



Welcome

歡迎辭

As PathFinders enters its 9th year, we continue to ensure that every child born in Hong Kong has a fair start in life. 2016 was PathFinders' busiest year ever - we supported 900 new babies and women. We have now helped over 4,500 of Hong Kong's most vulnerable people. The babies' mothers are typically current or former foreign domestic workers and almost 90% of their fathers are in Hong Kong. I'd like to share one of our cases with you:

A 7-day-old baby, Rohit, was brought to PathFinders with a serious infection. During a particularly cold winter, and denied access to public healthcare, Rohit and his mother had been sleeping homeless in a park. Rohit had no legal identity; nothing to prove he even existed. PathFinders provided health care, immunisations, shelter, food, clothing and, critically, helped Rohit obtain identity documentation. With intensive one-on-one care and counselling, Rohit and his mother are now on their way to a much brighter, more stable future.

Longer term, the welfare and success of family units such as Rohit's depend on Hong Kong's legal, policy, and welfare safety nets catching and providing for them. For this reason, and because of our unsustainably high caseload, 2016 saw us amplify our interventions at Legislative Council, government, consular, agency and United Nations' levels. We spoke at corporate and academic institutions, contributed chapters to law books and, as a last resort, helped this largely voiceless community assert their legal rights with considerable success.

We also welcomed Judy Chan, Lara Fabregas and Kestity Pringgoharjono as board directors.

We could not do our work without significant support. Thank you for all that you do to help Hong Kong's most vulnerable babies and their migrant mothers.

Very best,
Kay McArdle
CEO, PathFinders Limited

踏入成立至今的第九個年頭，PathFinders繼續堅守其使命，確保每位於香港出生的孩子得到公平合理的對待，助他們踏出人生第一步。PathFinders於2016年支援了共900名嬰孩及婦女，是我們前所未有的最忙碌的一年。成立至今，我們已協助了超過4,500名這些香港最無助的人士。接受我們支援的嬰孩，他們的母親主要為現任或曾經受聘於為香港家庭的外傭；而他們的父親，超過九成為居港人士。且讓我跟你們分享一個個案：

這個故事的主角是小Rohit，他被送到PathFinders時只有7天大而且身體受到嚴重感染。在一個特別寒冷的冬日，小Rohit與媽媽因為無家可歸而要睡在公園內。他們不但被拒於公共醫療設施之外，小Rohit還欠缺法定身份，更連可證實他存在的證據也欠奉。PathFinders除了為小Rohit提供醫療、免疫接種、庇護、食物、衣服等基本需求以外，更重要的是助他取得身份證明文件。經過深切的一對一照料及輔導，小Rohit及媽媽終可得見曙光，展望一個較為安穩的未來。

對於小Rohit及其他身處類似處境的人士及家庭，他們的福祉，長遠來說是須依靠香港於法律、政策及福利三方面為他們築起安全網，以提供所須的保障及支援。鑑於這個原因及考慮到服務量持續高企於難以應付的水平，我們於2016年加強了於立法會、領事館、政府部門及聯合國等各層面上的介入質詢工作。此外，我們也在企業及學術機構做出演說、為法律書籍貢獻文章及在別無他選的情況下，替社會上這無聲的一群，作出法律上的抗爭並取得相當理想的成績。

我們同時很高興邀得陳芳女士、Lara Fabregas及Kestity Pringgoharjono出任董事局成員，在此歡迎她們加盟。

最後，我衷心感謝每位支持者對香港最無助、最脆弱的孩子及外傭母親們所作出的貢獻和努力。是你們那份無私施予及慷慨襄助，賦予我們繼續前行的動力，造就我們今天的成績。

敬祝
安康

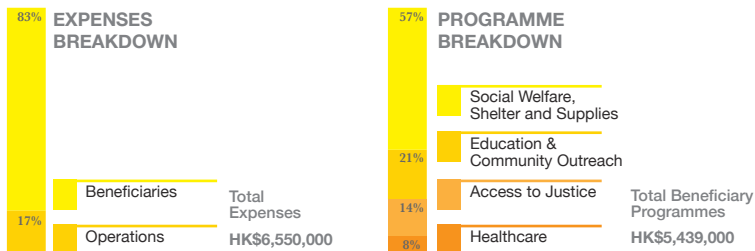
行政總裁

麥雅杜謹啟

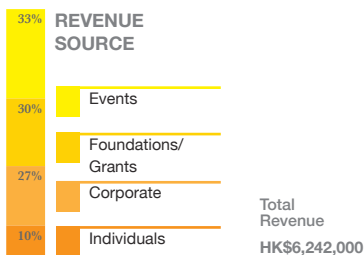
Financials

財務

HOW WE SPENT OUR FUNDS (FY2016)



FUNDING SOURCES (FY2016)



YEAR ON YEAR COMPARISON

INCOME	2015	2016
Events	41%	33%
Foundations/Grants	20%	30%
Corporates	21%	27%
Individuals	18%	10%
Total Revenue	HK\$6,643,000	HK\$6,242,000
EXPENDITURE		
Beneficiaries	83%	83%
Operations	17%	17%
Total Expenses	HK\$5,917,000	HK\$6,550,000
Beneficiary Programme Breakdown:		
Social Welfare, Shelter & Supplies	49%	57%
Education & Community Outreach	43%	21%
Justice	6%	14%
Healthcare	2%	8%
Total Beneficiary Expenses	HK\$4,971,000	HK\$5,439,000



About PathFinders

關於PathFinders

PathFinders Limited is an independent, secular and non-partisan humanitarian services organisation with tax-exempt charitable status in Hong Kong. Since our founding in 2008, PathFinders has helped over 4,500 of Hong Kong's most vulnerable babies, children and migrant women. Over 10% of these children would, but for PathFinders, have been at extreme risk of abuse, neglect, even trafficking.

MISSION

To ensure that the most vulnerable children born in Hong Kong, and their migrant mothers, are respected and protected.

Total People Reached in 2016

9,329

VALUES

PathFinders believes that every child deserves a fair start in life. Our approach is:

NON-JUDGEMENTAL . RESPECTFUL . PASSIONATE . COURAGEOUS . EMPATHETIC . DISCREET . COLLABORATIVE.

WHY DOES HONG KONG NEED PATHFINDERS?

The babies, children and women we help are either not supported, or are inadequately supported, by Hong Kong's existing public welfare, healthcare and access to justice structures. In effect, they fall through the cracks of our otherwise world class social welfare safety nets.

WHO DOES PATHFINDERS HELP?

PathFinders helps pregnant, migrant women (principally current or former foreign domestic workers) in distress and their Hong Kong-born children. Despite legal protections, too many of these women are unlawfully fired once their pregnancy is announced or discovered. In 2016, 88% of the fathers were in Hong Kong. Once their employment is terminated, these pregnant women immediately become homeless. Within two weeks they lose access to all public welfare support. Now destitute, they and their babies are among the most vulnerable and underserved people in Hong Kong.

APPROACH





Our key activities focus on filling the public service gaps in social welfare and support, healthcare, education and access to justice. We ensure that the standard of service and care given, where possible, match those of Hong Kong's public welfare system. We address all humanitarian needs from ensuring the child is documented to the end of the particular crisis, typically:

- For a woman: from a pregnancy right through to when the woman and child find their path to a sustainable and legal future; and
- For a baby/child: from ensuring all children are documented and immunised to placing an abandoned/neglected child in a safe, permanent and loving family.

“PathFinders does the thankless job of caring for the children and migrant mothers who fall out of the Hong Kong system of health care, justice and welfare. For such we are thankful, humanity is thankful.”

-Anthony Ng, Wyng Foundation

ACTIVITIES AT A GLANCE

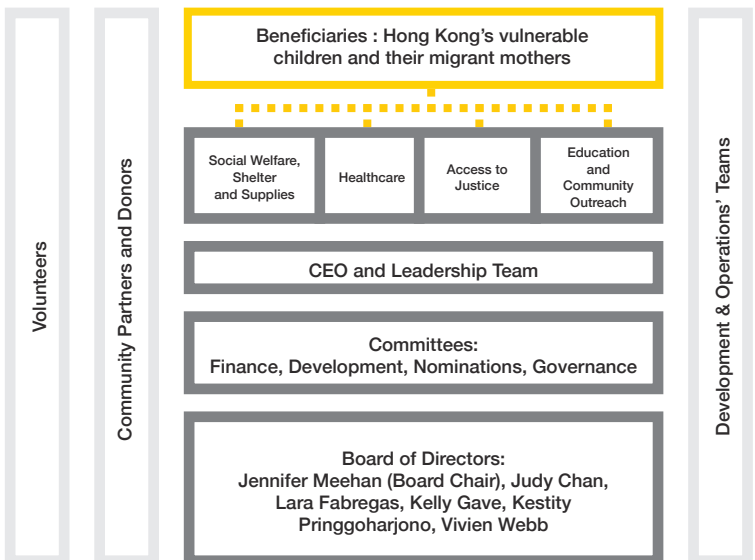
	2014	2015	2016
 Social Welfare, Shelter and Supplies no. of people helped	621	758	901
 Healthcare no. of interventions	344	608	665
 Access to Justice no. of legal cases	22	46	55
 Education no. of class attendances	1,340	1,196	1,277
Community Outreach no. of people reached	11,689	12,950	8,428*

* Number of outreach sessions reduced in 2016 to help manage surge in new Social Welfare cases.

COMMUNITY

PathFinders’ work would not be possible without concerted community support. To get the job done, we partner with over 50 agencies and non-profits, three universities, 50 lawyers, 10 doctors and a private hospital.

ORGANISATION STRUCTURE



Social Welfare, Shelter & Supplies

社會福利，庇護，物資

NEED

People ask for our help when;

Still Employed Women

Pregnant and unsure how to manage their statutory maternity leave, how to access health care and how to create a plan for the future;

Unemployed Women

Pregnant or with a newborn. They are often homeless, hungry and penniless. Most have been illegally fired or have been pressured in to resigning. Their babies are typically undocumented, unimmunised and in need of medical attention; and/or

Abandoned, Abused or Neglected Children

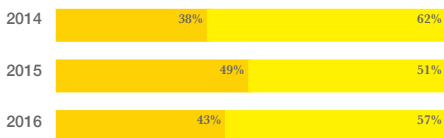
These are our most upsetting and time-intensive cases. PathFinders acts as the voice of the child.

ABOUT THE PEOPLE WE HELP

CHILDREN

Have the legal right to live in their current location

Living in Hong Kong as an asylum seeker

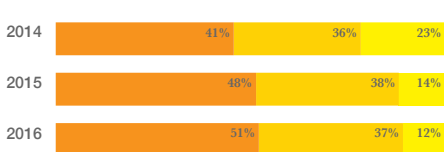


MOTHERS

Returned or planning to return to country of origin

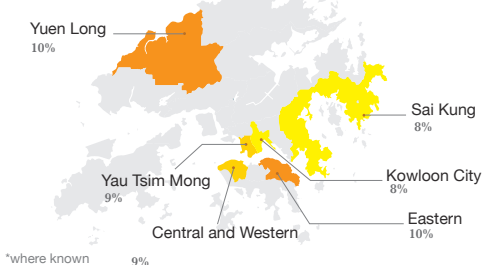
Lawfully permitted to live in Hong Kong

Living in Hong Kong (asylum seeker or on recognizance)



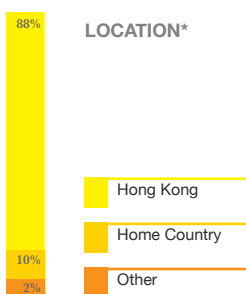
MOTHERS' EMPLOYERS

TOP 6 EMPLOYER DISTRICTS*

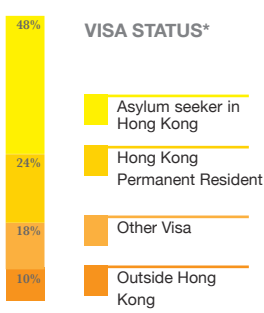


*where known

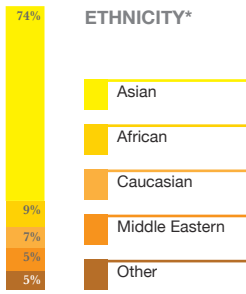
FATHERS



*where known



*where known



*where known



RESPONSE

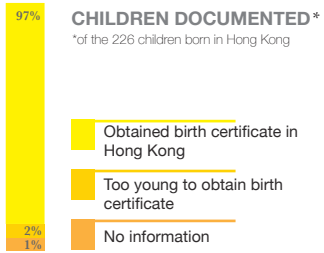
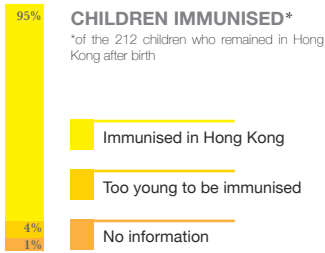
PathFinders' social workers support each family unit, ensuring that mothers have the critical information they need to address immigration, medical, legal, employment, emotional and security issues. For abandoned and vulnerable children, our child care specialists work to ensure that they are protected and placed in a loving and stable family environment as quickly as possible.

ACTIONS

1. Provide shelter, food, clothing, nappies, bedding to meet basic human needs
2. Ensure that undocumented babies and children are registered and obtain birth certificates and passports
3. Intervene to protect children against abuse, neglect, and abandonment
4. Provide medical support
5. Provide counselling, comfort and care
6. For mothers who decide that adoption is the best option for the child, refer to adoption services

ACCOMPLISHMENTS

	2014	2015	2016
Support, Supplies and Shelter <small>no. of new people helped</small>	621	758	901
Children* protected from abuse, neglect and abandonment <small>* including those referred for adoption</small>	15	23	26
Paternity/maintenance claims pursued against Hong Kong-based fathers	3	7	13
Women Counsellled	187	241	289
People Sheltered	49	39	44
Nights <small>* In 2016, one shelter was closed to release resources towards coping with the surge in new cases</small>	2,354	2,466	1,919*
Number of people given supplies	253	357	437
Number of items distributed	-	6,682	9,329



100%
of women rated their one-on-one care delivery as "good or excellent"

96%
of women rated the accessibility of crucial information as "good" or "excellent"

94%
of women found that our clothes collection service was "good" or "excellent"

Healthcare

醫療服務

NEED

Foreign domestic workers who are illegally fired or forced to resign because they are pregnant, lose access to all public welfare and health care in Hong Kong within two weeks of their employment being terminated. This group of mothers and their babies are desperately in need of health care, health system navigation and health education. For those women who are still employed, help is needed with health care access, navigation and tailored, language-specific advice.

RESPONSE

PathFinders' Health Care team provides access to vital medical services and bridges health care and service gaps. We endeavour to detect and prevent pregnancy complications, to promote safe pregnancy and childbirth and to provide baby care information. PathFinders' interventions increase the likelihood of a healthy birth and a healthy baby.

ACTIONS

1. Provide maternity advice, pre-natal and post-natal care
2. Facilitate access to quality medical services by partnering with pro-bono doctors, nurses and clinics
3. Accompany women to receive family planning advice and support
4. Educate mothers about pregnancy and baby care through workshops and one-on-one counseling
5. Conduct home-based check-ups after the baby is born, to support new mothers and babies

“PathFinders’ dedicated partnership with The Family Planning Association of Hong Kong enables female migrant workers, many of whom are young mothers, to make informed decisions on sexual and reproductive health and rights. Through attending our education workshops and receiving our free clinic services, these women are empowered to take positive action for their own future and wellbeing. It has been a fruitful collaboration which we look forward to continuing.”

~ Dr. Susan Fan, The Family Planning Association of Hong Kong

ACCOMPLISHMENTS

	2014	2015	2016
Appointments at our Health Centre	266	425	489
Newborn infants visited at home	35	46	32
Women provided with contraceptive advice and support	43	56	49
Women accompanied on hospital and doctor visits	n/a	81	95
TOTAL HEALTH CARE INTERVENTIONS	344	608	665

Access to Justice

法律及公義

NEED

Foreign domestic workers often struggle to understand and enforce their legal rights in Hong Kong. Language and cultural barriers, lack of knowledge and gaps in the access to justice system pose significant impediments. Employed women are entitled to maternity protections. Babies whose biological fathers have disappeared have paternity and maintenance rights.

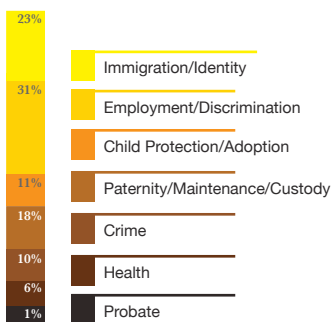
RESPONSE

PathFinders' legal team ensures that vulnerable babies, children and women receive quality legal advice and representation in a language they understand. We bridge a significant access to justice gap by identifying legal issues, finding lawyers to help and then supporting the women and children through the legal process and when appearing in courts and tribunals. Our guiding principle is that everyone should have equal access to, and is equal before, the law.

ACTIONS

1. Identify and prepare legal cases
2. Partner with pro-bono lawyers to pursue claims
3. Assist and accompany clients to navigate the justice system
4. Educate mothers about their legal rights and obligations
5. Provide lawyers, law students, academics, interns and volunteers with street law experience

SCOPE



PathFinders' innovative and highly collaborative access to justice work not only helps the vulnerable and otherwise voiceless children and women PathFinders serves, it also enables Hong Kong's lawyers to serve society through important pro bono work.

~The Honourable Anna WU Hung-yuk, GBS, JP

ACCOMPLISHMENTS

	2014	2015	2016
Legal cases	23	45	55
Women helped	17	33	97
Babies and Children helped	3	5	17

IN 2016

FIRST SEX DISCRIMINATION CASE

The first Sex Discrimination case brought in Hong Kong by a domestic worker was heard in the District Court.

NEGOTIATED REINSTATEMENT

Working with PathFinders, pro bono lawyers negotiated reinstatement of two clients unlawfully dismissed by their employers when pregnant.

COMPENSATION

Through out-of-court settlement, HK\$752,538 was recovered in damages and compensation by four clients wrongfully dismissed by their employers when they were pregnant.

DAVID CLARKE FELLOWSHIP

Won the David Clarke Hong Kong Fellowship which provides PathFinders' CEO with the opportunity to visit access to justice models around the world.

MEDIA COVERAGE

Significant media coverage of legal claims brought by PathFinders' clients.

EXPERT ADVICE

Provided expert advice in a landmark human trafficking for forced labour case

365

On 365 occasions, women were not alone when visiting a lawyer, court or government office.

2

Contributed chapters to two law books.

PARTNERED WITH:

70

Lawyers

23

Legal Interns/Volunteers

20

Law Firms

3

Universities

Education and Community Outreach

教育及社區推廣

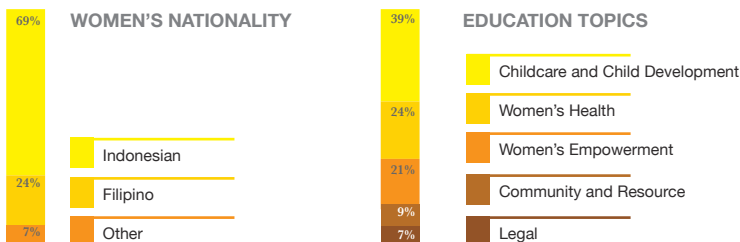
NEED

PathFinders estimates that there may be as many as 6,000 vulnerable pregnant, migrant women. The number rises as more foreign domestic workers enter our workforce. Most women emigrate from developing nations with little to no knowledge about reproductive health, rights and services, and they critically need education.

RESPONSE

PathFinders' teams increase migrant women's understanding of reproductive health and related topics. We give culturally- and linguistically-tailored information on their weekly day off in the places where they gather. This leads to heightened awareness and increased knowledge about maternity rights and the rights of vulnerable children. We also educate the broader community of employers and employment agencies, as well as government, legislative, consular and statutory bodies. We work to increase awareness of the absence of government policy regarding how best to manage the pregnancy of a foreign domestic worker.

SCOPE



In 2016, PathFinders received a certificate of nomination of the Hassan Wirajuda Citizen Protection Award 2016 from the Government of the Republic of Indonesia. This certificate is an appreciation of the exemplary work of Pathfinders to provide protection and education for mothers and children. PathFinders is a close and cooperative partner of the Consulate General.

~Consulate General of the Republic of Indonesia, Hong Kong SAR

ACTIONS

1. Host booths in parks and public gathering spaces to disseminate information
2. Contribute regular feature & opinion pieces in Hong Kong's main domestic worker media outlets
3. Provide support for families returning to the mother's home country through pre-departure preparation classes, in-country care, counselling & financial assistance
4. Collaborate with consulates, policy makers, academics, law schools, NGOs, international agencies & governments to identify & address systemic gaps & root causes giving rise to the extreme vulnerabilities of the women & children we help

ACCOMPLISHMENTS

	2014	2015	2016
Education Classes Held	161	147	128
Education Classes Attendances	1,340	1,196	1,277
Community Events	22	42	31
Migrant Workers and Employers reached through community events	11,689	12,950	8,428
Women and Children assisted to return to mother's home country	48	86	90
Points of Public Influence	13	15	70
Articles in media outlets	16	13	22

感謝您

Individuals

Aarti Mataney	Anna Molero	Carol Young	Cristina Paparozzi
Achal Sondhi	Anna Odman	Caroline Andhika	Cynthia Cheung
Ada Yip	Anna Tehan	Caroline McNally	Dabby Lo
Adam Raby	Anna Worsley	Caroline Miller	Daisy Jiang Perry
Adam Singer	Anna Wu Hung-yuk	Carolynne Dear	Daisy Mandap
Adam Zaki	Anne Farlow	Cat Preston	Damon Hickey
Adele Rossi Brunner	Anne Marden	Catharina Axell	Dan MacShane
Adeline Chin	Anne Scully-Hill	Catriona Martin	Dania Abduali
Adrian Chan	Anne Silin	Cecily Houghton	Daniel Meehan
Agnes Dela Cruz	Annette Bain	Charlene Beriana	Daniela Horton
Agnes Ng	Annie Chen	Charlene Hua	Daniella Seradi
Alec Tracy	Annie Leung	Charles Christian	Darcy Davison-Roberts
Alex Ng	Annie Sundavadra	Charles Sussex	David Naphtali
Alex Prideaux	Anthony Cann	Charlotte Coleman	David Parker
Alex Tracy	Archana Kotecha	Charu Mehrotra	David Peng
Alexandra Crowley	Arian Hassani	Cheryl Kwok	David Smail
Alexandra McMullen	Ashlee Rae Meek-	Chiann Bao	Davyd Wong
Alia Eyres	Schroth	ChiHo Kwan	Deborah Kuh
Alice Molan	Asmita Bharadwaj Das	Chine Chan	Denise Novaes-Hingorani
Alicia Weisberg-Roberts	Audry Ai Morrow	Chris Drake	Dennis Kwok Wing-hang
Alison Harbert	Aya Lewis	Chris Morley	Derrick Lui
Alison Lee	Azan Marwah	Christian Brun	Desmond Wong
Alison Lusher	Barry Cheng	Christian Pillsbury	Devi Novianti
Alison Stephen	Beatrice Carroli	Christina Dean	Dexter Lynch
Alison Whalley	Ben Way	Christina Lai	Dilys Leung
Allan Bell	Benjamin Harris	Christina Matula-Hakli	Donna Healy
Ali Maynard	Bernard Pouliot	Christina Shen	Doreen Tan
Allison Creel	Beth Errington	Christina Themar	Doris Tsoi
Alison Falloon	Betty Payne	Christine Crawford	Dorothy Yu
Alistair Thompson	Beverly Koo-Schmidt	Christine Loh Kung-wai	Douglas Tsui
Amanda Oswald Visher	Bharat Sundavadra	Cindy Cheng	Dr. Alex Doo
Amanda Clark	Bill Nichol	Cindy Jeffery	Dr. Angela Wong
Amanda Rock	Billy Wong	Citrine Ho	Dr. Anthony Ng
Amanda Zhang	Billy Zhang	Claire Goubault De	Dr. Barry Connell
Amy Barrow	Bindiya Rupani	Brugiere	Dr. Chuang Lai
Amy Chuang	Binti Katelia	Claire Melwani	Dr. Hans Schrader
Amy Woo	Bobo Leung	Claire Turner	Dr. Jimmi Mak
Andranna Ross	Boie Ho	Claire Vandenhoeck	Dr. Lai Chuang
Andrea Gabbay	Brian Hodgson	Clare Williams	Dr. Linda Hui
Andrew Yue	Brian Lam	Clarice Cheung	Dr. Rulin Fuong
Andy Indrady	Brooke Chenoweth	Claudia Tam	Dr. Sophia Kennelly
Andy Meehan	Bryonie Guthrie	Clemence Saunier	Dr. Susan Fan
Andy Schroth	Bubble Lee	Clive Kristen	Dr. To Wai Hung
Angel Li	Bunoo Limbu	Coleman Li	Dr. Tse Tsz Wah
Angela Chung	Caelum Greene	Colin Cohen	Duncan Abate
Anita Lam	Callum Wiggins	Coline Espiau de	Ed Sheremeta
Anita Tang	Camellia Duncan	Lamaestre	Edward Alvarado
Anja Soerensen	Candy Chin	Connie Ling	Edward Elkin
Anju Mary Paul	Carmen Cheng	Coral Puig	Effie Hu

Thank You 感謝您

Eiroy Wong	Heejin Scelo	Jo Donne	Kirsten Zaki
Elaine Zhang	Helen Binge	Joan Tsoi	Kit Mak
Elisa Chongbang	Helen Douglas	Joanna Bowers	Kristian Chin
Eliza A Wan	Helen Kwok	Joanne Brown	Kristina Zebua
Elizabeth Lim Dy	Helen Lindman	Joanne England	Kuh Wen Gee
Elizabeth Seymour-Jones	Helena Tuanakotta	Joanne Oswin	Kylie Uebergang
Ellen Loomis	Henry Ambelang	John Cestar	Kyoko Altman
Elsa Wong	Henry Cheng	John Farthing	Lakshmi Harilela
Emen Bouzidi	Henry Webb	John Gough	Lara Fabregas Lynch
Emily Lau Wai-hing	Hero Fan	John Lewis	Larosa Arum
Emily Young	Hilary Hui	John Massie	Lau Kai Ming
Emma Lam	Hinata Inaki	John McVey	Laura Critchley
Emma Levy	Hiu Choong Wong	Jon Donne	Laura Ho
Emma Pugh	Ho Kin Chung Peter	Jonathan Mok C.Y.	Laura Thompson
Emma Sherrard Matthew	Hong Tran	Jong Lee	Lauren Houghton
Emma Yu	Honnah Lee	Joshua Baker	Lawrence Webb
Eni Lestari	Hugh Chiverton	Joshua Gabbay	Layla Keith
Eric Yiu	Ian Bennett	Josie Nuttall	Leanne Ledgard
Erica Murphy	Ian Devereux	Joy Koo	Lee Lian Loke
Estella Huang Lung	Ian Gaunt	Joyce Leung	Lenlen Mesina
Ewan Clarkson	Ian Taylor	JP Papaioannou	Leslie Kwok
Ezha Uebergang-Oswin	Ines Aguzin	Judith Cobena	Levina Li
Fajar Kurniawan	Iris Yum	Judy Chan	Leyla Bouzouba
Fatima Guzman Quintin	Iroh Baroroh	Jukka Hakli	Li Jing Wynn
Felice Iskandar	Isaac Chan Hoi Kin	Julia Surman	Li-Chien Wong
Felicia Hidayat	Isabel Wagner	Juliana Ho	Liang Li
Felix Keith	Isabelle Hung	Julie Chang	Libby Vaughan
Fernando Cheung Chiu-hung	Issac Ng	Julie Koo	Lidia Garcia
Fiona Li	Ivette Webb	Julie Zhu	Lily Massie
Fiona Marin	Jack Ogden	Justin King	Lily Wong
Fiona Nott	Jackie Hui	Justine Dolling	Lily Tse
Florence Tung	Jacline Chu	Justine Fox	Lin Ching Cheung
Fook Aun Chew	Jacqueline Tai	Ka Sin Lai	Linda Burgoyne
Francesca Pompeo	Jacqueline Zheng	Karen Lau	Linda Heathfield
Francise Tang	Jaime Zhong	Karen McClellan	Linda Xu
Frank Leung	James Dwyer	Karen See	Lindsay Ernst
Frank Lonergan	James Houghton	Karen Sherwood	Linn Ng
Frankie Tam	James Rice	Karin Bremer	Liyong Xing
Frederick Mocatta	Jamie Hill	Karin Neuhaus	Liz Clarke
Frederik Balfour	Jane Engelman	Karis Yip	Liz Luya
Gabriela Kennedy	Jane Goldsmith	Karla Molina	Liza Beighley
Gala Pernon	Jane Lewis	Karola Horvath	Lok Wing Ho
Gareth Bater	Janice Tsang	Kate Carango	Lorraine Adessky
Gavin Lewis	Jason Brown	Kate Griffin	Louis Gave
Gebhard Giselbrecht	Jason Lai	Katherine Berliner	Louisa Lau
Geeta Mahbubani	Jason Ng	Katherine Lee	Lucy Hill
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