

Singapore



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.

		Þ			¥.	Ċ,	A B C			
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepren- eurship	Assets	Pension
Legal frameworks score	50.0	75.0	25.0	75.0	100.0	50.0	75.0	25.0	100.0	75.0
Supportive frameworks score	100.0	66.7	100.0	0.0	100.0	33.3	75.0	0.0	66.7	100.0
Expert opinions score	75.0	100.0	87.5	43.8	100.0	100.0	75.0	75.0	100.0	87.5

Women, Business and the Law 2024 2.0 indicator scores

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



WOMEN, BUSINESS AND THE LAW 2024

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.

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	No	No applicable provisions could be located
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	Yes	Protection from Harassment Act, Secs. 3, 7. Illustrations(a), 7(6), and 11-13; Penal Code, Secs. 377BC-BE
Is there legislation on 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
Mobility		
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 choose where to live in the same way as a man?	Yes	Women's Charter, Sec. 52
Can a woman travel outside her home in the same way as a man?	Yes	Women's Charter, Sec. 52
Do women and men have equal rights to confer citizenship to 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)
Workplace		
Can a woman get a job in the same way as a man?	Yes	Women's Charter, Sec. 47
Does the law prohibit discrimination in employment based on gender?	No	No applicable provisions could be located
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
Рау		
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 an industrial job 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 be "head of household" or "head of family" in the same way as a man?	Yes	Women's Charter, Sec. 48
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 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
Parenthood		

WBL 2.0 legal frameworks data





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 there 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
Childcare		
Does the law establish provision of childcare services in center- based settings?	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 to 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 to non-state childcare providers?	Yes	Official Website of Early Childhood Development Agency
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located
Entrepreneurship		
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 on 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
Assets		
Do men and women 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 from their parents?	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)
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Retirement and Re-employment Act, Sec. 4(1); Retirement and Re- employment (Prescribed Minimum Retirement Age) Notification 2022
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	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
Safety		
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 there special procedures for cases of sexual harassment?	Yes	Protection from Harassment Act 2014, Part 3A; Protection from Harassment Act, Secs. 12 and 13





Is there a government entity responsible for the monitoring and implementation of national services, plane sand programmes addressing violence against women? Is there an annual budgetagr valuecation to wards violence against women risk mitigation, prevention and response programs? Mobility Area passport application processes the same for women and men? Yes Passport application processes the same for women and men? Yes Passport application processes for official identity documents the same for women and men? Yes Is there a narrout policy or plan that explicitly considers the same for women and men? Yes Specific mobility needs of women in public transportation? Yes Tripartite Alliance: Tripartite Guidelines on Fair Employment Practices discrimination based on gender in recruitment? Yes Iripartite Alliance: Tripartite Guidelines on Fair Employment Practices discrimination based on gender in recruitment? Yes Is there a specialized body that receives complaints about gender discrimination address the gender pay gen? Specific mobility and the same for women in application procedures Yes Is a specialized body that receives complaints about gender discrimination address the gender pay gen? Specific mobility and the same for women in a molic transportation? Yes Is after a specialized bady that receives complaints about gender discrimination and endors and gender pay gen? Specific mobility and the set on an annual basis? Yes Is after a specialized family courts? Yes Is a family Justice Rules 2014, Secs. 83, 482(1)(b), 688(1), 815, 819, 836 and 842 Are there specialized family courts? Yes Is a possible to apply for maternity benefits through a single government Paile advalable for family law disputes? Yes Is a possible to apply for maternity benefits through a single government Paile advalable for family law disputes? Yes Is a possible to apply for maternity benefits through a single government Paile advalable for family law disputes? Yes Is a possible to apply for maternity benefits through a single government applicatio
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs? Mobility Are passport application processes the same for women and men? Are the application processes for official identity documents the same for women and men? Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation? Workplace Has the government published guidelines on non- discrimination based on gender in recruitment? Has the government published guidelines on non- discrimination based on gender in recruitment? Has the government published guidelines on non- discrimination based ong ender in recruitment? Has the government published guidelines on non- discrimination based published guidelines on flexible work arrangements? Is there a specialized body that receives complaints about gender discrimination in employment? Pay Are there pay transparency measures or enforcement mechanisms to address the gender pay gap? Is set a fast-track process or procedure for family law different industries or sectors published at least on an annual basis? Mariage Mariage Mariage Givernment apublished guidelines? Yes family Justice Rules 2014, Secs. 83, 482(1)(b), 668(1), 815, 819, 836 and 842 Family Justice Rules 2014, Secs. 83, 482(1)(b), 668(1), 815, 819, 836 and 842 Family Justice Rules 2014, Secs. 83, 482(1)(b), 668(1), 815, 819, 836 and 842 Family Justice Rules 2014, Secs. 83, 482(1)(b), 668(1), 815, 819, 836 and 842 Family Justice Rules 2014, Secs. 83, 482(1)(b), 668(1), 815, 819, 836 and 842 Family Justice Rules, Secs. 22, 23, 24 and 26 Legal Aid Bureau Fareintodus Fast possible to apply for maternity benefits through a single government application process? Yes Government Paid Leave Portal Website government application process of childcare published? Childcare Fast possible to apply for maternity benefits through a single government application process of childcare work been published? Childcare Fast possible to apply for maternity
Are passport application processes the same for women and men? Yes Passport application form, Passport application procedures Are the application processes for official identity documents the same for women and men? ID application procedures Is there accurate policy or plan that explicitly considers the specific mobility needs of women in published guidelines on non-discrimination based on gender in recruitment? No Insufficient evidence located Workplace Tripartite Alliance: Tripartite Guidelines on Fair Employment Practices discrimination based on gender in recruitment? Yes Tripartite Alliance: Tripartite Advisory on Flexible Work Arrangements arrangements? Is there a specialized body that receives complaints about gender discrimination in employment? Yes Ministry of Manpower Fair Consideration Framework Pay No Insufficient evidence located Insufficient evidence located Maringe No Insufficient evidence located Insufficient evidence located Maringe Yes Family Justice Rules 2014, Secs. 83, 482(1)(b), 688(1), 815, 819, 836 and 842 Are there specialized family courts? Yes Is there a abultack process or procedure for family law Yes Family Justice Rules, Secs. 22, 23, 24 and 26 Legal Aid Bureau Parenthood Yes Government Paid Leave Portal Website Government published atta on unpaid care work been publish
men? Here the application processes for official identity documents the same for women and men? Yes ID application procedures Are the application processes for official identity documents the same for women and men? Yes ID application procedures Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation? No Insufficient evidence located Workplace Tripartite Alliance: Tripartite Guidelines on Fair Employment Practices discrimination based on gender in recruitment? Yes Tripartite Alliance: Tripartite Advisory on Flexible Work Arrangements Is there a specialized body that receives complaints about gender discrimination in employment? Yes Ministry of Manpower Fair Consideration Framework Pay Are there pay transparency measures or enforcement mechanisms to address the gender pay gap? No Insufficient evidence located Marriage Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis? No Insufficient evidence located Marriage 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 Legal Aid Bureau Parenthood Yes Government Paid Leave Portal Website Government Paid
the same for women and men? Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation? Workplace Has the government published guidelines on non- discrimination based on gender in recruitment? Has the government published guidelines on flexible work arrangements? Is there a specialized body that receives complaints about gender discrimination in employment? Pay Are there pay transparency measures or enforcement mechanisms to address the gender pay gap? Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis? Marriage Ls there a fast-track process or procedure for family law disputes? Are there specialized toothy the materity benefits through a single government application process? Are there specialized to apply for maternity benefits through a single government application process? Are there a publicly or maternity benefits through a single government application process? Are there a publicly available registry or database of childcare States a current policiem or procedure to request Yes Official Website of Early Childhood Development Agency Providers? Set official Government Published application procedure to request Yes Official Government Published application procedure to request Yes Official Government Published SupportGoWhere; Official Website of the time of the special contex of the request of the request of the special contex of the request or the request of the special contex of the request of the request of the request of the special contex of the request
specific mobility needs of women in public transportation? Workpace Workpace 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 Is there a specialized body that receives complaints about gender discrimination in employment? Yes Ministry of Manpower Fair Consideration Framework Pay More there pay transparency measures or enforcement mechanisms to address the gender pay gap? No Insufficient evidence located Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis? No Insufficient evidence located Marriage Yes Family Justice Rules 2014, Secs. 83, 482(1)(b), 688(1), 815, 819, 836 and 842 Are 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 Net res specialized family courts? Yes Eagle Aid Bureau Family Justice Rules 2014, Secs. 22, 23, 24 and 26 Is legal aid available for family law disputes? Yes Egol Aid Bureau Family Justice Rules 2014, Secs. 22, 23, 24 and 26 Is legal aid available for family law disputes? Yes Government Paid Leave Portal Website government appli
Has the government published guidelines on non-discrimination 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 Is there a specialized body that receives complaints about gender discrimination in employment? Yes Ministry of Manpower Fair Consideration Framework Pay Mariagge No Insufficient evidence located Staster a specialized body that receives complaints about gender discrimination in employment in metholyment in dustries or sectors published at least on an annual basis? No Insufficient evidence located Marriage 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 Government Paid Leave Portal Website Parentood No Insufficient evidence located Are incertives in place to encourage fathers to take paternity benefits through a single government application process? Yes Government Paid Leave Portal Website Parentood No Insufficient evidence located N
discrimination based on gender in recruitment? Has the government published guidelines on flexible work arrangements? Is there a specialized body that receives complaints about gender discrimination in employment? Pay Are there pay transparency measures or enforcement mechanisms to address the gender pay gap? Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis? Marriage 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? Is it possible to apply for maternity benefits through a single government application process? Are incer barce on courage fathers to take paternity leave on the birth of a child? Has sex-disaggregated data on unpaid care work been published? Childcare Is there a clearly outlined application procedure to request S there a clearly outlined application procedure to request
arrangements? Subserve a specialized body that receives complaints about gender discrimination in employment? Yes Ministry of Manpower Fair Consideration Framework Pay Are there pay transparency measures or enforcement mechanisms to address the gender pay gap? No Insufficient evidence located Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis? No Insufficient evidence located Marriage 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 Family Justice Rules, Secs. 22, 23, 24 and 26 Is i 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? Yes Government Paid Leave Portal Website Are incentives in place to encourage fathers to take paternity leave evidence located No Insufficient evidence located Has sex-disaggregated data on unpaid care work been published? No Insufficient evidence located Sthere a publicly available registry or database of childcare providers? Yes Official Website of Early Childhood Development Agency
gender discrimination in employment?PayAre there pay transparency measures or enforcement mechanisms to address the gender pay gap?NoInsufficient evidence locatedIs sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?NoInsufficient evidence locatedMarriageIs there a fast-track process or procedure for family law disputes?YesFamily Justice Rules 2014, Secs. 83, 482(1)(b), 688(1), 815, 819, 836 and 842Are there specialized family courts?YesFamily Justice Rules, Secs. 22, 23, 24 and 26Is legal aid available for family law disputes?YesFamily Justice Rules, Secs. 22, 23, 24 and 26BrenthoodYesFamily Justice Rules, Secs. 22, 23, 24 and 26Is to pay log or maternity benefits through a single government application process?YesGovernment Paid Leave Portal WebsiteAre incentives in place to encourage fathers to take paternity leave on the birth of a child?NoInsufficient evidence locatedHas sex-disaggregated data on unpaid care work been published?NoInsufficient evidence locatedChildcare ls there a publicly available registry or database of childcare providers?YesOfficial Website of Early Childhood Development AgencyIs there a clearly outlined application procedure to requestYesOfficial Government Website SupportGoWhere; Official Website of the
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?NoInsufficient evidence locatedIs sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?NoInsufficient evidence locatedMarriage Is there a fast-track process or procedure for family law disputes?YesFamily Justice Rules 2014, Secs. 83, 482(1)(b), 688(1), 815, 819, 836 and 842Are there specialized family courts?YesFamily Justice Rules, Secs. 22, 23, 24 and 26Is legal aid available for family law disputes?YesLegal Aid BureauParenthoodYesGovernment Paid Leave Portal WebsiteIs it possible to apply for maternity benefits through a single government application process?YesGovernment Paid Leave Portal WebsiteAre sex-disaggregated data on unpaid care work been published?NoInsufficient evidence locatedHas sex-disaggregated data on unpaid care work been published?NoInsufficient evidence locatedShere a publicly available registry or database of childcare providers?YesOfficial Website of Early Childhood Development AgencyIs there a clearly outlined application procedure to requestYesOfficial Government Website SupportGoWhere; Official Website of the
mechanisms to address the gender pay gap?NoInsufficient evidence locatedIs sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?NoInsufficient evidence locatedMarriageStere a fast-track process or procedure for family law disputes?YesFamily Justice Rules 2014, Secs. 83, 482(1)(b), 688(1), 815, 819, 836 and 842Are there specialized family courts?YesFamily Justice Rules, Secs. 22, 23, 24 and 26Is legal aid available for family law disputes?YesFamily Justice Rules, Secs. 22, 23, 24 and 26ParenthoodLegal Aid BureauParenthoodSecs. 2000Is it possible to apply for maternity benefits through a single government application process?YesGovernment Paid Leave Portal WebsiteAre incentives in place to encourage fathers to take paternity leave on the birth of a child?NoInsufficient evidence locatedHas sex-disaggregated data on unpaid care work been published?NoInsufficient evidence locatedChildcareVesOfficial Website of Early Childhood Development AgencyIs there a publicly available registry or database of childcare providers?YesOfficial Government Website SupportGoWhere; Official Website of the
different industries or sectors published at least on an annual basis?MarriageIs there a fast-track process or procedure for family law disputes?YesFamily Justice Rules 2014, Secs. 83, 482(1)(b), 688(1), 815, 819, 836 and 842Are there specialized family courts?YesFamily Justice Rules, Secs. 22, 23, 24 and 26Is legal aid available for family law disputes?YesFamily Justice Rules, Secs. 22, 23, 24 and 26ParenthoodIs it possible to apply for maternity benefits through a single government application process?YesGovernment Paid Leave Portal WebsiteAre incentives in place to encourage fathers to take paternity leave on the birth of a child?NoInsufficient evidence locatedNoInsufficient evidence locatedChildcareUs there a publicly available registry or database of childcare providers?YesOfficial Website of Early Childhood Development Agency Official Government Website SupportGoWhere; Official Website of the
Is there a fast-track process or procedure for family law disputes?YesFamily Justice Rules 2014, Secs. 83, 482(1)(b), 688(1), 815, 819, 836 and 842Are there specialized family courts?YesFamily Justice Rules, Secs. 22, 23, 24 and 26Is legal aid available for family law disputes?YesLegal Aid BureauParenthoodYesGovernment Paid Leave Portal WebsiteIs it possible to apply for maternity benefits through a single government application process?YesGovernment Paid Leave Portal WebsiteAre incentives in place to encourage fathers to take paternity leave on the birth of a child?NoInsufficient evidence locatedHas sex-disaggregated data on unpaid care work been published?NoInsufficient evidence locatedChildcareSthere a publicly available registry or database of childcare providers?YesOfficial Website of Early Childhood Development AgencyIs there a clearly outlined application procedure to requestYesOfficial Government Website SupportGoWhere; Official Website of the
disputes?and 842Are there specialized family courts?YesFamily Justice Rules, Secs. 22, 23, 24 and 26Is legal aid available for family law disputes?YesLegal Aid BureauParenthoodIs it possible to apply for maternity benefits through a single government application process?YesGovernment Paid Leave Portal WebsiteAre incentives in place to encourage fathers to take paternity leave on the birth of a child?NoInsufficient evidence locatedHas sex-disaggregated data on unpaid care work been published?NoInsufficient evidence locatedChildcareIsYesOfficial Website of Early Childhood Development AgencyIs there a publicly available registry or database of childcare providers?YesOfficial Government Website SupportGoWhere; Official Website of the
Is legal aid available for family law disputes? Yes Legal Aid Bureau Parenthood 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 Has sex-disaggregated data on unpaid care work been published? No Insufficient evidence located Childcare 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 Yes Official Government Website SupportGoWhere; Official Website of the
Parenthood Second Parenthood 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 Has sex-disaggregated data on unpaid care work been published? No Insufficient evidence located Childcare 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 Yes Official Government Website SupportGoWhere; Official Website of the
Is it possible to apply for maternity benefits through a single government application process?YesGovernment Paid Leave Portal WebsiteAre incentives in place to encourage fathers to take paternity leave on the birth of a child?NoInsufficient evidence locatedHas sex-disaggregated data on unpaid care work been published?NoInsufficient evidence locatedChildcareVesOfficial Website of Early Childhood Development Agency providers?Is there a publicly available registry or database of childcare providers?YesOfficial Government Website SupportGoWhere; Official Website of the
government application process? Are incentives in place to encourage fathers to take paternity No Insufficient evidence located Has sex-disaggregated data on unpaid care work been published? No Insufficient evidence located Childcare 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 Yes Official Government Website SupportGoWhere; Official Website of the
leave on the birth of a child? Has sex-disaggregated data on unpaid care work been published? Childcare Is there a publicly available registry or database of childcare providers? Is there a clearly outlined application procedure to request Yes Official Government Website SupportGoWhere; Official Website of the
published? Childcare Is there a publicly available registry or database of childcare providers? Is there a clearly outlined application procedure to request Yes Official Government Website SupportGoWhere; Official Website of the
Is there a publicly available registry or database of childcare Yes Official Website of Early Childhood Development Agency providers? Is there a clearly outlined application procedure to request Yes Official Government Website SupportGoWhere; Official Website of the
providers? Is there a clearly outlined application procedure to request Yes Official Government Website SupportGoWhere; Official Website of the
financial support from the government for childcare services Early Childhood Development Agency by parents?
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?
Has the government published any reports on quality of No Insufficient evidence located childcare services within the last 3 years?
Entrepreneurship
Is sex-disaggregated data on business activities, No Insufficient evidence located entrepreneurship, or women-owned businesses published on a regular basis?
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?
Is there a current national government plan or strategy with a No Insufficient evidence located focus on women's access to financial services?
Assets





Are there mechanisms or incentives to encourage women to register immovable property?	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 there awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Nationwide Conversations on Singapore Women's Development
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
Pension		
Are there 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 there 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





WBL 2.0 distribution of expert opinion responses

	Almost no women Some women About half of all women	Most women	Almost all wome	n ■(No Response)
	C	%	50%	100%
Safety	In practice, are women free from gender-based violence?	12.5%	87.5%	6
Mobility	In practice, do women enjoy the same freedom of movement as men?	25.0%	7	5.0%
Workplace	In practice, do women enjoy the same opportunities to enter the workplace as men?	37.5%		62.5%
Work	In practice, do women enjoy the same opportunities to remain in the workplace as men?		87.5%	12.5%
Ň	In practice, do women and men enjoy equal remuneration for work of equal value?	12.5%		12.5% 25.0%
Pay	In practice, do women and men have equal access to high paying jobs?	50.0%	6 12.59	<mark>6</mark> 25.0% 12.5%
Marriage	In practice, do women and men enjoy equal rights during marriage?	37.5%		62.5%
Man	In practice, do women and men enjoy equal rights when getting a divorce?	37.5%		62.5%
Parenthood	In practice, do women have access to paid leave for the birth of a child?		100.0%	
Paren	In practice, do men have access to paid leave for the birth of a child?*	25.0%	7	5.0%
Child- care	In practice, do women have access to affordable and quality childcare services?		87.5%	12.5%
neurship	In practice, do women enjoy the same opportunities to start and run a business as men?	12.5%	50.0%	37.5%
Entrepreneurship	In practice, do women and men have equal access to credit?		87.5%	12.5%
Pension Assets	In practice, do women and men enjoy equal rights to immovable property?	37.5%		62.5%
Pension	In practice, do women and men enjoy equal pension benefits after retirement?	50.0%	%	50.0%

*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.

