

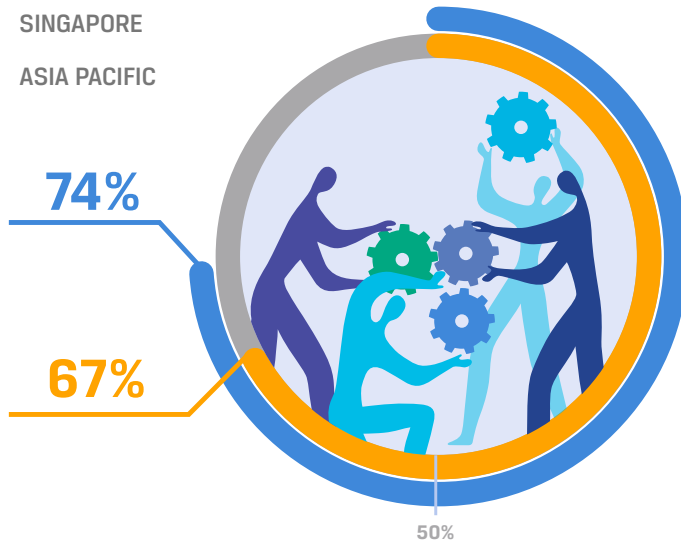
# WHERE WE STAND WITH GENDER EQUALITY IN INVESTMENT PROFESSION IN SINGAPORE

Women in the investment management industry in Asia Pacific still face gender discrimination in the workplace. CFA Institute has conducted a survey in six markets across the region to better understand where the industry stands on gender equality today and to explain why this truly is everyone's business.

SINGAPORE

## 1. THE VAST MAJORITY AGREE THAT GENDER DIVERSE TEAMS LEAD TO BETTER BUSINESS OUTCOMES

■ SINGAPORE  
■ ASIA PACIFIC



## 2. BIGGEST BARRIERS TO ACHIEVING GENDER EQUALITY IN FINANCE



Too few female role models



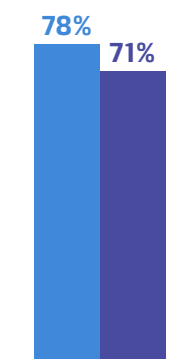
Women are not as aggressive as men



Investment industry is like an "old boys club"

## 3. RESPONDENTS ADVOCATING FOR GENDER PARITY

■ Asia Pacific  
■ Singapore



### REASONS



Generate better business outcomes



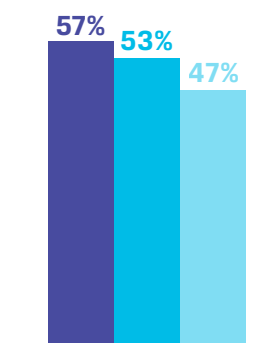
Allow for a wider talent pool



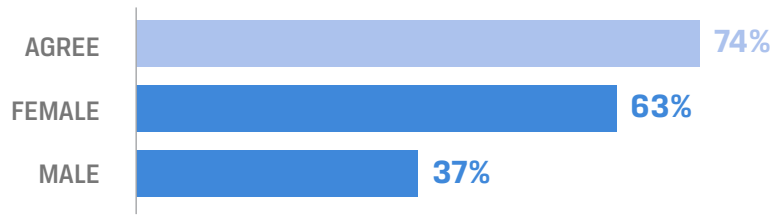
Enhance collaboration

## 4. SPEAK UP WITHIN THE COMPANY ABOUT GENDER DISCRIMINATION IN THE WORKPLACE

■ Feel comfortable  
■ Female  
■ Male



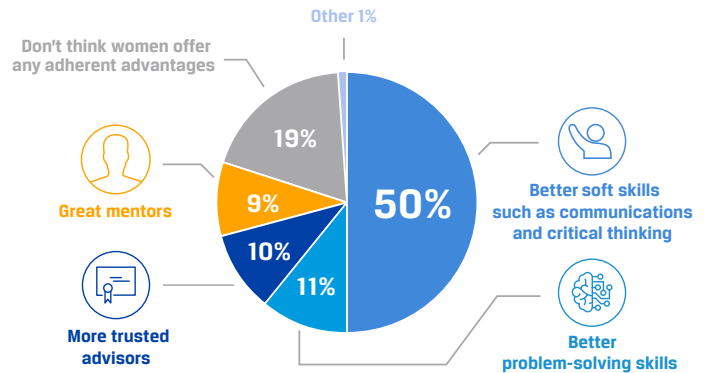
## 5. WOMEN IN FINANCE ARE PRESSURED TO "DRESS AND LOOK THE PART" FOR THE JOB



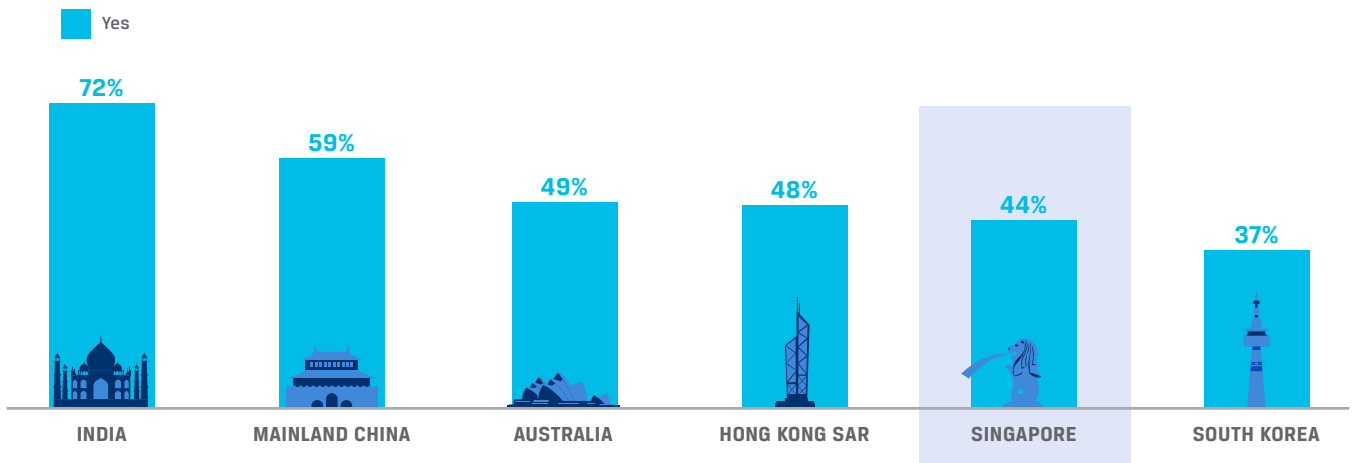
## 6. POTENTIAL REMEDIES TO BRING MORE GENDER BALANCE TO THE INVESTMENT INDUSTRY

- Provide safe environment to report discriminatory behavior
- Educate employees, including senior leadership teams
- Hire a diverse mix of people

## 7. ADVANTAGES OF HAVING WOMEN IN LEADERSHIP POSITIONS



## 8. OPTIMISTIC THAT INVESTMENT INDUSTRY WILL ACHIEVE GENDER EQUALITY IN THE NEXT 10 YEARS



### METHODOLOGY

In November 2019, CFA Institute conducted a regional survey of 3,000 investment professionals in Asia Pacific to gather their views on gender equality and latent gender bias in the APAC investment services industry. Respondents included junior- through senior-level investment professionals with a ratio of 40% male and 60% female. Surveyed markets included Australia, mainland China, India, South Korea, Singapore and Hong Kong, a special administrative region (SAR) of China.

