

Annual Report

2022



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About HOME

Overview of HOME

HOME was founded in 2004 by the late Ms Bridget Tan.

Humanitarian Organization for Migration Economics (HOME)

HOME has been accorded IPC (Institution of a Public Character) status from 01/05/2021 to 30/04/2023 and extension from 01/05/2023 to 31/08/2024.

HOME has Constitution as its governing instrument.

Unique Registration Number (UEN):

T04SS0193H

Registered Address:

495 Geylang Road #02-01, Singapore 389453

Auditor:

Helmi Talib LLP

Bankers

Overseas-Chinese Banking Corporation Limited



About HOME

The Humanitarian Organization for Migration Economics (HOME) is a Singapore-based charity founded in 2004. HOME is dedicated to empowering and supporting low-wage migrant workers who are victims of abuse and exploitation.

We provide migrant workers with timely crisis intervention as well as long-term support through **education** and **skills training** programmes. In addition, we advocate for migrant workers' rights through campaigns and public education.

| Our Vision

A world where migrants workers can live and work with dignity and have equal access to rights.

| Our Mission

We care for the welfare of migrant workers by providing casework assistance as well as financial, legal, and medical aid.

We empower migrant workers through skills training programmes.

We work with corporations, government agencies, and community partners to advocate inclusion, access to justice, and equality for all.

Pillars

| Welfare

HOME operates a number of help desks that cater to all migrant workers. These help desks are run by caseworkers and volunteers. They offer employment advice and manage the end-to-end process of cases.

We also offer a place of refuge and social support for all migrant domestic workers. Our shelter residents may have experienced abuse and exploitation, or are in the process of seeking legal recourse or resolving disputes with their employers.

We also provide free legal aid to migrant workers, as well as financial support and medical funds where required.

| Empowerment

HOME Academy offers educational and skills training programmes to empower migrant domestic workers. Many of the courses are run by volunteer domestic workers themselves who had also acquired the skills through such courses.

| Advocacy

We carry out research projects on various issues that migrant workers face, and work closely with government agencies and policy makers to push forth migrant workers' rights.

2022 Highlights

394

Migrant domestic workers (MDWs) assisted at our shelter help desk services

1139

Migrant domestic workers (MDWs) assisted at our help desks offices and via calls

1283

Non- domestic migrant workers assisted at our help desks

1500

Non-domestic migrant workers assisted via calls

414

MDWs attended HOME Academy's courses

2

Key research reports/campaigns published



2022 Highlights

Summary of Financial Performance:

Over the 2022 financial year, the total amount of funds raised was approximately \$1.55mil. This comprises of *donations* and other forms of recognised income such as *grants* received from public and private institutions and HOME Academy student fees. This was a decrease when compared to the prior financial year's total income of \$1.88mil.

HOME increased its operating expenses for the current financial year standing at \$1.99 million compared to 2021 where the expenses had been \$1.86 Million (referenced amount in the previous Audited Financial Statement). This was due to an increase in both Costs of Charitable Activities (\$62,000) and Governance Costs (\$68,000).

We have also noted a decrease in HOME's cash and cash equivalents by \$426,000. This is expected with the increase in expenses and decrease in donations. The total cash and cash equivalents amount to \$6.76mil at end of financial year 2022.

Further details regarding our financials can be found from page 87-92.



2 Message from HOME's President



On behalf of HOME's board of directors, I wish to express our sincere and wholehearted thanks to all our supporters and partners in 2022. It can be challenging taking the road less travelled as a charitable organisation that promotes and advocates for migrant workers' rights and welfare, but your constant support and encouragement are the pillars that keep us going and believing fervently in our cause.

Let me share about some significant milestones this past year.

*We launched our **Decent Work Campaign** in February. There are more than a quarter million of migrant domestic workers in Singapore as of December 2022. They perform household and caregiving duties so that we can advance our careers and enhance the well-being of our families.*

However, being an invisible workforce, Migrant Domestic Workers (MDW) contributions are often under-valued and their welfare is mostly neglected. The purpose of the Campaign is to achieve decent work conditions for MDWs, which promotes freedom, equity, security and human dignity with sufficient labour protection laws.

*We also published a research report titled **Invisible Wounds: The Emotional Abuse of Migrant Domestic Workers in Singapore** in June. Emotional abuse has a deep and long-lasting impact on its victims, but is often seen as less serious than other forms of abuse, such as physical and sexual abuse. Based on our interviews with MDWs and casework data, we examined emotional abuse in the domestic sector in Singapore. This report aims to understand the patterns of emotional abuse that MDWs experience and its effects, whilst also advocating for a rights-based approach in addressing the issue.*

2 Message from HOME's President



In general, we have strengthened our partnerships with various stakeholders and partners through collaborative events and civic conversations, which will continue in the future. We have also assisted over two thousand workers through different programmes and services.

*However, amidst our efforts and achievements, we also faced a profound loss. Our founder **Ms Bridget Tan** passed away on 18 April 2022 since suffering a stroke in 2014. Bridget founded HOME in 2004 and was the leading advocate for migrant workers' rights and well-beings. She was instrumental in establishing many current HOME services, including the shelter for abused domestic workers, skill-training programmes, legal and employment advice services for migrant workers. She also actively contributed to numerous public discussions on migrant worker issues in a bid to change mindsets and policies, through local and international platforms. Moreover, she showed solidarity with this marginalised population by always offering a listening ear and a helping hand. Although Bridget has left us, her spirit and legacy will continue to live on at HOME.*

With the complete lifting of Covid restrictions in 2023, we continue to strengthen our work to empower more MDWs via our HOME Academy, legal clinics and cultural integration programmes, in addition to casework and advocacy. To continue doing what we do, we need your continuous support. Whether you are a volunteer, a donor, or an advocate for their cause, your contribution is crucial in ensuring that the workers receive the respect and dignity that they deserve.

I invite you to join us in this mission to create a world where every migrant worker has the opportunity to lead a life filled with hope and joy. Together, we can make a real difference in the lives of these courageous and resilient individuals. Cheers to all that has been done in 2022 and all that is to come in 2023!

Ivan Ng
President

Dedication to HOME's Founder



BRIDGET TAN

29.09.1948 - 18.04.2022

Championing the rights of migrant workers

HOME's founder, Ms Bridget Tan, passed away peacefully on 18 April 2022. She suffered a stroke in February 2014 and has been spending the last few years in Batam, where she recuperated while working with non-profit groups there. We were deeply saddened by the news, and our prayers are with her family.

Before setting up HOME, Bridget worked in the field of human resources and was the Chairperson of the Archdiocesan Commission for the Pastoral Care of Migrants and Itinerant People (ACMI).

Bridget was an untiring advocate and champion for the rights of migrant workers. She played a key role in establishing HOME's current activities, which includes our shelter for abused domestic workers, skills training programmes, and our legal and employment advice services for all migrant workers.

DG Progress Report 2020

Dedication to HOME's Founder



BRIDGET TAN

29.09.1948 - 18.04.2022

Championing the rights of migrant workers

A pioneer in the field, such services were almost non-existent when HOME was formally established in 2004. She played an active role in contributing to public discussion on the welfare and rights of migrants to change mindsets and policies. She was also active on international and regional advocacy platforms. Bridget was a true friend and ally of the migrants; she always provided a listening ear and extended a helping hand to many in need.

She once said, "For me, social justice is the responsibility of each and every person. The strong must help the weak; the rich should help the poor. Those who are knowledgeable should help those who aren't. We all have a part to play." Her life has truly been an inspiration to many in Singapore and overseas, helping countless people from migrant workers to children.

Her legacy will live on here at HOME.

3 Board of Directors



PRESIDENT

Ng Kwok Wah Ivan

Retiree

Previously a Banker at BNP Paribas

Member since 2020

4/4 Meetings Attended in 2022



**VICE-
PRESIDENT**

Henry Lai Hoe Keat

Lecturer,

Institute of Technical Education

Member since 2008

4/4 Meetings Attended in 2022

Previously Secretary (2018-2020, 2020-2022)



TREASURER

Linda Ma'arof

Owner,

PT. Dian Mustikawati Jaya

Member since 2016

4/4 Meetings Attended in 2022

*Previously Treasurer (2018-2020), Vice
Treasurer (2020-2022)*



**VICE-
TREASURER**

Janice Ching Wen Li

Auditor,

KPMG Singapore

Member since 2020

4/4 Meetings Attended in 2022

Previously Vice Secretary (2020-2022)

3 Board of Directors



SECRETARY

S Suraendher Kumarr

*Community Worker
Beyond Social Services*

Member since 2020
4/4 Meetings Attended in 2022



**VICE-
SECRETARY**

Cheah Li-Inn Kerry

*Owner,
The Red Bus Photography*

Member since 2020
4/4 Meetings Attended in 2022



MEMBER

Jo Olivia Lee

*Pillar,
CEO*

Member since 2022
4/4 Meetings Attended in 2022



MEMBER

Laavanya Kathiravelu

*Associate Professor,
Nanyang Technological University*

Member since 2018
4/4 Meetings Attended in 2022

3 Board of Directors



MEMBER

Henny Mardiani

*Consultant,
Axiom*

Member since 2018
3/4 Meetings Attended in 2022
Previously Vice President (2018-2020, 2020-2022)



MEMBER

Tin Muang Win

*Project Manager,
Rock & Lab*

Member since 2018
4/4 Meetings Attended in 2022



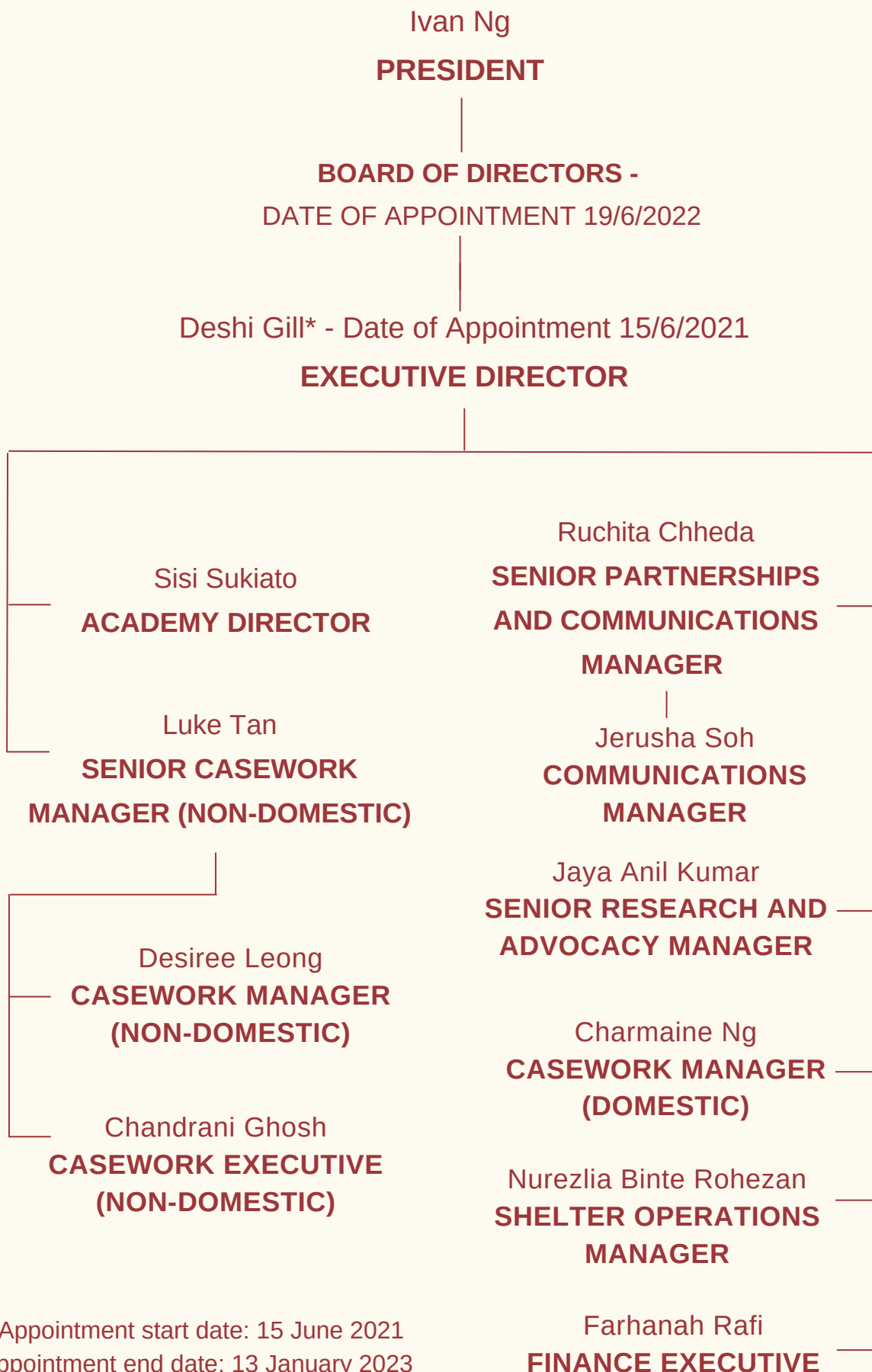
MEMBER

Yap Xinyi, Abigail

*HR Business Partner,
Facebook*

Member since 2022
4/4 Meetings Attended in 2022

4 Organizational Structure



*Appointment start date: 15 June 2021
Appointment end date: 13 January 2023



5 Casework

Help Desks

Full-time caseworkers and volunteers run HOME's help desks to offer advice and assistance to migrant workers in crisis situations. The main objective of these help desks is to ensure workers' immediate issues are addressed, their voice is not compromised amidst negotiations with employers and agencies, and they are adequately supported while navigating the institutional processes. At the same time, systemic issues are highlighted through our casework which consequently helps inform the work that we do, whether for strategic litigation or research-based advocacy prompting policy changes.

Services at our Help Desks

- ✦ Provide information, emotional support, and advice for workers in crisis situations
- ✦ Provide medical, financial, and repatriation assistance to workers in need
- ✦ Assistance in making complaints to the Ministry of Manpower and police, and subsequent follow-up casework to advocate for the workers
- ✦ Mediation with employers and agents
- ✦ Provide case-specific advice and legal assistance to migrant workers with questions about Singapore's employment practises and laws
- ✦ Connecting workers with pro bono lawyers for legal representation where required

Issues

Singapore is host to over one million migrant workers from countries such as Indonesia, Philippines, Myanmar, India, Bangladesh, and China. In 2022, approximately 268,500 of these workers are women employed as domestic workers. The remaining comprises mostly men working in various sectors such as construction, marine shipyard and process, as well as F&B and other services. These migrant workers continue to face a myriad of employment issues that have persisted over the years. Some of the ongoing key issues include the inability to freely transfer employment, confiscation of personal identity documents, inability to return to their home countries, not having proper rest days, weak access to healthcare and persistent abuse or exploitation.

HOME HELPDESK

for Domestic Workers

Are you a domestic worker?

Do you need advice or help?

Come in to talk to us!

Helpdesk Operating Hours

10am-6pm
Mon to Fri, and Sun

CLOSED on Saturday

Helpdesk Locations

Area #06-22
North Bridge Road
238863

Peninsula Plaza #05-42
111 North Bridge Road
Singapore 179098

Area #02-01
North Bridge Road
2389453

CALL for

1 800 0797

WA



Domestic Casework

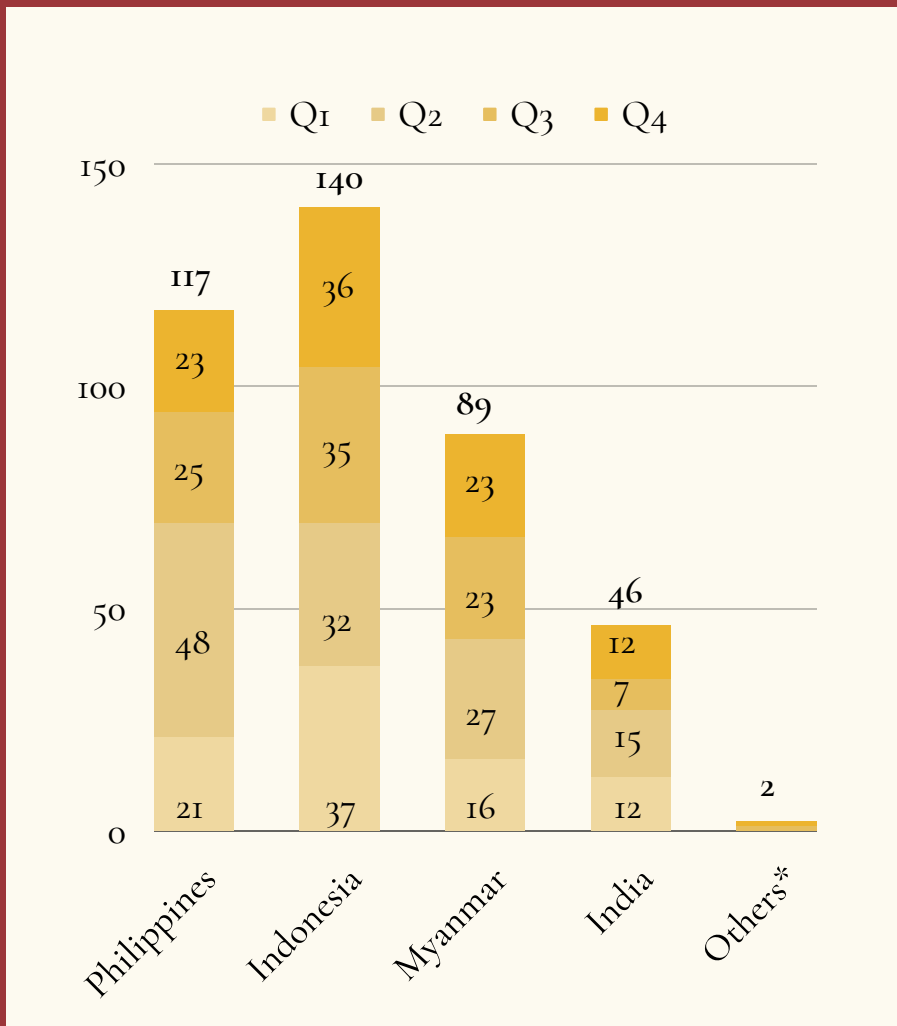
Summary

In Singapore, Migrant domestic workers (MDWs) are usually tasked with maintaining the upkeep of households alongside various caregiving duties as required. Despite their significant role and contribution to the smooth functioning of family life and society at large, their work is often overlooked and unregulated due to its largely invisible nature in the private domain of their employers' homes. These working conditions also leave them particularly vulnerable to exploitation and abuse.

We provided casework assistance to 394 migrant domestic workers in 2022. The top issues reported were overwork, lack of rest days, verbal abuse, confiscation of identity documents and salary related issues. These issues persisted throughout 2021 and remained among the most prevalent problems that we observed in 2022.

The domestic workers we received comprised mostly of Indonesians, followed by Filipinos, Burmese and Indian workers.

Breakdown of MDWs by Nationality



In 2022, HOME's Domestic Help desk accommodated 394 workers at our shelter, with a notable proportion of them being from Indonesia, followed by the Philippines and Myanmar. There was a slight dip in numbers as compared to previous years due to the limitations in the spatial capacity of our shelter. We had closed the secondary housing location (which was started in 2020), which may account for the reduced numbers reported. We also took on a more cautious approach and continued to follow social distancing guidelines which limited the number of residents we could provide shelter. In spite of this, we were still able to provide shelter for workers who reached out to us and also provided aid in other manners such as timely advice on our helplines, or financial assistance on a case by case basis. In total, we attended to 1139 calls on our helpline.

*Others include workers from Cambodia and Sri Lanka.

Issues Reported

Salary Issues

Delayed payment, withheld, non-payment, payment amount not as promised

Not allowed to transfer

Denied opportunity to seek employment elsewhere

Confiscation of Identity Documents

Withholding of passport

Illegal Deployment

Forced to work elsewhere apart from employer's household

Verbal Abuse

Use of derogatory terms

Not allowed to repatriate

Denied freedom to leave for home country

Overwork

Forced to work long hours, minimal rest

Physical abuse

Use of force, inflicting harm

Rest Day Issues

No rest days, restrictions on rest days

Intimidation/Threats

Fear mongering

Restriction on Communication

Confiscation of mobile phone, limiting usage

Excessive recruitment fees

Overcharging leading to long repayment period

Inadequate/Poor Quality of Food

Not given sufficient nutritious food, insensitive to religious customs

No itemized breakdown of fees

No documentation of recruitment fees paid

Breakdown of Cases by Issue

In 2022, we noticed a comparable pattern in the primary concerns raised by migrant domestic workers who sought our assistance, with overwork, absence of rest days, and verbal abuse persisting as the top three prevalent issues. Often, workers faced all three at once - an overwhelming amount of work coupled with lack of rest in a verbally abusive environment causes these domestic workers to find their employment conditions to be unbearable.

Overwork is an issue that tends to be overlooked for migrant domestic workers. Due to their exclusion from the Employment Act which governs basic labour rights for employees, MDWs do not have a set limit on working hours, nor are they subjected to any form of overtime pay. Many MDWs reported working long hours ranging from 16 to 18 hours daily with limited rest time.

For rest day issues, a significant number of workers were still not granted any rest days, either because their employment contracts did not stipulate any rest day or because they had agreed to receive payment in lieu of their rest days. We look forward to seeing improvements to rest day issues with the mandatory one off day regulation implemented in 2023.

We handled 77 cases of MDWs who experienced illegal deployment by their employers. These cases varied, some MDWs were made to undertake the household duties of two or more houses while others were tasked to work for their employer's businesses (both home-based and at physical shops/factories). Despite being aware of the illegality of performing work beyond their designated domestic duties, nearly all of these MDWs revealed that they felt they had no choice but to comply with their employers' demands as refusing to do so could result in their dismissal and forced repatriation back to their home country. This highlights the significant power imbalance between parties, where MDWs are unable to challenge or contest the imposition of exploitative conditions.

Case Study: Hera*

Hera was illegally deployed to work in an industrial centre, where she sewed commercial products for her employer's business. Although her contract specified that she was responsible for domestic work such as cooking, cleaning, and pet care, this was not the case. She began work early in the morning at 6 am and could only finish at night, with some nights stretching until midnight due to the Chinese New Year festive season.

When she arrived at her employer's house, she was brought to the factory. She was only given a day's training on how to work the machinery, which was complex and foreign to her. Her employers then expected her to produce 1000 lanterns per day and she was also responsible for packing and relocating the items once they were stitched.

During the long working hours, she was not allowed to sit and was only permitted to rest during mealtimes. When she requested a break, she was instructed by her employer to take a shower and continue working. Despite bringing these concerns to her agent's attention, no action was taken to address them.

On the 7th day of her employment, she left and approached HOME. We provided casework support for her and raised her case to the authorities, she was allowed to seek re-employment.

HOME sees many cases like Hera's, where employers illegally deploy their migrant domestic workers to do work outside of their house, for their businesses, for other houses. In 2022 alone, there were 77 of such cases. Whilst MDWs are taught that they should not be working under such circumstances, the lived-in nature of their work coupled with the power disparity between employer-employee relations makes it undeniably difficult for MDWs to refute these working conditions.

*Name has been changed to protect identity.

Case Study: Reena*

Reena worked for her employers for 1 year before she approached HOME. Reena raised several issues, such as claims of inadequate food. She was only given rice and green beans most days which she felt wasn't enough for the amount of work she was doing. As a way to supplement her diet, she began buying her own food. However, her employer imposed restrictions on her cooking the food that she had purchased. Moreover, she was scolded for consuming bread that her employer had bought, despite it being stale. On one occasion, her employers were on vacation for a week and no allowance or food was provided for her to settle her own meals during the period where they were away.

Reena had to clean the house's exterior with the use of a ladder, which she felt was very unsafe. On several occasions, she almost slipped and fell while carrying out cleaning duties. Despite voicing her concerns, her employer insisted that she had to fulfill these tasks as per her contract. Although the contract outlined that the cleaning should be supervised and specific safety measures be taken, the employers did not adhere to these stipulations.

Reena also faced much emotional abuse. She was scolded constantly. As she could no longer tolerate her working conditions, Reena asked for a transfer. In response, the employers threatened to hire a lawyer to compel her to finish her contract.

When she left her employer's residence and came to HOME, her employer threw out all her belongings which included her Philippine IDs, nursing aid certificates and other miscellaneous items. Her employer was not keen to make any sort of compensation for this.

HOME assisted Reena in lodging a complaint on her living and working conditions. As the dangerous work she was made to do potentially contravened Work Pass regulations, Reena was given the chance to seek new employment. HOME also introduced Reena to a lawyer who talked through potential civil actions with regard to her discarded belongings. However, due to the complexities involved in starting legal action against her employer, Reena decided to focus on finding another job instead so that she could provide for her family. She did not pursue the issue further.

Reena's story exemplifies the systemic changes that need to be addressed; such as providing definitions of emotional abuse in the Employment of Foreign Manpower Act and the inclusion of MDWs in the Employment Act such that working conditions are better regulated.

*Name has been changed to protect identity.



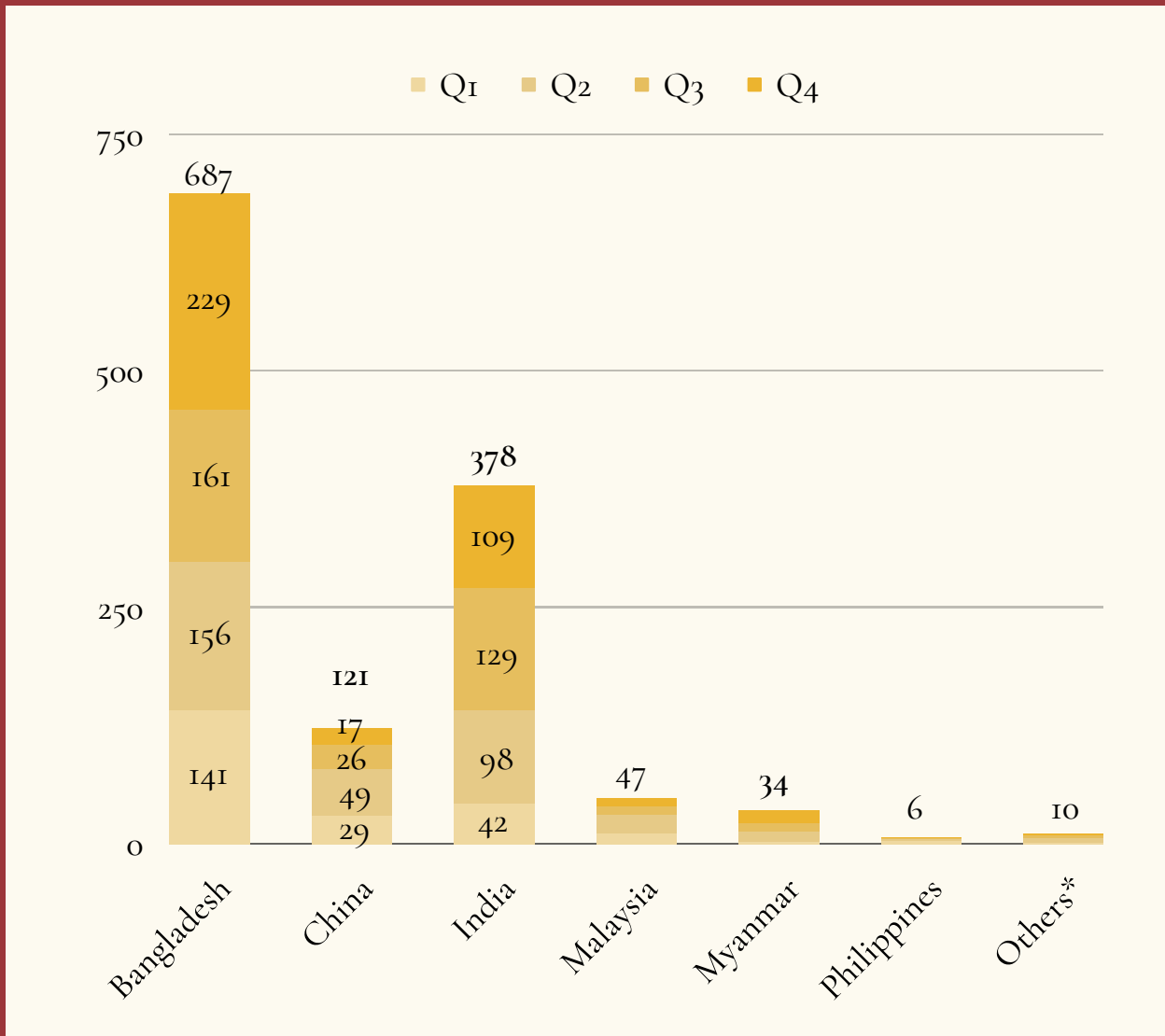
Non-Domestic Casework

Summary

In 2022, the longstanding restrictions on migrant workers' basic freedom of movement remained. While certain dormitories relaxed restrictions, in-practice, some workers were still being informed by dormitory staff that they cannot leave because their employers wanted them to remain inside. Workers were still being denied permission to leave, despite valid reasons such as therapy appointments.

We saw an increasing trend of cases pertaining to insurer-processed Work Injury Compensation (WIC) issues that persisted throughout 2022. There was also a spike in cases where vindictive employers made it difficult for workers to seek new employment in Singapore by reapplying for their new work permit or refusing to cancel their existing work permit even after their resignation and repatriation.

Breakdown of Clients by Nationality



In 2022, HOME's Non-domestic Helpdesk provided assistance to 1283 newly-registered migrant clients, in addition to ongoing cases from previous year(s). This was a substantial increase from 2021. In 2021 and 2022, the Non-domestic casework team had stepped up efforts to outreach and raise awareness of HOME's services among migrant workers which may have driven up our reach numbers. Another possible reason to account for the increase may be due to the increasing difficulties workers faced in their work injury claims, which prompted more of them to seek help.

Migrant workers from Bangladesh made up the largest group which sought help from HOME, followed by those from India and China.

Issues Reported

Salary Issues

Unpaid overtime, rest days and holidays not paid according to the Employment Act, discrepancy in actual salary vs. IPA salary, non-payment of salary, illegal deductions, late payment, work time record issues

Recruitment

Excessive recruitment fees, forced to sign false documents, kickbacks, deceived about salary or working conditions, false declarations, forged documents, unlicensed agents, trafficking in persons

Re-Employment Issues

Change of Employment (COE) Issues

Contract and Other Documents

Identity papers confiscated, no provided itemised pay slips, not provided copy of IPA or contract, contract substitution, IPA forgery

WICA

Denied medical treatment, inadequate medical leave issued, unpaid MC wages, MCs not handed to workers, medical expenses unpaid by employer, upkeep not provided, WICA not reported by employer, problems with insurers

Repatriation

Forced repatriation, unfair dismissal

Employment and Working Conditions

Employer has no job, excessive working hours, forced to work against one's will, illegal deployment, shell company or supply companies, unsafe work conditions

Administrative

Blacklisted by MOM, work pass application blocked or rejected

Issues Reported

Non-WICA Medical Issues

Denied medical treatment, expenses exceed non-work injury insurance coverage, inadequate issuance of medical leave, unpaid MC wages, medical expenses delayed/unpaid by employer

Accommodation

No accommodation provided, no upkeep provided, substandard living conditions

Abuse/Violence

Physical abuse, intimidation and threats, wrongful confinement

Investigations and Prosecutions

ICA, MOM, or the police

Breakdown of Cases by Issue

Wage-related issues remained the most prominent category of issues reported at HOME's Non-domestic Helpdesk. Some of the wage-related issues included unpaid basic and overtime wages, illegal deductions, contract substitution and other forms of deception about salary, including forgeries of documents.

Other concerning issues raised include problems relating to insurer-processed WICA cases, and work pass applications being blocked.

The proportion of work injury cases has increased significantly. Injured workers may need more help under the current regime delegating claims processing to insurers.

Insurers are often unresponsive to injured workers, even after verifying their identities. Some insist on communicating only with the policyholder: the employer. Key documents issued by insurers were also not translated into the workers' native language, making it difficult for them to understand. Most insurers often lacked translation and interpretation capacities to communicate with workers. Sets of documents were often incomplete, lacking key elements workers need to exercise their rights; such as the medical report assessing the injury or the objection form. Being unfamiliar with the claims process, workers may not even know what components are missing, and thus were unable to request the insurer to rectify the documents.

Breakdown of Cases by Issue

HOME observes that, under insurers and their contracted loss adjusters, the investigative process on assessing claim validity may not accord the best fair practice. In one case, the insurer had determined that the worker's injury was not a workplace accident without interviewing the injured worker — solely relying on information from the employer.

There is little transparency when it comes to claims processing as different insurers' protocols and criteria appear to vary. HOME hopes the standard protocols may be disclosed in due course. The lack of clarity on claims processing standards creates difficulty in advocating for workers who encounter unfair or excessively onerous criteria from insurers.

In 2022, we also saw a significant increase in issues related to vindictive employers who either applied for their former workers' new work permits or refused to cancel their existing ones, even after their workers had resigned and been repatriated. Some employers appear to do this intentionally to prevent their former employees from seeking new employment in Singapore. This underscores the core issue with MOM's work pass system, which places all the power in the hands of employers and excludes workers.

Case Study: Gopal*

Gopal was a lifting supervisor with a huge multinational corporation contracted on a major public infrastructure project . For several months since early 2022, work was very unsafe. Safe crane lifting requires a 4-person team: lorry crane driver/operator, lifting supervisor, signalman and rigger. Gopal was told to do lifting with only 1 other worker.

Gopal repeatedly tried to bring up his concerns with various personnel of his employer: all the way up to the Site Project Manager. He pleaded that if anything were to happen, he would face consequences as the lifting supervisor. Everyone brushed him off and avoided responsibility. Meanwhile on a day to day basis he was still pressured and threatened to do unsafe work.

Eventually Gopal was terminated.

*Name has been changed to protect identity.

Case Study: Sammy*

Samy injured his back while carrying heavy loads at work. Subsequently his relationship with his employer deteriorated as they tried to pressure him to work; and refused him medical treatment and to report his injury to the authorities. A week after his accident, his boss and manager physically attacked him in a group assault, in which his manager held him down while his boss hit him repeatedly.

After Sammy made a police report and also reported his injury to the authorities, the employer became even more hostile. They continually harassed and intimidated him. He was repeatedly prevented from leaving the worksite dorm even when he had medical appointments or an exit pass.

When the insurer interviewed Sammy for investigation of whether it was a genuine workplace injury, there was no interpreter. They asked the safety supervisor of the employer to act as an interpreter. This person not only had a vested conflict of interest in the case, he had also consistently been hostile to Sammy.



6 Shelter

Summary

Our shelter functions as a safe space for migrant domestic workers (MDW) in distress. HOME offers accommodation, sustenance, financial and medical assistance as well as counselling, legal and emotional support to our residents. Their safety remains as our utmost priority.

Since the start of the pandemic, we have had to seize majority of our activities and transition the essential services online (such as counselling and befriending sessions). This year, with the gradual reopening of society, we were able to reopen our shelter for volunteer sessions and various programmes. Counselling and befriending sessions were also shifted from tele-consult to in person sessions.

We tackled a few waves of Covid positive cases at our shelter but were able to curb the spread as we had various safe distancing measures in place. Weekly ART tests were ceased based on MOM's new regulations for shelters and ART swab testing is only done when residents feel unwell. We also replaced the bunk beds in our shelter to ensure the general upkeep of the sleeping area.

Programmes

We hope to provide holistic support for the MDWs who come to reside in our shelter such that their time with us is a meaningful one. The length of their stay varies on a case by case basis, some stay for a few days, others stay on for years due to their ongoing cases.

Leadership Roles

As part of our empowerment program, we provide opportunities for residents to take up leadership roles at the shelter. This not only helps them regain their confidence and belief in themselves, but also instills a culture of continued support and guidance for new incoming residents.

Counselling and Befriending

Working as a domestic worker can be isolating due to the nature of the work being within one's household. Some workers had to endure months of abuse and exploitation which could result in a build up of trauma. We offer counselling and befriending services for our residents to ensure that their mental and emotional well-being is tended to. Our counsellors are multilingual, allowing them to converse in the worker's native language if they are not fluent in English. This year, we were able to transit back to in person sessions.

Enrichment

We reopened our shelter for volunteer sessions and programmes. This included activities such as Art Therapy sessions, Yoga sessions, Cooking and Fitness classes (in collaboration with UWCSEA). In the last quarter, we added Bingo sessions and Basic English lessons. We were also able to conduct several legal rights training and sharing sessions with our residents to educate them further about their rights whilst understanding the experiences they have had. We are extremely thankful for our dedicated volunteers who helm various programmes on a weekly basis.

Events

With the gradual re-opening of our shelter, we were able to organise more events for our shelter residents. Many of which were done in partnership with other organisations. These events were very well-received by our residents who thoroughly enjoyed themselves. It was heartening to see them expressing their creative flair through artistic activities, and having much joy and laughter engaging in sports or other events.

Art Therapy - Art works by residents



Day Out at Esplanade - With Esplanade Co



Day Out at CTHUB - With Change Our World



Day Out at East Coast Park - With McKinsey



Financial Short Course - By AIDHA

AIDHA conducted a short course for some of our residents to learn more about finance management.



Christmas Celebrations

During the festive season, we received a lot of donations and sponsored meals (from NCA and individual donors). Our residents also attended a Christmas Event organised by Wesley Methodist Church.





7

Advocacy & Research

Summary

In 2022, we increased our social media presence and utilized our socials to draw continued attention to issues affecting the well-being of migrant workers. These included safe transportation of workers, the right to transfer, and safe working conditions. In the first quarter of 2022, we launched the Decent Work campaign, which focused on advocating decent work standards for migrant domestic workers in Singapore's context. We also published a report on emotional abuse in June, aimed at raising awareness about this often-overlooked issue.

Several media outlets had published articles pertaining to the launch of our emotional abuse report which helped increase the reach and traction surrounding this topic.

These two projects have been in the works for some time, and finally came to fruition this year. Concurrently, we also have an ongoing research project focused on analysing domestic workers' experiences as regards police accusations, and we plan to release the report in July 2023.

Over the year, we continued to feature case studies as told to us by the migrant workers who sought help at our help desks. These case studies strongly highlighted the real experiences that workers have in the workplace, and further propelled our advocacy for workplace safety standards to be enforced. We received more media interview requests regarding this in Q3 2022 following the spate of migrant deaths that ensued. More needs to be done to strengthen workplace safety in the long haul and HOME will continue to advocate for such.

Key Reports and Research Projects

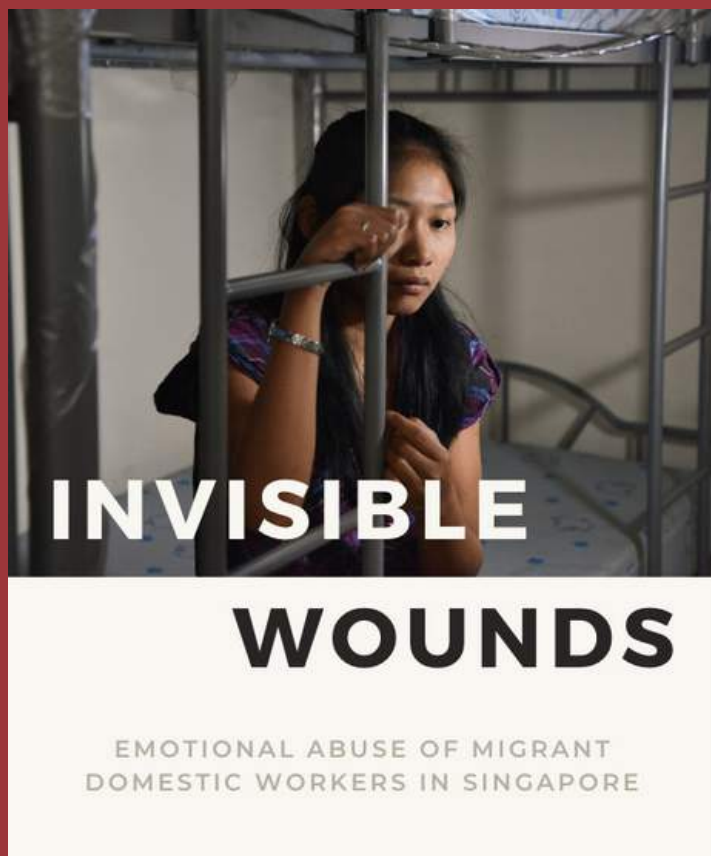


Decent Work Campaign

Published February 2022

This campaign involved a series of social media posts and articles and served to unpack how decent work standards may be achieved for migrant domestic workers in Singapore. Our campaign aims included (1) entrenching domestic work as a form of work, (2) highlighting the gendered nature of domestic work, (3) emphasising the important of strong labour and social protections to protect domestic workers against exploitation and abuse, and (4) to push for changes to achieve decent work standards for MDWs in Singapore.

Key Reports and Research Projects



[Emotional Abuse Report: Invisible Wounds](#)

*Published June 2022 (*Click the report title to read the full report.)*

In tandem with the Decent Work Campaign, we were interested to understand the patterns and effects of emotional abuse that MDWs experienced during the course of their employment. We interviewed 22 MDWs and drew on our casework data from 2019 to 2021 as the basis of this report.

We found that the most prominent forms of emotional abuse documented among MDWs could be categorised as terrorising behaviour, control and degradation. In response, we set out several recommendations in our report which seek to tackle the systemic and structural issues that perpetuate emotional abuse, we suggest that measures should aim to balance the power dynamic between employers, agents and MDWs.

Key Reports and Research Projects

Following the launch of our emotional abuse report, we incorporated several post launch engagements which helped to gather further sentiments relating to the topic.

We held an engagement talk with the Ministry of Manpower where we presented our key findings and recommendations. MOM had indicated that they were open to including interpersonal trainings for employers and agents, though HOME has not heard any follow up about it since.

We wanted to hear from other MDWs on their related experiences to demonstrate the need to take emotional abuse seriously as a labour rights issue. Two responses have been published on our social media platforms, featuring domestic workers [Bhing](#) and [Zahira](#). In addition, we organized focus group sessions with our shelter residents to discuss their experiences of emotional abuse and to share our findings with them. During these sessions, we asked for their own recommendations to resolve these issues, and we shared the outcome of these discussions on our social media channels.

Key Statements

We aim to address systemic issues that contribute to the exploitation of migrant workers through our advocacy efforts and media engagements. Through our advocacy efforts, we strive to keep migrant workers' issues visible and increase public awareness through our media engagement. When we felt that a response was necessary, we shared our views on our website and social media platforms.



[Statement on update of Parti Liyani's complaint against police officers](#)

Published on 15 February 2022



[Statement on Workers' Movement Restrictions](#)

Published on 3 June 2022



[Statement on Work Injury Compensation Act](#)

Published on 4 July 2022

Other statements

[Response to City Spotlight \(Episode 4\)](#)

Published on 11 May 2022

[Give maids with eldercare duties more support](#)

(Joint Forum Letter with AWARE)

Published on 9 August 2022

[International Migrants' Day statement](#)

Published on 18 December 2022

Key Media Engagements



[Threatening, controlling behaviour towards maids among main types of emotional abuse: Home report](#)

The Straits Times, 22 June 2022



[Why workers are still dying - and what Singapore is doing about it](#)

The Straits Times, 14 August 2022



[IN FOCUS: Danger zones - how workplace safety lapses are costing lives](#)

Channel News Asia, 3 September 2022

Key Media Engagements



[More complaints of illegal deployment of maids in last two years: MOM](#)

The Straits Times, 10 July 2022



Singapore's treatment of domestic workers still in question after new 'rest day' policy

Southeast Asia Globe, 15 November 2022



[Migrant workers' groups welcome new rules but call for more to be done to ensure safety on lorries](#)

TODAY Online, 21 October 2022

For other media engagements and Forum letters, please visit the *Advocacy tab* on our website.



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Key Engagements & Communications

Summary

Public engagement is an integral part of HOME's work. Our staff and volunteers regularly conduct talks, participate in panel discussions and partner along with corporations and the community at large to raise awareness of the challenges migrant workers face in Singapore as well as share about HOME's work.

In 2021, due to Covid-19 restrictions, most of our engagements were conducted online. However, as restrictions eased this year, we were grateful to be able to transition back to attending and organising in-person events. We have been able to meet with more donors and partners, both old and new, throughout the year, which has led to many meaningful events planned for our beneficiaries. We engaged several student groups and volunteers as well to raise awareness of the issues surrounding migrant workers.

As we had started the year with better clarity, plan and focus, we were able to solidify our communications schedule to maintain our social media presence across 2022. We were active and regular in our posts, varying between advocacy posts, Humans of HOME stories, as well as responses to relevant news. Working hand in hand with Advocacy and Research, we launched both the Decent Work Campaign and Emotional Abuse report. Overall, our digital presence has been stronger than last year, with increased reach and a growing followers count.

A number of media outlets reached out to us enquiring particularly on the topic of workplace accidents and deaths, given the unprecedented rise in workplace fatalities this year. There were a couple of requests to interview us on the niche issue of domestic worker pregnancy, and the mental health of domestic workers.

Collaborations

Student Engagements and Workshops

We have had multiple engagements with different student groups from a wide range of institutes. We believe that student engagement is important as it nurtures socially responsible youth who are able to contribute meaningfully to society. Some of our engagements led to donation drives while others to awareness sessions.

This year, we worked with students from Raffles Institution, Anglo Chinese School (Independent), Nanyang Polytechnic, Methodist Girls' School, Australian International School, Boon Lay Secondary School, National University of Singapore, United World College and Nanyang Junior College, Nanyang Technological University, Singapore American School and Dulwich University.



Grade 6 Students at Canadian International School
Global and local issues in connection with the United Nations' Sustainable Development Goals



Year 4 Students at Raffles Institution
Civil Society and NGOs in Singapore

Collaborations

Red Packet distribution

Over the Lunar New Year holiday, our staff spread festive cheer among some conservancy workers. As the rest of Singapore celebrates with some restrictions, these workers work till midnight cleaning our estates. The markets produce tons of garbage especially during the festive season. The workers shared that they have had no rest day at all. Often unnoticed, and their work unacknowledged by the people they serve, these heroes sacrifice their own physical and mental well-being for our "clean and green" Singapore. HOME continues to advocate for all migrant workers. They deserve not only respect, but also dignity and rights.



Collaborations

Design project done by Fenella Zalfania from Nanyang Technological University - Exhibition featuring 11 HOME beneficiaries

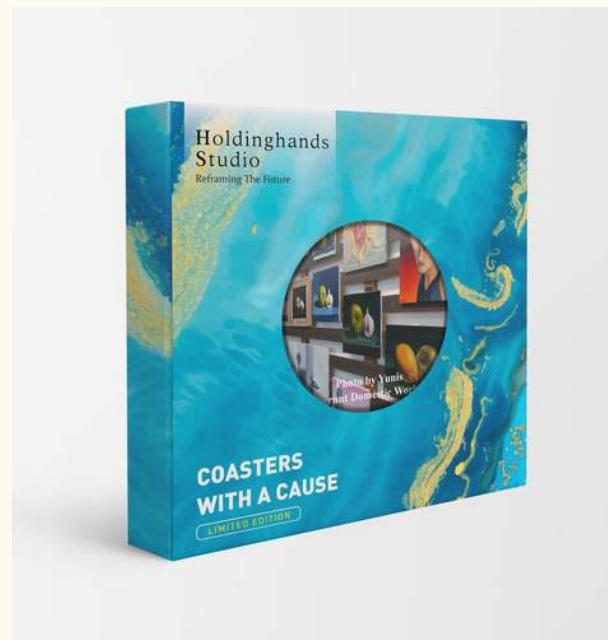
One of Fenella's main topics of interest were the restrictions imposed on the migrant domestic worker community in Singapore due to the Covid-19 pandemic. Through this design project she aimed to provide a platform that sheds a new light to the identity of a 'migrant domestic worker'. 'More than a Pastime' introduces a space where the pastimes, personal hobbies and creative skills of MDWs are spotlighted and given a voice to.



Collaborations

Holdingshands Studio Fundraiser

Limited edition coasters were created, featuring photographs taken by migrant domestic workers. Part of the proceeds were donated to HOME.



Floral Workshop with Shelter Residents

A therapeutic flower arrangement workshop was organised in collaboration with Hello Flowers for our shelter residents. It was an enjoyable time for all!



Collaborations

Collaboration with Summit Group

Summit Power International with Tagore Society Singapore organised a charity concert by eminent Tagore singer Shama Rahman of Bangladesh. K Shanmugam Sc, Honorary Minister for Home and for Law of Singapore graced the occasion as the Chief Guest. Proceeds gathered from the fundraiser were donated to HOME.



Collaborations

iFLY Experience brought to our beneficiaries by iFLY

We collaborated with iFly, who was celebrating their 10th anniversary this year. As part of their CSR initiative, they extended the iFLY experience to 10 charities, our beneficiaries thoroughly enjoyed the experience and everyone brought home a memento too.



Collaborations

Women of the World, a charity art showcase

Laura, a Singapore-based Italian artist, launched this charity art showcase which featured 20 portraits of women which transcend cultures and geographies, and are universally connected as they share emotions and experiences as mothers, sisters, wives and daughters. At once emotive yet heroic, her subjects convey the delicate struggle and extraordinary resilience of women presented in different lights. Women of the World was run at The Regent until 5 June, and part of the proceeds were donated to HOME to support and empower migrant domestic workers at our shelter.



Collaborations

Continued collaborations with Change Our World (COW)

Our partnership with COW has been going strong this year. We are thankful for their kind and generous support towards HOME the last two years and we look forward to future collaborations for various meaningful events. In September, COW organised an exciting day out for HOME's shelter residents where they spent the morning playing sports, creating art pieces and showcased their talents in a talent show before a delicious lunch. Our residents had a lot of fun spending time with the volunteers.



Collaborations

Continued collaborations with Change Our World (COW)

Our volunteer counsellors were also invited to speak at COW's Mental Health Workshop.



Collaborations

Campaign in partnership with Mount Faber and Trip.com

To mark International Women's Day, we launched a campaign in partnership with Mount Faber and Trip.com. We received cable car tickets and our beneficiaries enjoyed free rides on the cable car. For many of them, it was their first time taking the cable car in Singapore. We greatly appreciate the opportunity to bless our beneficiaries with these tickets.



Collaborations

Educational Talk on Breast Cancer Awareness and Early Detection with SOLIS

SOLIS helped to organise an insightful talk for our HOME Family members to educate more about breast self-examination. Prior to this, SOLIS also organised a silent art auction on the day of their opening to support the cause and MDW's who require breast screening or further medical assistance.



Key Events

International Migrants' Day

International Migrant's Day falls on 18 December annually. This year, we were able to celebrate this event with our migrant friends after two long years! There were smiles and laughter all around as our guests enjoyed the lunch, live performances, lucky draws, goodie bags and fashion show.



Success Snapshot

Platform	Facebook	Instagram	Twitter
Average Monthly Reach Rate	29k	5k	136k (due to Twitter ads)
Total Number of Followers <i>As of end December 2022</i>	30211	6815	2304
Average Monthly Post Engagement	1.4k	743	1.4k

Overall, the number of followers on our social media platforms has grown. We would like to thank our followers for their support in advocating for and empowering the workers.

Key Social Media Posts



Case Study of Meredith: Employment Mobility

Published 23 February 2022



Advocating for 24 Hour rest days

Published on 2 March 2022



Case study of Mamun: Deception of Working Conditions

Published on 26 March 2022

Key Social Media Posts



[Dangerous Working Conditions](#)

[Published 10 August 2022](#)



[Co-post with AWARE on Shadow Reports sent to the 85th session of the UN Committee on CEDAW](#)

Published on 27 October 2022



[Comments on Sandar Htoo's Case](#)

Published on 22 November 2022

For more updates, please visit our social media pages.



[home.migrants.sg](https://www.instagram.com/home.migrants.sg)



[migrantssg](https://www.facebook.com/migrantssg)



[home_migrantssg](https://twitter.com/home_migrantssg)

Stories

Apart from our mainstream social media platforms, we operate a blog titled MyVoice for MDWs to share their experiences and perspectives with the public. We hope that this avenue will empower them, and society will view their voices with dignity and respect.



Blurring the lines between us (Jo Ann's reflections about Verve 2021)

Published on 14 January 2022



To transfer or not? A difficult question for MDWs

Published on 17 March 2022



Courage to leave and find new employment

Published on 23 May 2022

Stories



Reflections by Mary Grace about her father's passing

Published on 8 June 2022



Reflections by Bhing about her daughter wanting to become a migrant domestic worker

Published on 6 June 2022



Writing workshop experience

Published on 16 June 2022

Stories

Besides MyVoice, we run a Humans of HOME Facebook page where staff, volunteers, and beneficiaries share their stories. These narratives add a personal touch to the work that HOME does, and leave a lasting impact on readers. Below are the profiles whom we featured this year.



Hasan
VOLUNTEER



Gerard
VOLUNTEER



Tarini
INTERN



Janet
VOLUNTEER



Tarik
WORKER



Ahmet
VOLUNTEER



Amrutha
INTERN



Natalia
INTERN



Anu
VOLUNTEER



9

Volunteer Testimonials

Testimonials



JANET REMIA ACLON PEREMNE
Help Desk Volunteer

I am the eldest of eight children in our family and my dream was to become a broadcast journalist. I left college and took a job to support my parents. Between work and studies, I was still able to become a DJ and started apprenticing at a local radio station where I was eventually hired.

I was working as a DJ at a FM radio station when my aunt offered me a job to work in Singapore. My salary as a DJ was not enough to cover my expenses and send money to my parents so I said yes, but with reservations. I have been working in Singapore for 33 years.

In March 2008, I was a runaway at HOME. During my stay at the shelter, I never wasted my time. On my day off I would spend it looking for an employer. I managed to find one, and they are my current employer. I went to the HOME help desk at Lucky Plaza just to say thank them for all their help. It was time to give back. So I volunteered at HOME's help desk. I have been volunteering since 2008 until 2021.

I have had too many memorable experiences at HOME, such as supporting my fellow MDWs. But my happiest moments are those when we bonded together. Those moments, full of laughter during dinners out after we finished at the help desk are the best.

I would like employers of MDWs to take time to sit and talk to them, and never forget to ask how they are doing. That will keep communication open for both the employers and the employees. That is the most important thing.

Testimonials



NATALIA TAN

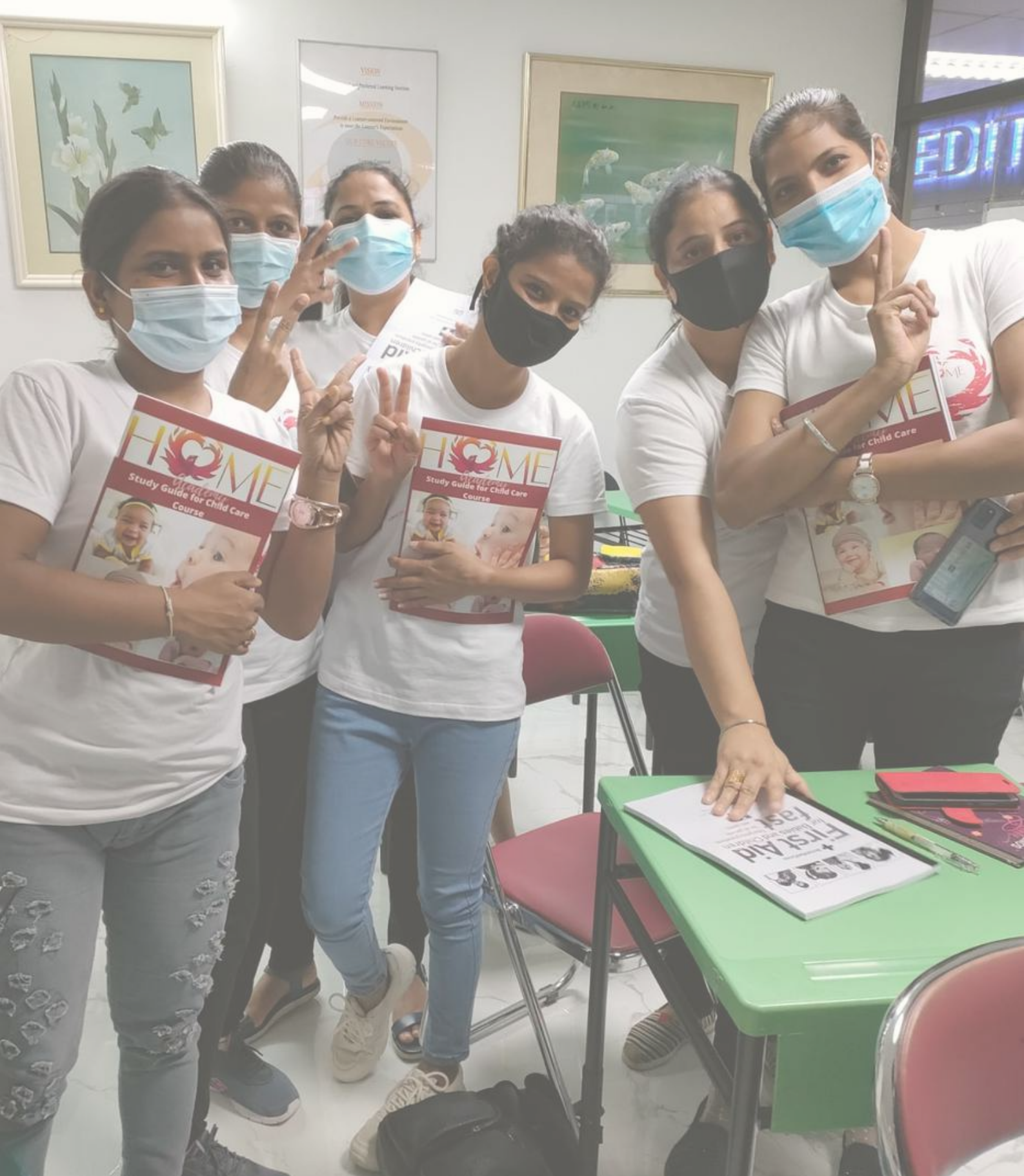
Domestic Help Desk Intern

I'm a final-year political science undergraduate at the National University of Singapore. I interned with HOME for seven months, and have continued to volunteer once a week. This internship has encouraged me to reflect on my own privilege as well as better understand how MDWs play an important role in filling up the gaps in our society.

Early during my time at HOME, I handled a case that I will remember forever. A domestic worker arrived at her place of employment to find out that the living arrangement and number of people she had to care for were differently stated from her contract. She sought assistance from HOME.

Her employer filed a case with the Small Claims Tribunal (SCT) seeking compensation for fees paid in advance to the agent as well as the lack of 21 days' notice for her "resignation". I assisted with seeking redressal through MOM as well as submitting the necessary documents to SCT. This case taught me how difficult it is for MDWs to ensure that parties are honest about the working conditions and their difficulties in seeking redressal. As a result of the SCT case, her repatriation was delayed by two months.

My hope is that in the future, MDWs can experience fair and safe working conditions and are treated as respected and valuable members of Singapore society. The manner in which some people speak about MDWs can be subconsciously derogatory. I would encourage others to gently correct one another and to be more conscious of how they speak about and to MDWs, to ensure they are treated with dignity and respect.



10 HOME Academy

Summary

HOME Academy courses are back in full swing. In 2022, with the gradual relaxing of restrictions, we were also able to open up and run our classes in-person again. Due to space restrictions of our course premises, there were some courses that had hybrid arrangements (i.e. some students joined online, while others came in person). We were able to engage a total of 414 students in 2022.

COURSES OFFERED IN 2022:

- English Language
- Caregiving
- Nursing Aide
- Childcare
- Health Care
- Computer
- Baking

Skills Training Courses



Childcare Course



Basic Elderly Caregiving Course



Skills Training Courses



Baking Class

Other Activities

Apart from our paid courses, we organized and hosted various events for the HOME community, including free workshops on topics such as photography, writing skills, financial planning, cyber security, mental health, accounting, as well as volleyball tournaments and stress management sessions. These activities were conducted in collaboration with different groups, including Ngee Ann Polytechnic, Change Our World, Tanglin Police Division, embassies, and other stakeholders.



Anti-Scam, Cyber Security talk by Tanglin Police Division



Volleyball Tournament with HOME Family and Suara Kita



Other Activities



Batik Fashion Show

Other Activities

Last year, most of our celebrations were held virtually over Zoom. We are grateful that this year we were able to transition back to in-person celebrations. These celebrations are always filled with so much laughter and cheer, we are thankful for the community that has been formed.



Hari Raya Celebrations for Muslim MDWs

Other Activities



Christmas Celebrations with HOME Family



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The Year Ahead

Proposals for 2023-2024

Further Advocacy Campaigns

In the pipeline for 2023, we are looking to run a campaign to advocate for 24 hour rest days. It is heartening to see that our longstanding work thus far has resulted in change wherein starting 2023, migrant domestic workers must be given one compulsory rest day that cannot be compensated away. The duration of the rest day however is still up for contention. We wish to advocate for all rest days to be officiated as 24 hours of uninterrupted rest and have plans to further raise awareness about this topic on our social media platforms.

We are also in the midst of finalising our report about migrant domestic workers' experiences with police accusations in Singapore. We hope to launch this research in Q3 2023. This report will explore how the police and the criminal justice system can be used by employers as punitive and often retaliatory measures against MDWs. Since this topic is not often talked about, we hope that this report will shed some light on the criminal justice process in Singapore and its impact for MDWs.

Community Outreach

We aim to work actively with migrant workers to ensure that they are aware of their rights, this will be amplified by organising outreach events to educate them on their rights. Many migrant workers face legal challenges related to employment contracts, visas, and other issues. We hope to reach out to more migrant workers to provide legal assistance to help them navigate the legal system. Given that there are reduced Covid-19 restrictions in place, we look forward to more in-person sessions and large-scale events in the coming two years.

Training for Casework Volunteers

We have planned legal education, conflict management, empathy and leadership training sessions for peer leaders from the community. We plan to hold community-specific events as a way to increase outreach as well as provide a space for workers to connect and form a community. We will also be conducting regular training sessions for our casework volunteers on legal rights and empathy, on identifying cases of trafficking or strong indicators of exploitation, as well as a first responder training to identify signs of stress or trauma.

Proposals for 2023-2024

Training for MDWs

We plan to conduct legal rights trainings for Filipino, Indonesian, Indian, and Burmese MDWs, as well as a leadership training for community leaders. We also hope to address the increasing number of mental health issues among MDWs due to the pandemic through more counselling workshops. In addition, we aim to collaborate with other non-governmental organizations in the sector to provide well-being support, as well as to educate and empower the community leaders with necessary tools and knowledge to assist members from their peer group.

We also hope to kickstart financial literacy programs, aimed at educating migrant workers in managing their finances effectively where they learn about budgeting, saving and investing.

Training for Shelter Residents

With a mix of online and in-person sessions, we hope to restart some shelter programmes this year. Some of our planned trainings include regular sessions on good health and hygiene, counselling sessions and therapeutic workshops for the residents' mental well-being, basic first aid and CPR, legal rights informational sessions and workshops on working as a MDW in Singapore, money lending scenarios in Singapore, police procedures, and negotiation skills. In addition, we aim to resume our other skills training programmes for residents to learn new skills and improve their employability, these programmes include cooking, sewing and language classes.

Continued Shelter Assistance

At our shelter, we aim to create a comprehensive and nurturing environment that goes beyond providing basic necessities like food and lodging. We believe in offering additional support to migrant domestic workers. To achieve this, we organize various activities such as sports, games, movie nights, and educational programs. These initiatives are designed to foster a supportive and empowering atmosphere, enabling migrant domestic workers to envision and work towards a brighter future for themselves and their families.

Proposals for 2023-2024

Community Building Events

We will be organising social events, cultural celebrations and other activities to offer space and a platform for more community building amongst various groups of migrant workers. We hope that this helps migrant workers build stronger ties with one another so they may feel more connected in this foreign country.

HOME Academy

We are excited to be starting up new courses such as Hairdressing and Dressmaking courses this year. With fading pandemic restrictions we aim to provide workers an opportunity to upskill themselves with various skill training programs offered at HOME's Academy. This will help migrant workers gain new skills and increase their employability.

Health Services

We aim to provide and extend medical financial assistance and health education workshops to the community of workers.



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Finance & Governance

Summary

Over the 2022 financial year, the total amount of funds raised was approximately \$1.55mil. This comprises of donations and other forms of recognised income such as grants received from public and private institutions and HOME Academy student fees. This was a decrease when compared to the prior financial year's total income of \$1.88mil.

HOME increased its operating expenses for the current financial year standing at \$1.99 million compared to 2021 where the expenses had been \$1.86 Million (referenced amount in the previous Audited Financial Statement). This was due to an increase in both Costs of Charitable Activities (\$62,000) and Governance Costs (\$68,000).

We have also noted a decrease in HOME's cash and cash equivalents by \$426,000. This is expected with the increase in expenses and decrease in donations. The total cash and cash equivalents amount to \$6.76mil at end of financial year 2022.

In addition, according to the Governance Evaluation Checklist (Enhanced Tier):

- the Society has no staff (including key management personnel) whose remuneration amount to over \$100,000, and
- the Society has no paid staff who are close members of the family of the Executive Directors or Management Committee,

Summary

Reserves Policy

Our unrestricted funds as at end of financial year 2022 amounted to \$6.59mil with a yearly expense of \$1.99 million. This equals to a reserves ratio of 3.31, which is in line with our reserves policy of three to four years. As our income levels return to that of pre-Covid, we have the allowance to draw on our reserves when there is a deficit for a particular year. There is no need to revise our reserves policy at this stage.

Please refer to our Audited Financial Statement for the Financial Year 2022 for a detailed report.

Conflict of Interest Policy

All board members and staff are required to comply with the charity's conflict of interest policy. The board has put in place documented procedures for board members and staff to declare actual or potential conflicts of interest on a regular and need-to basis. Board members also abstain and do not participate in decision-making on matters where there is a conflict of interest.

Governance

Role of the Governing Board

HOME's constitution calls for an election of board members every two years to allow fresh perspectives and abilities to provide steer to the management. The next election is due in 2022 at the annual general meeting. Our board of directors has two long-serving members who have been serving HOME for over 10 years, holding leadership and organizational member roles since 2010.

The Board's role is to provide strategic direction and oversight of HOME's programmes and objectives and to steer the charity towards fulfilling its vision and mission through good governance. As part of its role, the following matters require Board's approval:

- Approve budget for the financial year and monitor expenditure against budget;
- Review and approve quarterly financial statements;
- Regularly monitor the progress of HOME's programmes.

Sub-Committees

The administration of H.O.M.E. shall be entrusted to a Committee consisting of the following to be elected at alternate Annual General Meeting:

- A President
- A Vice-President
- A Secretary
- A Vice Secretary
- A Treasurer
- A Vice Treasurer

Up to Six Ordinary Committee Members

HOME's Sub-committee is set to handle issues that the full board needs to address. Please refer Annex 5: Terms of Reference of each sub-committee of HOME's policy

Summary of Financial Statement*

Total Income

Income (SGD)	2022	2021
Income from Generated Funds (Voluntary Income)	1,475,310	1,830,066
Income from Generated Funds (Investment Income)	3,100	4,845
Income from Charitable Activities	69,725	38,440
Other Income	5,664	2,564
Total Income	1,553,799	1,875,915

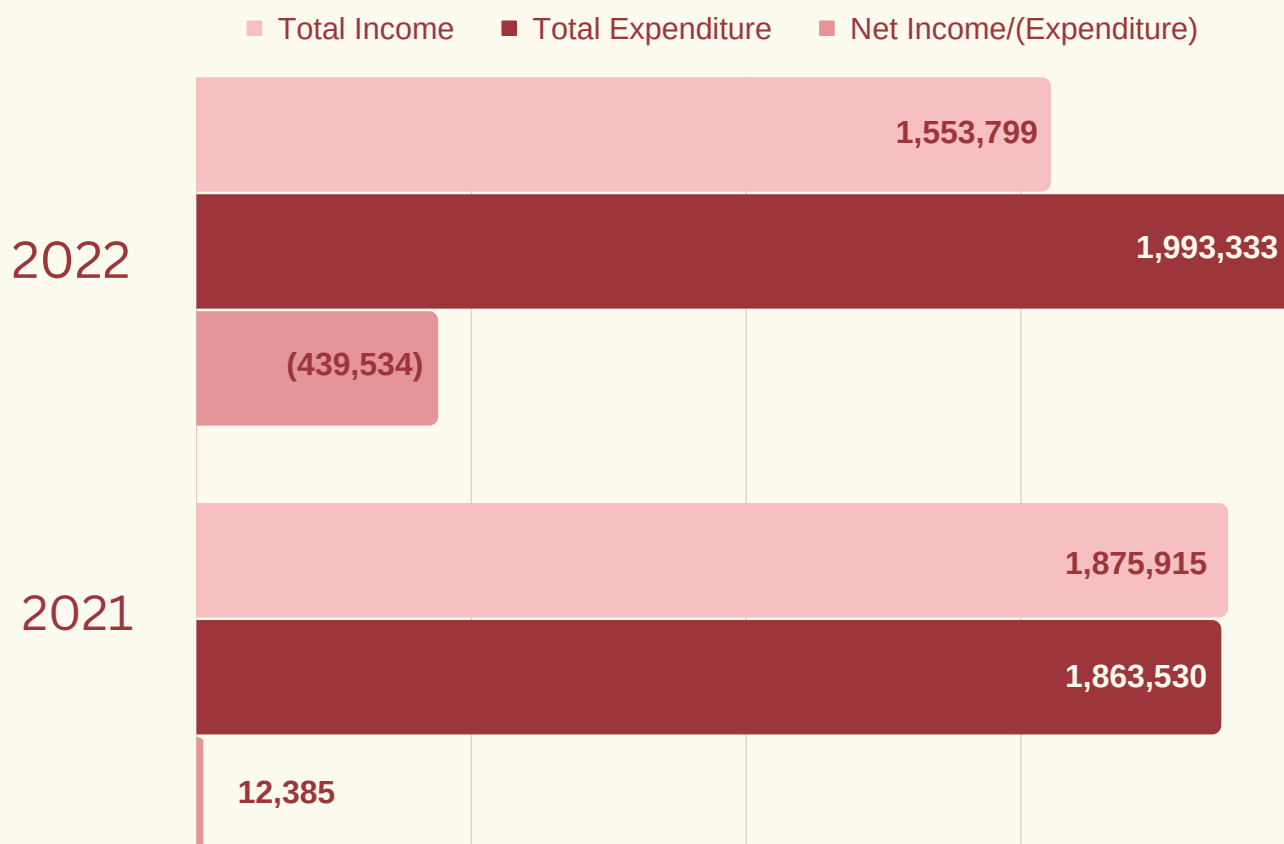
Total Expenditure

Income (SGD)	2022	2021
Costs of Charitable Activities	1,778,592	1,716,673
Governance Costs	214,741	146,857
Total Expenditure	1,993,333	1,863,530

*Financial year ended in 31 December 2022.

Summary of Financial Statement*

	2022	2021
Net Income/(Expenditure)	(439,534)	12,385
Net Movement in Funds	(439,534)	12,385
Reconciliation of Funds (Total Funds Brought Forward)	7,320,011	7,307,626
Reconciliation of Funds (Total Funds Carried Forward)	6,880,477	7,320,011



*Financial year ended in 31 December 2022.

Summary of Financial Position

Assets

Non-Current Assets	2022	2021
Plant and Equipment	76,796	110,043
Total Non-Current Assets	76,796	110,043
Current Assets	2022	2021
Donation Receivables	56,658	61,077
Other Assets	99,387	57,246
Cash and Cash Equivalents	6,755,240	7,181,650
Total Current Assets	6,911,285	7,299,973
Total Assets	6,988,081	7,410,016

Summary of Financial Position

Funds and Liabilities

Funds	2022	2021
Unrestricted Funds (General Fund)	6,590,477	6,815,718
Unrestricted Funds (Designated Fund)	290,000	504,293
Total Unrestricted Funds	6,880,477	7,320,011
Total Funds	6,880,477	7,320,011

Current Liabilities	2022	2021
Other Payables	107,604	90,005
Total Current Liabilities	107,604	90,005
Total Liabilities	107,604	90,005

Total Funds and Liabilities	6,988,081	7,410,016
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Thank you!

Yet another year has gone by so quickly. As a non-profit organisation, we rely heavily on the generosity and support of all our donors and volunteers. Hence, we would like to extend our sincerest appreciation to everyone who has encouraged and assisted us in any way possible throughout this year.

Your contributions have significantly aided HOME's initiatives in safeguarding the welfare and rights of migrant workers. Thanks to your generosity, we have been able to provide essential supplies, healthcare, housing, and emergency financial aid to these workers.

We would like to express our heartfelt gratitude for standing in solidarity with us and the migrant workers. Your support has made a remarkable difference and has helped us to continue our work towards a more just and equitable society. We will continue the good fight in advocating for fundamental labour and social rights for migrant workers and we look forward to greater progress in the coming year.





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