



新加坡中華總商會事業女性組
SCCCI Career Women's Group



She is 全球化的她 Global



欢庆2018年国际妇女节
In Celebration of International Women's Day 2018



论坛晚宴
Conference Dinner

Date: 4 March 2018

Time: 4.30 pm to 9.30 pm

Venue: Grand Copthorne Waterfront

Guest-of-Honour: Mrs Josephine Teo, Minister,
Prime Minister's Office & Second Minister for Manpower & Second Minister for Home Affairs

Special Guest: Ms Sim Ann, Senior Minister of State,
Ministry of Culture, Community and Youth & Ministry of Trade and Industry

20% by 2020 – A Path to Action

Measuring the progress of female directors on boards of listed companies and in the senior leadership pipeline has been one of BoardAgender's main objectives since it was formed. We have launched four Singapore Board Diversity reports with CGIO and in our inaugural report released in 2011, only 6.9% of board directorships were held by women. As of June 2017, the percentage has increased to just over 10%.

While Singapore has better representation of women in senior management positions, this has not been translated to gender diversity on boards. Despite some progress and greater awareness on the economic benefits of gender-balanced businesses, the pace of change is too slow and Singapore still lags behind other countries in the region.

Together with the Human Capital Leadership Institute (HCLI), BoardAgender launched a ground-breaking report – the first of its kind in Singapore – which seeks to specifically understand the board diversity landscape in Singapore and why it may be different to the rest of the world.

HCLI and BoardAgender initiated a series of frank conversations with key stakeholders who are intimately involved with board and director appointment processes. The candid responses and inputs derived from these conversations helped the researchers to form a better understanding of key issues pertaining to board diversity, which in turn provided potential solutions.

Indeed, these conversations with key decision-makers in the industry provided an in-depth analysis beyond the benefits and statistics of female directors on boards. With that, we addressed reasons behind the slow progress and offer strategic solutions that organisations can adopt to diversify their boards at a faster pace. Aspiring female directors will also be empowered with practical suggestions to realise their career aspirations.

BoardAgender is committed to being at the core of an ecosystem enabling the acceleration of more women on boards. In March 2017, in addition to setting an aspirational target of having 20% female directors on boards by 2020, BoardAgender also called for a revision to the Code of Corporate Governance to include a mandatory disclosure policy for companies on their board diversity.

We trust that insights on the number of new female directors' appointments required to achieve the target and solutions on how to get there will spur organisations and key stakeholders to take action, as well as to better position themselves to be role models in the industry. This is a collective effort that will bring significant change to Singapore's board diversity and accelerate economic reforms which are inclusive of women.

Junie Foo
Chair and Co Founder
BoardAgender

鸣谢

ACKNOWLEDGEMENTS

主宾: 杨莉明女士, 总理公署部长兼人力部和内政部第二部长
Guest-of-Honour: **Mrs Josephine Teo**, Minister, Prime Minister's Office & Second Minister for Manpower & Second Minister for Home Affairs

特别嘉宾: 沈颖女士, 财政部兼文化、社区及青年部高级政务部长
Special Guest: **Ms Sim Ann**, Senior Minister of State, Ministry of Culture, Community and Youth & Ministry of Trade and Industry

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