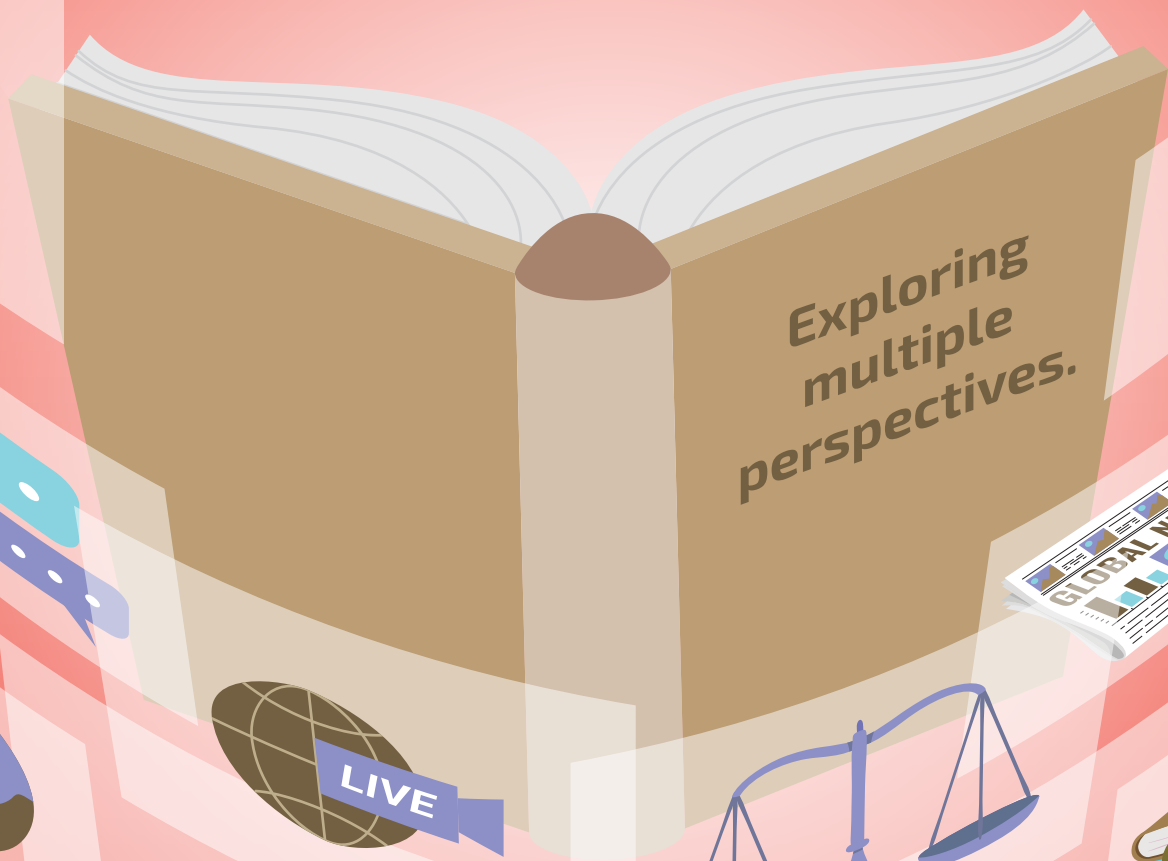


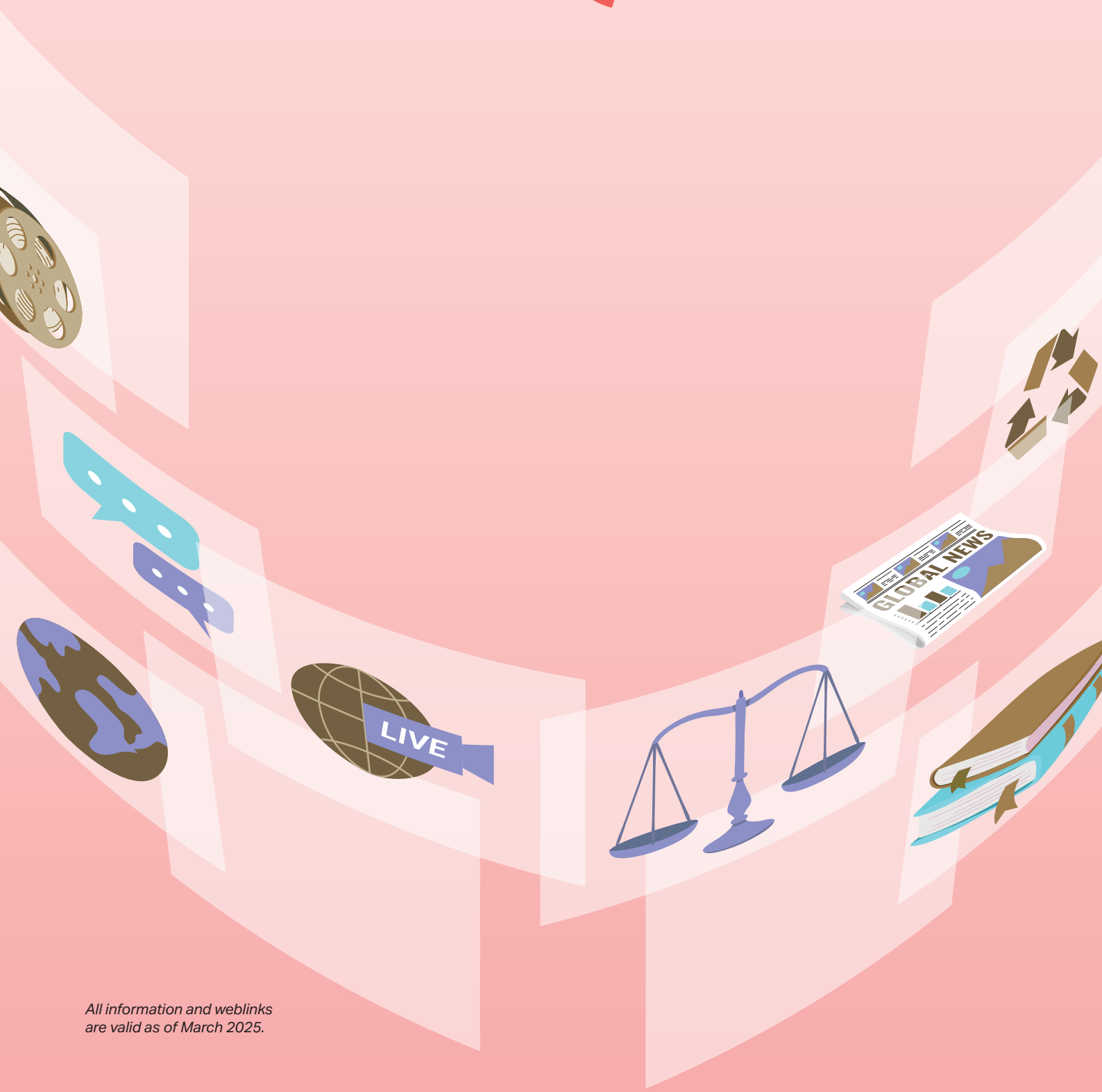
Read to be **SURE**

Volume 2—2022/23



Issue 1

GENDER EQUALITY



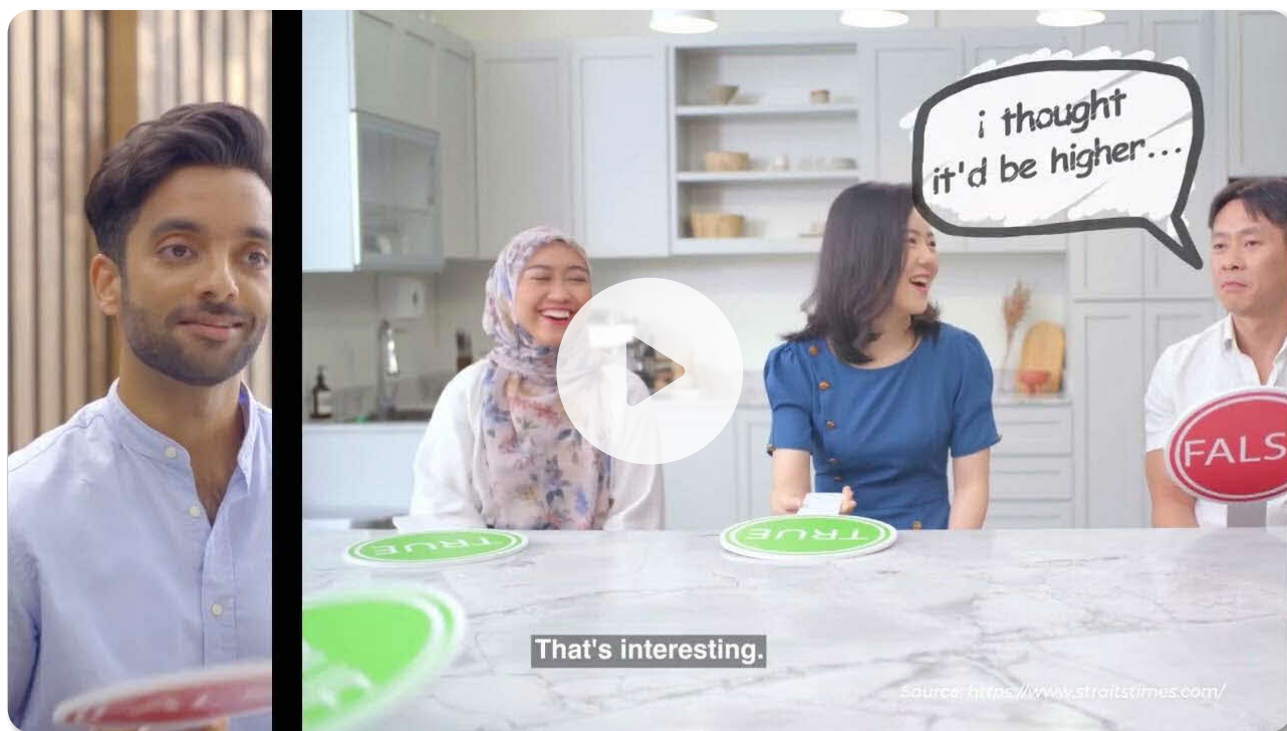
*All information and weblinks
are valid as of March 2025.*



// Gender Equality

Today, over 70% of women in Singapore agree that gender discrimination exists in the workplace. However, men face challenges too. Locally, male pre-school teachers make up only 1% of the total pool of early childhood educators.

How much do you know about gender equality? Test your knowledge in the video below.



Can you do better? Try the [Gender Equality Quiz](#) now!

So, can gender equality be achieved in Singapore?

No, Long Way to Go!

1. Not everyone is supportive.

1 in 3 Singaporean men believe feminism does more harm than good and that traditional masculinity is under threat. A quarter of Singaporeans do not believe that gender inequality exists.

2. Gendered expectations affect mindsets and behaviours

One survey showed that 2 in 5 people (both men and women) believe that men should pay for their dates.

Approximately only 2% of women surveyed proposed to their male partners, and two thirds of women feel they must wait for their partner to make their engagement official, even though 98% think of themselves as completely equal to their partners.

Yes, We Are on Track to Achieve It!

1. Advocacy and Legislation

Singapore launched the Conversations on Singapore Women's Development in 2020 and the 2022 White Paper on Women's Development, which covered issues from elective egg freezing to having more Women in various fields.

2. Promoting gender equality at the workplace

Currently, less than 30 percent of all researchers worldwide are women. In Singapore, women form 41% of the total STEM intake in autonomous universities. However, only 58% of women with STEM qualifications work in related jobs, compared with 70% for men. More can be done to spotlight the achievements of Singaporean women in Science and Technology.

Some companies support policies which incentivise diversity hiring, such as Facebook and Microsoft.

Gender discrimination affects both men and women

In Singapore, women earned 4.3 percent less than men in 2020. Women also face various types of physical, sexual, and online harm. A 2021 survey showed that 2 in 5 workers encountered some form of workplace sexual harassment in the preceding five years. Such harassment has extended to the online space as well, with 163 new cases of technology-facilitated sexual violence against women reported in 2021.

Women in the modern economy cope with a "triple shift": apart from work, there is raising kids and caring for elderly parents. A McKinsey study found that the 'double shift' of housework and childcare on top of work is increasing for women and mothers are three times as likely as fathers to do most of the housework and caregiving. Locally, we have higher labour-force participation rates from women and Singapore's full-time female employment rate has been rising steadily over the past 10 years, but women still bear the bulk of the caregiving burden, at the expense of their careers, income and savings.

In female-dominated fields like nursing, male nurses face stigma, while female nurses still struggle with a gender pay gap even though they make up the majority of staff.

Stay-at-home fathers in Singapore face stigma. Family policies in Singapore continue to signal that childcare is a woman's responsibility and reinforce gender stereotypes.

Let's hear our guest speakers weigh in on this issue:



Recommended Resources

Explore the resources below to find out more about gender equality.

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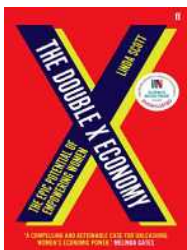
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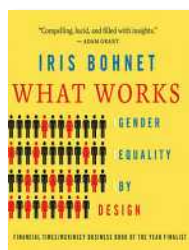
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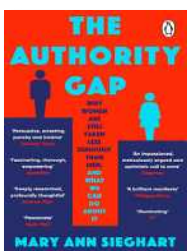
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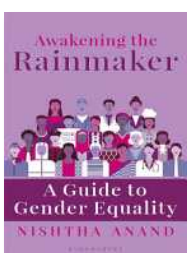
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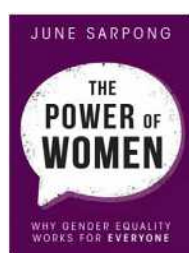
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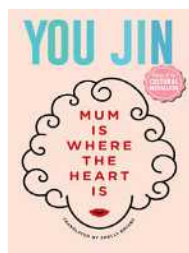
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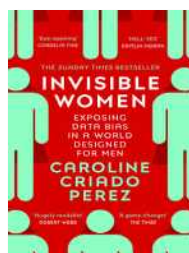
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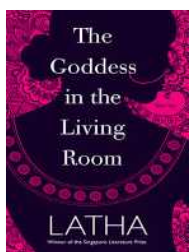
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