

75% of Malaysian Mothers Quit Their Jobs Due to a Lack of Flexibility

An annual study by Monster Malaysia reveals a majority of local employers still haven't embraced flexible working policies, meaning new mothers find returning to work a challenge – with many looking for new jobs that meet their flex requirements.

- **55%** of women say they have an unsupportive boss and working environment
- **58%** of employees in Malaysia are unable to work from home, while **36%** don't have any option for flexible working arrangements.
- **94%** of women surveyed said they will be looking for a new job in the next 12 months

KUALA LUMPUR, 11 May 2018 – A lack of flexible working arrangements and a generally unsupportive environment for working mothers is driving many women to search for new employment in Malaysia, according to findings from an annual study by recruitment giant Monster.com

The biggest reasons given for new mothers quitting their jobs is a lack of flexibility (75%), followed by concerns about poor childcare for their children while they are at work (60%). A further 55% said they have an unsupportive boss and work environment when it comes to balancing home and work life.

The study, which surveyed over 2,600 respondents across Malaysia, Singapore and the Philippines, aimed to identify challenges women and working mothers face in the workplace. 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.

In line with Mother's Day, Monster questioned working mums on their biggest worries when returning to work after having a child. More than half of respondents (55%) said they struggle with the emotional process of leaving a newborn at home. Forty-nine per cent said they only return to their jobs for financial reasons, and 47% worry about getting the right childcare in place to allow them to feel comfortable with returning to the office.

When asked about their biggest challenges, 53% of women said they struggle to balance their duties in the office with the need to keep things running at home. As female professionals, 38% said they feel they are not awarded the same career opportunities as men, and 32% believe the way they are perceived by their colleagues and boss affects their upward mobility.

Just 28% of those surveyed said their workplace offers some sort of flexibility or adjusted workloads for working mothers. While only 12% of workplaces have a dedicated lactation room for pumping breast milk in private during the workday, 10% said they do have the option of a child day-care at work.

To overcome some of these hurdles, 46% said employers should instil some sort of flexible arrangements that are in line with mothers' needs. Additionally, 20% suggested employers could consider a transition period when returning to work – for example, offering part-time hours for the first month or two back at work.

"Globally, flexible working arrangements are becoming a normal part of employers' offerings, in line with the needs of the modern workforce – but it seems like there is still some alignment that needs to happen between companies and employees in Malaysia. Women in Malaysia clearly want to work, but they are not provided with a supportive environment or business infrastructure that allows them to both care for their families and contribute to the workplace. This is no doubt a key reason why 94% of women surveyed said they are currently searching for a new job," said **Abhijeet Mukherjee, CEO, Monster.com – APAC & Gulf**.

“The process of having a child and being with that child 24/7, and then being expected to leave them at home in the care of someone else to return to work is a giant emotional leap for parents all over the world. The more employers can do to support women during this time, the more likely they are to retain key female talent. Supporting women in the workforce is something that extends beyond maternity benefits – it’s about creating an inclusive culture that sets women up for success with equal opportunities, which all begins with ensuring they feel happy about returning to the workforce.”

In a bid to show support, encourage mothers to re-join the workforce, and raise diversity issues with employers, [Monster Malaysia](#) is launching its annual [#SheMakesItWork campaign](#) to raise greater awareness on issues women face at work across Southeast Asia.

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

Please see the attached [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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