

## **A woman's right to work**

From your perspective as an employer, what might dissuade or prevent women from joining/rejoining the workforce, and what can be done to improve the situation?

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With higher cost of living and inflationary pressures, dual income families are on the rise despite more concerted efforts are being vested in parenting these days. Returning to the workforce after childbirth is no longer just a choice but a necessity for many young mothers facing the arduous task of juggling work demands and parenthood. Likewise for the society, having women joining/rejoining the workforce is necessary so as to maintain a local pool of talent.

It is a double-edged challenge. Flexibility and mobility seen as luxuries in yesteryears are now pre-requisites. Technologies to facilitate mobility such as cloud computing are aplenty. Their efficient application will not only encourage women to return to the workforce but also enhance productivity. Infant care arrangement or child friendly working environment within an organisation or within the office building will be welcomed to alleviate time consuming travelling needed to address such concerns.