



# Welcome from the CEO

Dear Friends of PathFinders,

More women migrate for work now than at any other time in history. In 2015, almost half of the 53 million migrant workers globally were women of which 21 million were in Asia Pacific.

In Hong Kong, over 80% of domestic workers are women, the majority of whom are of reproductive age. It should reasonably be expected, and provided for, that some will reproduce during their working lives. The specific vulnerabilities of these women and the children they bear while working here are, sadly and still too often, overlooked. Indeed, based on government statistics, we calculate that one in every seven women of reproductive age in Hong Kong is employed as a foreign domestic worker.

In 2015, PathFinders assisted 758 babies, children and their migrant mothers, a massive 22% uptick in cases year on year. It was our highest caseload ever, representing 23% of the 3,330 beneficiaries from our 7-year history.

These numbers are unsustainably high. We will, therefore, intensify our focus on addressing the root causes and systemic issues that give rise to the plight of these women and children. We remain optimistic that change for the better is possible. We continue to be encouraged by, and grateful for, the fact that once people hear about PathFinders' clients, they are moved to help.

After seven years' dedication and service, co-founders Kylie Uebergang and Melissa Mowbray-d'Arbela retired from PathFinders' board of directors. We thank them, along with founding board members Jennifer Lee-Shoy, Ranjan Marwah and Mimi Au, for their vision and tireless efforts. Also, Luna Chan, who has been with PathFinders since the beginning, was promoted to Deputy-CEO.

We literally could not do what we do without the many of you who actively support PathFinders' work – our amazing donors, superb volunteers and fabulous friends and families. Thank you.

Very best,

**Kay McArdle**  
CEO, PathFinders

## 行政總裁歡迎辭

親愛的朋友：

現在於海外工作的女性數目之多已創歷史新高：於2015年，全球有5,300萬人於海外工作，而女性佔近一半。在這2,650萬外勞女工中，約2,100萬人正於亞太地區工作。

本港有超過80%的外傭為女性，當中大部分都處於生育的年齡。根據政府統計數據，本港每七名育齡婦女中，便有一名是外籍女傭。綜合以上數據可得，社會應不難預見，外傭在任職期間有可能生育，並為此規劃相應的措施和方案。可惜，現時大多數人都忽視了這些外傭和其孩子所面對的困境，使她們成為了最被社會忽略的一群。

在2015年，我們為758名嬰幼兒及其外傭母親提供了援助，個案數量較2014年大幅增多了22%。在PathFinders成立以來的七年間，我們總共服務了3300位受助者，而2015年的個案數量更是歷年之最，佔總個案數量的23%。

個案數量每年遞增，而其增長的速度遠超我們可承受的服務量。因此，我們決定聚焦於理順現存的體制問題，從根本解決外傭和其嬰兒所面對的困境。我們相信，透過完善社會制度，我們能夠改善現況，讓這些無助的婦女和孩子能得到適切的幫助。此外，值得我們欣慰的是，每當人們得悉PathFinders的受助者所面對的困難後，他們都樂於伸出援手。對此，我們在此深表感謝。大家的協助讓我們倍受鼓舞，同時也讓我們堅信，只要繼續致力於幫助那些無助的婦女和孩子，改變是有可能做到的。

PathFinders的兩位創辦人Kylie Uebergang和Melissa Mowbray-d'Arbela於2015年榮休，結束在董事局七年的工作。她們在任期間，一直致力協助外傭及其嬰兒度過困境，貢獻良多。我們希望藉此機會，感謝兩位創辦人以及董事局創會會員Jennier Lee-Shoy、Ranjan Marwah和Mimi Au的卓識遠見和無私奉獻。此外，我們亦在此宣佈，陳蕾女士現已晉升為副行政總裁。陳女士自機構成立之初便加入PathFinders，七年來與機構共同成長，共同經歷不同變遷。

謹此衷心感謝所有慷慨的捐助者、無私的義工和志同道合的親朋好友對我們工作的鼎力支持。機構今天的成就是建基於您們的襄助和支持。感謝您們！

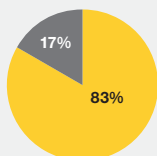
敬祝  
安康

行政總裁  
麥雅杜謹啟

# Financials 財務報告

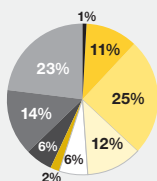
## How we spent our funds (FY2015)

**Our 100% pledge** – PathFinders' Board committed to fund all operational costs. 100% of donations funded beneficiary programmes.



Total expenses  
**HK\$5,917,000**

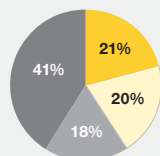
Beneficiaries  
Operations



Beneficiary programmes  
**HK\$4,971,000**

Child Protection  
Mother's Protection  
PathFinders' Shelter  
Access to Justice  
Access to Healthcare  
Home Country Integration  
Education  
Community Development  
Donated Supplies

## Where our funding came from (FY2015)



Total donations  
**HK\$6,643,000**

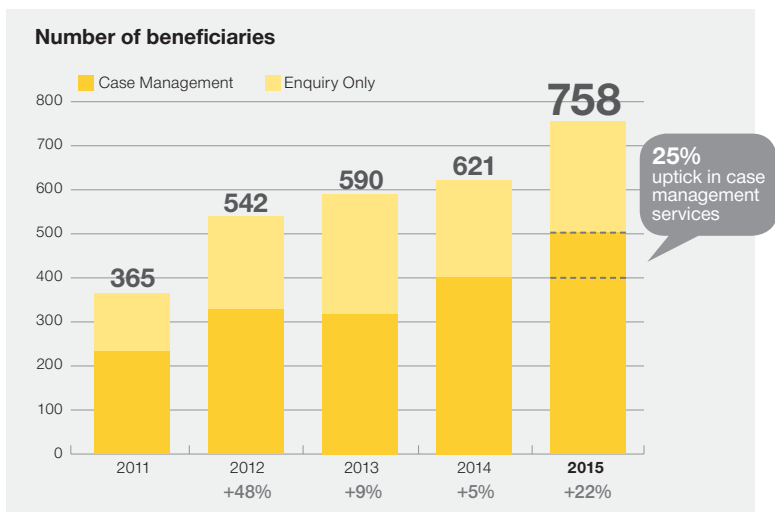
Corporate  
Foundation/Grants  
Individuals  
Events

## Statement of Income and Expenditure

	Year ended 31 Dec 15* (HK\$'000)	Year ended 31 Dec 14 (HK\$'000)
	Management Accounts	Audited Accounts
<b>Income</b>		
<b>Donations:</b>		
Corporate	1,387	1,446
Foundations/Grants	1,319	1,121
Individuals	1,196	1,497
Events	2,741	1,705
<b>Total Income</b>	<b>6,643</b>	<b>5,769</b>
<b>Expenditure</b>		
<b>Beneficiary Programmes:</b>		
Child Protection	535	517
Mother's Protection	1,249	1,207
PathFinders' Shelter	586	597
Access to Justice	324	-
Access to Healthcare	85	-
Home Country Integration	341	63
Education	698	611
Community Development	1,086	700
Donated Supplies	67	55
	<b>4,971</b>	<b>3,750</b>
<b>Operations:</b>		
Renovation (fully sponsored)	107	241
Administration, communications and fundraising	839	515
	<b>946</b>	<b>756</b>
<b>Total Expenses</b>	<b>5,917</b>	<b>4,506</b>
SURPLUS for the year	726	1,263
General fund brought forward	4,246	2,983
<b>General fund carried forward</b>	<b>4,972</b>	<b>4,246</b>

\* FY2015 Management Accounts compared to FY2014 Audited Accounts.  
2015 Audited Accounts will be available from Q3 2016 at [www.pathfinders.org.hk](http://www.pathfinders.org.hk)

## Measuring Results 評估指標



Demand for case management increased significantly, growing by an alarming 25%. Awareness of PathFinders and the services we offer has continued to grow via community and outreach activities across Hong Kong, articles and profiles in migrant community media, coverage in local and international newspapers, social media and referrals from other agencies.

## Child Protection 保護兒童服務



**23 mothers and 24 babies** were supported through this programme

**10 babies** referred for adoption, forming around 5% of Hong Kong's general adoption pool.

The Child Protection Programme assists the most vulnerable children. These are our most complex, time-intensive and upsetting cases. Cases increased by 53% year-on-year. Non-crisis child cases are handled under the Mother's Protection Programme.

**Crisis Intervention** for babies and children in immediate danger due to abuse, neglect and/or severe poverty

**Adoption** for children whose mothers decide that adoption in Hong Kong or in the mother's home country is the best option

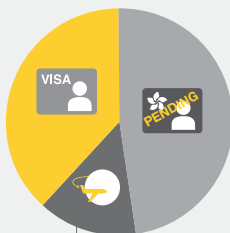
# Mother's Protection 保護母親服務

## Mothers' Immigration Status

Of the **242** mothers PathFinders assisted;

**38%**

Have a valid visa in Hong Kong



**48%**

visa expired and/or made asylum seeker claim

**14%**

Returned home or in process of returning home



PathFinders' immediate priority is to ensure vulnerable children and their migrant mothers are removed from danger. We equip mothers with critical knowledge and skills to face the unknowns relating to their immigration, medical, legal, employment, emotional, family and security needs. With tailored support, time and honest information, mothers can make informed decisions towards a sustainable and brighter future.

## Mothers' Nationality



**74%** Indonesian



**23%** Filipino



**3%** Others

## Outcomes for Children

We ensured that **248** children were safe and protected. Of these;

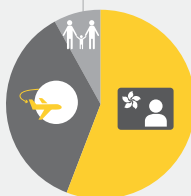
**125 children** are now on a sustainable path

**8%**

Referred for adoption

**36%**

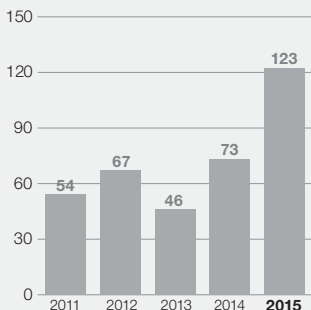
Returned home or in process of returning home with mother



**56%**

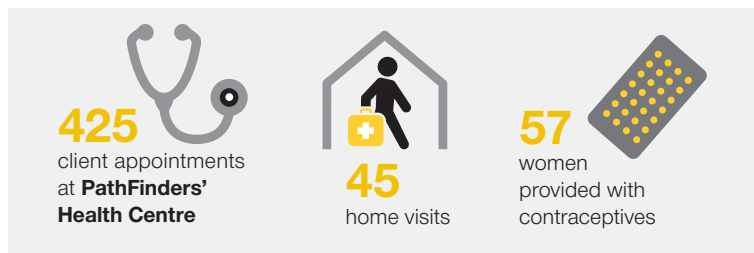
Residing in Hong Kong

**123 children** stayed in Hong Kong with mother without visa



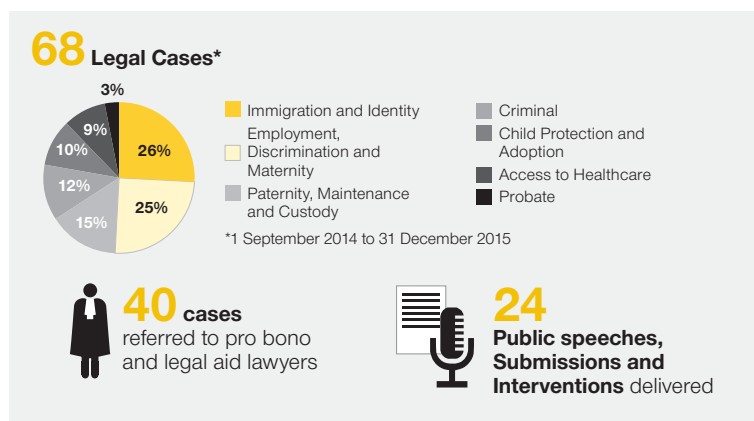
## Access to Healthcare 通達醫療計劃

We provide access to vital medical services. Doctors, midwives and nurses work to detect and prevent pregnancy complications, promote safe pregnancy, provide baby care information and give professional health assistance.



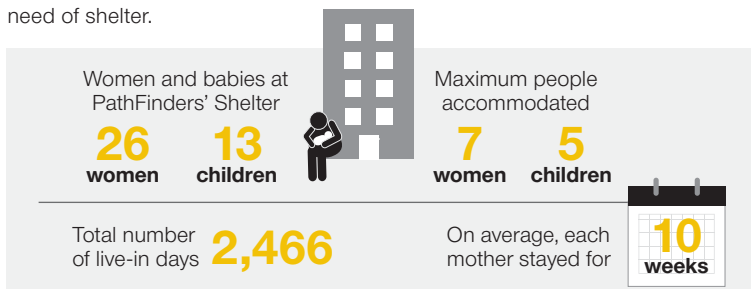
## Access to Justice 法律協助服務

We work to ensure that PathFinders' clients have access to legal advice and representation.



## PathFinders' Shelter 庇護中心

We provide a safe and supportive home for women, mothers and babies in need of shelter.



## Donated Supplies 分派捐贈物資

Thanks to our individual, partner NGO and corporate donors, we received and distributed supplies to women and children:

**784**  
times

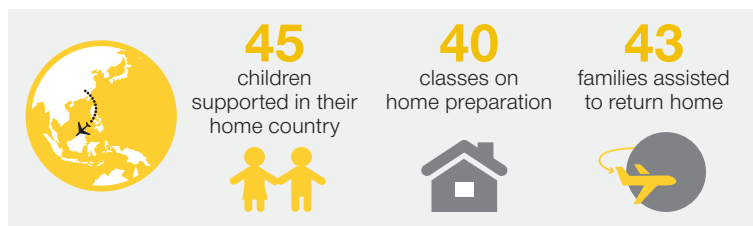


## Home Country Integration 重投當地社會

We develop community, financial and emotional support mechanisms for our mothers and children during the first fragile months after they return to the mother's home country.

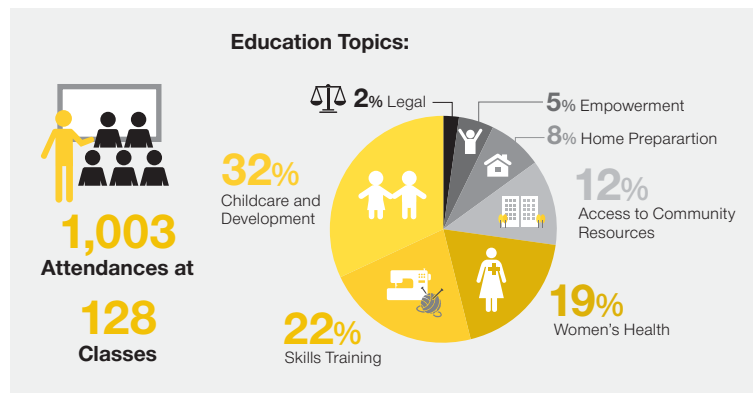
We ensure each child makes this journey with a birth certificate, Hong Kong and home country travel documents and clear instructions about how to register this critical identity document in their mother's home country.

We provide preparation classes for returning home, relocation and home support allowances, flights and airport pick-ups and make referrals to local supporting networks as appropriate to meet their needs.



## Education 教育

We educate women and mothers on their health, rights and responsibilities, providing knowledge to enable them to make informed decisions about their lives and the wellbeing of their children.





# Community Outreach 社區外展

## Outreach

**11,250**

migrant domestic workers educated on maternity rights and obligations through Sunday Outreach

**1,310**

other stakeholders informed about their responsibilities and rights

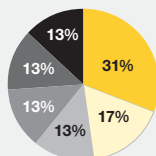


**1,874**

migrant domestic workers attended

**23**

Preventative Workshops



Topics:

- Maternity Rights and Pregnancy
- Birth Control & Miscarriage
- "Health Matters" Community Day
- Cervical Cancer and Infection
- HIV and Rapid Testing
- Sexually Transmitted Diseases

## 'Migrants' Health Matters'

**1,300**

migrant domestic workers

**25**

partner organizations

**33**

health booths

**20**

seminars

We ran 3 community health events, educating migrant workers about pregnancy, relationships, HIV and cancer, providing free health check-ups, plus information about financial management and wellbeing.

# Thank You 感謝您

Aaron Jui Quang Yeo  
Ada Yip  
Adam Zaki  
Adrian Valenzuela  
Adriana Fok  
AESOP  
Against Child Abuse  
Agnes Ng  
Alec Canham  
Alex de Saint Aubert  
Alex Verdan QC  
Alex Woodthorpe  
Alexandra Collins  
Alexandra McMullen  
Alia Eyres  
Alicia Shen Shen  
Alicia Wieser  
Alison Harbert  
Alison Lusher  
Alison McLymont  
Allan Bell  
Allison Creel  
Allison E Lusher  
Allyson Haworth  
Alysha Lai Lai

Amanda Lockie  
Amanda Pratt  
Amanusa  
Ambassador Frances Adamson  
Amnesty International  
Amy Barrow  
Amy Chuang  
Amy Har-Even  
Amy Ho Christal  
Amy Woo  
Andrea Fessler  
Andy Yu  
Angel Li  
Angelina Kwan  
Anita Balagopalan  
Anita Chan  
Anita Fung  
Anita Lam  
Anna Kimura  
Anna Weatherley  
Hon. Anna Wu  
Annabelle Pratt  
Annabelle Bond  
Anne Chiou

Anne Farlow  
Anne Scully-Hill  
Annie Chen  
Annie Sundavadra  
Anthony Cann  
Antonia Lewis-Iley  
Apakaba  
Arcane  
Archana Kotecha  
Ashlee Schroth  
Ashley Ching Ju Hsu  
Ashley Hsu  
Asia Brokers Charity Limited  
Asian Charity Services  
Associated Sisters in Asia  
Austin See  
Aya Lewis  
Azan Marwah  
Banter Communications  
Banyan Tree Private Collection  
Barclays Capital Asia Ltd.  
Barrie Freeman

Ben Falloon  
Benjamin Harris  
Bernadette Rendall  
Bernard Pouliot  
Best Job Engineering Company  
Beth Anderson  
Betty Payne  
Bharat Sundavadra  
Billy Wong  
Bindiya Rupani  
Binti Katelia  
Bloom & Grow Ltd  
Bobo Leung  
Bonham Strand  
Brian Hodgson  
Brooks Brothers  
Business Mandarin Ltd.  
Byron Burley  
Caelestis  
Caitlin Woodward  
Calypso Paisley  
Camellia Duncan  
Candice Hwa  
Candice Opocensky

## Thank You (continued) 感謝您 (續)

Captain Cook Cruises	Consulate General of the Republic of Indonesia	Emma Levy	Health in Action
Carli Ho	Consulate General of the United States of America	Emma Sherrard	Helen Binge
Carmela Ancog	Coral Puig	Eni Lestari	Helen Kwok
Carmen Cheng	Cornerstone International Church of God	Enrich	Helen Lindman
Carol Lynn Gave	Craig Morton	Ephraim Yuen	Helen Sun
Caroline Andhika	Cristina Ventura	Epic MMA	Helen Willerton
Caroline McNally	Crossroads Foundation	Equal Opportunities Commission	Helpers For Domestic Helpers
Carolyn Chu	Crystal Bedard	Eric Yiu	Helpwise
Carey Jack	Cynthia Cheung	Eva Chang	Henri Gave
Casamigos	Dairy Farm	Event Canopies Asia	Hero Fan
Catharina Axell	Daisy L. Mandap	Ewan Clarkson	Hersha Chellaram
Catherine Graydon	Daly & Associates	Fair Employment Agency	HippFish
Catriona Martin	Damon Hickey	Family Planning Association	Holman Fenwick William
CEASE Crisis Centre	Dan Burrows	FAST Media	Hong Kong AIDs Foundation
Cellar Master Wines	Dance Kho	Faux Design	Hong Kong Auctions Limited
Chandran Nair	Daniel Vaughan	Feeding Hong Kong	Hong Kong Broadband
Chanel	Daniella Seradi	Felicia Hidayat	Hong Kong Football Club
Channah Crichton	Darcy Davison-Roberts	Fernando Cheung	Hong Kong Jockey Club
Charitable Choice	David Waddell	Filguys Hong Kong	Hong Kong Unison
Charities Aid Foundation	David King	Filipino Reflexology Therapists Association	Hong Tran
Charlene Ho	David Small	Fiona Nott	Hugh Chiverton
Charles Sussex S. C.	Deacons	Fook Aun Chew	Ian Clark
Charles Wong	Denise Souza	For Good Company	Ian Taylor Photography
Charlie Miller	Derek Sulgar	Francesca Dal Magro	Indonesian Migrant Workers Union
Charlotte Gave	DESIGNORM	Francois-Valery Lecomte	Innonation
Che Yi Chao	Deutsche Bank AG	Frankie Tam	Innovasians
Cheeky Monkey Productions	Devi Novianti	Frederik Balfour	International Christian School
Chhavi Dujari and Paayas	Devi Sumarno	Gabriel de Saint Aubert	International Organization for Migration
Chiara Machin	Devine Arabella	Gall Solicitors	Isabel Wagner
Child Development Centre	Dexter Lynch	Gareth Bater	Isabelle Hung
Chinese International School	Diocesan Pastoral Centre for Filipinos	GaveKal Dragonomics	Island Evangelical Community Church
Chinese Medicine for All, Inc.	Discovery College	GaveKal Endowment	Issac Ng
Chinese Rhenish Church	DLA Piper	Geeta Mahbubani	Jack Ogden
Chinese University of Hong Kong	Dr. Anthony Ng	GenePro Diagnostic Technology (HK) Limited	Jackie Hui
Chris Harford	Dr. Anthony Poon	Genevieve Yang Chen	Jadis Blurton Family Development Center
Christian Action	Dr. Barry Connell	George Long	James Andrew Rice
Christian Brun	Dr. Hans Schrader	Georges Gave	James Austin
Christian Dickgreber Photography	Dr. Kaye Mechie	Gigi Chiu	James Haybyrne
Christina Dean	Dr. Linda Hui	Gladys Li S. C.	James Hope
Christina Shen	Dr. Rulin Fuong	Global Institute for Tomorrow	James Houghton
Christina Themar	Dr. Sophia Kennelly	Gloria Ko	James Sheridan
Christine Loh	Dr. Susan Fan	Goldman Sachs Community TeamWorks	Jan Fritscha
Cindy Wong	Dr. To Wai Hung	Goldman Sachs Gives	Jan Thorsgaard Nielsen
Cindy Jeffery	Dr. Tse Tsz Wah	Grace Church	Jan Yumul
Cindy Kwan	Dragon School Trust	Grace Fimmano	Jane Engelman
Cindy Scarborough	Duana Forster	Grace Notes A Cappella	Jane Gottschalk
Citrus Sweets	Duncan Abate	Green Dot Home	Jane Yong
Civic Exchange	Ed Sippel	Green School, Bali	Janice Tsang
Claire Oakley	Elaine Yu	Grégoire Michaud	Jared Bottarini
Claire Breen Melwani	Elijah Fung	Habitat Property	Jason M Brown
Clare Keswick	Elliot Webb	Haewon Taylor	Jason Ng
Clare Williams	Ellis Oakley	Hakan Sofuoglu	Jasper See
CLSA Chairman's Trust	Elsa Wong	HandsOn Hong Kong	Jax Wine - Château Léoube
Connie Ling	Emilie Murcy	Hanna Emanuelsson	Jennifer Meehan
Consul General Clifford Hart	Emilie Pratt	Hannah Cheuk Ling	Jennifer Ngo
Consulate General of the Philippines	Emily Lau	Hans Ladegaard	
	Emily Young	Harmony House	
	Emma Brinsford		
	Emma Hau		

## Thank You (continued) 感謝您 (續)

Jenny Austin	Kerrie Bowlen	MaryKnoll Sisters of St. Dominic Inc.	Oliver Bolitho
Jenny Louise Austin	Kerry Wilson	Marzia de Grassi	Olivia Kam
Jenny McAlpine	Keshia Hannam	Massie & Clement	Olivia Scarborough
Jenny Wong	Kesty Pringgoharjono	Matilda International Hospital	Olivia Wagner
Jeremy Gill	Kevin Bush	Matthew Fung	Ollie Sinclair
Jessica Bredbury	Khizr Saharan	Mawgan Batt	Onion Creative
Jessica Chan	Kidd Fung	Max Gottshalk	Operation Santa Claus
Jessica Chao	Kim Banks-Smith	Mayer Brown JSM	Osamu Akaishi
Jessica Grady	Kim Boreham	Melanie Subono	Owen Fung
Jessica Hilberdink	Kimberley Cole	Melissa Mowbray-d'Arbela	P5 Computer Company
Jessica Lonergan	Kirsty Hulmesh	Melrose Caramba	Patrick Duperouzel
Jill Carter Family Photography	Kirti Satish Manian	Michael Vidler	Paige Sinclair
Jill Poon	Komadrona	Michael Wilbert	Paola Sovilla
Jimmy Gao	KOTKIHO	Michele Lai	Pastor Ip
Jo Black	Kotur	Michele Windsor	Patricia Ho
Jo Charter	Kwan Chi Ho	Michelle Lofberg	Paul Hatzer
Joan Bottarini	Kylie Uebergang	Michelle Paisley	Peter Barnes
Joanna Bowers	Kyoko Altman	Michelle Tan	Peter Murphy
Joanne Brown	Lakshimi Harilela	Michelle Tanmizi	Peter Reading
Joanne Oswin	Lantex Corporation	Migrant Aid	Petrina Steains
Joanne P B Vaughn	Lara Lynch	Miguel Lynch	Phil Olivier
John Hardy Jewellery	Latham & Watkins	Mihir Sivanam	Philip Lynch
John Lewis	Laura Mitchell	Miki Akaishi	Philip Swainston
John Massie	Laura Weeks	Milo Lynch	Phillipe Charmes
John Russel Gray	Lauren Houghton	Mirth	Phoebe Smith
Jon Pratt	Law Tung Shing	Misao Eyre	Phoebe Zhang
Jonathan Mok	Lee Ming Wai Laura	Mission For Migrant Workers	Phyllis Cheung
Jong Lee	Lee Suet Wah Bubble	Miya Ogden	PILNet
Jordan Baucke	Leland Sun	Moh. Khoilli	Ping Pong
Joseph Fok	Letti Wong	Morgan Stanley Asia Limited	Plukka
Joshua Baker	Leyla Bouzouba	Morgan Sze	Poh Lee Tan
Joshua Hellmann	Liberty Asia	Mother's Choice	Polly Ling
Foundation for Orphan Diseases	Lillian McCaw	Ms Pinky	Popsy Modern Kitchen
Joy Chia	Lin Sen and Xu Ning	Nadezda Lazareva	Posture Plus
Joy Wong Yuk Hwa	Linda Burgoyne	Nancy Lee	Privé Group - Bungalow
Joyful Praise Assembly	Lindsay Ernst	Nancy Takahashi	Puja Kapai
Julie Koo	Lindy Fok	Natalie Buehlmann	PwC Charitable Foundation
JUMP Creative Agency	Linklaters	Natasha Fok	Quinn Lockwood
Jumpweb Services Limited	Linn Ng	Natassia Kelly	Rachel Cartland
Justice Centre Hong Kong	Lisa Ringné-Näckter	Neale Anderson	Rachel Maria Wilson
Justin Gardner	Liz Luya Associates	Neha Purswani	Rafael Lynch
Justin King	Liza Green	Ni Quiaque Lai	Rapa'l Majelis Taklim
Justin Lim	Lorraine Adessky	Nicholas Benjamin	Ratih Hasan
Ka Yan Ho	Louis Gave	Nick Gall	Ratih Puspasari Fahmi
kactusDESIGN	Louisa Noble	Nick Luxton	Raymond Yip
Kalia Machin	Lucas Dyer	Nick Scott	Razak Abdul
Karen de Marco	Lucas Jeffrey	Nicole Chui	Rebecca Mallett
Karen Taylor	Luxarity	Nicole Constable	Redress
Karen McClellan	Macquarie	Nicole Denholder	Renata Snow
Karen See	Maid For You	Nirupama Franklyn	Renée Chan
Karen Seymour	Manisha Wijesinghe	Noble Foundation	Richard Butt
Karola Horvath	Map Tang	Noble Group Limited	Richard Young
Kate Griffin	Margaret Goodchild	Noeleen Farrell	Rick Ogden
Kate Healy-Smith	Margaret Kutt	Noreen Mir	Rita Law
Katherine Berliner	Marianna Sentany	Ohel Leah Synagogue Charity	Rob Chambers Tennis
Katherine Huang	Marie Rowbotham	Ole Poon	Robert Sheriff
Katy Yung	Mark Machin		Roberto Cahiza
Kelly Gave	Mark Moran		Roby Fok
Kenneth Li	Mark Side		Rochelle Hooper
Kenzie Kwong	Maaiké Steinebach		Roger Paisley
	Martin Cubbon		Ropes & Gray
	Martine Vannasse		Rory McAlpine
	Mary McHale		

## Thank You (continued) 感謝您 (續)

Rosa Yeung	Simone Wheeler	The Hoseinee Society	Vidler & Co
RTHK	Sirpa Seppanen	The Mauve Hour	Vienne CC Lee
Rumah Ruth	Skadden Arps	The Mob Dancers	Vini del Capo
Russell Bennett	Skin Laundry	The Society of Rehabilitation and Crime Prevention	Violeta Camarasa
Russell Coleman S. C.	Slow Food Hong Kong	The Sun	Virgilio Lumicao
Sabrina Ho	SOCO	The University of Hong Kong	Virginia Devereux
Sally Ip	Sonia Lee Chan	The Women's Foundation	Vitality Center
Sam Ogden	Soyoun Jung	Thelma Kwan	Viviana Indriani
Samantha Holyoak	Sringatin	Thomas Sinclair	Vivien Webb
Sandra Cheung	St. John's Cathedral HIV Education Centre	Tiffany Soong	Voice of Women Media
Sandra Hong	Stephen King	Tim Eyre	Walter Jennings
Sandrine Hilaire	Stephenson Harwood	Tim Parker	We Care
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Sim's Sweetshop	The Feel Good Factor	Victoria Street	Zsofia Ilosvai
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**PathFinders ensures that the most vulnerable children born in Hong Kong, and their migrant mothers, are respected and protected.**

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