

## **SINGAPORE'S REPORT**

### **Implementation of the Beijing Declaration and Platform for Action (BDPA) (1995)**

#### **Section One: Overview analysis of achievements and challenges since 1995**

Singapore is a small, open economy with no natural resources. Out of a resident population of about 3.84 million<sup>1</sup> in 2013, the sex ratio was 968 males per 1,000 females<sup>2</sup>. To remain competitive, we provide an enabling environment for our people to be the best they can be, irrespective of gender, race or creed.

2. The Singapore Government is committed to the advancement of women as integral and equal members of our society. Gender equality in Singapore is founded on the principle of equal opportunities for men and women on the basis of meritocracy. Built upon that is the availability of fundamental resources, such as education, social protection and healthcare, for all citizens so that men and women have the same opportunities to pursue their personal goals and gain access to all spheres in society.

3. Singapore acceded to the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) on 5 October 1995. We have two main national entities overseeing women-related matters - the Inter-Ministry Committee (IMC) on CEDAW set up in 1996 to monitor Singapore's implementation of CEDAW, and the Women's Desk, which was established in 2002 as the national focal point for women matters. The Women's Desk was reconstituted into Office for Women's Development (OWD) in July 2011 to better reflect its importance and work.

4. The IMC on CEDAW ensures a coordinated "whole-of-government" approach to the domestic implementation of CEDAW. Chaired by the Deputy Secretary of the Ministry of Family and Social Development (MSF), it comprises officials from the Ministries of Family and Social Development (MSF), Communications and Information (MCI), Culture, Community and Youth (MCCY), Defence (MINDEF), Education (MOE), Foreign Affairs (MFA), Health (MOH), Home Affairs (MHA), Law (MinLaw), Manpower (MOM), National Development (MND), as well as the Attorney-General's Chambers (AGC) and Majlis Ugama Islam Singapura (MUIS)<sup>3</sup>.

5. The OWD is the secretariat for the IMC on CEDAW. It also conducts gender analysis and analyses trends to ensure appropriate and timely implementation of gender-sensitive measures and policies. Gender-disaggregated data is collated from Ministries and agencies and published on the Ministry's website<sup>4</sup>.

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<sup>1</sup> As at 2013.

<sup>2</sup> [http://www.singstat.gov.sg/statistics/latest\\_data.html#14](http://www.singstat.gov.sg/statistics/latest_data.html#14).

<sup>3</sup> MUIS is the Islamic Religious Council of Singapore.

<sup>4</sup> <http://app.msf.gov.sg/Policies/Women-Celebrating-Women/Gender-Statistics>

## KEY ACHIEVEMENTS

6. Since 1995, Singapore has made significant strides in the advancement and empowerment of women. Listed below are some of our key achievements.

### a) Education

7. The Singapore Government is committed to providing all Singaporeans, both girls and boys, with equal access to quality education. To ensure that all our children are equipped with a common core of knowledge, the Government passed the Compulsory Education Act in 2000, which mandates full-time primary education for Singaporeans residing in Singapore. Participation in secondary education is close to universal, with more than 95% of each cohort now progressing on to post-secondary education.

8. Our literacy rate for resident females, aged 15 years and over, has increased from 85.8% in 1995 to 94.6% in 2013. Female students made up 51% of the full-time student enrolment in our local universities in 2013, and are well-represented in subjects traditionally viewed as male domains. For example, in 2013, women made up 76% of health sciences graduates and 59% of natural, physical and mathematical science graduates.

9. In making primary school education compulsory, Singapore has implemented Goal 2 of the UN Millennium Development Goals (MDGs), i.e. to achieve universal primary education for boys and girls.

### b) Maternal Health

10. With rising standards of living, better health care and improved nutrition, maternal mortality rate has fallen from 0.04 per thousand live and still births in 1995 to 0.03 in 2013.

### c) Economic Participation

11. Singapore's female workforce participation has increased significantly. Our resident labour force participation rate of females in the prime-working ages of 25 to 54 was 77.1% in 2013, up from 58.0% in 1995. The employment rate of females in their prime-working ages had improved from 56.6% in 1995 to 74.3% in 2013. The employment rate of older females<sup>5</sup> had also improved tremendously, from 19.3% in 1995 to 50.9% in 2013.

12. 42.5% of the Manager, Professional, Work Proprietor, Technician and Associate Professional positions in 2013<sup>6</sup> were held by women, attesting to the availability of opportunities for both men and women in Singapore.

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<sup>5</sup> Older females refers to women aged 55 to 64.

<sup>6</sup> [http://app.msf.gov.sg/Portals/0/Files/CEDAW/mrds\\_2013LabourForce%20\(2\).pdf](http://app.msf.gov.sg/Portals/0/Files/CEDAW/mrds_2013LabourForce%20(2).pdf).

13. In the Civil Service, as at 31 December 2013, women made up 56.9% of the employees. 63.4%<sup>7</sup> of the Division I and Superscale employees (top two categories) were women. As at 31 December 2013, 6 of the 20 Permanent Secretaries and 11 of the 33 Deputy Secretaries were women. Women made up 11.1% of Judges in the Supreme Court<sup>8</sup>, 52.1% of Judicial Officers<sup>9</sup> in the State Courts and 50%<sup>10</sup> of Judicial Officers in the Supreme Court.

#### d) More Women in Politics

14. Female representation in the Singapore Parliament has been increasing. Following the General Elections in May 2011 and the by-election on 26 January 2013, the number of women in Parliament rose from 24 out of 99 seats (or 24.2% of total) to 25 out of 99 seats (25.3% of total)<sup>11</sup>. This percentage exceeds the Inter-Parliamentary Union's world average of 21.8%<sup>12</sup>. Sixteen years ago, in 1997, the number of women in the Singapore Parliament was 6 out of 93 seats or a mere 6.5%.

#### e) More Women in Diplomatic Work

15. Singapore has several women **Ambassadors or Heads of Mission**. They include **Professor Chan Heng Chee**, Ambassador-at-Large; **Ms Karen Tan**, Permanent Representative to the United Nations in New York; **Ms Tan Yee Woan**, Permanent Representative to the World Trade Organisation in Geneva, **Mrs Chua Siew San**, Ambassador to the Kingdom of Thailand; **Ms Lim Kheng Hua**, Ambassador to the Russian Federation; **Ms Foo Chi Hsia**, High Commissioner to the United Kingdom of Great Britain and Northern Ireland, **Mrs J. Mohideen**, non-resident Ambassador to Finland; **Mrs Mary Seet-Cheng**, non-resident Ambassador to Panama and Cuba; and **Ms Jennie Chua**, non-resident Ambassador to the United Mexican States.

### INTERNATIONAL RANKING

16. According to the UN Human Development Report 2014<sup>13</sup>, Singapore ranked 15<sup>th</sup> out of 152 countries on the Gender Inequality Index with a score of 0.090<sup>14</sup> in 2013. This reflects the opportunities available to Singapore women in areas such as labour market, empowerment and reproductive health. In the same Report,

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<sup>7</sup> The number was 54.7% in 1995.

<sup>8</sup> 2 women judges out of a total of 18.

<sup>9</sup> Judicial Officers in the State Courts concurrently hold the appointments of District Judge and/or Magistrate, Coroner, Registrar/Deputy Registrar.

<sup>10</sup> 17 women judicial officers out of a total of 34. Judicial officers include the Registrar, Deputy Registrar, Senior Assistant Registrars and Assistant Registrars.

<sup>11</sup> Elected Members of Parliament (MPs), Non-Constituency Members of Parliament (NCMPs) and Nominated Members of Parliament (NMPs).

<sup>12</sup> Both houses combined as of 1 September 2014 (<http://www.ipu.org/wmn-e/world.htm>).

<sup>13</sup> <http://hdr.undp.org/en/content/human-development-report-2014> (page 172).

<sup>14</sup> The [Gender Inequality Index](#) is a composite index that measures the inequality between female and male achievements in 3 dimensions – reproductive health, empowerment and labour market. It ranges from 0, which indicates that women and men fare equally, to 1, which indicates that women fare as poorly as possible in all measured dimensions.

Singapore was ranked 9<sup>th</sup> out of 187 countries for the Human Development Index<sup>15</sup> in 2013.

## **CONSTITUTIONAL AND LEGISLATIVE DEVELOPMENTS**

17. Singapore is a parliamentary republic with a written Constitution. The Constitution of Singapore is the supreme law of Singapore. Part IV of the Constitution enshrines and protects a range of fundamental liberties.

18. Specifically, Article 12 of the Singapore Constitution enshrines the principle of equality of all persons before the law. It specifically provides that “All persons are equal before the law and entitled to the equal protection of the law”. This principle continues to be upheld. For example, the right to vote was given to men and women at the same time in 1948.

19. Women in Singapore enjoy strong legal protection. In addition to the Constitution, their rights are protected in legislation such as the Employment Act, the Women’s Charter, Children and Young Persons Act and the Penal Code.

20. As a multi-religious society, Singapore has two sets of laws governing marriage and divorce. The Women’s Charter governs civil marriages, and the Administration of Muslim Law Act (AMLA)<sup>16</sup> governs Muslim marriages. The Family Court administers the dissolution of civil marriages and the Syariah Court<sup>17</sup> administers the dissolution of Muslim marriages. However, Muslim women are not denied the protection of the Women’s Charter as they can avail themselves to key provisions of the Women’s Charter, for example, provisions on protection of family (against domestic violence) and maintenance of wife and children. In addition, Syariah Court orders are enforced by the Family Court.

21. Some of the key constitutional and legislative developments to improve the position, protection and empowerment of women since 1995 are detailed below.

### **a) Constitution of Singapore**

22. In 2004, the Singapore Constitution was amended to allow overseas-born children to acquire Singapore citizenship by descent from their Singaporean mothers. With this amendment, children of Singaporean women are accorded the same citizenship rights as the children of Singaporean men.

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<sup>15</sup> The Human Development Index (HDI) is a summary measure of average achievement in key dimensions of human development: a long and healthy life, being knowledgeable and having a decent standard of living.

<sup>16</sup> Under Article 153 of the Singapore Constitution, the legislature is required to enact laws for regulating Muslim religious affairs. In 1966, Parliament enacted the Administration of Muslim Law Act (AMLA) and the Act came into force on 1 July 1968. AMLA established the Islamic Religious Council of Singapore (MUIS), the Registry of Muslim Marriages and the Syariah Court.

<sup>17</sup> The Syariah Court is constituted under AMLA to hear and determine all actions and proceedings that involve disputes relating to, among others, marriage and divorces in which all the parties are Muslims or where the parties were married under the provisions of Muslim law.

## **b) Women's Charter**

23. The Women's Charter governs matters relating to the protection of girls and women, marriage and divorce. Enacted in 1961, it provides the legal basis for equality between husband and wife. Its comprehensive coverage includes the following:

- i. Monogamy - it forbids a Singaporean man from taking more than one wife;
- ii. Management of Household - it gives equal rights and responsibilities to both husband and wife in the care of their children and home;
- iii. Matrimonial Property - it entitles the wife to a share of the matrimonial property even though she may not have contributed directly to it financially;
- iv. Maintenance by Husband - depending on the circumstances of the case, it makes it obligatory for the husband to maintain his wife during marriage and upon divorce;
- v. Maintenance of Children: it makes it a duty for parents to maintain their children; and
- vi. Family Violence - it protects the wife and children from a violent husband to the extent of restraining the person from committing violence and in some cases removing him from the home.

24. In August 1996, the Women's Charter was amended to accord greater protection to family members against domestic violence, greater protection to women and children in a divorce, and recognition of the home-making role of either spouse in the division of matrimonial assets.

25. In January 2011, it was further amended to facilitate marriages, address divorce and its impact and strengthen the enforcement of maintenance orders. More sanctions were introduced to deter default on maintenance orders and to better secure payments. These include ordering the defaulter to furnish a banker's guarantee, attend financial counselling, or perform community service. Maintenance recipients can also report the maintenance debt owed to them to a designated credit bureau. The court was also given additional powers to make rules for parties to produce relevant information on their financial status during proceedings and to make an order requesting the Central Provident Fund (CPF) Board for information on a party's employment/ employer, to facilitate an attachment of earnings order.

## **c) Compulsory Education Act**

26. The Compulsory Education Act, passed in 2000, mandates compulsory primary education for children who are citizens of Singapore and residing in Singapore.

**d) Employment Act and Child Co-development Co-savings Act - Maternity Leave Coverage for Female Employees**

27. Singapore's Employment Act covers employees who are under contracts of service with employers, regardless of nationality<sup>18</sup>. Female employees covered under the Employment Act are entitled to twelve weeks of maternity leave.

28. Female employees are entitled to sixteen weeks of paid maternity leave, under the Child Development Co-Savings Act (CDCA) if (i) the child is a Singapore citizen, (ii) the parents of the child are lawfully married, and (iii) she has served her employer for at least 3 months before the child's birth. For the first and second births, the Government will reimburse the employers for the last eight weeks of maternity leave. For third and subsequent births, the Government will reimburse the employers for the full sixteen weeks of maternity leave. Employees who are not eligible for paid maternity leave may apply to receive government-paid maternity benefits, as long as they have been in employment for a total of at least 90 days in the 12 months preceding the birth of their child<sup>19</sup>.

29. Under the Employment Act, an employer who dismisses an employee on maternity leave is liable to a fine and/ or imprisonment. Employers who dismiss pregnant employees without sufficient cause or retrench them will also have to pay the employees the maternity benefits that they would have been otherwise eligible for. The employee must have served her employer for at least 3 months prior to receiving the note of dismissal or retrenchment in order to qualify for protection.

**e) Penal Code**

30. To enhance the protection of young persons against exploitation for commercial sex in Singapore and abroad, the following amendments were made to the Penal Code and effected on 1 February 2008:

- i. To make it an offence for a person (male or female) to purchase sexual services from another person (male or female) who is under 18 years of age (punishable by up to seven years' imprisonment and/or fine); and
- ii. To make it an offence for (1) a Singapore Citizen or Permanent Resident to purchase sexual services from a minor under 18 overseas (punishable by up to seven years' imprisonment and/or fine); and (2) a person to organise child sex tours or print, publish or distribute any information that is intended to promote commercial exploitation of minors under 18 (punishable by up to 10 years' imprisonment and/or fine).

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<sup>18</sup> The Employment Act is, however, not applicable to the following groups of people due to the nature of their jobs – (i) persons employed in managerial or executive positions beyond income S\$4,500, (ii) seamen, (iii) domestic workers, and (iv) persons employed by Statutory Boards or the Government.

<sup>19</sup> To be eligible for Government-paid maternity benefit, the child must be a Singapore Citizen and the parents of the child are lawfully married.

31. Singapore amended the Penal Code to make it an offence for a husband to engage in non-consensual sexual intercourse with his wife if:

- i. The wife is living apart from her husband under an interim judgment of divorce/nullity not made final;
- ii. The wife is living apart from her husband under a judgment of judicial separation or a written separation agreement;
- iii. The wife is living apart from her husband and proceedings have commenced (but not terminated or concluded) for divorce, nullity or judicial separation;
- iv. A court injunction to the effect of restraining the husband from having sexual intercourse with his wife is in force;
- v. A protection order or expedited order against the husband for the benefit of his wife is in force; or
- vi. The wife is living apart from her husband, and proceedings have commenced (but not been terminated or concluded) for a protection order or expedited order for the benefit of the wife.

32. The amendments, which came into effect on 1 February 2008, recognised the need to strike a balance between the needs of women who require protection, and the general concerns about conjugal rights and the expression of intimacy in a marriage. The calibrated approach allows Singapore to retain some form of marital immunity in a marriage, while at the same time, makes it an offence for a husband to force unwanted sexual intercourse on his wife in the abovementioned exceptions, thereby providing protection to women whose marriages have broken down or are on the verge of doing so.

#### **f) Administration of Muslim Law Act (AMLA)**

33. In 2008, the Administration of Muslim Law Act (AMLA) was amended to raise the minimum marriage age from 16 to 18 years old. A Muslim female below 18 years of age who wishes to marry must apply for approval to marry from a Kadi<sup>20</sup>.

34. The AMLA was also amended to make it easier for Muslim women to enforce orders made by the Syariah Court. Syariah Court orders no longer need to be registered in a District Court before they are enforceable. The removal of the registration process saves Muslim women time and money. Like non-Muslim women, they may commence enforcement proceedings at the Family Court without any further registration of the Court order against their ex-husbands who have defaulted on payments ordered by the Court.

35. Individuals can lodge a Magistrate's complaint at the Family Court for breach of Syariah Court orders. Breach of orders of the Syariah Court pursuant to sections 51 and 52 of AMLA, is an offence and is punishable upon conviction, with imprisonment for a term not exceeding six months.

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<sup>20</sup> An official of religious standing appointed by the President of Singapore to solemnise and register Muslim marriages and empowered to consider marriage applications and solemnise marriages with or without a *wali* (legal guardian).

## **g) Employment of Foreign Manpower Act**

36. All foreign workers in Singapore are governed and protected under Singapore's rules and regulations without prejudice. Foreign workers (FWs) are, in particular, accorded protection under the Employment of Foreign Manpower Act (EFMA), which protects the employment rights of foreign workers including foreign domestic workers (FDWs).

37. Under the Employment of Foreign Manpower (Work Passes) Regulations, employers are responsible for the well-being of their foreign workers. This includes the personal safety, proper housing, prompt salary payment and provision of medical treatment.

38. Changes to the EFMA were made in November 2012 to ensure that the well-being of foreign workers is better protected. For example, with these amendments, employers who illegally recover from their foreign workers costs that the employers should bear under the work pass conditions (e.g. foreign worker levies and medical insurance premiums) could be subject to hefty financial penalties of up to S\$20,000 per infringement. In addition, a stand-alone offence, with a fine of up to S\$30,000 and/or 2 years' imprisonment, was created to criminalise the receipt of moneys by any person from foreign workers as consideration or as a condition for the employment of the foreign worker. To enhance the enforcement of this new stand-alone offence, a rebuttable presumption was introduced such that any person who receives moneys from a foreign worker is presumed to have done so as consideration for the employment of the foreign worker, unless that person can prove that he had legitimate reasons for receiving those moneys from the foreign worker. In addition, to deter employers from compromising the well-being of foreign workers, penalties for breach of work pass conditions were doubled, resulting in a fine of up to S\$10,000 and/ or a jail term of up to one year.

39. From 1 January 2008, employers are required to purchase medical insurance for every employee issued with a Work Permit or S Pass for the worker's in-patient care and day-surgery during his/her stay in Singapore. From 1 January 2010, the minimum insurance coverage was increased from S\$5,000 to S\$15,000 per year. Employers of FDWs are also required to purchase a Personal Accident Insurance policy. This covers the medical and other costs should any accident befall the FDW. From 1 July 2008, the minimum assured sum was increased from S\$10,000 to S\$40,000.

## **BUDGET FOR PROMOTION OF GENDER EQUALITY AND EMPOWERMENT**

40. To ensure the development and effective implementation of gender equality policies, the political authority, human and financial resources, and capacity are drawn from the full complement of Singapore's government agencies represented on the IMC on CEDAW. This is in line with the Singapore Government's commitment to a "whole-of-government" approach to gender equality policy and the domestic implementation of CEDAW.

41. The IMC framework is a multi-disciplinary, integrated approach. Members of the IMC on CEDAW are responsible for monitoring, implementing and co-ordinating laws, policies and initiatives within their own agencies' purview to ensure compliance with CEDAW and to better address the needs of women. Any instances of discrimination against women can be addressed under the relevant laws and regulations under the purview of the relevant agency. The Government does not hesitate to take necessary measures to address any practice of discrimination. This "whole-of-government" approach has served Singapore well.

42. As our approach to gender equality and public policy has always been to provide equal opportunities and equal access to fundamental resources for all, regardless of gender, and to effect policy changes and initiatives to benefit women through the IMC agencies, it follows that the budget for these initiatives is reflected under the individual government agency's budget.

## **CONSULTATION**

43. The OWD works closely with the Singapore Council of Women's Organisations (SCWO), the national co-ordinating body for local women's organisations, to enhance State and civil society collaboration on gender issues. The SCWO has 57 member organisations and collectively, they represent more than 90% of women's groups in Singapore.

44. Respective government agencies in-charge of specific areas of the Beijing Declaration and Platform for Action engage the relevant civil society organisations, the public and stakeholders in various ways. One example is the recent consultation on the Private Member's Bill on the Prevention of Human Trafficking proposed by Member of Parliament Mr Christopher de Souza in his private capacity. The consultation was launched on the REACH portal, Singapore Government's e-engagement platform, between 19 March 2014 and 18 April 2014. Six focus group sessions were also held between January 2014 and April 2014 to canvass the views of different stakeholders (e.g. a private session with NGOs) on different issues.

## **MAIN IN-COUNTRY, BILATERAL, SUB-REGIONAL AND/OR REGIONAL CO-OPERATION**

45. The OWD participates in regional meetings to share Singapore's experiences in women's empowerment. Singapore's participation can be observed in fora such as the APEC Women and the Economy Forum, East Asia Gender Equality Ministerial Meeting, ASEAN Ministerial Meeting on Women, ASEAN Committee on Women (ACW), ACW Plus Three<sup>21</sup>, International Forum on Women as well as various regional and international workshops, seminars and conferences.

46. Singapore hosted ACW in 2006, the APEC Gender Focal Point Network, APEC Women Leaders' Network as well as the Digital Economy on Women meetings in 2009, and more recently in November 2013, the ASEAN Plus Three Workshop on "Work-Life Harmony to Promote Women's Economic Participation", which was partially funded by the Japan-ASEAN Integration Fund (JAIF).

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<sup>21</sup> Plus Three refers to Japan, People's Republic of China and Republic of Korea.

47. Besides accession to the UN CEDAW in October 1995, Singapore has been a State Party to the UN Convention on the Rights of the Child (UNCRC) since October 1995. Singapore ratified the Optional Protocol to the UNCRC on the Involvement of Children in Armed Conflict on 11 December 2008 and acceded to the Hague Convention on Civil Aspects of International Child Abduction in December 2010. In July 2013, Singapore ratified the UN Convention on the Rights of Persons with Disabilities.

48. Singapore has been a member of the International Labour Organisation (ILO) since its independence in 1965. From 2008 to 2011, Singapore was the ASEAN Titular Member in the ILO Governing Body. To-date, Singapore is a party to 20 ILO Conventions which have entered into force. Singapore's Ministry of Manpower (MOM) and the ILO signed a two-year partnership agreement in 2011. The partnership agreement, which was renewed in 2014, aims to develop and implement a joint cooperation programme on progressive labour and workplace practices in the region. The first partnership agreement resulted in collaborations such as the ASEAN Workshop on Resolving Employment Disputes hosted by Singapore on 20 - 21 February 2013, amongst others.

49. Singapore has also been sharing our development experiences with developing countries primarily through the **Singapore Cooperation Programme (SCP)**. The SCP provides training to foreign government officials in areas such as education, public administration and governance, economic development, civil aviation, port management, disaster management and emergency preparedness and sustainable urban development. Since the SCP's inception in 1992, it has trained over 90,000 officials from more than 170 countries.

50. Below are examples of Singapore's contributions:

- i. We have been active in promoting the MDG on environmental sustainability and working with other countries to achieve its objectives. For instance, Singapore and China co-operated to build an Eco-City in Tianjin, intended as a model for sustainable development for replication in other parts of China.
- ii. Water will be a critical resource for all, including women, in the 21<sup>st</sup> century and we have identified it as an area for critical attention. Through events such as the Singapore International Water Week, the Lee Kuan Yew Water Prize, and the Institute for Water Policy, Singapore hopes to promote innovative solutions to address water challenges around the world. In August 2007, Singapore and the World Health Organisation (WHO) signed a partnership agreement to jointly promote the safe management of drinking water globally. In 2012, WHO inaugurated a Centre for Safe Drinking Water Management and Integrated Urban Water Management under the PUB, Singapore's National Water Agency. In 2013, at the 67<sup>th</sup> UN General Assembly, Singapore initiated the Resolution "Sanitation for All" to designate 19 November as "World Toilet Day" in order to raise awareness of sanitation as both a health and developmental issue. To demonstrate support for the MDG on water and sanitation, Singapore hosted the 14<sup>th</sup> United Nations Secretary-Generals' Advisory Board on Water and Sanitation (UNSGAB) Meeting in 2010, and the 22<sup>nd</sup>

Meeting in June 2014. PUB also works closely with the Asia Pacific Water Forum (APWF) and Asian Development Bank (ADB) to help the region work towards attaining the water and sanitation-related MDGs. Professor Tommy Koh (Ambassador-at-large, Ministry of Foreign Affairs) was the Chair of the APWF Governing Council from 2006-2013, while Professor Simon Tay (Chairman, Singapore Institute of International Affairs) is one of two current Vice-Chairs. PUB and the National Environment Agency (NEA) have been attending the East Asia Ministerial Conference on Sanitation and Hygiene (EASAN), a regional platform initiated by WHO to encourage and support countries to attain sanitation-related MDGs. This promotes shared commitments from countries around the region to develop and implement effective policies, programmes and partnerships on sanitation and hygiene.

- iii. Another initiative to help developing countries is the Initiative for ASEAN Integration (IAI), launched at the ASEAN Informal Summit in Singapore in 2000, to help narrow the development gap among ASEAN countries. The IAI is targeted at capacity building in Cambodia, Lao PDR, Myanmar and Viet Nam (CLMV), and covers areas such as human resource development, regional economic integration and tourism. To date, Singapore has trained close to 28,000 officials under the IAI.

## **CHALLENGES**

51. Like many countries, Singapore has our fair share of challenges. Our key challenges are:

- i. Achieving work-life harmony;
- ii. Managing changing expectations for marriage and family life; and
- iii. Empowering financially vulnerable older women.

52. Key strategies and programmes to address these challenges are explained in Section Two of this Report.

## **Section Two: Progress in the implementation of the critical areas of concern of the Platform for Action since 2009**

### **A. Women and Poverty**

53. Singapore's resources are finite. Our social security system is premised on individual responsibility as well as family and community support. One of our key considerations in formulating policies is that the policy should be sustainable over the long-term. Therefore in making financial assistance available, we seek to ensure that help is given to those who are genuinely in need, whilst not undermining the principles of self-help and family responsibility. Our help schemes are premised on need, and apply equally to women and men.

54. Launched in 2005, the Community Care Endowment Fund (ComCare) has been the main vehicle for the delivery of social assistance to needy Singaporeans regardless of gender. It supports Singaporeans (both men and women) who require additional assistance, over and above the support they have received in education, healthcare and other social transfers.

#### **a) ComCare Short to Medium-Term Assistance**

55. ComCare Short to Medium-Term Assistance provides assistance to households requiring temporary help because their members are either looking for work or are temporarily unable to work (e.g. due to illness and/or care-giving duties). Various forms of assistance are provided to applicants who meet the eligibility criteria depending on the needs of the household. Assistance includes a monthly cash grant to meet basic needs, vouchers for rental, utilities assistance, service and conservancy charges and transport needs, as well as subsidised medical treatment in public clinics and hospitals for the elderly or beneficiaries with chronic illnesses.

#### **b) ComCare Long-Term Assistance**

56. For needy Singaporeans who are permanently unable to work owing to old age, illness or disability, the ComCare Long-Term Assistance provides a monthly cash grant to meet their daily living expenses and medical assistance. Additional assistance is given to those with special needs in terms of recurring healthcare and hygiene consumables, such as adult diapers, and assistive equipment such as wheelchairs.

#### **c) Assistance to Pre-schoolers and School-going Children**

57. ComCare supports the developmental needs of children from lower-income families by providing an early start to pre-school education and supervision to primary school children while their parents work. Monthly subsidies are provided to children from lower income families in Kindergartens and Student Care Centres. A Start-up Grant to cover the initial costs of placing children in these centres (e.g. for uniforms, registration fees and insurance) may also be provided.

## **Workfare Income Supplement Scheme**

58. The Workfare Income Supplement<sup>22</sup> (WIS) Scheme was introduced in 2007 as a key feature of Singapore's social security system. It supplements the income and retirement savings of older lower-wage workers (both men and women) while encouraging work and individual effort.

59. In 2013, the following enhancements were made to the WIS Scheme<sup>23</sup>:

- i. Higher income cap of S\$1,900 per month<sup>24</sup> to benefit more lower wage workers;
- ii. Higher WIS payouts of up to S\$3,500<sup>25</sup>;
- iii. Higher proportion of WIS paid out in cash; and
- iv. Higher WIS payments to the CPF Medisave and Special Accounts.

## **Access to Savings and Credit Mechanisms and Institutions**

60. According to Doing Business 2014, data compiled by the International Finance Corporation and World Bank<sup>26</sup>, Singapore ranked 3<sup>rd</sup> out of 189 economies in terms of ease of getting credit for business. Women in Singapore are given equal access to economic resources, savings and credit mechanism and institutions as men.

## **B. Education and Training of Women**

61. As mentioned in Section One, the Government provides all Singaporean children equal access to quality education. The Compulsory Education Act ensures that Singaporean children have a common core of knowledge that will provide a strong foundation for further education and training, and a common educational experience to build national identity and cohesion. The Act requires all Singaporean children residing in Singapore who are of compulsory school-going age (i.e., above age six and below age 15) to be enrolled in a mainstream primary school and to complete their primary education, unless exempted. The penalty imposed on parents (or legal guardians of the child) for non-compliance under the Act includes monetary fines, or imprisonment, or both.

62. In addition to compulsory primary education which is typically for six years, every Singaporean child is given the opportunity to complete at least ten years of general education. The school system features a national curriculum, with national examinations at the end of the primary, secondary and junior college years. In recent years, we have moved towards a more flexible and diverse education system, aimed at providing students, both girls and boys, with greater flexibility and choice. Upon completion of their primary education, students can choose from a range of education institutions and programmes that cater to different strengths and interests.

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<sup>22</sup> <http://www.workfare.sg/>.

<sup>23</sup> [http://mycpf.cpf.gov.sg/Members/Gen-Info/WIS/WIS\\_Scheme](http://mycpf.cpf.gov.sg/Members/Gen-Info/WIS/WIS_Scheme).

<sup>24</sup> From S\$1,700 per month in 2010.

<sup>25</sup> From S\$2,800 in 2010. [http://mycpf.cpf.gov.sg/Members/Gen-Info/WIS/WIS\\_Scheme](http://mycpf.cpf.gov.sg/Members/Gen-Info/WIS/WIS_Scheme).

<sup>26</sup> <http://www.doingbusiness.org/data/exploreconomies/singapore>

To allow a greater range of student achievements and talents to be recognised, selected secondary schools, junior colleges, polytechnics and universities have the flexibility to admit a percentage of their intake using school-based criteria in the direct or discretionary admission exercises.

63. Vocational training programmes, ranging from engineering to technical courses, are offered to both Singaporean boys and girls at the Institute of Technical Education (ITE) and polytechnics.

### **Generous Expenditure on Education**

64. The Government's expenditure on education has increased over the years, from about S\$9 billion in FY 2009 to about S\$12 billion in FY 2013. The allocation of budget to education is ranked number two after defence<sup>27</sup>.

**Table 1: Expenditure on Education (FY 2009 – FY 2013)**

<b>Expenditure</b>	<b>FY 2009</b>	<b>FY 2010</b>	<b>FY 2011</b>	<b>FY 2012</b>	<b>FY 2013<sup>28</sup></b>
Actual Expenditure	S\$8,685 Million	S\$9,875 Million	S\$10,740 Million	S\$10,497 Million	S\$11,599 Million

### **Financial Assistance Schemes**

65. On top of the generous subsidies arising from generous government expenditure on education, there are financial assistance schemes that ensure that no Singaporean child, whether male or female, is denied an education due to financial difficulties.

66. Students from needy families can apply for the Ministry of Education Financial Assistance Scheme (MOE FAS). Under this scheme, students are granted waiver of school fees and part of the miscellaneous fees. For students at the primary and secondary level, they will receive free textbooks and uniforms, and for those at the Pre-University level, they will receive a fixed bursary sum. In addition, FAS recipients at the primary level will be given free breakfasts.

67. Needy students can also receive additional assistance and bursaries from schemes administered by their schools. On top of that, schools have been given Opportunity Fund grants to help needy students participate in enrichment programmes and buy personal computers.

68. For publicly-funded universities, polytechnics and ITE, the Government has financial assistance schemes in the form of bursaries, tuition fee loans and study loans. In addition, there are other financial assistance schemes offered by the tertiary institutions, foundations, private and professional organisations, and community groups.

<sup>27</sup>

[http://www.singaporebudget.gov.sg/data/budget\\_2014/download/FY2014\\_Analysis\\_of\\_Revenue\\_and\\_Expenditure.pdf](http://www.singaporebudget.gov.sg/data/budget_2014/download/FY2014_Analysis_of_Revenue_and_Expenditure.pdf)

<sup>28</sup> This is the revised estimated FY2013 expenditure. The actual expenditure will only be available in 2015.

69. To enhance the affordability of higher education for lower- and middle-income families, the Singapore Government, in the 2014 Budget has:

- Increased significantly the government bursary quanta for students taking courses in ITE, polytechnics, arts institutions and universities; and
- Raised the per capita monthly household income threshold for bursaries.

70. Introduced in 1993, the Edusave Scheme<sup>29</sup> also maximises educational opportunities for all Singaporean students by providing both students and schools with funds to pay for enrichment programmes, or to purchase additional resources. It also rewards students who perform well or make good progress in their academic and non-academic work. In particular, the Edusave Merit Bursary under the Edusave Scheme is awarded to students within the top 25% of each level in their schools and course, who meet the means-testing criterion based on gross household income.

### **Special Education**

71. Girls and women with disabilities are perceived and treated as equal members of Singapore's society. The policies and provisions for special education are guided by the children's needs, rather than by gender. The Government's goal is to enable children with disabilities by providing them with the most appropriate education, and to provide the holistic support and services they require for better access to learning. Although children with disabilities are exempted under the Compulsory Education Act from attending mainstream primary schools, those with mild disabilities are integrated within mainstream schools and almost all other children with disabilities benefit from education in special education schools. Additional resources are generously provided by the Government to both special education schools and mainstream schools to better support these children, regardless of gender.

### **Continuing Education and Training System**

72. The Singapore Workforce Development Agency (WDA) was established in September 2003 as a statutory board under the Ministry of Manpower (MOM) to enhance the competitiveness of Singapore workforce by encouraging individuals (regardless of gender) and employers to engage in continuing education and training. The Singapore Workforce Skills Qualifications (WSQ) system is a national credentialing system developed by WDA, in consultation with industry players, employers, unions and government agencies, to train, develop, assess and recognise individuals for key competencies. Currently, more than 450 Approved Training Organisations are accredited by WDA to provide WSQ training and assessment in more than 30 industry sectors/cross-industry skill areas. In 2013, WDA supported the training of about 300,000 individuals in WSQ training, of which 109,700 were females.

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<sup>29</sup> <http://www.moe.gov.sg/initiatives/edusave/>.

73. On 1 April 2013, MOM and WDA rolled out a 3-year programme known as “WorkPro” to support employers to improve workplace practices and enhance work-life harmony, to attract and retain back-to-work locals (including back-to-work women), as well as mature workers. As at December 2013, more than 700 companies were onboard the programme. More information about WorkPro is available on WDA’s website<sup>30</sup>.

### C. Women and Health

74. Singapore believes in ensuring quality and affordable basic medical services for all. MOH and its Statutory Boards regulate both public and private healthcare providers in Singapore. MOH promotes healthy living and preventive health programmes as well as the maintenance of high standards of living, clean water and hygiene to achieve better health for all. Our healthcare system is designed to ensure that everyone has access to different levels of healthcare in a timely, cost-effective and seamless manner. Owing to this, life expectancy at birth for women has increased from 83.7 years in 2009 to 84.6 years in 2013<sup>31</sup>; while maternal mortality rate was 3 per 100,000 live and still-births in 2013<sup>32</sup>, (among the lowest in the world).

**Table 2: Life Expectancy at Birth for Women/Maternal Mortality Rate (2009 – 2013)**

<b>Life Expectancy at Birth for Women/ Maternal Mortality Rate</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Life Expectancy at Birth (Years)	<b>83.7</b>	<b>84.0</b>	<b>84.1</b>	<b>84.3</b>	<b>84.6</b>
Maternal Mortality Rate (per 100,000 Live and Still Births)	<b>0</b>	<b>3</b>	<b>8</b>	<b>2</b>	<b>3</b>

75. To ensure that all our citizens have access to good and affordable healthcare, Singapore had committed more funds for healthcare and expenditure had increased from about S\$4 billion in FY 2009 to about S\$6 billion in FY 2013.

**Table 3: Expenditure for Healthcare (FY 2009 – FY 2013)**

<b>Expenditure For Healthcare</b>	<b>FY 2009</b>	<b>FY 2010</b>	<b>FY 2011</b>	<b>FY 2012</b>	<b>FY 2013<sup>33</sup></b>
Actual Expenditure	<b>3,631 Million</b>	<b>3,743 Million</b>	<b>3,942 Million</b>	<b>4,671 Million</b>	<b>5,808 Million</b>

<sup>30</sup> Website:

[http://www.wda.gov.sg/content/wdaweb/programmes\\_and\\_initiatives/WorkPro\\_Individual.html](http://www.wda.gov.sg/content/wdaweb/programmes_and_initiatives/WorkPro_Individual.html).

<sup>31</sup> Source: Singapore Department of Statistics (DOS)

([http://www.singstat.gov.sg/publications/publications\\_and\\_papers/births\\_and\\_deaths/lifetable08-13.pdf](http://www.singstat.gov.sg/publications/publications_and_papers/births_and_deaths/lifetable08-13.pdf))

<sup>32</sup> Source: Ministry of Health

([http://www.moh.gov.sg/content/moh\\_web/home/statistics/Health\\_Facts\\_Singapore/Population\\_And\\_Vital\\_Statistics.html](http://www.moh.gov.sg/content/moh_web/home/statistics/Health_Facts_Singapore/Population_And_Vital_Statistics.html))

<sup>33</sup> This is the revised estimated FY2013 expenditure. The actual expenditure will only be available in 2015.

## **Strengthening Preventive Programmes and Follow-Up**

76. The Government also pays special attention to women's healthcare needs eg subsidised breast and cervical cancer screenings.

### **a) Nutrition of Women in Preconception Period, During Pregnancy and Breastfeeding Period**

77. A multi-pronged approach is adopted to equip parents-to-be and parents with knowledge and skills on how to maintain healthy pregnancies and raise healthy children. This includes health education and health promotion programmes as well as supportive services. The integrated health promotion and healthcare services ensure that parents-to-be, new parents and children gain access to a holistic health education and healthcare services.

### **b) National Cervical Cancer Screening Programme<sup>34</sup>**

78. The national cervical cancer screening programme, known as the CervicalScreen Singapore, encourages women aged 25 years and above, who have ever had sex or are sexually active, to go for pap smears once every three years. Introduced in 2004, subsidised screening is available at all government clinics. Women receive reminders to go for screening under this programme. The subsidy is about 60% of the screening cost for Singaporeans. Since its inception till end of December 2013, 203,531 pap smear screens were conducted for women aged 25 and above.

### **c) National Breast Screening Programme<sup>35</sup>**

79. The BreastScreen Singapore (BSS) programme was launched by the Health Promotion Board (HPB) in 2002. Under this programme, all women aged 50 years and older are encouraged to go for a mammography every two years. If the mammography results are abnormal, BSS would inform the patient to seek treatment at selected restructured hospitals. Besides subsidised rates, women aged 50 to 69 years can use monies in their Medisave accounts to offset the cost of mammograms.

### **d) Women's Health Advisory Committee**

80. The Women's Health Advisory Committee (WHAC), set up in May 2012, works with the Health Promotion Board (HPB) to develop national initiatives to equip women with the knowledge and skills to look after their health at all stages of their life. With the help of experts and experienced advocates, a three-year roadmap has been developed to focus on three key areas: making cancer screening more affordable for low-income women, making health a priority for women in the workforce, and equipping women caregivers (aged 40 and older) with the necessary skills to take care of themselves and their dependants. Key initiatives include (i) the extension of HPB's Workplace Health Promotion Grant to fund health promotion activities (including breast and cervical cancer screening) for working women, (ii)

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<sup>34</sup> Source: Health Promotion Board (<http://www.hpb.gov.sg/HOPPortal/programmes-article/3342>)

<sup>35</sup> Health Promotion Board: <http://www.hpb.gov.sg/HOPPortal/programmes-article/3324>

partnership initiative with Breast Cancer Foundation (BCF) to offer fully subsidised breast cancer screening to lower income women and (iii) development of key educational resources and community workshops such as the Holistic Women's Health to help women adopt and maintain a healthy lifestyle for themselves and their family. To- date, WHAC has reached out to more than 200,000 women.

## **Sexuality Education**

81. Singapore believes that sexual health and education are closely intertwined, and should be inculcated from young.

82. The sexuality education curriculum implemented in schools helps students understand the physiological, social and emotional changes they experience, develop healthy and rewarding relationships, and make wise, informed and responsible decisions on sexuality matters. The programme is premised on the importance of the family as the basic unit of society, and respect for the values and beliefs of the different ethnic and religious communities on sexuality issues. The curriculum adopts a cross-curricular approach and delivers it through the main programme known as *The Growing Years*. Topics on prevention of sexual violence are taught through the sexuality education curriculum across the levels. Students are taught from primary level what sexual abuse is, and to protect themselves from sexual abuse both in real life and online, and to seek help from trusted adults.

83. Complementing the sexuality education programme is *eTeens* (Empowered Teenagers), an STIs/HIV prevention programme for 15- and 17-year old students. This co-curricular programme provides students with accurate information about STIs/HIV, and the effective modes of protection against infection. The programme promotes 'abstinence before marriage' as the best course of action for teenagers while also teaching them about correct and consistent condom usage. In addition, students are taught skills of assertiveness, negotiation and responsible decision-making to enable them to say no to sexual advances and negative peer pressure.

84. Using peer education as a strategy, HPB reaches out to youths in tertiary institutions. Since 2005, peer-led programmes such as "Project Prodigy" have equipped youths with the information and skills on HIV/AIDS prevention that will enable them to reach out to and educate their peers.

85. Teachers attend in-service workshops for the effective delivery of sexuality education programmes.

## **D. Violence Against Women (VAW)**

86. The Singapore Government does not condone nor tolerate any form of VAW. Singapore's strategy in tackling VAW is through (i) a robust legislative framework, (ii) a multi-stakeholder approach, (iii) training and professional competency, and (iv) public education. Singapore seeks to foster a violence-free environment through multi-agency collaborations, with government agencies working closely with non-governmental agencies and the community.

87. The legislation used to safeguard women and children against violence include the Women's Charter, the Children and Young Persons Act, and Penal Code.

#### **a. Women's Charter**

88. The Women's Charter (Cap. 353, 2009 Rev. Ed.) enacted in 1961, is the principal legislation to address family violence, including violence against women. Among its wide range of provisions, the Charter provides protection for family members from domestic violence and women and girls from sexual offences committed against them.

#### **b. Children and Young Persons Act (CYPA)**

89. The Children and Young Persons Act (Cap 38, 2011 Amendment), enacted in 1993, is the key legislation that provides for the care and protection of children and young persons (CYPs) below 16 years of age. The Act was amended in 2011 to provide greater protection for children, such as allowing the Protector to make inquiries where there is reasonable cause to believe that a child or young person is in need of care and protection, and safeguarding the identity of CYPs who are subject to an investigation or taken into care or custody under the Act. The amended CYPA requires all CYP Homes to be licensed to enhance the welfare, care and protection of CYPs in residential care.

#### **c. Penal Code**

90. Violence against women in general, whether within a family context or otherwise is also covered under the Penal Code. Chapter XVI of the Penal Code (Cap. 224, 2008 Rev. Ed.) criminalises acts affecting the human body i.e. those that cause death and physical harm, including grievous hurt, assault, sexual offences and wrongful confinement. Offences of this nature are considered very serious and usually carry hefty punishments to deter offenders and signal society's strong condemnation of such acts. For example, rape carries a penalty of imprisonment between 8 and 20 years and mandatory caning of at least 12 strokes. Additionally, assault or use of criminal force to outrage a person's modesty is a criminal offence under the Penal Code, as is using words or gestures intended to insult the modesty of a woman. The former offence is punishable with imprisonment for a term which may extend to two years, or with fine, or with caning, or any combination of such punishments; the latter offence is punishable with imprisonment for a term which may extend to one year, or with fine, or with both.

### **Measures to Prevent Violence**

91. In line with the multi-stakeholder approach, a key platform at the policy level for the management of family violence in Singapore is the **Family Violence Dialogue Group**, established in 2001. The Dialogue Group is jointly headed by the Ministry of Social and Family Development (MSF)<sup>36</sup> and the Singapore Police Force (SPF), and comprises the Courts, the Prisons, Ministry of Health (MOH), Ministry of

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<sup>36</sup> Known as Ministry of Community Development and Sports in 2001.

Education (MOE), Chairpersons of Regional Family Violence Working Groups, the National Council of Social Service<sup>37</sup>, and social service agencies. It is a strategic development and planning policy group to enhance provisions and services for families affected by violence.

92. The **Inter-Ministry Working Group on Child Protection (IWCP)** chaired by MSF is represented similarly by governmental agencies and representatives from the various sectors. The committee's composition was last reviewed in 2012 to allow for a wider and higher level of representation of stakeholders. The IWCP has policy planning and operational oversight on child protection matters.

93. At the operational level, the **National Family Violence Networking System (NFVNS)**, established in 1996, is a tight network of support and assistance. The island-wide networking system provides multiple access points for victims to obtain help. This system links the SPF, Prisons, hospitals, Family Service Centres<sup>38</sup> (FSCs), the Courts and MSF<sup>39</sup> for closer collaboration and networking, ensuring that agencies are clear about their roles and management of cases.

94. Since 2003, **six Regional Family Violence Working Groups**, led by non-government organisations (NGOs), have been harnessing community energy to spearhead and plan joint regional activities to raise awareness of family violence, examine new trends at the grassroots level, and seek new ways to help families affected by violence. The Working Groups include representatives from hospitals, SPF, crisis shelters, social service agencies, and FSCs. These Working Groups serve as a feedback channel for the Dialogue Group on gaps in provision of services for families affected by violence. The Working Groups have enhanced efforts in raising awareness, providing inter-agency training and projects development.

95. For workplace sexual harassment that does not involve a criminal breach, workers can seek redress directly from their management via the company's internal workplace grievance handling procedure or through their unions. They may also approach the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP)<sup>40</sup> for advice and assistance to promote fair employment practices and prevent discrimination at the workplace. The Protection from Harassment Act, once in force, will enhance the protection of persons against workplace sexual harassment.

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<sup>37</sup> The National Council of Social Service is an umbrella body for social service agencies in Singapore.

<sup>38</sup> FSCs are neighbourhood-based social work agencies.

<sup>39</sup> Known as Ministry of Community Development in 1996.

<sup>40</sup> A body set up by the Government, unions and employers.

## Programmes and Services for Victims of Violence

96. Programmes and services for victims of violence include:

- i. Hotline services such as ComCare Call<sup>41</sup>, an initiative of the Government, and helplines run by NGOs;
- ii. Crisis shelters, run by NGOs that receive partial funding from the Government, which provide women and their children with temporary accommodation, protection, practical assistance and emotional support;
- iii. Counselling and casework and information and referral services by FSCs; and
- iv. Other support services depending on the needs of the victim.

97. The Singapore Government, together with community funders, funds up to 99% of the FSC recurrent programme costs. Social workers at FSCs are trained to respond to crises involving victims of violence. The Government also provides funding on a per capita basis to shelters providing services to victims of violence.

98. Government funding is extended to social service agencies which specialise in family violence work, such as the Centre for Promoting Alternatives to Violence (PAVE), TRANS SAFE Centre and Care Corner Project StART. As a one-stop service, these specialist centres provide facilities for the application of Personal Protection Orders through video-conferencing, medical services, legal advice, casework management and counselling services.

99. New initiatives developed in 2012-2013 to enhance services and protection for individuals and families experiencing family violence include:

- i. The development of community-based child protection specialist agencies to manage moderate risk child protection cases within the community.
- ii. Funding of crisis beds in sheltered homes and adult disability homes for elderly and mentally incapacitated victims of abuse. The case worker in the homes works with community social workers to reintegrate the victims back to the community or transit them to longer-term institutions, as necessary.

## Training and Professional Competency

100. The effectiveness of Singapore's violence management system lies in the competency of its service providers. Awareness-raising, communications with various partners on information and the standard of care is achieved through a manual, "Integrated Management of Family Violence in Singapore", as well as regular networking events and meetings. MSF and the Singapore Police Force co-organise the **National Family Violence Networking Symposium** annually to strengthen partnerships between agencies for the learning and sharing of best practices in policy, practice and research on family violence.

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<sup>41</sup> Comcare Call, an initiative of the Government, is a 24-hour service which provides information and referral services to those in need of financial and social assistance, including victims who wish to be admitted to a crisis shelter.

101. A training framework has been developed by the Family Violence Dialogue Group for all professionals involved in family protection work. This ensures that all professionals such as social workers, healthcare officers, police officers have a training roadmap to effectively equip them with the relevant repertoire of specialised knowledge and skills.

102. With more transnational marriages and the increasing globalisation of our society, there are more clients with cross-cultural and multi-lingual issues. Singapore continues to build this sector’s capacity to handle such cases via training and services.

### **Mandatory Counselling Programme for Family Violence Cases**

103. Under the Women’s Charter, when making a Protection Order, the Court can order the perpetrator, victim and/or family members of a victim to attend counselling. The aim of the Mandatory Counselling Programme (MCP) is to rehabilitate the perpetrators and to support and protect victims and their children from violence. Under the Programme, families are referred to social service agencies for counselling. Currently, 40 social service agencies have been appointed and funded by MSF to provide mandatory counselling.

104. The recidivism rate for perpetrators who have undergone the MCP has been encouraging.

**Table 4: Recidivism Rate for Perpetrators Who Completed MCP (2007 – 2011 cohorts)**

<b>Recidivism Rate</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
Recidivism Rate for Perpetrators Who Have Undergone the MCP	1.5%	1.1%	2.6%	2.0%	1.8%

### **Public Education and Awareness on Violence**

105. Singapore recognises the importance of public awareness. Considerable effort is spent on awareness-raising, especially among vulnerable groups and key stakeholders, through multiple platforms such as television, print articles and campaigns. Examples include roadshows and television dramas on family violence, talks on dating violence to institutes of higher learning, a play on child abuse and family violence in primary schools and talks to faith-based organisations on how they can help those of their own faith overcome family violence.

106. Family violence public education materials such as posters, collaterals and pamphlets are developed for dissemination to various touch points such as schools, hospitals, clinics, community centres and self-help groups. Community agencies can tap on resources at no charge and distribute these materials at their premises and events.

107. Agencies under the Family Violence Dialogue Group and Regional Family Violence Working Groups (FVWGs) conduct **public education initiatives** on family violence annually. Such initiatives raise awareness on family violence and encourage help-seeking behaviour.

108. With growing emphasis on an evidence-based approach premised on sound research and knowledge in managing family violence, MSF<sup>42</sup> commissioned and led several key studies<sup>43</sup> to evaluate the effectiveness of its policies and practices. The findings have enabled service providers and policy-makers to fine-tune their practices to meet the needs of families affected by violence.

### **Trafficking In-Persons Taskforce**

109. Singapore adopts a coordinated whole-of-government multi-agency approach to vigorously enforce our laws against trafficking in persons (TIP). The Inter-Agency Taskforce on Trafficking in Persons was established in 2010 and is co-chaired by the MOM and MHA. It includes representatives from MSF<sup>44</sup>, MOH, AGC, MFA, MinLaw, SPF and the Immigration & Checkpoints Authority.

110. Through this Taskforce, Singapore's multi-pronged approach to combating TIP has been enhanced. Besides prevention through the proactive identification of potential trafficking victims, prosecution of perpetrators and protection of trafficked victims, the Government partners stakeholders such as Embassies, overseas police forces, NGOs and the media. One of the Taskforce's significant achievements was the launch of Singapore's National Plan of Action (NPA) against TIP in March 2012. The NPA sets out strategic outcomes and implementation plans to combat TIP over the next four years. The key objectives of this NPA are to strengthen Singapore's capabilities along the holistic "4 'P's" strategy of prevention, prosecution, protection and partnerships. Some of Singapore's plans, as set forth in the NPA, include the review of all legislation related to TIP.

### **Legislation to Address Trafficking-In-Persons (TIP)**

111. The Penal Code and Women's Charter include clauses for the prosecution of trafficking and smuggling in-persons, particularly girls and women. Examples of such provisions include:

- i. Section 140 of the Women's Charter, which prohibits a wide range of conduct, including the sale, hire or possession of women for the purpose of prostitution, and the procurement of women, the bringing into Singapore, receiving or harbouring of such procured women and the detention of women against their will;
- ii. Section 141 of the Women's Charter criminalises trafficking in women and girls;
- iii. Section 142 of the Women's Charter criminalises the act of bringing into or taking out of Singapore of women under false pretence, for the purpose of prostitution;
- iv. Section 146 of the Women's Charter criminalises persons living on or trading in prostitution;

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<sup>42</sup> Known as Ministry of Community Development and Sports in 2002.

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[http://app.msf.gov.sg/Portals/0/Summary/research/Protecting%20Families%20from%20Violence\\_The%20Singapore%20Experience\\_2009.pdf](http://app.msf.gov.sg/Portals/0/Summary/research/Protecting%20Families%20from%20Violence_The%20Singapore%20Experience_2009.pdf).

<sup>44</sup> Known as Ministry of Community Development, Youth and Sports in 2010.

- v. Section 370 of the Penal Code criminalises the buying or disposing of any person as a slave;
- vi. Section 371 of the Penal Code criminalises the habitual dealing in slaves;
- vii. Sections 372 and 373 of the Penal Code criminalise the selling and buying of minors for the purpose of prostitution;
- viii. Section 373A of the Penal Code criminalises the importation of women by fraud with intent that such women may be employed or used for prostitution;
- ix. Section 374 of the Penal Code criminalises unlawful compulsory labour; and
- x. Section 376B of the Penal Code criminalises commercial sex with minors under the age of 18 years.

112. The amendments to the CYPA in 2011 included enhanced penalties to better protect children and young persons against sexual exploitation. They came into force in July 2011 and include the following:

- i. The maximum penalty for sexual exploitation of a child or young person (section 7) was raised from 2 to 5 years' imprisonment for the first conviction, and from 4 to 7 years' imprisonment for the second or subsequent conviction, and/or a maximum fine of S\$10,000 (previously S\$5,000) for the first conviction and S\$20,000 (previously S\$10,000) for the second or subsequent conviction;
- ii. The maximum penalty for the unlawful transfer of possession, custody or control of a child (section 12), was raised from imprisonment for a term not exceeding 4 years and a fine not exceeding S\$10,000 or to imprisonment for a term not exceeding 5 years and/or a fine not exceeding S\$10,000;
- iii. The maximum penalty for the importation of the child or young person (section 13), was raised from 4 to 5 years' imprisonment and/or a maximum fine of S\$10,000.

113. Besides the legislation mentioned above, clauses in the Employment of Foreign Manpower Act (EFMA) and the Employment Agencies Act (EAA) and subsidiary legislation were amended in November 2012 to include new offences to stamp out the collection of employment kickbacks and to tackle shell companies that hire workers and release them with no actual employment, with tougher penalties that partly address potential labour TIP offences.

114. Notwithstanding the slew of existing legislation that covers trafficking issues, Singapore plans to enact a dedicated Prevention of Human Trafficking Act to criminalise exploitation in the form of sex, labour and organ trafficking. The Prevention of Human Trafficking Act, once in force, will equip agencies with the necessary intervention levers to combat TIP offences. It will also adopt the definition of TIP used in the UN TIP Protocol and provide a framework for appropriate penalties that reflects the severity of TIP offences. In March - April 2014, the TIP

Taskforce conducted a series of public consultations on the proposed legislation to seek public feedback and to raise awareness on the issues of TIP<sup>45</sup>.

115. Singapore remains committed to combating this heinous crime and will not tolerate any form of syndicated or organised activity related to TIP. Investigations commence immediately if there are indications of such activity. Singapore also continues to offer care services to victims regardless of gender and to take strong enforcement actions against offenders.

## **Public Awareness on TIP**

116. The TIP Taskforce has raised awareness of the issue of TIP through public messaging<sup>46</sup> in both broadcast (e.g. TV programmes such as *CrimeWatch*), and print media (e.g. the Straits Times and local magazines). The TIP Taskforce launched an S\$80,000 TIP Public Awareness Grant in 2013 to encourage organisations and individuals to take a firm stand against TIP and help raise public awareness on this issue. This grant supported initiatives such as a roving photography exhibition “Bought and Sold: Voices of Human Trafficking” and an outdoor sports event organised by EmancipAsia, seminars and conferences for businesses organised jointly by the Singapore Committee for UN Women and the Humanitarian Organisation for Migration Economics (HOME), and two public seminars on labour and sex trafficking organised by the National University of Singapore and the Singapore Management University respectively. The Taskforce launched a second tranche of the TIP Public Awareness Grant of S\$80,000 in March 2014.

## **E. Women in Armed Conflict**

117. This is not applicable to Singapore.

## **F. Women and the Economy**

118. Singapore’s labour policies seek to create a flexible labour market - one that offers work opportunities, with fair and progressive employment practices. It is a delicate balance between protecting employee’s interest while not undermining the viability of companies and organisations. We have ratified the International Labour Organisation Convention No. 100 on Equal Remuneration.

119. In 2013, the female labour force participation rate (LFPR) was 58.1%.<sup>47</sup> Although the female LFPR rate still lagged behind that of males (75.8%), the gap has narrowed. In 2003, the corresponding LFPR was 76.1% for males and 50.9% for

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[https://www.reach.gov.sg/YourSay/EConsultationPaper/tabid/103/Default.aspx?ssFormAction=\[\[ssEConsult\\_PAPER\]\]&pid=\[\[147\]\]](https://www.reach.gov.sg/YourSay/EConsultationPaper/tabid/103/Default.aspx?ssFormAction=[[ssEConsult_PAPER]]&pid=[[147]])

<sup>46</sup> <http://www.mom.gov.sg/Documents/press-releases/2013/Annex%20-%20Efforts%20made%20by%20Taskforce%20in%202012.pdf>

<sup>47</sup> Source: *Key Indicators*, Department of Statistics (<http://www.singstat.gov.sg/stats/keyind.html#emp>).

females<sup>48</sup>. Women have made great inroads into previously male-dominated professions such as the legal, engineering, medicine and accounting professions. Women also made up an increasing proportion of employers in Singapore – 30% in 2013, up from 20% in 2003<sup>49</sup>.

**Table 5: Resident Female LFPR and Employment Rate (2009 – 2013) (June)**

<b>Resident Female LFPR and Employment Rate</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
LFPR of women aged 15 and over	55.2%	56.5%	57.0%	57.7%	58.1%
LFPR of women in prime working ages of 25 to 54	73.5%	74.4%	75.7%	76.6%	77.1%
LFPR of women aged 55 to 64	42.1%	44.7%	47.8%	49.7%	52.4%
Employment rate of women aged 15 and over	51.6%	54.0%	54.5%	55.3%	55.6%
Employment rate of women in prime working ages of 25 to 54	69.4%	71.7%	73.0%	74.0%	74.3%
Employment rate of women aged 55 to 64	40.1%	43.4%	46.3%	48.1%	50.9%

120. The Government, together with the labour unions, has implemented job assistance programmes, including job preparation and skills training workshops, to facilitate and equip stay-at-home mothers and older female jobseekers to re-enter the workforce.

121. In maintaining harmonious industrial relations, the Government adopts a two-pronged strategy, by providing an appeal channel for employees covered by the Employment Act for unfair dismissals and promoting fair employment practices, to achieve a more holistic and sustainable solution.

122. To promote the adoption of fair, responsible and progressive employment practices, the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) was set up in 2006<sup>50</sup>. Members of this Alliance are drawn from employers, workers, unions and the Government to promote **and facilitate the adoption of fair, responsible and progressive employment practices across industries.**

<sup>48</sup> **Source:** Table 2 (Key Characteristics of Resident Labour Force), *Report on Labour Force 2012*, Ministry of Manpower ([http://www.mom.gov.sg/Documents/statistics-publications/manpower-supply/report-labour-2012/mrsd\\_2012LabourForce.pdf](http://www.mom.gov.sg/Documents/statistics-publications/manpower-supply/report-labour-2012/mrsd_2012LabourForce.pdf)).

<sup>49</sup> **Source:** Table 45 (Employed Residents Aged Fifteen Years and over by Employment Status and Sex, 2002 - 2012), *Report on Labour Force in Singapore 2012*, Ministry of Manpower.

<sup>50</sup> The Alliance was first set up as the Tripartite Alliance for Fair Employment Practices in 2006 to promote fair employment practices. With effect from 1 April 2014, it has been renamed the Tripartite Alliance for Fair and Progressive Employment Practices and its scope has expanded to cover progressive employment practices such as work-life harmony, flexible work arrangements and age management.

## **Guidelines on Fair Employment Practices**

123. TAFEP issued the Tripartite Guidelines on Fair Employment Practices to help employers recruit based on objective criteria and adopt fair employment processes which give employees, regardless of gender, equal opportunities for growth and development based on merit. Job seekers or workers who face discrimination in job searches or at the workplace can approach TAFEP for advice and assistance.

## **Promoting Work-Life Harmony**

124. For women already in the workforce, the Government is committed to working with partners to implement effective and practical work life strategies and initiatives to help them better manage work and family commitments.

125. As mentioned in the section on Education and Training, the Government introduced WorkPro in 2013 to promote the adoption of flexible work arrangements (FWAs) to build progressive workplaces, job redesign and to support the employment of mature workers and back-to-work locals. Under this programme, S\$170 million was made available to companies over a period of 3 years. Specifically, the Work-Life Grant under WorkPro provides funding of up to S\$160,000 to help employers implement FWAs and other work-life practices.

126. The Tripartite Committee (TriCom) on Work-Life Strategy comprising members from various government agencies, unions and employers was set up to promote work-life harmony by encouraging employers to adopt FWAs. FWAs serve to enhance employees' abilities to manage their work and family responsibilities and to improve business performance through better talent attraction and employee engagement.

127. The TriCom organises the biennial Work-Life Excellence Award and Work-Life Conference to recognise employers who are forerunners in the area of work-life harmony as well as bring together thought leaders in this area to share their expertise with other employers. The TriCom will be organising a week-long Work-Life Campaign this year to increase the awareness of the benefits of FWAs. In conjunction with the campaign, the TriCom will also be issuing a Tripartite Advisory on FWAs which will serve as a guide to employers in implementing FWAs.

128. To encourage more private-sector companies to embrace work-life harmony, the Government works closely with the Employer Alliance Committee under TAFEP to promote the business case for workplace flexibility and build capability in implementing FWAs. TAFEP offers work-life resources, development forums, research, case studies and consultation to its 2,000 members.

129. The National Trades Union Congress Women's Development Secretariat (NTUC WDS) has been organising FWA workshops for management and supervisors to equip them with the know-how of implementing and managing employees on FWAs. NTUC WDS, in partnership with TAFEP, also launched the Best Companies for Mums Contest in March 2013 as part of International Women's Day Celebrations. The contest spotlights outstanding examples of pro-family

companies and showcases best FWA practices. The same contest was held for the second year in March 2014 with new sub category awards.

130. Besides engaging employers, the Government also provides individuals and families with easy access to Family Life Education programmes and resources through 'FamilyMatters!'. This is done by working with schools, employers, businesses and community partners to bring marriage, work-life and parenting programmes to families. These programmes equip families with the skills and knowledge to enhance the quality of family life.

131. Working parents are eligible for a range of parenthood leave benefits. These include maternity, paternity, shared parental leave, child care and infant care leave. In particular, paternity and shared paternal leave were introduced in 2013 to further support fathers in raising and caring for their child. For more information on the schemes, please refer to <http://www.heybaby.sg/mppackage.html>.

132. To help women balance their family and work responsibilities, Singapore is expanding access to quality and affordable child care with the aim of providing a child care place for one in two children by 2017.

### **Women's Business Networks**

133. The number of women-only professional and business networks is growing. Of the 57 affiliates of the SCWO, more than 10 of them are business and professional women's organisations.

### **Supporting Entrepreneurship**

134. The business environment in Singapore provides strong support for entrepreneurship. The pipeline of women entrepreneurs has strengthened in recent years, with more of them gaining a strong foothold in the local start-up scene. Some of these entrepreneurs include Ms Lim Qing Ru, a founding member of a 7-year old live chat website, Zopim, which had been acquired by US-based customer support company, Zendesk, for S\$30mil, and Ms Pranoti Nagarkar Israni, founder of Zimplistic, which created Rotimatic, the world's first robotic cooking technology for flatbread. In addition, since the ACE Start-up scheme<sup>51</sup> was launched in 2010, more than 30% of the start-ups supported have been founded or co-founded by women.

### **Women and Innovative Economy**

135. Women in Singapore have made significant contributions to scientific research and development. There has been an increase in the proportion of female research scientists and engineers – 28.1% in 2012<sup>52</sup>, compared to 24.1% in 2005. Of significance, since 2005, the rate of increase in the number of female research scientists and engineers has consistently outpaced that of their male counterparts. Between 2011 and 2012, the number of female research scientists and engineers

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<sup>51</sup>The ACE Start-up grant provides funding support to entrepreneurial Singaporeans who want to take their first step in starting up differentiated businesses.

<sup>52</sup> *National Survey of Research and Development in Singapore, 2012*, Agency for Science, Technology and Research (A\*Star).

grew faster at 4.0%, compared to males at 1.4%. Some examples of illustrious female research scientists and engineers in Singapore include:

- Dr Lisa Ng, a virologist credited with developing diagnostic kits to detect the SARS-coronavirus which causes the Severe Acute Respiratory Syndrome (SARS) as well as the Avian Influenza H5N1 virus. Dr Ng's research was especially crucial during the 2003 SARS crisis which affected Asia;
- Assistant Prof Cheek Chit Fang, Principal Investigator at IFOM, was appointed to head the IFOM-p53 Joint Research Laboratory (JRL)<sup>53</sup> in March 2011. She was among the first recipients of A\*STAR's National Science Scholarships in 2001, and her research focuses on exploring various therapeutic strategies that exploit the defects in DNA repair in cancer cells. Currently, she also holds an Adjunct Assistant Professorship at NUS;
- Prof Jackie Ying, a nanotechnology scientist, who established new frontiers in nanotechnology research. Recognised as one of the "One Hundred Engineers of the Modern Era" by the American Institute of Chemical Engineers in 2008, she was named one of the "Great Women of our Time" by the Singapore Women's Weekly. In 2013, she was elected as a Materials Research Society Fellow, and was selected as the Inaugural Inductee in the Singapore Women's Hall of Fame, launched by the Singapore Council of Women's Organisations in 2014;
- Dr Yeo Sze Ling, a research scientist at A\*STAR Institute for Infocomm research, clinched the Her World Young Woman Achiever 2013 Award. Dr Yeo developed glaucoma as a child and lost her eyesight when she was four. Nonetheless, she graduated with three university degrees and is the first visually challenged person in Singapore to pursue Mathematics up to a doctoral level<sup>54</sup>;
- Dr Juliana Chan, an A\*STAR research fellow, was conferred the nation's highest accolade for youth, the Singapore Youth Award (SYA) on 27 Jun 2013<sup>55</sup>. Dr Chan was also an honouree awardee in the Medical Innovation category of The Outstanding Young Persons Singapore Awards 2013<sup>56</sup>;
- Dr Melissa Fullwood, Dr Quek Su Ying and Dr Karen Crasta, all A\*STAR scholars, were the only Singaporeans amongst 16 bright young scientists from around the world to receive the 2013 Singapore National Research Foundation Fellowship Award<sup>57</sup>
- Dr Li Jingmei, post-doctoral research fellow at A\*STAR Genome Institute of Singapore, was awarded a fellowship by the UNESCO-L'Oreal

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<sup>53</sup> A collaboration between the Italian FIRC Institute of Molecule Oncology (IFOM) and A\*STAR p53 Laboratory, the JRL was IFOM's first international outpost and A\*STAR's first joint laboratory with an academic institute.

<sup>54</sup> <http://www.i2r.a-star.edu.sg/news/her-world-young-woman-achiever-2013-award-yeo-sze-ling>

<sup>55</sup> The SYA committee cited Dr Chan's scientific achievements and contributions to the Asian scientific community by raising the profile of scientists in Asia as reasons for her award.

<sup>56</sup> The award recognises up to 10 outstanding Singaporean young professionals who exemplify the best attributes of young people in their chosen fields.

<sup>57</sup> Selected out of a total of 142 applications by the NRF Fellowship Interview Panel, they received research funding on top of salary support over five years to pursue cutting-edge research in Singapore.

International Fellowships Programme for Young Women in Life Sciences<sup>58</sup> in 2014. She is a breast cancer researcher and one of the 15 women scientists around the world to receive the award; and

- Dr Wan Yue, an A\*STAR Genome Institute of Singapore fellow, was the first Singaporean to receive the Branco Weiss Fellowship<sup>59</sup> in 2014. She is one of the first scientists to develop a high throughput approach to study RNA shapes in microorganisms.

136. Singapore places great emphasis on developing infocommunications capability and knowledge in our people. We achieved a mobile phone penetration rate of 156% in 2013<sup>60</sup>. In 2013, 87% of our households<sup>61</sup> and 86% of businesses<sup>62</sup> had broadband Internet access. Under the iN2015 Education and Learning plan, the Government aims to meet the diverse needs of learners in Singapore through the innovative use of infocommunications<sup>63</sup>. This includes raising the levels of the use of information and communications technology (ICT) for learning and teaching in all schools by embedding ICT into the curriculum and assessment. In 2013, women made up 29% of IT professionals in Singapore<sup>64</sup>.

137. Our women have made significant inroads in innovative technologies. One example is Ms Olivia Lum, Group President & CEO of Hyflux Ltd in the area of water technology innovation. Hyflux membrane products and systems are installed in over 400 locations globally, contributing to water solutions world-wide. Ms Lum was named the Ernst & Young World Entrepreneur of the Year 2011 from among 49 economy finalists, becoming the first woman to win the **award in the 11<sup>th</sup> year of the competition.**

138. Other women holding key positions in the ICT industry in Singapore include:

- Ms Chua Sock Koong, Group Chief Executive Officer, Singapore Telecommunications Limited;
- Ms Karen Kooi Lee Wah, Chief Executive Officer, M1 Limited;
- Ms Jeann Low, Group Chief Financial Officer, Singapore Telecommunications Limited;
- Ms Wu Choy Peng, Group Chief Information Officer, Singapore Telecommunications Limited; and

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<sup>58</sup> The UNESCO- L'Oreal International Fellowships programme supports women researchers around the world, aiming to advance women's contribution to science and pay tribute to exceptional women scientists.

<sup>59</sup> The Branco Weiss Fellowship is given by Swiss-based 'Society in Science' philanthropic organisation.

<sup>60</sup> <http://www.ida.gov.sg/Infocomm-Landscape/Facts-and-Figures/Telecommunications#1>

<sup>61</sup> <http://www.ida.gov.sg/Infocomm-Landscape/Facts-and-Figures/Infocomm-Usage-Households-and-Individuals#2b>

<sup>62</sup>

<http://www.ida.gov.sg/Infocomm-Landscape/Facts-and-Figures>  
[http://www.ida.gov.sg/-/media/Files/Infocomm%20Landscape/Facts%20and%20Figures/SurveyReport/2013/InfocommUsage\\_Survey%202013%20public%20report.pdf](http://www.ida.gov.sg/-/media/Files/Infocomm%20Landscape/Facts%20and%20Figures/SurveyReport/2013/InfocommUsage_Survey%202013%20public%20report.pdf)

<sup>63</sup>

[http://www.ida.gov.sg/-/media/Files/Infocomm%20Landscape/iN2015/Reports/03\\_Education\\_and\\_Learning.pdf](http://www.ida.gov.sg/-/media/Files/Infocomm%20Landscape/iN2015/Reports/03_Education_and_Learning.pdf)

<sup>64</sup> <http://www.ida.gov.sg/Infocomm-Landscape/Facts-and-Figures/Infocomm-Manpower#3>

- Ms Tan Yen Yen, Senior Vice President, Applications Asia Pacific at Oracle Corporation.

## **G. Women in Power and Decision-Making**

139. Singapore actively supports women’s participation in decision-making positions. Under Singapore’s labour laws, there are no restrictions on women joining trade unions or holding office in the union. Neither do unions adopt discriminatory policies or practices to restrict women’s participation in leadership positions or in the decision making process.

140. The Monetary Authority of Singapore (MAS) revised the Code of Corporate Governance in 2012 and included the requirement that the composition of the Board and its board committees provide diversity on skills, experience, **gender** and knowledge of the company. Under the Singapore Exchange Limited (SGX) Listing Rules, listed companies have to comply with the Code or explain any deviation therefrom.

### **Women in Politics**

141. Women in Singapore are able to choose whether to enter politics. The various political parties in Singapore consciously and continually seek out suitable women candidates. Women occupy 25 out of 99 seats (25.3% of total)<sup>65</sup> in the Singapore Parliament. This percentage exceeds the Inter-Parliamentary Union’s world average of 21.8%<sup>66</sup>. While we have made progress, there is still more that we can learn from other countries on how to encourage women to participate in politics. The Government is optimistic that as Singaporean women become more educated, more will consider entering politics. Such a change takes time, and Singapore remains committed to this long-term effort.

**Table 6: Women Representation in Parliament (2009 – 2013)**

<b>Representation in Parliament</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Women Representation in Parliament	22	22	24	24	25
%	<b>23.4%</b>	<b>23.4%</b>	<b>24.2%</b>	<b>24.2%</b>	<b>25.3%</b>

### **Women in the Civil Service and Judiciary**

142. In the Singapore Public Service, women are appointed to leadership and decision-making positions based on the principles of equal opportunity and meritocracy. These principles also apply to selection for talent and leadership development programmes in the public sector. The Public Service Division of the Prime Minister’s Office ensures that there is no structural gender bias in our policies

<sup>65</sup> Information as at end December 2013, comprising elected Members of Parliament (MPs), Non-Constituency Members of Parliament (NCMPs) and Nominated Members of Parliament (NMPs).

<sup>66</sup> Both houses combined as of 1 September 2014 (<http://www.ipu.org/wmn-e/world.htm>).

and programmes. Candidates, both men and women, are nominated and selected for such programmes based on their performance and leadership potential. As part of these talent and leadership development programmes, officers are given equal access to a core set of developmental initiatives that include milestone courses and mentorship/ coaching programmes at various stages of their careers to better prepare them for their roles and responsibilities.

143. Table 7 shows the number of women in the Civil Service and Judiciary from 2009 to 2013.

**Table 7: Women in Civil Service and the Judiciary (2009 – 2013)**

<b>Categories of Representation</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
No. of women in Civil Service	41,774 (56.3%)	42,802 (56.4%)	44,079 (56.8%)	45,626 (56.9%)	46,346 (56.9%)
No. of women in Division 1 and Superscale categories	24,244 (62.4%)	25,196 (62.7%)	26,035 (63.5%)	28,288 (63.3%)	29,584 (63.4%)
Women PS	6 (30%)	6 (27.3%)	6 (27.3%)	6 (28.6%)	6 (30.0%)
Women DS	7 (25.9%)	8 (26.7%)	8 (27.6%)	9 (30.0%)	11 (33.3%)
Women Judges in Supreme Court	3 (16.7%)	3 (16.7%)	3 (17.6%)	3 (18.8%)	2 (11.1%)
Women Judicial Officers <sup>67</sup> in State Courts	38 (50.7%)	39 (51.3%)	40 (48.8%)	49 (50.5%)	50 (52.1%)
Women Judicial Officers <sup>68</sup> in Supreme Court	10 (43.5%)	12 (44.4%)	15 (55.6%)	14 (48.3%)	17 (50.0%)

### **Women's Register**

144. The Women's Register, established by the Singapore Council of Women's Organisations (SCWO), is a platform for mentoring, networking, education and volunteerism. It aims to assist women, 18 years and above, who would like to gain:

- New connections in both the social and professional arenas;
- Support and guidance from other empowered women;
- Involvement in the community via volunteerism.

145. As at 31 December 2013, the Women's Register had more than 250 professional women in its database.

<sup>67</sup> Judicial Officers in the State Courts concurrently hold the appointments of District Judge and/or Magistrate, Coroner, Registrar/Deputy Registrar.

<sup>68</sup> Includes the Registrar, Deputy Registrar, Senior Assistant Registrars and Assistant Registrars.

## BoardAgender

146. BoardAgender is another initiative of SCWO. Launched in 2011, its aims are to provide a forum to facilitate greater awareness and understanding of the benefits of gender balanced business, and encourage and enable more women to contribute their expertise in the boardroom and in committees.

147. Events organised by BoardAgender include talks and seminars by successful women as role models and organisations that have built the right culture for women to thrive and reach their fullest potential. Besides talks and seminars, another key initiative is the “100 BoardAgender Champions” campaign, which recognises the contributions of female talent in the work place and the advancement of women into the ranks of senior leadership roles and into the boardroom.

## Women’s Participation in the Community

148. More Singapore women are now actively involved in the grassroots movement, engaging residents from all walks of life to stay active in the community. The profile of these female grassroots leaders is varied – from young women, housewives, and working professionals to businesswomen.

**Table 8: Female Grassroots Leaders (2009 – 2013)**

<b>Female Grassroots Leaders</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Number of Female Grassroots Leaders	12,112 (40.7%)	12,798 (41.4%)	13,346 (42%)	13,574 (42%)	14,981 (43.4%)

149. The Individual Giving Survey carried out by National Volunteer & Philanthropy Centre (NVPC) once in 2 years, found that the female volunteerism rate had increased from 19% in 2008 to 33% in 2012.

150. The NVPC organises the President’s Volunteerism & Philanthropy Awards (PVPA) to honour those who have set excellence benchmarks to encourage the spirit of giving in Singapore. Since the inaugural PVPA in 2012, two women, Ms Jennie Chua and Dr Oon Chiew Seng, were conferred the Special Recognition Award<sup>69</sup> in 2012 and 2013 respectively. Ms Chua is well known for her extensive involvement in community work as Chairman of Community Chest, and Dr Oon was recognised for her efforts in setting up Apex Harmony Lodge, Singapore’s first nursing home for dementia patients. In 2013, “Beautiful People” won the President’s Award for Volunteerism (Informal Group)<sup>70</sup>. The volunteers or “Big Sisters” of Beautiful People build relationships with teenage girls, with the aim of becoming trusted friends and positive influences in their lives.

<sup>69</sup> This award is conferred by the office of the President of the Republic of Singapore to deserving winners for their sustained outstanding and exemplary contributions to the non-profit sector and to society. Nominations for this award are by invitation only.

<sup>70</sup> This award serves to recognise informal groups that have contributed to the community through volunteerism resulting in positive and sustainable social change.

## **H. Institutional Mechanism for the Advancement of Women**

151. As mentioned in Section One of this Report, Singapore has two main national entities overseeing women-related matters – the IMC on CEDAW and OWD.

### **I. Human Rights of Women**

152. Basic human rights and fundamental freedoms are guaranteed by the Constitution of Singapore. They are:

- i. Protection from the deprivation of one's life or liberty save in accordance with the law;
- ii. Prohibition of slavery and forced labour;
- iii. Protection against retrospective criminal laws and repeated trials;
- iv. Equality before the law and equal protection of the law for all;
- v. Prohibition of banishment and freedom of movement;
- vi. Freedom of speech, assembly and association;
- vii. Freedom of religion; and
- viii. Equal rights to education.

153. Since our accession to CEDAW, Singapore has submitted four reports to the UN Committee on the CEDAW, in January 2000, April 2001, November 2004 and November 2008 respectively, and one interim report in December 2013.

154. On 19 November 2012, Singapore, together with other ASEAN Member States, affirmed our commitment to advance the promotion and protection of human rights in the region by adopting the ASEAN Human Rights Declaration. In so doing, we also reaffirmed the importance of ASEAN's efforts in promoting human rights, including the Declaration of the Advancement of Women in the ASEAN region and the Declaration on the Elimination of Violence Against Women in the ASEAN Region.

155. Singapore has also participated in initiatives on the human rights of women under the ambit of the ASEAN Inter-governmental Commission on Human Rights (AICHR). For instance, Singapore participated in the AICHR Regional Workshop on Human Rights-based Approach to Combat Trafficking in Persons, Especially Women and Children held in Manila on 27 – 28 November 2013. Singapore also attended the Workshop on Women, Peace and Security in ASEAN held in Manila on 9 – 10 December 2013. More recently, Singapore attended the AICHR Regional Workshop on the Promotion of Maternal Health and Reduction of Maternal Mortality: Meeting the UN Millennium Development Goal 5 in the context of the ASEAN Community held in Manila on 28 – 29 March 2014.

156. Singapore is represented on the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC), which is an inter-governmental body to promote the rights of women and children. The Terms of Reference (TOR) of the ACWC were endorsed at the 15<sup>th</sup> ASEAN Summit in

October 2009<sup>71</sup>. The Singapore Government Representatives to the ACWC are Dr Aline Wong<sup>72</sup> (for women's rights) and Mr Koh Choon Hui<sup>73</sup> (for children's rights). As an initiative of our ACWC Representatives, Singapore hosted and funded a training course for 20 frontline ASEAN social workers who work with women and children victims of violence on 8 – 10 April 2014 at the Social Service Institute. The ACWC had also met civil society organisations and ASEAN sectoral bodies on 19 February 2014 to discuss the implementation of the Declaration on the Elimination of Violence Against Women and the Elimination of Violence Against Children in ASEAN, which was adopted by the ASEAN Leaders at the 23<sup>rd</sup> ASEAN Summit.

## **J. Women and the Media**

157. The Media Development Authority of Singapore (MDA) sets clear guidelines in its content codes that disallow the perpetuation of gender stereotypes and sexually-discriminating values. In the case of broadcast media, the guidelines state that programmes should not make careless discriminating references to any class or group of people, whether based on race, gender, disability or occupational status. In addition, the guidelines require broadcasters to exercise sensitivity and avoid humour that offends good taste and decency. This includes jokes based on gender, among others.

158. Stronger portrayals of sexual violence on broadcast media and film are only allowed at a higher rating of M18<sup>74</sup> if justified by context. Besides context guidelines that safeguard the interests of women, MDA also supports programmes that raise awareness of issues women face, e.g. women and their work environment, women and their families and traditions etc. Some examples of these programmes are:

### **a) Aura (Aura)**

Telecast in 2011, this 8-episode documentary series looks at the traditional beauty norms, costumes, food and practices in Asian countries such as Korea, India, Taiwan, Thailand and Singapore.

### **b) Marry Me**

The light-hearted drama, aired in 2013, discusses the reasons why women are choosing to marry late or even choosing to stay single. Through stories of three single women in their late-thirties (i.e. the workaholic, the pretty and prideful, and the inferior), viewers gain deeper insights on relationships and marriage.

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<sup>71</sup> Source: [http://www.asean.org/images/2012/Social\\_cultural/ACW/TOR-ACWC.pdf](http://www.asean.org/images/2012/Social_cultural/ACW/TOR-ACWC.pdf)

<sup>72</sup> Dr Wong's tenure is from 7 April 2010 to 6 October 2014.

<sup>73</sup> Mr Koh's tenure is from 7 April 2010 to 7 April 2016.

<sup>74</sup> With the exception of certain categories of videos, all films and videos distributed and exhibited in Singapore have to be submitted for classification and certification under the Films Act. The Mature 18, or M18, classification is for films suitable for viewers aged 18 and above as they have mature themes more suitable for young adults.

### c) **Achamillai Achamillai (No Fear)**

A 12-episode talk show, aired in 2014, featured local women who excelled in various fields like sports, business, media despite challenges and struggles in their personal and work-life.

159. The Advertising Standards Authority of Singapore (ASAS), through the Singapore Code of Advertising Practice (SCAP), stipulates that all advertisements should be legal, decent, honest and truthful. All advertisements are to uphold societal shared values, including community support and respect for the individual. All persons, regardless of gender, should be portrayed in a manner that is respectful of their dignity. No one is to be depicted as a commodity or an object.

### K. **Women and the Environment**

160. Singapore's efforts at sustainable development, which include policies to build and maintain good environmental outcomes, impact all residents, including women, and are guided by the following three principles:

- i. **Long-term integrated planning.** Policies ranging from energy to transportation and waste management are developed with a long-term and holistic perspective of Singapore's needs and circumstances.
- ii. **Pragmatism and cost-effectiveness.** A pragmatic and cost-effective approach is adopted to achieve the twin-goals of promoting economic growth and maintaining a good environment. Measures that are necessary to achieve long-term goals are adopted even if they incur costs in the short-term. However, we pace the implementation and provide help to temper and soften these short-term costs to businesses and individuals.
- iii. **Flexibility.** The challenge to maintain economic growth and a good environment will span many decades. We have to remain nimble and adjust flexibly to changes in technology and in the global environment.

161. Several Singaporean women have risen to leadership positions in their work and contributions in the area of sustainable environment. In the public sector, two of the top four leaders in our Ministry of the Environment and Water Resources are women – the Ministry's Second Minister and its Deputy Secretary. Two of the three Deputy Secretaries of the Ministry of National Development are women. The Chairman of our National Environment Agency and the Chief Executive Officer of our Housing and Development Board are also women. Beyond the Singapore Civil Service, Singaporean women like Dr Geh Min, Ms Isabella Loh, Ms Claire Chiang and Ms Olivia Lum have worked tirelessly and made tremendous contributions to environmental sustainability.

### L. **The Girl Child**

162. Please see Section D.

163. There had been no child labour cases charged under the Employment Act between 2009 and 2013.

## **MEASURES TO MITIGATE GLOBAL ECONOMIC AND FINANCIAL CRISIS**

164. The economic crisis in late 2008 - 2009 was one of the most severe economic crises since World War II. The Government implemented a major fiscal package – the Resilience Package – in response to this crisis.

165. The S\$20.5 billion Resilience Package<sup>75</sup> aimed to save jobs, help companies stay afloat, prepare the country to emerge with strength when the global economy recovered and to enhance the country's capabilities and competitiveness for the long term.

166. These measures were not gender specific and benefit citizens as a whole. For instance, households were given additional means-tested cash payouts (GST Credits) to help them cope with cash-flow problems arising from unemployment or reduced incomes. These did not depend on the gender of the recipient. The Jobs Credit scheme, which is a measure to encourage businesses to preserve jobs in the downturn by providing a cash grant of 12% of the first S\$2,500 of the wages of each employee, is similarly not dependent on gender.

167. The economy rebounded strongly in 2010.

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<sup>75</sup> [http://www.mof.gov.sg/budget\\_2009/resilience.html](http://www.mof.gov.sg/budget_2009/resilience.html).

### **Section Three: Data and Statistics**

168. Singapore has a decentralised statistical system. The Department of Statistics (DOS) and Research and Statistics Units (RSUs) in various government ministries and statutory boards collect, analyse and publish data pertaining to subject matters under their purview. DOS also takes on the role as the national statistical co-ordinator. This approach effectively meets users' needs for comprehensive economic and social statistics and is in line with our IMC on CEDAW framework.

169. Data, including sex-disaggregated data, is collected, compiled and analysed by each IMC member organisation. The OWD collates the data from the IMC as well as public sector agencies and publishes the data on the Ministry's website. This core set of indicators is listed in **Annex A**.

170. In addition, periodic DOS publications, such as the Yearbook of Statistics Singapore, Population Trends, Singapore Census of Population and General Household Survey, also provide key economic and social indicators.

#### **Collection and Compilation of Minimum Set of Gender Indicators Agreed by the UN Statistical Commission in 2013**

171. Singapore is committed to the collection and compilation of essential gender statistics that will guide our policy and programme formulation and review. Many of the 52 indicators identified by the UN Statistical Commission are collected regularly – see **Annex B**.

#### **Collection of Data on the Situation of Particular Groups of Women**

172. As Singapore is a city state, data collection on rural women and indigenous women is not applicable. Processes are in place to collect data on older women such as demographics on elderly residents, labour force participation rate and employment rate. The number of female patients with AIDS/HIV is also tracked.

173. Data on persons with disabilities is collected through various government and voluntary welfare organisations' schemes and services for persons with disabilities.

## **Section Four: Emerging priorities**

174. Singapore's immediate key priorities in further advancing our efforts in gender equality and women's empowerment include improving the level of women's representation on corporate boards, providing remedies under the Protection from Harassment Act as well as preparing to enact the Prevention of Human Trafficking Act in collaboration with a Member of Parliament.

175. In Singapore, women continue to be under-represented on boards of SGX-listed companies. A study by the Diversity Task Force regarding women on boards (DTF)<sup>76</sup> reveals that as at April 2013, only 8.3% of director positions (i.e. directorships) were held by women. The percentage of all-male boards among SGX-listed companies was 57%. There is also low awareness about the importance and benefits of gender diversity among SGX-listed companies. Although gender diversity on boards of SGX-listed companies is improving, it is at a slow rate and timely intervention is needed.

176. There are multiple causes for the low gender diversity, and these causes are complex and inter-linked. Part of the challenge relates to demand factors, ranging from the lack of awareness about the importance of gender diversity, to over-reliance on personal networks to source for directors and looking for candidates with past board experience. Another challenge relates to supply factors, where some women who are capable of serving on boards do not do so due to a mix of reasons such as family responsibilities or being uncertain of how their skill sets fit the needs of the boards.

177. In April 2014, the DTF launched its report<sup>77</sup> detailing ten recommendations to improve low gender diversity on boards. One of the recommendations called for the establishment of a Diversity Action Committee (DAC) comprising senior stakeholders from the public, people and private sectors to facilitate the implementation of the DTF's recommendations. Work is underway to set up the DAC.

178. The Protection from Harassment Act was passed in Parliament on 13 March 2014. The legislation, once in force, will enhance the protection of persons against harassment and related anti-social behaviour such as cyber bullying, stalking and sexual harassment both within and outside the workplace. The legislation sets out criminal sanctions and provides a range of self-help and civil remedies. Enhanced penalties will be provided for repeat offenders. Civil remedies include actions for damages and protection orders.

179. Discussions are underway to examine how Singapore could contribute to the strengthening of gender equality and women's empowerment in the post-2015 development agenda. Singapore notes that some of the MDGs may not be fulfilled by 2015 and that a time-extension would be appropriate for countries to fulfill some of these goals. Singapore welcomes and supports the UN's development of Sustainable Development Goals (SDGs) which are targeted for adoption by 2015. In

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<sup>76</sup> Formed in late 2012 to examine the state of gender diversity on boards in Singapore, as well as its impact on corporate performance and governance.

<sup>77</sup> The Report can be downloaded from

<http://app.msf.gov.sg/ResearchRoom/GenderDiversityonBoardsABusinessImperative.aspx>.

Singapore's view, the SDGs should have poverty reduction and sustainable development at its centre and like the MDGs, should converge around a single clear set of practical and quantifiable goals.

180. The Singapore Government is committed to ensuring that men and women are given equal opportunities in all spheres and are assessed solely on the basis of meritocracy. In addition, we remain committed to achieving goals set at the BDPA and to our obligations under CEDAW.

181. Moving forward, the Government will continue to foster strategic collaborations with relevant partners to equip women with the necessary skills and knowledge to fulfil their aspirations and multiple roles in our society in the next 3 to 5 years and in the post-2015 development agenda.

## **CORE SET OF INDICATORS FOR MONITORING PROGRESS OF GENDER EQUALITY IN SINGAPORE**

### **Singapore's Demography**

- United Nations Human Development Report: Gender Inequality Index (GII)
- United Nations Human Development Report: Human Development Index (HDI)
- World Economic Forum Global Gender Gap Index
- Resident Population
- Sex Ratio (No. of Males/ 1000 Females)
- Resident Population Above 65 years old

### **Education & Training Statistics**

- Literacy rate

### **Pre-University Enrolment Statistics**

- Full-time ITE students
- Full-time Polytechnic students

### **University Enrolment (1st degree only and includes degree courses under National Institute of Education)**

- University Enrolment
- Accountancy Students
- Business Students
- Computing/Information Technology Students
- Engineering Students
- Science Students

### **University Graduates**

- University Graduates by cohort
- Accountancy Graduates
- Business Graduates
- Computing/Information Technology Graduates
- Engineering Graduates
- Science Graduates

### **Women and the Economy**

- Labour Force Participation Rate
- Median Gross Monthly Income From Work
- Employed persons aged 15 and over earning Gross Monthly Income of S\$2,500 and above
- Labour Force Participation Rate of Married Persons
- Employees aged 15 and over in the workforce (employed residents)
- Full-Time Employees aged 15 years and over
- Part-time Employees aged 15 years and over
- Senior officers in Civil Service (Division I & Superscale)
- Managers, Professionals, Work Proprietors, Technicians and Associate Professionals

- Clerical, Service & Sales Workers
- Production Craftsmen, Related Workers, Plant and Machine Operators, Cleaners and Others
- IT professionals
- Employers
- Gender wage gap
- Gender Wage Differential in Managerial, Professional and Service & Sales Jobs
- Unemployed persons

### **Health Statistics**

- Life Expectancy at birth
- Infant Mortality Rate (per 1,000 resident live births)
- Under-Five Mortality Rate
- Maternal Mortality Ratio (MMR)
- Patients with HIV/AIDS
- Patients with AIDS
- Drug Abusers
- Young Women (aged 18-29 years old) who smoked daily

### **Women in Decision-Making positions**

- Principals
- Permanent Secretaries in Civil Service
- Deputy Secretaries in Civil Service
- Ministers
- Elected Members of Parliament (MPs)
- NMPs and NCMPs in Parliament
- Members of Parliament
- Judges

### **Volunteerism**

- Women Volunteers Serving in Grassroots Organisations under People's Association
- Volunteerism rate

### **The Girl-Child**

- Cases charged for child labour under the Employment Act

### **Family Services**

- Child care centres, places offered and children placed

### **Public and Social Assistance**

- Heads of Households on Public Assistance

**COLLECTION AND COMPILATION OF MINIMUM SET OF GENDER  
INDICATORS AGREED BY THE UN STATISTICAL COMMISSION IN 2013**

**I. Economic structures, participation in productive activities and access to resources**

<b>S/N</b>	<b>Indicator</b>	<b>Availability</b>	<b>Frequency of Collection</b>	<b>Remarks</b>
1	Average number of hours spent on unpaid domestic work by sex Note: Separate housework and childcare if possible	No	-	Data not tracked.
2	Average number of hours spent on paid and unpaid work combined (total work burden), by sex	Partial	Yearly	Data on average usual hours worked per week is available.
3	Labour force participation rates for 15-24 and 15+, by sex	Yes	Yearly	
4	Proportion of employed who are own-account workers, by sex	Yes	Yearly	
5	Proportion of employed who are working as contributing family workers, by sex	Yes	Yearly	
6	Proportion of employed who are employer, by sex	Yes	Yearly	
7	Percentage of firms owned by women, by size	No	-	
8	Percentage distribution of employed population by sector, each sex	Yes	Yearly	
9	Informal employment as a percentage of total non agricultural employment, by sex	No	-	Data not tracked.
10	Youth unemployment by sex	Yes	Yearly	

<b>S/N</b>	<b>Indicator</b>	<b>Availability</b>	<b>Frequency of Collection</b>	<b>Remarks</b>
11	Proportion of population with access to credit, by sex	No	-	Only data on the number of government-supported loans made to enterprises is available. It is not practical in our local context to collect information on all loans.
12	Proportion of adult population owning land, by sex	Not applicable	-	Data is not relevant to our local context as Singapore's laws relating to the ownership of properties do not disallow nor discriminate against women owning properties.
13	Gender gap in wages	Yes	Yearly	
14	Proportion of employed working part-time, by sex	Yes	Yearly	
15	Employment rate of persons aged 25-49 with a child under age 3 living in a household or with no children living in the household, by sex	No	-	Data not tracked.
16	Proportion of children under age 3 in formal care	Yes	Yearly	Data on children who are Singapore residents is collected.
17	Proportion of individuals using the Internet, by sex	Yes	Yearly	
18	Proportion of individuals using mobile/cellular telephones, by sex	Yes	Yearly	

<b>S/N</b>	<b>Indicator</b>	<b>Availability</b>	<b>Frequency of Collection</b>	<b>Remarks</b>
19	Proportion of households with access to mass media (radio, TV, Internet), by sex of household head	No	-	

## **II. Education**

<b>S/N</b>	<b>Indicator</b>	<b>Availability</b>	<b>Frequency of Collection</b>	<b>Remarks</b>
20	Literacy rate of persons aged 15-24 years old, by sex	Yes	Yearly	
21	Net enrolment ratio in primary education by sex	Yes	Yearly	
22	Gross enrolment ratio in secondary education, by sex	Yes	Yearly	
23	Gross enrolment ratio in tertiary education, by sex	Yes	Yearly	
24	Gender parity index in enrolment at primary, secondary and tertiary levels	Yes	Yearly	
25	Share of female science, engineering, manufacturing and construction graduates at tertiary level	Yes	Yearly	
26	Proportion of females among tertiary education teachers or professors	Yes	Yearly	
27	Net intake in first grade of primary education, by sex	Yes	Yearly	
28	Primary education completion rate, by sex	Yes	Yearly	
29	Graduation from lower secondary education, by sex	No	-	Not applicable in Singapore's context.

S/N	Indicator	Availability	Frequency of Collection	Remarks
30	Transition rate to secondary education, by sex	Yes	Yearly	
31	Education attainment of population aged 25 and over, by sex	Yes	Yearly	Data pertains to resident non-student population aged 25 years and over.

### III. Health and related services

S/N	Indicator	Availability	Frequency of Collection	Remarks
32	Contraceptive prevalence among women who are married or in a union, aged 15-49	No	-	Contraceptives are easily accessible in Singapore. Singapore's Total Fertility Rate was 1.19 in 2013.
33	Under-five mortality rate, by sex	Yes	Yearly	
34	Maternal mortality ratio	Yes	Yearly	
35	Antenatal care coverage	No	-	Good quality antenatal care (both in public and private sectors) is easily accessible to women.
36	Proportion of births attended by skilled health professionals	Yes	Yearly	
37	Smoking prevalence among persons aged 15 and over, by sex	Yes	3-Yearly	
38	Proportion of adults who are obese, by sex	Yes	3-Yearly	
39	Women's share of population aged 15-49 living with HIV/AIDS	Yes	Yearly	
40	Access to anti-retroviral drug, by sex	No	-	People living with HIV/AIDS, regardless of gender, have access to anti-retroviral drugs.

<b>S/N</b>	<b>Indicator</b>	<b>Availability</b>	<b>Frequency of Collection</b>	<b>Remarks</b>
41	Life expectancy at age 60, by sex	Yes	Yearly	
42	Adult mortality by cause and age groups	Yes	Yearly	
43	Adolescent fertility rate	Yes	Yearly	The adolescent birth rate refers to the number of resident births per thousand females aged 15-19 years.

#### **IV. Public Life and Decision-Making**

<b>S/N</b>	<b>Indicator</b>	<b>Availability</b>	<b>Frequency of Collection</b>	<b>Remarks</b>
44	Women's share of government ministerial positions	Yes	Yearly	
45	Proportion of seats held by women in national parliament	Yes	Yearly	
46	Women's share of managerial positions	Yes	Yearly	Data on share of females among occupational groups e.g. Managers & Administrators, Professionals, is available.
47	Percentage of female police officers	Yes	Yearly	
48	Percentage of female judges	Yes	Yearly, and as when there is a change	

## V. Human Rights of Women and Girl children

S/N	Indicator	Availability	Frequency of Collection	Remarks
49	Proportion of women aged 15-49 subjected to physical or sexual violence in the last 12 months by an intimate partner	No	-	Data on sexual offences and outrage of modesty as classified under the Penal Code is available, but there is difficulty in differentiating between intimate and non-intimate partners.
50	Proportion of women aged 15-49 subjected to physical or sexual violence in the last 12 months by persons other than an intimate partner	No	-	Data on sexual offences and outrage of modesty as classified under the Penal Code is available, but there is difficulty in differentiating between intimate and non-intimate partners.
51	Prevalence of female genital mutilation/cutting (for relevant countries only)	-	-	-
52	Percentage of women aged 20-24 years old who were married or in a union before age 18	No	-	

## LIST OF ABBREVIATIONS

ACW	ASEAN Committee on Women
ACWC	ASEAN Commission on the Promotion and Protection of the Rights of Women and Children
A*Star	Agency for Science, Technology and Research
ADB	Asian Development Bank
AGC	Attorney-General's Chambers
AICHR	ASEAN Inter-governmental Commission on Human Rights
AMLA	Administration of Muslim Law Act
APWF	Asia Pacific Water Forum
ASAS	Advertising Standards Authority of Singapore
ASEAN	Association of Southeast Asian Nations
BCF	Breast Cancer Foundation
BDPA	Beijing Declaration and Platform for Action
BSS	BreastScreen Singapore
CDCA	Child Development Co-Savings Act
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CLMV	Cambodia, Lao PDR, Myanmar and Viet Nam
ComCare	Community Care Endowment Fund
CPF	Central Provident Fund
CYPs	Children and Young Persons
CYPA	Children and Young Persons Act
DAC	Diversity Action Committee
DOS	Department of Statistics
DTF	Diversity Task Force regarding women on boards
EAA	Employment Agencies Act
EASAN	East Asia Ministerial Conference on Sanitation and Hygiene
EFMA	Employment of Foreign Manpower Act
<i>eTeens</i>	Empowered Teenagers
FAS	Financial Assistance Scheme
FDWs	Foreign Domestic Workers
FSCs	Family Service Centres
FVWGs	Family Violence Working Groups
FWAs	Flexible Work Arrangements
FWs	Foreign Workers
FY	Financial Year
GII	Gender Inequality Index
HDI	Human Development Index
HOME	Humanitarian Organisation for Migration Economics
HPB	Health Promotion Board
IAI	Initiative for ASEAN Integration
ICT	Information and communications technology
ILO	International Labour Organisation

IMC	Inter-Ministry Committee
ITE	Institute of Technical Education
IT	Information Technology
IWCP	Inter-Ministry Working Group on Child Protection
JAIF	Japan-ASEAN Integration Fund
JRL	Joint Research Laboratory
LFPR	Labour Force Participation Rate
MAS	Monetary Authority of Singapore
MCCY	Ministry of Culture, Community and Youth
MCI	Ministry of Communications and Information
MCP	Mandatory Counselling Programme
MDA	Media Development Authority of Singapore
MDGs	Millennium Development Goals
MFA	Ministry of Foreign Affairs
MHA	Ministry of Home Affairs
MINDEF	Ministry of Defence
MinLaw	Ministry of Law
MMR	Maternal Mortality Ratio
MND	Ministry of National Development
MOE	Ministry of Education
MOE FAS	Ministry of Education Financial Assistance Scheme
MOH	Ministry of Health
MOM	Ministry of Manpower
MPs	Members of Parliament
MSF	Ministry of Family and Social Development
MUIS	Majlis Ugama Islam Singapura
NCMPs	Non-Constituency Members of Parliament
NEA	National Environment Agency
NFVNS	National Family Violence Networking System
NGOs	Non-government Organisations
NMPs	Nominated Members of Parliament
NPA	National Plan of Action
NTUC WDS	National Trades Union Congress Women's Development Secretariat
NUS	National University of Singapore
NVPC	National Volunteer & Philanthropy Centre
OWD	Office for Women's Development
PAVE	Centre for Promoting Alternatives to Violence
POCs	Points of Contacts
RSUs	Research and Statistics Units
SCAP	Singapore Code of Advertising Practice
SCP	Singapore Cooperation Programme
SCWO	Singapore Council of Women's Organisations
SDGs	Sustainable Development Goals
SGX	Singapore Exchange Limited
SPF	Singapore Police Force
STIs/HIV	Sexually Transmitted Infections/ Human Immunodeficiency Virus

SYA	Singapore Youth Award
TAFEP	Tripartite Alliance for Fair and Progressive Employment Practices
TIP	Trafficking in Persons
TOR	Terms of Reference
TriCom	Tripartite Committee
UNCRC	UN Convention on the Rights of the Child
UNSGAB	United Nations Secretary-Generals' Advisory Board on Water and Sanitation
VAW	Violence Against Women
WDA	Singapore Workforce Development Agency
WHAC	Women's Health Advisory Committee
WHO	World Health Organisation
WIS	Workfare Income Supplement
WLEA	Work-Life Excellence Award
WSQ	Workforce Skills Qualifications