



SHE DARES TO CHOOSE

HER Fund 婦女動力基金
年報 Annual Report 2011- 2012

Believe in women's wisdom and capacity, promote human rights for women



“SHE Dares to Choose”

是婦女動力基金本年度周年報告

的主題，本年報概述了本會過去一年來，在支援本地婦女發展事務及項目撥款的工作，亦介紹幾項特別項目的意義及進展，藉此鳴謝各方友好及支持者。在設計本年報上，本會秉承一貫著重成本效益又dare to change 的作風，引進新風格，故此，本刊既為年報也是宣傳小冊子。希望閣下喜歡，花點時間細閱一些真實dare to share的故事，了解本會如何發揮「小基金，大改變」的信念和轉送給身邊關心婦女發展及性別公義的朋友，令更多人dare to act！



主席 金佩璋女士

窮則變，變則通；改變需要智慧與行動，但最重要還是敢於離開自己安樂窩出去冒險的那份勇氣，這可能就是She Dares to choose的勇氣。過去一年，HER Fund嘗試了不同方式籌募和分配資源，例如Share Talent已累積了超過560小時的義務教授、主題籌款計劃「撐婦女、爭退保」民間募捐行動、研究推動婦女參政的專項撥款；並開放門戶，借力於各界好友的不同視野與所長，補充NGO經驗的不足；更邀得幾位充滿活力和熱忱的青年婦女加入執委會。這是一次由行為帶動的思維改變過程，也是勇於選擇改變的成果。我擔任HER Fund主席兩年以來，深刻領悟歸納如下：

- 一、友朋網絡和伙伴協作比任何意識形態更重要
- 二、群眾力量：透過本地的 crowd sourcing 撿石仔，去年竟比前一年多募得二十萬元
- 三、捐／募的概念不限於錢

感謝各方的支持和捐助，您的加力，讓我們走得更堅定、更豐富！



總監 杜潔麗女士

She Dares，因為HER Fund和我們資助的團體伙伴，是敢於面向挑戰！邊緣婦女即使是處於資源緊絀，歧視猶存的氣候下，仍然堅持和努力爭取改變，使我們更肯定地站在維護她們基本人權的立場。去年，HER Fund跨出了許多勇敢的腳步，透過撥款，支持婦女維權議題，包括維護安全工作、免於暴力、身體自主、政治參與…等等。我們感到十分驕傲因為看到伙伴團體的努力、團結互助、為婦女生命中帶來不少正面的改變，同時亦共建一個更美好、更平等的社會。

為社會上「被隱形」的邊緣婦女籌款是極之艱難的，但去年我們的本地籌款數目有超過四成的增長，可算是創出一個新成績。在此，我們誠心感謝國際的基金會及本地的捐款者、義工、伙伴團體、以及HER Fund的團隊！這些力量讓我們能夠撥款資助更多有意義但缺乏資助的婦女團體及項目，雖然金額不大，但已經可以作為種子基金提供開展工作項目的契機，從而起步，在日後建立更持久的社會改變。小小的撥款，也可造出大改變！

“You may say I'm a dreamer, but I'm not the only one. I hope someday you'll join us, and the world will live as one!” (『你可以說我癡人說夢，但我並不孤單，希望有天你也會與我們一起夢想，這樣世界大同就不是做夢了！』) – *Imagine by John Lennon*

榮譽顧問

陳婉嫻 高靜芝 黃英琦
周珠玲(創會成員)
鍾婉儀(創會成員)

親善友好

方敏生 何秀蘭 胡紅玉

義務法律顧問

林子嫻

職員

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許為昇 - 籌款主任
簡佩坤 - 項目主任
鄧淑安 - 兼職會計文員
莫苑珮 - 兼職項目幹事

執行委員會成員

金佩璋 - 主席
方旻煥 - 副主席
林英卿 - 榮譽財政
馮珮琦 - 榮譽秘書
林智聰 - 委員
蘇婉雯 - 委員



在現今社會中「男主外、女主內」、「郎才女貌」等不少傳統觀念或者禁忌仍是現代女性發展的雷池，稍越半步便往往被冠以「男人婆」的稱呼，但面對平等教育和工作的世代，女生必須找到自我角色定位，dare to love herself, 讓社會理解及尊重兩性的平衡點，才可達到兩性關係的和諧，和給予女性公平的對待。

SHE DARES TO LOVE HERSELF

計劃：「我是身體的主人」青少女培育計劃

合作伙伴：循道衛理亞斯理社會服務處學校社會工作部

若受到傳統性別角色定型影響，而使自信下降及壓力增長，往往是個人發展的阻礙。身型略胖的婷婷是好動活潑的中三女生，常被同學及親友取笑身型及行為粗魯，縱使她自覺以上種種並沒有影響她學習及活動，但長期的歧視、嘲笑，漸漸令她懷疑自己是否真的「有問題」。後來她參加本計劃，學習一些性別概念，令她對自己的認識和自信心提升不少，學會如何平衡自己和別人的要求，她現在不會只顧滿足普遍社會對女性外表的不合理期望，而是學懂尊重自己的意願而行。例如，在研討戀愛性暴力時，她明白到平等關係的重要性，改變了「嫁個有錢人」的想法，明白

到親密關係的建立並不代表女生要聽命於男生，而是要「愛自己」、彼此尊重，才能令感情長久。這計劃令不少女生從傳統的社會期望和要求中鬆綁開來，她們的改變也逐漸影響著身邊受性別角色定型困擾的女生，以朋輩經歷來宣揚性別平等的訊息。

計劃簡介：現時部份青少女受傳媒對性別定型的影響，對自我身體及性缺乏自主控制能力。此計劃招募了62名中二至中四的女生透過小組、攝影及展覽，擴闊青少女對「女性價值」定義的看法、突破性別定型、增強自我保護意識，確立自我形象並提升信心。



計劃成效：參加是次計劃的女生無論在自我價值和自信上，都有著顯著的提升。近9成的女生表示可增強自我保護的意識，而有7成半的女生能夠反思「美」的標準，讓她們更懂得欣賞和愛護自己。令人鼓舞的，更有9成半的女生表示會繼續向身邊的人宣傳性別平等的訊息！她們已不再是盲目地被社會塑造的年青女孩，她們更願意積極去行動影響其他人，作為改變社會對性別框架的第一步。

計劃：青少女性別平等行動組
合作伙伴：青躍

計劃簡介：青躍為一關心青少女援交的組織。此計劃組織有關性常識的工作坊和小組，讓青少女性工作者、在學大專女生分享對性方面的理解和看法，打破對性的一些謬誤，讓她們反思性關係中，女性的自主、自決和自我保護的重要。

計劃：建立性工作者互動消息平台
合作伙伴：姐姐仔會

過去一年，姐姐仔會共接獲二百三十多宗在單位內發生的求助，即每一至兩日就發生一宗。事件包括霸王餐、偷竊、打劫、毆打及各種駭人的身體暴力，在二百多宗暴力事件中，只有48人報警求助（約20%），即是五位受害人中，只有一位願意挺身報警；繁複的報案程序，加上執法人員對性工作者的求助常以証據不足、難以入罪為由，不作積極調查，故多未能構成案件處理。即使當中有29位成功立案，往往經過一段長時間後，沒有得到任何進展及警方消息。人生，各有前因，每個性工作者的情況有別，但相同的是，她們的職業因要顧及客人私隱，故多數獨立經營，沒有同事或同輩支援，易招不法之徒有機可乘。相信上述個案只是冰山一角，尚有更多未有發聲的姊妹們啞忍受害。

寶玉於2011年中入行，之前，她在內地從事小本生意，來港後見過幾份工作，基於學歷、身體狀況等原因，連餐廳洗碗的工作也不被聘用，後經朋友介紹下租到現時的單位開始性工作。起初她對此行業一無所知，自己試試碰碰；她透過姐姐仔會派發的通訊，主動接觸我們，參加增值班，認識有關性工作的法例及自己的權益。明白在香港法例下，什麼她可以做，什麼不可以，例如安裝閉路電視，在衡量客人私隱要求和自己的權利上懂得如何處理，防被偷拍，防止霸王餐等保障上，寶玉也把自己的經驗與同行姊妹分享，並介紹新入行的姊妹到姐姐仔會學習；未來兩年，她也會

現實環境中，不少女性因工作、身型或性取向被邊緣化，甚至遭受歧視。有見及此，本基金特意向這類邊緣婦女組織作出撥款，支持她們建立互助及資訊平台，鼓勵她們勇敢捍衛自身基本人權，不再啞忍不公平對待，免受欺壓，對抗暴力侵犯。



SHE DARES TO DEFEND

參與姐姐仔會執委會的工作，繼續把自己的自衛經驗分享出去。

計劃簡介：姐姐仔會為「一樓一」性工作者的自助互助組織。「一樓一」性工作者是在單獨、沒有支援的環境下工作，因此，往往面對各種的暴力危機。此項目透過互通消息情報、分享活動及通訊，提升她們的自我保護及互助能力，免受暴力對待。

計劃成效：1. 性工作者自我保護意識提升，如工作時特別注意有否被偷拍，及安放私人財物。2. 遇事亦會主動告知姐姐仔會同事，為其他姊妹互通情報。3. 新入行的姊妹會主動聯絡姐姐仔會參加活動，建立社交網絡，及參加自我增值課程。4. 霸王餐個案從2010年的93宗，降至2011年的49宗，部份姊妹採取先收錢或拒絕可疑客人的方法，減低危機。5. 全港2200多戶「一樓一」已加入定期通訊及情報資料網絡。

計劃：首個香港女同志及雙性戀女性反家庭暴力意識提升計劃

合作伙伴：香港女同盟會

J君與其女伴相戀一年多，已同居數個月，她的女朋友每天要限制她放工後半小時回到家裡並以電話立刻報到，如要約朋友出街則詳細查問該朋友的來歷及預先得得到批准。J君曾因工作加班未能於半小時內報告行踪，便收到女友十多個電話催促，當晚她女友更大發脾氣，出言恐嚇，謂她認識很多黑道朋友，如她出外胡混，

便會找人捉她回家。自此門禁更深嚴，完全不讓她出外見朋友，及聲稱已有黑道朋友監視她的行踪，著她別想著出走。同時，J君的女友不時送贈貴重禮物給她，表示如她乖聽話會有好處。J君壓力爆煲，覺得情況不能接受，遂向朋友們求助，並打算離開這段關係。

計劃簡介：2009年女同盟與中大心理系合作，研究同性伴侶的家暴情況，發現接近半數受訪者曾遭同性配偶身體攻擊、身體損害及或性暴力對待。家暴條例修訂後，求助數字仍然十分低，換言之，女同志社群對家暴的認知尚未有效提升。此項計劃訓練朋輩員作為反家暴宣傳大使，於網站、社交網站、電話應用程式及同志酒吧作推廣，並製作短片，放上youtube，讓女同志對家暴有更多認知，並敢於尋求協助。

計劃成效：1. 進行了5次外展工作如到酒吧及聚會的地方，接觸約400人次，提升關注家暴的意識。2. 社群中了解到遇上同志家暴時，向香港女同盟會求助是其一途徑。3. 參加者願意以同志身份參與計劃，當中5人更加入女同盟義工行列，繼續幫助推廣教育。4. 參加聚會的女同志更願意分享出自己及朋友間的家暴情況，打破禁忌。

SHE DARES

團結勞工就會產生工會？即是搞談判和罷工？但當基層婦女面對種種冷嘲，仍鼓起勇氣去進修，培訓後排除萬難，並要兼顧家務，爭取重投勞工市場自力更生，擔當一些被忽視或新興的工種時（陪月員或鐘點助理等），卻面對繁瑣模糊的勞工責任，可以想像到她們的無助不安，但每天仍戰戰兢兢地上班幫補家計，她們極需要一些富經驗的過來人技術上的提點，心靈上的分憂。本會樂於支持基層婦女建立自助互助組織，提高法例及權益的認識，讓勞僱雙方更易達成更公義合法的協議。

計劃：陪月就業互助隊

合作伙伴：香港家務助理總工會

計劃簡介：由於新入職的陪月員缺乏工作經驗，很難找到僱主，因此這計劃讓會員互助配工、分享工作心得，協助會員就業，同時向陪月員搜集工作時遇到的勞工問題，推動陪月員倡議「兼職法」。

計劃：地區走訪計劃 - 居屋屋苑清潔女工

合作伙伴：清潔服務職工會

計劃簡介：屋苑清潔工作多為外判，待遇及工作條件十分參差，亦有判上判的情況。此計劃透過派發單張及講座的親身接觸，向800名屋苑的清潔女工講解最低工資法例，就著她們遇到的困難提供援助。

TO UNITE

計劃：團結再上路-基層婦女能力建設及體驗計劃

合作伙伴：婦女貧窮關注會

計劃簡介：資助低收入婦女自助互助組織，培育團體領袖，提升組織能力，令團體能更穩固地發展，團結更多同路人，把貧窮婦女所面對的社區問題，直接向有關部門表達意見，爭取權益保障，改善生活處境。

計劃：天水圍母親運動

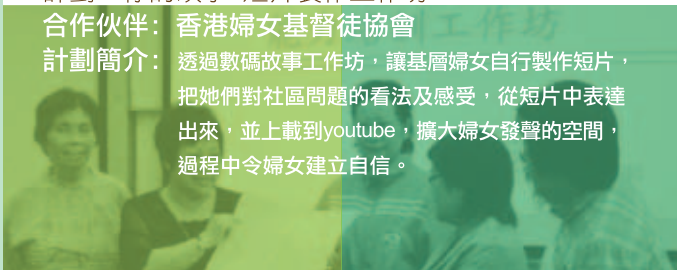
合作伙伴：天水圍社區發展網絡

計劃簡介：低收入家庭的婦女，因負擔不起私營托兒費用，故往往留在家中照顧小孩，不能出外工作幫補家計。此計劃讓天水圍的基層婦女表達對托兒服務的需求，從而成立互助關注組，推動政府在兒童照顧上有更大的承擔，肯定照顧者的勞動價值。

計劃：你的故事 短片製作工作坊

合作伙伴：香港婦女基督徒協會

計劃簡介：透過數碼故事工作坊，讓基層婦女自行製作短片，把她們對社區問題的看法及感受，從短片中表達出來，並上載到youtube，擴大婦女發聲的空間，過程中令婦女建立自信。



SHE DARES TO CHANGE

計劃：推動婦女政治參與的力量

合作伙伴：平等機會婦女聯席 (在1995年由11個婦女團體組成，致力於推動婦女權益和監察政府在推廣性別平等方面的進展)

生活就是政治，婦女的生活、生計都在政策製定的過程中，被決定。因此，婦女動力基金於2012年，資助聯席進行了一項促進婦女政治參與度的計劃，目的是幫助婦女更積極參與政治，尤其是被邊緣化的婦女和低收入工人、主婦、性工作者和女同性戀者等。負責人陳劍琴說：「我們希望首先提升婦女對政治事件的觸覺，幫助她們明白政治跟她們的生活息息相關，...」

聯席草擬了一份針對廣泛婦女議題的政策議案，包括五大範疇：政治發展、經濟與就業、家庭與社區、醫療保健，和反暴力。議案在立法會選舉期間向公眾推廣，而聯席亦舉辦了數個婦女論壇，推動立法會候選人接納對婦女公平的社會政策。劍琴又說：「我們想從性別的角度審視有關政策的構想，因為在同樣的情況下，一個人的確會受其性別而影響所得的待遇。」整體方向包括推動全民投票和廢除功能組別，因現時功能組別中只有13%是女性議員。這情況令人質疑現時由男性主導的立法會能否公平顧及女性的利益。例如，在立法會內很少反映草根階層的單親母親的聲音。



計劃簡介：提升婦女在政治制度及選舉的影響力，並要求各候選人參選政綱注入關注婦女權益元素，並監察其執行情況。此計劃會由2011至2013年進行。

計劃成效：1. 已撰寫婦女政綱，作為爭取婦女生活改善的藍本。2. 約70名基層婦女參與「婦女領袖培訓工作坊」，並於不同的立法會選舉論壇中積極參與。3. 於立法會選舉期間，舉辦了「實踐社會公義 推動性別平等」婦女政綱論壇，共100多名不同背景的女性出席，並向政黨提出關心的問題。

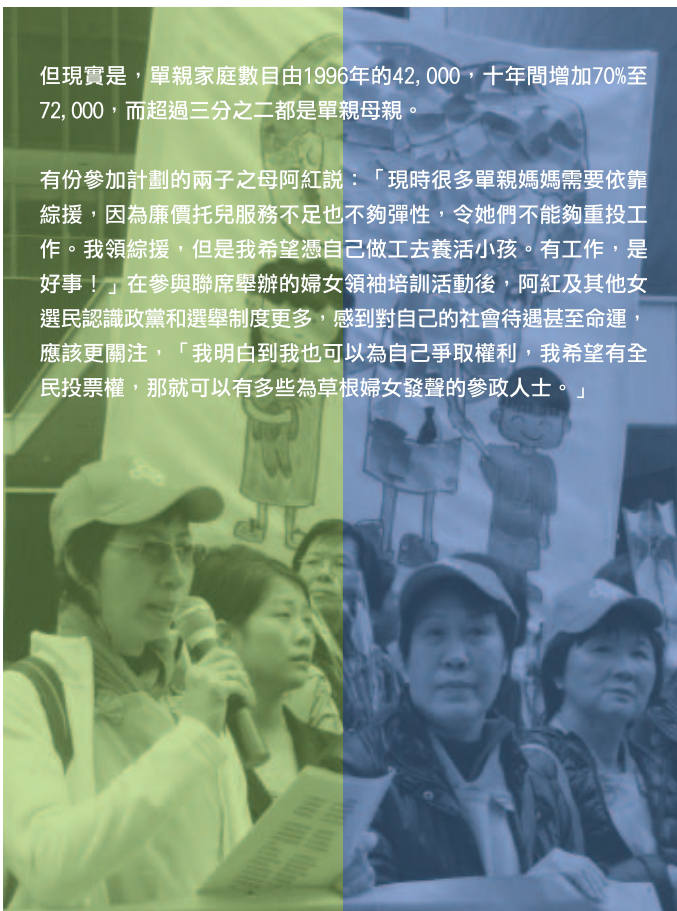
計劃：倡議修改性別歧視條例

合作伙伴：新婦女協進會

計劃簡介：向203名從事服務業的年青女性，了解職場性騷擾情況，並發報「年青女性身體勞動與職場性騷擾研究調查」，倡議修改性別歧視條例。

但現實是，單親家庭數目由1996年的42,000，十年間增加70%至72,000，而超過三分之二都是單親母親。

有份參加計劃的兩子之母阿紅說：「現時很多單親媽媽需要依靠綜援，因為廉價托兒服務不足也不夠彈性，令她們不能夠重投工作。我領綜援，但是我希望憑自己做工去養活小孩。有工作，是好事！」在參與聯席舉辦的婦女領袖培訓活動後，阿紅及其他女選民認識政黨和選舉制度更多，感到對自己的社會待遇甚至命運，應該更關注，「我明白到我也為自己爭取權利，我希望有全民投票權，那就可以有多些為草根婦女發聲的參政人士。」



計劃：主婦唱「好」全民退休保障

合作伙伴：香港主婦聯盟

計劃簡介：透過培訓工作坊、歌詠團及調查發報，加強婦女及社區人士對全民退休保障的了解，招募更多家庭主婦爭取全民退休保障。

計劃：婦女與全民退休保障報導及公民教育計劃

合作伙伴：獨立媒體（香港）

計劃簡介：由於大部份的基層婦女如主婦、兼職工等，現行的強積金對她們的退休生活是完全沒有幫助。此計劃是透過製作三段短片，講解退休保障對婦女的重要性，並上載至社交網站，提升社會人士關注，並鼓勵參與推動退休保障制度。

計劃：爭取全民退休保障 -

新來港人士文宣及爭取小組

合作伙伴：同根社

計劃簡介：不少新移民婦女都感到自己是二等公民，因此對爭取基本生活保障都很無奈。透過培訓班，令新移民婦女明白全民退保的重要性，並懂得如何向其他姐妹解說，推動爭取年老時的生活保障。

Forward

The HER Fund annual report 2011-12 with the theme of **“SHE Dares to Choose”** is to illustrate the outline of our works throughout the year, including those local grant projects, highlights of their stories, together with our heartfelt acknowledgements to our supporters for their generous support. With the cost-effective consideration, we dare to change --- the basic content of this annual report is combined with grantee case sharing and project briefing as well into this promotional leaflet of a refresh look. Enjoy reading those "dare to share" true stories, and feel our "Little for Change" power. Last but not least, passing this leaflet to your friends who care about women's rights and social justice is highly encouraged. Let's "dare to act"!

Chair's Message



Ms. Mary Ann KING

In face of deprivation, change need to be made and can be a way out. Making changes need wisdom and action, more important, it needs courage to step out of our comfort zone, this is : She Dares to Choose ! In the past year, HER Fund attempted different ways to raise funds and to share our resources, for example, our voluntary talent teachers devoted 560 teaching hours for Share Talent; we fundraised from the community to successfully launch our thematic grant on Universal Pension Scheme for Women; we initiated a designated grant for Empowering Women's Political Participation. At the same time, we open our doors to bring in professional expertise and talents that often ngos are lacking and we welcome several young professional women joining our Executive Committee, bringing new thoughts and perspectives into HER Fund. A journey that we can say "Dare to Act " and "Dare to Change !"

Being the Chairperson of HER Fund for two years, I came to realize :

1. any kind of ideology can only be grounded by network support and partnership;
2. the power of mass market, for in last year, we were able to raise \$200,000 more than the year before by crowd-sourcing;
3. Giving does not limit to money.

A big thanks to you all, your support is the source of strength to us to take the challenge in a more determined and fruitful way.

Executive Director's Remarks



Ms. TO Kit-lai, Linda

"She Dares" because both HER Fund and our grantee partners are dared to take the challenge and dared to stand firm for the human rights of marginalized women who are systematically declined of their rights, opportunities and resources due to discriminatory social practice. Last year, HER Fund took many daring steps to support women to defend their rights to safe work, rights to be free from violence, rights to body autonomy and rights to participate in politics. We are proud of our grantees' work, their courage and determination to help each other and through collective strengths, they dare to make changes for themselves and for a better society.

It is a challenge to fundraise for those who are the invisibles in our society. We truly appreciate the support of our local and international donors, volunteers, grantees and the HER team, with which, allowed us to cast a new record of local donations raised. With an increase of over 40% in local fundraising, we were able to support more valuable women's groups and projects. These grants are seed money for them to initiate, to develop and to move on for making sustainable social changes. Small grants make big changes, the path is winding but the cause is right ! Yes, " You may say I'm a dreamer, but I 'm not the only one. I hope someday you'll join us, and the world will live as one ! " - *Imagine by John Lennon*

Thank you for all your support and giving !!

Honorary Advisors

CHAN Yuen-han SB,J.P. Sophia KAO SBS,J.P.
Ada WONG,J.P. CHOW hoo-lin (founding member)
CHUNG Yuen-yi (founding member)

Distinguished Friends

Christine FANG,J.P. Cyd HO Anna WU,J.P.

Members of Staff

TO Kit-lai, Linda – Executive Director
HUI Wai-sing, Jacky – Fundraising Officer
KAN Pui-kwan, Judy – Programme Officer
TANG Shuk-on – Part-time Accounting Officer
MOK Yuen-pui – Part-time Programme Officer

Honorary Legal Advisor

LAM Tze-yan

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Mary Ann KING – Chairperson
FONG Man-ying – Vice Chairperson
LAM Ying-hing - Hon. Treasurer
FUNG Pui-kee, Brigit – Hon. Secretary
LAM Chi-chung, Irene - ExCo member
SO Yuen-man, Phoebe - ExCo member



■ Grantee's Highlight

Nowadays some traditional concepts or taboos such as "Hercules hunts whereas Cinderella cooks", "Beauty for The Hero", etc, still prevail. Otherwise, those women of strong capacity or being out-speaking would be labeled as "Tomboy", "Haridan", or "Iron Woman" that definitely is invisible hurdle to women development. When this generation emphasises equal opportunity of education and employment, it is more than important for women to recognise themselves and dare to love themselves self. It helps to understand, respect each other's and eventually good for the society as a whole to achieve the harmony of relations between the genders.

Project: Love Me – Young Girls' Gender Awareness Project
Partner: Asbury Methodist Social Service School Social Worker Team

Traditional gender roles and stereotypes, greatly influenced individual development. Ting Ting, a slightly chubby and energetic F.3 girl, always mocked by her classmates and relatives about her body figure and rough behavior. Although these characteristics did not affect her learning and activities, long-term discrimination and mockery slowly led her to doubt whether she is "problematic". She joined in this project and came to recognized herself as an unique individual which improved her self-awareness as well as confidence. She also learned how to balance demands coming from herself and others. Now she would not comply with the society's expectations of women's appearance just for the sake of it, but would act according to her own will. She came to realize that to establish an intimate relationship does not mean a woman has to submit to a man, but more important, one needs to love oneself in order to sustain the relationship. This project empowered many young women from traditional social expectations and demands. They gradually influenced other young women around them who are troubled by gender roles through sharing the messages with them about gender equality.

SHE DARES TO DEFEND

Whereas everyday not few women suffer from unfair treatment and even discrimination due to their career, body shape, or sex preference, HER fund supports these marginalised women to form their peer network for better Information platform and timely helping hands. Silence is not the way forward. We stand firmly for defending every woman's basic human right, regardless any excuses, against unjust deal and violence.

Project: Set up of Mutual Communication Platform for Sex Workers
Partner: JJJ Association

Last year, JJJ Association received over 230 cases calling for help, averaging one case every day or two. These cases included "do and run", theft, robbery, physical assault and various types of horrible physical violence. Out of 200 cases of violence, only 48 victims (roughly 28%) reported to the police for help, meaning in every 5 victims, only 1 was willing to report to the police. Procedures involved in reporting are complicated.

SHE DARES TO LOVE HERSELF

Project Outline

Nowadays, girls are bombarded by the stereotypical women's image presented by media and internet. They feel ambiguous about how to maintain control over their own bodies and sexual rights. This project recruited 62 girls from F2 to F4, through interesting activities such as taking self-portraits photos and writing stories, to raise their gender awareness on body autonomy and to challenge the gender stereotype on women. A photo exhibition and a booklet were produced to bring their voices to the public and to other young girls.

Achievement

As expressed by the 62 participants, almost 90% felt that they had raised their sensitivity in self-protection, 75% were inspired to re-define what beauty meant to them, knowing how to appreciate themselves and recognized their own unique beauty. More encouraging, 95% of the girls were willing to promote the messages that they learnt in this project with people around them, proactively taking the first step to break the gender stereotype on women's image.

Project: Young Girls' Gender Equality Group
Partner: Teen's Key

Teen's Key is an organization that helps young sex workers. This project organized workshops and groups for young sex workers together with female universities students to discuss, to demystify and to re-define sex and sexual relationship in order to re-affirm women's autonomy, independency and self-protection in intimate relations.



Law enforcers often fail to file a case for sex workers for reasons such as lack of evidence or difficult to make a charge. Even though 29 victims successfully filed a case, they did not hear any progress from the police long after they reported. Every sex worker came to their current situation for different reasons, but what they all have in common is that their job requires them to run their business alone and therefore is extremely vulnerable. The known cases are probably tip of the iceberg. Many sex workers are still suffering in silence.

Before Bo Yuk became a sex worker, she ran small business in the Mainland China. However, due to her educational background and health, she failed several job interviews after coming to Hong Kong, and not even hired for dish washing. She started sex work in her rented apartment under the guidance of a friend and had no idea of how to protect herself at work. After learning about JJJ Association through pamphlets distributed by other sex workers, she joined a class about legal rights. Then she came to understand what she can and cannot do under Hong Kong law to work in a safer way, such as installing closed-circuit televisions, ways to balance customers' privacy versus her own rights, avoid hidden filming, avoid "do and run" customers, etc. Bo Yuk shared her learning with other sisters and later became executive committee members of JJJ Association.

Project Outline

JJJ Association is a sex-worker led self-help organization. They work in "one woman brothel" which is very isolated and without support thus, are vulnerable to violence of all kinds. This project produced regular internal newsletter informing sex workers relevant news, taught ways to protect themselves and their legal rights. Every issue, they distributed the newsletter to 2200 sex workers.

Achievement

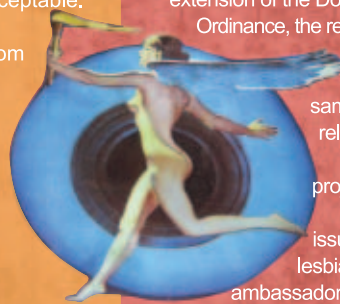
The newsletter and the network had greatly empowered sex workers working in "one-woman brothel". New comers will join in the news-network, which now have 2200 subscribers. Since the project launched, the "do and run" customers reduced from 93 in 2010 to 49 in 2011. It also helped to raise their awareness on work safety.

Project: Awareness of Lesbian and Bisexuals on Domestic Violence Ordinance

Partner: Women Coalition of HKSAR

J has been dating her partner for over a year and cohabiting for several months. Her partner was very controlling and required her to arrive home within half an hour after work and phoned her frequently. If she wants to meet her friends, she has to report to her partner in detail about their background and get permission beforehand. There was once J failed to report within half an hour after work and she received over 10 calls from her partner. That night, her partner blew up and threatened her that she knew many gangsters who could catch her back home if she was not faithful to her. Since then, she restricted her freedom further, did not let her see her friends, and declared

that gangsters were already tracking her and threatened her not to think about escaping. At the same time, J's partner gave her expensive gifts from time to time only if she was obedient. J could not stand the stress and found the situation unacceptable. She therefore sought help from friends and decided to quit the relationship.



Project Outline & Achievement

In 2009, Women Coalition of HKSAR and the Chinese University of Hong Kong, Psychology Department jointly conducted a study on Domestic Violence in Same Sex Intimate Relationship. Based on the findings of the study, almost half of the same sex relationship had come across domestic violence. However, even after the extension of the Domestic Violence Ordinance, the reporting cases of domestic violence in same sex intimate relationship is still very low. This project was able to address this issue, by training 5 lesbian peer support ambassadors, who reached out to over 400 lesbians through online discussion forum, social media, gay bars and phone apps to promote the awareness of domestic violence within their community. A short and sharp film was produced, uploaded to youtube, and shared to let more lesbian know where to seek help and protect themselves from domestic violence.

SHE DARES TO UNITE

One may worry helping labours is the pandora of strike. Although some grass-root housewives dare to come out for employee retraining and strive for a job again, in reality only few job

opportunities, likely those niche or minor posts, e.g. hourly domestic helpers or post-natal care workers, are available for them. Facing a lot of uncertainty in liability and potential dispute without mercy, underprivileged women still are willing to work everyday for bread and butter and also self-recognition. HER fund encourages working women to voice out worry, to share experience through a self-helping network. Not only employee women, but also employers will be benefited with a lawful, fair and just consent.

Project: Postnatal Home Carers' Service Group

Partner: Hong Kong Domestic Workers General Union

Project Outline: After the completion of training, postnatal home carers usually have difficulty to find jobs due to the lack of experience. This project enhanced mutual help amongst members to give support to the new workers by job experience sharing, job matching in order to raise their employment opportunity. Also, they collected information about the work situation and legal protection to further advocate for improving the related labor laws.

Project: Capacity Building Programme for Grassroots Women Partner: Concerning Group for Women Poverty

Project Outline: The grant is for capacity building of leaders in an independent self-help organization of grassroots women in Tuen

Mun. Programs included organizing skills and organizational building. Through training and practice, they are able to run the organization in a more effective way, and to serve more poor women in the community through collectively expressing their needs and concern to the authority.

Project: Community Visits to Women's Cleaners at Home Ownership Scheme

Partner: Cleaning Service Industry Workers Union

Project Outline: Cleaning work in the Home Ownership Scheme is mostly sub-contract out. Some cleaning jobs are further sub-contract and thus cleaners are not protected by the labor laws. Through distributing leaflets and workshops, women cleaners are informed about minimum wage standard and access to support if faced employment problems.

Project: Tin Shui Wai Mothers' Campaign on Childcare Provisions Partner: Tin Shui Wai Community Development Network

Project Outline: Women from low income family cannot afford the expensive childcare service and have to stay at home taking care of the children, thus fail to work to improve living. This project organized grassroots women in Tin Shui Wai to advocate for better child care provisions in the community. An action research was done to pressurize the government to improve the situation.


Project: Your Story - Digital Story-telling Women's Workshop Partner: Hong Kong Women Christian Council

Project Outline: By using digital story-telling, women are empowered to tell their own stories related to the re-development of their local community, expressing their frustration in seeing the closed down of neighborhood shops and replaced by mega shopping mall. Stories were uploaded to Youtube to amplify their voices.

SHE DARES TO CHANGE

Project: Empowerment project on Women's Political Participation
Cooperative Partner: Hong Kong Women's Coalition on Equal Opportunities

Everyday life and livelihood of women is largely affected by social policies that they have very little to say. Sponsored by HER Fund, the Coalition launched a project in 2012 to empower women's political participation. The project aims to facilitate women – particularly those from marginalized or disadvantaged groups such as low-income laborers, housewives,



and the Coalition held several women's forums to demand political and politicians to adopt women-friendly social policies. "We want to look into the formulation and content of relevant policies from a gender perspective because members of different sexes are facing up to different treatments and outcomes in a same situation," Kim-kam adds.

Highlights include advocating universal suffrage and abolishing functional constituencies, in which the number of women legislators is only 13% as high-level positions in many professions and business sectors are still dominated by men. This

but I would like to have a job to feed my children. It's always nice to have work," Hung says, a mother of two children who took part in the project. Like other grassroots women participants, Hung says by taking part in the Coalition's women's leadership training workshop, which aims to equip female voters with knowledge about the political parties and the election system, she now feels more concern and sensitive to the situation around her. "I realize that I can also fight for my own rights. I hope there will be universal suffrage so that there could be more political leaders speaking out for grassroots women," she adds.

Project Outline & Achievement

The project enhanced women's capacities and impacted on election and social policies. A policy statement was prepared and advocated during the Legislative Council Election, putting pressure to political parties and individual politicians. Monitoring programs and leadership training workshops with 70 women were organized to raise grassroots women leaders' political awareness and a Joint women's forum was organized with over 100 women attended.

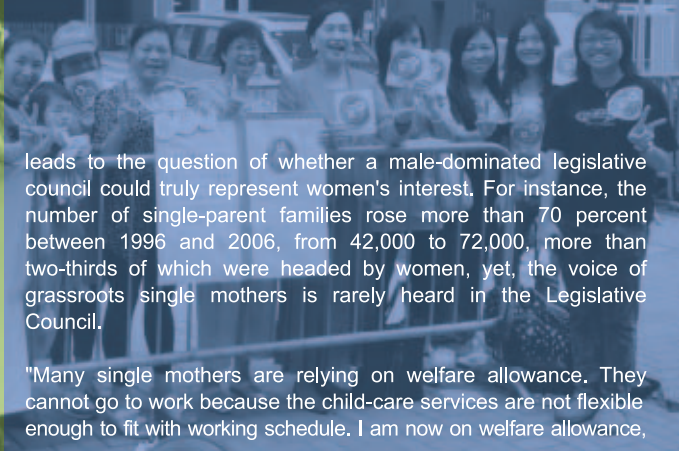
Project: Asserting Women Bodily Labour Rights in Hong Kong

Partner: The Association for the Advancement of Feminism

Project Outline: An action research was conducted interviewing 203 young women working in the service industry to collect information about sexual harassment in their workplace. The report was announced in a press conference showing sexual harassment was prominent in their work situation. Young women were empowered to continue advocating for legal remedy to the problem.

sex workers and lesbians – to play a more active role in politics and policy decision-making. "We hope to first raise women's awareness on political issues, helping them to understand that these issues are closely related to their lives...", says Chan Kim-kam, the organizer of the Project.

The Coalition drafted a policy statement encompassing a wide range of women issues in five key areas, including political developments, economy and employment, family and community, medical and health care as well as violence against women. The statement was advocated during the Legislative Council Election



leads to the question of whether a male-dominated legislative council could truly represent women's interest. For instance, the number of single-parent families rose more than 70 percent between 1996 and 2006, from 42,000 to 72,000, more than two-thirds of which were headed by women, yet, the voice of grassroots single mothers is rarely heard in the Legislative Council.

"Many single mothers are relying on welfare allowance. They cannot go to work because the child-care services are not flexible enough to fit with working schedule. I am now on welfare allowance,

Project: Women and Universal Pension Scheme Civic Educational Project

Partner: Hong Kong In-media

Project Outline: Most grassroots women, part-time and homemakers failed to benefit from the existing mandatory provident fund scheme, a universal pension scheme is vital to ensure a decent livelihood in their older days. The project produced 3 short videos: the need for a universal pension scheme and bringing out the voices of women to advocate for the scheme.

Project: Homemakers Sing for Universal Pension Scheme

Partner: Hong Kong Homemakers' Alliance

Project Outline: The project organized training workshops, set up a homemakers' choir to sing and advocate their demands, and conduct surveys to help women and the community better understand the importance of the Universal Pension Scheme and to get their support.

Project: New Arrival Women Community Education and Campaign for Universal Pension Scheme

Partner: New Women Arrivals League

Project Outline: New arrival women from Mainland often see themselves as secondary citizens and felt helpless to their situation. The project organized training workshops to empower new arrival women to realize the importance of having a universal pension scheme and produced a leaflet on stories of new arrival women's need for the Scheme. The group joined in the campaign to build an alliance for long-term advocacy.

財政報告 2011 - 2012 Financial Report

婦女動力基金在過去一年間透過海外基金撥款、本地籌款及各界熱心人士的捐獻共籌得超過港幣一百一十萬，本會有效運用資源，資助十數項關於邊緣、基層及弱勢社群婦女活動，全年總支出近一百三十萬，雖現赤字，但本會的目標堅定不移，明年會加緊籌款資助更多具創意項目，務求讓大家更關注婦女權益及公平等議題，讓更多弱勢婦女受助。

HER Fund raised over HK\$1.1M totally from international foundations, local fundraising, and generous donors. We granted more than 10 projects that supported marginalised, underprivileged, or grass-roots groups of women from our 1.3M annual expenditure. With deficit in last fiscal year, we will put more efforts in fundraising. Keeping our prudent but wise-use principle, we dare to commit for more meaningful and innovative projects to enhance the awareness of women's rights and related issues.

收入 Income

總計 Total
\$1,168,660



支出 Expenditure

總計 Total
\$1,298,072



感謝以下基金會、企業、團體及支持者在過往一年給予我們慷慨支持及鼓勵，謝謝！

Heartfelt thanks to the following foundations, corporations, organizations and friends for their generous support in the past year. Thank you!

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Sincere thanks to 300 individual donors who generously support our work. The acknowledgement list of the individual supporters is in our website www.herfund.org.hk/individual/

特別鳴謝 Special Acknowledgement

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Yummie LOK Kitty LUI Natalie LUI Devi NOVIANTI
Mandy WONG Sina WONG WONG Suet-chun Gary WOO
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