

Women's Centre for Change Pusat Kesedaran Wanita

(formerly Women's Crisis Centre)



ANNUAL REVIEW 2009



www.wccpenang.org



The Women's Centre for Change (WCC) Penang is a non-governmental, non-profit organisation dedicated to:

- (i) the elimination of violence against women and children,
- (ii) the empowerment of women and children, and
- (iii) the promotion of gender equality.

We believe that women, men and children have a right to live in a society free from all forms of violence and discrimination.

Established in 1985, WCC provides free services in counselling, emotional support, legal advice and temporary shelter for women in crisis, irrespective of their ethnicity, religion and social background. WCC also conducts various outreach programmes: sexual abuse prevention for children and youth, and gender awareness for the public. WCC is a member of the Joint Action Group for Gender Equality (JAG) which actively campaigns for policy and legal reforms affecting women and children.

In 2002, WCC underwent a name change from Women's Crisis Centre to Women's Centre for Change to better reflect our expanded scope of work.

Donation & Sponsorship

WCC is a registered, tax-exempt organisation and welcomes donations and sponsorships which will help promote our work and activities. Cheques should be made payable to: Women's Centre for Change.

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Contents

President's Report 2					
General Committee 2009					
& Working Groups 8					
Programmes and Activities					
Service Report • • • 10					
Community Outreach Report • • • 22					
Advocacy & Campaign Report • • • 28					
■ International Women's Day Event • • • 32					
WCC in the Press 34					
Diary of Events 2009 36					
Sponsors & Donors 52					
Partners & Supporting Agencies 53					
Appreciation & Gratitude 54					

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President's Report 2009

Lalitha Menon

2009 has been an action-packed year for Women's Centre for Change. We were kept on our toes throughout the year and hardly had time to reflect on our work. Our Diary of Events

for 2009 bears testimony to the fact that it has been another impressive year for WCC: there was not only a significant expansion of our counselling services and extensive community outreach work, but our list of publications also grew considerably with no fewer than three new books being added to it!

WCC started the year positively by achieving a major milestone with the opening of Pusat Perkhidmatan Wanita (PPW-Women's Service Centre) in Seberang Perai in January. The Penang State Committee on Women, Family and Community Development tasked WCC with the management and running of this service centre which was set up to serve women experiencing crisis in the mainland and the north. This smart partnership was a golden opportunity which WCC seized as it fulfilled our long-cherished dream of expanding our counselling services to the poor and lower income women on the mainland and



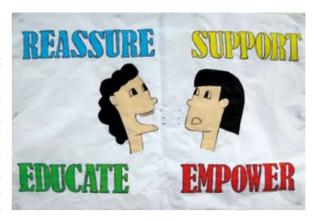
in the northern region who would otherwise not have had the benefit of WCC's services due to distance and lack of resources. The long-standing need for such services on the mainland became apparent as, within a year, PPW counselled 156 women.

In March, our focus turned to organising the International Women's Day (IWD) event. In the past, IWD was celebrated with the public at large. This year, WCC decided to work specifically with young people as the initiative for changing and improving women's lives must necessarily come from the younger generation. In line with our IWD theme,

Right to Choose, Right to Change and Right to Celebrate, WCC engaged college students in organising a race called the Malaysian Race, a T-shirt designing competition and a film screening of award-winning movies touching on various public interest issues. The event was held at Disted College with some 300 students from colleges and universities turning up to participate. The event gave young people a sense of understanding on the issue of women's and human rights within our multi-ethnic society.

Service Work

In the course of its work WCC discovered that whilst the number of rape cases has risen by more than 100% in the last five years, rape victims continue to receive little support beyond initial medical treatment and police investigations. While there are centres like WCC to deal with domestic violence cases, rape crisis centres have yet to emerge in Malaysia. Much more support needs to be extended to these victims who suffer psychological trauma which will seriously impact their future family life.



WCC's commitment to initiate a support network for rape survivors was given a boost with the close collaboration of the One-Stop Crisis Centre (OSCC) of Penang Hospital. In 2009, WCC, in partnership with OSCC, organised a state seminar on Supporting Rape Survivors, followed by two WCC training sessions for volunteers interested in counselling support for rape victims. WCC was also on call to give them much-needed support at OSCC and responded to 35 cases.

In addition to this new initiative, WCC crisis counselling for women has continued unabated. Together with PPW, the WCC service team provided a total of nearly 700 counselling sessions for both new and follow-up clients in 2009. We handled a total of 404 new clients, an increase of 60%. With two centres, the number of telephone counselling cases saw an increase of more than 100% with a total of nearly 2,000 hotline calls. With PPW serving those on the mainland, WCC can proudly claim to be the only women's centre in the northern region which has consistently helped women suffering from domestic violence and other forms of abuse. In the last 24 years, thousands of women have been empowered to make decisions affecting themselves and their children.

Community Outreach

Throughout the year, the outreach team was kept busy conducting programmes, workshops and activities on sexual abuse prevention for students, teachers and the different communities. Outreach programmes for specific communities like Indian and Malay women were also conducted to promote a better gender understanding while many other talks were given to the public at large. This is in line with our conviction that awareness-raising is central to prevent gender violence against women and children.



Overall, in 2009, WCC reached out to more than 6,000 people: children and adults alike, on gender violence prevention and gender awareness. WCC has programmes which teach children not only to take pro-active steps to stop sexual assault, but also the need to be aware of, and respect, the differences in gender. Specifically, we conducted programmes for 8 primary schools, 14 secondary schools, 4 tertiary institutions and 15 community bodies benefiting 5,000 people, while in terms of workshops and training undertaken, we organised 24 such sessions for more than 1,000 attendees.

Publication Work

WCC's easy-to-read re-designed resource pamphlets touching on issues of domestic violence, rape and teenagers are so popular that we have had to reprint for distribution to NGOs, organisations and other groups for dissemination. In 2009 alone, based on requests, WCC reprinted no fewer than 50,000 pamphlets in different languages to distribute in Penang and other states!

Over the years, WCC has built up an impressive list of publications. For such a small organisation, we rely not only on staff but also our volunteers to assist in writing, editing, proofreading as well as the many other tasks required before our publications are ready to be printed. With sheer grit and hard work, WCC was able to produce three publications in 2009: another major accomplishment for the year.

The first book, Seeking Justice for Victims of Sexual Crimes, is the culmination of a 3-year research on sexual crimes and trials of sexual crimes in the Penang courts. This pioneering study with useful data and statistics, shows how the criminal justice system deals with sexual crime victims. The findings revealed that 45% of sexual crime cases did not go to full trial as the accused were given a discharge not amounting to an acquittal (DNAA) for various reasons and the conviction rate stood at a pathetic 4%. Such shocking revelations have only served to reinforce the urgent need for increased advocacy to ensure that sexual crime victims receive due justice.

The second book, *Respect Respek*, is a manual designed especially for educators working with youths. This publication is the product of over a decade's work of WCC programmes with young people in secondary schools and colleges/universities. WCC often finds that educators face challenges in communicating with the younger generation on issues of sexuality, relationships and gender violence. This manual, full of group exercises and worksheets, acts as a resource book to complement educators' work with youths.

Menguru

As part of our regular efforts to improve the lot of single mothers, WCC came up with the third publication, *Mengurus Wang Anda* (Manage Your Finance) which is a handbook developed to assist women from lower income groups plan and budget wisely. Single mothers and poor women constantly grapple with financial woes. Using this handbook, WCC will continue to conduct workshops for lower income women to train them how to manage their budget and explore ways to augment their income.

Advocacy and Networking

In 2009, WCC once again joined forces with our sister organisations in Selangor, namely Women's Aid Organisation (WAO), Sisters-in-Islam (SIS), Empower, All Women's Action Society (AWAM) under the umbrella of Joint Action Group for Gender Equality (JAG) to take up issues such as the despicable publication and dissemination of the private photos of one of our state assemblywomen. JAG also protested the case of a Muslim woman who was sentenced to the maximum punishment of a RM 5,000 fine and six strokes of the cane for drinking



beer. Of much concern was not only the fact that the sentence meted out was harsh and not commensurate with the offence but that it was also discriminatory as it was contrary to the Criminal Procedure Code which specifically states that women should not be whipped. Under Article 8(2) of the Federal Constitution, discrimination is no longer allowed on grounds of religion or gender. This case threw Malaysia into the international limelight for the wrong reasons.

The under-representation of women in decision-making positions at political, public and private sectors meant that women's issues are not taken seriously and blatant discrimination persists. In August 2009, the Deputy Prime Minister expressed his concerns when he highlighted that the number of women sitting on boards of directors had declined from 9.9% in 2004 to 6.1% in 2008. The avowed "30% women's participation in decision-making" policy propounded in the ninth Malaysian Plan does not seem to be attainable. WCC is now actively involved with the Gender Equality Committee of the Penang Women, Family and Community Development Committee to help set up a new NGO to promote equitable participation of women and good governance.

Annual Review 2009 5

Apart from lack of leadership positions, there is a dire need to improve the laws affecting women's lives. In May, JAG, together with the National

Council of Women's Organisations (NCWO), submitted seven memoranda relating to issues ranging from amendments to Domestic Violence Act to Islamic Family Law. JAG has been lobbying for these amendments for over a decade and to date, our memoranda calling for legal reforms for Malaysian women remains a low priority for the government.

WCC's advocacy also extended to Sarawak. WCC was part of the Penan Support Group who lobbied for the Taskforce Report on the Allegations of Sexual Abuse of the Penan women and girls to be made public. WCC was a member of the Taskforce set up by the Ministry of Women, Family and Community Development which lead a fact-finding mission in late 2008 to investigate the allegations. After nine months, the Report was finally released confirming that sexual abuse of the Penan women did occur as alleged. To date, however, no-one has been charged and the Sarawak State Government has yet to accept the Taskforce findings.

At state level, WCC is actively involved in the Penang Forum, a network of Penang-based NGOs, on issues affecting the people of Penang, such as environment, heritage, transport, arts, and specific groups like women, labour, the disabled and students. The Penang Forum representatives met the Chief Minister, YAB Mr Lim Guan Eng in February and March 2009 to present recommendations from its eleven working groups and to lobby sustainable development for Penang State. Women's issues form an integral part of the larger societal struggle and WCC sees itself as part of the civil society movement campaigning for people's interests based on gender equality and good governance.

The year ended with an external evaluation of WCC being carried out to review and evaluate our work - the second such evaluation after a lapse of 15 years! The comprehensive 70-page report gave the thumbs up for our work in all areas: service, community outreach, advocacy and publications but also recommended that more staff be recruited and that there be more strategic planning to spur greater growth for WCC. Prompted by this, WCC is now formulating a more focussed vision and mission to spearhead it to greater heights of achievement.

Donors and Sponsors

Much of our work would not have been possible without the financial assistance of our German supporter, Evangelisher Entwicklungsdienst (EED) which has provided the backbone for the past six years and for which we are deeply grateful. WCC is also indebted to our regular donors, Lim Lean Teng Foundation as well as the annual welfare grant from the government.

WCC received grants from: the Penang Women, Family and Community Development Committee for PPW operations; the Women's Development Department of Ministry of Women, Family and Community Development who funded the Respect programme, and the Penang Education Committee who sponsored the Tamil schools' training programme on child sexual abuse respectively. We were also fortunate to be named as a beneficiary by the Belleview Group, Interact Club of St. Georges' Girls School and Friends of Schenker, Penang. The Lions Club of Georgetown Island once again sponsored our children's booklet, Saya dan Suara Kecil Saya in both Bahasa Malaysia and Chinese languages. The International Women's Association has also been a regular supporter and bought us a new projector to replace our well-worn old one. To all of you, ribuan terima kasih (a thousand thanks) from WCC.

And finally our gratitude to the people who made 2009 another remarkable year for WCC - the multi-talented staff and volunteers whose skills and creativity are constantly being tapped to ensure that every programme and activity is implemented with passion and dedication. WCC is indeed lucky to have people who love our work and continue to support it, making WCC a thriving organisation that grows by leaps and bounds with each passing year.





Annual Review 2009 7

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– up to October 2009

Lau Swee Li

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Lalitha*, Ivy Ho, Sudandara, Annie, Sook Foong, Tasha, Swee Li

Website Focus Group

■ Mariam*, Agnes, Sudandara, Ong Ching Yin, Cheng Kooi, Sook Foong

PPW Focus Group

■ Khuan Sui*, Lalitha, Kah Cheng, Annie, Swee Li

Personnel Sub-Committee

■ Lalitha*, Khuan Sui, Mariam, Joo Kean, Cheng Kooi

* Chairperson









Annie Yeap, Prema Devaraj, Lee Sook Foong, Tasha Merican, Lau Swee Li

Introduction

Full steam ahead! That's what 2009 was all about for the Service Team. Besides the usual crisis intervention work and service programmes, WCC embarked on making our long-time dream of a service centre on the mainland a reality.

The opportunity arose with the support of the Penang State Government through the Penang State Committee on Women, Family and Community Development. WCC undertook the task of setting up Pusat Perkhidmatan Wanita (PPW), Seberang Perai which took an enormous amount of time and planning but the end result was well worth the effort. Funded by the Penang state, PPW started operations on January 19, 2009. WCC is responsible for managing and running its PPW work programmes. Currently PPW is staffed by only one person and is fully supported by WCC staff and volunteers.

PPW is similar to WCC in that it provides counselling (both face-to-face and telephone) as well as service outreach work, i.e. conducting talks, training and activities for single mothers. This effectively provides women on the mainland with access to the same services WCC provides on the island. Since PPW's opening, WCC has referred many of our clients from the mainland to the PPW office and helped PPW in actively promoting the centre's services via

press conferences, newspapers and distribution of PPW flyers in shopping malls. Both WCC and PPW staff have also visited the local government and non-government agencies on the mainland to help build PPW's networking.

Contacting WCC & PPW has made me gain so much knowledge and information that I have not known before. I'm now aware of my rights, and have the confidence to fight for my rights as a human being.

23 year old Sales Promoter

1. PROVISION OF SERVICES

Table 1: Services Provided and Number of Cases Handled in 2009 by WCC and PPW

	Type of services	WCC	PPW	Total
1	Face-to-Face Counselling Sessions*	445	251	696
2	Telephone Counselling Sessions	1,178	785	1,963
3	Online Counselling	50	-	50
4	Shelter	14 women and 14 children	-	
5	Service Outreach	759	225	984
6	Single Mothers Support Group**	-	5	-
7	Working with Men**	7	-	-

^{*} For WCC, there were 248 new clients and 40 former clients; for PPW, there were 56 new clients

In 2009, a total of 444 women (new and former clients) were counselled by WCC and PPW. The social workers at both centres conducted a total of 696 face-to-face counselling sessions. A total of 1,963 calls were made to PPW and WCC all together. WCC has maintained its workload compared to last year, and the number of women accessing services from PPW reinforces the need for similar services on the mainland. WCC's online counselling numbers dropped by almost half while our shelter clients have doubled. Both centres were also involved in outreach work extended to almost 1,000 individuals. In addition, PPW ran a support group for single mothers while WCC conducted a series of seven sessions for men on understanding violence.

Face-to-Face Counselling

In 2009, WCC saw a total of 248 new clients and 40 old clients with a total of 445 counselling sessions conducted. There were many follow-up sessions with clients who needed shelter. Support provided included accompanying them to hospitals, police stations, welfare offices as well as legal aid centres.

PPW, despite being newly set up, provided a total of 251 counselling sessions to 156 clients. Almost all their cases were either from mainland Penang or the northern states (Kedah, Perlis, Perak).

The total number of new cases handled by WCC and PPW was 404. In both centres, about 28% of the case load related to domestic violence or marital problems. Domestic violence made up a third of WCC's cases while marital problems were responsible for a third of PPW's cases.



^{** 5-7} group sessions were carried out

Table 2: Types of New Cases in 2009

	Type of new cases	WCC		PPW		Total no. of cases
		No. of	%	No. of	%	
		cases		cases		
1	Domestic Violence	78	31	37	23	115
2	Marital problems	61	25	54	34	115
3	Rape	35	14	1	1	35
4	Legal Advice	24	10	19	12	43
5	Information seeking	20	8	15	10	35
6	Relationship	12	5	20	13	32
7	Child Sexual Abuse	6	2	4	3	10
8	Sexual harassment	4	2	1	1	5
9	Others	8	3	6	4	14
	Total	248	100	156	100	404

However, WCC domestic violence statistics showed a 10% drop compared to the year before. Out of these cases, 47% of the clients lodged police reports although only 9 applied for an Interim Protection Order (IPO). More than two thirds of these clients had experienced both physical and emotional violence, whereas almost a third had been subjected to emotional abuse only, including controlling behaviour by their husbands, such as not being allowed to visit their family or friends.

WCC saw a 15% increase in cases of marital problems compared to the year before. Out of the 61 cases, 44% stated that their husbands were engaging in extramarital affairs. Another 38% said they had communication problems with their husbands and were looking for ways to improve their relationship. The rest related to spousal behavioural problems such as alcohol addiction, gambling etc.

This year saw a substantial increase of 52% in rape cases that WCC attended to at the Penang Hospital. This was due to the on-going collaboration between Penang Hospital and WCC.

Suami saya mengikat tangan dan kaki saya serta menyumbat mulut saya dengan kain supaya saya tidak dapat meminta tolong. Kepala saya diketuk, ditampar dan ditumbuk olehnya sambil menyuruh saya supaya menjadi isteri yang baik dan mendengar katanya.

30 year old Sales Executive, domestic violence client

With regard to PPW, a third of the cases relate to marital problems. Nearly half of the clients stated that their spouses were having extramarital affairs and one third complained of communication problems with their husbands. The rest were facing difficulties due to their husbands' behaviour. Some planned to file for divorce on the grounds of irreconcilable differences.

Domestic violence cases made up almost a quarter of PPW cases. About 70% of the abused clients chose to leave their husbands instead of taking further action like lodging police reports. Fewer than 30% filed police reports or applied for IPOs.

Another 13% of the clients encountered relationship problems with their children, while 12% sought legal advice on child custody, maintenance and property issues. A further 10% requested information on health issues, specifically mental illness. Other queries related to obtaining birth certificates, school transfers for the children after divorce and applications for low cost housing.

Clients' Profile

The ethnic profile of WCC clientele is approximately 50% Chinese, 24% Malay, 23% Indians and 3% others. The number of Malay clients has shown a significant increase compared to last year because of the numbers of rape survivors seen at Penang Hospital. About 29% of WCC clients

received college or tertiary education and slightly over half of the clients (54%) underwent secondary education; 8% attended primary school, while 2% were illiterate. In terms of their socio-economic background, 59% were working women, 16% housewives, 11% unemployed, 12% students and the remaining 2% is unknown. A third of WCC clients had no income; 21% of them earned less than RM1,000 per month; 10% earned between RM1,000 and RM1,500; 26% earned more than RM1,500 with the rest unknown. The socio-economic profile of WCC clients has remained relatively unchanged over the years.

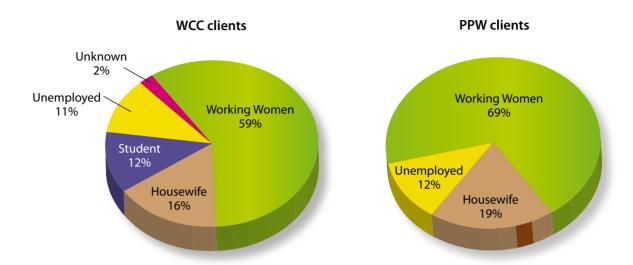
PPW clientele is predominantly Chinese 65%, followed by Indians 28%, Malay 6% and others 1%. With regard to education, 5% were illiterate, 13% had primary education, 60% received secondary education, 12% had completed college while 10% held degrees from universities.

In terms of employment, 69% were working women, 19% housewives while 12% were unemployed. Out of this, 31% had no income, whereas 12% earned less than RM1,500 and 27% earned more than RM1,500.

My husband forced me to kneel in front of him at the airport, accusing me that I am a prostitute and threatening to ask the police officer to arrest me. When I knelt down, he said now I was his slave, hence I should obey his commands and orders. I felt so humiliated and degraded asking myself if I am still a human."

36 years Businesswoman

Figure 1: Socio-economic Background of WCC and PPW clients



Telephone Counselling

In 2009, WCC and PPW together handled a total of 1,963 telephone calls of which 882 were new and 1,081 were follow-up calls. WCC received a total of 1,178 telephone calls: 594 new and 584 follow-up, whereas PPW handled 785 calls: 288 new and 497 follow-up.

Figure 2 shows that the highest register of calls relate to marital problems (162 calls) followed by information seeking (156 calls) and domestic violence (150 calls). Most of the other callers required general information such as how to get financial aid, contact numbers for different agencies, job vacancies etc.

A closer look at the calls received by WCC reveals that 57% of the calls were from Penang island whereas 36% were from the mainland and other states. WCC refers callers to PPW if the caller wishes to attend counselling on the mainland. Domestic violence, legal enquiries (relating to divorce proceedings, maintenance and custody issues) and extramarital affairs account for approximately 20% of the new incoming calls to WCC.

It should be noted that at the beginning of the year, a large number of phone calls were about the location of PPW. Overall, calls relating to marital problems (communication breakdown, extra-marital affairs and spousal behavior) and information seeking make up 18% of the total calls to PPW with another 12% on legal matters pertaining to divorce, maintenance and custody of children. Calls

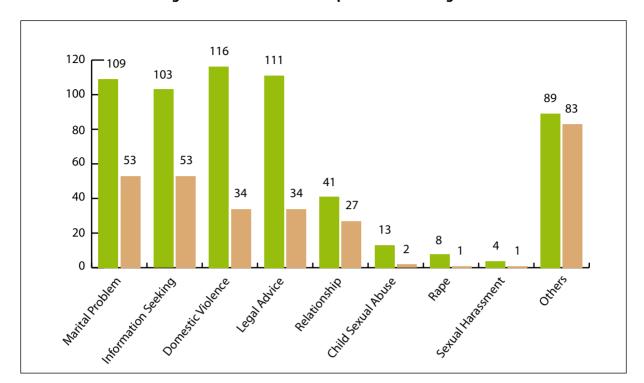


Figure 2: Distribution of Telephone Counselling Calls

from women facing depression, low self-esteem and financial difficulties were recorded under other issues (29%). Those with financial problems were referred to other agencies or helped to access existing resources available to them.

Online Counselling

Online counselling this year showed a drop of 46% (50 emails) compared to last year (94 emails). One of the reasons attributed to this was the revamping of the WCC website that inadvertently made access to the WCC email address for queries less obvious. This was corrected towards the end of the year and the numbers have begun to rise again.

A quarter of the email counselling enquiries (25%) related to legal advice (e.g., rights on divorce proceedings, children custody and maintenance); 21% needed information on child adoption, job vacancies, other relevant agencies to contact, financial problems, etc; while violence against women issues made up 20%. Many sought advice on domestic violence, sexual assault and sexual harassment. 11% were related to marital problems and 7% were on relationship problems with boyfriends. Another 3% were from concerned public reporting child abuse cases in their neighbourhood. WCC refers these cases to the welfare department for investigation. Currently, PPW does not offer online counselling services.



The number of clients who seek shelter has been unpredictable over the years. In 2009, WCC's clients doubled to 14 women and 14 children. Two of these had been referred by PPW and another two by the welfare department. A further two were WCC's former clients.

In terms of ethnicity, about two-thirds of the clients who sought shelter were Malay followed by Chinese, Indian and others. The number of Muslim women who sought shelter rose to eight compared to just two years ago.

The clients were varied in their profile. About 71% of them were housewives, while the remainder were working women. They ranged in age from their mid 20s to early 50s. Among the housewives, three were foreign wives: two returned to their own country, while the third went back to her husband. Among the local clients, five went to live with their family, three returned to their husbands, while two left their husbands to start a new life.

Working with Men

WCC provides counselling to their husbands if requested by our clients. This year there were only two such requests. In addition to offering this service, WCC has tried to build a small group of male community leaders with a greater understanding of the issue of domestic violence who could serve as a reference point for the men in their community. This year, WCC conducted seven sessions covering issues of domestic violence for five men.

Di sini saya merasa keselamatan saya terjamin dari keganasan suami. Semasa berada di WCC saya dapat melupakan masalah yang dialami saya. Saya dapat berkongsi masalah sesama rakan dan menceritakan masalah pada kaunselor di mana saya dapat serba-sedikit pengetahuan yang berguna.

61-year old WCC Shelter Client

2. SERVICE OUTREACH

Service outreach activities evolved as a proactive approach to addressing some of the issues WCC clientele raised, such as inadequate understanding and support from service providers (i.e., police, welfare officers and hospital staff) or the lack of emotional or financial support. WCC's service outreach is, therefore, geared towards working with service providers from both the government and non-government sectors, to raise their awareness on issues relating to violence against women and to build a better understanding and capacity of handling such issues thereby ensuring that women receive better assistance. In 2009, WCC reached out to 759 service providers through its activities such as seminars, training, lectures and community talks.

Rape Survivors Support Initiative

Since April 2008, with the starting of the Rape Survivors Support Initiative, WCC has collaborated with the Emergency and Trauma Department, Hospital Pulau Pinang (HPP) in providing support to rape survivors who come to its One-Stop Crisis Centre (OSCC).

Service Provided

At the OSCC, rape survivors are offered WCC's services. WCC is contacted by HPP once consent has been obtained. A WCC staff member visits the survivor at the hospital, her home or at a location of her choice. After a face-to-face session, WCC follows up with a phone call to see how the survivor is coping or if she needs further counselling. In 2009, HPP received 72 rape cases and WCC was called to attend to 35 of them. Many generally do not want to speak to anyone during the critical time, so OSCC nurses distribute WCC pamphlets with information on help and support to the survivors before they are discharged. Of the 35 seen by WCC, their age distribution is shown below:

Age in years	<10	10-15	16-18	>18
Number of	4	14	5	12
clients				

Apart from basic counselling and support work, WCC staff contextualises the rape so that the woman does not blame herself. WCC also provides essential information on reproductive rights and relationships. On occasion, WCC staff have to lend support to the parents of the survivors as well.

Working with Hospital Personnel

While making support services available to rape survivors, WCC has endeavoured to also reach out to hospital personnel to raise awareness on the issue of rape and the necessity for support for rape survivors.





In May, WCC, working in partnership with the HPP and State Health Department, jointly organised a full-day seminar 'Understanding and Supporting the Rape Survivor', aimed at a) building a better understanding of rape survivors and their rights and b) strengthening interagency (government and NGOs) networking towards supporting rape victims. The seminar was well attended, with 200 participants consisting of medical personnel (doctors, medical social workers, counsellors, nurses) from the main hospitals in the northern states of Penang, Kedah, Perlis and Perak. In addition, welfare officers, police officers and state

prosecutors from these states were also represented. In July, WCC gave a talk to about 20 doctors and nurses at the Obstetrics and Gynaecology Department at the Penang Maternity Hospital regarding the ongoing collaboration with HPP as many of them were involved in attending to rape survivors at the OSCC. Later in November, as part of the Continuing Medical Education sessions at HPP, WCC gave a talk to 150 medical personnel at HPP regarding the rape support initiative as well as the difficulties encountered through this initiative.

Building a Support Network

Thus far, the bulk of the support work with rape survivors has been conducted by the staff of WCC on call from HPP. This has enabled difficulties to be identified and ironed out. To develop this support initiative further, WCC began training volunteers for this work. In July, WCC carried out a workshop for 25 volunteers comprising WCC staff, volunteers, as well as hospital staff interested in working with WCC to set up a volunteer support network for rape survivors. The workshop was aimed at giving participants a better understanding of the rape survivor and a more sensitised approach to supporting and empowering them. In December, WCC, in collaboration with PPW, conducted a one-day follow-up training for volunteers of the support network for rape survivors. Ten participants selected from the previous training workshop in July attended the session which dealt with not only a practical hands-on approach to working with rape survivors but also included an exposure trip to the OSCC at HPP and the ward where some rape survivors are treated.

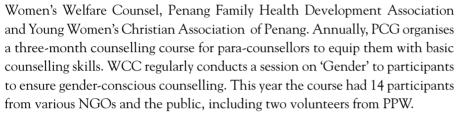
Lectures for Trainee Service Providers

Since 2000, the issue of violence against women has been incorporated into the teaching curriculum of the nursing college at Lam Wah Ee Hospital and the medical curriculum of the Penang Medical College (PMC). WCC was instrumental in this and continues to give regular lectures to both student nurses (in March and August) and medical students (in March, May, July and September); a total of 203 students attended these sessions.

Since 2008, the nursing college at Penang Adventist Hospital has incorporated domestic violence into its teaching curriculum as part of the community health programme. A WCC member who is also a tutor nurse at the hospital, gave a talk to 42 students.

Talks for Para-Counsellors

WCC is part of the Penang Counselling Group (PCG) together with the National Cancer Society of Malaysia (Penang Branch), Befrienders Penang, the



Talks for Police

In 2009, the Human Rights Commission of Malaysia (SUHAKAM) organised two human rights training workshops in March and July for Officers in Charge of the Police Stations (OCS) from Perlis, Kedah and Penang. At each session, WCC spoke on the violation of women's rights. A total of 90 OCS attended both training workshops. The talks covered the topics of violation of women's rights through domestic violence, rape and gender discrimination. The OCS were made aware that the victims were not to be blamed, and that they should not make fun of or criticise the women who come to lodge reports at the police station. During the training, some of the participants spoke of their frustration when handling these types of cases e.g., repeated reports or complainants withdrawing the case. WCC stressed the need to be professional at all times.

Through these talks, WCC was able to build rapport with the officers. There were also requests for WCC leaflets for distribution at their police stations.

Training of PPW Volunteers

WCC staff acted as resource persons for the in-house training of volunteers organised by PPW in April, August, September and October. The aim was to build up the organisation on the mainland.







Seven training sessions were conducted on topics such as gender, violence against women, domestic violence, marriage and family, counselling techniques and working with women in crisis. WCC staff and volunteers conducted separate sessions in English and Chinese to 50 participants. Through the training, PPW was able to recruit several committed volunteers now involved in its counselling work.

PPW Single Mother Support Group

PPW organised a Single Mothers Support Group for the Chinese community in November 2009. Through this group, the women were able to receive emotional support and education to manage their emotions, improve their parenting skills, build self-esteem and channel them to other community resources. Five sessions were held at PPW. Eight women registered, although only five attended. These single mothers were mainly divorcées who had suffered from physical and/or emotional abuse or whose husbands were engaging in extramarital affairs.

Domestic Violence Research

A nationwide research studying the health impact of domestic violence on women was undertaken by USM Kubang Kerian in partnership with women's NGOs in Malaysia. The research team is led by WCC member, Associate Professor Puan Siti Hawa Ali. The objectives of this research are to study the different types of domestic violence cases, their health consequences and the coping strategies used by these women.

WCC is one of the key partners of the project and several staff and volunteers were trained through a three-day workshop to be enumerators in order to conduct the interviews. Following the training, WCC staff conducted the interviews with our former domestic violence clients using the comprehensive questionnaire supplied by the World Health Organisation (WHO). Some 70 respondents were interviewed by year end.

My husband will wake me up at night and he will force me to say I'm a prostitute. If I refused, he will slap me. After he slapped me, I will oblige what he wants me to do. Then he will say that I myself have admitted that I'm a prostitute.

Administrative worker, 21 years old

Internship

WCC and PPW received two psychology students from University of Tunku Abdul Rahman (UTAR) Kuala Lumpur and one intern from University College Sedaya International (UCDI) for practical training. The interns were trained in our service and outreach work including counselling sessions, preparation for talks and workshops, and developing posters.

Since 2009, WCC has been receiving more requests for internship from private universities and more students from the psychology field have shown interest in doing their practicum with WCC. The internship programme has been of mutual benefit to both WCC and interns.

Conclusion

In its quest to address the needs of women both on the island and mainland, WCC took two significant steps: the extension of its services to the mainland through PPW and the efforts of working to support rape survivors in the community. As the number of women requiring such support increases, both WCC and PPW will strive to ensure the quality of the services provided to these women.



Outreach Report 2009

Prema Devaraj, Tasha Merican, Shobana Pandian, Michal Thomas



How the year has flown! With the help and sustained support of dedicated and enthusiastic volunteers, the Outreach Team maintained WCC's programmes in the community with the usual vigour and good humour. Through various programmes including the child sexual abuse prevention programme, conflict literacy project, personal safety and gender sensitisation programmes with youth, awareness raising workshops and talks in the community, WCC reached out to some 6,000 individuals! The details of our many activities are found in the Diary of Events but a brief outline of the work is as follows:

Prevention of Child Sexual Abuse Programme

Working With Children

WCC continues to receive requests from primary schools to conduct the *Bijak Itu Selamat* (BIS) or Be Smart, Be Safe programme with 11- and 12-year olds. This programme helps children differentiate between good and bad touch, using the Ok Tak Ok Siri 2 VCD. Throughout the year, BIS was presented to over 1,000 boys and girls not just in primary schools, but also in children's residential homes and other community or church groups.

Training of Teachers and Educators

For the sustainability of the BIS programme, WCC continues to train others so that the programme can be taken to more children. This year, approximately 80 individuals were trained to conduct this programme: eight final year trainee teachers from Institut Pendidikan Guru Malaysia (IPGM) Kampus Pulau Pinang, 18 Tamil speaking school counsellors and residential care givers and 60 teachers from the Myanmar refugee community (Harvest Learning Centre, HLC). The



training for Tamil speaking school counsellors was sponsored by Penang State Education Committee while training for the teachers from the Myanmar refugee community was sponsored by HLC. These eight IPGM students reached out to almost 300 school children during their final year practical. And since then a few of them independently conducted the programme in the schools to which they were posted.

In addition to the BIS programme training, WCC also conducted a two-day training session using a personal safety module for 17 pre-school teachers. The session was organised by the Socio-Economic Environmental Research Institute (SERI).

Awareness Raising

Through the cooperation of the USM Education Faculty, WCC delivered a lecture to 100 undergraduate students on child sexual abuse and its prevention. This is part of WCC's strategy of working with potential teachers so that they are better equipped to handle the issue of child sexual abuse when they start work.

Impact Assessment Study

WCC continued with the second year of this study on the impact of the WCC VCD Ok Tak Ok Siri 2 on a child's knowledge of child sexual abuse and its skills and confidence dealing with such situations. WCC worked with 140 boys from SK St Xavier's, Pulau Tikus Branch between May and September. Four groups of students took part: one control group (C) and three test groups (T1, T2 and T3 respectively). The control group had no input on personal safety

from WCC. T1 were just given the VCD to watch. T2 and T3 were given the complete personal safety lesson which involved watching the VCD and having the WCC facilitator reinforce the messages in the VCD. Each group of students was given a questionnaire to answer at the start of the project and again after the intervention (i.e., showing of VCD only or having the full personal safety programme). Their answers were scored and analysed using SPSS. The findings generally showed that a) by just showing the VCD alone, the students' knowledge increased significantly and b) the presence of a facilitator providing a full personal safety lesson using the VCD impacts even more positively on their knowledge, skills and confidence. The facilitator plays a vital role in the delivery of the programme as well as the student's learning and retention. Many thanks to SK St Xavier's students and the school administration.

Resource Material

This year saw the cartoon booklet *Nina and Her Secret* translated into Tamil and its subsequent distribution to Tamil-speaking children not just in Penang but also in Perak, Kedah, Selangor and Negeri Sembilan. WCC's Roda Tindakan (Wheel of Action) which helps children think about actions to take when faced with sexually exploitative situations, underwent design modifications for better usage.





Conflict Literacy Project



This interesting project was aimed at raising the level of conflict literacy (i.e., understanding conflict) among 11-year olds to help reduce the level of physical conflict among children entering lower secondary school. Last year saw the design and pilot testing of the module with 40 children from a national and a vernacular primary school. This year, the project involved further modifications of the module and the conducting of six sessions with students again from both a national and a vernacular primary school. The module consists of six one-hour sessions which cover the following topics, namely, what is conflict, types of conflict, identifying parties in conflicts, recognising

and understanding needs and actions taken by parties involved in conflict and non-violent solutions to conflicts. The sessions were interactive and involved games, word bubbles, drama and the use of cartoons to get messages across. Facilitation skills are crucial to the responses from the children and contribute to the success of this programme. WCC is grateful to both SRK Hamilton and SJK(C) Min Sin respectively for making this project possible.

Working with Youth

WCC is deeply concerned over the level of gender violence facing teenagers. Police statistics show that almost 75% of rapes involve girls below 18 years of age (with 55% of rapes occurring in girls younger than 16). The suspects in these cases are largely young adult men but police statistics show that 13% of rape suspects are below the age of 18. Much of WCC's community outreach targets young people and deals with the issue of prevention of violence against women. WCC conducts youth programmes for both single sex and mixed sex groups.

Girls

With girls, WCC focuses on the issue of personal safety. This year WCC reached



out to almost 1,200 secondary girls from 12 schools with an adaptation of a WCC programme 'Building Healthy Relationships'. This programme is designed to get young women to think about the relationships they are in, recognise when a situation is becoming risky and react appropriately. The students interact with the facilitator and with each other through discussions, role play and a question and answer session.

Boys

With boys, WCC focuses on behaviour and respect for women. This year WCC reached out to approximately 500 secondary school boys from four schools using the programme *Perlakuan Remaja* (Teenage Behaviour), which enables young men to discuss and understand better what constitutes sexual harassment and why they should be mindful about their jokes and behaviour. The programme is highly interactive through a simple VCD clip, a quiz and an open discussion with the facilitator.



Mixed Groups

With mixed groups of both boys and girls, WCC conducts gender sensitisation sessions. This year WCC worked with over 200 youths from three institutions using the programme Ada Apa Dengan Gender? Through this programme, young people learn the difference between sex and gender, gender stereotypes, why gender stereotyping is a problem, the link between gender and violence, factors leading to violence including patriarchy, the concept of male privilege, and societal collusion.



Training

WCC offers training on programmes for groups of teachers and educators interested in conducting WCC's Youth Programmes for young people. WCC trained a total of almost 100 educators (teachers, facilitators, counsellors) this year. In Kedah, WCC worked with Pertubuhan Kesedaran Wanita Kedah and in Penang, in collaboration with the Department of Women's Development, Ministry of Women, Family and Community Development, WCC trained some 70 secondary school counsellors.



Resources

After many years of preparation, WCC finally published *Respect Respek: Discussing Relationship Issues with Young People*, a manual for facilitators and trainers. This manual is a compilation of materials and methodologies WCC has used over the last 15 years when working with youth. The manual consists of six main topics: Friendships, Ideas, Dating, Managing Conflict, Relationships and Risky Situations, and Understanding Sexual Assault. The activities in the book are user-friendly and have helped facilitators and trainers discuss such issues with young people.



To enhance teenagers' understanding on sexuality and gender violence, WCC produced a pamphlet *Teenage Relationships*, aimed at helping them explore whether the relationship they are in is healthy and what to do if it is not. This pamphlet is available in both English and Bahasa Malaysia.

Annual Review 2009 25



Skills Building and Awareness Raising Workshops

Part of WCC's outreach work involves the empowerment of women through specific skills-building and awareness-raising workshops targeting women. Through the experiences of clients coming for counselling, WCC identified the three target groups, namely, Tamil-speaking women; Muslim women and single mothers.

Tamil-Speaking Women

In May, WCC conducted a two-day workshop for Tamil-speaking women titled 'Skills and Capacity Building Workshop'. This is the second such workshop conducted by WCC, the aims of which were to a) create awareness on women's rights, gender and domestic violence and b) enhance their skills and create opportunities for income generation. The workshop saw a combination of theoretical input on gender, rights and violence against women interspersed with practical sessions of sewing, bridal make-up and entrepreneurship in direct sales. The participants also explored opportunities of running their own businesses. A total of 27 women from middle and lower income groups attended this workshop.

Muslim Women

WCC and Pusat Perkhidmatan Wanita Seberang Prai (PPW) in collaboration with Dewanita, Dewan Perniagaan Melayu Pulau Pinang, held a one-day workshop for Muslim women *Cabaran Wanita Masa Kini* (Current Challenges Facing Women) in October. This has been a yearly workshop since 2003, the aim of which was to equip Muslim women with information on Islamic Family Law and their rights. The workshop was based on the realities of women's lives and included issues such as gender, domestic violence, divorce and polygamy. 20 women attended.

Single Mothers

In November, WCC together with PPW, organised a full-day seminar on



'Manage Your Finances'. This was the fourth such seminar since 2007. The speakers at the seminar were from the Financial Mediation Bureau, Bank Negara Malaysia and the Credit Counselling and Debt Management Agency. The topics covered budgeting wisely, disputes or claims involving financial loss, various types of scams, and insurance claims. A total of 60 single mothers and women from low income families attended. The participants raised many questions related to scams and spoke about their difficulties paying and repaying interest and debts.

They were then helped to look into ways of increasing income rather than cutting expenditure.

WCC also launched a handbook *Mengurus Wang Anda* during the event. This handbook is designed for lower income women to help them achieve better budgeting by recording their daily expenses and handling their finance wisely.

Talks in the Community

WCC is regularly invited to give talks to the public on issues pertaining to violence against women, women's rights, marriage and parenting. Staff and WCC volunteers are the resource persons in these talks.

Talks on Violence Against Women

In 2009, WCC gave talks organised by local NGOs and Residents' Associations including Persatuan Sukan, Kebajikan dan Kesihatan Malaysia, Soka Gakkai Malaysia (Penang Branch), Bayan Baru Residents' Association and Rumah Nur Barat Daya. These four groups organised these talks to promote awareness of gender violence to their communities. Almost 700 people attended these talks and through such exposure, a few people approached WCC seeking help.

Talks on Legal Rights

In May, WCC conducted a talk on legal rights to a group of 80 Indian women on the mainland in conjunction with Mother's Day. This was organised by Datuk PK Subbaiyah (MIC). The talk focused on the issues of maintenance, custody of children and matrimonial assets. Most of the women were unaware of their rights on maintenance, which some faced difficulties getting from their husbands.

Talks on Marriage and Parenting

In line with the rising number of people experiencing crises in marriage and issues with parenting, WCC and PPW, organised two separate talks, Marriage: An Alternative Language of Love and Effective Parenting: Essential Parenting on 21 and 22 November, to raise awareness and improve relationships. The speaker was Paul K Jambunathan, a renowned clinical psychologist with 34 years' experience dealing with a wide range of issues including marital, children, and family problems. The event was sponsored by the MMK Women, Family and Community Development while the venue was generously offered by Wawasan Open University. More than 200 people attended.

In conclusion, the outreach team is indebted to some 40 volunteers who acted as resource persons and facilitators and gave their valuable time to make our programmes a success. We have listed their names in the Thank You list. We look forward to another year of such support and commitment as we work together to make the change we want become a reality for all.



Annual Review 2009 27



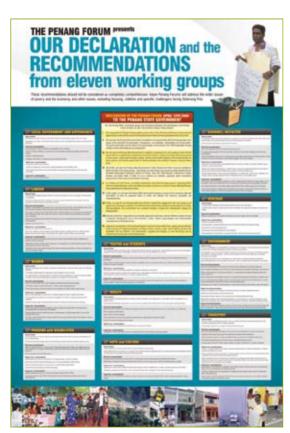
Prema Devaraj, Loh Cheng Kooi

This year's advocacy and campaign work saw WCC addressing a variety of issues promoting the rights of women. As the advocacy work of WCC in Penang itself increases, WCC has had to focus more at the local level while at the same time lend our support to national issues on gender discrimination and violence. The gist of these are summarised below.

Engagement with the State Government

MMK Women, Family and Community Development

WCC is one of the invited women NGOs which sits on the Penang State Committee (Majlis Mesyuarat Kerajaan – MMK) on Women, Family and Community Development. MMK holds monthly meetings to discuss activities and projects pertaining to women's development. WCC also lends its direct support to the management of the Pusat Perkhidmatan Wanita (PPW) sponsored by MMK. PPW currently provides greatly needed services for abused women and children living on the mainland and in the north.



Penang Forum

Engagement with the Penang State Government is also on-going via WCC's involvement in the Penang Forum (PF), an informal network of Penang based NGOs and individuals. PF plays its role as part of Penang civil society to lobby for transparency, accountability and sustainability development for Penang people. The PF delegation met with the Penang Chief Minister YAB Lim Guan Eng in February and March both to present and hand over a comprehensive Penang Forum Report based on a 2008 public meeting held shortly after the 12th General Elections. The Report contains recommendations from eleven working groups namely Environmental, Heritage, Transport, Women, Youth and Students, Person with Disabilities, Labour, The Arts, Local Government, Health and Goodwill. The delegation urged the state government to hold more open consultations with the public so as to gauge alternative views and suggestions on public concerns. At both these meetings, several State Executive Councillors (ExCos) were present and were able to respond to some of the Report's recommendations.

Penang Local Government Consultative Forum

Another NGO engagement is through the Penang Local Government Consultative Forum held several times a year to bring together stakeholders like State assemblymen, Yang DiPertua, government departments, MPPP and MPSP councillors, NGOS and professional bodies to discuss matters of local governance. These dialogues gave people from island and mainland an opportunity to raise issues affecting themselves. WCC participates in these meetings regularly and gives input.

Penang State Gender Equality Committee

In September, the state Gender Equality Committee of the MMK Women, Family and Community Development brought together 15 key women's representatives from various NGOs and agencies for a two-day in-depth discussion on strengths and challenges faced by women in Penang state and proposed steps to empower more women by placing them in key leadership positions. The meeting noted that Penang state has neither a proper structure (i.e., Women's Council) nor concerted larger scale policy to advance women's concerns in Penang and concluded that an NGO called Good Governance and Gender Equality Society (3Gs) should be formed with the aim to promote gender equality and good governance at all levels of society. via training and workshops for different groups and at different levels in the community. WCC is actively providing input and supporting 3Gs in line with our vision to promote gender equality.

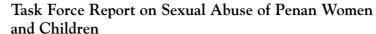
Civic Information Fair: Bridging NGOs and Policy-Makers

WCC participated in the inaugural "Civic Information Fair: Bridging NGOs and Policy-Makers" organised by the Centre for Public Policy Studies (CPPS) which coincided with the convocation of the Penang State Legislative Assembly. This event not only allowed the NGOs to promote their organisations' programmes and advocacy goals directly to members of the State Assembly but also provided an opportunity for both the NGOs and State

Assembly members to understand their respective positions and roles in this democratic society. Ten local and international NGOs participated in the fair including WCC, Suaram Penang, Amnesty International, World Alliance for Breastfeeding Action (WABA), Pesticide Action Network Asia and the Pacific (PANAP), Socio-Economic and Environmental Research Institute (SERI). While the initiative by CPPS was good, WCC felt that more time should have been allocated for policy-makers to visit the various NGOs' booths to allow for more meaningful interaction between them.



Annual Review 2009 29



Yes, sexual abuse did happen! Following a fact-finding mission and almost nine months after the government Task Force Investigative Report inquiring into the allegations of sexual abuse of Penan women and children was completed, the Ministry of Women, Family and Community Development Taskforce Report finally released its report and confirmed that these abuses did occur. As a member of the Task Force, WCC was relieved that the Report was finally made public. Unfortunately, the Sarawak State government and the police both continued to issue denials and cast aspersions on the NGOs involved as well as the victims through statements in the media. The Penan Support Group, which includes Joint Action Group for Gender Equality (JAG), led a protest and issued a press



statement and in October, JAG organised a public forum, Ada Apa Dengan Penan? in Kuala Lumpur. Presenters spoke about the sexual exploitation of the women in Sarawak, the disempowerment of its indigenous peoples and a lack of respect not only for their culture but also for rights to their land. Two indigenous women cited various injustices facing their people and the police representative, in mitigation, spoke on the difficulties of investigating cases where there is little evidence and a lack of trust from the victims.

Campaign against Caning: Kartika's Case

In July, Kartika Sari Dewi Shukarno was given the maximum sentence of a RM5,000 fine and six lashes of the cane by the Kuantan Syariah High Court after having been caught drinking alcohol in a pub. This was after she admitted her guilt and had shown remorse. Kartika's case draw immense attention; she became the first Muslim woman to be caned under Syariah law – in Malaysia, only males are subjected to caning under the Criminal Code Procedure. JAG submitted a memorandum to draw attention to the unequal treatment. Kartika's case also illustrates how Muslim women are discriminated against, contrary to the constitutional guarantee provided under the Federal Constitution Article (2) 8 against discrimination on the grounds of religion and gender. JAG continues to lobby the government to incorporate CEDAW into its national law to end discriminatory practices and laws in the country.

Lobbying for Legal Reform

In May, following a meeting with Dato' Seri Shahrizat's and her Ministry's key personnel, JAG and NCWO submitted a set of past memoranda on legal reform on issues like Amendments to the Domestic Violence Act, Islamic Family Law, and discriminatory laws for another round of lobbying. Many of these memoranda had been submitted to the relevant ministries and Attorney General's Chambers more than a decade ago, and to date, we are still waiting for positive amendments to improve Malaysian women's lives.

JAG members also gave a briefing to 10 Pakatan Rakyat MPs on Islamic Family Law (ILF) and Law Reform Act (Marriage and Divorce) amendments at the Parliament. This is in expectation that the IFL amendments together with Article 12 of the Federal Constitution, and LRA S51 might be tabled together by the end of the Parliament session in June. Sisters in Islam (SIS) presented the amendments to the IFL while Women's Aid Organisation (WAO) presented the FAOs on conversion issue.

Participation in Advocacy

Throughout the year, WCC staff participated in seminars and training and spoke to stakeholders, both at national and international meetings, about the work we are engaged in and have learnt from others. Specifically, WCC participated in a High Level GO-NGO International Conference on Population and Development 15 Policy Dialogue in May, organised by the Federation of Reproductive Health Associations (FRHAM) and the Reproductive Advocacy Alliance Malaysia (RRAAM). WCC's advocacy in this area involves discussion with stakeholders and, through talks and conference papers, the promotion of reproductive rights. WCC also participated in the International Association for Adolescent Health Conference (IAAH) 2009 held in Kuala Lumpur in October, delivering two papers, one of which was on "Supporting Rape Survivors"; it discussed, among other things, the need for young people to have accurate information regarding their reproductive rights, including information and counselling on contraceptives and termination services. We also had the opportunity to participate in the Feminista Fiesta capacity building workshop in July which brought in an economist from DAWN (Development Alternative Women in the New Era) who presented on the global trade market and its impact on women and society.

As the nation develops, WCC will continue to play its role in advocating the women's agenda within a framework of social justice and sustainable development.

Women's Rights Are **Human Rights** Policy Advocacu Legal Reform

Annual Review 2009 31

9am-5pm • 21 March 2009 • Disted College

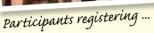


To promote equality and celebrate diversity

www.wccpenang.org









Ready, Get Set, Go!



T-shirt Design Competition



Happy Participants







WCC Press Coverage 2009

WORKPLACE CONDUCT

NEW STRAITS TIMES MONDAY, NOVEMBER 9, 2009

Sexual harassment is no joke

VICTIMS of sexual harass-ment are not likely to receive recourse for their complaints if they go to the Labour Department.
This is because the director-

general of the department does not understand what sexual harassment is and made light of the issue at a recent seminar on sexual harassment in the workplace in conjunction with Sexual HaThe irony of the situation is that the Human Resources Ministry was responsible for launching the Code of Practice on the Prevention and Eradi-cation of Sexual Harassment in the Workplace, which has defined what sexual harassment is.

The Labour Department, under this ministry, is the main agency in charge of promoting the adoption of this

lem and, therefore, had to suffer in silence.

"In Malaysia, the victims face distressing constraints to report sexual harassment because there is no established procedure to guide them on how and where to report."

The Code of Practice, how-

ever, has proven to be ineffective as it is voluntary and employers are under no compulsion to adopt a sexual harass-

ment policy in place.
The Joint Action Group for Gender Equality (JAG) has been campaigning for the legislation of sexual harassment over the last decade. In 2001, JAG submitted a draft of a sexual harassment law (www.wccpenang.org) in the hope that the government would take action on this serious offence at the workplace.

From the Human Resources Ministry to the Women, Family and Community Development Ministry, consultations, meet-ings and discussions on the legislation on sexual harass-ment were held with non-governmental organisations and employers' federations.

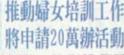
But all these have come to

This year, the director-general of the Labour Department said there was no need for such a law

So what recourse is there for sexual harassment victims? From the experiences of the Women's Centre for Change, victims of sexual harassment include civil servants, teachers, hospital staff, factory workers and even managers.

Many of these victims end up being tormented and unfairly treated as the majority of firms do not have in-house mechanisms to handle sexual harassment cases

What will it take for the government to recognise that sexual harassment is a serious problem that needs effective



这么推定。 独出, 资小朝已筹划好

計会等。 助出額出。州政府已在原則 上各司故笔教款。这显示了州 政府专项推復封女课题及家庭。

自項指出。 根据全国总审计问报 の指出、我国共通费了200亿今古、新达笔技可 建介多几葡萄炉研、让作多工作母亲尤其是单菜 四外受搬。

到女。 物在为该质动开幕时数词时

税, 现今到女在生清上面对作 多问题如复图、埠放工、收入 少等。 她也说、该由核州到女里 据中心举办的资度目的是让单 参码的及目文在这物价高度时 期。学习如何控制每日开始。

研究器財被騙

"许多妇女缺乏控制及策划 "许多的女妻还控制具果如 每日开销的概式知识。" 请中心也出版一多处普遍地 出席者,让如女过紧等目所花 费,教导妇女如何冒度全现。 读中心主席拉服等企图。 该中心专家拉服等企图。 ■章瑛 (右2) 和拉丽塔 (左2) 与各社工在开3 人绒钱箱、象征钱财管理。 China Pre 拉照传统, 该中 发现。大多数妇女面对的家庭 问题赶女服务、协 程, 章续也说, 该中

內國持与金钱有名。 物色质,原对金钱问题如当 他、赛辆5、大大车等等往往 是因为不僅實接钱财年款。 因此、现希思,进过以同 使便美好支援复想,在日果 生活中求計管理钱财,避免上 当钱财伍编等。

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作而不是我用面質了100亿个 浪費280億賠了看護所

Mangsa gangguan seksual, rogol perlu dibantu

Kaedah terbaik tangani masalah remaja dibincang

PKW lancar buku 'Respect Respek' panduan kepada kaunselor sekolah

tang Keselamatan Diri dan operasi PKW. Respek' di sini.

Seramai 70 peserta termasuk 50 kaunselor sekolah menghadiri bengkel dua hari bagi mengketengahkan mereka mengenai isu membabitkan remaja seperti menangani konflik, perhubungan, keadaan berisiko dan gangguan seksual yang dikendalikan Pengarah Program PKW, Dr. Prema Devaraj.

Ketika ini, buku itu dice tak dalam bahasa Inggeris dan dijual pada harga RM10 senaskah. Buku berkenaan boleh diperoleh di pejabat

Perbincangan mengenai buku menerusi bengkel yang diadakan itu secara tidak langsung membole-hkan PKW dan kaunselor berkongsi idea dalam usaha menangani isu berunsur negatif termasuk keganas-

an rumah tangga. Berdasarkan statistik polis pada 2008, 177 kes rogol dilaporkan di Pulau Pinang pada tahun lalu, berbanding 161 pada 2007 dan 115 kes tahun sebelumnya.

Sementara itu, Dr Prema berkata, pihaknya tidak menolak kemungkinan

masih ramai belum memaha untuk menangai pama itu terutan porkan pelajar d

Justeru kata 'Respect Respek dikan panduan dasarkan kajia kes yang pernal kan PKW

"Kita akan te lankan kerjasa Jabatan Pelaja mendedahkan isu membabitka perhubungan re harus ditanga kaedah terbaik,





Right to choose A day for women to show their

By PATSY KAM taps@thestar.com.my

solidarity.

OR most of us. International Women's Day (IWD) on March 8 holds little significance other than a nod of recognition to a small group of women who brought about industrial change.

In the bigger picture, IWD marks a day when women reaffirm their solidarity. Events are held globally to honour women's advancement, while reminding us of the continued vigilance and action required to ensure that

women's equality is gained and maintained in all aspects of life.

This year, the Women's Centre for Change (WCC) has chosen the theme Right to Choose, Right to Change and Right to Celebrate. It reflects the fact that even after 50 years of independence, Malaysian women still have to fight for their rights and

recognition. "We (WCC) often rights." come across women who are abused in their homes, yet they have few choices because of their young children and dependency on their husbands," says Loh Cheng Kooi, WCC's execu-

'At the workplace, women are still subjected to wage discrimination and sexual harassment.

tive director.

The theme speaks to every Malaysian woman about her right to make choices about her own life. games and a T-shirt designing competition.

Student Rosa Goh, 19, from Segi College, Penang, helped to choose some of the film clips,

"It's good to be involved as I've learnt so much about women empowerment and discrimination. And when you talk about equality, it's about rights for all regardless of race or sex," says Rosa.

"As a girl, I know I'm judged by the clothes I wear. Women need to be educated and be more aware that they shouldn't have to put up with things like sexual

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For Nur Ezalia Marzukhi, 19, wh the

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Rosa Goh: 'Women need to be more aware of their



Nur Ezalia Shuhada Marzukhi: 'We shouldn't put up with discrimination.

Change attitude of these kids

THE Women's Centre for Change (WCO) is shocked to learn of the incident where a group of schoolboys allegedly forced two girls into a class-room and tried to molest them ("Schoolboys molest girls in classroom" — NST, Feb 16). It is worrying that the 14-year-olds felt that they had the right to behave in such a manner towards their school-mates. Tra

with the Selangor education director's response, who re-portedly said: I was informed the girs were somewhat cor-nered and that the two boys accidentally hugged the girs shile trying to prevent them from escaping.

Why is molestation or sexual harassment constantly trivialised as 'teasing gone too far-or' accidental hugging?

Such an attitude reflects a lack of respect for women and a lack of understanding of the serviousness of the boys 'actions, It also illustrates the inability to

girls' personal space and digni-ty, and gives these boys (and others) the permission to keep reating girls and women as sexual objects.

If "accidental hugging" is the response to sexual mo-lestation by schoolboys, one can only wonder what the

sponse would be to students involved in rape.

The WCC would like to stress that these incidents are not confined to a particular school or state.

Some schools in Penang

crimes.
Police statistics showed that 10 per cent of rape suspects were below the age of 18.
We should ask ourselves whether this is a reflection of the way our boys regard women. There is an urgent need to change the mindset that encourages or allows boys to commit crimes against women. The responsibility lies with all of us.

Grandparents slam inaction on kindy paedophile

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WCC now in mainlands

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Diary of Events 2009

January

10 WCC General Committee Meeting.

Pusat Perkhidmatan Wanita (PPW) Seberang Perai commenced operation. A project of the Penang State Committee on Women, Family and Community Development PPW is managed by WCC and is set up to give counselling services for women in crisis on the mainland.

WCC Programme Director, Prema Devaraj acted as a discussant for the movie Provoked as part of USM KANITA's 30th Anniversary Celebration. Also attending was WCC member, Datin Seri Elizabeth Devaraj and volunteer Emma Franks.



23

Soft launch of PPW by YB Lydia Ong Kok Fooi, State Exco Women, Family and Community Development and YB Chong Eng, MP for Bukit Mertajam. A press conference was held followed by a promotion of PPW at Pacific Megamall via distribution of brochures on PPW and balloons.

27-29

WCC representative, Honey Tan attended the 3-day meeting on Strengthening Access to Justice Processes and Mechanisms Claiming our Rights against Discrimination, in Bangkok, Thailand, organised by Women's Legal Bureau of the Philippines.

February

3

Prema conducted a refresher training on WCC's *Bijak itu Selamat* programme for 8 trainee teachers from Institut Pendidikan Guru Malaysia, Kampus Pulau Pinang. These trainee teachers will conduct the programme, as their final year practical, in 7 primary schools.

WCC outreach team, Prema and Project Officer Tasha Merican, with volunteers Tang Kae Shih, and Sally Eu went to Alor Setar at the invitation of the Pertubuhan Kesedaran Wanita Kedah to conduct a training workshop on how to run WCC's programme for teenagers in secondary schools for their members and school counsellors.

Visit to WCC by Canadian Council of Muslim Women's Executive Director Alia Hogben and Board Member Saadia Gassim, together with Canadian journalist Afra Jalabi and Chan Siew Wan from the Canadian High Commission Kuala Lumpur. WCC President Chin Khuan Sui, Executive Director Loh Cheng Kooi and Prema had fruitful discussion with the visitors.

WCC members and staff bade farewell to the late Datin Khatijah Zainal Abidin.

Khatijah, a former General Committee member was actively involved in WCC services for many years.



Tasha and WCC volunteer, Christine Khor Meow Wei conducted a *Personal Safety* programme for 100 female hostel students at SMK Teknik

WCC member, Karen Lai Yu Lee was one of the trainers for the CEDAW Shadow Report training held at Shah's Village Hotel, Petaling Jaya. 25 participants from diverse sections of society attended

WCC Social Worker Lee Sook Foong, Tasha and volunteer Zaemah Johari attended a 3-day training workshop to become enumerators for the research on Domestic Violence in Malaysia and its Impact on Women's Health.

Prema gave a lecture on Preventing Child Sexual Abuse to 100 first year students of the Faculty of Education, USM. The state of the s

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26-28

27 Feb-1 Mar

28

Annual Review 2009

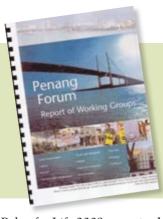
	28	Prema with volunteer Praba Pushpam participated in the <i>Right to Redress</i> campaign launch at Dewan Sri Pinang, organised by the Northern Migration and Refugees Network (JUMP).
	March	
	4	WCC Service Coordinator, Annie Yeap was invited by Human Rights Commission of Malaysia (SUHAKAM) to talk on <i>Violation of Women's Rights</i> at the Human Rights Training session for 40 police officers in Kulim.
	6	Cheng Kooi and Prema attended a dialogue on <i>Employment for Retrenched Workers</i> , organised by KANITA, USM and the Penang State Government.
	7	WCC Advocacy Officer Shobana Pandian attended a one-day <i>Media Awareness</i> Workshop organised by Aliran and sponsored by Canadian High Commission. WCC member, Shakila Abdul Manan was one of the speakers at the workshop.
	7-8	WCC celebrated International Women's Day (IWD) at Gurney Plaza with the theme Empowering Women through Knowledge and Information, organised by Penang State Committee on Women, Family and Community Development in collaboration with Pertubuhan Wanita Mutiara and local NGOs. WCC Committee Member, Lim Kah Cheng spoke on Parenting at the forum and WCC had a booth promoting WCC's work and services.
	10	WCC President Khuan Sui, staff Cheng Kooi and Tasha attended the IWD event organised by KANITA, USM. Prema spoke to 100 students on <i>Towards a Vibrant Lifestyle</i> at SEGI College. Shobana and volunteer Rupert Porter assisted.
		Personal Safety talks were conducted at SMK Teknik Bukit Mertajam for their

Annie delivered a talk on *Violence against Women* to 32 Penang Medical College students. WCC volunteers Carrianne Ewe and Jon Sern assisted.

volunteers Nora Beh and Eu Jon Sern.

Form 5 students by WCC staff Tasha and Michael Thomas and assisted by

11



A delegation of 15 representatives from the Penang Forum NGO Coalition, including WCC, met the Chief Minister, YAB Lim Guan Eng to hand over a 67-page report containing recommendations to improve governance in the State.

Relay for Life 2009 organised by National Cancer Society Malaysia (Penang Branch) took place at the Youth Park. WCC staff Prema, Shobana and volunteers, Rupert, Jon Sern, Sally Eu and Carrianne helped during the event.

WCC celebrated IWD 2009 with the theme *Right to Choose*, *Right to Change and Right to Celebrate* with college and university students. The day long event was held at Disted College. YB Chong Eng, MP for Bukit Mertajam flagged off the Malaysian Race in the morning while another 30 participants took part in the T-shirt design competition. The afternoon continued



with Fun n Film Time where games and several film fest award-winning movies on human rights, activism and HIV were screened and discussion and analysis followed.

- **23** WCC 24th Annual General Meeting at Caring Society Complex; 33 members attended.
- Cheng Kooi was invited to speak on *The Right to be Safe* at Soroptimist International Malaysia Biennial Conference 2009.
- **31** WCC President Khuan Sui attended the Penang Local Government Consultative Forum held at Caring Society Complex.
- Annie, assisted by Sook Foong conducted a session on *Domestic Violence* for 35 student nurses at Lam Wah Ee Hospital.

April

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4 & 18 Prema, Annie and PPW coordinator, Lau Swee Li conducted a training on Gender, Sexual Violence and Domestic Violence for 15 volunteers of PPW.

15	WCC Members, Karen Lai and Honey Tan were trainers at a workshop on CEDAW Strengthening Awareness of Elected Representatives to Promote and Advance CEDAW in Malaysia in Shah Alam, Selangor.
18-19	Harvest Learning Centre in Sentul invited Prema to conduct a workshop on <i>Personal Safety</i> for 60 refugee children and a full-day training for community teachers from the Myanmar refugee community.
20	A talk on Violence against Women was given by Annie to 200 participants from various NGOs attending an awareness workshop organised by Persatuan Sukan, Kebajikan dan Kesihatan Malaysia Association at Vistana Hotel, Penang.
23	Catherine Mugonyi, under Rotary Club's Group Study Exchange from England, visited WCC to learn about WCC activities and programmes. Cheng Kooi played host.
25	WCC General Committee Meeting
25-26	At the invitation of USM, Industry & Community Network Division, Prema and Cheng Kooi conducted separate sessions at the workshop Moving into Engagement for participants consisting of lecturers and members of the university flagship projects.
28	Cheng Kooi gave a presentation on Government and Civil Society Partnerships in Eradicating Violence against Women at the training session for participants from the non-aligned movement member countries organised by NAM Institute for the Empowerment of Women (NIEW) and KANITA, USM
May	
2	Prema and Annie conducted training for PPW volunteers on Violence against Women.
2	Prema, Shobana and volunteers, Gyathri Pandian, Cindy Rubble and Charita, conducted the <i>Bijak Itu Selamat</i> programme for 60 children aged 11 – 12 years at Holy Spirit Church.
6	A seminar on Understanding and Supporting Rape Survivors jointly organised by WCC, Penang State Health Dept. and Penang General Hospital took place. Over 200 medical professionals, welfare, police and prosecution officers from Penang, Kedah, Perlis and Perak attended.

7	Visit to WCC by Dr Wong Yut Lin from MERDU, Faculty of Medicine, University of Malaya, to study our role in the One-Stop Crisis Centre in hospitals.
8	Tasha with volunteer Ezalia Marzukhi conducted a <i>Personal Safety</i> programme for 14–15 years old female students of SMK Sungai Nibong.
9	WCC President Lalitha Menon assisted by Shobana conducted a talk on <i>Legal Rights</i> for 80 women in Butterworth, in conjunction with Mothers' Day celebration organised by Datuk PK Subbaiyah.
13	WCC Committee Member Kah Cheng, staff Prema and Cheng Kooi were at KANITA, USM for the presentation on <i>Global Financial and Economic Governance: A Feminist Critique</i> and Alternatives by women scholar activists, Gita Sen, Gigi Francisco and Marina Durano from Development Alternatives with Women in the New Era (DAWN).
16	Promotion of PPW at Carrefour Hypermarket in Seberang Perai by Swee Li, Tasha and Sook Foong and several volunteers who distributed leaflets on PPW services and balloons.
16-17	WCC organised a 2-day Skills Building & Capacity Workshop for 27 Tamil-speaking Women at College General. WCC President Lalitha spoke on Knowing your Legal Rights.
20	WCC General Committee Meeting.
22-24	Evaluation and planning meeting of Joint Action Group for Gender Equality (JAG) held in Bukit Tinggi. Cheng Kooi and Shobana represented WCC.
23	WCC Vice-President Hajar Abdul Rahim and staff Sook Foong attended the prize-giving ceremony of the Penang Open e-Creative Challenge 2009. WCC took part in the community-based website competition.
25 May- 26 June	Cheng Kooi was in Manila for her Asian Public Intellectual (API) Fellowship. She met up with women's groups and activists to study their work on violence against women.
25 May- 26 Aug.	Tai Wan Huey and Tan Chuu Yih from University Tunku Abdul Rahman began their 3-month internship at WCC and PPW respectively.

and Section 1

A study to evaluate our Child Sexual Abuse programme was carried out at SRK St. Xavier (Pulau Tikus Branch). WCC staff Shobana and Tasha with volunteers, Poh Lerk Shih, Kae Shih and interns, Wan Huey and Ming Wah conducted the study.

27 Prema represented WCC at a high level GO-NGO International Conference on Population and Development 15 Policy Dialogue held in Kuala Lumpur.

Prema conducted an in-house training on *Gender and Relationships* for WCC staff and interns.

At the invitation of the Children's Protection Society and Samsung, Prema, assisted by interns, Ming Wah and Wan Huey, conducted the *Bijak Itu Selamat* programme for 60 primary school children from the Sungai Pinang area.



June

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Tasha together with volunteers, Nora Beh, Siti Nurul Zahra Hamdan, Elain Wong, and interns Wan Huey, Chuu Yi and Ming Wah were at Shammah's Home in Bukit Mertajam to conduct the Personal Safety programme for the children.

- In conjunction with Father's and Mother's Day celebration organised by Bayan Baru Rukun Tetangga, Annie was invited to talk on *Domestic Violence* to 150 members of their association. WCC staff Sook Foong and interns, Wan Huey and Ming Wah assisted.
- At the invitation of the Association of Soka Gakkai Malaysia, Swee Li and Annie talked on *Domestic Violence* to their 300 members.
- WCC sent a contingent of 9, including members, staff and volunteers to participate in the half-day Gender Equality Workshop, organised by the Penang State Committee on Women, Family and Community Development.

Annie, with volunteers Kae Shih and Lee Yng, gave a talk in Mandarin on 15 Personal Safety and Sexual Assault to 200 Form 1 to 5 female students of SMK Berapit, Bukit Mertajam. At the invitation of Flextronics, WCC and PPW set up a booth to promote our 18 services. SK Methodist Girls' School invited WCC to run two Personal Safety programmes for 222 students. WCC staff Shobana, Tasha, Committee 19 Member Sudandara Nathan and volunteers Zara, Lerk Shih, Anjulie Greenleaf, Elena and Ming Wah; and Wan Huey conducted the programmes. Prema attended the World Refugee Day event organised by Jaringan Utara 20 Migrasi dan Pelarian (JUMP) in Seberang Perai. Puspanita invited Prema and Shobana to conduct a workshop on *Domestic* 21 Violence and Sexual Harassment for their members. Prema represented WCC at the Dialogue with Stakeholders in KL, organised by the UNCT Gender Taskforce, where representatives from JAG, the Ministry of 23 Health, the Ministry of Women, Family and Community Development, LPPKN, SUHAKAM, INTAN, UNDP and other key individuals involved in gender issues were also invited. July At the invitation of SUHAKAM, Annie presented a talk on Violation of Women's Rights for 55 police personnel at Hotel Seri Malaysia in Kepala Batas. Tasha and intern Wan Huev conducted WCC's Respek programme for 80 Form 1 & 2 students of SMK Taman Sejahtera, Bukit Mertajam. Shalini Nataraj, Vice-President for Programmes, US Global Fund for Women, 3 visited WCC to learn more about our work and activities.

Tasha, together with volunteers, Anjulie, Jyothi Chelamcharla, Elena and Zara, manned an exhibition booth at Wellesley Methodist Church to promote WCC's work.

WCC members Karen Lai, Shariza Kamarudin with staff Shobana participated in the Fiesta Feminista meeting and in the capacity building workshop held at KANITA, USM.

10 & 4 Sept.

Annie gave lectures on *Violence against Women* to 60 Penang Medical College students for two separate sessions.

WCC staff, Cheng Kooi, Prema, Shobana and Sook Foong attended the half-day workshop organised by Klinik Rakyat on Technology of Contraception and Abortion Practices at the Sun Yat-Sen Building.

Invited by Dr. Azmi from the Obstetrics and Gynaecology Department, Penang Maternity Hospital, Prema, assisted by Shobana, gave a talk on Working with Rape Victims.

WCC Committee Member, Kah Cheng, Khuan Sui and staff Cheng Kooi attended the Professorial Lecture by Profesor Rashidah Shuib on Engendering Health: a Strategic Investment in USM.

22 & 16 Sept.

17

WCC's Child Sexual Abuse Study was carried out on 136 boys of SK St. Xavier (Penang Branch) to gauge the impact of WCC's Bijak Itu Selamat preventative programme on children.

22



Annie and Sook Foong attended the National Domestic Violence Roundtable meeting, organised by Women's Aid Organisation in Kuala Lumpur.

24-26

WCC conducted a workshop for 25 volunteers, comprising our volunteers and staff, and hospital personnel, interested in working with WCC to set up a volunteer support network for rape victims.

26

Cheng Kooi represented WCC to receive a donation from the Belleview Group Managing Director, Dato' Sonny Ho in honour of Feng Shui Master, Lillian Too's presence at the Belleview launch in Queensbay Mall. WCC Member Annie Chin supported the event.



29 July- 9 Sept.	Thomas conducted a series of seven sessions on <i>Understanding Violence</i> for a group of men in Kulim.
29	Prema organised in-house training for WCC staff and interns on Gender so they can conduct programmes on gender issues.
August	
2	Swee Li organised a volunteer training session where she taught 29 Mandarin- speaking participants basic counselling knowledge and skills.
3-5	WCC Committee member Sudandara and staff Sook Foong attended the Millennium Development Goals (MDG3) Asia regional meeting, organised by the Association for Progressive Communications in KL.
4	Two visitors from Japan College of Social Work, Associate Professor Helen Fujimoto and Associate Professor Yukio Yamaguchi, accompanied by Dr. Zulkarnian from USM, visited WCC. Shobana and Tasha briefed them on WCC's programmes and activities.
5	Thomas gave a talk on Teenage Behaviour to 100 Form 1 male students of SMK Taman Selasih, Kulim. respect women's equality
6-13	Swee Li was selected to participate in a one-week Advanced Intensive Therapy Training in Satir Transformational Systemic Therapy in Beijing, China.
7-9	Sook Foong attended a 3-day Asia Works Training in Kuala Lumpur.
9	Annie spoke on Gender to 14 participants of the Penang counselling course.
10-11	Cheng Kooi represented WCC as a meeting in Kuala Lumpur with EU appointed auditors on the EU sponsored project.
11	Two talks on <i>Teenage Behaviour</i> were conducted by Thomas for 200 Form 2 and Form 4 boys of SMK Berapit.
13 & 20	WCC outreach team, Tasha, Shobana and Thomas were invited by Institut Pendidikan Guru Malaysia, Kampus Pulau Pinang to conduct two separate talks on <i>Gender</i> for 100 trainee teachers.
14	WCC service team, Annie and Sook Foong, assisted by intern Wan Huey, gave a lecture on Violence Against Women to 48 student nurses of Lam Wah Ee Hospital.

	18 & 19	Annie attended a two-day advanced workshop on <i>Family Therapy</i> organised jointly by Penang Association of Counselling & Psychology and Psychiatric Department, Penang General Hospital.
	20	A US delegation from Anti-Human Trafficking Department of the United States visited WCC to learn about our activities.
	22	WCC General Committee Meeting.
	24-27	WCC member, Karen Lai was in KL to attend IWRAW, Asia Pacific's Updating of Concepts and Training Skills Meeting together with 15 participants from the Asia Pacific region.
)	September	
	3	WCC member Lim Chooi Leng gave a talk on <i>Domestic Violence</i> to 42 student nurses of Adventist Hospital.
	3-4	WCC delegation consisting of Kah Cheng, Sudandara, Cheng Kooi and Prema participated in the 2-day intensive Penang State Gender Mainstreaming Meeting.
	6	PPW volunteer training for 28 participants; Annie spoke on Domestic Violence.
	10	Thomas gave a talk on Gender for Form 6 students of St. Xavier's Institution.
	23	Prema represented WCC at the Penan Support Group meeting in KL.
	28-30	Prema participated in the East and Southeast Asia Consultation on Working with Boys and Men for Gender Equality and Gender-Based Violence Prevention, Gender and Development for Cambodia and Men Engage Alliance held in Phnom Penh, Cambodia.
	29	WCC staff Tasha and Shobana were invited by SMJK Chung Hwa Confucian to talk about Sexual Abuse to 82 Form 1 & 2 students.
	October	
	3-4	A 2-day training on <i>Prevention of Child Sexual Abuse</i> , conducted by WCC and organised by SERI, for 17 pre-school teachers from 5 kindergartens in Penang.

organised by SERI, for 17 pre-school teachers from 5 kindergartens in Penang.

3-4

Sook Foong attended the workshop Leading the Way towards Positive Living, organised by Penang Family Health Development Association at the Naza Hotel.



5-10

Consultants Rashidah Abdullah and Maria Chin Abdullah were in Penang to interview WCC General Committee members, staff, volunteers, clients, stakeholders and networking partners for WCC's external evaluation.

5, 6, 12, 13, 19 & 20



Six sessions of the Conflict Literacy programme were taught in Mandarin at SJKC Min Sin by Annie assisted by volunteers Kae Shih and Lee Y'ng.

7

The Paediatric Department of Penang Hospital invited Annie to talk about the role of WCC in handling victims of child abuse to 60 medical personnel at the Seminar Suspected Child Abuse & Neglect.

7, 8, 14, 15, 21 & 22

Six sessions of the Conflict Literacy programme were also taught at SJK Hamilton by Tasha and Annie, assisted by volunteer Gwendolyn Thompson.

11

PPW volunteer training session, Swee Li spoke on Marriage and Family.

13 & 17

Tasha, with volunteer Lerk Shih, conducted *Bijak Itu Selamat* programme at SK Bayan Lepas and SJKT Permatang Tinggi respectively for 360 primary students. WCC member Santharuby Sandanasamy and volunteers Meyuri Michelle, Rubavathy Bojan, Jennie Antonisamy and Vivien Lee assisted.



	14	JAG organised a forum <i>Ada Apa Dengan Penan?</i> at the Selangor Chinese Assembly Hall, KL with Prema as one of the speakers.
	19	WCC General Committee Meeting.
	20-21	WCC in collaboration with Dept. of Women's Development, Ministry of Women, Family and Community Development organised a two-day workshop Respect Respek for 70 school counsellors, educators and NGOs representatives at City Bayview Hotel.
	21	EED representative Ulrike Bergmann visited WCC and observed the Conflict Literacy programme in SJK Hamilton as well as the <i>Respect Respek</i> workshop for school counsellors.
	25	At the invitation of Rumah Nur Daerah Barat Daya, Annie gave a talk on Domestic Violence to 45 participants.
	28-30	Prema, representing WCC, presented two papers Supporting Rape Survivors and Involvement of Young Men and Boys in Sexual Assault at the International Association for Adolescent Health Conference held in Kuala Lumpur.
	31	WCC members, Yuslinov Ahmad and Shariza Kamarudin together with Tasha facilitated the workshop on Cabaran Wanita Masa Kini aimed at informing Muslim women about Islamic Family Law and Gender Issues. The workshop was jointly organised by Dewanita, Dewan Perniagaan Melayu Pulau Pinang, PPW

November

and WCC

2 Nov. -31 Dec.

Tung Hoot Ying, from USCI University, Kuala Lumpur began her internship at WCC for two months.

3, 4, 5, 12 & 24 Tasha, Thomas and volunteer Kae Shih conducted the *Personal Safety* programmes in SMK Sri Mutiara, SMK Jalan Damai Bukit Mertajam, SMK Hamid Khan, SMK Convent Pulau Tikus and SMJKC Jit Sin Bukit Mertajam. Volunteers, Anand, Lerk Shih, Vivien Lee, Gwendolyn and intern Hoot Ying assisted in the sessions.



Thomas conducted a talk on Teenage Behaviour for Form 3 students of SMK Hamid Khan.

Consultants Rashidah and Maria Chin presented WCC external evaluation 8 findings and report to WCC General Committee members and staff.

Two youth groups from Institut Pendidikan Guru Malaysia and SMJK (C) 10 & 19 Chung Hwa Confucian invited WCC to present the Gender Awareness session to them.

> PPW started the first session of a series of social support and educational sessions for 6 single mothers. The sessions were conducted in Mandarin by Swee Li.



Tasha with our volunteer Lerk Shih conducted the Bijak Itu Selamat programme for SK Bayan Lepas and SJKT Permatang Tinggi respectively. WCC member 13 & 17 Santharuby and volunteers Meyuri, Ravathy Bojan, Jennie and Vivien Lee were at hand to help.

Launching of WCC new handbook Mengurus Wang Anda at the workshop Mengurus Kewangan Anda, jointly organised by WCC and PPW. Sixty single mothers and women from lower income groups attended the workshop.

> Study trip to WCC by six personnel from Maldives Department of Gender & Family Services, Ministry of Health & Family, to learn about WCC's services.

At the invitation of Penang General Hospital, Prema gave a talk on Supporting Rape Survivors to 150 medical personnel.

Annual Review 2009 49

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21 & 22

WCC, jointly with PPW, organised two public talks on Marriage: An Alternative Language of Love and Effective Parenting: The Essential Recipe given by clinical psychologist, Paul K. Jambunathan.



24

Prema presented a case study NGO-Educational Institution Partnership in Promoting Child Sexual Abuse Prevention Programmes in Penang, at the University Community Engagement Conference held in City Bayview Hotel, Penang.

25

Prema spoke about WCC's work with youths and children in the community at the Media Forum Unite to *End Violence against Women* organised by UNFPA and Women's Institute of Management.

26

Visitors Siripan and Nawadee from Thammasat University, Thailand visited WCC.

30 Nov. & 1 Dec. WCC together with other NGOs participated at the inaugural *Civil Information Fair: Bridging NGOs and Policy Makers*, organised by the Centre for Public Policy Studies and held in conjunction with the sitting of the Penang State Legislative Assembly.

December

1



A one-day workshop on *Personal* Safety for Tamil school counsellors and residential home carers jointly organised by WCC and the Penang Education Consultative Council was held in Seberang Jaya.

Swee Li was invited by Rumah Nur Balik Pulau to give a talk in Mandarin on Marital Issues to 25 participants.

- Prema, Sook Foong, Tasha, PPW volunteer Elain Wong and intern Hoot Ying attended the half-day seminar on *Understanding and Mainstreaming Gender*, organised by KANITA and UPEN.

 PPW and WCC organised a one-day follow-up training at the YMCA for volunteers and staff of the Rape Support Network.

 WCC Committee Member, Khuan Sui represented WCC in the Penang Local Government Consultative Forum held at Sunway Hotel, Seberang Jaya.
 - WCC organised a study trip to Kampung Bujang, Sungai Petani, for its staff.

 WCC Treasurer Yeong Joo Kean, Committee Member Khuan Sui and volunteers
 Nor Azlan Mohd. Nasir and Elain Wong came along.



Sponsors & Donors

Agencies & Foundations

- Evangelischer Entwicklungsdienst (EED)
- Penang State Committee on Women, Family and Community Development
- Lim Lean Teng Foundation
- Jabatan Pembangunan Wanita, Kementerian Pembangunan Wanita, Keluarga & Masyarakat
- Iabatan Kebajikan Masyarakat Malaysia
- Belleview Group (Lembaman Development Sdn. Bhd.)
- Penang State Committee on Education
- Lions Club of Georgetown Island
- International Women's Association, Penang
- ▶ Tun Sardon Foundation
- Interact Club, St. George's Girls' School
- Friends of Schenker, Penang

Individual

- In loving memory of Mr. & Mrs. Lim Heng Guan
- In loving memory of Mdm Tan Chin Heang
- In memory of Miki and Philip Hoalim
- Gwendolyn Thompson
- Daniel Tan Chien Ming
- Leong Yew Wai
- ▶ Sheelu Sadhwani
- Tan Siew Tee
- Yap Lee Ling



International Women's Day Event

Sponsors

- Organisation & Corporation
- Disted College
- **Evergreen** Laurel Hotel
- Famous Delicacies Sdn. Bhd.
- G-Hotel
- Oolden Screen Cinemas Sdn. Bhd.
- ▶ Holiday Inn Resort Penang
- Hotel Equatorial Penang
- ▶ KDU, Creative Arts and Performing Society
- Maestro Swiss Trading Sdn. Bhd.
- Parkroyal Penang
- Penang Seagate Industries (M) Sdn. Bhd.
- Penang State Committee on Women, Family and Community Development
- Perunding Trafik Klasik Sdn. Bhd.
- DE2 The Venue Sdn. Bhd.
- Rasa Sayang Resort & Spa
- Segi College Penang
- Seksan Design Sdn Bhd.
- St. John's Ambulance Malaysia, Penang
- T.G.I. Friday's
- Traders Hotel

Individuals

- Dato' Lim Tiong Chin
- Hamima Dona Mustafa
- Wong Shwu Tih
- Chin Chiew Foan



Clients' Emergency Fund

Since 2008, WCC has initiated a Clients' Emergency Fund for our clients' urgent needs. In 2009, WCC made several appeals for clients who have decided to leave their abusive husband to set up a new home for herself and her children. We wish to thank all those who donated generously in kind and in cash.

Partners & Supporting Agencies

- All Women's Action Society (AWAM)
- Badan Kebajikan Masyarakat Nibong Tebal,
 Pulau Pinang
- Dewanita, Dewan Perniagaan Melayu Pulau Pinang
- Disted College
- Institut Pendidikan Guru Kampus Pulau Pinang
- KDU College Penang, School of Engineering & Information Technology
- Lam Wah Ee Nursing College
- Legal Aid Centre, Penang
- Harvest Centre
- ▶ Holy Spirit Church
- Hospital Pulau Pinang
- Jabatan Bantuan Guaman, Pulau Pinang
- Jabatan Kebajikan Masyarakat Negeri Pulau Pinang
- KANITA, Universiti Sains Malaysia
- Than Hsiang Mitra Welfare Association
- Pejabat Pembangunan Wanita Negeri Pulau Pinang
- Penang Adventist Hospital
- Penang Counselling Group
- Penang Medical College
- Penang Office for Human Development (POHD)
- Perak Women for Women (PWW)
- Pusat Kebajikan Good Shepherd, Ipoh

- Puspanita, Penang Development Corporation
- Persatuan Kesedaran Komuniti Selangor (Empower)
- Persatuan Soka Gakkai Malaysia
- Pertubuhan Kesedaran Wanita Kedah
- Rukun Tetangga Bayan Baru
- Rumah Darul Sakinah
- Rumah Kebajikan Seri Cahaya
- Rumah-Rumah Nur di Pulau Pinang
- School of Medical Sciences
 USM Kubang Kerian, Kelantan
- ▶ Segi College Penang
- ▶ Shammah's Children Home
- Shan's Children Home
- Sisters in Islam (SIS)
- Socio-economic & Environmental Research Institute (SERI)
- Soroptimist International Penang
- Suruhanjaya Hak Asasi Manusia Malaysia (SUHAKAM)
- Sunshine Cottage
- Wawasan Open University
- Women's Aid Organisation (WAO)
- Women's Welfare Council





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- Edmund Chong Woon Hou
- Intan Nur Elena Badrul
- Iackie Tan
- Joe Sidek
- Karen Lai
- Keith Wan Kah Fai
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- Linda Goon
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- Nur Ezalia Marzukhi
- Ong Ching Yin
- Paul Jambunathan
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- Siti Nurul Zahra Hamdan
- Tan Chia Li
- Tan Zhi Keong
- ▶ Teow Kah Leng
- Wee Siew Eng
- Wendy Ang
- Zaemah Johari

OUTREACH VOLUNTEERS

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- Charita Brown
- Christine Khor Meow Wei
- Cindy Rubble
- Elain Wong Ee Lin
- Elena Badrul

- Erin Haroun
- Eu Jon Sern
- Gwendolyn Thompson
- Ianet Pillai
- Jayamalar Samuel
- Iennie Antonisamy
- Jyothi Chelamcharla
- Meyuri Michelle
- Nadia Ali
- Ng Lee Y'ng
- Nor Azlan Mohamed Nasir
- Nora Beh
- Nurayuni Mohd. Shukur
- Nurul Nadia Jahaber Ali
- Poh Lerk Shih
- Rubavathy Bojan
- Rupert Porter
- Sally Eu
- Tang Kae Shih
- Veni Nagalingam
- Vimalesvaran Palasekaran
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- Zalia Marzukhi
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- Honey Tan
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- Kanageswary Naidu
- Karen Lai Yu Lee
- Lim Chooi Leng
- Maria Francisca Belavendram
- Naima Ganv Shaik Dawood
- Paridah Mokhsin
- Philip Saw Cheow Lip
- Praba Pushpam
- ▶ Santharuby Sandanasamy
- Shariza Kamarudin
- Sudandara Samaninathan

- Sukhveer Kaur
- Stella Lau
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- Vivien Lee
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- Loo Tuck Yee
- Ooi Say Tee
- Yeo Foo Tee
- Josephine Chee Fong Yin
- ▶ Teh Lay Ean
- Lim Cheng Hwang
- Tan Xin Ying
- Kokila Marthamotho

INTERNATIONAL WOMEN'S DAY EVENT VOLUNTEERS

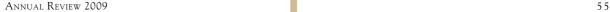
- Amy Tan Keat Fong
- Amy Lim Hui Ying
- Amy Yeap Poay Cheng
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- Boon Yoke Fong
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- Godwin Tye
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- Heng Inn Ping
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- Josephine Chan
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- Lee Sze Teng
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- Yap Soo Huey
- Yeap Leay Fong
- Yeoh Sin Xi
- Zakiah Mohd.

INTERNS

- Tan Chuu Yih
- Tai Wan Huey
- Tan Ming Wah
- Tung Hoot Ying

Our sincere apologies to those who we may have inadvertently left out.





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