



**aware**  
**ANNUAL**  
**REPORT**  
**2013**





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## **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.

## president's message



My last annual report message came halfway through my first term as AWARE President. One full and exciting year later, with my current term coming to an end, I am pleased to have much to report.

2013 saw us secure significant gains for gender equality. Notably, we successfully pushed for a new law protecting victims of harassment and kicked off the high-profile We Can! Campaign, shining a spotlight on social attitudes tolerating gender violence. We embarked on an ambitious project with a new partner in Indonesia to expand the awareness that “Gender Equality Is Our Culture”. All while continuing to assist women overcome gendered barriers in their own lives - taking more than 3000 calls on our helpline.

You will read about these achievements and more in the rest of this report, and I hope you'll be as excited about this work as I am!

With the winds of change blowing in Singapore, civil society is evolving too. We paid more attention this year to the increasing interconnections between different social issues. The inclusive, fair and equal society AWARE envisions cannot be achieved by us alone - in the coming years, we must play a key role in building a larger social movement, mobilising diverse groups to advocate for human rights and equality.

With this in mind, the AWARE Board and senior staff members have written AWARE's Strategic Plan for 2014-18, developing three 'C' strategies to set the agenda of the social movement in Singapore: Constituency-building, Capacity-building, and Convention Watch.

**CONSTITUENCY BUILDING:** AWARE must build and strengthen our relationships with individuals and organisations with diverse expertise and influences. Only in collaboration with others can we make a difference. We are building a strong community of stakeholders who will advance women's rights in Singapore, making connections with members and supporters, civil society, policy makers, politicians, the media and more.

**CAPACITY BUILDING:** Advocates also need skills, knowledge, experience and supportive networks of solidarity. We will build the capacity of our constituents and partners through systematic training, helping them challenge oppressive relations in their own lives and wider society.

**CONVENTION WATCH:** Those who support human rights will also find powerful tools in the forum of human rights conventions and other international standards. Through Convention Watch, we benchmark Singapore's social, political and legal practices against these standards, and work to ensure that gender equality is seen as a core value of human rights - not an afterthought.

Working for gender equality is deeply rewarding but by no means easy. I'd like to thank our dedicated staff, volunteers and board members for all their efforts this year. I trust that the new strategic plan will provide a clearer vision as well as better organisational support and planning for everyone who contributes to AWARE's mission.

2014 is already shaping up to be an eventful year. The Sexual Assault Befrienders Service (SABS) will expand, with longer hours of operation, a drop-in centre and enhanced social worker support. Our advocacy will continue to balance long-term vision with short-term responsiveness, with a particular emphasis on ending violence, improving inclusivity, and achieving sexual and reproductive justice.

I am confident that with the support of our donors and volunteers, and more collaboration with civil society, we will continue to advance gender equality in Singapore. I look forward to working closely with all of you in 2014 and beyond!

A handwritten signature in black ink, appearing to read 'Winifred Loh'. The signature is stylized and cursive.

WINIFRED LOH

## executive director's message



At AWARE's recent International Women's Day event at Hong Lim Park, a young woman I met said, "AWARE is very happening these days. It seems to be working actively on many issues."

Yes, it is true. We are happening and visible, in very positive ways, as we build our capacity to engage the community and to influence policy making and social attitudes. Our mandate is to Speak Up and these days, we want to go beyond that, by encouraging and enabling others to do the same.

This is the spirit behind the We Can! End All Violence Against Women Campaign, our first 3 year anti-violence campaign aimed at engaging the community to transform social attitudes that create an environment of tolerance for violence against women.

By the end of its first year (2013), over 800 Change Makers had signed the We Can! pledge committing to take steps in their every day lives to end violence against women, with 158 of them volunteering for the campaign.

The campaign employed Forum Theatre to great effect, empowering the audience to intervene in situations of workplace sexual harassment, domestic and dating violence.

2013 also saw the introduction of mandatory paid paternity leave, for which we have fought long and hard. Our 2011 survey of 1,001 working parents showed that 91% thought paternity leave should be made compulsory. We advocated for 2 weeks paternity leave. The State mandated 1 week - a good start.

2013 will also be remembered for the impact we had on the army. Our advocacy on sexism in the army led to the army stopping the singing of certain marching song lyrics celebrating sexual violence.

Through submissions to government and media statements, AWARE contributed a gender perspective to the national debates on population and the state budget, advocating for policy makers to focus on human welfare and environmental sustainability, not just economic growth.

We have embarked on an international project, "Gender Equality Is Our Culture", to train 500 gender advocates to promote gender - equitable expression and interpretations of culture. AWARE partnered Indonesian NGO, Solidaritas Perempuan, to secure a 3 year grant by UN Women's Fund for Gender Equality to carry out this project.

Our support services team of staff and volunteers continue to provide invaluable support and assistance to women in crisis. The Sexual Assault Befriender Service grew significantly, receiving 192 calls/emails, compared to 132 in 2012.

It has also been a terrific year in the building of our capacities to further our mission. We broke our fundraising record, raising close to \$1.13 million in revenue, engaging a record 275 volunteers (excluding We Can! Change Makers) and improving our social media capacity, with our "Would You Step In" video going viral and reaching more than 120,000 viewers.

AWARE is in a good place – to do more, and make an even bigger impact in future years.

A heartfelt thank you to our talented staff and volunteers for investing their time and energies to make this a more equal society through their work at and contributions to AWARE. Thank you Board for your wise and gentle guidance throughout the year. And thank you to our wonderful funders for your unwavering financial support of AWARE.

AWARE continues to be the fun-dest and most inspiring job I have ever had. We will continue to do our best!

A handwritten signature in black ink that reads "Corinna Lim". The signature is stylized and cursive.

CORINNA LIM

## who we are

### THE BOARD

The Board of 2012 - 2014 was elected at AWARE's Annual General Meeting on 26 May 2012 and was in place as of 31 December 2013.



**PRESIDENT WINIFRED LOH**



**1ST VICE PRESIDENT LINDY ONG**



**2ND VICE PRESIDENT  
SUNITA VENKATARAMAN**



**SECRETARY WONG PEI CHI**



**TREASURER ZENG LI HUI**



**VICE-TREASURER FAEZA SIRAJUDIN**



**MARGARET THOMAS**



**TEO YOU YENN**



**JASMINE NG KIN KIA**

**Standing Sub Committees**

**Chairperson**

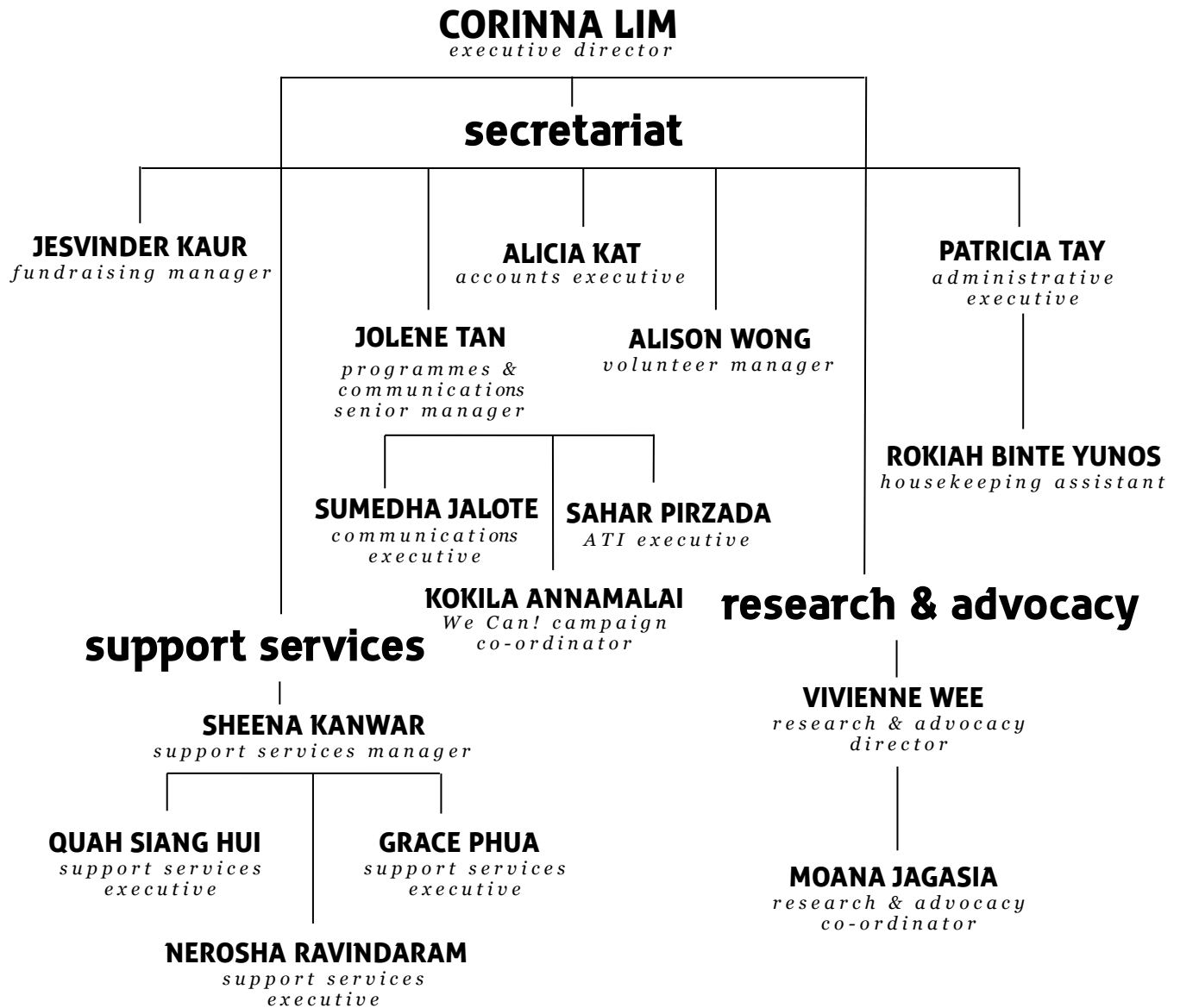
**Members**

Human Resource  
Audit Committee  
Programmes Committee  
Board Recruitment Committee  
Fundraising Committee  
Recruitment & Engagement Committee  
Communications Committee

Lillian Wong  
Stacy Thumboo  
Sunita Venkataraman  
Dana Lam  
Lindy Ong  
Faeza Sirajudin  
Margie Thomas

Margie Thomas, Stephanie Yap  
Zeng Lihui, Lim Seow Yui,  
Wong Pei Chi, Teo You Yenn, Sanushka Mudaliar  
Faeza Sirajudin, Schutz Lee, Tan Joo Hymn  
Jasmine Ng, Tanneke Zeeuw  
Vernie Oliveiro, Mao Ailin, Zheng Hui Fen  
Chan Yiu Lin, Celina Low

**STAFF AS OF 31 DEC 2013**



**PAST STAFF**

RANJANA RAGHUNATHAN	Research & Advocacy Executive
NADZIRAH SAMSUDIN	Research & Advocacy Executive
EVON CHUA	Volunteer Development & Operations Manager
PAMELA NG	AWARE Training Institute Executive
RAKSHA MAHTANI	Sexual Assault Befrienders Service Executive

## research and advocacy

The Research and Advocacy department (R&A) achieved three major successes in 2013: (i) our campaign against workplace sexual harassment provided significant inputs to the new Protection from Harassment Act (tabled in March 2014), (ii) we advanced the scope of our advocacy on the Singapore Budget by including new issues of budget transparency and accountability, and (iii) our advocacy against sexism in National Service led to the Ministry of Defence banning misogynist lyrics in a marching song.

In 2013, we won our first international funding from UN Women headquarters in New York, for a project promoting gender-equitable expressions and interpretations of culture. We also completed important research on public attitudes towards violence against women, foreign wives, HIV and police procedures and practices relating to sexual assault cases.

### A. HIGHLIGHTED ADVOCACY RESULTS

#### *Workplace sexual harassment*

AWARE launched the Sexual Harassment OUT (SHOUT) campaign in February 2013 with the aim of increasing public awareness about workplace sexual harassment and pushing for greater legal protection for victims.



More than 70 people participated in a campaign freeze mob, as part of the global One Billion Rising movement. Our petition for better legal protections for harassment victims garnered over 1,700 signatures, and was presented to Minister for Law K. Shanmugam and Acting Minister for Manpower Tan Chuan-Jin in November.

We met representatives from the Ministry of Manpower and the Singapore National Employment Federation to share key findings of our 2012 report on workplace sexual harassment. In these meetings and in the media, we have pressed repeatedly for employer responsibility for workplace harassment.

Our advocacy paid off in November 2013, when the Minister for Law announced the introduction of stronger anti-harassment laws by early 2014, to be developed in consultation with AWARE and other civil society groups. The new law is a step in the right direction, granting victims immediate protection against harassment and stalking, but we continue to advocate for employers' liability too.



## *National Budget Recommendations 2013*

AWARE presented its third set of Budget recommendations to the Government in 2013. We advocated for a care economy that focuses on:

- a) Comprehensive healthcare
- b) Adequate support for caregiving
- c) Reducing the Gini coefficient and increasing social mobility
- d) Increasing support for vulnerable groups, especially those who are affected by multiple layers of discrimination

Though Budget 2013 included commitments to making Singapore a more inclusive society, reducing income inequalities and promoting social mobility, there are few concrete measures to promote flexible working arrangements to ensure greater female labour participation.

AWARE met with the Minister for Finance and his colleagues to discuss our recommendations, commencing a dialogue that continued through 2013, including two follow-up letters to the Ministry and a Closed Door Dialogue with the Ministry in July. We also met with Nominated Member of Parliament Faizah Jamal to share our recommendations, particularly on caregiving and public assistance, which she raised in Parliament.

In addition, three AWARE representatives attended a Budget Analysis and Monitoring Workshop for South East Asian Civil Society Organisations (CSOs) in Jakarta. We learned about the different stages of the budget process, stakeholders and the documents required in a budget cycle, and ways in which CSOs can get involved in the budget process.



*Participants at Budget Analysis and Monitoring Workshop, Jakarta, Oct 2013*

### *Reduced sexism in the Army*

In August 2013, AWARE wrote to the Ministry of Defence (MinDef) to express concerns about policies and practices supporting sexism within the army, citing misogynist lyrics glorifying gang-rape in the marching song 'Purple Light' as an example. MinDef replied to assure us that it does not condone attitudes and practices that discriminate against women, and banned the verse in question.

This led to a lively public debate which made visible the need to address misogynist policies and practices in public institutions. We followed with a letter to MinDef in November 2013, expressing our appreciation and offering further recommendations that drew upon best practices in other countries. We hope to work further with MinDef in 2014 and beyond.

## B. NEW PROJECTS AND PROGRAMMES

### *UN Women Grant for “Gender equality IS our culture!”*

In 2013, for the first time, AWARE won a grant from the UN Women Fund for Gender Equality. Ours was one of 56 successful proposals “selected from a highly competitive pool of over 900 applications”. This three-year project was developed in collaboration with our Indonesian partner Solidaritas Perempuan, with whom we are sharing the total grant of USD 550,000.

Despite ratification of the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) by Singapore, Indonesia, and Malaysia, full implementation has been hindered by reference to various cultural practices purportedly incompatible with gender equality. The project – “Enabling CEDAW through gender-equitable expressions and interpretations of culture” – promotes alternative expressions and interpretations of culture that are conducive to gender equality.

Three outcomes are to be achieved:

1. Development of context-specific training on gender-equitable interpretations & expressions of culture.
2. Strengthened capacity of at least 500 male and female gender advocates from Singapore, Indonesia and beyond.
3. Support by at least 2000 male and female stakeholders in advocacy for the full adoption and accountable implementation of CEDAW with reference to gender-equitable interpretations & expressions of culture.

We have since established a partnership with the ‘Islam and Gender Working Group’, also known as ‘Not Just Inheritance’, and met with the Singapore Committee for UN Women to explore collaboration. The project team has begun drafting the first training module, with issues of gender equality presented as part of personal empowerment training.

### *Gender and disabilities*

With Singapore ratifying the Convention on the Rights of Persons with Disabilities (CRPD) in July 2013 (coming into force on 18 August 2013), the AWARE Board approved a new project that focuses on the intersections between gender and disabilities. Linkages are being made with various local and international organisations working with disabled persons.

### *Convention Watch*

AWARE set up a new programme to monitor state compliance with the three human rights conventions ratified by Singapore – CEDAW, CRPD and the Convention on the Rights of the Child (CRC). Convention Watch commenced with the editing of a microsite on CEDAW, slated for launch in 2014, intended as a resource for activists engaged or interested in advocacy on CEDAW.

## C. COMPLETED PROJECTS

### *Public attitudes towards violence against women:*

To understand what people believe about gender violence, and how widespread these beliefs are, AWARE commissioned a survey of 1,322 respondents in 2012-2013, conducted by students from Ngee Ann Polytechnic. The survey findings served as important signposts for the direction of the We Can! campaign, particularly about the need to raise awareness among younger men. A rigorous research paper analysing these findings is being edited for submission to an international journal for publication.

### *Foreign wives:*

AWARE's research project on the situation and vulnerability of foreign wives, commenced in 2010, culminated in a research report in May 2013. The manuscript will officially be launched for publication in 2014.

### *Women and HIV:*

In 2006, AWARE commissioned a study on women with HIV or living with HIV-positive partners. It was completed in 2013. Through in-depth interviews with 60 women, the study found that among respondents who were married and diagnosed with HIV/AIDS, more than half reported being infected by their husbands. Key findings were shared through an op-ed in TODAY newspaper, and at a public roundtable in December.

This study was carried out by a team from the Saw Swee Hock School of Public Health, National University of Singapore, with the support of the Department of STI (Sexually Transmitted Infections) Control, National Skin Centre and the Communicable Disease Centre. The report is now being edited for online publication. Several academic papers will be written by team members from the Saw Swee Hock School of Public Health for publication in international journals.

### *Police procedures and practices relating to sexual assault cases:*

This project examining the police treatment of sexual assault victims and the processes in place for sexual assault cases was completed by the end of the year. The report is being edited for submission to the police with advocacy meetings planned for 2014.

## **D. PROJECTS NEARING COMPLETION**

### *Trafficking:*

AWARE is part of the civil society group working on trafficking in persons. The AWARE sub-committee is drafting a position paper to be used as the basis of advocacy with the Singapore Inter-Agency Taskforce on Trafficking-in-Persons and the Member of Parliament who is proposing a Private Member's Bill against trafficking in 2014.

### *Singles:*

The sub-committee working on discrimination against singles presented their research findings at a roundtable in July 2013, focusing on discrimination against singles in public housing. Recommendations will be discussed with HDB and the Ministry of National Development.

### *The Women's Charter:*

The project has re-focused on provisions on violence against women found in the Women's Charter, as this is a neglected area that needs serious reform. Recommendations have been drafted by interns and law students from the Singapore Management University. These are being edited for submission to the Ministry of Law.

## **E. PLANS FOR 2014**

In 2014, the Research & Advocacy Department will implement its tactical plan for realising AWARE's Strategic Plan. We will focus on:

1. Economic equality and legislation of equal rights for all
2. Training on 'Research for Advocacy' for AWARE members, Yale-NUS students and other civil society groups, as well as training in gender advocacy under '*Gender Equality Is Our Culture*'
3. Advocacy through three leverage points – (i) the international context (especially CEDAW), (ii) gender analysis of policy makers, and (iii) public opinion.

## support services

The Support Services department continued to provide help to women, through five key services:

### HELPLINE (1800 774 5935)

Provides callers with emotional support, information and referral services.

### LEGAL CLINIC

Qualified lawyers provide free one-time legal advice to women twice a month.

### BEFRIENDERS SERVICE

Provides on-site support to women in crisis at police stations, courts and hospitals.

### COUNSELLING

Professional counsellors help women with marital problems, gender violence, discrimination, self-esteem, depression and more.

### SEXUAL ASSAULT BEFRIENDERS SERVICE

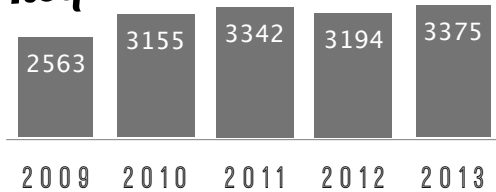
Singapore's only specialised service for survivors of sexual assault.

*see SABS report for more info.*

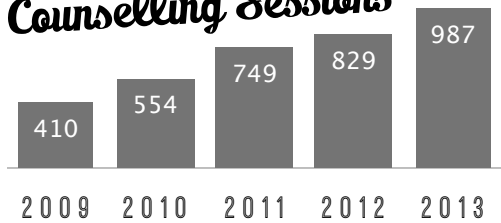
## HELPING MORE WOMEN

Demand for services continued to see a steady rise during the year in 2013.

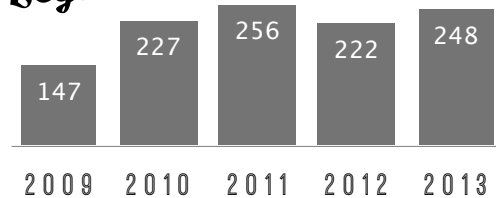
### Helpline Calls



### Counselling Sessions



### Legal Clinic Cases



### Befriender Trips




## IMPROVING OUR SERVICES

 CLIENTS WHO RATED THE SERVICE ABOVE AVERAGE

 **80.0%**  
**befrienders**  
5 regular volunteers.

 **71.9%**  
**counsellors**  
5 volunteers, 2 interns, 2 staff.

 **94.0%**  
**legal clinic**  
3 new lawyers bring the team to 15.

 **83.5%**  
**helpline**  
81% of slots covered by 71 volunteers.

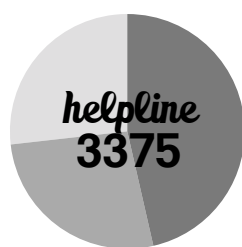
### training

**TRAINING HELPLINERS:** We completed one Mandarin and one English training round for a total of 32 volunteers, and started training the 44<sup>th</sup> helpline group in October.

**TRAINING COUNSELLORS:** We introduced individual supervision of counsellors, and organised training on HIV, trauma release, couple counselling, art therapy and more.

**BEFRIENDERS' TRAINING:** Our second orientation trained eight volunteers in Family Court laws and procedures.

## WHAT WE HELP WITH



- Legal issues (46%)
- Marital issues (27%)
- Abuse and violence (27%)



- Marital issues (61%)
- Psychological issues (23%)
- Abuse and violence (16%)

## CONTRIBUTING TO ADVOCACY WORK

The help we give to women in need shows us what still needs to be done better in Singapore.

- We worked with the **CLEMENTI WORKING GROUP ON FAMILY VIOLENCE** and facilitated a session for 100 police officers from the **CLEMENTI POLICE DIVISION** on handling family violence cases.
- We worked with groups formed by the **MINISTRY OF SOCIAL AND FAMILY DEVELOPMENT ON family violence**, and contributed to **AWARE's** feedback to the **MINISTRY OF LAW ON improvement of the family justice system**.
- We gave talks on violence against women to students at various **POLYTECHNICS AND ITES**.

## PLANS FOR 2014

1. Further professionalise the helpline by organising refresher trainings and sessions on human rights in the context of counselling, and increasing the number of listening sessions for new helpline users.
2. Step up marketing of the helpline service.
3. Strengthen linkages between support services and research and advocacy work.
4. Introduce group therapy service beginning with a support group for women going through divorce.

## TESTIMONIALS

“ I have received very useful advice from the lawyer. In addition, I am grateful as the lawyer has also highlighted some of the areas that I had missed out. ”

“ The court granted me an expedited PPO. Thank you for sending a befriender to my aid. She was an invaluable source of motivation and counselling. ”

“ The counsellor helped me a lot through a lot of difficulties. Gave a lot of support. Have referred friends who are in need of counselling. Have regained my confidence and am looking forward to serving Aware through volunteering and doing any little things that can make a difference. I am healed towards this path and am very happy to have reached here. ”

## sexual assault befrienders service

The Sexual Assault Befrienders Service (SABS) - part of the the Support Services department - continued to provide holistic support for women survivors of sexual assault through five major services:

### BEFRIENDER SUPPORT

Accompany clients to the police, hospital or court, providing information and emotional support.

### COUNSELLING

Support and therapy help survivors heal.

### DEDICATED HELPLINE & EMAIL

Longer hours than our regular helpline.

### LEGAL ADVICE

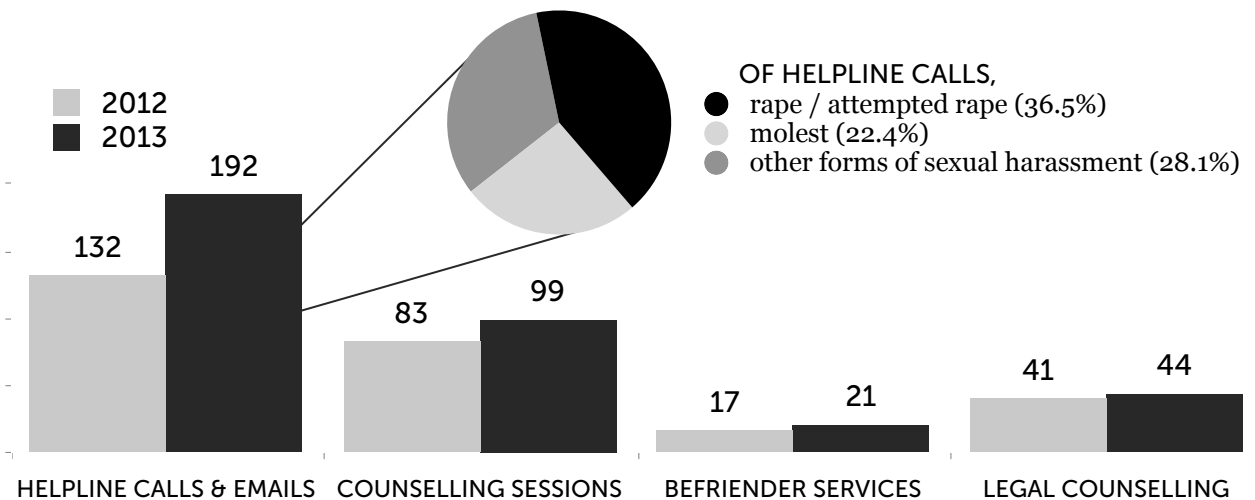
Our Executive Director, an experienced lawyer, provides women with information and advice on legal procedures, their options and possible outcomes

### CASE MANAGEMENT

A single case manager is assigned to each client, helping her navigate all the SABS services seamlessly.

## HELPING MORE WOMEN

Demand for SABS services saw a significant increase in 2013.



## IMPROVING OUR SERVICES

**befrienders:** Two training programmes in 2013 recruited 13 new befrienders, pairing them with experienced befrienders for mentorship.

**training:** Staff counsellors attended an intensive course on trauma counselling. We also held a training session by Detective Sgt. Anthony Breen from Victoria Police on victim-centred approaches to sexual assault investigations and victim care. All AWARE helpline trainees now go through a module on handling sexual assault situations.

**data management system:** The National Council of Social Service taught the team how to implement and use the Electronic Case Management System (eCMS) for SABS.

## REACHING PEOPLE

- Institutions such as SACAC, Nexus International, NUS, ITE College West and the Subordinate Courts have installed SABS brochures and posters at their premises.
- Our sexual assault awareness outreach programme for youth aged 16 – 20 included a handbook for youth on healthy relationships, consent and sexual assault, and a talk for various schools.

## WORKING WITH THE POLICE

SABS works closely with the Serious Sexual Crimes Branch of the Singapore Police Force (SPF) to increase support for sexual assault victims in police procedures.

- SPF accepted feedback from AWARE (and included the SABS programme) in its brochure on sexual assault awareness.
- We arranged a talk for the Serious Sexual Crimes Branch by Detective Sgt. Anthony Breen, Victoria Police on the need for police to ensure a victim-centred approach for sexual assault cases.

## PLANS FOR 2014

1. Upgrade SABS to a Sexual Assault Support Centre with a drop-in service and extended hours.
2. Step up our marketing efforts to make a wider community aware of our services.
3. Develop the befriender service, with more consistent staff presence to ensure consistent and professional support to victims/survivors.

## TESTIMONIALS

“ *You have no idea how much you have supported me. When no one was there for me and no one trusted me, I found AWARE where I felt listened to and believed and found the courage to take action.* ”

--- A CLIENT WHO FACED SEXUAL HARASSMENT ONLINE FOR MONTHS ON END

“ *During this period of time I have received a lot of support from your association and also learned a lot on how to protect myself at work. ... I am also pleased to share my experiences for your awareness campaigns in future.* ”

--- A CLIENT WHO WAS SEXUALLY HARASSED BY HER BOSS

“ *AWARE is a great group supporting women without expecting any return. I really appreciate the help the support services staff have given to my sister and myself. Whenever I need help, they are always active listeners, helping without delay and giving us great emotional support. After I met them, I felt a great courage and found someone I really wanted to talk to. They helped my sister and I a lot. Thank you AWARE!* ”

## AWARE Training Institute

The AWARE Training Institute (ATI) develops and conducts unique programmes, courses and events to build the capacity of individuals, schools and companies to overcome gender-based barriers such as those surrounding sexual harassment, self-esteem and body image. ATI seeks to:

- Educate organisations and individuals on gender issues,
- Provide forums for discussion of issues relevant to AWARE, and
- Provide skills training for adopting a gender-sensitive approach.



**5 NEW WORKSHOPS**



**TOTAL REVENUE \$34,730**  
**NET INCOME \$18,268.47**

ATI also delivered regular talks about workplace sexual harassment at the Tripartite Alliance for Fair Employment Practices (TAFEP) during their Grievance Handling Training. Some clients that ATI worked with in 2013 include Dimension Data, United World College, Ngee Ann Polytechnic, Natixis, Baker & McKenzie, St. Joseph's Institution International and Institute of Technical Education East.

### SUMMARY OF WORKSHOPS

GENERAL		
NAME OF PROGRAMME	DESCRIPTION OF PROGRAMME	PEOPLE TRAINED
<b>Finding your passion</b> <i>NEW!</i>	The personal journey of our Executive Director, Corinna Lim, and how she found her inner voice to become a social activist. Inspires participants to find what they stand for and how they can manifest that voice in their professional, public and personal lives.	110
<b>Miss Representation</b>	A screening of the documentary Miss Representation accompanied by an interactive lecture, leaving participants more aware of issues such as women in leadership, sexual harassment and gender relations with regard to work and politics.	200
<b>Women's rights from a Singapore perspective</b> <i>NEW!</i>	An overview of efforts to improve women's rights in the past and what remains.	1900
CORPORATE WORKSHOPS		
<b>Guide to recognising and understanding workplace discrimination</b> <i>NEW!</i>	Equips participants with knowledge about workplace discrimination. Participants learn how to identify and respond to the various forms of discrimination and to create a more inclusive workplace.	175



<b>Guide to workplace power harassment</b>	Teaches employees how to deal with situations of corporate bullying and sexual harassment. It promotes safe and healthy work environments.	79
<b>Guide to workplace sexual harassment</b>	What constitutes sexual harassment and how to empower oneself against it.	302
<b>Promoting diversity and professionalism: Creating a corporate culture of recognition and respect</b> <i>NEW!</i>	Equips participants with knowledge and skills on cultural diversity, business professionalism and hostile work environments.	25
<b>Gender @ Work UNITAR</b> <i>NEW!</i>	Developed by President Winifred Loh, this workshop equips Afghan Fellows of a UNITAR Programme with an increased sensitivity to a broad range of gender issues at personal, interpersonal, institutional and community levels.	60
<b>SCHOOL WORKSHOPS</b>		
<b>Beauty Redefined</b>	Focuses on body image, self esteem and media literacy among youths to promote critical thinking of media-driven beauty standards.	161
<b>Media literacy and gender</b>	Equips participants to understand the representation of gender in mass media and its implications for gender relations.	180
<b>Comprehensive Sexuality Education (CSE) Programme</b>	Helps participants better understand reproduction, contraception and sexually transmitted diseases; develop a healthy and positive attitude towards sexuality; and make responsible choices about their sexual life.	350
<b>WORKSHOPS OFFERED BY THIRD-PARTY PROVIDERS</b>		
<b>Kapap Self Defence</b>	A 10-week intensive workshop designed for women to learn self-defence techniques. Participants are taught to use pressure points and body mechanics to take a person down with little effort.	29
<b>Workshops by Zaibun</b>	Zaibun Siraj is one of Singapore's most engaging, exuberant and effective trainers. Her workshops are designed to help participants deliver effective presentations, acquire essential skills for leadership and develop team spirit. The workshops are renowned for their energy, fun and creativity.	15

## PLANS FOR 2014

ATI has begun developing two new workshops for launch in 2014.

- Youth's Guide to Healthy Relationships, Assertiveness and Empowerment:** promotes a better understanding of what constitutes a healthy relationship, provides students with effective interpersonal communication skills and empowers them to make responsible choices. The course will include information about abusive relationships and safe partying.

2. **Youth Empowerment for Activist Hopes! (YEAH!):** will work with a pilot group of 10 to 15 young people (aged 17 to 25) who have shown interest and dedication in advancing structural societal change through activism. The workshop will empower them to create change through skills such as media communications and research advocacy. The programme will culminate in a transformative weekend conference where they learn about activism in action from experienced activists, and then apply what they learn through a community-based project of their own.



## ROUNDTABLE DISCUSSIONS

Our monthly Roundtables offer a platform for members of the public to discuss issues related to gender equality, strengthening our capacity to identify, understand and respond to a wide range of trends, issues and policies. Typically, subject experts present their views on topics to generate participants' discussion.

In 2013, AWARE held 12 Roundtable discussions, attracting over 300 participants. The topics included polygamous marriages, access to housing in Singapore, harmful depictions of women in sex education material, sex trafficking and the results of several AWARE research studies.

The Roundtables also support and highlight the work of ally organisations, including SlutWalk and Project X, and independent activists such as Constance Singam.

# communications

*a stronger voice, changing more minds*

With the creation of the new Programmes and Communications Department this year, AWARE is increasingly well equipped to respond to the fast-paced policy developments and public conversations. Working closely with We Can!, R&A and ATI, our communications brought public outreach and advocacy together.

We averaged 20 monthly press mentions in the press per month, through news stories, letters and opinion pieces. Events such as the annual AWARE Awards, the launch of the We Can! campaign, and the We Can! Arts Fest were heavily covered in mainstream media. We broadcast our perspectives on:

- Different forms of abuse and violence
- Parenthood benefits for unwed mothers
- Paternity leave and shared parenting
- Making sure abortion services focus on the needs and health of patients
- Affordable and accessible healthcare, especially for older women
- Focusing national conversation on population policy, human welfare and environmental sustainability, not just economic growth
- Low representation of women in public office
- Immigration vulnerability and dependency of foreign wives
- The need for a socially equal Budget, providing accessible healthcare and housing
- Workplace sexual harassment and the need to get employers involved in ending it
- Gender equality and the army

AWARE-authored letters and opinion pieces for publication this year covered topics including:

- The normalisation of sexual violence in popular culture
- Criminalisation of suicide
- Workplace sexual harassment legislation
- The importance of comprehensive sex education for youth
- Gender dimensions to economic inequality in Singapore
- Reshaping National Service to allow people with different skills and aptitudes to contribute
- The complexities of “coming out”
- The lack of workplace anti-discrimination laws
- The risks to married women living with HIV-positive partners

## SOCIAL MEDIA



**f :** **5,293**  **LIKES**  
*on the aware page*

**2,000**  **IEWS**  
*per post*

**3-4** **POSTS /day**

 **413** **@ awarenews**  
*followers*

## WTF! ZINE PROJECT

AWARE collaborated with a dynamic group of youths to produce WTF!, a 51-page magazine, distributed to youths at AWARE events and popular youth outlets such as BooksActually, Artease, Timbre, SUP Clothing and Essentials Bugis.

Subtitled "Candid Conversations about Sex", WTF! addresses concerns that youths have about sex that are currently overlooked in schools or at homes, enabling informed and empowered choices. Designed to be catchy and accessible to youths above 17, WTF! has been very positively received.

WTF! was funded by an anonymous donor. AWARE will continue to update and maintain the companion website wtfzine.sg, and to distribute the hard copy magazine.

# We Can! Campaign



END ALL VIOLENCE AGAINST WOMEN

2013 marked an exciting beginning for the We Can! End All Violence Against Women campaign. We Can! originated in South Asia in 2004, and Singapore is the 16<sup>th</sup> country to participate.

The campaign aims to transform social attitudes and beliefs that tolerate gender-based violence. With the tagline ‘Change starts with me’, the Singapore campaign helps people recognise that they have the power to bring change by reconsidering their own attitudes and reaching out to the people in their lives.

**2013**  
*June to December*

**15** COMMUNITY PARTNERS  
**3** FORMAL ALLIANCES



**815**  
CHANGE MAKERS

## “JUST A BAD DAY” FORUM THEATRE

Forum Theatre is one of our main public outreach tools. ‘Just A Bad Day’ depicts domestic violence, dating violence and workplace sexual harassment through stories put together and performed by volunteer Change Makers, and which come from the personal experiences of the cast. Audience members can step into the role of any character to explore the choices they can make to change the situation.



773 people attended the nine shows performed in 2013 at venues like \*Scape, ITE Colleges East, Central and West, and for the clients of Tanjong Pagar Family Services Centre. We collaborated with leaders like Member of Parliament Zainudin Nordin.

## WORKSHOPS



Change Maker workshops provide a safe space for people to share their experiences, discuss social attitudes towards gender, and discover how they can make a change.

In 2013, we conducted 25 workshops, reaching 388 attendees. Nine were conducted externally in collaboration with partners like Singapore Polytechnic, NUS Chinese Drama Club and the United Nations Model Youth Conference.

Change Maker Rachel Chung has become a We Can! spokesperson, sharing her own experience of domestic violence in television, radio and print media, calling on the public to be more supportive of victims. Rachel was named AWARE Heroine 2013 at the Big Red Ball.

## 16 DAYS OF ACTIVISM

On the International Day for the Elimination of Violence Against Women – 25 November – We Can! Singapore launched a major social media campaign.

**YouTube video - ‘Would You Step In?’:** Volunteer Change Makers staged a scene of a man abusing his girlfriend on Orchard Road to explore how bystanders would intervene. The resulting YouTube video drew over 120,000 views, was shared over 80 times and featured in mainstream media channels.

**Blk 2511:** This innovative Facebook app allows visitors to click on different windows in a HDB block to hear an audio recording of a violent situation, getting them thinking about the different forms of violence in the home. The app has received over 1100 hits, drawing new Change Makers to the campaign.

## WE CAN! ARTS FEST



The inaugural We Can! Arts Fest on 8 December 2013 drew over 250 people, 30% of whom became Change Makers. The arts fest started a dialogue about less visible forms of violence and the importance of bystander intervention, through experimental theatre, spoken word, interactive installations and film screenings. The popular ‘Human Library’ let attendees learn from and talk to women whose voices we don’t often hear, such as domestic workers, sex workers and violence survivors.

Responses were very positive – 80% rated the sessions they’d attended as “very good” and 74% said that the arts fest helped them understand more about violence against women. 84% said that they felt better able to help those around them dealing with violence.

This festival was made possible by our volunteers; partner organisations including Word Forward, UN Women, Project X, Room to Read, Beautiful Women, KAPAP, and HOME; and our sponsors, the Delegation of the European Union to Singapore, and Kwan Im Thong Hood Cho Temple.

## WE CAN! MEDIA PRESENCE

The campaign has kept up a steady media presence in TV, radio and print media. From March to December 2013, the campaign was featured in 40 media pieces in several languages. Eight were magazine features or mentions, 28 articles in print and online news, 5 TV interviews and 2 radio interviews. These pieces covered issues such as psychological violence, Rachel Chung’s story, forum theatre and how the system can be improved to handle domestic violence better.



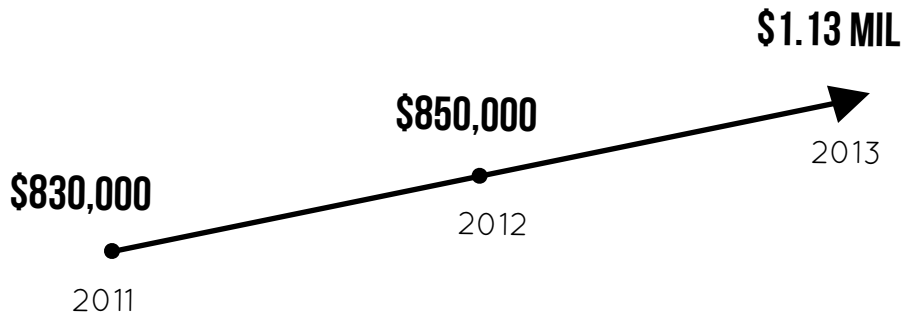
## CONCLUSION

The first year of the campaign has far exceeded our expectations. We Can! has raised awareness of violence against women in Singapore, and empowered individuals and community partners to take action against it. We are excited to see what possibilities the new year brings for the campaign.

# fundraising

celebrating a strong year of growth

2013 was a record year for AWARE's fundraising initiatives.



AWARE continued to receive the generous support of charitable organisations such as Kwan Im Thong Hood Cho Temple, Lee Foundation, Chen Su Lan Trust, Hong Leong Foundation, Margaret Mary Wearne Charitable Trust, Chew How Teck Foundation and Tan Chin Tuan Foundation.

AWARE's Big Ball, an annual fun(d) raising event received warm support from corporate funders such as KOP Group, Bengawan Solo, Aspial-Lee Hwa Jewellery, Bayview Hotel, Performance Motors Ltd and Sidefame Pte Ltd. Individuals generously contributed to this fundraising effort by way of donations, table and auction sales, and lucky dip ticket purchases.

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

## FUNDRAISING

AWARE received the following donations in 2013:

Kwan Im Thong Hood Cho Temple	\$250,000
AWARE's Big Ball	\$239,534
Lee Foundation	\$200,000
President's Challenge	\$100,000
UN Women- Fund for Gender Equality	\$82,534
Toteboard Social Service Fund (administered by NCSS)	\$81,712
Chew How Teck Foundation	\$25,000
NVPC New Initiative Grant	\$25,000
Health Promotion Board	\$36,398
Other Donations	\$89,800

*special thanks to:*

KWAN IM THONG HOOD  
CHO TEMPLE

*and*

LEE FOUNDATION

**TOTAL** **\$1,129,978**

## BIG RED BALL

16 September 2013 proved a red hot night as AWARE partied with more than 350 guests at the Grand Copthorne Waterfront Hotel. Petrina Kow and Joe Augustin, emcees for the evening, enlivened the mood with their on-stage chemistry. The Bollywood Babes added to the sizzle with a lively dance number to a mash-up of the latest Bollywood hits.

The Chestnuts, Singapore's premier parody group, stole the show with their hilarious take on the past year's most outrageous sexist comments or incidents nominated for the infamous Alamak! Awards.



The AWARE Awards also celebrated some inspiring individuals and organisations that promoted gender equality in the past year, including Rachel Chung, a star We Can! Change Maker, and civil society veteran Constance Singam. Both were mentioned in the press, including interviews with Straits Times and The New Paper.

Sponsors and valued guests helped AWARE raise more than \$230,000 through donations, sponsorships, table sales and proceeds from the lucky dip and silent auction which featured 36 fabulous items up for bidding.

## DONORS & SPONSORS

### ***\$1,000 and above***

Accenture Singapore	Janet Ang Guat Har
Arvind Khattar	JK Group Inc
Aspial Lee-Hwa Jewellery Pte Ltd	Kanwaljit Soin
Auric Pacific Group Limited	Kee Meng Leng
Bayview Hotel Singapore	KOP Group
Bengawan Solo Pte Ltd	Kwan Im Thong Hood Cho Temple
Celina Low	Lee Foundation
Chen Su Lan Trust	Lee Li Ming
Chew How Teck Foundation	Leny Suparman
Chew I-Jin	Lim Mei Jean
Choe Pilarnuj Nee Ratanarak	Lim Suet Fern
Coonoor Kripalani-Thadani	Lindy Ong
Corinna Lim	Louise J Tagliante
David Lim & Partners LLP	Margaret Thomas
Dorothy Chan	Michael Zink
DP Information Network Pte Ltd	National Committee for UN Women
Dr Lian Tsui Yee	Singapore
Eleanor Wong Siew Yin	National Council of Social Service
Ellen Lee	National Volunteer & Philanthropy
Faeza Sirajudin	Centre
Frederick Yap	Ng Siok Keow
Goldman Sachs	Nicholas Chan
Gwee Ai Hwa	Nicole Tan
Health Promotion Board	NTUC Women's Development
High Commission of Canada	Secretariat
Hong Leong Foundation	Ong Chih Ching
Intel Singapore	Ong Soh Chin
Ivy Singh Lim	Ong Su-Chzeng



Performance Motors Ltd  
President's Challenge  
Selina McCole  
Seow Ping Chew  
Sidefame (S) Pte Ltd  
Sunita Venkataraman  
Tan Chin Tuan Foundation  
Tan Hui Ling  
Tan Hui Yee  
Tan Mang Lie  
Tan Tze Gay  
Tan Yah Piang  
Teh Ee-Von  
Teo Teck Weng & Dana Lam  
Teo You Yenn  
Thomas Garry  
Tin Pei Ling  
Tote Board Social Service Fund  
UN Women – Fund for Gender Equality  
Valerie Tan May Wei  
Vernie Oliveira  
Vidula Verma  
Wong Pei Chi  
Yuchiko Rinoie

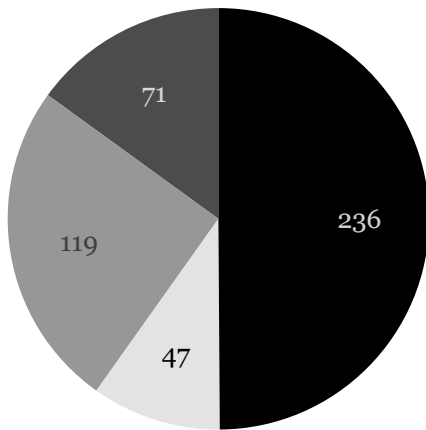
***special thanks to:***

Alta Vista  
Art of Voice

Belinda Lim & The Wine Company  
Chestnuts  
Clarins Singapore  
Chong Meiting  
Doreen Liu & World Scientific  
Publishing  
Elaine Chan  
Financial Women's Association of  
Singapore  
Gattopardo Restaurant  
Grand Copthorne Waterfront Hotel  
inItaly Bar Ristorante  
Joe Augustin  
Kanuhura Resort, Maldives  
Lightworks Photography  
Montigo Resorts  
One & Only Reethi Rah Resort, Maldives  
Petrina Kow  
Pulse Creative Group  
Quintessential  
Roops Pte Ltd  
Skin Inc  
Space & Light Yoga  
The Body Shop Singapore Pte Ltd  
The Regent, Singapore  
Unlisted Collection  
Verita & Commune Bistro



## members and volunteers

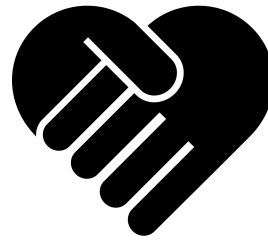


473

members

- ordinary
- student
- life
- associate

239



active volunteers

## VOLUNTEERS AND SUPPORTERS

### Support Services

Gao Fei  
 Anna See  
 Anne Bergen-Aurand  
 Bhavani Devakaran  
 Bridget Ng  
 Cecilia Ow  
 Christine Yon  
 Clare Nash  
 Crystal Tan Sin Sing  
 Daphne Loh  
 Daphne Ong  
 Dinah Lau  
 Eva Low  
 Ginarita Ng  
 Hiroko Fujita  
 Hoh Mew Lian  
 Hwi Koon  
 Jane Seow  
 Jannie Geng  
 Jonni Zhang  
 Judy Sax  
 June Joy Leng  
 Kat Tan Lay Hwee  
 Koh Lay Phing  
 Li Leng  
 Louise Smith  
 Low Woon Chan  
 Lynn Yau Woon Lee  
 Margaret Terrell  
 Mary Ann  
 Minniati Gunawan  
 Mont Lim  
 Ng Yeat Hong  
 Nivetha  
 Polly Lu

Priyanka Amarnath  
 Rachel Ko  
 Ragini Kangesan  
 Ray Yang Xiulan  
 Robyn Annat  
 Satoko Onozawa  
 Serena Tan  
 Sharilyn Lai  
 Sonja Bretschneider  
 Soo See Ann  
 Sunthari Govindarajoo  
 Swati Sharma  
 Tan Ching Ching  
 Tan Juan Fong  
 Ting Yit Lai  
 Tricia Cannon  
 Tsen Li Yuan  
 Veronica Chong  
 Yogeswary Chinniah  
 Yolanda Yu  
 Yvonne Soh  
 Zeana Haroun  
 Aditee Ghate  
 Arati Mali  
 Subha Balaji  
 Martha Scarborough  
 Salina Gilmore  
 Zoe Tan  
 Veronica Wong Kum Leng  
 Caris Lim  
 Pikit  
 Noraini Maskuri  
 Si Ning Yeo  
 Louise Swannell

Lisa Zhang  
 Amy Yan  
 Adelene Fong  
 Heidi Lim  
 Lissette Carolina  
 Shariza Binte Shari  
 Juliyana Bte Mahdi  
 Alex Smillie  
 Rebecca Nathan  
 Betsy Zink  
 Yu Hong  
 Rosemary Tan  
 Seema Rasal  
 Taya Huang

### Befrienders

Sonia Pillai  
 Jeen Woo  
 Sung Hae  
 Katharine Kit Ying  
 Ho

### Legal Clinic

#### Lawyers

Ashok Chugani  
 Lalita Seenivasan  
 Winnifred Gomez  
 Wong Yu Chien  
 Yukai  
 Susan Tay  
 Sharada Devi  
 Remya Suresh  
 Clara Foo  
 Ong Ying Ping

Sumithira Nadarajah  
Poonam Mirchandani

***Research & Advocacy***

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Ipsita Basu  
Joanne Ng  
Mandakini Arora  
Nina Carlina  
Kellynn Wee  
Suriani Suratman  
Fadli Fawzi  
Mohamed Imran  
Mohamed Taib  
Maznah Mohamad  
Deborah Koh  
Wu Xiuyun Rebecca  
Chrissy Phoong Yoke Xi  
Andrea Liang  
Eve Loh  
Lee Yen Yen  
Foo Swee Pang  
Emily Lim  
Dipika Paul  
Tekla Hendrickson  
Tay Yong Sing  
Alice Clark-Platts  
Goh Li Sian  
Lim Yen Ling  
Shibani Pandya  
Sonia  
Subhadra Rai  
Paula Appelhans  
Dell Marie Butler  
Jacquie Weber  
Chew I-Jin  
Ailin Mao  
Chu Hoi Yee  
Aziza Sheerin (Zi)  
Chang Rui Shan  
Raudah Abdul Rashid  
Jauhari Zaini  
Kelly Then  
Jean Chong  
Poonam Mirchandani  
Azmeen Moiz  
Sarah Chalmers  
Kristen Oates  
Joanne Apicella  
Debbie Tebbet  
Alice Clark Platts  
Zhou Xiaoping  
Nicole Chan  
James Wong  
Tiffany Chuang  
Shimona Leong  
Jacqui Field  
Asiyah Arif  
Paroma Ray  
Sujata Dwivedi

Devika Misra  
Marina Mazer  
Braema Mathi  
Raqvind Kaur  
Silpa Ilan  
Shamila Nathan  
Devi Sharada  
Christine Pepper  
Ludovica Bianco  
Eugenia  
Janice Liu  
Shivani Retnam  
Jean Gan  
Amanda Chong  
Charmaine Mae Ng  
Claire Chen  
Intan Wiryadi  
Jasmine Ng  
Joanne Lee  
Laavanya  
Kathiravelu  
Li Sian Goh  
Leigh Pasqual  
Lynn Yau WL  
Nikhita Kishore  
Priyanka Bhandari  
Samantha Yeo  
Shiraz Mehra  
Vernie Oliveiro  
Halijah Mohamad  
Clementine Yap  
Mathia Lee  
Pakriti Pushkarna  
Rachel Pullen  
Sara Joiko  
Lim Gek Hiang  
Catherine Smith  
(Honorary Research  
Associate)  
Allison Alcorn  
Kangan Arora  
Rosario Arena  
(Honorary Research  
Associate)  
Vaidehi Shah  
Noel Genne  
Kelly  
Chrissy Phoong  
Heather Bennett  
Piriya Sasajala  
Praveeta Thayalan  
Sarah Hill  
Lisa Marie  
Fernandes  
Nadya Nasser  
Yolanda Yu  
Joelle Yeo  
Edwina Shaddick  
Shruti Iyengar

***Secretariat***  
Tracey Toh  
Lovisa Olsson

***AWARE Training  
Institute***

Martina Tekelova  
Abhilash Mohan  
Soni Gupta  
Yasmin Lalani  
Meiling Wong  
Michelle Tennyson  
Sherlin Giri  
Nina Carlina  
Teng Qian Xi  
Constance Lim  
Zaibun Siraj  
Paula Appelhans  
Beatrice Tan

***AWARE Big Ball  
and Fundraising***

Megha Asthana  
Ang Li Tin  
Ng Ee Ching  
Jasveena Kaur  
June Ng  
Louisa Tagliante  
Nithya  
Swaminathan  
Ong Soh Chin  
Pam Oei  
Robyn Yzelman  
Angelee Kaur  
Shreyha Agora  
Shivani Shinde  
Sonali Venkat  
Ranjit Rich  
Apoorva  
Ashokkumar  
Ayesha Rabbani  
Noraini Maskuri

# financial report

## STATEMENT OF FINANCIAL POSITION *as at 31 Dec 2013*

	Notes	2013 S\$	2012 S\$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	3	626,431	445,077
Fixed deposits	4	1,350,000	1,100,000
Other receivables, deposits and prepayments	5	4,723	6,798
		<b>1,981,154</b>	1,551,875
<b>NON-CURRENT ASSET</b>			
Property, plant and equipment	6	9,625	12,442
<b>TOTAL ASSETS</b>		<b>1,990,779</b>	1,564,317
<b>LIABILITY AND ACCUMULATED FUNDS</b>			
<b>CURRENT LIABILITY</b>			
Accruals		51,481	29,053
<b>TOTAL LIABILITY</b>		<b>51,481</b>	29,053
<b>FUNDS</b>			
Accumulated funds	7	1,231,745	1,004,750
Project funds	8	698,091	494,945
Financial intelligence training fund	9	-	5,569
In memory of Jagraj Verma fund	10	9,462	30,000
		<b>1,939,298</b>	1,535,264
<b>TOTAL LIABILITY AND FUNDS</b>		<b>1,990,779</b>	1,564,317

**STATEMENT OF COMPREHENSIVE INCOME** for the year ended 31 Dec 2013

Notes	Accumulated Funds S\$	Project Funds S\$	Financial Intelligence Training Fund S\$	In Memory of Jagraj Verma Fund S\$	Total S\$	2012 S\$
<b>REVENUE</b>						
Tax exempt donation	54,878	499,459	-	1,000	555,337	544,842
Non- tax exempt donation	111,608	450	-	-	112,058	31,930
Fund raising activities						
Supersonic big ball event (tax exempt donation)	2,500	-	-	-	2,500	185,106
Supersonic big ball event (non- tax exempt donation)	20,000	-	-	-	20,000	4,997
Big ball event (non-tax exempt donation)	-	-	-	-	-	20,000
Big red ball (non-tax exempt donation)	2,600	-	-	-	2,600	-
Big red ball (tax exempt donation)	197,738	10,700	-	-	208,438	-
Counseling/training contribution	-	58,861	-	-	58,861	52,484
Grants						
NCSS grant (Community Chest / Tote Board)	-	81,712	-	-	81,712	-
Other grants	6,282	151,587	-	-	157,869	47,304
Subscriptions	18,440	-	-	-	18,440	12,495
Interest on fixed deposits	7,392	-	-	-	7,392	8,696
Activities income	-	1,638	-	-	1,638	1,362
Other income	2,699	15,245	-	-	17,944	22,144
<b>TOTAL REVENUE</b>	<b>424,137</b>	<b>819,652</b>	<b>-</b>	<b>1,000</b>	<b>1,244,789</b>	<b>931,360</b>

**STATEMENT OF COMPREHENSIVE INCOME** for the year ended 31 Dec 2013

	Notes	Accumulated Funds S\$	Project Funds S\$	Financial Intelligence Training Fund S\$	In Memory of Jagraj Verma Fund S\$	Total S\$	2012 S\$
<b>LESS: EXPENDITURE</b>							
Activities expense		988	4,268	-	18,525	23,781	1,001
Audit fees		925	2,775	-	-	3,700	7,459
Bank charges		2,633	843	-	-	3,476	1,301
Big ball event expenses		48,332	-	-	-	48,332	-
Capacity building		3,717	-	-	-	3,717	50
Counseling		-	13,785	-	-	13,785	12,480
Depreciation of property, plant and equipment	6	6,507	-	-	-	6,507	7,676
Staff salaries, bonus and CPF	11	68,224	512,175	5,554	-	585,953	487,238
Entertainment		2,840	243	-	-	3,083	599
General consultancy		-	13,290	-	-	13,290	-
General expenses		3,519	6,135	8	-	9,662	11,960
General meeting		59	177	-	-	236	130
Gifts		408	512	-	-	920	1,130
Honorarium		3,500	3,020	-	-	6,520	-
Insurance		660	1,912	-	-	2,572	1,781
Intern allowance		-	3,860	-	-	3,860	1,730
Library books		-	284	-	-	284	427
License fee		-	-	-	975	975	1,248
Medical fees	11	98	1,555	36	-	1,689	865
Membership and subscription		518	744	-	-	1,262	1,297

# FINANCIAL REPORT

**STATEMENT OF COMPREHENSIVE INCOME for the year ended 31 Dec 2013**

Notes	Accumulated Funds S\$	Project Funds S\$	Financial Intelligence Training Fund S\$	In Memory of Jagraj Verma Fund S\$	Total S\$	2012 S\$
<b>LESS: EXPENDITURE (CONTINUED)</b>						
Merchandise	-	-	-	-	-	797
Newspaper and magazine	152	728	-	-	880	883
Photocopying usage	493	1,474	-	-	1,967	3,706
Postage, printing and stationery	1,070	17,197	2	-	18,269	10,194
Property, plant and equipment expensed off	735	308	-	-	1,043	-
Refreshment	1,506	4,270	-	238	6,014	5,544
Rental of equipment	905	2,716	-	-	3,621	3,966
Rental of premises and facilities	2,571	7,994	-	1,800	12,365	10,285
Repairs and maintenance	973	3,160	-	-	4,133	6,198
Research fees	-	20	-	-	20	2,450
Staff insurance	-	409	(31)	-	378	2,616
Staff training	20	634	-	-	654	2,122
Staff welfare	136	407	-	-	543	908
Supersonic big ball expenses	-	-	-	-	-	56,024
Telecommunication expenses	1,298	3,907	-	-	5,205	5,875
Training and development fees	3,970	16,923	-	-	20,893	20,150
Translation fees	-	-	-	-	-	120
Transportation and travel	3,447	3,593	-	-	7,040	1,519
Utilities	2,051	6,153	-	-	8,204	8,192
Volunteer consultancy	375	2,090	-	-	2,465	4,605

**STATEMENT OF COMPREHENSIVE INCOME** for the year ended 31 Dec 2013

Notes	Accumulated Funds S\$	Project Funds S\$	Financial Intelligence Training Fund S \$	In Memory of Jagraj Verma Fund S\$	Total S\$	2012 S\$
<b>LESS: EXPENDITURE</b>						
<b>(CONTINUED)</b>						
Volunteer training	-	70	-	-	70	380
Website maintenance	742	12,645	-	-	13,387	4,437
Write off of inventory	-	-	-	-	-	280
<b>TOTAL EXPENDITURE</b>	<b>163,372</b>	<b>650,276</b>	<b>5,569</b>	<b>21,538</b>	<b>840,755</b>	<b>689,623</b>
<b>SURPLUS/(DEFICIT) FOR THE</b>						
<b>YEAR</b>	<b>260,765</b>	<b>169,376</b>	<b>(5,569)</b>	<b>(20,538)</b>	<b>404,034</b>	<b>241,737</b>
<b>OTHER COMPREHENSIVE INCOME</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>TOTAL COMPREHENSIVE INCOME/ (LOSS)</b>	<b>260,765</b>	<b>169,376</b>	<b>(5,569)</b>	<b>(20,538)</b>	<b>404,034</b>	<b>241,737</b>

# FINANCIAL REPORT

**STATEMENT OF CHANGES IN FUNDS for the year ended 31 Dec 2013**

	Accumulated Funds S\$	Project Funds S\$	Financial Intelligence Training Fund S \$	In Memory of Jagraj Verma Fund S\$	Total S\$
Balance at 1 January 2012	995,122	249,595	18,810	30,000	1,293,527
Surplus/(deficit) for the year	285,513	(30,535)	(13,241)	-	241,737
Other comprehensive income	-	-	-	-	-
Transfers during the year	(275,885)	275,885	-	-	-
<b>Balance at 31 December 2012 and 1 January 2013</b>	<b>1,004,750</b>	<b>494,945</b>	<b>5,569</b>	<b>30,000</b>	<b>1,535,264</b>
<b>Surplus/(deficit) for the year</b>	<b>260,765</b>	<b>169,376</b>	<b>(5,569)</b>	<b>(20,538)</b>	<b>404,034</b>
<b>Total comprehensive income</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Transfers during the year</b>	<b>(33,770)</b>	<b>33,770</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Balance at 31 December 2013</b>	<b>1,231,745</b>	<b>698,091</b>	<b>-</b>	<b>9,462</b>	<b>1,939,298</b>



**PROJECT FUNDS**

	Befrienders	AWARE Training Institute	Lee Foundation (VMS)	Claire Chang	CSL Anti-Violence Fund	Single Research Fund	SABS Fund	Support Services	CSE	We Can	SELF	Lee Foundation (Research)	Gender Equality is our Culture Project	NVPC Func	Total
	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$
Balance at 01/01/2012	1 19,037	110,498	10,000	29,935	20,157	59,967	-	-	-	-	-	-	-	-	249,595
Revenue for the year	- 36,715	-	-	65,000	-	102,203	149,154	28,000	20,430	20,430	-	-	-	-	401,502
Expenditure for the year	- (62,527)	(73,184)	-	(59,093)	(21,920)	(33,721)	(177,781)	(871)	(2,940)	(2,940)	-	-	-	-	(432,037)
Transfers during the year	-	-	-	-	-	-	275,885	-	-	-	-	-	-	-	275,885
<b>Balance at 31/12/2012 and 01/01/2013</b>	<b>1 (6,775)</b>	<b>37,314</b>	<b>10,000</b>	<b>35,842</b>	<b>(1,763)</b>	<b>128,449</b>	<b>247,258</b>	<b>27,129</b>	<b>17,490</b>	<b>17,490</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>494,945</b>
Revenue for the year	- 31,874	-	-	-	-	65,500	286,388	-	133,356	15,000	180,000	82,534	25,000	25,000	819,652
Expenditure for the year	(1) (65,892)	(24,189)	-	(4,160)	21	(90,591)	(218,088)	(15,469)	(93,738)	(1,430)	(129,299)	(7,440)	-	-	(650,276)
Transfers during the year	- 40,793	-	-	(31,682)	1,742	27,522	-	(1,000)	(3,605)	-	-	-	-	-	33,770
<b>Balance at 31/12/2013</b>	<b>-</b>	<b>13,125</b>	<b>10,000</b>	<b>-</b>	<b>-</b>	<b>130,880</b>	<b>315,558</b>	<b>10,660</b>	<b>53,503</b>	<b>13,570</b>	<b>50,701</b>	<b>75,094</b>	<b>25,000</b>	<b>25,000</b>	<b>698,091</b>

**FINANCIAL REPORT**

# 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 2013 to 29 February 2015
Unique Entity Number	S85SS0089B	1 January 2009

<b>Board</b>	<p>The following person were elected into the Board at the Annual General Meeting held on 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 from 26 May 2012 to 1 June 2013.</p>
<b>Auditors</b>	Suhaimi Salleh & Associates

## Review

### Staffing

Staff are recruited locally. As at 31 December 2013, the breakdown of the staff strength is as follows:

Managers	4
Other Professional Staff (Executive Level)	11
Cleaner	1
	<b>16</b>

### Remuneration of Board Members

No board member has received any remuneration in 2013.

### Remuneration of Top 3 Executives

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

Salary Band FY 2013 (incl. bonus, excl. employer's CPF contribution)	Headcount
Below \$100,000	2
Below \$50,000	1
<b>TOTAL</b>	<b>3</b>

### Reserves Policy

Our reserves position:

	Current Year (\$)	Previous Year (\$)	per cent Increase / (Decrease)
<b>Unrestricted Funds</b>	1,231,745	1,004,750	22.6%
Restricted / Designated Funds:	707,553	530,514	33.4%
- Building Fund			
- Education Fund			
- Others			
Endowment Funds			
Total Funds	1,939,298	1,535,264	26.3%
<b>Ratio of Reserves to Annual Operating Expenditure</b>	2.30 (27 months)	2.23 (26 months)	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 utilised except with the approval of the President and Treasurer / Assistant Treasurer, and only when the cashflow position falls below 3 months of the monthly operating expenses.

# compliance with charities code

FOR PERIOD FROM JAN 2013 - DEC 2013

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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