

SINGAPORE'S FIFTH PERIODIC REPORT

TO THE UN COMMITTEE FOR
THE CONVENTION ON THE
ELIMINATION OF ALL FORMS OF
DISCRIMINATION AGAINST WOMEN



October 2015

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**MINISTRY OF SOCIAL AND FAMILY DEVELOPMENT
REPUBLIC OF SINGAPORE**

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FOREWORD

This year marks the 20th anniversary of Singapore's accession to CEDAW. It is also the year Singapore celebrates the 50th year of our independence. In this significant year, Singapore is pleased to present its Fifth Periodic Report on the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). This Report covers the initiatives Singapore introduced from 2009 to 2015, to facilitate the progress of women. It also includes Singapore's responses to the United Nations Committee on the Elimination of Discrimination against Women's (Committee) Concluding Comments (CEDAW/C/SGP/CO/4/Rev.1) at the 49th CEDAW session and recommendations by the Committee's Rapporteur on follow-up in September 2014 (AA/follow-up/Singapore/58).

New legislation and policies were introduced to improve the protection of and support for women in Singapore. These include the Protection from Harassment Act to enhance the protection of persons against harassment, and the Prevention of Human Trafficking Act to criminalise exploitation in the form of sex, labour and organ trafficking. The Family Justice Act was introduced to centralise the administration of family-related court proceedings and strengthen expertise in the management and resolution of family-related disputes. The Women's Charter was also amended to better address divorce and maintenance enforcement issues.

Paternity leave and shared parental leave were introduced in 2013 to encourage greater shared parental responsibility. Paternity leave was increased in 2015 to encourage fathers to play a bigger role in child-raising. Maternity protection was also enhanced in 2013 to protect the maternity leave benefits of employees who are unfairly dismissed or retrenched during their pregnancy.

Through the issuance of religious rulings, Muslim law was brought into closer alignment with civil law. Singapore also reviewed its reservation against Article 11, paragraph 1 and has withdrawn it.

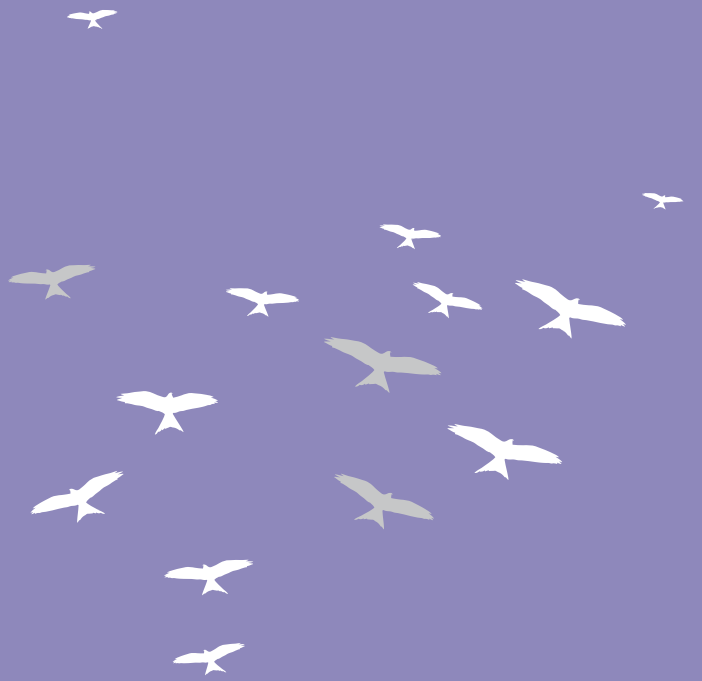
Women in Singapore have made great strides in various fields, e.g. from higher literacy rates to increased representation in traditionally male-dominated sectors. Singapore recognises that enhancing the status of women is a continuous process and remains committed to this effort.

Tan Chuan-Jin
Minister
Ministry of Social and Family Development

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EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

Singapore acceded to CEDAW on 5 October 1995. It came into force for Singapore on 4 November 1995.

The Fifth Report to the UN Committee on the Elimination of Discrimination against Women covers the key initiatives introduced and developments in Singapore from 2009 to 2015. In accordance with Article 18 of CEDAW, the Fifth Report also responds to the Committee's 2011 Concluding Comments (CEDAW/C/SGP/CO/4/Rev.1) at the 49th CEDAW session, and recommendations by the Committee's Rapporteur on follow-up in September 2014 (AA/follow-up/Singapore/58).

Singapore continues to build an environment where there are equal opportunities for women and men to contribute to, and to exercise fundamental freedoms in the political, economic and social spheres.

Since the Fourth Report in 2009, the Government has made progress in key areas to improve and enrich the lives of women in Singapore.

Protection from Harassment

The Protection from Harassment Act came into force in November 2014, and enhanced the protection of persons against harassment, including cyber-bullying, stalking and sexual harassment both within and outside the workplace. A range of self-help and civil remedies are available to victims. The Government received feedback from members of the public, including advocacy groups for women, welcoming the legislation.

Family Justice Act

The Family Justice Act, which came into effect in October 2014, established the new Family Justice Courts. These Courts play a central role in the Government's effort to fundamentally improve the family justice system in Singapore. The Family Justice Courts adjudicate and resolve family disputes more effectively, and aim to reduce the acrimony involved in family-related disputes. Court processes were streamlined to reduce unnecessary legal costs and delay.

Addressing Divorce and Maintenance Enforcement Issues

The Women's Charter was amended in January 2011 to (i) strengthen the enforcement of maintenance orders; (ii) address the risk of divorce among minor couples; and (iii) mitigate the impact of divorces especially in proceedings involving children.

Four voluntary welfare organisations were established as Divorce Support Specialist Agencies in January 2015. These Agencies provide support for families with divorced parents.

Aligning Muslim Law and Civil Law

Under Muslim inheritance law, a greater share of the inheritance may be apportioned to men than to women. To address this, the Majlis Ugama Islam

Singapura (MUIS)¹ issued new religious rulings to align Muslim law with civil law.

These new rulings enable Muslim men to secure the rights of their wives and dependants through properly planned nominations according to civil law, and are in line with the objectives and spirit of Muslim law.

Combating Trafficking in Persons (TIP)

Singapore adopts a whole-of-government approach to tackling TIP. The Inter-Agency Taskforce on TIP was established in 2010. It coordinates decisions and aligns policies between agencies. The Taskforce underscores the seriousness with which Singapore views TIP. Singapore continues to actively strengthen its laws to tackle the scourge of TIP. A significant milestone was the enactment of the Prevention of Human Trafficking Act, which came into force in March 2015. The Act criminalises TIP in the form of sex, labour and organ trafficking.

To demonstrate our commitment to combating TIP, Singapore ratified the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children in September 2015.

Reservation against Article 11, Paragraph 1

Singapore conducted a thorough review of its reservation against Article 11, paragraph 1. In keeping with our national workforce policies, human resource policies in the military have progressed over time to flexibly accommodate and support the life-cycle needs of military personnel, and enable servicewomen to have fulfilling careers in the military. In light of this progress, Singapore no longer requires this reservation and has withdrawn it.

Enhanced Protection of Workers' Maternity Leave Benefits

From 1 May 2013, an employer who retrenches an employee or dismisses her without sufficient cause at any point during her pregnancy has been liable to pay her a maternity leave benefit, if she had worked at least three continuous months for the same employer. Previously, employers were liable for their employees' maternity leave benefits only if the employees had been retrenched within the last trimester of their pregnancy, or dismissed without sufficient cause within the second and last trimesters.

In addition, the Government introduced Government-Paid Maternity Benefit, a cash benefit for working mothers who were previously ineligible for paid maternity leave (i.e. mothers who did not work for the same employer for three continuous months before delivery), if they had worked at least 90 days (regardless of whether such employment was non-continuous or for different employers) in the year before delivery. The initiative recognised the need to support working mothers in the context of changing and evolving work patterns and arrangements.

¹ Islamic Religious Council of Singapore.

Protecting Foreign Domestic Workers (FDWs)

Singapore regularly reviews its laws and policies concerning FDWs to ensure that they stay relevant. All FDWs are protected under the Penal Code and the Employment of Foreign Manpower Act. The Act imposes work pass conditions which require all employers to take responsibility for the well-being of their FDWs. The Act was amended in November 2012 to impose harsher penalties for employers who breached work pass conditions.

Since January 2013, the Government has required employers to provide their FDWs with a weekly rest day or compensation in-lieu. If there is mutual written agreement for the FDW to work on her rest day, the FDW must be compensated with either a replacement rest day or monetary compensation pegged at her daily wage. This option was included after extensive consultations with employers and FDWs.

Encouraging Greater Shared Parental Responsibility and Enhancing Work-Life Support

To encourage greater shared parental responsibility, the Government introduced one week of Government-Paid Paternity Leave and one week of Government-Paid Shared Parental Leave as part of the enhancements to the Marriage and Parenthood Package in 2013. Government-Paid Paternity Leave was increased to two weeks in 2015 to encourage fathers to play a bigger role in child-raising. This is in addition to Infant Care Leave for both parents when their child is below two years old and Child Care Leave for both parents until the child reaches 13 years of age. In addition, the Government introduced a Work-Life Grant in 2013 for employers, to support the implementation of work-life strategies that would enable employees to manage work and family commitments.

Providing Greater Support to Singaporean Families with Foreign Spouses

A foreign spouse of a Singaporean is typically granted a Long Term Visit Pass (LTVP) with one-year validity in the first instance to enable him/her to remain in Singapore. In January 2015, the LTVP process was enhanced to provide Singaporeans and their foreign partners greater clarity, prior to marriage, on the foreign partner's eligibility for an LTVP.

In April 2012, the Government introduced the LTVP Plus (LTVP+) scheme to provide greater support to Singaporean families with foreign spouses. Couples with at least one Singapore citizen child from their marriage, or who have been married for at least three years, may be considered for the LTVP+, which has a validity period of three years in the initial issuance, and five years upon renewal. LTVP+ holders enjoy some healthcare subsidies.

A Marriage Preparation Programme and a Marriage Support Programme were introduced in December 2014 to help Singaporeans with foreign spouses better manage cross-cultural issues in their marriage, build a strong foundation for their marriage, and help the foreign spouse settle down in Singapore.

Advancing the Cause of Women on Boards

The Diversity Task Force regarding Women on Boards was formed in 2012 to examine the state of gender diversity on boards and in the senior management of companies listed on the Singapore Exchange. It was prompted by the concern that women were under-represented on boards and in senior management despite making immense progress in education and employment.

The Task Force released its recommendations in April 2014. A Diversity Action Committee comprising illustrious business leaders and professionals from the private, people and public sectors was then formed in August 2014, to increase the proportion of women representation on boards of companies listed on the Singapore Exchange.

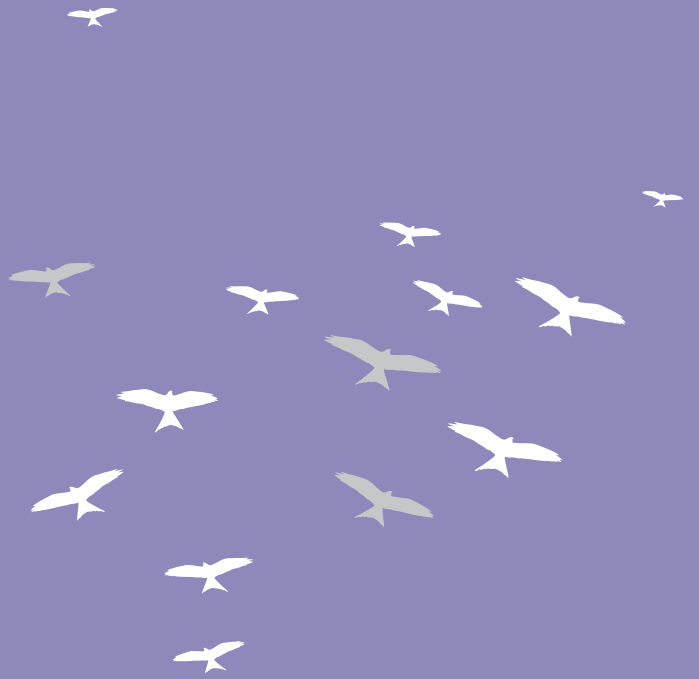
PUBLIC CONSULTATION

This Report was prepared by the Office for Women's Development of the Ministry of Social and Family Development, with input from the Inter-Ministry Committee on CEDAW and other agencies.

In response to paragraph 43 of the Concluding Comments to consult a wide variety of women and human rights organisations in the preparation of the Fifth Report, the Office and the Singapore Council of Women's Organisations (the national coordinating body for women's organisations in Singapore) jointly consulted women's groups in April 2015. Another consultation session with women parliamentarians was held in May 2015. These consultation sessions sought feedback from the participants on this Report and Singapore's implementation of CEDAW. Their feedback was incorporated into this Report where relevant, and also relayed to the Inter-Ministry Committee on CEDAW and other agencies for review.

GLOSSARY OF TERMS

AGC	Attorney-General's Chambers
AMLA	Administration of Muslim Law Act
ASEAN	Association of Southeast Asian Nations
CPF	Central Provident Fund
CYPA	Children and Young Persons Act
EA Act	Employment Agencies Act
EFMA	Employment of Foreign Manpower Act
FDW	Foreign Domestic Worker
FJC	Family Justice Courts
FSCs	Family Service Centres
HPB	Health Promotion Board
ICA	Immigration & Checkpoints Authority
IMC on CEDAW	Inter-Ministry Committee on the Elimination of All Forms of Discrimination against Women
LTVP	Long-Term Visit Pass
LTVP+	Long-Term Visit Pass Plus
MOH	Ministry of Health
MOM	Ministry of Manpower
MSF	Ministry of Social and Family Development
MUIS	Majlis Ugama Islam Singapura (Islamic Religious Council of Singapore)
NFVNS	National Family Violence Networking System
NTUC WDS	National Trades Union Congress Women's Development Secretariat
OWD	Office for Women's Development
PHTA	Prevention of Human Trafficking Act
ROMM	Registry of Muslim Marriages
SCWO	Singapore Council of Women's Organisations
SPF	Singapore Police Force
TAFEP	Tripartite Alliance for Fair and Progressive Employment Practices
TIP	Trafficking in Persons



THE ARTICLES

GENERAL BACKGROUND

Physical Environment

- A.1 With a land area of approximately 718.9 square kilometres, Singapore is located between Peninsular Malaysia and Indonesia. Owing to its small land area, optimisation of land-use is of paramount importance. Singapore enjoys a tropical climate of abundant rainfall and high humidity throughout the year.

Demographic Characteristics

Population Trends

- A.2 With no natural resources, the Government invests heavily in the development of its citizenry and encourages its people to work hard and be adaptable to changes in the global environment. This philosophy underlies Singapore's approach to national development.
- A.3 As at end June 2014, the resident population, comprising Singapore citizens and permanent residents, was 3.87 million, an annualised growth rate of 0.7% from 2009. 15.7% were aged below 15 years, 73.1% were aged 15-64 years and 11.2% were 65 years and above. The median age of the resident population was 39.3 years in 2014, compared to 36.9 years in 2009. Males made up 49.1% and females made up 50.9% of the resident population.
- A.4 The resident ethnic composition remains largely the same as the last census in 2010, with 74.3% Chinese, 13.3% Malay, 9.1% Indian, and 3.3% comprising other ethnic groups in 2014.
- A.5 The population density increased from 7,025 persons per square kilometre in 2009 to 7,615 persons per square kilometre in 2014.

Marriage and Divorce

- A.6 The general marriage rate for females increased from 38.9 per 1,000 unmarried resident females aged 15-49 years in 2009, to 40.8 in 2014. The median age at first marriage for brides increased from 27.5 years in 2009 to 28.2 years in 2014.
- A.7 The general divorce rate for females decreased from 7.1 per 1,000 married resident females aged 20 years and over in 2009 to 6.5 in 2014. Those aged 30-34 years formed the largest proportion of female divorcees in 2014.

Fertility and Mortality Rates, and Life Expectancy

- A.8 Singapore's resident total fertility rate was 1.25 births per female in 2014, compared to 1.22 in 2009. There were 37,967 resident live births, of which 51% were males, and 49% were females. See [Article 12](#) for infant and maternal mortality rates, and life expectancy of resident population. The proportion of resident elderly (i.e. aged 65 years and above) women increased from 9.7% in 2009 to 12.1% in 2014.

SOCIO-ECONOMIC AND CULTURAL INDICATORS

Standard of Living

- B.1 The United Nations' Human Development Report 2014 ranked Singapore 9th out of 187 countries on the Human Development Index, up from 27th out of 169 countries in the 2010 Report. This reflects an overall improvement in the standard of living in the areas of life expectancy, educational attainment and real income.
- B.2 Singapore's socio-economic performance can be attributed to its continued political stability, quality judicial performance, and the high integrity of its Government.
- B.3 In 2014, the Gross Domestic Product (GDP) was S\$390 billion while GDP per capita was S\$71,318. Singapore's economy continues to do well, with a real growth of 2.9% in 2014.
- B.4 The median gross monthly income of full-time employed residents in Singapore was S\$3,770 in 2014, compared to S\$2,927 in 2009.

Inflation

- B.5 The inflation rate was 1.0% in 2014.

External Debt

- B.6 Singapore has no public sector external debt.

Labour Force Participation

- B.7 The overall annual average unemployment rate in 2014 was 2.0%, down from 3.0% in 2009. See [Article 11](#) for more indicators.

Literacy

- B.8 The literacy rate for the resident population aged 15 years and above was 96.7% in 2014, up from 95.6% in 2009. See [Article 10](#) for more indicators.

Religion

- B.9 The main religions in Singapore are Buddhism, Christianity, Islam, Taoism and Hinduism. The 2010 Census showed that 33% of the resident population aged 15 years and over were Buddhists, 18% were Christians, 15% were Muslims, 11% were Taoists and 5% were Hindus.

POLITICAL SYSTEM

- C.1 Singapore is a republic with a parliamentary system of government. The Constitution provides for three main organs of state – the executive, legislature and judiciary.

Parliament

- C.2 Singapore's Parliament is unicameral. In 2015, Members of Parliament were elected from 16 Group Representation Constituencies and 13 Single-Member Constituencies. Group Representation Constituencies comprise three to six candidates each, with at least one candidate from a minority racial community² to ensure that minority races are represented, as a reflection of the fact that Singapore is a multi-racial country.
- C.3 Up to nine Nominated Members of Parliament (not connected to any political party) may be appointed by the President for a 2.5-year term on the recommendation of a Special Select Committee of Parliament.
- C.4 In addition, the Constitution provides for the appointment of up to nine Non-Constituency Members of Parliament, comprising individuals who received the highest votes amongst the unelected candidates from the opposition parties at a General Election. This ensures that views other than the Government's will be expressed in Parliament.

Executive

- C.5 The Head of State is the President. The administration of the Government is vested in the Cabinet, headed by the Prime Minister. The President shall appoint as Prime Minister a Member of Parliament who in his judgment is likely to command the confidence of the majority of the Members of Parliament. Ministers of the Cabinet are appointed by the President on the advice of the Prime Minister. The Cabinet is responsible for all government policies and the day-to-day administration of the affairs of the state, and is collectively responsible to Parliament.
- C.6 The President has the power to veto the Government's proposals related to use of the nation's past reserves, appointment and removal of key office holders, orders under the maintenance of religious harmony, detention under internal security and investigations pertaining to corruption. These Presidential powers provide important checks and balances to the Government with regard to preventing the misuse of the nation's reserves and ensuring that the public service is impartial.

Legislature

- C.7 The Singapore Legislature comprises the President and Parliament.

Judiciary

- C.8 The Supreme Court, the State Courts, and the Family Justice Courts are the national judicial bodies. The Supreme Court consists of the Chief Justice, the Judges of Appeal and judges who are appointed from time to time. The Constitution protects the integrity and independence of judges at the Supreme Court.

² Malay, Indian or other minority communities.

SINGAPORE'S APPROACH TO SAFEGUARDING THE RIGHTS OF WOMEN

- D.1 The principle of equality for women is entrenched in Article 12 of the Constitution which states that "all persons are equal before the law and entitled to the equal protection of the law".
- D.2 Equal opportunities are available to men and women in Singapore. Gender equality in Singapore is based on the principle of meritocracy. This principle underlies the planning and implementation of policies and programmes across Government ministries.

CEDAW IN SINGAPORE

- E.1 Singapore's Initial Report (CEDAW/C/SGP1), Second Periodic Report (CEDAW/C/SGP2), Third Periodic Report (CEDAW/C/SGP3) and Fourth Periodic Report (CEDAW/C/SGP4) were submitted to the United Nations Committee on the Elimination of Discrimination against Women in January 2000, April 2001, November 2004 and March 2009 respectively.
- E.2 On 22 July 2011, Singapore presented its Fourth Periodic Report to the Committee. The delegation was led by Madam Halimah Yacob, then Minister of State at the Ministry of Community Development, Youth and Sports. The Cabinet was informed of the Committee's Concluding Comments in August 2011. To ensure wide dissemination of the Concluding Comments in line with paragraph 40 of the Committee's request, these Comments were made available on the Ministry of Social and Family Development (MSF)'s website. Singapore also submitted an interim report (CEDAW/C/SGP/CO/4/Rev.1/Add.1) in December 2013 on some of the recommendations as requested by the Committee.
- E.3 As a responsible member of the international community, Singapore takes its international obligations seriously. Singapore will only ratify a treaty when we are able to comply with the obligations thereunder. Our focus is on the full and effective implementation of commitments we have undertaken. At the same time, Singapore continually reviews our laws and policies with a view to ratifying more treaties. Apart from CEDAW, Singapore is party to various other international agreements or conventions, some of which are specific to women (see Annex A). Singapore is also a member of the Association of South-East Asian Nations (ASEAN) and the Asia Pacific Economic Cooperation. In addition, Singapore is represented on the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children, an inter-governmental body formed in 2010 to promote and protect the rights of women and children in ASEAN.
- E.4 Treaties and conventions do not automatically become part of the laws of Singapore unless they are specifically incorporated into the legal system. Singapore gives effect to its obligations under CEDAW by the enactment of domestic legislation where necessary. Aggrieved parties are thus able to seek legal recourse to the Courts by citing an equivalent provision in domestic law.

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 The Constitution of Singapore is the supreme law in Singapore. Article 12 of the Constitution enshrines the principle of equality of all persons before the law and it specifically provides that “All persons are equal before the law and entitled to the equal protection of the law.” This principle continues to be upheld.

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.*

Complaints Procedure With Respect to Violations of Constitutionally-Guaranteed Rights to Equality

- 2.1 The principle of equality of all persons before the law is enshrined in the Singapore Constitution. This provision encompasses the non-discrimination of women.
- 2.2 Women in Singapore enjoy strong legal protection even though Singapore does not have specific gender-equality or anti-gender discrimination legislation. In addition to the Constitution, their rights are protected in legislation such as the Employment Act, the Women's Charter, the Children and Young Persons Act, the Penal Code, the Protection from Harassment Act and the Prevention of Human Trafficking Act. An aggrieved woman is able to seek redress under such laws and to report violations to the relevant authorities.

- 2.3 Other channels are also available for women and women's groups to give feedback (including complaints) on women-related issues. Any member of the public can write to the relevant Ministry or government agency or the forum pages of local newspapers about policies that affect them. Complaints received by Ministries or government agencies are followed up accordingly.
- 2.4 Singapore has not received any feedback that there are insufficient feedback channels; nevertheless, Singapore will continue to monitor and review if more such channels should be set up.

Government Consultation on Policies and Legislative Changes

- 2.5 The Government organises regular dialogue sessions, focus group discussions and public forums to actively obtain the public's views on policies and legislative changes. One example is the Private Member's bill on the Prevention of Human Trafficking proposed by a Member of Parliament, Mr Christopher de Souza. Four focus group sessions were held between January and April 2014 to canvass the views of different stakeholders (including non-government organisations). An online consultation was also held between March and April 2014 to garner public views.

Gender Analysis

- 2.6 In the formulation of policies, Singapore adopts a stakeholder approach which carefully analyses their impact on affected groups. This also encompasses taking a gender-sensitive perspective on issues that may have a different impact on women and men. For example, recognising that women have different health needs compared to men, the Women's Health Advisory Committee was set up to promote the health and well-being of women.
- 2.7 As many policy issues are cross-cutting, a "whole-of-government" approach is adopted and all relevant Ministries would be consulted before government agencies submit policy papers to the Cabinet for consideration.

Institutions for the Advancement of Women

- 2.8 There are two main national bodies overseeing women-related matters: the Office for Women's Development (OWD) under MSF, and the Inter-Ministry Committee (IMC) on CEDAW³.
- 2.9 The Women's Desk was established in 2002 and reconstituted into OWD in 2011. The change was to better reflect its standing and role as the national focal point on women, for international cooperation pertaining to women, and to champion gender equality and the empowerment of women. It also

³ The IMC on CEDAW comprises officials from the Ministries of Social and Family Development; Communications and Information; Culture, Community and Youth; Defence; Education; Foreign Affairs; Health; Home Affairs; Law; Manpower; and National Development, as well as the Attorney-General's Chambers, Islamic Religious Council of Singapore and Public Service Division.

reflected the growing importance and recognition of the role of women in Singapore society.

- 2.10 OWD analyses trends to ensure the appropriate and timely implementation of gender-sensitive measures and policies. Gender-disaggregated data is collated from Ministries and agencies and thereafter published on the MSF's website⁴.
- 2.11 The IMC on CEDAW was set up in 1996 to monitor Singapore's implementation of CEDAW. OWD supports the IMC. In response to paragraph 18 of the Concluding Comments, to ensure the effective development and implementation of gender equality policies, the necessary human and financial resources are drawn from agencies represented on the IMC. This is in line with Singapore's "whole-of-government" approach to gender equality policy and the domestic implementation of CEDAW.

⁴ <http://app.msf.gov.sg/Research-Room/Research-Data-Series/Statistics-Data-Tables-Gender>

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 The guarantee of basic human rights and fundamental freedoms is provided for in the Constitution of Singapore:
- No deprivation of one's life or liberty save in accordance with the law;
 - Prohibition of slavery and forced labour;
 - Protection against retrospective criminal laws and repeated trials;
 - Equality before the law and equal protection of the law for all;
 - Prohibition of banishment;
 - Freedom of speech, assembly and association;
 - Freedom of religion;
 - Equal access to education; and
 - Freedom of movement.
- 3.2 Singapore remains committed to achieving the goals set at the 1995 Beijing Declaration and Platform for Action (BDPA), as well as the Millennium Development Goals (MDGs)⁵. The BDPA and MDGs continue to serve as reference points in the formulation of our policies. This approach is consistent with the recommendation at paragraphs 38 and 39 of the Concluding Comments.
- 3.3 Women in Singapore have made great strides in education and economic empowerment since the nation's independence in 1965 (see Articles 10 and 11).
- 3.4 Regarding paragraph 36 of the Concluding Comments recommending the establishment of an independent national human rights institution, the same aims may be achieved in Singapore through a decentralised but inter-locking and mutually-reinforcing system of legislation, regulation and institutional oversight. Singaporeans enjoy a high quality of life and special attention is paid to vulnerable groups through institutions such as the National

⁵ Singapore's BPDA report submitted in 2014 is at http://www.unwomen.org/~media/headquarters/attachments/sections/csw/59/national_reviews/singapore_review_beijing20.pdf

Trades Union Congress for workers' rights, the Presidential Council for Minority Rights, and organisations concerned with women and other groups. These organisations include the Singapore Council of Women's Organisations and its member organisations (see [Article 7](#)).

- 3.5 According to the United Nations' Human Development Report 2014, Singapore ranked 15th out of 152 countries on the Gender Inequality Index with a score of 0.090⁶ in 2013. This reflects the opportunities available to Singaporean women in areas such as labour, education and representation in the Parliament.

⁶ The score ranges from 0 (women and men fare equally) to 1 (women fare as poorly as possible in all measured dimensions).

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 At paragraph 20(b) of the Concluding Comments, the Committee called Singapore to consider applying temporary special measures in areas where women are under-represented or disadvantaged. However, in Singapore's experience, even without temporary special measures, women have made rapid and significant progress over the last few decades, and have been able to participate fully and equally in all spheres of life and at all levels as evidenced by Singapore's good performance on the United Nations Gender Inequality Index 2013 (see [Article 3](#)).

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 The Government continues to work towards eliminating gender stereotypes through education and the use of mass media. Singapore's efforts as detailed at paragraphs 5.2 to 5.6 below are consistent with the recommendation at paragraph 22(d) of the Concluding Comments.

Education

- 5.2 Special attention is given to educational materials and curriculum to ensure that gender stereotypes are not perpetuated and that girls and boys are depicted as having equal access to various resources and opportunities. For example, textbook illustrations portray both genders as doctors (traditionally associated with men) and highlight their equal involvement in household chores (traditionally associated with women).
- 5.3 All students take the same core subjects in primary school. While Home Economics used to be primarily taught to girls, both girls and boys at the lower secondary now study Food and Consumer Education. Girls and boys in upper secondary can also choose to study Food and Nutrition, as well as Design and Technology, as electives.

Media

5.4 The Media Development Authority's Programme Code for TV discourages discrimination against any section of the community on account of gender, age, disability or occupational status. The Code also states that programmes should not make careless references to any group of persons as being inherently inferior. In addition, the TV Advertising Code requires that advertisements avoid stereotyping which could be demeaning or offensive to certain sectors of the audience, e.g. stereotyping in relation to race, religion, gender, age and disabilities.

- 5.5 The Media Development Authority also supports programmes that raise awareness of issues that women face, for example:
- **Marry Me** – A light-hearted drama, which aired in 2013, discussed the reasons women chose to marry late or stay single, through the stories of three single women;
 - **Achamillai Achamillai (No Fear)** – A 12-episode talk-show, which aired in 2014, featured local women who excelled in various fields like sports, business and the media despite challenges in their personal and work life;
 - **Campaign on elimination of violence against women in Southeast Asia** – An interview with Datin Paduka Intan Kassim, Chair of the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children, was aired by a Malay radio station in April 2014. It disseminated the message of anti-violence against women, and raised awareness of basic human rights and equality for women and children in ASEAN countries; and
 - **Beyond Limits: 8 Singaporean Women** – An info-ed series, which aired between October and December 2014, featured several exceptional Singaporean women who blazed a trail to the top of their traditionally male-dominated fields, e.g. commercial pilot Anastasia Gan, naval diver and sports specialist Esther Tan, prominent lawyer and politician Indranee Rajah, and blind artist and Cultural Medallion winner Chng Seok Tin.
- 5.6 The Advertising Standards Authority of Singapore also discourages sex stereotyping by prohibiting the portrayal of any person as a commodity or an object. It also stipulates that all persons (regardless of gender) should be portrayed in a manner that respects their dignity, and ensures that all advertisements are legal, decent and truthful.

Regulation of the Beauty Industry

- 5.7 All medical practitioners are registered with the Singapore Medical Council under the Medical Registration Act. Non-compliance with professional guidelines, including for aesthetic services, endorsed by the Council would result in disciplinary action.
- 5.8 Healthcare institutions such as medical clinics, including those that also provide aesthetic services, are licensed and regulated by the Ministry of Health under the Private Hospitals and Medical Clinics Act.
- 5.9 In response to paragraph 22(c) of the Concluding Comments to impose stricter safety regulations on non-medical practitioners such as aesthetic clinics, beauty salons and spas, such establishments are not allowed to perform invasive procedures (e.g. surgical incisions), use controlled medicinal products (e.g. antibiotics and steroids), and inject preparations into the body. Otherwise, they may be subject to prosecution.

Building Equal Partnership in the Family

- 5.10 In Singapore, the perception of a woman's role as one confined within the home has evolved. The employment rate of women between 25 and 54 years of age increased from 69% in 2009 to 76% in 2014. The proportion of dual-income married couples in resident households also increased from 41% in 2000 to 47% in 2010. Conversely, the proportion of married couples with men as sole income earners decreased from 40% in 2000 to 33% in 2010.
- 5.11 In the Singapore Fatherhood Public Perception Survey 2009, an overwhelming majority of respondents had a positive perception of fatherhood. 99% of the respondents agreed that fathers and mothers should share the responsibility of bringing up children, and 97% also agreed that a father has an important role in parenting. 96% of the respondents who were fathers stated that they were very committed to their roles as fathers.
- 5.12 Initiatives detailed at paragraphs 5.13 to 5.20 below address the recommendation at paragraph 22(a) of the Concluding Comments to put in place a strategy to modify or eliminate patriarchal attitudes and gender role stereotyping.
- 5.13 Singapore also raises awareness of men's responsibilities and roles as fathers, husbands and individual members of the family through campaigns and public education programmes.
- 5.14 Up till July 2015, the Families for Life Council oversaw the Dads for Life movement which encourages fathers to be more involved in their children's lives by highlighting the benefits of greater paternal involvement in child development, equipping fathers with relevant skills, and facilitating bonding activities between fathers and their children. The Centre for Fathering took over this role in August 2015, and has since overseen the Dads for Life movement, with support from MSF, to continue to encourage active fathering. The Centre set up a new Dads Adventure Hub in August 2015 to allow fathers to bond with their children through shared experiences and activities.
- 5.15 The Government promotes shared parenting through "FamilyMatters@School" programmes in close to 300 schools. In particular, "FamilyMatters@School for Fathers" (renamed from Fathers@School in 2014), encourages fathers to be role models to their children and to be more involved in their children's school lives.
- 5.16 The Government also works with community partners to run parenting programmes on gender roles and expectations within marriage. For example, the Government supports the Centre for Fathering in conducting the Beginning Parenting Programme which comprises sessions on "A Strong Marriage to Welcome your Newborn" and "Parenting Right from the Start" to give new parents confidence and skills to manage their new roles as parents.

- 5.17 In 2014, the Government highlighted the importance of a consultative approach in marriage, at “Cinta Abadi...Marriage of A Lifetime”, a marriage preparation programme for Muslim couples aged 21 years old and above. The Government also supports community partners such as INSPIRASI Hubs, centres for marriage preparation and enrichment for Muslim minor couples (consisting of at least one party below 21 years old), to organise events such as “Amazing Dad: Special Project for Fathers”. Another Government-supported agency, Persatuan Pemudi Islam Singapura Vista Sakinah Centre for Remarriages and Stepfamilies, runs support groups for fathers to discuss their concerns and challenges in managing their multiple roles in their previous and new families.
- 5.18 The Government continues to encourage the media to highlight the role of men in parenting and caregiving. One example is the Malay drama series “Walimah 2”, which was nominated for a prestigious award show on a Malay television channel.
- 5.19 The Income Tax Act was amended in 2010 to extend a tax relief (formerly known as Wife Relief) to married female taxpayers. Previously, only married male taxpayers supporting their families were eligible for this tax relief. The extension acknowledges the importance of female breadwinners, as it helps families where the wives are the main breadwinners. This small but important amendment is consistent with the recommendation at paragraph 22(b) of the Committee's Concluding Comments to eliminate gender stereotypes that promulgate discriminatory cultural concepts such as that of “the head of the household”.
- 5.20 To encourage greater shared parental responsibility, the Government introduced paternity leave and shared parental leave in 2013 (see [Article 16](#)).

Successful Women Featured in the Media

- 5.21 There are many successful women in the public, private and people sectors (see [Annex B](#)). Some of them are in traditionally male-dominated professions. Some of them have also been featured in the media, for example:
- **Madam Halimah Yacob**, a veteran unionist, qualified lawyer, Member of Parliament and former Minister of State (Ministry of Social and Family Development), became the first woman Speaker in January 2013;
 - **Ms Zuraidah Abdullah**, a Senior Assistant Commissioner of Police, heads the Airport Police;
 - **Brigadier-General Gan Siow Huang**, Head of Air Intelligence and Director (Special Projects) in the Republic of Singapore Air Force, is the first woman to be promoted to the rank of Brigadier-General in the Singapore Armed Forces;

- **Ms Tan Su Shan**, DBS Bank's Group Head of Consumer Banking and Wealth Management, was named the world's Best Leader in Private Banking in October 2014. This is the first time that a Singaporean received the award;
- **Ms Jenny Lee**, Managing Partner in venture capital firm GGV Capital, ranked 10th among the world's venture capitalists, in the 2015 Forbes Midas List;
- **Ms Chew Gek Khim**, Executive Chairman of the Straits Trading Company and Tecity Group, was conferred the Businessman of the Year in the Singapore Business Awards 2015; and
- **Ms Porsche Poh**, Founder of Silver Ribbon (Singapore), a non-profit organisation that combats mental health stigma and encourages early treatment. She is also the Regional Vice-President (Asia Pacific) of the World Federation for Mental Health.

5.22 The Singapore Council of Women's Organisations (SCWO) is the national co-ordinating body for women's organisations in Singapore. As at December 2014, it had 57 member organisations. To recognise and celebrate the many outstanding contributions of women to Singapore's development, SCWO launched the Singapore Women's Hall of Fame in March 2014. As of March 2015, a total of 119 women have been honoured across various fields as follows.

- Adventurers & Explorers;
- Advocacy & Activism;
- Arts/Culture/Entertainment;
- Business & Enterprise;
- Community/Social Work;
- Education;
- Environment/Conservation;
- Health;
- Government;
- Law;
- Science/Technology;
- Sports; and
- Uniformed Professions.

Article 6: Exploitation of Women

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 Singapore does not tolerate the trafficking of women and has legislation in place to protect women against the threat of trafficking.
- 6.2 Substantiated cases of TIP⁷ are low. In 2014, there were 49 reported cases of alleged sex trafficking, but only 25 cases were substantiated upon investigation.

Inter-Agency Taskforce

- 6.3 Singapore adopts a whole-of-government approach against TIP. The Inter-Agency Taskforce on TIP was established in 2010 and is co-chaired by the Ministry of Home Affairs and the Ministry of Manpower (MOM). It includes representatives from the Singapore Police Force (SPF), Immigration & Checkpoints Authority (ICA), Ministry of Social and Family Development, Ministry of Health, Attorney-General's Chambers (AGC), Ministry of Foreign Affairs and Ministry of Law. The Taskforce coordinates decisions and aligns policies amongst agencies in Singapore. Its active role and action underscores the seriousness with which Singapore views trafficking.

National Plan of Action

- 6.4 The Taskforce launched Singapore's National Plan of Action against TIP in March 2012 which sets out strategic outcomes and implementation plans to combat TIP from 2012 to 2015. The Plan is currently being reviewed to keep pace with the evolving modus operandi of human traffickers. The revised Plan will be ready in 2016.
- 6.5 The key objectives of the current Plan are to strengthen Singapore's capabilities along the holistic "4 'P's" strategy of prevention, prosecution, protection and partnership:
 - a. **Prevention.** Action to prevent TIP is undertaken on various fronts. The ICA and Police Coast Guard conduct sustained proactive checks to protect the sovereignty of Singapore's borders. SPF aggressively targets commercial sex syndicates and identifies trafficked victims through its enforcement activities. MOM issues work passes to foreign workers in Singapore and actively enforces labour regulations to deter and identify exploitation. Such measures contribute to the combat of trafficking against women.

⁷ As defined under the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organised Crime.

- b. Prosecution. Human traffickers are firmly dealt with under Singapore law. The **Penal Code** covers a wide range of criminal offences to prosecute those involved in different aspects of trafficking. The **Women's Charter** and the **Children and Young Persons Act (CYPA)** also provide for the punishment of offences against women and girls respectively. In 2011, the CYPA was amended and several penalties were enhanced to align them with penalties for similar offences in the Women's Charter, thus deterring trafficking in children and ensuring that boys and girls enjoy the same high level of protection against trafficking.⁸

The **Employment of Foreign Manpower Act** and **Employment Agencies Act** have comprehensive provisions to protect the employment rights and well-being of foreign workers, and criminalise acts that may be related to human trafficking.

Notwithstanding the slew of legislation that already covers trafficking offences, the Taskforce worked with Mr Christopher de Souza, a Member of Parliament and a lawyer, on the **Prevention of Human Trafficking Act (PHTA)** to criminalise TIP in the form of sex, labour and organ trafficking. The PHTA came into force in March 2015 and adopts the definition of TIP used in the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children (UN TIP Protocol), supplementing the United Nations Convention against Transnational Organised Crime. The PHTA provides a framework for penalties that reflects the severity of TIP offences. It also allows for necessary help to be rendered to trafficked victims as assessed by the Director of Social Welfare.

The various legislative provisions described above are sufficient to deal with the various acts of trafficking as defined in the UN TIP Protocol. SPF and AGC work together to identify aggravating factors in trafficking cases, which would form the basis to seek an enhanced sentence. The PHTA addresses paragraphs 26(b) and 26(d) of the Concluding Comments. Paragraph 6.5(c) below further outlines how the Government ensures the protection of trafficked victims.

- c. Protection. The Taskforce funds shelters that offer protection for trafficked victims, including accommodation, medical care, counselling and translation services.

Trafficked victims are not charged for offences committed as a direct result of being trafficked. For trafficked victims who express their desire to return home, Singapore facilitates their return and works closely with their home countries to ensure such return.

⁸ The amendments include the following: (i) the maximum penalty for sexual exploitation of a child or young person (section 7) was raised from 2 to 5 years' imprisonment for the first conviction, and from 4 to 7 years' imprisonment for the second or subsequent conviction, or a maximum fine of S\$10,000 (previously S\$5,000) for the first conviction and S\$20,000 (previously S\$10,000) for the second or subsequent conviction, or both; (ii) for the unlawful transfer of possession, custody or control of a child (section 12), the maximum penalty was raised from imprisonment for a term not exceeding 4 years, to a fine not exceeding S\$10,000 or to imprisonment for a term not exceeding 5 years or to both; and (iii) for the importation of the child or young person (section 13), the maximum penalty was raised from 4 to 5 years' imprisonment or a maximum fine of S\$10,000 or both.

- d. [Partnership](#). The Taskforce seeks assistance from foreign law enforcement agencies and embassies in Singapore during investigations. It also co-funds selected non-government organisations in their anti-TIP campaigns and events, and encourages trafficked victims to come forward so that their perpetrators can be taken to task.

Training and International Cooperation

- 6.6 Frontline and relevant officers across government agencies are trained to promptly detect and act on TIP cases. In addition, the Taskforce developed a 'TIP Card' which contains the key elements of trafficking as defined by the UN TIP Protocol and reflected in Singapore's PHTA. The TIP Card is issued to all frontline law enforcement officers so that they are aware of the indicators of trafficking. Law enforcement officers also attend overseas training on TIP and share their knowledge with other officers when they return. The Taskforce went on study trips to source and destination countries to enhance their knowledge and understanding of the various approaches and models adopted by their overseas counterparts in the fight against TIP.
- 6.7 In 2013, SPF collaborated with the French Embassy in Singapore to organise a three-day TIP workshop to enhance ASEAN Member States' capabilities and knowledge in combating sex trafficking and child exploitation.
- 6.8 Singapore's anti-trafficking measures, which include international cooperation and the training of personnel dealing with trafficking, are consistent with paragraph 26(c) of the Concluding Comments and demonstrates the Government's overall commitment to combat TIP.

Public Awareness of TIP

- 6.9 The Taskforce has raised public awareness on TIP in both broadcast and print media. To involve the community and further increase awareness of the issue, the Taskforce launched an S\$80,000 TIP public awareness grant in 2013 to co-fund public education efforts by organisations and individuals. Following the success of the 2013 grant, the Taskforce launched and awarded a second tranche of the grant in 2014. One of the projects awarded under the grant was the "Multi-Sectoral Businesses Against TIP Conference" organised by the Singapore Committee for UN Women and the Humanitarian Organisation for Migration Economics in February 2014 and attended by more than 150 people. In January 2014, the National University of Singapore hosted a labour trafficking conference, attended by about 60 students.

Continual Progress

- 6.10 The Government, through the Taskforce, will continue to engage key stakeholders (such as voluntary welfare organisations, the media, academics, students and private companies) in their anti-TIP efforts, as well as work with its regional and international partners through platforms such as the ASEAN Ministerial Meeting on Transnational Crime, the ASEAN Senior Officials Meeting on Transnational Crime and its Working Group on Trafficking in Persons, the United Nations Office on Drugs and Crime and the Group of Friends United against Human Trafficking.
- 6.11 In response to paragraph 26(a) of the Concluding Comments, Singapore ratified the UN TIP Protocol in September 2015, demonstrating our commitment to combating TIP.

Article 7: Public and Political 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.*

Women in Politics

- 7.1 Women in Singapore are not prevented from entering politics. Conversely, the various political parties in Singapore continually and actively seek suitable women candidates. Women occupied 24 out of 99 seats (24.2%) in the Singapore Parliament as at August 2015, up from 22 out of 94 seats (23.4%) in 2009. These percentages exceed the Inter-Parliamentary Union's world average of 21.9%⁹ in 2014 and 18.8%¹⁰ in 2009. As Singaporean women become more educated, more will consider entering politics in time to come.
- 7.2 In line with the recommendation at paragraph 28(b) of the Concluding Comments, the Parliament Secretariat provides institutional support and resources to all parliamentarians. Singapore encourages the growth and development of women parliamentarians by supporting their regular participation in international and regional events. For example, in 2013, Ms Ellen Lee was elected as the Southeast Asian Representative to the Commonwealth Women Parliamentarians Steering Committee (CWP). The CWP aims to increase women's participation in Parliament and to mainstream gender considerations in all Commonwealth Parliamentary Association's activities and programmes.
- 7.3 In January 2013, Madam Halimah Yacob was appointed the Speaker of Parliament, the first woman appointed to such a position. As at October 2015, there are six women political office-holders:
- Ms Grace Fu, Minister for Culture, Community and Youth; and Leader of the House;
 - Ms Indranee Rajah, Senior Minister of State, Ministry of Finance and Ministry of Law;

⁹ Both houses combined as at 1 December 2014.

¹⁰ Both houses combined as at 31 December 2009.

- Dr Amy Khor, Senior Minister of State, Ministry of the Environment and Water Resources and Ministry of Health;
- Mrs Josephine Teo, Senior Minister of State, Ministry of Foreign Affairs, Ministry of Transport and Prime Minister's Office;
- Ms Sim Ann, Senior Minister of State, Ministry of Culture, Community and Youth and Ministry of Finance; and Deputy Government Whip; and
- Ms Low Yen Ling, Parliamentary Secretary, Ministry of Education and Ministry of Trade and Industry; and Mayor of South West District.

7.4 Out of the five mayors in Singapore, two are women. Other than Ms Low Yen Ling, Ms Denise Phua is the Mayor of Central Singapore District.

Women in Public Service and the Judiciary

7.5 In the Singapore public service, women are appointed to leadership positions based on the principles of equal opportunity and meritocracy. These principles also apply to the selection of public sector officers for talent and leadership development programmes.

Public Sector

7.6 As at December 2014, women constituted 56.7% of the Civil Service. 26.1% of the Permanent Secretaries and 28.1% of the Deputy Secretaries were women. A Permanent Secretary is the highest position held by a civil servant in a Government ministry, followed by the Deputy Secretary position.

Judiciary

7.7 Women comprised 22.7% of judges in the Supreme Court, as well as 47.9%, 69.0% and 48.3% of judicial officers in the State Courts, Family Justice Courts and Supreme Court respectively, as at end December 2014.

Women in Decision-Making Positions

7.8 Singapore actively supports women's participation in decision-making positions. Initiatives as outlined at paragraphs 7.9 to 7.11 below are consistent with paragraph 28(c) of the Concluding Comments to raise awareness and support women's participation in decision-making positions.

7.9 BoardAgender, an initiative of the Singapore Council of Women's Organisations, was launched in 2011 with the support of MSF. BoardAgender facilitates greater awareness of the benefits of gender-balanced business, and encourages and enables women to contribute their expertise in boardrooms and committees. It organises talks and seminars by organisations that have built the right culture for women to reach their fullest potential, and by successful women. Since 2011, it has collaborated with the Centre for Governance, Institutions and Organisations of the National University of

Singapore to produce the Singapore Board Diversity Report annually. The report covers the health of corporate board diversity in Singapore.

- 7.10 The Monetary Authority of Singapore revised the Code of Corporate Governance in 2012 and included the guideline that the composition of the board and its committees should be diverse in terms of skills, experience, gender and knowledge of the company. This aimed to raise awareness among companies listed on the Singapore Exchange to take factors such as gender into consideration when deliberating on the composition of their boards.
- 7.11 The Diversity Task Force regarding Women on Boards was formed in 2012 to examine the state of gender diversity on boards and in senior management in companies listed on the Singapore Exchange. It was prompted by the concern that women continued to be under-represented on boards and in senior management despite making immense progress in education and employment. The Task Force released its recommendations in April 2014. The work received good media coverage and generated much public discussion, leading to greater awareness and knowledge on the topic. A Diversity Action Committee comprising illustrious business leaders and professionals from the private, people and public sectors was also formed in August 2014 under the auspices of Singapore Exchange Limited, to increase the proportion of women represented on the boards of companies listed on the Singapore Exchange.

Women's Participation in Non-Government Organisations

- 7.12 The OWD of MSF works with the three apex women bodies outlined below, representing more than 90% of women's groups in Singapore, to address issues facing women in Singapore.

[Singapore Council of Women's Organisations \(SCWO\)](#)

- 7.13 SCWO's key initiatives include BoardAgender, Maintenance Support Central and Singapore Women's Hall of Fame (see [Article 5](#)).
- 7.14 The Maintenance Support Central was set up in September 2011 to assist claimants who face problems receiving court-ordered maintenance following a divorce or legal separation. It provides assistance at different stages of the maintenance enforcement process, including legal advice, information on aid schemes, credit reporting, counselling, support in locating employment, housing and childcare services. Thus far, all the claimants assisted have been women.

People's Association – Women's Integration Network Council

7.15 The Council is the central body of the Women's Executive Committees of the People's Association¹¹. The Women's Executive Committees, based at community centres/clubs, organise programmes for women to interact and build strong community networks.

National Trades Union Congress – Women's Development Secretariat

7.16 The Secretariat represents the labour movement and champions labour-related women's interests.

7.17 Some examples of its initiatives include:

- a. **Back2Work with U Programme**, which focuses on placement and skills acquisition to ease women back into the workforce so that they may enjoy greater job and income stability. Launched in late 2007, it includes initiatives such as job fairs, recruitment exercises and offline referrals. As at December 2014, over 26,000 women have been brought back into the workforce;
- b. **U Flex movement**, which helps companies understand the business benefits of adopting flexible work arrangements, and learn how to implement and manage such flexibility at work. An inaugural conference was held by the Secretariat in March 2014 to raise awareness and encourage employers to do so; and
- c. **WeCare for U Project**, which assists single mothers to find jobs and equips them with necessary employability skills. As at December 2014, the Project has reached out to over 500 mothers.

7.18 As at December 2014, about half of the 849,000 workers represented in trade unions affiliated to the NTUC were women. Four out of 16 members appointed to the NTUC Central Committee (the highest policy-making body of the labour movement) for the 2011 – 2015 term were women. They are Ms Diana Chia (President), Ms Nora Kang (Vice-President), Ms Cham Hui Fong (Assistant Secretary-General) and Ms Mary Liew (Member).

¹¹ PA promotes racial harmony and social cohesion in Singapore. PA's mission is to build and bridge communities in achieving one people, one Singapore.

Article 8: International Representation and Participation

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.

Participation in Regional and International Women's Meetings

- 8.1 Singapore participates actively in various regional and international meetings to share our experience in women's empowerment. These include:
- Asia-Pacific Economic Cooperation (APEC) Women and Economy Forum;
 - East Asia Gender Equality Ministerial Meeting;
 - ASEAN Ministerial Meeting on Women;
 - ASEAN Commission on the Promotion and Protection of the Rights of Women and Children;
 - ASEAN Committee on Women (ACW) and ACW Plus Three¹²;
 - Women Parliamentarians of ASEAN Inter-Parliamentary Assembly Meeting;
 - United Nations Economic & Social Commission for Asia and the Pacific High-Level Intergovernmental Meeting to Review Regional Implementation of the Beijing Platform for Action and its Regional and Global Outcomes; and
 - Commission on the Status of Women Meeting.
- 8.2 Singapore hosted the APEC Gender Focal Point Network, APEC Women Leaders Network as well as the Digital Economy on Women meetings in 2009. In November 2013, Singapore organised the ASEAN Plus Three Workshop on "Work-Life Harmony to Promote Women's Economic Participation" which was partially funded by the Japan-ASEAN Integration Fund.
- 8.3 Women from the private, public and people sectors also had the opportunity to attend, participate or represent Singapore in these meetings.

Women's Representation in the United Nations

- 8.4 Ms Noeleen Heyzer, a Singaporean, served as the Executive Secretary of the United Nations Economic and Social Commission for Asia and the Pacific from August 2007 to January 2014. She is the first woman to have taken on that role.

¹² "Plus Three" refers to Japan, People's Republic of China and Republic of Korea.

Foreign Service

- 8.5 Gender does not affect the assignment of jobs in the foreign service. As at end December 2014, there were 217 women (42%) out of a total of 515 foreign service officers.
- 8.6 Singapore has several women Ambassadors or Heads of Mission. See [Annex B](#).

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.*

- 9.1 Women and men in Singapore have equal rights to acquire, change or retain their nationality.
- 9.2 Women and men in Singapore also have equal rights with respect to the nationality of their children. Overseas-born children can acquire Singapore citizenship by descent from either the mother or the father.

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.*

10.1 The Compulsory Education Act mandates that the first six years of primary education is compulsory to ensure that all Singaporean children, whether male or female, residing in Singapore and of school-going age (i.e. above age six and below age 15) have equal access to quality education.

10.2 Every Singaporean child is given the opportunity to complete at least ten years of general education. Upon completion of their primary education, students can choose from a range of education institutions and programmes that cater to different strengths and interests.

Literacy and Educational Attainment of Women

- 10.3 Singapore has a high literacy rate for women. The literacy rate for resident females aged 15 years and over improved from 93.3% in 2009 to 94.9% in 2014. Among resident females aged 25-34 years in 2014, 78.1% have tertiary (i.e. polytechnic or university) qualifications, up from 70.4% in 2009.
- 10.4 Drop-out rates in primary and secondary schools are generally very low. In 2014, the cohort drop-out rates for females was 0.0%¹³ in primary school and 0.7% in secondary school (see [Annex C, Table 1](#)).

Primary, Secondary and Pre-University Education

- 10.5 In 2014, 369 schools offered primary, secondary and/or pre-university education. The total enrolment in those schools was 463,403, of which about half was female (see [Annex C, Tables 2 and 3](#)).
- 10.6 In 2014, the average class size for primary and secondary schools was 34 and 35 respectively, while the average class size for junior colleges/ centralised institutes was 23.

ITE, Polytechnic and University Education

- 10.7 Women made up 37%, 48% and 51% of the full-time student enrolment at the Institute of Technical Education (ITE), polytechnics and universities respectively in 2014.
- 10.8 Women are also well-represented in traditionally male-dominated courses. For example, the enrolment of women for the following courses in 2014 was as follows:
- 26% of the electronics and info-communications technology courses in ITE;
 - 57% of the architecture and building courses, 63% of the science and related technologies courses, and 38% of the information technology courses in polytechnics; and
 - 60% of the natural, physical and mathematical science courses, and 61% of Architecture and Building courses in universities. See [Annex C, Tables 4 to 6](#).

Specialised Independent Schools

- 10.9 There are also specialised independent schools which offer higher-level programmes than mainstream schools, focusing on the development of specific talents and abilities of its students. These schools are the (i) Singapore Sports School; (ii) National University of Singapore (NUS) High School of Mathematics and Science; (iii) School of Science & Technology; and (iv) School of the Arts. Girls made up 48% of the total number of students in the

¹³ The figure is less than 0.05%.

Singapore Sports School; 30% in the NUS High School; 26% in the School of Science and Technology and 76% in the School of the Arts in 2014 (see Annex C, Table 7).

- 10.10 The girls at the Singapore Sports School have represented Singapore at various national and international sporting events, clinching more than 10 awards from 2009 to 2014. The girls in the NUS High School of Mathematics and Science also perform well and many have won awards in various local and international competitions. Girls at the School of the Arts have also won multiple awards and those at the School of Science and Technology have done well in various local and international competitions. See Annex D.

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.*

- 11.1 Singapore's labour policies seek to create a labour market that offers work opportunities, with fair and progressive employment practices while giving businesses flexibility to organise their own activities.
- 11.2 The Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) was set up in 2006¹⁴. TAFEP formulates guidelines for fair employment practices to protect workers of all ages, gender, races and religion. Employers are expected to abide by the Tripartite Guidelines on Fair Employment Practices. Workers who face workplace discrimination may approach TAFEP for advice and assistance. Companies that do not comply with the Guidelines would be investigated by MOM and may have their work pass privileges curtailed.
- 11.3 Singapore's reservation against Article 11, paragraph 1 was entered to safeguard the welfare of women and their unborn children from certain hazardous occupations, for example, in the military. Singapore has conducted a thorough review of this reservation and considers that it is no longer necessary. In keeping with our national workforce policies, our human resource policies in the military have progressed over time to flexibly accommodate and support people's life-cycle needs, for example, when they get married or when they become parents. As a result of these efforts to create a supportive work environment, servicewomen are able to have fulfilling careers in the military. In light of this progress and in response to the recommendation at paragraph 30(a) of the Concluding Comments, Singapore has withdrawn its reservation against Article 11, paragraph 1.

Women's Participation in Workforce

- 11.4 Singapore's resident labour force¹⁵ comprised 2.2 million people in 2014. The resident labour force participation rate¹⁶ was 67.0% in 2014, up from 65.4% in 2009. It was 58.6% for women in 2014, up from 55.2% in 2009. Although this lagged behind men (75.9% in 2014 and 76.3% in 2009), there has been progress over the years. The resident employment rate of women in the prime working ages of 25-54 rose from 69.4% in 2009 to 76.0% in 2014.
- 11.5 More women are now found in traditionally male-dominated sectors, compared to the past (see [Annex B](#)). For example:
- a. The proportion of women lawyers rose from 41% in 2009 to 43% in 2014;
 - b. The proportion of women doctors increased from 34% in 2009 to 39% in 2014; and
 - c. Women made up 28.4% of research scientists and engineers (RSEs) in 2013, up from 26.5% in 2009. Between 2012 and 2013, the number of women RSEs grew by 7.3%, compared to the growth of men RSEs at 5.6%.

¹⁴ Previously known as the Tripartite Alliance for Fair Employment Practices, it was renamed with effect from 1 April 2014. TAFEP comprises representation from employers, worker/unions and the Government.

¹⁵ Aged 15 years and over.

¹⁶ Aged 15 years and over.

- 11.6 Women also make up an increasing proportion of private sector employers in Singapore – 28% in 2014, up from 24% in 2009.
- 11.7 The female-to-male ratio of median gross monthly income of full-time employed residents remained generally stable from 2009 to 2014 at about 0.9. As with many other countries, women in Singapore generally earn less than men. More women than men tend to leave the workforce by choice for caregiving purposes. This reduces their average years of employment and working experience, which is reflected in overall lower salaries. In addition, the lower educational profile of older women in the workforce translates to lower salaries. The wage differential is smaller for the younger cohort of Singaporean workers. In fact, women in the younger age group (i.e. aged 15-29 years) earn a higher median gross monthly income than their male counterparts as they generally enter the workforce earlier than men who are required to serve a mandatory two-year term of national service.
- 11.8 See [Annex E](#) for workforce-related statistics.

Central Provident Fund (CPF)

- 11.9 The CPF is the foundation of Singapore's social security framework which helps Singaporeans to build up their retirement adequacy (see [Annex F](#)). Working Singaporeans and their employers make monthly contributions to the CPF accounts of the workers, for the following needs:
- a. **Ordinary Account:** retirement and housing;
 - b. **Special Account:** retirement; and
 - c. **Medisave Account:** healthcare.

Supporting Women to Re-join or Remain in the Workforce

- 11.10 There are various initiatives to support women who wish to re-join or remain in the workforce, so as to enhance their retirement adequacy.

[Promoting Work-Life Harmony](#)

- 11.11 Singapore recognises the importance of work-life harmony, and encourages family-friendly initiatives such as flexible work arrangements, to enable both women and men to spend quality time with their families and share family responsibilities, while contributing at the workplace.
- 11.12 In 2013, the Government introduced the **WorkPro Scheme**¹⁷. The Scheme provides financial incentives to employers to implement flexible work arrangements and redesign jobs to encourage economically-inactive Singaporeans to return to the workforce.

¹⁷ A tripartite scheme developed by the Government, Singapore National Employers' Federation and the National Trades Union Congress.

- 11.13 The **Tripartite Committee on Work-Life Strategy**, which comprises the Government, unions, employers and the human resource associations, promotes the adoption of flexible work arrangements by employers.
- 11.14 Efforts by the Committee include organising:
- a. A biennial Work-Life Conference for employers and human resource practitioners to learn best practices from award-winning companies and exchange ideas with international researchers and experts on work-life issues;
 - b. A biennial Work-Life Excellence Award to recognise employers who implement work-life strategies as a holistic and effective business strategy that benefits both the business and the employees; and
 - c. A week-long Work-Life Campaign in November 2014 to increase the awareness of the benefits of flexible work arrangements. In conjunction with the campaign, the Committee issued a Tripartite Advisory to guide employers, supervisors and employees in implementing and using flexible work arrangements.
- 11.15 More employers are offering flexible work arrangements to their employees – 47% of establishments in Singapore offered at least one form of flexible work arrangement to their employees in 2014, up from 38% in 2011.
- 11.16 The **NTUC WDS** is another key party which has been actively promoting work-life harmony (see [Article 7](#)).
- 11.17 To help working couples balance their work and family commitments and encourage greater shared parental responsibility, the Government enhanced **leave schemes** to support parents, from May 2013 (see [Article 16](#)).
- 11.18 To support parents in their family care responsibilities while they work, the Government plans for and facilitates the setting up of **child care centres** to ensure accessibility and affordability of such services. Families enjoy monthly subsidies for centre-based child care. Greater financial support is provided to families with working mothers and lower-income families. About 20,000 new childcare places are expected to be added between 2013 and 2017. This will create places for one in two children in every housing estate.

Building Capacity

- 11.19 The **Retirement and Re-employment Act**¹⁸ took effect from January 2012 to enable more to work beyond the statutory minimum retirement age. This helps seniors who are willing and able to continue working beyond retirement to do so and boost their retirement savings. This is especially important for women who generally enjoy a higher life expectancy than men.
- 11.20 The **Special Employment Credit** bolsters the employability of older Singaporeans by providing employers with financial support to hire such workers. Through

¹⁸ Replaced the Retirement Age Act.

the **Workfare Income Supplement Scheme**, the Government also tops up the CPF accounts of older and lower-wage workers if they work regularly, thereby boosting their retirement income (see [Annex G](#)). In addition, the Government raised the **CPF contribution rates** of older workers to help them save for their healthcare needs and retirement (see [Annex F](#)).

- 11.21 Singaporeans, including non-working women, may tap on **SkillsFuture programmes and initiatives** from 2015 to keep their skills updated, should they decide to return to the workforce. This is part of a wide range of training subsidised by the Singapore Workforce Development Agency (see [Annex G](#)).
- 11.22 Singaporeans re-entering the workforce may also tap on the **Traineeship Programme**, a short-term on-the-job training programme to allow them to learn practical and basic work skills in a hands-on environment, with the possibility of being offered employment by the host company. Participants receive allowances and incentives upon completing the Programme and if they stay employed in the job or within the sector.

Greater Protection for Employees

[Maternity Protection](#)

- 11.23 In response to the recommendation at paragraph 30(b) of the Concluding Comments, the Employment Act allows all employees covered under the Act (regardless of citizenship or marital status) to claim maternity leave benefits. The Child Development Co-Savings Act further allows married parents of Singaporean children, including those not covered under the Employment Act, to claim maternity leave benefits. The Government-Paid Maternity Benefit scheme was introduced in 2013, to allow employees who do not meet the eligibility conditions for maternity leave benefits (i.e. did not work for the same employer for three continuous months before delivery), to receive a cash benefit as long as they have worked at least 90 days (even if it was non-continuous or for different employers) in the year before the birth of the child.
- 11.24 Singapore enhanced its maternity protection in May 2013 to cover all employees under the Employment Act and Child Development Co-Savings Act. Employers who retrench employees or dismiss them without sufficient cause at any point during their pregnancy are liable to pay their employees' maternity leave benefits, if they had worked at least three continuous months for their employers. Previously, employers were liable only if the employees were retrenched within the last trimester of their pregnancy, or dismissed without sufficient cause within the second and last trimesters. In addition, pregnant employees who feel that they had been dismissed unfairly may appeal to the Minister for Manpower, who may order the employer to reinstate or compensate the employee, if the dismissal is found to be unfair. It is also an offence to dismiss an employee during her maternity leave period.

Protection Against Sexual Harassment

- 11.25 Singapore takes a serious stand against sexual harassment, including workplace sexual harassment. The Protection from Harassment Act (POHA) came into force in November 2014 and provides a legal framework for standards on socially-acceptable behaviour within and outside the workplace. The provisions cover a wide range of conduct, including cyber bullying, stalking and sexual harassment. Any contravention of these provisions is an offence. The Act also provides remedies such as protection orders and allows civil actions for damages. This Act puts into effect the recommendation at paragraph 30(d) of the Concluding Comments. The Government received feedback from members of the public, including women advocacy groups, welcoming the legislation.
- 11.26 Non-legislative measures have also been taken to protect women from sexual harassment at the workplace. Since 2009, the TAFEP and the Singapore National Employers Federation have been conducting workshops to educate employers on workplace harassment issues, and on establishing grievance-handling procedures. Complementing these workshops was a TAFEP handbook released in January 2011 to guide employers through the grievance-handling process.
- 11.27 These efforts enable workers to seek redress directly from their management via their companies' internal workplace grievance-handling procedures or through their unions. They may also approach TAFEP for advice and assistance. In addition, the Ministry of Law is working with MOM to develop guidance material to help employers and employees manage workplace harassment under the ambit of POHA.

Foreign Domestic Workers

- 11.28 Singapore adopts a multi-pronged approach to protect the interests of foreign domestic workers (FDWs), most of whom are women.

Legal Protection

- 11.29 All FDWs are protected under the Penal Code and the Employment of Foreign Manpower Act (EFMA).
- 11.30 Under the Penal Code, employers convicted of abuse against FDWs are permanently barred from employing another FDW. Given our strict enforcement stance, the number of substantiated cases of FDW abuse has fallen from 60 cases in 2009 to 54 in 2014, with five employers or household members convicted and imprisoned between 2009 and 2014. This is despite an increase in the FDW population by 13.5% since 2009.
- 11.31 The EFMA imposes work pass conditions which require all employers to look after the well-being of their FDWs, such as personal safety, proper accommodation, adequate food and rest, prompt salary payment and provision of medical treatment. The EFMA was amended in November 2012 to

double the penalties (to a fine of up to S\$10,000 and/or imprisonment up to one year per charge) for employers who breached work pass conditions.

- 11.32 In August 2012, MOM imposed more stringent requirements to ensure the safety of FDWs working in Singapore's highly-urbanised environment. For example, employers are prohibited from asking their FDWs to clean window exteriors above ground level, unless the FDW is supervised, and window grilles are installed and locked during the cleaning process. Besides facing enhanced penalties, errant employers may also be permanently barred from hiring a FDW.
- 11.33 From January 2013, MOM has required employers to provide their FDWs with a weekly rest day or compensation in-lieu. If there is mutual written agreement for the FDW to work on her rest day, the FDW must be compensated with either a replacement rest day or monetary compensation pegged at her daily wage. Singapore had considered seriously the recommendation by the Rapporteur that monetary compensation cannot replace a weekly rest day for FDWs. However, extensive consultations with employers and FDWs revealed that both parties preferred the flexibility to make mutually-agreed rest day arrangements.
- 11.34 While investigations into an FDW's claims of offence(s) are ongoing, MOM ensures that the FDW is provided accommodation and food. The FDW is allowed to seek employment during this period.

Education

- 11.35 MOM introduced a Settling-In Programme in 2012 to help first-time FDWs adapt to living and working in local households. The Programme incorporates the Safety Awareness Course, which educates FDWs on basic domestic high-rise safety, their rights and responsibilities under the work pass conditions, and how to foster better working relationships with their employers. It is conducted in English and in the FDWs' native languages.
- 11.36 MOM also issues publications and guide books to FDWs (in their native languages) and employers to educate them on their rights and responsibilities, social norms, how to build good relationships with their employers and FDWs respectively, as well as avenues to raise concerns or feedback.
- 11.37 All first-time employers, and employers who change FDWs more than four times a year, must attend an Employer Orientation Programme. This Programme covers good employment practices and the employers' obligations towards their FDWs.
- 11.38 FDWs are able to report grievances through channels such as a toll-free dedicated helpline manned by MOM officers and non-government organisations. During the Settling-In Programme, all FDWs are given the helpline number, feedback forms in pre-paid mailers addressed to MOM, and other important contact numbers (e.g. those of their embassies, non-government organisations and the police). MOM also conducts interviews with

randomly-selected first-time FDWs during their initial months of employment. These interviews allow MOM to determine if the new FDWs have adjusted to Singapore's work environment and to reiterate to FDWs the importance of safe working conditions, and their rights and responsibilities. These measures are consistent with the Rapporteur's recommendation that FDWs have access to complaint and redress mechanisms.

Regulation of Employment Agencies (EA)

- 11.39 The Government regulates the practices of EAs, which serve as intermediaries between employers and workers, including FDWs. The legislative framework comprises the EA Act, EA Rules and administrative conditions (e.g. EA Licence Conditions which stipulate the responsibilities of EAs). The legislative framework stipulates that EAs have a duty of care towards employers and workers, which consists of, amongst others, helping both parties establish mutually-agreeable employment terms and conditions (such as a weekly rest day arrangement or payment-in-lieu), and safeguarding the well-being of workers.
- 11.40 The EA Act was amended in 2012 to raise the professionalism of the industry and address recruitment malpractices. Some of the key changes included capping the fees payable by employees to two months per year of the employment contract, introducing a fee refund for employees whose employment is prematurely terminated, enhancing the penalty for operating an unlicensed EA, and increasing the security deposit amount payable by an EA.
- 11.41 MOM has a comprehensive EA enforcement and monitoring framework. Besides carrying out proactive inspections, MOM also investigates complaints or feedback on malpractice by an EA such as overcharging a FDW or compromising her well-being before deployment to her employer's household. EAs which violate the EA Act or licensing conditions may be given demerit points, fined, prosecuted or even have their licences suspended or terminated. MOM continues to explore ways to further tighten the regulatory framework of EAs.

Partnership

- 11.42 MOM consults non-government organisations extensively when reviewing legislation and administrative measures, and holds regular dialogues with them to follow up on issues and cases relating to FDWs.
- 11.43 Overall, Singapore has a strong regulatory framework to protect and provide FDWs with good employment terms. This makes Singapore an attractive destination for FDWs. In interviews with more than 900 FDWs in 2010, 90% were satisfied with working in Singapore and 70% intended to continue working in the country. Almost 90% were aware of their employment rights and obligations.

Pregnancy tests and diagnosis of sexually-transmitted diseases

- 11.44 Regarding the Rapporteur's recommendation to repeal the law requiring work permit holders to be deported on grounds of pregnancy, Singapore manages our population growth carefully to ensure that it is sustainable. Pregnancy testing also benefits female workers as it provides them with information on their pregnancy status and suitability for specific types of work.
- 11.45 There is no law requiring the deportation of foreigners with sexually-transmitted diseases, unless they are infected with the human immunodeficiency virus. The Government has given serious consideration to the Rapporteur's recommendation to repeal this law, but views this exception as necessary for public health reasons. This exception applies equally to both genders.

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.*

Singapore Healthcare System

12.1 Singapore aims to provide basic medical services that are affordable and of good quality for all. The Ministry of Health (MOH) regulates both public and private healthcare providers, and promotes healthy living and preventive health programmes.

12.2 As a result of this broad, overarching policy:

- Life expectancy at birth for the resident population continues to increase from 81.4 years in 2009 to 82.8 years in 2014. For women, it increased from 83.7 years in 2009 to 84.9 years (80.5 years for males) in 2014;
- Maternal mortality rate has remained low. There was no maternal mortality in 2009, and 2.4 maternal deaths per hundred thousand live and still-births in 2014 (among the lowest in the world);
- Infant mortality rate dropped from 2.2 per thousand resident live-births in 2009 to 1.8 in 2014; and
- Mortality rate for children aged under 5 years dropped from 2.8 per thousand resident live-births in 2009 to 2.6 in 2014.

12.3 In a 2012 study by Bloomberg, Singapore ranked first among the world's healthiest countries. The State of the World's Mothers Report 2015 ranked Singapore 14th out of 179 countries and the best place in Asia to be a mother¹⁹. This ranking is based on the mother's health, education and economic status.

Taking Care of Women's Health

Women's Health Advisory Committee

12.4 To equip women with the knowledge to look after their health, the Health Promotion Board (HPB) under MOH set up the Women's Health Advisory Committee in May 2012.

¹⁹ Source: State of the World's Mothers 2015, Save the Children.

- 12.5 A three-year roadmap was developed to:
- a. Make cancer screening more affordable for low-income women;
 - b. Make health a priority for working women; and
 - c. Equip women caregivers aged 40 years and above with the skills to take care of themselves and their dependents.
- 12.6 Several initiatives have since been implemented, e.g. the Workplace Health Promotion Grant which funds women's health talks, as well as breast and cervical cancer screening for working women. HPB partnered the Breast Cancer Foundation to offer free screening mammograms to low-income women from March 2013. As at end May 2015, close to 14,000 women have benefited from the mammograms.

Pregnancy Services and Benefits

- 12.7 The Government introduced more benefits for pregnant women and enhanced subsidies for married women undergoing assisted reproduction technology treatments, through the Marriage and Parenthood Package enhancements in 2013 (see [Article 16 and Annex K](#)).
- 12.8 MOH examined and widely disseminated materials on various aspects of healthcare for mothers, from pregnancy to birth and beyond, including mental health. For example, on its online portal, HPB provides materials on antenatal care and breastfeeding, and resource toolkits for parents of children up to six years old. HPB also conducts workshops in workplaces and the community to empower parents-to-be and parents with knowledge to establish good health practices from the prenatal period to when the child turns six years old.

Enhancing Caregiver Support

- 12.9 Women are usually the main caregivers in families. 11.3% of female residents outside the labour force in prime-working ages (25–54 years)²⁰ cited taking care of their families or relatives as one of the main reasons for not working or seeking employment. Given the ageing population in Singapore, the strain on caregivers may increase over time.
- 12.10 In order to address this, MOH developed a comprehensive suite of aged care services described below. These services support caregivers and would enable, in particular, women caregivers who desire to return to the workforce, to balance their caregiving and work obligations. For women caregivers who choose to remain outside the workforce, the support provided by aged care services would nonetheless free up some of their time spent on caregiving, enabling them to pursue some of their own interests.

²⁰ Source: Comprehensive Labour Force Survey, MOM. Based on 190,900 female residents aged 25 – 54 years outside the labour force in 2014.

- 12.11 Aged care services also directly benefit women in particular, given that in 2014, 55.1% of Singapore's resident population aged 65 years and above were women.

Respite Services

- 12.12 MOH introduced the Interim Caregiver Service in 2012 where patients who have just been discharged are provided with a full-time caregiver during the day while awaiting long-term care arrangements. This enables family members to continue working.
- 12.13 MOH also launched centre-based weekend respite care in July 2014 at nine eldercare centres across Singapore, and increased the number of nursing homes offering respite service to 17 since it was launched in May 2013. Caregivers may leave their elderly care recipients for a few hours in the weekend at an eldercare centre, or for overnight stays in a nursing home for a short period.

Financial Support

- 12.14 The Caregivers Training Grant subsidises training attended by caregivers to equip themselves with skills in caring for the physical and emotional needs of their care recipients. Caregivers include family members and FDWs employed by families looking after elderly and persons with disabilities. Between 2011 and 2014, about 87% of the Grant recipients were women. In addition, the FDW Grant was launched in October 2012 to help families defray the cost of hiring a FDW to care for the frail elderly or persons with at least moderate disability. As of May 2015, 55% of the Grant recipients have been women. Households with family members above 65 years old or with disabilities may also benefit from the FDW Levy Concession. From May 2015, the levy has been reduced from S\$120 to S\$60 per month.

Support in Caring for Elderly

- 12.15 Caregivers of seniors may contact the Agency for Integrated Care under MOH for information and referrals for services across the health and social aged care sectors. To provide better support, the Agency set up a one-stop call centre in September 2014.
- 12.16 See [Annex H](#) for other aged care services, initiatives to support senior citizens' healthcare needs, and initiatives on healthcare financing.

Article 13: Economic and Social Life

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.*

Building a Nation of Opportunity

13.1 Singapore is focused on building a nation of opportunity and an inclusive society where every citizen shares in Singapore's success. This is guided by key themes such as building a fair and equitable society, a cohesive community, and a liveable and endearing home for its people. We continue to build on past initiatives to transform our economy and strengthen social support. The initiatives are generally gender-neutral and made available to both men and women.

Support for Low-Income Older Women

Assistance in Old Age

13.2 The Government provides support to Singaporeans in old age through various initiatives. For instance, the 2014 Pioneer Generation Package provides healthcare subsidies to Singaporeans born on or before 31 December 1949 (see [Annex H](#)). From 2016, the Silver Support Scheme would provide quarterly payouts, ranging between S\$300 and S\$750, to the bottom 30% of Singaporeans aged 65 years and above with lesser means to supplement their retirement income (see [Annex F](#)). Women, in particular, would benefit from these initiatives, as they have longer life expectancies than men.

Improving Retirement Adequacy

- 13.3 There are various initiatives to encourage women to re-join or remain in the workforce. These initiatives help to build up their retirement adequacy (see [Article 11](#)).
- 13.4 The Government also encourages Singaporeans to set aside more retirement savings for themselves and their loved ones (including homemakers, who tend to have lower CPF savings), by providing tax relief to CPF members who top up their own CPF accounts or the CPF accounts of their family members using cash (see [Annex F](#)).

- 13.5 From 2016, the Government will lower the minimum sum which CPF members need to set aside in their own CPF accounts. CPF members may transfer amounts in excess of this minimum sum to their spouse's CPF Special or Retirement Accounts²¹. Many homemakers have had to look after young children or were main caregivers of elderly parents. As they were economically-inactive for many years, they tend to have low CPF balances. Given also that women tend to outlive their husbands, the new policy, which makes it easier for spouses of women homemakers to top up the latter's CPF accounts, will improve the latter's retirement adequacy.
- 13.6 Other initiatives, such as those that enable homeowners to monetise their housing assets to supplement their retirement income, apply to both men and women equally. Homeowners may sublet their flats or spare bedrooms, move to a smaller flat, or sell a portion of the remaining lease of their flats to the Government (see [Annex F](#)).
- 13.7 Another initiative is that of CPF LIFE, a national annuity scheme launched in 2009, which provides CPF members with lifelong income from their CPF savings in retirement (see [Annex F](#)).
- 13.8 The CPF contribution rate for older workers, as well as lower-wage workers was also increased in order to improve their retirement adequacy. In addition, from January 2016, the Government will provide a higher interest rate of up to 6% (currently up to 5%) on the first S\$30,000 of members' CPF balances, for members 55 years old and above (see [Annex F](#)).

[Support for Those without Kin](#)

- 13.9 Older women who have neither savings nor immediate kin to rely on may approach the nearest Social Service Office²², Senior Cluster Network²³ or Family Service Centre (FSC)²⁴. Financial assistance and counselling services are also available at those locations. Those with medical needs may also tap on the Medifund and the Community Health Assist Scheme to cover or defray their medical expenses, as well as the various ComCare assistance schemes for social assistance. There are also befriending services which provide social support for isolated and vulnerable seniors (see [Annex F](#)).
- 13.10 To better support seniors' care needs, the Ministry of Health has been building capacity in home and centre-based care sectors. In home-based care, the care workers provide health and personal care services in the homes of the seniors. In centre-based care, the seniors visit the centres during the day to receive a range of health, social and personal care services (see [Annex H](#)).

²¹ When a CPF member reaches 55 years old, the savings from his or her Special Account and Ordinary Account will be transferred to a new Retirement Account.

²² Social Service Offices (SSOs) are set up island-wide in Singapore to serve needy residents near their homes. SSOs administer social assistance and provide referral for other forms of assistance such as job-matching and family services.

²³ Senior Cluster Networks are set up to support vulnerable seniors to age-in-place. Comprising senior activity centres, social workers and volunteers, the Networks reach out to vulnerable seniors to encourage them to stay engaged in the community and receive coordinated care. Seniors who are too frail to live alone can live in elderly-friendly group homes.

²⁴ FSCs are key community-based social work entities that provide social work intervention, with a focus on serving low-income and vulnerable individuals and families to help them achieve independence, stability and resilience.

Protection of Vulnerable Adults

13.11 The Government plans to introduce a Vulnerable Adults Act in end 2015 to enhance the protection of adults (18 years old and above) with mental or physical infirmities. Such persons are at risk of neglecting themselves, or being abused or neglected by their family members or caregivers, as they are often unable to care for themselves.

Participation and Achievements in Sports and Cultural Life

13.12 See Annex I for our women's participation and achievements in sports and cultural life.

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.

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 for Men and Women

15.1 The principle of equality of all persons before the law is enshrined in the Constitution (see [Article 2](#)).

Newly-Enacted Laws

- 15.2 The new laws enacted between 2009 and 2015 are:
- a. the Prevention of Human Trafficking Act to criminalise sex, labour and organ trafficking (see [Article 6](#));
 - b. the Mental Capacity Act to protect the interests of persons with diminished mental capacity (see [Annex J](#));
 - c. the Family Justice Act to centralise the administration of family-related court proceedings and strengthen expertise in the management and resolution of family-related disputes (see below); and
 - d. the Protection from Harassment Act to enhance protection against harassment within and outside the workplace (see [Article 11](#)).

Recent Law Amendments

- 15.3 Some laws were amended between 2009 and 2015 as follows:
- a. the Children and Young Persons Act, to better protect children and young persons against sexual exploitation (see [Article 6](#));
 - b. the Employment Agencies Act, to prevent exploitation of employees, including foreign domestic workers (see [Article 11](#));

- c. the Employment of Foreign Manpower Act, to impose harsher penalties on employers breaching work pass conditions (see [Article 11](#));
- d. the Employment Act, to extend maternity protection to the full duration of pregnancy, so that employers are required to pay maternity leave benefits to employees who are dismissed without sufficient cause or retrenched at any stage of her pregnancy (see [Article 11](#));
- e. the Women's Charter, to facilitate marriages, address divorce and its impact, and strengthen the enforcement of maintenance orders (see [Article 16](#)); and
- f. the Child Development Co-Savings Act, to effect the enhanced leave schemes under the Marriage and Parenthood Package 2013 (see [Article 16](#)).

Family Justice Act

- 15.4 The Family Justice Act came into effect in October 2014 to implement the Committee for Family Justice's recommendations concerning the establishment of the Family Justice Courts. The Committee was established in 2013 in the wake of rising divorce and annulment rates.
- 15.5 The new Family Justice Courts centralise the administration of family-related court proceedings and strengthens expertise in the management and resolution of family-related disputes. These include:
- a. divorce cases;
 - b. guardianship and adoption cases;
 - c. application for personal protection orders;
 - d. probate cases; and
 - e. matters relating to children and young persons.
- 15.6 The Courts are empowered to adjudicate family disputes more effectively while lessening the trauma and acrimony involved in the process, benefiting families generally. A judge-led approach places the judge at the centre of the process, an improvement over the previous adversarial approach. Court procedures are also streamlined to reduce unnecessary legal costs and delay.

Singapore's Judiciary System

- 15.7 Singapore is widely reputed to have a corruption-free and efficient judiciary. Some accolades include attaining the top place in the "Legal and Regulatory Framework" category of the Institute for Management Development World Competitiveness Yearbook 2014, and the ninth place on the 2015 World Justice Project Rule of Law Index (which includes an assessment of a country's civil and criminal justice systems in terms of impartiality, effectiveness and efficiency). Singapore was the only Asian country in the top ten of that Index. In its March

2014 issue of the Asian Intelligence Report, Political and Economic Risk Consultancy Ltd published the perceived corruption in the Singapore's court system as relatively low at 0.95 (on a scale of 0 to 10).

- 15.8 The direct and indirect benefits of a sound, corruption-free and efficient judicial system are available to all Singaporeans, regardless of gender, age or ethnicity.

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.*

State of the Family in Singapore

- 16.1 The family unit in Singapore remains strong. Majority of respondents in the Survey on Social Attitudes of Singaporeans 2013 reported having a close-knit family and being satisfied with their family life.

Supporting Marriage and Parenthood

- 16.2 The Government introduced the Marriage and Parenthood Package in 2001, and enhanced it in 2004, 2008, 2013 and most recently in 2015 (see [Annex K](#) for more details).
- 16.3 The enhancements made to the Package in 2013-2015 aims to achieve various objectives, including the following:

Objectives	Examples of Enhanced Measures
Improve access to Government-subsidised flats to support earlier marriages and births	Priority housing allocation for a Government-subsidised flat for married couples with children or expecting a child, if they are first-time buyers. Couples may also rent such flats at an affordable rental rate while awaiting the completion of their new flats.
Provide financial support for conception and delivery costs	Enhanced Government subsidy for assisted reproduction technology treatments.
Further defray child-raising costs	Baby Bonus cash gift, grant for newborns' medical needs, enhanced infant and child care subsidies and FDW levy concession.
Help working couples to manage work and family commitments and encourage shared parental responsibility	Paternity leave, shared parental leave, extended child care leave, adoption leave, and Work-Life Grant to support employers in implementing work-life strategies.

Laws Governing Marriage and Divorce

- 16.4 As a multi-religious society, Singapore has two legal regimes that govern marriage and divorce – civil law and Muslim law. The respective legislation are the [Women's Charter](#) and the [Administration of Muslim Law Act \(AMLA\)](#).

Women's Charter

- 16.5 Enacted in 1961, the Women's Charter is a landmark piece of legislation that provides the legal basis for equity between husband and wife:
- Monogamy:** it forbids a Singaporean man from having more than one wife;
 - Management of household:** it gives equal rights and responsibilities to husband and wife in the care of their children and home;
 - Matrimonial property:** it entitles the wife to a share of the matrimonial

- property even though she may not have contributed directly to it financially;
- d. **Maintenance by husband:** it makes it obligatory for the husband to maintain his wife and children during marriage and upon divorce unless there are exceptional circumstances; and
 - e. **Family violence:** it protects the wife and children from a violent husband; in extreme cases, it removes the husband from the matrimonial home.
- 16.6 The minimum legal age of marriage in Singapore is 18 years with parental consent. A person below 18 years of age wishing to get married has to apply for a Special Marriage Licence from MSF and attend a mandatory marriage preparation programme before he/she can marry.
- 16.7 The Women's Charter was amended in January 2011:
- a. The 15-day residence condition for a couple to marry in Singapore was lifted, for couples comprising only of Singapore citizens and/or Permanent Residents. Previously, at least one party must have resided in Singapore for at least 15 days before the date of notice of marriage. This amendment facilitates marriage as couples no longer need to take long periods of leave to meet this statutory condition; and
 - b. Several measures to address divorce and other related matters were implemented (see [Annex L](#)). Measures which enhanced the enforcement of maintenance benefited women in particular:
 - i. Empowering the Court to impose a wider range of measures against defaulters, on top of penalties like garnishee orders, fine and jail – the Court may order defaulters to post a banker's guarantee against future defaults, attend financial counselling and/or perform community service. The Court may also request access to the employment information of the defaulter from CPF Board in order to facilitate the direct deductions of maintenance payments from the defaulter's wages.
 - ii. Providing that women may report the maintenance amount owed to designated credit bureau(s) – this affects the credit standing of the defaulter, hence discouraging him from defaulting; and
 - iii. Obligating men to declare to their spouses-to-be (prior to remarriage), their maintenance debts and obligations towards their ex-wives and/or children – this ensures that their spouses-to-be are aware of their maintenance obligations before marrying them.
- 16.8 Four voluntary welfare organisations were established as Divorce Support Specialist Agencies in January 2015. Their social workers and counsellors provide information and non-legal advice, family dispute management, casework, counselling and other social support for divorced families. The Agencies also run a range of programmes that equip divorcing/divorced parents with co-parenting skills and help them and their children come to terms with the divorce.

Muslim Law

16.9 The practice of Muslim law varies among countries and the MUIS monitors these developments. The Fatwa Committee²⁵ of MUIS meets regularly to discuss points of Muslim law, review current practices and recommends new measures to ensure that our religious practices remain progressive.

Reservation to Articles 2 and 16

16.10 Singapore partially withdrew our reservation against Articles 2 and 16²⁶ in June 2011.

16.11 Singapore continues to retain a reservation against specific elements of Articles 2 and 16, to protect the rights of minorities in the practice of their personal and religious law. In particular, this allows the operation of Muslim law in Singapore. Muslim law, as set out in the AMLA, is administered by various agencies including the MUIS, Syariah Court and Registry of Muslim Marriages (ROMM).

Article 16, paragraph 1(a)

16.12 Although the AMLA provides for polygamy, polygamous marriages constitute only 0.3%²⁷ of Muslim marriages registered from 2009 to 2014 in Singapore. All applications for polygamous marriages are rigorously reviewed by ROMM. Only applicants deemed able to meet the stringent requirements are allowed to take a second wife²⁸. The first wife may voice her objection to ROMM. If the application is approved and the first wife is dissatisfied with ROMM's decision, she may go to the Appeal Board. Subsequent to the second marriage, the first wife may also file for divorce on the ground of her husband's inequitable treatment.

16.13 Although the AMLA requires a woman to have a *wali* (legal guardian) for her marriage, the marriage may be solemnised by a *Kadi*²⁹ if the *Kadi* considers that the grounds on which the *wali* refuses to consent to the marriage are unsatisfactory. ROMM ensures that the right of the woman to be heard relating to the *wali* requirement is incorporated into its administrative procedures.

Article 16, paragraph 1(c)

16.14 Under the AMLA, men may seek divorce by pronouncing *talak* (articulating a word denoting divorce). Women may seek divorce by means of:

- a. **Taklik:** The Syariah Court grants this upon a complaint made by a wife, substantiated by proof that her husband has breached one or more of the

²⁵ This is an independent body of Muslim scholars, appointed by the President of Singapore to deliberate on issues affecting the administration of Muslim law.

²⁶ The specific sub-paragraphs for which Singapore's reservation was withdrawn are, Article 2, paragraph 1(g) and Article 16, paragraphs 1(b), 1(d), 1(e), 1(f) and 1(g).

²⁷ 72 out of 27,992.

²⁸ For example, whether the husband will be able to support more than one wife and treat both wives with equity, and whether there are reasonable grounds for polygamy.

²⁹ *Kadis* are officials of religious standing appointed by the President of Singapore to consider, solemnise and register Muslim marriages, with or without a *wali*.

conditions of marriage agreed to by both parties at the point of marriage, e.g. desertion, non-maintenance, and physical or verbal abuse;

- b. **Fasakh:** The Syariah Court grants a dissolution of the marriage where the husband fails to maintain his wife for 3 months or more, treats his wife with cruelty or upon any other grounds as recognised under Muslim law; and
- c. **Khuluk:** The Syariah Court grants this if a wife wishes to obtain a divorce but is unable to satisfy the other bases of *taklik* or *fasakh* as long as she pays a sum of money to her husband, as agreed or determined by the Court.

16.15 The grounds on which women may seek divorce are wide-ranging and some are exclusive to women, such as the husband's failure to perform marital obligations (including providing maintenance).

16.16 While the AMLA stipulates an *iddah* (waiting period before a re-marriage is allowed) for a divorced woman only, in practice, the Syariah Court will not issue either party with the Divorce Certificate (required if the divorced man wishes to register a new marriage) until the *iddah* has lapsed. Hence, both men and women are effectively subject to the same waiting period. Further, men are required to maintain their wives during the *iddah* and provide a *mutaah* (consolatory gift) upon divorce.

Article 16, paragraph 1(h)

16.17 Under *faraidh* (Muslim inheritance law), men are apportioned a greater share of the inheritance than women. To address this, the MUIS Fatwa Committee issued *fatwas* (religious rulings) to protect the financial welfare of Muslim women and their dependants under *faraidh* and to align Muslim law with civil law.

16.18 The *fatwa* on joint tenancy, issued in 2008, recognises the surviving spouse as the legal owner of property held jointly. Previously, the wife could only serve as the trustee of her deceased husband's share of the joint tenancy, which would subsequently be distributed to other beneficiaries. Under a civil law joint tenancy arrangement, the ownership of a property would vest in the surviving joint tenant upon the death of one joint tenant. Hence the *fatwa* on joint tenancy aligns Muslim law with civil law.

16.19 The *fatwa* on Central Provident Fund (CPF) nominations, issued in 2009, recognises that when Muslim CPF account holders make a nomination in favour of his wife or children, it is considered a valid *inter vivos* gift³⁰.

16.20 The *fatwa* on revocable insurance nominations was updated in February 2012 to allow Muslim policy holders to nominate their spouse or dependants to receive the full payout from the insurance company as a valid *inter vivos* gift.

16.21 Previously, the CPF or insurance nominee was only a trustee and would have to return the monies to the estate to be distributed according to *faraidh*.

³⁰ Transfer or gift that takes effect during the policy holder's lifetime.

16.22 MUIS supported three conferences organised by the Muslim Financial Planning Association (see [Annex M](#)). These conferences addressed concerns on perceived inequities concerning Muslim law and highlighted Islamic wealth planning instruments that, *inter alia*, further protect and benefit Muslim women.

Article 16, paragraph 2

16.23 The AMLA was amended in 2008 to raise the minimum age of marriage for Muslims from 16 to 18 years for both genders, in line with civil law. The AMLA allows a girl below 18 years old to get married only under special circumstances and with the *Kadi's* permission. Such marriages are rare and the number has dropped by 38% from 29 in 2009 to 18 in 2014.

16.24 The Government, in partnership with Malay Muslim organisations, continues to actively highlight the adverse implications of marrying at such a young age, through public education initiatives.

Choice of Adjudication Between the Syariah Court and Family Court³¹

16.25 We note the Committee's concern at paragraph 15 of the Concluding Comments. It should be noted that since 1999, Muslim women and men can opt to pursue some matters at the Family Court instead of the Syariah Court.

16.26 For example, if a Muslim woman wishes to settle divorce-related matters (e.g. custody of children, disposition or division of property), she may approach either Court. If she chooses the Family Court, she may apply to the Syariah Court for leave to do so. The requirement to apply for leave is applicable to both Muslim men and women, unless both spouses agree to have matters heard before the Family Court.

16.27 The AMLA was also amended to make it easier for Muslim women to enforce court orders made by the Syariah Court, which no longer needed to be registered in a District Court before becoming enforceable. Like non-Muslim women, Muslim women may also commence enforcement proceedings at the Family Court without any prior registration.

16.28 Aggrieved parties may lodge a Magistrate's complaint at the Family Court for breach of Syariah Court orders, punishable upon conviction with a maximum sentence of 6 months' imprisonment.

Raising Awareness of Gender Issues

16.29 Muslim women have been taking up important positions in the Muslim community (see [Annex N](#)). MUIS continues to address the needs of women through consultations and collaborations with women's groups. MUIS also increases interest in and widens the discussion on gender issues in Islam through events and programmes (see [Annex M](#)). These events aim to encourage reform-minded thinking among religious leaders on gender relations, based on Islamic points of reference.

³¹ Part of the Family Justice Courts.

Providing Greater Support to Singaporean Families with Foreign Spouses

- 16.30 The Government recognises the unique needs of foreign spouses and their families, and their desire to build stable families and contribute to Singapore. Measures were introduced to assist foreign spouses, who tend to be women, to settle down in Singapore with their families.
- 16.31 The foreign spouse of a Singapore citizen is typically granted a Long-Term Visit Pass (LTVP) with a validity period of one-year in the first instance. In January 2015, the LTVP application process was enhanced to provide Singaporeans and their foreign partners greater clarity, prior to marriage, on the foreign partner's eligibility for an LTVP. Previously, they received this information only after marriage, upon their application for an LTVP. This enhancement helps couples make more informed decisions and better plan for their future, by providing them with greater clarity upfront.
- 16.32 The Government needs time to assess that the marriage is stable before it considers according longer-term immigration status such as permanent residence and citizenship to foreign spouses. The factors considered include the duration of the marriage, whether the couple has children from the marriage, and the financial ability of the Singaporean spouse to support the family. These criteria are applied on a gender-neutral basis.
- 16.33 Additionally, Singapore introduced measures outlined at paragraph 16.34 to reduce the uncertainty of stay for foreign spouses in Singapore.
- 16.34 The Government introduced a LTVP Plus (LTVP+) scheme in April 2012 to provide greater support to Singaporean families with foreign spouses. The LTVP+ comes with a longer validity period of three years in the initial issuance, and five years upon renewal. LTVP+ holders enjoy healthcare subsidies for inpatient services at public hospitals at a level similar to Permanent Residents. Foreign spouses with at least one Singaporean child from their marriage may apply for a LTVP+. For those without a Singaporean child, the Government will look at other factors such as the duration of the marriage, and will generally consider more favourably those who have been married for at least three years.
- 16.35 Foreign spouses who hold a LTVP or LTVP+ require only a Letter of Consent from the Ministry of Manpower to enable them to work. Their employers are not subject to foreign worker quotas and levies, unlike employers who recruit work permit-holders. This facilitates the employment of foreign spouses as it puts them on par with Permanent Residents and Employment Pass holders, whose employers are also not subject to the restrictions and levies.
- 16.36 The Marriage Preparation Programme and Marriage Support Programme were introduced in December 2014. These help couples gain insights into cross-cultural issues in their marriage so as to build a strong foundation for their marriage, and help foreign spouses settle down in Singapore. The Marriage Support Programme also offers conversational language skills to foreign spouses and provides advice on avenues to seek job opportunities. Volunteers are trained as buddies to befriend and assist these couples.

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.

Violence Against Women

24.1 Singapore does not tolerate any form of violence against women. We tackle this through a four-pronged strategy.

(i) Robust Legislative Framework

24.2 Under the **Women's Charter**, a victim of family violence may apply to the Court for a Personal Protection Order, Expedited Order or Domestic Exclusion Order³². The breach of any such Order is a criminal offence.

24.3 The Court may also order the perpetrator, victim and/or family members to attend counselling (i.e. Mandatory Counselling Programme). The Programme aims to rehabilitate the perpetrators, and to support and protect victims and their children from violence.

24.4 Violence against women, within and outside a family context, is also covered under the **Penal Code**, which criminalises acts that cause death and physical harm, assault, sexual offences and wrongful confinement; and those using words or gestures intended to insult the modesty of a woman. These offences usually carry heavy penalties to deter offenders and signal society's strong condemnation of such acts. In response to paragraph 24(e) of the Concluding Comments, some sex-disaggregated data on violence against women is published on the MSF's website (see [Annex O](#)).

24.5 See [Article 11](#) for the new **Protection from Harassment Act**.

(ii) Multi-Stakeholder Approach

24.6 Singapore established the Family Violence Dialogue Group in 2001, jointly headed by the MSF and the SPF. It comprises the FJC, Singapore Prison Service (SPS), MOH, Ministry of Education, Chairpersons of Regional Family Violence Working Groups (see below), National Council of Social Service³³ and social service agencies. It is a strategic planning and policy group that facilitates work processes among the agencies providing services for families affected by violence. It also coordinates public education efforts and develops new areas for collaboration on family violence. Services provided to families

³² A Personal Protection Order restrains the respondent from committing family violence against the applicant. It may be granted on an expedited basis (Expedited Order) if the Court is satisfied that there is imminent danger of family violence being committed against the applicant, even before the respondent has been served with the application. A Domestic Exclusion Order restrains the respondent from entering the applicant's home.

³³ Umbrella body for social service agencies in Singapore.

affected by violence include hotlines, crisis shelters for women and their children, medical care, counselling, translation, institutional or foster care for children, and other support services. This addresses paragraph 24(d) of the Concluding Comments on providing adequate assistance and protection to women victims of violence (see [Annex P](#)).

- 24.7 Since 2003, six Regional Family Violence Working Groups, led by non-governmental organisations, have been harnessing community energy to spearhead and plan joint regional activities. These activities aim to raise awareness of family violence, examine new trends at the grassroots level and seek new ways to help families affected by violence. The Working Groups include hospitals, the SPF, crisis shelters, social service agencies, and FSCs. These Working Groups also provide feedback to the Dialogue Group on gaps in provision of services for families affected by violence.
- 24.8 Established since 1996, the National Family Violence Networking System (NFVNS) provides multiple access points for victims to obtain help. This system links the SPF, SPS, hospitals, FSCs, FJC and MSF for closer collaboration and networking, ensuring that agencies are clear about their roles and the management of cases.

(iii) Training and Professional Competency

- 24.9 A manual, "Integrated Management of Family Violence in Singapore", provides a common understanding among agencies on how to handle family violence cases. It spells out the protocol, procedures, roles and responsibilities of each agency in the NFVNS. Agencies continually review the manual to ensure adequacy and quality of care.
- 24.10 MSF and SPF co-organise the NFVNS symposium annually to strengthen partnership between agencies, and learn best practices from one another.
- 24.11 Judicial Officers in the FJC have a broad range of experience in the areas of law over which they preside, including application of legal provisions on violence against women. They also receive comprehensive continuing judicial education and knowledge management support.
- 24.12 They are supported by a pool of trained psychologists, social workers and counsellors who give immediate counselling and other necessary support to victims of family violence. These psychologists, social workers and counsellors likewise undergo continuing training and regular supervision.
- 24.13 Police officers are trained to be sensitive to the trauma suffered by the victim and there are specific guidelines for them to help victims in distress. Substantiated cases are prosecuted and victims are referred to counselling services or medical social workers for further assistance.
- 24.14 Singapore's approach to dealing with victims of family violence as outlined at paragraphs 24.11 to 24.13 above is consistent with the recommendations at

paragraph 24(b) of the Concluding Comments to provide mandatory training for judges, prosecutors and the police when dealing with cases of violence against women.

(iv) Public Education and Awareness

- 24.15 Agencies under the Dialogue Group and Working Groups conduct public education initiatives on family violence annually. Such initiatives aim to raise awareness on family violence and encourage help-seeking behaviour, which is in line with the recommendation at paragraph 24(c) of the Concluding Comments. The NRVNS also organises annual roadshows to promote such knowledge.
- 24.16 Communities and organisations may also apply for financial support under the Funding Scheme for Public Education Initiatives to Empower Families Facing Multiple Stress Factors, in their outreach and public education initiatives (see Annex Q).

Regional Efforts

- 24.17 As a member of the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC), Singapore adopted the Declaration on the Elimination of Violence Against Women and Elimination of Violence Against Children in ASEAN in October 2013, underscoring our commitment to eliminate violence against women and children.
- 24.18 In addition, Singapore is taking the lead at the ACWC to establish the ACWC Network of Social Service Agencies. The Network facilitates training and partnership of social service agencies among the ASEAN Member States in preventing, protecting and helping victims of violence against women and children.
- 24.19 Singapore also hosted a three-day training course in April 2014 for frontline ASEAN social workers who work with women and child victims of violence. It provided a platform for the participants to discuss the signs and symptoms of family violence and abuse; identify the impact on perpetrators, victims and witnesses; and learn the different models of intervention to ensure safe practices for families and social workers.

Marital Rape

- 24.20 The Penal Code was amended in February 2008 to make it an offence for a husband to engage in non-consensual sexual intercourse with his wife under certain circumstances where there is evidence of a breakdown in their marital relationship (see Annex R). These clearly signal that her consent to conjugal relations has been withdrawn and the amendments provide the necessary protection for women under these circumstances.
- 24.21 In response to paragraph 24(a) of the Concluding Comments, Singapore will continue to actively review its marital rape law.



ANNEXES A – R

ANNEX A

International Agreements or Conventions which Relate to Women, and to which Singapore is a Party

Singapore is party to nine international agreements or conventions related to the status of women:

- a. Convention on the Nationality of Married Women (20 February 1957). Singapore became a party on 18 March 1966.
- b. Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (21 March 1950). Singapore became a party on 26 October 1966.
- c. International Convention for the Suppression of the White Slave Traffic signed at Paris on 4 May 1910 and amended by the Protocol signed at Lake Success, New York, 4 May 1944. Singapore became a party on 7 Jun 1966.
- d. Declaration on the Advancement of Women in the ASEAN Region, Bangkok, 5 July 1988 signed by Minister for Foreign Affairs.
- e. ASEAN Declaration on the Elimination of Violence against Women in the ASEAN region.
- f. The Jakarta Declaration on Women in Development in Asia and the Pacific signed by Minister of State for Health and Education in Jakarta on 14 June 1994 in relation to the Second Asian and Pacific Ministerial Conference on Women in Development.
- g. The Declaration and Platform for Action adopted at the United Nations Fourth World Conference on Women in Beijing, September 1995.
- h. The United Nations Convention on the Rights of the Child. Singapore acceded to this Convention on 5 October 1995.
- i. The United Nations Convention on the Elimination of All Forms of Discrimination against Women. Singapore acceded to this Convention on 5 October 1995.

ANNEX B

Prominent Women in Various Fields

Women Ambassadors or Heads of Missions

1. Singapore has several women Ambassadors or Heads of Mission:
 - a. Professor Chan Heng Chee, Ambassador-at-Large;
 - b. Ms Karen Tan, Singapore's Permanent Representative to the United Nations in New York;
 - c. Mrs Chua Siew San, Ambassador to Kingdom of Thailand;
 - d. Ms Tan Yee Woan, Singapore's Permanent Representative to the World Trade Organisation in Geneva;
 - e. Ms Lim Kheng Hua, Ambassador to the Russian Federation;
 - f. Ms Foo Chi Hsia, High Commissioner to the United Kingdom of Great Britain and Northern Ireland;
 - g. Ms Kok Li Peng, Ambassador to the Republic of Philippines;
 - h. Mrs J. Mohideen, non-resident Ambassador to Finland;
 - i. Mrs Mary Seet-Cheng, non-resident Ambassador to Panama and Cuba; and
 - j. Ms Jennie Chua, non-resident Ambassador to the United Mexican States.

Women in Research, Science and Engineering

2. Women made up 28% of research scientists and engineers (RSEs) in 2013, up from 27% in 2009. Between 2012 and 2013, the number of women RSEs grew 7.3%, compared to men at 5.6%. For example, in the MSD Translational Medicine Research Centre, 70% of its research workforce are women, and about 45% of them are in management positions.
3. Some examples of illustrious female research scientists and engineers in Singapore are as follows:
 - a. Professor Jackie Ying, Executive Director of the A*STAR Institute of Bioengineering and Nanotechnology, is a nanotechnology scientist who established new frontiers in nanotechnology research. Recognised as one of the "One Hundred Engineers of the Modern Era" by the American Institute of Chemical Engineers in 2008, she was named one of the "Great Women of our Time" by Singapore Women's Weekly. In 2013, she was elected as a Materials Research Society Fellow, and was selected as the Inaugural Inductee in the Singapore Women's Hall of Fame, launched by SCWO in 2014;

- b. Assistant Professor Cheek Chit Fang, Principal Investigator at the Italian FIRC Institute of Molecule Oncology (IFOM)³⁴, was appointed to head the IFOM-p53 Joint Research Laboratory in March 2011, a collaboration between IFOM and Singapore's Agency for Science, Technology and Research (A*STAR) p53 Laboratory³⁵. She was among the first recipients of A*STAR's National Science Scholarships in 2001, and her research focuses on exploring various therapeutic strategies that exploit the defects in DNA repair in cancer cells. She also holds an Adjunct Assistant Professorship at the National University of Singapore;
- c. Dr Yeo Sze Ling, research scientist at the A*STAR Institute for Infocomm research, clinched the Her World Young Woman Achiever 2013 Award. Dr Yeo developed glaucoma as a child and lost her eyesight when she was four. Nonetheless, Dr Yeo graduated with three university degrees and is the first person with a visual disability in Singapore to pursue Mathematics up to a doctoral level;
- d. Dr Juliana Chan, A*STAR Research Fellow, was conferred the nation's highest accolade for youth, the Singapore Youth Award on 27 June 2013. According to the Award committee, Dr Chan's scientific achievements and contributions to the Asian scientific community raised the profile of scientists in Asia. Dr Chan was also an honouree awardee in the Medical Innovation category of The Outstanding Young Persons (TOYP) Singapore Awards 2013³⁶;
- e. Dr Wan Yue, an A*STAR Genome Institute of Singapore fellow, was the first Singaporean to receive the Branco Weiss Fellowship³⁷ in 2014. She is one of the first scientists to develop a high throughput approach to study Ribonucleic Acid shapes in microorganisms;
- f. Dr Melissa Fullwood, Dr Quek Su Ying, and Dr Karen Crasta, all A*STAR scholars, were amongst sixteen bright young scientists from around the world to receive the 2013 Singapore National Research Foundation Fellowship Award; and
- g. Associate Professor Ho Ghim Wei (National University of Singapore Engineering Science Programme and Electrical & Computer Engineering Department) and Guo Huili (A*STAR Junior Investigator) were awarded the "For Women in Science National Fellowship" by L'Oreal Singapore in 2014.

³⁴ In 1998, FIRC (*the Italian Foundation for Cancer Research*) created IFOM as its Molecular Oncology Institute and has kept financing it since then, aiming at transferring new knowledge from bench to bedside (source: <http://www.ifom.eu/en/>).

³⁵ p53 is a tumour suppressor which has a key role in regulating the stress response through its activity as a transcription factor. It protects cells from damage and helps to prevent cancer. The p53 lab is focusing on the development of new therapies, new diagnostics and new discoveries in the p53 pathway (source: <http://www.a-star.edu.sg/p53lab/Home.aspx>).

³⁶ The award recognises up to 10 outstanding Singaporean young professionals who exemplify the best attributes of young people in their chosen fields.

³⁷ The Branco Weiss Fellowship is given by Swiss-based 'Society in Science' philanthropic organisation.

Women in Innovative Technology

4. An example of a prominent woman in innovative technology is Ms Olivia Lum, Executive Chairman and Group Chief Executive Officer of Hyflux Ltd. Hyflux is one of Asia's leading water and fluid treatment companies, with its membrane products and systems installed in over 400 locations globally, contributing to water solutions world-wide. Ms Lum was named the Ernst & Young World Entrepreneur of the Year 2011. She is the first woman to receive the global award.

Women in Information and Communications Technology

5. Examples of women holding key positions in the information and communications technology industry are as follows:
 - a. Ms Yong Ying-I, Chairperson, Infocomm Development Authority of Singapore; Permanent Secretary (National Research and Development), National Research Foundation; and Permanent Secretary, Public Service Division;
 - b. Ms Tan Li San, Deputy Secretary (Industry & Information), Ministry of Communications and Information;
 - c. Ms Jacqueline Poh, Managing Director, Infocomm Development Authority of Singapore;
 - d. Ms Chua Sock Koong, Group Chief Executive Officer, Singapore Telecommunications Limited;
 - e. Ms Karen Kooi Lee Wah, Chief Executive Officer, M1 Limited;
 - f. Ms Lim Cheng Cheng, Group Chief Financial Officer, Singapore Telecommunications Limited;
 - g. Ms Wu Choy Peng, Group Chief Information Officer, Singapore Telecommunications Limited;
 - h. Ms Tan Yen Yen, Regional Vice-President and Managing Director South Asia Pacific, SAS Institute Inc.;
 - i. Ms Jessica Tan, Managing Director, Microsoft Singapore (also Member of Parliament);
 - j. Ms Janet Ang, Vice President, Systems of Engagement & Smarter Cities, IBM Asia Pacific;
 - k. Ms Shirley Wong, Chairman, Singapore infocomm Technology Federation; and Managing Partner, TNF Ventures;
 - l. Dr Lily Chan, Chief Executive Officer, NUS Enterprise, National University of Singapore; and
 - m. Ms Janet Young, Managing Director & Head, Group Channels & Digitalization, United Overseas Bank Group.

Women in Arts and Culture

6. Examples of women in leadership roles in the key arts and cultural institutions and agencies are as follows:
 - a. Ms Grace Fu, Minister, Ministry of Culture, Community and Youth;
 - b. Ms Sim Ann, Senior Minister of State, Ministry of Culture, Community and Youth;
 - c. Ms Yeoh Chee Yan, Permanent Secretary, Ministry of Culture, Community and Youth;
 - d. Mdm Zuraidah binte Abdullah, Chairperson, Malay Heritage Foundation;
 - e. Professor Ute Meta Bauer, Director, Centre for Contemporary Art;
 - f. Professor Chan Heng Chee, Chairperson, National Arts Council;
 - g. Ms Chong Siak Ching, Chief Executive Officer, National Gallery Singapore;
 - h. Mrs Rosa Daniel, Chief Executive Officer, National Heritage Board. She is concurrently the Deputy Secretary (Culture) of the Ministry of Culture, Community and Youth;
 - i. Ms Emi Eu, Director, Singapore Tyler Print Institute;
 - j. Ms Goh Ching Lee, Founder, Executive and Artistic Director, CultureLink Singapore;
 - k. Ms Jane Ittogi, Chairperson, Singapore Art Museum;
 - l. Ms Kathy Lai, Chief Executive Officer, National Arts Council;
 - m. Ms Lee Chor Lin, Chief Executive Officer, Arts House Ltd;
 - n. Mrs Lee Suet Fern, Chairperson, Asian Civilisations Museum Board;
 - o. Ms Lim Geok Cheng, Principal, School of the Arts;
 - p. Dr Susie Lingham, Director, Singapore Art Museum;
 - q. Ms Elaine Ng, Chief Executive Officer, National Library Board;
 - r. Mrs Christine Ong, Chairperson, Arts House Ltd;
 - s. Ms Tresnawati Prihadi, General Manager, Singapore Philatelic Museum;
 - t. Associate Professor Hadijah Rahmat, Deputy Chairman, Malay Language Council;
 - u. Dr Suriani bte Suratman, Deputy Chairperson, Malay Heritage Foundation;
 - v. Ms Angelita Teo, Director, National Museum of Singapore; and
 - w. Ms Yvonne Tham, Assistant Chief Executive Officer, The Esplanade Co Ltd.

Women in Health

7. Examples of prominent women in the health sector are as follows:
 - a. Dr Amy Khor, Senior Minister of State, Ministry of Health;
 - b. Mrs Tan Ching Yee, Permanent Secretary, Ministry of Health;
 - c. Dr Mimi Choong, Chief Executive Officer, Health Sciences Authority;
 - d. Professor Ivy Ng, Group Chief Executive Officer, SingHealth;
 - e. Dr Mary Ann Tsao, Chairman, Tsao Foundation;
 - f. Dr Pauline Tan, Chief Executive Officer, Yishun Community Hospital; and former Chief Nursing Officer, Ministry of Health;
 - g. Dr Kanwaljit Sooin, founder of the Association of Women Doctors in Singapore (AWDS). AWDS was instrumental in the abolishment of gender quota that restricted the female medical student intake in Singapore;
 - h. Associate Professor Cynthia Goh, Senior Consultant for Palliative Medicine at National Cancer Centre; and founding Centre Director and Deputy Chairperson of the Lien Centre for Palliative Care at Duke-NUS Graduate Medical School. She is a widely recognised pioneer on palliative care in Singapore;
 - i. Dr Oon Chiew Seng, founder of the first nursing home for dementia patients (Apex Harmony Lodge); and founder of Oon Chiew Seng Fellowship at the National University of Singapore Yong Loo Lin School of Medicine to fund research in women's health and ageing science. She received the President's Special Recognition Award and the President's Volunteerism and Philanthropy Award in 2013;
 - j. Professor A Vathsala, Co-Director, Renal Transplantation, National University Health System; and Professor, National University of Singapore Yong Loo Lin School of Medicine. She is recognised for her extensive contributions in the area of renal transplantation and nephrology in Singapore;
 - k. Professor Leo Yee Sin, Clinical Director of Communicable Disease Centre; and Head for Institute of Infectious Diseases and Epidemiology, Tan Tock Seng Hospital. She led the Infectious Diseases team through multiple episodes of disease outbreaks in Singapore – Nipah (1999), Severe Acute Respiratory Syndrome (2003), Chikungunya (2008), Pandemic Influenza (2009) and dengue fever (2013). Her experiences in outbreak management have seen her frequently called upon as advisor at the national, regional and international levels; and
 - l. Dr Wong Ting Hway, Consultant on General and Trauma Surgery, Singapore General Hospital. She was the first Singaporean doctor to work with the International Committee of the Red Cross and is a widely-known medical volunteer in multiple humanitarian missions.

Women in Accountancy³⁸

8. Examples of women in leadership roles in the accountancy sector are:
 - a. Ms Euleen Goh, first Singaporean to head Standard Chartered Bank's sales, corporate and institutional banking business in 1999. She was Chief Executive of Standard Chartered in Singapore from 2001 to 2006, becoming the British Bank's second Asian female Chief Executive. She was appointed to the Royal Dutch Shell board in September 2014, becoming the first Asian to sit on the oil giant's board. She was also the inaugural Chairperson of Singapore's Accounting Standards Council from 2007 to 2011;
 - b. Mrs Fang Ai Lian, first woman partner in a professional services firm (Ernst & Young Singapore) in Singapore in 1981. In 1996, she became the firm's managing partner and was the first woman to head an international accounting firm in Singapore and the first woman to run any Ernst & Young office worldwide. She was chairperson of the firm from 2005 to 2008;
 - c. Mrs Chng Sok Hui, Group Chief Financial Officer, DBS. She was named the best Chief Financial Officer at the Singapore Corporate Awards in 2013 and Accountant of the Year in the inaugural Singapore Accountancy Awards in 2014;
 - d. Ms Leong Wai Leng, Chief Financial Officer, Temasek Holdings;
 - e. Ms Goh Ann Nee, Chief Financial Officer, City Developments Limited;
 - f. Ms Lim Cheng Cheng, Group Chief Financial Officer, Singapore Telecommunications Limited;
 - g. Mrs Mildred Tan, Managing Director of Ernst & Young Advisory Pte Ltd;
 - h. Mrs Deborah Ong, Partner, PricewaterhouseCoopers Singapore;
 - i. Ms Cheng Ai Phing, Partner, Deloitte & Touche Singapore; and
 - j. Mrs Quek Bin Hwee, Partner, PricewaterhouseCoopers Singapore.

Women in Law

9. Examples of illustrious women lawyers in Singapore are:
 - a. Ms Mavis Chionh, Chief Prosecutor of the Criminal Justice Division of the AGC. Since graduating from the University of Oxford in 1991, Ms Chionh has been with the Singapore Legal Service in various capacities. She started as a Justices' Law Clerk in the Supreme Court, and subsequently joined the AGC as a Deputy Principal Senior State Counsel in the Civil Division. From 2009 to 2011, she served as the Official Assignee and Public Trustee at the Insolvency and Public Trustee's Office. Upon her return to AGC in 2011, she was appointed the Chief Prosecutor of the Economic Crime and

³⁸ Comprises women in accounting industry (includes audit, tax and advisory firms) and women accountants in business (typically in accountancy or finance function).

Governance Division of AGC (renamed the Financial and Technology Crime Division in 2014). In April 2015, Ms Chionh became the Chief Prosecutor of the Criminal Justice Division of AGC, overseeing the work of 130 Deputy Public Prosecutors and 64 staff;

- b. Mrs Koh Juat Jong, the first woman to be appointed the Solicitor-General of Singapore. She held this appointment from 2008 until her retirement in 2014. A President's Scholar, Mrs Koh served in the Administrative Service from 1981 to 1986 at the Ministry of Finance, and began her legal career in 1989 in AGC. She was subsequently appointed Senior Assistant Registrar of the Supreme Court in 1994, District Judge in the Subordinate Courts in 1995 and Registrar of the Supreme Court in 2003, before returning to AGC as its Solicitor-General;
- c. Ms Chia Yong Yong, Partner at Yusarn Audrey and President of SPD (formerly known as Society of the Physically Disabled). Ms Chia was the winner of Singapore's Women's Weekly "Great Women of Our Times 2014 – Education & Public Service Category". Ms Chia had been diagnosed with a nerve and muscular disability at age 15. Her muscle tissue progressively weakened and she has not been able to stand for more than 20 years. Her hands have grown limp and curled as well. Despite her disability, she is an accomplished lawyer and has made significant contributions to the social service sector. She served as a Nominated Member of Parliament in the 12th Parliament of Singapore;
- d. Ms Rachel Eng, Managing Partner of Wong Partnership. Ms Eng was presented with the Woman of the Year award in 2014 by "Her World", a Singapore Press Holdings' magazine, for her work as a trailblazer in the legal field and at home as a mother of three. Ms Eng joined Wong Partnership in 1995, rose through the ranks and helped to build the firm which now has offices in the Middle East and China. In September 2010, Ms Eng became the first female managing partner of Wong Partnership, one of Singapore's biggest law firms;
- e. Ms Deborah Barker, Managing Partner of KhattarWong LLP. Ms Barker has worked for more than three decades in civil and commercial litigation. She has acted as counsel in several high-profile legal cases and has been named a leading practitioner by international legal guides. Ms Barker is also a Senior Counsel in Singapore, a title that is awarded to advocates of distinction for character, advocacy and mastery of the law;
- f. Ms Annabel Pennefather, Senior Consultant at KhattarWong LLP. Ms Pennefather was a national hockey player before entering the legal profession. She is presently the Vice President of the Singapore National Olympic Council and had previously served as a Chef de Mission for Singapore's contingents at several major multi-sport Games such as the New Delhi Commonwealth Games in 2010 and the Myanmar Southeast Asian Games in 2013. Her legal career spans more than thirty years, and she brings to the practice of sports law her experience from her various roles in sports and is listed in "The International Who's Who of Sports Lawyers";

- g. Ms Ellen Lee, Partner at Belinda Ang Tang & Partners. She is also the President of the Singapore Table Tennis Association. For the past two decades, Ms Lee devoted considerable time and effort disseminating knowledge and raising public awareness of the law. She was a member of the Committee for Family Justice which had been formed in 2013 to study and recommend reforms to the family justice system to serve the needs of families in distress (see Article 15). She served as a Member of Parliament in the 11th and 12th Parliament of Singapore;
 - h. Ms Loh Wai Mooi, Partner at Bih Li & Lee LLP. Ms Loh was one of the founders of the firm which is well-established in Singapore for litigation and was awarded “Legal Aid Bureau Best Contribution from Law Firm” in 2013 for supporting and partnering Legal Aid Bureau in legal aid. She also volunteered her services to the “Primary Justice Project” which is a joint collaboration between the State Courts, the Law Society and other justice stakeholders to help the public explore amicable means of settling disputes before taking legal action. She was also a member of the Committee for Family Justice formed in 2013;
 - i. Associate Professor Eleanor Wong, Centre for International Law, National University of Singapore. Ms Wong is the Director of the Legal Writing Programme. She is also a published playwright whose works have been produced in Singapore and Southeast Asia. She is also a member of the “Remaking Singapore” committee;
 - j. Associate Professor Wan Wai Yee, School of Law, Singapore Management University. Her areas of specialisation are commercial and corporate law, and securities regulation. She has developed a strong standing and profile through her work in private legal practice, government and academia. She was a member of the Law Reform Commission of the Singapore Academy of Law; and
 - k. Mrs Lee Suet Fern, Managing Partner of Morgan Lewis Stamford LLC. Mrs Lee was the founder of Stamford Law Corporation. Stamford Law Corporation became the first law firm in Singapore to fully integrate with an international outfit, after entering into an agreement with Morgan Lewis & Bockius, the largest law firm in the US. Mrs Lee also serves on the boards of Fortune 100 public-listed companies such as insurance giant AXA and global healthcare company Sanofi.
10. Female Judges appointed to the High Court are:
- a. Justice Judith Prakash;
 - b. Justice Belinda Ang Saw Ean;
 - c. Judicial Commissioner Valerie Thean (Presiding Judge of the Family Courts);
 - d. Judicial Commissioner Hoo Sheau Peng;

- e. Judicial Commissioner Debbie Ong Siew Ling; and
- f. Judicial Commissioner Foo Tuat Yien.

Women in Defence

11. Some examples of outstanding women in defence are as follows:
 - a. Brigadier-General (BG) Gan Siow Huang was the first servicewoman to be promoted to the rank of Brigadier-General in 2015 as Head of Air Intelligence and Director (Special Projects);
 - b. Lieutenant-Colonel (LTC) Lim Huay Wen is currently the Commanding Officer of one of the Republic of Singapore Navy's stealth frigates. She has previously been deployed twice to the Gulf of Aden for counter-piracy operations as part of an international coalition force;
 - c. Major (MAJ) Lee Mei Yi is an F-16 fighter pilot who flew in the aerial display at Singapore's National Day Parade in 2015;
 - d. Major (MAJ) Esther Tan and Captain (CPT) Grace Chan are Naval Divers in the Republic of Singapore Navy. They perform search-and-rescue operations and explosive ordnance disposal;
 - e. Military Expert (ME6) Sima Rai was Commanding Officer of an Army maintenance base that performs engineering and maintenance work on equipment such as the Unmanned Aerial Vehicles and the High Mobility Artillery Rocket System. Her unit was named the best Combat Service Support unit for four consecutive years;
 - f. Senior Warrant Officer (SWO) Jennifer Tan is the first female Division Sergeant Major, and was also the first female Parade Regimental Sergeant Major for Singapore's National Day Parade in 2011; and
 - g. Third Warrant Officer (3WO) Shirley Ng is a Rigger by training and a member of the Singapore Armed Forces skydiving unit.

ANNEX C

Literacy and Educational Attainment of Women

The literacy and educational attainment of women in Singapore is illustrated in the tables below.

Table 1: Drop-out Rate, 2014

Level	Males	Females	Total
Primary	0.0%	0.0%	0.0% ³⁹
Secondary	0.7%	0.7%	0.7%

Note:

- The drop-out rates for 2014 essentially capture the total number of students from the 2005 Primary 1 cohort who have dropped out of school over the past 10 years. 10 years is used as a cut-off point because it is the minimum number of years a student in Singapore would need to complete primary and secondary school education.
- Total drop-out rates at the primary and secondary level are computed by taking the total number of drop-outs, at the primary or secondary school level respectively, as a percentage of the 2005 Primary One Cohort.
- Drop-out rates for males and females are computed by taking the number of males/females drop-outs (at either the primary or secondary level) as a percentage of the total number of males/females of the entire cohort.

Source: Ministry of Education

Table 2: Schools by Type and Level, 2014

Type of School	Primary	Secondary	Mixed Level	Junior College/ Centralised Institute	Total
Government	144	119	4	10	277
Government-Aided	41	28	3	4	76
Independent	0	2	6	0	8
Specialised Independent	0	1	3	0	4
Specialised	0	4	0	0	4
Total	185	154	16	14	369

³⁹ The drop-out rate for males and females is less than 0.05% each.

Note: The category Mixed Level comprises schools offering more than one educational level, for e.g. Primary & Secondary School levels, Secondary & Junior College levels.

Source: Ministry of Education

Table 3: Enrolment by Level, 2014

Level	Total Enrolment	Female (% of total)
Primary	234,499	113,879 (48.6)
Secondary	170,410	84,015 (49.3)
Mixed Level	37,587	17,238 (45.9)
Junior College/Centralised Institute	20,907	11,270 (53.9)
Total	463,403	226,402 (48.9)

Note: The category Mixed Level comprises schools offering more than one educational level, for e.g. Primary & Secondary School levels, Secondary & Junior College levels.

Source: Ministry of Education

Table 4: Intake, Enrolment and Graduates of ITE in 2014

Course	Intake		Enrolment		Graduates	
	Total	Female (% of total)	Total	Female (% of total)	Total	Female (% of total)
Applied and Health Sciences	1,154	701 (60.7)	2,597	1,631 (62.8)	1,037	645 (62.2)
Business and Services	4,006	2,547 (63.6)	6,682	4,173 (62.5)	2,469	1,545 (62.6)
Design & Media	879	462 (52.6)	1,494	751 (50.3)	639	318 (49.8)
Engineering	4,560	633 (13.9)	9,064	1,218 (13.4)	3,574	400 (11.2)
Electronics & Info-Com Technology	3,506	948 (27.0)	7,033	1,860 (26.4)	2,881	734 (25.5)
Hospitality	536	283 (52.8)	1,166	616 (52.8)	462	241 (52.2)
Total	14,641	5,574 (38.1)	28,036	10,249 (36.6)	11,062	3,883 (35.1)

Source: Ministry of Education

Table 5: Intake, Enrolment & Graduates of Polytechnics in 2014

Course	Intake		Enrolment		Graduates	
	Total	Female (% of total)	Total	Female (% of total)	Total	Female (% of total)
Applied Arts	2,123	1,183 (55.7)	6,133	3,448 (56.2)	1,720	995 (57.8)
Architecture & Building	797	471 (59.1)	2,339	1,329 (56.8)	707	435 (61.5)
Business & Administration	6,017	3,799 (63.1)	18,339	11,355 (61.9)	5,596	3,394 (60.7)
Education	333	317 (95.2)	938	872 (93.0)	260	239 (91.9)
Engineering Sciences	7,030	1,558 (22.2)	21,919	4,734 (21.6)	6,983	1,612 (23.1)
Health Sciences	2,276	1,659 (72.9)	6,902	5,154 (74.7)	2,413	1,838 (76.2)
Humanities & Social Sciences	778	430 (55.3)	2,326	1,299 (55.8)	703	388 (55.2)
Information Technology	3,297	1,230 (37.3)	11,146	4,204 (37.7)	3,577	1,483 (41.5)
Legal Studies	134	79 (59.0)	407	224 (55.0)	122	66 (54.1)
Mass Communication & Information Science	654	491 (75.1)	1,932	1,413 (73.1)	555	393 (70.8)
Science & Related Technologies	1,629	1,022 (62.7)	4,814	3,010 (62.5)	1,486	931 (62.7)
Services	709	298 (42.0)	2,119	894 (42.2)	599	238 (39.7)
Total	25,777	12,537 (48.6)	79,314	37,936 (47.8)	24,721	12,012 (48.6)

Note: Intake, Enrolment and Graduate figures refer to diploma courses only. Intake includes direct entry to second year.

Source: Ministry of Education

Table 6: Intake, Enrolment & Graduates of Universities in 2014

Course	Intake		Enrolment		Graduates	
	Total	Female (% of total)	Total	Female (% of total)	Total	Female (% of total)
Accountancy	1,515	860 (56.8)	4,368	2,456 (56.2)	1,122	649 (57.8)
Architecture & Building	470	314 (66.8)	1,990	1,213 (61.0)	404	258 (63.9)
Business & Administration	1,902	1,065 (56.0)	6,577	3,597 (54.7)	1,477	846 (57.3)
Dentistry	54	38 (70.4)	216	132 (61.1)	45	30 (66.7)
Education	301	233 (77.4)	1,065	813 (76.3)	508	388 (76.4)
Engineering Sciences	4,938	1,441 (29.2)	16,606	5,050 (30.4)	4,221	1,174 (27.8)
Fine & Applied Arts	491	304 (61.9)	1,578	937 (59.4)	394	229 (58.1)
Health Sciences	544	379 (69.7)	1,498	1,076 (71.8)	433	309 (71.4)
Humanities & Social Sciences	3,129	2,107 (67.3)	11,291	7,535 (66.7)	2,422	1,619 (66.8)
Information Technology	1,166	343 (29.4)	4,152	1,343 (32.3)	997	289 (29.0)
Law	397	170 (42.8)	1,514	715 (47.2)	356	176 (49.4)
Mass Communication	185	139 (75.1)	729	555 (76.1)	158	114 (72.2)
Medicine	379	182 (48.0)	1,585	801 (50.5)	261	127 (48.7)
Natural, Physical & Mathematical Sciences	2,276	1,357 (59.6)	8,145	4,922 (60.4)	1,889	1,103 (58.4)
Services	123	69 (56.1)	679	393 (57.9)	354	219 (61.9)
Total	17,870	9,001 (50.4)	61,993	31,538 (50.9)	15,041	7,530 (50.1)

Note: Intake, Enrolment and Graduates figures refer to 1st degree only. Intake includes direct entry to second and subsequent years.

Source: Ministry of Education

Table 7: Number and Percentage of Students Enrolled in Specialised Independent Schools in 2014

Gender	Singapore Sports School	NUS High School	School of the Arts	School of Science & Technology
Females	248 (48%)	292 (30%)	828 (76%)	204 (26%)
Males	268 (52%)	685 (70%)	264 (24%)	582 (74%)
Total	516 (100%)	977 (100%)	1092 (100%)	786 (100%)

Source: Ministry of Education

ANNEX D

Achievement of Girls at Specialised Independent Schools

1. The girls in Singapore's four specialised independent schools, namely NUS High School of Mathematics and Science, School of the Arts, Singapore Sports School and the School of Science and Technology, are performing well and have won awards in various local and international competitions.

NUS High School of Mathematics and Science

2. In 2010, two girls from the NUS High School of Mathematics and Science – Chua Lynn and Liu Shiyang co-authored 'Six Quantum Pieces – A First Course in Quantum Physics', an undergraduate text with Professor Valerio Scarani from the Centre for Quantum Technologies, National University of Singapore. In 2008 and 2014, Zhao Ye and Qiu Xinyi received the Best Female Prize in the Asian Physics Olympiad respectively.

School of the Arts

3. Examples of achievements of girls in the School of the Arts are as follows:
 - a. Ashley Chua, a Year 5 Music student, represented Singapore as a vocalist for the finale at the closing ceremony of the 27th SEA Games, held in Myanmar on 22 December 2013;
 - b. Joy Tan, a Year 4 Theatre student, clinched the 'Most Promising Playwright' award at the Trinity College International Playwriting Competition for The Chessboard Land Of Wonders in 2014;
 - c. Natalie Khoo and Teo Qi Yu, 2013 Film graduates of the School, won the Best Documentary and Best Cinematography awards for their film, 'On Such And Such A Day, At Such And Such A Time', at the 5th Singapore Short Film Awards in 2014;
 - d. Koh Cheng Jin, a Year 6 Music student, was selected by the Singapore Symphony Orchestra's Young Composers Workshop/Concert for her orchestral work in 2014;
 - e. Janice Yap, a Year 2 Visual Arts student, emerged as the overall winner of the Jetstar Asia's Lunar New Year Art Takes Flight Boarding Pass Design Competition in 2014; and
 - f. Faye Tan, 2012 Dance graduate of the School, was conferred the Charlotte Kirkpatrick prize on 2 July 2014. This award is given annually to an outstanding second year student at the Rambert School of Ballet and Contemporary Dance.

Singapore Sports School

4. The girls at the Singapore Sports School represented Singapore at various national and international sporting events. The table below summarises

some examples of the sports achievements of the girls (from the period of 2009 to June 2015) from the Singapore Sports School.

Name	Sport	Event	Year	Achievement
Liang Xiao Yu	Badminton	28 th Southeast Asian Games, Singapore	2015	3 rd , Women's Team
		26 th Southeast Asian Games, Palembang, Jakarta	2011	3 rd , Women's Team
Fong Kay Yian	Diving	28 th Southeast Asian Games, Singapore*	2015	<ul style="list-style-type: none"> • 2nd, Women's 3m Synchronised Springboard • 3rd, Women's 3m Springboard
		27 th Southeast Asian Games, Nay Pyi Taw, Myanmar	2013	3 rd , Women's 3m Synchronised Springboard
Nur Aqilah Afiqah Andin Agustino Samad	Netball	Nations Cup (Singapore)	2012	Representation
Nurul Shafiqah Mohamed Saiful	Silat	World Pencak Silat Championship 2010, Jakarta, Indonesia	2010	2 nd , Girls Singles
Hoong En Qi	Swimming	28 th Southeast Asian Games, Singapore	2015	1 st , Women's 4x100m Freestyle Relay
Amanda Lim Xiang Qi	Swimming	28 th Southeast Asian Games, Singapore*	2015	<ul style="list-style-type: none"> • 1st, Women's 4x100m Freestyle Relay • 1st, Women's 4x200m Freestyle Relay • 1st, Women's 4x100m Medley (New Games Record) • 1st, Women's 50m Freestyle (New Games Record)
		Asian Youth Games, Singapore	2009	<ul style="list-style-type: none"> • 1st, Girls 4x100m Freestyle Relay • 2nd, Girls 50m Freestyle • 2nd, Girls 100m Freestyle • 3rd, Girls 4x100m Medley Relay

Name	Sport	Event	Year	Achievement
Amanda Lim Xiang Qi	Swimming	25 th Southeast Asian Games, Vientiane, Laos	2009	<ul style="list-style-type: none"> 1st, Women's 4X200m Freestyle Relay 1st, Women's 4X100m Freestyle Relay 1st, Women's 50m Freestyle
Natalie Chen	Synchronised Swimming	28 th Southeast Asian Games, Singapore	2015	<ul style="list-style-type: none"> 1st, Team Technical and Free 1st, Team Free Combination
		Southeast Asian Swimming Championships	2014	<ul style="list-style-type: none"> 1st, Technical Team, Free Team, Free Combination 3rd, Technical Duet, Free Duet
		Southeast Asian Swimming Championships	2012	<ul style="list-style-type: none"> 1st, Technical Team
		26 th Southeast Asian Games, Palembang, Jakarta	2011	<ul style="list-style-type: none"> 3rd, Team Technical Routine 2nd, Free Combination
Martina Lindsay P Veloso	Shooting	28 th Southeast Asian Games, Singapore	2015	<ul style="list-style-type: none"> 1st, Women's 10m Air Rifle Teams 3rd, Women's Individual 10m Air Rifle
		ISSF World Cup 2014, Munich, Germany	2014	1 st , Women's 10m Air Rifle
Isabelle Li Siyun	Table Tennis	28 th Southeast Asian Games, Singapore*	2015	1 st , Women's Team
		27 th Southeast Asian Games, Nay Pyi Taw, Myanmar*	2013	<ul style="list-style-type: none"> 1st (Women's Team) 2nd (Women's Singles)
		26 th Southeast Asian Games, Palembang, Jakarta*	2011	2 nd , Women's Singles
		Youth Olympic Games 2010, Singapore	2010	2 nd , Girls Singles

Name	Sport	Event	Year	Achievement
Yee Heng Hwee	Table Tennis	World Team Championships, Tokyo, Japan	2014	3 rd , Women's Team
		27 th Southeast Asian Games, Nay Pyi Taw, Myanmar	2013	1 st , Women's Team
Veronica Shanti Pereira	Track and Field	28 th Southeast Asian Games, Singapore	2015	<ul style="list-style-type: none"> • 1st, Women's 200m (New National Record) • 3rd, Women's 100m
		16 th Asian Junior Athletics Championship, Taipei, Taiwan	2014	2 nd , Girls 200m (New national record)
Sasha Siew Hoon Christian	Wakeboarding	28 th Southeast Asian Games, Singapore*	2015	<ul style="list-style-type: none"> • 1st, Women's Individual • 1st, Waterskiing, Women's Slalom • 2nd, Wakeboarding, Mixed Team
		IWWF 2009 Asian Wakeboard Championships, Chuncheon, Korea	2009	1 st , Women's Open Category

* The girls represented Singapore in these events after they have graduated from the Singapore Sports School, but are included so as to give a more complete picture of their achievements.

School of Science and Technology

5. Girls at the School of Science and Technology have done well in various local and international competitions:

Name	Achievement / Competition	Remarks
Chiam Jing Han (She has also won 8 more local awards since 2012)	Think Award & Sportsmanship Award at the 2013 VEX Robotics World Championship (Anaheim, USA)	The "Think" award is presented to a team that has successfully utilised autonomous programming modes during competition.
	Silver for Team Ranking at the 2012 Asia Pacific VEX Robotics Competition (Auckland, New Zealand)	_____
Alyssa Siow Shu Yin (She has also won 4 more local awards since 2012)	Think Award & Sportsmanship Award at the 2013 VEX Robotics World Championship (Anaheim, USA)	_____
	Excellence Award at the 2013 Asia Pacific VEX Robotics Competition (Macau, China)	The Excellence Award is the highest award presented in the VEX Robotics Competition. The recipient of this award is a team that exemplifies overall excellence in building a well-rounded VEX robotics program.
	Silver for Team Ranking at the 2012 Asia Pacific VEX Robotics Competition (Auckland, New Zealand)	_____
Lai Zhi Hui, Yasha	Award Winner, ASTAR Award (Secondary)	The ASTAR award (Secondary) is awarded to students who have achieved outstanding results in their studies and have been active in Science Competitions. There are only two awards given to School of Science and Technology students in the year 2014, based on their outstanding Secondary School results and co-curricular activity records.
	Cassini Explorer Award at Cassini Science for a Day Competition	The school won the Cassini Explorer Award for the second Singapore edition of the Cassini Scientist for a Day essay contest with the largest combined score for one school. Yasha was in the team that made the achievement possible.
	Bronze and Silver in the 2013 and 2014 Young Engineers Award respectively.	The Young Engineers Award programme is specially designed for secondary school students, with an aim to help them enhance their understanding of science and engineering.

Women's Participation in Workforce

Table 1: Resident Employment Rate (Per Cent) By Selected Age Group and Sex, 2009 – 2014 (June)

Per Cent

Age (Years) / Sex	2009	2010	2011	2012	2013	2014
Total						
25 to 64	75.8	77.1	78.0	78.8	79.0	79.7
25 to 54	80.1	81.8	82.5	83.0	83.0	83.8
55 to 64	57.2	59.0	61.2	64.0	65.0	66.3
Males						
25 to 64	88.3	88.8	89.1	89.7	89.3	89.3
25 to 54	91.6	92.4	92.6	92.7	92.4	92.2
55 to 64	74.7	75.0	76.4	79.7	79.2	80.2
Females						
25 to 64	63.9	66.1	67.4	68.5	69.2	70.5
25 to 54	69.4	71.7	73.0	74.0	74.3	76.0
55 to 64	40.1	43.4	46.3	48.1	50.9	52.7

Source: Comprehensive Labour Force Survey, MOM

Note: Residents refer to Singapore Citizens and Permanent Residents.

Table 2A: Age-Specific Resident Labour Force Participation Rate (Per Cent), 2009 - 2014 (June) – Total

Per Cent

Age (Years)	2009	2010	2011	2012	2013	2014
Total	65.4	66.2	66.1	66.6	66.7	67.0
15 - 19	11.8	15.4	12.3	12.4	11.8	12.3
20 - 24	63.5	65.8	62.8	63.6	61.7	61.8
25 - 29	89.3	89.4	89.2	88.3	88.5	89.0
30 - 34	88.3	89.0	88.6	89.8	90.1	89.9
35 - 39	85.8	86.2	87.3	88.0	88.0	88.8
40 - 44	84.4	84.4	84.9	85.4	85.7	87.1
45 - 49	82.1	82.4	83.7	84.4	84.5	84.7
50 - 54	78.1	78.6	79.7	79.5	80.0	81.8
55 - 59	68.4	68.3	70.2	72.4	73.2	74.3
60 - 64	50.6	51.0	54.7	58.1	59.7	61.2
65 - 69	29.9	30.9	36.2	38.6	40.2	41.2
70 & Over	10.5	11.0	12.5	13.1	14.4	15.3
25 - 64	79.9	80.0	80.7	81.4	81.7	82.3
65 & Over	17.2	17.6	20.4	22.0	23.8	25.2

Source: Comprehensive Labour Force Survey, MOM

Table 2B: Age-Specific Resident Labour Force Participation Rate (Per Cent), 2009 - 2014 (June) - Males

Per Cent

Age (Years)	2009	2010	2011	2012	2013	2014
Total	76.3	76.5	75.6	76.0	75.8	75.9
15 - 19	13.0	17.5	14.6	13.8	13.2	14.9
20 - 24	65.2	66.2	63.2	64.5	63.2	63.6
25 - 29	93.3	93.3	91.8	89.9	89.0	89.4
30 - 34	97.7	97.7	97.4	97.2	97.2	97.5
35 - 39	97.8	98.0	97.7	98.2	97.5	97.2
40 - 44	97.8	96.8	97.1	97.1	97.1	96.8
45 - 49	96.4	96.1	96.0	95.6	96.1	96.4
50 - 54	93.5	92.6	93.5	93.8	94.0	93.8
55 - 59	86.8	85.0	85.7	88.5	87.6	87.5
60 - 64	69.5	67.5	71.1	74.6	75.0	77.0
65 - 69	43.6	43.7	49.1	52.6	53.4	54.1
70 & Over	17.6	17.9	20.5	20.7	22.9	23.7
25 - 64	92.9	92.1	92.1	92.5	92.2	92.2
65 & Over	27.1	27.3	30.9	32.4	34.9	36.0

Source: Comprehensive Labour Force Survey, MOM

Table 2C: Age-Specific Resident Labour Force Participation Rate (Per Cent), 2009 - 2014 (June) - Females

Per Cent

Age (Years)	2009	2010	2011	2012	2013	2014
Total	55.2	56.5	57.0	57.7	58.1	58.6
15 - 19	10.4	13.1	9.8	10.9	10.2	9.6
20 - 24	61.8	65.3	62.5	62.6	59.9	59.8
25 - 29	85.5	85.7	86.7	86.8	88.0	88.6
30 - 34	79.9	81.3	81.0	83.3	83.7	83.3
35 - 39	75.5	75.2	77.6	78.9	79.4	80.9
40 - 44	71.3	72.7	73.9	74.8	75.4	78.1
45 - 49	67.9	68.9	71.5	73.4	73.1	73.7
50 - 54	63.0	64.9	66.1	65.6	66.5	70.4
55 - 59	49.5	51.7	55.1	56.2	59.1	61.4
60 - 64	33.0	35.4	38.4	41.7	44.2	45.5
65 - 69	17.7	19.1	23.9	26.3	27.9	29.5
70 & Over	5.2	6.0	6.6	7.4	8.0	8.8
25 - 64	67.6	68.4	69.9	70.9	71.7	73.0
65 & Over	9.3	10.0	11.9	13.7	14.8	16.3

Source: Comprehensive Labour Force Survey, MOM

Table 3A: Resident Employment Rate by Age, 2009 – 2014 (June) – Total

Per Cent

Age (Years)	2009	2010	2011	2012	2013	2014
Total	61.6	63.5	63.5	64.1	64.1	64.5
15 - 19	10.2	13.8	11.2	11.3	10.9	11.4
20 - 24	55.4	59.3	57.1	58.0	55.7	56.2
25 - 29	82.6	84.4	85.1	84.2	83.7	83.8
30 - 34	84.4	85.9	85.7	87.3	87.3	87.0
35 - 39	81.6	83.7	84.7	85.6	85.1	86.2
40 - 44	80.5	81.6	82.4	83.1	83.2	84.2
45 - 49	78.1	79.9	81.0	81.9	81.9	82.3
50 - 54	74.3	75.8	77.0	77.0	77.8	80.0
55 - 59	64.6	66.2	67.9	70.3	71.0	72.2
60 - 64	47.8	49.4	52.7	56.1	57.7	59.3
65 - 69	28.6	30.0	35.2	36.9	38.5	39.9
70 & Over	10.0	10.7	12.0	12.6	14.0	14.8
25 - 64	75.8	77.1	78.0	78.8	79.0	79.7
65 & Over	16.4	17.1	19.8	21.0	22.9	24.3

Source: Comprehensive Labour Force Survey, MOM

Table 3B: Resident Employment Rate by Age, 2009 – 2014 (June) - Males

Per Cent

Age (Years)	2009	2010	2011	2012	2013	2014
Total	72.2	73.5	72.9	73.4	73.2	73.3
15 - 19	12.3	16.6	14.0	13.0	12.6	14.2
20 - 24	58.0	60.7	58.5	60.2	59.2	59.5
25 - 29	85.5	87.8	87.1	84.9	83.5	83.4
30 - 34	94.1	94.4	94.4	94.9	94.6	94.7
35 - 39	93.5	95.1	95.3	96.4	95.1	94.7
40 - 44	94.1	94.0	94.8	94.8	94.5	93.7
45 - 49	92.2	93.3	93.4	92.9	93.6	94.0
50 - 54	89.1	89.1	90.0	90.9	91.3	91.9
55 - 59	81.7	82.1	82.6	85.9	85.2	84.8
60 - 64	65.3	65.1	68.4	72.1	71.9	74.8
65 - 69	41.4	42.4	47.3	49.8	51.1	52.1
70 & Over	16.6	17.3	19.7	19.8	22.0	22.9
25 - 64	88.3	88.8	89.1	89.7	89.3	89.3
65 & Over	25.7	26.4	29.7	30.9	33.4	34.7

Source: Comprehensive Labour Force Survey, MOM

Table 3C: Resident Employment Rate by Age, 2009 – 2014 (June) - Females

Per Cent

Age (Years)	2009	2010	2011	2012	2013	2014
Total	51.6	54.0	54.5	55.3	55.6	56.2
15 - 19	8.0	10.8	8.0	9.4	8.9	8.4
20 - 24	52.4	57.8	55.6	55.5	51.9	52.9
25 - 29	79.8	81.1	83.1	83.6	83.8	84.2
30 - 34	75.7	78.2	78.2	80.7	80.8	80.4
35 - 39	71.5	73.2	75.0	76.0	76.2	78.2
40 - 44	67.3	69.9	71.3	72.5	72.9	75.5
45 - 49	64.1	66.8	68.8	71.1	70.6	71.3
50 - 54	59.8	62.9	64.1	63.4	64.7	68.6
55 - 59	47.1	50.3	53.5	54.6	57.1	59.8
60 - 64	31.5	34.4	37.1	40.2	43.2	44.0
65 - 69	17.1	18.6	23.8	25.4	26.8	28.7
70 & Over	5.0	5.9	6.4	7.1	7.9	8.5
25 - 64	63.9	66.1	67.4	68.5	69.2	70.5
65 & Over	8.9	9.8	11.7	13.2	14.4	15.9

Source: Comprehensive Labour Force Survey, MOM

Table 4A: Median Gross Monthly Income (S\$) From Work of Employed Residents Aged 15 Years and Over by Nature of Employment, 2009 – 2014 (June) – Total

Dollars

Mid-Year	Including Employer CPF			Excluding Employer CPF		
	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time
2009	2,671	2,927	683	2,420	2,600	619
2010	2,817	3,000	745	2,500	2,708	700
2011	3,000	3,249	800	2,633	2,925	750
2012	3,133	3,480	812	2,800	3,000	800
2013	3,364	3,705	885	3,000	3,250	800
2014	3,444	3,770	928	3,000	3,276	827

Source: Comprehensive Labour Force Survey, MOM

Note:

- 'Full-Time' refers to employment where the normal hours of work is at least 35 hours per week.
- Employers hiring Singapore Citizens and Permanent Residents are required to make CPF contributions for them, if they earn more than \$50 per month.

Table 4B: Median Gross Monthly Income (S\$) From Work of Employed Residents Aged 15 Years and Over by Nature of Employment, 2009 – 2014 (June) - Males

Dollars

Mid-Year	Including Employer CPF			Excluding Employer CPF		
	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time
2009	2,887	3,000	773	2,600	2,708	700
2010	3,000	3,159	825	2,708	2,917	800
2011	3,174	3,441	830	2,917	3,000	800
2012	3,451	3,640	885	3,000	3,250	800
2013	3,654	3,915	966	3,250	3,467	900
2014	3,770	4,000	1,000	3,263	3,502	1,000

Source: Comprehensive Labour Force Survey, MOM

Note:

- 'Full-Time' refers to employment where the normal hours of work is at least 35 hours per week.
- Employers hiring Singapore Citizens and Permanent Residents are required to make CPF contributions for them, if they earn more than \$50 per month.

Table 4C: Median Gross Monthly Income (S\$) From Work of Employed Residents Aged 15 Years and Over by Nature of Employment, 2009 – 2014 (June) - Females

Dollars

Mid-Year	Including Employer CPF			Excluding Employer CPF		
	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time
2009	2,481	2,754	653	2,167	2,492	600
2010	2,481	2,863	692	2,188	2,500	650
2011	2,672	3,099	750	2,383	2,708	700
2012	2,839	3,230	779	2,500	2,828	700
2013	3,016	3,480	836	2,700	3,000	800
2014	3,087	3,518	884	2,708	3,125	800

Source: Comprehensive Labour Force Survey, MOM

Note:

- 'Full-Time' refers to employment where the normal hours of work is at least 35 hours per week.
- Employers hiring Singapore Citizens and Permanent Residents are required to make CPF contributions for them, if they earn more than \$50 per month.

Table 5: Median Gross Monthly Income (S\$) From Work of Full-Time Employed Residents Aged 15 Years and Over by Occupation and Sex, June 2014

Dollars

Occupation (SSOC 2010)	Including Employer CPF			Excluding Employer CPF		
	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time
Total	3,770	4,000	3,518	3,276	3,502	3,125
Managers & Administrators	10,000	10,614	9,154	9,208	9,917	8,330
Working Proprietors	3,250	3,500	3,000	3,250	3,500	3,000
Professionals	6,974	7,270	6,525	6,095	6,417	5,715
Associate Professionals & Technicians	4,060	4,176	4,022	3,563	3,733	3,500
Clerical Support Workers	2,630	2,514	2,696	2,296	2,167	2,344
Service & Sales Workers	2,100	2,387	1,866	1,900	2,110	1,626
Craftsmen & Related Trades Workers	2,495	2,514	1,853	2,167	2,250	1,625
Plant & Machine Operators & Assemblers	1,976	2,000	1,528	1,800	1,867	1,386
Cleaners, Labourers & Related Workers	1,265	1,331	1,197	1,117	1,200	1,083

Source: Comprehensive Labour Force Survey, MOM

Note:

- 'Total' includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation, which are not separately reflected.
- Employers hiring Singapore Citizens and Permanent Residents are required to make CPF contributions for them, if they earn more than S\$50 per month.

Table 6: Median Gross Monthly Income (\$\$) from Work of Full-Time Employed Residents Aged 15 Years and Over by Industry and Sex, June 2014

Dollars

Industry (SSIC 2010)	Including Employer CPF			Excluding Employer CPF		
	Total	Males	Females	Total	Males	Females
Total	3,770	4,000	3,518	3,276	3,502	3,125
C Manufacturing	4,210	4,640	3,451	3,727	4,038	3,000
F Construction	3,480	3,625	3,152	3,128	3,250	2,779
G - U Services	3,750	3,915	3,531	3,250	3,500	3,127
G Wholesale & Retail Trade	3,420	3,707	3,112	3,000	3,263	2,708
H Transportation & Storage	2,797	2,500	3,478	2,500	2,300	3,000
I Accommodation & Food Services	1,915	2,296	1,676	1,733	2,000	1,500
J Information & Communications	5,026	5,907	4,144	4,443	5,150	3,575
K Financial & Insurance Services	6,300	7,380	5,667	5,625	6,625	5,000
L Real Estate Services	3,500	3,500	3,538	3,229	3,150	3,250
M Professional Services	5,026	5,954	4,408	4,550	5,250	3,850
N Administrative & Support Services	2,069	2,010	2,138	1,842	1,800	1,945
O, P Public Administration & Education	5,220	5,925	4,549	4,510	5,208	4,000
Q Health & Social Services	3,518	4,872	3,263	3,092	4,200	2,817
R Arts, Entertainment & Recreation	2,997	3,000	2,978	2,600	2,600	2,583
S - U Other Community, Social & Personal Services	2,514	2,552	2,512	2,200	2,400	2,167
A, B, D, E, V Others	4,060	4,006	4,640	3,600	3,500	4,133

Source: Comprehensive Labour Force Survey, MOM

Note:

- 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- Employers hiring Singapore Citizens and Permanent Residents are required to make CPF contributions for them, if they earn more than \$50 per month.

Table 7: Employed Residents Aged 15 Years and Over by Occupation, Employment Status and Sex, June 2014

Thousands

Sex / Employment Status	Total	Managers & Administrators	Working Proprietors	Professionals	Associate Professionals & Technicians	Clerical Support Workers	Service & Sales Workers	Craftsmen & Related Trades Workers	Plant & Machine Operators & Assemblers	Cleaners, Labourers & Related Workers	Others
Total	2,103.5	267.5	74.8	290.7	483.4	265.3	256.4	82.2	146.4	166.0	70.8
Employers	112.2	38.3	47.0	7.6	6.6	0.2	8.0	3.2	1.1	0.3	-
Employees	1,795.9	225.0	-	272.8	419.2	261.8	224.0	70.2	97.1	155.2	70.7
Own Account Workers	183.9	3.8	27.8	10.1	57.1	1.5	21.2	8.5	47.6	6.2	0.1
Contributing Family Workers	11.4	0.4	-	0.2	0.5	1.8	3.2	0.3	0.6	4.4	-
Males	1,161.0	173.2	53.2	170.4	236.0	64.8	121.2	75.2	125.9	72.1	68.9
Employers	81.1	29.2	34.0	5.5	4.1	-	4.1	2.9	1.0	0.2	-
Employees	947.6	141.1	-	157.7	200.7	64.2	105.3	64.3	78.1	67.5	68.8
Own Account Workers	128.8	2.8	19.2	7.0	31.0	0.4	10.6	7.8	46.5	3.4	0.1
Contributing Family Workers	3.5	0.1	-	0.2	0.2	0.2	1.2	0.2	0.4	1.0	-
Females	942.5	94.3	21.6	120.4	247.4	200.5	135.3	6.9	20.4	93.8	1.9
Employers	31.1	9.1	13.0	2.1	2.4	0.2	3.9	0.2	0.1	-	-
Employees	848.4	83.9	-	115.2	218.6	197.5	118.7	6.0	19.0	87.6	1.9
Own Account Workers	55.1	1.0	8.6	3.1	26.1	1.1	10.6	0.6	1.2	2.8	-
Contributing Family Workers	7.9	0.2	-	0.1	0.3	1.6	2.0	0.1	0.2	3.3	-

Source: Comprehensive Labour Force Survey, MOM

Note: 'Others' includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.

Table 8: Employed Residents Aged Fifteen Years and Over by Employment Status and Sex, 2009 - 2014 (June)

Thousands

Sex / Employment Status	2009	2010	2011	2012	2013	2014
Total	1,869.4	1,962.9	1,998.9	2,040.6	2,056.1	2,103.5
Employers	91.9	104.4	108.2	123.3	128.7	112.2
Employees	1,593.6	1,678.4	1,699.1	1,727.9	1,749.5	1,795.9
Own Account Workers	172.4	169.4	176.9	176.6	167.2	183.9
Contributing Family Workers	11.5	10.8	14.8	12.8	10.8	11.4
Males	1,066.2	1,106.6	1,118.8	1,138.1	1,142.3	1,161.0
Employers	69.5	78.0	79.0	89.6	90.3	81.1
Employees	870.4	904.1	910.8	922.6	931.2	947.6
Own Account Workers	122.8	120.6	124.5	121.9	117.3	128.8
Contributing Family Workers	3.5	3.9	4.6	4.1	3.5	3.5
Females	803.2	856.4	880.1	902.5	913.8	942.5
Employers	22.4	26.4	29.2	33.7	38.4	31.1
Employees	723.2	774.3	788.3	805.4	818.2	848.4
Own Account Workers	49.5	48.8	52.4	54.7	49.8	55.1
Contributing Family Workers	8.1	6.8	10.2	8.7	7.3	7.9

Source: Comprehensive Labour Force Survey, MOM

ANNEX F

Providing Retirement Support and Social Assistance for Singaporeans

1. The Government has multiple strategies to help Singaporeans build their retirement adequacy:

a. Enable workers to work for a longer period

- i. The Retirement and Re-employment Act helps workers work beyond the statutory minimum retirement age;
- ii. the Workfare Income Supplement Scheme encourages older low-income workers to work longer by supplementing their wages and retirement savings with cash payouts and top-ups to their CPF accounts on a regular basis;
- iii. the Special Employment Credit provides employers with financial support to hire older Singaporean workers; and
- iv. the WorkPro scheme incentivises companies to tap on older workers by giving grants for job-redesign, on-the-job training, recruitment, and retention.

b. Enable workers to accumulate more savings

- i. The Government increased CPF and Medisave contribution rates to meet retirement and healthcare needs;
- ii. increased CPF interest rates for older CPF members and CPF members with lower CPF balances⁴⁰;
- iii. launched CPF LIFE to provide assurance of life-long payouts (see below); and
- iv. The Workfare Income Supplement Scheme also supplements the retirement savings of older low-income workers who work regularly (see above).

- c. **Encourage family support.** Through the Retirement Sum Topping-Up Scheme, the Government allows Singaporeans to use their CPF savings or cash to top up their own CPF accounts or those of their loved ones⁴¹. Singaporeans who specifically top up the Special or Retirement Accounts of their loved ones using cash may enjoy tax relief of up to S\$7,000 per year⁴².

⁴⁰ Introduced in 2008, their first \$60,000 of CPF balances will earn an extra 1 percentage point. From January 2016, an additional 1% interest will be paid on the first S\$30,000 of CPF balances of members aged 55 and above.

⁴¹ Loved ones include parents, parents-in-law, grandparents, grandparents-in-law, spouses and siblings.

⁴² The loved one must not have an annual income exceeding S\$4,000 in the year preceding the year of top-up. The income threshold does not apply if the loved one is a person with disabilities.

d. Enable home ownership. The vast majority of Singaporeans are able to own their homes, partially financed with their CPF monies in combination with various grants from the Government. This allows retirees to save on rent in their old age, and provides them with an asset that can be tapped on to supplement their retirement income when needed (see below).

Higher CPF Contribution Rates

2. To help older workers better prepare for retirement, the Government has been raising the total CPF contribution rates for older workers. Since 2015, the Government has raised the CPF contribution rates from employers to all workers to help Singaporeans save more for their future healthcare needs. In other words, employers have had to contribute more to their employees' CPF accounts. The CPF contribution rates for low-wage workers (i.e. those earning below S\$1,500) has also been raised from 2014 to help them save more for their retirement and medical needs. This means that both employers of low wage workers, and these workers themselves, have had to set aside more money in their CPF accounts.

Top-up of CPF Account

3. Between 2009 and 2014, the Government provided various one-off Medisave top-ups to eligible Singaporeans at a total cost of about S\$1.6 billion to the Government. In addition, eligible Singaporeans have received between S\$150 to S\$450 in GST Vouchers (i.e. Medisave top-ups) annually, from 2012, depending on their age and wealth/income levels. The amount of top-ups is not differentiated by gender⁴³.

CPF Retirement Account

4. When a CPF member reaches 55 years old, the savings from his or her Special Account and Ordinary Account would be transferred to a new Retirement Account. From 2016, those who own a property and choose to pledge it or those who have a sufficient amount of their CPF savings to finance the purchase of their property and pay for their housing loan will be able to make a lump sum withdrawal of their CPF savings in excess of their CPF Basic Retirement Sum⁴⁴.
5. Launched in 2009, **CPF LIFE** is a national annuity scheme that provides CPF members with a monthly payout for life from their CPF retirement savings, starting from the payout eligibility age. It improves on the Retirement Sum Scheme, where payouts were only envisaged for about 20 years.

⁴³ For example, in 2013, the Government provided a one-off Medisave top-up of S\$200 for all Singaporeans aged 45 years and above at a total cost of S\$300 million.

⁴⁴ The CPF Basic Retirement Sum is the amount of savings that a CPF member is required to set aside at age 55 in order to ensure a monthly payout to that CPF member when he or she turns 65 years old (through CPF LIFE or the Retirement Sum Scheme).

6. Members with lower CPF balances⁴⁵ will remain on the Retirement Sum Scheme and may apply to receive monthly payments from the payout eligibility age until the balances in their Retirement Account are exhausted. They may also choose to opt in to CPF LIFE any time before they attain the age of 80 years.

Silver Support Scheme

7. Expected to be implemented in 2016, the Silver Support Scheme will provide support to the bottom 30% of Singaporeans aged 65 and above with lesser means⁴⁶. These Singaporeans will receive quarterly payouts between S\$300 and S\$750.

Monetisation of Housing Assets

8. Monetisation of housing assets is another way for seniors to supplement their retirement income. Depending on their family circumstances, preferences and needs, there are various monetisation options available for seniors to unlock the equity in their flats, including:
 - a. subletting of the whole flat or spare bedrooms;
 - b. a Lease Buyback Scheme which allows elderly living in four-room or smaller flats to sell the tail-end lease of their flat to the Government while they continue to live in their flats. Owners have to use the proceeds to top up their CPF Retirement Accounts to specified levels, and can keep the remaining in cash. The household would also get a cash bonus of up to S\$20,000 (for three-room or smaller flats), or S\$10,000 (for four-room flats); and
 - c. moving to a smaller flat. In addition, eligible elderly citizens may apply for the Silver Housing Bonus and receive a cash bonus of up to S\$20,000 if they buy a smaller flat (up to three-rooms), and top up their CPF Retirement Accounts.

Community Resources and Assistance Schemes

9. A person who has no savings and no immediate kin to rely on may approach the nearest Social Service Office, Senior Cluster Network, or FSC in his or her area for assistance and advice in locating community resources and financial assistance schemes. For example:
 - a. **Medifund** is an endowment fund set up by the Government to help Singaporeans who are unable to pay for their medical expenses. It covers inpatient hospital care, specialist outpatient care, and long-term care services. It has been extended to cover primary care at polyclinics from mid-2013 onwards.

⁴⁵ From 2023, CPF members turning 65 will be automatically included in the CPF LIFE scheme if they have at least S\$60,000 in the Retirement Account.

⁴⁶ To ensure that assistance goes to those with lesser means, the Government will look at several factors such as lifetime wages, the level of household support, and housing type. Silver Support is aimed at those with lower total CPF contributions, those whose households have lower incomes and those who are staying in 5-room or smaller flats. In particular, this will benefit elderly women if their families are not well-off. The assessment will be done automatically. There is no need to apply for the Scheme.

- b. **The Community Health Assist Scheme** provides subsidies to lower-to-middle income Singaporeans for medical and dental care at participating private General Practitioners and dental clinics near their homes⁴⁷.
 - c. **ComCare Long Term Assistance (also known as Public Assistance)** provides long-term help to those who are unable to work due to old age, illness or disability, have limited or no means of income, and have little or no family support. This scheme provides a monthly cash allowance from S\$450 for a one-person household and up to S\$1,180 for a four-person household. In addition, beneficiaries receive free medical treatment in polyclinics and public hospitals, assistance in recurrent healthcare consumables, and one-off purchases or replacement of assistive equipment and essential household items. School-going children may also be referred to community-based agencies for supplementary aid, e.g. home help, befriending, and enrolment at day care centres.
 - d. **ComCare Short-to-Medium Term Assistance** is targeted at low-income families and individuals who are temporarily unable to work (e.g. due to illness, caregiving responsibilities), those earning a low income and those who are unemployed and need temporary financial support while they seek employment. A Social Assistance officer will work with the family to develop a plan of action to improve their circumstances. The assistance may include a monthly cash allowance as well as assistance for utilities, rent and transport.
 - e. **ComCare Interim Funds** provide immediate assistance to needy persons who require urgent and temporary relief to tide over a difficult period. Assistance is in the form of cash, vouchers or food rations for up to three months.
10. In addition, various Government agencies and community partners have introduced befriending services for seniors who have limited or no family and social support, and are at risk of social isolation due to psychological, psycho-emotional or physical mobility reasons. Trained volunteers visit and call on these seniors to befriend them, and link them up with the necessary financial or healthcare support.

⁴⁷ From 1 January 2014, all Singapore citizens who meet the per capita household monthly income of S\$1,800 and below can qualify for the Scheme.

ANNEX G

SkillsFuture, Singapore Workforce Skills Qualifications and Workfare Income Supplement Scheme

1. These are among the various capacity-building initiatives, to enable individuals to re-join or remain in the workforce.

SkillsFuture

2. SkillsFuture is a national movement that:
 - a. helps individuals make well-informed choices in their education, training and career;
 - b. develops an integrated, high-quality system of education and training that responds to constantly-evolving industry needs;
 - c. promotes employer recognition and career development based on skills and mastery; and
 - d. fosters a culture that supports and celebrates lifelong learning.
3. SkillsFuture aims to help Singaporeans develop their potential throughout life so that they are fully equipped to take on quality jobs today and in the future, and to enable businesses to unlock the full potential of their employees to drive productivity and growth. Details of the various programmes and initiatives under SkillsFuture are available at www.skillsfuture.sg.

Continuing Education and Training

4. The Singapore Workforce Development Agency enhances the competitiveness of the Singapore workforce by encouraging and supporting individuals (regardless of gender) and employers to engage in continuing education and training. The Singapore Workforce Skills Qualifications (WSQ)⁴⁸ system is a national credentialing system, which trains, develops, assesses and recognises individuals for key competencies that employers look for in potential employees. As at 2014, there were more than 490 Approved Training Organisations accredited by the Singapore Workforce Development Agency to provide WSQ training and assessment in more than 30 industry sectors and cross-industry skill areas. In 2014, more than 267,000 Singaporeans and Singapore Permanent Residents received WSQ training, of which more than 120,000 were women.

⁴⁸ The WSQ is based on national standards that the Singapore Workforce Development Agency develops in consultation with industry players, employers, unions and other Government agencies.

Workfare Income Supplement Scheme

5. The Workfare Income Supplement Scheme was introduced in 2007 as a permanent feature of Singapore's social security system. Older lower-wage Singapore citizens (regardless of gender) are eligible for benefits (in the form of cash and contributions to their CPF accounts) when they work regularly. The scheme was enhanced in 2010 and again in January 2013⁴⁹, to increase the payouts as well as benefit a larger pool of lower-wage workers.

Special Employment Credit

6. The Special Employment Credit was introduced in 2011 to provide financial support to employers to hire older Singaporeans. It was enhanced over the years to help employers cope with manpower cost increases associated with the increase in CPF contribution rates.

⁴⁹ For example, in the 2013 enhancement, the monthly income cap of workers eligible for the Scheme was raised from S\$1,700 to S\$1,900; and payouts were increased from a maximum of S\$2,800 to S\$3,500 per year.

ANNEX H

Healthcare Financing and Supporting Senior Citizens

1. Singapore's initiatives in the area of healthcare financing and in providing support to our senior citizens are detailed below.

Healthcare Financing

2. To ensure that all citizens have access to good and affordable healthcare, the Government committed more funds for healthcare and our expenditure doubled from S\$3.6 billion in financial year 2009 to S\$7.5 billion in financial year 2014⁵⁰.
3. The Singapore healthcare financing system is anchored on both individual responsibility and ensuring affordable healthcare for all through our multi-layered healthcare financing schemes. Government subsidies, coupled with the 3Ms (Medisave⁵¹, MediShield⁵² and Medifund⁵³), are made available equally to men and women to keep basic healthcare affordable for all.
4. To allay Singaporeans' concerns about healthcare affordability, MOH comprehensively reviewed the healthcare financing approach, which resulted in an increase in the Government's share of national health expenditure. This included expanding the coverage of the Medifund safety net⁵⁴, expanding the scope for which Medisave could be used⁵⁵, and increasing risk-pooling.⁵⁶
5. The Government will introduce MediShield Life in end 2015 to replace MediShield, so as to provide better protection against large hospital bills and expensive outpatient treatment for all Singaporeans, for life, regardless of income. The very elderly and those with pre-existing conditions, who are currently not covered under MediShield, will be covered under MediShield Life. MediShield Life premiums will be affordable and fully within Medisave withdrawal limits. To ensure that all Singaporeans benefit from MediShield Life, the Government will provide close to S\$4 billion in subsidies and other forms of financial support over the first five years of MediShield Life.

⁵⁰ Financial year is from April of that year to March of the following year.

⁵¹ Medisave is a compulsory national medical savings scheme which requires workers to set aside part of their income into an individualised account to meet their personal or immediate family's hospitalisation, day surgery and certain outpatient expenses.

⁵² MediShield is a low-cost catastrophic illness insurance scheme to help policyholders meet the medical expenses from major or prolonged illnesses, and for which their Medisave balance would not be sufficient to cover. The premiums for MediShield are payable by Medisave.

⁵³ Medifund is an endowment fund set up by the Government to help needy Singaporeans who are unable to pay for their medical expenses. Medifund acts as a safety net for those who cannot afford the subsidised bill charges, despite Medisave and MediShield coverage.

⁵⁴ Medifund covers treatment costs where bills are larger, i.e. inpatient hospital care, specialist outpatient care and long-term care services. In mid-2013, it was extended to cover primary care at Government polyclinics.

⁵⁵ Medisave may be used for inpatient, day surgery and certain outpatient expenditure such as chemotherapy for cancer treatment, renal dialysis and chronic conditions (e.g. diabetes, high blood pressure), as well as health screening and vaccinations for selected groups. From early 2015 onwards, Medisave may also be used for non-cancer related scans. In addition, elderly patients aged 65 and above may use up to S\$200 of their Medisave for outpatient medical treatment at specialist outpatient clinics in public hospitals and Government polyclinics.

⁵⁶ This was carried out through the introduction of MediShield Life.

Supporting Senior Citizens

6. The proportion of resident elderly (aged 65 years and above) in Singapore is projected to increase from 11.8% in 2015 to 19.1% in 2025. The proportion of resident elderly women has increased from 9.7% in 2009 to 12.1% in 2014, and is projected to rise further to 12.7% in 2015 and 19.8% in 2025.
7. Singapore is starting a national action plan to holistically chart strategies and initiatives to support and enable Singaporeans to age in a supportive and enabling environment. The action plan will cover twelve areas – health and wellness, learning, volunteerism, employment, housing, transport, public spaces, respect and social inclusion, retirement adequacy, healthcare and aged care, protection for vulnerable seniors and research.
8. Singapore promotes an active lifestyle so that our senior citizens (regardless of gender) remain mentally engaged and have a greater sense of purpose to their lives. This includes:
 - a. Organising activities and interest groups in the community to keep seniors physically, mentally and socially active;
 - b. Providing learning programmes and opportunities for senior volunteerism and employability;
 - c. Developing a comprehensive suite of aged care services that are accessible, affordable and of good quality; and
 - d. Providing healthcare benefits for Singapore's pioneer generation (i.e. the cohort aged 65 years and above in 2014, and who obtained citizenship on or before 31 December 1996) through the Pioneer Generation Package.
9. Under the National Wellness Programme, the People's Association organises activities and interest groups in the community to keep seniors physically, mentally and socially active. These activities may range from physical activities such as brisk walking, to interest group activities such as balloon sculpting and healthy cooking.
10. The MOH also works with the Council for Third Age⁵⁷ to promote lifelong learning programmes and opportunities for senior volunteerism and employability.
11. In recognition of the contributions of Singapore's pioneer generation, the Government launched a Pioneer Generation Package focused on healthcare. Pioneers enjoy higher healthcare subsidies⁵⁸, Medisave top-ups every year for life⁵⁹, and special subsidies for MediShield Life premiums when MediShield

⁵⁷ The Council was set up in May 2007 with the role of promoting active ageing in Singapore. It has evolved to play a catalytic role in promoting active living, with a focus on lifelong learning, social gerontology and instilling optimism on senior employability. Through education, outreach and partnership, the Council aims to create a vibrant pro-age society where seniors can participate as integral members according to their interests and abilities, and ultimately fostering a society where seniors live full, active and meaningful lives.

⁵⁸ Pioneers, regardless of gender, enjoy higher healthcare subsidies at Government polyclinics and specialist outpatient clinics in public hospitals. They also enjoy additional subsidies if they visit private General Practitioners (GP) and dental clinics participating in the Community Health Assist Scheme (CHAS). Under CHAS, the Government provides subsidies for lower-to-middle income Singapore citizens for medical and dental care at these private GP clinics.

⁵⁹ Pioneers will receive S\$200 to S\$800 Medisave top-ups each year for life, with more given to those in the older age groups.

Life is implemented in 2017⁶⁰. In addition, pioneers with moderate to severe disabilities may receive cash assistance to help defray the cost of long-term care due to their disabilities⁶¹.

12. MOH is developing a comprehensive suite of aged care services that are accessible, affordable and of good quality. This includes:
 - a. **Expanding residential care services.** MOH will increase the number of nursing home beds from 9,800 beds (as at October 2014) to 17,000 beds by 2020;
 - b. **Enhancing capacity and quality of home-based care.** MOH will increase the capacity of home care services from 6,500 places (as at October 2014) to 10,000 places by 2020; and make home care more integrated and client-centric. To enhance the quality of home care services, MOH issued a set of guidelines in April 2015 articulating the level of care we want to aspire towards for home care services; and
 - c. **Expanding centre-based eldercare services.** MOH will increase the provision of centre-based care services from approximately 2,700 day places (as at October 2014) to 6,200 places by 2020. MOH has also issued a set of guidelines articulating the level of care we aspire towards for centre-based eldercare services.

⁶⁰ Those aged 80 and above in 2014 will have their premiums fully covered by the special premium subsidies and Medisave top-ups.

⁶¹ Under the Pioneer Generation Disability Assistance Scheme, they will receive up to S\$1,200 per year.

ANNEX I

Women's Participation and Achievements in Sports and Cultural Life

Sports

1. The Ministry of Culture, Community and Youth formulates and reviews national policies to achieve the vision of a healthy and physically fit population. Sport Singapore, a statutory board under the Ministry, is the lead agency which implements programmes to develop sports in Singapore.
2. Singapore hosted the inaugural Youth Olympic Games in August 2010. An estimated 3,600 athletes aged 14-18 years from 205 countries and territories competed in the Games, with approximately 47% of the athletes being women. The Games also marked the debut of mixed events featuring teams with both men and women, and athletes from different nationalities participating in various sports. In addition, out of the 30 young people nominated as Young Ambassadors⁶², 60% were women.
3. In May 2013, Singapore won the bid to host the 2014-2018 Women's Tennis Association Finals. The Finals aims to promote the ideals of inclusiveness and expand women's roles in sports and society.
4. In April 2014, Sport Singapore launched ActiveSG, a national movement to make sports more accessible, relevant and affordable to Singaporeans. ActiveSG aims to enable Singaporeans to lead a better life through sports, regardless of age, gender, ability, or other life stage events that may affect their sports participation. For example, recognising the popularity of studio fitness programmes particularly amongst female working adults, ActiveSG introduced new programmes which catered to their needs and interests.
5. With increasing opportunities for sports participation due to the growth in the number of sports facilities and programmes available to the public, the percentage of women participating in sports has increased steadily since 1992, in tandem with the overall sports participation in recent years. In 2011, 42% of adults (aged 13 years and above) and 38% of female adults in Singapore took part in sports at least once a week⁶³, an increase from 38% and 32% respectively in 2001.
6. There are many prominent women who have represented Singapore and have won medals at various regional and international competitions, as well as held leadership positions in sports teams or organisations:

⁶² The Young Ambassadors help to promote the Youth Olympic Games in their regions and communities, and encourage participating athletes to take part in the Cultural and Education Programme. The Programme is a key and unique element of the Games in addition to the sports competitions. It contributes to the athletes' personal development and introduces them to the Olympic values. Based around the five themes of Olympism, Social Responsibility, Skills Development, Expression and Well-being, and Healthy Lifestyle, the Programme offers many interactive activities such as workshops, discussion groups, excursions and team-building exercises.

⁶³ Findings from the National Sports Participation Survey 2011 conducted by then-Singapore Sports Council (SSC). SSC was renamed as Sport Singapore from 1 April 2014.

- a. Table tennis player Isabelle Li Siyun, won a silver medal in the women's table tennis single event at the Singapore 2010 Youth Olympics Games. Isabelle went on to win a silver medal in the women's singles and gold medal in the women's team event at the 2013 South East Asian (SEA) Games in Myanmar, as well as a gold medal in the Women's team event at the 2014 Commonwealth Games and the 2015 SEA Games in Singapore.
- b. The women's table tennis team of Feng Tianwei, Li Jia Wei and Wang Yuegu earned Singapore a bronze medal at the 2012 London Olympic Games. Feng, Singapore's most be-medalled Olympian, also clinched a bronze medal in the women's singles event. The double bronze achievement topped the nation's performance at previous Olympic Games.
- c. Cyclist Dinah Chan, equestrian Janine Khoo and rower Saiyidah Aisyah demonstrated tremendous tenacity and grit by overcoming injuries sustained within three months of the 2013 SEA Games to go on to win a gold medal each in their respective events at the Games,
- d. Swimmer Theresa Goh Rui Si bagged three gold medals, while Boccia athletes Nurulasyiqah Binte Mohammad Taha and Toh Sze Ning, each took home a gold medal, at the 2014 ASEAN Para Games.
- e. Shooters Teo Shun Xie and Jasmine Ser both set new Final Commonwealth Games Records en route to winning a gold medal each at the 2014 Commonwealth Games.
- f. Sprinter Veronica Shanti Pereira won a gold medal in the women's 200m sprint event at the 2015 SEA Games with a new national record of 23.60s.
- g. Currently ranked amongst the top 20 in the world according to the International Netball Federation⁶⁴, Singapore's women's netball national team has been an inspiration to many sports enthusiasts. The sport has grown in popularity over the years, with over 330 schools having introduced netball in their curriculums. More recently, the women's national team overcame defending champions Malaysia to win a gold medal at the 2015 SEA Games, cementing their regional dominance in the sport after winning the Asian Netball Championships in 2014.
- h. Ms Annabel Pennefather, Vice-President of the Singapore National Olympic Council. See Annex B for the achievements of Ms Pennefather.
- i. Mrs Jessie Phua, former President of the Federation Internationale des Quilleurs (FIQ)⁶⁵, was the first Singaporean to head an international sports federation and also the first female President of FIQ. In 2014, Mrs Jessie Phua was elected to the Executive Committee of the Singapore National Olympic Council as one of its four Vice-Presidents, and the Chef de Mission for Singapore's contingent at the 17th Asian Games in Incheon.

⁶⁴ Source: International Netball Federation (INF) world rankings (based on matches up to 1 July 2015), INF (<http://www.netball.org/thrilling-world-class-events/current-world-rankings>)

⁶⁵ FIQ is the world governing body for the sport of bowling founded in 1952.

Cultural Life

7. Besides international awards, many Singaporean women have received recognition and funding support from the National Arts Council, e.g. under the Young Artist Award and Cultural Medallion.
8. Eight women artists were awarded the Young Artist Award from 2009 to 2013⁶⁶. Two of the recent recipients, Lim Woan Wen (in 2011) and Koh Hui Ling (in 2013) were recognised for their artistic excellence, leadership and significant contributions to the arts and culture community. Woan Wen is a lighting designer and has lit over 100 theatre, dance and cross-disciplinary projects in Singapore and overseas. She received multiple Best Lighting Design awards at the Straits Times Life! Theatre Awards. Hui Ling is the Associate Artistic Director of a theatre company that has collaborated with various community groups and actors on theatre pieces touching on social issues, especially issues faced by the elderly.
9. The Cultural Medallion is Singapore's highest honour given to individuals who have achieved excellence in artistic fields. A total of 16 artists were conferred the Cultural Medallion from 2009 to 2013, of which six were women. Amanda Heng, awarded in 2011, is one of Singapore's most prolific artists in 1990s contemporary art. In 2011, she staged her first solo exhibition at the Singapore Art Museum entitled "Amanda Heng: Speak To Me, Walk With Me" which was a three-month major exhibition showcasing over 50 pieces from her. Subsequently in 2012, she was awarded the Gold Award (Print Category) in the Singapore Design Awards 2012 for the same exhibition.
10. There are also more women taking up leadership roles in the key arts and cultural institutions and agencies in Singapore in recent years (see [Annex B](#)).

⁶⁶ A total of 32 artists were awarded the Young Artist Award from 2009 to 2013.

ANNEX J

Mental Capacity Act

1. The Act came into effect in March 2010. It allows individuals 21 years old and above to voluntarily make a Lasting Power of Attorney to appoint one or more proxy decision-makers ("donees") to decide and act on their behalf, in their personal welfare and/or property and financial affairs, should they lose mental capacity. The Act also allows the Court to appoint a deputy to decide and act on behalf of a person who lacks mental capacity where a donee had not previously been appointed.
2. The Act also provides a protective framework for those who have diminished capacity and are vulnerable. A Code of Practice which highlights good practices for proxy decision-makers was also promulgated.

ANNEX K

Summary of Measures in the Marriage and Parenthood Package

Enhancements from 2013 to 2015

1. To **improve access to housing to support earlier marriages and births**, the following initiatives were introduced in 2013:
 - a. Parenthood Priority Scheme whereby first marriage couples with children (including those expecting a child) are given priority allocation for subsidised flats by the Government; and
 - b. Parenthood Provisional Housing Scheme whereby couples can rent a flat from the Government at an affordable rental rate while awaiting the completion of their new flats.
2. The new measures complement existing housing schemes and grants that give first-time applicants and parents with three or more children priority in the purchase of new Government-subsidised flats, and provide grants for married couples to help them finance their flat purchase.
3. To **provide support for conception and delivery costs**, the following measures were enhanced in January 2013:
 - a. enhanced Co-Funding for Assisted Reproduction Technology Treatment, where the Government co-funds up to 75% of the cost of each treatment (both fresh and frozen cycles) received at public hospitals. Previously, the co-funding was 50% and only for fresh cycles; and
 - b. couples may use their Medisave to pay for unlimited number of cycles of Assisted Conception Procedures, subject to a lifetime limit of \$15,000. Previously, Medisave could only be used for three cycles of procedures.
4. To **further defray child-raising costs**, the following initiatives were implemented:
 - a. enhanced subsidies for centre-based infant and child care. All Singapore citizen children enrolled in centre-based care are eligible for a Basic Subsidy of up to S\$300 for child care and S\$600 for infant care per month. Since April 2013, families with monthly household incomes of S\$7,500 and below have been eligible for an Additional Subsidy of S\$200 to S\$540 for infant care and S\$100 to S\$440 for child care per month, with lower-income families receiving more;
 - b. enhanced FDW Levy Concession. Since May 2015, households have enjoyed a S\$205 FDW levy concession, up from S\$145 previously, if they have a child aged below 16 years (extended from 12 years previously), an elderly family member, or family members with disabilities staying in the same household;
 - c. enhanced Baby Bonus Cash Gift. For citizen children born on or after 26

August 2012, parents have received a cash gift of S\$6,000 for each of their first and second children (up from S\$4,000 previously), and S\$8,000 (up from S\$6,000 previously) for each of their third and fourth children. The Baby Bonus Cash Gift complements the Baby Bonus Child Development Account which is a co-savings scheme for children, in which savings deposited by parents are matched dollar-for-dollar by the Government, up to a specified cap (S\$6,000 for first and second children, S\$12,000 for third and fourth children, S\$18,000 for fifth children and above);

- d. enhanced Medisave Grant for Newborns. A CPF Medisave account will be opened for each citizen newborn, with a grant of S\$4,000 credited automatically (up from S\$3,000 in the previous enhancement). The grant can be used to pay for medical expenses incurred from hospitalisation, approved day surgeries and approved outpatient treatments which include recommended vaccinations; and
- e. since March 2013, newborns have been covered under MediShield from birth, without having to be assessed for pre-existing conditions (including congenital and neonatal conditions).

5. **To help working couples manage their work and family commitments, as well as encourage shared parental responsibility**, the following measures were implemented in 2013 and 2015:

- a. since May 2013, parents have had two days of paid child care leave each per year if their youngest citizen child is aged 7-12 years. This was on top of the six days of paid child care leave each year they could have previously received if their youngest child had been below the age of 7;
- b. adoption leave was made mandatory in May 2013 to allow working mothers to care for and bond with their adopted infants;
- c. one week of Government-paid paternity leave was made mandatory in May 2013. Since January 2015, working fathers are also eligible for an additional week of Government-paid paternity leave provided by companies on a voluntary basis; and
- d. since May 2013, working fathers have been eligible to share one week of the 16 weeks of paid maternity leave, subject to the mother's agreement.

ANNEX L

Summary of Measures Pertaining to Women's Charter Amendments in 2011

	Previous Measures	New Measures	Rationale
<u>A Address divorce and its impact</u>			
1	Nil.	Mandatory marriage preparation programmes for couples where one party is aged below 18 years or both parties are aged between 18 and 21 years, at the time of their marriage.	The risk of divorce is found to be highest among such couples (who are minors at the time of their marriage), compared to the general population of married persons. The programme helps them to understand issues relating to marriage and life together as husband and wife.
2	The Court may direct some divorcing couples to mediation or to attend counselling after filing for divorce where the Court believed that it was in the interest of the parties or their children to do so.	Mandatory mediation/ counselling if children are below 21 years of age.	This helps couples come to an agreement on post-divorce parenting and care arrangements that are in the best interests of their children.
3	A failure by couples to attend court-directed counselling did not constitute contempt of court.	The Court may make further orders, e.g. stay of proceedings or order parties to pay costs.	This discourages divorcing couples from not complying with court-directed counselling.
4	If parties obtained a divorce in a foreign court, the Singapore Court could not make orders on ancillary matters such as the division of matrimonial assets, maintenance of the wife and children, and the custody of children. The Court also had limited power to enforce foreign ancillary orders.	For foreign divorces, the Court may make and enforce ancillary orders (except for enforcement of maintenance orders).	This helps Singaporeans who marry foreigners and later obtain divorces overseas, especially if they move back to Singapore or have assets in Singapore.
5	The Court may order a parent to pay maintenance for the benefit of the child in such manner as the Court deems fit.	The Court may make orders for matrimonial assets divided between the parents to be transferred into their child's Child Development Account ⁶⁷ .	This safeguards the interests of the children of divorced parents, by earmarking some money from the matrimonial assets, for the development of the child.

⁶⁷ See [Annex K](#) for an explanation of the Child Development Account.

Previous Measures	New Measures	Rationale	
B Enhance enforcement of maintenance orders			
6		The Court may order the defaulter to post a banker's guarantee against future defaults, attend financial counselling and/or perform community service.	This allows the complainant to draw on the guarantee amount in a subsequent default. The additional punitive measures also deter defaults.
7	A person defaulting on maintenance payments may be levied a fine, sentenced to imprisonment or have a garnishee order made against him.	Allow claimants of maintenance, their caregiver(s) or a person that they authorise, to report maintenance debts to designated credit bureau(s).	This exerts social pressure on defaulters to clear their maintenance arrears which would otherwise be reported to designated credit bureau(s) and reflected in the defaulters' credit report.
8		Divorcees who are remarrying need to declare in the presence of their new spouses, whether they have any maintenance arrears towards their ex-wives or children from their previous marriage(s).	This helps to remind new couples of previous familial commitments that they must continue to fulfil.
9	Nil.	The Court may obtain the defaulter's employment information from the CPF Board.	This facilitates the Court in issuing more attachment of earnings orders i.e. direct deductions of maintenance payments from the defaulter's wages.
10	The Court may order parties to furnish information on their financial status administratively	The Court may order parties to provide information on their financial status in maintenance proceedings.	This gives the Court more power to obtain financial information.
C Other measures/amendments			
11	Service of court summons is done personally.	Service of summons for variation / enforcement of maintenance and attachment of earnings order is done via registered post.	This makes it easier for applicants to serve such orders.

	Previous Measures	New Measures	Rationale
12	Section 130 of the Women's Charter provides that the Court shall, whenever practicable, have regard to the advice of a person who is trained or experienced in child welfare when considering any question relating to the custody of any child.	Similar provision is incorporated in the Guardianship of Infants Act as a related amendment.	This allows the Court, in guardianship proceedings, to similarly consider the advice of persons trained or experienced in child welfare.
13	Nil	Amendment to the CPF Act to enable the Court to deal with division of matrimonial assets involving the parties' CPF monies in the case of a foreign divorce.	This allows the Court to deal with the division of CPF monies in foreign divorces in the same way as local divorces.

ANNEX M

Events and Programmes Relating to Muslim Issues

1. MUIS and its partners have organised various events and programmes relating to Muslim issues.

Conferences on Financial Planning for Muslims

2. The conferences organised by the Muslim Financial Planning Association between 2009 and 2014, and supported by MUIS, are as follows:
 - a. Seminar for Wills, Inheritance and Estate Planning on 15 July 2009;
 - b. Conference on Islamic Inheritance – Updates and Developments on 5 August 2010; and
 - c. Financial Planning for Muslims – Current Issues in Insurance and Trusts on 30 August 2012.
3. These conferences aimed to:
 - a. educate the community on how Muslim law can be aligned to civil law while keeping true to the higher objectives of the Muslim law; and
 - b. create awareness among practitioners and members of the public on the importance of financial planning in securing the rights and welfare of their family members (regardless of gender).

Events and Programmes which Raised Awareness of Gender Issues in Islam

4. MUIS and its partners also increase interest in and widen the discussion on gender issues in Islam through events and programmes. Some examples of such events and programmes are as follows:
 - a. MUIS held the inaugural Seminar Muslimah Masjid (Female Mosque Activists Convention) on 25 September 2011. Attended by 500 female activists from local mosques, the Convention paid tribute to the activists for their contributions and identified their strategic roles in the mosque sector for the next five years. The Convention highlighted the growing number of women – a 76% increase from 2000 to 2010 – appointed to the Mosque Management Boards⁶⁸. More women are also holding key appointments on such Boards, e.g. Secretary, Treasurer, and key staff positions in the mosques like Mosque Managers and Education Managers;
 - b. During Symposium Wanita 2011⁶⁹ organised by Persatuan Pemudi Islam Singapura (Singapore Muslim Women's Association), the keynote address

⁶⁸ From 63 women in 2000 to 111 in 2010. Women constitute 15% of the total number of Mosque Management Board members.

⁶⁹ Symposium for Women. The Symposium aimed to empower Malay Muslim Women with skills and knowledge to improve themselves and their family as well as be contributing members of the society.

was delivered by the Mufti⁷⁰ of Singapore. The theme for the symposium was the re-evaluation of society's perception of women;

- c. MUIS organised a workshop on 13 April 2012 titled "Gender Equality and Muslim Family Laws: Challenges and Opportunities"⁷¹, and on 13 July 2012 titled "Rethinking Islamic Reform Framework: References and Meaning"⁷². The aim of these workshops was to encourage reform-minded thinking among religious leaders, including on gender relations, based on Islamic points of reference;
- d. MUIS Academy, together with the Law Society of Singapore, organised a workshop on 31 August 2013, titled: "Legal Forum For Asatizah"⁷³. In one of the three breakout sessions, participants were engaged on legal issues related to Family Law and women's rights;
- e. MUIS supported and participated as a speaker for a talk organised by Islamicevents.sg on 14 December 2013, which focused on emphasising the equality of men and women within the Quranic gender paradigm, and that marriage is a partnership with mutual rights and responsibilities;
- f. MUIS designed a module on gender and CEDAW, for the Advanced Asatizah Executive Development Programme for high-potential asatizah. The module exposes them to emerging gender issues and encourages them to reflect on the application and practice of Muslim family law vis-à-vis the Islamic paradigm on gender and women's rights. Following the introduction of this gender module in October 2010, MUIS conducted four runs, with the latest in April 2014. One of the runs included a closed-door dialogue session between the asatizah and representatives from a local women organisation, Association of Women for Action and Research. The dialogue allowed asatizah to better appreciate the Association's concerns on some aspects of Muslim family law;
- g. MUIS Academy also designed a module on Gender and Islam as part of the Continuous Professional Education programme for religious teachers listed under the Asatizah Recognition Scheme. This module is targeted at a wider group of asatizah. The aim of the module is to introduce participants to the main themes and issues relevant to the study of gender, including its theoretical and historical background. Specific focus is given to the discourse of women and gender in Islam; and to discussing the notion of Islamic feminism and their attempts to reform. So far, two runs of this module have been conducted in June 2014 and December 2014 respectively; and

⁷⁰ Mufti is a Muslim legal expert who is empowered to give rulings on religious matters. The Mufti of Singapore is appointed by the President of Singapore. The current Mufti of Singapore is Dr Ustaz Mohamed Fatris bin Bakaram.

⁷¹ Conducted by Professor Ziba Mir-Hosseini who is currently Professorial Research Associate at the Centre for Middle Eastern and Islamic Law, University of London.

⁷² Conducted by Professor Tariq Ramadan who is currently Professor of Contemporary Islamic Studies, Oxford University.

⁷³ Asatizah refers to a religious teacher.

h. The Mosque Muslimah (Mosque Women Network) organised the inaugural Muslimah (Muslim Women) Seminar on 25 September 2011. The seminar seeks to empower Muslim women and create a culture of women leadership in mosques. The second seminar, renamed the Muslimah Summit, was held on 23 November 2014. Other than acknowledging Muslim women's involvement in leadership positions in the mosques, the Summit also focused on Muslim women's contributions and involvement in leadership positions outside the mosques. More than 250 women turned up for the event. The invited speakers for the Summit were Dr Aldila Dato' Isahak and Dr Fatimah Abdullah, both currently lecturing at the International Islamic University Malaysia. Both events were strongly supported by MUIS.

ANNEX N

Appointment of Women to Important Positions in Muslim Community

1. As at end 2014, there were four Muslim women⁷⁴ members of the Appeal Board to hear appeals from decisions of the Syariah Court, Kadi or Naib Kadi⁷⁵, up from three women in 2009. Mdm Animah Binte Abdul Gani is the Registrar of the Syariah Court. Ms Rahayu Mahzam served as the Deputy Registrar of the Syariah Court from 2013 to 2015⁷⁶. In 2012, Ms Salmiah Hamid was appointed Senior Assistant Director at the Syariah Court and was re-designated as Deputy Director in 2015. These developments marked the increased representation of women in administering Muslim family law in Singapore.
2. Mdm Zuraidah Bte Abdullah, Senior Assistant Commissioner of Police, is the Chairperson of the Malay Heritage Foundation and a member of the National Library Board. In addition, three women are on the board of MUIS. They are Dr Rufaihah Binte Abdul Jalil (appointed since June 2012), Ms Nora Bte Rustham (appointed since August 2013) and Mdm Tuminah Sapawi (appointed since September 2013).
3. Since 2007, Muslim women have held CEO positions in Yayasan Mendaki, a pioneer self-help group for the Malay community in Singapore formed in 1982 to empower the community through excellence in education. Mdm Zuraidah was the CEO from 2007 to 2009, followed by Mdm Moliah Bte Hashim from 2010 to 2013. In November 2013, Mdm Tuminah Bte Sapawi took over as the CEO of Mendaki. Prior to this, she served in the Family Strengthening Branch of the Ministry of Social and Family Development's ComCare and Social Support Division for five years.

⁷⁴ They are Mdm Harinah Bte Abdul Latiff, Head of Department for Syariah, Madrasah Aljunied Al-Islamiah; Mdm Hamidah Bte Ibrahim, District Judge of the State Courts; Mdm Faridah Eryani Bte Pairin, Senior Executive Legal Officer of the Housing and Development Board; and Ms Salina Bte Ishak, District Judge of the State Courts. Their appointments are until 31 December 2015.

⁷⁵ Assistant Kadi.

⁷⁶ Ms Rahayu Mahzam is also a Member of Parliament in the 13th Parliament of Singapore.

ANNEX O

Statistics on Violence Against Women

1. The number of applications for protection orders filed by women decreased by 3% from 2009 to 2014.

Table 1: Number of applications for Personal Protection Orders (PPOs)/Expedited Orders (EOs)/Domestic Exclusion Orders (DEOs) filed by women

Year	2009	2010	2011	2012	2013	2014
Total⁷⁷	2,268	2,332	2,223	2,334	2,383	2,194

Source: Family Justice Courts

2. The number of female rape victims decreased significantly by 19% from 2009 to 2014, while the number of female victims whose modesty was outraged increased by 9% over the same period.

Table 2: Number of Female Rape Victims

Year	2009	2010	2011	2012	2013	2014
Victims 21 years of age or younger	136	113	105	97	83	115
Victims above 21 years of age	67	52	45	41	40	50
Total	203	165	150	138	123	165

Source: Singapore Police Force

Table 3: Number of Female Victims whose Modesty was Outraged

Year	2009	2010	2011	2012	2013	2014
Victims 21 years of age or younger	585	681	586	585	579	567
Victims above 21 years of age	666	753	810	828	767	789
Victims whose age were unknown	2	3	4	4	3	4
Total	1,253	1,437	1,400	1,417	1,349	1,360

Source: Singapore Police Force

⁷⁷ A Personal Protection Order (PPO) is an order which prevents the perpetrator (i.e. the respondent) from using violence against the applicant (i.e. the complainant). The process starts with an application for a PPO filed by the applicant before a Duty Judge who will fix a Court hearing date if the application is accepted. Pending the hearing, a temporary PPO called an Expedited Order (EO) is granted if the Duty Judge is satisfied that there is imminent danger of family violence being committed again against the applicant. A PPO is made by a Judge only after a Court hearing between the applicant and the perpetrator. If the applicant has also applied for a Domestic Exclusion Order (DEO) when making the PPO application, the Judge can also make a DEO. A DEO is an order restraining the respondent from entering the applicant's residence or parts of the residence. The applicant can apply for a PPO only or a PPO with EO. The applicant can also apply for a DEO when the applicant applies for a PPO unless a PPO has already been granted from an earlier application in which case the applicant can apply for DEO only. Where the applicant does not have a PPO, the applicant can apply for PPO, EO and DEO at the same time. Statistics comprise applications of PPO only; DEO only; PPO and EO; PPO and DEO; as well as PPO, EO and DEO.

ANNEX P

Services and Programmes for Victims of Family Violence

1. The services and programmes for victims of family violence include:
 - a. Hotline services such as the ComCare Call (an initiative of the Government), FSC hotlines, as well as helplines run by voluntary welfare organisations such as the Centre for Promoting Alternatives to Violence (PAVE), and Temasek Reachout and Neighbourhood Service (TRANS);
 - b. Crisis shelters which provide women and their children with temporary accommodation, protection, practical assistance and emotional support. These are run by voluntary welfare organisations such as the Archdiocesan Commission for the Pastoral Care of Migrants and Itinerant People;
 - c. Counselling services by voluntary welfare organisations such as PAVE and TRANS;
 - d. Translation services; and
 - e. Other support services depending on the needs of the victim.
2. Women who experience violence in Singapore and are in need of help and protection may approach any of the agencies in the NRVNS for assistance, such as the Police or FSCs. The Police, for example, may function as the liaison to check whether various voluntary welfare organisations are able to provide shelter. Consent will be sought before referrals are made to these organisations.
3. The NRVNS links the Police and FSCs to other services such as medical and psychological services. The NRVNS ensures that appropriate referrals are made to meet the varying needs of victims of violence.
4. Depending on the circumstances of the case, child victims may be able to remain in their parents' care, if there are adequate safety plans and support services in place. However, if an alternative care arrangement is necessary, community-based care options such as kinship care or foster care are preferred. Children for whom suitable kin or foster carers cannot be found will be placed and cared for in licensed Children and Young Persons Homes.
5. The Government works closely with the Homes, FSCs and voluntary welfare organisations to ensure that services to victims of violence are adequate and appropriate to serve their needs.
6. The Government monitors these services and programmes regularly with a view to enhancing the level of assistance to victims of violence.

ANNEX Q

Projects Funded Under the Funding Scheme for Public Education Initiatives to Empower Families Facing Multiple Stress Factors

1. To involve the community in tackling family violence, the Inter-Ministry Committee on Dysfunctional Families set up the Funding Scheme for Public Education Initiatives to Empower Families Facing Multiple Stress Factors⁷⁸. Organisations may apply for financial support for their public education initiatives. Examples of funded projects include the following:
 - a. The **Singapore Indian Development Association** held two family violence roadshows entitled “Respecting Relationships, Protecting Families” which aimed to increase awareness of family violence within the Indian community in Singapore. The Association also held a mass media campaign which touched on family violence and its impact on the family. It was carried through television commercials and radio advertisements;
 - b. PAVE, in collaboration with Assumption Pathway School (APS), developed and produced a family violence skit entitled “Family Violence – Is it for real? Or just drama? An APS-PAVE outreach effort”. The project aimed to raise awareness on the issue of family violence to academically-challenged students at APS; and
 - c. The **Tanglin Family Violence Working Group**, fronted by KK Women's and Children's Hospital, held two concurrent workshops for women and children to raise awareness of family violence and child sexual abuse, and how to prevent it.

⁷⁸ The Committee was set up in 2007 to study the issue of dysfunctional families in Singapore. It focused on how to prevent families from falling into dysfunctionality, as well as how best to support families that were already dysfunctional. The Committee completed its work in 2008, but the Funding Scheme continued, and is now administered by MSF.

ANNEX R

Marital Rape

1. Under the Penal Code, it is an offence for a husband to engage in non-consensual sexual intercourse with his wife if:
 - a. his wife is living apart from him under an interim judgment of divorce or an interim judgement of nullity;
 - b. his wife is living apart from him under a judgment of judicial separation or a written separation agreement;
 - c. his wife is living apart from him and proceedings have commenced (but not terminated or concluded) for divorce, nullity or judicial separation;
 - d. there is a court injunction in force, that restrains him from having sexual intercourse with his wife;
 - e. there is a protection order or expedited order in force against him for the benefit of his wife; or
 - f. his wife is living apart from him, and proceedings have commenced (but not been terminated or concluded) for a protection order or expedited order for the benefit of his wife.

