

Key Take-Away: Singapore needs to address its imbalances in work/life balance as well as access to capital to unlock the potential of its women entrepreneurs.

Singapore

Overall Score: 46 out of 100. To compare, top-placed New York City had a score of 62.9

Overall Rank: 8th of 50 cities measured

Areas of Strength

On the dimensions measured, Singapore does particularly well across the board, but particularly on policies that can help impact a supportive *technology* and *culture* for women entrepreneurs including top scores in:

- ✓ Collection of city level data on income or employment by gender
- ✓ Frequency of city events for Women Entrepreneurs or businesswomen
- ✓ Gender equality in Facebook use
- ✓ Open Data initiatives
- ✓ Paid maternity and paternity leave
- ✓ Policy for “equal remuneration for work of equal value” and for “nondiscrimination based on gender in hiring”
- ✓ Presence of a city portal/website for business creation

Areas to Improve

- Singaporean society places a high value on meritocratic advancement, leaving behind under-represented groups as a result
- The government has taken some steps to rectify unbalanced representation, but large gaps remain

Comparison

- Singapore falls right behind Beijing and Shanghai for having the highest female LFPR at 60.4%. Singapore does not have a policy for “equal remuneration for work of equal value”, it is important to note that only 3 of the 11 Asian cities do. The city, among the rest of the Asian cities, does have a policy for paid maternity leave and it’s among the majority for having paid paternity leave policy

Key Recommendations

- Policies to level the playing field for working women, and particularly help them return to work after having children, will help women get the experience they need to found successful businesses
- Though a commitment to flexible work practices has been emphasized and improving in the past ten years, further policies that improve work/life balance, and a commitment to encourage employees to take advantage of those policies, would help women take on leadership roles
- Less than 10% of company boards are women. Singapore should encourage women to serve in leadership roles in businesses by promoting them more publicly
- Policies that give women more access to capital, including working towards equal pay, will be important in encouraging women to pursue entrepreneurial opportunities

Recent Positive Developments:

- ✓ At the G20 Labour and Employment Ministerial Meeting held in May 2017, the Minister for Manpower Lim Swee Say emphasized a commitment to improving flexible work policies, new skills training, and gender-neutral hiring practices
- ✓ Flexible Work Arrangements have been more widely adopting, with 67% of employees working at companies with such policies in 2016, up from 56% in 2011
- ✓ In the past decade, female participation in the workforce has improved from 63% to 72%, according to the Minister of Manpower
- ✓ Median wages for women have risen at an average of 5% annually, on pace with men, for the past ten years, according to the Minister of Manpower