

Singapore's inclusive family-oriented population and social policies and SDGs

We-Jun Jean Yeung

**Department of Sociology and Centre for Family and Population Research
National University of Singapore**



United Nations Population Fund
Sub-regional Office for the GCC Countries

Structure of Presentation

- Background on UNFPA work
- The Singaporean experience in population policies, family cohesion measurements, and social integration and protection.
- Population Policies and SDGs

About UNFPA

UNFPA is the United Nations Agency for Reproductive Health and Population Development.

UNFPA supports census, data collection and analysis which are essential for development planning.

The agency is working in collaboration with national stakeholders in each country to build the capacities of their staff in areas related to data collection and analysis, sampling, population policy development, youth development strategies and CR.

Each year, the agency issues its flagship document “The State of the World Population Report”, which scans the population situation in the world, the development gaps and how to address them. 2019 titled “Unfinished Business” aimed at shedding the light on adolescents girls’ needs and women’s status in the world.

Since UNFPA’s inception in 1969, the number - and rate - of women dying from complications of pregnancy or childbirth has been halved. Young people are more connected and empowered than ever before.

The United Nations Population Award:

- It honours an individual and/or institution in recognition of outstanding contributions to population and reproductive health questions and to their solutions.
- The Committee for the United Nations Population Award is comprised of 10 UN Member States, with United Nations Secretary-General and UNFPA Executive Director serving as ex-officio members. Nominations for the award are accepted through 31 December of each year.

A close-up portrait of a woman with dark skin and eyes, wearing a purple headscarf with a subtle pattern. She is looking directly at the camera with a calm expression. The background is dark and out of focus.

 state of world population 2019

UNFINISHED BUSINESS

the pursuit of rights and choices **FOR ALL**



UNFPA GCC

- UNFPA GCC office in Muscat-Oman, was established in 2006 and provides Technical Assistance in the main areas of Population and Development, Reproductive Health and Rights, Youth Development, and Gender Equality. UNFPA expands the possibilities for women and young people to lead healthy and productive lives.
- The UNFPA GCC Sub-regional Office provides technical expertise and coordinates the efforts of GCC governments in the areas of population & development, youth, reproductive health, gender equality, statistics and related issues.
- Our office assists GCC relevant government partners in using population data to assess and anticipate needs, and to monitor progress and gaps in delivering development promises.
- Guided by the Programme of Action adopted at the 1994 International Conference on Population and Development (ICPD), the Sustainable Development Goals and Agenda 2030, UNFPA partners with governments, civil society and other agencies to advance its mission.
- UNFPA GCC has been co-operating with the Qatari government represented by QPPC and MDPS since more than 10 years through a trust fund agreement, under which several needs-based joint projects and initiatives have been introduced and implemented.

The Singaporean Experience in Population and Social Policies



Singapore & Qatar - similarities

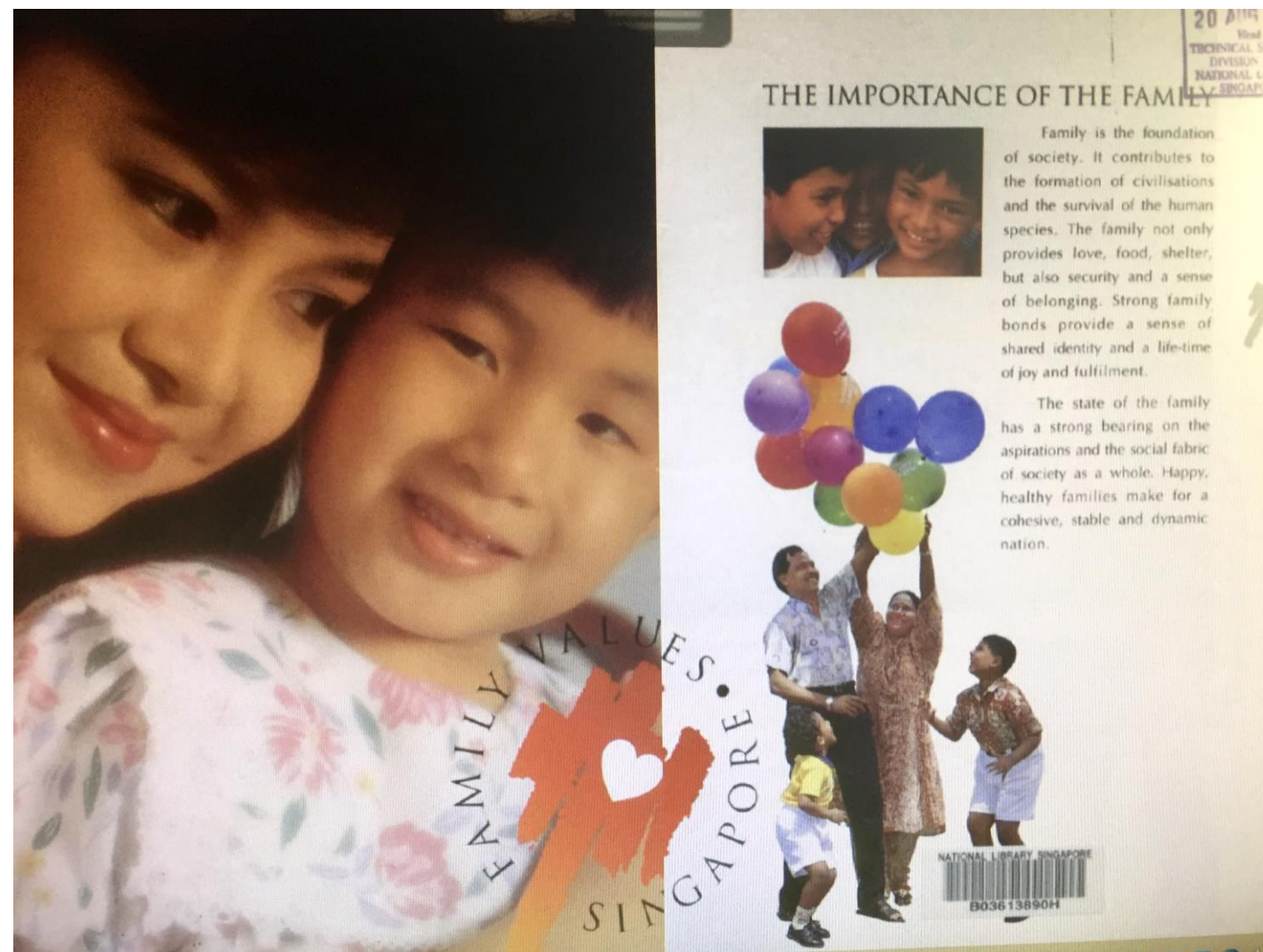
- high income (PPP-adjusted GDP per capita tops global ranking)
- small nation (Singapore 5.6 mil, Qatar 2.8 mil) off of a peninsula
- Young nation (Singapore 1965, Qatar 1971)
- rapid population growth (tripled since 1950/60s)
- highly urban (almost 100% urban)
- large proportion of immigrants
- multiple ethnic & religious groups

Population & Social Policies in Singapore – role of family

- Family is part of the national ideology and identity
- Singapore Shared Values - 1991 - aim to preserve Asian identity in an era of globalization, to “evolve and anchor a Singaporean identity”
 - **Family as a basic social unit**
 - Racial and religious harmony
 - Nation before community and society above self
 - Community support and respect for the individual
 - Consensus, not conflict

Singapore Family Values, Ministry of Community Development 1994





“Family is the foundation of the society. It contributes to the formation of civilizations and the survival of human species. The family not only provides love, food, shelter, but security and sense of belonging. Strong family bonds provide a sense of shared identity and a life time of joy and fulfillment. (p.1) “

Fostering sibling relationships is an important part of growing up and maturing. These relationships are a source of lifelong attachment and companionship.

Relatives

Relatives are an important part of family life. Harmonious relationships among relatives add to the joys of family life. Relatives share special ties of kinship and ancestry. They enhance the significance of special occasions such as marriages and births. Strong ties among relatives serve as a source of strength and comfort in times of need or crisis.

CONCLUDING REMARKS

Happy, harmonious and healthy families make for a strong community and a cohesive society. The family is the heart of the nation and family values, its life-blood.



- It concludes, “Happy, harmonious, and healthy families make for a strong community and a cohesive society. The family is the heart of the nation, family values, its life blood” (p.16)

Defining Ideal Family Types through Policies (Yeung and Hu, 2018)

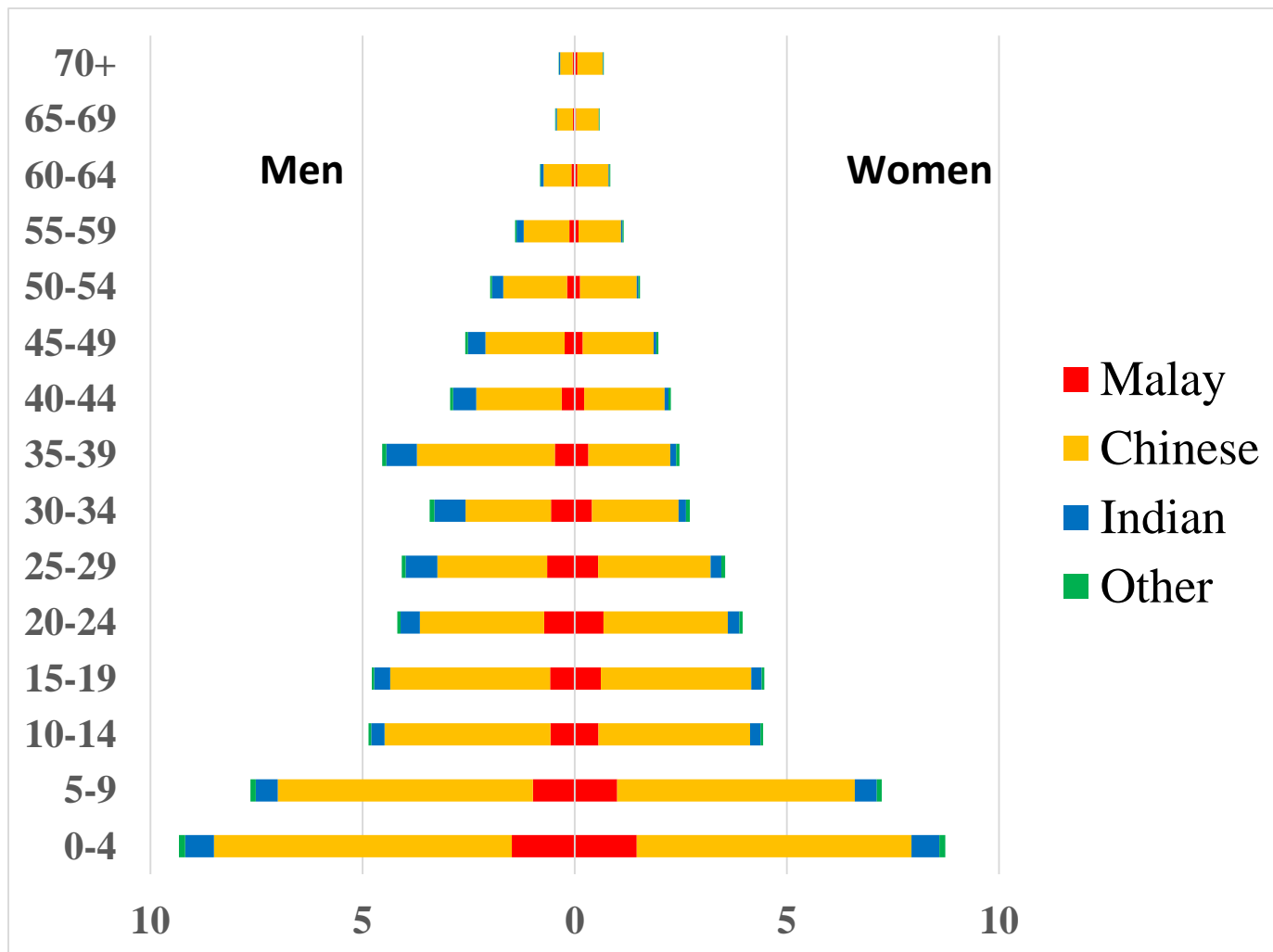
- State defines **ideal family types and behavior**, and set limits around the formation and dissolution of Singapore families
- reward **heterosexual two-parent families with children and 3-generational families** through policies
- Interventionist approach toward marriage and fertility behavior
 - **Family planning** – in 60s, “Please stop at 2” in 1972, TFR reached replacement level in 1975
 - **Pro-natal policies** since 1987, increasingly expansive
 - **Incentives for marriages**
- Heavy reliance on **immigration** to maintain population sustainability
- Other policies– **public housing policy** & a range of social assistance programs that focus on family as the 1st line of defense and to protect vulnerable populations

Increasingly inclusive –support vulnerable population

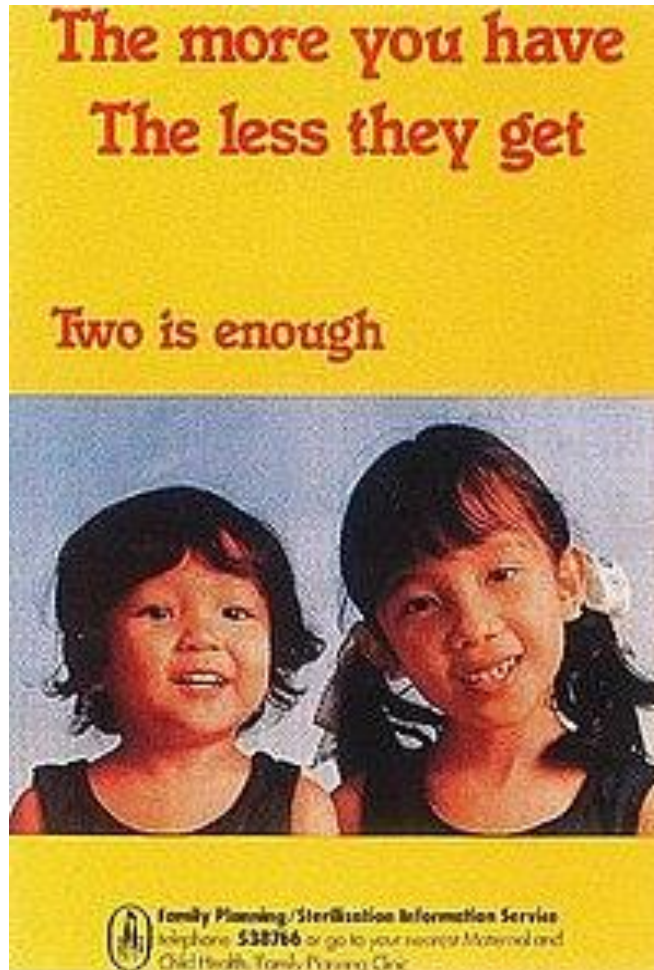
Aim to have an **inclusive society** - tackle inequalities

- Multiculturalism, integration
 - Meritocracy, intergenerational mobility
 - A nation for all ages
- aims at empowering and promoting the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic, or other status
 - aim to provide opportunities to succeed regardless of background, support its seniors, foster a caring society, as well as increase support for young families to make parenthood more enjoyable
 - transformation of the early childhood sector to allow more families to benefit from "accessible, affordable, and good quality early childhood services", in order to give every child a good start in life
 - Greater focus recently on human capital - skills and life long learning for all ages

Singapore Population Structure by Ethnicity in 1957



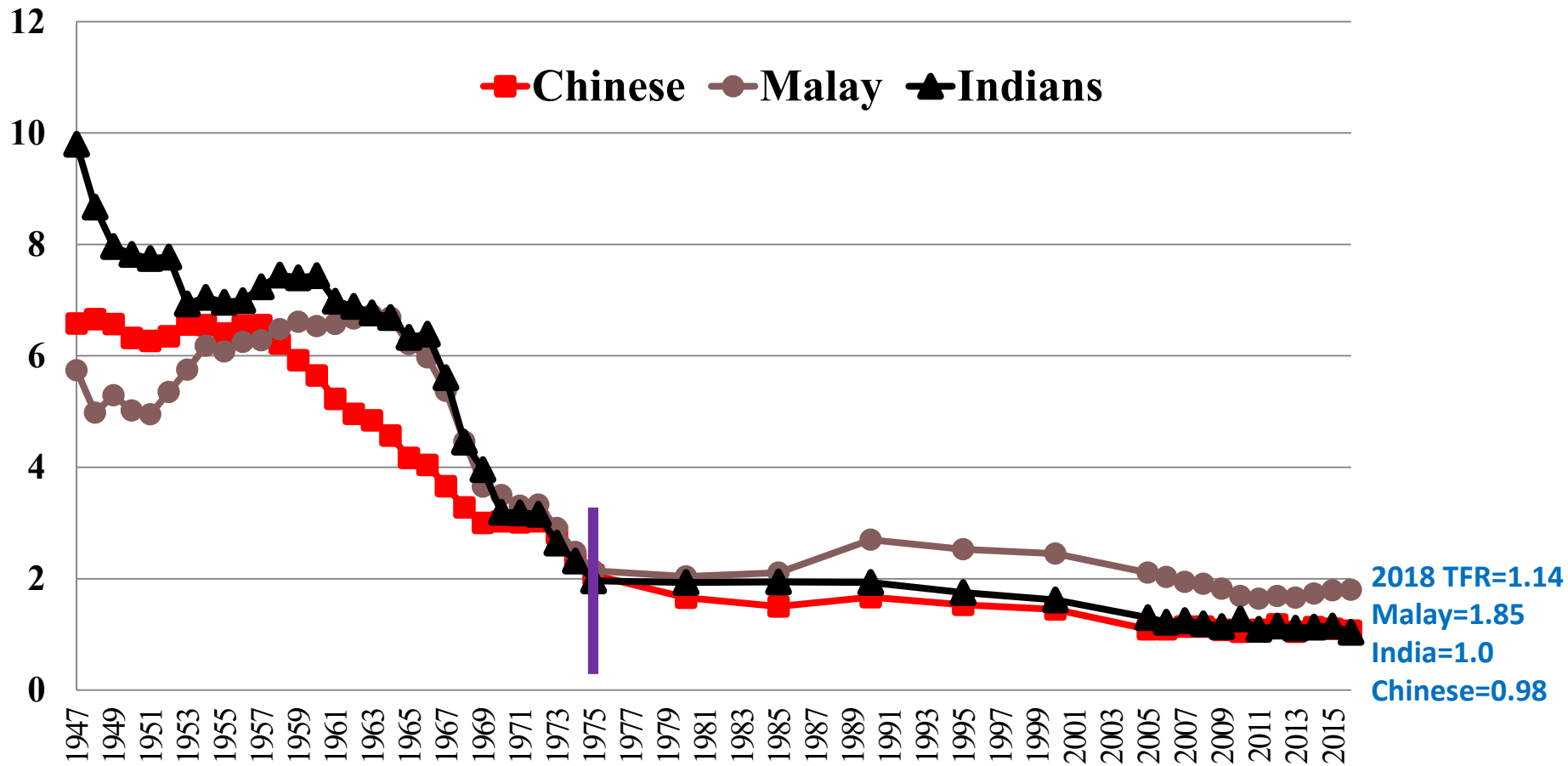
Please Stop at Two campaign
Late 60s - 1970s



Have-Three-or-More (if you can afford it)
1987



Total Fertility Rates in Singapore by Race, 1947-2018



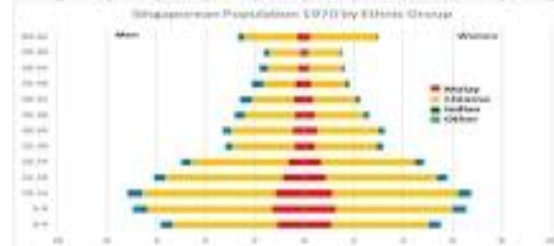
Source: Yeung & Hu (2018) Family and Population Changes in Singapore

Singapore Resident Population Structure, by Ethnicity

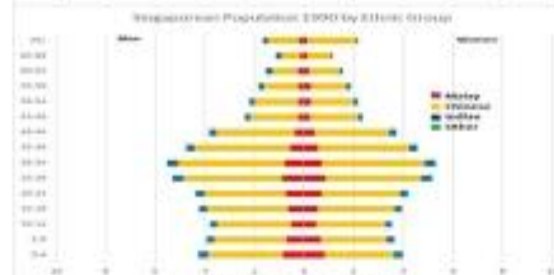
1947



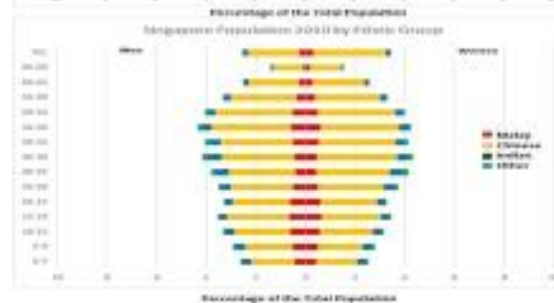
1970



1990



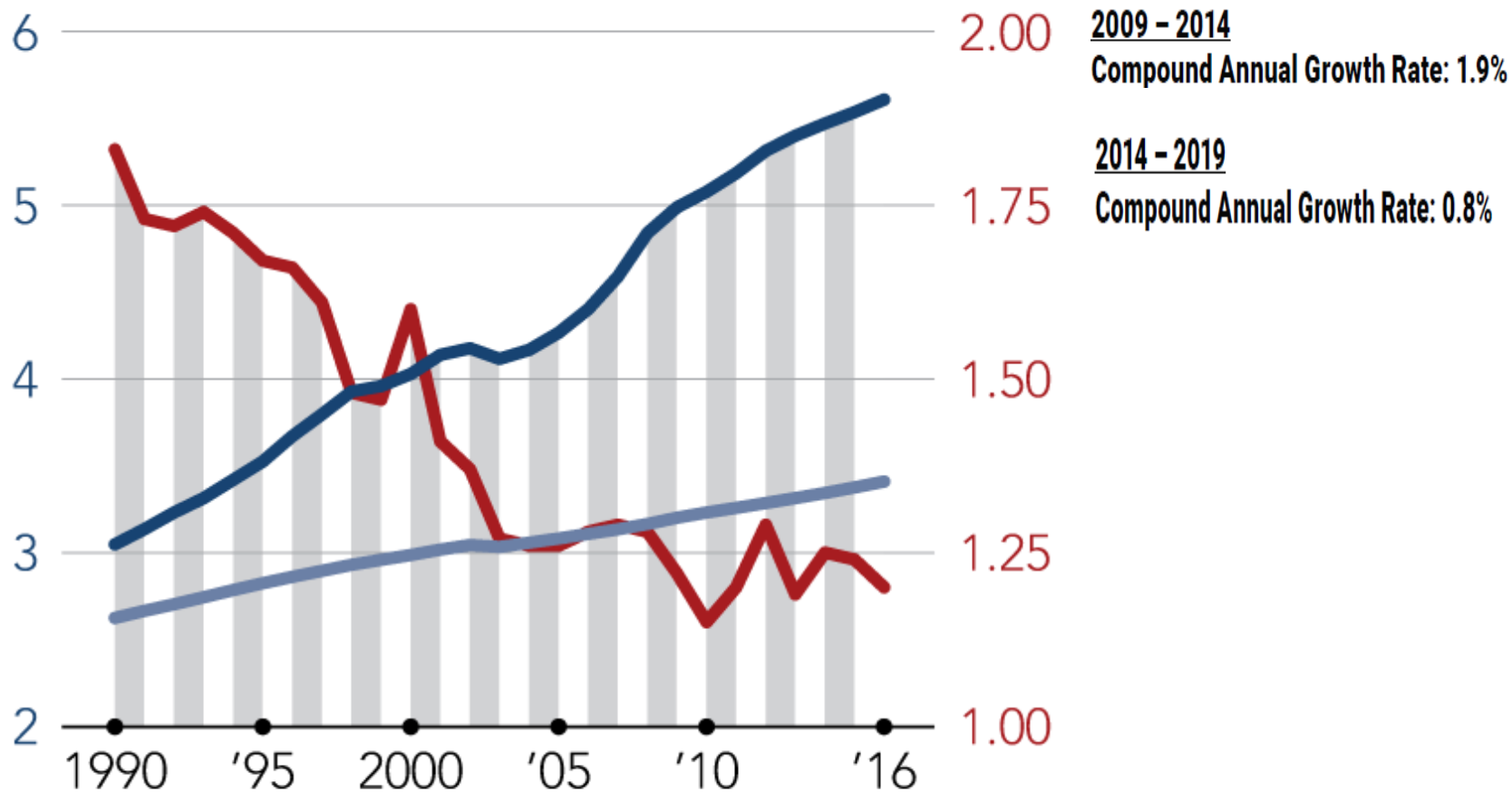
2010



2018 citizens
Chinese: 76.2%
Malay: 15.0%
Indian: 7.4%
Others: 1.4%

Singapore's population increases despite lower fertility rate than Japan

- Total population (left, in millions)
- Number of Singapore citizens (left)
- Total fertility rate (right)



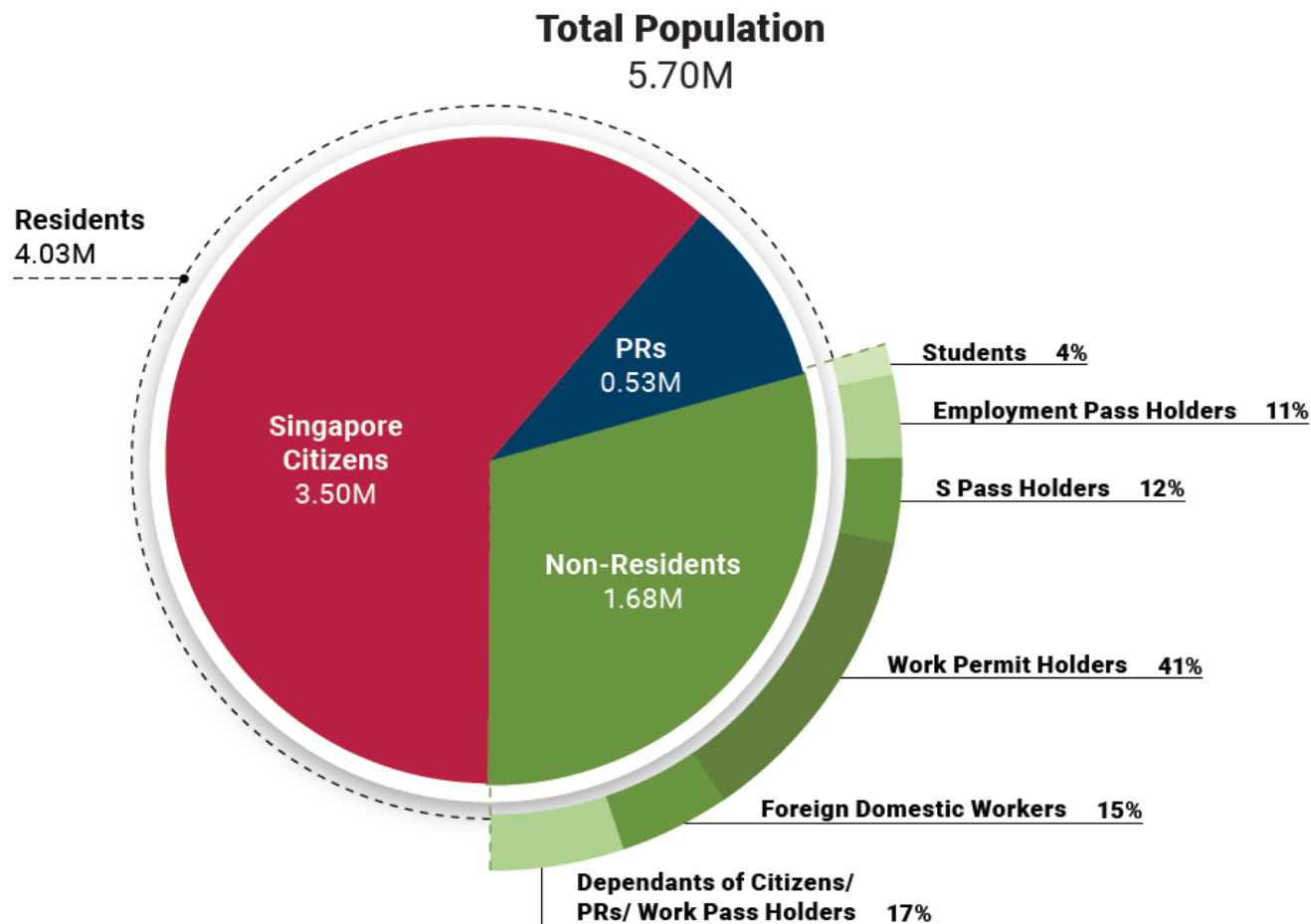
Key Indicators of Singapore Population

Land area=724.2 km²

OVERALL POPULATION ('000)	JUN 2018	JUN 2019
Citizen population	3,471.9	3,500.9
Permanent resident (PR) population	522.3	525.3
Resident population	3,994.3	4,026.2
Non-resident population	1,644.4	1,677.4
Total population	5,638.7	5,703.6
AGE PROFILE OF CITIZENS	JUN 2018	JUN 2019
Proportion aged 65 and above (%)	15.2	16.0
Citizen median age (years)	41.7	42.0

Source: Singapore Department of Statistics,
Population in Brief, 2019

Diagram 1: Total population, as of Jun 2019²



Source: Department of Statistics, Ministry of Manpower
Numbers may not sum up due to rounding.

² The figures are based on stock numbers as of end Jun 2019.

Source: Population in Brief, 2019

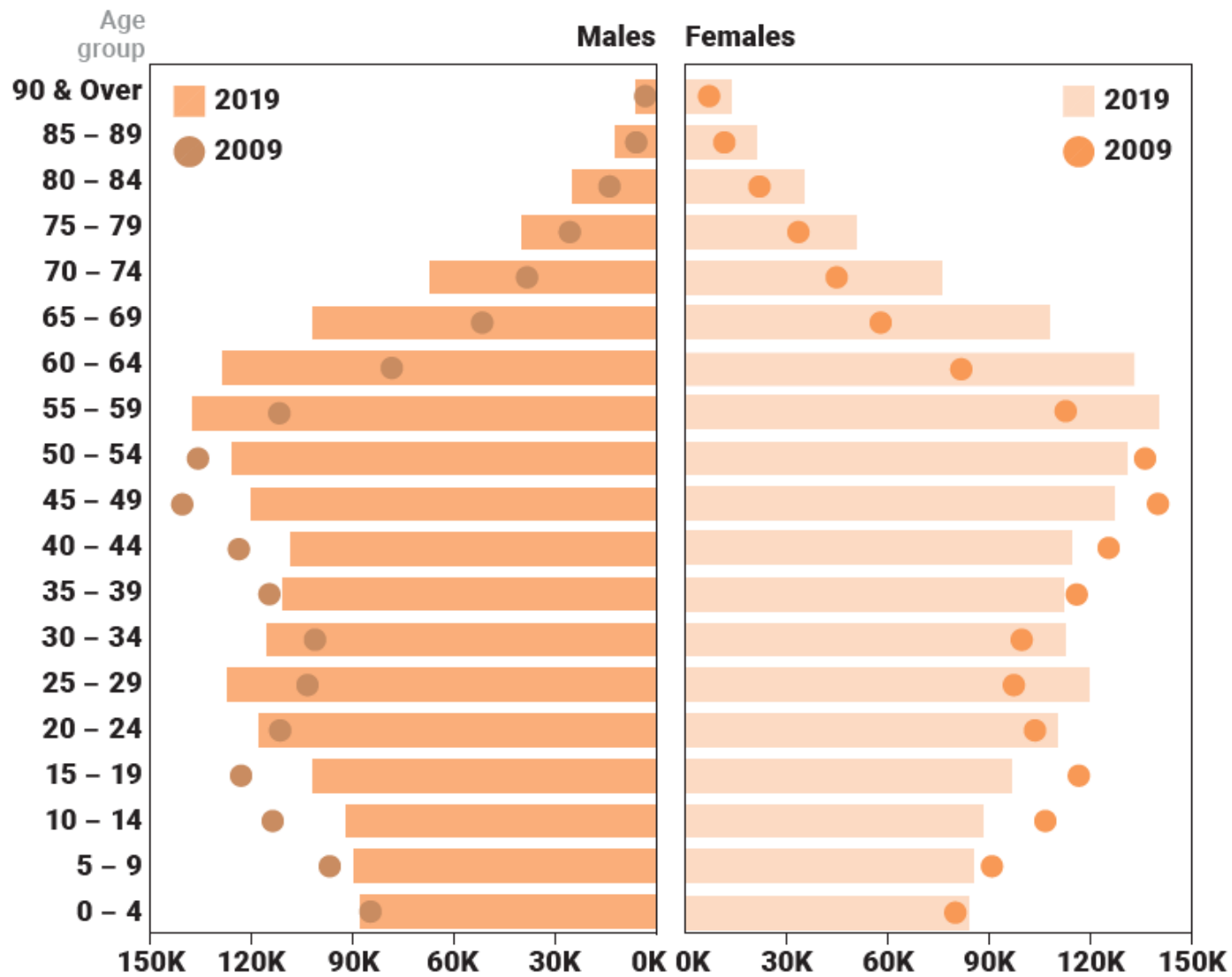
Work Permit Holders are mostly in occupations which face difficulties hiring Singaporeans (e.g. construction workers).

S Pass Holders are workers providing mid-level and technical skills to fill jobs with local shortfall.

Employment Pass Holders work in managerial, executive, or specialised jobs.

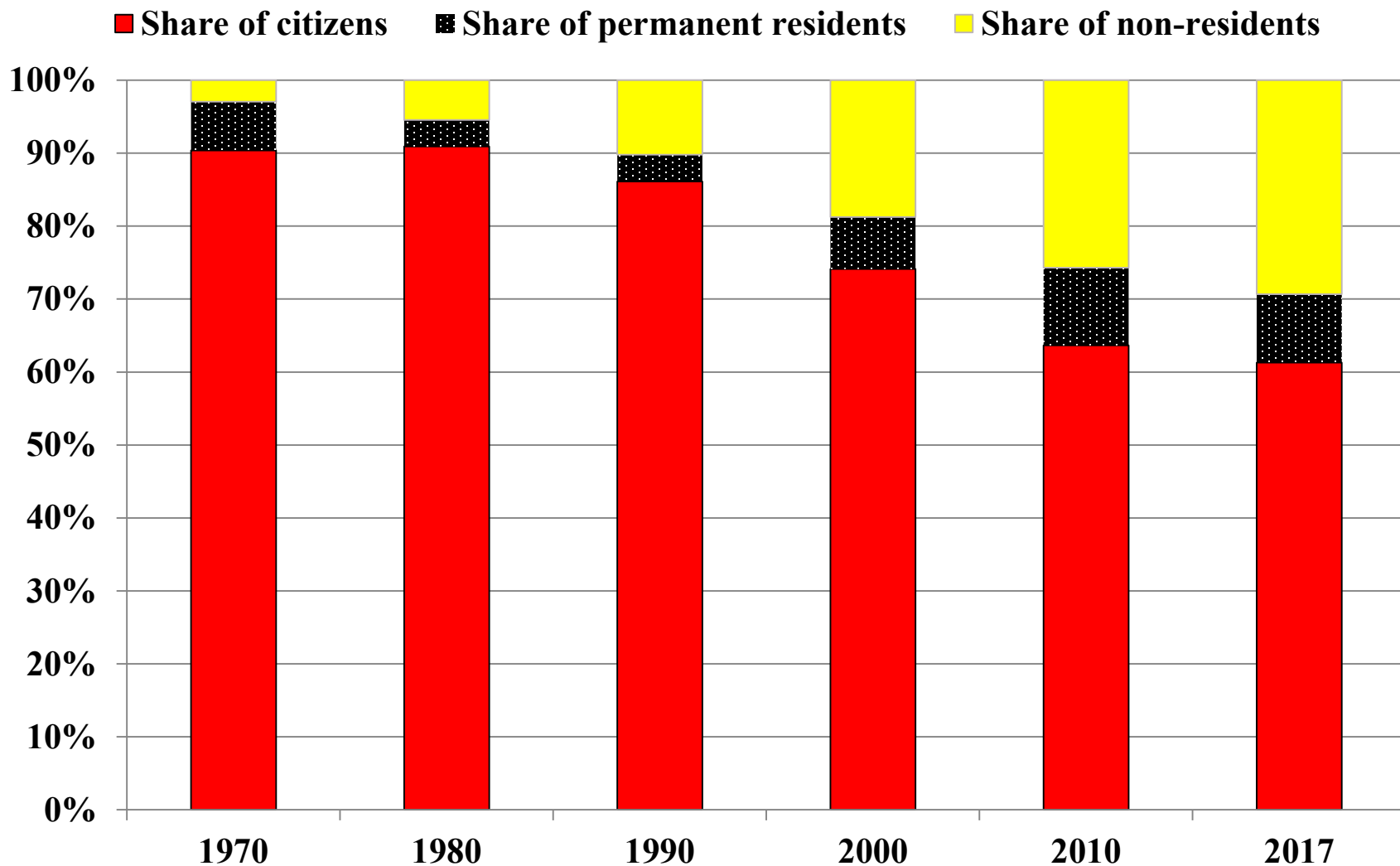
Large Cohorts of Baby Boomers Entering Post-65 Age Range

Chart 4: Age profile of citizen population, as of Jun



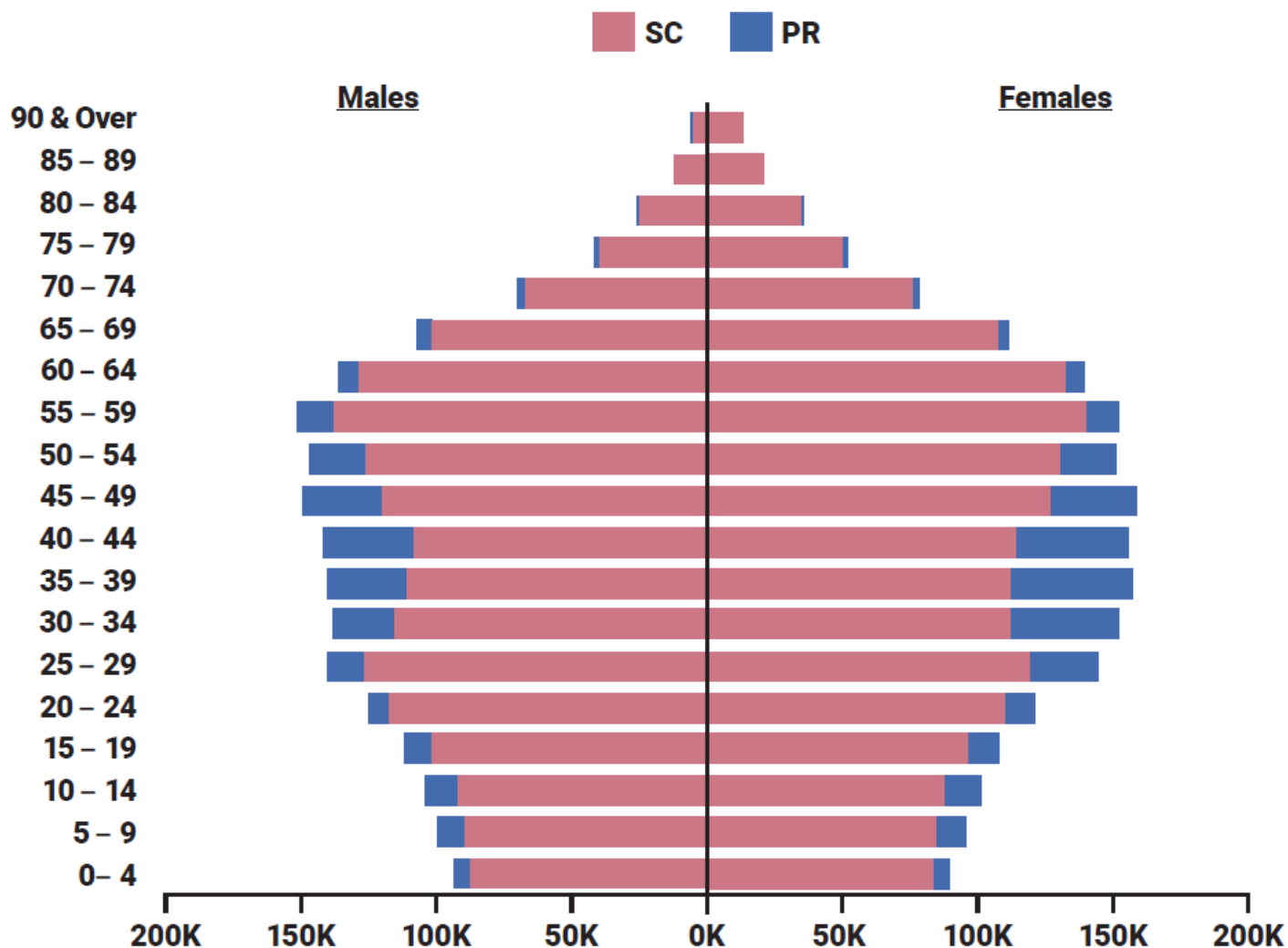
Source: Department of Statistics

Immigration - Changing Proportions of Citizens, Permanent Residents, and Non-residents, 1970-2017



Source: Yeung and Hu (2018), Family and Population Changes in Singapore

Chart 14: Age pyramid of resident population, as of Jun 2019



Source: Department of Statistics

Source: Population in Brief, 2019

Immigration policy

- carefully calibrated policy, currently stable at about 32k new PR and 22k new citizens per year
- Two-prong strategies towards managing new immigrants and foreign talent
- The first attempts to incentivise foreigners into settling and integrating into the local society.
- The second involves social stratification strategies to distinguish between transient workers and knowledge-based talent

High Level of Social Integration

Chart 9: Transnational marriages as a proportion of citizen marriages

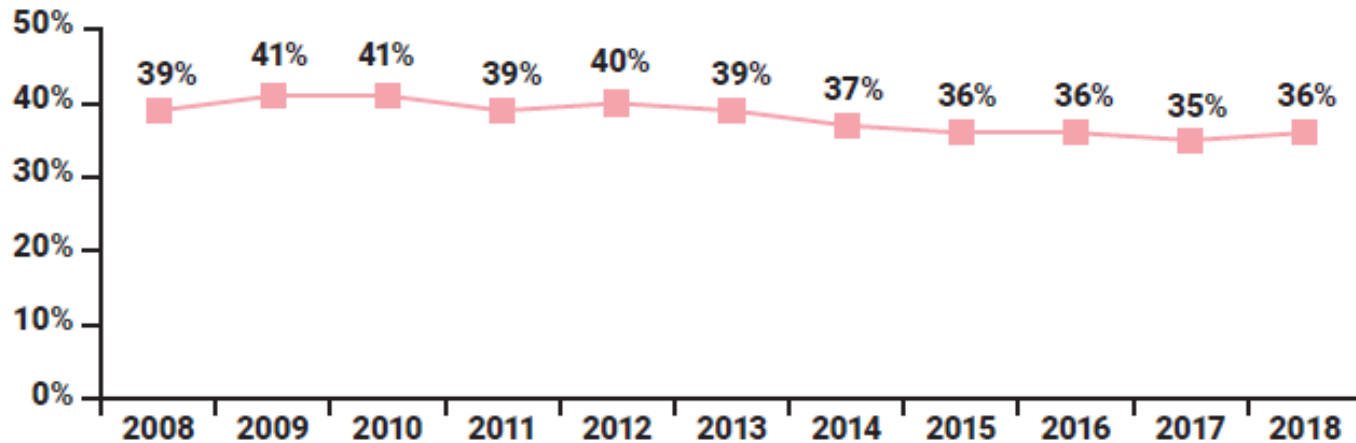
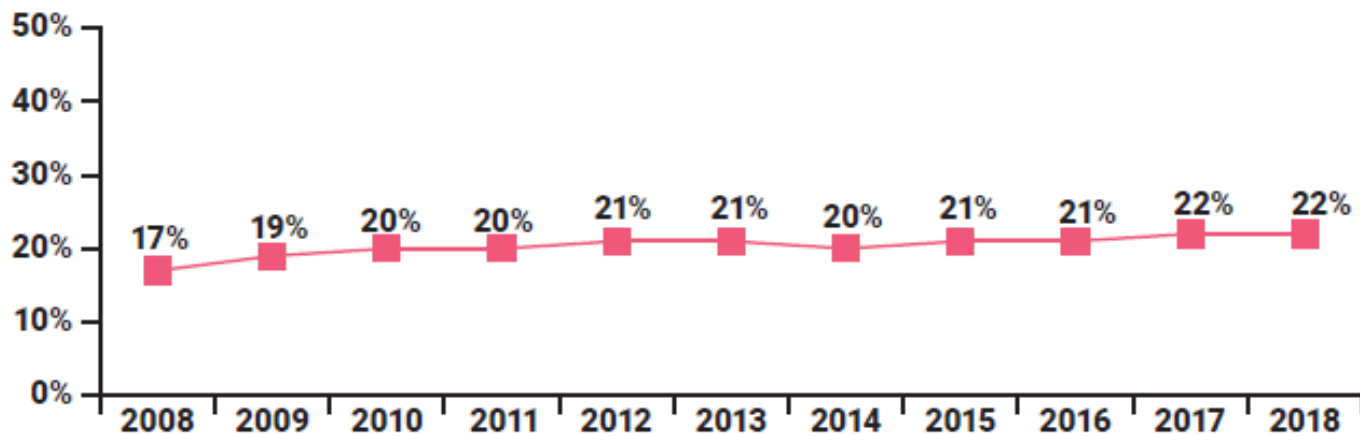


Chart 10: Inter-ethnic marriages as a proportion of citizen marriages



Comparison of Singapore and Qatar, 2018/2019

	Singapore	Qatar
Population	5.7 mil	2.85 mil
Area	724.2km ²	11,586km ²
TFR	1.14	1.9
Median age	42	33
% 65 +	16%	1%
% female	50.5%	25.1%
Infant Mortality Rate	2.1	6.2
Child Mortality Rate	2.7	6.8
Maternal Mortality Ratio (per 100,000 live-births & still-births)	10	13
% immigrants (non-citizen or PR)	29.4%	88.4%
Life Expectancy at birth	83.2	80.1
Male	81.0	77
Female	85.4	80

Policies Supporting Strong Families

- Public housing policy – home ownership rate -90% among world's highest, a highly subsidized home for all social classes
- Priority for housing for married couples, especially those with children
- Pro-natal policy – marriage and parenthood package – since 2001 baby cash bonus, child development account
- Access to daycare and pre-schools, with subsidies for low-income families

MAKING SINGAPORE A GREAT PLACE FOR FAMILIES

Enhancements to Support Marriage and Parenthood



Preschool

Making quality preschool more affordable and accessible

MORE PLACES IN GOVERNMENT-SUPPORTED PRESCHOOLS

INCLUDES ANCHOR OPERATORS (AOPs), PARTNER
OPERATORS (POPs) AND MOE KINDERGARTENS (MKs)

GROSS MONTHLY HOUSEHOLD INCOME CEILING FOR SUBSIDIES TO BE RAISED



TODAY

Over
50% of preschoolers enrolled
in AOPs, POPs and MKs

Child/infant care Additional Subsidy
for working mothers:

\$7,500

Kindergarten Fee Assistance Scheme
(KIFAS) for AOP kindergartens and MKs:

\$6,000

ENHANCED

80% of preschoolers can have a
place in AOPs, POPs and MKs
by around 2025



\$12,000

for both Additional
Subsidy and KIFAS
(from January 2020)

Benefit around **30,000** more families

HIGHER PRESCHOOL SUBSIDIES ACROSS ALL QUALIFYING TIERS*

(FROM JANUARY 2020)

	Family A	Family B	Family C	Family D
Gross monthly household income	\$3,000	\$5,000	\$8,000	\$12,000
For full-day childcare at an Anchor Operator preschool with monthly fees of \$770 [^]				
Basic Subsidy	\$300			
Maximum Additional Subsidy	\$467 (compared to \$400 today)	\$340 (compared to \$100 today)	\$190 (not eligible for AS today)	\$80 (not eligible for AS today)
After enhanced subsidies, family pays [#]	\$3 (compared to \$70 today)	\$130 (compared to \$370 today)	\$280 (compared to \$470 today)	\$390 (compared to \$470 today)

Support Work-family life balance

- **Government-Paid Maternity Leave (GPML)**

Working mothers are entitled to maternity leave under the GPML scheme so as to have sufficient time to recover from childbirth and care for newborns. Currently 4 months

- **Government-Paid Paternity Leave (GPPL)**

Working fathers are entitled to paternity leave under the GPPL scheme so as to encourage and support shared parental responsibility. Currently 1 week

Government-Paid Shared Parental Leave (SPL)

In addition to the GPPL scheme, working mothers have the option to share part of their maternity leave to their husbands under the SPL scheme.

Government-Paid Child Care Leave (GPCL) and Enhanced Child Care Leave (ECL)

The early growing up years of the child are precious. The GPCL and ECL schemes aim to enable working parents to spend quality time with their children and care for them.

Government-Paid Maternity Benefit (GPMB)

- The GPMB scheme supports working mothers who do not qualify for the GPML scheme, especially those under short-term employment periods.
- **Unpaid leave for Child Care**

Women empowerment

- Education – phenomenal growth over the years
- Literacy -95%
- Primary education
- Secondary education
- female tertiary education enrolment rose rapidly –from 4% in 1970 to 91% in 2017

Gender Parity Index for Primary, Secondary and Tertiary Education Students, Singapore, 1990-2017



Source: Ministry of Education https://data.gov.sg/dataset/gender-parity-index-for-primary-secondary-tertiary-students?view_id=abb08fe3-d3d7-4b7e-af7f-7ce1187bd4ca&resource_id=56122c03-3fd7-4146-ab22-049c1008ba46

Women in Singapore

- Employment – FLFP rose from 28.2% in 1970 to 60.4% in 2016, dual-earner households rose from 27% in 1980 to 53.8% of all resident households
- Political participation – in 2018, 23 per cent of our parliamentarians are women, around 10 per cent of the Cabinet (two out of 21)
<https://www.todayonline.com/commentary/we-need-more-women-singapore-politics>
- women now make up 33% of their companies' senior management team

SkillsFuture – Life Long Learning

- a recent national movement to provide Singaporeans with the opportunities to develop their fullest potential throughout life, regardless of their starting points.
- Aim: through this movement, the skills, passion and contributions of every individual will drive Singapore's next phase of development towards an advanced economy and inclusive society.
- At all life stages – schooling years, early career, mid-career or silver years – a variety of resources are available to help attain mastery of skills

Support Older Adults

Successful, Active, Productive Aging

- Foster more positive social perception towards old age
- Establish financial security schemes (Central Providence Fund)
- Provide regular medical examinations, integrated health care, along with facilities for physical and leisure activities
- Create more flexible employment opportunities for older workers
- Encourage greater filial piety and responsibility among the children and relatives
- Community and voluntary bodies to support families
- Raise retirement age, provide retraining – individual responsibility

Support older adults

- For healthcare, the vision is for all Singaporeans to "live well and live long, with peace of mind".
- The ministry of health recently implements its S\$3 billion Action Plan for Successful Ageing comprising 60 initiatives.
- With the shift from hospitals to the community, new polyclinics will be built while existing ones will undergo expansion to strengthen Singapore's primary care foundation

Long-Term Care in Singapore

- Focused on facilitating ageing-in-place through the development of community-based, integrated care, and home-care services including medical, nursing, therapy, cleaning and befriender services. Working together with private medical groups and voluntary welfare organizations (VWOs), the Agency for Integrated Care (AIC) aims to develop a community-based model for care of dependent elders in which medical and nursing services, along with elder day care and rehabilitation centres, are more geographically accessible to care recipients.
- Gaps in services, limits of the family – more attention to female, low-education older adults, address vulnerability of caregivers too

Supporting Individuals and Families

We will support Singaporeans and their families to better prepare for the future and care for one another





FOREIGN DOMESTIC WORKER (FDW) LEVY

Concessionary FDW Levy of \$60 remains

Other adjustments to moderate the demand for FDWs

SERVICE & CONSERVANCY CHARGES (S&CC) REBATE

Eligible households will receive:

HDB Type	FY2018 S&CC Rebate
1 & 2 Room	 3.5 months
3 & 4 Room	 2.5 months
5 Room	 2 months
Executive/ Multi-Generation	 1.5 months

ENHANCED PROXIMITY HOUSING GRANT

	Buy resale flat to:	Grant
Families	Live <u>with</u> their parents or children*	\$30,000 ENHANCED
	Live <u>near</u> * their parents or children*	\$20,000
Singles	Live <u>with</u> their parents	\$15,000 ENHANCED
	Live <u>near</u> * their parents	\$10,000 NEW

*Within 4km

*Married children, or single children aged 35 and above



Strengthening Partnerships with Community

to better care for our seniors and those in need

COMMUNITY NETWORKS FOR SENIORS (CNS)

Expand nationwide by 2020 to strengthen support for our seniors and enable them to age confidently in the community

COMMUNITY SILVER TRUST

Top-up of \$300 million

Expanded to match donations raised by eligible VWOs for active ageing programmes

SENIORS' MOBILITY AND ENABLING FUND

Top-up of \$100 million to provide subsidies for assistive devices and selected consumables

INTEGRATED HEALTH AND SOCIAL SUPPORT FOR SENIORS

- Consolidate social- and health-related services for seniors under MOH
- Agency for Integrated Care (AIC) will be the central implementation agency to coordinate such services for seniors
- Pioneer Generation Office renamed as Silver Generation Office and merged with AIC

SOCIAL SERVICE OFFICES (SSOs)

Strengthen the role and capabilities of SSOs in coordinating the efforts of government agencies, VWOs and community partners to provide more holistic support to those in need



Productive Aging

- An emerging strategy - view older adults as assets that can benefit society with their longer healthy life expectancy and rich human capital.
- emphasizes that older adults can be more effectively integrated and engaged in activities that generate continuous contribution to family, community and society, including labor activities, caregiving, volunteering, etc. (Butler and Gleason 1985; Butler and Schechter, 1995; Herzog et al., 1989; Bass and Caro, 1996; Hinterlong et al., 2001).
- MacArthur Study on Aging – confirms that engagement in meaningful activities contributes to good health, satisfaction with life, and longevity, as well as providing a potentially effective means of reducing costs of physical and emotional illness in later life.

Productive Aging in Asia: Definitions, Determinants, and Health

(Ko and Yeung, 2018, *Social Science & Medicine*)

- **Successful Aging** (Rowe and Kahn, 1997), which focuses on biological benefits of keeping healthy and staying engaged in all kinds of activities
- **Active Aging** (WHO) – health, quality of life
- **Productive Aging** emphasizes social integration and policy responses to rapid changes in the labor market and family structures in this era of population aging (Morrow-Howell and Wang, 2013)





*We feel young
when we
keep learning.*

NSA Hotline: 6478 5029
(Mon-Fri, 9am-5pm, excluding PH)

NATIONAL *Silver* **ACADEMY**

learning continues @ 50+

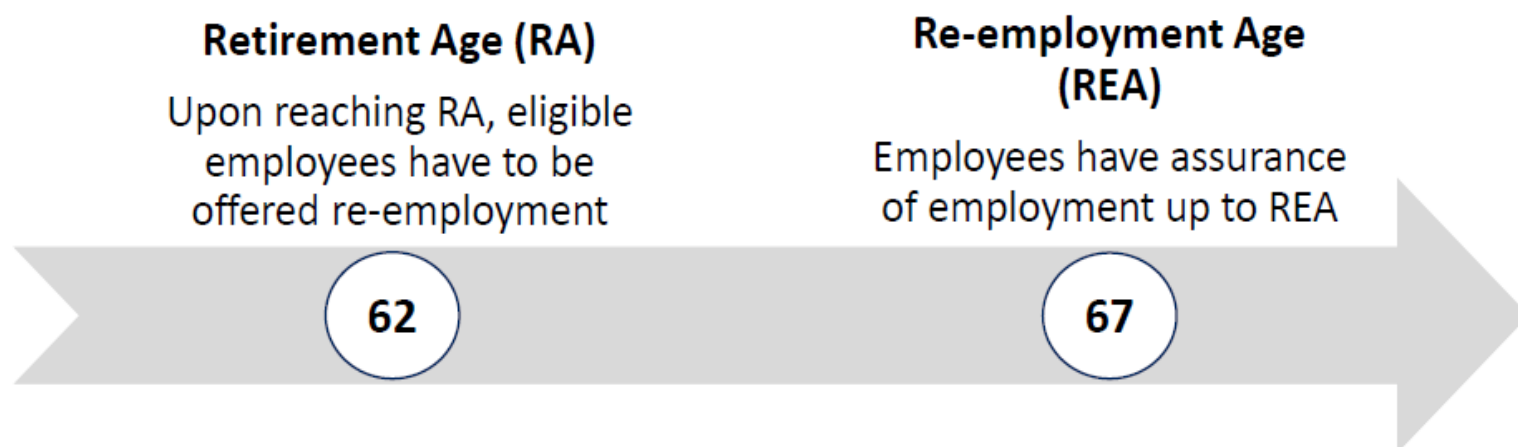
The National Silver Academy (NSA) is a network of post-secondary education institutions (*PSEIs*) (i.e. ITE, polytechnics, universities and arts institutions) and community-based organisations offering a wide range of learning opportunities to seniors.

Seniors aged 50 and above can look forward to attending:



Re-employment supports workers who want to work beyond 62 and allows for business flexibility

- 2007 : PM announced re-employment concept at National Day Rally



- 2012 : Re-employment Age introduced at 65
- 2017 : Re-employment Age raised to 67

Extending retirement and reemployment age

- Retirement – to be raised to 67 by 2030
- Reemployment – to be raised to 70 by 2030
- Provide opportunities for training, change in career track

Tap on MOM's initiatives to enhance employability of and retain senior workers

Support for employers

- Special Employment Credit
- WorkPro grants for age-friendly workplaces
- Tripartite Standard on Age-Friendly Workplace Practices

Improving employability of senior workers through higher subsidies

- SkillsFuture Training Support
- Job facilitation through Adapt & Grow

Special Employment Credit (SEC) supports employers hiring senior workers

Extended to end-2020

Up to 11% wage offsets for employers hiring senior workers aged 55 and over, earning up to \$4,000

Age	% Wage subsidy
55-59	3%
60-64	5%
65 & over (67 & over)	8% (+3% Additional SEC)



WorkPro funds up to \$425,000 per company to adopt age- and family-friendly workplace practices

Age Management Grant

Up to
\$20,000



Adopt progressive age management practices

Job Redesign Grant

Upto
\$300,000



Positive impact on workers aged 50 and above by providing easier, safer and smarter jobs

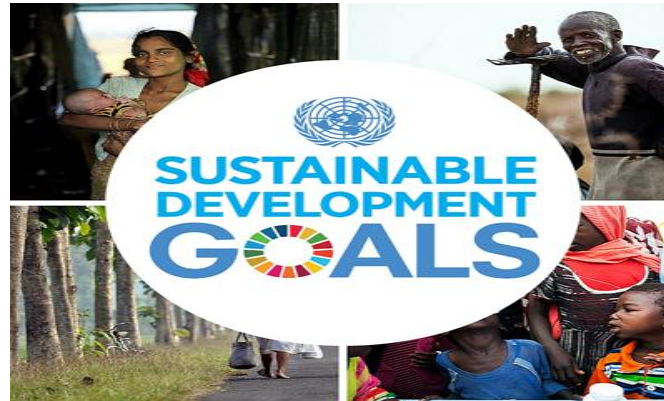
Work-Life Grant

Up to
\$105,000
over two years



Implement and sustain Flexible Work Arrangements

SDGs and Population Development



THE GLOBAL GOALS
For Sustainable Development

Some SDG Targets are directly relevant to Population Trends

- Reproductive health
- Child mortality
- Universal primary and secondary education

Population growth, population ageing and decline, & migration and urbanization, affect all development objectives that are on top of national and global development agendas.

They affect:

- > Consumption,
- > Production,
- > Employment,
- > Income distribution,
- > Poverty and social protections, including pensions;
- > They also complicate our efforts to ensure universal access to health, education, housing, sanitation, water, food and energy.

Population dynamics do not only pose **challenges**, they also provide **important opportunities** for more sustainable development. A fall in fertility levels and slower population growth, for example, lead to an increased concentration of the population in the working age range, which can enable countries to reap a demographic bonus and jumpstart economic development. This is called the “**Demographic Dividend**”.

Migration and Expat Workforce

It can be an important enabler of social and economic development. More than a billion people rely on international and internal migration to escape from poverty and conflict, adapt to environmental and economic shocks, and improve the income, health, and education of their families.

Annual remittances to **developing countries** alone approach \$500 billion; triple the amount of ODA, while potential savings from reducing migration costs could be of a similar scale.

Urbanization

A powerful driver of sustainable development. **Higher population density** enables governments to more easily deliver essential infrastructure and services in urban areas at relatively low cost per capita.

Liveable and sustainable cities have knock-on effects in terms of providing rural populations with greater access to **services** such as education and healthcare, while also empowering them economically. Furthermore, urbanization can produce energy savings, particularly in the housing and transportation sectors. These are leading to implementation of many SDGs, such as SDGs 1,2,3 and 4 as well as 8 related to employability.

The benefits of demographic transitions, urbanization and migration do not materialize automatically. Whether population dynamics pose challenges or bring opportunities depends largely on the **policies that are in force**.

- ❑ **Human rights-based and gender-responsive policies**, such as promoting universal access to reproductive health and rights, and to education, make a world of difference for people and societies. Together, these measures help to curb infant and maternal mortality, and reduce gender-based violence which lead to implementation of **SDG 5** among others.
- ❑ **Rights-based and gender-responsive policies** are critical in a context of low fertility and **rapid population ageing or population decline**. Policies addressing low fertility should promote a better work-life balance and ensure access to essential services, such as child care and social protections.
- ❑ **Non-discriminatory policies** are important to allow older persons to contribute fully to society while at the same time receiving the care, services and social protections.
- ❑ **A human rights approach** is also crucial in migration policies, which should be designed in full protection of, the human rights of migrants and migrant workers. Such policies generate **large economic and social gains** from migration, while ensuring decent living and working conditions for expats. That lead to nationalization of **SDG 10 on equality, 8 on decent work and economic growth and 11 related to sustainable cities and communities**.