



**Asia-Pacific
Economic Cooperation**

2012/PPWE/016

Agenda Item: 7

Women and the Economy Individual Action Plan

Purpose: Information
Submitted by: Singapore



**Second Policy Partnership on Women and
the Economy Meeting
St. Petersburg, Russia
28 June 2012**

Women and the Economy Individual Action Plan

Objective

In order to achieve the sustainable and inclusive growth objectives and include women as an economic growth strategy, APEC member economies should implement policies and programmes called for by the APEC leadership, including the recommendations in San Francisco declaration.

Guidelines

Recognising the untapped talent of women, each APEC economy will:

- (a) Establish or continue programmes and policies which foster women's economic empowerment.*
- (b) Note the important role the private sector plays in providing insight for effective programmes and policies, and*
- (c) Co-operate with and enhance the capability of other APEC economies to implement.*

Collective Actions

APEC Economies may take Collective Actions relating to women and the economy in areas to be agreed.

[Describe briefly, in one or two paragraphs, the policy approach of your economy with respect to programmes and policies for women’s economic empowerment.]

Singapore’s approach to women’s economic empowerment

In Singapore, gender equality is founded on the principle of equal opportunities for men and women on the basis of meritocracy. The Singapore government is committed to the advancement of women in Singapore as equal and integral members of Singapore society. Fundamental resources, such as education and healthcare, are available to all Singapore citizens regardless of gender.

As Singapore restructures its economy in order to adapt to changes and uncertainties in the external environment, it continues to care for its citizens by introducing and reviewing socio-economic policy and initiatives. Although all of Singapore’s economic initiatives and policies are targeted at **both men and women**, those aimed at promoting work-life harmony are particularly suitable and beneficial for women.

Area	Programmes and policies being implemented	Programmes and policies to be implemented	Progress made in {current year}
Access to Capital	<p>Women in Singapore are considered equal and integral members of Singapore society. Our programmes aimed at improving access to capital are meant to benefit both men and women entrepreneurs.</p> <p>1. Action Community for Entrepreneurship (ACE)¹ Startup Grant - The ACE Startup grant aims to provide funding support to entrepreneurial Singaporeans who want to take their first step in starting up differentiated businesses.</p>	-	In Singapore, there is no gender discrimination for access to programmes and services. Both men and women entrepreneurs are able to tap on the existing schemes and programmes to gain access to capital for their start-ups or existing businesses so long as they meet the eligibility criteria of the respective schemes and programmes.

¹ The **Action Community for Entrepreneurship (ACE)** is a public-private sector collaboration to seed and nurture entrepreneurial start-ups to create good jobs for Singaporeans.

Area	Programmes and policies being implemented	Programmes and policies to be implemented	Progress made in {current year}
Access to Capital (cont...)	<ol style="list-style-type: none"> <li data-bbox="365 407 953 565">2. SPRING Startup Enterprise Developmet Scheme (SPRING SEEDS) - SPRING SEEDS is an equity-based co-financing option for Singapore-based start-ups with innovative products and/or processes with intellectual content and strong growth potential across international markets. <li data-bbox="365 586 953 695">3. SPRING Business Angel Funds - SPRING SEEDS Capital works closely with two pre-approved private business angel funds to co-invest and nurture growth-oriented, innovative start-ups. <li data-bbox="365 716 953 797">4. SPRING Micro-Loan Programme – loans of up to S\$100,000 can be offered to local small medium enterprises with 10 or less employees. <li data-bbox="365 818 953 1154">5. International Enterprise Singapore's Global Company Partnership – Financing: <ol style="list-style-type: none"> <li data-bbox="411 873 953 976">(i) Internationalisation Finance Scheme – credit enhancement tool to secure bank financing for overseas fixed assets investments and/or fulfilling secured overseas contracts. <li data-bbox="411 1003 953 1057">(ii) Loan Insurance Scheme – credit enhancement tool to secure short-term trade finance facilities. <li data-bbox="411 1084 953 1154">(iii) Trade Credit Insurance Scheme – assists companies seeking protection against default and/or non-payment from its buyers. 	-	

Area	Programmes and policies being implemented	Programmes and policies to be implemented	Progress made in {current year}
Access to Markets	<p>Like our programmes aimed at improving access to capital, our programmes to facilitate entrepreneurs' access to markets are also meant to benefit both men and women entrepreneurs.</p> <ol style="list-style-type: none"> 1. The Overseas Chapter Sub-Committee, set up under the Action Community for Entrepreneurship (ACE)², it seeks to help start-ups gain access and connect to selected overseas markets by establishing connections and platforms there. 2. Enterprise Development Centres - set up by SPRING Singapore with the Trade Associations as well as Chambers of Commerce to assist all entrepreneurs <u>regardless of gender</u> with business connection, information, as well as to explore business collaborations. 3. International Enterprise Singapore's Global Company Partnership – Market Access: International Enterprise Singapore partners Singapore-based companies to develop their market entry strategies, facilitate their access into new overseas markets, and help entrench their presence in existing markets. It also provides in-depth market intelligence through its global network of more than 35 offices, and help open doors through its connections to important stakeholders such as key government officials and enterprises, International Organisations, industry players, product suppliers and multipliers. 	-	<p>Both men and women entrepreneurs are able to tap on the existing programmes to help entrepreneurs gain access to markets for their businesses so long as they meet the eligibility criteria of the respective programmes.</p> <p>The first Overseas Chapter will be set up in Beijing in June 2012. This will bring together Singapore entrepreneurs and the entrepreneurship community in Beijing that ACE Start-ups could tap on when going into the Beijing market.</p>
Area	Programmes and policies being implemented	Programmes and policies to be implemented	Progress made in {current year}
Capacity and	In Singapore, the capacity and skills building programmes		

² The **Action Community for Entrepreneurship (ACE)** is a public-private sector collaboration to seed and nurture entrepreneurial start-ups to create good jobs for Singaporeans.

Skills Building	<p>that women can benefit from are also programmes that are targeted at improving the lives of Singaporean workers as a whole.</p> <ol style="list-style-type: none"> Tripartite Committee on Work-Life Strategy (TriCom) - The TriCom drives the promotion of work-life strategies in Singapore, and comprises representatives from employer associations, unions, government agencies, HR training institute and academics. Employer Alliance – Ministry of Manpower (MOM) funds this Alliance of like-minded CEOs from best practice companies who promote work-life harmony to their peers to make it an integral part of the corporate landscape. Work-Life Works (WoW) – funded by MOM to help companies implement effective work-life strategies. 		<p>The TriCom organises 2 signature work-life events, namely the Work-Life Conference and the Work-Life Excellence Award. The Conference serves as a platform for employers and HR professionals to learn, share ideas and network. The Award aims to showcase best practices and give recognition to employers who have effective work-life strategies. The TriCom also supports capability building of employers and work-life consultants through training, guide books and case studies. Looking ahead, the TriCom will focus helping organisations build capability in implementing work-life strategies with the aim of enhancing work-life harmony and labour force participation.</p> <p>The Employer Alliance has grown its membership to over 1,200 employers. It focuses on encouraging employers to create an enabling work environment to enhance work-life integration. Some of its new initiatives include consultancy mobile clinics to bring work-life promotion to the employers' doorsteps; flexibility circles/forums for employers to share and learn challenges and practices in implementing workplace; and research to address emerging manpower trends such as an aging workforce.</p> <p>The Government has in place funding schemes to help companies defray the cost of implementing work-life friendly initiatives at workplaces. The WoW! Fund provides a grant of up to S\$20,000 to encourage companies to introduce work-life strategies,</p>
Area	Programmes and policies being implemented	Programmes and policies to be implemented	Progress made in {current year}
Capacity and Skills Building			particularly flexible work arrangements, to help

<i>(cont...)</i>	<p>4. The Tripartite Guidelines on Fair Employment Practices (TAFEP) – promotes fair, responsible and inclusive employment practices.</p> <p>5. Company-Led Training Programme for Fresh Professionals (CLT) - aims to collaborate with CLT Partners to recruit, mentor and train fresh professionals in areas and technologies relevant to the local infocomm industry.</p> <p>6. Hybrid Skills Development Programme - aims to provide professionals with the skills and expertise to develop relevant infocomm solutions for businesses in four key economic sectors such as Financial Services, Healthcare, Hospitality and Logistics.</p>		<p>employees better manage their work responsibilities alongside personal and family needs. As at Mar 2012, S\$14.10 million has been disbursed under the “WoW! Fund” and 730 companies (majority of which are Small Medium Enterprises) have benefited from the grant.</p> <p>TAFEP sets out fair employment practices for adoption by employers. Leveraging its unique tripartite identity, TAFEP works in partnership with employer organisations, unions and the government to create awareness and facilitate the adoption of fair, responsible and merit-based employment practices. TAFEP provides tools and resources, including training workshops, advisory services, and educational materials, to help organisations implement fair employment practices. Those who have encountered workplace discrimination can contact TAFEP for advice and assistance or to provide their feedback.</p>
Area	<i>Programmes and policies being implemented</i>	<i>Programmes and policies to be implemented</i>	<i>Progress made in {current year}</i>
Capacity and Skills Building (cont...)	<p>7. Infocomm Leadership and Development Programme (iLEAD) Expanded - aims to ensure that Singapore's infocomm manpower capabilities keep pace with technology changes and Singapore remains at the forefront of technology development. iLEAD will help sharpen and deepen the infocomm knowledge and capabilities of infocomm professionals in</p>		

	<p>Singapore and build a pipeline of infocomm experts in high-end, niche areas.</p> <p>8. Internet of Knowledge (IOK) Capability Development Programme - aims to bring about capability development in the area of Cloud Computing and Business Analytics through collaborations with leading industry players and Institutes of Higher Learning.</p> <p>9. National Infocomm Competency Framework (NICF) - is a national infocomm roadmap which articulates the competency requirements of key Infocomm professionals. Infocomm professionals and employers can leverage the NICF to determine the types of skills and competencies required for various infocomm jobs and to develop training strategies for the professionals to acquire these skills through accredited training providers. The NICF will assist infocomm professionals in assessing their own skills and competencies against national and international standards, and in helping them plan their career paths. It also helps to guide employers in manpower planning, training and professional development programmes.</p>		
Area	Programmes and policies being implemented	Programmes and policies to be implemented	Progress made in {current year}
Capacity and Skills Building (cont...)	<p>10. Critical Infocomm Technology Resource Programme (CITREP) - is a training incentive programme to equip Singapore infocomm professionals with critical and emerging skills, thus enabling them to enhance their employability and to improve their organisations' competitive advantage.</p> <p>The programme supports the course and examination fees for endorsed courses and certifications.</p> <p>11. International Enterprise Singapore's Global Company Partnership – Capability Building: International Enterprise Singapore enables Singapore-</p>		

	<p>based companies to equip themselves with capabilities and skills vital for successful overseas expansion. These capabilities may include branding, design, business modelling, design, e-commerce, financial management, franchising and licensing, human resource, intellectual property management, social media and supply chain management.</p>		
<p>Women's Leadership</p>	<p>Singapore adopts a whole-of-government approach on women matters. Therefore, policies and programmes that women have access to and that benefit women in terms of the economy, are programmes that are targeted at improving the lives of Singaporeans as a whole.</p>		<p>The number of women employers has been steadily increasing over the years and now stands at 27% of the total percentage of employers, up from 23% in 2007. The percentage of women PMETs (Managers, Professionals or Proprietors, Technicians and Associate Professionals) has increased from 40.8% in 2007 to 42.3% in 2011.</p> <p>Female representation in the Singapore Parliament has been increasing. Following the General Elections in May 2011, the number of women in Parliament rose</p>

Area	Programmes and policies being implemented	Programmes and policies to be implemented	Progress made in {current year}
Women's Leadership (cont...)	<ol style="list-style-type: none"> <li data-bbox="365 537 961 691">1. Women's Register – set up by the Singapore Council of Women's Organisations, it is a platform for networking, education, mentorship and inspiration. It reaches out to women of all age groups, from 18 years old onwards, through organizing of dialogue sessions, a series of talks and/or career clinics. <li data-bbox="365 979 961 1157">2. BoardAgender – also an initiative of the Singapore Council of Women's Organisations, BoardAgender is a conscious and concerted initiative to raise awareness on the economic benefits of an inclusive and gender-balanced business. BoardAgender encourages and enables more women to contribute their expertise in the boardroom and committees. 		<p data-bbox="1339 329 1919 383">from 21 out of 94 seats (or 22.3% of total) to 24 out of 99 seats (24.2% of total)³.</p> <p data-bbox="1339 407 1919 483">For judicial appointments, at end of 2011, women made up 49% of Subordinate Court judges and 17.7% of Supreme Court judges.</p> <p data-bbox="1339 508 1919 922">The Women's Register has 45 mentors and 218 mentees to-date. The mentors represent a wide range of industries, from banking, medicine and academia, to arts and non-profit. They are highly qualified professionals and possess many years of working experience. Positions they hold are either Managing Directors in their respective companies or other senior level positions in multinational corporations or professionals in their chosen fields. The mentees include students, young working adults, mid-career professionals, as well as individuals between jobs, with an average age of 31 years. The Women's Register holds regular events throughout the year to connect the mentor and the mentees such as talks, forums and dialogue sessions that allow the mentors to impart their knowledge and share experiences with the mentees.</p> <p data-bbox="1339 963 1919 1036">Statistics from a recent study conducted by BoardAgender shows that women hold 19.8% of board positions and 16.9% of chair positions in statutory boards.</p>

³ These figures include elected Members of Parliament (MPs), Non-Constituency Members of Parliament (NCMPs) and Nominated Members of Parliament (NMPs).

Women and the Economy Individual Action Plan

(Singapore)



Singapore's Approach



Guiding Principles:

Equal opportunities for all on the basis of meritocracy

Women are equal and integral members of the Singapore Society

Fundamental resources are available to all

Singapore's Approach

Singapore's economic initiatives and policies are targeted at and meant to benefit both men and women

Both men and women can tap on government programmes and schemes so long as they meet the eligibility criteria

Some initiatives and policies are more suited to, and beneficial for women in particular

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Access to Capital



(1) Community for Entrepreneurship (ACE) Startup Grant



(2) SPRING Startup Enterprise Development Scheme (SPRING SEEDS)

(3) SPRING Business Angel Funds



(4) SPRING Micro-Loan Programme

(5) International Enterprise Singapore's Global Company Partnership – Financing

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Access to Markets

(1) Action Community for Entrepreneurship (ACE): Overseas Chapter Sub-Committee



Access to Markets

(2) Entrepreneurship Development Centres

(3) International Enterprise Singapore's Global Company Partnership



Capacity and Skills-Building

(1) Tripartite Committee on Work-Life Strategy (Tricom)

- **Work-Life Conference**
- **Work-Life Excellence Award**
- **Provision of resources e.g. training, guide books and case studies**



SNEF



Flexi-Works!

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Capacity and Skills-Building

(2) Employer Alliance

- **Membership of more than 1200 employers**
- **Creating an enabling work environment to enhance work-life integration**
- **New initiatives: Consultancy mobile clinics**



**Work-Life Consultancy
Mobile Clinic**

Capacity and Skills-Building

(3) Work-Life Works (WoW)

- Funding Schemes by Govt to help companies defray cost of work-life initiatives
- WoW! Fund provides grants of up to S\$20,000 per company
- S\$14.10 million disbursed benefiting 730 companies

Work-Life Works! (WoW!) Fund



Capacity and Skills-Building

(4) The Tripartite Guidelines on Fair Employment Practices (TAFEP)

An advertisement for the Tripartite Alliance for Fair Employment Practices (TAFEP). It features a pregnant woman on the left and a man in a suit on the right, both looking at each other. A speech bubble from the woman says: 'Our customers are demanding. I'm glad you are able to meet their deadlines and your family needs.' To the right, the text reads: 'LET'S CREATE A FAIR AND INCLUSIVE WORKPLACE.' Below this is a red button that says 'SEE HOW WE DO IT'. At the bottom right, the TAFEP logo is displayed: 'Tripartite Alliance for Fair Employment Practices'.

Our customers are demanding. I'm glad you are able to meet their deadlines and your family needs.

LET'S CREATE A FAIR AND INCLUSIVE WORKPLACE.

SEE HOW WE DO IT ▶

Tripartite Alliance for Fair Employment Practices

Capacity and Skills-Building

(5) Company-Led Training Programme for Fresh Professionals (CLT)

(6) Hybrid Skills Development Programme

(7) Infocomm Leadership and Development Programme (iLEAD) Expanded

(8) Internet of Knowledge (IOK) Capability Development Programme

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SINGAPORE



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Capacity and Skills-Building

(9) National Infocomm Competency Framework (NICF)

(10) Critical Infocomm Technology Resource Programme (CITREP)

(11) International Enterprise Singapore's Global Company Partnership

iDA
SINGAPORE

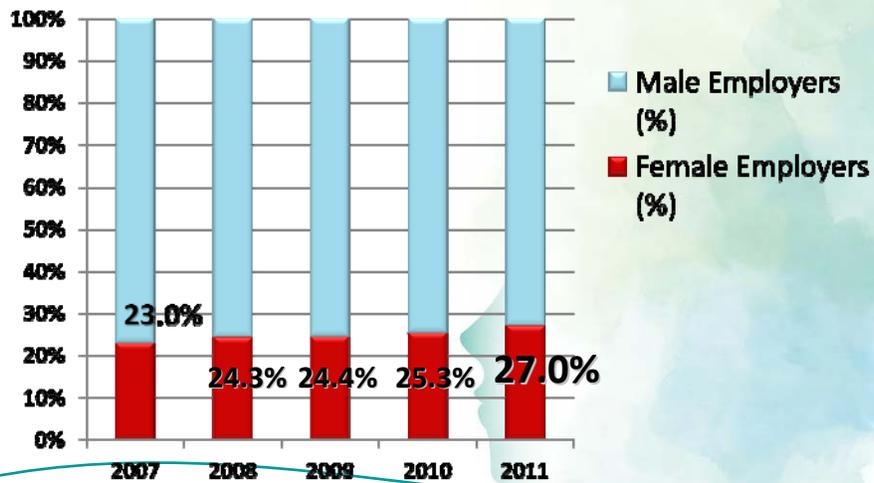
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EXPANDED
Singapore

Promoting
Overseas
Growth
and Trade



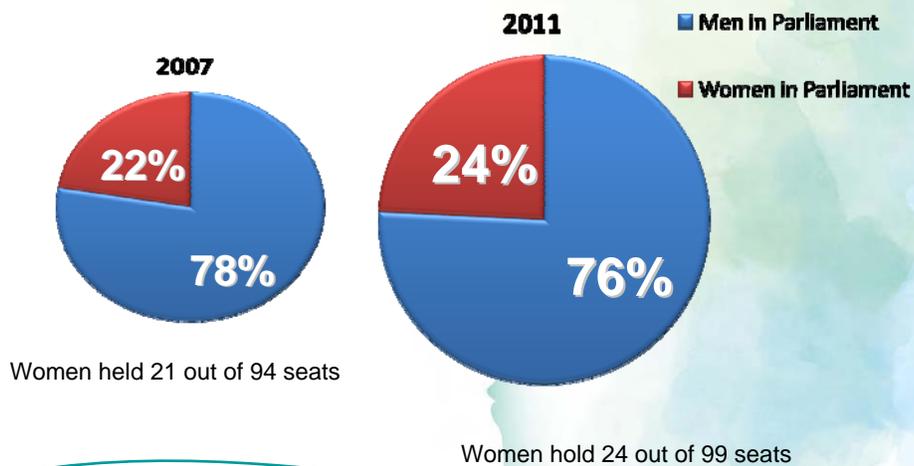
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Women's Leadership



13

Women's Leadership



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Women's Leadership



(9) Women's Register

(10) BoardAgender



board
agender

Connecting for Success



Thank You