

# 2020 IMPACT HIGHLIGHTS

## THROUGH ADVERSITY COMES STRENGTH

2020 was undoubtedly PathFinders toughest year to date. Despite unprecedented operational and financial challenges, the PathFinders Team adapted to social distancing and a 'new normal'. We are incredibly grateful to everyone who kept us going, as well as the babies, children and mothers we serve, who show us daily that through adversity comes strength.

Our Crisis Intervention team managed to maintain all services, providing **care and comfort to 1,153 babies, children and women** who sought our help. Our Crisis Prevention team increased their outreach and engagement, achieving a **31% increase year-on-year in our engagement of Migrant Domestic Workers (MDWs)** to prevent crisis while working in HK. This was largely thanks to the growth of our Ambassadors programme, and represents significant progress towards our ambition of creating a sustainable community outreach model led by MDWs for MDWs.

To effect positive systemic change **we increased our media and public awareness work**, and released our **first public opinion survey** report to highlight the challenges of MDW pregnancy for employers. We also published more opinion pieces, using key moments like the increase in maternity leave to engage the general public and stimulate discussion on the need for systemic change.

As we closed a memorable year, **we strengthened our commitment to protect all children in Hong Kong through the development of our Theory of Change**. Our Theory of Change will be critical to ensuring we can continue to pivot where needed, while staying true to our vision, mission and values. It will empower us to do even more to monitor, evaluate and hold ourselves accountable in using our resources efficiently and effectively to achieve the greatest impact for our babies, children and mothers.



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

### CRISIS INTERVENTION

We **INTERVENE DURING CRISIS** to care for children born to migrant mothers in HK, and we ensure they have a Nurturing Care Plan in place during the most critical years of early childhood development to ensure they have a fair start and a bright future

**581**  
Babies & Children Assisted

**175**  
Hotline Enquiries Received

**572**  
Migrant Mothers Assisted

**397**  
Cases Handled

### CRISIS PREVENTION

We empower migrant women to make well-informed life decisions and **PREVENT FUTURE CRISIS**, and we equip employers with information and practical solutions to enable pregnant MDWs to enjoy their right to maternity leave and maintain employment

**44,098**  
MDWs Engaged in Prevention Initiatives

90% of workshop participants reported increased awareness of maternity rights and community resources

**146**  
Community Outreach Initiatives

### SYSTEMIC CHANGE

We engage with the general public and policymakers to increase understanding, acceptance and support for children born to MDWs, and we **CREATE SYSTEMIC CHANGE** by ensuring laws and policies protect pregnant MDWs and their children

**37**  
Media Articles

65% of respondents consider a MDW pregnancy unacceptable, half due to the inconvenience it would cause the employer

**472K**  
Social Media Reach

We successfully maintained all services and met the needs of all those who sought our help, providing counselling, emergency shelter, healthcare, education, supplies and legal support to **1,153 babies, children and women**, and handling **397 cases** and **175 hotline enquiries**.

We shifted the majority of our MDW outreach and engagement online, and **increased our total MDW reach by 31%**. We launched new online resources to support employers and agencies, and undertook our **first ever public opinion survey** to quantify employer challenges.

We significantly increased our **media and public awareness work** to promote public understanding of MDW pregnancy and the associated child protection issues. We used key moments like the increase in maternity leave to stimulate discussion on the need for systemic change.

Vision

Mission

Programmes

2020 Achievements



# IN 2020, WE ENSURED 581 VULNERABLE BABIES AND CHILDREN RECEIVED A FAIR START IN LIFE

Against the odds, we maintained our Crisis Intervention services and provided protection and care to all 1,153 babies, children and mothers who sought our help, handling a total of 397 cases. This included 244 new cases of mothers and babies seeking help - a 6% increase on 2019 - and 175 hotline enquiries. We successfully closed 245 cases.

As a consequence of COVID-19, travel restrictions meant many cases needed prolonged assistance. As a result we witnessed an increased demand for our emergency shelter, which had a 98% occupancy rate and an average stay of 92 days - a 50% increase on 2019. In addition, a number of key Government services were temporarily suspended - including Birth Registration and Termination of Pregnancy, resulting in an increased need for pre-adoption services. In the second half of the year we also experienced an increase in women with no access to public healthcare and in need of extensive pregnancy care and support. Given the immense pressure on our services and team, we launched Project Empower – an internal project to evaluate our beneficiaries’ greatest needs, and improve the efficiency and effectiveness of our services.



# WE MADE PROGRESS ON ESTABLISHING A SUSTAINABLE OUTREACH MODEL LED BY MDWS FOR MDWS

Our Crisis Prevention programme was also heavily impacted by COVID-19. Historically we engaged MDWs through in-person workshops and community-based activities, so we had to dramatically adapt to online and digital engagement. At first this was new and challenging, but despite these initial hurdles, we were able to increase our total reach by 31% and found we were able to reach new and different pockets of the community.

Although our reach increased, we soon identified online initiatives weren’t able to replace the depth of engagement we were able to achieve with in-person outreach. To this end, we were thrilled to see our highly trained Ambassadors complementing PathFinders-led outreach initiatives, reaching over 9,000 of their peers mainly through in-person activities. Collectively our 74 Ambassadors reached wider and deeper within the MDW community, helping to scale and sustain our outreach. They helped to identify pregnant MDWs in need of help, making referrals to our hotline or Crisis Intervention team.



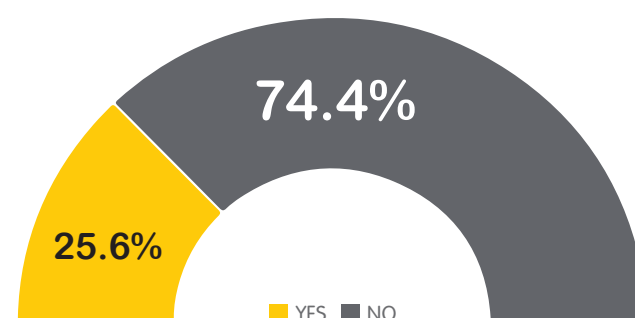
# WE RELEASED OUR FIRST PUBLIC OPINION SURVEY TO UNDERSTAND VIEWS ON MDW PREGNANCY & EMPLOYER CHALLENGES

PathFinders is seeking to address the complex challenges faced by employers’ of pregnant MDWs by developing practical and affordable solutions that support an employers’ obligation to provide 14 weeks maternity leave, whilst also maintaining their own household needs. The findings of our first public opinion survey confirmed the unique challenges and 3 long-standing dilemmas faced by employers.



## Should a MDW live with their employer while on maternity leave?

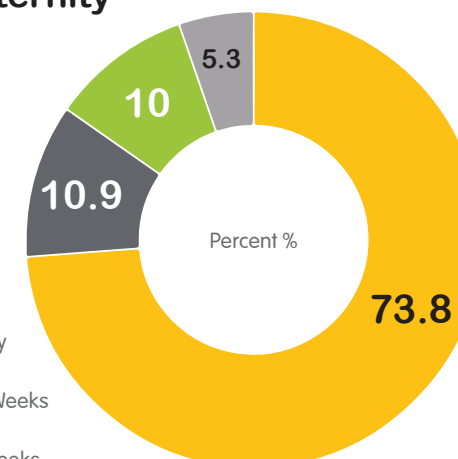
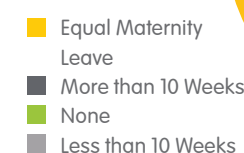
Most respondents thought a MDW should not live with their employer whilst on maternity leave.



The survey also sought to further understand the general public’s perception of a MDW pregnancy. Over time, we intend to measure our progress on the basis of the general public’s understanding, acceptance and support of maternity protection for MDWs and their children.

## Equal Maternity Benefits

Most respondents thought MDWs should receive equal rights to maternity leave, like all working women in HK.



## Acceptance of a MDW Pregnancy

Despite the majority of respondents being agreeable to equal maternity rights for MDWs, the majority of respondents considered it unacceptable for a MDW to get pregnant during her contract. Among those respondents who believed it was unacceptable, half reported it was because of the inconvenience it would cause the employer and their household.

