

The American Chamber of Commerce in Singapore

AmCham Women Survey Results



Conducted Sep-Oct 2018

AmCham Women Survey: Introduction

AmCham Women conducted a survey to gather candid feedback from member organizations to understand what additional support is needed to assist AmCham members with their Diversity & Inclusion (D&I) journey, with a view to providing consolidated and relevant support resources. AmCham member organizations submitted responses to the survey for the period of September 13 to October 31, 2018. There were a total of 184 responses from 114 organizations, submitted by individuals from 121 different job positions.

- Nearly all respondents (N=157) believe that gender diversity is good for business and almost 70% believe that regarding women in leadership, there is a gender disparity issue in Singapore. Only 40% of respondents reported having direct responsibility for D&I efforts within their organization.
- Respondents were also given several word responses questions. When asked what support or resources they most wish they had with regard to their organization's D&I efforts, the top four responses were: 1) a global/regional head of D&I, 2) better HR support, 3) a framework or guidelines on what great D&I efforts looks like, and 4) more resources, like a sufficient budget.
- When asked for comments or suggestions on what they would like to see in a program/platform to address gender diversity, most responses fell under the following four suggestions: 1) more leading/mentoring of junior level women, 2) involvement of Singapore and its government, 3) inclusion of men, and 4) substantive advice on supporting gender diversity.

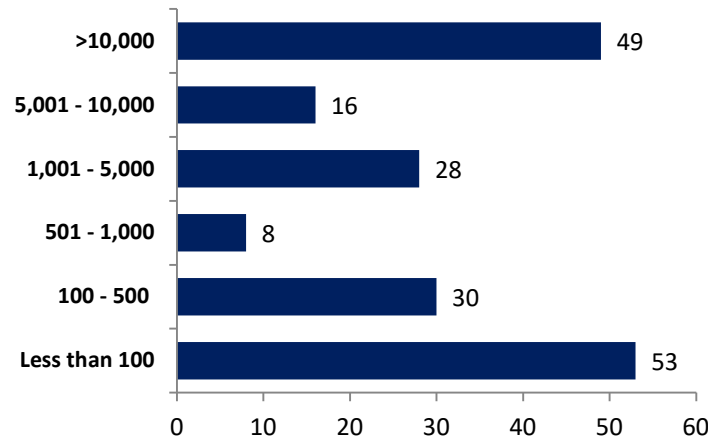
For more findings from the Survey, please review the subsequent pages.

If you'd like to learn more about AmCham Women and how you can be more involved, please contact Jessica Cho at jcho@amcham.org.sg.

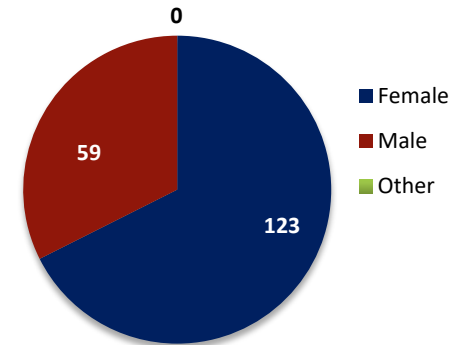
AmCham Women Survey: Background

- 184 Responses
- 114 Companies
- 121 Job Titles
 - CEO: 10
 - Director: 8
 - Managing Director: 6
 - Partner: 6
 - General Manager: 4

Total Number of Employees
N=184

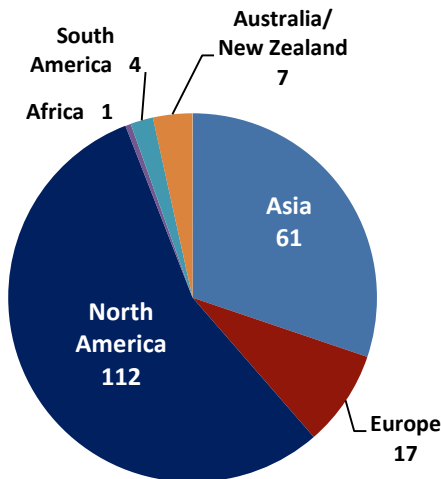


Gender
N=182



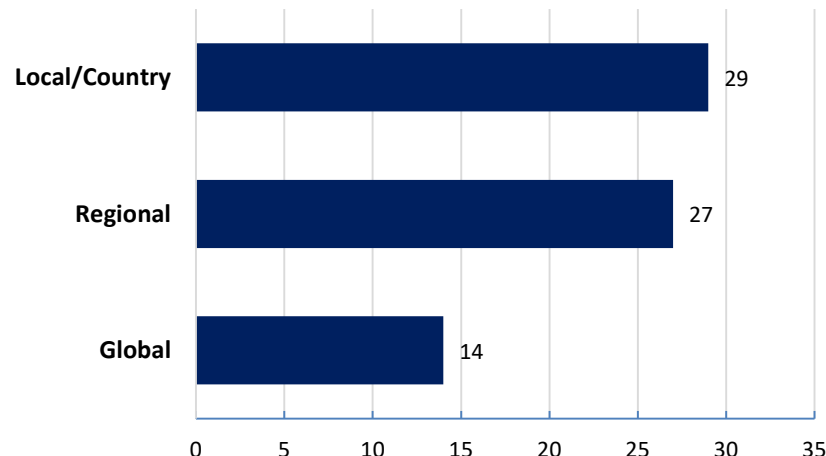
Where is your organization headquartered?

N=184

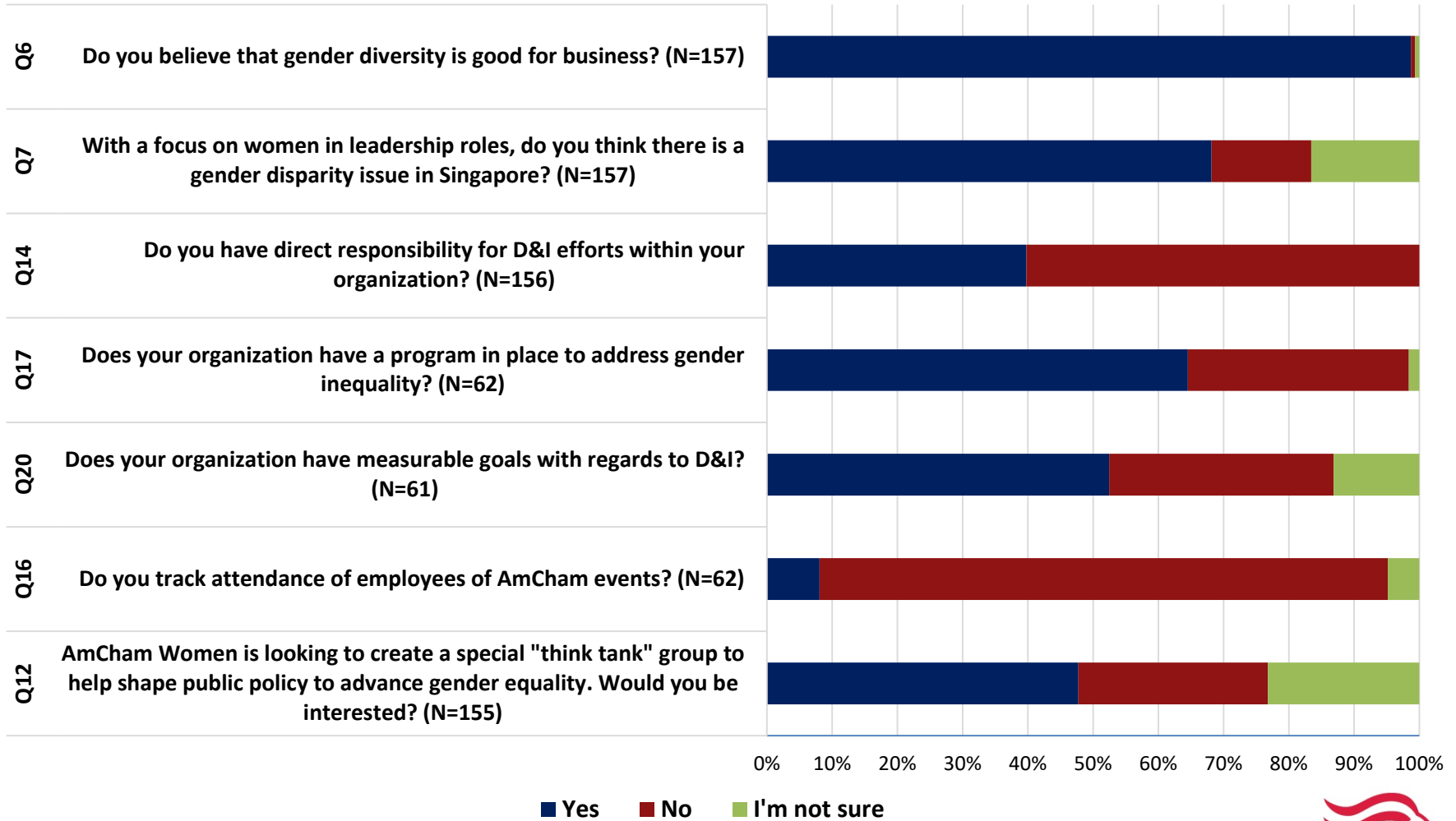


Please indicate the geographical reach of the D&I efforts you are commenting on

N=62



AmCham Women Survey: Yes/No Results



AmCham Women Survey: Gender Diversity in Your Organization

N=157

My organization is progressive with regard to gender diversity



Gender equality has advanced in my organization/function/team over the past 5 years



My organization is taking sufficient action in advancing gender equality



I have been provided with sufficient skills, tools and training to address/advance gender equality in my work environment

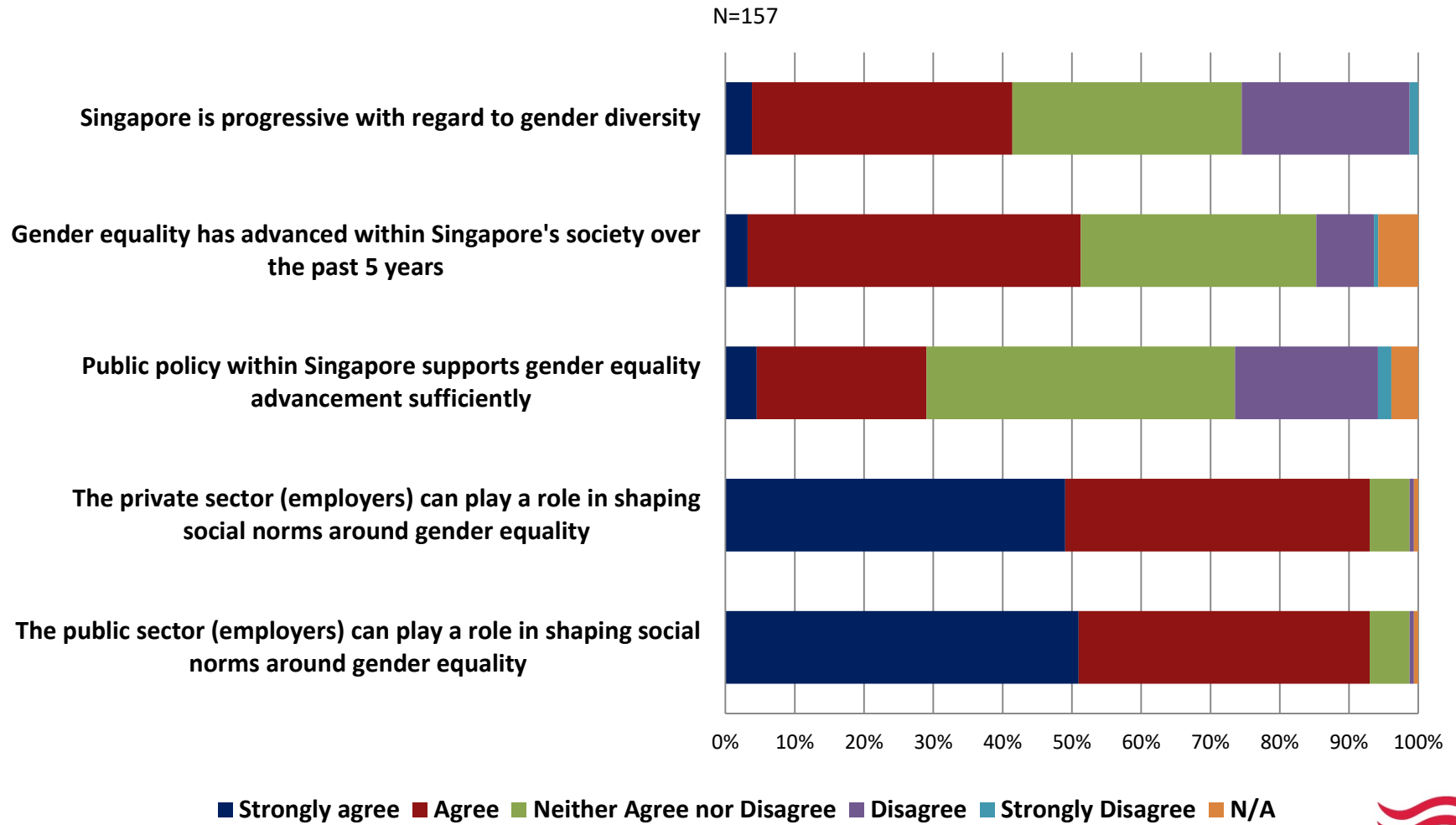


0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

■ Strongly agree ■ Agree ■ Neither Agree nor Disagree ■ Disagree ■ Strongly Disagree ■ N/A

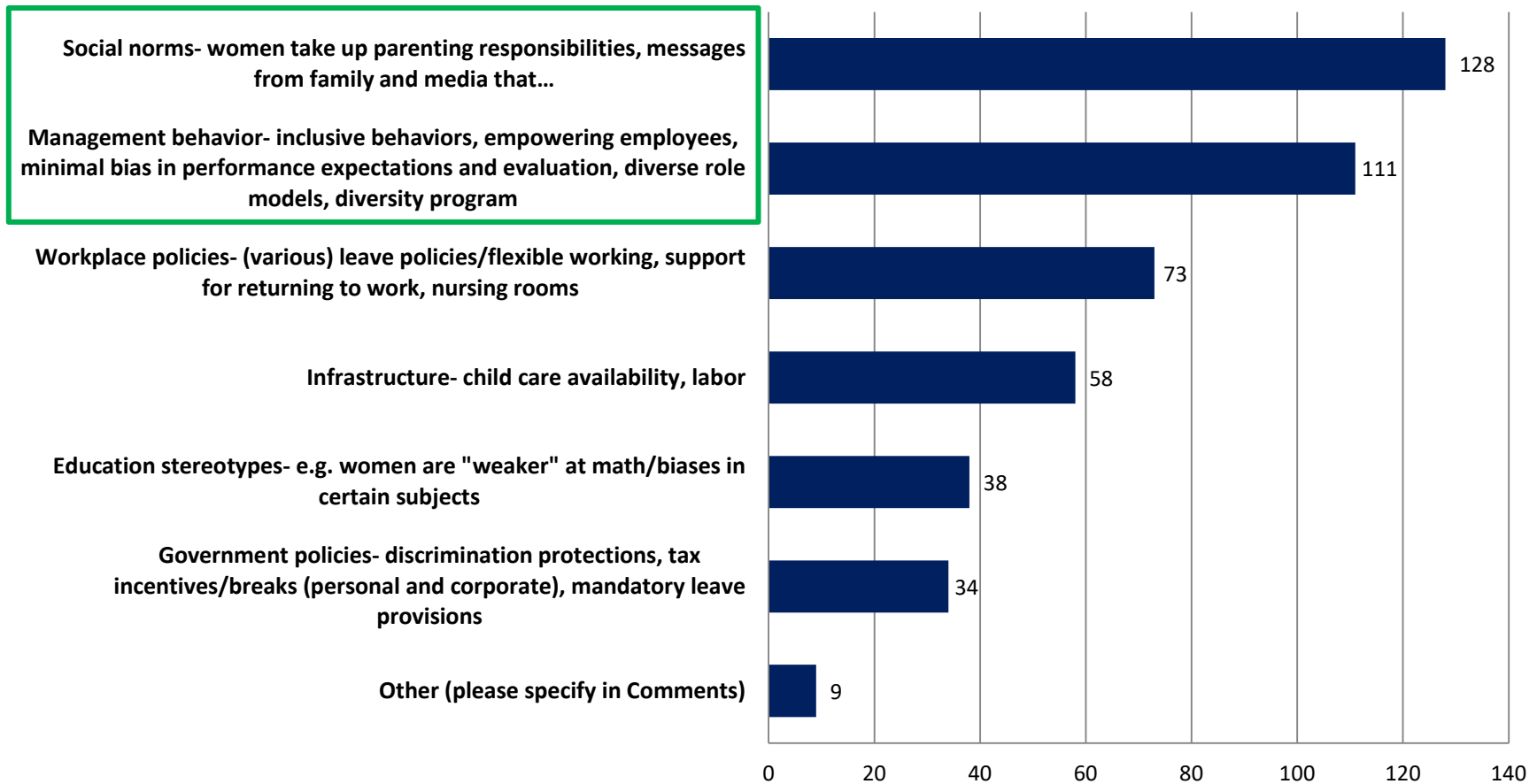


AmCham Women Survey: Gender Diversity in Singapore Society



AmCham Women Survey: 3 Main Barriers to Achieving Gender Diversity

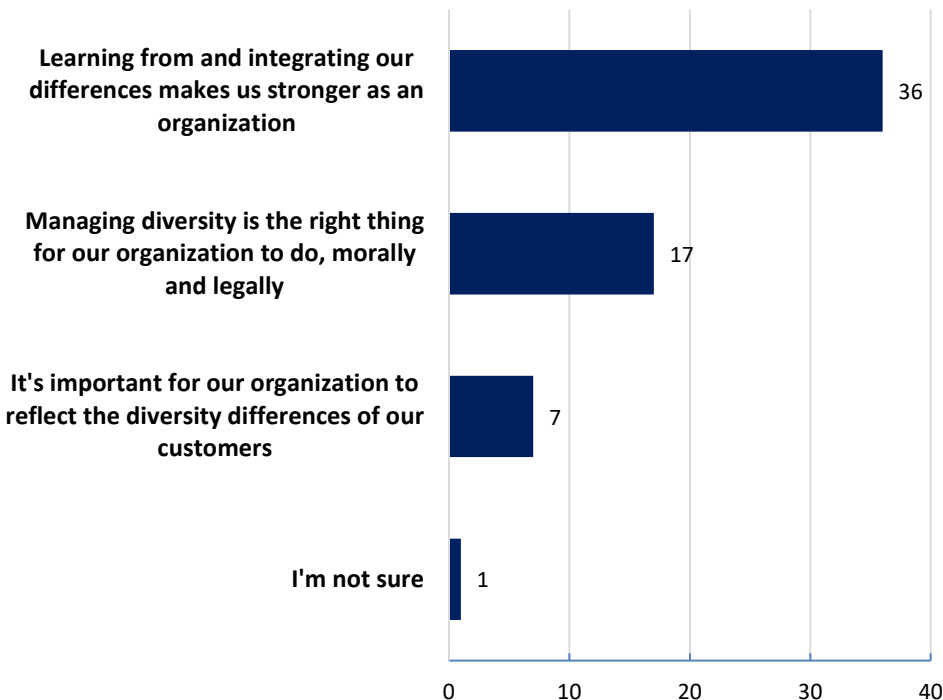
N=157



AmCham Women Survey: Organization D&I

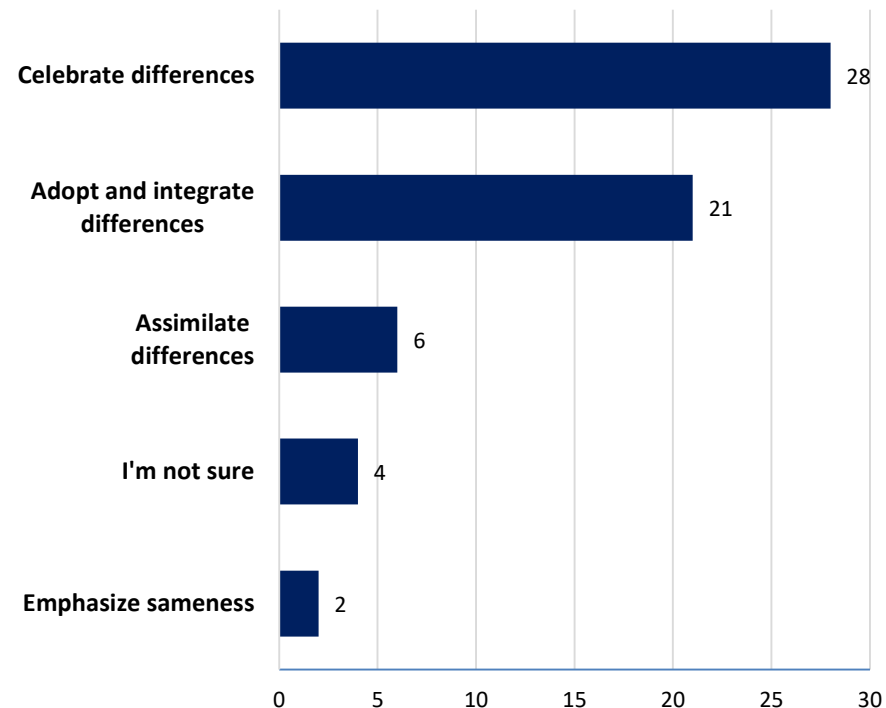
Which statement best describes your organization's rationale for its D&I efforts? (select one)

N=61



Which statement best describes your organization's approach to D&I? (select one)

N=61

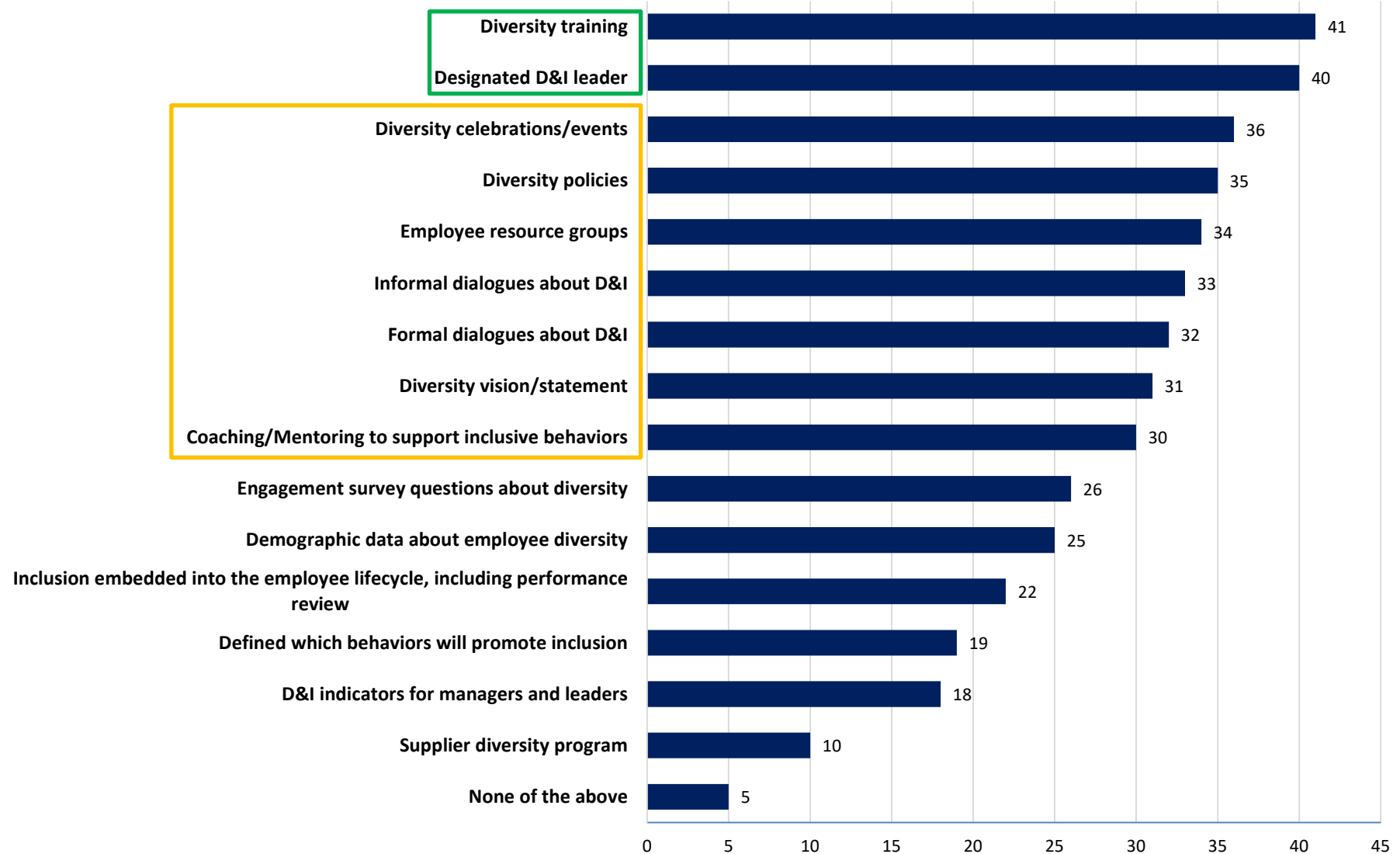


AmCham Women Survey: Specific Organization

D&I Efforts

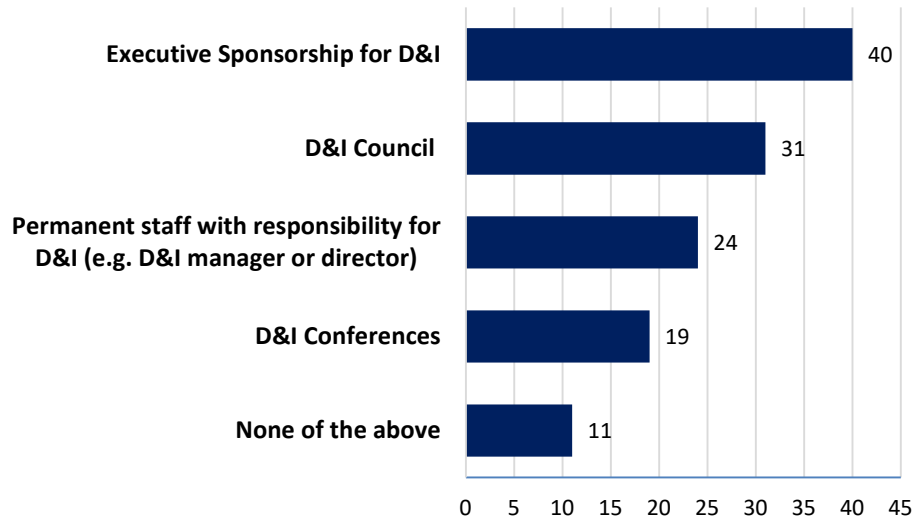
Which of the following are in place within your organization?

N=60

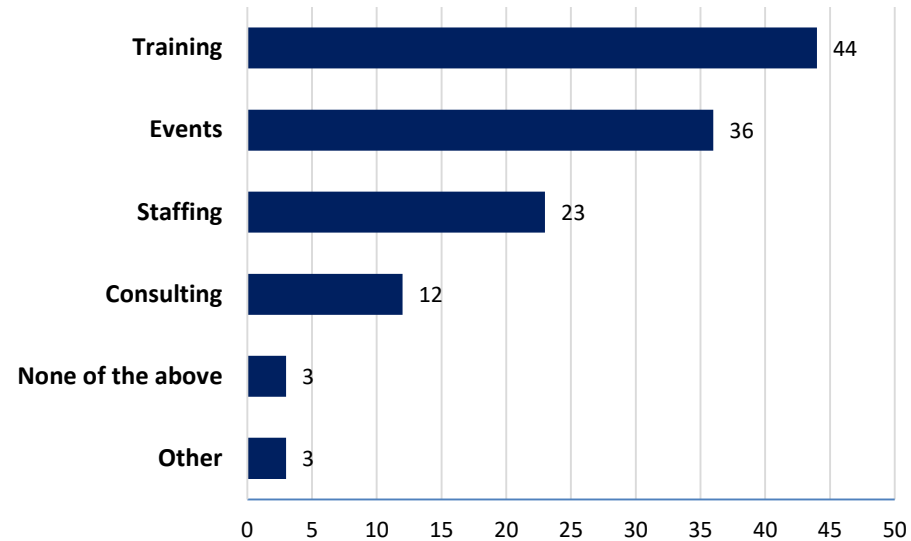


AmCham Women Survey: Specific Organization D&I Efforts

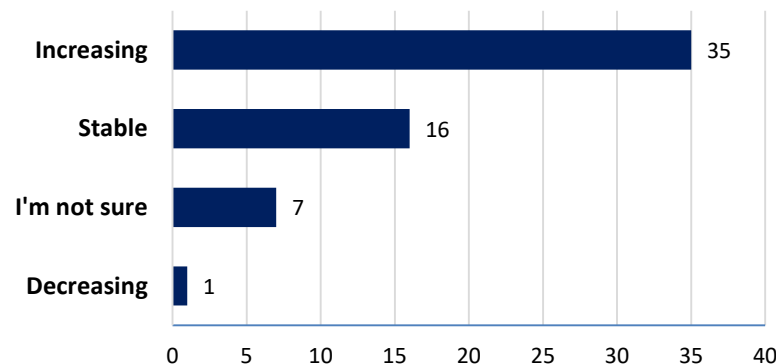
Which of the following are in place within your organization?
N=59



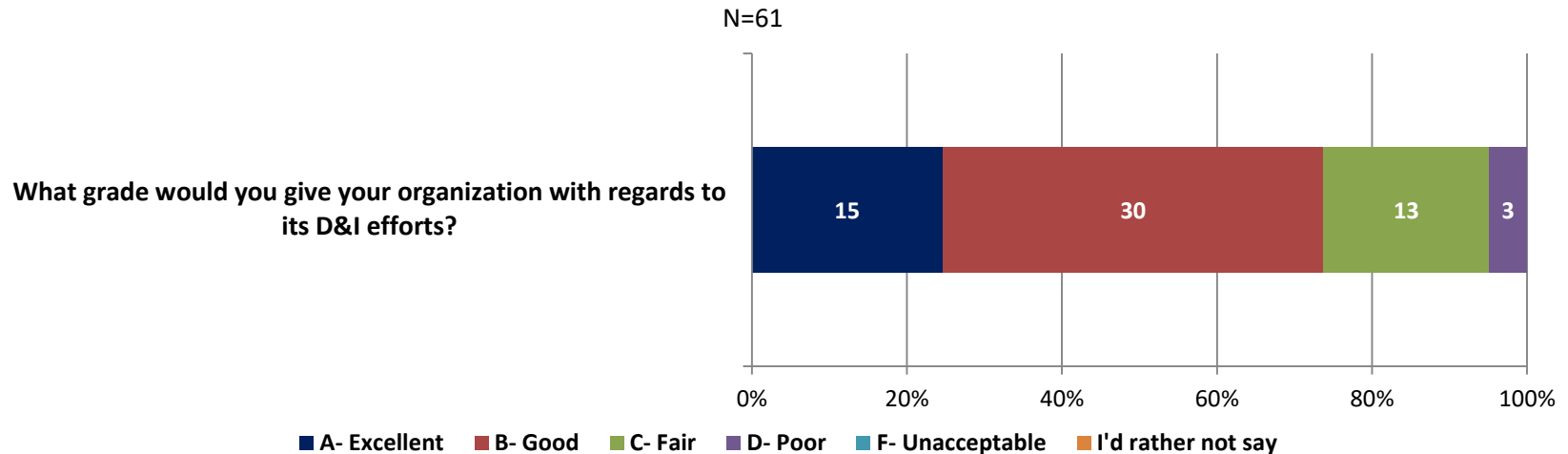
In which areas is your organization investing?
N=59



Is your organization's investment in D&I increasing or decreasing?
N=59



AmCham Women Survey: Final Comments



What support/resources do you most wish you had, with regard to your organization's D&I efforts?

1. Global/regional head of D&I
2. Better HR support
3. Best practice content in relation to practical ideas; framework/guidelines on what great D&I efforts look like
4. Resources (like a sufficient budget)

AmCham Women Survey: Final Comments

Comments or suggestions you would like to see in a program:

1. More leading/mentoring of junior level women

- “Focus on driving gender diversity early on in career and enable policies/support through the career journey rather than just at top management.”

2. Involve Singapore and its government

- “The platform has to be able to tackle the issue at multiple levels and also involve local Singaporean stakeholders/companies.”

3. Inclusion of men

- “...we currently preach to the converted. Men need to also be a key driver and central in the discussion.”

4. Offer substantive advice on supporting gender diversity

- “Inclusion and Diversity 101 Modules for companies who are new to this. Industry sharing with concrete examples. Literature on the subject. Talks by specialists in the field. More frequent engagements with companies- perhaps a support group meeting once per quarter. Engagement with the female government officials.”