

Making Progress in Inclusion & Equality



2021 Findings

Including a special focus on mental health in the
workplace



Official Diversity &
Inclusion Partner



Prepared with the support of our
Diversity & Inclusion Committee

August 2021

Prioritising the Issues

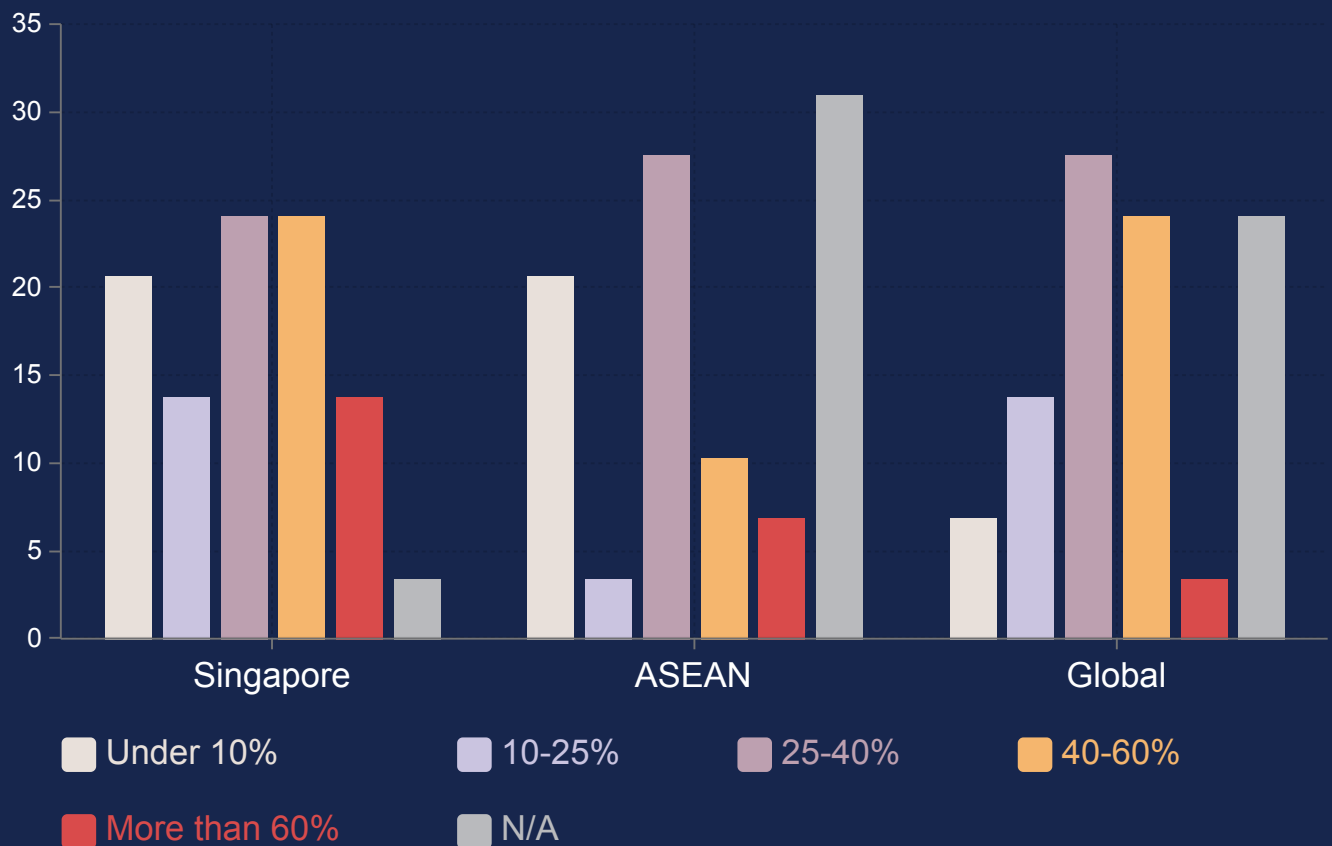
» All respondents were asked how a list of defined topics were prioritised within their organisation. Rankings are based on weighted average.

1. **Gender Equality**
2. **Mental Health Support**
3. **Racial Disparities**
4. **Cultural Differences**
5. **Sexual Orientation**
6. **Gender Identities**
7. **Supporting different Abilities and Disabilities**
8. **Micro Aggression**
9. **Opportunities for Older Workers**
10. **Socio-Economic Issues**

Gender equality is the top priority for the majority of respondents. This is reflected in the work of our Women in Business Committee, dedicated to supporting women in their professional journeys

Leadership Roles for Women

» What percentage of managerial positions in your company are held by women? We asked this question on a local, regional and global level.



Removing the N/A responses, 39% of respondents reported more than 40% of their managerial positions were held by women. In organisations with an ASEAN remit, the figure was 25%, and with a global presence, 37%.

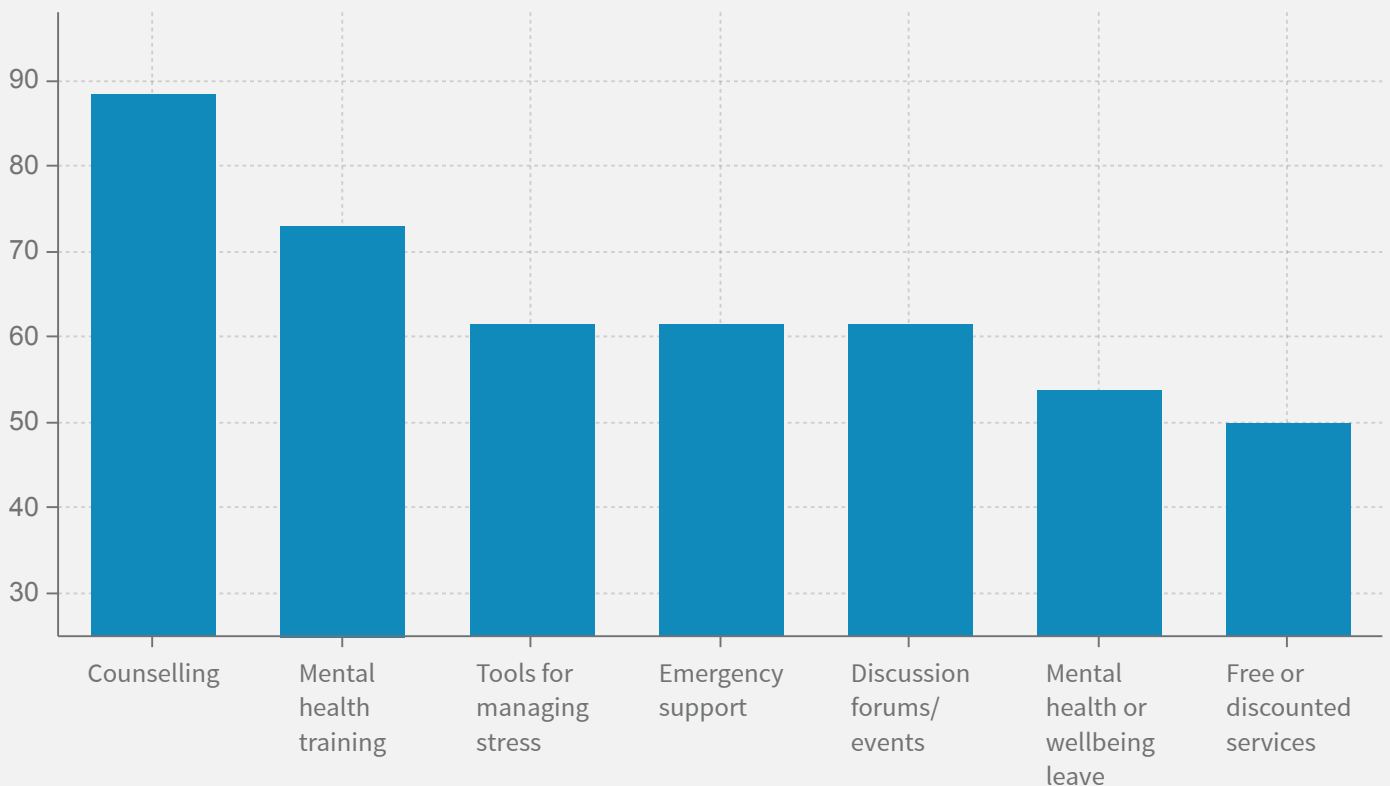
Focus on Mental Health in the Workplace

» In this year's poll we took a deep dive into mental health support for employees, given the events of the past 18 months. This prioritisation in our questions is validated by the importance given to the topic by respondents, second only to gender equality.

86%

of respondents **currently have a workplace wellbeing or mental health programme for employees at their company.** Of those who don't, the overwhelming reason was competing priorities

Typical Inclusions of Mental Health Programmes



Focus on Mental Health in the Workplace

79%

of respondents reported that there is an **awareness at all levels in their organisation of the importance of supporting employee mental health**

Less than half of respondents said their **organisation had clear and specific policies for managing the mental health of employees in the workplace**

46%

86%

report that there is an **existing function by which employees can raise work or home-related issues which may effect their mental health**

The percentage of organisations who **include mental health-related questions within their employee outreach or surveys**. Of those who polled, the average across all most recent editions was **58/100**

68%

Our Committees will continue to host activities and share resources on mental health to support our members and their organisations. Visit diversity.britcham.org.sg/mental-health on our new Diversity & Inclusion Information Hub for resources

Your Proudest Moments



Which D&I initiative are you the most proud of being involved in at your company so far?



... Driving inclusion - we have achieved 87% on our Inclusion index in the latest survey...

... Rolling out an Employee Assistance Plan to all employees...

... Sexual orientation and gender issues being taken onboard by very seniormost levels of management - allowing general management to act on this with support and in an unfettered way...

... Older worker age limit removal...

... Taking time to speak 1:1 with every team member to let them know I am an ally and to encourage them to do the same...

... Developing a management team that reflects the communities that we are part of...



Benchmarking Inclusivity

- » Last year, half of respondents were happy with the progress their company had made in inclusivity. In 2021, progress has been made with an average total ranking of **69/100**.



Ranking your company for inclusiveness

69 

Current challenges companies are working on include diverse recruitment in a tight employment market, diversity in leadership roles and localising HQ policies. Over 96% of respondents said they have the support of senior management on their top issues

Survey respondents reflect a sample size of the British Chamber of Commerce Singapore network
Survey period: 7-15 July 2021