,248	1,248,596
Raffle 2024	14	300,580	-
Sundries		3,642,212	2,727,488
		<u>92,756,321</u>	<u>71,318,287</u>
<b>Expenditure</b>			
Auditor's remuneration		58,500	61,500
Advertising		126,783	225,881
Affiliated fee		5,379	5,179
Amortisation on right-of-use asset	8	4,088,865	3,403,945
Bank charges		24,258	19,783
Cleaning charges and materials		60,879	90,248
Depreciation	7	269,183	159,118
Executive Committee Members' remuneration			
- as Executive Committee Members	-	-	-
- for management	-	-	-
Insurance		229,053	180,276
Interest on lease liabilities	8	248,078	152,119
Instructor fee		8,606,340	7,832,597
IT Expenses		685,494	-
Legal and professional fee		221,525	95,507
Postage		24,325	10,689
Printing and stationery		1,275,375	1,318,944
Programme expense		8,231,732	7,874,498
Project expense		4,935,989	212,384
Rent paid for premises under short-term operating leases		2,177,113	1,252,786
Rates		260,169	215,162
Repairs and maintenance		1,061,320	264,736
Retrainee's activities		-	60,945
Staff costs			
- Salaries		40,260,950	32,558,175
- Staff medical		271,547	216,799
- Staff training		127,172	323,919
- Mandatory provident fund		2,002,575	1,619,817
		<u>42,662,244</u>	<u>34,718,710</u>
Sundry expenses		52,158	9,073
Travelling		62,682	52,300
Utilities expenses		570,341	510,731
		<u>75,937,785</u>	<u>58,727,111</u>
Surplus and total comprehensive income for the year		<u>16,818,536</u>	<u>12,591,176</u>

Hong Kong Federation of Women's Centres Limited

香港婦女中心協會有限公司

Statement of Financial Position as at 31 March 2025

	Note	2025 HK\$	2024 HK\$
<b>Non-current assets</b>			
Equipment	7	615,493	358,729
Right-of-use assets	8	6,163,776	5,685,079
		<u>6,779,269</u>	<u>6,043,808</u>
<b>Current assets</b>			
Accounts receivable	9	18,280,866	10,092,597
Cash and bank balances		55,489,251	49,012,634
		<u>73,770,117</u>	<u>59,105,231</u>
<b>Current liabilities</b>			
Accounts payable	10	5,634,504	5,411,135
Lease liabilities	8	2,925,280	2,261,663
Deferred income	11	4,317,179	6,482,317
		<u>12,876,963</u>	<u>14,155,115</u>
<b>Net current assets</b>		<u>60,893,154</u>	<u>44,950,116</u>
Total assets less current liabilities		<u>67,672,423</u>	<u>50,993,924</u>
Non-current liabilities			
Lease liabilities	8	3,365,885	3,505,922
<b>Net assets</b>		<u>64,306,538</u>	<u>47,488,002</u>
Represented by: -			
<b>Agency Reserve</b>			
Designated Funds	12	36,424,403	31,429,034
General Fund		27,882,135	16,058,968
		<u>64,306,538</u>	<u>47,488,002</u>

The financial statements and notes set out on pages 10 to 34 were approved and authorized for issue by the Executive Committee on 21 Nov 2025 and signed on its behalf by:

Ms. CHAN Yu  
Executive Committee Member

Mr. Wong Kam Chung  
Executive Committee Member

# 機構管治 Corporate Governance



## 架構圖 Organization Chart

### 周年大會 ANNUAL GENERAL MEETING

#### 執行委員會 Executive Committee

內務委員會 Internal Development Subcommittee

外務委員會 External Development Subcommittee

財務委員會 Finance Subcommittee

籌募及社會企業委員會 Fundraising & Social Enterprise Subcommittee

服務發展委員會 Service Development Subcommittee

整合發展工作組 Integrated Development Task Force

#### 顧問委員會 Advisory Board

#### 總幹事 Director 廖珮珊女士 Ms Si-si Liu

#### 總會 Head Office

財務部 高級財務主任 Senior Finance Administrator  
袁碧儀女士 Ms Vikki Yuen

行政及人事部 高級行政及人事主任 Senior Admin & HR Administrator  
蘇翠玲女士 Ms Bonnie So

機構發展部 單位主管 Officer-in-charge  
鍾世昌先生 Mr Alvin Chung

資訊科技部 資訊科技幹事 IT Officer  
呂志敏先生 Mr Teddy Lui

行政秘書 Administrative Secretary  
陳茵茵女士 Ms Jackie Chan

#### 服務督導 Service Supervisor 丘梓蕙女士 Ms Vivien Yau

慧思薈(上水)  
WISE (Fanling)  
張慧媚女士 Ms May Cheung  
單位主管 Officer-in-charge

再培訓服務  
Retraining Service  
陳彬偉先生 Mr Form Chan  
服務主管 Officer-in-charge

#### 服務督導 Service Supervisor 葉麗苹女士 Ms Apple Tsoi

賽馬會麗閣中心  
Jockey Club Lai Kok Centre  
范沛縈女士 Ms Janis Fan  
單位主管 Officer-in-charge

思妍中心  
JCWOW Centre  
陳芷筠女士 Ms Chris Chan  
單位主管 Officer-in-charge

賽馬會華富中心  
Jockey Club Wah Fu Centre  
黎美娜女士 Ms Pamela Knight  
單位主管 Officer-in-charge

#### 服務督導 Service Supervisor 葉藹樺女士 Ms Cora Ip

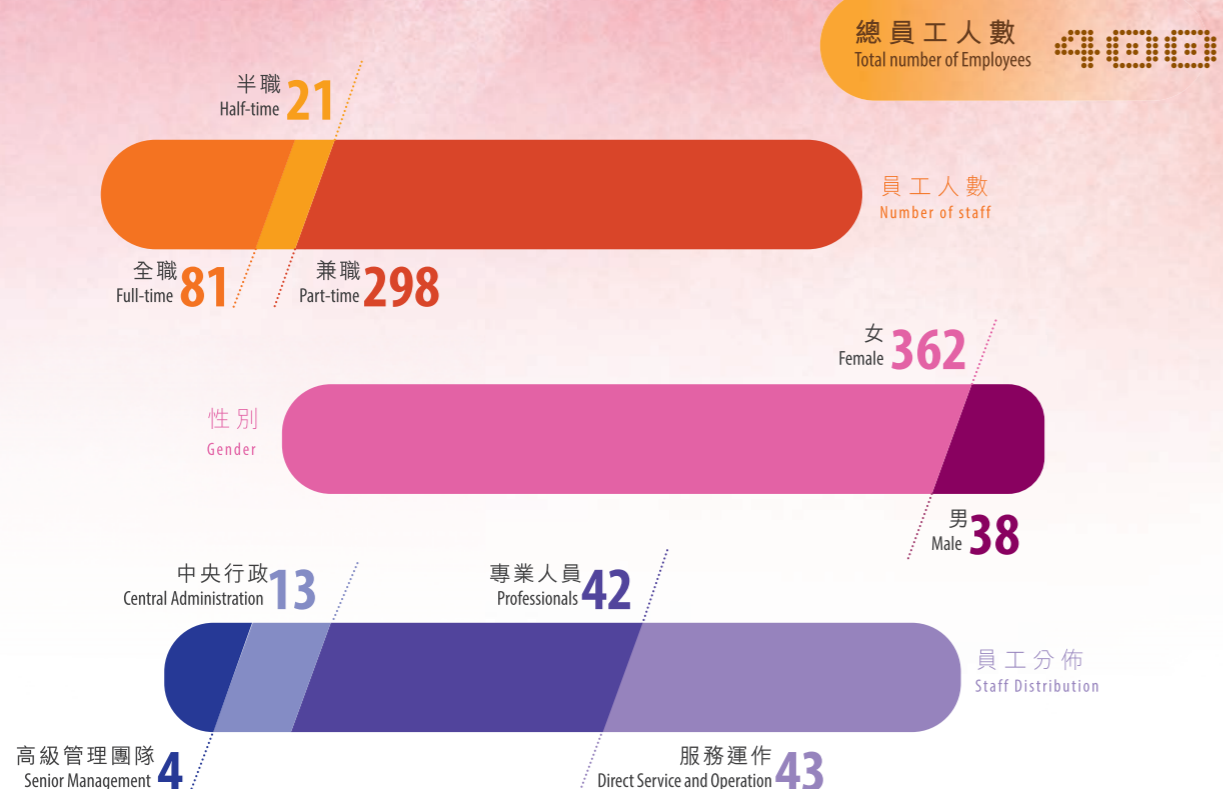
賽馬會太和中心  
Jockey Club Tai Wo Centre  
陳緯綸先生 Mr Alan Chan  
單位主管 Officer-in-charge

慧思薈(粉嶺)  
WISE (Fanling)  
梁兆隆先生 Mr Leung Siu Lung  
單位主管 Officer-in-charge

賽馬會照顧者中心(粉嶺)  
Jockey Club Carer Space (Fanling)  
梁兆隆先生 Mr Leung Siu Lung  
單位主管 Officer-in-charge

賽馬會照顧者中心(深水埗)  
Jockey Club Carer Space (Sham Shui Po)  
李穎儀女士 Ms Vicky Lee  
單位主管 Officer-in-charge

## 員工 Staff



## 員工培訓 Staff Development



## 顧問委員會 Advisory Board

名譽會長 Honorary President	陳彥琳女士 Ms Chan Yin-lam, Alvina
名譽副會長 Honorary Vice President	陳麗生博士 Dr Chan Lai-seng, Lydia
名譽法律顧問 Honorary Legal Advisor	洪珀姿女士 Ms Hung Barbara Anne
名譽顧問 Honorary Consultant	方旻熾博士 Dr Fong Man-ying   吳如花女士 Ms Ng Yu-fa, Esther 白嘉露教授 Professor Carole J. Petersen   紀佩雅女士 Ms Puja Kapai 王秀容女士 Ms Wong Sau-yung, Linda   楊東鈴女士 Ms Young Dong-ling, Cecilia
資訊科技顧問 IT Advisor	卜福晨先生 Mr Pok Fook-sun   黃浩強先生 Mr Danny Wong

## 執行委員會 Executive Committee

主席 Chairperson	陳瑜博士 Dr Chan Yu
副主席 Vice Chairperson	曹文傑博士 Dr Cho Man-kit, Joseph (至 To 31/12/2024)
名譽秘書 Honorary Secretary	錢惠盈女士 Ms Tsin Wai-ying, Virginia (由 From 1/1/2025)
名譽司庫 Honorary Treasurer	石海慧女士 Ms Shek Hoi-wai, Fiona (至 To 31/12/2024)
委員 Member	譚惠鵬先生 Mr Tam Wai-pang (由 From 1/1/2025)
	王錦聰博士 Dr Wong Kam-chung, KC
	周愛華教授 Prof Chow Oi-wah, Esther (至 To 31/12/2024)
	馮家宜博士 Dr Fung Ka-yi, Car (至 To 31/12/2024)
	吳子慧女士 Ms Ng Tze-wei (至 To 31/12/2024)
	司徒偉珠女士 Ms Szeto Wai-chu, Rachel (至 To 31/12/2024)
	錢惠盈女士 Ms Tsin Wai-ying, Virginia (至 To 31/12/2024)
	曹文傑博士 Dr Cho Man-kit, Joseph (由 From 1/1/2025)

根據《公司條例》在企業管治方面的要求，本會積極完善管治架構，增加財政透明度及可持續性，及加強風險管理。本會的執委、管理層及各層級的團隊保持良好溝通並持續參與相關培訓，務求不斷提升本會的管治效率及能力。

根據本會《章程細則》，執行委員會獲授權監察本會運作與事務及決策本會發展方向。

執行委員會由不少於四人及不多於十一人的非受薪人士組成，所有委員為本會的選舉會員並經周年大會中選出。每屆執行委員會委員的任期為一年，當任期屆滿，可再次由選舉會員經周年大會上推選連任。

In line with the requirements of the Companies Ordinance on corporate governance, we are committed to strengthening its governance framework, enhancing financial transparency and sustainability, and improving risk management. The Executive Committee, management, and teams at all levels maintain strong communication and actively participate in ongoing training to continuously improve governance efficiency and capacity.

According to our Articles of Association, the Executive Committee is authorized to oversee the operations and affairs of the Association and to determine its strategic direction.

The Executive Committee is composed of no fewer than four and no more than eleven unpaid members. All members are elected members of the Association, chosen at the Annual General Meeting (AGM). Each term of office lasts for one year, and members may stand for re-election at the AGM upon completion of their term.

## 附屬委員會及工作小組 Subcommittees & Task Force

執行委員會轄下設有五個附屬委員會及一個工作小組：內務委員會、外務委員會、財務委員會、籌募及社會企業委員會、服務發展委員會及整合發展工作組。各委員會按其任命及權責章則，協助執行委員會監察及指導本會各個工作範疇，就管理層的提案作出建議，並推薦相關提案給執行委員會審議及批准。於2024-2025年度，本會共有9位外部委員及工作組成員。

There are five subcommittees and a task force under the Executive Committee, including Internal Development Subcommittee, External Development Subcommittee, Finance Subcommittee, Fundraising & Social Enterprise Subcommittee, Service Development Subcommittee and Integrated Development Task Force. The Subcommittee assists the Executive Committee in the governance of different areas of work of HKFWC, in accordance with each Committee's Term of Reference. In 2024-2025, there were total of 9 external subcommittee and task force members. The Subcommittees report to and make recommendations to the Executive Committee for consideration and endorsement.

### 內務委員會 Internal Development Subcommittee

<p><b>召集人 Convener</b> <b>委員 Member</b></p>	<p>曹文傑博士 Dr Cho Man-kit, Joseph 周愛華教授 Prof Chow Oi-wah, Esther   熊淑茹教授 Prof Hung Shuk-yu, Maria 王錦聰博士 Dr Wong Kam-chung, KC 錢惠盈女士 Ms Tsin Wai-ying, Virginia (由 From 1/1/2025) 蔡詠詩女士 Ms Choi Wing-sze (由 From 1/1/2025)</p>
<p><b>職員 Staff</b></p>	<p>總幹事 Director   服務督導 Service Supervisors 高級行政及人事部主任 Senior Admin &amp; HR Administrator 行政秘書 Administrative Secretary</p>

### 外務委員會 External Development Subcommittee

<p><b>召集人 Convener</b> <b>委員 Member</b></p>	<p>陳瑜博士 Dr Chan Yu 黃玉雲女士 Ms Ng Gaik-hoon, Evelyn   陳淑茵女士 Ms Chan Suk-yan, Yan 藍宇喬女士 Ms Lam Yu-kiu, Rita 葉永麗女士 Ms Young Wing-lai, Geraldine (由 From 1/1/2025)</p>
<p><b>職員 Staff</b></p>	<p>總幹事 Director   服務督導 Service Supervisors   機構發展部 Development Team 行政秘書 Administrative Secretary</p>

### 財務委員會 Finance Subcommittee

<p><b>召集人 Convener</b> <b>委員 Member</b> <b>職員 Staff</b></p>	<p>王錦聰博士 Dr Wong Kam-chung, KC 謝衍彤女士 Ms Char Hin-tung, Natalie (由 From 1/1/2024) 總幹事 Director   高級財務主任 Senior Finance Administrator 行政秘書 Administrative Secretary</p>
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### 籌募及社會企業委員會 Fundraising & Social Enterprise Subcommittee

<p><b>召集人 Convener</b> <b>委員 Member</b></p>	<p>石海慧女士 Ms Shek Hoi-wai, Fiona 陳彩英女士 Ms Chan Choi-ying, Virginia   陳榮發先生 Mr Chan Wing-fat, Alex 陳鈺霖女士 Ms Chan Yuk-lam, Zoe 何光欣女士 Ms Ho Kwong-yan, Connie (至 To 31/12/2024) 戴詠昕女士 Ms Tai Wing-yan, Betty</p>
<p><b>職員 Staff</b></p>	<p>總幹事 Director   服務督導 Service Supervisor   機構發展部 Development Team 社會企業代表 Representative of Social Enterprise   行政秘書 Administrative Secretary</p>

### 服務發展委員會 Service Development Subcommittee

<p><b>召集人 Convener</b> <b>委員 Member</b></p>	<p>司徒偉珠女士 Ms Szeto Wai-chu, Rachel (至 To 31/12/2024) 譚惠鵬先生 Mr Tam Wai-pang (由 From 1/1/2025) 鄭淑貞女士 Ms Cheng Shuk-ching, Dora   吳子慧女士 Ms Ng Tze-wei 馮家宜博士 Dr Fung Ka-yi, Car   黎梅貞女士 Ms Lai Mui Ching, April (由 From 1/7/2024) 柯明蕙女士 Ms. Ko Ming Hui (由 From 1/10/2024)</p>
<p><b>職員 Staff</b></p>	<p>總幹事 Director   服務督導 Service Supervisors 機構發展部 Development Team   行政秘書 Administrative Secretary</p>

### 整合發展工作組 Integrated Development Task Force

<p><b>召集人 Convener</b> <b>委員 Member</b> <b>職員 Staff</b></p>	<p>廖珮珊女士 Ms Liu Pui-shan, Sisi (總幹事 Director) 王錦聰博士 Dr Wong Kam-chung, KC   譚惠鵬先生 Mr Tam Wai-pang 服務督導 Service Supervisors   機構發展部 Development Team 行政秘書 Administrative Secretary</p>
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### 內部管理 Internal Control

本會為維持卓越機構管治及全面遵守法規，執行委員會要求管理層設立並定期更新內部監督機制、政策及程序，當中包括採購物品或服務程序、員工紀律守則、資訊科技政策、環保政策、職業安全及健康政策等。

另一方面，管理層向執行委員會遞交工作及財務報告，適時提供充份的管理及財務資訊，以便執行委員會制定政策及審核。此外，管理層積極採取風險管理，並與執行委員會保持緊密溝通，確保機構暢順運作。

本會尤其著力於：

- 遵守法規及本會章程細則的規定；
- 為各個附屬委員會制定權責章程及操守準則；
- 為所有員工制定職責說明

本會管理層適時檢視並優化部門監督機制及其政策，包括財務管理、人事管理及資訊科技保安等方面，確保恰當授權，避免利益衝突，及作出有效的資源分配。

To uphold excellence in corporate governance and ensure full regulatory compliance, the Executive Committee requires management to establish and regularly update internal monitoring mechanisms, policies, and procedures. These include procurement processes for goods and services, staff disciplinary codes, information technology policies, environmental policies, and occupational safety and health policies.

Management submits work and financial reports to the Executive Committee, providing timely and sufficient information to support policy formulation and review. In addition, management actively implements risk management measures and maintains close communication with the Executive Committee to ensure smooth organizational operations.

We place particular emphasis on:

- Compliance with statutory requirements and the provisions of our Articles of Association
- Establishing terms of reference and codes of conduct for all subcommittees
- Defining clear job descriptions for all staff

Management regularly reviews and refines departmental monitoring mechanisms and policies, including financial management, human resources, and IT security, to ensure proper delegation of authority, prevent conflicts of interest, and achieve effective resource allocation.

### 外部審查 Reviews by External Parties

本會接受監管機構及資助機構制定的外部審查，審核本會的工作績效並確保內部監督制度符合相關準則。本會委任華強會計師事務所作為本會於2024-25年度的外部審核機構，為本會編制經審核的財務報告，供周年大會檢閱。另外，本會亦向各服務的資助機構提交年度報告，包括但不限於香港公益金、賽馬會慈善信託基金、社區投資共享基金等，讓資助機構確保本會的資源運用符合他們的要求。

We undergo external reviews conducted by regulatory and funding bodies, which assess our performance and ensure that internal monitoring systems meet relevant standards. For the 2024-25 financial year, we appointed Wah Keung CPA Firm as our external auditor to prepare audited financial statements for review at the Annual General Meeting.

We also submit annual reports to funding organizations—including, but not limited to, the Community Chest of Hong Kong, the Jockey Club Charities Trust, and the Community Investment and Inclusion Fund—so they can verify that our use of resources aligns with their requirements.

## 與持份者的關係 Relationship with Stakeholders

**僱員**—本會適時檢視並優化同工政策，並提供平台予同工表達訴求及意見，讓本會與同工保持良好關係並關愛同工的需。

**供應商**—本會參考廉政公署為非政府組織及社會企業製作的《防貪實務守則》，以及獲政府資助機構的社會服務業界標準，包括《獎券基金手冊》及《公共機構採購防貪指南》，制訂了一套公正、公平和透明的採購程序。任何參與採購和審批工作的執行委員會委員和同工必須申報利益及與供應商的關係，而有利益衝突或潛在利益衝突的委員或同工則避免參與相關的採購程序。

**其他持份者**—本會致力與政府部門、信託和基金會、企業、學術機構、地區組織、服務使用者、義工、會員和其他非政府組織等不同持份者保持緊密的合作和夥伴關係，引發協同效應並促進社會影響力。

**Staff** - We regularly review and refine staff policies, while providing platforms for colleagues to voice their concerns and opinions. This ensures strong relationships between the Association and staff, and demonstrates our care for their needs.

**Suppliers** - In formulating procurement procedures, we draw reference from the ICAC Practical Guide on Corruption Prevention for NGOs and Social Enterprises, as well as industry standards for government-funded social service agencies, including the Lotteries Fund Manual and the Corruption Prevention Guide for Public Sector Procurement. Based on these, we have established a fair, impartial, and transparent procurement process. All Executive Committee members and staff involved in procurement or approval must declare any interests or relationships with suppliers. Those with actual or potential conflicts of interest are required to abstain from participating in the relevant procurement process.

**Other Stakeholders** - We committed to maintaining close collaboration and partnerships with a wide range of stakeholders, including government departments, trusts and foundations, corporations, academic institutions, community organizations, service users, volunteers, members, and other NGOs. Through these partnerships, we aim to generate synergy and amplify our social impact.

## 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。（按筆劃排序）  
We strictly adhere to statutory requirements and comply with relevant regulatory frameworks. Key areas of compliance are listed below (arranged in order of Chinese character stroke count).

《中華人民共和國香港特別行政區維護國家安全法》 The Law of the People's Republic of China on Safeguarding National Security in the Hong Kong Special Administrative Region	《保護兒童及少年條例》(第213章) Protection of Children and Juveniles Ordinance (Cap 213)	《稅務條例》(第112章) Inland Revenue Ordinance (Cap 112)
《公司條例》(第622章) Companies Ordinance (Cap 622)	《香港社會工作者註冊條例》(第505章) Social Workers Registration Ordinance (Cap 505)	《電力條例》(第406章) Electricity Ordinance (Cap. 406)
《公安條例》(第245章) Public Order Ordinance (Cap 245)	《個人資料(私隱)條例》(第486章) Personal Data (Privacy) Ordinance (Cap 486)	《預防及控制疾病條例》(第599章) Prevention and Control of Disease Ordinance (Cap 599)
《幼兒服務條例》(第243章) Child Care Service Ordinance (Cap 243)	《家庭崗位歧視條例》(第527章) Family Status Discrimination Ordinance (Cap 527)	《僱員再培訓條例》(第423章) Employees Retraining Ordinance (Cap 423)
《合作社條例》(第33章) Co-operative Societies Ordinance (Cap 33)	《消防條例》(第95章) Fire Service Ordinance (Cap 95)	《僱員補償條例》(第282章) Employees' Compensation Ordinance (Cap 282)
《防止賄賂條例》(第201章) Prevention of Bribery Ordinance (Cap 201)	《強制性公積金計劃條例》(第485章) Mandatory Provident Fund Schemes Ordinance (Cap 485)	《僱傭條例》(第57章) Employment Ordinance (Cap 57)
《性別歧視條例》(第480章) Sex Discrimination Ordinance (Cap 480)	《產品環保責任條例》(第603章) Product Eco-responsibility Ordinance (Cap 603)	《種族歧視條例》(第602章) Race Discrimination Ordinance (Cap 602)
《版權條例》(第528章) Copyright Ordinance (Cap 528)	《教育條例》(第279章) Education Ordinance (Cap 279)	《維護國家安全條例》(文件 A305) Safeguarding National Security Ordinance (Instrument A305)
	《最低工資條例》(第608章) Minimum Wage Ordinance (Cap 608)	《職業介紹所規例》(第57章) Employment Agency Regulations (Cap 57)
	《殘疾歧視條例》(第487章) Disability Discrimination Ordinance (Cap 487)	《職業安全及健康條例》(第509章) Occupational Safety and Health Ordinance (Cap 509)

## 環境保護與節能措施 Environmental Protection and Energy Conservation Measures

本會一向心繫環境，以推動可持續發展為己任。我們鼓勵同事在日常營運中落實節能減碳，包括關閉不使用的電燈及水源、將空調溫度維持於攝氏24至26度，以及採用高能源效益設備，例如LED照明及具能源標籤的器材，以取代高耗能的舊式設備。

同時，本會重視源頭減廢及資源循環，積極推動妥善分類與回收。透過細微的日常改變，減輕地球的負擔，珍惜資源，減少浪費。我們亦致力推動婦女成為社區的綠色橋樑，積極宣揚減廢回收理念，並鼓勵綠色生活，讓可持續發展成為日常習慣。

未來，本會將持續優化及推進可持續發展模式，結合更多有效措施，既提升工作效能，又減少資源浪費，攜手守護我們共同珍貴的環境。

We are always mindful of the environment, making sustainable development a core responsibility. We encourage colleagues to adopt energy-saving and carbon-reduction practices in daily operations, such as switching off unused lights and water sources, maintaining air-conditioning at 24–26°C, and replacing outdated high-consumption equipment with energy-efficient alternatives like LED lighting and appliances with energy labels.

We also emphasize waste reduction at source and resource recycling, promoting proper sorting and reuse. Through small daily changes, we aim to ease the burden on the planet, cherish resources, and reduce waste. At the same time, we strive to empower women as “green bridges” in the community, advocating recycling and sustainable living so that environmental responsibility becomes a daily habit.

Looking ahead, we will continue to refine and advance sustainable development models, combining effective measures to improve efficiency, reduce resource waste, and protect our shared environment.

## 對未來的不穩定因素作出的風險評估 Risks and Uncertainties

### • 經濟與財務穩定性

全球經濟增長持續放緩，為未來發展帶來不確定性。同時，政府已宣佈未來三年將逐步削減對社福機構的經常撥款，顯示政府及各基金會在批核資助時將採取更審慎的態度。作為非政府恆常資助機構，本會一直密切監察與管控財務收支，年度預算及季度財務報告由財務委員會審視，並呈交執行委員會覆核，確保資源運用得宜。同時，我們會預先評估潛在風險，提出適切建議及解決方案，以維持機構穩健運作。在資源承壓的情況下，本會積極推動服務整合，透過創新及策略分析探索新發展方向，開拓更有效的服務模式，以持續回應婦女需求，提升服務影響力。

### • 資訊科技安全性

隨著人工智能在全球範疇蓬勃發展，本會積極研究引入相關技術，以提升工作效率及服務質素。然而，我們同時重視潛在風險，制定了一系列防護措施，包括定期檢視資訊科技政策、向同工提供最新資訊保安提示，以提高對人工智能詐騙的警覺性。同時，本會亦正研究制訂專門章則，務求在善用科技與風險管理之間取得平衡。

### • Economic and Financial Stability

Global economic growth continues to slow, creating uncertainty for future development. The government has announced gradual reductions in recurrent funding for social service agencies over the next three years, signaling a more cautious approach to grant approvals. As a non-subsidized NGO, we closely monitor and manage financial inflows and outflows. Annual budgets and quarterly financial reports are reviewed by the Finance Committee and submitted to the Executive Committee for oversight. We proactively assess potential risks and propose solutions to maintain stable operations. Under resource pressures, we actively pursue service integration, using innovation and strategic analysis to explore new directions and more effective service models, ensuring women's needs are met and service impact enhanced.

### • Information Technology Security

With the rapid global development of artificial intelligence, we are exploring its application to improve efficiency and service quality. At the same time, we remain vigilant about potential risks, implementing protective measures such as regular IT policy reviews and providing staff with updated security alerts to raise awareness of AI-related scams. We are also drafting specific regulations to balance the benefits of technology with risk management.

## 未來展望 Future Outlook

### • 提升婦女能力

本會一向重視婦女充權，深信增強婦女掌握經濟能力與知識，能協助她們建立自信、自主與自立，進一步突破生活限制，為自己及家庭創造更美好的未來。為此，本會設計並推行一系列職前培訓課程及本地理財知識教育，讓婦女掌握實用技能及理財智慧。同時，我們亦關注婦女在重投職場過程中的心理需要與適應挑戰，特別著重心靈素質與自我肯定的培育。通過技能提升與心理支援雙管齊下，本會致力協助婦女更自信地掌控經濟能力，邁向自主、穩定與可持續的生活。

### • 支援婦女應對社會變遷

本會持續關顧婦女在肩負照顧者重任時所面對的身心壓力，並根據社會變遷及需求轉變，及時調整服務設計與發展方向，作出有效回應。

面對華富邨重建計劃帶來的搬遷挑戰與心理壓力，本會聚焦支援居民應對搬遷過程中衍生的情感及實際需求，並積極發展多元義工力量，建立社區互助網絡，以回應不同層面的支援需求。

同時，鑑於大埔區對特殊教育需要學童的支援需求日益上升，本會計劃延長課餘託管服務時段，並研究增設星期六暫托服務，務實回應照顧者在日常生活與工作之間的迫切需要，讓她們獲得更多喘息與支援的空間。

部分婦女仍面對家庭暴力困境，其中以精神虐待為主的個案尤為隱蔽。由於現行法例存在灰色地帶，許多個案未能獲得後續法律跟進。本會對此深感關注，將持續透過倡議與服務實踐，喚起社會對幸存者處境的關注，並探索可行方案，力求為無助婦女爭取更有效的保障與支援。

### • 全方位同工能力建設

同工一直是本會服務研發與推行的的重要原動力，因此本會著力推行人才培育、研究發展及服務經驗傳承，以持續增強本會服務的續航力與創新力。為拓闊同工的視野與思維，本會積極鼓勵同工參與海外會議及交流團，不僅加強與國際機構之間的交流，更能引入不同地區的實踐經驗，化為提升服務及倡議質素的養分。

同時，本會定期籌劃多元化培訓活動，涵蓋專業技能與價值導向兩大範疇，邀請學者及專家分享知識與經驗，內容包括前線服務技巧、性別分析、服務計劃設計、演說及評估等。透過持續學習與實務演練，本會期望同工能在專業判斷、倡議思維及服務推展上均有所啟發與提升，進一步鞏固本會作為婦女服務及性別倡議領域的領導角色。

### • Empowering Women

We have always prioritized women's empowerment, believing that strengthening their economic capacity and knowledge helps build confidence, autonomy, and independence. This enables women to overcome limitations and create better futures for themselves and their families. To this end, we design and deliver pre-employment training courses and financial literacy education, equipping women with practical skills and financial wisdom. We also address psychological needs and adaptation challenges when women re-enter the workforce, focusing on resilience and self-affirmation. By combining skills training with psychological support, we help women take confident control of their economic capacity and move toward stable, sustainable lives.

### • Supporting Women Amid Social Change

We continue to care for women facing the pressures of caregiving, adjusting service design and development in response to social changes and emerging needs.

We focus on supporting residents facing Wah Fu Estate Redevelopment through the emotional and practical challenges of relocation, while mobilizing diverse volunteer forces to build community mutual-aid networks.

With rising demand for services for children with special educational needs, we plan to extend after-school care hours and explore Saturday respite services, giving carers more breathing space in Tai Po.

Many women still face domestic violence, particularly hidden cases of psychological abuse. Current legal grey areas leave many cases without follow-up. We remain deeply concerned and will continue advocacy and service initiatives to raise awareness and seek effective protections for survivors.

### • Building Staff Capacity

Staff are the driving force behind service innovation and delivery. We therefore invest in talent development, research, and knowledge transfer to strengthen sustainability and creativity. We encourage staff to join overseas conferences and exchange programs, enhancing international dialogue and learning from diverse practices to enrich local advocacy and service quality.

We also organize diverse training activities covering both professional skills and value-based learning, inviting scholars and experts to share knowledge on frontline service techniques, gender analysis, program design, public speaking, and evaluation. Through continuous learning and practice, we aim to inspire staff in professional judgment, advocacy thinking, and service development, consolidating our leadership role in women's services and gender advocacy.

### • 籌備協會45周年誌慶工作

本會於香港深耕細作多年，持續不懈地就婦女議題發聲，為婦女提供多方面的援助與支持。至2026年，我們將迎來服務社群的第45個年頭。適逢協會的重要里程碑，本會同工正積極籌備各項誌慶活動，透過回顧歷史進程、整理珍貴經驗，並凝聚社會各界友好夥伴的支持，共同見證本會的成長與承擔，也從過去探索婦女與性別議題的未來發展。展望未來，我們將以45年的累積為基礎，持續拓展服務的深度與廣度，為香港婦女及社區發展締造更多光輝篇章。

### • Preparing for the 45th Anniversary

Having worked deeply in Hong Kong for decades, we have consistently spoken out on women's issues and provided multifaceted support. In 2026, we will celebrate our 45th anniversary. To mark this milestone, staff are preparing commemorative activities that review our history, consolidate valuable experiences, and gather support from partners across society. Together, we will reflect on our journey and envision the future of women's and gender issues. Building on 45 years of achievement, we will continue expanding the depth and breadth of our services, creating new chapters for women and community development in Hong Kong.

## 總結 Conclusion

本年報總結了本會於2024 - 2025年度的整體表現與運作情況，包括營運成果、重要財務表現，以及未來發展方向與潛在風險的應對措施。

我們衷心感謝社會各界長期支持，在43年間與本會攜手面對各種挑戰、共同走過不同階段，你們的支持不可或缺。同時，亦感謝各基金會、企業、社區夥伴給予的支持及慷慨捐助與支持，服務使用者及義工們的積極參與，以及職員團隊、執行委員會委員的專業貢獻與付出，本會得以持續推動婦女權益，為社會帶來正面影響。

This annual report summarizes our overall performance and operations for 2024–2025, including service outcomes, key financial results, future development directions, and risk management measures.

We sincerely thank all sectors of society for their long-term support. Over the past 43 years, you have walked alongside us through challenges and milestones, and your support has been indispensable. We also extend our gratitude to foundations, corporations, community partners for their generous contributions, to service users and volunteers for their active participation, and to our staff and Executive Committee members for their professional dedication. Together, we continue to advance women's rights and bring positive impact to society.



## 鳴謝 Acknowledgement

本會衷心感謝以下資助機構、企業、社團及善長人翁所作的支持。（排名以中文筆劃或英文字母次序排序）  
We thank the following funding bodies, companies, associations and individuals for their generosity. (The list is arranged in ascending order of Chinese characters or alphabetical order)

### 資助機構 Funding Bodies

九龍崇德社 Zonta Club of Kowloon	香港公益金 The Community Chest of Hong Kong	滙豐銀行慈善基金 The Hongkong Bank Foundation
民政事務總署 Home Affairs Department	香港生活基金有限公司 Hong Kong Living Foundation Ltd	僱員再培訓局 Employees Retraining Board
周大福慈善基金 Chow Tai Fook Charity Foundation	香港交易所慈善基金 HKEX Foundation	嘉里集團 Kerry Group
社區伙伴 Partnerships for Community Development	香港房屋委員會 Hong Kong Housing Authority	嘉里集團郭氏基金會（香港）有限公司 Kerry Group Kuok Foundation (Hong Kong) Limited
社區投資共享基金 Community Investment and Inclusion Fund	香港樂施會 Oxfam Hong Kong	應善良福利基金會 Yin Shin Leung Charitable Foundation
社會創新及創業發展基金 The Social Innovation and Entrepreneurship Development Fund	香港賽馬會慈善信託基金 The Hong Kong Jockey Club Charities Trust	環境及自然保育基金 Environment & Conservation Fund
社會福利署 Social Welfare Department	傅德蔭基金有限公司 Fu Tak lam Foundation Limited	醫務衛生局 Health Bureau
星展基金會 DBS Foundation Limited		

### 實習學生所屬院校 Institution of Placement Students

香港大學 The University of Hong Kong	香港理工大學 The Hong Kong Polytechnic University	香港聖方濟各大學 Saint Francis University, Hong Kong
香港城市大學 City University of Hong Kong	香港理工大學專業進修學院 School of Professional Education and Executive Development, The Hong Kong Polytechnic University	展亮技能發展中心（屯門） Shine Skills Centre (Tuen Mun)
香港專上學院 Hong Kong Community College		

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