

# **Funding Scheme for Women’s Development (Women’s Commission Stream) Funding Guidelines**

## **(I) Introduction**

The Women’s Commission (“**WoC**”) launches the Funding Scheme for Women’s Development (“**the Scheme**”) to provide funding support to women’s groups and non-governmental organisations (“**NGOs**”) for organising projects and programmes which are conducive to women’s development.

2. This year, an annual provision of \$4 million is set aside from the envelope of the Labour and Welfare Bureau (“**LWB**”) for the Scheme: \$3 million will be allocated by WoC to women’s groups and NGOs in organising regional or territory-wide activities (“**the WoC stream**”); and another \$1 million will be distributed through the District Councils (“**DCs**”) to women’s groups and NGOs in organising district level activities (“**the DC stream**”). All the activities shall tie in with the theme(s) as set by WoC every year (see **Appendix**).

3. The WoC Secretariat under LWB shall provide overall administrative support to the Scheme and administer the WoC stream. WoC mentioned in the following paragraphs refers to WoC and/or its Secretariat.

4. Funded organisations are required to comply with all the requirements as set out in this document.

## **(II) Application for Funding**

### **Eligibility for Application**

5. Women’s groups and NGOs fulfilling the following criteria are considered eligible for submitting applications –

- (a) a statutory organisation or an organisation registered under the laws of the Hong Kong Special Administrative Region (HKSAR) (e.g. the Companies Ordinance (Cap. 622 or under the former Companies Ordinance as defined in Cap. 622), the Societies Ordinance (Cap. 151), and the Inland Revenue Ordinance (Cap. 112)) and established to serve the public as a whole; or
- (b) an autonomous body of persons (whether incorporated or not) or an organisation established to serve the general public as a whole.

### **Funding Cap and General Funding Restriction**

6. There will be two rounds of application each year, one approximately in the second quarter whereas the other one approximately in the fourth quarter. Under normal circumstances, the application should be submitted to WoC on or before the deadline as designated by WoC. Late application will not be entertained and **will not be transferred to the next round of application.**

7. Applicants can choose to apply for a one-year, two-year or three-year project. For each one-year project, the funding cap will be \$200,000; for each two-year project, the funding cap will be \$400,000; for each three-year project, the funding cap will be \$600,000.

8. There is no limit on the number of applications each eligible applicant may submit, provided that they can demonstrate the ability to complete each project.

9. The following types of projects will **not** be funded:

- (a) Projects that involve one-off activities purely for entertainment or publishing (e.g. banquets, picnics, trips and publications);
- (b) Projects that may give undue credit or publicity to an individual, a commercial firm, a political party or

association;

- (c) Projects that are intended for the exclusive or personal benefit of an individual;
- (d) Projects that disburse a fixed amount of cash allowance and/or cash relief;
- (e) Projects that are launched primarily for profit-making or fund-raising purposes;
- (f) Projects that are organised, co-organised or co-hosted by Offices of Legislative Council Members or DC Members or political parties; and
- (g) Projects that receive sponsorship or donations in cash or in kind from companies selling tobacco or hard liquor, or from organisations which are the service or equipment contractors of the projects.

10. All activities under the funded project must be carried out in Hong Kong.

11. When submitting an application and implementing the approved project, the funded organisation should refer to the permissible items of expenditure and expenditure limits at Annex A. The limits set by WoC for each of the permissible items of expenditure are listed at Annex A. In addition, the applicant should also pay attention to the following:

- (a) Expenditure incurred before the formal approval of the project issued by WoC in writing will not be reimbursed under the Scheme.
- (b) All expenditure incurred should be prudent, realistic and cost-effective.
- (c) The funding allocated to the project shall not be used for recurrent expenditure (i.e. ongoing cost for running an

office), purchasing durable assets (e.g. equipment and furniture, etc.), improving facilities or services of the organisation, producing items for sale, disbursing travelling allowance to participants. There will be no reimbursement for expenditure incurred for these mentioned purposes.

- (d) In general, venues whose hire charges could be fully waived or are more affordable (e.g. community halls or community centres) shall be given priority in choosing the venue of the project. For an event organised in the funded organisation's own venue, the hire cost will not be funded.

### **Submission of Application**

12. Eligible applicants are required to submit a funding application form at Annex B to WoC. The funding application form can be provided upon request to WoC or downloaded from WoC's website ([www.women.gov.hk](http://www.women.gov.hk)).

13. If a project is co-organised by two or more women's groups or NGOs, all authorised persons of the relevant organisations should duly sign on the funding application form, together with the official chop. Entities that purely provide support through provision of venue or assistance in promotion will not be considered as co-organiser(s). However, details of these entities should be provided on the funding application form.

14. If applicants intend to apply for funding from sources other than the Scheme in order to support all or part of the activities under application, they must state clearly the source of the funding, amount sought and status of approval of the application when submitting applications to the Scheme. To avoid duplication of resources, WoC will not approve funding to activity which has secured funding from sources other than the Scheme. If the application result of other funding sources has yet be announced at the time of submitting applications to the Scheme, applicants shall inform WoC of the result of the application to funding sources other than the Scheme in a timely manner to avoid duplication of resources. If applicants have obtained funding from

sources other than the Scheme, WoC may revoke or reduce the approved funding amount to ensure no duplication of resources.

15. If applicants need additional funding to cope with expenditure items which exceed the funding cap or are not permitted under the Scheme, they may apply for funding from sources other than the Scheme. However, they must state clearly the source of such funding, amount sought and whether such application has been approved when submitting applications to the Scheme.

16. If applicants would like to apply for funding from sources other than the Scheme after obtaining WoC's funding approval or when implementing the project, they must obtain WoC's approval before making the application to funding sources other than the Scheme. Failure to comply with this requirement may result in the cancellation of funding from WoC. In addition, applicants must comply with all the requirements as set out in this document, as well as the relevant regulations and requirements as set out by other funding schemes for which they apply.

17. The applicant will be asked to provide supplementary documents and information from time to time for processing the application upon WoC's request. If the applicant fails to provide such information within a reasonable time frame, the application will not be further processed and no notification will be given.

18. If a black rainstorm warning or typhoon signal number eight or above is in force at or after 12:00 noon on the day of the deadline, the deadline will be extended to 5:00 p.m. on the next working day (excluding Saturdays) after the black rainstorm warning signal or typhoon signal number eight or above is cancelled.

### **Assessment Process and Criteria**

19. Upon receipt of an application, WoC will examine the project proposal to confirm whether it is in line with the theme and fulfils the requirement (see clauses at (I) and Part (II) above) of the Scheme and whether the proposed items of expenditure fall within the list of

permissible items of expenditure and the relevant expenditure limits hereinbefore.

20. Due to the limited financial provision of the Scheme, WoC will consider the priority of applications in each round according to the factors as stipulated in paragraph 22 and 23. In other words, not every eligible project proposal in each round will be approved and not every activity under the approved project will be granted full funding. As a general rule, the approved funding shall be determined in accordance with the relevant expenditure limits hereinbefore or as deemed reasonable by WoC, regardless of the amount bid.

21. If an eligible project proposal is not granted funding, that project proposal will not be transferred to next round of application automatically.

22. In assessing each individual application of one-year projects, WoC will take into account the following factors:

- (a) whether the objectives of the project are in line with the objectives and theme(s) of the Scheme;
- (b) the target audience/participants and the anticipated number of participants of the project;
- (c) contents of the project (including the formats, number of sessions, publicity, etc.), feasibility, and implementation;
- (d) whether the proposed budget is prudent and cost-effective;
- (e) other financial support (including other funding sources, sponsorship and donations in cash or in kind);
- (f) whether the project is more appropriate to be implemented with other government funding or departmental provision;
- (g) expected outcome of the project, for example, whether the project has a sustainable impact on the community or the

target audience/participants; and

- (h) whether the applicant has experience in conducting projects of similar scale and nature.

23. In assessing individual application of two-year projects, in addition to the eight factors listed in paragraph 22, WoC will also consider and assess the continuity of the project and the time required to finish the whole project. In assessing individual application of three-year projects, WoC will also consider and assess whether the project can achieve long-term development of women and its scalability, i.e. whether it can be scaled up or expand by replicating the successful strategies to cover more target participants.

24. WoC may review the assessment process from time to time and make improvements based on necessity and in the light of operational experience.

### **Notification of Results**

25. Under normal circumstances, applicants will be notified of the results of the application in writing within three months after the application deadline. Under no circumstances shall an application be deemed to be successful unless and until the applicant had been notified in writing by WoC that the application is successful.

26. The decisions on the approval of application and level of funding rest with WoC. WoC's decision is final and absolute.

27. WoC reserves the right to announce the application results and to disclose the list of successful applicants, the name of the approved projects and the funding amount and other information thereof without the prior consent of any applicant.

### **Withdrawal of Application**

28. A successful applicant may write to WoC to withdraw the application within 14 calendar days from receipt of the notification of

result in writing referred to in paragraph 25 above. Such withdrawal is irrevocable.

29. On receipt by WoC of the notice of withdrawal given in accordance with paragraph 28, any approval, conditional approval or approval-in-principle issued by WoC shall cease to be valid.

### **(III) Financial Arrangements**

#### **Adjustment of Project**

30. The funding allocated to the project must be used in accordance with the budget approved by WoC. To facilitate the funded organisation in using the approved funding effectively and flexibly, the funded organisation is allowed to adjust the approved unit cost, quantity or amount without seeking WoC's approval, provided that the expenses after adjustment fulfill all three conditions as follows:

- (a) the amounts do not exceed the total funding approved by WoC;
- (b) the adjustment of each item does not exceed 25% of the relevant approved budget or \$3,000 (whichever is higher); and
- (c) the expenses of each item after adjustment do not exceed the relevant expenditure limits hereinbefore.

31. If adjustment on the approved unit cost, quantity or amount exceeds 25% or \$3,000 (whichever is higher), or there is any major amendment or variation (e.g. changes in project nature and cash flow requirement; the addition of items of expenditure not covered in the original approval), the funded organisation shall seek written approval from WoC by submitting the form at Annex C before the commencement of activities/programmes. Failure to do so may result in withdrawal of funding. WoC may also demand return of any advance payment to the funded organisation.



32. Written notice must be given to WoC when the authorised person of the funded organisation or officer-in-charge of the project during project implementation is changed as soon as practicable.

### **Payment Arrangements**

33. Reimbursement of funding is normally made to the funded organisation on completion of a project. To facilitate the implementation of project, however, payment can be made in the form of advance payment and partial reimbursement. Details of the payment arrangements, the supporting documents required and other relevant requirements are at Annex D. If the funded organisation has applied/is applying for funding from sources other than the Scheme, advance payment will be arranged after the funded organisation notified the result of relevant application and upon written notification made to WoC.

34. All expenditure incurred shall be settled on or before the date(s) of activities, except for expenditure items which by nature can only be incurred after the event (including but not limited to expenditure on processing photographs taken in respect of a funded activity).

35. All expenditure incurred shall be fully settled before the submission of the final report with details stipulated in paragraph 64 below.

36. For payments below \$500 made without official receipts, cash disbursement slips can be used in lieu of receipts. The cash disbursement slip shall include the name in block letters, signature and Hong Kong Identity Card number (English alphabet and the first 3 digits) of the receiver/responsible person, the date of payment and a breakdown of the expenditure.

37. Each item of expenditure must be supported by the **original** receipt as proof of payment, except under the circumstances as set out in paragraph 36. **Invoices, delivery notes or quotations are not regarded as proof of payment.** All receipts must be issued in Hong Kong. Every receipt and supporting document must be certified by

either the officer-in-charge of the project or the authorised person<sup>1</sup> of the funded organisation, by affixing his/her signature and the funded organisation's chop thereon. The name and signature of the certifying person shall tally with those provided to WoC in the project proposal. Any correction made shall be initialled. Receipts submitted to WoC will not be returned to the funded organisation.

38. Expenditure incurred outside Hong Kong will not be reimbursed.

### **Project Income and Residual Funds**

39. The funded organisation may charge nominal fees from participants to ensure the participation rate of those already enrolled for the activities. Irrespective of whether it has so declared in the project proposals, the funded organisation shall utilise all income in the first instance before the funding under the Scheme is used to meet project expenses. The same arrangement shall apply to sponsorship, cash donations and other funding sources of income. Any surplus funding identified from the project upon its completion shall be returned to WoC. All records pertaining to the receipt of income shall be kept for five years after the completion of the project for WoC's inspection as and when necessary.

40. If the actual expenditure is less than the approved funding amount, reimbursement will be made up to the actual expenditure only. Any unspent advance payment must be returned to WoC at the time of submission of the financial report (please see paragraph 64(d) below). The funded organisation shall issue a crossed cheque or a bank cashier order payable to "The Government of the Hong Kong Special Administrative Region".

41. The funded organisation must complete final or one-off reimbursement within one month after the completion of the project or before the date designated by WoC ("**the designated date**"). Otherwise, all funding will lapse after the designated date.

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<sup>1</sup> Authorised person refers to the person who applies for the fund on behalf of the organisation and signs the application form. Authorised person and officer-in-charge shall not be the same person.

42. The funded organisation shall accept liabilities for all deficits arising from the project. If the funded organisation reasonably foresees that the total expenditure will exceed the original budgeted expenditure by whatever amount, the funded organisation shall inform WoC immediately. In addition, the funded organisation shall be responsible for the shortfall in order to complete the project.

**(IV) Administrative Arrangements**

**Procurement of Goods and Services and Employment of Staff for the Project**

43. The funded organisation shall exercise the utmost prudence and uphold the principles of openness, fairness, competitiveness and value for money in making procurement with the funding. In particular, they shall strictly observe the following quotation requirements in making procurement with the funding regardless of the value and accept the lowest conforming offer –

Item of procurement	Estimated value	No. of written quotations required
Goods	\$5,000 or below <sup>2</sup>	Preferably 2
	\$5,001 – \$10,000	2
	\$10,001 or above	5
Services	\$5,000 or below <sup>2</sup>	Preferably 2
	5,001 – \$10,000	2
	\$10,001 or above	5

44. The funded organisation shall nominate its employee(s) or member(s) as designated person(s) for the procurement and provide their particulars (e.g. ID card number and address) to WoC as and when necessary. The designated person(s) for the procurement shall not be the same person as the officer-in-charge of the project or the authorised person of the funded organisation.

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<sup>2</sup> Minor purchases of goods and services can also be made in cash to meet immediate needs. No quotations will be required if the total value of the purchase does not exceed \$1,500.

45. Prior to the procurement, the designated person shall obtain the required number of quotations and complete a record of quotations at Annex E. All written quotations from suppliers shall be attached. If a written quotation cannot be obtained for purchases of less than \$10,000, the supplier shall be asked to confirm the quoted price in writing (e.g. fax message). The confirmation shall be attached to the record of quotations. Subsequent to the procurement, the designated person shall be responsible for the receipt and use of goods and services for the project and ensure that such goods/services are ordered, received and appropriately used for the project concerned.

46. In case where the procurement procedures as set out in paragraphs 43 to 45 are not followed (e.g. the funded organisation has made specific requests to hire a particular supplier/contractor), full justifications must be given and properly recorded in Annex E for auditing purposes.

47. The funded organisation is not required to submit the record of quotations at Annex E to WoC unless being requested. If requested, the funded organisation shall submit the form together with the quotations according to the deadline set by WoC.

48. The funded organisation, its co-organiser(s), members and staff shall declare any interest when making procurement of goods and services for the approved project, and are prohibited from soliciting, accepting or offering any advantages in the course of planning and executing the project. If there is a conflict of interest, the funded organisation shall decide whether the co-organiser(s), members or staff concerned shall abstain from the procurement exercise and record the reasons for its decision.

49. The principles of openness, fairness, competitiveness and value for money shall be observed when making purchases. The funded organisation is advised to make reference to the Corruption Prevention Best Practice Checklist on Procurement issued by the Independent Commission Against Corruption (ICAC) where appropriate. The checklist is available from ICAC's website at [www.cpas.icac.hk](http://www.cpas.icac.hk).

50. All quotations and documents in relation to the procurement of a

project shall be kept for five years after the completion of the project for WoC's inspection as and when necessary.

51. The officer-in-charge of the project, the authorised person of the funded organisation and the person(s) designated for procurement of goods or services are personally accountable if they submit falsified claims or documents (such as receipts) for the grant of funding.

52. The funded organisations which recruit staff directly for the project shall, and shall procure that their agents shall, observe the principles of openness, fairness and competitiveness during the recruitment process. The funded organisations shall, and shall procure that their agents shall, comply with the employment and equal opportunities and data protection requirements under the laws of Hong Kong. Upon the request of the Government, funded organisations shall approach the ICAC for advice and assistance to draw up a Code of Conduct for compliance by its directors and employees, and to ensure proper corruption prevention safeguards are incorporated into its procurement and staff recruitment procedures. The funded organisations shall permit ICAC to examine its management and control procedures with a view to providing corruption prevention advice.

### **Publicity and Production of Articles**

53. Articles (including audio-visual materials, sound recordings, pictures, written materials and promotional materials) funded by the Scheme shall not be reproduced for sale or any other purposes without prior written approval of WoC. To create a greater synergy, funded organisations are requested to submit to WoC the audio-visual materials and sound recordings for purposes as WoC sees fit (e.g. placing them on WoC's website for wider public access, making them as reference for other women's programmes, etc.)

54. Projects (including activities and publications such as audio-visual materials, sound recordings, pictures, written materials and promotional materials) funded by the Scheme must not contain content that:

- (a) would incite hatred against, and/or denigrate or insult any person, organisation or community of persons; or
- (b) would be in breach of any law, rule or regulation currently in force in the HKSAR.

55. Articles (including audio-visual materials, sound recordings, pictures, written materials and promotional materials) funded by the Scheme must not contain anything that would infringe any intellectual property rights or any rights of portrait, privacy, secrecy or publicity. The funded organisation is fully responsible for ensuring that there is no such infringement. If the funded organisation intends to use materials created by others, prior approval from the copyright owner must be sought. WoC or LWB will not be held responsible for any claims or liabilities incurred by the funded organisation in connection with any claim that the content of the funded organisation's production infringes the copyright or intellectual property right of others.

56. Any activities or articles funded by the Scheme shall not bring either the HKSAR Government, other government(s) or WoC into disrepute, or affect the relations between the HKSAR Government and other government(s), or embarrass the HKSAR Government or other government(s).

57. The funded organisation shall make the following acknowledgement on articles (including audio-visual materials, sound records, pictures, written materials and promotional materials) funded by the Scheme – **“Funding Scheme for Women's Development - Project funded by the Women's Commission”**, and display the logo of WoC as far as practicable. The funded organisation shall obtain prior approval from WoC of all articles (including audio-visual materials, sound records, pictures, written materials and promotional materials) funded by the Scheme where the name and logo of WoC will appear.

### **Sponsorship and Donations**

58. Sponsorship and donations in cash or in kind are generally acceptable except for sponsorship/donations from companies selling

tobacco and hard liquor, or from those individuals or organisations who are the contractors for the same item of service or equipment for a project.

59. The name and logo of the sponsor/donor shall not be larger or placed in a more prominent position than those of WoC when acknowledging sponsorship/donations in any articles (including audio-visual materials, sound recordings, pictures, written materials and promotional materials) relating to the project.

60. Applicants shall be required to provide details of all sources of sponsorship and donations as far as practicable when they apply for the funding and, where necessary, during the implementation of the project. On completion of the project, they shall indicate in the financial report the amount of sponsorship and donations received.

61. The names of the sponsors/donors, the type, amount and ultimate usage of sponsorship/donations received, as well as copies of the acknowledgement letters to sponsors/donors in relation to the project shall be kept for five years after the completion of the project for WoC's inspection as and when necessary.

### **Others**

62. The funded organisation is encouraged to adopt the Gender Mainstreaming Checklist as developed by WoC in formulating any activities in their project proposals. The checklist is available from WoC website at [www.women.gov.hk](http://www.women.gov.hk).

63. The funded organisation is required to comply with any other additional conditions as may be prescribed by WoC in writing.

## **(V) Monitoring Mechanism**

### **Progress Report and Final Report**

64. To ensure that the funding is used in accordance with the

approved budget and purposes, the funded organisation shall submit to WoC within one month after the completion of the project or by the designated date the following reports and documents:

- (a) a final report completed as per Annex F;
- (b) samples of promotional materials produced for the funded project;
- (c) photographs of each activity conducted under the funded project and its softcopy (in JPEG format of not less than 5 mega pixels);
- (d) a financial report on the income and expenditure completed as per Annex G (with all original receipts duly certified by the officer-in-charge of the project or the authorised person of the organisation). For projects with approved funding exceeding \$100,000, the funded organisation shall submit, in conjunction with the project final report, a financial report with the accounts audited by an independent Certified Public Accountant (“CPA”), including –
  - (i) Statement of Income and Expenditure, a Balance Sheet, Cash-flow Statement, Notes to the Accounts and an Auditor’s Report; and
  - (ii) Auditor’s Reports, which shall include the auditor’s opinion on whether the funded organisation and the Project Account (if any) has complied with the terms and conditions of the Approval-in-principle issued by the WoC, and includes an assurance that the funding from the Scheme was spent in accordance with this Funding Guidelines and the Approval-in-principle. A specimen of the auditor’s report is at Annex H (the specific procedures mentioned in items (1) to (3) of the first paragraph and the relevant report findings in items (a) to (c) of the second paragraph of Annex H must be included



in the auditor's report and should not be amended);  
and

- (e) a summary report on participants' responses to questionnaire together with the original participants' questionnaires.

65. For two-year and three-year projects, the funded organisation is required to submit a progress report every six months. All progress reports should be submitted within one month after each six-month period. The format of the progress report is at Annex I.

66. WoC will not reimburse funding if the funded organisation fails to fulfill the requirements set out in paragraphs 64 and 65 above.

### **WoC visit**

67. WoC and its authorised representatives may participate in any related activities of the funded project as observers to examine the progress of the project. They may also conduct visits to the relevant venues of the activities. WoC will normally inform the funded organisations of the arrangement of visit but WoC and its authorised representatives can also conduct the visit without prior notice.

68. Funded organisations will be required to assist in arranging such observations or visits by WoC, and to comply with any advice or instructions that WoC may issue from time to time in respect of the project or any related matters. Otherwise, WoC may withdraw funding and require the funded organisation to immediately repay all or any funds already provided to them.

### **Termination of Project**

69. The funded organisation shall inform WoC in writing in the event of termination of a project during the preparation or implementation stage.

70. Depending on the circumstances and the reasons provided by the funded organisation, WoC may, where applicable, endorse reimbursement

of expenses already incurred in the preparation/implementation of the project. If WoC considers that the termination of the project is due to negligence of the funded organisation, no subsequent reimbursement shall be made and the funded organisation shall be required to return immediately to WoC the full/partial amount of the advance payment and/or reimbursement previously received.

## **(VI) Disclaimer**

71. WoC or LWB will not be held responsible for any claims, demands or liabilities arising from the funded project. It is therefore in the interest of the funded organisation to take out public liability insurance for the project concerned from registered insurance companies in the HKSAR.

## **(VII) Important Notes**

72. Failure to comply with any of the terms and conditions of funding as set out in this Funding Guidelines (including any other additional conditions as may be prescribed by WoC in writing) may result in the withdrawal of funding and repayment of any advance payment/reimbursement already made to the funded organisation.

73. The funded organisation shall comply with all applicable laws of Hong Kong in carrying out the funded project. It is the responsibility of the funded organisation to obtain all approvals and licenses that are necessary for carrying out the funded project and to ensure that activities undertaken in the funded project (including articles produced) comply with the laws of Hong Kong. The funded organisation may be liable to legal action if it fails to abide by the laws of Hong Kong. For avoidance of doubt, the funded organisation will not be exonerated from any legal liability by virtue of WoC's funding of the project.

74. Nothing in the Approval-in-principle issued by WoC will confer or purport to confer on any third party any benefit or any right to enforce any term of the Approval-in-principle pursuant to the Contracts (Rights of

Third Parties) Ordinance (Cap. 623).

**The Women's Commission**  
**October 2018**

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**Funding Scheme for Women's Development  
Theme(s) of Project**

**Major Theme: Working hand in hand to develop new impetus for women**

**Unleashing the women work force**

Theme: Enhancing women's employability and empowering them to live a splendid life

- (a) To strengthen support for women to cater for their daily lives so as to enable them to join the labour force;
- (b) To enhance women's working ability and skills;
- (c) To provide information or latest updates related to the labour market;  
or
- (d) To encourage work-life balance among working women.

**Caring about women's health**

Theme: Promoting women's health and enabling them to live a happy life

- (a) To promote a healthy lifestyle through healthy eating habit and regular exercises;
- (b) To promote the importance of achieving work-life balance;
- (c) To enhance public awareness of and promote preventive measures on household duty-related injuries;
- (d) To promote the value of equal sharing of family responsibilities; or
- (e) To intensify women's awareness of psychological and mental health.

**Working for women's empowerment**

Theme: Empowering women and bringing their strengths into full play

- (a) To develop and enhance communication skills, emotional management skills and workplace leadership skills for women; or
- (b) To provide practical training for women to consolidate their communication skills, emotional management skills and work place leadership skills.

**Remarks: For each application, applicants can select one of the above three themes for application**