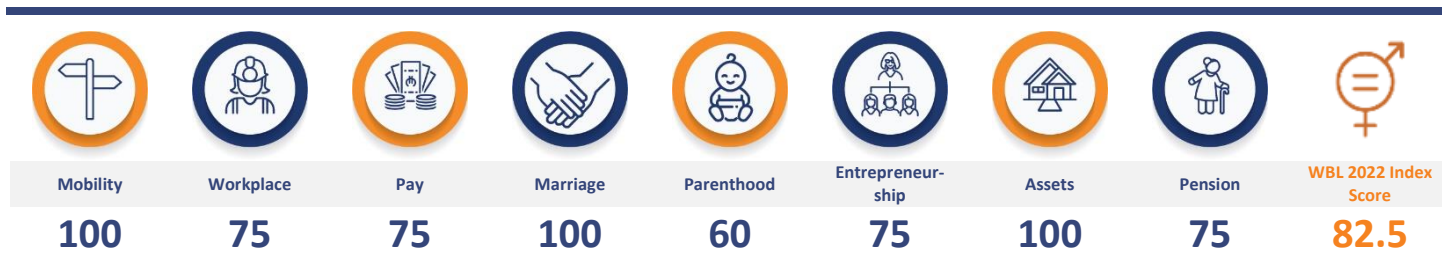


Singapore

Women, Business and the Law 2022 (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Singapore). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Singapore scores 82.5 out of 100**. The overall score for Singapore is higher than the regional average observed across East Asia and the Pacific (71.9). Within the East Asia and the Pacific region, the maximum score observed is 91.9 (Hong Kong SAR, China).

Singapore - Scores for Women, Business and the Law 2022



Relative Strengths

When it comes to constraints on freedom of movement, constraints related to marriage, and gender differences in property and inheritance, Singapore gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's decisions to work, laws affecting women's pay, laws affecting women's work after having children, constraints on women starting and running a business, and laws affecting the size of a woman's pension, Singapore could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Singapore is on the indicator measuring laws affecting women's work after having children (the WBL2022 Parenthood indicator). To improve on the Parenthood indicator, Singapore may wish to consider making the government administer 100% of maternity leave benefits, and prohibiting the dismissal of pregnant workers.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2020 – October 1st, 2021).



Further data details for Singapore are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/singapore/2022>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Women's Charter, Sec. 47
	Can a woman travel outside her home in the same way as a man?	Yes	Women's Charter, Sec. 47
	Can a woman apply for a passport in the same way as a man?	Yes	Passport Act, Sec. 6; Passport application procedures and form
Workplace	Can a woman travel outside the country in the same way as a man?	Yes	Women's Charter, Sec. 46(2)
	Can a woman get a job in the same way as a man?	Yes	Women's Charter, Sec. 46(2)
	Does the law prohibit discrimination in employment based on gender?	No	No applicable provisions could be located
	Is there legislation on sexual harassment in employment?	Yes	Protection from Harassment Act, Secs. 3 and 4
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Protection from Harassment Act, Secs. 3 and 4 <i>Civil:</i> Protection from Harassment Act, Secs. 3 and 11
	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
Marriage	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
	Is there no legal provision that requires a married woman to obey her husband?	Yes	Women's Charter, Sec. 46(4)
	Can a woman be head of household in the same way as a man?	Yes	Women's Charter, Sec. 46(4)
	Is there legislation specifically addressing domestic violence?	Yes	Women's Charter, Part. VII
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Women's Charter, Sec. 95(1)
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	Child Development Co-Savings Act (Ch. 38A), Sec. 9; Employment Act, Sec. 76
	Does the government pay 100% of maternity leave benefits?	No	Child Development Co-Savings Act (Ch. 38A), Secs. 9, 9(A) and 10
	Is paid leave available to fathers?	Yes	Child Development Co-Savings Act (Ch. 38A), Sec. 12H
	Is there paid parental leave?	Yes	Child Development Co-Savings Act (Ch. 38A), Secs. 12E(2), (5) and (7)
Entrepreneurship	Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	Women's Charter, Sec. 51(b)
	Can a woman register a business in the same way as a man?	Yes	Companies Act, Sec. 17(1)
Assets	Can a woman open a bank account in the same way as man?	Yes	Women's Charter, Sec. 51(b)
	Do men and women have equal ownership rights to immovable property?	Yes	Women's Charter, Secs. 51(a) and 52
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Intestate Succession Act, Sec. 7 (Rule 3)
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Intestate Succession Act, Sec. 7 (Rules 1-4)
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Women's Charter, Secs. 51 and 52
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Women's Charter, Sec. 112(2)(d)
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: Retirement and Re-employment Act (Ch.274A) (revised on 30 September 2012), Sec. 4. Men: Retirement and Re-employment Act (Ch.274A) (revised on 30 September 2012), Sec. 4
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Women: Retirement and Re-employment Act (Ch.274A) (revised on 30 September 2012), Sec. 4. Men: Retirement and Re-employment Act (Ch.274A) (revised on 30 September 2012), Sec. 4
	Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located