



GENDER EQUALITY MANIFESTO

**six principles for a more
equal, fair and just world**

aware  URGES ALL
POLICY-MAKERS AND POLITICIANS TO:

1. *ERADICATE DISCRIMINATION*

based on...

- gender
- sexual orientation
- age
- nationality
- race
- religion
- disability
- HIV and health status
- marital status
- employment status
- pregnancy
- family caregiving

Enact a **comprehensive anti-discrimination legislation** that prohibits discrimination in housing, employment, education and all other aspects of life.

2. *ENSURE DECENT WORK FOR ALL*



including domestic workers and sex workers. Equalise pay between genders, and ensure financial security in retirement for all women.

Enact legislation that gives all employees the right to employment **free of harassment**, including sexual harassment and bullying.

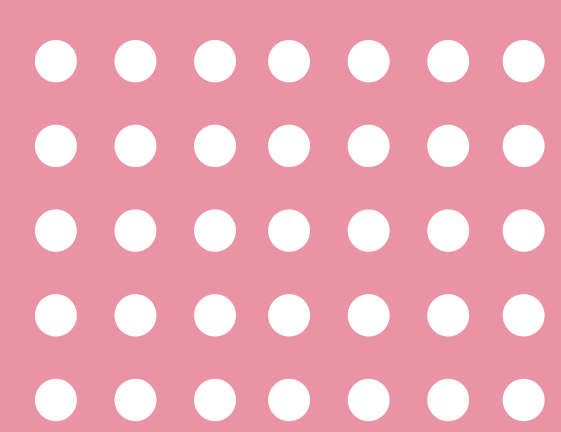
Amend the **Tripartite Guidelines on Wrongful Dismissals** to more clearly define poor performance, misconduct, and retrenchment.

Enact legislation to give all employees the right to request **flexible work arrangements** that can only be denied by employers for business-related reasons.

Introduce labour protections for **casual workers** not covered by the Employment Act.

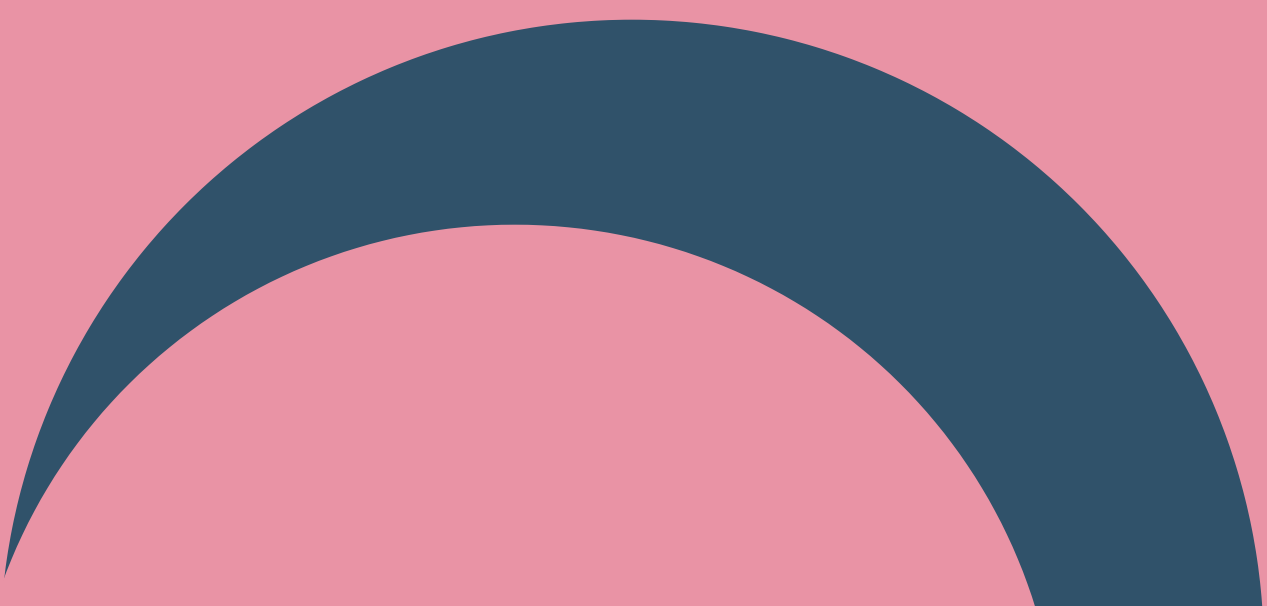
Ensure the right for employees to **return to the same job** after maternity or unpaid caregiving leave.

Extend the **Progressive Wage Model** to all sectors with low-wage workers.



3. END VIOLENCE AGAINST WOMEN

and all harmful practices against women and girls, regardless of gender identity and sexual orientation.



Provide **comprehensive gender and sexuality education** at all educational levels. Include sections on consent, respect, healthy relationships, boundaries and sexual orientation.

Introduce a **national code on sexual harassment** that sets out duties of institutes of higher learning, provides victim-care support, and sets out standards and principles for investigation and management.

Set-up an **e-safety commission** to expedite take-down orders for technology-facilitated sexual assault.

Introduce a statutory, positive **definition of "consent"** for sexual activities.

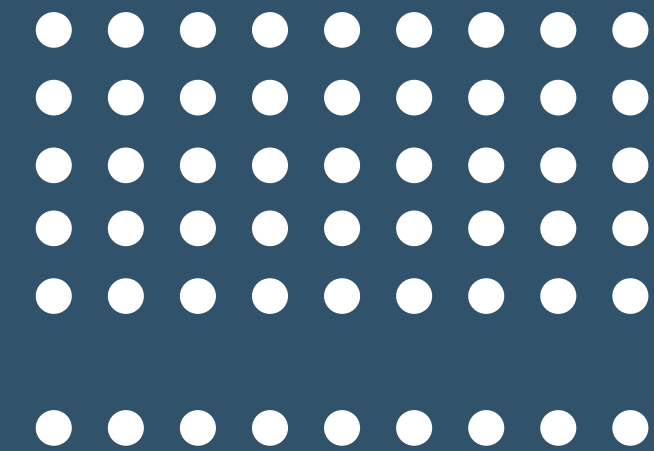
4. FAIRLY COMPENSATE AND DISTRIBUTE UNPAID DOMESTIC AND CAREGIVING WORK

within families.

Introduce a **Caregivers' Support Grant** that subsidises out-of-pocket caregiving expenses and helps build retirement adequacy of caregivers.

Convert paid childcare leave to **paid family care leave** for use by all family caregivers, including those providing care to older relatives.

Make **CareShield Life premiums** gender-neutral.



5. *TREAT ALL PARENTS EQUALLY*

regardless of marital status and citizenship status.



Allow unwed mothers to **form a family nucleus** with their child when applying for HDB housing.



Lengthen tenancy periods of rental housing and Interim Rental Housing for as long as necessary for single parents and their children to find stable housing without the threat of eviction.



Empower HDB to **enforce court orders** to sell or transfer matrimonial flats upon divorce.



Grant **Long Term Visit Pass-Plus** to all foreign spouses of citizens. Create a clear, timed process for these spouses to obtain permanent resident status.





6. *ENABLE LOW-INCOME HOUSEHOLDS TO MEET BASIC NEEDS*

Allow all low-income households to access **government-subsidised childcare** for free. Provide more flexible childcare, by licensing childminders and night care services.

Enhance **Workfare Income Supplement** for low-income persons: Lower the age requirement and reduce eligibility barriers for the self-employed.

Incentivise employers of shift workers to adopt **flexi-shift or stable and core scheduling** to accommodate caregiving schedules.

Enhance **support to ComCare recipients** who find employment, by extending ComCare payment for 12 months upon employment, introducing a “retention bonus” for job stability and introducing a savings-match scheme.

