



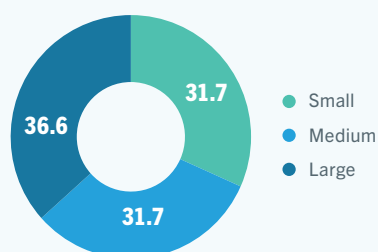
Singapore

Surveyed enterprises: 101

In a snapshot: ILO enterprise survey

Characteristics

Figure 1 Distribution of surveyed enterprises (percentage)



Policies and initiatives

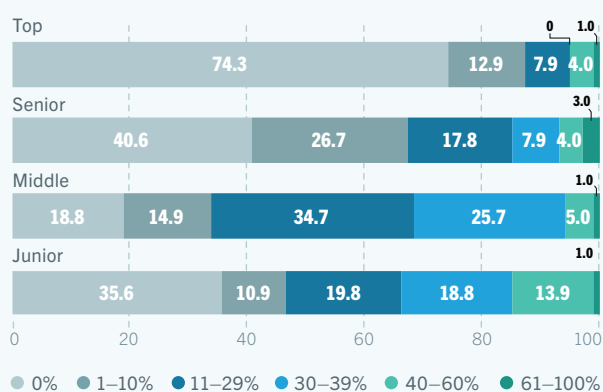
- 68.3% of enterprises have an equal employment or diversity and inclusion policy.
- The top three areas in which gender diversity is promoted are recruitment, retention and promotion (77.2%); skills and executive training (74.3%); and flexible working hours (72.3%).

The business case for gender diversity

- Over 62% of enterprises report that initiatives on gender diversity and equality have improved business outcomes.
- Of enterprises reporting improved profits due to gender diversity, 52.9% say profit grew between 10% and 15% and 32.4% report profit increased between 5% and 10%.

Women's share in management and on boards

Figure 2 Distribution of women at different managerial levels (percentage)



- 2.9% of enterprises have a female CEO.
- 9.5% of enterprises have a female chairperson on the board.
- 9.5% of enterprises have an all-male board.
- 4.1% of enterprises have a gender balanced board.
- 1.4% of enterprises have a majority-female board.

Women in the labour market

Labour force participation

Figure 3 Labour force participation, annual rate (percentage), 1991–2018

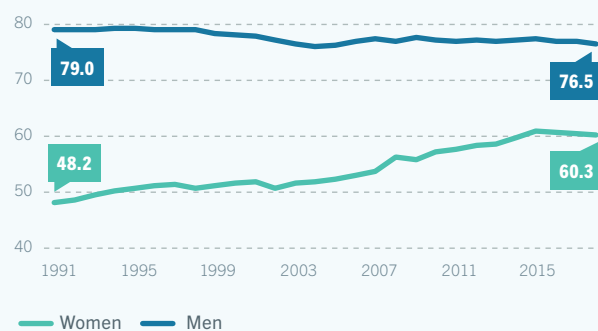
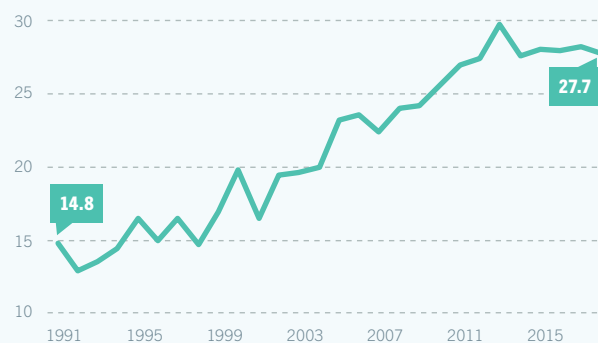


Figure 4 Women as a share of total employers (percentage), 1991–2018



	2000	2017
Women as a share of total managers	25.0%	34.5%

Source: ILO, 2018; World Bank, 2018.

Women's education

	1991	1994
Women as a share of total tertiary graduates	45.0%	45.8%
	1995	2015
Women's mean years of schooling	7.1	11.0

Source: UNESCO, 2018.