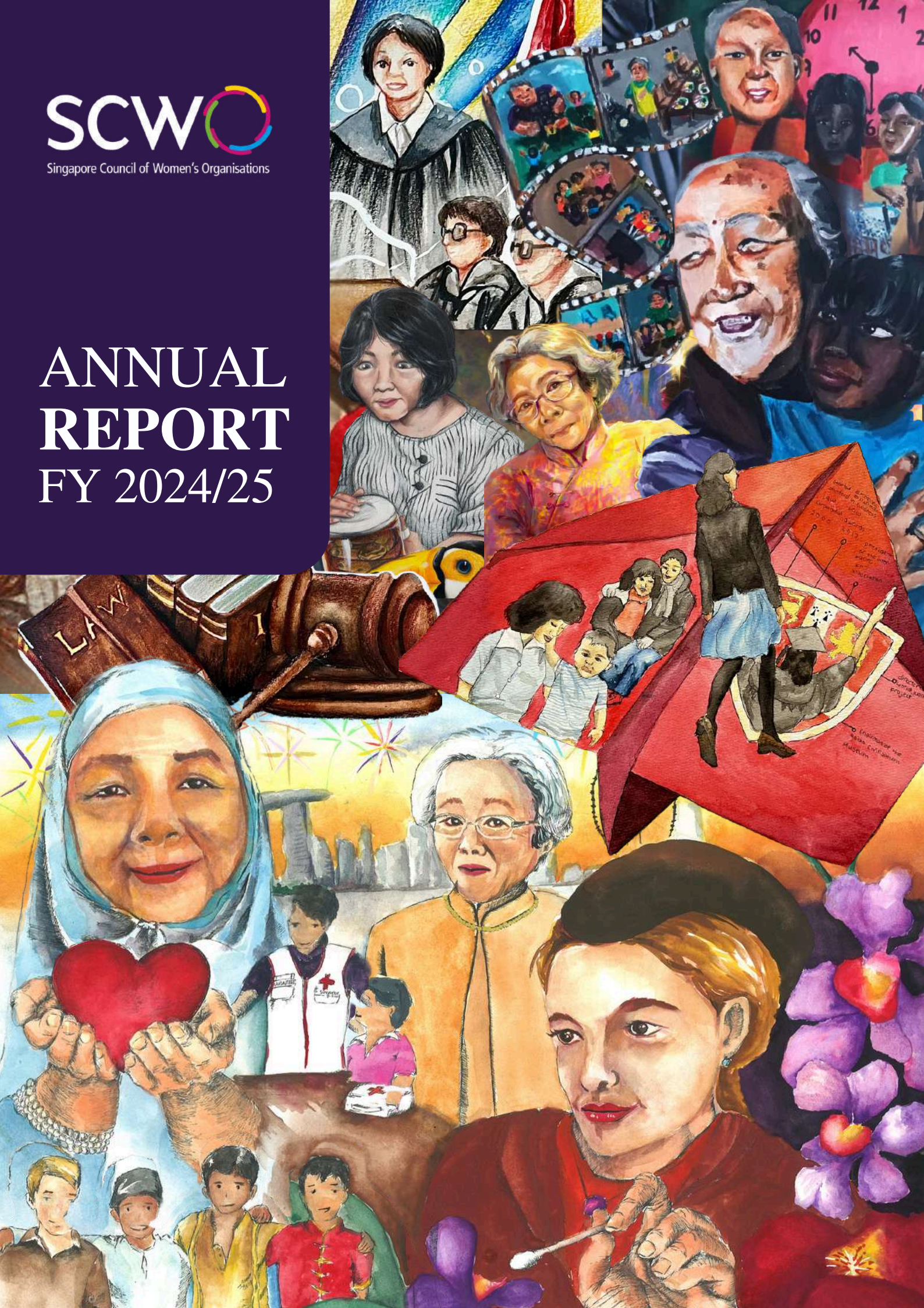


The logo for SCWO (Society for Clinical Work-Oriented Research) features the letters "SCWO" in a bold, white, sans-serif font. To the right of the text is a circular graphic composed of several overlapping, curved segments in various colors, including yellow, orange, red, pink, purple, blue, and green, creating a vibrant, multi-colored ring.

Singapore Council of Women's Organisations

# ANNUAL REPORT FY 2024/25





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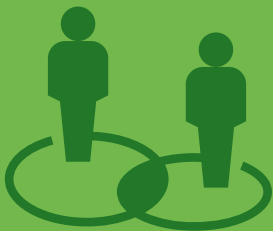
# ABOUT US

As the umbrella body for women's organisations in Singapore, the Singapore Council of Women's Organisations (SCWO) serves as a unifying force, bringing together diverse voices and perspectives to champion gender equality.

Through advocacy, education and empowerment, SCWO strives to create a society where women have equal opportunities and rights in all aspects of life.

With a steadfast commitment to its goals, SCWO plays a pivotal role in driving positive change, striving to eliminate systemic barriers for women in Singapore.

## OUR MISSION



### Equal Space

Women should feel safe wherever they are, free to live their lives as they choose without any danger of discrimination, harassment, sexual assault, and violence.



### Equal Voice

Women should be equally represented in political, corporate, and community leadership. Policymaking will benefit from the perspectives they bring to the discussions and decisions.



### Equal Worth

Women should be fully recognised and valued for their contributions to society, family, and the workplace, where there should be no gender wage gap for work of equal value.

# PRESIDENT'S MESSAGE

As we reflect on the past year, it is with deep pride and gratitude that we present the Singapore Council of Women's Organisations' Annual Report for February 2024 to January 2025. This has been a significant year of growth, advocacy, and meaningful impact that is made possible only through the unwavering support of our members, partners, and community.

This message highlights key moments and strategic milestones that mark SCWO's direction and momentum. It is by no means an exhaustive account. Across the pages of this report, you will find the full scope of our work from service delivery and capacity building to research, advocacy, and collaboration. Each segment of this report dives deeper into the efforts and impact that define SCWO today, and the foundations we are building for tomorrow to advance gender equality and empower women in Singapore.

This year, SCWO achieved remarkable milestones:

## 10<sup>th</sup> Anniversary of the Singapore Women's Hall of Fame

Celebrating the 10<sup>th</sup> Anniversary of the Singapore Women's Hall of Fame and honouring 10 trailblazing women in conjunction with International Women's Day for their achievements and contributions to Singapore. A special 10<sup>th</sup> Anniversary Exhibition was hosted at three public libraries, attracting thousands of visitors.

## Participation in CEDAW

Giving the opening statement for NGOs at the 88<sup>th</sup> United Nations Committee on the Elimination of Discrimination Against Women (CEDAW) Public Informal Meeting in Geneva. SCWO and our member organisations, AWARE, NTUC Women and Family, PPIS, SG Her Empowerment and United Women Singapore, were among the twelve NGOs from Singapore that were present at the 88<sup>th</sup> CEDAW session. Immediate Past President, Junie Foo gave a three-minute oral statement which included points from NTUC Women and Family, United Women Singapore and our partners, Centre for Fathering and Safe Place.

## SCWO Charity Golf and Dinner

Raising more than \$300,000 through the SCWO Charity Golf and Dinner to strengthen our

## Dr Seow Yian San

*SCWO President 2024-2026*



support for women and children in need. We are deeply grateful for the generosity of our donors and partners, whose contributions enable us to continue our essential work.

## Summit for Action on Gender Equality (SAGE)

Launching the inaugural SCWO Summit for Action on Gender Equality (SAGE) as a platform for meaningful discourse, bringing together thought leaders, policymakers, and advocates to discuss critical gender issues. The overwhelming response to this summit underscores the growing collective commitment to fostering an equitable society. As we move forward, we aim to build on these discussions, translating them into concrete actions that address systemic challenges, empower women in the workforce, and strengthen protections against gender-based violence.

Looking ahead, 2025 marks a momentous year for SCWO as we celebrate our 45th anniversary. As we commemorate 45 years of powering change for women, we remain steadfast in our mission to advocate for women's rights, foster inclusivity, and build a society where every woman has the opportunity to thrive.

I would like to take this opportunity to thank our SCWO team for their dedication, our Board for their guidance and commitment, and our member organisations, donors, volunteers and partners for their unwavering support. A special note of appreciation goes to the Ministry of Social and Family Development (MSF), without whom our work would not be possible. Your commitment fuels our work, and your belief in our cause strengthens our resolve. We thank you for being part of this journey and look forward to another year of impactful change.



# MEMBER ORGANISATIONS

SCWO is proud to serve as the national coordinating body for **64 member organisations**, representing a diverse and dynamic network committed to advancing the status of women in Singapore. Our primary role is to foster **collaboration**, **amplify** their voices, and **facilitate** meaningful connections that drive change.

In June 2024, SCWO held its 44th Annual General Meeting and elections for the 23rd Executive Board. Dr Seow Yian San from the Association of Women Doctors (Singapore) was elected as President of the 23rd Executive Board. Ms Junie Foo in her role as Immediate Past President (IPP), together with Dr Seow and the newly elected board would guide SCWO's vision and priorities, shape the organisation's strategic direction and deepen our collective impact in advancing gender equality in Singapore.



*Board Members from the 23<sup>rd</sup> Executive Board*



*Nomination Committee members Ms Ang Bee Lian, Mrs Arfat Selvam, and Ms Winifred Loh with IPP Ms Junie Foo (2nd from left) and SCWO President Dr Seow Yian San (1st from right) at the 44th AGM 2024*



*Board Members from the 22<sup>nd</sup> Executive Board*



*Member Organisations' Presidents and Representatives at the 44<sup>th</sup> AGM 2024*

## ORDINARY MEMBERS

Aidha  
 American Women's Association  
 Association of Women Doctors Singapore  
 Association of Women For Action & Research  
 Babes Pregnancy Crisis Support Ltd  
 Baha'i Office for the Advancement of Women  
 Breastfeeding Mothers' Support Group (Singapore)  
 British Association Singapore  
 Business & Professional Women's Association (SGP) 3rd Chapter  
 Chinese Women's Association  
 Connected Women  
 Daughters of Tomorrow  
 Financial Women's Association (Singapore)  
 General Conference Women's Society of Christian Service  
 Graduate Women's Association of Singapore  
 Indian Women's Association  
 Inner Wheel Club of Singapore  
 Inner Wheel Club of Singapore - Central  
 Inner Wheel Club of Singapore - East  
 Inner Wheel Club of Singapore - West  
 International Women's Federation of Commerce and Industry  
 International Women's Forum (Singapore)  
 Italian Women's Group  
 Inspiring Girls Singapore  
 Kamala Club (The), Singapore  
 Korean Women's Association in Singapore  
 Lean In Singapore  
 Mums@Work  
 Netball Singapore  
 NTUC Women & Family  
 PA Women's Integration Network Council  
 PrimeTime Business & Professional Women's Association  
 SG Her Empowerment  
 Singapore Association of Administrative Professionals  
 Singapore Association of Social Workers  
 Singapore Association of Women Lawyers  
 Singapore Business & Professional Women's Association - Main Chapter  
 Singapore Business & Professional Women's Association - Mandarin Chapter

Singapore Muslim Women's Association (Persatuan Pemudi Islam Singapura)  
 Singapore Nurses Association  
 Singapore Women's Association  
 Society Against Family Violence  
 Society for Wings  
 Soroptimist International of Singapore  
 Soroptimist International of Singapore Orchid  
 Spanish Speaking Women's Association  
 United Women Singapore  
 Wicare Support Group  
 Women Empowered for Work and Mothering  
 Women's International Shipping and Trading Association (Singapore)  
 Women in Sustainability and Environment  
 Young Women's Christian Association of Singapore  
 Young Women's Leadership Connection  
 Zonta Club of Singapore

## ASSOCIATE MEMBERS

Bloomberg Women's Community - Singapore Chapter  
 Breast Cancer Foundation  
 Federation of Business and Professional Women (Singapore)  
 HP Singapore Business Women's Resource Group  
 Image Mission Ltd  
 P&G APAC #WeSeeEqual  
 Shell Singapore Network of Women  
 Singapore Khalsa Association Ladies Wing  
 Singapore Business Federation - Singapore  
 Women Entrepreneurs' Network



# ACHIEVEMENTS AT A GLANCE

## 663

Clients supported through  
Star Shelter, Maintenance  
Support Central and  
SHECARES@SCWO



## \$928,039

Raised through fundraising activities and New2U by SCWO



## 13

Exhibitions featuring stories  
from the Singapore  
Women's Hall of Fame

## 10,654

Volunteer hours contributed across SCWO's programmes

## 410

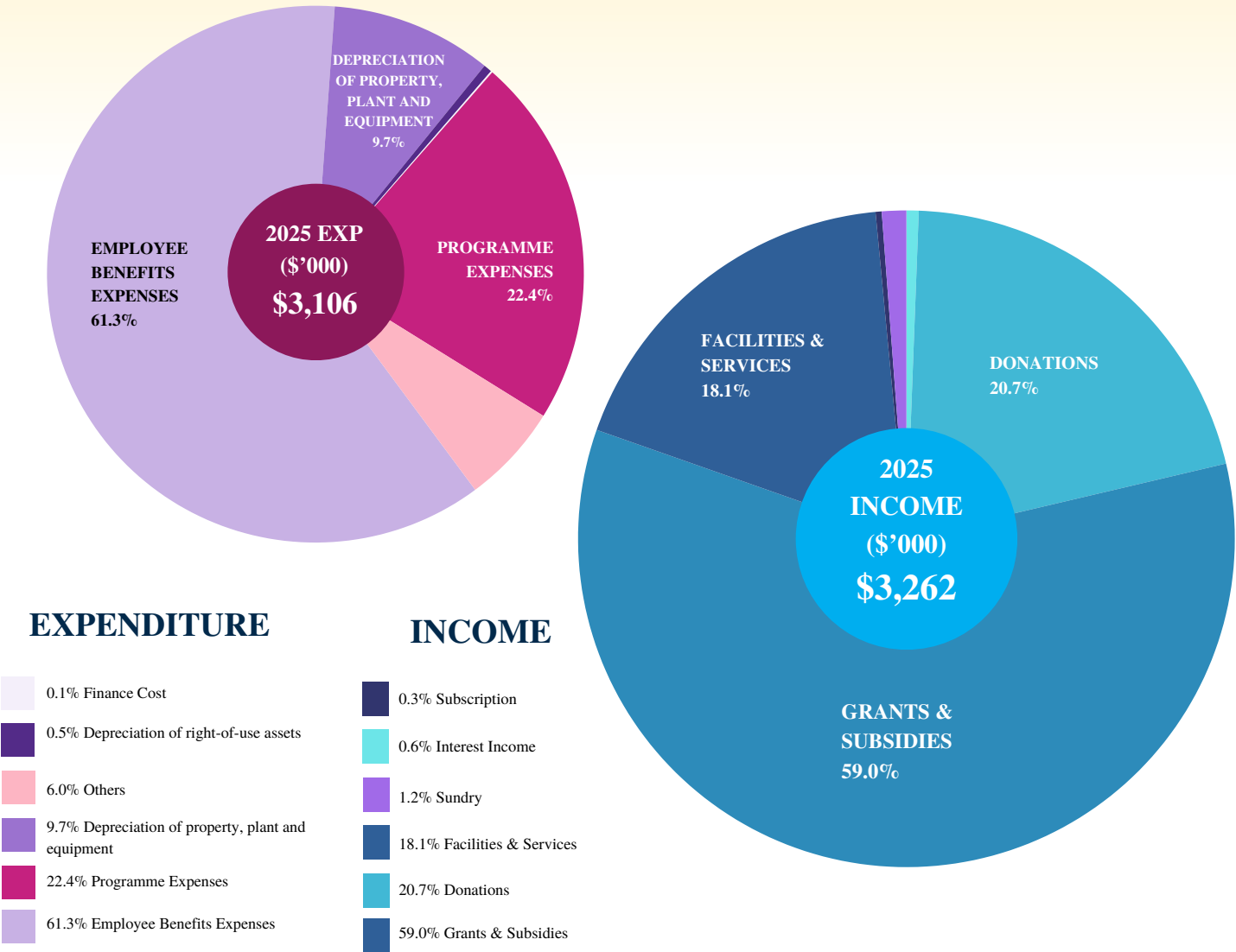
Participants engaged through

## 14

Dialogues & Discussions



# FINANCIAL SUMMARY



The full set of audited financial statements is available at [www.scwo.org.sg](http://www.scwo.org.sg)

STATEMENT OF FINANCIAL POSITION	2025 (\$'000)	2024 (\$'000)
Non-Current Assets	537	664
Current Assets	4,235	4,629
Total Assets	4,772	5,293
Non-Current Liabilities	16	33
Current Liabilities	1,329	1,989
Total Liabilities	1,346	2,022
NET TOTAL ASSETS	3,426	3,271
ACCUMULATED FUNDS	3,426	3,271



# FUNDRAISING

## SCWO CHARITY GOLF AND DINNER 2024



**SCWO's Charity Golf & Dinner** brought together women and allies to promote gender equality and solidarity. The event **raised \$308,898** with all funds dedicated to supporting women under SCWO's care and advocating for critical issues affecting women.

Beyond the fundraising efforts, the event highlighted the importance of rejecting traditional gender roles and fostering an environment of respect and equality. Participants enjoyed an enriching day of camaraderie, demonstrating the power of collective action to drive meaningful change. The event stands as a testament to the unwavering support of our community, strengthening our commitment to creating a more equitable society.



***"Let us remember that achieving gender equality is a collective journey that requires the commitment and effort of each one of us. By stepping up as allies, by challenging the status quo, and by working together, we can create a more inclusive and equitable society."***

**- Mr. Masagos Zulkifli, Minister for Social and Family Development**



## IN HER STRIDE: THREADS OF RESILIENCE



### 14 Designs. 14 Stories of Resilience.

Fashion Design students from Nanyang Academy of Fine Arts, University of the Arts Singapore (NAFA UAS) took inspiration from real stories of survivors of abuse, transforming pain into purpose, and threads into testimony. Each piece is a tribute to resilience, courage, and the power of being heard.



SCWO's *In Her Stride: Threads of Resilience* campaign celebrated the strength of violence survivors through a unique collaboration with NAFA UAS fashion design and fashion management students and New2U by SCWO.



Using pre-loved fabrics donated by the community, students transformed these materials into one-of-a-kind fashion pieces symbolising resilience, hope, and renewal. Each piece was paired with a survivor's story, amplifying their voices and showcasing their journeys of recovery and empowerment.



This meaningful campaign **raised \$32,000**, driving awareness and support for survivors of violence. *In Her Stride* exemplifies the transformative power of creativity, storytelling, and community in honouring resilience and building hope for a brighter future.



# SUMMIT FOR ACTION ON GENDER EQUALITY (SAGE)

The inaugural **SCWO SAGE: Summit for Action on Gender Equality**, held on 5th September 2024, was a landmark event bringing together local and international thought leaders, women leaders, male allies, SCWO member organisations, and women's groups.

This impactful summit served as a vital platform for addressing critical issues impacting women's development and gender equality, both in Singapore and globally.



Featuring three keynote speeches and four dynamic panel discussions, the summit delved into pressing topics such as The Role of Women Amid a Population Decline, Closing the Gender Pay Gap with Transparency, Recognising Care Work as a Valuable Economic Activity, and How Societal Structures Can Change for an Ageing Population.

These discussions explored the challenges women face in reconciling personal, career, and family aspirations, particularly in the context of Singapore's declining fertility rate.



**Care Work: Why It Should Be Paid Work**



**Our Ageing Population: Transforming Societal Structures**



**Asia's Population is Shrinking: What It Means for Women**



**The Gender Pay Gap: How We Can Close It**



*Opening Address by  
President Tharman Shanmugaratnam*

*“By working together to create equal opportunities at work and equal partnerships at home, by challenging stereotypes, and indeed by helping both men and women find their fuller selves, we can lay the foundation for a more vibrant, resilient and collectively fulfilling society.”*

*- Mr. Tharman Shanmugaratnam,  
President of the Republic of Singapore*

The summit provided a space for leaders to share their insights, identify misconceptions, and propose actionable solutions for addressing these challenges. It was also an opportunity to strengthen our international ties, with representatives from the ASEAN Confederation of Women's Organisations (ACWO) who were in attendance.

Key takeaways from the event included a range of strategies aimed at fostering a more inclusive and supportive environment for women, especially in balancing caregiving roles with professional development.



*Keynote Speaker, Dr Jennifer Sciubba*



*Closing Address by SCWO Advisor  
Mdm Halimah Yacob*

In the coming years, **SAGE** will continue to serve as an annual platform to drive forward-thinking discussions, ignite collaboration, and accelerate meaningful change towards gender equality. The inaugural event was a strong foundation for future summits, with plans to expand its reach and deepen its impact in 2025 and beyond.



330 ATTENDEES



18 SPONSORS  
AND PARTNERS



23 SPEAKERS



*Representatives from embassies and the ASEAN  
Confederation of Women's Organisations (ACWO)*



# RESEARCH & INTERNATIONAL RELATIONS

SCWO drives research and advocacy on workplace inclusivity, caregiving, and ageing while contributing to national and global gender equality efforts.

## CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)



In collaboration with the Ministry of Social and Family Development (MSF), SCWO led efforts to gather ground-up feedback on Singapore's Sixth Periodic Report to the UN Committee on the Elimination of Discrimination against Women (CEDAW), submitted in 2021. **Over 100 participants from SCWO member organisations and community partners** were engaged in a comprehensive feedback session to reflect on the nation's progress in upholding women's rights and addressing gender-based discrimination.

In May 2024, SCWO was among the twelve NGOs that attended Singapore's Constructive Dialogue with the CEDAW Committee in United Nations, Geneva.



*Post-CEDAW & White Paper Engagement Session*



*NGO Coordination Meeting in Geneva, Switzerland.*

Immediate Past President, Junie Foo delivered a three-minute oral statement that highlighted the often-overlooked issue of gender ageism. She also spoke on zero-tolerance for workplace harassment and advocated for paid family care leave and equalising parental leave.

Following the Constructive Dialogue in Geneva, SCWO convened a closed-door engagement session in September 2024 with more than **70 participants** to discuss follow-up actions aligned with the White Paper on Singapore Women's Development. This session focused on identifying policy and community-based strategies to build on the progress reported, ensuring that CEDAW principles continue to be meaningfully implemented in Singapore's social, legal, and institutional frameworks.



## DIALOGUES, DISCUSSIONS AND ENGAGEMENTS

SCWO deepened conversations around workplace inclusivity by hosting a dialogue with Minister for Manpower Dr Tan See Leng, and Minister of State for Education and Minister of State for Manpower, Miss Gan Siow Huang.

The session drew over 100 participants and covered important upcoming shifts such as the Tripartite Guidelines on Flexible Work Arrangement Requests and the Workplace Fairness Legislation.

These conversations allowed both employers and employees to better understand what's ahead and contributed valuable insights toward shaping a more equitable workforce.



## INTERNATIONAL RELATIONS

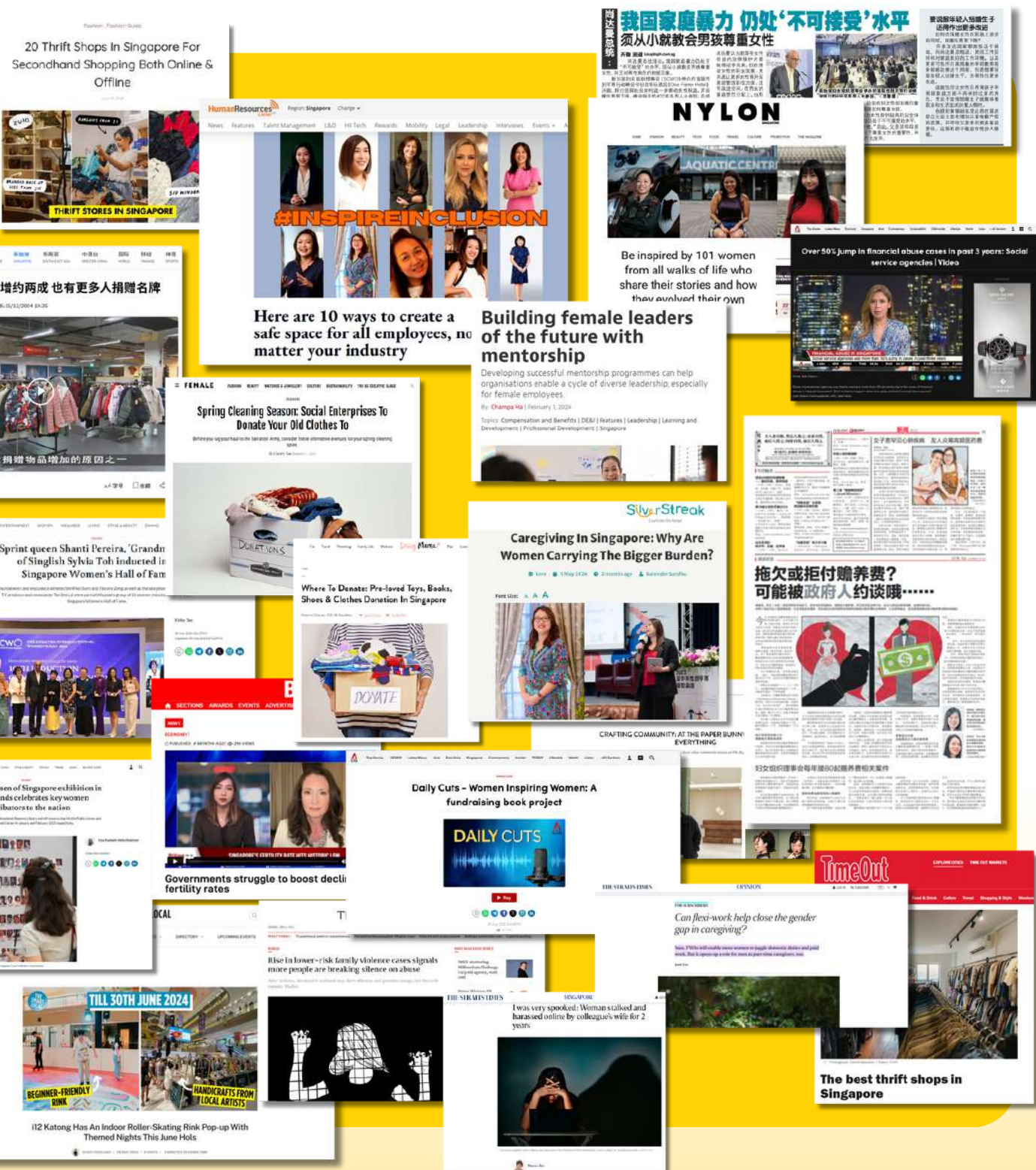


SCWO welcomed over **170 visitors** from across the globe, including high-level delegations from Saudi Arabia, China, Kenya, and representatives from the United Nations General Assembly. These visits were opportunities for knowledge exchange and deepened understanding of the unique role SCWO plays as Singapore's national coordinating body for women's organisations.

As a member of the ASEAN Confederation of Women Organisations (ACWO), SCWO attended the Biannual General Assembly and Presidency Handover to Vietnam, held in Manila, Philippines in November 2024.



Our consistent media presence has driven national conversations, highlighted impactful programmes, and reaffirmed SCWO's commitment to advancing gender equality across all spheres.

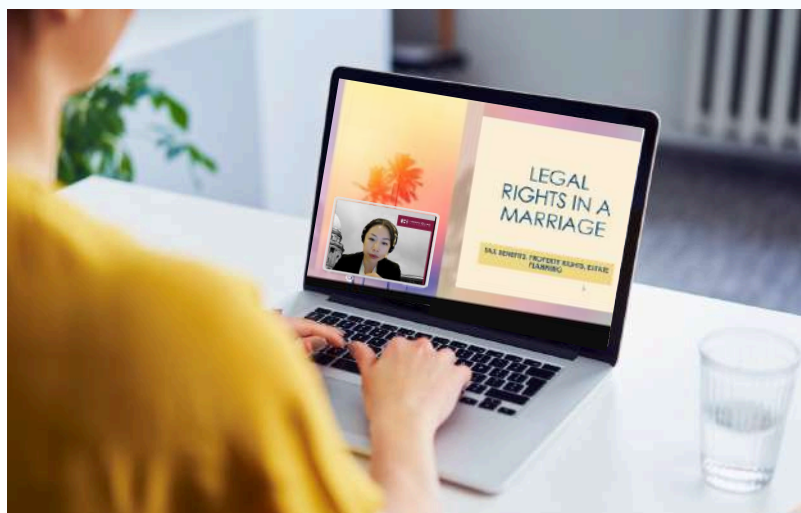


# MAINTENANCE SUPPORT CENTRAL

**Maintenance Support Central (MSC)** has been empowering individuals facing financial abuse since its establishment in 2011, following amendments to the Women's Charter. MSC provides vital assistance to those who have experienced distress due to delayed maintenance payments or lack of support from their spouse or partner.

In 2024, MSC provided critical support to the community, assisting **246 clients** with maintenance filings, offering **159 legal consultations**, and delivering **emotional support to 188 individuals**. Client feedback reflects a growing sense of empowerment and confidence in making informed decisions for themselves and their families.

To strengthen public understanding of family law, MSC conducted **five talks** attended by **122 participants**, including professionals and members of the public. These sessions received positive responses for their practical relevance and clarity.



**MSC Talks: Legal Awareness For Women Across Life's Stages**

## Supporting Single Mothers

A new initiative was the launch of **the Single Mothers Support Group**, which has quickly become a safe and supportive space for single mothers to connect, share, and uplift one another.



**Sharing Session with Singapore Polytechnic students for the Community Psychology Module**



**Talk for students of NUS Chua Thian Poh Community Leadership Centre**

***"Each session gives me hope and clarity. I've come to see that every challenge is a training ground for success. I now face the world with trust in myself, knowing that even failure can lead to something beautiful."***

**- Veronica,  
Single Mothers Support Group Participant**





# STAR SHELTER

**Star Shelter** is a safe haven for women and children fleeing family abuse, providing a secure environment where they can heal, rebuild their lives, and regain independence. Established as a critical resource for those in crisis, Star Shelter offers holistic support, including counselling, case management, and advocacy services to empower individuals to overcome their circumstances.



*Textured Coaster Painting with Mama on Palette*



*Star Givers at Society for The Aged Sick*

In 2024, the shelter assisted **50 women and 28 children**, providing **266 hours of tailored counselling and case management services**. Thanks to the dedication of over **120 volunteers and sponsors**, residents participated in a wide range of recreational, educational, and therapeutic activities that enhanced their well-being. The positive feedback from residents and volunteers alike reflects the meaningful, mutual impact of these programs.



*Sharing Session with Singapore Polytechnic students of Community Psychology Module*

## Raising Awareness on Domestic Violence

Beyond direct support, Star Shelter remains steadfast in its advocacy efforts to raise awareness about domestic violence, challenging societal norms and inspiring lasting change.

Through school talks, awareness booths at corporate and community events, and accessible resources, both digital and print, Star Shelter fosters meaningful dialogue and collective action towards a violence-free society.

# SHECARES@SCWO

SHECARES@SCWO, an initiative in collaboration with SG Her Empowerment (SHE), is Singapore's first one-stop support centre dedicated to helping victims and survivors of online harms. Since its launch on January 19, 2023, the centre has been providing essential services such as a helpline, counselling, legal assistance through Pro Bono SG volunteers, and support with police reports.



*Sharing Session with Singapore Polytechnic students of Community Psychology Module*

Only in its second year of operations, SHECARES@SCWO has assisted **161 clients**, delivered **232 counselling sessions**, and hosted **45 legal clinics**. A unique feature of the centre is its support with in-app reporting, where the team works with leading platforms like LinkedIn, Snapchat, Google/YouTube, Meta, TikTok, and X to expedite reports through trusted flagger programmes, ensuring harmful content is swiftly addressed.



*Training for Staff of Singapore Children's Society (SCS)*

SHECARES@SCWO has been proactive in raising awareness about online harms through educational initiatives. The centre has partnered with corporations, institutions, and social service agencies to conduct training and presentations, reaching a diverse range of audiences. The positive response and growing interest in training staff to better support victims of online harms highlight the increasing recognition of the centre's impact.



*Training/Outreach Session with Mindline*



# BOARDAGENDER

BoardAgender focuses on increasing the awareness of gender-balanced boards and businesses in Singapore. The Mentoring programme aims to cultivate a robust pipeline of accomplished women prepared for board positions and connect them with seasoned mentors who are experienced board directors.



**BoardAgender** is committed to increasing the representation of women in boardrooms across Singapore. In 2024, the initiative hosted 12 sessions, engaging **161 aspiring women directors** through collaborations and events designed to raise awareness about the value of diverse and inclusive boards.

This year, BoardAgender has also expanded the **BoardAgender Mentoring Programme for Aspiring Women Directors**, increasing the number of mentees from 10 to 12. The programme has enriched its offerings with new sessions, including **Understanding Legal Responsibilities** and **Fraud Considerations**, alongside existing sessions on topics like **Serving on Non-Profit Boards (CNPL)**, **Russell Reynolds**, and **Personal Branding**.



*BoardAgender Mentee Info Session at Mandala Club*



*BoardAgender Mentee Info Session*



*BoardAgender Graduation Ceremony*

As of 2024, **30 of our mentees are actively contributing to 75 boards and committees**, demonstrating the programme's impact in empowering women to take leadership roles at the highest levels.



# SINGAPORE WOMEN'S HALL OF FAME

The Singapore Women's Hall of Fame (SWHF) was established to honour and preserve the legacies of exceptional women, celebrating their strength, resilience, and contributions across various fields and generations. As SWHF marked its 10th anniversary, SCWO continued its mission to recognise and celebrate the remarkable achievements of Singapore's women through a range of impactful programmes.



The Singapore Women's Hall of Fame (SWHF) reached out to an **estimated 40,000 individuals** through its various public engagements.

The **10th Anniversary Exhibition**, hosted across three public libraries, drew thousands and brought feminist history into the heart of the community. Heritage walks and fireside chats further deepened public engagement, offering fresh perspectives and sparking dialogue across generations.



**10th Anniversary Exhibition at Woodlands Regional Library**

The annual **SWHF Induction Ceremony** honoured a new cohort of **10 inductees**, reaffirming the importance of recognising women's achievements at the highest level.



**Fireside Chat at HSBC with 2014 inductee Joscelyn Yeo**

The 2024 SWHF inductees are:

## **Tan See Lai**

*Pioneering educational TV producer and newscaster*

## **Sylvia Toh Paik Choo**

*Pioneering humour writer and the Grandmother of Singlish*

## **Linda Locke**

*Trailblazer in the Asian creative industry*

## **Mary Ann Tsao**

*Pioneering advocate of successful longevity*

## **Hadijah Rahmat**

*Outstanding educator, author and poet*

## **Kirtida Mekani**

*Champion of the environment*

## **Grace Young-Diao**

*Outstanding athlete and charity fund-raiser*

## **Sim Phei Sunn**

*Outstanding mountaineer and endurance athlete*

## **Vincere Zeng**

*Outstanding mountaineer and endurance athlete*

## **Shanti Pereira**

*Singapore's sprint queen*



# PROJECT AWESOME

An outreach programme of the Singapore Women's Hall of Fame, Project Awesome continued to expand its reach into primary and secondary schools in its effort to inspire young generations of boys and girls.



Over the year, Project Awesome organised **21 craft workshops, nine exhibitions, nine storytelling sessions, and three guided tours**, bringing herstories to life through hands-on, interactive formats. These sessions not only introduced young participants to the contributions of women in fields such as education, science, and the arts, but also encouraged personal reflection on leadership and resilience.



*Guided Tour and Craft at Toa Payoh Public Library*



*Exhibition at Infant Jesus Home and Children Centre (IJHCC) featuring women from unconventional career paths*



*Storytelling at Toa Payoh Public Library*



The AWESOME Art Competition 2024 received an overwhelming **407 entries** across four age categories (ages 7–16). Participants submitted A3 artworks in both traditional and digital formats, drawing inspiration from the SWHF categories of Law, Community/Social Work, and Environment/Conservation.

A total of **24 winners** were selected, with 1st, 2nd, 3rd place and Honourable Mentions awarded in each age group. The competition encouraged young artists not just to create, but to reflect on what leadership and contribution mean in today's world, reinforcing the values celebrated through the Hall of Fame.

### Category A Top 3 Winners (Ages 7 to 9)



Oh Yun Dong  
Emelia, 9



Damien Ng  
Jun Zhe, 8



Zhou Ruoxian, 9

### Category B Top 3 Winners (Ages 10 - 12)



Daeun You, 12



Sun Zimo, 11



Wang Duo, 12

### Category C Top 3 Winners (Ages 13 - 14)



Charlotte Hong  
Kaixun, 13



Alyssa Judy Chan  
Ying Ren, 14



Wee Hsin Shuen,  
Myra Jade, 14

### Category D Top 3 Winners (Ages 15 - 16)



Goh Min Xuan, 16



Joey Chua, 15



Lim Xing Jie, 15

### Honorary Mentions



Zhang Hanzhe,  
Abby, 7



Lo En Yu  
Arelle, 9



Paul Zagorodnov, 7



Liu Jingzhi, 11



Adela Laurel  
Ng Chenxuan, 11



Zhang Junxian, 10



Guan Yichen, 14



Amber Alexyz  
M. Lamsen, 13



Cao Shulan  
Sarah, 13



Yu Jiyun, 15



Yang Xuanyi, 15



Sun Jiaze, 16



## NEW2U by SCWO

New2U by SCWO is a thrift store that supports both environmental sustainability and women's empowerment. It offers pre-loved clothing, accessories, and household items donated by the community.

Proceeds directly fund SCWO's programmes for women and girls, making every purchase a contribution toward gender equality and social impact.



**New2U Comes2U**, a new initiative designed to bring the New2U experience directly to the community, allows customers to access a curated selection of pre-loved fashion and goods through pop-ups at corporate spaces, making sustainable shopping even more accessible for those unable to visit the physical store.

The initiative partnered with organisations such as HP WIN and Kaplan @ Wilkie Edge, reaching a wider audience and further strengthening New2U's role in promoting conscious consumerism.



**New2U x i!2 Katong's Pop Palette**



**New2U Year End Bazaar**



**New2U Comes2U with HP WIN**

New2U raised a total of **\$221,639** directly contributing to SCWO's programmes.



# VOLUNTEERS

Volunteers play a vital role at SCWO, contributing their time and skills across initiatives such as bazaars, workshops, and New2U. Their dedication strengthens our outreach and impact in the community.



SCWO partnered with **52 corporate organisations** and conducted **102 CSR activities** involving **692 corporate volunteers**. These volunteers contributed valuable expertise in areas such as exhibition minders, New2U shop support and more, helping SCWO expand its reach and adapt to evolving needs. By reducing operational costs, their support allows more resources to go directly to our programmes.



**Volunteers at the Project Awesome Exhibition at i12 Katong**



**Volunteers from MASTERCARD**



**Volunteers from Tote Board**



**Volunteers at the Singapore Night Festival: Night Of Stars**



# DISCLOSURE REPORT

## Purpose / Objectives

SCWO was set up in March 1980 and is the national coordinating body of women’s organisations in Singapore. It seeks to unite the various women’s organisations, clubs, committees, groups and women leaders together, working in accordance with its various aims and objectives. It also serves to coordinate these associations into a national movement and to act on their behalf in matters for which it is authorised by its members. It seeks to promote the ideals of “Equal Space, Equal Voice and Equal Worth” for women in Singapore.

## Overview

SCWO is registered as a society. It is also a registered charity with effect from 15 March 2021 and has been accorded IPC status on 3 May 2021. SCWO’s IPC status has been renewed for another 1 year and 11 months from 3 May 2025 to 2 April 2027. SCWO has its constitution as governing instrument.

UEN: S80SS0026C  
IPC No: S80SS0026C  
Registered Address: 96 Waterloo Street, SCWO Centre, Singapore 187967  
Banker: DBS Bank  
Auditor: Helmi Talib LLP

## Leadership

SCWO is governed by a Board and is headed by a Chief Executive Officer .

The Board members are volunteers who contribute pro-bono their time, expertise and services to SCWO. During the financial year, the Board members did not receive any remuneration from SCWO for their contributions.

The 23rd Executive Board was appointed on 22 June 2024. The 23rd Executive Board held a total of 4 Board meetings in the financial year.

Details of SCWO’s 23rd Executive Board are as follows:

S/N	Name and Current Designation	Date of First Appointment to Board	Date of Latest Appointment to Board	Occupation	Board Attendance
1	Dr Seow Yian San, President	25.06.2022	22.06.2024	Orthodontist, Ko Djeng Dental	4 of 4
2	Ms Junie Foo, Immediate Past President	30.06.2018	22.06.2024	Advisor, iGlobe Partners	3 of 4

3	Mdm Noorfarahin Binte Ahmad, 1 <sup>st</sup> Vice President	25.06.2022	22.06.2024	NTUC Women & Family, Lead Mentor	3 of 4
4	*Ms Diana Pang Li Yen, 2 <sup>nd</sup> Vice President	25.06.2022	22.06.2024	Director, Sunny Metal & Engineering Pte Ltd	4 of 4
5	Ms Ong Soh Chin, 3 <sup>rd</sup> Vice President	25.06.2022	22.06.2024	Communications and Editorial Consultant, Percolate Communications	3 of 4
6	Ms Kelley Wong, Honorary General Secretary	22.06.2024	22.06.2024	Associate, Morgan Lewis Stamford LLC	4 of 4
7	Ms Liyana Sinwan, Assistant Honorary General Secretary	22.06.2024	22.06.2024	Senior Associate, K&L Gates Straits Law LLC	4 of 4
8	Ms Grishma Kewada, Honorary Treasurer	25.06.2022	22.06.2024	CEO/Country Manager, Singapore Branch Office, Coface	2 of 4
9	Ms Bay Teck Cheng, Assistant Honorary Treasurer	25.06.2022	22.06.2024	Director, Procurement & Strategy, NTUC Fairprice Co-operative Ltd	3 of 4
10	Ms Paige Parker, Board Member	22.06.2024	22.06.2024	Author	2 of 4
11	Ms Mrinalini Venkatachalam, Board Member	22.06.2024	22.06.2024	Regional Director - South East Asia, North Asia and Oceania, WEConnect International	3 of 4
12	Dr June Goh, Board Member	22.06.2024	22.06.2024	Senior Consultant, Singhealth	3 of 4
13	Ms Sim Hwee Hoon, Board Member	27.08.2024	27.08.2024	Board Director of Income, Singapore Labour Foundation and Stashaway	2 of 2

\*Ms Diana Pang resigned from the 23rd Executive Board in April 2025.



**Conflict of Interest**

If any Board member has an interest in any contract or proposed contract that SCWO has entered into or is about to enter into, either directly or indirectly, she should declare her interest at the meeting when the contract/ proposed contract is discussed. After that, she must not be present at the discussions during the meeting or vote on the contract.

**Executive Management Team:**

1). Ms Koh Yan Ping  
Chief Executive Director  
Appointed since 3 January 2023

2). Ms Lorraine Lim  
Deputy Chief Executive Officer  
Appointed since 1 July 2021

**Disclosure of Remuneration**

During the financial year, 3 of the three highest paid staff received more than \$100,000 but less than \$200,000 each in annual remuneration.

No paid staff serve on the Board of SCWO.

SCWO has no paid staff, who are close members of the family of the Board members, Chief Executive Officer or Deputy Chief Executive Officer, who each receives total remuneration exceeding \$50,000 during the financial year.

**Principal Sources of Funding**

SCWO is mainly funded by government grants and donations. Other income includes membership fees, rooms rental, thriftshop sales and fees for its various programmes and services.

**Funds**

SCWO has several funds which are ringfenced by agreements with funding agencies or donor's intent. These ringfenced funds are disclosed in note 21, 22 and 24 of the audited accounts.

The Singapore Women's Hall of Fame ("SWHF") was launched on 14 March 2014 to recognise and honour the outstanding women of Singapore in all fields of endeavour. Through an annual induction ceremony where outstanding women are honoured, the SWHF also shares, through rigorous outreach efforts, these inspiring stories with students and the public to inspire and educate.

SWHF fund is ringfenced by donor's intent. As at the financial year end, SWHF fund has a small deficit of \$5.3k as the actual income was lower than expected. Management plans to address the deficit by increasing income including donations and programme fees.

**Purpose of Assets held**

SCWO's assets comprised leasehold property, furniture and fittings, office equipment, renovations and computers which are used for its operations.

**Reserves**

SCWO aims to maintain its reserves at a level equivalent to at least 2 times the current annual operating expenditure. SCWO regularly monitors its cashflows and manages its funds to ensure they are adequate to fulfil continuing obligations. SCWO's reserves policy is disclosed in note 32 of its audited accounts.

**Audited Financial Statements**

The full set of audited financial statement is available at [www.scwo.org.sg](http://www.scwo.org.sg).



# THE YEAR AHEAD

SCWO proudly marks 45 years of championing gender equality in Singapore. This milestone is more than a celebration. With the theme *Powering Change*, we renew our commitment to push boundaries, deepen our impact, and shape a more inclusive future for all.

We will continue to honour the awesome women of Singapore through **Singapore Women's Hall of Fame (SWHF)** exhibitions, heritage walks and outreach efforts. The 11th Induction Ceremony will be held during the SCWO 45th Anniversary Gala Dinner.

Our flagship event, the **Summit for Action on Gender Equality (SAGE)**, returns in September 2025 as a bold platform for collaboration. Advocates, policymakers, and thought leaders will come together to discuss pressing issues and forge real progress toward gender equity.



With the successful pilot of the Single Mother's Support Group, **Maintenance Support Central (MSC)** will focus on nurturing the growth of this initiative to impact more women.

Through collaborations with more community partners and the partnership with Big Hearts Student Care, **Project Awesome** aims to deepen engagement with youth and families, instilling values of ambition, equality, and confidence from a young age.

**New2U by SCWO** will continue to bring sustainable shopping for corporate offices, tertiary schools and public spaces, turning fashion into fuel for social good. The popular Mid-Year and Year-End Bazaars will also return, plus the special night bazaar during the Singapore Night Festival.

As we power forward in our 45th year, we do so with immense gratitude — for our volunteers, partners, and donors. Your belief in our mission lights the way. Together, we're not just imagining change — we're making it happen.

# 23<sup>RD</sup> EXECUTIVE BOARD



**President**  
**Dr Seow Yian San**

Association of Women Doctors (Singapore)



**Immediate Past President**  
**Ms Junie Foo**

International Women's  
Forum



**1st Vice President**  
**Mdm Noorfarahin Ahmad**

NTUC Women and  
Family



**2nd Vice President**  
**Ms Diana Pang\***  
22 June 2024 - 28 April 2025  
People's Association Women's  
Integration Network (WIN) Council



**3rd Vice President**  
**Ms Ong Soh Chin**

Association of Women for  
Action and Research



**Honorary General Secretary**  
**Ms Kelley Wong**

Young Women's Leadership  
Connection



**Assistant Honorary  
General Secretary**  
**Ms Liyana Sinwan**  
Singapore Muslim Women's  
Association (Persatuan Pemudi Islam  
Singapura)



**Honorary Treasurer**  
**Ms Grishma Kewada**

Financial Women's  
Association (Singapore)



**Assistant Honorary  
Treasurer**  
**Ms Bay Teck Cheng**

Society for  
WINGS



**Board Member**  
**Ms Paige Parker**  
United Women Singapore



**Board Member**  
**Ms Mrinalini Venkatachalam**  
Women in Sustainability and  
Environment



**Board Member**  
**Dr June Goh**  
SG Her Empowerment



**Board Member**  
**Ms Sim Hwee Hoon**  
Young Women's Christian  
Association

*\*Ms Diana Pang resigned from the 23rd Executive Board in April 2025.*



# SUB COMMITTEES

## AUDIT

DIANA PANG (22 June 2024 - 28 April 2025)  
KELLEY WONG  
YU SZE MIN

Chairperson  
Co-Chair  
Member

## BOARDAGENDER

GRISHMA KEWADA  
GEORGETTE TAN  
DIANA PANG (22 June 2024 - 28 April 2025)

Chairperson  
Co-Chair  
Member

## COMMUNICATIONS

ONG SOH CHIN  
SEOW YIAN SAN  
KELLEY WONG

Chairperson  
Co-Chair  
Member

## CONSTITUTION REVIEW

JUNIE FOO  
WONG JIA YUN  
KELLEY WONG  
LIYANA SINWAN

Chairperson  
Co-Chair  
Member  
Member

## FINANCE

GRISHMA KEWADA  
BAY TECK CHENG  
SIM HWEE HOON

Chairperson  
Co-Chair  
Member

## FUNDRAISING

PAIGE PARKER  
MRINALINI VENKATACHALAM

Chairperson  
Co-Chair

## HUMAN RESOURCES

SEOW YIAN SAN  
NOORFARAHIN AHMAD  
BAY TECK CHENG  
JUNIE FOO

Chairperson  
Co-Chair  
Member  
Member

## MEMBERSHIP

NOORFARAHIN AHMAD  
KELLEY WONG  
SEOW YIAN SAN

Chairperson  
Co-Chair  
Member

## MAINTENANCE SUPPORT CENTRAL

JUNE GOH  
SIM HWEE HOON  
LAURA HWANG CHENG LIN  
ABDUL RAHMAN BIN MOHD HANIPAH  
AHMAD NIZAM ABBAS  
FOO SIEW FONG  
GLORIA JAMES-CIVETTA  
LEE LI HUA  
LIM TANGUY  
LIYANA SINWAN  
RAYMOND YEO KHEE CHYE  
TEO LIN LEE

Chairperson  
Co-Chair  
Advisor  
Member  
Member  
Member  
Member  
Member  
Member  
Member  
Member  
Member

## NEW2U by SCWO

MRINALINI VENKATACHALAM  
DIANA PANG (22 June 2024 - 28 April 2025)

Chairperson  
Co-Chair

## RESEARCH & ADVOCACY

SEOW YIAN SAN  
NOORFARAHIN AHMAD  
ANGELIQUE CHAN  
SABRINA SIT

Chairperson  
Co-Chair  
Member  
Member

SAWA

SEOW YIAN SAN	Leader
BAY TECK CHENG	Co-Leader

STAR SHELTER

LIYANA SINWAN	Chairperson
PAIGE PARKER	Co-Chair
BHARATHI MANOGARAN	Member
CHRISTY LIM	Member
CLAIRE CHUANG	Member
HO SHIONG YEE	Member
LEE LI HUA	Member

SINGAPORE WOMEN’S HALL OF FAME  
(SWHF)

JUNIE FOO	Chairperson
DIANA PANG (22 June 2024 - 28 April 2025)	Co-Chair
ANGEL CHAN	Member
ANNE LOCHOFF	Member
KAREN WONG CHAYAVIRABOOD	Member
SOH LAI YEE	Member

SWHF SELECTION PANEL

TOMMY KOH	Chairperson
ALINE WONG	Member
ARFAT SELVAM	Member
KEVIN TAN	Member
ZURAIDAH ABDULLAH	Member

SWHF RESOURCE PANEL

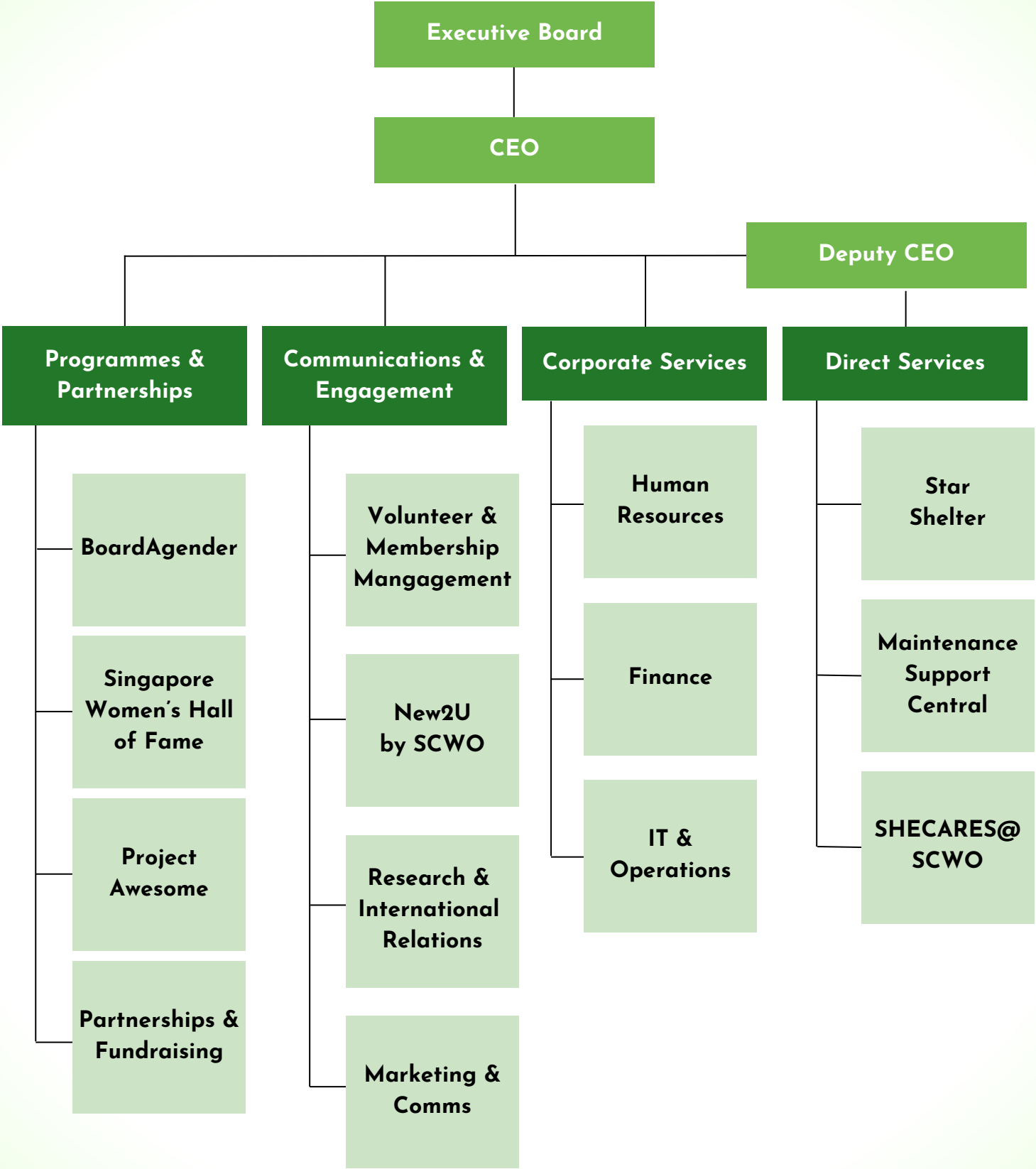
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MELANIE OLIVEIRO
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PHYLLIS CHEW
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TASKFORCE FOR AGEING

BAY TECK CHENG	Chairperson
JUNE GOH	Co-Chair
JESSIE CHIU	Member
SAMANTHA WONG	Member
SARA MEI WOO	Member
RAZWANA BEGUM	Member



# ORGANISATIONAL CHART



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**We're deeply thankful to our community for supporting us and the women we serve. Your ongoing support means the world to us. We thank you from the bottom of our hearts.**

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Ong Wei Bin	Ricaud Nathalie Alexandrine	Sum Sui Cheng
Ong Yung En Benjamin	Rita Selvi d/o Thandapani	Sumathi Packerisamy
Ong Yu-Phing	Roger Tan	Suzanne Kadereit
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Ozsarac Annie Noelle	Sapphire Gan Tsering	Tan Adelin
P Teo Engineers Pte Ltd	Sarah Cockerill	Tan Ai Ping Aveline
PA WIN	SBPWA 3rd Chapter	Tan Charmaine
Paige Parker	Seah Li Lynn	Tan Ee Lynn
Pan Tian Hon	Sek Weng Kong	Tan Gui Fang Edlyn
Panaligan Vilma	Selvakumar Esra	Tan Hwee Leng
Paris Melody Tan Reis	Seow Yian San	Tan Insurance Brokers Pte Ltd
Parkway Hospitals Singapore Pte Ltd (IHH Healthcare Singapore)	Serena Nur Hidayu Mohd Nasir	Tan Jou Teng
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Tee Zoeyee	Environment (WISE)
Teo Kah Chee Rachel	Women's International Shipping &
Teo Kah Hui	Trading Association Singapore
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Singapore (on behalf of Kampung	Woo Siew Kheng
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Singapore (on behalf of Seah Cheng	Yang Huixian
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Toh Chai Soon	Yeong Chi Leong
Toh Choon Lai	Yew Meng Choo
Toh Hui Ying	Yip Yi Yan
Toh Ying Cherie	Yonah Liew
Tung Ter Soon	Yong Seek Ling
United Women Singapore (UWS)	Yong Tze Tein
Valerie Tan Kim Eng	Yoshinaga Megumi
Vani Ashokan	Young Women's Leadership
Vaynii A Satish	Connection (YWLC)
Venkatachalam Mrinalini	Yu Chen Chee Elsie
Veronica Liew Wei Ling	Yu Yinghui
Vimaljit Kaur	Yuen Yen Yee
Violet Oon	Yvonne Mak Hui-Lin
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Vni Technologies Pte Ltd (Project	Zhang Dayong
EGM)	Zhao Yujia
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