

# **2021 IMPACT HIGHLIGHTS**



## **UNLIMITED POWER OF**

### COLLABORATION

Driven by a deep appreciation that we simply can't do what we do without your incredible support and partnership, we focused much of our time and energy in 2021 on collaboration and joining hands with others to achieve common goals and objectives - one of our core values.

Despite ongoing global challenges, the PathFinders team comforted and cared for almost 1.100 babies, children and women. In addition we saw a 121% increase in yearover-year (YOY) engagement of Migrant Domestic Workers (MDW) to prevent a crisis and provided education on the importance of making well-informed life decisions while working in Hong Kong (HK).

With a view to influence systemic change, we also launched our first public awareness campaign (#WorkingMomsHK) to create empathy and gratitude towards MDW mothers, and rolled our our new Pioneers program to mobilise the next generation as agents of change.

None of this would have been possible without strong collaboration between our valued partners and the PathFinders team, including 153 professionally trained and empowered PathFinders Ambassadors.

As we continue to deliver our Theory of desired impact, we remain determined in our commitment to no longer be needed to intervene during a crisis.

Ultimately we believe that with imagination, collaboration and a commitment to strengthening protections for the children we serve, practical and affordable solutions can be found that support a pregnant MDW and her employer, ensuring every child receives a fair start in life.



All children receive a fair start in life



Ensure the most vulnerable and unsupported children in HK are protected & respected, and their migrant mothers are empowered to find a path to a brighter future.



**Desired Impact:** 

Culture of gratitude and

respect for the vital social

and economic contribution

of MDWs to our society

**Desired Impact:** 

Sustainable MDW-led

outreach model empowers

MDWs to amplify their voice

on key protection issues













Passionate Empowering Caring Collaborative

#### SYSTEMIC CHANGE

Commitment to strengthen protections for children born to MDWs and facilitate the implementation of viable solutions to enable employers to offer their MDW job security if/when pregnant

#### **CRISIS PREVENTION**

MDWs make well-informed life decisions while working in HK and offered job security if/when pregnant, ensuring access to public services and ML to support their child receive a fair start in life

rights, prevent

Agencies enabled to play an ethica MDWs and of a MDW pregnancy

MDW job

#### **Desired Impact:**

- Financial support available to assist employers with ML payments
- Affordable and viable temporary support exists to maintain employers' household needs, focused on child and elderly care
- Clarity that MDWs can live-out during ML, with employers' permission

• Increase in pregnant MDWs contacting PathFinders during first/ second trimester

**Desired Impact:** 

- Increase in support provided at enquiry level, as a measure of Crisis reduction and decreased need to access
- Intervention services • Decrease in women and children accessing Crisis Intervention services

#### **CRISIS INTERVENTION**

Every child born to a migrant mother has access to the essential components of the Nurturing Care Framework during the most critical years of early childhood development

Pregnant migrant mothers ccess services to stabilise/ orevent crisis escalation and equipped to plan for their child's future

Children grows up in a safe and nurturing environment, with an empowered mother to give them the best chance at a brighter future

#### **Desired Impact:**

Vulnerable and unsupported children in HK are protected and respected, and their migrant mothers are empowered to find a path to a brighter future



















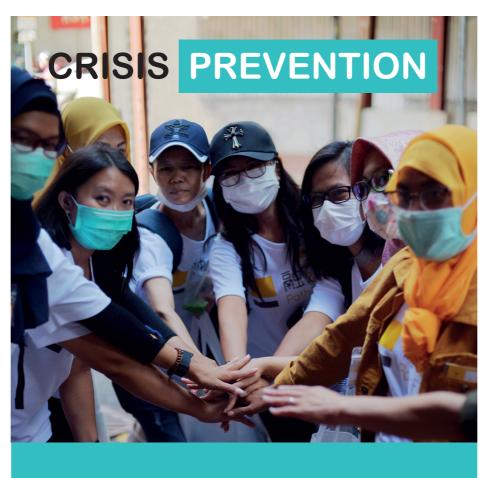








Despite ongoing challenges in our external environment, we were able to maintain our Crisis Intervention services and provide counselling, emergency shelter, healthcare, education and supplies to 1,093 babies, children and women, handling a total of 367 cases and 179 hotline enquiries.



WE MADE SIGNIFICANT PROGRESS ON OUR SUSTAINABLE OUTREACH AND EDUCATION MODEL

We increased our MDW reach by 121%, thanks to our professionally trained 153 Ambassadors, who engaged 50,000 MDWs (49%) - a 425% increase YOY. We continue to provide advice to MDW employers, and increased our targeted communications on parenting and recruitment platforms.

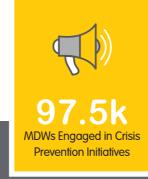


We launched our <u>first public awareness campaign</u>, rolled out our <u>new Pioneers program</u> to mobilise the next generation as agents of change and <u>generated further data</u> to drive the development of recommendations to support employers of a pregnant MDW and influence systemic change.



















We **INTERVENE DURING CRISIS** to comfort and care for children born to migrant mothers and ensure they have a Nurturing Care Plan in place during the most critical years of early childhood development. We empower migrant women to make well-informed life decisions that **PREVENT FUTURE CRISIS**, and we provide employers with information and advice to enable pregnant MDWs to enjoy their right to maternity leave and maintain job security. We engage with the general public to increase understanding, acceptance and support for children born to MDWs, and inspire **SYSTEMIC CHANGE** by ensuring policies and solutions exist to protect pregnant MDWs and their children.