

**MOST RAPE VICTIMS DO NOT REPORT WHAT HAPPENED.**

I AM AWARE **SHARE**



**WOMEN NEED TO SPEAK UP IF THEY WANT TO BE HEARD.**

**AWARE** is proud to be the loudest mouth when it comes to putting women's issues on the national agenda.  
**I AM AWARE**

**SHARE THIS WITH YOUR FRIENDS**

8 SHARED THIS

# AWARE ANNUAL REPORT 2012



**MY DAUGHTER WILL GROW UP IN A WORLD WHERE WOMEN ARE INCREASINGLY SEEN AS SEX OBJECTS.**

**AWARE** advocates for all mothers, regardless of marital status, to be given the same maternity benefits.

I AM AWARE

**SHARE THIS WITH YOUR FRIENDS**

8 SHARED THIS



**UNWED MOTHERS ARE NOT GIVEN THE SAME BENEFITS AS MARRIED MOTHERS IN SINGAPORE.**

I AM AWARE **SHARE**

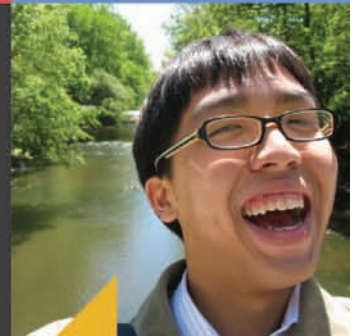
**ABOUT 10% OF WOMEN IN SINGAPORE HAVE BEEN PHYSICALLY ABUSED BY A MAN.**

I AM AWARE **SHARE**



**WOMEN EARN ON AVERAGE 27% LESS THAN MEN IN SINGAPORE.**

I AM AWARE **SHARE**





# CONTENTS

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## 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.

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# MESSAGE FROM AWARE PRESIDENT



Welcoming the audience at the Big Ball

## Reflections on 12 months in the Hot Seat

Stepping up to the President role was not something I had planned when I decided to Lean Back (Arianna Huffington) after Leaning In (Sheryl Sandberg) for 27 years in corporate life. Through the various situations that I had to handle at AWARE since May 2012, some of which were new and stretching me out of my comfort zone, I realized that Leaning Well is a wisdom that I was on the path to developing.

The idea is not new in Asian mediation practices or in martial arts. Being grounded in my values allowed me to confront my fears. My head knows that when I'm relaxed and breathing deeply, my senses will be tuned in to what's happening around me. But my body is wired to run faster, do more, bring it on!

Tapping into the forces of the universe meant I had to let go. In the process of unlearning old habits and learning new ones, I made mistakes. I had to learn to listen to my heart in order to achieve a state of equilibrium - leaning up, down, front, back, sideways - amidst the rough and tumble of civil society.

So as a feminist in pursuit of Leaning



With her band of fiery feminists

Well, the question I am reflecting on at this midpoint of my term is, "Am I making a difference yet?" On balance, under my watch, have AWARE's achievements - internally and externally - helped to shape thinking in the public arena, influence policy change at the state level, and connect with key constituents?

I will let our achievements speak for themselves in the rest of this Report. It will be crystal clear that my influence has been indirect except in 2 areas. All the results were accomplished with the blood, sweat and tears of our dedicated staff, passionate volunteers, and committed members. We're experiencing a tipping point in Singapore Civil Society and, as in the past, AWARE has been paving the way for women and girls to ride the wave!

The 2 areas where I had the most influence is Board Excellence, and Project Butterfly. I am privileged to lead 2 teams of smart, hardworking, and wise feminists who also know how to have fun at AWARE. Our opinions and working styles may differ but we stand united in 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."





Leaning back while leaning in

We have an amazing mix of professions, life stages, lifestyles, marital status, and expertise within the Board. What binds us together is our belief in people's generosity – even though we don't have all the answers, we took on the challenge of being a Board member of a renowned women's NGO and leading in the best way we can.

With Project Butterfly, we continued the journey that started in 1985 and brought it to the next stage of consolidation. We're confident that the enhancements we're making to policy, process and structure will strengthen AWARE's ability to work for the changes we want to see in our society.

This 1st year has changed me dramatically. AWARE has been a great teacher. I look forward to our 2nd year with great enthusiasm!

**Yours sincerely,  
Winifred Loh  
President**

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***"If you want to go fast, go alone.  
If you want to go far, go together."  
African Proverb***

**Who am I?**

Born, bred and schooled in Singapore  
Actively involved in community organizations for 20+ years  
Working professionally as Consultant, Strategist, Executive Coach, Facilitator,  
and Trainer  
Product of many media influences

**Music Influences**

"Stronger" (What doesn't kill you) by Kelly Clarkson  
"Sister" by Cris Williamson

**Book Influences**

"Boards That Make a Difference: A New Design for Leadership in Nonprofit and  
Public Organizations" by John Carver  
"On Becoming Fearless" by Arianna Huffington

**Movie Influences**

"Incendies" Director: Denis Villeneuve, 2010, Canada  
"Les Miserables" Director: Tom Hooper, 2012, Great Britain

# MESSAGE FROM EXECUTIVE DIRECTOR

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There is never a dull moment at AWARE.

This has been my experience from the day I started as AWARE's Executive Director on 1st March 2010. It feels like I have been on an adrenaline high for the last three years with each day presenting new challenges, opportunities and rewards.

AWARE has become a much stronger organisation since 2010. We focussed first on getting our basics in place to enable us to function at a higher level. Today, we have:

- Professional staff for all our departments with staff dedicated to carrying out fundraising, volunteer management and communications
- 226 active volunteers
- Annual plans translating to targets for each department
- IT systems to support all key aspects of our work
- A strong financial position, with funds exceeding \$1.5 million for the first time in AWARE's history.

In 2012, we focussed on increasing our outreach and impact. I am especially proud of our:

- first year of operations of the Sexual Assault Befriender Services (SABS)
- advocacy efforts on Workplace Sexual Harassment and the Voluntary Sterilization Act
- outreach to Chinese speakers by increasing the number of bilingual Helpline and translating English webpages and forum letters to Chinese.

Please refer to the Highlights page for the best of 2012.



But, at the end of the day, what is more important than all these achievements and what keeps our team going strong are the people whose lives we touch and with whom we work.

We are a community of people who:

- enjoy working together to make the world a better place,
- look out for the underdog,
- value the individual and embrace diversity.

The shared journey to achieve AWARE's mission is what makes the work FUN.

So, thank you for sharing this journey with us, for the support and the friendships. It has been good and it will get even better.

Let's keep doing good and spreading the love together!

**Warmly,  
Corinna Lim  
Executive Director**

Photo courtesy of Jeannie Ho Photography

## HIGHLIGHTS FOR 2012



### S.H.OUT OUT Harassment!

AWARE stepped up its efforts to OUT workplace sexual harassment.

AWARE's Workplace Sexual Harassment Sub-Committee produced a 20 page report highlighting the inadequacies of the current system and launched the S.H.OUT (Sexual Harassment OUT) campaign on 25 November 2012, the International Day to End Violence Against Women, to raise awareness about Workplace Sexual Harassment.

Go to Page 23 for more details on S.H.OUT and AWARE's advocacy efforts on Workplace Sexual Harassment.



### SABS – Off To A Great Start

The Sexual Assault Befriender Service (SABS) completed its first year of operations in 2012.

It was launched in November 2011 to provide a holistic service for sexual assault victims, comprising a dedicated Helpline, Befriender support, counselling and legal counselling, and case management.

SABS has been very well received. An average of 8 sexual assault cases were handled each month. SABS fills an important gap in the array of social services in Singapore.



For the full report on SABS' first year, go to page 18.

## A Year of Impactful Advocacy

The Research and Advocacy and Communications teams worked closely together to submit a record 9 policy recommendations to the Government, including submissions on the National Budget, family and fertility issues, population issues and healthcare, and 15 Op - Eds / letters to the media.



Most noteworthy was AWARE's advocacy on the Voluntary Sterilization Bill where the Ministry of Health adopted AWARE's recommendations for more protection to be given to those who are unable to give informed consent to sterilisation, including women and girls who lack mental capacity as well as those who are minors.

See page 11 for more information on AWARE's Research and Advocacy activities.

## Reaching Out to Mandarin Speakers

Support Services introduced Mandarin helpline training for the first time to meet the needs of the growing numbers of Mandarin-speaking callers.



The first batch of 13 trainees graduated in March 2012 and have significantly increased AWARE's capacity to serve the Mandarin speaking community. Read more about this on Page 16.

AWARE has also translated many of its website pages into Chinese, and has begun to translate its forum letters into Chinese so that these can be published in both the English and Chinese press.





## Miss Representation Media Literacy Programme

AWARE Training Institute's new offering for 2012 was its media literacy programme, developed around the US documentary, Miss Representation, to expose how mainstream media contributes to the entrenchment of unhealthy gender stereotypes and the under-representation of women in positions of leadership and influence.

The discussions typically centre around imbalanced and distorted media portrayals of women and men, the role of media, glass ceilings, challenges faced by women in leadership, violence against women and what individuals can do to counter the misrepresentation of gender roles in media.

This programme has reached a total of 600 adults and 400 youths. For more details, see Page 20.



The staff and volunteers behind the Big Ball

## Growing from \$trength to \$trength

Thanks to the support of organisations like Chen Su Lan Trust, Margaret Mary Wearne Charitable Trust, Lee Foundation, Chew How Teck Foundation, Hong Leong Foundation, the KOP Group, Bengawan Solo and Bayview Hotel, AWARE raised more than \$800,000 in 2012 for its various initiatives.

This is the third year running that AWARE has seen an improving financial position.

AWARE thanks all its AWARE members, volunteers and supporters who generously donated their time, expertise and/or money to our various fundraising initiatives, including the Big Ball gala.

Go to Page 27 for more information on fundraising.

# PEOPLE

## BOARD & BOARD COMMITTEES

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This Board was elected at AWARE's Annual General Meeting on 26 May 2012 and was in place as of 31 December 2012. The members are:

### OFFICE BEARERS



**President**  
Winifred Loh\*



**Vice-President**  
Lindy Ong\*



**Secretary**  
Sunita Venkataraman



**Treasurer**  
Zeng Li Hui



**Vice-Treasurer**  
Faeza Sirajudin

### MEMBERS



**Immediate Past President**  
Nicole Tan



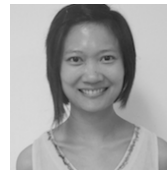
Margaret Thomas



Teo You Yenn



Jasmine Ng Kin Kia



Wong Pei Chi

### STANDING BOARD COMMITTEES

#### Audit Committee

Stacy Thumboo (Chair)  
Lim Seow Yui  
Zeng Lihui

#### Human Resource Committee

Lillian Wong (Chair)  
Margaret Thomas  
Winifred Loh

#### Programmes Committee

Lindy Ong (Chair)  
Sunita Venkataraman  
Winifred Loh

#### Fundraising Committee

Sunita Venkataraman  
(Chair)  
Zeng Lihui

#### Nominations Committee

Nicole Tan (Chair)  
Jasmine Ng

# PEOPLE

## SUB-COMMITTEES

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### CEDAW

Braema Mathi (Chair)  
Azmeen Moiz  
Clementine Yap  
Halijah Mohd  
Mathia Lee  
Raqvind Kaur  
Sarah Chalmers (till April 2012)

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

Kwan Jin Yao (Chair)  
Clarence Lim

### Foreign Wives

Poonam Mirchandani (Chair)  
Azmeen Moiz  
Sarah Chalmers (till June 2012)

### Gender and Disabilities

Emily Lim (Chair)  
Alice Clark-Platts  
Goh Li Sian  
Sarah Tan (Intern)  
Shibani Pandya  
Tekla Hendrickson  
Lim Yen Ling  
Tay Yong Sing

### 'Not Just Inheritance'

Halijah Mohd (Chair)  
Fadli Fawzi  
Imran Mohammad  
Maznah Mohammad  
Suriani Suratman

### Project Butterfly

Winifred Loh (Chair)  
Margaret Thomas  
Corinna Lim  
Constance Singam

Braema Mathi  
Schutz Lee  
Caris Lim  
Mao Ai Lin  
Anthea Ong

### Review of Women's Charter

Christine Pepper  
Eugenia Da Luz Campos

### Singles

Chew I-jin (Co-Chair)  
Mao Ailin (Co-Chair)  
Chu Hoi Yee  
Raudah Abdul Rashid  
Tessa Lim (till April 2012)

### Supersonic Big Ball

Tanneke Zeeuw (Chair)  
Chan Yiu Lin  
Chong Meiting  
Chua Minyi  
Jeanne Goh  
Lynnette Leong  
Sanushka Mudaliar  
Vanessa Hema  
Vernie Oliverio  
Veronica Pestana

### Trafficking

Braema Mathi (Chair)  
Alice Clark-Platts  
Azmeen Moiz  
Devi Sharada  
Shamila Nathan  
Silpa Ilan  
SMU's Pro Bono Law Club  
(contact person: Felicia Yap)

### Unfair Pregnancy Discrimination

Kirsten Oates (Chair)

Alice Clark Platts  
Debbie Tebbet  
Joanne Apicella  
Joanne Ng

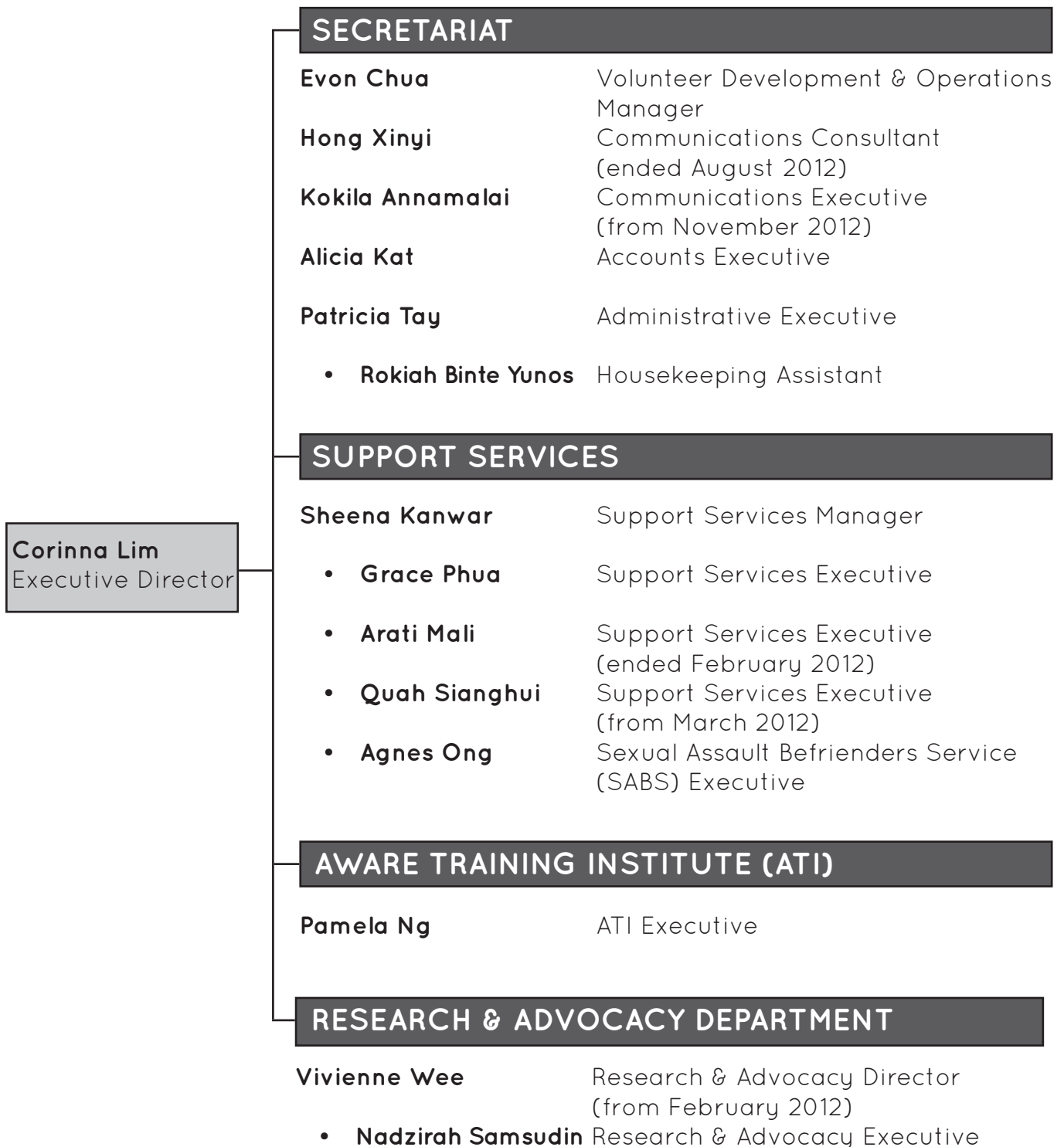
### We Can! End All Violence Against Women

Tekla Hendrickson (Chair)  
Asiyah Arif  
Devika Misra  
Joanne Apicella  
Kellynn Wee  
Marina Mazer  
Paroma Ray  
Sujata Dwivedi

### S.H.OUT

Priyanka Bhandari (Co-Chair)  
Sahar Pirzada (Co-Chair)  
Asiyah Arif (Co-Chair)  
Amanda Chong  
Charmaine Mae Ng  
Claire Chen  
Intan Wiryadi  
Jasmine Ng  
Joanne Lee  
Goh Li Sian  
Laavanya Kathiravelu  
Leigh Pasqual  
Mitalee Kurdekar  
Lynn Yau WL  
Moana Jagasia  
Nikhita Kishore  
Nina Carlina Sugianto  
Samantha Yeo  
Shiraz Mehra  
Shivani Retnam  
Subhadra Rai  
Sumedha Jalote  
Wong Pei Chi

# PEOPLE ORGANISATION CHART





# DEPARTMENT UPDATES: RESEARCH & ADVOCACY

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## Policy recommendations

In 2012, AWARE successfully advocated for some changes of laws and policies to benefit women and girls. We participated in various public consultation exercises as well as bridged links with other members of civil society with overlapping public policy concerns.

### (i) Voluntary Sterilization Act

One significant example is the adoption of AWARE's recommendations in the Voluntary Sterilisation Act passed in Parliament in October 2012. In July, AWARE participated in the public consultation on the Draft Voluntary Sterilisation (Amendment Bill). AWARE was concerned about the protection given to those who are unable to give informed consent to sterilisation, including women and girls who lack mental capacity, as well as those who are minors.

AWARE's advocacy efforts included:

- Making recommendations to the Ministry of Health (MOH), Attorney's General Chambers and Ministry of Community, Youth and Sport (MCYS)
- Meeting with representatives of MOH and MCYS
- Further advocacy with Members of Parliament, who were thus able to raise this issue in Parliament.

As a result of AWARE's advocacy, the Voluntary Sterilisation Act incorporated AWARE's 2 key recommendations: (i) that there should be a court order authorising the sterilization of persons without mental capacity; (ii) that all cases involving the sterilization of minors should be reviewed by an objective third party.

### (ii) National Budget 2012

Another important public consultation in which AWARE participated was the feedback process leading up to the Singapore Budget 2012. AWARE sent its recommendations to the Minister for Finance, copied to all Members of Parliament.



Thoughtful audience at a roundtable

Post Budget - AWARE issued a press release, welcoming the attention given to three socially vulnerable groups - older Singaporeans, Singaporeans with disabilities and lower-income Singaporeans, while highlighting certain areas of concern.

AWARE organised a Post-Budget Roundtable on 24 March 2012, attended by more than 60 members of the public, including members of other civil society organisations. This revealed the potential for forging common ground with other civil society organisations around shared concerns, including healthcare and social safety nets, employment and care-giving, as well as support for persons with disabilities.

Other public consultations in 2012 in which AWARE participated included the following:

Date	Consultation Topic	Outcome
February	Trafficking in Persons: National Plan of Action	AWARE co-signs the Joint Civil Society Statement Regarding National Plan of Action Against Trafficking in Persons.
July – August	Income Tax (Amendment) Bill 2012	AWARE submitted recommendations to the Ministry of Finance, advocating for the scope of Earned Income Relief (EIR) to be expanded to incentivise women to return to the workforce.
August	Medishield	AWARE submitted recommendations to the Ministry of Health, advocating risk pooling across the whole population so that Medishield would include all citizens, without exception.
October	Population Paper	AWARE submitted recommendations to the National Population and Talent Division (NPTD), Prime Minister's Office, advocating a holistic approach to the Total Fertility Rate (TFR), prioritisation of gender equality and State support of all types of families.

All submissions can be found at <http://www.aware.org.sg/research-advocacy/aware-publications-reports/>

### Advocacy process

As part of its advocacy process, AWARE met with various Ministers, Members of Parliament, civil servants, as well as other policymakers to discuss key concerns. AWARE met with representatives from the following bodies:

- The Ministry of Community, Youth and Sports – Office for Women's Development
- The Ministry of Health
- The Ministry of Law
- The Ministry of Manpower
- The National Population and Talent Division, Prime Minister's Office
- The Singapore Police Force



Winifred makes a point at a seminar

AWARE also met with:

- The National Trade Unions Congress (NTUC) – Women's Development Secretariat
- The PAP Women's Wing

Issues discussed included:

- Amendments suggested for the Inheritance (Family Provision Act)
- Foreign domestic workers
- Foreign wives
- Gender discrimination and other intersecting forms of discrimination
- Gender training for the police
- Health care, including women at risk of HIV
- Increasing access to Legal Aid
- Minimum wage
- Population issues, including total fertility rate, parenting leave, brain drain
- Pregnancy discrimination
- Problematic content of some pre-marriage guidance courses
- Section 424 of the Criminal Procedure Code and the lack of privilege for social workers and counsellors
- Single mothers
- Social security for women irrespective of employment
- Steps taken to remove reservations to CEDAW
- Support for caregivers, including single parents
- The dual legal system in Singapore- Civil and Shariah Law
- Violence against women, including family violence, access to police rape kits by sexual assault victims
- Voluntary sterilisation
- Women in the workforce, including flexi-work, fair employment
- Workplace sexual harassment



## Articles and letters in the media

AWARE extended its advocacy through the media by providing gender-sensitive views on key issues highlighted by the United Nations as Observances or International Days. In 2012, AWARE had 15 articles and letters published by The Straits Times, Today, The Online Citizen, Public House SG.



One of the many opinion pieces by AWARE in the media

A. Sub-committees<sup>1</sup>

Name of sub-committee	Chair(s)	Key outputs
CEDAW	Braema Mathi	<ul style="list-style-type: none"> <li>March 2012: co-organised closed-door discussion 'Addressing Violence Against Women' with the Institute of Policy Studies and Society Against Family Violence. Recommendations, based on the discussion, were sent to relevant Ministries and the media by IPS.</li> <li>CEDAW micro-site drafted - to be edited for uploading on AWARE's website.</li> </ul>
Foreign Wives	Poonam Mirchandani	<ul style="list-style-type: none"> <li>Revised draft paper - to be completed in 2013.</li> <li>Interviews with the media</li> </ul>
Gender and Disabilities	Emily Lim	<ul style="list-style-type: none"> <li>Recommendations on the Draft Voluntary Sterilisation (Amendment Bill)</li> <li>Advocacy to MOH. See above.</li> </ul>
Not Just Inheritance	Halijah Mohamad	<ul style="list-style-type: none"> <li>April 2012: co-organised seminar 'Rethinking the Muslim Marriage Contract' with Leftwrite Centre LLP and the National University of Singapore's Department of Malay Studies and the Faculty of Arts and Social Sciences (Religion Cluster).</li> <li>July 2012: co-organised dialogue 'Issues on Islam, Gender and Interpretation: in conversation', with Leftwrite Centre LLP.</li> </ul>
Review of Women's Charter	Eugenia Da Luz Campos & Christine Pepper	<ul style="list-style-type: none"> <li>Overview of the Women's Charter.</li> <li>Thematic research</li> </ul>
Singles	Chew I-Jin & Ailin Mao	<ul style="list-style-type: none"> <li>Completion of interviews</li> <li>Ongoing policy analysis: IRAS, MCYS, MOM and HDB</li> <li>Article published in May 2012, 'Singapore's stressed singles', Today (for International Day of Families).</li> </ul>
Trafficking	Braema Mathi	<ul style="list-style-type: none"> <li>Review of relevant laws and statutes.</li> <li>Participated in Public Consultation on Feedback on the National Plan of Action on Trafficking in Persons.</li> <li>Participated in multi-organisational meeting convened by HOME</li> <li>AWARE co-signed the Joint Civil Society Statement Regarding National Plan of Action Against Trafficking in Persons</li> <li>Interviews with media</li> </ul>
Pregnancy Discrimination	Kirsten Oates	<ul style="list-style-type: none"> <li>Research on employment laws and policies</li> <li>Drafting recommendations for Phase 1 of the proposed amendments to the Employment Act Review - submitted in January 2013.</li> </ul>
We Can! End Violence Against Women	Tekla Hendrikson & Corinna Lim	<ul style="list-style-type: none"> <li>Fundraising pitch for We Can! Campaign at Supersonic Big Ball</li> <li>Organising workshop with two key members of We Can! South Asia</li> </ul>
Workplace Sexual Harassment	Priyanka Bhandari, Asiyah Aziz, Sahar Pirzada	<ul style="list-style-type: none"> <li>November 2012: release of AWARE's study of workplace sexual harassment</li> <li>November 2012: launch of S.H.OUT (Sexual Harassment Out) Campaign with its own website, <a href="http://www.shout.org.sg">www.shout.org.sg</a></li> </ul>

<sup>1</sup> All sub-committee members are listed under 'People' in this Annual Report.



# DEPARTMENT UPDATES

## SUPPORT SERVICES

### We provide the following services and programmes:

#### Helpline (1800-774-5935)

Available Mondays to Fridays, from 3:00 pm to 9:30 pm. Staffed by trained volunteers who provide women callers with emotional support, information and referral services.

#### Legal Clinic

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

#### Befrienders Service

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

#### 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 Befrienders Service (SABS)

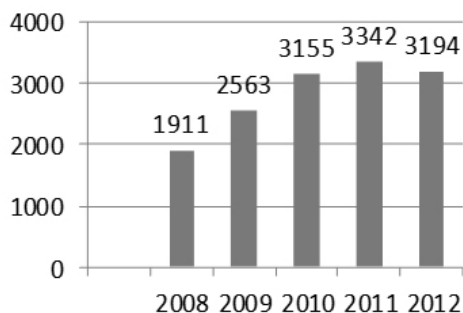
A specialised service to support victims and survivors of sexual assault. SABS comprises a dedicated helpline (6779 - 0282), Befriending service and follow-up care and counselling.

Refer to SABS page for full report.

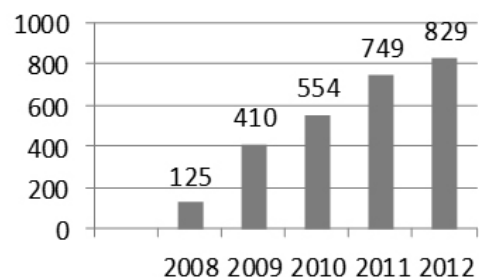
### I. CONTINUED INCREASE IN DEMAND

Demand for AWARE's support services continues to rise for Counselling and Befriender services and remains relatively stable for Legal Clinic and Helpline.

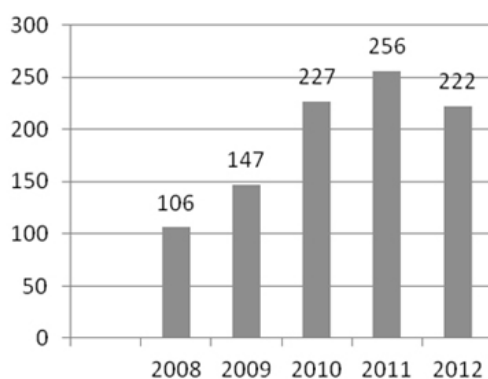
#### Helpline Calls



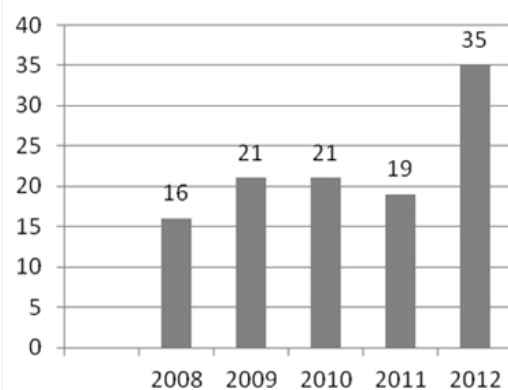
#### Counselling sessions



#### Legal Clinic Cases



#### Befriender visits



## II. INCREASED SUPPORT

### Helpline Training

Support Services introduced Mandarin helpline training for the first time to increase the number of bilingual Helpliners to serve the growing demand of Mandarin-speaking callers.

English Helpline training started in October 2012 and the last classroom session was held in December 2012. 23 persons attended the training.

The first ever Mandarin Helpline training started in late 2011 and ended in March 2012. Of the 13 persons trained, 11 continued to volunteer in 2012.

### Befrienders

A much higher number of Befriender trips were made in 2012. 4 new volunteers joined the Befrienders pool in 2012 to meet the increasing demand.

### Legal Clinic

New lawyers joined the team of volunteer lawyers towards the end of the year. AWARE had 14 active lawyers volunteering through the year.

### Counselling

Counselling demand grew in 2012 and was met by 5 volunteer and 2 staff counsellors.

## III. QUALITY OF SERVICES

Using the evaluation methodology approved by the National Council of Social Services that provides partial funding of Support Services:

- 89 per cent of Helpline callers rated the service above average;
- 82 per cent of Counselling clients rated the service above average;
- 96 per cent of Legal Clinic clients rated the service above average; and
- 80 per cent of clients using the Befrienders service rated it above average.

## IV. A GLIMPSE OF THE ISSUES

Helpline: AWARE received 3,194 calls in 2012. The top 3 categories of crisis calls were:

<u>Type of Calls</u>	<u>Percentage</u>
Legal Issues	27%
Marital Issues	15 %
Abuse & Violence	12 %



Counselling: In 2012, AWARE attended to 174 cases of which 66 (38%) related to marital issues, 32 (18%) related to psychological matters and 30 (17%) related to abuse and violence issues.

### Testimonial from Legal Clinic Client

*“The lowest and most challenging period of a married woman’s life is when she faces the possibility or even reality of her spouse’s infidelity to their marriage vow.*

*When I visited AWARE’s legal clinic, I was burdened, lost and dejected. In visiting the legal clinic I was contemplating and wanted to explore my options for divorce or separation.*

*Whilst AWARE provided me with the platform to explore my options, the legal representative gave me much more than what I had expected. Advice I received gave me my self-worth as a wife of 16 years and as a mother of four young children.*

*What I was most thankful for was the fact that the lawyer had embraced me with such thoughtful advice...not regarding me as just a “case”. Words just cannot describe the deep gratitude that I had and still have within me.*

*After the legal counseling session, not only my spirit was lifted but I found my bearings. I knew how to turn the seemingly hopeless situation around.*

*I thank AWARE and her staff for the much needed support that I was scrambling to find. Thank you for not treating me like a stranger instead you have helped me to re-focus and showed me ways to move forward during this difficult time. “*

## V. CONTRIBUTION TO ADVOCACY

Support Services staff assisted on the ‘We Can! End All Violence Against Women Campaign’ and the related gender violence survey by sharing its experience in supporting victims of gender violence, providing information on gender violence incidences and materials for case studies, contributing to the survey design and reaching out to potential alliances for the Campaign.

## VI. PLANS FOR 2013

1. Complete the review and documentation of Counselling SOPs, a project started in 2012 to ensure high levels of professionalism and consistent practices and protocols.

2. Expand the pool of Befrienders and organize ongoing training sessions/ orientation sessions for Befrienders to increase their knowledge and confidence in providing Befriending support.

3. Organize more training and sharing sessions for volunteer Counsellors and Helpliners in 2013, including sessions on feminist counselling and HIV issues.

4. Improve the current helpline data system to make it easier and more intuitive for Helpliners to use the system and to improve the feedback tracking system for all support services.

# DEPARTMENT UPDATES

## SEXUAL ASSAULT BEFRIENDER SERVICE

The Sexual Assault Befriender Service (SABS) programme, launched in November 2011 is built on the concept of holistic support for distressed women who have experienced sexual assault.

### 1. Issues and Trends in 2012

Of the total 93 calls received in 2012, 35% of the calls related to sexual assault such as rape and attempted rape, followed by 30% relating to incidences of molest.



### 2. Services

SABS includes a dedicated SABS helpline (Mondays to Fridays, 10 am to 9.30 pm, tel: 6779-0282), a SABS email service, befriender support for medico-legal processes, legal counselling, specialised face-to-face counselling and case management.

The Befrienders programme is particularly helpful to support clients who have not told their family or friends about their ordeal. Befriender visits not only provide a contact point for clients, but also a dependable source of information and support during the medico-legal process. Positive feedback from SABS clients consistently supports this.

Similarly, face-to-face counselling provides follow-up care counselling to SABS clients who may find it helpful to talk to a counsellor with the experience and sensitivity to meet their needs.

Legal counselling is made available to SABS clients on an expedited basis. SABS also assists clients with case-specific advocacy efforts.

### 3. Increased Demand for Services

- Befriender visits, a key component service of SABS, doubled in 2012.
- Legal counseling increased by 34%.
- The number of counselling sessions quadrupled from 20 to 83 in 2012.

#### From SABS Client to Helpliner

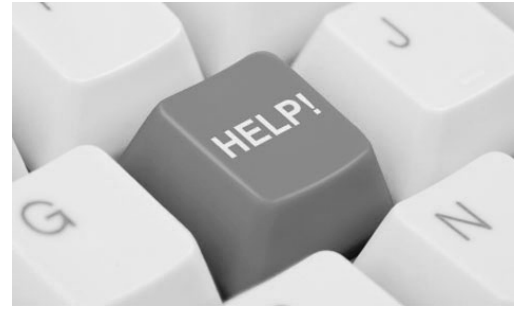
S called the helpline as she was being harassed by cyber bullies who were threatening to expose compromising photos of her. She obtained legal advice and underwent legal counselling at AWARE.

During the counselling process, she engaged herself in several community based activities and also joined the AWARE helpline training. She felt that she could contribute as she understood what it felt like to be in a vulnerable situation with no one to turn to and how critical the helpline was for women in this position. She is currently an active Helpliner.



#### 4. Outreach

AWARE continues to create awareness and networks with partners such as the police and other agencies. The Singapore Police Force (SPF) has continued to work with AWARE to provide more awareness on sexual awareness to the public.



Brochures and posters on the SABS Service, sexual assault prevention, consent and healthy relationships were developed and distributed to institutions such as NUS, Temasek Polytechnic, NAFA, SIM University and ITE College West.

SABS has received referrals from the police, Members of Parliament, Family Service Centres, Samaritans of Singapore, and various members of the public.

#### 5. Volunteer Engagement and Programme Development

Several Befriender training sessions were conducted in 2012 to build SABS' Befrienders' capacity to support clients.

To better meet the needs of SABS clients, AWARE's existing counsellors also underwent a two-day-long training in Trauma Counselling in the context of Sexual Assault.

#### 6. Advocacy

AWARE has worked closely with SPF's Serious Sexual Crimes Branch to ensure that its clients receive the necessary attention for their cases.

#### 7. Plans for 2013

- Compile and analyse the cases that SABS has served to identify the challenges that sexual assault victims face and work with partners to reduce these challenges.
- Focus on continuing to develop SABS' capacity and outreach

# DEPARTMENT UPDATES

## AWARE TRAINING INSTITUTE

The AWARE Training Institute (ATI) develops and conducts proprietary programmes, and also organises courses and events by other parties. Our programmes seek to:

- educate organisations and individuals on gender issues
- provide forums for discussion of issues relevant to AWARE
- provide skills training adopting a gender-sensitive approach

We also reach out to youths through school collaborations to educate and empower them on topics such as body image, gender sensitivity, self-esteem and sexuality education.

In 2012, ATI's programmes and events reached out to more than 4,000 people. ATI generated total revenue of \$31,906 and net income of \$14,604.62.

### Guide To Dealing with Workplace Harassment

In February 2012, AWARE launched its Guide to Dealing with Workplace Power Harassment programme. This was an expansion of its signature Workplace Sexual Harassment training programme to cover other forms of corporate bullying.

ATI's anti-harassment training programmes are targeted at both managers and non-managers and incorporate role plays to empower individuals to deal with harassment incidents.

In 2012, about 800 persons attended AWARE's anti-harassment programmes.

### Miss Representation Programme

Miss Representation is a highly acclaimed documentary that exposes how mainstream media contributes to the under-representation of women in positions of leadership and influence. The movie is the centerpiece of an educational outreach/social movement led by San Francisco-based non-profit organization [Missrepresentation.org](http://Missrepresentation.org).

In 2012, AWARE joined the Miss Representation Campaign by developing a media literacy programme around the movie targeted at youths and adults. The discussions centre around imbalanced and distorted media portrayals of women and men, the role of media, glass ceilings, challenges faced by women in leadership, violence against women and what individuals can do to counter the misrepresentation of gender roles in media.

AWARE screened the film 8 times for about 600 persons.

### Media Literacy & Gender Workshops for Youths

The course was developed in April 2012 to equip youths with knowledge of the nature of mass media, the representation of gender in mass media and its implications on gender relations.



The workshop is designed to help participants become more critical consumers of media and to minimize the negative influences of media. In 2012, AWARE ran this programme for about 400 students from a local school.



Taking the time for some training

### Healthy Relationships & Comprehensive Sexuality Education (CSE)

AWARE provides two workshops to equip youths with the knowledge and skills they need to make responsible choices about their relationships and sexual health.

#### 1. CSE Programme

A major focus of this programme is to equip youths with the tools they need to manage their relationships, including learning how to handle sexual situations, condom demonstrations, the dangers of alcohol, and the meaning of consent. The workshops are highly interactive, with case studies and role plays.

This programme is designed for youths aged 15 and above and has been conducted for international schools. This programme has been extremely well received by participants, with evaluation surveys indicating that the programme succeeded in achieving its objectives.

In 2012, this programme reached close to 300 students.

#### 2. Youth's Guide on Healthy Relationships, Assertiveness & Empowerment

This workshop was developed in October 2011 to promote healthy relationships and reduce risky behaviours among youths (13 and above) in local schools. In 2012, this programme reached 142 students.

### Financial Awareness & Confidence Training (FACT)

Led by experienced professionals in the financial industry, FACT equips women with basic skills to achieve financial security.

In 2012, AWARE introduced a condensed version of this programme as a lunch time talk for companies. The lunch time talks were well received and enabled AWARE to reach out to 445 people from various organisations.

### 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? 29 persons participated in these workshops during 2012.



Corinna speaks about Women's Rights

## Roundtable Discussions

This monthly event provides a platform for discussing issues relevant to AWARE. One of the key objectives 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 topics and participants are then invited to discuss the issues presented.



Sharing a view at a roundtable

In 2012, AWARE held 11 Roundtable Discussions, attracting close to 400 participants. The discussions included:

- Yes, No, Maybe? by Chan Wing Cheong, ZhengHuifen, and Amanda Chong
- Singapore Budget 2012 by Judy Wee, Teo You Yenn, Yeoh Lam Keong, and Vivienne Wee
- Sexual Orientation and Gender Identity by Jean Chong and Kelly Then
- The Changing Definitions of Femininity and Masculinity in Singapore by Michelle Lazar and Teo You Yenn
- Singapore's Many Helping Hands: What The Data Says About How We Are Doing Co-organised with WINGS by Ng Kok Hoe
- Marital Rape by Wong Pei Chi

## Collaborations

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

In 2012, such programmes included:

- Kapap Women's Self Defence, by Kapap Singapore
- Training With Zest & Zing, by ZaibunSiraj
- SchoolAsia.org and Etiquette

SchoolAsia.org is a provider of online crowd-sourced lesson plans to support educators in Asia. Lesson plans on the SchoolAsia site can be used by any teacher for their classes.

AWARE, together with Etiquette SG and SchoolAsia, developed and contributed a four-part lesson unit for male and female students on 'Gender Representation in the Media'. The curriculum features both global & Singapore-based case studies and is designed for female and male students aged 15 and above.

In 2012, Singapore's SlutWalk picnic took place on Dec 15.

AWARE contributed a talk on the Aftermath of Sexual Assault at the SlutTalk.



Winifred speaks at the SlutWalk event

## Plans for 2013

- Develop Parents and Kids Sexuality Education Training Programme
- Organise We Can! Workshops



## SPECIAL PROJECTS

### S.H.OUT (Sexual Harassment OUT) Campaign



AWARE launched its S.H.OUT campaign on 25 November with the aim to OUT Workplace Sexual Harassment in both senses of the word:

- To make sexual harassment visible by getting people to speak out against workplace sexual harassment
- To get rid of workplace sexual harassment

The Campaign included a petition to urge the State and companies to provide explicit and effective legal protection against sexual harassment.

Campaign website: [www.shout.org.sg](http://www.shout.org.sg)

Petition: <http://www.petitionbuzz.com/petitions/shout>

As part of the S.H.OUT Campaign, AWARE released a 70 page report on workplace sexual harassment highlighting the inadequacies of the current system in protecting employees from harassment and providing due recourse to victims.

The report is based on the experiences of victims who approached AWARE for support.

Prior to releasing the report publicly, AWARE met with government officials from MOM, TAFEP and MCYS to discuss this issue and to advocate for more protection against workplace sexual harassment.

### We Can! End All Violence Against Women Campaign



AWARE became the 16th country to join the global 'We Can!' campaign. With the tagline 'Change starts with me', the Singapore campaign uses interactive theatre and intimate workshops to reach out to individual Change Makers as well as community groups, provoking thought and discussion on the less obvious forms of violence against women.

By working with diverse alliances, We Can! Singapore hopes to reach out to 1,000 Change Makers over the course of three years, 2013 - 2015.

### Project Butterfly - The Journey from Great to Greater



Project Butterfly was started by AWARE President, Winifred Loh, to look at what AWARE needs to do to consolidate and strengthen its operations as it heads for its 30<sup>th</sup> year. One key area of focus is the way in which AWARE engages and works with its volunteers, and

how volunteers work together in teams. The proposed new processes, which will be tested in a pilot run before full implementation, are designed to ensure a more efficient and effective AWARE.

#### Key Areas of Discussion

- Volunteer management
- Project management
- Accountability structure
- Communications & feedback (processes to handle grievances and media)



### I AM AWARE Social Media Campaign

AWARE collaborated with Xpointo Media to create a Facebook campaign, I AM AWARE, in conjunction with International Women’s Day (IWD) 2012 to raise awareness and understanding of key gender-related issues in Singapore, including:

- the lack of social support systems for older women
- the role gender equality must play to improve Singapore’s fertility rate
- the objectification of women in Singapore’s media culture.

The campaign, <http://iam.aware.org.sg>, enabled users to create and share messages about gender equality with their Facebook friends, and also find out more about how AWARE’s work and services.

# MEMBERS & VOLUNTEERS

## MEMBERSHIP

# 453

As of 31 December 2012, AWARE had a total of 453 members.



237 are Ordinary Members, 38 are Student Members, 56 are Associate Members and 117 are Life Members.



We gain 10 new members every month.

## VOLUNTEERS

# 158

We had 158 new volunteer applications last year.



We had 226 active volunteers in 2012.

# 94%

94% of volunteers surveyed said that their work with AWARE has been meaningful.



76% of volunteers surveyed said that they have an emotional bond with AWARE.

## LET'S CONNECT!

The AWARE Board initiated Let's Connect! as a series of get-togethers with small groups of AWARE members. The objectives are for Board members to get to know members better, share and update the members on what the organisation has been working on, find out more about the issues that concerns our members, and to also gather their feedback on AWARE. In 2012, AWARE held 2 Let's Connect! Sessions with AWARE Life Members (August) and members who are homemakers (December).

## OUTSTANDING VOLUNTEERS OF 2012

Every year, AWARE recognizes volunteers who have contributed significantly to its work and programmes. Volunteers are nominated by staff for these awards. The Award is presented to volunteers at the Annual Volunteers' Party in conjunction with AWARE's celebration of International Women's Day. This year's party was held on 9 March 2013. AWARE is proud to congratulate the following outstanding volunteers.

Alice Clark-Platts | Anna See | Azmeen Moiz | Braema Mathi | Constance Lim  
 | Emily Lim | Foo Jia Yu | Georgina Vass | Jane Seow | Lillian Wong | Martha  
 Scarborough | Nina Carlina | Polly Lu | Robin Rheume | Robyn Annat | Sherlin  
 Giri | Susan Tay | Tan Juat Fong | Tanneke Zeeuw | Tekla Hendrickson | Ting Yit  
 Lai | Toh Yukai | Tricia Cannon | Tsen Li Yuan | Vanessa Hema | Vernie Oliverio  
 | Veronica Wong | Winnifred Gomez | Wong Yu Chien | Xie Shu Xian

# MEDIA COVERAGE



## In 2012, AWARE's voice on various issues was featured widely in the media.

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

- Measures to tackle workplace sexual harassment
- AWARE's Sexual Assault Befrienders Service
- I AM AWARE campaign
- Pushing for criminalisation of marital rape
- Measures to curb discrimination against pregnant employees
- Providing information and support for victims of gender-based violence
- Pushing for revamped sex education curriculum in schools
- Comprehensive approach to total fertility rate
- Recommendations on paternity leave
- Submissions to the National Population and Talent Division regarding population policies and fertility rate
- Submission of proposed revisions to the Voluntary Sterilisation Bill
- Women's rights in Islam
- S.H.OUT (Sexual Harassment OUT) campaign

In addition, we also contributed opinion pieces and letters to the press on the following issues:

- Gaps in legislation dealing with workplace sexual harassment
- Unwed parents' caregiving burdens

- Protecting underage girls from sex work
- Involvement of fathers in caregiving roles
- Misplaced emphasis on Total Fertility Rate in national conversation
- Elderly suicides
- Activism in Singapore
- Discrepancies in cultural gender attitudes
- Income inequality and feminised poverty
- The inaccurate conflation of wealth with worth
- International Day of Tolerance
- Social egg freezing
- Signing of the United Nations Convention on the Rights of Persons with Disabilities
- Protection from marital rape

AWARE also appeared in television and radio programmes, and was interviewed on issues such as:

- Criminalisation of sham marriages with foreign wives
- Underage sex workers
- Workplace sexual harassment and S.H.OUT! campaign

### Social media

Our outreach through social media grew significantly, with 3,642 'likes' on our Facebook page at the end of December 2012. AWARE's Facebook page averages 3 posts per day, with each attracting over 1,000 views. Stories on and AWARE's comments on its Facebook page are sometimes picked up by mainstream media.



# FUNDRAISING

AWARE gratefully acknowledges the generosity and support of all donors who have contributed to AWARE's operations and enabled AWARE to expand its programmes to support women in crisis and to promote a fairer and more equal society.

**We raised  
\$834,179  
thanks to our donors  
and supporters.**

AWARE's Big Ball	\$ 230,103
Lee Foundation	\$ 200,000
Chen Su Lan Trust	\$ 165,000
The Margaret Mary Wearne Charitable Trust	\$ 70,000
Toteboard Social Service Fund (administered by NCSS)	\$ 46,781
Chew How Teck Foundation	\$ 25,000
Other Donations	\$ 97,295
<b>TOTAL</b>	<b>\$ 834,179</b>

## SUPERSONIC BIG BALL



On September 10th, AWARE welcomed more than 370 guests at the Grand Copthorne Waterfront Hotel for a rollicking night of good food and great entertainment.

Emcees Pam Oei and Lim Yu Beng put everyone in a good mood with their witty banter, and performers included the Groove dancers, the AWARE Rapping Crew, and parody sketch group, Chestnuts, who had everyone rolling in the aisles with their spoofs of the past year's most sexist quips and quotes.

Thanks to the generous support of our sponsors and guests, AWARE raised more than \$200,000 from donations and sponsorships, table sales and proceeds from the silent auction, where more than 50 items were put up for bidding.

The highlight of the evening was the announcement of the recipients of the AWARE Awards, Singapore's only gender equality awards. Launched last year, the AWARE Awards celebrate men, women and organizations who have helped to nurture a culture of gender equality in Singapore.





They had a ball at AWARE's Big Ball!

## THE RECIPIENTS OF AWARE AWARDS 2012



AWARE heroine, Kanwaljit Soin, for her groundbreaking work at the Women's Initiative for Aging Successfully.



Andrew Loh, representing publichouse.sg, for the Significant News Story of the Year: "The Silence of Sexual Assault".



AWARE Heroine, Radha Basu, for excellent journalism highlighting the plight of marginalized women.



Junie Foo and Juanita Woodward of BoardAgender, recipients of Cause of the Year (Women in Leadership) award.



AWARE Hero, Mark Goh, advocate for the rights of foreign domestic workers and foreign-born wives of Singapore citizens.



Brook Entwiste, representing Goldman Sachs, recipient of Cause of the Year (Women in Leadership) award.



Campaign of the Year: The "Stop Sex Trafficking of Children and Young People" campaign by The Body Shop Singapore and local campaign partners UN Women Singapore and HOME.

# VOLUNTEERS & SUPPORTERS

The achievements of AWARE in 2012 would not have been possible without the help of the following volunteers and supporters.

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

Bang Wenfu  
Candice De Rozario  
Chan Foong Leng  
Chan Yiu Lin  
Chong Meiting  
Chua Minyi  
Dwyane Lau  
Eleanor Wong  
Fikri Alkhatib  
Jean Goh  
Jonathan Lim  
Lim Yu Beng  
Lindy Ong  
Lynnette Leong  
Majorie Chu  
Manjeet Shergill  
Marilyn Tan Jewellery  
Ng Meng Hwee  
Ong Soh Chin  
Oh Chai Hoo  
Pam Oei  
Sanushka Mudaliar  
Siew Kum Hong  
Susan Tay  
Tan Ting Ting  
Tanneke Zeeuw  
Tommy Koh  
Vanessa Hema  
Vera Wijaya  
Veronica Pestana  
Winifred Gomez  
Wong Yu Chien

## **AWARE Training Institute**

Aarathi Arunmugam  
Clarence Lim  
Constance Lim  
Kwan Jin Yao  
Megha Singh  
Robin Ann Rheäume  
Sherlin Giri  
Sim Wei Min  
Stephanie Chu  
Vanessa Hema  
Veronica Wong  
Wong Meiling

## **Interns**

Abby Williams  
Anna Rodriguez

Melissa Tsang  
Michelle Lee  
Nina Carlina  
Roxanne Lai  
Sarah Tan Mei Feng  
Veesha Cohen

## **Legal Clinic Lawyers**

Ashok Chugani  
Dharishinie M  
Goh Hui Nee  
Haslynda Dahlan  
Helen Saada-ching  
Lalita Sreenivasan  
Lin Lee  
Remya Aravamuthan  
Sangeeta Kumar  
Seetha Lkshmi P.S. Krrishnan  
Sugidha Nithi  
Sumithira Nadarajah  
Susan Tay  
Toh Yukai  
Winnifred Gomez  
Wong Yu Chien

## **Project Butterfly**

Anthea Ong  
Braema Mathi  
Caris Lim  
Constance Singam  
Corinna Lim  
Mao Ai Lin  
Margaret Thomas  
Schutz Lee  
Winifred Loh

## **Research & Advocacy**

Alice Clark - Platts  
Azmeen Moiz  
Bhavika Mahtani  
Braema Mathi  
Chew I-Jin  
Christine Pepper  
Chu Hoi Yee  
Clementine Yap  
Debbie Tebbet  
Devi Sharada  
Devika Misra  
Emily Lim  
Eugenia Da Luz Campos  
Evon Too

Fadli Bin Fawzi  
Faeza Sirajudin  
Goh Li Sian  
Halijah Mohd  
Imran Mohd Taib  
Joanne Apicella  
Joanne Ng  
Joo Hwey Kwek  
Judy Wee  
Kellynn Wee  
Kirsten Oates  
Lim Yen Ling  
Lindy Ong  
Mao Ailin  
Margie Thomas  
Marina Mazer  
Mary Heathcote  
Mathia Lee  
Maznah Mohd  
Paroma Ray  
Poonam Mirchandani  
Raqvind Kaur  
Raudah Abdul Rashid  
Rebecca Poston  
Reena Rajesvari  
Sarah Chalmers  
Shamila Nathan  
Shibani Pandya  
Silpa Ilan  
Steven Ong  
Sujata Dwivedi  
Suriani Suratman  
Tay Yong Sing  
Tekla Hendickson  
Tessa Lim  
Teo You Yenn  
Wong Mee Lian  
Zhou Xiaoping

## **Roundtable Discussions & Other Talks**

Amy Tan  
Anita Kapoor  
Braema Mathi  
Brian Bergen-Aurand  
Bryan Chia  
Chan Wing Cheong  
Chitra Sankaran  
Eric Thompson  
Ingrid Hoofd  
Jean Chong

Kanwaljit Soin  
 Kelly Then  
 Kendra Fraizer  
 Liew Kai Khiun  
 Nina Carlina  
 Mabel Wong  
 Melissa Tsang  
 Michelle Lazar  
 Ng Kok How  
 Nur Fadilah  
 Sarah Chalmers  
 Susan Solomon  
 Vernie Oliverio  
 Vineeta Sinha  
 Yeoh Lam Keong  
 Yu-Mei Balasingamchow  
 Zheng Huifen

### **S.H.OUT (Sexual Harassment Out)**

Amanda Chong  
 Asiyah Arif  
 Charmaine Mae Ng  
 Claire Chen  
 Goh Li Sian  
 Intan Wiryadi  
 Jasmine Ng  
 Joanne Lee  
 Laavanya Kathiravelu  
 Leigh Pasqual  
 Lynn Yau WL  
 Mitalee Kurdekar  
 Moana Jagasia  
 Nikhita Kishore  
 Nina Carlina Sugianto  
 Priyanka Bhandari  
 Sahar Pirzada  
 Samantha Yeo  
 Shiraz Mehra  
 Shivani Retnam  
 Subhadra Rai  
 Sumedha Jalote  
 Tharu Kaunis

### **Support Services**

Anita Vidya Laxmi  
 Anna See  
 Anna Tan Lee Hwee  
 Anne Bergen-Aurand  
 Arati Mali  
 Ashok Chugani  
 Carinn Ang  
 Cecilia Ow  
 Clare Foo Pei Yao  
 Clare Nash  
 Crystal Tan Sin Sing  
 Daphne Ong

Dharishinie M  
 Doris Dong Xu  
 Dorothy Goh  
 Eva Low  
 Farida Topiwalla  
 Gladys Goh  
 Goh Hui Nee  
 Haslynda Dahlan  
 Helen Karagiozakis  
 Helen Saada-Ching  
 Hiroko Fujita  
 Hoh Mew Lian  
 Hwi Koon  
 Jane Seow  
 Jannie Grng Xiao Yuan  
 Jonni Zhang  
 June Joy Leng  
 Judy Sax  
 Koh Kiat Mui  
 Kyoko Hidaka  
 Lalita Sreenivasan  
 Lee Li Leng  
 Lim Chunkiat  
 Lin Lee  
 Louise Smith  
 Lynn Yau  
 Madeline Rae  
 Madhavi  
 Manickavasagam  
 Margaret Terrell  
 Martha Scarborough  
 Mary Ann Villar  
 Maryelle Demongeot  
 Michelle Seow  
 Minniati Gunawan  
 Moana Jagasia  
 Nelly Song  
 Ng Yeat Hong  
 Nicolle Loh  
 Naganivetha  
 Thiyagarajah  
 Pauline Loftus-Hills  
 Penny Chong  
 Polly Lu  
 Qi Huicha  
 Rachel Ko  
 Ragini Kangesan  
 Ray Yang Xiulan  
 Remya Aravanathan  
 Robin Ann Rheaume  
 Robyn Annat  
 Rosemary Chan  
 Sally Tan  
 Sangeeta Kumar  
 Satoko Onizawa  
 Seetha Lkshmi P.S.  
 Krrishnan

Serena Tan  
 Sim Wei Min  
 Sonja Bretschneider  
 Soo See Ann  
 Subadhra Rai  
 Subha Balaji  
 Sughida Nithi  
 Sumithira Nadarajah  
 Sunthari Govindarajoo  
 Susan Tay  
 Suseelah  
 Swati Sharma  
 Tali Maoz  
 Tan Ching Ching  
 Tan Juan Fong  
 Ting Yit Lai  
 Toh Yukai  
 Tricia Cannon  
 Tsen Li Yuan  
 Vinti Mittal  
 Wendy Cheong  
 Winnifred Gomez  
 Wong Yu Chien  
 Xie Shu Xian  
 Yogeswary Chinniah  
 Yolanda Yu  
 Yvette Smith  
 Yvonne Soh  
 Zeana Haroun

### **We Can Campaign**

Asiyah Arif  
 Devika Misra  
 Joanne Apicella  
 Kellyn Wee  
 Marina Mazer  
 Paroma Ray  
 Sujata Dwivedi  
 Tekla Hendickson

# DONORS & SPONSORS

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**AWARE is grateful to its kind donors and sponsors for their generous financial support and contributions in kind.**

## \$ 1,000 and above

Anwar & Munira Sheikh  
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 Brooks Entwistle  
 Cathy Johnson  
 Chan Yiu Lin  
 Chen Su Lan Trust  
 Chew How Teck Foundation  
 Choe Pilarnuj Nee Ratanarak  
 Christopher Chen & Vidula Verma  
 Chua Ee Fang & Sia Ching Sian  
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 DP Information Network Pte Ltd  
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 Faeza Sirajudin  
 Fong Yin Leong & Sum Lye Pheng  
 Gwee Ai Hwa  
 Hong Leong Foundation  
 Intel Singapore  
 International Women's Forum  
 Junie Foo  
 Kanwaljit Soin  
 KOP Properties Pte Ltd  
 Lee Foundation  
 Leny Suparman  
 Leon Anil Perera  
 Lim Mei Jean  
 Lim Wan Peng  
 Lindy Ong  
 Margaret Mary Wearne Charitable Trust  
 Margaret Thomas  
 Muriel Beckman  
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 Shantha Ratii  
 Stephanie Chu  
 Susiwaty Luhur  
 Tan Chin Tuan Foundation  
 Tan Joo Hymn  
 Tan Mae Shen  
 Tan Tee Jim  
 Teo Teck Weng & Dana Lam  
 The Body Shop (Singapore) Pte Ltd  
 Tin Pei Ling  
 Tote Board Social Service Fund  
 Tsui Yee Lian  
 UN Women  
 Vernie Oliveiro  
 Winifred Loh  
 Yip Wai Ping Annabelle

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Art Forum  
 Belinda Lim & The Wine Company  
 Bettr Barista Coffee Academy  
 Bezel The Watch Collectors' Guild  
 Cinq Salon Pte Ltd  
 Confirm Trading (s) Pte Ltd  
 Doreen Liu & World Scientific Publishing  
 Co Pte Ltd  
 Intel Singapore  
 Keppal Bay Sailing Academy  
 Lee Hwa Jewellery  
 Mandarin Oriental Spa  
 Marilyn Tan Jewellery  
 Saught  
 Quintessential  
 Skin Inc  
 Space & Light Yoga  
 Style Bicycle Asia  
 The Regent, Singapore

# FINANCIAL REPORT

## STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2012

	Notes	2012 S\$	(As Re- Presented) 2011 S\$	(As Re- Presented) 2010 S\$
<b>ASSETS</b>				
<b>CURRENT ASSETS</b>				
Cash and cash equivalents	3	445,077	703,426	403,681
Fixed deposits	4	1,100,000	607,963	507,142
Other receivables, deposits and prepayments	5	6,798	2,734	6,253
Inventories		-	280	280
<b>TOTAL CURRENT ASSETS</b>		<b>1,551,875</b>	1,314,403	917,356
<b>NON – CURRENT ASSET</b>				
Property, plant and equipment	6	12,442	1,835	5,991
<b>TOTAL ASSETS</b>		<b>1,564,317</b>	1,316,238	923,347
<b>LIABILITY AND ACCUMULATED FUNDS</b>				
<b>CURRENT LIABILITY</b>				
Accruals		29,053	22,711	15,120
<b>TOTAL LIABILITY</b>		<b>29,053</b>	22,711	15,120
<b>FUNDS</b>				
Accumulated funds	7	1,004,750	995,122	538,395
Project funds	8	494,945	249,595	307,658
Financial intelligence training fund	9	5,569	18,810	32,174
In memory of Jagraj Verma fund	10	30,000	30,000	30,000
		<b>1,535,264</b>	1,293,527	908,227
<b>TOTAL LIABILITY AND FUNDS</b>		<b>1,564,317</b>	1,316,238	923,347



# FINANCIAL REPORT

## STATEMENT OF COMPREHENSIVE INCOME

AS AT 31 DECEMBER 2012

	Notes	2012					Total	2011
		Accumulated Funds	Project Funds	Financial Intelligence Training Fund	In Memory of Jagrav Verma Fund	S\$		
	S\$	S\$	S\$	S\$	S\$	S\$	S\$	
<b>REVENUE</b>								
Tax exempt donation		273,377	271,465	-	-	544,842	587,437	
Non-Tax Exempt donation		3,050	28,880	-	-	31,930	55,836	
Fundraising activities:								
Supersonic big ball event (Tax Exempt Donation)		182,186	2,920	-	-	185,106	-	
Supersonic big ball event (Non-Tax Exempt donation)		4,997	-	-	-	4,997	-	
Big ball event (Tax exempt donation)		-	-	-	-	-	171,974	
Big ball event (Non-Tax Exempt donation)		20,000	-	-	-	20,000	22,025	
Book sale event		-	-	-	-	-	3,366	
Mar 5th women conference		-	-	-	-	-	508	
Seed money youth for causes		-	-	-	-	-	5,186	
Counselling/Training contribution		-	51,106	1,378	-	52,484	54,286	
Grants		523	46,781	-	-	47,304	-	
Subscriptions		12,495	-	-	-	12,495	16,625	
Interest of fixed deposits		8,696	-	-	-	8,696	3,741	
Activities income		1,362	-	-	-	1,362	-	
Other Income		21,794	350	-	-	22,144	6,733	
<b>TOTAL REVENUE</b>		528,480	401,502	1,378	-	931,360	927,717	

# FINANCIAL REPORT

## STATEMENT OF COMPREHENSIVE INCOME (CONT'D) AS AT 31 DECEMBER 2012

	2012						2011
	Notes	Accumulated Funds	Project Funds	Financial Intelligence Training Fund	In Memory of Jagrav Verma Fund	Total	
	S\$	S\$	S\$	S\$	S\$	S\$	S\$
<b>LESS: EXPENDITURE</b>							
Accounting fees		-	-	-	-	-	1,750
Activities expense		1,001	-	-	-	1,001	(400)
Advertisement		-	-	-	-	-	100
Audit fees		5,744	1,715	-	-	7,459	2,434
Bank Charges		838	411	52	-	1,301	1,474
Big ball event expenses		-	-	-	-	-	43,562
Book sale event expenses		-	-	-	-	-	27
Capacity building		50	-	-	-	50	5,119
Counselling fee		-	12,480	-	-	12,480	7,775
Depreciation of property, plant and equipment	6	7,676	-	-	-	7,676	4,913
Staff salaries, bonus and CPF	11	121,717	351,633	13,888	-	487,238	382,710
Entertainment		430	169	-	-	599	-
General expenses		8,190	3,752	18	-	11,960	3,697
General meeting		97	33	-	-	130	114
Gifts		1,026	104	-	-	1,130	-
Insurance		831	950	-	-	1,781	5,620
Intern allowance		-	1,730	-	-	1,730	1,425
Library books		335	92	-	-	427	-
License fee		-	1,248	-	-	1,248	-
Mar 5 <sup>th</sup> Women Conference expenses		-	-	-	-	-	-
Medical fees	11	232	592	41	-	865	1,194
		-	-	-	-	-	687

# FINANCIAL REPORT

## STATEMENT OF COMPREHENSIVE INCOME (CONT'D) AS AT 31 DECEMBER 2012

	2012						
	Notes	Accumulated Funds	Project Funds	Financial Intelligence Training Fund	In Memory of Jagrav Verma Fund	Total	2011
	S\$	S\$	S\$	S\$	S\$	S\$	S\$
<b>LESS: EXPENDITURE (CONTINUED)</b>							
Membership and subscription		775	522	-	-	1,297	100
Merchandise		209	588	-	-	797	2,684
Newspaper and magazine		415	468	-	-	883	706
Pest control		-	-	-	-	-	370
Photocopying usage		1,561	2,145	-	-	3,706	1,740
Postage, printing and stationery		7,011	3,181	2	-	10,914	5,341
Refreshment		3,037	2,445	62	-	5,544	4,036
Rental of equipment		2,065	1,901	-	-	3,966	3,986
Rental of premises and facilities		4,886	5,339	-	-	10,285	10,285
Repairs and maintenance		2,662	3,536	-	-	6,198	2,274
Research fees		-	2,450	-	-	2,450	3,100
Seed money youth for causes expenses		-	-	-	-	-	2,409
Staff insurance		911	1,643	32	-	2,616	-
Staff training		1,802	320	-	-	2,122	1,999
Staff welfare	11	649	259	-	-	908	-
Supersonic big ball expenses		56,024	-	-	-	56,024	-
Telecommunication expenses		2,827	3,048	-	-	5,875	4,808
Training and development fees		1,165	18,575	410	-	20,150	17,144
Translation fees		-	120	-	-	120	950
Transportation and travel		807	628	84	-	1,519	7,165
Utilities		3,896	4,296	-	-	8,192	7,939
Volunteer consultancy		-	4,605	-	-	4,605	1,500

# FINANCIAL REPORT

## STATEMENT OF COMPREHENSIVE INCOME (CONT'D) AS AT 31 DECEMBER 2012

	Notes	2012					2011
		Accumulated Funds	Project Funds	Financial Intelligence Training Fund	In Memory of Jagrav Verma Fund	Total	
	S\$	S\$	S\$	S\$	S\$	S\$	
<b>LESS: EXPENDITURE (CONTINUED)</b>							
Volunteer management recognition		-	-	-	-	122	
Volunteer training		85	295	-	-	380	
Website maintenance		3,733	704	-	-	4,437	
Write off of inventory		280	-	-	-	1,608	
		<b>242,967</b>	<b>423,037</b>	<b>14,619</b>		<b>689,623</b>	
<b>TOTAL EXPENDITURE</b>							
<b>SURPLUS/ (DEFICIT) FOR THE YEAR</b>		<b>285,513</b>	<b>(30,535)</b>	<b>(13,241)</b>		<b>385,300</b>	
<b>OTHER COMPREHENSIVE INCOME</b>		-	-	-	-	-	
<b>TOTAL COMPREHENSIVE INCOME/(LOSS)</b>		<b>285,513</b>	<b>(30,535)</b>	<b>(13,241)</b>		<b>385,300</b>	

# FINANCIAL REPORT

## STATEMENT OF CHANGES IN FUND AS AT 31 DECEMBER 2012

	2012					
	Accumulated Funds S\$	Project Funds S\$	Financial Intelligence Training Fund S\$	In Memory of Jagrav Verma Fund S\$	Total	S\$
Balance at 1 January 2011	538,395	<b>307,658</b>	32,174	30,000	908,227	
Surplus/ (deficit) for the year	456,727	(58,063)	(13,364)	-	385,300	
Other comprehensive income	-	-	-	-	-	
Transfers during the year	-	-	-	-	-	
<b>Balance at 31 December 2011 and 1 January 2012</b>	<b>995,122</b>	<b>249,595</b>	<b>18,810</b>	<b>30,000</b>	<b>1,293,527</b>	
<b>Surplus/ (deficit) for the year</b>	<b>285,513</b>	<b>(30,535)</b>	<b>(13,241)</b>	<b>-</b>	<b>241,737</b>	
<b>Total comprehensive income</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>Transfers during the year</b>	<b>(275,885)</b>	<b>275,885</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>Balance at 31 December 2012</b>	<b>1,004,750</b>	<b>494,945</b>	<b>5,569</b>	<b>30,000</b>	<b>1,535,264</b>	



# FINANCIAL REPORT

## NOTES TO THE FINANCIAL STATEMENT AS AT 31 DECEMBER 2012

### PROJECT FUNDS

	Befrienders	AWARE Training Institute	Lee Foundation (VMS)	Claire Chiang	CEDAW	CSL Anti – Violence Fund	SNOW	Single Research Fund	Sexual Assault Befriender Services Fund	Support Services	CSE	We Can	Total
	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$
Balance at 1 January 2011	1	55,909	174,344	10,000	10,975	-	30,000	26,429	-	-	-	-	307,658
Revenue for the year	-	32,199	-	-	131	65,000	-	-	60,000	-	-	-	157,330
Expenditure for the year	-	(69,071)	(63,846)	-	(11,106)	(35,065)	(30,000)	(6,272)	(33)	-	-	-	(215,393)
Transfers during the year	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Balance at 31 December 2011 and 1 January 2012</b>	<b>1</b>	<b>19,037</b>	<b>110,498</b>	<b>10,000</b>	<b>-</b>	<b>29,935</b>	<b>-</b>	<b>20,157</b>	<b>59,967</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>249,595</b>
Revenue for the year	-	36,715	-	-	-	65,000	-	-	102,203	149,154	28,000	20,430	401,502
Expenditure for the year	-	(62,527)	(73,184)	-	-	(59,093)	-	(21,920)	(33,721)	(177,781)	(871)	(2,940)	(432,037)
Transfers during the year	-	-	-	-	-	-	-	-	-	275,885	-	-	275,885
<b>Balance at 31 December 2012</b>	<b>1</b>	<b>(6,775)</b>	<b>37,314</b>	<b>10,000</b>	<b>-</b>	<b>35,842</b>	<b>-</b>	<b>(1,763)</b>	<b>128,449</b>	<b>247,258</b>	<b>27,129</b>	<b>17,490</b>	<b>494,945</b>

# 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 persons were elected into the Board at the Annual General Meeting held on 26 May 2012:</p> <ol style="list-style-type: none"> <li>1. Winifred Loh (President)</li> <li>2. Lindy Ong (Vice President)</li> <li>3. Sunita Venkataraman (Honorary Secretary)</li> <li>4. Zeng Li Hui (Honorary Treasurer)</li> <li>5. Faeza Sirajudin (Vice Treasurer)</li> <li>6. Margaret Thomas (Committee Member)</li> <li>7. Teo You Yenn (Committee Member)</li> <li>8. Wong Pei Chi (Committee Member)</li> <li>9. Jasmine Ng Kin Kia (Committee Member)</li> </ol> <p>Nicole Tan was the Immediate Past President w.e.f. 26 May 2012.</p>
<b>Auditors</b>	Suhaimi Salleh & Associates

## Review

### Staffing

Staff are recruited locally. As at 31 December 2012, the breakdown of the staff strength is as follows:

Managers	3
Other Professional Staff (Executive Level)	8
Cleaner	1
	12

### Remuneration of Board Members

No board member has received any remuneration in 2012.

### Remuneration of Top 3 Executives

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

Salary Band FY 2012 (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>	1,004,750	995,122	0.96%
Restricted / Designated Funds:	530,514	298,405	77.8%
- Building Fund		-	
- Education Fund		-	
- Others			
Endowment Funds		-	
Total Funds <sup>1</sup>	1,535,264	1,293,527	18.7%
<b>Ratio of Reserves<sup>2</sup> to Annual Operating Expenditure<sup>3</sup></b>	2.23 (26 months)	2.38 (28 months)	(6.3%)

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.

The reserves will be used in the following manner:

- Maintain reserves in fixed deposits with an established bank or finance company for the next 12 months.
- The Board regularly (**half year**) reviews the amount of reserves that are required to ensure that they are adequate.
- 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>1</sup> Total funds include unrestricted, restricted, designated and endowment funds.

<sup>2</sup> Total funds

<sup>3</sup> Charitable Activities and Other Operating and Administration Expenses for 2012 was \$689,623; for 2011 was \$542,417.

# COMPLIANCE

## Compliance with Charities Code for period from Jan 2012 to Dec 2012

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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## **Addendum to the Annual Report 2012**

### **Page 9 and 14**

“Not Just Inheritance” (NJI) should not be listed as a sub-committee of AWARE. NJI was an initiative of the CEDAW Sub-Committee but it now has non-AWARE members and undertakes activities both with and without AWARE.

### **Page 6 and 16**

The references to Mandarin Helpline training as being the first ever Mandarin Helpline Training to be conducted be deleted. Such training has been conducted before.

### **Page 14**

In relation to Workplace Sexual Harassment Sub Committee, “Asiyah Aziz “should read “Asiyah Arif”.

In relation to We Can! End Violence Against Women Sub Committee, “Tekla Hendrikson” should read “Tekla Hendrickson”.

### **Page 18**

Under “Issues and Trends in 2012”, “Of the total 93 calls received in 2012” should read ““Of the total 132 calls received in 2012”