

**SINGAPORE'S THIRD PERIODIC REPORT  
TO THE  
UN COMMITTEE FOR THE CONVENTION  
ON THE  
ELIMINATION OF ALL FORMS OF  
DISCRIMINATION  
AGAINST WOMEN**

Ministry of Community Development, Youth and Sports  
Republic of Singapore  
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MINISTRY OF COMMUNITY DEVELOPMENT, YOUTH AND SPORTS  
REPUBLIC OF SINGAPORE

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## **FOREWORD**

I am pleased to present Singapore's third periodic report on the United Nations Convention on the Elimination of All Forms of Discrimination against Women.

Significant legislation and policies have been reviewed and revised to improve the position and rights of women in Singapore. Chief among these is the Constitutional Amendment in May 2004 to accord the same citizenship rights to the children of Singaporean women as for Singaporean men. Another significant policy change is the equalisation of benefits of the current medical scheme in the Civil Service for male and female officers. Singapore also ratified ILO Convention 100 on Equal Remuneration in May 2002 to affirm its commitment to equal pay for equal work.

As part of our continuing commitment to the Convention and to better address the needs of women in Singapore, the Ministry of Community Development, Youth and Sports has set up the Women's Desk. This is our national women's machinery which serves as the national focal point on gender policy matters and international cooperation pertaining to women. The Women's Desk will adopt the many helping hands approach to work with Voluntary Welfare Organisations (VWOs), Non-Governmental Organisations (NGOs), the people sector and the private sector to enhance the status of women in Singapore.

Even while we continue to pay attention to the rights of women in laws and policies, we recognise that an important challenge facing women and men of the 21<sup>st</sup> century is the balancing of their work-life commitments. We want to ensure that both women and men are given resources to strike a rewarding balance, and that men are also given more opportunities to be active and involved fathers, husbands, brothers and sons.

Our detailed elaboration of our progress is contained in this Report, with the main highlights in the Executive Summary. We remain committed to the Convention and the interests of women in Singapore.

Mrs Yu-Foo Yee Shoon  
Minister of State  
Ministry of Community Development, Youth and Sports

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## **EXECUTIVE SUMMARY**

This third Report to the United Nations (UN) Committee on the Elimination of Discrimination against Women (the Committee) covers the developments that facilitate the progress of women in Singapore during the time frame of 2000 to 2004.

The Republic of Singapore acceded to the UN Convention on the Elimination of All Forms of Discrimination against Women (the Convention) on 5 October 1995. The Convention came into force for Singapore on 4 November 1995.

In accordance with Article 18 of the Convention, Singapore submitted its Initial Report to the Secretary-General of the UN, for consideration by the Committee, in November 1999. The Initial Report covered the time frame of 1995 to 1997. Singapore submitted its Second Periodic Report in 2001. The Second Periodic Report covered the time frame of 1997 to 2000.

### **Significant Developments since 2000**

Since 2000, the Government has made significant strides forward in the advancement of women's issues and rights in Singapore. The key developments are highlighted below and will be further elaborated in the Report.

Overall, the Singapore Government's goal for gender equality remains unchanged - equal opportunities for men and women on the basis of meritocracy. Built upon that is the availability of fundamental resources such as education and healthcare for all its citizens in order that men and women have the same opportunities to pursue their personal goals and gain equal access to all spheres in society.

### **Establishment of National Women's Machinery**

The Ministry of Community Development, Youth and Sports (formerly known as the Ministry of Community Development and Sports) has set up the Women's Desk to serve as Singapore's national women's machinery. The Women's Desk, set up in May 2002, acts as the national focal point on gender policy matters and for international cooperation pertaining to women. The Women's Desk is the Secretariat to the Inter-Ministry Committee on CEDAW which monitors Singapore's implementation of the Convention. The Women's Desk also works with local women's groups to address women's issues.

### **Change in Citizenship Law**

Previously, a child who was born overseas could acquire Singapore citizenship by descent only if his or her father was a Singaporean. For a child born overseas to a Singaporean mother and a non-Singaporean father, the child could only acquire Singapore citizenship by registration upon the application of its mother.

However, in April 2004, the Singapore Parliament passed a bill to amend the Constitution of the Republic of Singapore to allow overseas-born children to acquire Singapore citizenship by descent from their Singaporean mothers. Hence, Article 122 of the Constitution of the Republic of Singapore is now gender neutral in that where a child is born on or after 15 May 2004, he/she shall be a citizen of Singapore by descent if at the time of his/her birth, either his/her father or mother is a citizen of Singapore, by birth, registration or descent.

### **More Women in Politics**

The Government, under the new Prime Minister Mr Lee Hsien Loong, made a significant advancement forward for women in politics when he recently appointed three women political office-holders as part of his team in August 2004. The three women are Mrs Lim Hwee Hua, Minister of State for Finance and Transport (two portfolios), Mrs Yu-Foo Yee Shoon, Minister of State for Community Development, Youth and Sports and Dr Amy Khor, Mayor of Southwest Community Development Council. He followed this by publicly urging more women to step forward to take part in the local political scene, adding that he was particularly happy to have more women in his team.

There has been a two-fold increase in the number of female Members of Parliament (MPs) and Nominated Members of Parliament (NMPs) in this reporting period compared to the previous reporting period. As at September 2004, 10 out of the 84 elected MPs are women and 5 out of the 9 NMPs are women, compared to the 4 out of 83 elected MPs and 2 out of 9 NMPs who are women as at June 1999.

### **Equal Pay for Equal Work**

The Government recognises that men and women have the right to equal remuneration and to equal treatment in respect of work of equal value. Since the last reporting period, in May 2002, Singapore has ratified a key

ILO Convention – Convention 100 on Equal Remuneration to signify its commitment to equal pay for equal work.

Following the ratification of ILO Convention 100, the 3 key partners concerned with the labour force, namely, the Ministry of Manpower (MOM), the National Trades Union Congress and the Singapore National Employers Federation, issued a Tripartite Declaration on Equal Remuneration for Men and Women Performing Work of Equal Value on 6 November 2002, affirming their commitment to the principle embodied in the said Convention and declaring that this principle will be incorporated into future collective agreements in support of the Convention. In this regard, employers and unions have been requested to incorporate an appropriate "equal remuneration clause" in their collective agreements as and when the agreements are due for renewal.

In 2003, the average monthly earnings of females was 72% per cent that of the males. While the overall figure has remained unchanged since the previous reporting period, female employees within the age group of 25-29 years earned more than males in occupations such as managers, technicians and associate professionals. Where the wages of female employees are lower than their male counterparts, this is due mainly to the tendency for females to disrupt their employment to attend to childcare and household responsibilities, hence reducing their years of service and experience.

### **Equalising Medical Benefits for Civil Servants**

Under the current medical scheme, male civil servants can claim medical benefits for themselves and for their dependants, while their female counterparts can only claim medical benefits for themselves. With effect from 1 January 2005, the medical benefits for female civil servants on the current medical scheme, namely, the Medisave-cum-Subsidised Outpatient (MSO) scheme, will be equalised so that they are treated no differently from the male civil servants. This will facilitate greater sharing of care giving responsibilities between married couples. Female officers on the MSO scheme can claim medical benefits for their unmarried children below the age of 18 years and for their spouses. The MSO scheme was implemented in 1994 and is the current medical benefits scheme for civil servants, and on which all newly appointed officers are placed. Female officers who are on the older medical benefits schemes will also be able to claim these benefits for their unmarried children below the age of 18.



### **New Package of Measures to Support Parenthood**

A new package of measures to boost Singapore's total fertility rate and support parenthood was recently announced in August 2004. The measures take a holistic and coherent approach to help both mothers and fathers, have and raise children. The measures include longer maternity leave, childcare leave for both parents, infant care subsidies and financial support for the family. These measures enable parents to strike a better balance between work and family life, pursue a range of childcare options and ease the overall financial costs on the family. As important, the childcare leave for both parents is a step in the right direction to encourage active parenting by both father and mother.

### **Removal of Intake Quota for Female Medical Students**

A one-third quota on the intake of female medical students at the National University of Singapore (NUS) was introduced in 1979. This was because comparatively, more female doctors left the workforce prematurely or switched to part-time work.

In recent years, however, the attrition rate for female doctors has decreased substantially, and is only slightly higher compared to the attrition rate for male doctors. Hence, the intake quota was lifted with effect from academic year 2003. Now, both men and women have equal opportunity to read medicine at NUS based on their individual merit.

### **Compulsory Primary School Education**

To achieve the twin objectives of imparting our children with a common core of knowledge and skills, and providing a common educational experience, the Government has made six-year primary school education in national schools compulsory. This took effect with the cohort entering Primary One in 2003. In making primary school education compulsory, Singapore has in effect implemented Goal 2 of the UN Millennium Development Goals, i.e. to achieve universal primary education for boys and girls.

### **Engaging Men and Boys in the Promotion of Gender Equality**

The Association of Devoted and Active Family Men (ADAM) was registered in 2004. Its goal is to raise awareness on men's responsibilities and roles in society - as fathers, husbands and individual members of the family. This complements the efforts by the Centre for Fathering,

Singapore. Registered in 1999, the Centre for Fathering champions the role of responsible fatherhood in Singapore by inspiring and equipping young fathers to be more involved in the lives of their children.

## **Consultation**

In the preparation of this Report, the input of relevant government ministries and agencies have been sought in order to give a comprehensive update on the developments concerning women during the current reporting period.

In addition, input was sought from the women's bodies in Singapore, particularly from the Singapore Council of Women's Organisations (SCWO), which is the umbrella body for women's groups, the Women Integration Network (WIN) under the People's Association (PA) and the National Trades Union Congress (NTUC) Women's Committee<sup>1</sup>, as well as other women's groups. A session was also jointly organised by the Women's Desk and SCWO on 20 October 2004 for the women's groups to be consulted and kept abreast of the contents of the Report before submission to the UN.

## **Format of the Report**

The present Report is structured such that each Part and its Articles correspond to the way they are set out in the Convention. The headings for the Articles are also borrowed from their description in the 'Contents' section of the Convention. For ease of reference, each Article is quoted before the Report in relation to it.

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<sup>1</sup> A description of these three women's organisations can be found in Chapter 7 (Political and Public Life) of this Report.

## **PART I**

### **Article 1**

#### **Discrimination**

*For the purposes of the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.*

- 1.1 Article 12 of the Singapore Constitution enshrines the principle of equality of all persons before the law. This principle continues to be upheld.
- 1.2 Men and women continue to be equally valued in Singapore and the Government does not make a distinction between the sexes in terms of preferring one gender over the other. Both genders are given equal opportunities to exercise their fundamental freedoms in the political, economic and social spheres.

## Article 2

### Policy Measures

*States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:*

- (a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;*
- (b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;*
- (c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;*
- (d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;*
- (e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;*
- (f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;*
- (g) To repeal all national penal provisions which constitute discrimination against women.*

### Achievements

- 2.1 Several important policies have been reviewed during the current reporting period in the interests of women and men. The policies have been adjusted to take into account changes in circumstances in Singapore society.

#### New Nationality Law

- 2.2 Previously, a child who was born overseas could acquire Singapore citizenship by descent only if his or her father was a Singaporean. For a child born overseas to a Singaporean mother and a non-

Singaporean father, the child could only acquire Singapore citizenship by registration upon the application of its mother.

- 2.3 However, in April 2004, the Singapore Parliament passed a bill to amend the Constitution of the Republic of Singapore to allow overseas-born children to acquire Singapore citizenship by descent from their Singaporean mothers. Hence, Article 122 of the Constitution of the Republic of Singapore is now gender neutral in that where a child is born on or after 15 May 2004, he/she shall be a citizen of Singapore by descent if at the time of his/her birth, either his/her father or mother is a citizen of Singapore, by birth, registration or descent.

#### Abolishing of Quota for Female Medical Students

- 2.4 A one-third quota on the intake of female medical students at the National University of Singapore (NUS) was introduced in 1979. This was because comparatively, more female doctors left the workforce prematurely or switched to part-time work.
- 2.5 In recent years, however, the attrition rate for female doctors has decreased substantially, and is only slightly higher compared to the attrition rate for male doctors. Hence, the intake quota was lifted with effect from academic year 2003. Now, both men and women have equal opportunity to read medicine at NUS based on their individual merit.

#### Equalising Medical Benefits for Dependants of Civil Servants

- 2.6 Under the current medical scheme, male civil servants can claim medical benefits for themselves and for their dependants, while their female counterparts can only claim medical benefits for themselves. With effect from 1 January 2005, the medical benefits for female civil servants on the current medical scheme, namely, the Medisave-cum-Subsidised Outpatient (MSO) scheme, will be equalised so that they are treated no differently from the male civil servants. This will facilitate greater sharing of care giving responsibilities between married couples. Female officers on the MSO scheme can claim medical benefits for their unmarried children below the age of 18 years and for their spouses. The MSO scheme was implemented in 1994 and is the current medical benefits scheme for civil servants, and on which all newly appointed officers are placed. Female officers who are on the older medical benefits schemes will also be able to

claim these benefits for their unmarried children below the age of 18 years.

### **Complaints Procedure With Respect to Violations of Constitutionally Guaranteed Rights to Equality**

2.7 The principle of equality of all persons before the law is enshrined in Article 12(1) of the Constitution of the Republic of Singapore. Although there are no special institutions or national machinery with the specific responsibility for overseeing the implementation of human rights, including women's rights, any woman who is of the view that she is subjected to unequal treatment in legislation and/or unequal treatment in executive decisions can bring the matter before the courts. In addition, a woman aggrieved by any legal provision may also apply to the courts to seek a judicial review of that particular legislation on the grounds that it is ultra vires Article 12 of the Constitution on equality. This will then be subject to adjudication by the courts.

### **Gender Analysis**

2.8 Singapore has taken a stakeholder approach with regard to policy analysis and formulation. This involves taking into account, where appropriate, the impact of policies on different stakeholder groups, including women and men. In submitting Cabinet memorandums, a ministry is also required to consult other appropriate ministries to ensure relevant views and concerns are reflected and taken into account in policy formulation. A gender perspective would be adopted as part of the stakeholder approach on issues where women and girls and/or men and boys are stakeholders. Accordingly, policy analysis and programme formulation for such matters would take into account the needs of the different genders. This is illustrated in the two examples below.

2.9 Singapore has a rapidly ageing population, a key social concern for the Government. However, ageing with regard to women and men throws up different health concerns. Also as older women have had shorter or no careers due to the educational level and employment opportunities, as well as family care-giving decisions when they were younger, they also have different levels of financial resources. Thus, the policy and programme formulation for ageing requires a gender-sensitive approach.

- 2.10 The low fertility rate in Singapore is another key social concern. Recently, the Government announced its marriage and parenthood package. This involved extensive consultations and feedback from Singaporeans. The Government consulted extensively, and commissioned large scale studies. The needs of women and of men were sought and analysed separately where appropriate, and jointly as couples, where necessary. This was to better ensure that the marriage and parenthood programmes and incentives would achieve policy objectives, and meet the needs of women and men. Thus a gender sensitive approach is needed.
- 2.11 The Inter-Ministry Committee on CEDAW was set up in 1996 to monitor Singapore's implementation of the Convention. Where appropriate the Committee would facilitate gender analysis and the implementation of gender sensitive measures. For example, with the support of the Committee, the Women's Desk has worked with the Public Service Division and the Civil Service College to review the Human Resource training module in the Civil Service. This is to ensure the absence of gender stereotypes. In addition, the Women's Desk has been invited to conduct a session within the training module to raise gender awareness. The training is expected to start next year.
- 2.12 The Women's Desk has started collating gender-disaggregated data from Ministries and agencies. The statistics have been published on the Women's Desk website to disseminate gender-relevant information for research and general information.
- 2.13 The Women's Desk has also identified 3 key partners to enhance state and civil society collaboration and synergy on gender issues. These partners are the Singapore Council of Women's Organisations (SCWO), the National Trades Union Congress (NTUC) Women's Committee and the People's Association (PA) Women Integration Network (WIN) Council. Since the memberships of these 3 groups constitute more than 90% of all women's groups in Singapore, they are a good platform through which to advance key gender matters. Chapter 7 on Political and Public Life gives a fuller explanation of this network.

### Article 3

#### Guarantee of Basic Human Rights and Fundamental Freedoms

*States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.*

- 3.1 Women in Singapore are given the same opportunities as men to exercise and enjoy their basic human rights and develop themselves in the various aspects of life.
- 3.2 We wish to highlight a significant step taken for women in politics as three female political office-holders were recently appointed by Singapore's new Prime Minister, Mr Lee Hsien Loong. The Prime Minister has not only announced that he was happy to have more women in his team, he publicly urged more women to step forward to participate in politics.



## Article 4

### Special Measures

*1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.*

*2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.*

4.1 No update.

## Article 5

### Sex Role Stereotyping and Prejudice

*States Parties shall take all appropriate measures:*

*(a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women;*

*(b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.*

#### Progress in Eliminating Gender Stereotypes

- 5.1 Singapore continues to make considerable progress in the elimination of gender stereotypes. Comparing the biographies of grandmothers and mothers of the pre and post-Japanese Occupation generation with those of the younger Singaporean women today, it is clear that Singaporean women have made real gains in many aspects of life.
- 5.2 In particular, this can be demonstrated in three main areas, education, work and family. Singaporean women are better educated and better qualified today, and hence have a wider range of job opportunities available to them. They hold better paying jobs and are able to rise to the same levels as their male counterparts. Through pro-family policies and flexi-work arrangements, women are better incentivised and empowered to pursue their career and family life. For detailed information on the status of women in these three areas, please refer to Chapter 10 (Education), Chapter 11 (Employment) and Chapter 16 (Marriage and Family Life).

#### Further Progress

- 5.3 Recognising that gender stereotypes are developed from childhood through people's surroundings in family and society, efforts have to be made to ensure that unhealthy gender stereotypes are not perpetuated. The media plays an important part in shaping values. The Government can do its part to

promote strong family structures and values while addressing gender stereotypes.

5.4 The following areas demonstrate the Government's efforts so far:

#### Education

- 5.5 The national curriculum caters to a broad-based education for all students. Both girls and boys study a common range of subjects at the primary and secondary levels. No attempt is made to steer girls or boys towards subjects 'commonly associated' with each gender (for example sciences for the boys and the arts for girls).
- 5.6 Family life education is promoted in Civics and Moral Education which is a compulsory subject in both primary and secondary schools. Students learn about the important role that each family member plays in building strong family relationships regardless of gender. They are also taught to appreciate that both parents have an equal responsibility in bringing up the children and looking after the interests of the family unit.
- 5.7 The syllabi and textbooks do not allow for gender stereotypes or bias against either sex. Conscious attempts are made to ensure that all textbooks and other educational materials approved by Ministry of Education do not stereotype the position of women in a derogatory manner that will hinder their progress, welfare or career opportunities.
- 5.8 In secondary schools, both girls and boys can offer to study Home Economics (formerly a subject for girls) and Design and Technology (formerly a subject for boys) as examinable subjects. Some primary schools also conduct cooking lessons as an enrichment activity and participation from both boys and girls are encouraged.
- 5.9 The Growing Years Series, which is a part of Sexuality Education taught to each age group at upper primary, lower secondary, upper secondary and post-secondary, emphasises love and respect for self and others. In the area of gender role stereotyping and prejudice, the Series teaches the young to understand the difference between biologically-based and socially-conditioned gender characteristics. Pupils are also encouraged to evaluate their views toward self and others with

regard to gender differences and stereotypes, and strongly advised against gender role stereotyping. From this programme, pupils acquire appropriate attitudes towards sexuality.

- 5.10 Efforts have also been made to educate the young on healthy dating relationships. In February 2003, the then Ministry of Community Development and Sports<sup>2</sup> commissioned a play on dating violence entitled "Hurt". The play has been shown to more than 27,000 students in secondary schools. The play helps teenagers realise the dangers of dating violence and teaches them about inappropriate violent behaviour that should not be tolerated or inflicted by either sex. By involving both girls and boys in addressing the issue of violence in relationships and educating them of the wrong doing of such acts from a young age, the play seeks to prevent young persons from going down the path of family violence in the future.

#### Media

- 5.11 In our previous report we mentioned the role of the Singapore Broadcasting Authority (SBA)'s Free-to-Air Television Programme Code which addressed gender stereotyping and the commercialization of sex and violence against women and girls. Since 1 January 2003, SBA, along with the Films and Publications Department, and the Singapore Film Commission, have merged to form the Media Development Authority (MDA) to focus on and develop the media industry. The organization makes its guidelines clear and consistent across all forms of media.
- 5.12 Recognising that the media exerts a strong influence over the community, MDA continues to clearly indicate guidelines against gender stereotyping and sexual discrimination. In the case of broadcast media, there are guidelines which state that *"programmes should not encourage or in any way discriminate against any section of the community on account of gender, age, disability or occupational status"* and *"broadcasters must exercise sensitivity and avoid humour which offends good taste and decency, (where) examples include jokes based on race, gender, disability as such humour... can easily cause hurt or humiliation"*. In addition, the Free-to-Air Television Programme Code requires that *"non-consenting sexual relations should not*

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<sup>2</sup> The Ministry has been renamed the Ministry of Community Development, Youth and Sports from 1 September 04.

*be presented as desirable, (and) when a scene involves rape or indecent assault, strong consideration must be given to minimising the depiction of the details of the crime." Also, the Free-to-Air Radio Programme Code instructs that "Sexual stereotyping which can be hurtful and / or demeaning must be avoided".*

- 5.13 With regard to the Internet, MDA regulates Internet service and content providers with its light touch Internet Class Licence scheme, and requires them to abide by the class licence conditions and Internet Code of Practice. The Class Licence is an automatic licence, meaning that Internet service and content providers need not obtain the prior approval of MDA before starting operations. The Internet Code of Practice gives broad markets on what is offensive or harmful e.g. those that are against public interest, national harmony, or which offends against good taste and decency. MDA's key focus is on pornography, violence and racial or religious extremism.

#### Public Education Programmes – Engaging Men and Boys in the Promotion of Gender Equality

- 5.14 Any programme aimed at correcting sex role prejudice but which leaves out the men as a target audience group will certainly not be effective in achieving its objectives. Singapore has begun to recognise that men cannot and must not be alienated in the process of gender equality education. Public programmes have begun to involve men and boys and highlight the importance of their roles in eradicating gender stereotypes and violence against women.
- 5.15 The Association of Devoted and Active Family Men (ADAM) was registered in 2004. Its goal is to raise awareness on men's responsibilities and roles in the society - as fathers, husbands and individual members of the family. This complements the efforts by the Centre for Fathering, Singapore. Registered in 1999, the Centre for Fathering champions the role of responsible fatherhood in Singapore by inspiring and equipping young fathers to be more involved in the lives of their children.
- 5.16 On 25 November 2003, designated by the United Nations as International Day Against Violence Against Women, the White Ribbons Campaign was launched in Singapore. The Campaign was spearheaded by a non-governmental group, The Working

Committee 2 for Singapore, an advocacy group for improving conditions for foreign domestic workers and their employers. The Campaign objective was to get everyone, men and women, to make a personal pledge never to commit, condone or keep silent about violence against women, including the foreign domestic workers working in many households in Singapore. Some 60,000 white ribbons were distributed as part of the Campaign.

### **Actively Challenging the Gender Stereotypes**

- 5.17 Several prominent people in Singapore, mainly women, have been featured in the media. Their very success as individuals causes gender stereotypes to be challenged. The recent appointment of three women political office-holders in August 2004 has further boosted the success of women. Singapore's new Prime Minister Lee Hsien Loong has also publicly urged more women to step forward to take part in the local political scene.

#### Personal Accomplishments

- 5.18 In the arena of personal accomplishments, women have been gaining top positions in the private and public sectors once only occupied by men.
- 5.19 For example, in the rungs of senior management, we have Ms Lien Siau Sze, senior vice-president of Hewlett-Packard Services Asia-Pacific. She was ranked number 8 on Fortune magazine's list of the world's 50 most powerful women outside the United States in 2003. Mrs Fang Ai Lian is both the Chairman and Managing Partner of Ernst & Young, Singapore as well as a Nominated Member of Parliament. Ms Patricia Yim is the Managing Director of IBM Singapore.
- 5.20 Ms Olivia Lum and Ms Elim Chew represent the successful women entrepreneurs. Ms Lum is the CEO and President of Hyflux Limited, a publicly listed firm company in Singapore, while Ms Chew is the founder and Managing Director of a fast-expanding retail chain known as 77<sup>th</sup> Street.
- 5.21 The International Management Action Awards (IMAA for short) is an annual award jointly administered by the Chartered Management Institute, Singapore and the Standards, Productivity and Innovation Board (Spring Singapore) since 2000.

The award is to recognise senior executives who have demonstrated exceptional ability in taking management action to achieve sustainable, tangible results for an organisation, society or the nation. It is open to senior executives in business, the public sector, the arts, and social and community services. Three out of five winners of the awards in 2003 were women. They were Ms Loh Wai Kiew, President and CEO of a waste management company, SembCorp Environmental Management (SembEnviro), Ms Olivia Lum, CEO and President of Hyflux Limited and Ms Mary Yeo, Managing Director of UPS Singapore.

5.22 At the international level, Madam Halimah Yacob, a veteran unionist, qualified lawyer and a Member of Parliament, was the first Singaporean to be elected into the Governing Body of the International Labour Organisation (ILO) in 1999. At the national level, Madam Halimah was elected as Assistant Secretary General of the National Trades Union Congress (NTUC) in 2000, and appointed as Executive Secretary of the Union of Workers of the Electrical and Electronics Industries, the second largest union in Singapore, in 2004. She also sits as a member on several key statutory boards in Singapore. A mother of five children, Madam Halimah is a strong advocate of work-family balance for both men and women.

5.23 Receiving media attention and public spotlight, such women provide good role models for other women who aspire to challenge gender stereotypes and soar to greater heights. For more information on women in political and public life (Article 7) and representation of women at the international level (Article 8), please refer to Chapter 7 and Chapter 8 respectively.

#### Public Debate and Project WINGS

5.24 Even before the recent appointments of the two women Ministers of State, Mrs Lim Hwee Hua as Minister of State, Ministry of Finance and Ministry of Transport, and Mrs Yu-Foo Yee Shoon as Minister of State, Ministry of Community Development, Youth and Sports, Singapore's women Members of Parliament (MPs) have been persuasive during parliamentary debates. They tackle a wide range of issues, and their competence as Parliamentarians work against any gender stereotyping. They are respected by the media, as well as members of the public. Key achievements include the cessation of a quota for female

medical students, accordance of citizenship privileges to foreign-born children of female Singaporeans and more favourable pro-family measures for working mothers.

5.25 On Labour Day, 1 May 2004, the 10 women MPs launched a project aimed at giving women and children in disadvantaged situations a chance to level up. Project WINGS, which stands for Women Inspiring, Nurturing and Grooming Singaporeans, aims to link these women and children to opportunities for economic and social development. Project initiatives include helping non-working women manage their finances and achieve economic independence. The MPs work with the Community Development Councils, the Monetary Authority of Singapore and other organizations to plan a series of programmes for women and children who need support. This also includes two groups of women that sometimes fall through the gaps of social assistance programmes, namely, single mothers and unemployed single women. The project comprises three components which are:

- The JUMPstart Programme, which equips women, particularly non-working women from low-income households, with skills such as budgeting, financial planning and IT literacy, which will enable them to better manage their limited finances and enter the work force if they wish to.
- The PAP Community Foundation (PCF) HEADstart Fund, which was set up last year to help families in financial difficulty. It has already awarded more than S\$80,000 to 437 recipients aged between 4 and 10 years.
- The QUICKstart programme, which aims to raise literacy and assist in meeting the educational needs of the young, in particular, children from low-income families, provides free reading programmes and tuition to children in need, at the constituency level.



## Article 6

### Prostitution

*States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.*

- 6.1 Through the years, Singapore has put in place legislation and devoted law enforcement resources to confront the problem of trafficking in persons. We have succeeded in keeping trafficking in persons to a minimal level. We continually monitor the situation.
- 6.2 Singapore's tough stance against illegal immigrants, whether they were trafficked or had entered Singapore of their own volition, and against those involved in human trafficking and human smuggling is well-known. We adopt a multi-pronged approach comprising enforcement actions and security checks at the various checkpoints to detect and deter the smuggling of illegal immigrants in and out of Singapore. This has led to the fall in the number of illegal immigrants arrested. Mobile x-ray machines are deployed at the land checkpoints to provide x-ray screening of goods vehicles. The Immigration & Checkpoint Authority (ICA) also makes use of the Vehicle and Cargo Inspection System and fibre scopes to detect illegal immigrants hidden in seat compartments of vehicles. In addition, the Police Coast Guard's presence is strongly felt with its intensive patrols around Singapore territorial waters. These enforcement actions are complemented by the stringent laws against immigration offenders and those who traffic, harbour or employ them. The various measures are widely publicized in parliamentary debates, in the media and in various other public education efforts to raise public awareness. These efforts have borne fruit as seen from the improving Immigration Offender situation in Singapore in recent years.
- 6.3 Substantiated cases of forced prostitution are very rare. In 2002 and 2003, there were 11 and 7 reported cases of forced prostitution respectively but none was substantiated. Up till July this year, 8 cases of forced prostitution were reported but only 2 were substantiated. Our laws against trafficking of women are very strict. For example, a client who engages in a commercial

sex act with a girl below 14 years old would have committed an offence of rape, regardless of whether the girl has consented to the act. An offence of abetment can be made out against anyone who causes or encourages the commission of the above offence. A person convicted of abetment may be punished with the punishment provided for these principal offences, for example, the abettor for rape can be punished with imprisonment for a term of not less than 8 years and not more than 20 years and shall also be punished with caning with not less than 12 strokes.

- 6.4 The Penal Code<sup>3</sup> criminalises the selling and buying of a minor who for this purpose is a person below 21 years old, for the purpose of prostitution. The penalty is an imprisonment term of up to 10 years, and a fine. The Penal Code also makes it an offence to assist in bringing into Singapore any women with the intent to sell her for prostitution. This is punishable with imprisonment of up to 10 years and a fine. The Women's Charter also contains similar provisions on trafficking of women for prostitution and other related offences.

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<sup>3</sup> Sections 372 and 373 of the Penal Code.

## **PART II**

### **Article 7**

#### **Political and Public Life**

*States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:*

*(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;*

*(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;*

*(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.*

#### **More Women in Politics**

7.1 The Government, under the new Prime Minister Mr Lee Hsien Loong, made a significant advancement forward for women in politics when he recently appointed three women political office-holders as part of his team in August 2004. He followed this by publicly urging more women to step forward to take part in the local political scene, adding that he was particularly happy to have more women in his team. The three women are Mrs Lim Hwee Hua, Minister of State for Finance and Transport (two portfolios), Mrs Yu-Foo Yee Shoon, Minister of State for Community Development, Youth and Sports and Dr Amy Khor, Mayor of Southwest Community Development Council.

7.2 There has been a two-fold increase in the number of female Members of Parliament (MPs) and Nominated Members of Parliament (NMPs) in this reporting period compared to the previous reporting period. As at September 2004, 10 out of the 84 elected MPs are women and 5 out of the 9 NMPs are women, compared to the 4 out of 83 elected MPs and 2 out of 9 NMPs who are women as at June 1999.

7.3 The 10 women MPs have been active in Parliament, and have debated on a wide range of issues and topics. Their

competence has earned them the respect of their fellow Parliamentarians, the public and the media.

### **Women and Public Life**

7.4 Equal opportunities based on the principle of meritocracy and access to education have resulted in women occupying several important leadership positions in various capacities, as Judges, senior Civil Servants, Diplomats (see Chapter 8 on Representation), Commanders of army and air force units and trade union leaders.

### **Judiciary**

7.5 In the Judiciary, women made up 45% and 21% at the Subordinate Courts and Supreme Courts respectively in 2004.

### **Military Court of Appeal**

7.6 Two women were recently appointed to the 10-member panel of legally-qualified persons of the Military Court of Appeal. They were Ms Deborah Barker, a Senior Counsel from the law firm Khattar Wong & Partners and Ms Foo Tuat Yien, a District Judge with the Subordinate Court. Both were appointed for two years, from 1 July 2004 to 30 June 2006.

### **Women in the Public Sector**

7.7 Recruitment into the public sector is open and transparent, and the development of every individual, female or male, is based on merit. The opportunities in the Civil Service are open to both men and women.

7.8 There is a higher proportion of women in the Civil Service, compared to men. As at September 2004, women constituted 56% of the Civil Service and formed 62% of the total officers in the Division I and Superscale categories, which are the top two categories of officers in the Civil Service. In the Superscale category, women make up 36% of the total officers.

7.9 As at September 2004, there were 2 female Permanent Secretaries out of a total of 19 Permanent Secretaries and 11 female Deputy Secretaries out of a total of 29 Deputy Secretaries in the Civil Service.

## **Non-Governmental Organisations and Associations Concerned with the Public and Political Life of Singapore**

7.10 Together 3 key bodies represent more than 90% of women's groups in Singapore and are a powerful resource as well as influence for change with regard to women's rights in Singapore. These 3 bodies are:

- (i) The Singapore Council of Women's Organisations (SCWO), which is the umbrella body for women's organisations in Singapore;
- (ii) The Women Integration Network (WIN) Council under the People's Association, which runs programmes for women at the community level and provides leadership opportunities at the grassroots level; and
- (iii) The National Trades Union Congress (NTUC) Women's Committee, which represents the labour movement and champions women's interests pertaining to labour issues.

The People's Association WIN Council and the NTUC Women's Committee are also affiliates of the SCWO.

7.11 The Women's Desk of the Ministry of Community Development, Youth and Sports, has been working with these apex bodies to address three main issues facing women in Singapore today, namely, equipping women with new skills or updating their existing skills for life-long employability, work-life balance and financial literacy.

### *The Singapore Council of Women's Organisations (SCWO)*

7.12 The SCWO is the umbrella body for women's organisations in Singapore. Its aim is to promote and improve the status of women, particularly in education, economic participation, social and community involvement and participation in culture and sports.

7.13 One of the non-profit organisation members of SCWO is the Association of Women for Action and Research (AWARE). With three main areas of focus - Support, Research and Advocacy - they reach out to several thousand women in distress through their telephone counselling Helpline, face-to-face counselling programme and free legal clinics. AWARE also runs educational

programmes to raise awareness of issues on gender equality. Other examples of SCWO's members include the Society Against Family Violence (SAFV), the Asian Women's Welfare Association (AWWA) and the Singapore Association of Women's Lawyers (SAWL).

#### *CEDAW Discussion Sessions*

- 7.14 Three sessions on CEDAW have been jointly organised by the Ministry of Community Development, Youth and Sports (MCYS) and SCWO for women's groups. The latest session was on 20 October 2004 to consult women's groups and obtain views and inputs for this report.
- 7.15 The earlier two sessions on CEDAW for women's groups were held in March 2000 and May 2003. The objectives of the sessions were to promote awareness of the Convention and its provisions, Singapore's positions on the reservations tendered, disseminate Singapore's Initial Report and provide an opportunity for the women's groups to seek clarifications. The May 2003 session was also the platform to share the Concluding Comments of the UN Committee on the Elimination of Discrimination against Women on Singapore's Initial and Second Periodic Reports. Participants were provided with copies of Singapore's Initial and Second Periodic Reports and the Concluding Comments of the Committee, in addition to other handouts.

#### *People's Association Women Integration Network Council (PA WIN)*

- 7.16 PA WIN which falls under the People's Association (PA) runs programmes for women at the community level and provides leadership opportunities at the grassroots level.
- 7.17 Such grassroots activities provide women with a common platform to meet and exchange ideas and views with one another. It also gives them the opportunity to raise issues of concern.

#### *The National Trades Union Congress (NTUC) Women's Committee*

- 7.18 The NTUC Women's Committee represents the labour movement and champions women's interests pertaining to labour issues.

- 7.19 Of the 410,440 workers represented in the trade unions affiliated to the National Trades Union Congress (NTUC), as at December 2003, 47% were women. During the most recent election in October 2003, 3 out of the 21 members of the NTUC Central Committee, the highest policy-making body of the labour movement, were women. The 3 female members are Madam Halimah Yacob, Assistant Secretary-General and Secretary of NTUC Women's Committee, Ms Diana Chia, Central Committee Member and Chairman of NTUC Women's Committee and Ms Nora Kang, Central Committee Member and Vice-Chairman of NTUC Women's Committee.
- 7.20 In recognition of her contributions to the labour movement, Madam Halimah Yacob was conferred The Woman of the Year Award in 2004 by a leading women's magazine in Singapore, Her World. The nominating criteria include being a role model to inspire, lead and influence other women. Madam Halimah is the first unionist to be conferred this award.

*Young Women Muslim Association/Persatuan Pemudi Islam Singapura (YWMA/PPIS)*

- 7.21 There are various organisations which help empower Muslim women and one such organisation is the YWMA/PPIS, also an affiliate of the SCWO.
- 7.22 Through its well established social, educational and community-based projects, YWMA/PPIS has been empowering Muslim women on their rights under Syariah laws. However, in order to be more pro-active and focused, YWMA/PPIS decided to set up a Committee for the Empowerment of Muslim Women (CEMW) in March 2004. The CEMW comprises key members of its Executive Committee, its legal advisor, social workers from its centres and senior staff members. This was a result of several discussions between YWMA/PPIS and the Singapore Council of Women's Organisations (SCWO), following the sessions on CEDAW conducted by MCYS and SCWO for women's groups.
- 7.23 YWMA/PPIS, an influential Muslim Women's Voluntary Welfare Organization in Singapore, is of the view that Syariah laws do not discriminate against Muslim women. However, there is a lack of understanding of Syariah Laws leading to perceptions of injustice in marriage, divorce and in matters of inheritance for Muslim women and their children.

- 7.24 CEMW aims to bridge information and service gaps and to serve as a catalyst for the empowerment of Muslim women. It aims to raise awareness among Muslim women, Muslim men and the community at large on the above issues that affect Muslim women. It wants to achieve a supportive environment where Muslim women are accorded respect, given prominent roles and valued as an integral part of the community in Singapore.
- 7.25 CEMW intends to pursue its objectives through:
- Dialogue sessions with various professional organisations in social and legal services and religious groups. These sessions will provide a clearer and more consolidated understanding of the issues within the Muslim community.
  - Creating and providing avenues for information access i.e. through the establishment of an information portal on YWMA's website, through pamphlets to be distributed at community and counseling centres and the Courts, through advice columns in the local newspapers and through community programmes/stories over local television channels.
  - Joint initiatives with other Muslim organisations offering seminars, workshops and possibly road-shows.
- 7.26 CEMW intends to regularly appraise its efforts and programmes to ensure continued relevance to the community. It also hopes to publish, print, record, sell and distribute printed and multi-media materials on the findings of studies conducted by CEMW.



## Article 8

### Representation

*States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.*

#### Increased Participation in International Women's Meetings

8.1 The Women's Desk in the Ministry of Community Development, Youth and Sports participates in regional and international meetings on women. This not only generates greater awareness of issues facing women internationally, Singapore is also given an opportunity to participate in improving the lives of women around the world and contribute its insights, expertise and experience in empowering Singapore women.

8.2 The Women's Desk has participated in the following regional/international meetings:

- (i) Meeting of Commonwealth Ministers Responsible for Women's Affairs (WAMM);
- (ii) Asia-Pacific Economic Cooperation (APEC) Gender Focal Point Network and Women Leaders' Network;
- (iii) Association of Southeast Asian Nations (ASEAN) Women's Committee (ACW);
- (iv) United Nations Economic & Social Commission for Asia and the Pacific (UNESCAP) High-Level Intergovernmental Meeting to Review Regional Implementation of the Beijing Platform for Action and Its Regional and Global Outcomes; and
- (v) UN Committee on the Elimination of Discrimination Against Women.

The Women's Desk intends to continue participating in regional and international meetings on women.

8.3 With increased participation, Singapore's expertise can be used to contribute towards plans of action and women's agendas to benefit women generally. At the same time, the input and insight gained from these meetings can be used to further

enhance the status of the women in Singapore where appropriate.

- 8.4 Singapore recently hosted the ASEAN Committee on Women (ACW) Information and Communication Technologies (ICT) Workshop in August 2004. This workshop was the first of its kind under the ACW and the objectives were to increase awareness and general knowledge of the role of governments in facilitating wider usage of ICT among ASEAN women. The workshop also aimed to enable participants to produce a draft programme concept for their ministries or agencies to introduce ICT tools to their population, with the aim to facilitate ICT access by women and girls.
- 8.5 The participants were decision-makers at the Permanent Secretary, Deputy Secretary and Director level (or equivalent) from ministries or agencies whose responsibilities include matters concerning women, education and ICT.

### **Participation by Women at International Meetings**

#### *Convention on the Rights of the Child*

- 8.6 The Singapore delegation presented its initial State Report before the Committee on the Rights of the Child in Geneva on 26 September 2003. The delegates came from MCYS, the Ministry of Education, the Ministry of Health, the Attorney General's Chambers and an NGO and 6 out of the 10 delegates were women. The women delegates included representatives from MCYS, including the then Deputy Secretary, Ms Yeoh Chee Yan and the Director of Social Welfare and Director of Rehabilitation and Protection Division, Ms Ang Bee Lian.

### **Participation in the Work of International Organisations**

#### *UN Committee on the Elimination of Discrimination against Women*

- 8.7 Dr Anamah Tan has been successfully elected to the UN Committee on the Elimination of Discrimination against Women and will serve on the Committee from January 2005 to December 2008, making her the first Singapore woman to serve on the Committee. Dr Tan, a high-profile family lawyer and veteran women's rights activist, is also the current President of the International Council of Women (ICW). She has headed

several high profile women's organisations both locally (such as the Singapore Council for Women's Organisations and the Singapore Association of Women Lawyers) and internationally (such as the Association of Southeast Asian Nations (ASEAN) Confederation of Women's Organisations (ACWO)). In fact, Dr Tan recently received an award from the ACWO in recognition of her work which contributed to the strength of ACWO and to the lives of women in the South East Asian region.

#### *International Labour Organization*

- 8.8 In 1999, Singaporean trade unionist, Madam Halimah Yacob, was elected to represent workers in the International Labour Organization (ILO), a tripartite UN agency based in Geneva, Switzerland. A qualified lawyer and Member of Parliament, she was elected to serve as a Deputy Member in the Workers' Group of the ILO Governing Body, and re-elected to a second three-year term in 2002. She was elected as the Workers' Vice-chairperson of the Standards Committee of the International Labour Conference, Geneva, in 2000 and 2001. In 2003 and 2004, she was also chosen as spokesperson for the Workers' Group in the ILO Tripartite Committee on Human Resources. (Please refer to Chapter 5 for more information on Madam Halimah.)

#### *International Committee of the Red Cross*

- 8.9 Dr Wong Ting Hway is the first Singaporean to work full-time with the International Committee of the Red Cross (ICRC). Dr Wong, who was with the ICRC from 2002 to 2003, has also worked for Medecins Sans Frontiers from 2001 to 2002 and has done voluntary work in various countries, including Ecuador, Brazil and Nepal. She was recently awarded the Young Woman Achiever 2003 award by Her World, a monthly Singapore magazine.

#### **Foreign Service**

- 8.10 Gender is not a determinant in the assignation of jobs for officers in the Foreign Service but with the increased competence and qualifications of women now, more women are rising through the ranks and occupying the middle management positions in the Ministry of Foreign Affairs (MFA). The following chart shows the gender distribution of officers in the Singapore Foreign Service from July 2001 to July 2004.

### Gender Distribution of Officers in the Singapore Foreign Service from July 2001 to July 2004

Category	Diplomatic Positions	July 2001 - July 2002			July 2002 - July 2003			July 2003 - July 2004		
		Total Officers		Ratio	Total Officers		Ratio	Total Officers		Ratio
		Male (M)	Female (F)	F/M	Male (M)	Female (F)	F/M	Male (M)	Female (F)	F/M
1	Senior Management	49	9	0.18	50	8	0.16	52	8	0.15
2	Middle Management	62	18	0.29	59	20	0.34	54	19	0.35
3	Officers	112	87	0.78	120	85	0.71	127	88	0.69

Senior Management: Ambassadors, High Commissioners and Directors

Middle Management: Deputy Directors and Senior Assistant Directors

Officers: Assistant Directors and Foreign Service Officers

8.11 Singapore has several Heads of Mission who are women. They include Professor Chan Heng Chee, Singapore's Ambassador to the United States of America, based in Washington (Prof Chan was formerly Singapore's Permanent Representative to the United Nations in New York and the High Commissioner to Canada); Ms Seetoh Hoy Cheng, our High Commissioner to New Zealand, who was formerly the Ambassador to the Republic of Lao; Ms Pang Cheng Lian, our non-resident Ambassador to Italy; and Mrs Mohideen, our non-resident Ambassador to Czech Republic. Some recent additions since 2001 include Ms Karen Tan, our Ambassador to the Republic of Lao and Ms Lim Kheng Hua, our Ambassador to the Philippines.

### Women's Representation in the United Nations

8.12 There are more female Singaporeans working in the UN Secretariat than male. As at February 2004, 15 out of a total of 24 Singaporean staff were female, making up 63% of the total Singaporean staff. Ms Noeleen Heyzer, a Singaporean woman, continues to head UNIFEM as its Director. Ms Christine Lee, on temporary contract with the UN, is a member of the Analytical Support and Sanctions Monitoring team, a panel of experts convened by the UN Secretary General dealing with sanctions against the Taliban and Al-Qaeda.

## Article 9

### Nationality

1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.
2. States Parties shall grant women equal rights with men with respect to the nationality of their children.

### New Nationality Law

- 9.1 Previously, a child who was born overseas could acquire Singapore citizenship by descent only if his or her father was a Singaporean. For a child born overseas to a Singaporean mother and a non-Singaporean father, the child could only acquire Singapore citizenship by registration upon the application of its mother.
- 9.2 However, in April 2004, the Singapore Parliament passed a bill to amend the Constitution of the Republic of Singapore to allow overseas-born children to acquire Singapore citizenship by descent from their Singaporean mothers. Hence, Article 122 of the Constitution of the Republic of Singapore is now gender neutral in that where a child is born on or after 15 May 2004, he/she shall be a citizen of Singapore by descent if at the time of his/her birth, either his/her father or mother is a citizen of Singapore, by birth, registration or descent.

## **PART III**

### **Article 10**

#### **Education**

*States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:*

*(a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;*

*(b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;*

*(c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;*

*(d) The same opportunities to benefit from scholarships and other study grants;*

*(e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;*

*(f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;*

*(g) The same Opportunities to participate actively in sports and physical education;*

*(h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.*

#### **The Government's Continuing Commitment to Education**

10.1 The Government remains committed to providing all Singaporeans, both girls and boys, with equal access to quality education which will develop them fully and empower them to choose their own careers and shape their futures. Singapore believes that education is a fundamental resource which must be given to girls and boys in order that they become women

and men who are well-educated, share economic and social responsibility and are well-ranked in all fronts globally.

- 10.2 To realise this aspiration, the Government invested 3.8% of GDP (or S\$6.1 billion) in 2003<sup>4</sup> towards education.

### **Achievements**

- 10.3 During the current reporting period, significant advances have been made in the field of education and a few are highlighted here.

#### Compulsory Primary Education

- 10.4 To achieve the twin objectives of imparting our children with a common core of knowledge and skills, and providing a common educational experience, the Government has made six-year primary school education in national schools compulsory. This took effect with the cohort entering Primary One in 2003. In making primary school education compulsory, Singapore has in effect implemented Goal 2 of the UN Millennium Development Goals, i.e. to achieve universal primary education for boys and girls.

#### Removal of Intake Quota for Female Medical Students

- 10.5 The Government's policies are not static and are constantly reviewed in order that change, if necessary, can be effected to suit the current needs. An example of this is the review of the one-third quota on the intake of female medical students at the National University of Singapore (NUS). This quota was introduced in 1979 because comparatively, more female doctors left the workforce prematurely or switched to part-time work.
- 10.6 In recent years, however, the attrition rate for female doctors has decreased substantially, and is only slightly higher compared to the attrition rate for male doctors. Hence, the intake quota was lifted with effect from academic year 2003. Now, both men and women have equal opportunity to read medicine at NUS based on their individual merit.

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<sup>4</sup> Education Statistics Digest 2003

## Setting up of the Specialised Independent Schools

- 10.7 Singapore has also begun a qualitative leap to a more flexible and more diverse education system. In line with this approach, the Government has introduced and will be introducing specialised independent schools to cater to students who are talented in other areas such as sports, mathematics and science, and the arts in order that they can further develop their talents. The Singapore Sports School began operations in 2004, the NUS Maths and Science High School will open in 2005 and the Arts School in 2007. These schools determine their own specialised curriculum and programme to develop the special abilities of children. They do not practise gender discrimination when admitting students. Their admission criteria are transparent and merit-based. The following paragraphs describe the recently-opened Singapore Sports School which caters to students talented in sports.
- 10.8 The **Singapore Sports School**, set up by the then Ministry of Community Development and Sports, started classes in January 2004. Setting up the Singapore Sports School was one of the major recommendations by the Committee on Sporting Singapore (CoSS) in response to the following issues:
- academic demands in Singapore pose a huge strain on students who also want to excel in sport;
  - talented student athletes often have to sacrifice their sporting dreams for their studies; and
  - the focus of mainstream schools in general is to provide quality academic education. As such, resources for elite sports development are limited.
- 10.9 The Singapore Sports School provides talented student athletes with an opportunity to balance both elite sports and studies. This school provides elite sports training for young athletes, while offering these talented students a flexible academic programme to help them strike a balance between sports and studies.
- 10.10 The school has even gender representation. As at September 2004, girls make up 50% of the first batch of 140 students.



### *Achievements of the Girls at the Singapore Sports School*

- 10.11 The girls at the Singapore Sports School have done well in sports both locally and abroad. In athletics, the girls' squad has broken two national age-group Under 15 (U-15) records to date, in the 200m and 1,500m. It also set 7 new C Division (U-14) records in the National Schools Track and Field Championships. These new marks were set in the 100m, 200, 400, 800m, 1,500m, 4x100m and 4x400m relays.
- 10.12 In swimming, the girls from the Singapore Sports School set 5 new C and B Division (U-17) records in the National Schools Swimming Championships, while Ruth Ho won a gold in the 50m freestyle at the 2004 International Children's Games in Cleveland, Ohio.
- 10.13 In badminton, one of the girls, Mok Jing Qiong, won the National Age-Group U-15 girls singles title while the Bowling Academy girls' team swept all the U-14 titles (singles, doubles, quartet, all-events and masters) at the National Age-Group Tenpin Bowling Championships.
- 10.14 In sailing, Victoria Chan finished second in the Girls Byte Class at the European Sailing Championships in Italy. Two of the female Optimist sailors were also part of the national team that helped Singapore to win the overall team title at the Asian Sailing Championships in Japan.
- 10.15 Finally, the table-tennis girls' squad took home the silver medal in the U-15 doubles and the bronze medal in the U-18 singles at the South-east Asia Youth Championships. They also swept the top two positions in the Women's Team event and the top three positions in the Women's Singles event at the National Table Tennis Open 'B' Championships.

### *Third International Maths and Science Study*

- 10.16 Out of 38 countries that participated in the Third International Maths and Science Study (TIMSS) in 1999, Singapore was ranked first in Maths and second in Science. There was no significant difference between the performance of Singapore boys and girls in either Maths or Science in the TIMSS exercise. This is reflective of the equal emphasis for boys and girls in education as well as the equal treatment accorded to both genders.

## Statistics

- 10.17 Singapore has achieved a high literacy rate for women. The literacy rate for resident females aged 15 years and over has improved from 88% in 1999 to 91% in 2003.
- 10.18 Singapore's dropout rate in primary and secondary schools is generally very low. In 2003, the overall dropout rate was about 0.2%. The female student dropouts comprise 47.3% of this dropout rate. Please see table below:

Enrolment	Dropouts			Overall Dropout Rate	% of Female Dropouts
	Male	Female	Total		
488,239	542	487	1029	0.2%	47.3%

Note :

1) Figures comprise of Singapore Citizen and Permanent Resident in Primary and Secondary schools.

2) Dropout rate is total number of dropout as a percentage of enrolment.

### *Primary, Secondary and Pre-University Education, 2003*

- 10.19 A total of 358 schools offer primary, secondary and/or pre-university education as at 2003. Please see the following table:

#### Schools by Type and Level

Type of School	Primary	Secondary	Full School	Junior College	Centralised Institute	Total
Total	175	162	3	16	2	358
Government	132	113	-	11	2	258
Government-Aided	43	21	-	5	-	69
Autonomous	-	20	3	-	-	23
Independent	-	8	-	-	-	8

Note: Full Schools function with Primary and Secondary Sections.

Source : Education Statistics Digest 2003

10.20 The total enrolment in these schools is 530,924, of which about half is female. Nearly three quarters of the teachers are female while two-thirds of the vice-principals and nearly two-thirds of the principals are female. Please see table below:

Enrolment and Education Officers by Level

	Primary		Secondary		Junior College		Centralised Institute		Total	
	Total	Female (% of total)	Total	Female (% of total)	Total	Female (% of total)	Total	Female (% of total)	Total	Female (% of total)
Enrolment	299,939	144,706 (48.2)	206,426	99,368 (48.1)	23,708	12,678 (53.5)	851	528 (62)	530,924	257,280 (48.5)
Teacher	12,025	9,951 (82.8)	10,830	7,186 (66.4)	1,956	1,122 (57.4)	103	58 (56.3)	24,914	18,317 (73.5)
Vice-Principal	140	105 (75)	150	86 (57.3)	19	15 (78.9)	1	1 (100)	310	207 (66.8)
Principal	191	131 (68.6)	166	95 (57.2)	16	10 (62.5)	2	2 (100)	375	238 (63.5)

Note: Full Schools Principals are included under Secondary School.

No. of Principals include 24 Principal Designate.

Source: Education Statistics Digest 2003

10.21 The average class sizes for primary and secondary schools are 38 and 37 respectively while the average class sizes for junior colleges and centralised institutes are 23 and 21 respectively. Please see table below:

Enrolment, Number of Classes and Class Size

Level	Enrolment	No. of Classes	Average Class Size
Overall	530,924	14,684	36.2
Primary	299,939	7,944	37.8

Secondary	206,426	5,650	36.5
Junior College	23,708	1,050	22.6
Centralised Institute	851	40	21.3

Source: Education Statistics Digest 2003

*ITE, Polytechnic and University Education, 2003*

- 10.22 Women make up 51% of the full-time student intake at the universities, 49% at the polytechnics and 35% at the Institute of Technical Education (ITE) (an institution offering technical-vocational courses for pupils with GCE 'O' or 'N' level certificates) in Singapore for 2003.
- 10.23 The intake levels of females at our polytechnics and universities have increased steadily, from 42% and 50% respectively in 1990/91 to 49% and 51% respectively in 2003. This has helped to close the gender wage gap, from 16% in 1992 to 9% in 2003 for Professionals, and from 39% to 25% for Production Craftspersons.<sup>5</sup>
- 10.24 Women are well-represented in traditionally male-dominated subjects, which is a reflection that men and women pursue subjects of their choice and interest rather than conforming to gender stereotype. The intake of females to the following courses in 2003 reflect this:
- at the universities, women made up 68% of the science courses and 75% of the accountancy courses;
  - at the polytechnics, women made up 55% of the building and construction courses, 57% of the chemical and life-sciences courses and 45% of the information technology courses; and
  - at the ITE, women made up 39% of the information communication technology courses.

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<sup>5</sup> Ministry of Manpower

10.25 The tables and charts below show the distribution of female students across the courses offered at our universities, polytechnics and the ITE.

Intake, Enrolment and Output of ITE in 2003 (Full-Time)

Courses	Intake		Enrolment		Output	
	Total	Female (% of total)	Total	Female (% of total)	Total	Female (% of total)
Total	10,566	3,732 (35.3)	17,941	5,615 (31.3)	7,741	2,778 (35.9)
Engineering	6,050	861 (14.2)	11,227	1,555 (13.9)	4,684	703 (15)
Info-Communications Technology	912	355 (38.9)	1,695	639 (38.5)	695	260 (37.4)
Business	2,656	2,146 (80.8)	3,543	2,821 (79.6)	1,879	1,625 (86.5)
Applied and Health Sciences	420	260 (61.9)	746	458 (61.4)	269	156 (58)
Technical Skills	528	110 (20.8)	730	142 (19.5)	214	34 (15.9)

Source: Education Statistics Digest 2003

Intake, Enrolment & Graduates of Polytechnics in 2003 (Full-Time)

Courses	Intake		Enrolment		Graduates	
	Total	Female (% of total)	Total	Female (% of total)	Total	Female (% of total)
Total	17,617	8,694 (49.4)	55,376	26,391 (47.7)	15,404	7,455 (48.4)
Building and Construction	737	405 (55)	2,417	1,315 (54.4)	798	416 (52.1)
Business, Finance and Law	3,336	2,448 (73.4)	10,213	7,485 (72.7)	3,402	2,484 (73)
Chemical and Life-Sciences	1,959	1,117 (57)	5,558	3,162 (56.9)	1,288	830 (64.4)
Information Technology	3,779	1,716 (45.4)	11,815	4,998 (42.3)	2,818	1,084 (38.5)
Media & Design	1,011	628 (62.1)	2,977	1,806 (60.7)	691	374 (54.1)
Electrical and Electronics	3,336	858 (25.7)	11,721	3,204 (27.3)	3,309	956 (28.9)
Health Sciences	1,109	887 (87)	2,505	2,225 (88.8)	535	462 (86.4)
Mechanical and Manufacturing	1,951	399 (20.5)	6,547	1,560 (23.8)	2,080	677 (32.5)
Maritime Studies	362	112 (30.9)	1,266	286 (23.8)	379	73 (19.3)
Pre-School Education	127	124 (97.6)	357	350 (98)	104	99 (95.2)

\*Intake includes direct entry to second year  
Source: Education Statistics Digest 2003

Intake, Enrolment & Graduates of Universities in 2003 (Full-Time)

Courses	Intake		Enrolment		Graduates	
	Total	Female (% of total)	Total	Female (% of total)	Total	Female (% of total)
Total	11,419	5,779 (50.6)	40,095	19,335 (48.2)	10,010	5,050 (50.4)
Accountancy	704	525 (74.6)	2,169	1,497 (69)	746	524 (70.2)
Arts	1,919	1,382 (72)	6,448	4,649 (72.1)	2,007	1,446 (72)
Business	1,338	847 (63.3)	4,271	2,847 (66.7)	977	693 (70.9)
Computing	1,003	203 (20.2)	4,336	1,172 (27)	980	325 (33.2)
Dentistry	34	15 (44.1)	138	60 (43.5)	32	11 (34.4)
Design & Environment	354	216 (61)	1,351	820 (60.7)	364	201 (55.2)
Engineering	3,618	1,002 (27.7)	14,032	4,252 (30.3)	3,317	873 (26.3)
Law	219	129 (58.9)	752	65 (86.4)	140	81 (57.9)
Medicine	231	99 (42.9)	1,114	441 (39.6)	194	66 (34)
Pharmacy	85	66 (77.6)	344	273 (79.4)	63	48 (76.2)
Science	1,843	1,261 (68.4)	5,069	3,225 (63.6)	1,190	782 (65.7)

Conservatory	71	34 (47.9)	71	34 (47.9)	-	-
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Note: 1) Intake, Enrolment and Graduate figures refer to 1<sup>st</sup> degree only.  
2) Intake includes direct entry to second and subsequent years.

Source: Education Statistics Digest 2003

### Singapore's Masterplan for IT in Education

10.26 Singapore's Masterplan for IT in Education was launched in 1997 to provide a comprehensive strategy for creating an IT-based teaching and learning environment in every school. We want every child to be proficient in the use of computers and benefit from learning in an IT-enriched environment. The government committed S\$2 billion from 1997 to 2002 to implement its IT Masterplan. This includes funds for computers, full networking of the schools, physical renovations, software and courseware and teacher training. Today, all our schools are equipped with computers.

10.27 The goals of the Masterplan are to:

- enhance linkages between the school and the world around it;
- generate innovative processes in education;
- enhance creative thinking, lifelong learning and social responsibility; and
- promote administrative and management excellence in the education system.

10.28 The implementation milestones are:

1997	22 (Phase 1) Demonstration schools to integrate IT into curriculum
1998	About 90 (Phase 2) schools to come on-stream
1999	About 250 (Phase 3) schools to come on-stream
2000	Core training for teachers in every school will be completed
2002	6.6:1 pupil-computer ratio in primary schools and 5:1 pupil-computer ratio for secondary schools and junior colleges with a



- 10.29 An all-girls school, Crescent Girls' Secondary School's mobile-learning programme, m-Learning@Crescent, is one of the world's first examples in introducing the prevalent use of personalised mobile learning devices for a large cohort of students. This programme is a BackPack.Net initiative which is led by the Infocomm Development Authority of Singapore and Microsoft and supported by the Ministry of Education, and involves several industry partners. The programme involves all secondary one students at the school using individual tablet PCs containing digitized textbooks and other pen-based applications for teaching and learning.
- 10.30 Crescent Girls' Secondary School was chosen because it has a rich culture of promoting the innovative use of technology for teaching and learning. It was a demonstration school for the IT Masterplan in Education. This equipped the school with the necessary infrastructure and professional development to pioneer emerging technologies such as personalised learning devices for teaching and learning.

### **Qualitative Shift in the Education System**

- 10.31 Singapore's new Prime Minister, Mr Lee Hsien Loong, stressed the need for a qualitative shift in education in Singapore in his maiden National Day Rally Speech in August 2004. While the school system in Singapore has gone through many improvements over the years and Singapore students are well-educated and rank well internationally, PM Lee spoke of a need for a qualitative change where experiential learning, initiative and flexibility should be further emphasised over rote learning.
- 10.32 Recognising the importance of teachers and principals as key resources in implementing this change and providing that qualitative leap, he spoke about increasing the number of teachers in Singapore by almost 3,000 to ensure that students have better-skilled teachers who have more time to focus on the individual needs of the student or group.
- 10.33 Hence, the Government plans to add 1000 more teachers for primary schools, 1400 more teachers for secondary schools and 550 more for the junior colleges over the next six years. This

would mean an overall increase of 15% more teachers per student.

- 10.34 PM Lee also noted that an increase in teachers should not come with an increase in homework as that would defeat the purpose. Instead, he recommended a reduction on some of the school syllabus so that there would be less pressure on the children and staff, thus giving the children more space to explore and discover their talents and the teachers more space to think of ways to bring out the best in the students.
- 10.35 These changes will benefit both girls and boys going through the education system in Singapore.

## Article 11

### Employment

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

(a) The right to work as an inalienable right of all human beings;

(b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;

(c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;

(d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;

(e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;

(f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:

(a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;

(b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;

(c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;

(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.

3. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.

## **Achievements**

### ILO Convention

- 11.1 The Government recognises that men and women have the right to equal remuneration and equal treatment in respect of work of equal value. Since the last reporting period, on 30 May 2002, Singapore has ratified a key ILO Convention – Convention 100 on Equal Remuneration to signify its commitment to equal pay for equal work.
- 11.2 Following the ratification of ILO Convention 100, the 3 key partners concerned with the labour force, namely, the Ministry of Manpower (MOM), the National Trades Union Congress and the Singapore National Employers Federation, issued a Tripartite Declaration on Equal Remuneration for Men and Women Performing Work of Equal Value on 6 November 2002, affirming their commitment to the principle embodied in the said Convention and declaring that this principle will be incorporated into future collective agreements in support of the Convention. In this regard, employers and unions have been requested to incorporate an appropriate "equal remuneration clause" in their collective agreements as and when the agreements are due for renewal.
- 11.3 A Code of Responsible Employment Practices was also jointly issued by the Singapore Business Federation, the Singapore National Employers Federation and the National Trades Union Congress in December 2002. This Code helps employers promote and observe responsible employment practices in their workplaces regardless of race, age, gender, marital status, disability or other factors that have no relevance to the job requirement. For example, whenever the practical requirements of the job dictate the need for employees of a particular sex, this must be supported by acceptable rationale.

### Equal Reward for Work of Equal Value in the Civil Service

- 11.4 Civil servants are rewarded solely based on their performance and are not discriminated against in any other ways, including gender. With the recent equalisation of medical benefits under the current medical scheme (namely, the Medisave-cum-Subsidised Outpatient (MSO) scheme), all new officers

appointed to the civil service will receive similar overall compensation packages regardless of gender if all else is equal.

#### *Wage Differentials in the Civil Service*

11.5 The following table compares the median salaries of male and female civil servants, broken down into age groups:

<b>Age Group</b>	<b>Median Salary for all Civil Servants</b>	<b>Median Salary for Female Civil Servants</b>	<b>Median Salary for Male Civil Servants</b>
< 21	S\$1,510	S\$1,510	S\$1,390
21-25	S\$1,950	S\$1,970	S\$1,910
26-30	S\$2,670	S\$2,940	S\$2,460
31-35	S\$3,590	S\$3,730	S\$3,290
36-40	S\$3,750	S\$4,040	S\$3,120
41-45	S\$3,750	S\$4,240	S\$3,230
46-50	S\$3,290	S\$3,380	S\$3,290
51-55	S\$4,700	S\$4,890	S\$4,310
56-60	S\$4,890	S\$4,890	S\$4,700
> 60	S\$4,440	S\$4,320	S\$4,540

11.6 As shown by the table above, there are marginal differences between the median salary for female and male civil servants. In fact, female civil servants are earning marginally more than their male peers at nearly every age band, with the exception of those aged above 60 years. This could be attributed to the lower retirement age for female civil servants.

#### *Equalising Medical Benefits for Dependants of Civil Servants*

11.7 Under the current medical scheme, male civil servants can claim medical benefits for themselves and for their dependants, while their female counterparts can only claim medical benefits for themselves.

11.8 With effect from 1 January 2005, the medical benefits for female civil servants on the current medical scheme, namely, the Medisave-cum-Subsidised Outpatient (MSO) scheme, will be equalised so that they are treated no differently from the male civil servants. This will facilitate greater sharing of care giving responsibilities between married couples. Female officers on the

MSO scheme can claim medical benefits for their unmarried children below the age of 18 years and for their spouses.

- 11.9 The MSO scheme was implemented in 1994 and is the current medical benefits scheme for civil servants, and on which all newly appointed officers are placed. Female officers who are on the older medical benefits schemes will also be able to claim these benefits for their unmarried children below the age of 18 years.

### **Women and Employment**

- 11.10 Our female labour force participation rate was 54% in 2003, up from the participation rate of 51% recorded in 1992.
- 11.11 The number and proportion of female corporate managers of total managers rose from 27% in 1999 to 31% in 2003. Women also participate heavily in the traditionally male-dominated IT industry. In 2003, women made up 34% of the total IT professionals.
- 11.12 Please see Appendix 1 for statistics on the following information:
- Table 2: Age - Sex Specific Labour Force Participation Rates, June 1993 – 2003 (total, males and females);
  - Table 3: Age - Sex Specific Labour Force Participation Rates by Marital Status, June 2003;
  - Table 16: Employed Persons Aged Fifteen Years and Over by Age and Sex, June 1993 – 2003;
  - Table 18: Employed Persons Aged Fifteen Years and Over by Industry and Sex, June 1993 – 2003 (total, males and females);
  - Table 19: Employed Persons Aged Fifteen Years and Over by Occupation and Sex, June 1993 – 2003 (total, males and females); and
  - Table 30: Employed Persons Aged Fifteen Years and Over by Age, Sex and Type of Employment, June 2003.

### *Wages*

- 11.13 In 2003, the average monthly earnings of females was 72% that of the males. This figure has remained at a steady rate since the previous reporting period.

- 11.14 Similar to the experience in many countries, females in Singapore earn less than males across broad occupational groups, although the difference is narrower for the higher skilled occupations. This wage gap mainly reflects the tendency for females to disrupt their participation in the labour market for childcare and household responsibilities, hence reducing their years of service and experience. The smaller wage gap differential among the younger age group attests to this. In fact, among workers aged 25- 29 years, females earned more than males in a number of occupations, ranging from 13% for managers to a marginal 0.4% for technicians & associate professionals in 2003.
- 11.15 However, in manual occupations such as production craftsmen and plant & machine operators, females earned less than males in the same age group. Here the wage disparity could result from the tendency for males and females to hold different jobs within each occupational group. For instance, within the group of plant & machine operators, the females tend to concentrate in occupations such as electronic component assemblers which typically pay less than bus drivers which are dominated by men.
- 11.16 Apart from occupation and experience, other factors contributing to gender wage disparity include differences in hours worked, qualifications, field of study, job nature and position.
- 11.17 Please see Appendix 2 for statistics on the following information:
- Table 10: Median Monthly Gross Wage by Gender and Occupation, 2003; and
  - Chart 6: Gender Wage Difference by Occupation and Selected Age Groups, 2003.
- 11.18 Please see Appendix 3 for statistics on the following information:
- Appendix 3A – Table 2.1: Monthly Basic and Gross Wages of Selected Occupations in All Industries, June 2003 (Males); and
  - Appendix 3B – Table 2.2: Monthly Basic and Gross Wages of Selected Occupations in All Industries, June 2003 (Females).

## **Challenges Faced in Economic Downturn and Measures Taken**

### *Background on the Recession*

- 11.19 The Asian Financial Crisis in 1997 plunged Southeast Asia, including Singapore, into an economic recession in 1998. Although growth resumed in 1999-2000, Singapore was hit by another recession in 2001. The synchronised downturns in the major developed economies as well as the global electronics industry led to a sharp deceleration in global growth.
- 11.20 The economic malaise was further aggravated by the terrorist attacks on the US on 11 September 2001 and the Severe Acute Respiratory Syndrome (SARS) crisis which permeated Asia in 2003. Further anxieties and uncertainties have also been caused by the discovery of terrorist groups in Southeast Asia linked to Al Qaeda.

### *External Challenges*

- 11.21 Further, globalisation and rapid technological advances are driving fundamental, long-term changes in commerce, industry and our daily lives. The economic rise of large new players like China and India and their entry into the world economy also brings both challenges and opportunities. In the short term, the entry of China and India into the market will mean dislocation in many countries, as industries restructure and relocate, and trade patterns change. Some workers will lose their jobs, while other industries will need workers, but those with different skills.

### *Restructuring by Companies*

- 11.22 To survive and grow in this new global environment, companies must continually restructure themselves and upgrade their products and processes. Old jobs are being destroyed, to be replaced by new ones which demand greater knowledge, skills and adaptability from workers. Workers can no longer expect the security of lifetime employment, but must be prepared for job changes several times in their working lives.
- 11.23 MNCs and financial institutions see more business opportunities in China and are increasing their presence there. Singapore and the rest of Southeast Asia have not been immuned from such trends and over the past years, have seen MNCs shift their



operations to China or Hong Kong to save costs and to be at or nearer the biggest Asian market.

- 11.24 This restructuring is a major reason why Singapore is experiencing higher retrenchments and unemployment. The average unemployment rate has been rising steadily from 3.1% in 2000 to 4.7% in 2003<sup>6</sup>.

#### *Restructuring by Singapore*

- 11.25 Set against this economic backdrop, Singapore has to take decisive steps to strengthen itself in order to stay competitive and save jobs. The immediate problems make it more urgent for Singapore to restructure its economy to strengthen its position rather than slow down essential changes.
- 11.26 The Economic Review Committee (ERC), set up in December 2001 to fundamentally review Singapore's development strategy, and formulate strategies to upgrade, transform and revitalise the economy, has recommended dealing with the immediate issues by lowering costs and staying competitive in its February 2003 report.
- 11.27 In 2003, the Government re-tuned the Central Provident Fund (CPF) system to strike a better balance between social objectives and economic concerns. The CPF system is a compulsory social security scheme that provides for retirement, health care, home ownership, family protection and asset enhancement. The mandatory CPF contribution rate was cut by 3 percentage points from 36% to 33% from 1 Oct 2003 to lower statutory costs for employers. For workers aged 50 to 55 years, the contribution rate would be further lowered to 27% by 2006 to help make older workers more employable. To ensure that the future retirement needs of our workers can still be met despite the cut in contribution rate, the CPF Minimum Sum, which is a lump sum set aside by the member at age 55 years to be paid out in monthly payments from age 62 years, would be raised gradually to S\$120,000 (in 2003 dollars) by 2013. The Medisave Minimum Sum, to take care of future healthcare expenses, would be adjusted every year to take into account healthcare cost inflation. The current 50% withdrawal rule, which allows CPF members to withdraw half their CPF savings at age 55 years

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<sup>6</sup> Source: Ministry of Manpower

even without setting aside the full Minimum Sum, would be phased out by 2013.

- 11.28 The ERC also recommended that the Government manage major components of business costs so that Singapore could stay internationally competitive. In particular, foreign worker policies should be flexible enough to allow companies to employ the workers they need, keep their overall costs of production down and make their operations here more viable.
- 11.29 Finally, the Government must continue helping Singaporeans affected by the downturn. The ERC recommended that the Government set up a national Continuing Education and Training (CET) body to oversee the promotion and development of CET in Singapore. The Government should also step up efforts to help Singaporeans who are out of work find new jobs as quickly as possible. Retrenched Singaporeans are taking longer to find re-employment and, meanwhile, will need assistance. The ERC recommended that the Government refine its assistance schemes to focus on Singaporean men and women who most need help, and make the most effort to help themselves.

#### *Labour Market Measures Taken*

- 11.30 To help businesses tide over the effect of SARS, the National Wages Council recommended wage cuts in companies directly affected by SARS, wage freezes for companies not directly affected but nonetheless affected by uncertain business conditions and pay bonuses to staff for companies still doing well.
- 11.31 The Government also took other measure to help men and women cope with the economic recession and to adjust to structural changes in the economy.
- 11.32 As Singapore evolves into a knowledge-based economy, training and learning take on added significance. In April 2000, the Government allocated S\$200 million for a 5-year Manpower Development Assistant Scheme for skills upgrading initiatives to prepare the workforce for a knowledge-based economy.
- 11.33 Employers are given various kinds of financial incentives to provide training and to upgrade their workers' skills through the Skills Development Fund. The Skills Development Fund also

subsidises training for workers who wish to upgrade themselves but who do not have employer support. In addition, the Lifelong Learning Endowment Fund (LLF), established on 12 March 2001, enhances the employment and employability of Singaporeans through initiatives that promote and facilitate the acquisition of skills. LLF provides a steady stream of funding for lifelong learning initiatives for all Singaporeans, including those who are seeking to rejoin the workforce

- 11.34 In September 2003, the Singapore Workforce Development Agency (WDA) was established to help unemployed Singaporeans gain employment, to upgrade the skills of workers in employment as well as to drive adult learning in Singapore. Working closely with her partners both in the industries and with other government agencies, WDA developed and implemented holistic manpower strategies to enhance the employability and competitiveness of the Singapore workforce. WDA also works closely with the industry partners to identify skills and training needs, and to develop relevant training programmes to help job-seekers acquire the skills needed for the jobs in these industries.
- 11.35 WDA is developing and implementing a more holistic and robust Continuing Education and Training (CET) framework for skills upgrading by the workforce. This would help to create clearer upgrading pathways for workers to keep their skills relevant and enhance workers' access to learning and quality training. These elements include developing a framework of skills standards for key industries, introducing a system for employability skills training and enhancing quality assurance of trainers and training organisations. Such a framework would improve the effectiveness of training and better link the outcomes of training with employability.

### **Employment Act – Managers, Executives, Confidential Staff, Domestic Workers, and Seamen**

- 11.36 While the Employment Act does not apply to executives, managers, confidential staff, domestic workers and seaman, the basis for the exclusion is not gender-biased. Personnel in managerial and executive positions are excluded as they are in a better position to negotiate for their own terms and conditions of employment. Hence, they do not require the protection of the Employment Act which provides for the minimum terms and

conditions of employment in Singapore. Seamen and domestic workers are excluded from the Act as it is difficult to enforce the Act because of the nature of their work. The exclusion from coverage under the Employment Act is not gender-biased and is therefore not discriminatory against female workers.

- 11.37 While the Act excludes certain occupations, the Labour Relations Department of the Ministry of Manpower does provide voluntary conciliation services to those who approach them for assistance in resolving their disputes with their employers amicably. This service is provided free of charge. Executives who are unable to resolve their cases at the Ministry can pursue their claims at the civil court.
- 11.38 In July 2002, the Industrial Relations (Amendment) Act 2002 was passed in Parliament to allow executives who are not employed in senior management positions and who are not performing such roles to be represented by recognised trade unions on an individual basis on specific issues relating to retrenchment benefits, dismissal and breach of contracts of employment. This Act came into operation on 1 September 2002.

### **Foreign Domestic Workers**

- 11.39 The Ministry of Manpower (MOM) has instituted several measures to protect foreign domestic workers (FDWs) working in Singapore. These are elaborated in the following paragraphs.

#### Public Education

##### *Information Kit for Employers*

- 11.40 In a move to educate employers of FDWs, MOM specially produced an information kit comprising a handbook for employers, training checklist and cultural guide in May 1999. The kit promotes the building of a harmonious working relationship between the employer and the FDW through cultural understanding, open communication and mutual respect. It also includes information on the rights of the FDW, and the consequences employers face if they are found guilty of abusing them.
- 11.41 "Employing Foreign Domestic Workers, A Guide for Employers" spells out the responsibilities of employers as well as ways to

better manage their workers. Some proposed guidelines for a written agreement between employers and FDWs are listed. Important work permit regulations are also highlighted. The intent of the guide is to help the employers develop a close and cordial working relationship with their FDW based on mutual respect and understanding.

- 11.42 To reduce conflicts arising from cultural differences and to help employers overcome the language barrier with their FDWs, the kit incorporates a "Cultural Guidebook" on norms and customs as well as everyday vocabulary of workers from the 3 largest source countries of FDWs: Indonesia, the Philippines and Sri Lanka. The "Training Checklist" proposes employers discuss 17 common topics with their FDWs, covering everything from Singapore's laws and culture to exactly what chores you expect your FDW to perform and how to do them.

#### *Advisory for Foreign Workers*

- 11.43 MOM has prepared an advisory booklet for all foreign workers including FDWs who are coming to work in Singapore for the first time. The advisory booklet explains to workers their rights and obligations while working here. It also provides some useful telephone numbers which foreign workers can call in the event of an emergency. The contact numbers for medical help, one-stop social service, the Samaritans of Singapore, the Labour Relations and Welfare Department and the Work Permit Department of MOM are also included. The various embassy helpdesk lines are also provided to the foreign worker. This advisory booklet is presented in English and in 9 native languages of foreign workers.
- 11.44 In addition, in October 2000, the Ministry produced a "Handy Guide for Foreign Domestic Workers". The guidebook is distributed free to all foreign domestic workers at the Work Permit Services Centre (WPSC) when they first arrive to work here. The guidebook informs FDWs that they are protected under Singapore law, and provides advice on whom they can approach for help should they be victimised. The guidebook is produced in the native language of the FDW.

### Penal Code

- 11.45 The Government takes a serious view of employers who ill-treat or abuse their foreign workers, especially those in domestic employment. Employers who do so are severely dealt with. The police conduct prompt and thorough investigations into all such cases. Errant employers are prosecuted in the courts and heavy sentences such as jail, fine and/or caning, are meted out to those found guilty of physical abuse or ill-treatment.
- 11.46 In 1998, the Penal Code was amended to enhance penalties committed by employers of FDWs or members of the employers' household against their FDWs by one and a half times the amount of punishment to which he or she would otherwise have been liable for that offence. In addition, convicted employers and spouses will also not be allowed to employ another FDW permanently.

### Personal Accident Insurance (PAI) for FDWs

- 11.47 With effect from 1 March 1997, employers are required to take up a Personal Accident Insurance policy for their FDW before they are allowed to employ the worker. This is a condition for the issue of a work permit. The minimum sum assured is \$10,000, and any compensation payable is made to the FDW or her beneficiaries.

### Foreign Worker's Unit (Work Related Disputes)

- 11.48 The Foreign Worker Unit was set up in MOM's Labour Relations Department in November 1997 to resolve the disputes between foreign workers and their employers on their terms and conditions of employment. The conciliation service is provided free-of-charge. The Unit receives about 30 requests from foreign domestic workers each month to help them resolve their disputes with their employers. Most of the disputes are salary-related and almost all are amicably resolved.

### Criminal Proceedings Against Employers

- 11.49 Whenever an FDW is required to assist in investigations by the authorities, arrangements will be made to facilitate her stay in Singapore in order for her to give evidence against her employer in court, if so required. At the same time, the Ministry of

Manpower will also allow the FDW (who are required as witnesses) to seek employment through the Temporary Job Scheme (TJS). The Ministry's TJS facilitates the job placements of such FDWs and is opened to other government agencies such as Police and Immigration and Customs Authority (ICA). For FDWs, they have the option to convert their 6-month temporary employment under TJS to permanent employment when the case is concluded.

#### FDW Hotline

- 11.50 MOM has a dedicated hotline for FDWs. FDWs in need of help or concerned members of public who know of FDW mistreatment, such as lack of food, sleep or rest, can contact MOM.

#### Employment Terms

- 11.51 All work permit holders (including FDWs) and employers are bound by the Employment of Foreign Workers Act (EFWA). They also have to abide by the work permit conditions. In the case of employers, they are bound by the Security Bond conditions to be responsible for the well-being of their foreign workers.
- 11.52 FDWs are currently not covered under the Employment Act. There is no discrimination based on nationality as both local and foreign domestic workers have been excluded from the Employment Act since it was enacted in 1968. The Government does not see the need to impose standard terms on employers because it is not practical to regulate specific aspects of domestic work including hours of work, rest day work and work on public holidays. Given that FDWs work in a home environment, and the varied habits of households, it is difficult to enforce the terms of the Employment Act. Instead, the Government has been encouraging employers and FDWs to enter into an employment contract with the help of the employment agencies. It is a licence requirement that all the employment agencies that recruit FDWs are required to be accredited and it is an accreditation criteria for these agencies to ensure that their FDW clients have employment contracts while working here.
- 11.53 Further to the above listed measures, as part of its on-going efforts to enhance the well-being and safety of FDWs in

Singapore, MOM has recently introduced three new measures for FDWs and their employers. They are:

(1) Compulsory Orientation Programme for New FDW Employers

- 11.54 With effect from 1 April 2004, MOM will require all first-time employers of FDWs to attend a half-day Orientation Programme as a processing criteria for their FDW's work permit application. The aim of the programme is to educate new employers on their role and responsibility towards their FDW and to inculcate a greater sense of respect and responsibility for the FDW working in their home.
- 11.55 The orientation programme will provide advice on cultivating a good working relationship between employers and their FDWs based on mutual understanding and respect, motivating and coaching the FDWs, ensuring their safety at work, as well as keeping employers informed of the rules and regulations governing FDW employment and the penalties for abuse or exploitation of an FDW. MOM has engaged professional training providers to run the programme and a course fee will be payable to the various training providers.

(2) Compulsory Safety Awareness Course for Newly Arrived FDWs

- 11.56 As many FDW accidents occur within the first few months of an FDW's employment, MOM will now require all newly arrived FDWs (i.e., those with no prior working experience in Singapore) to attend a compulsory half-day safety awareness course before issuance of their work permit card. Effective from 1 April 2004, the safety course will educate FDWs on working safely while performing domestic chores and preventing accidents such as falling from heights during the course of work. The programme is modeled after existing safety orientation courses for foreign workers in the construction and marine sectors.
- 11.57 The curriculum, developed in consultation with the National Safety Council (NSC) will cover the safety hazards of working and living in an urban environment. FDWs will be advised on the necessary safety precautions to take in order to prevent accidents when performing domestic chores such as cleaning windows, hanging laundry in high-rise buildings or when using electrical appliances. The programme will be conducted in English and Bahasa Indonesia, given that the majority of the FDWs in Singapore speak either language.



### (3) New FDW Measures Being Implemented in 2005

- 11.58 To raise the quality of FDWs in Singapore, MOM will raise the minimum age (from 18 to 23) for FDWs and introduce minimum education requirements for new FDWs with effect from 1 Jan 2005. At the same time, MOM will also introduce new requirements for employers who change their FDWs frequently. Frequent changes of FDWs are often a reflection of difficulty in managing FDWs on the part of the employers. Hence, MOM will require all employers who change their FDWs 5 or more times within a one-year period, to attend the FDW Employers' Orientation Programme. They may also be required to attend an interview with a Ministry Official from MOM to better understand the circumstances behind the frequent change in FDW. Employers who persist to change FDWs frequently thereafter without satisfactory reasons, may have their applications for FDWs rejected in future.

#### **Child Care Centres**

- 11.59 The Government continues to promote the development of child-care centres to provide the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life.
- 11.60 As at 31 August 2004, there were 676 Child Care Centres in Singapore, with a total capacity of 56,211 and a total enrolment of 43,660.

#### **Work-Life Balance**

- 11.61 The Government continues to be active in promoting work-life harmony for working Singaporeans.
- 11.62 Significantly, at the National Day Rally on 22 August 2004, our new Prime Minister announced that the Civil Service will introduce a five-day workweek arrangement to enable civil servants to spend more time with their families and strike a better work-life balance. The five-day workweek arrangement started on 1 September 2004 in ministries that were ready to do so.
- 11.63 In our previous report, we mentioned that a Work-Life Unit (WLU) was set up in September 2000 in the then Ministry of Community

Development and Sports. Since 1 September 2004, the task of promoting work-life strategy targeted at employers has been transferred to the Ministry of Manpower's Quality Workplaces Department while WLU will focus on promoting personal work-life effectiveness targeted at working individuals. It will create awareness of personal work-life effectiveness and equip working individuals, dual-career couples and tertiary students with the skills and knowledge to make informed work-life decisions. The Unit will continue to work in tandem with the Ministry of Manpower to ensure consistent messaging to employers and individuals with a view to changing mindsets of both parties to achieve a win-win outcome.

11.64 In our previous report, we also reported on the launch of the biennial Family Friendly Firm Award to recognise companies for their pro-family efforts. The award has been renamed the Singapore Family Friendly Employer Award. In 2002, there were 23 Award winners and 10 Certificate of Merit recipients. The figures rose to a heartening 67 winners in 2004 with 27 receiving the Certificate of Merit.

11.65 The Singapore Civil Service has also put in place various flexible work policies, leave benefits and employee support schemes to assist its officers in achieving work-life balance. These include:

#### Flexible Work Arrangements

- (i) **Part-time employment:** The key features are as follows -
  - a. It is open to all officers for flexible durations.
  - b. Ministries have the flexibility to customise work options between 11 and 29 hours per week.
  - c. Officers are eligible for pro-rated salaries and benefits according to their work schedule.
- (ii) **Telecommuting:** Ministries are given the flexibility to implement tele-commuting arrangements for their officers where the nature of their jobs allows for it.
- (iii) **Flexi-time:** Ministries can implement flexi-time or staggered work hours, whereby officers can opt to start work anytime between 7.30 am to 9.30 am. This helps officers to tailor their work schedules to better balance work and family commitments.

- (iv) **Five Day Work Week** (as detailed in 11.62)

Leave Benefits

- (i) **Marriage Leave:** Both male and female officers are eligible for 3 calendar days of marriage leave for their first marriage
- (ii) **Maternity Leave:** Married female officers of citizen children are eligible for 12 weeks of paid maternity leave for the first 4 confinements.
- (iii) **Unrecorded childcare leave:** All married officers are eligible for full pay unrecorded childcare leave to look after his/her child below 12 years old when the child falls sick. Such leave is limited to 5 days per year for each child, up to a maximum of 15 days per year if the officer has 3 or more children below 12 years old. Out of this leave entitlement, officers with children below 7 years old also have the flexibility to take 2 days of unconditional childcare leave, which would not be predicated on any condition, e.g. illness of the child.
- (iv) **No-Pay Leave:** Married female officers are eligible for up to 4 years of no-pay leave for each child below 4 years of age. This is to allow officers to care for children during their early formative years. In addition, an officer can apply for no-pay leave to accompany his/her spouse who is on overseas duty or study.

Employee Support Schemes

- (i) Holiday resorts are available for use by all staff under the Civil Service Resorts Scheme, thus encouraging family cohesiveness and bonding.
- (ii) In addition, various Ministries organise family related activities, health and wellness programmes and other employee support services. Several Ministries also provide on-site child care centres and lactation facilities.

## Article 12

### Health

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.

2. Notwithstanding the provisions of paragraph 1 of this article, States Parties shall ensure to women appropriate services in connection with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

### Healthcare as a Priority

12.1 The Government places a high priority on healthcare in Singapore. It not only grants women equal access to healthcare resources, but also pays attention to the special healthcare needs of women. The high standards of Singapore's healthcare system is demonstrated through increasing life expectancy for women (higher than men), decreasing maternal mortality, a low infant mortality rate and an extremely low under 5 mortality rate as detailed below:

- life expectancy at birth for women increased from 80.4 years in 2001 to 80.9 years in 2003;
- the Maternal Mortality Rate dropped from 10 per hundred thousand live and still births in 2001 to 5 in 2003;
- Infant Mortality Rate stands at 2.5 per thousand resident live births; and
- Mortality Rate for children aged under 5 years stands at 3.2 per thousand live births in 2003. UNICEF ranked Singapore as having the second lowest Under 5 Mortality Rate in 2001<sup>7</sup>.

12.2 The total government health expenditure per resident has increased from S\$479 in 2001 to S\$596 in 2003. The total government health expenditure for Fiscal Year 2003 is S\$2 billion.

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<sup>7</sup> UNICEF's 'The State of the World's Children 2003' report.

## **The Healthcare System in Singapore**

- 12.3 Singapore has a dual system of healthcare delivery, comprising public and private institutions. Patients are free to choose their providers within the dual healthcare delivery system.
- 12.4 Healthcare in public institutions is heavily subsidised and affordable to all Singaporeans. No Singaporean is denied care due to lack of ability to pay.
- 12.5 The healthcare system in Singapore provides equal access to both men and women; women are not disadvantaged in any way. In fact, there are specific programmes targeted at women, e.g. subsidised breast and cervical cancer screenings.
- 12.6 Singapore has a dedicated hospital for women and children. The KK Women's and Children's Hospital (KKH) has 8 medical specialties for women and 15 medical specialties for Children. The total number of hospital beds at KKH is about 800.

## **Preventive Programmes**

- 12.7 The Government plays a major role in educating and encouraging the public to maintain a healthy lifestyle. Many programmes and health promotion activities are organised annually; they are open equally to men and women. The Government pays special attention to female illnesses and special programmes are organised for women.

### *Programmes*

- 12.8 BreastScreen Singapore, a national breast cancer screening programme was launched in January 2002. The programme aims to reduce the mortality rate of breast cancer through screening mammography. Under this programme, women aged 40-49 years are screened annually while women aged 50 years and above are screened once every two years. As at March 2004, 84, 000 women have been screened under the programme. 357 cancers were detected of which 35% were early cancers where the prognosis is good.
- 12.9 The national cervical cancer screening programme, Cervical Screen Singapore, was implemented in August 2004 for Singaporean women aged between 25 and 64 years to reduce

the incidence of and mortality from cervical cancer. Women are encouraged to go for screening once every 3 years.

- 12.10 The nation-wide community health screening programme called "Check Your Health" was launched in 2000 to screen Singaporeans aged 50 years and above for hypertension, diabetes and high blood cholesterol. As at end June 2004, more than 110,000 persons have attended the screening sessions which were held at community venues near homes. Women made up 57% of the total number screened.

### **Healthcare Financing**

- 12.11 The Singapore healthcare financing system is based on individual responsibility, coupled with government subsidies available equally to men and women to keep basic healthcare affordable for all.
- 12.12 It is based on the 3Ms, i.e. Medisave, MediShield and Medifund.
- 12.13 Medisave is the national savings scheme which helps individuals put aside part of their income in Medisave Accounts to meet their personal or immediate family's hospitalisation expenses.
- 12.14 MediShield is a low cost catastrophic illness insurance scheme designed to help members meet the medical expenses from major or prolonged illnesses for which their Medisave balance would not be sufficient. Annual premiums for MediShield can be paid from the individual's Medisave account.
- 12.15 Medifund is an endowment fund set up by the Government as a safety net to help poor Singaporeans pay for their medical care. Medifund is meant to be an avenue of last resort for patients who, despite heavy Government subsidies, are unable to pay for their medical expenses.
- 12.16 In June 2002, ElderShield was introduced as a national insurance scheme to provide the elderly with coverage against severe disabilities. Currently, there are about 380,000 males and 310,000 females covered by the scheme.
- 12.17 In order to make healthcare charges more transparent to the public, in September 2003, the Ministry of Health introduced comparison tables enabling patients to compare charges for

various procedures at hospitals in Singapore. The procedures are individually listed such that women can easily find out the charges for common procedures at hospitals and choose the hospital which suits their needs. Procedures pertaining to women include breast lump removal, delivery (normal and caesarean section) and ovarian cyst removal surgery.

### **Pregnancy Services and Benefits**

12.18 The Government has introduced enhanced benefits for women undergoing childbirth or who desire to have children. These are:

- Allowing the use of Medisave to pay for delivery expenses for a woman's fourth child born from 1 August 2004. In addition, Medisave can also be used for the delivery and pre-delivery medical expenses of the woman's fifth and subsequent child, if the parents have a combined Medisave balance of at least \$15,000 at the time of delivery. Previously, Medisave could only be used to pay for the delivery charges of a woman's first three children.
- Allowing the use of Medisave to pay for ante-natal care (such as consultations and ultrasound) from 1 August 2004. Previously, Medisave could only be used to pay for the delivery itself and not outpatient expenses.
- Couples requiring medical assistance in starting a family can use an increased amount from their Medisave for Assisted Conception Procedures, up to a maximum of 3 cycles, from August 2004.

12.19 These benefits ease the financial strain of childbirth on the woman.

## Article 13

### Economic and Social Benefits

*States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:*

*(a) The right to family benefits;*

*(b) The right to bank loans, mortgages and other forms of financial credit;*

*(c) The right to participate in recreational activities, sports and all aspects of cultural life.*

### Economic Incentives

13.1 Singapore has faced many challenges in restructuring and upgrading its economy, and coping with the shocks and uncertainties in its external environment. However it has managed to overcome these challenges and continue to build on its strengths and provide for the men and women of Singapore by providing economic and social benefits through policy initiatives.

13.2 Certain economic incentives were provided as part of an offset package meant to help Singaporean households adapt to the structural changes in the economy since 2001. They include two share schemes which aim at giving men and women equal opportunity to help themselves:

#### Economic Restructuring Shares (ERS)

13.3 These shares are given out in three lots, with one lot each year starting from 2003. The shares will earn annual dividends, in the form of bonus shares, over 5 years. The bonus shares will be calculated at a rate of 3% plus the real GDP growth rate of the preceding calendar year, with a guarantee of at least 3%. The amount of ERS given out depends on the Annual Value (AV) of the recipient's home. In addition, Active National Service (NS) men will get an extra \$200 worth of ERS and Inactive NSmen will get an extra \$100 worth of ERS. The extra share for NSmen will only be given once in the year they qualify.



- 13.4 In January and February 2004 the Government gave out S\$814 million worth of shares. Of this, S\$562 million (nearly 70%) has been encashed by the recipients. The third lot, which will be allotted in 2005, is worth an estimated S\$900 million.

#### New Singapore Shares (NSS)

- 13.5 Introduced in 2001 to help the lower income group tide over the economic downturn, the NSS will earn annual dividends, in the form of bonus shares, over 5 years. The bonus shares will be calculated at a rate of 3% plus the real GDP growth rate of the preceding calendar year, with a guarantee of at least 3%.

#### *Recent Budget Initiatives*

- 13.6 In the 2004 Financial Budget, the current Prime Minister, and then Minister for Finance, PM Lee Hsien Loong announced several key budget initiatives aimed at providing economic support for families and individuals. Some of these opportunities are described in the following paragraphs.

#### Top Up Medisave Accounts of Older Singaporeans

- 13.7 The Government topped up Medisave Accounts of Singaporeans aged 50 years and above. The top-ups, which range from S\$50 to S\$200, vary according to the age of the recipient and the Medisave balances. For more information on Medisave, please refer to Chapter 12 on Health.
- 13.8 An extra S\$100 million has been injected into Medifund to help needy patients meet their medical expenses. This will bring Medifund to its targeted fund size of S\$1 billion.

#### Help Singaporeans Contribute to the Financial Security of their Non-Working Dependants

- 13.9 The annual tax relief ceiling for individuals making cash top-ups to their own CPF Retirement Accounts and the Retirement Accounts for parent and grandparents increased from S\$6,000 to S\$7,000, with effect from YA 2005.

- 13.10 This tax relief will also be extended to cash top-ups to the CPF Retirement Accounts of their non-working spouses<sup>8</sup>, who are largely women, starting from YA 2005.

#### *New Package of Measures to Support Parenthood*

- 13.11 A new package of measures to support parenthood was recently announced in August 2004. The measures take a holistic and coherent approach to help parents, especially mothers. The measures include longer maternity leave, infant care subsidies, childcare leave for both fathers and mothers, and financial support.
- 13.12 The package was the result of extensive public consultation and feedback from Singaporean men and women. The Government took into account feedback gathered from some 1,600 public emails, 380 telephone calls and 650 media stories and letters written to the press. Focus group sessions were also organised. While these measures are meant to address the problem of declining birth rates in Singapore, it also has a huge positive impact on many women in Singapore, as it empowers them to have a family.
- 13.13 Some of the measures adopted, which will take effect from 1 August 2004 (unless otherwise stated), include:
- **Making child birth more affordable** by allowing Singaporeans to use their 'Medisave' portion of their Central Provident Fund (CPF)<sup>9</sup> savings to pay for delivery and pre-delivery expenses for their first 4 children. Medisave can also be used for 5<sup>th</sup> and higher order births, if couples have sufficient balance to meet their healthcare needs for the future. Previously, couples could only use their Medisave account to pay for the delivery expenses of their first three children.
  - **Assisting couples with fertility problems** by allowing them to use more from their Medisave account to pay for

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<sup>8</sup> Must not be earning more than \$2,000 in the preceding year.

<sup>9</sup> The Central Provident Fund is a comprehensive social security savings plan. Working Singaporeans and their employers make monthly contributions to the CPF and these contributions go into separate accounts which provide for, inter alia, home ownership, investment, healthcare and retirement.

Assisted Conception Procedures such as in-vitro fertilisation.

- Providing **enhanced financial support for raising children** by giving out '**Baby Bonus**' for each Singaporean baby up to the fourth child of the family. Parents will enjoy a Baby Bonus of S\$3000 cash if the baby is their first child, up to S\$9000 cash and matching contributions if the baby is their second child and up to S\$18,000 cash and matching contributions if the baby is a third or fourth child. The disbursement of the cash component would be done over 2 years, giving parents more immediate support. Previously, the Baby Bonus was only given to the second and third child, with the cash disbursed over 6 years.
- Provision of **parenthood tax rebate and working mothers' child relief** for parents with Singaporean children. Parents will benefit from tax rebates of S\$10,000 to S\$20,000 and working mothers will also enjoy a tax relief of 5% to 25% of their earned income, depending on the birth order of their child. These tax measures will be effective from the Year of Assessment 2005.
- Providing **infant care subsidies** of up to S\$400 per month to parents of Singaporean babies (aged 2 to 18 months) attending licensed infant care programmes. The Ministry of Community Development, Youth and Sports will continue to look into ways to increase the availability of infant care places if there is good demand.
- The **domestic worker levy is lowered** from S\$345 to S\$250 a month for families with Singapore citizen child below the age of 12 years. The levy concession also applies to families with elderly Singaporean parents or grandparents aged 65 years and above.
- Giving working mothers whose Singaporean child aged 12 years and below is being cared for by his or her grandparent a **grandparent caregiver tax relief** of S\$3000. This relief will be effective from Year of Assessment 2005.
- **Extending the coverage of legislative maternity leave protection** to female employees not covered under the Employment Act, i.e. those in managerial, executive and

confidential positions. Industry practice is such that this group is almost always granted maternity leave and protection. With the legislative amendment effected on 1 October 2004 to the Children Development Co-Savings Act, statutory maternity leave and protection has been extended for births of up to the fourth Singaporean children for this group as well as for civil servants.

- **Lengthening the statutory maternity leave period** from 8 weeks to 12 weeks from 1 October 2004 to allow working mothers more time to recuperate as well as care for their new-born babies.
- Giving all working mothers (including self-employed) of Singaporean babies **financial assistance for unpaid maternity leave** from 1 October 2004. Employers are only required to pay 8 weeks of maternity leave for the first two confinements. Because the purpose is to encourage Singaporeans to have more babies, the Government will fund the extended 4 weeks of maternity leave for the 1<sup>st</sup> and 2<sup>nd</sup> confinements, and the entire 12 weeks for the 3<sup>rd</sup> and 4<sup>th</sup> confinements. Government payments are capped.
- **Promoting equal employment opportunities for females, pregnant women and parents of young children** by putting in place tripartite guidelines on: (i) Best Work-Life Practices; and (ii) Family Friendly Workplace Practices. The guidelines are formulated by the social partners in Singapore. They cover various aspects of employment such as hiring, promotion, treatment of employees pre-, during and post maternity periods, and payment of bonuses. These are in addition to existing Tripartite Guidelines on Non-Discriminatory job advertisements and a set of bipartite guidelines on Responsible Employment Practices formulated jointly by the workers' and employers' federations.
- Giving 2 days of **childcare leave** for working fathers and mothers. Working parents with any child below 7 years of age will be eligible for 2 days of employer-paid childcare leave per year, from 1 October 2004.

### *CPF Housing Top-Up Grant*

- 13.14 Currently, qualifying singles may receive a CPF housing grant of S\$11,000 to buy a resale flat. Singles who have obtained this grant, and who marry on or after 1 August 2004, will now receive a top-up grant to the prevailing CPF family grant quantum. The top-up can be used to offset the mortgage loan of the existing resale flat or for the purchase of another resale flat. Based on the prevailing family grant quantum, a couple can receive a top-up of up to S\$29,000.
- 13.15 The above benefit is equally available to single men and women who eventually marry.

### **Sports**

- 13.16 Sports is already being promoted in all sectors of society. A greater emphasis on the importance of sports in Singapore was reflected in the change of the name of the Ministry of Community Development (MCD) to the Ministry of Community Development and Sports (MCDS) in 2001. MCDS has been recently renamed the Ministry of Community Development, Youth and Sports (MCYS) in 2004 so as to highlight the importance of youths in Singapore.
- 13.17 The Singapore Sports Council (SSC) is a statutory board under MCYS. SSC's role is to operationalise MCYS's policies on sports, focusing on the three pillars of Sports Excellence, Sports for All, and Sports Industry.
- 13.18 The Singapore Disability Sports Council (SDSC) is the national sports body for the disabled in Singapore. It is a voluntary organisation registered with the Commissioner of Charities. SDSC's goal is to promote, through sports, the well-being of the disabled in Singapore, helping them to live full and independent lives.

### *28th Olympic Games*

- 13.19 More female athletes than male athletes represented Singapore in the recent 28<sup>th</sup> Olympic Games held in Athens from 13 – 29 August 2004. There were 10 female athletes out of the total 16 who represented Singapore.

- 13.20 Generally, the women performed better than the men. Li Jia Wei achieved the best performance in Table Tennis when she reached the Women's Singles play-off for 3<sup>rd</sup>/4<sup>th</sup> placing. She eventually finished 4<sup>th</sup>, the highest-placed Singapore athlete.
- 13.21 In comparison, the best performing male was Ronald Susilo, who reached the Men's Badminton Singles Quarter-Finals.

### **Cultural Life**

- 13.22 Women in Singapore, similar to their male counterparts, are entitled to participate and contribute in all aspects of our cultural life.

#### *Achievements by Women in the Arts*

- 13.23 In the arts field, women have not only achieved artistic excellence but gained international renown. They include violinists such as Siow Lee-Chin, Min Lee and Kam Ning who have performed with international orchestras, singer Jacintha Abisheganaden, writer Catherine Lim, founder of opera group Chinese Theatre Circle (CTC) Joanna Wong, and composer Joyce Koh Bee Tuan. The local theatre scene is vibrant with talented actresses and playwrights such as Karen Tan, Tan Kheng Hua, Eleanor Wong and Selena Tan.
- 13.24 Deserving women artists also receive both funding and other forms of support from the National Arts Council. For example, Kam Ning and Joyce Koh were winners of the Council's Young Artist Award. The Council has also set up schemes like the Violin Loan scheme, as well as sent artists overseas to represent Singapore in international competitions. For example, Ms Yee Ee Ping, a leading soprano based in the UK, had won numerous awards including the Outstanding Woman Musician at the Royal Overseas League Music Competition in 1999. Ms Angela Liong, the Artistic Director of the Arts Fission Company, a contemporary dance company, participated at the Asian Comments Festival 2002 in Copenhagen and Laokoon Festival 2003 in Hamburg, Germany.
- 13.25 Lastly, women artists have also been recipients of the Cultural Medallion award, the country's highest honour in recognition of individuals who have achieved artistic excellence in the fields of dance, theatre, music literature, photography, art and film. The

nominees for the Cultural Medallion are short listed through public nomination. Past winners included Joanna Wong (1981) for her work in Chinese Opera, Goh Soo Khim (1981) for her developmental role in the dance education and performance, and stone sculptress Han Sai Por (1995) for her outstanding work in a field traditionally dominated by male practitioners.

## Article 14

### Rural Women

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas.

2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

(a) To participate in the elaboration and implementation of development planning at all levels;

(b) To have access to adequate health care facilities, including information, counselling and services in family planning;

(c) To benefit directly from social security programmes;

(d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;

(e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self employment;

(f) To participate in all community activities;

(g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;

(h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

14.1 This Article is not applicable to Singapore as we are a city state.



## **PART IV**

### **Article 15**

#### **Law**

1. *States Parties shall accord to women equality with men before the law.*
2. *States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.*
3. *States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.*
4. *States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.*

#### **Equality Before the Law**

- 15.1 Article 12 of the Constitution of Singapore states that ‘all persons are equal before the law and entitled to the equal protection of the law.’

#### **Legal Resources launched by the Ministry of Law Website**

- 15.2 The Ministry of Law included a section in its new website ([www.minlaw.gov.sg](http://www.minlaw.gov.sg)) to provide useful legal information to the public. Entitled “Legal Resources”, it provides links to frequently sought legal information and law-related agencies, such as the Supreme Courts and the Subordinate Courts, the Law Society of Singapore, the Intellectual Property Office of Singapore and the Singapore Mediation Centre. Users can obtain a diverse range of legal information on Singapore’s legal system, its laws, and specific information relating to legal aid advice, intellectual property, insolvency, land, family-related matters as well as court hearing schedules and listing of lawyers. The website also includes links to information on family related matters such as marriage, divorce, maintenance and children. Direct access to these information can also be made through the following url: <http://www.law.gov.sg>. This resource is intended to benefit both

men and women and provides women with a helpful starting point when faced with family or marital issues.

### **Singapore Association of Women Lawyers (SAWL)**

- 15.3 As part of SAWL's continuing commitment to the legal education of the community and one of SAWL's missions to demystify the law and make it accessible to the lay public, SAWL's recent projects include an updated version of 'You and the Law'. The book, now in its 3rd edition, simplifies 24 different areas of law in Singapore in easy-to-understand English, including Divorce Law and legal help for victims of family violence.
- 15.4 Other major projects include providing free legal advice to the public in 10 different community centres in Singapore, providing free talks and seminars on the law to schools, the People's Association, Community Centres and other organisations like welfare homes and through the media (magazines and radio stations).
- 15.5 The SAWL-Justice FA Chua Library is another project by SAWL, which houses an impressive collection of articles, books, magazines and materials on all aspects of family issues with special focus on women and children. This library is also a resource centre for research on legal literacy and socio economic issues.
- 15.6 SAWL also runs the Tan Ah Tah-SAWL Scholarship fund for physically disabled students. To date, some S\$200,000 has been disbursed.
- 15.7 Currently, SAWL is in the process of publishing a book to answer the legal queries of teenagers. More than 100 teenagers from Secondary Schools have been surveyed to assemble their legal queries. This book is expected to be launched in the beginning of 2005.
- 15.8 The above projects have benefited both men and women but are particularly helpful for women who need legal help for family-related issues like divorce and family violence.

## **The Law Society of Singapore**

- 15.9 The Law Awareness Committee (the Committee), a standing committee of the Law Society, organises projects and events aimed at creating awareness of the law to the community. Last year, the Law Society undertook the programmes in the following paragraphs.
- 15.10 During the Severe Acute Respiratory Syndrome (SARS) outbreak in Singapore the Committee worked with two daily newspapers to answer any legal questions arising from the outbreak of the illness.
- 15.11 The Committee conducted two workshops for the second consecutive year on law awareness for social workers.
- 15.12 The Law Society also held its bi-annual Law Awareness Weekend for the tenth year. These Law Awareness weekends are intended to create awareness of the law through public education talks, seminars, forums, exhibitions and publication programmes. The focus last year was family law and the legal rights of women under the Women's Charter of Singapore. Women both participated and benefited from the Law Awareness Weekend.
- 15.13 The Committee also co-ordinated a programme for lawyers who volunteer to give free legal advice at clinics held at various Family Service Centres to ensure that families in need obtained legal advice and assistance.

## **Family Court**

- 15.14 The Family and Juvenile Justice Centre (FJJC), an amalgamation of the Family Conciliation and Resolution Centre (FAMCARE) and Psychological Services Unit, was formed in March 2002. This unit, which is staffed by a multi-disciplinary team comprising counsellors, psychologists and social workers and inter-pretermediators, runs the programmes of the Family and Juvenile Courts. Counselling and education programmes, which form the core of their work, cover such areas as marriage, divorce, family violence, substance abuse violence elimination and youth care, among many others. All the services and programmes provided by the FJJC are free of charge.

### Project Hope and Project Shine

- 15.15 Project Hope is a programme under which applicants for maintenance orders who are in critical need of financial assistance at the time that they file their applications may be granted immediate assistance (in the form of food vouchers) in meeting their basic needs and those of their children, pending the determination of the case in court.
- 15.16 Project Shine is a programme under which both applicants for and respondents to maintenance applications may be referred to community agencies for practical and long-term assistance - for example, for job placement, child-care assistance, tuition services for children and so on.

### Family Violence

- 15.17 The Family Transformation and Protection Unit (FTPU), which is manned by FJJC officers, is a one stop service centre and place of protection for victims of family violence.
- 15.18 Applicants for personal protection orders will be counselled when they attend at the unit and helped to file their complaints, which are sworn before a magistrate. The FTPU will assess the risk of further family violence to the applicant and work out a safety plan with them.
- 15.19 Respondents to personal protection orders are usually sent for counselling by the court. Counsellors will assist the respondents in accepting responsibility for any violent behaviour and encouraging them to become involved in rehabilitative programmes and to learn alternatives to violent behaviour. Respondents with alcohol addiction issues will be identified by the counsellors, and may be ordered by the court to attend a counselling programme run by the Institute of Mental Health which will focus on helping them break free of their alcohol addictions.

### Legal and Medical Clinics

- 15.20 The Family Court has set up a Legal Clinic in the court premises, run by volunteer lawyers offering free legal advice on family law to persons who cannot afford to pay legal fees.

- 15.21 The Family Court also has a medical clinic on its premises, run by volunteer doctors, to offer free medical examinations and to provide medical reports to parties filing complaints in respect of family violence. Referrals to hospitals are also provided, where necessary.

#### Access to court services

- 15.22 For the convenience of the public, the Family Registry is open after office hours on one night a week to accept applications for maintenance and personal protection orders. Mediation for maintenance cases may also be conducted during these nights.
- 15.23 Three community based agencies, namely, Ang Mo Kio Family Service Centre in the north, TRANS Centre in the east and Loving Heart Multi-Service Centre in the west, are video-linked to the Family Court. Members of the public who do not wish to attend at the Family Court to file their complaints may do so via video-link at the Family Service Centre nearest their home.

#### Access to information - Family Court pamphlets and Family Court website

- 15.24 Members of the public can easily access legal information as well as information on court services and programmes through a range of pamphlets (which cover topics such as maintenance, family violence, custody and access issues, counselling and mediation).
- 15.25 There is also a wealth of information on the Family Court website at [www.familycourtofsingapore.gov.sg](http://www.familycourtofsingapore.gov.sg). The website contains, amongst other things, standard court forms which can be downloaded for use by litigants, a section of frequently asked questions and answers on family issues, court judgments and grounds of decisions, articles on family law issues and court procedures, and information on court programmes and hearings. A litigants-in-person package has also been created, which is available both in hard copy and on the family court website. This package contains key information about court etiquette and court procedures for parties who are not represented by lawyers.

## *Empowering Women*

- 15.26 The main users of the Court counselling services in respect of family violence are women, as significantly more women than men apply for personal protection orders. About 64% of all family violence applicants in 2003 are women. Similarly, the main beneficiaries of Project Shine and Project Hope would be women, as referrals for these programmes come about as a result of maintenance applications taken out by wives and mothers against their husbands/ex-husbands/fathers. Under Singapore law, only wives and ex-wives are entitled to claim maintenance for themselves from their husbands and ex-husbands. As for children of the marriage or the relationship, they would usually be staying with the mothers and the burden of caring and providing for the children would, in practice, rest mainly on the mothers.

## **An Efficient and Fair Judiciary**

- 15.27 The Singapore Legal System and Judiciary continued to lead the world in 2004, excelling in various regional and international rankings and studies conducted by different eminent organisations.
- 15.28 The quality of the Singapore Judiciary relative to countries in the Asian region was rated by the Political and Economic Risks Consultancy Ltd (PERC) (an international consulting firm specialising in strategic business information and analysis for organisations in the ASEAN countries, China and South Korea). In PERC's 2004 Asian Intelligence Report, expatriates working in Asia were surveyed on their perceptions on the overall integrity and quality of the local judicial system and the consistency in the application of laws. Singapore maintained pole position in Asia for the overall quality and integrity of the Judicial system in 2004. Singapore was also ranked number one for consistency in the application of laws.
- 15.29 In February 2004, the International Monetary Fund (IMF) in their Financial System Stability Assessment of Singapore indicated that an efficient judiciary was one of the cornerstones for Singapore's well-regarded efficient legal system.

## Article 16

### Marriage and Family Life

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:

(a) The same right to enter into marriage;

(b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;

(c) The same rights and responsibilities during marriage and at its dissolution;

(d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;

(e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;

(f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;

(g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;

(h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

2. The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

### Laws Governing Marriage and Divorce

16.1 As stated in the last report, there are two separate laws governing marriage and divorce in Singapore. These are the Muslim law, as legislated under the Administration of Muslim Law Act (AMLA), and the Women's Charter.

16.2 These laws do not impede women, whether Muslim or non-Muslim, from advancing in different areas of their life whilst being

married and having children. These laws also do not prevent women from seeking to enter into marriage or eventually dissolving the marriage altogether.

### **Amendments to the Muslim Personal Law Act**

- 16.3 As shown in the last report (Singapore's Second Periodic Report to the UN Committee for CEDAW), the Administration of Muslim Law Act (AMLA) which regulated matters relating to Muslim marriages, dissolution of marriages and maintenance, was amended on 1 August 1999.
- 16.4 These amendments empowered the Syariah Court to legally step in on behalf of the defaulting party in the case of that party's refusal to sell or transfer ownership of property<sup>10</sup> to the other party, and clarified the legal status of the woman as not legally divorced in spite of a pronouncement of "talak" by the husband until the court makes a decree of divorce<sup>11</sup>.
- 16.5 The Muslim law as administered in Singapore demonstrates the empowered role of the Muslim woman in divorce and settlement. For example a married Muslim woman may apply to the Court for a divorce. The Court shall then summon the husband to enquire whether he consents to the divorce<sup>12</sup>. If he does not consent, the Court may appoint a "hakam" (arbitrator) for each of them to facilitate the consultation process<sup>13</sup>. If the husband still unfairly refuses the divorce requested by the wife, the "hakam" may use his authority to issue the divorce on behalf of the husband, giving the woman the divorce she wanted<sup>14</sup>.
- 16.6 In 1999, AMLA was also amended so that women who were divorced under Muslim law became entitled to a share of their husbands' pension or provident funds even though the funds were accumulated solely by the husband. This was given judicial recognition by the Syariah Court's Appeal Board in the case of *Dahlia bte Ahmad vs Redwan bin Ali* on 20 September

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<sup>10</sup> Section 52(11) of the Administration of Muslim Law Act (Cap. 3).

<sup>11</sup> Section 47(6) of the Administration of Muslim Law Act (Cap. 3).

<sup>12</sup> Section 47(1) and (2) of the Administration of Muslim Law Act (Cap. 3).

<sup>13</sup> Section 47(5) of the Administration of Muslim Law Act (Cap. 3).

<sup>14</sup> Section 50(6) and (7) of the Administration of Muslim Law Act (Cap. 3).



2003. Since the 1999 amendments allowed for new powers and processes to the Syariah Court, a divorce application by an aggrieved wife is mostly concluded, even if contested by her husband, within 6 months. Also it clarified and confirmed that Muslim women may benefit from the civil courts' powers to issue orders of maintenance, custody and disposition or division of property on divorce. As regards protection from domestic violence, Muslim women continue to enjoy the right to apply to the court for a protection order under Part VII of the Women's Charter (Chapter 353), after the 1999 amendment to the AMLA.

### **Marriage Preparation Course for Muslims**

- 16.7 As regards married life, Muslim couples are highly encouraged to attend a marriage preparation course before they are solemnized. The course participants are provided with a reference book called the '*Jalur Hidayah*' (The Guided Path) which educates the couples on the various aspects of married life including shared responsibility in a family, decision making, effective spousal communication, skills in managing finances and equipping the couples with awareness and skills in managing marital challenges.

### **Career and Family**

- 16.8 Women in Singapore today, both Muslim and non-Muslim, are more accomplished in their chosen careers while successfully balancing their married and family lives. Their successful participation in this dual arena has earned them the recognition of the public as well as international community (see chapters 5, 7 & 8 for more information).
- 16.9 This has, by large, been possible because of the Government's support for women in the workforce, economic benefits and subsidies for working mothers and the promotion of family friendly practices in the workplace (see Chapter 11 on Work-Life Balance).
- 16.10 Muslim women in Singapore have benefited from these developments and have successfully risen to the challenges faced by women in the working world. Just one example of a Muslim woman and mother of five who has risen to political and public prominence is Madam Halimah Yacob, a veteran unionist and a Member of Parliament, who was elected to become the

first Asian woman and the first Muslim to sit on the International Labour Committee's (ILO) tripartite global committee on setting human resource standards (see Chapter 5). Other examples include Madam Nooraini Noordin, the current President of the Singapore Malay Chamber of Commerce and Industry and Ms Zuraidah Abdullah, Commander of the Singapore Police Force Jurong Divisional Headquarters.

## PART VI

### Article 24

#### Commitment of States Parties

*States Parties undertake to adopt all necessary measures at the national level aimed at achieving the full realization of the rights recognized in the present Convention.*

#### Women and Family Violence

24.1 The Singapore Government does not tolerate family violence. Through the “Many Helping Hands” approach, Singapore seeks to nurture a violence-free environment for families, an environment that is safe, stable and supportive. In 2001, the then Ministry of Community Development and Sports put in place a 5-year plan to close some of the gaps to ensure better protection for children and families.

#### *Inter-agency platforms*

24.2 A key platform for the management of family violence in Singapore is the Family Violence Dialogue Group, established in 2001. The Group is headed jointly by Ministry of Community Development, Youth and Sports (MCYS) and the Singapore Police Force. The dialogue group comprises the Courts, the Prisons, Ministry of Health, Ministry of Education, the National Council of Social Service<sup>15</sup>, and social service agencies such as the Society Against Family Violence. The Singapore Council of Women’s Organisations, the umbrella body for women’s groups in Singapore, is a critical member of the Group. The dialogue group has worked to facilitate work processes amongst the agencies, coordinate public education efforts and develop new areas for collaboration on family violence.

24.3 At the functional level, the National Family Violence Networking System was established in 1996 to put a tight network of support and assistance into place. The island-wide networking system essentially provides multiple access points for victims to obtain

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<sup>15</sup> The National Council of Social Service is an umbrella body for social service agencies in Singapore.

help. This system links the Police, Prisons, hospitals, social service agencies, the Courts and MCYS.

24.4 The Singapore Police Force conducts regular dialogues and consultations with social workers based in Social Service Agencies. These dialogues or networking meetings are aimed at improving joint working processes and providing co-ordinated assistance to family violence victims. Such efforts at dialogue and networking have resulted in joint public education efforts in the community and increased rapport between police officers and social workers. The fruits of the growth of the police-social worker network can be seen in the increase in the police referrals of family violence victims to Social Service Agencies from 171 referrals in 2001 to 658 referrals in 2003, resulting in timely interventions to provide support and care to victims, who are largely women and children.

24.5 Another platform for the multi-pronged approach to family violence is the inaugural newsletter for agencies in the field of family violence and child protection. This was launched in October 2003. Entitled "Networkz - Agencies Uniting Against Family Violence," it aims to provide agencies with updates in the regional family violence networking system including events, programmes, trends, training and resources available, as well as to share the challenges and successes in the field. It is hoped that this initiative will further strengthen inter-agency linkages and spur the agencies to serve the families affected by violence even better.

#### *Police Management of Family Violence Cases*

24.6 The Police have added a new guideline in March 2003 to its management of family violence. This guideline requires Investigation Officers to give notice to victims or social workers on the release of a family violence perpetrator from police custody, prior to the perpetrator's actual release. The rationale for this guideline is to prevent a recurrence of violence against the victim by giving the victim or social worker more time to better protect the victim, including making alternative accommodation arrangements, where necessary.

### *Manual on Integrated Management of Family Violence*

- 24.7 A common understanding of how to assist family violence cases was established through a manual, coordinated by MCYS in 1999. Updated in February 2003, the manual spells out the protocol, procedures, roles, and responsibilities of each partner agency in the networking system. The manual reflects the government and non-government sectors' shared goal of working in partnership to develop a seamless approach in serving families in violent relationships and in preventing family violence. The manual also includes services for elder abuse, the role of crisis shelters and the prisons in rehabilitating perpetrators.

### *National Standards for the Protection of Children*

- 24.8 The National Standards for Protection of Children was launched at the Conference on Psychological/Emotional Maltreatment of Children in February 2002. The standards outline the framework for the management of child protection and establishes a common understanding of the roles and responsibilities of various constituents of the child protection system in Singapore. The standards also guide child protection professionals in the discharge of their duties. With the standards, the public can appreciate how child protection services are carried out promptly and in the best interests of the child.

### *Role of the Subordinate Courts*

- 24.9 The Family and Juvenile Justice Centre of the Subordinate Courts of Singapore also plays a significant role in the systemic approach in handling family violence cases in Singapore. It partners the Police and MCYS in many public awareness events aimed to increase awareness of the availability of protection orders, thereby enhancing access to the Singapore judicial system. For more information on the Family Court, please refer to Chapter 15 (Law).

### *Specialised Services*

- 24.10 At the community level, a specialised programme providing a continuum of services to the victims and perpetrators of violence, called Promoting Alternatives to Violence (PAVE) was launched in 1999. PAVE provides remedial, preventive and developmental services. The programmes are specially catered

to assist children who are witnesses or are victims of family violence by attempting to break the vicious cycle of family violence through intervention, remedial and empowerment. The programme targets all family members who use or experience violence from a holistic framework.

- 24.11 Perpetrators with violence issues may approach the Family Services Centres for assistance, or may also be referred to the Community Addictions Management Programme (CAMP) at the Institute of Mental Health. CAMP working together with the Family and Juvenile Justice Centre and RPD, launched Project SAVE in March 2002. This project aims at counselling and rehabilitating perpetrators on their violence issues resulting from the influence of alcohol. By 2004, Project SAVE has also started to manage violence cases resulting from drug and gambling addiction.
- 24.12 In September 2003, MCYS set up a dedicated Elder Protection Team to facilitate a multi-agency response to cases of elder abuse. It is a multi-disciplinary team with professional expertise in geriatrics, psychiatry, law and social work. TRANS Centre, a voluntary welfare organisation specialising in family violence work, spearheads the operations of the Elder Protection Team.

#### *Public Education*

- 24.13 MCYS works with the media and magazines to educate the public on family violence through articles and advertisements. The Ministry also produced a CD-ROM which introduces new personnel in agencies to the legal provisions and services for families affected by violence.
- 24.14 Information on help on interpersonal violence is now available on the Family Town website ([www.familytown.gov.sg](http://www.familytown.gov.sg)). The website explains the different forms of abuse and provides tips and advice on where victims and perpetrators can obtain help. There are also games, quizzes and stories to help children understand family violence.
- 24.15 Efforts have also been made to educate the young on healthy dating relationships. In February 2003, the then Ministry of Community Development and Sports commissioned a play on dating violence entitled "Hurt". The play has been shown to more than 27,000 students in secondary schools. The play helps

teenagers realise the dangers of dating violence and teaches them about inappropriate violent behaviour that should not be tolerated or inflicted by either sex. By involving both girls and boys in addressing the issue of violence in relationships and educating them of the wrong doing of such acts from a young age, the play seeks to prevent young persons from going down the path of family violence in the future.

- 24.16 MCYS also provides funding to social service agencies that are keen to carry out public education projects. The co-funding scheme has supported social service agencies in organizing forums and programmes to educate their community. For instance, through one social service agency, a play centering on how a 10 year girl copes with family violence is making its rounds in primary schools.

*Increasing Awareness of Men's and Boys' Responsibility in Ending the Cycle of Family Violence*

- 24.17 Under section 65(5) of the Women's Charter, when making a Personal Protection Order (PPO), the Court can order the perpetrator, victim and/or family members of a victim to attend counselling or any other related programme such as rehabilitation or recovery programme for perpetrators or victims of trauma. Attendance is compulsory and non-compliance can constitute a contempt of Court. Through the rehabilitation and counselling of perpetrators (who are mostly male), there will be an increased awareness of men's and boys' responsibility in ending the cycle of violence.

*Statistics on Family Violence*

- 24.18 The number of applications for Personal Protection Orders (PPO) has seen a gradual decline from 2000 – 2003. Please see the table below for the number of applications for PPOs per year:

	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>
PPO Applications	2,861	2,974	2,944	2,783

*Source: Subordinate Court, Singapore*

## Appendix 1



**TABLE 2**  
**AGE - SEX SPECIFIC LABOUR FORCE PARTICIPATION RATES, JUNE 1993 - 2003**  
(TOTAL)

Age (Years)	1993	1994	1996	1997	1998	1999	2001	2002	2003
<b>Total</b>	<b>64.5</b>	<b>64.9</b>	<b>64.6</b>	<b>64.2</b>	<b>63.9</b>	<b>64.7</b>	<b>65.4</b>	<b>64.7</b>	<b>64.2</b>
15 - 19	25.3	23.3	20.1	16.8	14.7	17.2	17.6	13.8	13.0
20 - 24	80.2	79.0	76.1	73.5	71.5	74.0	73.7	70.1	71.6
25 - 29	86.5	87.5	88.1	88.2	87.9	87.1	88.8	88.5	89.6
30 - 34	80.5	80.6	82.1	82.5	82.9	83.6	84.3	85.1	86.2
35 - 39	77.5	78.2	79.0	78.3	80.0	79.4	80.3	80.3	81.7
40 - 44	76.3	76.5	77.4	77.8	78.6	78.5	80.0	80.0	79.9
45 - 49	73.0	73.6	75.3	76.0	76.3	78.0	78.4	77.9	77.3
50 - 54	63.1	64.0	67.5	68.8	68.6	69.1	70.9	72.0	72.5
55 - 59	47.0	49.5	52.6	50.9	53.0	53.5	55.4	58.2	56.8
60 - 64	30.6	30.6	31.3	32.4	30.7	34.6	34.8	34.9	33.4
65 & Over	12.2	13.3	12.5	11.9	10.6	12.2	11.6	11.3	11.0

Data for 1995 and 2000 are not available as the Labour Force Survey was not conducted in these years.

Source : Labour Force Survey of Singapore, MOM

**TABLE 2** (continued)  
**AGE - SEX SPECIFIC LABOUR FORCE PARTICIPATION RATES, JUNE 1993 - 2003**  
(MALES)

Age (Years)	1993	1994	1996	1997	1998	1999	2001	2002	2003
<b>Total</b>	<b>79.1</b>	<b>79.6</b>	<b>78.7</b>	<b>78.3</b>	<b>77.5</b>	<b>77.8</b>	<b>77.8</b>	<b>77.2</b>	<b>75.8</b>
15 - 19	25.1	23.6	21.7	17.1	15.8	17.2	17.2	12.9	12.6
20 - 24	81.0	79.0	74.3	72.1	69.8	70.8	70.5	67.8	67.4
25 - 29	96.0	96.2	96.4	94.9	94.5	93.4	94.5	93.9	93.4
30 - 34	98.4	98.2	98.2	98.5	98.2	97.9	97.9	98.1	98.3
35 - 39	98.4	98.7	98.2	98.2	98.7	98.2	98.5	98.2	98.1
40 - 44	98.1	98.8	98.2	97.9	98.2	97.5	98.1	97.7	97.2
45 - 49	96.6	97.1	96.8	96.9	97.2	96.7	96.5	96.7	96.0
50 - 54	90.0	91.1	91.4	92.7	91.7	92.2	90.9	92.1	91.8
55 - 59	71.9	74.5	77.8	76.2	76.6	76.1	74.9	79.3	78.8
60 - 64	50.9	48.9	48.6	49.9	48.9	51.7	53.2	53.3	49.8
65 & Over	21.9	23.9	21.7	20.9	18.7	21.4	20.4	19.6	19.0

Data for 1995 and 2000 are not available as the Labour Force Survey was not conducted in these years.

Source : Labour Force Survey of Singapore, MOM

**TABLE 2** *(continued)*  
**AGE - SEX SPECIFIC LABOUR FORCE PARTICIPATION RATES, JUNE 1993 - 2003**  
**(FEMALES)**

Age (Years)	1993	1994	1996	1997	1998	1999	2001	2002	2003
<b>Total</b>	<b>50.6</b>	<b>50.9</b>	<b>51.5</b>	<b>51.1</b>	<b>51.3</b>	<b>52.7</b>	<b>54.3</b>	<b>53.4</b>	<b>53.9</b>
15 - 19	25.6	23.0	18.5	16.4	13.6	17.2	17.9	14.6	13.5
20 - 24	79.4	79.0	77.6	74.9	73.1	76.6	76.3	71.9	74.6
25 - 29	77.6	79.4	81.4	82.4	82.4	81.9	84.5	84.3	86.7
30 - 34	64.3	64.5	68.0	67.9	69.7	70.5	73.0	74.4	76.4
35 - 39	57.7	58.3	60.5	59.1	62.0	60.8	63.4	63.3	66.9
40 - 44	54.6	54.4	56.9	57.9	59.6	60.2	62.5	62.6	63.1
45 - 49	49.3	49.7	53.9	54.9	55.6	59.6	60.3	59.7	59.1
50 - 54	36.8	38.1	43.7	44.7	46.0	46.4	50.7	51.4	53.6
55 - 59	23.9	26.1	28.5	27.1	30.0	32.0	37.2	38.4	35.6
60 - 64	10.9	12.8	14.9	15.5	13.9	19.1	18.3	18.6	18.6
65 & Over	4.0	4.8	5.2	5.1	4.3	4.9	5.0	4.7	4.9

Data for 1995 and 2000 are not available as the Labour Force Survey was not conducted in these years.

Source : Labour Force Survey of Singapore, MOM

**TABLE 3**  
**AGE - SEX SPECIFIC LABOUR FORCE PARTICIPATION RATES BY MARITAL STATUS, JUNE 2003**

Age (Years)	Total			Males			Females		
	Total	Single	Married	Total	Single	Married	Total	Single	Married
<b>Total</b>	<b>64.2</b>	<b>65.6</b>	<b>67.3</b>	<b>75.8</b>	<b>64.2</b>	<b>83.6</b>	<b>53.9</b>	<b>67.0</b>	<b>51.8</b>
15 - 19	13.0	12.9	37.9	12.6	12.5	33.3	13.5	13.3	40.0
20 - 24	71.6	71.5	71.1	67.4	66.8	90.0	74.6	75.4	68.3
25 - 29	89.6	93.1	84.3	93.4	91.7	97.7	86.7	94.6	78.6
30 - 34	86.2	95.9	81.7	98.3	96.3	99.5	76.4	95.4	69.2
35 - 39	81.7	94.1	78.1	98.1	93.6	99.3	66.9	94.6	59.1
40 - 44	79.9	89.3	77.5	97.2	89.1	98.8	63.1	89.5	56.5
45 - 49	77.3	85.3	75.6	96.0	84.6	97.8	59.1	85.8	52.3
50 - 54	72.5	80.0	71.5	91.8	82.0	92.9	53.6	78.6	47.5
55 - 59	56.8	66.6	57.6	78.8	68.0	79.8	35.6	65.7	32.1
60 - 64	33.4	48.3	34.8	49.8	52.3	50.1	18.6	45.2	16.5
65 & Over	11.0	19.9	14.6	19.0	26.0	20.0	4.9	14.2	5.9

Source : Labour Force Survey of Singapore, MOM

TABLE 16

## EMPLOYED PERSONS AGED FIFTEEN YEARS AND OVER BY AGE AND SEX, JUNE 1993 - 2003

In Thousands

Sex / Age (Years)	1993	1994	1996	1997	1998	1999	2001	2002	2003
<b>Total</b>	<b>1,592</b>	<b>1,649</b>	<b>1,748</b>	<b>1,830</b>	<b>1,870</b>	<b>1,886</b>	<b>2,047</b>	<b>2,017</b>	<b>2,034</b>
15 - 19	60	53	47	41	36	40	43	33	33
20 - 29	489	493	451	476	461	471	510	480	481
30 - 39	491	520	561	567	586	578	603	591	586
40 - 49	345	363	449	477	502	493	541	538	539
50 - 59	153	162	177	203	221	228	266	292	308
60 & Over	54	57	63	66	65	76	83	85	87
<b>Males</b>	<b>952</b>	<b>987</b>	<b>1,024</b>	<b>1,081</b>	<b>1,090</b>	<b>1,087</b>	<b>1,149</b>	<b>1,137</b>	<b>1,123</b>
15 - 19	31	29	27	22	21	22	23	16	17
20 - 29	250	249	214	231	220	216	227	215	205
30 - 39	293	312	327	335	338	339	338	330	315
40 - 49	225	237	284	302	312	301	328	326	326
50 - 59	109	115	123	141	150	153	171	188	197
60 & Over	44	46	48	50	50	57	61	62	63
<b>Females</b>	<b>640</b>	<b>662</b>	<b>725</b>	<b>749</b>	<b>780</b>	<b>799</b>	<b>898</b>	<b>880</b>	<b>911</b>
15 - 19	29	25	21	19	15	18	20	17	16
20 - 29	239	244	236	245	241	254	283	265	276
30 - 39	198	208	234	231	248	239	266	261	271
40 - 49	121	126	164	176	190	192	213	212	213
50 - 59	43	47	54	62	71	75	94	103	111
60 & Over	10	12	15	16	15	20	22	22	24

Source : Labour Force Survey of Singapore, MOM

Data for 1995 and 2000 are not available as the Labour Force Survey was not conducted in these years.

## Notes:

" - ": nil or negligible

1. Data are sourced from Labour Force Survey (LFS). As the survey is on households, it excludes construction workers living at worksites and workers who commute daily from abroad to work in Singapore.

2. As data are obtained from a sample survey, such detailed data breakdown could only be used as rough estimates only. Hence, data users are reminded to exercise their own judgment as to whether the estimates are reliable for their intended purpose.

3. Data may not add up due to the total due to rounding.

**TABLE 18**  
**EMPLOYED PERSONS AGED FIFTEEN YEARS AND OVER BY INDUSTRY AND SEX, JUNE 1993 - 2003**  
**(TOTAL)**

					In Thousands					
Industry#	1993	1994	1996	1997	Industry#	1998	1999	2001	2002	2003
<b>Total</b>	<b>1,592</b>	<b>1,649</b>	<b>1,748</b>	<b>1,830</b>	<b>Total</b>	<b>1,870</b>	<b>1,886</b>	<b>2,047</b>	<b>2,017</b>	<b>2,034</b>
Manufacturing	429	423	406	414	Manufacturing	404	396	384	368	365
Construction	102	109	115	126	Construction	131	131	125	119	114
Commerce	364	377	406	398	Wholesale and Retail Trade	281	279	304	304	296
					Hotels and Restaurants	119	121	128	125	128
Transport, Storage and Communications	167	175	195	210	Transport, Storage and Communications	206	204	228	219	216
Financial, Insurance, Real Estate and Business Services	173	199	246	274	Financial Services	109	105	109	108	105
					Business and Real Estate Services	184	197	243	237	243
Community, Social and Personal Services	344	354	368	391	Public Administration and Education	206	210	226	238	254
					Personal, Health and Social Services	212	226	280	281	294
Others*	13	14	12	18	Others*	17	18	20	18	18

Source : Labour Force Survey of Singapore, MOM

\*Includes Agriculture, Fishing, Mining & Quarrying, Utilities and Activities Not Adequately Defined.

#Data for 2001 to 2003 are classified using the SSIC 2000 while those for 1998 and 1999 use the SSIC 1996. Prior to this, the data are classified using the SSIC 1990. They are not strictly comparable.

Data for 1995 and 2000 are not available as the Labour Force Survey was not conducted in these years.

Notes:

" - ": nil or negligible

1. Data are sourced from Labour Force Survey (LFS). As the survey is on households, it excludes construction workers living at worksites and workers who commute daily from abroad to work in Singapore.
2. As data are obtained from a sample survey, such detailed data breakdown could only be used as rough estimates only. Hence, data users are reminded to exercise their own judgment as to whether the estimates are reliable for their intended purpose.
3. Data may not add up due to the total due to rounding.

TABLE 18 (continued)

EMPLOYED PERSONS AGED FIFTEEN YEARS AND OVER BY INDUSTRY AND SEX, JUNE 1993 - 2003

(MALES)

In Thousands

Industry#	1993	1994	1996	1997	Industry#	1998	1999	2001	2002	2003
<b>Total</b>	<b>952</b>	<b>987</b>	<b>1,024</b>	<b>1,081</b>	<b>Total</b>	<b>1,090</b>	<b>1,087</b>	<b>1,149</b>	<b>1,137</b>	<b>1,123</b>
Manufacturing	248	248	235	248	Manufacturing	245	236	241	230	228
Construction	91	96	99	109	Construction	112	110	105	102	95
Commerce	216	221	234	227	Wholesale and Retail Trade	166	166	174	174	167
					Hotels and Restaurants	61	62	61	63	64
Transport, Storage and Communications	131	136	148	163	Transport, Storage and Communications	157	153	169	165	160
Financial, Insurance, Real Estate and Business Services	88	102	125	136	Financial Services	45	44	46	45	43
					Business and Real Estate Services	104	111	133	133	137
Community, Social and Personal Services	168	172	173	183	Public Administration and Education	123	126	137	144	152
					Personal, Health and Social Services	63	66	68	68	64
Others*	11	12	10	15	Others*	13	14	15	14	13

Source : Labour Force Survey of Singapore, MOM

\*Includes Agriculture, Fishing, Mining & Quarrying, Utilities and Activities Not Adequately Defined.

#Data for 2001 to 2003 are classified using the SSIC 2000 while those for 1998 and 1999 use the SSIC 1996. Prior to this, the data are classified using the SSIC 1990. They are not strictly comparable.

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Notes:

" - ": nil or negligible

1. Data are sourced from Labour Force Survey (LFS). As the survey is on households, it excludes construction workers living at worksites and workers who commute daily from abroad to work in Singapore.

2. As data are obtained from a sample survey, such detailed data breakdown could only be used as rough estimates only. Hence, data users are reminded to exercise their own judgment as to whether the estimates are reliable for their intended purpose.

3. Data may not add up due to the total due to rounding.

**TABLE 18** (continued)

**EMPLOYED PERSONS AGED FIFTEEN YEARS AND OVER BY INDUSTRY AND SEX, JUNE 1993 - 2003**

(FEMALES)

In Thousands

Industry#	1993	1994	1996	1997	Industry#	1998	1999	2001	2002	2003
<b>Total</b>	<b>640</b>	<b>662</b>	<b>725</b>	<b>749</b>	<b>Total</b>	<b>780</b>	<b>799</b>	<b>898</b>	<b>880</b>	<b>911</b>
Manufacturing	182	175	171	166	Manufacturing	159	159	143	138	136
Construction	11	12	16	17	Construction	19	20	20	17	20
Commerce	147	155	172	171	Wholesale and Retail Trade	115	113	130	131	130
					Hotels and Restaurants	58	60	67	63	64
Transport, Storage and Communications	36	39	47	47	Transport, Storage and Communications	49	51	59	53	56
Financial, Insurance, Real Estate and Business Services	85	97	121	137	Financial Services	63	61	63	63	62
					Business and Real Estate Services	80	86	110	105	106
Community, Social and Personal Services	177	182	195	207	Public Administration and Education	83	85	89	94	102
					Personal, Health and Social Services	149	160	212	212	230
Others*	2	2	2	3	Others*	4	4	5	4	5

Source : Labour Force Survey of Singapore, MOM

\*Includes Agriculture, Fishing, Mining & Quarrying, Utilities and Activities Not Adequately Defined.

#Data for 2001 to 2003 are classified using the SSIC 2000 while those for 1998 and 1999 use the SSIC 1996. Prior to this, the data are classified using the SSIC 1990. They are not strictly comparable.

Data for 1995 and 2000 are not available as the Labour Force Survey was not conducted in these years.

Notes:

" - ": nil or negligible

1. Data are sourced from Labour Force Survey (LFS). As the survey is on households, it excludes construction workers living at worksites and workers who commute daily from abroad to work in Singapore.

2. As data are obtained from a sample survey, such detailed data breakdown could only be used as rough estimates only. Hence, data users are reminded to exercise their own judgment as to whether the estimates are reliable for their intended purpose.

3. Data may not add up due to the total due to rounding.



**TABLE 19**  
**EMPLOYED PERSONS AGED FIFTEEN YEARS AND OVER BY OCCUPATION AND SEX, JUNE 1993 - 2003**  
(TOTAL)

Occupation	In Thousands								
	1993	1994	1996	1997	1998	1999	2001	2002	2003
<b>Total</b>	<b>1,592</b>	<b>1,649</b>	<b>1,748</b>	<b>1,830</b>	<b>1,870</b>	<b>1,886</b>	<b>2,047</b>	<b>2,017</b>	<b>2,034</b>
Managers, Working Proprietors and Senior Officials	167	179	215	230	239	233	276	269	271
Professionals	110	119	141	178	189	202	242	232	248
Technicians and Associate Professionals	212	237	295	306	315	324	340	340	339
Clerical Workers	231	240	261	272	275	260	275	271	270
Service and Sales Workers	218	224	232	235	240	252	231	228	218
Production Craftsmen and Related Workers	173	173	145	134	144	140	127	130	119
Plant and Machine Operators and Assemblers	261	254	240	243	225	222	220	209	199
Cleaners, Labourers and Related Workers	156	156	157	170	179	186	261	266	288
Others*	65	67	62	63	64	66	77	73	81

Source : Labour Force Survey of Singapore, MOM

\*Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.

Data for 1995 and 2000 are not available as the Labour Force Survey was not conducted in these years.

Notes:

" - ": nil or negligible

1. Data are sourced from Labour Force Survey (LFS). As the survey is on households, it excludes construction workers living at worksites and workers who commute daily from abroad to work in Singapore.
2. As data are obtained from a sample survey, such detailed data breakdown could only be used as rough estimates only. Hence, data users are reminded to exercise their own judgment as to whether the estimates are reliable for their intended purpose.
3. Data may not add up due to the total due to rounding.

TABLE 19 (continued)

**EMPLOYED PERSONS AGED FIFTEEN YEARS AND OVER BY OCCUPATION AND SEX, JUNE 1993 - 2003**  
(MALES)

Occupation	In Thousands								
	1993	1994	1996	1997	1998	1999	2001	2002	2003
<b>Total</b>	<b>952</b>	<b>987</b>	<b>1,024</b>	<b>1,081</b>	<b>1,090</b>	<b>1,087</b>	<b>1,149</b>	<b>1,137</b>	<b>1,123</b>
Managers, Working Proprietors and Senior Officials	139	147	172	179	190	183	208	200	201
Professionals	65	71	82	108	112	125	144	140	150
Technicians and Associate Professionals	129	144	174	186	179	183	186	185	176
Clerical Workers	58	59	60	59	60	54	61	60	60
Service and Sales Workers	128	129	132	133	136	141	124	130	122
Production Craftsmen and Related Workers	159	159	134	121	131	127	117	120	109
Plant and Machine Operators and Assemblers	152	157	152	164	156	150	160	154	145
Cleaners, Labourers and Related Workers	59	56	57	69	63	61	74	77	80
Others*	63	65	60	62	62	64	75	72	79

Source : Labour Force Survey of Singapore, MOM

\*Includes Agricultural &amp; Fishery Workers and Workers Not Classifiable by Occupation.

Data for 1995 and 2000 are not available as the Labour Force Survey was not conducted in these years.

Notes:

" - ": nil or negligible

1. Data are sourced from Labour Force Survey (LFS). As the survey is on households, it excludes construction workers living at worksites and workers who commute daily from abroad to work in Singapore.

2. As data are obtained from a sample survey, such detailed data breakdown could only be used as rough estimates only. Hence, data users are reminded to exercise their own judgment as to whether the estimates are reliable for their intended purpose.

3. Data may not add up due to the total due to rounding.

**TABLE 19** (continued)

**EMPLOYED PERSONS AGED FIFTEEN YEARS AND OVER BY OCCUPATION AND SEX, JUNE 1993 - 2003**  
(FEMALES)

Occupation	In Thousands								
	1993	1994	1996	1997	1998	1999	2001	2002	2003
<b>Total</b>	<b>640</b>	<b>662</b>	<b>725</b>	<b>749</b>	<b>780</b>	<b>799</b>	<b>898</b>	<b>880</b>	<b>911</b>
Managers, Working Proprietors and Senior Officials	28	32	43	51	49	50	67	69	70
Professionals	45	48	59	69	77	78	98	91	98
Technicians and Associate Professionals	83	93	121	120	136	142	154	155	164
Clerical Workers	173	181	201	213	215	206	214	211	210
Service and Sales Workers	89	96	100	101	104	111	106	98	96
Production Craftsmen and Related Workers	14	14	11	13	13	13	10	10	10
Plant and Machine Operators and Assemblers	109	97	87	79	68	72	60	55	54
Cleaners, Labourers and Related Workers	97	100	100	101	115	126	186	189	208
Others*	2	2	2	2	2	2	2	1	2

Source : Labour Force Survey of Singapore, MOM

\*Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.

Data for 1995 and 2000 are not available as the Labour Force Survey was not conducted in these years.

Notes:

" - ": nil or negligible

1. Data are sourced from Labour Force Survey (LFS). As the survey is on households, it excludes construction workers living at worksites and workers who commute daily from abroad to work in Singapore.

2. As data are obtained from a sample survey, such detailed data breakdown could only be used as rough estimates only. Hence, data users are reminded to exercise their own judgment as to whether the estimates are reliable for their intended purpose.

3. Data may not add up due to the total due to rounding.

TABLE 30

## EMPLOYED PERSONS AGED FIFTEEN YEARS AND OVER BY AGE, SEX AND TYPE OF EMPLOYMENT, JUNE 2003

In Thousands

Age (Years)	Total				Males				Females			
	Full - Time		Part - Time		Full - Time		Part - Time		Full - Time		Part - Time	
	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
<b>Total</b>	<b>1,871</b>	<b>47</b>	<b>80</b>	<b>35</b>	<b>1,050</b>	<b>29</b>	<b>27</b>	<b>17</b>	<b>822</b>	<b>18</b>	<b>54</b>	<b>18</b>
15 - 19	21	4	2	5	13	1	1	2	8	3	2	3
20 - 24	184	7	4	5	76	3	1	2	108	5	2	4
25 - 29	270	5	3	2	118	3	1	1	152	2	2	1
30 - 34	285	5	5	2	145	4	1	1	140	2	3	1
35 - 39	271	4	10	3	157	3	2	2	114	2	8	1
40 - 44	264	5	13	4	162	4	3	2	101	2	10	2
45 - 49	231	5	13	4	145	4	4	2	86	1	9	2
50 - 54	178	5	12	4	114	4	3	2	64	1	8	2
55 - 59	97	3	8	2	67	2	3	1	30	1	5	1
60 - 64	43	1	6	2	31	1	3	1	12	-	3	-
65 & Over	28	1	5	1	21	1	3	1	7	-	2	-

Source : Labour Force Survey of Singapore, MOM

## Notes:

" - ": nil or negligible

1. Data are sourced from Labour Force Survey (LFS). As the survey is on households, it excludes construction workers living at worksites and workers who commute daily from abroad to work in Singapore.

2. As data are obtained from a sample survey, such detailed data breakdown could only be used as rough estimates only. Hence, data users are reminded to exercise their own judgment as to whether the estimates are reliable for their intended purpose.

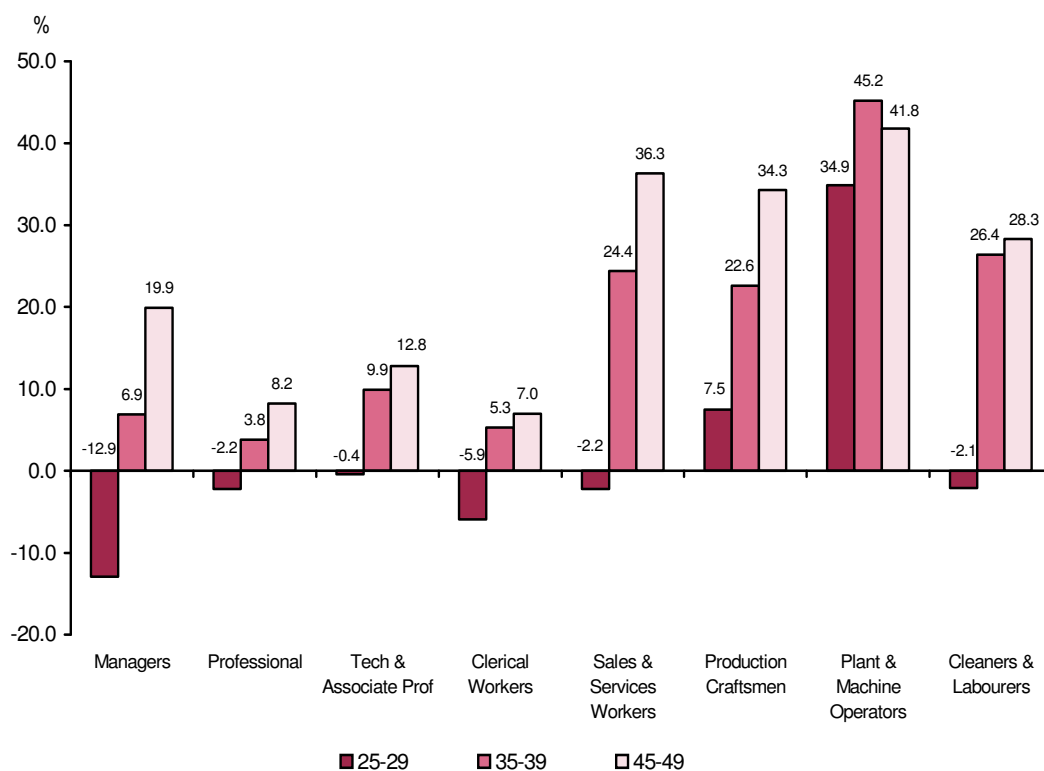
3. Data may not add up due to the total due to rounding.

## Appendix 2

**Table 10: Median Monthly Gross Wage by Gender and Occupation, 2003**

Occupational Group	Males \$	Females \$	Female Wages as % of Male Wages
Managers	6,000	5,000	83.3
Professionals	3,954	3,600	91.0
Technicians & Associate Professionals	2,869	2,500	87.1
Clerical Workers	1,937	1,786	92.2
Sales & Service Workers	1,700	1,450	85.3
Production Craftsmen	2,057	1,535	74.6
Plant & Machine Operators	2,118	1,224	57.8
Cleaners & Labourers	1,314	1,002	76.3

**Chart 6 : Gender Wage Difference by Occupation and Selected Age Groups, 2003**



Note : Gender Wage Difference =  $(1 - (\text{Female Median Gross Wage} / \text{Male Median Gross Wage})) \times 100$

Source: Report on Wages in Singapore 2003, Ministry of Manpower

## Appendix 3

## Appendix 3A



TABLE 2.1

**MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( MALES )**

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
<b>1</b>	<b>MANAGERS</b>	<b>18,461</b>	<b>7,278</b>	<b>5,815</b>	<b>7,783</b>	<b>6,000</b>
12332	Administration manager	200	4,761	4,236	4,942	4,500
12350	Advertising and public relations manager	143	4,985	4,460	5,191	4,500
12331	Budgeting and financial accounting manager	666	6,552	5,850	6,872	6,019
12312	Building and construction project manager	858	4,494	4,200	4,663	4,450
12391	Business development manager	446	6,418	5,600	6,743	5,800
12102	Company director	2,100	10,170	9,200	11,025	9,770
12333	Corporate planning manager	24	8,181	7,218	8,552	7,218
12351	Creative director (Advertising)	15	8,567	6,820	8,749	6,950
12322	Customer service manager	261	6,074	5,232	6,496	5,464
1220	General manager	1,500	11,214	9,800	12,065	10,223
12902	Lodging services manager	94	2,791	2,622	2,947	2,699
12101	Managing director	994	15,110	12,025	15,981	12,988
12311	Manufacturing plant and production manager	1,719	6,035	5,540	6,570	5,830
12310	Operations manager (Commerce)	82	4,359	3,708	4,674	3,922
12318	Operations manager (Community)	113	4,149	4,000	4,337	4,090
12317	Operations manager (Finance)	893	9,231	7,655	9,803	7,931
12341	Personnel / Human resource manager	157	6,542	5,898	6,975	6,000
12315	Procurement manager	246	5,402	4,867	5,655	5,000
12392	Property / Estate manager	191	4,688	4,500	4,839	4,668
12314	Quality assurance manager	240	5,711	5,362	6,112	5,641
12360	Research and development manager	94	6,761	6,168	7,075	6,250
12903	Restaurant and other catering services manager	264	2,564	2,400	2,672	2,476
12321	Sales manager	1,019	5,509	4,720	6,237	5,200
12901	Shop sales manager	420	3,018	2,600	3,114	2,700
12343	Training manager	78	5,970	5,770	6,373	6,165
12313	Transport operations manager	594	4,709	4,250	5,055	4,577
12316	Warehousing manager	117	4,043	3,682	4,184	3,800

**TABLE 2.1**

**MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( MALES )**

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
<b>2</b>	<b>PROFESSIONALS</b>	<b>20,941</b>	<b>4,357</b>	<b>3,730</b>	<b>4,687</b>	<b>3,954</b>
24101	Accountant	271	3,858	3,600	3,949	3,700
24902	Advertising account executive	15	2,581	2,600	2,665	2,600
29314	Advertising copywriter	13	4,359	4,934	4,359	4,934
25011	Advocate and solicitor	131	5,615	4,800	5,651	4,800
21455	Aeronautical engineer	743	3,822	3,240	4,471	3,876
21331	Application programmer	464	2,829	2,500	2,908	2,500
21445	Audio and video equipment engineer	104	3,274	3,073	3,437	3,150
24102	Auditor (Accounting)	328	3,238	3,100	3,316	3,100
21456	Automotive engineer	255	3,570	3,200	3,606	3,215
21491	Biomedical engineer	42	3,921	3,812	4,073	3,876
21411	Building architect	141	5,804	4,750	6,325	5,000
21423	Building construction engineer	258	3,346	3,088	3,453	3,200
24903	Business management consultant	99	6,653	5,417	7,110	5,555
21461	Chemical engineer	40	3,525	3,211	3,874	3,453
21462	Chemical engineer (Petroleum)	52	5,967	5,799	6,301	6,098
21130	Chemist	51	4,695	3,845	4,871	3,865
21421	Civil engineer	386	3,569	3,195	3,683	3,238
21311	Computer and information systems manager	773	6,816	6,200	7,128	6,433
21443	Computer engineer	922	5,967	4,950	6,533	5,373
21312	Computer operations and network manager	107	6,907	6,147	7,101	6,540
24202	Credit analyst	15	4,656	3,465	4,664	3,465
21342	Database administrator	74	3,546	2,987	3,769	3,053
22221	Dentist	53	3,754	3,550	3,868	3,600
29321	Editor (Newspapers and periodicals)	231	6,937	6,237	7,331	6,502
21431	Electrical engineer	465	3,913	3,700	4,192	4,070
21441	Electronics engineer	600	3,609	3,411	3,702	3,500
2936	Film, stage and related producer, director and actor	20	3,299	2,962	3,428	2,999
24201	Financial analyst	90	5,115	4,297	5,252	4,454
22211	General physician	144	8,362	8,300	12,232	10,486
22212	General surgeon	102	9,739	9,240	15,647	13,157
21192	Geophysicist	25	4,429	4,434	4,439	4,434
21493	Industrial health, safety and environment engineer	40	4,884	3,975	5,245	4,382

TABLE 2.1

**MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( MALES )**

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
21452	Industrial machinery and tools engineer	305	3,249	3,000	3,494	3,200
21392	Information technology security specialist	25	2,922	2,800	3,257	3,200
29312	Journalist	207	4,407	4,050	4,499	4,125
25012	Lawyer (except advocate and solicitor)	29	7,714	5,648	7,779	5,648
25013	Legal officer	37	7,331	5,685	7,829	5,685
21471	Manufacturing engineer	624	3,864	3,560	4,201	3,851
24901	Market research analyst	47	4,358	3,500	4,669	3,500
21451	Mechanical engineer	924	3,732	3,400	4,060	3,688
21333	Multi-media programmer	24	2,788	2,365	2,853	2,394
21341	Network and computer systems administrator	277	3,448	3,110	3,548	3,200
21322	Network systems and data communication analyst	234	4,126	3,770	4,249	3,894
2224	Pharmacist	21	3,431	2,880	4,283	4,095
21110	Physicist	284	6,673	6,311	6,683	6,311
21432	Power generation and distribution engineer	112	4,652	3,912	4,672	3,912
21472	Production engineer	467	3,783	3,540	4,007	3,782
21496	Quantity surveyor	130	3,315	3,047	3,396	3,100
21444	Semi-conductor engineer	1,913	3,654	3,428	4,137	3,885
21323	Software engineer	963	3,953	3,705	4,059	3,800
22222	Specialised dentist	16	7,395	6,600	9,412	9,351
21422	Structural engineer	144	4,359	3,985	4,634	4,000
21321	Systems designer and analyst	1,169	4,015	3,800	4,126	3,900
21332	Systems programmer	128	3,314	3,125	3,404	3,190
21442	Telecommunications engineer	1,033	3,887	3,607	3,992	3,700
24204	Treasury manager	37	9,609	8,791	9,886	8,791
<b>3</b>	<b>TECHNICIANS AND ASSOCIATE PROFESSIONALS</b>	<b>29,438</b>	<b>2,919</b>	<b>2,400</b>	<b>3,547</b>	<b>2,869</b>
31242	Aeronautical engineering technician	1,108	2,510	2,266	3,782	3,257
34153	After sales service adviser	415	2,974	2,660	3,593	3,190
31561	Air transport service supervisor	622	2,661	2,550	3,790	3,844
31275	Architectural draughtsman	150	3,010	2,800	3,143	3,000
34110	Assistant accountant	14	2,820	2,760	2,830	2,760

TABLE 2.1

**MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( MALES )**

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
31001	Assistant civil and structural engineer	282	3,072	3,000	3,406	3,349
31002	Assistant electrical engineer	280	2,742	2,544	3,061	2,923
31003	Assistant electronics engineer	1,009	2,641	2,573	2,926	2,861
31006	Assistant manufacturing engineer	131	2,293	2,271	2,544	2,440
31004	Assistant mechanical engineer	934	2,574	2,383	4,174	3,785
31243	Automotive engineering technician	541	1,908	1,821	2,355	2,237
31213	Building technician	503	2,362	2,204	2,544	2,425
34161	Buyer	68	2,770	2,775	2,866	2,863
31251	Chemical engineering technician	106	2,293	2,200	3,848	3,480
31101	Chemistry technician	99	2,927	2,434	3,487	3,286
31274	Civil and structural engineering draughtsman	49	2,584	2,509	2,674	2,600
31211	Civil engineering technician	119	2,624	2,580	2,702	2,600
34203	Clearing and forwarding agent	95	2,411	2,300	2,524	2,490
39511	Commercial artist	33	3,242	2,836	3,509	3,161
31300	Computer systems operator	147	2,086	2,009	2,579	2,409
31233	Computer technician	200	1,901	1,800	2,104	1,923
39515	Display artist	21	1,927	1,673	1,929	1,781
31271	Draughtsman	61	2,200	2,000	2,546	2,598
31273	Electrical / Electronics draughtsman	11	1,857	1,882	1,911	1,900
3122	Electrical engineering technician	1,366	2,214	2,099	2,655	2,667
31231	Electronics engineering technician	258	2,073	2,026	2,373	2,273
39227	Executive secretary	20	4,229	3,750	4,440	3,850
34191	Exhibition / Convention organiser / co-ordinator	14	2,054	2,075	2,054	2,075
34123	Financial futures dealer and broker	84	9,283	7,731	9,283	7,731
31611	Fire and safety officer	311	2,675	2,500	2,957	2,760
34122	Foreign exchange dealer and broker	26	6,344	5,400	6,630	5,825
39516	Graphic designer	56	2,669	2,450	2,794	2,500
34131	Insurance sales agent and broker	41	2,735	2,509	2,966	2,787
34132	Insurance underwriter	12	5,425	4,754	5,527	4,767
39512	Interior designer	16	2,814	1,818	2,883	1,911
39221	Management executive	1,707	3,541	3,000	3,703	3,182
31261	Manufacturing engineering technician	68	2,004	1,830	2,287	2,097
31272	Mechanical draughtsman	34	2,172	1,851	2,597	2,344
31241	Mechanical engineering technician	948	2,031	1,900	2,605	2,559

TABLE 2.1

**MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( MALES )**

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
32281	Medical diagnostic radiographer	26	3,420	3,334	3,793	3,645
32111	Medical science technician	165	2,024	1,904	2,935	2,907
32284	Medical X-ray technician	11	2,881	2,284	3,374	3,840
31562	MRT service supervisor	76	2,603	2,451	3,048	2,904
32212	Optician	13	1,828	1,830	1,980	1,987
39222	Personnel / Human resource officer	98	3,135	3,016	3,257	3,098
32270	Pharmaceutical assistant / dispenser	16	1,416	1,275	1,524	1,426
31411	Photographer	60	3,520	3,132	3,536	3,153
31102	Physics technician	395	3,375	3,355	3,375	3,355
32221	Physiotherapist	17	3,151	2,820	3,227	2,820
31612	Premises maintenance officer	120	2,478	2,340	2,616	2,500
31262	Production engineering technician	506	2,083	1,856	2,736	2,634
39513	Products designer	65	2,460	2,372	2,732	2,600
32241	Professional nurse	89	2,726	2,646	3,097	2,905
39225	Public relations officer	21	3,130	2,884	3,157	2,884
34162	Purchasing agent	333	3,005	2,845	3,139	2,995
31265	Quality assurance technician	120	2,204	2,000	2,721	2,467
31298	Quantity surveying technician	32	2,393	2,180	2,503	2,291
31563	Road transport service supervisor	194	2,321	2,071	2,479	2,284
39228	Sales and marketing executive	734	2,751	2,600	2,981	2,810
34152	Sales representative (Medical and pharmaceutical products)	77	2,222	2,160	2,978	2,780
34151	Sales representative (Technical)	1,017	3,279	2,900	4,099	3,200
34121	Securities dealer and broker	162	4,682	2,825	10,094	3,225
31234	Semi-conductor technician	827	1,911	1,899	2,496	2,443
39301	Social worker	15	2,226	1,900	2,325	1,974
31212	Structural engineering technician	640	1,978	1,938	2,336	2,295
31232	Telecommunications technician	1,606	2,143	2,100	2,417	2,381
39223	Training officer	139	3,514	3,045	3,853	3,288

TABLE 2.1

**MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( MALES )**

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
<b>4</b>	<b>CLERICAL WORKERS</b>	<b>10,004</b>	<b>1,720</b>	<b>1,603</b>	<b>2,062</b>	<b>1,937</b>
42224	Airport receptionist / clerk	326	1,399	1,332	1,873	1,780
41303	Audit clerk	30	1,750	1,741	1,813	1,741
42121	Bank teller	14	1,922	1,865	2,454	2,545
41305	Billing clerk	42	1,757	1,675	2,041	1,763
42111	Cashier	74	1,340	1,190	1,478	1,315
41000	Clerical supervisor	1,266	2,332	2,200	2,714	2,520
42225	Customer service clerk	698	1,638	1,609	2,087	1,995
41130	Data entry operator	27	1,268	1,363	1,532	1,541
41421	Data processing control clerk	29	1,807	1,755	2,024	1,920
41205	Filing clerk	82	1,244	1,200	1,351	1,304
42222	Hotel receptionist	45	1,124	1,128	1,335	1,307
41302	Ledger and accounts clerk	242	1,785	1,700	1,918	1,800
41202	Legal clerk	46	1,885	1,799	1,969	1,918
41521	Material planning clerk	447	1,514	1,425	1,861	1,765
42223	Medical / Dental receptionist	15	1,402	1,350	1,628	1,416
42112	Office cashier	36	1,637	1,482	1,890	1,678
41201	Office clerk	996	1,784	1,731	1,946	1,920
41206	Personnel / Human resource clerk	62	1,599	1,670	1,653	1,718
41522	Production planning clerk	125	2,023	1,914	2,514	2,415
42221	Receptionist	24	1,569	1,571	1,927	2,073
41111	Secretary	12	2,276	2,092	2,324	2,092
41306	Securities clerk	18	1,935	1,951	2,020	1,951
41511	Shipping clerk	235	1,612	1,527	2,008	1,927
41512	Stock records clerk	260	1,861	1,880	2,246	2,262
41513	Storekeeper	1,521	1,522	1,462	1,877	1,796
4223	Telephone operator	27	1,534	1,450	1,950	1,829
42210	Travel agency and related clerk	41	1,489	1,449	1,522	1,462
<b>5</b>	<b>SERVICE WORKERS AND SHOP AND MARKET SALES WORKERS</b>	<b>10,199</b>	<b>1,451</b>	<b>1,350</b>	<b>1,848</b>	<b>1,700</b>
51113	Cabin attendant / steward	1,921	1,692	1,723	2,341	2,220

TABLE 2.1

MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( MALES )

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
51230	Captain / Waiter supervisor (Restaurant)	402	1,485	1,550	1,519	1,610
51220	Cook	1,188	1,987	1,727	2,229	1,982
51212	House steward	23	1,697	1,504	1,885	1,633
51211	Housekeeper (Hotels and other establishments)	51	1,536	1,433	1,873	1,661
5150	Mail distribution worker	1,006	1,402	1,400	1,750	1,652
51440	Private security guard	2,183	1,038	1,000	1,387	1,250
52103	Sales demonstrator	52	1,117	1,000	1,899	1,530
52101	Sales supervisor	599	1,660	1,606	1,952	1,823
52102	Shop sales assistant	1,036	1,117	1,000	1,679	1,506
51231	Waiter	139	982	950	1,107	1,035
<b>7</b>	<b>PRODUCTION CRAFTSMEN AND RELATED WORKERS</b>	<b>13,405</b>	<b>1,757</b>	<b>1,626</b>	<b>2,263</b>	<b>2,057</b>
72314	Aircraft engine mechanic	2,212	1,656	1,555	2,651	2,443
7412	Baker, pastry-cook and confectionery maker	36	1,306	1,228	1,547	1,434
72440	Computer and related electronic equipment mechanic	56	1,554	1,551	1,984	1,987
72411	Electrical fitter	199	1,642	1,587	2,015	1,779
72412	Electrical lift, escalator and related equipment fitter	609	1,474	1,441	1,797	1,628
72413	Electrician	434	1,585	1,531	1,870	1,750
7242	Electronics fitter	273	1,649	1,647	2,520	2,338
72313	Industrial and office machinery mechanic	1,040	1,677	1,639	2,239	2,132
7411	Meat and fish preparer	119	1,332	1,320	1,506	1,531
73113	Precision instrument maker, assembler and repairer	212	1,673	1,654	2,345	2,306
7333	Printing engraver and etcher	13	1,393	1,386	1,645	1,386
72325	Refrigeration and air-conditioning plant installer	137	1,309	1,302	1,682	1,653
74000	Supervisor and general foreman (Food processing, woodworking, textile and related trades)	196	1,398	1,303	1,745	1,598
72000	Supervisor and general foreman (Metal, machinery and related trades)	1,475	2,418	2,300	2,956	2,761
73000	Supervisor and general foreman (Precision, handicraft, printing and related trades)	34	2,915	2,930	3,199	3,359

TABLE 2.1

**MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( MALES )**

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
<b>8</b>	<b>PLANT AND MACHINE OPERATORS AND ASSEMBLERS</b>	<b>16,020</b>	<b>1,600</b>	<b>1,469</b>	<b>2,216</b>	<b>2,118</b>
83244	Airport mobile equipment driver	402	1,274	1,349	1,775	1,766
8252	Bookbinding and related machine operator	85	1,320	1,300	1,794	1,581
83230	Bus driver	3,891	1,274	1,269	2,057	2,062
8150	Chemical processing plant operator	309	1,810	1,679	2,490	2,233
82821	Electrical / Electronic products quality checker and tester	53	1,265	1,280	1,570	1,479
82811	Electrical equipment / component assembler	13	1,385	1,296	1,527	1,371
82812	Electronic equipment / component assembler	407	1,315	1,200	1,855	1,764
82221	Electro-plater	15	1,181	1,200	1,651	1,609
827	Food and related products machine operator	240	1,289	1,135	1,633	1,442
82000	Machine supervisor and general foreman Mechanical products quality checker and tester	1,513	2,551	2,450	3,060	2,950
82822		69	1,641	1,462	2,111	1,939
8124	Metal drawer and extruder	33	1,717	1,682	2,451	2,149
8122	Metal melter, caster and rolling mill operator	27	1,186	980	1,710	1,573
82111	Metalworking machine setter-operator	430	1,504	1,489	2,347	2,188
8253	Paper and paperboard products machine operator	118	1,398	1,313	1,758	1,695
8143	Papermaking plant operator	31	1,143	1,270	1,647	1,692
82210	Pharmaceutical and toiletry products machine operator	39	1,200	1,131	1,620	1,586
82230	Photographic products machine operator	14	1,490	1,375	1,746	1,781
82320	Plastic product machine operator	163	1,218	1,180	1,760	1,673
82117	Precision grinding machine setter-operator	65	1,551	1,619	2,246	2,437
82510	Printing machine operator	506	1,844	1,891	2,431	2,444
8231	Rubber products machine operator	50	1,206	1,186	1,632	1,610
83242	Trailer-truck driver	810	1,520	1,610	2,032	2,109
82223	Wire-coating machine operator	27	1,406	1,383	2,169	2,212
<b>9</b>	<b>CLEANERS, LABOURERS AND RELATED WORKERS</b>	<b>7,860</b>	<b>1,133</b>	<b>1,110</b>	<b>1,390</b>	<b>1,314</b>
91303	Aircraft cleaner	291	1,311	1,315	1,839	1,795



**TABLE 2.1**

**MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( MALES )**

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
92024	Car park attendant	30	1,042	1,000	1,189	1,145
9129	Cleaner in office and industrial establishment	1,396	839	710	996	850
93300	Construction labourer and related worker	526	860	954	964	1,000
91223	Food and drink stall assistant	27	963	765	967	800
93414	Godown labourer	452	1,304	1,290	1,685	1,609
93901	Hand packer	182	1,105	1,004	1,376	1,322
92023	Hospital attendant	113	1,185	1,182	1,284	1,263
91222	Kitchen assistant	362	1,182	1,150	1,471	1,399
92022	Laboratory attendant	21	1,479	1,350	1,681	1,636
91210	Laundry and dry cleaning worker	49	1,003	1,000	1,234	1,193
93200	Manufacturing labourer and related worker	376	987	900	1,238	1,150
92021	Office / Library attendant	203	1,343	1,320	1,517	1,446
91221	Room steward / Chambermaid	67	920	874	1,171	1,065
93416	Store hand	816	1,289	1,260	1,534	1,478

*Source: Report on Wages in Singapore, 2003*

## Appendix 3B

TABLE 2.2

**MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( FEMALES )**

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
<b>1</b>	<b>MANAGERS</b>	<b>8,547</b>	<b>5,919</b>	<b>4,958</b>	<b>6,163</b>	<b>5,000</b>
12332	Administration manager	410	4,314	3,996	4,434	4,000
12350	Advertising and public relations manager	193	4,423	4,000	4,470	4,000
12331	Budgeting and financial accounting manager	1,114	5,691	5,000	5,889	5,140
12312	Building and construction project manager	83	4,434	4,180	4,536	4,300
12391	Business development manager	212	5,776	5,107	6,102	5,258
12102	Company director	641	8,526	7,500	8,963	7,546
12333	Corporate planning manager	26	5,883	5,938	6,175	6,148
12351	Creative director (Advertising)	11	6,583	5,000	6,604	5,000
12322	Customer service manager	208	4,664	4,100	4,818	4,230
1220	General manager	418	10,063	9,250	10,592	9,595
12902	Lodging services manager	48	2,802	2,500	2,951	2,554
12101	Managing director	130	14,816	14,000	16,017	14,825
12311	Manufacturing plant and production manager	296	5,470	5,222	5,699	5,425
12310	Operations manager (Commerce)	24	4,577	3,890	4,598	3,890
12318	Operations manager (Community)	180	4,397	4,468	4,397	4,468
12317	Operations manager (Finance)	1,002	6,931	5,932	7,213	5,980
12341	Personnel / Human resource manager	408	5,838	5,220	6,102	5,352
12315	Procurement manager	130	4,583	4,200	4,775	4,275
12392	Property / Estate manager	98	4,280	4,008	4,417	4,210
12314	Quality assurance manager	63	4,982	4,748	5,104	4,748
12360	Research and development manager Restaurant and other catering services manager	32	5,224	5,000	5,483	5,036
12903	166	2,583	2,431	2,632	2,463	
12321	Sales manager	365	4,610	4,062	4,948	4,200
12901	Shop sales manager	304	2,589	2,285	2,889	2,525
12343	Training manager	50	4,922	4,569	5,097	4,686
12313	Transport operations manager	119	4,162	4,000	4,321	4,100
12316	Warehousing manager	12	4,132	4,454	4,210	4,555
<b>2</b>	<b>PROFESSIONALS</b>	<b>10,316</b>	<b>3,967</b>	<b>3,500</b>	<b>4,124</b>	<b>3,600</b>
24101	Accountant	825	3,813	3,605	3,872	3,700

TABLE 2.2

MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( FEMALES )

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
21213	Actuary	13	3,859	3,625	3,981	3,741
24902	Advertising account executive	57	2,667	2,504	2,804	2,655
29314	Advertising copywriter	17	3,861	3,750	3,861	3,750
25011	Advocate and solicitor	173	5,382	5,000	5,438	5,000
21455	Aeronautical engineer	70	3,381	3,070	3,524	3,238
21331	Application programmer	416	2,628	2,438	2,719	2,500
21445	Audio and video equipment engineer	17	2,805	2,805	2,891	2,805
24102	Auditor (Accounting)	569	2,900	2,400	2,934	2,400
21456	Automotive engineer	14	3,120	2,973	3,120	2,973
21491	Biomedical engineer	14	3,308	3,155	3,403	3,240
21411	Building architect	72	4,190	3,800	4,377	3,825
21423	Building construction engineer	49	3,012	2,800	3,155	2,800
24903	Business management consultant	83	4,917	4,263	5,287	4,346
21461	Chemical engineer	12	2,848	2,800	2,975	2,800
21462	Chemical engineer (Petroleum)	12	4,099	4,120	4,224	4,270
21130	Chemist	81	3,225	3,000	3,413	3,155
21421	Civil engineer	63	3,187	2,750	3,250	2,900
21311	Computer and information systems manager	459	6,668	6,443	6,786	6,500
21443	Computer engineer	289	5,576	4,740	5,960	4,977
21312	Computer operations and network manager	48	7,150	6,980	7,221	6,980
24202	Credit analyst	41	4,339	3,880	4,437	3,880
21342	Database administrator	51	3,119	2,846	3,191	3,000
22221	Dentist	39	3,335	3,300	3,437	3,350
29321	Editor (Newspapers and periodicals)	150	5,648	5,120	5,839	5,262
21431	Electrical engineer	69	3,667	3,900	3,766	4,033
21441	Electronics engineer	104	3,277	3,149	3,319	3,180
2936	Film, stage and related producer, director and actor	40	3,880	3,120	3,901	3,135
24201	Financial analyst	214	4,584	4,179	4,743	4,240
21498	Food and drink technologist	27	3,784	3,350	3,834	3,350
22211	General physician	78	7,006	6,800	8,942	7,386
22212	General surgeon	27	9,015	8,800	13,725	13,354
21192	Geophysicist	24	3,852	3,390	3,858	3,396
21493	Industrial health, safety and environment engineer	12	3,841	3,657	3,987	3,951
21452	Industrial machinery and tools engineer	24	3,307	3,110	3,397	3,245
21392	Information technology security specialist	10	2,960	2,908	3,114	3,085
29312	Journalist	287	3,680	3,281	3,762	3,430

TABLE 2.2

**MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( FEMALES )**

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
25012	Lawyer (except advocate and solicitor)	50	6,129	5,384	6,283	5,384
25013	Legal officer	63	5,347	4,500	5,506	4,640
29121	Librarian	25	3,404	3,456	3,453	3,671
21471	Manufacturing engineer	173	3,375	3,175	3,648	3,615
24901	Market research analyst	79	3,854	3,506	3,913	3,506
21451	Mechanical engineer	81	3,367	3,032	3,501	3,220
21333	Multi-media programmer	15	2,317	2,208	2,344	2,208
21341	Network and computer systems administrator	111	3,324	2,980	3,449	3,010
21322	Network systems and data communication analyst	102	4,008	3,873	4,108	3,926
21212	Operations research analyst	17	3,487	3,100	3,527	3,100
2224	Pharmacist	90	3,326	2,856	3,795	3,427
21110	Physicist	48	5,967	5,919	5,967	5,919
21432	Power generation and distribution engineer	12	5,777	7,146	5,790	7,221
21472	Production engineer	197	3,495	3,295	3,597	3,416
21496	Quantity surveyor	249	2,964	2,800	2,995	2,835
21444	Semi-conductor engineer	554	3,370	3,200	3,643	3,500
21323	Software engineer	429	3,775	3,534	3,910	3,630
22222	Specialised dentist	26	7,599	6,625	9,541	8,354
21422	Structural engineer	32	3,653	3,290	3,802	3,315
21321	Systems designer and analyst	770	3,819	3,695	3,906	3,761
21332	Systems programmer	88	2,784	2,518	2,859	2,795
23402	Teacher of the deaf	17	2,103	1,800	2,103	1,800
23403	Teacher of the mentally handicapped	16	1,423	1,392	1,423	1,392
21442	Telecommunications engineer	225	3,678	3,464	3,740	3,496
24204	Treasury manager	38	4,486	4,221	4,598	4,448
<b>3</b>	<b>TECHNICIANS AND ASSOCIATE PROFESSIONALS</b>	<b>24,007</b>	<b>2,522</b>	<b>2,374</b>	<b>2,697</b>	<b>2,500</b>
34201	Advertising salesman	31	2,239	2,050	2,239	2,100
31242	Aeronautical engineering technician	19	2,763	2,456	3,258	3,080
34153	After sales service adviser	141	2,903	2,650	2,988	2,700
31561	Air transport service supervisor	34	2,467	2,232	3,416	3,397
34171	Appraiser and valuer	23	2,731	2,337	2,737	2,337

TABLE 2.2

**MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( FEMALES )**

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
31275	Architectural draughtsman	123	2,557	2,420	2,637	2,609
34110	Assistant accountant	180	2,843	2,750	2,979	2,795
31001	Assistant civil and structural engineer	74	3,485	3,683	3,512	3,695
31002	Assistant electrical engineer	42	2,257	2,127	2,363	2,154
31003	Assistant electronics engineer	232	2,538	2,435	2,704	2,547
31006	Assistant manufacturing engineer	55	2,218	2,095	2,347	2,168
31004	Assistant mechanical engineer	59	2,320	2,142	2,738	2,382
32245	Assistant nurse	445	1,998	2,027	2,222	2,222
31243	Automotive engineering technician	17	1,954	1,750	2,075	1,922
31213	Building technician	157	2,283	2,200	2,313	2,200
34161	Buyer	168	2,537	2,410	2,633	2,500
31251	Chemical engineering technician	16	1,877	1,638	2,477	1,892
31101	Chemistry technician	99	1,944	1,812	2,228	2,064
31274	Civil and structural engineering draughtsman	49	2,410	2,495	2,512	2,540
31211	Civil engineering technician	67	2,353	2,319	2,411	2,350
34203	Clearing and forwarding agent	53	2,015	1,879	2,292	2,125
39511	Commercial artist	38	2,605	2,500	2,792	2,660
31300	Computer systems operator	132	2,161	2,006	2,531	2,450
31233	Computer technician	75	1,935	1,802	2,014	1,900
32250	Dental nurse	46	2,139	2,053	2,392	2,270
32293	Dental technician	12	3,020	3,123	3,028	3,123
3223	Dietician and public health nutritionist	18	2,293	2,110	2,293	2,168
39515	Display artist	18	1,910	1,718	1,910	1,718
31271	Draughtsman	55	1,936	1,891	2,044	2,000
31273	Electrical / Electronics draughtsman	35	2,259	2,100	2,313	2,138
3122	Electrical engineering technician	56	2,301	2,226	2,525	2,493
31231	Electronics engineering technician	44	2,058	2,132	2,591	2,388
39227	Executive secretary	942	3,571	3,400	3,635	3,469
34191	Exhibition / Convention organiser / co-ordinator	20	2,353	2,100	2,592	2,100
39514	Fashion and garment designer	14	1,753	1,400	1,796	1,460
34123	Financial futures dealer and broker	108	4,675	3,006	7,184	5,906
31611	Fire and safety officer	10	2,836	3,064	3,033	3,064
34122	Foreign exchange dealer and broker	18	4,470	4,535	4,639	4,535
39516	Graphic designer	113	2,139	2,000	2,231	2,050
32243	Industrial nurse	36	2,956	2,872	3,324	3,197
34131	Insurance sales agent and broker	139	2,591	2,435	2,841	2,650

TABLE 2.2

**MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( FEMALES )**

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
34132	Insurance underwriter	36	3,559	3,052	3,593	3,262
39512	Interior designer	16	2,460	2,036	2,500	2,103
39221	Management executive	6,215	2,954	2,630	3,065	2,785
31261	Manufacturing engineering technician	33	1,487	1,329	1,838	1,620
31272	Mechanical draughtsman	34	2,404	2,373	2,704	2,723
31241	Mechanical engineering technician	62	1,822	1,768	2,032	2,018
32281	Medical diagnostic radiographer	37	3,651	3,622	3,864	3,930
32111	Medical science technician	128	2,263	1,974	2,400	2,152
39303	Medical social worker	34	3,107	2,852	3,194	2,852
32284	Medical X-ray technician	11	3,420	4,178	3,523	4,278
32244	Midwife	16	2,346	2,290	2,458	2,296
31562	MRT service supervisor	14	1,991	1,851	2,259	2,264
32222	Occupational therapist	29	2,645	2,550	2,652	2,550
32212	Optician	10	2,088	2,170	2,234	2,373
32211	Optometrist	27	2,487	2,430	2,796	2,775
39222	Personnel / Human resource officer	670	3,029	2,820	3,086	2,900
32270	Pharmaceutical assistant / dispenser	283	1,131	972	1,214	1,059
31411	Photographer	16	2,875	2,754	2,889	2,754
31102	Physics technician	166	3,091	3,095	3,091	3,095
32221	Physiotherapist	58	2,753	2,705	2,781	2,718
31612	Premises maintenance officer	27	1,897	1,800	1,969	1,900
33110	Pre-primary education teacher	2,399	1,123	1,061	1,132	1,073
31262	Production engineering technician	132	2,175	2,102	2,446	2,347
39513	Products designer	28	2,394	2,224	2,509	2,435
32241	Professional nurse	1,458	2,601	2,418	2,927	2,756
39225	Public relations officer	107	2,592	2,331	2,629	2,362
34162	Purchasing agent	534	2,634	2,471	2,725	2,528
31265	Quality assurance technician	126	1,847	1,737	2,085	1,919
31298	Quantity surveying technician	50	2,059	2,062	2,074	2,090
39212	Research officer	10	2,615	2,317	2,624	2,318
31563	Road transport service supervisor	28	2,363	2,260	2,484	2,328
39228	Sales and marketing executive	966	2,621	2,500	2,701	2,551
34152	Sales representative (Medical and pharmaceutical products)	140	2,082	1,900	2,865	2,918
34151	Sales representative (Technical)	421	2,719	2,600	3,751	2,970
34121	Securities dealer and broker	123	3,226	2,500	3,812	2,700
31234	Semi-conductor technician	146	1,937	1,895	2,175	2,113

TABLE 2.2

MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( FEMALES )

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
39301	Social worker	51	2,024	2,000	2,126	2,011
32242	Specialised nurse	61	3,674	3,550	3,841	3,826
31212	Structural engineering technician	11	2,431	2,263	2,455	2,263
31421	Telecommunications service supervisor	14	2,298	2,047	2,543	2,245
31232	Telecommunications technician	321	2,077	2,100	2,216	2,203
39223	Training officer	127	2,801	2,674	2,951	2,795
<b>4</b>	<b>CLERICAL WORKERS</b>	<b>25,432</b>	<b>1,718</b>	<b>1,645</b>	<b>1,872</b>	<b>1,786</b>
42224	Airport receptionist / clerk	765	1,406	1,347	1,814	1,746
41303	Audit clerk	74	1,512	1,500	1,594	1,549
42121	Bank teller	76	1,591	1,559	1,880	1,803
41305	Billing clerk	220	1,602	1,549	1,756	1,640
41301	Bookkeeper	22	1,864	1,760	1,899	1,851
42111	Cashier	1,207	1,074	974	1,226	1,109
41000	Clerical supervisor	1,677	2,135	1,947	2,436	2,265
42225	Customer service clerk	2,423	1,653	1,600	1,864	1,787
41130	Data entry operator	140	1,251	1,221	1,377	1,347
41421	Data processing control clerk	68	1,699	1,686	1,870	1,874
41205	Filing clerk	56	1,469	1,405	1,528	1,486
42222	Hotel receptionist	113	1,095	1,005	1,339	1,267
41203	Insurance / Underwriting clerk	90	1,865	1,728	2,000	1,868
41302	Ledger and accounts clerk	2,650	1,838	1,800	1,940	1,856
41202	Legal clerk	75	1,843	1,800	1,940	1,888
41204	Library clerk	72	1,369	1,328	1,461	1,434
41521	Material planning clerk	176	1,757	1,605	1,977	1,866
42223	Medical / Dental receptionist	546	1,378	1,338	1,525	1,429
42112	Office cashier	45	1,268	1,160	1,520	1,318
41201	Office clerk	5,673	1,634	1,589	1,729	1,665
41206	Personnel / Human resource clerk	527	1,735	1,700	1,814	1,766
41522	Production planning clerk	285	1,711	1,650	1,931	1,918
42221	Receptionist	615	1,482	1,450	1,539	1,500
41111	Secretary	1,982	2,471	2,441	2,543	2,500
41306	Securities clerk	31	1,810	1,740	1,858	1,744
41511	Shipping clerk	376	1,742	1,654	1,878	1,812



TABLE 2.2

MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( FEMALES )

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
4141	Statistical clerk	62	2,047	2,000	2,092	2,056
41512	Stock records clerk	236	1,690	1,628	1,848	1,715
41513	Storekeeper	183	1,436	1,403	1,672	1,595
4223	Telephone operator	189	1,315	1,450	1,559	1,634
42210	Travel agency and related clerk	154	1,619	1,526	1,671	1,561
41122	Typist	136	1,411	1,280	1,508	1,362
41304	Wages clerk	36	1,700	1,700	1,869	1,870
<b>5</b>	<b>SERVICE WORKERS AND SHOP AND MARKET SALES WORKERS</b>	<b>9,932</b>	<b>1,226</b>	<b>1,207</b>	<b>1,524</b>	<b>1,450</b>
51113	Cabin attendant / steward	2,502	1,381	1,300	1,891	1,787
51230	Captain / Waiter supervisor (Restaurant)	646	1,468	1,461	1,468	1,602
51391	Child-care worker	11	1,366	1,215	1,437	1,230
51220	Cook	699	1,199	1,068	1,368	1,261
51311	Hair stylist / Hairdresser	44	1,426	1,475	1,633	1,530
51212	House steward	12	1,354	1,006	1,592	1,201
51211	Housekeeper (Hotels and other establishments)	139	1,624	1,454	1,972	1,753
5150	Mail distribution worker	49	1,340	1,250	1,470	1,453
51392	Masseur (Non-medical)	51	1,186	1,000	1,746	1,901
51440	Private security guard	114	946	897	1,264	1,184
52103	Sales demonstrator	91	1,056	1,010	1,511	1,393
52101	Sales supervisor	1,009	1,427	1,405	1,678	1,614
52102	Shop sales assistant	2,374	1,024	942	1,416	1,212
52105	Telemarketer	32	1,563	1,419	1,675	1,568
51131	Tourist guide	11	1,287	1,231	1,287	1,231
51231	Waiter	340	988	987	1,129	1,114
<b>7</b>	<b>PRODUCTION CRAFTSMEN AND RELATED WORKERS</b>	<b>1,639</b>	<b>1,326</b>	<b>1,286</b>	<b>1,629</b>	<b>1,535</b>
72314	Aircraft engine mechanic	38	1,738	1,676	2,072	1,977

TABLE 2.2

**MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( FEMALES )**

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
7412	Baker, pastry-cook and confectionery maker	35	1,123	1,037	1,276	1,203
72440	Computer and related electronic equipment mechanic	28	1,498	1,430	1,709	1,630
72412	Electrical lift, escalator and related equipment fitter	11	1,089	1,215	1,150	1,296
72413	Electrician	30	1,577	1,506	1,670	1,535
7242	Electronics fitter	196	1,429	1,415	1,887	1,769
72313	Industrial and office machinery mechanic	144	1,391	1,323	1,750	1,669
73131	Jewellery worker	13	1,032	930	1,593	1,652
74404	Leather goods maker / assembler	10	922	890	1,083	1,046
7411	Meat and fish preparer	60	989	954	1,123	1,051
73113	Precision instrument maker, assembler and repairer	189	1,522	1,513	2,138	2,001
7333	Printing engraver and etcher	11	1,325	1,270	1,405	1,355
72325	Refrigeration and air-conditioning plant installer	87	1,352	1,364	1,799	1,756
74000	Supervisor and general foreman (Food processing, woodworking, textile and related trades)	267	1,296	1,200	1,458	1,345
72000	Supervisor and general foreman (Metal, machinery and related trades)	35	2,360	2,371	2,663	2,810
73000	Supervisor and general foreman (Precision, handicraft, printing and related trades)	11	1,634	1,600	1,765	1,618
7432	Textile, leather and related pattern maker and cutter	34	1,275	1,144	1,456	1,346
<b>8</b>	<b>PLANT AND MACHINE OPERATORS AND ASSEMBLERS</b>	<b>13,175</b>	<b>991</b>	<b>921</b>	<b>1,333</b>	<b>1,224</b>
83244	Airport mobile equipment driver	27	1,323	1,399	1,701	1,705
81700	Automated assembly line and industrial robot operator	23	681	680	1,050	1,041
8252	Bookbinding and related machine operator	217	951	937	1,147	943
83230	Bus driver	193	1,277	1,269	2,056	2,083
8150	Chemical processing plant operator	26	1,428	1,265	1,775	1,680
82821	Electrical / Electronic products quality checker and tester	615	1,080	1,110	1,392	1,366
82811	Electrical equipment / component assembler	20	1,145	1,115	1,273	1,235

TABLE 2.2

**MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( FEMALES )**

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
82812	Electronic equipment / component assembler	8,119	941	903	1,275	1,196
82221	Electro-plater	16	1,314	1,355	1,966	2,068
827	Food and related products machine operator	223	1,009	1,000	1,275	1,220
82000	Machine supervisor and general foreman Mechanical products quality checker and tester	342	2,173	1,918	2,520	2,353
82822		142	960	833	1,416	1,291
8124	Metal drawer and extruder	16	926	910	1,165	960
8122	Metal melter, caster and rolling mill operator	10	844	779	1,525	1,441
82111	Metalworking machine setter-operator Paper and paperboard products machine operator	250	1,005	930	1,354	1,255
8253		70	1,036	1,007	1,275	1,265
8143	Papermaking plant operator	12	963	919	1,343	1,340
82210	Pharmaceutical and toiletry products machine operator	539	904	896	1,354	1,281
82230	Photographic products machine operator	38	1,152	1,127	1,232	1,216
82320	Plastic product machine operator	916	748	700	1,080	994
82117	Precision grinding machine setter-operator	28	901	695	1,372	1,172
82510	Printing machine operator	144	1,654	1,814	1,927	2,047
8231	Rubber products machine operator	61	779	698	1,025	911
8263	Sewing and embroidering machine operator	111	923	887	1,130	1,043
83242	Trailer-truck driver	11	1,163	1,100	1,616	1,518
82223	Wire-coating machine operator	24	1,220	1,247	1,815	1,801
<b>9</b>	<b>CLEANERS, LABOURERS AND RELATED WORKERS</b>	<b>5,883</b>	<b>934</b>	<b>884</b>	<b>1,084</b>	<b>1,002</b>
91303	Aircraft cleaner	275	1,170	1,186	1,556	1,539
92031	Building caretaker / Watchman	19	979	880	1,047	880
92024	Car park attendant	15	989	824	1,160	1,035
9129	Cleaner in office and industrial establishment	2,468	797	710	879	800
93300	Construction labourer and related worker	109	679	618	695	618
91223	Food and drink stall assistant	65	964	945	1,019	1,000
93414	Godown labourer	81	1,341	1,330	1,740	1,667
93901	Hand packer	288	879	876	999	1,013
92023	Hospital attendant	291	1,157	1,130	1,256	1,233
91222	Kitchen assistant	907	1,085	1,052	1,297	1,260

**TABLE 2.2**

**MONTHLY BASIC AND GROSS WAGES OF SELECTED OCCUPATIONS IN ALL INDUSTRIES, JUNE 2003  
( FEMALES )**

SSOC 2000	Occupation	Number Covered	Basic Wage (\$)		Gross Wage (\$)	
			Mean	Median	Mean	Median
92022	Laboratory attendant	45	1,241	1,197	1,304	1,281
91210	Laundry and dry cleaning worker	137	949	969	1,155	1,113
93200	Manufacturing labourer and related worker	162	778	637	1,052	1,024
92021	Office / Library attendant	136	1,088	1,044	1,217	1,126
91221	Room steward / Chambermaid	401	906	910	1,160	1,108
91302	Ship and ship tank cleaner	20	656	587	671	587
93416	Store hand	102	1,134	1,079	1,386	1,329

*Source: Report on Wages in Singapore, 2003*