



ALL WOMEN'S ACTION SOCIETY (AWAM)
ANNUAL REPORT
2019





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Content

Opening Address	1
About the Organization	5
Advocacy	6
On Sexual Harassment	7
Feminis Buatan Malaysia (FBM)	13
16 Day of Activism	15
Public Education and Trainings	17
Engagement with Stakeholders	21
Services	25
Media Outreach	29
Finance	34
Appreciation	38
People of AWAM	39
Interns and Volunteers	41
Reflections	42
Annex	
Table 1: List of 'Feminis Buatan Malaysia' Event	48
Table 2: Talks and Trainings by AWAM	49
Table 3: List of Engagement with Stakeholders	52
Appendix 1: List of Press Statements	55
Appendix 2: List of Partners, Funders and Supporters	57

TURN THE PAGE 

Opening Address



The year 2019 was an eventful one for AWAM. We started off with a new management structure, disbanding various committees made up of members and volunteers thereby allowing more agency to full-time staff to manage and implement projects. It was a timely shift responding to the changing times, to enable AWAM to move forward but it was not without its casualties – we lost some staff members and by mid-2019 AWAM had a brand new team.

Our new Programme and Operations Manager joined us just before the start of 2019 and brought with her a new energy and strong commitment to continue AWAM's legacy of helping survivors of Gender-Based Violence (GBV). Under her leadership, and with a fully supportive Executive Council (EXCO), this team forged new paths and resurrected old ones, very quickly, especially in the second half of 2019.



From becoming part of **two Special Committees in the Ministry of Women, Family and Community Development (KPWKM)** to producing **Malaysian-centric Sexual Harassment Awareness and Prevention (SHAP) manuals in four different languages**, increasing our reach by the hundreds in social media to attending countless advocacy events and organizing many of our own; to engaging on **GBV awareness projects with both the Ministry of Youth and Sports AND the Ministry of Education** - the new team has made AWAM great again!



We kicked off the year with a meeting on the Sexual Harassment Bill in January, right here in our very own AWAM office, with other members from various women's groups. That meeting eventually led to AWAM (and the other groups)

actually drafting the Bill with KPWKM - a journey which took many months and countless meetings at Putrajaya.

We also became part of KPWKM's Domestic Violence (DV) Task Force that year, which allowed us to properly engage with relevant stakeholders working on DV in the country, as well as enabling us to review gaps in our Services program.

In 2019, AWAM really focused on **activities aimed at combatting gender-based violence**, with Sexual Harassment Awareness and Prevention (SHAP) being a major part of our work. We also received funding that allowed us to revamp our SHAP Manuals for a target audience of (i) young people aged 13 - 17, (ii) adults in the workplace and beyond, and (iii) university students. Our manuals are unique: they are very Malaysian-centric in content, right down to the pictures, graphics and obviously the case studies, which are updated regularly for relevance and timeliness.

We also applied more **strategic focus in our work under Services** and this includes revamping our processes in terms of case management, consolidating our data of the past three years into an online database for meaningful analysis, and launching the **Tabung Kaunseling AWAM** to get funding specifically targeted for Services. The ADUN of Kampung Tunku, YB Lim Yee Wei, kick-started the fund with a RM10k donation. As a result, we have been able to update our phones and counselling room equipment. Consequently, this has enhanced our services targeted at people in crises. We had **a wife abuser AND a sexual harasser arrested** in 2019 (a big thank you to our Services Officer and legal pupils who researched the relevant laws and spent long hours in the

police station). The Services program has literally improved the lives of the women survivors.

We became more active in traditional and social media, commenting regularly on issues related to GBV. Our twitter following increased significantly in 2019; our Instagram account also saw more traction, and AWAM's Facebook account cracked the 10,000 mark in terms of followers.

We also upped our **engagement with Women's Learning Partnership (WLP)** in 2019. In our regular monthly online meetings, they have expressed admiration for our social media campaigns. WLP has retweeted our tweets numerous times, allowing our work to reach a wider audience.

We were also fortunate to receive some really **skilled interns**, who supported us when we had gaps in human resources, especially in the early to mid-2019. Two of these interns, Jernell Tan Chia Ee and Christabel Divya Mary, produced a GBV training module aimed specifically at younger women, and supported us in facilitating trainings. Another intern, Tasha Prabha, provided huge and meaningful support during the production of the SHAP manuals. She also assisted in the trainings that launched the manuals in Kuala Lumpur and Penang in the capacity as Training Assistant. All 3 interns have become AWAM members. These are the future feminist leaders of Malaysia and we shall and must continue to engage meaningfully with them.

We started out the year with very limited funding. With the universe granting us some favours (a member of the public walked into the office out of the blue and wrote us a cheque for RM30k in March; we received funding from UPS for RM40k

About the Organization (Continued)

from a proposal written in 2018); some clever project planning (the Malaysian-centric SHAP manuals in four languages were an instant attraction to donors and corporations wanting trainings); a strategic increase in advocacy (we attended many meetings/events and jumped on potential strategic partnerships); and of course sheer, sheer hard work (working in a women's right organization goes beyond the adrenalin rush of 'rah-rah' activism, it also involves the tedious and meticulous BUT highly impactful work of sitting for hours on end in front of a computer screen figuring out data, doing research, writing emails, planning, strategizing and implementing activities; all the while ensuring deadlines are met!) - we were able to make it till the end of the year without having to dig into our savings.

With the change of government in 2020, AWAM foresees some challenges ahead, but we aim to make the best of it. After all, we made it through the tough challenges of 2019 and came out golden.

The same formula will apply – commitment, hard work, and aspirational but achievable goals that will lead towards positive, consistent change in public policy and mindset about women's issues. This coupled with experienced and high performing staff, better public recognition, increased strategic partnerships, engagement with donors and more people coming forward to become members, intern and volunteer with us, AWAM will continue to move forth as a growing, progressive woman's organization.

Thank you to everyone who has supported us in 2019, we could not have done it without YOU; and thank you in advance to those of you who will continue to support AWAM in the coming years.

Yours sincerely,



Adila Aziz
Honorary Secretary
Executive Council 2018 – 2020





About the Organization

VISION

AWAM envisions a just, democratic and equitable society where all persons - women especially - are treated with respect and are free from all forms of violence and discrimination.

Based on feminist principles, we seek to achieve our vision by building a movement that informs, connects and mobilises society towards:

- Securing women's rights and bringing about gender equality;
- Developing capacities for women's empowerment and social transformation; and
- Supporting women in crises.

MISSION

AWAM operates on the strength of a dynamic and dedicated group of members and staff who shape the direction and policies of the organization. As a collective, AWAM strongly believes in having an inclusive participatory and empowering organisational culture. We are guided in our work and decision making by five core values:

- Collectivism
- Compassion and Respect
- Courage
- Equality and Justice
- Integrity



We are an independent feminist non-profit organization, established in 1985. At AWAM, our focus is on victims and survivors of gender-based violence (GBV) such as rape, domestic violence and sexual harassment. We provide free counselling services and legal information, and this is open to all people in crisis, irrespective of gender.

We also do public education and outreach with the aim of establishing a movement of people who are aware of the GBV issues facing society and want to eradicate the problems. AWAM also works directly with government agencies and ministries to advocate for policy change, understanding that positive change needs to happen in both society and legislation for sustainable holistic impact.

Prior to 2019, AWAM had been largely membership-driven where members were actively committed and ran AWAM's many committees. However, in the last few years, AWAM has seen a steep decline in active member engagement. In the Evaluation and Planning session in December 2018, it was decided that AWAM will be re-structured so that the programs are led by Program Officers in place of committee members - pulling AWAM into a new direction.



Advocacy



AWAM AND THE Sexual Harassment Bill

AWAM kickstarted the year with immediate and rousing engagement with the other women's organizations, where we had a meeting right here in AWAM in January 2019, to work on the draft SH bill. In 2019, the Women, Family and Community Development Ministry (KPWKM) was committed to making sure that Malaysia had a standalone Sexual Harassment bill by the first Parliament sitting of the year. Spurred by this, the women groups initiated a series of meetings amongst themselves to discuss a draft Bill that was already in hand (written a couple decades earlier by WCC with some support by AWAM), in order to be ready to offer support to the KPWKM when needed.



The unofficial first committee working on the Sexual Harassment Bill

As anticipated, that first meeting in AWAM's office in Taman Paramount Petaling Jaya evolved into a series of meetings at Putrajaya, where AWAM, with other women's groups, joined a Special Committee to draft the country's first standalone SH bill together with KPWKM and other relevant government agencies.

“The content of the Bill specifically takes into consideration the standard of proof and to plug in gaps in existing legislation, especially in addressing Sexual Harassment in spaces outside the workplace such as schools, public transportation, religious institutions, playgrounds and more.”



The SPT Kick-Off Meeting at Putrajaya



More importantly, the Bill addresses the root causes of under-reporting by ensuring the mental, emotional and physical safety of the complainant. One of the ways it achieves this is by simplifying the legal process, by establishing a Special Tribunal that will allow for free, fast and easy access justice by survivors of sexual harassment.

Much of AWAM's input into strengthening the Bill was informed by the cases received through our Telenita Helpline. By interacting with survivors at ground level, AWAM was able to highlight much of the hold-up and barriers in the process of seeking justice, and address this within the body of the act.



The Sexual Harassment PROGRAMME

AWAM's focus in 2019 was largely centered on creating an impact with local communities by educating them on the issue of Sexual Harassment. While Sexual Harassment can be intricate and difficult to navigate at policy level, in real life situations, there are specific steps that can be taken to address and prevent with sexual harassment (for example, bystander support).

In 2019, AWAM launched the Powering Up Advocacy Tools and Trainer Project. This project was selected for financial backing by the Malaysian Reform Initiative (MARI) without which this project would have suffered an untimely setback. Aside from financial aid, our project liaison at MARI provided plentiful



In consultation with Syed Azmi with regards to Sexual Harassment among Young Adults

support, both technical and otherwise, and was very engaged throughout the entire project. This project is comprised of two sections; the **Sexual Harassment Awareness and Prevention Manual** and the **Training of Trainers component**.

Sexual Harassment Awareness and Prevention (SHAP) Manuals



O' SHAP!

The manual was tailored to address various cohorts resulting in titles for: Working and Non-Working Adults, and Youths in School (13 -17), and University Students. AWAM has taken the additional step of having the manual **translated into the four main languages** such as Bahasa Malaysia, Mandarin and Tamil in order to reach out to as many people as possible and to ensure that society as a whole starts to speak out against sexual harassment.

Each manual consists of three sections; activities, fact sheets and powerpoint presentations. All case studies used were of **recent cases of Sexual Harassment in Malaysia**, contextualizing the content in current times and locality.

The process of producing the manuals involved holding two workshops where external experts were consulted based on their experience of dealing with the overall issue of sexual harassment as well as specific cases within their own communities. These experts are as follows: Betty Yeoh Siew Peng (AWAM Member), Dr Lai Suat Yan (Gender Studies Academician from UM and AWAM member), Syed Azmi Alhabshi (Persatuan Untuk Anak Kita, Founder), Izza Izelan (Executive Director, WomenGirls), Lok Shi Shuen (Programme Officer, WomenGirls), and Ain Nasieyah Amiruddin (Programme and Capacity Building Executive, Institut Wanita Berdaya).

Training of Trainers (TOT)



In order to create a sustainable system for disseminating key messages and narratives on the awareness and prevention of sexual harassment, AWAM held an invitation-only one-day workshop where the participants are carefully screened for experience in facilitating training and the local communities they work with. AWAM conducted two Training of Trainers (TOT) at the tail end of 2019 in Penang and Kuala Lumpur.

“ Selected participants were trained to conduct workshops on **unpacking and handling sexual harassment**, channels for **redress and helping skills** to assist sexual harassment survivors based on the new manuals. ”

PENANG

The TOT in Penang was attended by 24 (21 females , 3 males) participants and consisting of English, Bahasa Malaysia, Tamil and Chinese speakers, who represented a variety of stakeholders, including Women’s Center for Change (WCC), The Penang Hospital (Government run state hospital), The Penang Women’s Development Corporation (PWDC), Perak Women for Women, Centre for Research on Women and Gender (KANITA) for Universiti Sains Malaysia, Penang State Health Department, Women and Family Development, Gender Equality and Non-Islamic Religious Affairs Office and Caring Society.

KUALA LUMPUR

The TOT in Kuala Lumpur was attended by 19 (15 females, 4 males) participants. As with the TOT in Penang, participants consisted of English, Bahasa Malaysia, Tamil and Chinese speakers. Participants were from a variety of NGOs such as Women:Girls, Educational, Welfare & Research Foundation Malaysia (EWRf), Persatuan Untuk Anak Kita, Sisters in Islam, and Empower Malaysia. There were also representation from other stakeholders such as Engender, Aim Counselling & Personal Development PLT, Socialist Party Malaysia (PSM), Asylum Access Malaysia, Nilai University, Pavilius Legacy Skills & Training and Calm Counselling Services.

Feedback from Participants

Feedback from participants (obtained through feedback forms) was largely positive. Verbal feedback during and after the TOTs were also very encouraging, with participants indicating interest to form partnerships with AWAM in order to work together on spreading awareness on the prevention of sexual harassment.

It resonates better with the local audience for its familiarity.

Most participants were also positive when asked if they would carry out training on behalf of AWAM. Seasoned trainers were impressed with the incorporation of digital tools like Mentimeter to make the workshop current and interactive. Other positive feedback from participants included the use of local examples and scenarios as the case studies were welcomed enthusiastically.



SUCCESS!

"Participants from the KL TOT + AWAM Trainers"

Aside from achieving all milestones within a short span of time, this has significantly impacted AWAM's work within the area of Sexual harassment. Where AWAM once had only one trainer to call upon for talks and trainings on sexual harassment, we now have a diverse pool of trainers to conduct trainings on sexual harassment.

This new pool of trainers also include Tamil, Chinese and Bahasa Malaysia-speaking trainers who are able to extend AWAM's reach into non-English speaking communities. In addition, some trainers are based outside Klang Valley, furthering our mission to spread awareness on the awareness and prevention of Sexual Harassment to various parts of the country amongst the various demographics in our community. This also has the unintended but welcome effect of garnering support for the Sexual Harassment Bill.



Pictures of both Sexual Harassment TOTs

FBM

Feminis Buatan Malaysia

The Feminis Buatan Malaysia (FBM) Series began as a pilot series by AWAM in 2019. Held monthly, this series aims to **address gaps in social issues** and **open up the space for conversations from a gender-lens in the Malaysian context**.

Within this space, participants are encouraged to hold conversations that explore feminism, women's rights, and other 'sensitive issues', without fear of judgment or repercussion. It also provides the space for members/volunteers to facilitate these sessions which in turn, allow them to have the opportunity to develop leadership capacities.

This year, AWAM successfully conducted 11 sessions under this series. For individual topics of each session, please refer to the Annex.



18 January **HERSTORY Of Feminism In Malaysia**

by Rabiatul (Ruby) Yusoff

“Love it. Especially the herstory of strong Kelantan(-ese) women.”

16 February **#MYMeToo: Sexual Harassment in Malaysia**

by Louise, Ashley & Nee Kee

“It made me realise that there is no one definition of sexual harassment, and there are so many endless possibilities of sexual harassment.”



FEMINIS BUATAN MALAYSIA

**JANUARY EDITION:
HERSTORY OF FEMINISM IN
MALAYSIA**

DATE: 18 JANUARY 2018 (FRIDAY)
TIME: 7.30 PM
VENUE: AWAM, 85, JALAN 21/1, SEA PARK, 46300
PETALING JAYA, SELANGOR, MALAYSIA

A Sexual And Reproductive Health and Rights (SRHR) Story

FEMINIS BUATAN MALAYSIA

ABORTION THROUGH THE STARS

21 SEPT
Saturday,
10 AM - 12 PM

Organised by

FEMINIS BUATAN MALAYSIA

**INVISIBILITY, A CONVERSATION ON
INVISIBILITY, VISIBILITY AND HYPER
VISIBILITY & ITS COSTS ON ACTIVISM AND
SOLIDARITY**

DATE: 15 JUNE 2018 (SATURDAY)
TIME: 10:00 A.M. - 12:00 P.M.
VENUE: AWAM, 85, JALAN 21/1, SEA PARK, 46300
PETALING JAYA, SELANGOR, MALAYSIA

FEMINIS BUATAN MALAYSIA

FEMINIST TRANSFORMATIONAL LEADERSHIP

UNPACKING POWER THROUGH THE WRITINGS OF SRI LATHA SATHIYAWALA

by Hannah Lau, WCC, Penang

A safe, open and feminist space

24 August
Saturday,
2.30 - 4.30 PM

Organised by

FEMINIS BUATAN MALAYSIA

**THE APPLE DOESN'T FALL FAR FROM THE
TREE: STORIES OF OUR PARENTS'
MARRIAGES**

DATE: 19 JULY 2018 (FRIDAY)
TIME: 7:30 P.M. - 9:30 P.M.
VENUE: AWAM, 85, JALAN 21/1, SEA PARK, 46300
PETALING JAYA, SELANGOR, MALAYSIA

FEMINIS BUATAN MALAYSIA

**FEBRUARY EDITION
#MYMETOO: SEXUAL
HARASSMENT IN MALAYSIA**

DATE: 18 FEBRUARY 2018 (SATURDAY)
TIME: 10:00 A.M. - 12:00 P.M.
VENUE: AWAM, 85, JALAN 21/1, SEA PARK, 46300,
PETALING JAYA, SELANGOR, MALAYSIA

**MENTAL HEALTH
IN THE
ABUSIVE
HOME**

My mind is exhausted, a result of constant fear and mental health issues

FEMINIS BUATAN MALAYSIA

A safe, open and feminist space

19 October
Saturday,
10 AM - 12 PM

Organised by

FEMINIS BUATAN MALAYSIA

**EDISI MEI
WANITA BERJUANG MENENTANG
KAPITALISME DAN PENINDASAN**

TARIKH: 25 MEI 2019 (SABTU)
MASA: 3.00 PTC - 5.00 PTC
TEMPAT: AWAM, 85, JALAN 21/1, SEA PARK, 46300
PETALING JAYA, SELANGOR, MALAYSIA

FEMINIS BUATAN MALAYSIA

**MARCH EDITION
WOMEN ARE WOMEN'S
WORST ENEMIES?**

DATE: 16 MARCH 2018 (SATURDAY)
TIME: 10:00 A.M. - 12:00 P.M.
VENUE: AWAM, 85, JALAN 21/1, SEA PARK, 46300,
PETALING JAYA, SELANGOR, MALAYSIA

**SURVIVING
VIOLENCE IN
SILENCE:**

A narrative of 'believability'?

FEMINIS BUATAN MALAYSIA

The discussion will be moderated by Aislinn's video analysis

16 November
Saturday,
10 AM - 12 PM

Organised by

THE MYTH OF ANDARTU

FEMINIS BUATAN MALAYSIA

**EXPLORING MICROSEXISM
IN OUR DAILY LIVES**

21 December
Saturday,
10 AM - 12 PM

Organised by

AWAM's Office, No. 85,
Jalan 5521/1, 46300 PJ

16 DAYS of ACTivism!

What is 16 Days of ACTivism?

Every year, women all over the world advocate for 16 days on the issue of violence against women. This year, AWAM joined countless others to end rape because rape – like other forms of gender-based violence – harms people, families, relationships and the community.

#NOMOREEXCUSES

AWAM ran a social media awareness activity and a rape petition as part of our 16 Days of Activism Campaign. The first part of the campaign focused on the increasing number of rapes in Malaysia – and in its various forms ie via stealthing, date rape and other forms of rape where consent is treated as a matter of contention.

We launched a petition on Change.org to get more public support in addressing rape, but more specifically, the forms of rape that are more nuanced.

Post Reach

November 8 - December 5

12,814

People Reached ▲147%



Outcome

We set an ambitious target of 5,000 signatures for our petition on Change.org in 16 Days because we wanted to make a powerful statement with this initiative. On the 7th of December, we had already **surpassed the initial target of 5,000, garnering 5,576 signatures.**

We also had much success from our social media, garnering a lot of views, comments and attention. One comment had even said that they had to rethink the use of the Emergency Contraceptive Pill (commonly known as the ‘morning after’ pill) as it can benefit survivors of rape. This has helped to position AWAM as an organization working on women’s human rights, in addition to gender-based violence. Organizations such as Women’s Learning Partnership (WLP), Klima Action Malaysia (KAMY), Women’s Centre for Change (WCC) and many other organizations, including UN Women, shared much of our content during these 16 days.



Our social media campaign addressed a different topic (both current and emerging Women’s Human Rights issues) for every day during the 16 Days of Activism, where we tried as much as possible to tie the topic back to rape – and to the petition.

ENOUGH IS ENOUGH

RAPE IS NOT OUR CULTURE

THE PETITION

SUPPORT

16 Days Of Activism
#HentikanRogol
#16DaysOfActivism

CONSENT

Must be given **VERBALLY**
Must be given **FREELY** -
free from duress, threat,
intimidation or coercion

16 Days Of Activism #HentikanRogol #16DaysOfActivism

A life of **dignity**.
A life I **choose**.

16 Days Of Activism #HentikanRogol #16DaysOfActivism

Just Because You're
My Girlfriend is
NOT AN EXCUSE

No more **DATE RAPE**
It's not **LOVE** if it
HARMS

16 Days Of Activism #HentikanRogol #16DaysOfActivism

Breakdown of PDRM Statistics On Rape, by Age

	<12	12-18	>18
2014	87	1496	462
2015	85	1324	464
2016	98	1260	340
2017	94	1163	278

16 Days Of Activism #HentikanRogol #16DaysOfActivism

1/5 refugee & displaced women in complex humanitarian settings have experienced sexual violence

16 Days Of Activism #HentikanRogol #16DaysOfActivism

Absence of consent
must be considered the
GLOBAL STANDARD for RAPE

16 Days Of Activism #HentikanRogol #16DaysOfActivism

GENERATION EQUALITY AGAINST RAPE
25 Nov - 11 Dec 20

ENOUGH IS ENOUGH
No more excuses
No more rape

4 REASONS TO sign the petition

CRIMINALIZE MARITAL RAPE
Current laws only criminalize violence involved in the act of marital rape and not the act itself

MEN CAN BE RAPED
Current laws only recognize women as victims of rape, marginalizing their voices and stripping them from access to justice and healthcare

DATE RAPE
Laws must recognize and deter behaviors of partners that are taking advantage of the relationship to force their partners into sex

BETTER CARE AND ACCESS
Within the relationship control (SRC) to ensure equal access to legal care and equal protection.

#hentikanrogol

But in the last two years, groundwater was becoming scarce, because of weather changes and increased mining in the region. As women and girls had to walk further to fetch water, the number of kidnappings and rapes more than doubled over that period, local women said.

16 Days Of Activism #HentikanRogol #16DaysOfActivism

Abolish Modern Slavery
Women and girls are disproportionately affected by forced labour.

99% victims in the commercial sex industry
58% in other sectors

16 Days Of Activism #HentikanRogol #16DaysOfActivism

Although the use of modern contraception has doubled globally from 36% in 1970 to 63% in 2017 based on World Health Organisation data, the uptake in Malaysia has been static at 52%

SRHR in Malaysia

16 Days Of Activism #HentikanRogol #16DaysOfActivism

WAGE SLAVERY

This refers to a situation where a group of people (usually the poor) are paid low wages and are kept dependent on low wages through systemic oppression.

16 Days Of Activism #HentikanRogol #16DaysOfActivism

GENERATION EQUALITY AGAINST RAPE
Sign the petition.

DAY #1 VIOLENCE AGAINST WOMEN (VAW)

1/3 women and girls experience physical/sexual violence in their lifetime

The United Nations defines violence against women as "any act of gender-based violence that results in, or is likely to result in, physical, sexual, or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life."

#HentikanRogol
#16DaysOfActivism

LIVING WAGE

The living wage is income determined to provide a decent standard of living. It should pay for the cost of living in any location. It should also be adjusted to compensate for inflation. The purpose of a living wage is to make sure that all full-time workers have enough money to live above the federal poverty level.

16 Days Of Activism #HentikanRogol #16DaysOfActivism

SRHR & RAPE

Common physical effects of rape

- Bruising
- Soreness
- Sexually transmitted infections
- Involuntary shaking
- Pregnancy
- Vaginal or anal tears and bleeding
- Sexual dysfunction
- Chronic fatigue
- Difficulty walking

16 Days Of Activism #HentikanRogol #16DaysOfActivism

Emergency Contraceptive Pill (ECP)

Known as the "morning-after" pill, ECP can be taken 3-5 days after a rape or unprotected sexual intercourse.

Contraceptives prevent pregnancies.

16 Days Of Activism #HentikanRogol #16DaysOfActivism

15,000
APPLICATIONS FOR CHILD MARRIAGE
2007 - 2017

10,000 applications through the Syariah courts
4,999 civil court applications

12 000 000
girls are married before the age of 18, or
23 girls per minute

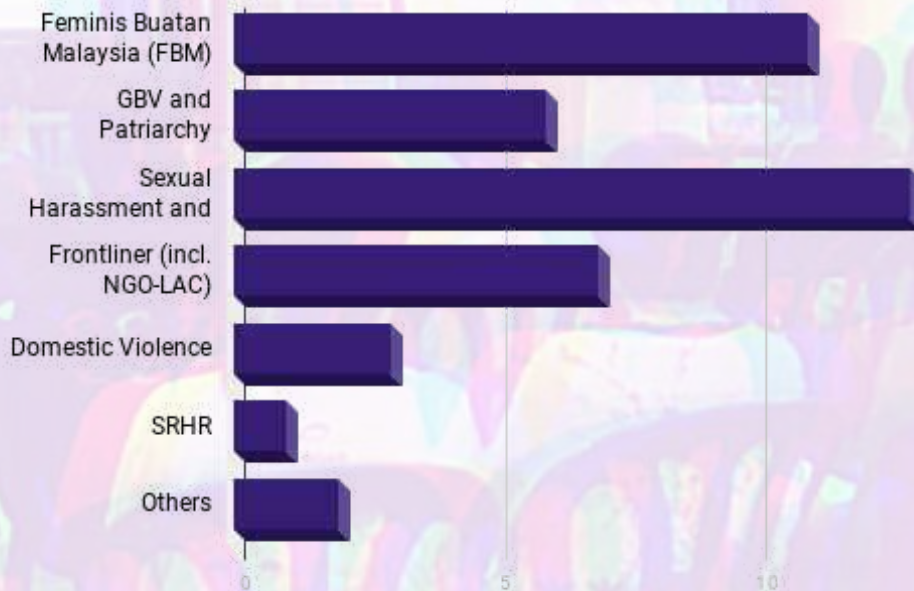
16

Cannot apply for a driver's license
Cannot vote
Limited work opportunities
Can go to school
Can have children
Can cook
Can marry
Can have sex
Can go to university

TALKS & TRAININGS

Public Education

Breakdown of Training by Content



AWAM conducted 44 talks and trainings (including forums) in 2019.

23 talks and trainings were initiated by AWAM.

The complete list of talks and trainings (Table 1) is attached in the annex.

Weir Chemicals and Linatex

In Conjunction with International Women's Day in March, AWAM conducted a talk on Sexual Harassment for 50 participants in the corporate sector. The talk was conducted by AWAM Member Joyce Hue Vern Chie, and was assisted former AWAM staff.



Training of Trainers: Sexual Harassment

Mid-March, AWAM's very own Training Consultant, Betty Yeoh, conducted a Training of Trainers (TOT) workshop for a group of 20 activists to train them on facilitation and presentation skills in relation to Sexual Harassment. The training equipped participants with tools that can be used when talking and training on sexual harassment. Participants also put into practice their learnings via mock sessions.



Advocacy Skill Training Workshop

In March, the National Democratic Institute (NDI) worked together with AWAM to conceptualize and hold the Advocacy Skill Training Workshop at the Armada Hotel, Petaling Jaya. The event fostered fantastic conversations on the how's & why's of past advocacy campaigns in Malaysia, overcoming obstacles & challenges, techniques for persuasive communications & finally a thought-provoking advocacy planning & presentation. The event was attended by an interesting mix of civil society organizations (CSO)s including PROHAM, Undi18, WWF, Empower, Myanmar Ethnic Women Refugees Organisation, Childline & MyPJ.



Sexual Harassment Talk for WOMEN:girls

In June, AWAM had conducted a 2-hour Sexual Harassment (SH) workshop with a group of 50 girls, aged 14-18 which was organised by WOMEN:girls. The session was filled with useful information, role-playing exercises and a quiz which calls on the participants to identify acts of SH. During this session, AWAM had also conducted a survey on sexual harassment where 68.6% of participants indicated that they had been sexually harassed in their life.

"Every participant can go out and train now." - Betty Yeoh

Patriarchy National Training of Trainers

In July, AWAM conducted a 5-day Training of Trainers (TOT) for a total of 25 participants from various organizations, most of which are organizations working on women's rights. Participants were carefully assessed for suitability and diversity which greatly enhanced the shared learning experience. The TOT was jointly conducted by AWAM's Senior Trainer, Betty Yeoh and AWAM's Former Programme Manager, Lee Wei San. The TOT is based on the Patriarchy Manual which was developed in 2018, titled 'The P-word'. All participants found the training to be extremely enlightening and beneficial.





Gender Equality Talk at Seri Emas

Towards the end of July, AWAM conducted a talk on Gender Equality at Seri Emas International School for approximately 100 IGCSE students - equivalent to students sitting for their SPM. The talk covered the different types of equality from the CEDAW perspective with a focus on substantive equality, and the a discussion on the costs and benefits of gender equality.

National Women’s Empowerment Camp

In September, AWAM conducted a talk on Sexual Harassment for 100 girls from various states – most notably from Kelantan, Terengganu, Pahang, and Sabah. These girls were flown down to attend a three-day camp organized by volunteer-graduates under the Fulbright program.A. The session was conducted in both English and Malay, and it was well-received by the students. We received a total of 15 anonymous questions which raised important issues on Sexual Harassment at schools, the lack of knowledge in terms of dealing with sexual harassment at schools, the importance of Comprehensive Sexuality Education (CSE), knowledge with regards to reproductive rights, and domestic violence.



Domestic Violence Seminar ‘Isteri Dalam Kurungan’

In October, AWAM gave a talk on who we are and how we supported survivors at the Social Institute of Malaysia (ISM)'s one-day event on domestic violence in conjunction with the Domestic Violence Month. This event consisted of 6 sessions that covers different facets of domestic violence including psychotherapy, impact of domestic violence on health, the legal and police perspectives, new trends in domestic violence, and support systems for survivors of domestic violence.



ALSA Forum: Eradicating Sexual Harassment at Workplace

In October, AWAM was one of two panelists at the Asian Law Students' Association (ALSA) Forum 2019, held at Universiti Utara Malaysia (UUM), Sintok, Kedah. During the session, talked about the awareness of Sexual Harassment, gaps in current laws, the upcoming Sexual Harassment Bill, and avenues for recourse for survivors of sexual harassment.



Domestic Violence Talk

Also in October, AWAM conducted a talk on domestic violence for women who are members of the Luther Church in Petaling Jaya. These women of mixed ages are part of an initiative to educate churchgoers on domestic violence. The session was well received.

Sexual Harassment National Training of Trainers

In the November – December period, AWAM conducted two one-day Training of Trainers (TOT) using the Sexual Harassment Manuals developed in the later half of the year. Both trainings were successful, and where AWAM once had only one trainer to call upon for talks and trainings on sexual harassment, we now have a diverse pool of trainers to conduct trainings on sexual harassment. A more detailed account can be found under the section reporting on Sexual Harassment.



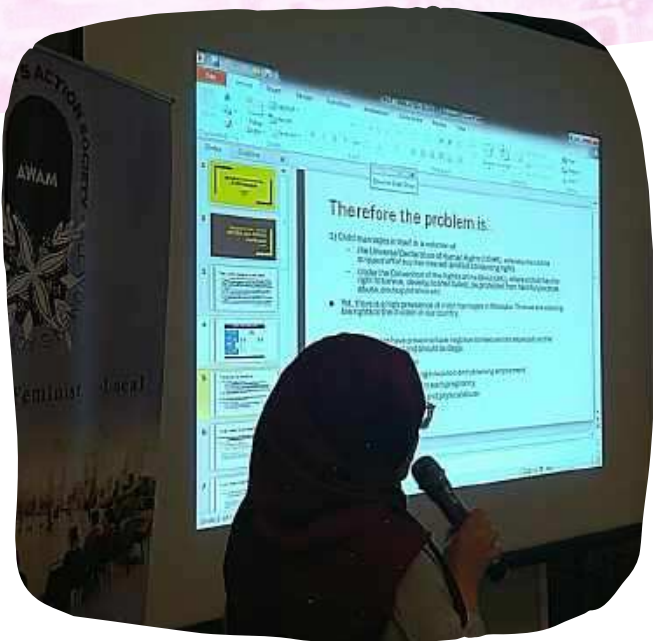
"Success! We now have trainers in key communities."

ENGAGEMENT

With Stakeholders

In 2019, there were 62 occasions where AWAM had engaged with multi-stakeholders as part of our strategic advocacy on Women's Human Rights issues, of which 15 events were organized by government agencies, commissions or Ministries.

Table 2 in the Annex lists down AWAM's stakeholder engagement for the year.



Women's Learning Partnership (WLP) – Regional Training of Trainers (RTOT)

In May, AWAM co-hosted an Asia Regional Training of Trainers on Advocacy of Family Laws in Kuala Lumpur. This training was attended by participants from various parts of Asia, including a total of fifteen (15) female participants from Central, South and South-East Asia attended. The training team comprised of WLP Global trainers, two of whom were from Malaysia (Betty Yeoh, AWAM Founder and Thency Gunasekaran, former AWAM member).

Joint-Action group for Gender Equality (JAG)'s Evaluation and Planning (E&P)

In June, AWAM co-organized the JAG Evaluation and Planning together with Sabah Women's Action Resource Group (SAWO), in Sabah. This JAG E&P saw a total of 35 participants from 12 member organizations, with a large participation from the younger generation activists. The E&P kicked-off to a great start by quickly tackling over the challenges in JAG's 2018 advocacy, especially with regards to the Sexual Harassment Bill - the biggest challenge at the time the lack of buy-in by the government. In 2019, JAG avidly advocated for the Sexual Harassment Bill.





Youth Advocacy Workshop

In August, Reproductive Rights Advocacy Alliance Malaysia (RRAAM) conducted a three-day training on Sexual and Reproductive Health and Rights (SRHR) which covers a wide area of topics and case studies globally. Lochna Menon and Purani Mogan, AWAM's Programme Officers attended the training where they were able to better understand the complexities in the advocacy and practice of SRHR, as well as network with other participating NGO's such as Program ROSE, Sols 24/7 Malaysia, She Decides, and Federation of Reproductive Health Associations, Malaysia (FRHAM).

ASLI's Women of our Time

Mid-August, AWAM attended ASLI's Women of Our Time event in conjunction with National Women's Day. The event highlighted many niche efforts to bring about greater rights and access for women, and highlighted issues faced by marginalized groups such as period poverty and indigenous women's issues.



APWLD's Feminists Analysis of Womens' Discrimination and Development Justice Alternative Framework

In August as well, we organized a training with the Asia-Pacific Forum on Women, Law and Development (APWLD) on Feminists Analysis of Womens' Discrimination and Development Justice Alternative Framework at Institut Wanita Berdaya. The session kicked off with Karen Lai, member of APWLD and Programme Director at WCC inviting participants to create a timeline of the women's movement in Malaysia. Other sessions included an introduction to APWLD and their areas of work, poverty through a gender lens, the impact of trade on women, and women in global movements.



WLP Transnational Partners Convening (TPC)

In November as well, our Programme and Operations Manager attended the Women's Learning Partnership TPC held in Washington DC, USA. An annual event, the TPC is attended by representatives from all of WLP's partner organizations, WLP's Board of Directors, and members of their Advisory Council. At this year's TPC, AWAM made a short presentation on our work in 2019 and about the state of women's affairs in the country, touching on our public policy work, especially the Sexual Harassment Bill and highlighting the commitment of the Minister and Deputy Minister of KPWKM in 2019. This year's TPC focused on the Beijing +25 meeting that was to be held in New York in September 2020 and on supporting more work for refugees.



AWAM's Evaluation and Planning

In December, AWAM conducted a two-day event where the EXCO and members were invited to come together and go over the work that we have done for the year, and to plan for 2020. This year, AWAM was able to convey the tremendous effort and work that has gone into our advocacy and activities, including the challenges faced. It had been a hard year for all the staff, and this was duly acknowledged and appreciated by Exco and members. Members who were present also really provided some valuable input into AWAM future plans, which were drafted out during the E&P.



Plan of Action for Women in Sport

Mid-December, the Youth and Sports Ministry (KBS) had put together a Plan of Action for Women in Sports which would address women empowerment and women's leadership in sports. Various stakeholders from the industry as well as the ministries were called but AWAM was the only Civil Society Organization present. We used this opportunity to raise the issue of sexual harassment in sports. This was received with some wariness by the organizers but after the meeting, our staff members were approached by various participants, most significantly from the Paralympic Association and the Ministry of Education. This led to further engagement between AWAM and KBS and MOE, focusing on GBV issues within the sports sector.



TELENITA

Our Services

NEW DEVELOPMENTS!

In 2019, we had a brand new officer take up the role in June. While this may have slowed down some of our processes, it also served as an opportunity for us to engage more with our mentor counsellors and this has really helped us provide better quality counselling services. We also increased engagement with the lawyers in the Working Collective and this has led to better synergy between the staff and EXCO.

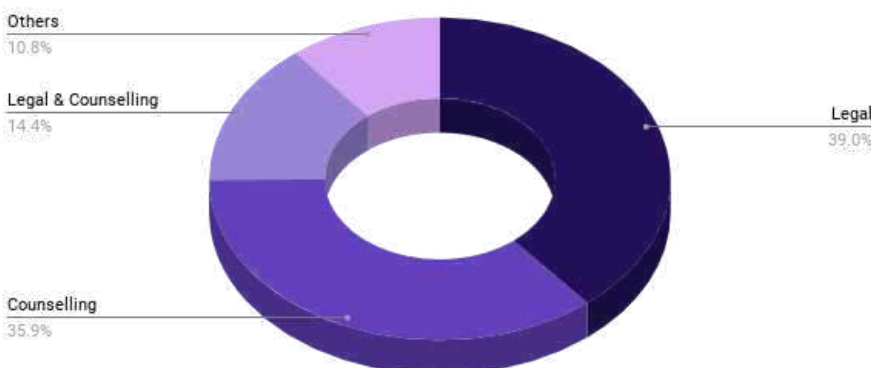
We also developed a routine where our new services officer would have regular meetings with selected members of staff to speak about the nature of cases received. All cases were treated with strict confidentiality (absolutely no names or other revealing information). This process was introduced to provide emotional and mental support to the Services Officer (mitigating the 'Silo' effect) and also to provide the advocacy team with updated data that we would use in our communications and fundraising activities.

With these improvements, the entire office developed a sense of ownership and better understanding of Services - and this crucial commitment has allowed us to combat GBV with better effect.

The Services Officer conducting the 'Feminist Perspective of Law' session for legal interns

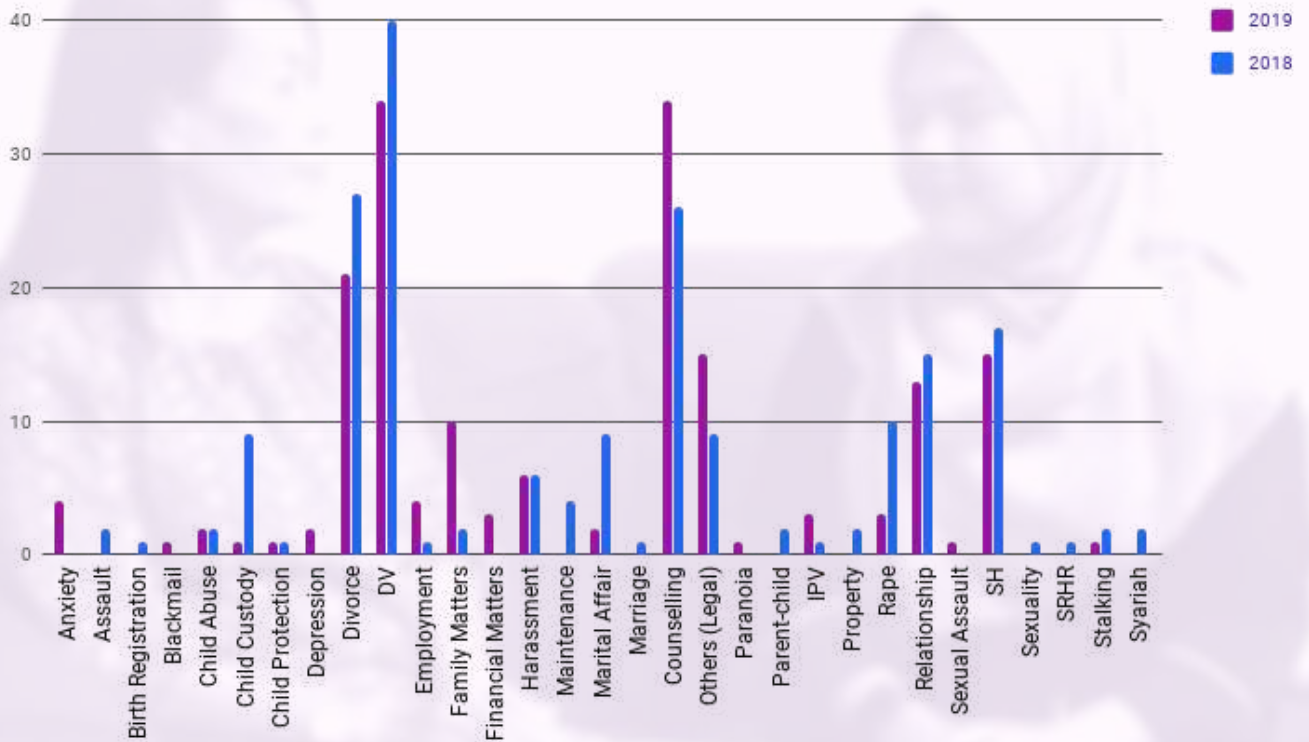


Breakdown by Case Type



AWAM received a total of **195 cases**, of which **76** were legal matters, **70** were counselling matters, **28** cases for both legal and counselling, and **21** cases for other matters.

Breakdown of Cases by Issue



Of the 195 cases, there were 177 cases where the survivor identified as female and 18 cases where the survivor identified as male. In 2019, AWAM expanded our categories to include forms of mental health that are on the increase such as anxiety, paranoia and depression. This is because we found that many survivors eventually developed mental health issues that take longer to recover. Many survivors also tend to wait several years before attempting to get help.

As evident in the graph above, the most number of cases received by AWAM is domestic violence (DV) which is closely followed by counselling, and divorce. Sexual harassment (SH) was also relatively high though we do see a slight decrease compared to last year. Relationship issues continue to be a concern. On the other hand, we do see more cases coming in for employment and financial matters.

“ 11 clients lodged a police report as a direct result of approaching AWAM for assistance, especially in taking the necessary precautions for their personal safety. ”

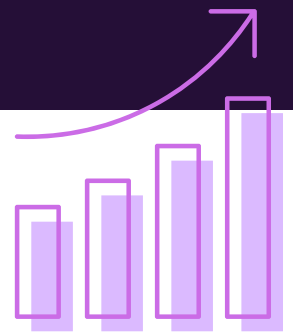




Towards the end of 2019, we decided to improve the our Telenita data collection processes so that our data could be analysed in a meaningful way, which was then used to inform advocacy and assist us in identifying patterns.

Yi Wen Moo, a young IT expert, was hired to digitize AWAM's data in the last three years (2017 - 2019). Over the course of three months, the Programme and Operations Manager, Programme Officer for Services , the Services Intern (Syahira Khan) and Yi Wen Moo spent hours outlining the types of information that we want to pull together, and

to compile everything into a single database. With the spreadsheet finalized, we then started entering data into the spreadsheet. Once more, AWAM interns - including legal pupils and intern counselors - and volunteers were called in to assist in this process and all cases were entered into the database successfully.



Launch of **TABUNG KAUNSELING AWAM**

On July 25th, AWAM launched 'Tabung Kaunseling AWAM' - a fund to assist persons in crisis, who come to us through our free and confidential Telenita services. At the moment, this fund serves to support women who cannot afford administrative fees, which is required even when a pro-bono lawyer has been engaged. In addition to that, AWAM will also use this fund to purchase new phones for the Telenita Helpline.



In the same month, Kg. Tunku Local Assemblyperson (ADUN), YB Lim Yi Wei donated RM10,000 to the fund to ensure that we continue to provide the best aid possible to those who need it. With the funds received, we worked on improving our counselling room to be more uplifting and appealing to younger people and children who sometimes accompany the client. We hope to see a brighter, more welcoming counselling room filled with teddy bears and warmth in 2020.



Our first contribution towards Tabung Kaunseling AWAM!

Client has been harassed verbally by her supervisor since day one. Her supervisor had said on several occasions "I will f*** you" in front of her colleagues. The client complained to management but the supervisor lashed at the client and insisted that she apologise which she refused. HR told the client to adjust to the work environment or quit.

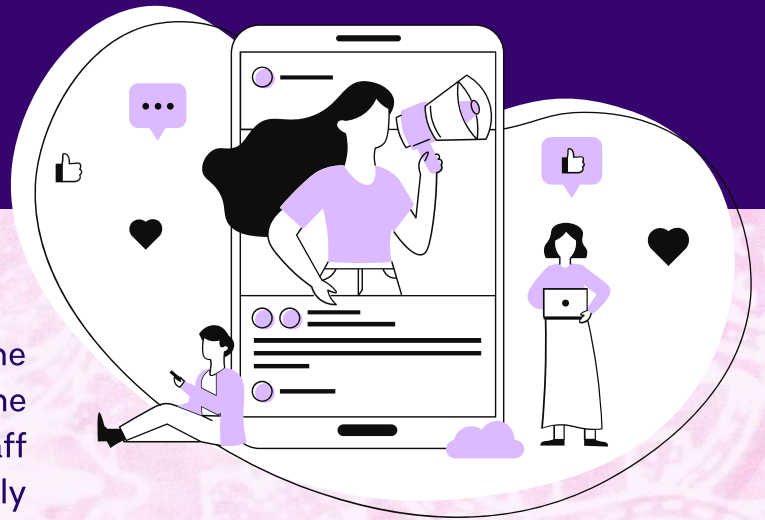
I tried to resist in a polite and soft manner, but he was too strong. It was disgusting but I was very perplexed and confused, as I was taught by my family that religious people will never have any bad intention towards females.

He then became upset and kicked me so hard in my stomach, slapped me and pushed me to floor...I wanted to immediately go to the police station. My husband then shouted and threatened to kill me. I was afraid and changed my mind. Thankfully, he left my house that night.

My father has molested me before.
My mother doesn't really get abused,
at least not in front of me.
He beats my younger brother.
Both of them don't really want to do
anything.
She said, that's how he is.
She prays a lot.

I can't help feeling like something is inherently wrong with me. I want to give up. I want to hurt myself. I sleep with sharp objects.

MEDIA Outreach



The Media Team

The media team consists primarily of the INFOCOM Officer and the Programme and Operations Manager. That said, staff members and the EXCO actively contribute input and even in prompting the drafting of a statement as a response to women's rights issues.

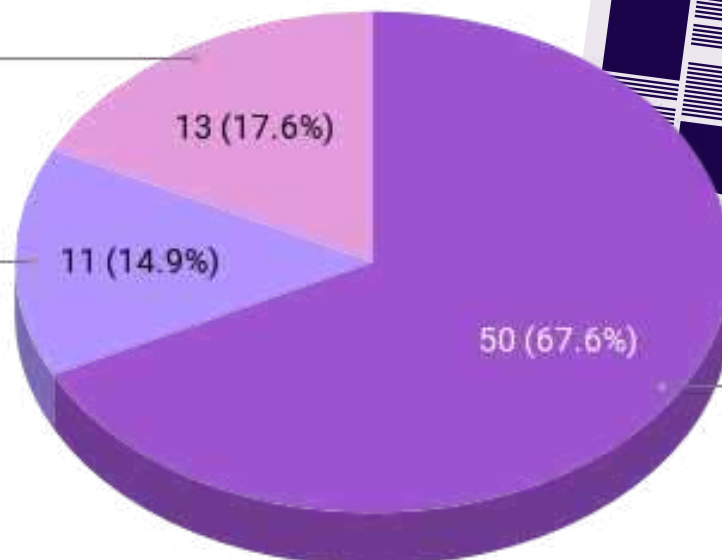
This year, AWAM saw a significant increase in our media presence, mainly from the publication of media statements and to a lesser extent, social media (Twitter) posts that were captured and highlighted in a news or feature article.

In 2019, AWAM was mentioned in the media a total of 74 times. This can be further broken down to coverage of our services (11 times), press statements (49) and others (14). Our press statements were covered 50 times in the local news and 11 times in international news. In terms of negative coverage, there was an opinion piece published by ISMA which criticizes women's organization that was published in Sinar.

Breakdown of coverage by publication

Others (Feature, Blogs)
17.6%

International news
14.9%



Local news
67.6%



SUCCESS!



In July 2019, AWAM stumbled across a group of women who had similar encounters of sexual harassment. These women were from different locations and some had filed police reports but they were not taken seriously. Upon further research, AWAM realized that the alleged perpetrator had assaulted many women in a style consistent with sexual harassment cases in Terengganu two years ago. AWAM decided to publish a statement which successfully highlighted the case and the police took quick action in arresting the perpetrator, who was later sentenced to two months of jail time.

Television Appearances



On August 19, AWAM appeared on The NATION: Workplace Gender Diversity which aired on BERNAMA TV. The interview was conducted by Tehmina Kaoosji who advocates on women's human rights issues. Kudsia Kahar was the other guest on the show.

AWAM had been interviewed for a special segment on TV3's Malaysia Hari Ini. The session was conducted in Malay where the primary focus of the conversation was on Domestic Violence, in conjunction with International Day for the Elimination of All Forms of Violence Against Women. TV3 also visited AWAM's office to record a short video explaining our services where they interviewed Evelyn Teah, our intern counselor who focuses on cases of domestic violence.



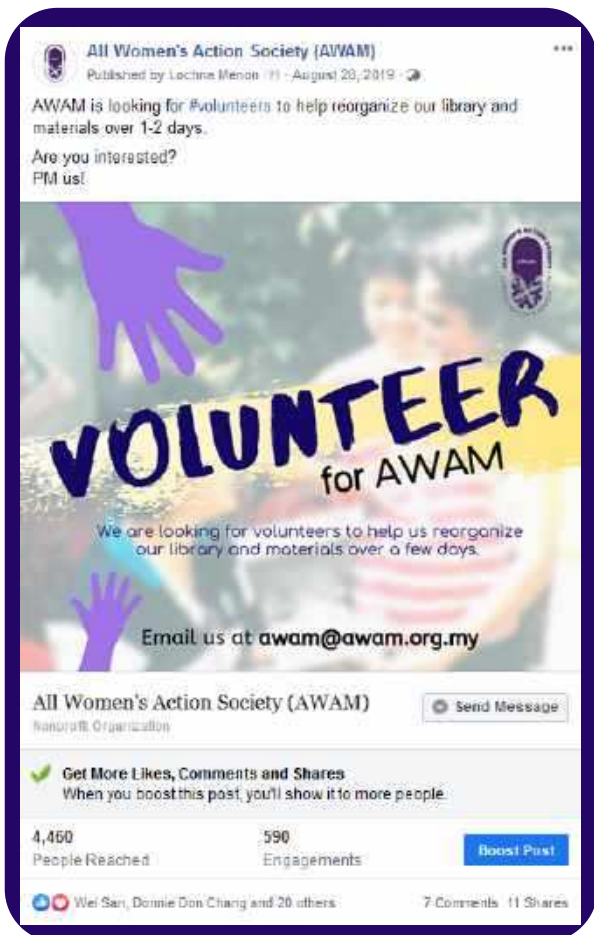


Facebook

Total Posts 204
 Total Followers 11,023
 New Followers 777



As evident from this graph, we can see that our average views have increased.



In 2019, there was a marked increase in social media which has translated into more views and engagement with stakeholders, including survivors of violence who reach out to us via chat.

<<Our top post in 2019!

This Facebook post was our top post in 2019. AWAM's facebook page received multiple visits and engagement as a result of this ad.

This post was not sponsored and all reach and engagement is 'organic'. This indicates that many people really want to work with AWAM and support our causes.



Twitter

Out of all three platforms, AWAM was most active on Twitter, garnering good engagement and visibility.

Total Posts 532
Total Followers 3,334
New Followers 856



Top Tweet earned 219K impressions

Indonesia has finally set an age limit for **#ChildMarriage**.

When will Malaysia **#HaramkanNikahBawahUmur?**

#PelajarBukanPengantin
twitter.com/rinaldir_/stat...

3 replies 1554 retweets 1278 likes

Top Tweet earned 32.4K impressions

#RogolTetapRogol

This video was made in collaboration with YB Yeo Bee Yin's office several years ago to spread awareness about rape.

Not saying "No" is not the same as saying "Yes".

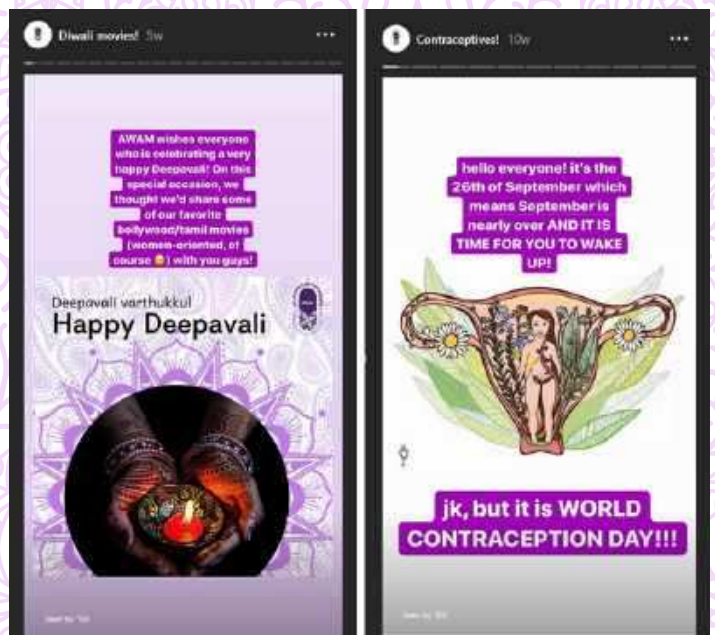
How do you know if it's rape?
Simple. Respect the other person's right to choose, to **#consent**. t.co/SCijSIDqYg

1 reply 221 retweets 151 likes



Instagram

AWAM's Instagram account was handled by the INFOCOM Officer, the Programme and Operations Manager, interns (Tasha Prabha) and volunteers (Christabel Mary). In the later half of the year, AWAM made several IG Stories, the best of which are a list of Indian movies celebrating women's rights and empowerment (in conjunction with Deepavali), and the types and costs of contraception in Malaysian in conjunction with World Contraception Day.



A former client had dropped by the office to show her appreciation for the help she received several years ago. The client extends her thanks to the legal pupil who assisted her at the time.

Thank you for
doing what you do!
♡



This note was collected through our question box at a training for young girls in 2019



Finances



Finances



This year, AWAM did well in terms of income generation. Compared to 2018, AWAM was able to sustain operational costs without dipping into our emergency funds despite our precarious financial position at the beginning of the year. The credit for this goes to our committed and dedicated management and members of staff.



	2019	2018
Overall Income	RM542,245	RM284,000
Overall Expenses	RM554,126	RM419,000

Income

In terms of income, AWAM gains funds through donations to our organization, talks and trainings, and other income minor sources (listed below). The table on the next page illustrates how the organization's income has been allocated in terms of our expenses.

Only donations above RM1,000

List of donors	Amount
TMF Trustees Malaysia	RM30,000.00
ADUN Kampung Tunku	RM10,000.00
Majlis Bandaraya Petaling Jaya	RM1,000.00
Mark Toh	RM30,000.00

Donations

By way of public donations, AWAM did far better in 2019 as compared to our income in 2018, boasting a total sum of RM75,954.61

Grants

In order to carry out our ambitious undertaking in furthering advocacy in the awareness and prevention of Sexual Harassment, AWAM applied to the Malaysia Reform Initiative (MARI) for funding. AWAM was able to successfully pitch our project as we were awarded a grant for RM142,112.00 to carry out this project. This grant covers a wide area of work involving the preparation, production, translation and design of Sexual Harassment manuals. This also includes two one-day Training of Trainers (TOT).



As a partnering local women’s Non-government Organization (NGO) to the Women’s Learning Partnership (WLP), AWAM’s gender-based violence (GBV) trainings have received much financial support since 2012. This year, AWAM was awarded an amount of RM85,781.76 to carry out 2 National Training of Trainers (NTOT) over the period of 2018 -2020.



In June, The Edge Education Foundation had invited AWAM to a grant proposal. The foundation raises funds through The Edge KL Rat Race to help fund local NGOs and charities whose main area of work lies in training and education. AWAM was able to secure RM50,000 under this grant to conduct sexual harassment workshops at schools for young people, especially girls.

Grant	Amount
MARI Grant	RM142,112.00
WLP – Patriarchy TOT	RM85,781.76
The Edge Education Foundation	RM25,000.00
United Parcel Services (UPS)	RM40,268.24

INCOME	
Sources	Amount Received
UPS Grant	RM40,268.24
MARI Grant	RM142,112.00
WLP – Patriarchy TOT	RM85,781.76
WLP RTOT	RM99,849.59
The Edge Education Foundation	RM25,000.00
Donation	RM75,954.61
WFA Meeting	RM29,629.00
Admin Income (WFA Meeting)	RM2,084.00
Resource Income	RM15,300.00
Training Fees	RM13,850.00
JAG ENP	RM11,082.40
Membership Fees	RM1,120.00
Merchandise Sales (from Tote bags)	RM214.00
TOTAL	RM542,245.60

AWAM was also fortunate to receive a grant in 2019 that was applied for in 2018, from UPS (United Parcel Service). The grant which amounted to RM40,268.24 which allowed us to carry out our services and advocacy work without interruption.

“AWAM received RM13,850 for conducting 9 workshops for a total of 331 participants.”

Trainings

In training fees, AWAM received RM13,850 for conducting 9 workshops for a total of 331 participants. This amount is almost twice the sum received in training fees the previous year. This improvement can be attributed to the hard work that has been put into our training by staff, interns and trainers, one of which is founder-member-trainer Betty Yeoh Siew Peng, who facilitated 4 talks and trainings for both corporate and university students. All staff contributed to training, either as facilitators, photographers or training assistants. It was truly a team effort and we aim to see more of this in 2020.

Expenses

In terms of expenses, AWAM's expenses this year is slightly higher compared to last year as we have consistently conducted public education activities.

Department	Amount Spent
Admin	RM49,399
Salaries	RM221,687
Programmes/Meetings	
Feminis Buatan Malaysia, IWD and SH Programmes	RM2,370
MARI Grant	RM50,294
WLP Patriarchy TOT	RM48,600
WFA Meeting	RM29,629
WLP Meeting	RM5,485
WLP RTOT	RM66,666
Fundraising Dinner	RM37,668
Advocacy	RM3,829
Services	RM7,734
Infocom	RM9,420
JAG ENP	RM15,626
Total	RM554,126



ALL WOMEN'S ACTION SOCIETY (AWAM)
A GUIDE TO THE PREVENTION OF SEXUAL HARRASMENT
TRAINING OF TRAINERS
3 DECEMBER 2019
KUALA LUMPUR



Appreciation

The staff of AWAM and I would like to extend our warmest gratitude to the outgoing EXCO cohort of 2018/2019. Ruby, Suba, Adila, Mayna, Nee Kee, Adiba and Michelle were fully supportive of our work as we forayed into new territory in 2019. They trusted us (and me especially) to lead on strategies and programs but whenever things got a little rocky, they were ready to help us. They answered late night Whatsapp messages, listened to individual staff complaints (while being as neutral as possible), facilitated our Feminis Buatan Malaysia sessions, represented AWAM as speakers at events and showed up when we needed them for interviews, staff appraisals, meetings and tea parties.

Thank you!

by Nisha,
on behalf of AWAM
staff

People of AWAM

Office Bearers

President: Rabiatal Adawiyah binti Yusoff

Deputy President: Subatra Jayaraj

Honorary Secretary: Nooradila binti Abdull Aziz

Honorary Treasurer: Wong Pui Yan (resigned November 2018)

Interim Treasurer: Mayna Ramesh Patel

Ordinary Council Members:

Syarifatul Adibah bt Mohammad Jodi

Ng Nee Kee

Yuhaniz Sazlin Mohd Aini (up to April 2019)

Michelle Tee (since May 2019)

Members of Staff

Programme and Operations Manager: Nisha Sabanayagam

Information and Communications Officer:

Lochna Menon (joined 3 June 2019)

Rizq Herinza Syadza binti Sofian (resigned March 2019)

Programme Officers:

Sexual Harassment Awareness and Prevention | Lilian Kok (joined 30 June 2019)

Services and Gender-based Violence | Purani Mogan (joined 3 June 2019)

Services and Gender-based Violence | Louise Tan (resigned 4 July)

Politicisation of Ethnicity and Religion | Deepa Chandra (resigned 30 June)

Finance and Admin Officer: Camelia Sulaiman

Database Consultant: Yi Wen Moo (25 Nov 2019 - 25 February 2020)

Special Mentions



A special thanks goes out especially to our Vice President Suba, who was really helpful when I first started out in AWAM in Dec 2018/Jan 2019. She would visit the office every few days to make sure the staff and I were ok, and once she saw that I was ready to fly, she let me do my thing. All the EXCO, whenever they visited us, in groups or individually, would always walk into the office full of smiles and warmth. Thank you again and we will cherish the time that we had together as staff and EXCO, in solidarity.

- Nisha Sabanayagam, on behalf of AWAM Staff

AWAM learnt about sexual harassment awareness and prevention from one of the most experienced and wisest of trainers, Ms Betty Yeoh. She is seen as the guru amongst the women's groups and even at KPWKM. We take this opportunity to wish her thank you, a simple gesture yet one that is filled with gratitude and love. Here's to you Mother of Trainers!



Counselling Mentors

Anne Noor Sri Juwaneeta Jamaludin

Ashraff Ahmad

Edward Liew

Tracy Lim

Our mentor counsellors are like the angels of AWAM. They are often in the background, not wishing for fame and glory, quietly doing their work. They accept what is broken and make it better. It is long and hard work and they do this in their free time. Yet there is nary a complaint. We acknowledge here proudly their honorable and huge service to AWAM, our clients and to society at large. To Tracy, Edward, Ashraf, and Anne - Thank you, we owe you so much!

Interns & Volunteers

Thank you!
You make our
work possible.

Legal Aid Pupils

Batch 99/61

1. Edran Yeo Khai Neng
2. Nur Sara Bt Jamri
3. Rachel Fung Wan Ching
4. Nuralissa Binti Norrazak
5. Bryan Boo Wei Siang
6. Michelle Tan Seok Hui
7. Kamini Senthilathiban
8. Nicole Leaw
9. Ira Nadhirah Bt Aris

Batch 100/62

1. Wong Queennie
2. Wong Shy Yuin
3. Sonali Nadkarni
4. Sin Hui Wen
5. Gan Jer Nynn
6. Wong Yen Yen
7. Lee Kyleen
8. Joel Ruben John
9. Dayang Mardhiah Hazwanni
Bt Abg Azman
10. Hazel Binsilyn Bachi

Batch 101/63

1. Siti Khadijah Binti Ahmad Sabirin
2. Suvitha A/P Goonasagaran
3. Tan Yar Ching
4. Teh Seng Hooi
5. Lee Ming Jun
6. Lim Jun Yik
7. Olivia Gan Jye Shin
8. Khairunnisa Binti Mohd Zaki
9. Alina Filza Abd Muhsin

Batch 102/64

1. Farah Nadia Noor Azmi
2. Angeline Tay Lee Yin
3. Wilfried Lai Zhan Xiao
4. Siew Yi Jin
5. Chan Pei Ling
6. Vasugi A/P Kana
7. Jivean Maes
8. Noraniza Bt Rizzuan
9. Law Kah Li
10. Anusha Rym Noni-Mehidi

Intern Counselors

1. Lubna Ali
2. Evelyn Teah
3. Eugene Yeo
4. Patma Ranee Nagarajan
5. T. Kanthini Thirunavukaras
6. Narges Alrahman

Services' Intern

1. Sattya Shankary
(14 Jan - 19 Apr)
2. Syahirah Khan
(7 Nov - 7 Jan)

Programme Interns

1. Chang Su Chun (18 Apr - 17 June)
2. Jernell Tan Chia Ee (8 May - 7 Aug)
3. Christabel Mary Divya (3 June - 30 Aug)
4. Tasha Prabha (26 Aug - 29 Nov)
5. Madeline Chow (3 Sept - 8 Nov)
6. Tasnim Rahman (4 Sept - 20 Dec)
7. Yukiko Nagano (4 Sept - 20 Dec)
8. Fatmah Raia Abdul Azeez (14 Oct - 27 Dec)

Volunteers

Kavina Rajendran
(Volunteered weekly at AWAM from
May to December 2019)

Reflections

(Jernell) Tan Chia Ee
Intern, May - Aug 2019

My internship at AWAM was an incredible one. For someone like me who loves to be involved in everything that comes my way and develop myself as much as I can, AWAM could not be a more suitable environment for me to do so. Through attending networking events, observing training of trainers workshops, facilitating talks, and creating as well as adapting content on women's issues, I was able to also appreciate the importance of women's issues and to some extent, resonate with them, which I never expected.



The inclusive work climate and the rapport established among everyone is gold, with everyone consistently looking out for one another. The 3 months spent here were too, too short — nevertheless, it was a meaningful experience, as I really felt that I was actively learning about and contributing to the feminist cause, and to be valued for doing so as well as generally as a person.

Christabel (Belle) Mary
Intern, June - Aug 2019



My three months as an intern at AWAM could only be described as enlightening. It might seem a little over the top to use such a fancy word to describe an internship, but that's the only word that comes to mind. AWAM taught me that change happens slowly and that you have to be patient enough to see it all the way through. Being a part of AWAM albeit for a brief period of time has also impacted me deeply and has changed the way I view women's rights activism and feminism itself. Therefore, I would like to express my gratitude and support to this organisation for as long as I can!

Lubna Ali Intern Counselor, 2019

As a counselor, my work is rewarding in a lot of ways. I get to help people who go through trauma. Through AWAM I am able to provide clients the service they need to cope and deal with the trauma they didn't deserve. That said, one of the challenges is for clients who face financial issues to not be able to make it for the session because of the cost of travel. Another challenge that they face would be the lack of support from government officers which would affect the clients who want to pursue legal action. I hope that one day we are able to provide justice along with psychological treatment to the victims.



Tasha Prabha Intern, Aug - Nov 2019

My experience in doing my internship at AWAM was an eye opening experience with many opportunities that were presented my way to help me grow. Working at AWAM was a chance for me to learn more about feminism in a Malaysian context and how I, as a Malaysian citizen could contribute to play my part and make a difference. I was given the responsibility to run 1 session of the Feminis Buatan Malaysia series and it allowed me to learn how to coordinate events and liaise with various people from different backgrounds. Furthermore, there were presentations that we as interns had to speak for, which really helped boost my confidence in communicating with other individuals. I had the the opportunity to be a part of the Anti-Sexual Harassment trainings which taught me a lot about my rights as an individual in Malaysia.



Madeline Chow
Intern, Sept - Nov 2019



After completing a Bachelor of Arts in Psychology, I left Canada to travel and learn about other cultures. I was keen to apply the theories I learned in school about social inequality to real world issues. AWAM allowed me to do this and strengthened my understanding about the realities of gender inequality and domestic violence in Malaysia. Although it was the day to day work and rapport I formed with other interns and staff that I cherish, some other highlights were attending the Sustainable Development Goals Summit and a visit to a women's shelter.

Completing my internship at AWAM also expanded my perspective of how oppression operates in different parts of the world. The experience allowed me to mindfully reflect on how different geographical locations have such a significant impact on a social issue. I gained a deeper appreciation of how, in Malaysia, viewing women's issues through a Western lens fails to address how gender inequality manifests differently in Western countries than it does in Malaysia due to different religious, cultural and historical settings.

I am so grateful for this experience and look forward to taking the skills and knowledge I gained here as I begin a Master of Social Work program back in Canada. I will, without a doubt, be able to utilize the skills I developed at AWAM in my future work. Thank you for this incredible opportunity!

My internship at AWAM was one of the most rewarding and meaningful experiences of my life. AWAM was the ideal work environment for me to develop many essential professional skills and develop a practical understanding beyond my educational background. It differed from other internships in that I was actively involved in the day-to-day operations of the organization and I was given a lot more opportunities than I perhaps would have at any other organization. I was given the chance to attend a multitude of workshops and events with a range of different stakeholders that I was able to network with.

The work environment was inspiring and welcoming – despite not being a local, I was never made to feel out of place. My experience at AWAM allowed me to gain a better understanding of many gender-related issues, surrounded by a very supportive and appreciative team of staff. Given that my interest in the long-run is to pursue a career in humanitarian/development work, AWAM was the perfect stepping stone as doing an internship there taught me the practicalities of working in the sector. I would be very happy to return any day!

Raia Aziz
Intern, Oct - Dec 2019



Yukiko Nagano
Intern, Oct - Dec 2019



The 3 months I spent in AWAM was an unforgettable experience. I couldn't agree more with anyone wanting to join AWAM, especially people who want to deepen their knowledge about the reality of gender equality, tackle everyday issues, and improve themselves throughout this internship experience.

As an intern, I was given opportunities to engage in many kinds of work such as research about women and gender issues, posting on SNS (Social Networking Sites) or making posters about women's empowerment, and supporting and observing activities. Every task was challenging because interns bear responsibility for their own work but also in assisting staff. Even though I encountered many difficulties, AWAM staff helped and advised me all the time. They taught me everything from scratch.

Through workshops and even conversations in daily life at AWAM, I could broaden my horizons and perspective in regards to feminism and women and gender matters. However, what I learned at AWAM is not only technical knowledge and skills, but also teamwork and commitment. I am grateful to all the passionate and intelligent AWAM staff who supported me in many ways.

Annex



Table 1

List of 'Feminis Buatan Malaysia' Events

Date	Topic
18-Jan	FBM#1 Herstory of Feminism in Malaysia
16-Feb	FBM #2 #MYMeToo: Sexual Harassment in Malaysia
16-Mar	FBM #3 Women Are Women's Worst Enemies?
25-May	FBM #4 Climate Change..What's the Big Deal?
15-Jun	FBM #5 (In)visibility: A Conversation on Invisibility, Visibility and Hyper Visibility & Its Costs on Activism and Solidarity
19-Jul	FBM #6 The Apple Doesn't Fall Far From The Tree: Stories of Our Parents' Marriages
24-Aug	FBM #7 Feminist Transformational Leadership: Unpacking power Through The Writings of Srilatha Batliwala
21-Sep	FBM #8 Abortion, Through The Stars
19-Oct	FBM #9 Mental Health in the Abusive Home
16-Nov	FBM #10 Surviving Violence in Silence: A Narrative of Believability?
21-Dec	FBM #11 Andartu: Exploring Microsexism in Our Daily Lives

Table 2

Talks and Trainings by AWAM

Date	Topic	Organized by	Beneficiaries	Location
18-Jan	FBM #1 Herstory of Feminism in Malaysia	AWAM	Public	Selangor
18-Jan	Consent workshop	AWAM	Staff and Interns	Selangor
28-Jan	VAW and child sexual abuse	UTAR	UTAR Students	Kampar, Perak
16-Feb	FBM #2 #MYMeToo: Sexual Harassment in Malaysia	AWAM	Public	Selangor
27-Feb	HELP University Sexual Harassment Workshop	HELP University	Psychology students	Kuala Lumpur
06-Mar	Sexual Harassment Training	TRX	Corporate employees	Kuala Lumpur
07-Mar	Sexual Harassment Talk	Linatex Rubber Products Sdn Bhd/Weir Chemicals	Corporate employees	Kuala Lumpur
07-Mar	GBV Training	AWAM	Staff and Interns	Selangor
15-Mar	NGO-LAC Training (Batch 99&61)	AWAM, WAO and SIS	Legal Pupils	Kuala Lumpur
16-Mar	FBM #3 Women Are Women's Worst Enemies?	AWAM	Public	Selangor
17-Mar	Training of Trainers: Sexual Harassment	AWAM	AWAM, Members and Staff	Selangor
07-Apr	Sexual and Reproductive Health and Rights' (SRHR) Workshop with PWB	AWAM - PWB	Kg. Tunku Constituents	Selangor
10-Apr	Frontline Respondents' Training	Monash University	Monash University Staff	Sunway, Selangor
13-Apr	Frontline Respondents' Training	Monash University	Monash University students	Sunway, Selangor
24-Apr	Talk on Sexual Harassment at Workplace	KLCC Property Holding Berhad	KLCC staff	Kuala Lumpur
27-Apr	FBM #4 Climate Change..What's the Big Deal?	AWAM	Public	Selangor
10-Jun	NGO Legal Aid Clinic (LAC) Training Batch 100 & 61	AWAM, WAO and SIS	Legal Pupils	Kuala Lumpur

15-Jun	FBM #5 (In)visibility: A Conversation on Invisibility, Visibility and Hyper visibility & its Costs on Activism and Solidarity	AWAM	Public	Selangor
15-Jun	GBV and Sexual Harassment Talk (Bootcamp WOMEN:Girls)	WOMEN:girls	50 girls	Selangor
30-Jun	GBV Talk at Sungei Way PPR in Chinese	ADUN Kg. Tunku	PPR Kg. Tunku	Selangor
03-Jul	Consent Always Forum	Sunway University Students	Sunway University Students	Sunway, Selangor
05-Jul	Domestic Violence Workshop	Pusat Wanita Berdaya Selangor	Staff	Selangor
17-21 Jul	Patriarchy TOT for WLP	AWAM- WLP	25 participants from all over Malaysia	Kuala Lumpur
19-Jul	FBM #6 The Apple Doesn't Fall Far From The Tree: Stories of Our Parents' Marriages	AWAM	Public	Selangor
25-Jul	Gender Equality Talk	SeriEmas International School	Students of Sri Emas Int. School	Selangor
27-Jul	Counselling Theories	OUM	OUM Master of Counselling Students	Kuala Lumpur
04-Aug	Combating Sexual Violence Panel	ASASI	Legal students and the public	Kuala Lumpur
24-Aug	FBM #7	AWAM	Public	Kuala Lumpur
28-Aug	NGO- LAC Training	AWAM, WAO and SIS	Legal Pupils	Kuala Lumpur
06-Sep	NGO-LAC at KL Bar	AWAM, WAO and SIS	Legal Pupils	Kuala Lumpur
21-Sep	FBM #8	AWAM	Public	Selangor
29-Sep	Sexual Harassment Talk (National Women's Empowerment Camp)	Fullbright English Teaching Assistants (ETA)	100 girls from all over Malaysia	Malaysia
01-Oct	Domestic Violence Forum	Institut Sosial Malaysia (ISM)	Representatives from key government offices and ministries	Kuala Lumpur
05-Oct	Gender Equality: Eradicating Sexual Harassment at Workplace	Universiti Utara Malaysia	11 Malaysian Law Schools	Malaysia

05-Oct	ALSA National Forum	ALSA	Legal students from all over Malaysia	Sintok, Kedah
19-Oct	FBM #9	AWAM	Public	Selangor
26-Oct	Domestic Violence	Luther Center	Church Members	Selangor
16-Nov	FBM #10	AWAM	Public	Selangor
26-Nov	Sexual Harassment Awareness and Prevention Training of Trainers	AWAM	Women's Center for Change (WCC), Hospital Pulau Pinang, The Penang Women's Development Corporation (PWDC), and other key stakeholders	Penang
03-Dec	Sexual Harassment Awareness and Prevention Training of Trainers	ICRC	Staff	Kuala Lumpur
10-Dec	Sexual Harassment Awareness and Prevention	AWAM	Women:Girls, Sisters in Islam, Engender, Tamil Foundation, Asylum Access Malaysia, and other stakeholders	Kuala Lumpur
13-Dec	NGO-LAC Training (Batch 102)	AWAM, WAO and SIS	Legal Pupils	Kuala Lumpur

Table 3

List of Engagements with Stakeholders

Date	Event	Organizers
13 Jan	RRAAM Quarterly meeting	RRAAM
20 Jan	BERSIH 2.0 Strategic Meeting	BERSIH 2.0
23 Jan	CEDAW NGO Shadow Report Launch	CEDAW
27 Jan	(Womens Group) Sexual Harassment Bill Meeting	Working Group on Sexual Harassment
11 Feb	NGO-Legal Aid Clinic Mid-Term Review	NGO-LAC
12 Feb	Press Conference #womensmarchMY	N/A
20 Feb	SAWO visit	SAWO
12 March	IMAN Malaysia Reform Initiative Sharing	IMAN Research Institute
2 May	Galen Center : Trans-Inclusive Healthcare Meeting	Galen Center
5 May	RRAAM AGM	RRAAM
28 May	Meeting with UNICEF	UNICEF
31 May	Meeting with Media Manager of Leadernomics	AWAM
10 June	Women's Fund Asia (WFA) Partners' Meet	WFA
21-23 June	Joint-Action Group for Gender Equality (JAG) Evaluation and Planning (E&P)	AWAM and SAWO
25 June	Consultative meeting with 12th Malaysia Plan by UNDP	UNDP
27 June	Input Gathering by Asia Foundation	Asia Foundation
28 June	Consent Always Forum	Sunway University students
3 July	Public Booth at Taylors	Taylors University Students
5 July	Meeting with UNICEF	AWAM
16 July	Sesi Taklimat Gangguan Seksual (for parliamentarians)	Ministry of Women
18 July	GBM's AGM (2019-2020)	GBM (Gabungan Bertindak Malaysia)
31 July	Fundraising Meeting with Members	AWAM

19 Aug	Stakeholder Consultation for IPCMC	SUHAKAM
21 Aug	ASLI- Power Luncheon	ASLI
22 Aug	Global Peace Foundation- 'Teh Tarik' & 'House Warming'	Global Peace Foundation
23 Aug	Fundraising Gala Dinner - Venue Assessment Meeting	AWAM
25 Aug	Konvensyen Inspirasi Wanita	Majlis Belia Malaysia & DBP
30 Aug	Feminists Analysis of Womens' Discrimination and Development Justice Alternative Framework	APWLD (Asia-Pacific Women in Law and Development)
2 Oct	Meeting with MOHR	Ministry of Human Resources
5 Oct	Meeting with UNICEF	UNICEF (United Nations International Children's Education fund)
6 Oct	Working Collective Meeting	AWAM
9 Oct	Tag Heur Pink October	Tag Heur
14 Oct	KL- LAC Opening Ceremony	KL Bar - Legal Aid Clinic
15 Oct	Program Sesi Libat Urus ERC	ERC (Election Reform Committee)
16 Oct	Skype Meeting with WLP	AWAM - WLP
21 Oct	ASLI-Budget 2020 from Gender Lens (Consultation and Meeting)	ASLI (Asian Strategy and Leadership Institute) & Engender
1 Nov	KL-BAR Mid-term Review	KL Bar
4-6 Nov	Plan for Women's Action in Sports Workshop (Bengkel pembentukan pelan tindakan wanita dalam sukan)	Ministry of Sports
5 Nov	DV Shelter Home Visit	AWAM
7 Nov	National SDG Summit by Ministry of Finance and the UN	Ministry of Finance
8 Nov	Sexual Harassment Forum by AWL	AWL (Association of Women Lawyers)
11 Nov	Visit by PKKUM	PKKUM (Pertubuhan Kesihatan dan Kebajikan Umum Malaysia)
13 Nov	Gender Briefing for Parliamentarian	Ministry of Women
14 Nov	Visit to PPR Flats	AWAM

22 Nov	Fundraising Meeting	AWAM
23 Nov	Malaysiakini 20th Anniversary Dinner	Malaysiakini
28 Nov	National Council on Domestic Violence	Ministry of Women
3 Dec	ASLI Meeting on SOS App for Women	ASLI (Asian Strategy and Leadership Institute)
4 Dec	20 years SUHAKAM Anniversary	SUHAKAM
16 Dec	Internal Briefing - Batch 102	NGO-LAC
10 Sept	Meeting with Deputy Minister of Education	MOE (Ministry of Education)
12 Sept	20 years of SUHAKAM and WAY Forward	SUHAKAM
13 Sept	Fundraising Meeting	AWAM
17 Sept	SUHAKAM Meeting	SUHAKAM
19 Sept	Sexual Harassment Exhibition at Sunway College	Sunway College
2-4 Aug	Youth Advocacy Initiative	RRAAM
21-23 June	JAG Evaluation & Planning	JAG
24 - 27 Sept	Feminist Legal Theory and Practice (FLTP)	APWLD (Asia-Pacific Forum in Women, Law and Development)
25 Sept	National Women's Sexual Harassment Meeting	AWAM
29 Sept	National Women Dialogue Sexual Harassment	US Embassy in Kuala Lumpur
6-7 Nov	Anti-Stalking Bill Multi-stakeholder Consultation	Ministry of Women
7-8 Dec	AWAM Evaluation and Planning	AWAM

Please note that this is not an exhaustive list.

Appendix 1

List of Press Statements

Issued by AWAM

20 JUNE

Dress Code or Sexual Harassment Code?

3 JULY

Attitude Towards Sexual Harassment May Be Enabling Perpetrators

25 JULY

ADUN Kampung Tunku Donates RM10,000 to Tabung Kaunseling AWAM

31 JULY

A Bill For Justice, Not Justification

23 AUGUST

Informed Consent Must be the Standard for Healthcare

23 OCTOBER

Open Avenues for Justice; NFA is Unacceptable

12 OCTOBER

Budget 2020: Paving the Way Forward For Women

29 OCTOBER

Drop Investigations Against Maryam; Nurture Women's Voices

19 NOVEMBER

Prioritize the Lives of Girls; End Child Marriage

Endorsed under JAG

29 MARCH

Stop Defaming Women Human Rights Defenders

24 MAY

PKR: launch internal investigation on sexual harassment report

3 JULY

JAG welcomes the announcement that the Sexual Harassment Bill will be tabled and urges the Government to Continue Engagement to Ensure Survivors Benefit

17 JULY

We Need a Sexual Harassment Act

18 AUGUST

Malaysian Campaign for Equal Citizenship

24 SEPTEMBER

Nip Discrimination in the Bud: Protect Job Seekers under the Employment Act

25 OCTOBER

Stop suppressing stories of women

Endorsed under GBM

24 MARCH

Civil Society Organisations condemning assault and attack on UM students' by the followers and supporters of Najib Razak

23 APRIL

Gabungan Bertindak Malaysia's Statement on Attack of Churches and Other Places in Sri Lanka

10 JULY

Suppressing Malaysians' Free Speech Undermines National Sovereignty

12 JULY

Let Wan Ji be the Last Unjust Victim of the Sedition Act

4 AUGUST

Time for A Needs-based Policy

21 AUGUST

Malaysia is Home to all Malaysians since 1963. Period.

Appendix 2

Our Partners, Funders and Supporters

Partners and Supporters

- Women's Learning Partnership (WLP)
- Joint Action Group for Gender Equality (JAG)
- All Women's Action Society (AWAM)
- Association of Women Lawyers Malaysia (AWL)
- Justice For Sisters
- Perak Women for Women (PWW)
- Persatuan Kesedaran Komuniti Selangor (Empower)
- Persatuan Sahabat Wanita Selangor (PSWS)
- Sabah Women's Action-Resource Group (SAWO)
- Sarawak Women for Women Society (SWWS)
- Sisters in Islam (SIS)
- Women's Aid Organisation (WAO)
- Women's Centre for Change (WCC)
- Tenaganita
- Foreign Spouses Support Group (FSSG)
- Knowledge and Rights with Young People Through Safe Spaces (KRYSS)
- Reproductive Rights Advocacy Alliance of Malaysia (RRAAM)
- BERSIH2.0
- Kuala Lumpur Legal Aid Center
- Selangor Legal Aid Center
- Malaysia Reform Initiative (MARI)
- Women's Fund Asia (WFA)
- Gabungan Bertindak Malaysia (GBM)
- Asia Pacific Forum on Women, Law and Development (APWLD)
- DUN Kampung Tunku
- Article 19
- The Malay Mail
- MalaysiaKini
- The STAR
- Sinar Harian
- Free Malaysia Today
- CSO Platform for Action
- Coalition of Malaysia NGOs (COMANGO)
- CEDAW Working Group (CWG)
- Ministry of Women, Family and Community Development (KPWKM)
- Jabatan Pembangunan Wanita (JPW)
- Institut Sosial Malaysia (ISM)
- Projek Dialog
- Projek Buku Jalanan
- BERNAMA TV
- SAYS.com
- Ministry of Youth and Sports (KBS)
- United Nations International Children's Fund (UNICEF)
- United Nations Development Programme (UNDP)
- WOMEN:girls
- Malaysia Paralympic Council Ministry of Youth and Sports (KBS)
- Ministry of Education
- Pertubuhan IKRAM Malaysia (IKRAM)
- International Committee of the Red Cross (ICRC)

Funders

Women's Learning Partnership (WLP)

Malaysia Reform Initiative (MARI)

ADUN Kampung Tunku

TMF Trustees

The Edge Education

Majlis Bandaraya Petaling Jaya

Mark Toh

United Parcel Services (UPS)

