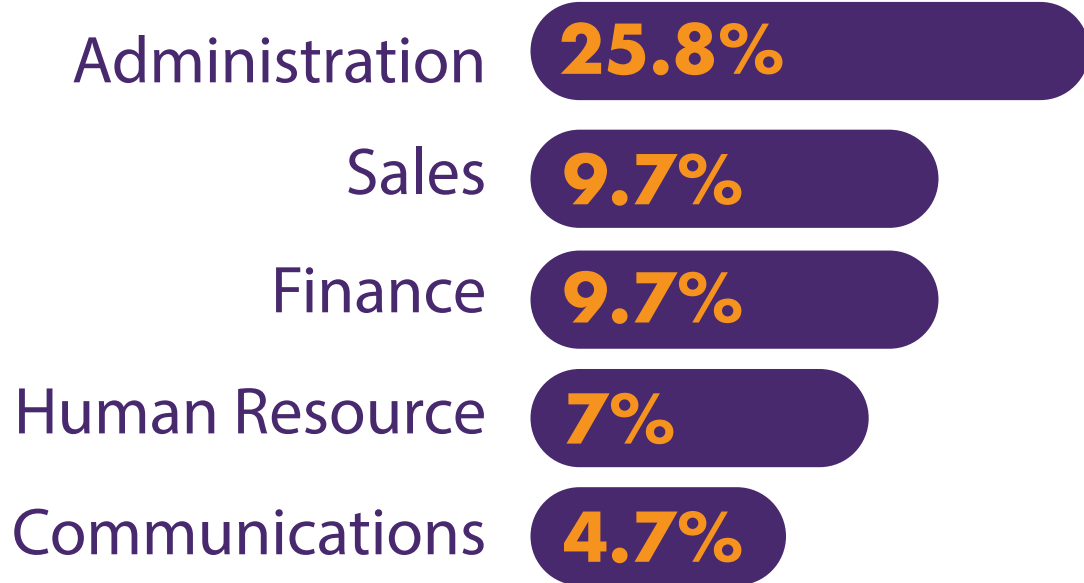


IBCWE Survey Result

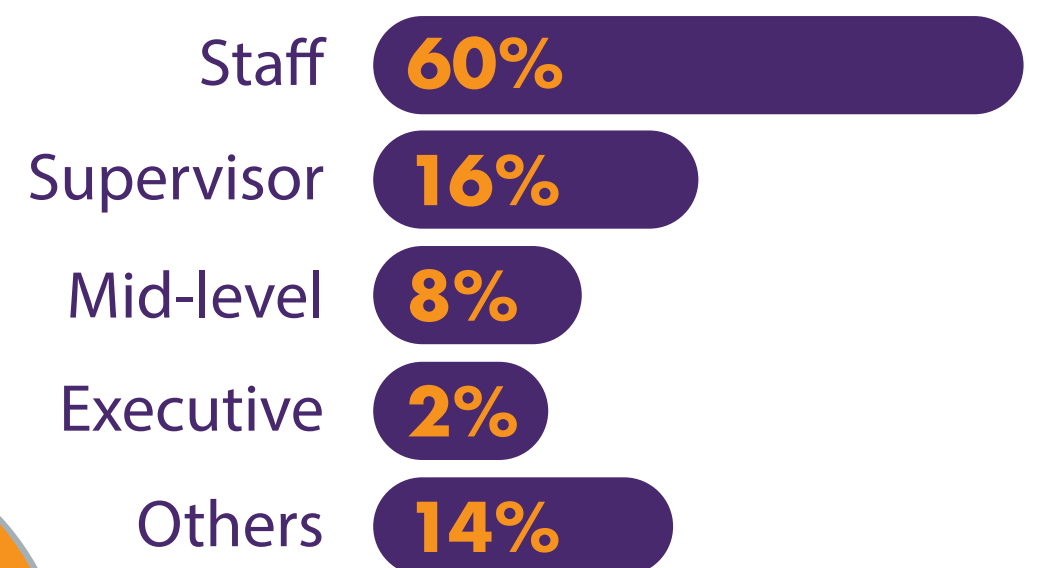
Opportunities for Women Returning to Work After Career Break as Main Caregiver

The rapid survey was conducted in **February 2023** and was filled in by **201 respondents**.

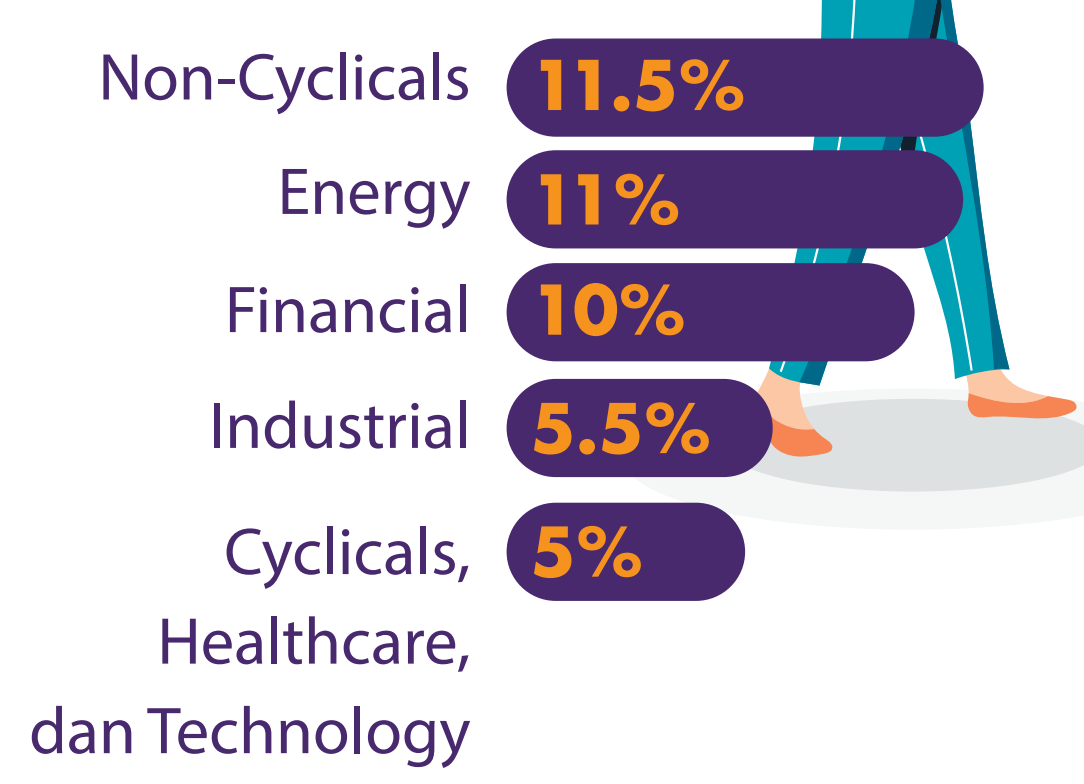
Majority of Respondents' Work Function Before A Career Break



Majority of Respondents' Position Level Before A Career Break



Majority of Respondents' Field of Work Before A Career Break



98,5% Respondent considers **returning to work**.

45% Respondent chooses to **full-time work**.

55% Respondent chooses to **part-time work**.

Respondents' Preference of Industry When Returning to Work



Respondents' Preference of Work Function When Returning to Work



The Needs for Returning to Work

At Domestic Environment

- Emotional support from partner and family.
- Assistance in taking care and looking after children while working.

At Work Environment

- Support for re-integration to work.
- Flexible system and working time.
- Child and family friendly office policies.
- The existence of reliable childcare.

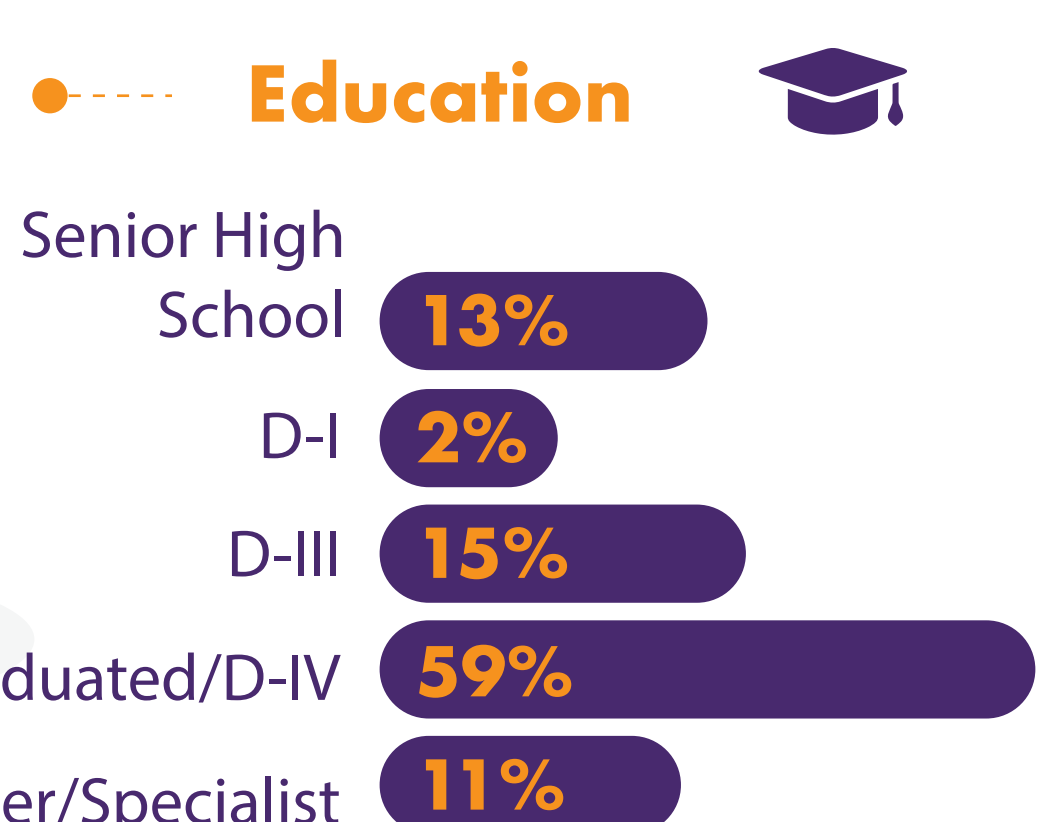
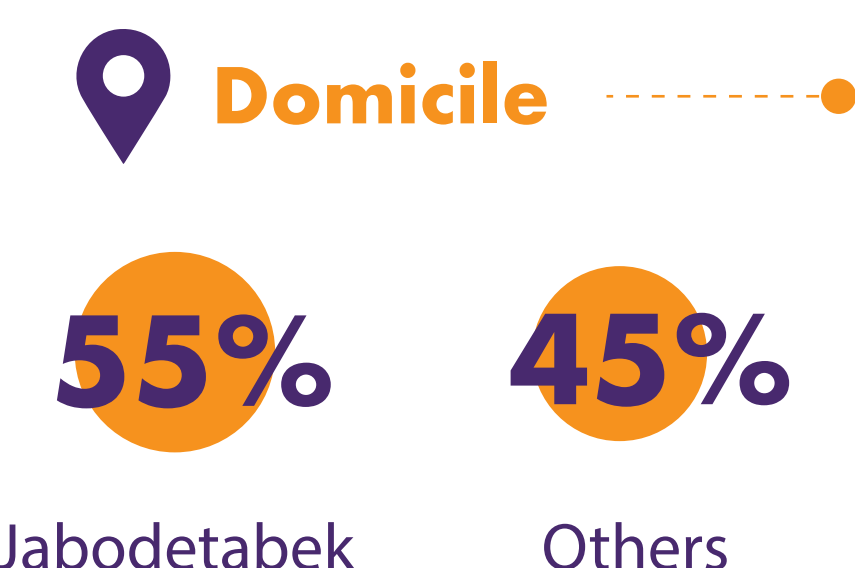
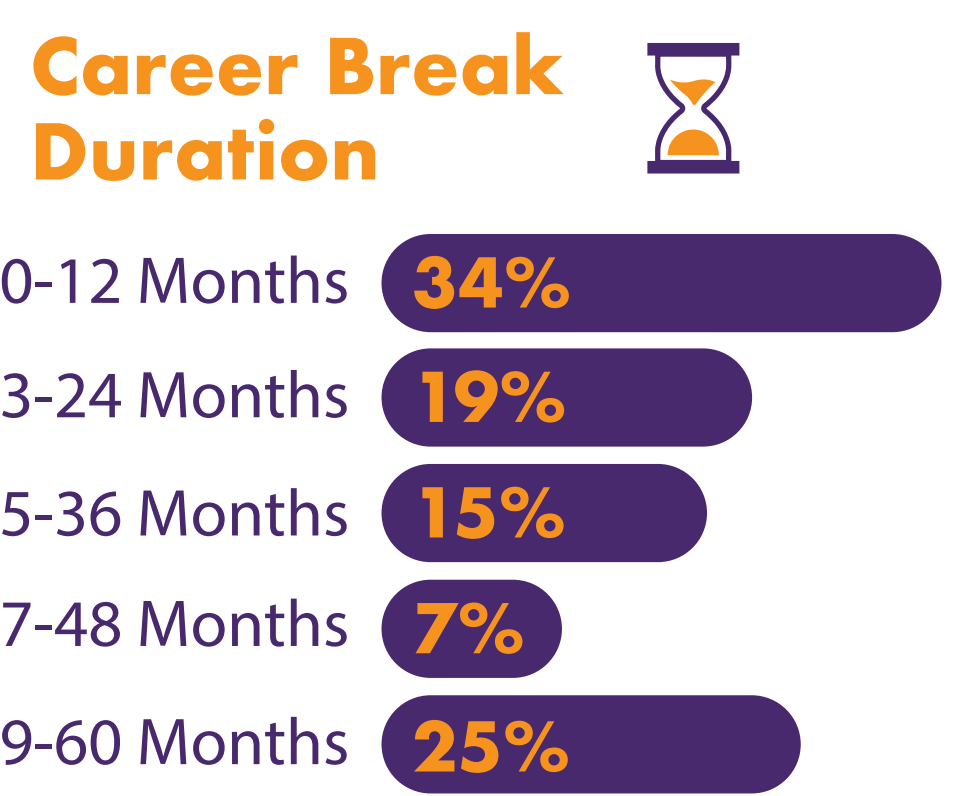
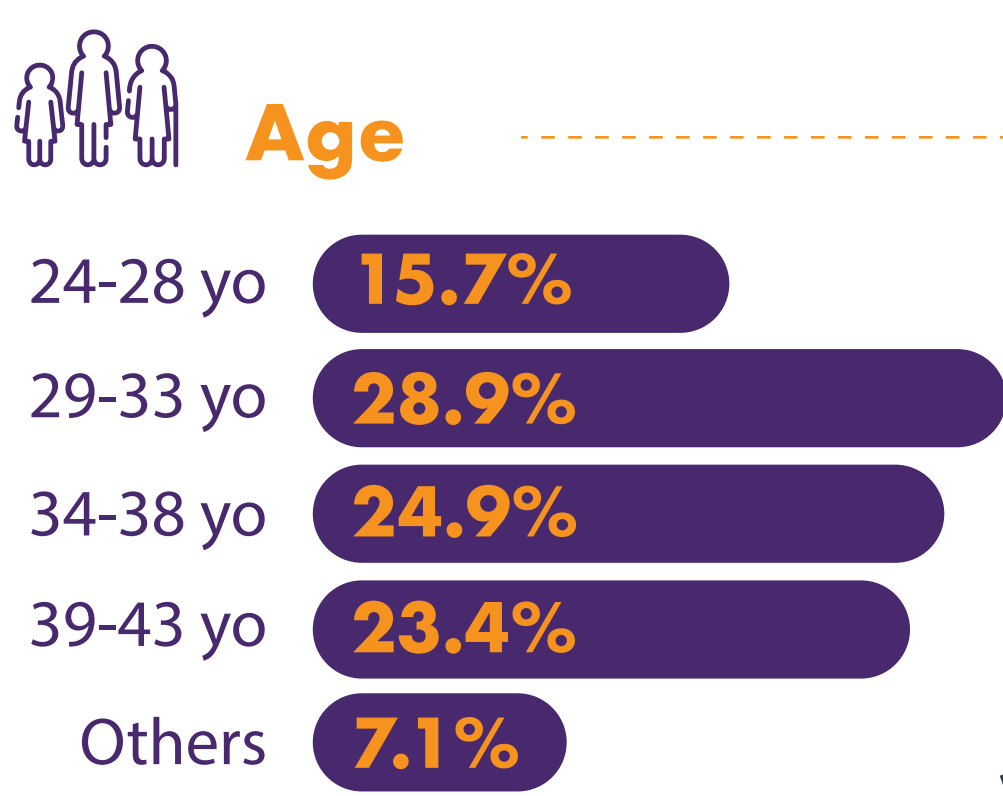
“Flexible working time and support system to take care of the household and look after the children.”

“Find companies that are willing to accept gap years as housewives and add qualified skills in this increasingly digital era.”

“Network because since taking the break, I don't socialize anymore.”

“Space to be able to continue providing exclusive breastfeeding for my child.”

Demographics of Respondents



Recommended Actions

One
Increase knowledge of employees on **the importance of both parents' role in child development and gender equality in the family** since an early age.

Two
Develop support groups within the company for employees who have roles as new parents or responsibilities as main caregiver.

Three
Ensuring adequate systems and facilities are available for the employee with role as new parents, such as breastfeeding rooms and support related to child care.

Four
Provide re-integration **programs and flexible working time options** for employees returning to work from long-leave.

Five
Develop targeted programs for potentials female employees returning to work after career break.

This program should **pay attention on the development of employee capabilities to be relevant with the company needs**.

Limitation

This survey has limitations in terms of duration of data collection and outreach for wider eligible respondents. Therefore, further studies will be needed in order to have more understand about the issue.