

SSMC in 2015 ILO Conference to support Women in business and management: Fostering Female Talent in the Workforce

On 3 July 2015, Kelly Sofian, our Senior Director of Quality and HR, represented SSMC to join 250 local and foreign company representatives at the conference of “Fostering Female Talent in the Workforce: Women in Business and Management”. This conference was organised by International Labour Organization (ILO); co-hosted by The Singapore National Employers Federation (SNEF) in partnership with ACT/EMP.



In panel discussion, international experts, employers' organizations and high-level management, from Singapore based and regional (international) enterprises, shared trends, practices and policy initiatives in the Asia Pacific. **SSMC contributed in the panel conversations on "The importance of gender diversity in the workplace and workforce; highlighting the business and economic case". Kelly Sofian shared some key points on our initiatives for fostering female talents in workplace as follows:**

- **Visibility and Awareness - Adoptive Workplace.**

Kelly gave an example of adoptive workplaces in SSMC in supporting the employees' need. "We made special purple gowns for pregnant employees to make them visible in the Clean room production floor, so that they will receive attention and care during their work duty". Also lactation room is available in company premises to offer a clean and comfortable environment for working mothers.



• Training and Development

Dr. Amy Khor, Senior Minister of State, Ministries of Health and Manpower, highlights that companies should enable aspiring women to climb the corporate ladder. Heeding Dr. Khor's call-to-action, Kelly quotes her own example in SSMC where she was given opportunity to be in a leadership development program. Through 2 job rotations, she was placed in diverse roles and fields from Quality, Purchasing and to Human Resources. Her career advancement to management team position reflects an effective mentorship and talent development process that enabled equal opportunity for employees, including women to climb the corporate ladder successfully.

• HR Policies that provide Women with Fair Consideration in All Levels

Other policies that are important to foster employees (or female talent) in the workforce include recruitment and promotion guidelines, development and mentorship programs. Family friendly policies such as integrated work-life schemes and facilities (part time employment, flexi work arrangement, maternity/childcare/shared parental leave and others) are a definite plus to create a conducive work environment to attract and retain these talents.

In the 21st century workplace, raising awareness about the importance of gender balance is key to organisation success. Companies that embrace gender diversity by considering the 3 points mentioned above will have a competitive edge in retaining female talent, and hence,

can achieve better overall organisation performance.



A dialogue mapping visualizer to summarise the theme and important points raised for topics mentioned in pictorial illustrations.