

MEDIA ADVISORY

SCCCI's survey on gender issues in the workplace

Singapore government announced in September 2020 that it is embarking on a comprehensive review of issues affecting women. The review will engage various stakeholders whose views and suggestions will be the foundation of a White Paper to be tabled in Parliament.

In view of this, Singapore Chinese Chamber of Commerce & Industry (SCCCI) conducted a survey on gender issues in the workplace between 20 November – 31 December 2020 to better understand these issues. The survey garnered feedback from 384 respondents, which 67% are females and 33% are males.

Majority of the respondents are:

- Between age 41 to 60 (58.3%)
- Married (67.7%)
- University graduates (82.6%)
- In full time jobs (80.2%)
- Professionals (32%) and in managerial role (27.3%)
- From SMEs (39.6%) and multinational corporation (34.1%)

Key survey findings focus on the following areas:

1. Workplace Information

- Most respondents indicate they are neutral regarding gender at workplaces
- Females occupy a lower percentage of leadership positions in the workplace
- Top way to have more women in senior positions: Embracing more varied leadership styles
- Top ways to improve gender equality in workplaces: Raising awareness of gender discriminatory conduct and equalising remuneration

2. Family and Caregiving Commitments

- Female respondents bear bigger responsibility for family and caregiving duties
- Female respondents report higher stress handling family and caregiving duties

3. Career Aspirations and Barriers to Advancements

- Corporate culture and gender stereotypes affect more female respondents than male respondents in their career advancements
- 65% of respondents' workplaces provide sufficient support for them to achieve their career aspirations

In tandem with the survey findings, Chamber has concluded:

1. Gender discrimination instances continue to happen in the society and workplaces.
 - More education and training needed to raise awareness, imbibe knowledge on how to identify and respond to gender discriminatory conduct.
2. An improved reporting system and processes need to be in place to tackle gender discrimination.
 - Singapore employment laws or guidelines can better address gender discriminatory conduct in the workplace, in particular remuneration gap and promotion opportunities based on gender.
3. Continue to normalise and encourage greater involvement by males in family and caregiving roles.
 - Further support for both females and males to juggle family/caregiving roles and their careers.
4. Corporate culture and gender stereotypes have affected females in their career advancements, indicating that these aspects need to be tackled.
 - More measures needed to help female achieve career aspirations and advancement, including mentorship and flexible work arrangements.

SCCCI President Roland Ng said, “ While Singapore has advanced well to level the playing field for women, promoting gender equality remains an unfinished piece of work. I encourage women to continue to challenge themselves, to realise their fullest potential, and the whole of society to continue to render all the necessary support in this journey. ”

Full details of the complete survey findings and conclusion are enclosed in the attachment for reference.

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About Singapore Chinese Chamber of Commerce & Industry

Established in 1906, the Singapore Chinese Chamber of Commerce & Industry (SCCCI) is an internationally renowned business organisation and the apex body of the Chinese business community in Singapore. It is the founder of the biennial World Chinese Entrepreneurs Convention, a global business convention. It plays a key and pro-active role in representing the interests of the local business community.

The SCCCI has a membership network comprising 5,000 corporate members and has more than 160 trade association members, representing over 40,000 companies including large financial and business organisations, multinational corporations, government-linked companies, and small and medium enterprises from a wide spectrum of trades and industries. These members together provide vast resources and opportunities which enable the SCCCI to develop an influential global Chinese business network for business, education, culture and community development. In return, they share a strong sense of pride and identity together and benefit immensely from the SCCCI's membership services, facilities and activities.