

SINGAPORE (2000-2018)
THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOUR

REPORTING	Fulfillment of Government's reporting obligations	YES, except for the 2000 and 2016 Annual Reviews (AR). No change reports for the 2005 and 2011 ARs.	
	Involvement of Employers' and Workers' organizations in the reporting process	YES, according to the Government: Involvement of the Singapore National Employers' Federation (SNEF) and the Singapore National Trade Union Congress (SNTUC) through communication of the Government's report.	
OBSERVATIONS BY THE SOCIAL PARTNERS	Employers' organizations	2018 AR: Observations by the SNEF 2012-2014 AR: Observations by the SNEF 2008-2009 AR: Observations by the SNEF.	
	Workers' organizations	2018 AR: Observations by the SNTUC 2012-2015 AR: Observations by the SNTUC 2009 AR: Observations by the SNTUC 2001 AR: International Confederation of Free Trade Unions (ICFTU)'s observations.	
EFFORTS AND PROGRESS MADE IN REALIZING THE PRINCIPLE AND RIGHT	Ratification	Ratification status	Singapore ratified in 1965 the Forced Labour Convention, 1930 (No. 29) (C.29) and the Abolition of Forced Labour Convention, 1957 (No. 105) (C.105). However, it denounced C.105 in 1979, "due to divergences with the ILO in the interpretation of national legislation with regard to this Convention".
		Ratification intention	Under review, since 2005, for C.105. 2015 AR: The Government indicated that there was no change since the 2014 AR. SNTUC reiterated its support for the ratification of C.105 and indicated that progress has been made to align national laws with the requirements of C.105 and that the Convention will be ratified in 2016. 2014 AR: The Government reiterated the statement it made under the previous review. SNTUC urged the Government to ratify C.105 as soon as possible. 2013 AR: The Government expressed hope that ILO would provide it with more information on legal experiences of other countries in complying with C.105 so as to allow Singapore to review more comprehensively the re-ratification of this instrument. The SNTUC reiterated the statement it made under the previous review. 2012 AR: According to the Government: More cross-border experiences would be needed to understand the legislative amendments necessary to implement the PR in relation with C.105. According to the SNTUC: The Government should consider ratifying C.105 and explore the removal of any obstacle(s) to the ratification of this instrument as soon as possible. 2010 AR: According to the Government: Following technical consultations between the ILO and Singapore with a view to exploring options on re-ratifying C.105, Singapore met with the Office on the sidelines of the November 2008 Governing Body session for further discussions on the same topic. The Office offered to provide, for Singapore's reference, examples of clauses adopted by other member States in their legislation that allow detainees to volunteer for work. Singapore will continue to study the issue and consult the ILO on how C.105 can be re-ratified, taking into consideration of Singapore's view and position. 2009 AR: According to the Government: The ILO and the Ministry of Manpower held technical consultations with a view to exploring options regarding re-ratification of C.105 (cf. GB.300/LILS/7, paragraph 31). Follow-up clarifications with regard to specific provisions of this instrument would be conducted. The SNTUC observed that although there is no forced or compulsory labour, it had been continuing to urge the Government to ratify C.105.

<p>Recognition of the principle and right (prospect(s), means of action, basic legal provisions)</p>		<p>2005 AR: The Government indicated that the ratification of C.105 was under review.</p>
	<p>Constitution</p>	<p>YES, the Constitution, article 10(1), provides that slavery and all forms of forced labour are strictly prohibited.</p>
	<p>Policy, legislation and/or regulations</p>	<p>• Legislation: 2018 AR: The Government indicates that it has continued to enhance its framework to combat Trafficking-in-Persons (TIP) over the years. The Prevention of Human Trafficking Act (PHTA) was passed in November 2014 and came into force on 1 March 2015. The PHTA adheres to an internationally accepted definition of TIP and provides a framework to go after perpetrators, abettors and masterminds. It provides for strong penalties and perpetrators will be liable for a mandatory prison sentence of up to 10 years and a fine of up to S\$100,000 for the first offence. The court may impose caning of up to six strokes for the first offence, and mandatory caning of up to nine strokes is prescribed for recalcitrant offenders. Since its enactment, 3 labour TIP cases have been charged under the PHTA. The cases are currently under Court proceedings. 2014 AR: According to SNTUC: The Government is reviewing the Employment Act in consultation with employers and trade unions to better protect the rights of Professionals, Managers and Executives (PMEs) who will turn 2/3 of the workforce in 2030. 2012-2013 ARs: According to the Government: The Destitute Persons Act's key objective is to provide accommodation, care and rehabilitation of destitute persons. As part of care and rehabilitation, life skills programmes including social and work skills are conducted in the welfare homes. The work skill programmes in the homes are designed to prepare the individuals for reintegration into society by teaching them work-related and independent living skills. Residents are only assigned placements in work schemes in the community after they have been assessed to be medically fit to carry out the work and with their consent. Residents also receive an income or allowance for the work done under the work programmes. Hence, the work programme referred to in the Act is strictly rehabilitative and for the purpose of reintegration with residents' cooperation and commitment with no coercion involved. 2008 AR: The Government indicated that section 13 of the Destitute Persons Act would be subject to regular review very shortly. According to the SNEF: The SNEF understands that Singapore has strict laws and enforcement agencies to prevent the smuggling/trafficking of persons for slavery. As for destitute persons, work performed by them under section 13 of the Destitute Persons Act is not considered forced labour because (i) the person resides in a welfare home; (ii) the person is engaged in suitable work, for which the medical officer of the home certifies him to be capable and (iii) the person is contributing to his maintenance in the welfare home. As for work performed by prisoner under the Prison Rules, it does not constitute "forced labour" under the said Convention, as prisoners are not compelled to work. Furthermore, such work is for the purpose of rehabilitation. 2005 AR: The Government indicated that it would review the legislation and design better enforcement procedures in consultation with employers and unions.</p>
	<p>Basic legal provisions</p>	<p>(i) Constitution (article 10(1)); (ii) the Women's Charter; (iii) the Children and Young Persons Act; (iv) the Penal Code; (v) the Destitute Persons Act (DPA); and (vi) the Prisons Act.</p>
	<p>Definition of forced or compulsory labour</p>	<p>C.29 is ratified.</p>
<p>Judicial decisions</p>	<p>NIL.</p>	

	<p>Exercise of the principle and right</p>	<p>Special attention to particular situations</p>	<p>2018 AR: According to the Government, the TIP Taskforce has also continued with the TIP Public Awareness Grant in 2017 to support proposals aimed at raising awareness of TIP issues.</p> <p>2015 AR: According to the Government: Singapore has continued to enhance its framework to combat Trafficking in Persons (TIP).</p> <p>2014 AR: According to the Government: Singapore's National Plan of Action (NPA) adopts a "4P" strategy to proactively combat trafficking in persons (TIP): Prevention, Prosecution, Protection and Partnership. Key initiatives and achievements by the Singapore Inter-Agency Taskforce on Trafficking in Persons in the past year is documented at the government website. A dedicated budget of Singapore S\$80,000 has been secured to fund various TIP initiatives, strengthening inter-agency coordination and heightening awareness of TIP amongst Government officials, workers and members of the public. The inter-agency taskforce has increased the number of frontline officers and has sharpened their enforcement capabilities through training. It has also further enhanced internal referral processes between enforcement agencies to expedite investigations. The emphases on training and referral processes are important as they create a strong foundation that empowers our frontline officers to accurately detect and swiftly deal with TIP cases in the pursuit of justice. Singapore remains committed to combat human trafficking as it progressively implements the NPA initiatives in the coming years. Its small geographical size and tough laws have generally, and will continue to, deter crime syndicates from operating in Singapore.</p> <p>2013 AR: According to the Government: Singapore's first National Plan of Action (NPA) to coordinate anti-trafficking activities was launched in March 2012. The NPA lists Singapore's strategy to combat human trafficking over the next four years through the following: (i) <i>Prevention:</i> To reduce the incidence of trafficking in persons (TIP) through early detection and reporting of potential cases and the raising of awareness of TIP amongst key stakeholders not limiting to government officials, employers, workers and the general public; (ii) <i>Prosecution:</i> To enhance the effectiveness of investigation and prosecution of TIP cases, and pursue commensurate criminal penalties and deterrent sentencing against perpetrators in serious cases, consistent with local laws; (iii) <i>Protection:</i> To enhance the management of victims through proactive identification of victims and the setting up of a protection and care system supportive of victims' needs, and; (iv) <i>Partnership:</i> To create strong partnerships with foreign governments, businesses, media, academia and civil society so as to maximize resources in combating TIP. The NPA contains 31 initiatives and the taskforce has already embarked on some of the listed initiatives involving partnerships with NGOs, academics and other interested parties.</p> <p>2012 AR: According to the Government: Singapore takes seriously the issue of human trafficking in persons and its related crimes. National laws, policies and enforcement practices are constantly being reviewed to better combat this issue and actions to ensure closer coordination between government agencies. An Inter-Agency Taskforce has been established to coordinate anti-trafficking initiatives, policy alignment and the development of the National Plan of Action in 2012 to combat trafficking in persons.</p> <p>2009 AR: According to the SNEF: SNEF notes that through very strict laws and effective enforcement, the Government has eliminated the smuggling/trafficking in persons for slavery. These include sale and trafficking of children for serfdom, illicit activities and use for armed conflicts.</p>
		<p>Information/Data collection and dissemination</p>	<p>NIL.</p>

<p>Prevention-Monitoring, enforcement and sanctions mechanisms</p>	<p>2015 AR: According to the Government: Singapore has continued to undertake initiatives to prevent the occurrence of TIP. These include stepped-up training for frontline officers, increased education efforts (E.g. pre-departure information for foreign workers coming to Singapore, settling-in programmes for foreign domestic workers) for foreign workers and employers. To better understand the international TIP situation, the Taskforce has initiated study trips to Taiwan, Indonesia, Thailand, the United States and Viet Nam, as well as regularly touching base with partners such as Embassies in Singapore. Singapore continued working with partners from United Nations Office on Drugs and Crime (UNODC), Group of Friends (GoF) United Against Human Trafficking in New York and Geneva, and Heads of Specialist Units (HSU) on Trafficking and Senior Officials Meeting (SOMTC) Working Group on TIP of the Association of Southeast Asian Nations (ASEAN).</p> <p>2014 AR: According to the Government: Recognising the importance of public education in the prevention of TIP, the Taskforce launched a TIP public awareness grant in early 2013. Organisations and individuals were invited to submit proposals to promote and develop anti-TIP efforts in Singapore. In July, three proposals were selected to receive co-funding from the Taskforce to support their TIP public education efforts. Some of the initiatives proposed include a photography exhibition, E-surveys for data collection, and seminars for various stakeholders. For more information on the list of initiatives, please refer to our press release at http://www.mom.gov.sg/newsroom/Pages/PressReleasesDetail.aspx?listid=515.</p> <p>2013 AR: According to the Government: The Inter-Agency Taskforce has worked intensively over 2011 to create Singapore’s first NPA. Many NGOs, TIP researchers, academia and interested individuals came forward to share their views and lend support. Singapore will also enhance the management of TIP victims, particularly the prosecution witnesses. This will come in the form of clearer victim identification procedures and enhanced victim-care services. The Government will also facilitate the re-entry of victims to their home countries. The Taskforce is committed to review the adequacy of current shelter facilities and will make the necessary recommendations by 2013.</p> <p>2012 AR: According to the Government: The Government actively engages NGOs, as well as the foreign embassies in Singapore, and is looking forward to closer partnerships to improve upstream victim identification and protection, as well as successful enforcement against syndicates of trafficking in persons.</p>
<p>Involvement of the social partners</p>	<p>2018 AR: The TIP Taskforce worked with various stakeholders to develop the National Approach against TIP (2016-2026), which was launched on 10 March 2016. The National Approach builds on the foundational work laid by the National Plan of Action (2012-2015) and outlines the long-term direction to guide stakeholders in addressing TIP issues. Four public consultation sessions were organised over April and October 2015, and the Taskforce gathered views of about 80 participants from CSOs, religious and secular volunteer groups, businesses and student groups. In addition, the Taskforce reached out to the wider public for their views via REACH, a government online feedback portal.</p> <p>2001-2005: According to the Government: An active social dialogue is engaged with the employers’ and workers’ organizations to ensure that: (i) forced or compulsory labour does not exist in the country; (ii) the legislation is reviewed; and (iii) better enforcement procedures are designed.</p> <p>2003 AR: According to the Government: Both the SNTUC and the SNEF were consulted in the development and implementation of various measures concerning the principle and right (PR).</p>
<p>Promotional activities</p>	<p>2015 AR: According to the Government: The TIP Taskforce leveraged on the media such as national newspapers to highlight cases of errant employers and unlicensed employment agents who had flouted the law and subsequently convicted for relevant offences. The enforcement agencies also actively engage the media to highlight and showcase cases of interest with TIP elements to raise public awareness.</p> <p>2014 AR: According to the Government: Public education efforts were undertaken in relation to preventing trafficking in person (TIP). SNEF indicated that it promotes the interest of its members by participating in tripartite meetings. SNTUC indicated that it had both organized and participated in tripartite meetings and consultations on labour issues.</p> <p>2009 AR: According to the SNEF: The Government has eliminated the smuggling/trafficking in persons for slavery through very strict laws and effective enforcement. According to the SNTUC: Convening tripartite meetings on labour</p>

		<p>issues is mandatory.</p> <p>2005 AR: The Government mentioned its plan to step up public education through tripartite efforts, with a view to raising awareness on employers’ and workers’ rights and obligations.</p> <p>2003 AR: According to the Government: The work programme is an integral part of the Prisons Rehabilitation Programme and aims at providing prisoners with some basic skills and training in a voluntary basis.</p>				
	<p>Special initiatives-Progress</p>	<p>2015 AR: According to the Government: Singapore has continued to undertake initiatives to prevent the occurrence of TIP. These include stepped-up training for frontline officers, increased education efforts (E.g. pre-departure information for foreign workers coming to Singapore, settling-in programmes for foreign domestic workers) for foreign workers and employers. To better understand the international TIP situation, the Taskforce has initiated study trips to Taiwan, Indonesia, Thailand, the United States and Viet Nam, as well as regularly touching base with partners such as Embassies in Singapore. Singapore continued working with partners from United Nations Office on Drugs and Crime (UNODC), Group of Friends (GoF) United Against Human Trafficking in New York and Geneva, and Heads of Specialist Units (HSU) on Trafficking and Senior Officials Meeting (SOMTC) Working Group on TIP of the Association of Southeast Asian Nations (ASEAN). Also, the Government has taken specific steps to combat TIP, namely in: i) adopting specific TIP Bill to come into force in early 2015;</p> <p>ii) providing additional grant of \$80,000 for three proposals on TIP public awareness in 2014; and iii) building internal capacities and partnerships against TIP. The TIP Taskforce has continued to work closely with various stakeholders in the implementation of the initiatives in the National Plan of Action. The Government provides funding to selected entities that provide services for TIP victims.</p> <p>2014 AR: According to the Government: Singapore remains committed to combat human trafficking and to progressively implement the National Plan of Action (NPA) initiatives in the coming years. The Singapore Inter-Agency Taskforce on Trafficking in Persons has built up the momentum and will continue to work closely with civil society organisations and other institutions to tackle this issue and deliver the NPA initiatives.</p> <p>2013 AR: According to the Government: An Inter-Agency Taskforce was set up to reduce the incidence of TIP by detecting potential cases early and raising awareness amongst key stakeholders. This will include running structured training programmes for government officers, embarking on public education initiatives and conducting research studies. The Government will also strengthen the case referral mechanism, and explore the setting up of a TIP hotline.</p> <p>2012 AR: According to the Government: An Inter-Agency Taskforce was set up to coordinate anti-trafficking initiatives, policy alignment and the development of the National Plan of Action in 2012. Moreover, the Government actively engages NGOs, as well as the foreign embassies in Singapore, and is looking forward to closer partnerships to improve upstream victim identification and protection, as well as successful enforcement against syndicates of trafficking in persons.</p> <p>2007 AR: The Government reported that it would be reviewing the necessity to amend section 13 of the Destitute Persons Act, with a view to articulating better the voluntary nature of the work performed by Destitute Persons under this Act. This exercise should be completed by early 2008.</p>				
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		<p>the ratification of C.105 as a priority</p> <p>2001-2002 ARs: The ICFTU raised the following challenges: Although forced labour is prohibited in Singapore, any destitute person may be required to reside in a welfare home and engaged in suitable work, or face penal sanctions (the Destitute Persons Act, 1989, sections 3, 13 and 16).</p>
	According to the Government	<p>2001-2002 ARs: In response to the ICFTU’s observations, the Government stated that despite such provisions, admittance of persons to a welfare home and their possible employment was on an entirely voluntary basis. It further mentioned that no indication of forced labour of a significant scale had been noticed in Singapore.</p>
TECHNICAL COOPERATION	Request	NIL.
	Offer	NIL.
EXPERT-ADVISERS’ OBSERVATIONS/ RECOMMENDATIONS	<p>2008 AR: The ILO Declaration Expert-Advisers (IDEAS) were concerned that the governments of Singapore (and another government), which earlier denounced C.105, had not yet opened a dialogue with the Office and its employers’ and workers’ organizations with a view to reconsidering its decision. They urged Singapore to take action in this regard (cf. paragraph 42 of the 2008 Annual Review Introduction – ILO: GB.301/3).</p> <p>2007 AR: The IDEAs reiterated their hope that Singapore, which denounced C.105, would open a dialogue with the Office and its national tripartite partners with a view to reconsidering this decision (cf. paragraph 40 of the 2007 Annual Review Introduction – ILO: GB.298/3).</p> <p>2006 AR: The IDEAs reiterated their hope that Singapore, which denounced C.105, would open a dialogue with the Office and its national tripartite partners in order to reconsider this decision (cf. paragraph 44 of the 2006 Annual Review Introduction – ILO: GB.295/5).</p> <p>2005 AR: The IDEAs hoped that Singapore, which denounced C.105, would reconsider its position in this respect (cf. paragraph 185 of the 2005 Annual Review Introduction – ILO: GB.292/4).</p>	
GOVERNING BODY OBSERVATIONS/ RECOMMENDATIONS	<p>importance, both as human rights and enabling conditions. It reflects an integrated approach, which addresses both the linkages among the categories of FPRW and between them, and the other ILO strategic objectives in order to enhance their synergy, efficiency and impact. In this regard, freedom of association and the effective recognition of the right to collective bargaining are particularly emphasized as enabling rights for the achievement of all these strategic objectives.</p> <p>2011 AR: At its March 2010 Session, the Governing Body decided that the recurrent item on the agenda of the 101st Session (2012) of the International Labour Conference should address the ILO strategic objective of promoting and realizing fundamental principles and rights.</p> <p>2009 AR: During its March 2009 Session, the Governing Body included the review of the follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work on the agenda of the 99th Session (2010) of the International Labour Conference.</p>	
INTERNATIONAL LABOUR CONFERENCE RESOLUTION	<p>2013 AR: In June 2012, following the recurrent item discussion on fundamental principles and rights at work, under the ILO declaration on Social Justice for a Fair Globalization, 2008 and the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, 1998, the International Labour Conference adopted the Resolution concerning the recurrent discussion on fundamental principles and rights at work. This resolution includes a framework for action for the effective and universal respect, promotion and realization of the FPRW for the period 2012-16. It calls for the Director- General to prepare a plan of action incorporating the priorities laid out in this framework for action for the consideration of the Governing Body at its 316th Session in November 2012.</p> <p>2011 AR: Following a tripartite debate at the Committee on the 1998 Declaration, the 99th Session (2010) of the International Labour Conference adopted a Resolution on the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work on 15 June 2010. The text appended to this Resolution supersedes the Annex to the ILO Declaration on Fundamental Principles and Rights at Work, and is entitled “Annex to the 1998 Declaration (Revised)”. In particular, the Resolution “[notes] the progress achieved by Members in respecting, promoting and realizing fundamental principles and rights at work and the need to support this progress by maintaining a follow-up procedure. For further information, see pages 3-5 of the following link: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_143164.pdf.</p>	