



2017-18

ANNUAL REPORT

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ABOUT US

Humanitarian Organisation for Migration Economics [“H.O.M.E.”] is a Singapore-based charity founded in 2004. HOME is dedicated to empowering and supporting migrant workers who find themselves victims of human rights violations and suffer abuse and exploitation.

We provide immediate crisis intervention as well as long-term support such as education and training programmes to achieve our goal of enhancing the wellbeing and future economic prospects of migrant workers. HOME also seeks to promote the diverse voices of migrant workers in Singapore through outreach projects, and public education on issues affecting migrant workers. Three pillars guide us: **Welfare, Empowerment and Advocacy**.

“ We believe in justice, equality, empowerment, and dignity for all migrant workers... ”

WELCOME

It is with great pride that I present to you HOME's 14th annual report. This report highlights and celebrates our achievements and the progress we have made towards ensuring that migrant workers are able to live and work with dignity, protection and rights. Increasingly, migrant workers are included in our everyday narrative and in national conversations, and HOME has certainly made the narrative richer and more inclusive.

Our three core programmes – community helpdesks, the shelter and the Academy – continue to ensure support for our migrant workers, from immediate crisis intervention to long-term socio-legal support, welfare, education and empowerment. Last year, we assisted 2,000 migrant workers, housed close to 800 domestic workers at our shelter, and saw 1,500 domestic workers graduate from HOME Academy.

Last year, we focused on strengthening core services, particularly the casework support provided by the helpdesks and the shelter. We tightened our risk management policies, laying down processes for better legal support to workers and organising volunteers to facilitate closer follow-ups with our clients. We now have a strengthened team of trained volunteers at the shelter, including befrienders, caseworkers, a medical team and counsellors. At our non-domestic helpdesk, we recruited a legal consultant to ensure a more systematic and sustained follow-up of the legal cases. We had cause to celebrate when Liu Huaixi, a Chinese migrant worker, won his salary case and was awarded a total of \$14,500 in legal costs by the High Court. In another case, with assistance from the Ministry of Manpower, HOME helped an Indonesian domestic worker, Novita, to successfully claim \$40,000 in lieu of unpaid salaries for 10 years!

HOME continues to pour tremendous effort into research on key issues faced by migrant workers, with the aim of addressing systemic issues. We submitted a shadow report to CEDAW (UN Convention on the Elimination of All Forms of Discrimination Against Women), highlighting the widespread issues faced by migrant domestic workers in Singapore.

Building communities and platforms for migrant workers to share their stories has always been central to our work. We started community building work every Sunday with a group of Bangladeshi workers earlier this year, and launched the Humans of HOME Facebook group featuring heart-warming (and sometimes heart-wrenching) stories from the staff, volunteers and migrant workers in our community.

None of these would have been possible without the trust that our supporters – donors, partners and volunteers - have placed in us through the years. We have many exciting projects lined up in 2019, including our move to a new office, the expansion of an online crisis support programme, research projects, and partnerships with stakeholders in Singapore and in the region. Regionally, we continue to deepen ties with the Migrant Forum in Asia (MFA) and the Good Shepherd Sisters in Yangon.

We hope that you will continue to support us in this journey to create a Singapore where everyone is an equal in dignity and rights.

— **Sheena Kanwar, executive director**

OUR TEAM



Sheena Kanwar
Executive Director



Sisi Sukiato
Deputy Director /
Director of Education and
Programmes



Stephanie Chok
Case Manager /
Researcher



Luke Tan
Operations Manager



Jevon Ng
Social Work Executive



Deshi Gill
Finance Manager



Jacqueline Tan
Communications /
Partnerships Executive



Desiree Leong
Legal Consultant



Jolovan Wham
Consultant

BOARD OF DIRECTORS

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Standard Chartered Bank*

Lai Hoe Keat, Henry

Treasurer

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Education*

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Stringuini

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Macquarie Group*

Charlotte Hsu

Member

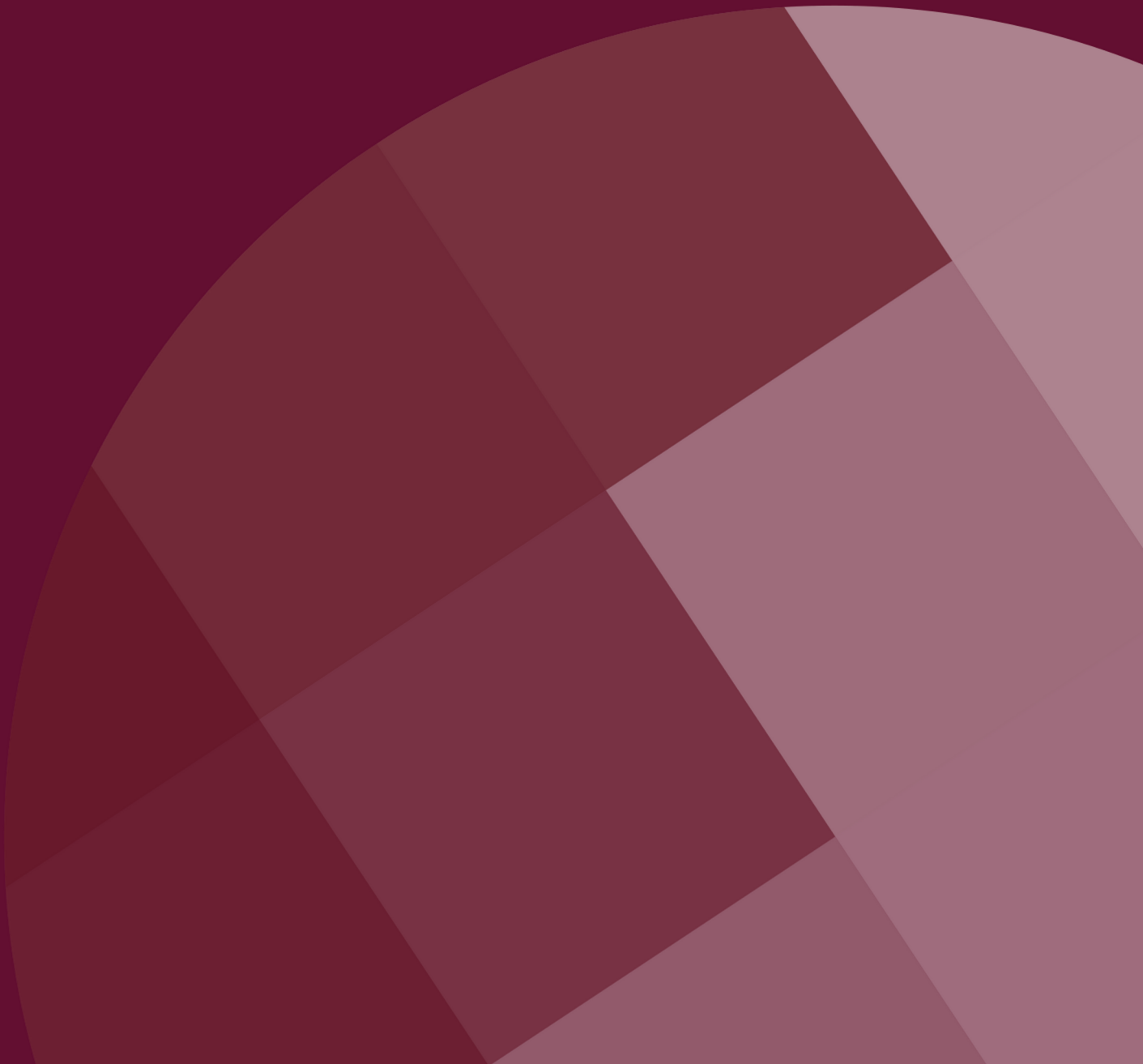
*Partner, Price Water House
Coopers*

Christianto

Member

Head of Strategic Planning, Apical

ACTION, ACTIVITIES, ACHIEVEMENTS



PROGRAMMES & SERVICES

Migrant workers from various countries leave their families and homes to work in Singapore, in industries from construction and marine, to manufacturing and hospitality, as well as domestic work, among others. Their labour is a vital contribution to Singapore, and is often dangerous and low in pay. Mistreatment and exploitation in the form of unpaid salaries, excessive working hours, injuries, and physical and psychological abuse are common, and some may also be victims of forced labour and human trafficking. HOME's many programmes and services provide needed assistance and support to migrant workers when they encounter these problems.

HELPLINES & ASSISTANCE

HOME runs several specialised helplines for male and female migrant workers needing assistance. Our team of trained caseworkers and volunteers offer advice to workers who are unsure of their rights and options.

When needed, we help our clients report offences to the relevant authorities in order to seek recourse, as well as refer them to support services, whether that be legal, medical, or psychological. We provide end-to-end, comprehensive support to all of our clients.

MDW HELPDESK

In addition to our helplines, HOME also has two walk-in centres for migrant domestic workers (MDWs) who are in need of immediate assistance to speak to our caseworkers and volunteers.

Our MDW helpdesks are located at Lucky Plaza and Peninsula Plaza from 10am to 6pm on weekdays and Sundays. We also have a helpdesk at our Grandlink Square office location on Sundays.



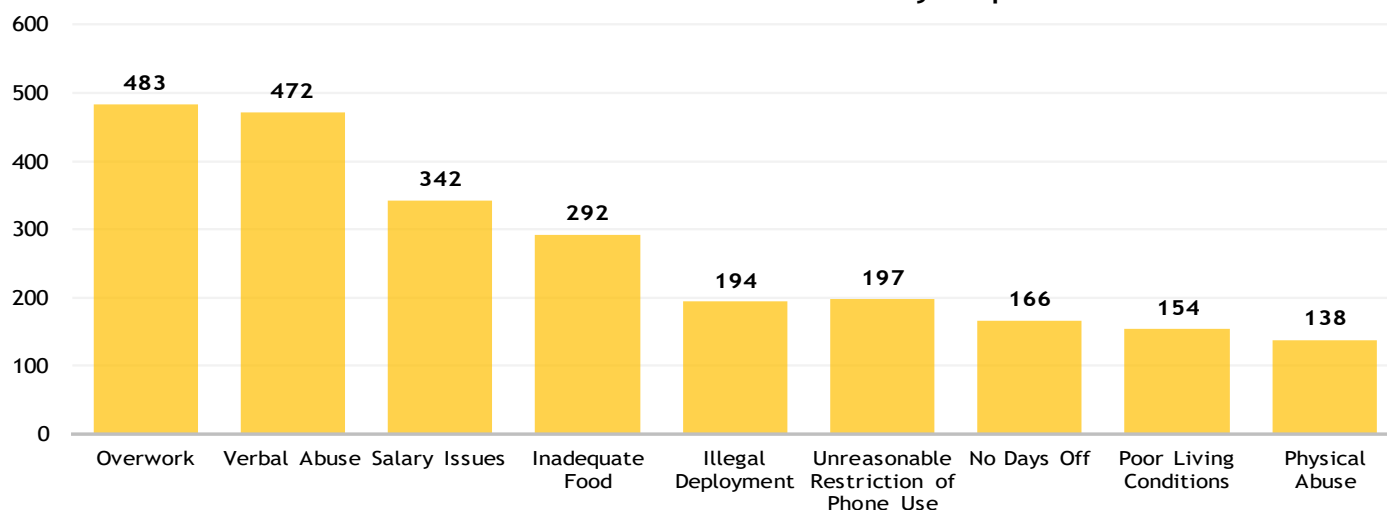
In December 2017, a HOME staff and injured migrant worker assisted by HOME were invited to participate in a panel discussion organised by the NUS Pro bono Club to offer a NGO and worker's perspective on issues affecting migrant workers in Singapore. Panelists included an MOM officer and a lawyer from Beacon Law LLC. This is part of our continued outreach with students at the NUS Law Faculty.

MDW CASEWORK

A large part of HOME's work involves the processing and follow-up of specific clients' cases and liaising with authorities such as the Ministry of Manpower (MOM) and the Singapore Police Force (SPF) to ensure resolution of disputes and advocating for fair and just outcomes.

Our caseworkers and team of volunteers liaise with employment agencies, employers, government officials, law enforcement officers, and other community groups to assist the women who face issues such as **salary-related disputes, exploitative working conditions (such as overwork, lack of rest days, and constant verbal abuse), unjust dismissal, physical as well as sexual abuse, as well as criminal accusations**. Volunteers and experienced shelter residents act as runners to assist the client throughout their journey of seeking support and remedial justice. We also take the necessary steps to appeal cases and have face-to-face consultations with stakeholders and policy makers to discuss how migrant workers' rights can be better protected.

MDW Casework Statistics: Most Commonly Reported Issues



MDW Case Study: Indah

Indah worked for her employer for nearly 10 years and only received two months of pay. During this time, she was not allowed to hold any money and had more than S\$40,000 of her salary withheld. She was not allowed to own a mobile phone and was not given a single rest day. Appeals to leave the house were rejected by her employer, and she was not permitted to speak to her family for almost seven years.

Indah was 20 years old when she first

arrived, making her underage for domestic work. She was never given a copy of her employment contract, and her passport and work permit were confiscated by her employer throughout her employment.

After HOME assisted her with filing a complaint to MOM, her employer was instructed to pay SGD \$40,000 to Indah, and she returned to her hometown shortly after receiving her compensation.

On top of the most common issues, we also saw 91 reports of unsafe work, 90 denials of medical treatment, 65 denials of sick leave, 61 terminations by employers, 55 cases of inappropriate tasks, and 32 cases of sexual abuse.

872 Total Cases

MDW Case Study: Neha

Neha had been verbally abused by her employer and their relatives, and worked from 6am to 3am. She was illegally deployed to help out at the family business, not fed properly, not allowed rest days, had her handphone confiscated, and was under constant surveillance and confinement. Her employer's husband and cousin would threaten to rape her; several times her employer's husband stood in front of her

naked. Her employers also offered to double her salary if she went to Malaysia to do sex work, which she refused to do.

When Neha arrived at HOME, she was severely traumatized. While she stayed at HOME's shelter, she received support with her case, as well as continued long-term support from HOME's counselling, medical, and befriending teams.

NON-DOMESTIC MIGRANT WORKERS HELPDESK

Migrant workers, who are mainly employed by the construction, shipyard, manufacturing, and service sectors from China, Bangladesh, and India, seek assistance from HOME at our Grandlink Square office. The helpdesk operates Mondays to Fridays between 10am to 6 pm.



NON-DOMESTIC MIGRANT WORKER CASEWORK

At our non-domestic worker helpdesk, migrant workers seek assistance with claims related to salary disputes, work injuries, contract violations, and breaches of the **Employment Act**, **Employment of Foreign Manpower Act**, **Employment Agencies Act** and **Work Injury Compensation Act**. HOME provides individualised casework assistance to these migrant workers in need of support. We are supported by our caseworkers, legal consultants, and volunteers in delivering our services.

Salary complaints made up the majority of complaints at this helpdesk. These included non-payment or underpayment of salaries, illegal or unauthorized salary deductions, kickbacks, and discrepancies between salaries promised to workers and what they were paid when they arrived in Singapore. Migrant workers also sought assistance for excessive recruitment fees, unjust dismissal as well as work injury-related claims.

647 Total Cases

Non-Domestic Migrant Worker Case Study: Arumugam

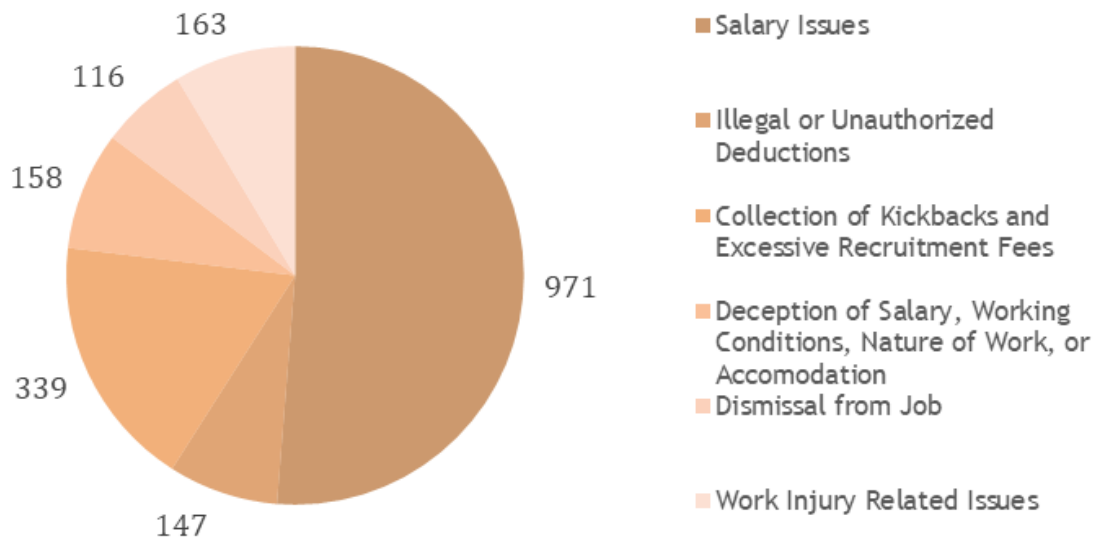
Although he was hired as a waiter, Arumugam was made to perform many tasks such as cleaning, cooking, and providing massages for his employer. He was not compensated for any overtime work, and worked 13-15 hour days with only 4 rest days over 8 months. His employer also illegally deducted from his salary for his work pass, pre-employment medical check-up, and any sick days.

The demanding work pushed Arumugam to the brink and he fainted at Kallang MRT Station. He woke up at Tan Tock Seng Hospital, where he

was diagnosed with community-acquired pneumonia and found out his employer had terminated him for not showing up to work two days in a row in spite of the fact he was hospitalized.

As it was hostile for Arumugam to remain in his employer's accommodation, HOME provided accommodation for him while he continued with his salary claim, assisted Arumugam to obtain evidence of his employer's violations. He was finally able to recover SGD \$11,650 during mediation.

Migrant Worker Casework Statistics: Most Commonly Reported Issues



Non-Domestic Migrant Worker Case Study: Myint

Myint's employer did not report his workplace injury when a forklift fell on his left foot and broke 4 bones, fracturing his foot into 7 pieces. After his first surgery, he was sent home to Myanmar and told to return to Singapore for further medical treatment. When he returned, his employer refused to pay and ignored his inquiries. HOME sponsored his follow-up surgery, as his wounds were at risk of infection. After initial rejection by MOM, we succeeded in an

appeal to let Myint stay in Singapore with his employer being held responsible for his food and accommodation. HOME further assisted in a claim for unfair dismissal. On 15th February, 2018, the Commissioner of Labour was satisfied that he was dismissed without just cause, and Myint was paid \$600 in compensation. He was also able to remain in Singapore for the conclusion of his Work Injury Claim and received \$19,106.10 for his medical treatment.

SHELTER

Migrant domestic workers are required by law to live in the homes of their employer. This can result in precarious and harmful living conditions when disputes arise. **At our shelter, we strive to provide holistic care and support services, with a range of volunteer teams attending to the mental and physical health needs of shelter residents, on top of following up closely on their cases.** We are the only civil society organization (CSO) run shelter for migrant domestic workers.



For the period between April 2017 to March 2018, our shelter housed 802 women who were mostly victims of exploitation and abuse, including some who may be victims of forced labour and human trafficking. It should be noted that these figures only represent new admissions each month, and does not include those residents who continued to stay or 'rollover' for as long as their cases were pending resolution.

Thanks to the hard work of our staff and volunteers, shelter turnover rates remain high as cases are processed quickly and efficiently.



We rely on our community partners for support in providing fresh and nutritious groceries and produce. Donations are received from local food banks, individuals, various churches, and BridgeAble, a Singapore-based consultancy that builds relationships between donors, charities, and their beneficiaries.

All of HOME Shelter's services are conducted entirely by volunteers and MDW resident leaders, and include many programmes focused on rehabilitation and recovery. Befrienders, volunteers and community partners work hard to deliver and organise excursions and activities such as birthday parties and classes (English, Sewing, Computer, Baking, Colouring, First Aid, and Art) for our beneficiaries.



Education



Medical Assistance



Counselling



Drama Workshop



Legal Advisor



Movie Night



Therapy



Dance/Zumba

HOME ACADEMY

HOME is dedicated to the skills development and continued education of MDWs and empowerment is an integral part of our services. **HOME Academy offers a wide range of courses open to all domestic workers such as English, financial literacy, caregiving, martial arts, dressmaking, and more.** Courses run for six months at a time and are run entirely by HOME's volunteers. Instructors come from both the migrant worker and non-migrant worker community, with over 50 volunteers in total.

We are proud to announce that many of our graduates have been awarded certificates from the Government of Philippines' Technical Education and Skills Development Authority (TESDA) and our Cooking Course teacher was appointed the Assessor for Singapore TESDA's cooking programmes. We have also expanded our courses to include in-house training at Dream Maker, Barker Methodist Church, and the Indonesia School. This partnership with other organizations marks important progress for Home Academy and increases the programme's outreach significantly.



1,450

graduates

in 2017-18 period

Success Story: Noemie Villarin



After she was laid off as a hairdresser in the Philippines, Noemie Villarin (pictured above with her students [centre]) came to Singapore in 2014 to work as a domestic worker. Although she was treated well by her employer, Noemie never stopped thinking about returning to hairdressing. She also knew that if she wanted to return to hairdressing, she had to refresh her skills. She found out from a friend that HOME offered Basic and Advanced Hairdressing Classes for domestic workers. On one of her off days, she walked up to HOME's Helpdesk in Lucky Plaza and enrolled.

"It was challenging to work all day and go to class but I managed to complete each task and assignment before due dates," she said. When Noemie graduated from HOME Academy, she quit her job to pursue her dream.

Today, Noemie works at New Star Hairdressing Salon in Little India as an Assistant Manager. She oversees the day-to-day operations: hairdressing, managing employees, handling payrolls, and manning the cashier. *"Noemie is very good with people, she is knowledgeable about hair-care, and she gives me good insights on how to better our business"*, New Star's owner Sivakumaran Kandasamy said. He could not stop singing her praises and had so much confidence in Noemie that when the salon expands to the Philippines in a few years' time he planned for her to run it. Impressed by the skills that Noemie picked up from HOME Academy, Siva has opened the salon to HOME's hairdressing course graduates for on-the-job training.

Noemie now volunteers her Sundays to teach hairdressing for HOME Academy.

LEGAL AID

With the support of a dedicated team of pro bono lawyers, **HOME provides legal services to all migrant workers in need of representation, litigation, or advice.** We provide both technical aid, as well as an important source of support so they can better understand their circumstances and empower them to make decisions about their cases. Issues such as salary claims, work injury cases, family law, and contractual law are taken up and we also work to enforce court orders and ensured due process in matters of both criminal and civil law.

This year, we assisted workers in **over 20 police and investigation cases, 5 civil claims for salary or compensation, 7 appeals in salary claims, as well as miscellaneous other legal matters and requests for legal advice.** These figures do not include statutory salary and work injury claims where no lawyers are involved.

Success Story: Liu Huaixi v. Haniffa Ptd Ltd.

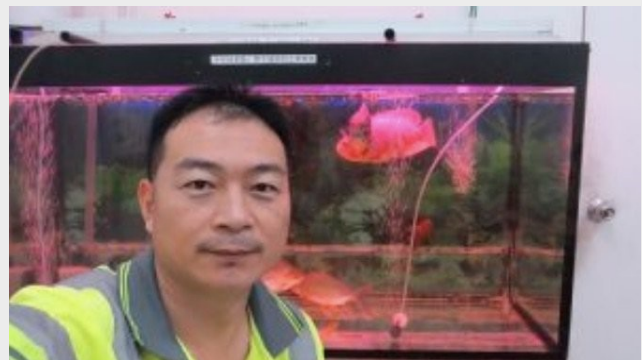
Prior to their arrival, the only assurance of their job, salary type, and employer a migrant worker receives is in the form of an In-Principle Approval letter (IPA) issued by the MOM. However, the salary specified on the IPA is often inflated from the true, much lower, salaries the worker is actually paid.

This was the case for Chinese worker Liu Huaixi, who came to Singapore on an IPA that promised a basic monthly salary of SGD \$1,100, only to be paid a meagre \$680 by his employer upon arrival. He turned to HOME for help, and pursued a court case with the help of a pro-bono lawyer. The Commissioner for Labour dismissed his claim for the underpayment of basic monthly salary, and only awarded him his unpaid overtime. Upon appeal, Justice Lee Seiu Kin issued the ground-breaking judgement in February 2017 that, in the absence of a contract, the only objective evidence available of a workers' basic monthly salary is that which is stated in their IPA. Even if there was a written contract of employment with a lower basic salary, the burden of proof would still be on the employer to show that the IPA does not reflect the true salary. Liu Huaixi was awarded \$6,500 and \$8,000 in legal costs.

In November 2017, Justice Lee released the written grounds of decision, which reiterated the legislative intent of the IPA. Firstly, to ensure that foreign workers are kept informed of their employment terms, including their salary components. Secondly, to shift more responsibility of the employment of foreign workers onto employers to allow employees to rely less on middlemen.

Justice Lee clarified that employers are required to declare the actual basic monthly salaries of foreign workers in their IPAs and maintain the payment of such an amount for their entire duration of employment.

This case set a precedent for all future salary dispute at TADM and the new Employment Claims Tribunal. Previously, workers who claimed underpayment of salary which was different than their IPA were dismissed.



The precedent set by Liu Huaixi's case has already had a major impact for other migrant workers. In the 2017-18 reporting period, we saw 217 cases where actual salary was different from IPA salary.

RESEARCH & ADVOCACY



In addition to providing on-the-ground help and immediate intervention services for migrant workers, HOME is also a leading proponent of migrant workers' rights in Singapore. We aim to increase awareness through public education, research, and campaigns to help bring about improvement to the lives of migrant workers in Singapore.

MEDIA MENTIONS

This past year, HOME was featured in **approximately 27 media mentions and features**, including two Al Jazeera documentaries, *Maid in Singapore* and *Myanmar's Youngest Maids*. Our shelter coordinator, Sisi Sukiato, was also featured on NHK World Japan TV programmes, *HerStory*, where she spoke about the work of HOME.

In August, 2017, Al Jazeera released a documentary titled *Maid in Singapore*, exploring the hidden side of underaged Burmese FDWs in Singapore as part of their "101 East" series. HOME's case manager; Stephanie Chok, and consultant; Jolovan Wham, were interviewed for the video and accompanying article. The video has now been viewed over 500,000 times on YouTube, and its sequel, *Myanmar's Youngest Maids*, has over 100,000 views.

Underage maids from Myanmar seek help in Singapore

About 240,000 foreign maids work in Singaporean homes, but those from Myanmar are among the most vulnerable.



by Liz Gooch



7 Aug 2017



RESEARCH REPORTS & SUBMISSIONS

In 2017, HOME submitted several shadow reports to the United Nations. In March 2017, HOME submitted a joint report with TWC2 to the UN Committee on the Protection of Migration Workers on the Bangladesh government's commitment to protect its citizens working abroad, and was at the UN headquarters in Geneva to lobby for greater protection for Bangladeshi migrant workers in Singapore. In August, HOME prepared a shadow report, also to the UN Committee on the Protection of Migration Workers, this time in relation to the Indonesian government's obligations under the Migrant Workers' Convention.

In October 2017, HOME was part of a coalition that submitted a shadow report to the UN's Committee on the Convention for the Elimination of All Forms of Discrimination Against Women, as Singapore is a signatory to CEDAW. HOME also travelled to Geneva and lobbied the UN to push for migrant domestic workers' rights to be recognized as integral in any efforts to improve gender equality in Singapore.

HOME made submissions to the US Embassy for their annual Trafficking-in-Persons (TIP) report, and recently prepared a submission to the UN Special Rapporteur on Contemporary Forms of Slavery for

their Thematic Report on Domestic Servitude of Migrant Women and Girls. HOME is currently engaged in research on the Employment Claims Tribunal, the plight of Chinese construction workers, and migrant conservancy workers.

In 2018, HOME made a submission to the Ministry of Manpower for recommendations on changes to the Employment Act, advocating the inclusion of domestic workers in the Employment Act, as well as enhanced penalties for overworking employees, mandatory double rate of pay for work performed on rest days, and more investigative oversight into unfair dismissals.

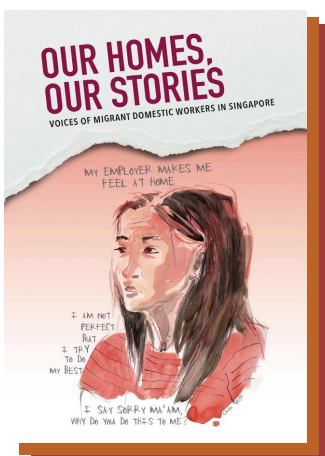
A submission was also made to the Ministry of Health on the draft Healthcare Services Bill (HCS) and the rolling out of a mandatory data contribution to the National Electronic Health Records (NEHR). HOME advocated for greater accountability and accessibility to the database, and for all injuries sustained by migrant workers to be flagged in the NEHR as potential work injuries under the Minister of Manpower's Occupational Safety and Health division.

HUMANS OF HOME

Humans Of HOME is a community project initiated by a group of 20 student teachers from the National Institute of Education (NIE). It showcases the heartwarming and sometimes heart-wrenching life stories of migrant workers, as well as the experiences of volunteers and staff. Each feature recounts a facet of an individual's journey and life, with personal stories of triumphs, dreams, hardships, and losses. The page is maintained by our volunteers and regularly updated with new stories, reaching audiences from all over the world.

"The happiest moment in my life was when I was chosen to become a main leader at the shelter. I started off being not so assertive; I would be uncertain about standing my ground even if I knew I was right. But I've grown a lot in the past two years or so. Now I've learnt how to handle arguments, how to end quarrels, how and when to be firm. I arrange appointments, I reply emails - and I solve problems for my sisters here at the shelter. I keep them happy, and that makes me happy."

— Moe Moe, former shelter leader and resident from Myanmar



OUR HOMES, OUR STORIES

This year, on International Women's Day, HOME launched a print publication of an anthology of 28 real-life stories written and illustrated by migrant domestic workers in Singapore. All writers are part of the HOME community as volunteers or residents at our shelter. "Our Homes, Our Stories" is available at HOME offices, fairs, select bookstores, all public libraries in Singapore, and in an e-book format.

COMMUNITY EVENTS

IFTAR DINNER AT THE ROYAL PLAZA ON SCOTTS



Honouring the holy month of Ramadan, the Royal Plaza on Scotts hosted an Iftar dinner for 50 Bangladeshi migrant workers filled with great food and high spirits.

INTERNATIONAL MIGRANTS DAY



In celebration of International Migrants' Day (December 18th) HOME hosted a lunch celebration featuring cultural performances by members of our community for migrant workers at the Singapore Khalsa Association. Over 250 migrant workers came to celebrate the occasion. We also launched our first International Migrants' Day video featuring members of our HOME community.

CHRISTMAS AT GARDENS BY THE BAY



We spent Christmas with our Bangladeshi, Chinese, Burmese, and Filipino migrant workers at Gardens by the Bay with many festivities, gifts, flowers, and smiles.

CHINESE NEW YEAR PARTY



For the second year in a row, HOME partnered with Healthserve to host a Chinese Lunar New Year celebration for more than 20 migrant workers. Lunch, crafts, karaoke, and games were had and traditional delicacy, 'tang yuan', was made as a symbol of 'togetherness'.

SHELTER BIRTHDAY PARTIES



Every month, our shelter volunteers help coordinate and run birthday parties for our residents alongside a group of NUS student volunteers. They play games, eat cake, dance, sing, and perform in a talent show featuring acts from the Philippines, Indonesia, Myanmar, and India.

COMMUNITY BUILDING WITH BANGLADESHI WORKERS



On most Sundays, our staff and volunteers from our non-domestic migrant worker helpdesk run activities and workshops for a group of Bangladeshi workers on their off-day. Activities included consultation sessions on the Employment Act when it was under review, work place safety, financial literacy classes, and excursions to places of interest such as Pulau Ubin.

FUNDRAISERS & PARTNERSHIPS

AIDHA + HOME #ComingTogether



In a highly anticipated collaboration, HOME and Aidha hosted two screenings and panel discussion around the film *Remittance*, which follows the lives of domestic workers in Singapore, in July and September. Aidha is a fellow local charity that offers financial education and self-development

programmes such as money management and entrepreneurial skills for MDWs, and our official partnership was announced on March 18th in honour of International Women's Month. This partnership will strengthen our commitment to providing foreign domestic workers in Singapore the support and empowerment they need to access future opportunities.

‘THE HELPER’ SCREENING



This past October, the Singapore premiere screening of “The Helper” took place at The Projector to 240 attendees, who were primarily employers and domestic workers. The documentary highlights the stories of migrant domestic workers in Hong Kong. The event raised \$3000 for HOME’s shelter services. Hong Kong-based British documentary maker, Joanna Bowers, was in town to grace the occasion.

NEW CREATION CHURCH OUTINGS



Throughout the year, New Creation Church brought our shelter residents to several outings to enjoy activities at Sentosa, see the River Safari, and play games such as bowling. In addition to regular outings, New Creation Church has also provided HOME with financial support for the 2017-18 year.

RUN FOR HOME

For the second year in a row, members of our HOME community ran the Standard Chartered Marathon on December 3rd, 2017 in support of our cause. Social worker Joanne Ong and two Filipino domestic workers, Nancy and Jannah, ran and raised \$10,000 towards supporting our shelter, help desks, and economic empowerment activities for migrant workers.



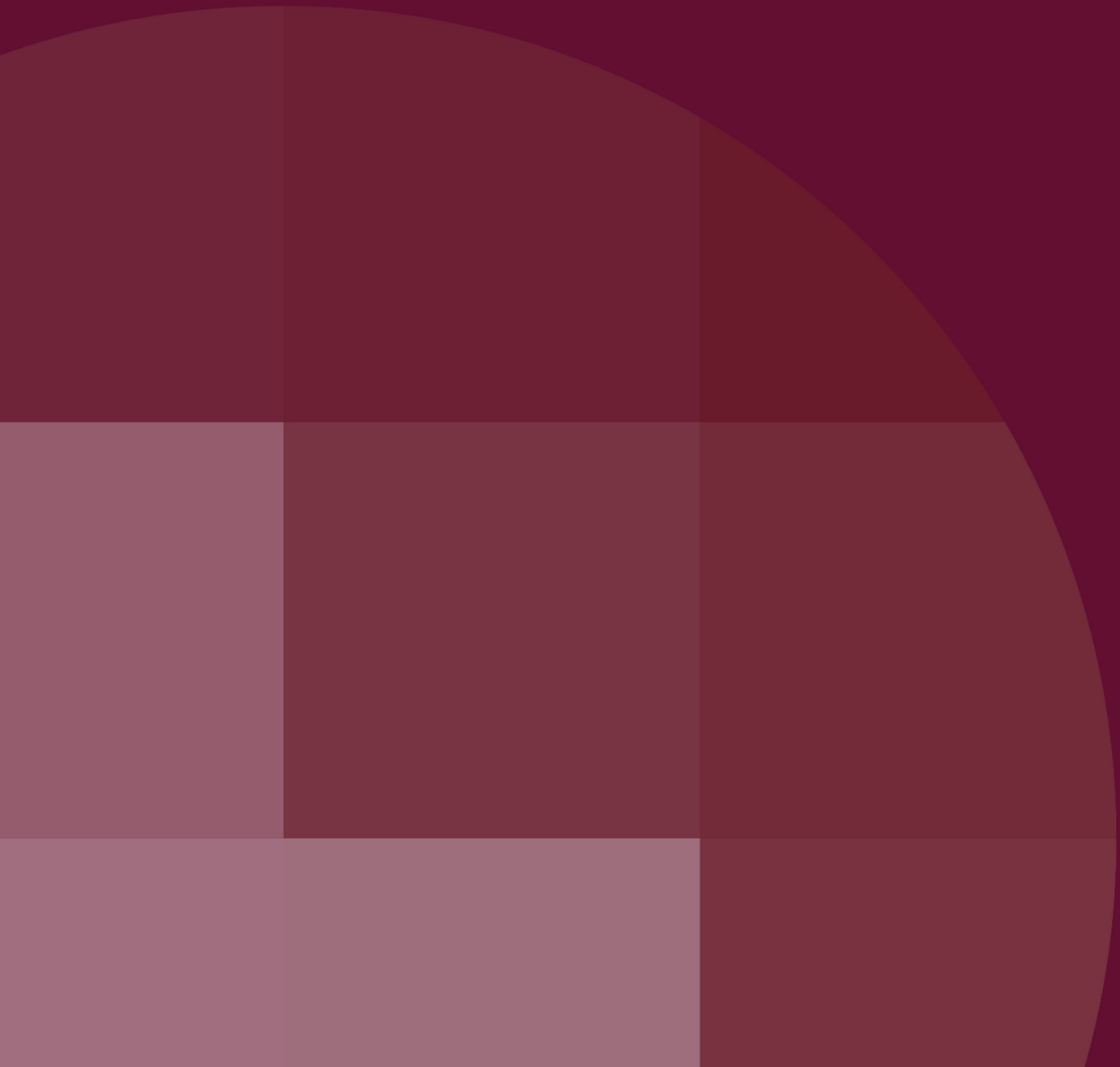
LUSH #CountingOnCommunity



This International Women's Day (March 6th, 2018), HOME announced our collaboration with Lush Singapore on their #CountingOnCommunity campaign to spread awareness of the key issues faced by domestic workers, which has

reached more than 23,004 people. Since 2016, LUSH has supported our shelter programmes through proceeds from the sale of their Charity Pot lotion.

2017-18 FINANCIAL OVERVIEW



FINANCES

During the 2017-18 Financial Year, the total amount of donations raised, income from programmes, and funding from grants amounted to about SGD \$2.23 million. This was an increase from the 2016-17 year, where we received about SGD \$2.09 million. Our main donations came from private foundations. Individual donations also raised a substantial amount of the budget for the year.

HOME saw a decrease in Operating Expenses this financial year, which was about SGD \$1.33 million. This is down from approximately SGD \$1.39 million in the 2016-17 year.

There has also been an increase to cash and cash equivalents, which follows the trend established in the past 3 years. This year, that amount has risen to approximately SGD \$3.61 million.

For a detailed breakdown of our finances, please refer to the Audited Financial Statement document for the Financial Year 2017-18.



Staffing



Shelter



Legal Assistance



Helpdesks



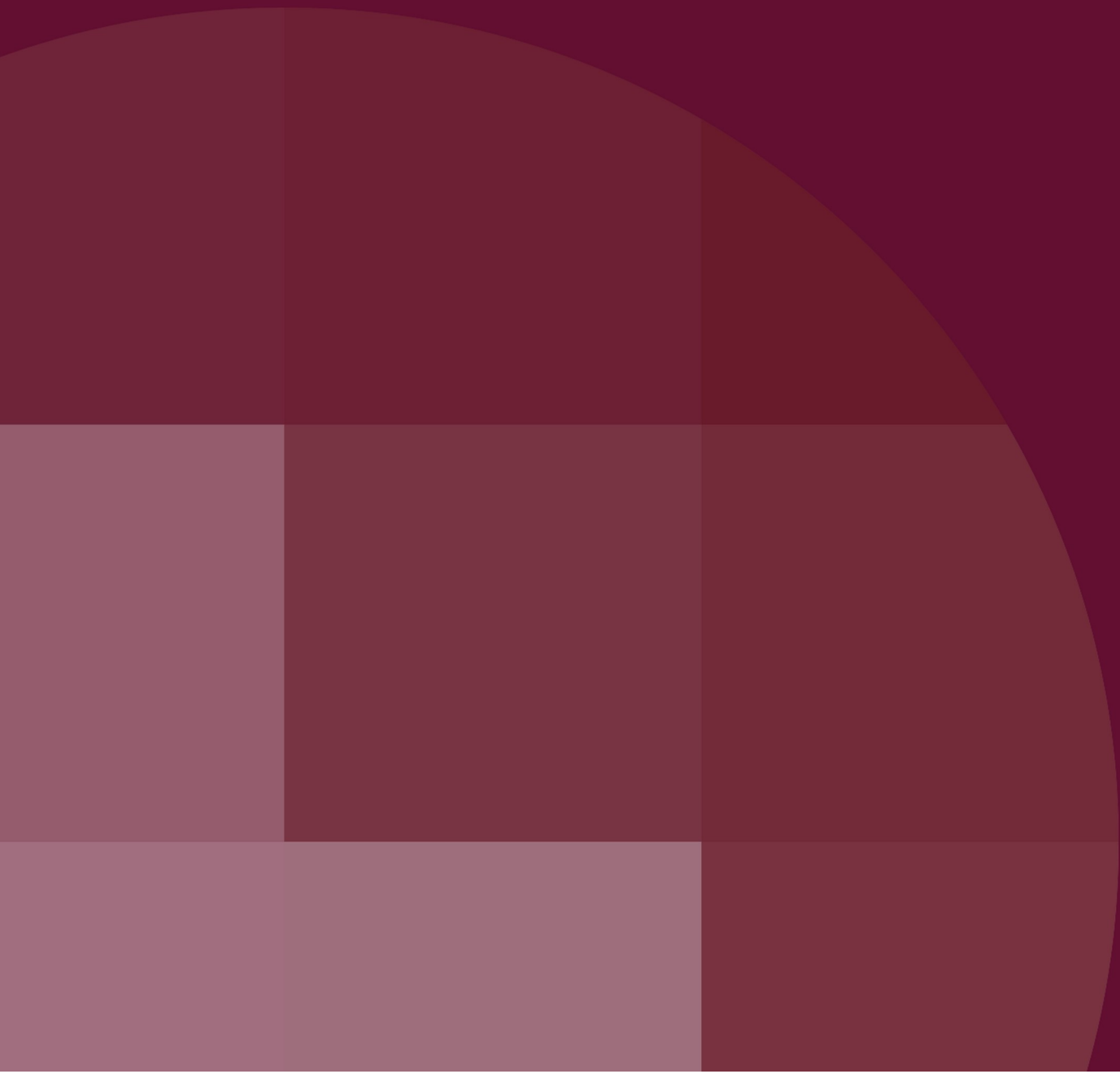
Community Events



HOME Academy



DONORS, PARTNERS, VOLUNTEERS



VOLUNTEERS

Due to the small size of our staff team, HOME relies on volunteers to provide the depth and range of services we have to offer to the migrant worker community, without whom the majority of our programmes could not exist.

Our volunteers come from all walks of life and corners of the world. Both Singaporeans and expats frequently donate their time and skills to assist HOME.

Many volunteers are actually foreign domestic workers themselves who are currently living in the shelter or accessing HOME's services. MDWs act as leaders within our shelter and manage operations such as meals, laundry, and activities. Helpdesk MDW volunteers assist in processing cases, and much more.

HOME is proud to provide migrant workers with the opportunity to help their friends and peers in the community. These volunteers often find themselves both inspired and empowered when participating in these roles, which are qualities that are part of HOME's long-term vision and a core pillar of our operations.

More than 160 volunteers



Volunteer Testimonials



"The relationship you build with the residents is what drives me to keep going. They really look

forward to you coming to the shelter every day. They probably feel as though you are the one that understands them the best because you become a familiar face and you are volunteering your time to listen to them. To be able to make even a little bit of difference in whatever aspect makes it all worthwhile."

— Ruchita



"With jobs, you're working to pay the next bill. Being part of this organisation,

you're working together with everyone else, in pursuit of the same purpose. It's a very different drive that you have, because here you're doing what you do and working hard at it with the purpose of making a change in society. You're here because you want to make something positive happen.

— Natalie



"Foreign workers do jobs that no Singaporean will do, and many of them are so

essential. Behind the numbers are individual humans who are suffering. To me, all of them are important. I volunteer at HOME today because I take joy in helping these individuals. Some of them are truly inspiring in how they deal with life's difficulties."

— Ivan

THANK YOU

As a non-for-profit organisation serving low-wage migrant workers, HOME is uniquely dependent on donations for our operational budget. Contributions from our donors to towards funding our many programmes and services, such as legal assistance and shelters activities. We are incredibly grateful to the following key supporters for their generosity, and thank all who have contributed to our organisation.

Active Global	Hoh Law Corporation	Queenstown Baptist Church
AIDHA	I.R.B. Law LLP	Royal Plaza on Scotts Hotel
Apac Law Corporation	Indian Women's Association	Samba Foundation
Asean CSR Network	Indonesian Embassy	Samuel Seow Law Corporation
Asia Pacific Breweries Foundation	Jamiyah Nursing Home	Sathi Law Chambers
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