

NO CHILD LEFT BEHIND

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**.



2024 IMPACT HIGHLIGHTS





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

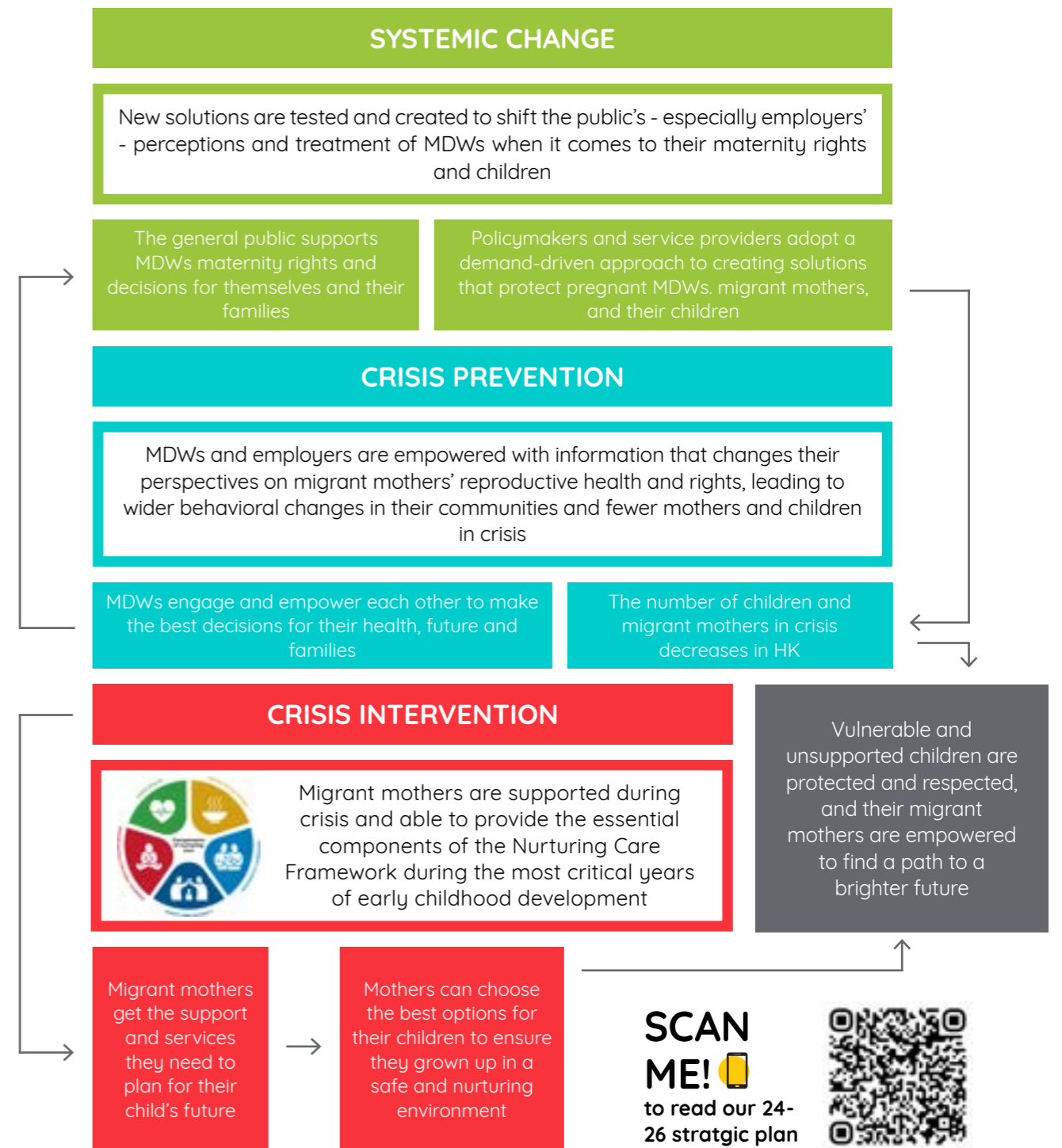

Empowering


Caring


Collaborative


Accountable

OUR THEORY OF CHANGE



CRISIS INTERVENTION



IN 2024, WE 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



WE TRAINED AN ADDITIONAL 82 AMBASSADORS, BRINGING OUR TOTAL TO 377

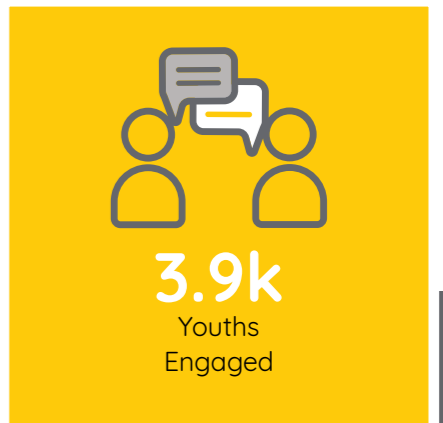
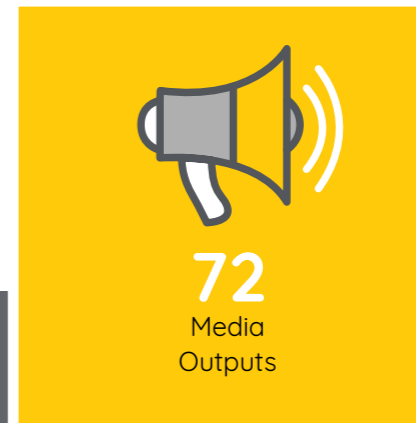
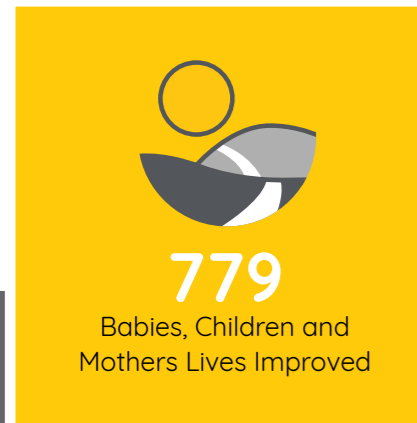
This increase represents more than one Ambassador for every MDW. In 2024, we engaged over 37,000 MDWs, of which approximately 56% were engaged by Ambassadors.

SYSTEMIC CHANGE



WE CONTINUED IDEATE VIABLE SOLUTIONS TO SUPPORT EMPLOYERS OF A PREGNANT MDW

We 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.



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.