

# #SheMakesItWork



New research from Monster.com for Mother's Day finds women across Southeast Asia still face multiple obstacles at work – whether they are new mums returning to the office, or childfree career women.

## A Woman's Challenge

The biggest challenge for women at work is:

### SINGAPORE

41%

"Lack of opportunities for career advancement"

41%

"Balancing demands at work with demands at home"

### MALAYSIA

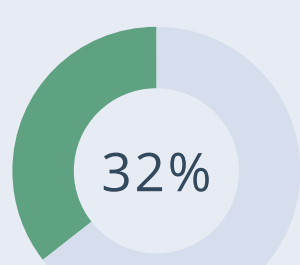
41%

"The way I am perceived or treated by others"

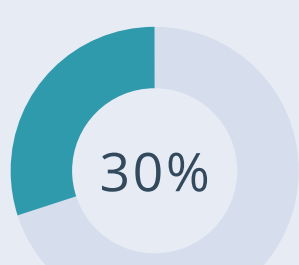
### PHILIPPINES

39%

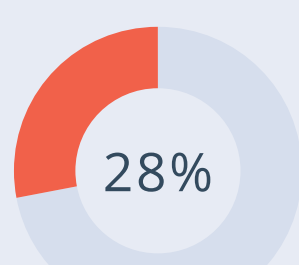
"I feel like I have missed out on career opportunities because I chose to have a family"



SINGAPORE

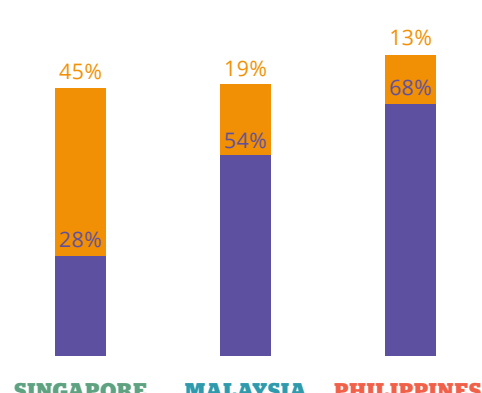


MALAYSIA

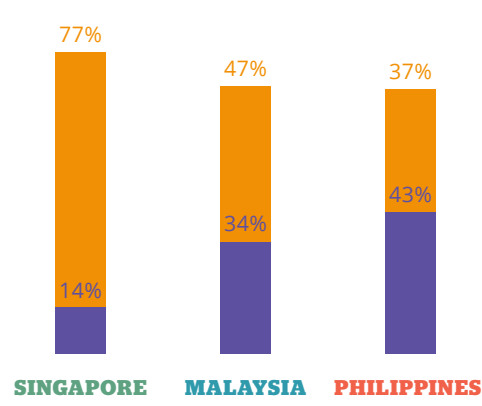


PHILIPPINES

Is flexible working an option for women?



What about working from home?



## Discrimination isn't Dead

### SINGAPORE

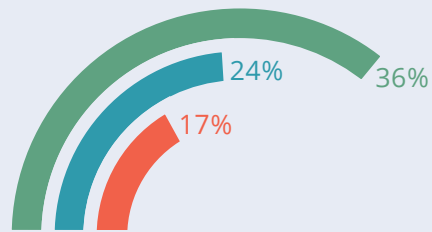
### MALAYSIA

### PHILIPPINES

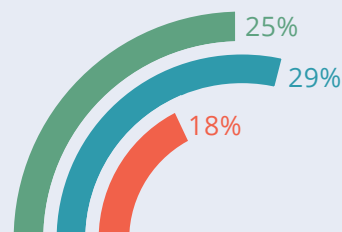
Quite the opposite, in fact. Across Singapore, Malaysia and the Philippines, we found women and mums have experienced all kinds of discrimination in the workplace.



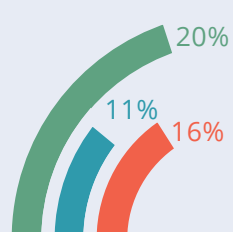
"I have not been considered for promotions"



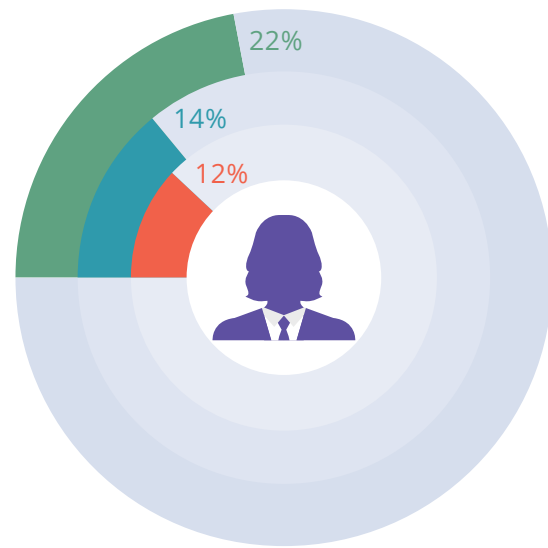
"I was questioned about my desire to have children"



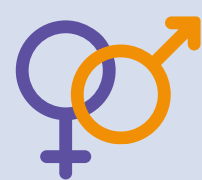
"I feel talked down to by my boss"



"I have been called names or labelled negatively"



The wage gap is felt most amongst women in Singapore:



Across SEA, 16% of women have experienced sexual harassment at work

## Gender @ Work

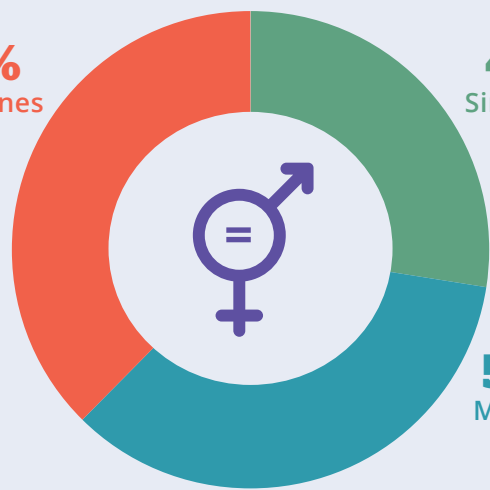
Should gender equality be a top priority for your management?

YES

56% Philippines

41% Singapore

52% Malaysia



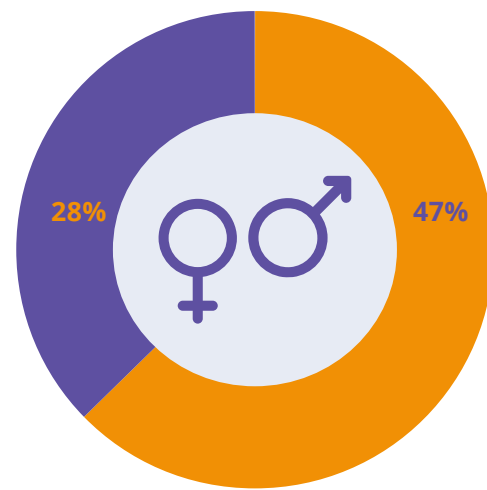
Does your company offer a gender diversity programme?

YES

NO

28%

47%



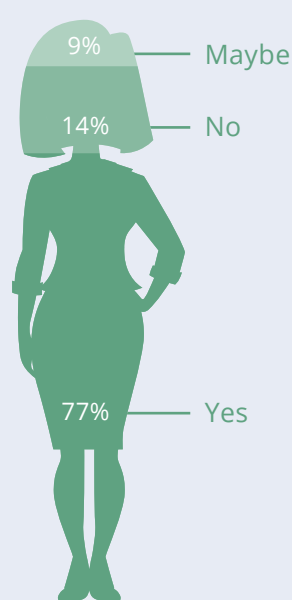
## Time for a new job?

### SINGAPORE

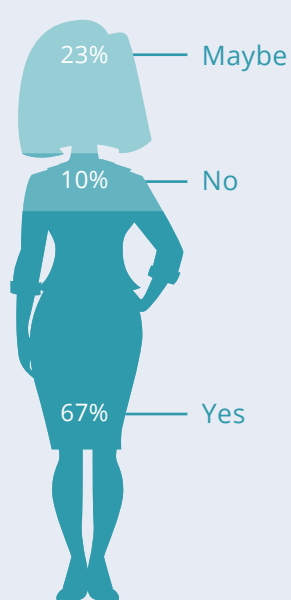
### MALAYSIA

### PHILIPPINES

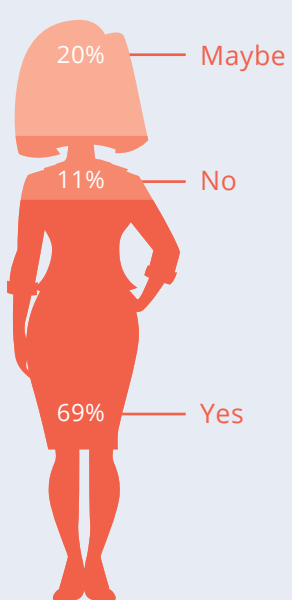
Who's planning to find a new job next year?



Women in Singapore

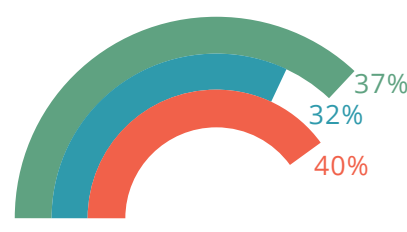


Women in Malaysia

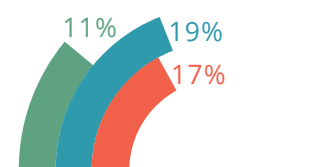


Women in Philippines

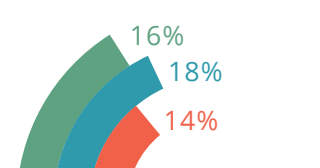
Why are women looking for a new job?



To earn more money



For more flexible work options



I don't see any growth in my current role

#SheMakesItWork

Monster.com surveyed over 2,000 professionals across Singapore, Malaysia and the Philippines to understand the unique challenges and barriers working mothers face in their careers.

monster Find Better.™