

List of Annexes

ANNEX A	3
INTERNATIONAL AGREEMENTS OR CONVENTIONS WHICH RELATE TO WOMEN, AND TO WHICH SINGAPORE IS A PARTY	3
ANNEX B	4
PROMINENT WOMEN IN VARIOUS FIELDS	4
ANNEX C	12
LITERACY AND EDUCATIONAL ATTAINMENT OF WOMEN	12
ANNEX D	17
ACHIEVEMENT OF GIRLS AT SPECIALISED INDEPENDENT SCHOOLS	17
ANNEX E	22
WOMEN'S PARTICIPATION IN WORKFORCE	22
ANNEX F	39
PROVIDING RETIREMENT SUPPORT AND SOCIAL ASSISTANCE FOR SINGAPOREANS	39
ANNEX G	43
SKILLSFUTURE, SINGAPORE WORKFORCE SKILLS QUALIFICATIONS AND WORKFARE INCOME SUPPLEMENT SCHEME	43
ANNEX H	45
HEALTHCARE FINANCING AND SUPPORTING SENIOR CITIZENS	45
ANNEX I	48
WOMEN'S PARTICIPATION AND ACHIEVEMENTS IN SPORTS AND CULTURAL LIFE	48
ANNEX J	51
MENTAL CAPACITY ACT	51
ANNEX K	52
SUMMARY OF MEASURES IN THE MARRIAGE AND PARENTHOOD PACKAGE	52
ANNEX L	54
SUMMARY OF MEASURES PERTAINING TO WOMEN'S CHARTER AMENDMENTS IN 2011	54
ANNEX M	57
EVENTS AND PROGRAMMES RELATING TO MUSLIM ISSUES	57

ANNEX N	60
APPOINTMENT OF WOMEN TO IMPORTANT POSITIONS IN MUSLIM COMMUNITY	60
ANNEX O	61
STATISTICS ON VIOLENCE AGAINST WOMEN	61
ANNEX P	62
SERVICES AND PROGRAMMES FOR VICTIMS OF FAMILY VIOLENCE	62
ANNEX Q	63
PROJECTS FUNDED UNDER THE FUNDING SCHEME FOR PUBLIC EDUCATION INITIATIVES TO EMPOWER FAMILIES FACING MULTIPLE STRESS FACTORS	63
ANNEX R	64
MARITAL RAPE	64

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.

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 Cheok Chit Fang, Principal Investigator at the Italian FIRC Institute of Molecule Oncology (IFOM)¹, was appointed to head the IFOM-p53

¹ 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/>).

Joint Research Laboratory in March 2011, a collaboration between IFOM and Singapore's Agency for Science, Technology and Research (A*STAR) p53 Laboratory². 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 Jun 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 2013³;
- e. Dr Wan Yue, an A*STAR Genome Institute of Singapore fellow, was the first Singaporean to receive the Branco Weiss Fellowship⁴ 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.

² 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>).

³ The award recognises up to 10 outstanding Singaporean young professionals who exemplify the best attributes of young people in their chosen fields.

⁴ 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. Ms 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 Soin, 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 Accountancy⁵

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;

⁵ Comprises women in accounting industry (includes audit, tax and advisory firms) and women accountants in business (typically in accountancy or finance function).

- 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 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. Mrs 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 as 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.

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% ⁶
Secondary	0.7%	0.7%	0.7%

Note:

a. 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.

b. 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.

c. 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

⁶ The drop-out rate for males and females is less than 0.05% each.

Note:

The category Mixed Level comprises of 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 of 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

Courses	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

Courses	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
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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

Name	Sport	Event	Year	Achievement
				<ul style="list-style-type: none"> • 2nd, Girls 100m Freestyle • 3rd, Girls 4x100m Medley Relay
		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	Synchronized 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 Hwee Herng	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
		16th 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	Think Award & Sportsmanship	-

Name	Achievement / Competition	Remarks
Shu Yin (She has also won 4 more local awards since 2012)	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)

Age (Years) / Sex	Per Cent					
	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

Age (Years)	Per Cent					
	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

Age (Years)	Per Cent					
	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

Age (Years)	Per Cent					
	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

Age (Years)	Per Cent					
	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

Age (Years)	Per Cent					
	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

Age (Years)	Per Cent					
	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 S\$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 S\$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 S\$50 per month.

TABLE 5: MEDIAN GROSS MONTHLY INCOME (\$\$) 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	Males	Females	Total	Males	Females
Total¹	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 S\$50 per month.

TABLE 7: EMPLOYED RESIDENTS AGED 15 YEARS AND OVER BY OCCUPATION, EMPLOYMENT STATUS AND SEX, JUNE 2014

Sex / Employment Status	Total	Managers & Admini- strators	Working Proprietors	Pro- fessionals	Associate Pro- fessionals & Technicians	Clerical Support Workers	Service & Sales Workers	Craftsmen & Related Trades Workers	Plant & Machine Operators & Assemblers	Cleaners, Labourers & Related Workers	Thousands
											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 balances⁷;
 - 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 ones⁸. Singaporeans who

⁷ 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.

⁸ Loved ones include parents, parents-in-law, grandparents, grandparents-in-law, spouses and siblings.

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 year⁹.

- 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 gender¹⁰.

4. CPF Retirement Account. 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 Sum¹¹.

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.

⁹ 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.

¹⁰ 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.

¹¹ 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 balances¹² 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 means¹³. 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

¹² 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.

¹³ 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.

care, specialist outpatient care, and long-term care services. It has been extended to cover primary care at polyclinics from mid-2013 onwards.

- 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 homes¹⁴.
- 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.

¹⁴ 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.

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)¹⁵ 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.

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

¹⁵ 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.

January 2013¹⁶, 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.

¹⁶ 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 2014¹⁷.

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 (Medisave¹⁸, MediShield¹⁹ and Medifund²⁰), 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 net²¹, expanding the scope for which Medisave could be used²², and increasing risk-pooling.²³

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

¹⁷ Financial year is from April of that year to March of the following year.

¹⁸ 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.

¹⁹ 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.

²⁰ 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.

²¹ 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.

²² 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.

²³ This was carried out through the introduction of MediShield Life.

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.

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 Age²⁴ 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

²⁴ 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.

healthcare subsidies²⁵, Medisave top-ups every year for life²⁶, and special subsidies for MediShield Life premiums when MediShield Life is implemented in 2017²⁷. In addition, pioneers with moderate to severe disabilities may receive cash assistance to help defray the cost of long-term care due to their disabilities²⁸.

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.

²⁵ 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.

²⁶ 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.

²⁷ Those aged 80 and above in 2014 will have their premiums fully covered by the special premium subsidies and Medisave top-ups.

²⁸ 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 Ambassadors²⁹, 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 week³⁰, an increase from 38% and 32% respectively in 2001.

²⁹ 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 CEP offers many interactive activities such as workshops, discussion groups, excursions and team-building exercises.

³⁰ 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.

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:

- 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 Federation³¹, 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.

³¹ 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>)

- i. Mrs Jessie Phua, former President of the Federation Internationale des Quilleurs (FIQ)³², 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.

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 2013³³. 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).

³² FIQ is the world governing body for the sport of bowling founded in 1952.

³³ A total of 32 artists were awarded the Young Artist Award from 2009 to 2013.

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 & 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</u>	<u>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	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.

	Previous Measures	New Measures	Rationale
	custody of children. The Court also had limited power to enforce foreign ancillary orders.		
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 ³⁴ .	This safeguards the interests of the children of divorced parents, by earmarking some money from the matrimonial assets, for the development of the child.
<i>B</i>	<i>Enhance enforcement of maintenance orders</i>		
6	A person defaulting on maintenance payments may be levied a fine, sentenced to imprisonment or have a garnishee order made against him.	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		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	This helps to remind new couples of previous familial commitments that they must continue to fulfil.

³⁴ See [Annex K](#) for an explanation of the Child Development Account.

	Previous Measures	New Measures	Rationale
		or children from their previous marriage(s).	
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.
<u>C</u>	<u>Other measures/amendments</u>		
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.
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 Boards³⁵. 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;

³⁵ From 63 women in 2000 to 111 in 2010. Women constitute 15% of the total number of Mosque Management Board members.

- b. During Symposium Wanita 2011³⁶ organised by Persatuan Pemudi Islam Singapura (Singapore Muslim Women's Association), the keynote address was delivered by the Mufti³⁷ 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"³⁸, and on 13 July 2012 titled "Rethinking Islamic Reform Framework: References and Meaning"³⁹. 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"⁴⁰. 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 the 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

³⁶ 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.

³⁷ 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.

³⁸ Conducted by Professor Ziba Mir-Hosseini who is currently Professorial Research Associate at the Centre for Middle Eastern and Islamic Law, University of London.

³⁹ Conducted by Professor Tariq Ramadan who is currently Professor of Contemporary Islamic Studies, Oxford University.

⁴⁰ Asatizah refers to a religious teacher.

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

- 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 women⁴¹ members of the Appeal Board to hear appeals from decisions of the Syariah Court, Kadi or Naib Kadi⁴², 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 2015⁴³. 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 Moliyah 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.

⁴¹ 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.

⁴² Assistant Kadi.

⁴³ Ms Rahayu Mahzam is also a Member of Parliament in the 13th Parliament of Singapore.

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) filed by women

	2009	2010	2011	2012	2013	2014
Total⁴⁴	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 year 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 year 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

⁴⁴ Includes PPO only; PPO and Expedited Order (EO); PPO and Domestic Exclusion Order (DEO); PPO, EO and DEO. Depending on the situation, one or multiple orders may need to be in effect at the same time. When applying for an EO or DEO, a PPO must be applied at the same time. In cases where there are further incidents of family violence before the first court mention (and with affirmation of complaint before a duty judge) or after the PPO was issued; the complainant may apply for a DEO. Where there are further incidents after an application for a PPO is filed, the complainant may apply for an EO where there is imminent danger, if an EO had not been issued on the earlier application.

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 Factors⁴⁵. 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 Kandang Kerbau Hospital, held two concurrent workshops for women and children to raise awareness of family violence and child sexual abuse, and how to prevent it.

⁴⁵ 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.

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.