

## Women in Singapore Still Held Back by a Lack of Flexible Working Options

Monster Singapore launches the **#SheMakesItWork** campaign this Mother's Day to support mums returning to work, and to encourage employers to consider more family-friendly work arrangements.

- 68% of women are unable to work from home in their current jobs, while 14% can 'sometimes' use this option.
- 77% of women agree having children has affected their career goals and opportunities.
- 82% of women say a lack of flexibility is the top reason to quit their job.

**SINGAPORE, 11 MAY 2018** - New mothers and working mothers in Singapore are still struggling to balance work and family commitments, as more than 50% remain unable to utilise flexible working arrangements in their current jobs.

According to an annual study by [Monster.com](#), working mums are also not provided opportunities to work from home (68%). This lack of flexibility and support from employers is a key reason why 61% of female respondents will be looking for a new job in the next year.

The study, which surveyed over 2,600 respondents across Singapore, Malaysia and the Philippines aimed to identify challenges women and working mothers face in the workplace, in line with Mother's Day. It also aims to raise attention to these issues for employers, who might want to consider more family-friendly arrangements to aid in increasing retention and lowering overall attrition of the female workforce.

The findings emphasise the rampant biases faced by mothers and working women at large. Seventy-seven percent of women agreed that their decision to have children hampered their professional goals, with 34% stating they have been questioned about their plans to start a family during job interviews. Forty-two percent of respondents said their current employers do not practise gender-equality based policies, which could leave the door open for discriminatory practices to flourish.

A whopping 90% of women consider work-life balance to be a crucial factor when finding a new job. Suggestions to facilitate a smooth transition for new mothers into the workplace include providing adjustable working hours in line with their domestic needs (43%), encouraging a family-friendly culture to counteract negative stereotypes (19%), and flexible timings during the first few months back at work (19%).

"Singapore has done plenty for professional women, but there remains considerable scope for improvement. In 2018, issues such as prejudice against mothers and the absence of conducive workplaces for women re-entering the workforce continue to be an uphill battle," **said Abhijeet Mukherjee CEO, Monster.com – APAC & Gulf.**

"While various initiatives across Singapore are targeted towards promoting equality and eliminating discrimination in the workplace, there is a learning curve for businesses that might not be moving fast enough to retain many women who choose to have children. However, not doing so means businesses are potentially losing out on making the most from 50% of the workforce."

In a bid to show support and encourage more mothers to rejoin the workforce, [Monster Singapore](#) is launching its annual [#SheMakesItWork campaign](#) to raise greater awareness of the issues women across Southeast Asia face at work

Click [here](#) to view official campaign video, featuring three women at various phases of motherhood who share their struggles and provide advice for all women facing a similar situation.

Please see this [infographic](#) attached for a full breakdown of the survey findings.

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#### **About #SheMakesItWork**

Monster.com surveyed over 2,600 professionals across Malaysia (731), the Philippines (1288) and Singapore (598) in celebration and support of Mother's Day. The annual survey was conducted in each market to understand the unique challenges and barriers working mothers face in their careers. The study also focused on what employers are doing to help women re-enter the workforce.

#### **About Monster APAC & Gulf**

For more than 20 years, Monster has been a leading online career and recruitment resource, and with its cutting-edge technology it provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster today has more than 200 million people registered on the Monster Worldwide network, and with operations in more than 40 countries, provides the widest and most sophisticated job seeking, career management, recruitment and talent management capabilities.

Regionally, Monster started its operations with India in 2001 and today has operations across India, Singapore, Malaysia, Philippines, Hong Kong, Vietnam, Thailand, Indonesia, UAE and Kingdom of Saudi Arabia. In India it is headquartered in Hyderabad, and has presence in 10 other cities of India, including Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmedabad, Baroda, Chandigarh, and Cochin. In India, the Monster Mobile App was voted Product of the Year 2016, under the 'Mobile App Job' category in a survey of over 18,000 people by Nielsen. Monster.com in India was also voted Product of the Year in 2015, and mPower Search was voted Product of the Year in 2014. Monster continues its pioneering work of transforming the recruiting industry with advanced technology using intelligent digital, social and mobile solutions, and a vast array of products and services.

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