

# randstad singapore workmonitor 2021 2H report.

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Respondents aged between 18 and 44 felt the most affected by the pandemic, with more than 7 in 10 respondents from this group feeling more stressed and looking to make changes to their work-life balance.

In contrast, only 48% of respondents aged between 55 and 67 felt more stressed, the lowest among any age group in the region.

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## 3 in 5 respondents have reassessed their work-life balance during the pandemic.

Mental health and work-life balance have become a massive priority for employees in Singapore and people are rethinking their career purpose in this evolving world of work. Employees who have stayed with their companies over the past two years for a sense of job and income security are now ready to move on.

Close to 9 in 10 respondents said that the experience of the pandemic has made them want more flexibility in their jobs and careers in the future. Three in five respondents have considerably reassessed how work fits into their personal schedule in the past 18 months.

3 in 10 respondents in Singapore have changed jobs between March and September 2021. However, 2 in 5 respondents were reportedly dissatisfied with their employers and 1 in 4 were on the lookout for a new job because of recent events.

### the younger generations are attracted to overseas jobs if they can perform the job in singapore.

When asked if they would be open to an overseas job if they are to perform the job fully remotely from Singapore, 69% of respondents said that they would consider it. 4 in 5 respondents aged 18 to 24 said that they would be open to a job opportunity if they can perform the job from Singapore. On the other hand, only half of respondents aged 55 to 67 said that they are open to these roles.

The younger generations grew up in a globalised world and they embrace the rewards and challenges of cultural exchanges. They want to explore as many opportunities in the early stages of their careers and lives before having to settle down permanently.

In the following pages, you can find out more about the workforce's sentiments in the post-COVID-19 era.

# the pandemic has employees in singapore reconsidering their work-life balance.



**45% of respondents**  
have reassessed how work fits into their personal schedules by a considerable amount over the past 18 months.



**close to 9 in 10 respondents**  
said that the experience of the pandemic has made them want more flexibility in their jobs and careers in the future.

## top 5 considerations driving singaporeans' work and career choices.

compensation & benefits	58%
having a job with manageable stress levels	49%
having meaningful work	49%
working in a safe environment	43%
working for a respected and caring employer	42%



**3 in 10 respondents**  
have changed employers between March 2021 and September 2021.



**2 in 5 respondents** said that they are dissatisfied with their employers.



**1 in 4 respondents**  
said that they are searching for a new job because of recent events.



said that they are more stressed since the pandemic and will need to make changes to their work-life balance.



the younger generations are more impacted by the pandemic.

18 - 24 years old	78%
25 - 34 years old	72%
35 - 44 years old	76%
45 - 54 years old	54%
55 - 67 years old	48%



Working from home has imbued in employees an 'always on' mindset and many are working beyond standard hours. In this current wave of COVID, it's not surprising that many are feeling stressed and discouraged as they continue to face challenges at home and work. From organising outings to checking in, employers have the opportunity to step up and offer support to their staff to help alleviate their stress levels.

Jaya Dass, Managing Director  
Randstad Malaysia and Singapore



69% of respondents are open to working in an overseas role if they are to perform the job fully remotely from Singapore.



When comparing the different generations, the survey found that 8 in 10 respondents aged between 18 and 24 years old are open to working in a role outside of Singapore if they don't need to relocate. In contrast, only 50% of those aged between 55 and 67 years old said that they are open to the same opportunity.



## about randstad workmonitor.

The Randstad Workmonitor survey highlights the greatest concerns and challenges candidates are facing in the employment market. The Randstad Workmonitor 2H 2021 survey was conducted in September across 34 markets around the world, with a minimum of 800 respondents in each market.

## we share market insights that'll guide you in your workforce strategy.

Whether you are hiring or looking for talent mobility solutions, we're here for you.

We know how the right talent can make a significant impact not only to your company's workforce productivity and business growth. Our specialist recruiters have a proven track record in sourcing high-calibre professionals across various key industries and are committed to provide in-depth market intelligence and insights to changing candidates' expectations.

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- Banking & financial services
- Construction & property
- Corporate & secretarial support
- Human resources
- Information technology
- Life sciences
- Legal
- Manufacturing & supply chain
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