



- Established in 8 March 2004 by a group of like-minded women who were devoted to gender justice and women's rights
- The only community fund in HK specifically to support and empower marginalized and grassroots women



HER Vision

works to advance women's human rights and gender equality for all.

HER Mission

mobilizes resources and invests in empowering women and girls to create change in communities for gender equality.



A member fund of
International Network of Women's Fund

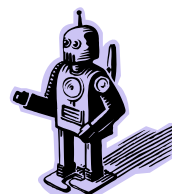
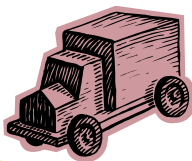


Gender Perspective

- The concept of gender applies to both men and women
- With sets of socially constructed roles and behaviors
- Affecting one's rights and opportunities



(Boy / Girl ?)



Stereotyping roles



Secretary

Construction Worker



Engineer



Domestic Worker



The Scene has changed ?



Level of Education by Sex

Percentages of Female and Male Students in Programmes Funded by the University Grants Committee (UGC)		
	Female	Male
10/11	53	47
12/13	53	47

- Female students enrolled in higher education funded by UGC continued to outnumber male students and constituted 53.3% in 2012/13 academic year.



Gender inequality in Hong Kong

- Gender pay gap and poverty feminization still prevail, women earn \$2000 less than men on average, unpaid carer has no retirement protection at all;
- 49% of women encountered sexual harassment in her lifetime;
- Women are underrepresented in legislative council, only 16% of legislators are women;



By Occupation

Percentage of 2012		
	Female (%)	Male (%)
Managers and Administrators	26	74
Professionals	34	66
Clerks	74	26
Craft and related work	4	96



Power : Money

- Post secondary degree of education median salary:

Female : HK\$ 22,000

Male : HK\$ 30,000

= HKD 8000 less than male in 2012



Power : Money

- Elementary occupation – median monthly
Female : HK\$ 7,000
Male : HK\$ 8,500
- NO income : 680,000 homemakers (female)
13,900 (male)



PART
TIME



How about the Invisibles ?



Am I invisible ?



Less Advantaged by gender and more... race/class/single parents/ethnicity....



Implications to women on accessing to resources

Women : ++ grassroots and marginalized

Disadvantaged position means :

- Lacks information on resources
- Under-represented in public sphere, e.g. community and organization level
- Low self confidence and feel inadequate
- Not equipped with organizational skills and fundraise skills'
- Weak formal network



Leading to

- Voices cannot be heard
- Needs and problems invisible
- Lacks resources in making changes
- Imbalance of power in decision-making
- Not aware nor recognizing one's strengths and potentials



Making a difference with a gender lens in grant-making ?

Our Belief :

The participation of women is crucial to achieve successful social changes in the society which benefit all groups.



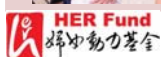
Grant-making priority?

- HER Fund **give grants** and **build capacities** to support socially disadvantaged women to achieve:
 - Freedom from discrimination
 - Freedom from poverty
 - Freedom from violence
 - Promote women's civil participation



Examples of Grant Projects 2015

	Issues/Problems	Projects
	Labour rights and protection Violence	Behind the Concrete Walls: Images of Women Migrants
	Reproductive rights Discrimination	Support Breastfeeding Mothers at Workplace Project
	Community Leadership Discrimination	Leadership building for New-immigrant Women



Examples of Grant Projects 2015

	Issues	Projects
	Poverty	A research project on gender budgeting – within district councils (strategy to address gender poverty)
	Youth Empowerment Civil participation	A young women-led organization organize forum on sexual and reproductive rights for teenagers, to raise gender awareness on their body and sex.
	Poverty	Leadership Training Programme for Carers in Tin Shui Wai and Sham Shui Po



Relief work with Gender Perspective



Helping the Needy with Gender Perspective



The Nepal women's fund working for social justice and peace for 20 years & has supported many grassroots women's groups.



Tewa's Immediate Relief Efforts Include:

- * To distribute relief packages including sanitary napkins.
- * To support & direct women who are in the process of birthing, nursing, post natal/ prenatal care to safe places.



Grant-making practices

HER Partnership with Grantees – more than a funder

- Provides capacity building opportunity – report writing, financial management (highest score by grantees)
- Give support in bridging resources
- Grantees' mutual learning and exchange
- Dare to take new initiative
- Try to be understanding and flexible with guidelines and framework
- Consultations with grantees on future strategic plan



Capacity Building of Grantee organizations

- A 3-year capacity building on organizational development and management for grantee leaders
- With In-house trainers and core training
- DIY program – with program grants to grantees



Upholding principles and values

Eligibility of grant applicants :

- Support women's human rights
- Encourage women's personal autonomy
- Work with women in marginalized sectors of the society
- Dare to take up new and difficult issues
- Support women's efforts to make social change



Learning, Monitoring and Evaluation

Adopt an social change evaluation tool

"Making the Case" – the 5 Shifts :-

Shifts in Definition, in Behavior, in Critical Mass, in Social Policy and Maintaining the Gains

– **L, M and E process** - Our own fund's 10-year evaluation– self-reflective and learning process to improve our M & E + getting feedback from donors and grantees

Will be considering to adopt **"Change Matrix"**



Monitoring and Evaluation

Change Matrix

<https://www.youtube.com/watch?v=C92s4k3t2Mg>



CAREY MULLIGAN HELENA BONHAM CARTER BENEDICT GLEESON ANNE HARRIS DUFF AND MERIL STREEP

HER Fund
婦女動力基金

SUFFRAGETTE Charity Premiere
9th Nov. 2015 The Grand 9pm

Inspired by true stories of the British suffragette movement in 1920s, the film illustrates how a grassroots woman worker determined to defend for their human rights and freedom, and to make the marginalized voices being heard.

Date : 9th November, 2015 (Monday)
Screening: 9:45 p.m.
Venue : The Grand Cinema, Elements

Tickets : \$250, \$500, \$1,000

Booking :
www.herfund.org.hk/suffragette

THE TIME IS NOW

SUFFRAGETTE

THANK YOU !

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