



SINGAPORE COUNCIL OF WOMEN'S ORGANISATIONS

Term Report

14th SCWO Board

President	Wee Wan Joo
1st Vice President	Ann Tan
2nd Vice President	Arfat Selvam (resigned in January 2007)
3rd Vice President	Woo Choon Mei
Honorary Treasurer	Chan Jer Luang
Assistant Honorary Treasurer	Irene Boey
Honorary General Secretary	Junie Foo
Assistant Honorary General Secretary	Tan Joo Hymn
Board Members	Mariam Alias
	Premala Gopalakrishnakone
	Kueh Fah Lee
	Rosemary Khoo (resigned in August 2007)
	Ann Phua
	Elsie Teo
	Jennie Yeo
	Brenda Goh (co-opted in August 2007)
Immediate Past President	Tisa Ng

PRESIDENT'S REPORT

It has been a wonderful two years serving as President of the Singapore Council Of Women's Organisations along with my 14th SCWO Board members.

In our path to serve our main mission, which is to function as the national coordinating body for women organisations in Singapore and working towards empowering women in Singapore, we adopted a focussed strategy of capacity building – nurturing volunteers, tightening the secretariat, raising funds, donor management and improving the facilities at the centre.

The Board members and I had two very busy years and it gives me great pleasure to report on our activities for the past year from June 2007 – June 2008.

1. Term Highlight

1.1 International Women's Day 2008 – Women : Engines of Growth

Women: Engines of Growth was selected as the theme for International Women's Day 2008. There is no denying that women are now playing a more prominent role and are key actors in the economy – as employees, employers, leaders, directors, business owners, consumers and professionals. Statistics indicate that there are more women joining the labour force, leaping into managerial, professional and director positions, controlling their own finances and making decisions of their own, family and work purchases.

To celebrate these achievements SCWO held two events – Power Lunch and In-Gear Party.

1.1.1 Power Lunch

The event was sold out due to the list of speakers and panelists. The panelists and speakers spoke about issues covering topics from breaking into the old boy's club to finding the right balance between work and life.

We were honoured to have Mrs S R Nathan, Patron of SCWO as our Guest-Of-Honour and Mrs Yu-Foo Yee Shoon, Minister of State for MCYS as our special guest. The keynote speaker for the event was Mrs Lim Hwee Hua, Minister of State for Finance and Transport.

Panel 1: Women Leaders – Making Your Way to the Top

Ms Lim Soo Hoon, Public Service Sector, Permanent Secretary of the Public Service Division (Prime Minister's Office)

Ms Jeanette Wong, CFO, DBS Bank

Ms Engelin Teh, Engelin Teh Practice LLC

Dr Ann Tan, Clinical Director, Women and Fetal Centre

Moderated by Mrs Arfat Selvam

Speaker: US Ambassador Patricia Herbold

Panel 2: Breaking into the Old Boy's Club

Ms Melissa Hyak, Media Sector, Channel News Asia's Anchor for East Asia Tonight

Ms Annabel Pennefather-Dillon, Director and a key member of Active Rights

Management Asia Pte Ltd

Ms Vanessa Ess, Silkair Pilot

Ms Rita Louis, Engineer

Moderated by Dr. Sarah Mavrillac

1.1.2 In-Gear Party

The In-Gear party provided a platform for women of all background, age and race to come together to celebrate International Women's Day. The party was held at Bar CoCoon, Forbidden City by IndoChine. They had sponsored the venue and prepared special cocktails for IWD. This party was attended by 400 women and men who were entertained by talented women performers, musicians and deejays. It was not just a platform to showcase the talents of women but also to celebrate women.

1.2 Fundraising

To replenish our pool of resources, maintain our different programmes such as Women's Register and Star Shelter and in light of the plans and programmes for the coming years we drew up a plan to actively raise funds. Encompassed in our strategy was also to create a self-sustaining means of generating revenue from maximising function room rentals and New2U sales. Details of the strategies implemented described in Section 6. We managed to raise an approximate \$200,000 from rental income and New2U shop.

We initiated a donor management programme not only to receive continued support but also to report on the use and progress of the funds. Thanks to our member organisation such as Association of Women's Doctors who contributed half of their proceeds from their Charity Gala Dinner to the Star Shelter.

By implementing these strategies we managed to raise \$250,000 from kind donors such as Lee Foundation. Kwan Im Thong Hood Cho Temple and Tan Foundation.

1.3 Volunteerism

We are ever thankful to our volunteers as without them we would not have a New2U shop or an IT Hub. Both are run entirely by volunteers. We also have volunteers from companies such as Body Shop, who has annually without fail sent their staff down to assist us and also to individuals who helped us out such as handyman Henry, computer Sam and others.

To celebrate them we held an event on 18th October 2007. Singapore Jewel Fest hosted our volunteers appreciation party at the Singapore Jewel Fest held in Ngee Ann City. Volunteers were entertained with a harpist performance and were awarded with token of appreciation for their contribution to SCWO.

1.4 CEDAW

1.4.1 Presentation of CEDAW Shadow Report at UN

Following the CEDAW workshop jointly organised with MCYS in May 2007 SCWO prepared a shadow report approved by its member organisations to be presented at UN in July 2007. Tisa Ng and Wee Wan Joo represented SCWO along with Ms Brema Mathi, AWARE presented the shadow reports in response to the state's report of the status of women in Singapore in New York.

1.4.2 Post-CEDAW Workshop

Upon return from the session at the UN both AWARE and SCWO held a joint session to brief member organisations of the importance of understanding and implementing CEDAW in our organisation's mission as CEDAW works toward the improving the status of women in Singapore. We also briefed member organisations of the response from the CEDAW committee of the state's report and how we can work together on the next shadow report and implementing CEDAW.

1.5 Minister Balakrishnan Visit to SCWO

On 9th April 2008 by invitation from the board of SCWO, Minister Balakrishnan, Minister of MCYS along with Minister of State for MCYS, Mrs Yu-Foo Yee Shoon and representative from MCYS visited SCWO. The visit was fruitful as SCWO shared concerns pertaining to women such as maternity leave, work life balance and issues of women at the shelter with the Minister and his team. We also discussed the implementation of CEDAW. The Minister and his team then proceeded on a tour of SCWO.

2. Events

2.1 Pink Paddlers Screening

SCWO organised a screening of the documentary *Pink Paddlers* to increase awareness about Breast Cancer and the inner strength women possess. Directed by Jasmine Ng and produced by Suzette Cody of Green Mango Productions, *Pink Paddlers* is a one-hour documentary film about the women-warrior spirit of local breast cancer survivors from the Breast Cancer Foundation, who compete in the increasingly popular team sport of dragon boat racing. 40 people attended the event and were moved by the documentary. A lively and in-depth discussion followed the screening of the documentary.

2.2 Conversations With Uncommon Women

In partnership with Standard Chartered Bank, 'Conversations with Uncommon Women' features women who have pursued less common pathways to success in their lives and have interesting and inspiring stories to tell of their endeavours. This term we heard Ms Sylvia Lim – NMP and Chairperson of the Worker's Party, Mrs Lim Hwee Hua – Minister of State for Transport and Finance, and Ms Chng Seok Tin – Visually-Challenged Artist, inspired an average of 60 audience per session. The last speaker of this series will be Ms Irene Ang – Performance artist and Founder of Fly Entertainment, to be held on June 26th 2008. Based on feedback received from the audience many were awed and learnt from the speakers how to better manage time, ways to play an active role in society and not to let obstacles deter one from reaching ones goals and dreams.

2.3 Association of Women's Doctors Gala Dinner

On the 23rd of August 2007 Association of Women's Doctors (AWDS) held a fundraising event in which half of the proceeds were directed to the Star Shelter. The evening gala dinner was held at Sentosa and was well attended by not only doctors but celebrities. The Guest-Of-Honour for that evening was Minister Balakrishnan. The doctors raised \$70,000 for Star Shelter.

2.4 “Perfect the Way I Am”

On 23rd November SCWO organised “Perfect the Way I Am” workshop. The workshop was sponsored by Youth Changemakers – under the National Youth Council, and the Youth Health Promotion Grant – by the Health Promotion Board. The objectives of the workshop were to raise awareness towards eating disorders and to advocate self love in young women.

The workshop featured a series of speakers: Dr Ann Marie Lew [Head of Counseling at NUS’s counseling center], Evelyn Boon [Principal Psychologist at SGH], Lim Yiew [Survivor of an eating disorder], and Charmaine Chee [counselor from Hope Center]. The segments were: The Media & the Female Beauty Ideal, Eating Disorders, Recovering from an eating disorder, Self-love, and several activities.

Activities were facilitated by Cherie Lim [used to be part of Bodytalk programme by Dove] and 4 NUS girls [as part of their community service project]. These included Body Typing – how to dress right for your body type, Ideal Man & Woman – to show how everyone’s idea of beauty is different, How much You’re Worth – giving a price to a part of your body to show how much you’re worth, etc.

A follow-up workshop was carried by a group of 4 boys from Hwa Chong Junior College on 26th of April which featured different speakers.

2.5 Presidents’ Lunch

To foster friendly relationships and provide a platform for networking, and to update member organisations on activities and services, SCWO annually hosts Presidents’ Lunches. As a resource for gathering and disseminating information, the Presidents’ lunches have been an effective way of engaging leaders of SCWO member organisations.

2.6 Member’s/Volunteer’s Night

We held two member and volunteer appreciation nights. The evening was hosted by us at our premises. The turn-out was more than expected. Whilst guests were entertained with performances put together by the different committees they also feasted on barbecued food. The evening got together board members, members of member organisations and volunteers together.

3. Visits

3.1 Nam Dinh Women’s Union and Provincial Authorities

At the request of Nam Dinh Women's Union we hosted a visit of their representatives and delegation. Fazlin Abdullah did a presentation on SCWO to the guests, followed by a discussion.

The objective was for SCWO & the delegates:

1. To discuss opportunities for co-operation between Singapore women's organisations and Nam Dinh Women's Union
2. To learn and exchange experience on:
 - a) Women's roles in urban development: environmental protection, housing for the low-income people, enhancing public awareness in urban development
 - b) Women and economic development.

3.2 National Agriculture Cooperative Federation of South Korea

Visit by a group from the National Agricultural Cooperative Federation of South Korea. Their areas of services include Banking, Insurance, Agriculture and Welfare services in Education, Family Services, Medical Support etc. The group visiting Singapore is under an annual study program on Women's Welfare. The objective for this enrichment trip was for the delegates to further look into areas that can be done to improve the welfare services for the well being of the general public.

3.3 Visit by Mdm Salma Dawood Jabou

At the request of Ministry of Foreign Affairs and Singapore International Foundation we hosted Mdm Salma Dawood Jabou, wife of Iraqi Deputy Minister of Policy Planning & advisor to the Iraqi President Jalal Talabani on Women's Affairs. The objective of the visit was to share each country's gender-related issues and what is being done.

3.4 Visit by Nigerian Senator, Daisy Danjuma

Visit by Nigerian Senator, Daisy Danjuma, of the Senate of the Federal Republic of Nigeria and Chairman, Senate Committee on Women Affairs & Youth Development. She is actively involved in women's rights issues in her home country. The objective for this visit was for the delegates to learn more about SCWO and what is being done for the women in Singapore.

4. External Partners

4.1 MCYS Women's Desk

During the past year we had quarterly meetings with MCYS to facilitate communication on policy issues, local and regional matters, as well as provide updates and share information on women-related programmes and activities organised. SCWO collaborated in, and supported many of MCYS' projects and initiatives, including participation in closed-door discussion on CEDAW recommendations and advice on the Women's Register. We would like to express our thanks to MCYS Women's Desk for their support, and funding of various SCWO's activities and programmes.

4.2 NCSS

SCWO has been supporting NCSS efforts to build an active civil society. We provided NCSS with feedback on good governance whilst adhering closely to NCSS guides on good fundraising practices and basic governance responsibilities of VWOs. The NCSS has provided support for the SCWO, in particular in funding support for WINGS. Staff has also been attending training sessions held at NCSS.

4.3 NVPC

NVPC has recently approved a grant for Women's Register subject to stringent conditions. MCYS Women's Desk was instrumental in linking us to NVPC for the funding of the Women's Register.

5. INTERNATIONAL LIAISON

5.1 APEC WLN

The Women Leaders' Network is a flexible network of women that is affiliated with APEC. It has been held each year for the last 12 years since its inception in 1996. Its members are composed of the private sectors, academia, government and civil society. The purpose of WLN is to seek ways and develop strategies so that women's concerns are heard, their aspirations considered, and their involvement firmly established when decisions and policies are made within APEC.

In June 2007, Junie Foo, Hon. General Secretary and Wee Wan Joo, President of SCWO attended the APEC WLN at Port Douglas. The 12th APEC WLN focused on business, trading, technology and global changes from a woman's perspective.. This event was hosted by the Honourable Education Minister and minister assisting the PM in women's affairs, Julie Bishop.

In May 2008, the overall mission of the 13th meeting was to encourage and empower women in dynamic economic activities. SCWO was represented by Junie Foo. Over the course of three days (May 11th 12th to May 14th) in Arequipa, Peru, the delegates sought to

- a) Identify the key topics that affect businesswomen and to highlight their contributions to the economy.
- b) Establish solutions for the challenges that businesswomen face vis a vis the economy, free trade and globalization.
- c) Give opportunities to the women leaders to share experiences and have a better access to the markets.

The next WLN meeting will be held in August 2009 in Singapore.

5.2 Southeast Asia Meeting on National Women's Human Rights Implementation

SCWO's General Manager, Fazlin Abdullah attended the workshop in Jakarta. The workshop's aim was to educate and create a network among ASEAN countries for the implementation of CEDAW. Countries presented reports on the status of women in their respective countries and what lessons can be learnt in how each country tackled reservations by state and also how the implementation of the different articles of CEDAW.

5.3 ASEAN Confederation of Women Organisations (ACWO)

From 4th – 7th November 2007 Wee Wan Joo and Fazlin Abdullah attended the Executive Committee meeting of ACWO in Chiang Mai. Following the board meeting both attended the ASEAN Committee of Women (ACW) meeting. The meeting was to update member organisations of the events and the focus of ASEAN with regards to women's issues.

5.4 International Council of Women (ICW)

Wee Wan Joo, President and Woo Choon Mei, 3rd Vice-President attended the 120th Anniversary of the International Council of Women, ICW-Asia Pacific Regional Council Meeting and ICW-CIF Executive Meeting held at Jakarta from 5th-7th April 2008. The theme for the meeting was: The Challenge of Achieving Gender Equality.

At the close of the meeting on 7th April, the delegates agreed that the following areas need further action:

- a. that Governments are failing in their commitment through the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and other UN instruments to implement fully gender equality.
- b. ICW-CIF demands that the culture of silence on all forms of violence against women and children be broken and more pressure be put on governments to stop trafficking of women and children. And that all Governments fully implement CEDAW and sign the Optional Protocol. And ICW-CIF urges all its national councils to support and promote the UN Secretary-General's special campaign to stop violence against women.
- c. there were deep concern that there has been minimal progress on gender architecture reform at the United Nations. And, the financing for gender issues is considered too limited to be effective. NGOs under the umbrella of ICW-CIF fully support the need for change.
- d. on the subject of Climate Change, ICW-CIF recognise the powerful role of women as agents for change. It was agreed that an ICW-CIF toolkit for community education should be developed. Carbon Credits gained through the efforts of women should be directed to fund gender equality programmes.
- e. the need for much wider consultation with women especially at the local community level in the design of community rebuilding following natural disasters and conflict situations. And the call for training in survival skills, gender analysis for all environmental policies, and development of early warning systems that address specific requirements for evacuation of women and children.

It is also felt that it is important to encourage men at every level, community to global, to join with women to achieve full gender equality, as a pre-requisite for human rights and peace.

5.5 ASEAN High Level Meeting on Good Practices in CEDAW Reporting and Follow Up

The ASEAN High Level meeting jointly organised by The Lao National Commission for the Advancement of Women (Lao NCAW) and the Association of Southeast Asian Nations (ASEAN) supported by United Nations Development Fund For Women (UNIFEM) was attended by Wee Wan Joo upon the invitation of MCYS Women's Desk. The meeting was held on 14-15 January 2008, in Vientiane, Lao PDR.

The purposes of the meeting was:

- a. To share knowledge of successful strategies and lessons learned among ASEAN member countries on the CEDAW reporting process and the follow up on the Concluding Comments.

b. To promote a multi-sectoral collaborative process within governments for CEDAW reporting and follow up. In the longer terms, the meeting aims to promote ASEAN partnerships and cooperation towards the effective implementation of CEDAW through a better understanding of the mechanisms that facilitate effective monitoring and reporting.

6. On-Going Programmes and Services

6.1 Star Shelter

The Star Shelter is a crisis shelter for women who are victims of domestic violence. The Shelter provides temporary accommodation as well as other in-house services to help these women tide over their initial crisis. The mission of the Shelter is to be a place of refuge and solace to women in crisis while they work through their problems becoming more resourceful and independent.

A total of 76 women and children stayed in the Shelter from the period of June 2006 to May 2007 with an average of 19 residents per month. 75% are Singaporeans and 16% are permanent residents while the remaining 8% are from Malaysia, Indonesia, India, China and The Philippines. Of these residents, 50% are Chinese, 33% Indians, 12% Malays and 4% other races. The two main reasons for their stay here are family violence and homelessness.

During their stay at the shelter, a host of in-house services are provided for them. Counselling and casework management is provided for all of them. At this crisis stage, the residents require a lot of emotional support. The counselor accompanies them to the family court, hospitals, police, law firms, Immigration and Checkpoint Authority and Housing and Development Board. Networking and liaison with other community partners like the family service centres, Ministry of Community Development, Youth and Sports are regular.

Corporate partnership and volunteers are an essential part of the Shelter. Community partners like The Body Shop, Pret-A-Manger, Food from the Heart give out of their generosity as well as their hearts. The Body Shop volunteered their staff to repaint and gave presents for the residents while Pret-A-Manger and Food from the Heart donated sandwiches and pastries three to four times a week!

6.2 The Women's Initiative for Ageing Successfully (WINGS)

WINGS is an initiative set up by the SCWO and Tsao Foundation. This project has created a drop-in education, referral and counselling centre especially for women aged 40 years and beyond.

As was planned the moment WINGS found stability and success in its operations it would be independent of SCWO. We are proud and glad to report that WINGS registered Society of WINGS with Registrar of Societies on January 2008 and is now a member of SCWO.

6.3 Women's Register

Women's Register (WR) is a secure on-line database of women who would like to be appointed in leadership positions in the public, private and non-profit sectors.

As at June 2008, the Women's Register (WR) has gathered 360 women leaders from across various industries. These women leaders were recruited via 3 main channels - road shows and offsite events, referrals and e-invitations. The register has also 29 user organisations, of which 79% are Non-Profit Organisations.

The reach of the register has reached 9,929 individuals to-date. This figure includes the website hits of 1,682 from June 2007 to May 2008. Total amount of funds raised from registration fees are S\$2,875 and NVPC has disbursed a total of S\$50,000 in 2 disbursements to WR as at April 2008. The full grant amount for WR is S\$94,000. WR has organised/ co-organised 16 events from July 2007 to June 2008 and has participated in 14 other events with partners and SCWO member organisations.

WR has a number of institutional partners that offer complimentary seats and discounts for their courses and workshops. These partners are the Singapore Institute of Management (SIM), Cornell Learning Group, Self Leadership International, Partners Conference and the Asia Business Forum. WR is also negotiating with INSEAD for future partnership.

To profile the WR women leaders, data was retrieved and internally classified to categorise them according to age, education level, industry and occupations. The data shows that in terms of age, 33% are in their 40s, 29% are in their 30s, 22% in their 50s and 8% in their 60s. In terms of education level, 33% possess a degree. 26% are master degree holders while 14% have at least GCE 'A' levels or a diploma. There is also 3% who hold PhDs.

In terms of seniority in their organisations, the top 5 most common positions held are "Director", "Manager", "Executive", "Consultant" and "Teacher/ Trainer". While WR's women leaders come from a very diverse range of industries, the top 5 professions hail from education, medical, finance, non-profit and media and marketing.

In order to better profile the WR women leaders for future reporting, additional information fields i.e. "Highest Education" as a dropdown list, "Industry" and "Profession" as free text fields have been added to the online registration form.

The WR website has been revamped to reflect a more contemporary look and feel. Changes have been made to the banner and WR logo and this has been adopted for the new brochure, name card and monthly e-newsletter. In addition, there is new terminology in addressing "Individual Member" and "Corporate Member". All individual members are now referred to as "Women Leaders" and corporate members are referred to as "Users". This is because there is a new sign-up facility that has been added to existing structure that allows pay-per-search function i.e. users, either organisations or individuals, pay S\$10 to search the database for 30 minutes.

The pricing structure has also been revised to facilitate recruitment. A woman leader now pays S\$10 as a registration fee to sign up for a lifetime membership as opposed to S\$110 (S\$10 for registration; S\$100 for annual membership) previously. Non-profit organisations pay S\$20 (S\$10 for registration; S\$10 annual fee) and for-profit organisations, they pay S\$200 (S\$200 annual fee; registration waived).

Publicity-wise, WR has contributed an article for the Singapore Institute of Directors (SID). This article has been featured in their official newsletter, "The Directors' Bulletin". Mrs Yu-Foo Yee Shoon has also helped publicise WR through her speeches at events. This has resulted in WR being mentioned in Today online and Channelnewsasia. WR's chairperson, Mrs Arfat Selvam has participated as a moderator at 2 events, International Women's Day Power Lunch and the APEC Digital Economy Forum for Women in Singapore organised by the Singapore Federation of Business and Professional Women.

WR is currently assisting a research project conducted by Dr. Claudia Peus, Executive Director of the LMU Center for Leadership and People Management and Assistant Professor of Psychology at Munich University and a Visiting Scholar at MIT Sloan School of Management. The objective of this project is to identify the factors for successful women leaders. This study was conducted in Germany and Boston previously. WR has assisted to identify and write to 30 Singaporean top women executives and Dr. Peus' assistant; Ms Victoria Wang is in Singapore to interview 12 of the ladies who have responded. For those who declined, WR has sent them e-invitations to sign up on the register.

WR finalised the sponsorship categories and has written to the top 30 companies listed on the Singapore Exchange but this exercise has yielded no response. To raise funds for WR to be self-sufficient, WR's future direction is to organise more events like breakfast sessions and luncheons. Public speakers can be sourced from within the database and approached to help WR in fundraising activities.

6.4 IT Hub

The IT Hub, under the capable and dedicated leadership of long-time volunteer, Esther Pung has made excellent progress. We are pleased to report that the SCWO IT Hub has been developed and progressed. This year, our intake has seen more: (a) Housewives who want to join the job market; (b) Ladies who are already working but want to improve their IT skills. We had assisted some students in developing Home base Business Website Design. The average number of attendance is more than 200 per month. We have already started additional tutorial classes in the afternoons.

The IT Hub has also been upgraded with 20 new Dell Laptops kindly donated by Kwan Im Thong Hood Cho Temple. With this our future plans are to;

- a. Start a Chinese Computers study group.
- b. Start an IT books Library
- c. Look for IT volunteers to join us.
- d. Introduce more IT Courses
- e. Improve Network System Management

6.5 New2U

New2U Shop has had a good year, with a growing customer base and a reasonably steady supply of volunteers to run the shop. Our sales for June 07 – June 08 were \$89,533.55.

Donations in kind continue to come in on regular basis. The donations are sorted and put on sale by our 25 volunteers led by Penny De Jongh.

New2U Shop underwent complete refurbishment during the year, all carried out by volunteers: from New2U, SCWO and Girl Scouts. The shop was stripped and painted, and all surfaces freshened up. All stock was taken out and a large Garage Sale was held at this time. The inside of the shop was rearranged so that clothes bins were in the centre for easy viewing throughout the shop (security reasons) and the shelves were removed. We look forward to better years ahead with more strategies to increase sales such as student discounts.

6.6 Keyboard

The Midi Music Studio was set up jointly with Honeycomb Music Centre in Jan 06 to introduce keyboard playing as a wellness program for the seniors to pick up a musical skill or renew the passion for music. This partnership ended in March 2008 due to poor demand.

7. MEMBERSHIP

In the term under review, we welcome 3 news members – aidha, WINGS and International Women’s Federation of Commerce and Industry. As such membership stands at 49 ordinary members, 6 associates and 1 friend of SCWO. Please refer to list of members attached.

8. SCWO Centre

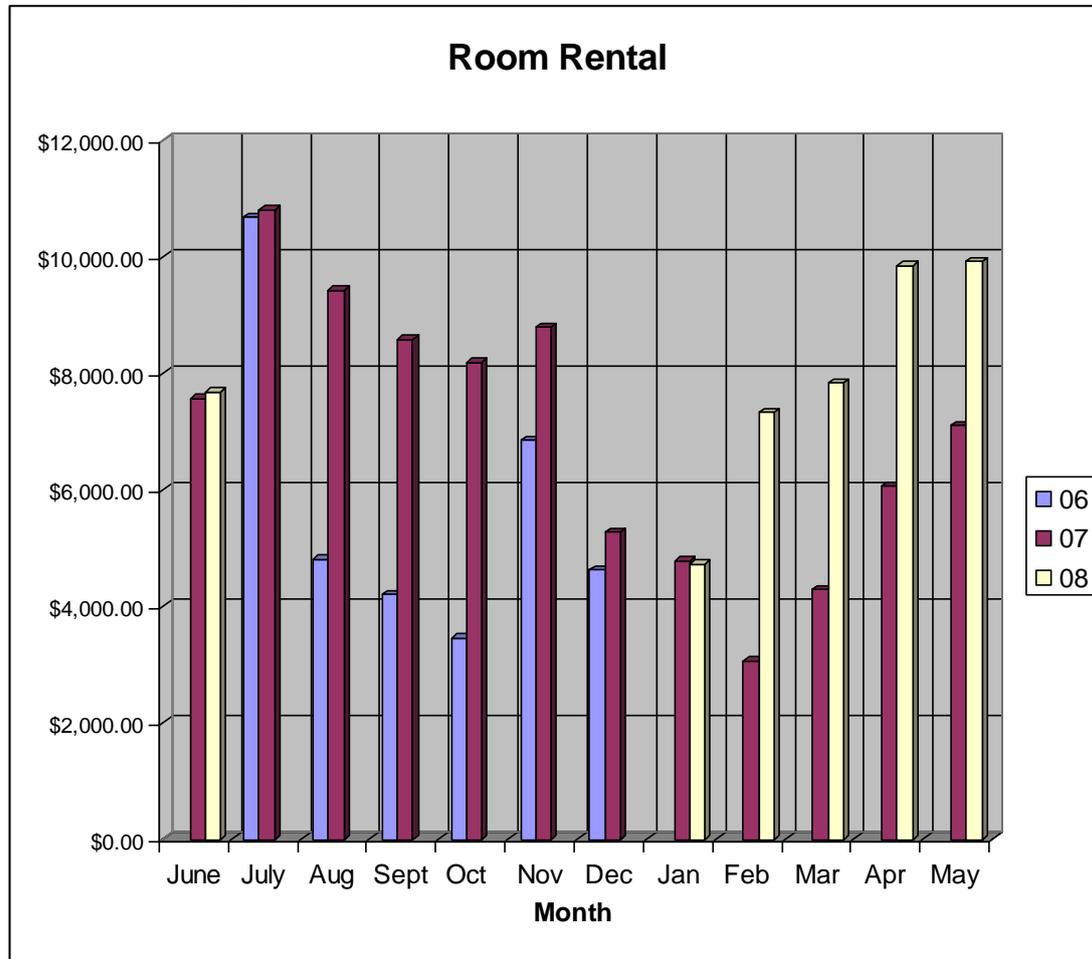
The facilities saw a face-lift with the garden and repainting of first floor by Body Shop volunteers. Furniture donated by HTL and painting by staff and volunteers of the function rooms.

Electric gates and CCTV were installed to enhance security and prevent illegal parking of vehicles in the premises and deter trespassers.

As the building infrastructure is old and the equipment installed reaching a life-span of nearly ten years maintenance and repair was necessary on pipes and air-conditioners.

8.1 Function Rooms

With the refurbishment of the function rooms and facilities we have seen an increase in the uptake and revenue of the room rentals. This is part of our strategy to generate income in order to self-sustain. Rules and regulations were enforced and the rates revised to keep up with increasing cost but this did not affect the regulars and new clients from renting out the rooms.



8.2 Mary's Kafe

Mary's Kafe serving delicious Eurasian food is doing well and received publicity for the Eurasian delicacies Mary serves up.

8.3 Library

Library was revamped and is now a cosy place for registered public to browse materials of member organisations. A call to members were made to submit any past and present material that will be collated at the library. The library aims to be a one stop centre for the public to access information about our member organisations.

9. Secretariat

There were some movements and reorganisation within the secretariat. Staff strength remains the same;

Fazlin Abdullah – General Manager
Nur Ain Mustafa – Operations Executive
Sia Wei Leng – Administrative Executive
Tan Seang Kiew – Accounts Executive
Maureen Lee – Women’s Register Manager
Lim Lily – Star Shelter Manager (joining us 1st July 2008)
Constance Oliveiro – Warden/Security Guard

10. In the Coming Year

With a new board coming to serve the next term. Some of the plans already in motion which will be pursued by the new board –

1. Giving a brand new fresh look to SCWO’s image
2. CEDAW Implementation and Public Education
3. Maternity Survey and Maternity Leave Policy Review
4. Working towards highlighting discriminatory employment practices among big companies in Singapore with a call for Singapore Airlines to allow for women pilots.
5. Engaging member organisations to run joint events
6. IPC
7. Continue with donor management
8. Involve young women and girls in schools.
9. Reviewing SCWO’s Policies and Procedures.

11. Thank you

We want to thank you for your support and encouragement that has been given to myself and the team of the 14th SCWO Board to carry out our work and mission.