



# 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！

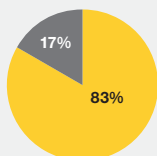
敬祝  
安康

行政總裁  
麥雅杜謹啟

# Financials 財務報告

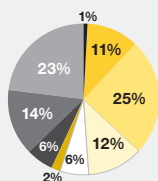
## How we spent our funds (FY2015)

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



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

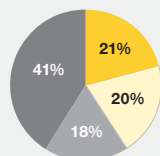
Beneficiaries  
Operations



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**

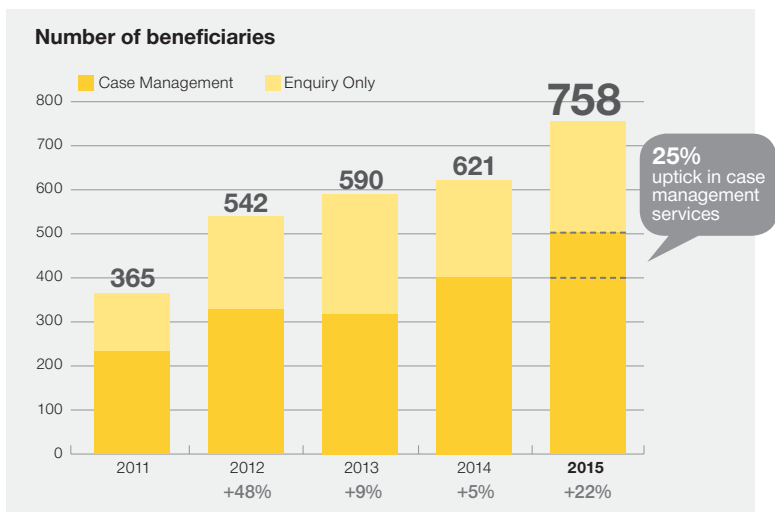
Corporate  
Foundation/Grants  
Individuals  
Events

## 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

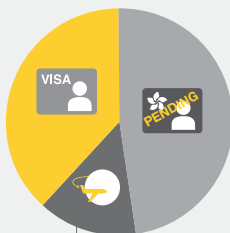
# Mother's Protection 保護母親服務

## 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

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

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

**8%**

Referred for adoption

**36%**

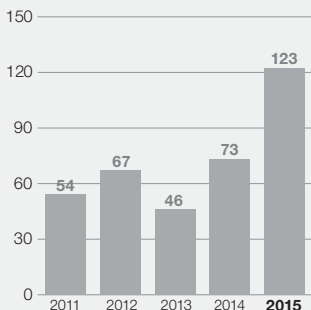
Returned home or in process of returning home with mother



**56%**

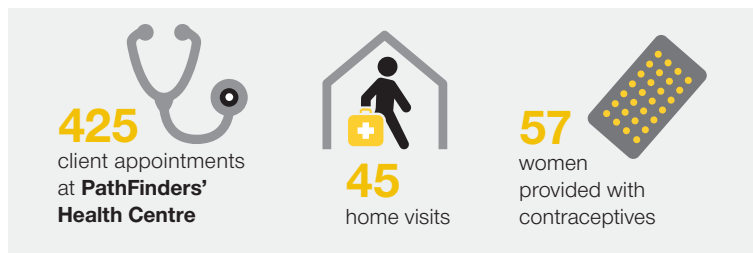
Residing in Hong Kong

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



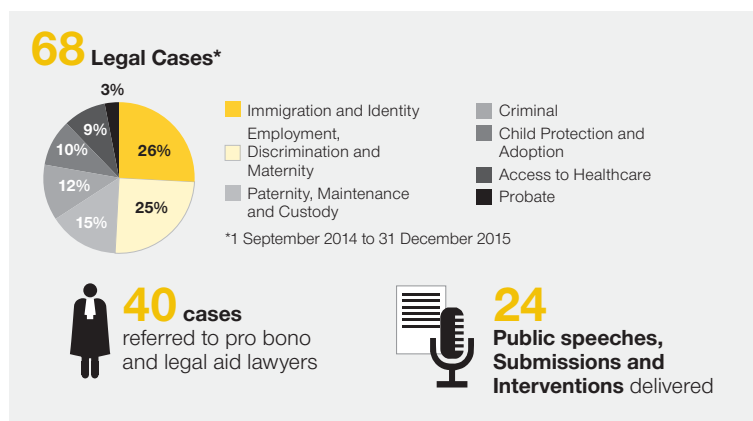
## Access to Healthcare 通達醫療計劃

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.



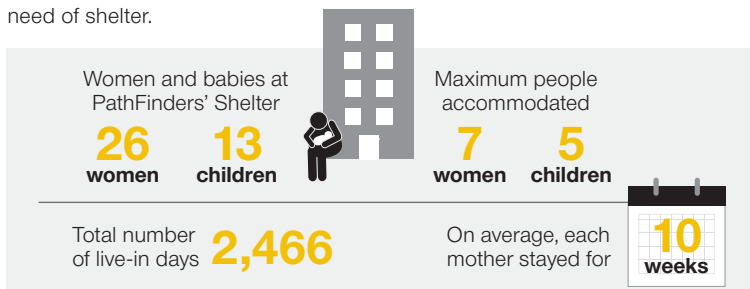
## Access to Justice 法律協助服務

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

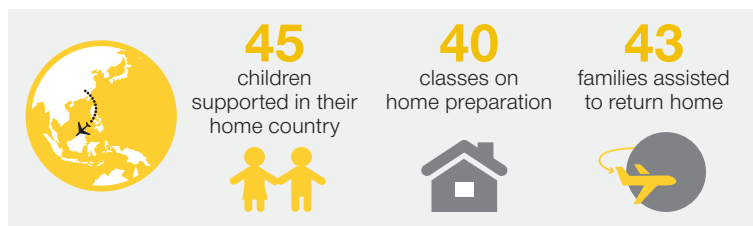


## Home Country Integration 重投當地社會

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.

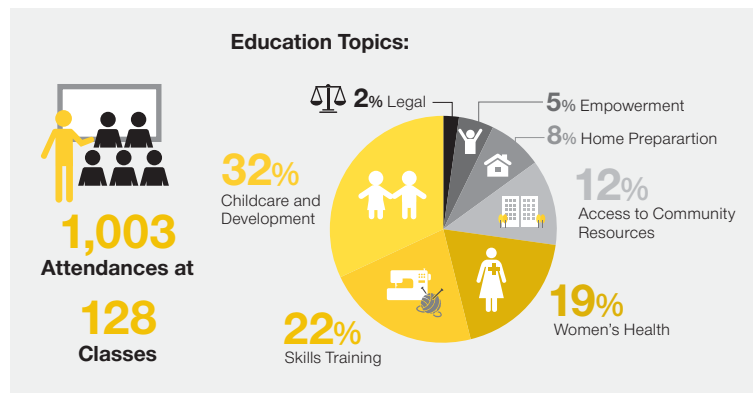
We ensure each child makes this journey with a birth certificate, Hong Kong and home country travel documents and clear instructions about how to register this critical identity document in their mother's home country.

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

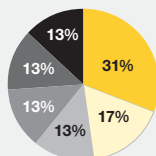


**1,874**

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  
Byron Burley  
Caelestis  
Caitlin Woodward  
Calypso Paisley  
Camellia Duncan  
Candice Hwa  
Candice Opocensky  
Captain Cook Cruises

## Thank You (continued) 感謝您 (續)

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

## Thank You (continued) 感謝您 (續)

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

## Thank You (continued) 感謝您 (續)

Rumah Ruth	Skadden Arps	The Mauve Hour	Vini del Capo
Russell Bennett	Skin Laundry	The Mob Dancers	Violeta Camarasa
Russell Coleman S. C.	Slow Food Hong Kong	The Society of Rehabilitation and Crime Prevention	Virgilio Lumicao
Sabrina Ho	SOCO	The Sun	Virginia Devereux
Sally Ip	Sonia Lee Chan	The University of Hong Kong	Vitality Center
Sam Ogden	Soyoun Jung	The Women's Foundation	Viviana Indriani
Samantha Holyoak	Sringatin	Thelma Kwan	Vivien Webb
Sandra Cheung	St. John's Cathedral HIV Education Centre	Thomas Sinclair	Voice of Women Media
Sandra Hong	Stephen King	Tiffany Soong	Walter Jennings
Sandrine Hilaire	Stephenson Harwood	Tim Eyre	We Care
Santo Rizzuto	Steven Irvine	Tim Parker	Wendy Wywill
Sanya Cope	Suara	Toland Sheriff	White & Case
Sarah Oliver	Summer Jeffrey	Torsten Pfeifer	WhoGotStuff
Sarah Mangel	Support International	Treacle	Wilf Murphy
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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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