











# Singapore

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>65.0</b>	<b>64.2</b>	<b>84.4</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Singapore, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Singapore). The scores for Singapore are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0 Legal frameworks score	50.0	75.0	25.0	75.0	100.0	50.0	75.0	25.0	100.0	75.0
WBL 2.0 Supportive frameworks score	100.0	66.7	100.0	0.0	100.0	33.3	75.0	0.0	66.7	100.0
WBL 2.0 Expert opinions score	75.0	100.0	87.5	43.8	100.0	100.0	75.0	75.0	100.0	87.5

In summary, the **WBL 2.0 legal frameworks score** for Singapore (65.0 out of 100.0) is higher than the global average (64.2) and higher than the East Asia & Pacific regional average (57.8). When it comes to constraints related to marriage and laws affecting women's property and inheritance, Singapore obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Singapore is on the indicator measuring laws affecting women's decisions to work. To improve on the Workplace indicator, Singapore may wish to consider prohibiting discrimination in employment based on gender, prohibiting discrimination in recruitment based on marital status, parental status, and age and allowing employees to request flexible work.

The **WBL 2.0 supportive frameworks score** for Singapore (64.2 out of 100.0) is higher than the global average (39.5) and higher than the East Asia & Pacific regional average (33.9). When it comes to supportive frameworks affecting women's safety, supportive frameworks affecting women's decisions to work, supportive frameworks related to marriage and supportive frameworks affecting the size of a woman's pension, Singapore obtains a perfect score (100.0 out of 100.0). As

an example, one of the lowest scores for Singapore is on the indicator measuring supportive frameworks affecting women's pay. To improve on the Pay indicator, Singapore may wish to consider putting in place pay transparency measures or enforcement mechanisms to address the gender pay gap and publishing sex-disaggregated data on employment in different industries or sectors at least on an annual basis.

The **WBL 2.0 expert opinions score** for Singapore (84.4 out of 100.0) is higher than the global average (65.7) and higher than the East Asia & Pacific regional average (64.8). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children and expert opinions on women's property and inheritance, Singapore obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Singapore is on the indicator measuring expert opinions on women's pay.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Does the law address child marriage?	Yes	Women's Charter, Secs. 9, 21(1)(b), 21A, 40(2)(c), 40(3), 105, and Schedule II, as amended by Women's Charter (Amendment) Act 2022, Secs. 6, 13-14, 33
Does the law address sexual harassment?	Yes	Protection from Harassment Act, Secs. 3, 7. Illustrations(a), 7(6), and 11-13; Penal Code, Secs. 377BC-BE
Does the law address domestic violence?	No	No applicable provisions could be located
Does the law address femicide?	No	No applicable provisions could be located
<b>Mobility</b>		
Can a woman choose where to live in the same way as a man?	Yes	Women's Charter, Sec. 52
Can a woman travel internationally in the same way as a man?	Yes	Passport Act, Sec. 6; Women's Charter, Sec. 47
Can a woman travel outside her home in the same way as a man?	Yes	Women's Charter, Sec. 52
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	No	Constitution of the Republic of Singapore, Arts. 121(2)(c), 122(1)(b) and 123(2); Singapore Citizenship Rules, Art. 4(d)
<b>Workplace</b>		
Can a woman get a job in the same way as a man?	Yes	Women's Charter, Sec. 47
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
<b>Pay</b>		
Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
<b>Marriage</b>		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Women's Charter, Sec. 48
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Women's Charter, Sec. 48
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Women's Charter, Sec. 95(1)
Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
<b>Parenthood</b>		

Is paid leave of at least 14 weeks available to mothers?	Yes	Child Development Co-Savings Act, Secs. 9, 12E(2), (5) and (8); Employment Act, Sec. 76
Are leave benefits for mothers paid solely by the government?	No	Child Development Co-Savings Act, Secs. 9, 9(A) and 10
Is paid leave available to fathers?	Yes	Child Development Co-Savings Act, Sec. 12H(1)
Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
<b>Childcare</b>		
Does the law establish the provision of center-based childcare services?	Yes	Early Childhood Development Centers Act 2017, Secs. 2, 3 and 6; Early Childhood Development Centers Act Regulations 2018, Sec. 2
Does the law establish any form of support for families for childcare services?	Yes	Early Childhood Development Centers Regulations 2018, Sec. 64(11); Official Website of the Early Childhood Development Agency; Income Tax Act 1947, Sec. 13(1)(zb)
Does the law establish any form of support for nonstate childcare providers?	Yes	Official Website of Early Childhood Development Agency
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Women's Charter, Sec. 50; Companies Act, Sec. 17(1)
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Women's Charter, Sec. 50, 53 and 54; Land Titles Act 1993
Do sons and daughters have equal rights to inherit assets?	Yes	Intestate Succession Act, Sec. 7 (Rule 3)
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Intestate Succession Act, Sec. 7 (Rules 1-4)
Does the law provide for the valuation of nonmonetary contributions?	Yes	Women's Charter, Sec. 112(2)(d)
<b>Pension</b>		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Retirement and Re-employment Act, Sec. 4(1); Retirement and Re-employment (Prescribed Minimum Retirement Age) Notification 2022
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
Is the mandatory retirement age for a woman and a man the same?	Yes	Retirement and Re-employment Act, Sec. 4(2); Retirement and Re-employment (Prescribed Minimum Retirement Age) Notification 2022
Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Tripartite Advisory on Managing Workplace Harassment; Care Corner Project StART; One-Stop Abuse Forensic Examination (OneSAFE) Centre; Victim Care Cadre Programme; Sexual Crime and Family Violence Command
Are special procedures in place for cases of sexual harassment?	Yes	Protection from Harassment Act 2014, Part 3A; Protection from Harassment Act, Secs. 12 and 13
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Ministry of Social and Family Development

Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	National Family Violence Networking System (NFVNS)
<b>Mobility</b>		
Are passport application processes the same for a woman and a man?	Yes	Passport application form; Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Ministry of Manpower Fair Consideration Framework
Has the government published guidelines on nondiscrimination based on gender in recruitment?	Yes	Tripartite Alliance: Tripartite Guidelines on Fair Employment Practices
Has the government published guidelines on flexible work arrangements?	Yes	Tripartite Alliance: Tripartite Advisory on Flexible Work Arrangements
<b>Pay</b>		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	No	Insufficient evidence located
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	Family Justice Rules 2014, Secs. 83, 482(1)(b), 688(1), 815, 819, 836 and 842
Are there specialized family courts?	Yes	Family Justice Rules, Secs. 22, 23, 24 and 26
Is legal aid available for family law disputes?	Yes	Legal Aid Bureau
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Government Paid Leave Portal Website
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of Early Childhood Development Agency
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Government Website SupportGoWhere; Official Website of the Early Childhood Development Agency
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	Yes	Official Website of Early Childhood Development Agency
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
<b>Assets</b>		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Women's Charter, Sec. 50, 52 and 53; Land Titles Act 1993, Sec. 53; Conveyancing and Law of Property Act 1886, Sec. 66A
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Nationwide Conversations on Singapore Women's Development



Have anonymized sex-disaggregated data on property ownership been published?

No

Insufficient evidence located

**Pension**

Are incentives in place to increase women's retirement benefits?

Yes

Website of Internal Revenue Authority of Singapore; Central Provident Fund (Retirement Sum Topping-Up Scheme) Regulations, Art. 7

Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?

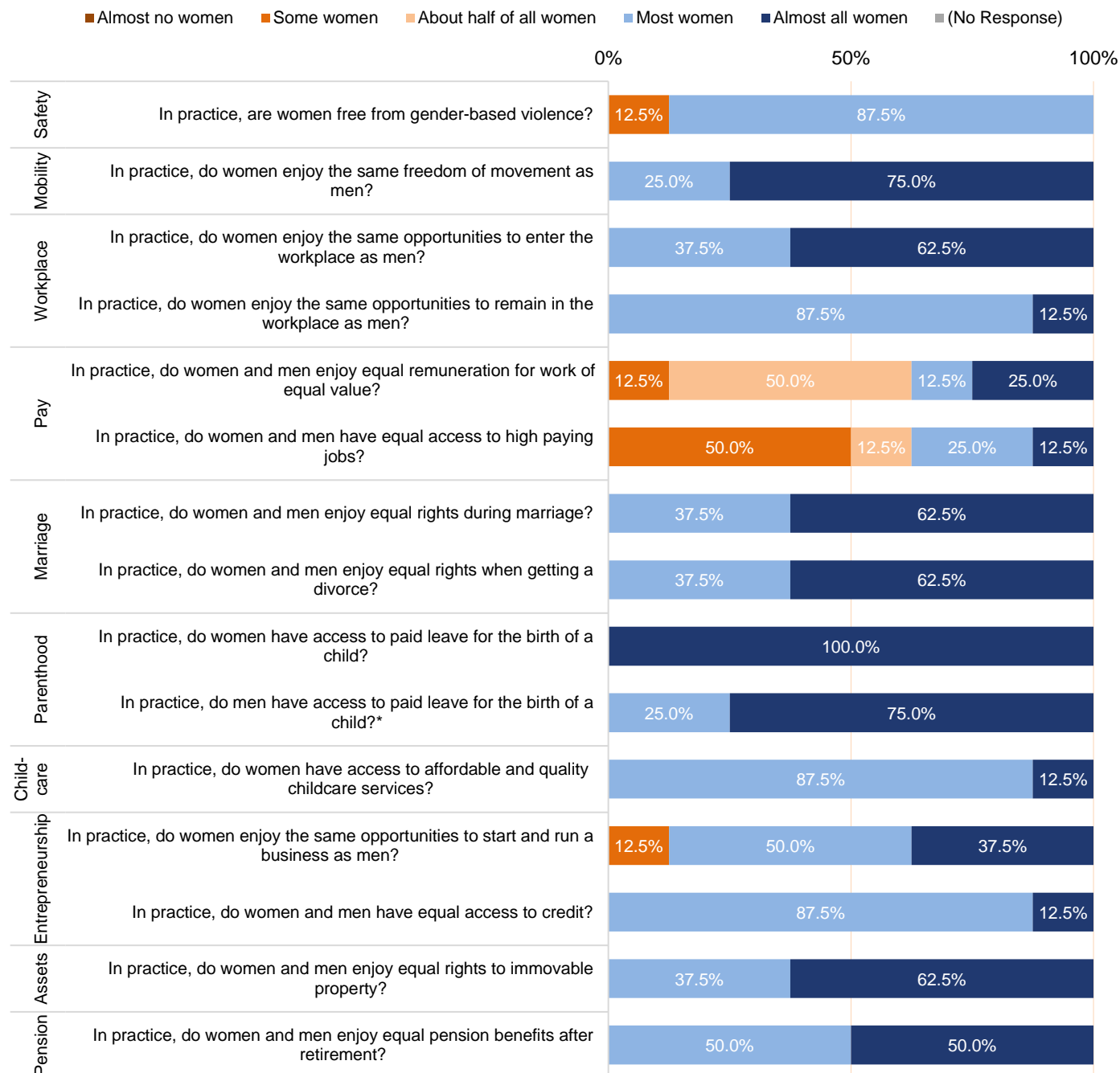
Yes

Central Provident Fund Board: Report on Non-Payment and/or Underpayment of CPF Contributions

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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.