

PathFinders ensures some of the most vulnerable and unsupported children in Hong Kong (HK) are protected and respected, and their migrant mothers are empowered to find a path to a brighter future.

Established in 2008 on the belief no child should be born alone and deprived of an identity, basic supplies, healthcare and shelter, PathFinders has improved the lives of over 10,400 babies, children and women.

Despite legal protections, every year hundreds of expectant Migrant Domestic Worker (MDW) mothers are unlawfully fired, pressured to leave or resign because they, and their employers, simply don't know what else to do.

When this happens, the MDW immediately becomes homeless and within two weeks, when her working visa expires, she loses access to public services, including healthcare vital for prenatal screening and newborn care.

For those unable to return home, their children are typically undocumented and lack access to essential services including healthcare, shelter and education.

Given limited care options for young children and the elderly in HK, MDWs have become a critical source of support for many households. HK currently employs 340,000 MDWs, many of whom are women of childbearing age and lack access to reproductive knowledge and services.

PathFinders' **CRISIS INTERVENTION** programme provides care, comfort and counseling to mothers and children in crisis. We also focus on **CRISIS PREVENTION** by empowering MDWs to make well-informed life decisions while working in HK.

In addition, PathFinders is seeking affordable and viable solutions for employers to continuously support their household needs when their MDW is on maternity leave.

However, with the number of MDWs employed in HK forecast to rise to 600,000 by 2047 to help care for a rapidly ageing population, we fear the problems PathFinders tackles will likely escalate without **SYSTEMIC CHANGE**.

We believe that with imagination, collaboration and a commitment to strengthening protections for the children we serve, practical and affordable solutions can be found. To this end, PathFinders engages in dialogue with HKSAR Government Departments, consulates, United Nations agencies, academics, employment agencies and other key stakeholders to ensure policies are enforced and solutions explored that protect the children and mothers we serve.

NO CHILD LEFT BEHIND



All children receive a fair start in life



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

OUR THEORY OF CHANGE

SYSTEMIC CHANGE

Commitment to strengthen protections for children born to MDWs

General public understand, accept and support MDW maternity rights, migrant mothers, and protection for their children

Policies and solutions exist to protect pregnant MDWs, migrant mothers and their children

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

MDWs engage and empower each other to make well-informed life, sexual and reproductive health, maternity, job security, and child-safeguarding decisions

The number of mothers in crisis decreases in HK, as more migrant mothers seek family planning support or receive help earlier in their pregnancies

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

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

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

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

2022 IMPACT HIGHLIGHTS



SYSTEMIC CHANGE

We published new data to inform the development of market-based solutions for MDW employers in the event of an MDW pregnancy and significantly increased (224%) media coverage and public awareness, to grow understanding, care and support for MDWs as mothers.



CRISIS PREVENTION

We professionally trained 76 PathFinders Ambassadors, bringing our total number of Ambassadors to 229 - who themselves engaged over 25,300 MDWs and provided information, advice and/or support to over 7,600 MDW employers to assist with their MDW related pregnancy concerns.



CRISIS INTERVENTION

Despite ongoing challenges in the external environment, we were able to maintain our services and provide counseling, comfort and care to 613 babies, children and women through 253 cases and 162 hotline enquiries. The average intake was 15 new cases per month in 2022.

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 that policies and solutions exist to protect pregnant MDWs and their children.