



**19TH EXECUTIVE DEVELOPMENT PROGRAMME
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**THE STUDY INTO THE POPULATION POLICY
FOR BRUNEI DARUSSALAM
AND HOW IT CAN CONTRIBUTE TO THE OBJECTIVE
OF WAWASAN BRUNEI 2035**

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1. Introduction

The aim of this paper is intended to make a study into the feasibility of proposing a National Population Policy ('*Dasar Kependudukan*') for Brunei Government and recommend to be under the purview of Brunei Economic Development and Planning Department, Prime Minister Office together with Ministry of Home Affairs. A national policy can be defined as a set of government statements and actions that are designed to influence the behavior of the people in order to achieve a desired outcome (Mosley, 2006). Mosley further pointed out that government actions could be categorized in five broad policy instrument such as *information, laws and regulations, taxes and price controls, direct spending/investments, and research.*

This paper will primarily focus issues and policies around Brunei population growth particularly matters related to social and economic development in Brunei Darussalam that will subsequently determine or influence any strategic programme or outcome of the Government in achieving the goals of *Wawasan Brunei 2035*.

The reason for the study is also to understand and tackle the fundamental issues of how other country benefit the research into its own population policy, and associate them with the country's economic development and social reform which among other include matters related to foreign labour market, attracting foreign investor and tackle unemployment. The interest into the study of the national population policy is because it encompasses a large umbrella policy covering all programs across agencies and ministries, and also activities directly and indirectly influencing the population variables and its impact on the strategy outline of *Wawasan Brunei 2035*. Moreover a population policy focuses on premises and constants based on the society's culture and value which in Brunei context it relates to the *Malay Islamic Monarchy (MIB) Concept and Negara Zikir*.

In the meantime, **this paper will also make recommendation on how to sustain and strengthen the Bruneian core identity whilst addressing the goals of *Wawasan 2035*.** Some of the critical issues that we will focus on for this paper are as follows:

- Identify in a comparative manner the strategic role of the different approach by countries on population policy;
- Investigate the importance of population policy in context of socio-economic development of a country by examining into the linkages between population within Brunei current issue of unemployment, human resource development, social welfare, citizenship and migrant workers;
- Evaluate critically the factors that contribute towards implementing population policy that benefit the strategic programme towards achieving the goals of *Wawasan 2035*
- Formulate an outline population policy for Brunei

Population policy has not been a great attention to public in Brunei Darussalam because such policy has not been produce yet or given much attention. Apparently during the course of my internship with the Department of Economic Planning and Development (EDP), Prime Minister Office, it is found that none of the sections within the department have made a study directly into analyzing in depth and subsequently producing an economic report on the projection of the population growth against social impact nor economic growth for Brunei Darussalam. Unlike in Singapore, population policy is of importance to the country in ensuring the inflow of work force and distribution of local employment can be plan accordingly in streamlining any reform programme considering of its population. The next section will discuss into the principle of a population policy and its importance.

2. The Importance of Population Policy

Population policy can be defined as deliberately constructed or modified institution arrangements and/or specific programs through which governments influence, directly or indirectly, demographic change (Demeny, 2003). For some country, the aim of population policy may be narrowly construed as bringing about *quantitative* changes in the membership of the territorial to limit population under the government's jurisdiction. Mosley (2006) observed that population policies to influence population growth and distribution will involve a wide range of decisions and actions by governments, **both direct and indirect, which influence individual and family decisions regarding marriage and**

childbearing, working arrangements, place of residence, etc.

According to the Mosley (2006), the types of population policy are as follows:

- i. **Direct or explicit** – government actions taken for the purpose of affecting a demographic outcome, e.g., migration laws
- ii. **Indirect or implicit** – government actions that only indirectly have some demographic effects, e.g., promoting female education

The comparison between **explicit and implicit policy** for population growth can be illustrated as follows :

Explicit Policies	Implicit Policies
<ul style="list-style-type: none">▪ <i>Provide free family planning services</i>▪ <i>Increase taxes for each additional child</i>▪ <i>Restrict immigration</i>▪ <i>Raise the age of marriage</i>	<ul style="list-style-type: none">▪ <i>Compulsory secondary Education</i>▪ <i>Restrict child labor</i>▪ <i>Limit size of houses</i>▪ <i>Raise status of women</i>▪ <i>Provide old age security</i>

Additions to membership are effected only through births and immigration, losses are caused by emigration and by deaths. Concern with this last component is usually seen as a **matter for health policy, leaving fertility and migration as the key objects of governmental interest in population policy** (Demeny, 2003). This would meant that policy intent may also aim at modification of *qualitative* aspects of these phenomena fertility and international migration including the composition of the population by various demographic characteristics and the population's spatial distribution.

To summarise, it is in the opinion that governments' concern with population matters can also extend beyond the borders of their own jurisdictions. This is because the international aspects of population policy have become increasingly salient in the contemporary world because of issues related to globalization. It was observed that population is a "neutral" phenomena in the process of economic development. However according to the Revisionist Theory (1980), **population is not equally to development**. Moreover population policy is

not about development but other issues must take priority, for example, free markets, democracy, etc.

3. Analysing into Different National Population Policy

This section will examine into different population policy by countries that have produced them and then make further comparative study on the element strategy of the policy to understand them further. In this context, we will study into different national population policy or also known as population white paper of the countries which have some similarity in terms of geographical size or population to Brunei such as Qatar and Singapore. The main reason also for the selection of these countries is because they have produced their own national population policy or 'white paper'.

3.1 Overview on Singapore's Population White Paper (Annex I)

After the Second World War, Singapore had a BABY BOOM. The Singapore quickly realized that there were limited resources such as housing, raw materials and space hence it was considered as "*overpopulated*". Therefore rules were set in place to reduce the population to a manageable growth rate. Lloyd (1968) envisaged the possibility of overpopulation even under conditions when all families have only the children they actually want and suggested the direction in which remedy ought to be sought:

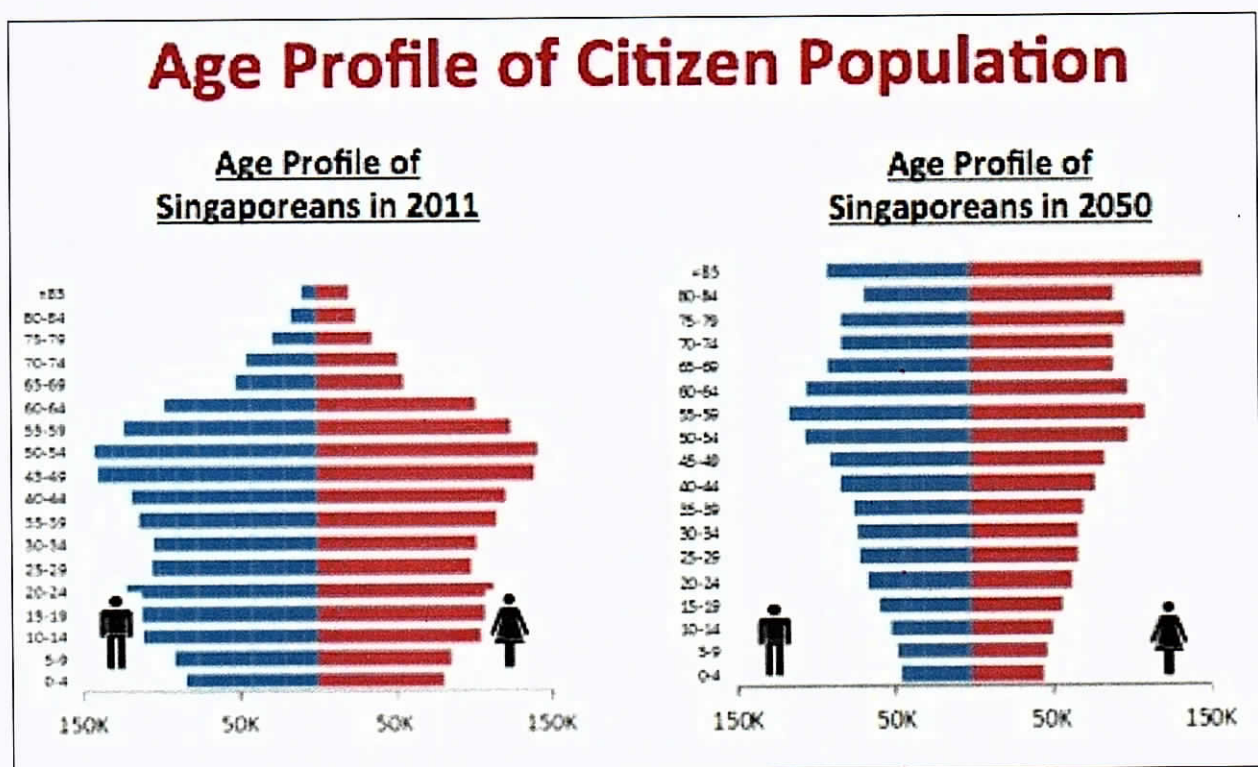
"The simple fact of a country being overly populous...is not, of itself, sufficient evidence that the fault lies in the people themselves, or a proof of the absence of a prudential disposition. The fault may rest, not with them as individuals, but with the constitution of society, of which they form part."

In Singapore, the Population White Paper sets out the key consideration and roadmap for the country population policies to address demographic challenges. Demeny (2003) has observed that Population policy should therefore strive toward institutions and incentive system a constitution of society that provides signals to individuals guiding them to behave in harmony with the collective interest). The paper outlines the Government's policies **to maintain a strong Singaporean core in the population, regulate numbers of**

Singapore citizen and permanent resident, create jobs and opportunities for Singaporean, build a high quality living environment, as well as strengthen their identity and society (Singapore Government, 2013). In addition, Singapore are expected to project the **total population of Singapore of around 5.6 to 5.8 million by 2035** based on the following assumption:

- 10,000 new citizens per year
- the non-resident population is capped at current number that is 1.5 million
- the local workforce growth is 1% per year.

The population pyramid of Singapore in year 2011 and 2050 are illustrated as follows:



(Source : Singapore Statistics, 2013)

The three general main challenges identified by Singapore government is to tackle issue of *overcrowding, Singapore identity and quality of life*. Thus why policy papers such as the population white paper has been transparently discussed so that public can participate (*'public participation'*) and be informed judgments on the population issue.

In further understanding one of the challenges stated above, one might question how do Singapore overcome the non-resident population and capped the non-resident population at current number that is 1.5 million. In 2011, the Total Fertility Rate (TFR) recorded was 1.20 which has been below the replacement rate of 2.1 for more the past decades (*ibid.*). From the current trend of fertility rate, Singapore will not expect to improve the replacement rate of 2.1 by which the Government plans to take up much younger immigrants to top up the smaller cohorts of younger Singaporean. Thus with this move will balance the ageing citizen population.

Therefore, it can be argued that the Singapore Population White Paper can be described as “*immigration-driven growth*”. Demeny (2003) has pointed out that the central function of the goals was to produce public goods, which is goods that individuals cannot secure for themselves. In pursuing such goals, regulation of immigration into a state’s territory is clearly defined as a public good, thus delineating a particular role for population policy.

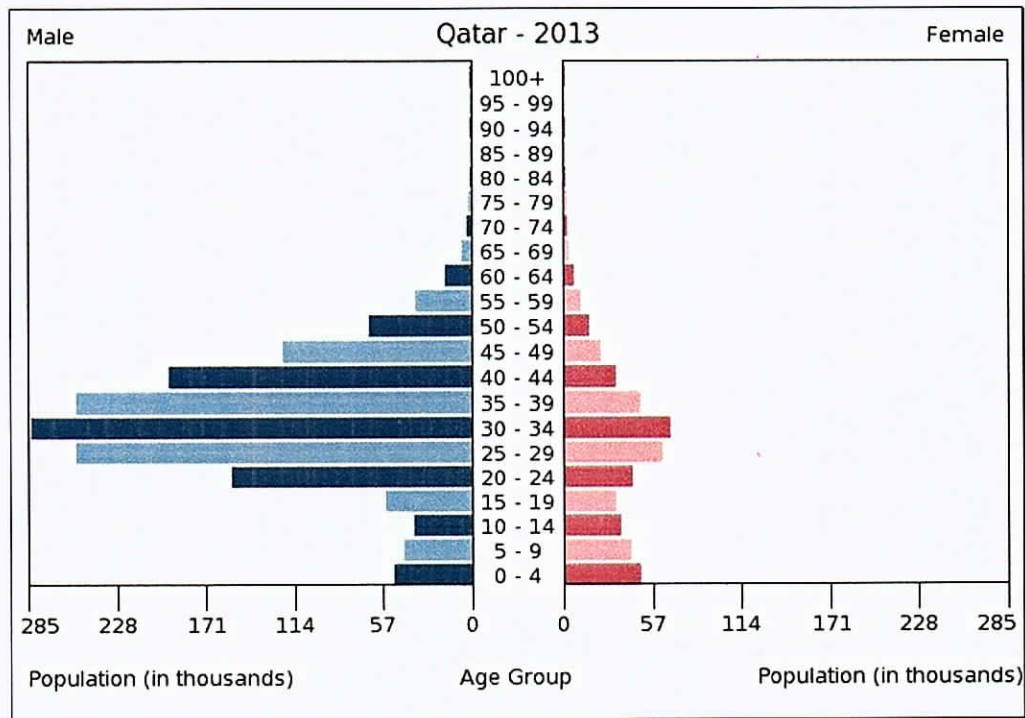
On the other hand, next question arise of why Singapore emphasize **on 1% local workforce growth** where in any circumstances it cannot be achieved where the factor in population is to supplement with foreign workers. Nevertheless, if we analyse further the population trend in the next few years there would already be natural increase in local workforce entering the market because it is expected there will be more young people workforce compared to older people retiring (*in reference to the population pyramid illustrated above*). The problem only comes a few years down the road where Singapore will experience more people retiring.

Despite that, Singapore have already overcome its geographical constraints with its industrialization approach and was made by assumptions of the leaders which shaped the nature and approach to governance on five broad strategy which are: **building the economy, managing the population growth and the labour markets, building up physical and infrastructure, building social systems and practices, and building up security and defense** (Neo & Geraldine, 2010).

3.2 Overview on Qatar's National Population Policy (Annex II)

In the context of Qatar, the intended population policy was to establish a balance in the country between population and economic, social and environmental resources, development and coherence, women's empowerment, consolidation of gender values of justice, development of reproductive health so as to secure provision of family and child health services, stressing the need for continued action for the attainment of safe motherhood and sound childhood programs, population protection from the effects of deterioration of the environment surrounding it as well as from unsustainable and unjust production and consumption patterns (Qatar Population Committee, 2009). The Qatar National Population Policy was formulated by the special committee known as Permanent Population Committee (PPC) and involved the participation of experts and specialist from ministries and agencies, as well as from the United Nations Fund for Population Activities (UNFPA). Qatar has the 2nd highest GDP per capita in the world as of 2013, according to the CIA World Fact book. The economic growth of Qatar has been almost exclusively based on its petroleum and natural gas industries (Wikipedia, 2014).

In January 2013, it was estimated the Qatar's population at 1,903,447, of which 1,405,164 were males and 498,283 females. The Qatar Government indicates that the total population of Qatar could reach 2.8 million by 2020 where the yearly growth rate being merely 2.1 percent (*ibid.*). Moreover a population policy also focuses on premises and constants based on the society's culture and values (Qatar Population Committee, 2009). The population pyramid of Qatar in year 2013 is illustrated as follows:



(Source : CIA World Factbook, 2013)

3.3 Comparative Study in the Strategic Role of Population Policy

This section will investigate further into the strategic role of a population policy of respective Government towards their national development and also achieving the goals of the country vision. This is important as part of the study because it enables us to understand role of the Government moving towards the intended policy.

Drawing from the case study earlier, we have chosen to investigate comparatively the types of population policy adopted which is either **Direct or explicit** (*government actions taken for the purpose of affecting a demographic outcome*) or **Indirect or implicit** (*government actions that only indirectly have some demographic effects*) that could provide us the guidelines in formulating Brunei own National Population Policy. In this context, we will examine the case study of Singapore, Qatar and Hong Kong as follow:

- i. The Singapore White Paper aim is to build a sustainable population with a strong Singaporean core — that strengthens their social cohesion, while providing a good living environment for Singaporeans and maintaining their economic vitality. The White paper has set three key elements of strategy for a sustainable population which are: firstly, maintaining a strong Singaporean core which emphasis on strong

and cohesive society; secondly, the Singaporean population and workforce must support a dynamic economy that can steadily create good jobs and opportunity to meet the citizens' hopes and aspirations; thirdly, to ensure that Singapore remain as a high quality living environment where the country is well-managed, well-planned and well-developed to meet the infrastructure needs of a changing population and economy in a timely and efficient way (Singapore Government, 2013).

- ii. The objective of the Qatar population policy is to attain a balance between population growth and the requirement of sustainable development, while ensuring an acceptable ('decent') life for the people of the country, an improvement of their capabilities (Qatar Population Committee, 2009). The population policy has identified six key strategies in achieving its goals and objective which are
 - *Population and Manpower*
 - *Education and Training and Human Resources Development*
 - *Public Health and Reproductive Health*
 - *Empowerment Issues*
 - *Environment and Sustainable Development; and*
 - *Database and National Indicators*
- iii. One of the key objectives of Hong Kong's population policy is to secure and nurture a population that could sustain its redress development as a knowledge-based economy. The policy also aims to resolve its population aging, foster the concept of active and healthy aging, promote social integration of new arrivals, and most of all, ensure the long-term sustainability of the economic growth. Through the achievement of these goals will lead to a steady improvement of the standard of living of Hong Kong people.

In summary, the comparative study above leads us to suggest that Singapore, Qatar and Hong Kong have adopted both explicit and implicit policy into formulating their National Population policy. For instance, both Singapore and Qatar address the explicit policy by emphasizing demographic challenges, and also need to preserve the core identity of their citizen. In the meantime, all the three countries address implicit policy into their population

policy that emphasis towards sustaining their development such as lifestyle, housing, education and health for their core citizens.

Yet, do population policy need to be produced in Brunei and to what extend does population policy strategically impact the Brunei's socio economic development and reform programme. We have also conclude that the population of a country is a major factors influencing the pace and direction of its long-term social, economic and even political development. Hence it is important for Brunei Darussalam having its goals for achieving its long term vision- *Wawasan Brunei 2035* should therefore strive into developing its national population policy. Therefore the next part of the paper (*Section 4 and 5*) will identify factors and findings that will contribute into drawing up and formulating Brunei own National Population Policy.

4. Factors Contributing National Development Strategy

Judging from the discussion above, issues related to population particularly matters which relate to long-term social, economic and even political development will eventually influence any strategic programme of the Government in achieving *Wawasan Brunei 2035*. In this section we will particularly explore Brunei long-term development plan which will contribute in formulating the population policy. For this purpose we will also use the following steps and guidelines in formulating a population policy (Mosley, 2006) as follows:

- What is the likely social/economic future if current demographic trends continue unchanged?
- What is a more desirable alternative demographic picture of the future?
- What current behaviors must be changed to achieve the more desirable future?

In understanding the Brunei long term development plan, we will first discussed the outline goals of *Wawasan Brunei 2035* of what has been an intended planned strategy for the vision.

The report published by the Council for the Long-Term Development Plan articulated as follows: "*The National Vision known as Wawasan Brunei 2035, aims to make Brunei*

Darussalam, by 2035, as a nation which will be widely recognised for the accomplishment of its educated and highly skilled people as measured by the highest international standards; quality of life that is among the top 10 nations of the world; and a dynamic and sustainable economy with income per capita within the top 10 countries in the world".

According to Cooks (1974), there are four behaviour elements of population change: political, economic, social and environmental. The effects of population change can be diagrammed by comparing these behavioural elements on a vertical axis and their determinants (size, rate, distribution and composition) on a horizontal axis. For the purpose of the paper, we shall only highlight the element of strategy for education, economy, infrastructure development and social security towards the Brunei vision- Wawasan 2035 as follows:

4.1.1 Elements of *education* strategy:-

- Having First class secondary and tertiary education including vocational schools, that produce experts, professionals and technicians required in commerce and industry.
- Promoting research, development and innovation both in government-funded institutions and through public-private and international partnerships.

4.1.2 Elements of *economic* strategy are:-

- Ensuring continued macroeconomic stability.
- Ensuring high rates of economic growth so that work is always available for our young people entering the labour market each year.
- Promoting national economic competitiveness through policies that encourage productivity, economic openness and competition.
- Investing in the world-class infrastructure that is required to attract foreign and domestic investment in new export industries.
- Developing the expertise and skills required by commerce and industry through investment in our educational institutions; in research and development; and through collaboration with business.

4.1.3 Elements of *infrastructure development* strategy are:-

- Providing adequate social infrastructure particularly in public housing, health care and education.

4.1.4 Elements of *social security* strategy are:-

- Strengthening programmes which will foster the spirit of entrepreneurship and self-reliance among our people.
- Providing opportunities for workers in private sector to enjoy a similar sense of security as those in the public sector.

5. Evaluating the Study into Brunei Demographics

5.1 Brunei Population in Brief

Brunei Darussalam, *also known as the Abode of Peace*, is a country in Southeastern Asia with a total area of 2,226 square miles. By surface, it is the 173rd largest country in the world. Brunei is home to about 399,800 (**year 2013- 415,000 people**) comprising of 206,700 males and 193,100 females. Growing at an average rate of 1.8% per annum and has a density of 174.4 inhabitants per square mile.

	2010	2011	2012
Total Brunei Population	386,800	393,372	399,800
<i>Annual Rate of Increase</i>	<i>1.8</i>	<i>1.7</i>	<i>1.6</i>

Brunei Darussalam has a multi-racial society where the largest race group is Malay comprising of 262,800 persons (67%), followed by Chinese 41,000 persons (15%) and other races 96,600 persons (*such as Indians, indigenous ethnic groups and expatriates make up the rest of the country's population*). According to the publication of the Brunei Darussalam Statistical Yearbook 2012, Malays consist of Brunei Malays, Malays from Singapore and Malays from Malaysia. As applied in the Brunei Nationality Act, Malay

comprises of *Brunei Malays, Belait, Tutong, Dusuns, Bisayas, Muruts and Kedayans* (Department of Statistics DEPD, 2013).

The following indicates the population by Residential Status

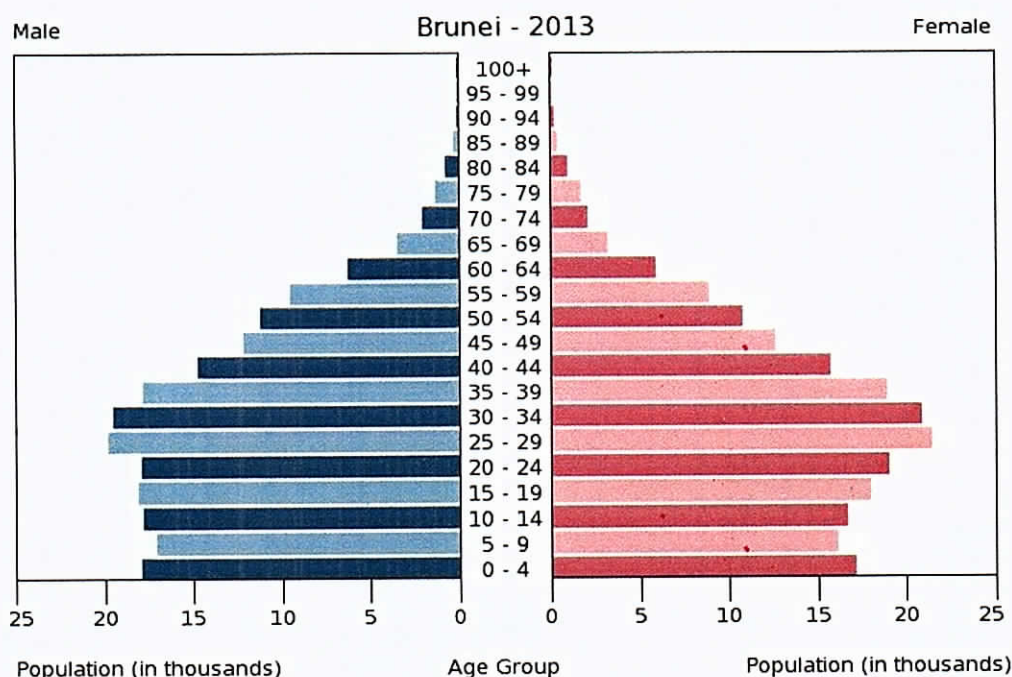
	2010	2011	2012
Brunei Citizens	274,500	281,660	286,500
Permanent Residents	26,100	25,792	27,200
Temporary Residents	86,200	85,920	86,100

(Source : *Department of Economic Planning and Development*)

5.2 Facts on the Age and Structure of Brunei Population

We then analyse on the age and sex structure of Brunei by making a study into the Brunei population pyramid year 2013, and projected 2020 and 2030 (*refer Section 4.3*) provided by the Brunei Department of Economic Planning and Development. Kabir & Rahman (2012) has viewed that the efficient and reliable estimates of the total population and also population at different age levels for a particular year are very important for making quality budget of any developed or developed nation.

A population pyramid illustrates the age and sex structure of a country's population and may provide insights about political and social stability, as well as economic development. The male and female populations are broken down into 5-year age groups represented as horizontal bars along the vertical axis, with the youngest age groups at the bottom and the oldest at the top.



(Source: Department of Economic Planning and Development)

		Total		Total (%)	
	Total	Male	Female	Male	Female
2013					
0-4	32,000	16,600	15,400	-4.09	3.79
5-9	31,900	16,400	15,500	-4.04	3.82
10-14	35,600	18,300	17,300	-4.51	4.26
15-19	35,100	18,100	17,000	-4.46	4.19
20-24	36,400	18,900	17,500	-4.65	4.31
25-29	39,700	21,000	18,700	-5.17	4.60
30-34	38,300	20,300	18,000	-5.00	4.43
35-39	34,700	18,000	16,700	-4.43	4.11
40-44	32,000	16,300	15,700	-4.01	3.87
45-49	26,300	13,800	12,500	-3.40	3.08
50-54	22,200	11,600	10,600	-2.86	2.61
55-59	16,100	8,300	7,800	-2.04	1.92
60-64	10,400	5,200	5,200	-1.28	1.28
65-69	5,700	2,800	2,900	-0.69	0.71
70-74	4,600	2,200	2,400	-0.54	0.59
75-79	2,600	1,200	1,400	-0.30	0.34
80+	2,600	1,300	1,300	-0.32	0.32
Total	406,200	210,300	195,900		

The Median Age that of Brunei is 29 years [**male: 28.7 years female: 29.2 years** (2013 est.)]. Median age will determine a single index that summarizes the age distribution of a population.

According to a study by Brunei Economic Development Board, Brunei Darussalam has a young population where 54% are in the 20-54 working age group, another 39% are below the age of 19 while only 7% are 55 and above. Of the total population 99,600 persons were below the age of 15 years and 14,700 persons age of 65 years and above. In my opinion, Brunei Darussalam with young populations (high percentage under age 15) still need to invest more in schools, while other countries with older populations (high percentage ages 65 and over) need to invest more in the health sector. The age structure can also be used to help predict potential political issues. For example, the rapid growth of a young adult population unable to find employment can lead to unrest. The age structures which provides the distribution of the population according to age for Brunei are as follows:

0-14 years: 24.6% (male 52,761/female 49,538)
15-24 years: 17.5% (male 35,879/female 36,767)
25-54 years: 46.8% (male 94,827/female 99,779)
55-64 years: 7.3% (male 15,594/female 14,642)
65 years and over: 3.8% (male 7,767/female 8,163) (2013 est.)

The average annual **number of births** during a year per 1,000 persons in the population at midyear (birth rate) recorded in 2013 is 17.63 births/1,000 population. The birth rate is usually the dominant factor in determining the rate of population growth.

The average annual **number of deaths** during a year per 1,000 population at midyear (death rate) recorded in 2013 is 3.43 deaths/1,000 population. The death rate, while only a rough indicator of the mortality situation in a country, accurately indicates the current mortality impact on population growth.

The Brunei Net Migration Rate recorded for 2013 is 2.51 migrant(s)/1,000 which highlight the difference between the number of persons entering and leaving a country during the year per 1,000 persons. The net migration rate indicates the contribution of migration to the overall level of population change. High levels of migration can cause problems such as

increasing unemployment and potential ethnic strife (if people are coming in) or a reduction in the labor force, perhaps in certain key sectors (if people are leaving).

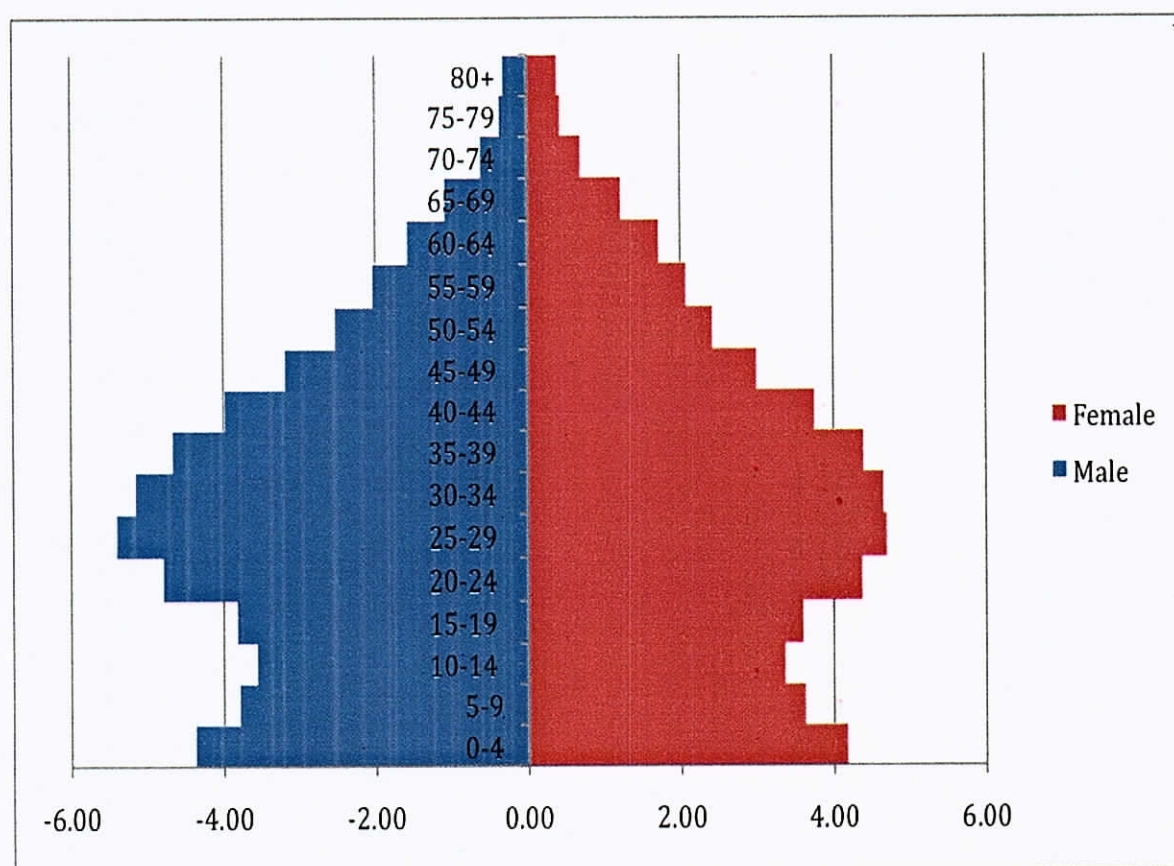
Brunei Life Expectancy Rate at rate is current recorded in 2013 is 76.57 years (**male:** 74.28 years **female:** 78.97 years). Life expectancy at birth is also a measure of overall quality of life in a country and summarizes the mortality at all ages. It can also be thought of as indicating the potential return on investment in human capital and is necessary for the calculation of various actuarial measures.

The average number of children that would be born per woman if all women lived to the end of their childbearing years and bore children according to a given fertility rate at each age (total fertility rate) recorded in 2013 is 1.83 children born/woman. The total fertility rate (TFR) is a more direct measure of the level of fertility than the crude birth rate, since it refers to births per woman. This indicator shows the potential for population change in the country.

5.3 Future Demographic Landscape of Brunei

To understand further on the demographic landscape of Brunei, we will illustrate the age and sex structure of Brunei projected in 2020 and 2030.

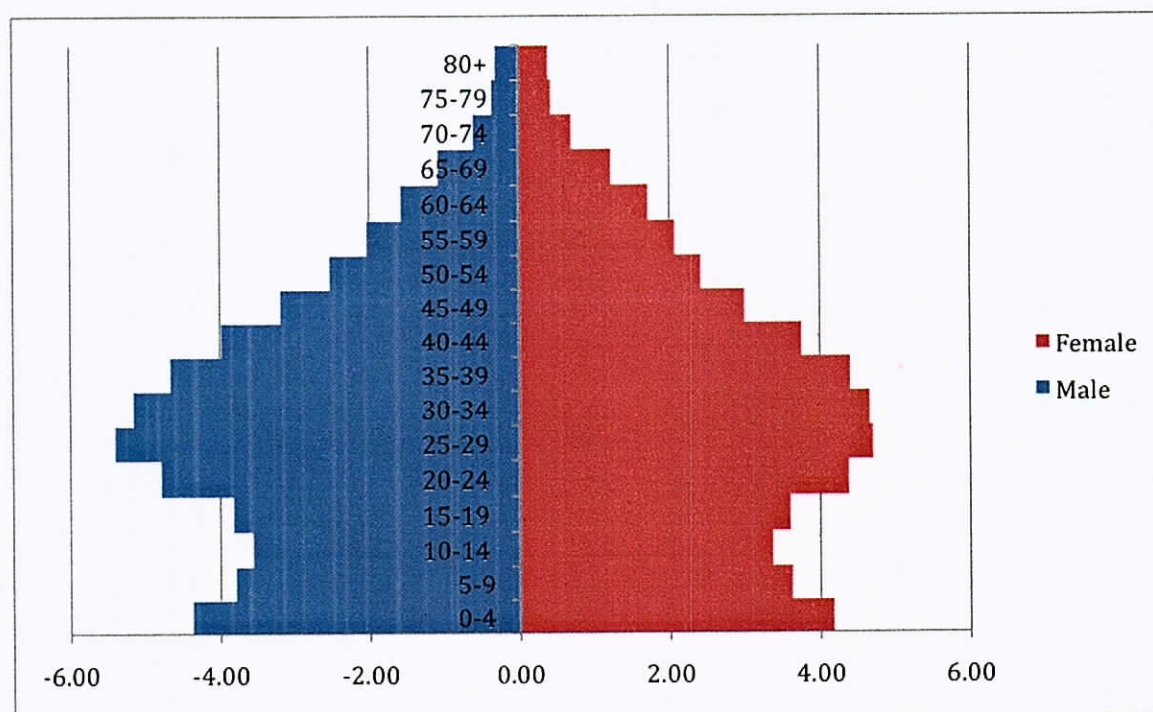
i. Brunei in 2020



(Source : Department of Economic Planning and Development)

	Total	Total Male	Total Female	Total (%) Male	Total (%) Female
2020					
0-4	38,846	19,862	18,984	-4.37	4.18
5-9	33,731	17,237	16,493	-3.79	3.63
10-14	31,504	16,201	15,303	-3.57	3.37
15-19	33,745	17,366	16,379	-3.82	3.61
20-24	41,686	21,767	19,918	-4.79	4.39
25-29	45,937	24,557	21,380	-5.41	4.71
30-34	44,617	23,428	21,189	-5.16	4.66
35-39	41,219	21,200	20,018	-4.67	4.41
40-44	35,183	18,100	17,083	-3.98	3.76
45-49	28,134	14,495	13,639	-3.19	3.00
50-54	22,526	11,517	11,009	-2.54	2.42
55-59	18,682	9,235	9,447	-2.03	2.08
60-64	15,017	7,184	7,834	-1.58	1.72
65-69	10,500	4,913	5,587	-1.08	1.23
70-74	5,996	2,775	3,220	-0.61	0.71
75-79	3,644	1,654	1,991	-0.36	0.44
80+	3,264	1,441	1,823	-0.32	0.40
Total	454,229	232,933	221,296		

ii. Brunei in 2030



(Source : Department of Economic Planning and Development)

	Total	Total Male	Total Female	Total (%) Male	Total (%) Female
2030					
0-4	42,913	21,874	21,039	-4.17	4.01
5-9	41,962	21,274	20,688	-4.05	3.94
10-14	38,894	19,780	19,114	-3.77	3.64
15-19	33,101	16,963	16,137	-3.23	3.07
20-24	37,894	19,685	18,209	-3.75	3.47
25-29	46,259	24,497	21,762	-4.67	4.14
30-34	49,329	25,785	23,544	-4.91	4.48
35-39	48,647	25,154	23,493	-4.79	4.47
40-44	43,496	22,482	21,014	-4.28	4.00
45-49	35,188	18,355	16,833	-3.50	3.21
50-54	27,565	14,236	13,330	-2.71	2.54
55-59	21,537	10,529	11,008	-2.01	2.10
60-64	17,746	8,350	9,397	-1.59	1.79
65-69	15,559	7,124	8,435	-1.36	1.61
70-74	12,304	5,473	6,831	-1.04	1.30
75-79	7,614	3,283	4,330	-0.63	0.82
80+	5,107	2,106	3,001	-0.40	0.57
Total	525,116	266,950	258,166		

Deriving from the above projection, it can be argued that the population ranges **are not targets but it is only projections**. In fact, the projected figures are some of the possible paths that Brunei could take to meet the needs and aspirations of the country and its people. However, the actual population will only depend on factors such as birth rate and life expectancy, global and regional environment, economic structure and social needs.

5.4 Challenges of Current Population Growth

Drawing from the facts above, it is undoubtedly that Brunei is facing a large young population and it is important that targeting this young population needs a different set of policies. **Such demographics trend will continue in 2020 and 2030 where Brunei will still experience large young population where the age range is between 20 -39 years old.**

Brunei relies heavily on immigrant workers for skilled technical and managerial positions as well as for the lower paid retailing and construction sector. The influx of foreign workers has significantly altered Brunei's population growth and its ethnic composition. Therefore Brunei should complement on the local workforce and need expatriate workers in the economic growth to bridge the demand for skilled labour.

6. Recommended Outline of the Brunei National Population Policy

Till this stage, we have already discussed into the long-term social and economic development by diagnosing the intended strategy and also elements of strategy of *Wawasan Brunei 2035*. In the meantime, we also had analyse the demographic landscape of Brunei where the country demographics trends continue unchanged for the next 20 years. This means that matters related to foreign labour market, attracting foreign investor, creating new industries and tackle unemployment will continuously to be address in any economic development and social reform. In the meantime, judging from the study into the comparative population policy of different countries it is found that the *best practices* of formulating National Population policy is to adopt both explicit and implicit policy. In relation to this, this part of the paper will formulate some of the outline goals and objectives of the Population Policy for Brunei Darussalam in relation to the study made earlier.

The Brunei Population policy should therefore reinforce and enrich by complimenting the national development strategy set out in *Wawasan 2035* giving more attention to the matters related to human resource development, improve the quality of life of the people, and lastly develop dynamic and sustainable economy. Special emphasis should be laid on the policy that supports the aspiration of country to become *Negara Zikir* and uphold the philosophy of Brunei Malay Islamic Monarchy.

In formulating the goals for Brunei Population Policy, we will highlight some of the suggested objectives and factors of the policy by taking into account the population trends stated earlier:

- i. Achieve a rate of growth for the Brunei population that would be sustainable by the economy. Hence **raise the current core Bruneian population (including the citizen and permanent resident) or at least maintain the current rate to achieve an appropriate balance among Brunei total population.** The number of Brunei citizen, permanent resident and foreigner including foreign workers in 2012 are as follows:

	2012
Brunei Citizens	286,500
Permanent Residents	27,200
Temporary Residents	86,100

Some recommended national programme or policy associate with:

- Engaging Bruneians working and living abroad to contribute actively to the economy and development of Brunei.

ii. Increase the contribution of the Bruneians in the economic activities and reduce the unemployment rates and correct the imbalances in the labour market.

Some recommended national programmes or policy associate with:

- Encourage a balanced distribution of Bruneian manpower across the various sectors and fields in the economy.
- Enhance existing labour market information system to a comprehensive system that enable the employers and employees to achieve optimal employment opportunities for Bruneians.
- Develop and review the Brunei private sector employment and wages policies.
- Increase the labour-market institutional coordination between the private sector and the government agencies by reviewing relevant legislation

iii. Provide support in upgrading the skills for Bruneian new entrants to the labour market and by providing job training as to supplement their qualification with the needs of the various economic activities

Some recommended national programmes or policy associate with:

- Prepare a *comprehensive national training strategy to guide all training institutions in the country* by emphasizing the centralization of planning and decentralization of implementation of the programme.

- Link the training programmes to worker's career paths for all sectors
- Focus on-the-job training for all higher institutions to enable trainees to acquire skills and linked to the incentive schemes
- To utilize the private sector in financing and entrepreneurial training
- To establish a bilateral education institution in technology for instance Japan-Brunei Institute, Korea-Brunei Institute.
- Design educational and training programmes to emphasize the importance of professional and vocational occupations and their roles in building future sustainable modern societies.

iv. Promote businesses restructure and move up the value chain

- Assisting to kick-start new high value industries to provide Bruneians with diversity and range of good jobs. By having some foreign manpower with the necessary skill sets and to encourage the new industries to hire local Bruneian later thus encourage knowledge and skill transfer to the local workforce.
- Attract new flexible and dynamic industries to encourage investment such as biomedical, petrochemical, advance electronic, digital media and green energy sectors.

From the above objectives of the population policy, we have classified four major themes for Brunei Population Policy which are:

- 1. Population and Manpower**
- 2. Education, Training and Human Resource Development**
- 3. Quality Bruneian Core**
- 4. Vibrant and Strong Economy**

In conclusion, the suggested goals of Brunei's Population Policy **is to achieve a balance between population growth and the requirement of sustainable economic development, while improving quality of lifestyle for all the people of Brunei, maintaining a strong Bruneian core and an improvement of their capabilities.**

7. Conclusion

This paper has addressed, in depth, the current demographic landscape of Brunei and analyse demographic trends for the next 20 years. The current population of Brunei is 406,000 and it is projected population of Brunei in year 2030 will be 525,116. From the study, the country demographics trend will continue experiencing large young population where the age range is between 20 -39 years old. This paper has highlighted the rationale of adopting population policy that is to change the prospect of the country - that is to *enhance economic development, improve social welfare and improve standards of living*.

It is quite apparent from the discussion above that National Population Policy should be produced by the Brunei Government that will determine the principles, objectives and policies adopted by the country for the purpose of influencing the variables in population growth and its impact on the strategy outline in achieving *Wawasan Brunei 2035*. We acknowledged from the discussion above, that population policy is the direct and indirect result of legislative, judicial, executive and administrative actions affecting many demographic components which include the size of population and the qualitative composition of a population in terms of, inter alia, education and human resources development.

For Brunei to effectively implement the population policy, it is determined in part by how well policies are defined and how well institutions are structured. Therefore in formulating population policy the choice of whether to allow existing trends to shape the future size, rates of growth, or whether to alter these trends by adopting population policies should be governed by an appointed Commission consisting of respective Ministers and not particularly focusing on a single department. The commission members also should be represented by a broad spectrum of economic and academic backgrounds.

In preparing the policy, the Government should extensively engaged the participation of the citizens and community from diferent walks of life and age groups in the country. The feedback will eventually helped shape the population vision and policies in the paper, and

these are the things that need to be considered to ensure a strong Bruneian core as well ensuring a better quality life style for the citizen and resident in the future.

This paper also emphasis that the formulation of population policy should also study other accredited world index. In Malaysia for instance, the research into population has benefit the government to evaluate and plan its transformation programme in areas such as *economic, social, education, health and security*. In fact, the government has also developed the Malaysian Well-Being Index (MWI) to measure the well-being of the rakyat, which also includes 14 elements indices to GDP were calculated to examine how well the GDP was converted to well-being. This was developed towards the sustainable development in realizing its Vision 2020.

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APPENDIX I

A SUSTAINABLE POPULATION FOR A DYNAMIC SINGAPORE

POPULATION WHITE PAPER

JANUARY 2013

EXECUTIVE SUMMARY

BACKGROUND

Our citizen population reached a turning point in 2012, as our first cohort of Baby Boomers turned 65. Singapore will experience an unprecedented age shift between now and 2030. Over 900,000 Baby Boomers, more than a quarter of the current citizen population, will enter their silver years. From 2020 onwards, the number of working-age citizens will decline, as older Singaporeans retiring outnumber younger ones starting work. At our current low birth rate, our citizen population will age rapidly, and also start declining from 2025, if we do not take in any new immigrants.

This White Paper sets out the key considerations and roadmap for Singapore's population policies to address this demographic challenge. It outlines the Government's policies to maintain a strong Singaporean core in the population, regulate

how many new Singapore citizens (SCs) and permanent residents (PRs) we take in, create jobs and opportunities for Singaporeans, build a high quality living environment, as well as strengthen our identity and society.

THREE PILLARS FOR A SUSTAINABLE POPULATION FOR A DYNAMIC SINGAPORE

A sustainable population for Singapore rests on three key pillars.

First, Singaporeans form the core of our society and the *heart* of our nation. To be a strong and cohesive society, we must have a strong Singaporean core. Strong families are the bedrock of our society, through which we pass on our values and sense of belonging from one generation to the next. We may





have diverse geographical and ethnic backgrounds, but we are all Singaporean because we share certain key values and aspirations, including meritocracy, a fair and just society, and respect for one another's culture within a broad common space where all interact and bond.

Second, our population and workforce must support a dynamic economy that can steadily create good jobs and opportunities to meet Singaporeans' *hopes* and aspirations. Many Asian cities are modernising rapidly, and catching up on us. Singapore must continue to develop and upgrade to remain a key node in the network of global cities, a vibrant place where jobs and opportunities are created. A dynamic economy will provide us with more resources and room to pursue inclusive growth strategies to benefit all segments of our society.

Third, we must continue to keep Singapore a good *home*. Our city must continue to be well-managed,

well-planned, and well-developed. We must meet the infrastructure needs of a changing population and economy in a timely and efficient way, while preserving and enhancing a green environment, so that Singapore can be a unique, bustling 'City in a Garden'.

MAINTAINING A STRONG SINGAPOREAN CORE

In 2011, our Total Fertility Rate (TFR) was 1.20. It has been below the replacement rate of 2.1 for more than three decades. Low and falling TFR is not unique to Singapore. Many developed Western countries, and East Asian societies such as Hong Kong, Japan and Taiwan, suffer the same problem.

To help Singaporeans achieve their dreams to marry and have children, we introduced a Marriage & Parenthood Package in 2001, and enhanced it in 2004 and 2008. We are further enhancing the Package this year to:

(a) enable couples to get housing faster and more easily, so that they can marry and start families earlier; (b) provide support for conception and delivery costs; (c) further defray child-raising costs, including healthcare costs; (d) enhance work-life measures to help working couples balance work and family commitments; (e) signal to fathers to play a bigger role through paternity and shared parental leave.

We will continue to welcome immigrants who can contribute to Singapore, share our values and integrate into our society. More Singaporeans are marrying non-Singaporeans. About 40% of Singaporean marriages each year are between a Singaporean and a non-Singaporean – some 9,000 in 2011 alone.

We do not expect our TFR to improve to the replacement rate of 2.1 in the short term. Taking in younger immigrants will help us top up the smaller cohorts of younger Singaporeans, and balance the

ageing of our citizen population. To stop our citizen population from shrinking, we will take in between 15,000 and 25,000 new citizens each year. We will review this immigration rate from time to time, depending on the quality of applicants, our birth rates, and our changing needs.

Permanent residence is an intermediate status through which foreigners take up citizenship. It is meant for those who have a long-term stake in Singapore and intend to sink roots here. We have tightened up significantly on the number of PRs granted each year. We have come down from a high of 79,000 new PRs in 2008 to about 30,000 each year currently. We plan to maintain the current pace. This will keep a stable PR population of between 0.5 and 0.6 million, and ensure a pool of suitable potential citizens.

We will continue to encourage and help new citizens integrate into our society. We would like them to

adapt to our way of life, while enriching the diverse experiences, skills and capabilities in our society.

With this controlled immigration rate, the citizen population is projected to be between 3.6 and 3.8 million by 2030. Together with the PR population of 0.5 to 0.6 million, this gives a resident population (comprising citizens and PRs) of between 4.2 and 4.4 million in 2030, depending on birth rates, immigration and life expectancy.

CREATING GOOD OPPORTUNITIES FOR SINGAPOREANS

The Singaporean workforce is becoming progressively better qualified, as better educated young Singaporeans start work, and existing workers upgrade themselves through continuing education and training. We anticipate a significant upgrading of the Singaporean workforce towards Professional, Managerial, Executive and Technical (PMET) jobs. By 2030, the number of Singaporeans in PMET jobs is expected to rise by nearly 50% to about 1.25 million compared to 850,000 today, while the number in non-PMET jobs is expected to fall by over 20% to 650,000 compared to 850,000 today. Overall, two-thirds of Singaporeans will hold PMET jobs in 2030, compared to about half today. We will continue to provide opportunities to non-PMET Singaporeans, and help them to upgrade and upskill, as well as ensure that they are treated fairly and their pay recognises the increases in their contribution.

To create good jobs and opportunities for Singaporeans, we need a dynamic economy and businesses that produce goods and services not just for Singapore, but for the region and the world. Our economy must stay ahead of other Asian cities, so that we can provide them with the high-end goods and services that they need but are not yet able to produce themselves. Our businesses will need a workforce with the full range of skills, backgrounds and experiences who can kick-start high value-added emerging sectors, and understand regional and international markets. This requires a complementary workforce of Singaporeans and foreigners.

Foreign workers can provide skills and expertise, as well as market knowledge and access, to enable Singapore-based companies to create new products and penetrate new markets to serve the region and beyond.

Foreign workers help to create the right balance of skilled and less-skilled workers in the overall workforce. As Singaporeans upgrade themselves into higher-skilled jobs, more of the lower-skilled jobs will have to be done by foreigners.

Foreign workers also provide healthcare, eldercare and domestic services to support our ageing population and working families. They build infrastructure and housing, and do conservancy and maintenance work. They thus enable Singaporeans to enjoy good social and municipal services at a moderate cost, contributing to our quality of life.

Foreign workers enable businesses to expand quickly and flexibly during economic booms. They also buffer Singaporean workers from job losses during downturns.

We thus continue to need a significant number of foreign workers to complement the Singaporean core in the workforce.

However, we cannot allow in an unlimited number of foreign workers. We do not want to be overwhelmed by more foreign workers than we can absorb, or to expand our total population beyond what our island is able to accommodate. Too many foreign workers will also depress wages and reduce the incentive for firms to upgrade workers and raise productivity.

For the rest of this decade, as the growth of our Singaporean workforce slows, our total workforce growth will also slow to about 1% to 2% per year, half of the 3.3% per year over the past 30 years. Beyond 2020, workforce growth will slow down further to about 1% per year as the population ages and the Singaporean workforce starts to plateau.

We must thus rely less on foreign labour, use our resources better, and redouble efforts to improve



productivity. That is the only sustainable way to grow the economy and raise real wages. However, over time as our economy matures and undergoes major demographic shifts, sustaining high productivity growth will also become harder.

Up to 2020, if we can achieve 2% to 3% productivity growth per year (which is an ambitious stretch target), and maintain overall workforce growth at 1% to 2%, then we can get 3% to 5% Gross Domestic Product (GDP) growth on average. But over the whole period, GDP growth is more likely to average 3% to 4%, though we may exceed that in good years.

Beyond 2020, Singapore will continue to enjoy good prospects so long as we remain competitive and are able to plug into Asia's growth. We may see GDP growth of between 2% and 3% per year from 2020 to 2030. However, actual economic growth will depend on many factors: our external environment, our productivity and workforce growth, how dynamic and creative Singaporeans are, and how well we work together, compared to people in other cities.

HIGH QUALITY LIVING ENVIRONMENT

We want Singapore to continue to be one of the best places to live in the world – a city for all age groups, and a country we are proud to call home.

We will invest in our infrastructure and create high quality urban spaces, offering convenient access to amenities, transport nodes and services. Our rail network will expand by about 100 km to a total length of 280 km by 2021. We will build more public housing, hospitals and care facilities. With new parks and park connectors, Singaporeans will continue to enjoy accessible and interconnected green spaces all around Singapore.

We will continue to explore new technology and innovative solutions to expand and optimise our land use. The National Research Foundation has allocated \$135 million for research and development into land and liveability, focusing on creating new space cost-effectively and optimising the use of space.

By planning our infrastructure developments well in advance, and implementing them in a timely and effective way, we can overcome our current strains and congestion, and accommodate a larger population.

POPULATION TRAJECTORIES

The roadmap in this White Paper puts us on possible population trajectories to meet the present and future needs of Singapore and Singaporeans.

Singapore's total population of residents and non-residents in 2020 is projected to be between 5.8 and 6 million, depending on our fertility trends, life expectancy, as well as our social and economic needs. The resident population (comprising citizens and PRs) is projected to be 4 to 4.1 million, of which citizens alone will make up 3.5 to 3.6 million.

By 2030, Singapore's total population could range between 6.5 and 6.9 million. There is a wider band of uncertainty, and the actual population will again depend on factors such as our fertility trends and life expectancy, the global and regional environment, our economic structure and social needs. The resident population (comprising citizens and PRs) is projected to be 4.2 to 4.4 million, of which citizens alone will make up 3.6 to 3.8 million.

CONCLUSION

Our population challenges are complex and multifaceted, and have far-reaching effects on our current and future generations. There are no simple solutions.

We need to find a balance. If we do too little to address the demographic challenge, we risk becoming a steadily greying society, losing vitality and verve, with our young people leaving for opportunities elsewhere. But if we take in too many immigrants and foreign workers, we will weaken our national identity and sense of belonging, and feel crowded out of our own home. This White Paper aims for a judicious balance to achieve our goal of: A Sustainable Population for a Dynamic Singapore.

We must plan well ahead in order to build the best home for Singaporeans, both current and future. A home where we care for one another, and feel a sense of belonging and pride. A home for Singaporeans to bring up families and nurture children. A home where the old live their silver years with grace and dignity, and the young have exciting opportunities and bright futures.

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Since March 2012, the Government has been actively seeking views from Singaporeans as part of the preparations for this White Paper.

Many Singaporeans from different walks of life and age groups – including trade unionists, workers, retirees, students, businessmen, professionals, women's groups, overseas Singaporeans, civil servants, bloggers, grassroots leaders, and academics – contributed their views in focus group discussions and dialogue sessions. Singaporeans also wrote in through the www.population.sg website and via e-mail.

Many others expressed their views or wrote articles about this important issue, through other platforms and fora.

We thank everyone for your valuable contributions, which have helped to shape this White Paper.

SINGAPORE'S DEMOGRAPHIC CHALLENGE

1.1 Our citizen population reached a turning point in 2012, as our first cohort of Baby Boomers turned 65. Singapore will experience an unprecedented age shift between now and 2030. Over 900,000 Baby Boomers, more than a quarter of the current citizen population, will retire from the workforce and enter their silver years.

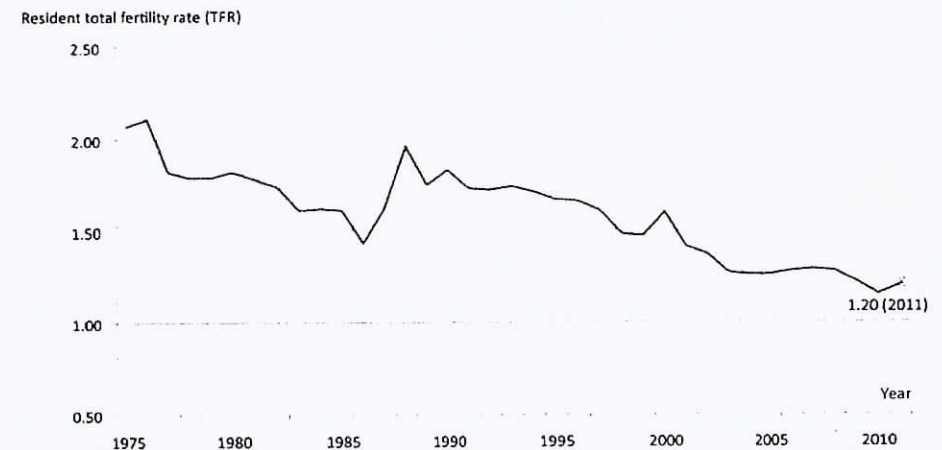
BIRTH RATES HAVE BEEN DECLINING WHILE LIFE EXPECTANCY IS INCREASING

1.2 As in other East Asian societies like Hong Kong, Japan and Taiwan, Singapore's birth rates have

been falling, due to rising singlehood, later marriages, and married couples having fewer children. Broader social and economic factors also affect marriage and parenthood decisions. For example, with more opportunities to pursue higher education, people are starting work and getting married later.

1.3 In 2011, our Total Fertility Rate (TFR) was 1.20. Our TFR has been below the replacement rate of 2.1 for more than three decades (see Chart 1.1).

Chart 1.1: Singapore's Falling Total Fertility Rate



*Data prior to 1980 pertain to the total population.
Source: DOS*

CHAPTER 1 OUR DEMOGRAPHIC CHALLENGE AND SUSTAINABLE POPULATION OBJECTIVES



1.4 At the same time, Singapore's life expectancy has increased from 66 years in 1970 to 82 years in 2010, making it one of the highest in the world.

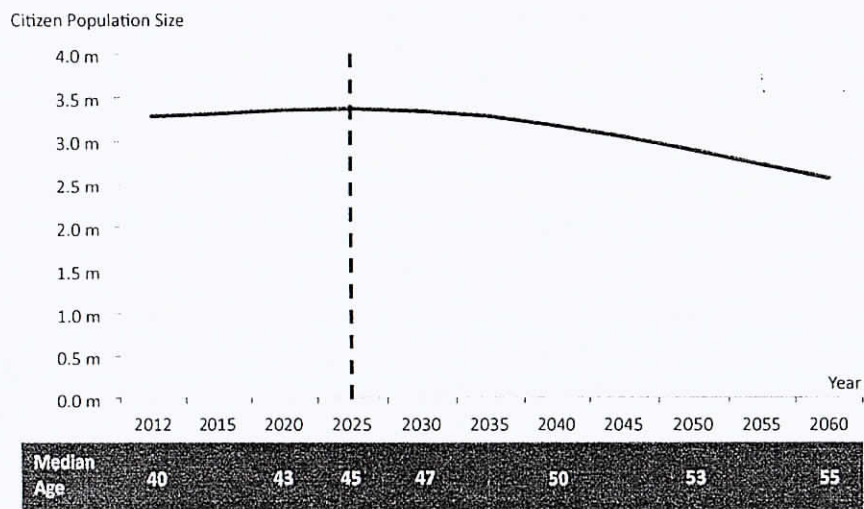
WE HAVE AN AGEING AND SHRINKING CITIZEN POPULATION AND WORKFORCE

1.5 Falling birth rates coupled with increasing life

expectancies will result in an ageing and shrinking citizen population and workforce.

1.6 At current birth rates and without immigration, our citizen population will shrink from 2025 onwards. The median age of citizens will also rise from 40 years today to 45 in 2025 (see Chart 1.2).

Chart 1.2: Shrinking and Ageing Citizen Population

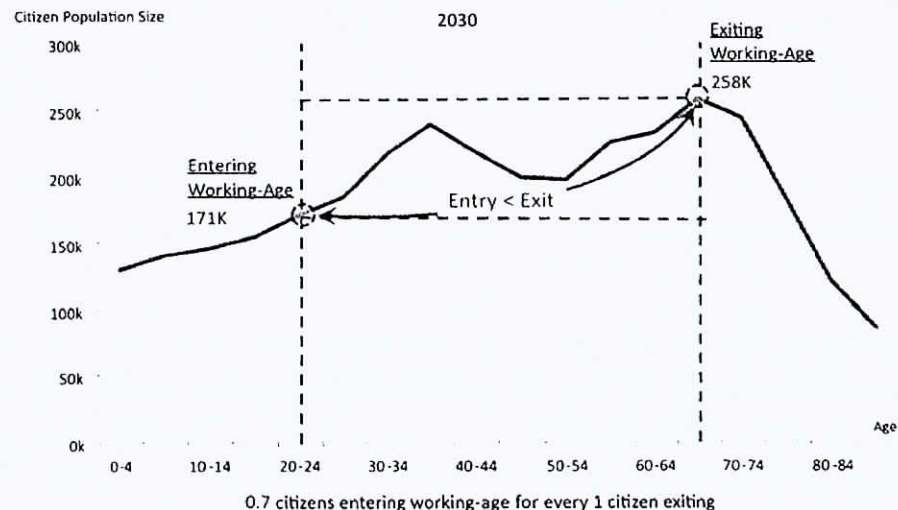
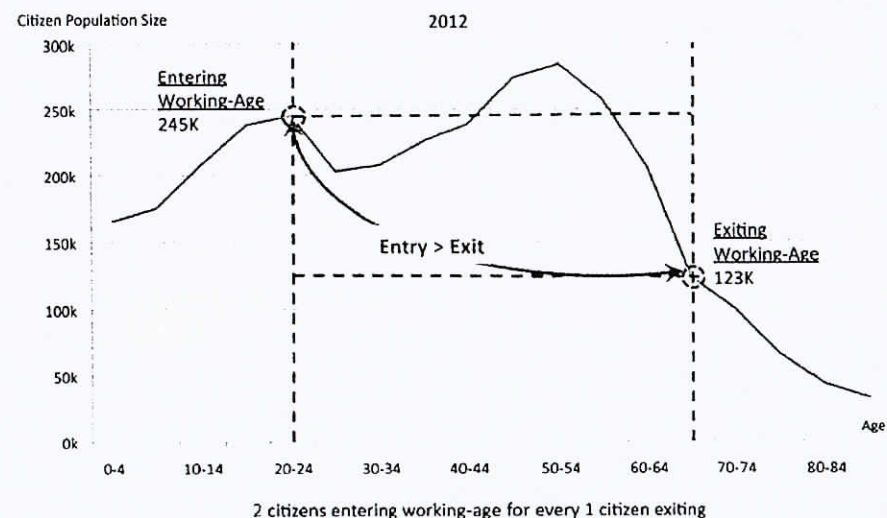


Assuming current birth rates and no immigration from 2013 onwards
Source: DOS

1.7 The number of citizens in the working ages of 20 to 64 years will decline from 2020 due to more citizens retiring and fewer citizens entering the workforce (see Chart 1.3). It will become

increasingly difficult to grow our workforce through our citizen population alone, unless we succeed in reversing the declining fertility trend.

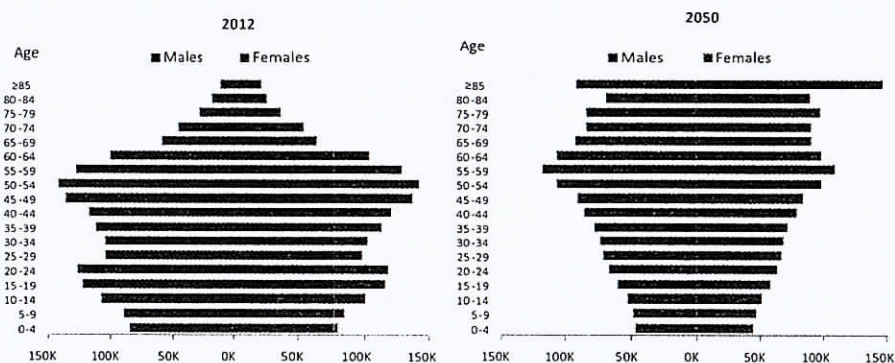
Chart 1.3: Entry and Exit of Citizens from Working-Ages



Assuming current birth rates and no immigration from 2013 onwards
Source: DOS

1.8 Our citizen age profile will also shift (see Chart 1.4). Whereas today we have relatively few citizens aged 65 and above compared to those below 65, this will change over the years as people live longer and each successive generation decreases in size. Eventually, we will have many more older Singaporeans than younger ones. Today, families

Chart 1.4: Our Changing Citizen Age Profile



Assuming current birth rates and no immigration from 2013 onwards.
Source: DOS

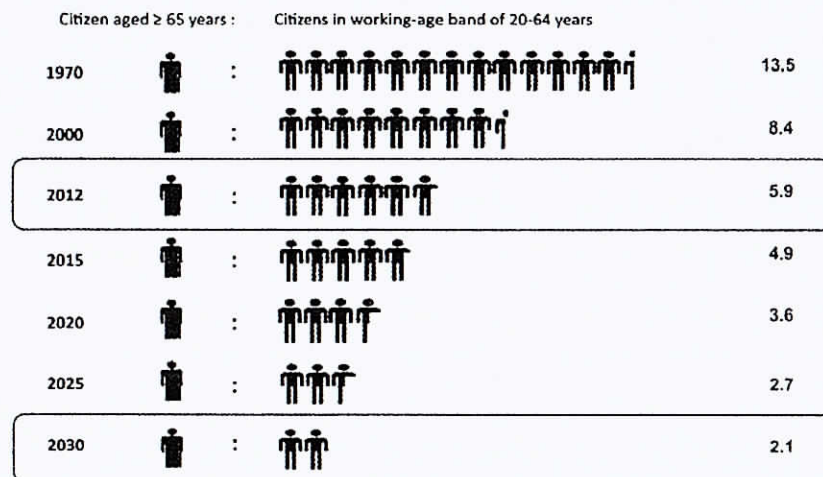
1.9 The number of citizens aged 65 and above will triple to 900,000 by 2030 and will be supported by a declining base of working-age citizens. We currently have 5.9 working-age citizens for each citizen aged 65 and above. This ratio will fall to 2.1 by 2030 (see Chart 1.5). We need to mitigate this by creating more opportunities for Singaporeans to continue working beyond the current retirement age, and encouraging employers to tap this increasing pool of experienced older workers. Nevertheless, the support ratio will still fall significantly.

1.10 For society as a whole, a declining old-age support ratio would mean rising taxes and a heavier

generally have a few elderly members with a larger number in the younger generations. By 2030, this family structure is likely to reverse itself with more elderly members than younger ones. By 2050, Singapore will have an inverted population structure with more in the older age groups than the younger age groups.

economic load on a smaller base of working-age Singaporeans. A shrinking and ageing population would also mean a smaller, less energetic workforce, and a less vibrant and innovative economy. Companies may not find enough workers. Business activity would slow, and job and employment opportunities would shrink. It would become more difficult to match the higher aspirations of a better educated and mobile population. Young people would leave for more exciting and growing global cities. This would hollow out our population and workforce, and worsen our ratio of younger to older Singaporeans.

Chart 1.5: Declining Old-Age Support Ratio



Assuming current birth rates and no immigration from 2013 onwards
Source: DOS

1.11 These significant demographic issues will quickly be upon us. We need to take action early, so that we can address them in a measured and calibrated way. This is the way to overcome these

challenges, secure a good future for Singapore and Singaporeans, and create a home with citizens at its heart.

SUSTAINABLE POPULATION OBJECTIVES

1.12 Our population policies will shape the future for ourselves and our children. Our vision for a sustainable population is founded on three key pillars:



Strong & Cohesive Society
Growing Strong Families
& Building a Cohesive
Community

Dynamic & Vibrant Economy
Creating Good Jobs &
Employment Opportunities

High Quality Living Environment
Being a City for All Ages

STRONG AND COHESIVE SOCIETY

1.13 Singaporeans form the core of our society and the *heart* of our nation. To be a strong and cohesive society, we must have a strong Singaporean core. Our forebears may have come from different lands, and we may be of different races, but we are all Singaporean, because we share certain key values and aspirations, including meritocracy, a fair and just society, and respect for one another's culture within a broad common space where all interact and bond.

1.14 Strong families are the bedrock of our society, through which we pass on our values and sense of belonging from one generation to the next. We want older Singaporeans to be able to live their silver years with grace and dignity; and younger Singaporeans to see their future in Singapore, as the place where they will bring up their families.

1.15 Many Singaporeans also want a more caring and gracious society, where individual differences are respected and where we show consideration

for one another; where there will be a place for all Singaporeans, young or old, single or married, in our society. A dynamic economy will provide us with more resources and options to pursue inclusive growth and benefit all segments of our society.

DYNAMIC AND VIBRANT ECONOMY

1.16 The world is changing rapidly. Many Asian cities are modernising, and catching up on us. A network of leading cities is attracting talent and enterprise, creating new ideas and breakthroughs, and setting the pace for other regions and cities.

1.17 To remain one of these cities, Singapore must continue to develop and upgrade. We are investing in our people, opening up more educational pathways and expanding Continuing Education and Training. Our population and workforce structure must support a dynamic and vibrant economy, for only then can we provide diverse job opportunities to meet the rising aspirations of Singaporeans.

1.18 A dynamic economy will provide new generations of Singaporeans with *hope* for the future, where there are many paths to success. Every Singaporean can have a chance for success if he or she is prepared to work hard, regardless of family background or personal circumstances.

HIGH QUALITY LIVING ENVIRONMENT

1.19 We must continue to keep Singapore a good *home*. Our city must continue to be well-managed, well-planned, and well-developed.

1.20 We must meet the infrastructure needs of a changing population and economy in a timely and efficient way. We need to do so creatively and innovatively, so that Singaporeans can continue to enjoy a high quality living environment.

1.21 We will have high quality urban spaces, with convenient access to amenities, transport nodes and services, while preserving and enhancing a green environment, so that Singapore can be a unique, bustling 'City in a Garden'.

ROADMAP FOR POPULATION POLICIES

1.22 This White Paper sets out the key considerations and roadmap for Singapore's population policies to address our demographic challenge. It outlines the Government's policies to maintain a strong Singaporean core in the population, calibrate how many new citizens and PRs we take in, create jobs and opportunities for Singaporeans, build a high quality living environment, as well as strengthen our identity and society.

SUMMARY

Our citizen population reached a turning point in 2012, as our first cohort of Baby Boomers turned 65. From 2020 onwards, the number of working-age citizens will decline, as Singaporeans retiring outnumber those starting work. At our current low birth rate, our citizen population will age rapidly, and start declining from 2025, if we do not take in any immigrants to make up for the smaller numbers in our younger age groups.

Singapore's sustainable population rests upon three key pillars.

First, Singaporeans form the core of our society and the *heart* of our nation. To be a strong and cohesive society, we must have a strong Singaporean core.

Second, our population and workforce must support a dynamic economy that can steadily create good jobs and opportunities to meet Singaporeans' *hopes* and aspirations.

Third, we must continue to keep Singapore a good *home*, with a high quality living environment.

SUSTAINING A CORE SINGAPOREAN POPULATION

2.1 The key to maintaining a strong and cohesive Singapore society is to have strong families. Strong families are the bedrock of our society, in which children are nurtured, and through which we pass on our values and sense of belonging from

one generation to the next. In addressing our demographic challenge, the Government places priority on providing a supportive environment for Singaporeans to form families and raise children.

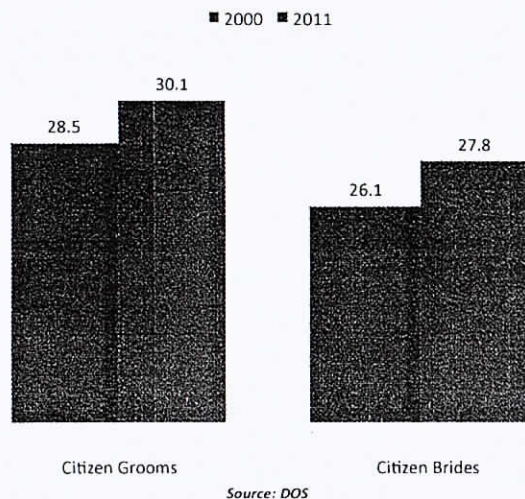


KEY MARRIAGE AND PARENTHOOD TRENDS

2.2 More Singaporeans are remaining single or marrying later, and married couples are having fewer children. Singlehood rates have increased since 2000 for both men and women. Among Singaporeans between the ages of 30 and 34, more

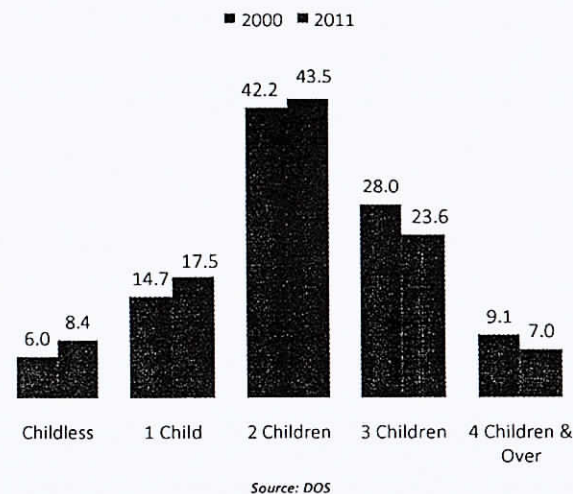
than 4 in 10 men and 3 in 10 women are still single (see Chart 2.1). The median age of citizens at first marriage has risen between 2000 and 2011, from 28.5 to 30.1 years for grooms, and from 26.1 to 27.8 years for brides (see Chart 2.2).

CHAPTER 2 SUSTAINING A CORE SINGAPOREAN POPULATION

Chart 2.1: Proportion of Citizen Singles by Age Group and Sex**Chart 2.2: Median Age of Citizens at First Marriage (Years)**

2.3 As Singaporeans marry later, they tend to have fewer children. Most families still have two or more children, although the average number of children born to citizen ever-married women aged 40-49

has fallen from 2.22 in 2000 to 2.06 in 2011. At the same time, the proportion of women having one child or none is rising, from 21% in 2000 to 26% in 2011 (see Chart 2.3).

Chart 2.3: Distribution of Citizen Ever-Married Females aged 40-49, by Number of Children Born (%)

ENCOURAGING MARRIAGE AND PARENTHOOD

2.4 Over the past year, we have received many useful views and suggestions on how to encourage marriage and parenthood. Multi-faceted factors affect Singaporeans' decisions to get married and have children (see Diagram 2.4). There were practical concerns about access to housing, the availability and cost of child care, healthcare expenses and other costs of raising a family. Both

men and women also expressed the desire for better work-life harmony to fulfil their family and career aspirations. Many reflected on the importance of family values and the need to encourage Singaporeans to put family aspirations first. Others pointed out that it is ultimately values and social attitudes that will determine Singaporeans' personal decisions on marriage and parenthood.

Diagram 2.4: Keywords from Public Feedback on Encouraging Marriage and Parenthood



IMPORTANCE OF SOCIETY AND FAMILY VALUES

2.5 The 2012 Marriage and Parenthood Study showed that 83% of singles intend to get married, and 84% of those who are married intend to have two or more children. But we need to shape our whole society to foster a pro-family culture where starting and raising a family are central to our life choices and fulfilment.

2.6 We need to put families first, celebrate family life, and support couples in having children.

- At home, we want to see more sharing of parental responsibilities between husband and wife, and support from grandparents to help nurture our children. 99% of married respondents in the 2012 Marriage and Parenthood Study agreed that fathers and mothers are equally important as caregivers for children.

- At work, employees will be better able to manage and balance their work and life commitments if employers can better understand the needs of their single and married employees, both men and women, and be supportive through positive attitudes and workplace practices.
- In the community, business owners who offer family-friendly amenities, such as nursing rooms and family parking lots, can also help to make raising families a positive experience.

2.7 These efforts will go a long way in transforming Singapore and the way we view family life and having children. The journey to bring up children will be smoother and more rewarding when everyone plays their part in supporting a family-friendly environment at home, at work and in the community.

MARRIAGE & PARENTHOOD PACKAGE ENHANCED

2.8 The Government remains committed to helping Singaporeans achieve their aspirations of getting married and having children. Introduced in 2001, Singapore's Marriage & Parenthood Package was progressively enhanced in 2004 and 2008.

2.9 We will further enhance the Marriage & Parenthood Package this year. The new measures and enhancements draw on suggestions made by Singaporeans in the public engagement over the past year, and will increase the cost of the package from \$1.6 billion per year to \$2 billion per year (see Box on *Enhancements to the Marriage & Parenthood Package*).

2.10 The enhanced leave policies provide support for couples to balance work and family commitments. As more families have both parents working, both father and mother have to share the responsibilities of parenthood and provide each other with mutual support. The introduction of paternity and shared parental leave encourages shared parental responsibility, and supports fathers in the important role they play in bringing up children.

2.11 The enhancements complement the existing measures in the Marriage & Parenthood Package, which include the Medisave Maternity Package, Child Development Account, Parenthood Tax Rebate, Qualifying Child Relief and others.

2.12 Under the enhanced package of measures, a middle-income Singaporean family with two children can enjoy the equivalent of about \$166,000 in benefits until both children turn 13 years old.

2.13 In addition to the measures above, the Government is working on enhancements to the pre-school sector, which will include measures to address infant care and child care affordability.

2.14 The Ministry of Manpower is also studying ways to enhance the Work-Life Works! (WoW!) Fund, to provide incentives for employers to offer flexible work arrangements.

2.15 When ready, these additional measures will complement the current enhancements to the Marriage & Parenthood Package.



ENHANCEMENTS TO THE MARRIAGE & PARENTHOOD PACKAGE

A) MAKING IT FASTER AND EASIER TO GET HOUSING TO SUPPORT EARLIER MARRIAGES AND BIRTHS

- i) Parenthood Priority Scheme <NEW> which gives priority allocation for new HDB flats to first-timer married couples with children by setting aside a proportion of flats for them.
- ii) Parenthood Provisional Housing Scheme <NEW> to allow first-timer married couples with children to rent a flat from HDB at an affordable rental rate while awaiting the completion of their flats.

B) CONCEPTION AND DELIVERY COSTS

- iii) Enhanced Government co-funding for Assisted Reproduction Technology (ART) treatments, to cover up to 75% of treatment costs, capped at \$6,300 per cycle and \$1,200 per cycle for 3 fresh and 3 frozen treatment cycles respectively. Co-funding will also now be extended to couples with more than one child.
- iv) Accouchement fees in the public hospitals will no longer be differentiated across birth order.

C) FURTHER DEFRAYING CHILD-RAISING COSTS, INCLUDING HEALTHCARE COSTS

- v) Enhanced Baby Bonus Cash Gift of \$6,000 per child for the first two births, and \$8,000 per child for the third/fourth births. This marks an increase of \$2,000 per birth over the current Baby Bonus.

- vi) Creation of a CPF Medisave account for each citizen newborn with a grant of \$3,000 <NEW> to further support parents in planning for their children's healthcare needs and encourage early and continuous enrolment in MediShield.
- vii) MediShield to be extended to cover congenital and neonatal conditions <NEW>, to take effect from 1 March 2013, at the same time as other broader changes to MediShield announced earlier.

D) ENHANCING WORK-LIFE MEASURES TO HELP WORKING COUPLES BALANCE WORK AND FAMILY COMMITMENTS

- viii) 2 days of Government-Paid Child Care Leave annually for parents with children aged 7-12, to provide parents of children in primary school with more time to tend to their children's needs. Parents with at least one child below age 7 will continue to have 6 days of Child Care Leave.
- ix) 4 weeks of Government-Paid Adoption Leave for working mothers to support bonding with the adopted child in the child's first year.
- x) Government-Paid Maternity Benefit <NEW> to allow working women who do not currently qualify for any maternity leave (e.g. shorter-term contract workers) to enjoy the Government-paid share of maternity leave in the form of a cash benefit.
- xi) Extended maternity protection period to cover the full term of pregnancy, for employees who are retrenched or dismissed without sufficient cause.

E) SIGNALLING TO FATHERS TO PLAY A BIGGER ROLE IN BRINGING UP THEIR CHILDREN

- xii) 1 week of Government-Paid Paternity Leave for fathers <NEW>.
- xiii) 1 week of Government-Paid Shared Parental Leave <NEW> to allow fathers to share 1 week of the working mother's maternity leave entitlement.

(See Annex B for more details on the Marriage & Parenthood Package.)

A middle-income Singaporean household with two children can enjoy:



\$24,000

In Baby Bonus cash and co-savings

\$6,000

In Medisave grants for newborns

\$53,000

In Infant care and child care subsidies

\$16,000

In tax savings



4 months

of paid maternity leave per child of which

1 week

can be shared by the father



1 week

of paid paternity leave per child

6 days

of paid child care leave per year per parent until both children turn 7 (2 days per year for ages 7-12)

the equivalent of about

\$166,000*

until both children turn 13



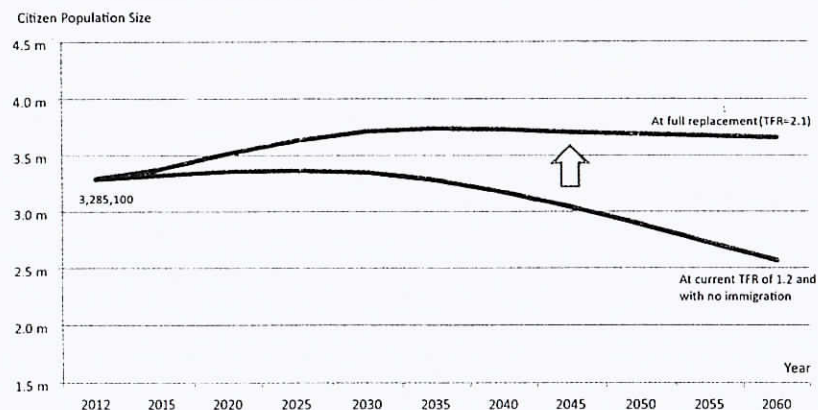
*This excludes the equivalent of \$12,000 in additional tax savings under the Marriage & Parenthood Package which is typically utilised beyond the children's first 13 years.

RAISING OUR BIRTH RATE

2.16 We hope that our collective efforts will encourage more Singaporeans to experience the joys of family and children, and nurture the next generation who will grow up to shape the future of Singapore.

2.17 Raising Singapore's birth rate is also critical to maintaining our strong Singaporean core and addressing our demographic challenge (see Chart 2.5). This requires the community, employers, families and individual Singaporeans to make the right choices and decisions, collectively and individually.

Chart 2.5: Effect of Raising Birth Rates on Citizen Population Size



Source: DOS



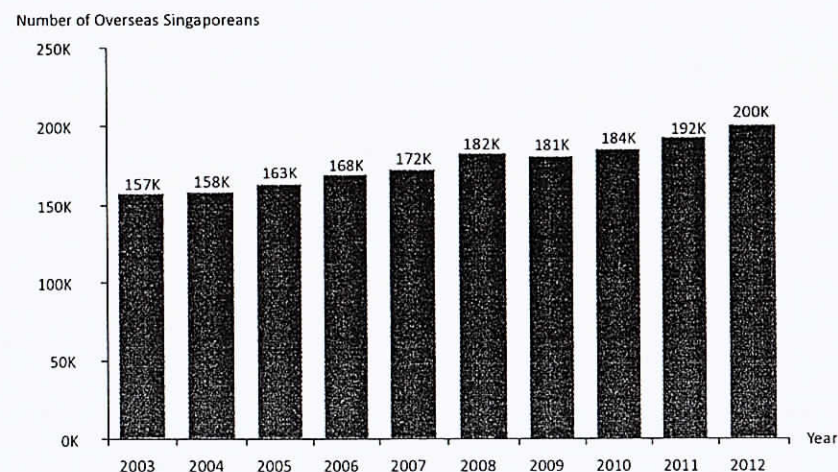
ENGAGING SINGAPOREANS ABROAD

2.18 Today, there are about 200,000 Singaporeans living overseas (see Chart 2.6).¹ Most are working abroad, accompanied by their families. Many young Singaporeans also study abroad. With globalisation, we can expect more Singaporeans to spend time overseas, seeking career opportunities and global exposure.

2.19 Singaporeans living overseas are an integral part of the Singapore family. We are actively engaging our Singaporeans overseas, through

events such as Singapore Day, to help them remain emotionally connected to Singapore, and in touch with developments and opportunities back home. We are building vibrant Singaporean communities abroad, with a strong sense of identity and belonging to Singapore. Many Singaporeans living overseas continue to contribute actively to Singapore from around the world. We hope that they will return home after their studies or working stints abroad, adding a further dimension to our society.

Chart 2.6: Overseas Singaporean Population Size, as of June



Source: DOS

¹ This refers to Singaporeans with a registered foreign address or who were overseas for a cumulative period of six months or more in the previous 12 months.

IMMIGRATION POLICY

IMMIGRANTS ADD TO THE DIVERSITY AND AGE-BALANCE OF OUR CITIZEN POPULATION

2.20 At the same time, we will continue to welcome new citizens and permanent residents (PRs) who can contribute to Singapore, add to our diversity, share our values and integrate into society. They supplement our population, and help build a stronger and more sustainable Singaporean core.

2.21 Immigrants bring with them diverse talents, skills, experiences, and knowledge. Diversity in our population supports innovation and entrepreneurship, and adds to our strengths as a society and economy, helping us to adapt to rapidly shifting global trends and rising competition.

2.22 Taking in immigrants who are in the younger age groups also helps to make up for the smaller cohorts of younger Singaporeans, and balance the shrinking and ageing of our citizen population.

2.23 Singapore's immigration policy was last reviewed in 2009, when we tightened the application criteria for Singapore citizenship and permanent residence to moderate the numbers. We take into account factors such as the individual's family ties to Singaporeans, economic contributions, qualifications, age and family profile, to assess the applicant's ability to contribute to Singapore and integrate into our society, as well as his or her commitment to sinking roots. We will continue to refine this framework over time, taking into consideration the needs of Singapore and the quality and background of the applicants.

2.24 Our immigration policy must also take into account the growing proportion of Singaporeans who are marrying foreign spouses, as well as children born to Singaporeans living overseas. In 2011, there were 9,000 marriages registered between a Singaporean and a non-Singaporean. We are also seeing more children born overseas to Singapore citizens. These children are granted citizenship upon registration by their parents. There were about 2,000 such children in 2011.

FOREIGN SPOUSES AND IMMIGRATION

Singapore has seen a rising trend in international marriages over the years. Marriages registered between a Singaporean and a non-Singaporean make up about 4 in 10 of all marriages involving a Singaporean.

Foreign spouses who do not yet qualify for permanent residence are usually granted a Long-Term Visit Pass (LTVP) to allow them to stay with their families. To better support this group, the LTVP Plus (LTVP+) was introduced in April 2012 for those with citizen children or who have been married for at least 3 years. The LTVP+ grants the holder longer residency, access to in-patient subsidies at restructured hospitals and makes it easier for the holder to seek employment in Singapore.

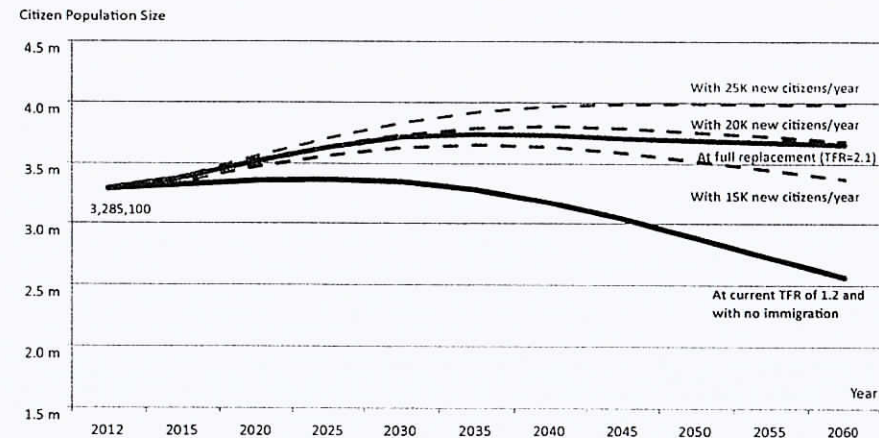
NEW CITIZENS HELP TO SUSTAIN SINGAPOREAN CORE

2.25 Without immigration, our citizen population will start to shrink from 2025 onwards. To stop our citizen population from shrinking, we will take in between 15,000 and 25,000 new citizens per year (see Chart 2.7). This will be reviewed from time to

time, based on the quality of applicants we receive, our birth rates, and changing needs.

2.26 With this calibrated rate of immigration, the citizen population is projected to be between 3.6 and 3.8 million by 2030. This will vary with birth rates, immigration and life expectancy.

Chart 2.7: Citizen Population Size Under Various Immigration Scenarios



Source: DOS

PERMANENT RESIDENCE AS AN INTERMEDIATE STEP TOWARDS CITIZENSHIP

2.27 Permanent residence is granted to those who have a long-term stake in Singapore and who intend to sink roots here. It is an intermediate step through which foreigners take up citizenship in Singapore. As with Singapore citizenship, applicants for permanent residence are comprehensively assessed.

2.28 PRs enjoy certain benefits, pegged at levels below what citizens enjoy, while second-generation male PRs are required to serve National Service.

2.29 Since the immigration framework was tightened in 2009, we have significantly reduced the number of PRs granted each year, from a high of 79,000 in 2008. We have been taking in close to 30,000 new PRs in each of the last 3 years, and plan to continue at this calibrated rate. This will keep the total PR population stable at between 0.5 and 0.6 million, and ensure a pool of suitable potential citizens.

INTEGRATION OF NEW IMMIGRANTS



2.30 Singaporeans have highlighted that it is important for our new immigrants to fit into our society. Most new immigrants share similar ethnic backgrounds as Singaporeans, but some may take time to integrate into our society and adapt to our norms, culture and values. Their children and subsequent generations are likely to be well integrated as they would have grown up in Singapore and shared many formative experiences.

2.31 We will continue to enhance our integration efforts to help new citizens adapt to our Singaporean way of life and sink deep roots, while adding to Singapore's rich diversity.

2.32 The Singapore Citizenship Journey is one key programme that facilitates the integration of new citizens. The National Integration Council (NIC), in partnership with the private and people sectors, will implement more programmes to help new citizens understand our way of life. For example, the NIC is developing videos and booklets to orientate newcomers to Singapore, and our local norms and culture.

2.33 We will also use natural touchpoints, such as schools, National Service and the community sector.

Like all Singaporeans, new immigrants are strongly encouraged to get to know their neighbours and participate actively in their community.

2.34 Communicating in a common language also helps promote better understanding and builds bonds. Being able to speak English enables more meaningful interactions between Singaporeans of different races. There are ample opportunities for those wishing to learn English, such as through the courses run by the People's Association and the National Trades Union Congress (NTUC). We will continue to work with providers to raise awareness of such courses and tailor them to the communication needs of new immigrants.

2.35 Effective integration over the long term requires mutual appreciation, trust and sincere relationships to be forged between Singaporeans and new immigrants. Strong community bonds help us to overcome and rise above the occasional tensions that may arise. We should not let isolated events undo the good work that we have done in building a strong and cohesive society. We encourage more Singaporeans to step forward to spread the message of integration and help to foster stronger bonds in our community.

PROJECTED RESIDENT POPULATION SIZE

2.36 With the citizen population projected to be about 3.6 and 3.8 million, and a PR population of about 0.5 to 0.6 million, our resident population

(comprising citizens and PRs) is projected to be between 4.2 and 4.4 million in 2030.

SUMMARY

We remain committed to maintaining a strong Singaporean core, and helping Singaporeans achieve their dreams to marry and have children.

Singapore's Marriage & Parenthood Package will be further enhanced this year, with measures to (a) enable couples to get housing faster and more easily; (b) provide support for conception and delivery costs; (c) further defray child-raising costs, including healthcare costs; (d) enhance work-life measures to help working couples to balance work and family commitments; (e) signal to fathers to play a bigger role through paternity and shared parental leave.

We will continue to welcome immigrants who can contribute to Singapore, share our values and integrate into our society. To stop our citizen population from shrinking, we will take in between 15,000 and 25,000 new citizens each year. We will review this immigration rate from time to time, depending on the quality of applicants, our birth rates, and our needs.

We plan to take in about 30,000 new PRs each year. This will maintain a stable PR population of between 0.5 and 0.6 million, to ensure a pool of suitable potential citizens.

We will continue to encourage and help new citizens to integrate into our society. We would like them to adapt to our way of life, while enriching our society with their diverse experiences, skills, and capabilities.

Together with a citizen population of between 3.6 and 3.8 million, our resident population (comprising citizens and PRs) is projected to be between 4.2 and 4.4 million in 2030, depending on birth rates, immigration and life expectancy.

APPENDIX II

اللجنة الدائمة للسكان

Permanent Population Committee



THE STATE OF QATAR'S POPULATION POLICY

Shawwal 1430 / October 2009



FOREWORD

Through God's Grace and Care, the Permanent Population Committee (PPC) has formulated a new Population Policy for the State of Qatar, a crucial success that I present with great pleasure. The preparation of Qatar's Population Policy required great efforts of the PPC and involved the participation of a large number of experts and specialists from ministries and agencies, as well as from the United Nations Fund for Population Activities (UNFPA).

During 2005, several background studies were conducted that focused on: the determinants and impact of population structure; urban growth; migration; labour force; education; training and human resource development; public health and reproductive health; gender issues and women's empowerment; empowerment and participation of youth; and the empowerment of older persons and their reintegration into the society. As part of this background work, the PPC developed a database on national population and development indicators.

The set of background studies were discussed during April 2006 at a Symposium attended by experts and specialists who had prepared the studies together with stakeholders from ministries and agencies concerned with population issues, and representatives from UNFPA and the League of Arab States. The outcome of the Symposium provided valuable guidance for the new Population Policy.

During 2007, an Expert Committee from the Technical Bureau of the PPC and other specialists completed a first draft of the Policy, that was subsequently discussed during a national consultative 'Workshop on Population Policy' in January 2008.

The Population Policy of the State of Qatar is a live and ongoing initiative. It will be subject to periodic review and revision to take account of the rapid changes that are taking place in Qatar. It will also be incorporated into national development plans, including the National Development Strategy 2010 to 2015 currently being prepared to help achieve the goals of the Qatar National Vision 2030. We hope that this Policy will contribute towards a better quality of life to all.

Through God, the Source of Strength,

Hamad Bin Jabor Bin Jassim Al-Thani
Chairman, the Permanent Population Committee



INTRODUCTION

The Permanent Population Committee (PPC), which formulated the Population Policy of the State of Qatar, based its work on a set of background studies conducted by experts and ministerial committees concerned with population issues. The PPC also worked closely with experts from the UNFPA. A draft of the Population Policy (PP) was discussed in early 2008 at a national workshop that brought together ministries, government and semi-government agencies, and community-based organizations concerned with population issues.


Qatar's Population Policy, to be reached at the end of 2030, includes a statement of its goals and objectives, together with the actions and activities and practical steps that could be taken to achieve its goals and objectives by 2030. It lists the main stakeholders responsible for implementing various measures.

Some of the Policy's objectives will require long periods of time to achieve, while others can be implemented in relatively short periods of time, especially if they relate to changes or developments of laws, or the establishment of centers of authorities. The objectives of the Population Policy cannot all be achieved simultaneously, but they are interrelated aims of a comprehensive vision to be achieved by 2030.

Population policies do not focus only on quantitative goals, but also on qualitative objectives. Population policies can also champion the concept of sustainable human development.

The goal of Qatar's Population Policy is to achieve a balance between population growth and the requirements of sustainable development, while ensuring a decent life for all the people of Qatar, an improvement of their capabilities, an expansion of their choices, and their fuller participation in society.

In order to achieve this goal, a number of interrelated population themes were identified, as integral components of the Population Policy. The goals and objectives of Qatar's Population Policy are thus classified according to the following six interrelated themes:

- 
- Population and Manpower;
 - Education and Training and Human Resource Development;
 - Public Health and Reproductive Health;
 - Empowerment Issues;
 - Environment and Sustainable Development; and
 - Database and National Indicators.

Each of these six themes is viewed from a multi-dimensional and multi-sectoral perspective, so as to direct decision-makers to different aspects of population policy. It will also help in monitoring the implementation of the various activities. Each task that is required to be carried out by the authorities is described.

This approach increased the number of dimensions to 16 sub-themes, the number of major goals to about 25, and the number of interim targets to more than 100. The means and operational activities exceeded 300 activities, procedures or means. Finally, the number of main and sub-entities associated with the implementation surpassed 60. The PPC will monitor and evaluate progress.

The goals and objectives of Qatar's Population Policy are listed below together with the actions and activities required to achieve them:

FIRST:
Population and Manpower



1) Population Growth:

1-1) Main Objective:


Raise the current natural population increase rate for nationals, or at least maintain it to achieve an appropriate balance among Qatar's total population.

1-2) Sub-objectives:

- 1-2-1) Encourage and facilitate marriages among persons of marriageable ages
- 1-2-2) Adopt policies that will reduce delayed marriages, especially of girls, and facilitate the remarriage of divorcees and widows
- 1-2-3) Reduce high divorce rates and mitigate the consequences of divorce
- 1-2-4) Provide reproductive healthcare for Qatari of both sexes
- 1-2-5) Reduce mortality rates among the population in general, and more specifically among youths

Actions and Activities:

- Facilitate loans for land and building housing and speed-up procedures and measures to obtain them
- Accelerate the creation of a marriage fund
- Raise awareness of families about the need to reduce the size of dowries
- Adopt awareness programmes to discourage late marriages, and encourage divorcees' and widows' remarriages
- Set up social development centers in various regions of the State
- Inculcate a religious duty to marry in sermons and lectures given in mosques
- Opening branches for the Family Consultancy Centre in the various regions of the State
- Establish programmes to raise awareness about the dangers of divorce and arbitrary divorce, focusing on their negative consequences for individuals and the community
- Conduct pre-marriage medical check-ups, and encourage the healthy spacing of pregnancies
- Develop programmes on the culture of marriage and the rights and duties of partners in marriage
- Expand maternity and infant care services

- 
- Encourage fertility by giving family allowances that increase according to the number of children a couple has
 - Adopt measures to help reduce youth mortality rates due to accidents and conduct scientific studies into the causes of traffic accident



2) Population Structure:

2-1) Main Objective:

Increase the proportion of Qatari citizens among the total population to ensure an improved balance in the population's composition

2-2) Sub-objectives:

- 2-2-1) Improve the gender balance
- 2-2-2) Remedy marriage-related imbalance
- 2-2-3) Enable the realization of the population social integration

Actions and Activities:

- Develop programmes and educational programmes aimed at strengthening family cohesion
- Encourage and motivate young Qatari males to marry Qatari females
- Reduce gender-related disparities among expatriates by recruiting expatriate workers with families
- Encourage employment of expatriate spouses, particularly in sectors required by the labour market
- Promote national culture and emphasise national identity
- Disseminate the principles of human rights in society, and provide mechanisms for social communication among all individuals

3) Urban Growth:

3-1) Main Objective:

Control urban growth so as to achieve a balanced distribution between population and development requirements, and reduce internal migration, particularly towards the city of Doha

3-2) Sub-objectives:

- 3-2-1) Strive to reduce the annual growth rate of Greater Doha's population to half of its current rate
- 3-2-2) Encourage a balanced population distribution through the promotion of equitable and sustainable development of different regions
- 3-2-3) Decentralise administrative systems and increase the participation of citizens in the management of their towns
- 3-2-4) Emphasise the architectural heritage of traditional Qatari styles and encourage the promotion of architectural trends to combine tradition and contemporary styles

Actions and Activities:

- Build-up new integrated cities and design them according to a balanced geographical distribution over all the States' regions
- Give special attention to small and medium-sized cities and provide them with housing and development benefits
- Allow areas and cities outside Doha, to participate in the design of their development programmes and promote reciprocal competitions
- Establish branches and offices of ministries and relevant public service institutions in cities outside Doha
- Expand service facilities and cultural and sports clubs, in local areas
- Develop projects that highlight the traditional architectural features throughout the state and encourage investors to adopt them

4) Housing:

4-1) Main Objective:

Solve housing problems affecting nationals and expatriates, especially those with limited income.

4-2) Sub-objectives:

- 4-2-1) Promote efforts to encourage citizens to change their attitudes towards housing and encourage them to adapt to small and medium-sized accommodation housing units
- 4-2-2) Develop citizens' living arrangements to accommodate changes
- 4-2-3) Expand small and medium housing opportunities
- 4-2-4) Rehabilitate old and dilapidated houses
- 4-2-5) Provide suitable housing for expatriate bachelors

Actions and Activities:

- Develop programmes to encourage citizens, especially from older and remote neighborhoods, to live in small and medium-sized residential housing units
- Grant loans to citizens for them to build appropriately sized homes
- Secure adequate housing for citizens with special needs
- Encourage investment in medium and small housing construction projects
- Control factors affecting health in old residential areas and enforce appropriate standards
- Construct housing compounds for workers in locations far from families' residential areas, taking into account the interaction between the various nationalities
- Develop a mechanism to prevent living in industrial, workshops and laboratories zones.

5) Manpower:

5-1) Main Objective:

Increase the contribution of Qataris in economic activities, reduce their unemployment rates, and correct imbalances in the labour market

5-2) Sub-objectives:

- 5-2-1) Develop a comprehensive Qatari labour market information system to help employers and employees achieve optimal employment opportunities for Qataris
- 5-2-2) Increase the labour-market institutional coordination between the private sector and the government authorities, and review relevant legislation
- 5-2-3) Develop Qatarization employment and wages policies
- 5-2-4) Achieve high and sustainable growth rates, while preserving the right of future generations to benefit from the country's wealth and natural resources
- 5-2-5) Encourage a balanced distribution of Qatari manpower across the various sectors and fields of the economy
- 5-2-6) Increase Qatari females' labour force participation, especially given the increased numbers of females graduating from the tertiary education, and the tendency of a large proportion among them to seek work
- 5-2-7) Limit early retirement, and retrain Qataris to enable them to work in diverse fields
- 5-2-8) Establish laws related to employees' rights, require employers to comply with relevant laws and regulations, and ensure workers together with adequate housing and leisure time
- 5-2-9) Dispose of surplus labour, particularly household labour, and work to change some of the habits that require increased numbers of domestic workers and personal services

Actions and Activities:

- Establish and maintain databases for employment in general and for Qataris in particular
- Review labour market legislation
- Review the laws related to permanent and temporary residency associated with contracts and naturalization in order to increase the proportion of



Qatari manpower

- Stop the immigrant manpower surplus, and hold persons accountable for manipulating the recruitment of foreign workers
- Recruit experienced and specialized managerial and technical staff when needed
- Benefit from the efforts of all citizens, and promote a culture that emphasizes work as an honor and a service to the Nation
- Provide Qatari holders of technical diplomas with appropriate salaries and wages.
- Establish more development projects
- Develop a plan to provide all economic sectors with permanent Qatari manpower
- Open areas of work for women, while respecting their rights to choose the appropriate work place, in accordance with the Islamic religion
- Develop retirement laws and post-retirement training to enable Qataris to continue to work and prevent their early retirement
- Develop the necessary regulations to ensure workers' safety, provision of adequate housing, and awareness of regulations, as well as employers' commitments to abide bylaws