



**Convention on the Elimination
of All Forms of Discrimination
against Women**

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**Committee on the Elimination of Discrimination
against Women**

**Information received from Singapore on follow-up to the
concluding observations on its sixth periodic report***

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* The present document is being issued without formal editing.



I. Introduction

1. The Committee on the Elimination of Discrimination against Women considered the sixth periodic report of Singapore (CEDAW/C/SGP/6) on 16 May 2024. In its concluding observations, the Committee requested Singapore to provide, within two years, written information on the steps taken to implement the recommendations in paragraphs 34(b), 42(d), 44(a) and 46(c).
2. Singapore remains fully committed to the protection and advancement of women. From the start, the Government has regarded Singapore women as equal to men in society. In 1961, we passed the Women's Charter which institutionalised the equal standing of men and women in marriage and ensured the protection and welfare of women. We take a practical, outcomes-based approach to the promotion of human rights, focused on delivering positive socio-economic outcomes through pragmatic public policies that best suit Singapore's national context, culture and history.
3. In the last 60 years, we have made significant progress. Today, more women have entered the workforce and risen to the highest levels in public service, the corporate world, and society. The United Nations Human Development Report's Gender Inequality Index in 2025 places Singapore first in Asia-Pacific and 8th globally for gender equality.
4. The 2022 White Paper on Singapore Women's Development, our national roadmap with concrete action plans to be implemented in partnership with the community over a ten-year period, was endorsed by our Parliament. Progress on key outcomes was published in the 2024 Progress Report on Singapore Women's Development, and a mid-term review of the White Paper will be undertaken in 2027. We will continue to improve legislation, policies and programmes to protect and empower women, including in areas highlighted by the Committee, as we take a whole-of-society approach to shifting mindsets and societal norms, to achieve a fair and inclusive world, where all women and men stand in equal partnership.

II. Follow-up information on the concluding observations (CEDAW/C/SGP/CO/6)

A. Information relating to paragraph 34 (b)

5. Singapore does not tolerate any form of violence against women and girls. The online space poses higher risks due to the anonymity and greater speed with which the malicious spread of voyeuristic and intimate material cause harm to victims. The Government recognises the growing concerns on online harms and has introduced a series of legislative levers against internet intermediaries to slow or stop the malicious spread of such material. We have also amended our criminal laws to deter online violence (e.g., sexual communication with minors, and offences relating to intimate images or child abuse material), with higher penalties on offenders who harm vulnerable victims online. Singapore regularly updates our legislation to deal with the evolving online space.
6. For example, in November 2025, we passed amendments to our criminal laws to address developments in technology-facilitated sexual violence. First, we introduced amendments to increase penalties for the large-scale circulation of obscene materials, together with a new offence to criminalise the administration of an online location (such as a chat group) with the intention of using it for such large-scale circulation. Second, we introduced amendments that made clear that the offences

relating to intimate images and child abuse materials would cover such material, regardless of how they are created, including AI-generated material.

7. To more effectively address technology-enabled crime, we operationalised the Online Criminal Harms Act (OCHA) in February 2024 which aims to protect persons in Singapore, including women and girls, from online content or activities that are criminal in nature. This includes activities such as the non-consensual dissemination of intimate images and the distribution of child sexual abuse material. OCHA strengthens the Government's partnership with online services to combat online criminal activities. It empowers the Singapore Police Force to issue Code(s) of Practice that require providers of designated online services to put in place appropriate systems, processes or measures to proactively disrupt scams and malicious cyber activities affecting people in Singapore. This includes requirements to establish an easily accessible reporting mechanism, protocols for following up on such reports, and a fast-track channel to receive and promptly act on reports of scams and/or malicious cyber activities from law enforcement agencies. Since its operationalisation, OCHA directions have been issued to restrict access to various websites involved in facilitation or commission of technology-enabled gender violence, such as websites which allow generation of deepfakes of intimate images of women and children.

8. Singapore introduced two new measures to enhance online safety and better protect Singapore users from harmful online content: (a) the Online Safety (Miscellaneous Amendments) Act, which amended the Broadcasting Act (BA) in 2022 and (b) the Code of Practice for Online Safety – Social Media Services in 2023. Together, these measures enforce statutory and regulatory requirements over designated social media services. The BA was further amended in 2024 to cover the regulation of app distribution services and the Code of Practice for Online Safety – App Distribution Services was introduced in 2025. This new Code requires designated app stores to put in place systems and processes to minimise Singapore users' exposure to harmful content, including for women and girls. Designated app stores are also required to implement age assurance measures to ensure that children are prevented from accessing age-inappropriate apps.

9. The Government also passed the Online Safety (Relief and Accountability) Act in November 2025 which includes new measures to strengthen online safety and provide stronger support for victims of online harms, including women and girls. These harms include online harassment (including sexual harassment), online stalking, intimate image abuse and image-based child abuse. The Act is expected to be operationalised by end-June 2026. The Online Safety Commission, headed by the Commissioner of Online Safety ("Commissioner"), will also be operational at the same time. The Commissioner will be empowered to issue directions to communicators, administrators, and platforms, for specified online harmful material to be taken down in a timely manner. Recognising that perpetrators may be emboldened by anonymity to commit online harms, the Act introduces measures for the disclosure of end-user identity information in certain situations, so that these perpetrators can be held accountable. The Act also imposes duties on communicators, administrators, and platforms. For instance, communicators will have a duty not to engage in online harms, while online administrators and platforms such as social media companies are obliged to take reasonable steps to address online harms that they are notified of. The Act allows victims to seek remedies from the court against those who breach these duties.

B. Information relating to paragraph 42 (d)

10. Our approach to Sexuality Education is calibrated to be respectful of the values and beliefs of different races and religions in Singapore. Our approach is anchored on Singapore's prevailing family values and social norms, which the majority of Singaporeans want to uphold, and aligned to the laws protecting minors.

11. The Ministry of Education's (MOE) Sexuality Education curriculum is designed to address developmental and age-appropriate needs of children and youth through the following aspects:

(a) Teaches importance of personal safety, prevention of abuse and gender-based violence. Students learn about the importance of respect, privacy and safety. No one should violate their privacy and safety. Any form of sexual abuse and harassment, whether online and offline, is not acceptable;

(b) Emphasises importance of boundaries for responsible sexual behaviour and respectful relationships. The curriculum emphasises the importance of respect for self and others, both online and offline, and personal boundaries for healthy relationships and safety. Children and youth learn to respect others' right to say "no" and assert their own right to say "no" to any act they are uncomfortable with. They also learn about the socio-emotional, and legal consequences of overstepping these boundaries. It equips children and youth with social-emotional skills for positive self-identities and healthy relationships, and for responsible decisions on sexuality matters;

(c) Promotes awareness of sexual and reproductive health. The school curriculum for 11–16-year-old students covers topics on pubertal changes, reproductive systems, menstrual cycle, different types of contraception, sexually transmitted infections, abortion and pre-marital sex. It respects religious and cultural values regarding abstinence before marriage. To safeguard our children and youth from the social-emotional and health risks of sexual activities at a young age, sexual experimentation is strongly discouraged;

(d) Shapes positive mindsets on gender equality from young. The curriculum in schools emphasises the importance of mutual understanding, respect and empathy, and appreciating one's unique qualities, strengths and talents. Students consider what respect looks like for boys and girls, and that respect should be accorded to all, regardless of gender. It debunks gender stereotypes and fosters gender equality, as well as safeguards students from gender-based violence;

(e) Promotes awareness of protective laws. MOE Sexuality Education is aligned with Singapore's laws to protect minors. Students also learn about protective laws, how to seek help from trusted adults, and to support peers in distress.

12. In the design and development of our resources, we consult with different stakeholders including students, educators, parents and community partners. The feedback on our approach and curriculum resources has been positive:

(a) In our engagement with schools, teachers affirm that content and pedagogical approaches are developmentally suitable, with resources being useful and engaging, and that students across all levels appreciate the engaging curriculum content and interactive delivery methods. Teachers benefit from strong support and careful teacher selection processes that enable authentic, caring classroom environments;

(b) In a dipstick survey of 14-year-old students, majority of respondents reflected that they found the Sexuality Education lessons engaging and applicable to their daily life;

(c) When consulted on the design of enhanced resources, parents reflected that content on relationships and boundaries was relatable and relevant in helping their adolescent children navigate relationship experiences and potential sexual encounters;

(d) We continually review and enhance our curriculum resources to ensure that they stay responsive and engaging to the changing context and profile of students.

C. Information relating to paragraph 44 (a)

13. In Singapore, women have made significant progress in the workplace in the last decade. The female labour force participation rate among residents aged 25 to 64 has risen from 76.1% in 2019 to 80.5% in 2025. The unadjusted gender pay gap among full-time resident employees in the prime working ages of 25 to 54 has narrowed from 16.3% in 2018 to 14.3% in 2023. To support all workers, including women, in balancing their work and personal commitments, the Tripartite Guidelines on Flexible Work Arrangement Requests (TG-FWAR) was introduced in 2024 to shape norms and expectations around requests for flexible work arrangements, by setting out guidelines on how employees should request for and use flexible work arrangements and how employers should consider such requests on reasonable business grounds. Since then, the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) and tripartite partners have engaged employers on TG-FWAR through workshops and implementation resources. In 2024, 83.4% of full-time female employees were provided with at least one type of scheduled flexible work arrangement that they required, as compared to 82.9% in 2018.

14. Today, all employers are required to adhere to the Tripartite Guidelines on Fair Employment Practices (TGFEPP) which emphasises the principles of fair and merit-based employment practices. The TGFEPP provides comprehensive protection against other forms of discrimination, including discrimination based on sexual orientation and gender identity.

15. Our efforts to entrench fair employment practices have borne fruit. The proportion of individuals that experienced workplace discrimination has trended down over the years. Based on the 2024 Fair Employment Practices report published by the Ministry of Manpower (MOM), 6.0% of employees experienced discrimination at work in 2023, lower than in 2022 (8.2%), and 2021 (8.5%).

16. We continue to strengthen protections for all workers including women, by upholding fair employment standards. One way is through the Workplace Fairness Act (WFA), which will complement the existing TGFEPP, to send a strong signal that no form of workplace discrimination is tolerated. The WFA was passed in Parliament via two Bills and is targeted for implementation in end-2027. The WFA prohibits discrimination on the basis of a set of protected characteristics, including sex, marital status, pregnancy, caregiving responsibilities, race, religion and disability, amongst others. The legislated protected characteristics account for more than 95% of discrimination cases received by MOM and TAFEP. Indirect discrimination, while not covered under the WFA, will continue to be addressed by TAFEP.

17. Any worker who feels that they have been discriminated against can approach TAFEP. Where discriminatory practices are found, TAFEP directs the employer to address the complaints, attend corrective workshops, and correct their employment practices. In egregious cases, TAFEP refers these employers to the MOM for further investigation. TAFEP will continue its important role in educating employers and building their capabilities to implement fair employment practices per the TGFEPP and WFA.

18. Singapore also has a multi-pronged approach in place to address workplace harassment, including sexual harassment. All forms of harassment are prohibited under the Protection from Harassment Act (POHA). The newly passed WFA also strengthens protections against harassment by requiring employers to put in place grievance handling processes and protect the confidentiality of those who raise discrimination or harassment grievances in the workplace. Retaliation is also prohibited under the WFA so that aggrieved workers feel safe to come forward.

19. The legislative framework is complemented by the Tripartite Advisory on Managing Workplace Harassment which guides employers on good practices that they can put in place to prevent and manage workplace harassment. To further strengthen the framework, a Tripartite Standard on Managing Workplace Harassment is being developed to further encourage safe and harassment-free workplaces by setting out verifiable practices for employers to adopt.

20. Individuals facing workplace harassment may approach TAFEP's Workplace Harassment Resource and Recourse Centre for assistance. We will continue to work with Non-Governmental Organisations (NGOs) to raise awareness on protections and establish referral arrangements with TAFEP for victims of discrimination/harassment.

D. Follow-up information relating to paragraph 46 (c)

21. Singapore remains committed to strengthening the protection of Migrant Domestic Workers (MDWs) and providing them with a safe and conducive working environment. The main mechanism through which MOM ensures that the rights of MDWs are protected is via the Employment of Foreign Manpower Act (EFMA) and the Employment of Foreign Manpower (Work Passes) Regulations 2012 (EFMR), which sets out key employment conditions. This includes protection on areas including the provision of medical care, proper accommodation, adequate food and rest, a safe working environment, and timely salary payment.

22. In the area of ensuring adequate rest, under the EFMA, employers are required to provide MDWs with a weekly rest day or compensation in lieu since 2013. From 1 January 2023, employers are further required to grant their MDWs at least one rest day each month that cannot be compensated with pay.

23. On establishing mechanisms for feedback and conducting inspections of workplaces, MOM has implemented the following measures:

(a) Enhanced the six-monthly medical examination for MDWs, to better pick up any signs of abuse. Doctors are required to check for signs of suspicious and unexplained injury. Doctors must also record the MDW's weight, height and Body Mass Index. Any unexplained significant weight loss over time may trigger a more extensive examination for signs of abuse. In conjunction with these enhancements, MOM also discontinued home-based medical examinations to ensure that MDWs see their doctors in the clinic to better enable doctors to detect issues;

(b) Implemented post-placement checks by Employment Agencies (EAs). EAs are required to conduct at least one post-placement check within the first three months of the MDW's placement to ensure that MDWs and their employers are adjusting well to the new employment relationship and to offer support if needed;

(c) Implemented house visits. MOM-appointed officers conduct random house visits to check that MDWs have adjusted well, with no well-being issues;

(d) Implemented MDW interviews. All first-time MDWs are now required to attend interviews conducted by an NGO, the Centre for Domestic Employees, twice in the first year of their employment. During the in-person interview, MDWs are

asked well-being questions, including whether she is eating and sleeping well, and performing work in safe conditions. They are also reminded of their rights and responsibilities;

(e) Education, outreach and engagement. First-time migrant workers and MDWs are required to attend the Settling-in Programme, which covers topics including their employment rights, local laws, available support channels, good practices for dormitory living, workplace safety, stress management and communications skills. MOM also enhanced the SGWorkPass mobile application to be available in several native languages and in 2024, launched a dedicated WhatsApp channel to provide MDWs with 24/7 access to reliable information, helplines and timely updates in several native languages.

24. MDWs who experience well-being issues can surface their concerns via any of the abovementioned touchpoints, in addition to MOM's website reporting service, the MOM MDW Helpline, or the Centre for Domestic Employees' hotline, with native language support. Any abuse detected or reported will be investigated by the Singapore Police Force, and well-being issues will be addressed by MOM. We will not hesitate to take action against any MDW employer who breaches the law.

25. We have made progressive improvements to our protection framework over the years, with encouraging results. MOM's Migrant Domestic Worker Study in 2021 showed that over 99% of MDWs surveyed were satisfied working and living in Singapore and would recommend Singapore as a place to work. MDWs surveyed also reported high levels of satisfaction across various areas of well-being, including accommodation (99%), emotional support (99%), and sufficiency of food provided (99%). This affirms the impact of our comprehensive protection framework on uplifting standards and enhancing support for MDWs. MOM continues to monitor MDW well-being and has plans to conduct an updated study later this year or early next year.
