

2018 Annual Report
二零一八年年度報告



十年來
YEARS



LIVES BETTER
LIVED
改善六千母嬰生活



理事會主席歡迎辭 WELCOME NOTE BOARD CHAIR

Photo: Vivien Webb presenting at our 11th Anniversary Fundraising Dinner
韋王維芬主席在我們的第十一屆週年籌款晚宴上致辭。

Since our founding in 2008, PathFinders has been able to assist over 6,000 beneficiaries in Hong Kong (HK) with access to public welfare, healthcare and justice, supported entirely by private and corporate funding. Our beneficiaries would have otherwise fallen through the cracks of HK's world class social welfare safety net.

Our ambition by 2030 is that PathFinders is no longer needed - that all children born in HK receive a fair start in life and every pregnant Foreign Domestic Worker (FDW) is able to maintain their employment, ensuring access to public services and 10 weeks of maternity leave, allowing them to establish a stable and sustainable future for their child before returning to work.

In early 2019, and in line with our long-term strategy, we took some significant steps towards realising this ambition.

First, PathFinders welcomed a new CEO, Catherine Gurtin, from Save the Children, who with extensive NGO, communications and public affairs experience, is well placed to lead us into the next chapter of our journey at PathFinders.

Also, after over 5 years as CEO, Kay McArdle moved on to develop a dedicated legal education and research platform, with the purpose of expanding the justice work she initiated at PathFinders. The new platform, Equal Justice, aims to provide access to justice for all, in line with the United Nations' Sustainable Development Goals. Initially, it will help PathFinders' beneficiaries and, ultimately, other legally vulnerable people. This is a highly collaborative, community project that will enable us to help more people, better, and we look forward to making it a success.

自2008年成立以來，融幼社有賴私人 and 商界的資金支持，已協助香港超過6,000名受惠人獲得公共福利、醫療保健和法律援助。如果沒有我們的支援，這些受惠人將極可能已被香港的社會福利安全網排除在外。

我們的目標是在2030年前，融幼社可以功成身退，而且所有在香港出生的孩子都會擁有一個公平的人生起步點。我們亦期盼處理中的問題得以在香港的公共社會福利和醫療保健系統中得到正視和解決，並且每個懷孕的外籍家傭都能保住工作，以及獲得公共醫療服務和十週的產假，使她們能夠在重返工作崗位前為孩子規劃出一個穩定、長遠的將來。

為了配合長遠計劃，我們在2019年初踏出了重要的一步。首先，我們歡迎曾任職救助兒童會，並擁有豐富的非政府組織、傳訊和公共事務經驗的Catherine Gurtin加入成為行政總裁，帶領我們掀開融幼社的新頁。

另外，擔任行政總裁超過五年的麥雅杜在離任後，正努力開發專門的法律教育和研究平台，擴大她在融幼社發起的法律工作。新平台「平義社」將跟隨聯合國的可持續發展目標，旨在為所有人提供公平訴諸法律的機會，首階段將幫助融幼社的受惠人，日後將向所有弱勢人士提供法律支援。這是一個需要多方協作的社區項目，我們期待它的成功有助我們更好地支援受惠對象。

Vivien Webb
韋王維芬·理事會主席
Board Chair, PathFinders

HK currently employs 380,000 FDWs, predominantly women of child-bearing age; many of whom lack reproductive health knowledge and service access. The number of FDWs needed in HK is forecast to rise to over 600,000 by 2047 to help care for a rapidly ageing population.

In order to make PathFinders redundant in the coming years, we want the issues we handle to be normalised and catered for within HK's public social welfare and healthcare systems. We want to see the numbers of beneficiaries falling into crisis and in need of our help decrease. Therefore, in addition to providing protection to children and mothers in crisis, PathFinders focuses on preventative measures by increasing awareness, providing education and offering practical guidance to both FDWs, employers and employment agencies.

However, without systemic and policy change, this problem will likely escalate. To influence change, PathFinders engages with the HKSAR Government Departments, United Nations agencies, academics, consulates and key local and international stakeholders to ensure policies and practices do not actively exclude or omit to protect the children and mothers we serve.

We believe that with imagination, cooperation and a commitment to strengthening protections for these children, practical and affordable solutions can be found.

香港目前有38萬外傭，她們大多處於生育年齡，又缺乏基本生育健康常識。有預測指2047年，全港需要60萬外傭來照顧迅速老齡化的市民。

我們的願望是融幼社在將來能功成身退，又期盼我們處理中的問題在香港的公共社會福利以及醫療保健系統中獲得正視和解決。我們亦希望陷入危機並需要幫助的人數得以減少。

故此，融幼社除了為危機中的兒童和母親提供保護外，還著重於提供預防教育，並為外籍家傭和僱主提供實用指導。

可是，如果缺少體制及政策上的改革，我們應付的危機可能會加劇惡化。為了帶來改變，融幼社正與香港特區政府部門、聯合國機構、學者、領事館以及其他本地和國際的主要持分者合作，以確保政策和常規能保障我們所服務的兒童和母親。

我們相信，各方只要敢於想像，通力合作和承諾加強保護兒童，定必能找出切實可行的問題解決方法。

Catherine Gurtin
Chief Executive Officer, PathFinders

Photo: Catherine Gurtin and Lia Ngatini look after children beneficiaries at PathFinders. Catherine Gurtin. Photo taken by Nora Tam, SCMP and Lia Ngatini 在照顧融幼社的受惠兒童。



行政總裁歡迎辭 WELCOME NOTE CEO

目錄 CONTENTS

- 05 關於我們
About Us
- 06 填補社會保障的不足
Bridging the Gap
- 07 過去十年服務焦點
Highlights 2008-18: 10 Years of Service
- 08 從危困走進希望
From Crisis to Hope
- 10 預防危機
Crisis Prevention
- 12 展望來年新一頁
Year Ahead: The Next Chapter
- 16 機構管治
Governance
- 17 二零一八年財務報告
Financial Statement 2018

關於我們 ABOUT US



願景 VISION

每個孩子都得到一個公平的人生起步點。
For all children to receive a fair start in life



使命 MISSION

確保香港最脆弱和缺乏幫助的孩子得到保護與尊重，另亦確保他們現職或曾任外傭的母親，能夠規劃出一個光輝的將來。

Ensure the most vulnerable and unsupported children in Hong Kong are protected and respected, and their migrant mothers - predominantly current or former Foreign Domestic Workers - are empowered to find a path to a bright future



原則 VALUES

不偏不倚·尊重·熱誠·勇敢·有同理心·守密·協作
Non-judgmental, Respectful, Passionate, Courageous,
Empathetic, Discreet, Collaborative

All Children Matter!

Since 2008, PathFinders has supported over 6,000 babies, children and women who were not fully, or inadequately, supported by HK's public welfare and healthcare services, and had no access to justice. In effect, they fell through the cracks of an otherwise world class system.

Currently, no clear government guidelines or policies exist on how to successfully manage a FDWs pregnancy in the best interest of all involved - the employer, the worker and most importantly the unborn child. As a result, and despite legal protections, once a pregnancy is announced or discovered, many of these expectant mothers are unlawfully fired, pressured to leave or resign because they, and their employers, simply don't know what else to do.

A pregnant FDW faces substantial obstacles and hardships when her employment is terminated. She immediately becomes homeless and within two weeks, when her working visa expires, loses all access to public welfare and healthcare services vital for prenatal screening. For those unable to return home, for fear of persecution by family and friends for being an unemployed, single mother with a mixed race child, their children are typically undocumented, stateless and lack access to essential services including medical care and immunisations, shelter and education.

Often destitute, these babies and their mothers are among the most vulnerable and underserved in HK.

每位兒童都值得重視！

從2008年至今，融幼社已經幫助超過6000名無法得到香港公共醫療、福利和法律保護的嬰孩和婦女。事實上，她們被香港的世界一流社會福利系統所遺忘。

香港迄今並沒有任何明確的政府規定和政策，去指引如何成功處理外傭在港工作期間的懷孕，同時保障嬰孩、外傭及僱主的最佳利益。因此，即使有法律保護，一旦這些外傭通知僱主或被發現其身孕，大多待產媽媽會被非法解僱，或被迫離職，因為她們及其僱主都不知道正確處理方法。

當一個有孕在身的外傭被解僱時，她面臨巨大的艱辛與阻礙。她立刻無家可歸，並且在兩週之內失去非常關鍵的公共醫療產檢服務。對那些因為恐懼帶著一個混血兒、未婚再加上失業的身份回鄉會遭受親朋指責，因而無法返鄉的外傭，她們的孩子通常沒有身分證件和國籍，也無法獲得重要的公共福利，包括醫療、疫苗、居所和教育。

這些兒童和母親們多數生活貧窮，逐漸成為香港最弱勢和最需要幫助的一群。

填補社會保障的不足 BRIDGING THE GAP



5000

項物資獲分派至1700名有需要的母親手裡
supplies items distributed to 1,700 vulnerable mothers



170

家庭獲提供協助重返家鄉
families provided one-on-one assistance to return home



300

場教育講座接觸共3500位受惠者
educational classes provided to 3,500 beneficiaries



200

件法律事項受得支援
legal matters assisted



250

次諮詢和評論，以教育公眾，並推動支援受惠人的體制改革
interventions made, to educate, influence and promote systemic change that support our beneficiaries



45,000

名外傭及公眾接受外展教育
FDWs and members of the public reached through outreach activities



6000

嬰孩和外傭母親的生活得到改善
babies, children and their migrant mothers lives improved



300

嬰孩和母親在庇護所尋得安全居所
mothers and children provided a safe shelter



3000

次醫療介入服務
healthcare interventions performed



FROM CRISIS 從危困

TO HOPE 走進希望

社會福利、庇護所、物資供應 Social Welfare, Shelter & Supplies

Our social workers recognise each case is unique. They ensure mothers have the critical information and support needed to address individual immigration, medical, legal, employment, emotional and security issues. They ensure abandoned and vulnerable children are protected and placed in a loving and stable family environment as quickly as possible.

融幼社的社工明白每個個案都是獨一無二的，盡力確保每個母親獲得所需的資訊和支持，以解決個人移民、醫療、法律、就業，以及情感和個人安全等問題。社工亦確保被遺棄和弱勢的孩子能夠盡快得到保護，以及充滿愛心而穩定的家庭環境。

- Shelter, food and essential newborn and maternity supplies 提供庇護所、食物和新生兒及孕婦必需用品
- Birth registration, identity documents and visas 協助辦理出生登記、身分證及護照
- Child protection against abuse, neglect, and abandonment 保護兒童免受虐待、疏忽照顧及遺棄
- Counselling, comfort and care 輔導、安慰和照顧
- Adoption service referral 轉介領養服務
- Permanency planning, including home situation monitoring and education enrolment 協助制定長遠計劃，監測家庭情況和安排入學

兒童的健康與成長 Child Health & Development

Our healthcare team bridge service gaps to provide access to vital medical support. Through workshops, one-on-one counselling and by partnering with pro bono doctors and clinics, they endeavour to detect and prevent pregnancy complications, promote safe pregnancy and support early childhood care and development.

融幼社的醫療團隊彌補了現行醫療福利制度的不足，為我們服務的母親和嬰孩提供重要的醫療支援。我們通過講座、一對一健康諮詢，以及與義診醫生的合作，致力及早發現和預防妊娠併發症、促進孕期安全，並支援幼兒照顧和發展。

- Family planning advice and support 家庭計劃指導和支援
- Pre/postnatal care, education and advice 產前和產後護理、教育及指導
- Home visits and health checks post delivery 家訪及產後身體檢查
- Immunisations 接種疫苗
- Development Screenings 兒童發展評估
- Positive parenting classes 正面教養小孩工作坊

法律平等 Equal Justice

Our legal team provide high-touch, culturally and linguistically sensitive support. Working collaboratively, they bridge significant gaps in access to justice by providing dedicated legal education.

融幼社的法律團隊具備文化和語言敏感度，提供高水平的法律支援。他們通力合作，通過提供專門的法律輔導，令我們的受惠對象得享法律平等。

- Identify and document legal cases 確立和記錄法律案件
- Partner with pro-bono and legal aid lawyers 與義務及法律援助律師合作
- Assist and accompany clients to navigate the justice system 在法律過程中協助及陪伴受惠人
- Educate mothers and children about their legal rights and obligations 教育外傭母親和其小孩認識其法律權利和義務
- Legal research to inform and influence systemic changes 研究法律以推動體制改革
- Develop the next generation of public interest lawyers through internship programme 透過實習計劃培育下一代公共事務律師

重返家鄉 Home Country Return

For many FDW mothers, returning home as a single, unemployed mother with a mixed-race child can be a daunting prospect. Our team provides comprehensive support, via individual counselling, preparation workshops and home country assistance, to ensure they are physically and emotionally equipped to make their journey home with confidence.

對於許多外籍家傭母親來說，帶著一個混血兒、未婚及失業的身份回鄉可能是一個艱鉅的前景。融幼社的團隊為她們提供全面的支持，通過個人輔導、準備回鄉工作坊，以及在其家鄉提供支援網絡，確保她們能夠充滿信心地回家。

- Needs assessment and counselling 評估所需，並提供輔導
- Consulate liaison and assistance 與領事館協作支援
- Flight tickets and documentation 安排機票及所需文件
- In-Country support, via established NGO partners (airport pick up, shelter, family mediation) 透過合作的非政府機構，在受惠人家鄉提供支援，如：機場接送、庇護所、家庭調解
- Vocational skills training 職業培訓

預防危機 CRISIS PREVENTION



知識就是力量： 教育外傭 FDW EMPOWERMENT

Hong Kong currently employs 380,000 FDWs, predominantly women of child-bearing age many of whom lack reproductive health knowledge. They arrive in HK unprepared to deal with the challenges of life away from their families, leaving them exposed to predators and exploitation.

Many FDWs are not aware about their maternity rights or lack the confidence to stand up for them. They often also need a healthy perception towards love and relationships; and the understanding that not all children born in HK will receive permanent residency or citizenship status.

By equipping FDWs with adequate knowledge and empowering them to make well-informed and planned decisions about relationships and a desired pregnancy, we seek to ensure every child born in HK can receive a fair start in life and a well planned future.

香港目前僱用380,000名外籍家傭，她們大多介乎生育年齡，而其中許多人缺乏生育健康知識。他們來到香港時未必能適應沒有家人在旁的的生活，使她們容易遭受欺騙和剝削。

許多外傭不了解自己的生育權利，或缺乏捍衛自己的生育權的信心。他們通常需要建立對愛情和兩性關係的健康觀念；並需正確認識並非所有在香港出生的孩子都會獲得永久居留權或公民身份。

通過教育外傭，使她們能夠就兩性關係和計劃懷孕做出明智和周詳的決定，我們努力確保在香港出生的每個孩子都能在生命中有一個公平的起步點，並有一個計劃周詳的未來。



接觸僱主和僱傭中介公司 EMPLOYER & EMPLOYMENT AGENCY OUTREACH

A lot of FDW employers juggle numerous roles and daily responsibilities at work and home, caring for children and elderly parents. This was likely the reason many hire FDWs to begin with.

When a FDW's pregnancy is discovered or announced many employers lack sufficient and accurate information to guide them on how to support their pregnant FDW, while also ensuring the best outcomes for their own family. Some employers turn to employment agencies for advice. However, a number of agencies still need to be more equipped to guide employers on how to successfully manage challenging situations with their FDWs, including pregnancy.

By providing employment agencies and FDW employers with practical guidance and solutions to support all involved, we hope to prevent a crisis from unfolding.

許多外傭的僱主都忙於職場和家庭中的職責，並且有孩子和年邁的父母需要照顧。這可能是他們當初僱用外籍家傭的原因。

當獲悉外籍家傭懷孕時，許多僱主缺乏足夠的正確資訊去支持其外籍家傭，同時又擔心為自己的家庭帶來影響。一些僱主會選擇向僱傭中介公司尋求建議。但是，許多僱傭中介公司亦需要培訓和資訊，才能正確指導這些僱主如何處理各種挑戰，包括其外籍家傭的懷孕。

融幼社向僱傭中介公司和外傭僱主提供切實可行的指導和解決方案以作支援，希望藉此防止任何一方陷入危機。



推動體制改革 INFLUENCING SYSTEMIC CHANGE

Care options in HK for children, the elderly, those who are sick or have special needs are limited. As such, FDWs have become a key source of support for many households. When a FDW goes on maternity leave, or any form of long term leave, it poses a real challenge for their employer. With no clear guidance or policies on how a FDW's maternity leave should be managed in the best interest of all parties, especially those of the unborn child, FDW employers are left unsupported and confused.

In addition, a lack of affordable relief cover, the legal requirement for a FDW to live-in (during maternity leave and also extended leave) and limited culturally and linguistically appropriate training and information for FDWs on sex education, relationships and family planning options, all contribute to a potential crisis unfolding. With the number of FDWs projected to increase to 600,000 by 2047 to support an ageing population, the problems we see at PathFinders will also likely increase without systemic and policy change.

To influence this change, PathFinders engages with the HKSAR Government Departments, United Nations agencies, academics, consulates and key local and international stakeholders to ensure policies and practices do not actively exclude or omit to protect the children and mothers we serve. We believe that with imagination, cooperation and a commitment to strengthening protections for these children, practical and affordable solutions can be found.

在香港，安排兒童、老人、患病或有特殊需要者的照顧很困難，原因是選擇十分有限。因此，許多家庭只能依靠外籍家傭的支援。當外籍家傭放產假或任何其他長假時，僱主難免覺得吃力。由於現時沒有關於外傭產假的明確指引或政策去保障各方（尤其是未出生嬰兒）的最佳利益，僱主因此感到缺乏支援和困惑。

加上，聘請家傭替工的費用不菲，另外法律亦要求外籍家傭與僱主同住（包括產假期間以及長假期間）；外籍家傭因著文化和語言的隔閡，導致性教育、兩性關係和家庭計劃的知識和資訊不足。以上種種原因皆可能導致危機發生。有預測，到2047年，為照顧香港的老化人口，外傭的數量將增加到60萬。如果不進行體制和政策上的改變，融幼社處理中的問題可能進一步加劇。

為了帶來改變，融幼社正與香港特區政府部門、聯合國機構、學者、領事館以及其他本地和國際的主要持分者合作，以確保政策和常規能保障我們所服務的兒童和母親。我們相信，各方只要敢於想像，通力合作和承諾加強保護兒童，定必能找出切實可行的解決方法。

展望來年新一頁 THE NEXT CHAPTER



To achieve sustainable systemic change, PathFinders will continue to strengthen collaborative work with ALL stakeholders - FDWs, employers, employment agencies, policy-makers, academics, the community, mass media and other partners.

In order to make PathFinders redundant in the coming years, we will need to increasingly focus on prevention by raising further awareness, providing education and offering practical guidance to both FDWs and employers. In the short-term, this may trigger an increase in our case numbers as we surface those 'hidden' in our society and unaware of our ability to assist them. However, our ultimate objective is to see the number of children and women falling into crisis decrease. Fundamentally, we want the issues we handle to be normalised and catered for within HK's public social welfare and healthcare systems, so that PathFinders is no longer needed.

To this end, we are excited to highlight three projects we are piloting in 2019 to help us achieve our ambition by 2030. To find out more, or to get involved in our existing and new projects, please get in touch at info@PathFinders.org.hk.

為了達致長遠的體制改革，融幼社將繼續加強與所有持分者的合作，包括外傭、僱主、僱傭中介公司，以及政策制定者、學者、社群、傳媒和其他合作夥伴。

我們的願望是不久的將來無人再需要融幼社，故此，融幼社著重提供預防教育，並為外籍家傭和僱主提供教育和實用指導。此舉可能導致一些隱藏的個案與我們接觸，令短期內個案數量增加，然而，我們的最終目標是減少陷入危機的兒童和婦女人數。我們希望處理中的問題能夠在香港的公共社會福利和醫療保健系統中得到正視和解決，令融幼社能夠功成身退。

為此，我們很高興重點介紹融幼社將在2019年試行的三大項目，它們將有助我們在2030年之前能功成身退的目標。如欲了解，或參與我們現有的和新的項目，請電郵至info@PathFinders.org.hk與我們聯絡。

#1

FDW Empowerment
知識就是力量：教育外傭



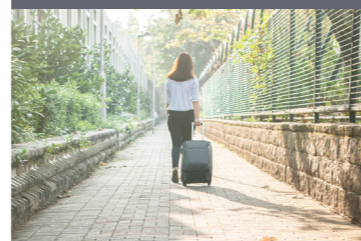
#2

Employer Outreach
接觸僱主



#3

Home Country Return
重返家鄉



#1

知識就是力量：教育外傭 FDW EMPOWERMENT

After more than a decade of meeting the needs of mothers, babies and children in crisis, we are increasing our focus on trying to prevent the root-causes of crisis. We are continuing to deliver education to the FDW community with our key strategic partners - like the Equal Opportunities Commission (EOC), International Organisation for Migration (IOM), Indonesian Consulate and Philippines Consulate.

In addition, to establish a sustainable community outreach model that is led and delivered by FDWs for FDWs, we are empowering FDW community leaders through our Train the Trainers workshops with knowledge, information and skills training to expand our outreach, amplify our messages and sign post our services.

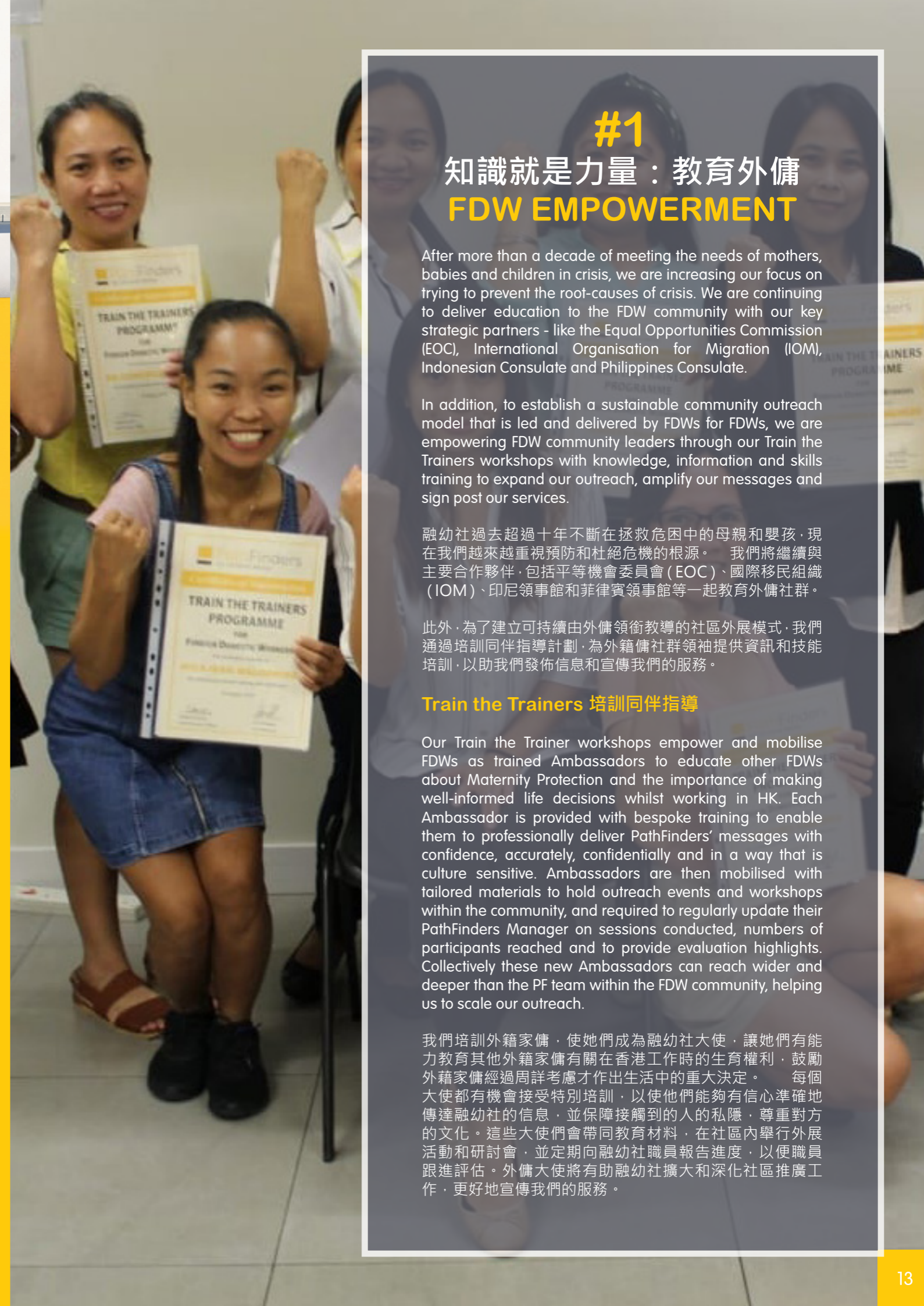
融幼社過去超過十年不斷在拯救危困中的母親和嬰孩，現在我們越來越重視預防和杜絕危機的根源。我們將繼續與主要合作夥伴，包括平等機會委員會 (EOC)、國際移民組織 (IOM)、印尼領事館和菲律賓領事館等一起教育外傭社群。

此外，為了建立可持續由外傭領銜教導的社區外展模式，我們通過培訓同伴指導計劃，為外籍傭社群領袖提供資訊和技能培訓，以助我們發佈信息和宣傳我們的服務。

Train the Trainers 培訓同伴指導

Our Train the Trainer workshops empower and mobilise FDWs as trained Ambassadors to educate other FDWs about Maternity Protection and the importance of making well-informed life decisions whilst working in HK. Each Ambassador is provided with bespoke training to enable them to professionally deliver PathFinders' messages with confidence, accurately, confidentially and in a way that is culture sensitive. Ambassadors are then mobilised with tailored materials to hold outreach events and workshops within the community, and required to regularly update their PathFinders Manager on sessions conducted, numbers of participants reached and to provide evaluation highlights. Collectively these new Ambassadors can reach wider and deeper than the PF team within the FDW community, helping us to scale our outreach.

我們培訓外籍家傭，使她們成為融幼社大使，讓她們有能力教育其他外籍家傭有關在香港工作時的生育權利，鼓勵外籍家傭經過周詳考慮才作出生活中的重大決定。每個大使都有機會接受特別培訓，以使他們能夠有信心準確地傳達融幼社的信息，並保障接觸到的人的私隱，尊重對方的文化。這些大使們會帶同教育材料，在社區內舉行外展活動和研討會，並定期向融幼社職員報告進度，以便職員跟進評估。外傭大使將有助融幼社擴大和深化社區推廣工作，更好地宣傳我們的服務。



#2

EMPLOYER OUTREACH 接觸僱主

Although pivotal, employers and employment agencies have been relatively unreached by PathFinders over the past decade, as we primarily needed to focus on meeting the needs of those in crisis. Now, with Client Services well established and recognising a need to offer practical guidance to employers on how a FDW's pregnancy should be successfully managed in the best interest of the child, we have launched a 3-Step Guide in partnership with Helpwise.

When a FDW's pregnancy is discovered or announced, often an employer's initial reaction is one of shock, betrayal and confusion. Their minds race with multiple questions and concerns. She came here to work, why did she get pregnant? My husband and I work full-time. Can she cope with caring for my young children when she is pregnant? How will we manage when she is on maternity leave? These are all very real concerns that without careful thought and planning can result in a FDW being terminated and ultimately her child falling into crisis.

雖然僱傭中介公司有著很關鍵的角色，在過去十年裡融幼社卻和他們鮮有接觸，只僅主力照顧危困中的受惠人。現在，隨著我們對受惠人的服務上了軌道，我們亦明白外傭需要指引以助他們在保證嬰孩最佳的利益的同時，成功處理外傭的意外懷孕。因此，我們與Helpwise攜手發表了一本給僱主的三步指導小冊子。

當獲悉外傭懷孕，僱主的最初很可能感到驚訝、被背叛和不知所措。僱主腦海裡可能會湧現無數個念頭和顧慮，例如：“她是來香港工作的，怎會懷孕？我和丈夫均有全職工作，她懷孕時還有精力照顧我們的幼童嗎？她放產假時我們應該怎麼辦？”這些顧慮是非常切實的；如果沒有仔細考慮和計劃，外傭可能就被解僱，而她的孩子則會陷入危機。

'My Helper is Pregnant': 3-Step Guide For Employers 外傭懷孕了：僱主的三步計劃

Finding out their FDW is pregnant can create a unique challenge for employers. Both the FDW and their employer are likely experiencing an array of emotions about the future. It often takes a lot of bravery for a FDW to tell her employer she is pregnant. For those whose pregnancies were planned, it can be a joyous anticipation. But for many others, love scams and the lack of reproductive health knowledge can lead to a FDW's unexpected pregnancy. When that happens, the FDW may share the employer's feelings of confusion or anxiety. Our practical step-by-step guide seeks to support employers through their emotions and onto a path that gives them, their helper, and their household the solutions they need.

獲知外傭懷孕的同時，僱主可能面臨難題。外傭和僱主都會對未來有著各種不同的情緒。外傭需要很大勇氣來告訴她的僱主她有孕在身。對那些有計劃受孕的準媽媽，懷孕是一個幸福的期待。然而對於很多外傭來說，愛情陷阱和生育知識的匱乏也許會令到她們意外懷孕。當這種情況出現時，外傭也會像僱主一樣感到迷惑與不安。我們的實用手冊旨在幫助僱主找到一個能夠幫助他們、外傭和家庭的解決方案。



#3

重返家鄉 HOME COUNTRY RETURN

For many FDW mothers, returning home as a single, unemployed mother with a mixed-race child can be a daunting prospect. To avoid the fear and potential persecution of returning home, some choose to overstay - becoming a hidden part of our society with no access to public services. Others seek asylum to access very minimal social welfare support, but an uncertain future for themselves and their child.

Currently in Hong Kong there are hundreds of children born to former FDWs who are seeking asylum. Some of these children have been in HK for many years while they wait on the appeal process. This process is likely to speed up in the near future. With less than 1% of asylum cases being approved, these children, who have never visited their mother's home country or speak their mother's tongue, will, sooner or later, face deportation often with little notice.

對於許多外籍家傭母親來說，帶著一個混血兒以及單身失業的身份回鄉可能是一個艱鉅的前景。為了躲避這種恐懼和身邊人可能的責備，一些外傭會選擇逾期逗留，從而變成社會中的隱形人士，並無法享受公共服務。有部分外傭母親選擇尋求庇護以獲取非常少量的社會福利支援，但這對她們和孩子來說並非可靠的前途。

香港現在有上百位的母親曾任外傭的小童現正尋求庇護。這些孩子在等待申訴程序的過程中，已經待在香港很多年。在未來申訴程序極可能會加快。這些孩子從未去過母親的家鄉，不會講當地語言，而且申訴成功率少於1%，剩下的多數早晚要面臨短期內遣返。

Strategic Partnerships 策略合作夥伴

To identify, support and assist the mothers and children who are swept up in this process and ensure they are physically and emotionally equipped to make their journey home with confidence, we are further expanding and strengthening our relationships with key strategic partners. We are collaborating with the UNHCR and multiple HK based NGO partners to identify and assist these mothers and their children while they remain in HK, and with the IOM and in-country NGO partners to provide assistance and services on their return home, such as temporary accommodation and family mediation.

為了找出和支援這些在這個過程中無助的母親和孩子，並確保他們身心準備好回鄉，我們與多位重要的夥伴深化了合作。我們聯同香港本地的幾所非政府組織和聯合國難民署，一起來找出和支援這些還待在香港的母親與孩子們，我們亦與聯合國移民署和她們家鄉當地的非政府組織，為她們在家鄉提供盡可能的協助，例如臨時住宿和家庭調解。

Photo: The team at our 11th Anniversary Fundraising Dinner
我們的團隊在第十一屆週年籌款晚宴上合照。



GOVERNANCE 機構管治

Board of Directors 理事會

Board Committees 理事會

Finance & Audit 財務與審計, Governance 管治, Fundraising 籌款, Nomination 提名

CEO 行政總裁

Community Engagement
社區參與

Client Services
受惠人服務

Operations
營運

Foreign Domestic Worker (FDW) Outreach 外傭外展活動

Social Welfare & Shelter 社會福利與庇護所

Fundraising 籌款

FDW Employer Outreach 外傭僱主外展活動

Healthcare 醫療

Finance 財政

Home County Integration 外傭母親重返家鄉計劃

Justice 司法

Governance 管治

Influence 倡議

Child Development 兒童成長

Technology 科技

Communications 傳訊

Supplies 物資

Administration 管理

Interns, Volunteers, Consultants 實習生·義工·顧問

YEAR ON YEAR COMPARISON 按年比較

INCOME 收入	2017	2018
Events 活動	18%	22%
Foundations / Grants 基金會/基金	37%	48%
Corporates 企業	28%	18%
Individuals 個人	17%	12%
Total Revenue 總收入	HK\$7,772,000	HK\$9,006,000

EXPENDITURE 支出	2017	2018
Beneficiaries 受益人	80%	80%
Operations 營運	20%	20%
Total Expenses 總支出	HK\$7,827,000	HK\$8,573,000

BENEFICIARY PROGRAMME BREAKDOWN 受益人計劃細目	2017	2018
Social Welfare, Shelter & Supplies 社會福利·庇護所和用品	45%	51%
Education & Community Outreach 教育與社區外展	16%	15%
Justice 司法	23%	24%
Healthcare 醫療	16%	10%
Total Beneficiary Expenses 受益人總支出	HK\$6,297,000	HK\$6,854,000

2018 二零一八年財務報告 FINANCIAL STATEMENT



All
Children
Matter

以及人之幼