

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 11,000 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 350,000 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 counselling 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, and providing employers with support to ensure pregnant MDWs maintain job security and access to public services.

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 significantly 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 and other key stakeholders to ensure policies are enforced and solutions explored that protect the children and mothers we serve.



Vision

All children receive a fair start in life

Mission

Ensure some 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.

Values

Respectful

Passionate

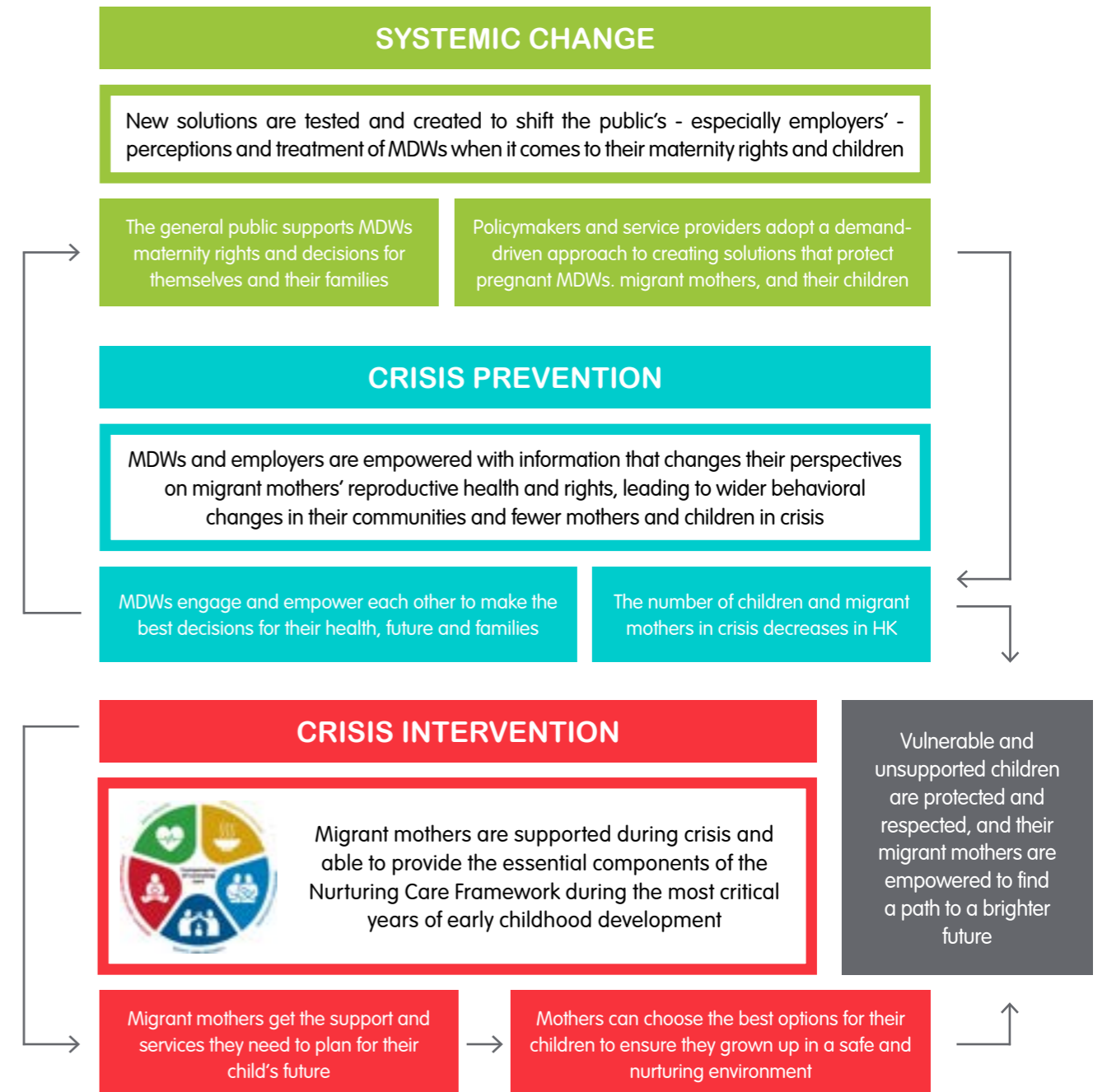
Empowering

Caring

Collaborative

Accountable

OUR THEORY OF CHANGE



CRISIS INTERVENTION



CRISIS PREVENTION



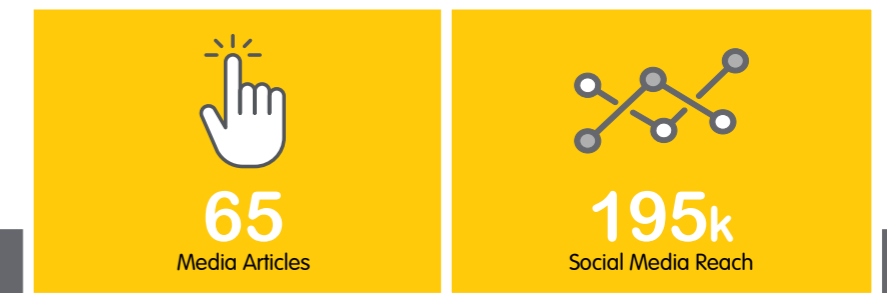
SYSTEMIC CHANGE



In 2023 we provided counselling, comfort and care to **693 babies, children and women** through a total of **246 cases handled**. We received a total of **410 enquiries** via our hotline and WhatsApp. In 223 cases we were able to handle these at an enquiry level only. However, we needed to open **187 new cases** to receive dedicated care and support from one of our case workers, representing an average intake of **16 new cases every month**.

We professionally trained **65 new Ambassadors**, bringing our total number of MDWs trained as community leaders to **294 Ambassadors**. In 2023, we **engaged 74,195 MDWs** representing a **78% increase YOY** (year-on-year), of which 48% (35,885) were engaged by 62 Ambassadors. We continued to provide support and advice to MDW employers via our hotline and education portal.

We continued to drive the development of recommendations to support employers of a pregnant MDW. To increase empathy and gratitude towards MDW mothers, we further strengthened our #WorkingMomsHK campaign and continued to achieve media coverage. We mobilise the next generation as agents of change, and set aside resources to engage with organisations interested in partnering with us to take action.



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