



Sun Xueling ✓

8 April at 08:57 · 🌐



Was glad to join SCCCI in their discussions on gender equality in the workplace. They had conducted a survey beforehand to gauge perceptions around workplace discrimination.

Several respondents had raised their concerns around perceived differences in promotion and pay gap between the genders. During discussions, we raised the issue as to whether bosses who may be largely male, are promoting people more like themselves and whether they put equal weight to male and female traits of leadership and work styles.

I shared that open communication and transparency is important during performance appraisals to clarify work requirements and also perceptions of fairness in promotions and remuneration.

We have observed occupational segregation among the sexes and that can lead to gender pay gaps. We also note that when women have to juggle caregiving, they may opt for jobs with more flexible work arrangements such as shift or shorter working hours which can also lead to pay gaps.

The inputs of SCCCI are important as we pull together inputs from all sectors of society, in our comprehensive review of issues impacting women development in Singapore. The inputs of men are very important in the process as it is only through our collective efforts together that there can be meaningful change.

[#CelebratingSGWomen](#)



SCCCI Career Women's Group 新加坡中华总商会事业女性组

2 April at 11:54 · 🌐

Government announced in September last year that it would undertake a comprehensive review of issues affecting women. The aim is to bring about a cultural and m... [See more](#)

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