



Gender Equality in Singapore: An Action Plan for Progress

Thursday, 3 June 2021

PANEL I
Equal Work, Equal Pay

SPEAKER

Ms Carrie Tan

Founder & Strategic Advisor

Daughters Of Tomorrow

and

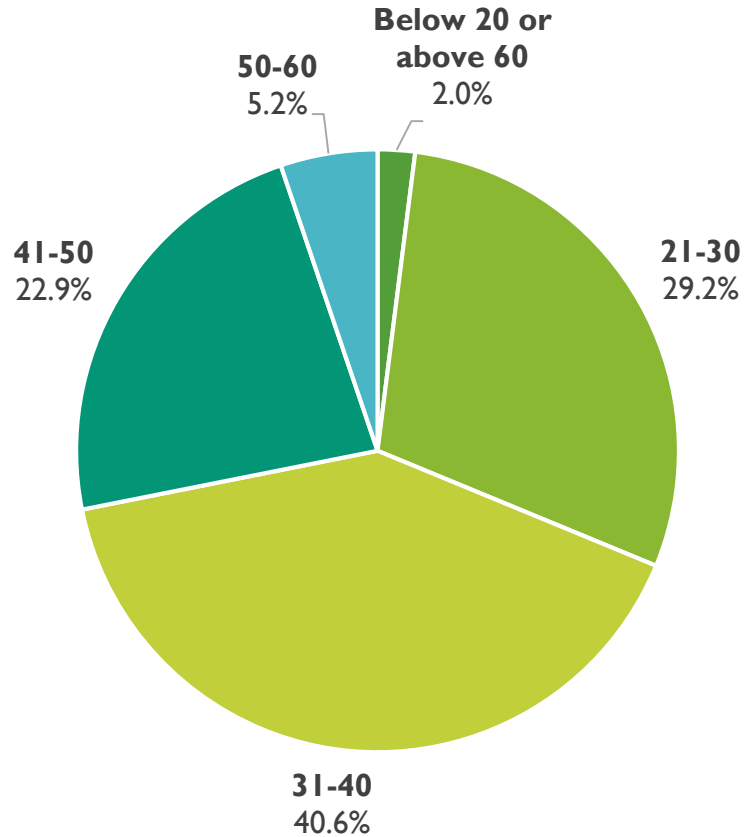
Member of Parliament

Nee Soon GRC

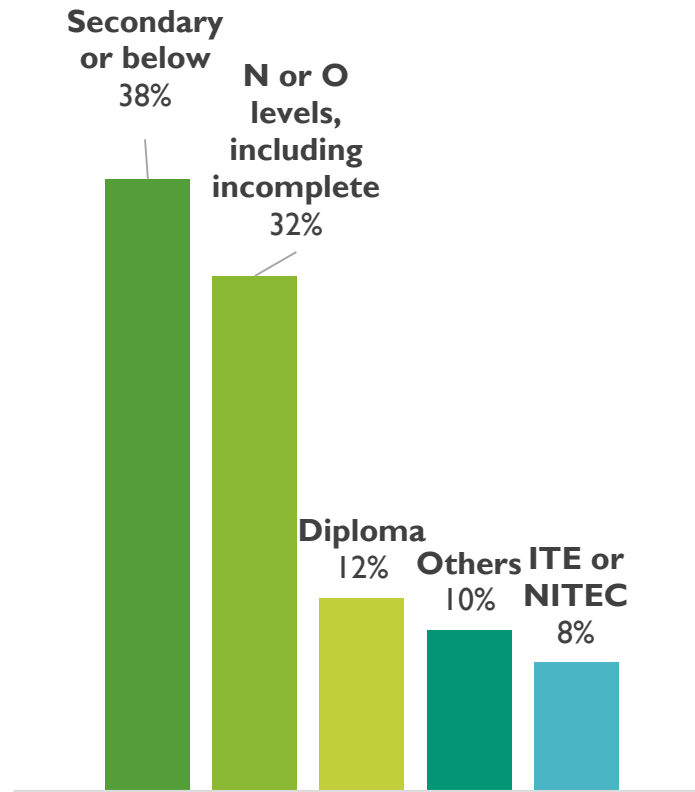
IPS Conference 2021
“Equal Work, Equal Pay”

Demographics of DOT clients

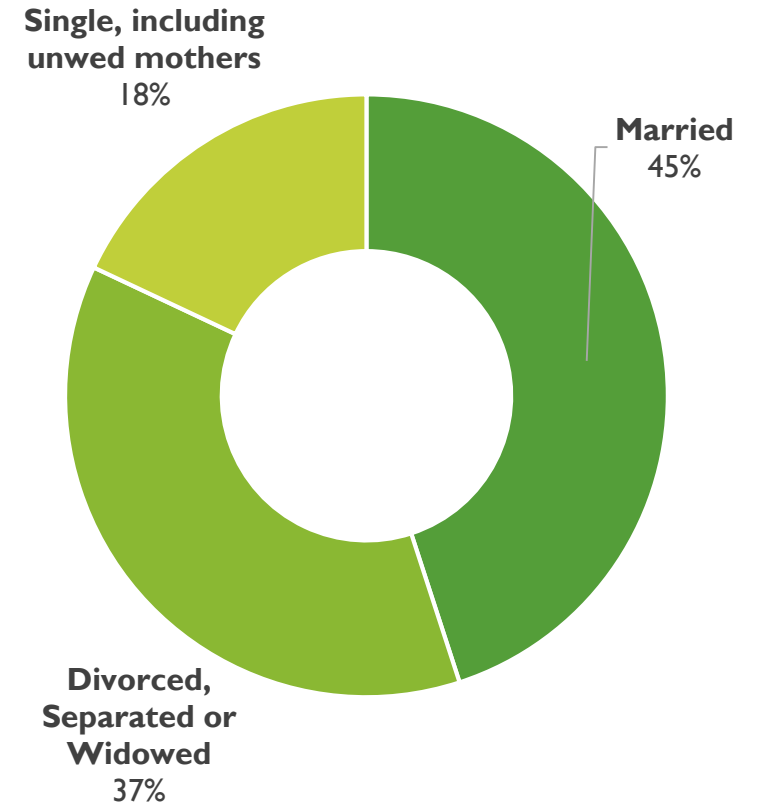
Age



Highest Education

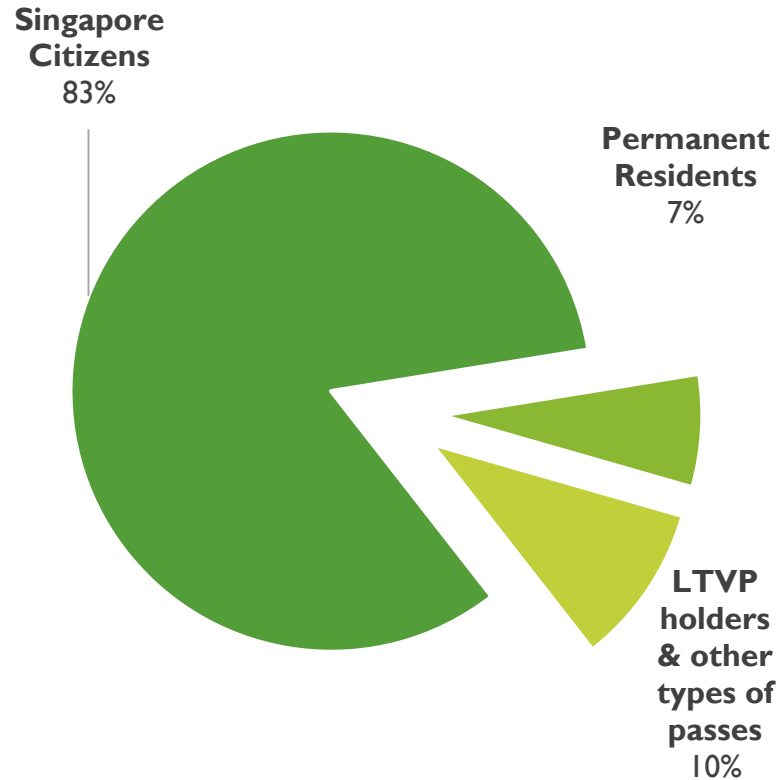


Marital Status



Demographics of DOT clients

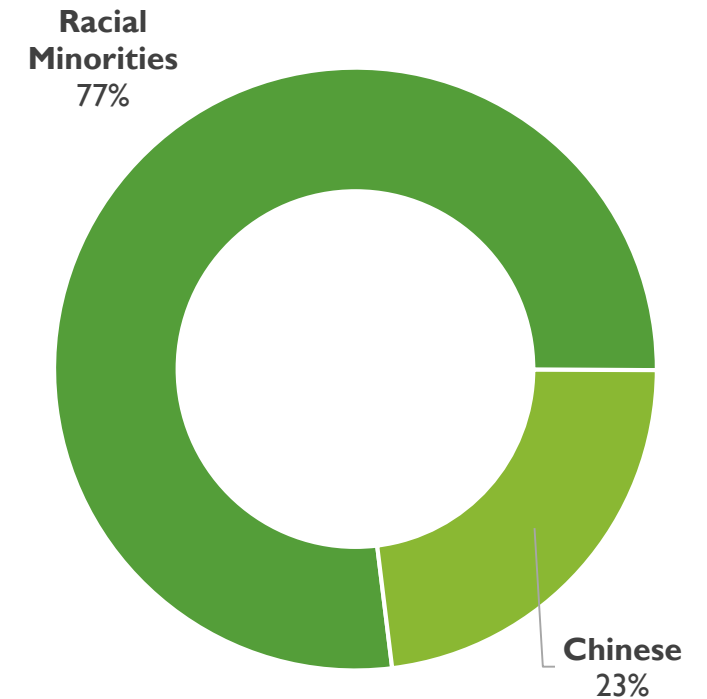
Residential Status



Children

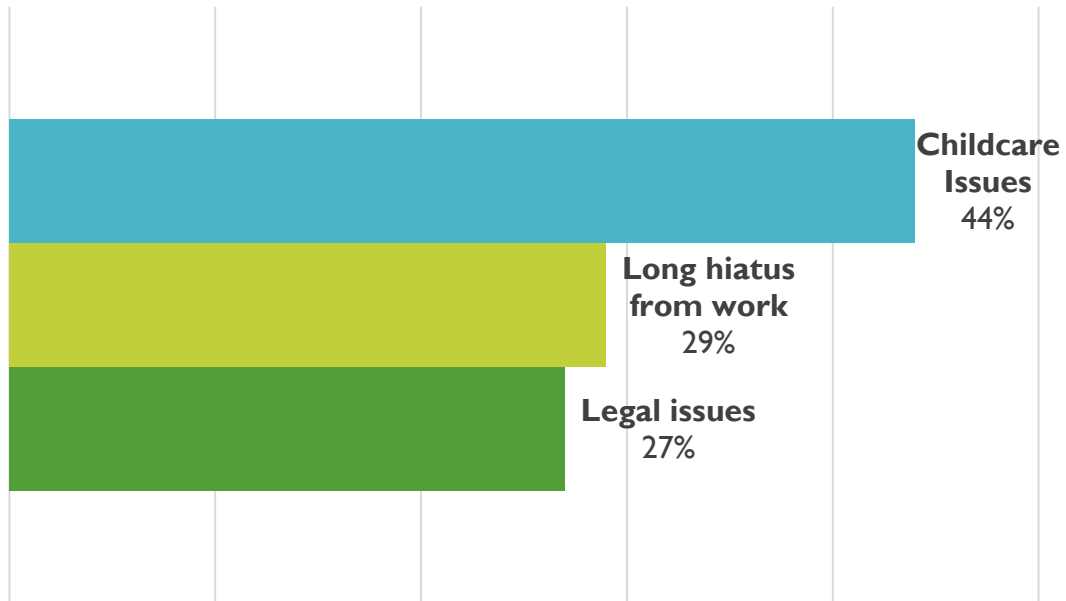
- 86% are mothers
- 68% have one to three children
- 54% of the children are under the age of 10

Ethnicity



Barriers to employment

Top 3 barriers to employment faced by DOT beneficiaries



Source: Needs Assessment Collated Highlights 2020, Daughters Of Tomorrow
Based on a survey of 300 women



More than half of DOT women are primary caregivers to their children

With no other family members to step in, mothers risk their jobs by repeatedly taking leave to pick up sick children or to stay home with them



1 in 4 struggle with clashing work and childcare hours

Late pick-up fees for one day can be higher than the amount mothers pay for the entire month at childcare centres

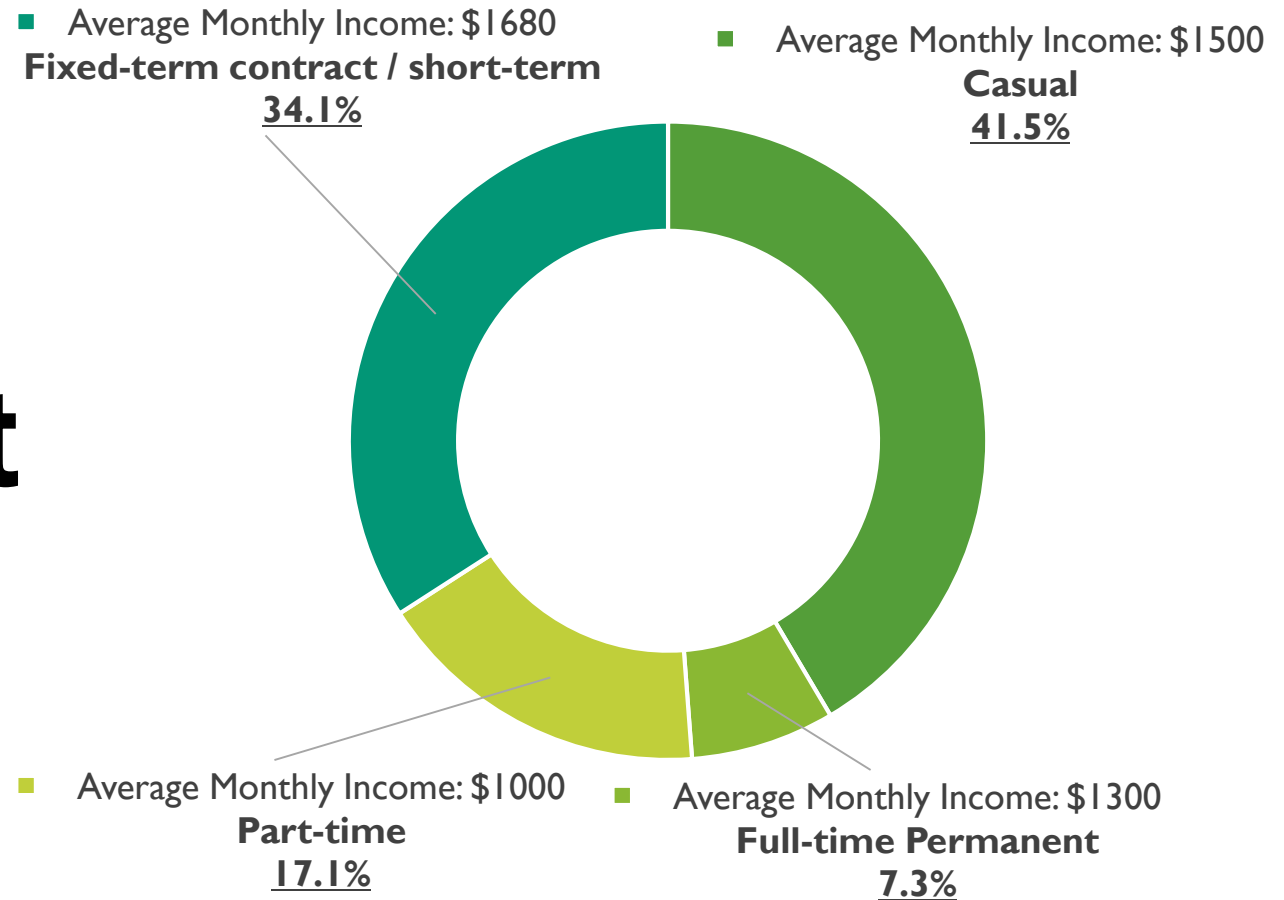
Source: "Why Are You Not Working" Advocacy Report 2017, AWARE, Research conducted with DOT beneficiaries

“It’s not easy to get [even] a part-time job and not easy to tell the bosses you have a girl at home. They say either you want to work or don’t want to work.”

Lisa (name changed),
Widowed mother of one

Source: Check-in Focus Group 2021, Daughters Of Tomorrow

What types of jobs are easiest to find?



Source: Check-in Focus Group 2021, Daughters Of Tomorrow
Income figures source: Labour Force in Singapore 2020, Ministry of Manpower

Research suggests that racial preferences may affect hiring.

To help you manage your business	Racial Preference for Economic Activity		
	Acceptability by Race		
	Singaporean Chinese	Singaporean Malay	Singaporean Indian
Chinese Respondents	98%	38%	41%
Malay Respondents	82%	85%	47%
Indian Respondents	72%	42%	80%
Other Respondents	85%	52%	58%

To tutor your children/grandchildren	Racial Preference for Provision of Services		
	Acceptability by Race		
	Singaporean Chinese	Singaporean Malay	Singaporean Indian
Chinese Respondents	97%	51%	57%
Malay Respondents	88%	86%	70%
Indian Respondents	85%	56%	78%
Other Respondents	84%	70%	64%

Source: Channel NewsAsia-Institute of Policy Studies (CNA-IPS) Survey on Race Relations, 2016

“Mandarin-speaking candidates only.”

This is a common and often poorly justified requirement found in many job ads that reflects a real racial preference amongst employers.

95% thinks CPF is important



At the same time,

- 55% thinks it is difficult to find a job with benefits such as CPF
- 45% says it is better to have a job that pays more cash than CPF

Source: Check-in Survey 2021, Daughters Of Tomorrow

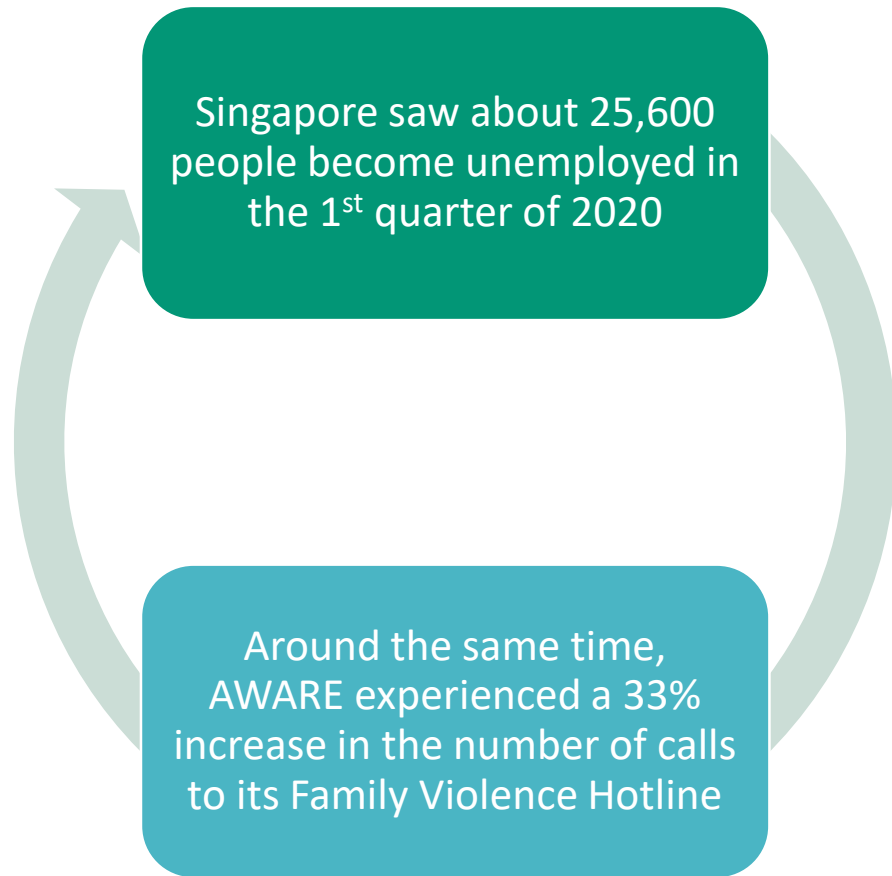


Home-based micro-businesswomen struggle with cash liquidity to access Workfare payments

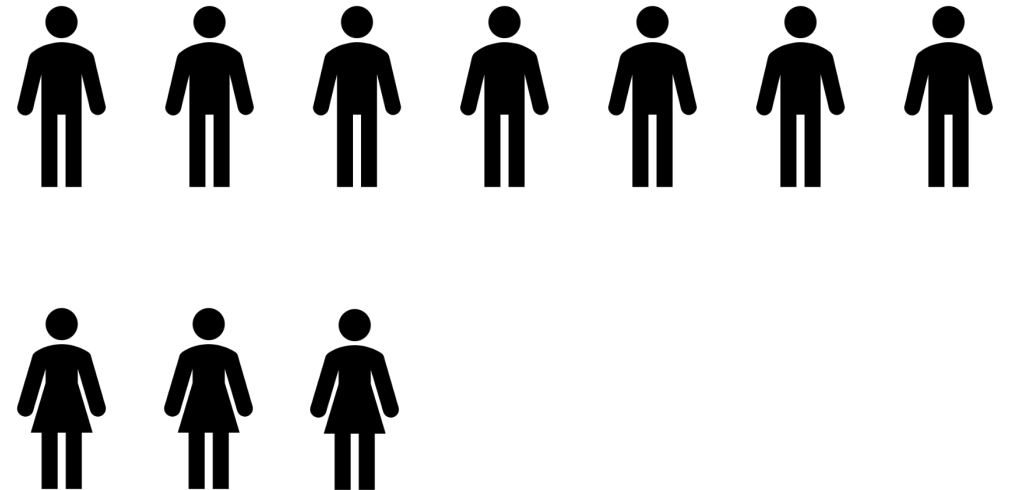
Un-gendering care work & valuing it properly through “CareFare”



Unpacking toxic masculinity to reduce domestic violence & improve men's wellbeing



For every 10 suicides that happened in 2018, 7 were by men



Source: *Commentary: Isolated with your abuser? Why family violence seems to be on the rise during COVID-19 outbreak*, CNA, March 2020

Singapore's total employment sees biggest decline ever in first quarter, ST June 2020

Source: *Suicides in Singapore up 10% last year, record high among boys*, July 2019



there is the struggle of getting financial assistance.

Rozie's story