

Feb/Mar 2021

The InHouse

SCCA Singapore Corporate Counsel Association

Gender

Equality In The Workplace — Lessons For 2021 And Beyond

by Headstart

In 2020, we're seeing a broader range of business models and increased diversity in the job roles they offer. But there's still a long way to go when it comes to gender equality at the workplace.

Though the support to increase workplace gender equality and diversity may come from senior leaders of an organization, it's the HR teams fighting for it on the ground. And as well as HR officers, it's the job of every employee to call out the disparity, wherever it exists. When you think about your organization, how much gender equality do you see?

Gender inequality can be an entrenched issue in the office. It reveals itself in pay grade differences, lack of representation at senior level, and sometimes — incredibly — minimal intervention against gross misconduct. Reaching gender equality requires radical action in organizations. [Here's](#) what you need to know...

IWD 2021 campaign theme:

A challenged world is an alert world. Individually, we're all responsible for our own thoughts and actions - all day, every day.

We can all choose to challenge and call out gender bias and inequality.

We can all choose to seek out and celebrate women's achievements.

Collectively, we can all help create an inclusive world.

From challenge comes change, so let's all choose to challenge.

Read more [here](#).



Quest For Equality

by Singapore Law Watch

Some call for gender equality to be enshrined in the Constitution, while others say any changes to the law must be matched by men playing a bigger role.

Women in Singapore live longer than men and more make it to university than men. Women have also caught up, though not fully, with men in terms of work and pay. The World Economic Forum ranked Singapore 54 out of 153 countries on gender equality.


But activists here say that though indicators of equality show that women are doing well, traditional definitions of gender roles perpetuated by patriarchal values still hold women back. Many still play an outsized role at home, and hit glass ceilings at work, or even suffer from sexual violence.

[Here's](#) what you can understand and act on to address this pressing issue.




conversations with SCCA


PANELISTS



GARETH LEE
Vice President, Legal & Compliance,
Asia Pacific - Cardinal Health




**RONAN
MACSWEENEY**
Deputy General Counsel,
Transport for NSW



CHRIS MEAD
Head Talent Acquisition, DuPont

MODERATOR



KRYSTLE KOH
Legal Counsel (Manager),
Sembcorp Industries Ltd

SCCA IWD WILL Event 2021

In conjunction with International Women's Day 2021, the SCCA will be hosting #Man-Made Tribe to answer some of your hard questions.

It's important to identify your tribe in any environment, be it social or professional. Your man-made tribe will elevate results and allow your organisation to shine. Unfortunately the man-made tribe these days are still severely hoarded by men. But not all of it is bad. The boys club can also be your ally. Listen to our Male only panelists hand-picked by industry leading ladies.

Join us for this immersive conversation here

eClarity.com.sg
DIAMOND GALLERY

**All webinar attendees will
receive a gemstone worth
up to \$200, courtesy of our
esteemed sponsor eClarity
diamonds.**

Conversations on Women Development



SCCA is proud to support the ongoing nation-wide conversations on women's development and to contribute our feedback and views towards a white paper relating to women's development to be prepared by the end of June 2021.

Join us for the conversation [here](#).

Missed out in 2020?

CONVERSATIONS!

Why should the fun of meeting people and learning from peers stop? There has been a kaleidoscope of events and conversation in 2020. This means our partners and members still had a way to connect and catch up. If you missed our events in 2020, fret not, we have new exciting video and webinar contents coming soon on Peers.ONline.

ALL ABOUT BENEFITS

Here's more benefits coming your way in 2021. The drawing room for our member's benefits never sleeps. Here are ways you can keep growing your skills and profile in our industry.

- Share your wisdom with the younger counsel - Become a Pier Counsel Mentor [here](#)
- Get complimentary access to our new Peers.ONline (a video on demand learning platform)
- SCCA Podcast - Easy on your time management, hear and share.
- Find international connections through our global alliances and find out how to be part of global industry chapters.

Get to know more about how you can benefit from being a member below:



We know you want to press it!!

Mar 2021
Membership



16 **latest** Latest employment trends: 2021/2022

by Compare Camp

Employers and hiring managers have a lot to keep up with—technological developments, globalization of the workforce, economic changes, and automation of business processes. Over the years, the labor force has undergone massive transformations, and it continues to do so to meet the needs of both employers and employees.

As we look ahead to the future of the labor force, it's important to keep up with the ever-changing trends in employment. Understanding how these trends are shaping today's workforce can help you stay competitive in the years to come.

Read more [here](#)

2021 Cybersecurity Trends to Watch For

by Varonis

2020 brought with it several trials and triumphs. COVID-19 has forced companies to create remote workforces and operate off cloud-based platforms. The rollout of 5G has made connected devices, well, more connected than ever. All this to say, the cybersecurity industry has never been more important. These recent events and the below cybersecurity statistics and figures considered, read more [here](#) on some industry trends and also predictions to watch for in 2021 and beyond.

Data Management Predictions for 2021

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From 12 experts:

"Long gone are the times where organizations simply housed all their own data on-premise or even just within one cloud provider. Now organizations have data on-premise and are partnered with several cloud providers based on their specific needs. This reality has created a "rethink" of how data governance needs to be approached. Organizations must determine how their current data governance will be impacted and what needs to be adjusted, how to monitor data quality in the cloud, and how to manage data movement in and out of the cloud (and the massive expense that comes with that)." - **Todd Wright, Head of Data Management and Data Privacy Solutions at SAS**

Read more [here](#).

By [solutionsreview.com](#)

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predictions: The legal function in 2025

by KPMG Insights

The role of in-house legal teams is changing quickly. The businesses they support are going digital. The regulatory environment is getting more complex. The pressure to cut costs is at an all-time high, while standardization and automation are creating new routes to efficiency and insight. COVID-19 has ramped up these challenges even more, but the sudden move to remote work is also proof of concept for relying even more on connectivity, centralization, and technology.

Amid the disruption and uncertainty that's marked the year 2020, it's hard to tell the long-term outcome of these accelerating changes. How are these forces shaping the legal functions of tomorrow?

Read more [here](#)

The human-centric future of work

by Deloitte Insights

The pandemic's acceleration of technology uptake should certainly be factored into any future of work planning but should not take precedence over workers' needs and desires. Any future of work framework should incorporate strategies that value human capital as much as technology. Ideally, business leaders will co-create a new framework with input from their workforce. In so doing they will empower the workforce to perform well and ensure that any future conflicts are easily surmounted.

Read more [here](#).

Legal Trends to Watch in 2021

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By LexisNexis.com

Even before COVID-19, however, law firms were already in a period of unprecedented change brought on by advances in technology and a shifting market for legal services. There's also the ebb and flow of the economy to consider, and the rise and fall of practice areas new and old. Responding to the unexpected is nothing new for most firms these days – it just reached another level in 2020.

Whatever 2021 brings, firms will have to be nimble, ready to address the challenges and opportunities ahead. For that reason, it's more important than ever to examine trends we might expect in both the legal sector and the wider business world next year.

[Here](#) are five to consider.

The SCCA Legal Eagle Challenge, Singapore's first-ever in-house counsel competition for law students, is back for its second-run in 2021!

This year, participants will be given the opportunity to assume the role of a General Counsel faced with an early morning email requesting urgent advice on dealing with social media issues, competing stakeholder interests, and a Board of Directors keen for a simple, clean solution to a challenging problem...basically all in a day's work for today's in-house counsel.

Further details will be shared below:

<https://www.scca.org.sg/events/>

SCCA LEGAL EAGLE Challenge



Join us!

Keen to contribute to the community through pro bono activities as an in-house counsel? There are a variety of meaningful ways where you can play a part. Join us for an info session where the SCCA Pro Bono Committee will share more about ongoing pro bono initiatives you can get actively involved in which are currently being spearheaded by the team! Learn more about Project Zero where all proceeds and efforts will contribute to Willing Hearts, or the SCCA Legal Eagle Challenge Singapore's first in-house counsel-focused competition organised for law students. Stay tuned for our upcoming events [here](#).



Mindful Business Charter

What does this mean for in-house counsels in Singapore?

The Mindful Business Charter is gathering momentum within legal communities around the world following its launch in 2018. It began with the in house team at Barclays and two of their UK panel law firms, Pinsent Masons and Addleshaw Goddard, coming together to challenge the status quo, to think about whether we could change the way in which we work so we can remove some of the unnecessary stress we all experience and allow us to work more healthily and also more effectively. Since then, it has achieved global recognition. SCCA is collaborating with the Singapore Law Society, Singapore Academy of Law for a coordinated approach for the Singapore-based legal community. Read more [here](#).



Manage Stress Maximize Creativity

Mindfulness and leveraging this impacted business decades ago through the development of an unmistakably hard skill that senior managers mastered strategic planning and mindfulness together. The rise of mindfulness is unquestionably a positive development. Read more [here](#).

PIER - A SOCIAL INITIATIVE

JOINTLY PRESENTED BY



The Singapore Corporate Counsel Association Limited ("SCCA"), in collaboration with NOVA8, is pleased to announce a new social initiative, "PIER". The programme aims to empower young or transitioning lawyers (PIER Counsel) to provide legal support services to Participating Organisations on a heavily subsidised basis. PIER Counsel with little or no prior relevant experience may be supported by PIER Mentors, comprised of experienced counsel with in-house or private practice experience.

You can apply for the below:

PIER COUNSEL

If you are:

- A law graduate seeking work experience;
- A newly-qualified lawyer;
- A lawyer looking to upskill or transition into a new sector;
- A lawyer who is currently in transition; or
- A legal consultant who is interested in supporting charitable, non-profit or social impact-focused organisations

We welcome you to apply to be a PIER Counsel. You must have a basic law degree from a recognised university and/or be admitted to a recognised Bar. Please also see the section below on "What are the expectations of a PIER Counsel?"

Where appropriate, PIER Counsel may be paired with a PIER Mentor for the purpose of providing services to a Participating Organisation.

[Click here to apply to be a PIER Counsel.](#)

PARTICIPATING ORGANISATIONS

If you are:

- A charity, voluntary welfare organisation, non-governmental organisation or social impact-focused organisation or small and medium-sized enterprise; or
- A member organisation of SCCA and NTUC U Associate,

We welcome you to apply to be a Participating Organisation.

[Click here to apply to be a Participating Organisations.](#)

All selection and matching of PIER Counsel and Participating Organisations shall be subject to the approval of the PIER Committee. The PIER Committee reserve the right to reject any applications for any reason whatsoever.

» [For more Info!](#)