

The arc of the
moral universe
is long but it
bends towards
justice.

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About AWARE

The Association of Women for Action and Research (AWARE) is Singapore's leading gender equality advocacy group. Founded in 1985, we are dedicated to removing gender-based barriers. We work to identify and eliminate these barriers through research and advocacy, education and training, and support services.

Vision

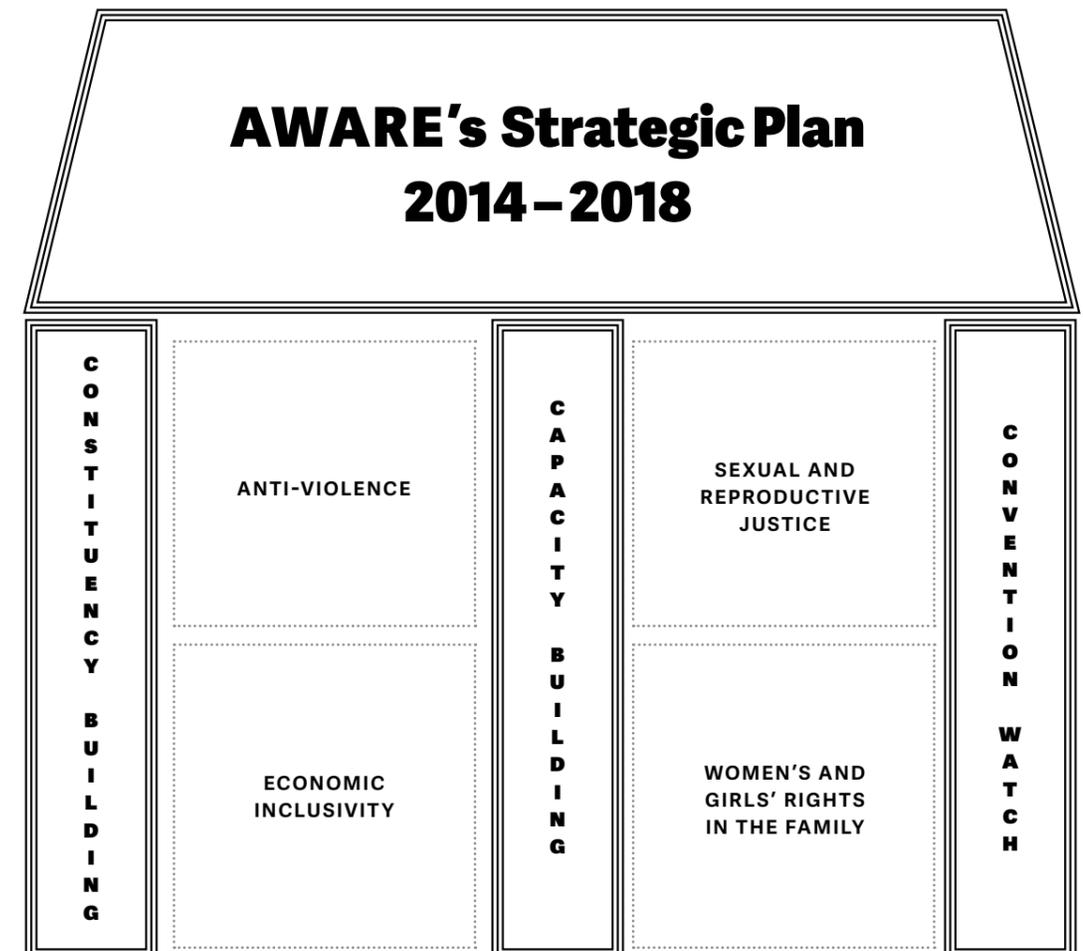
A society where there is true gender equality — where women and men are valued as individuals free to make informed and responsible choices about their lives.

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 and hopes.

Strategic Plan

AWARE's strategic plan 2014-18 guides our work toward our goal of a society that respects the human rights of all. All our activities are directed toward the three strategic pillars of constituency building, capacity building (for both individuals and organisations, as well as Singapore's human rights movement) and Convention Watch, monitoring Singapore's compliance with UN human rights conventions. In 2016, our work focused on the key thematic areas of anti-violence, economic inclusivity, sexual and reproductive justice, and women's and girls' rights in the family.



Message from our President & Executive Director



Teh Hooi Ling, President



Corinna Lim, Executive Director
Photo courtesy of Jeannie Ho Photography

Dear friends and supporters,

Dramatic developments confronted the world in 2016. In times of potential turmoil and in the face of worrying global pushback against human rights, it remains even more important for us to hold fast to our vision of true equality. We are determined to continue building AWARE as a force for pluralism and progress, and to challenge isolationism in our society.

We do this from a position of strength, with plenty to be grateful for. We are humbled by the longstanding support that the AWARE community has sent our way, and struck by the passion and dedication of everyone who has taken part in the cause.

We had a busy and rewarding year in 2016.

AWARE received gold-standard recognition when the Charity Council presented the 2016 Governance and Transparency Awards to AWARE. This is a noteworthy milestone of our efforts to fully professionalise AWARE that started in 2010. Today, we are glad that AWARE is sustainable, and can move forward in a consistent and effective way.

Our #asinglelove campaign achieved a big win for unmarried mothers who now receive the same maternity leave benefits as married mothers. For round two — we are focusing on pushing for more housing options for all single parents. We published to rave reviews *Perempuan: Muslim Women in Singapore Speak Out*, a powerful anthology of stories and poems of Muslim women's experiences living in Singapore. We also caused ripples of change throughout society, with major figures like government Ministers and Joseph Schooling standing up to oppose violence against women as part of the White Ribbon campaign.

It's been a great journey with all of you over the last 32 years. We would like to thank everyone who has helped AWARE get to where we are today — members, volunteers, donors, staff, partners and all other supporters. There is more that still needs to be done, and despite the sometimes arduous journey, justice and progress are on our side and the fight for a fairer world will endure.

— Teh Hooi Ling (President) & Corinna Lim (Executive Director)

Our year at a glance

2016

01 Jan	02 Feb	03 Mar	04 Apr	05 May	06 Jun	07 Jul	08 Aug	09 Sep	10 Oct	11 Nov	12 Dec
<p>Joint press conference with Alliance of Like-Minded Organisations (ALMOS) about Singapore's Universal Periodic Review session</p> <p>Began partnership with Daughters Of Tomorrow, providing them with funds, volunteers and guidance to support lower income women on their back-to-work journey</p> <p>Gender Justice forum equipped 45 young people from 26 institutions to tackle inequality</p> <p>Prompted media coverage on how s377A deters sexual assault survivors from reporting</p>	<p>Worked with MPs to highlight violence against women in Women's Charter review</p> <p>Urged state support for caregivers in our sixth annual Budget recommendations</p> <p>Highlighted need for due process in sexual assault cases, in response to Benjamin Lim case</p> <p>Just Cause recommended AWARE as a top charity for donors</p> <p>New Catalyse Consulting website launched</p>	<p>#asinglelove kicked off with 'Mothers are Mothers' viral video and posters in MRT stations</p> <p>Fair for All Families brought hundreds of single parents and supporters to Hong Lim Park</p> <p>Called for women's representation, inclusiveness and democracy in elected presidency in a submission to Constitutional Commission</p> <p>Strengthened Helpline through trainings on spousal maintenance support for clients, and groupwork on self-awareness</p>	<p>Government announced full maternity leave for unmarried mothers and Child Development Accounts for their children</p> <p>Spoke at oral hearings of Constitutional Commission on elected Presidency</p> <p>Elected new Board for 2016 – 2018 at 31st Annual General Meeting</p> <p>New befrienders invited to tour Family and State Courts</p> <p>Spoke up in response to Zunika Ahmad case to demand protection for all sexual assault victims</p>	<p>Ran first Divorce Support Group of the year</p> <p>Second series of #asinglelove posters brought stories of two single parents to commuters</p> <p>Marked Mother's Day with an op-ed in The Online Citizen on single mothers</p> <p>Training by Trans SAFE Family Violence Specialist Centre for Helpliners</p>	<p>Delivered a statement on women's rights at UN's Human Rights Council in Geneva</p> <p>State announced at UN it was "actively working toward" end of marital immunity for rape</p> <p>Questioned new governmental restrictions on Hong Lim events such as Pink Dot</p>	<p>Ran first Contemplating Divorce support group of the year</p> <p>Screened 'Untracing the Conspiracy' for members</p> <p>Spotlighted need for consent education in view of NUS orientation controversy</p> <p>SACC launched its first support group for sexual assault survivors</p>	<p>Emphasised importance of free speech and rule of law in contempt of court cases</p> <p>Responded to public consultation on Vulnerable Adults Bill</p> <p>Launch of third series of #asinglelove posters, featuring children of single parents</p>	<p>Second successful run of Divorce support group</p> <p>Powerful report, 'Distress is not a crime', called for law reform on suicide</p> <p>United over 300 activists and members of civil society at Apa Itu Activist? Forum</p> <p>Excellent standards of governance recognised with the Charity Governance Award and Charity Transparency Award</p>	<p>Raised over \$370,000 at the WORLD Ball!</p> <p>Recognised outstanding activists and groups Kirsten Han, Sarah Tan, Bettr Barista and The T Project with the AWARE Awards at the WORLD Ball</p> <p>Launched Perempuan, anthology of essays by and for Muslim women</p> <p>Conducted training for 48th intake of Helpliners, legal session on mediation and divorce by Community Justice Centre & Practice Forte, and training for counsellors to help SACC clients with trauma recovery</p>	<p>Second successful run of Contemplating Divorce support group</p> <p>Ministry of Home Affairs announced willingness to review criminalisation of suicide</p> <p>Got everyone talking about consent and violence in response to 'Dear Kelly' advice column and Bridal Bootcamp viral video</p> <p>Granted limited voting rights to male and non-binary members at Extraordinary General Meeting</p> <p>Joined hands with influential personalities like Minister Tan Chuan-Jin and Joseph Schooling for the launch of White Ribbon campaign</p> <p>Published report on "Women living with HIV/AIDS"</p>	<p>Spread message of Active Fatherhood with Michael Kaufman, founder of White Ribbon campaign, in collaboration with Ministry of Social and Family Development, High Commission of Canada and Deutsche Bank</p> <p>Marked International Migrants Day with call for more equitable treatment of foreign spouses</p>

Support Services

Our services are grounded on our commitment to treating women with trust, support and respect.

Since the 1990s, our Support Services department has steadily transformed the lives of thousands of women in Singapore — providing a crisis helpline, counselling, a legal clinic, befriending services and, most recently, support groups.

"[She] was phenomenal to speak with and helped me to work through a lot of what I was going through," one client said of a Helpline. "Her encouragement has stayed with me and I have not only been able to work through my own personal issues but have been able to move forward with great results. Above all, let her know I will be eternally grateful for our conversation. It's been a defining moment in my life."

The Helpline has been an important window for callers, with 13% going on to access our legal clinic, befriending, and/or counselling services.

Helping clients help one another

One major success story of recent years has been our support groups, which began as a once-a-year initiative in 2014, and have now blossomed into quarterly programmes, for women who have recently gone through, are currently undergoing or are contemplating divorce. This moves away from a model where AWARE provides services to clients, to one where women are empowered to assist one another based on their common experiences.

"This is a meeting place for the divorcees to come together to encourage, comfort and be a sounding board for one another, and not feel alone with our challenges," said one participant. "I feel that I went through a well thought-through, well-structured and well-organised programme, and not just a social gathering." In fact, all of 2016's 28 support group participants reported that they understand

their emotions better, feel emotionally supported and better able to cope with the crises in their lives.

In good hands

To ensure we stay effective, Support Services is always seeking to improve ourselves and develop our volunteers. In May and June, we held our first group work for Mandarin-speaking Helpline, enabling them to gain a clearer perspective of their own personality and identify their strengths and weaknesses, in order to be more effective Helpline.

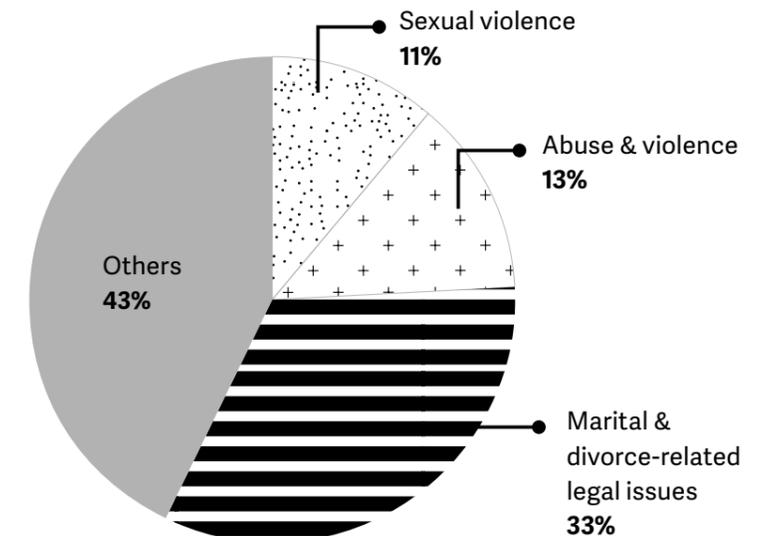
Another intense five-month training programme for English-speaking Helpline meant our volunteers are now better equipped with knowledge on dealing with domestic violence, marital problems, mental health, and LGBTQ matters.

We brought in expertise from external agencies as well: Trans Family Violence Specialist Centre, SCWO Maintenance Support Centre and Community Justice Centre conducted intensive workshops to strengthen the volunteers' ability to support callers. Befrienders weren't left out either: they received a special orientation at the Family Court and State Court conducted by court representatives.

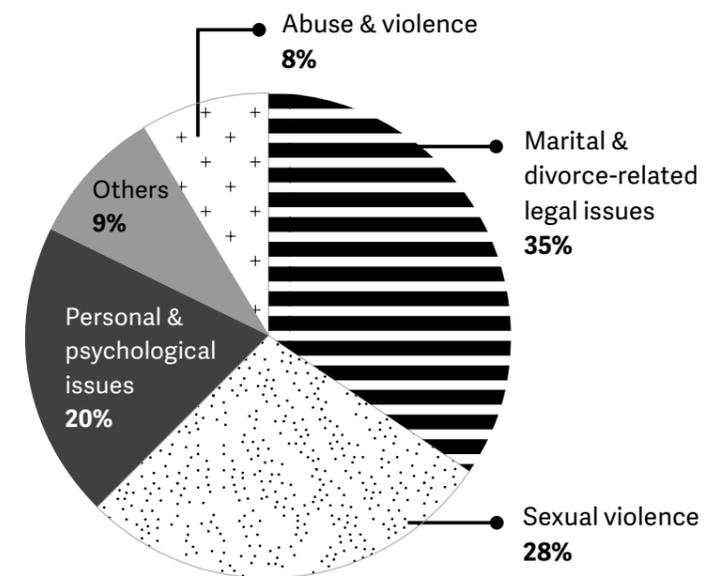
Karen Warrener, a Helpline who attended one of the sessions, enthused: "I just wanted to thank you for providing such a fantastic training package for your new helpline volunteers. I feel very well equipped and excited to start my new role! I am very proud to be joining such an amazing organisation where we can make a difference to women's lives!"

Leading issues

Through Helpline

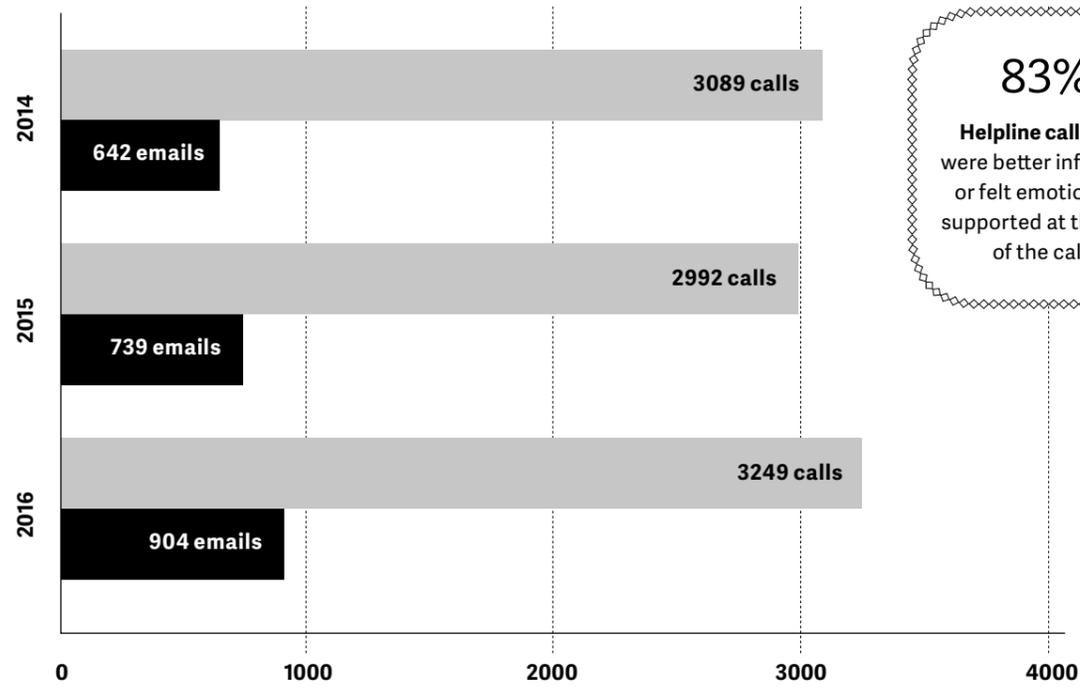


Through Counselling



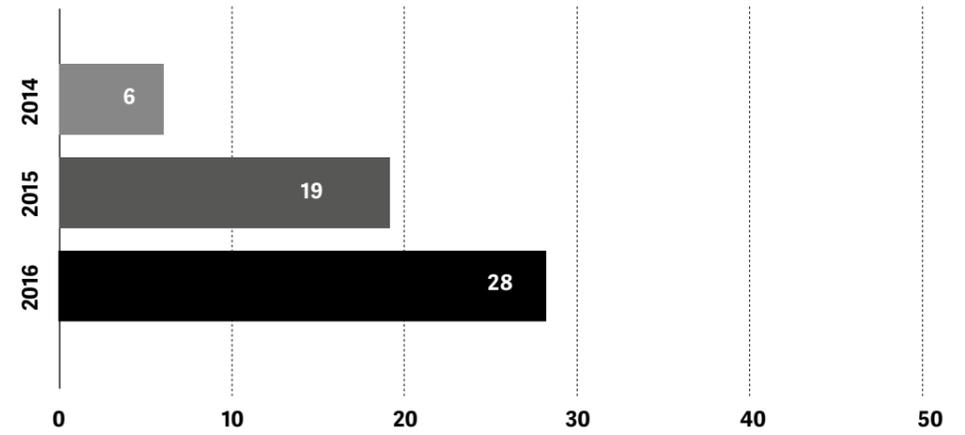
Outreach

Helpline Calls & Emails



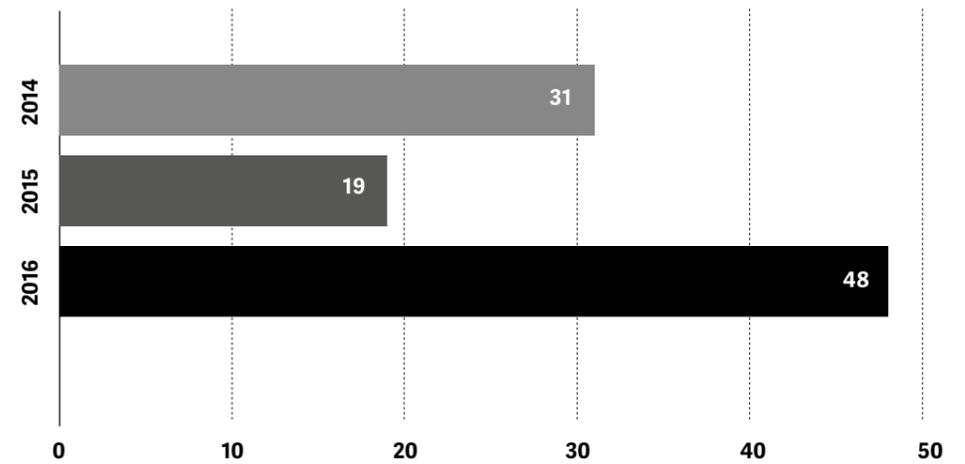
83%
Helpline callers* were better informed or felt emotionally supported at the end of the call.

Support Group Participants



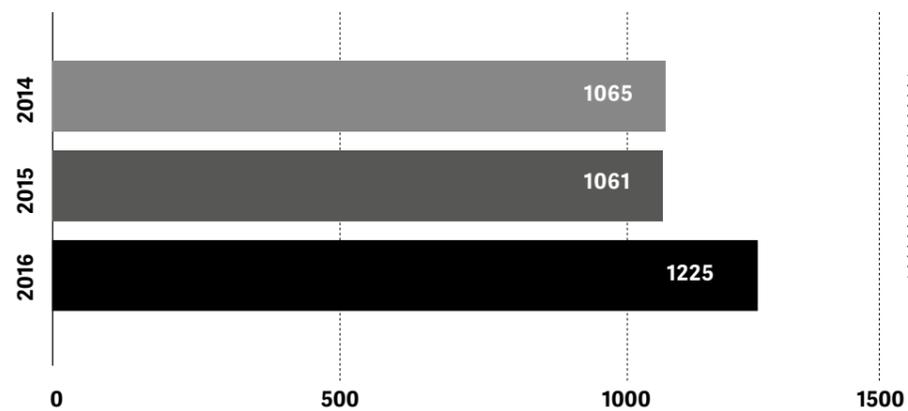
100%
support group members felt that they understand their emotions better and are better able to cope with the crisis in their lives.

Befriender Trips



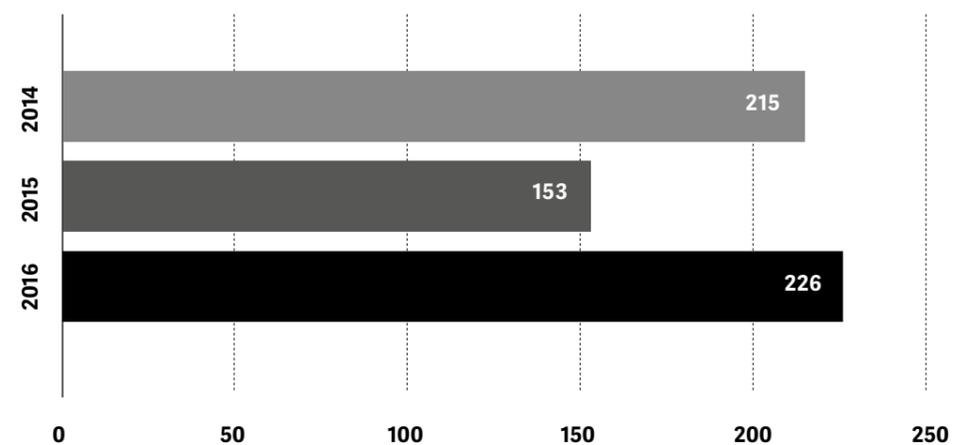
100%
befriender clients were more empowered, better informed and emotionally supported.

Counselling Sessions



80%
counselling clients* felt they were better able to deal with their current crisis.

Legal Clinic Sessions



91%
legal clinic clients were empowered to make informed decisions because of the advice they received.

Standing Up for Single Parents

Reached out to tens of thousands through **#asinglelove** public campaign.

Helped **20** single mothers regain confidence through **4** Confidence Curriculumms.

Placed **16** single mothers in jobs.



The IT Literacy Programme equips women with basic Microsoft office skills. Since August 2016, 4 women have secured jobs and data entry assignments with their newly acquired IT skills. Beneficiaries were invited to the Google Singapore office, where they were given resume-writing and interviewing tips.

Our years of advocacy bore fruit, as the government acknowledged the need to support unmarried mothers and their children, and announced more equal benefits for them. From now on, these families will enjoy 16 weeks of maternity leave, just like their married counterparts, and benefit from Child Development Accounts.

These were big steps forward; and getting there required changing the hearts and minds of the public. Launched in the week of International Women's Day, our high-profile **#asinglelove** campaign kicked off with Fair For All Families, a carnival that honoured single parents. With free goodie bags, parent-child bonding activities, moving speeches by single parents, and a speech by MP Tin Pei Ling, the fair's lively atmosphere demonstrated what a society that supports, instead of penalises, single parents could look like.

Single parents' voices and stories were also centred in a powerful video which went viral online and was then screened at Queensway Shopping Mall for the next few months. All year, eye-catching posters appeared in train stations, commercial districts, and shopping malls islandwide, putting a spotlight on the lives and complex challenges that single parent families grapple with.

The effect of reaching out to a mainstream audience was palpable from the start. Single parents connected with us to share more about their own lives, expressing that they felt emboldened to fight for their rights. The publicity also resulted in a spike in student-led research and projects on the lives of single parents in Singapore.

Empowering single mothers' return to the workforce

Even as we worked on changing the social and legal landscape, we also provided our partner, Daughters Of Tomorrow (DOT) with resources to support individual



#asinglelove was organised in collaboration with non-profit group, Daughters Of Tomorrow, and award-winning advertising agency Kinetic.

single mothers in improving their lives, through back-to-work support and employment-matching services. With regained confidence and rediscovered talents and strengths, many single mothers went back into the workforce with an open mind and renewed vigour.

“I used to be afraid of interviews, afraid to go out and meet new people,” said Renemerlina, a single mother of two who went through DOT’s Confidence Curriculum. “But after the curriculum, life coaching and everything DOT has offered me, I can see that I am much better than I used to be. I am not that shy anymore. It definitely brought up my confidence. I am more ready to face the workforce. Another good point about it is that I made new friends. The people are actually going through the same thing as me – wanting to go back to the workforce, but lacking the confidence. So, we give each other support and encouragement. Anything we couldn’t cope with or handle ourselves, now we can.”

Renemarlina’s sentiments are echoed by many single mothers with whom DOT has journeyed. “SP”, a single mother who had just begun a new part-time job after ending an abusive relationship, was connected with DOT while she was seeking counselling for her depression and anxiety. With DOT’s back-to-work support and encouraging friendship, her confidence was boosted and she felt encouraged to work diligently at her part-time gig, which eventually led to a full-time administrative role which she described as “her dream job”.

These stories merely scratch the surface of the astounding journeys single parents can make with enough affirmation and integrated support. So in 2017, we’re proud to once again be joining hands with DOT to train and certify low-income women for careers in the eldercare industry, in a new programme funded by J.P. Morgan.

Louder calls for better state policies

Yet challenges remain, and the push for full inclusion must go on. Single parents and their children continue to suffer discrimination — they face obstacles with something as basic as proper housing, for example, and there are unequal inheritance laws. We will make every effort to help eliminate these disadvantages. This means working closely with parliamentarians, engaging the media, and planning further campaigns.

In 2016 we conducted in-depth interviews with 55 single mothers. The findings of this research will be unveiled in 2017 and will provide strong material for our submissions to policy-makers and our conversations in the public sphere. We have already raised questions about the state’s new policies such as the Fresh Start Housing Scheme, and we will have more points to make. Single-parent families should have equal opportunity for stability, security and a bright future.

Support & Safety for Sexual Assault Survivors

The Sexual Assault Care Centre (SACC) launched its first support group for sexual assault survivors in 2016. We also conducted:

510 case management sessions.

91% of clients felt helped & supported by their case manager for the full duration of their case.

413 counselling sessions.

88% of counselling clients were able to develop effective coping strategies to deal with the impact of the assault.

93 legal information sessions.

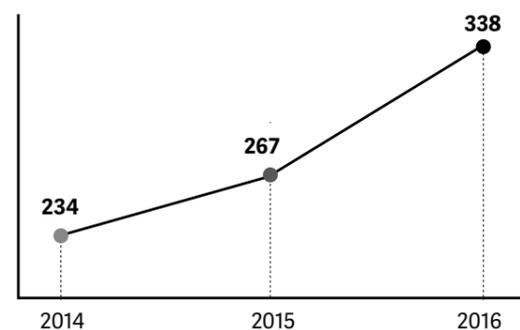
85% of clients felt the advice given by the lawyer helped them to make an informed decision.

45 befriending trips.

93% of clients felt the befrienders were encouraging and supportive.

Every client who comes to the SACC seeks support because of a very individual experience. We work to provide consistent and holistic support at each step of recovery. Clients are supported via our helpline, WhatsApp, over email or in person at the drop-in centre, in getting counselling, legal information or a Befriender to help with visits to the police, hospitals or courts.

Increase in number of people who reached out for help



SACC saw a 44% increase in the number of people reaching out for help over the past two years, with most clients calling in through our Helpline. In 34% of 338 cases, first contact with SACC was made by someone on behalf of the survivor.

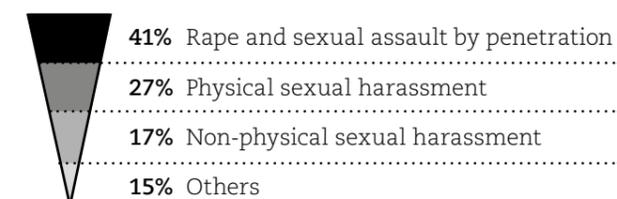
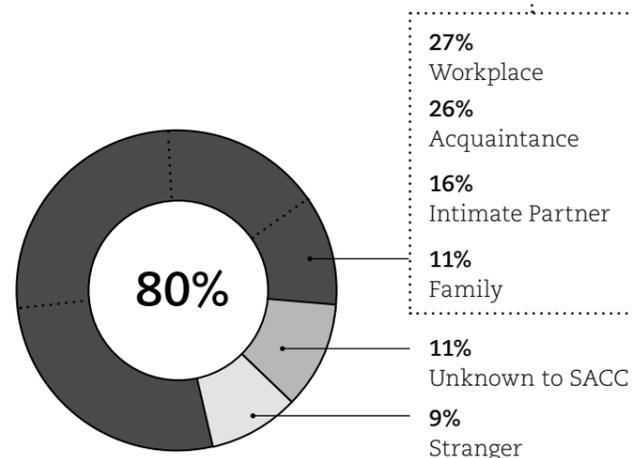
Sexual assault can happen to anyone.

- Majority of sexual assault survivors were in the age range of 16 - 35 years old.
- In 96% of cases, the survivor was female.
- Close to 60% of survivors spoke to us within a year of the assault.
- In 14% of cases, survivors faced sexual abuse as a child.

"You never left my side since day one," said one client. "You don't know how much it means to me. Thank you for all your help - from listening to my issues, to all your advice, your guidance and even the quick hugs we had. I appreciate everything and I would not be at peace right now if not for you. Because of you, I learned to focus more on the good things and the good people I have instead of living in the past."

The public understanding of sexual violence — and the value of support services — is growing. More people are reaching out to SACC each year. Our Centre has become a resource for those looking to support their friends and family, as well as other agencies who encounter issues of sexual violence in their own work.

8 out of 10 sexual assault cases are committed by someone known to the survivor.



Supporting survivors — to support one another

SACC has always sought to develop our knowledge and experience to meet clients' needs — regularly strengthening our core team of counsellors, befrienders, lawyers and Helpliners, so that they can provide support which is rooted in a thorough understanding of sexual assault. We've also built our network of other agencies and service providers, so that we can refer clients who need something outside our area of expertise.

In 2016 we developed something new, and unique in Singapore: a support group to bring survivors together. The five participants meeting over four group sessions, shared with one another a unique solidarity and mutual understanding, reducing the intense sense of isolation that

What did clients have to say about us?

"The case manager was very helpful and told me step-by-step on what the procedure would be and gave good referrals/advice. She was very respectful and did not push me to make a decision."

"I sincerely appreciate the support and assistance given to me during this difficult period. I wouldn't be able to reach this stage without such unconditional support. I sincerely hope AWARE can reach out and help more people who are as lost as I was when dealing with such difficult situation."

"I really feel that it helped me SO much to know the options I have from someone else's perspective. (My befriender) really checked on me and made a huge impact on me."

survivors can often feel, and helping them gain coping skills. Asked what she learned from the process, one said, "That I'm strong and not alone." We will build on this groundbreaking project with more support groups in the coming years.

Advocacy and training

Women facing sexual violence need support beyond the doors of SACC, too. In 2016, we continued to build public understanding of sexual violence. When a teen magazine shamed a young victim of rape, our open letter in response sparked a national conversation, including a Talking Point episode where we were featured, about victim-blaming and consent education. Our calls for a criminal justice system that is more sensitive to the impact of sexual violence found support in Law Minister K. Shanmugam's public statement, that an effective criminal justice system must not make it difficult for women to report the crime.

Throughout the year, we worked to keep media conversations on sexual violence focused on empathy and consent, rather than morality or obscenity — including, notably, when controversy engulfed university orientation camps.

We also secured improvements in the legal situation in 2016. Marital immunity for rape is on its way out: in June, at the UN, Singapore announced for the first time that it was "actively working towards" repeal. This follows our long-standing lobbying on this issue, including ensuring that other UN states raised the issue. Speaking to the Human Rights Council in Geneva, we followed up urging complete and unqualified repeal, and will keep the pressure on in 2017, especially as Singapore returns to Geneva to be assessed under CEDAW.

We successfully called for justice in the case of Zunika Ahmad, a trans man acquitted of sexual

assault when the judge wrongly held that perpetrators of this offence must have a penis. Through the media, we promoted the widespread recognition of this case as a denial of justice — as well as a misunderstanding of the law. The Court of Appeal overturned the decision several months later.

In our efforts to improve victims' experiences of the criminal justice system, we have continued to engage the Serious Sexual Crimes Branch of the police as well as the Attorney-General's Chambers on the issue of sexual violence. In response to the case of Benjamin Lim, we reminded the public that any investigation of sexual violence must have due regard for defendants and vulnerable minors.

As forerunners in our field, we also shared our expertise by training frontline NGO professionals, student leaders, interest groups and educators to assist them in their response to sexual assault survivors.

The power of social media

We were not short of opportunities to encourage a more open conversation on consent and support for survivors. Our direct services saw wider publicity through quarterly Facebook advertisements, with helpful and accessible messages for a mainstream audience.

The popularity of the ads led us to create a series of equally well-received infographics which we devoted to more overlooked aspects of sexual assault, like the sexual violence faced by young people in Singapore, common questions survivors have about legal action, myths about "typical" emotional responses to sexual assault, and a series showing what peers can say to support survivors. This move to raise awareness through online media reached out to tens of thousands of Facebook users, and sparked many lively conversations about sexual violence.

Working Against Gender Violence

Our services, public campaigns and work with policy-makers combat gender-based and family violence on all fronts.

As one of the loudest voices in anti-violence advocacy, our work consistently spans all levels of society, bringing a wealth of knowledge and perspectives to the larger conversation on ending violence against women.

.....
White Ribbon campaign ambassadors Joseph and Colin Schooling spoke up about the importance of men's involvement in calling out gender violence.



We work to assist and empower victims of violence, through our Helpline, counselling, legal clinic and befriending services. Almost 13% of Helpline calls received were from women facing abuse and violence, not including sexual violence (11.1%). Abuse and violence also made up 8.5% of counselling clients last year, and sexual violence made up 27.8%. For a more detailed breakdown, refer to our Support Services section.

Women's Charter

Parliament carried out a review of the Women's Charter in February. Building on our submissions to the government in late 2015, we continued to work with media and MPs to ensure prominent voices for full and non-discriminatory protection of women from violence. In particular, we supported PAVE's call for the extension of PPOs to non-married intimate partner violence, and raised concerns via Parliament about the troubling Section 160 regime allowing for the discretionary detention of girls aged 16-21.

White Ribbon campaign

We sparked a men's movement in ending violence against women with the White Ribbon campaign, and at its helm were influential leaders like Minister Tan Chuan-Jin, Minister Yaacob Ibrahim, Olympic medallist Joseph Schooling and Cultural medallion winner Alvin Tan.

The cause was deeply felt by many: our White Ribbon Letters initiative saw thoughtful and heartfelt letters written by celebrities like Adrian Pang and Neil Humphreys to a boy in their lives. They spoke passionately about breaking gender stereotypes, respecting women, practising sexual consent, and challenging toxic masculinity. These conversations went further when we posted ribbons to male leaders and influencers in Singapore, encouraging them to pass on a ribbon to a younger man or boy in their lives.

We were honoured to bring back the co-founder of the White Ribbon global campaign himself, Michael Kaufman, 10 years after his last visit to Singapore. He led sessions on active fatherhood and gender violence for civil servants from the Ministry of Social and Family Development (MSF), various companies in Singapore, and prominent male allies. He also conducted a youth workshop on creating safer campuses free of sexual harassment and dating violence, and a public talk on 'How Good Dads Can Change the World'.

National Family Violence Conference

Our consistent advocacy for a public sensitised to issues of gender-based violence and alert to the need for bystander intervention paid off in 2016, with the Ministry for Social and Family Development taking up its own "Break the Silence" campaign with themes and an ethos heavily reminiscent of AWARE's We Can! launch in 2013. At the well-attended conference where this was kicked off by Minister Tan Chuan-Jin, our large-scale workshop for police officers, VWOs and others allowed us to share our successful strategies in Community Engagement and Advocacy for Safer Families, as well as AWARE's advocacy on issues surrounding domestic violence.

Muslim Women Speak Out

We have fostered a strong, growing community of Muslim women who are challenging injustice.

Sold **400** copies of *Perempuan*.

Reached out to **339** people through events and workshops.

Telling stories in local schools, regional conferences, and even global media, GEC focuses public attention on unique cultural obstacles Muslim women face, and challenges the state's narrative that "culture" is a reason to shy away from a full commitment to gender equality under CEDAW.

"GEC has given me a sense of belonging in challenging patriarchy within the local Muslim community," said Fadiyah, a volunteer and trainer with GEC. "It has also given me confidence in developing my knowledge about feminism within Islam, as well as confidence to engage with the community on such ideas. GEC gives me hope that there can be progressive change within the community towards greater consciousness and gender equality."

Amplifying Muslim women's authentic voices

Perempuan is a symbol of how far GEC has come. This powerful anthology by and for young Muslim women was published in October, garnering immediate media attention — from *The Straits Times*, *Berita Harian* and *Star 2* (Malaysia) — and selling almost 400 copies.

The essays and poems tackle experiences from reconciling faith with sexuality, to battling the cultural weight of the hijab, to enduring rampant discrimination in the workplace.

"This is an amazing collection and, I believe, the first of its kind in Singapore," said Imran, an interfaith activist and regular speaker at GEC's events, who said the book gives readers "a window into what it means to be a woman in Singapore's Muslim community and the struggles of having to conform to social norms that restrict rather than emancipate the individual in the journey to self-worth."

Readers appreciate the authenticity of the voices GEC has spotlighted. "So often a Muslim woman who tells a story can never just be a woman telling a story," said Lovisa, an AWARE volunteer. "It's always written to make us believe that her personal identity is identical to her religious one...almost exotifying Muslim women. The book really succeeds in going 'beyond the hijab'."

Difficult issues get aired

GEC has also brought this rare attention to nuance to media discussions of the experiences of Muslim women — enabling the campaign to tackle thorny issues such as *sunat perempuan*, which came to widespread public attention in Singapore for the first time, after GEC carried out interviews with the Thomson Reuters Foundation and BBC. Said Filzah Sumartono, coordinator of GEC, "Our advocacy helped to shed light on the practice in Singapore, and establish that it has no legitimate medical or religious basis. For some, the public conversation even spurred them to end the practice within their families."

When a video showing a religious educator endorsing domestic violence went viral, GEC bravely took on taboos to challenge these teachings in an open letter to the organisers. This generated a passionate and critical online conversation about the role that religious figures play in the conversation about violence.

Fostering community and support

It is GEC's strong engagement within the community, however, that allows it to take on this public work. The campaign broke new ground in facilitating two support groups for Muslim women: Single and Single Again (SASA), aimed at Muslim single mothers, and Penawar, which provides support for young Muslim women experiencing religious trauma. Through these groups, members have found common cause in understanding and navigating the injustice and discrimination that they face.

Every Ramadan, familiar faces head down to the AWARE Centre for the annual Ramadan Talks, a rare chance to discuss sensitive issues that affect the Muslim community. Few other platforms can boast of initiatives where participants engage in discourse on gender-equitable interpretations of religions, social and political constructions of the hijab, the history of Islam, and leadership among Muslim women.

The campaign's understanding of religion and culture also makes it uniquely equipped to deliver workshops on healthy relationships, menstrual hygiene and sexual health to young Muslim women, including at the Jamiyah Children's Home Darul Ma'wa, Pertapis Centre for Women and Girls, and Singapore Polytechnic's Malay Language Society. Many participants valued the opportunity — otherwise so hard to come by — to "ask questions openly about anything".

Strengthening regional and international networks

The push for change has been strengthened by recognising that the national community is also part of a larger network. GEC has always been international: it was developed in collaboration with Solidaritas Perempuan in Indonesia, and funded by the UN Women Fund for Gender Equality. In September, 23 advocates came together in Jakarta to discuss the common problem of religious extremism faced by Singapore, Malaysia and Indonesia, and exchanged strategies to counter hate speech, excommunication and violence.

Our advocacy on *sunat perempuan* also went beyond Singapore's shores when we joined hands with WADI, a German-Iraqi NGO, to co-organise the first regional workshop exchanging strategies from 19 participating advocates from India, Thailand, Malaysia, Germany, UK and Singapore. We also brought GEC's learnings to the UN Women Commission on the Status of Women in New York. Attendees' surprise at the ongoing culture of taboo "even in a developed country" signifies how much more can be done to raise awareness on the unspoken reality of many women's lives in Singapore.

Get *Perempuan*: \$9 at Kinokuniya or Wardah Books; e-book from major retailers such as Amazon, Google Play Books, Kobo, Apple iBook, Bookmate (US\$2.99) (SG\$4.28).

Promoting Action & Advocacy

We can only make change as part of a movement — so we joined hands with students and civil society groups to build one.

300 participants in our Apa Itu Activist? forum.

Engaged **45 Change Makers** at our Youth Forum.

Addressed the UN Human Rights Council in Geneva.



Young people at the Youth Forum engaged in social justice issues.

AWARE believes in the power of strong relationships, both with the communities we work with and other key players in civil society. Gender equality will only be achieved with many of us standing together. Every year, much effort is devoted to fostering these networks and honouring those who have journeyed alongside us in building a just and equal society.

Community organising

The 2014 inaugural Apa Itu Activist? forum on civil society action and advocacy revealed the inspiration and creativity that can be gleaned when activists, academics, students and community organisers come together in one room. Building on that success, the 2016 chapter sparked conversations on how to refresh our movements for social justice.

Around 300 people participated in sessions on history, counter-narratives and democracy. The outstanding efforts and achievements of fellow advocates were celebrated at the Singapore Advocacy Awards, before the group dived into discussions on self- and community care, collaboration and sustainability.

Noorashikin Abdul Rahman, President of migrant workers' rights group TWC2, shared how she was "very heartened" to see so many younger people doing great things. "I feel very encouraged and optimistic about the future of Singapore," she said.

Many also found opportunities for collaboration. "It was simply a privilege to immerse myself in the vibrant activist scene in Singapore," said Chuan Limin, a participant. "I made a friend whose interests in doing work for children facing educational disadvantages aligned with mine, and we're currently collaborating on a project!"

The thoughtful and inclusive environment reflected the kind of society we wanted to nurture. "I greatly appreciate how the organisers ensured that d/Deaf participants would

At our Youth Forum:

96% of participants said they learnt how to support peers who may be in abusive situations.

96% committed to challenging stereotypes and stigma in everyday conversations.

87% said the forum increased their awareness of opportunities to get involved in social change/activism and the confidence to do so.

87% said the forum allowed them to develop a deeper understanding of issues pertaining to gender and social justice.

74% committed to taking steps towards promoting inclusivity in their schools.

have the sign language interpreters that they needed, and that interpreters were supported so that they could do a good job (both in terms of coordinating as well as sponsoring)," said Emily Lim, a participant. "I love that the forum provided such a good platform for coalition building too. Managed to bring my Deaf / disabled advocates / activists around and introduce them to lots of people."

Encouraging student activism

The Gender Justice Youth Forum was one of the We Can! campaign's latest engagement with young Change Makers. Participants aged 14 - 19 came together for a meaningful and creative weekend focusing on preventing gender-based violence. Developed in partnership with NUS student group Advoc8 and UWCSEA, 45 youth from 26 secondary schools, ITEs, polytechnics, universities and junior colleges explored topics such as dating violence, beauty standards, consent and gender-based bullying, and underwent skills-building sessions on student activism, and peer counselling and support.

The organisation of the Forum itself was a 'Change Maker' effort. From 2015, We Can! intensively mentored 20 young people who headed the development and facilitation of the forum. Using accessible stimulating formats like spoken word poetry and a 'Human Library' session, participants brainstormed ideas for social change and met inspiring activists like body-positive blogger Aarti Olivia and advocacy journalist Kirsten Han.

The participants forged strong bonds and resolved to stay in touch through an online community platform. Some have gone on to volunteer with We Can! and others have taken their own action to create more inclusive, supportive peer cultures at school and beyond.

Universal Periodic Review

We pull on levers at all levels – local and international – to create change. In 2016, we took part in the Universal Periodic Review (UPR), a process where United Nations member states such as Singapore have their human rights records "peer reviewed" by other member states. In coalition with other civil society groups forming the Alliance of Like-Minded Organisations (ALMOS), AWARE engaged other member states to ensure that Singapore had to face key women's rights issues, such as women's representation in public leadership, and the rights of single mothers and domestic workers. Encouragingly, following questions at the UPR, Singapore stated for the first time that it is "actively working towards" the abolition of marital immunity for rape.

AWARE Awards

We honoured four inspiring individual and group activists with the AWARE Awards for gender equality. Announced at the WORLD Ball in October, the 2016 winners showcased diversity, perseverance and genuine passion for causes that foster gender equality and women's empowerment.

Champion for Gender Equality & Justice:

Kirsten Han

Freelance journalist and activist Kirsten Han has eloquently used hard-hitting journalism to raise the bar on human rights reports and social commentaries, and centre discussions of gender in social and political conversation in Singapore. Her vocal support of migrant and domestic workers, sex workers, single parents and diverse family structures has been an influential force in steering local discourse.



The T Project

The T Project is the only local organisation and shelter that caters especially to the transgender community. Founded by sisters June Chua and the late Alicia Chua in 2014, their multi-pronged approach of public education, job-creation and crisis shelter, has led to greater public awareness of the lives of transgender people, in particular, transgender women, in Singapore.



Champion for Women's Economic Empowerment:

Sarah Tan

Choon Ming Bao Dian, run by 52-year-old Sarah Tan, is more than just a snack shop. Sarah Tan sells bao in order to support and create jobs for single mothers, homeless youth and migrant workers. She has been taking these people into her own home for eleven years.

With up to 13 bao stalls all over Singapore at the height of her success, Sarah Tan's informal social work, which is not done in collaboration with any government or private organisation, has supported over 50 people, most of whom are mothers and children in need, since 2005.



Bettr Barista

Founded in 2011 by social entrepreneur Pamela Chng, Bettr Barista Coffee Academy has trained over 50 individuals, majority being women and youths, from low-income families and marginalised backgrounds, in technical coffee education and other life skills. The selected applicants go through the six-month Bettr Holistic Training Programme where they are given an international-standard coffee education to get them work-ready in the specialty coffee industry.



Photos by Jacqueline Choo of Invertigo Studios.

Advocacy Highlights

AWARE works to influence policy and practice so as to help create a society that respects the human rights of everyone.



Our communications material presented AWARE's policy recommendations in accessible and simplified formats.

Older women

Once again, AWARE cast a spotlight on the needs of female caregivers and older women in our advocacy related to the national Budget. With increasing evidence that the impact of the ageing population falls disproportionately on women, we urged the government to budget for care as a social good, rather than leaving its costs for families to address on their own.

As the government moved to enhance protection of older people from abuse with the Vulnerable Adults Act, we brought attention to the importance of balancing the need to empower interventions by public agencies against rights of privacy and due process. We also emphasised, in the media conversation, the need to place elder abuse in the context of a wider caregiving infrastructure.

Elected Presidency

Changes to the Elected Presidency ensured that race and political representation were on everyone's mind in 2016. AWARE spoke up for the value of democracy and representativeness, while putting the issue of women in political leadership firmly on the public radar, through written submissions to the Constitutional Commission, participation in the oral hearings and extensive media work.

Suicide

We investigated the impact of and sought a review of the law criminalising suicide. Our report "Distress is not a crime", published for World Suicide Prevention Day, brought to light powerful accounts of women's negative experiences with the law. This generated extensive discussion in the media and online, as well as a slew of questions from concerned MPs. Asked in Parliament if the law was "set in stone", the Ministry for Home Affairs agreed to conduct a review.

Foreign wives

AWARE has kept this issue in the public and policy-maker eye. Throughout the year, we worked with MPs to inform questions for parliament and highlighted this as a key women's rights issue at the UN Human Rights Council in June. To mark International Migrants Day in December, we released a policy brief calling for five key reforms that would particularly help lower-income transnational families. We will continue to engage policy-makers on this in 2017.

Breaking Ground in Corporate Training

Catalyse Consulting has trained **900** men and women in private corporations and educational institutes.



Michael Kaufman, one of the founders of the global White Ribbon campaign, and Minister Tan Chuan-Jin at a panel on active fatherhood.

Since its 2015 launch, Catalyse Consulting, the corporate training division of AWARE, has flourished as one of Singapore's leading training and consultancy providers on workplace harassment issues, and diversity and inclusion.

In 2016, building on our work in providing workplace harassment training, we developed a holistic curriculum offering Diversity and Inclusion workshops on Unconscious Bias, Effective Cross-Cultural Communications and Leveraging Diverse Teams. Inclusive workplaces are a significant part of the solution for gender equality and vital to companies that aim to attract the best talent.

Promoting active fatherhood

Our workshops on positive gender norms and active fatherhood are beginning to transform corporate spaces into inclusive and gender-equal environments.

One outstanding session run in partnership with Deutsche Bank, State Street, Barclays Bank and the High Commission of Canada, featured Minister Tan Chuan-Jin and Canadian expert on active fathering, Michael Kaufman, who led a vibrant panel that reached out to 140 people. Events like these allow personal, moving stories of fatherhood to be aired — much needed in a society that still largely places the responsibility of parenting on women. The Minister himself was candid in talking about his personal experience as a dad and how important active fatherhood is to society.

An Exceptional Year

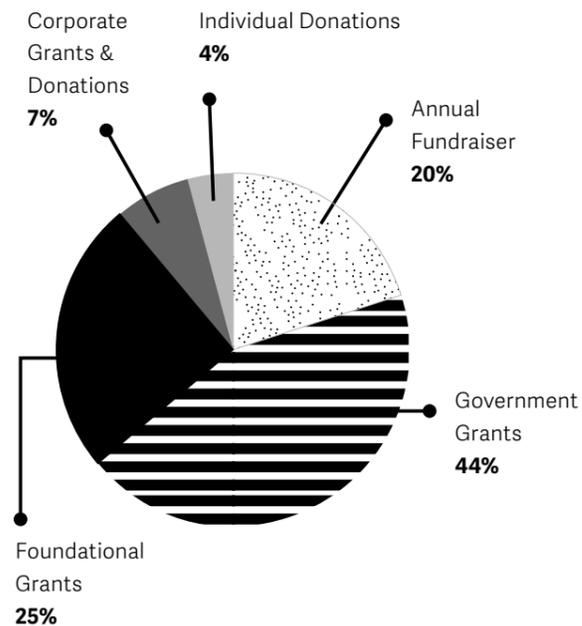
All of AWARE's work is rooted in the community of those who share their time, effort and money to bring to life a shared vision of gender equality and inclusion.



Our executive director, Corinna Lim, receiving the Charity Governance Award on behalf of AWARE.

Funding Sources 2016

Total raised: \$2,010,068



Excellence in governance and management

We were proud to receive the 2016 Transparency and Governance Awards by the Charity Council of Singapore. In 2015, Just Cause Asia recommended us as one of the top women-focused organisations to support.

AWARE is constantly evolving to make itself more effective. Good governance practices and accountability are especially important, to keep the trust of our stakeholders. These awards were a wonderful recognition of our efforts in this area, and an encouragement to keep improving.

Fundraising on Target!

If our fundraising in 2016 is anything to go by, that trust and support seems alive and healthy. We raised more than \$2 million with the generous support of Lee Foundation, Kwan Im Thong Hood Cho Temple, J.P. Morgan, Chen Su Lan Trust, Chew How Teck Foundation, Tote Board and Community Chest Care & Share Fund.

Our annual fundraiser, "WORLD Ball 2016", received the warm support of corporate funders Kah Motors and KOP Group. Individuals contributed generously with cash donations, table, auction and lucky dip purchases, and pledges to our "Building Dreams" campaign, which supports and empowers lower-income women.

Male and non-binary members now granted limited voting rights

At a historic EGM on 26 November, over 60 members voted to give voting rights to Associate Members (men and non-binary people) subject to a 25% cap on their votes on any resolution. We hope to see more men stand up and be counted as key co-owners of the movement for gender equality, as we continue to stake out a space for women's leadership, which centres and amplifies women's voices.

These changes are subject to the approval of the Commissioner of Charities and the Registry of Societies.

People who inspire

AWARE punches well above its weight because of the dedicated and talented volunteers who contribute to all areas of our work. Helpliners and befrienders provide solace and comfort to clients; trainers and event organisers engage the community; and researchers and writers help push messages of change. And we'd be nothing without the interns who inspire us with their creativity and exuberance! Meet two of our volunteers — Min and Kay!



Min Khoo Ming Kui, one of our Star Volunteers, shares about her experiences at AWARE:

By some kind of fate, my poly lecturers decided to allocate me to AWARE for my internship because they believe that AWARE was the only organisation who could handle my quirkiness. So, I came to AWARE believing that it was a place full of crazy feminists, with the intention to only contribute enough to get an A grade.

Then somehow, it all changed. From "Oh no, my supervisor is coming this way. Alt+Tab quickly! Don't let her know you're on Facebook!" to "Oh no, it's past office hours and my supervisor is telling me to go home for the third time". Perhaps it was due to the nurturing environment at AWARE. Perhaps it was because I believe it's time to stop being ignorant about gender issues. Whatever it is, I find myself going back to that humble little office at Dover even after my 6-month internship had ended.

I got to know many wonderful staff and volunteers of AWARE who inspired me, and who told me that I inspired them as well with my courage to be different. I was met with countless encouragement and a chance to discover my talents. I was given opportunities to lead, to express and to create. This is no ordinary volunteer work. This is a journey.

I came as a close-minded intern, and I left as a... well, actually, I never left. I stayed on. And I intend to do so till the very end.



Kay Omar, who has been a wonderful supporter of AWARE as a donor, Helpliner and volunteer shares her experiences:

I have been a helpliner and member with AWARE since 2013. Initially, it started out as a way to give back and connect to the community. Equal rights is something I stand for and AWARE was a natural choice for me as it was a direct pathway for me to contribute to a cause that I care about.

Training for the volunteers was pretty rigorous and we had quite a few supervised sessions. I did wonder whether it was possible for me to sustain what could be an emotionally heavy time but the personal growth that I got from doing this work has kept me coming back.

I look forward to coming for duty because I was having meaningful conversations, not only with the clients but also other helpliners. Volunteering at AWARE has greatly empowered me and the grateful cycle continues with every session.

No matter how small our volunteer efforts, someone somewhere, got the help they needed because we showed up, did what we had to do and most importantly, kept staying on.

Blessed to have mentors and other AWARE members there, support services executives and managers who care for our well being and remind us to always have self care. And AWARE, for me, has always felt like a safe space and everyone I meet at AWARE has inspired me in more ways than I could have expected. Sometimes I wish I could've started at AWARE earlier!

Thank you to all AWARE supporters:

1200 Donors, Members & Volunteers

AWARE is grateful to all its donors, members and volunteers who have generously donated their money, time and expertise to sustain AWARE's work.

OUR DONORS

More than \$50,000

Special thanks to:
Community Chest Care & Share Fund
Lee Foundation
Kwan Im Thong Hood Cho Temple
Tote Board
Chen Su Lan Trust
J.P. Morgan
President's Challenge

\$10,000 - \$50,000

Chew How Teck Foundation
Lian Tsui Yee
Lucy Seet
Hong Leong Foundation
Kah Motors Co Sdn Bhd
KOP Properties Pte Ltd
National Library Board
Tan Ean Kiam Foundation

\$5,000 - \$9,999

Akashnee & Alan Thompson
Ang Fung Fung
Charlotte Hsu
Douglas Lee O'Loughlin
George Robert Nast
High Commission of Canada
Jacqueline Cho
NVPC New Initiative Grant
Penelope Shone
Performance Motors
Suzanne Liau
Teo Suseam

Our Board



(L-R): Louise Tagliante, Jean Low, Ranjana Raghunathan, Teh Hooi Ling, Winifred Loh, Zube Ali, Tan Joo Hymn, Anju Patwardhan, Jasmine Ng

President

Teh Hooi Ling spent the first 22 years of her career in *The Business Times*, carving out a niche for herself as a widely-followed and multiple-award-winning investment columnist. Her writings have been compiled into eight best-selling books under the Show Me the Money series. She left SPH in 2013, and together with three other partners, founded an asset management firm. Hooi Ling joined AWARE as a member in 2009 and became secretary of the board in 2014. She became president in 2016. Besides AWARE, she also sits on the board of Kampung Senang Charity and Education Foundation, as vice-president.

1st Vice President

Louise Tagliante has more than 30 years' corporate experience in the financial services sector, holding senior leadership positions with Visa Worldwide and ABN Amro Bank. She is the founder of Protégé – MentoringWomenInBusiness which is creating a

pipeline of leader ready women in Singapore. An AWARE member since 2009, she served for 3 years on the Big Ball committee and became a member of the AWARE Board in 2016. From 2011-2016, she served on the Executive Committee of Financial Women's Association (FWA) and was Head of the HR subgroup and Micro-credit Charity Fundraiser for PrimeTime from 2006-2008. In 2008, The International Alliance for Women (TIAW) presented Louise with the inaugural World of Difference 100 Award for community work.

2nd Vice President

Ranjana Raghunathan has about 15 years of involvement in the social sector, in various capacities as volunteer, researcher and programme manager with several organisations in Singapore. She has been a member of AWARE since 2004 and volunteered with the helpline for two years. She worked as AWARE's Research and Advocacy coordinator in 2013, and contributed as honorary chair of

the We Can! campaign till 2016. She joined the AWARE board in 2016. Professionally trained as a feminist social worker, she now pursues a doctorate programme at the National University of Singapore. The focus of her work is on the Tamil diaspora in Singapore, specifically at the linkages between gender, marriage and migration.

Honorary Secretary

Valerie Gan Garry is a new mother of a beautiful baby girl and an active AWARE volunteer. Prior to being a full-time mother, Valerie was in the telecommunication industry for over 10 years where she held various sales and leadership positions. She has been actively involved with AWARE's fundraising events in the last 3 years. Most recently, she volunteered her time to project manage the renovation of the AWARE Centre. Valerie has always believed in standing up for one's rights and is a strong supporter of gender equality. Her vision is further strengthened by her supportive husband. After the birth of their baby girl, they want their little girl to grow up in an environment where she will be given an equal opportunity to achieve whatever she wants in her life.

Honorary Treasurer

Jean Low brings more than 25 years of experience in finance and risk management. She is currently Director of Finance at United World College of South East Asia. Prior to this, she was CFO at Mapletree Greater China Commercial Trust, a Singapore listed REIT and Head of Risk Management at Mapletree Investments. She is a Fellow of the Institute of Chartered Accountants in England & Wales. She has been a member of AWARE since 2009 and joined the Board in 2016. She cares deeply about education and gender equality.

Vice Treasurer - Ordinary Board Member

Anju Patwardhan has over 25 years of banking experience with Citibank and Standard Chartered Bank (SCB) in global leadership roles across Asia, Africa and the Middle East. Anju is currently a Fulbright Fellow and Visiting Scholar at Stanford University where her research is focused on fintech and use of technology to support financial inclusion. She is also a Partner with CreditEase China for its Fintech Fund and Fund of Funds. Anju is also a Distinguished Fellow of Singapore Institute of Banking and Finance, FinTech Industry Expert at UC Berkeley (SCET) and a Fellow with NUS Enterprise. She is a globally recognised and awarded Fintech thought leader and influencer. She is a member of the World Economic Forum (WEF) Global Future Council on Blockchain and on various WEF steering committees including "Disruptive Innovation in Financial Services".

Ordinary Board Member - Vice Treasurer

Tan Joo Hymn has been a member of AWARE since 1998 and served on many Executive Committees and sub-committees since then. She became Second Vice-

President in 2014 and was elected ordinary board member in 2016 before being co-opted as Assistant Treasurer. Having qualified as a lawyer and early childhood educator, she is also a professional storyteller and volunteer facilitator. She has served on the executive committees of various NGOs. Most recently, she was President of the Storytelling Association (Singapore) as well as the Parent-Teacher Association in her children's school.

Ordinary Board Member

Zube Ali is a supporter and enabler of women, having worked in women's rights organisations for many years. In 2015 she was the Project Consultant with AWARE working on the GEC programme, funded by the UN Women Fund For Gender Equality. GEC advocates the idea that culture is compatible with gender equality. She has in-depth experience and knowledge of community's needs and issues having worked with NGOs supporting seniors' and women's causes since 2004. Zube continues to work on the economic empowerment of women with a registered charity, Daughters of Tomorrow. She has co-founded two support groups for women, Single and Single Again (SASA), for older Muslim women and Penawar, a Religious Trauma Support Group for young women experiencing trauma because of religion.

Ordinary Board Member

Jasmine Ng is a film-maker and educator with extensive experience directing and executive-producing award-winning shorts, feature film work, and international broadcast work. She has served on many film juries and pitch panels, and is an advocate for industry best practices. Apart from her volunteer work and board duties with AWARE, Jasmine has also conceptualised many cross-disciplinary works for social causes, including civic awareness projects like IPS PRISM for the Institute of Policy Studies, and the BOTH SIDES, NOW installation project, engaging with communities in public spaces on issues about death and dying, with the support of Lien Foundation.

Immediate Past President

Winifred Loh is AWARE's Immediate Past President, having served two terms as President. In her professional capacity, she is Director for the Centre for Non-Profit Leadership (CNPL). Her role involves working with Boards, CEO/ Executive Directors and senior management teams of local non-profit organisations (NPOs) to deepen their leadership bench strength, identify governance challenges and facilitate organisational transformations for greater social impact. Winifred has spent over 25 years in public-listed companies, holding key executive roles in human resources with track records in talent management, leadership development, strategic planning, change/transition management and employee engagement. She is on the Boards of Singapore Council of Women's Organisations (SCWO) and Temple Garden Foundation (Cambodia).

Our Staff

	Date of appointment to the Board	Positions held in AWARE Boards since 2010	Current occupation	Board positions outside of AWARE Board
Teh Hooi Ling President	April 2016	Honorary Secretary (2014 - 2015)	Fund manager	VP at Kampung Senang Charity and Education Foundation (2015 – present)
Louise Tagliante 1st Vice President	April 2016		Founder of Protégé	Executive Committee of Financial Women's Association (FWA) (2011 – 2016) — Head of HR subgroup and Micro-credit Charity Fundraiser for PrimeTime (2006 – 2008)
Ranjana Raghunathan 2nd Vice President	April 2016		Doctoral candidate, NUS	
Valerie Gan Garry Honorary Secretary	April 2016		Homemaker	
Jean Low Honorary Treasurer	April 2016		Director of Finance, United World College of South East Asia	
Anju Patwardhan Vice Treasurer - Ordinary Board Member	April 2016		Fulbright Fellow	Member of World Economic Forum (WEF) Global Future Council and WEF steering committees
Tan Joo Hymn Ordinary Board Member - Vice Treasurer	April 2016	Second Vice President (2014-2015)	Storyteller and facilitator	
Jasmine Ng Ordinary Board Member	April 2016	Ordinary Board Member (2009-2015)	Film & TV director and executive producer	
Margaret Thomas Ordinary Board Member (co-opted)	August 2016	Ordinary Board Member (2009-2015)		Founder, TWC2
Zubee Ali Ordinary Board Member	April 2016		Consultant, Women's Support & Development, Daughters of Tomorrow	
Winifred Loh Immediate Past President	–	Ordinary Board Member (2009-2015)	Director, Centre for Non-Profit Leadership	Board member at SCWO and Temple Garden Foundation (Cambodia)



Top row (L-R): Jesvinder Kaur, Syfra van der Weert, Anisha Joseph, Corinna Lim, Kay Herselman, Yin Yin Win, Quah Siang Hui

Bottom row (L-R): Jolene Tan, Susanna Nickalls, Nabilah Husna, Chong Ning Qian, Filzah Sumartono

Past Staff

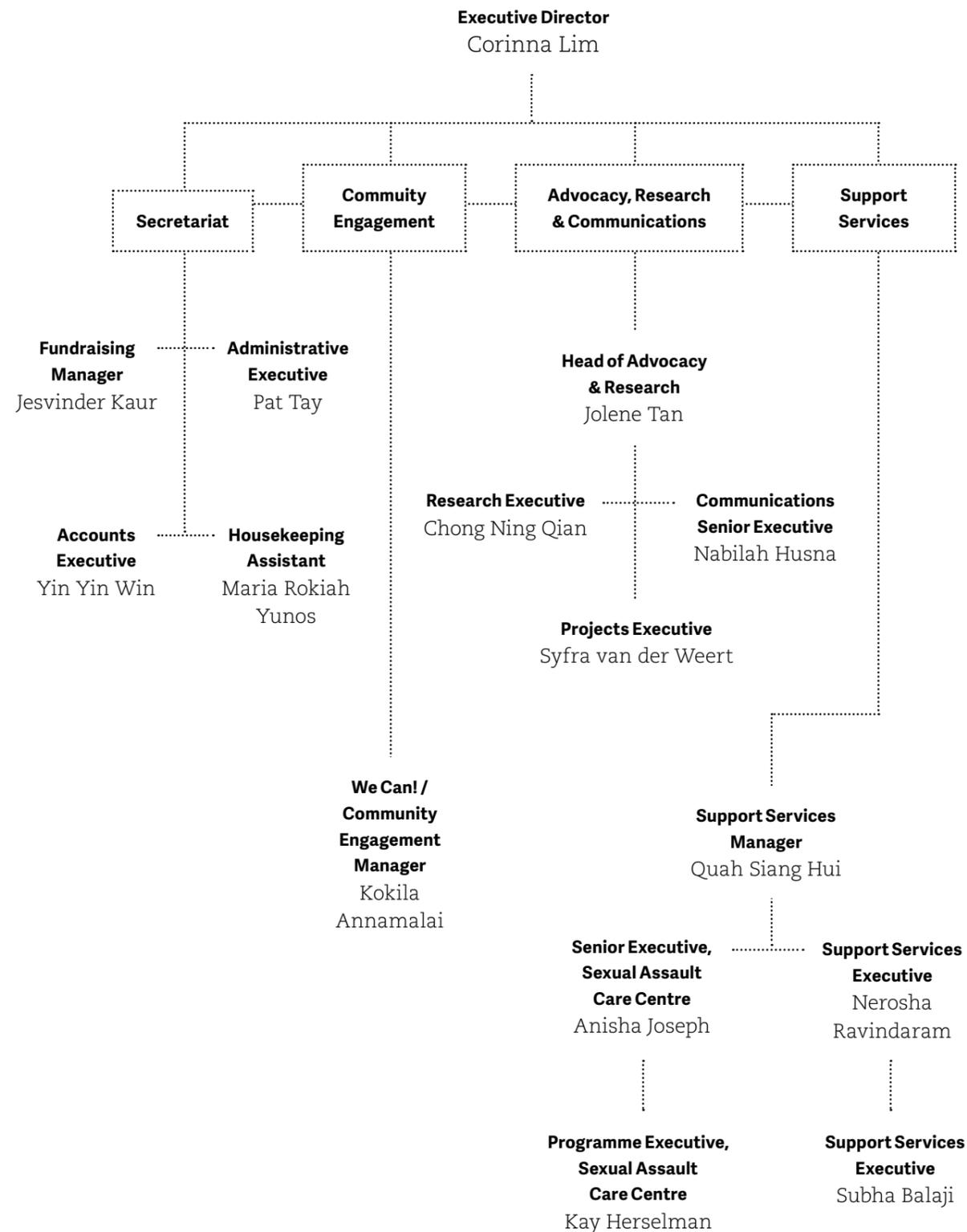
Amy Russell — Catalyse Consulting Manager
 Shibani Pandya — Catalyse Consulting Executive
 Gracia Ting — Community Outreach Coordinator
 Zarifah Anuar — Communications Executive
 Angela Ow — Support Services Executive
 Goh Li Sian — Research & Advocacy Executive

Consultants

Vivienne Wee — Lead Research Consultant
 Grace Phua — Counsellor
 Filzah Sumartono — Research Consultant
 Susanna Nickalls — Catalyse Consulting Consultant
 Shibani Pandya — Community Engagement Consultant

Statement of Financial Activities

for the year ended 31 December 2016



Staff as of 31 December 2016.

2016 — Income

	Unrestricted Funds	Restricted Funds				Total
		Accumulated Funds	Project Funds	In Memory of Jagraj Verma Fund	Tote Board	
	S\$				S\$	S\$
INCOME						
Voluntary Income						
Tax exempt donation	114,275	251,678	0	65,650	147,873	579,476
Non-tax exempt donation	5,326	7,974	0	110	400	13,810
Grants						
Care and share	0	541,479	0	39,186	4,476	585,141
Tote Board Social Service Fund	0	0	0	89,238	89,238	178,476
Other grants	3,820	224,686	0	10,000	47,000	285,506
Subscriptions	12,150	0	0	0	0	12,150
Activities for generating funds						
Fund raising activities						
World ball event (tax exempt donation)	322,170	0	0	0	0	322,170
World ball event (non-tax exempt donation)	45,576	0	0	0	0	45,576
Activities income	0	7,083	0	180	0	7,263
Counseling/training contribution	400	55,865	0	18,850	5,704	80,819
Other income						
Interest on fixed deposits	17,331	0	0	0	0	17,331
Wages credit scheme	30,771	0	0	0	0	30,771
Other income	23,246	0	0	0	0	23,246
TOTAL INCOME	575,065	1,088,765	0	223,214	294,691	2,181,735

2016 — Expenditure

	Unrestricted Funds	Restricted Funds				Total
	Accumulated Funds	Project Funds	In Memory of Jagraj Verma Fund	Tote Board		
				Support Services (Helpline)	Sexual Assault Care Centre	
S\$	S\$	S\$	S\$	S\$	S\$	
LESS: EXPENDITURE						
Audit fees	1,225	490	0	1,960	1,225	4,900
Advertising fees	0	100	0	0	0	100
Bank charges	7,407	577	0	670	407	9,061
Care and share disbursement	859	48,823	0	39,185	4,476	93,343
Counseling	0	0	0	20,940	10,110	31,050
Depreciation of property, plant and equipment	1,691	47,174	0	0	0	48,865
Entertainment	1,178	503	0	103	86	1,870
General consultancy	2,162	11,763	0	1,603	1,002	16,530
General expenses	403	444	0	48	50	945
General meeting	404	162	0	646	403	1,615
Honorarium	0	3,800	400	0	0	4,200
Insurance	521	209	0	835	522	2,087
Intern allowance	1,765	6,145	0	1,660	1,490	11,060
IT & computer expenses	3,382	9,826	0	1,733	1,066	16,007
Marketing & publicity	0	20,075	0	0	1,604	21,679
Medical fees	241	1,067	0	735	418	2,461
Membership & subscription	131	53	0	210	131	525
Merchandise	0	0	0	0	0	0
Office operating expenses	10,246	4,731	0	10,038	9,570	34,585
BALANCE C/F	31,615	155,942	400	80,366	32,560	300,883

2016 — Expenditure (cont'd)

	Unrestricted Funds	Restricted Funds				Total
	Accumulated Funds	Project Funds	In Memory of Jagraj Verma Fund	Tote Board		
				Support Services (Helpline)	Sexual Assault Care Centre	
S\$	S\$	S\$	S\$	S\$	S\$	
LESS: EXPENDITURE (CONT'D)						
Balance b/f	31,615	155,942	400	80,366	32,560	300,883
Other activities operating expenses	3,684	42,567	0	0	0	46,251
Refreshment	935	3,698	0	1,729	661	7,023
Rental of HDB and equipment	3,422	2,439	0	5,475	3,422	14,758
Staff insurance	1,494	1,086	0	2,055	1,677	6,312
Staff salaries, bonus and CPF	109,969	474,979	0	210,925	203,509	999,382
Staff welfare	125	377	0	177	45	724
Training and development fees	0	13,258	0	70	150	13,478
Transportation and travel	580	13,151	0	596	902	15,229
Volunteer operating expenses	757	77	0	516	0	1,350
World ball 2016 expenses	90,658	0	0	0	0	90,658
TOTAL EXPENDITURE	243,239	707,574	400	301,909	242,926	1,496,048
SURPLUS/DEFICIT FOR THE YEAR	331,826	381,191	(400)	(78,695)	51,765	685,687

2015 — Income

	Unrestricted Funds	Restricted Funds				Total
	Accumulated Funds	Project Funds	In Memory of Jagraj Verma Fund	Tote Board		
				Support Services (Helpline)	Sexual Assault Care Centre	
S\$	S\$	S\$	S\$	S\$	S\$	
INCOME						
Voluntary Income						
Tax exempt donation	49,750	345,900	0	135,925	63,485	595,060
Non-tax exempt donation	6,096	78,182	0	110	394	84,782
Grants						
Care and share	0	330,838	0	28,760	11,364	370,962
Tote Board Social Service Fund	0	0	0	129,011	43,004	172,015
Other grants	2,920	125,000	0	35,000	15,000	177,920
Subscriptions	6,950	0	0	0	0	6,950
Activities for generating funds						
Fund raising activities						
Big birthday ball event (tax exempt donation)	357,824	4,000	0	1,000	3,000	365,824
Big birthday ball event (non-tax exempt donation)	22,271	0	0	0	0	22,271
Activities income	683	3,356	0	0	0	4,039
Counseling/training contribution	0	19,571	0	14,807	1,010	35,388
Other income						
Interest on fixed deposits	13,490	0	0	0	0	13,490
Wages credit scheme	24,016	0	0	0	0	24,016
Other income	6,924	290	0	0	0	7,214
TOTAL INCOME	490,924	907,137	0	344,613	137,257	1,879,931

2015 — Expenditure

	Unrestricted Funds	Restricted Funds				Total
	Accumulated Funds	Project Funds	In Memory of Jagraj Verma Fund	Tote Board		
				Support Services (Helpline)	Sexual Assault Care Centre	
S\$	S\$	S\$	S\$	S\$	S\$	
LESS: EXPENDITURE						
Audit fees	925	370	0	1,480	925	3,700
Advertising fees	0	0	0	0	763	763
Bank charges	2,056	219	0	427	267	2,969
Big birthday ball event expenses	94,224	0	0	0	0	94,224
Care and share disbursement	0	89,057	0	28,760	11,364	129,181
Counseling	0	0	0	14,970	3,760	18,730
Depreciation of property, plant and equipment	1,230	88,859	0	0	0	90,089
Entertainment	1,373	1,314	0	160	100	2,947
General consultancy	769	40,293	0	1,133	9,708	51,903
General expenses	1,013	448	0	1,055	656	3,172
General meeting	156	62	0	249	156	623
Honorarium	0	400	800	0	0	1,200
Insurance	615	246	0	985	615	2,461
Intern allowance	2,300	3,240	0	0	330	5,870
IT & computer expenses	584	(700)	0	720	133	737
Marketing & publicity	300	2,501	0	0	150	2,951
Medical fees	315	1,082	0	721	327	2,445
Membership & subscription	38	15	0	60	38	151
Merchandise	810	530	0	0	0	1,340
Office operating expenses	6,476	3,983	0	9,819	7,169	27,447
BALANCE C/F	113,184	231,919	800	60,539	36,461	442,903

2015 — Expenditure (cont'd)

	Unrestricted Funds	Restricted Funds				Total
	Accumulated Funds	Project Funds	In Memory of Jagraj Verma Fund	Tote Board		
				Support Services (Helpline)	Sexual Assault Care Centre	
S\$	S\$	S\$	S\$	S\$	S\$	
LESS: EXPENDITURE (CONT'D)						
Balance b/f	113,184	231,919	800	60,539	36,461	442,903
Other activities operating expenses	2,018	30,252	0	1,200	772	34,242
Refreshment	1,116	1,235	0	1,292	627	4,270
Rental of HDB and equipment	5,055	2,550	0	5,420	3,387	16,412
Staff insurance	791	1,138	0	1,052	542	3,523
Staff salaries, bonus and CPF	107,470	490,144	0	191,137	137,951	926,702
Staff welfare	124	67	0	149	92	432
Training and development fees	0	6,500	0	0	0	6,500
Transportation and travel	692	3,907	0	126	299	5,024
Volunteer operating expenses	680	402	0	1,925	708	3,715
TOTAL EXPENDITURE	231,130	768,114	800	262,840	180,839	1,443,723
SURPLUS/DEFICIT FOR THE YEAR	259,794	139,023	(800)	81,773	(43,582)	436,208

Statement of Financial Position

as at 31 December 2016

	Notes	2016 (S\$)	2015 (S\$)
ASSETS			
Current assets			
Cash and cash equivalents	4	2,972,187	2,054,459
Fixed deposits	5	700,000	905,783
Other receivables	6	6,010	11,504
		3,678,197	2,971,746
Non-current assets			
Property, plant and equipment	7	145,509	178,787
TOTAL ASSETS		3,823,706	3,150,533
LIABILITIES AND ACCUMULATED FUNDS			
Current liabilities			
Accruals		54,113	66,627
TOTAL LIABILITIES		54,113	66,627
Funds			
Unrestricted funds			
Accumulated funds	8	1,911,304	1,390,688
Restricted funds			
Project funds	9	1,010,681	818,280
In memory of Jagraj Verma fund	10	4,571	4,971
Support Services (Helpline)	11	429,684	508,379
Sexual Assault Care Centre	12	413,353	361,588
TOTAL FUNDS		3,769,593	3,083,906
TOTAL LIABILITIES AND FUNDS		3,823,706	3,150,533

Statement of Changes in Funds

for the year ended 31 December 2016

	Unrestricted Funds	Restricted Funds				Total
	Accumulated Funds	Project Funds	In Memory of Jagraj Verma Fund	Tote Board		
				Support Services (Helpline)	Sexual Assault Care Centre	
S\$	S\$	S\$	S\$	S\$	S\$	
Balance at 1 January 2015	1,263,853	546,298	5,771	426,606	405,170	2,647,698
Surplus/ (deficit) for the year	259,794	139,023	(800)	81,773	(43,582)	436,208
Transfers during the year	(132,959)	132,959	0	0	0	0
BALANCE AT 31 DECEMBER 2015 AND 1 JANUARY 2016	1,390,688	818,280	4,971	508,379	361,588	3,083,906
Surplus/ (deficit) for the year	331,826	381,191	(400)	(78,695)	51,765	685,687
Transfers during the year	188,790	(188,790)	0	0	0	0
BALANCE AT 31 DECEMBER 2016	1,911,304	1,010,681	4,571	429,684	413,353	3,769,593

Project Funds

	Balance at beginning of year	Income	Expenditure	Transfer	Balance at end of year
	S\$	S\$	S\$	S\$	S\$
2016					
A Single Love Project (SIL)	116,513	8,780	(77,194)	0	48,099
Building Dreams	0	120,000	(14,676)	110,505	215,829
Catalyse Consulting	(1,533)	82,552	(74,715)	0	6,304
Care and share	278,007	506,743	(137,093)	(269,555)	378,102
CEDAW	0	530	(530)	0	0
Claire Chang	10,000	0	(10,000)	0	0
CSE	3,326	0	(3,326)	0	0
JP Morgan Eldercare Project	0	136,967	0	0	136,967
Lee Foundation (Research)	140,774	64,259	(152,996)	0	52,037
National Library Board	(26,633)	25,000	0	1,633	0
NVPC	(5,000)	5,000	0	0	0
SELF	15,000	0	0	0	15,000
Support Group	32,570	23,360	(31,077)	0	24,853
Gender Equality is our Culture Project	58,875	962	(83,048)	(6,823)	(30,034)
We Can	196,381	114,612	(122,919)	(24,550)	163,524
TOTAL FUND	818,280	1,088,765	(707,574)	(188,790)	1,010,681

Statutory Information

	Balance at beginning of year	Income	Expenditure	Transfer	Balance at end of year
	S\$	S\$	S\$	S\$	S\$
2015					
A Single Love Project (SIL)	0	3,200	(3,257)	116,570	116,513
Catalyse Consulting	0	103,136	(104,669)	0	(1,533)
Care and share	151,416	273,559	(146,968)	0	278,007
Civil Society (CVS)	0	0	(845)	845	0
Claire Chang	10,000	0	0	0	10,000
CSE	7,460	0	(4,134)	0	3,326
Lee Foundation (Research)	0	190,554	(139,780)	90,000	140,774
Lee Foundation 2014	139,089	0	(10)	(139,079)	0
National Library Board	9,200	0	(42,833)	7,000	(26,633)
NVPC	15,809	0	(45,359)	24,550	(5,000)
SELF	13,570	0	1,430	0	15,000
Support Group	20,167	45,860	(33,457)	0	32,570
Gender Equality is our Culture Project	99,156	89,655	(121,775)	(8,161)	58,875
We Can	80,431	201,173	(126,457)	41,234	196,381
TOTAL FUND	546,298	907,137	(768,114)	132,959	818,280

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 No.	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 March 2016 to 31 Aug 2018
Unique Entity Number	S85SS0089B	1 January 2009
Board	<p>The following person were elected into the Board at the Annual General Meeting held on 23 April 2016:</p> <ol style="list-style-type: none"> 1. Teh Hooi Ling (President) 2. Louise Tagliante (1st Vice President) 3. Ranjana Raghunathan (2nd Vice President) 4. Valerie Gan (Honorary Secretary) 5. Jean Low (Honorary Treasurer) 6. Anju Patwardhan (Vice Treasurer). Resigned as Vice Treasurer and co-opted as Board Member on 1 August 2016. 7. Tan Joo Hymn (Ordinary Board Member). Resigned as Ordinary Board Member and co-opted as Vice Treasurer on 1 August 2016. 8. Zubaida Mohamed Ali (Ordinary Board Member) 9. Jasmine Ng Kin Kia (Ordinary Board Member) 10. Margaret Thomas (Ordinary Board Member) 	
Auditors	Suhaimi Salleh & Associates	

Board Governance

REVIEW

Staffing — Staff are recruited locally. As at 31 December 2016, the breakdown of the staff strength is as follows:

Managers	3		
Other Professional Staff (Executive Level)	11		
Cleaner	1		
Total	15		
Remuneration of Board Members	No board member has received any remuneration in 2016.		
Remuneration of executives above \$100,000 salary band	In terms of Salary Band, the breakdown is as set out below:		
Salary Band FY 2016 (incl. bonus, excl. employer's CPF contribution)		Headcount	
Above \$100,000		1	

RESERVES POLICY

Our reserves position:

	Current Year (\$)	Previous Year (\$)	% Increase / (Decrease)
Unrestricted Funds (Reserves)	1,911,304	1,390,688	37.44%
Restricted / Designated Funds:	1,858,289	1,693,218	9.75%
• Building Fund		–	
• Education Fund		–	
• Others		–	
Endowment Funds		–	
Total Funds¹	3,769,593	3,083,906	22.23%
Ratio of Reserves² to Annual Operating Expenditure³	2.52 (30 months)	2.14 (25 months)	17.76%

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.

¹ Total funds include unrestricted, restricted, designated and endowment funds.

² Total funds.

³ Charitable Activities and Other Operating and Administration Expenses for 2016 was \$1,496,048 and for 2015 was \$1,443,723.

Please provide explanation if your charity is unable to comply with the Code guidelines, or if the guidelines are non-applicable.

S/No.	Code Description	Code ID	Compliance	
BOARD GOVERNANCE				
1	Are there Board members holding staff appointments?		No	
4	There is a maximum term limit of four consecutive years for the Treasurer position (or equivalent, e.g. Finance Committee Chairman).	1.1.6	Complied	
5	There are Board committees (or designated Board members) with documented terms of reference.	1.2.1	Complied	
6	The Board meets regularly with a quorum of at least one-third or at least three members, whichever is greater (or as required by the governing instrument).	1.3.1	Complied	
CONFLICT OF INTEREST				
7	There are documented procedures for Board members and staff to declare actual or potential conflicts of interest to the Board.	2.1	Complied	
8	Board members do not vote or participate in decision-making on matters where they have a conflict of interest.	2.4	Complied	
STRATEGIC PLANNING				
9	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	
10	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	
HUMAN RESOURCE MANAGEMENT				
11	The Board approves documented human resource policies for staff.	5.1	Complied	
12	There are systems for regular supervision, appraisal and professional development of staff.	5.6	Complied	
FINANCIAL MANAGEMENT AND CONTROLS				
13	The Board ensures internal control systems for financial matters are in place with documented procedures.	6.1.2	Complied	

S/No.	Code Description	Code ID	Compliance	Please provide explanation if your charity is unable to comply with the Code guidelines, or if the guidelines are non-applicable.
14	The Board ensures reviews on the charity's controls, processes, key programmes and events.	6.1.3	Complied	
15	The Board approves an annual budget for the charity's plans and regularly monitors its expenditure.	6.2.1	Complied	
16	The charity discloses its reserves policy in the annual report.	6.4.1	Complied	
17	Does the charity invest its reserves?		No	
FUNDRAISING PRACTICES				
19	Donations collected are properly recorded and promptly deposited by the charity.	7.2.2	Complied	
DISCLOSURE AND TRANSPARENCY				
20	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	
21	Are Board members remunerated for their Board services?		No	
24	Does the charity employ paid staff?		Yes	
25	No staff is involved in setting his or her own remuneration.	2.2	Complied	
26	The charity discloses in its annual report the annual remuneration of its three highest paid staff who each receives remuneration exceeding \$100,000, in bands of \$100,000. If none of its top three highest paid staff receives more than \$100,000 in annual remuneration each, the charity discloses this fact.	8.3	Complied	
PUBLIC IMAGE				
27	The charity accurately portrays its image to its members, donors and the public.	9.1	Complied	