

Working mothers are good workers

South Africa's women are ranked seventh out of 21 countries in terms of their stress levels. Research firm Nielsen's Women of Tomorrow study found that the contributing factors to women's stress levels were linked to the many roles they were expected to play.



Moreover, research by the University of Pretoria comparing single and married mothers showed that single moms had less work but still had a family to support, adding to their stresses.

Regus, a provider of flexible workplace solutions, used the findings in its own survey to assess employers' likelihood of employing working mothers. There is a downward trend in the number of companies hiring working moms, according to the Regus study.

"In South Africa, there are many households that rely on the income of working mothers. Some households have unemployed fathers and some single-parent households rely solely on the mother's income. This pressure is then compounded by discriminatory practices and gender inequality that are still rife in the workplace," said Linda Madayi, managing partner at Khatala Staffing.

Madayi pointed out that:

- There were benefits to employing working mothers as they are loyal, have a strong work ethic, higher levels of experience and maturity, providing the 'soft skills' that are often lacking in younger, inexperienced candidates;
- Many single mothers were unable to take up the opportunities offered to them until they get their first salary and can pay for childcare;
- Facilities aimed at helping single mothers enter the workforce meant their productivity and ability to learn were relieved by not having to put their children in the care of unprofessional caregivers, strangers or older children.

Source: Business Times via I-Net Bridge

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