



融幼社
PathFinders



2022 IMPACT REPORT

PathFinders is the only Hong Kong charity dedicated to supporting the unique vulnerabilities of children born to migrant mothers



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.

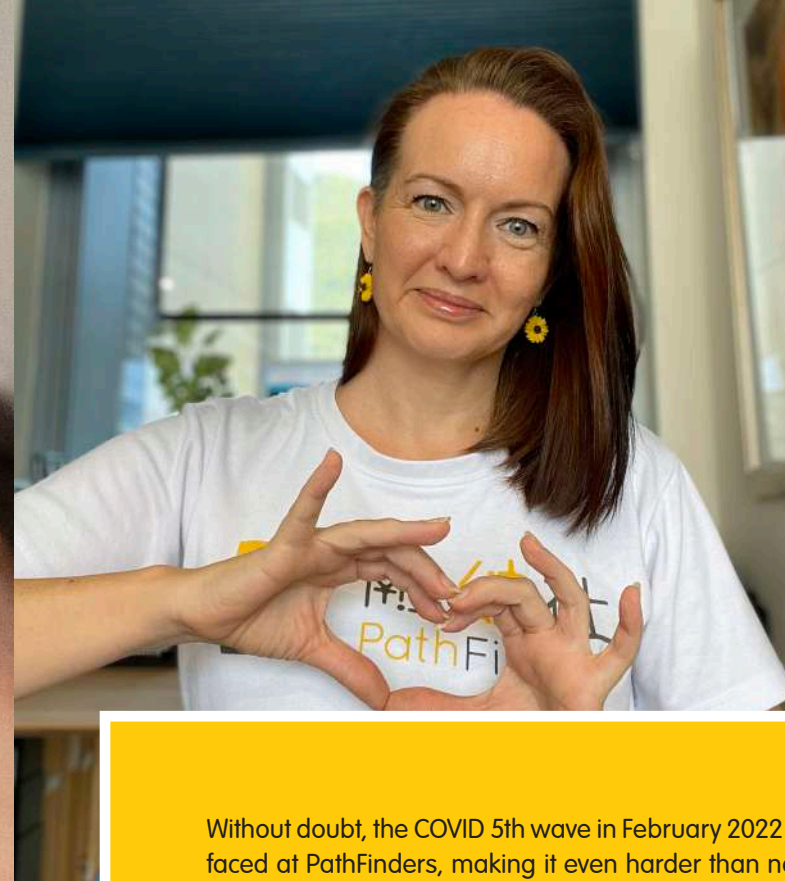
PathFinders' **CRISIS INTERVENTION** programme provides care, comfort and counseling to mothers and children in crisis. We also focus on **CRISIS PREVENTION** by empowering MDWs to make well-informed life decisions while working in HK.

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

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



Without doubt, the COVID 5th wave in February 2022 presented some of the biggest challenges we have ever faced at PathFinders, making it even harder than normal to help migrant mothers navigate their crisis and ensure no child is left behind. A heartfelt thank you to all those who kept us going with generous donations, much-needed supplies and messages of encouragement.

As we reflect on the numerous challenges we overcame in 2022, we'd also like to take a moment to recognise our incredible team. Like so many NGOs in HK, we experienced a significant loss of legacy and talent having to say goodbye to some hugely valued colleagues, who left HK to build new lives with their families in the UK, Dubai and/or Australia. In the face of so much change and uncertainty, we couldn't be more grateful for the additional time, energy and commitment of our wider team in carrying us through - while also embracing the opportunity to on board new and passionate colleagues, who hit the ground running and immediately started making an impact in the lives of those we serve.

Without our team and wonderful partners, highlighted throughout this report, it simply would not have been possible to make the following significant progress across our key strategic pillars:

- **Systemic Change:**
 - o New data published to inform the development of market-based solutions for MDW employers in the event of an MDW pregnancy.
 - o Significant increase (224%) in media coverage and public awareness, to grow understanding, care and support for MDWs as mothers.
- **Crisis Prevention:**
 - o 76 new and professionally trained PathFinders Ambassadors, bringing our total number of Ambassadors to 229 - who themselves engaged over 25,300 MDWs.
 - o Over 7,600 MDW employers provided information, advice and/or support with MDW related pregnancy concerns.
- **Crisis Intervention:**
 - o Comfort, care and counselling provided to 613 babies, children and women through 253 cases and 162 hotline enquiries.

As a local, non-government funded NGO that serves a marginalised community, we can only do what we do with enormous thanks to your generosity. It takes a village to raise a child - thank you for being part of our village and the valued role you play in our journey to find a path to a brighter future for all.

Vivien Webb
Board Chair, PathFinders

Catherine Gurtin
Chief Executive Officer, PathFinders



OUR DONORS

Beyond our team, it is our donors, who believe in our work and back us wholeheartedly, that make everything we do possible.

Without their generosity and investment we would have no staff, no community centre, no strategy and no means to deliver our services or programmes. Thank you for all that you do to support us, for your trust and your partnership bringing our plans and ambitions to life. To those who fundraised for us, a special thanks - we know how difficult this was in 2022.

Whilst it's not possible to acknowledge here every donor who supported us during 2022, we would like to recognise and say a special thank you to the following organisations who made significant contributions.



Goldman Sachs Gives



The CLSA Chairman's Trust
(renamed CITIC CLSA Trust in 2022)



The Ohel Leah Synagogue Charity



OUR TEAM & BOARD

We are so proud of all our achievements laid out in the following pages of our 2022 Impact Report, but what makes us even more proud is our passionate Team and incredible Board who make all our achievements possible. We can't thank them enough for their strength, courage and perseverance when it comes to protecting and supporting some of the most disadvantaged mothers and vulnerable children in HK.

In 2022 we said a fond farewell to Judy Chan, a much valued and loved Member of our Board of Directors since 2016. We are so grateful for Judy's generous contributions, can-do spirit and passion to serve the children and women at PathFinders over so many years. In turn, we were delighted to welcome two new Directors - Dr George Lam and Virginia Devereux Wong - who together will bring significant experience, fresh perspectives and increased energy to our Board.



Vivien Webb
Board Chair

Beth Wright

David Spencer

Keith Pogson

Meena Datwani

Dr. George Lam

Virginia Devereux Wong



Vision

All children
receive a fair
start in life



Mission

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

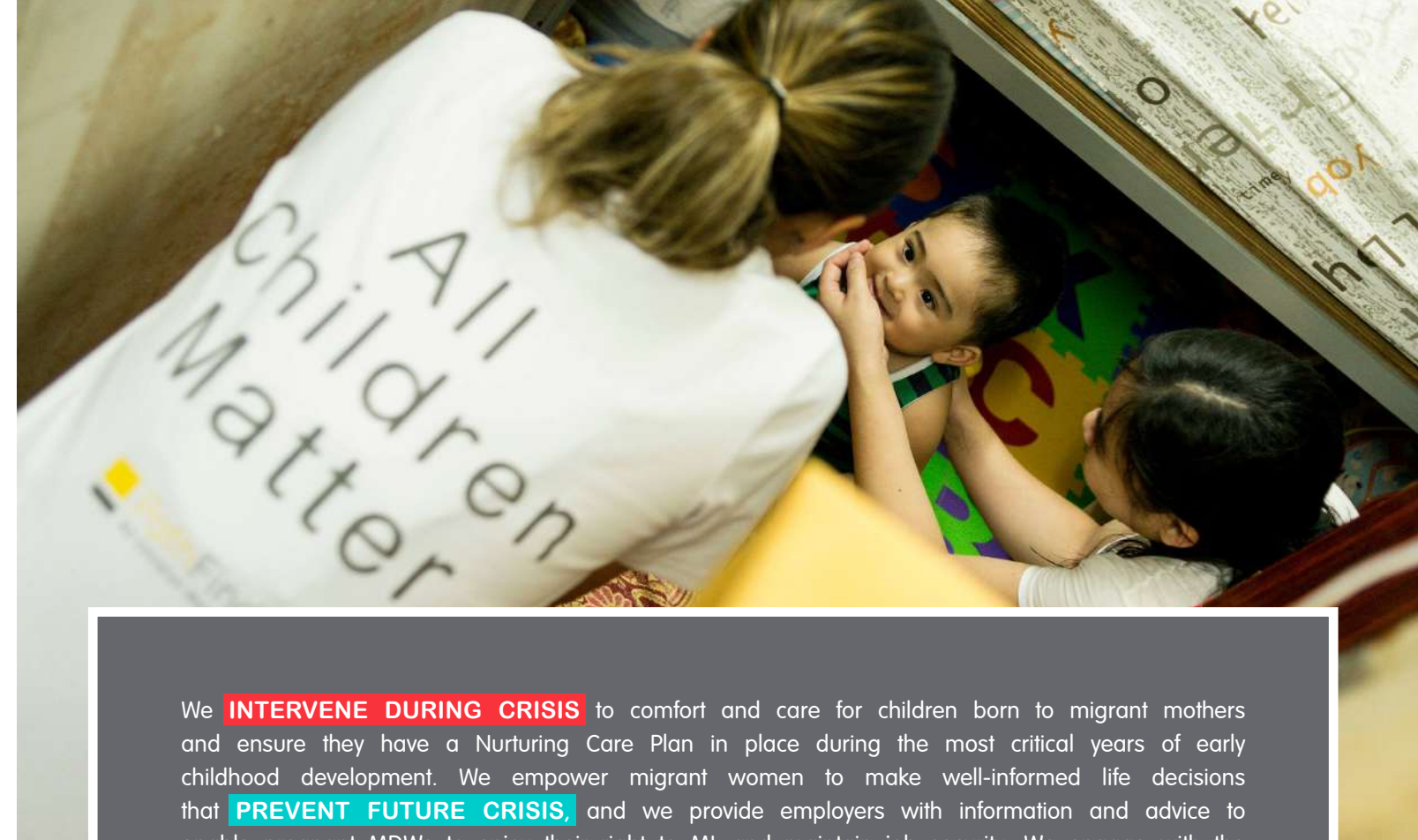


Every child born to a migrant mother has access
to the essential components of the Nurturing Care
Framework during the most critical years of early
childhood development

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

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



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 ML 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.

08

SYSTEMIC CHANGE

We published new data on employer perspectives to enhance employer-focused Crisis Interventions and inform the development of viable market-based solutions to maintain their household needs in the event of an MDW pregnancy. To increase empathy and gratitude towards MDW mothers, we strengthened our #WorkingMomsHK campaign and achieved a significant increase in media coverage - achieving 146 outputs, with 64% in Chinese-speaking media. We continued to mobilise the next generation as agents of change, and set aside resources to engage in 70 partnership initiatives with those interested to support us in taking action.

18

CRISIS PREVENTION

We professionally trained 76 new PathFinders Ambassadors, bringing our total number of Ambassadors to 229 - who themselves engaged over 25,300 MDWs. We continued to provide advice to MDW employers via our hotline and education portal, and maintained a strong presence on parenting and recruitment platforms.

28

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.

SYSTEMIC CHANGE

Employer Survey Report

In 2022 we set out to further explore practical and affordable solutions to support employers in the event of an MDW pregnancy. Specifically, we published research findings which indicated 84% of respondents believed they could dismiss a pregnant MDW as she would not be able to perform work duties. We also initiated follow-up research via employer focus groups to further understand employer perspectives in order to enhance employer-focused crisis intervention communications and inform the development of viable solutions in collaboration with partners that would:

Developing evidence-based interventions to drive systemic change

All working women in HK are entitled, without discrimination, to 14 weeks of ML. By maintaining employment, a pregnant MDW is able to access public services and healthcare vital for prenatal screening and newborn care. In addition, she is able to benefit from ML – allowing sufficient time to nurture and settle her child with family in her home country, before returning to work to provide for her child's future.

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, more than 90% of whom are women of childbearing age and lack access to reproductive knowledge and services. Many are also working mothers, who leave children behind to be cared for by partners and/or extended family.

By 2047, HK forecasts needing 600,000 MDWs to care for a rapidly ageing population. As a result, we expect a significant increase (hundreds of thousands) in the number of MDWs coming to HK. The reality is that with this significant increase, MDWs and their children remain at risk of becoming unemployed and homeless, unless employers are supported with viable solutions. It is this reality that drives us in our intention to do even more to support both employers and MDWs, so that every child born in HK has a fair start in life.

Our ambitious plans

- Reduce financial stress through the creation of an insurance premium to cover MDW ML payments
- Offer affordable temporary support to employers to maintain smooth functioning of their households, including care of dependents
- Clearly define the current "live-in" policy, as it applies to ML, so that living out is a solution pregnant MDWs can opt for while remaining in compliance with labour and immigration regulations



Multi-stakeholder collaborations to develop solutions

While much of this work is incredibly ambitious and not without challenge, we strongly believe that with imagination, collaboration and a commitment to protecting the children we serve, equitable solutions for all stakeholders can be found.

To this end we were delighted to join a meeting, together with a number of other NGOs serving the MDW community, with Mr Chris Sun, JP, Secretary for Labour and Welfare in late 2022. At this meeting we shared our desire to drive the development of solutions to ensure employers are better supported in the event of an MDW pregnancy.

SYSTEMIC CHANGE

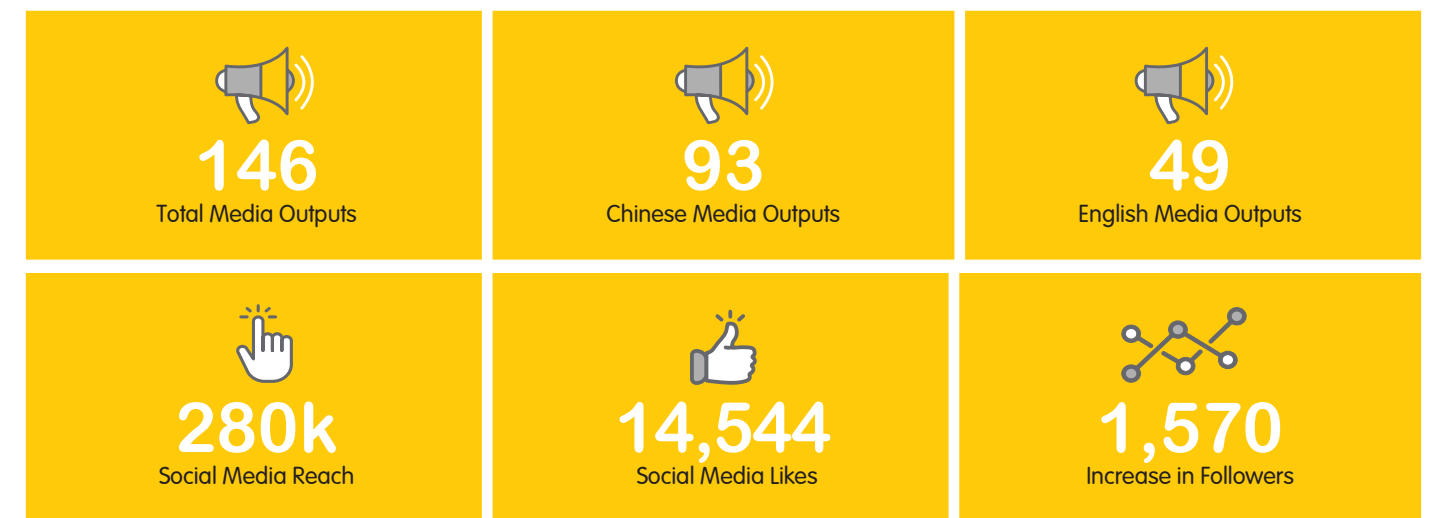
Enhancing the public's understanding, care and support for MDWs

We pursue this mission through connecting and communicating with various stakeholders in the community.

A key achievement in 2022 was the engagement with the Chinese-speaking public and media. Amongst all of the media coverage we achieved during the year, 64% were in Chinese. This represents an unprecedented increase in public awareness in particular for the Chinese-speaking population - many of whom are employers of MDWs.

An incredible amount of media coverage was driven by the launch of the Employer Survey Report, as well as the No Child Left Behind campaign. In addition, a series of executive profile features was published to enable the public to better understand who we are and what we do to support MDWs in HK.

This is a significant development for PathFinders as we increasingly position ourselves as an organisation that not only protects MDWs, but also supports employers.



Letters | Give Hong Kong's domestic workers who are mothers the space and respect they deserve

• Readers pay tribute to domestic worker mothers, and discuss marriage equality



A domestic worker mingles the rest with a senior citizen in Tai Yung Sun. Migrant domestic workers who help care for Hong Kong's young and old should be encouraged to take breaks during the day and connect with their children back home. Photo: Jonathan Wong

Letters | Domestic helpers' maternity employment rights begin with awareness



Often, foreign domestic workers in Hong Kong are unaware of their maternity rights, while their employers may believe they don't have any. Photo: Camille Ho

SYSTEMIC CHANGE

Reimagining how we think of MDW as mothers

Far from being an extravagance, hiring an MDW enables many mothers and daughters to work and earn an income. Often undervalued and recognised, MDWs make a significant economic and social contribution in HK. A study by Enrich in 2019 estimated MDWs contributed USD\$12.6 billion to HK's economy in 2018, representing 3.6% of GDP. In 2021 research from Hong Kong Baptist University also suggested only 49% of mothers would be able to join the labour force in HK if they did not employ a MDW, with labour force participation increasing to 78% when a MDW was employed.



Photo credit: Polaris Norton/Novice

Through our #WorkingMomsHK public awareness campaign we seek to increase understanding, acceptance and support for an MDW pregnancy, as well as respect for MDWs as mothers; and to build a culture of appreciation for the vital social and economic contribution of MDWs to our society.

In 2022, we continued to celebrate all working mothers in HK, especially MDW mothers, who work away from home to give their children a brighter future. It was an honour for us to pay tribute to MDW mothers for their selfless love and amazing resilience through an emotive virtual exhibition "A Mother's Love Knows No Borders". The heartwarming stories and images depicted how MDW mothers and their children in home countries endeavour to connect with each other, despite the distance.

The exhibition was thoughtfully curated from submissions to PathFinders' "49" image competition in collaboration with award-winning photographer Xyza Cruz Bacani. Xyza is well-acquainted with separation and is passionate for children and their MDW mothers to connect across the miles – largely driven by her personal experience of growing up without her mother by her side. We could not be more excited and grateful to have Xyza championing alongside us on the importance of parent-child heart-to-heart connection; as well as safety and welfare of children through careful selection of guardians for children before MDW mothers work abroad.



Mutual Support, Empathy & Trust: Story of Two Successful #WorkingMomsHK

Being a new mother is an adventure! Many new moms can attest to how vital the support of family, friends, and a network of fellow new moms is to navigate this exciting and challenging journey.

Godi, a new mom, has been blessed to receive incredible support from her MDW and fellow-mom Jelly since her daughter Hayli was 3 months old. Through Jelly's help, Godi gained confidence as a new mom. She also returned to work after her maternity leave, fully assured that Hayli is well cared for in her absence.

Understanding that Jelly's struggles as a mother are multifold - not only is Jelly missing her children daily, she also carries the immense burden of being the sole breadwinner, single mother and long-distance parent - Godi encourages Jelly to have adequate breaks to recharge and bond with her children on video calls.

Their mutual respect, empathy, and trust is not only the key to their successful employer-employee relationship; it is also why both are such successful #WorkingMomsHK.

Watch the video: youtu.be/YeW-hfFRE0



SYSTEMIC CHANGE

Mobilising the next generation as Pioneers and agents of change

MDWs have supported caring for children born in HK for 50 years, and many young people are motivated to take action to care for those who care for them - this was particularly the case in 2022, moved by experiences of MDWs during the COVID 5th wave.

As the potential MDW employers and policymakers of tomorrow, it is imperative we engage young people to understand the work we do at PathFinders, so that they can take action as agents of change.

Investing in the next generation has increased our engagement with youth organisations, individual students, year groups, and entire schools across different levels of education. We work with them through the integration of PathFinders' materials in units of inquiries, assembly and workshop presentations, volunteering opportunities, CE/CAS projects, and fundraising activities.

The most recent advancement in our Pioneers program is the integration of PathFinders' content in Units of Inquiry across 3 school years at ESF Kennedy School - engaging over 600 students and enabling us to cover topics on migration and social inclusion.

Besides sharing about PathFinders' story, how we organised ourselves, and how our work fit into a larger global structure and ambition; we also raised their awareness about human migration, the critical role MDWs play in our society, and how each child could lead and play a part to create a culture of gratitude and respect towards this undervalued workforce.

We are grateful to students/youths, and staff of Po Leung Kuk Choi Kai Yau School, Li Po Chun United World College, Hong Kong University of Science and Technology (HKUST), City University of Hong Kong (CityU), Discovery Bay Brownies and AIESEC HK for taking actions in many different ways to raise awareness, collect supplies and/or funds to support the work that we do at PathFinders.



Discovery Bay Brownies

48 young members of the Discovery Bay Brownies became the first group to adopt the use of PathFinders' Pioneer Pack. As one of the calls to action in the pack, these future leaders came together to sell a range of second-hand toys, books, freshly made cookies, cakes and soap bars to help raise funds in support of our services to migrant mothers and babies.



7
Youth Partnerships



800
Young People Engaged



The Pioneer Pack

PathFinders is on a mission to ensure that all children have a fair start in life. This reality starts with a young generation who believes in a kinder world. We believe our Pioneers can lead the way! Designed for children aged 6-12 years, the Pioneer Pack is bursting with fun and educational activities. It helps children understand PathFinders' work, grow in confidence and practice generosity. They can also earn up to 5 certificates of achievement and badges after completing each challenge.

For more information email us at pioneers@pathfinders.org.hk



SYSTEMIC CHANGE

Engaging partners to show appreciation and respect for MDWs

We rely on many stakeholders to achieve our long term goals for children born to migrant mothers. Our partnerships are strategically designed to benefit the community of women and babies we serve, as well as to provide partners with the opportunity to contribute meaningfully to society.

As we create awareness about our work and increase our visibility, more and more organisations are reaching out to learn how they can support us. For the first time in late 2021, we set aside resources to respond and engage interested organisations, and are delighted to have run 70 public engagement initiatives across 22 corporates and foundations, and 17 community groups in 2022. Through public awareness campaigns, Lunch and Learns, movie screenings, supplies drive, and various volunteer opportunities, we educated different corporate employees and members of community groups about the unique needs of migrant mothers and babies and inspired them to take action as both socially conscious citizens and as employers of MDWs.



HUGILL & IP
SOLICITORS

#PathGuardiansHK

Bridging two key dates, 4th April - 8th May, we partnered with Hugill & Ip Solicitors to launch the #PathGuardiansHK campaign. Over the course of 5 weeks, we hosted together a series of events to raise awareness about the importance of safety and security for all children, as well as the challenges faced by many working mothers and MDWs in HK.

In exchange for a minimum charitable donation of \$2,888 to PathFinders, the Estate Planning team at Hugill & Ip offered to prepare temporary and/or permanent Deeds of Guardianship (DoG).



70

Partnership Initiatives



118

Public Directly Engaged



65

PF Champions Engaged

We are also grateful to many other companies and community groups that partnered with us to provide much needed funds, supplies and Community Centre support.

TEAM LEWIS
FOUNDATION

ovolo
HOTELS



B

BANYAN
• workspace •

Schneider
Electric

Morgan Stanley

British
Consulate-General
Hong Kong

THE HELENA MAY
梅夫人婦女會
HERITAGE.COMMUNITY.HOSPITALITY

HEIDRICK & STRUGGLES

Race to Raise



SWEDCHAM
Swedish Chamber of Commerce in Hong Kong

In early 2022 as the COVID 5th wave hit HK many people around the city suffered, with MDWs one of the most affected groups.

Driven by a shared core value of 'caring', the Swedish Chamber of Commerce in HK teamed up with PathFinders and RaceONE to activate and engage members and partners in Race to Raise. With the support of partner chambers, companies and influencers over 120 people registered for the race and raised HKD 16,000. In addition, Race to Raise supported in reaching a broad audience to raise awareness about the problems facing MDWs and our work at PathFinders.



CRISIS PREVENTION

Developing a scalable and sustainable outreach and education model

The majority of the 340,000 MDWs currently employed in HK are of childbearing age. Often social and cultural norms in their home countries don't encourage comprehensive sexual and reproductive health education and/or gender equality. This means that many women are not aware of their maternity rights or lack the confidence to stand up for themselves. There is also a widely held misconception that all children born in HK will receive permanent residency or citizenship status.

Through our PathFinders Ambassadors we are empowering MDWs as community leaders, equipping them with knowledge, information and skills training to expand our outreach, amplify our messages and signpost our Crisis Intervention service.

PathFinders Ambassadors are 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 mobilised with self-created materials to hold outreach events and workshops within the community and they are required to regularly update their PathFinders Manager on sessions conducted, numbers of participants reached and evaluation highlights.



205

Ambassador Outreach
Initiatives



69

Train the Trainer
Sessions



25.3k

MDWs Engaged by
Ambassadors



39.6k

Total MDWs Engaged



316

Total Outreach Initiatives



703

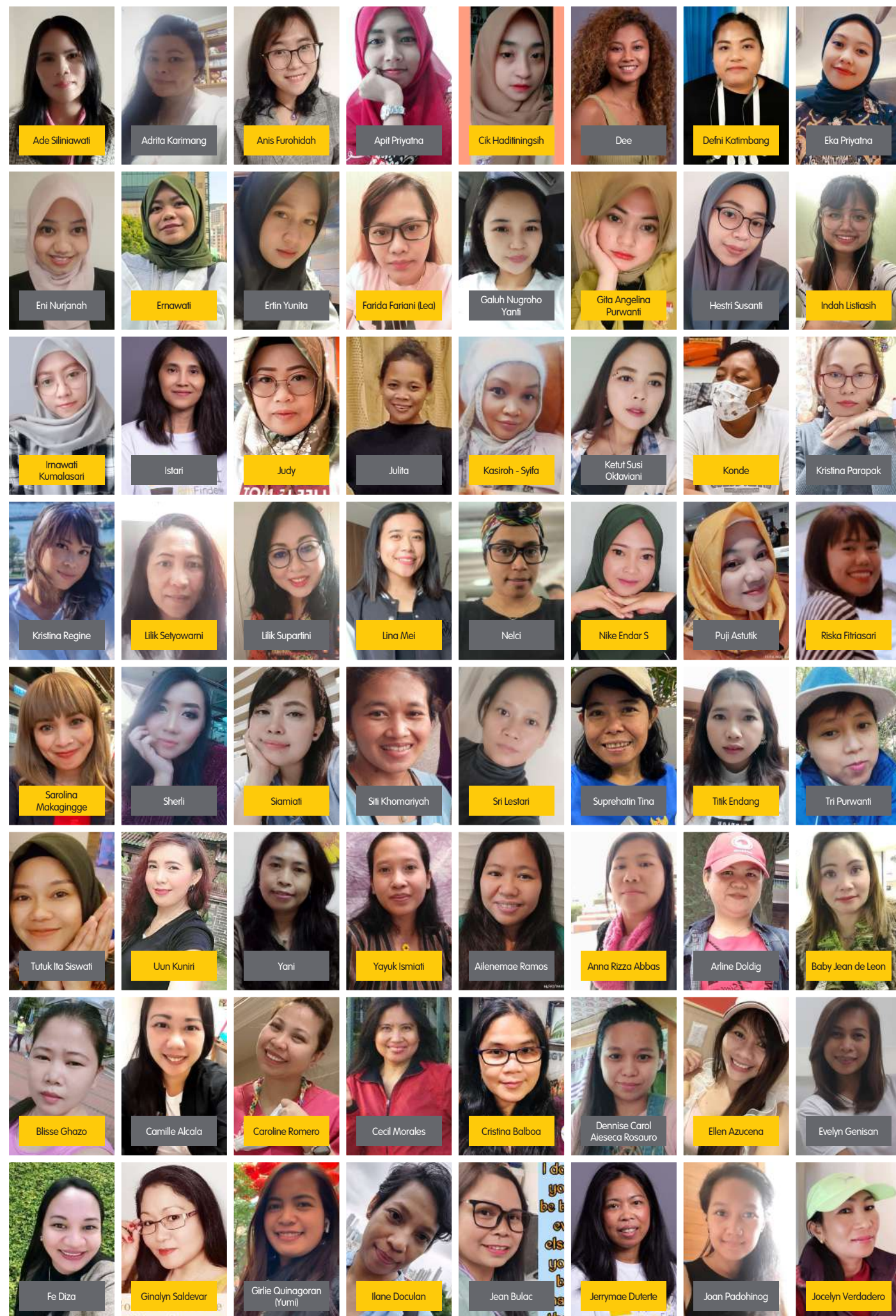
Ambassador Learning &
Outreach Hours

MDWs were one of the communities hardest hit by the COVID 5th wave in February 2022. Many MDWs, including our Ambassadors, had to work longer hours to take care of their employers' families - even if they tested COVID positive and felt unwell. Many also endured strict and at times discriminatory healthcare measures, as well as isolation from their communities. Worse still, they were not able to return home to visit their families, bringing them an unprecedented level of stress and anxiety.

In response we created an online Open House - Mental Health Support Session for all Ambassadors, to enable them to share experiences and support each other. We heard stories of hardship, but also inspiring and heartwarming moments of support by employers for their workers.

During the height of the pandemic we paused our in-person training and community outreach initiatives and moved all engagements online. We were incredibly moved to witness the lengths our Ambassadors went to in caring for and supporting their communities - while also being encouraged to prioritise taking care of themselves. Many shared how staying actively engaged with their peers helped them to feel empowered, happy, proud, and even more resilient during these trying times.





+76
New Ambassadors

229
Total
Ambassadors
Trained

95 Indonesian
131 Filipino
3 Other

**For more information,
please contact:**
English: Nabina - 9739 2006
Bahasa: Antaria - 9505 5433

"As a survivor (of sexual abuse) sharing my story empowers me to support my community to be informed and positively impact their lives by actively listening to their stories too."

"In 2022 I noticed people began to talk more about sexual related topics (with or without pregnancy) on social media. People "gathered" and mostly responded negatively, with judgement and inaccurate information. However, this opened the door for me to share a different perspective and to encourage my community to think first before passing judgement. It was rewarding to receive positive feedback from many of my peers and to see more balanced perspectives and conversations."

"I'm a strong believer quality is more important than quantity when it comes to outreach. While we want to engage with as many people as possible, having deeper interactions, especially with MDWs who are struggling with issues or concerns is what's most important. I see my role as being able to support and empower victims, so that their dignity remains intact. Everyone can benefit from respectful, supportive and empowering engagements."

"It's important for employers to recognise that domestic work is work. That they have responsibilities when employing a MDW, who deserves to be treated with care and respect. Being a MDW is not something to be ashamed of. Success isn't defined by others, but by yourself - in the joy of everyday achievements and goals."



"PathFinders provides opportunities for us to raise our voice and share our journeys as MDWs. Being a MDW is not easy. Many have university degrees and professional qualifications, but come to HK to work and financially support immediate and extended family."

"I'm grateful to be part of the Ambassador programme that so clearly represents PathFinders' core values. Demonstrated on so many levels - from care packages and mental health sessions during the COVID pandemic, empowering us with skills and knowledge to facilitating opportunities for Ambassadors to collaborate with each other."

"As Ambassadors we feel enormously valued and respected. The PathFinders team regularly seeks out platforms to shine a light on our achievements and enable us to amplify our voices - through invitations to write chapters in books, award nominations, media interviews and more."

In 2022 PathFinders nominated Lorna for a Resolve Fellowship to expand the reach of her charity, the Filipino Nurses Association of HK. We were delighted when she was accepted to help broaden the scope of her community service and create a program to allow all MDWs access to yearly holistic checkups.



"I'm proud to represent PathFinders. This is where I found my passion that led me to a greater purpose. They helped me become the woman I am today."

"PathFinders is not just an organisation that supports the most vulnerable mothers and children in HK. It's about the people! People who support each other, encourage and care for one another."

"We missed our families so much over the past few years during the COVID pandemic, which pushed many of us to think more about ourselves and our life goals. Becoming an Ambassador empowered me to further develop myself and participate in community leadership opportunities that enriched me, and widened my horizons. Participating in the Client Support and My Path My Choice training provided me with an opportunity for deeper learning, to explore how decision-making and follow up action can affect your tomorrow."

In August 2022, Lovely moved to Finland to study Practical Nursing, while continuing to work hard to provide her children with a brighter future.



"Social distancing wasn't going to stop my outreach! Moving activities online meant we could engage more MDWs from HK and beyond. Students, teachers and other professionals from Indonesia even joined our workshops on maternity rights and love scams."

"As an active member of the MDW community in HK, I decided to become a PathFinders Ambassador to educate my peers on the importance of planned parenthood, love scams, and maternity rights, so they can put in place better plans for themselves and their children. In 2022 I was excited to take part in the advanced training on Client Support. This further empowered me to be able to identify and support MDWs who are already pregnant and need assistance, preventing them from falling into further crisis."

Despite the COVID-19 pandemic, Sherli was relentless in her efforts to engage and empower fellow MDWs. She hosted online events and expanded her topics to include visa status, self-love, healthy relationships, and overcoming stress, in collaboration with psychologists in Indonesia.



CRISIS PREVENTION

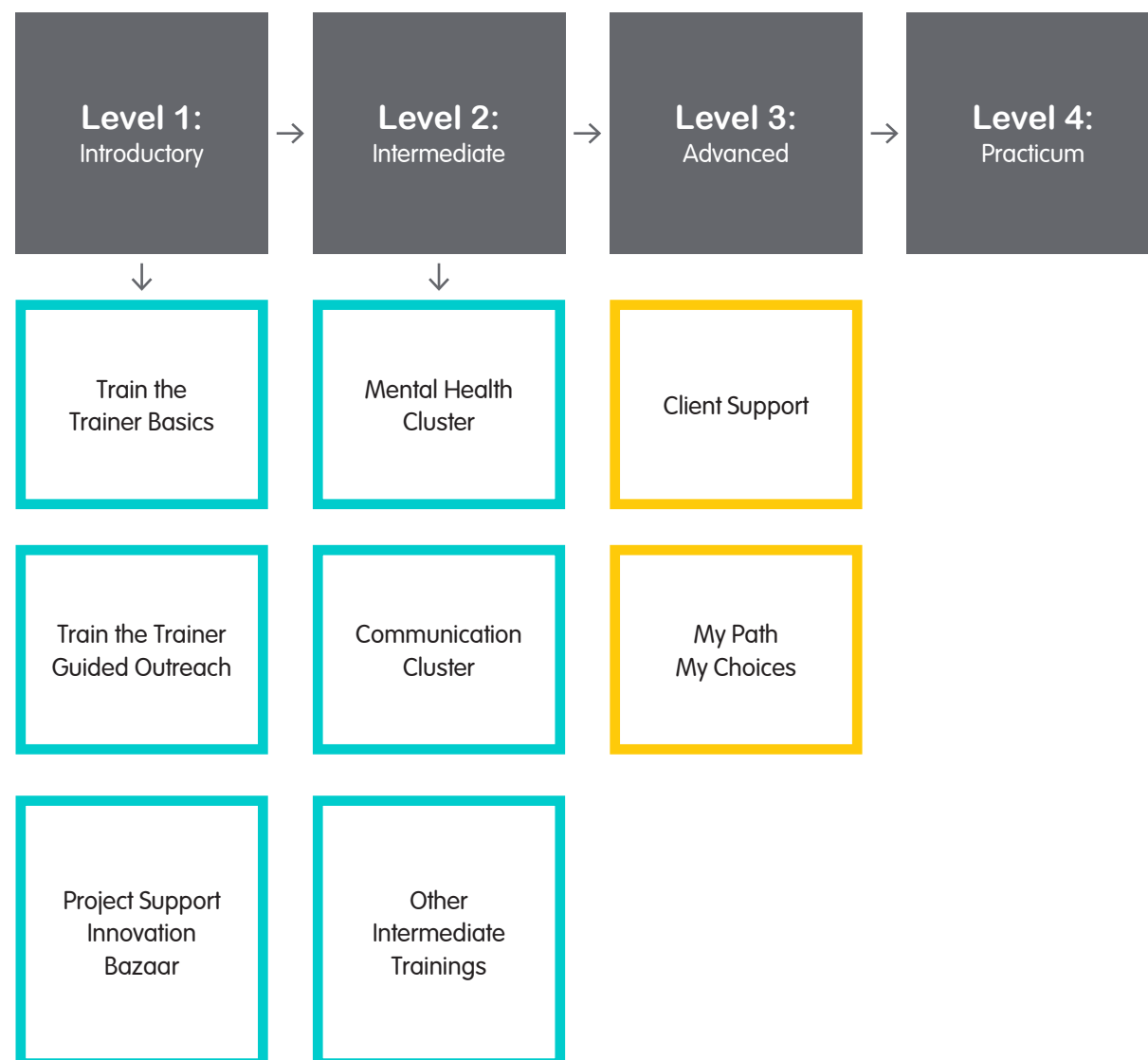
Empowering a community of leaders

Following the initial rollout of our pilot Train The Trainers program in 2019 we took time at the end of 2022 to evaluate, further strengthen and build our community leadership support and training.

Many Ambassadors are now ready to engage in more advanced training, like Client Support and My Path My Choices, which we initially piloted in small groups during the year. As a result we have formulated a more structured training curriculum for 2023 and beyond.

Advanced training (Level 3) will help to ensure a sustainable and scalable outreach and education model for the future. It will encourage deeper learning and facilitate Ambassadors to take the lead in their own community engagement initiatives and personal growth. In addition, training will equip Ambassadors with information on additional relevant topics, knowledge and skills (beyond basic training) and empower them to respond to community feedback on their outreach activities.

Train the trainer curriculum 2023



Client Support

Since the launch of our Ambassadors Programme, more clients have been approaching PathFinders at an earlier stage of pregnancy. Some clients are also referred by Ambassadors, who meet MDWs in need during their outreach both offline and online. Acknowledging that it is crucial to equip Ambassadors with the knowledge to assist potential clients, the Client Support training program is part of our early prevention initiative to connect Ambassadors with PathFinders' Crisis Intervention Team and other relevant partners. It provides them with a framework and understanding of how our case workers assist clients, such as procedural information for MDWs on how to seek healthcare services when they are pregnant and information on what documents are needed when filing for a case for unlawful termination due to pregnancy. This detailed and step-by-step information supports the Ambassadors when they conduct outreach.



My Path, My Choices

As a complement to the introductory and intermediate learning programme, My Path My Choices adopts a co-learning approach to allow Ambassadors the opportunity to exercise their agency and cultivate capability to take the initiative in leading projects. With 3 main programme components - Knowledge & Awareness, Skills and Practicum - we aim to:

- Increase knowledge and awareness of the root cause of unplanned pregnancy, from the perspective of society (e.g. culture, religion, gender elements) and self (e.g., identity, emotions and needs);
- Equip Ambassadors with the necessary communication skills and digital storytelling skills to translate their knowledge and message into an approachable form; and
- Integrate knowledge and skills learned into practice.



CRISIS PREVENTION

Informing the public with the right information

For as long as employers are unable to maintain their household needs while their worker is on ML (or any long-term leave), pregnant MDWs remain at risk of being fired or pressured to resign. In addition to seeking Systemic Change and the creation of solutions with other stakeholders to assist employers, we provide information, support and advice.

Since 2019, PathFinders has been actively engaging employers - from supporting them with essential information to navigate their next steps when their MDW is pregnant, to seeking their views for viable solutions to manage their household needs during an MDW pregnancy.

In 2022, we started to incorporate recommendations from our employer survey report into our employer engagement strategy for 2023 and beyond. We continued to provide practical advice to employers via our online education portal and helpline, supporting 24 employers who called us for information and advice.

Appreciating a low level of interest from employers in attaining specialist knowledge unless faced with an MDW pregnancy, we continued to explore innovative ways to share information and increase their empathy and understanding in the event of an MDW pregnancy. Through our participation in RTHK's INDO My Heart's Cantonese radio programme, we used meaningful stories to share about equal maternity rights for MDWs, and dispel myths and misconceptions about an MDW pregnancy. We also continued to maintain a strong presence on popular Chinese parenting platforms and shared key information via a webinar with HelperChoice.

As we set out to further understand the unique set of challenges facing an employer if/when their MDW becomes pregnant it is increasingly clear that, despite initial feelings of frustration and confusion, they care for their MDW and want to work together to find a solution. There is simply a critical need for clearer guidance, information and practical support to ensure employers and MDWs know how to handle a pregnancy so the MDW's child doesn't fall into a crisis.



When Ms Chan, a MDW employer, found out her MDW Lisa was pregnant, she immediately contacted PathFinders.

While keen to understand her obligations and next steps as an employer, she also wanted to ensure her employee was entitled to healthcare as an MDW living in HK and protect the wellbeing of her baby.

As an unplanned pregnancy, Lisa initially considered giving her baby up for adoption. However, after some deliberation and with the support of a PathFinders' case worker she decided to ask her family to help care for her baby so she could complete her employment contract with Ms Chan.

Not fluent in English, Ms Chan was anxious at first about the language barrier between her and Lisa, fearing this may lead to miscommunication when navigating the pregnancy, childbirth and plans for Lisa's baby. Yet with support and facilitation of a PathFinders' case worker, Ms Chan and Lisa were able to successfully navigate the situation over time, ensuring open discussions to enable both parties to make concrete and sustainable plans for their respective families. At the same time, Ms Chan encouraged Lisa to understand the different processes involved, to be empowered in making decisions, as well as to be independent and proactive - rather than overly reliant on her case worker.

Lisa worked until her baby arrived, at which point PathFinders supported with documentation so she could travel back to Indonesia for her ML to bond with her baby, spend time with her elder son and settle her baby with her family.

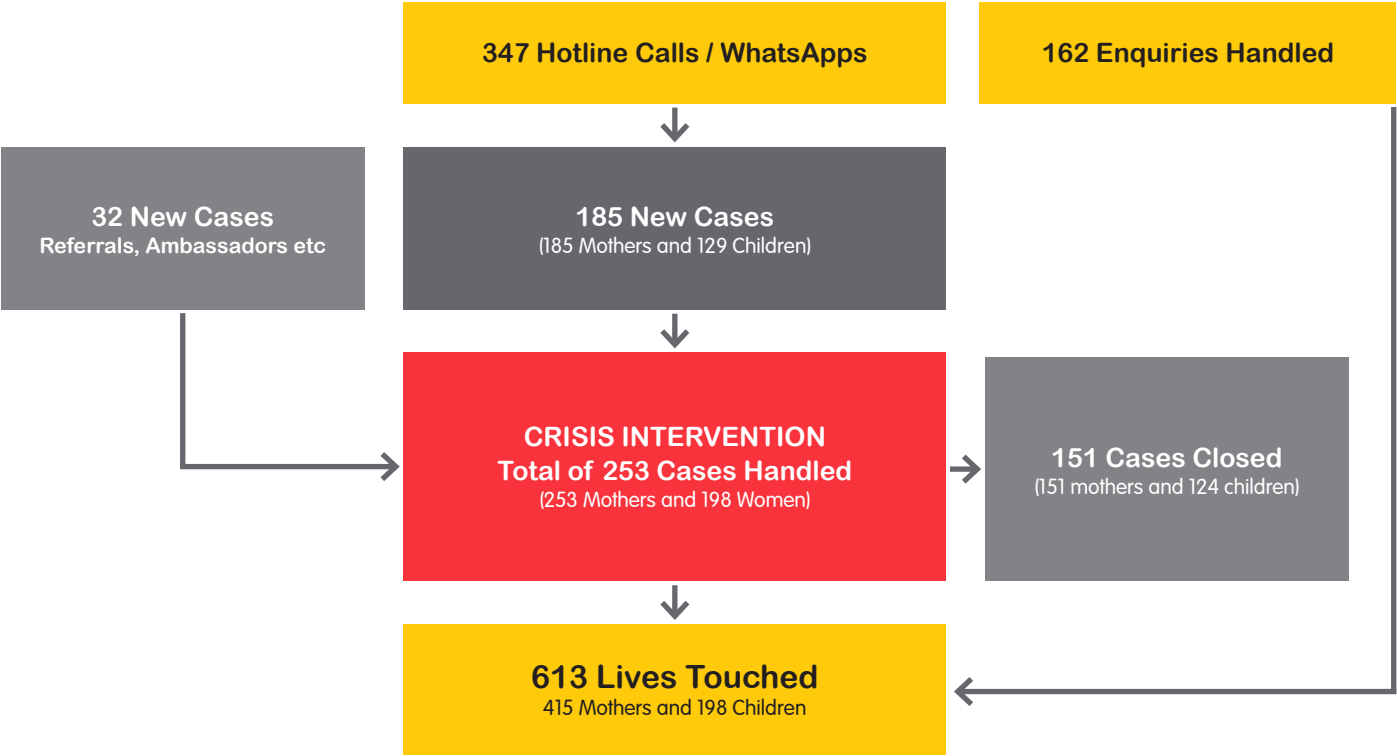
Lisa is now back in HK and continuing her employment with Ms Chan, whose strong support has enabled Lisa to keep her employment. In turn, this has ensured Lisa can continue to provide a safe and secure future for her children, and the much-needed financial support for her extended family.

CRISIS INTERVENTION

Our case workers provide comfort, care and counselling to ensure MDW mothers have access to the critical information and support they need to address emotional, immigration, medical, employment and security concerns.

We provide access to emergency shelter, essential supplies, healthcare and education. We also facilitate referrals to key service partners for more specialised support, including for legal matters, domestic violence, drug abuse, contraception, non-essential supplies and child developmental delays.

In addition, we ensure abandoned and vulnerable children are protected and placed in a loving and stable family environment as quickly as possible.



In 2022, we supported 613 babies, children and women with an average intake of 15 new cases per month. During the first quarter of the year, due to the COVID 5th wave and social distancing restrictions, we witnessed a significant decrease in cases. However, we experienced a surge in enquiries from March to June, which stabilised during the second half of the year with an average of 30 enquiries per month.

During the year we opened a total of 185 new cases that required care and support from a dedicated case worker, representing a 19% decrease year-on-year (2021: 229 new cases). Overall we handled 162 hotline enquiries and assisted 253 cases, also a significant decrease year-on-year (31%).

In a new and important development, a significant number of new cases (36%) were referred to our Crisis Intervention services by PathFinders Ambassadors. In addition, we continued to see an increase in MDWs approaching PathFinders while still holding a valid visa.

It is our hope that these positive trends in reduced case numbers, Ambassador referrals and improved immigration status is a good indicator that our Crisis Prevention programme is paying dividends.

Ratna came to PathFinders 12-weeks pregnant. She felt worried and anxious about her pregnancy and future, as she had lost her job as a MDW and access to healthcare.

At 41 years old, Ratna's last pregnancy was 13 years ago in Indonesia. When she became pregnant again, she was particularly worried about her ability to deliver her baby naturally, as well as any potential health risks to her baby. The biggest challenges being the risk of gestational diabetes and anaemia during the later stage of pregnancy, which if left unmonitored could cause complications to the baby's growth, resulting in an emergency delivery.

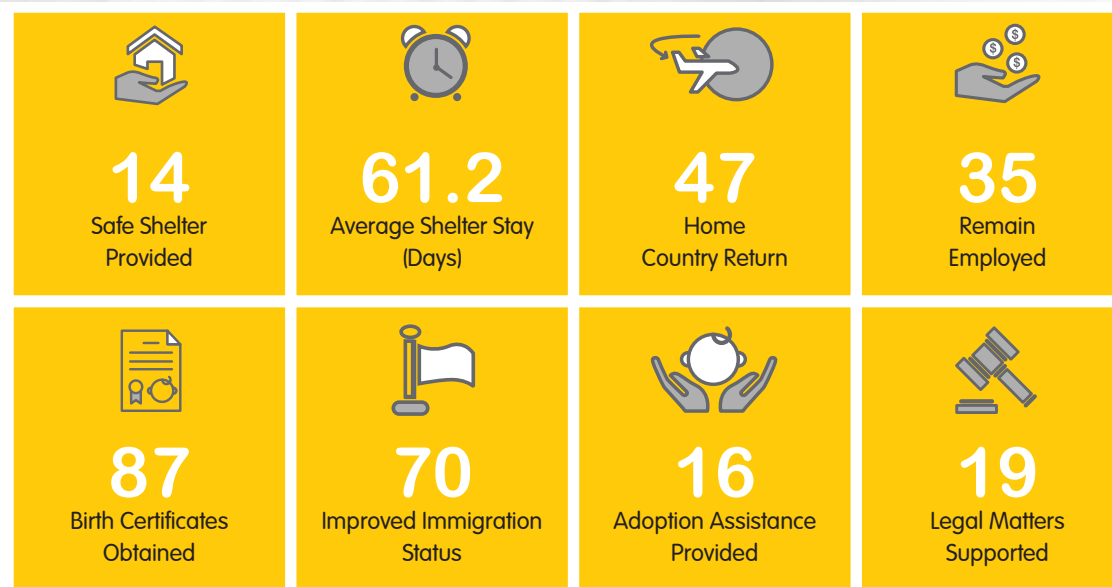
In collaboration with our service partners, Matilda Hospital and Central Health, we conducted regular health check-ups throughout Ratna's pregnancy - including urine checks, blood pressure and fetal heart rate monitoring - to ensure both mother and baby remained safe and healthy. We also arranged for an ultrasound to monitor and ensure healthy fetal development. We were all delighted when Ratna delivered a healthy baby boy.

To empower Ratna with parenting and infant care skills, she attended education sessions at our community centre. Supported with knowledge, expertise and experience from our medical team and her case worker, Ratna's postnatal recovery and ability to breastfeed is going well. We will continue to provide support until her baby boy has a birth certificate and access to vaccinations.

OUR IMPACT IN 2022

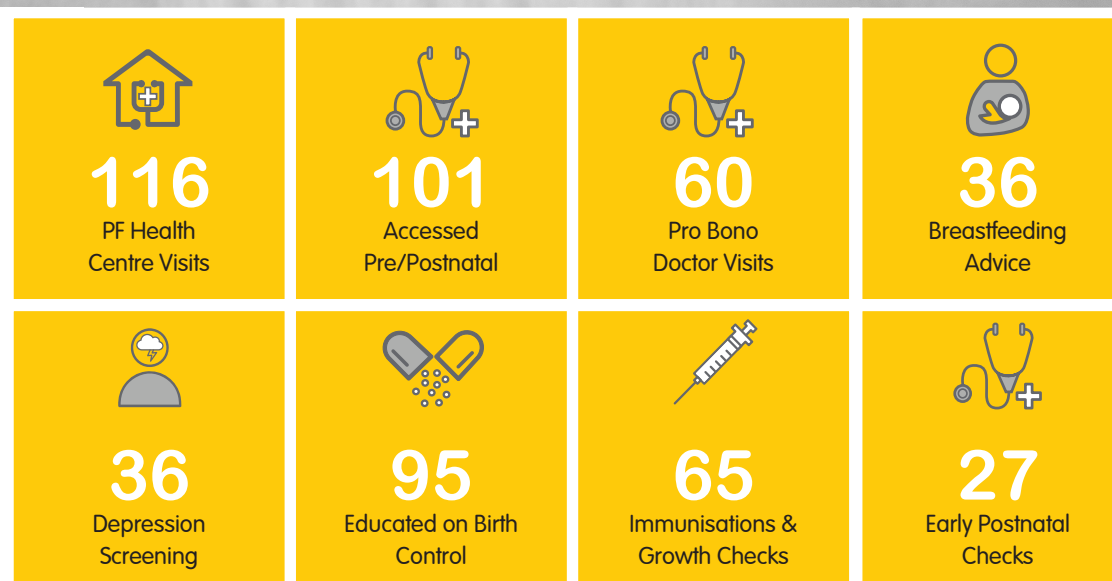
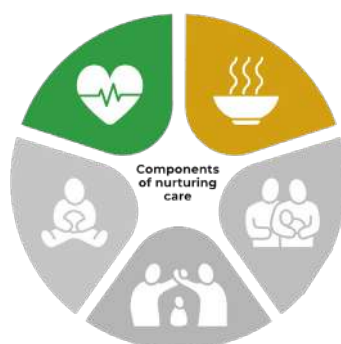
Safety & Security

- Emergency shelter
- Documentation
- Child protection
- Adoption assistance
- Home country return
- Employer negotiations
- Immigration support
- Legal service referral



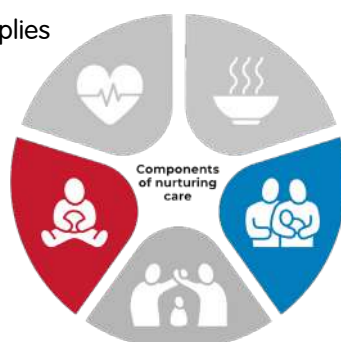
Good Health & Adequate Nutrition

- Access to pro bono doctors
- Pre/postnatal care & advice
- Post delivery home visits or calls
- Postnatal depression screening
- Access to family planning advice
- Immunisation checks for babies & young children
- Breastfeeding support & advice
- Growth parameter checks



Responsive Caregiving & Early Learning

- Essential maternity & newborn supplies
- Child development screening
- Education classes on a wide range of topics
 - Positive parenting
 - Child development milestones
 - Health & nutrition
 - Mothers' empowerment
 - Home country preparation



CRISIS INTERVENTION



The COVID pandemic continued to present significant challenges in meeting the needs of our beneficiaries in 2022, due to prolonged social distancing measures and the suspension of numerous community services. Many of our mothers faced obstacles in being able to return to their home country and it was necessary to negotiate a special opening of Birth Registries in order to obtain birth certificates for babies to be able to travel.

Despite these challenges, we were able to maintain our services and continue to assist some of the most vulnerable migrant mothers and their newborns on multiple levels - from providing essential supplies to helping them take precautionary measures to minimise the risk of contracting COVID-19.

We assisted 101 migrant mothers and 37 babies with access to healthcare, an average of 10 cases per month. Following the COVID 5th wave in April we experienced an increase in client referrals to our healthcare team, particularly of "non-eligible" individuals without access to public healthcare. Anecdotally this appears to be linked to a change in approach by immigration to USM claimants and those with non-refoulement papers, a trend we will continue to monitor in 2023.

Rene lost contact with her employer after notification of pregnancy. Being heavily pregnant it was not possible for her to find another job and returning home was not an option, given COVID travel restrictions at the time. As a result, Rene overstayed and approached PathFinders to help renew her visa.

Once under the care of one of our dedicated case workers, Rene was provided with access to healthcare and participated in education programmes on parenting, empowerment and home return support.

Heartbreakingly, just minutes after delivery, Rene's baby passed away. Her case worker remained by her side to support her through the grieving process, provide additional care and counselling, as well as to facilitate funeral arrangements.



Harshecris approached us at PathFinders as she was about to give birth. Planning to resign and return to the Philippines with her child, Harshecris was confused about the process, especially birth registration and securing necessary travel documents for her baby.

During counselling sessions with her case worker, Harshecris was provided with key information and much-needed support. In addition to supporting Harshecris with extending her working visa, we helped to obtain a birth certificate and visas for her baby girl as soon as she was born. Given Harshecris' difficult financial situation, we also sponsored the return air fare of her daughter to the Philippines.

Harshecris is now settled in the Philippines and very keen to come back to HK in a few years to work and provide her daughter with a bright future.

THANK YOU TO ALL OUR PARTNERS

Alone we are strong. Together we are stronger!

A big thank you also to our Ambassadors and all Government, Service, Community and Campaign partners. It is such a privilege to count you among our friends and allies as we strive towards a fair start for all children in HK.

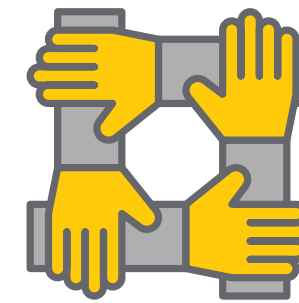
GOVERNMENT PARTNERS



SERVICE PARTNERS



COMMUNITY PARTNERS



We welcome your kind support & partnership

Individuals:

Become a monthly donor. Put aside an amount as little as \$250 a month (the cost of one lunch!) - it can make a big difference!

Companies:

Make your next team meeting more meaningful and invite us for a Lunch & Learn or get involved in our Mother's Day (May) and/or Children's Day (November) campaign activities.

Businesses:

Consider making PathFinders your charity partner for cause-related marketing campaigns or special events.

Schools:

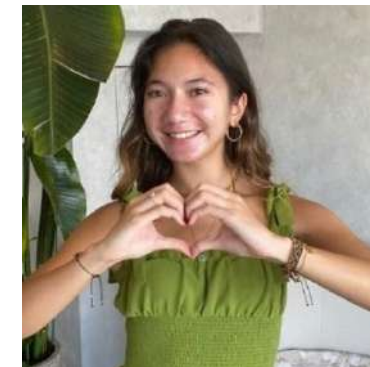
Engage your students as PathFinders Pioneers and agents of change with specially designed materials and bespoke learning activities (see next page).

Universities:

Launch a campus contest, invite us for a presentation and explore internship opportunities with our Crisis Intervention, Crisis Prevention and/or Systemic Change teams.

Community:

Hold a special joint event, including a film screening of **The Helper** with a PathFinders Spokesperson.



You can also support a Supplies Drive to create hospital bags, donate diapers and/or formula, for mothers not able to breastfeed. Please visit www.pathfinders.org.hk/donate-supplies to check what we currently need.

All
Children
Matter

以及人之幼