



Appendix

APPENDIX 1-4

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Appendix 1-4.1: Constitution of the Republic of Singapore Section 12(1) and (2)

Equal Protection

12. – (1) All persons are equal before the law and entitled to the equal protection of the law.

12. - (2) Except as expressly authorised by this Constitution, there shall be no discrimination against citizens of Singapore on the ground only of religion, race, descent or place of birth in any law or in the appointment to any office or employment under a public authority or in the administration of any law relating to the acquisition, holding or disposition of property or the establishing or carrying on of any trade, business, profession, vocation or employment.

Appendix 1-4.2: Changes to the Employment Act

Summary of the major changes

These changes come into effect on 1 January 2009.

- Extend coverage to confidential staff;
- Protect managers and executives earning a basic monthly salary of \$2,500 and below against non-payment of salary and give them access to MOM Labour Court for salary claims;
- Raise Part IV salary ceiling for non-workmen at a basic monthly salary of \$1,600 to \$2,000;
- Introduce a new Part IV salary ceiling for workmen at a basic monthly salary of \$4,500; and
- Re-define part-time employees from those who work less than 30 hours a week to those who work less than 35 hours a week.

The following employees will continue to be excluded from the Act:

- Seamen;
- Domestic workers;
- Statutory board and government employees; and
- Persons employed in managerial and executive positions (except those earning a basic monthly salary of \$2500 and below will be protected against non-payment of salary).

Source: Ministry of Manpower Change to the Employment Act: A quick guide to the changes to the Employment Act from 1st January 2009.

Appendix 1-4.3: Constitution of the Republic of Singapore Section 12(2) and 16(1)

Equal Protection

12. - (2) Except as expressly authorised by this Constitution, there shall be no discrimination against citizens of Singapore on the ground only of religion, race, descent or place of birth in any law or in the appointment to any office or employment under a public authority or in the administration of any law relating to the acquisition, holding or disposition of property or the establishing or carrying on of any trade, business, profession, vocation or employment.

Rights in Respect of Education

16. - (1) Without prejudice to the generality of Article 12, there shall be no discrimination against any citizen of Singapore on the grounds only of religion, race, descent or place of birth —

(a) in the administration of any educational institution maintained by a public authority, and, in particular, the admission of pupils or students or the payment of fees; or

(b) in providing out of the funds of a public authority financial aid for the maintenance or education of pupils or students in any educational institution (whether or not maintained by a public authority and whether within or outside Singapore).

APPENDIX 2

APPENDIX 2

Appendix 2.1: Constitution of the Republic of Singapore Article 12(2), Article 152

Equal protection

12. - (2) Except as expressly authorised by this Constitution, there shall be no discrimination against citizens of Singapore on the ground only of religion, race, descent or place of birth in any law or in the appointment to any office or employment under a public authority or in the administration of any law relating to the acquisition, holding or disposition of property or the establishing or carrying on of any trade, business, profession, vocation or employment.

Minorities and special position of Malays

152. - (1) It shall be the responsibility of the Government constantly to care for the interests of the racial and religious minorities in Singapore. (2) The Government shall exercise its functions in such manner as to recognise the special position of the Malays, who are the indigenous people of Singapore, and accordingly it shall be the responsibility of the Government to protect, safeguard, support, foster and promote their political, educational, religious, economic, social and cultural interests and the Malay language.

Appendix 2.2: Miscellaneous Offences (Public Order and Nuisance) Act Section 13A(1)

Intentional harassment, alarm or distress

13A. —(1) Any person who in a public place or in a private place, with intent to cause harassment, alarm or distress to another person —

- (a) uses threatening, abusive or insulting words or behaviour; or
- (b) displays any writing, sign or other visible representation which is threatening, abusive or insulting,

thereby causing that person or any other person harassment, alarm or distress, shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$5,000.

Appendix 2.3: Australian Sex Discrimination Act 1984

Grounds of unlawful discrimination

Sex, marital status, pregnancy, family responsibility (dismissal only).

Other unlawful conduct

Sexual harassment

Areas covered

Employment; partnerships; qualifying bodies; registered organisations; employment agencies, education; goods, services and facilities; accommodation; land; clubs; awards; superannuation and enterprise agreements.

Process for decision making

Complaints must be in writing. It is then assessed and if within jurisdiction is investigated. The complaint is then reviewed to see if it should be terminated or if it is suitable for conciliation. If the complaint cannot be conciliated, it will be terminated by the President of the Commission. A complainant may then take the matter to the Federal Court of Australia or the Federal Magistrates Court.

APPENDIX 4

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Appendix 4.1: Social escalator needs oiling and Poor kids need aspiration; they must not be allowed to sink into apathy and stop striving

Social escalator needs oiling

Janice Heng 28 August, 2008 The Straits Times

At the end of this year's National Day Rally speech, Prime Minister Lee Hsien Loong spoke of Singaporeans, young and old, who have lived the 'Singapore story'. That story is about progress and overcoming setbacks. It is about social mobility, and young people who 'enjoy far more opportunities than their parents ever did'.

Yet, in the face of growing income inequality, one should ask if the Singapore story is in danger of becoming a myth.

Seventeen years ago, then-prime minister Goh Chok Tong said in his first National Day Rally speech that 40 per cent of all past President's Scholars had had humble beginnings and lived in HDB flats. Mr Goh was referring to recipients of Singapore's most prestigious scholarship from 1966 to 1991.

But of the 61 President's scholars from 1992 onwards, only five had parents who were not professionals, white-collar or engineers. The last was in 2001.

Singapore's education system has lifted up students from humble backgrounds. But if the academically successful now come disproportionately from higher-income families, then the gears of social mobility may be in need of some oiling.

Meritocracy is the engine of Singapore's social mobility. But meritocracy can promote social mobility only if one's starting point does not greatly affect one's chances of academic success. If academic achievement is easier for those with privileged backgrounds, it would be possible to have both meritocracy and equality of opportunity without social mobility.

Humble family backgrounds may prevent students from developing to their full potential - and hence from entering top schools or achieving other measures of academic success. And a privileged background can make it easier for a child to succeed.

From private kindergartens to tuition and enrichment classes, money can provide an academic edge. Well-off parents can also make their children's education a priority in a way that poorer families may not. Children from humbler backgrounds may have to help their parents make ends meet instead of studying. For a poor, bright student to have the same chances of success as a rich, bright one, meritocracy and formal equality of opportunity alone may not be enough.

The former chief of the Agency for Science, Technology and Research (A*Star), Mr Philip Yeo, acknowledged as much last month when he suggested that meritocracy should take into account the disadvantages faced by those from poorer backgrounds. Given two

scholarship applicants with equally good grades, Mr Yeo said he would give the scholarship to the one from a poorer family.

Less than 20 per cent of families here live in private housing. But 53 per cent of the 2008 batch of Public Service Commission scholars came from private housing, up from 47 per cent in 2005. Among this year's A*Star scholars, the figure was 43 per cent.

Of course, one still hears inspiring stories of brilliant students from modest backgrounds. Last year's top scorer in the Primary School Leaving Examination (PSLE) was from a working-class family. And the top 5 per cent of pupils in the 2007 PSLE came not just from 'brand-name' schools.

But these inspiring stories tend to dry up the higher up the education ladder one goes. Education Minister Ng Eng Hen gave data on the housing profile of local undergraduates in Parliament in April. Pupils from four-room or smaller flats constituted 60 per cent of the Primary 1 cohorts from 1990 to 1992. Students from these cohorts would be in university now if they had qualified. But only 44 per cent of the local undergraduates from these batches are from four-room or smaller flats. If those pursuing overseas education were included, that percentage would probably fall further.

It is inevitable that social mobility would decline as society becomes richer. Rapid social mobility is easier to achieve when starting from a lower base. When a generation largely of blue-collar workers was followed by a generation with a larger middle class, the number of people who would have done better than their parents was naturally high.

But what is worrying is not so much that social mobility has stalled but the extent to which it has. Obviously, the solution to this problem is not to do away with meritocracy. But we should not accept this stalling as a cruel fact of life. More can be done to ensure that all not only have equal opportunities but are better equipped to seize them.

One step in the right direction is increased spending on kindergartens. As PM Lee noted in his rally speech, good kindergartens can help children from humble backgrounds 'start from a more equal starting point when they go to school'. Schemes like the Kindergarten Financial Assistance Scheme can make preschool education more accessible.

But the education system alone cannot drive social mobility if other levelling factors are absent. Direct assistance to poorer households, for instance, can reduce the financial burden of poor parents and give their children a better learning environment - and a better chance of moving up in life.

If we want poorer students to be able to climb society's ladder, perhaps we need to give them a leg up.

Poor kids need aspiration;

They must not be allowed to sink into apathy and stop striving

Rachael Chang 23 March, 2011 The Straits Times

In January, Minister Mentor Lee Kuan Yew revealed statistics that showed a gulf in the educational background of parents of students in top secondary schools versus neighbourhood ones.

The figures showed that an average of 50 per cent or more of those from brand-name schools had fathers who were university graduates. The corresponding figure hovered around 10 per cent for neighbourhood schools.

The question was whether students with less-educated parents were less likely to make it to the top schools. Put another way, was educational privilege now more entrenched, so that more-educated parents are able to pass on their advantages to their children, thus causing kids with less-educated parents to lose out?

Two weeks ago, Education Minister Ng Eng Hen released another set of data in Parliament, designed to reassure. Among them was the disclosure that 50 per cent of children from families in the bottom third socio-economic bracket actually score in the top two-thirds of their PSLE cohort.

Among those living in one- to three-room Housing Board (HDB) flats, four in 10 make it to polytechnic, and one in 10 to university. These figures are based on a study of the cohort entering Primary 1 in 1995, who will have reached the age for tertiary education now.

Dr Ng's conclusion was that the 'Singapore story', one defined by upward social mobility, is still unfolding for this generation. Still, the statistics do not erase the import of Mr Lee's figures.

For example, the fact that 50 per cent of the bottom third of kids score in the top two-thirds of their PSLE cohort, also means that 50 per cent of the bottom third of kids remain in the bottom third.

As for the figure that one in 10 students from smaller flats makes it to university - this is below the national average of one in four. This means children from one- to three-room flats are less likely than the average student to make it to university - to be precise, they have less than half the likelihood.

The two sets of statistics together give a picture of social mobility that is both reassuring, yet shows up areas of concern.

In a nutshell, the issue is this: While some children from disadvantaged backgrounds continue to do well, their chances of doing so are markedly slimmer than those from well-heeled families, and possibly getting slimmer with each passing generation.

The fact that kids from privileged homes - with parents who are better endowed educationally and materially to pass on advantages to their children - do better academically is one which cuts across societies.

As Dr Ng pointed out, this has been found to be true in cross-country studies; and the Government should not hold back the achievement of the brightest, who are increasingly also the offspring of the rich.

Singapore's slowing social mobility is an inevitable result of four decades of astonishingly rapid and broad-based socio-economic mobility. With so many poor but able people already having moved up, the rate of change for future generations will slow. This is part of the trend of development as a country moves from developing to developed phase.

But it is cold comfort to say Singapore is no worse than other countries. As Dr Ng eloquently pointed out, upward mobility is central to this country's idea of itself. It helped define our collective history, and still animates its promise.

Resting on the laurels of past and present achievement by the disadvantaged is not enough. To its credit, the Government is ploughing more money into providing bursaries and financial support for those from low-income families. It pledges that no child with ability will be held back by his or her circumstances in life. This is laudable.

But the danger is when children from less-privileged families get discouraged by the odds stacked against them, and stop striving to improve their lot.

Sociologists see aspiration - the belief that one can compete with, and triumph over, those born with more - as a key factor in sparking upward social mobility.

In older and more divided societies, theorists argue that those from less privileged backgrounds may, over time, internalise their disadvantages as overwhelming or worse, pre-destined, and simply accept their lot in life.

This can result in a learned disposition of inferiority, an unarticulated and hence insidious assumption that the top rungs of achievement are not theirs to ascend.

In a way, the 'working class' heroes heralded by politicians and the media are the exceptions which help prove the rule. They are praised for making it to the top educational or socio-economic rungs. There is an unspoken, but revealing, societal disposition which has the inadvertent implication: You're not supposed to be here by virtue of your birth and disadvantages, but you did it, and society salutes the way you overcame the odds to succeed.

It is precisely because such stories are becoming rarer in the 2010s that they draw such attention.

To prevent children from poor families from sliding into apathy or despair requires committed effort. One call worth considering is MP Lily Neo's for dedicated 'case officers' to be assigned to every child from the bottom 5 per cent of households.

Social workers can help the family get social and financial assistance. They can track a child through the formative years, and serve as a constant reminder, a beacon of hope, to a child in the midst of deprivation and dysfunction, that the way to a better life is theirs to reach out for.

For the worst thing that an income gap and disproportionate achievement in schools can breed is not resentment, but resignation. A permanent underclass in society is formed not just when those in the bottom third stay there; it ossifies when they believe that it is where they belong. That we must avoid at all cost.

Appendix 4.2: Foreign bride: I live in fear every day.

**Foreign bride: I live in fear every day;
She is continually abused by her husband; Her case is not uncommon for foreign
brides**

Theresa Tan 23 June, 2007 The Straits Times

Manju, 23, an Indian national, came to Singapore to marry her cousin, a man she had never met. All she was told was that 'he is a good man with a good job'.

He turned out to be a jobless deaf-mute with a fondness for alcohol. He abused her from the second day of their marriage three years ago. Manju (not her real name) was beaten, slapped, pushed and punched for failing to do housework satisfactorily among other reasons. The violence continued even when she was pregnant.

Her daughter, now two, was born with a dislocated hip. Doctors said Manju had been hurt too often during her pregnancy.

Manju told The Straits Times: 'I get panic attacks when he comes home. I live in fear every day.'

Last month, witnesses who saw the abuse helped her, and Manju is now at a shelter for abused women.

But her husband cancelled her social visit pass after she fled to the shelter, which means she has to go back to India soon.

Manju's counsellors have appealed to the authorities to let her stay longer so she can fight for custody of her daughter and settle other issues.

Social workers who aid abused foreign brides say women in Manju's shoes are not uncommon. Often, such women keep mum about family violence, for fear of being sent home without their children.

Ms Soh Siew Fong, senior social worker at the Centre for Promoting Alternatives to Violence (Pave), said: 'If the abuse is reported, the husbands will threaten to stop sponsoring the social visit pass and they will be forced to go home to their countries.'

The number of men here marrying foreigners hit a record high in 2005, with one in four Singapore men tying the knot with foreigners.

The Immigration and Checkpoints Authority said a foreigner can apply for long-term stay or permanent residence once she is legally married to a Singapore citizen. But marriage does not automatically qualify her for long-term stay, or PR, or citizenship in Singapore.

It is unclear how many foreign wives are ill-treated here but there were more than 2,600 applications for personal protection orders (PPOs) last year. Close to six in 10 of these PPOs were applied for by wives to prevent their husbands from hurting them.

The Subordinate Courts did not reveal the percentage of PPOs applied for by foreign brides. However, social workers said the bulk of applicants are Singaporeans.

Still, the plight of foreign brides worries advocacy group the Association of Women for Action and Research (Aware), which singled out the group in a report on the status of women in Singapore it released on Thursday.

Aware urged the Government to set up a task force to look into issues these foreign wives face, and take action against match-making agencies which openly 'sell' foreign brides in a demeaning manner.

Foreign brides are much more vulnerable than local wives, social workers say, because they have no kin here and some cannot communicate with locals. Many are also totally financially dependent on their husbands.

Like Manju, many of them have their passport kept by their husband and some are even locked at home.

One of those confined at home is a 27-year-old Vietnamese married to a 64-year-old Singaporean, said Ms Kerry Wilcock, head of a shelter for abused women here. The woman was also hit for saying 'no' to her husband, who demanded sex 'several' times a day.

APPENDIX 5

APPENDIX 5

Appendix 5.1: Women's Charter Article 46(1) and Prime Minister's Chinese New Year Message 2008

Rights and duties

46. —(1) Upon the solemnization of marriage, the husband and the wife shall be mutually bound to co-operate with each other in safeguarding the interests of the union and in caring and providing for the children.

(2) The husband and the wife shall have the right separately to engage in any trade or profession or in social activities.

(3) The wife shall have the right to use her own surname and name separately.

(4) The husband and the wife shall have equal rights in the running of the matrimonial household.

Prime Minister's Chinese New Year Message 2008

Singapore enjoyed a fruitful and productive Year of the Pig. The economy recorded its fourth consecutive year of robust growth. A record 237,000 jobs were created. Unemployment is at its lowest in a decade. All workers have something to cheer about, as they enjoyed higher bonuses and wage increments.

The Year of the Rat begins under more uncertain and challenging circumstances. Turbulence in financial markets worldwide has shaken consumer and investor confidence. The US economy is slowing down, and possibly sliding into recession. Worldwide energy and food prices have soared, raising prices in Singapore too.

We should gird ourselves for further uncertainties ahead. But we can also be confident, for Singapore is in a strong position to weather any storm. I know many Singaporeans worry about rising food prices and the cost of living. As a small, open economy, which imports almost everything we need, we cannot escape these global trends. Nor can we fix the prices of cooking oil, flour, or other essential foodstuffs as this would create artificial shortages, queues and a black market. But we can and will directly help those in need. The Workfare Income Supplement Scheme made its first payment last month, paying \$150 million to 290,000 low- income workers. With good growth, we have the resources to help ease the burden on Singaporeans, especially for the poor and elderly.

In the Chinese zodiac, the Rat symbolises wit, imagination and resourcefulness. Let us harness our creativity and ingenuity to tackle the challenges that lie ahead. Then despite the difficulties that come our way we can all look forward to another good year for Singapore and for ourselves.

Chinese New Year is a celebration of the family, a time of reunion and bonding. However busy we are, however faraway we may be from home, we should try to keep these traditions alive. If you are working abroad and cannot make it back for the New Year, at least call your parents and families back home, or better still, chat over the internet using a webcam. These customs maintain and renew our bonds of family and kinship. Nowadays, more Singaporeans prefer to leave their parental homes to set up their own

households after marriage. Nuclear families have long been the norm in the West, but they are increasingly the trend in East Asia too. Even in China, many young people now work and live in distant cities. But when Chinese New Year comes around, they make a special effort to travel to their home towns to be with their families, as we saw this year when severe snowstorms disrupted this huge movement of people, and caused great hardship to tens of millions determined to make it home for the reunion dinner.

While social norms are shifting, we must continue to preserve the filial ties and bonds that hold our family units together. Families are a great strength for continuity in bringing up the next generation, and transmitting social values. Grandparents, in particular, play an important role in our families. They are a big help to those who have children.

One study of Canada and Finland in the 18th-19th centuries confirmed this scientifically. It found that women whose mothers were still living not only bore more children, but their children were more likely to survive till adulthood. This was especially so if the grandmother was still young (below 60), and was living close by (less than 20 kilometres away). The world has changed many times over since then. But even in the 21st century, young parents everywhere still benefit from the experience, advice and help of their mothers and mothers-in-law. I have certainly benefited from this, and I am sure many Singaporeans have experienced the same.

This is why Government policies seek to preserve the family structure and foster family ties. For example, when applying for new HDB flats, couples who live with or near their parents have priority over regular applicants. Likewise, those buying re-sale flats enjoy a higher housing grant if they are staying with parents or the flat is near their parents' home. HDB has also introduced a family season ticket so that families who visit one another regularly can enjoy a discount on their parking fees. Then, even if they do not all stay under one roof, young couples can still keep in close touch with their parents, while they, in turn, can give valuable parenting advice, and help to look after the little ones.

More broadly, we want Singapore to be a great place to bring up families and children. It has been three years since we introduced major policies to encourage families to have more children. We have managed to reverse the decline in births, but only barely. Last year we only had 37,000 resident births, just 2,000 more than in 2004. Ultimately, this is not just a matter of financial incentives, but of social attitudes and mindsets, as well as practical arrangements like childcare facilities, flexible work options, and leave for parents to look after their children. It will take time for mindsets to change, but we are studying the practical arrangements carefully, to see how we can create an even friendlier environment for having and raising children.

Chinese New Year is a good time to celebrate our traditions, and remind ourselves that our family remains relevant in today's modern society. In this Year of the Rat, let us renew our kinship ties and strengthen our family bonds. I wish all Singaporeans a happy and prosperous Chinese New Year.

Appendix 5.2: National Family Council (NFC) Media Press Release 16 October, 2008

NFC embarks on new term with goal to help make Singapore a great place for families and children

The National Family Council (NFC), formed on 1 May 2006 with members from the people, private and public sectors to champion the building of resilient families, embarks on its new term with a goal to help make Singapore a great place for families and children.

The 18-member Council, appointed by the Minister for Community Development, Youth and Sports, continues to be helmed by Mr Lim Soon Hock who is also Chairman of the Centre for Fathering. It started work in its new 2-year term in August 2008 with the following eight new faces, from the business, academic and social sectors:

- Mr Boon Yoon Chiang - Country Chairman, Jardine Matheson Group of Companies in Singapore, and Chairman/Managing Director of Jardine Matheson (Singapore) Ltd;
- Mr Douglas Foo - Chairman and CEO of Apex-Pal International Limited;
- Mr Leng Chin Fai - Director, Fei Yue Family Service Centre;
- Mr Mohammed Ali Mahmood - Executive Director, PPIS Jurong Family Service Centre;
- Mr Peter Tan - Principal, Anglo-Chinese School (Barker Road);
- Ms Toh Hwee Tin - Director, Family Development Unit, National Trades Union Congress;
- Ms Wong Fong Tze - Vice-President (Corporate Communications), PSA Corporation Ltd; and
- Mr Anthony Yip - Director, Far East Organisation (Retail Management).

The Ministry would like to express its appreciation to the following members who have stepped down after serving the Council in its past term:

- Ms Animah bte Abdul Gani – Registrar, Syariah Court;
- Mr Goh Kim Hua - Member, Youth Development Council of Singapore Soka Association;
- Mr Koh Juan Kiat - Executive Director, Singapore National Employers Federation;
- Ms Leong Ching – PhD Candidate, Lee Kuan Yew School of Public Policy;
- Mr Lye Fei – Chief Executive Officer, Care Corner Singapore;
- Mrs Rathi Parimalan –Principal on Scholarship, Reading for Master in Public Management;
- A/P Paulin Straughan - Associate Professor, Department of Sociology, NUS; and
- Mr Tan Kian Chew – Group Chief Executive Officer, NTUC FairPrice Co-operative Ltd

Chairman Mr Lim Soon Hock said, “I am grateful for the invaluable contributions of all members of the Council in the first term. It has been a privilege to work with them to further the cause of the family. They have played a pivotal role in forging the identity of the Council and contributed much to the Council’s achievements in promoting the family

in Singapore.”

Mr Lye Fei, who served in the Council’s first term, said, “The greatest joy one can experience after having a family is the gift of children and grandchildren. I am honoured to have served on the National Family Council for a term and being able to participate in the many spirited discussions with Council members in the past two years.”

Added Mrs Rathi Parimalan, who also served in the first term, “The inaugural term of the NFC was a most enriching and fulfilling experience for me. The synergy of the team was good, the diversity brought in different concerns and perspectives and most importantly, the passion was compelling and infectious. I have enjoyed my term tremendously and would like to take this opportunity to wish the new committee all the best for the next phase of the NFC journey.”

Looking forward, Chairman Mr Lim Soon Hock added “The recent announcement on Marriage and Parenthood by the Prime Minister at the National Day Rally bears testimony to the importance that the nation places on the family. As a people-sector led Council, we will continue to engage key stakeholders to tap their collective wisdom to address topical or prevailing family issues and challenges, and provide feedback to help shape and refine government’s policies, as what the Council had done for the recent enhancement to the Marriage and Parenthood Package. At the same time, we will step up efforts to promote the family and to make the family the number one priority in everyone’s agenda, through our various events and outreach programmes. We hope the multi-prong approach adopted by our Council will enable us to address family issues and matters in a holistic and comprehensive manner. I am confident that the combination of experience and fresh perspectives will bring the Council’s role to a new level, as we address many of the complex issues facing the family, brought about by globalization and changes in our society which affect the way we work, live and play.”

Newly appointed member Ms Wong Fong Tze said, “I hope to channel to NFC feedback from the elderly, homemakers, professionals, as well as Generation Y on ways to co-create opportunities and platforms for family bonding, learning and growth. Together, we can bring forth a more cohesive community with a values-centred legacy for our future generations to inherit, build on and enjoy. ”

Mr Boon Yoon Chiang shared, “Family is the foundation of any society. Strong family units are key to a happy, progressive, harmonious and stable society.” Mr Peter Tan added, “As a Principal, I see both the tears of family trauma and hardship, and the joys of sound family living. In particular, I am concerned about the role that fathers play in the family. The father is not only the head of the household but, from my observations, the key to sound family life. I hope that my involvement can help enhance and promote the role of fathering. “

For Mr Mohd Ali Mahmood, "Families in Singapore face greater challenges today. Many of us have gone through the struggles between balancing career and building healthy family relationships at the same time. I have also encountered those who chose to forego building their own families out of fear of the commitments involved. I hope that the NFC

can be the bridge that allows them to see the value and long-term positive outcomes of having strong and stable relationships within the family. "

On the contributions of the Council, Mrs Yu-Foo Yee Shoon, Minister of State for Community Development, Youth and Sports, said, "The family is the cornerstone of society. While family ties remain strong in Singapore, families are increasingly facing challenges brought about by globalization and modernization. The National Family Council has been instrumental in championing the cause of the family. In the last 2 years, Council members have been tireless in rallying people and organisations to make time for family and to give priority to family on their agenda.

The Council also provided valuable inputs to Government in the recent Marriage and Parenthood Review. We are grateful for the effort of the past Council and look forward to Council's contributions in its new term. With so many eminent people on board, we can be sure that there will be more innovative ideas and useful inputs on family issues. I am looking forward to the Marriage Central that they are setting up soon."

Marriage Central is a major initiative of the National Family Council to provide one-stop information and counselling support for individuals tying the knot and for married couples seeking to strengthen their marriages.

Appendix 5.3: Adverts from J&N Matchmaking Agencies and Life Partner Matchmaker

J&N Matchmaking Agencies



 J&N Viet-Bride Match-making Agencies is an established matchmaking agency in Singapore. We are the only Vietnam Matchmaking agency which provide one-stop matchmaking & wedding services for our clients with our full range of our matchmaking packages.

We aim to assist single, divorced or widowhood men to find their right/suitable lifetime wife at the shortest time & hassle search with our all-in-one low price & premier matchmaking services package.

With our ever-growing number of bride-to-be Vietnamese village girls daily and with our team of committed & experience supporting staff both in Singapore & Vietnam, we are sure to be able to assist you in getting a gentle, affectionate, beautiful, family-minded wife range from 18 years old onwards with our 5 or 7 days [matchmaking tour packages to Vietnam](#).

With our objectives, we sure to make your dreams of having a caring and lovely wife come true.

New opening promotions!!!!!!!!!!!!

Should you have any friends or relatives who are seeking for Vietnamese bride, recommend to us and you will get commission incentive from us upon your friend/relative confirmation.



Our Package differences with other agencies:-

1. Our package offer is an all-in matchmaking / wedding packages which is very welcome by most of our clients and bride-to-be in Vietnam which we are offering at low and competitive price with the highest level of service compare to other agencies with no hidden cost.
2. We offered a personalised package service rather than a commercialise package service which our consultant will serve 24 hours to the clients from the day of travel from Singapore till the bride / bridegroom get married and settle down in their origin country.
3. We offer Chinese / English speaking consultant suitable to the client which most of other agencies do not offer.
4. With our reputed service grow in Vietnam / Singapore, we have a huge list of more than hundreds of bride-to-be from village which are ready to get married with any of our clients of their ideal partner.
5. We only offer village bride-to-be due to their conservative culture and their hardworking nature which will be more suitable to all of our clients which is different from other agencies.
6. We are famous in serving both local / foreigners compared to other agencies with our reputed growth of local and foreign clients.
7. We do not offer any incentive to all our bride-to-be which other agencies do which it makes the bride most willingness in getting married with the clients of their own choice.
8. In protecting our client's package, all our bride-to-be will have a terms of conditions to get married with the clients which it will protect our client's rights in getting married with the bride of their own choice.
9. Bride-to-be and the client itself have the right to say "No" and no forcement will be taken to the bride-to-be or client should they reject the choice of their own which is much different from other agencies.
10. We offer after service / support after the bride / bridegroom have RCM in their origin country in offering any advise needed which other agencies do not provide.

Source: <http://www.jvietbride.com.sg/main.php>

Life Partner Matchmaker

Source: <http://www.lifepartnermatchmaker.com/eaboutus.html>

Appendix 5.4: Survey of The Straits Times, Today and My Paper from 10-16 January 2011 done by AWARE volunteer

	The New Paper	Today	My Paper	The Straits Times
	Number of advertisements per day			
Monday January 10 th	0	2	0	5 (1 for men)
Tuesday January 11 th	0	4	0	3
Wednesday January 12 th	0	3	1 (in Chinese)	1
Thursday January 13 th	0	0	1	0
Friday January 14 th	0	2	1	0
Saturday January 15 th	0	2	My Paper is not published during weekends	0
Sunday January 16 th	0			0
Total	0	13	3	9

Appendix 5.5: Number of male and female health professionals and health associates professionals 2010.

	Health Professionals	Health Associate Professionals
Males	8,100	5,900
Females	20,200	25,000

Source: Ministry of Manpower Report on Labour Force in Singapore 2010

Appendix 5.6: Health Policy Monitor 2008 Regulation of Aesthetic Medicine

Political and economic background

In March 2008, MoH's Head of Regulations, in giving a newspaper interview, bluntly asked doctors not to offer unproven procedures "on the pretext that they are medical in nature and are medically beneficial." The report disclosed that MOH had identified 11 aesthetic therapies offered by Singapore doctors, both specialists and general practitioners, which it considered were controversial and of unproven value. In fact, the ministry had begun quietly cracking down on such practices from September 2007. It had questioned at least 20 doctors - among whom were two prominent plastic surgeons - and asked them to stop - which they promptly did.

The Singapore Medical Council, which is the profession's watchdog, is already investigating the aesthetic medicine practices of six doctors (arising from patient complaints), including a specialist. Singapore has 35 registered plastic surgeons but more than 1,400 general practitioners. Apparently, over 1,000 general practitioners (GPs) and specialists are practising aesthetic medicine, according to one estimate.

The newspaper report provoked negative reaction from many doctors but the Ministry stood firm, defending its stance with the explanation that it needed to safeguard medical standards and protect patient safety. It highlighted three reasons for acting: insufficient evidence on the safety and effectiveness of these treatments; reports of side effects of these treatments such as scarring and infection; and the drug concoctions used in some treatments not having been approved for such use by the Health Sciences Authority.

Appendix 5.7: Section 6 of Singapore Code of Advertising Practice 2008: Unacceptable claims – particular products
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6.6 Bust developers

- 6.6.1. Advertisers for preparations and devices purporting to promote enlargement of the breasts are not acceptable. Similarly, the substitution of non-specific words for enlargement like “bust toning”, or “bust improvement” is not acceptable unless the advertisement clearly shows how this differs from enlargement per se.
- 6.6.2. Exercise and courses, including exercise that may have an incidental effect on the bust line, may not be advertised in such a way as to place predominant emphasis on any effect of improving, increasing or enlarging the bust line.
- 6.6.3 Every advertisement of a product, service or other activity that purports to alter the shape or appearance of the breasts or the bust line shall contain the following disclaimer:
“There is no scientific proof that any non-surgical treatment currently available can enlarge breasts.”
Such disclaimer shall be in such placement, font and weight as to be clearly legible.

Appendix 5.8: Advert for the Singapore Lipo, Body and Face Centre, The Straits Times 10 January 2011

SINGAPORE LIPO, BODY & FACE CENTRE

Have you been thinking about restoring your youthful curves?
Have you been dieting and exercising but just cannot get rid of those stubborn bulges?

**Achieve the body you desire
Simply • Shapely • Safely**

ISO 9001:2008 certified. Clinically-proven results.

LipoSelection-Ultra
Dr Kevin Teh is experienced in the art of body sculpture and is accredited to perform Hi-Definition LipoSelection by the Advanced Body Sculpting Institute (ABSI). Get that six-pack or shapelier figure from a doctor who puts patients' interests first. Find out how fat cells can be permanently removed.
You can also choose a **2-in-1 procedure** where Dr Teh can **remove fat from unwanted areas to fill your breasts or buttocks**.

from **\$1,349** per body area
w GST **\$1,443.40***

* Price includes medication, post-op reviews, compression garment and all necessary blood tests
† There is no specific proof that any slimming programme can achieve permanent weight loss, except when accompanied with a balanced diet and regular exercise.

Scarless Breast and Buttock Enhancement
Learn about natural breast and buttock enhancement without surgery, scars or downtime. Dr Teh will share with you his experience with Macrolane Hyaluronic Acid Filler for enhancing the shape of your breasts and buttocks.

from **\$3,399** per 100ml
w GST **\$3,636.90****

** Price includes medication and post-op reviews

Body Tightening with VelaShape
US FDA approved for body tightening and cellulite reduction.
Clinic-only treatment proven to tighten skin and firm your body.
Totally non-invasive and minimal downtime.
Find out how VelaShape can benefit your saggy skin.

Let Dr Kevin Teh share with you about our complete sculpting solutions at his forums:

- 13 Jan 2011 (Thurs) @ 7:00pm
- 20 Jan 2011 (Thurs) @ 7:00pm

Kindly RSVP 6736 1000

Dr Kevin Teh
Medical Director
MBBS (Singapore)
MRCGS (General Surgery)

A 504 PART OF THE
SINGAPORE LIPOLASER CENTRE
10 Skirrah Drive Novena Medical Centre #08-01
Tel: 6736 1000 / 9329 0000 Web: www.slbfcsg.com www.smbfcsg.com Email: doctor@slbfcsg.com

SMG
AKAP



APPENDIX 6

APPENDIX 6

Appendix 6.1: Women's Charter Section 141 and 142

Traffic in women and girls

141. —(1) Any person who buys, sells, procures, traffics in, or brings into or takes out of Singapore for the purpose of such traffic, and whether or not for the purpose of present or subsequent prostitution, any woman or girl, shall be guilty of an offence and shall be liable on conviction to imprisonment for a term not exceeding 5 years and shall also be liable to a fine not exceeding \$10,000.

(2) No person shall be charged with an offence under this section if he satisfies the Director that the woman or girl brought into or taken out of Singapore by him or intended to be brought into or taken out of Singapore by him was so brought into or taken out of Singapore or is intended to be so brought into or taken out of Singapore for the purpose of her marriage or adoption and that such marriage or adoption can be solemnized or made and has been or will be solemnized or made under the laws and customs for the time being in force in Singapore.

Importation of woman or girl by false pretences

142. Any person who by or under false pretence, false representation or fraudulent or deceitful means made or used either within or without Singapore brings into, or takes out of, or assists in bringing into, or assists in taking out of, Singapore any woman or girl —

- (a) with intent that she shall be employed or used for the purpose of prostitution either within or without Singapore;
- (b) knowing or having reason to believe that she will be so employed or used; or
- (c) whether or not for the purpose of present or future prostitution,

shall be guilty of an offence and shall be liable on conviction to imprisonment for a term not exceeding 5 years and shall also be liable to a fine not exceeding \$10,000.

Appendix 6.2: Penal Code Section 376A

Sexual penetration of minor under 16

376A. —(1) Any person (A) who —

- (a) penetrates, with A's penis, the vagina, anus or mouth, as the case may be, of a person under 16 years of age (B);
 - (b) sexually penetrates, with a part of A's body (other than A's penis) or anything else, the vagina or anus, as the case may be, of a person under 16 years of age (B);
 - (c) causes a man under 16 years of age (B) to penetrate, with B's penis, the vagina, anus or mouth, as the case may be, of another person including A; or
 - (d) causes a person under 16 years of age (B) to sexually penetrate, with a part of B's body (other than B's penis) or anything else, the vagina or anus, as the case may be, of any person including A or B,
- with or without B's consent, shall be guilty of an offence.

(2) Subject to subsection (3), a person who is guilty of an offence under this section shall be punished with imprisonment for a term which may extend to 10 years, or with fine, or with both.

[51/2007]

(3) Whoever commits an offence under this section against a person (B) who is under 14 years of age shall be punished with imprisonment for a term which may extend to 20 years, and shall also be liable to fine or to caning.

[51/2007]

(4) No person shall be guilty of an offence under this section for an act of penetration against his or her spouse with the consent of that spouse.

[51/2007]

(5) No man shall be guilty of an offence under subsection (1)(a) for penetrating with his penis the vagina of his wife without her consent, if his wife is not under 13 years of age, except where at the time of the offence —

(a) his wife was living apart from him —

(i) under an interim judgment of divorce not made final or a decree nisi for divorce not made absolute;

(ii) under an interim judgment of nullity not made final or a decree nisi for nullity not made absolute;

(iii) under a judgment or decree of judicial separation; or

(iv) under a written separation agreement;

(b) his wife was living apart from him and proceedings have been commenced for divorce, nullity or judicial separation, and such proceedings have not been terminated or concluded;

(c) there was in force a court injunction to the effect of restraining him from having sexual intercourse with his wife;

(d) there was in force a protection order under section 65 or an expedited order under section 66 of the Women's Charter (Cap. 353) made against him for the benefit of his wife; or

(e) his wife was living apart from him and proceedings have been commenced for the protection order or expedited order referred to in paragraph (d), and such proceedings have not been terminated or concluded.

Appendix 6.3: Penal Code Section 376C

Commercial sex with minor under 18 outside Singapore

376C. —(1) Any person, being a citizen or a permanent resident of Singapore, who does, outside Singapore, any act that would, if done in Singapore, constitute an offence under section 376B, shall be guilty of an offence.

[51/2007]

(2) A person who is guilty of an offence under this section shall be liable to the same punishment to which he would have been liable had he been convicted of an offence under section 376B.

[51/2007]

Appendix 6.4: Sabahan youths 'trapped'

Sabahan youths 'trapped'

14 July, 2008 Daily Express

Kota Kinabalu: Some 70 Sabahan youths are in a desperate situation in Singapore with the girls forced into prostitution and the boys doing menial work after they were duped by employment agents with promises of good jobs.

This was revealed by a 21-year-old Sabahan who managed to escape a recruitment syndicate that forced him to work as a labourer. He claimed they were being kept in the same apartment building that he was in.

The youth from the East Coast of Sabah said he wished to inform parents and relatives of these Sabahans that their children have no means of fleeing as their passports and identity documents like ICs were being kept by the syndicates. Their movements are also monitored by guards," he said.

Social activist, Anne Keyworth, who has been vocal about local youths falling prey to unscrupulous employment agents, urged enforcement authorities to take immediate action. She appealed to the authorities to take up the youth's experience as a case of human trafficking that needs to be tackled urgently.

Keyworth, who is now helping the youth come to terms with his trauma, said the Sabahan youths, especially the girls in the apartment building, must be rescued and brought back to Sabah.

She also urged non-governmental organisations (NGOs) and missionaries who conduct welfare and charity work in the rural areas in Sabah to warn the people of ploys by syndicates claiming to be employment agencies.

"The modus operandi is quite similar to other cases in the past where rural youths were the main target of these human traffickers who claimed to be agents of employment agencies. And the worst thing is that our own locals are the middlemen for these syndicates. I hope relevant authorities would seriously look into this case and create policies that can ensure our youths are not easily duped by unscrupulous people," she said.

She also urged City Hall and the respective local councils to tear down all illegal flyers and ads on employment opportunities to work abroad pasted on public phones and walls of shophouses so that local youths would not be lured into the unknown.

According to the youth who returned home on July 6, in most instances the Sabahans were misled by the agents with promises of jobs in hotels and attractive salaries.

However on arriving in Singapore they are told there are no hotel jobs, leaving the youngsters with no choice but take up jobs as labourers while the women are coerced into

vice.

Asked how he got to know about Sabahan girls being forced into vice, he said he and a few friends saw one girl crying at a stairway in the building.

"While walking up to our apartment, we saw a girl wearing a mini skirt and sexy attire sitting on the staircase and crying miserably. She said her name is Christina and was from Penampang. She was victimised by a recruitment agency.

"She was promised many choices such as in tourism, restaurants and doing laundry work but all were lies. She said she was raped by the agent and forced to be a prostitute.

"The girl said a pimp guards her closely and would bring her to hotels to entertain men. According to the girl, there are many Sabahan girls in the building in a similar situation but was not sure how many," he said.

Another time, he said he saw several women pushed by guards inside a car one night and recognised one of them to be a Sabahan. He heard the Sabahan girl utter "Sabar-sabar bah!Ésia tau la apa mau buat" (Be patient bahÉI know what to do) before she was shoved into the car.

Recalling his experience, he said sometime in March this year he and three friends met a man claiming to be a recruitment agent for locals and promised to get them good jobs in hotels in Singapore. They met the agent at his rural hometown.

"At that time I was working in a plantation and felt excited about the prospect of working in Singapore. Also, we believed the agent's promise to provide us with hotel jobs in the country whose currency value is much higher than ours. Hence, we complied with the agent's requirement to pay him RM1,000 as processing fee and had to pay for our own ticket to Singapore as well as the cost of international passports," he said.

In two days, he and three youths from the same hometown boarded a flight to Senai Airport in Johor Baru and were picked up by a man to go to Singapore. They also saw about 20 Sabahans with different agents at the airport but did not have the chance to chat with them.

Their nightmare began when they were placed in an apartment and realised that the room door was locked from outside. Next morning, the door was opened and they were allowed into the living room.

"A man told us there were no hotel jobs but that work as labourers cleaning septic tanks was available. Since we had spent our money to go there, we accepted the job, motivated by the prospect of still earning a decent income".

"We were told that the salary would be S\$900 per month but we were forced to work from 8am to midnight with only one meal at 8pm. We were working under pressure and treated as slaves and the working conditions were very bad".

"We would be beaten if we came late to work or delayed cleaning the tanks that smelled of faeces. There was also an occasion when we accidentally swallowed bits of waste when cleaning the tank because we were not provided with masks or safety gear," he said, tears streaming down his cheeks during the interview with Daily Express.

He said since the syndicate did not provide three meals to them they sought work in a restaurant near the apartment building in return for food as wages. They also did not receive their salaries as promised, the reason being that the money was used to pay for their accommodation and food.

One day, three of them conspired to assault their minder at the septic tank premises and managed to retrieve their passports that were left in the minder's car.

"We saw a lorry loaded with boxes and hung on the side for fear the driver may see us. After some time, we climbed into the back of the moving lorry".

"We alighted from the lorry when it reached the city and surrendered ourselves to the Singapore Immigration Department. We were told that we could leave as our papers were in order. But the only problem we faced was we had no money to buy the tickets".

"So we walked along the street and met several men who recognised us as Sabahans. Later we came across two soldiers from the Mahkota Camp in Kluang, Johor and we related our experiences to them".

"They were one Corporal Samsuddin who comes from Kota Belud and Lance Corporal Matthew from Penampang. They helped us purchase our tickets to home...we returned to Sabah safely on June 22," he said.

Appendix 6.5: Thais say they suffered in Singapore 'jungle brothel'
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Thais say they suffered in Singapore 'jungle brothel'

Nopporn Wong-Anan 24 April, 2009 Reuters

Singapore - They were promised well-paid jobs in fine restaurants in Singapore. But a group of five Thai women, including a mother and a daughter, say they ended up being forced to sleep with hundreds of men before police rescued them.

"I thought I would come here to work in a hotel, but they put me in hell," said Pon, a mother of two in her late 30s, recalling her three days of working in a "jungle brothel" before a police raid rescued her and two Thai friends.

"My pimps told me I had to pay them 20,000 baht (\$560) for what they paid for me if I didn't want to work for them. Otherwise I would have to sleep with 160 men before they could start sharing some earnings," Pon said, telling her story while sobbing at a shelter for abused migrant women.

Two others, a mother in her late 40s and her daughter in her early 20s, escaped the brothel

and have returned to Thailand.

Pon, who preferred not to give her full name, said her "room" in a forested area was made of plastic sheets wrapped around wooden poles and a foldable mattress, in which pimps charged customers S\$20 (\$13) for a 10-minute "shot".

Singapore's sex trade is a side of the Southeast Asian city-state less well-known than its air-conditioned shopping malls, efficient governance and laws that ban littering and the import of chewing gum.

Prostitution is legal in Singapore, but the law bans soliciting of sex and penalises those who live on the earnings of prostitutes.

The government said it has a "comprehensive legal framework and a robust operational framework" to deal with vice and human trafficking, saying cases of forced prostitution were rare and it would take all reports of alleged exploitation seriously.

"Instances of women genuinely found forced into prostitution or lured into prostitution under false pretences are few and far between," the Ministry of Home Affairs told Reuters.

"In most instances, police investigations found that the cases arose from disputes between the women and their vice abettors over payments and other arrangements."

Rescued sex workers said many prostitutes, willing or deceived, enter Singapore as tourists and are kept together. As tourist visas allow them to stay up to a month, many choose to have sex with as many men as possible to pay the fee.

"My record was 17 men per night but some of my friends reached more than 30," said Ja, a 23-year-old from northern Thailand who declined to give her full name.

Ja, now staying at another Singapore shelter, made about \$2,000 in a one-month stay on a previous visit a year ago -- equivalent to a factory manager's one-month salary in Thailand.

"I think I have had enough of this job. If I can return home this time, I want to study, I want go back to school and work in another profession," Ja told Reuters.

The United Nations Office on Drugs and Crime said in February human trafficking for the sex trade or forced labour market appears to be getting worse because many countries are ignoring the globalised problem, but it gave no figures.

A US State Department report has put the number of people trafficked at 800,000 a year, versus the International Labour Organisation's estimate in 2005 of 2.5 million a year.

"These trafficked women are devastated and only want to go home," said Bridget Lew, who runs the organisation HOME for abused migrants. "They could be the tip of the iceberg."

Appendix 6.6: Penal Code Section 340

Wrongful confinement

340. Whoever wrongfully restrains any person in such a manner as to prevent that person from proceeding beyond certain circumscribing limits, is said “wrongfully to confine” that person.

Illustrations

(a) *A* causes *Z* to go within a walled space, and locks *Z* in. *Z* is thus prevented from proceeding in any direction beyond the circumscribing line of wall. *A* wrongfully confines *Z*.

(b) *A* places men with firearms at the outlets of a building and tells *Z* that they will fire at *Z* if *Z* attempts to leave the building. *A* wrongfully confines *Z*.

Appendix 6.7: ASEAN Declaration Against Trafficking in Persons Particularly Women and Children

WE, the Heads of States/Governments of Brunei Darussalam, the Kingdom of Cambodia, the Republic of Indonesia, the Lao People's Democratic Republic, Malaysia, the Union of Myanmar, the Republic of the Philippines, the Republic of Singapore, the Kingdom of Thailand, the Socialist Republic of Viet Nam, members of the Association of the Southeast Asian Nations, hereinafter referred to as ASEAN,

REAFFIRMING the Ha Noi Declaration of 1998 and the Ha Noi Plan of Action, which, among others, committed to intensify individual and collective efforts to address transnational crimes, including the trafficking in persons;

EXPRESSING the urgent need for a comprehensive regional approach to prevent and to combat trafficking in persons, particularly women and children;

ACKNOWLEDGING that social, economic and other factors that cause people to migrate also make them vulnerable to trafficking in persons;

RECOGNIZING that the immorality and inhumanity of this common concern elicits the need to strengthen legislative, law enforcement and judicial responses to ensure deterrent action is taken against persons involved in individual or syndicated activities of trafficking in persons, particularly women and children;

APPRECIATING that a successful campaign against the scourge of trafficking in persons, particularly women and children, requires continuing dialogue, exchange of information and cooperation among ASEAN;

REAFFIRMING ASEAN's unwavering desire to embrace the spirit behind the United Nations Convention against Transnational Organized Crime and its relevant protocols as it reflects the commitment of the Member States of the United Nations to prevent and combat transnational organized crime;

REAFFIRMING through this Declaration a commitment to human development and security, and the improvement of the quality of life of the peoples of ASEAN;

HEREBY DECLARE, to the extent permitted by their respective domestic laws and policies, to undertake concerted efforts to effectively address an emerging regional problem, namely the trafficking in persons, particularly women and children, through the following measures:

1. To establish a regional focal network to prevent and combat trafficking in persons, particularly women and children, in the ASEAN region;
2. To adopt measures to protect the integrity of their respective passports, official travel documents, identity and other official travel documents from fraud;
3. To undertake regular exchange of views, information sharing on relevant migratory flows, trends and pattern, strengthening of border controls and monitoring mechanisms, and the enactment of applicable and necessary legislations;
4. To intensify cooperation among our respective immigration and other laws enforcement authorities;
5. To distinguish victims of trafficking in persons from the perpetrators, and identify the countries of origin and nationalities of such victims and thereafter ensure that such victims are treated humanely and provided with such essential medical and other forms of assistance deemed appropriate by the respective receiving/recipient country, including prompt repatriation to their respective countries of origin;
6. To undertake actions to respect and safeguard the dignity and human rights of genuine victims of trafficking in persons;
7. To undertake coercive actions/measures against individual and/or syndicate engaged in trafficking in persons and shall offer one another the widest possible assistance to punish such activities; and
8. To take measures to strengthen regional and international cooperation to prevent and combat trafficking in persons.

All Member Countries reaffirm their commitment to accomplish the elements of this Declaration through maximum efforts by such appropriate instruments as may be necessary and consistent with their respective national laws and policies.

ADOPTED by the Heads of State/Government of ASEAN Member Countries on this Twenty-ninth Day of November 2004 in Vientiane, Lao People's Democratic Republic.

Source: <http://www.aseansec.org/16793.htm>

APPENDIX 7

APPENDIX 7

Appendix 7.1: Number of female teachers, vice-principals and principals

	Total	Female
Teacher	29,875	21,773
Vice-Principal	469	303
Principal	354	218

Source: Ministry of Education Statistics Digest 2010

Appendix 7.2: SCWO Women's Register

About Women's Register

The idea of a Women's Register (WR) was conceived after a year-long public consultation with study groups led by many prominent women in 2005. The study by SCWO found that there was a need for an initiative to reach out to women to inspire and lead them, as well as to educate and harness the power of women. The Women's Register was launched by Minister of State for Community Development, Youth and Sports (MCYS), Mrs Yu-Foo Yee Shoon in 2007 with these objectives in mind.

This initiative has gone through a few phases since its inception and has evolved to become a two-prong approach today. It is now a platform for networking, education, mentorship, inspiration and the promotion of directorships for an extensive group of women of all ages.

The first is targeted at younger women aged 18 years and above, and to provide them with mentorship and internship opportunities, and to get involved in the community. It is our vision that these young ladies are connected and supported by fellow women in the community, given inspiration and empowerment to take charge of their lives and lead them with positivity, compassion and courage. Our role is to create these opportunities, making them available through online media, social networking, dialogue sessions and volunteer events.

The second outreach arm, BoardAgender, is for senior-level women who would like to participate and contribute their professional experience, knowledge and expertise at a decision-making level. It aims to build awareness of the benefits of gender diversity at top levels of management, and create a vibrant community to share best practices in the area of gender diversity.

Source: http://www.womensregister.org/index.php?option=com_content&view=article&id=50&Itemid=60

APPENDIX 11

APPENDIX 11

Appendix 11.1: Skills Programme for Upgrading and Resilience

Skills Programme for Upgrading and Resilience (SPUR), is an enhanced funding scheme developed to scale up training programmes to help companies and workers during the recent economic downturn and to build strong capabilities for the recovery.

Through SPUR, workers have the opportunity to gain a competitive edge in the job market while employers are able to manage excess manpower, save manpower costs and retain workers by channeling them for skills upgrading and development. The goal is to help workers remain employable, save jobs and strengthen individual / employer capabilities to prepare for the economic upturn.

SPUR offers training programmes to help workers to upgrade skills (up-skill) to do better in current job or acquire new skills (re-skill) to take on jobs in a new industry. Under this programme, workers can choose from over 1,000 courses ranging from healthcare, education, security, social services to tourism, made available until 30 November 2010.

Source: <http://app2.wda.gov.sg/web/Contents/Contents.aspx?Id=174>

Appendix 11.2: Workfare-Skill Up

Workfare-Skill Up is a structured training programme to give low-wage workers a stronger foundation in basic literacy so that they can continue with workplace skills training and enhance their ability to take on better jobs.

We can help your workers upgrade, with incentives, if they meet the following criteria:

- Singaporean
- Earning \$1,700 or less per month
- Do not have a GCE "O" Level pass in English or took workplace literacy test and have a score of 1 to 4.

The programme consists of:

- A workshop to build confidence in trainees to commit to sustained training. Trainees will be provided with techniques and tips aimed at helping them persevere in their training.
- Literacy Training Programmes to provide low-wage workers with basic literacy training in reading, listening and speaking in English, based on the WSQ's Employability Skills (ES) framework. A milestone award of \$200 will be given for every literacy level that they attain.

Source: http://www.e2i.com.sg/services/employers/workfare_skill_up/

Appendix 11.3: WINGS

WINGS is a non-profit education centre especially for women aged 40 and older. WINGS was launched as a joint project of the Singapore Council of Women's Organisations (SCWO) and the Tsao Foundation on 20 June 2006.

With the backing of the women that we serve and support from donors and partners who believe in us, WINGS became an independent society in December 2007. The **Society for WINGS** is now a registered charity with IPC (Institution of a Public Character) status.

Aims & Objectives

WINGS aims to provide the following services:

1. To educate its clients on:
 - a. Health – Preventive Health Management techniques, and health literacy
 - b. Wealth – Planning for their Financial future and Income generating activities
 - c. Happiness – Self Esteem, Love within family and contribution to society
2. To support and/or provide income generating activities
3. To provide counseling services
4. To provide a referral service
5. To support and provide a safe place for friendship between its clients and for relevant support groups to meet

Our Services

1. Counselling – Emotional, Legal, Financial and Health
2. Talks & Workshops on Health, Financial Security and Relationships including contribution to Society
3. Support Groups – Menopause, Homemakers, Mothers & Seniors
4. Skills Training – Basic Computer, Cashiering, Basic English etc
5. Job Referrals
6. Interest Groups – Handicraft, Read & Chat, Bridge etc
7. Exercise Classes – Chair Yoga, Shapexercise, Tai Chi, Belly Dancing etc.

Source: <http://www.wings.sg/en/about>

Appendix 11.4: Employment Act Section 43(1)

Annual leave

43. —(1) An employee who has served an employer for a period of not less than 3 months shall be entitled to paid annual leave of 7 days in respect of the first 12 months of continuous service with the same employer and an additional one day's paid annual leave for every subsequent 12 months of continuous service with the same employer subject to a maximum of 14 days of such leave which shall be in addition to the rest days, holidays and sick leave to which the employee is entitled under sections 36, 88 and 89, respectively.

[21/84;36/95;32/2008]

(2) An employee who has served an employer for a period of not less than 3 months but who has not completed 12 months of continuous service in any year shall be entitled to annual leave in proportion to the number of completed months of service in that year.

[21/84;36/95]

(3) In calculating the proportionate annual leave under subsection (2), any fraction of a day which is less than one-half of a day shall be disregarded and where the fraction of the day is one-half or more it shall be regarded as one day.

[21/84]

(4) Where an employee is granted leave of absence without pay by the employer at the request of the employee, the period of the leave shall be disregarded for the purpose of computing continuous service under this section.

[21/84]

(5) An employee shall forfeit his entitlement to annual leave if he absents himself from work without the permission of the employer or without reasonable excuse for more than 20% of the working days in the months or year, as the case may be, in which his entitlement to such leave accrues.

[21/84]

(6) The employer shall grant and the employee shall take such leave not later than 12 months after the end of every 12 months of continuous service and any employee who fails to take that leave by the end of such period shall thereupon cease to be entitled thereto.

[21/84]

(7) The employer shall pay the employee his gross rate of pay for every day of such leave and if an employee has been dismissed otherwise than for misconduct before he has taken that leave, the employer shall pay the employee his gross rate of pay in respect of every day of that leave.

[21/84;36/95]

(8) The Minister may, by notification in the *Gazette*, fix the periods when and prescribe the manner in which annual leave shall be granted to employees in different types of employment or in different classes of industries.

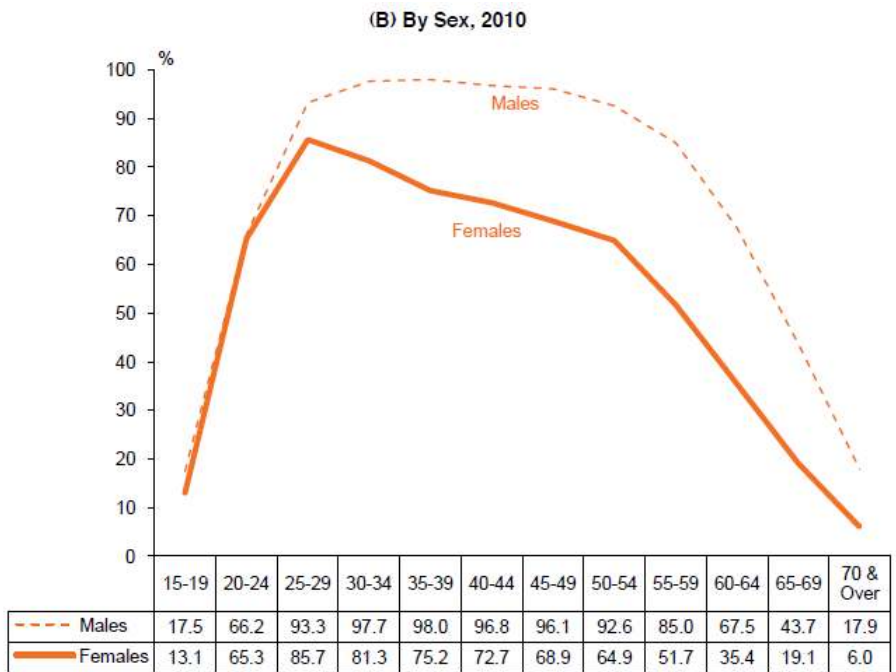
[21/84]

Appendix 11.5: Labour force participation rate of males and females

Mid-Year	Labour Force Participation Rate (%)		
	Total	Males	Females
2010	66.2	76.5	56.5

Source: Ministry of Manpower Report on Labour Force in Singapore 2010 Table 2

Appendix 11.6: Chart on gender labour participation



Source: Labour Force Survey, MOM

Last Updated: 31 January 2011

Source: Ministry of Manpower Report on Labour Force in Singapore 2010 Chart 1b pp.3.

Appendix 11.7: National unemployment rate

Unemployment rate (Non-seasonally Adjusted) (%) as at June 2001-2010		
	Total	Residents
2009	4.1	5.9
2010	2.8	4.1

Source: Ministry of Manpower Report on Labour Force in Singapore 2010 Table 1

Appendix 11.8: Percentage of women between the ages 25-64 who are employed

In contrast, the Labour Force Participation Rate in all the other age groups were higher in 2010 than in 1999, mainly driven by the rise in labour force participation among women and older residents. Three in four (74.4%) women in the prime-working ages of 25 to 54 participated in the labour market in 2010, up from 63.6% in 1999. Nevertheless, their LFPR was still lower than that of prime-working age men (95.8%), reflecting the withdrawal of some women from the labour force after marriage and childbirth (Chart 1B).

Source: MOM Report on Labour Force in Singapore 2010 pp. 3 para 1.4

Appendix 11.9: Employment rate among females in Singapore as compared to other countries

Even though it had decreased, the employment rate for prime-working age men in Singapore remained higher than in many developed and Asian economies. The rate for older men in Singapore was also one of the highest internationally. On the other hand, the employment rate among females in Singapore generally lagged those in developed countries such as Sweden, the Netherlands, the United Kingdom and the United States.

Source: MOM Report on Labour Force in Singapore 2009 pp.15 para2.

**Appendix 11.10: Employed residents aged fifteen years and above by gender
June 2010**

Total number in thousands: 1962.9		Number in thousands	%
	Male	1,106.6	56.4
	Female	856.4	43.6

Source: Ministry of Manpower Report on Labour Force in Singapore 2010 Table 29

Appendix 11.11: Employed residents aged fifteen years and over by occupation and gender June 2010

	Clerical Support Workers	Associate Professionals and Technicians	Cleaners, Labourers and Related Workers	Managers and Administrators	Working Proprietors	Employers	Self-employed	Contributing Family Workers
Total number in thousands	240.5	373.4	145.5	266.4	68.8	104.4	169.4	10.8
Males	50.8	195.3	66.6	167.9	52.2	78.0	120.6	3.9
Females	189.7	178.1	78.9	98.4	16.6	26.4	48.8	6.8
Percentage of Males	21.1%	52.3%	45.8%	63.1%	75.9%	74.7%	71.2%	36.1%
Percentage of Females	78.9%	47.7%	54.2%	36.9%	24.1%	25.3%	28.8%	63.9%

Source: Ministry of Manpower Report on Labour Force in Singapore 2010 Table 55

Appendix 11.2: Wage differentials

TABLE 20
MEDIAN GROSS MONTHLY INCOME FROM WORK OF FULL-TIME EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER
BY HIGHEST QUALIFICATION ATTAINED, AGE AND SEX, JUNE 2010
 (Exclude Full-Time National Servicemen)

Sex / Age (Years)	In Dollars							
	Total	No Formal Qualification / Lower Primary	Primary	Lower Secondary	Secondary	Post-Secondary (Non-Tertiary)	Diploma & Professional Qualification	Degree
Total	2,710	1,120	1,400	1,610	2,170	2,200	3,000	5,000
15 - 24	1,600	s	s	1,050	1,200	1,200	1,730	2,600
25 - 29	2,710	s	s	1,520	1,750	1,800	2,400	3,500
30 - 39	3,490	1,300	1,400	1,730	2,250	2,250	3,080	5,200
40 - 49	3,000	1,300	1,500	1,670	2,380	2,710	4,120	7,280
50 - 59	2,170	1,200	1,370	1,600	2,330	2,980	4,830	8,170
60 & Over	1,500	940	1,200	1,500	2,000	2,500	4,500	7,500
Males	2,920	1,400	1,510	1,800	2,200	2,300	3,250	5,750
15 - 24	1,500	s	s	1,150	1,200	1,300	1,800	2,700
25 - 29	2,710	s	s	1,600	1,800	1,870	2,490	3,500
30 - 39	3,630	1,750	1,500	2,000	2,400	2,250	3,200	5,480
40 - 49	3,250	1,580	1,730	1,950	2,500	2,710	4,500	7,880
50 - 59	2,380	1,500	1,530	1,800	2,380	2,860	5,000	8,750
60 & Over	1,630	1,000	1,300	1,500	2,000	2,500	4,670	7,500
Females	2,500	920	1,040	1,300	2,080	2,050	2,710	4,380
15 - 24	1,630	s	s	1,000	1,210	1,200	1,700	2,600
25 - 29	2,710	s	s	1,500	1,630	1,730	2,380	3,500
30 - 39	3,250	1,000	1,190	1,500	2,170	2,190	3,000	4,880
40 - 49	2,710	1,000	1,100	1,300	2,220	2,860	3,750	6,170
50 - 59	1,950	1,000	1,000	1,280	2,290	3,050	4,330	7,480
60 & Over	1,130	800	980	1,130	2,040	2,600	4,110	6,250

Source: Ministry of Manpower Report on Labour Force in Singapore 2010 Table 20

Appendix 11.13: Pregnant? You're fired

Pregnant? You're fired

Radha Basu 8 November, 2009 The Sunday Times

The tough economic times - and more generous maternity benefits - appear to be prompting increasing numbers of firms to fire pregnant women or deny them their full entitlements.

There were 119 'pregnancy-related' complaints lodged with the Ministry of Manpower (MOM) in the first nine months of the year - up from 72 for the whole of 2007, and 95 last year.

That is the highest since records began in 2004 and represents a doubling of the rate per month compared with 2007.

Some women claimed they were sacked under the pretence of poor performance or other work-related issues so employers could avoid meeting maternity payment obligations. Others claimed they were underpaid or denied maternity benefits.

About 75 percent of the complaints were from women working in small- and medium-sized enterprises (SMEs).

The increase is largely a result of new regulations that have substantially increased maternity benefits and the tough economic times, said an MOM spokesman. Greater awareness due to heightened publicity could also have led to the spike, the spokesman said.

The new rules came into effect just over a year ago on Oct31 last year, just as Singapore was entering a recession.

Most of the cases have been settled, with payments being made to the women, while about two dozen complaints are pending.

Some employers are unclear or unaware of their obligations under the new laws, said Ms Ng Hwei Min, director for operations policy and compliance at MOM's Labour Relations and Welfare Division.

'Most employers comply immediately after our advice,' she added.

Ms Ng advises companies to tell employees clearly and in a timely way if there are performance-related problems. This will prevent a worker from believing she has been fired for her pregnancy rather than poor performance.

The deputy secretary-general of the National Trades Union Congress, Madam Halimah Yacob, pointed out that problems regarding discrimination always loom larger in tough times.

She said such disputes could be minimised if companies embraced progressive human-resource practices, such as the setting up of proper grievance-recording procedures and fair and transparent performance-appraisal systems.

'This way, if termination is necessary, pregnant women know that they have been given a fair chance,' said Madam Halimah, who co-chairs the Tripartite Alliance for Fair Employment Practices (Tafep), which seeks to promote merit-based employment practices.

In some cases, MOM tries to help even if the company has ostensibly broken no law. A 36-year-old service coordinator in a manufacturing firm was handed a retrenchment letter on the day she returned from maternity leave in May. It was downsizing and others were laid off too.

But while her other colleagues got four months' pay in lieu of the lack of notice and compensation, as stipulated in all contracts, including hers, she had only two months' pay. 'I was shocked,' said the mother of two, who declined to be named. 'They paid my maternity benefits, then denied me my compensation.'

She appealed to MOM, which helped her recover part of the money.

The new maternity regulations could not have come at a worse time for small firms struggling with the downturn, said Mr Lawrence Leow, president of the Association of Small and Medium Enterprises.

'When business is down, they may not be able to afford to hire temporary staff or outsource functions,' he added. But that was no excuse for sacking pregnant staff without cause.

'We need to educate them to look out for staff who may get pregnant and plan ahead,' he added.

This could include roping in people from other departments to share the workload and stagger the four-month maternity leave. The law allows for the last two months of leave to be taken at a later time.

In a handful of cases investigated by MOM, pregnant women or new mothers withdrew their complaints after being unable to prove their allegations.

One was a 26-year-old marketing communications executive who had asked to be sacked - by requesting a termination letter from the company - in the last trimester of her pregnancy.

The letter - or proof of dismissal - is necessary for complainants to approach MOM. She was working for the entertainment and events management firm Music and Movement and was unhappy at being transferred to another department with lower pay.

She told MOM she had been sacked because she was pregnant but investigations revealed that she was an unconfirmed employee and the company had found her performance to be unsatisfactory, said MOM.

The ministry also found that the salary offered to her in her new position was comparable to the salaries paid to others in that position.

The firm's chief executive, Mr Lim Sek, said: 'She was the one who refused to sign the new contract, which was the best we could offer under the circumstances. Despite her poor performance, we did not kick her out.'

Appendix 11.14: National Institute of Education Directives

Maternity Leave

- For married female officers who have been in service for at least 90 days prior to date of confinement
- 16 weeks of full-pay maternity leave for mothers with Singapore children born on or after 17 Aug 2008.
- The 16 weeks of maternity leave will be taken in a single block as a default arrangement.
- For EOs under the school holiday scheme, school holidays within this period will be counted as part of the maternity leave period.

Maternity Leave

- If an officer would like to take the last 8 weeks of paid maternity leave flexibly from the date of confinement, and there are good organisational reasons to allow this arrangement, the officer and her Principal/Branch Head can come to a mutual agreement on how these 8 weeks will be taken.
- The 8 weeks should be taken within 12 months from the date of confinement for such cases. An officer who wishes to take the last 8 weeks flexibly should discuss the arrangements with her supervisor early so that the necessary arrangements can be made.

Maternity Leave

Maternity Leave During Training at NIE

- NIE trainee teachers are advised to take up to 4 weeks of maternity leave to satisfy the course requirements
- Consult Asst Head/Admissions and Records at NIE FPO for advice at least 1 month in advance
- If your maternity leave period falls within the examination/practicals period, you are required to extend your course (subject to change in course structure and availability of modules) at your own expense in order to complete the course requirements
- You would be placed on no-pay leave and required to pay tuition fees to NIE during this course extension

Childcare Leave

Full-Pay Unrecorded Childcare Leave

- For married male and female officers who have been in service for at least 90 days
- A married officer with at least 1 child below 7 years old and is a Singapore Citizen will be eligible for childcare leave as illustrated below:

Childcare Leave

Full-Pay Unrecorded Childcare Leave (Ctd)

No. of children below 12 years old	Total no. of days of full-pay Childcare Leave	No. of days of full-pay Childcare Leave if child is below 7 years old and not certified as medical certificate	Maximum no. of Childcare Leave that have to be unrecorded in medical certificate
At least 1 child below 7 years old and is a Singapore Citizen	1	8	8
	2	10	4
	2.7	10	0

Childcare Leave

Full-Pay Unrecorded Childcare Leave (Ctd)

- For married officers with children between 7 years old and below 12 years old:

No. of days per annum	5 days per child
Conditions	Application must be supported by a medical certificate
Cap	Capped at 15 days for those with 2 or more children below 12 years old

CONFIDENTIAL

PERIOD OF PROBATION

6. From the day of commencement of duty, whether in school to teach or in a teacher training institute to undergo your teaching training, to 1 year from the date you assume duty in a school after you have obtained your professional teaching qualification prescribed by the Ministry of Education.

REMUNERATION

7. You will be paid a gross monthly salary² according to the salary structure in the Scheme of Service to which you are appointed. This salary structure is under the flexible wage system, where the variable salary components are subject to adjustments based on economic conditions and individual performance.

CENTRAL PROVIDENT FUND CONTRIBUTIONS

8. If you are a Singapore citizen or Singapore Permanent Resident, you will come under the Central Provident Fund (CPF) scheme, and contributions from yourself and the Ministry at the prevailing rates shall be made into your CPF.

MATERNITY LEAVE FOR SINGAPORE PERMANENT RESIDENTS

9. According to the Government Instruction Manual, a female married officer will be eligible for 12 weeks of maternity leave (of which the first 8 weeks will be paid) provided that they fulfil the following requirements :

- (a) She has completed at least 180 days of service preceding her confinement.
- (b) It is for her 1st and 2nd legitimate child birth.
- (c) She is still in service.

The 4 weeks beyond the first 8 consecutive weeks of maternity leave may be taken flexibly over a six-month period from the birth of the child, subject to mutual agreement between the Ministry and the officer. To be eligible for the 4-week extended maternity leave, the child must be a Singapore citizen.

TERMINATION OF EMPLOYMENT

Notice of termination

10. During your probation, the Singapore Government may terminate you at any time, by giving you one month's notice in writing or paying you one month's total emoluments instead of notice.

² Components of Gross monthly salary : Basic Salary + Monthly Variable Component + Non-Pensionable Component + Non-Pensionable Variable Payment. In addition, your gross monthly salary will be adjusted in accordance with paragraph IM2G#67 if you are an officer aged 60 years and above.

Type of leave	Remarks	
b. <u>Unpaid Infant Care Leave</u>	No. of days per annum	6 days per parent (regardless number of qualifying children)
	Eligibility	All officers who have served at least 90 days, and have a child under the age of 2 years old who is a Singapore Citizen
8. <u>Maternity Leave</u>	<p>A married female officer will be entitled to 16 weeks of paid maternity leave regardless of the number of children she already has, if the following criteria are met:</p> <ul style="list-style-type: none"> (a) The child is a Singapore citizen at the time of birth; and (b) The child is born on or after 17 Aug 2008; and (c) She has completed at least 90 days of service preceding the date of confinement <p>To enable mothers to recuperate from child birth and have sufficient time to bond with their new born, the <u>16 weeks of maternity leave should be taken as a single block as a default arrangement.</u> For EOs under the school holiday scheme, school holidays within this period will be counted as part of the maternity leave period.</p> <p>If an officer would like to take the last 8 weeks of paid maternity leave flexibly from the date of confinement, and there are good organisational reasons to allow this arrangement, the officer and her Principal/Branch Head can come to a mutual agreement on how these 8 weeks will be taken.</p>	

The 8 weeks should be taken within 12 months from the date of confinement for such cases. An officer who wishes to take the last 8 weeks flexibly should discuss the arrangements with her supervisor early so that the necessary arrangements can be made.

Leave applications should be submitted to the school or to Recruitment Unit through NIE at least 3 weeks in advance.

** Trainee teachers at NIE are encouraged to take 4 weeks of maternity leave so that they do not miss too many lessons which would cause the programme to be extended at their own cost. Please approach Asst Head / Admissions & Records at NIE for advice on the leave period as it may affect your examinations / assignments / practicum and cause your teacher training course to be extended. In the event of extension of course, trainees would be placed on no-pay leave and would have to bear the tuition fees.

Source: Given by NIE trainee who wants to remain anonymous.

Appendix 11.15: Employment Act Section 112

Penalties

112. Any person who is guilty of any breach or any offence under this Act for which no penalty is otherwise provided shall be liable on conviction to a fine not exceeding \$5,000 or to imprisonment for a term not exceeding 6 months or to both, and for a subsequent offence under the same section to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 12 months or to both.

APPENDIX 12

APPENDIX 12

Appendix 12.1: AWARE-TSAO Position Paper February 2005 Beyond Youth: Women Growing Older and Poorer

Executive Summary: Health Trends

- Older men and women in Singapore have similar prevalence for common chronic diseases such as hypertension and diabetes. Without their own resources to pay for the necessary health care, however, there is serious concern that older women are rationing their own care – i.e. foregoing preventive and ongoing care for disease management to avoid additional costs – but risking far more in terms of getting costly complications such as strokes and diabetic amputations, which are avoidable otherwise.
- As compared to men, older women also have higher incidence of certain disabling diseases such as arthritis – a frequently disabling condition. Arthritis is far more common for women than for men.
- There are about twice as many semi-ambulant (2.02) and non-ambulant females (1.99) as there are semi-ambulant / non ambulant males. This should be contrasted with the ratio of ambulant females and ambulant males (1.20). Thus, although women live longer, they tend to be in worse physical condition than their male counterparts.
- Women live longer but they also have to live with greater level of disability and functional dependence for a longer period of their life. This may be exacerbated in part by the lack of financial resources, which cause older women to under utilize health services, especially in the management of chronic diseases and risk factors.

Appendix 12.2: Life expectancy - demographic indicators 2010

Total Live-Births	37,978
Life Expectancy at Birth (for year 2009)	81.4 years
Males	79.0 years
Females	83.7 years
Life Expectancy at Age 65 (for year 2009)	19.7 years
Males	17.9 years
Females	21.2 years

Source: Department of Singapore Statistic <http://www.singstat.gov.sg/stats/keyind.html>

Appendix 12.3 : Trends in Cancer Incidence in Singapore

Table 1 : Notification of new cases by year of diagnosis 2004-2008

Year of diagnosis	2004	2005	2006	2007	2008	2004-2008
No. of notifications	9,004	9,037	9,359	9,863	10,316	47,579

Table 5 : Ten most frequent cancers in Singapore Females, 2004-2008

Rank	Site	No.	%	Crude rate 100,000/year
1	Breast	7,160	29.2	80.5
2	Colo-rectum	3,579	14.6	40.3
3	Lung	1,948	8.0	21.9
4	Corpus uteri	1,434	5.9	16.1
5	Ovary	1,403	5.7	15.8
6	Lymphoid neoplasms	1,012	4.1	11.4
7	Cervix uteri	1,001	4.1	11.3
8	Skin (including Melanoma)	941	3.8	10.6
9	Stomach	932	3.8	10.5
10	Thyroid	4,385	17.9	7.9

Source : Singapore Cancer Registry Interim Report Trends in Cancer Incidences 2004-2008

Appendix 12.4 : More seeking help for eating disorders here

More seeking help for eating disorders here

About 10 new cases a month; rise may be due to more coming forward

Melissa Pang January 1, 2011 The Straits Times

More people are being treated for eating disorders here, with about 10 new cases seen at the Singapore General Hospital (SGH) every month.

There were 127 new cases at the hospital's Eating Disorders Clinic in 2009, up from just 34 in 2003.

'Numbers have definitely gone up significantly,' said Dr Lee Huei Yen, director of SGH's eating disorders programme and a consultant at the hospital's department of psychiatry.

'But it's unclear if it is an actual increase, or that people are more willing to come forward to seek help due to an increased awareness.'

SGH, which did not release figures on eating disorders for 2010, has a programme dedicated to eating disorders, and treats the bulk of such patients here.

On Thursday, it was reported that French actress and model Isabelle Caro, who posed for a controversial anti-anorexia campaign, died on Nov 17 at age 28.

The anorexic woman was photographed naked, with protruding bones. She weighed a mere 27kg when the photograph was shot. While the cause of her death is unknown, she had been sick since 2006 after falling into a coma caused by the eating disorder.

Anorexia nervosa is a form of ailment in which a person obsesses about his weight and the food he eats. Patients are unhealthily underweight and may starve themselves or exercise excessively to prevent weight gain or to keep losing weight.

Females are 10 times more at risk of developing anorexia, and the condition commonly begins in early adolescence. This means young adolescent girls are most at risk, said Dr Lee.

Last month, The Straits Times reported that anorexia nervosa was on the rise among teens, and was also afflicting pre-teens as young as eight.

A wider range of people are suffering from eating disorders too, observed Dr Adrian Wang of Adrian Wang Psychiatry.

He said: 'It used to be mostly teenage girls, but the net seems to be cast wider now. I'm seeing teens as young as 12 to working adults in their 30s.'

Besides anorexia, other eating disorders include bulimia and binge-eating.

Anorexia nervosa is considered the most damaging as the sufferer eats very little, if at all. It has one of the highest mortality rates of all psychiatric disorders - up to 20 per cent.

'We have had patient deaths through suicide and also through medical complications of severe malnutrition,' said Dr Lee, who has seen cases where a patient's body mass index (BMI) dropped to less than 10. A normal BMI ranges from 18.5 to 22.9.

Anorexia is strongly associated with depression and other mood disorders. Sufferers often feel depressed and isolated, which may lead to suicide, said Dr Wang.

While studies in the West have shown that bulimia nervosa is more prevalent than anorexia, 50 per cent of SGH's patients are anorexic, while 30 per cent have bulimia nervosa.

The exact cause of anorexia nervosa is unclear, but is believed to have many factors. They include stress from work or school, problems at home, and social and media pressures.

This was the case for Ms Heather Chi, 22, who suffered from anorexia when she was a 17-year-old. The 1.64m-tall undergraduate weighed 40kg at her lowest.

'The transition to junior college, a pressure to excel at school, and concerns over my body image all took its toll on me. Not eating gave me a sense of control amidst all my worries,' said Ms Chi, who now weighs 58kg.

When faced with problems, those with eating disorders seek a sense of control by

controlling their diet instead of channelling their energy into finding a solution, said Dr Ko Soo Meng of Ko & Ko Specialists. 'It's not so much about food but about self-esteem: how one feels about oneself,' he added.

The best form of prevention, said Dr Ang Yong Guan of Ang Yong Guan Psychiatry, is to help children build healthy self-esteem from a young age.

'Parents should create a secure base for children to grow up. They need to feel wanted and not have to seek other avenues to boost their self-esteem.'

Appendix 12.5: Backroom beauty operators in S'pore

Backroom beauty operators in S'pore

Angela Lm 16th July, 2010 Yahoo Online News

How far will you go for a cheap beauty fix?

According to The Straits Times, backyard beauticians in Singapore are illegally performing cosmetic procedures only doctors and specialists are qualified to do. These include Botox injections, fillers and surgical nose jobs.

Working out of makeshift clinics in their homes and advertising their services online, these operators charge much less for these services, with Botox jabs to smooth out wrinkles starting at S\$200. A trained general practitioner would charge double that price while a plastic surgeon up to ten times the amount.

Despite the obvious health risks, these beauticians are doing well with some claiming to see at least two clients a day.

A quick search online reveals five “salons” touting such services on websites frequented mainly by Chinese nationals. Their advertisements claim to get rid of a host of skin problems for S\$200 to \$1,000.

Following a tip-off by the newspaper’s reporters posing as potential customers, officers from the Ministry of Health (MOH), Ministry of Manpower and the Health Sciences Authority (HSA) conducted raids at two locations Thursday night.

The officials collected three plastic bags containing fat dissolver, placenta and antibiotics found in a mini fridge in the bedroom of a unit in Landmark Tower Condominium in Chinatown.

Prior to the raid, the reporters posed as prospective customers and visited these “clinics”.

One which was called Beautiful Angels Salon, was a well-maintained, rented three-room Chinatown apartment. The “clinic” was furnished simply, with two beds in a walled up, air-conditioned balcony and a glass case containing what looked like medical products.

A 31-year-old named Lily presented her menu of services: Nose bridge [filler jabs](#) for S\$500, Botox injections from S\$200. During the consultation, Lily donned a white coat and showed a folder with information on the various procedures.

When asked if there were botched jobs, Lily said her treatments “had no side effects whatsoever”. She claimed to have had eight years’ experience and said the Botox she used was imported from the United States and was “the same as what is used everywhere in the world”. Although she admitted she wasn’t a registered doctor, she said she was licensed in China and had practised here for “a long time”.

According to the building’s 56-year-old security guard who declined to be named, Lily’s clients appeared to be “pretty and fashionable” Chinese nationals all in their 20s.

Another clinic reporters visited was run by two sisters who are in their 40s in Bukit Batok known only as Zhuang Di and Hong Mei. The sisters claimed to make a person’s face look slimmer or fuller by injecting “synthetic cells” into the jaw -S\$500 for two jabs.

Plastic surgeons are concerned over the emergence of these backyard beauticians.

Associate Professor Ivor Lim, who chairs the Chapter of Plastic Surgeons within the College of Surgeons Singapore, was quoted in the same paper saying that cosmetic procedures performed by unlicensed individuals had a “high chance” of going wrong.

An MOH spokesperson urged the public to seek medical services only from registered medical doctors. If these beauticians are found guilty of causing hurt through a rash or negligent act which risks someone’s life or safety, they may be fined, jailed or both.

APPENDIX 13

APPENDIX 13

Appendix 13.1: Report on Labour Force in Singapore 2010 Unemployment Rate

Unemployment rate (Non-seasonally Adjusted) (%) as at June 2001-2010		
Year	Total	Residents
2009	4.1	5.9
2010	2.8	4.1

Source: Ministry of Manpower Report on Labour Force in Singapore 2010 Table 1.

Resident Unemployment Rate by Gender June 2010 (%)	
Males	Females
3.9	4.4

Source: Ministry of Manpower Report on Labour Force in Singapore 2010 Table 71.

Appendix 13.2: Gross monthly income of employed resident by nature of employment and gender

TABLE 64
EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER BY NATURE OF EMPLOYMENT,
GROSS MONTHLY INCOME FROM WORK AND SEX, JUNE 2010

In Thousands

Gross Monthly Income	Total			Full - Time			Part - Time		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
Total	1,962.9	1,106.6	856.4	1,786.2	1,044.8	741.4	176.7	61.8	114.9
Under \$500	83.4	44.7	38.7	39.0	32.1	6.9	44.4	12.5	31.8
\$ 500 - \$ 999	213.0	96.6	116.4	142.0	72.1	69.9	71.0	24.5	46.5
\$ 1,000 - \$ 1,499	240.0	126.1	113.9	213.7	115.3	98.4	26.3	10.9	15.4
\$ 1,500 - \$ 1,999	236.3	132.5	103.8	226.4	128.7	97.7	9.9	3.9	6.1
\$ 2,000 - \$ 2,499	216.3	123.5	92.7	207.6	120.5	87.1	8.7	3.1	5.6
\$ 2,500 - \$ 2,999	161.1	87.9	73.2	156.9	86.4	70.5	4.2	1.5	2.7
\$ 3,000 - \$ 3,999	252.3	143.3	108.9	247.2	141.1	106.1	5.0	2.2	2.8
\$ 4,000 - \$ 4,999	153.1	84.0	69.1	150.4	82.9	67.5	2.7	1.1	1.5
\$ 5,000 - \$ 5,999	114.6	68.2	46.4	113.0	67.5	45.6	1.5	0.7	0.8
\$ 6,000 - \$ 6,999	62.9	38.8	24.1	62.2	38.5	23.8	0.6	0.3	0.3
\$ 7,000 - \$ 7,999	48.3	31.1	17.1	47.7	30.9	16.8	0.6	0.2	0.3
\$ 8,000 - \$ 8,999	38.3	26.1	12.3	37.8	25.8	12.0	0.5	0.3	0.2
\$ 9,000 - \$ 9,999	21.9	15.2	6.7	21.7	15.1	6.6	0.2	0.1	0.1
\$10,000 & Over	121.7	88.5	33.2	120.5	87.9	32.6	1.2	0.5	0.6

Source: Ministry of Manpower Report on Labour Force in Singapore 2010 Table 64.

APPENDIX 16

APPENDIX 16

Appendix 16.1: Women's Charter Part VI

Rights and duties

46. —(1) Upon the solemnization of marriage, the husband and the wife shall be mutually bound to co-operate with each other in safeguarding the interests of the union and in caring and providing for the children.

(2) The husband and the wife shall have the right separately to engage in any trade or profession or in social activities.

(3) The wife shall have the right to use her own surname and name separately. a

(4) The husband and the wife shall have equal rights in the running of the matrimonial household.

Abolition of wife's dependent domicile

47. —(1) Subject to subsection (2), the domicile of a married woman as at any time on or after 1st June 1981 shall, instead of being the same as her husband's by virtue only of marriage, be ascertained by reference to the same factors as in the case of any other individual capable of having an independent domicile.

[26/80]

(2) Where immediately before 1st June 1981 a woman was married and then had her husband's domicile by dependence, she is to be treated as retaining that domicile (as a domicile of choice, if it is not also her domicile of origin) unless it is changed by acquisition or revival of another domicile either on or after that date.

[26/80]

Court may refer parties for mediation or to attend counselling

50. —(1) A court before which any proceedings under this Act (other than proceedings under section 104) are being heard may give consideration to the possibility of a harmonious resolution of the matter and for this purpose may, with the consent of the parties, refer the parties for mediation by such person as the parties may agree or, failing such agreement, as the court may appoint.

[30/96]

(2) A court before which any proceedings under this Act (other than proceedings under section 65 or 66) are being heard may, if it considers that it is in the interests of the parties or their children to do so, at any stage in the proceedings direct or advise either or both of the parties or their children to attend counselling provided by such person as the Minister may approve or as the court may direct.

[30/96]

(3) Failure to comply with any direction or advice referred to in subsection (2) does not constitute a contempt of court.

[30/96]

(4) Evidence of anything said, or of any admission made, in the course of any mediation or any counselling under this section shall not be admissible in any court.

[30/96]

[9/67]

Property of woman to be held by her as feme sole

52. —(1) Subject to the provisions of this Act, all property which —

(a) immediately before 15th September 1961 was the property (including the separate property) of a married woman or held for her separate use in equity;

(b) belongs at the time of her marriage to a woman married after 15th September 1961; or

(c) after 15th September 1961 is acquired by or devolves upon a married woman, shall belong to her in all respects as if she were a feme sole and may be disposed of accordingly.

(2) Nothing in subsection (1) shall —

(a) be construed as affecting adversely the right of any married woman to any property which she had immediately before 15th September 1961; or

(b) interfere with or render inoperative any valid restriction upon anticipation or alienation attached to the enjoyment of any property by virtue of any provision contained in any written law in force immediately before 15th September 1961, or in any instrument executed before that date.

(3) Any instrument executed on or after 15th September 1961 shall, in so far as it purports to attach to the enjoyment of any property by a woman any restriction upon anticipation or alienation which could not have been attached to the enjoyment of that property by a man, be void.

(4) For the purposes of this section relating to restrictions upon anticipation or alienation —

(a) an instrument attaching such a restriction as aforesaid, executed on or after 15th September 1961, in pursuance of an obligation imposed before that date to attach such a restriction, shall be deemed to have been executed before that date;

(b) a provision contained in an instrument made in exercise of a special power of appointment shall be deemed to be contained in that instrument only and not in the instrument by which the power was created; and

(c) the will of any testator who dies after 15th September 1961, shall (notwithstanding the actual date of the execution thereof) be deemed to have been executed after that date.

Loans by wife to husband

53. Any money or other estate of the wife, lent or entrusted by her to her husband for the purpose of any trade or business carried on by him or otherwise, shall be treated as assets of her husband's estate in the case of his bankruptcy under reservation of the wife's claim to a dividend as a creditor for the amount or value of such money or other estate after, but not before all claims of the other creditors of the husband for valuable consideration in money or money's worth have been satisfied.

Money and property derived from housekeeping allowance

54. If any question arises as to the right of a husband or wife to money derived from any allowance made by the husband for the expenses of the matrimonial home or for similar purposes, or to any property acquired out of that money, the money or property shall, in the absence of any agreement between them to the contrary, be treated as belonging to the husband and the wife in equal shares.

[9/67]

Gifts by husband to wife

55. —(1) Nothing in this Part shall give validity, as against creditors of the husband, to

any gift by a husband to his wife of any property which, after such gift, continues to be in the order and disposition or reputed ownership of the husband, or to any deposit or other investment of moneys of the husband made by or in the name of his wife in fraud of his creditors.

(2) Any money deposited or invested in the manner referred to in subsection (1) may be followed as if this Act had not been passed.

Remedies of married woman for protection and security of property

56. —(1) Every married woman shall have in her own name against all persons whomsoever, including her husband, the same civil remedies and also, subject as regards her husband to subsection (3), the same remedies and redress by way of criminal proceedings for the protection and security of her own property as if that property belonged to her as a feme sole.

[9/67]

(2) In any charge or other proceeding under this section, it shall be sufficient to allege that property to be her property.

(3) No criminal proceedings shall be taken against a husband or wife while they are living together as to or concerning any property claimed by her or him respectively nor while they are living apart as to or concerning any act done by the husband or wife while they were living together concerning property claimed by the wife or husband respectively unless that property has been wrongly taken by the husband or wife when leaving or deserting or about to leave or desert the wife or husband respectively.

[9/67]

(4) In any action or proceeding by a woman or by a next friend on her behalf, the court before which that action or proceeding is pending shall have jurisdiction by judgment or order to order payment of the costs of the opposite party out of property which is subject to a restraint on anticipation, and may enforce such payment by the appointment of a receiver and the sale of the property or otherwise as is just.

Wives antenuptial debts and liabilities

57. —(1) A woman after her marriage shall continue to be liable for all debts contracted and all contracts entered into or wrongs committed by her before her marriage, including any sums for which she is liable as a contributory, either before or after she has been placed on the list of contributories under and by virtue of the Companies Act (Cap. 50).

[9/67]

(2) A woman referred to in subsection (1) may be sued for any such debt and for any liability in damages or otherwise under any such contract or in respect of any such wrong.

Actions in tort between husband and wife

58. —(1) Subject to this section, each of the parties to a marriage shall have the like right of action in tort against the other as if they were not married.

[9/67]

(2) Where an action in tort is brought by one of the parties to a marriage against the other during the subsistence of the marriage, the court may stay the action if it appears —

(a) that no substantial benefit would accrue to either party from the continuation of the proceedings; or

(b) that the question or questions in issue could more conveniently be disposed of on an

application made under section 59.

[9/67]

(3) Without prejudice to subsection (2)(b), the court may, in such an action, either exercise any power which could be exercised on an application under section 59, or give such directions as it thinks fit for the disposal under that section of any question arising in the proceedings.

[9/67]

Questions between husband and wife as to property to be decided in summary way

59. —(1) In any question between husband and wife as to the title to or possession of property, either party may apply by summons or otherwise in a summary way to any Judge of the High Court, and the Judge may make such order with respect to the property in dispute and as to the costs of and consequent on the application as he thinks fit, or may direct the application to stand over, and any inquiry touching the matters in question to be made in such manner as he thinks fit.

[16/93]

(2) Any order made under this section shall be subject to appeal in the same way as an order made by the same Judge in an action pending in the High Court.

(3) The Judge may, if either party so requires, hear any such application in his chambers.

(4) An application may be made under this section by either of the parties to a marriage notwithstanding that their marriage has been dissolved or annulled so long as the application is made within the period of 3 years beginning with the date on which the marriage was dissolved or annulled.

(5) References in this section to a husband or a wife shall be construed accordingly.

[26/80]

Married woman as an executrix or trustee

60. A married woman who is an executrix or administratrix, alone or jointly with any other person or persons, of the estate of any deceased person, or a trustee alone or jointly as aforesaid of property subject to any trust, may sue or be sued, and may transfer or join in transferring any movable or immovable property belonging to the estate or trust without her husband as if she were a feme sole.

Saving of existing settlements and power to make future settlements

61. —(1) Nothing in this Part shall interfere with or affect any settlement or agreement for a settlement made or to be made, whether before or after marriage, respecting the property of any married woman, or shall interfere with or render inoperative any restriction against anticipation at present attached or to be hereafter attached to the enjoyment of any property or income by a woman under any settlement, agreement for a settlement, will or other instrument.

(2) No restriction against anticipation contained in any settlement or agreement for a settlement of a woman's own property, to be made or entered into by herself, shall have any validity against debts contracted by her before marriage, and no settlement or agreement for a settlement shall have any greater force or validity against creditors of that woman than a like settlement or agreement for a settlement made or entered into by a man would have against his creditors.

Legal representative of married woman

62. For the purposes of this Part, the legal personal representative of any married woman

shall, in respect of her estate, have the same rights and liabilities as she would have, and be subject to the same jurisdiction as she would be, if she were living.

[9/67]

Liability for breach of trust

63. The provisions of this Part as to liabilities of married women shall extend to all liabilities by reason of any breach of trust or devastavit committed by any married woman being a trustee or an executrix or administratrix either before or after her marriage, and her husband shall not be subject to those liabilities unless he has acted or intermeddled in the trust or administration.

Power of court to order division of matrimonial assets

112. —(1) The court shall have power, when granting or subsequent to the grant of a judgment of divorce, judicial separation or nullity of marriage, to order the division between the parties of any matrimonial asset or the sale of any such asset and the division between the parties of the proceeds of the sale of any such asset in such proportions as the court thinks just and equitable.

[42/2005]

(2) It shall be the duty of the court in deciding whether to exercise its powers under subsection (1) and, if so, in what manner, to have regard to all the circumstances of the case, including the following matters:

- (a) the extent of the contributions made by each party in money, property or work towards acquiring, improving or maintaining the matrimonial assets;
- (b) any debt owing or obligation incurred or undertaken by either party for their joint benefit or for the benefit of any child of the marriage;
- (c) the needs of the children (if any) of the marriage;
- (d) the extent of the contributions made by each party to the welfare of the family, including looking after the home or caring for the family or any aged or infirm relative or dependant of either party;
- (e) any agreement between the parties with respect to the ownership and division of the matrimonial assets made in contemplation of divorce;
- (f) any period of rent-free occupation or other benefit enjoyed by one party in the matrimonial home to the exclusion of the other party;
- (g) the giving of assistance or support by one party to the other party (whether or not of a material kind), including the giving of assistance or support which aids the other party in the carrying on of his or her occupation or business; and
- (h) the matters referred to in section 114(1) so far as they are relevant.

[42/2005]

(3) The court may make all such other orders and give such directions as may be necessary or expedient to give effect to any order made under this section.

[42/2005]

(4) The court may, at any time it thinks fit, extend, vary, revoke or discharge any order made under this section, and may vary any term or condition upon or subject to which any such order has been made.

[42/2005]

(5) In particular, but without limiting the generality of subsections (3) and (4), the court may make any one or more of the following orders:

- (a) an order for the sale of any matrimonial asset or any part thereof, and for the division,

vesting or settlement of the proceeds;

(b) an order vesting any matrimonial asset owned by both parties jointly in both the parties in common in such shares as the court considers just and equitable;

(c) an order vesting any matrimonial asset or any part thereof in either party;

(d) an order for any matrimonial asset, or the sale proceeds thereof, to be vested in any person (including either party) to be held on trust for such period and on such terms as may be specified in the order;

(e) an order postponing the sale or vesting of any share in any matrimonial asset, or any part of such share, until such future date or until the occurrence of such future event or until the fulfilment of such condition as may be specified in the order;

(f) an order granting to either party, for such period and on such terms as the court thinks fit, the right personally to occupy the matrimonial home to the exclusion of the other party; and

(g) an order for the payment of a sum of money by one party to the other party.

[42/2005]

(6) Where under any order made under this section one party is or may become liable to pay to the other party a sum of money, the court may direct that it shall be paid either in one sum or in instalments, and either with or without security, and otherwise in such manner and subject to such conditions (including a condition requiring the payment of interest) as the court thinks fit.

[42/2005]

(7) Where, pursuant to this section, the court makes an order for the sale of any matrimonial asset and for the division, application or settlement of the proceeds, the court may appoint a person to sell the asset and divide, apply or settle the proceeds accordingly; and the execution of any instrument by the person so appointed shall have the same force and validity as if it had been executed by the person in whom the asset is vested.

[42/2005]

(8) Any order under this section may be made upon such terms and subject to such conditions (if any) as the court thinks fit.

[42/2005]

(9) Where the court, by any order under this section, appoints a person (including the Registrar or other officer of the court) to act as a trustee or to sell any matrimonial asset and to divide, apply and settle the proceeds thereof, the court may make provision in that order for the payment of remuneration to that person and for the reimbursement of his costs and expenses.

[42/2005]

(10) In this section, “matrimonial asset” means —

(a) any asset acquired before the marriage by one party or both parties to the marriage —

(i) ordinarily used or enjoyed by both parties or one or more of their children while the parties are residing together for shelter or transportation or for household, education, recreational, social or aesthetic purposes; or

(ii) which has been substantially improved during the marriage by the other party or by both parties to the marriage; and

(b) any other asset of any nature acquired during the marriage by one party or both parties to the marriage,

but does not include any asset (not being a matrimonial home) that has been acquired by

one party at any time by gift or inheritance and that has not been substantially improved during the marriage by the other party or by both parties to the marriage.

[42/2005]

Appendix 16.2: Women's Charter Section 9

Avoidance of marriages where either party is under minimum age for marriage
9. A marriage solemnized in Singapore or elsewhere between persons either of whom is below the age of 18 years shall be void unless the solemnization of the marriage was authorised by a special marriage licence granted by the Minister under section 21.

Appendix 16.3: AMLA Sections 96(4) and 96(5)

Restriction on solemnization of marriage

96. - (4) No marriage shall be solemnized under this Act if at the date of the marriage either party is below the age of 18 years.

[29/2008]

96. - (5) Notwithstanding subsection (4), a Kadi may in special circumstances solemnize the marriage of a girl who is below the age of 18 years but has attained the age of puberty.

Appendix 16.4: Women's Charter Section 25

Registration of marriages

25. Every marriage solemnized in Singapore after 15th September 1961 shall be registered in accordance with the provisions of this Part.

Appendix 16.5: AMLA Sections 99, 100, 102 and 103

Copy of certificate to be sent to Registrar

99. Every Kadi and Naib Kadi shall, within one week of the registration of a marriage or revocation of divorce, send a copy of the certificate of marriage or revocation of divorce, as the case may be, to the Registrar.

[14/90]

Registers of Marriages, Divorces and Revocation of Divorces

100. —(1) The Registrar shall cause —

(a) the copies of the certificates of marriage sent to him to be bound in a Register of Marriages; and

(b) the copies of the certificates of revocation of divorce sent to him to be bound in a Register of Revocation of Divorces.

[14/90]

(2) The Registrar shall keep an index of each of the Registers of Marriages and Revocation of Divorces kept by him.

[14/90]

(3) Any president of the Syariah Court shall cause the copies of the certificates of divorce issued by that Court to be bound in a Register of Divorces.

[29/2008]

(4) Any president of the Syariah Court shall keep an index of the Register of Divorces kept by him.

[14/90;20/99]

Registration of marriage, divorce or revocation of divorce compulsory

102. —(1) Nothing in this section shall be construed as preventing a Kadi or Naib Kadi, at his option, from solemnizing and registering a marriage at his house or office or at the house of the parties or one of the parties thereto.

(2) In the case of every marriage or revocation of divorce effected in Singapore and which has not been registered in accordance with subsection (1), the husband and wife shall —

(a) attend personally within 7 days of the marriage or revocation of divorce at the office of a Kadi;

(b) furnish such particulars as are required by the Kadi for the due registration of such marriage or revocation of divorce; and

(c) apply in the prescribed form for the registration of such marriage or revocation of divorce.

[29/2008]

(3) A Kadi shall not register any revocation of divorce unless he is satisfied after inquiry that the parties have consented to the registration thereof.

[29/2008]

(4) Where, on an application for the registration of a revocation of divorce, the Kadi is not satisfied that both the parties have consented to the registration thereof, the Kadi shall refer the application to the Syariah Court and the Syariah Court may make such decree or order as is lawful under the Muslim law.

[29/2008]

(5) In the case of every divorce effected in Singapore, the husband and wife shall attend personally at the Syariah Court within 7 days of the divorce, or such extended time as the

Syariah Court thinks fit, and —

- (a) furnish such particulars as are required by the Syariah Court; and
- (b) apply in the prescribed form for a decree or order for divorce.

[29/2008]

Signing of register and inquiry by Kadi

103. —(1) Where a marriage has been solemnized by a Kadi or Naib Kadi, the Kadi or Naib Kadi shall register the marriage by entering the particulars thereof in the register of marriages and also in the certificate of marriage attached to the register.

(2) Subject to section 102, a Kadi may, at any time within 7 days of a marriage which has not already been registered under subsection (1) or of a revocation of divorce, register the marriage or revocation of divorce by entering the particulars thereof in the appropriate register and also in the certificate of marriage or certificate of revocation of divorce (as the case may be) attached to the register.

[29/2008]

(3) The entry shall be signed by the Kadi or Naib Kadi and by such of the parties and by such number of witnesses as are prescribed.

(4) Before making any entry, the Kadi or Naib Kadi shall make such inquiries as he considers necessary to satisfy himself as to the validity of the marriage or revocation of divorce.

[29/2008]

(5) For the purpose of such inquiries, the Kadi or Naib Kadi may issue a summons requiring any person to appear before him to give evidence or to produce any document.

(6) Every person so summoned shall be legally bound to comply with such summons.

Appendix 16.6: AMLA Section 130

Omission to register within prescribed time

130. —(1) Any person who, being required by this Act to effect the registration of any marriage or revocation of divorce, omits to do so within the prescribed time shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$500.

[29/2008]

(2) Any person who contravenes section 102(5) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$500.

Appendix 16.7: Women's Charter Section 8

Persons by whom marriages may be solemnized

8. —(1) A marriage may be solemnized by the Registrar or any other person to whom a licence to solemnize marriages under this section has been granted by the Minister.

(2) The Minister may grant a licence to any suitable person to solemnize marriages in Singapore.

Appendix 16.8: AMLA Section 133

Unlawful solemnization of marriage or registration of marriage, divorce or revocation of divorce

133. Any person who —

- (a) solemnizes or purports to solemnize any marriage between Muslims; or
- (b) registers any marriage, divorce or revocation of divorce effected between Muslims, in contravention of the provisions of this Act, shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$500 or to imprisonment for a term not exceeding 6 months or to both.

Appendix 16.9: AMLA Sections 47, 48 and 49

Divorce at wife's request

47. —(1) A married woman may apply to the Court for a divorce in accordance with the Muslim law.

(2) In any such case, the Court shall summon the husband before the Court and enquire whether he consents to the divorce.

(3) If the husband so consents, the Court shall cause the husband to pronounce a divorce and on payment of the prescribed fees cause the divorce to be registered.

(4) If the husband does not agree to divorce the wife, but the parties agree to a divorce by redemption (khuluk), the Court may assess the amount of payment to be made by the wife in accordance with the status and means of the parties and shall thereupon cause the husband to pronounce a divorce by redemption and, on payment of the amount so assessed and the prescribed fees, cause the divorce to be registered.

(5) If the husband does not agree to a divorce by khuluk, the Court or the registrar of the Court may appoint a hakam in accordance with section 50.

[29/2008]

(6) For the purposes of this section and sections 48 and 49, “married woman” includes a woman against whom a talak has been pronounced by her husband.

[20/99]

Cerai taklik

48. —(1) A married woman may, if entitled in accordance with the Muslim law to a divorce in pursuance of the terms of a written taklik made at or after her marriage, apply to the Court to declare that such divorce has taken place.

(2) The Court shall —

(a) examine the written taklik and make such enquiry as appears necessary into the validity of the divorce;

(b) if satisfied that the divorce is valid in accordance with the Muslim law, confirm the divorce; and

(c) upon payment of the prescribed fees, cause the divorce to be registered.

Fasakh

49. —(1) A married woman shall be entitled to apply to the Court for and obtain a decree of fasakh on any one or more of the following grounds:

(a) that the husband has neglected or failed to provide for her maintenance for a period of 3 months;

- (b) that the husband has been sentenced to imprisonment for a period of 3 years or upwards and such sentence has become final;
 - (c) that the husband has failed to perform, without reasonable cause, his marital obligations for a period of one year;
 - (d) that the husband was impotent at the time of the marriage and continues to be so;
 - (e) that the husband is insane or is suffering from some chronic disease the cure of which would be lengthy or impossible and which is such as to make the continuance of the marriage relationship injurious to her;
 - (f) that the husband treats her with cruelty, that is to say —
 - (i) habitually assaults her or makes her life miserable by cruelty of conduct even if such conduct does not amount to physical ill-treatment;
 - (ii) associates with women of ill repute or leads an infamous life;
 - (iii) attempts to force her to lead an immoral life;
 - (iv) obstructs her in the observance of her religious profession or practice;
 - (v) lives and cohabits with another woman who is not his wife; or
 - (vi) if he has more wives than one, does not treat her equitably in accordance with the requirements of the Muslim law;
 - (g) on any other ground which is recognised as valid for the dissolution of marriage by fasakh under the Muslim law.
- (2) Before passing a decree on ground (d) of subsection (1), the Court shall, on application by the husband, make an order requiring the husband to satisfy the Court within a period of one year from the date of the order that he has ceased to be impotent and if the husband so satisfies the Court within such period no decree shall be passed on that ground.
- (3) Upon receiving such application the Court shall cause a summons to be served upon the husband of the woman.
- (4) The Court shall then record the sworn statement of the woman and at least 2 witnesses and may then, if satisfied that the woman is entitled to a decree of fasakh in accordance with subsection (1), make a decree of fasakh accordingly.
- (5) The Court making an order or decree under this section shall immediately cause such order or decree to be registered.
- (6) The register shall be signed by the registrar of the Court, by the woman who obtains the order or decree, and at least 2 witnesses whose evidence has been taken by the Court.
- (7) Subsections (1)(g), (3) to (6) shall apply, with the necessary modifications, to a married man as they apply to a married woman.

[20/99]

Appendix 16.10: AMLA Sections 35A and 36

Leave to commence or to continue civil proceedings involving disposition or division of property on divorce or custody of children

35A. —(1) Any person who, on or after the commencement of proceedings for divorce in the Court or after the making of a decree or order for divorce by the Court or on or after the registration of a divorce under section 102, intends to commence civil proceedings in any court involving any matter relating to the disposition or division of property on divorce or custody of any child where the parties are Muslims or were married under the provisions of the Muslim law, shall apply to the Court for leave to commence the civil proceedings.

[20/99]

(2) Where proceedings for divorce are commenced in the Court or a decree or order for divorce is made by the Court or a divorce is registered under section 102 after civil proceedings between the same parties are commenced in any court involving any matter relating to the custody of any child, any party who intends to continue the civil proceedings shall apply to the Court for leave to continue the civil proceedings.

[20/99]

(3) The Court shall not grant leave to commence the civil proceedings under subsection (1) or to continue the civil proceedings under subsection (2) unless the Court is satisfied that every party who will be affected by such leave has been notified of the application at least 7 days before the grant of such leave.

[20/99]

(4) The Court shall, if it grants the application for leave under subsection (1) or (2), issue a commencement certificate or a continuation certificate, respectively, to the applicant —
(a) not later than 21 days after granting such leave; or
(b) where an appeal against the grant of such leave has been made under section 55, when the decision of the Court to grant such leave has been confirmed on appeal or the appeal has been discontinued.

[20/99]

(5) This section shall not apply if the parties to the civil proceedings —
(a) mentioned in subsection (1) consent to the commencement of the civil proceedings, or mentioned in subsection (2) consent to the continuation of the civil proceedings; and
(b) mentioned in subsection (1) or (2) have obtained a certificate of attendance issued under subsection (7).

[20/99]

(6) Parties mentioned in subsection (1) or (2) shall, before commencing or continuing (as the case may be) the civil proceedings by consent, attend counselling provided by such person as the Court may appoint.

[20/99]

(7) The Court shall, after any party has been counselled under subsection (6), issue a certificate of attendance to that party.

[20/99]

(8) For the purposes of this section, any reference to the registration of a divorce, or to a divorce that is registered, under section 102 shall be construed as a reference to the registration of a divorce or to a divorce that is registered under that section before 1st March 2009.

[29/2008]

Stay of proceedings involving certain matters

36. —(1) The Court shall stay proceedings before it —

- (a) involving any matter in respect of which it has issued a certificate under section 35A(4), upon issuing the certificate;
- (b) involving any matter relating to maintenance of any wife during the subsistence of the marriage, if it comes to the knowledge of the Court that civil proceedings relating to maintenance of the wife have been commenced in any court between the same parties before, on or after the commencement of the proceedings before it;
- (c) involving any matter relating to the maintenance of any child of the parties, if it comes to the knowledge of the Court that civil proceedings relating to the maintenance of the child have been commenced in any court between the same parties before, on or after the commencement of the proceedings before it;
- (d) to which section 35A(1) would apply apart from section 35A(5), if it comes to the knowledge of the Court that civil proceedings involving the same matter between the same parties have been commenced in any court by the consent of the parties; or
- (e) to which section 35A(2) would apply apart from section 35A(5), if it comes to the knowledge of the Court that civil proceedings involving the same matter between the same parties have been continued in any court by the consent of the parties.

[20/99]

(2) Where leave granted by the Court under section 35A is reversed on appeal under section 55, the Court may restore any proceedings which have been stayed under subsection (1)(a).

[20/99]

(3) Nothing in this section shall prevent the Court from exercising its powers under sections 51(2) and 52(1), (2) and (3)(a) and (b).

Appendix 16.11: Women’s Charter Section 71

Enforcement of maintenance order

71. —(1) If any person fails to make one or more payments required to be made under a maintenance order, the court which made the order may do all or any of the following:

- (a) for every breach of the order by warrant direct the amount due to be levied in the manner by law provided for levying fines imposed by a Magistrate’s Court;
- (b) sentence him to imprisonment for a term not exceeding one month for each month's allowance remaining unpaid; and
- (c) make a garnishee order in accordance with the rules made under this Act.

[30/96]

(2) A sentence of imprisonment ordered under subsection (1)(b) shall not affect or diminish the obligation of the person against whom the maintenance order is made to make the payment or payments under the maintenance order which he has failed to make, except that the court may, if it thinks fit, reduce the amount of any such payments.

[30/96]

(3) A maintenance order made by the High Court may be enforced by a District Court in accordance with subsection (1) as if that order had been made by the District Court, except that a District Court shall have no power to vary an order of the High Court

Appendix 16.12: Women's Charter Section 68

Duty of parents to maintain children

68. Except where an agreement or order of court otherwise provides, it shall be the duty of a parent to maintain or contribute to the maintenance of his or her children, whether they are in his or her custody or the custody of any other person, and whether they are legitimate or illegitimate, either by providing them with such accommodation, clothing, food and education as may be reasonable having regard to his or her means and station in life or by paying the cost thereof.

[30/96]

Appendix 16.13: Women's Charter Sections 64 and 65

Interpretation of this Part

64. In this Part, unless the context otherwise requires —

"applicant" means the person who applies for a protection order or, where the application is made by a person referred to in section 65(10), the child or incapacitated person on whose behalf the application is made;

"court" means a District Court or a Magistrate's Court;

"expedited order" means an order made under section 66(1);

"family member" , in relation to a person, means —

(a) a spouse or former spouse of the person;

(b) a child of the person, including an adopted child and a step-child;

(c) a father or mother of the person;

(d) a father-in-law or mother-in-law of the person;

(e) a brother or sister of the person; or

(f) any other relative of the person or an incapacitated person who in the opinion of the court should, in the circumstances, in either case be regarded as a member of the family of the person;

"family violence" means the commission of any of the following acts:

(a) wilfully or knowingly placing, or attempting to place, a family member in fear of hurt;

(b) causing hurt to a family member by such act which is known or ought to have been known would result in hurt;

(c) wrongfully confining or restraining a family member against his will; or

(d) causing continual harassment with intent to cause or knowing that it is likely to cause anguish to a family member,

but does not include any force lawfully used in self-defence, or by way of correction towards a child below 21 years of age;

"hurt" means bodily pain, disease or infirmity;

"incapacitated person" means a person who is wholly or partially incapacitated or infirm, by reason of physical or mental disability or ill-health or old age;

"protected person" means a person who is protected under a protection order;

"protection order" means an order made under section 65;

"relative" includes a person who is related through marriage or adoption;

"shared residence" means the premises at which the parties are, or have been, living together as members of the same household.

[30/96]

Protection order

65. —(1) The court may, upon satisfaction on a balance of probabilities that family violence has been committed or is likely to be committed against a family member and that it is necessary for the protection of the family member, make a protection order restraining the person against whom the order is made from using family violence against the family member.

[30/96]

(2) An application for a protection order may be made by the family member concerned or any person referred to in subsection (10).

[30/96]

(3) A protection order may be made subject to such exceptions or conditions as may be specified in the order and for such term as may be specified.

[30/96]

(4) The court, in making a protection order, may include a provision that the person against whom the order is made may not incite or assist any other person to commit family violence against the protected person.

[30/96]

(5) A protection order may, where the court is satisfied on a balance of probabilities that it is necessary for the protection or personal safety of the applicant, provide for such orders as the court thinks fit having regard to all the circumstances of the case, including any one or more of the following orders:

(a) the granting of the right of exclusive occupation to any protected person of the shared residence or a specified part of the shared residence by excluding the person against whom the order is made from the shared residence or specified part thereof, regardless of whether the shared residence is solely owned or leased by the person against whom the order is made or jointly owned or leased by the parties;

(b) referring the person against whom the order is made or the protected person or both or their children to attend counselling provided by such body as the Minister may approve or as the court may direct; and

(c) the giving of any such direction as is necessary for and incidental to the proper carrying into effect of any order made under this section.

[30/96]

(6) Except so far as the exercise by the person against whom a protection order is made of a right to the shared residence is suspended or restricted, or prohibited or restrained, by virtue of an order made under subsection (5), such order shall not affect any title or interest that the person against whom the order is made or any other person might have in the residence.

[30/96]

(7) Where a person against whom a protection order or an expedited order has been made contravenes the order, the court may, in addition to any penalty provided for under subsection (8), make, as the case may be, any one or more of the orders under subsection (5), to commence from such date as is specified in such new order.

[30/96]

(8) Any person who wilfully contravenes a protection order or an expedited order or an order made by virtue of subsection (5), except an order made by virtue of subsection (5)(b), shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$2,000 or to imprisonment for a term not exceeding 6 months or to both and,

in the case of a second or subsequent conviction, to a fine not exceeding \$5,000 or to imprisonment for a term not exceeding 12 months or to both.

[30/96]

(9) Any failure to comply with an order made by virtue of subsection (5)(b) shall be punishable as a contempt of court.

[30/96]

(10) In the case of a child below the age of 21 years or an incapacitated person, an application under this section or section 66 may be made by a guardian or relative or person responsible for the care of the child or incapacitated person, as the case may be, or by any person appointed by the Minister.

[30/96]

(11) An offence under subsection (8) shall be deemed to be a seizable offence within the meaning of the Criminal Procedure Code (Cap. 68).

[30/96]

Appendix 16.14: Adoption of Children Act Sections 3-5

Power to make adoption orders.

3. —(1) Upon an application in the prescribed manner by any person desirous of being authorised to adopt an infant who has never been married, the court may, subject to the provisions of this Act, make an order (referred to in this Act as an adoption order) authorising the applicant to adopt that infant.

(2) A person so authorised to adopt the infant and an infant authorised to be adopted are referred to in this Act as an adopter and an adopted child respectively, and infant means a person under the age of 21 years.

(3) Where an application for an adoption order is made by two spouses jointly, the court may make the order authorising the two spouses jointly to adopt an infant.

(4) An adoption order may be made authorising the adoption of an infant by the mother or father of the infant, either alone or jointly with her or his spouse.

(5) Except as provided in this section, no adoption order shall be made authorising more than one person to adopt an infant.

Restrictions on making adoption orders.

4. —(1) An adoption order shall not be made in any case where —

(a) the applicant is under the age of 25 years; or

(b) the applicant is less than 21 years older than the infant in respect of whom the application is made.

(2) Notwithstanding subsection (1), it shall be lawful for the court, if it thinks fit, to make an adoption order —

(a) where the applicant is under the age of 25 years and less than 21 years older than the infant if —

(i) the applicant and the infant are within the prohibited degrees of consanguinity; or

(ii) in other special circumstances which justify as an exceptional measure the making of an adoption order where the applicant and the infant are not within the prohibited degrees of consanguinity;

- (b) in the case of an application by two spouses jointly where one of the spouses and the infant are within the prohibited degrees of consanguinity, notwithstanding that the other spouse is under the age of 25 years and less than 21 years older than the infant; and
- (c) in the case of an application by two spouses jointly where neither spouse is within the prohibited degrees of consanguinity with the infant, notwithstanding that one or both the spouses are less than 21 years older than the infant.

9/72.

(3) An adoption order shall not be made in any case where the sole applicant is a male and the infant in respect of whom the application is made is a female unless the court is satisfied that there are special circumstances which justify as an exceptional measure the making of an adoption order.

(4) An adoption order shall not be made except with the consent of every person or body who is a parent or guardian of the infant in respect of whom the application is made or who has the actual custody of the infant or who is liable to contribute to the support of the infant:

Provided that the court may dispense with any consent required by this subsection if the court is satisfied that the person whose consent is to be dispensed with —

9/72.

(a) has abandoned, neglected, persistently ill-treated the infant or cannot be found and that reasonable notice of the application for an adoption order has been given to the parent or guardian where the parent or guardian can be found;

(b) is unfit by reason of any physical or mental incapacity to have the care and control of the infant, that the unfitness is likely to continue indefinitely and that reasonable notice of the application for an adoption order has been given to the parent or guardian; or

(c) ought, in the opinion of the court and in all the circumstances of the case to be dispensed with, notwithstanding that such person may have made suitable initial arrangements for the infant by placing the infant under the care of the authorities of a children's home, the protector under the Children and Young Persons Act or some other person.

Cap. 38.

(5) An adoption order shall not be made upon the application of one of two spouses without the consent of the other of them:

Provided that the court may dispense with any consent required by this subsection if satisfied that the person whose consent is to be dispensed with cannot be found or is incapable of giving such consent or that the spouses have separated and are living apart and that the separation is likely to be permanent.

(6) An adoption order shall not be made in favour of any applicant who is not resident in Singapore or in respect of any infant who is not so resident.

(7)

3/85.

For the purpose of subsection (6), an infant shall be deemed not to be resident in Singapore

(a) if he is authorised or permitted to remain in Singapore by virtue of a visit pass, a student's pass or a special pass issued by the Controller of Immigration, irrespective of the number of occasions such a pass is issued to him or renewed; or

(b) if his presence in Singapore is unlawful under the provisions of the Immigration Act or the regulations made thereunder.

Matters with respect to which court to be satisfied.

5. The court before making an adoption order shall be satisfied —

(a) that every person whose consent is necessary under this Act and whose consent is not dispensed with has consented to and understands the nature and effect of the adoption order for which application is made, and in particular in the case of any parent understands that the effect of the adoption order will be permanently to deprive him or her of his or her parental rights;

(b) that the order if made will be for the welfare of the infant, due consideration being for this purpose given to the wishes of the infant, having regard to the age and understanding of the infant; and

(c) that the applicant has not received or agreed to receive, and that no person has made or given, or agreed to make or give to the applicant, any payment or other reward in consideration of the adoption except such as the court may sanction.

Appendix 16.15: Women’s Charter Section 112

Power of court to order division of matrimonial assets

112. —(1) The court shall have power, when granting or subsequent to the grant of a judgment of divorce, judicial separation or nullity of marriage, to order the division between the parties of any matrimonial asset or the sale of any such asset and the division between the parties of the proceeds of the sale of any such asset in such proportions as the court thinks just and equitable.

[42/2005]

(2) It shall be the duty of the court in deciding whether to exercise its powers under subsection (1) and, if so, in what manner, to have regard to all the circumstances of the case, including the following matters:

(a) the extent of the contributions made by each party in money, property or work towards acquiring, improving or maintaining the matrimonial assets;

(b) any debt owing or obligation incurred or undertaken by either party for their joint benefit or for the benefit of any child of the marriage;

(c) the needs of the children (if any) of the marriage;

(d) the extent of the contributions made by each party to the welfare of the family, including looking after the home or caring for the family or any aged or infirm relative or dependant of either party;

(e) any agreement between the parties with respect to the ownership and division of the matrimonial assets made in contemplation of divorce;

(f) any period of rent-free occupation or other benefit enjoyed by one party in the matrimonial home to the exclusion of the other party;

(g) the giving of assistance or support by one party to the other party (whether or not of a material kind), including the giving of assistance or support which aids the other party in the carrying on of his or her occupation or business; and

(h) the matters referred to in section 114(1) so far as they are relevant.

[42/2005]

(3) The court may make all such other orders and give such directions as may be necessary or expedient to give effect to any order made under this section.

[42/2005]

(4) The court may, at any time it thinks fit, extend, vary, revoke or discharge any order made under this section, and may vary any term or condition upon or subject to which any such order has been made.

[42/2005]

(5) In particular, but without limiting the generality of subsections (3) and (4), the court may make any one or more of the following orders:

(a) an order for the sale of any matrimonial asset or any part thereof, and for the division, vesting or settlement of the proceeds;

(b) an order vesting any matrimonial asset owned by both parties jointly in both the parties in common in such shares as the court considers just and equitable;

(c) an order vesting any matrimonial asset or any part thereof in either party;

(d) an order for any matrimonial asset, or the sale proceeds thereof, to be vested in any person (including either party) to be held on trust for such period and on such terms as may be specified in the order;

(e) an order postponing the sale or vesting of any share in any matrimonial asset, or any part of such share, until such future date or until the occurrence of such future event or until the fulfilment of such condition as may be specified in the order;

(f) an order granting to either party, for such period and on such terms as the court thinks fit, the right personally to occupy the matrimonial home to the exclusion of the other party; and

(g) an order for the payment of a sum of money by one party to the other party.

[42/2005]

(6) Where under any order made under this section one party is or may become liable to pay to the other party a sum of money, the court may direct that it shall be paid either in one sum or in instalments, and either with or without security, and otherwise in such manner and subject to such conditions (including a condition requiring the payment of interest) as the court thinks fit.

[42/2005]

(7) Where, pursuant to this section, the court makes an order for the sale of any matrimonial asset and for the division, application or settlement of the proceeds, the court may appoint a person to sell the asset and divide, apply or settle the proceeds accordingly; and the execution of any instrument by the person so appointed shall have the same force and validity as if it had been executed by the person in whom the asset is vested.

[42/2005]

(8) Any order under this section may be made upon such terms and subject to such conditions (if any) as the court thinks fit.

[42/2005]

(9) Where the court, by any order under this section, appoints a person (including the Registrar or other officer of the court) to act as a trustee or to sell any matrimonial asset and to divide, apply and settle the proceeds thereof, the court may make provision in that order for the payment of remuneration to that person and for the reimbursement of his costs and expenses.

[42/2005]

(10) In this section, “matrimonial asset” means —

(a) any asset acquired before the marriage by one party or both parties to the marriage —

(i) ordinarily used or enjoyed by both parties or one or more of their children while the

parties are residing together for shelter or transportation or for household, education, recreational, social or aesthetic purposes; or

(ii) which has been substantially improved during the marriage by the other party or by both parties to the marriage; and

(b) any other asset of any nature acquired during the marriage by one party or both parties to the marriage,

but does not include any asset (not being a matrimonial home) that has been acquired by one party at any time by gift or inheritance and that has not been substantially improved during the marriage by the other party or by both parties to the marriage.

[42/2005]

Appendix 16.16: AMLA Section 52(14)

Provisions consequent on matrimonial proceedings

14. For the purposes of this section, “property” means —

(a) any asset acquired before the marriage by one party or both parties to the marriage which has been substantially improved during the marriage by the other party or by both parties to the marriage; and

(b) any other asset of any nature acquired during the marriage by one party or both parties to the marriage,

but does not include any asset (not being a matrimonial home) that has been acquired by one party at any time by gift or inheritance and that has not been substantially improved during the marriage by the other party or by both parties to the marriage

Appendix 16.17: Women’s Charter Section 112(10)

Power of court to order division of matrimonial assets

112. (10) In this section, “matrimonial asset” means —

(a) any asset acquired before the marriage by one party or both parties to the marriage —

(i) ordinarily used or enjoyed by both parties or one or more of their children while the parties are residing together for shelter or transportation or for household, education, recreational, social or aesthetic purposes; or

(ii) which has been substantially improved during the marriage by the other party or by both parties to the marriage; and

(b) any other asset of any nature acquired during the marriage by one party or both parties to the marriage,

but does not include any asset (not being a matrimonial home) that has been acquired by one party at any time by gift or inheritance and that has not been substantially improved during the marriage by the other party or by both parties to the marriage.

[42/2005]

APPENDIX 19

APPENDIX 19

Appendix 19.1: Singapore's Response to Family Violence: 1997-2007 – What Comes Next? Accessibility and Dissemination Society Against Family Violence May 2007

Report Highlights

- Most levels used to measure family violence rates have seen a decline when comparing 1998 and 2005 data. (Chapter 1)
- Police reports have declined the most, having declined by approximately 50% since its peak in 1999
- Prevalence data collection for Singapore is limited. Some criminal justice and social service data is available. Household survey data is needed.(Chapter 1)
- Intervention evaluations are needed. (Chapter 3)
- Research must be encouraged with access to data and experts. (Chapter 4)
- Staff turnover and access to information is affecting competency and quality of services. (Chapter 4)
- Case sensitivity needs to be translated into systemic sensitivity. (Chapter 4)
- Legislative recognition of non-physical abuse needs to be applied operationally. (Chapter 5)
- Personal networking needs to be converted into organization-to-organization networking. (Chapter 6)
- Allies in the efforts to combat family violence must be enlisted and supported. (Chapter 7)
- Social and cultural attitudes which lock people into suffering abuse must be fought. (Chapter 8)
- Public education must find a way to reach through the isolation surrounding many family violence victims. (Chapter 8)

Appendix 19.2: Growing number of educated women experience domestic violence

Growing number of educated women experience domestic violence

29 January, 2010 Channelnewsasia

She is eloquent and educated, so it would be hard to imagine Rina (not her real name) as a victim of domestic violence. However, the 31-year-old said her husband had beaten her on several occasions last year.

Things are better now, but the mother of one claims that she had put up with the abuse because she did not want her marriage to break down.

According to the preliminary International Violence Against Women Survey (IVAWS) released Thursday, Rina was among a growing number of educated Malay women who had experienced domestic violence in the last 12 months.

Malay women made up 18.9 per cent of the 2,006 women polled between February and May last year.

Like Rina, 30.2 per cent of the women polled had university and postgraduate education.

Those aged between 30 and 39 who admitted to experiencing violence accounted for 47.2 per cent of the women polled.

The IVAWS asked the respondents - aged between 18 and 69 - 200 specific questions about seven types of physical violence, such as being threatened by physical hurt, as well as five other types of sexual violence.

However, the research, conducted by the Society Against Family Violence (SAFV) and funded by the law faculty of the National University of Singapore (NUS), also showed that the rate of lifetime violence was the lowest (9.2 per cent) compared to the other participating countries including Australia, Hong Kong, Italy, the Philippines and Switzerland.

Singapore also had the lowest rate of lifetime physical violence victimisation (6.8 per cent) and the lowest rate of sexual violence victimisation (4.2 per cent) compared to the other participating countries.

But SAFV's Benny Bong said these results might represent only "the tip of the iceberg".

He said not many women come forward for fear of losing face, while some don't see themselves as victims.

More alarmingly, although 42.4 per cent of the women polled felt their lives were in danger during domestic conflicts with their partners, they were less likely to regard the incidents as a crime or report them to the authorities, he said.

Another 71.7 per cent of those women abused by their partners were also not likely to

report such incidents to the police, said Mr Bong.

"Many of these women cannot accept they are living with a criminal," he said, explaining why many choose not to report the abuse to the authorities.

Social workers said it will be some time before women here change their attitudes towards such violence.

"It is not a simple process ... what is important is to educate the community to support such victims," said Miss Kerry Wilcock of the Association of Women for Action and Research (Aware).

"Perhaps more training could be given to social workers to identify and deal with women in these problem areas," offered Ms Decksha Vasundhra, a social worker at Safe @ Trans Centre.

The full report will be released later this year.

Appendix 19.3: Lifting shroud of shame over child sex abuse

Lifting shroud of shame over child sex abuse

Number of child sexual abuse cases reported has shot up, and actual figures could be much higher

Radha Basu April 28, 2009 The Straits Times

In the dead of night, ever so often, 13-year-old Michelle's stepfather would come into her room to squeeze her breasts. He even tried to rape her, saying it was payment for the 'care' she received in his home.

The girl was also caned and slapped repeatedly by her stepfather for no reason, until bruises on her arms prompted her maternal grandparents to take her to a doctor.

Gentle prompting by the doctor revealed not just the extent of her physical battery but also the appalling secret she had harboured for eight long months - that she was a victim of sexual abuse.

Michelle, whose name has been changed to protect her identity, now lives with her aunt and, thanks to therapy and her caring grandparents and teachers, is on the road to recovery.

The shroud of shame that surrounds child sex abuse - particularly where a child is abused at home or by family members - is slowly being lifted.

Last year, the Ministry of Community Development, Youth and Sports (MCYS) found evidence of abuse in about 50 cases, up from 15 in 2000.

The figures from MCYS, made available to The Sunday Times, also show that the proportion of sexual abuse cases has risen sharply, accounting for nearly 45 per cent of all abuse cases detected last year, up from 25 per cent in 2000.

These figures, however, pertain only to cases where the child is abused by a family member at home, faces the risk of prolonged abuse, and may even need to be removed from home.

The overall data on how many child sex abuse cases are registered here is kept by the police, who declined to disclose the numbers given the 'sensitive nature of the information'.

A Children's Society report, quoting Ministry of Home Affairs figures, indicated an average of 240 cases of child sexual abuse were registered every year between 1999 and 2002, including the 'intra-familial abuse cases' that are followed up by MCYS.

While more sexual abuse cases are coming to light, family violence counsellors such as Mr Benny Bong feel the MCYS numbers are the 'tip of the iceberg'.

The president of advocacy group Society Against Family Violence believes that the real number of cases could be three to four times higher than the numbers reported to the police.

He cited a 2003 MCYS study in which eight in 10 respondents said they felt most people here would be reluctant to report family violence to the police.

A study in Malaysia, added Mr Bong, showed that 8 per cent of women and 2 per cent of men surveyed reported having been sexually abused as a child. He believes that Singapore needs a similar 'prevalence' study to shed light on what the numbers could be like.

'It is the responsibility of the authorities to want to know what the situation really is on the ground,' he said.

'If this were a disease outbreak, do you think we could plan intervention without even knowing for sure what the real numbers are?'

No in-depth studies are currently under way to determine the true extent of the problem. An MCYS spokesman said that in the absence of a formal study, it is hard to pinpoint why the number of cases - particularly those involving sexual abuse - has shot up.

But 'evidence on the ground' suggests that it could be because of increased public awareness and more avenues for help.

MCYS holds seminars, talks and training programmes regularly for teachers on child abuse, including courses for school counsellors and pre-school and trainee teachers.

About 70 per cent of the sexual abuse reports made to MCYS last year came through schools, up from 35 per cent in 2004.

An alert school counsellor, Madam Juliana Johari, 40, has detected and reported eight sexual abuse victims over the past three years.

The most recent case late last year involved a 13-year-old girl who refused to go home after school every day.

She told teachers that she preferred to do her homework in school as there was no one at home.

But seeing how she would dawdle in school well into the evening, her teacher sought Madam Juliana's help to find out what was wrong.

After gentle yet persistent questioning, the girl revealed she was being molested by an acquaintance living with the family.

Madam Juliana informed the principal, who called the MCYS hotline for reporting child abuse, setting in motion a process that led to an investigation and the arrest and sentencing of the offender.

Regular talks and roadshows on child abuse and sex education also help, said Madam Juliana.

Two days after a talk by the Singapore Children's Society last year on what constitutes child abuse and how to stay safe, a student left a handwritten note to a teacher claiming that she had been 'touched in a bad way' by her divorced mother's boyfriend.

That case has been resolved, with the offender serving out a jail sentence.

But she notes that because of a paucity of physical, tell-tale signs, sex abuse can be hard to detect.

Consultant psychiatrist Parvathy Pathy from the Institute of Mental Health, who has assessed more than 200 abused children over the past 15 years, agrees.

'Sexual abuse is a private, secret crime with disclosure delayed by months or even years,' she said.

The shame and stigma associated with sexual abuse are often deeper than for other forms of abuse. The result: Children feel embarrassed, damaged and guilty that they had somehow brought the crime upon themselves.

The scars are difficult to heal and some victims may behave in a 'highly sexualised' manner, dressing provocatively and appearing sexually precocious.

While greater awareness of the problem is leading to more reporting, Dr Parvathy believes that the actual number of cases may also be on the rise.

'There is a more casual attitude towards sex today, which may be giving predators more chances to attack,' she said. The easy availability of Internet porn is also aggravating the problem.

Finally, the proliferation of Internet chatrooms allows children to meet and befriend virtual strangers who may then go on to abuse them in person.

A recent trend, said Dr Parvathy, is abuse resulting from romantic relationships. It is not uncommon for a 13- or 14-year-old to have a boyfriend.

'There have been cases when the girls wanted to stop at cuddles and kisses but were coerced into sex and remain very angry about it.'

Ms Karen Sik, a senior psychologist with MCYS, says grooming of children by sex predators - a term used to describe behaviours to target and prepare children for abuse - is also common.

Tactics used include showing pornography to the child and talking about sexual topics.

So what can be done to improve the situation, both in preventing sex abuse and ensuring that if such crimes occur, the perpetrators are swiftly brought to justice?

Dr Parvathy suggests an age-old approach. 'Parents need to be more alert and aware of what is happening in their children's lives,' she said.

Counsellor Bong wishes that it be made mandatory for frontline professionals, such as doctors, psychiatrists, teachers, social workers and counsellors, to report every case of suspected child abuse to the police or the child protection authorities.

Such laws, already in force in the United States, Canada and Australia, could help bring more sex fiends to justice and lower abuse rates.

Appendix 19.4: Elder abuse cases ‘may rise with recession’

Elder abuse cases ‘may rise with recession’

Mavis Toh 7 June, 2009 The Straits Times

Madam G.H. Teo has four children but wishes she had none.

The 79-year-old widow, who used to work as a seamstress, lives in a one-room flat in the Outram area and survives on the little that is left of her savings.

In May last year, she found her 48-year-old drug addict son milking her savings from a joint account. When confronted, he threw a stool at her.

He still comes back to ask for money, but her other children have not visited her in two years.

Madam Teo is a victim of neglect, and physical and financial abuse.

Help groups for the elderly worry that with the recession, such elder abuse cases will rise. In a downturn, struggling couples with young children might neglect the needs of elderly family members, including medical and basic needs.

Ms Helen Ko, executive director of the Centre For Seniors, said: 'When people are under pressure and financially strapped, there is a higher chance they will neglect the elderly.'

Mr Wong Lit Shoon, chief executive of the Singapore Action Group of Elders Counselling Centre, said calls to the centre were down by about 1,000 last year, compared to the more than 7,000 calls it received in 2007.

Callers request medical aid as well as report abuse.

Appendix 19.5: No to Rape Petition

Dear Prime Minister,

I. THE REPEAL

The offence of “rape” under Section 375 of the Penal Code (the “Code”) means the non-consensual penetration by a man, using his penis, of a woman’s vagina. Section 375(4) provides that, except in limited circumstances inapplicable to the majority of married women, this act will not amount to rape, if the perpetrator and the victim are married to each other. Similarly, Section 376A creates the offence of “sexual penetration of a minor under 16”, and Section 376A(5) provides (subject to the same limitations) that this offence will not be committed where a man uses his penis to penetrate a girl under the age of 16, if the perpetrator and victim are married to each other.

We, the undersigned, write to you as citizens and residents of Singapore, to support the complete repeal of Section 375(4) and Section 376A(5). As a result of this change, the Code will not distinguish between cases of rape where the perpetrator and the victim are married to each other (“marital rape”) and other cases of rape. All non-consensual penetration of a woman’s vagina by a man, using his penis, will amount to rape. The same penalties will be available to a court upon conviction of a perpetrator of marital rape, as with any other kind of rape. This proposal is the “total abolition of marital rape immunity”.

II. MARITAL RAPE IS VIOLENCE

Non-consensual sexual penetration is a severe form of violence. This is recognised in the Code and our case law, and is a fundamental part of the shared values of Singaporean society. The existence of Section 375 (rape) and Section 376A (a statutory rape law which presumes minors cannot consent to sexual activity) and their application to cases of rape other than marital rape demonstrate this. The same is true of Section 376, which carries similar penalties, and criminalises other forms of non-consensual sexual penetration (e.g. penetration of the anus or the mouth, penetration with parts of the body other than the penis). There is no “marital” exemption to Section 376, nor is there any “marital” exemption for orally or anally penetrating a minor under Section 376A.

Except in extremely limited circumstances such as self-defence, violence is criminal. Every human being deserves the protection of the law from violence against their person. The values of our society do not accept that this should change simply because the victim is married to the perpetrator. Our laws do not carry “marital exemptions” for any other kind of violence, and there is no justification for it in the context of marital rape. No one is granted special permission under the law to punch their spouse. Marital rape is simply beating with a sexual organ instead of a fist. The total abolition of marital rape immunity will remove an unjustified inconsistency in our approach to sexual violence.

We believe this will enhance the institution of marriage. Marriage should not require one spouse to be deprived of protection from violence by the other spouse. The total abolition of marital rape immunity will reflect our deeply cherished values, which hold that marriage should be based on a loving partnership of people who enter a relationship of mutual trust and respect. Violence, including non-consensual sexual penetration, destroys family relationships, and the state is right to punish it as a criminal act.

III. CURRENT EXCEPTIONS ARE INADEQUATE

Currently, Section 375(4) and Section 376A(5) do allow for some cases of marital rape to be treated as rape. These are, primarily, where the perpetrator and victim are “living apart” and certain steps have been taken to terminate the marriage (e.g. proceedings for divorce or separation), or steps have been taken to obtain a public protection order or injunction against sexual intercourse against the perpetrator.

This is inadequate. Marital rape is a form of violence, and all people in Singaporean society should be protected by the law against violence to their person, without having to make legal arrangements. Engaging these legal procedures presents particular difficulties for minors and/or women who have physical or mental disabilities, especially where they are in a position of dependence on the adult and/or able-bodied spouse. Court orders are not always available as the facilities for them are subject to operating hours. Moreover, women should not have to predict whether they will be subject to violence (or, as is often the case, suffer violence first, possibly multiple times) and make applications for court orders before the Code recognises sexual violence against them as an offence. Every instance of marital rape – not just the second, or third, or fourth – should be treated as an offence.

IV. MECHANISMS FOR ENFORCEMENT EXIST

The total abolition of marital rape immunity will not present any significant practical difficulties. Singapore’s criminal justice system has a number of procedures in place for dealing with allegations of crimes. The police, the Attorney-General’s Chambers, and the courts must consider the evidence available in order to determine whether someone accused of an offence merits a conviction. If there is insufficient evidence to prove the offence beyond reasonable doubt in a court of law, an acquittal should result. But the effect of Section 375(4) and Section 376A(5) is that even in cases where evidence of guilt is clear-cut, the act of non-consensual penile-vaginal penetration will not be considered rape.

Marital rape should be subject to criminal justice procedures in the same way as every other crime. The criminal justice system is already used to dealing with rape cases where the perpetrator and victim were known to each other previously – according to Singapore Police Force statistics, this was the case in almost all incidents of rape in 2005 and 2006. The criminal justice system is also accustomed to dealing with cases of family violence,

including violence perpetrated by one spouse against another. Section 376 and the aspects of Section 376A that concern oral and anal penetration mean that the criminal justice system is already required to deal with allegations of non-consensual sexual penetration between spouses. The total abolition of marital rape immunity removes an inconsistency whereby, without justification, one particular form of non-consensual penetration is treated differently from all other forms of violence.

V. CONCLUSION

On the basis of the above, we the undersigned ask you, as our democratic representative, to take immediate steps to completely repeal Section 375(4) and Section 376A(5) of the Code and bring about the total abolition of marital rape immunity.

Source: No To Rape <http://www.notorape.com/petition/#en>

Appendix 19.6: Improve sex crime probe

Improve sex crime probe

Call follows revelation that officer did not know legal definition of rape

K.C Vijayan 10 October, 2008 The Straits Times

A High Court judge wants the police force's sex crimes unit to improve its investigation procedures, after discovering that an officer did not know the legal definition of rape.

Justice Kan Ting Chiu said officers of the Serious Sexual Crime Branch (SSCB) should know the finer points of the law and do better when interviewing women who complain they have been raped.

He also wants officers to be more sensitive to the fact that some women may not be able to describe fully what happened to them, or may be too embarrassed to go into the details of a sexual assault.

In such instances, he suggested the use of models or pictures of the human body to help sex-assault victims describe clearly what happened to them.

He made these comments in a written judgment explaining the outcome of a case involving policeman Lawrence Lim, whose trial ended in July.

Lim, 35, was found guilty of beating his Indonesian maid, but he was cleared of seven sex-related charges, including rape.

The judge said 'inconsistencies over places, dates and events' in the maid's testimony created a reasonable doubt that she had been sexually assaulted.

An exchange between the maid and an officer suggested that the investigation procedures

could be improved.

When the victim was making her statement, the officer told her that if Lim did not force or coerce her into having sex, it meant she had not been raped. But according to the law, both parties must explicitly consent to the encounter.

'If the officer had proper knowledge of the offence of rape, she would not have told (the woman) that,' Justice Kan wrote. 'It is important SSCB investigators have proper understanding of the offences they investigate.'

He also cited the confusion that arose from an interview in which the maid said she had been rubbed on the 'private part', but was not asked for details. Where victims are too embarrassed to say more, models or pictures could help, he said.

The prosecutor handling the case agreed with the judge that improvements could be made in police procedures.

Criminal lawyers The Straits Times spoke to said the judge's comments were a step in the right direction.

Mr Subhas Anandan agreed that models could help victims who are too shy to discuss sexual assaults.

Lim, a staff sergeant in the Criminal Investigation Department, has yet to be sentenced and is out on \$70,000 bail. He is being defended by lawyer Lee Teck Leng and is appealing against the conviction.

He can be jailed up to 18 months and fined \$1,500 on each of five charges.