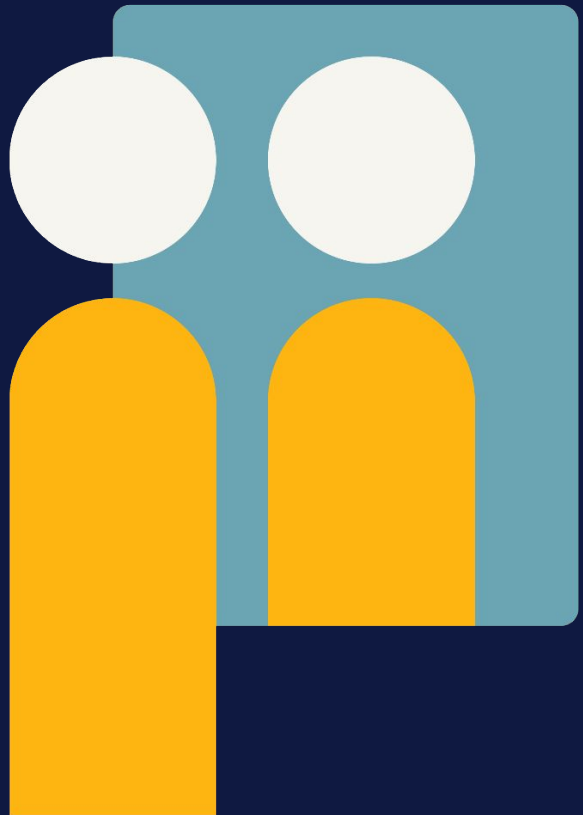
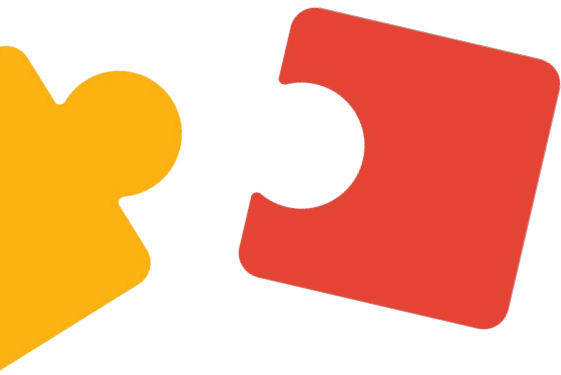


41% of respondents  
would rather be  
jobless than feel  
unhappy in their jobs.

randstad singapore  
workmonitor 2022 1H report.

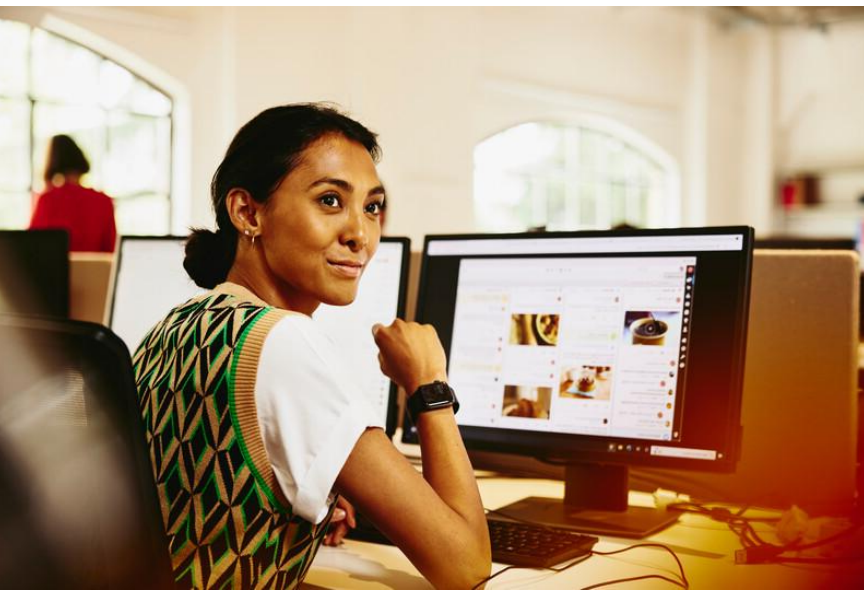




41% of workers in singapore said that they would rather be unemployed than feel unhappy in their jobs.

Almost 1 in 2 (48%) of respondents aged 18-24 said they would rather be unemployed than feel unhappy in their jobs.

This is higher than the global average of 33%.



the pandemic has seen singaporeans seeking a greater career purpose.

Finding happiness and meaning in one's career isn't a new concept, but more and more Singaporeans have been cognizant of this issue since the pandemic wrought changes upon their daily lives.

Many workers are now looking for jobs that offer greater well-being support, which is the product of positive workplace culture and clear communication, relevant training programmes and a strong management team.

more than half of the younger generations are willing to quit a job if they couldn't enjoy life.

56% of respondents aged 18-24 said that they would quit if their jobs prevented them from enjoying life. Likewise, 57% of respondents aged 25-34 would leave their jobs if they couldn't enjoy life.

However, less than half (46%) of respondents aged between 45 and 54 agreed with this sentiment.

Mature workers may have higher financial responsibilities, a more established career, and are thus less likely to risk their job security to change employers.

Conversely, younger employees are reforming their definition of success, which is reflected in their willingness to explore job switches to find the organisational structures and culture that best match their aspirations and lifestyles.

94% of respondents maintained that work-life balance is important.



77%

value the importance of having the option to **work remotely**.

only 52%

have this flexibility from their employers.



80%

value the importance of having the option to **work flexible hours**.

only 60%

have this flexibility from their employers.

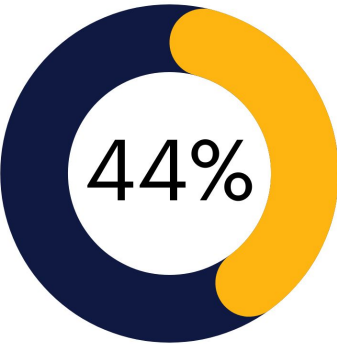


With workers returning to the office, the autonomy with flexible work has fallen, and other schedules such as family responsibilities have to be adjusted again. Companies should reconsider the purpose of the office as a **collaborative space that fills up the communicative gaps of remote work, rather than resign to closed-off work cubicles.**

Jaya Dass, Managing Director  
Randstad Malaysia and Singapore



meaningful careers  
empowers employees.



wouldn't mind earning less money if they felt their job contributed something to society or the world.

respondents aged 45 to 54 years old would rather feel that their job contributes to the world than earn a higher salary



18-24  
38%



25-34  
46%



35-44  
39%



45-54  
47%

employers should promote better diversity and inclusion.



43% would not accept a job if it did not align with their social and environmental values, and if the company was not making a proactive effort to improve diversity and equity.



## about randstad workmonitor.

The Randstad Workmonitor survey highlights the greatest concerns and challenges candidates are facing in the employment market. The Randstad Workmonitor 2022 1H survey was conducted between 21 February 2022 and 13 March 2022 with 1,000 locally-based respondents who are employed and aged between 18 and 67 years old in Singapore.

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

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