

Over half of Filipina Women Feel Having Children has Affected their Career Opportunities

A recent survey by Monster Philippines unearths the troubles faced by women and returning mothers at the workplace, in the absence of family-friendly policies.

- *Nearly **50%** Filipina women say that employee compensation/benefits for mothers are below expectations*
- ***63%** of women return to work simply to provide for their families, with **55%** feeling anxious to leave their newborns at home*
- ***92%** stated work-life balance is as important when looking for a job*

MANILA, 11TH MAY 2018 - Women and young mothers in the Philippines find themselves leaving their jobs thanks to a lack of adequate parent-friendly working arrangements, subpar employee benefits, and poor work-life balance, according to [Monster.com](https://www.monster.com)'s annual #SheMakesItWork survey.

Additionally, more than 50% of mothers surveyed said they believe their career has been hindered or “somewhat” affected by their decision to have children. Perhaps contributing to this are levels of discrimination in the workplace, where 21% of women said they have been labelled as “too emotional”, and 19% don't feel like they are taken seriously in the workplace. Beyond this, 18% of women said they had been questioned about their desire or plans to have children during job interviews.

The study, which surveyed over 2,600 respondents across the Philippines, Singapore and Malaysia aimed to identify challenges women and mothers face in the workplace, in line with Mother's Day. It also aimed 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.

A lack of flexible working arrangements (32%) and struggling to balance demands from clients and colleagues as well as family life (58%) were some of the answers provided by working women and new mothers when asked about challenges faced at work.

New mothers felt anxious about leaving their infants at home, with only a minority of respondents reporting that their companies offered benefits such as medical benefits and compensation (28%), adjusted work schedules (28%), lactation rooms at the workplace (9%) and child day care centres at work (5%).

To combat this, respondents suggested solutions such as flexible work arrangements tailored to the mothers' needs (37%), efficient communication with mothers about leave policies (17%), and a transition period consisting of reduced workload (16%).

However, the majority of respondents were happily able to utilise flexible working hours with their current employers (61%), although this did not include working from home options, with 44% unable to do so.

“Although respondents in the Philippines had the highest number of respondents able to utilise flexible working options in Southeast Asia, there is still room for improvement to better support and manage the workloads for working mothers. This is reflected by the fact that over 50% of working Filipina women surveyed feel that they miss out on crucial career milestones after having children,” said **Abhijeet Mukherjee, CEO, Monster.com – APAC & Gulf.**

“Women are an integral component of the Philippines’ working population and many either choose or need to work to support their families. If companies make an effort to build an inclusive culture which supports women and working mothers, they will see a marked improvement in their retention rates.”

In a bid to show support and encourage more mothers to rejoin the workforce, [Monster Philippines](#) 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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