



Gender Equality in Singapore: An Action Plan for Progress

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PANEL II
Home is Where the Work is

DISCUSSANT

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Minister of State

Ministry of Social and Family Development
and
Ministry of Education

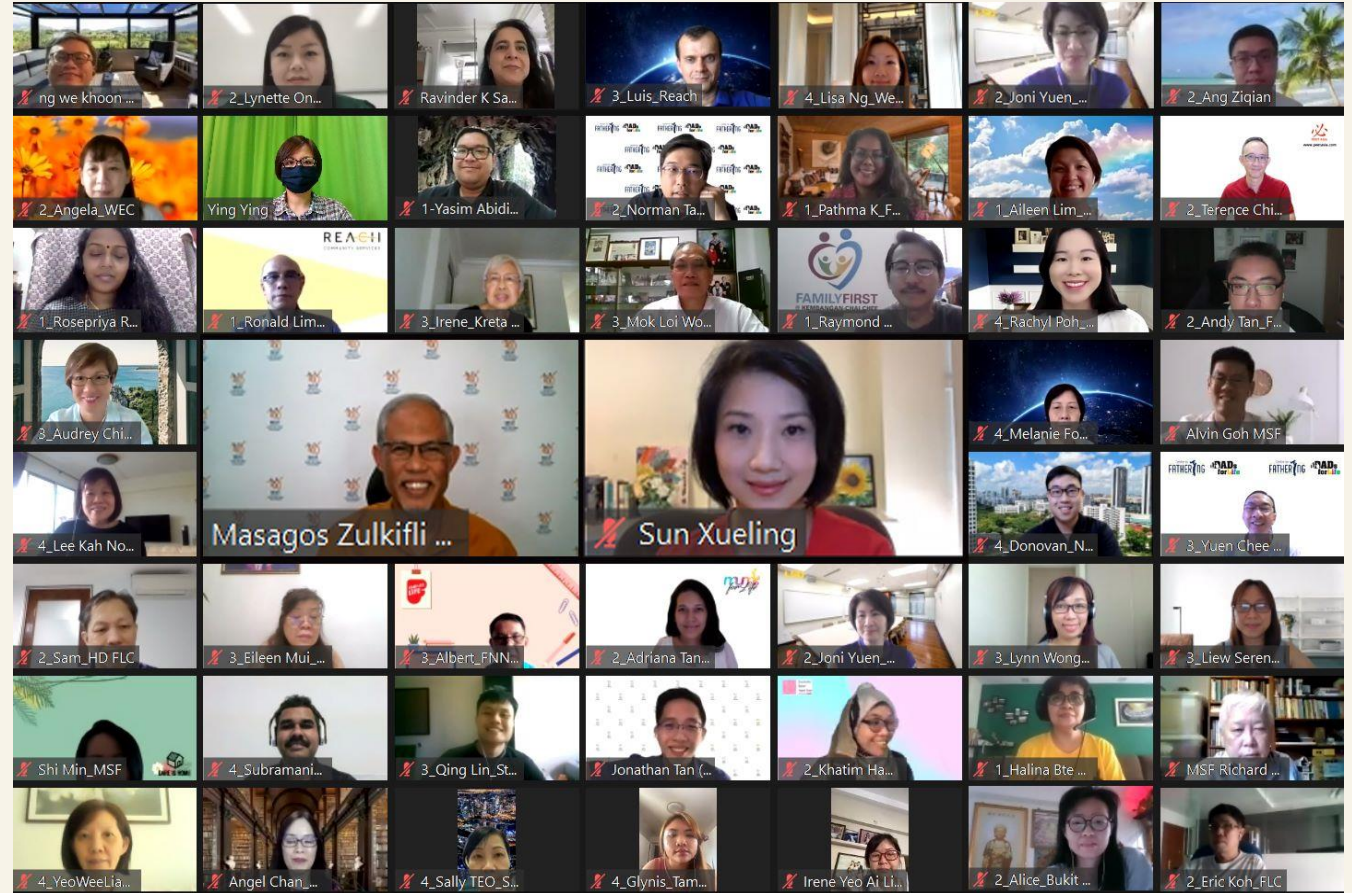
Achieving Real Choices Through Synergistic Partnership

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Home is Where the Work Is

- Family – building block of society
- Home – children are nurtured and their values first shaped
- Sharing of domestic responsibilities, caregiving, and family violence raised in Conversations



One of our Conversations on Singapore Women's Development

Three “C”s for Choices and Partnership

Communication

Capabilities

Culture

Communication

- Each family is unique
- Open, respectful discussions:
 - Respective strengths and preferences
 - How to best share domestic responsibilities
 - How to work together for family's future

Women and Men in Partnership

- Couples should share responsibilities at home, support one another to advance their careers in the workplace
- So that family relationship is sustainable and each person feels supported and appreciated for the choices they have made

Women and Men in Partnership

“My wife purposely steps back at home so that I can do more. Not because she can’t do it, but to give me opportunity to do more with the kids and contribute at home. At first I didn’t understand it. Now I am grateful to her for it.”

Sharing by a male participant during the
Conversations on Singapore Women’s Development

Capabilities

Skills and knowledge for women and men

- Men and women need to be equipped with skills and knowledge for a more balanced partnership
 - Parenting skills, financial literacy skills
- Families have a part to play; community partners & networks are key



Capabilities

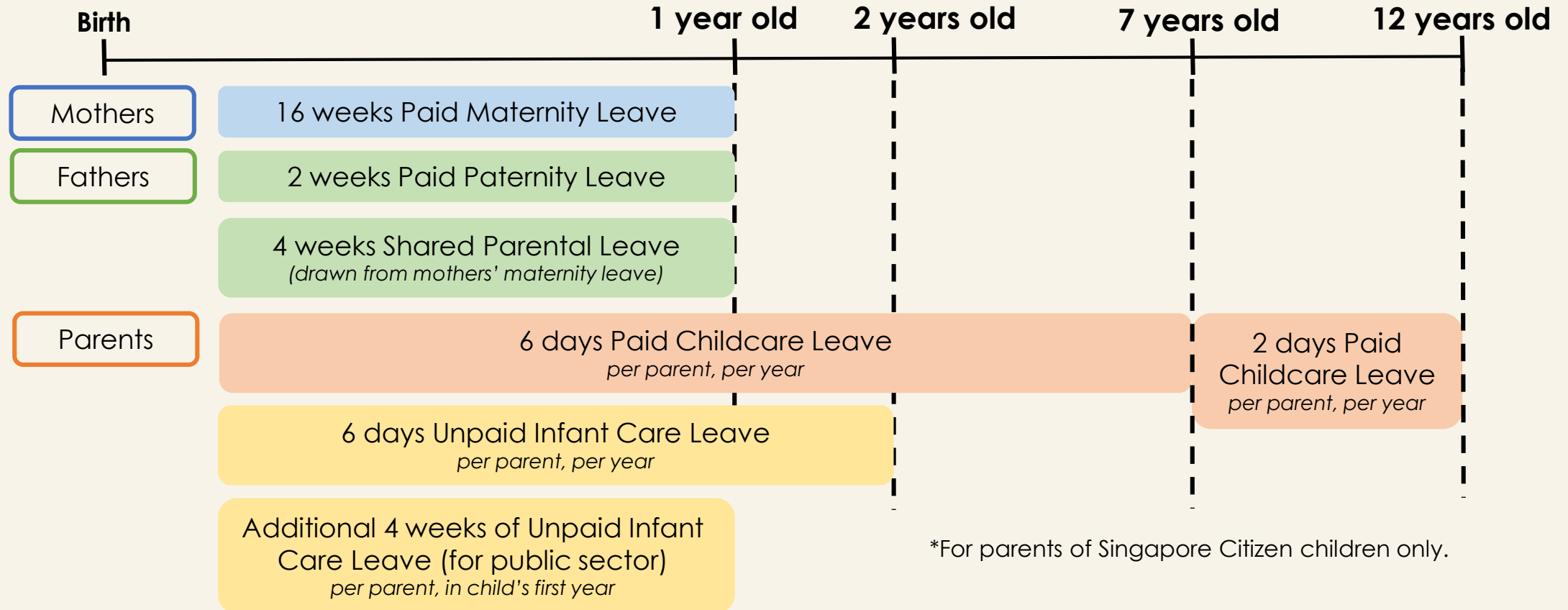
Support which families can tap on

- Family caregivers are the first line of support
 - Value our families as a society
 - Proud to be a Asian society – grown children have an innate sense of responsibility to care for elderly parents
- Government has measures to support caregivers as they take care of their loved ones

Capabilities

Support – Parental Leave Schemes*

- Parental leave schemes provide couples with time for their families



*For parents of Singapore Citizen children only.

Capabilities

Support – Support for Caregivers*

Caregiver Respite Services

- Respite services at senior care centres and nursing homes
- Pre-enrollment pilot for respite services to shorten activation time
- Home-based respite care for end-of-life patients

Financial Support

- Home Caregiving Grant
- Caregivers Training Grant
- Foreign Domestic Worker levy concession
- Seniors' Mobility and Enabling Fund
- CHAS, Pioneer Generation, Merdeka Generation Package

Workplace Support

- Tripartite Standard (TS) on Work-Life Harmony
- TS on Flexible Work Arrangements
- Adapt and Grow initiative

Care Navigation

- AIC website and hotline
- AIC Links in the community
- Digital platforms for services/healthcare items and end-of-life planning

Caregiver Empowerment & Training

- Community outreach teams to support caregivers
- Other caregiver support networks e.g. dementia-friendly communities, caregivers for children with special needs
- Caregiver Training Courses

*Illustrative examples

Capabilities

Support – Additional support for Low-Income Families and Individuals

ComCare

- Provides social assistance for eligible low-income households who need help with their basic living expenses

Silver Support Scheme

- Supplement the income of seniors who had low incomes during their working years, and now have less in retirement

Culture

- There must be a supportive environment for women and men to play their roles of choice
- Principles of equality and respect must be ingrained in our society

In schools

Students are encouraged to explore a variety of career pathways regardless of whether they are boys or girls

Students learn to appreciate equity of parenting roles

At home and in the community

Culture

- MSF has dedicated 2021 as the Year of Celebrating SG Women
- The greatest reward and recognition to the caregiver, is the respect and love from your family, for your labour of love

