



融幼社
PathFinders

2019
ANNUAL
REPORT



ALL
CHILDREN
MATTER



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a Fair Start in Life

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2019



Wow, what a year! 2019 was not a year for the faint hearted. However, in the face of socio-political unrest that hampered our ability to conduct a number of our activities as planned, we are so very proud and inspired by the passionate and truly exceptional team at PathFinders who go to extraordinary lengths every day to meet the needs of the babies, children and women we serve. We are committed to continually assess and monitor the situation to ensure we adapt and evolve to make sure every baby, child and mother is protected.

During 2019, we protected 925 babies, children and women, and significantly increased our outreach to empower and educate 37,000 Migrant Domestic Workers (MDWs) and employers. For more details on what we achieved in 2019 see page 13 onwards. In addition to ensuring 'business as normal' as best we could in 2019, we took time to reflect on what more we need to do to achieve our ambition of 'fixing' the problems that drive our beneficiaries into a crisis. Our new 3 year strategy (2020-22), will increasingly focus on the importance of community engagement and influencing systemic change to ensure the most vulnerable children in Hong Kong (HK) receive a fair start in life. Ultimately, we believe prevention is better than cure - so we will seek to do even more to try and stop a crisis from unfolding, rather than repairing the damage after.

As we enter our new strategic period and in the face of a 'new normal' that requires even greater resilience, adaptability and prioritisation, we strengthen our commitment to protecting all children in HK and to delivering solutions that address the root causes of crisis. We will do even more to monitor, evaluate and hold ourselves accountable; to use finite resources from our donors, supporters and friends efficiently and effectively to achieve the greatest impact for our beneficiaries.

We are incredibly grateful to everyone who makes our work possible – we couldn't do what we do without you! Now, more than ever, we thank you for your continued support and generosity. We look forward to working together over the coming months and years, and finding a path to a brighter future for all.

Vivien Webb
Board Chair, PathFinders

Catherine Gurtin
Chief Executive Officer, PathFinders

ALL CHILDREN DESERVE A FAIR START IN LIFE

Since 2008, PathFinders has supported almost 7,000 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.

Given limited care options for young children and the elderly in HK, FDWs have become a critical source of support for many households. HK currently employs 390,000 FDWs, predominantly women of childbearing age; many of whom lack reproductive health knowledge and service access. This number is forecast to rise to over 600,000 by 2047 to help care for a rapidly ageing population.

Currently no clear government guidelines or policies exist on how to successfully manage a FDW's pregnancy in the best interest of all involved - the employer, the FDW 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.





6,925
Babies, Children and their Migrant Mothers Lives Improved




62,000
FDWs and Members of the Public Reached Through Outreach Activities

391
Educational Classes Provided to 3,500 Beneficiaries


307
Legal Matters Supported




338+
Local and International Interventions to Promote Systemic Change




196
Families Provided One-on-One Assistance to Return Home

3,915
Healthcare Interventions Performed




332
Mothers and Children Provided a Safe Shelter




5,000
Supplies Items Distributed to 2,150 Vulnerable Mothers



UNIQUE RISKS OF PATHFINDERS' CHILDREN

Every case we support is unique, but ensuring every child receives a fair start in life is universal!

At PathFinders we place child rights at the centre of everything we do, ensuring all children born to a migrant mother in HK can realise their right to health, education, family life, play and recreation, an adequate standard of living and protection from abuse and harm.

Healthy Pregnancy



Postnatal and Newborn

- Maternal depression
- Poor maternal physical health
- Unhygienic practices
- Suboptimal breastfeeding
- Malnutrition
- Low preventative healthcare
- No access to preventive health
- Limited emotional bonding

Healthy Growth and Development



The **United Nations Convention on the Rights of the Child (UNCRC)** is the most globally accepted standard on children's rights. They are a guiding light for all child protection agencies.

The UNCRC consists of 41 articles, each detailing a different type of right. Four of these articles are known as General Principles, and are fundamental if a child is to secure all other rights.

PathFinders is committed to delivering these rights to the children we serve.

General Principles:

- All rights guaranteed by the UNCRC must be available to all children without discrimination of any kind (Article 2);
- The best interests of the child must be a primary consideration in all actions concerning children (Article 3);
- Every child has the right to life, survival and development (Article 6); and
- The child's view must be considered and taken into account in all matters affecting him or her (Article 12).

UNCRC articles are commonly grouped under the following themes:

1. **Survival:** include the child's right to life and basic needs, such as nutrition, shelter and access to medical services
2. **Development:** include the right to education, play, leisure, freedom of thought, conscience and religion
3. **Protection:** ensure children are protected against all forms of abuse, neglect and exploitation
4. **Participation:** encompass children's freedom to express opinion

Pregnancy and Childbirth

- Homelessness
- Inadequate maternal nutrition
- Maternal stress and anxiety
- Pregnancy complication
- Alcohol and substance misuse
- Mother-to-child STD transmission
- Preterm birth
- Low birthweight



Safe Childbirth

Infant and Toddler (up to 3 Years)

- Undocumented or stateless
- Institutionalised care
- Exposure to household and environmental dangers
- Developmental difficulties and language delays
- Stunted growth linked to malnutrition
- Inadequate learning and stimulation
- Social withdrawal
- Abandonment
- Neglect
- Maltreatment
- Ethnicity based discrimination
- Family violence

For more information on the unique risks of PathFinders Children, please visit www.PathFinders.org.hk

NURTURING CARE

Good Health

- Caregivers are mentally and physically healthy
- Antenatal, childbirth and postnatal care are of good quality
- Mothers and children are immunised
- Care-seeking for childhood illness is timely
- Childhood illness is appropriately managed

Adequate Nutrition

- Caregivers' nutritional status is adequate
- Breastfeeding is exclusive and initiated early
- Complementary feeding and child nutrition are appropriate
- Micronutrient supplementation is given as needed
- Childhood malnutrition is managed

Responsive Caregiving

- The child has secure emotional relations with caregivers
- Caregivers are sensitive and responsive to the child's cues
- Caregiver-child interactions are enjoyable and stimulating
- Communication is bi-directional

Opportunities for Early Education

- Communication is language-rich
- There are opportunities for age-appropriate play and early learning at home and in the community

Security and Safety

- Families and children live in clean and safe environments
- Families and children practise good hygiene
- Children experience supportive discipline
- Children do not experience neglect, violence, displacement or conflict

World Health Organization, United Nations Children's Fund, World Bank Group. Nurturing care for early childhood development: a framework for helping children survive and thrive to transform health and human potential. Geneva: World Health Organization; 2018. Licence: CC BY-NC-SA 3.0 IGO.

At PathFinders we believe all children matter - that every child deserves a fair start in life and the opportunity to reach their full potential.

As the only organisation that specifically supports the needs of children born in HK to migrant mothers, predominantly FDWs, we place the child at the centre of everything we do.

Our Client Services have evolved based on evidence published by the World Health Organisation (WHO) in their Nurturing Care Framework for early child development to ensure every child gets the best start in life. Nurturing care refers to a secure and safe environment created by parents and other caregivers that ensures a child's good health and nutrition, protection from threats, and provides opportunities for early learning, through interactions that are emotionally supportive and responsive.

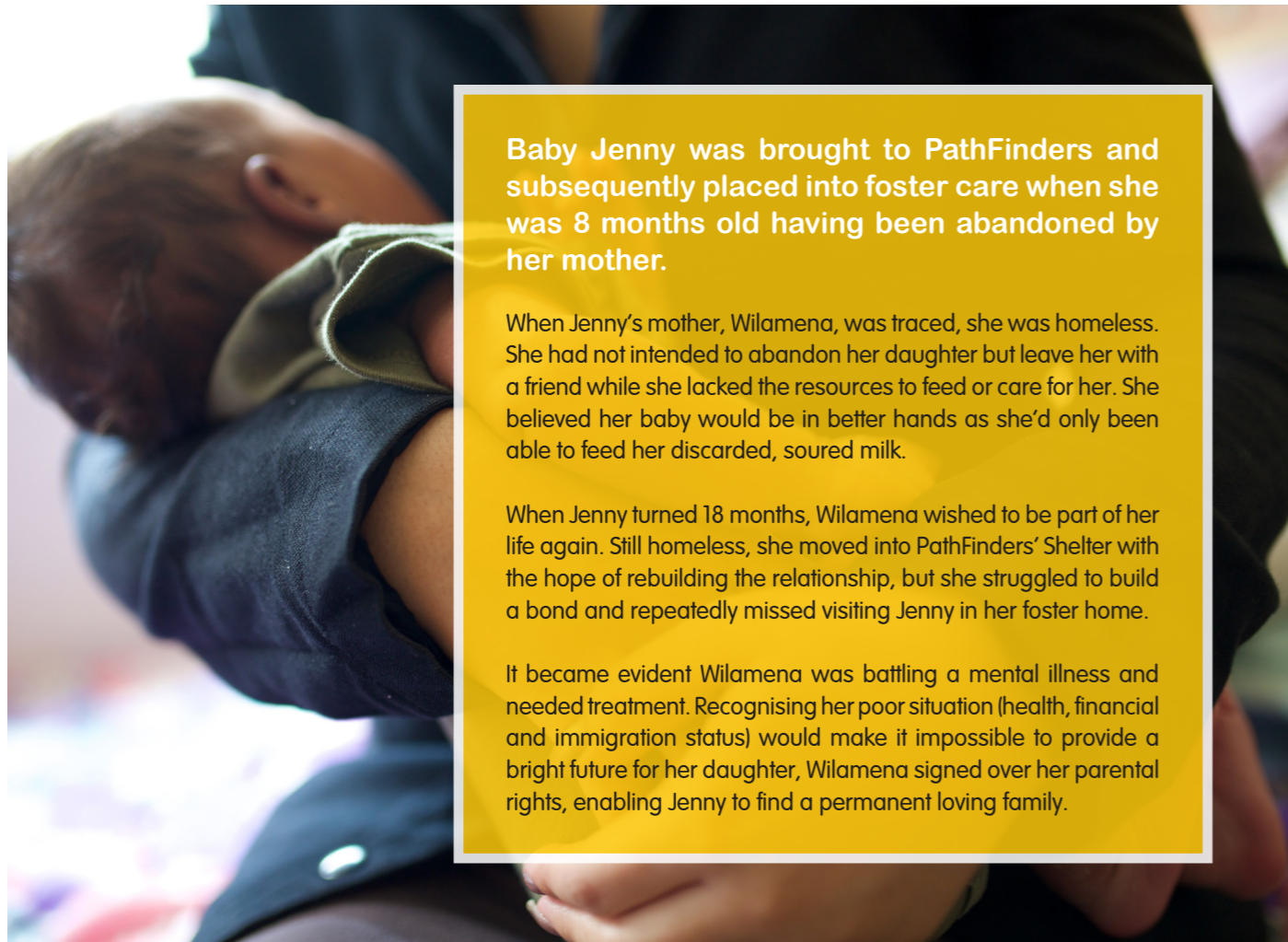
Extensive evidence supports that early experiences have a profound impact on a child's development, with the period from pregnancy to age 3 being most critical when a child is most susceptible to environmental influences. It's during this period that 80% of a child's brain is formed, growing faster than at any other time in their life.

For healthy brain development in these formative years, children need a safe, secure and loving environment, with the right nutrition and stimulation from their parents or caregivers. This small window of opportunity lays the foundations of health and wellbeing that last a lifetime – and carries into the next generation.

The cost of inaction is high. Evidence also supports that children who do not have the benefit of nurturing care in their earliest years are more likely to encounter learning difficulties in school, in turn reducing their future earnings and impacting the wellbeing and prosperity of their families and societies. Investing in this period is one of the most efficient and effective ways to help eliminate extreme poverty and inequality, boost shared prosperity, and create the human capital needed for economies to thrive.

The Nurturing Care Framework is an essential part of achieving the Sustainable Development Goals (SDGs) and associated targets by 2030. By aligning our services with the Nurturing Care Framework and other key SDGs, we can ensure PathFinders is directly contributing to the global blueprint to achieve a better and more sustainable future for all.





Baby Jenny was brought to PathFinders and subsequently placed into foster care when she was 8 months old having been abandoned by her mother.

When Jenny's mother, Wilamena, was traced, she was homeless. She had not intended to abandon her daughter but leave her with a friend while she lacked the resources to feed or care for her. She believed her baby would be in better hands as she'd only been able to feed her discarded, soured milk.

When Jenny turned 18 months, Wilamena wished to be part of her life again. Still homeless, she moved into PathFinders' Shelter with the hope of rebuilding the relationship, but she struggled to build a bond and repeatedly missed visiting Jenny in her foster home.

It became evident Wilamena was battling a mental illness and needed treatment. Recognising her poor situation (health, financial and immigration status) would make it impossible to provide a bright future for her daughter, Wilamena signed over her parental rights, enabling Jenny to find a permanent loving family.

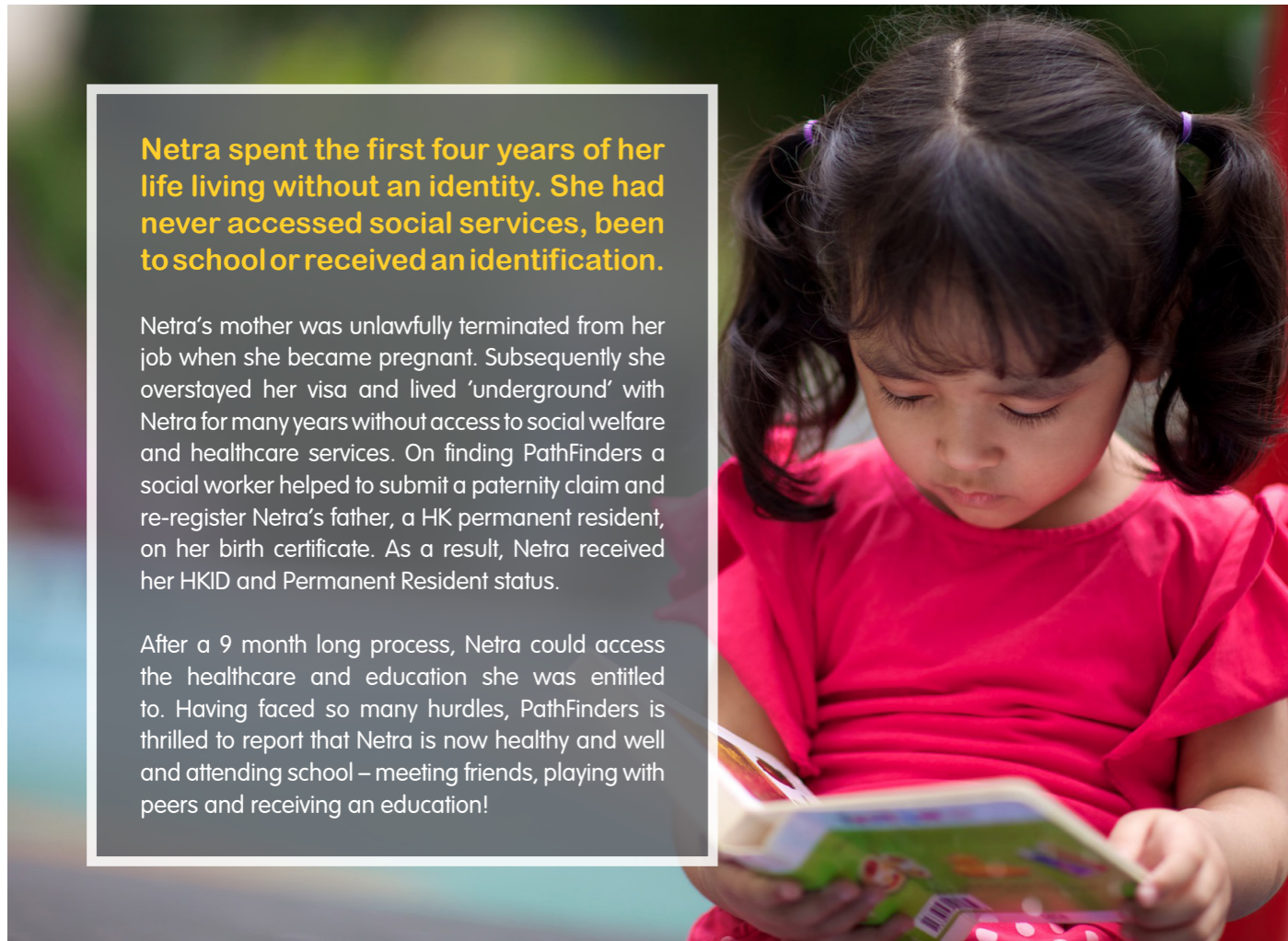


Baby Leo's mother approached PathFinders whilst pregnant and still employed as a FDW.

PathFinders helped Daisy, baby Leo's mother, liaise with her employer, who was unsupportive at first.

When Leo was born Daisy was unable to contact his father, a HK permanent resident. He had ended their relationship and cut off all contact when learning Daisy was pregnant.

After helping to secure a birth certificate for Leo, PathFinders assisted him to establish Hong Kong resident status and supported Daisy to issue a paternity suit and maintenance claim against the father. Following a successful result, the father gradually started to take an active role in parenting, visiting and caring for Leo.



Netra spent the first four years of her life living without an identity. She had never accessed social services, been to school or received an identification.

Netra's mother was unlawfully terminated from her job when she became pregnant. Subsequently she overstayed her visa and lived 'underground' with Netra for many years without access to social welfare and healthcare services. On finding PathFinders a social worker helped to submit a paternity claim and re-register Netra's father, a HK permanent resident, on her birth certificate. As a result, Netra received her HKID and Permanent Resident status.

After a 9 month long process, Netra could access the healthcare and education she was entitled to. Having faced so many hurdles, PathFinders is thrilled to report that Netra is now healthy and well and attending school – meeting friends, playing with peers and receiving an education!



Janan, now five years old, lives with her family in the Philippines. Her mother Angie lost her job as a FDW when she was pregnant.

For Janan and her siblings, it was very important for their mother to continue to work in HK to provide a stable income for the family.

Angie didn't want to overstay her visa, as she needed to be able to return to HK to work after settling Janan in the Philippines. PathFinders helped Angie to extend her visa and provided pregnancy checkups, supported with hospital bills, baby clothing and supplies. PathFinders also ensured Janan received a birth certificate and immunisations.

Janan stayed at PathFinders' Shelter for the first four months of her life, where she spent time bonding with her mother in a safe and clean environment. Her mother also joined in PathFinders education classes, such as positive parenting, to empower her to provide Janan with nurturing and responsive care.

2019 IMPACT

PathFinders has directly served almost 7,000 of Hong Kong's most vulnerable and unserved babies, children and their migrant mothers. During 2019, we cared for 925 new beneficiaries, provided 700 healthcare interventions, helped 91 babies acquire birth certificates and passports, handled 142 legal matters, held 91 education classes and assisted 64 families to return to the mother's home country.

To address root causes and prevent crisis, we have empowered and educated over 62,000 people. In 2019 alone, we significantly increased our annual reach, empowered 37,000 people with greater awareness, understanding and education about pregnancy and maternity protections and obligations. We also shared our experience with, and made recommendations to, government departments, legislators, the general public, consulates, academics, media, the United Nations.



While ensuring 'business as normal' in 2019, we also took time to reflect on what more PathFinders needs to achieve in the coming years to reach our 2030 ambition of no longer being needed. In addition to conducting community outreach sessions ourselves, we piloted a new approach to 'Train the Trainers' and establish FDW community leaders as PathFinders Ambassadors to help scale and sustain our outreach (see pages 14-17). We also initiated activities with employment agencies and FDW employers, a critical but relatively unreached group of stakeholders to date (see pages 18-19). We are excited to share our 2019 impact and further details about these new initiatives which will be a central and fundamental component of our new 3 year strategy for 2020 to 2022.

<p>34,729 FDWs Empowered</p>		<p>2,630 Employers Engaged</p>
	<p>87 Community Engagement Events</p>	
<p>925 Babies, Children and Migrant Mothers Lives Improved</p>		<p>104 Child Permanency Plans Established</p>
	<p>700 Healthcare Interventions Performed</p>	
<p>64 Mothers and Children Returned to Home Country</p>		<p>248 Mothers and Children Provided Essential Supplies</p>
	<p>142 Legal Matters Supported</p>	
<p>91 Education Classes Conducted</p>		<p>91 Birth Certificates Obtained</p>

COMMUNITY ENGAGEMENT CRISIS PREVENTION

34,729 FDWs EMPOWERED

The majority of the 390,000 FDWs currently employed in HK are of childbearing age. Many lack reproductive health knowledge and often need a healthy perception towards love and relationships. In addition, many are not aware of their maternity rights or lack the confidence to stand up for them. There is also a well held misconception that all children born in HK will receive permanent residency or citizenship status.



Newly arrived FDWs from Indonesia join a bimonthly welcome session involving PathFinders at the Indonesian Consulate

In addition to delivering education to the FDW community with our key strategic partners - like the Equal Opportunities Commission (EOC), International Organization for Migration (IOM), Indonesian Consulate and Philippines Consulate - we are seeking to establish a sustainable community outreach model.

Led and delivered by FDWs for FDWs, we are empowering FDW community leaders as PathFinders Ambassadors with knowledge, information and skills training to expand our outreach, amplify our messages and sign post our services. Our Train the Trainer workshops empower and mobilise FDWs as trained PathFinders Ambassadors to educate other FDWs about Maternity Protection and the importance of making well-informed life decisions whilst working in HK.



Each PathFinders Ambassador is provided with bespoke training to enable them to professionally deliver PathFinders' messages with confidence, accuracy, confidentiality and in a way that is culturally sensitive. Ambassadors are then mobilised with tailor-made 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 PathFinders team within the FDW community, helping us to scale and sustain our outreach.



Key Strategic Partners



Employment Agencies play a key and central role in supporting and advising both FDWs and their employers. Our partnership with employment agencies enables us to expand our reach and we are very grateful for their partnership in cascading important and educational information via their staff and communication channels.



COMMUNITY ENGAGEMENT AMBASSADOR TESTIMONIES TRAIN THE TRAINERS PROGRAMME FOR FDW's

“ It’s us in the Filipino and other migrant communities who should thank all of you at PathFinders for carrying out projects that help migrant mothers and children in distress know their rights, return home and lead normal lives in society. ”

Virgilio Lumico
THE SUN Hong Kong



“ Rodelia ”

Sharing what I've learnt is the greatest thing I can do for my fellow domestic helpers.

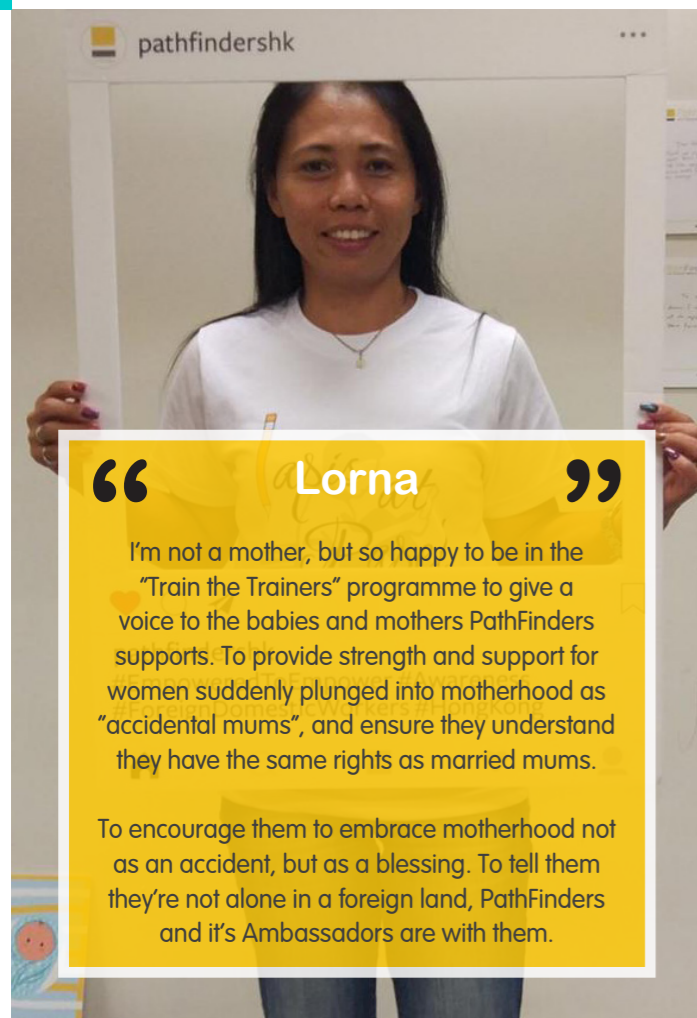
“Train the Trainers” is the best way to start to be a bridge for migrant workers in need and also doing outreach with others to share awareness.

“ Yayuk ”

The programme helped me to understand more about my rights as a female migrant worker in HK and about protection available if a migrant worker experiences an unplanned pregnancy. I also feel much more confident to share this knowledge with other friends.

“ Fe ”

Joining the programme equipped and empowered me with the right knowledge and correct information regarding our rights. It opened my eyes to the needs of my fellow migrant workers that fueled and drove my inner passion to help and reach out to my fellow migrants in the best way I can.



“ Lorna ”

I'm not a mother, but so happy to be in the “Train the Trainers” programme to give a voice to the babies and mothers PathFinders supports. To provide strength and support for women suddenly plunged into motherhood as “accidental mums”, and ensure they understand they have the same rights as married mums.

To encourage them to embrace motherhood not as an accident, but as a blessing. To tell them they're not alone in a foreign land, PathFinders and it's Ambassadors are with them.



“ Ginalyn ”

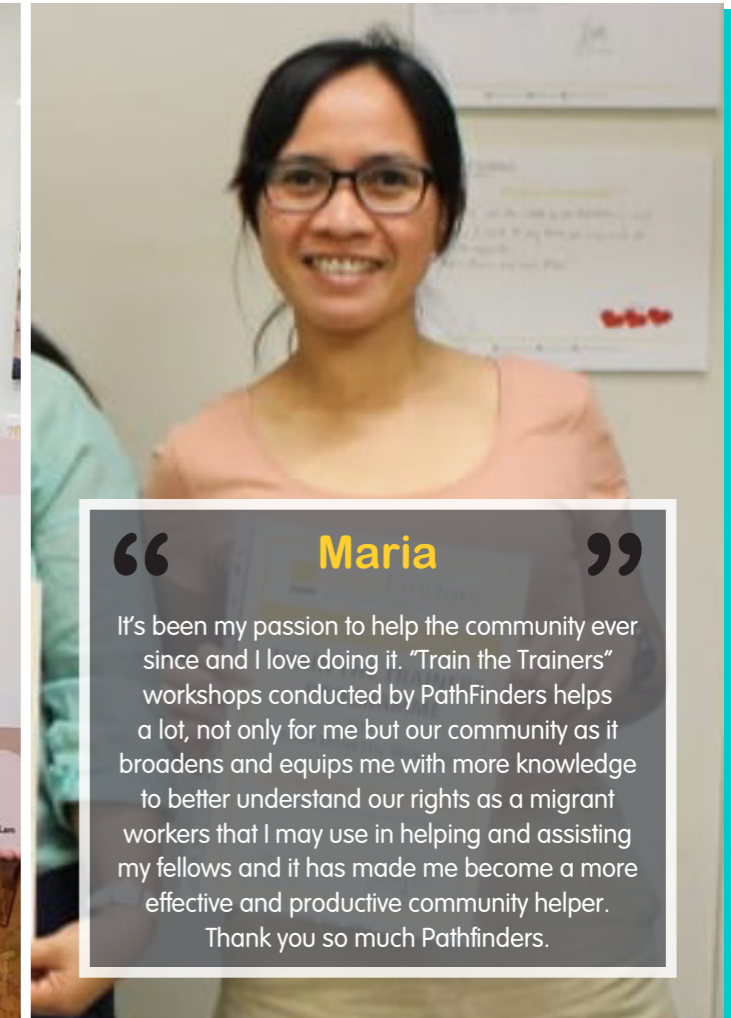
As one of the “Train the Trainers” Ambassadors I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.

Good leaders are trailblazers, making a path for others to follow great leaders. They inspire people to reach higher, dream bigger and achieve greater. Perhaps the most important leadership skills you can develop is the ability to provide inspiration to your team.



“ Elena ”

To be one of the chosen few to be a part of the “Train the Trainers” programme is a great honor. Learning and to have a better understanding about Migrant Domestic Workers' maternity rights is a privilege. And to impart what I have learned from the training to my fellow domestic workers in need and in vulnerable situation is life changing. Be informed and stand firm for our rights.



“ Maria ”

It's been my passion to help the community ever since and I love doing it. “Train the Trainers” workshops conducted by PathFinders helps a lot, not only for me but our community as it broadens and equips me with more knowledge to better understand our rights as a migrant workers that I may use in helping and assisting my fellows and it has made me become a more effective and productive community helper. Thank you so much Pathfinders.

COMMUNITY ENGAGEMENT CRISIS PREVENTION 2,630 EMPLOYERS REACHED

3 STEPS TO SUCCESS

How to Make it Work
When Your Helper is Pregnant

1. CONNECT WITH YOUR HELPER.



Pause on the emotions.

Put aside your emotions, be it shock or anxiety, to connect with your helper. Thank her for her honesty and express your support. Reassure her both of you will figure this out together.

2. GATHER MORE INFORMATION.



Ask questions and research options.

Speak with your helper to gather initial details and thoughts. Then give yourself and your helper some time to think or research before drafting a plan.

3. CREATE A PLAN.



Put together something that works for you and your helper.

The key aspects to consider include healthcare, birth and post-birth plans, and feasible options for your household when your helper is on maternity leave.

More information can be found in this comprehensive guidebook "My Helper is Pregnant - 3-Step Guide for Employers".



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A lot of FDW employers juggle numerous roles and daily responsibilities at work and home, caring for children and elderly parents. This is likely why many hire FDWs.

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 can take 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 others, love scams and the lack of reproductive health knowledge can lead to an unexpected pregnancy. When that happens, the FDW may feel confused or anxious.

Often an employer is also confused and may initially feel shocked and betrayed. Their mind may 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.

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. Created in partnership with Helpwise, 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.

Points of Influence: Labour

Challenges like the legal requirement for a FDW to live-in during maternity leave and a lack of affordable solutions for employers to provide relief cover during 10 weeks of maternity leave, contributes to expectant migrant mothers being unlawfully fired, pressured to leave or resigning as neither the worker or employer know what else to do.

We believe with imagination and collaboration, practical and affordable solutions can be found to address some of the root causes that drive the children we serve into a crisis. As part of our new 3 year strategy we will be increasing our focus on influencing systemic and policy change on key issues like these for the benefit of all stakeholders - the employer, FDW and most importantly the unborn child.



2,630
Employers Educated

26,000
Social Media Engagement Reach

42
Employment Agencies Engaged

600
Practical Step-by-Step Guides Distributed

Key Strategic Partners



CLIENT SERVICES

CRISIS INTERVENTION

CASE MANAGEMENT

Each case is unique. Our case managers provide comfort, care and counselling to ensure FDW mothers have the critical information and support they need to address their individual immigration, medical, legal, employment, emotional and security issues. They provide access to emergency shelter, essential supplies, healthcare, education and justice. They also ensure abandoned and vulnerable children are protected and placed in a loving and stable family environment as quickly as possible.

PathFinders bridges social welfare gaps by:

1. Providing **emergency shelter** and **essential supplies**, including food, clothing and nappies
2. Ensuring undocumented babies and children are registered and obtain a **birth certificate**
3. Intervening to **protect children** against abuse, neglect and abandonment
4. Advising mothers who choose **adoption** and assisting with a referral to adoption services
5. Offering assistance to mothers who decide to **return to their home country**
6. Assisting with **employer negotiations** to maintain employment
7. Helping mothers and children to secure **immigration status**
8. Referring to our partner, Equal Justice, for **legal support and education**
9. Establishing a **permanency plan** for every child so they have a path to a brighter future



Points of Influence: Social Welfare

Due to their legal status many of the children PathFinders supports are marginalised. As nobody else is looking out for them, they fall through the gaps in the welfare system. It is only if they manage to enter school, that their progress and development is regularly scrutinised or they become eligible for support.

PathFinders has dealt with a number of cases where the mother is unable, for whatever reason, to care for her child who has then been placed in the care system. Once in the system these children are often stuck in institutional or foster care with no permanency plan to secure their long term future.

Placing a child into a safe permanent environment as soon as is reasonably possible is critical to acting in the best interests of the child and enabling them to realize their full development potential. However, uncertainties over their immigration status, support of family in the mothers home country and international adoption protocols hinder attempts to place these children in permanent, loving families.

In collaboration with multiple partners, PathFinders is working to strengthen the protection of all child in HK, regardless of their immigration status. In addition, we are calling for the creation and regular review of permanency plans for all children under the care of the Social Welfare Director until the child reaches 18 years or is no longer in care.

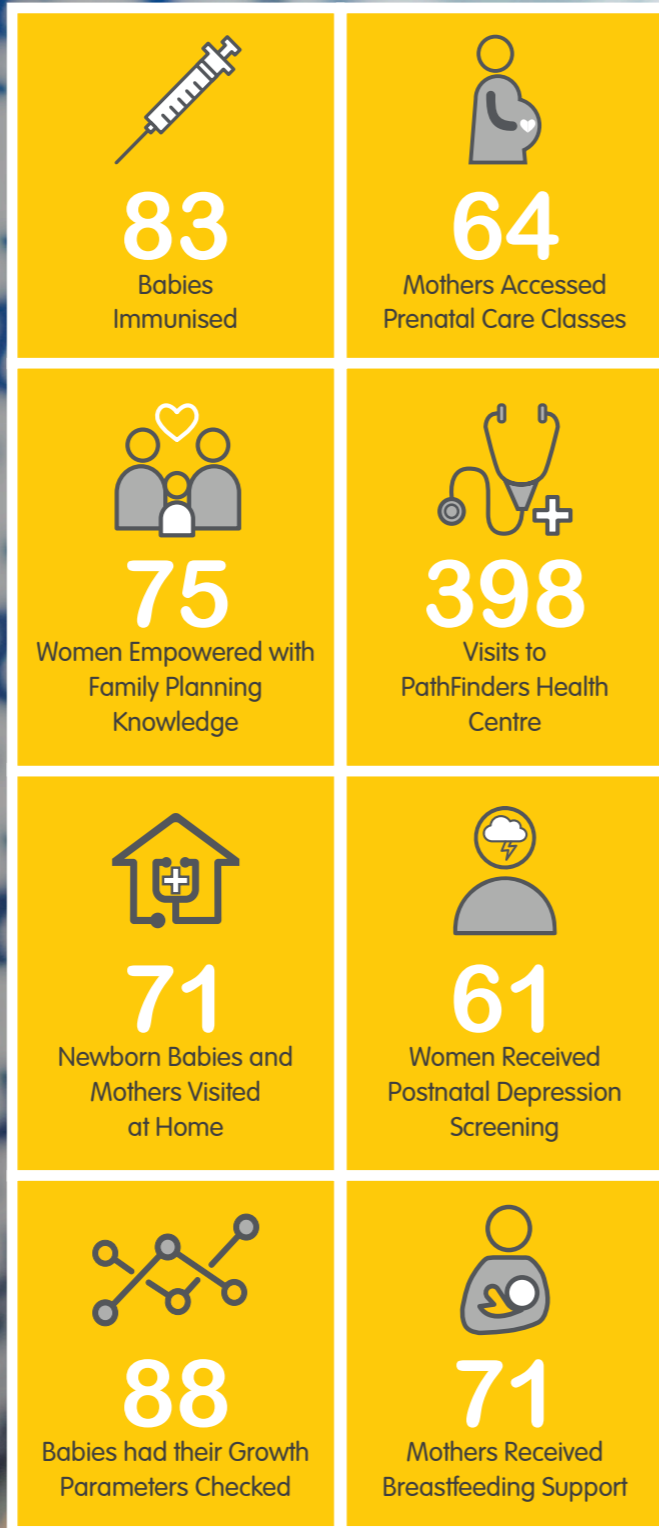
CLIENT SERVICES CRISIS INTERVENTION HEALTHCARE

Pregnant FDWs who are illegally fired or forced to resign lose access to public healthcare in HK within two weeks of their employment being terminated. This group of mothers and their babies are desperately in need of medical care, health system navigation, health education and tailored, cultural and language-specific advice.

PathFinders bridge healthcare and service gaps by:

1. Facilitating access to **medical services** by partnering with pro bono doctors and clinics
2. Providing **pre/postnatal care** and advice
3. Conducting **home visits**, to check up and support new mothers and their babies post delivery
4. Screening new mothers for **postnatal depression**
5. Supporting women to access **family planning** advice
6. Ensuring babies and young children receive all necessary **immunisations**
7. Advising mothers on **breastfeeding**, including providing breast pumps and formula (if unable to breastfeed)
8. Checking the **growth parameters** of every child

Key Service Partners:



CLIENT SERVICES

CRISIS INTERVENTION

CHILD DEVELOPMENT

For healthy brain development, children need nurturing care - a safe, secure and loving environment, with the right nutrition and stimulation from their parents or caregivers. Focusing on early child development is a window of opportunity to lay strong foundations for health and wellbeing that last a lifetime - and carry through to the next generation.

In addition to protecting children and ensuring their good health and nutrition, our education team teaches FDWs the importance of responsive caregiving and opportunities for early learning.

PathFinders bridge child development and service gaps by:

1. Offering **child development screening**
2. Conducting **positive parenting classes** for mothers and children
3. Hosting education classes to support **early childhood education**



NEXT CHAPTERS



CHILD DEVELOPMENT CENTRE
明德兒童啟育中心



35

Children Received Development Screening



84

Mothers and Children Joined Positive Parenting Classes



91

Education Classes were Conducted



CLIENT SERVICES CRISIS INTERVENTION 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 children.

Our team provides comprehensive support, via individual counselling, preparation workshops and home country assistance, to ensure mothers and their children are physically and emotionally equipped to make their journey home with confidence.

Points of Influence: Immigration

Currently in HK 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.

To identify, support and assist the mothers and children who are swept up in this process, we are strengthening our collaborations with key strategic partners, like the UN Refugee Agency (UNHCR) and multiple HK based NGO partners, to identify and assist these mothers and their children while they remain in HK. In addition, with the International Organization for Migration (IOM) and NGO partners in Indonesia and the Philippines, we are expanding the assistance and services available to mothers and children upon their return home, such as temporary accommodation and family mediation.

PathFinders supports mothers returning home with their child by:

1. Delivering **preparation workshops** to ensure they are emotionally and physically equipped to return
2. Distributing a **comprehensive** guidebook to support understanding of official documents and identification procedures required, as well as awareness of local resources available on their return
3. Providing **skills training** to improve employment prospects once home
4. Facilitating all Consulate related matters to ensure children have the necessary **documentation** to travel
5. Assisting with **flight tickets** and associated travel expenses
6. Referring them to in-country **NGO partners** for support and assistance on arrival, including airport transfers, shelter and family mediation



Key Strategic Partners



64

Mothers and Children Returned to Home Country



8

Mothers Attended Preparation Workshops



186

Guidebooks Distributed



Vision

For all children to receive a fair start in life



Mission

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



Values

Non-judgmental, Respectful, Passionate, Courageous, Empathetic, Discreet, Collaborative

Board of Directors

Vivien Webb (Board Chair), Allison Marie Creel (Director), Aruni Weerasekera (Director), Beth Wright (Director), David Spencer (Director), Judy Chain (Director), Kestfity Adyandini Pringgoharjono (resigned 4.12.19), Lara Fabregas Lynch (Director), Martine Vanasse (resigned 17.05.19), Meena Datwani (Director), Wika Wariyanti Rawson (Director) and Victor Hughes (resigned 30.11.2019)

Board Committees

Finance & Audit, Governance, Fundraising, Nominations

CEO

Catherine Gurtiin

Community Engagement

Crisis Prevention

Client Services

Crisis Intervention

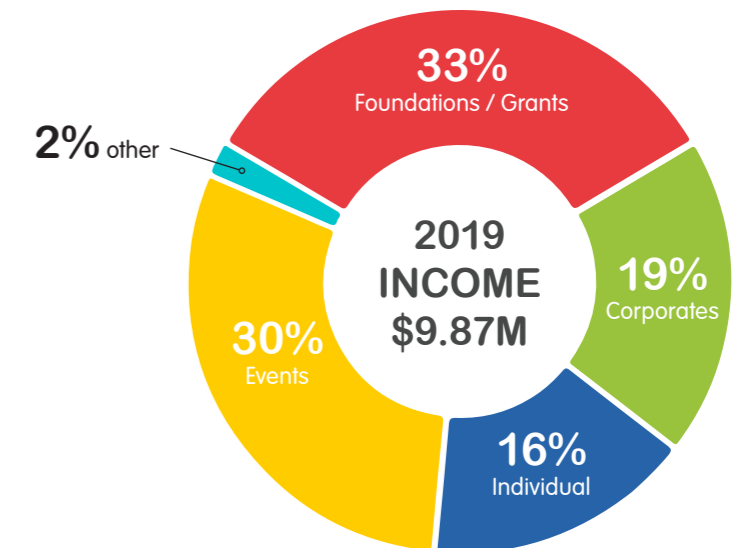
Operations

Fundraising, Finance & Administration

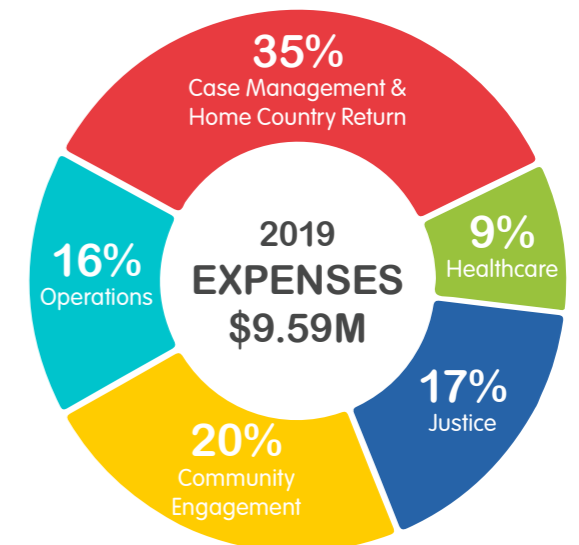
Interns, Volunteers, Consultants

FINANCIAL STATEMENTS

INCOME	2018	2019
Foundations / Grants	37%	33%
Corporates	28%	19%
Events	18%	30%
Individual	17%	16%
Other	0%	2%
Total Income	HK\$9,006,000	HK\$9,868,357



EXPENSES	2018	2019
Beneficiary Programmes	80%	80%
Case Management & Home Country Return	41%	35%
Healthcare	8%	9%
Justice	19%	17%
Community Engagement & Education	12%	23%
Operations	20%	16%
Total Expenses	HK\$8,573,000	HK\$9,588,847



All
Children
Matter

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