

2019

IMPACT HIGHLIGHTS

During 2019, we cared for **925 new beneficiaries** who fell through the cracks in Hong Kong's social welfare system. We provided 700 healthcare interventions, established 105 child permanency plans, 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.

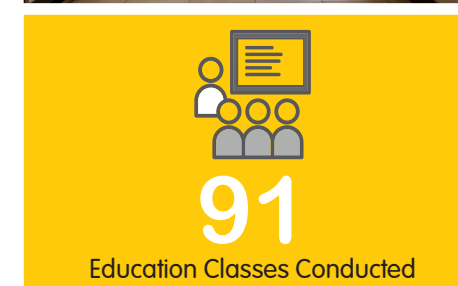
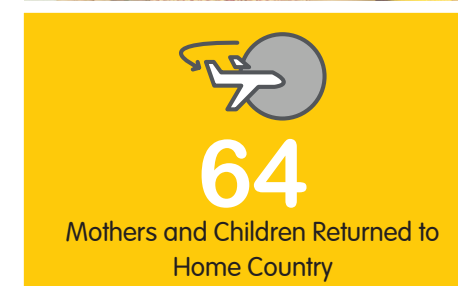
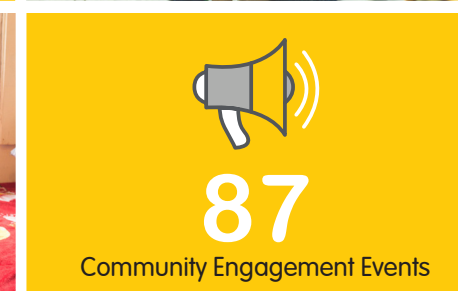
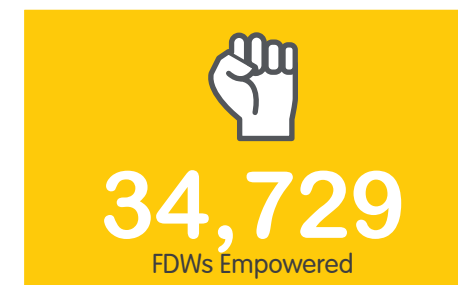
To address root causes and prevent crisis, we significantly increased our annual reach, **empowering 37,000 Foreign Domestic Workers (FDWs), employers and members of the public** with greater awareness, understanding and education about pregnancy and maternity protections and obligations. We shared our experience with, and made recommendations to, government departments, legislators, the general public, consulates, academics, the media and the United Nations in order to influence positive **systemic and policy change**.

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 education sessions ourselves, we piloted a new 'Train the Trainers' approach to help scale and sustain our outreach. We also initiated activities with **employment agencies and FDW employers**, a critical but relatively unreachable group of stakeholders to date. These new initiatives will be a central component in our new **3 year strategy** for 2020 to 2022.



Led and delivered by FDWs for FDWs, our 'Train the Trainers' pilot equipped **25 PathFinders Ambassadors** to expand our outreach, amplify our messages and sign post our services. Collectively these new Ambassadors will help us reach wider and deeper within the FDW community.

After a decade of empowering FDWs, we piloted initiatives to engage over **2,600 employers**. With our 3-step practical guide, '**My Helper is Pregnant**', we are helping employers find a path that gives them, their helper, and their household the solutions they need. We also engaged **employment agencies**, as they play a key role in supporting both FDWs and their employers.



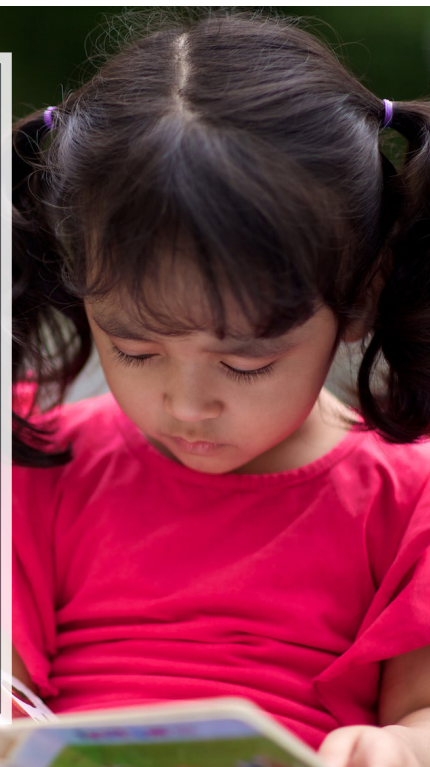
IN 2019, WE ENSURED 424 VULNERABLE BABIES AND CHILDREN RECEIVED A FAIR START IN LIFE

At PathFinders we place child rights at the centre of everything we do, ensuring all children born to a migrant mother in Hong Kong can realise their right to health, education, family life, play and recreation, an adequate standard of living and protection from abuse and harm. Every case is unique, but the impact for children like Netra is huge.

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.

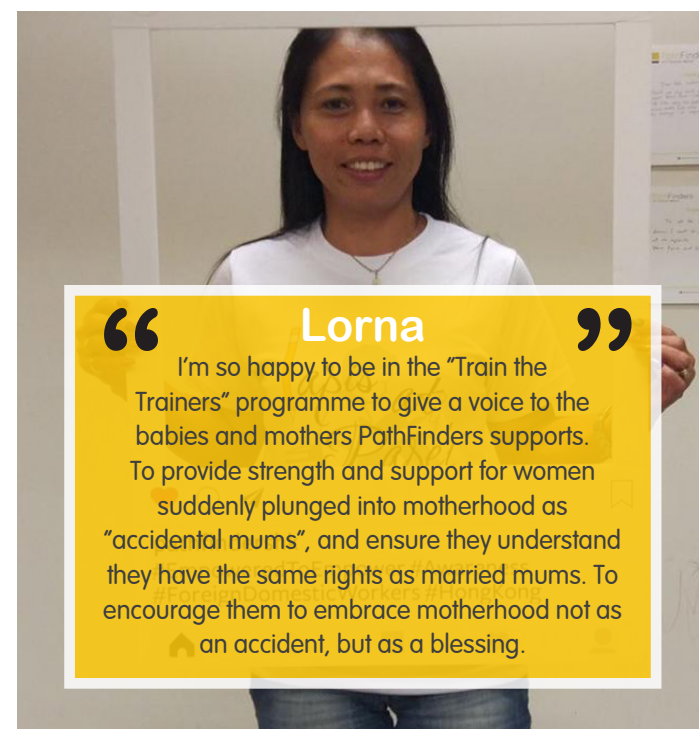
Netra's mother was unlawfully terminated from her job when she became pregnant. Subsequently she overstayed her visa and lived 'underground' with Netra for many years without access to social welfare and healthcare services. On finding PathFinders a social worker helped to submit a paternity claim and 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!

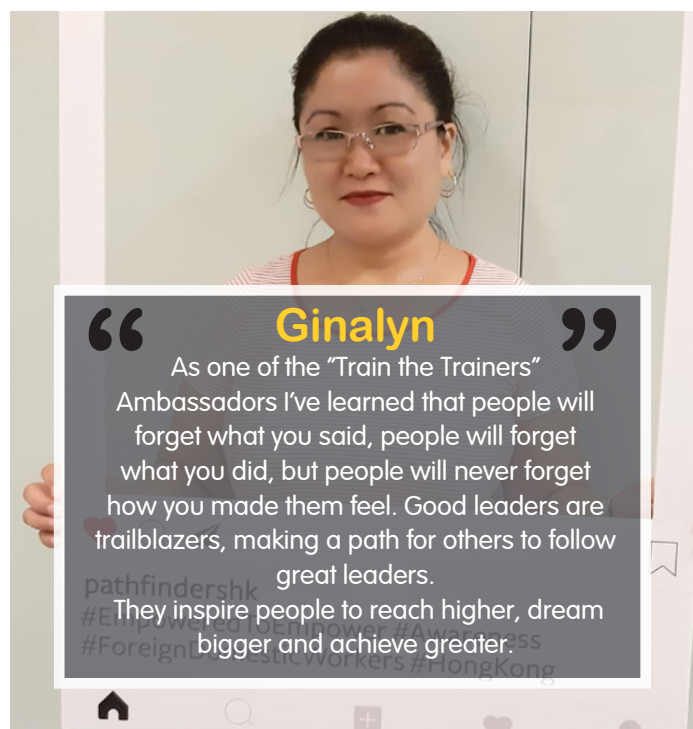


EXPANDING OUR OUTREACH, AMPLIFYING OUR MESSAGES AND SIGN POSTING OUR SERVICES TO THOSE IN NEED

PathFinders Ambassadors like Lorna and Ginalyn educate their peers about maternity protection and the importance of making well-informed life decisions whilst working in Hong Kong.



“ Lorna ”
I'm 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.



“ 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.

PATHFINDERS STRATEGY HOUSE 2020 - 2022

During 2019 we took time to reflect and evaluate, and refocus our strategy. **Our ambition by 2030 is for PathFinders to no longer be needed** - that all children born in HK receive a fair start in life and every pregnant FDW is able to maintain her employment, ensuring access to public services and 10 weeks of maternity leave, allowing her to establish a stable and sustainable future for her child before returning to work.

After more than a decade of meeting the needs of mothers, babies and children in crisis, we are increasing our focus on **Community Engagement**, to prevent the root-causes of crisis. Although pivotal, employers and employment agencies have been relatively unreached by PathFinders over the past decade. Now, with **Client Services** well established, we intend to increase our focus on **crisis prevention** by empowering FDWs, educating employers and proposing practical solutions. The new initiatives piloted in 2019 will be key components of our 2020-2022 strategy.

All Children Receive a Fair Start in Life



Ensure the most vulnerable and unsupported children in HK are protected and respected, and their FDW mothers are empowered to find a path to a bright future

Community Engagement Crisis Prevention

All pregnant FDWs maintain employment, enabling access to public services and 10 weeks of maternity leave to establish a stable and sustainable future for their child before returning to work

FDW EMPOWERMENT

Educate all FDWs on Love Scams, Maternity Protection, Awareness and Rights, as well as available NGO / Government assistance

EMPLOYER EDUCATION

Educate FDW employers on Maternity Rights and seeks to quantify/qualify their challenges should their FDW become pregnant in order to find solutions to prevent contract termination

Client Services Crisis to Hope

All children born to a FDW in HK have a Nurturing Care Plan in place to ensure they are protected and respected, and able to develop foundational learning skills in the years leading up to school

CASE MANAGEMENT

Lift FDW mothers out of initial crisis and assist them to develop a Nurturing Care Plan for their child, with access to healthcare, child development and legal support.

HOME COUNTRY RETURN

Motivate and support former FDW mothers with temporary status in HK to develop a Nurturing Care Plan for their children

Points of Influence

Engage Government, Consulates, NGOs and Media to develop policies and guidelines for all stakeholders which will prevent vulnerabilities for PathFinders' Children

Vision

Mission

2030 Goals

2020 - 2022 Strategies