



20 25 IMPACT REPORT

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



融幼社



PathFinders

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 12,500 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 almost 370,000 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.

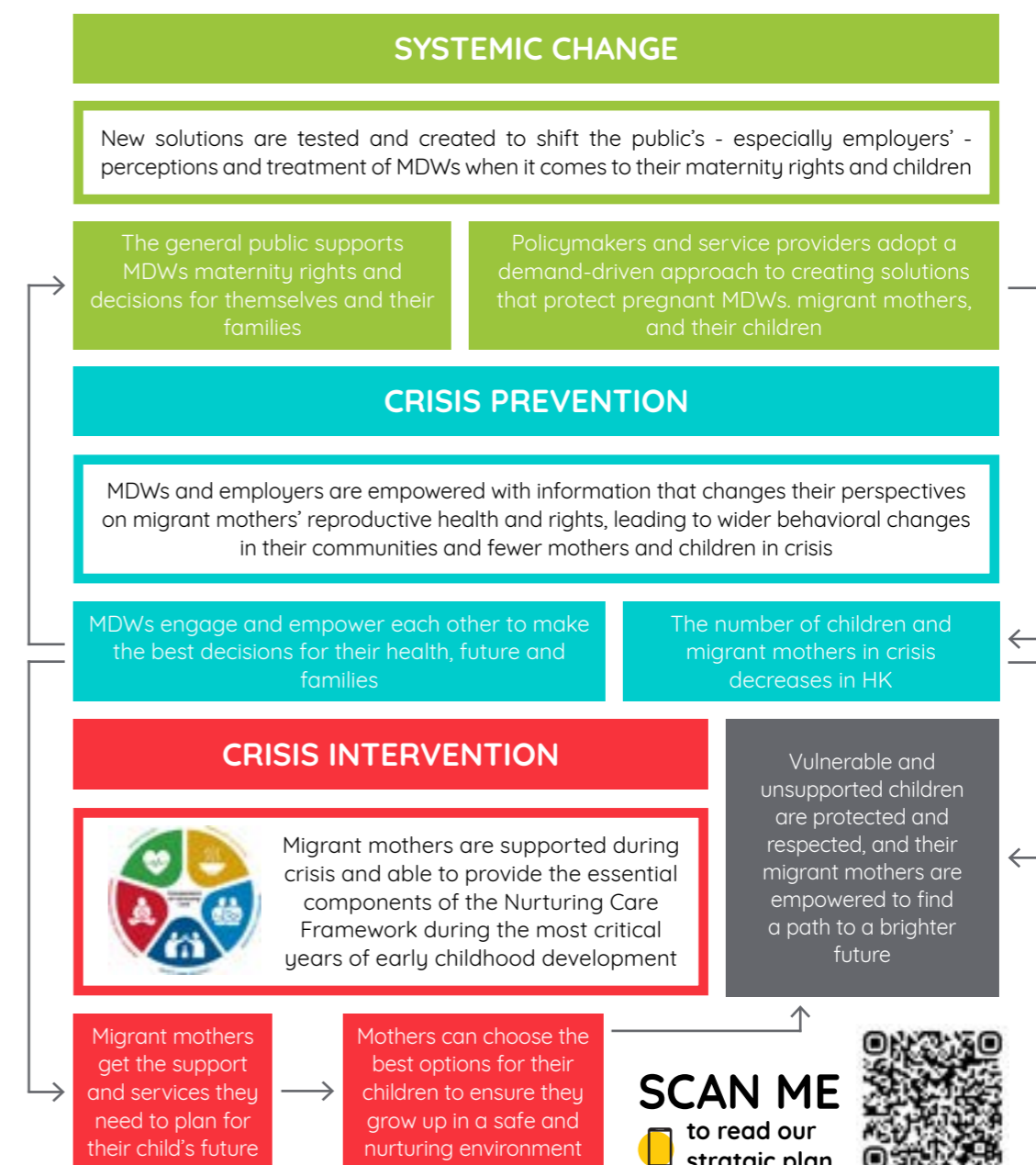
In addition, PathFinders is seeking affordable and viable solutions for employers to continuously support their household needs when their MDW is on maternity leave.

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**.



 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



SCAN ME! 
to read Bryan's story and more

SCAN ME
to read our stratgic plan

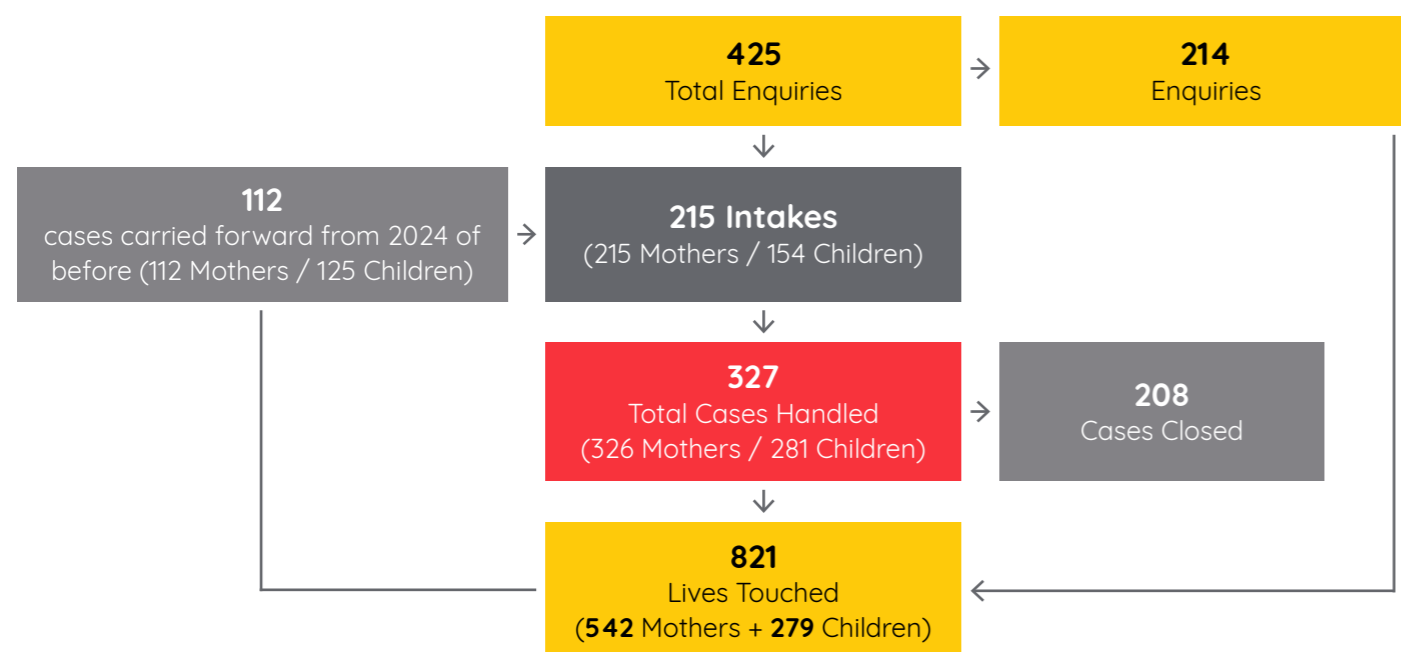


CRISIS INTERVENTION

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**.



In 2025 we assisted 821 babies, children and women (a 5% increase YOY) through a total of 327 cases handled. We served 74 women with a MDW Visa (35%), 118 holding recognizance papers (55%), 17 who had overstayed (8%) and 6 with 'other' visa types (visitor, dependent).

Of the 425 enquiries received via our hotline, WhatsApp and Facebook Messenger, we resolved 211 enquiries at a hotline level (a 20% decrease YOY) and opened 215 new cases (vs 186 in 2024) to receive dedicated care and support, representing an average intake of 18 new cases every month.

The decline witnessed in resolved enquiries and increase in the need to open more cases reflects a number of key trends in 2025, resulting in more complex needs requiring a case to be opened and closely managed over a longer duration by a dedicated case worker. These included an increase in cases involving child neglect (see following page), requests for termination of pregnancy (TOP), support to voluntarily return home, as well as more and varied legal matters.

Clients also experienced more personal, legal and procedural delays. These ranged from securing birth certificates, recognizance papers, Verification of Eligibility for Permanent Identity Card (VEPIC) and Comprehensive Social Security Assistance (CSSA) for newborns, to complications returning home and more aftercare following a TOP.

Child Safeguarding

At PathFinders we serve some of the most vulnerable and unsupported children in HK, often due to abject poverty and the significant structural challenges faced by their migrant mothers, including limited childcare and parenting resources. The protection from harm, abuse and neglect, and ensuring the safety, well-being and development of these children sits at the heart of everything we do.

Our **Child Safeguarding policy** is fundamental to our approach and proactive responsibility to keep children safe. We are incredibly grateful to Save the Children Hong Kong who have supported us over the last 2 years to further strengthen and operationalise this key policy. As a result we are well prepared for the **Mandatory Reporting of Child Abuse Ordinance**, which comes into effect on 20 January 2026.

“It’s been an honour to support PathFinders to strengthen and enhance their child safeguarding policy. I’ve been so impressed by the breadth and depth of approach taken to ensure every child touched by the organisation is respected and protected.”

Namrata Bindra,
Child Safeguarding Service Manager



In 2025 and with improved internal child safeguarding reporting procedures, our team noted situations that required attention. These involved potential cases of neglect, such as parents with substance abuse; intimate partner violence; children left unattended, with unsuitable carers and/or in unsafe environments and missing vaccinations.

Beyond internal recording, our team worked closely with the authorities, including Family & Child Protective Services Unit (FCPSU), Police, Medical Social Workers (MSWs), Integrated Family Services (IFSC) and International Social Service (ISS) case workers to monitor the wellbeing of the children and their families.

In addition, we invited partner service organisations to share their experience, best practices, and resources for handling these challenges - including Mother’s Choice, St. James Settlement Wanchai IFSC, Caritas Hugs Centre.



When we first met Susan (pseudonym) in April 2024 she was pregnant, had overstayed her visa and didn’t have a safe place to stay. With the care and support of a dedicated case worker, she was assisted to surrender to the Immigration Department and provided with shelter by our partners at Home of Love.

In November 2024, Susan eventually received a CZ code on her recognizance papers, enabling her to register for healthcare in a public hospital - and just as she went into labour. However, the birth was heartbreakingly overshadowed by the discovery of drugs in the baby’s system. When interviewed, Susan revealed she had previously used drugs. As a result, it was deemed necessary for her newborn to be temporarily transferred to an ISS Shelter, until she was considered fit to be able to care for her baby.

Susan committed to undergoing weekly drug tests and made it a priority to visit her child twice a week. Within a few months, she was allowed to take her daughter home for short periods, before returning her every night to the shelter. Finally in July 2025, her dedication to her recovery and the well-being of her baby were rewarded when she was officially declared capable of caring for her child, starting a new chapter filled with hope and promise.

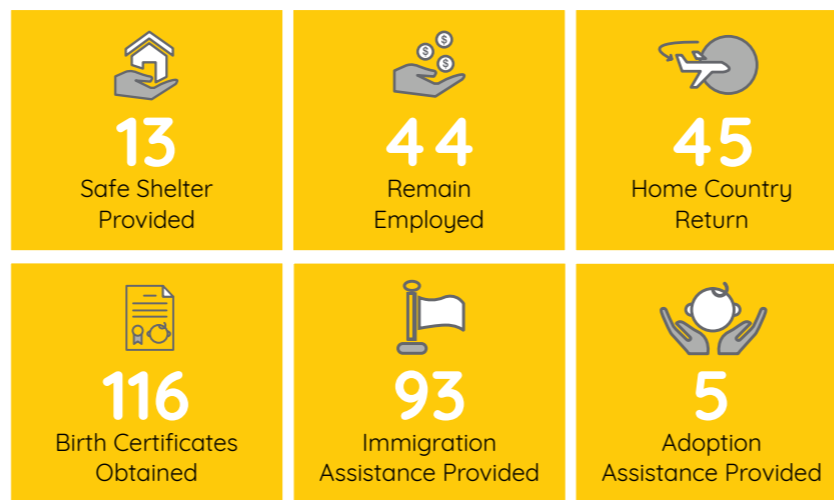
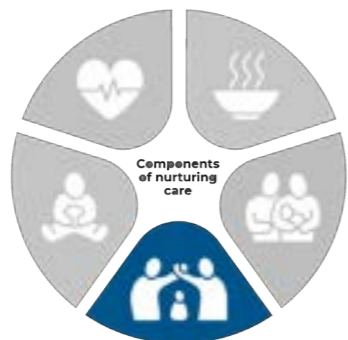
We have aligned our Crisis Intervention services to the Nurturing Care Framework.

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 2025

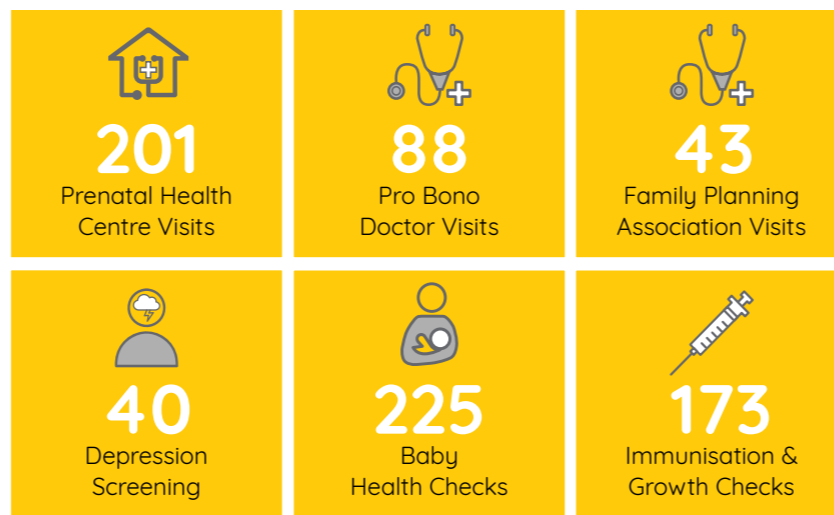
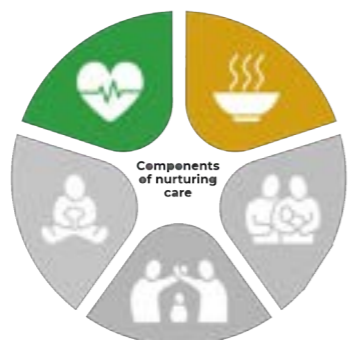
Safety & Security

- 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



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 in HK 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, 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.

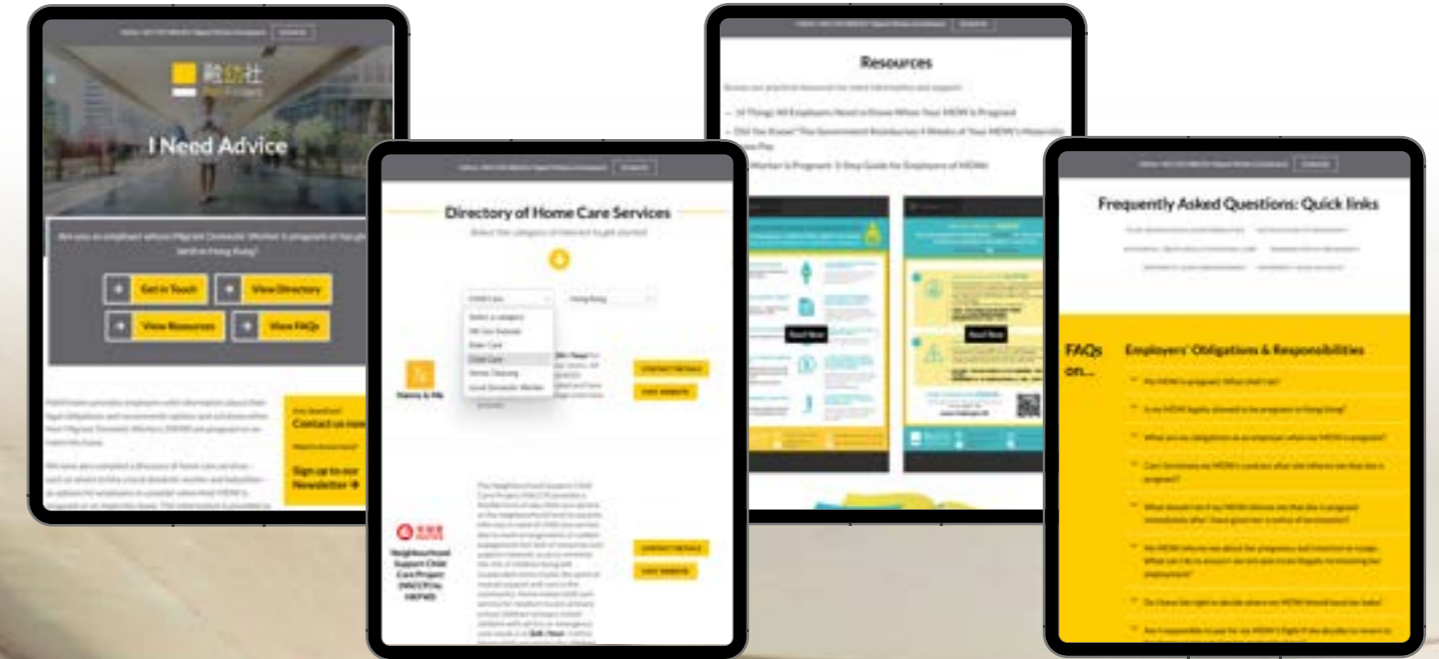
In 2025, we assisted 45 mothers to voluntarily return to their home country, including 29 babies and children who all received identity documents (birth certificates and travel papers).

To support migrant mothers returning home with confidence, we delivered the Own Your Life series of workshops, with a total attendance of 323. We focused on women empowerment topics, such as financial planning and healthy relationships. In addition, 60 women attended workshops on the risks of living as a recognizance paper holder and joined interactive focus groups discussions on their experience as International Social Service (ISS) recipients.

Employer Support & Resources

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 families.

Since 2019, PathFinders has been supporting employers with essential information and resources 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 2025, 19 employers called our hotline with questions about how to manage an MDW pregnancy. Most enquiries related to maternity leave, employers' responsibilities, MDW entitlements and challenges associated with the live-in requirement.

Questions were also raised about child welfare in HK, visa status and MDW access to healthcare, including TOP and registration for antenatal check ups.

Without solutions to 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 homeless. Turn to page 22 to read about our approach to **SYSTEMIC CHANGE** and the creation of products & services for employers.

SCAN ME!
to read our
employers page



Anna approached PathFinders when she was 5 months pregnant. As a recognizance paper holder, she was not able to access healthcare (due to the absence of a CZ code) and wished to return to Indonesia to have her baby.

Anna's case worker assisted her to inform the Immigration Department of her wish to return home and mobilised our healthcare team to ensure access to antenatal check ups.

Due to delays in the home return process, it was necessary for Anna to give birth in Hong Kong. PathFinders assisted her each step of the way, including registering baby Noel with Maternal and Child Health Centre (MCHC) for vaccinations, preparing all of his birth and travel documents, as well involving Anna in education sessions every Monday afternoon.

Faced with ongoing delays, PathFinders decided to sponsor flight tickets to facilitate a faster return home for Anna and baby Noel. Their case worker accompanied them to the airport and provided summer clothes and formula milk to ensure their return was smooth and well prepared.



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 2025 we assisted 124 women (37% total cases) with access to healthcare, with an increased focus on birth control education - representing 98 Non-Eligible Persons (NEP) and 26 MDWs (Eligible Persons, EP).

We experienced a 21% increase YOY in supporting those holding recognizance papers and considered NEPs (81 in 2024), reinforcing their increased reliance on NGOs to access healthcare.

This group of clients continues to face increased barriers to accessing social welfare and medical systems. Most notably significant delays (up to 8 months) in having the letters "CZ" included on their documentation, necessary in public hospitals to indicate the holder has access to medical healthcare and International Social Services (ISS) benefits.

We witnessed an increase in EP clients YOY (6 in 2024) due to enhanced support from case workers in assisting with antenatal registration and TOP.

In addition, we were very grateful for the extra manpower for chaperoning and referrals supplied by the HKUMed interns.



Heaven (pseudonym) arrived in our care at 33 weeks pregnant, having not completed any antenatal check-ups due to her status as an overstayer. Our first priority was therefore to arrange an ultrasound and blood tests to monitor the health of both mother and child.

Throughout her pregnancy, Heaven participated in regular Monday afternoon workshops to educate and empower expectant mothers. She was also provided with essential items - like antenatal vitamins, a breast pump to facilitate breastfeeding, diapers and wet wipes.

On the day of delivery and given that she was not yet eligible to give birth in a public hospital, our team assisted to take Heaven to the A&E department where she delivered a healthy baby boy. We then continued to assist to ensure her newborn received all necessary immunizations, critical for his health and wellbeing.

On deciding to return home to the Philippines, PathFinders ensured Heaven left HK with her healthy baby boy, equipped with knowledge and resources to embark on her new journey as a mother.

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



CRISIS PREVENTION

Addressing the root of the problem

The majority of the almost 370,000 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.

Our Ambassador program professionally trains MDWs as community leaders to educate and empower their peers on their sexual reproductive health rights (SRHR), family goals, healthy relationships, love scams and common misconceptions with confidence, accuracy, confidentiality, and with cultural sensitivity.



Train the Trainers Curriculum

Ambassadors receive bespoke training through the Train the Trainers Curriculum, which aims to equip Ambassadors with awareness, knowledge and skills.

Trained Ambassadors are empowered to take initiative to engage with their peers in their chosen approach to facilitate their personal growth. Training covers different levels and a wide range of topics, created in-house or delivered by external speakers with relevant expertise. These include SRHR, communication skills, mental health, gender equality and child safeguarding.

Supported by PathFinders Coordinators with brainstorming, execution, reflection and impact evaluation, non-training components are included to equip Ambassadors with self-created materials for conducting outreach events and workshops to engage peers. Ambassador Reflection Days and the Ambassador Appreciation Day facilitate the building of a strong and sustainable team characterised by care, solidarity, and continued community growth.



Entering its sixth year, this incredible program has expanded our outreach to further amplify our messages and signpost our **CRISIS INTERVENTION** services.

In 2025, we welcomed 136 new Ambassadors, taking our total number to 513. Thanks to the efforts of our Ambassadors, PathFinders' services have become more widely accessible to MDWs, and awareness of SRH and maternity rights is more prevalent within the community.



**2hr MDW
Workshop
for non-Ambassadors
TTTB Prerequisite**
NEW IN 2026

In 2025, we delivered 84 training sessions, resulting in 246 learning hours. Empowered with knowledge and skills, Ambassadors led 66% (254) of our total outreach initiatives (383). In addition, we held 4 Ambassador Reflection Days, an Ambassador Appreciation Day and conducted special outreach on International Women's Day, Mother's Day, World Mental Health Day, and to share knowledge about family planning.



84

Train the Trainers
Sessions



246

Learning
Hours



383

Total Outreach
Initiatives



254

Ambassadors Led
Outreach

**Level 1:
Introductory Training**

Train the Trainers Basics

Train the Trainers Guided Outreach

Project Support Innovation Bazaar



**Level 2:
Intermediate Training**

Mental Health Training

Communication Training

Ask Me Anything

Other Intermediate Trainings

Gender Equality, Child Safeguarding



**Level 3:
Advanced Training**

Client Support

My Path My Choices



**Level 4:
Practicum/Ambassador Projects**

Ambassador-led Workshop

Content Creation

Client Support Practicum

Peer Coordinators

NEW IN 2026

Student / Corporate Engagement



**Non-training
Component**

Ambassador
Outreach
& Engagement

Special Outreach



Ambassador Reflection Day



Ambassador Appreciation Day





Ambassadors and co-founders of **We Talk and We Listen** hosted a Facebook Live in collaboration with **HelperChoice**.



Hong Kong Red Cross invited Ambassadors to showcase their talents at "Unified Talents, Diverse Voices".

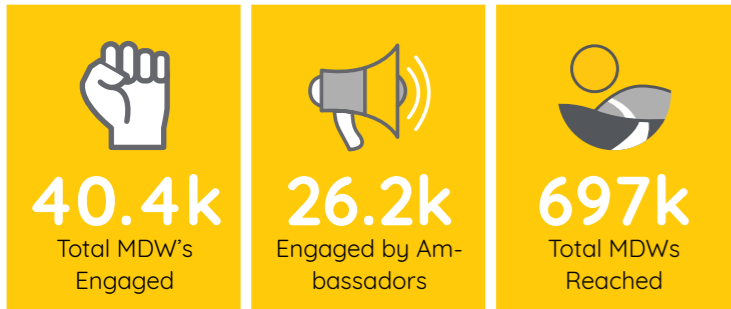


Thank you to **Caritas AMP** for involving Ambassadors in Sunday Vibes 2.0 to foster a more inclusive and green Hong Kong!



Students at **International Christian School** put together a Domestic Workers Open Day to celebrate their amazing contributions.

Through collaboration with community partners and various platforms, Ambassadors are empowered to advocate for the MDW community.



Together with **Rolling Books** interns, we reached out to MDWs on Charter Road to share free books.



We had multiple opportunities to partner with **Free Periods HK** including their #PeriodFriendlyHongKong campaign, Be My Buddy Buddy and Menstrual Health Fun Day.



We were thrilled to join forces again with the **Equal Opportunities Commission, Christian Action, Caritas AMP** and **Uplifters** for the Are you Ok? campaign.



A special thank you to **Pangyao**, who invited Ambassadors to share their booth at the **Kapangyawan Friendship Festival**.



We were honoured to join an International Migrants Day event organised by the **Equal Opportunities Commission** and **PolyU** to share inspiring stories of strength and resilience.



After learning essential birth control from the **Family Planning Association**, Ambassadors shared knowledge and resources at the Indonesian **Youth Pledge Festival**.



Together with **Good Period x LUUNA**, Ambassadors organised a booth at the Grateful Heart: Self-care and Wellness Fair organised by **MDW Recharge Hub**.



It was wonderful to partner with local director **Kristie Ko** to screen her short film, **Ateh**, at **The Vine Church** for their Filipino congregation.



Dr Kim Kwok from **CityU** invited Ambassadors to speak at a Forum on Enhancing Sexual Health of MDWs in Hong Kong to highlight the significant barriers to accessing SRH and rights and insufficient maternity care.



We continued to partner with the **Indonesian Consulate** to run their welcoming program for new MDW arrivals.

SYSTEMIC CHANGE

Shifting public perceptions

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 engagement activities seek to build a culture of appreciation and recognition for all that MDWs do for their families and for ours. In turn, to increase understanding, acceptance and support for an MDW pregnancy and respect for MDWs as mothers.

In 2025, it was our pride and joy to empower and facilitate our Ambassadors to share their stories to advocate for their community and present a holistic image of themselves, beyond their roles as MDWs.

Through engagement with schools, attendance at key events and involvement in PathFinders activities, our Ambassadors continue to inspire and demonstrate their incredible drive and determination to fulfil their hopes, dreams and aspirations for themselves and their families.

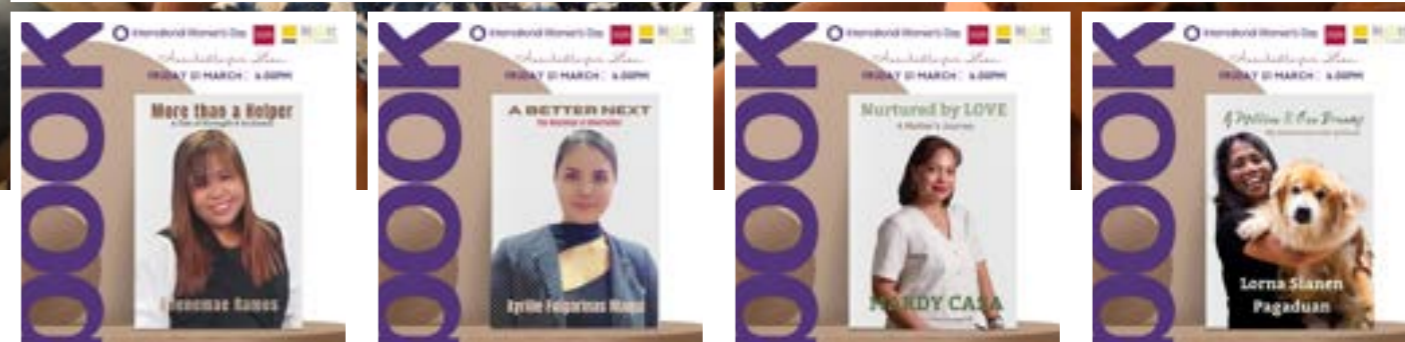


Monday is MomDay at PathFinders

Every week on our social media pages, we celebrate the strength of working moms from all walks of life in HK; especially MDW moms.



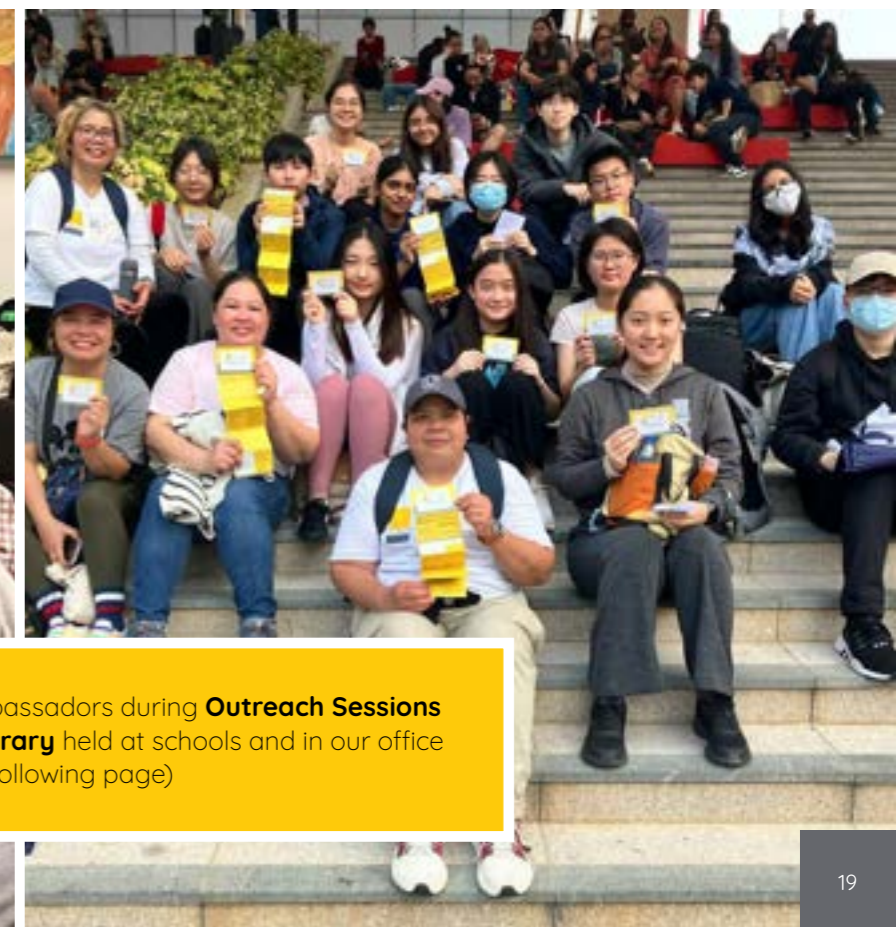
Four Ambassadors shared their stories at our **International Women's Day** Fireside Chat with Crisel Consunji, Sara Vee and isabelle Daza



Ambassadors joined and engaged with guests at our **17th Anniversary Dinner** at The American Club in Tai Tam



Students engaged with Ambassadors during **Outreach Sessions** and as part of a **Human Library** held at schools and in our office (see following page)



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.





13
School Partners



3.8k
Youths Engaged

PRIMARY
(6-11 YO)

SECONDARY
(11-18 YO)

UNIVERSITY
(19-24 YO)

LEARN

Pioneers Pack 

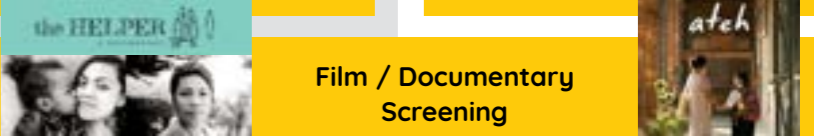
Human Library 

My Extra-Special Aunty 


Assembly Talks 

Internships 

Teaching Units & Content 


Film / Documentary Screening 

SERVE

Aunty Appreciation Days 

MDW Outreach 

Fundraisers 

Supplies Drives 

ADVOCATE

MomDay & Social Media Posts 

Media Features & Letters  

SYSTEMIC CHANGE

Evidence-based interventions to drive systemic change

Given limited care options for childcare and eldercare, MDWs have become a critical source of support for many households in HK, enabling the socioeconomic participation of approximately one million people. Currently we employ over 370,000 MDWs - a figure that is forecast to rise to 600,000 by 2050 to help care for a rapidly ageing population.

While MDWs are entitled to the same rights and protections as all employees in HK, including legal protection from dismissal due to pregnancy and eligibility for maternity leave, our clients continue to experience unlawful contract terminations or coerced resignations.

Without solutions that support an employer's ability to provide maternity leave while maintaining their own household needs, MDWs and their children remain at risk of becoming unemployed and made homeless.



We are so grateful to Bloomberg for hosting a Fireside Chat with Prof Adam Cheung (Hong Kong Baptist University), Ms Winnie Wong (Asia Insurance Company Ltd), and Radha Shah (PathFinders), moderated by award-winning independent journalist Raquel Carvalho to launch our Policy in the Home report.



In addition, to the many friends and partners who joined our launch event - including representatives from the Labour Department, seven Consulates, the Equal Opportunities Commission, NGOs, Universities, Foundations and Companies.

In 2025 it was also an honour to facilitate a meeting with Mr Chris Sun, Secretary for Labour and Welfare, on behalf of the MDW Coalition. One of three face to face meetings with the Labour Department during the year involving PathFinders.



In 2025, we launched the third in a series of employer focused publications. **“Policy in the Home: Hong Kong Employers Confront Migrant Domestic Worker Pregnancy”** to highlight the significant challenges faced by MDW employers in providing maternity protections.

In-depth conversations with four employers reveal varying levels of stress, driven by three key concerns: maintaining household routines without the usual paid care; fearing responsibility and liability for the MDW's prenatal - and baby's - health and safety; and managing spatial constraints of housing mother and newborn.



Their responses reflect systemic gaps that leave MDWs vulnerable to discrimination, unlawful termination, and separation from their newborns. In addition, they show how important labour regulations are for establishing fair and equal working standards for MDWs - including maternity rights.



Enhancing employer knowledge of MDW maternity protections

Mandatory Labour Department-training for employers on MDW maternity rights



Guidance and practical support for employers managing MDW pregnancies

Develop MDW maternity protections training for employers



Removal of FDH ML policy gaps

Improve official guidance for employers providing MDWs ML



Promoting MDW ML insurance & temporary replacement work

Partner with insurance companies and local domestic worker agencies to explore creating an MDW maternity rider

All
Children
Matter

以及人之幼