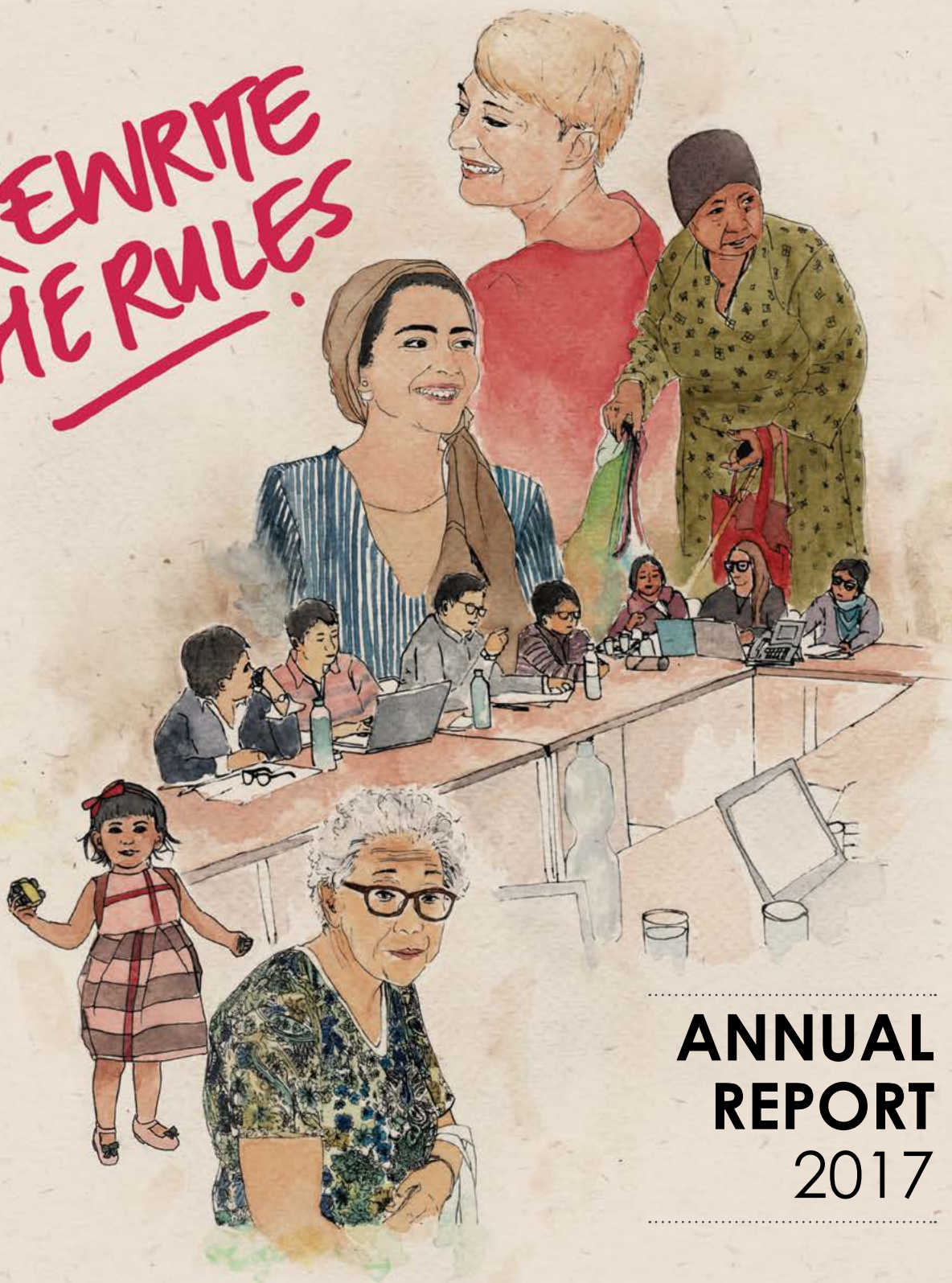

aware 

REWRITE
THE RULES.



**ANNUAL
REPORT
2017**

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ABOUT AWARE

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

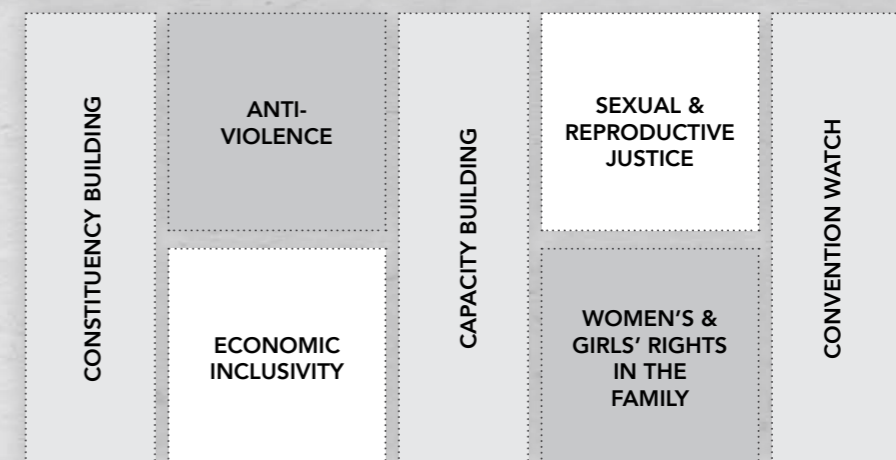
VISION

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

MISSION

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

AWARE'S STRATEGIC PLAN 2014 – 2018



STRATEGIC PLAN

AWARE's strategic plan 2014-18 guides our work toward our goal of a society that respects the human rights of all. All our activities are directed toward the three strategic pillars of constituency building, capacity building (for both individuals and organisations, as well as Singapore's human rights movement) and Convention Watch. In 2017, our work focused on the key thematic areas of anti-violence, economic inclusivity, sexual and reproductive justice, and women's and girls' rights in the family.

MESSAGE FROM PRESIDENT & EXECUTIVE DIRECTOR



President, Teh Hooi Ling

Executive Director, Corinna Lim
Photography by Jeannie Ho

Dear friends & supporters,

By the end of 2017, the loudest rallying calls for change were led by women. Specifically, survivors of sexual violence everywhere – across borders, industries and communities – bravely participated in the #metoo movement and collectively stood against a toxic global culture of inequality and violence.

For thousands of gender equality advocates like AWARE, 2017 marked an eventful year of triumphs, challenges, persistence and bravery. We are proud to have been part of the myriad efforts to keep gender equality a priority.

We made change and progress at all levels. Calls to our Sexual Assault Care Centre (SACC) almost doubled and we collaborated with the police on a training video on survivors' experiences and trauma. Our community events and media engagement helped to improve public understanding of sexual violence.

It was also the year of CEDAW – a big one for local gender equality groups – where Singapore's progress in fulfilling its women's rights treaty obligations was measured by United Nations' gender equality experts. AWARE was a major part of this process; together with 12 other organisations who formed the first-ever NGO coalition, we presented a thorough and holistic joint NGO report to the UN CEDAW Committee in Geneva. Our points eventually helped to shape their recommendations to the Singapore Government on further steps that Singapore has to take to create a more gender-equal society.

We strengthened relationships with single parent advocates, too, with consistent calls for changes to restrictive housing rules in the media, online and even in Parliament. Over 8,000 individuals showed their support for single parents – a number that we intend to grow over the next few years.

Most excitingly, we are setting our sights far ahead and prepping the ground for future generations of gender equality advocates and activists. Our newly-launched Power Fund will financially support and empower emerging groups working on issues of women's rights in Singapore. Look out for more on this exciting initiative in 2018's updates!

Absolutely none of this would have been possible without the many donors, volunteers, members, partners and communities that have pushed us along in the right direction. We remain forever inspired by you, and your unwavering determination to step up, make changes big and small, start necessary and difficult conversations, transform attitudes and cultures, and, collectively, rewrite the rules.

TEH HOOI LING (PRESIDENT)
CORINNA LIM (EXECUTIVE DIRECTOR)

2017 AT A GLANCE

JANUARY / 01

Published forum letter **urging victim-centric legal processes** in criminal justice to address sexual offences

Engaged ESM Goh Chok Tong and MPs on social and policy issues, including single parents' access to housing

Called for **stronger state support for caregivers and older people** in our seventh set of recommendations to the National Budget

FEBRUARY / 02

Kicked off focus group sessions looking into **low-income women's challenges with work and care**

Published research findings on **challenges faced by single parents in accessing public housing**

Announced collaboration with the police to promote more victim-centric handling of sexual assault cases

Called for state to address Singapore's care economy, in response to 2017 Budget speech

Launched "Building Dreams – Eldercare" programme with Daughters Of Tomorrow for **lower-income women to be trained for jobs in eldercare**

MARCH / 03

Sparked national conversation on sexual violence through radio interviews and public dialogues with guest advocate and survivor, Claire McFarlane

Celebrated International Women's Day with the Dover community through workshops and a flea market

Inspired DOT's beneficiaries of Building Dreams programme through **dialogue session on work, caregiving, and gender equality**, led by now-President Halimah Yacob

Boosted public understanding of single parents' experiences with housing through **powerful comics illustrated by local artists**

Urged state to set up **specialised coordinating unit to adequately meet single parents' housing needs**, in a forum letter

Pressed for codification of consent in the law in response to AGC statement on a sexual violence case

APRIL / 04

Kicked off our **Mandarin-speaking Helpline training** for the year

Engaged with AWARE members at a lively **32nd Annual General Meeting**

Spread **awareness of body image struggles** in dialogue organised by Rock The Naked Truth

Worked with MPs to ensure gender stereotypes, women's leadership participation and violence against women were foregrounded at **first-ever Parliament debate on women's aspirations**

Recommended changes to Administration of Muslim Law Act (AMLA) to robustly promote gender equality in Muslim law as part of Government consultation

Criticised victim-blaming statements made in the judgment of a sexual violence of a minor case

MAY / 05

Joined hands with The Unforgetting Space for a community art **project documenting diverse perspectives of Malay women**

Marked International Day of Families with **in-depth dialogue with single-parent families**

Brought #GirlLove campaign to Singapore in collaboration with High Commission of Canada and YouTube sensation Lilly Singh

Campaigned for **single parents' access to housing through a public petition and video** urging the state to abolish discriminatory policies

Called for **stronger societal support for mothers** facing mental health issues

JUNE / 06

Exchanged perspectives on **marriage education, teenage pregnancies and gender inequality at Ramadan Talks 2017**

Empowered unmarried mothers with **free legal training on their rights and provision for their children**, including adoption of their children

JULY / 07

Launched AWARE's **brand new website!**

Marked International Domestic Workers Day with **'Remittance' film screening** in partnership with civil society groups

Sparked lively dialogue and media discussion based on survey findings on **gendered expectations and experiences of violence among boys**

Raised awareness about **Hague Abduction Convention** through talk conducted with non-citizen mothers

Conducted **support group for women contemplating divorce**

Expanded constituency support with a lively **"Get To Know AWARE" night!**

AUGUST / 08

Led conversation on **psychological impact of sexual violence** through "Blank Run", a play developed by Theatre Practice

Released study of **SACC's cases that involved technology** and held a talk on findings and its legal implications

Hosted book-sharing session with author Choo Wai Hong on life in the **matriarchal Mosuo community in China**

Proposed **amendments to legal processes to improve sexual violence victims' experiences** with the criminal justice system

SEPTEMBER / 09

Raised over \$350,000 for our programmes and the Women's Helpline at the Love Ball!

Explored **religious conservatism in the Muslim community** and impact on gender equality at a GEC talk

Worked with **MP Louis Ng to present parliamentary petition** led by single parents on housing policies

Launched the **Power Fund, Singapore's first women's rights fund**, to support emerging gender equality groups

OCTOBER / 10

Marked International Day for the Eradication of Poverty with a **Free Market in our neighbourhood to encourage the spirit of sharing**

Partnered with 12 other organisations to submit first-ever NGO coalition report to UN Committee on the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

Represented NGO coalition at CEDAW review session in Geneva, Switzerland

NOVEMBER / 11

Emphasised importance of addressing gender gaps through forum letter in response to World Economic Forum's report

Organised dialogue, **#MeToo, #NowWhat?** to highlight and discuss the Singapore situation in relation to sexual violence

Built capacity of **employers to manage workplace harassment** at talk with Bloomberg, and called for stronger state measures to tackle workplace harassment

Drew attention to **limits of state's 'case-by-case' approach of providing assistance for single parents** through a published assessment of housing cases from our research

Busted myths about the impact of abortion on women through a letter on our website

Expressed our concern about **restrictive laws regarding public assembly**

UN CEDAW Committee makes Concluding Recommendations to Singapore Government, including **calling for gender equality to be enshrined in Singapore Constitution**

DECEMBER / 12

Partnered with HOME to raise public awareness of the **prevalence of the abuse and exploitation of domestic workers**

Secured **clarification of HDB's ASSIST scheme eligibility criteria** to support more single parents, a proposal established in our housing report

Drew attention to circumstances of low-income women in response to **public consultation on self-employed persons**, echoing recent public calls to provide caregivers an allowance

CEDAW MANY VOICES, ONE MOVEMENT



NGOs engaged Committee members at a private lunch briefing where we raised priority concerns and recommendations.

CEDAW, adopted by the UN in 1979, is a treaty defining and prohibiting discrimination against women. Singapore signed CEDAW in 1995, committing itself to promote gender equality at all levels, and amend inequitable laws, policies and practices. Every few years, Singapore reports to a panel of international experts, the UN CEDAW Committee, on its progress.

NGO participation in providing information for the review is encouraged and integral to this process. Women's groups and NGOs collaborated for the first time this year to make a joint statement. AWARE was part of a 13-NGO coalition (sgcedawcoalition.wordpress.com) whose submission, 'Many Voices, One Movement', was taken into consideration in recommendations by UN experts to the government on compliance with CEDAW.

"SAWL (Singapore Association of Women Lawyers) has never been involved in the preparation of previous CEDAW Shadow Reports and we were very pleased to have the opportunity to be involved in this maiden coalition exercise. We found our participation and efforts in this process a remarkably worthwhile and meaningful journey," said Halijah Mohamad, Vice-President of SAWL.

LOBBYING IN GENEVA: ORAL STATEMENTS AND CONSTRUCTIVE DIALOGUE

AWARE's Head of Advocacy and Research, Jolene Tan, spoke on behalf of the coalition and groups working with foreign domestic workers. Speakers from Sayoni, Project X and ILC-Tsao Foundation, representing LBT women, sex workers and older women respectively, highlighted the concerns of these vulnerable groups. It was powerful to hear the voices of marginalised women – so often ignored in Singapore – on an international platform.

We also had the critical opportunity to elaborate on priority concerns and recommendations to the Committee members at a private session. The session ended with the Dialogue, where the state delegation cited the police's collaboration



The AWARE Advocacy team in Geneva, all set for intense discussions with the CEDAW experts!

with SACC as an example of how the government works with civil society. Several of our points were raised by the Committee to the state delegation during the Dialogue.

SHAPING CEDAW COMMITTEE'S RECOMMENDATIONS TO SINGAPORE

We enjoyed the fruits of our labour when the Concluding Observations – a document containing the Committee's recommendations for Singapore in implementing CEDAW – was supported substantively by our joint report and engagement with the Committee. It included recommendations such as:

- Criminalising domestic violence and marital rape
- Granting all foreign wives of citizens the long-term visit pass plus, and ensuring their rights to work and access to healthcare subsidies
- Reviewing the Administration of Muslim Law Act to provide women with equal rights as men in marriage, divorce and inheritance, including through prohibiting polygamy
- Combating gender stereotypes, including in media coverage of politics
- Ensuring that all employers implement the Tripartite Advisory on Managing Workplace Harassment

- Protecting lesbian, bisexual, transgender and intersex women from all forms of discrimination in law and in practice, and combating discriminatory stereotypes about them through public education and in the media
- Including importance of concepts such as consent and gender-based violence in age-appropriate education on sexual and reproductive health
- Adopting a concrete action plan to implement CEDAW and its recommendations, in collaboration with civil society.

The Committee also made two priority recommendations for the state to provide follow-up on within two years:

- Provide mandatory gender-sensitisation training at all levels of criminal justice system, including healthcare professionals
- Collect disaggregated data on gender-based violence against women.

We're heartened to see the issues we've been advocating strongly for echoed through an international framework. AWARE is excited to continue working with the coalition in monitoring Singapore's progress and applying CEDAW to our advocacy work.

PROVIDING CRITICAL SERVICES FOR WOMEN

Trust, support and respect – these are what clients can expect when they reach out to AWARE to access our menu of free and critical services. Over the last few years, our Helpline has received around 3000 annual calls – a number that continues to grow every year.

We dove into 2017 with exciting plans for expansion, and by the end of the year, the helpline received over 300 more calls than we did the previous year. The helpline is the first port of call for the confidential services on offer, and thousands of callers were informed, supported and empowered through provision of emotional support, referrals for assistance and legal information.

Our services have a direct, transformational impact on individual lives. Said one client of our counselling service, "I remember the encouragement and advice that you had given to me, and how you helped me see the good side of everything, to give myself a pat on the back when I achieved something great. You made a positive impact in my life."

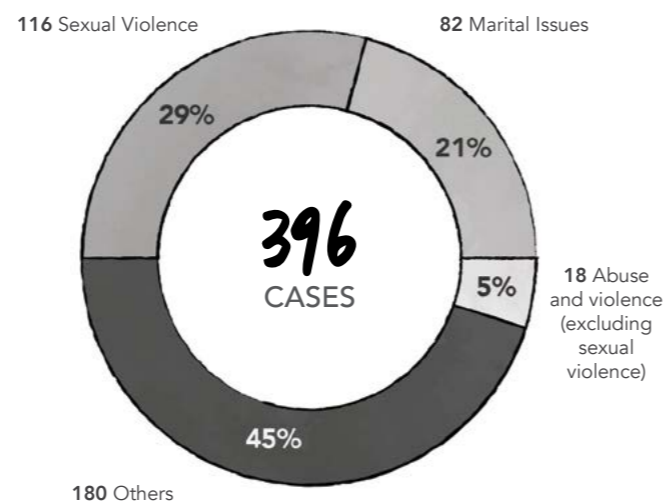
LEADING ISSUES

Our Women's Helpline received 3420 calls the entire year, with many calling in about divorce and marital issues. Many callers go on to access our counselling, legal clinic, befriending and support group services. Our team of dedicated counsellors was kept busy all of last year, having seen almost 400 clients.

WOMEN'S HELPLINE CALLS BY ISSUE TYPE



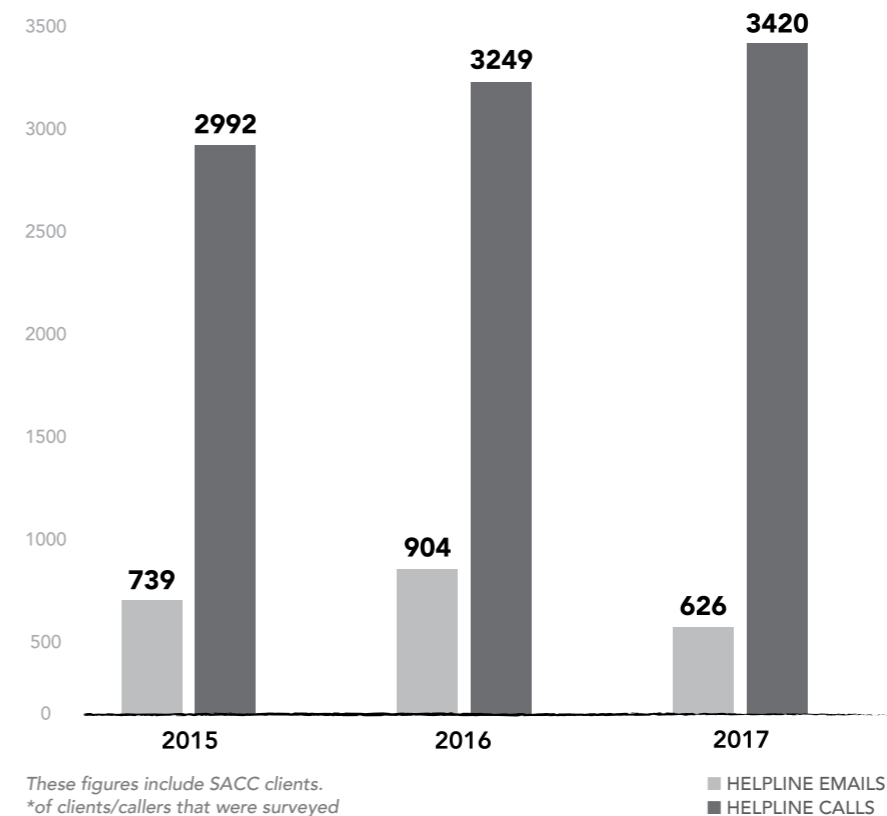
COUNSELLING CLIENTS BY ISSUE TYPE



Thank you from the bottom of my heart. I want to thank you for all your kindness and help during this bad chapter of my life. In all of this, you were the good part and I will never forget you. You made it possible for me to stand during the storm.

LEGAL CLINIC,
BEFRIENDING AND COUNSELLING CLIENT

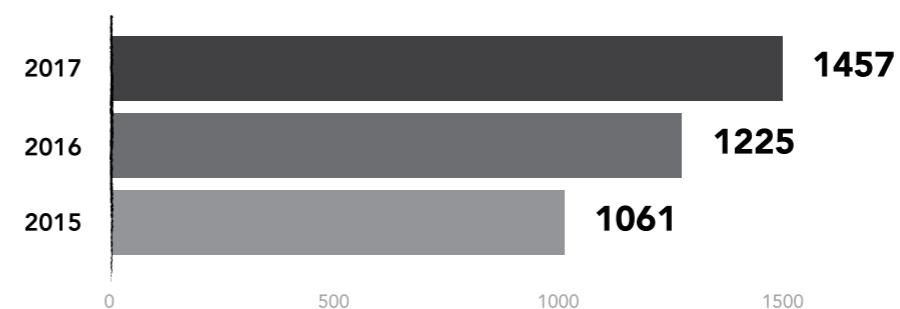
HELPLINE CALLS AND EMAILS



82%

Helpline Callers* were better informed or felt emotionally supported at the end of the call.

COUNSELLING SESSIONS

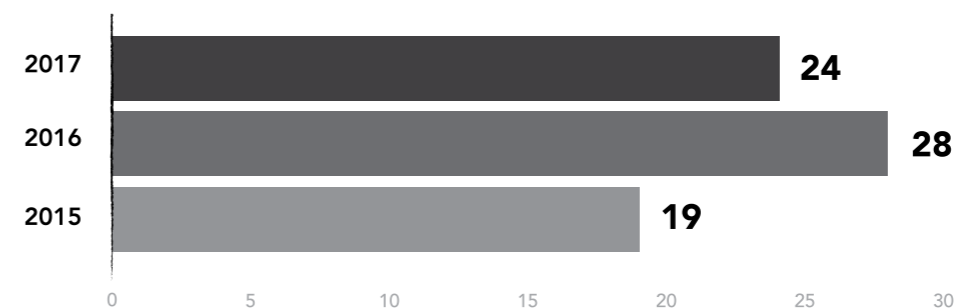


74%

Counselling Clients* felt they were better able to deal with their current crisis.

These figures include SACC clients.
*of clients/callers that were surveyed

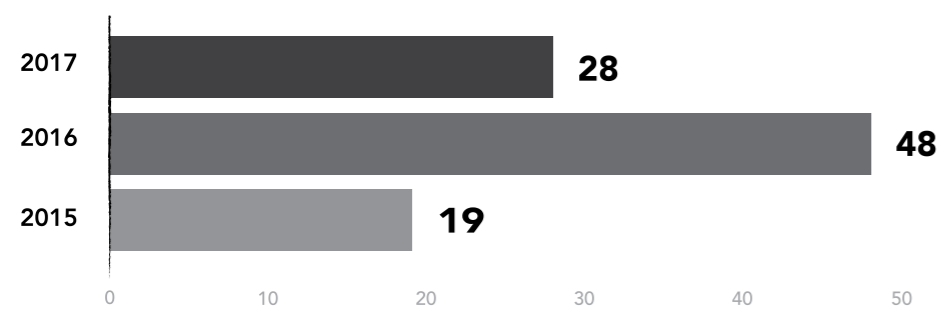
SUPPORT GROUP PARTICIPANTS



100%

Support Group Members felt that they understand their emotions better and are better able to cope with the crisis in their lives.

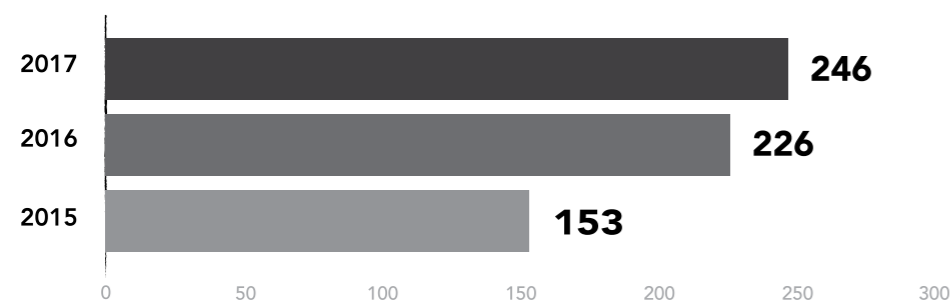
BEFRIENDER TRIPS



100%

Befriender Clients were more empowered, better informed and emotionally supported.

LEGAL CLINIC SESSIONS



93%

Legal Clinic Clients were empowered to make informed decisions because of the advice they received.

ENHANCING OUR SERVICE PROVISION

Every year, a new batch of volunteer Helpliners are put through a rigorous six month training programme to be able to support callers in distress. We brought in expert trainers from ACMI to train the Helpliners on how to support calls from foreign wives of citizen men, who face unique challenges in housing, employment, divorce and marriage, and healthcare. Helpliners were also trained by THK Centre for Family Harmony to better understand the different services that the divorce specialist support agency offers clients.

Counsellors and staff were also specially trained to better support survivors of sexual assault and women facing marital issues. Over 29 Helpliners graduated this year and went on to staff the Women's Helpline. Said a Helpliner, "The helpline training has been a great experience. Being an AWARE helpliner is a fulfilling experience and an opportunity to give back to the society and learn what others go through. The staff at AWARE have been encouraging and wonderful (throughout)."

As our advocacy for single parents' access to housing strengthened, we received an increase in calls to the Women's Helpline from single parents. Our Helpliners were well-equipped to ensure that callers with housing issues are given accurate support resources and information.

MSF MANDATORY COUNSELLING PROGRAMME

The Mandatory Counselling Programme (MCP) by the Ministry of Social and Family Development (MSF) was introduced as part of the amendments to the Women's Charter in 1997. It enables the Family Justice Court (FJC) to order perpetrators, victims and any vulnerable members in the family affected by family violence to attend counselling.

In October, AWARE was appointed as an agency to provide MCP services to female clients who have been mandated by the courts to attend counselling. Through our services, we work to prevent and stop the recurrence of family violence by the perpetrators, and enhance the safety and protection of victims and vulnerable family members.

The lawyer has been a great help – answering all my questions patiently and thoroughly; with warmth and in a non-judgemental manner. She showed me the pros and cons of my decisions. Thank you!

LEGAL CLINIC CLIENT



Our new Women's Helpline logo, and accompanying posters and namecards, were designed by our design sponsor, ConceptLabs. Additional eye-catching Helpline posters were also sponsored by Coup Communications.

THE FUTURE OF THE WOMEN'S HELPLINE

With the funds raised at this year's Love Ball, we were given the opportunity to expand on the good work that the Helpline had been doing for 25 years.

The Women's Helpline will be taken to greater heights: our plans for expansion include developing capabilities to serve women in English, Malay, Tamil and Mandarin, so that ethnic minority and non-English speaking women will have greater, more efficient access to all our services. We are in the midst of developing our Syariah law capability so that we can serve Muslim callers and clients well, so that our lawyers can offer Syariah law advice at legal clinic sessions, and Helpliners will be trained on the basics of Syariah law. A new, more memorable number (1800-777 5555) was secured, and together with our strategic marketing campaign, which will roll out in March 2018, our striking new logo, number and collateral will reach women where they live and work.

It has benefited me not just in terms of emotional support, (but I have also) understood the process of going through divorce and how to prepare myself and my children for it. It helped me to understand from an objective point of view if I should go ahead with divorce or give my marriage a second chance. It helped me grow as a person, a wife, a mother, a daughter.

SUPPORT GROUP CLIENT

SUPPORTING SURVIVORS OF SEXUAL VIOLENCE

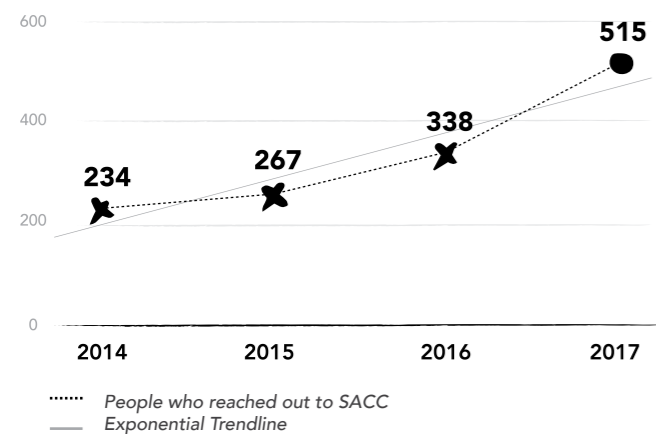
Global attention on sexual violence through the #metoo movement contributed to the dramatic 52% spike in calls to our Sexual Assault Care Centre (SACC) in 2017.

SACC helmed numerous efforts to holistically support survivors of sexual violence throughout the year – not only through provision of specialised services like the SACC Helpline, WhatsApp, legal clinic, befrienders and counselling, but also through policy recommendations, public education, and media engagement.

#METOO AND A SPIKE IN CALLS TO SACC

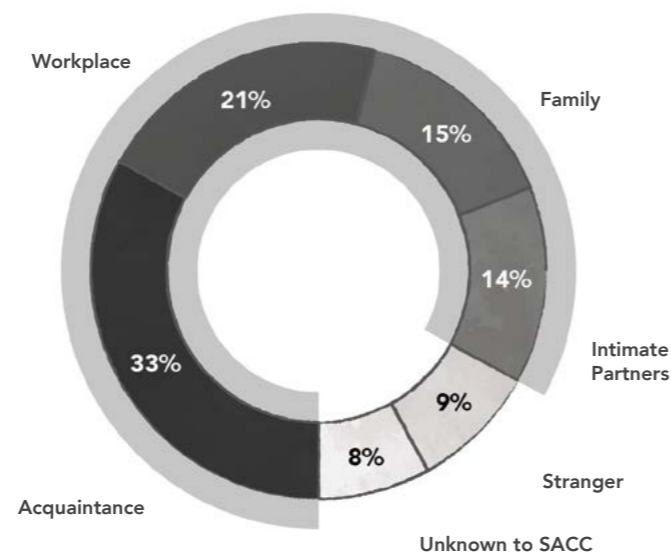
The biggest surge in calls to SACC occurred in the last quarter, at a time when stories of survivors were told online through #metoo: then, SACC saw a sudden 79% spike in the number of cases that came to us.

SACC OUTREACH



It comes as no surprise that survivors felt empowered and bolstered to seek support in the wake of more open, non-judgmental discussions about sexual violence. Devika, a survivor and advocate who led a community discussion on sexual violence in December, said, "The more I opened up to people, the more people opened up to me. Literally every woman I've shared my experience with opened up to me about the violence they have experienced as well. It is not a myth, it is more common than many realise, and it is time we do something about it."

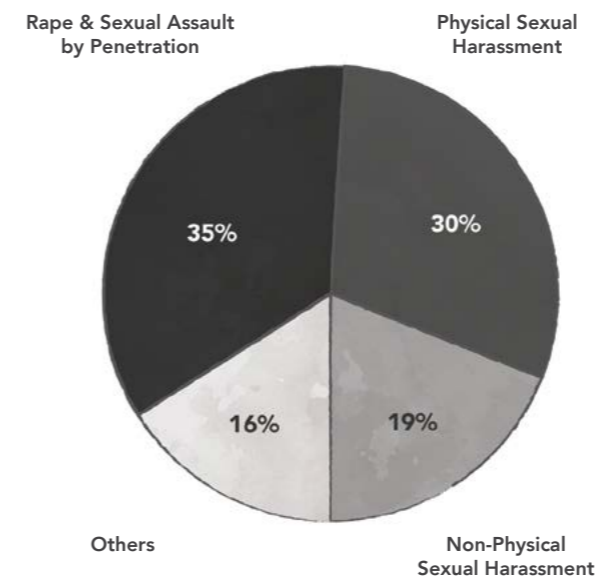
IN 8 OUT OF 10 CASES, THE PERPETRATOR WAS KNOWN TO THE SURVIVOR



- In 96% of cases seen by SACC, the survivor was female.
- Close to 65% of survivors spoke to us within a year of the assault.
- 20% of total cases constituted childhood sexual abuse cases.
- In 8 out of 10 cases, the perpetrator was known to the survivor.

Over the past few years, rape and sexual assault by penetration cases have consistently comprised the biggest category of cases that SACC has seen, followed by physical sexual harassment. Non-sexual harassment cases that we've seen include cases of online, verbal and visual sexual harassment.

TYPES OF SEXUAL ASSAULT FACED BY SURVIVORS



SACC continued hosting Singapore's only sexual assault support group. In 2017, seven survivors drew support from each other in a safe environment and shared powerful stories about their journey of recovery. Said one participant, "The support group is the only place I feel that people understand what I am going through and I really can feel I am not alone."

BUILDING OUR CAPACITY TO SUPPORT SURVIVORS

To cater to the increasing number of people reaching out to SACC for help and support, we expanded our pool of case managers and counsellors and continued building our knowledge through ground experience with survivors. We enhanced our protocols and SOPs to consistently deliver quality services that cater efficiently to a wide range of clients, including those from vulnerable groups. New internal processes were introduced to increase the quality of our first response and to develop our plethora of services.

PROMOTING MORE VICTIM-CENTRIC CRIMINAL JUSTICE PROCESSES

SACC's work goes beyond our doors. We also work to improve survivors' experiences of making police reports; we made major headway in this area when we collaborated with the Serious Sexual Crimes Branch to develop a training video for police officers to help them understand the trauma of sexual assault, and to equip them with better knowledge of how to sensitively respond to survivors in distress. We strengthened our relationships with different parts of the criminal justice system, including the Attorney General's Chambers, to push for processes to be victim-centric and trauma informed.

Informed by ground realities and research, we provided extensive inputs to the Government's proposed amendments to the Criminal Procedure Code and Evidence Act, as well as to Law Society regarding guidelines for questioning vulnerable persons in court. Through these submissions, we pushed for victim-centric and trauma-informed processes that reduce secondary trauma to survivors and increase the likelihood of reporting. Our calls were echoed by UN gender equality experts who issued recommendations for the Singapore government on training relevant professionals – from judiciary and police to doctors – to better protect survivors of violence.

BUILDING SOCIETY'S UNDERSTANDING OF SEXUAL VIOLENCE

Most survivors of sexual violence speak first to their friends or family. With this understanding, we are helping to build a society where individuals can support one another, by conducting First Responder Training sessions with journalists, educators, students, and individuals from various interest groups. These sessions empowered them with knowledge on sexual violence, and allowed them to share empathetic, encouraging responses for survivors with one another.

136 individuals trained through six first responder workshops

100% indicated an increase in knowledge about sexual violence

95% felt more confident to share information about SACC with survivors

89% felt more confident in being a first responder to people who have faced sexual violence

83% felt more confident to talk about sexual assault in Singapore with people they know

“ I found the information very informative especially in our role as counsellors.

(What I found most valuable was) responding appropriately through active listening and empathy.

Thank you! It was content-heavy but explained very well in layman terms.

..... “
Listening to the speakers share their stories was very inspiring and moving. I was in particular touched by one of the speaker's story as it resonated with my own.
 ”

ATTENDEE AT #METOO #NOWWHAT DISCUSSION

Throughout the year, we collaborated with passionate individuals, many of whom were students, to host talks that sensitised them to the true reality and extent of sexual violence in Singapore. Survivors helmed these conversations, too: in March, Claire McFarlane, a sexual violence survivor and activist, led a session together with a former SACC client, where they spoke courageously about their recovery from sexual assault and encouraged other survivors to seek support.

We collaborated with Theatre Practice for 'Blank Run', a performance that examined the cognitive and emotional effects of sexual assault. Over 350 people participated in the post-show discussion on a topic not commonly understood by many – the impact of trauma on memory.

The outpouring of sexual assault and harassment experiences from #metoo reiterated the reality and prevalence of sexual violence here in Singapore, so we sparked a discussion through #metoo #nowwhat, an event where three sexual assault survivors came forward to bravely share their experiences and journey to recovery. "Listening to the speakers share their stories was very inspiring and moving," said one of the attendees. "I was in particular touched by one of the speaker's story as it resonated with my own." These conversations went further when attendees took a pledge for the Let's Unite campaign, which we organised as part of "16 days of activism against gender-based violence".

Our engagement with the media, including through several opinion pieces on sexual violence, drew from our expertise and knowledge working with survivors. Media coverage on sexual violence grew, with SACC's perspectives featured in dozens of news and magazine articles, TV interviews, radio shows and online material throughout the year. High-profile cases of sexual violence in the media also brought attention to our services, and contributed directly to an increase in calls.



Attendees of #metoo, #nowwhat, pledging to better support survivors of violence.

We added depth and nuance to the conversation on sexual violence when we published a research report, Technology and Sexual Violence, highlighting the role that technology plays in facilitating harassment and violence experienced by survivors. The report, which looked at 60 SACC cases from 2016, found that nearly one in five of the 338 cases involved a component of technology. It also examined whether and how technology shaped women's experiences of sexual violence or resistance to violence.

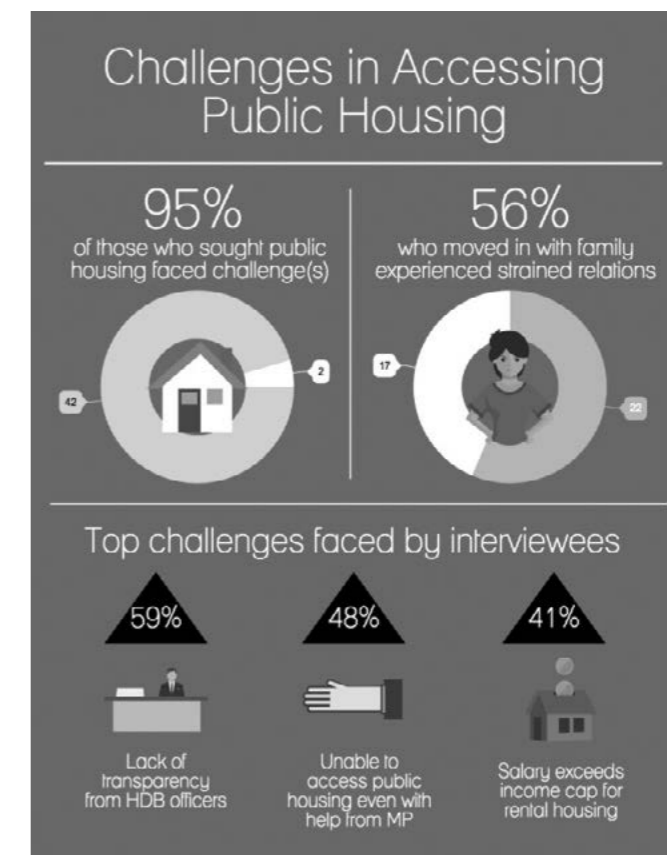
These findings were shared in a roundtable discussion which brought attention to the lesser-known impacts of sexual violence, especially that of online sexual harassment, such as its invasion into the life and privacy of the survivor, as well as the survivor's loss of control and sense of safety. It garnered much media attention, including through interviews on News 5 Tonight and Singapore Tonight.

FAIRER HOUSING RULES FOR SINGLE PARENTS

Equality for single parents was at the forefront of our work in 2017. Building on 2016's #asinglelove campaign, which put equality and inclusion firmly in the public eye, we pressed ahead for fairer policies to help single parents access stable, affordable housing.

THE REAL IMPACT OF HOUSING POLICY

We got the ball rolling by unveiling findings from our in-depth interviews with 55 single mothers – who are unmarried, divorced, widowed or had incarcerated spouses. Our study found that complicated housing rules that favour married couples leave single-parent families with long waiting times, frequent house moves, overcrowding, strained family relationships, financial drain, and stress. Divorced women who contributed years of unpaid caregiving during their marriages were particularly disadvantaged, with a strong impact on family life and intergenerational effects on children.



We made good use of infographics to highlight the impact of restrictive housing rules on single parents. The above shows an overview of challenges faced by the 55 single mothers who were interviewed.

Uma (not her real name), a divorced mother of four, struggled with HDB rental and purchase. She said, "As long as you don't meet the criteria or you fall short of one category, you are rejected. They do not offer a second chance or (tell you) how you can go about doing it...To them, no means no, so then you have to go appeal, and you have to repeat the whole process again."

These realities formed a strong foundation for our continuous engagement with the public, the media, parliamentarians, policy-makers and single parents themselves.

SINGLE PARENTS TELL THEIR STORIES

Over several months, we explored unique ways to turn our knowledge of complex national policies and their effect on family lives into accessible, punchy digital communications. For instance, four immensely talented artists produced comics based on real-life stories of single parents, viewed by over 35,000 online users.



“
A complex policy issue made accessible, visual, and builds such empathy for the people living this. Kudos to AWARE.
 ”

FACEBOOK COMMENT BY BERNISE ANG

“
Deeply touching. And that's why it's important to know that having a system in place is not enough by itself – we need to remember that people do fall through the cracks. Systems were made for people, not people for systems.
 ”

(P.S.: Thank you AWARE Singapore for such a beautiful and moving comic series!)

FACEBOOK COMMENT BY THE HOMELESS HEARTS OF SINGAPORE

“
 ”
 One of the comics based on single parents' experiences of getting housing, beautifully illustrated by Pixin

Six brave single mothers also came together to make a video in which they openly discussed their attempts to secure homes for their families. The women courageously spoke about their encounters with bureaucratic HDB structures, navigating confusing policies, and their hopes for a more compassionate and just society for their families. The resulting video, empowering and touching, was viewed almost 60,000 times.

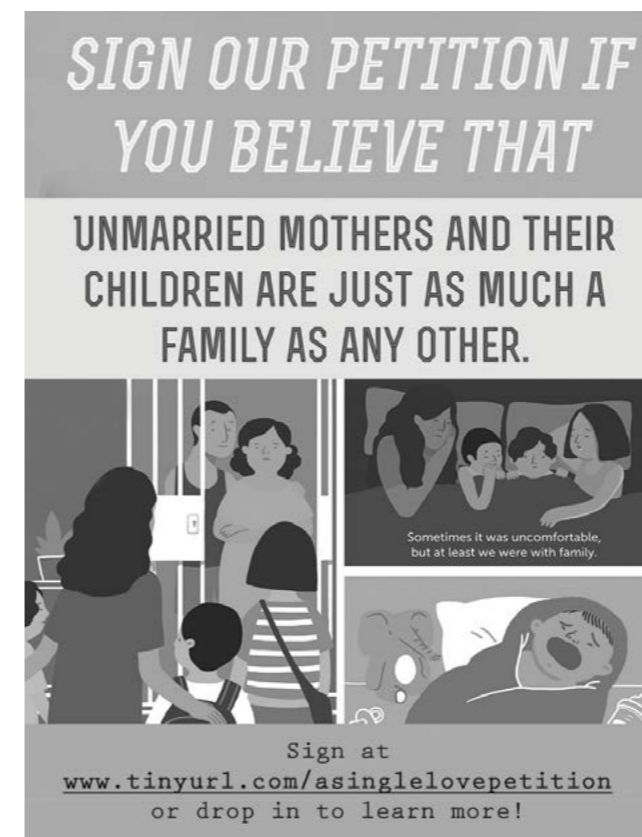
Throughout, we churned out case study after case study on social media: brave accounts of single parents who endured ordeals and dealt with blows when it came to meeting their basic need. Media coverage of single parents' experiences also grew, with particular attention paid to the case of an unmarried mother who adopted her own biological child in order to be legally recognised as a family unit. We brought in solicitors from Eden Law Corporation to run a workshop

for unmarried mothers who wanted to learn more about adoption as an option. Public attention on single parents – their stories, triumphs and struggles – grew, and from it, we found the perfect opportunity to take action.

MOBILISING SUPPORT THROUGH A PUBLIC PETITION

Our campaign offered a simple, actionable call for supporters: signing a public petition urging five main changes to housing rules.

We took to social media to gather public support for changes to housing rules, particularly promoting an increase of the restrictive income cap for rental housing, the removal of debarment periods for rental and purchase, a coordinated service for single-parent families in HDB, clearer and more accessible housing rules, and urging the state to allow unmarried mothers to form a family nucleus with their child.



Our public petition gathered signatures from over 8,000 supporters

The petition gathered over 8,000 signatures, marking our journey to bringing the overwhelming societal support for single parents to the attention of decision – and policy – makers themselves.

CRACKING OPEN THE DOOR TO PARLIAMENT

We brought together over 40 people, half of whom were single parents, for an honest, community-led dialogue at AWARE. Single parents found a safe space to vent, learn from one another and encourage action. MP Louis Ng attended the event and spoke about his own efforts in raising the issue of restrictive housing rules in Parliament.

Single parents' issues were discussed numerous times in Parliament throughout the year, including at the high-profile Committee of Supply debates. Important points were raised to question the inadequacy of the policies to truly support these families, and we saw more media coverage and letters in support of single parents.

MP Louis Ng made a big parliamentary push on this issue in September, backed by the brave voices of seven single parents. A parliamentary petition was submitted, proposing amendments to the Housing and Development Act so that single parents are not subject to HDB's debarment rule, and those with legal custody of a child are not discriminated against on the ground of their marital status.

The hope was for investigative, transparent deliberation by the Petitions Committee which take into account lived realities of single-parent families. Although the lack of action and consultation by the Committee that followed let down many, the fight is far from over. In fact, with the improved awareness, we've directly helped over 30 single parents with appeals for their housing needs to the relevant authorities. Dozens of single parents were engaged throughout the campaign, and thousands more had their lives and experiences recognised.

This community-led advocacy effort is a win in and of itself. Jackie (not her real name), a divorced mother of three, said, "I'm impressed by how single parents have bravely come together to urge for equal treatment. It's heartening to see overwhelming support from society on this issue."

By further mobilising the supportive public and single parents themselves, our efforts in 2018 will seek to motivate and empower thousands more to collectively and persistently push for real change.

ECONOMIC SECURITY FOR LOW-INCOME WOMEN



282 women in Job Readiness Preparation

45 successfully placed into jobs

154 women supported by 50 active befrienders

DOT's Confidence Curriculum modules consist of communications coaching and professional development, designed to help women rediscover their talents and strengths. Workshops include Personal DIScovery, Resume Writing & Interview Skills and Attracting & Creating Success.

Low-income women in Singapore face multiple financial, cultural and socio-economic barriers that make it incredibly challenging for them to secure stable employment.

In 2017, in addition to advocacy to address these barriers, we continued to provide Daughters Of Tomorrow (DOT) resources to support their beneficiaries, through back-to-work support and employment-matching services under the Building Dreams project and the Eldercare Programme.

BUILDING DREAMS

Hundreds of women were engaged through the Building Dreams back-to-work support programme, which offered access to skills development programmes, support groups, counselling and employment-bridging services. Over 280 women went through Job Readiness Preparation and 45 women were successfully placed into jobs. With increased confidence, gained through the Confidence Curriculum, many more found their own jobs and took constructive steps in building their journey back to work.

We saw how the beneficiaries' skills and confidence grew through six sessions of DOT's Confidence Curriculum with New Hope, Thye Hua Kwan @ Jurong and Tanjong Pagar, Whampoa Constituency and Sengkang FSC. We also made strong relationships with supportive employer partners, including ABRY, Mandarin Oriental, MYWorld Preschool, Jamiyah and Bizlink.

DOT has taught me things I've never been exposed to before. It has given me the confidence to use my SkillsFuture credits to upgrade myself.

SADIAH BTE SALLEH, DOT BENEFICIARY

Partnering with DOT's IT Literacy program has allowed our team to give back to society by sharing professional knowledge and skills. Our partnership is mutually beneficial. We are teaching the ladies computer skills and they are teaching us how to improve our training competency. It is encouraging to see the women gain confidence in their computer skills. We feel we are making an impact in the women's lives. We know they have impacted us.

KATHRYN KREHNOVI,
ROCKWELL AUTOMATION PROFESSIONAL WOMEN'S COUNCIL

Five DOT beneficiaries were qualified as Women Leaders – as they have shown impressive progress during their time with DOT and have successfully found work – and they shared their personal stories of transformation and growth to 40 other women at a Tea Conference in November.

It is fulfilling to see a fellow sister regain her dignity and self-belief in order to support herself and her children in our increasingly complex world.

PETRINA, DOT BEFRIENDER



In 2017, DOT had more than 50 active befrienders. During the Befrienders Training, volunteers learnt what to expect of their role and how to assess beneficiaries' needs and barriers towards employment to help DOT support them better.

FINDING ROLE MODELS

On International Women's Day, AWARE and DOT organised a dialogue session with Madam Halimah Yacob. Women from all walks of life – mothers, scientists, and entrepreneurs – shared their insights, experiences and struggles on caregiving, leadership and employment at the intimate session.

Many present were single mothers shouldering the heavy responsibilities of work, job-searching, childcare and eldercare. They courageously shared personal stories of financial struggles, divorce, family violence, and difficulties with employment, while giving encouragement and advice to other women in similar situations.

Mdm Halimah and other speakers shared their own experiences confronting prejudice and grappling with being the object of curiosity, with some taking control of these uncomfortable instances by educating and starting open conversations. It was a powerful and emotional afternoon for many of the women. At the end of the session, participants spoke of the renewed motivation and camaraderie they had with one another, upon having their stories heard and their perspectives affirmed.



Building Dreams, an intimate dialogue with Madam Halimah Yacob

ELDERCARE PROGRAMME

Funded by J.P. Morgan and carried out in collaboration with DOT, the Eldercare Programme trains and certifies low-income women, a majority of whom are mothers, in the high-growth eldercare industry. Since January 2017, 11 women have been placed as Basic Caregivers in the eldercare industry and are still in their jobs. They shared about how they have found meaning and renewed dignity from their new profession. 46 women have completed the Community Eldercare Workshop and Activities of Daily Living training and 12 women have been placed in on the job training.

Dr Amy Khor and the Ministry of Health team visited AWARE for a dialogue session to understand AWARE and DOT's work pertaining to our joint Eldercare Programme. We had a useful dialogue where parties shared perspectives on the human resource situation for the eldercare sector, including wages, foreign workers, work conditions and ideas for long-term sustainability of women's livelihoods in the care sector. Going forward, there was talk on further collaboration to get more women hired in the eldercare sector through stronger partnerships with employers.

RESEARCH ON WOMEN'S ECONOMIC SECURITY

Our understanding of the economic security of low-income mothers continues to grow through our major research project to interrogate the barriers they face in securing employment. Throughout the year, we carried out focus group discussions and in-depth interviews with 45 beneficiaries of DOT, for a study that will be released in 2018. We look forward to drawing out deeper conversations – in both the public sphere and within Parliament – on how gender inequality intersects with caregiving and employment conditions that economically disempower women.

Preliminary findings have already shaped our responses to the Ministry of Manpower's Consultation on Self-Employed Persons, where we urged particular attention to low-income women who often take up flexible working arrangements to generate earnings while managing caregiving responsibilities.

ENDING GENDER-BASED VIOLENCE

Beyond our work on sexual violence, our anti-violence campaign We Can! Singapore continued to engage youth and wider society through an awareness campaign, interactive workshops and forum theatre.

The workshops reached out to nearly 140 participants to inform them about the reality of violence against women and empowered them to take steps in their own lives to end violence. This included several male participants who came together after a session to further the conversation on the role of men as allies. Said one participant, "I really hope that this workshop can reach as many people as possible. It helped me so much."

138 INDIVIDUALS ATTENDED THE CHANGE MAKER WORKSHOPS



In line with the International Day for the Elimination of Violence against Women in November, we organised the Let's Unite campaign to mobilise organisations, groups and individuals to take collective action over "16 Days of Activism against Gender-Based Violence".

We saw participation from thirty organisations and hundreds of individuals, and the campaign reached out to tens of thousands of people through online platforms. Over 400 individuals and 30 organisations and groups came together to organise events and talks, and shared stories and personal experiences through Facebook posts, poetry and infographics.

MP Louis Ng, who is no stranger to highlighting issues concerning gender equality and discrimination, also spoke in support of the campaign. "Violence against any woman is violence against the collective values we stand for as a society," he wrote in a Facebook post. "I will continue speaking up in Parliament for all women, and hope you will do the same in your everyday lives."

In addition to online engagement, we collaborated with Ang Mo Kio Family Violence Working Group to bring our forum theatre on dating violence to the Nanyang Polytechnic community. We received overwhelmingly positive feedback from attendees who felt better equipped to intervene safely in situations that may lead to violence. "I've learnt that I have the power to change things," shared one of the participants. "There is always a choice to make a difference."

An important element of violence prevention work also includes educating youth about consent and healthy relationships, and equipping them with tools and skills they need to make responsible choices about their sexual health. We continued to run our Comprehensive Sexuality Education programme at International Schools and brought workshops to over 200 students. After the session, many shared that they found the sessions "open and honest" and "information (about STIs and pregnancy) was given in an interactive way".

Violence against women cuts across all demographics. We drew attention to the prevalence of abuse and exploitation of domestic workers in Singapore, at a session where HOME shared findings from their 2015 study, which found that domestic workers in Singapore are still bereft of basic labour protections and are subject to long working hours and inadequate rest.

We marked International Domestic Workers Day by continuing our strong partnership with Aidha to screen four runs of Remittance, a powerful film telling the story of Marie, a foreign domestic worker in Singapore, and her struggles to cope with demanding employers, long hours of work and separation from her family. The authenticity of the film touched the hearts of many. "I felt that the beginning of the film was my life story," said Ms Robina, a participant. She also shared that there is a certain level of difficulty that comes with leaving children and family behind to work. "Most of the domestic workers are mothers and maybe half of them become single parents when they leave (their home country)."

GENDER NORMS AMONG YOUNG PEOPLE

Addressing behaviours and attitudes towards violence against women also mean tackling gender norms and stereotypes that reinforce inequality. Conversations on this topic led to the formation of a group of like-minded youth that were keen to address the issue of objectification, body shaming and eating disorders. They went on to collaborate with Rock The Naked Truth to create a series of body positive comics which acknowledged the painful reality that not all bodies are accepted or viewed equally in society. The series encouraged readers who were struggling with eating disorders to reach out for support and to recognise that they are not alone in their struggles.

BOYS AND MEN'S EXPERIENCES OF VIOLENCE

In July, we put the spotlight on boys' and men's experiences with masculinity, gender norms and violence. We released a survey showing that 9 in 10 teenage boys faced pressures to be 'manly' through experiences of harassment, bullying, teasing, social exclusion, and other forms of violence. The survey received wide coverage in the media, and sparked conversations on the effects of gender stereotyping on boys and men. We appeared on an episode of Channel NewsAsia's 'Talking Point' to share more about what gender policing is and how it relates to experiences of violence.



Our Research Executive, Chong Ning Qian, shared more about the findings of our survey on boys' experiences of bullying on Channel NewsAsia's Talking Point

We brought the conversation to the wider community through a dialogue at the AWARE centre, where around 40 people, almost half of whom were men, gathered to talk about their struggles with deeply-ingrained gender norms.

Panelist Daryl Yam, a writer and arts organiser, recounted how his 'effeminate' mannerisms led to him being "called every name imaginable" by his peers at an all-boys school. Sherry Sherqueshaa, a transgender woman, researcher and writer at sex workers' rights group Project X shared how she had been branded a "sissy" and "bapok" by her classmates in school, and brought to light the experiences of violence many transgender women in Singapore face.

Participants felt that the roundtable provided an avenue for much-needed discussion on the issue. One participant reiterated the importance of exploring male violence when dealing with women's rights, saying, "When (all) genders are equal, every individual is allowed to achieve their full potential. But when you have these cookie cutter molds, people are inevitably going to fall out." By the end of the session, many were eager to bring the conversation forward to their own circles to create greater awareness of the nuances of gendered expectations.

MUSLIM WOMEN SPEAK OUT



Participants at the session on 'Marriage Education in Singapore and Malaysia'

Gender Equality Is Our Culture (GEC) is a project that promotes alternative narratives and gender-equitable interpretations of culture. Through workshops, talks and events, the project challenges singular constructions of culture in the Singapore Muslim community – instead upholding diversity and nuance within the Muslim community.

The initiative was developed in collaboration with our Indonesian partner, Solidaritas Perempuan, and was previously funded by the UN Women Fund for Gender Equality.

GENDER EQUALITY IN THE MUSLIM CONTEXT

Our newly developed Guide to Consent and Sexual Health Workshop, aimed at young Muslim women and girls, was conducted at Pertapis Centre for Women and Girls. It was a chance for the participants to have open, accurate and honest conversations about sexual consent, menstrual hygiene and sexual health, while still keeping in mind sensitive cultural or religious nuances. Afterwards, the participants expressed how the workshop had allowed them to get to know more about (their) bodies" and that it "explained everything (they) were not clear about".

As Ramadan rolled around, we invited speakers to present on an array of fresh topics for our annual Ramadan Talks. During a session on marriage education in Singapore and Malaysia, participants discussed how gender roles and stereotypes that are often perpetuated in these classes, can lead to detrimental consequences, and how it is important to constantly promote gender relations that

emphasise equality and respect within families. One participant mentioned that they "learned about women's mental load" and that "entrenched concepts of masculinity need to be discussed".

The roundtables also delved into teenage pregnancy and marriage, where participants learned about how this phenomenon can create a recurring cycle of poverty for families from disadvantaged backgrounds, and how it is compounded by teenage marriage procedures for Muslim marriages. Participants repeatedly brought up the need for comprehensive, judgment-free sex education – one that does not merely preach abstinence.

We partnered with Daughters of Tomorrow to organise our annual Hari Raya Celebration. Guest speaker, Ms Shereen Williams, shared about her work with Muslim communities in the UK. Participants discussed how to support victims of abusive relationships and domestic violence, including how they can safely step in and ensure the victims' safety while still prioritising the victims' agency. Violence against women becomes even more complex when it is intertwined with traditional practices and culture, emphasising the need to challenge harmful gender roles and stereotypes that perpetuate such violence.



Attendees at our annual Hari Raya celebration

INTERNATIONAL NETWORKING AND MEDIA ENGAGEMENT

GEC was represented at the BanFGM Conference (30 Jan – 1 Feb 2017, Rome). Most attendees were unaware that female circumcision is still practised in a developed country like Singapore. Through media engagement, we continued to debunk this popular myth on female circumcision in Singapore, including at two events organised by UN Women Singapore Committee and Engaging Africa.

SUBMISSION TO AMLA PUBLIC CONSULTATION

We took part in the public consultation regarding proposed changes to the Administration of Muslim Law Act (AMLA), and continued to push for more gender-equal outcomes under AMLA. We also stressed that the law, while respecting the rights of minorities, needs to comply with standards set out in the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

FUTURE PLANS

With the success of *Perempuan: Muslim Women in Singapore Speak Out*, we will be publishing the second volume in 2018. We've already received 36 submissions from women of all ages, detailing the experiences of women from different generations in Singapore. The powerful stories talk about being Muslim and/or Malay women, the effect this has on their personal identities, and their relationships with family members, relatives, friends, as well as the wider community.

PROMOTING GENDER EQUALITY IN WORKPLACES

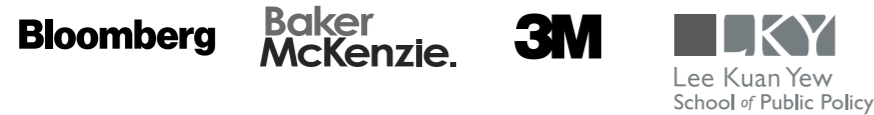


70 workshops & panel discussions

2250 people reached

>\$200,000 Annual Turnover

CLIENTS AND PARTNERS



Catalyse Consulting, launched in 2015, is the corporate training arm of AWARE that aims to:

- be Singapore's leading expert in managing workplace harassment;
- be a world class provider of diversity and inclusion training and advice in the workplace; and
- generate significant revenue to support AWARE's non-revenue generating work.

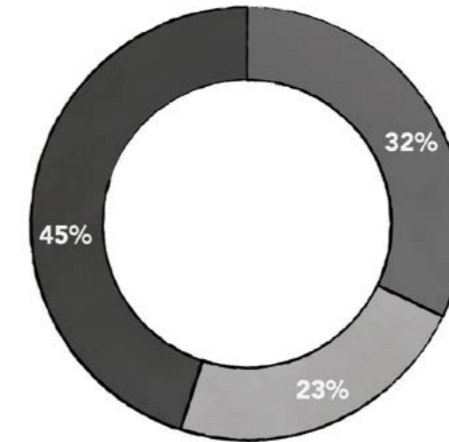
Catalyse Consulting, came into its own in 2017. With a small team of 2 staff and 2 consultants, it reached out to 2,250 persons, through 70 workshops and panel discussions in 2017. It also broke even, with a turnover exceeding \$200,000.

Its key clients are MNCs and educational institutions, to which it provides the following workshops:

- Workplace Harassment
- Unconscious Bias
- Diversity and Inclusion
- Living on the Edge Poverty Sensitisation workshops.

With the heightened awareness of sexual harassment arising from the #metoo campaign and increasing global interest in promoting diverse and inclusive workplaces, Catalyse Consulting is set to increase its outreach and revenues in 2018.

The most popular workshop is our workshop on Managing Workplace Harassment, which reached out to 45% of our clientele.



MANAGING WORKPLACE HARASSMENT WORKSHOPS



Great training. Very honest, candid and relatable.

Trainer is very well equipped with the information and examples. Delivered very well.



DIVERSITY & INCLUSION WORKSHOPS



Very good initiative. It has given more insight on Diversity and Inclusion in an organisation.

Very nice and encouraging course.



MANAGING UNCONSCIOUS BIAS WORKSHOP



Great course – very applicable and very important for management.

Great hands-on exercises and very good interactive session.



Corinna Lim, our Executive Director, speaking at "How Will You Handle Your Harveys?" panel on managing harassment in the workplace which was hosted by Bloomberg on 4th Dec 2017.

ADVOCACY AND ENGAGEMENT HIGHLIGHTS

NATIONAL BUDGET 2017 RECOMMENDATIONS: SUPPORT FOR OLDER WOMEN AND CAREGIVERS

We once again called for greater support for two groups of women most affected by Singapore's ageing population: older people (aged 65 and above), most of whom are women and many of whom lack resources to meet their own care needs; and the next cohorts of women on track to become financially stressed elderly persons, having dropped out of the workforce to care for family members. We recommended expanding the availability and quantum of Silver Support, financially supporting family caregivers and supporting all working adults in caregiving, regardless of gender, through eldercare leave and increasing the gender neutrality of parental leave.

Our submission had a direct impact on Parliamentary debates. NMP Kuik Shiao-Yin asked about legislating eldercare leave while MP Louis Ng recommended converting adoption leave into gender-neutral leave for both parents to share as they wish. We spurred greater discussion in the media on supporting family caregivers, with a steady stream of voices from the public in favour of a caregiver allowance.

MEDIA DEBATE ON THE ELECTED PRESIDENCY

AWARE contributed to the national discussion about the appointment of Singapore's new president, Halimah Yacob, through extensive media statements. We spoke up for the values of equality and representative democracy by consistently calling for the broadening of eligibility, so that the electorate can choose from a wider range of candidates, as well as highlighting the severe under-representation of women in political decision-making. While celebrating the symbolic importance of Singapore's first woman President, we also strove to keep the public conversation focused on the issue of broader access to politics for all women.

WOMEN'S ASPIRATIONS DEBATE

We were heartened that support for women's rights and experiences were affirmed by Parliament for the first time through a "Women's Aspirations" Parliamentary debate. AWARE worked with parliamentarians to ensure the discussion included an understanding of structural barriers and gender stereotyping, as well as the issue of violence against women – prompting a strong ministerial statement on marital immunity for rape, widely seen as presaging its repeal. Several MPs cited our survey findings on young men's attitudes toward domestic and caregiving responsibilities.

THE HAGUE CONVENTION

An unsafe environment at home may compel mothers to flee the country with their children. However, where international boundaries are concerned, this act would be seen as an 'abduction' under the Hague Convention, and their children would be ordered to be returned to the left-behind parent. We've encountered such cases through our Helpline, and many times, women were unaware that this international law exists and its implications on their lives. In light of this, we organised a roundtable to raise awareness about this precarious situation that women may find themselves in, and brought in lawyers to share essential information about the Convention, where they also introduced an initiative to provide accessible legal help to affected women. During the session, many participants spoke up about the emotional turmoil of being separated from their children and the financial struggles of battling a Hague Convention case. A group of participants came together after the session to form a working group that aimed at generating greater awareness about this issue.



Encouraging a love of reading – hundreds of free books were given away at the AWARE Free Market!

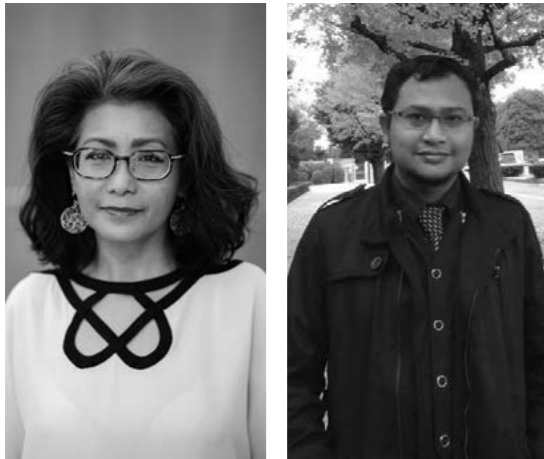
BUILDING COMMUNITY SUPPORT – IN DOVER CRESCENT

On International Women's Day, residents and supporters came together for a Block Party comprising a flea market and clothes swap, and eye-opening sessions on the women's movement in Singapore, and a special public training by Catalyse Consulting on challenging unconscious bias. We fostered stronger relationships with our neighbours through this effort, so in line with the International Day for the Eradication of Poverty in October, we organised a free market for over 200 attendees in Dover Crescent. Epigram Books sponsored over 5,000 books to be given away at the event. Sharing went beyond giving and receiving items; community groups and individuals set up booths to share their skills such as jewellery-repair, typewritten poetry and cooking. Organisations likewise joined us to share information and resources on a range of topics including family violence and teenage pregnancy. A small group of supporters, residents and volunteers attended our Kopi session to discuss pertinent issues related to work, caregiving and family, sharing challenges and concerns women in the neighbourhood face.

SUPPORT FOR ALLIES OF GENDER EQUALITY

AWARE AWARDS 2017

Every year since 2011, the AWARE Awards have proudly celebrated individuals and organisations that promote gender equality in Singapore. The award winners were presented with their respective awards at the Love Ball. Congratulations to all our inspiring winners!



Champions for Gender Equality & Justice
WOMEN AND LAW IN ISLAM

Women and Law in Islam (WALI), led by lawyer Halijah Mohamed and interfaith activist Imran Taib, was formed to provide alternatives to "rigid and conservative interpretations of Islam" through conversation, debate and public awareness. WALI has allowed a growing community of Muslim women and men to speak out against gender inequality by providing much-needed space for honest debate of Muslim texts and interpretations. WALI's work is especially admirable considering the environment that makes it difficult for them to flourish. They have also worked with other women's groups and academics on CEDAW submissions and a submission paper with 20 other signatories for the Family Justice Act in 2015.



Champions for Gender Equality & Justice
EDEN LAW CORPORATION

Established in August 2014 and led by Managing Director, June Lim, Eden Law Corporation provides high quality legal services at a Low Bono rate, using a sliding scale fixed fee model on clients' disposable income. In 2016, 60% of their work was done at a Pro Bono or Low Bono rate. They are powerfully positioned to aid the many vulnerable women they have counted among their clients, including divorcees, survivors of domestic violence and single mothers. The only law firm of this nature in Singapore, Eden Law's impact on Singapore has the potential to grow beyond its already impressive contributions. Eden Law hopes to encourage other lawyers to offer affordable legal services to women and vulnerable communities.



Champions for Women's Economic Empowerment
IESHAH ABDUL MAJID AND NUR SHAZLINA SULAIMAN

Eleven years ago, Ieshah, a single mother, was struggling to make ends meet, until a friend entrusted her with the management of Cafe Cocoa. Today, Ieshah is the one making a difference in the lives of fellow single mothers, having employed 10 single and low-income mothers over the last ten years through her three hawker stalls. Her compassion and entrepreneurship inspired her daughter, Shaz, who runs a cafe at Ngee Ann Polytechnic, which creates opportunities and provides accessibility for the deaf community. This inspiring mother-daughter team is the perfect example of how compassion from one person can start a chain of events that helps countless others.



Safe Haven
CASA RAUDHA WOMEN HOME

Casa Raudha Women Home, one of the four crisis shelters for women in Singapore, has provided a safe shelter for women escaping abusive relationships, family violence and homelessness since 2008. Over the past nine years, they have housed 760 women and children. Most of these women come from low-income backgrounds with nowhere else to turn to for the support and stability they need. Their strong survivor-centric approach means that those under their care are able to regain control and autonomy of their lives and circumstances, something that many domestic violence survivors have had stolen from them, and independently make decisions that will positively impact not only themselves, but also their children, family and society.

POWER FUND

At the Love Ball, we announced an exciting new initiative – the POWER Fund: Women's Fund for Change, is Singapore's first women's right fund that provide seed funding and other resources to emerging women's rights groups. The fund is focused on providing financial and capacity-building support to emerging organisations, and new initiatives of established organisations that work with marginalised women and girls – a unique opportunity to resource the next generation of collective action towards true gender equality in Singapore.



GOVERNANCE, FUNDRAISING AND CONSTITUENCY SUPPORT

AWARE's growth and impact as an organisation would not be possible without the support of our donors, members and volunteers. After being conferred with the Charities Governance and Transparency awards last year, we continued to enhance our internal practices and processes.

Just Cause Asia, an organisation that carried out an independent review of 50 non-profits in 2016, gave AWARE the following favourable review:



JUST CAUSE LOVES THIS ORGANISATION

They scored excellent feedback from all the beneficiaries, partners, staff and volunteers that we surveyed, showing that it has many happy customers. They really stand out for filling a much needed gap in challenging ideas, giving voice and deepening the discourse on issues relating to women in Singapore. They deserve to be commended for taking on this brave and challenging work. What is more, they do this work in a professional manner and the organisation is essentially very well-run.



AWARE will continue to strive towards improving its governance processes to ensure that it achieves maximum impact and uses its resources optimally.



Our hilarious hosts, Pam Oei (right) and Siti K (left), presenting the Love Ball with our Executive Director, Corinna Lim (middle)

FUNDRAISING ON TARGET

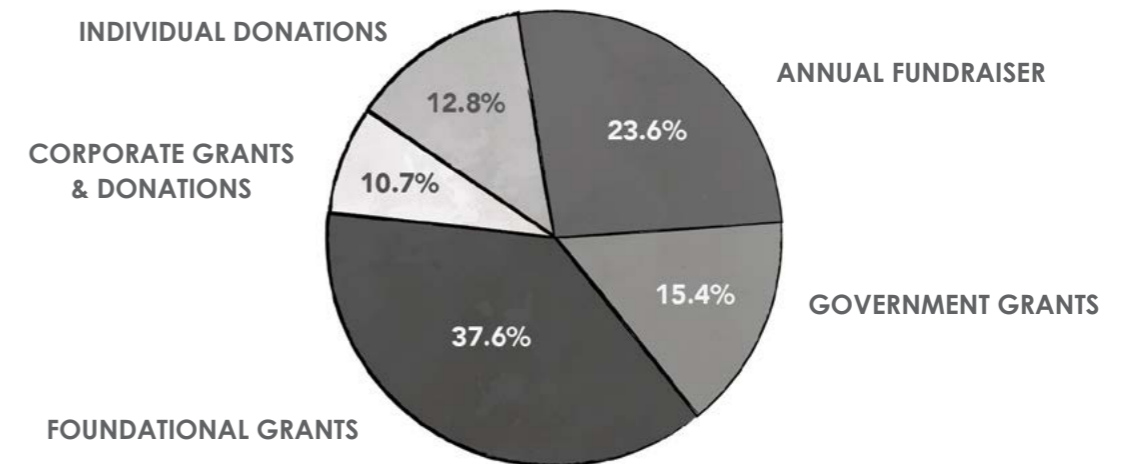
2017 was another good year for AWARE's fundraising efforts! AWARE raised more than **\$1.5 million** with the generous support of Lee Foundation, Kwan Im Thong Hood Cho Temple, Chen Su Lan Trust, Chew How Teck Foundation, Tote Board, JP Morgan, Tan Ean Kiam Foundation, Hong Leong Foundation and Uses Pte Ltd.

AWARE's annual fundraiser, Love Ball, with its retro 60s and 70s theme, was a hit with our faithful ball attendees. What a colourful and spectacular ballroom it was as our fun-loving guests dressed up in their Flower Power best!

AWARE is ever grateful to our corporate sponsors, Kah Motors and the KOP Group, who have faithfully supported us with cash and in-kind donations for many years. Individual donors generously contributed to this fundraising effort through donations, table sales, auction and lucky dip purchases, as well as pledges to support the expansion of the Women's Helpline.

FUNDING SOURCES

Total Raised
\$1,530,830.92



THANK YOU TO ALL 1,300 AWARE DONORS, MEMBERS AND VOLUNTEERS

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

SPECIAL THANKS TO: OUR DONORS

\$50,000 AND ABOVE

Lee Foundation
Tote Board
J.P. Morgan
Kwan Im Thong Hood Cho Temple
Chen Su Lan Trust
Uses Pte Ltd

\$10,000 – \$49,999

UN Women
Tan Ean Kiam Foundation
Women On A Mission Limited
Chew How Teck Foundation
Kah Motor Co Sdn Bhd
KOP Properties Pte Ltd
Hong Leong Foundation
The Silent Foundation Ltd
Lian Tsui Yee

\$5,000 – \$9,999

Doreen Liu
Teo You Yenn
M E Teo (name requested by donor)

MEMBERSHIP

AWARE's membership had 445 members as at 31st December 2017.

OUR VOLUNTEERS: THE HIP & HAPPENING FOLKS AT AWARE



Our amazing volunteers who joined us at "Hip & Happening" Volunteer Party in April 2017

AWARE has grown by leaps and bounds over the years because of our dedicated and talented pool of volunteers who contribute to all areas of our work. Our bubbly interns take a load off staff with their wonderful creativity and hard work.

During times of crisis, a kind and supportive voice or presence makes all the difference. Our beneficiaries find solace from the listening ear and support provided by our volunteer helpliners and befrienders.

We have greater impact in society with the help of our volunteer researchers and writers who assist us in our advocacy and research, and our volunteers who help us reach out to communities through marketing activities and events.

To everyone who has given their time and talents generously – thank you!

MEET OUR VOLUNTEERS

Susie Oh Helpliner



I have been a volunteer helpliner since April 2017, after completing the 5 months of training. It has been an enriching and rewarding experience. I have learnt so much about myself, pushed my own limits and learnt how to deal with people and their emotions so much better. I think I have become a better person because of the time spent at AWARE. If you want to contribute to society and help others, AWARE is definitely a great place to start. The support structure is excellent, and the volunteer training is comprehensive and amazing! Most importantly, the staff and volunteers at AWARE are warm, fun, friendly and helpful people, who are seriously passionate and genuine about helping others. With every session, I always gain something – whether it is helping someone and feeling good about it, learning about myself or gaining a different perspective on life in general.

Tabatha Kittrell Researcher



I recently helped out at AWARE on a research project focusing on low-income mothers, exploring factors that impact their decisions about work. Working with AWARE's research team was a lot of fun and much more rewarding, both personally and professionally, that I could have imagined. I enjoyed meeting and working with a diverse group whose various backgrounds brought different perspectives to the project. The experience helped me practise my research skills and I learned so much about issues impacting low-income women in Singapore. I feel very proud to have made a small contribution toward promoting gender equality and I'm much more equipped to advocate for women's rights in my personal and professional lives. I recommend working or volunteering with AWARE to anyone seeking an opportunity to be of service to their community, learn about issues facing women, and become a part of an inclusive and supportive working environment. At AWARE, you'll meet friendly and knowledgeable people, and gain the confidence to begin dismantling gender-based barriers in your own life.

Desiree Soh Community Engagement Intern



On the whole, my internship experience in AWARE is something I am thankful for. Aside from gaining a strong sense of ownership towards my work through organising the Free Market and the Let's Unite campaign, I felt appreciated and valued for my work. My colleagues were very supportive in that they always took time to check in with me on how I was doing, making me more comfortable to voice out any issues or concerns I had. I was constantly thinking, discussing and learning about feminism through everyday conversations as well as exposure to forum theatre, first-responder workshops, and helpliner trainings. The breadth of experiences equipped me to be a more informed and thoughtful feminist over the past three months. I have gained the utmost respect and admiration for the staff I have worked with here and am especially grateful for the supportive friendships I have forged with the interns. I strongly recommend any young feminist to intern here if they get the opportunity to.

OUR BOARD

PRESIDENT

Teh Hooi Ling spent the first 22 years of her career in The Business Times, carving out a niche for herself as a widely-followed and multiple-award-winning investment columnist. Her writings have been compiled into eight best-selling books under the Show Me the Money series. She left SPH in 2013, and together with three other partners, founded an asset management firm. She started her own fund in 2017. Hooi Ling joined AWARE as a member in 2009 and became secretary of the board in 2014. She became president in 2016. Besides AWARE, she also sits on the board of Kampung Senang Charity and Education Foundation, as vice-president.

1ST VICE-PRESIDENT

Louise Tagliante has more than 30 years corporate experience in the financial services sector, holding senior leadership positions with Visa Worldwide and ABN Amro Bank. She is the founder of Protégé – MentoringWomenInBusiness which is creating a pipeline of leader ready women in Singapore. An AWARE member since 2009, she served for 3 years on the Big Ball committee and became a member of the AWARE Board in 2016. From 2011-2016 she served on the Executive Committee of Financial Women's Association (FWA) and was Head of the HR subgroup and Micro-credit Charity Fundraiser for PrimeTime from 2006-2008. The International Alliance for Women (TIAW) presented Louise with the inaugural World of Difference 100 Award 2008 which honours women who have made an impact on the economic empowerment of women.

2ND VICE-PRESIDENT

Ranjana Raghunathan has about 15 years of involvement in the social sector, in various capacities as volunteer, researcher and program manager with several organisations in Singapore. She has been a member of AWARE since 2004 and volunteered with the helpline for two years. She worked as AWARE's Research and Advocacy coordinator in 2013, and contributed as honorary chair of the We Can! campaign till 2016. She joined the AWARE board in 2016. Professionally trained as a feminist social worker, she now pursues a doctorate programme in the National University of Singapore. The focus of her work is on the Tamil diaspora in Singapore, specifically at the linkages between gender, marriage and migration.

HONORARY SECRETARY

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

HONORARY TREASURER

Jean Low brings more than 25 years of experience in finance and risk management. She is currently Director of Finance at United World College of South East Asia. Prior to this, she was CFO at Mapletree Greater China Commercial Trust, a Singapore listed REIT and Head of Risk Management at Mapletree Investments. She is a Fellow of the Institute of Chartered Accountants in England & Wales. She is a mother of 2 and has been a member of AWARE since 2009 and joined the Board in 2016. She is also a Director of SG Creations, a not-for-profit focused on giving children a platform through the performing arts. She cares deeply about education and gender equality.

ORDINARY BOARD MEMBER – VICE-TREASURER

Tan Joo Hymn has been a member of AWARE since 1998 and served on many Executive Committees and sub-committees since then. She became Second Vice-President in 2014 and was elected ordinary board member in 2016 before being co-opted as Assistant Treasurer. Having qualified as a lawyer and early childhood educator, she is also a professional storyteller and volunteer facilitator. She had served on the executive committees of various NGOs. Most recently, she was President of the Storytelling Association (Singapore) as well as the Parent-Teacher Association in her children's school.

ORDINARY BOARD MEMBER

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

ORDINARY BOARD MEMBER

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

ORDINARY BOARD MEMBER

Margaret Thomas has some 30 years of print and online media experience. She held senior editing positions at The Business Times, The Singapore Monitor, and TODAY, and was in the founding team of Singapore Press Holding's Internet arm, AsiaOne. She now works on book and new media projects. In 1984/85, Margaret was a founder member of AWARE and over the last three decades has served on many of its committees. She has been a member of the AWARE Board since 2009. In 2003 she was a founder member of TWC2 which looks into migrant worker issues in Singapore.

ORDINARY BOARD MEMBER

Ong Soh Chin is a veteran journalist and editor with over 20 years of experience in the industry, having worked and specialised in the arts, entertainment, fashion, beauty, lifestyle, politics and current affairs. A large part of her career was in The Straits Times, where she served in the Political Desk as a senior correspondent and helmed a fortnightly column on current affairs. She was also Deputy Editor at the paper's lifestyle section, Life!, where, under her watch, its Life! Theatre Awards grew from a noble idea to publicly reward outstanding achievements in the performing arts to the nationally recognised and highly visible platform it is today. It remains the only Arts awards in the country. In January 2009, she launched a media consultancy which specialises in commercial, corporate and editorial writing services; as well as selective PR projects. She is currently Asia-Pacific Editor and Speechwriter at Shell, responsible for content on the company's global website. She also writes speeches and opinion pieces for senior Shell leaders.

ORDINARY BOARD MEMBER

Winifred Loh moves between the private, public and people sectors seamlessly, having spent many years in leadership roles engaging with key stakeholders to shape and implement change and transformation at organisational and societal levels. At CNPL, where she headed the leadership consulting arm of NVPC for 3.5 years, she partnered with Board Chairs/ Members, and CEO/Executives of local non-profit organisations (NPOs) to deepen their leadership bench strength, identify governance challenges and facilitate organisational transformations for greater social impact. Prior to formally moving into the Non-Profit sector, she was Human Resource Director with over 20+ years of Learning & Organization Development, HR Generalist and Business Partner experience in publicly listed companies globally and regionally. She worked at Corporate HQ/Group, Global, Regional, and Business Unit levels, and engaged with business leaders and key stakeholders in Joint Ventures and Employee Unions.



Board with Executive Director (L-R) Valerie Gan, Louise Tagliante, Jean Low, Margaret Thomas, Corinna Lim, Jasmine Ng, Zubee Ali, Tan Joo Hymn, Ranjana Raghunathan, Teh Hooi Ling, Ong Soh Chin

The following persons were elected into the Board at the Annual General Meeting held on 23 April 2016:

NAME	BOARD ATTENDANCE (NO. OF MEETINGS ATTENDED)
Teh Hooi Ling (President)	11
Louise Tagliante (1 st Vice-President)	10
Ranjana Raghunathan (2 nd Vice-President)	5
Valerie Gan (Honorary Secretary)	10
Jean Low (Treasurer)	9
Anju Patwardhan (Assistant Treasurer) (resigned on 1.8.2016)	NA
Tan Joo Hymn (Committee Member, and then appointed Assistant Treasurer on 1.8.2016)	7
Zubaida Mohamed Ali (Committee Member)	8
Jasmine Ng (Committee Member)	8
Winifred Loh (served as Immediate Past President till 22 April 2017)	4

The following persons were co-opted onto the Board on the dates set out below:

NAME	BOARD ATTENDANCE (NO. OF MEETINGS ATTENDED)
Margaret Thomas (co-opted on 1.8.2016)	9
Anju Patwardhan (co-opted on 1.8.2016, relocated to USA, resigned on 17.4.2017)	0
Ong Soh Chin (co-opted on 17.4.2017)	7

There were 11 board meetings for FY2017.

BOARD INFORMATION

As of 31 December 2017

	POSITIONS HELD IN AWARE BOARDS SINCE 2010	CURRENT OCCUPATION	BOARD POSITIONS OUTSIDE OF AWARE BOARD
TEH HOOI LING <i>President</i>	Honorary Secretary (2014 – 2015)	Fund Manager of Inclusif Value Fund	VP at Kampung Senang Charity and Education Foundation (2017)
LOUISE TAGLIANTE <i>1st Vice-President</i>	–	Founder of Protégé	Executive Committee of Financial Women's Association (FWA) (2011–2016) Head of HR subgroup and Micro-credit Charity Fundraiser for PrimeTime (2006–2008)
RANJANA RAGHUNATHAN <i>2nd Vice-President</i>	–	Doctoral candidate, NUS	–
VALERIE GAN GARRY <i>Honorary Secretary</i>	–	Homemaker	–
JEAN LOW <i>Honorary Treasurer</i>	Treasurer	Director of Finance, United World College of South East Asia	Director of Finance, United World College of South East Asia
TAN JOO HYMN <i>Assistant Treasurer</i>	Second Vice-President (2014)	Storyteller and volunteer facilitator	Exco of Storytelling Association (Singapore), Parent-Teacher Association
JASMINE NG <i>Ordinary Board Member</i>	Ordinary Board Member (2009–2016)	Film & television director / executive producer / educator	President of Singapore Association of Motion Picture Professionals
ZUBEE ALI <i>Ordinary Board Member</i>	Ordinary Board Member (since 2014)	Manager, Women's Support & Development, Daughters of Tomorrow	–
MARGARET THOMAS <i>Ordinary Board Member</i>	Ordinary Board Member	Media consultant	Founding member, TWC2
ONG SOH CHIN <i>Ordinary Board Member</i>	–	Asia-Pacific Editor/ Speechwriter, Global Editorial in Shell	Head of External Outreach at Shell's Network of Women
	Vice-President (2006/2007)		Board member, SCWO
	Board Member (2004/2005, 2005/2006)		HR Committee Chair, Singapore International Film Festival
WINIFRED LOH <i>Ordinary Board Member</i>	President (2012–2014) President (2014–2016)	Director, LeadForte (consulting and coaching practice)	Trustee, Temple Garden Foundation (Cambodia)
	Immediate Past President (2016–2017)		Member, Industry Advisory Board, National University of Singapore, Centre for Future-Ready Graduates

OUR STAFF



Top row (L-R): Nabilah Husna, Jesvinder Kaur, Syfra van der Weert, Filzah Sumartono, Srividhya Sridhar, Laura Meehan, Divya Mahadevan, Kathryn Powell Rachid, Quah Siang Hui, Subhashini Balaji
Bottom row (L-R): Jolene Tan, Anisha Joseph, Corinna Lim, Chong Ning Qian, Lim Xiu Xuan

PAST STAFF

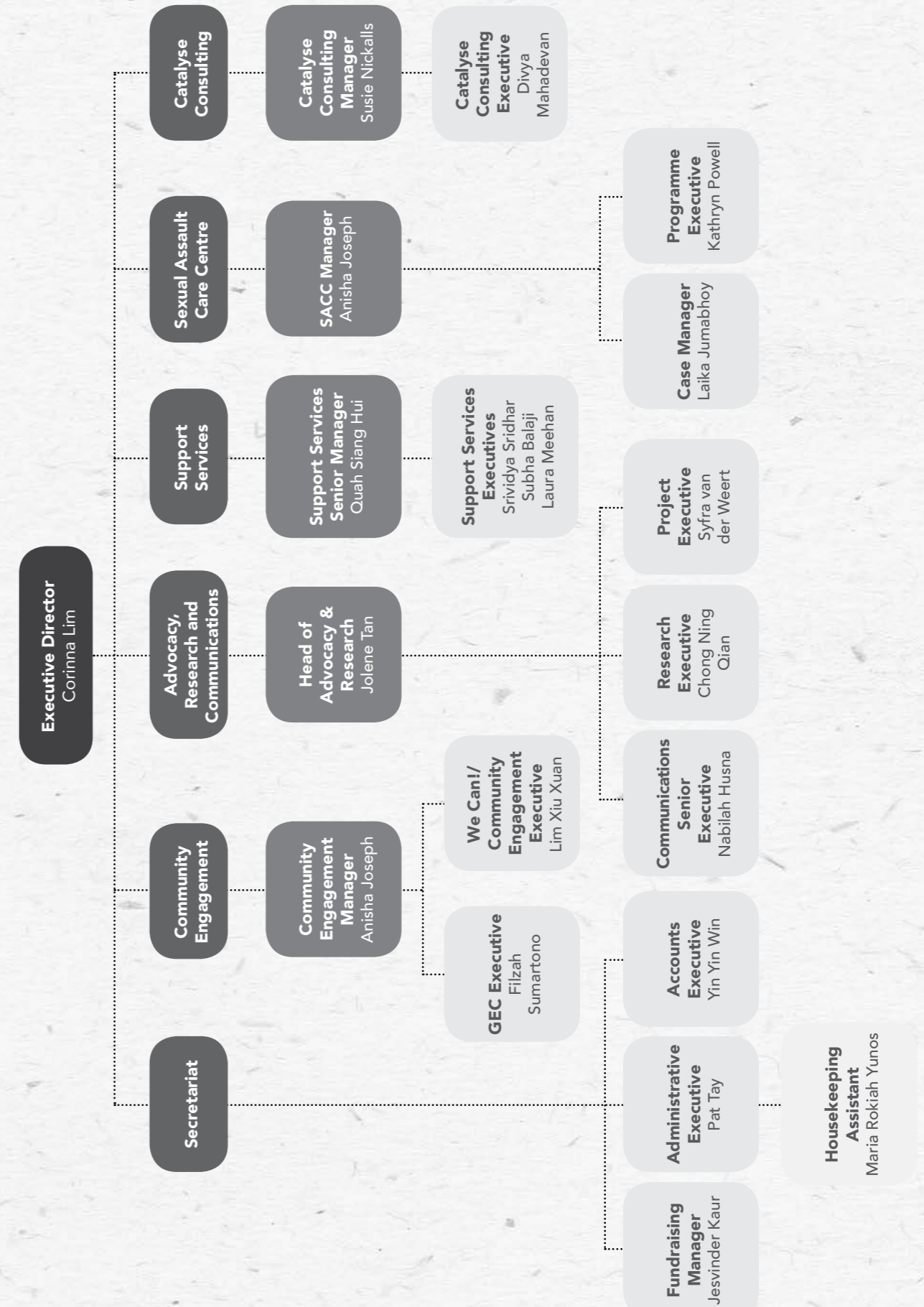
Brigitte Lee Support Services Executive
Kay Herselman Programme Executive, SACC
Kokila Annamalai We Can!/Community Engagement Manager
Nerosha Ravindaram Support Services Executive

CONSULTANTS

Elisa Kang Catalyse Consulting Marketing & Business Development Executive/Trainer
Grace Phua Counsellor
Robin Rheume Catalyse Consultant
Shailey Hingorani Project Consultant
Vivienne Wee Senior Advisor

The breakdown of the employed staff strength (in terms of Full Time Equivalent or FTE) is as follows:

	FTE
Managers	4.5
Other Professional Staff (Executive Level)	13.2
Cleaner	0.4
	18.1





FINANCIAL REPORT & STATUTORY INFORMATION

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2017
2017 INCOME

	UNRESTRICTED FUNDS	RESTRICTED FUNDS			TOTAL UNRESTRICTED AND RESTRICTED FUNDS
	ACCUMULATED FUNDS	PROJECT FUNDS	SUPPORT SERVICES (HELPLINE)	SEXUAL ASSAULT CARE CENTRE	
	S\$	S\$	S\$	S\$	S\$
INCOME FROM GENERATING FUNDS					
VOLUNTARY INCOME					
Tax exempt donations	164,932	196,105	213,900	176,536	751,473
Non-tax exempt donations	5,584	6,694	195	819	13,292
Grants					
• Care and Share	0	0	0	0	0
• Tote Board Social Service Fund	0	0	91,826	91,826	183,652
• Other grants	52,280	167,974	476	477	221,207
• Subscriptions	7,315	0	0	0	7,315
	230,111	370,773	306,397	269,658	1,176,939
ACTIVITIES FOR GENERATING FUNDS					
Fund raising activities					
• World Ball event (tax exempt donations)	5,000	0	0	0	5,000
• Love Ball event (tax exempt donations)	288,360	0	0	0	288,360
• Love Ball event (non-tax exempt donations)	67,789	0	0	0	67,789
Activities income	0	1,600	0	0	1,600
Counselling / training contribution	0	198,123	26,857	6,620	231,600
	361,149	199,723	26,857	6,620	594,349
OTHER INCOME					
Interest on fixed deposits	25,503	0	0	0	25,503
Wages credit scheme	7,495	0	0	0	7,495
Other income	8,433	3,051	0	0	11,484
	41,431	3,051	0	0	44,482
TOTAL INCOME	632,691	573,547	333,254	276,278	1,815,770

2017 (CONT'D)

	UNRESTRICTED FUNDS	RESTRICTED FUNDS			TOTAL UNRESTRICTED AND RESTRICTED FUNDS
	ACCUMULATED FUNDS	PROJECT FUNDS	SUPPORT SERVICES (HELPLINE)	SEXUAL ASSAULT CARE CENTRE	
	S\$	S\$	S\$	S\$	S\$
LESS: EXPENDITURE					
Audit fees	1,470	490	1,470	1,470	4,900
Bank charges	5,316	720	236	247	6,519
Care and Share disbursement	0	61,067	40,555	12,619	114,241
Counselling	0	0	19,860	9,450	29,310
Depreciation of property, plant and equipment	621	47,174	0	0	47,795
Entertainment	1,476	2,383	315	0	4,174
General consultancy	2,450	5,200	2,524	2,450	12,624
General expenses	1,161	1,919	155	211	3,446
General meeting	271	91	271	271	904
Honorarium	0	16,600	0	0	16,600
Insurance	782	275	914	782	2,753
Intern allowance	990	9,040	2,030	470	12,530
IT and computer expenses	2,017	181	0	45	2,243
Library	291	15	0	0	306
Marketing and publicity	404	1,338	1,164	201	3,107
Medical fees	410	1,021	1,167	523	3,121
Membership and subscription	38	15	60	38	151
Office operating expenses	8,662	4,632	11,138	11,101	35,533
Other activities operating expenses	2,466	314,905	34	88	317,493
Refreshment	995	2,299	913	575	4,782
Rental of HDB and equipment	4,050	1,874	4,220	4,049	14,193
Staff insurance	1,297	1,551	1,618	1,696	6,162
Staff salaries, bonus and CPF	106,671	561,368	288,744	174,847	1,131,630
Staff welfare	520	407	74	377	1,378
Training and development fees	0	8,145	10	0	8,155
BALANCE C/F	142,358	1,042,710	377,472	221,510	1,784,050

2017 (CONT'D)

	UNRESTRICTED FUNDS	RESTRICTED FUNDS			TOTAL UNRESTRICTED AND RESTRICTED FUNDS
	ACCUMULATED FUNDS	PROJECT FUNDS	SUPPORT SERVICES (HELPLINE)	SEXUAL ASSAULT CARE CENTRE	
	S\$	S\$	S\$	S\$	S\$
LESS: EXPENDITURE (CONT'D)					
Balance b/f	142,358	1,042,710	377,472	221,510	1,784,050
Transportation and travel	529	12,861	707	843	14,940
Volunteer operating expenses	1,155	0	493	0	1,648
Love Ball 2017 expenses	95,580	0	0	0	95,580
TOTAL EXPENDITURE	239,622	1,055,571	378,672	222,353	1,896,218
SURPLUS / (DEFICIT) FOR THE YEAR	393,069	(482,024)	(45,418)	53,925	(80,448)

MANAGEMENT NOTE

The cash amount for FY2017 declined by \$1,345,808 primarily because we placed more of our funds in fixed deposits which increased correspondingly by \$1,266,514 in FY2017. The total cash and cash equivalent has remained fairly consistent over the period.

The net income for FY 2017 was - \$80,448, compared to a net income of \$685,687 for FY2016. This difference was largely due to the following factors:

- A delay in payment of Care and Share funds claimed of about \$250,000 submitted in June 2017. AWARE will be submitting a further claim of about \$180,000 in 2018 to claim for expenses incurred for Care and Share projects for the second half of 2017.
- Additional payments of about \$295,000 to its partner charity, Daughters of Tomorrow, for projects relating to economic empowerment for lower income women, namely Building Dreams project, Eldercare Programme funded by JP Morgan and Living on the Edge poverty sensitization workshops
- Increase in staff salaries due to adjustment of salary scale (approximately 5.5% increase) in accordance with NCSS Salary Guidelines and increase in headcount for Support Services, Sexual Assault Care Centre and Catalyse Consulting.

Catalyse Consulting, the corporate training and consultancy arm of AWARE, increased its revenue by \$141,000 compared to FY2016.

2016 INCOME

	UNRESTRICTED FUNDS	RESTRICTED FUNDS				TOTAL UNRESTRICTED AND RESTRICTED FUNDS
	ACCUMULATED FUNDS	PROJECT FUNDS	IN MEMORY OF JAGRAJ VERMA FUND	SUPPORT SERVICES (HELPLINE)	SEXUAL ASSAULT CARE CENTRE	
	S\$	S\$	S\$	S\$	S\$	S\$
INCOME FROM GENERATING FUNDS						
VOLUNTARY INCOME						
Tax exempt donations	114,275	251,678	0	65,650	147,873	579,476
Non-tax exempt donations	5,326	7,974	0	110	400	13,810
Grants						
• Care and Share	0	541,479	0	39,186	4,476	585,141
• Tote Board Social Service Fund	0	0	0	89,238	89,238	178,476
• Other grants	3,820	224,686	0	10,000	47,000	285,506
• Subscriptions	12,150	0	0	0	0	12,150
	135,571	1,025,817	0	204,184	288,987	1,654,559
ACTIVITIES FOR GENERATING FUNDS						
Fund raising activities						
• World Ball event (tax exempt donations)	322,170	0	0	0	0	322,170
• World Ball event (non-tax exempt donations)	45,576	0	0	0	0	45,576
Activities income	0	7,083	0	180	0	7,263
Counselling / training contribution	400	55,865	0	18,850	5,704	80,819
	368,146	62,948	0	19,030	5,704	455,828
OTHER INCOME						
Interest on fixed deposits	17,331	0	0	0	0	17,331
Wages credit scheme	30,771	0	0	0	0	30,771
Other income	23,246	0	0	0	0	23,246
	71,348	0	0	0	0	71,348
TOTAL INCOME	575,065	1,088,765	0	223,214	294,691	2,181,735

2016 (CONT'D)

	UNRESTRICTED FUNDS	RESTRICTED FUNDS				TOTAL UNRESTRICTED AND RESTRICTED FUNDS
	ACCUMULATED FUNDS	PROJECT FUNDS	IN MEMORY OF JAGRAJ VERMA FUND	SUPPORT SERVICES (HELPLINE)	SEXUAL ASSAULT CARE CENTRE	
	S\$	S\$	S\$	S\$	S\$	S\$
LESS: EXPENDITURE						
Audit fees	1,225	490	0	1,960	1,225	4,900
Advertising fees	0	100	0	0	0	100
Bank charges	7,407	577	0	670	407	9,061
Care and Share disbursement	859	48,823	0	39,185	4,476	93,343
Counselling	0	0	0	20,940	10,110	31,050
Depreciation of property, plant and equipment	1,691	47,174	0	0	0	48,865
Entertainment	1,178	503	0	103	86	1,870
General consultancy	2,162	11,763	0	1,603	1,002	16,530
General expenses	403	109	0	48	22	582
General meeting	404	161	0	646	404	1,615
Honorarium	0	3,800	400	0	0	4,200
Insurance	521	209	0	835	522	2,087
Intern allowance	1,765	6,145	0	1,660	1,490	11,060
IT and computer expenses	3,382	9,826	0	1,733	1,066	16,007
Library	0	336	0	0	27	363
Marketing and publicity	0	20,075	0	0	1,604	21,679
Medical fees	241	1,067	0	735	418	2,461
Membership and subscription	131	53	0	210	131	525
Merchandise	0	0	0	0	0	0
Office operating expenses	10,246	4,731	0	10,038	9,570	34,585
Other activities operating expenses	3,684	42,567	0	0	0	46,251
Refreshment	935	3,698	0	1,729	661	7,023
Rental of HDB and equipment	3,422	2,439	0	5,475	3,422	14,758
Staff insurance	1,494	1,086	0	2,055	1,677	6,312
Staff salaries, bonus and CPF	109,969	474,979	0	210,925	203,509	999,382
Staff welfare	125	377	0	177	45	724
Training and development fees	0	13,258	0	70	150	13,478
BALANCE C/F	151,244	694,346	400	300,797	242,024	1,388,811

2016 (CONT'D)

	UNRESTRICTED FUNDS	RESTRICTED FUNDS				TOTAL UNRESTRICTED AND RESTRICTED FUNDS
	ACCUMULATED FUNDS	PROJECT FUNDS	IN MEMORY OF JAGRAJ VERMA FUND	SUPPORT SERVICES (HELPLINE)	SEXUAL ASSAULT CARE CENTRE	
	S\$	S\$	S\$	S\$	S\$	S\$
Balance b/f	151,244	694,346	400	300,797	242,024	1,388,811
Transportation and travel	580	13,151	0	596	902	15,229
Volunteer operating expenses	757	77	0	516	0	1,350
World Ball 2016 expenses	90,658	0	0	0	0	90,658
TOTAL EXPENDITURE	243,239	707,574	400	301,909	242,926	1,496,048
SURPLUS / (DEFICIT) FOR THE YEAR	331,826	381,191	(400)	(78,695)	51,765	685,687

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2017

	NOTE	2017 S\$	2016 S\$
ASSETS			
Current assets			
Cash and cash equivalents	5	1,626,379	2,972,187
Fixed deposits	6	1,966,514	700,000
Other receivables	7	58,950	6,010
		3,651,843	3,678,197
Non-current asset			
Property, plant and equipment	8	97,714	145,509
TOTAL ASSETS		3,749,557	3,823,706
LIABILITIES AND ACCUMULATED FUNDS			
Current liabilities			
Accruals	9	60,412	54,113
TOTAL LIABILITIES		60,412	54,113
Funds			
Unrestricted funds			
Accumulated funds	10	2,165,381	1,911,304
Restricted funds			
Project funds	10	483,365	1,010,681
In memory of Jagraj Verma fund	10	4,571	4,571
Support Services (Helpline)	10	555,930	429,684
Sexual Assault Care Centre	10	479,898	413,353
		1,523,764	1,858,289
TOTAL FUNDS		3,689,145	3,769,593
TOTAL LIABILITIES AND ACCUMULATED FUNDS		3,749,557	3,823,706

STATEMENT OF CHANGES IN FUNDS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2017

	UNRESTRICTED FUNDS	RESTRICTED FUNDS				TOTAL UNRESTRICTED AND RESTRICTED FUNDS
	ACCUMULATED FUNDS	PROJECT FUNDS	IN MEMORY OF JAGRAJ VERMA FUND	SUPPORT SERVICES (HELPLINE)	SEXUAL ASSAULT CARE CENTRE	
	S\$	S\$	S\$	S\$	S\$	S\$
Balance at 1 January 2016	1,390,688	818,280	4,971	508,379	361,588	3,083,906
Surplus/(deficit) for the year	331,826	381,191	(400)	(78,695)	51,765	685,687
Transfers from/(to)	188,790	(188,790)	0	0	0	0
Balance at 31 December 2016	1,911,304	1,010,681	4,571	429,684	413,353	3,769,593
Surplus/(deficit) for the year	393,069	(482,024)	0	(45,418)	53,925	(80,448)
Transfers from/(to)	(138,992)	(45,292)	0	171,664	12,620	0
Balance at 31 December 2017	2,165,381	483,365	4,571	555,930	479,898	3,689,145

PROJECT FUNDS

2017	BALANCE AT BEGINNING OF YEAR	INCOME	EXPENDITURE	TRANSFERS (FROM)/TO	BALANCE AT END OF YEAR
	S\$	S\$	S\$	S\$	S\$
A Single Love Project (SIL)	48,099	0	(48,099)	0	0
Building Dreams	215,829	49,138	(210,220)	0	54,747
Catalyse Consulting	6,304	201,257	(153,792)	2,739	56,508
Care and Share	378,102	0	(257,144)	(79,555)	41,403
CEDAW	0	0	(9,795)	9,795	0
JP Morgan Eldercare Project	136,967	136,986	(141,553)	0	132,400
Lee Foundation (Research)	52,037	102,539	(110,737)	8,315	52,154
SELF	15,000	0	0	0	15,000
Support Group	24,853	36,777	(28,666)	5,107	38,071
Gender Equality is our Culture Project	(30,034)	30,034	0	0	0
We Can	163,524	16,816	(95,565)	8,307	93,082
TOTAL FUNDS	1,010,681	573,547	(1,055,571)	(45,292)	483,365

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

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 March 2016 to 31 Aug 2018
Unique Entity Number	S85SS0089B	1 January 2009

BOARD	Refer to Page 40
AUDITORS	Suhaimi Salleh & Associates

REVIEW

STAFFING

Staff are recruited locally. See Page 41.

Remuneration of Top Executives above \$100,000 remuneration band (including CPF and bonus): 1

REMUNERATION OF BOARD MEMBERS

No board member has received any remuneration for their board services in 2017.

RESERVES POLICY

Our reserves position:

	CURRENT YEAR (\$)	PREVIOUS YEAR (\$)	PER CENT INCREASE / (DECREASE)
Unrestricted Funds	2,173	1,911	13.71%
Restricted / Designated Funds:	1,516	1,858	(18.41)%
Total Funds ¹	3,689	3,769	(2.12)%
Annual Operating Expenditure	1,896	1,496	26.74%
Ratio of Funds to Annual Operating Expenditure²	1.95	2.52	(22.6%)

¹ Total funds include unrestricted, restricted and designated funds.

² Annual Operating Expenditure includes direct costs and administrative costs.

BOARD GOVERNANCE

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:

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

WHISTLEBLOWING POLICY

AWARE has adopted a whistleblowing policy (publicized on its website) whereby people can report misdemeanours to whistleblowing@aware.org.sg.

CONFLICT OF INTEREST POLICY

AWARE has in place documented procedures for Board Members and staff. Board and staff are required to declare actual or potential conflict and to abstain from participating in decision making and discussions on such matters.

S/N	CODE DESCRIPTION	CODE ID	COMPLIANCE
BOARD GOVERNANCE			
1	Are there Board members holding staff appointments?		No
4	There is a maximum term limit of four consecutive years for the Treasurer position (or equivalent, e.g. Finance Committee Chairman).	1.1.6	Complied
5	There are Board committees (or designated Board members) with documented terms of reference.	1.2.1	Complied
6	The Board meets regularly with a quorum of at least one-third or at least three members, whichever is greater (or as required by the governing instrument).	1.3.1	Complied
CONFLICT OF INTEREST			
7	There are documented procedures for Board members and staff to declare actual or potential conflicts of interest to the Board.	2.1	Complied
8	Board members do not vote or participate in decision-making on matters where they have a conflict of interest.	2.4	Complied
STRATEGIC PLANNING			
9	The Board reviews and approves the vision and mission of the charity. They are documented and communicated to its members and the public.	3.1.1	Complied
10	The Board approves and reviews a strategic plan for the charity to ensure that the activities are in line with its objectives.	3.2.2	Complied
HUMAN RESOURCE MANAGEMENT			
11	The Board approves documented human resource policies for staff.	5.1	Complied
12	There are systems for regular supervision, appraisal and professional development of staff.	5.6	Complied
FINANCIAL MANAGEMENT AND CONTROLS			
13	The Board ensures internal control systems for financial matters are in place with documented procedures.	6.1.2	Complied
14	The Board ensures reviews on the charity's controls, processes, key programmes and events.	6.1.3	Complied
15	The Board approves an annual budget for the charity's plans and regularly monitors its expenditure.	6.2.1	Complied
16	The charity discloses its reserves policy in the annual report.	6.4.1	Complied
17	Does the charity invest its reserves?		No

S/N	CODE DESCRIPTION	CODE ID	COMPLIANCE
FUNDRAISING PRACTICES			
19	Donations collected are properly recorded and promptly deposited by the charity.	7.2.2	Complied
DISCLOSURE AND TRANSPARENCY			
20	The charity makes available to its stakeholders an annual report that includes information on its programmes, activities, audited financial statements, Board members and executive management.	8.1	Complied
21	Are Board members remunerated for their Board services?		No
24	Does the charity employ paid staff?		Yes
25	No staff is involved in setting his or her own remuneration.	2.2	Complied
26	The charity discloses in its annual report the annual remuneration of its three highest paid staff who each receives remuneration exceeding \$100,000, in bands of \$100,000. If none of its top three highest paid staff receives more than \$100,000 in annual remuneration each, the charity discloses this fact.	8.3	Complied
PUBLIC IMAGE			
27	The charity accurately portrays its image to its members, donors and the public.	9.1	Complied

aware

ASSOCIATION OF WOMEN FOR ACTION & RESEARCH

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