

Singapore's Gender Pay Gap Monitoring — MOM's Adjusted-Gap Decomposition Instead of Mandatory Pay Transparency

Gender Equality · Good practice · Singapore

Quality score: 37/100

Evidence strength: Cautionary / limited

Summary

Singapore rejects mandatory pay transparency; MOM instead publishes a raw gap (16.3% in 2018, 14.3% in 2023) and an adjusted gap of about 6%. Monitoring, not proven impact.

Key dimensions

Dimension	Score
Transferability / replicability	1/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	0/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-10-04

[Ministry of Manpower \(MOM\), Singapore](#) — accessed 2026-10-04

[MOM press release \(2020\)](#) — accessed 2026-10-04

[MOM parliamentary reply \(2024\)](#) — accessed 2026-10-04

[NTUC: Manpower Minister on the gender pay gap](#) — accessed 2026-10-04

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