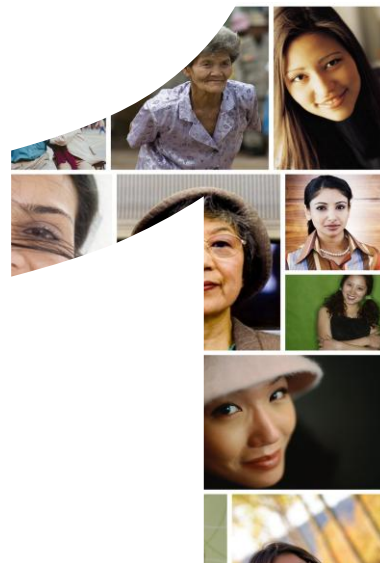


aware 



ANNUAL REPORT

## Our Mission

To remove all gender-based barriers so as to allow individuals in Singapore to develop their potential to the fullest and realise their personal visions.

## Our Vision

A society where there is true gender equality – where women and men are valued as individuals free to make informed and responsible choices about their lives.

Association of Women for Action & Research  
Annual Report 2011

More details of Sub-Committees' activities and the full set of accounts can be found in the Sub-Committee Reports 2011 and Audited Accounts 2011 respectively.

[www.aware.org.sg](http://www.aware.org.sg)

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# MESSAGE FROM AWARE PRESIDENT

Dearest AWARE members and supporters,

2011 was an eventful year, even by AWARE's standards. I was breathless from reminiscing about the changes we called for and the changes we initiated, over the course of one year.

- In a 1,000-family survey conducted in collaboration with Ngee Ann Polytechnic, we found (gasps of surprise) overwhelming support for paid paternity leave.
- AWARE submitted our position paper on the Singapore Budget - the first time that the Budget was reviewed from a gendered perspective.
- In the *Women's Choices, Women's Lives* conference co-organised with the National University of Singapore Society, participants came up with 100 changes for women they want to see in the next 25 years.
- AWARE went to the United Nations, again. Our four-person team went to New York to present AWARE's third CEDAW Shadow Report.
- Being perennial advocates for social change, we could not just sit down and have dinner at the AWARE Big Ball. We toasted heroines and heroes who champion gender equality, and turned the spotlight on practices that we found disagreeable.
- AWARE launched the only support service available in Singapore for women who have been sexually assaulted.
- By highlighting the "antediluvian" and repugnant premise of Section 157(d) of the Evidence Act - i.e., that sexually active women are less credible - AWARE started the process towards repeal. We are ecstatic that we saw change.

Aside from these headline-grabbing projects, there were also much tinkering and tweaking away from the limelight. 2011 saw us conduct our first Mandarin Helpline training; build up our coffers; and leverage on social media and technology for wider outreach and greater impact.

All this would not have been possible without our tireless and ever-cheerful staff; dedicated and passionate volunteers; and our very generous donors.

It has been a privilege and honour to serve as AWARE's President for two years. I thank you for this privilege and urge you to volunteer actively and join us for a journey of compassion and courage.

With hugs and a big roar!



Nicole Tan  
President 2010 – 2012

*This message is also dedicated to my daughter Trinity, and all the little and young ones.*

*The world can be better, and change can happen.  
Never lose heart. You are powerful enough to change the world!*



## MESSAGE FROM EXECUTIVE DIRECTOR

In 2011, AWARE made exceptional progress thanks to the support of our long-time sponsors and volunteers, as well as the contributions of our newer supporters.

We are particularly proud of how far we have come in terms of professionalising the organisation i.e. employing professional staff for all departments and setting up more formal systems and processes. This was identified as a priority as far back as 2007.

I am pleased to say that, whilst some of this is still ongoing, we have made good progress in the following areas:

- Staff – We are blessed to have a terrific team who, in partnership with our volunteers, have worked very hard, ably, and cheerfully, to help us achieve our vision and our 2011 goals;
- Volunteers – With the help of a grant from Lee Foundation, we have put in place a Volunteer Management System, enabling us to more systematically recruit, engage, track and acknowledge the work of our volunteers;
- Fund raising – For the first time in our history, with the generous support of supporters and consistent fundraising efforts, our coffers crossed the \$1 million;
- IT - We use free or very affordable cloud-based services and maximise our website and social networking tools to disseminate information and engage.

The result of these professionalisation efforts is the increased and more effective mobilisation of resources to make 2011 a fabulously productive year, as you can see in this Report.

The 2009 Aware Saga served to galvanise the older members and inspired many talented new ones to come forward to ensure AWARE's long-term sustainability and growth.

A big thank you to my staff for being such a great team, our committed volunteers who have given so much of their time and energy to help make the society a better place and the Board who has steered the organisation through the transition of developing into a more professional organisation. It has been a blast working with all of you.

The future is bright for AWARE. This is the time to engage and to contribute more actively than ever before to the policy-making process. We have to be strategic – choose our battles well, deploy our resources wisely, build partnerships, collaborate more and continue to build our resources and foundations, including grooming the next generation of leaders for AWARE.

Sincerely,



Corinna Lim  
Executive Director



# HIGHLIGHTS of 2011



## Sexual Assault Befrienders Service (SABS) is born

In November, following a six-month pilot period, we launched the first support service for survivors of sexual assault in Singapore.

SABS comprises a dedicated Helpline, counselling, legal counselling and Befriending services. The SABS Helpline 6779 0282 runs on weekdays from 10am to 9.30pm. Sexual assault survivors can also email us at [sabs@aware.org.sg](mailto:sabs@aware.org.sg) for assistance.

Compared to our other Support Services, our response time for SABS is shorter, as the needs of these women are more urgent. We also follow up on their cases more closely.

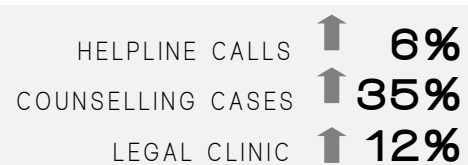
On *page 18*, read about how support from SABS helped to bring about the arrest of a rapist.

## Section 157(d) of the Evidence Act is repealed – and we helped

This archaic law makes it possible to discredit an alleged sexual assault victim through her sexual history. AWARE is proud to have initiated the repeal process by highlighting Section 157(d) in the media, and raising this to the attention of the Minister of Law, K Shanmugam.

Get the whole story on *page 13*.

## We reached out to more women in need of help



In 2011, a record number of women sought out our Helpline, Counselling, and Legal Clinic services.

We also successfully completed the training for our very first batch of Mandarin-speaking Helpline volunteers, who now assist Mandarin-speaking callers.

## We lobbied for women's rights at the United Nations

In 2011, we submitted our third CEDAW Shadow Report to the United Nations (UN).

We believe that CEDAW - Convention on the Elimination of All Forms of Discrimination Against Women - which is ratified by the Singapore government, is an important human rights framework that helps keep women's issues on the national agenda.



Making the trip to the UN headquarters in New York were: AWARE CEDAW Sub-Committee chair Braema Mathi, AWARE Vice-President Halijah Mohamad, AWARE Immediate Past President Dana Lam and AWARE research executive Nadzirah Samsudin.

Find out more about our lobbying efforts at the UN on *page 10*.

### We celebrated our 25th birthday

AWARE was formed shortly after the 1984 National University of Singapore Society (NUSS) forum "*Women's Choices, Women's Lives*", where participants concluded that Singapore needed a women's rights organisation.



To celebrate our 25th anniversary, we co-organised a reprise of this pivotal forum together with NUSS, titled *Women's Choices, Women's Lives: Shaping the Next 25 Years*. The objective: To take stock of where women are today, explore the policy approaches that have been taken in the last 25 years and collectively envision possibilities for the next 25 years. Read more about the event on *page 19*.

### Singaporeans want paid paternity leave and we can prove it

We commissioned a survey of 1,001 working parents, conducted by students from Ngee Ann Polytechnic's School of Business & Accountancy.

91 per cent of the respondents thought paternity leave should be made compulsory. Of these, 93 per cent explained that paternity leave would allow fathers to be more involved in parenting.

57 per cent of the respondents also welcomed the option of transferring parenting leave from mother to father.

### Highlighting women's issues for Singapore Budget 2011

For the first time, AWARE submitted a position paper to policy-makers about the allocation of funds and the policy priorities reflected in the Singapore Budget.

We believe that women's issues are important national issues, and this submission is part of our efforts to bring women's perspectives to policy-making.

### Fun FACT: Our financial literacy classes are better than ever



Our Financial Awareness & Confidence Training (FACT) workshops have been re-structured to make it more useful for women looking to gain crucial skills and knowledge to take charge of their future.

FACT classes are now offered in three parts, dealing with personal finance, insurance and investment respectively. Find out more on [page 20](#).

## We invented the AWARE Awards and the Alamak! Award

To drum up more attention for gender equality in Singapore, we launched the very first AWARE Awards, to celebrate women and men who have broken through gender barriers and helped to nurture a culture of gender equality in Singapore.

### NOMINEES FOR THE INAUGURAL AWARE AWARDS!



Just for fun, we also created the Alamak! Award, which highlights instances of sexism in Singapore.

The winners of the AWARE Awards and the Alamak! Award were announced at our Big Ball fundraising dinner this year. Read more about this fun evening on [page 25](#).

## Fundraising bonanza

Thanks to the support of organisations like the Chen Su Lan Trust, the Margaret Mary Wearne Charitable Trust, the Kwan Im Thong Hood Cho Temple, the Lee Foundation, the Kuan Im Tng Temple (Joo Chiat), the Chew How Teck Foundation, Hong Leong Foundation, the KOP Group, Bengawan Solo

and Bayview Hotel, our fundraising efforts this year went extremely well.

We raised about \$800,000 for our various initiatives, including the Sexual Assault Befrienders Service and the increased outreach of our Support Services.

We'd also like to thank the AWARE members, volunteers and supporters who generously donated their time, expertise and/or money to our various fundraising initiatives, including the inaugural Big Ball gala. We couldn't have done it without you!

## Growing our media outreach



Readership figures for our website grew significantly in 2011, thanks to awesome articles by writers like Alex Au, Lisa Li, Anu Selva-Thomson, and Mohamed Imran Mohamed Taib, as well as our small but dedicated army of enterprising interns.

As we continue working towards our goal of making the AWARE website the best source of news about feminism in Singapore, we will be bringing you more self-generated content.

You can also keep in touch with AWARE via our Facebook page, and sign up for our new and improved Daily News Update email service, where we deliver the most topical and interesting news about women's rights and gender issues straight to your inbox every weekday.

We have increased our presence in the media, averaging 17 mentions a month. See [page 24](#) for more details about our press coverage.

# PEOPLE

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## Board 2010 - 2012

This Board was elected at AWARE's Annual General Meeting on 28 August 2010 and was in place as of 31 December 2011. The members are:



**President**  
Nicole Tan



**Vice President**  
Halijah Mohamad



**Honorary Secretary**  
Lindy Ong



**Honorary Treasurer**  
Ann Seow

### Members



Dana Lam  
(Immediate Past President in 1st year and co-opted in 2011)



Chew I-Jin



Margaret Thomas



Teo You Yenn



Sunita Venkataraman  
(Co-opted)



# PEOPLE

## Standing Board Committees 2011

### Finance Committee

Ann Seow (*Chair*)  
Lim Seow Yuin  
Lillian Wong

### Audit Committee

Sunita Venkataraman  
Lillian Wong  
Lim Seow Yuin  
Stacy Thumboo

### Fundraising Committee

Dana Lam (*Chair*)

### Human Resource Committee

Lillian Wong (*Chair*)  
Dana Lam  
Nicole Tan

### Programmes Committee

Teo You Yenn  
Halijah Mohamad  
Lindy Ong

### Legal Committee

Annabelle Yip  
Zheng Huifen

## Sub-Committees 2011

### Singles Sub-Committee

Chew I-Jin (*Chair*)  
Mao Ailin (*Co-Chair*)  
Raudah Abdul Rashid  
Tessa Lim

### Foreign Wives Sub-Committee

Poonam Mirchandani (*Chair*)  
Azmeen Moiz  
Braema Mathi  
Nhu Pham<sup>2</sup>  
Sarah Chalmers

### It's My Life (Food Is Not The Enemy) Sub-Committee

Kwan Jin Yao (*Chair*)  
Clarence Lim

### Workplace Sexual

#### Harassment Sub-Committee

Corinna Lim (*Chair*)  
Anh Sumin  
Charmaine Ng  
Claire Chen  
Goh Li Sian  
Halijah Mohamad  
Irina Lysenko  
Janelle Lau  
Leigh Pasqual  
Mitalee Kurdekar  
Moana Jagasia  
Shalina Latiff  
Shivani Retnam  
Subhadra Rai  
Tan Yan An<sup>1</sup>

#### Trafficking Sub-Committee

Braema Mathi (*Chair*)  
Alice Clark-Patts  
Azmeen Moiz  
Devi Sharada  
Kathryn Baer<sup>3</sup>  
Preeti Bhagnani<sup>4</sup>  
Raqvind Kaur  
Shamila Nathan  
Silpa Ilan  
SMU's Pro Bono Law Club

### WTF! Zine Sub-Committee

Gillian Seetoh (*Chair*)  
Claire Chen  
Daryl Yam  
Grace Lin  
Gillian Toh  
Janice Tham  
Kesavan Thanagopal  
Luca Lum  
Natalie Tai  
Rachel Lim  
Samuel Koh  
Stella Sasha  
Vanessa Tai

### CEDAW Sub-Committee

Braema Mathi (*Chair*)  
Azmeen Moiz  
Clementine Yap  
Halijah Mohamad  
Mathia Lee  
Raqvind Kaur  
Sarah Chalmers  
Soh Kwan Mei

<sup>1</sup> Mitalee Kudekar left the sub-committee in July 2011, Shalina Latiff in August 2011. Tan Yan An was an AWARE intern who contributed to this project. Her internship ended in August 2011.

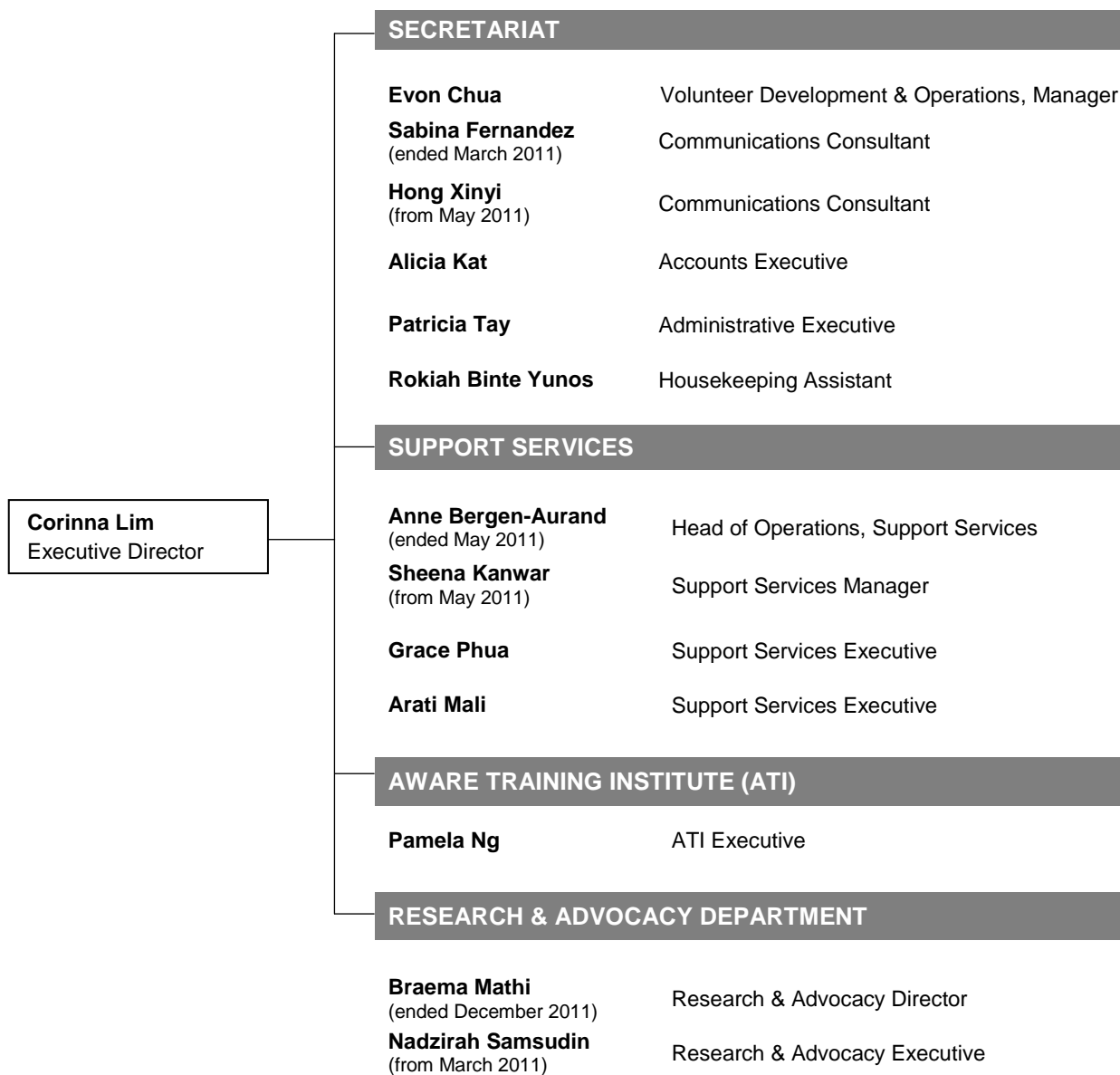
<sup>2</sup> Nhu Pham left the sub-committee in July 2011

<sup>3</sup> Kathryn Baer left the sub-committee in March 2012

<sup>4</sup> Preeti Bhagnani left the sub-committee in December 2011.

# PEOPLE

## AWARE Organisation Chart 2011



# DEPARTMENT UPDATES

## Research & Advocacy

Research has always been AWARE's strong suit. We have brought women's issues to the attention of the Singapore public, including policy-makers, and provided the impetus for policy reviews and change through our books, position papers and reports. In 2011, to further develop AWARE's research and advocacy capacity, the Board appointed Braema Mathi (Chair, AWARE's CEDAW Sub-Committee) to the position of (Hon) Research and Advocacy Director (RAD), so as to integrate CEDAW into AWARE's work. A Research & Advocacy Executive was appointed to assist her.

Research and advocacy in 2011 was thus based on CEDAW principles, with work aligned with the Concluding Observations of the United Nations CEDAW Committee and AWARE's own CEDAW Shadow Report. The overarching aim was to address gaps in achieving gender equality for all. The activities of 2011 described below were led by Braema Mathi who left the position of RAD in December 2011, while continuing her volunteer work on some projects into 2012. Vivienne Wee joined AWARE in February 2012 as our new RAD.

### 1. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

CEDAW is a United Nations (UN) convention that seeks to end gender discrimination. Adopted in 1979 by the UN General Assembly, it is often described as an international Bill of Rights for Women. Countries that have ratified CEDAW must report to the UN CEDAW Committee and prepare a periodic report every four years.

Singapore ratified CEDAW in October 1995, and has since submitted four reports, with two presentations (2007, 2011) to the UN CEDAW Committee. These reports describe the measures the State has taken to comply with CEDAW. In addition, non-governmental groups, such as AWARE, are encouraged to submit Shadow Reports to the UN CEDAW Committee, to provide a more comprehensive picture of the lives and status of women in each country.

AWARE submitted our third CEDAW Shadow Report in May 2011, receiving very good feedback from the UN CEDAW Committee, as well as compliments from international observers. Prior to submission, AWARE consulted with other NGOs. A four-member team from AWARE also participated in the 49th Session of CEDAW at the United Nations (New York, 14 – 24 July 2011): AWARE CEDAW Sub-Committee Chair Braema Mathi, CEDAW Sub-Committee Member Halijah Mohamad, Immediate Past President Dana

Lam, and Research and Advocacy Executive Nadzirah Samsudin.



At the UN, Braema highlighted 5 concerns in her oral presentation: withdrawal of reservations on articles 2, 11, 16; the need for the Office for Women's Development to consult more widely with NGOs, including AWARE; women and employment; discrimination against vulnerable groups; and body image.

Having taken on the responsibility of disseminating CEDAW and training other NGOs, AWARE's CEDAW Sub-Committee organised a CEDAW 101 workshop and a public forum on CEDAW. Both events attracted sizeable audiences. The Sub-Committee started work on a CEDAW booklet, *Women in Singapore: Your Rights and Status* and a CEDAW website.

## 2. Research volunteers, sub-committees and projects

An open invitation was sent to all AWARE members to a Research & Advocacy Volunteers' Night (28 April 2011). Twenty-eight keen members came. Some joined existing sub-committees, while others worked on various projects. Apart from the CEDAW Sub-Committee, the sub-committees on Foreign Wives and Singles made solid progress and are expected to complete their research and develop advocacy plans in 2012. The sub-committee on Workplace Sexual Harassment was revived from a previous existence in 2008. A new sub-committee was formed on Trafficking. In addition, work on 12 projects commenced. While the CEDAW Sub-Committee had a broad overview of AWARE's research and advocacy on CEDAW, the work of all the other sub-committees and projects were also aligned with CEDAW. The following table shows these alignments and explains the motivation and reasoning for having these sub-committees and projects. The status of each of these Sub-committees, as of 31 Dec 2011, is indicated in the Sub-Committee Reports 2011.

## 3. Sub-Committees

		Alignment with CEDAW	Motivation and reasoning
a	CEDAW	All of CEDAW	AWARE's CEDAW Sub-Committee was started by Braema Mathi when she was President (2004 – 2006). After Dr Meena Shivdas left for the UK in 2005, Braema became Chair of the Sub-Committee up to the present. AWARE has submitted three Shadow Reports to the UN CEDAW Committee (2001, 2007, 2011), which cover all gender discrimination issues of relevance to women in Singapore. Though Singapore is a signatory of CEDAW, public awareness on CEDAW is minimal, with a dearth of information. The sub-committee is thus producing a booklet and website to raise awareness and to get more women involved. These focus on Articles 1 – 7, 9, 11, 12, 13, 16 and GR 19.
b	Foreign Wives in Singapore	Articles 1 – 4 Article 5 Article 9 Article 11	Much of AWARE's Shadow Report 2007 was derived from secondary sources, which did not look at policies holistically. A 2009 study showed the need for an evidence-based approach to highlight the discriminatory policies against foreign wives. The Shadow Report of 2011 incorporated findings from this study, which was also used for advocacy on Articles 5, 9 and 11. This sub-committee was formed on this basis.
c	Singles in Singapore – Choice for Space	Articles 1 – 3 Article 5 Article 13	This sub-committee addresses the bias in policies that privilege a singular representation of the family, including housing policies, childcare policies and fertility policies. This marginalises alternative familial arrangements, excluding and penalising the many people whose lives and families do not fit narrowly defined forms.
d	Trafficking	Article 6	Article 6 is dedicated to trafficking. When the government announced its desire to ratify the Palermo Protocol on trafficking, it signalled that it was time for AWARE to get research going on this issue. Singapore is a destination country in trafficked girls and women. This sub-committee is concerned about the lack of a comprehensive legal framework to combat trafficking and provide protection for victims.

e	Workplace Sexual Harassment	Article 11	Research on sexual harassment of 2008 was used in AWARE's Shadow Report (2011). This sub-committee was set up to look into best practices adopted by other countries and to make recommendations on how Singapore could improve the protection available for sexual harassment victims.
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#### 4. Other Research & Advocacy Projects

	Alignment with CEDAW	Motivation and reasoning	
f	Imaging of ageing: <i>i. A critique of The Little Nyonya</i> (a popular TV series) <i>ii. A commentary on how ageing women are portrayed by the Chinese media</i>	Article 5	This group commenced work on analysing media portrayals of older women in Singapore, which are often ageist and sexist. Based on the interests of volunteers, two individual projects developed. The first examines power structures within a matriarchal family, while the second provided a critical analysis of stereotypical portrayals of older women in the Chinese media.
g	A review of advertising guidelines	Article 5	Women in advertisements are often depicted as sexualised objects used for promoting products. In Singapore, the pervasiveness of beauty advertisements causes concern. The current Singapore Code of Advertising Practice offers no comprehensive framework for protecting women's rights and dignity of women. This review aims to provide recommendations for a robust framework.
h	Is there enough structural support for working mothers?	Article 11	This project examined the choices women make to re-enter the workforce and commented on the support available to them. Data shows that women tend to leave their jobs during their late 20s and early 30s. Good qualitative research can be used for AWARE's next Shadow Report as a key area for lobbying.
i	Why older women are working	Articles 11 & 13	This project sought an understanding of why older women are working in low-wage jobs, e.g. <i>karang guni</i> and cleaners. Data about how vulnerable groups of women manage their livelihoods in the current economy is limited.
j	National Enlistment Act	Article 11	A reason cited by the government for placing a reservation on Article 11 is the National Enlistment Act, as gender inequality is supposedly needed to protect women from hazardous occupations. Amending the National Enlistment Act to include women would help to remove this obstacle.
k	Gender Budget Analysis	Articles 11, 12 & 13	AWARE started submitting recommendations to Singapore's annual Budget in 2011 to assess how women's needs are met financially, with the potential of developing such assessment to a larger advocacy exercise of examining how gender inequalities are reproduced.

		Alignment with CEDAW	Motivation and reasoning
l	Parenting leave in Singapore	Articles 5, 11 & 2007 Concluding Observations	This survey of 1,001 working parents provided evidence to back up AWARE's recommendations for mandatory paternity leave.
m	A review of the Women's Charter	Article 16	AWARE has been campaigning for the Women's Charter to be amended, to ensure that it is aligned with CEDAW. Recommendations for specific legal reforms will be formulated.
n	Repeal of Section 157(d) of Singapore's Evidence Act	GR19	AWARE initiated the repeal of this archaic 1872 law, which allowed a woman to be questioned on her sexual history so as to discredit her as a victim of sexual assault.
o	Making CEDAW real: Violence against women (VAW)	GR19	There was a plan to run a campaign with the slogan "Not OK" for the International Day for the Elimination of VAW on 25 Nov 2011. But the campaign did not materialise as there was another VAW event organised by the AWARE Secretariat.
p	Resources: Reports on Parliamentary discussions	Articles 1 to 7, 9, 11, 12, 13, 16, GR 19	The aim of this project is to monitor statements by MPs that are relevant to key CEDAW issues, with the potential of making these available on AWARE's website.

Please see *Sub-Committee Reports 2011* for details.

## 5. Achievements through partnerships and collaborations

AWARE achieved significant results in collaboration with the following partners:

- AWARE contributed to the repeal of Section 157(d) of Singapore's Evidence Act by drawing attention to it through the AWARE CEDAW Shadow Report 2011 and through an article published on news website *Public House*. This article attracted the attention of the Ministry of Law and AWARE subsequently met with Law Minister K Shanmugam, who agreed that the provision was archaic.

On 25 Nov 2011, he announced the proposed repeal of Section 157(d) at AWARE during the launch of our Sexual Assault Befrienders Service, saying: "I thank AWARE for raising it. And I really do not think that these assumptions, myths and repugnant views should find any expression in our laws."

The repeal was widely supported in Parliament, with many MPs echoing Mr Shanmugam's view that Section 157(d) was "premised on antediluvian assumptions that a sexually active woman is less worthy of credit" and "gives an opening for sexual assault victims to be subjected to gratuitous, traumatising and insulting cross-examination".

- In February 2011, 1,001 working Singaporeans and PRs with at least one child aged 7 years and below were surveyed by Ngee Ann Polytechnic final-year students (Business and Accountancy)<sup>5</sup> Survey findings were:
  1. Paternity leave should be mandated (91 per cent).
  2. Paternity leave will enable fathers to be more involved in parenting (93 per cent).
  3. Paternity leave should be at least 6 days (79.7 per cent, with 44.2 per cent opting for more than 11 days).
  4. About 50 per cent of companies currently offer paternity leave of mostly 1 to 3 days.
  5. When it is available, paternity leave is utilised by most fathers (75 per cent).

<sup>5</sup> This project was led by the Executive Director.

The survey has been widely publicised and cited in Parliament, and backs AWARE's recommendations to:

1. Make paid paternity leave of two weeks mandatory, with the cost shared between the employer and the state.
  2. Convert one of the four months of maternity leave into 'parental leave' to be taken by either parent, with the state sharing the cost with the employer when the father takes this leave.
  3. Offer a 'parenting present' of \$4,000 to couples when the father takes the one month of parental leave.
- A quantitative survey of 500 women (aged 18 – 64) about women and the economy was conducted in April - August 2011 by Ngee Ann Polytechnic final year students (Research and Marketing). The findings show trends that need further investigation. Two research houses were approached to conduct a baseline report on this, with funds approved by the Board. This work will be reviewed in 2012.
  - Our work on trafficking was enhanced by the review of relevant laws and statutes by the Singapore Management University Pro Bono Law Group.

## 6. Plans for 2012

Building on what has been achieved by the previous RAD, the current RAD, Vivienne Wee, has drafted a strategy for AWARE's change agenda – *Advocacy through Research and Constituency-Building* – as a living document, to be continually edited and updated to enable AWARE to strategise effectively for dynamic realities. The strategy locates AWARE's change agenda in state, economy and society, as change must occur in all these contexts to shift complex, interwoven directions.

The following outcomes are envisaged:

- **Three contexts of change: state, economy and society**
  - a. Advocating CEDAW to the state focuses on the framework provided by the Concluding Comments of the UN CEDAW Committee. A priority is to lobby continuously for a specific definition of discrimination against women, encompassing direct and indirect discrimination in all forms, to be incorporated in the Constitution and other legislation.
  - b. Calling for an inclusive economy entails research on women's marginalization within an economic structure that derives profit from women's unpaid and underpaid labour subsidies, especially in the care economy. An intersectional framework - which considers factors like race, ethnicity, religion, age, class, and sexual orientation and gender identity - will enable AWARE to provide a feminist perspective on economic relations across all issues, thereby ensuring that women's rights and gender equality would not just be afterthoughts tagged onto structural alternatives that are being sought.
  - c. Building a core constituency through the empowerment of marginalised women is important for AWARE's advocacy. Apart from consolidating our existing constituency, we need to include diverse women beyond the English-speaking middle class. We need to develop beyond advocacy *for* various categories of women as passive recipients to advocacy *with* them as active agents of change.
- **Resources for the implementation of this strategy**
  - a. Mobilising human and financial resources for the implementation of this strategy
  - b. Developing AWARE's capacity for research and advocacy

# DEPARTMENT UPDATES

## Support Services

### We provide the following services and programmes

#### HELPLINE 1800-774-5935

Available Mondays to Fridays, from 3pm to 9:30pm. Staffed by trained volunteers who provide distressed women with emotional support and referral services.

#### LEGAL CLINIC

Available on the second and fourth Thursday of every month. Provides women with free legal information and advice.

#### BEFIENDERS SERVICE

Befrienders support women in crisis by accompanying them to police stations, family courts, hospitals, and shelters.

#### COUNSELLING

Our professional counsellors offer sessions for individuals and couples focusing on a wide range of issues, including marital problems, gender-based

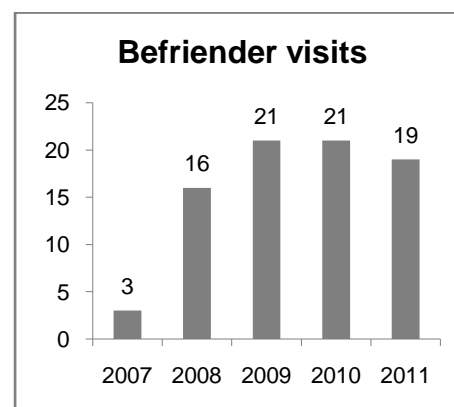
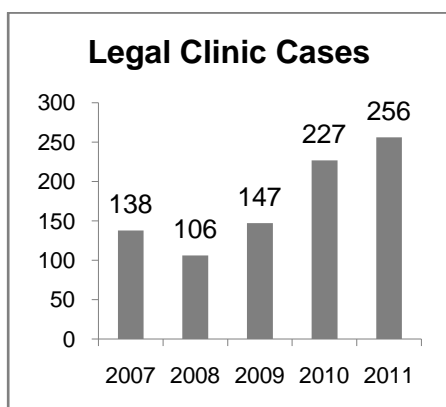
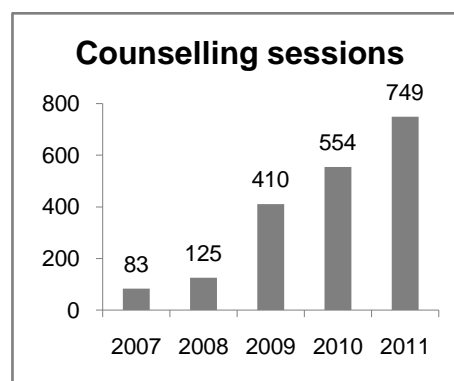
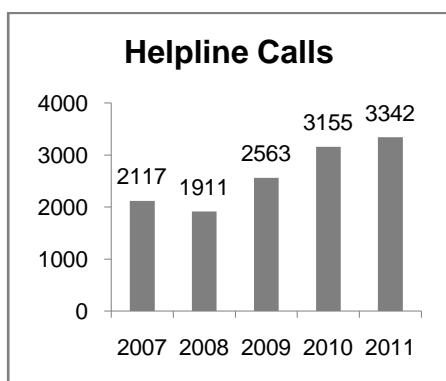
violence, sexual harassment and self-esteem.

#### SEXUAL ASSAULT BEFIENDERS SERVICE (SABS) 6779-0282

A specialised service to support victims and survivors of sexual assault. SABS comprises a dedicated helpline and email, legal advice, Befrienders and counselling.

## 1. Continued increase in demand

Demand for AWARE's support services continues to rise, with a particularly steep increase in demand for our counselling services. This has been a trend since 2008, perhaps as a result of a growing awareness of the support we offer. Helpline callers have often indicated that they found out about our services through articles in magazines, newspapers and websites.





## 2. Launch of Sexual Assault Befrienders Service

AWARE decided to introduce SABS in November as it noticed that many Helpline calls on sexual assault were from women who had suffered from sexual assault years ago, and were unable to get closure as they did not receive the support they needed at the time.

SABS provides comprehensive support for victims of sexual assaults, including a dedicated SABS helpline and email, counselling, Befriending and legal advice. Following a meeting with the Police Commissioner, SABS is working closely with the Serious Sexual Crimes Branch to provide emotional support for sexual assault victims going through police procedures.

In 2011, we handled 41 SABS cases, dating from the May launch of the pilot programme.

## 3. Sustainability of service provision and volunteer participation

Our support services are made possible by a committed community of AWARE volunteers.

### Helpline

- 2011 saw an increasing number of Helpline shifts - 74 per cent - being covered by volunteers, compared to 68 per cent in 2010 and 50 per cent in 2009. AWARE launched its Helpliner Star Scheme to reward and encourage active Helpline participation.
- A new online Helpline roster was developed by a volunteer, and introduced in January 2011. This has become a very convenient way for Helpliners to sign up for shifts.

### Helpline training

- 2011 saw a decrease in the attrition rates of trained Helpliners. 32 volunteers graduated from the two English Helpline trainings held in 2011, and 20 of these continue to volunteer.
- We also held our first Mandarin Helpline training session in 2011, and the staff put in a lot of time and effort to design the practical training components to ensure synergy with the existing Helpline. The group cohesion of this intake has been very inspiring. Almost all of the 12 trainees who graduated from this session are still volunteering regularly.

- 2011 also saw more sign ups by volunteer lawyers and Befrienders. Volunteer counsellors were also assigned more cases, which helped to meet the increasing demand for our counselling services.

## 4. Holistic support and quality of services

Socio-legal support continues to be a feature that we build on and are proud of. Having counselling, legal and Befriender services under the same roof ensures holistic support for women seeking our help.

To ensure quality, we continue to ask for feedback from our clients. Based on the portion of clients the National Council of Social Services requires AWARE to survey, 82 per cent of Helpline callers rated the service above average; 78 per cent of our counselling clients rated the service above average; 90 per cent of our Legal Clinic clients found the service to be above average; and 100 per cent of our clients who used the Befrienders service rated it above average.

The survey scale ranged from 1 to 5, with 1 being unacceptable, 3 being average, and 5 being good. Ratings of 4 or 5 indicate an "above average" appraisal.

## 5. Contributing to advocacy work

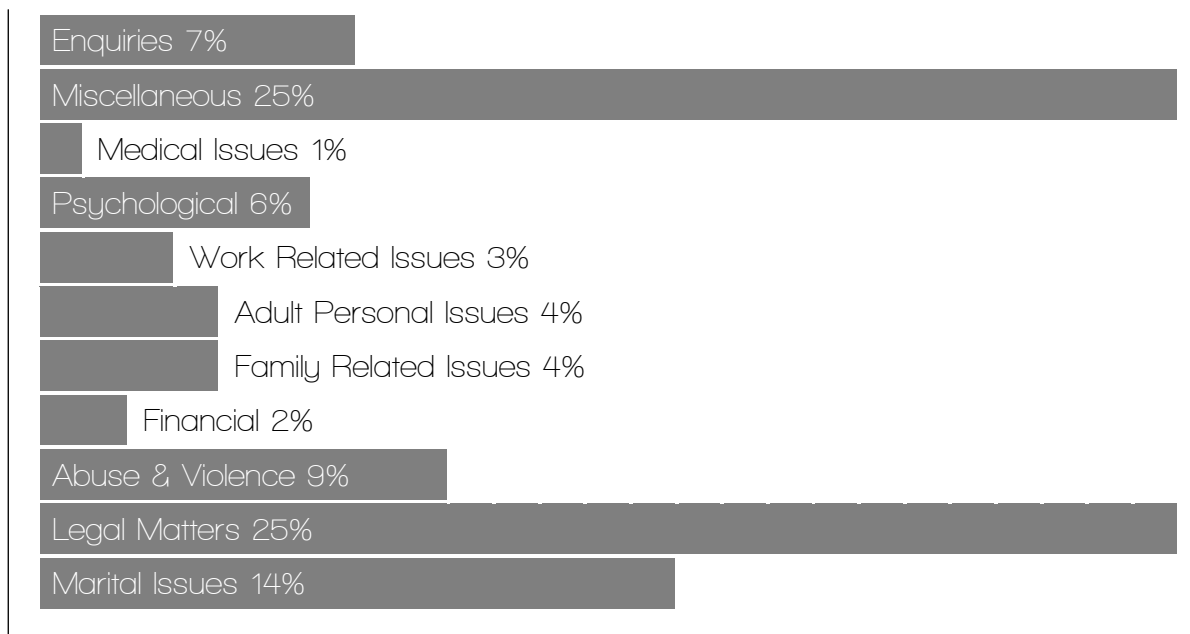
The Support Services staff provided case studies for a Memorandum on police procedures and practices relating to sexual assault, which was then presented to the Police on Dec 2, 2011, in a closed-door meeting between AWARE representatives and the Police Commissioner and other senior Police Officers. The Police agreed that they would:

- Allow AWARE's Befrienders to sit in on investigation interviews to provide emotional support for the victims
- Collaborate with AWARE to educate the public on sexual assault crimes, review processes for sexual assault cases where necessary and share non-sensitive data with AWARE.

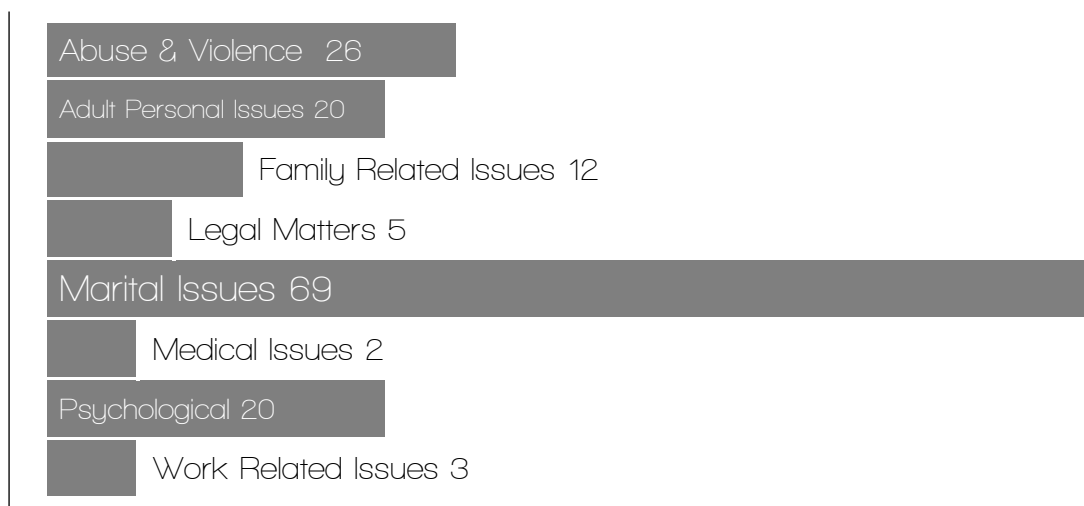
The Support Services team also provided case studies to support AWARE's second report on sexual harassment, which will be released in 2012.

## 6. A Glimpse of the Issues

**Helpline:** Of the 3,342 calls received during 2011, 25 per cent were related to legal issues followed by 14 per cent related to marital issues, as reflected in the graph below.



**Counselling:** Of 157 cases, 69 related to marital issues, and 26 sought help with situations involving abuse and violence.



Over 300 women approach AWARE's team of 9 counsellors every month. This puts our counsellors in the unique position of having an intimate knowledge of the troubles faced by women in Singapore. All details shared with our counsellors are strictly confidential. The following testimonials are reproduced with permission from clients who feel they can help other women by sharing their stories.

## SUCCESS STORIES

**Ms. Y** called in after she was sexually assaulted by her boyfriend. Although she did not want to make a police report, she was very traumatised and also very concerned about the physical impact.

Immediately after she called, a Befriender was arranged to accompany her to the hospital for a checkup. Soon after that, she started to see a counsellor at AWARE. Counselling continued for a long time till she was able to address her trauma and prepare herself for the future.

After a few months of counselling, she moved to another country and shared this feedback with the organisation, *"The counselling experience I had at AWARE was immensely helpful and irreplaceable. Thank you AWARE, you made me see that I am not alone and that I have the resources within me to survive anything!"*

**Ms. X** called the AWARE Helpline because she needed support while going through a strenuous divorce procedure. She started coming to AWARE for counselling and her counsellor told her about AWARE's Legal Clinic. As she prepared herself emotionally for her divorce, she became equipped with knowledge of her legal rights and options and was able to pursue the case in a more informed manner.

She gave these comments as part of her feedback for counselling services: *"Very well carried out, good morale booster. Counsellor was able to calm me down and help slowly adjust things."*

**Ms. C** approached AWARE after she was raped during her transit in a Middle Eastern Country on her way to Singapore. AWARE helped her connect with a lawyer in that country, who took her case. Later, she stated: *"The real healing began after I received the news that the rapist was arrested. I saw him in the suspects' line-up and the smirk on his face really angered me. And that's when I told myself I should not let a person who didn't even feel guilty or recognise the damage he had caused to ruin my life. I decided to volunteer at AWARE to return the help I received and transform my experience into something positive."*

## 7. Plans for 2012

- **Standard Operating Procedures (SOPs):** Finalise counselling and Helpline SOPs to professionalise our practices within a framework of feminist values and counselling ethics.
- **SABS and Befrienders service:** Raise awareness of services, increase capabilities to manage trauma cases and recruit more Befrienders.
- **Collaboration with Research & Advocacy:** Improve data-recording and management systems and work more closely with the Research Department.
- **Better networking with other support-providing agencies:** Work more closely with national bodies, Family Service Centres, and relevant agencies on gender violence issues.

# DEPARTMENT UPDATES

## AWARE Training Institute (ATI)

ATI develops and conducts proprietary programmes, and also organises courses and events by other parties. Our workshops serve to empower women and to educate them on issues that are relevant to AWARE. All our programmes are gender-sensitive, and take into account the different demands and expectations that society has for men and women. We also reach out to youths through school collaborations, to educate and empower them on relevant social issues such as body image, gender sensitivity, self-esteem, and sexuality education.

In 2011, ATI's programmes and events reached out to more than 2,400 people. ATI generated total revenue of **\$41,449** and net income of **\$23,948**, which is a significant increase from 2010's gross revenue of **\$9,969**.

### 1. Women's Choices, Women's Lives: Shaping the Next 25 Years



This conference, co-organised with the National University of Singapore Society (NUSS), was a reprise of a similar event held 25 years ago - the pivotal 1984 NUSS forum, "Women's Choices, Women's Lives", that led to the formation of AWARE in 1985.

The 2011 conference, held on March 5 at Kent Ridge Guild Hall, aimed to take stock of where women are today, explore the policy approaches that have been taken in the last 25 years and to collectively envision possibilities for the next 25 years.

Our Guest of Honour was Dr Aline Wong, Singapore's representative to the ASEAN Commission On The Promotion And Protection Of The Rights Of Women.

The conference opened with presentations from the following experts and women activists: Dana Lam, Braema Mathi, Dr Linda Lim, Dr Teo You Yenn and Dr Kanwaljit Soin.



The second part of the forum examined future possibilities and was led by a panel of informed younger women and men sharing their views and hopes on the development of policies affecting women in Singapore. This was followed by a breakout session, where participants discussed different aspects of the question: "What possibilities do you see for greater gender equality in the next 25 years in Singapore?"

This event drew about 190 persons, and was sponsored by the High Commission of Canada.

## 2. Financial Awareness & Confidence Training (FACT)

In January 2011, AWARE launched our Financial Awareness & Confidence Training (FACT) programme, which equips women with the knowledge they need to gain greater financial security.

Money management skills presently receive little attention in Singapore's schools. When available, adult financial education is often provided by vendors of financial products, who may not supply objective and impartial information.

What makes FACT different is its format. Each FACT module comprises a learning seminar and at least two Money Club sessions, where participants learn how to apply FACT principles to their lives. All FACT classes are led by trainers who are experienced executives in the financial industry.

More than 100 women have benefited from our FACT classes. In 2012, we intend to launch lunch-time talks for companies, to help more women achieve and maintain financial independence.

### **FACT 1: MONEY & ME**

An introduction to the foundations of personal finance. Topics include personal budgeting, debt management, savings and compound interest.

### **FACT 2: PROTECTING MYSELF & MY FAMILY**

This module provides a clear overview on the types of insurance available, as well as the coverage women need during different phases of their lives.

### **FACT 3: GROWING MY MONEY**

By clarifying concepts like risk, return and time horizon of investments, this module enables women to invest with confidence.

## 3. Youth's Guide On Healthy Relationships, Assertiveness & Empowerment

This comprehensive workshop was developed in October 2011 to promote healthy relationships and prevent risk behaviours among youths. This workshop is designed for those aged 13 and above. In our first run, we trained 30 students from ITE College West in October 2011.

Objectives:

- Instill a deeper awareness of healthy relationships
- Teach youths how to be assertive and empowered when facing peer pressure
- Inform youths about the adverse effects of drugs and drinking
- Help to develop decision-making and communication skills in relationships
- Facilitate discussions about body image issues

## 4. Other ATI Initiatives

### **Guide To Dealing With Workplace Sexual Harassment**

- Designed by legal, human resource and counselling experts, this signature programme trains both management and non-management employees to recognise, prevent and address workplace sexual harassment (WSH). In 2011, we trained more than 200 people from 21 different organisations on WSH, including 63 managers who attended the advanced Manager's Guide.

### **Comprehensive Sexuality Education (CSE)**

- A workshop that aims to provide youths with the knowledge and skills they need to make responsible choices about their sexual health. A major focus of this programme is to equip them with the tools they need in order to better handle relationships, including learning how to say "no". This programme is designed for those aged 15 and above. In 2011, 290 Grade 9 students from United World College South East Asia attended our CSE workshop.

## Dealing With Eating Disorders

- In 2011, AWARE adopted **Food Is Not the Enemy**, an existing unregistered youth group led by Kwan Jin Yao. The group raises awareness about eating disorders and addresses factors that contribute to eating disorders, including media representations and self-esteem issues. Now known as *It's My Life*, the group is currently developing a website about eating disorders and revising its workshop about body image.

## Roundtable Discussion

- This monthly event provides a platform for discussing issues relevant to AWARE. One of the key objectives of this series is to strengthen AWARE's capacity to identify, understand and respond to a wide range of trends, issues and policies. Typically, subject experts are invited to present their views on specific topics and participants are then invited to discuss the issues presented. In 2011, we held nine Roundtable Discussions, attracting about 250 attendees in total.

- **Women & Poverty**  
*By Leong Sze Hian & Dr Kanwaljit Soin*
- **Singlehood & Singaporean Indian Women**  
*By Gavin W. Jones, Kamalini Ramdas & Tracey Skelton*
- **Beyond Managing Homelessness**  
*By Ravi Philemon*
- **Faith & Gender Roles**  
*By Angie Chew Monksfield, Sr. Julia Ong, Amy Daniel, Kathirasan K, Mohamad Imran Taib and Jamshed K. Fozdar*

- **Technology, Gender & Empowerment In Singapore**  
*By Shirley Soh and Margaret Tan*
- **Making A Difference For Animals**  
*By Louis Ng, ACRES*
- **Stories From The Geylang Ground**  
*By Wong Yock Leng, Project X*
- **What's up with Sex Workers in Singapore? A Discourse On Those Trafficked**  
*By Noorashikin Abdul Rahman*
- **A Crisis of Masculinity?**  
*By Eric C. Thompson*

## Gender Matters

- This three-part workshop aims to educate AWARE members and volunteers, as well as members of the public, on feminism and gender issues. The three modules are: The History Of Feminism, The Princess Ideology, and What Does Feminism Mean to Me? 74 persons participated in these workshops.

## Third-Party Talks

- ATI works with third-party providers to organise workshops that meet our objectives on a fee-sharing basis.

In 2011, such programmes included:

- **The Passion Test**, by Gennet So
- **Boosting Self-Esteem**, by Maria Kassova
- **Kapap Women's Self Defence**, by Kapap Singapore
- **Training With Zest & Zing**, by Zaibun Siraj

## 5. Collaborations



### Citi-SECDC MoneyWise Financial Literacy Programme

In this initiative with South East Community Development Centre (SECDC), AWARE developed a financial literacy programme for low-income families who received financial assistance from SECDC and its partners.

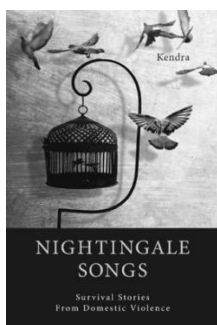


### **Anuradha Koirala, CNN Hero of The Year in 2010**

On May 18, United World College South East Asia (UWCSEA), UN Women, Prospero World and AWARE jointly organised a forum for Mrs Anuradha Koirala, a widely recognized activist who has dedicated her life to combating the sexual exploitation of women and children.

Mrs Koirala established her non-profit organisation Maiti Nepal in 1993, to protect Nepali girls and women from crimes like domestic violence, sex trafficking, child prostitution and labour.

The End/Beginning, a feature-length documentary about child sexual slavery was screened at this event, followed by a Q&A and meet-and-greet session with Mrs Koirala. Over 100 people attended the event.



### **Stop The Cycle Before It Starts**

To commemorate the United Nations' International Day for the Elimination Of Violence Against Women and as part of its Stop the Cycle Before it Starts campaign, AWARE organised the launch of Kendra Frazier's seminal book, Nightingale Songs, on November 25. More than 80 people attended this event.

Nightingale Songs is the first comprehensive documentation of the experiences of domestic violence survivors in Singapore. This event was organised to raise public awareness about domestic violence and generate a discussion about what the community can do to stop the cycle of violence. This event was sponsored by the High Commission of Canada.

## **SLUTWALK SINGAPORE**

### **SlutTalk: Promoting Consent, Preventing Coercion**

The SlutWalk movement began in January, when a Canadian police officer suggested that the way women chose to dress was to blame for the sexual violence inflicted on them. Thousands gathered for the first SlutWalk march in Toronto in April 2011, and Singapore's SlutWalk picnic took place on Dec 4.

AWARE collaborated with SlutWalk Singapore to give a talk on Promoting Consent, Preventing Coercion: What Men & Women Can Do To Prevent Sexual Assault. We also set up a booth at the SlutWalk picnic at Hong Lim Park, to tell more people about AWARE's support services for survivors of sexual assault.

## **6. Plans for 2012**

- **Development of new programmes:**
  - a. Workplace Power Harassment
  - b. Parents' Sex Education Training Programme
  - c. It's My Life Eating Disorders website
  - d. WTF! magazine
- **To provide FACT lunch time talks for companies**

# SECRETARIAT REPORTS

## Members & Volunteers

### Membership

# 537

As of 31 December 2011, AWARE had a total of 537 members.

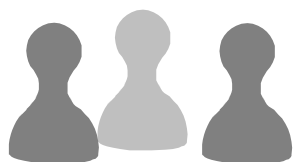


57 per cent are Ordinary Members, 13 per cent Associate Members and 9 per cent Student Members.

# 2 YEARS

and more

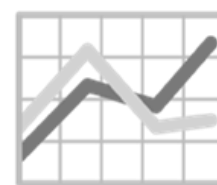
62 per cent of our membership have been AWARE Members for two years and more.



There were 166 new AWARE Members in 2011.

# LIFE

We have 112 life members.



Our membership strength fell by 15 per cent, from 632 members in 2010 to 537.

### Volunteers

# 196

We received a total of 196 new volunteer applications through our website.

# GTKA

Over 115 new volunteers attended the Get To Know AWARE sessions in 2011.



We also continued to offer internships to students. In 2011, we had 13 interns from universities like Oxford, Princeton and Wellesley.

# 79%

79 per cent of our volunteers are citizens and permanent residents.

- Helpline
- Research

Helpline and Research are the two most popular areas of interest for new volunteers.



We celebrated International Women's Day (March 8) by recognising 24 Outstanding Volunteers of 2011.

#### Outstanding Volunteers of 2011

- Anna Tan • Anne Bergen-Aurand • Azmeen Moiz • Bianca Spatafora • Christine Pepper • Eugenia Da Luz Campos • Haslynda Dahlan • How Mew Lian • Irene Sokolow • Lim Gek Hiang • Mary Woon • Maryelle Demongeot • Megha Singh • Nhu Pham • Ong Siew Nee • Robin Rheume • Poonam Miranchandi • Robyn Annat • Sarah Chalmers • Sherlin Giri • Subhashini Balaji • Veronica Wong • Wong Lillian • Zheng Huifen •

#### Outstanding Volunteer Team of 2011

- AWARE Board 2010-2011 •



# SECRETARIAT REPORTS

## Press Coverage



**In 2011, coverage of AWARE's initiatives increased considerably in both the mainstream media and new media outlets.**

We averaged about 17 press mentions a month. These included reports on major AWARE advocacy efforts and support services, such as:

- Pushing for mandatory paternity leave
- Measures to tackle workplace sexual harassment
- Preventing discrimination against pregnant employees
- Better support for foreign wives of Singapore citizens
- Improving maintenance payment collection for divorced spouses
- Ensuring women's issues are reflected in the Singapore Budget
- Providing information and support for victims of gender-based violence

Additionally, in accordance with AWARE's aim of providing a feminist perspective in the national dialogue, we also contributed opinion pieces and forum letters on the following issues:

- Human trafficking
- Institutional support for women in the workplace and at home

- The disturbing precedence set by a judgment that found a woman's attractiveness relevant to her divorce proceedings
- A London Weight Management ad with irresponsible messages about body image
- The Obedient Wives Club
- The importance of comprehensive sexuality education for youths

With the help of generous contributors and our enterprising interns, the AWARE website also offered a significant amount of self-generated content about gender issues. These included:

- Breaking the news about the SlutWalk movement coming to Singapore
- A review of the book *The AWARE Saga: Civil Society & Public Morality In Singapore*
- A piece about the state of female leadership in Singapore
- An exclusive interview with Nepalese activist Anuradha Koirala
- Updates on the latest Parliamentary debates on women's issues

# SECRETARIAT REPORTS

## Fundraising

We raised over  
**\$853,065**  
 thanks to our donors and  
 supporters.

AWARE's Big Ball <sup>6</sup>	\$	193,999
Lee Foundation	\$	200,000
Kwan Im Thong Hood Cho Temple	\$	170,000
Chen Su Lan Trust	\$	95,000
The Margaret Mary Wearne Charitable Trust	\$	60,000
National Council of Social Service Grant	\$	41,545
Other donations	\$	92,521

<b>TOTAL FUNDS RAISED IN 2011</b>	<b>\$</b>	<b>853,065</b>
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### Events:

#### AWARE's Big Ball



Following the success of Superwomen In Concert in 2010, we decided to bring back some of Singapore's most popular performers for a night of fine food, fun entertainment and great company,

AWARE's Big Ball 2011 was held at the Grand Hyatt Singapore on Oct 17. The event, which featured performances from Wendi Koh, Michaela Therese, Adrian Pang and Pam Oei, was attended by over 370 guests.

The winners of our inaugural **AWARE Awards**, which celebrate women and men who have helped to nurture a culture of gender equality in Singapore, were also announced at the event.

**Madam Halimah Yacob**, the Minister of State

for the Ministry of Community Development, Youth and Sports, received the **AWARE Heroine** award.

As Director of NTUC's Women's Development Secretariat, her leadership was crucial to providing support for single mothers, low-income women and women rejoining the work force. As a Member of Parliament, she has advocated for issues like anti-discrimination measures for pregnant employees, and protecting the rights of domestic workers.

**Mr Benny Bong** received the **AWARE Hero** award. He was recognised for his work in the prevention of family violence and violence against women, especially in counselling male perpetrators of violence.

<sup>6</sup> Figure excludes \$20,000 funding from Tote Board for AWARE's Big Ball 2011, which was reimbursed in February 2012.

**Ms Jolene Tan and Ms Wong Pei Chi**, the two core members of the No To Rape campaign to abolish marital rape immunity in Singapore law, were joint winners of the **AWARE Young Wonder** award.



We would like to thank the members of the AWARE Awards judging panel for their time:

AWARE board member and education entrepreneur Lindy Ong, academic and playwright Eleanor Wong, journalist Ong Soh Chin, academic Philip Holden and ambassador-at-large Professor Tommy Koh.

The winner of AWARE's first **Alamak! Award**, which highlights instances of sexism and was decided through Internet voting, was also unveiled at the Big Ball. **The Obedient Wives Club**, an initiative by the controversial Global Ikhwan group that promotes the view that wives should keep their husbands happy in the bedroom so as to prevent social ills like prostitution, received the largest number of votes.

## Book & Bake Sale



We hosted our very first Book & Bake Sale on July 9. The objective of the sale was to raise funds and build community spirit. We had an overwhelming response to our call for used books, CDs, VCDs, DVDs and baked goods. Hundreds of members and supporters showed up and we raised over \$3,000 from the sale of books and baked goods.

# VOLUNTEERS & SUPPORTERS

Thank you, from the bottom of our hearts, to our many volunteers and supporters who worked with us to support women and promote gender equality.

## **AWARE's Big Ball & Fundraising**

Adrian Pang  
Alex Serrenti  
Bianca Spatafora  
Louise Tagliante  
Eleanor Wong  
Jacqueline Choo  
Megha Singh  
Michaela Therese  
Oh Chai Hoo  
Ong Soh Chin  
Pam Oei  
Philip Holden  
Rita Hague  
Robin Rheaume  
Rosemary Chan  
Sharon Tan  
Tan Joo Hymn  
Tanneke Zeeuw  
Tommy Koh  
Wendi Koh

## **AWARE Training Institute**

Aarathi Arumugam  
Alice Abrigo  
Caris Lim  
Chitra Sankaran  
Constance Lim  
Deeksha Vasundhra  
Gennet Song  
Helen Tay  
Joseph Cheong  
Kendra Frazier  
Kushay How  
Kwan Jin Yao  
Maria Kassova  
Megha Singh  
Nur Alyani Bte Maulod  
Nhu Pham  
Ong Siew Nee  
Patsian Low  
Robin Rheaume  
Rosaini Sulaiman  
Schutz Lee  
Sherlin Giri  
Sherrilyn Koh  
Sim Wei Min  
Stephanie Chu  
Veronica Wong  
Wong Meiling  
Zaibun Siraj

## **Board Standing Committees**

Ann Seow  
Annabelle Yip

Dana Lam  
Halijah Mohamad  
Lillian Wong  
Lim Seow Yuin  
Lindy Ong  
Nicole Tan  
Stacy Thumboo  
Teo You Yenn  
Zheng Huifen

## **Book & Bake Sale**

Anne Bergen-Aurand  
Ann Wee  
Bianca Spatafora  
Dorothee Seissinger  
Gillian Nelson  
Grace Ke  
Lisa Li  
Megha Singh  
Otilda Colon  
Janaki Shah  
Jazzlyne Tan  
Josephine Poh  
Juwita Rahmat  
Robin Rheaume  
Pallavi Misra  
Priya Naidu  
Serena Lim  
Sylvia Low  
Tan Yan An  
Tania De Rozario  
Vaidehi Shah

## **History Archive**

Mandakini Arora  
Phyllis Chew

## **Interns**

Goh Li Sian  
Grace Ke  
Han Xu  
Jamie Nah  
Kylie Goh  
Melissa Tsang  
Natania Chue  
Otilda Colon  
Silpa Ilan  
Tan Yan An  
Tang Jinli  
Veesha Chohan  
Yuen Kit Kuan

## **Legal Clinic Lawyers**

Ashok Chugani  
Dee Mani  
Gloria James  
Goh Hui Nee

Halijah Mohamad  
Haslynda Dahlan  
June Lim  
Lalita Sreenivasan  
Malathi Das  
Poonam Mirchandani  
Sugidha Nithi  
Sumithira Nadarajah  
Toh Yu Kai  
Winniifred Gomez  
Wong Yu Chien  
Zheng Huifen

## **Library**

Clarissa Lim  
Hedwig Anuar  
Megan Ngo  
Myrna Blake

## **Research & Advocacy**

Aadya Deshpande  
Agnes Ong  
Alice Clark-Patts  
Anuja Hazarika  
Azmeen Moiz  
Bhavika Mahtani  
Braema Mathi  
Candice Tang  
Carol Chan  
Celia Lim  
Chan Wing Cheong  
Chandreyi Chakravarty  
Charmaine Ng  
Chew I-Jin  
Christine Pepper  
Claire Chen  
Daphne Ong  
Dilpreet Kaur  
Eugenia Da Luz Campos  
Gillian Seetoh  
Halijah Mohamad  
Ho Hock Lai  
Jeraldine Phneah  
Johann Leithon  
Kathryn Baer  
Kausar Shaik Naina  
Kellynn Wee  
Laavanya Kathiravelu  
Lee Yen Yen  
Leigh Pasqual  
Lim Gek Hiang  
Loh Peiying  
Lynnette Chan  
Maitte Cruz  
Mao Ailin  
Margaret Thomas  
Michael Hor

Michelle D'cruz  
 Ngee Ann Polytechnic's  
 School of Business &  
 Accountancy  
 Nicole D'cruz  
 Poonam Mirchandani  
 Rachel Lim  
 Raqvind Kaur  
 Rauda Rashid  
 Sarah Chalmers  
 Shalini Jayaraj  
 Shanta Arul  
 Shivani Rentam  
 Sia Ching Sian  
 Silpa Ilan  
 Subhadra Rai  
 Toh Shau Ching  
 Vicnan Pannirselvam  
 Warren Dcruz  
 Yahamali Wijesinghe

**Roundtable Discussion &  
 Other Talks**

Amy Daniel  
 Angie Chew Monksfield  
 Benny Bong  
 Braema Mathi  
 Chew I-Jin  
 Constance Singam  
 Danny Ho  
 Eric C. Thompson  
 Farish Ahmad-Noor  
 Gavin W. Jones  
 Institute of Policy Studies  
 Jamshed K. Fozdar  
 K, Kathirasan  
 Kamalini Ramdas  
 Kanwaljit Soin  
 Kendra Frazier  
 Lai Ah Eng  
 Leong Sze Hian  
 Louis Ng  
 Margaret Tan  
 Megha Singh  
 Mohamad Imran Taib  
 Noorashikin Abdul Rahman  
 Ravi Philemon  
 Robin Rheaume  
 Shirley Soh  
 Sr. Julia Ong  
 Theresa Devasahayam  
 Tracey Skelton  
 Udhia Kumar  
 Veron Lau  
 Wong Yock Leng

**Secretariat Volunteers**

Emily Lim  
 Irene Sokolow  
 Robin Rheaume  
 Wong Lillian

**Support Services**

Aditee Ghate  
 Anita Mukerjea  
 Anna See  
 Anna Tan  
 Annapoorna Venka  
 Anne Bergen-Aurand  
 Brittany Ng  
 Candice Tang  
 Carinn Ang  
 Caris Lim  
 Clementine Yap  
 Daphne Ong  
 Debbie Sim  
 Evelyn Tan  
 Faeza Sirajudin  
 Hiroko Fujita  
 Hoh Mew Lian  
 Irene Sokolow  
 Jacki Nicholas  
 Jing Xuan Ng  
 Joey Tan  
 Katharine Ho Kit Ying  
 Katherine Gruenenfelder  
 Koh Kiat Mui  
 Lim Chun Kiat  
 Lisa Ng Wai Yee  
 Lydia Lok  
 Madeline Rae  
 Mary Ann C. Villar  
 Mary Woon  
 Maryelle Demongeot  
 Megha Singh  
 Nelly Song  
 Patricia Cannon  
 Polly Lu  
 Prapti Sherchan  
 Priyanka Amarnath  
 Quah Siang Hui  
 Ragini Kangesan  
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 Zeana Marie Haroun  
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 Women's Lives Conference**

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 Braema Mathi  
 Dana Lam  
 Gillian Seetoh  
 Kanwaljit Soin  
 Lena Lim  
 Muhammad Jauhari Bin  
 Zain  
 Nhu Pham  
 Robin Rheaume  
 Teo You Yenn  
 Vivienne Wee  
 Wong Pei Chi  
 Zaibun Siraj

**Youth Projects (WTF! and  
 It's My Life)**

Claire Chen  
 Clarence Lim  
 Daryl Yam  
 Dorothy Siok  
 Gillian Seetoh  
 Gillian Toh  
 Goh Li Sian  
 Grace Lin  
 Janice Tham  
 Kesavan Thanagopal  
 Kwan Jin Yao  
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 Luca Lum  
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# FINANCIAL INFORMATION

## STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2011

	2011 S\$	2010 S\$
ACCUMULATED FUND	995,122	538,395
PROJECT FUND	249,595	307,658
FINANCIAL INTELLIGENCE TRAINING FUND	18,810	32,174
IN MEMORY OF JAGRAJ VERMA FUND	30,000	30,000
	1,293,527	908,227
Represented by :		
PLANT AND EQUIPMENT	1,835	5,991
CURRENT ASSETS		
Inventories	280	280
Deposits and prepayment	1,911	5,432
Fixed deposits and accrued interest	662,730	561,826
Cash at bank and on hand	649,482	349,818
	1,314,403	917,356
Less :		
CURRENT LIABILITIES		
Accrued operating expenses	22,711	15,120
	22,711	15,120
NET CURRENT ASSETS	1,291,692	902,236
	1,293,527	908,227

# FINANCIAL INFORMATION

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2011

	Accumulated Fund			Project Fund	Financial Intelligence Training Fund	2011	2010
	Main	Direct Services	Total	Total	Personnel Money Management		
	S\$	S\$	S\$	S\$	S\$	S\$	S\$
<b>REVENUE</b>							
Tax exempt donation	261,087	201,350	462,437	-	-	462,437	274,460
Non-Tax Exempt donation	13,281	42,555	55,836	-	-	55,836	309,300
Fundraising activities:							
- Superwomen in concert (Tax exempt donation)	-	-	-	-	-	-	208,483
- Superwomen in concert (Non-Tax Exempt donation)	-	-	-	-	-	-	125,272
- AWARE 25th birthday (Tax exempt donation)	-	-	-	-	-	-	2,010
- AWARE 25th birthday (Non-Tax Exempt donation)	-	-	-	-	-	-	1,337
- Big ball event (Tax exempt donation)	171,974	-	171,974	-	-	171,974	-
- Big ball event (Non-Tax Exempt donation)	22,025	-	22,025	-	-	22,025	-
- Book sale event	3,366	-	3,366	-	-	3,366	-
- Mar 5th women conference	508	-	508	-	-	508	-
- Seed money youth for causes	5,186	-	5,186	-	-	5,186	-
Counselling/Training contribution	-	16,453	16,453	32,294	5,539	54,286	9,268
Subscriptions	16,625	-	16,625	-	-	16,625	18,830
Interest of fixed deposits	3,741	-	3,741	-	-	3,741	1,804
Activities income	-	-	-	-	-	-	19,130
Other Income	6,377	320	6,697	125,036	-	131,733	6,860
	504,170	260,678	764,848	157,330	5,539	927,717	976,754



# FINANCIAL INFORMATION

## STATEMENT OF COMPREHENSIVE INCOME (CONT'D) FOR THE YEAR ENDED 31 DECEMBER 2011

	Main	Direct Services	Total	Project Fund	Personnel Money Management	2011	2010
<b>Less :</b>							
<b>EXPENDITURE</b>							
Activity expenses	(500)	-	(500)	100	-	(400)	8,458
Accounting fees	992	583	1,575	175	-	1,750	4,000
Advertisement	57	33	90	10	-	100	-
Auditors' remuneration	1,501	812	2,313	121	-	2,434	9,369
Bank Charges	1,137	31	1,168	204	102	1,474	1,005
Big ball event expenses	43,562	-	43,562	-	-	43,562	-
Book sale event expenses	27	-	27	-	-	27	-
Capacity building	455	47	502	4,617	-	5,119	4,210
Celebrate event - 27/11/10	-	-	-	-	-	-	9,049
Counselling fee	-	7,775	7,775	-	-	7,775	-
Depreciation of plant and equipment	3,276	1,637	4,913	-	-	4,913	20,206
Employee benefits expenses/project support staff	90,254	118,572	208,826	160,578	13,306	382,710	267,098
Entertainment	-	-	-	-	-	-	436
General expenses	2,525	568	3,093	604	-	3,697	2,552
General meeting	65	38	103	11	-	114	615
Insurance	3,194	1,744	4,938	640	42	5,620	2,043
Intern allowance	-	-	-	1,425	-	1,425	1,638
Library books	-	-	-	-	-	-	18
Local transportation expenses	311	290	601	6,555	9	7,165	2,020
Mar 5th women conference expenses	1,194	-	1,194	-	-	1,194	-
Marketing and publicity	-	-	-	-	-	-	21
Merchandise	2,684	-	2,684	-	-	2,684	1,619
Medical fees	275	40	315	339	33	687	506

# FINANCIAL INFORMATION

## STATEMENT OF COMPREHENSIVE INCOME (CONT'D) FOR THE YEAR ENDED 31 DECEMBER 2011

	Main	Direct Services	Total	Project Fund	Personnel Money Management	2011	2010
<b>Less :</b>							
<b>EXPENDITURE</b>							
Newspaper and magazine	404	209	613	93	-	706	717
Pest control	210	123	333	37	-	370	-
Postages and stationery	2,302	1,650	3,952	1,330	59	5,341	3,969
Photocopy usage	992	580	1,572	168	-	1,740	327
Refreshment	2,163	922	3,085	807	144	4,036	1,296
Research fee	-	-	-	3,100	-	3,100	-
Rental of equipment	2,230	1,312	3,542	394	-	3,936	3,698
Rental of premises and facilities	5,828	3,428	9,256	1,029	-	10,285	10,285
Repairs and maintenance	1,402	751	2,153	121	-	2,274	2,307
Seed money youth for causes expenses	2,409	-	2,409	-	-	2,409	-
Staff training	491	641	1,132	867	-	1,999	1,144
Superwomen in concert expenses	-	-	-	-	-	-	72,359
Volunteer consultancy	-	1,500	1,500	-	-	1,500	-
Volunteer management recognition	-	-	-	122	-	122	-
Volunteer training	-	-	-	-	-	-	3,131
Subscriptions	57	33	90	10	-	100	100
Telecom charges and fax	2,739	1,598	4,337	471	-	4,808	4,589
Trainer / Speakers fees	54	2,369	2,423	12,181	2,540	17,144	7,850
Translation fees	-	-	-	-	950	950	-
Utilities	4,499	2,646	7,145	794	-	7,939	7,540
Website maintenance	853	458	1,311	297	-	1,608	12,644
(General overheads recoverability)	(19,911)	-	(19,911)	18,193	1,718	-	-
	177,642	150,390	328,032	197,200	17,185	542,417	466,819
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>	326,528	110,288	436,816	(39,870)	(11,646)	385,300	509,935
<b>OTHER COMPREHENSIVE INCOME</b>	-	-	-	-	-	-	-
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>	326,528	110,288	436,816	(39,870)	(11,646)	385,300	509,935

# FINANCIAL INFORMATION

## STATEMENT OF CHANGES IN ACCUMULATED FUND AS AT 31 DECEMBER 2011

	Accumulated Fund S\$	Project Fund S\$	Financial Intelligence Training Fund S\$	In Memory of Jagraj Verma Fund S\$	Total S\$
BALANCE AS AT 1 JANUARY 2010	225,219	108,632	34,441	30,000	398,292
Total comprehensive income for the year	313,176	199,026	(2,267)	-	509,935
BALANCE AS AT 31 DECEMBER 2010	538,395	307,658	32,174	30,000	908,227
Total comprehensive income for the year	456,727	(58,063)	(13,364)	-	385,300
BALANCE AS AT 31 DECEMBER 2011	995,122	249,595	18,810	30,000	1,293,527

# FINANCIAL INFORMATION

## PROJECT FUND

	Befrienders	AWARE Training Institute	Lee F (VMS)	Claire Chiang	CEDAW	CSL Anti Violence Fund	SNOW	Executive Director	Single Research Fund	Margaret Mary Wearne Charitable Trust	Total
	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$
Balance as at 1 January 2010	8,439	9,218	-	-	10,975	-	30,000	50,000	-	-	108,632
Donation received	-	84,385	211,850	10,000	-	-	-	-	26,429	-	332,664
Disbursement	(8,438)	(37,694)	(37,506)	-	-	-	-	(50,000)	-	-	(133,638)
Balance as at 31 December 2010	1	55,909	174,344	10,000	10,975	-	30,000	-	26,429	-	307,658
Donation received	-	32,199	-	-	131	65,000	-	-	-	60,000	157,330
Funds transferring to Accumulated Fund	-	(69,071)	(63,846)	-	(11,106)	(36,065)	(30,000)	-	(6,272)	(33)	(215,393)
Balance as at 31 December 2011	1	19,037	110,498	10,000	-	29,935	-	-	20,157	59,967	249,595

# STATUTORY INFORMATION

## Affiliation

1.	National Council of Social Service (NCSS)	Full Member
2.	Singapore Council of Women's Organisations (SCWO)	Ordinary Member

## Registration

Registered address	Block 5 Dover Crescent #01-22 Singapore 130005
Financial Year	31 December

	Registration Number	Date of Registration
Registry of Societies (ROS)	188/85CAS	25 November 1985
Commissioner of Charities	1871	23 March 2005
Institute of Public Character (IPC)	000025	1 September 2011 to 31 Aug 2013
Unique Entity Number	S85SS0089B	1 January 2009

<b>Board</b>	<p>The following person were elected into the Board at the Annual General Meeting held on 28 August 2010:</p> <ol style="list-style-type: none"> <li>1. Nicole Tan (President)</li> <li>2. Halijah Mohamad (Vice President)</li> <li>3. Lindy Ong (Honorary Secretary)</li> <li>4. Ann Seow (Honorary Treasurer)</li> <li>5. Margaret Thomas (Committee Member)</li> <li>6. Teo You Yenn (Committee Member)</li> <li>7. Chew I-Jin (Committee Member)</li> </ol> <p>Sunita Venkataraman was co-opted as a Committee Member on 25 September 2010.</p> <p>Dana Lam was the Immediate Past President from 28 August 2010 to 28 May 2011 and was co-opted as a board member w.e.f. 28 May 2011.</p>
<b>Auditors</b>	Cypress Singapore Public Accounting Corporation

## Review

### Staffing

Staff are recruited locally. As at 31 December 2011, the breakdown of the staff strength is as follows:

Managers	3
Other Professional Staff (Executive Level)	5
Cleaner	1
	9

### Remuneration of Board Members

No board member has received any remuneration in 2011.

### Remuneration of Top 3 Executives

In terms of Salary Band, the breakdown is as set out below:

Salary Band FY 2011 (incl. bonus, excl. employer's CPF contribution)	Headcount
Below \$100,000	1
Below \$50,000	2
TOTAL	3

### Reserves Policy

Our reserves position:

	Current Year (\$)	Previous Year (\$)	per cent Increase / (Decrease)
<b>Unrestricted Funds (Reserves)</b>	995,122	538,395	85 %
Restricted / Designated Funds:	298,405	369,832	-19 %
- Building Fund		-	
- Education Fund		-	
- Others			
Endowment Funds		-	
Total Funds <sup>7</sup>	1,293,527	908,227	42 %
<b>Ratio of Reserves<sup>8</sup> to Annual Operating Expenditure<sup>9</sup></b>	2.38 (28 months)	1.67 (20 months)	42 %

The Reserves Policy adopted by AWARE is as follows:

To maintain its reserves at a level which is at least equivalent to 12 months worth of annual operating expenditure in view of the 12 month lead time for grants to be approved and disbursed. If possible, it will try to increase the amount of reserves to 15 months.

The reserves will be used in the following manner:

- a. Maintain reserves in fixed deposits with an established bank or finance company for the next 12 months.
- b. The Board regularly (**half year**) reviews the amount of reserves that are required to ensure that they are adequate.
- c. The reserves shall not be utilized except with the approval of the President and Treasurer / Assistant Treasurer, and only when the cashflow falls below 3 months of the monthly operating expenses.

<sup>7</sup> Total funds include unrestricted, restricted, designated and endowment funds.

<sup>8</sup> Unrestricted Funds.

<sup>9</sup> Charitable Activities and Other Operating and Administration Expenses i.e. \$542,217

## Compliance with Charities Code For period from Jan 2011 to Dec 2011

S/No.	Code Description	Code ID	Compliance
A	<b>BOARD GOVERNANCE</b>		
1	Are there Board members holding staff appointments? (Skip items 1 and 2 if "No")		No
3	If the governing instrument permits staff to become Board members, they should comprise not more than one-third of the Board.	1.1.2	NA
4	Staff does not chair the Board.	1.1.2	NA
5	There is a maximum limit of four consecutive years for the Treasurer.	1.1.6	Complied
6	The Board has an audit committee (or designated Board members) with documented terms of reference.	1.2.1	Complied
7	The Board meets regularly with a quorum of at least one-third or at least three members, whichever is greater (as required by the governing instrument).	1.3.1	Complied
	<b>CONFLICT OF INTEREST</b>		
8	There are documented procedures for Board members and staff to declare actual or potential conflicts of interest to the Board.	2.1	Complied
9	Board members do not vote or participate in decision-making on matters where they have a conflict of interest.	2.4	Complied
	<b>STRATEGIC PLANNING</b>		
10	The Board reviews and approves the vision and mission of the charity. They are documented and communicated to its members and the public.	3.1.1	Complied
11	The Board approves and reviews a strategic plan for the charity to ensure that the activities are in line with its objectives.	3.2.2	Complied
	<b>HUMAN RESOURCE MANAGEMENT</b>		
12	The Board approves documented human resource policies for staff.	5.1	Complied
13	There are systems for regular supervision, appraisal and professional development of staff.	5.6	Complied
	<b>FINANCIAL MANAGEMENT AND CONTROLS</b>		
14	The Board ensures internal control systems for financial matters are in place with documented procedures.	6.1.2	Complied
15	The Board ensures reviews on the charity's controls, processes, key programmes and events.	6.1.3	Complied
16	The Board approves an annual budget for the charity's plans and regularly monitors its expenditure.	6.2.1	Complied
17	The charity discloses its reserves policy in the annual report.	6.4.1	Complied
18	Does the charity invest its reserves? (Skip item 16 if "No")		No
19	The charity invests its reserves in accordance with an investment policy approved by the Board. It obtains advice from qualified professional advisors, if deemed necessary by the Board.	6.4.3	NA
	<b>FUNDRAISING PRACTICES</b>		
20	Donations collected are properly recorded and promptly deposited by the charity.	7.2.2	Complied
	<b>DISCLOSURE AND TRANSPARENCY</b>		
21	The charity makes available to its stakeholders an annual report that includes information on its programmes, activities, audited financial statements, Board members and executive management.	8.1	Complied
22	Are Board members remunerated for their Board services? (Skip items 19 and 20 if "No")		No

**aware** 

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