



Working Parents throughout the APAC Region answer the question:

“Have you ever had a flexible working request turned down?”


“If so, what were the reason(s)?”

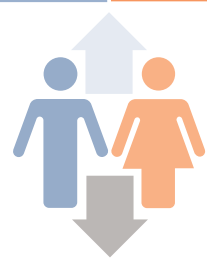
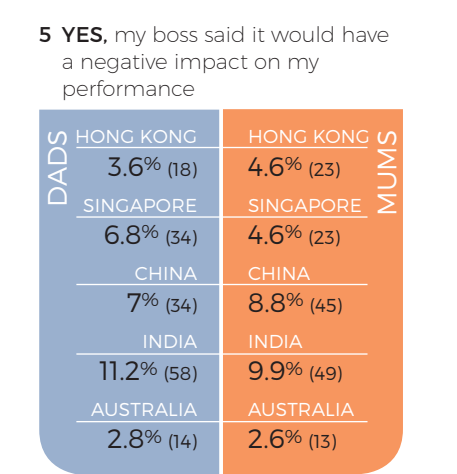
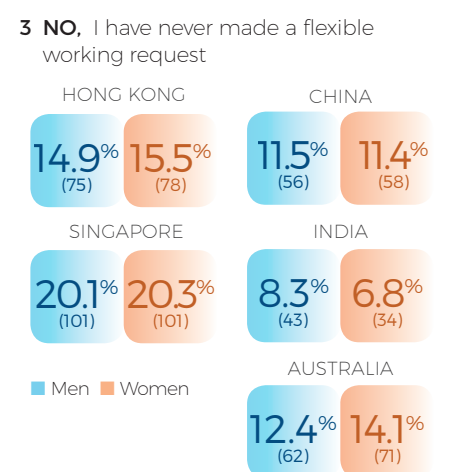
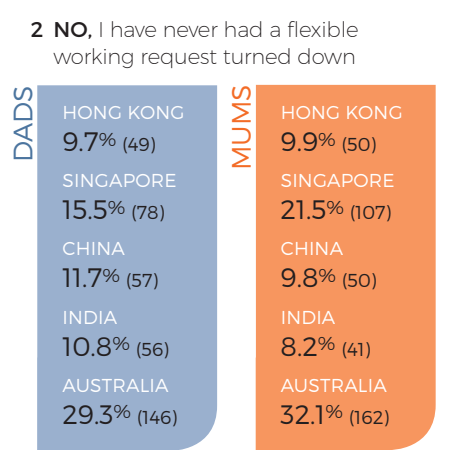
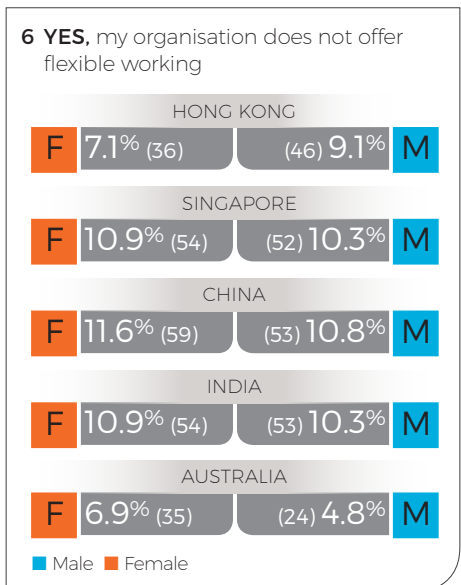
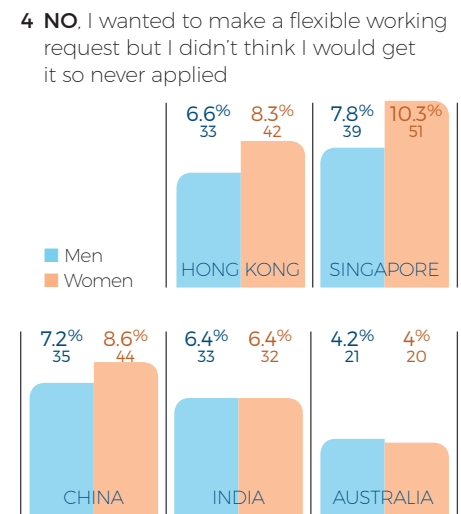
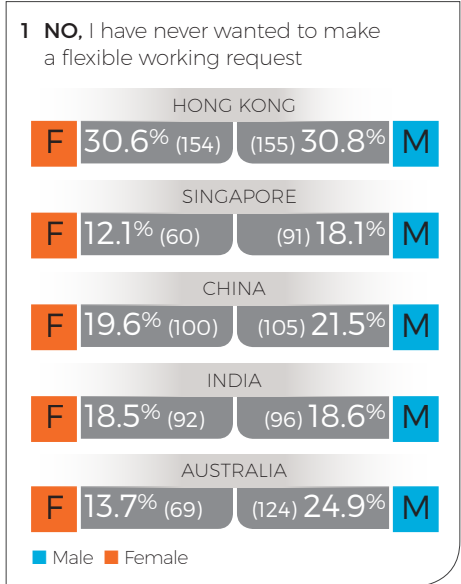


5,030

Working Parents born between 1956–2000

including an equal split of WORKING MUMS and WORKING DADS both with dependent children under 16

Working mums and dads were asked to tick all that apply. 





Have you ever had a flexible working request turned down?



9.9% (495) say the nature of their role requires a **physical presence** in the office

32.1% (162)

The largest group in this survey is **Australian Women** who have never had a flexible working request turned down

9.3% (466)

Ticked YES, to the question; "My organisation does not offer flexible working"



Male



Female

7 **YES**, the nature of my role requires a physical presence in the office

HONG KONG	M	6.2% (31)	(24) 4.8%	F
SINGAPORE	M	9.3% (47)	(42) 8.5%	F
CHINA	M	12.1% (59)	(64) 12.6%	F
INDIA	M	16.1% (83)	(90) 18.1%	F
AUSTRALIA	M	5.4% (27)	(28) 5.6%	F

8 **YES**, my boss said that I am not senior enough in my role to work flexibly

HONG KONG	M	3.8% (19)	(24) 4.8%	F
SINGAPORE	M	4.8% (24)	(15) 3.0%	F
CHINA	M	4.9% (24)	(27) 5.3%	F
INDIA	M	8.9% (46)	(55) 11.1%	F
AUSTRALIA	M	3.4% (17)	(18) 3.6%	F

9 **YES**, I've been told that it would negatively affect the team and/or business

HONG KONG	M	5.4% (27)	(17) 3.4%	F
SINGAPORE	M	7.4% (37)	(31) 6.2%	F
CHINA	M	7.2% (35)	(44) 8.6%	F
INDIA	M	8.3% (43)	(59) 11.9%	F
AUSTRALIA	M	3.6% (18)	(38) 7.5%	F

10 **YES**, my boss doesn't sufficiently trust I would get the work done

HONG KONG	M	4.6% (23)	(13) 2.6%	F
SINGAPORE	M	6.6% (33)	(19) 3.8%	F
CHINA	M	4.5% (22)	(23) 4.5%	F
INDIA	M	10.1% (52)	(34) 6.8%	F
AUSTRALIA	M	3.4% (17)	(19) 3.8%	F

11 **YES**, because of other people's past misuse of the system

HONG KONG	M	4.6% (23)	(17) 3.4%	F
SINGAPORE	M	6.0% (30)	(16) 3.2%	F
CHINA	M	5.7% (28)	(19) 3.7%	F
INDIA	M	13.3% (69)	(50) 10.1%	F
AUSTRALIA	M	3.6% (18)	(23) 4.6%	F

12 **YES**, due to fear of setting a precedent for the future

HONG KONG	M	7.2% (36)	(30) 6.0%	F
SINGAPORE	M	7.4% (37)	(21) 4.2%	F
CHINA	M	6.7% (33)	(43) 8.4%	F
INDIA	M	10.3% (53)	(38) 7.6%	F
AUSTRALIA	M	4.8% (24)	(22) 4.4%	F

13 **YES**, because it would incur extra costs that would damage the business

HONG KONG	M	7.2% (36)	(27) 5.4%	F
SINGAPORE	M	6.0% (30)	(9) 1.8%	F
CHINA	M	8.6% (42)	(36) 7.1%	F
INDIA	M	9.5% (49)	(44) 8.9%	F
AUSTRALIA	M	2.8% (14)	(9) 1.8%	F

14 **YES**, because the work cannot be re-organised among other staff

HONG KONG	M	7.2% (36)	(29) 5.8%	F
SINGAPORE	M	6.8% (34)	(19) 3.8%	F
CHINA	M	7.0% (34)	(31) 6.1%	F
INDIA	M	12.4% (64)	(53) 10.7%	F
AUSTRALIA	M	5.6% (28)	(27) 5.4%	F

15 **YES**, because people can't be recruited to do the work

HONG KONG	M	5.6% (28)	(21) 4.2%	F
SINGAPORE	M	4.2% (21)	(10) 2.0%	F
CHINA	M	5.9% (29)	(19) 3.7%	F
INDIA	M	9.9% (51)	(52) 10.5%	F
AUSTRALIA	M	2.8% (14)	(20) 4.0%	F

16 **YES**, because the business wouldn't be able to meet customer demand

HONG KONG	M	6.0% (30)	(19) 3.8%	F
SINGAPORE	M	5.6% (28)	(9) 1.8%	F
CHINA	M	8.6% (42)	(34) 6.7%	F
INDIA	M	12.0% (62)	(59) 11.9%	F
AUSTRALIA	M	5.2% (26)	(25) 5.0%	F

17 **YES**, because it would mean there would be a lack of work to do in the proposed working times

HONG KONG	M	6.4% (32)	(23) 4.6%	F
SINGAPORE	M	5.0% (25)	(24) 4.8%	F
CHINA	M	8.0% (39)	(35) 6.9%	F
INDIA	M	13.3% (69)	(56) 11.3%	F
AUSTRALIA	M	2.6% (13)	(12) 2.4%	F

18 **YES**, because the business was planning changes to the workforce

HONG KONG	M	7.4% (37)	(21) 4.2%	F
SINGAPORE	M	4.4% (22)	(13) 2.6%	F
CHINA	M	6.1% (30)	(32) 6.3%	F
INDIA	M	13.7% (71)	(57) 11.5%	F
AUSTRALIA	M	2.2% (11)	(17) 3.4%	F