

# 2023-2024

## ANNUAL REPORT

年度報告

# Hong Kong Federation OF Women's Centres



香港婦女中心協會有限公司

HONG KONG FEDERATION OF WOMEN'S CENTRES LIMITED



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



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# 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，婦女中心宣佈成為獨立的社團，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月至2024年2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. Between January 2021 and February 2024, 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.
- 妳可以發展自己的才能  
She can develop her abilities.
- 妳可以有自己的選擇  
She can make her own choices.
- 妳需要有自己的時間  
She needs to have her own time.
- 妳需要保護自己  
She needs to protect herself.

## 使命 MISSION

- 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，關注基層婦女的需要。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 grassroots 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.

# Honorary / MESSAGE FROM THE President



名譽會長  
HONORARY  
PRESIDENT

陳彥琳女士  
MS. CHAN YIN-LAM,  
ALVINA

2023/24年度對香港婦女中心協會是碩果豐收的一年。在2023年8月，婦女中心非常榮幸獲得香港房屋委員會批准，獲編配上水祥龍圍邨服務設施大樓單位作綜合服務中心。此單位將會成為婦女中心歷來規模最大的服務中心，充分顯示政府部門對我們在社區及婦女服務方面所貢獻的認可，並支持我們進一步深化對北區基層及新來港婦女的服務。對於這項喜訊，我與婦女中心全體同仁都感到十分興奮及鼓舞。

The 2023/24 fiscal year has been very fruitful for the Hong Kong Federation of Women's Centres (HKFWC). In August 2023, we were honoured to receive the approval from the Hong Kong Housing Authority for the allocation of a welfare premises in Cheung Lung Wai Estate, Sheung Shui to establish an integrated service centre. This site will become the largest service centre of HKFWC, which clearly demonstrated the Government's recognition of our contributions to community as well as women's services, and their support to our enhanced efforts to serve grassroots and newly arrived women in the North District. This wonderful news has brought tremendous enthusiasm and inspiration to myself and all my colleagues at the HKFWC.

邁入第43年，婦女中心配合社會變遷與時代發展，一直致力為婦女需要提供全方位的支援服務。隨著近年不斷的服務拓展，承蒙社會資助機構的慷慨資助、基金會的大力支持，以及各界善心人士踴躍捐款，婦女中心在香港社區裡茁壯成長，整體規模在數年間迅速發展。截至2024年3月底，婦女中心共有七個服務中心及辦公室，為各區婦女、照顧者、有精神健康需要的婦女、單親媽媽、新來港婦女，以及低收入家庭婦女提供服務。此外，位於粉嶺及深水埗的賽馬會照顧者中心已於2024年分階段投入服務，而祥龍圍綜合服務中心則預計於2025年中完成裝修，屆時將能為不同階層的婦女提供更優質及多元化的支援服務。婦女中心多年來默默耕耘，使婦女服務得以逐步在香港各區扎根，並根據社區及婦女的實際需要，開拓多面向的婦女為本服務計劃。我對機構的蓬勃發展感到由衷欣慰。

在面對前所未有的多元化發展機遇的同時，婦女中心亦面對平衡資源、發展步伐及未來經濟轉變下的挑戰。管理層需以審謹的態度規劃發展方向，竭力保持服務初心，堅守信念及使命。同時，婦女中心正進行全面的機構策略規劃，通過深入分析服務現況及持分者需要，確立服務焦點及發展戰略，讓機構掌握發展機遇的同時，也能為未來的挑戰作充分準備，化危機為轉機。

面對瞬息萬變的社會發展，婦女中心將積極配合社會政策，革新機構管治及發展，並更細心聆聽婦女的需要，始終保持韌性與服務初心，讓婦女中心的服務能與時並進，並延續保留關愛婦女的溫暖。我在此衷心感謝全會各同工一直以來謹守崗位，竭誠為有需要的婦女提供服務。同時，我也向執行委員會成員及其下各委員會委員、資助機構、合作機構、會員、義工、捐款者以及所有關注婦女工作的朋友致以最誠摯的謝意。我衷心祈願本會每一分努力與堅持，都能轉化為推動社會進步的動力，打破傳統性別定型的框架，提高女性權利和地位。

Heading into our 43rd year, aligning with social changes and developments of the times, we have been committed to providing comprehensive support services to meet women's needs. With the ongoing expansion of services in recent years, thanks to the generous funding from sponsoring organisations, the strong support of foundations, and enthusiastic donations from kind-hearted individuals across the society, the HKFWC has thrived in Hong Kong communities, with its overall scale developing rapidly in just a few years. As of the end of March 2024, the HKFWC operates seven service centres and offices, providing services to women, carers, women with mental health concerns, single mothers, newly arrived women, and women from low-income families in various districts. In addition, the Jockey Club Carer Space in Fanling and Sham Shui Po have been put into service in phases during 2024, whilst the renovations of the Cheung Lung Wai Integrated Service Centre are expected to be completed by mid-2025, allowing us to offer higher quality and more diversified support services to women from different walks of life. The HKFWC has been tirelessly and unobtrusively working for many years, allowing women's services to gradually take root in various districts of Hong Kong, and developing multi-faceted, women-centred service programmes based on the actual needs of communities and women. I am deeply pleased by the organisation's rapid development.

In the face of unprecedented opportunities for diversified development, the HKFWC also faces challenges in balancing resources, pace of development, and future economic shifts. The management team needs to plan development directions prudently, striving to preserve our service ethos and uphold our beliefs and mission. At the same time, HKFWC is undergoing an all-rounded organisational strategic planning, establishing service focuses and development strategies through in-depth analysis of current service conditions and stakeholder needs, so that the organisation can seize development opportunities whilst thoroughly preparing for future challenges, turning crises into opportunities.

To adapt to the rapidly evolving social development, the HKFWC will actively align with social policies, reform organizational governance and development, and listen more attentively to women's needs, always maintaining resilience and service ethos, so that our services can keep pace with the times whilst continuing to preserve the warmth of caring for women. I would like to express my heartfelt gratitude to all staff across the organization who have remained steadfast in their positions, dedicated to providing services to women in need. At the same time, I would also like to express my most sincere thanks to the Executive Committee members and committee members, funding organizations, partner organizations, members, volunteers, donors, and all friends who care about women's work. I sincerely hope that our effort and persistence can serve as momentum for social progress, breaking the framework of traditional gender stereotypes, and promoting women's rights and status.



# / REPORT BY THE **Chair** AND **Director**

縱然世界不斷變遷，我們服務婦女的初心始終不變。  
**UNWAVERING COMMITMENT TO SERVING WOMEN  
AMIDST A CHANGING WORLD**

過去42年來，婦女中心一直與婦女同行，從運作全港第一條的「婦女求助熱線」到現在，已發展至七個服務單位的規模，遍布港九新界。我們多年來深耕細作，及時回應婦女的需要，同時秉持開放務實的態度，積極與不同的社會持份者協作，攜手共建更具性別平等意識的香港。

Over the past 42 years, HKFWC has remained steadfast in its mission to support women. From operating the first hotline for women in Hong Kong to expanding into seven service units across Kowloon, Hong Kong Island, and the New Territories, we have consistently responded to the evolving needs of women. We maintain an open and practical approach, actively collaborating with various stakeholders to build a society with gender equality.

## 拓展服務版圖 形成多元支援網絡

### EXPANDING SERVICE SCOPE AND CREATING A DIVERSE SUPPORT NETWORK

2023年8月，承蒙香港房屋委員會批准，我們獲准租用北區祥龍圍邨服務設施大樓內一個接近7,000平方呎的社會福利單位，預計於2025年中投入服務。這是將會我們歷來規模最大的服務點。我們預計該綜合服務中心將推動北區新來港婦女及基層婦女的支援工作，並計劃配合北部都會區的發展策略，與北區其他三間服務中心連結，形成多元化的婦女服務網絡，以產生更大的協同效應。

此外，賽馬會護老導航照顧者支援計劃將設立位於深水埗及粉嶺的兩所賽馬會照顧者中心，於2024年下半年落成，旨在為照顧者提供適切的照顧服務資訊，並在身心靈支援及歷程規劃方面提供一站式服務。

我們將善用這三個新增服務點，進一步完善服務網絡，積極發揮社區連結者的角色，服務更多有需要的婦女及基層家庭。

In August 2023, with the approval by the Hong Kong Housing Authority, we were granted permission to lease a nearly 7,000 square-foot unit within the Cheung Lung Wai Estate Ancillary Facilities Block. This integrated service centre is expected to commence operations by mid-2025, and will become our largest service point. It aims to support new arrival women and grassroots women in the North District, aligning with the Northern Metropolis' development strategies and connecting with other service centres to form a diverse network of women's services, thereby enhancing synergistic effects.

Additionally, we will establish two carer centers in Sham Shui Po and Fanling by the second half of 2024 under the Jockey Club Carer Space Project. These centres will provide cares with appropriate service information and offer one-stop support in mental and spiritual well-being, as well as life planning.

We will utilize these new service points to further refine our service network, actively playing the role of community connectors to serve more women and grassroots families in need.

## 開展多項服務計劃 實踐婦女為本工作

### COMMENCING VARIOUS SERVICE PLANS TO IMPLEMENT WOMEN-CENTRIC WORK

本年度，多項服務計劃得以順利推展，實有賴各大基金會及社會各界的支持，其中包括：

This year, several service projects were successfully implemented, thanks to the support from major funders and various sectors of society. These include:

#### 拓展社會企業「愛·耆跡」業務至九龍東

Expansion of Social Enterprise "Elderly Home Care" to Kowloon East

由「伙伴倡自強」社區協作計劃資助，「愛·耆跡」業務於2023年8月由新界東拓展至九龍東，並成立九龍東辦公室，為當區家庭及院舍提供優質、可靠的長者照顧服務。

Supported by the Enhancing Self-Reliance Through District Partnership (ESR) Programme, the "Elderly Home Care" business expanded from the New Territories East to Kowloon East in August 2023, and established an office in Kowloon East. This provides high-quality, reliable elderly care services to families and institutions in the area.

#### 賽馬會「女」創新機

Jockey Club Women in Splendid Hope (JCWISH) Project

由香港賽馬會慈善信託基金資助，於2023年7月在慧思薈（上水）開展。該計劃專為北區基層新來港婦女提供14節綜合活動及三個月實習期，幫助她們提升能力、改善家庭生活技能、強化社區連結，並裝備職場相關技巧，協助婦女更快適應並重返職場。

Funded by Jockey Club, this Project was launched in July 2023 in WISE (Sheung Shui). It offers 14 comprehensive programmes and a three-month internship to grassroots new arrival women from the Mainland in the North District, helping them enhance their abilities, improve family life skills, strengthen community connections, and equip them with workplace skills to facilitate their return to the workforce.

### 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

由精神健康諮詢委員會資助，於2023年5月在慧思菁（粉嶺）開展。計劃以照顧者的囤積行為為切入點，關注其精神健康狀態，並通過探討人與物件的關係，協助照顧者梳理生活經驗，建立健康的自我價值觀。

Supported by the Advisory Committee on Mental Health, this Project began in May 2023 in WISE (Fanling). It focuses on carers' hoarding behaviour, addressing their mental health by exploring the relationship between people and objects. This helps carers organize their life experiences and establish a healthy self-identity.

### 「時分區區通」計劃——照顧者時間銀行

#### Carers' Time Bank

由香港交易所慈善基金資助，於2023年4月在賽馬會麗閣中心開展。此計劃採用時間銀行作為介入方式，通過量化婦女無酬照顧工作的價值，肯定其貢獻，同時重塑並加強社區經濟發展。此外，亦將推出照顧者時間銀行網上系統，讓照顧者自主交易，實現去中心化服務，確保計劃的可持續發展。

Funded by the HKEX Foundation, this Project started in April 2023 in Jockey Club Lai Kok Centre. It uses a time bank as an intervention method to quantify the value of women's unpaid caregiving work, affirming their contributions while reshaping and strengthening community economic development. Additionally, an online time bank system for caregivers will be introduced, allowing them to autonomously transact and ensuring the project's sustainability.

### 香港好豐收

#### Hong Kong Good Harvest Project

由滙豐香港社區夥伴計劃資助，於2023年10月在賽馬會太和中心開展。計劃延續曾獲未來技能大獎的「食農研究社：大埔婦女推動社區可持續發展」計劃的成果，深化婦女與本地農地的連結，培育婦女成為社區行動者與領袖，並建立可持續的本地菜銷售網絡，以促進婦女能力提升及社區參與。

Supported by HSBC Hong Kong Community Partnership Programme, this Project began in October 2023 in Jockey Club Tai Wo Centre. It builds on the outcomes of a previously award-winning Sustainable Food Lab Project, deepening women's connection with local farmland, nurturing them as community activists and leaders, and establishing a sustainable local vegetable sales network to promote women's empowerment and community participation.

一枝竹易折，數枝竹紮成束則更堅韌。感謝各界的支持，讓婦女中心能夠適切且及時地回應婦女的需要，持續為社會帶來正面改變。

Unity is Strength. We appreciate the support from all sectors, enabling us to respond appropriately and timely to women's needs, continuously bringing positive change to society.

## 感謝靈活應變的團隊 迅速回應地區事件

### APPRECIATION FOR OUR RESPONSIVE TEAM

在氣候變遷影響下，極端天氣日趨頻繁。尤記得2023年9月1日，一場世紀暴雨沖散了许多北區家庭的溫暖家園。天災無情，人間有愛。我們團隊迅速於暴雨翌日落區，了解災民的急切需求。同時，我們聯合多個機構深入社區，並向社會各界呼籲踴躍捐助，為居民籌得超過港幣15萬元善款，5張床褥、6套床具、100張書券、31部小型家電及家具等，以及乾衣及物資搬運服務，迅速解決居民的燃眉之急。此外，更有兩位電工師傅義務檢查經水浸後房屋內的電力設施，減少漏電風險，確保居民安全。

這次行動正正是社會資本的一次實踐見證，也展現了社區互助網絡的重要性。我們亦感謝團隊的靈活應變，不僅在服務範疇內提供支援，更身體力行，急婦女所急，為有需要的人提供即時幫助與關懷。

Climate change has caused more frequent extreme weather events. Our team responded swiftly to a severe rainstorm on September 1, 2023, which devastated many homes in the North District. The day after the rainstorm, our team visited the affected areas to understand the urgent needs of the residents. Collaborating with multiple organizations, we appealed to the public for donations, raising over HK\$150,000, along with five beds, six sets of bedding, 100 book vouchers, 31 small appliances and furniture, as well as providing drying and material transportation services to address their immediate needs. Additionally, two electricians voluntarily inspected the electrical facilities in flooded homes to reduce the risk of electrical hazards and ensure resident safety.

This action demonstrates the practice of social capital and highlights the importance of community mutual aid networks. We thank our team for their flexibility and responsiveness, not only providing support within our service scope but also taking action to help those in need.

## 內部改革 制定機構發展框架 INTERNAL REFORM AND FORMATION OF AN INSTITUTIONAL DEVELOPMENT FRAMEWORK

為了可以迅速地回應社會需要，我們不時檢視內部機制，以讓我們有更策略的視角靈活地推動服務，當中包括更新採購政策以提升採購效率的同時亦平衡財務監管；重整資訊科技政策以加強數據管理及網絡安全；設立行政秘書以支援執行委員會、附屬委員會及總幹事的工作，增加機構管治力；以及增聘服務督導以落實並推動服務單位發展具地區特色的定位與服務等等。不同的內部改革旨在希望可以帶動機構更有策略、更貼地地服務婦女。

不過外在的環境挑戰實在變化萬千，內在如何應對是每一個機構都迫切需要面對的問題。有見及此，新任的執行委員會成員與管理層一同開展制定機構三年的發展框架，並將採用參與式方法收集持份者的意見，重塑我們的發展策略藍圖及長遠規劃，並檢視機構文化，期望可以在內外的挑戰中梳理出屬於婦女中心的獨特工作路線。

To respond swiftly to societal needs, we continuously review our internal mechanisms, enabling a more strategic and agile approach to service delivery. Key initiatives include:

- Updating procurement policies to enhance efficiency while maintaining financial oversight;
- Revamping IT policies to strengthen data management and cybersecurity;
- Introducing an administrative secretary role to support the Executive Committee, sub-committees, and the Director, bolstering governance; and
- Expanding supervisory roles to ensure service units develop localized, community-tailored programs.

These reforms aim to foster a more strategic and grounded approach to serving women. However, with external challenges evolving unpredictably, we must proactively adapt internally. Recognizing this, the newly appointed Executive Committee and management have jointly initiated the development of a three-year strategic plan.

This process will adopt a participatory approach, gathering stakeholder input to reshape our strategic roadmap and long-term planning. Additionally, we will reassess our organizational culture to navigate both internal and external challenges, carving out a distinctive path that aligns with our mission and vision.

## 結語 CONCLUSION

最後，我們於年度內的豐盛成果，實在有賴多方協作。我們謹此感謝顧問委員會的帶領、執行委員會的監督及全體同工的 effort 付出，並對服務使用者、義工、社區夥伴、同工、捐款及基金會的信任與支持表示由衷謝意。社會狀況瞬息萬變，未來充滿挑戰和機遇，寄語大家放開彼此心中矛盾，一同昂首闊步，互勵互勉，在通往未來的路上並肩前行。

The achievements of our organization this year are truly a result of collaborative efforts. We extend our gratitude to the Advisory Board for their leadership, the Executive Committee for their monitoring, and all staff members for their hard work. We also express heartfelt thanks to our service users, volunteers, community partners, staff, donors, and foundations for their trust and support. As societal conditions continue to evolve rapidly, the future is filled with challenges and opportunities. We urge everyone to put aside differences and move forward together, supporting and encouraging each other on the path to the future.

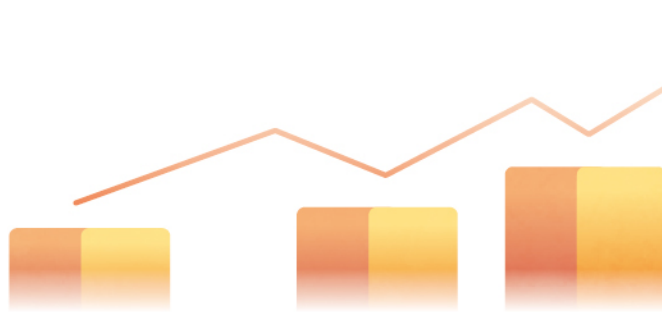
執行委員會主席  
CHAIRPERSON OF  
EXECUTIVE COMMITTEE

陳瑜 博士  
DR. CHAN YU

總幹事  
DIRECTOR

廖珮珊 女士  
MS. LIU PUI-SHAN,  
SI-SI

服務  
SERVICES



離異及單親支援 Support for Separated and Single-Parent Families		總受惠人次 Total No. of Attendances
婦女求助熱線	Women's Helpline	6,938
免費律師面見諮詢服務	Free Legal Advice Clinic	246
輔導及小組工作	Counselling & Group Work	314
婦女緊急援助基金	Women's Relief and Support Fund	1
公益金及時雨基金	The Community Chest Rainbow Fund	48
單飛不孤單— 北區跨界別單親婦女互助網絡	You're Not Alone : Cross-sectoral Support Network for Single Mothers in North District	1,269
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	672
經濟充權 Economic Empowerment		總受惠人次 Total No. of Attendances
「心深連動」基層家庭支援金	"Heart-to-heart" Support Fund for Grassroots Families in Sham Shui Po	10
共建婦女職場新動力   友職可尋 2.0	Co-creating Women Workplaces 2.0	6,009
賽馬會「女」創新機	Jockey Club Women In Splendid Hope	485
女創平等： 婦女創業計劃	Step It Up for Gender Equality : Project to Enhance Economic Empowerment of Women	5,874
婦女再就業計劃	Women Re-employment Scheme	111,981
婦女成人教育計劃	Adult Education Scheme for Women	63
照顧者支援 Support for Carer		總受惠人次 Total No. of Attendances
賽馬會「照顧達人」計劃	Jockey Club "All Brilliant Carers" Project	2,698
賽馬會護老導航照顧者支援計劃	Jockey Club Carer Space Project	1,775
顧己及人-照顧者情緒支援熱線計劃	Let's CARE: Carer Mental Health Support Hotline Service	2,647
照顧者咖啡室	Carer Cafe	1,629
「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	1,640
「時分區區通」計劃 - 照顧者時間銀行	Carer Time Bank	1,526
社區歇腳點	Take-A-Break Community Space	4,116
賽馬會麗閣中心課後託管服務	After-school Childcare Services in Jockey Club Lai Kok Centre	2,374
賽馬會太和中心課後託管服務	After-school Childcare Services in Jockey Club Tai Wo Centre	2,285
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 Childcare Services and Women Re-employment Subsidization in Jockey Club Wah Fu Centre	2,209
加「FUN」寶寶   學前兒童課餘託管中心	Fun Fun Babe   After School Care Centre for Pre-primary Children	7,560
守望天使北區互助託兒服務	Mutual Help Childcare Service in Sheung Shui	946

# Key Figures

## 婦女全人健康 Women's Wellness

總受惠人次  
Total No. of  
Attendances

北區姊妹動起來	Sports Everywhere in North District	4,985
賽馬會思妍婦女精神健康計劃	Jockey Club Mental Wellness Project for Women	7,097
賽馬會「女籽抗逆力量」計劃	Jockey Club 'Women-Up': Resilience Enhancement Project	12,314
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	1,751

## 性別平等教育

### GENDER EQUALITY EDUCATION

總受惠人次  
Total No. of  
Attendances

「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	279
「具性別角度的領導力」師友計劃及實踐計劃	Mentorship Application Scheme of Transformative Feminist Leadership	296

## 社區參與

### COMMUNITY PARTICIPATION

總受惠人次  
Total No. of  
Attendances

好惜食	Cherish Food	6,774
綠展義工計劃	GO Volunteer Tai Po	246
食農研究社	Sustainable Food Lab	1,410
香港好豐收	Hong Kong Good Harvest	1,560
婦女IT大使朋輩教學計劃	Peer IT Project by Women IT Ambassadors	67
語言、生活技能及興趣班	Language, Life Skill and Interest Class	1,567

## 活動快訊

### NEWSLETTER

總受惠人次  
Total No. of  
Attendances  
15,200

## 偶到人數

### DROP-IN

總受惠人次  
Total No. of  
Attendances  
65,624

總數  
Total **284,485**

## 義工參與

### VOLUNTEERS PARTICIPATION

義工人數  
Number of Volunteers  
**2,962**

義工服務總時數  
Total Voluntary Hours  
**20,713**

## 會員

### MEMBERSHIP

有效會員人數  
Number of  
Active Members  
**2,387**

累積會員人數  
Accumulated Number of  
Members  
**21,602**

## 傳媒報導

### MEDIA REPORTS

照顧者  
Carers  
**14**

企業合作  
Collaboration  
with Companies  
**7**

精神健康  
Mental Health  
**17**

其他  
Others  
**6**

家庭暴力  
Domestic Violence  
**4**

總數  
Total **48**

服務報告

# Service Report



# / SUPPORT FOR Separated AND Single-Parent Families

離異及單親支援服務統計數字  
Support for Separated and Single-Parent Families  
Service Statistics

總受惠人次  
TOTAL NO. OF  
ATTENDANCE / 9,488

婦女求助熱線  
WOMEN'S HELPLINE

來電數目  
NO. OF INCOMING CALLS / 3,418

單飛不孤單：北區跨界別婦女互助網絡  
YOU'RE NOT ALONE: CROSS-SECTORAL SUPPORT  
NETWORK FOR SINGLE MOTHERS IN NORTH DISTRICT

離婚法庭受助婦女人數  
NO. OF WOMEN SERVICE USERS WITH  
SUPPORT AT DIVORCE COURT / 12

緊急援助基金  
EMERGENCY FUNDS

總批出金額  
TOTAL APPROVED FUNDING AMOUNT / \$116,050

受惠家庭總數  
TOTAL NO. OF FAMILIES SUPPORTED / 16

離異及單親支援服務輔導總次數  
TOTAL NO. OF COUNSELLING SESSIONS / 213

本會於1981年設立全港首條婦女求助熱線，承蒙各基金的資助，本會的服務逐步拓展，成立離異及單親婦女支援服務，為面對離婚及家庭突變的婦女獲得及時及完善的幫助，保障婦女的權益。

HKFWC established the Women's Helpline, the first hotline for women in Hong Kong, in 1981. With the support of various foundations, our services have gradually expanded to include support for divorced and single mothers. This allows women facing divorce and sudden family changes to receive timely and comprehensive assistance, ensuring the protection of their rights.

● 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  
COMMUNITY CHEST RAINBOW FUND  
香港公益金 THE COMMUNITY CHEST OF HONG KONG

● 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 THE COMMUNITY CHEST OF HONG KONG  
當值律師服務 DUTY LAWYER SCHEME



輔導及小組工作  
COUNSELING SERVICES AND GROUP WORK

香港公益金 THE COMMUNITY CHEST OF HONG KONG

單飛不孤單—北區跨界別單親婦女互助網絡  
YOU'RE NOT ALONE: CROSS-SECTORAL SUPPORT NETWORK  
FOR SINGLE MOTHERS IN NORTH DISTRICT

社區投資共享基金 THE COMMUNITY INVESTMENT AND INCLUSION FUND

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

嘉里集團 KERRY GROUP

離異支援  
SUPPORT FOR SEPARATED

自婦女求助熱線成立的42年以來，熱線輔導員運用她們自身經歷及專業知識，向面對婚姻困擾及危機的婦女提供情緒支援、輔導及轉介合適的社會資源。本會為21位熱線輔導員安排參與2023年12月8日的和諧之家簡介會，了解和諧之家就家暴婦女個案提供的支援服務。輔導員參與培訓後，表示有助加深了解庇護中心的服務，以便進行熱線輔導時提供更有用的資源轉介。

Since the establishment of the Women's Helpline 42 years ago, our hotline counselors have utilized their personal experiences and professional knowledge to provide emotional support, counseling, and referrals to suitable resources for women facing marital difficulties and crises. We arranged for 21 helpline counselors to participate in a briefing session on December 8, 2023, to learn about the support services provided by Harmony House for cases of abused women. After participating in the training, the counselors expressed that it helped deepen their understanding of the services offered by the shelter, enabling them to provide more effective resource referrals during hotline counseling.



## 單親支援

## SUPPORT FOR SINGLE-PARENT FAMILIES

面對離婚，部分婦女的傳統觀念會歸咎為個人失敗，導致個人信心低落，並讓自己遠離社區。本會致力協助婦女面對離婚流程，並鼓勵他們共同參與各種活動，令她們不再孤單面對並重新融入社區。2023年5月，恆隆集團「她領航」計劃邀請本會「單飛不孤單—北區跨界別單親婦女互助網絡」計劃的成員製作50份刺繡致送給海關關長何珮珊女士及「她領航」計劃香港成員，部分更轉贈至上海。參與的婦女對自己的手藝被賞識感到鼓舞及增添自信，部分婦女於參與「她領航」結業禮時聽到海關關長致詞時勉勵要不畏艱難，向理想進發，她們亦深受鼓舞和激勵。

本會除了協助婦女處理離婚及重整心理，亦致力支援低學歷及低收入的單親婦女升學，提升職場競爭力，讓婦女分後蛻變。本會「有一天我們會飛-婦女重返校園計劃」由嘉里集團資助，與明愛社區書院及聖方濟各大學（前身為明愛專上學院）合辦，資助北區單親婦女就讀毅進文憑課程，至完成高級文憑課程，並為就讀婦女提供個案輔導、輔導班、社交聯誼活動及師友活動。

When facing a divorce, some women may hold traditional values and blame themselves for personal failure, leading to low self-esteem and isolation from their communities. We are committed to helping women navigate the divorce process and encouraging them to participate in various activities, ensuring they are not alone and can reintegrate into the society.

In May 2023, Hang Lung Future Women Leaders Program invited members of our One Day We Can Fly Project to create 50 embroidered pieces to be presented to Commissioner of the Customs and Excise Department, Ms. Louise Ho, and members of the Hang Lung Future Women Leaders Program in Hong Kong. Some of these pieces were also gifted to Shanghai. The women involved felt inspired and gained confidence as their craftsmanship was recognized. During the graduation ceremony, they were further motivated by Commissioner Ho's speech, urging them to face challenges and strive towards their ideals.

In addition to supporting women through divorce and psychological rebuilding, we also focus on empowering low-educated and low-income single mothers to pursue education and enhance their career competitiveness. Our One Day We Will Fly: Scholarships and Childcare Program for Single Mothers Project, sponsored by Kerry Group in collaboration with Caritas Institute of Community Education and St. Francis University (formerly Caritas Institute of Higher Education), provides scholarships for single mothers in the North District to enroll in the Diploma Yi Jin Programme, progressing to Higher Diploma courses. We offer individual case counseling, tutorial classes, social networking activities, and mentorship programs for these women.

## Student Sharing

/ 學員分享

Luzie

有一天我們會飛：婦女重返校園資助計劃 學員

One Day We Can Fly: Scholarships and Childcare Program for Single Mothers Student

Luzie二十歲前跟男朋友同居生活，當時育有一子一女，沒有結婚，四十歲時遇上男朋友出軌。Luzie年輕時只專注照顧家庭，男朋友的離開並未提供任何贍養費，再加上經濟壓力，她自覺要計劃將來，必需要找尋工作。後來，Luzie透過婦女中心知道由嘉里集團贊助「有一天我們會飛-婦女重返校園計劃」。Luzie開始思索自己的過去，認為機會十分難得，希望自己不再停留在原點，有自己的人生，所以把握了這次機會決定參加。

Luzie順利完成毅進課程後，選擇了「款待管理學高級文憑」，獲得在富麗頓酒店的實習機會。上水到黃竹坑雖然長途跋涉，但她知道機會難得，最後排除萬難順利完成高級文憑課程。她自覺參加計劃幫助她開始了「第二人生」。畢業後，她希望能找到一份收入較佳而穩定的工作，脫離綜援網，而子女們都開始成長，她未來的挑戰就是期望工作與照顧家庭之間能取得平衡。

Before turning twenty, Luzie lived with her boyfriend and had two children without getting married. At forty, her boyfriend left Luzie and their children. Luzie has been focused solely on her family, but after her boyfriend left without providing any financial support, she felt the pressure of economic hardship and realized she needed to plan for her future by finding a job.

Luzie later learned about the One Day We Can Fly Project. She reflected on her past, and saw this as a rare opportunity to move forward and create her own life. She decided to seize this chance and participate.

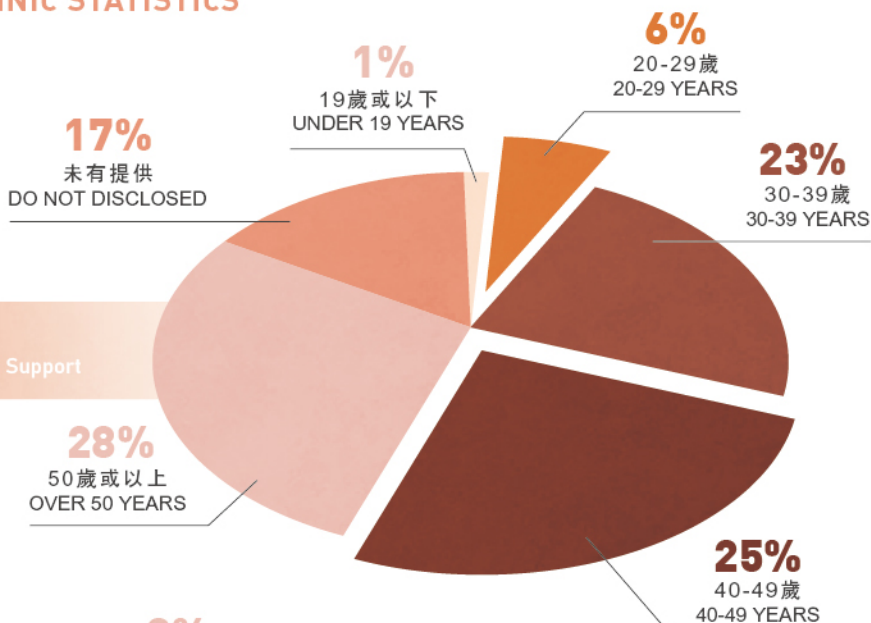
After successfully completing the Diploma Yi Jin Programme, Luzie chose to pursue a Higher Diploma in Hospitality Management and secured an internship at the Fullerton Hotel. Despite the long commute from Sheung Shui to Wong Chuk Hang, she knew the opportunity was invaluable and persevered to complete her Higher Diploma. She feels that participating in the Project helped her start a "second life." After graduation, she hopes to find a better-paying and stable job to leave the welfare system behind. As her children grow up, her future challenge is balancing work and family responsibilities.



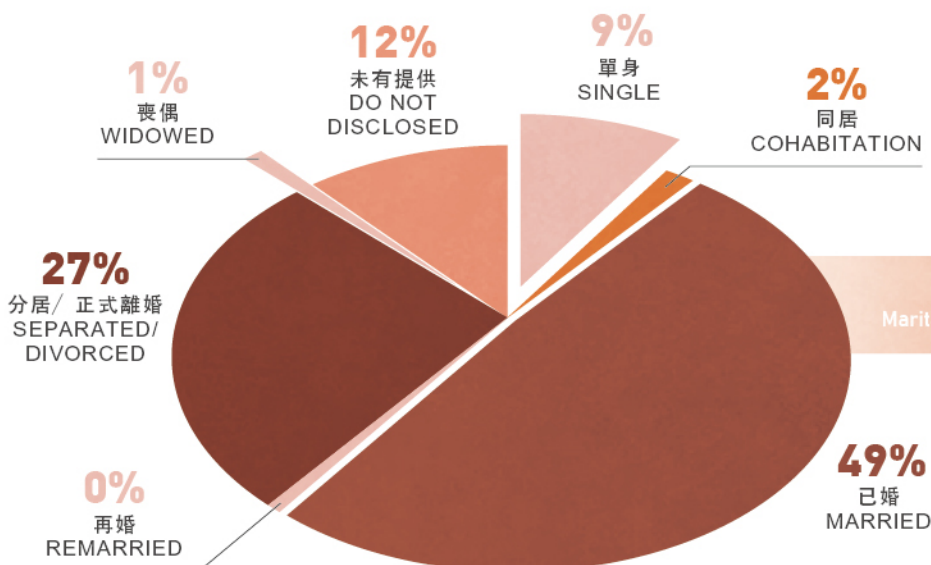
婦女求助熱線、輔導服務及免費律師諮詢服務統計數據  
WOMEN'S HELPLINE, COUNSELLING SERVICE AND FREE LEGAL ADVICE CLINIC STATISTICS

總數  
Total **1,963**

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

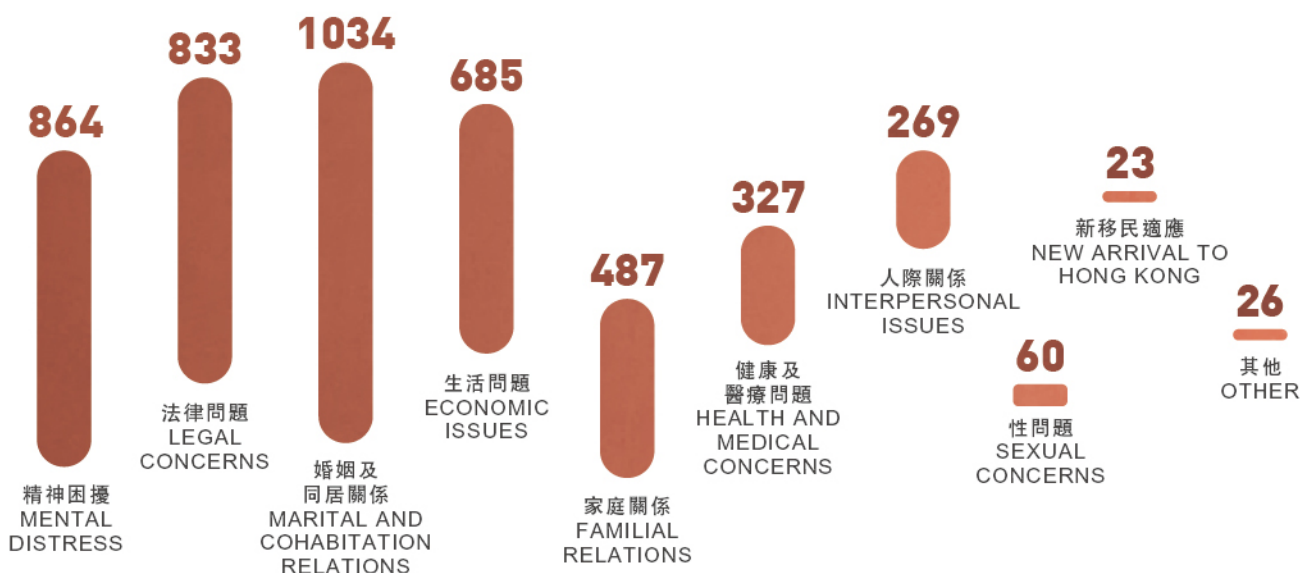


服務使用者婚姻狀況  
Marital Status of Counselling & Legal Support



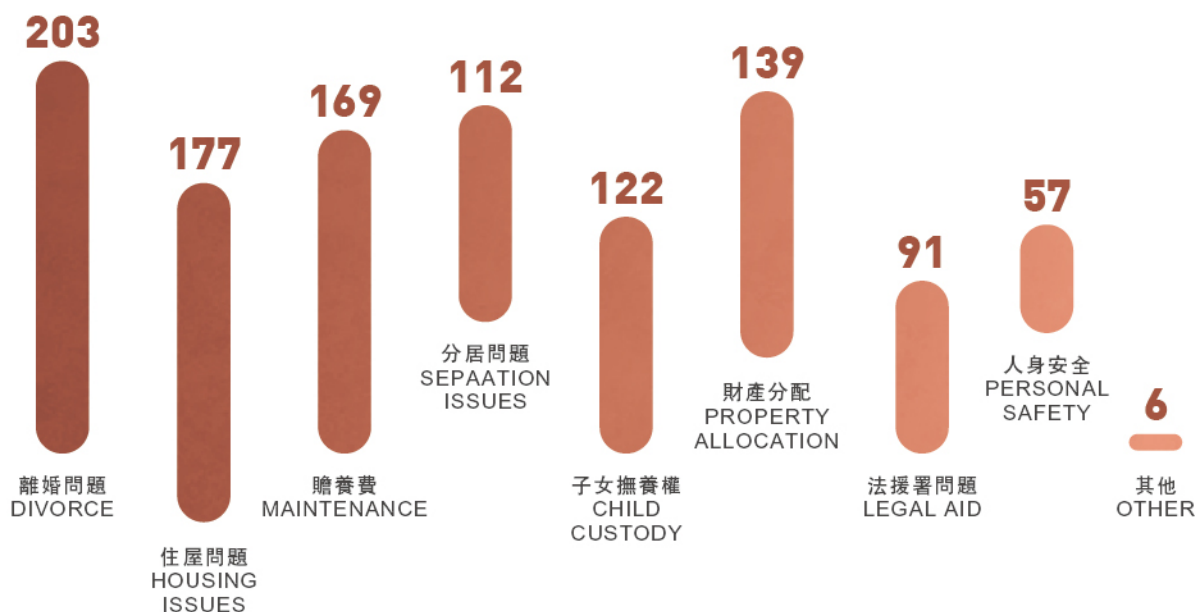
婦女求助熱線及輔導服務求助問題類別  
Topic of Enquiry of Women's Helpline and Counselling Service

可選多項 Multiple Selections



免費律師諮詢服務使用者問題類別  
Topic of Enquiry of Free Legal Advice Clinic

可選多項 Multiple Selections



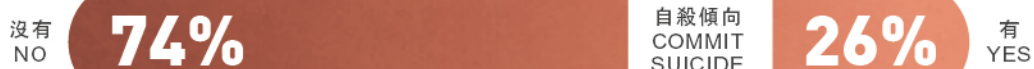
輔導服務求助者是否曾被虐待  
History of Abuse of Counselling Service



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



輔導服務求助者的人生安全  
Personal Safety



# Economic Empowerment

經濟充權服務統計數字  
Economic Empowerment Service Statistics

總受惠人次  
TOTAL NO. OF ATTENDANCE / 124,349

僱員再培訓課程  
EMPLOYMENT RETRAINING COURSE

培訓課堂總數  
TOTAL NO. OF TRAINING COURSES / 647

就業率  
EMPLOYMENT RATE / 82%

就業轉介人數  
NO. OF EMPLOYMENT REFERRAL / 307

社會企業  
SOCIAL ENTERPRISES  
愛·耆跡  
ELDERLY HOME-CARE

受助長者人數  
NO. OF ELDERLY CLIENTS / 622

總收入  
TOTAL GROSS INCOME / \$2,236,052.5

獲聘婦女總數  
TOTAL NO. OF WOMEN EMPLOYEES / 85

平均婦女收入 (扣除機構成本後)  
AVERAGE INCOME OF WOMEN EMPLOYEES  
(AFTER DEDUCTION OF CORPORATE EXPENSE) / \$19,053.24

本會關注婦女因家庭狀況、學業背景、接收資訊不足等障礙，限制婦女的個人發展及經濟參與的機會。承蒙各機構的資助，本會推行婦女就業及創業支援服務，全力支持有志的婦女越過障礙，實現自信、自立與自主的精神及提升競爭力。

We are concerned that women face barriers such as family circumstances, educational background, and insufficient access to information, which limit their opportunities for personal development and economic participation. With the support of various organizations, we implement employment and entrepreneurship support services for women. We are committed to empowering ambitious women to overcome these obstacles, fostering a spirit of confidence, self-reliance, and autonomy, and enhancing their competitiveness.





- **「心深連動」基層家庭支援金**  
**"HEART-TO-HEART" SUPPORT FUND FOR GRASSROOTS FAMILIES IN SHAM SHUI PO**  
周大福慈善基金 CHOW TAI FOOK CHARITY FOUNDATION
- **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 (JCWISH) PROJECT**  
香港賽馬會慈善信託基金 THE HONG KONG JOCKEY CLUB CHARITIES TRUST
- **女創平等：婦女創業計劃**  
**STEP IT UP FOR GENDER EQUALITY: PROJECT TO ENHANCE ECONOMIC EMPOWERMENT OF WOMEN**  
香港交易所慈善基金 HKEX FOUNDATION
- **婦女再就業計劃 / 僱員再培訓課程**  
**WOMEN RE-EMPLOYMENT SCHEME / ERB COURSE**  
僱員再培訓局 EMPLOYEES RETRAINING BOARD
- **婦女成人教育計劃**  
**ADULT EDUCATION SCHEME FOR WOMEN**  
勞工及福利局 LABOUR AND WELFARE BUREAU
- **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  
HOME AFFAIRS DEPARTMENT, ENHANCING SELF-RELIANCE THROUGH DISTRICT PARTNERSHIP (ESR) PROGRAMME
- **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

## 搜索職業路向 EXPLORE CAREER PATHWAYS

本會鼓勵婦女善用她們的才能和技能創業，令她們在家庭工作和經濟參與中取得平衡。本會「女創平等：婦女創業計劃」推行三年以來，與超過23個非牟利機構及商業機構合作，向婦女學員分享創立品牌及產品製作的知識，為她們提供全方位的支援。此計劃共培育超過80名婦女創業及建立超過30個初創品牌，產品涵蓋手工藝品、食物、護膚品等多個領域。成績斐然。本會於2024年2月25日舉行創業「女」程成果分享會暨市集，於場地設立墟市、展覽及工作坊，以及舉行成果分享會，同時發佈創業「女」程成果故事集，與大眾分享成員的創業成就，見證她們在生活及身份的轉變。

「共建婦女職場新動力計劃」（別稱「友職可尋」）為基層婦女提供一條龍式的培訓就業階梯，亦鼓勵合作機構推行婦女彈性就業的措施。本會獲聖雅各福群會東區社區發展服務轄下賽馬會「#絡區樂區」計劃邀請，於2023年7月10日為東區的劏房嬰兒照顧者舉辦嬰兒按摩親子工作坊，活動中除了向他們教授嬰兒按摩技巧同知識外，本會亦派出培訓的嬰兒按摩助理及義工從旁協助照顧嬰兒，讓照顧者可以專心學習照顧技巧，增進彼此間的交流。

We encourage women to utilize their talents and skills to start businesses, achieving a balance between family work and economic participation. Over the past three years, Step It Up for Gender Equality has collaborated with more than 23 non-profit and commercial organizations to share knowledge on brand creation and product development with women students. This comprehensive support has enabled over 80 women to become entrepreneurs and establish more than 30 startup brands across various sectors, including handmade crafts, food, and skincare products. The results have been impressive.

In February 2024, we held a startup journey sharing event and market fair, featuring a bazaar, exhibition, and workshops, along with a sharing session. We also published a collection of stories about the entrepreneurial journey, sharing the achievements of our members with the public and witnessing their transformation in life and identity.

Co-creating Women Workplaces Project provides grassroots women with a comprehensive training and employment ladder, encouraged partner organizations to implement flexible employment measures for women. We were invited by the Hong Kong Jockey Club's "#Link District Fun District" project under the St. James' Settlement East District Community Development Service to host an infant massage parent-child workshop for cubicle caregivers in the Eastern District on July 10, 2023. During the event, we taught infant massage techniques and knowledge while our trained infant massage assistants and volunteers helped care for the babies, allowing caregivers to focus on learning childcare skills and fostering interaction among participants.

## 提供就業機會 PROVIDE JOB OPPORTUNITIES

本會積極支援婦女重投職場，重建就業信心，累積工作經驗，並向社會示範提供彈性工時及提供在家工作機會的婦女友善職場環境。本會轄下共有兩個社會企業：

HKFWC actively supports women in re-entering the workforce, rebuilding their confidence, and accumulating work experience. We demonstrate to society the importance of providing flexible working hours and remote work opportunities to create a women-friendly work environment. Under our umbrella, we have two social enterprises:

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

**愛耆跡**  
一站式長者家居照顧服務



承蒙民政事務總署「伙伴倡自強」社區協作計劃支持，資助社會企業「愛·耆跡」業務由北區擴展至九龍東，並於2023年11月2日在新蒲崗設立辦公室，為九龍東區內的長者提供妥貼及全面的照顧服務。

推廣婦女手作產品的  
promote women's handmade products

**sis works**  
姊妹工房



With the support of the Home Affairs Department's Enhancing Self-Reliance Through District Partnership (ESR) Programme, our social enterprise "Elder Home Care" expanded its operations from the North District to Kowloon East. On November 2, 2023, we established an office in San Po Kong, providing comprehensive and attentive care services to seniors in the Kowloon East area.

# Support FOR Carers

照顧者支援服務統計數字  
Support for Carers Service Statistics

總受惠人次  
TOTAL NO. OF ATTENDANCE / 31,046

照顧者小組活動總數  
TOTAL NO. OF CARER GROUP ACTIVITIES / 552

賽馬會照顧者中心  
JOCKEY CLUB CARER SPACE

照顧者支援人次  
NO. OF CARERS SERVED / 714

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

來電數目  
NO. OF TELEPHONE CALLS / 1,519

照顧者陪伴大使服務次數  
NO. OF CARER COMPANION SERVICE / 187

照顧者輔導個案數目  
NO. OF CARER COUNSELLING CASES / 36

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  
NO. OF APPLICATION REGISTERS / 2,016

訓練課程畢業人數  
NO. OF COURSE GRADUATES / 90

託兒及課餘託管服務  
CHILDCARE & AFTER-SCHOOL CARE

登記家庭總數  
TOTAL NO. OF REGISTERED FAMILIES / 721

登記幼童總數  
TOTAL NO. OF REGISTERED CHILDREN / 819

根據政府統計處2023年版《香港的女性及男性 - 主要統計數字》的資料，全香港共有逾62萬多名全職料理家務者，女性佔超過九成三，加上近年頻繁出現照顧者悲劇，本會十分關注照顧工作為婦女帶來龐大的身心壓力。承蒙各機構的資助，本會致力為婦女提供整全的支援服務，減低她們的照顧壓力並釋放就業勞動力。

According to the 2023 edition of "Hong Kong's Women and Men—Key Statistics" by the Government's Census and Statistics Department, there are over 620,000 full-time homemakers in Hong Kong, with women accounting for more than 93%. Given the recent frequent occurrence of carer-related tragedies, our organization is deeply concerned about the immense physical and mental stress that caregiving imposes on women. With the support of various organizations, we are committed to providing comprehensive support services for women, aiming to reduce their caregiving pressures and release their labor potential for employment.

- **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 CAFE**  
 社會福利署(場地提供) SOCIAL WELFARE DEPARTMENT (VENUE SPONSOR)
- **賽馬會「照顧達人」計劃**  
**JOCKEY CLUB "ALL BRILLIANT CARERS" PROJECT**  
 香港賽馬會慈善信託基金 THE HONG KONG JOCKEY CLUB CHARITIES TRUST
- **「時分區區通」計劃 - 照顧者時間銀行**  
**CARERS' TIME BANK**  
 香港交易所慈善基金 HKEX FOUNDATION
- **「顧·網通」- 一站式全方位支援照顧者協作平台**  
**CARE NEIGHBOURHOOD NETWORK:  
 THE ALL-IN-ONE CARER SUPPORT PLATFORM**  
 社區投資共享基金 COMMUNITY INVESTMENT AND INCLUSION FUND
- **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

**照顧者全人關懷**  
**HOLISTIC SUPPORT FOR CARERS**

**情緒疏導及喘息空間**  
**HOLISTIC SUPPORT FOR CARERS**

不少婦女為了照顧家庭，長時間承擔無酬的照顧工作，部分婦女的生活更缺乏社交圈子及喘息空間，令部分照顧者出現身心問題，甚至成為隱蔽照顧者，陷入孤立無援的狀況。本會「顧己及人-照顧者情緒支援熱線計劃」主動尋找及識別照顧者，為他們提供情緒支援、陪伴及提供社區資源轉介。本計劃於每個月舉辦兒童照顧者早餐會，會後本會同工偕同兒童照顧者到訪大埔區內的機構，讓她們了解機構位置、設施與服務，亦會邀請友好機構的職員到場分享，讓照顧者直接向職員了解相關服務。

本年度，本計劃於一次早餐會中邀請和諧之家分享婦女庇護中心服務及關顧自己的主題，會後和諧之家的職員亦賽馬會太和中心就家庭暴力事件提供情緒支援及諮詢服務，主動為有需要的照顧者提供支援。另外，本會得悉兒童照顧者遇上家庭暴力事件時，亦會迅速聯絡和諧之家，務求為將有需要的婦女作出及時的轉介支援。

Many women dedicate themselves to long-term unpaid caregiving for their families, often lacking social circles and respite spaces. This can lead to mental health issues, causing some carers to become isolated and hidden from support. Our Let's CARE: Carer Mental Health Support Hotline Service actively identifies and supports caregivers, providing emotional support, companionship, and referrals to community resources. The Project hosts a monthly breakfast meeting for child caregivers, followed by visits to local organizations in the Tai Po district with our staff and the caregivers. These visits help them understand the locations, facilities, and services available, and we invite friendly organizations' staff to share information directly with the caregivers.

This year, during one of the breakfast meetings, we invited Harmony House to share their services from the women's shelter and discuss self-care. Afterward, Harmony House staff provided emotional support and counseling services at the Jockey Club Tai Wo Centre regarding domestic violence incidents, actively supporting carers-in-need. Additionally, we quickly contact Harmony House when child carers encounter domestic violence, ensuring timely referral support for women who need it.



- 社區歇腳點  
TAKE-A-BREAK COMMUNITY SPACE  
周大福慈善基金 CHOW TAI FOOK CHARITY FOUNDATION
- 賽馬會麗閣中心課後託管服務  
AFTER-SCHOOL CARE SERVICE IN JOCKEY CLUB LAI KOK CENTRE
- 賽馬會太和中心課後託管服務  
AFTER-SCHOOL CARE SERVICE IN JOCKEY CLUB LAI KOK CENTRE
- 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 CHILDCARE SERVICES AND  
WOMEN RE-EMPLOYMENT SUBSIDIZATION IN JOCKEY CLUB WAH FU CENTRE  
應善良福利基金會 YIN SHIN LEUNG CHARITABLE FOUNDATION
- 加「Fun」寶寶 | 學前兒童課餘託管中心  
FUN FUN BABE: AFTER SCHOOL CARE SERVICE FOR  
PRE-PRIMARY CHILDREN  
社會福利署 SOCIAL WELFARE DEPARTMENT
- 守望天使北區互助託兒服務  
MUTUAL HELP CHILDCARE SERVICE IN SHEUNG SHUI

## Volunteer Sharing

/ 義工分享

### 萍EE PING 熱線義工及陪伴大使 Hotline Volunteer and Companion Ambassador

萍EE在參與義工服務的過程中，最深刻的經歷是在陪同照顧者前往驗眼時，協助同行行動不便的被照顧者。當時，她們在等待照顧者的過程中花費了約三個多小時，期間發現被照顧者的尿袋已滿，急需回家處理。然而，當照顧者驗眼後匆忙趕回家時，仍十分著緊地想趕往街市換取免費水餃。

這次經歷讓萍EE深刻體會到，無酬照顧者面臨著沉重的經濟壓力。若沒有免費的照顧者義工支援服務，她們根本無力聘請專業照顧員來陪伴那些需要貼身照顧的被照顧者。此外，由於醫療檢查通常需時，而被照顧者又不宜長時間外出，許多照顧者只能選擇放棄自身的醫療檢查與治療。

萍EE表示，「陪伴大使—照顧者日常生活支援義工服務」對於承受高壓的照顧者來說至關重要，提供免費、一次性、短暫且迅速的支援，能夠適時幫助那些有緊急需求的獨力照顧者。此外，熱線服務能夠主動接觸照顧者，發掘高壓照顧者的需求。她最深刻的經歷之一，是透過熱線與一位高壓照顧者傾談後，對方對她說：「同你講咗就好啲啦。」那一刻，她深刻體會到，用心聆聽、同路人的理解、真誠的陪伴，以及對照顧者的辛勞與付出的認同，都是對她們極大的支持。

Ping's most memorable experience as a volunteer was when she accompanied a carer to an eye examination. During the three-hour wait, she noticed that the care recipient's urine bag was full and needed urgent attention at home. After the carer rushed back home, Ping observed that they were also anxious about visiting the market to exchange for free dumplings. This experience highlighted the significant economic pressure on unpaid carer families. Without free volunteer support services, carers would be unable to afford hiring carers to assist with closely monitored care recipients. Many carers sacrifice their own medical check-ups and treatments due to the time-consuming nature of their caregiving responsibilities and the need to minimize the time their care recipients spend outside.

Ping emphasized that the Companion Ambassador service, which provides free, one-time, short-term support for high-pressure caregivers, is crucial. This service helps meet the urgent needs of solo caregivers under stress. The hotline service allows active contact with caregivers, identifying those who are under high pressure. What struck Ping most was when, after discussing with a high-pressure caregiver over the hotline, the carer said, "It's enough just talking to you." In that moment, she realized that attentive listening, empathetic understanding, and genuine companionship, which acknowledge the caregivers' hardships and contributions, offer significant support to them.



另一方面，本會與社會福利署綜合家庭服務中心合作的照顧者咖啡室，為照顧者營造一隅舒適的環境，享用咖啡室內的食物，遊玩桌上遊戲及休息、安眠的空間，讓她們在繁忙的照顧工作中喘息。

On the other hand, we collaborate with the Social Welfare Department's Integrated Family Service Centers to organize Carer Café in various districts. This initiative creates a cozy environment for carers, where they can enjoy food, play board games, and utilize spaces for rest and relaxation. The café provides a respite for carers amidst their busy caregiving duties.

## 提升照顧者互助意識

### ENHANCE CARERS' MUTUAL HELP AWARENESS

無酬的照顧工作對社會作出寶貴的貢獻，本會認為每位照顧者並非孤軍作戰，可以透過彼此的技能及長處達致鄰里互助。本會「時分區區通」計劃 - 照顧者時間銀行將無酬的照顧工作量化成時間積分，作為換取生活所需物品，亦支持照顧者以個人技能為他人提供服務，達致照顧者發揮互助精神。此計劃於本年度舉辦各種不同的工作坊，其中「縫補坊」系列於本年度舉辦多次活動，為街坊改衣、製作布藝品，讓身為照顧者的婦女暫離照顧工作的家庭環境，以製作達致減壓效果，其他照顧者亦可以使用時間積分換取心儀的布藝品，讓照顧者發揮互助精神。參與製作的婦女均獲得滿足感，其中有成員透過活動，喚起昔日的製衣廠經驗，並重拾車縫技巧，亦有成員藉活動學習車縫技術。



Unpaid caregiving work makes invaluable contributions to society. We believe that carers are not alone and can support each other by leveraging their skills and strengths to foster neighborhood mutual aid. Our Carers' Time Bank quantifies unpaid caregiving work into time credits, which can be exchanged for essential living items. The Project also supports caregivers in using their personal skills to provide services for others, promoting a spirit of mutual assistance among caregivers.

This year, the Project has hosted various workshops, including the "Mending Alley" series, which has been held multiple times. These events allow caregivers to temporarily leave their caregiving environment to mend clothes and create fabric products, achieving stress relief through creative activities. Other carers can use their time credits to exchange for desired fabric products, fostering a sense of mutual support. Participants in the workshops have reported feelings of satisfaction. Some members have revisited their past experiences working in garment factories and reacquired sewing skills, while others have learned sewing techniques through the activities.

## 暫託減輕照顧壓力

### RESPIRE SERVICE TO ALLEVIATE CAREGIVING PRESSURE

本會主張透過提供被照顧者暫託服務，令照顧者能夠舒緩照顧壓力，獲得喘息機會，甚至釋放她們的勞動力：

- 本會於太和、麗閣、華富及北區的綜合服務中心均設有託兒服務
- 本會「社區歇腳點」計劃與關注草根生活聯盟合作，向深水埗及油尖旺區的家庭提供兒童及長者暫託服務
- 本會「賽馬會護老導航照顧者支援計劃」為照顧者提供長者暫託服務

賽馬會麗閣中心課餘託管服務與香港聾人福利促進會於2023年6月22日合辦聽障人士活動及展覽，37位小朋友向5位聽障人士學習基本手語作簡單溝通，並共同參與籃球活動，讓小朋友了解聽障人士面對的挑戰和困難，促進小朋友對社會共融的關注。

We advocate for providing temporary care services for care recipients, allowing carers to alleviate their caregiving pressures, gain respite opportunities, and release their labour potential:

- Our service centres in Tai Wo, Lai Kok, Wah Fu, and the North District offer childcare services.
- Our Take-A-Break Community Space Project collaborates with the Concern for Grassroots' Livelihood Alliance to provide temporary childcare and elderly care services for families in Sham Shui Po and Yau Tsim Mong districts.
- The Jockey Club Carer Space Project offers temporary elderly care services for caregivers.

Additionally, the Lai Kok After-School Care Service partnered with the Hong Kong Society for the Deaf to host an event and exhibition on June 22, 2023. Thirty-seven children learned basic sign language from five deaf individuals and participated in a basketball activity together, helping the children understand the challenges faced by the deaf community and promoting social inclusion.



## 照顧者的生涯規劃及轉化

### CARER'S LIFE PLANNING AND TRANSFORMATION

部分婦女為履行全職的照顧工作，長時間遠離職場令她們缺乏重返職場的自信，並懷疑自身的工作能力。本會賽馬會「照顧達人」計劃主張照顧者透過培訓及生涯規劃，活化她們自身的照顧技能和經驗，成為她們重返職場的助力。本計劃獲社會服務聯會邀請，於2023年11月23至26日的樂齡科技高峰會中，向大眾分享照顧者生涯規劃的概念及「照顧達人2.0」手機應用程式，協助照顧者製作履歷表、尋找工作及了解照顧者，並發掘他們的專長及興趣，期望鼓勵婦女照顧者關顧個人的生涯發展。

Some women, due to their full-time caregiving responsibilities, spend long periods away from the workforce, which diminishes their confidence in returning to work and leads them to doubt their job capabilities. Our Jockey Club "All Brilliant Carers" Project 2.0 advocates for carers to revitalize their caregiving skills and experiences through training and career planning, serving as a stepping stone for their return to the workforce.

Invited by the Hong Kong Council of Social Service, we shared the concept of caregiver career planning and the mobile application with the public at the Gerontech and Innovation Expo cum Summit (GIES) from November 23 to 26, 2023. The App assists caregivers in creating resumes, searching for jobs, and understanding caregiving roles while helping them discover their strengths and interests. We aim to encourage women carers to focus on their personal career development.

# Women's Wellness

婦女全人健康  
服務統計數字  
Women's Wellness  
Service Statistics

總受惠人次  
TOTAL NO. OF  
ATTENDANCE / 26,147

輔導及治療小組次數  
NO. OF COUNSELLING AND THERAPUTIC GROUP SESSIONS / 186

累積篩查問卷數目  
CUMULATIVE NO. OF SCREENING QUESTIONNAIRES / 1,026

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

經篩查後累積高危個案  
NO. OF HIGH-RISK CASES / 34

北區姊妹動起來  
SPORTS EVERYWHERE IN NORTH DISTRICT

恆常運動訓練班數  
NO. OF REGULAR SPORTS TRAINING CLASSES / 11

運動體驗班數  
SPORTS EXPERIENCE CLASS / 9

部分婦女因繁忙的工作、壓抑負面情緒、欠缺了解社區支援及輕視情緒問題等情況，令心理壓力長期累積，誘發各種情緒問題，甚至釀成悲劇。本會關注婦女心靈健康狀況，提倡婦女重視精神健康。承蒙各基金會的資助，本會提供心理評估及治療小組、滋養身心靈活動、以及多元化的運動班。

Some women experience prolonged psychological stress due to busy work schedules, suppressed negative emotions, lack of awareness about community support, and underestimation of emotional issues. This can lead to various emotional problems and even tragedies. We are committed to addressing the mental well-being of women and promoting the importance of mental health. With the support of various funding bodies, we offer psychological assessments, therapeutic groups, holistic wellness activities, and diverse exercise classes.

## ● 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

## ● 賽馬會思妍婦女精神健康計劃

**JOCKEY CLUB MENTAL WELLNESS PROJECT FOR WOMEN (JCWOW)**

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

## ● 北區姊妹動起來

**SPORTS EVERYWHERE IN NORTH DISTRICT**

傅德蔭基金有限公司 FU TAK I AM FOUNDATION LIMITED

## 扶助疲乏心靈 SUPPORTING WEARY MINDS

本會「賽馬會思妍婦女精神健康計劃」向婦女提供篩查問卷，並為個案提供治療小組或轉介服務，協助婦女了解個人需要及重整生活。本計劃在2023年10月至11月推行「任我行休息之旅」，邀請深水埗區婦女照顧者參與「休息旅程」，並於11月18日與一拳書館館長龐一鳴合辦「帶着掙扎任我行」照顧者真人圖書館。在活動中，照顧者向受眾分享承擔照顧角色與自我之間的掙扎，彼此獲得心靈滋養，同時提高關顧心靈健康的意識。

本會「女籽抗逆力量」計劃為婦女提供多元化小組及活動，支持他們追尋生命的蛻變及提升面對生活挑戰的能力。本計劃於2023年8月17至19日舉行「女性六宗罪」互動展覽，由本中心特約藝術家翁嘉旋女士以自身經歷、性別議題及情緒創作七幅畫作為女性發聲，讓大眾能多關注女性因各種定型及標籤而承受的壓力，並反思如何打破這些性別框框，令女性能活出自信和自主。



Jockey Club Mental Wellness Project for Women (JCWOW Project) offers screening questionnaires and provides therapeutic groups or referral services to women, and help them understand their personal needs and reorganize their lives. In October and November 2023, this Project launched the "Restful Journey" initiative, inviting caregivers from the Sham Shui Po to participate in a "rest journey." On November 18, we co-hosted the "Struggling but Moving Forward" Human Library event with Book Punch, where carers shared their struggles between caregiving roles and personal identity. This event provided emotional nourishment among participants while raising awareness about the importance of mental health care.

JCWOW Project offers women a variety of groups and activities designed to support their personal transformation and enhance their ability to face life's challenges. Between 17 and 19 August 2023, we hosted the "Six Sins of Women" interactive exhibition. This event featured seven artworks created by artist Ms. Yung Ka Shuen, Edith, who drew inspiration from her personal experiences, gender issues, and emotions to give voice to women. The exhibition aimed to raise public awareness about the pressures women face due to societal stereotypes and labels, and to encourage reflection on how to break these gender barriers, enabling women to live with confidence and autonomy.

## 以運動改變生命 TRANSFORMING LIVES THROUGH SPORTS

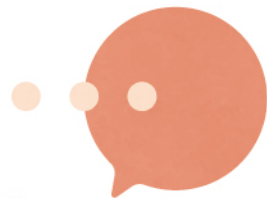
讓婦女達致全人健康，除了滋養心靈，保持運動亦同樣重要。本會「北區姊妹動起來」計劃提倡以運動改善健康，透過運動讓參與者連結社區與社群。本計劃於2023年6月11日舉辦「照顧者『動』起來：運動體驗日暨計劃成果展」，其中本計劃代表分享如何通過運動介入，建立互助網絡，關顧照顧者的身心健康。於計劃完結後，本會推動婦女組成運動小組及自務訓練，成立「『屢』跑隊」持續以跑步鍛鍊身體，並於2024年1月20日代表本會參加「渣打香港馬拉松2024」十公里賽事。當中有71歲的參加者最初以為不能完成，要被巴士帶走，最後都能跑完；另有66歲的婦女參賽者在女兒鼓勵下，鼓起勇氣參與並成功完成賽事。身為照顧者的婦女亦接受明報訪問，分享組成跑步班並參與「渣打香港馬拉松2024」的故事。故事內容獲得明報港聞報導，顯示婦女照顧者如何透過本計劃重拾自信，向社會大眾發放正能量。



Empowering women to achieve holistic well-being involves not only nurturing their minds but also maintaining physical activity. Sports Everywhere in North District Project advocates for improving health through sports, connecting participants with their community and social networks. On June 11, 2023, we hosted the "Carers in Motion: Sports Experience Day and Program Outcome Exhibition," where our representatives shared how sports interventions can build support networks and care for the physical and mental health of carers. Following the Project's conclusion, we encouraged women to form sports groups and engage in self-directed training, establishing the "ReRun Team" to continuously enhance physical fitness through running. On January 20, 2024, the Team participated in the Standard Chartered Hong Kong Marathon 2024's 10 km Race. Notably, a 71-year-old participant initially doubted her ability to finish but successfully completed the race, while a 66-year-old woman, encouraged by her daughter, also finished the event. Carer participants shared their stories of forming a running class and participating in the marathon with Ming Pao, which featured their journey of regaining confidence and spreading positivity to the community.

# Coach Sharing

/ 教練分享



楊樂希 **YEUNG LOK HEI** 北區姊妹動起來 - 屢跑訓練班跑步教練  
Sports Everywhere in North District, "ReRun Team coach"

作為屢跑訓練班的跑步教練，我見證了一群姊妹透過運動蛻變。起初，她們對訓練充滿擔憂，害怕能力不足或身體負荷不了。然而，幾堂課後，她們發現自己不僅能完成訓練，還能不斷突破，每次表現更勝從前，純粹地享受跑步帶來的快樂與成就感。

與香港婦女中心協會合作，對我來說是一種全新的體驗。過去，我的教學對象以中小學生為主，需用較嚴格的方式，但姊妹們則展現出極大的自律性和責任感。當我講解訓練內容與要求後，她們便會主動思考如何完成，合理分配體力，這種主動學習的態度讓我十分放心，也讓訓練變得更有趣。

這次經歷讓我深刻反思，學生的努力與熱情往往比教練更強烈，提醒我要在教學與訓練上更拼搏。跑步不只是體能訓練，更是一場自我挑戰的旅程。看著姊妹們不斷成長，我更加相信，無論起點如何，只要願意踏出第一步，每個人都能跑出屬於自己的精彩人生。我期待未來能繼續陪伴更多人，透過跑步發掘內在潛能，變得更自信、更強大。

As a running coach for the "WeRun Training Class," I have witnessed a group of women undergo a transformative journey through sports. Initially, they were filled with concerns about their abilities and physical endurance. However, after several sessions, they discovered not only could they complete the training but also continuously surpass their previous performances, purely enjoying the joy and sense of accomplishment that running brings.

Collaborating with the Hong Kong Federation of Women's Centres has been a novel experience for me. Previously, my students were primarily elementary and middle school students, requiring a more rigorous approach. In contrast, the women demonstrated remarkable self-discipline and responsibility. After explaining the training content and requirements, they would proactively think about how to complete the tasks and allocate their energy effectively. This proactive learning attitude made me feel confident and made the training more enjoyable.

This experience has led me to reflect deeply on how students' efforts and enthusiasm often surpass those of their coaches, reminding me to be more dedicated in my teaching and training. Running is not just physical training; it is a journey of self-challenge. Watching the women grow continuously has reinforced my belief that regardless of one's starting point, anyone can create a vibrant life by taking the first step. I look forward to continuing to accompany more people in the future, helping them discover their inner potential through running and become more confident and stronger.



# Community Participation

社區參與服務統計數字  
Community Participation Service Statistics

總受惠人次  
TOTAL NO. OF ATTENDANCE / 11,624

好惜食  
CHERISH FOOD

食物回收量  
FOOD COLLECTION AMOUNT / 6,071 公斤

香港好豐收  
HONG KONG GOOD HARVEST

本地菜團購開班次數  
NO. OF LOCAL VEGETABLE GROUP-PURCHASE SESSIONS / 32

本地菜團購購物人數  
NO. OF CUSTOMERS FOR LOCAL VEGETABLE GROUP-PURCHASE / 110

婦女是公民的一份子，藉著社會參與，婦女能夠肯定自己在社會所扮演的角色和貢獻，並於社會的改變進程中表達自己的心聲和意見，促進社會發展。本會鼓勵和支持婦女積極參與社會生活，以體現和推動性別平等。承蒙各機構的資助，本會推動物資回收，支持本地農業，以及收發剩餘食材服務。

Women are integral members of the society. Through social participation, women can affirm their roles and contributions within the society and express their opinions during the process of social change, thereby promoting societal development. We encourage and support women in actively engaging with social life to embody and advance gender equality.

Thanks to the support from various institutions, we have initiated material recycling programs, supported local agriculture, and provided services for collecting and re-distributing surplus food ingredients.

## 綠展義工計劃

### GO VOLUNTEER

環境保護署 ENVIRONMENTAL PROTECTION DEPARTMENT

## 「食農研究社」大埔婦女推動社區可持續發展計劃

### SUSTAINABLE FOOD LAB

滙豐銀行慈善基金 THE HONGKONG BANK FOUNDATION

## 香港好豐收

### HONG KONG GOOD HARVEST

滙豐銀行慈善基金 THE HONGKONG BANK FOUNDATION

## 好惜食

### CHERISH FOOD



## 本地農業深入社區

### LOCAL AGRICULTURE EMBEDDED IN THE COMMUNITY

婦女作為家庭飲食主要照顧者，對社區飲食文化發展具強大影響力。本會「食農研究社」大埔婦女推動社區可持續發展計劃通過多元化活動，帶領婦女參與本地農場實地學習、研發加工農產品、舉辦農墟、食農烹飪班等多元化活動，了解本地農業及食物生產過程，身體力行支持永續飲食習慣。本計劃於2023年8月26至27日於大埔社區中心地下舉辦食農研究收成日，邀請本地農夫主持在地農產品小食、菜式及醬料試食，出版新書《我們與本地菜的距離：本地菜料理指南》分享本地蔬菜製作中、西、日、東南亞料理，以及提供彩繪蔬果燈籠工作坊及茶果工作坊。

承蒙滙豐銀行慈善基金繼續資助，本會推行「香港好豐收」計劃，深化「食農研究社」計劃的成果，除了保留原計劃與本地農場合作活動外，更推動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，進一步支持本地農業銷售於社區扎根。本計劃於2023年12月31日在賽馬會太和中心舉辦「本地菜農墟·私房試食體驗日」，邀請本地農夫及合作商店舉辦小型農墟，並提供本地菜試食活動。

As primary carers for family meals, women have a profound influence on the development of community food culture. Our "Sustainable Food Lab" Project in Tai Po has engaged women in various activities. These include hands-on learning at local farms, developing processed agricultural products, organizing farmers' markets, and conducting cooking classes focused on local produce. The goal is to educate participants about local agriculture and food production processes, promoting sustainable eating habits through practical action.

The Project hosted a "Harvest Day" event on August 26-27, 2023, at the Tai Po Community Centre. Local farmers led tastings of local produce, dishes, and sauces, and we published a new book titled "Our Distance from Local Vegetables: A Local Vegetable Cooking Guide." This Guide shares recipes for Chinese, Western, Japanese, and Southeast Asian dishes using local vegetables. Additionally, workshops on painting vegetable and fruit lanterns and tea and fruit pairings were offered.

Thanks to continued support from HSBC Foundation, we have expanded the "Hong Kong Good Harvest" Project, building on the achievements of the "Sustainable Food Lab." Beyond maintaining partnerships with local farmers, the Project aims to establish a sales network for local vegetable packages, create pop-up local vegetable stalls, and develop a collaborative kitchen using local ingredients. This further supports the integration of local agricultural sales into the community. On December 31, 2023, we hosted a "Local Vegetable Farmers' Market and Private Tasting Experience Day" at our Jockey Club Tai Wo Centre, featuring a small-scale farmers' market and local vegetable tastings with local farmers and partner stores.

## 「食農研究社」義工 SUSTAINABLE FOOD LAB VOLUNTEER

婦女中心是香港少有落地實試農耕的機構，中心職員積極地搞多方面的活動給會員，非常享受每次活動。  
HKFWC is one of the few organizations in Hong Kong that actively engages in hands-on farming practices. Their staff members enthusiastically organize a variety of activities for our members, which we thoroughly enjoy every time.

## 「食農研究社」農夫 SUSTAINABLE FOOD LAB FARMER

提供平台讓社區容易支持本地農場。農耕體驗活動也能讓大眾知道農場生產的艱難情況及價值。  
We provide a platform that makes it easy for the community to support local farms. The farming experience activities also help the public understand the challenges and value of farm production.

## 「食農研究社」導師 SUSTAINABLE FOOD LAB INSTRUCTOR

感恩有這個平台可以接觸到不同的街坊，分享滋養身體的農食知識。感動於在分享教學的過程中，學員對於食農知識的熱切追求和勇於嘗試，令我很深印象，也成為我繼續在這方面工作的力量。  
We are grateful for this platform, which allows us to connect with different community members and share knowledge about nourishing food from farming. We are deeply impressed by the eagerness and willingness of women to learn and try new things during our teaching sessions. This has become a driving force for us to continue working in this area.

## 珍惜剩餘食材資源 VALUING SURPLUS FOOD RESOURCES

本會自2011年11月起於深水埗區推行「好惜食」計劃，每星期四晚到訪深水埗區街市及商舖回收未有賣出的蔬果及麵包，並將合乎食用質量的食材派發予區內基層家庭，亦會以「惜食導賞團」帶領外部團體參與收發剩餘食材活動，以及舉辦「好惜食工作坊」，實行讓生活廢料轉化為有價值的用品。本計劃於2024年1月27至28日於西貢公立學校舉辦的「西貢環保二手市集 X 女人墟」中，向參與者推售以發芽薯仔混合手造皂製成的薯仔皂，並於植物紮染工作坊中以洋蔥皮作植物紮染，推廣減廢再生的概念。

Since November 2011, HKFWC has been implementing the Cherish Food : FoodShare Project in the Sham Shui Po District. We visit markets and shops in the area four times a week to collect unsold fruits, vegetables, and bread. We then distribute these surplus ingredients, which meet food safety standards, to grassroots families in the District. Additionally, we organize "Wet Market Food Collection Tours" to engage external groups in collecting and distributing surplus food, and host "Good Food Workshops" to transform waste into valuable products.

As part of our initiative, we participated in the "Sai Kung Environmental Second-Hand Market x Women's Market" held at Sai Kung Public School on January 27-28, 2024. During the event, we sold soap made from sprouted potatoes and conducted a plant dyeing workshop using onion skins, promoting the concept of reducing waste and regenerating resources.



# Gender Equality Education

部分華人傳統文化觀念著重父權，或會讓婦女甘於卑微及壓抑個人需求，忽視自身需求。本會提倡通過性別平等教育，提升同工與服務使用者的兩性平等意識，促進本會更為恰切回應婦女的服務需求。承蒙各機構的資助，本會以多元化活動，讓同工及婦女服務使用者探索大自然與女性的關係，從中培育及實踐性別覺察，提升內在力量及兩性平等意識。

Certain traditional Chinese cultural concepts emphasize patriarchy, which may lead women to accept humility and suppress their personal needs, neglecting their own needs. HKFWC advocates for promoting gender equality awareness among our staff and service users through gender equality education, enabling us to better respond to the service needs of women. With the support of various organizations, we have implemented diverse activities that allow our staff and female service users to explore the relationship between nature and women. Through these activities, we cultivate and practice gender awareness, enhance inner strength and promote gender equality consciousness.

## 「堅定的溫柔」滋養婦女及深化性別視角計劃（第二期）

### NURISHING WOMEN AND DEEPENING GENDER PERSPECTIVE PROJECT (PHASE 2)

社區伙伴 PARTNERSHIPS FOR COMMUNITY DEVELOPMENT

## 「具性別角度的領導力」師友計劃及實踐計劃

### MENTORSHIP AND APPLICATION SCHEME OF TRANSFORMATIVE FEMINIST LEADERSHIP

婦女動力基金 HER FUND



## 從生態女性主義出發，提升性別覺察

### FROM ECOFEMINISM TO ENHANCING CONSCIOUSNESS RAISING

本會「堅定的溫柔」滋養婦女及深化性別視角計劃（第二期）繼續推動「同工性別與自然探索」共學，資助兩批共14位同工參與多元化體驗式共學活動。同工於活動完結後，認同對大自然及性別議題有切身體會，表示婦女不應陷入性別定型，無論選擇就業、成為照顧者或其他人生角色，都能讓人生發光發亮。同工更推動機構為員工培訓加入共學元素及團隊工作反思環節，為機構培育共學文化注入養分。

Nurishing Women and Deepening Gender Perspective Project (Phase 2) continues to promote the co-learning to explore gender and nature. We have sponsored two batches of 14 staff members to participate in diverse experiential learning activities. Upon completing these activities, employees have gained a deeper understanding of nature and gender issues, affirming that women should not be confined to gender stereotypes. They believe that women can shine in their lives, whether they choose to work, become caregivers, or take on other roles.

Furthermore, our employees have advocated for incorporating collaborative learning elements and team reflection sessions into the organization's employee training programs. This effort aims to nurture a culture of co-learning within the organization.

## 性別視角活動項目規劃

### GENDER PERSPECTIVE ACTIVITY PLANNING

承蒙社區伙伴資助，本會推動不同單位的同工以性別視角為主題，成功籌辦六個活動，同工及婦女使用者參加總人次達287位。

Thanks to the support of Partnerships for Community Development, we successfully organized six activities focusing on bring a gender perspective into the discussion, with a total of 287 participants, including staff and female service users.

- 從性別角度看電影：Barbie 放映及討論會  
Film Screening and Discussion from a Gender Perspective: Barbie
- 探討綠色社區工作與性別公義的意義和實踐工作坊  
Workshop Exploring Green Community Work and Gender Justice: Meaning and Practice
- 粉嶺新同工團隊建立及性別觀分享  
Establishing a New Team in Fanling and Sharing on Gender Perspectives
- 非暴力溝通員工培訓  
Nonviolent Communication Staff Training
- 觀看劇目《女與兒》及映前和映後分享會  
Watching the Play "Girls and Boys" with Pre- and Post-Screening Sharing Sessions
- 全職媽媽休息日  
Full-Time Mothers' Day Off

婦女服務使用者參與活動後表示有共鳴，認為要做真實的自己，不與她人比較，亦引起她們對照顧者角色、社會和親密關係的反思。同工參與活動後，啟發她們向服務使用者講解女性主義的方法，亦能提升同工間的團隊建立及换位思考。

After participating in these activities, female service users expressed resonance, emphasizing the importance of being their authentic selves and avoiding comparisons with others. The activities also prompted reflections on their roles as carers, societal expectations, and intimate relationships. Staff were inspired to share methods for incorporating feminism into our work. Additionally, the activities enhanced staff's team building, and putting themselves in other colleagues' perspectives.



婦女權益倡議

# Advocacy Women's Right

# Carers

要改善照顧者的處境，單是個人轉變並不足夠，還需要有政策或制度上的配合。本會除發展照顧者的支援服務外，亦積極倡導有利照顧者的政策，我們與不同關注照顧者處境的團體組成「照顧照顧者平台」，爭取在全盤社福服務規劃中，照顧者得到足夠的支援。同時，亦參與了「社福抗貧聯盟」，與十多間機構一同研習本港貧窮問題，本會在聯盟中則較著重關注照顧者及婦女的貧窮問題，聯盟通過不同層面的共識及交流意見，長遠爭取更完善扶貧政策。

To improve the situation of carers, personal change alone is not enough—there must also be support at the policy and systemic levels. In addition to developing support services for carers, we actively advocate for carer-friendly policies. We have joined forces with other groups concerned about carers' well-being to form the "Care for Carers," aiming to secure adequate support for carers within the overall planning of social services. At the same time, we also participate in the "Anti-Poverty Alliance," where we work with over a dozen organizations to study poverty issues in Hong Kong. Within the alliance, our focus is particularly on the poverty experienced by carers and women. Through multi-level discussions and exchanges, the alliance seeks to advocate for more comprehensive poverty alleviation policies in the long term.

## 多次與勞工及福利局及立法會議員會面 爭取增加照顧者服務 MULTIPLE MEETINGS WITH THE LABOUR AND WELFARE BUREAU AND LEGISLATIVE COUNCIL MEMBERS TO ADVOCATE FOR ENHANCED SERVICES FOR CARERS

本會聯同「照顧照顧者平台」的其他成員機構及「顧·網通」——一站式全方位支援照顧者協作平台，多次就不同的照顧者政策及服務（如24小時照顧者專線、恆常化照顧者津貼、照顧者專屬支援中心、暫託服務、照顧者友善職場及照顧者經濟支援等）與多名立法會議員及勞工及福利局會面。

We, together with other member organizations of the "Care for Carers" and "Care Neighbourhood Network (CNN) - The All-in-One Carer Support Platform" — has held numerous meetings with Legislative Council members and the Labour and Welfare Bureau regarding various carer-related policies and services. These include a 24-hour Designated Hotline for Carer Support, regularized carer allowances, dedicated carer support centres, respite services, carer-friendly workplaces, and economic support for carers.

本會再次感謝勞工及福利局副局長何啟明先生、狄志遠立法會議員 SBS, JP、張欣宇立法會議員、田北辰立法會議員 BBS, JP、江玉歡立法會議員、林素蔚立法會議員及梁文廣立法會議員, MH 對照顧者議題的關注，並期望日後議會能持續關注照顧者的處境，進一步加強對她們的支援。

We would like to express our sincere gratitude to Mr. Ho Kai-ming, Under Secretary for Labour and Welfare, and Legislative Council members Dr Hon Tik Chi-yuen, SBS, JP, Ir Hon Gary Zhang Xin-yu, Hon Michael Tien Puk-sun, BBS, JP, Hon Doreen Kong Yuk-foon, Hon Lam So-wai, and Hon Leung Man-kwong, MH for their concern over carer issues. We hope the Legislative Council will continue to pay attention to the situation of carers and further strengthen support for them in the future.

2023年4月12日  
APRIL 12, 2023

照顧照顧者平台與立法會議員田北辰、狄志遠及張欣宇就照顧者熱線會面  
Care for Carers met with Legislative Council members Hon Michael Tien, Hon Tik Chi-yuen, and Hon Gary Zhang to discuss a carer support hotline.

2023年5月5日  
MAY 5, 2023

「顧網通」計劃與江玉歡立法會議員就大埔區照顧者狀況會面  
Care Neighbourhood Network met with Legislative Council member Hon Doreen Kong to discuss the situation of carers in the Tai Po district.

2023年5月10日  
MAY 10, 2023

「顧網通」計劃與狄志遠立法會議員就大埔區照顧者狀況會面  
Care Neighbourhood Network met with Legislative Council member Hon Tik Chi-yuen to discuss the situation of carers in the Tai Po district.

2023年5月16日  
MAY 16, 2023

照顧照顧者平台與勞工及福利局副局長、張欣宇議員、田北辰議員及狄志遠議員就照顧者支援熱線會面

Care for Carers met with the Under Secretary for Labour and Welfare, along with Legislative Council members Hon Gary Zhang, Hon Michael Tien, and Hon Tik Chi-yuen to discuss the 24-hour Designated Hotline for Carer Support.

2023年5月20日  
MAY 20, 2023

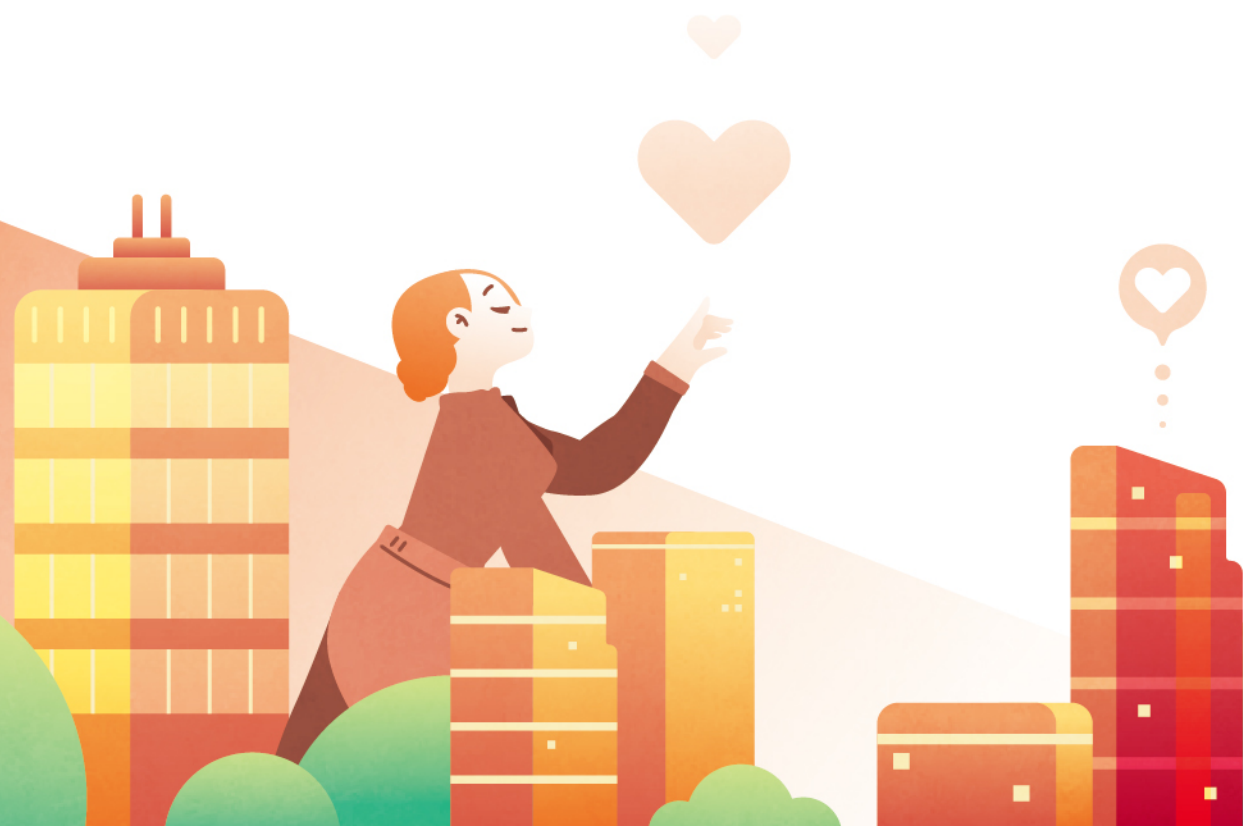
「顧網通」計劃與林素蔚立法會議員、張欣宇立法會議員及梁文廣立法會議員就大埔區照顧者狀況會面

Care Neighbourhood Network met with Legislative Council members Hon Lam So-wai, Hon Gary Zhang, and Hon Leung Man-kwong to discuss the situation of carers in the Tai Po district.

2023年12月18日  
DECEMBER 18, 2023

照顧照顧者平台與狄志遠立法會議員爭取制訂照顧者定義及全面落實照顧者政策會面

Care for Carers met with Legislative Council member Hon Tik Chi-yuen to advocate for the formulation of a clear definition of carers and the comprehensive implementation of carer policies.



## 發佈多項社區照顧者處境調查 切實反映照顧者需要 RELEASING COMMUNITY-BASED STUDIES TO REFLECT THE REAL NEEDS OF CARERS

照顧照顧者平台於2023年5月13日發佈「兒童照顧者狀況調查」研究結果及於2023年10月30日發佈「特殊學習需要兒童照顧者精神壓力」研究結果。兩份研究結果均反映出兒童照顧者及特殊學習需要兒童照顧者的照顧壓力甚大，收入不足亦是構成她們照顧壓力的一大因素。期望調查研究可以引起大家對於照顧者社群生活狀況的關注，同時推動在議會中對於照顧者政策有更多的討論。

Care for Carers released the findings of two significant studies: the “Survey on Childcarers” on May 13, 2023, and the “Study on the Mental Stress of Carers of Children with Special Educational Needs” on October 30, 2023. Both studies revealed that childcarers and carers of children with special educational needs face immense caregiving stress, with inadequate income being a major contributing factor to their pressure.



These research findings aim to raise public awareness about the living conditions of the carer community and to drive more discussions on carer-related policies within the Legislative Council.

## 參與立法會「推動照顧者為本政策小組委員會」照顧者政策會議 為照顧者發聲

### SPEAKING UP FOR CARERS AT THE LEGISLATIVE COUNCIL'S MEETING ON SUBCOMMITTEE ON PROMOTING CARER-CENTRIC POLICIES

立法會「推動照顧者為本政策小組委員會」於2023年6月24日舉行會議，針對「照顧者政策」進行探討，並邀請了不同團體出席該會議。本會當日亦有三位代表出席，提出照顧者友善政策意見，包括政府應承認無酬勞動、設立以照顧者為本位之政策及服務、照顧者定義應涵蓋兒童照顧者及更全面的經濟援助照顧者，期望政府能盡快設立照顧者友善政策。

On June 24, 2023, the Legislative Council's Subcommittee on Promoting Carer-centric Policies held a meeting focused on building a “Carer Policy” and invited various organizations to participate. We were represented by three delegates who voiced key policy recommendations to support carers. These included the need for the government to recognise unpaid labour, to establish carer-centred policies and services, to expand the definition of carers to include child carers, and to provide more comprehensive financial support for carers. We hope the government will move swiftly to implement carer-friendly policies in response to these calls.



## 照顧者月2023 共同推動社會關注照顧者需要

### CARER MONTH 2023:

### PROMOTING GREATER PUBLIC AWARENESS OF CARERS' NEEDS

於照顧者月2023，本會聯同「照顧照顧者平台」成員機構獲邀於10月6日出席香港社會服務聯會「照顧者支援—政策倡議及服務發展」研討會2023，探討照顧者為本政策，同場亦邀請了立法會推動照顧者為本政策小組委員會主席李世榮議員及香港明愛專上學院湯羅鳳賢社會科學院研究教授莊明蓮教授，分享對照顧者為本政策的看法。新城電台「搵黎講」節目更邀請平台成員分享不同類別照顧者日常面對的壓力及需要，希望通過大氣電波讓更多人關心照顧者。

During Carer Month 2023, we, together with member organizations of Care for Carers, was invited to participate in the "Carer Conference on Policy Advocacy and Service Development 2023" on October 6, organized by the Hong Kong Council of Social Service. The conference explored carer-oriented policies and featured speakers including Legislative Council member Hon Stanley Li Sai-wing, MH, JP, Chair of the Subcommittee on Promoting Carer-Centric Policies, and Professor Alice Chong Ming-lin, Research Professor at the Felizberta Lo Padilla Tong School of Social Sciences, Caritas Institute of Higher Education, who both shared their insights on carer-focused policymaking.

In addition, Metro Radio's programme "Wan Lai Kong" invited members of Care for Carers to share the daily pressures and needs faced by different types of carers, aiming to raise public awareness and support for carers through radio outreach.



而照顧者月2023大型活動於2023年10月28日在長沙灣麗閣商場外空地舉行，主題為疲倦照顧者逃亡大作戰暨「照顧者身體勞損及精神健康問卷調查」發佈，以攤位遊戲的形式讓公眾了解更多照顧者的醫療需要及服務支援。同時亦邀請不同嘉賓，如狄志遠立法會議員、照顧照顧者平台林琪女士、照顧者阿群、兒童照顧者楊佩良女士、香港社會服務聯會總主任（家庭及社區）陳曉園女士、及明愛專上學院湯羅鳳賢社會科學院盧家詠博士，一同探討照顧者醫療需要及支援的議題。當日亦發佈透過網上發放問卷收集的問卷調查結果，以了解照顧者進行照顧工作時會否出現勞損及影響精神健康情況，亦倡議當局設立照顧者醫療券，以減輕照顧者醫療開支負擔。

The flagship event of Carer Month 2023 was held on October 28 at the open space outside Lai Kok Shopping Centre in Cheung Sha Wan, under the theme "Escape Mission for Exhausted Carers". The event also marked the launch of the "Survey on Carers' Physical Strain and Mental Health". Through interactive booth games, the public was invited to learn more about carers' medical needs and the support services available to them.

A range of guests were invited to discuss issues related to carers' healthcare and support, including Legislative Council member Dr. Hon Tik Chi-yuen, Ms. Lam Ki from Care for Carers, carer Ms. Ah Kwan, childcarer Ms. Yan Yeung, Ms. Angie Chan Hiu-yuen, Chief Officer (Family and Community) of the Hong Kong Council of Social Service, and Dr. Lo Ka-wing from the Felizberta Lo Padilla Tong School of Social Sciences, Caritas Institute of Higher Education.

At the event, findings from an online questionnaire were released to highlight the prevalence of physical strain and mental health challenges among carers. The results reinforced calls for the government to introduce a Carer Health Voucher Scheme to help ease the financial burden of medical expenses on carers.



## 520「友里」照顧您微博覽 為照顧者打打氣 520 CARE-HOOD MICRO EXPO - CHEERING ON CARERS

本會與其他照顧者易達平台成員每年於照顧者關注日都會舉行不同的活動，2023年照顧者易達平台在5月20日假沙田科學園中庭長廊及17W舉行【2023照顧者關注日520「友里」照顧您微博覽】，是次微博覽得到社創基金點子創新 SIE Fund Beyond Innovation贊助，同時邀請到社會福利署沙田區福利專員馮淑文女士擔任主禮嘉賓、社會福利署大埔及北區福利專員馮曼瑜女士、狄志遠立法會議員，SBS, JP、香港社會服務聯會家庭及社區服務總主任陳曉園女士聯同十間成員機構代表擔任典禮嘉賓。

活動目的是為了讓市民更了解照顧者的旅程，認識照顧者服務，並為照顧者打氣。活動包括照顧者體驗、真人圖書館、資訊分享、表演、照顧者市集、鬆一zone工作坊及交流區等。我們亦有在微博覽中設置攤位，推廣我們的照顧者工作！當日微博覽有超過30個攤位參展，超過2,000人次入場。

To mark Carers Awareness Day each year, our organization, together with other members of the CarerEPS, hosts a variety of events. In 2023, the platform held the "520 Care-hood Micro Expo" on May 20 at the Atrium Corridor and 17W of the Hong Kong Science Park in Sha Tin. The event was sponsored by the SIE Fund Beyond Innovation and officiated by Ms. Wendy Fung Shuk-man, District Social Welfare Officer (Sha Tin) of the Social Welfare Department, Ms. May Fung Man-yu, District Social Welfare Officer (Tai Po and North), Legislative Council member Hon Tik Chi-yuen, SBS, JP, Ms. Angie Chan Hiu-yuen, Chief Officer (Family and Community) of the Hong Kong Council of Social Service, and representatives from ten participating member organizations.

The aim of the event was to help the public better understand the journey of carers, raise awareness of available carer services, and show support and encouragement to carers. Activities included carer experience zones, a human library, information sharing sessions, performances, a carer-themed market, wellness workshops, and networking areas. We also hosted a booth at the expo to promote our carer-related work. The micro expo featured over 30 booths and attracted more than 2,000 visitors throughout the day.



## 民間扶貧高峰會 聆聽基層街坊的需要 SUMMIT ON POVERTY ALLEVIATION: LISTENING TO THE VOICES OF GRASSROOTS COMMUNITIES

扶貧一直是香港的社會議題，社福抗貧聯盟在2024年3月10日舉行的「2024民間扶貧高峰會」，讓基層市民表達及交流自身經驗和對扶貧措施的意見，同時體驗不同基層人士的工作或生活環境。當日邀請了多名立法會議員及扶貧委員會委員出席，包括狄志遠立法會議員，SBS, JP、林振昇立法會議員、林筱魯立法會議員，SBS, JP、江玉歡立法會議員及扶貧委員會委員莊太量先生，MH，聆聽參與的基層街坊作討論，及街坊對扶貧政策的意見。當日亦有設置貧窮體驗活動及展覽攤位，設有十多個抗貧攤位及體驗活動，包括清潔工友自製工具展品、模擬劏房環境體驗、體驗婦女就業處境、參與式裝置藝術等，讓參加者了解更多基層市民的狀況。

Poverty alleviation has long been a pressing social issue in Hong Kong. On March 10, 2024, the 2024 Summit on Poverty Alleviation organized by the Anti-Poverty Alliance provided a platform for grassroots communities to share their personal experiences and views on poverty alleviation measures, while also gaining insights into the working and living conditions of others in the grassroots community.

The summit was attended by several Legislative Council members and members of the Commission on Poverty, including Hon Tik Chi-yuen, SBS, JP, Hon Lam Chun-sing, Hon Andrew Lam Siu-lo, SBS, JP, Hon Doreen Kong Yuk-foon, and Mr. Terence Chong Tai-leung, MH. They engaged in direct dialogue with grassroots participants, listening to their concerns and suggestions on poverty alleviation policies.

The event also featured poverty simulation activities and exhibition booths. Over ten booths and interactive experiences were set up, including displays of handmade tools by cleaning workers, a simulated subdivided flat environment, an experiential zone for understanding women's employment challenges, and participatory installation art. These activities allowed attendees to gain a deeper understanding of the realities faced by grassroots communities in Hong Kong.



# Gender Equality

## 關注香港婦女生活質素 促進建立性別平等的社會

為響應國際婦女節，本會與香港大學（港大）社會工作及社會行政學系陳凱欣教授及其研究團隊，於2024年1月至2月，針對「香港婦女生活質素和公眾對性別平等的態度」進行了一項網上調查，共收集了1,287份問卷，研究公眾對性別平等的態度及其對香港婦女生活質素的影響，並在2024年3月4日發佈調查結果，發展接近半數的受訪者年齡介乎26至45歲(49%)，近半數已婚(54%)及沒有子女(49%)。另外近五成(48%)受訪者有全職工作，四成(43%)教育程度為學士或以上，兩成(21%)沒有個人收入。

### 結果反映香港性別平等意識高於全球 唯男女之間看法有明顯差別

參考聯合國婦女署性別平等態度研究的數據，香港各項性別平等意識都高於全球的平均數值；就獲取及掌控資源方面，如優質教育、個人財產、個人生活、家中及公共場所安全等，男女的看法則有顯著差異，男性傾向高估女性在社會上獲取及控制上述資源的容易程度；就未來的願景，大眾認同應於所有領域更尊重女性權利，例如為女性於政治、商業及高等教育等領域；大眾亦推崇同工同酬。唯於香港，認同的比率(90.2%)略低於全球(91%)，而男女對上述看法也有顯著差異，男性並未如女性般重視上述主張。

### 婦女性別平等意識愈高 心理健康及生活質素愈好

「性別平等的意識」與「婦女的生活質素」兩者在統計學上有關聯性；相對較為持守傳統性別定型想法的婦女而言，性別平等意識較高的婦女的心理健康及社會環境的滿意度都會明顯較佳；相對較為持守傳統性別定型想法的婦女而言，較能平等看待性別社會角色的婦女的整體生活質素，包括生理健康、心理健康、社交關係及對社會環境的滿意度都會較好。

### 調查結果對婦女政策及服務的啟示

政府需廣泛推動性別主流化，從法例、政策和計劃的所有範疇和層面中，納入性別觀點及需要，在設計、實施、監察和評估所有法例、政策和計劃時，考慮到女性和男性所關注的事宜和經驗，並應增加透明度，讓公眾監測成效及進展；再進一步推動非政府機構、企業、學校等不同的社會持分團體考慮不同性別的需要。

● 將性別觀點納入所有立法、政策和計劃成為主流，以確保考慮到女性和男性的不同經驗和需求。

● 透明度應提高，以使公眾能夠監督進度。

● 加強性別平等教育，並將其納入正規中小學教育及推動不同性別參與家務分工。

● 增加資助，協助社區的婦女及早察覺精神健康風險及減少社會性別標籤帶來的影響。

● 舉辦更多平衡小組活動或在活動中提供託兒服務，讓婦女從傳統性別分工的照顧責任中釋放，讓其可專心投入活動。

● 締造婦女友善工作間，政府可帶頭或立法制定對照顧者友善的工作環境和措施。

● 探索不同的經濟充權模式，為婦女提供更多職業培訓及就業、創業支援，讓婦女能有更便利的時間參與。

● 增加更多社區暫託服務名額，為婦女提供替代照顧選項，減少照顧壓力，提供喘息及發展自己的機會。

## IMPROVING QUALITY OF LIFE FOR WOMEN IN HONG KONG AND PROMOTING A GENDER-EQUAL SOCIETY

In response to International Women's Day, we collaborated with Professor Celia Chan Hoi-yan and her research team from the Department of Social Work and Social Administration at The University of Hong Kong to conduct an online survey between January and February 2024. The study, titled "Women's Quality of Life and Public's Attitude toward Gender Equality in Hong Kong," collected 1,287 responses. It explored how attitudes toward gender equality impact women's quality of life in Hong Kong. Nearly half of the respondents were aged between 26 and 45 (49%), almost half were married (54%), and 49% had no children. About 48% were employed full-time, 43% held a bachelor's degree or above, and 21% had no personal income.

### Findings: Hong Kong Shows Stronger Gender Equality Awareness than Global Average, But Gender Gaps Persist

Compared to global figures from UN Women's research on gender equality attitudes, Hong Kong scored higher across all indicators. However, there were notable differences between male and female perceptions, especially regarding access to and control over resources such as quality education, personal property, autonomy in private life, and safety at home and in public. Men were more likely to overestimate how easily women could access these resources.

In terms of future aspirations, the public broadly agreed that women's rights should be respected in all areas—especially politics, business, and higher education—and supported the principle of equal pay for equal work. However, agreement on this in Hong Kong (90.2%) was slightly lower than the global average (91%), with men placing less importance on these rights compared to women.

### Greater Gender Equality Awareness Linked to Better Mental Health and Quality of Life for Women

There was a statistically significant correlation between women's awareness of gender equality and their quality of life. Women who held more progressive views on gender roles reported better mental health and higher satisfaction with their social environments. Compared to those who adhered more strongly to traditional gender stereotypes, women who embraced more equal views toward gender roles reported better physical and mental well-being, stronger social relationships, and a more positive outlook on their social environments.

### Policy and Service Implications

Based on the survey findings, the following recommendations were proposed:

- **Mainstream gender perspectives** across all legislation, policies, and programs—from planning to evaluation—to ensure the different experiences and needs of women and men are considered. Transparency should also be enhanced so the public can monitor progress.
- **Strengthen gender equality education**, incorporating it into formal primary and secondary school curricula, and promote shared domestic responsibilities among all genders.
- **Increase funding** to help women identify mental health risks early and reduce the impact of gender stereotypes.
- **Provide childcare support** during events or organise more balanced group activities to ease caregiving responsibilities traditionally borne by women, allowing them to engage more fully.
- **Foster women-friendly workplaces** by introducing or legislating carer-supportive work environments and policies, with the government taking the lead.
- **Explore various economic empowerment models**, offering women more access to job training, employment, and entrepreneurship support to enable flexible and accessible participation.
- **Expand community respite care services**, offering women alternative caregiving options to relieve pressure and create space for self-development.

These efforts aim to build a society that supports gender equality and improves the quality of life for all women in Hong Kong.

# Divorce Support

在本會成立之初，離異支援是本會的重點工作之一，除了常設的婦女求助熱線及免費律師面見諮詢服務，我們亦組織倡議小組為婦女發聲。

Since our establishment, supporting divorced women has been one of our core areas of work. In addition to our women's helpline and free legal advice clinic, we have also organized advocacy groups to speak out on behalf of women.

## 完善追討離婚贍養費制度 支援被拖欠的婦女及兒童實際需要 IMPROVING THE MAINTENANCE RECOVERY SYSTEM TO SUPPORT WOMEN AND CHILDREN AFFECTED BY UNPAID MAINTENANCE

江玉歡立法會議員、林新強立法會議員與林素蔚立法會議員於5月5日舉行「協助完善追討離婚贍養費制度」多方論壇，邀請本會出席論壇，同場與其他關注贍養費議題的機構及律師就香港贍養費制度現狀及實際個案作交流，並提出建議。

2023年9月4日 向民政及青年事務局遞交《協助完善追討離婚贍養費制度多方論壇報告》

同時，本會聯同上述立法會議員、香港單親家庭協會、九龍崇德社及家事法律師，與民政及青年事務局局長麥美娟會面。本會總幹事廖珮珊女士通過實際個案，說明現時司法程序下追討贍養費的困難。目前因政府部門分工、申請程序及追討流程問題，令婦女追討贍養費的過程困難重重。期望成立專責部門代收贍養費，以支援被拖欠的婦女及兒童實際需要，並向民政及青年事務局遞交《協助完善追討離婚贍養費制度多方論壇報告》。

On May 5, Legislative Council Members Hon. Doreen Kong Yuk-foon, Hon. Lam San-keung, and Hon. Lam So-wai hosted a multi-stakeholder forum titled "Improving the Maintenance Recovery System for Divorced Individuals", and invited us to participate. The forum gathered stakeholders, including organizations concerned with maintenance issues and legal professionals, to exchange views on the current state of Hong Kong's maintenance system and discuss real-life cases. Various recommendations were also put forward during the forum.

Submission of Forum Report to the Home and Youth Affairs Bureau on September 4, 2023

Subsequently, we, together with the above-mentioned Legislative Council Members, the Hong Kong Single Parents Association, Zonta Club of Kowloon, and Family Law lawyers, met with the Secretary for Home and Youth Affairs, Ms. Alice Mak Mei-kuen.

Our Director, Ms. Si-si Liu Pui-shan, shared real-life cases to illustrate the current challenges women face when attempting to recover maintenance under the existing judicial procedures. Due to fragmented responsibilities among government departments, complicated application procedures, and inefficiencies in the enforcement process, women encounter significant difficulties when trying to claim their rightful maintenance.

We called for the establishment of a dedicated department to collect and disburse maintenance payments, in order to better support women and children affected by unpaid maintenance. During the meeting, we also submitted the Multi-Stakeholder Forum Report on Improving the Maintenance Recovery System to the Home and Youth Affairs Bureau.

## 關注《家事訴訟程序條例草案》改革 減低對離婚人士的二次傷害

### ADVOCATING FOR REFORM OF THE FAMILY PROCEDURE BILL TO REDUCE SECONDARY HARM TO DIVORCED INDIVIDUALS

本會由1992年開展「免費律師面見諮詢服務」，是全港第一間專為婦女就家事法提供免費法律諮詢服務的機構，服務旨讓缺乏法律知識和資源聘請律師的婦女，掌握及保障她們在離婚過程中的法律權益及實踐婦女法律充權。本會服務每年收到超過二百宗有關離婚程序、申請附屬濟助及追討被拖欠的附屬濟助的諮詢。

政府現時正改革「家事訴訟程序規則」，本會期望是次改革能夠簡化家事訴訟程序，減低對離婚人士的二次傷害。立法會《家事訴訟程序條例草案》委員會在2023年4月28日舉行公聽會。本會的代表及離婚支援倡議小組代表出席是次公聽會，提出以下7點建議：

Since 1992, we have provided free legal advice clinic, becoming the first organization in Hong Kong to offer free legal advice specifically on family law matters for women. The service aims to empower women who lack legal knowledge or the financial means to hire a lawyer, by helping them understand and protect their legal rights during the divorce process. Each year, we handle more than 200 cases related to divorce procedures, applications for maintenance, and recovery of unpaid maintenance.

The Government is currently reforming the Family Procedure Rules, and we hope the reforms will simplify the legal process for family cases and reduce the secondary trauma experienced by individuals going through divorce. On April 28, 2023, the Legislative Council's Bills Committee on the Family Procedure Bill held a public hearing. Our representative and representative of Divorce Support Advocacy Group attended the hearing and made the following seven recommendations:

參考小額錢債法庭的做法，由法庭指派執達吏傳遞法庭文件，以減少因文件送遞而拖延案件進度的情況。

Court-appointed bailiffs for document delivery: Referencing the practices of the Small Claims Tribunal, we propose that court bailiffs be assigned to deliver court documents to avoid case delays caused by difficulties in serving documents.

建議由所有法庭文件由法庭存檔及傳遞，以減少送遞失敗的機會，或因為文件收取時間太為倉猝，令市民無法作充足的準備，導致未能開庭或需要加庭的情況。

Centralized filing and delivery by the court: All court documents should be filed and dispatched by the court to reduce the risk of failed delivery or last-minute receipt, which may result in insufficient preparation, adjournments, or missed hearings.

建議將表格簡化，及在網上提供範例或指引，減少因不懂填表而被退回的情況。

Simplification of forms and online support: Court forms should be simplified, and examples or guidance should be provided online to reduce rejection of forms due to errors or incomplete understanding.

除提供調解服務外亦應提供輔導予離婚人士，處理好心情才能讓調解更有效進行。

Provision of counselling alongside mediation: In addition to mediation services, psychological counselling should be offered to divorcing individuals to help them manage emotional distress, which can improve the effectiveness of mediation.

應提供津助於有經濟援助需要人士(例如:獲批法援的人)進行調解，減少因經濟問題而造成過程不公義的情況出現。

Subsidies for economically disadvantaged individuals: Financial support should be provided to individuals in need—such as those who have been granted legal aid—to ensure equitable access to mediation, regardless of economic status.

設立危機家庭緊急求助基金，以舒緩離婚人士面對離婚的經濟突變，和單親家庭被拖欠贍養費，面對經濟困境的問題。

Establishment of an emergency crisis fund for families: A crisis fund should be created to support individuals experiencing sudden financial changes due to divorce, and to assist single-parent families facing financial hardship due to unpaid maintenance.

設立中介機構專門追收及發放贍養費，代替收款人收款和追討贍養費，保障收款人。

Creation of an intermediary agency for maintenance enforcement: A dedicated intermediary body should be established to collect and disburse maintenance payments on behalf of recipients, safeguarding their rights and reducing the burden of enforcement.

籌募及傳訊

# Fundraising and Communication

籌得款項 / FUNDRAISING AMOUNT / HKD369,413

本會並非接受社署恆常資助的機構，因此我們需要積極籌募經費。本年度，本會得到不同的機構、個人、基金，以及企業的支持，捐助港幣369,413元予本會的服務，捐款全都用以延續多個地區婦女服務以支持面對困境的基層家庭及有需要的婦女。

We do not receive regular subvention from the Social Welfare Department. As such, we must actively raise funds to sustain our services. This year, we received generous support from various organisations, individuals, foundations, and corporations, with a total donation of HK\$369,413. All donations were used to sustain our community-based women's services, supporting grassroots families facing hardship and women in need.

## 渣打馬拉松2024：兒童照顧的馬拉松

### STANDARD CHARTERED MARATHON 2024: THE MARATHON OF CHILDCARE

兒童照顧不只是婦女的事。我們一直推動兩性平等，鼓勵家庭成員及社會共同分擔照顧責任，讓婦女可以有機會放下照顧責任，發掘自己。我們首次獲渣打馬拉松慈善計劃的資助，提供渣打馬拉松2024的名額為我們的託兒及課餘託管服務籌款，讓我們可以繼續在社區提供服務！參加的婦女由一開始覺得無信心完成，到2024年1月21日比賽當天一個又一個超乎預期的成績，見證了大家的成長及毅力！

We've always advocated for gender equality, encouraging all family members and society as a whole to share the responsibility of caregiving. When women can put down their caregiving duties, even temporarily, it opens up opportunities for them to rediscover themselves. For the first time, we were honoured to receive support from the Standard Chartered Hong Kong Marathon Charity Programme, offering race entries to raise funds for our childcare and after-school care services, enabling us to continue providing much-needed support to families in our communities.

很多時候，大家都可能覺得面對好多事情或挑戰都帶有一個「無可能」的前設，就好像照顧者一樣，被不少的框框所限制，但原來跳出框框並不是不可能的事，屢跑隊的姊妹成功挑戰自己，用行動證明了大家都擁有無限可能。我們一直支持婦女跳出名為「照顧」的框框，發掘自己的可能，同時提供託兒及課餘託管服務，讓兒童照顧者可以放下照顧責任，追尋自己。

Many of the participating women began their journey feeling uncertain and doubtful about completing the run. But on race day, January 21, 2024, one remarkable performance after another proved how far they had come — a true testament to their growth, resilience, and determination.

Often, carers are trapped by invisible constraints and social expectations, thinking "it's impossible" to break free. But our running team showed us that breaking through those barriers is possible. They pushed their limits and proved that every woman holds unlimited potential. While we continue to support women in stepping out of the caregiving box, our childcare and after-school care services help ensure caregivers can take time for themselves to explore, grow, and dream.

有71歲的姊妹最初以為不能完成，要被巴士帶走。最後都能跑完，好開心！

One 71-year-old sister initially thought she wouldn't be able to finish and would have to be picked up by the shuttle bus — but in the end, she completed the race and was overjoyed!

有姊妹被反對去跑馬拉松，認為她不可能做到。最後因女兒鼓勵下，讓66歲的她有參加的勇氣！

One sister was discouraged from joining the marathon — people around her believed she couldn't do it. But with her daughter's encouragement, 66-year-old her found the courage to participate!



## 「我的天堂城市」電影欣賞及開心派對 "MY HEAVENLY CITY" MOVIE SCREENING AND JOYFUL PARTY

承蒙姜糖的邀請，讓婦女及家人可以於2023年11月1日一同觀看電影「我的天堂城市」。這是關於夢想的電影，其實照顧者亦很想去發展自己的夢想，但現實的照顧工作及責任讓她們卻步，如果社會可以給她們有足夠的空間及機會，可能她們也可以學習電影的主人翁一樣，好好地發掘自己的第二人生！

另外，感謝姜濤、姜糖及KT Music Support Team 熱心捐贈，於2023年4月29日為賽馬會麗閣中心、賽馬會華富中心及慧思薈(上水) 共170位親子舉辦開心派對，並送上餐廳午餐，讓大人和小朋友渡過歡樂的時光。



Thanks to the kind invitation from Keung To's Fans, women and their families had the opportunity to enjoy the movie My Heavenly City together on November 1, 2023. The film is about dreams—and in truth, many carers also long to pursue their own dreams. However, the reality of caregiving duties often holds them back. If society could provide them with enough space and opportunity, perhaps they too could explore a "second life" just like the characters in the film.

In addition, we are sincerely grateful to Keung To, his fans, and the KT Music Support Team for their generous donation. On April 29, 2023, they hosted a joyful party for 170 parents and children from the Jockey Club Lai Kok Centre, Jockey Club Wah Fu Centre, and WISE (Sheung Shui), complete with a restaurant lunch, allowing both adults and children to enjoy a happy and memorable time together.



## 全職媽媽休息日 A DAY OFF FOR FULL-TIME MOMS

為減輕全職媽媽的照顧壓力，我們與不同的企業合作，設計不同的休息活動予我們的婦女參與，而企業則擔當「照顧者」的角色，照顧她們的小朋友，讓婦女可以安心休息一天。

- 於2023年6月11日與 Burberry 合作，為來自北區的20對親子家庭準備豐盛的午餐及大自然農場體驗
- 於2024年3月2日與香港四間凱悅酒店合作，為婦女們準備了瑜珈課程及精緻美味的下午茶及陪伴小朋友互動玩樂

To help ease the caregiving burden of full-time mothers, we collaborate with various corporate partners to design relaxing activities for women, while the companies take on the role of "carers" by looking after their children — giving the mothers peace of mind to enjoy a day of rest.

- On June 11, 2023, in collaboration with Burberry, we organized a delightful lunch and a nature farm experience for 20 parent-child pairs from the North District.
- On March 2, 2024, in partnership with four Hyatt hotels in Hong Kong, we arranged a rejuvenating yoga session and a delightful afternoon tea for the women, while hotel staff accompanied their children in fun and interactive activities.



## 聖誕派對 CHRISTMAS PARTY MERZ AESTHETICS HONG KONG

不少婦女在婚後都理所當然地擔當兒童照顧者的角色，往往犧牲了自己發展機會，投入了家庭照顧。所以，婦女中心一直推動增加社區託兒服務，讓兒童照顧者都可以有機會去發展自己及在照顧中喘息，尤其是基層家庭！除了常規的託兒服務外，我們亦會舉辦不同的課外活動，讓參與的小朋友都有多元的社區參與及學習機會。感謝 Merz Aesthetics Hong Kong 的支持，賽馬會麗閣中心逾40位小朋友在2023年12月20日提早慶祝聖誕，為送上豐富的聖誕禮物。



Many women naturally take on the role of child caregivers after marriage, often sacrificing their own development opportunities to focus on family care. That's why we have long advocated for increased community childcare services — so that carers, especially from grassroots families, can have the chance to develop themselves and find breathing space amidst caregiving duties.

In addition to regular childcare services, we also organize various extracurricular activities to provide participating children with diverse opportunities for community engagement and learning.

Special thanks to Merz Aesthetics Hong Kong for their support — over 40 children from our Jockey Club Lai Kok Centre got to celebrate Christmas early on December 20, 2023, and received wonderful Christmas gifts!

## 恒隆地產 | 山頂之旅 HANG LUNG PROPERTIES | THE PEAK TOUR

一場五百年的暴雨，令不少北區的婦女及家庭的生活受到影響，部分更要搬到底護中心暫住，原訂於2023年9月9日與恒隆地產舉行的活動亦因此而要延期，但感謝恒隆地產的彈性及安排，我們終於在2023年11月11日與100位婦女及小朋友在恒隆一心義工隊的陪同下同一到山頂廣場享受一次森林浴之旅，不少北區的婦女鮮有踏足山頂，對於享負盛名的山頂都感到新奇，加上遊沐團隊新穎的森林浴講解亦令婦女在平日的照顧工作中感到放鬆。

A once-in-500-years rainstorm greatly impacted the lives of many women and families in the Northern District, with some even having to relocate temporarily to shelters. The event originally scheduled with Hang Lung Properties for September 9, 2023, had to be postponed due to the storm. However, thanks to Hang Lung Properties' flexibility and support, we were finally able to go ahead with the activity on November 11, 2023.

Accompanied by volunteers from the Hang Lung As One Volunteer Team, 100 women and children enjoyed a forest bathing journey at The Peak Galleria. For many women from the Northern District, it was their first time visiting The Peak — a place they had heard so much about — and they found the experience refreshing and new. The innovative forest bathing experience provided by the Nature Bathing also offered them a much-needed moment of relaxation amidst their daily caregiving responsibilities.



## 立邦油漆 | 贊助油漆及工具予義工隊

### NIPPON PAINT | DONATION OF PAINT AND TOOLS TO OUR VOLUNTEER TEAM

立邦油漆（香港）有限公司一直推動婦女油漆義工隊服務，除了有資深師傅教授油漆知識，也為義工提供足夠的工具，讓義工隊在本年度繼續為有需要的姊妹修葺家居。感謝義工隊為有需要婦女的支援，以及立邦油漆（香港）有限公司的全力贊助！

Nippon Paint (Hong Kong) Co., Ltd. has been a strong supporter of our Women's Painting Volunteer Team. In addition to providing experienced professionals to teach painting skills, they also generously supplied the team with all the necessary tools and materials. Thanks to their full sponsorship, our volunteer team was able to continue offering home renovation support to women in need this year.

We are deeply grateful for the volunteers' dedicated service and for Nippon Paint (Hong Kong) Co., Ltd.'s wholehearted support!



## 香港迪士尼樂園 | 兒童照顧者大歡樂日

### HONG KONG DISNEYLAND | CHILD CARER MAGIC DAY

2024年的國際婦女節，我們與香港迪士尼樂園合作，特別邀請了60名兒童照顧者及其親友在2024年3月8日到樂園遊玩，答謝大家日常照顧孩子的辛勞，並由我們暫為託管小朋友，讓媽媽們可以享受me time。平日的照顧是24小時，不少兒童照顧者都很多時候想暫時放下照顧責任，讓自己崩緊的情緒放鬆一下，或是處理一下私人事，但這絕不是容易的事情。所以暫託服務就變得很重要，除了是現時所講的釋放婦女勞動力外，更可以成為照顧者的喘息時刻，又或是可以是今天讓兒童照顧者花一天在香港迪士尼樂園遊玩。

To mark International Women's Day 2024, we partnered with Hong Kong Disneyland to invite 60 childcarers and their families to enjoy a magical day at the park on March 8, 2024. The event was a gesture of appreciation for their daily dedication to caring for children. During the day, we offered temporary childcare services, giving mothers some well-deserved me time.

Childcare is a 24/7 responsibility, and many caregivers often long for a moment to pause—to relax their tightly wound emotions or simply take care of personal matters. But finding the time and space to do so isn't easy. That's why temporary childcare services are so vital. Beyond the concept of "unlocking women's labor force participation," these services also offer much-needed respite for carers, such as a full day at Hong Kong Disneyland, just for themselves.



## AEON | 幸福的黃色小票 HAPPY YELLOW RECEIPT CAMPAIGN

AEON第二十三屆「幸福的黃色小票」活動已完滿結束，有賴多方的支持，我們獲得\$36,218.2的黃色小票捐贈。再次感謝永旺（香港）百貨有限公司舉辦「幸福的黃色小票」活動，讓我們有機會接觸到AEON的顧客。

The 23rd AEON "Happy Yellow Receipt Campaign" has successfully concluded. Thanks to the generous support from many, we received yellow receipt donations amounting to \$36,218.2.

We would like to express our sincere gratitude to AEON Stores (Hong Kong) Co., Ltd. for organizing the "Happy Yellow Receipt Campaign," giving us the valuable opportunity to connect with AEON customers.

## Womanizer x HKFWC | 十月銷售額捐贈 OCTOBER SALES DONATION

為延續在逆境中都要愛自己的訊息，整個十月，Womanizer 與我們合作，在Sally Coco (Sally's Toy) 店內售出的每一件 Womanizer 產品的 5% 銷售額捐贈予我們的婦女緊急援助基金，以支援面臨緊迫經濟困難或逆境的女性，讓她們可以更有尊嚴地渡過難關，同時宣揚愛自己的訊息。

To continue spreading the message of self-love even in times of adversity, Womanizer partnered with us throughout October to support women in need. For every Womanizer product sold at Sally Coco (Sally's Toy) during the month, 5% of the sales proceeds were donated to our Women's Relief and Support Fund.

This fund supports women facing urgent financial hardship or challenging circumstances, helping them get through difficult times with dignity—while also promoting the importance of loving and caring for oneself.

## 物資捐贈 IN-KIND DONATION

- Chloé 與本地社會企業香公所 Aroma Office 攜手合作，將舊制服「轉廢為寶」，並結合親調香料，製作成50個環保香頸枕，並送贈給我們的照顧者。
- 香港九龍東皇冠假日酒店捐贈一批跑步機、健身單車、划艇機及啞鈴，支持婦女工作，關愛社區，亦讓到婦女可以有機會使用不同的健身器材改善她們身心狀態。

- Chloé, in collaboration with local social enterprise Aroma Office, transformed old uniforms into treasures by upcycling them into 50 eco-friendly aromatic neck pillows infused with personalized scents. These thoughtful gifts were presented to our caregivers as a gesture of appreciation.
- Crowne Plaza Hong Kong Kowloon East generously donated a batch of treadmills, exercise bikes, rowing machines, and dumbbells to support women's empowerment and promote community care. These fitness resources offer women the opportunity to enhance their physical and mental well-being.

## 01心意 01HEART

感謝01心意網上籌款傳播平台選定本會為受惠機構之一，本會的「婦女緊急援助基金」及「課餘託管服務」是平台之恆常籌款項目，在過去一年為低收入家庭服務項目籌募了\$16,417經費。

We are grateful to 01 Heart for selecting us as one of its beneficiary organizations. Our Women's Relief and Support Fund and After-school Care Services are regular fundraising projects featured on the platform. Over the past year, the platform has helped raise \$16,417 in support of our service programs for low-income families.

# Communications

本會於本年度出版了**5**本刊物。  
WE PUBLISHED 5 PUBLICATIONS THIS YEAR.

- 婦女友善就業指南 暨 賽馬會「伴你飛」婦女就業創業計劃成果分享小冊子  
GUIDELINE FOR WOMEN-FRIENDLY EMPLOYMENT CUM EXPERIENCE REPORT OF NOW PLUS
- 兒童「願」事  
ORAL STORIES OF CHILD CARERS
- 我們與本地菜的距離：本地菜料理指南  
OUR DISTANCE FROM FARM TO TABLE: LOCAL CUISINE GUIDE
- 返工姐：婦女就業指南  
THE WOMAN ON THE JOB: A GUIDE TO EMPLOYMENT FOR WOMEN
- 創業「女」程 | 成果故事集  
STEP IT UP FOR GENDER EQUALITY CLOSING BOOK

我們舉辦了**1**次新聞發佈會，年內獲**48**則傳媒報道。  
WE HELD PRESS CONFERENCES ONCE AND RECEIVED 48 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2023/24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 press releases and articles in 2023/24.

- 11 APR, 2023** 《消除對婦女一切形式歧視公約》影子報告  
SUBMISSION TO CEDAW COMMITTEE ON THE IMPLEMENTATION OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW) IN HONG KONG
- 14 APR, 2023** 照顧照顧者平台 | 照顧者24小時支援專線意見書  
CARE FOR CARERS | POSITION PAPER ON CARER HOTLINE
- 15 APR, 2023** 社福抗貧聯盟 | 扶貧政策交流會 - 市民提多項政策建議 就業住屋健康政策應多管齊下  
ANTI-POVERTY ALLIANCE | POVERTY ALLEVIATION POLICY FORUM 2023
- 1 MAY, 2023** 顧網通 | 承認無酬照顧者貢獻 建立照顧者身份認同 齊設照顧者友善政策 為照顧者提供全面及適切支援  
CARE NEIGHBOURHOOD NETWORK | SUGGESTIONS ON CARER'S POLICY
- 6 MAY, 2023** 就《家事訴訟程序條例草案》提交之意見書  
HKFWC'S RESPONSE ON FAMILY PROCEDURE BILL
- 6 MAY, 2023** 離婚支援倡議小組就《家事訴訟程序條例草案》提交之意見書  
DIVORCE SUPPORT ADVOCACY GROUP ON FAMILY PROCEDURE BILL
- 13 MAY, 2023** 照顧照顧者平台 | 兒童照顧者狀況調查2023  
CARE FOR CARERS | SURVEY ON CHILD CARER 2023
- 23 MAY, 2023** 照顧照顧者平台 | 就「推動照顧者為本政策小組委員會」討論議題建議  
CARE FOR CARERS | POSITION PAPER TO SUBCOMMITTEE ON PROMOTING CARER-CENTRIC POLICIES ON CARER'S AGENDA
- 9 JUN, 2023** 提交福利事務委員會就對照顧者提供的支援意見書  
POSITION PAPER TO THE LEGCO PANEL ON WELFARE SERVICES ON CARER'S SUPPORT
- 14 JUN, 2023** 有顧事的人 | 以老護老的「困獸鬥」75歲照顧者惠珍：我愛媽媽，恨自己曾經責難她  
A CARER'S STORY | 75-YEAR-OLD CARER WHO CARES FOR THE ELDERLY
- 16 JUN, 2023** 顧網通 | 重視無酬照顧者貢獻 建立照顧者身份認同 齊設照顧者友善政策 為照顧者提供適切支援  
CARE NEIGHBOURHOOD NETWORK | POSITION PAPER TO THE LEGCO SUBCOMMITTEE ON PROMOTING CARER-CENTRIC POLICIES ON CARER'S SUPPORT

- 7 JUL, 2023** 照顧照顧者平台 | 就「照顧者為本政策」提交意見書  
CARE FOR CARERS | POSITION PAPER ON CARER-ORIENTED POLICY
- 7 JUL, 2023** 提交推動照顧者為本政策小組委員會就「照顧者為本政策」意見書  
POSITION PAPER TO THE LEGCO SUBCOMMITTEE ON PROMOTING CARER-CENTRIC POLICIES ON CARER'S SUPPORT
- 8 JUL, 2023** 提交福利事務委員會就「單親家庭支援」意見書  
POSITION PAPER TO THE LEGCO PANEL ON WELFARE SERVICES ON SUPPORT OF SINGLE PARENT FAMILY
- 25 JUL, 2023** 照顧照顧者平台 | 兒童照顧者對《強制舉報虐待兒童條例草案》之意見書  
CARE FOR CARERS | POSITION PAPER ON MANDATORY REPORTING OF CHILD ABUSE BILL
- 11 SEP, 2023** 提交《強制舉報虐待兒童條例草案》委員會就條例草案之意見書  
POSITION PAPER TO THE BILLS COMMITTEE ON MANDATORY REPORTING OF CHILD ABUSE BILL
- 12 SEP, 2023** 照顧照顧者平台 | 對《行政長官2023年施政報告》之建議  
CARE FOR CARERS | SUGGESTIONS TO POLICY ADDRESS 2023
- 15 SEP, 2023** 對《行政長官2023年施政報告》之建議  
SUGGESTIONS TO POLICY ADDRESS 2023
- 28 SEP, 2023** 照顧者易達平台 | 有誰看見照顧者背上的重擔 — 秀茂坪邨雙屍悲劇  
CARER EPS | RESPONSE TO SAU MAU PING CAREGIVER'S TRAGEDY
- 24 OCT, 2023** 兒童照顧者關注組- 媽媽聲 | 施政報告建議書  
CHILD CARER ADVOCACY GROUP | SUGGESTIONS TO POLICY ADDRESS 2023
- 24 OCT, 2023** 大埔護老者關注組 | 2023年施政報告建議書  
TAI PO CARERS' GROUP | SUGGESTIONS TO POLICY ADDRESS 2023
- 25 OCT, 2023** 照顧照顧者平台 | 對《行政長官2023年施政報告》之回應  
CARE FOR CARERS | RESPONSE TO POLICY ADDRESS 2023
- 25 OCT, 2023** 香港婦女中心協會對《行政長官2023年施政報告》之回應  
HKFWC'S RESPONSE TO POLICY ADDRESS 2023
- 28 OCT, 2023** 照顧照顧者平台 | 「照顧者身體勞損及精神健康問卷調查」發佈  
CARE FOR CARERS | SURVEY RELEASE ON THE PHYSICAL AND MENTAL HEALTH OF CARERS
- 30 OCT, 2023** 照顧照顧者平台 | 「特殊學習需要兒童照顧者精神壓力」問卷調查發佈  
CARE FOR CARERS | SUVERY RELEASE ON MENTAL WELLNESS OF CARER FOR SEN STUDENTS
- 14 NOV, 2023** 大埔護老者關注組 | 就2023年施政報告的回應  
TAI PO CARERS' GROUP | RESPONSE TO POLICY ADDRESS 2023
- 15 NOV, 2023** 有顧事的人 | 從女強人到全職媽媽  
CARERS WITH UNIQUE STORIES | FROM BUSINESSWOMAN TO FULLTIME MUM
- 10 JAN, 2024** 有顧事的人 | 是誰令照顧者壓力山大?  
CARERS WITH UNIQUE STORIES | WHO CAUSES STRESS FOR CAREGIVERS?
- 8 FEB, 2024** 照顧照顧者平台 | 關注SEN兒童照顧者工作小組 2024-2025年度《財政預算案》建議書  
CARE FOR CARERS | SUGGESTIONS TO BUDGET 2024/25 BY SEN CARER WORKING GROUP
- 29 FEB, 2024** 照顧照顧者平台 | 2024-25年度財政預算案回應  
CARE FOR CARERS | RESPONSE TO BDUGET 2024/25
- 1 MAR, 2024** 香港婦女中心協會對《2024/25年度財政預算案》之回應  
HKFWC'S RESPONSE TO BUDGET 2024-25
- 4 MAR, 2024** 國際婦女節2024 | 「香港婦女生活質素和公眾對性別平等態度」調查研究結果發佈  
INTERNATIONAL WOMEN'S DAY 2024 | RELEASE OF SURVEY FINDINGS ON "WOMEN'S QUALITY OF LIFE AND PUBLIC'S ATTITUDE TOWARD GENDER EQUALITY IN HONG KONG"
- 10 MAR, 2024** 社福抗貧聯盟 | 街坊要求增單親及長者支援 劏房戶冀立起始租金  
ANTI-POVERTY ALLIANCE | POVERTY PUBLIC HEARING 2024

# Member AND Volunteer DEVELOPMENT

本會的發展有賴會員及義工的熱心參與，同心支持事工發展。本會重視會員及義工的發展，打造一個相互學習、共同成長、關懷友好的社群。本會的會員發展工作小組致力統籌及協調本會會員事務，讓本會會員獲得更好的發展。

本會著重為會員提供多元化的活動體驗，賽馬會華富中心首度於2024年1月向會員開辦自費興趣班，於邀請外來教練向婦女教授製作極速冷帽編織及香薰潤唇膏，期望逐步引入更多類型的自費班別，長遠為會員帶來更多活動的選擇。

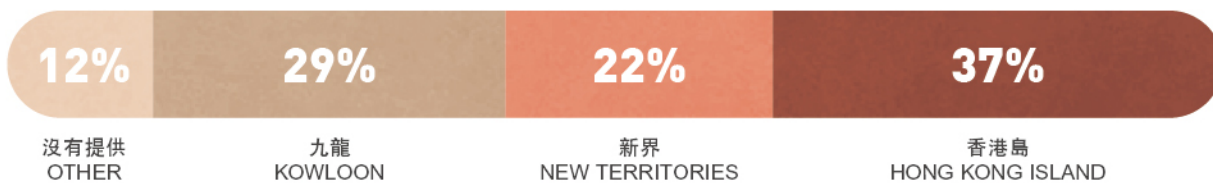
Our development relies heavily on the enthusiastic participation and unwavering support of our members and volunteers. We value the growth of both groups and are committed to building a community that fosters mutual learning, shared growth, and warm connections.

Our Membership Development Working Group plays a key role in coordinating and overseeing member-related affairs to ensure members can enjoy greater opportunities for personal development.

We also place strong emphasis on providing members with diverse and enriching experiences. For the first time, in January 2024, our Jockey Club Wah Fu Centre launched self-financed interest classes for members. We invited external instructors to teach quick-knit beanie crafting and aromatic lip balm making, with the goal of gradually introducing a wider variety of self-financed classes and offering members more choices in the long run.

## 活躍會員居住區域

### RESIDENTIAL AREAS OF ACTIVE MEMBERS



本會義工積極投入事工，與同工攜手努力，為有需要的婦女提供多元化婦女為本服務。「免費律師面見諮詢服務」為本會歷史悠久的支援服務，32年來義務律師及朋輩輔導員義工與本會同工合作無間，透過向離婚婦女提供法律及情緒輔導支援，確立保障婦女的法律權益，同時照顧婦女的身心需要。本會2024年3月21日於賽馬會麗閣中心舉辦了「免費律師面見諮詢服務 — 黃昏派對 2024」，活動期間義務律師及朋輩輔導員分享服務感受，同時讓服務使用者向各義務工作者表達謝意。本會向撥冗蒞臨活動的九位義務律師致送服務嘉許獎狀，當中有三位義務律師獲加許長期服務獎，包括二十年長期服務獎：葉建民律師，及五年長期服務獎：譚永聰律師及黃德嘉律師。義工為本會的貢獻良多，提供服務的同時亦與同工及服務使用者一同成長，本會將於2025年6月21日舉行2023/24及2024/25的義工嘉許禮，預計超過300人出席，本會期望透過此活動，與義工共同回顧及分享過往兩年於事工上的工作點滴。

Our volunteers are actively involved in the work of the organization, working alongside our staff to provide a wide range of women-oriented services for those in need. One of the most longstanding support services we offer is the Free Legal Advice Clinic, which has been part of our mission for 32 years. Our volunteer lawyers and peer counselors collaborate seamlessly with our staff to provide legal and emotional support to divorced women, helping to safeguard their legal rights while addressing their physical and emotional needs.

On March 21, 2024, we held the “Free Legal Advice Clinic – Sharing Night 2024” at the Jockey Club Lai Kok Centre. During the event, our volunteer lawyers and peer counselors shared their experiences, and service users had the opportunity to express their gratitude to the volunteers. We also presented Service Appreciation Certificates to the nine volunteer lawyers who attended, including three who received Long-Term Service Awards: 20 years of service to Mr Tony K M Yip, and 5 years of service to Mr. Tam Wing Chung, Gary and Mr. Wong Tak Ka.

Our volunteers contribute significantly to our work, growing alongside staff and service users while providing invaluable services. In recognition of their dedication, we will hold the 2023/24 and 2024/25 Volunteer Recognition Ceremony on June 21, 2025, with over 300 attendees expected. We look forward to reflecting on and sharing the experiences and milestones of the past two years with our volunteers during this event.

# Staff Relations AND Developments

本會關注同工的整全發展，除了向同工傳遞本會的價值理念及支援他們於專業領域方面不斷進步外，同時亦注重身心健康，讓同工能夠於關顧融洽的氛圍中工作。

疫情退去，在疫情前籌備的交流團終可以重新開展。為讓同工可以吸收不同國家及地區的婦女服務經驗以完善我們服務模式，我們於2023年12月12至16日舉行台灣服務交流團，8位同工及4位婦女一同到訪多個機構，以了解他們的照顧者及託兒服務、社區發展工作，以及女性培力課程，獲益良多，尤其是家總的年度照顧者研討會，讓參與的同工對推行服務獲得珍貴的參考與啟發。

除了對外交流，本會邀請專家舉辦一系列實體工作坊，推動性別平等及婦女主體性的發展，更引入同工共學工作坊，促進同工就工作所得進行分享交流。為提升與服務對象及外界的溝通技巧，同時學習真正的自我照料，本會特別邀請外來講員及嘉賓向同工推行一系列實體溝通工作坊，務求達致身心的平衡發展。

We place strong emphasis on the holistic development of our staff. In addition to instilling our core values and supporting their continuous growth in professional fields, we also care deeply about their physical and mental well-being, fostering a harmonious and nurturing work environment.

As the pandemic subsided, we were finally able to resume overseas exchanges that had been planned before COVID-19. From December 12 to 16, 2023, we organized a Taiwan Service Study Visit. Eight staff members and four women participants visited several organizations to learn about their caregiving and childcare services, community development initiatives, and women empowerment programs. The experience was highly enriching, especially attending the Annual Caregivers Conference organized by Taiwan Association of Family Caregivers, which offered valuable insights and inspiration for enhancing our own services.

In addition to external exchanges, we organized a series of in-person workshops led by professionals to promote gender equality and women's empowerment. We also introduced co-learning workshops, providing a platform for staff to reflect on and share their work experiences.

To strengthen communication with service users and external stakeholders while also learning genuine self-care practices, we invited guest speakers to lead a series of communication workshops. These sessions aimed to support staff in achieving a balanced development of both body and mind.



2023年11月底至12月初  
LATE NOVEMBER TO  
EARLY DECEMBER 2023

## 「非暴力溝通X自我照料」工作坊

NON-VIOLENT COMMUNICATION X SELF CARE WORKSHOP

曹文傑博士 DR. JOSEPH CHO MAN-KIT

UNFOLDING

國際非暴力溝通中心認證培訓師候選人 CNVC CERTIFICATION CANDIDATE

2024年1月  
JANUARY 2024

## 如何提供以人為本的服務和溝通」工作坊

“HOW TO PROVIDE PEOPLE-CENTERED SERVICES AND COMMUNICATION” WORKSHOP

馮炳全博士 DR. PHILIP FUNG PING-CHUEN

人力資源管理及培訓講師 HUMAN RESOURCES MANAGEMENT AND TRAINING INSTRUCTOR

2024年2月  
FEBRUARY 2024

## 「與服務對象營造真實的關係」工作坊

“BUILDING GENUINE RELATIONSHIPS WITH SERVICE USERS” WORKSHOP

池衍昌先生 MR. CHI HIN-CHEONG

UNFOLDING非暴力溝通導師 NONVIOLENT COMMUNICATION TUTOR

本會鼓勵同工之間互相交流共學，本會於2024年1月初營辦「甚麼是性別？」線上交流工作坊，以「性別薑餅人」向同工講解甚麼是「性別」，例如生理性別、社會性別、性別認同、性別表達及性傾向之間的分別，並討論婦女為本的介入模式實際例子，讓同工提升性別平等意識。

本會著重建立團隊建立及促進跨中心的溝通，於2023年11月4日舉辦機構退休日暨機構周年聚餐，早上首先以服務中心為單位進行分組遊戲，下午則進行跨中心的分組體驗活動，最後全體同工共進晚膳，在輕鬆的氣氛下聚首一堂溝通交流。席間本會向資深同工頒發長期服務獎，感謝同工長期為機構工作的貢獻。

We encourage staff to engage in mutual learning and exchange. In early January 2024, we hosted an online workshop titled “What is Gender?” Using the “Genderbread Person” as a framework, the workshop explained concepts such as biological sex, gender identity, gender expression, and sexual orientation. It also included case discussions on women-centred intervention models, enhancing staff awareness of gender equality.

We also value team building and promoting inter-centre communication. On 4 November 2023, we held our Annual Retreat and Annual Dinner. The morning featured team games by service centre, followed by inter-centre experiential activities in the afternoon. The day concluded with a collective dinner where all staff came together to connect in a relaxed setting. During the evening, long service awards were presented to senior staff members in appreciation of their longstanding contributions to the organisation.



### 2023年長期服務獎員工名單

#### LIST OF LONG SERVICE AWARD RECIPIENTS

5  
年  
YEAR

葉小琼 Ip Siu-king

何曼麗 Ho Man-lai

朱文健 Chu Man-kin

鍾世昌 Chung Sai-cheong

劉淑麗 Lau Shuk-lai Barbara

蘇翠玲 So Chui-ling

陳翠儀 Chan Chui-yee

10  
年  
YEAR

傅詠芝 Fu Wing-chi

廖珮珊 Liu Pui-shan

冼玉芳 Sin Yuk-fong

20  
年  
YEAR

林秀聰 Lam Sau-chung

袁碧儀 Yuen Pik-yee

30  
年  
YEAR

梁瑞貞 Leung Sui-ching

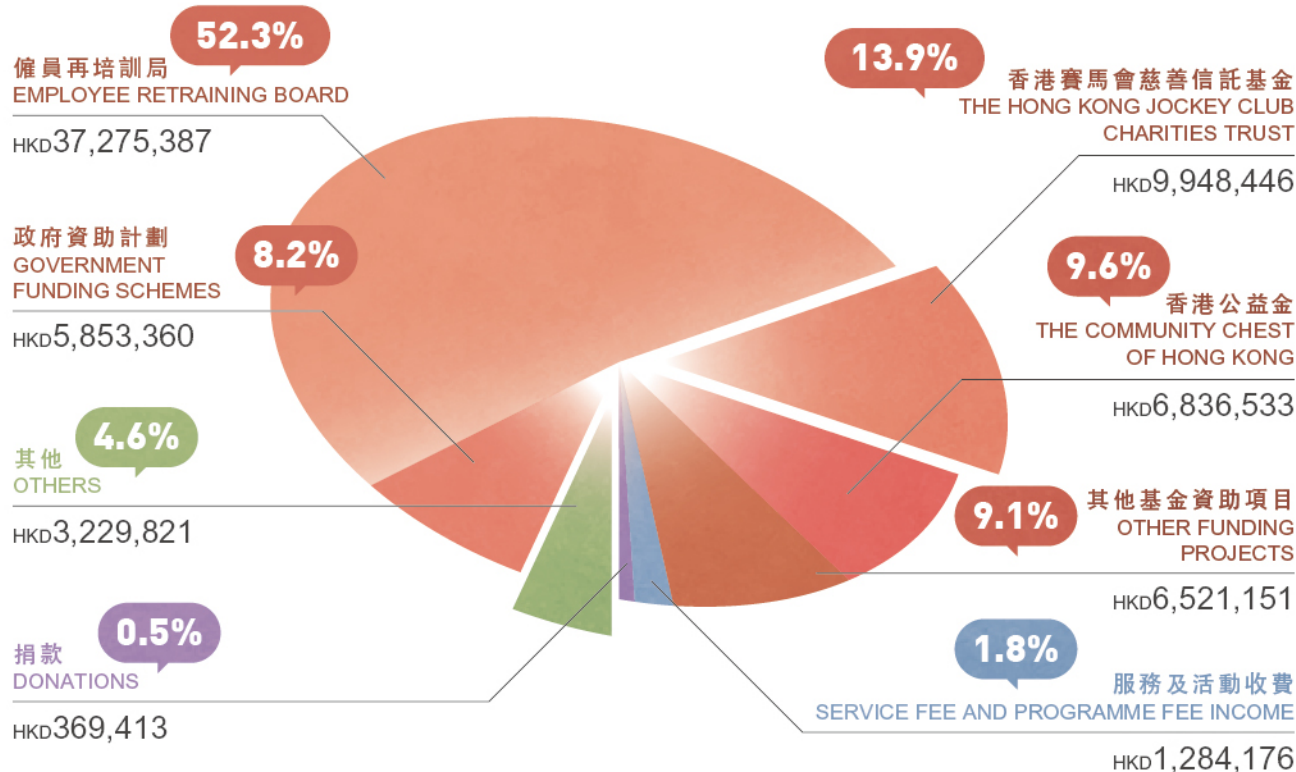
財務摘要

# Financial Highlights

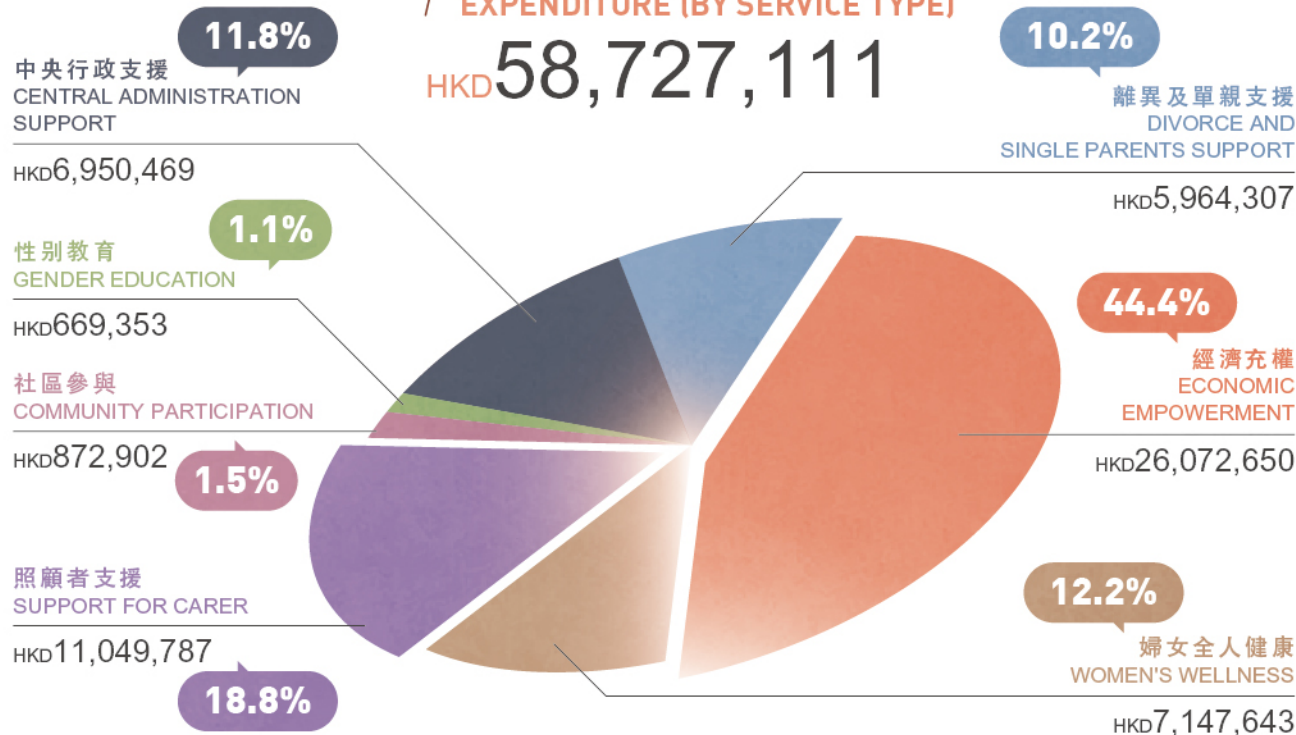
本會已於2023年7月註銷社團註冊，並將有關資產悉數轉移至有限公司註冊。以下圖表總括本會綜合收入與支出的財務狀況，如欲了解本會的詳細財務資料，請參閱本會截至2024年3月31日的綜合損益表。

The Society of Women's Centres was dissolved in July 2023 and the assets registered under Societies Ordinance was transferred the Hong Kong Federation of Women's Centres Limited. The below charts indicate the financial status of the agency, please refer to the Statement of Comprehensive Income for the Year ended 31st March 2024.

**收入**  
**INCOME**  
**HKD 71,318,287**



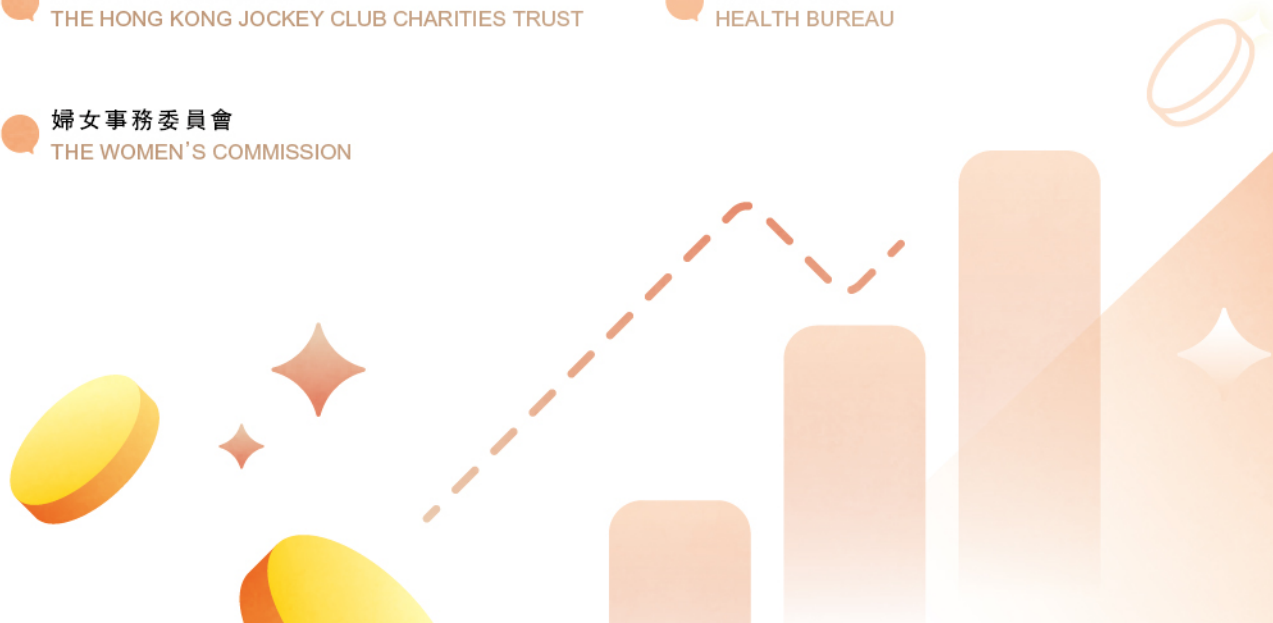
**支出 (以服務分類)**  
**EXPENDITURE (BY SERVICE TYPE)**  
**HKD 58,727,111**



本會謹此感謝以下21個基金會及團體，支持本會推行多個不同類型的婦女服務。本會總收入為港幣71,318,287元，而總支出為港幣58,727,111元，財務狀況維持穩健（按筆劃排序）：

We would like to express our gratitude to 21 foundations and organisations below for their support to our services for women. The Hong Kong Federation of Women's Centres Limited was at strong financial position, with a total income of HKD 71,318,287 and a total expenditure of HKD 58,727,111 during the financial year. (The list is arranged in ascending order of Chinese characters):

- 十分關愛基金會  
TEN PERCENT DONATION SCHEME FOUNDATION
- 婦女動力基金  
HER FUND
- 民政事務總署  
HOME AFFAIRS DEPARTMENT
- 傅德蔭基金有限公司  
FU TAK IAM FOUNDATION LIMITED
- 周大福慈善基金  
CHOW TAI FOOK CHARITY FOUNDATION
- 凱瑟克基金  
KESWICK FOUNDATION LIMITED
- 社區伙伴  
PARTNERSHIPS FOR COMMUNITY DEVELOPMENT
- 勞工及福利局  
LABOUR AND WELFARE BUREAU
- 社區投資共享基金  
COMMUNITY INVESTMENT AND INCLUSION FUND
- 滙豐銀行慈善基金  
THE HONGKONG BANK FOUNDATION
- 社會福利署  
SOCIAL WELFARE DEPARTMENT
- 僱員再培訓局  
EMPLOYEES RETRAINING BOARD
- 香港公益金  
THE COMMUNITY CHEST OF HONG KONG
- 嘉里集團  
KERRY GROUP
- 香港生活基金有限公司  
HONG KONG LIVING FOUNDATION LTD
- 應善良福利基金會  
YIN SHIN LEUNG CHARITABLE FOUNDATION
- 香港交易所慈善基金  
HKEX FOUNDATION
- 環境保護署  
ENVIRONMENTAL PROTECTION DEPARTMENT
- 香港賽馬會慈善信託基金  
THE HONG KONG JOCKEY CLUB CHARITIES TRUST
- 醫務衛生局  
HEALTH BUREAU
- 婦女事務委員會  
THE WOMEN'S COMMISSION



機  
構  
管  
治

# Corporate Governance

# Organization Chart 架構圖

周年大會  
ANNUAL GENERAL MEETING

顧問委員會  
ADVISORY BOARD

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

研究指引工作小組  
RESEARCH GUIDELINE  
TASK FORCE

總幹事  
DIRECTOR

廖珮珊女士  
MS SI-SI LIU

服務督導  
SERVICE SUPERVISOR

蔡麗苹女士  
MS APPLE TSOI  
(由 From 3/7/2023)

服務督導  
SERVICE SUPERVISOR

葉蔭樺女士  
MS CORA IP

賽馬會麗閣中心  
JOCKEY CLUB LAI KOK CENTRE

單位主管  
OFFICER-IN-CHARGE  
彭樂欣女士  
MS PANG LOK YAN  
(由 From 17/1/2023)

思妍中心  
JCWOW CENTRE

單位主管  
OFFICER-IN-CHARGE  
李穎儀女士  
MS VICKY LEE

賽馬會華富中心  
JOCKEY CLUB WAH FU CENTRE

單位主管  
OFFICER-IN-CHARGE  
劉淑麗女士  
MS BARBARA LAU

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 高級發展幹事  
SENIOR DEVELOPMENT OFFICER  
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  
(由 From 3/10/2023)

賽馬會太和中心  
JOCKEY CLUB TAI WO CENTRE

單位主管  
OFFICER-IN-CHARGE 丘梓蕙女士  
MS VIVIEN YAU

慧思菁(粉嶺)  
WISE (FANLING)

單位主管  
OFFICER-IN-CHARGE

黃海琳女士  
MS KAREN WONG  
(至 To 25/6/2023) / 梁兆隆先生  
MR LEUNG SIU LUNG  
(由 From 16/10/2023)

慧思菁(上水)  
WISE (SHEUNG SHUI)

單位主管  
OFFICER-IN-CHARGE 張慧媚女士  
MS MAY CHEUNG

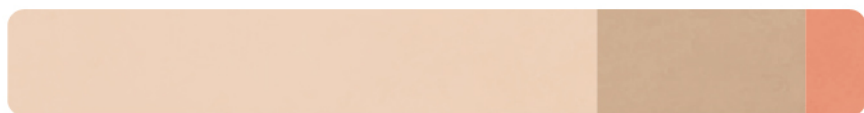
再培訓服務  
RETRAINING SERVICE

服務主管  
OFFICER-IN-CHARGE 陳彬偉先生  
MR FORM CHAN

# Staff 員工

## / 員工人數 NUMBER OF STAFF

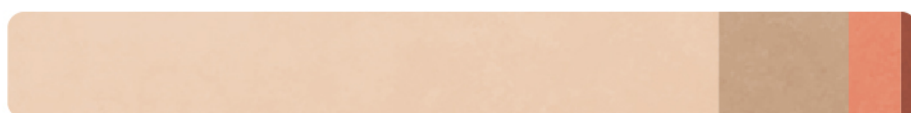
總員工人數  
TOTAL **287**



● 68% 全職 FULL-TIME    ● 24% 半職 HALF-TIME    ● 7% 兼職 PART-TIME



● 90% 女 FEMALE    ● 10% 男 MALE



● 82% 服務運作 DIRECT SERVICE AND OPERATION    ● 12% 專業人員 PROFESSIONALS  
● 4% 中央行政 CENTRAL ADMINISTRATION    ● 1% 高級管理團隊 SENIOR MANAGEMENT

## / 員工培訓 STAFF DEVELOPMENT

總人次 TOTAL **547**    培訓總時數 TOTAL TRAINING HOURS **3,754**

內部培訓人次 INTERNAL TRAINING **477**    外部培訓人次 EXTERNAL TRAINING **70**

本會完成香港婦女中心協會的註銷社團註冊程序，所有財務紀錄及服務以香港婦女中心協會有限公司運作。根據《公司法》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。

We have completed the deregistration process of the Hong Kong Federation of Women's Centres as a Society, and all financial records and services are now operated under the Hong Kong Federation of Women's Centres Limited. In accordance with the requirements of the Companies Ordinance regarding corporate governance, we are committed to strengthening our governance structure, enhancing financial transparency and sustainability, and improving risk management. Our Executive Committee, management team, and staff at all levels maintain strong communication and actively participate in relevant training to continuously improve our governance efficiency and capabilities.

## 顧問委員會 2024 ADVISORY BOARD

名譽會長 Honorary President  
名譽副會長 Honorary Vice President  
名譽法律顧問 Honorary Legal Advisor  
名譽顧問 Honorary Consultant

資訊科技顧問 IT Advisor

陳彥琳女士 Ms Chan Yin-lam, Alvina  
陳麗生博士 Dr Chan Lai-seng, Lydia (由 From 1/1/2024)  
洪珀姿女士 Ms Hung Barbara Anne  
陳 瑜博士 Dr Chan Yu (至 To 31/12/2023)  
方敏生女士 Ms Fang Meng-sang, Christine (至 To 31/12/2023)  
方旻煥博士 Dr Fong Man-ying  
吳如花女士 Ms Ng Yu-fa, Esther  
白嘉露教授 Professor Carole J. Petersen  
紀佩雅教授 Professor Puja Kapai  
王秀容女士 Ms Wong Sau-yung, Linda  
楊東鈴女士 Ms Young Dong-ling, Cecilia  
梁冠妮女士 Ms Wiwin Leung (至 To 31/12/2023)  
卜福晨先生 Mr Pok Fook-sun  
黃浩強先生 Mr Danny Wong



## 執行委員會 2024 EXECUTIVE COMMITTEE

主席	Chairperson	陳翠琼博士	Dr Chan Chui-king, Lilliane (至 To 31/12/2023)
		陳 瑜博士	Dr Chan Yu (由From 1/1/2024)
副主席	Vice Chairperson	招璞君博士	Dr Chiu Pok-kwan, Patricia (至 To 31/12/2023)
		曹文傑博士	Dr Cho Man-kit, Joseph (由From 1/1/2024)
名譽秘書	Honorary Secretary	盧家詠博士	Dr Lo Ka-wing, Sally (至 To 31/12/2023)
		石海慧女士	Ms Shek Hoi-wai, Fiona (由 From 1/1/2024)
名譽司庫	Honorary Treasurer	石海慧女士	Ms Shek Hoi-wai, Fiona (至 To 31/12/2023)
		王錦聰博士	Mr Wong Kam-chung, KC (由 From 1/1/2024)
委員	Member	謝衍彤女士	Ms Char Hin-tung, Natalie (至 To 31/12/2023)
		周愛華教授	Prof Chow Oi-wah, Esther (由From 1/1/2024)
		馮家宜博士	Dr Fung Ka-yi, Car (由From 1/1/2024)
		吳子慧女士	Ms Ng Tze-wei (由From 1/1/2024)
		司徒偉珠女士	Ms Szeto Wai-chu, Rachel (由From 1/1/2024)
		錢惠盈女士	Ms Tsin Wai-ying, Virginia (由From 1/1/2024)

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4人及不多於11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。

The Executive Committee, the HKFWC's governing body, is responsible for monitoring the businesses of the HKFWC. It formulates directions for HKFWC in accordance with the authorities as stipulated in the Articles of Association in pursuing the HKFWC's development direction.

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

## 附屬委員會及工作小組 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、服務發展委員會及研究指引工作小組。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2023-2024年度，本會共有11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 Research Guideline Taskforce. 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 2023-2024, there were in total of 11 external subcommittee and taskforce members. The Subcommittees report to and make recommendations to the Executive Committee for consideration and endorsement.

### 內務委員會 INTERNAL DEVELOPMENT SUBCOMMITTEE

召集人 Convener	招璞君博士 Dr Chiu Pok-kwan, Patricia (至 To 31/12/2023) 曹文傑博士 Dr Cho Man-kit, Joseph (由 From 1/1/2024)
委員 Member	陳翠琼博士 Dr Chan Chui-king, Liliane (至 To 31/12/2023) 李美琪博士 Dr Vicky Lee (至 To 31/10/2023) 周愛華教授 Prof Chow Oi-wah, Esther (由 From 1/10/2023) 熊淑茹教授 Prof Hung Shuk-yu, Maria (由 From 1/6/2023) 王錦聰博士 Mr Wong Kam-chung, KC (由 From 1/10/2023)
職員 Staff	總幹事 Director 服務督導 Service Supervisors 高級行政及人事部主任 SENIOR ADMIN & HR ADMINISTRATOR

### 外務委員會 EXTERNAL DEVELOPMENT SUBCOMMITTEE

召集人 Convener	盧家詠博士 Dr Lo Ka-wing, Sally (至 To 31/12/2023)
委員 Member	陳瑜博士 Dr Chan Yu (由 From 1/1/2024) 黃玉雲女士 Ms Ng Gaik-hoon, Evelyn 陳淑茵女士 Ms Chan Suk-yan, Yan (由 From 1/1/2024) 藍宇喬女士 Ms Lam Yu-kiu, Rita (由 From 1/1/2024)
職員 Staff	總幹事 Director 機構發展部 Development Team

### 財務委員會 FINANCE SUBCOMMITTEE

召集人 Convener	謝衍彤女士 Ms Char Hin-tung, Natalie (至 To 31/12/2023)
委員 Member	王錦聰博士 Mr Wong Kam-chung, KC (由 From 1/1/2024) 石海慧女士 Ms Char Hin-tung, Natalie (至 To 31/12/2023) 陳翠琼博士 Dr Chan Chui-king, Liliane (至 To 31/12/2023) 謝衍彤女士 Ms Char Hin-tung, Natalie (由 From 1/1/2024)
職員 Staff	總幹事 Director 高級財務主任 Senior Finance Administrator

## 籌募及社會企業委員會

### FUNDRAISING & SOCIAL ENTERPRISE SUBCOMMITTEE

召集人 Convener

石海慧女士 Ms Shek Hoi-wai, Fiona

委員 Member

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 (由 From 1/10/2023)

何光欣女士 Ms Ho Kwong-yan, Connie (由 From 1/10/2023)

戴詠昕女士 Ms Tai Wing-yan, Betty (由 From 1/6/2023)

職員 Staff

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

## 服務發展委員會

### SERVICE DEVELOPMENT SUBCOMMITTEE

召集人 Convener

陳翠琼博士 Dr Chan Chui-king, Liliane (至 To 31/12/2023)

委員 Member

司徒偉珠女士 Ms Szeto Wai-chu, Rachel (由 From 1/1/2024)

區結蓮女士 Ms Au Kit-lin (至 To 31/12/2023)

羅櫻子女士 Ms Law Ying-tsz, Clara (至 To 31/12/2023)

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 (由 From 1/6/2023)

職員 Staff

總幹事 Director

服務督導 Service Supervisors

機構發展部 Development Team

## 研究指引工作小組

### RESEARCH GUIDELINE TASK FORCE

召集人 Convener

招璞君博士 Dr Chiu Pok-kwan, Patricia (至 To 31/12/2023)

委員 Member

周愛華教授 Prof Chow Oi-wah, Esther (由 From 1/10/2023)

陳翠琼博士 Dr Chan Chui-king, Liliane (至 To 31/12/2023)

盧家詠博士 Dr Lo Ka-wing, Sally (至 To 31/12/2023)

職員 Staff

總幹事 Director

機構發展部 Development Team

## 內部管理 INTERNAL CONTROL

本會著重提升內部監督以維持卓越機構管治及與時並進。執行委員會要求管理層設立內部監督機制並制訂適當的政策及程序，確保本會業務有效運作，當中包括採購物品或服務程序、員工守則、文件管理政策、資訊科技政策、環保政策、資產管理政策、內部審計等。管理層亦需引入風險管理系統及全面遵守法規，並於執行委員會會議提交工作及財務報告。透過此內部監督機制，管理層能夠適時向執行委員會及附屬委員會提供充份的管理及財務資訊，以便委員會制定政策及審核。

We place great emphasis on strengthening internal oversight to maintain excellent governance and keep pace with the times. The Executive Committee requires the management team to establish internal control mechanisms and formulate appropriate policies and procedures to ensure the effective operation of the organization. These include procurement procedures for goods and services, staff code of conduct, document management policies, IT policies, environmental policies, asset management policies, and internal audits.

Management is also responsible for implementing a risk management system and ensuring full legal compliance. Work and financial reports must be submitted at Executive Committee meetings. Through this internal oversight mechanism, management can provide the Executive Committee and its subcommittees with timely and comprehensive operational and financial information, enabling effective policy-making and review.

本會尤其著力於：  
We are dedicated to:

- 遵守本會章程細則的規定；  
complying with the provisions listed out in the Articles of Association of HKFWC;
- 為支援本會工作的各個附屬委員會確立適當的權責章程；  
ensuring suitable right and liabilities regulations for the subcommittees;
- 為所有員工制定適當的職責說明  
creating appropriate responsibility manual for different levels of staff

本會管理層適時檢視並優化內部監督機制及其政策，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。

We regularly review and optimize internal control mechanisms and related policies in areas such as financial management, human resources, and information technology security. This ensures appropriate authorization, prevents conflicts of interest, and enables effective allocation of resources.

## 外部審查 REVIEWED BY EXTERNAL PARTIES

監管機構及資助機構會定期作外部審查，審核本會的績效並確保內部監督制度符合其標準。本會於2023-24年度委任華強會計師事務所為本會的外部審核機構，為本會編制經審核的財務報告，供年度周年大會批核。另外，本會亦會呈交年度報告予各服務的資助機構，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。

Regulatory and funding bodies regularly conduct external reviews to evaluate our performance and ensure our internal monitoring systems meet their standards. For the financial year 2023–24, we appointed LKY China as our external auditing firm to prepare our audited financial statements for approval at the Annual General Meeting. In addition, we submit annual reports to various funding bodies, including but not limited to The Community Chest of Hong Kong, The Hong Kong Jockey Club Charities Trust, and the Community Investment and Inclusion Fund, enabling them to ensure that our resource utilisation aligns with their funding requirements.

## 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。

We strictly comply with statutory requirements and adhere to relevant regulatory frameworks. Below is a list of key regulations for reference :

- 《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
- 《維護國家安全條例》  
Safeguarding National Security Ordinance
- 《消防條例》(第95章)  
Fire Service Ordinance (Cap 95)
- 《公司條例》(第622章)  
Companies Ordinance (Cap 622)
- 《強制性公積金計劃條例》(第485章)  
Mandatory Provident Fund Schemes Ordinance (Cap 485)
- 《幼兒服務條例》(第243章)  
Child Care Service Ordinance (Cap 243)
- 《最低工資條例》(第608章)  
Minimum Wage Ordinance (Cap 608)
- 《合作社條例》(第33章)  
Co-operative Societies Ordinance (Cap 33)
- 《殘疾歧視條例》(第487章)  
Disability Discrimination Ordinance (Cap 487)
- 《防止賄賂條例》(第201章)  
Prevention of Bribery Ordinance (Cap 201)
- 《僱員補償條例》(第282章)  
Employees' Compensation Ordinance (Cap 282)
- 《性別歧視條例》(第480章)  
Sex Discrimination Ordinance (Cap 480)
- 《僱傭條例》(第57章)  
Employment Ordinance (Cap 57)
- 《版權條例》(第528章)  
Copyright Ordinance (Cap 528)
- 《種族歧視條例》(第602章)  
Race Discrimination Ordinance (Cap 602)
- 《個人資料(私隱)條例》(第486章)  
Personal Data (Privacy) Ordinance (Cap 486)
- 《職業介紹所規例》(第57章)  
Employment Agency Regulations (Cap 57)
- 《家庭崗位歧視條例》(第527章)  
Family Status Discrimination Ordinance (Cap 527)
- 《職業安全及健康條例》(第509章)  
Occupational Safety and Health Ordinance (Cap 509)

## 與持份者的關係 RELATIONSHIP WITH STAKEHOLDERS

### 僱員 EMPLOYEES

本會向來與同工保持良好關係，並會提供平台予同工表達訴求及意見，讓本會可以做得更好，更關愛同工。

We keep good relationships with all our employees and have provided a platform for them to express their needs and opinions which can help the HKFWC do better.

### 供應商 SUPPLIERS

本會參考了廉正公署為非政府組織及社會企業製作的一系列防貪實務守則，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委員會委員和同工都必須申報利益及申報與供應商的關係，有利益衝突或潛在利益衝突的委員或同工須避免參與相關的採購程序。

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

### 其他持份者 OTHER STAKEHOLDERS

本會一直加強和促進與政府部門、信託和基金會、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的合作和夥伴關係，以產生協同效應和加強社會影響。

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

## 環境保護與節能措施

### ENVIRONMENTAL PROTECTION AND ENERGY CONSERVATION MEASURES

作為一間推動可持續發展的機構，本會一直鼓勵同事在進行採購或籌辦活動時，考慮以耐用物品取代一次性物品、使用可再生物料及可回收物料作為活動物資，以減輕對環境的負荷，及以電子方式取代紙本的宣傳模式，以減少印刷宣傳物品等等，期望可以減少資源消耗。同時，本會亦推動可持續發展的理念扎根於社區，以婦女作為媒介的可持續發展服務計劃，一同推廣減廢回收及綠色生活。

對內方面，本會亦正在檢視目前的行政程序，力求減少紙本文件，長遠希望建立無紙工作間。本會未來將進一步推動可持續發展模式，並適時檢討環保指引的成效及內容，同時將納入更多可持續發展的措施，為地球出一分力。

As an organisation committed to sustainable development, we have continuously encouraged our staff to consider eco-friendly alternatives during procurement or event planning. This includes using durable items instead of disposable ones, opting for renewable and recyclable materials, and replacing printed promotional materials with digital formats to reduce environmental impact and resource consumption.

Internally, we are also reviewing our current administrative procedures to minimise the use of paper, with the long-term goal of establishing a paperless workplace. Looking ahead, we aim to further promote sustainable practices, regularly evaluate the effectiveness and content of our environmental guidelines, and incorporate more sustainability measures—doing our part to protect the planet.

## 對未來的不穩定因素作出的風險評估

### RISKS AND UNCERTAINTIES

#### 資訊科技安全性

#### INFORMATION TECHNOLOGY SECURITY

鑒於全球詐騙案例及資料外洩事故不斷增加，本會制訂資訊科技政策及適時作定期檢討，亦會就資訊科技最新發展通知全會同工及執行資訊保護措施，並要求同工完成網絡安全培訓，致力應對資訊科技的風險。

Given the increasing global cases of fraud and data breaches, we have established an information technology policy and conduct regular reviews. We also keep our staff informed about the latest developments in information technology and implement necessary protection measures. Staff are required to complete cybersecurity training to address the risks associated with information technology.

#### 經濟與財務穩定性

#### ECONOMIC AND FINANCIAL STABILITY

全球經濟氣氛不穩定，政府及各基金會亦更審慎地處理撥款資助事宜。同時，由於本會並非政府的恆常資助機構，因此本會一直嚴格控制開支，開源節流，並設有財務委員會負責審視本會的預算及開支項目，以確保各項目資源用得其所，同時為本會作風險管理並向執行委員會提出建議。

With the current global economic uncertainty, both the government and various foundations have become more cautious in handling funding and subsidies. As we are not a regularly government-funded body, we maintain strict cost control, adopt a strategy of income generation and expenditure reduction, and have established a Finance Subcommittee. The Committee is responsible for reviewing our budgets and expenditures, ensuring resources are used effectively, and providing risk management advice to the Executive Committee.

#### 社會變化及人才流動

#### SOCIAL CHANGES AND TALENT MOBILITY

香港居民出現移民潮，增加人才流動的風險，另外政府政策亦不時更新。本會重視員工福利及人才培訓，積極檢視員工政策以挽留人才，另外亦定期進行檢討及評估，更新內部政策及指引，確保符合所有的政府政策，並回應不斷變化的社會環境，維持本會營運及服務穩定。

The emigration trend among Hong Kong residents has increased the risk of talent turnover. Additionally, government policies are subject to frequent changes. We place great importance on staff welfare and talent development, actively reviewing staff policies to retain talent. We also conduct regular internal reviews and evaluations to update policies and guidelines, ensuring compliance with government regulations and adapting to the ever-changing social environment to maintain stability in our operations and services.



# Conclusion

## 總結

本年報已總結本會的表現及狀況，其中包括2023-2024年度的營運、重要財務表現等，並臚列本會的重要未來發展及潛在風險的應對措施。

再次感謝社會各界支持，在42年間與本會攜手共度不少難關、亦同行走過不少的道路，你們是必不可少的。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，以及服務使用者及義工們的積極參與，以及職員團隊、執行委員會委員的貢獻和專業精神，攜手促進婦女權益。

This annual report has summarised our performance and status, including operations and key financial performance for the year 2023–2024, as well as outlining our major future developments and measures to address potential risks.

We would like to extend our heartfelt gratitude to all sectors of society for their continued support. Over the past 42 years, you have walked alongside us through numerous challenges and milestones. Your presence is indispensable. We are also deeply thankful for the generous support and contributions from various foundations, corporations, and community partners, as well as the active participation of service users and volunteers. Our sincere appreciation also goes to our dedicated staff team and members of the Executive Committee for their invaluable contributions and professionalism in advancing women's rights.

本會衷心感謝以下資助機構、企業、社團及善長仁翁所作的支持。(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

十分關愛基金會  
Ten Percent Donation Scheme Foundation

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

社會福利署  
Social Welfare Department

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

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

婦女事務委員會  
Women's Commission

婦女動力基金  
HER Fund

傅德蔭基金有限公司  
Fu Tak Lam Foundation Limited

凱瑟克基金  
Keswick Foundation Limited

勞工及福利局  
Labour and Welfare Bureau

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

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

環境保護署  
Environmental Protection Department

醫務衛生局  
Health Bureau

### 實習學生所屬院校 INSTITUTION OF PLACEMENT STUDENTS

宏恩基督教學院  
Gratia Christian College

香港大學  
The University of Hong Kong

香港城市大學  
City University of Hong Kong

香港浸會大學  
Hong Kong Baptist University

香港理工大學  
The Hong Kong Polytechnic University

香港理工大學香港專上學院  
PolyU Hong Kong Community College

聖方濟各大學  
Saint Francis University

### 義務律師 VOLUNTEER LAWYERS: FREE LEGAL ADVICE CLINIC

#### 當值律師服務 DUTY LAWYER SCHEME

支韻思律師 Ms Chih Wan-si, Vanessa	黃光文律師 Mr Wong Kwong-man, Calvin
何思敏律師 Ms Ho Sea-man	黃瑞華律師 Ms Wong Shui-wah, Sarah
何穎恩律師 Ms Ho Veng-ian, Rebecca	黃德嘉律師 Mr Wong Tak-ka
吳子鍵律師 Mr Ng Tsz-kin, Justin	黃麗顏律師 Ms Wong Lai-an, Cecilia Grace
吳笑梅律師 Ms Ng Siu-mui, Wendy	黃競儀大律師 Ms Wong Keng-yi, Kristy
李黃慧玲律師 Ms Lee Wong Wai-ling, Winnie	源而銘律師 Mr Yuen Yee-ming, Jacky
林志剛律師 Mr Lam Chi-kwong	葉建民律師 Mr Yip Kin-man, Tony
林新賢律師 Mr Lam San-yin, Dave	劉詠彤律師 Ms Lau Wing-tung
林滿馨律師 Ms Lam Moon-hing, Vera	潘穎強大律師 Mr Poon Wing-keung, Ryan
林穎璇律師 Ms Lam Wing-suen, Vivian	蔡正烽律師 Ms Tsoi Ching-fung
姚逸華律師 Ms Yew Yat-wa, Deannie	鄧妙鳳律師 Ms Tang Miu-fung, Florence
姜必俊大律師 Mr Stephen Keung	鄭依明律師 Ms Cheng Yi-ming, Sarah
柯愷欣大律師 Ms Or Hoi-yan Denise	鄭宗漢律師 Mr Cheng Chung-hon, Neville
洪珀姿律師 Ms. Hung Barbara Anne	鄭煥新律師 Mr Cheng Woon-sun, Alvin
馬碧霞律師 Ms Ma Pik-ha, Rosaline	黎潤儀律師 Ms Lai Yun-ye, Lily
張博彥律師 Mr Cheung Pok-yin, Bon	顏少倫律師 Mr Ngan Siu-lun, Colin
梁卓斌律師 Mr Leung Cheuk-bun	羅沛盈律師 Ms Law Pui-ying, Anne
梁慧源律師 Ms Leung Wai-yuen	羅碧嫻律師 Ms Law Pik-han, Elsa
梁錫濂律師 Mr Leung Shek-lim, Steven	譚永聰律師 Mr Tam Wing-chung, Gary
許雨大律師 Mr Hui Yu, Henry	蘇賜恩律師 Mr So Chi-yan
郭匡義律師 Mr Kwok Hong-ye, Jesse	
郭婉珊律師 Ms Kwok Yuen-shan, Rosetta	
陳卓曦大律師 Mr Chan Cheuk-hei, Jevons	
陳偉雯律師 Ms Chan Wai-man	
陳德潔律師 Ms Chan Tak-kit, Kitty	
陳應迪律師 Mr Chan Ying-dik	
麥俊強律師 Mr Mak Chun-keung	
曾思衡大律師 Ms Cecilia S. H. Tsang	

01 心意

01 Heart

ACCO Asia Ltd

All about Bonding

Apple

安盛香港

AXA Hong Kong

BULA IMAGE

Burberry

B記農莊

Billyfarm913

CNEX 基金會

CNEX Foundation Limited

Francesca & Giovanni

HCT Asia Limited

HelloToby Technology (HK) Limited

K Dragon Company

KT Music Support Team

MakePositive

Merz Aesthetics Hong Kong

好工速遞

Moovup

Ms Chan Chan 情緒教育

Munchkin

The Player Climbingym

成聚形

Unfolding Limited

ViuTV

Vowel & Consonant

Ways Out Hong Kong

Womanize

Yrellag Gallery

一口舍群設計有限公司

onebite Social Limited

一口設計工作室有限公司

One Bite Design Studio Limited

一拳書館

Book Punch

人花誌

Blissful Blooms

大快活快餐有限公司

Fairwood Fast Food Limited

大埔平安福音堂

Tai Po Peace Evangelical Centre

大埔浸信會社會服務處

Tai Po Baptist Church Social Service

大埔區議員胡綽謙

Tai Po District Council Member Wu Cheuk-him

大埔區議員陳灶良

Tai Po District Council Member Chan Cho-leung

大埔區議員陳勇華

Tai Po District Council Member Chan Yung-wa

大埔區議員陳建君

Tai Po District Council Member Chan Kin-kwan

大埔區議員黃偉僊

Tai Po District Council Member Wong Wai-tung

女人節香港

Women's Festival Hong Kong

中國基督教播道會和平堂

Evangelical Free Church of China -

Wo Ping Church

中華基督教禮賢會中心堂

The Chinese Rhenish Church,  
Kowloon Central

仁愛堂彭鴻禕長者鄰舍中心

Yan Oi Tong Pang Hung Cheung  
Neighbourhood Elderly Centre

仁濟醫院獅子會地區支援中心(大埔)

Yan Chai Hospital Lions Clubs  
District Support Centre (Tai Po)

元朗大會堂

Yuen Long Town Hall

天主教香港教區勞工牧民中心

Catholic Diocese of Hong Kong Diocesan  
Pastoral Centre for Workers

香港太古集團有限公司

John Swire & Sons (H.K.) Limited

心田農場

Sum Tin Farm

心義行服務社

Love V Act

手作之耕

文具同香會

Stationery & Incense Club

王久良導演

Wang Jiu-liang

王愛華

Wong Oi-wah

本地薑

Hongkonginger

民社服務中心

People Service Centre

民社服務中心海麗兒童發展中心

People Service Centre Hoi Lai  
Children Development Centre

民社服務中心麗安邨家長互助幼兒中心

People Service Centre Parents' Mutua  
Help Child Care Centre

永旺(香港)百貨有限公司

AEON Stores (H.K.) Co., Limited

田嘢

TinYeah

白田浸信會愛鄰中心

Pak Tin Baptist Church Neighborhood Centre

立邦(香港)油漆

Nippon Paint (HK)

立法會議員田北辰

Legislative Council Member  
Hon Tien Puk-sun, Michael

立法會議員江玉歡

Legislative Council Member  
Hon Kong Yuk-foon, Doreen

立法會議員狄志遠博士

Legislative Council Member  
Dr. Hon Tik Chi-yuen

立法會議員林素蔚

Legislative Council Member  
Hon Lam So-wai

立法會議員張欣宇

Legislative Council Member  
Hon Zhang Xinyu, Gary

立法會議員梁文廣

Legislative Council Member  
Hon Leung Man-kwong

兆恆清潔服務有限公司

Shiu Hang Cleaning Services Co. Ltd.

共廚家作

Sharing Kitchen Hong Kong

合廠

Hatch

在山工作室

The Hill Workshop

好老土

Good Old Soil

「好鄰舍@大埔」-

富蝶邨地區支援網絡計劃

"Good Neighbour@Tai Po"- Fu Tip Estate  
Community Support and Networking Project

如庫豐生有限公司

Yu Fu Abundance Limited

安答農場

百通亞洲(香港)有限公司

Belden Asia (Hong Kong) Limited

艾奕康有限公司

AECOM

西貢紫門

Laysoulbeauty Purple Door

吳美玲

Freda Ng

扶康會

Fu Hong Society

扶康會精神健康綜合社區中心 - 康晴天地

Fu Hong Society Integrated Community Centre  
for Mental Wellness - Sunrise Centre

和悅會(大埔)

Woopie Club (Tai Po)

和諧之家

Harmony House

房協長者安居資源中心

The Housing Society Elderly Resources Centre

明愛香港仔社區中心

Caritas Community Centre - Aberdeen

明愛堅道社區中心

Caritas Community Centre - Caine Road

明愛馮黃鳳亭安老院

Caritas Fung Wong Fung Ting Home

東方匯理香港信託有限公司

Amundi Hong Kong Limited

林智聰

Irene Lam

社區發展陣線

Community Development Alliance

社會福利署

Social Welfare Department

社會福利署上水綜合家庭服務中心

Sheung Shui Integrated Family Service Centre,  
Social Welfare Department

社會福利署大坑東綜合家庭服務中心

Tai Hang Tung Integrated Family Service Centre,  
Social Welfare Department

社會福利署北大埔綜合家庭服務中心

Tai Po (North) Integrated Family Service Centre,  
Social Welfare Department

社會福利署長沙灣綜合家庭服務中心

Cheung Sha Wan Integrated Family Service Centre,  
Social Welfare Department

社會福利署南大埔綜合家庭服務中心

Tai Po (South) Integrated Family Service Centre,  
Social Welfare Department

社會福利署深水埗區福利辦事處

Sham Shui Po District Social Welfare Office,  
Social Welfare Department

社職

Social Career

花寮農場

Flower Hut

長者安居服務協會一線通管家易

Senior Citizen Home Safety Association

EasyHome Service

阿德士多 Ah... Tak Tuck Shop	香港心理衛生會社區教育部 Division of Community Education, The Mental Health Association of Hong Kong	香港基督教服務處元州長者鄰舍中心 Hong Kong Christian Service - Un Chau OPlus
青年廣場 Youth Square	香港心理衛生會賽馬會恆悅坊 The Mental Health Association of Hong Kong - Jockey Club Amity Place (Tai Po)	香港基督教青年會長沙灣中心 Cheung Sha Wan Centre, YMCA of Hong Kong
青躍 Teen's Key Hong Kong	香港仔街坊福利會社會服務中心 Aberdeen Kaifong Welfare Association Services Centre	香港基督教培道聯愛會 Hong Kong Christian Mutual Improvement Society
俊和合資企業 Chun Wo Development Holdings Limited	香港立信德豪會計師事務所有限公司 BDO Limited	香港教育大學 The Education University of Hong Kong
俏姐農場 Ciuzehk	香港有機資源回收中心 O·PARK	香港教育大學健全成長發展中心 The Education University of Hong Kong Integrated Centre for Wellbeing
保良局地區支援中心 (沙田) Po Leung Kuk - District Support Centre (Shatin)	香港西區婦女福利會松鶴老人中心 Women's Welfare Club Western District Hong Kong Chung Hok Social Centre For The Elderly	香港麥當勞 McDonald's
保泰人壽保險有限公司 Bowtie Life Insurance Company Limited	香港伯特利教會慈愛堂有限公司 Hong Kong Tsz Oi Bethel Church Limited	善導會 Side by Side
南豐集團 Nan Fung Group	香港沙田凱悅酒店 Hyatt Regency Hong Kong, Sha Tin	香港傷健協會情融坊家長資源中心 Hong Kong PHAB Association Family Hun Parents/Relatives Resource Centre
南贍佛學中心 Jambu Buddhism Centre	香港防癌基金會 The Hong Kong Anti-Cancer Society	香港傷健協會新界傷健中心 Hong Kong PHAB Association New Territories PHAB Centre
姜糖 Keung To's Fans	香港社區組織協會大埔築誠軒過渡性房屋 Society for Community Organization Trackside Villas	香港傷健協會照顧者專線 Hong Kong PHAB Association Care for the Carers
恆生銀行有限公司 Hang Seng Bank Limited	香港社會服務聯會 The Hong Kong Council of Social Service	香港聖公會太和長者鄰舍中心 Hong Kong Sheng Kung Hui Welfare Council Limited - Tai Wo Neighbourhood Elderly Centre
恒隆地產有限公司 Hang Lung Properties Limited	香港社會服務聯會 - 伙伴關係拓展 Stakeholders Engagement, The Hong Kong Council of Social Service	香港聖公會牧愛長者之家 Hong Kong Sheng Kung Hui Good Shepherd Home for the Elderly
故事媽媽 Story Stage	香港社會服務聯會 - 點子滙 Solutions Hub, The Hong Kong Council of Social Service	香港路德會社會服務處路德會 賽馬會雍盛綜合服務中心 Hong Kong Lutheran Social Service Jockey Club Yung Shing Lutheran Integrated Service Centre
美泰玩具亞太有限公司 Mattel Asia Pacific Sourcing Limited	香港青年協會賽馬會乙明青年空間 HKFYG Jockey Club Jat Min Youth S.P.O.T.	香港僱員再培訓局服務中心 ERB Service Centre
食育獸 Agrifoodbeast	香港宣教會恩霖社區服務中心 Hong Kong Evangelical Church (HKEC) Yan Lam Community Service Centre	香港讀寫障礙連網 Hong Kong Dyslexia Connected
食德好 Food Grace	香港紅十字會 Hong Kong Red Cross	展才坊有限公司 Talent Development Fountain Limited
香城遺菇 Urban Mushroom	香港紅卍字會大埔卍慈中學 Hong Kong Red Swastika Society Tai Po Secondary School	恩基社區服務 Yan Kei Community Service
香海正覺蓮社佛教實靜護理安老院 Heung Hoi Ching Kok Lin Association Buddhist Po Ching Care and Attention Home For The Aged Women	香港迪士尼樂園 Hong Kong Disneyland	浪花花紙教室 Lomfa Fair
香港九龍東皇冠假日酒店 Crowne Plaza Hong Kong Kowloon East	香港家庭福利會 Hong Kong Family Welfare Society	荔枝窩 Foo's café
香港大學 The University of Hong Kong	香港弱智人士家長聯會 The Hong Kong Joint Council of Parents of the Mentally Handicapped	軒達資訊服務有限公司 HeterMedia Services Limited
香港大學秀圃老年研究中心 Sau Po Centre on Ageing	香港浸會園 The Baptist Convention of Hong Kong Baptist Assembly	高銀慈善基金有限公司 Charles K. Kao Foundation
香港大學社會工作及社會行政學系 Department of Social Work and Social Administration - The University of Hong Kong	香港神託會寬滙人生 Stewards Enrichment Practice	動點香港有限公司 Power Point Management Ltd.
香港小童群益會 The Boys' and Girls' Clubs Association of Hong Kong	香港商添正建築有限公司 TCG Construction Limited	培英中學 Pui Ying Secondary School
香港小童群益會「家兒牽」共享親職支援中心 The Boys' and Girls' Clubs Association of Hong Kong — Parent Child LINK Specialized Co-parenting Support Centre	香港國際社會服務社 International Social Service Hong Kong Branch	基匯資本民坊 People's Place, Gaw Capital
香港小童群益會賽馬會 長沙灣青少年綜合服務中心 The Boys' and Girls' Clubs Association of Hong Kong — Cheung Sha Wan Children & Youth Integrated Service Centre	香港國際社會服務社跨境及國際社會服務 Cross-Boundary and Inter-Country Social Service, International Social Service Hong Kong Branch	基督教中華宣道會鞍盛堂有限公司 Kowloon Tong Church of the C.C. & M.A. On Shing Church
香港中文大學「應用戲劇與社會關懷」師生 Applied Theatre and Social Care Teacher and Students, The Chinese University of Hong Kong	香港國際社會服務社跨境及國際個案工作服務 Cross-Boundary and Inter-Country Casework Service, International Social Service Hong Kong Branch	基督教主牽堂 The Christian Lord Leading Church
香港中華基督教青年會 Chinese YMCA of Hong Kong	香港國際社會服務社跨境及國際個案工作服務 Cross-Boundary and Inter-Country Casework Service, International Social Service Hong Kong Branch	基督教宣道會翠屏堂 Tsui Ping Alliance Church
香港中華基督教青年會寶石湖長者鄰舍中心 YMCA Po Shek Wu Neighbourhood Elderly Centre	香港基督教女青年會 Hong Kong Young Women's Christian Association	基督教香港信義會太和青少年綜合服務中心 ELCHK, Tai Wo Integrated Youth Service Centre
	香港基督教女青年會秀群松柏社區服務中心 Ellen Li District Elderly Community Centre, Hong Kong Young Women's Christian Association	基督教香港信義會北區青少年綜合服務中心 ELCHK, North District Integrated Youth Service Centre
		基督教香港信義會靈合長者健康中心 ELCHK, Communion Lutheran Elderly Health Centre

基督教家庭服務中心 Christian Family Service Centre	無限空間 Meta Space	睿程有限公司 Rhys Company Limited
基督教華富邨潮人生命堂 The Wah Fu Swatow Christian Church	童思藝語心義行服務社 TALK Foundation	算數會計師事務所 CountAduit
基督教銘恩堂大埔堂 Remembrance of Grace Church Tai Po Church	菜園農業先鋒田 The Pioneer Farm	綠匯學苑 Green Hub
基督教聯合那打素社康服務 United Christian Nethersole Community Health Service	華富邨寶血小學 Precious Blood Primary School (Wah Fu Estate)	翡翠餐飲集團(大中華)有限公司 Crystal Jade Culinary Concepts Holding (Great China) Limited
雅麗氏何妙齡那打素慈善基金會大埔地區康健站 Alice Ho Miu Ling Nethersole Charity Foundation Tai Po District Health Centre Express	超好的食品及生果專賣店有限公司 So Good Food and Fruit Limited	香港華人基督教聯會廣蔭頤養院 The Hong Kong Chinese Christian Churches UnionKwong Yum Care Home
婦女事務委員會 The Women's Commission	超羣麵包西餅有限公司 Maria's Bakery Company	撐·基層墟市聯盟 Grassroots Baza Alliance
康業服務有限公司 Hong Yip Service Co Ltd	「雅匯」深水埗欽州街過渡性房屋項目 Transitional Housing Project at James' Concourse	樂活易 ElderlyDB HK
張亦敏 Stephanie Cheung	雅麗氏何妙齡那打素社福有限公司 Alice Ho Miu Ling Nethersole Social Service Limited	樂善堂朱定昌頤養院 Lok Sin Tong Chu Ting Cheong Home For The Aged
救世軍大埔長者綜合服務 Tai Po Multi-service Centre for Senior Citizens, The Salvation Army	雅麗氏何妙齡那打素慈善基金會 Alice Ho Miu Ling Nethersole Charity Foundation	樂善堂莫葉瑞衡兒童發展中心· 樂善堂莫葉瑞衡復康中心
救世軍華富幼兒學校 SA Wah Fu Nursery School	雅麗氏何妙齡那打素醫院健康資源中心 Alice Ho Miu Ling Nethersole Hospital Health Resource Centre	Lok Sin Tong Mok Yip Sui Hung Child Development Centre • Lok Sin Tong Mok Yip Sui Hung Rehabilitation Centre
救世軍護老者協會 Carer Service, The Salvation Army	順裕資產管理有限公司 Surich Asset Management Limited	樂齡科技清潔及保養服務中心 Gerontech Cleaning and Maintenance Service Centre
救世軍露宿者綜合服務 Services for Street Sleepers, The Salvation Army	馮麗嫦 Fung Lai-sheung	蔻依 Chloé
香港東區婦女福利會梁李秀娛長者鄰舍中心 Leung Lee Sau Yu Neighbourhood Elderly Centre, The Women's Welfare Club (Eastern District) Hong Kong	黃穎姿 Athena Wong	鄰舍輔導會 The Neighbourhood Advice-action Council
梁惠敏 Karuna Leung	齋色園主辦可誠護理安老院 Sik Sik Yuen Ho Shing Home for the Elderly	鄰舍輔導會深水埗家庭支援網絡隊 The Neighbourhood Advice-action Council Shamshuipo Family Support Networking Team
梁嘉昊 Desmond Leung	齋色園可聚耆英地區中心 Sik Sik Yuen Ho Chui District Community Centre for Senior Citizens	鄰舍輔導會深水埗康齡社區服務中心 The Neighbourhood Advice-action Council Shamshuipo District Elderly Community Centre
梁錦華 Jimmy Leung	塋原自然生態公園 - 農夫 May Long Valley Nature Park - Farmer May	龍耳 Silence
深食有限公司 Deep Food Limited	愛羣浸信會社會服務處 Baptist Oi Kwan Social Service	嶺南大學 Lingnan University
統一供應(香港)有限公司 Total Supply (HK) Ltd	新世界發展有限公司 New World Development	聯邦快遞 FedEx
船灣人 Shuenwaners	新生精神康復會「生活新喜點」 精神健康流動宣傳車服務 New LIFEstyle • Mobile Van for Publicity Service on Mental Wellness	賽馬會「家」樂齡科技教育及租賃服務 Jockey Club "age at home" Gerontech Education and Rental Service
陳沛筠 Chan Pui-kwan	新界蔬菜產銷合作社有限責任聯合總社 Federation of Vegetable Marketing Co-Operative Societies Ltd	鄰舍輔導會賽馬會大埔北青少年綜合服務中心 The Neighbourhood Advice-action Council Jockey Club Tai Po North Integrated Children & Youth Services Centre
陳倩敏 Chan Sin-man	新創建集團慈善基金有限公司 NWSH Foundation	鴻福堂 Hung Fook Tong
陳啟原 Kemp Chan	新鳳農場 Eva Organic Farm	點籽 Seed
陳嘉興 Chan Ka-hing	義工發展局 Agency for Volunteer Service	藍地屯子園 Tuen Tsz Wai
凱悅酒店集團 Hyatt Hotels Corporation	香港聖公會護養院 H.K.S.K.H. Nursing Home	藍妹有機農莊 Blue Girl Organic Farm
博愛醫院陳馮曼玲護理安老院 Pok Oi Hospital Chan Feng Men Ling Care and Attention Home	聖方濟各大學 Saint Francis University	醫院管理局 Hospital Authority
善導會竹康滙 Chuk Yuen Revival Hub, Side by Side	聖雅各福群會656照顧者好幫手 St. James's Settlement 656carer.com	瀚納仕集團 Hays plc
循道衛理中心 Methodist Centre	聖雅各福群會舍區 St. James's Settlement QuarrySide	羅夏信律師事務所 Stephenson Harwood
曾展慧 Tsang Chin-wai	聖雅各福群會復康服務 St. James's Settlement Rehabilitation Services	羅素遠東有限公司 Russell Corp. Far East, Limited
棋葩桌遊店 Distinct FLower Boardgame Cafe	聖雅各福群會學前單位社工服務 St. James's Settlement Social Work Service for Pre-primary Institutions	噶明會 The Comfort Care Concern Group
渣打馬拉松慈善計劃 Standard Chartered Marathon Charity Programme	誠品 Eslite	譚小居 Mori Pure
港怡醫院 Gleneagles Hospital Hong Kong	嘉道理農場暨植物園 Kadoorie Farm and Botanic Garden	



# 香港婦女中心協會

HONG KONG FEDERATION OF WOMEN'S CENTRES

## 總會

### HEAD OFFICE

- 九龍荔枝角永康街7號西港都會中心19樓C室  
Office C, 19/F, West Gate Tower, 7 Wing Hong Street, Lai Chi Kok, Kowloon, HK
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## 賽馬會麗閣中心

### JOCKEY CLUB LAI KOK CENTRE

- 九龍長沙灣麗閣邨麗蘭樓305-309室  
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## 賽馬會照顧者中心(深水埗)

### JOCKEY CLUB CARER SPACE (SHAM SHUI PO)

- 九龍深水埗福華街188號海峯地下G08號舖(福榮街入口)  
Shop G08, G/F, Vista, No. 188 Fuk Wa Street, Sham Shui Po, Kowloon (Entrance to Fuk Wing Street)
- (852) 3165 8199 (852) 3150 8306
- carer.shamshuipo@womencentre.org.hk

## 賽馬會太和中心

### JOCKEY CLUB TAI WO CENTRE

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102-107, G/F, Fook Wo House, Tai Wo Estate, Tai Po, N.T.
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## 賽馬會照顧者中心(粉嶺)

### JOCKEY CLUB CARER SPACE (FANLING)

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Shop No. 19A, Ground Floor, Fanling Centre, 33 San Wan Road, Fanling, New
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- carer.north@womencentre.org.hk

## 慧思薈(粉嶺)

### WISE FANLING

- 新界粉嶺一鳴路23號牽晴閣地下G20號舖  
G20, G/F, Dawning Views Shopping Plaza, No. 23 Yat Ming Road, Fanling, N.T.
- (852) 2654 9800 (852) 2654 9818
- fanling@womencentre.org.hk

## 慧思薈(上水)

### WISE SHEUNG SHUI

- 新界上水龍琛路39號上水廣場1709-10室  
Unit 09-10, 17/F, Landmark North, 39 Lung Sum Avenue, Sheung Shui, N.T.
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## 賽馬會華富中心

### JOCKEY CLUB WAH FU CENTRE

- 香港華富(二)邨商場地下至一樓31-32號舖  
Shop No. S31 & S32, G/F to 1/F, Wah Fu (II) Commercial Complex, Wah Fu (II) Estate, Hong Kong
- (852) 2338 4366 (852) 2338 4990
- wahfu@womencentre.org.hk

## 愛·耆跡(九龍東)

### ELDERLY HOME CARE (KOWLOON EAST)

- 九龍新蒲崗大有街3號萬迪廣場23樓E2室  
Office E(2), 23/F, Maxgrand Plaza, No. 3 Tai Yau Street, San Po Kong, Kowloon, Hong Kong
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# 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 2024

REVENUE	2024 HK\$	2023 HK\$
Bank interest income	502,335	114,853
Funding income and subsidies	66,434,875	51,035,053
General donation	369,413	853,815
Membership subscriptions	35,580	40,290
Programme income	1,248,596	1,013,570
Sundries	2,727,488	2,897,793
	71,318,287	55,955,374
EXPENDITURE		
Auditor's remuneration	61,500	40,500
Advertising	225,881	138,602
Affiliated fee	5,179	5,180
Amortisation on right-of-use asset	3,403,945	2,761,350
Bank charges	19,783	20,567
Cleaning charges and materials	90,248	67,229
Depreciation	159,118	272,866
Executive Committee Members' remuneration		
- as Executive Committee Members	-	-
- for management	-	-
Insurance	180,276	153,050
Interest on lease liabilities	152,119	196,571
Instructor fee	7,832,597	5,724,088
Legal and professional fee	95,507	12,765
Management fee/course development	-	29,868
Postage	10,689	13,828
Printing and stationery	1,318,944	943,895
Programme expense	7,874,498	7,744,813
Project expense	212,384	659,837
Rent paid for premises under short-term operating leases	1,252,786	842,086
Rates	215,162	98,414
Repairs and maintenance	264,736	424,300
Retrainee's activities	60,945	44,025
Staff costs		
- Salaries	32,558,175	25,940,853
- Staff medical	216,799	191,428
- Staff training	323,919	93,265
- Mandatory provident fund	1,619,817	1,199,577
	34,718,710	27,425,123
Sundry expenses	9,073	9,410
Travelling	52,300	45,112
Utilities expenses	510,731	464,621
	58,727,111	48,138,100
<b>Surplus for the year</b>	12,591,176	7,817,274
<b>Other comprehensive income</b>		
- Transfer from Hong Kong Federation of Women's Centres ("HKFWCS")	-	21,666,097
<b>Total comprehensive income for the year</b>	12,591,176	29,483,371

# 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 2024

	2024 HK\$	2023 HK\$
<b>NON-CURRENT ASSETS</b>		
Equipment	358,729	313,525
Right-of-use assets	5,685,079	4,815,101
	<u>6,043,808</u>	<u>5,128,626</u>
<b>CURRENT ASSETS</b>		
Accounts receivable	10,092,597	6,867,960
Cash and bank balances	49,012,634	38,299,689
	<u>59,105,231</u>	<u>45,167,649</u>
<b>CURRENT LIABILITIES</b>		
Accounts payable	5,411,135	5,552,718
Lease liabilities	5,767,585	4,905,669
Deferred income	6,482,317	4,941,062
	<u>17,661,037</u>	<u>15,399,449</u>
<b>NET CURRENT ASSETS</b>	<u>41,444,194</u>	<u>29,768,200</u>
<b>NET ASSETS</b>	<u>47,488,002</u>	<u>34,896,826</u>
Represented by: -		
<b>AGENCY RESERVE</b>		
Designated Funds	31,429,034	19,298,375
General Fund	16,058,968	15,598,451
	<u>47,488,002</u>	<u>34,896,826</u>

The financial statements were approved and authorized for issue by the Executive Committee on **27 NOV 2024** and signed on its behalf by:



Ms. CHAN Yu  
Executive Committee Member



Mr. Wong Kam Chung  
Executive Committee Member