

Bayt.com Women in the workplace

June 2011

Demographic Background

Objective:

To understand perceptions and attitudes of working women on their role and experience in the work place.

Respondent Profile:

Working women

Aged 18+ years

Nationalities

Local, Arab Expats, Western Expats, Asians Expats

Country of Residence

GCC: UAE, KSA, Kuwait, Oman*, Qatar, Bahrain*

Levant: Lebanon, Syria, Jordan

North Africa: Egypt, Algeria, Tunisia

(*Low sample)

Methodology:

Online data collection was done between 26th April to 23rd May 2011. The total number of working respondents achieved was 2347.

Summary 1/2

- Most women work in a mixed gender work environment, but about 1 in 10 still work in an environment where they are segregated from their male colleagues.
- Interestingly a higher proportion of working women would prefer a male boss than would prefer a female boss. This could be because women are so used to working under male management, with three quarters working for a male boss.
- Few working women feel that they work less hours than their male colleagues, with about one in six claiming they work longer hours and rising to almost one in four among non-GCC Arabs
 - Despite working the same amount of hours as men, a third of women claim to receive less pay than their male colleagues and more than half of married women in work earn less than their husband.
 - In addition to earning less pay than men, about a third of working women also think they have less chance of being promoted, again rising to about a half among GCC nationals
- Even though there are perceptions of lower pay, two thirds of women feel they are treated equally to men at work and nearly three in five feel that system of appreciating, recognizing or rewarding employees is based on performance alone and not on gender.
- Almost three in five feel that prospects for women have improved in their country of residence, but one in five do not think there have been sufficient improvements

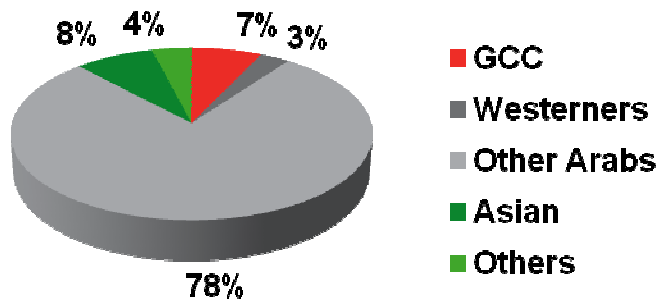
Summary 2/2

- The top benefits offered to working women are paid maternity leave, family health insurance and training
 - Those in government / semi government roles or internationally owned companies are better off with less chance that none of these benefits are offered
 - When it comes to maternity leave, over a quarter of working women are not satisfied with the maternity leave and benefits available to them, where over half get a maternity leave period of 3 months or less
- The top barriers facing women in the region are seen to be family ties and priorities and traditional stereotypes and taboos
 - This is supported by the fact that half of single working women think their future marriage plans will affect their career choices
 - Interestingly, having children is seen as less disruptive than marriage with only a quarter with children who think their kids have impacted negatively on their career
- The top reasons given by women for wanting to work are to become financially independent and support themselves or their household
 - The importance of salary is also highlighted by the fact that a higher salary would be enough to influence over two thirds of women to change their job
 - However, women are clearly working for more than just money with almost two thirds that would continue to work even after achieving all their financial goals

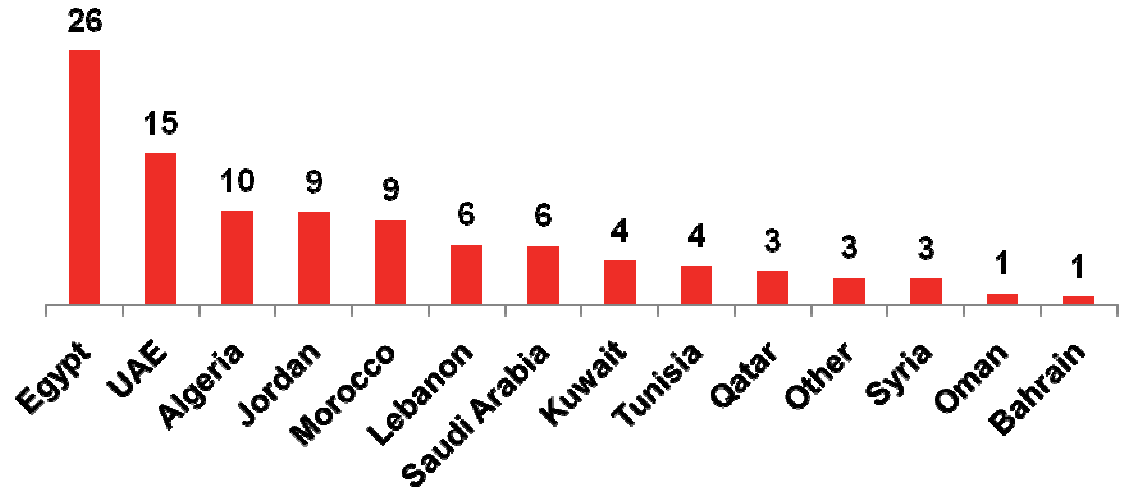
Respondent Profile

Respondent Profile – Country of Residence & Nationality

Nationality



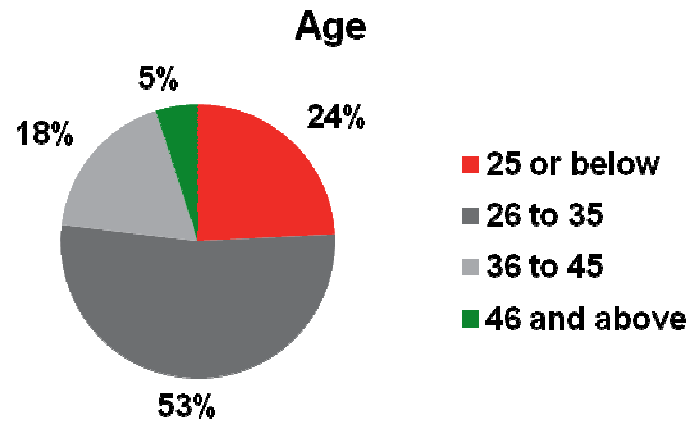
Country of residence



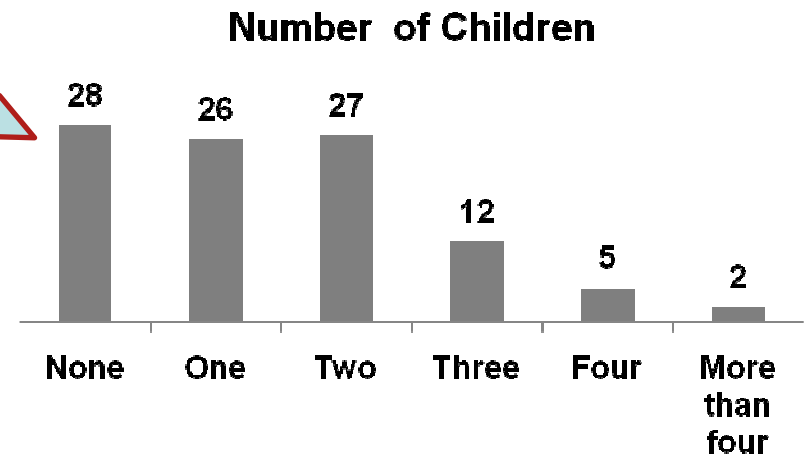
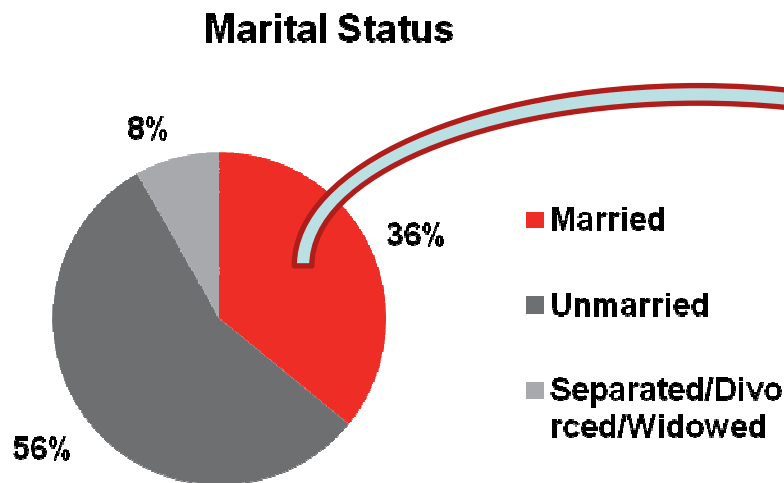
Base: All - 2347

Respondent Profile – Age, Marital Status & Children

All figures in %s



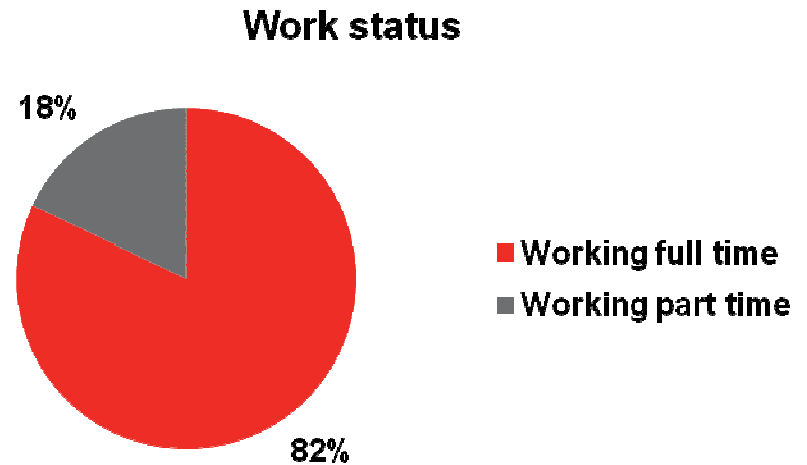
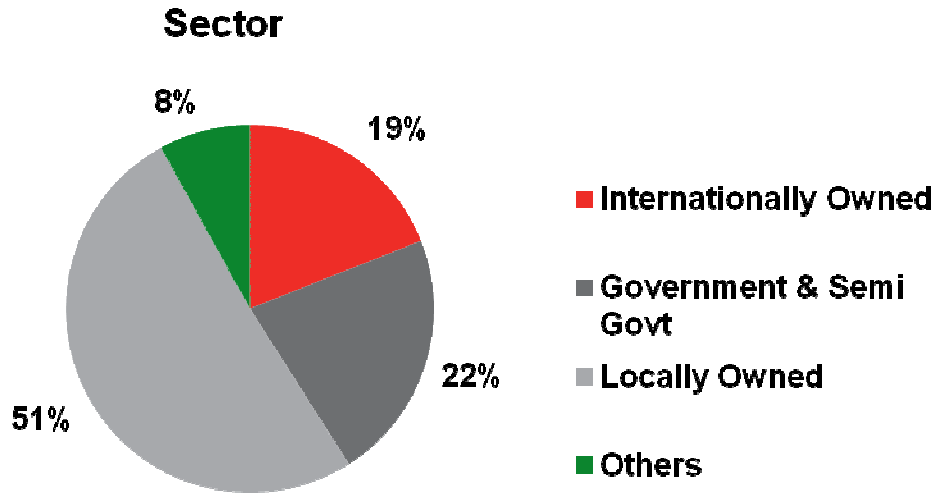
Base: All - 2347



Base: All - 2347

Base: Those married: 1033

Respondent Profile – Working Status & Sector



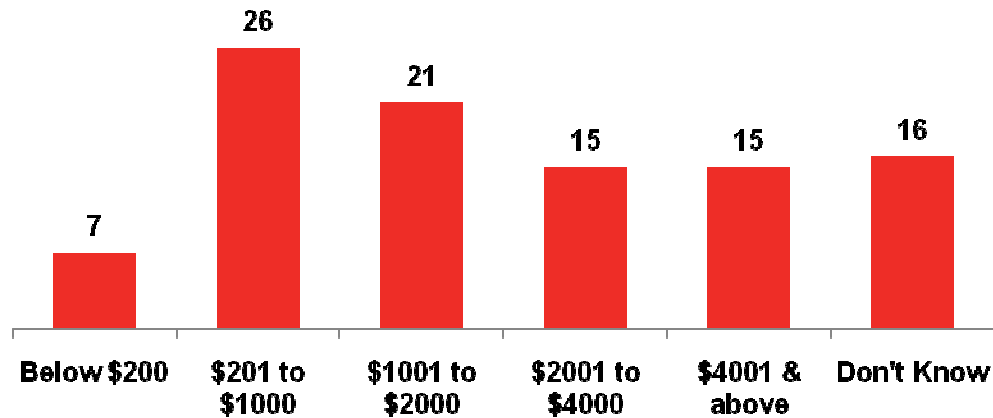
Base: All - 2347

Respondent Profile – Position & Income

Position



Monthly Household Income



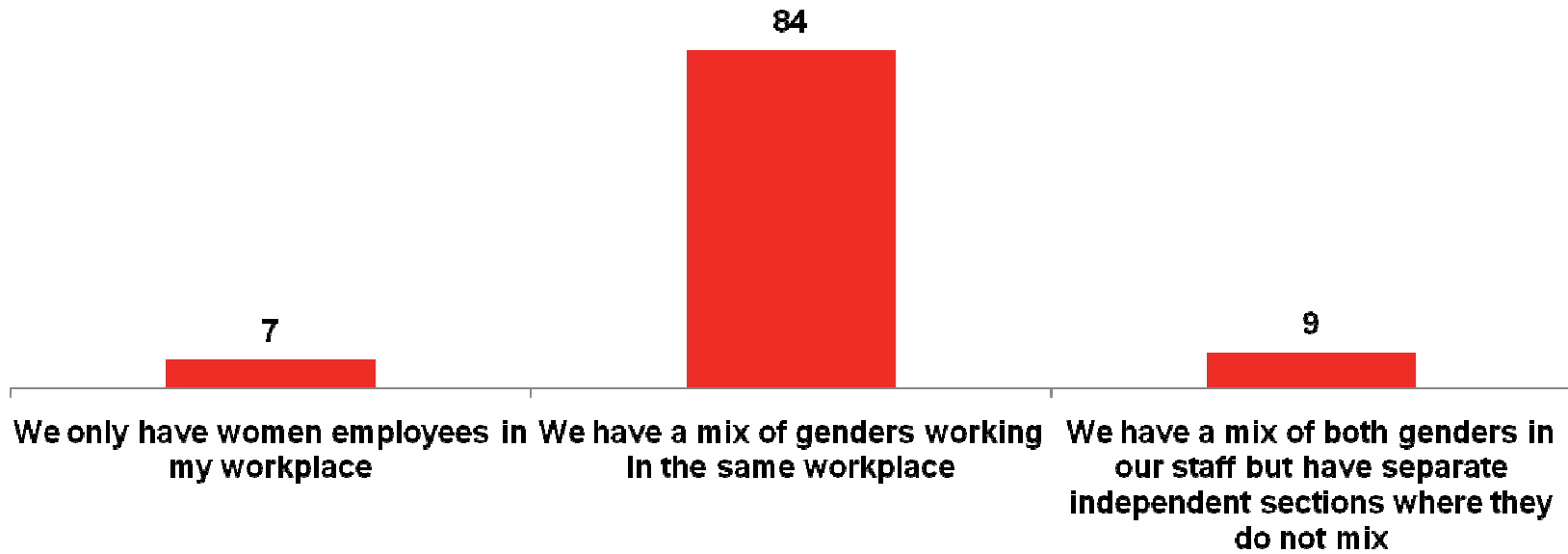
All figures in %s

Base: All - 2347

Work Place Environment

Work Place Composition

Which of the following best describes your work place?



All figures in %s

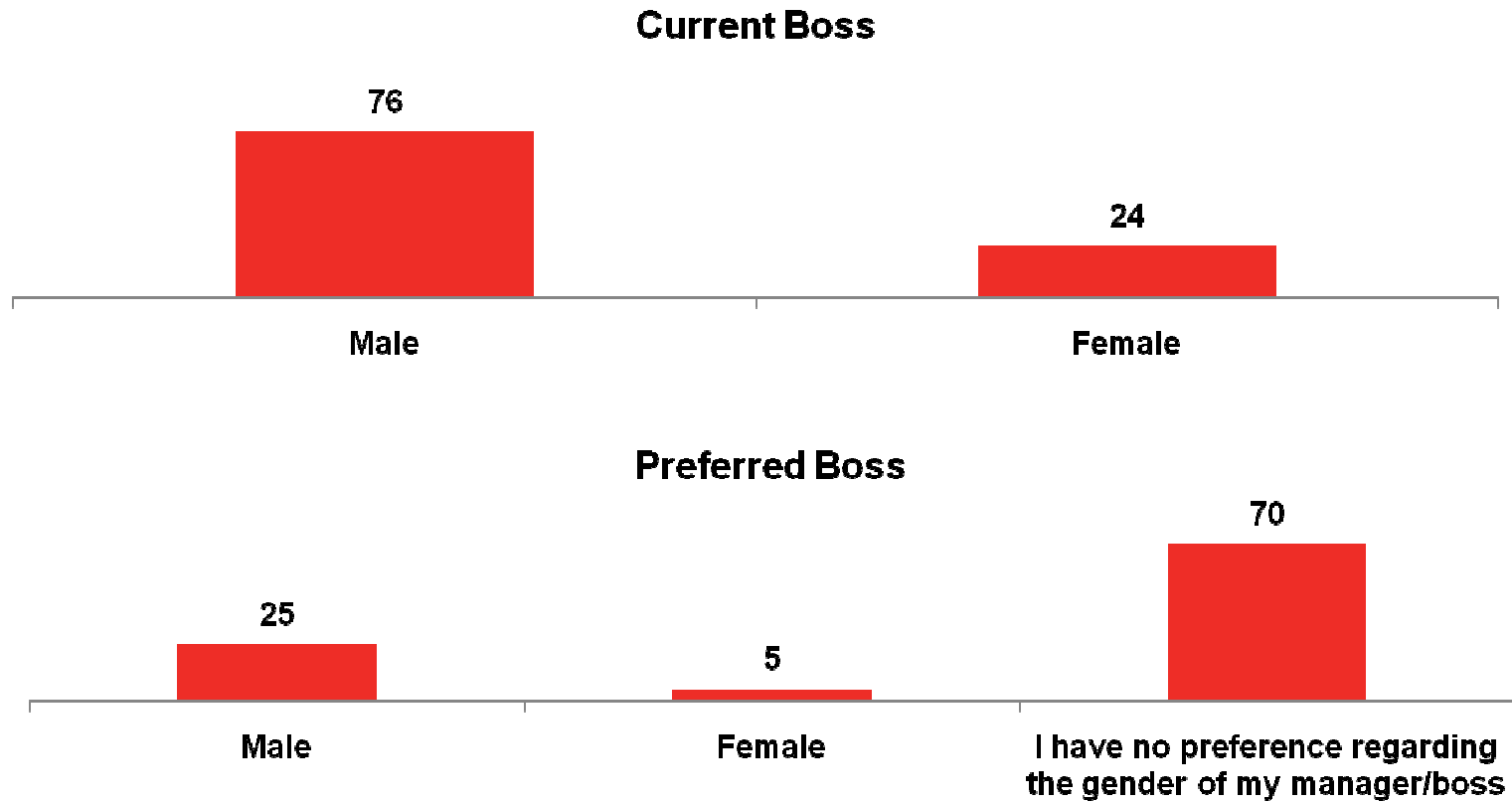
Most women work in a mixed gender work environment. However, about 1 in 10 are segregated from their male colleagues at work.

Base: All - 2347

Type of Boss

Your current manager/ boss is :

Would you prefer you manager/boss to be:

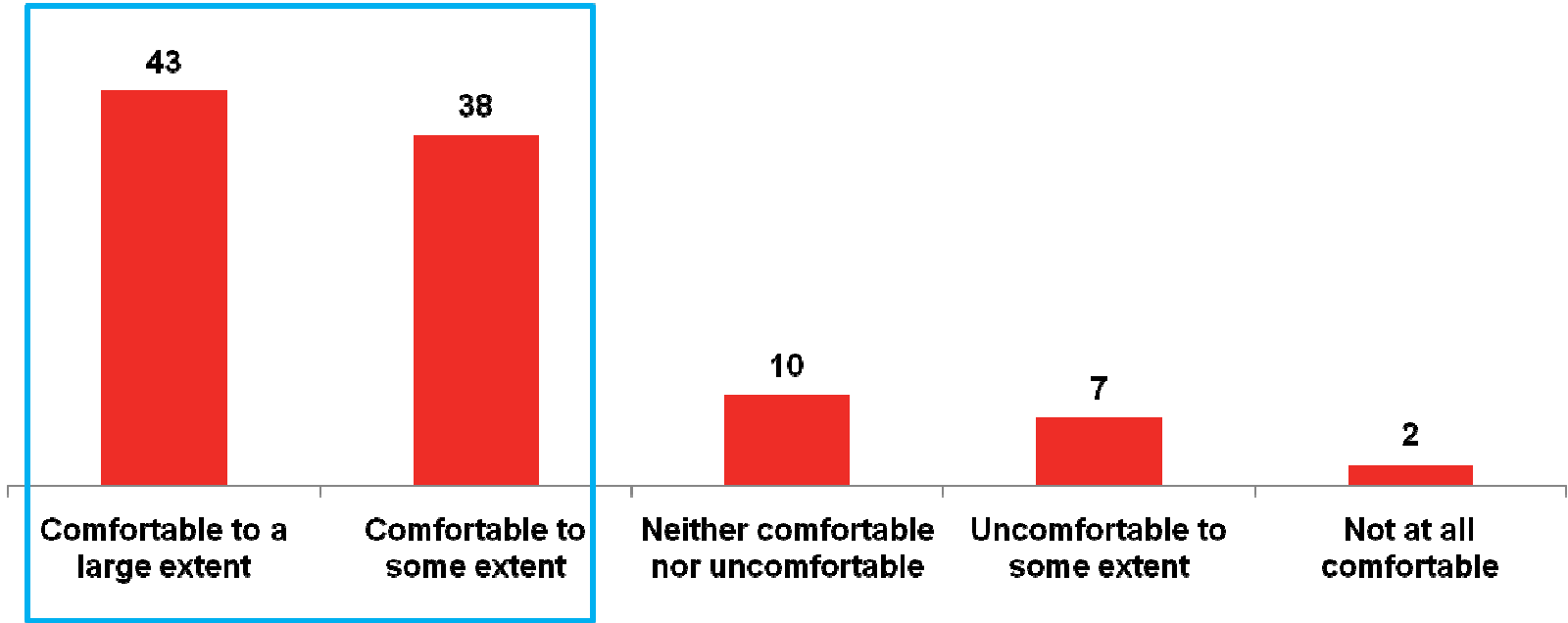


Three quarters work under a male boss. Interestingly working women are more likely to prefer a male boss to a female one, although the majority have no preference.

Base: All - 2347

Level of Comfort in Mixed Gender Environment

How comfortable are you working in a mixed gender environment?



All figures in %s

Although four in five are comfortable working alongside men, one in ten indicate some level of discomfort

Base: Those working in mixed gender environment - 2186

Earnings Compared to Life Partner

How do your earnings compare to those of your spouse/partner?



All figures in %s

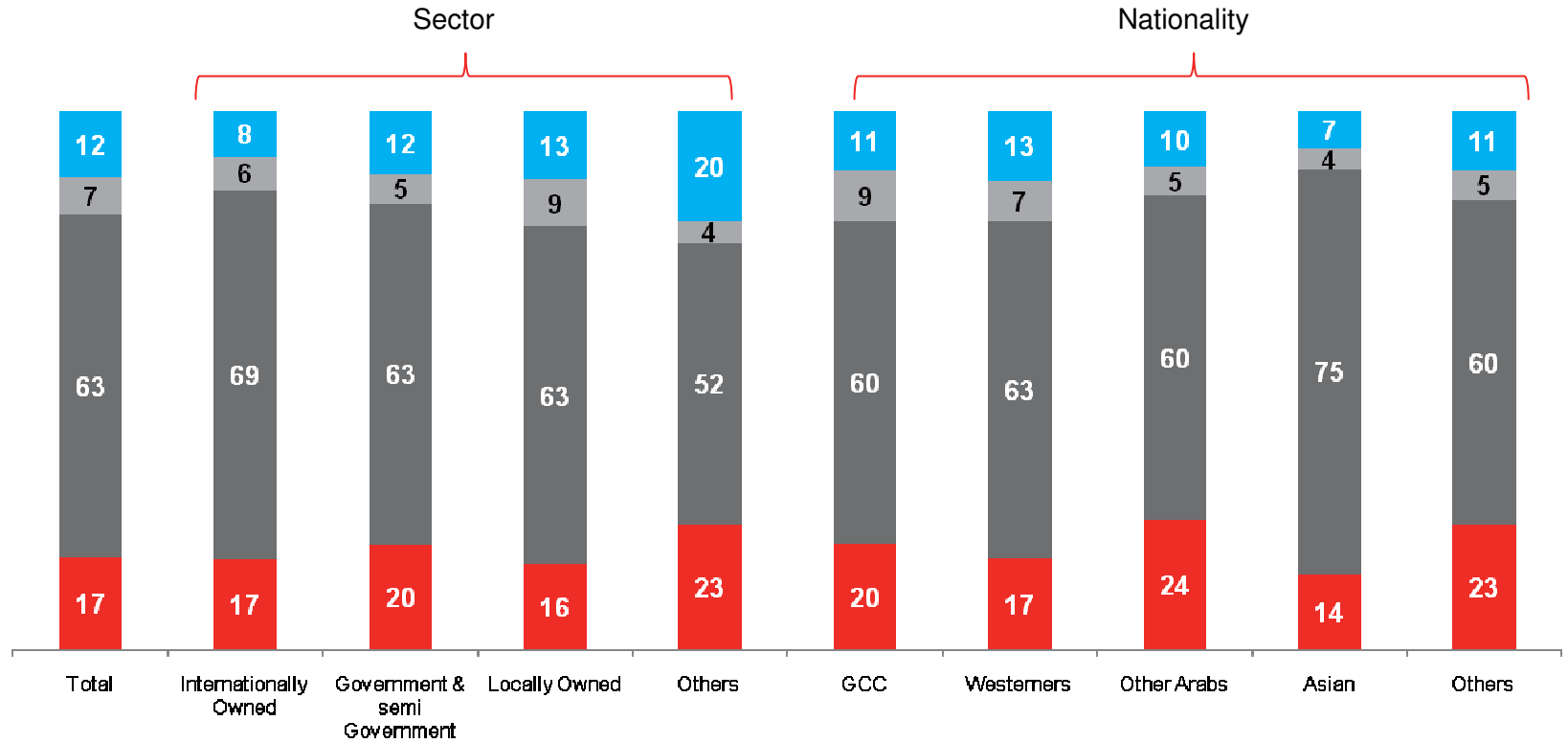
More than half of married working women earn less than their husband, with just one in five who claim to earn more than their spouse.

Base: Married - 839

Work Timing

How do your work timings compare to those of your male colleagues?

All figures in %s



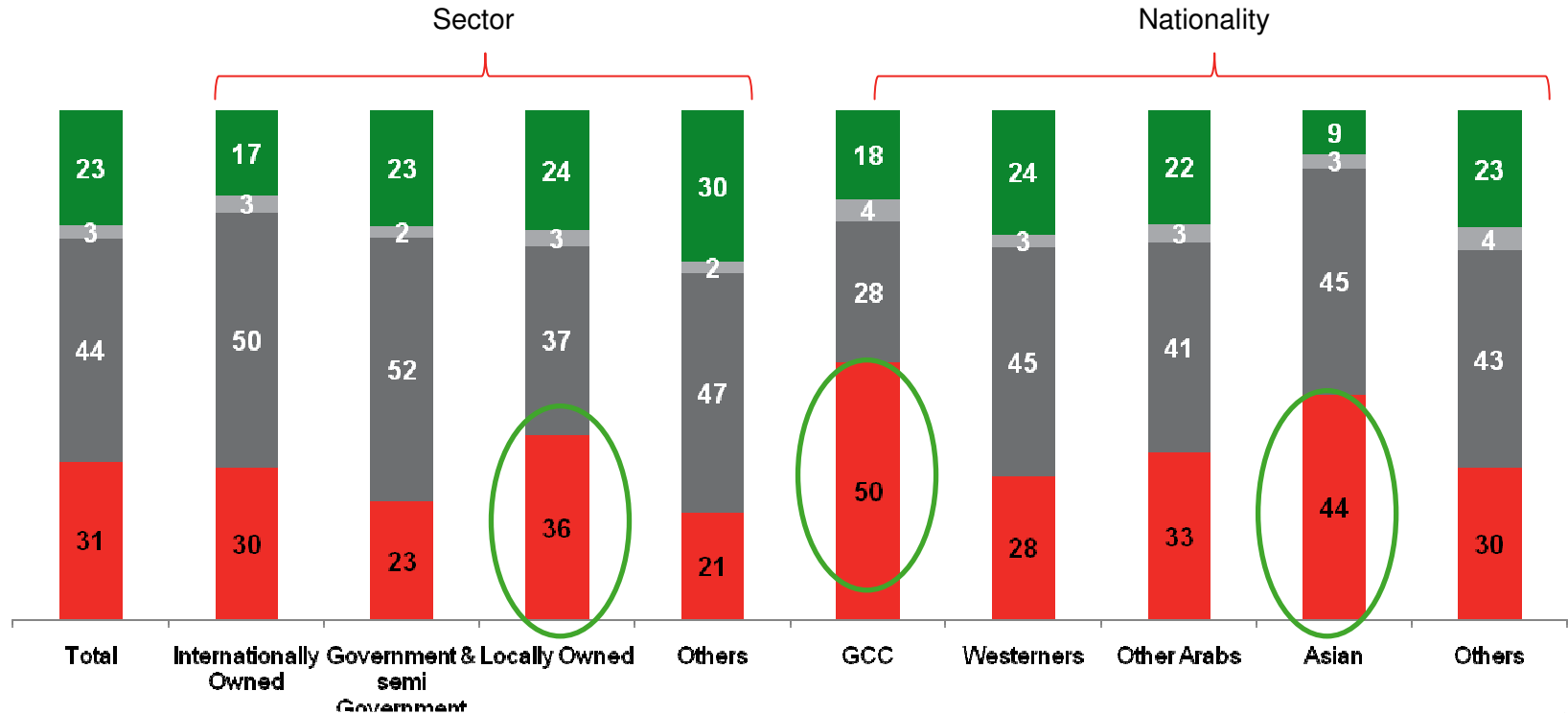
Base: Working in Mixed gender environment	2186	438	485	1116	147	137	58	1716	184	91
-------------------------------------------	------	-----	-----	------	-----	-----	----	------	-----	----

- I work more hours than my male colleagues
- I work almost an equal number of hours as my male colleagues
- I work less hours than my male colleagues
- Don't know/Can't say

Few working women feel that they work less hours than their male colleagues, with about one in six claiming they work longer hours and rising to almost one in four among non-GCC Arabs

Compensation Package

How do you feel your compensation package compares to those of your male colleagues in a similar position?



Base: Working in Mixed gender environment	2186	438	485	1116	147	137	58	1716	184	91
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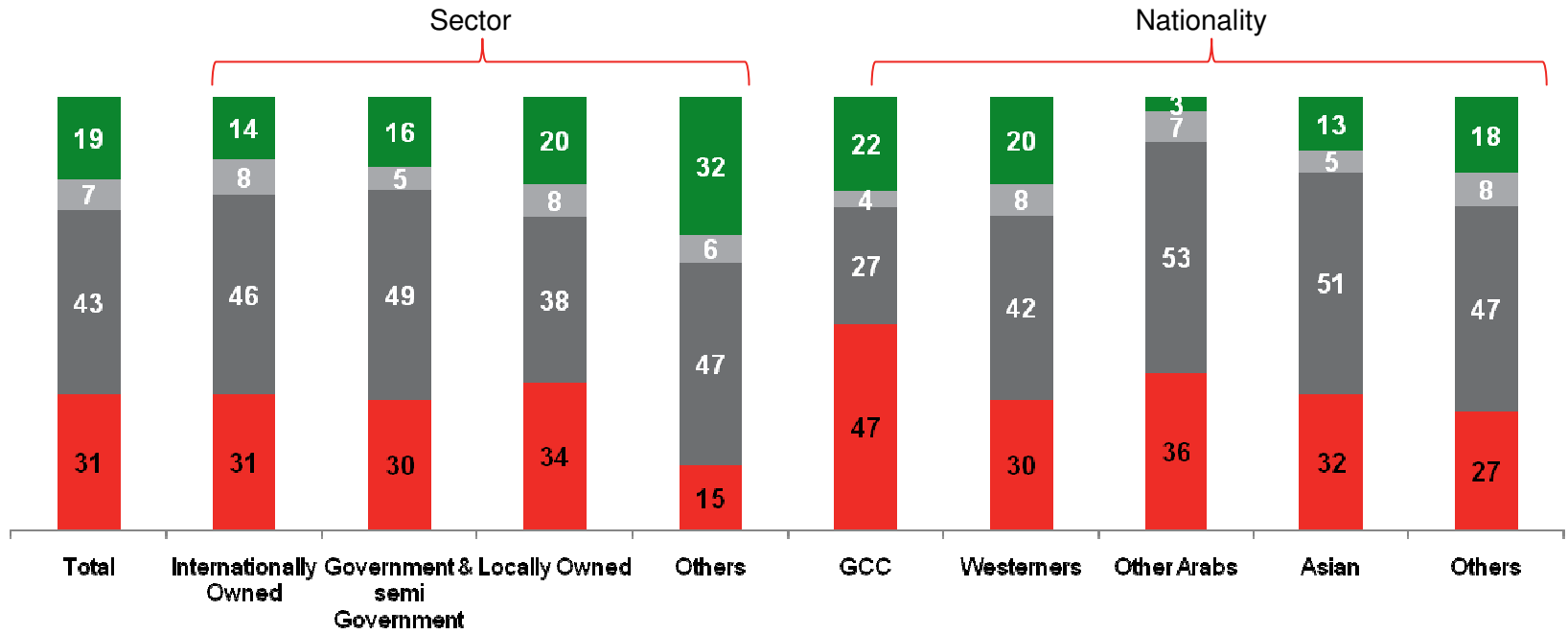
- I feel I receive less pay than my male counterparts
- I feel I receive equal pay as my male counterparts
- I feel I receive more pay than my male counterparts
- Don't know/Can't say

All figures in %s

Almost a third of working women think they receive less pay than their male colleagues, rising to almost half among GCC nationals and Asian expats

Chances of Promotion

What do you feel about your chances of promotion compared to those of your male colleagues in a similar position?



Base: Working in Mixed gender environment	2186	438	485	1116	147	137	58	1716	184	91
-------------------------------------------	------	-----	-----	------	-----	-----	----	------	-----	----

- I feel I have a lower chance of being promoted than my male counterparts
- I feel I have an equal chance of being promoted as my male counterparts
- I feel I have a higher chance of being promoted than my male counterparts
- Don't know/Can't say

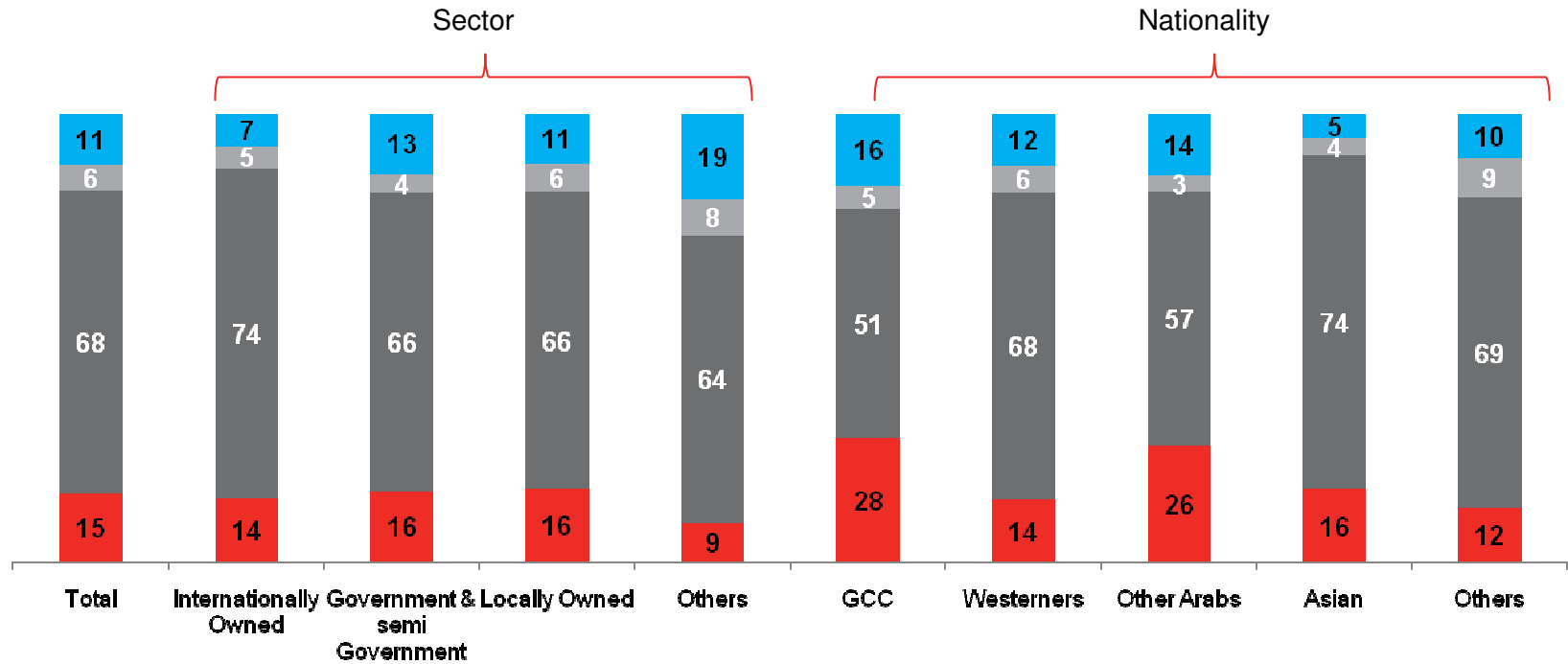
All figures in %s

In addition to less pay than men, about a third of working women also think they have less chance of being promoted, again rising to about a half among GCC nationals

Fair Treatment

All figures in %

Do you feel you are being treated fairly as compared to your male colleagues?



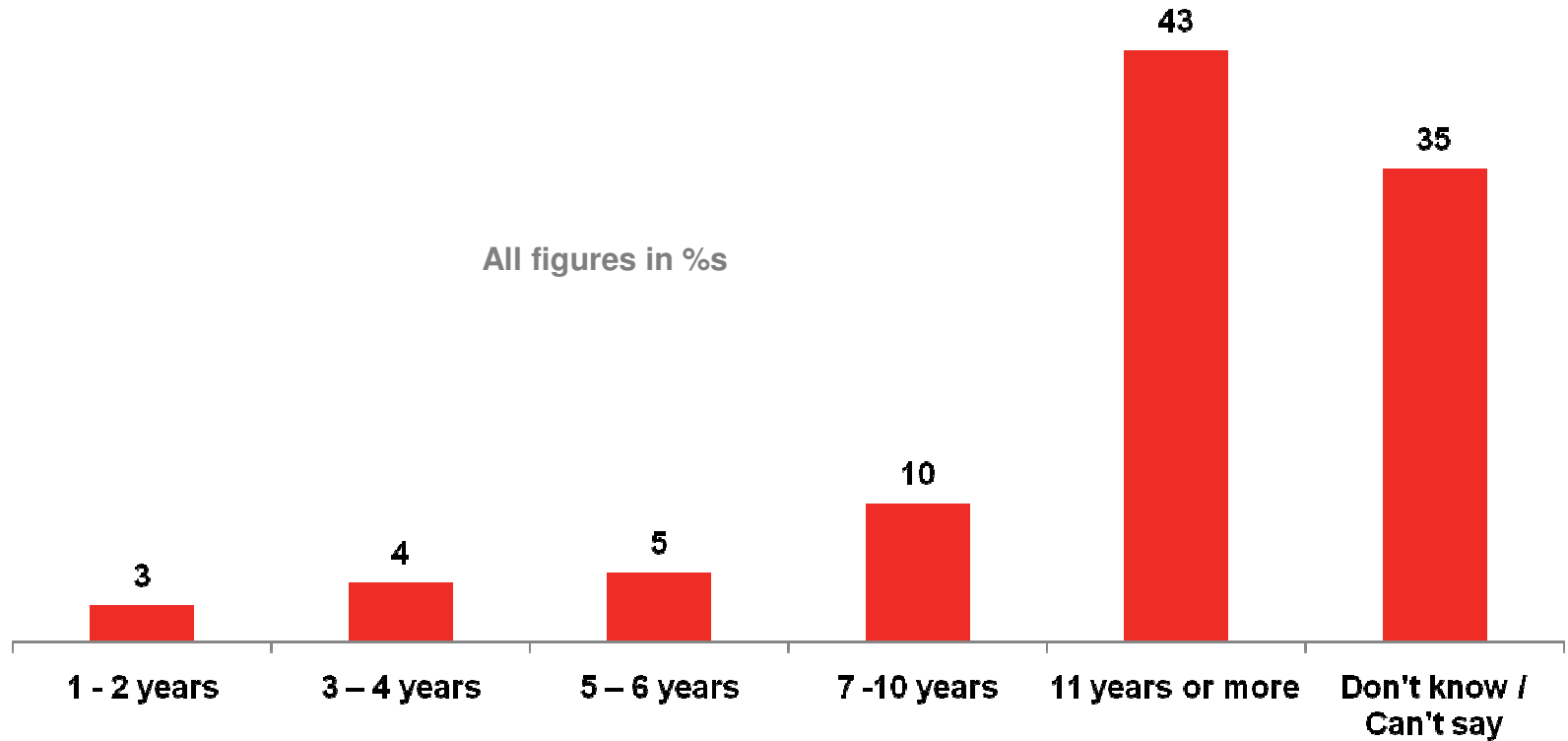
Base: Working in Mixed gender environment	2186	438	485	1116	147	137	58	1716	184	91
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- I am treated unfairly and my male colleagues get a better treatment than me
- I am treated fairly and my male colleagues get an equal treatment as me
- I am treated preferentially and I get a better treatment than my male colleagues
- Don't know/Can't say

Two thirds of women feel they are treated equally and less than one in seven think they are treated unfairly compared to their male colleagues

Thoughts about length of Career

For how many years do you see yourself working in total over your lifetime?



About a third do not know how long they'll be working, with most other women thinking they'll be working for at least 11 years

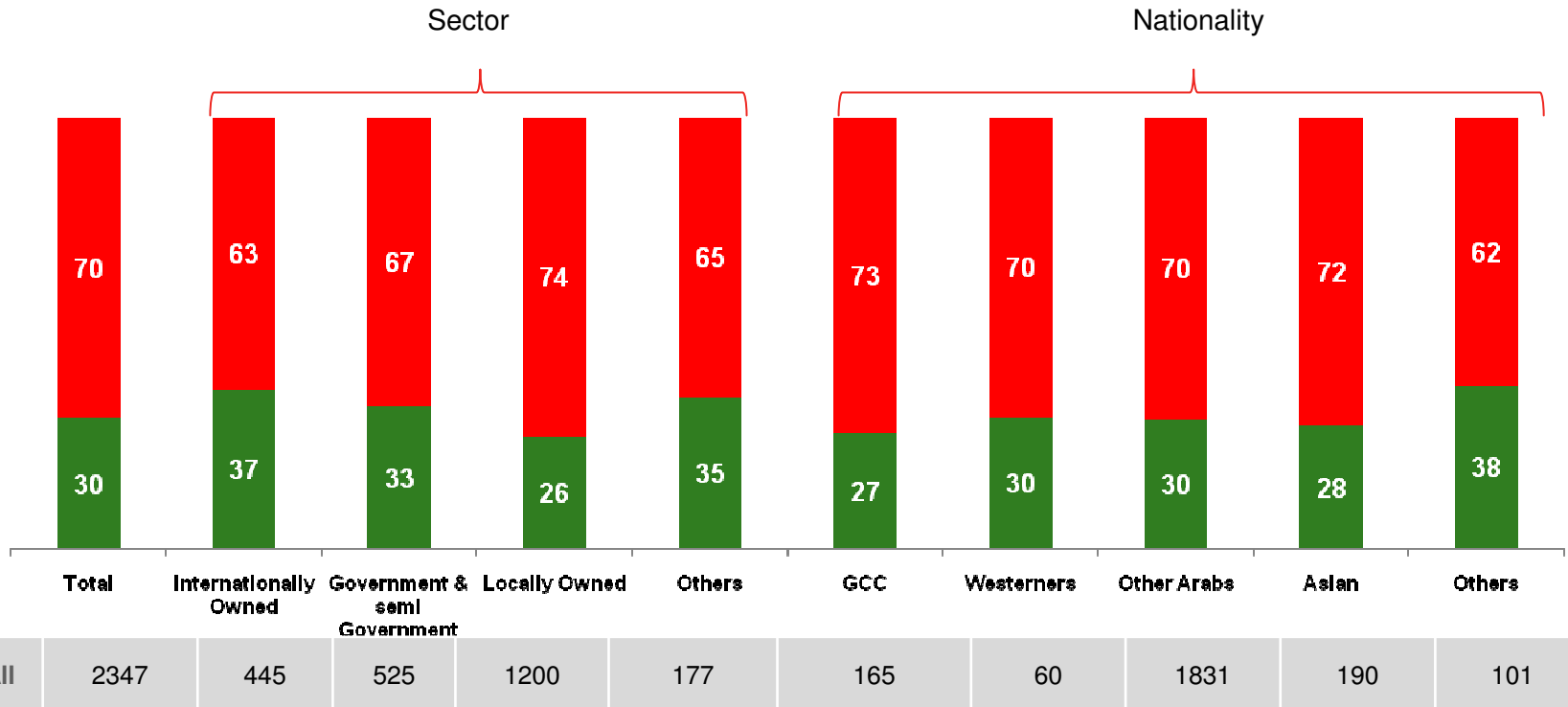
Base: All - 2347

Appreciation and Recognition

Recognition from employers

Have you personally received an award/ citation from your current employer

All figures in %s

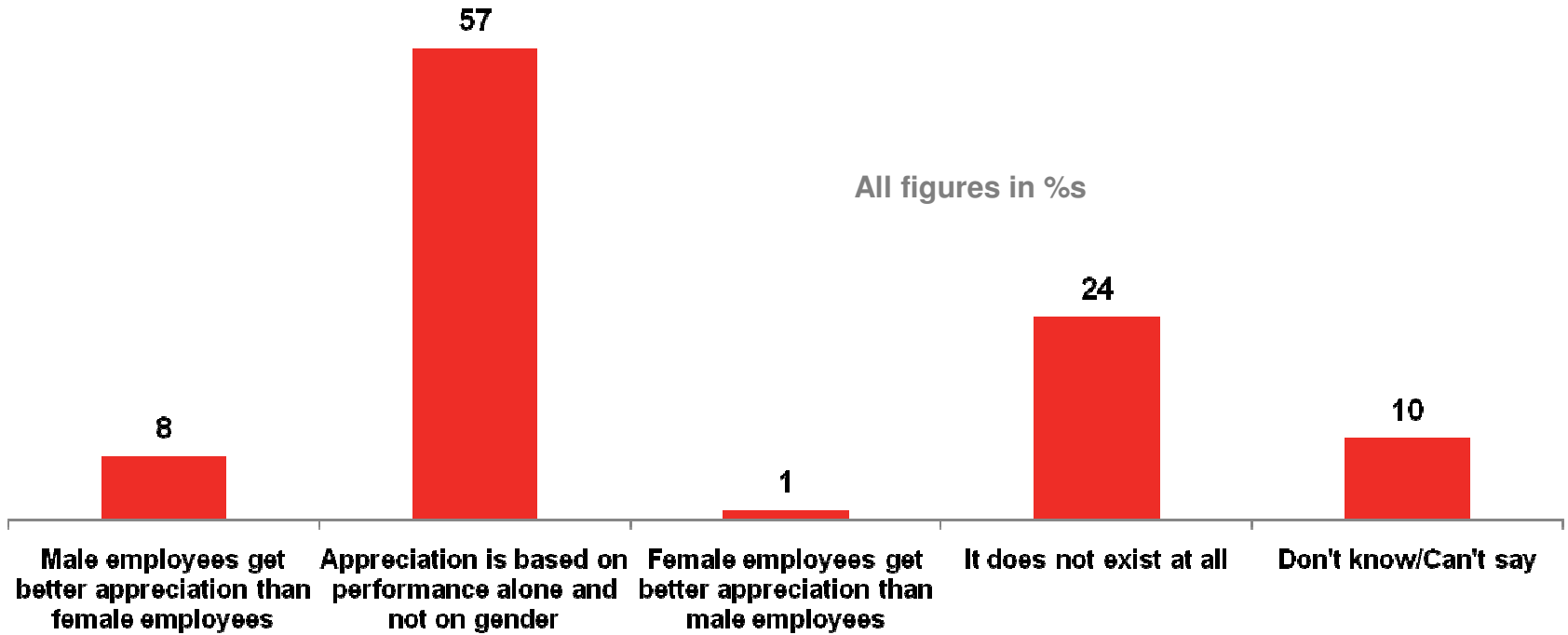


■ Yes ■ No

Just under a third of working women have received some form of recognition from their current employer

Appreciation from employers

In your opinion, which of the following best describes the system of appreciating, recognizing or rewarding employees in your company?



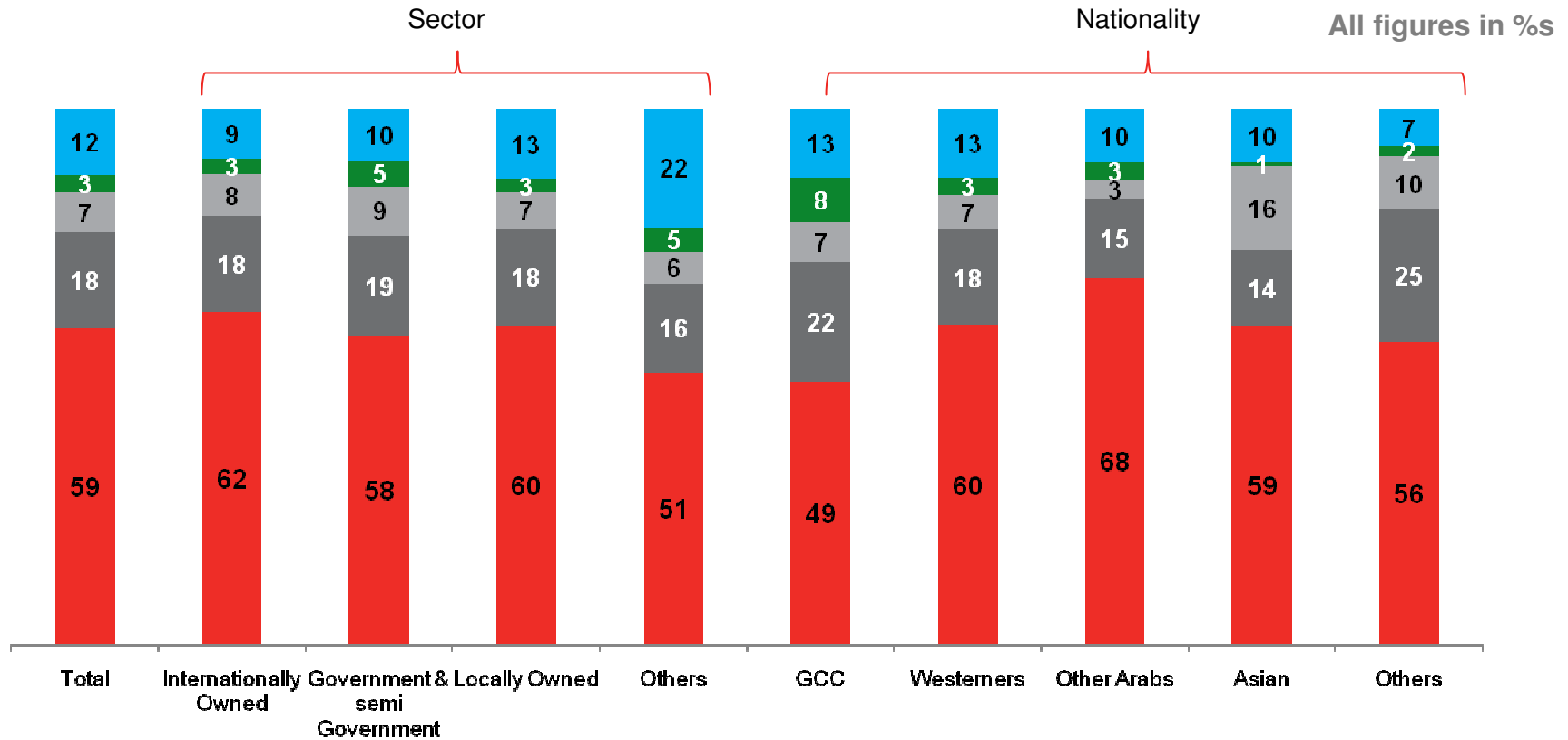
Nearly three in five feel that system of appreciating, recognizing or rewarding employees is based on performance alone and not on gender.

Base: All - 2347

Preferential Treatment for Women

Preferential Treatment- Actual

Does your current employer provide any preferential treatment or special benefits for women employees?



Base: All	2347	445	525	1200	177	165	60	1831	190	101
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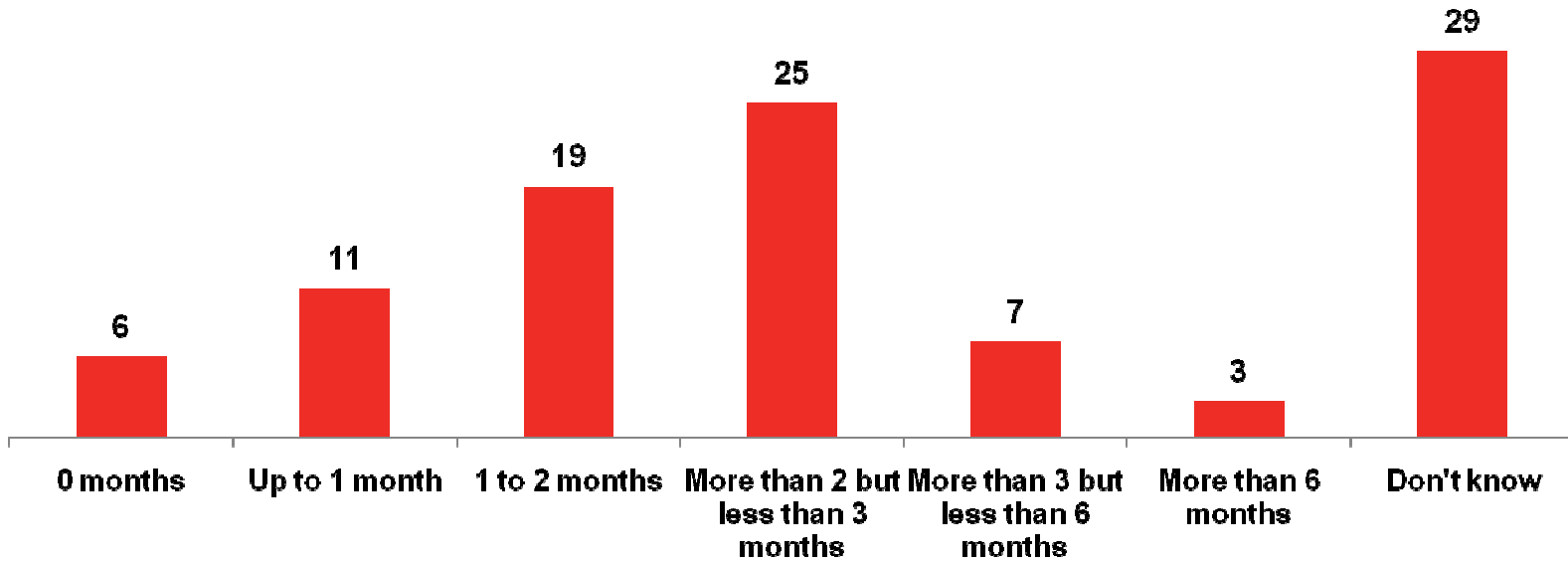
- There are no special benefits for women employees
- There are very few special benefits for women employees
- There are some special benefits for women employees
- There are many special benefits for women employees
- Don't know/Can't say

Three in five feel that women employees do not have preferential treatment or other special benefits

Maternity Leave & Benefits

Maternity Leave Period

How many months of maternity leave are you able to get at your company?



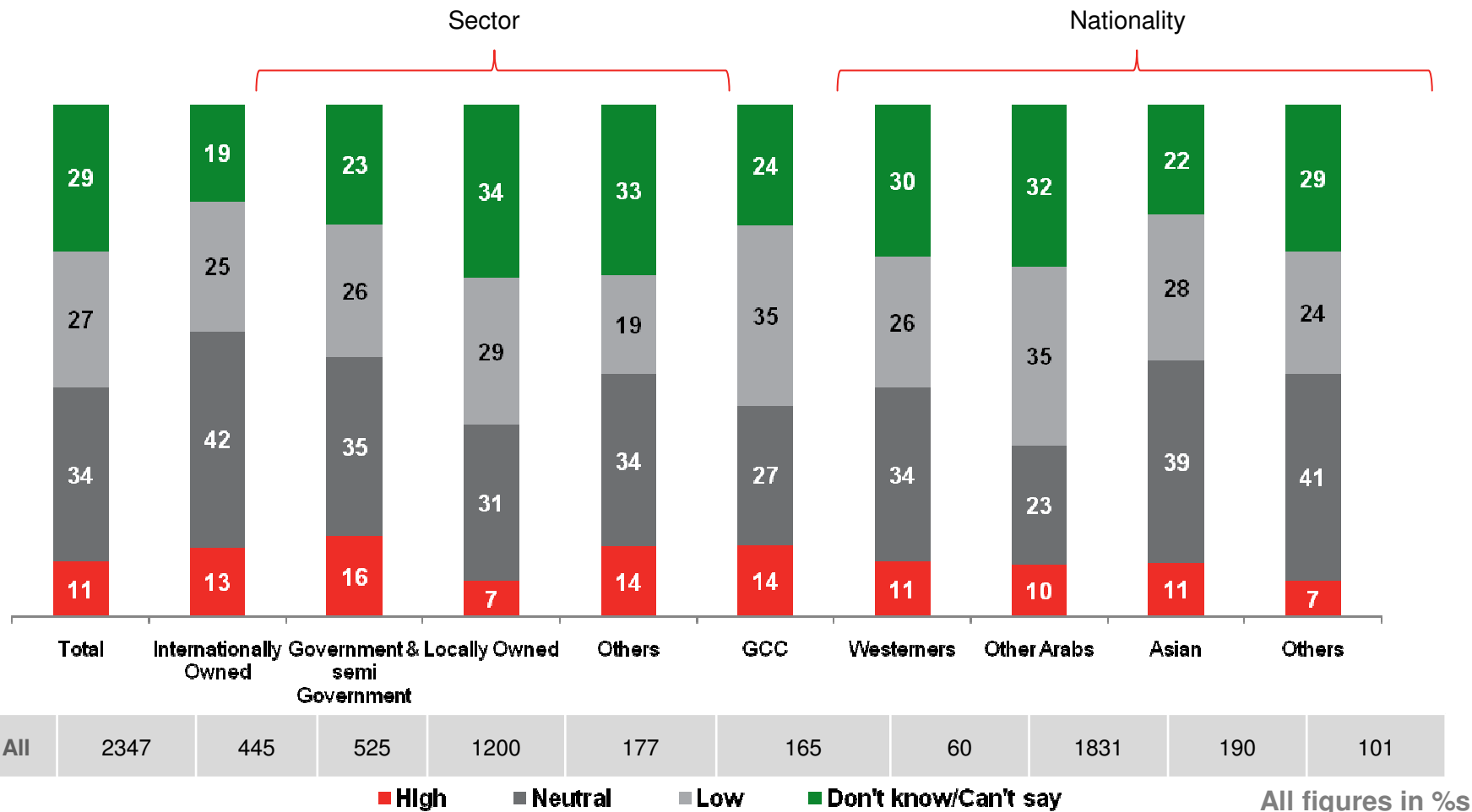
All figures in %s

Over a third of female workers get a maternity leave period of 2 months or less, with another quarter receiving two to three months of maternity leave

Base: All - 2347

Satisfaction with maternity leave and benefits

How would you rate your satisfaction with the maternity leave and benefits available in your current job?



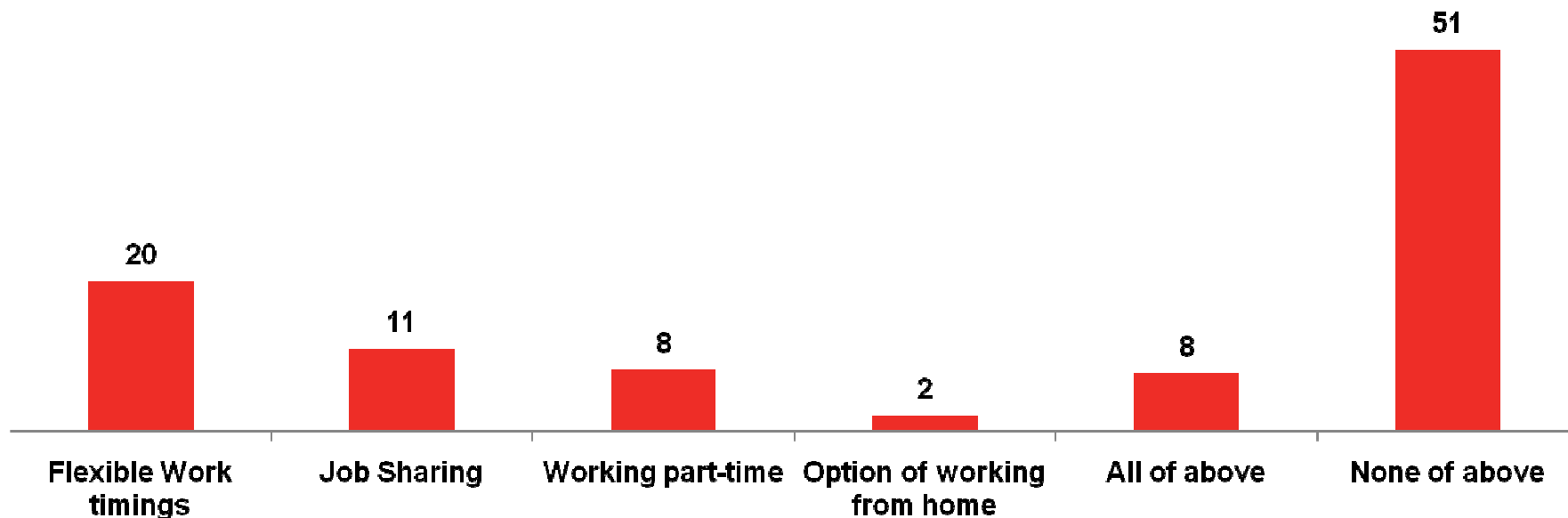
Over a quarter of working women are not satisfied with the maternity leave and benefits available to them

Base: All - 2347

Benefits that Companies Offer

Working options

Which of the following does your company allow for working women?



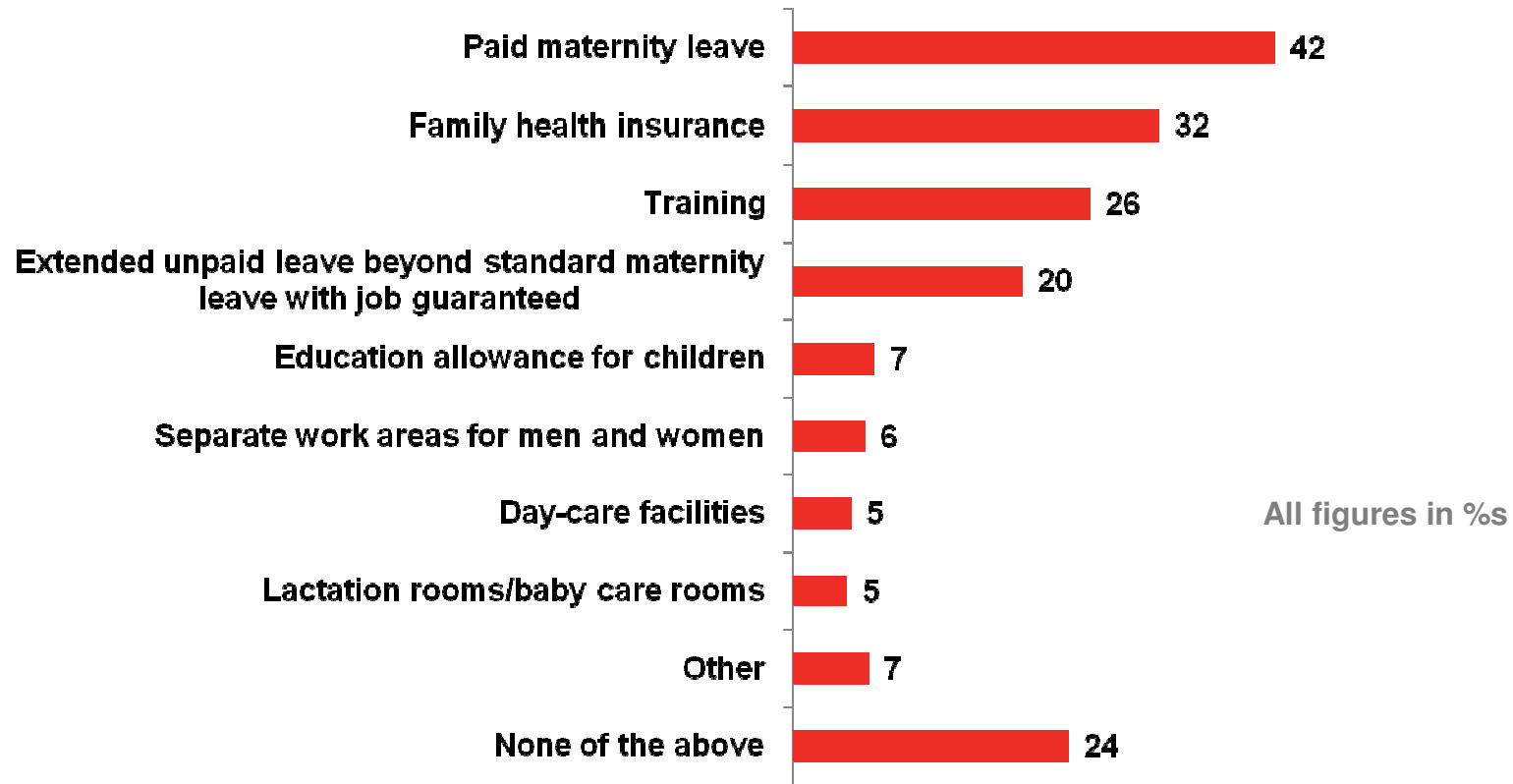
All figures in %s

Half of working women do not receive any different working options. About a quarter are allowed flexible work timings and one in five have the option to job share

Base: All - 2347

Benefits from Company (Top Ten) - Total

Does your company offer any of the below for working women? (tick all that apply)

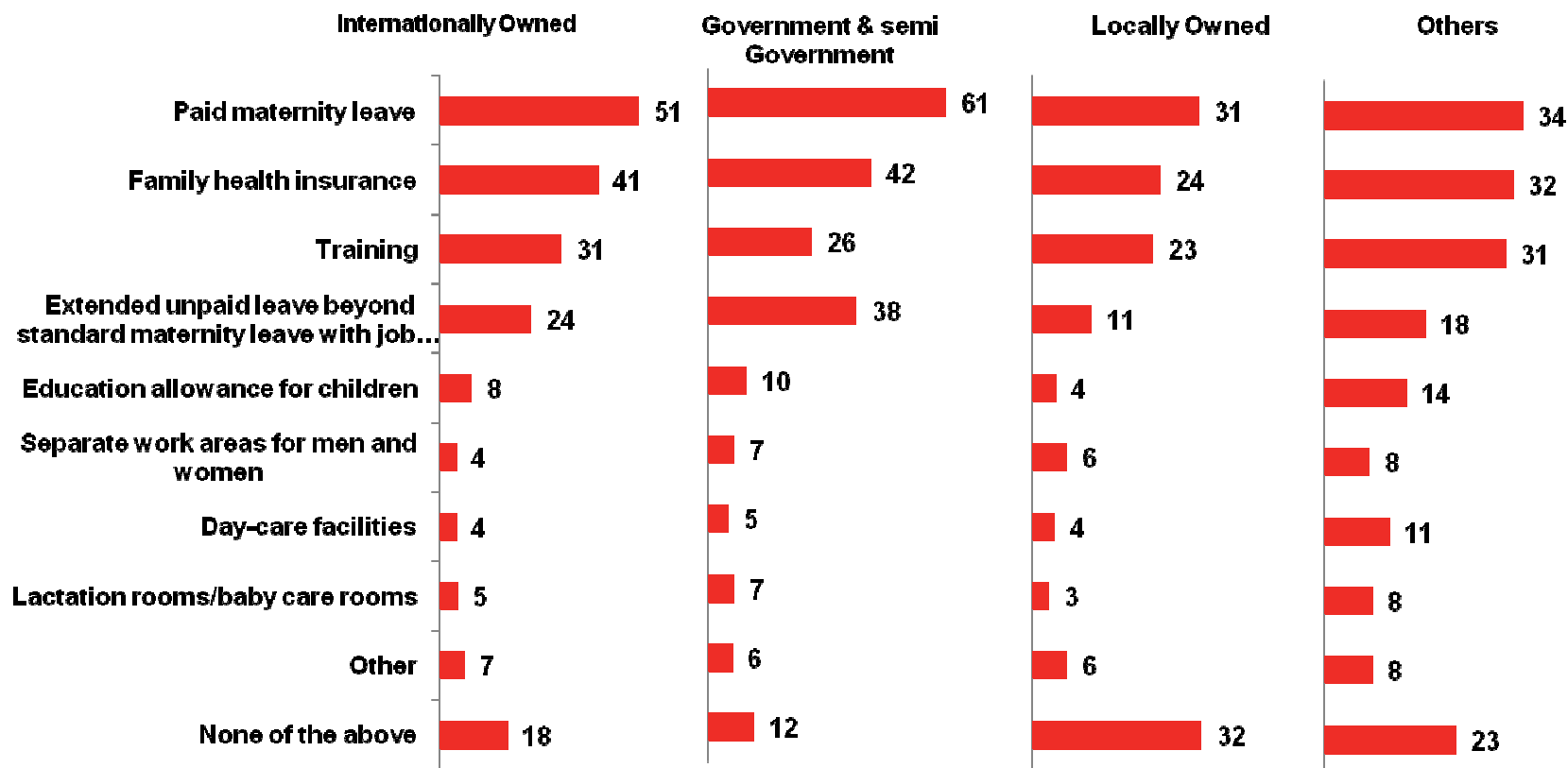


The top benefits offered to working women are paid maternity leave, followed by family health insurance and training

Base: All - 2347

Benefits from Company (Top Ten) - Sector

Does your company offer any of the below for working women? [tick all that apply]



All figures in %s

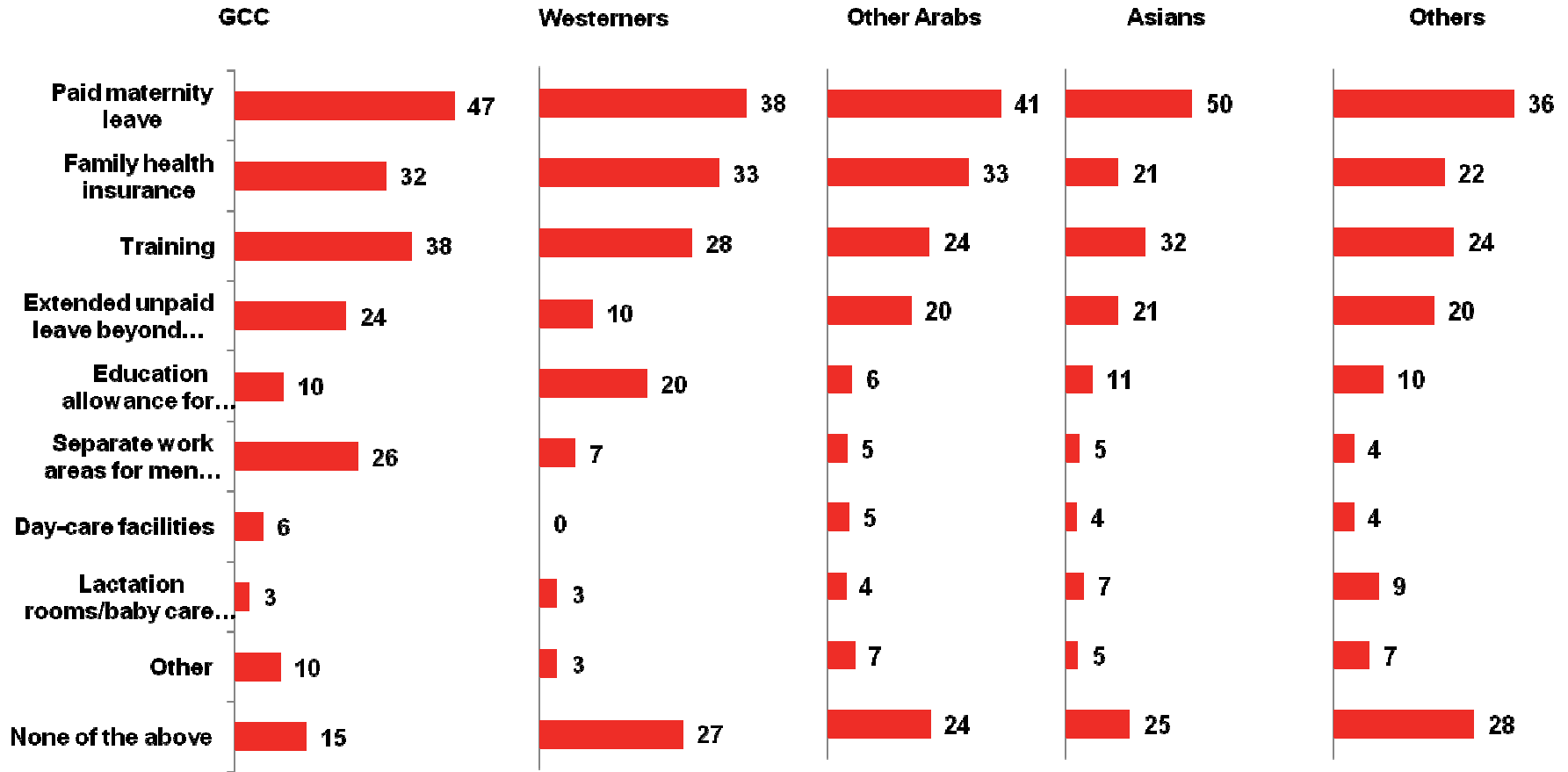
Those in government / semi government roles or internationally owned companies are better off with less chance that none of these benefits are offered

Base: International: 445; Government: 525; Local: 1200; Other 177

Benefits from Company (Top Ten) - Nationality

Does your company offer any of the below for working women? [tick all that apply]

All figures in %



GCC nationals are best off with fewer than one in seven not receiving any benefits. Among other nationalities, the proportion not receive any benefits rises to a quarter

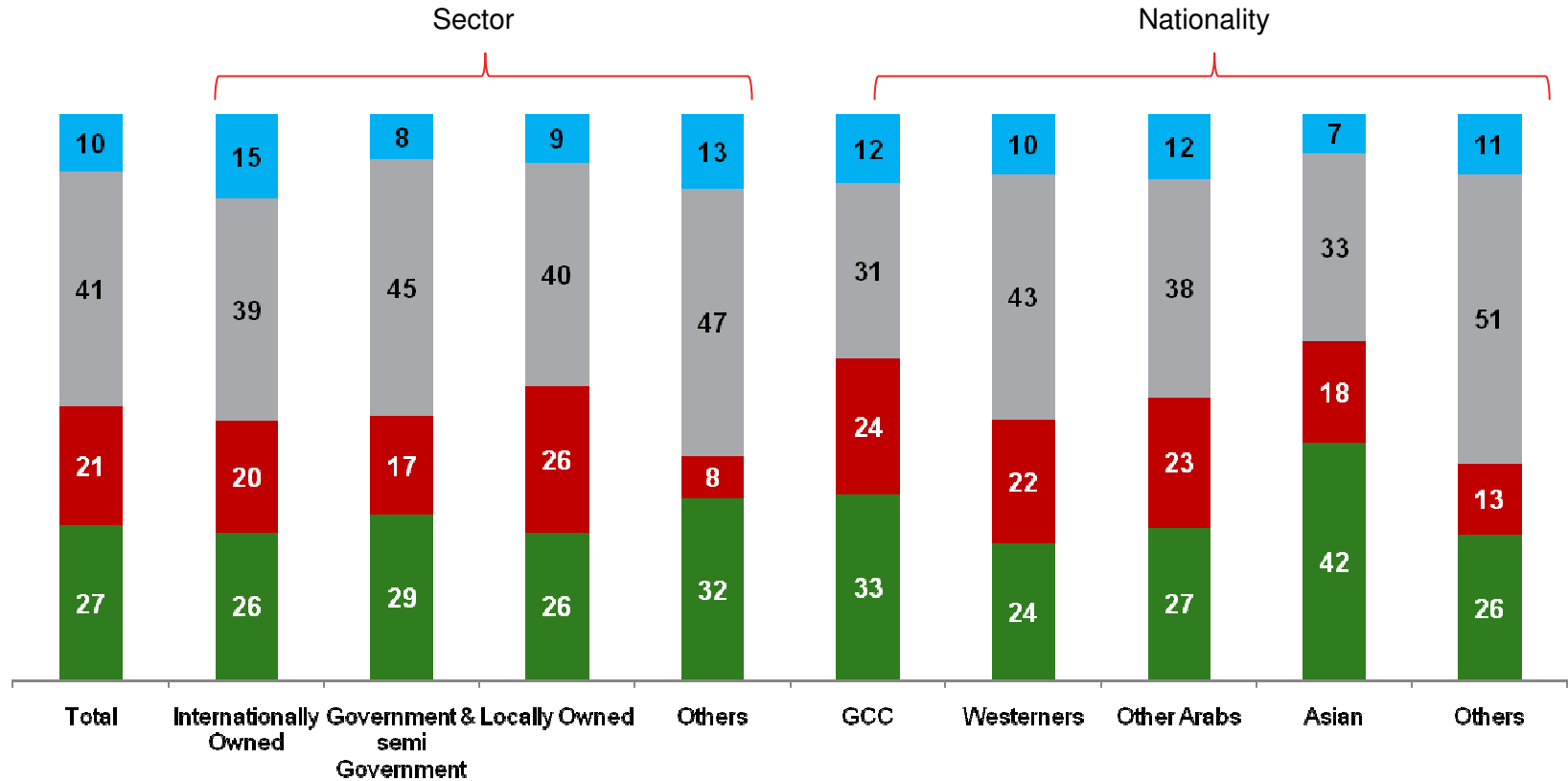
Base: All: GCC: 165; Westerners:60; Other Arabs:1831 ; Asians: 190; Others: 101

Impact of Various Issues on Career Prospects

Impact of Career on Marital Life

In what way has your marital life been affected by your career choices?

All figures in %s



Base: Married	839	188	212	386	53	58	26	591	117	47
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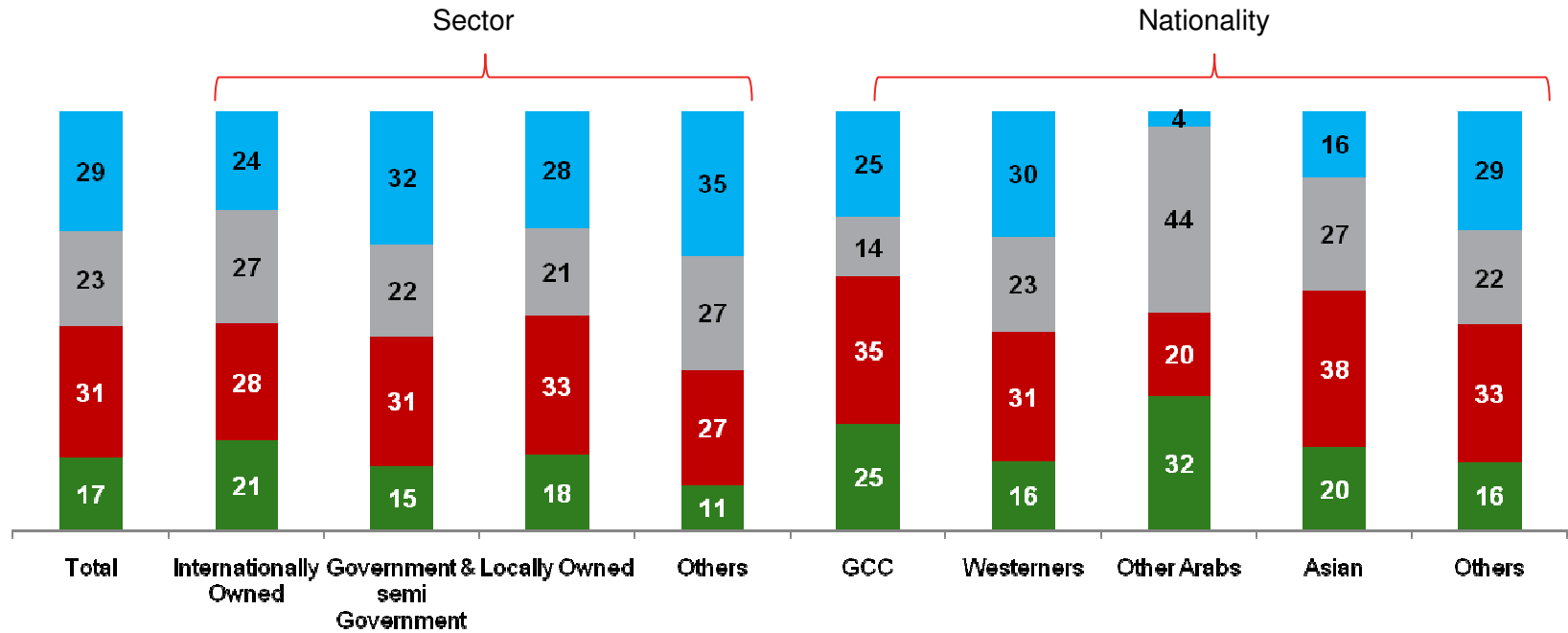
■ Positively ■ Negatively ■ No effect at all ■ Don't know/Can't say

About one in five married working women claim that their career choices have impacted negatively on their marriage.

Impact of Career on Future Marital Life

In your opinion to what extent would your future marriage plans affect your career choices?

All figures in %s



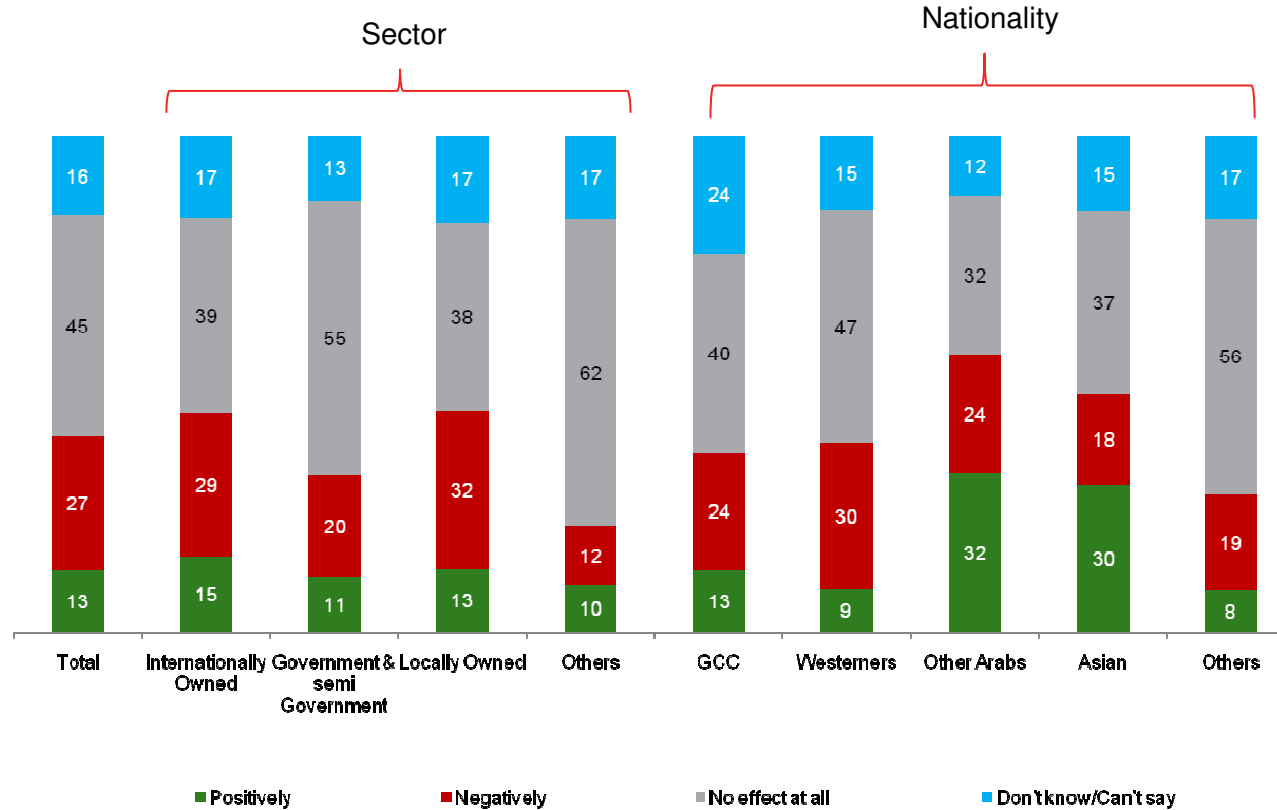
Base: Single	1314	234	262	705	113	83	25	1101	56	49
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- It would affect them to a large extent
- It would affect them to some extent
- It would have no effect at all
- Don't know/Can't say

About half of single working women think their future marriage plans will affect their career choices at least to some extent

Impact of Children - Existing

In what way has your choice to have children affected your career prospects?



All figures in %s

Base: Those with children	741	145	215	339	42	72	25	510	98	36
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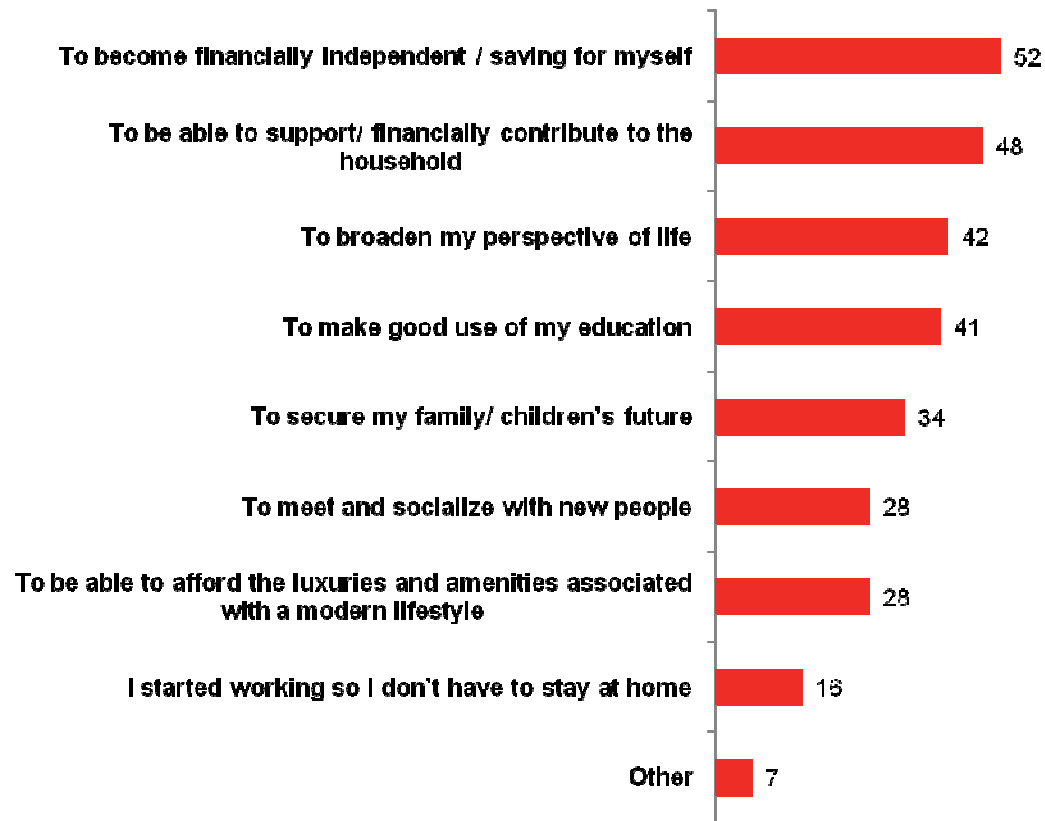
Just over a quarter of those working women with children think their kids have impacted negatively on their career

Base: Those with children - 741

Reasons for Working

Reasons for Working

People like you have cited various reasons for seeking employment. Please select all those that apply to you?



All figures in %s

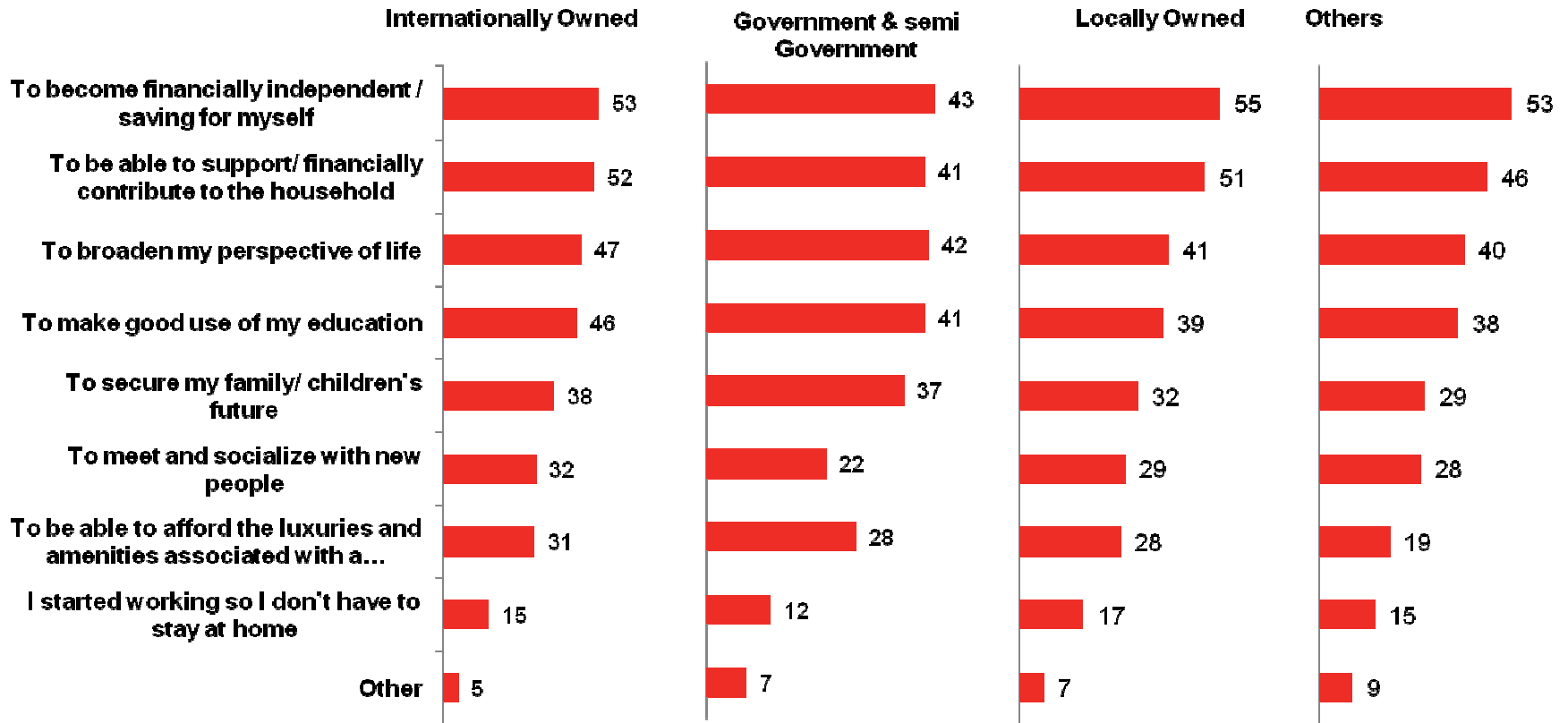
The top reasons given by women for wanting to work are to become financially independent and support themselves or their household

Base: All - 2347

Reasons for Working - Sector

Which of the following are the main reasons for you to work? [Please tick all that apply]:

All figures in %s



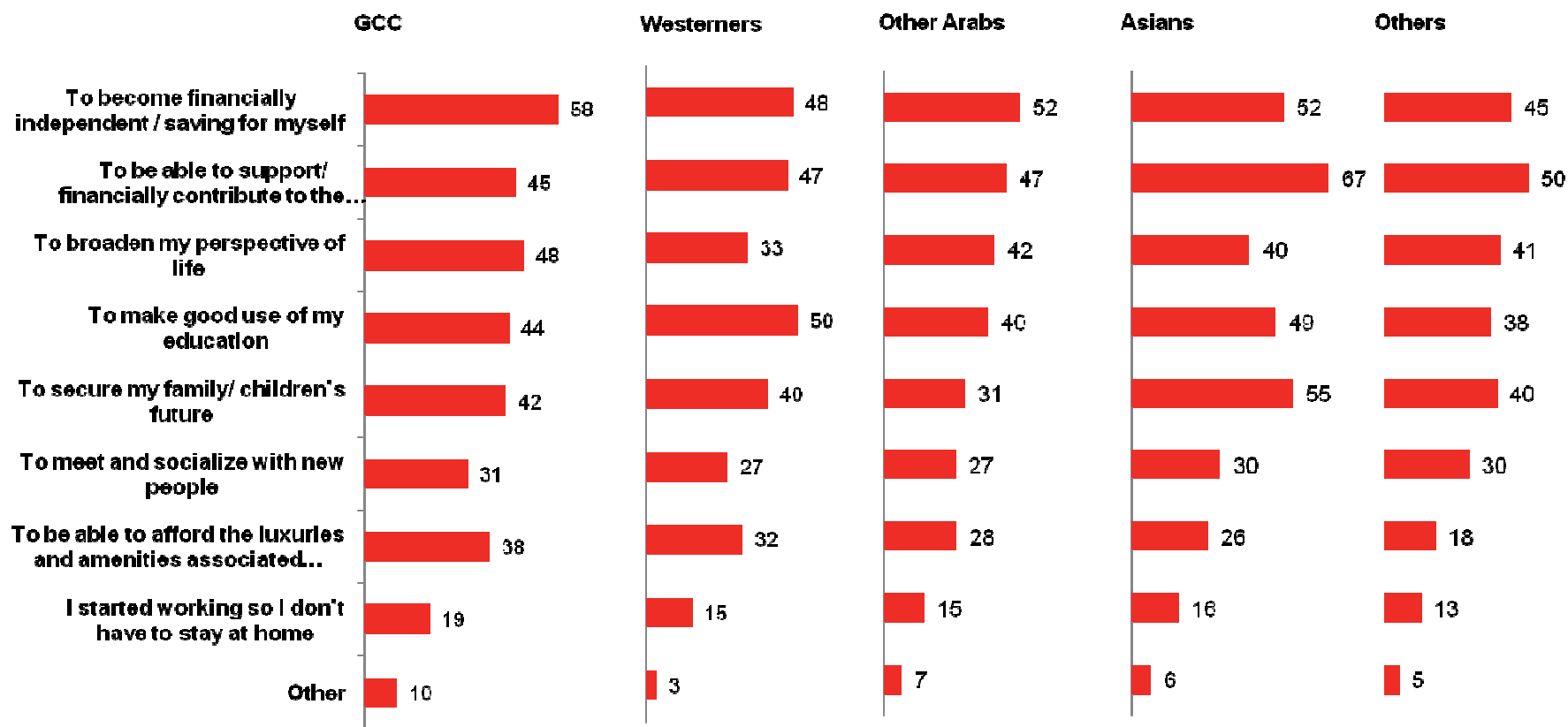
Government employees generally cite fewer reasons than those women working in other companies

Base: International: 445; Government: 525; Local: 1200; Other 177

Reasons for Working – Nationality

Which of the following are the main reasons for you to work? [Please tick all that apply]:

All figures in %

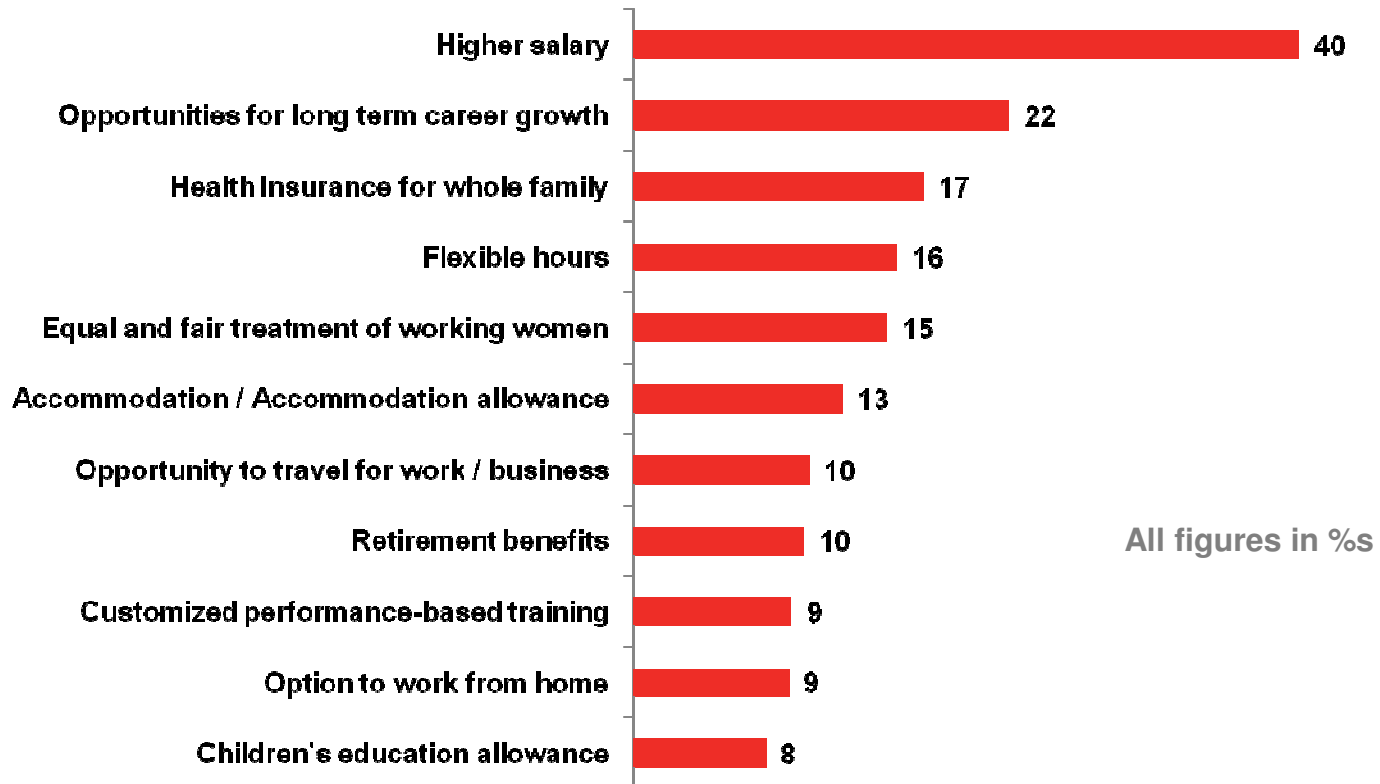


The top reason for working changes by nationality; GCC nationals work to become financially independent, westerners to use their education and Asians to support their household

Base: All: GCC: 165; Westerners:60; Other Arabs:1831 ; Asians: 190; Others: 101

Importance of benefits

Out of the following benefits, which two would you list as being most important to you as a working woman?
(Please select 2 answers)

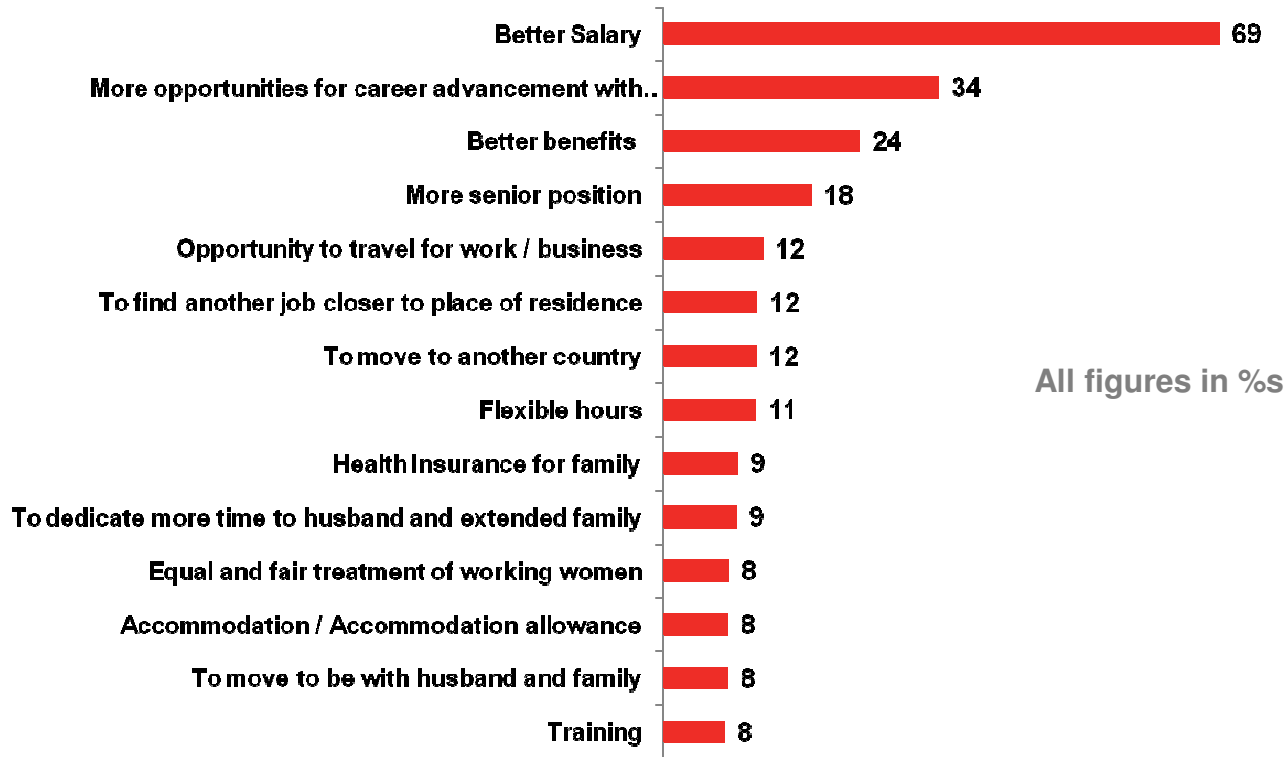


A higher salary is given as the most important benefit to working women, chosen by two in five respondents, followed by career growth chosen by one in five

Base: All - 2347

Reasons for Shifting Job (Top Ten choices)

Please indicate the three most important reasons that might influence you to leave your job and accept another job at this stage? [Please tick any three]

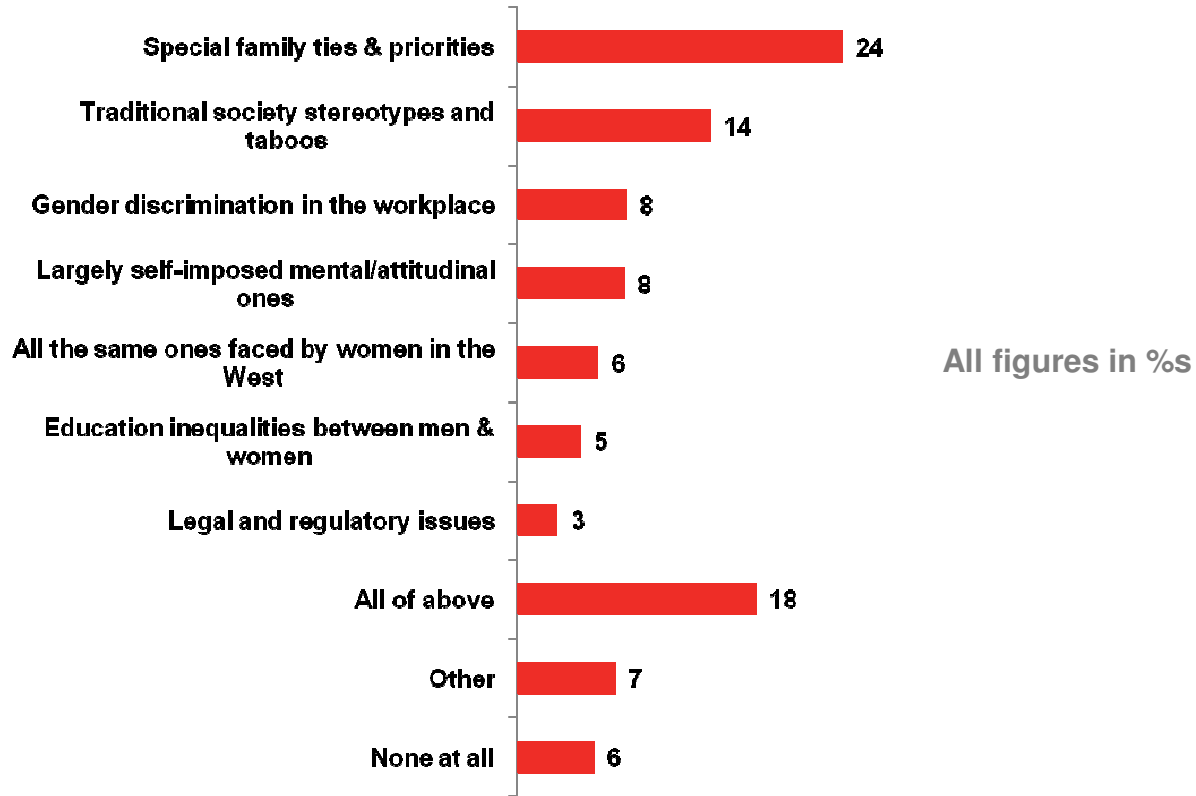


Over two thirds of working women would be influenced to move jobs by a better salary, and a third would move to advance their career

Base: All - 2347

Obstacles for Career Advancement (Top Ten)

What do you think are the MAIN barriers women in the MENA face in the workplace?

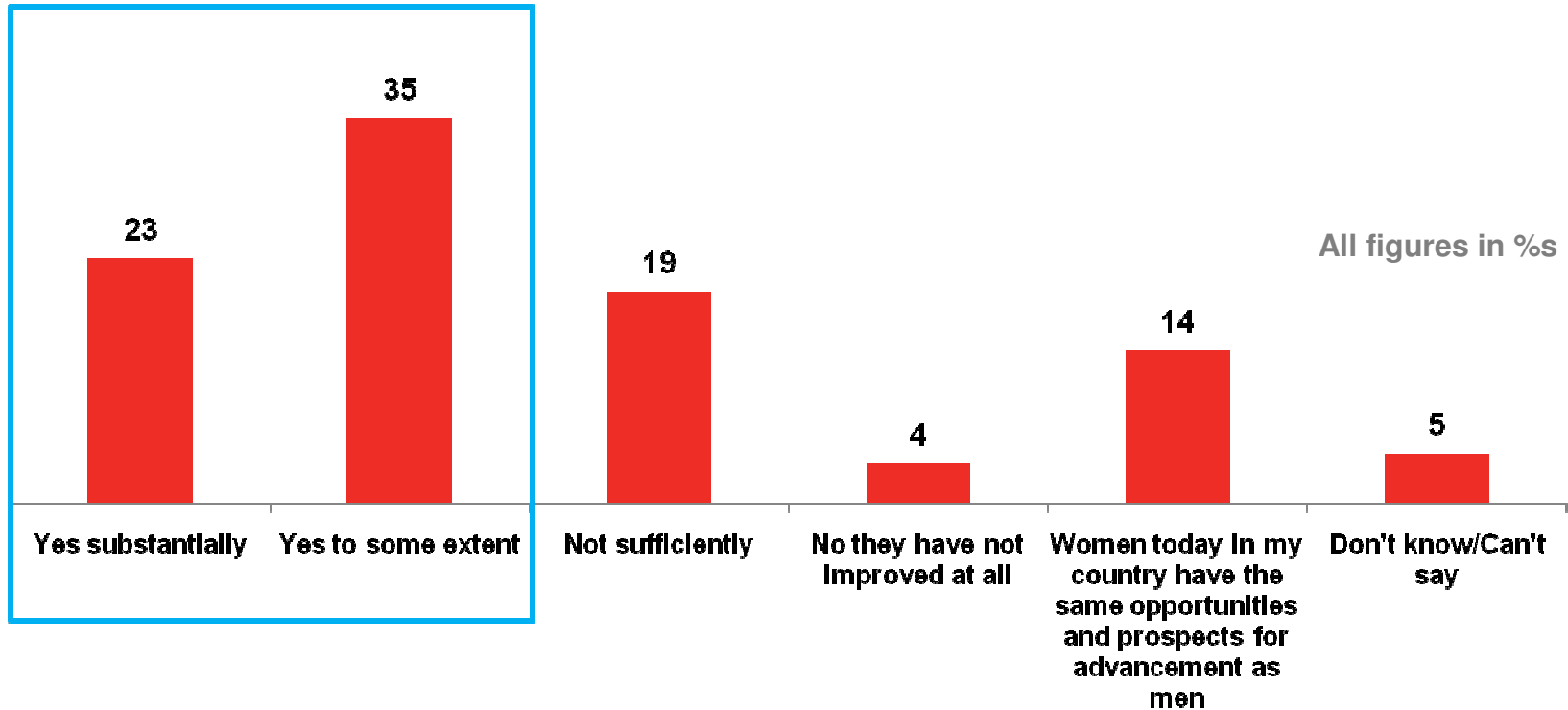


The main barriers facing women in the region are seen to be family ties and priorities and traditional stereotypes and taboos

Base: All - 2347

Perception of Improvement in Prospects

Do you believe prospects have generally improved for working women in your country of residence?

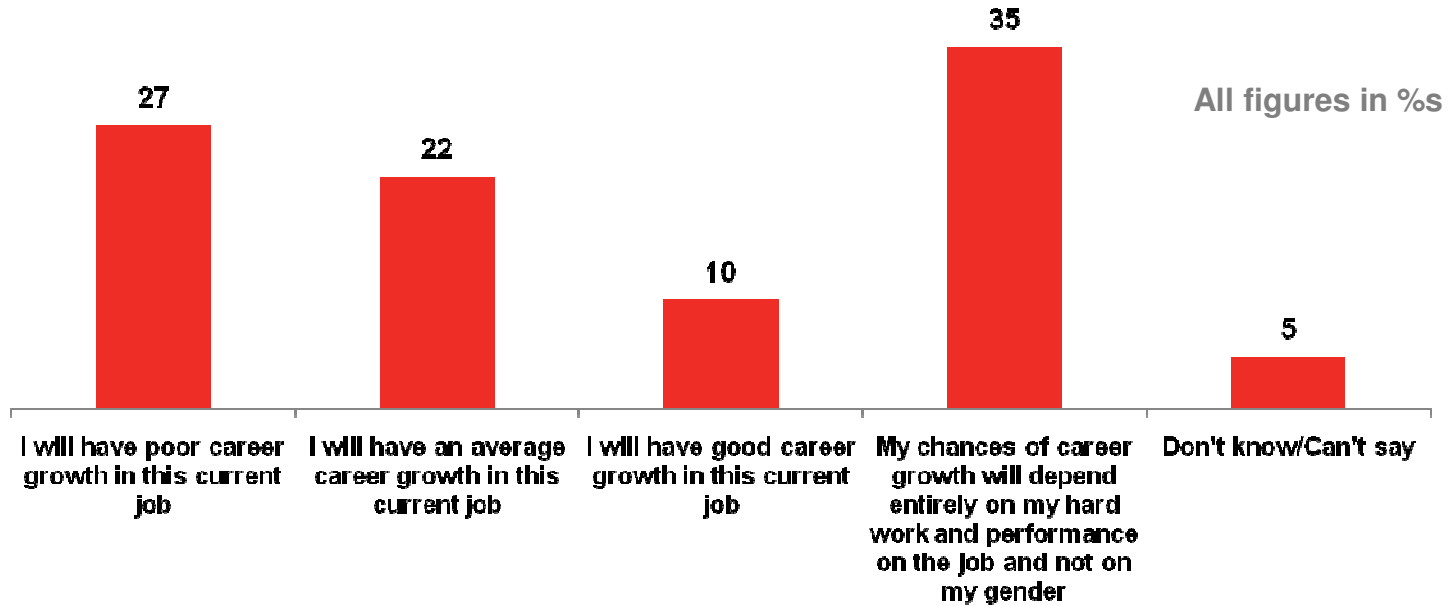


Almost three in five feel that prospects for women have improved in their country of residence, but one in five do not think there have been sufficient improvements

Base: All - 2347

Optimism about future Career Development

How optimistic are you about your future career development and growth prospects?

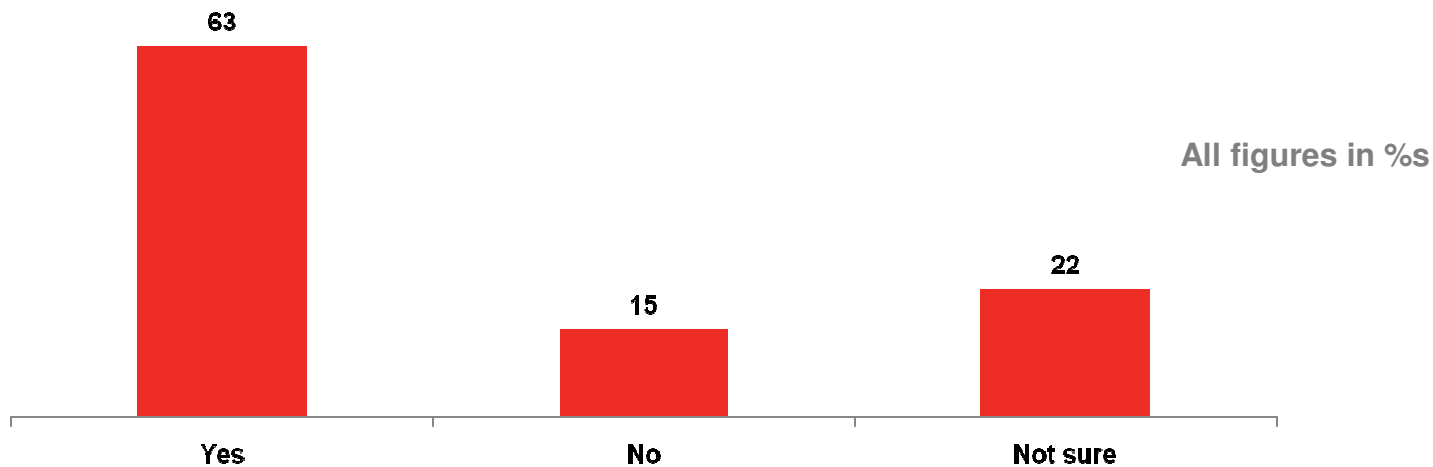


Only about one in ten women think they will have a good career growth in their current job, although a third feel that their career growth is down do their own performance

Base: All - 2347

Optimism about future Career Development

If you were to become completely financially independent and achieve all your financial goals would you still work?

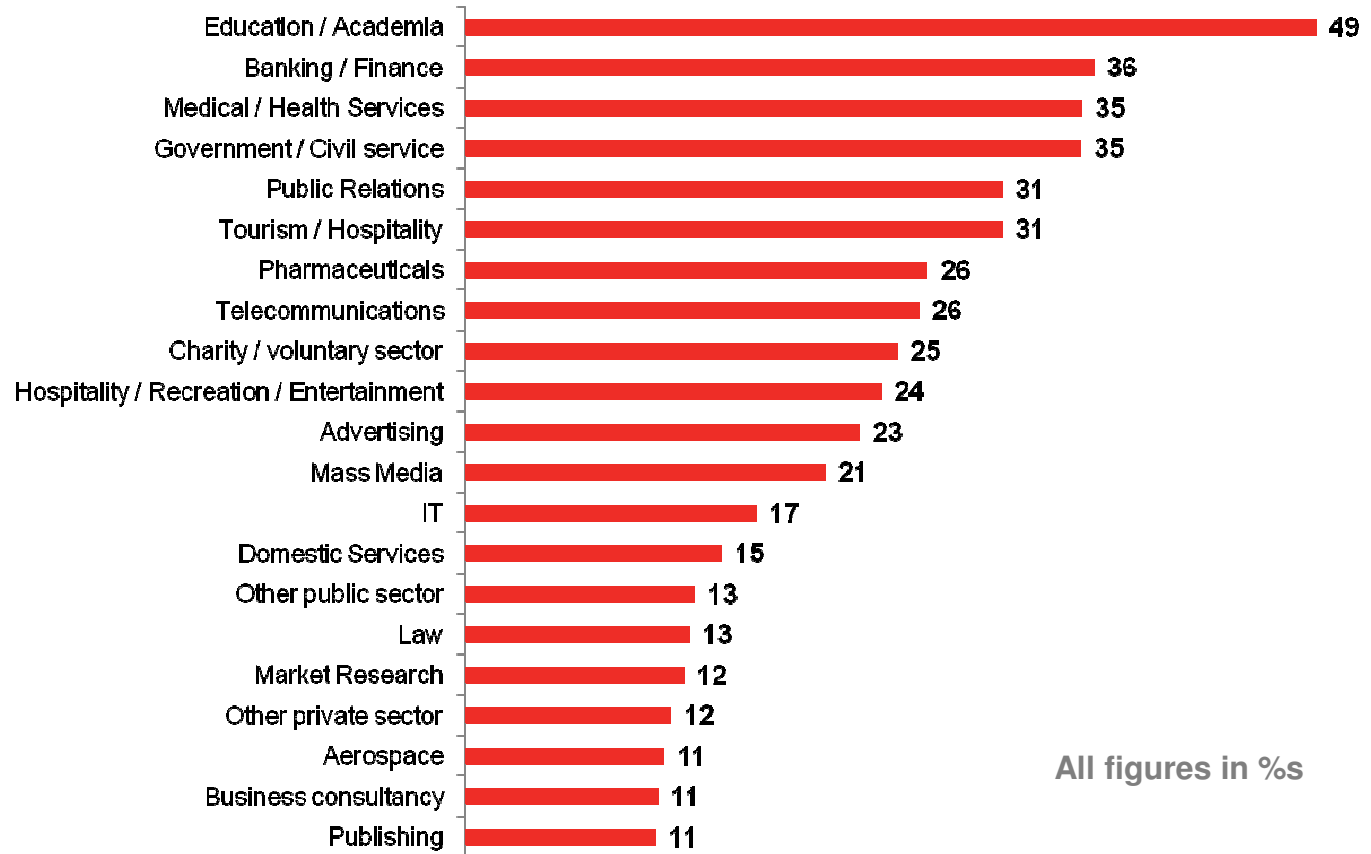


Work is about more than just becoming financially independent for many women, as almost two thirds would continue to work even after achieving all their financial goals

Base: All - 2347

Optimism about future Career Development

In your opinion which industries are BEST attracting / retaining women employees in your country of residence?



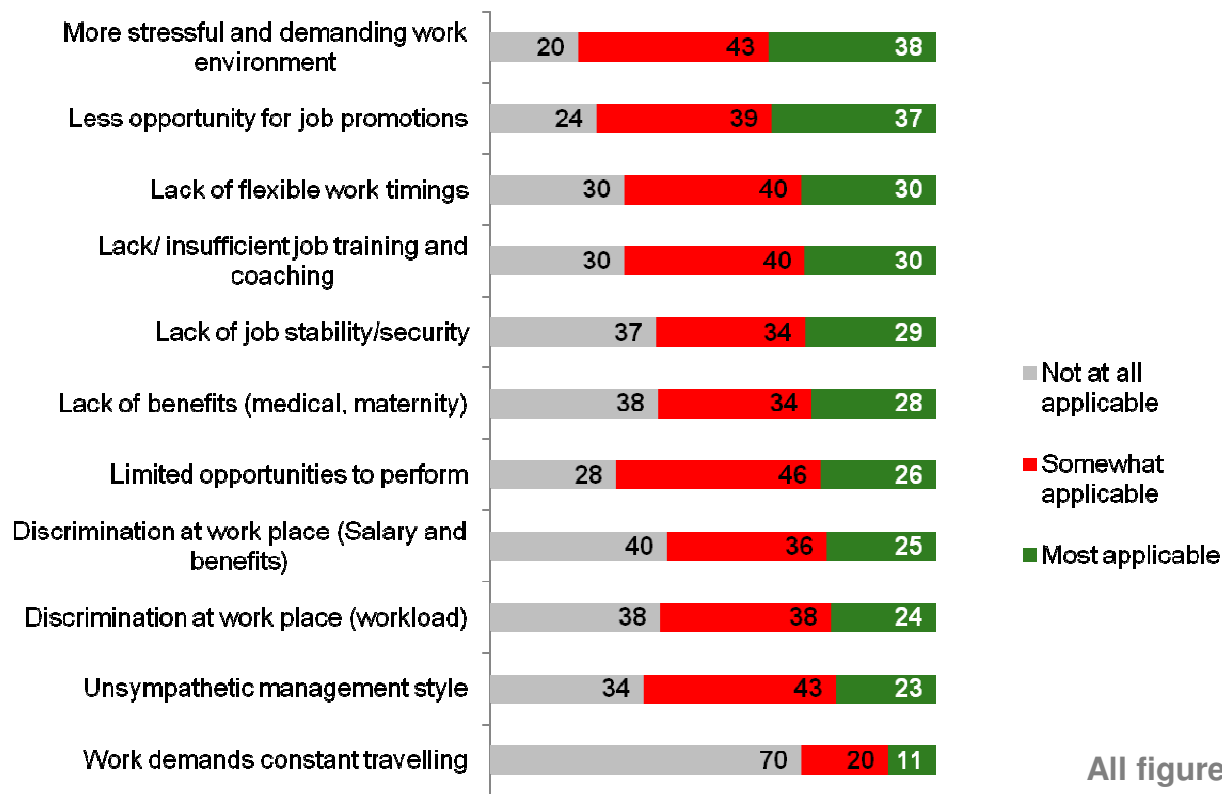
All figures in %

The education sector is seen to be best at attracting and retaining female employees, with banking / finance, medical / health and government / civil services also doing well

Base: All - 2347

Challenges in the work environment

As a woman, what are the challenges you face in your work environment? On a scale of 1 to 3 please specify how applicable these challenges are to you. (Where 1 is most applicable, 2 is somewhat applicable and 3 is not at all applicable)



Working women claim the work challenges that apply most are work are a more stressful and demanding work environment and less opportunity for job promotions

Base: All - 2347

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