

News Release

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INDONESIAN WOMEN MOST NURTURING IN HELPING OTHERS GROW

Perceptions of professional gender gaps across major SEA markets where Indonesia shows most positive

Indonesian women feel biggest sense of responsibility toward one another, when it comes to career development in Southeast Asia. They cite gender bias less than their peers in Singapore and Malaysia on what could be done to help them in their career.

The survey *Mind the gaps: Perceptions of gender equality in corporate Southeast Asia* is a HSBC-commissioned survey conducted by The Economist Intelligence Unit. It involved 300 female executives from Singapore, Indonesia and Malaysia and examined their perceptions of gender diversity in the workplace at both senior and mid-levels of management.

Overall, the study finds that gender inequality is not believed to be prevalent in businesses in all three countries. This case is especially true Indonesia, scoring the highest on “no gender diversity gap at all” (20%) when asked the extent to which your company has a gender diversity gap that favors men over women.

Indonesian women have an introspective attitude in determining the opportunities to achieve professional goals

The greatest proportion of Indonesian women cite that what help them most to achieve professional goals are having more strategic and technical insight on industry/business strategy (24%) and getting more responsibilities within my team/company (24%). This is in contrast with Singapore who said being more valued for the work done (24%) and working where there is no gender bias (22%) are the main help, and Malaysia who also cite the main help would be working where there is no gender bias (23%) on top of having greater flexibility with schedule (22%).

Indonesian Women Feel biggest sense of responsibility toward one another

Compared to their peers in Malaysia and Singapore, Indonesian women feel strongest that in their roles they believe it is their responsibility to help others develop their careers (78%), as well as other women (74%).

“Culturally, Indonesian women have a nurturing nature, and this is reflected in the workplace,” said Sumit Dutta, Country Manager & Chief Executive HSBC Indonesia. “This is an important piece of

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research that portrays how Indonesian women have gone in strengthening their roles in the society hence closing the gender gap.”

According to the survey, Indonesia businesses and local companies hold the strongest sentiment on what a company can do to maintain the fair gender balance or close the gender diversity gap. The highest ratings were giving advice to women on specific leadership skills (83%), and giving training to women on the leadership skills (85%). These rates leave quite a large gap compared to Singapore (68% and 64% respectively) and Malaysia (66% and 64% respectively).

Women in Indonesia are the happiest lot

Overall the survey shows that women in Indonesia consistently show a more positive inclination in responding the questions. They are more willing to help others grow, and they think it is their responsibility to close the gender gap. For this, Indonesian women think that female executives are best placed to help other women rise up the ranks (66% vs 50% for Malaysia and 56% for Singapore).

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About the Survey

The aim of this report, which is written by The Economist Intelligence Unit and commissioned by HSBC, is to examine perceptions of the gender diversity gap among working women in Southeast Asia, at both senior and mid-levels of management. The report looks at women’s awareness of gender diversity in their own organisations, asks the ways these women believe any gap can be reduced and explores whether mid-level women feel supported by their senior female colleagues.

The findings are based on a survey of 300 female executives conducted in December 2015, with 100 respondents each from Singapore, Indonesia and Malaysia. Half of these respondents work in middle management positions, 32% in senior management and 18% at a Managing Director/General Manager or C-suite level. They cover a wide variety of businesses, with 16% working in manufacturing, 10% in financial services or IT, 8% in construction and real estate and 7% in professional services. Just under three quarters of these companies are local, and 26% multinationals. Two in five companies are headquartered in Indonesia, 25% in Singapore, 22% in Malaysia, and the rest across the rest of the world. The organisations also range in size, with 31% of women from firms with between 100 to 199 employees, 56% from firms with between 200 and 999 employees and 13% from businesses with 1,000 or more staff.

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