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I. Executive Summary

On 12 May 2026, at the 52nd session of the Working Group on the Universal Periodic Review (UPR) process, Singapore presented its assessment of the human rights situation in the country. The delegation provided an overview of the National Report submitted pursuant to Human Rights Council resolutions 5/1 and 16/21. During the review process, it reaffirmed its commitment to protecting and promoting human rights while following up on the recommendations received from the previous cycle. Singapore's delegation apprised the Working Group of the measures undertaken to advance human rights in the country. The social protection programmes implemented to safeguard the rights of women, children and persons with disabilities were underscored during the review session. The Government of Singapore further reiterated its commitment to fostering an inclusive, cohesive and resilient society.

Following the presentation of the National Report, recommendations were issued by Member States as part of the UPR process. Although Singapore's efforts to ensure the full and effective realisation of human rights were acknowledged, Member States in attendance issued recommendations urging Singapore to align its domestic legal protections with universally recognised human rights standards. In this regard, Singapore was called upon to consider acceding to core international human rights treaty instruments. Member States, through their oral statements, recognised that rights without remedies are ineffective. Taking note of the absence of an independent body to monitor and investigate violations of human rights, Singapore was recommended to establish a National Human Rights Institution (NHRI) in accordance with the Paris Principles. In response to the recommendations issued, Singapore stated that it would take its socio-economic realities into account in determining whether the recommendations would be "accepted" or "noted". Accordingly, Singapore's progress in implementing the "accepted" recommendations would be subject to close scrutiny in the next UPR cycle.

II. Background of Singapore’s Political and Social Situation

On 9 August 2025, Singapore commemorated sixty years of its independence. In the National Day Message 2025, Prime Minister Lawrence Wong reassured that the popular mandate secured through the general elections would strengthen Singapore’s institutional resilience. His address emphasised that nation building is a shared responsibility between the government and its people. Echoing this sentiment, the President of Singapore, Tharman Shanmugaratnam, urged Singaporeans to foster a socially cohesive, “We First” society. During the first session of the fifteenth Parliament held on 5 September 2025, he expressed that a “We First” society remains guarded against divisive forces that weaken social cohesion and subvert established order.

Through the institutional capacity of the Ministry of Home Affairs (**MHA**) and the Ministry of Social and Family Development (**MSF**), the Government of Singapore remains committed to maintaining social stability and advancing inclusivity. The MHA in Singapore maintains public order and secures its national borders against external threats, including terrorism, espionage and transnational organised crime. The Gallup Global Safety Report 2025 (Law and Order Index) has consistently placed Singapore among the top-ranked countries globally in terms of public safety perceptions. The findings indicate that low crime rates, effective law enforcement and strong public order contribute to high levels of perceived safety in Singapore. The MHA draws on statistical data collated in the Gallup Report. However, this finding comes with a caveat. As Singapore is a small, high-income island State, the measures undertaken to ensure near-universal sense of safety may not be easily replicated in other contexts.

The Government of Singapore, through the MSF, champions inclusive and equitable social development. It strives to create the “heartware” for Singapore. With a focus on building resilient social institutions, it designs and implements policies for women, persons with disabilities and economically vulnerable households. The Progress on Singapore Women’s Development Report, drawn up by the MSF, notes increased participation of women in the workforce, higher female literacy rates and sustained improvements in health outcomes. Additionally, the Government has undertaken targeted measures to protect and promote the rights of persons with disabilities. The Steering Committee under the aegis of the MSF concluded multi-stakeholder consultations to chalk out the Enabling Masterplan 2030 (**EMP2030**). This roadmap sets out recommendations enabling persons with disabilities to participate fully as integral and contributing members of society.

As MSF recognises families as the bedrock of Singaporean society, it has implemented schemes such as ComCare and ComLink+ to provide social and financial assistance to low-income households. Under the ComCare scheme, the Government provides financial assistance to families and individuals to help meet their daily expenses. Similarly, ComLink+ aims to uplift low-income families residing in public rental housing. This scheme empowers low-income families to engage with volunteers over the longer-term ensuring stability, self-reliance and social mobility. Data from the MSF indicates that the number of households receiving ComCare Short-to-Medium-Term Assistance and ComCare Long-Term Assistance have been declining. ComLink+ families have also demonstrated early progress, with two per cent more families achieving real income growth and securing home ownership. The support delivered

through MSF's social protection policies and programmes would certainly help nurture a "We First" society in Singapore.

III. Background and Critical Perspectives on Subsisting Issues across the Second, Third and Fourth Universal Periodic Review Cycles



Despite State interventions, human rights issues have persisted in Singapore. It is worth noting that, across the second, third and fourth UPR cycles, Member States recommended that Singapore ratify core international human rights treaty instruments. However, it has neither signed nor ratified the International Covenant on Civil and Political Rights (1976) (**ICCPR**), the International Covenant on Economic, Social and Cultural Rights (1966) (**ICESCR**) or the United Nations Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (1984) (**UNCAT**).

Singapore's state practice is largely inferred from publicly available representations by sovereign actors. At the World Conference on Human Rights, the former Minister for Foreign Affairs, Wong Kan Seng, asserted that Singapore strikes a balance between the "ideal of universality and the reality of diversity". He added that identifying human rights that are truly universal in nature continues to be a matter of contention. In Singapore's political and social systems, progress is achieved by prioritising broader community interests over narrower individual considerations. The Government's reticence on core human rights treaties has also prompted questions in the Parliament of Singapore. The former Minister for Law, K Shanmugam, in his response to a parliamentary question on acceding to human rights treaties and conventions, placed emphasis on substance over form. He asserted that although Singapore is not a signatory to core human rights treaties, domestic policies and practices are broadly in compliance with international norms.

Member States of the Human Rights Council have consistently recommended that Singapore ratify the UNCAT. While the delegation addressed the recommendations during the interactive dialogue, the National Report does not substantively engage with this issue. Judicial pronouncements on issues of torture and cruel, inhuman or degrading punishment may help

explain Singapore's resistance to the UNCAT. In *Yong Vui Kong v Public Prosecutor* (2015), the Court of Appeal in Singapore referred to the UNCAT to determine whether judicial caning was unconstitutional as it amounted to torture. The Court held that, in the absence of international consensus, the use of caning as a regulated regime of punishment with appropriate medical safeguards does not constitute torture. In the dualist legal system of Singapore, peremptory norms prohibiting torture are not directly incorporated into domestic legislative frameworks. Furthermore, recommendations have been issued to impose a moratorium on executions as the first step towards the abolition of the death penalty. However, in *Public Prosecutor v Nguyen Tuong Van* (2004), the High Court considered inter alia, whether death by hanging constituted a violation of international law. The Court observed that views on death by hanging remain unsettled. It held that customary international law prohibitions on cruel, degrading and inhuman punishment were not applicable in the present case. It is clear that domestic law, though contrary to international law, retains primacy in such contentious cases.

Noting the inconsistencies between domestic and international law, Singapore has been recommended to establish an NHRI in compliance with the Paris Principles. To monitor the implementation of human rights obligations and investigate alleged violations, Member States and Civil Society Organisations (CSOs), have repeatedly recommended the establishment of an independent human rights body in Singapore. However, this recommendation has yet to be acted upon. The parliamentary debates on the need to establish independent oversight mechanisms in Singapore have elicited pointed responses from government representatives. K. Shanmugam, former Minister for Law, argued that "sub-contracting areas of governance" to independent oversight bodies would not solve issues of public administration. The remark "who guards the guards?", recorded in a parliamentary debate, calls into question the independence and accountability of oversight mechanisms. With Singapore maintaining its reservations, political traction for an independent human rights monitoring and investigative body remains limited. As a result, recommendations for the establishment of an NHRI in accordance with the Paris Principles are likely to be reiterated in subsequent UPR cycles.

IV. Summary of Singapore's Fourth Universal Periodic Review Cycle



Resilience, inclusivity and cohesion have emerged as recurring priorities in Singapore's fourth UPR cycle. Acknowledging Singapore's social, cultural and economic realities, the delegation presented an assessment of its human rights record. Its approach to human rights has broadly remained consistent, with representatives reaffirming the need to balance individual rights and societal interests. Pre-empting engagement on the non-ratification of the ICCPR and the ICESCR, Singapore stated that its human rights progress has been assessed against constitutional guarantees.

During the UPR session, the representatives referred to the principle of "Leave No One Behind" to express Singapore's commitment to the 2030 Agenda for Sustainable Development. Amid growing calls to ensure diversity, equity and inclusion in the workplace, the Parliament of Singapore passed the Workplace Fairness Act (2025) to protect employees from discriminatory practices. Discrimination against employees on grounds including, but not limited to, religion, sex, race, nationality and marital status constitute a civil contravention under the said Act. Legislative interventions in Singapore extend beyond the formal sector. With the expansion of the gig economy, Singapore enacted the Platform Workers Act (2024), recognising the rights of platform-based workers. It enumerates platform operators' obligations, including the maintenance of worker records and the regular issuance of earnings slips. The National Report mentions that the International Labour Organization has yet to conclude deliberations on establishing new labour standards for platform workers, while Singapore has taken the initiative to enact the Platform Workers Act (2024). In contrast, the representatives' omission of references to the Discrimination (Employment and Occupation) Convention (1958) could be suggestive of a practice that accords primacy to domestic legislative frameworks, in this case the Workplace Fairness Act (2025).

The National Report further states that Singapore hosts 0.54 million permanent residents and 1.91 million foreigners on long-term work or visit passes as of 2025. While some States have imposed increasing restrictions on labour mobility, Singapore seeks to ensure that migrant workers are accorded the same protection as local workers. Additionally, it acknowledges that workplaces are undergoing transformative changes in response to global uncertainty. To cope with strong headwinds in the employment sector, the Government of Singapore has introduced SkillsFuture, an initiative to redesign jobs, upskill employees and reassign roles. Despite these commitments, CSOs, through their written submissions, indicated that migrant workers in Singapore remain largely excluded from upskilling opportunities. The workers also remain adversely affected by illegal employment practices. The Ministry's Migrant Worker Experience and Employer Survey (2024) found that the passports of thirty-one percent of Work Permit holders were withheld by employers. The Ministry of Manpower (**MOM**), in response to a parliamentary question on the withholding of passports, has assured stringent action against non-compliant employers. Member States brought this issue back into focus through their oral statements at the UPR. Since issues related to migrants' rights persist, the International Convention on the Protection of Rights of All Migrant Workers and Members of their Families (1990) merits reconsideration by the Government of Singapore.

As part of its efforts towards fostering an inclusive society, the representative underscored Singapore's commitment to safeguarding the rights of women, children and persons with disabilities. It is noteworthy that Singapore ranked 8th globally in the 2024 United Nations Human Development Report's Gender Inequality Index. A higher rank on the index indicates a lower gender-based disadvantage in three areas, namely reproductive health, empowerment and labour markets. The National Report cites Singapore's obligations under the Convention on the Elimination of All Forms of Discrimination against Women (1979) (**CEDAW**), demonstrating a calibrated engagement with international human rights treaty instruments. It emphasises the outcomes in employment, health and education as outlined in its CEDAW periodic report. During the review session, Singapore's representative further addressed the issue of women's safety in digital spaces. The CEDAW Committee, in its General Recommendation No. 35, recognised that gender-based violence against women, including in technology-mediated contexts, constitutes a violation of human rights. Accordingly, Singapore asserted that the enactment of the Online Criminal Harms Act 2023 and the Online Safety (Relief and Accountability) Act 2025 ensure the safety of women in digital spaces.

To protect and promote the rights of children, Singapore has ratified the Convention on the Rights of the Child (1989) (**CRC**). At the session, Singapore drew attention to the Children and Young Persons Act (1993), which provides for the "welfare, care, protection and rehabilitation of children and young persons" in Singapore. The human rights assessment presented by Singapore also included an overview of social protection programmes catering to the needs of vulnerable children and families. CSOs, through their written submissions, lauded Singapore's interventions to ensure the full and effective realisation of human rights. Without detracting from the progress achieved, legislative inaction in protecting children with disabilities from violence, abuse and exploitation remains a cause of concern. Although Singapore is a state party to the Convention on the Rights of Persons with Disabilities (2006) (**CRPD**), the urgency to enact a comprehensive legislative framework addressing abuse, violence and exploitation of children with disabilities remained notably absent during the review.

V. Recommendations Section

The presentation of the National Report was followed by an interactive dialogue facilitating the submission of recommendations. As part of the UPR process, Member States, through their oral statements, issued recommendations to Singapore urging it to address gaps in human rights implementation. The state-driven peer review of the human rights record ensures that human rights obligations are not only fulfilled but also followed up on. It serves as a useful tool to evaluate Singapore's compliance with universally recognised human rights standards. While Singapore's continued progress was acknowledged, recommendations were issued to address human rights concerns through constructive engagement. A careful examination of the recommendations set out below may indicate a consensus among Member States on issues of international human rights law. The repeated recommendations by Member States on specific issues that include ensuring access to quality education, adopting a rights based disability framework and guaranteeing equal protections to migrant workers may be indicative of growing consensus on such human rights issues at the UPR.

(a) Rights and Remedies for Migrant Workers

While Singapore's rapidly growing economy relies on a migrant workforce, the legal safeguards afforded to migrant workers have been limited in scope and uneven in practice. Cases of physical and sexual assault against migrant domestic workers have been brought to the attention of the MOM. Replying to a parliamentary question regarding reported cases of physical and sexual assault against migrant domestic workers, the Minister for Manpower had clarified that the cases were under investigation by the police. She added that the majority of the cases were unsubstantiated as confirmed by available data. Notwithstanding this response, Member States stressed that issues relating to excessive working hours, physical abuse and exploitation, inadequate compensation and lack of access to legal remedies continue to persist in Singapore. Accordingly, it was recommended that Singapore ensure that the Employment of Foreign Manpower Act (1990) and the Employment Act (1968) adequately address these concerns.

(b) Gendered Dimensions of Social Protection Programmes

The outcomes of social protection programmes introduced by the Government of Singapore have been promising. The UPR session highlighted positive outcomes in women's health, education and employment. However, a nuanced approach to policy making could further improve these outcomes. In this context, Member States urged Singapore to mainstream gender considerations into social protection programmes in accordance with its obligations under the CEDAW. Social protection programmes that are not hamstrung by internalised biases would contribute to a more inclusive society in Singapore.

(c) Inclusive Access to Quality Education

In Singapore, the MSF has been actively promoting and protecting the rights of children. Providing access to quality education has been a priority for the Government of Singapore.

However, children with disabilities continue to face structural barriers. During the review, Member States recommended that Singapore develop strategic plans to provide inclusive and quality education for all children. The Government has also been encouraged to adopt a “human rights model of disability” to ensure that children with disabilities have unimpeded access to learning support resources.

(d) Coordinated Engagement for Racial and Religious Harmony

Structural discrimination against ethnic minorities, if left unaddressed, may undermine social cohesion. Taking this concern into account, Singapore affirmed that it maintains interreligious tolerance through coordinated engagement between government agencies and grassroots organisations. The Maintenance of Racial Harmony Act (2025) establishes the Presidential Council for Racial and Religious Harmony, conferring on it the authority to consider and refer matters affecting racial and religious harmony. To promote and protect the human rights of minorities, Singapore has been recommended to enact a domestic legislation defining “racial discrimination” in line with Article 1 of the CERD.

(e) Protection of Civil and Political Rights

In Singapore, hate speech is criminalised under domestic laws, including but not limited to, the Internal Security Act (1960), the Maintenance of Religious Harmony Act (1990) and the Protection from Online Falsehoods and Manipulation Act (2019). The State walks a tightrope between guaranteeing freedom of speech and expression and maintaining public order. Addressing the Human Rights Council, Singapore asserted that civil and political rights are not absolute; reasonable restrictions are imposed in the interest of public order, national security or morality. The imposition of reasonable limitations was not contested, but Member States expressed concern over the curtailment of fundamental rights. It was emphasised that the fear of arbitrary arrest and detention could have a chilling effect on the freedom of speech and expression. Consequently, Singapore has been recommended to adopt measures to ensure that civil and political rights are not curtailed through legislative overreach.

(f) Rights-based Disability Frameworks

Through the EMP2030, Singapore seeks to provide sustained institutional support to persons with disabilities. It sets out indicators to identify and address structural barriers to meaningful participation in society. As part of its human rights evaluation, Singapore presented the targets that it seeks to achieve under the EMP2030. Although it is a step in the right direction, Member States raised concerns regarding the restrictive interpretation of disability. In this regard, it was recommended that Singapore expand the definition of disability to include persons with intellectual disabilities, psychosocial disabilities and autism. Member States further underscored that the expanded definition would be consistent with Singapore’s obligations under the CRPD.

During the UPR session on the adoption of reports, Singapore’s representative mentioned that the recommendations received would be carefully studied by the Inter-Ministry Committee on Human Rights, the national mechanism responsible for implementing, reporting and following up on human rights obligations. Singapore’s position on the recommendations issued would be presented in an addendum before the 63rd session of the Human Rights Council scheduled to be held from 7 September 2026 to 9 October 2026.

VI. Remarks by Singapore's Representative



Singapore's representative, while addressing the 52nd session of the UPR process, presented the State's two-pronged approach to human rights. The first aspect of the approach entails taking into account the national context of Singapore to ensure the effective realisation of human rights. Elaborating on this point, she asserted that global pressures, including geopolitical tensions and economic uncertainties, have been straining social unity. To respond to these global challenges, Singapore remains committed to forging a shared national identity. The second aspect of Singapore's approach to human rights is its pragmatic nature. It relies on verifiable outcomes to evaluate human rights progress. Indicators such as higher life expectancy, increased access to education, enhanced transparency and accountability in public governance serve as evidence of Singapore's progress in the protection and promotion of human rights.

While the outcomes have been encouraging, Singapore took note of the human rights issues that remain unaddressed. The State representative added that Singapore has been working to close gaps in human rights implementation through dialogue and engagement with all members of society. The "whole-of-society" approach has been adopted to refresh the social compact, an implicit agreement between the Government and Singaporeans on the roles and responsibilities that each plays. In 2022, Singapore undertook an exercise to review and refresh the social compact allowing all members of society to reimagine the future of Singapore through meaningful participation. She emphasised that Singapore continues to be guided by the feedback that it received through multi-stakeholder consultations.

Since the last UPR process, Singapore has taken concrete steps to strengthen measures against discrimination and safeguard the rights of communities at risk. The representative affirmed that Singapore has been protecting and promoting the human rights of all individuals through laws, policies and practices. In the previous year, Singapore signed the Optional Protocol to the CRC on the Sale of Children, Child Prostitution and Child Pornography (2000) (OPSC). It also withdrew its reservation to Article 25(e) of the CRPD, which "prohibits discrimination against persons with disabilities in the provision of health insurance and life insurance." At the

domestic level, the Parliament of Singapore passed the Workplace Fairness Act (2025), guaranteeing equal employment opportunities to persons with disabilities. To promote inclusivity, the Government also provided subsidies for workplace modifications supporting the retention of women, older persons and persons with disabilities in the workforce.

As a diverse country, Singapore remains cognisant of the growing threats of social polarisation. The State representative reiterated that social cohesion in Singapore is nurtured carefully, patiently and deliberately. For instance, Singapore's public housing system, which houses about eighty percent of Singapore's population, is designed to ensure that families from diverse ethnic backgrounds reside together. Social cohesion is embedded in social policies and programmes initiated by the Government and reinforced through the lived experiences of Singaporeans.

The State representative concluded her remarks by acknowledging Singapore's continued progress. However, there are several human rights issues that the Government of Singapore is grappling with. The barriers to digital inclusion, a rapidly ageing population and the risks associated with climate change were among the challenges identified by the State representative. She affirmed that Singapore remains a work in progress. Through mutual learning and sincere engagement, it strives to improve lives, safeguard dignity and provide equal opportunities to its people. Finally, Singapore draws on six decades of continued progress to maintain a positive outlook for the future.

VII. Looking Forward: New Priorities for the International Community and Commitments of Singapore

Pursuant to the recommendations issued, Singapore identified priority areas for action. Over the subsequent UPR cycles, it seeks to guarantee enhanced protection to vulnerable groups, including children and persons with disabilities. The National Report stated that Singapore has been considering ratifying the OPSC. Ms Sun Xueling, former Minister of State for the MSF, in her opening address at the Inaugural Regional Forum on "Crimes against Children", asserted that "Singapore takes a serious view of child sexual exploitation and abuse, and we spare no effort to protect our children from such harm. We adopt a comprehensive approach comprising legislation, enforcement and rehabilitation, to deal with the threat of child sexual exploitation and abuse." The UPR session reflects Singapore's commitment to implementing recommendations on the protection of the rights of children. Ratifying the OPSC would further strengthen domestic efforts to punish perpetrators and support child victims. It would result in robust enforcement against such offences through cooperation among States Parties.

Complementing domestic legislative frameworks, Singapore has proposed voluntary guidelines to promote the social inclusion of persons with disabilities. It is working on formulating a Tripartite Advisory on providing Reasonable Accommodations to Persons with Disabilities, to be made available to employers by the end of 2027. Under the CRPD, reasonable accommodation is defined as "necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with

others of all human rights and fundamental freedoms”. The definition of reasonable accommodation under the CRPD emanates from a nuanced understanding of disability. The operative words “enjoyment of all human rights and fundamental freedoms” connote a significant departure from the medical model of disability. It remains to be seen whether Singapore, a state party to the CRPD, would import the interpretive clause into the Tripartite Advisory. Nonetheless, in addressing accessibility barriers, it has taken the first step towards reshaping the discourse on disability rights.

Singapore’s engagement with the UPR is not confined to a single thematic area. It has factored in resilience while engaging with Member States on issues at the intersection of human rights and climate action. During the review session, Singapore deliberated upon climate adaptation and resilience strategies, recognising it as a continued policy priority for the Government. The Singapore Green Plan 2030 (**SGP2030**) delineates a sustainable development agenda that emphasises on reducing greenhouse gas emissions, transitioning to cleaner sources of energy and conserving natural resources. The SGP2030 is a comprehensive climate action plan aligned with Singapore’s obligations under the Paris Agreement (2015). Article 2 of the Paris Agreement states that it “aims to increase the ability to adapt to the adverse impacts of climate change”. In this regard, the Coastal Protection Bill 2026 introduced by the Ministry of Sustainability and Environment proposes coastal protection measures to respond to rising sea levels. It imposes obligations on landowners, corporations and the Government to establish revetments, seawalls, embankments or such structures along the coast. The Coastal Protection Bill (2026), if brought into force, would equip owners and occupiers of coastal land with climate adaptation capacities.

Singapore is expected to follow up on these commitments during the fifth UPR cycle. In addition, the thematic areas identified by Singapore are likely to remain a key focus in its engagement with Member States of the Human Rights Council. As Singapore anticipates a reset in the social compact, it has underscored the values of care and responsibility in building a shared future. These values are encapsulated in Forward Singapore, an exercise undertaken in collaboration with stakeholders across government, industry and civil society to envision a better Singapore. Over the next few years, the Government intends to deepen its engagement through social protection policies and programmes specifically catering to the needs of women, children and persons with disabilities. In pursuing a shared future, Singapore seeks to optimise the use of limited land and natural resources through long-term planning. Climate resilience and adaptation policies implemented by the Government are set to expand in scope ahead of the next review cycle. Policies and programmes guided by the values of care and responsibility are therefore likely to form a central part of Singapore’s human rights engagement in the near future.

VIII. Critical Perspectives on Singapore's Universal Periodic Review

Constructive engagement facilitated through the UPR process helps identify and address human rights concerns. The National Report presented by the State under review is scrutinised to assess its compliance with universally recognised human rights standards. It allows Member States to issue recommendations that may either be “noted” or “accepted” by the State under review. The UPR process is undoubtedly effective in addressing the questions of “what” human rights issues persist in the State under review and “when” those issues are expected to be remedied. However, the process remains constrained by limited engagement on “how” the identified issues need to be addressed.

During Singapore's fourth UPR review cycle, the human rights protections guaranteed to migrant domestic workers, children with disabilities, ethnic and racial minorities were deliberated upon. A closer examination of the representations made by Member States reveal that these human rights issues are intersectional in nature. The answer to “how” lies in adopting a framework that takes into consideration the cumulative vulnerabilities of social groups that are often mistakenly perceived as homogeneous. Intersectionality is defined as “a concept and theoretical framework which allows to better understand and make visible the many ways different social identities overlap and result in unique and often compounded experiences of discrimination, marginalisation and oppression that result from social and political hierarchies within a society”.

Incorporating intersectionality into investigations of human rights violations, particularly abuse and exploitation, ensures that power hierarchies and their interaction with social identities are thoroughly studied. To accurately document the lived experiences of victims, intersectionality requires that the information collected be disaggregated. Such disaggregated data may include gender identity, religion, race, ethnicity, educational qualifications and sexual orientation. A multi-axis investigation into human rights violations informs State action in addressing discrimination, marginalisation and oppression of at-risk communities.

Intersectionality could be adopted to address the human rights issues underscored during Singapore's review process. For instance, written submissions by stakeholders indicate that migrant workers in certain industries in Singapore are subjected to abuse and exploitation. An intersectional investigation into the alleged human rights violations would involve analysing the social identities, including nationality, ethnicity, gender, socioeconomic status and immigration status, among others. Additionally, the power imbalance between employers and employees would be closely examined to understand how overlapping social identities contribute to compounded experiences of discrimination, marginalisation and oppression. A multi-axis investigation into the alleged abuse and exploitation of migrant workers would provide a more accurate and context-sensitive understanding of the cumulative vulnerabilities faced by migrant domestic workers in Singapore. Such an intersectional investigation would enable the Government to determine the nature and scope of social protection policies for migrant workers in general, and migrant domestic workers in particular. Similarly, intersectionality could assist policymakers in Singapore to implement targeted measures for the protection of children with disabilities and racial and ethnic minorities.

The incorporation of intersectionality into UPR recommendations would assist a State under review in assessing cumulative vulnerabilities of social groups. It would facilitate the implementation of policies and programmes tailored to the needs of social groups with overlapping identities. Without addressing the question of “how” the issued recommendations are to be implemented, the UPR process risks being reduced to a routine exercise. In Singapore’s context, intersectionality is particularly relevant in safeguarding the rights of vulnerable social groups. However, it is not the only analytical or theoretical framework available for addressing human rights issues that other States may be facing. To ensure that the UPR process continues to be results-oriented, Member States could incorporate a range of analytical or theoretical frameworks within the recommendations. It would further lend renewed meaning to human rights engagement within the UPR process.

IX. Position of Geneva International Centre for Justice

Geneva International Centre for Justice (GICJ) welcomes the National Report presented by Singapore during the 52nd session of the Working Group on the UPR process. GICJ commends Singapore's sustained engagement with the UPR process to ensure the full and effective realisation of human rights. It takes note of Singapore's human rights commitments affirmed during the fourth cycle of the UPR process and its follow-up on the recommendations issued during the previous cycle. GICJ further urges Singapore to consider adopting the following recommendations:

- (i) Sign and ratify core international human rights treaty instruments, including but not limited to, the ICCPR, the ICESCR and the UNCAT.
- (ii) Impose a moratorium on executions as the first step for the abolition of the death penalty.
- (iii) Establish an NHRI in full compliance with the Paris Principles.
- (iv) Implement targeted policy measures to protect the rights of children with disabilities in accordance with international obligations under the CRC and the CRPD.
- (v) Sign and ratify the International Convention on the Protection of Rights of All Migrant Workers and Members of Their Families (1990) to safeguard the human rights of migrant workers and their families in Singapore.
- (vi) Incorporate a definition of "racial discrimination" in line with Article 1 of the CERD within the domestic framework to protect and promote the rights of racial minorities in Singapore.

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