

MOST RAPE VICTIMS DO NOT REPORT WHAT HAPPENED.

I AM AWARE **SHARE**



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

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

SHARE THIS WITH YOUR FRIENDS

8 SHARED THIS

AWARE ANNUAL REPORT 2012



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

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

I AM AWARE

SHARE THIS WITH YOUR FRIENDS

8 SHARED THIS



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

I AM AWARE **SHARE**

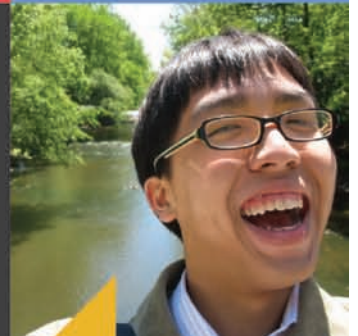
ABOUT 10% OF WOMEN IN SINGAPORE HAVE BEEN PHYSICALLY ABUSED BY A MAN.

I AM AWARE **SHARE**



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

I AM AWARE **SHARE**



CONTENTS

OUR MISSION

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

OUR VISION

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

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MESSAGE FROM AWARE PRESIDENT



Welcoming the audience at the Big Ball

Reflections on 12 months in the Hot Seat

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

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

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

So as a feminist in pursuit of Leaning



With her band of fiery feminists

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

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

The 2 areas where I had the most influence is Board Excellence, and Project Butterfly. I am privileged to lead 2 teams of smart, hardworking, and wise feminists who also know how to have fun at AWARE. Our opinions and working styles may differ but we stand united in our mission to "remove all gender based barriers so as to allow individuals in Singapore to develop their potential to the fullest and realise their personal visions."



Leaning back while leaning in

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

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

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

**Yours sincerely,
Winifred Loh
President**

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

Who am I?

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

Music Influences

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

Book Influences

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

Movie Influences

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

MESSAGE FROM EXECUTIVE DIRECTOR

There is never a dull moment at AWARE.

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

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

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

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

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

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



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

We are a community of people who:

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

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

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

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

**Warmly,
Corinna Lim
Executive Director**

Photo courtesy of Jeannie Ho Photography

HIGHLIGHTS FOR 2012



S.H.OUT OUT Harassment!

AWARE stepped up its efforts to OUT workplace sexual harassment.

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

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



SABS – Off To A Great Start

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

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

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



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

A Year of Impactful Advocacy

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



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

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

Reaching Out to Mandarin Speakers

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



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

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



Miss Representation Media Literacy Programme

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

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

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



The staff and volunteers behind the Big Ball

Growing from \$trength to \$trength

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

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

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

Go to Page 27 for more information on fundraising.

PEOPLE

BOARD & BOARD COMMITTEES

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

OFFICE BEARERS



President
Winifred Loh*



Vice-President
Lindy Ong*



Secretary
Sunita Venkataraman



Treasurer
Zeng Li Hui



Vice-Treasurer
Faeza Sirajudin

MEMBERS



Immediate Past President
Nicole Tan



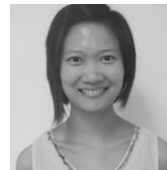
Margaret Thomas



Teo You Yenn



Jasmine Ng Kin Kia



Wong Pei Chi

STANDING BOARD COMMITTEES

Audit Committee

Stacy Thumboo (Chair)
Lim Seow Yui
Zeng Lihui

Human Resource Committee

Lillian Wong (Chair)
Margaret Thomas
Winifred Loh

Programmes Committee

Lindy Ong (Chair)
Sunita Venkataraman
Winifred Loh

Fundraising Committee

Sunita Venkataraman
(Chair)
Zeng Lihui

Nominations Committee

Nicole Tan (Chair)
Jasmine Ng

PEOPLE

SUB-COMMITTEES

CEDAW

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

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

Kwan Jin Yao (Chair)
Clarence Lim

Foreign Wives

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

Gender and Disabilities

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

'Not Just Inheritance'

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

Project Butterfly

Winifred Loh (Chair)
Margaret Thomas
Corinna Lim
Constance Singam

Braema Mathi
Schutz Lee
Caris Lim
Mao Ai Lin
Anthea Ong

Review of Women's Charter

Christine Pepper
Eugenia Da Luz Campos

Singles

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

Supersonic Big Ball

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

Trafficking

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

Unfair Pregnancy Discrimination

Kirsten Oates (Chair)

Alice Clark Platts
Debbie Tebbet
Joanne Apicella
Joanne Ng

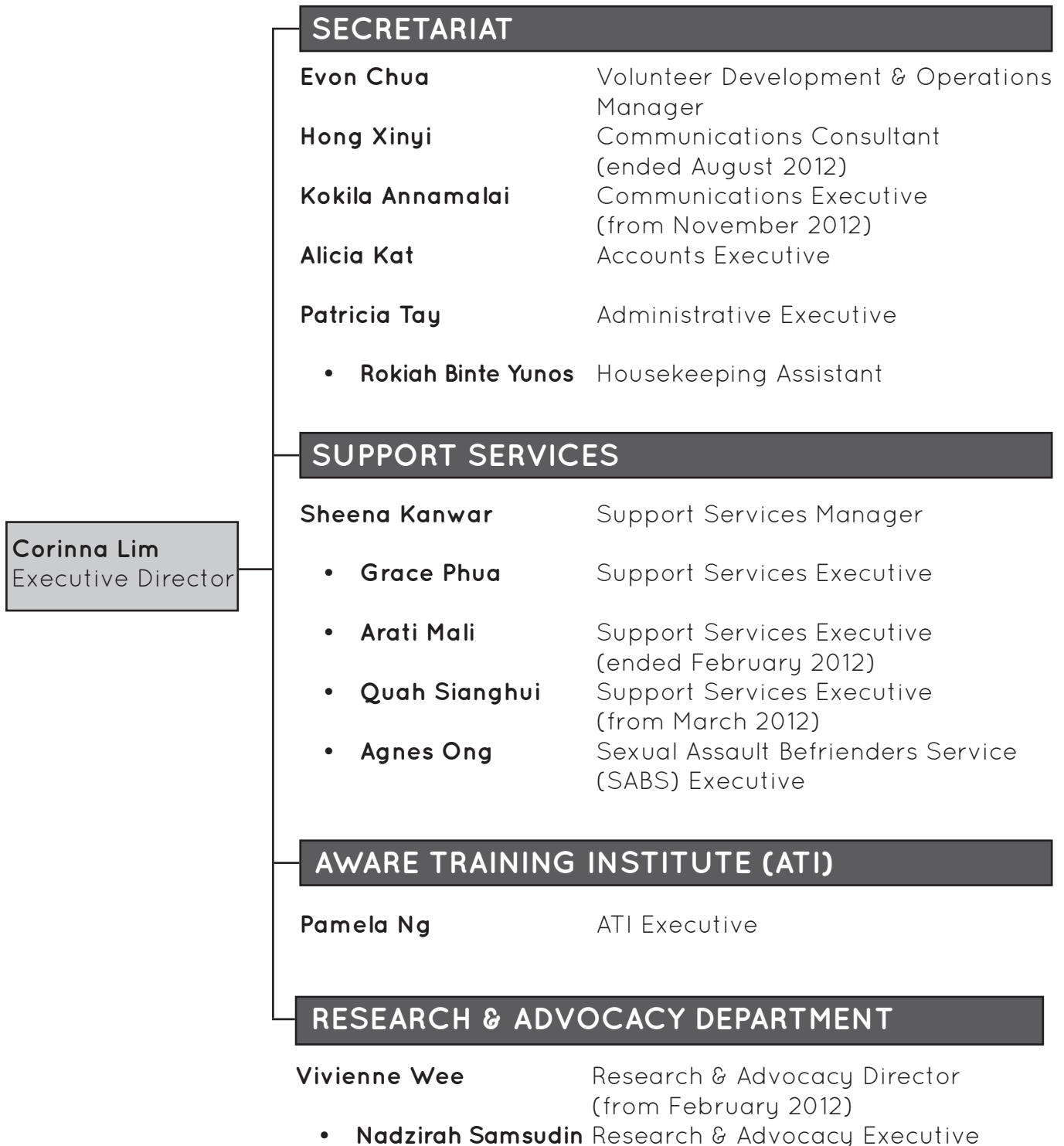
We Can! End All Violence Against Women

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

S.H.OUT

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

PEOPLE ORGANISATION CHART



DEPARTMENT UPDATES: RESEARCH & ADVOCACY

Policy recommendations

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

(i) Voluntary Sterilization Act

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

AWARE's advocacy efforts included:

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

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

(ii) National Budget 2012

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



Thoughtful audience at a roundtable

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

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

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

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

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

Advocacy process

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

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



Winifred makes a point at a seminar

AWARE also met with:

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

Issues discussed included:

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



Articles and letters in the media

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



One of the many opinion pieces by AWARE in the media

A. Sub-committees¹

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

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

DEPARTMENT UPDATES

SUPPORT SERVICES

We provide the following services and programmes:

Helpline (1800-774-5935)

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

Legal Clinic

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

Befrienders Service

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

Counselling

Our professional counsellors offer sessions for individuals and couples focusing on a wide range of issues, including marital problems, gender-based violence, sexual harassment and self-esteem.

Sexual Assault Befrienders Service (SABS)

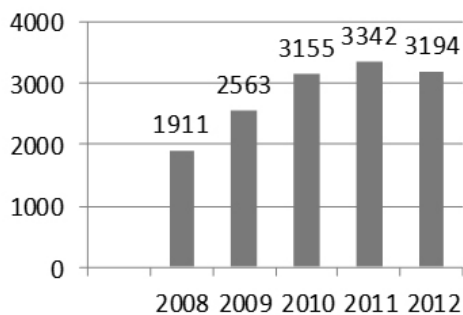
A specialised service to support victims and survivors of sexual assault. SABS comprises a dedicated helpline (6779 - 0282), Befriending service and follow-up care and counselling.

Refer to SABS page for full report.

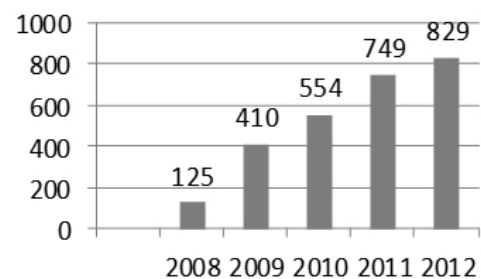
I. CONTINUED INCREASE IN DEMAND

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

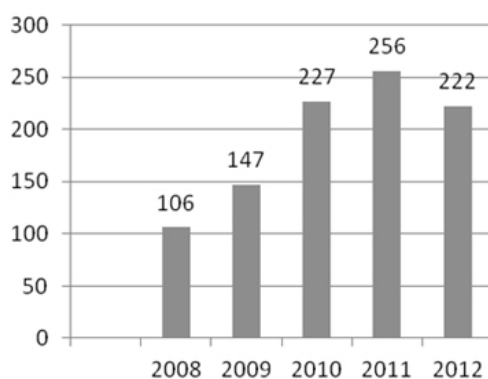
Helpline Calls



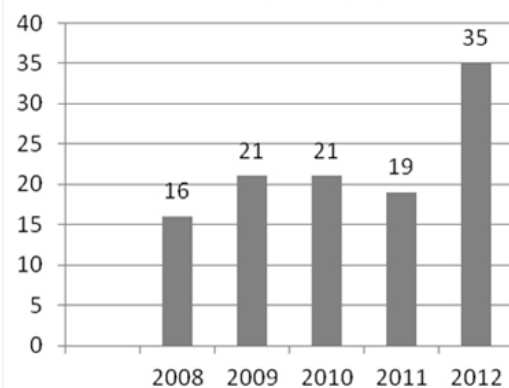
Counselling sessions



Legal Clinic Cases



Befriender visits



II. INCREASED SUPPORT

Helpline Training

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

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

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

Befrienders

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

Legal Clinic

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

Counselling

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

III. QUALITY OF SERVICES

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

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

IV. A GLIMPSE OF THE ISSUES

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

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



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

Testimonial from Legal Clinic Client

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

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

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

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

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

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

V. CONTRIBUTION TO ADVOCACY

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

VI. PLANS FOR 2013

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

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

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

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

DEPARTMENT UPDATES

SEXUAL ASSAULT BEFRIENDER SERVICE

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

1. Issues and Trends in 2012

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



2. Services

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

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

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

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

3. Increased Demand for Services

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

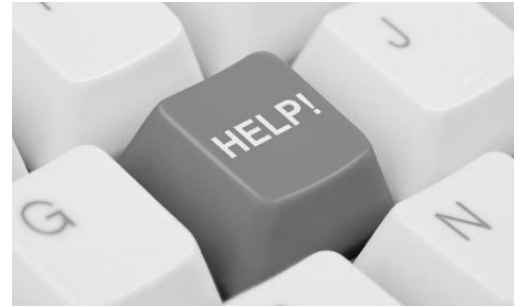
From SABS Client to Helpliner

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

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

4. Outreach

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



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

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

5. Volunteer Engagement and Programme Development

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

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

6. Advocacy

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

7. Plans for 2013

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

DEPARTMENT UPDATES

AWARE TRAINING INSTITUTE

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

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

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

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

Guide To Dealing with Workplace Harassment

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

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

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

Miss Representation Programme

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

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

AWARE screened the film 8 times for about 600 persons.

Media Literacy & Gender Workshops for Youths

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



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



Taking the time for some training

Healthy Relationships & Comprehensive Sexuality Education (CSE)

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

1. CSE Programme

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

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

In 2012, this programme reached close to 300 students.

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

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

Financial Awareness & Confidence Training (FACT)

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

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

Gender Matters

This three-part workshop aims to educate AWARE members and volunteers, as well as members of the public, on feminism and gender issues.

The three modules are: The History of Feminism, The Princess Ideology, and What Does Feminism Mean to Me? 29 persons participated in these workshops during 2012.



Corinna speaks about Women's Rights

Roundtable Discussions

This monthly event provides a platform for discussing issues relevant to AWARE. One of the key objectives is to strengthen AWARE's capacity to identify, understand and respond to a wide range of trends, issues and policies. Typically, subject experts are invited to present their views on topics and participants are then invited to discuss the issues presented.



Sharing a view at a roundtable

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

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

Collaborations

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

In 2012, such programmes included:

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

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

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

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

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



Winifred speaks at the SlutWalk event

Plans for 2013

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

SPECIAL PROJECTS

S.H.OUT (Sexual Harassment OUT) Campaign



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

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

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

Campaign website: www.shout.org.sg

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

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

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

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

We Can! End All Violence Against Women Campaign



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

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

Project Butterfly - The Journey from Great to Greater



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

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

Key Areas of Discussion

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



I AM AWARE Social Media Campaign

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

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

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

MEMBERS & VOLUNTEERS

MEMBERSHIP

453

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



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



We gain 10 new members every month.

VOLUNTEERS

158

We had 158 new volunteer applications last year.



We had 226 active volunteers in 2012.

94%

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



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

LET'S CONNECT!

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

OUTSTANDING VOLUNTEERS OF 2012

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

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

MEDIA COVERAGE



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

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

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

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

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

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

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

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

Social media

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

FUNDRAISING

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

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

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

SUPERSONIC BIG BALL



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

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

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

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



They had a ball at AWARE's Big Ball!

THE RECIPIENTS OF AWARE AWARDS 2012



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



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



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



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



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



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



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

VOLUNTEERS & SUPPORTERS

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

AWARE's Big Ball & Fundraising

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

AWARE Training Institute

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

Interns

Abby Williams
Anna Rodriguez

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

Legal Clinic Lawyers

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

Project Butterfly

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

Research & Advocacy

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

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

Roundtable Discussions & Other Talks

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

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

S.H.OUT (Sexual Harassment Out)

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

Support Services

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

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

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

We Can Campaign

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

DONORS & SPONSORS

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

\$ 1,000 and above

Anwar & Munira Sheikh
 Bayview Hotel Singapore
 Bengawan Solo Pte Ltd
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 Cathy Johnson
 Chan Yiu Lin
 Chen Su Lan Trust
 Chew How Teck Foundation
 Choe Pilarnuj Nee Ratanarak
 Christopher Chen & Vidula Verma
 Chua Ee Fang & Sia Ching Sian
 Coonoor Kripalani-Thadani
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 Tan Chin Tuan Foundation
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 Tan Mae Shen
 Tan Tee Jim
 Teo Teck Weng & Dana Lam
 The Body Shop (Singapore) Pte Ltd
 Tin Pei Ling
 Tote Board Social Service Fund
 Tsui Yee Lian
 UN Women
 Vernie Oliveiro
 Winifred Loh
 Yip Wai Ping Annabelle

Special thanks to:

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

FINANCIAL REPORT

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2012

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

FINANCIAL REPORT

STATEMENT OF COMPREHENSIVE INCOME

AS AT 31 DECEMBER 2012

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

FINANCIAL REPORT

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

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

FINANCIAL REPORT

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

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

FINANCIAL REPORT

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

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

FINANCIAL REPORT

STATEMENT OF CHANGES IN FUND AS AT 31 DECEMBER 2012

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

FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENT AS AT 31 DECEMBER 2012

PROJECT FUNDS

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

STATUTORY INFORMATION

Affiliation

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

Registration

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

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

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

Review

Staffing

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

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

Remuneration of Board Members

No board member has received any remuneration in 2012.

Remuneration of Top 3 Executives

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

Salary Band FY 2012 (incl. bonus, excl. employer's CPF contribution)	Headcount
Below \$100,000	1
Below \$50,000	2
TOTAL	3

Reserves Policy

Our reserves position:

	Current Year (\$)	Previous Year (\$)	per cent Increase / (Decrease)
Unrestricted Funds (Reserves)	1,004,750	995,122	0.96%
Restricted / Designated Funds:	530,514	298,405	77.8%
- Building Fund		-	
- Education Fund		-	
- Others			
Endowment Funds		-	
Total Funds ¹	1,535,264	1,293,527	18.7%
Ratio of Reserves² to Annual Operating Expenditure³	2.23 (26 months)	2.38 (28 months)	(6.3%)

The Reserves Policy adopted by AWARE is as follows:

To maintain its reserves at a level which is at least equivalent to 12 months worth of annual operating expenditure in view of the 12 month lead time for grants to be approved and disbursed.

The reserves will be used in the following manner:

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

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

² Total funds

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

COMPLIANCE

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

S/ No.	Code Description	Code ID	Compliance
A	BOARD GOVERNANCE		
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
	CONFLICT OF INTEREST		
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
	STRATEGIC PLANNING		
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
	HUMAN RESOURCE MANAGEMENT		
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
	FINANCIAL MANAGEMENT AND CONTROLS		
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
	FUNDRAISING PRACTICES		
20	Donations collected are properly recorded and promptly deposited by the charity.	7.2.2	Complied
	DISCLOSURE AND TRANSPARENCY		
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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