



Association of Women for Action and Research

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Universal Periodic Review – Singapore

This report is submitted by the Association of Women for Action and Research (AWARE) in Singapore for consideration by The Working Group as it reviews Singapore in the fourth cycle. AWARE is the leading women's rights and gender equality organisation in Singapore, registered on 25 November 1985. It is dedicated to removing gender-based barriers and works to identify and eliminate these barriers through research and advocacy, education, training and support services.

I. Introduction

Since Singapore's last Universal Periodic Review (UPR) in 2020, the Government has taken some positive steps, including the repeal of Penal Code Section 377A,¹ which criminalised consensual sex between men, and the enactment of the Workplace Fairness Act² to provide protections for individuals in the workplace. Whilst the latter goes a long way in addressing discrimination in the workplace, there are some significant gaps. Furthermore, harassment in the workplace is not similarly banned by legislation. Separately, vulnerable groups such as transnational families and single unwed parents continue to face many inequalities, the impact of which is compounded for those who are low-income.

II. Transnational Families

A. Challenges faced by Transnational Families

1. Background. Transnational families—comprising Singaporean citizens and non-citizen spouses or children—make up a significant proportion of Singapore's population. In 2023, more than a third of marriages took place between a citizen and a non-citizen and almost a quarter of all babies born had one citizen and one non-citizen parent.³ This is in line with national trends,⁴ where the majority of transnational marriages take place between a Singapore citizen groom and a migrant bride.⁵

This is borne out in a current study of low-income transnational families being done by AWARE and South Central Community Family Service Centre (SCCFSC), where the majority of foreign spouses were women, mostly mothers of Singaporean children. The study has found that having even one foreign family member negatively impacts outcomes for the entire family.

¹ Goh Yan Han, "Parliament Repeals Section 377A, Endorses Amendments Protecting Definition of Marriage," *The Straits Times*, November 29, 2022, <https://www.straitstimes.com/singapore/politics/parliament-repeals-section-377a-endorses-amendments-protecting-marriage-definition>

² As at the time of writing, the Workplace Fairness Act 2025 is not in operation yet and is expected to come into operation in 2026/2027. For more information, see Workplace Fairness Act 2025 (No.8 of 2025) s3, available at: Singapore Statutes Online, last modified February 14, 2025, <https://sso.agc.gov.sg/Act/WFA2025/Uncommenced/20250704212155?DocDate=20250213> (accessed 08 October 2025).

³ National Population and Talent Division, *Population in Brief 2024*, (Singapore: Prime Minister's Office, September 24, 2024), 26, https://www.population.gov.sg/files/media-centre/publications/Population_in_Brief_2024.pdf; Registry of Births and Deaths, *Report on Registration of Births and Deaths 2023*, (Singapore: Immigration & Checkpoints Authority Singapore, July 27, 2024), 2, https://www.ica.gov.sg/docs/default-source/ica/stats/annual-bd-statistics/stats_2023_annual_rbd_report.pdf?sfvrsn=a4042753_9.

⁴ Brenda S.A. Yeoh et al., "Transnational Marriage Migration and the Negotiation of Precarious Pathways beyond Partial Citizenship in Singapore," *Citizenship Studies* 25, no. 7 (October 03, 2021): 898–917, doi:10.1080/13621025.2021.1968681.

⁵ <https://www.tandfonline.com/doi/full/10.1080/13621025.2021.1968681#d1e344>

2. Transnational family immigration pass challenges. The AWARE-SCCFSC study has found that two-thirds of the respondent families reported being rejected for a Long-Term Visit Pass (LTVP) or Permanent Resident (PR) status multiple times. As a result, they prioritised securing any temporary immigration passes that allows them to stay in Singapore with their family, even if they were only Short-Term Visit Passes (STVPs) which did not come with rights (such as the right to work), benefits (such as access to social support schemes), or certainty about their permitted length of stay. Many non-citizen family members held multiple types of immigration passes over their lifetimes.
3. Lack of security with temporary immigration passes. In the AWARE-SCCFSC study, family members expressed their stress and fears over the uncertain and precarious nature of their families' residency status. Non-citizen family members with temporary immigration passes (e.g. STVPs, study passes and work passes) were trying for LTVPs or PR status to enable families to stay together with some degree of certainty and confidence. An STVP comes with no renewal guarantee and individuals on work or study passes must secure a different immigration pass to remain in Singapore once their circumstances change, such as if they graduate or become retrenched.
4. Lack of transparency on PR and LTVP application process. Background: The Immigration and Checkpoint Authority (ICA) oversees immigration and identification related matters. According to the ICA, the precise criteria used to assess immigration applications - such as those for LTVPs, PR and citizenship - "cannot be made known publicly" to prevent attempts to "game the system."⁶

One reason for why family ties, such as marriage, do not automatically qualify an individual for an LTVP is to prevent "marriages of convenience". However, apart from the deterrent effect of laws that prohibit sham marriages,⁷ this fear of non-citizens obtaining an "immigration advantage" by feigning family ties with Singapore citizens is not borne out by the findings of the AWARE-SCCFSC study. The study has found that non-citizen family members who could not secure LTVPs or PR had nonetheless stayed committed to their marriages and families, living in Singapore on less secure visas for long periods of time - between 9 to 17 years.

It is also instructive that from 2020 to 2024, an average of about 600 LTVP applications per annum were rejected despite the marriages lasting three years or more, with at least 3% of them having one or more Singaporean children.⁸

The government does have clear criteria for other passes such as the Employment Pass (for foreign professionals, managers and executives), where eligibility is tied to the points-based Complementarity Assessment

⁶ "Help available for migrant spouses of Singaporeans," *The Straits Times*, accessed March 14, 2025, <https://www.straitstimes.com/forum/letters-in-print/help-available-for-foreign-spouses-of-singaporeans>.

⁷ <https://sso.agc.gov.sg/Act/IA1959#pr57C->

⁸ <https://sprs.parl.gov.sg/search/#/sprs3topic?reportid=written-answer-20030>

Framework (COMPASS)⁹ which makes the eligibility requirements for a successful application very clear. A similar points-based system could be implemented for PR and LTVP applications by non-citizen members of transnational families.

5. Family separation is traumatic for children. Separation is traumatic for both children and parents.¹⁰ Because children need their parents for their emotional well-being, separation affects their mental well-being and has long-term negative consequences for psychological and physical health.¹¹

Article 9.1 of the UN Convention on the Rights of the Child, which Singapore has ratified, requires states to ensure that a child shall not be separated from their parents against their will, except when competent authorities subject to judicial review determine, in accordance with applicable law and procedures, that such separation is necessary for the best interests of the child.¹²

Singapore should therefore provide immigration pathways that enable children and parents in transnational families to remain together with certainty and security.

6. Public housing constraints. Background: Three-quarters of Singapore resident households live in public housing - in Housing Development Board (HDB) flats¹³ - which is far more affordable than private housing. Access to HDB flats is available from the age of 21 to citizens and PRs. A housing applicant is required to have a family nucleus comprising a spouse, parents or children (which excludes children born out of wedlock because they are illegitimate). Single Singaporeans can only purchase an HDB flat upon turning 35. Those who fail to meet these criteria can appeal to buy or rent, and the HDB considers them on a case-by-case basis.

Married couples where both spouses are Singapore citizens or PRs may buy HDB flats or rent from HDB upon turning 21.¹⁴ However, transnational families comprising a citizen spouse below 35 and other non-resident family members, cannot rent from HDB, and can only purchase an HDB flat if the non-resident spouse has an LTVP or Work Pass.

⁹ "Eligibility for Employment Pass," Ministry of Manpower, accessed March 14, 2025, <https://www.mom.gov.sg/passes-and-permits/employment-pass/eligibility>.

¹⁰ Melissa De Witte, "The Psychological Impact of Early Life Stress and Parental Separation," *Stanford Report*, accessed March 14, 2025, <https://news.stanford.edu/stories/2018/06/psychological-impact-early-life-stress-parental-separation>.

¹¹ Melissa De Witte, "The Psychological Impact of Early Life Stress and Parental Separation," *Stanford Report*, accessed March 14, 2025, <https://news.stanford.edu/stories/2018/06/psychological-impact-early-life-stress-parental-separation>.

¹² UNICEF, *Convention on the Rights of the Child*, (London: UNICEF, 1989), 5, <https://www.unicef.org.uk/wp-content/uploads/2016/08/unicef-convention-rights-child-uncrc.pdf>.

¹³ "Households," Singapore Department of Statistics, accessed May 22, 2025, <https://www.singstat.gov.sg/find-data/search-by-theme/households/households/latest-data>.

¹⁴ If the citizen spouse in a transnational marriage is aged 35 and above, they may buy a flat through the same channels as unmarried citizens. They are still excluded from the housing options available to all-citizen or PR households.

Transnational families with a citizen spouse below 35 and who did not meet the eligibility criteria can appeal to the HDB to purchase a flat or rent under the Public Rental Scheme. However on average, only 8% of them succeed per year.¹⁵ Access to HDB housing for transnational families is thus severely limited, which has an even bigger impact on low-income families.

7. Cost of education. Education fees for non-Singaporean children are very expensive, which critically impacts low-income families, as seen in the examples below:

Aspect (Cost) ¹⁶	Singapore Citizen Family	Singaporean Transnational Family	
		Permanent Resident	International Student
Primary school fees over 6 years ¹⁷	\$936 ¹⁸	\$20,160	\$39,240 ¹⁹
Secondary school fees over 4 years	\$1,200	\$26,880	\$46,560
ITE school fees (Higher Nitec) over 2 years	\$1,252	\$15,704	\$41,706
Total Expenditure	\$3,388	\$62,744	\$127,506
Additional expenditure due to the Transnational Family Factor	-	+\$59,356	+\$124,118

8. Cost of healthcare. Healthcare fees are much more expensive for non-residents than for citizens or PRs, which critically impacts low-income families, as seen in the examples below:

¹⁵ Muhammad Faishal Ibrahim, "Appeals by Younger Singaporeans Married to Non-Long-Term Visit Pass Holders to Buy HDB Flats or to Rent Flats under Public Rental Scheme," *Singapore Parliamentary Debates*, Vol. 95, Sitting 123, February 16, 2024, <https://sprs.parl.gov.sg/search/#/sprs3topic?reportid=oral-answer-3463>.

¹⁶ For consistency, calculations begin at 2024 fees and increase, where applicable, according to the rates stated on the relevant websites. Figures have been rounded to the nearest whole number for clarity.

¹⁷ "Revised School Fees for Non-Citizens in Government and Government-Aided Schools for 2024 to 2026," Ministry of Education, accessed May 22, 2025, <https://www.moe.gov.sg/news/press-releases/20231018-revised-school-fees-for-non-citizens-in-government-and-government-aided-schools-for-2024-to-2026>.

¹⁸ Monthly miscellaneous fee calculated from "School Fees," Ministry of Education, accessed May 22, 2025, <https://www.moe.gov.sg/financial-matters/fees>.

¹⁹ If the international student is from an ASEAN country.

	Estimated delivery bill by residential status		
Type of delivery	Singapore citizen	Permanent resident	Non-resident
Normal vaginal delivery (2 days hospitalisation)	\$1,390 (fully paid by Medisave)	\$2,870 - Medisave: \$2,750 - Cash: \$120	\$8,088 - Medisave: \$2,750 - Cash: \$5,338
Caesarean delivery (3 days hospitalisation)	\$2,270 (fully paid by Medisave)	\$4,910 - Medisave: \$4,550 - Cash: \$360	\$11,837 - Medisave: \$4,550 - Cash: \$7,287

B. Recommendations:

Recognise transnational families as Singaporean families:

1. Introduce a new Family Visa Scheme with pathways to PR status (with clear criteria similar to COMPASS) that ensures that
 - a. parents of Singapore citizen children, and
 - b. children and stepchildren of Singapore citizens,
 have the right to reside and work in Singapore.
2. Expand the criteria for family units eligible to rent and buy HDB flats to recognise transnational families as Singaporean families.
3. Allow non-citizen children of Singapore citizens to pay the same school fees as citizens.
4. Allow all non-citizen members of transnational families to access PR rates for healthcare costs, insurance and medical discretionary funds.
5. Grant citizen-level subsidies for antenatal, intrapartum and postnatal care for pregnant non-citizen women married to Singapore citizens.
6. Review and revise laws and policies which treat transnational families, especially those with children, differently from Singapore citizen families.

III. Single Unwed Parents

A. Challenges faced by single unwed parents

1. Public housing schemes prioritise “family nucleus”. Under Singapore’s law, children born to unwed parents are deemed illegitimate. The public housing policy of the HDB defines a “family nucleus” to exclude unwed parents and their children, making them ineligible to buy or rent public housing as a family unit. Their appeals for such flats are only considered on a case-by-case basis. Even when they succeed in an appeal to purchase a flat, they get significantly

less grant money than family units because of their failure to qualify as a family nucleus.

From 2014 to May 2019, only 37 per cent of HDB rental applications by single unwed parents were approved.²⁰ Additionally, data from 2014 to 2016 showed only about 20 per cent of single unwed mothers under 35 who appealed to buy a flat had their applications approved (*see paragraph below for the significance of this age limit*).²¹

2. Age restrictions severely impact access to public housing for the young. Singapore allows singles 35 years and above to qualify for public housing purchases.²² Single unwed parents can therefore apply as singles under this scheme (though they get significantly less grant money, not being a family nucleus).

However, this age limitation severely impacts younger, single unwed parents who are ineligible to apply for flats as singles because of the age restriction. These sole breadwinners below 35 earn a median income of \$1,000²³ and are even more in need of public housing.

3. Unequal financial benefits. Single unwed parents now have some benefits which married parents have, such as the same government-paid maternity benefits and access to Child Development Accounts for their children. However, they remain ineligible for the full entitlements of their married counterparts, such as the Baby Bonus and tax benefits such as the Parenthood Tax Rebate and Working Mother's Child Relief.²⁴ Ineligibility for these benefits further disadvantages unwed parents who already bear the sole financial and caregiving burden.

B. Recommendations:

1. Review and revise laws and policies which treat single unwed parents and their children differently from families with married or once-married parents.
2. Implement programmes to provide single unwed parents with stable housing and support services.

²⁰ Shailey Hingorani, "Commentary: The Road to Housing for Single, Unwed Mothers Is Clearer But Still Bumpy," *Channel News Asia*, March 08, 2020, <https://www.channelnewsasia.com/commentary/single-unwed-mother-hdb-mnd-policy-child-family-support-subsidy-770016>

²¹ Hingorani, "Commentary: The Road to Housing."

²² "HDB for Singles – What to Consider Before Buying A Home," Central Provident Fund Board, January 08, 2025, <https://www.cpf.gov.sg/member/infocenter/educational-resources/hdb-for-singles-what-to-consider-before-buying-a-home#:~:text=Singles%20can%20now%20apply%20for,eligibility%20for%20CPF%20housing%20grants.>

²³ <https://telescope.gov.sg/transcript/25626>

²⁴ "Tax Rebates and Baby Bonuses to Single Parents," Ministry of Social and Family Development, July 06, 2021, <https://www.msf.gov.sg/media-room/article/Tax-Rebates-and-Baby-Bonuses-to-Single-Parents#:~:text=Next%20in%202017%2C%20we%20also.8.>

3. Expand the “family nucleus” definition to be more inclusive and abolish the concept of illegitimacy.
4. Lower the minimum age criteria of 35 years for singles to purchase public housing.
5. Lower the minimum age criteria of 21 years for public rental housing to 18 years to enable younger people with less income to afford housing.
6. Provide the same child-related benefits regardless of marital status of the parents.

IV. Workplace Harassment

A. Challenges faced by employees

1. High rate of harassment. Almost a quarter of workers in Singapore claimed that they had been bullied at work in the past year according to a 2019 survey—among the highest rates in the world.²⁵
2. Workplace sexual harassment. AWARE’s 2020 national survey found that two in five workers had experienced workplace sexual harassment in the previous five years.²⁶ During the tenure of AWARE’s Workplace Harassment and Discrimination Advisory (WHDA) service, workplace sexual harassment cases constituted around 25% of all cases attended to.²⁷
3. Failure to legislate harassment-free workplaces. Singapore has a Tripartite Advisory on Managing Workplace Harassment²⁸ and the government plans to publish a Tripartite Standard on Managing Workplace Harassment. Whilst these are good steps forward, both instruments are not legally binding on employers. The Protection from Harassment Act²⁹ in Singapore is only a private recourse for victims against perpetrators, but places no obligation on employers to provide harassment-free workplaces.
4. Lack of training on responding to harassment allegations. The Workplace Fairness Act (WFA) requires employers to have grievance-handling procedures for allegations of both discrimination and harassment. While employers are expected to perform an independent investigation of harassment, very little guidance on protocols or training has been provided. Comprehensive training on appropriate response is necessary as over half of

²⁵ Fiona Lam, “Singapore is second-worst globally for workplace diversity; 1 in 4 workers bullied: poll,” <https://www.businesstimes.com.sg/international/singapore-second-worst-globally-workplace-diversity-1-4-workers-bullied-poll>

²⁶ AWARE and Ipsos, *Workplace Sexual Harassment in Singapore* (Singapore: Ipsos, 2021), 8, https://www.aware.org.sg/wp-content/uploads/Workplace-Sexual-Harassment_AWARE-Singapore_Report-14-Jan-2021.pdf

²⁷ “Fighting Violence and Discrimination”, AWARE Annual Report 2022, 6 May, 2023 <https://aware.org.sg/report2022/fighting-violence-and-discrimination/#Advocacy>

²⁸ Ministry of Manpower, *Tripartite Advisory on Managing Workplace Harassment* (Singapore: Ministry of Manpower, December 08, 2015), 3, https://www.tal.sg/tafep/-/media/TAL/Tafep/Employment-Practices/Files/Tripartite-Advisory-on-Managing-Workplace-Harassment_2015.pdf

²⁹ Protection from Harassment Act 2014 (Sec. 3, 2020 Rev Ed), available at: Singapore Statutes Online, accessed October 08, 2025, <https://sso.agc.gov.sg/Act/PHA2014?ProvlDs=pr3->

respondents in an AWARE national survey found that those who reported sexual harassment were met with a negative response.³⁰

B. Recommendations

1. Enact legislation to compel employers to ensure harassment-free workplaces.
2. Mandate comprehensive training for all employers on appropriate investigatory procedures that are fair, unbiased and trauma-informed.

V. Workplace Discrimination

A. Challenges faced by employees

1. Discrimination in the workplace. The Ministry of Manpower published the Tripartite Guidelines on Fair Employment Practices (TGFE) in 2007 to provide frameworks and guidance for employers to address discrimination in the workplace.³¹ However, it is not legally binding on employers and is clearly insufficient to deal with discrimination in the workplace:

(i) AWARE's 2022 national survey found that 58% of women and 53% of men had experienced at least one type of discrimination in the previous five years.³²

(ii) Certain groups in the study appeared to be more vulnerable to discrimination at work than others: Persons with disabilities experienced discrimination at a significantly higher rate (78%) than persons without disabilities (50%), as did LGBTQ persons (68%) compared to those who did not identify as LGBTQ (56%), and those of minority race (89%) compared to those of majority race (44%).³³

(iii) Additionally, a 2023 study found that women aged 55 and above experienced workplace ageism such as having fewer promotion opportunities and being negatively stereotyped.³⁴

³⁰ AWARE and Ipsos, *Workplace Sexual Harassment in Singapore* (Singapore: Ipsos, 2021), 8, https://www.aware.org.sg/wp-content/uploads/Workplace-Sexual-Harassment_AWARE-Singapore_Report-14-Jan-2021.pdf

³¹ Tripartite Committee on Workplace Fairness, *Building Fairer & More Harmonious Workplaces* (Singapore: Ministry of Manpower, August 2023), 10, <https://www.mom.gov.sg/-/media/mom/documents/press-releases/2023/tripartite-committee-on-workplace-fairness-final-report.pdf>

³² AWARE and Ipsos, *Workplace Sexual Harassment in Singapore* (Singapore: Ipsos, 2021), 8, https://www.aware.org.sg/wp-content/uploads/Workplace-Sexual-Harassment_AWARE-Singapore_Report-14-Jan-2021.pdf

³³ AWARE, "1 in 2 experienced workplace discrimination in Singapore over the past five years, with race, age and gender discrimination most common", *AWARE*, September 20, 2022, <https://www.aware.org.sg/2022/09/1-in-2-experienced-workplace-discrimination-aware-milieu-survey/>

³⁴ Singapore Alliance for Women in Ageing, *Older Women's Responses to the White Paper on Singapore Women's Development* (Singapore: Singapore Alliance for Women in Ageing, 2023), 6-7, https://www.aware.org.sg/wp-content/uploads/SAWA_Older-Womens-Responses-on-White-Paper-on-Singapore-Womens-Development_2023.pdf

(iv) In a 2020 national survey, 49% of Singaporeans believed that women are less committed to work after childbirth.³⁵ Unsurprisingly, maternity discrimination was the most common form of discrimination that was seen by AWARE's WHDA service.³⁶

2. Gaps in legal protection. In January 2025, the Singapore Parliament passed the WFA,³⁷ which banned workplace discrimination by employers.

The WFA aims to protect against workplace discrimination by prohibiting adverse employment decisions based on five categories of protected characteristics: (a) age; (b) nationality; (c) sex, marital status, pregnancy status, and caregiving responsibilities; (d) race, religion, and language; and (e) disability and mental health conditions.³⁸

However the WFA has several material shortcomings:

(i) Not all characteristics are protected, including those related to sexual orientation, gender identity, chronic illness and criminal history. While the TGFEF is meant to protect these characteristics, it is of material significance that the TGFEF is not legally binding on employers. This failure of the WFA is in itself discriminatory.³⁹

(ii) The WFA only applies to a select set of employment decisions: essentially hiring, appraisal, training, promotion, and dismissal decisions. Many employment decisions, especially related to salary, are excluded. The Ministry of Manpower's Fair Employment Practices report⁴⁰ shows that salary discrimination is the most prevalent form of unfair treatment at work. Furthermore, there are many instances of discrimination in the workplace which are not related to employment decisions.

(iii) The WFA only covers 75% of employees because small businesses with fewer than 25 employees are exempt from the WFA for now.⁴¹ However, 25% is still a large number of employees who are left without the same legal protection.

³⁵ AWARE, *An Omnibus on Gender Equality* (Singapore: AWARE, 2021), 6, <https://www.aware.org.sg/wp-content/uploads/AWARE-Report-July-2021-An-Omnibus-on-Gender-Equality.pdf>

³⁶ Such cases made up 85% of the 108 discrimination cases seen at WHDA in 2022. Examples include receiving pay cuts after becoming mothers, or being demoted without prior constructive conversation with their employers.

³⁷ Workplace Fairness Act 2025 (No.8 of 2025)

<https://sso.agc.gov.sg/Act/WFA2025/Uncommenced/20250704212155?DocDate=20250213>

³⁸ "Guide to Workplace Fairness (For Employers)," Tripartite Alliance for Fair & Progressive Employment Practices, accessed October 08, 2025,

<https://www.tal.sg/tafep/workplace-fairness/employer#:~:text=The%20WFA%20protects%20against%20workplace%20discrimination%20by.hiring%2C%20appraisal%2C%20training%2C%20promotion%2C%20and%20dismissal%20decisions.>

³⁹ AWARE, "The Workplace Fairness Act Must Go Further If We Are To Stamp Out Discrimination," AWARE, January 23, 2025, <https://www.aware.org.sg/2025/01/wfa-aware/>

⁴⁰ Manpower Research and Statistics Department, *Fair Employment Practices 2023* (Singapore: Ministry of Manpower, September 2024), 9,

<https://www.mom.gov.sg/-/media/mom/documents/press-releases/2024/fair-employment-practices-report-2023.pdf>

⁴¹ Tripartite Committee on Workplace Fairness, *Building Fairer & More Harmonious Workplaces*, 28.

(iv) The WFA does not protect against indirect discrimination.⁴² This exclusion leaves the door open for creative policies that may negatively impact employees due to overarching policies which do not violate the direct discrimination definition.

(v) Unlike many anti-discrimination legislation in other jurisdictions, the WFA does not also require employers to provide reasonable accommodations to employees.

3. Inadequate repercussions for errant employers. While the WFA requires employers to have grievance-handling procedures for allegations of discrimination and harassment, there are no repercussions for employers who fail to execute these procedures in a fair, unbiased and trauma-informed manner.

B. Recommendations

1. Amend the WFA to:
 - a. include a comprehensive list of protected characteristics and a more inclusive definition of disabilities;
 - b. cover a more comprehensive set of employment decisions, including salary decisions, and cover a wider range of acts of discrimination in the workplace;
 - c. apply to employees in all organisations;
 - d. ban indirect discrimination; and
 - e. include repercussions for employers who fail to execute their grievance-handling procedures and conduct investigations in a fair, unbiased and trauma-informed manner.
2. Enact legislation requiring employers to provide reasonable accommodations to complement the legal requirement not to discriminate under the WFA.

VI. Conclusion

Singapore is a first-world country with enviable peace, prosperity, development and safety. With that comes the responsibility to strive for the highest standards of fairness and equality for all, especially those in vulnerable situations. Transnational families, single unwed parents and workers facing harassment and discrimination deserve enhanced rights and protections.

⁴² Tripartite Committee on Workplace Fairness, *Building Fairer & More Harmonious Workplaces*, 16-17.