

# Conversations on Singapore Women's Development

No. of sessions : 4  
No. of participants : 234

## OCTOBER & NOVEMBER 2020 SUMMARY

### Key Issues Raised

#### Building women's social capital

- Networks and resources (e.g. mentorships, support groups, websites) can help to boost women's career development
- Female role models can help to build aspirations for young women (e.g. in STEM-related jobs in which there are fewer females)

#### Women's participation in the workforce and leadership roles

- Women juggling both careers and caregiving and women re-entering the workforce should get more support through job redesign and flexible work arrangements
- Structural barriers and traditional expectations of women to assume caregiving duties are setting back the careers of women

#### Enhancing safety net for women

- Women desire for lower premiums in their insurance and more support for their medical expenses
- Participants hope for more support for single divorced women and low-income & low-educated elderly from the community and government

#### Mindshift shifts on traditional gender roles

- Gender biases still exist in society
- Women and men play an equally important role in shifting mindsets
- Homes and schools play an important roles in driving these mindset shifts as they shape the mindsets of children from a young age

#### Sexual violence & objectification of women

- Recent incidents of sexual violence and management of such incidents remain a concern
- More needs to be done to promote respect of women

### Quotes

“ Women are more likely to sacrifice their careers, even though they are no less capable. Women may also lack awareness of the options out there to help them make an informed choice on their careers.

“ We need support structures such as community and family to move away from gender stereotypes.

Join the conversations and contribute your voice.  
Find out more at [go.gov.sg/sgwomen](https://go.gov.sg/sgwomen).

