



IMPACT REPORT 2023

DEAR FRIENDS OF AWARE,

I am honoured to introduce myself as the new President of AWARE, stepping into this role in April 2024. It is a privilege to lead such a dynamic and impactful organisation dedicated to advancing gender equality and supporting women in Singapore.

Before becoming President, I served as Treasurer for two terms. My career spans various roles in corporations, volunteer organisations, and start-ups, including my current role as Chief Operating Officer of Everychild.sg.

AWARE has been instrumental in advocating for women's rights, significantly contributing to the expansion of paternity leave, the introduction of the Workplace Fairness Act, and amendments to the Women's Charter's definition of 'family violence'.

We have also launched S.P.A.C.E, a new community engagement programme. Our Sexual Assault Care Centre continues to provide dedicated support to survivors, while Catalyse Consulting actively works to foster respectful and inclusive workplace environments.

As we continue to advocate for change, we need your support now more than ever. Whether you become a member, make a donation, or volunteer your time, your contribution is crucial to our mission. Together, we can create a more equitable and inclusive society.

Join us in this journey of transformation.

With gratitude,
Aarathi Arumugam
President (2024-2026)

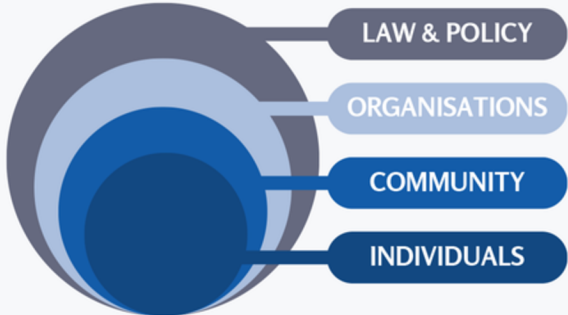


Read our 2023
Annual Report:



2023 IMPACT AT A GLANCE

LEVELS OF IMPACT



STRATEGIC PILLARS

- Research & Advocacy
- Catalyse Consulting
- Community Engagement
- WCC & SACC

POLICY WINS

Change doesn't happen overnight. Recently, AWARE achieved long-sought policy changes we've been advocating for years, including:

Parental Leave	Recently doubled from two to four weeks, but we are pushing for more
Fairer Workplaces	The Workplace Fairness Act and Flexible Work Arrangement Guidelines are big steps for Singapore, but we continue to advocate for better protections
Family Violence	The Women's Charter now includes emotional, psychological and sexual abuse in its definition of "Family Violence"

COMMUNITY ENGAGEMENT: S.P.A.C.E

Our S.P.A.C.E (Support, Partner, and Engagement through Community Engagement) team engages new audiences and empowers change agents through key programmes:

- **Birds & Bees:** Consent education programme, offering workshops for parents, students, and underprivileged children
- **Sexual Assault First Responder Training (SAFRT):** A three-hour educational programme on sexual violence, dispelling rape myths and how to support survivors effectively
- **Feminist Club:** Discussion on topics such as gender violence and racism

WOMEN'S CARE CENTRE

The Women's Helpline (1800-777-5555) is one of the most accessible ways for women in Singapore to receive emotional support. Operating Monday to Friday, it is staffed by dedicated professionals and volunteers who offer non-judgmental, empowerment-focused assistance, and information.

The helpline is trauma- and gender-informed, ensuring sensitive and effective support. Callers may be referred to AWARE's own counselling services and legal clinic, or other resources.

5,000

Total contacts were made, including phone calls, emails, chats, and walk-ins

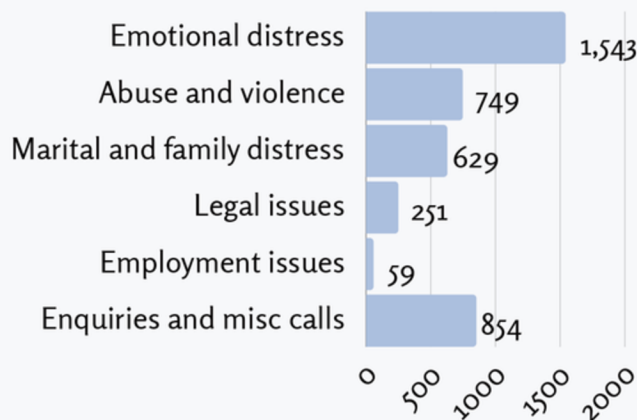
75%

Of callers said they felt supported and understood their options better.

WCC website:



REASONS FOR CALLING THE HELPLINE



WOMEN'S HELPLINE
TALIAN BANTUAN WANITA
பெண்கள் உதவி தொடர்பு எண்
1800-777 5555

婦女援助熱線

CLIENT TESTIMONIAL

I called AWARE's hotline to request counseling arrangements. I assumed they'd just take my details and follow up later. But Shila completely surprised me.

She was incredibly comforting and listened attentively as I shared my concerns.

She even offered emotional support right there on the call. I was speechless; all I could manage was a simple "thank you". It had been a long time since someone truly heard me, let alone understood.

SEXUAL ASSAULT CENTRE CENTRE

SACC website:

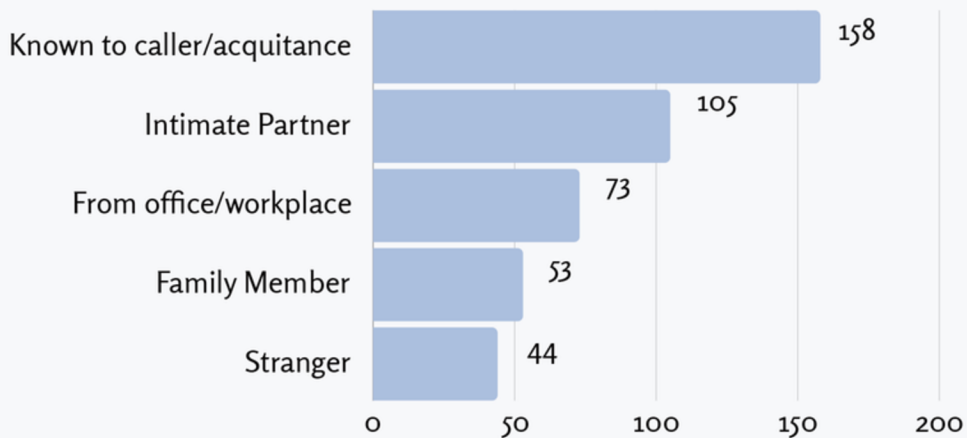


In 2023, SACC provided gender-informed and trauma-informed services to nearly 800 cases. Through the SACC Helpline, chat, and email, our First Response team provides a safe space for survivors to share their experiences and empowers them to make informed decisions about their next steps. Over 90% of clients surveyed reported feeling supported by our services and better informed about their options.

TYPES OF SEXUAL VIOLENCE FACED



RELATIONSHIP TO PERPETRATOR



As part of our mission to provide trauma-informed care, we do not require survivors to identify perpetrators or give details about their experience as a condition for accessing services. Survivors have the choice to share or not share this information with us—while it may help us tailor support better, it is not always necessary.

CATALYSING ORGANISATIONAL EXCELLENCE

Enhancing Impact and Efficiency

Catalyse, the corporate training and consulting arm originally developed by AWARE, has spun off into a successful, separately incorporated social enterprise. All profits generated by Catalyse are directed back to AWARE.

Catalyse empowers organisations to create Respectful, Inclusive, Safe, and Equitable (RISE) workplaces. Their focus areas include:

- Harassment Prevention and Consulting
- Diversity, Equity, and Inclusion Consulting
- Training and Coaching in DEI / Anti-Harassment

In 2023, Catalyse trained over 2,000 employees in Singapore. This year, Catalyse is expanding its services to help organisations investigate complaints of discrimination and harassment and to comply with the Workplace Fairness Act.

To improve your workplace, request a free, no-obligation quote today. Contact them at enquire@catalyse.sg

ONGOING RESEARCH

Coercive Control

We are conducting a research project to understand survivors' experiences of coercive control, its impacts, and available resources. The findings from this research are expected to be released in early 2025 and will advocate for better support for survivors who have experienced such violence.

Transnational Families

We launched a research project to understand the needs, challenges, goals, and aspirations of transnational families. Our detailed findings will be published in a research report, which is expected later in 2024 /early 2025.

GET IN TOUCH

Donate to AWARE



<https://www.aware.org.sg/register/donate-now/>

Volunteer with us



<https://www.aware.org.sg/volunteer-centre/>

Be a member



<https://www.aware.org.sg/register/membership/>

IN CASE YOU MISSED IT: AWARE AT THE UN



AWARE's Executive Director, Corinna Lim, was one of the speakers representing Singapore NGOs at this year's CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women) session on May 13, 2024. You can re-watch the address on our [Instagram page](#) (@awaresingapore).

Corinna highlighted the challenges faced by unwed single parents and called for the Singapore government to “remove the repugnant concept of illegitimacy from Singapore law”. She also spoke about the vulnerability and marginalisation of migrant spouses due to their insecure immigration status and the ongoing risk of separation from their families.

Taking into account the representations from the Singapore Government and NGOs, the CEDAW Committee has issued recommendations on steps the Government should take to reduce gender discrimination in Singapore.

LOOKING AHEAD

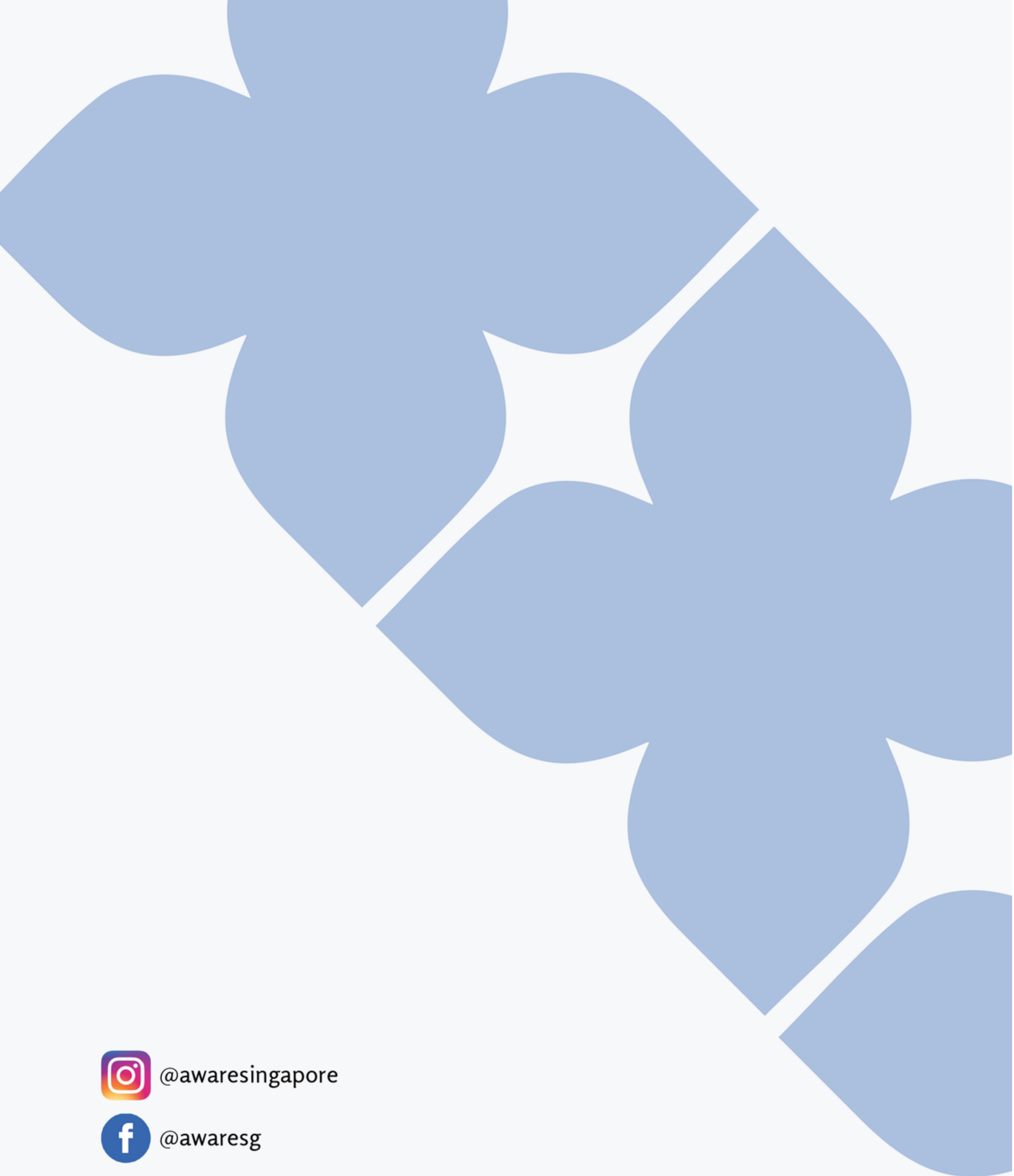
We're thrilled to announce **AWARE's 2024 Annual Ball** on Saturday, 7 September, at The Ritz-Carlton, Millenia Singapore. Join us for an unforgettable evening as we ask: what will be your power play?

This year, we're upping the ante with double the stakes and revelry.

Our supreme hosts, Pam Oei and Siti K, will lead the charge, joined by crowd favourite Chestnuts, who will capture and spoof existing power structures that contribute to gender inequality. Become a sponsor or buy your tickets today to support our mission and celebrate our achievements together. To learn more, please email booking@aware.org.sg or visit aware.org.sg



The **Sexual Assault First Responder Training** helps familiarise participants with trauma reactions and symptoms to better support a survivor's well-being. Please check out our [events page](#) (tinyurl.com/aware-events) for upcoming sessions.



@awaresingapore



@awaresg



@awaresingapore

aware 

aware.org.sg