



**HER Fund**

婦女動力基金

## **Annual Report**

**March 8, 2004 - March 7, 2005**

**Distinguished Friends**

**Ann Hui**

**Anna Wu**

**Christine Fang**

**Christine Loh**

**Cyd Ho**

**Margaret Ng**

**Honorary legal advisor**

**Lam Tze Yan**

## **What We Do – Advance Feminist Philanthropy**

### **RAISING FUNDS AND MAKING GRANTS**

Our main task is to raise funds to support works that defend and promote women's rights.

We pay particular attention to the following issues:

- \* Economic justice
- \* Political participation
- \* Violence against women
- \* Health information and provisions
- \* Sexual and reproductive rights

We support organisations and groups that:

- \* Support women's human rights
- \* Encourage women's personal autonomy
- \* Work with women in marginalized sectors of society
- \* Dare to take up new and difficult issues
- \* Support women's efforts to instigate social changes

### **OUR OPERATION PRINCIPLES**

HER Fund is, and shall remain:

- \* Independent
- \* Transparent
- \* Accountable

#### **Executive Members 2004-2005:**

Catherine NG (Chair)  
Linda TO (Vice-chair)  
CHUNG Yuen Yi (Hon Treasurer)  
CHAN Yu (Hon Secretary)  
Cecilia YOUNG  
LAM Wai Ha  
Lin CHEW  
Ann GRAY (from September 2004)  
YIP Yan Yan (from December 2004)

#### **Staff:**

CHEUNG Yuet Fung (Development Coordinator)

## **Chair's Remarks**

With kind financial support from Mama Cash, HER Fund was able to fly in Ms. Stephanie Clohesy of Clohesy Consulting from the US to give us a stimulating two-day workshop on 28-29 April 2005. Stephanie, through the use of a five-phase life stage model for social change philanthropy called 'smart growth', helped us understand our strengths and weaknesses as a feminist fund, and she provided tools for us to chart our growth.

In the terminology of the Smart Growth model (a life stage model for social change philanthropy), HER Fund has completely outgrown stage one – Envision & Commit. Although we have only a brief history, we are already two-thirds of our way into stage three – Grow & Deliver. This is no small feat considering that we have only a part-timer staff and the concept of feminist philanthropy is brand new in Hong Kong. What we plan to do in the near future is to move further away from stage two – Start-up & Launch, and become a stable, full-fledged stage-three funding body.

As a feminist fund, we believe in women's wisdom and capacity to make decisions for themselves as well as for the larger community. It is important that we keep to this value system in everything we do. In terms of Smart Growth leadership capacities (Staff, Board, Values and Community Role), we shall systematically design and implement internal and external policies that encourage and cherish feminist values. In terms of results capacities (Resource Development, Grantmaking and Programs), we must continue to raise fund for feminist works. In terms of Enabling and Adaptive capacities, we shall strengthen our connections with all sectors of society in promoting feminist philanthropy.

HER Fund's achievements so far have been a collective effort, and this is our best strength. Core members of the board are long-time activists in the local women's movement. New board members, our legal advisor, and co-opted members of the Fundraising, Grantmaking and Administration and Finance Subcommittees are professionals in different trades. Our Distinguished Friends are accomplished women who are known in Hong Kong to be supporters of women's rights. Last but not least, women's groups and our grant recipients have been working closely with us to set up a fund dedicated to understanding and improving women's lives.

I, as the chair, am humbled and honored to have worked with and learned from so many talented and generous individuals in the past year. I thank them from the bottom of my heart. Special tribute goes to our Development Coordinator who has worked tirelessly and the many volunteers who helped organize HER Fund's mass mailings and special events.

Looking ahead, I see much work awaiting HER Fund. The South Asian tsunami in December 2004 has furthered our resolve to promote feminist philanthropy. Many women victims were left out of the massive relief efforts due to a lack of understanding of their needs. One important role of HER Fund's is to facilitate donors to become empowered citizens through committing their financial resources to sustainable social changes. Our message is: Investing in women's development is a good investment because it leads to a more nurturing and compassionate society.

**Catherine Ng**  
**Chair, HER Fund**

## Events and Activities

- HER Fund was launched on March 8, 2004
- \$88 for March 8

Our first fund raising activity was the ‘\$88 for March 8’ campaign. December 10 is International Human Rights Day and March 8 is International Women’s Day. Between the two important days from one year to the next are 88 days. By HER Fund’s launch day, we raised HK\$60,000.

- On launch day we made six small grants to six women NGOs:
  1. Gutsy Women – concern with body image and violence against women.
  2. Association for the Advancement of Feminism – promotes gender equality through policy advocacy and action.
  3. The Women Workers Association – concern with grassroots women workers’ issues, initiated women cleaners’ union, women workers’ cooperatives.
  4. Action for REACH OUT – concern with sex workers rights.
  5. Bethune House Migrant Women’s Refuge – refuge for migrant women in Hong Kong who are experiencing difficult situation.
  6. McLehose Community Centre – health projects through drama for women.
- HER Fund’s Executive Members, Chung Yuen Yi and Lam Wai Ha attended the 5th International Network of Women’s Funds (INWF) conference in Brazil in March 2004.
- We hired the Development Officer, Cheung Yuet Fung in June 2004 and she became the Development Coordinator in January 2005.
- Our first newsletter, HER Voice was published in June.
- We had a new office in Lok Fu in July.
- In August, the British magazine, *Alliance*, interviewed HER Fund to talk about the situation of Women’s Fund in Hong Kong. (For detail, please visit our website)
- Ann Gray became our new Executive Member in September.
- Also in September, the famous film director, Ann Hui, became our Distinguished Friend.
- After working for a month, HER Fund’s website was opened in September: [www.herfund.org](http://www.herfund.org)
- In October, having a sharing meeting with the six grantees of HER Fund to talk about: 1. the progress of the women program funded by HER Fund, 2. suggestion on cooperation with all women organizations, and 3. collect our grantees’ opinions on our partnership relationship and their opinions on our grant-making work.
- Two members of the Preparatory committee of Indonesian Women’s Fund, Irena Mentokaryo and Debora Swart came to Hong Kong from 21-25, October, and visited HER Fund. We shared our experience with them and introduced them to visit some women’s groups.
- Cheung Yuet Fung attended the 25<sup>th</sup> Anniversary gala evening of the Hong Kong Association of Business and Professional Women on October 28.
- In November, Lam Tze Yan was invited to be HER Fund’s honorary legal advisor.
- Making of the fund raising bag to continue the “\$88 for March 8” campaign. From December, we sold the bag through donation form, outdoor activities and put it in some NGOs’ offices.
- Yip Yan Yan became our new Executive Member in December.

- In December, HER Fund joined the exhibition and activities in International Human Rights Day. We promoted women's right and raised fund in the activities.
- Hong Kong Women Worker's Association invited Her Fund to be the witness of their longest quilt in Guinness Book of World Records on December 12.
- The second issue of HER Voice was published in mid-December.
- December 17-19, 2004, Yip Yan Yan attended the Smart Growth Training Workshop in Katmandu.
- In January 17, 2005, HER Fund had her first retreat day camp to review our work and to generate new insights for future development.
- February 17-18, 2005, Chung Yuen Yi, the Executive Member of HER Fund, went with two grantees to New Delhi, India to attend the *Making The Case* workshop for Asian region, organized by Mama Cash. The workshop provided training for women's fund representatives to acquire skills of using the assessment tool on social impact through grant-giving. The two grantees were the Bethune House for Migrant Women's Refuge and the Hong Kong Women Worker's Association.
- March 6, 2005, HER Fund had her second grant making ceremony. Total granted budget was 121,942.50, double of the first grant making in 2004. Of the twelve applications received, eight were accepted:
  1. AAF (1987-2001 Nu Lui magazine analysis)
  2. Action for REACH OUT (sex workers producing quarterly newsletter)
  3. HKFWC (women and civic participation)
  4. HKWCC (family violence education in churches)
  5. HKWWA (report about women and poverty)
  6. Lady MacLehose Centre (art therapy and expression for Kwai Chung grassroots women)
  7. Single Mothers Concern Group (lobby government to retain 5 centers)
  8. Zi Teng (documenting sex workers' stories).
- HER Fund's 1<sup>st</sup> Anniversary fund raising dinner had been held on March 6, 2005. 63 participants came to occupy six tables at that night. We raised about \$40,000 donation from auction and the dinner fee.



## Letter and Articles

- Our Chair, Catherine Ng, wrote an article on SCMP to tell the situation of women in Hong Kong.

Date: September 15, 2004

**WOMEN IN HONG KONG**> *Catherine Ng*

# Under-represented and undervalued

Some people feel that the status of women is already very high in Hong Kong, and therefore, there is no need for a civic movement to fight for their rights. I disagree.

In the new 60-seat Legislative Council, only 11 legislators are women. In Tung Chee-hwa's Executive Council, only two are women. According to the Census and Statistics Department, only one-quarter of managers and executives in Hong Kong are women. Yet, the majority of low-income earners are women. Median monthly earnings for female workers is \$8,000; for male workers it is \$11,700.

Almost all homemakers are women. Homemakers' domestic work is not counted as economically active work, and they are left out of the Mandatory Provident Fund scheme. Women are under-represented as decision-makers in the public spheres of politics and work. Some people argue that they are not as ambitious or as capable as men. This cannot be true. Women in Hong Kong are as educated as men. Female students account for 54 percent of all enrolments in programmes funded by the University Grants Committee. The percentage share of female students enrolled at sub-degree level is 65 percent. About 44 per cent of the economically active population is women.

Women managers and executives in Hong Kong are twice as likely as their male counterparts to never marry. It appears that marriage and family contribute to a drop in women's share of public roles, but enhance men's importance in the public sphere.

Women and men do not compete on an equal footing. Surveys show that gender roles are still entrenched in Hong Kong. Women are expected to take care of the household, irrespective of whether they are in full-time paid employment. As a result, working women face intense conflict and stress.

In Hong Kong, women are still perceived to be the second sex. A Chinese University study showed that a high proportion of the police force still feels that it is all right for husbands to beat their wives. The majority of victims of sexual harassment are women. Women are still expected to have a "soft" personality.

There is a lot of work to be done to advance women's rights and to support women to be autonomous beings with self-esteem and independent minds.

Yet, funding to women's groups has been dropping. One group in crisis, after 15 years' good work, is the Hong Kong Women Workers' Association. It faces a severe funding shortage, and might have to close.

It is in this context that a group of women activists has set up a fund to support work that promotes human rights for women in Hong Kong. The HER (Her Empowering Resources) Fund was launched on March 8 to promote feminist philanthropy.

*Catherine Ng Wah-hung is chairwoman of the HER Fund.*

*For more information call 27941100*

- Send letter to our donors in October to ask them to concern the financial crisis of Hong Kong Women Worker's Association.

Dear Supporter of HER Fund

**Re: Hong Kong Women Workers' Association's (HKWWA) donation drive**

HER Fund respects our donors' privacy and does not normally send special bulletins to you. However, after careful deliberation, we feel it is appropriate to send you this appeal letter. I hope you agree after reading it.

As a women's fund, HER Fund's main task is to raise money and make grants. But we do more than that. We support the women's movement by staying in close touch with women's groups. Only through frequent exchanges and meetings with women's groups can we learn to be a feminist fund.

The Hong Kong Women Workers' Association has been **a key player in the local women's movement since 1989**. It now faces a severe funding cut and might have to close. At the moment, its staff members plough on their valuable work for grassroots women's rights and welfare on half pay. Without help, the association's funding will run out at the end of this year. Economic changes and intense globalization have pushed more women into lower wage and less secure employment. The protection of women workers' rights has never been as important as now.

HKWWA's crisis situation is underpinned by *the difficulties local women's groups face in getting funding*. Overseas funders treat Hong Kong as a developed city less deserving of financial support than developing countries. Local funders' and the Hong Kong Government's funding strategies are geared toward youth groups, the elderly, disabled, chronically ill and those families disadvantaged by poverty. Grassroots women workers, like the 30,000 women cleaners who toil long hours everyday for very low wages, are left out of the funding network.

If you would like to gain a deeper understanding of the macro social and economic factors affecting the lives of **low-wage women workers, the unemployed and underemployed female population, and no-pay homemakers**, or if you need more information about HKWWA's past works and achievements, please visit the association's website or contact them directly.

Hong Kong Women Workers' Association

Phone: 2790-4848

Fax: 2790-4922

Email: [womenworkers@hkwwa.org.hk](mailto:womenworkers@hkwwa.org.hk)

Website: [www.hkwwa.org.hk](http://www.hkwwa.org.hk)

If you would like to help, please feel free to either contact the association directly, or us at HER Fund. Details of our contacts are in the letterhead.

Thank you very much for taking time to read this letter. I look forward to your continual support of HER Fund's mission and vision.

In solidarity,

Catherine Ng

Chair, HER Fund

- Catherine had another article on SCMP on the theme of feminist philanthropy.

*SCMP*, October 2, 2004

The 'The Third Way' Column

## Investing in Women

"Feminist philanthropy" sounds threatening. It is not; and both women and men should care about it. We should all practice the philosophy because it is about social changes that shape a better future for the next generation.

People often associate donation with charity, and philanthropic acts with lending a helping hand to only those in crisis. The HER (Her Empowering Resources) Fund is one of the many women's funds in the world which are shaping a different culture of giving.

Feminist philanthropy asks donors to see their money not just for purchasing goods and services. Instead, money is also a tool for social changes. Donors' money is an investment in women's wisdom and capability to make decisions that are good for themselves, as well as for their families and the communities they live in.

Women's ideas are wise and have a human touch because they are in tune with the everyday livelihood issues. They care about preserving the environment for the next generation. They know what makes people happy and miserable, and they know how people enjoy and endure lives.

Women know how to make decisions about their personal lives and broader social aspects. But for far too long, they have not been given the opportunities to have their voices heard and to exercise their human rights. Decision makes in the public spheres of work and politics are dominated by men and male perspectives.

Followers of feminist philanthropy support human rights for women and encourage them to be full citizens. Feminist philanthropists are contributing to building a society in which every individual enjoys esteem, free thoughts and self determination.

There is a need for women's funds because 'women' has not been a category that donors and mainstream funders have paid enough attention to. A large funder has reportedly said that it had 'done' gender and moved on. Many women's organizations are under-funded. Many capacity building projects for women are not funded at all.

Many governments are now talking about 'gender mainstreaming'. Yet, support for women remains to be low on their lists of social and public policies. For example, the majority of low-income earners are women, but programs that target the female unemployed and underemployed population are few and

far between. Big projects continue to fail to take proper account of women's status. For example, many more lives could have been saved if women have the power and status to negotiate over sex. But there is little funding for public education programs of this nature.

In feminist philanthropy, donors and recipients of funding are equal partners. Women's funds believe that women know best their needs and aspirations. Grantees set the agendas for social changes, and donors play an active part in bringing these agendas to fruition.

Women's funds do more than raising money and making grants, though. Feminist philanthropy is also a movement to harness people power. It is creating a network of people who are committed to working toward a more equal world. When you donate to a women's fund, you become a part of this visionary civic movement.

Donors' money gives them decision making power regarding what kind of social changes they want to see. They feel powerful and in control when they know they are agents of positive changes. They are building a peaceful, open, fair and just world for every member of the society.

In this world, both women and men are free from gender role expectations. Both will have more options and opportunities. That is why both should care about feminist philanthropy and support women's funds.

Everyone has the ability to own and contribute to the social changes they want to see happening. Supporters of feminist philanthropy, therefore, have no gender, age, race and social status boundaries.

If you share our core ideology and envisioned future, please take note of two important dates and action on them. December 10 is International Human Rights Day and March 8 is International Women's Day. A meaningful thing to do is to save a dollar a day between these two days from one year to the next, and donate the total saving of \$88 on March 8 to a women's fund. If commitment empowers you, donate yearly on March 8 to a women's fund.

*Catherine Ng Wah-hung is Chair of the HER Fund. For more information, please call 2794-1100 or visit [www.herfund.org](http://www.herfund.org).*

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