



20
24
ANNUAL
REPORT

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



融幼社
PathFinders

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 11,500 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 360,000 MDWs, many of whom are women of childbearing age and lack access to reproductive knowledge and services.


Our **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 increase to 600,000 by 2050 to help care for a rapidly ageing population, we fear the problems PathFinders tackles will likely escalate without **SYSTEMIC CHANGE**.

NO CHILD LEFT BEHIND



SCAN ME! 
to read Kevin's story and more



“Nothing is impossible. The word itself says ‘I’m possible!’”
Audrey Hepburn

We believe with imagination, collaboration and a commitment to strengthening protections for the children we serve, practical and affordable solutions can be found, ensuring fewer migrant mothers and children fall into crisis.

It is with a laser focus on this belief that we remain steadfast in our ambition to:

- **Crisis Intervention:** serve more migrant mothers and children, intervening before a pregnancy reaches the point of crisis and in need of dedicated care and support.
- **Crisis Prevention:** train and empower MDWs as community leaders to engage more deeply in conversations with their peers about sexual and reproductive health and to prevent unplanned pregnancies.
- **Systemic Change:** test and create new solutions that enable employers to offer pregnant MDWs job security, while maintaining their own household needs.

To this end, we are delighted to share in 2024 we were able to achieve the following:

- **Crisis Intervention:** assisted 779 babies, children and women (a 12% increase YOY). Of 450 enquiries received, 264 were resolved at a hotline level (an 18% increase YOY) and 186 were opened (vs 187 in 2023) to receive comfort, care and counselling.
- **Crisis Prevention:** trained an additional 82 Ambassadors, bringing our total number to 377 Ambassadors and representing more than one Ambassador for every 1,000 MDWs.
- **Systemic Change:** conducted further research on how to create products and services that increase the financial and practical capacity of employers to provide pregnant MDWs with maternity leave.

As a local, non-government funded organisation that serves a marginalised community, we can only do what we do in collaboration with others. It takes a village to raise a child - thank you for being part of our village to ensure that together we can protect some of the most vulnerable and unsupported children in our community.

Vivien Webb
Board Chair, PathFinders

Catherine Gurtin
Chief Executive Officer, PathFinders



OUR TEAM

“Never doubt that a small group of thoughtful, committed people can change the world. Indeed. It is the only thing that ever has.”

Margaret Mead

What immediately strikes anyone who meets our team is their passion and sense of purpose for the work we do in service to our community. It is with enormous thanks and the utmost respect to them, operating on the frontlines of some of the most unique, challenging and complex issues in HK, that we can share and celebrate the impact you will read in the following pages.

Our work also wouldn't be possible without the strong leadership, support and guidance of our Board. A collection of exceptional individuals, each a leader in their respective fields, who advise and direct our efforts to ensure we achieve the best and most impactful return for our beneficiaries, often with limited resources.

In 2024 we were heartbroken to say goodbye to our dear friend and much loved Board Director, David Spencer, who lost his battle with pancreatic cancer in December. There aren't enough or sufficient words to express just how much David was cherished, respected and valued. He was such a blessing, who touched all who had the honour of knowing him with abundant warmth, care and kindness. We will be forever changed and always grateful to have been nurtured and strengthened by his support and guidance.



Vivien Webb
Board Chair

Beth Wright

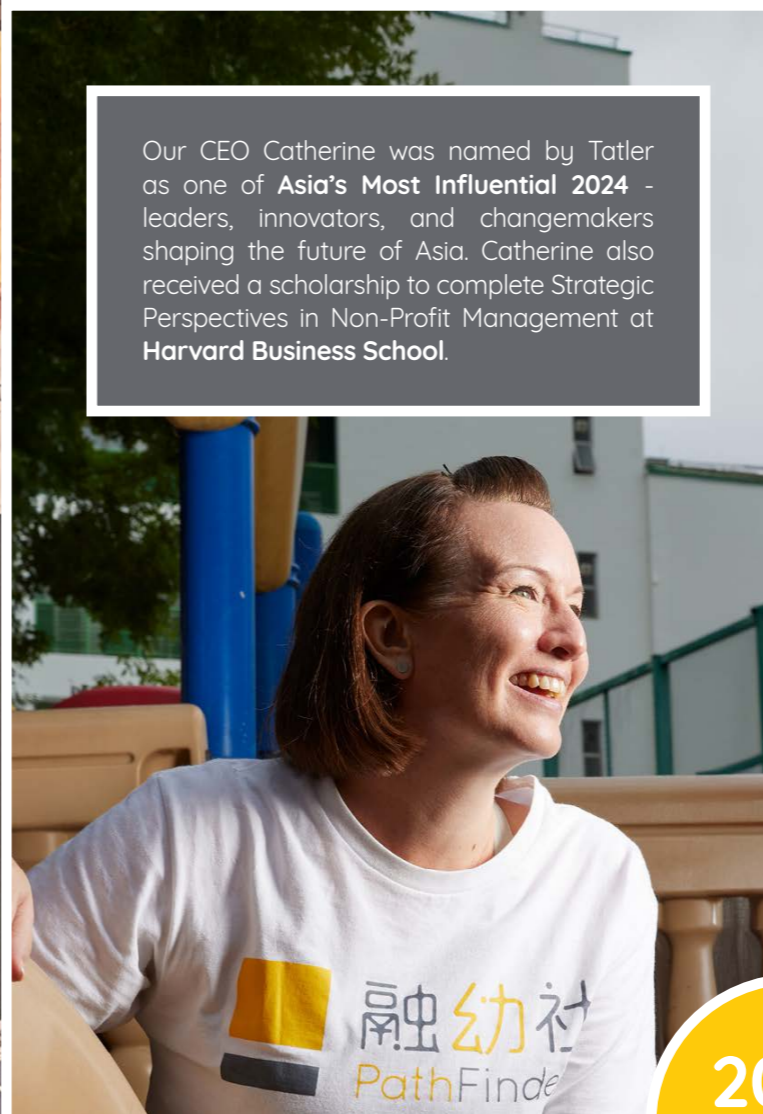
David Spencer

Meena Datwani

Dr. George Lam

Virginia Devereux Wong

Emma Lam



Our CEO Catherine was named by Tatler as one of **Asia's Most Influential 2024** - leaders, innovators, and changemakers shaping the future of Asia. Catherine also received a scholarship to complete Strategic Perspectives in Non-Profit Management at **Harvard Business School**.



We were honoured to receive the **Kak Seto Award** from Indonesia's legendary childcare activist Seto Mulyadi. The Award recognises institutions proven to be child-friendly through providing outstanding programmes that protect the best interests of the child.

2024 HIGHS



Our Case Worker Ryan graduated from the **Global Institute for Tomorrow (GIFT) Young Leaders Programme**.



Antaria, our Case Worker and Ambassador Coordinator, was featured by **Hong Kong Shifts** to share her inspiring story.



We provide **CRISIS INTERVENTION** services 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 focus on **CRISIS PREVENTION** to educate and empower MDWs to make the best decisions for their health, future, and families. And inspire **SYSTEMIC CHANGE** to strengthen protections for children born to migrant mothers and facilitate the implementation of viable solutions to enable employers to offer pregnant MDWs job security, while maintaining their own household needs.

10 **CRISIS INTERVENTION**

In 2024 we touched the lives of **779 babies, children and women** through a total of **284 cases handled**. We received **450 enquiries** and resolved 264 cases at an enquiry level, opening **186 new cases** to receive dedicated care and support from one of our case workers, representing an average intake of **16 new cases every month**.

779
Babies, Children and Mothers Lives Improved

284
Cases Handled

18 **CRISIS PREVENTION**

We professionally trained **82 new Ambassadors**, bringing our total number of MDWs trained as community leaders to **377 Ambassadors**. In 2024, we **engaged over 37,000 MDWs**, of which approximately 56% (20,675) were engaged by Ambassadors.

377
Ambassadors Trained

424
Outreach Initiatives

28 **SYSTEMIC CHANGE**

We continued to drive the development of viable solutions to support employers of a pregnant MDW. To increase empathy and gratitude towards MDW mothers, we further strengthened our public awareness activities, including our Pioneers Programme to mobilise the next generation as agents of change.

72
Media Outputs

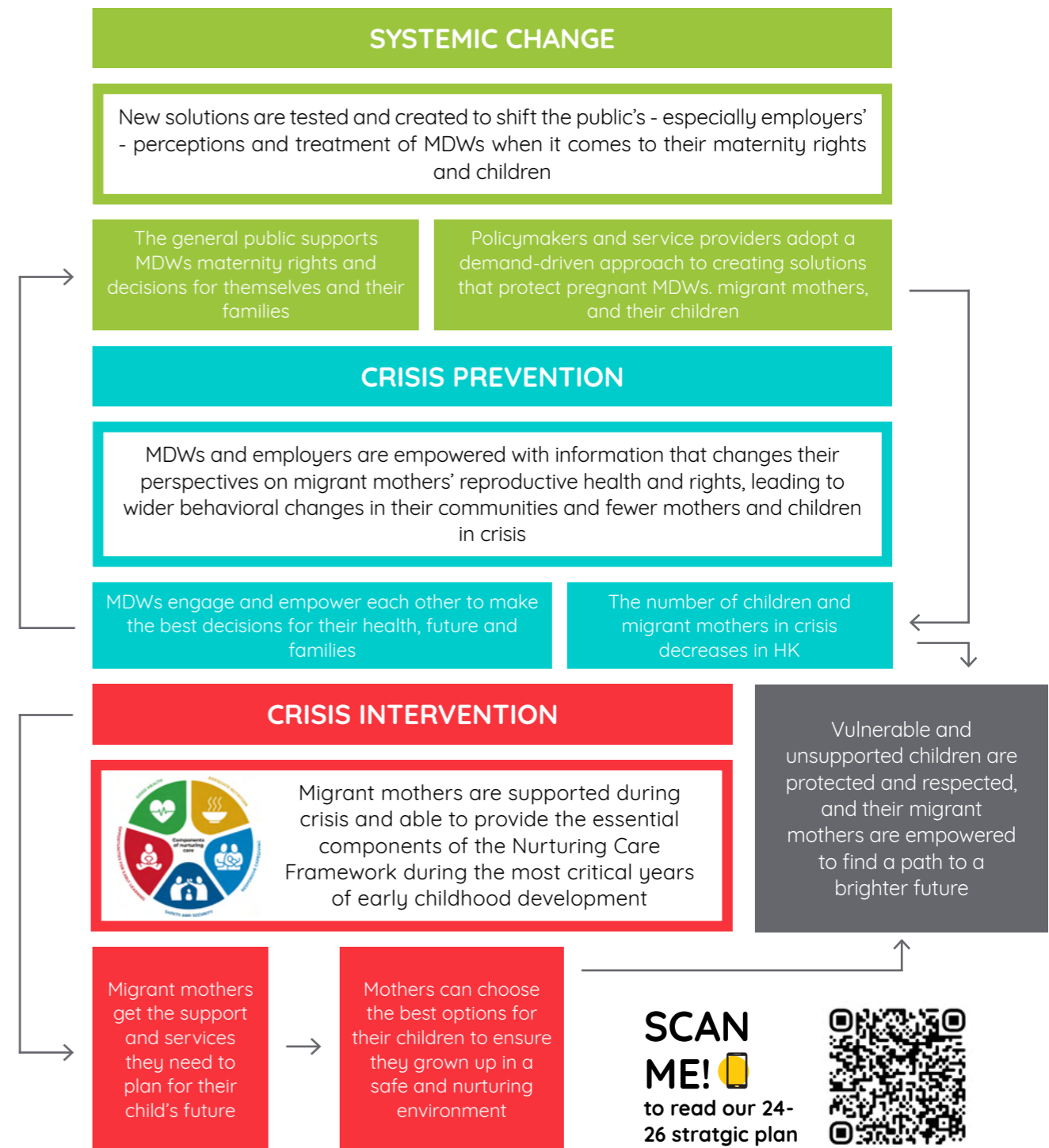
3.9k
Youths Engaged

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



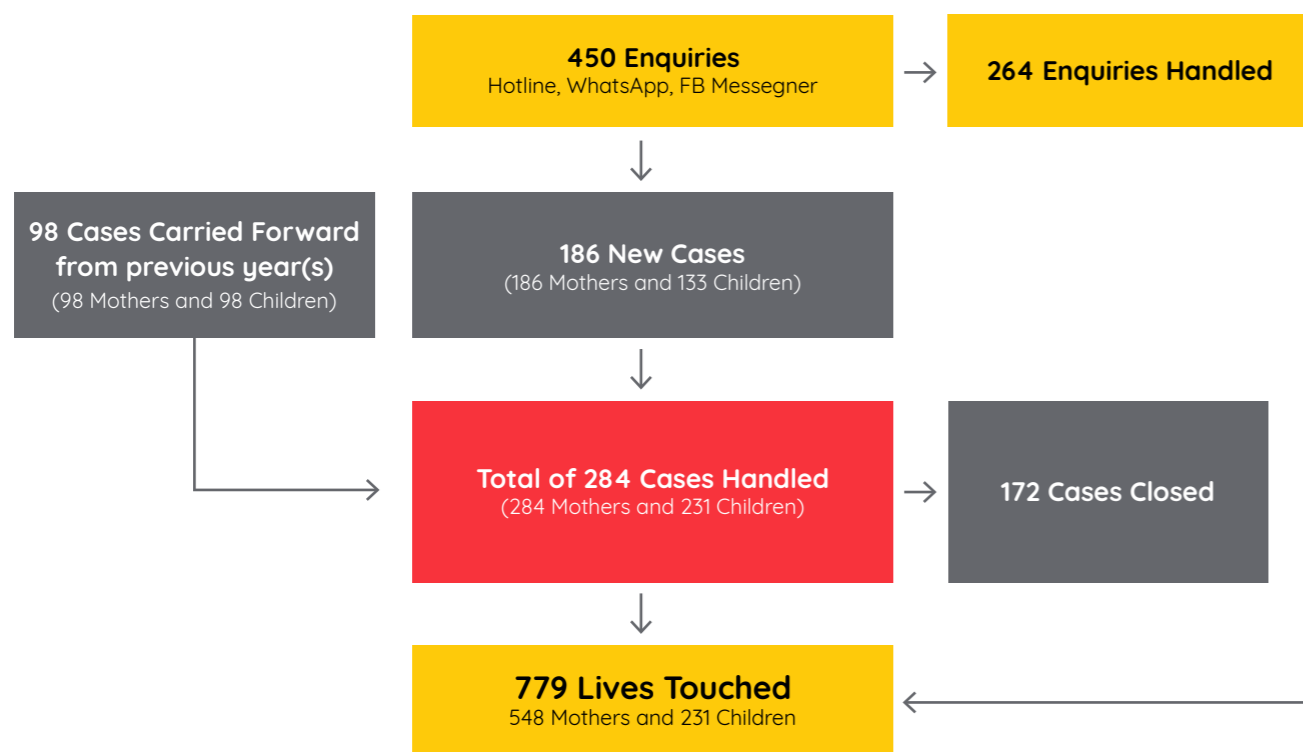
CRISIS INTERVENTION

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

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

In the coming years, as more MDWs come to HK to support our ageing population, we anticipate needing to assist more unplanned pregnancies with **CRISIS INTERVENTION** services, unless we leverage information and strategies in **CRISIS PREVENTION** and **SYSTEMIC CHANGE**.

As we are already starting to witness, our ambition is to see new case numbers stabilise and fewer migrant mothers falling into crisis and requiring the assistance of one of our dedicated case workers, while providing increased support at an enquiry level and before a pregnancy reaches a point of crisis.

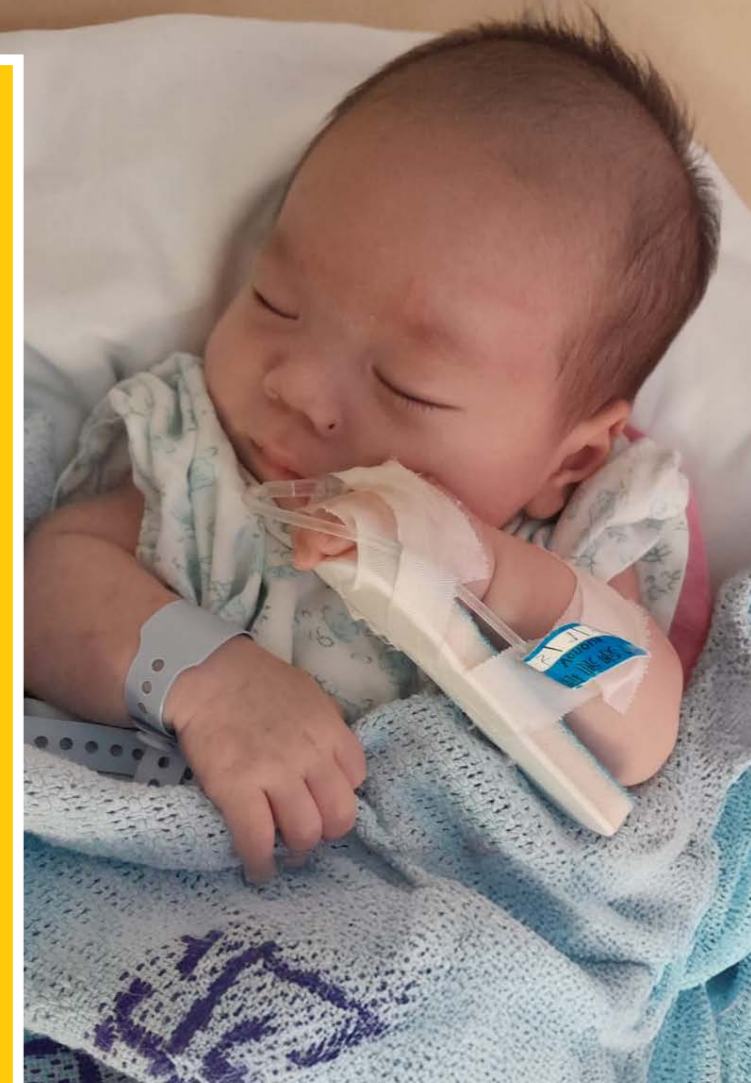


We met Ayu, a former MDW who had overstayed her visa, after she had given birth to baby Zyan. PathFinders was contacted when the hospital discovered drugs in blood tests for both mother and baby.

Ayu admitted using drugs early in her pregnancy, unaware she was expecting. Due to her immigration status she could not access rehabilitation services and was asked by local authorities to relinquish custody of Zyan - a prospect she was determined to avoid. As a result, the Indonesian Consulate was contacted and urged to repatriate Zyan to be cared for by Ayu's family, an idea strongly rejected by her mother, further adding to Ayu's distress and fear.

PathFinders helped to mediate and organise meetings with the authorities, and supported Ayu to apply for Zyan's birth certificate and travel documents. After numerous and lengthy discussions, it was agreed Zyan would return through a government-to-government arrangement and be placed in Sentra Handayani, a dedicated and temporary child care facility.

We are trying our best to support Ayu in her urgent need for rehabilitation in HK, and to stay connected with her child. We hope she will be able to return to Indonesia soon and fulfil her responsibilities as a mother.



Sheila was diagnosed with hypertension at 25 weeks pregnant, requiring an emergency C-section with a 50/50 chance her baby would survive. Both made it through, but baby Ella was transferred to NICU in a critical condition. This unexpected early delivery disrupted Sheila's plans to give birth in her home country, forfeiting her return ticket and adding overwhelming responsibilities - from managing hospital bills and documentation, to acquiring baby supplies.

Unlike many clients, Sheila came to PathFinders after delivering her baby. With support from her caseworker, she arranged for her partner's arrival to sign Ella's birth certificate and was supported to secure a medical fee waiver. PathFinders also provided essential premature baby supplies and shared a music cassette for Ella's ward. In addition, Sheila found comfort from other migrant mothers by attending our weekly Education workshops.

After 14 weeks of maternity leave and Ella needing to remain in NICU, Sheila returned to work. With her employer's approval she visited Ella daily. Sheila also journaled her progress, hoping one day to show her daughter the strength it took to survive those first and weekdays.

In 2024 we assisted 779 babies, children and women (a 12% increase YOY) through a total of 284 cases handled. We served 86 migrant mothers with a MDW visa (30%), 160 holding recognizance papers (56%), 30 who had overstayed (11%) and 8 with 'other' visa types (visitor, dependent).

Of the 450 enquiries received via our hotline, WhatsApp and Facebook Messenger, we resolved 264 enquiries at a hotline level (an 18% increase YOY) and opened 186 new cases (vs 187 in 2023) to receive dedicated care and support, representing an average intake of 16 new cases every month.

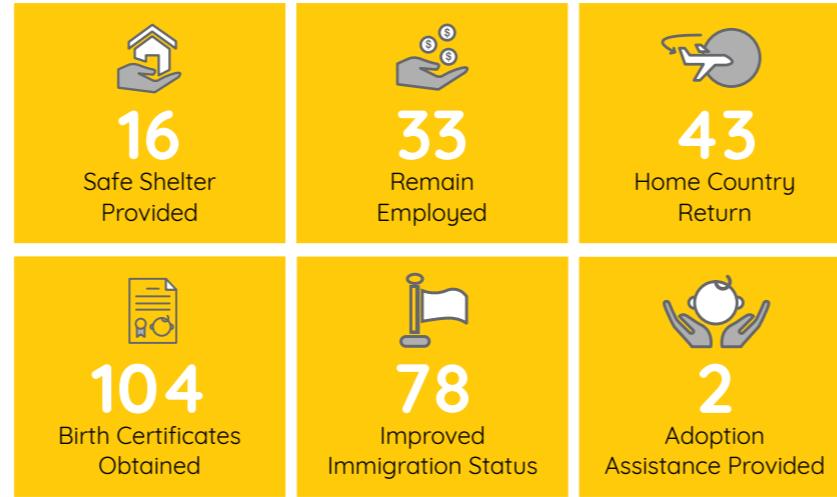
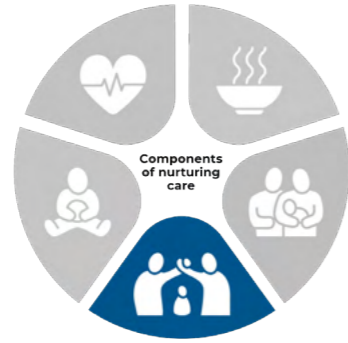
We have aligned our Crisis Intervention services to the Nurturing Care Framework.

By aligning our services to this international framework, and by seeking to contribute to the Sustainable Development Goals (SDGs) and the UN Convention on the Rights of the Child (UNCRC) we intend to contribute to the global blueprint to achieve a better and more sustainable future for all.

OUR IMPACT IN 2024

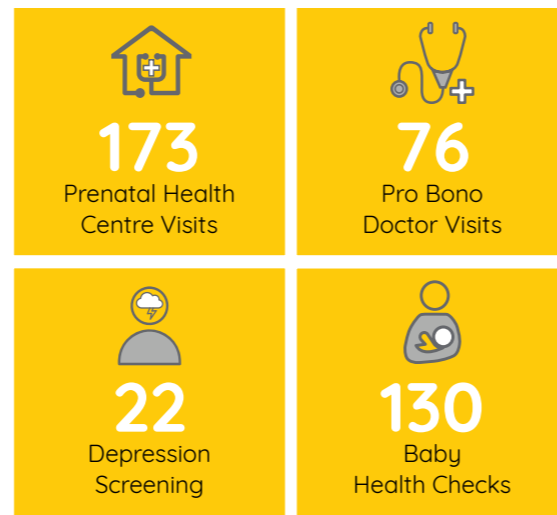
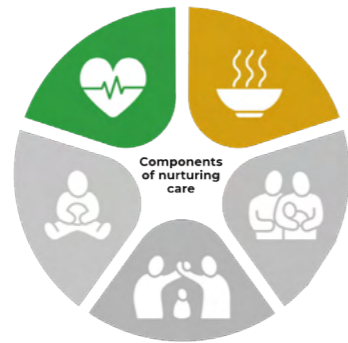
Safety & Security

- 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 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

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



CRISIS INTERVENTION

Access to Healthcare, Education & Supplies

Despite legal protections, if a pregnant MDW is unlawfully fired, pressured to leave or resign she will lose her working visa within two weeks. For those unable to return home, and overstay or seek asylum, their children are typically undocumented and lack access to public services, including healthcare vital for prenatal screening and newborn care.

In 2024 approximately 70% of our beneficiaries were overstayers or recognizance paper holders (RPH), which is not a visa, does not legalise stay or confer any rights. As a result, RPHs are considered non-eligible persons (NEP) and can only receive medical care at the discretion of the Health Authority.

In 2024 we assisted 87 cases with access to healthcare - 6 MDWs and 81 NEPs, representing a 58% increase YOY (2023 - 55 women) and a 70% increase YOY (2023 - 47) in supporting access to healthcare for NEPs.

Access to healthcare for migrant mothers, babies and children provides tailored advice and access to essential healthcare services - including antenatal and postnatal care. For those considered eligible persons and still holding a valid visa we assist with **Health System Navigation**.

With support from **Pro Bono Doctors and Clinics** we provide access to healthcare for NEPs. As well as access to obstetric consultations, ultrasounds, laboratory and diagnostic testing for all migrant mothers to ensure every pregnancy is healthy. This is particularly critical for identifying and managing high risk cases involving high blood pressure and other complications.

Through the **PathFinders Health Centre** we conduct regular postnatal follow-ups, including immunisation and growth checks, support with breastfeeding and knowledge on birth control.

Given migrant moms often feel isolated and vulnerable, we also carry out postnatal depression screening and encourage participation in **Education Sessions** to facilitate connections with other moms in similar situations and education on key topics, such as child development milestones, positive parenting and goal setting.



We collect essential newborn and maternity supplies for migrant mothers and babies who desperately need support.

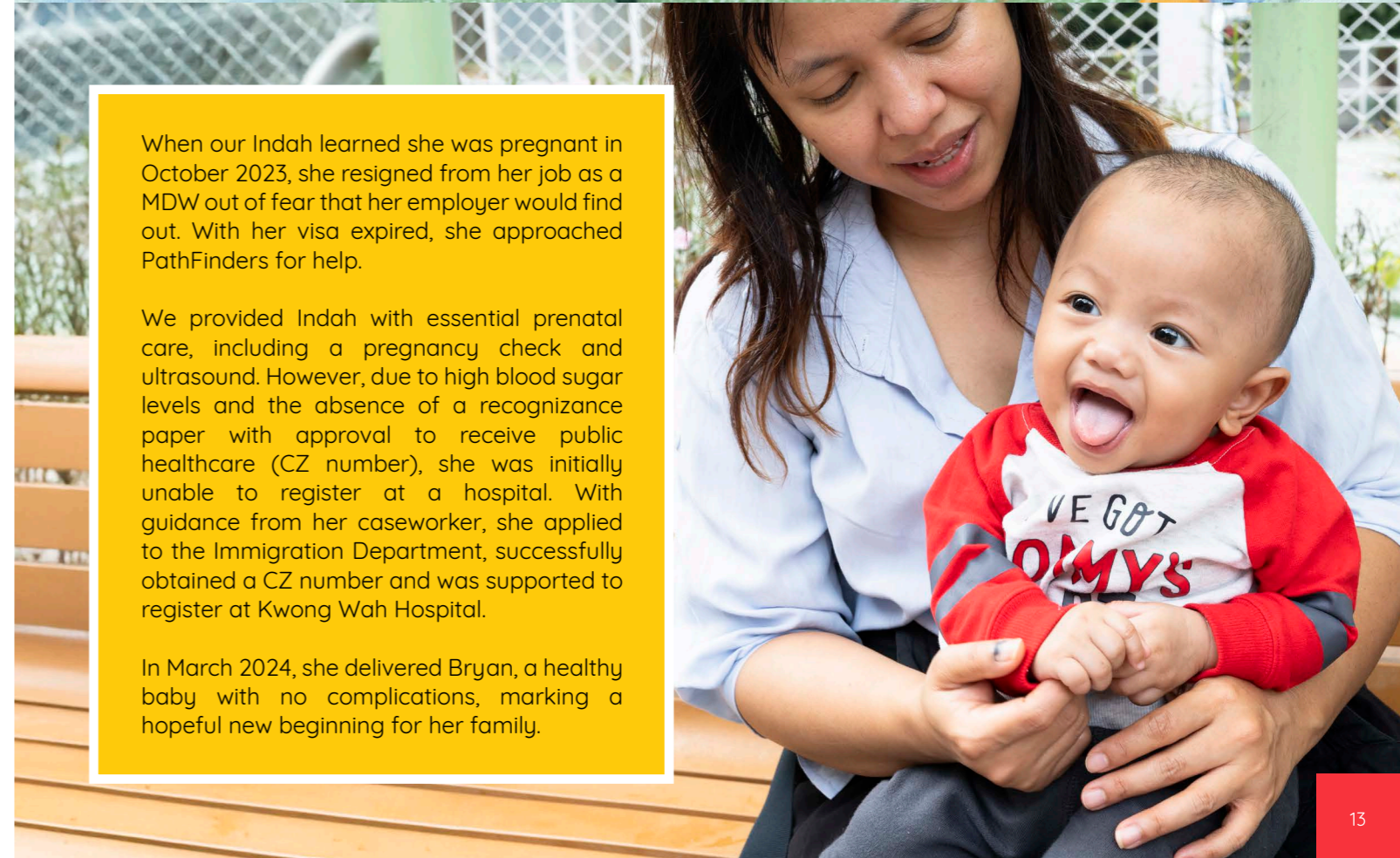
SCAN ME!
to donate supplies



Eva came to PathFinders 22 weeks pregnant with twins. As a visa overstayer with no support network, she faced increased stress and health risks due to her age (40 years old) and double pregnancy. At her first checkup, our healthcare team provided multivitamins, antenatal guidance and coordinated with Matilda Hospital for essential tests.

During an ultrasound in May, doctors identified a high risk of premature delivery, and Eva was admitted to Queen Mary Hospital for close monitoring. On July 10, she gave birth to twin boys via emergency C-section at 34 weeks. Born weighing 2 kg and 1.9 kg, the twins required time in the Neonatal Intensive Care Unit to stabilize.

PathFinders provided vital postnatal support, ensuring that Eva had essentials like diapers, formula, and breast milk pumping guidance, and helped her apply for Isamu and Akio's birth certificates. Eva has now returned to her home country with her babies. She has expressed heartfelt gratitude for the support that PathFinders gave her family, especially the hope for a brighter future.



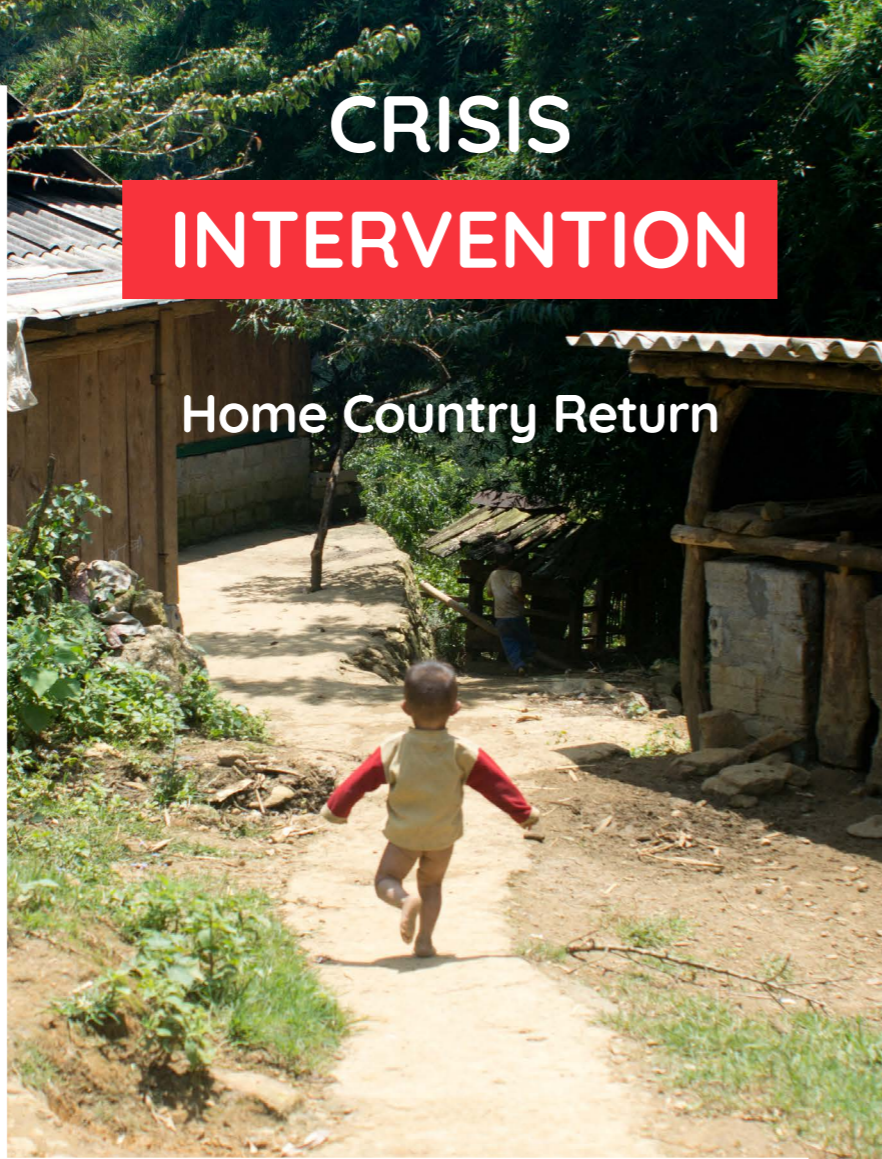
When our Indah learned she was pregnant in October 2023, she resigned from her job as a MDW out of fear that her employer would find out. With her visa expired, she approached PathFinders for help.

We provided Indah with essential prenatal care, including a pregnancy check and ultrasound. However, due to high blood sugar levels and the absence of a recognizance paper with approval to receive public healthcare (CZ number), she was initially unable to register at a hospital. With guidance from her caseworker, she applied to the Immigration Department, successfully obtained a CZ number and was supported to register at Kwong Wah Hospital.

In March 2024, she delivered Bryan, a healthy baby with no complications, marking a hopeful new beginning for her family.

CRISIS INTERVENTION

Home Country Return



Although an option, returning home can be very difficult for migrant mothers.

They are often rejected by their families, ostracised by their communities when they return with a mixed-race child born out of marriage.

Such factors contribute to a decision to overstay or file a non-refoulement claim, with the remote hope their application might be approved. Children born to these migrant mothers are among the most vulnerable in HK, often living in unstable environments that may include domestic violence, drug abuse and cramped living spaces.

In 2022 a policy change was implemented to reject appeals of non-refoulement claims and expedite removal of unsubstantiated claims. This means many of our clients - pregnant or with newborn babies - may face immediate repatriation, before they have reconciled with families back home and made arrangements for stable housing on their return.

When we met Amna she had been sexually abused by her employer. Pregnant and facing pressure to have an abortion, she fled and turned to PathFinders and our partner NGOs for help.

In November 2021, Amna gave birth to baby Agnes. Unemployed and without an income, PathFinders supported with shelter, food, and essential supplies. We also assisted to secure a birth certificate for Agnes, without the father's name. Determined to seek justice, Amna pursued legal action against her former employer. As a result, her immigration status required monthly visa renewals. Given a hearing impairment and language barriers, we ensured Amna's caseworker always accompanied her for critical immigration, legal, and medical appointments.

Initially, Amna was rejected and told not to return to Indonesia by her family. However, with mental health support and the assistance of a PathFinders Ambassador, communication was reestablished and she returned home with Agnes in late 2023. Today, Agnes is thriving and growing up with Amna's family in Indonesia. While the legal case is still ongoing, we hope Amna will achieve the justice she deserves.



Home Country Return Programme

In 2024 we assisted 43 mothers and 23 babies to return to their home countries. We ensured all babies and children were documented.

To support migrant mothers to voluntarily return home with confidence we provide classes on reintegration planning, covering topics such as communication with family, overstaying risks and combating stigma.

We also maintain partnerships with grassroots organisations in origin-countries to facilitate reintegration, with a focus on vocational training and employment pathways.

Additionally, we provide one-to-one counselling to clients with more complex cases, and saw a higher number this year.

To scale our efforts to address immigration precarity, we have embarked on additional programming: Sunday workshops and counselling on overstaying prevention for pregnant MDWs and new mothers. Here, we emphasize the healthcare and job security available under a valid visa and discuss the risks associated with becoming a "non-eligible person."



In January 2023, Sophia fled her employer's home upon learning she was pregnant. She was unaware of her maternity rights and feared deportation to a potentially unsafe environment for her and her child. She overstayed her visa for six months and felt lost and alone... until she found PathFinders.

At seven months pregnant and without access to healthcare, Sophia was overwhelmed. PathFinders quickly stepped in, supporting her through the Immigration Department surrender process and addressing her medical needs through pro bono services. With our help, she was able to register at a public hospital and safely give birth to a healthy baby boy—her greatest joy.

After months of uncertainty, Sophia's family accepted her and Bastian. With PathFinders' support to secure travel documents, Sophia has returned to Indonesia to reunite with her family, and start a new chapter of hope and togetherness.

CRISIS PREVENTION

Addressing the root of the problem

The majority of the 360,000 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** services.



Entering its fifth year, this incredible programme has now professionally trained and empowered 377 MDWs as community leaders, representing more than one Ambassador for every 1,000 MDWs. They receive bespoke training to deliver PathFinders' messages with confidence, accuracy, confidentiality, and cultural sensitivity.

Thanks to the efforts of Ambassadors over the past few years, PathFinders services have become widely accessible to MDWs, and awareness of maternity rights is more prevalent within the community. As we continue to empower new Ambassadors, our team is committed to engaging in more in-depth conversations with the community about sexual and reproductive health.

Ambassadors are equipped with self-created materials to conduct outreach events and workshops, supported by their PathFinders Coordinator with brainstorming, material creation, on-site execution, reflection and impact evaluation.

Despite the daily challenges they face daily as MDWs, our remarkable Ambassadors demonstrate exceptional resilience and determination to learn and achieve. We are truly amazed by the hard work and selfless dedication they show in service to others.



CRISIS PREVENTION

Training Curriculum

Level 1: Introductory Training

Train the Trainers Basics

Compulsory one-day workshop to become an Ambassador. Comprehensive training includes an introduction to PathFinders and learning sessions on Maternity Rights & Protection, Love & Relationships, and Family Goals.

Train the Trainers Guided Outreach

Mandatory outreach session for all new Ambassadors, guided by the PathFinders team, to facilitate a practical outreach learning experience. Paired with more experienced Ambassadors, new Ambassadors gain hands-on experience, receive mentorship and enhance their outreach skills.

Project Support Innovation Bazaar

Provides new Ambassadors with creative ideas to inspire how they conduct outreach engagement sessions, online and offline. More experienced Ambassadors also share tips, potential challenges and solutions.

Level 2: Intermediate Training

Mental Health Training

Sessions to ensure Ambassadors understand how to navigate their own mental health challenges, and how to provide support to their peers.

Communication Training

Workshops on the art of communication enabling Ambassadors to convey messages, understand and respond to different perspectives from the MDW community.

Ask Me Anything

Physical and/or online platform for Ambassadors to ask questions, share experiences and learnings.

Other Intermediate Trainings

Includes "How to Avoid Falling into the Drug-Trafficking Trap" (Voice for Prisoners), "Understanding Domestic Violence" (CEASE), Gender Equality and Anti-Discrimination Ordinance.

Level 3: Advanced Training

Client Support

Provides information on how PathFinders assists clients to empower Ambassadors encountering and supporting peers when facilitating referrals to Crisis Intervention Services.

My Path My Choices

Learning sessions empower Ambassadors by increasing their understanding of the root causes of unplanned pregnancy, examining both societal influences (such as culture, religion, and gender) and personal factors (like identity, emotions, and needs), and how these aspects are interconnected. Sessions provide effective communication skills to share knowledge in a relatable and accessible way for other MDWs, encouraging practical application learning through hands-on experiences.

Level 4: Practicum Ambassador Projects

Ambassador-led Workshop

Assistance provided by PathFinders to Ambassadors interested to lead their own workshops to develop content and provide platforms to deliver, if not already in place.

Content Creation

Ambassadors are supported to create their workshop and outreach materials. Opportunities are also offered to write social media feature stories and newsletter columns.

Buddy Programme

More experienced Ambassadors provide peer learning and support to new Ambassadors in planning outreach, documentation and reflection post activities.

Student / Corporate Engagement

Ambassadors conduct outreach with student and corporate volunteers to educate them about the MDW community, maternity rights and protection in HK.

In addition to training activities, our curriculum includes non-training activities. These encompass annual events, such as Ambassador Reflection Days and Ambassador Appreciation Day. Together with daily engagement with ambassadors, these events enable us to build a strong and sustainable Ambassador team characterised by care, solidarity, and continuous personal growth.

Non-training Component

Ambassador Outreach & Engagement

Special Outreach

融幼社
PathFinders

RESOURCE CARD

PathFinders and the following organisations may be able to provide you with assistance.
Pathfinders dan organisasi-organisasi berikut ini mungkin bisa menyediakan bantuan yang Anda perlukan.

Ambassador Reflection Day

2025 Ambassador Goals and Plan

In 2024, I empowered my fellow MDWs by...
Di tahun 2024, saya memberdayakan rekan-rekan sesama pekerja rumah tangga...
I want to continue doing... I also improve my approach when doing...
Saya ingin terus melakukan... Saya bisa meningkatkan...

My Goals for 2025 as an Ambassador are...
Tujuan saya sebagai ambassador di tahun 2025 adalah...
Saya akan... Saya akan... Saya akan... Saya akan... Saya akan...
Saya akan... Saya akan... Saya akan... Saya akan... Saya akan...

Ambassador Appreciation Day (AAD)

CERTIFICATE OF APPRECIATION

IS AWARDED TO

PathFinders
Ambassadors

In recognition of your contribution to raising awareness of the maternity rights and protection of Migrant Domestic Workers in Hong Kong.

01/12/2024

DATE

CATHERINE CHUN
Chief Executive Officer

KEITHA DENA
Programme Director



Our Ambassador Joselyn had the honour to work with **Alex Gonzaga** - a very well known Filipino - when filming her "Day in a Life" vlog as an MDW in HK.



We had a fantastic time at the **AIA Carnival** on International Migrants Day to honour the remarkable contribution of MDWs in HK with a celebration of care and culture.



Our Ambassador Anik did an amazing job at the **Free Periods Hong Kong** "Be My Buddy Buddy - Menstrual Equity Workshop" held at **ReThink Expo**.

Through collaboration with community partners and various platforms, Ambassadors are empowered to advocate for the MDW community and to present a holistic image of MDWs beyond their roles as domestic workers.

SCAN ME!  to read these stories



To mark International Domestic Workers Day we launched a **Free Online Course, "Your Health as a Woman"** in partnership with **Uplifters**.



Students from **HKUST Connect** joined one of our outreach sessions and used the opportunity to reflect on their own personal experiences, as some are cared for by MDWs.



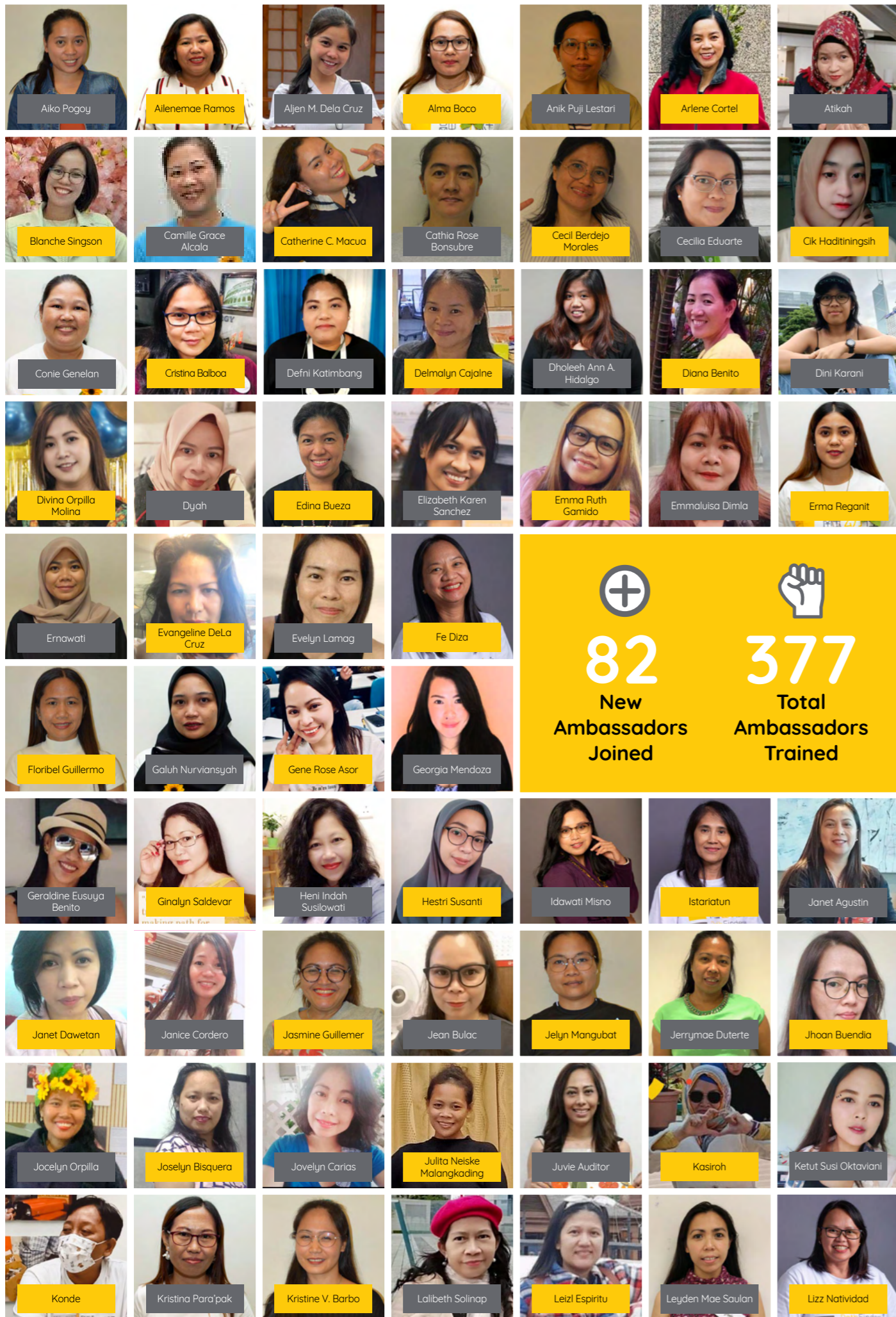
We hosted our first **Women's Health Fair for Migrant Domestic Workers** in collaboration with valued partners on key topics like sexual health, contraceptives, pregnancy, menstrual health, menopause, mental health, breast and cervical cancer.



Our **Ambassador Appreciation Day** focused on celebrating those who care - care for oneself, community and environments. We honoured the resilience and invaluable contributions of MDWs in HK.



On Valentines Day our Ambassadors Aljen, Lizz and Mardy, together with **HelperChoice**, delivered an engaging session on **Facebook Live** focused on love scams and relationships.



CRISIS PREVENTION

Are you an employer whose MDW is pregnant and need advice?

Supporting employers with information and advice

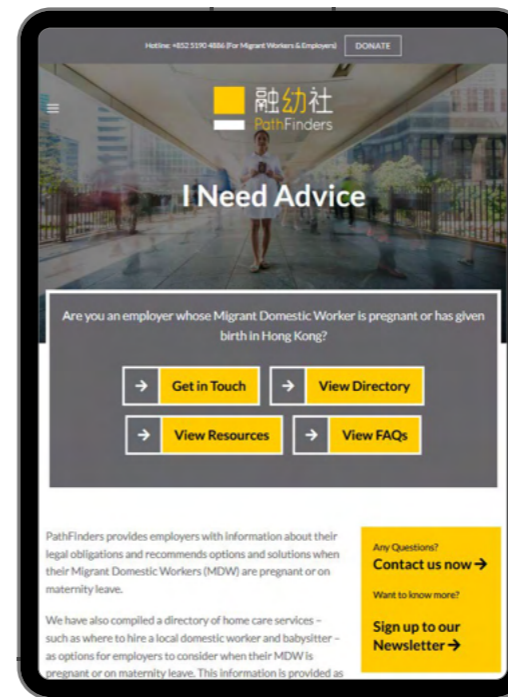
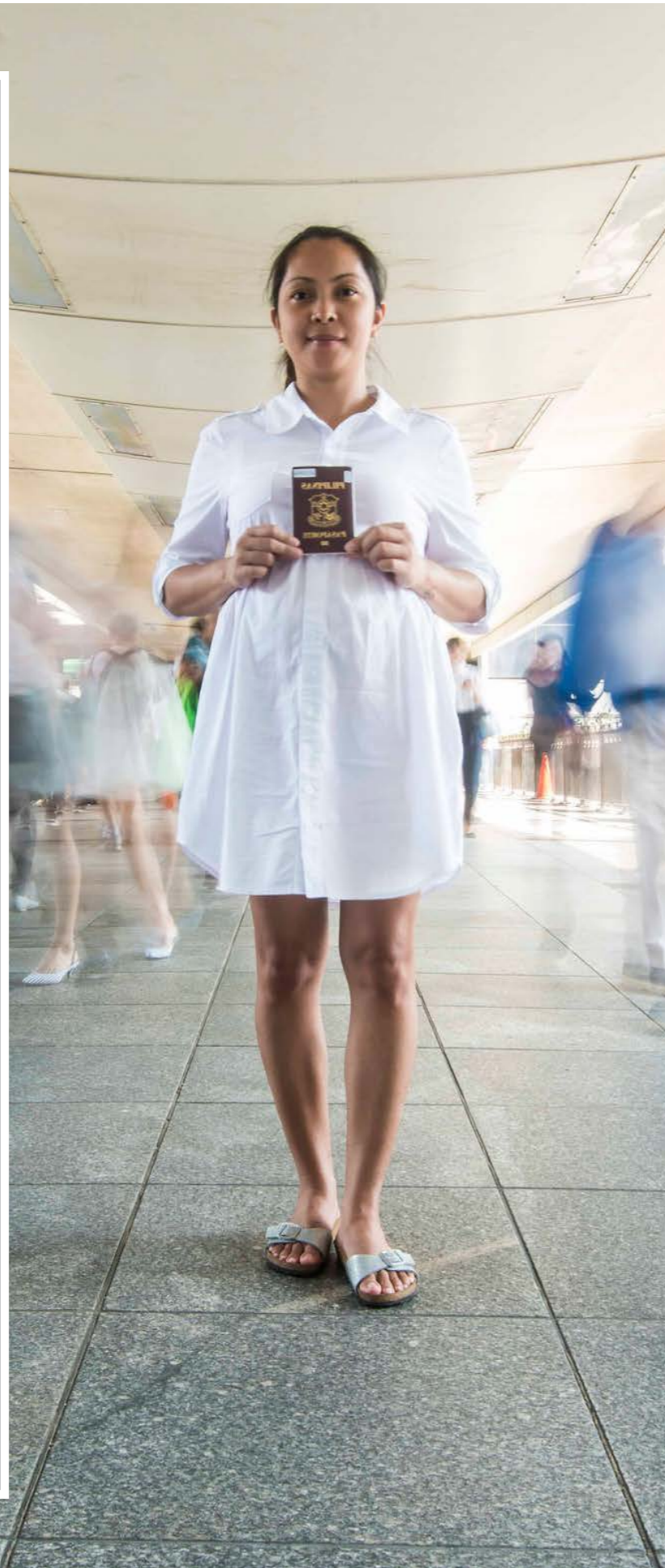
For as long as employers are unable to maintain their household needs while their MDW is on maternity leave, pregnant MDWs remain at risk of being fired or pressured to resign.

Many employers are not aware that - like all working women in HK - MDWs are entitled to 14 weeks of maternity leave. In the event of a pregnancy they are often left feeling frustrated, confused and unsure about what is best to do for their own family.

Since 2019, PathFinders has been actively engaging employers and supporting them with essential information to navigate an MDW pregnancy. To truly have an impact and decrease the number of children and migrant mothers in crisis we strive year on year to provide more and more assistance to enable employers to support their MDW if/when pregnant.

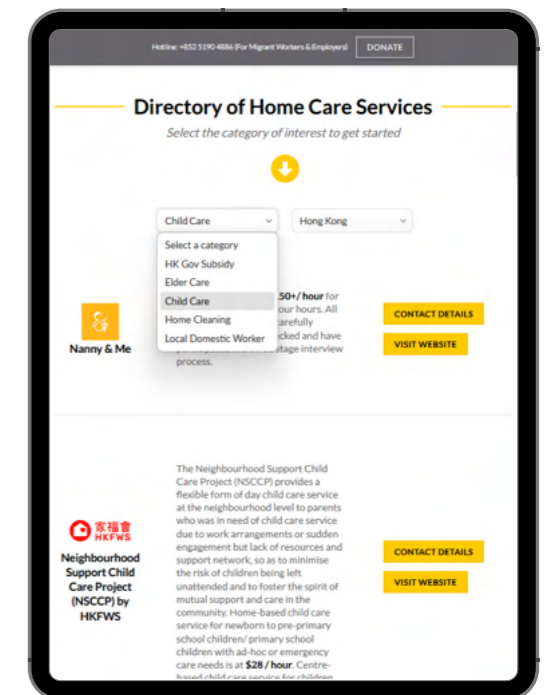
In 2024, we continued to provide practical advice to employers via our helpline. We also further developed our online education portal to provide more resources and expand on frequently asked questions.

In addition, compiled a directory of home care services - such as where to hire a local domestic worker and baby sitter - as options for employers to consider when their MDW is pregnant or on maternity leave.

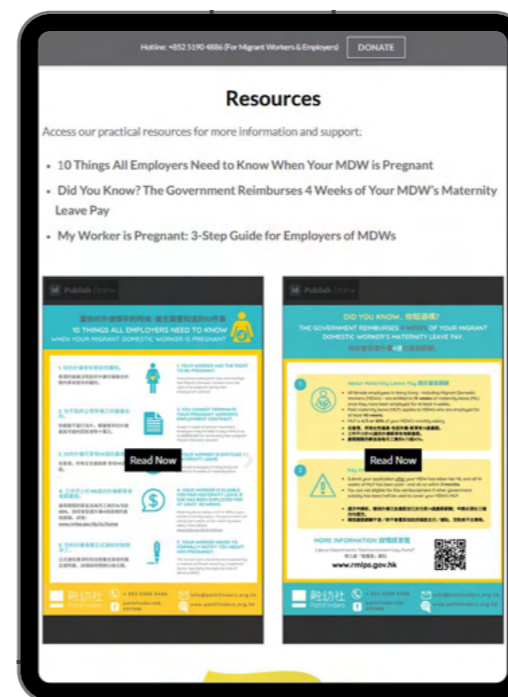


Scroll to our Directory of Home Care Services and select the category of interest →

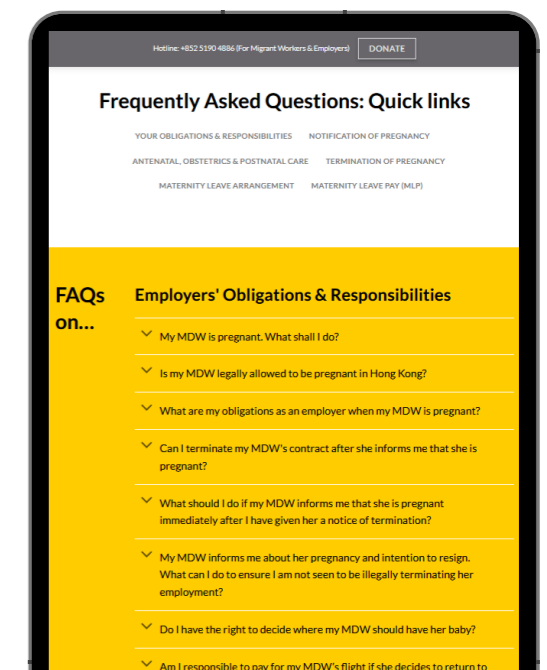
Visit our dedicated page pathfinders.org.hk/get-help/employer or scan the below:



← Access our practical resources and downloads for more information and support



Visit the FAQ section and gain answers to questions you may have quickly and easily →



SYSTEMIC CHANGE

Developing evidence-based interventions to drive systemic change

All working women in HK are eligible for 14 weeks of maternity leave. By maintaining employment, a pregnant MDW is able to access public services and healthcare vital for prenatal screening and newborn care. With maternity leave she is allowed 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.

Despite legal protections, our clients continue to experience unlawful contract terminations or coerced resignations as a result of pregnancy. This is because they and their employers were underequipped with important legal knowledge, financial resources, and practical solutions to appropriately manage maternity leave.

Given limited care options for young children, MDWs have become a critical source of support for many households in HK. Currently we employ over 360,000 MDWs - a figure that is forecast to rise to 600,000 by 2050 to help care for the city's rapidly ageing population.

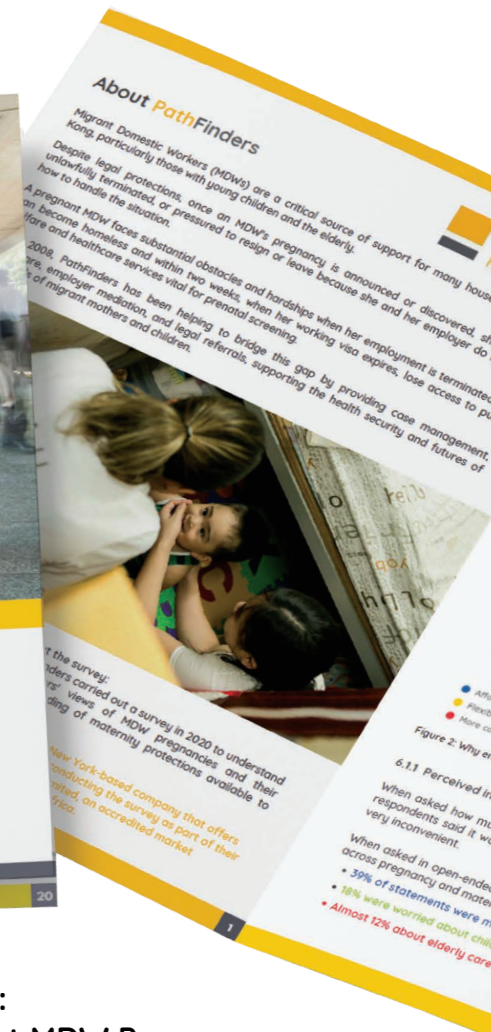
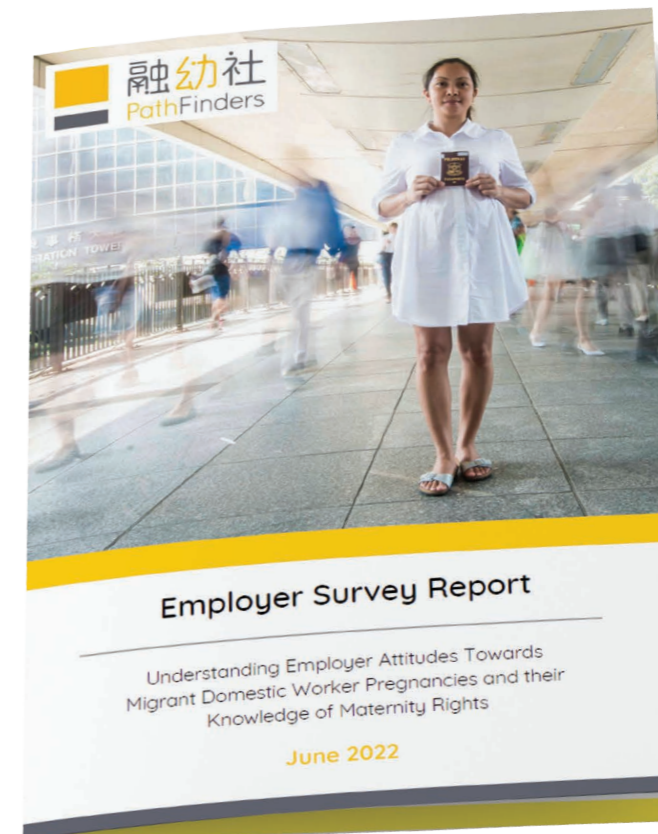
Without solutions that support an employer's ability to provide maternity leave while maintaining their household needs, MDWs and their children remain at risk of becoming unemployed and made homeless. Many are working mothers, financially supporting children left behind, their partners, and extended family. 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.



Research and Development

Understanding employer attitudes and needs

In 2024 we continued to drive the development of viable solutions to support employers of pregnant MDWs. To supplement and further elaborate on research presented in our Public Opinion Survey (2020) and Employer Survey Report (2022), we conduct new research on how to create products and services that increase the financial and practical capacity of employers to provide pregnant MDWs with maternity leave.



Policy in the Home: Employers Confront MDW Pregnancy

To be launched in 2025, "Policy in the Home: HK Employers Confront MDW Pregnancy" will present in-depth conversations with employers who were asked how they would respond to news their MDW is pregnant and the legal requirement to provide 14 weeks of maternity leave.

Their responses revealed varying levels of stress, driven by feared responsibility for the MDW's prenatal health and safety, perceived inability to perform work duties while pregnant, and wondering how child and eldercare work would continue during her absence.

This report aims to provide recommendations on the need to:

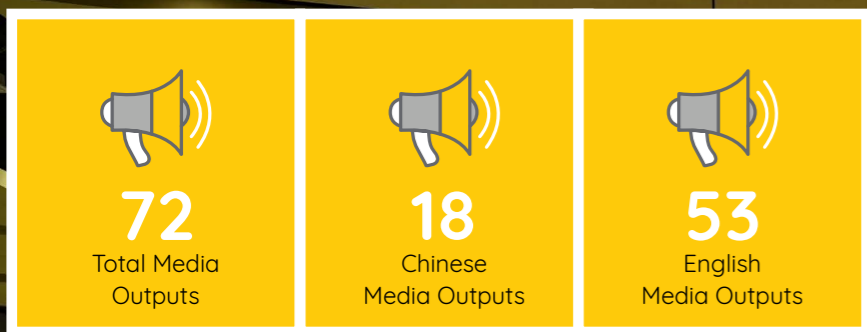
- Remove ambiguities in Foreign Domestic Helper policy that leave employers unclear or allow them to overlook their responsibilities to provide maternity leave
- Provide practical guidelines for providing maternity protections in domestic settings
- Create maternity leave insurance products and a temporary worker replacement service

SYSTEMIC CHANGE

Respecting MDWs as mothers & strengthening protections for their children

Often under-recognised, MDWs make a significant economic and social contribution to HK. Representing 10% of the labour force, hiring an MDW enables many thousands of women to be included in the workforce.

Our public awareness activities seek to increase understanding, acceptance and support for an MDW pregnancy, and respect for MDWs as mothers. To collectively lay societal foundations that build a culture of appreciation and respect for the vital roles MDWs play in our community.



We partnered with the Department of English and Communication at the **Hong Kong Polytechnic University** and **Mission For Migrant Workers** to organise the “**Migrant Worker Lives Matter Symposium**”. The half-day symposium brought together representatives from different sectors to discuss some of the most pressing issues faced by MDWs - including inclusivity, diversity, healthcare, and employer-employee relationships.

STORIES OF MY Extra-Special Aunty

AN INTERNATIONAL DOMESTIC WORKERS DAY TRIBUTE



INSPIRING A Pioneering Generation

FILM SCREENING & FIRESIDE CHAT



Fireside Chats

In 2024, we were excited to launch our first in a series of Fireside Chats to initiate meaningful discussions on all the issues faced by the MDW community. Renowned storyteller Joanna Bowers, keen advocate Kate Wood and child champion Marcella King - also our Senior Healthcare Manager - joined our first conversation to share stories of the MDWs in their lives.

Our second conversation brought together three HK born change makers - Kristie Ko, Hope Wong and Ryan Alanguilan - who shared how their work impacts our next generation. We also screened Kristie's short film, called 'Ateh', which sensitively unravels a child's unique, heartwarming relationship with her extra-special MDW aunty.

My Extra-Special Aunty

We were also thrilled to work with Joanna Bowers on the launch of her children's book, *My Extra-Special Aunty*. Told from a child's perspective and illustrated by MDWs, Cristina Cayat and Noemi Manguerra, this heartwarming tale encourages young children, families and aunts to develop mutual empathy, kindness and respect.

This wonderful book has now become a key engagement tool for our Pioneers Programme (see following page).

SCAN ME! 
to purchase your copy now



SYSTEMIC CHANGE

Mobilising the next generation as Pioneers

PathFinders is on a mission to ensure all children have a fair start in life. This reality starts with our next generation - future leaders, influencers, MDW employers - who believe in a kinder, more equitable world. We view children and young people as our Pioneers who pave the way for sustainable systemic change.

Besides shaping HK's future landscape, the next generation has the ability to influence and shift current mindsets in the home. Children and young people have been leading conversations with parents and peers - voicing their appreciation towards MDWs, and against the injustice, hardships faced by many pregnant MDWs in HK.

Through our Pioneers Programme we facilitate children's ability to **LEARN**, **SERVE** and **ADVOCATE** in different ways, depending on their age group.





17
School Partners



3.5k
Youths Engaged

PRIMARY (6-11 YO)

SECONDARY (11-18 YO)

UNIVERSITY (19-24 YO)

LEARN

Pioneers Pack

My Extra-Special Aunty

Assembly Talks

Teaching Units & Content

Internships



Film / Documentation Screening



SERVE

Aunty Appreciation Days

Fundrasiers

Supplies Drives

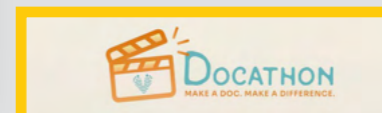
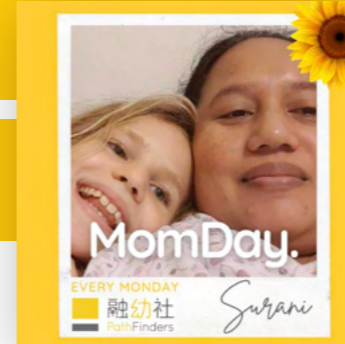
MDW Outreach

Student Fairs & Events

ADVOCATE

MomDay & Social Posts

Media Features & Letters



Children should speak up to support helpers' mental health


Today is World Children's Day, an important day to both celebrate children's rights and recognise the role that children and young people can play in making the world a better place.

As a competitive sprinter since the age of nine - I am now a senior at Hong Kong International School - I recently discovered the power of physical movement to relieve stress and started an initiative to promote its benefits. My initiative, Thia Runs, organises charity hikes to help raise funds and encourage exercise.

GET INVOLVED

No action is too small when it comes to ensuring all children in HK receive a fair start in life.

Due to the complex and crisis nature of our work, volunteering directly with the migrant mothers and babies we serve are limited to those with very specific skills and experience. That said, when it comes to supporting our work, there are many other ways you, your school, company and/or community group can get involved. Mutual empathy, kindness and respect.

SCAN ME!  to get involved today



Lunch & Learn:

Plan an interactive session to introduce your colleagues to learn about our work PathFinders.

Film Screening:

Get in touch to arrange a screening of The Helper Documentary and/or Ateh with a group of friends, colleagues or students.

Maternity Packs:

Arrange a packing session to gift an expectant migrant mother all the essential items she'll need in the first days and weeks as she nurtures and cares for her newborn.

Supplies Drive:

Individually or as a group, collect essentials newborn and maternity supplies for migrant mothers and babies who desperately need support. We are always in need of newborn diapers, formula and baby carriers!

Outreach Event:

Be inspired by joining our Ambassadors during outreach on a Sunday as they engage and signpost relevant information to their peers.

Employer Focus Group:

Invite our Systemic Change team to conduct a discussion with colleagues who employ an MDW on the challenges they may face in the event of a pregnancy in our quest to develop viable solutions to offer job security.

Donate:

Whether you make a one-off gift or monthly donation, you will play an invaluable role in helping to ensure every child born in HK is protected and receives a fair start in life.



OUR DONORS

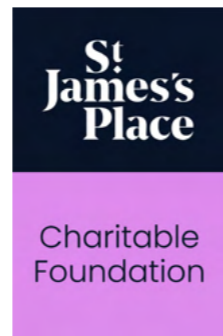
We simply wouldn't be able to do what we do without you!

An enormous THANK YOU to all our supporters and donors, who believe in our work and back us whole heartedly.

Thank you for your trust and partnership in bringing our plans and ambitions to life. To those who made donations or fundraised for us, a special thank-you on behalf of the thousands of vulnerable mothers and babies we serve.

Whilst it's not possible to acknowledge here every donor who supported us during 2024, we would like to recognise and say a special thank you to the following organisations who made significant contributions.

A&O SHEARMAN



樂施會
OXFAM
Hong Kong

無窮世界
World Without Poverty



Citi Foundation



Rusy and Purviz Shroff
Charitable Foundation

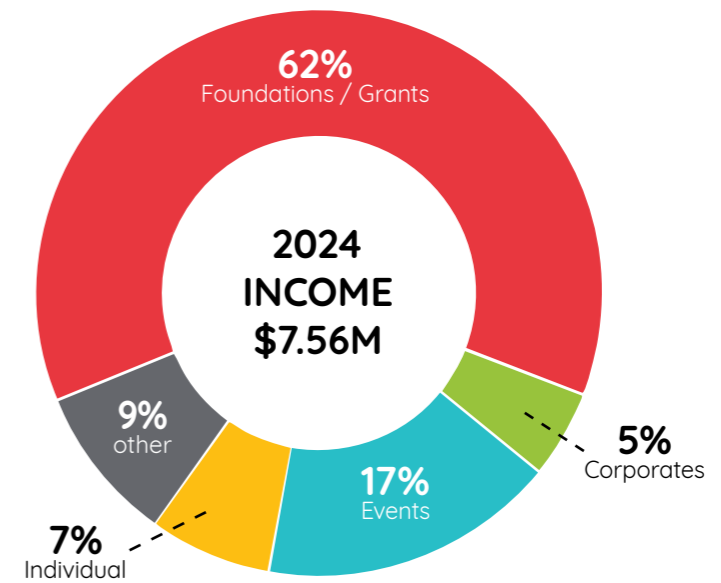


Consulate General
of the Federal Republic of Germany
Hong Kong

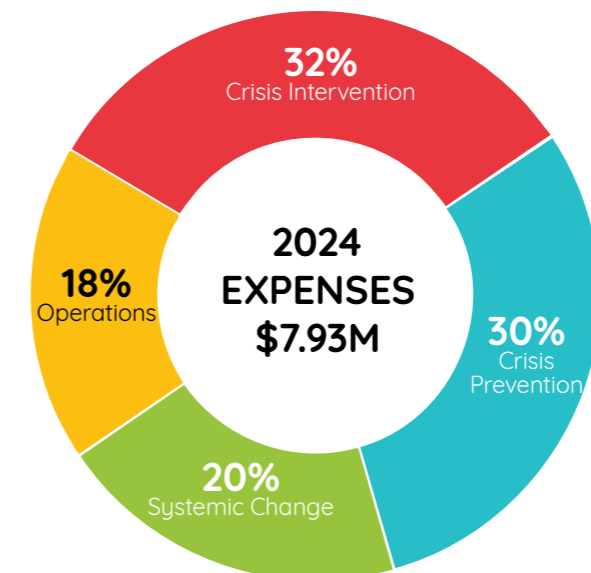


FINANCIAL STATEMENTS

INCOME	2022	2023	2024
Foundations / Grants	44%	55%	62%
Corporates	18%	8%	5%
Events	10%	22%	17%
Individual	15%	3%	7%
Other	13%	12%	9%
Total Income	HK\$9,881,261	HK\$7,877,680	HK\$7,560,995



EXPENSES	2022	2023	2024
Beneficiary Programmes	83%	83%	82%
Crisis Intervention	40%	37%	32%
Crisis Prevention	26%	26%	30%
Systemic Change	17%	20%	20%
Operations	17%	17%	18%
Total Expenses	HK\$9,106,596	HK\$9,765,807	HK\$7,935,064



All
Children
Matter

以及人之幼