



# UPLIFTERS' 2021 IMPACT REPORT

REACH FOR YOUR DREAM



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## HOW WE WORK

Our response to compounded challenges under the pandemic .....	6
Navigating change thanks to community support .....	8
Our 'capacity for change' theory of change model .....	10
Our behaviour change-based theory of change .....	12
Our core principles .....	14
What makes us unique .....	16
2021 Impact highlights .....	18

## WHAT WE DO

<b>OFFER ACCESSIBLE AND QUALITY ONLINE EDUCATION .....</b>	<b>23</b>
Empowerment programme: 'Prepare for the Future' .....	25
Skill-based training: 'Baby Care' Online Course .....	32
Social Media Educational Campaigns .....	37
<b>FOSTER PEER-COACHING AND COMMUNITY SUPPORT AT SCALE .....</b>	<b>43</b>
Student Management Software Development .....	45
Peer-Leadership Programme .....	48
Uplift Your Life Community .....	56
<b>BRING POSITIVE CHANGE IN SOCIETY .....</b>	<b>58</b>
Public Engagement Campaigns .....	59
Programmes for Employers .....	63

## OUR FINANCES AND HOW TO SUPPORT US

Financial Year September 2020 - August 2021 .....	67
How you can support .....	69

## WHO WE ARE

Our 2021 core team .....	71
Our 2021 board of directors .....	72
Thank you to all our 63 Team Leaders active in 2021 .....	73

HOW WE WORK



# THE COMPOUNDED CHALLENGES UNDER THE PANDEMIC

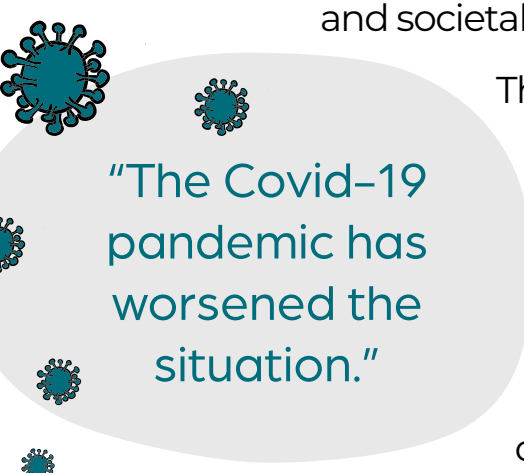


# OUR RESPONSE TO COMPOUNDED CHALLENGES UNDER THE PANDEMIC

It is said that adversity builds resilience. And in our case, it has. Even with resilience comes great challenges, and it is incredibly important to acknowledge how difficult another year of the pandemic was for the Migrant Domestic Workers (MDW) community.

Homesickness compounded with the need to adapt to a completely new environment along with financial pressures they face has already proved challenging. Due to these difficulties, the majority of the millions of domestic workers in Asia and the Middle-East end up returning home with uncertain futures. The Covid-19 pandemic has worsened the situation.

For many, financial pressures have increased as their families remain in lockdown with greater expenses. Heavier workloads (employers staying at home) combined with job uncertainty (employers' relocations, visa renewals, travel bans, etc.) has proven to be incredibly stressful. Unfortunately, mental health education and support available to them is limited. Critical social safety nets such as community gatherings and religious activities are often restricted due to physical distancing. As a result, these women are facing increasing dire consequences at both a personal and societal level causing their migration to be unsuccessful.



"The Covid-19 pandemic has worsened the situation."

This year, more than ever before, we saw the value of our work, and the importance of making online education accessible to all. Self-paced learning with asynchronous interactions where participants connect from their mobile phones on platforms they know (Facebook Messenger, WhatsApp, etc.), allowed over 1,100 of our students to successfully complete the education journey they started with us – leading to greater self-development.

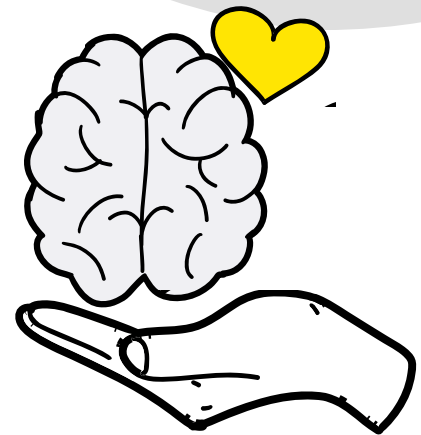
Our **peer-coaching and community support programmes** have aided in our growth and impact. Fall 2021 saw the launch of our tailored-made software to manage student enrollment and follow-up. Our platform now supports large-scale enrolment in Asia and the Middle-East; adding to our already scalable

model where our online courses are delivered by participants themselves, alumni volunteering their time to support new students.

The pandemic has brought more visibility and increased the need for mental health support. In 2020, 72% of Filipino domestic workers reported signs of depression in Hong Kong (2020 survey conducted by Uplifters and MSF/Doctors Without Borders Hong Kong). Even though Uplifters does not provide counselling services, we have integrated strong mental health education components into all of our **online education programmes**, closely working with experts and psychologists from our partner organisations. In September 2021, the launch of the revised version of our signature course 'Dare to Dream', including brand new lessons on mental health management and self-care.

**"The pandemic has brought more visibility and increased the need for mental health support."**

For the first time in 2021, all members from our Core Team, meaning staff and domestic workers Mentors (our most committed and experienced domestic worker volunteers, also part of our Core Team together with staff) were trained with 'Mental Health First Aid'. Moving forward Core Team members will all be internationally certified Mental Health First Aiders.



Responding to the variety of challenges faced by our community requires systemic change which involves not only our community but also the general public, the recruitment market and the employers of domestic workers themselves. This past year we've introduced programmes that are inclusive of all members of our ecosystem including employer guides and babycare modules created specifically for employers. Joint campaigns with other domestic workers support organisations also aimed at shifting the narrative around Migrant Domestic Workers, hence contributing to **bringing positive change in the society.**

We hope that our community-led approach and our expertise in leveraging technology to make education accessible continues to contribute to this momentum for years to come.

# NAVIGATING CHANGE THANKS TO COMMUNITY SUPPORT

2021's challenge demonstrated the power of our community. All of our migrant domestic worker members experienced things they never expected to experience in their lives. They faced difficulties they were not prepared for, despite their adaptability. With some, facing the toughest situations of their lives.

Yet they have shown, and continue to show, great resilience. On an individual level, they have developed incredible strength in the face of adversity. They did their very best to stand up to every challenge, constantly adjusting to their employers' changing schedules while looking after their family back home. Collectively, our members in Asia and the Middle-East demonstrated the power of supporting each other, the importance of looking after one another, and the strength of a community that feels more and more like a family.

We can't help but be amazed by such strong willpower.

At the heart of this family are our Team Leaders, alumni volunteering their time to support new students. On top of navigating changes in their personal lives, they had to adapt to our new students' enrolment software and familiarise themselves with the revised version of 'Dare to Dream'.

By helping their fellow domestic workers, they help the community. By helping the community, they help Uplifters who can in return help more domestic workers. Their contribution to our mission is critical and we will never thank them enough for it.

We also want to thank the staff and active members of Uplifters who do everything they can to adapt to the ever changing challenges and meet domestic workers' needs under these difficult circumstances. All while never losing sight of the organisation's goal to make these superwomens' migration successful.

Thank you to you all.

**Marie Kretz Di Meglio, Uplifters' Ceo And Founder**  
**Janice Chew, Board Chair Of Uplifters**





# OUR 'CAPACITY FOR CHANGE' THEORY OF CHANGE MODEL

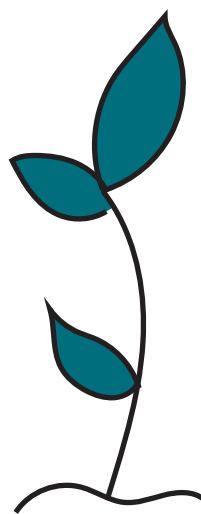
At Uplifters, we believe change requires action. We help our students and other community members apply what they learn by increasing their 'Capacity for Change' taking into account their abilities, motivation and environment. Our Theory of Change (ToC) was designed following the behaviour change-based ToC model (Ph. D evaluations expert John Mayne, 2016).

*Research work that inspired our Theory of Change:*

*Theory of Change Analysis: Building Robust Theories of Change, John Mayne, 2017*

*The Capabilities, Opportunities and Motivation Behaviour-Based Theory of Change Model, John Mayne, 2016*

*Useful Theory of Change Models, John Mayne, 2016*



IMPROVED WELL-BEINGS/SOCIETIES



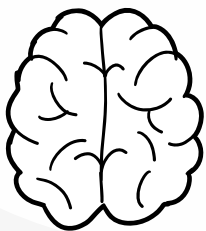
BENEFITS

OUTCOMES

CAPACITY FOR CHANGE

The individual's psychological and physical capacity to engage in the activity concerned. It includes having the necessary knowledge and skills.

INCREASED ABILITY



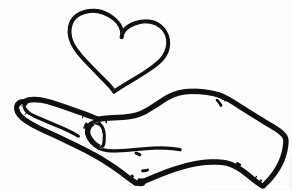
Brain processes that energize and direct behavior such as goals, habits, conscious decision making and emotional responses.

BOOSTED MOTIVATION



Factors and/or opportunities that lies outside the individual that make the behaviour possible or prompt it.

SUPPORTIVE ENVIRONMENT



REACH/REACTION

PROGRAMMES AND INITIATIVES

# OUR BEHAVIOUR CHANGE—BASED THEORY OF CHANGE

## VISION

### WHAT DOES SUCCESS LOOK LIKE FOR US

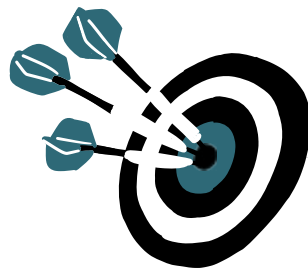
We envision a world where every person - regardless of their background or circumstance - can shape and uplift their lives.



## MISSION

### HOW TO REACH SUCCESS

Our mission is to enable migrant domestic workers in South-East Asia and the Middle East to make their migration successful by unleashing the combined power of online education and community support through innovative and scalable solutions.





## BENEFITS

Thousands of Uplifters' alumni across SEA will become financially stable, prepare for the future with their families, cope with everyday life challenges and feel safe and happy at work.

Thousands of MDWs to be effectively supported and inspired by their peers in their migration journey

The public and MDWs' recruitment market (including employers) to respect MDWs' rights and engage in their inclusion into society

## OUTCOMES

- Increased savings and reduced level of debt
- Possess productive assets
- Increased financial self-efficacy and the feeling of owning their life
- Decreased financial pressure
- Create and maintain healthy relationships
- Feel happier
- Perform better at work

- The larger community of MDWs is empowered
- Uplifters' community size keeps growing organically
- Students complete their courses and apply their learning
- Increase sense of belonging and feeling supported

- MDW employment contracts' last longer
- Employers return/ stay longer in the workforce or engage in societal activities
- Public's perception of underprivileged communities changes positively
- More underprivileged people access appropriate support

## EXPECTED BEHAVIOUR CHANGE

- Pay off debts and build emergency savings
- Track and budget their expenses
- Invest in productive assets
- Make better informed decisions & life plans
- Set healthy boundaries towards others
- Adopt good mental health practices
- Communicate more effectively
- Act as professional care-takers

- Lead the larger community with confidence
- Support students in our courses and train new Peer Leaders
- Learn together & support one another

- Further understand MDWs' situations
- Better respect MDWs' rights
- Better interactions with MDWs
- Further collaborate with each other
- Better compliment their services on offer
- Successfully transition or improve their online projects

## REACH

Migrant Domestic Workers in Southeast Asia and beyond

Peer Leaders: Uplifters' Team Leaders\*, Mentors\*\* and Social Media Correspondents (all MDWs)

'Uplift Your Life' Facebook members

The general public (including employers)

Migrant Domestic Workers' market (recruitment agencies & employers)

Other NGOs

## PROGRAMMES AND INITIATIVES

- **Empowerment programme: 'prepare for the future'**
- Online courses on money management, personal development and mental health for mdws
- **Skill-based training: 'Baby care' online course**
- Online course on baby care for mdws and their employers
- **Social media educational campaigns**
- Ad-hoc educational content on social media for our 13,000+ community members

**OFFER ACCESSIBLE AND QUALITY ONLINE EDUCATION**

- **Student management software development**
- Tailored-made software enabling peer coaching at scale
- **Peer leadership Programme**
- Peer-coaching system to support students and develop alumni's leadership capacity
- **Uplift your life Community**
- Community-led, supportive and inspiring 13,000+ members facebook group

**FOSTER PEER-COACHING & COMMUNITY SUPPORT AT SCALE**

- **Public engagement campaigns**
- Raise awareness on the situation of mdws
- **Programmes for employers**
- Online resources & modules for employers to create good working relationships with their mdws
- Online education capacity building for civil society
- Sharing expertise on online education for underprivileged communities

**BRING POSITIVE CHANGE IN SOCIETY**

HOW WE CREATE IMPACT

# OUR CORE PRINCIPLES

## COMMUNITY-LED

We believe that people often know themselves best and tend to care more about the things they're able to contribute to. To guarantee the impact of our programmes, we involve participants from programme design to delivery. This is thanks to our peer coaching system and organic feedback loop. Alumni students volunteer to be trained to support new students and facilitate class chats. Moreover, by providing space for our community members to share their thoughts and feelings throughout their experience, we Uplifters' staff take a step back; our community is the primary voice guiding our decisions. We hope to serve as a bridge between organisations, funders, institutions and the migrant domestic worker community, creating a demand-driven model for impact. Our programmes are for the community, by the community.



## COLLABORATION

We collaborate with partners to plug the gaps and create systemic change. The challenges faced by migrant domestic workers are complex. Civil society organisations whose actions have already successfully addressed some of these challenges. We offer innovative ways to address gaps and scale proven solutions based on existing programmes.



## IMPACT-DRIVEN



As a social initiative, our return on investment is our impact. We have a robust impact measurement system to continuously improve our work and ensure evidence-based decisions.

Our ultimate goal is for our work to have the potential to affect the lives for the maximum number of people – and as such, combine depth and breadth.



## SUSTAINABILITY AND COST-EFFICIENCY

We've built an integrated approach to fundraising and ensure efficient monitoring of funds. Our programmes are all run sustainably and ensure the costs are fully secured. Since our work is technologically driven, we develop cost-efficient programmes with small variable costs.



## INTEGRITY AND ACCOUNTABILITY

We work and grow according to the principles we promote. Transparency, respect and honesty are key in our interactions with our beneficiaries, partners and our team.

We work independently from financial institutions and do not sell any financial products as part of our programmes.

# WHAT MAKES US UNIQUE

Impactful, tailor-made courses for domestic workers exist, including those available online (particularly as Covid-19 forced the world to go digital as the 'new normal'). We want to complement these initiatives by pushing the boundaries of accessibility so more domestic workers can easily educate themselves.

We innovate by leveraging technology, maximising the scalability of our programmes by designing our courses to foster long-term behavioural change, thus combining depth and breadth.

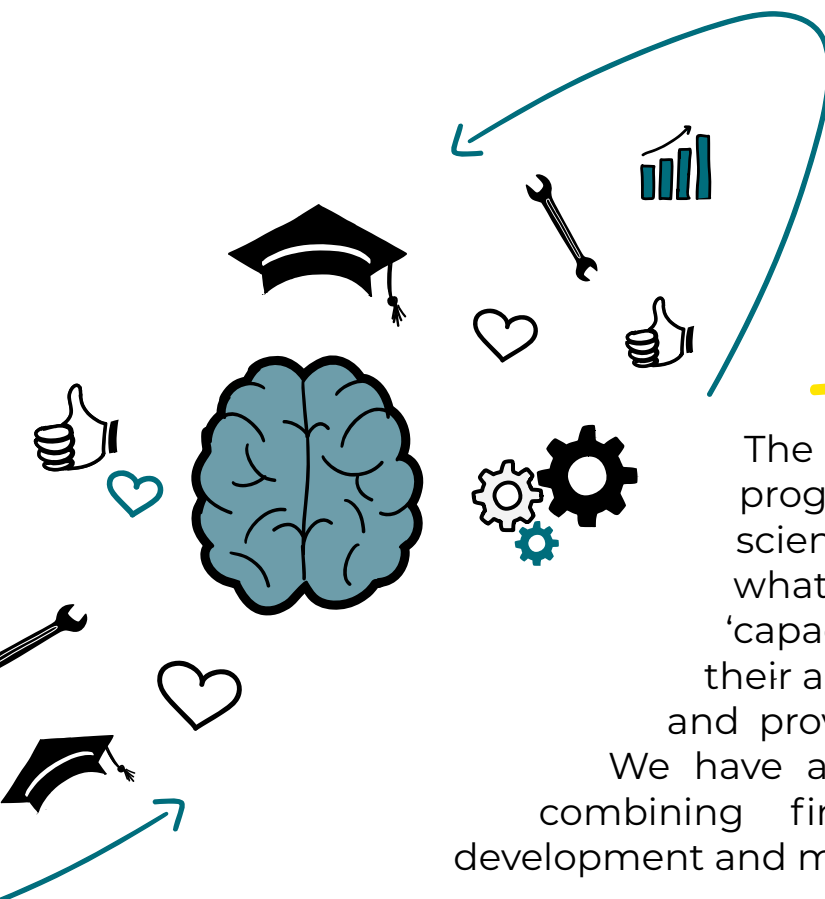


## LEVERAGING TECHNOLOGY

### FULLY ONLINE AND ACCESSIBLE

Uploading content online is not enough to truly reach out to underprivileged communities. We must overcome accessibility and flexibility issues and strive to design online educational tools suited to these communities' unique situations. Our courses are self-paced with asynchronous interactions, allowing participants to connect from their mobile phones when they have time. Our programmes are designed to be easy to use via the social media channels already used daily (Facebook Messenger, Whatsapp etc.) All are accessible via basic wifi and don't require high bandwidth.



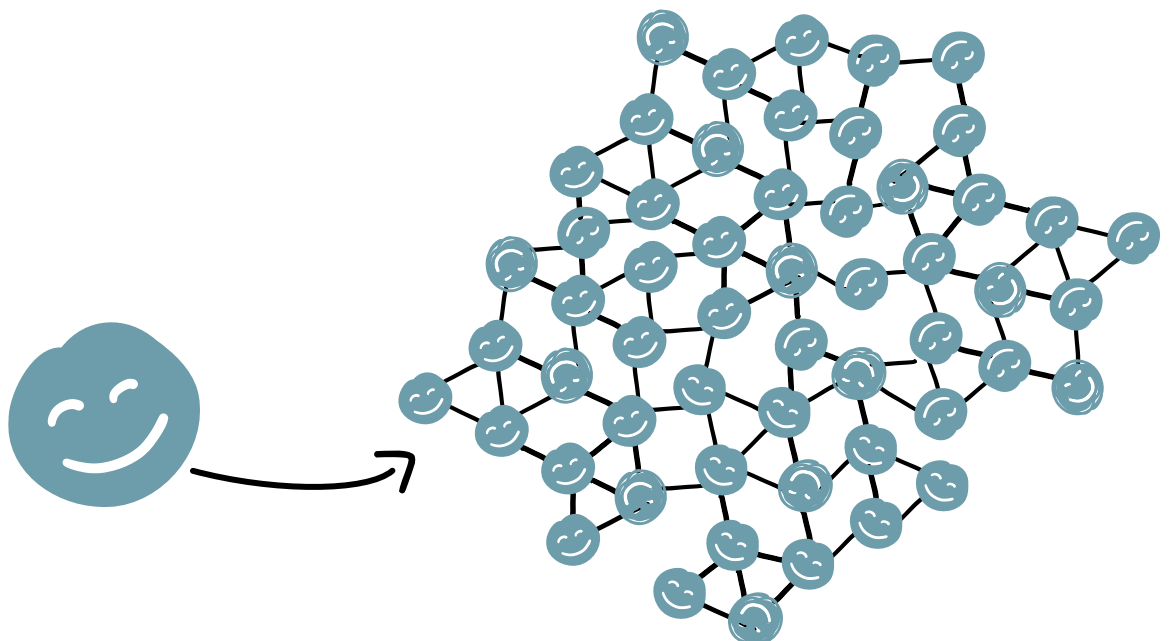


## APPLYING BEHAVIOURAL SCIENCE

The design and content of our programmes are based on behavioural science. We ensure students apply what they learn by increasing their 'capacity for change', i.e. by increasing their abilities, sustaining their motivation and providing a supportive environment. We have a holistic approach to education, combining financial literacy with personal development and mental well-being education.

## SCALABLE

Our programmes are all online, with our courses delivered by alumni volunteering their time to support new students. Participants learn from and motivate one another, fostering long-term learning and increasing their chances to achieve their life goals. Combining technology with peer support makes our programmes both scalable and impactful.



# 2021 IMPACT HIGHLIGHTS

OFFER ACCESSIBLE AND QUALITY ONLINE EDUCATION

GIVING ACCESS TO EDUCATION

MIGRANT DOMESTIC WORKERS

13K+  
MEMBERS

13K+ online community members having access to social media education campaigns<sup>1</sup>.

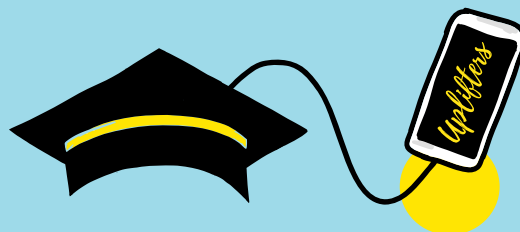
300K  
VIEWS

Total Online Reach of our social media education campaigns in 2021: over 300,000 views<sup>1</sup>.

7,000+  
ENROLLED

7,000+ enrolled in our core programme 'Prepare for the Future' since 2018, including 2,200+ in 2021.

99% SATISFACTION RATIO<sup>2</sup>



1 - Uplift Your Life Facebook Group - <https://www.facebook.com/groups/migrantdomesticworkerscommunity/>

2 - 1,087 respondents, enrolled in our 'Prepare for the Future' programme in 2021



# FOSTERING GOOD FINANCIAL AND WELL-BEING HABITS FOR A BETTER FUTURE



**X2**  
**CONFIDENCE**

X2 increase in confidence in managing finances well (3) and X2 increase in confidence in handling money requests from friends and family<sup>3</sup>



**89%**  
**EMERGENCY SAVING**

Total Online Reach of our social media education campaigns in 2021: over 300,000 views<sup>1</sup>



**9/10**  
**FEEL HAPPIER**

Feeling happier and rating their general feeling of happiness in their lives 9 out of 10 vs 7 prior<sup>3</sup>  
87% say Uplifters made a major difference in their lives<sup>2</sup>



**71%**  
**SAVE MONEY**

71% now save money compared with only 43% prior<sup>3</sup>

## EQUIPPING WITH BETTER SKILLS TO MEET EMPLOYERS' EXPECTATIONS



**90%**  
**BETTER SKILLED**

90% of domestic workers who participated in our course think they now have good knowledge and skills related to baby care compared with 61% before the course<sup>4</sup>.



**88%**  
**KNOW EXPECTATIONS**

88% feel they know their employers' expectations related to baby care compared with 67% before.<sup>4</sup>

1 - [Uplift Your Life Facebook Group](https://www.facebook.com/groups/migrantdomesticworkerscommunity/) - <https://www.facebook.com/groups/migrantdomesticworkerscommunity/>

2 - 1,087 respondents, enrolled in our 'Prepare for the Future' programme in 2021

3 - 35 respondents, domestic workers enrolled in our signature programme 'Prepare for the Future' in 2021. We compared their answers before taking the module 1 of the programme 'Dare to Dream' and 6 months after completing it

4 - Impact survey on 51 migrant domestic workers who enrolled in 'Baby Care' online course from April 21 to March 22

# FOSTER PEER-COACHING AND COMMUNITY SUPPORT AT SCALE

## CREATING COMMUNITY LEADERS SUPPORTING THEIR PEERS AT UPLIFTERS AND BEYOND



60+  
TEAM LEADERS\*

60+ 'Prepare for the Future' Alumni volunteering as Team Leaders<sup>1</sup> to support their peers in our programmes in 2021.



50% COMPLETION  
"DARE TO DREAM"

About 50% of our students complete our signature course 'Dare to Dream' (10 times more than industry standard - due to our peer support model).



133 H  
VOLUNTEERED

133 hours volunteered yearly on average by 1 Team Leader.



97% SATISFACTION OF TEAM LEADERS

97% of our Team Leaders feel they have benefited personally "A LOT" from the programme (2021 End of Year Survey).

## CREATING A SUPPORTIVE ONLINE COMMUNITY

Our 12K+ online community members on the Facebook Group 'Uplift Your Life' support each other on a daily basis and share useful information to make the most of their time abroad helping themselves to overcome challenges they may face.

*\* Team Leaders are Uplifters' alumni volunteering their time to support new students*



- Grew from 9,200 to 12,500 members in 2021
- 3,500+ posts in 2021
- 90,000+ reactions in 2021
- 9 Social Media Correspondents, domestic workers volunteering to moderate the group



## BRING POSITIVE CHANGE IN SOCIETY

### CAMPAIGN

1 joint public engagement campaign with the MDW Coalition in Hong Kong

### SOCIAL HACKATHON

1 social hackathon on corporate engagement

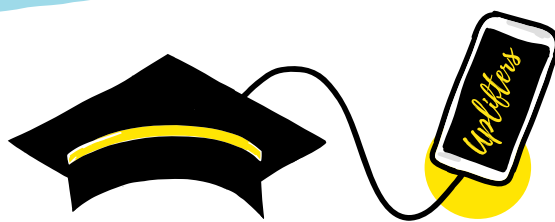
### ONLINE MODULE

1 online module for employers created



WHAT WE DO

OFFER ACCESSIBLE  
AND QUALITY ONLINE  
EDUCATION



"PREPARE FOR THE FUTURE"



ONLINE COURSE ON MONEY MANAGEMENT, PERSONAL  
DEVELOPMENT AND MENTAL HEALTH FOR MIGRANT  
DOMESTIC WORKERS

# EMPOWERMENT PROGRAMME: 'PREPARE FOR THE FUTURE'

Migrant Domestic Workers live in a contribution-deprivation paradox. They have a significant social and economic impact both on their native and receiving countries, while very few of them save for their own future, and most end up returning home after years of work with little savings and uncertain futures. In response to this challenge, our signature six-month online programme '**Prepare for the Future**' supports our students in their empowerment journey so they can own their life and build the future they want for themselves and their family, making their migration successful.

The programme consists of two modules (100% free of charge):

**Module one: 'Dare to Dream'** (25-hour online course over 3 weeks) provides education on money management basics (budgeting, loan pitfalls, financial and life goals setting) and mental health (self-confidence, emotions management and self-care, relationships and communication).

**Module two: 'Make it Happen'** (18-hour online course over 6 months complete it) consolidates the first module's lessons and ensures 'Dare to Dream' alumni build good money management habits and cement their own good mental health practice in their daily life.

## HOW WE FOSTER BEHAVIOUR CHANGE

Our 'Prepare for the Future' programme contributes to our 2020-2022 strategic goal to support thousands of Uplifters' alumni across Southeast Asia to become financially stable, prepare for the future with their family, cope with everyday life challenges and to feel both safe and happy at work.

We increase our students' 'Capacity for Change' to make change happen in their lives.



# BENEFITS

- Increased savings and reduced level of debt
- Possess productive assets
- Increased financial self-efficacy
- Increased the feeling of owning their life
- Decreased financial pressure
- Create and maintain healthy relationships
- Feel happier

# OUTCOMES

- Pay off debts and build emergency savings
- Track and budget their expenses
- Invest in productive assets
- Make better informed decisions & life plans
- Set healthy boundaries toward family and friends
- Adopt good mental health practices

# OUR STUDENTS

Increase their skills and knowledge on:  
Communication  
Independent thinking  
Goal setting and planning  
Money management  
Mental well-being

## ABILITY



Increase their motivation by:  
Inspiration from role models (Uplifters' Team Leaders)  
Know what their life goals are  
Feeling more confident

## MOTIVATION



Benefit from a supportive environment as they:  
Face positive peer pressure  
Gain (extra) support from their families

## ENVIRONMENT



EMPOWERMENT PROGRAMME 'PREPARE FOR THE FUTURE'

# 2021 HIGHLIGHTS

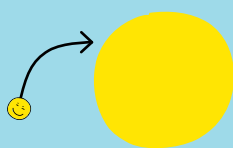
We reached an important milestone with the launch of the revised version of the module 1 of the programme - 'Dare to Dream' in September. The revised version was designed with the support of experts and based on the feedback of our community.

## DARE TO DREAM COURSE REBORN

Uplifters' revised free 3-week online course on money management, personal growth and mental health for migrant domestic workers to own their life



DREAM BIG



START SMALL



ACT NOW



*Uplifters*



99%

SATISFACTION RATIO

among our students.



82%

LIKE IT BETTER

82% of our Team Leaders (Uplifters' alumni volunteering their time to support new students) like better the new version.

Advised by Mind Hong Kong and Without Borders/MSF Hong Kong, the new mental health education of the course help our students build the resilience they need to go through difficult times and cope with the everyday life challenges.

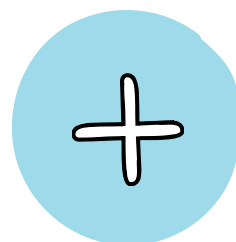
The course also includes brand new content on personal development (thinking independently, leveraging personal strengths, etc.), increasing our students' ability to navigate the information on the pandemic and make the right decision for themselves.

Additional content on money management (becoming debt-free, involving their family in budgeting and planning, etc.) further help our students' improve their financial self-efficacy, knowledge and skills.



2200 +  
ENROLLED

2,200 + Enrolled in our core programme 'Prepare for the Future' in 2021 - equivalent of over 28,000 hours of training



87%  
MAJOR DIFFERENCE

say it made a major difference in their lives<sup>1</sup>

<sup>1</sup> - End of course satisfaction survey, 1,087 respondents, enrolled in our 'Prepare for the Future' programme in 2021



## 6 MONTHS AFTER THEY STARTED THE PROGRAMME:



X2

CONFIDENCE

X2 increase in confidence in managing finances well<sup>2</sup>



89%

EMERGENCY SAVING

have now or are building emergency savings<sup>2</sup>



X2

CONFIDENCE

X2 increase in confidence to handle money requests from friends and family<sup>2</sup>



9/10

FEEL HAPPIER

Feeling happier and rating their general feeling of happiness about their lives 9 out of 10 vs 7 before<sup>2</sup>

<sup>2</sup> - Impact survey on 35 students who enrolled in the programme between January and July 2021. We compared their answers before taking 'Dare to Dream' and 6 months after completing it. Note: thanks to our new student management platform, impact surveys' analysis will be easier and done on more respondents for students who enrolled from October 2021 onwards.

# OUR PARTNERS



# TESTIMONIALS



|| One important thing that I learned from the course is setting a goal to achieve my dreams, such as learning new skills and saving money for my future. Now I feel empowered. I learned how to handle the situation when my family or friends ask me for money. It changed the way I lived and looked at life”.

**Uplifters Diamond Team Leader\*,  
Stephanie R., Domestic worker in  
Singapore**

|| Thanks to the Uplifters’ community, I now have enough courage to show who I am and what I have. I found a new home ready to comfort me when I’m down, to listen to me when I struggle in life. I’m now proud of my success and to have overcome challenges.”

**Uplifters Team Leader\* Emelyn S.,  
Domestic worker in Hong Kong**



*\*Team Leaders are Uplifters’ alumni volunteering their time to support new students*

# SKILL-BASED TRAINING: 'BABY CARE' ONLINE COURSE





**To enable a successful migration for domestic workers, a symbiotic relationship between employer and employee is paramount. The relationship between the two should be built on trust and fairness.**

Our 'Baby Care online' has a unique dual-access for employers and their domestic workers. Our aim is to ensure domestic workers are equipped with the skills needed to meet their employers needs and that employers provide decent work to their domestic workers. By helping employers communicate their expectations to their domestic workers, the course supports the creation of a healthy working relationship.

## **THE PROGRAMME CONSISTS OF TWO MODULES, EACH LASTING 2 WEEKS.**

### **MODULE 1**

The baby's well-being, hygiene and home environment ; Eating ; Set your domestic worker up for success (parent version) OR Set yourself up for success (domestic worker version)

### **MODULE 2**

The baby's development, growth and milestones ; The most common risks and safety tips ; How to handle emergency situations



# 2021 HIGHLIGHTS

Launch of the course at the beginning of the year after successful pilot-tests on both employers and migrant domestic workers.

## MIGRANT DOMESTIC WORKERS

131

domestic workers enrolled in the programme including 29% with no prior job experience taking care of a baby.

96%

would recommend it to a friend.<sup>1</sup>

90%

think they now have good knowledge and skills related to baby care compared with 61% before the course.<sup>2</sup>

88%

feel they know their employers' expectations related to baby care compared with 67% before.<sup>2</sup>

94%

feel they know how to handle emergency situations compared with 63% before.<sup>2</sup>

8/10

Good relationships with their employers at the end of the course, rated 8 out of 10.<sup>2</sup>



1 - End of course satisfaction survey on 63 students who enrolled from April 21 to March 22

2 - Impact survey on 51 students who enrolled from April 21 to March 22

# TESTIMONIALS



|| A huge help for us to take good care of our wards and gain additional knowledge even we already have experience t. It is also good to show the certificate as a reference for future employers.

Uplifters Team Leader\*, Nancy M, domestic worker in Hong Kong

“The course is very comprehensive and pragmatic, the way it’s structured makes you really remember the key things you have to know to take care of the baby. I would have loved to take this course when having my first baby three years ago. It was still a great refresher for me as I’m expecting my second one soon. I really appreciate how it is giving tips on how to approach your relationship with your helper, I must say I was completely clueless back then and those tips would have definitely been useful!”

Sophie Y., employer of a domestic worker in Hong Kong



*\*Team Leaders are Uplifters' alumni volunteering their time to support new students*

## OUR PARTNERS



公平僱傭中心有限公司  
FAIR EMPLOYMENT  
AGENCY LIMITED



We Are Caring

# HOW WE FOSTER BEHAVIOUR CHANGE

## BENEFITS

- Feel happier and safer at work
- Perform better at work
- Access work stability



## OUTCOMES

- Act as professional care-takers
- Communicate more effectively
- Adopt good mental health practices
- Set healthy boundaries toward their employers



## CAPACITY FOR CHANGE

Increase their skills and knowledge on:

- Positive communication
- Baby care

ABILITY

Increase their motivation by

- Better understanding employers' expectations
- Building up self-confidence

MOTIVATION

Benefit from a supportive environment as they:

- Experience peer support
- Feel supported by their employers (when they take the course together)

ENVIRONMENT



## SKILL-BASED TRAINING

Online course on baby care for Migrant Domestic Workers (MDWs) and their employers



# SOCIAL MEDIA EDUCATIONAL CAMPAIGNS

## OUR HOLISTIC APPROACH TO EDUCATION: ADDRESSING THE WHOLE PERSON

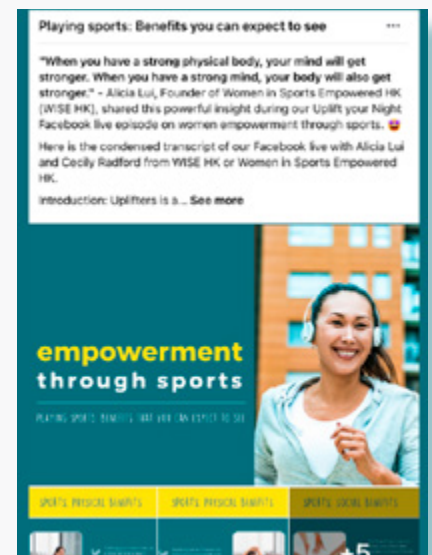
### Long distance parenting challenges



### Loss and grief amidst COVID-19



### Women empowerment through sports



To amplify the reach of our education work, we run monthly educational campaigns on our social media. Each campaign consists of educational guides and is featured on our 13K members Facebook Group 'Uplift Your Life' and 1 to 2 Facebook Lives with experts or community leaders ( 'Uplift Your Night' on our Facebook Page and YouTube channel).

We believe in a holistic approach to education, addressing the person as a whole so we use these campaigns to cover the different areas where domestic workers need support. Like our courses, our campaigns' design incorporates cognitive and behavioural psychological findings to foster long-term behaviour change.

# 2021 HIGHLIGHTS

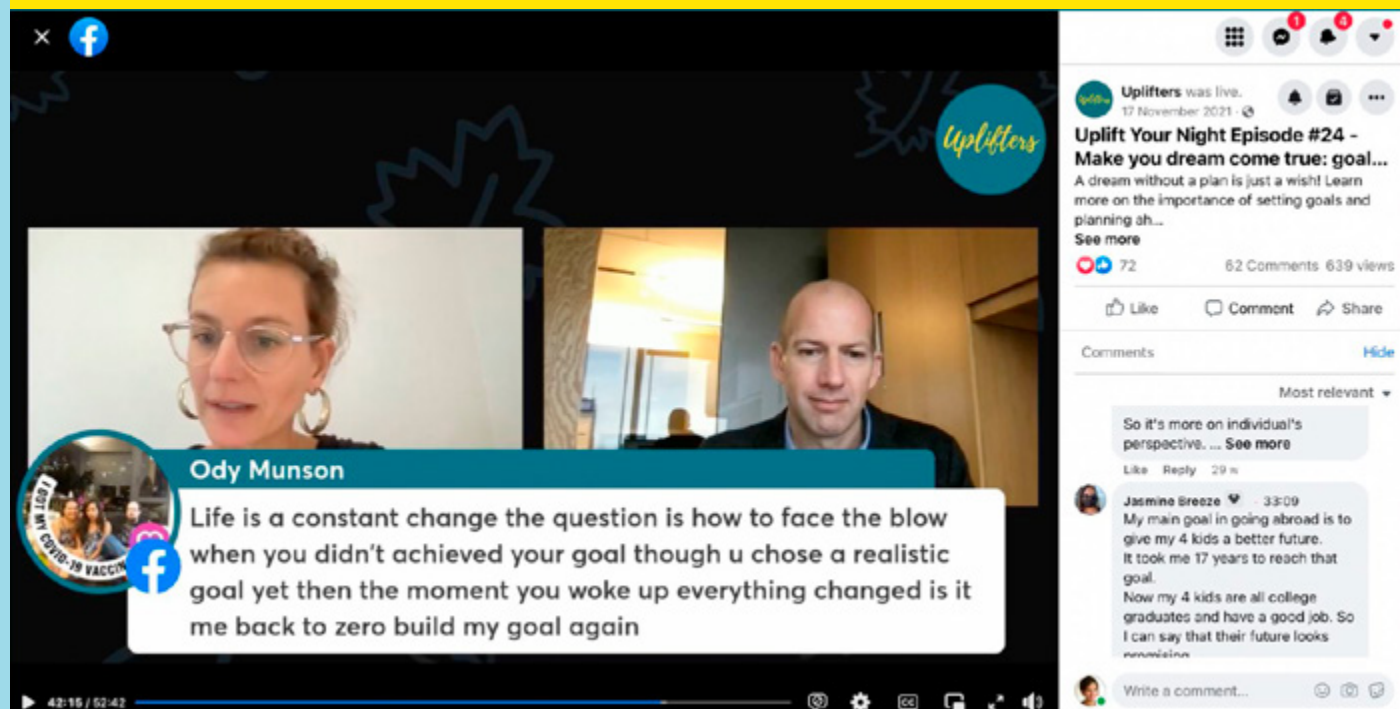
We delivered 12 monthly educational campaigns including 18 Facebook lives with community partners to bring extra knowledge and support to our beneficiaries. To respond to the current challenges our community faces, 5 of these campaigns were related to Covid-19. We also participated in the 'Domestic Workers Corner' training programme with other NGOs supporting domestic workers in Hong Kong.

## OUR CAMPAIGNS

Our monthly social media educational campaigns all include at least one episode of Uplift Your Night Facebook live series where experts, partner organisations and/or community leaders share their knowledge and experience with the community late in the evening to allow for larger attendance and engagement.

### FACEBOOK LIVE : UPLIFT YOUR NIGHT EPISODE 24

#### MAKE YOUR DREAM COME TRUE: GOAL-SETTING AND PLANNING



**Uplifters** was live.  
17 November 2021 · 62 Comments 639 views

**Uplift Your Night Episode #24 - Make you dream come true: goal...**  
A dream without a plan is just a wish! Learn more on the importance of setting goals and planning ah...  
[See more](#)

72 Likes · 62 Comments · 639 Views

[Like](#) [Comment](#) [Share](#)

**Comments** [Hide](#)

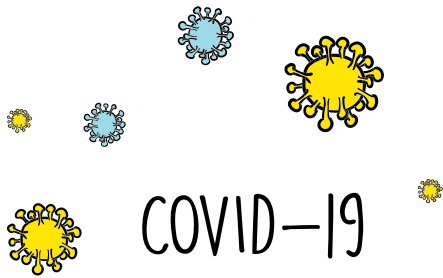
Most relevant ▾

So it's more on individual's perspective. ... [See more](#)

Like Reply 29 m

**Jasmine Breeze** · 33:09  
My main goal in going abroad is to give my 4 kids a better future. It took me 17 years to reach that goal. Now my 4 kids are all college graduates and have a good job. So I can say that their future looks [mmmmmm](#)

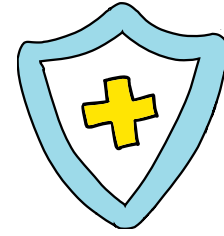
[Write a comment...](#)



- Information on COVID-19 vaccines
- Managing your rights and mental health under COVID-19
- Employment under COVID-19
- Loss and grief amidst COVID-19

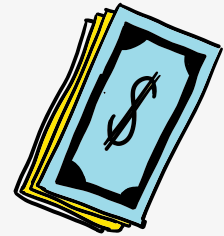
## PERSONAL GROWTH AND WELL-BEING:

- Women empowerment through sports
- Intercultural communication
- Long distance parenting challenges



## HEALTH BEYOND COVID-19

- Rising above health challenges
- Reproductive health
- Common health problems (heart attack, stroke, hypertension)



## MONEY MANAGEMENT

- Analysing one's relationship with money
- Dealing with illegal loans linked to employment agencies

## MAKING BETTER LIFE CHOICES

- Adopting better habits
- Goal setting and planning
- Critical thinking and decision making



# TESTIMONIALS



*"My main goal about working abroad is to give my 4 kids a better future. It took me 17 years to reach that goal. Now my 4 kids are all college graduates and have a good job. So I can say that their future looks promising 😊😊😊"*

**Uplifters Mentor\*, Jasmine B,**  
domestic worker in Singapore

*"Thank you SO much Sir Don and Ms Camille and to the community for your advice! It helps us a lot!" ❤️❤️*

**Uplifters Team Leader\*\* Charo,**  
domestic worker in Hong Kong



*\*Mentors are Uplifters' most committed and experienced domestic worker volunteers, also part of our Core Team together with staff*

*\*\*Team Leaders are Uplifters' alumni volunteering their time to support new students*



## KEY FIGURES

18

Facebook lives including 6 on Covid-19 and other health-related topics

20

Experts and community leaders directly contributing to our campaigns

300K

Reach: over 300,000 views on our Facebook group Uplift Your Life

3

Active participation in other organisations' educational campaigns

## OUR PARTICIPATION IN PARTNERS' CAMPAIGNS

We participated in the 'Migrants Guide' series organised by Domestic Workers Hong Kong (Facebook Community of over 120K followers) and were featured in the South China Morning Post (SCMP).

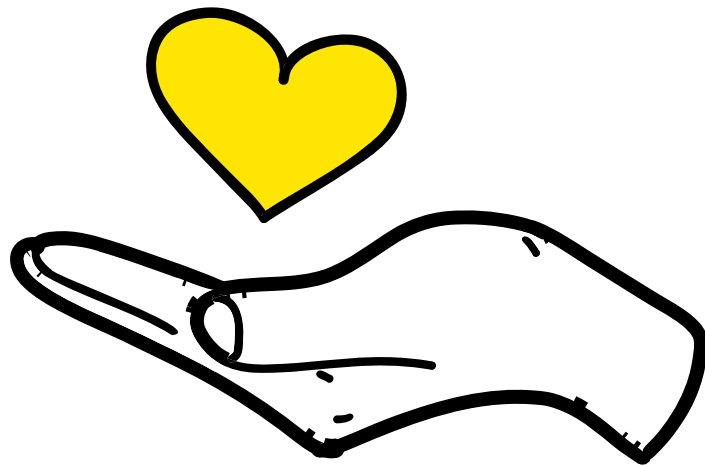




## OUR PARTNERS



# FOSTER PEER—COACHING AND COMMUNITY SUPPORT AT SCALE







# STUDENT MANAGEMENT SOFTWARE DEVELOPMENT

As a young organisation started in 2018, we initially managed our student data on Google Sheets. We were also manually enrolling students and grouping them into class chats based on their location and nationality. As we were growing our number of students, turning to a more sustainable system became a priority.

In 2021, we developed our student management platform, tailor-made software with the support of a development company. Our enrollment processes are now fully automated; providing our Team Leaders (Uplifters' alumni volunteering their time to support new students) easy and secure access to follow the students they support.

We also benefited from the pro-bono support of JP Morgan's IT Team to integrate our new student management platform with a viral marketing platform making it possible to increase students' referrals.



## 2021 HIGHLIGHTS

- Launch of our Student Management Platform in October 2021
- Integration with a viral marketing platform in November 2021

# TESTIMONIALS

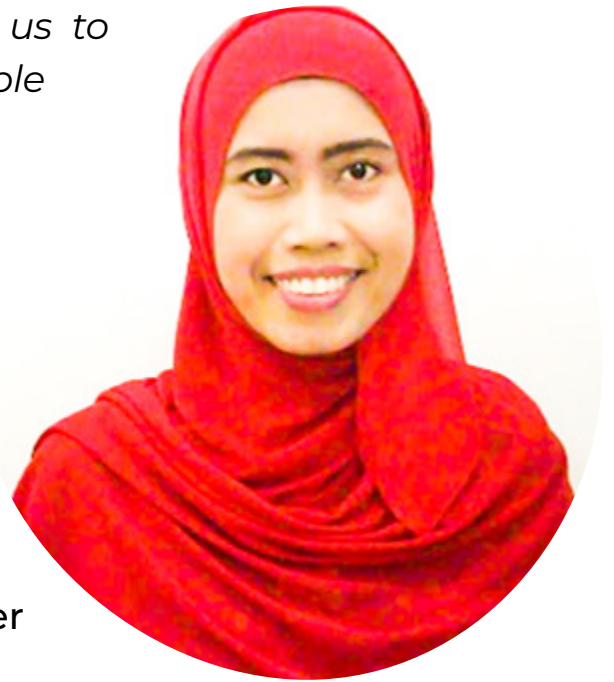


*"The new platform has made it very smooth and fast to launch sessions. I arrived at Uplifters when it was getting rolled out and I saw how life changing it is for the Programmes Team. Now, we can securely and efficiently manage large numbers of new students and Team Leaders. It has made it very easy to launch multiple courses with just the click of a button."*

**Asnah S., Uplifters' Programmes Manager**

*"The student platform has been helping us to know student's progress and we've been able to check on them anytime and anywhere on our phone unlike last time when we only had the copy of students' details when they signed up. By knowing students' progress we can easily follow up, such as contacting those who have not been logging in for a while, or motivating those who are close to completing the course."*

**Uplifters Mentor\*, Yulia E., domestic worker in Singapore**



\*Mentors are Uplifters' most committed and experienced domestic worker volunteers, also part of our Core Team together with staff

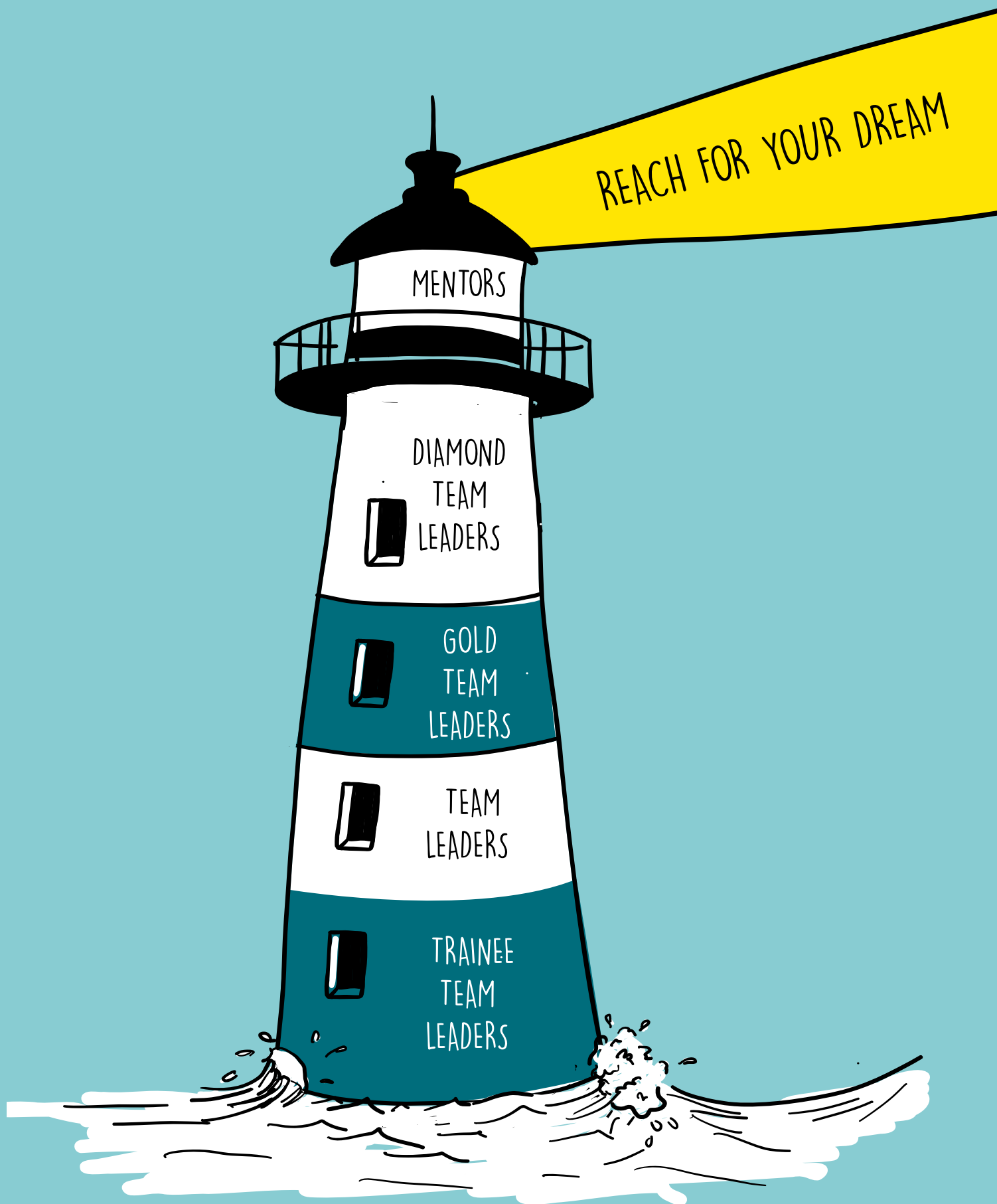
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## OUR PARTNERS

**Force  
for Good**

**J.P.Morgan**

# PEER—LEADERSHIP PROGRAMME



# PEER-LEADERSHIP PROGRAMME

The biggest challenge with online education is to get students to complete their courses. The average completion rate in the industry is ~5% (Reich & Ruipérez-Valiente, 2019)

Thanks to our 'Peer Coaching and Leadership' programme with alumni supporting new students, more than 6,000 domestic workers have joined our signature course 'Dare to Dream' since 2018 including 2,422 in 2021 with about 50% of our new students in 2021 having completed the course. This is 10 times more than online education standards and especially remarkable as we are targeting an underprivileged community. Migrant domestic workers primarily use smartphones to access the internet and have limited digital literacy and time off.

Most migrant domestic workers are unlikely to access currently available services due to lack of confidence and fear of stigma (Seefar, 2019). They are more likely to reach out to fellow domestic workers hence the importance of training community leaders. Our 'Peer Coaching and Leadership' programme also has proven to have positive ripple effects as some participants continue on to become community leaders beyond the scope of Uplifters.

## **Our programme consists of:**

- 'Become a Leader' online course: a 2-week 'Train the Trainers' online course accessible to alumni of Uplifters programme 'Prepare for the Future'.
- A 2-month traineeship: participants who completed 'Become a Leader' are invited to co-facilitate 'Prepare for the Future' sessions with a more experienced Team Leader. Team Leaders are Uplifters' alumni volunteering their time to support new students.

For our most experienced students: opportunity to apply to become an Uplifters Mentor. Mentors are Uplifters' most committed and experienced domestic worker volunteers, also part of our Core Team together with staff. They train and supervise our Team Leaders.

Yearly webinar at Uplifters to further training. Mentors also benefit from a Mental Health First Aid course.

Ongoing additional ad-hoc training opportunities with partners, invitation to 'fun' events and rewards for all active Team Leaders and Mentors. Our Team Leaders and Mentors also receive a weekly newsletter on what's happening at Uplifters and are invited to a yearly Appreciation Ceremony where their contribution is acknowledged.



## 2021 HIGHLIGHTS

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We created new online resources for our Team Leaders and Mentors, guidebooks on their responsibilities as leaders and a Peer Support guide to help them support fellow domestic workers facing difficulties all while safeguarding their own mental well-being. We are now providing the opportunity for our new Team Leaders to receive personalised feedback from experts on our signature course 'Dare to Dream' assignment. This has allowed Team Leaders to become well-versed in the course and aides them in supporting their students while benefiting from personal feedback. We have offered our Mentors enrolment in a Mental Health First Aid training from the organisation Okay Minds.

## LEARNING EVENTS AND CELEBRATION

---

- Yearly week-long webinar by Uplifters: Goal-setting and planning (33 participants)
- Optional workshops by community partners:
- Community Care Training on emotional support by MSF/ Doctors Without Borders (7 participants)
- HIV-AIDs information-sharing workshops by AIDS Concern/MESH program: Knowledge & prevention(16 participants), Relationship & safer sex (16 participants)
- Yoga class by Pause for a Cause (18 participants)
- SEED Course on positive parenting by Be Priceless (13 participants)

End of Year Appreciation Event: to thank our Team Leaders for their contribution to support their peers.



# TESTIMONIALS



*"I became a Team Leader to inspire fellow domestic workers. I see myself when they share their hopes and struggles. I encourage them to believe that when you truly want something and go after it, without limiting yourself with disbelief, the universe will make it happen. I feel very grateful and blessed to be part of Uplifters' community because I also found my purpose in life. If I can change myself, I can help other people too"*

**Uplifters Team Leader \* Aljen D, domestic worker in Hong Kong**

*"As one of Uplifters' team leaders, I am grateful for the opportunity to support my fellow domestic workers, some of whom have become my close friends. I am happy to be part of a community that empowers each other".*

**Uplifters Team Leader\* Eni K., domestic worker in Singapore**



\*Team Leaders are Uplifters' alumni volunteering their time to support new students



*"I wanted to become a Mentor because it's my way of saying thank you to Uplifters for the knowledge and guidance that makes me financially stable, become a positive thinker and become more confident about myself. Also, helping others is my passion and it's very fulfilling to the soul. I do believe in paying the good deeds forward."*

**Uplifters Mentor\* Evelyn O., domestic worker in Singapore**



*"I enjoy being a Team Leader, especially when my team reaches out to me and expresses their gratitude. I am always grateful whenever they trust me with their personal experiences. I love to read every sharing they had and listen to their stories whenever we had a chance to call or meet up in person. I am also happy to meet those who have the same writing passion as I do and I am so proud to be with them. We have an extraordinary bond. I got a chance to meet leaders from different charities as well. It's an opportunity to share and use every learning from Uplifters."*

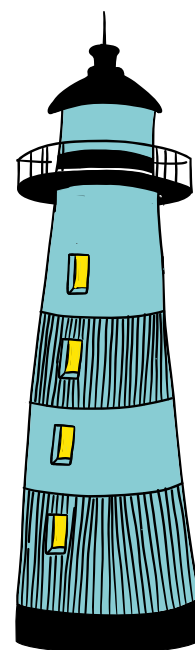
**Diamond Uplifters Mentor\*, Ailenmae R., domestic worker in Hong Kong**



*\*Mentors are Uplifters' most committed and experienced domestic worker volunteers, also part of our Core Team together with staff*

## KEY FIGURES

- 60+ Alumni actively volunteering as Team Leaders to support their peers in our programmes in 2021
- Thanks to their Team Leaders' support, about 50% of our students complete our signature course 'Dare to Dream' (10 times more than industry standard)
- Over 270 class chats facilitated and over 8,000 hours volunteered by Team Leaders.
- 133 hours volunteered yearly on average by 1 Team Leader
- 97% of our Team Leaders feel they have benefited personally A LOT from the programme (2021 annual survey)



## RIPPLE IMPACT

### Team Leaders' grassroots initiatives

- Migrant Writers of Hong Kong: serves as a space to foster the inclusion of migrant writers in Hong Kong where they can freely share their writings.
- Migrant Writers of Singapore: aims at developing and enhancing migrants' talents and builds a bridge between locals and migrants through literary engagement and art.
- Horizons - Home for Talented Migrant Workers in Hong Kong: enables people to release their emotions through writing, gain confidence by displaying their talents, and helping members find their passion.

### Team Leaders' achievements

Selection in a global community leader fellowship: Our Team Leader Maria Nemy Lou Mejia was selected to be one of the 2021 cohorts for Giving Tuesday's Starling Collective programme, joining grassroots community leaders representing 29 countries. Starling Collective is a global learning community and innovative fellowship that provides a six-month coaching programme.



# HOW WE FOSTER BEHAVIOUR CHANGE

## BENEFITS

- The larger community of MDWs is empowered
- Students complete their courses and apply their learning
- Uplifters' community keeps growing organically



## OUTCOMES

- Lead the larger community of MDWs with confidence
- Support students in their courses
- Train new Peer Leaders



## CAPACITY FOR CHANGE

### Increase their skills and knowledge on:

- Effectively supporting new students and the larger Migrant Domestic Workers (MDWs) community



ABILITY

### Increase their motivation by

- Developing further their leadership capacities
- Uplifters' personal growth opportunities
- Their students' success



MOTIVATION

### Benefit from a supportive environment as they:

- Feel a deeper sense of belonging to Uplifters' family



ENVIRONMENT

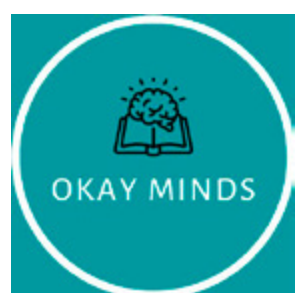


## PEER-COACHING AND LEADERSHIP PROGRAMME

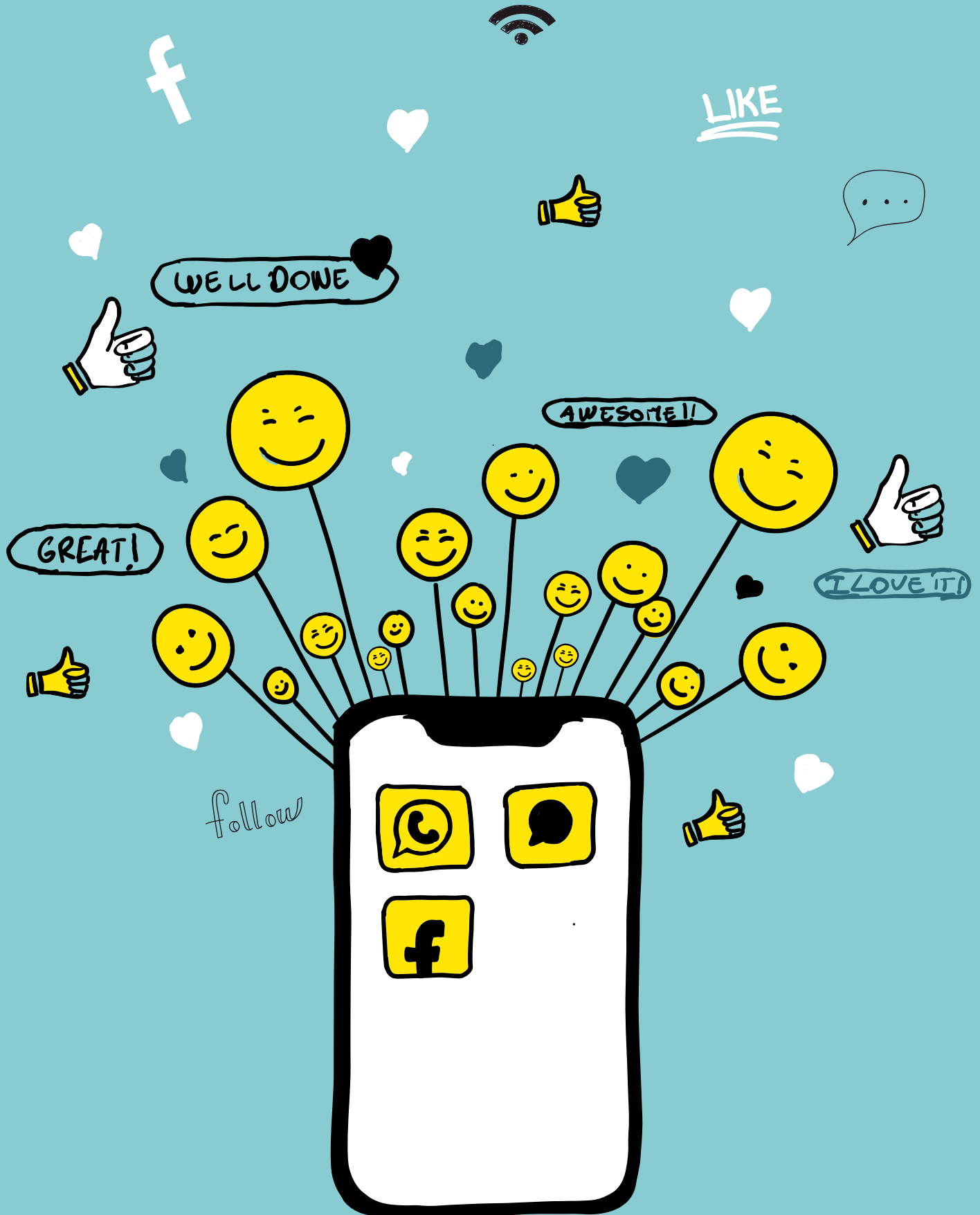
Peer-coaching scheme to support students and develop alumni's leadership capacity



## OUR PARTNERS



# UPLIFT YOUR LIFE COMMUNITY



# UPLIFT YOUR LIFE COMMUNITY

Migrant Domestic Workers are more likely to ask support from their peers than institutions (Seefar, 2019) and they often turn to social media to get information, including world news.

Which is why we've emphasised the importance of creating an active online community on the most commonly used platform, Facebook.

Utilising social media also provides Uplifters an efficient communication method to share updates and programming with the migrant domestic worker community.

Our 12K online community members on the Facebook Group 'Uplift Your Life' support each other on a daily basis through the sharing of useful information which enables them to make the most of their time abroad and overcome the challenges they face.

## TESTIMONIALS

"I always feel genuine support from this community whenever I need it. It's like I had found a family away from my family back home. I am grateful to be part of this wonderful community and I want to give back.

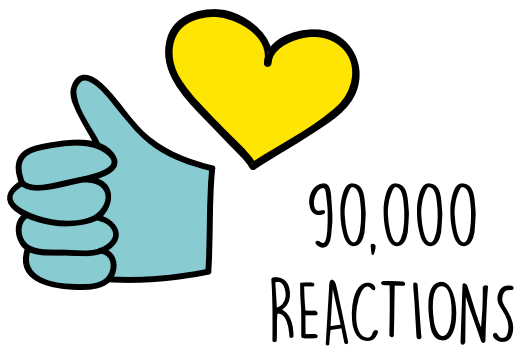
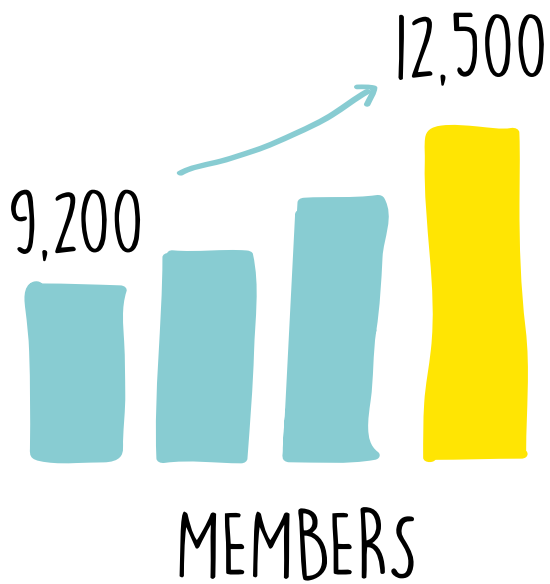
Being a peer leader, I understand how my fellow domestic workers feel. Everyone lives different experiences but we all have our own shadows we need to hide in, our own battles we need to fight. We also have our own happiness we need to share! As a Social Media Correspondent, I feel good sharing my knowledge and advice, imagining my peers out there listening to my messages during our morning and evening rituals, and reading my positive and motivational stories".

Uplifters Mentor and Social Media Correspondent Ailenemae R., domestic worker in Hong Kong



*\*Mentors are Uplifters' most committed and experienced domestic worker volunteers, also part of our Core Team together with staff*

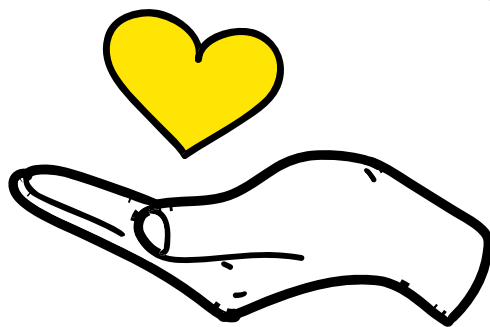
## KEY FIGURES IN 2021



9 SOCIAL MEDIA CORRESPONDENTS

Domestic workers volunteering to moderate the group

BRING POSITIVE CHANGE  
IN SOCIETY





# PUBLIC ENGAGEMENT CAMPAIGNS

Migrant Domestic Workers contribute massively to our economies and societies. They take care of children and elderly, making it possible for more people to join the workforce. With a rapidly ageing population, regional projections show this is only set to grow in the future.

In 2018, their contribution was estimated to be 3.6% of Hong Kong's GDP and 2.4% of Singapore's GDP (Enrich & Experian, 2019).

Yet, they often feel considered as second-class citizens. To highlight their contribution and make our societies more inclusive, Uplifters participate in joint initiatives with organisations working with Migrant Domestic Workers and also engages with corporations.



# 2021 HIGHLIGHTS

Joining hands with other organisations that work with Migrant Domestic Workers

In June 2021 to celebrate International Domestic Workers Day, we united with other organisations that work with Migrant Domestic Workers in Hong Kong under the motto “Domestic Work is Work”.

This was successfully followed up in July by 10 of the organisations involved who came together to form the Hong Kong Migrant Domestic Workers Coalition.

By the end of 2021, 14+ organisations had joined the coalition with a goal to collaborate to create greater impact together. Together, we have launched two projects in 6 months.

- A shared data project: it resulted in the first open, consolidated library of research and reports published by NGOs on the Migrant Domestic Worker experience in Hong Kong
- The first Celebration of Care Festival, which celebrated Migrant Domestic Workers and their many talents in Hong Kong at the Central Star Ferry Terminal on December 19, 2021 –the day following International Migrants Day.

The festival, which was co-created in partnership with Migrant Domestic Workers volunteers from across communities in HK (including many of our own Uplifters!), provided a new platform to unite and “care for those who care for us.”

The festival and the Coalition were recognised in both The South China Morning Post and The Hong Kong Free Press. The Coalition will continue to grow and work together on joint initiatives in 2022.

To learn more visit:  
[www.hongkongcares.org](http://www.hongkongcares.org)





# ORGANISING A SOCIAL HACKATHON

## CELEBRATION OF CARE

Caring for those  
who care for us.



JOIN US!

@CareatworkHK

#CareHK

We organised at the end of October a social hackathon thanks to the pro-bono support of the company Big Bloom. During one week, participants from different organisations came together to brainstorm and design a 'ready to roll out' experience which Uplifters could offer to corporations, to educate and encourage their employees to become more inclusive of domestic workers.

The 4 teams pitched on Oct 29th in front of our jury who included Jacqueline Loh, CEO of Aidha, Catya Martin, Founder & Chief Editor at Trait d'union, Candice Meyer, Founder at Holi Brand (Conscious Brand Builder), Karen Seymour, Chief Purpose Officer at Human at work, Catherine de Vaivre, SVP APAC at FrenchFounders, Devi Novianti, Equal Opportunities Officer at Equal Opportunity Commission, Gilles Detanger, Chief Commercial Officer APAC at MediaCom.

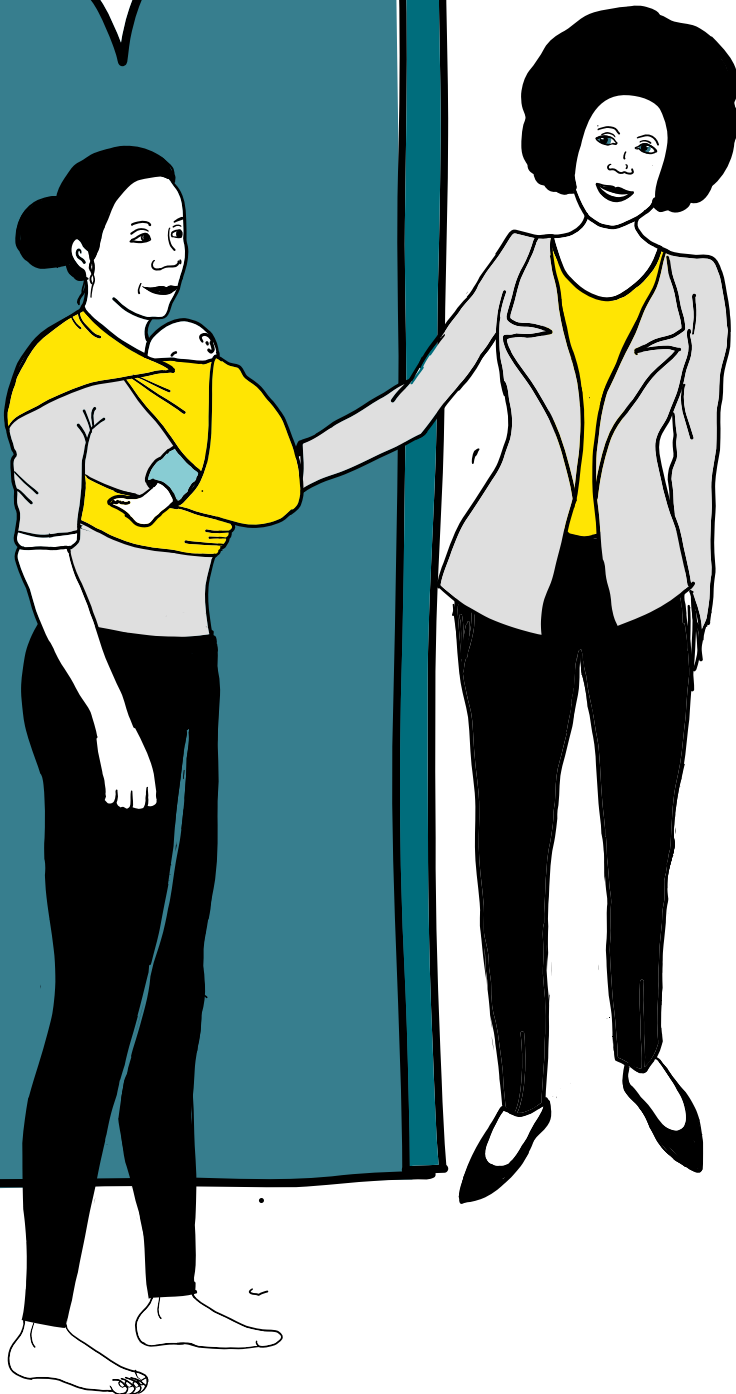


## OUR PARTNERS



I understand.  
Don't worry, I'll  
ask you if I have  
any question !

I feel  
stressed to go  
back to work  
after all this  
time spent  
with her



# PROGRAMMES FOR EMPLOYERS

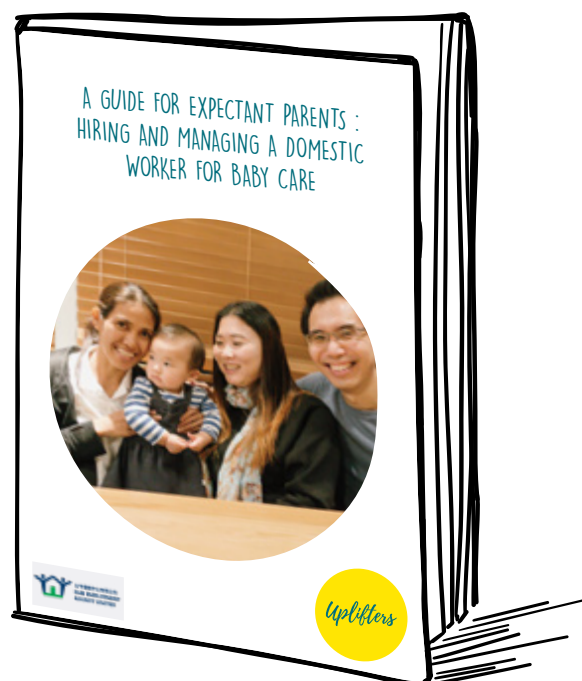
We believe supporting migrant domestic workers goes hand in hand with supporting their employers. We encourage employers to build healthy and successful working relationships with their domestic workers through our free online resources and programmes.

## 2021 HIGHLIGHTS

Set your domestic worker up for success' online module: In 2021, we released a short online module completely free of charge to employers to help bolster a positive working environment for domestic workers taking care of their children. Domestic workers also have access to their version of the module to help themselves up for success.

### Guide on hiring and managing a domestic worker Care:

Together with Fair Employment Agency and Holly Wong Yoga we also released a free guide for expectant parents on hiring a domestic worker to take care of your baby.



# HOW WE FOSTER BEHAVIOUR CHANGE

## BENEFITS

- Migrant Domestic Workers (MDWs) employment contracts last longer
- Employers return/ stay longer in the workforce or engage in societal activities
- Employers' perception of MDWs and other under-privileged groups changes positively



## OUTCOMES

- Further understand MDWs' situations
- Better respect MDWs' rights and their own obligations as employers
- Better communicate their expectations
- Better interact with their MDWs



## CAPACITY FOR CHANGE

Our participants

Increase their skills and knowledge on:

- Positive communication

ABILITY

Increase their motivation by

- Realising their own interest in ethical hiring and management of their MDWs
- Realising their role/ power in changing the situation of MDWs

MOTIVATION

Benefit from a supportive environment as they:

- Feel happier with the performance of their MDWs
- Feel supported by other employers facing MDWs management challenges (by joining the courses' community)

ENVIRONMENT



## PROGRAMMES FOR EMPLOYERS

Online resources & modules for employers to create good working relationships with their MDWs

# OUR PARTNERS



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FAIR EMPLOYMENT  
AGENCY LIMITED



Maid for You  
Domestic Help



We Are Caring



HelperPlace

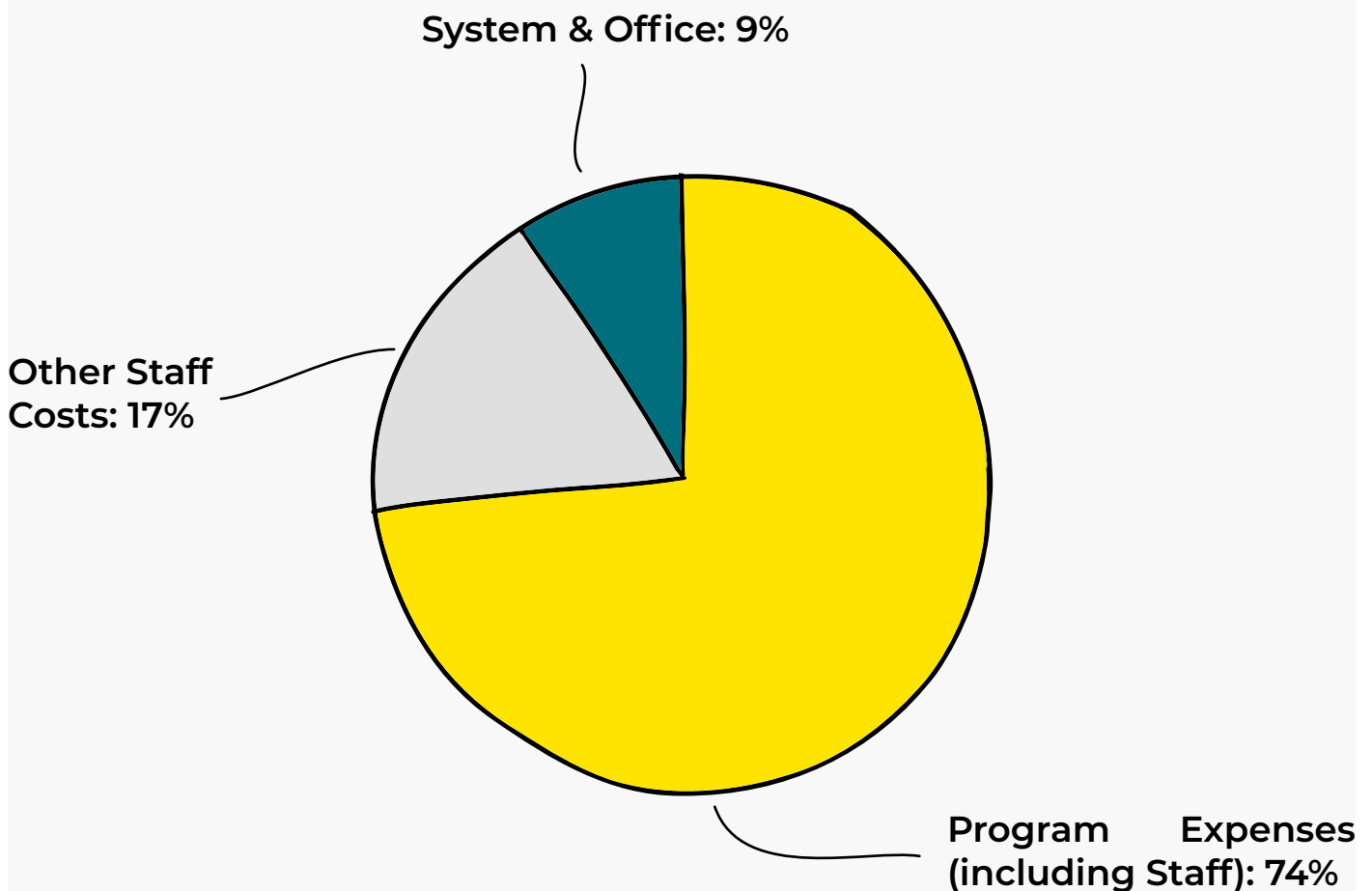


OUR FINANCES  
AND HOW TO  
SUPPORT US

# FINANCIAL YEAR SEPTEMBER 2020 – AUGUST 2021

Audited financial statements are available on our website.

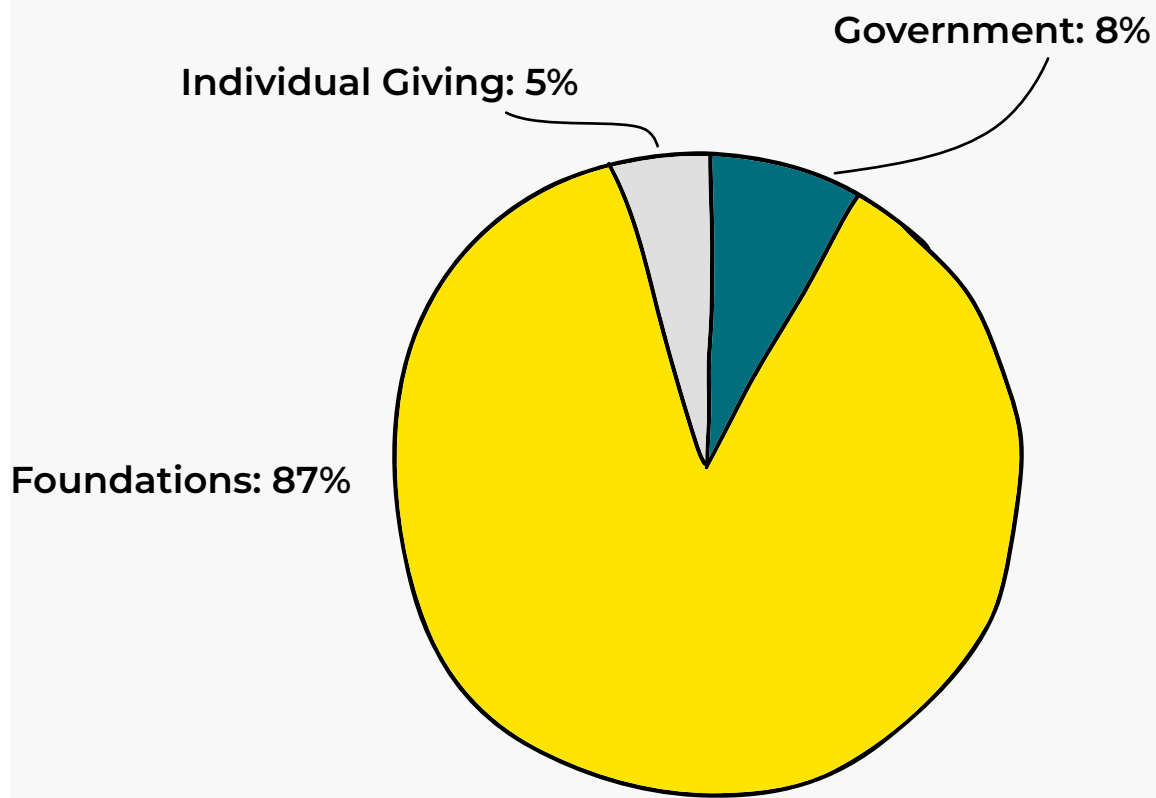
## OUR EXPENDITURE



TOTAL EXPENDITURE: HK\$1 554 416



# OUR INCOME



TOTAL INCOME: HK\$2 240 571



# HOW YOU CAN SUPPORT

Uplifters is able to exist because of the support from our amazing community. Without your support we would not be able to provide online education to migrant domestic workers across Asia.



## DONATE YOUR TIME

Sign up to volunteer with us; donate your professional expertise on specific projects or on a regular basis and help make a difference in the lives of Migrant Domestic Workers.



## DONATE SERVICES

Support us through in-kind giving; corporate and organisational giving is a crucial element of our programmes.



## DONATE MONEY

Your financial support allows us to do what we do! You can give online by visiting our website and making a tax deductible contribution to financially support our efforts.



## MORE INFORMATION

More information on how to get involved on our website [uplifters-edu.org](http://uplifters-edu.org).

SCAN ME



WHO WE ARE

# OUR 2021 CORE TEAM

## SUPPORT TEAM (STAFF)



MARIE KRETZ DI MEGLIO  
Founder and CEO



CAMILLE BETHOUX  
Head of Programmes



JENELY SAN JUAN  
Community Building Officer



HELENE RICORDEAU  
Student Success Officer

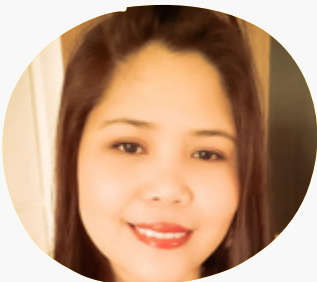


ASNAH SUBIAN  
Programmes Officer



JANET YIP  
Finances and Admin Manager

## MENTORS



NELIE BAUTISTA  
Filipino Domestic Worker  
based in Singapore



MARY ANNE CASAMINA  
Filipino Domestic Worker  
based in Hong Kong



LIZA NATIVIDAD  
Filipino Domestic Worker  
based in Hong Kong



EVELYN OBILLO  
Filipino Domestic Worker  
based in Singapore



JANELYN VERGARA  
Filipino Domestic Worker  
based in Singapore

# OUR 2021 BOARD OF DIRECTORS



**SUJATA RAMAKRISHNA**

Strategic Planning  
and Operations,  
Digital, Tech and  
Innovation at  
JAPAC



**JANICE CHEW**

Lawyer  
Principal at JC  
Legal



**ROMAIN DI MEGLIO**

Regional CEO at  
health insurance  
company APRIL



**ALEX MISSERI**

Coach in  
Sustainable  
Development



# THANK YOU TO ALL OUR 63 TEAM LEADERS ACTIVE IN 2021

- **Team Leaders** are Uplifters' alumni volunteering their time to support new students
- **Gold Team** Leaders have facilitated at least 5 sessions of our online courses
- **Diamond Team Leaders** have facilitated at least 10 sessions of our online courses
- **Mentors** were selected among our most experienced and committed Diamond Team Leaders to support our pool of Team Leaders and advise staff on programmes' development and improvement

## HONG KONG (23)

### MENTORS (2)

Liza Natividad  
Mary Anne Casamina



### DIAMOND TEAM LEADERS (7)

Ailenemae Ramos  
Aljen Dela Cruz  
Georgette Sambas  
Maria Luisa Angupa  
Melanie Villar  
Melody Nadal  
Ronale Mendua



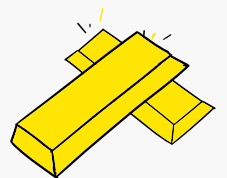
### TEAM LEADERS (3)

Lorna Datario  
Ludelieta Tariga  
Neda Reyes



### GOLD TEAM LEADERS (11)

Divina Dela Rosa  
Elisa T. Singcoy  
Eliza Gacad  
Emelyn Soriano  
Liesel Fernandez  
Maria Nemy Lou Rocio  
Michelle Ramiro  
Mirasol Baylosis  
Nancy Merilles  
Rosemarie Aquino  
Tonette R. Albo



# SINGAPORE (40)

## MENTORS (3)

Evelyn Obillo  
Janelyn Vergara  
Nelie Bautista



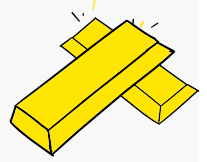
## DIAMOND TEAM LEADERS (14)

Edna Remasog  
Elizabeth Gong Libre  
Fripiyanti No name  
Grace Arsenal  
Herlyn Gargavite Banaban  
Julie Ann Tabigne  
Maylene Maylas  
Mercha Garcia Ramirez  
Rema Tablac  
Rhealyn Nudalo Luchar  
Rhodora Pastutiyo  
Stephanie Raciles  
Syarifitriyah Rahmani  
Yuli Astuti Endang



## GOLD TEAM LEADERS (13)

Cecilia Butaya  
Charo Sidon  
Cristina Belington V.  
Elsie Calumpiano  
Gerilita Garciso  
Haidee Roiles  
Lucena Mujeres  
Marie Joy Pugrad  
Mary Grace Basilia  
Melanie Balon  
Naicy Candido  
Recca B. Sumogat  
Supinah Mulyono



## TEAM LEADERS (10)

Agnes Bargo  
Annie Galves  
Daylen Vicente Santos  
Emi Kusmiati  
Jenelyn Leyble  
Jocelyn Rosario  
Joenita Tamo  
Joralyn Mounsel  
Mercedes De Jesus  
Nimfa Encio





A special thanks to our Team Leaders - Social Media Correspondents who have also volunteered as moderators and content creators for our Facebook Group Uplift Your Life.

Ailenemae Ramos  
Aljen dela Cruz  
Anne Marie Casimina  
Ayda Idaa  
Eliza Gacad

Elli Verdol Libre  
Ester Vargas  
Heidee Roi  
Janelyn Dupingay  
Lizz Natividad

Maria Nemy Rocio  
Nelie Bautista  
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@uplifters.community : On the spot meetings and Uplifters news.

