

The Bayt.com Status of Working Women in The Middle East Survey

November 2014



Section 1

PROJECT BACKGROUND

Key findings

- Two fifths of respondents (42%) have 4 years or less of work experience, with the majority currently working in the private sector (75%). Over half (56%) of those surveyed have been working in their current industry for four years or less. Most respondents (53%) have been working in their current company for two years or less.
- Women across the region are working in a variety of sectors, including Education/ Academia (13%), Medical/ Health Services (8%), and Construction (6%).
- About one-fifth (21%) are the sole earning member in their household, while two fifths (41%) have one more earning member in their household. Of those who are not the sole earning member, half (49%) state that the person who contributes the most to the household income is a male.
- Of the reasons given for seeking employment, financial independence, being able to financially contribute to the household, and to broaden perspectives emerged as the top three reasons cited by respondents.
- The majority (72%) of respondents work in a mixed gender workplace. Only 13% state that they only have women employees in their workplace. As expected, significantly fewer respondents (31%) in KSA have a mix of men and women working in the same workplace.

Key findings

- The majority of those working in mixed gender workplaces are comfortable working in a mixed environment.
- Most respondents (77%) working in a mixed environment have a male manager, and most state there are more males than females in their workplace.
- Most women working in a mixed gender workplace believe women are treated the same as men when it comes to working hours, training and development, advice and support and recruitment and selection. However, one third believe women are treated less favorably in terms of career progression.
- Overall, the majority claim to work almost an equal number of hours as their male colleagues. While just over two fifths of women surveyed (43%) believe they receive less pay than their male counterparts, a similar percentage (39%) felt that they receive the same pay.
- Consistently, half (49%) state that chances of receiving a promotion depend entirely on performance on the job, and gender plays no role. However, one third (34%) believe females have a lower chance of being promoted than their male counterparts.

Key findings

- Over half (59%) of women surveyed believe some employees get preferential treatment over others at their workplace. However, only a quarter (26%) believe men are given preferential treatment. Most respondents state there are no special benefits for women employees.
- The majority of respondents (61%) also believe that appreciation is based on performance alone and is not linked to gender.
- Most women reported their organization gives women between 1 to 3 months official maternity leave. However, almost half (47%) reported their company does not offer official paternity leave to males.
- Respondents reported receiving a variety of company benefits, with personal health insurance (48%), paid maternity leave (35%), and company transport/transport allowance (32%) being the most prevalent.
- In terms of company benefits, higher salary appears to be the most important benefit, with over three fifths (62%) selecting it in their top three benefits of importance. In addition, 7 in every 10 respondents indicated a better salary might also encourage them to switch jobs.

Key findings

- As women, the top three challenges faced by respondents are less opportunities for job promotions (46%), a stressful and demanding work environment (40%), and a lack of job training and coaching (34%).
- In terms of the key challenges faced by women in their life, three fifths stated that they find it hard to find good job opportunities.
- Over half of respondents (55%) stated that having a successful career would make them feel happy in their life.
- One third of married women stated their marital life has been affected positively by their career choices, while one fifth claimed the opposite.
- Results highlighted the ‘sacrifices’ and ‘compromises’ women across the region still have to make, with the majority of single respondents expecting their future marriage plans to affect their career choices, at least to some extent. Similarly, over half (53%) of women with children stated their decision to have children also affected their career, at least to some extent.

Section 2

RESEARCH METHODOLOGY

Sample Definition

All respondents were working females.

Age and Gender

Females

Age 18+ years

Nationalities

GCC Arabs, North Africans, Levantines, Western Expats, Asians

Country of Residence

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

Levant: Lebanon, Syria, Jordan

North Africa: Egypt, Morocco, Algeria, Tunisia

Data Collection

All data was collected online. Fieldwork was done between 22 October and 20 November 2014.

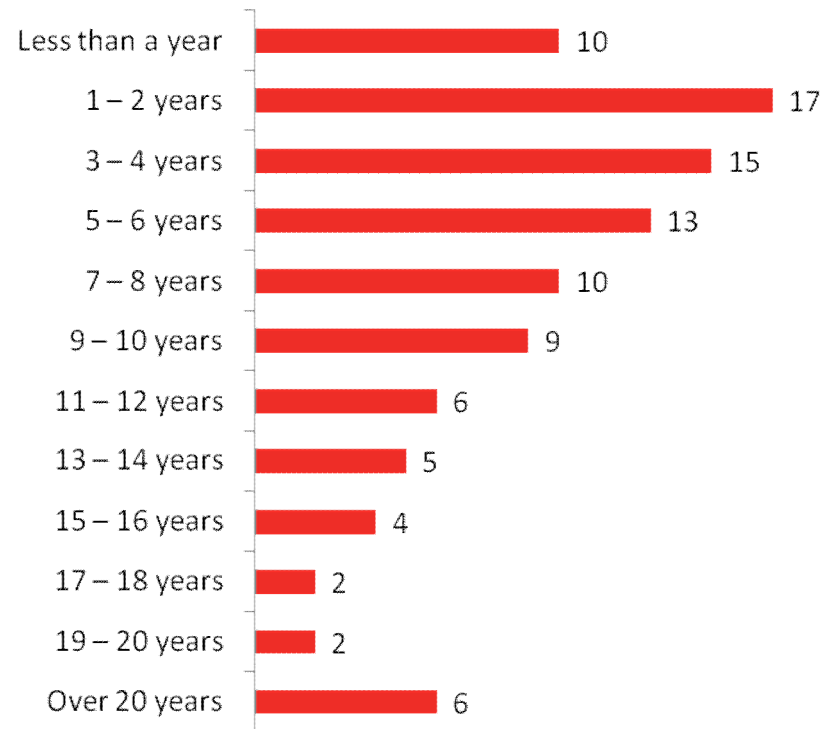
The total number of completed online interviews was 1,543.

Section 3

RESEARCH FINDINGS

Number of years of employment

- “ Just under one third of respondents (32%) reported having between 1 – 4 years of work experience.
- “ Only 14% of respondents have 15 or more years experience.
- “ As seen in the next slide, KSA has the highest proportion of women who have worked for 2 years or less (45%).



Base: All respondents (1543)

Q. How many years have you been working?

All figures are %'s

Number of years of employment

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
Less than a year	16	7	5	5	9	12	8	8	17	6	15	10	12
1 – 2 years	29	13	14	17	19	24	12	8	15	15	21	19	16
3 – 4 years	14	16	16	9	12	6	16	8	14	13	10	24	17
5 – 6 years	11	15	2	10	9	9	19	15	10	19	16	12	12
7 – 8 years	7	11	16	10	9	6	13	8	8	9	13	10	13
9 – 10 years	8	11	10	19	12	15	6	15	3	8	5	11	4
11 – 12 years	3	8	9	5	9	3	10	-	5	6	5	4	7
13 – 14 years	3	6	5	5	6	3	3	-	9	6	-	4	6
15 – 16 years	3	4	6	5	6	6	2	8	6	5	-	3	6
17 – 18 years	1	2	2	2	3	6	7	8	2	4	2	1	-
19 – 20 years	2	1	5	5	-	-	3	8	2	2	3	-	2
Over 20 years	3	5	9	9	3	9	3	15	9	7	10	2	4

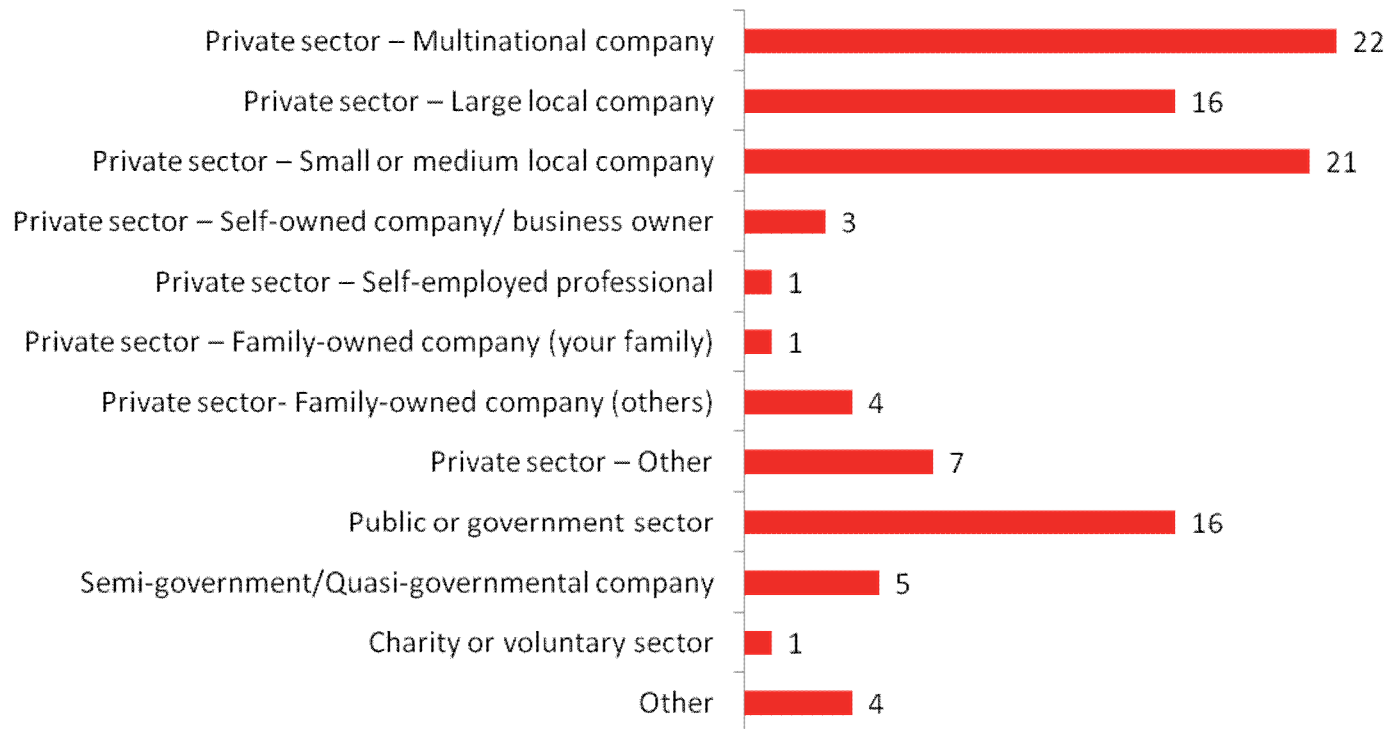
Q. How many years have you been working?

All figures are %'s

*Interpret with caution – small sample size

Sector of employment

- “ Three quarters of respondents (75%) are working in the private sector, with over one fifth (22%) working in private multinational companies, followed by one fifth (20%) who work in private local SMEs. 16% of respondents are currently working in the public/government sector.
- “ Of those surveyed, significantly more respondents in Algeria (55%) claim to be working in the public or government sector (see next slide).



Base: All respondents (1543)

Q. In which of the following sectors do you work?

All figures are %s

Sector of employment

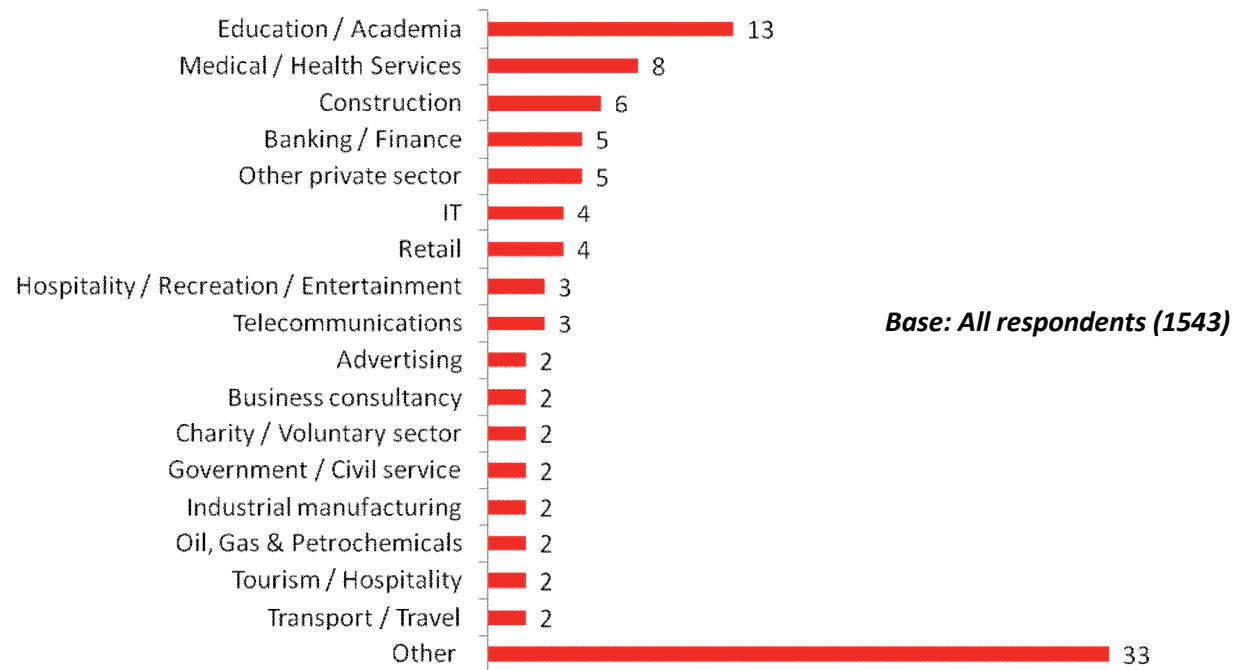
	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
Private sector – Multinational company	18	31	25	21	19	30	19	15	16	24	18	8	20
Private sector – Large local company	15	13	34	18	16	18	20	-	17	14	15	9	16
Private sector – Small or medium local company	21	21	14	18	22	21	30	23	22	23	33	10	19
Private sector – Self-owned company/business owner	1	6	1	3	9	-	4	-	3	3	5	1	3
Private sector – Self-employed professional	2	-	1	1	6	-	-	-	1	1	-	1	3
Private sector – Family-owned company (your family)	1	-	1	-	-	-	2	-	-	1	2	-	1
Private sector- Family-owned company (others)	9	4	4	-	6	3	10	-	9	2	3	1	-
Private sector – Other	10	7	9	5	3	9	4	-	6	7	10	6	6
Public or government sector	14	8	6	15	9	6	2	54	17	14	8	55	23
Semi-government/Quasi-governmental company	3	7	2	15	6	-	3	-	1	2	3	4	4
Charity or voluntary sector	2	-	-	-	-	-	2	8	3	3	-	-	-
Other	5	3	2	5	3	12	3	-	4	6	3	4	3

Q. In which of the following sectors do you work?
All figures are %'s

**Interpret with caution – small sample size*

Industry of employment

- “ Education/academia and medical/health services were the most popular employment sectors among women surveyed (13% and 8%, respectively). The remaining respondents were split across a variety of sectors, including construction (6%) and banking/finance (5%), IT, and retail (4% each).
- “ As shown in the next slide, Qatar has the highest proportion of women working in the construction sector (14%), while the UAE has the highest proportion of women working in retail (10%).



Q. Which of the following industries do you currently work in?

All figures are %'s

Industry of employment

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
Education / Academia	22	8	11	12	12	24	8	15	14	16	11	18	14
Medical / Health Services	15	6	10	13	3	3	10	-	8	6	2	12	3
Construction	1	5	5	14	-	9	4	8	7	5	5	8	6
Banking / Finance	3	7	6	5	6	-	5	8	5	4	2	4	2
Other private sector	7	5	5	3	9	6	1	-	7	5	13	4	2
IT	2	4	2	1	3	3	9	8	5	4	11	1	6
Retail	3	10	6	2	3	-	5	-	1	3	2	-	-
Hospitality / Recreation / Entertainment	1	7	4	6	3	6	3	8	1	*	2	1	1
Telecommunications	3	2	5	3	6	3	2	-	3	2	3	4	2
Advertising	1	2	1	1	3	-	2	-	1	4	3	1	4
Business consultancy	3	1	-	1	3	12	3	-	2	2	-	1	1
Charity / Voluntary sector	3	-	-	1	-	3	-	8	5	4	-	-	2
Government / Civil service	3	2	1	1	-	-	-	-	2	2	3	6	-
Industrial manufacturing	1	2	-	1	-	-	4	-	1	1	5	1	5
Oil, Gas & Petrochemicals	1	4	4	3	-	6	1	-	1	3	-	3	2
Tourism / Hospitality	3	3	2	1	-	3	2	-	1	4	2	-	4
Transport / Travel	1	2	1	1	3	-	3	-	-	*	-	1	5

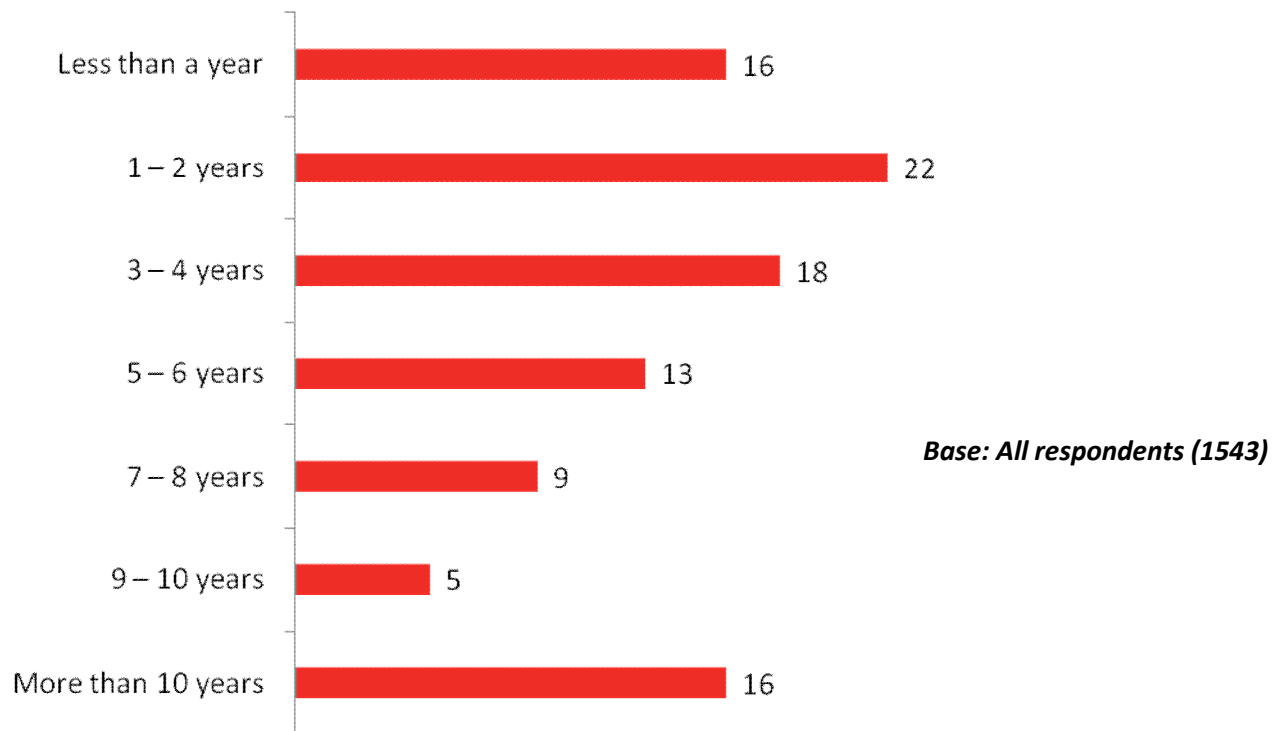
Q. Which of the following industries do you currently work in?

All figures are %'s

*Interpret with caution – small sample size

Time spent in current industry

- “ In line with the fact that many surveyed women had been working for only a relatively short period of time, a considerable proportion of women claim to have been working in their current industry for 4 years or less (56%).
- “ Only 16% of respondents have been in their current industry for more than 10 years.



Q. For how long have you been working in this industry?

All figures are %'s

Time spent in current industry

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
Less than a year	25	13	11	8	25	12	14	8	23	14	18	15	22
1 – 2 years	31	24	20	24	22	30	20	8	21	16	30	23	17
3 – 4 years	14	20	18	21	12	6	25	8	15	17	11	21	16
5 – 6 years	9	14	14	9	16	15	12	23	14	18	16	12	12
7 – 8 years	5	10	15	9	6	15	10	15	9	9	11	6	9
9 – 10 years	5	5	5	11	3	6	3	8	3	5	7	10	3
More than 10 years	11	14	18	19	16	15	15	31	15	22	7	13	21

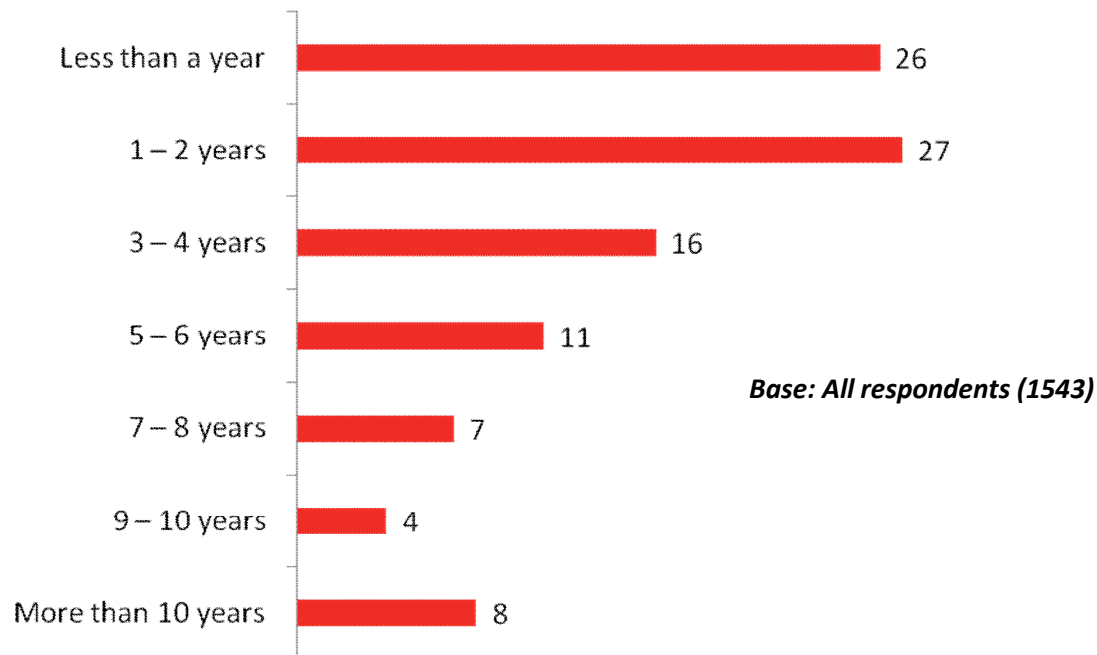
Q. For how long have you been working in this industry?

All figures are %'s

**Interpret with caution – small sample size*

Time spent in current company

- “ More than half of the respondents (53%) have been working at their current organization for 2 years or less. Almost three quarters (72%) of respondents in KSA have been working in their current company for 2 years or less.
- “ Just under one fifth of respondents (19%) have been at their current organization for 7 years or more.
- “ More respondents in North Africa (13%) than the GCC (5%) have been working in the same company for more than 10 years.



Q. And for how long have you been working in your current company?

All figures are %'s

Time spent in current company

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
Less than a year	33	25	25	22	34	18	24	15	32	27	28	23	27
1 – 2 years	39	31	26	32	28	39	26	23	24	20	34	20	18
3 – 4 years	11	17	21	17	9	18	20	23	13	15	11	23	16
5 – 6 years	7	14	10	9	9	15	12	8	9	15	10	9	10
7 – 8 years	2	6	8	6	6	6	7	-	9	8	10	8	9
9 – 10 years	5	3	4	10	3	-	3	-	3	2	2	6	2
More than 10 years	4	5	6	5	9	3	7	31	9	14	5	10	19

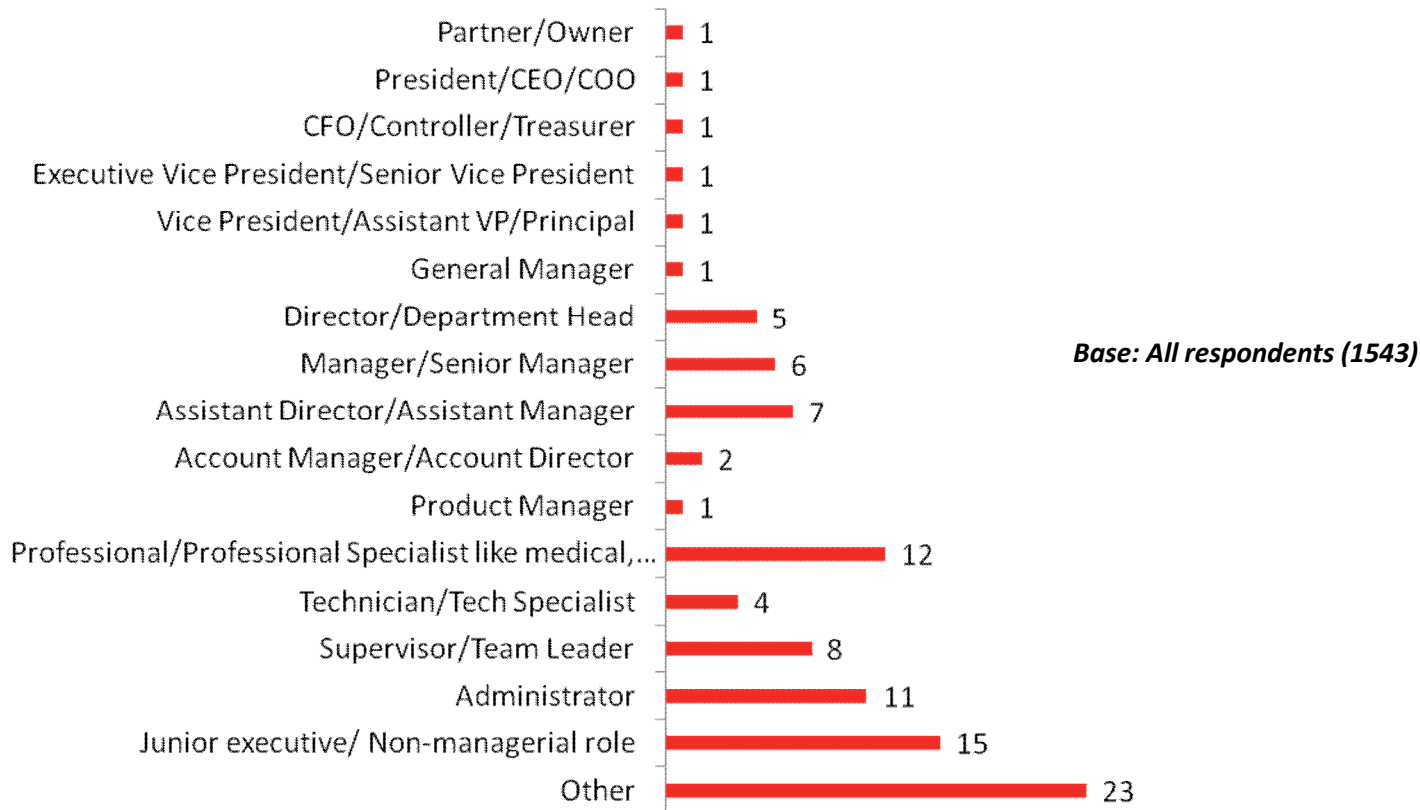
Q. And for how long have you been working in your current company?

All figures are %'s

**Interpret with caution – small sample size*

Designation at work

- “ The women surveyed hold a variety of roles, including junior executive positions (15%), legal/medical/specialized professions (12%), administrators (11%), and supervisors (8%).
- “ Only a small proportion of respondents hold CEO/Partner/President/Vice President/CFO/COO/General Manager positions.



Q. Which of the following positions come closest to describing your designation at work?

All figures are %'s

Designation at work

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
Chairman/Board Member	-	-	-	-	-	-	-	-	1	*	-	1	-
Partner/Owner	-	*	1	-	3	-	3	-	-	2	-	1	1
President/CEO/COO	1	-	-	-	-	-	-	-	1	2	-	1	1
CFO/Controller/Treasurer	1	1	1	-	-	-	1	-	2	1	3	2	-
Executive Vice President/Senior Vice President	-	-	-	1	-	-	-	-	1	3	-	-	-
Vice President/Assistant VP/Principal	1	-	1	-	-	-	1	8	-	1	2	-	1
General Manager	2	*	-	-	-	-	2	-	1	2	-	1	1
Director/Department Head	6	2	4	3	6	-	5	15	8	6	2	5	6
Manager/Senior Manager	1	10	10	7	9	12	7	-	3	7	3	1	5
Assistant Director/Assistant Manager	7	3	4	4	6	9	15	-	6	8	16	6	10
Account Manager/Account Director	-	3	2	-	-	3	3	-	1	1	2	1	5
Product Manager	1	1	1	1	-	-	3	-	1	1	3	1	-
Professional/Professional Specialist like medical, educator, lawyer, etc.	16	8	14	12	3	9	5	8	13	15	13	23	13
Trade Specialist	-	1	-	-	3	3	1	-	1	-	2	-	-
Technician/Tech Specialist	2	2	-	5	3	3	2	23	4	2	11	5	16
Supervisor/Team Leader	14	7	10	10	19	3	8	8	7	8	10	6	3
Administrator	6	19	12	19	9	15	9	-	12	8	2	1	5
Junior executive/ Non-managerial role	16	18	11	12	16	18	13	-	20	10	16	19	17
Other	27	26	28	27	22	24	23	38	19	22	15	24	15

Q. Which of the following positions come closest to describing your designation at work?

All figures are %'s

*Interpret with caution – small sample size

Income level

- “ Half of all women surveyed earn \$1,000 per month or less. One fifth (20%) earning between \$1,001 - \$2,000 per month.
- “ As expected in line with the differing economies in these regions, a greater proportion of GCC respondents reported earning more than \$3,000 per month (23%), compared to those in the Levant (3%) and North Africa (4%).



Base: All respondents (1543)

Q. Which of the following income levels does your personal monthly income fall into?

All figures are %'s

Income level

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
Under US\$ 200 per month	11	3	2	3	3	6	-	46	5	26	10	19	13
US\$ 200-500 per month	8	11	5	9	9	15	4	54	36	31	39	37	37
US\$ 501 - 1,000 per month	22	16	15	11	16	24	28	-	28	18	18	12	27
US\$ 1,001 - 2,000 per month	26	25	31	20	31	21	50	-	13	8	13	3	5
US\$ 2,001 - 3,000 per month	9	14	9	21	6	6	14	-	6	2	3	1	5
US\$ 3,001 - 4,000 per month	7	10	14	9	9	3	3	-	2	-	-	1	1
US\$ 4,001 - 5,000 per month	2	3	4	3	-	3	-	-	-	-	-	-	3
US\$ 5,001 - 6,000 per month	3	4	4	5	-	-	-	-	1	-	-	1	3
US\$ 6,001 - 7,000 per month	-	2	1	2	-	3	-	-	-	1	-	1	-
US\$ 7,001 - 8,000 per month	1	3	1	2	-	-	-	-	-	-	-	-	-
US\$ 8,001 - 9,000 per month	-	1	-	1	-	-	1	-	1	-	-	1	-
US\$ 9,001 - 10,000 per month	-	-	1	4	3	-	-	-	-	-	-	-	-
US\$ 10,001 – 15,000 per month	1	2	-	1	-	-	-	-	-	-	5	1	-
More than US\$ 15,000 per month	-	-	1	1	-	-	-	-	-	-	-	-	-
Don't know/Can't say/Don't want to reveal	11	6	11	9	22	18	1	-	8	12	11	23	5

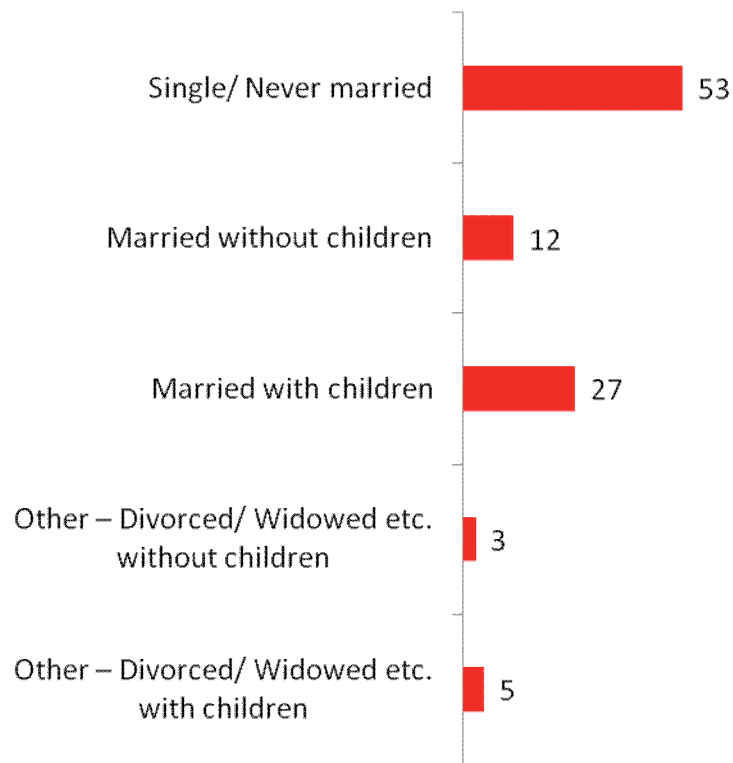
Q. Which of the following income levels does your personal monthly income fall into?

All figures are %'s

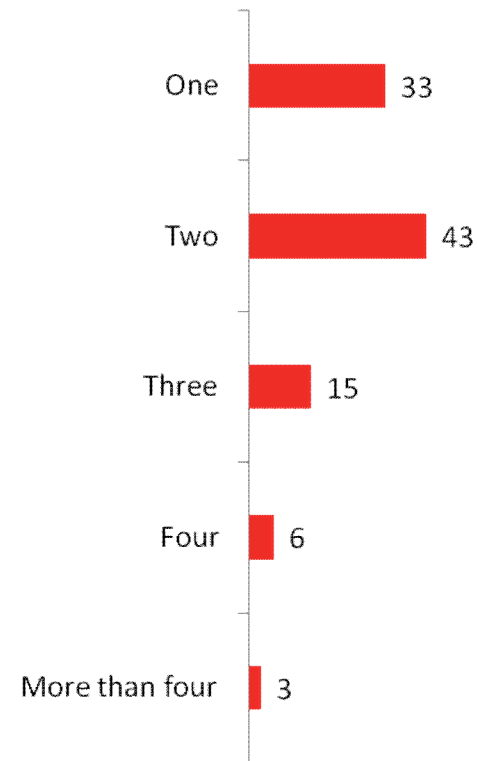
**Interpret with caution – small sample size*

Marital status

- “ Half of all respondents were single/never married, and over one quarter (27%) were married with children.
- “ Out of those married with children, three fourths (76%) had either 1 or 2 children.
- “ The Levant region had a higher number of single respondents (64%) than the GCC (44%).



Base: All respondents (1543)
Q. What is your current marital status?



Base: Those who have children (495)
Q. How many children do you have?

Marital status

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Current marital status													
Base : All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
Single/ Never married	51	45	34	39	41	36	66	62	63	51	72	72	56
Married without children	11	17	20	8	31	6	11	8	11	10	5	6	4
Married with children	27	28	39	45	19	55	18	15	18	28	16	17	32
Other – Divorced/ Widowed etc. without children	5	3	4	2	3	3	2	8	4	4	3	4	3
Other – Divorced/ Widowed etc. with children	6	8	4	7	6	-	3	8	4	6	3	2	4
Number of children													
Base : Those with children	50	126	34	52	8*	18*	24*	3*	33	75	12*	26*	34
One	30	44	15	25	25	22	33	-	24	32	50	23	44
Two	44	33	59	52	50	50	58	33	33	48	33	42	41
Three	18	10	18	13	25	17	4	33	24	17	8	23	15
Four	2	10	9	4	-	11	4	33	9	3	8	12	-
More than four	6	4	-	6	-	-	-	-	9	-	-	-	-

All figures are %'s

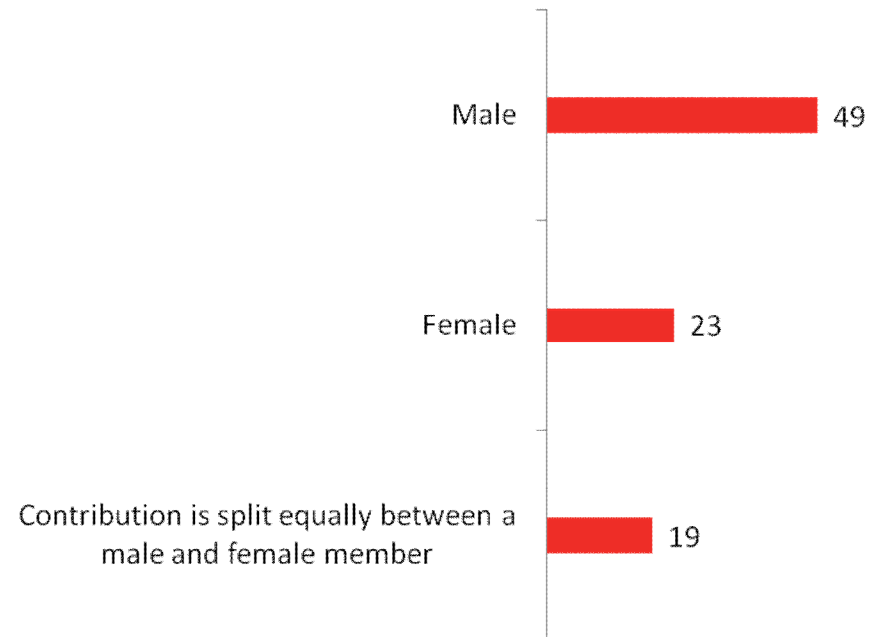
*Interpret with caution – small sample size

Contributors to household income

- “ Over two fifths (41%) reported having one other household member contributing to the household income, while a fifth of respondents (21%) reported being the only earning member in the household.
- “ Of respondents who are not the sole earning member of their household, around half (49%) reported that the person who contributes the most to the household income is male.



Base: All respondents (1543)



Base: Respondents who are not the sole earning member (1217)

Q. Besides yourself, how many earning members are there in your household who contribute to the household income?

Q. The person who contributes the most to the household income is...

All figures are %'s

Contributors to household income

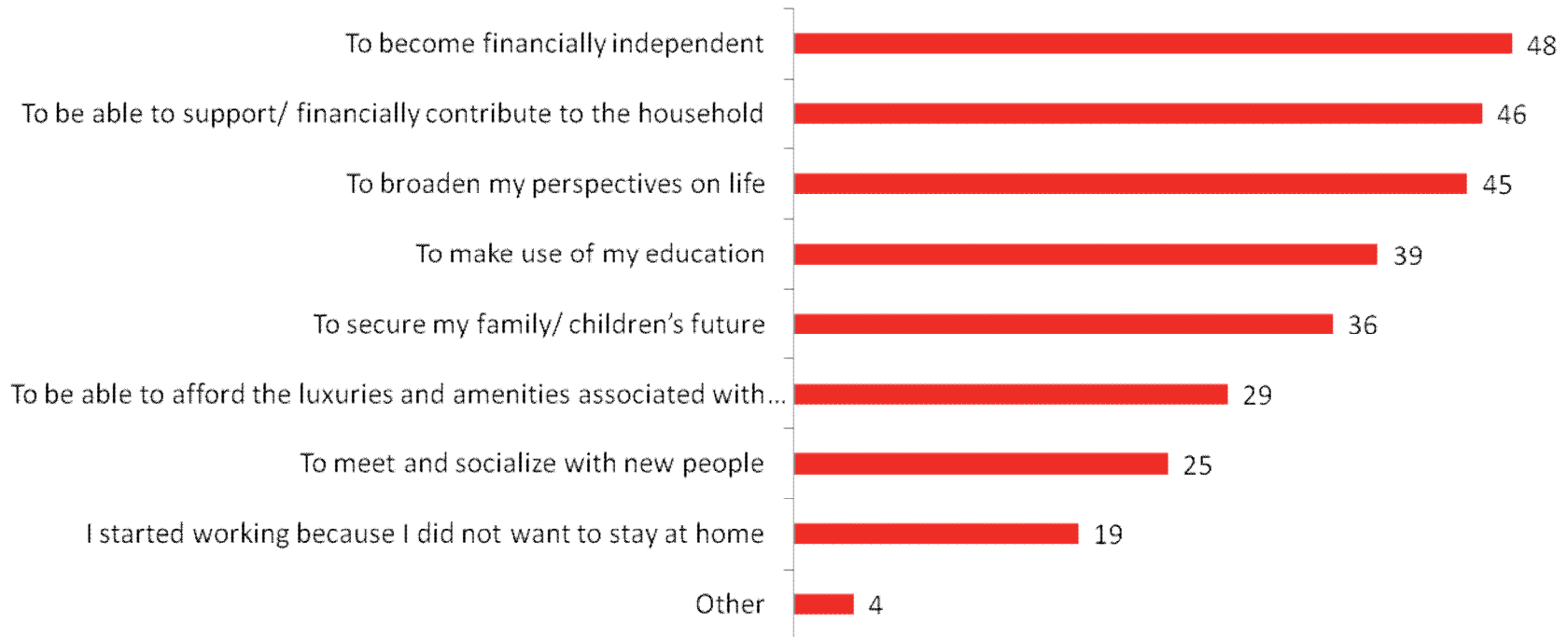
	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Besides yourself, how many earning members are there in the household that contribute to the household income?													
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
None, I am the sole earning member in my household	19	28	22	26	22	9	19	23	20	16	23	15	20
1	41	43	44	45	50	55	42	31	37	43	36	34	40
2	17	15	21	15	9	18	23	23	28	21	21	25	28
3	8	5	5	3	9	12	10	-	8	10	11	13	5
4	7	4	5	5	3	-	3	8	3	4	5	6	2
5	3	2	1	2	-	-	2	8	2	3	-	4	3
More than 5 members	5	3	1	5	6	6	3	8	2	3	3	4	1
The person who contributes the most to the household income is...													
Base : Respondents who are not the sole earning member	121	259	62	75	25*	30	93	10*	119	183	47	118	75
Male	58	42	52	48	48	53	63	60	50	51	36	45	47
Female	20	29	24	15	4	10	20	20	23	19	40	28	23
Contribution is split equally between a male and female member	17	22	13	29	20	33	10	20	22	19	11	14	25
Don't know/ Can't say	6	8	11	8	28	3	6	-	5	11	13	13	5

All figures are %'s

*Interpret with caution – small sample size

Reasons for seeking employment

- “ Top 3 reasons women in the region seek employment are financial independence (48%), being able to financially support/contribute to the household (46%), and to broaden perspectives on life (45%).
- “ In the GCC, securing one’s family/children’s future was a key reason to seek employment (45%). On the other hand, fewer respondents in the Levant (21%) and North Africa (29%) selected securing one’s family/children’s future as a reason for seeking employment.



Base: All respondents (1543)

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

All figures are %'s

Reasons for seeking employment

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
To become financially independent	51	50	42	41	47	39	55	31	54	47	46	45	50
To be able to support/ financially contribute to the household	48	57	49	44	53	61	40	15	45	38	52	35	41
To broaden my perspectives on life	48	41	38	34	44	33	43	31	46	52	34	60	51
To make use of my education	47	36	41	30	50	45	50	38	38	35	38	39	39
To secure my family/ children's future	37	47	50	49	59	39	23	-	21	30	30	22	37
To be able to afford the luxuries and amenities associated with a modern lifestyle	32	25	21	26	31	18	27	-	29	37	26	32	33
To meet and socialize with new people	31	20	20	16	25	21	34	15	32	31	21	22	31
I started working because I did not want to stay at home	30	16	18	12	28	18	24	-	27	21	18	9	13
Other	4	5	2	2	6	6	2	8	5	4	2	3	2

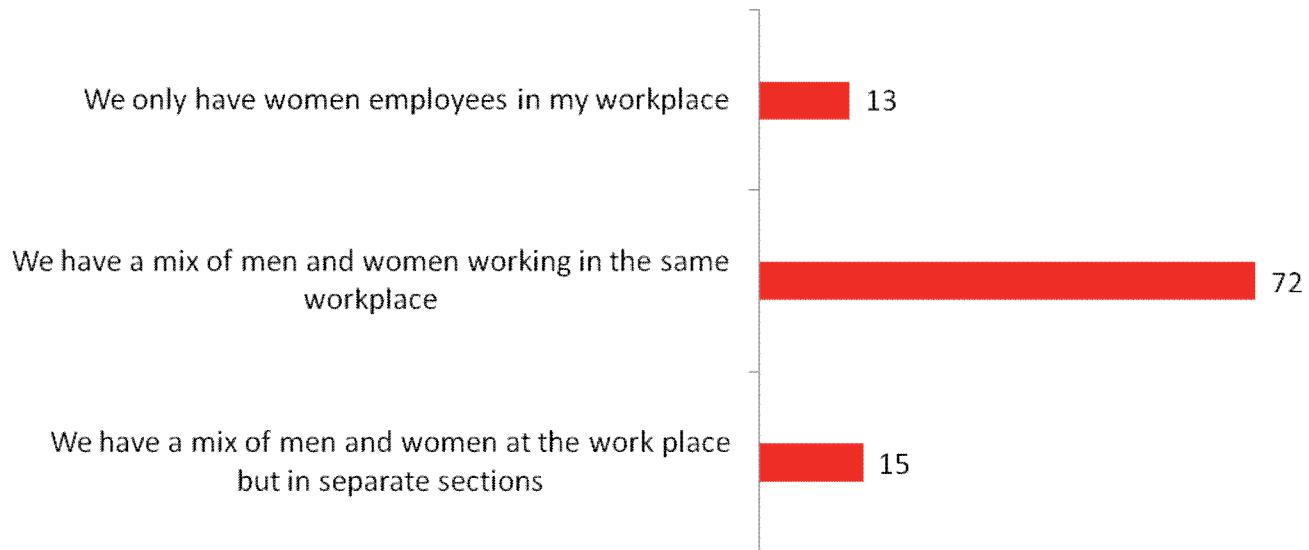
Q. People like you have cited various reasons for seeking employment. Please select all those that apply to you.

All figures are %'s

*Interpret with caution – small sample size

Workplace gender segregation

- “ The large majority of respondents (72%) reported having a mix of men and women working together in the same workplace.
- “ Unsurprisingly, significantly more respondents in KSA stated that they work in female only workplaces (36%) or in a workplace with the genders segregated (33%).



Base: All respondents (1543)

Q. Which of the following best describes your workplace?

All figures are %'s

Workplace gender segregation

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
We only have women employees in my workplace	36	8	11	8	9	18	9	8	11	8	18	9	15
We have a mix of men and women working in the same workplace	31	77	84	79	78	67	83	85	73	81	67	71	77
We have a mix of men and women at the workplace but in separate sections	33	15	5	13	12	15	9	8	15	11	15	20	9

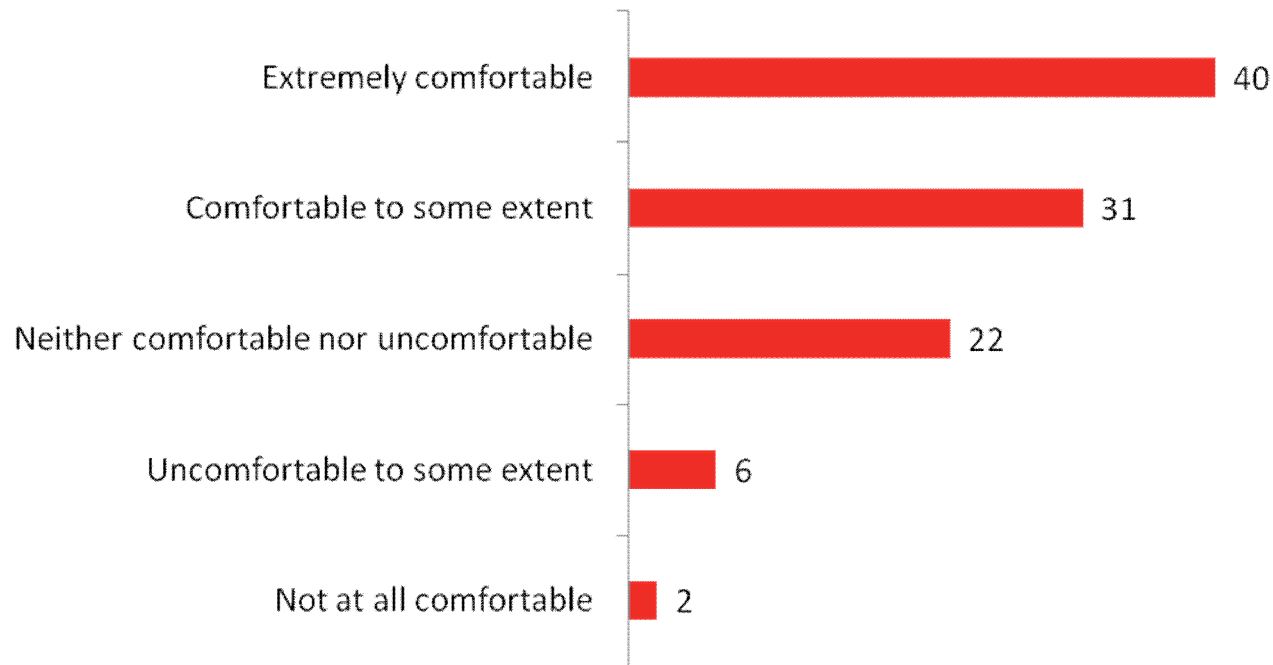
Q. Which of the following best describes your workplace?

All figures are %'s

**Interpret with caution – small sample size*

Comfort level in mixed-gender environments

- “ Overall, the majority (71%) of women who work in a mixed gender environment are comfortable with this, with two fifths of all respondents (40%) reporting that they are extremely comfortable in a mixed-gender environment.
- “ Only a small number of respondents (8%) are uncomfortable with mixed-gender environments.



Base: Those working in a mixed gender environment (1349)

Q. How comfortable are you working in a mixed gender environment?

All figures are %'s

Comfort level in mixed-gender environments

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Working in a mixed gender environment	96	329	71	93	29*	27*	105	12*	132	199	50	126	80
Extremely comfortable	30	48	48	48	45	44	53	25	25	35	42	21	39
Comfortable to some extent	40	32	32	29	21	41	20	25	38	28	28	36	30
Neither comfortable nor uncomfortable	21	14	20	17	28	4	22	25	24	30	24	33	25
Uncomfortable to some extent	8	5	-	3	3	11	3	17	10	6	6	8	5
Not at all comfortable	1	1	-	2	3	-	2	8	3	2	-	2	1

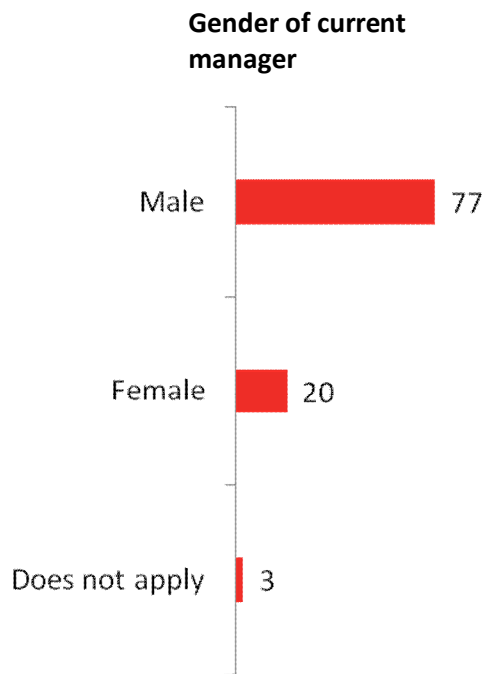
Q. How comfortable are you working in a mixed gender environment?

All figures are %'s

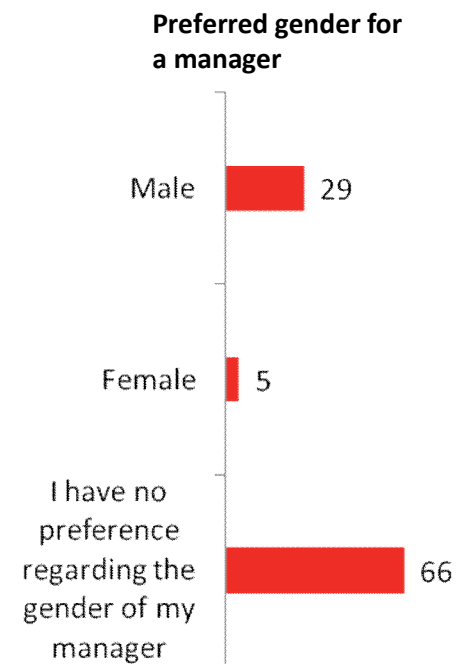
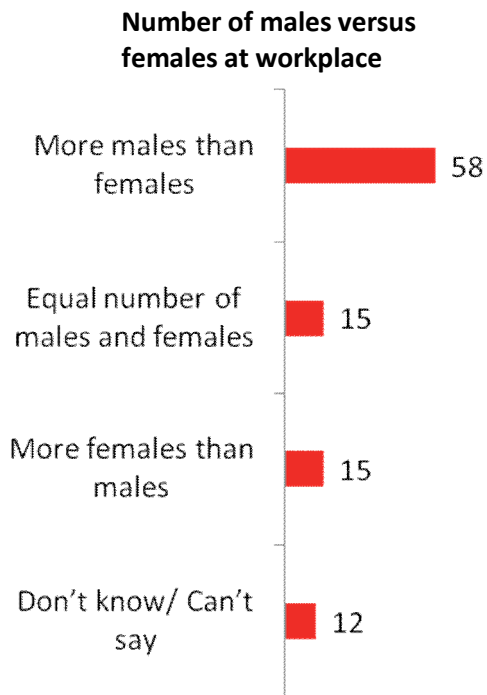
**Interpret with caution – small sample size*

Current workplace gender scenario

- “ Three quarters of respondents working in a mixed-gender environment (77%) report having a male manager at their current organization, and 58% report having more males than females at their workplace.
- “ Two thirds (66%) of respondents have no gender-based preference for a manager.



Base: Those working in a mixed gender environment (1349)



Base: 1309

All figures are %'s

Current workplace gender scenario

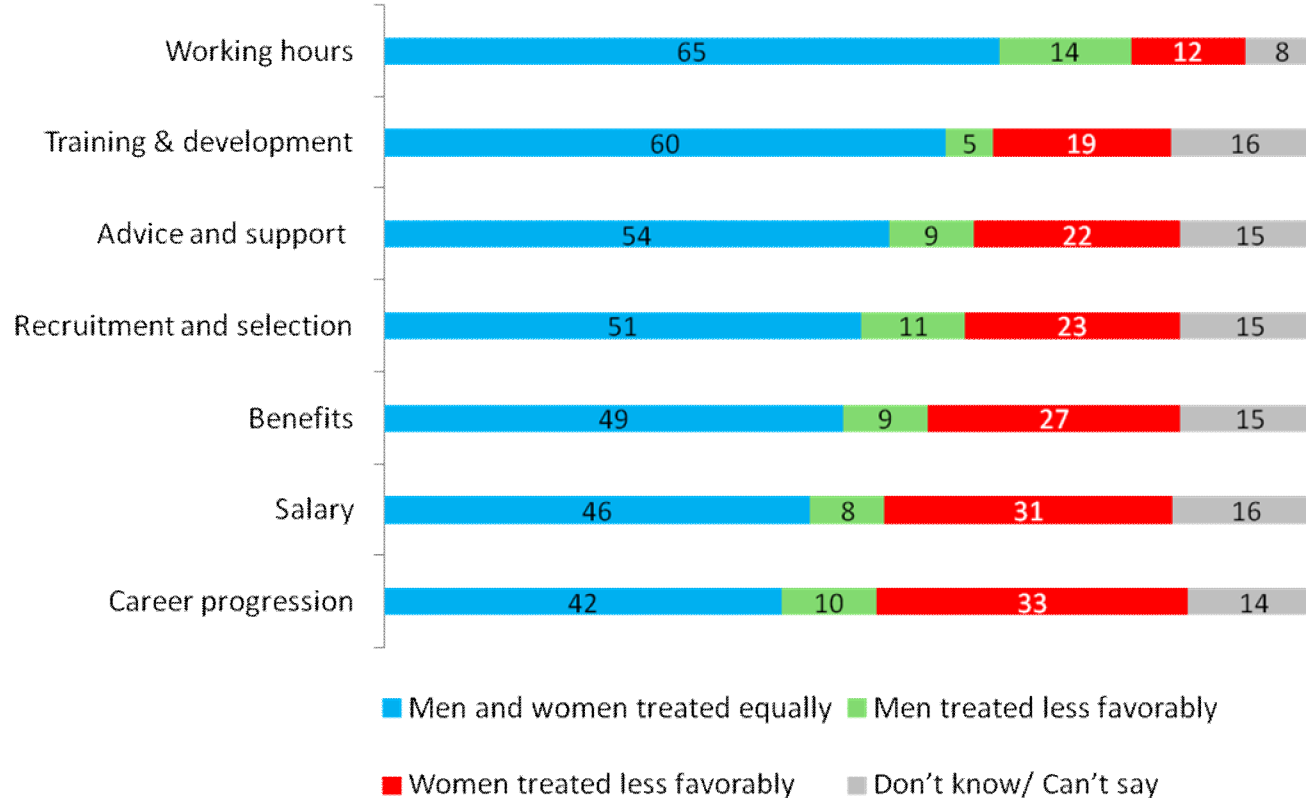
	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Gender of current manager													
Base: Working in mixed workplace	96	329	71	93	29*	27*	105	12*	132	199	50	126	80
Male	72	75	80	85	72	100	62	83	80	75	80	83	86
Female	24	23	14	13	21	-	31	17	18	22	18	14	12
Male/Female ratio at workplace													
Base: Working in mixed workplace	96	329	71	93	29*	27*	105	12*	132	199	50	126	80
More males than females	64	65	63	67	76	63	46	67	63	53	60	43	42
Equal number of males and females	8	13	15	14	10	15	16	17	17	18	12	10	32
More females than males	18	12	7	10	7	7	23	8	14	15	16	32	11
Don't know/ Can't say	10	10	14	10	7	15	15	8	7	15	12	16	14
Preferred gender for a manager													
Base: 1309	92	322	67	91	27*	27*	98	12*	130	193	49	122	79
Male	40	23	31	26	15	22	21	33	38	34	33	37	19
Female	9	5	6	7	15	-	3	-	3	5	8	5	5
I have no preference regarding the gender of my manager	51	73	63	67	70	78	76	67	58	61	59	58	76

All figures are %'s

*Interpret with caution – small sample size

Treatment of men versus women at the workplace

- “ Overall, the majority of respondents believed women and men are treated equally in the workplace across a variety of areas, including working hours, training and development, advice and support, and recruitment and selection.
- “ However, one third of respondents believe women are treated less favourably in terms of career progression and 31% believe that women are treated less favourably in terms of the salary they receive.



Base: Those working in a mixed gender environment (1349)

All figures are %'s

Treatment of men versus women at the workplace (1/4)

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Those working in a mixed gender environment	96	329	71	93	29*	27*	105	12*	132	199	50	126	80
Recruitment & Selection													
Men and women treated equally	40	50	42	43	45	48	67	67	45	53	52	52	69
Men treated less favorably	12	10	8	12	-	11	6	8	15	12	16	10	6
Women treated less favorably	26	23	35	32	38	33	16	17	26	20	20	18	16
Don't know/ Can't say	22	16	14	13	17	7	11	8	14	16	12	19	9
Career progression													
Men and women treated equally	29	38	35	35	34	33	59	42	36	49	38	47	68
Men treated less favorably	14	11	8	6	3	11	3	25	18	10	12	14	2
Women treated less favorably	48	38	31	47	52	37	28	33	33	27	30	21	16
Don't know/ Can't say	9	13	25	11	10	19	10	-	14	15	20	18	14

All figures are %'s

*Interpret with caution – small sample size

Treatment of men versus women at the workplace (2/4)

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Those working in a mixed gender environment	96	329	71	93	29*	27*	105	12*	132	199	50	126	80
Advice & Support													
Men and women treated equally	42	53	54	47	48	41	67	42	48	57	54	53	68
Men treated less favorably	8	9	7	11	-	7	5	25	11	11	14	12	6
Women treated less favorably	27	22	18	31	31	37	14	33	27	21	16	19	15
Don't know/ Can't say	23	17	21	11	21	15	14	-	13	11	16	16	11
Salary													
Men and women treated equally	28	34	28	37	34	19	56	75	50	57	46	67	70
Men treated less favorably	8	8	7	5	-	11	4	8	11	11	8	8	4
Women treated less favorably	51	39	39	47	45	56	21	17	25	20	34	10	16
Don't know/ Can't say	12	19	25	11	21	15	19	-	14	13	12	16	10

All figures are %'s

*Interpret with caution – small sample size

Treatment of men versus women at the workplace (3/4)

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Those working in a mixed gender environment	96	329	71	93	29*	27*	105	12*	132	199	50	126	80
Benefits													
Men and women treated equally	39	47	37	43	45	37	65	50	47	55	44	51	69
Men treated less favorably	12	8	8	8	-	11	4	17	11	12	14	11	4
Women treated less favorably	38	30	30	41	41	44	17	17	30	18	26	18	12
Don't know/ Can't say	11	15	25	9	14	7	14	17	11	15	16	20	15
Working hours													
Men and women treated equally	47	69	66	68	52	52	78	67	67	63	58	60	75
Men treated less favorably	26	12	15	14	17	15	8	8	11	20	16	13	9
Women treated less favorably	17	9	10	11	10	26	9	25	14	10	16	17	11
Don't know/ Can't say	10	10	8	8	21	7	6	-	7	7	10	10	5

All figures are %'s

*Interpret with caution – small sample size

Treatment of men versus women at the workplace (4/4)

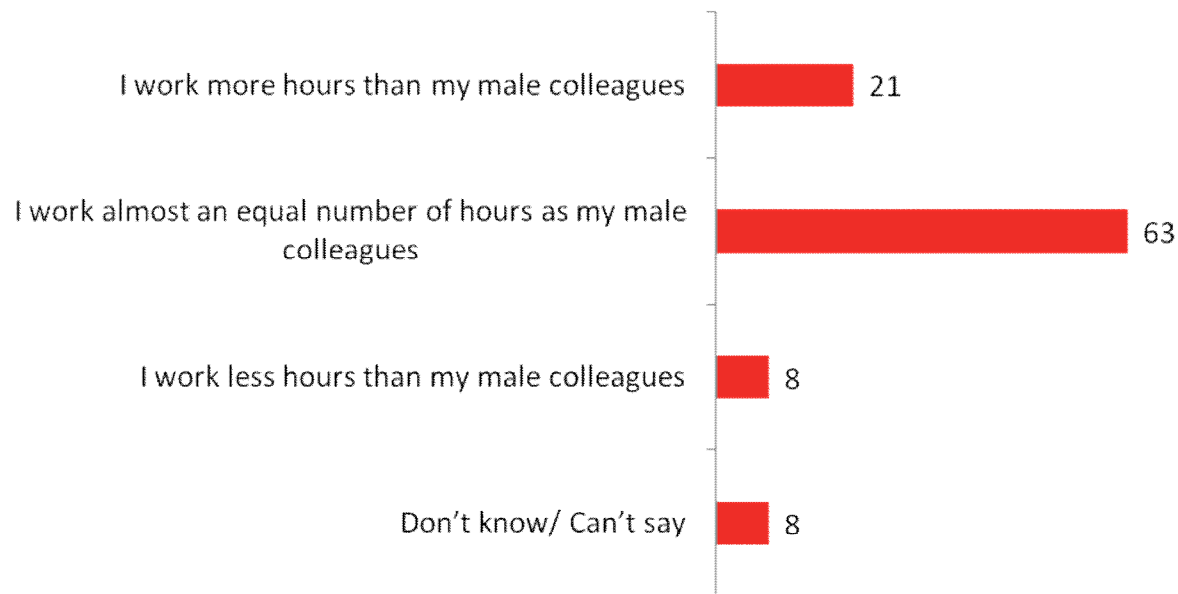
	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Those working in a mixed gender environment	96	329	71	93	29*	27*	105	12*	132	199	50	126	80
Training and development													
Men and women treated equally	40	59	55	54	62	44	72	83	59	67	64	59	70
Men treated less favorably	7	3	3	5	-	4	4	8	9	6	4	9	4
Women treated less favorably	30	21	18	20	24	33	8	8	19	15	18	15	19
Don't know/ Can't say	23	16	24	20	14	19	16	-	13	12	14	17	8

All figures are %'s

*Interpret with caution – small sample size

Working hours

- “ In line with the overall feeling of workplace equality, the majority of respondents (63%) reported working the same number of hours as male colleagues, while one in five (21%) reported working more hours than male colleagues.
- “ Interestingly, 21% of respondents in KSA reported working fewer hours than their male counterparts.



Base: Those working in a mixed gender environment (1349)

Q. When it comes to working hours, which of the following statements best applies to you:

All figures are %'s

Working hours

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Those working in a mixed gender environment	96	329	71	93	29*	27*	105	12*	132	199	50	126	80
I work more hours than my male colleagues	16	21	28	14	24	11	15	17	21	22	24	29	15
I work almost an equal number of hours as my male colleagues	55	64	56	75	52	74	68	75	64	59	66	52	75
I work less hours than my male colleagues	21	5	8	3	17	7	5	8	9	12	2	9	6
Don't know/ Can't say	8	10	7	8	7	7	12	-	5	8	8	10	4

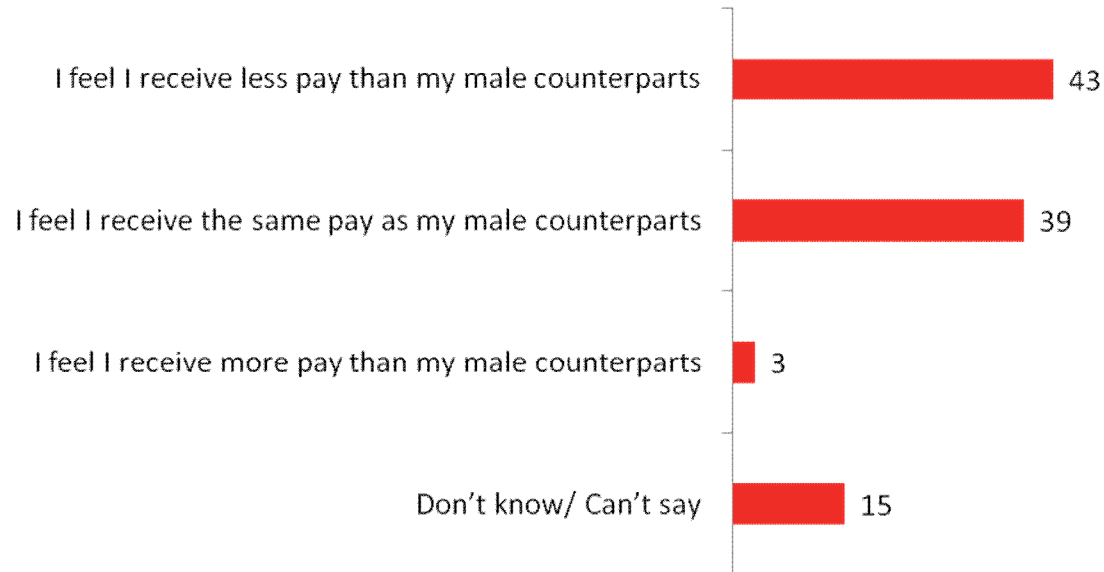
Q. When it comes to working hours, which of the following statements best applies to you:

All figures are %'s

**Interpret with caution – small sample size*

Salary compared to male counterparts

- “ Despite an overall feeling of equality across many aspects, it is interesting to note that a considerable proportion of women surveyed still feel they receive less pay than male counterparts (43%), compared to 39% who feel they receive the same.
- “ Only 3% of respondents feel they receive more pay than male counterparts.



Base: Those working in a mixed gender environment (1349)

Q. How do you feel your salary compares to those of your male colleagues in a similar position?

All figures are %'s

Salary compared to male counterparts

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Those working in a mixed gender environment	96	329	71	93	29*	27*	105	12*	132	199	50	126	80
I feel I receive less pay than my male counterparts	53	52	58	55	55	56	30	33	38	27	54	33	29
I feel I receive the same pay as my male counterparts	26	31	21	31	28	26	37	67	45	48	36	54	65
I feel I receive more pay than my male counterparts	4	3	7	4	-	7	4	-	5	2	2	-	-
Don't know/ Can't say	17	14	14	10	17	11	29	-	13	23	8	13	6

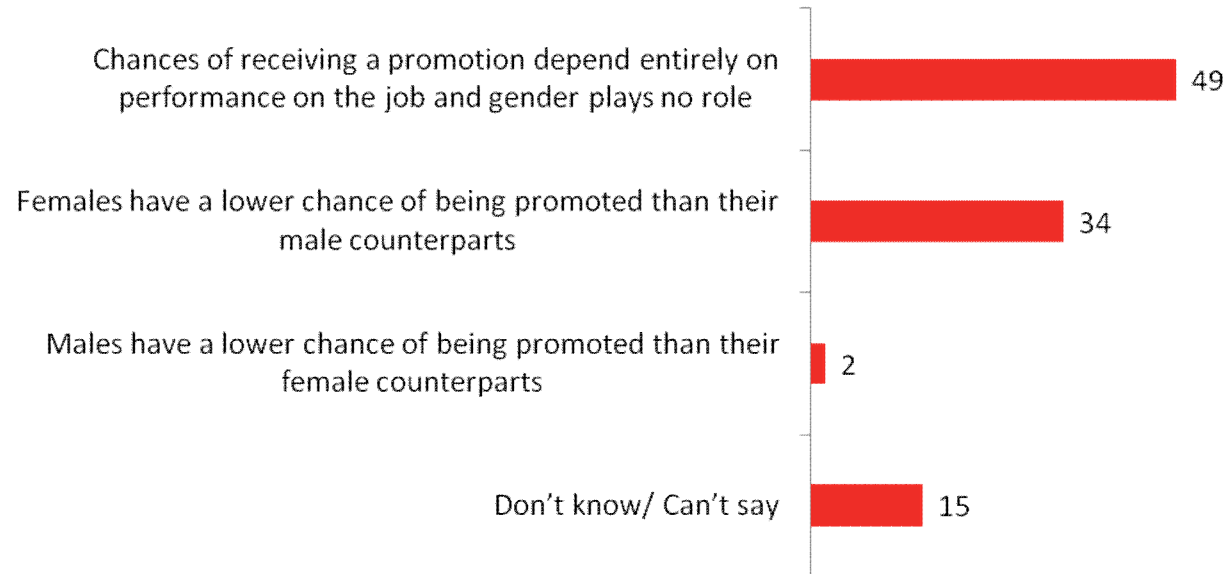
Q. How do you feel your salary compares to those of your male colleagues in a similar position?

All figures are %'s

**Interpret with caution – small sample size*

Promotions & career growth

- “ While one third (34%) of respondents believe women have a lower chance of being promoted, half of women (49%) surveyed believe promotions depend entirely on job performance and gender plays no role.
- “ Women in North Africa (56%) were more likely than those in the Levant (48%) or the GCC (44%) to feel gender doesn't play a role in promotion decisions.



Base: Those working in a mixed gender environment (1349)

Q. When it comes to promotions and career growth, which of the following statements best applies to your organization?

All figures are %'s

Promotions & career growth

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Those working in a mixed gender environment	96	329	71	93	29*	27*	105	12*	132	199	50	126	80
Chances of receiving a promotion depend entirely on performance on the job and gender plays no role	36	49	35	45	31	33	54	50	43	55	46	52	72
Females have a lower chance of being promoted than their male counterparts	50	37	37	44	45	56	17	50	42	29	30	28	15
Males have a lower chance of being promoted than their female counterparts	1	2	1	1	-	-	2	-	2	2	2	3	1
Don't know/ Can't say	12	12	27	10	24	11	27	-	12	14	22	17	11

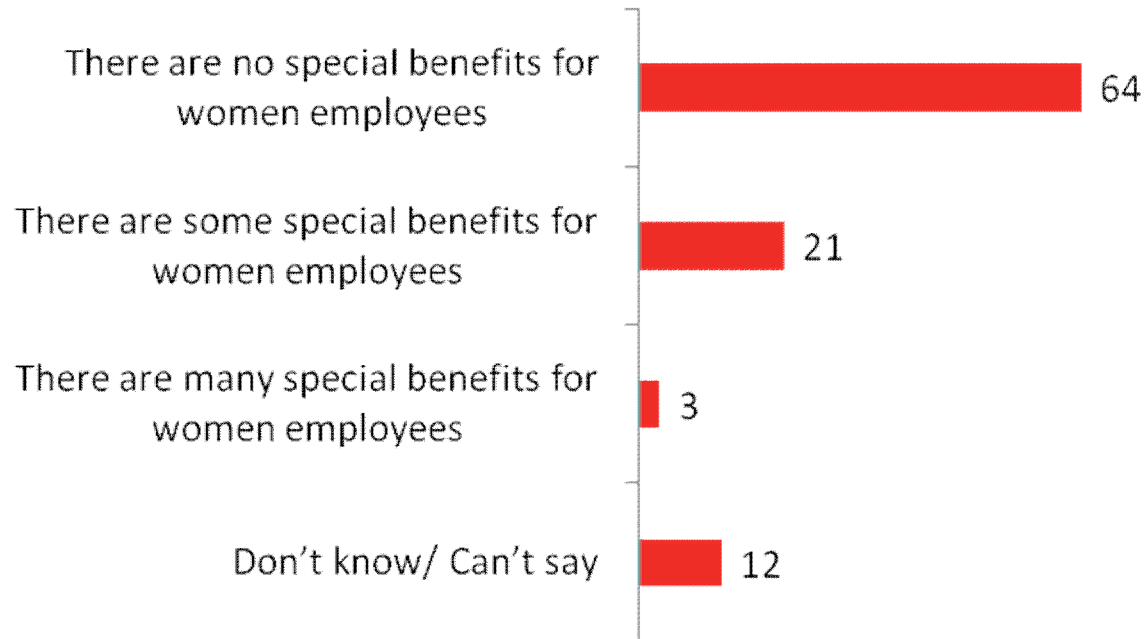
Q. When it comes to promotions and career growth, which of the following statements best applies to your organization?

All figures are %'s

*Interpret with caution – small sample size

Special benefits for women employees

- “ The majority of respondents (64%) claim their employer provides no special benefits for women employees.
- “ Only 3% state that there are many special benefits for women employees. 21% say there are some special benefits for women employees.



Base: Those working in a mixed gender environment (1349)

Q. Does your current employer provide any special benefits for women employees?

All figures are %'s

Special benefits for women employees

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Those working in a mixed gender environment	96	329	71	93	29*	27*	105	12*	132	199	50	126	80
There are no special benefits for women employees	59	67	59	69	59	81	63	75	59	60	68	66	69
There are some special benefits for women employees	27	21	23	25	24	11	16	17	25	21	24	13	19
There are many special benefits for women employees	7	2	-	2	-	4	4	-	3	3	2	6	4
Don't know/ Can't say	6	10	18	4	17	4	17	8	13	16	6	16	9

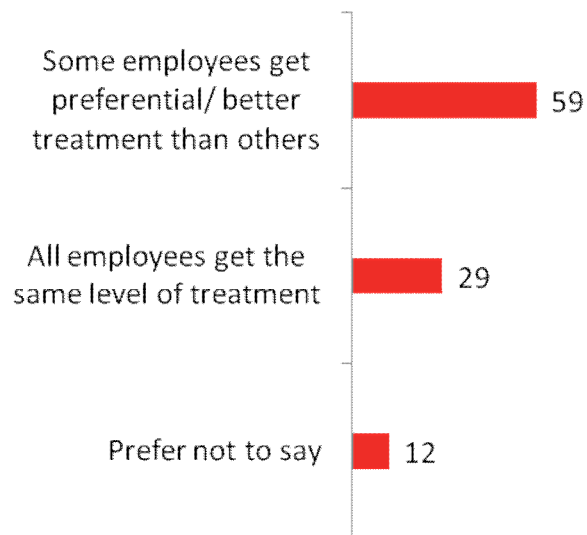
Q. Does your current employer provide any special benefits for women employees?

All figures are %'s

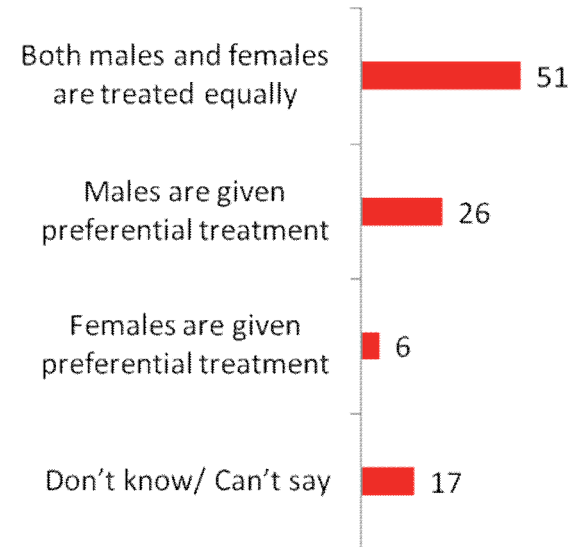
*Interpret with caution – small sample size

Preferential treatment in the workplace

- “ While the majority of respondents (59%) reported that some employees get better/preferential treatment than others, it appears that the preferential treatment is not always gender-related, with half (51%) of those working in a mixed gender environment stating both males and females are treated equally.
- “ Of those who claim some employees get better treatment than others, a larger proportion seem to think men are given a preferential treatment (26% vs. 6% feeling women get a preferential treatment).



Base: All respondents (1543)



Base: Those working in a mixed gender environment (1349)

Q. In terms of treatment at your workplace, which of the following best describes your views:

Q. Which of the following statements describe your perception of equality among male and female employees in your organization?

All figures are %'s

Preferential treatment in the workplace

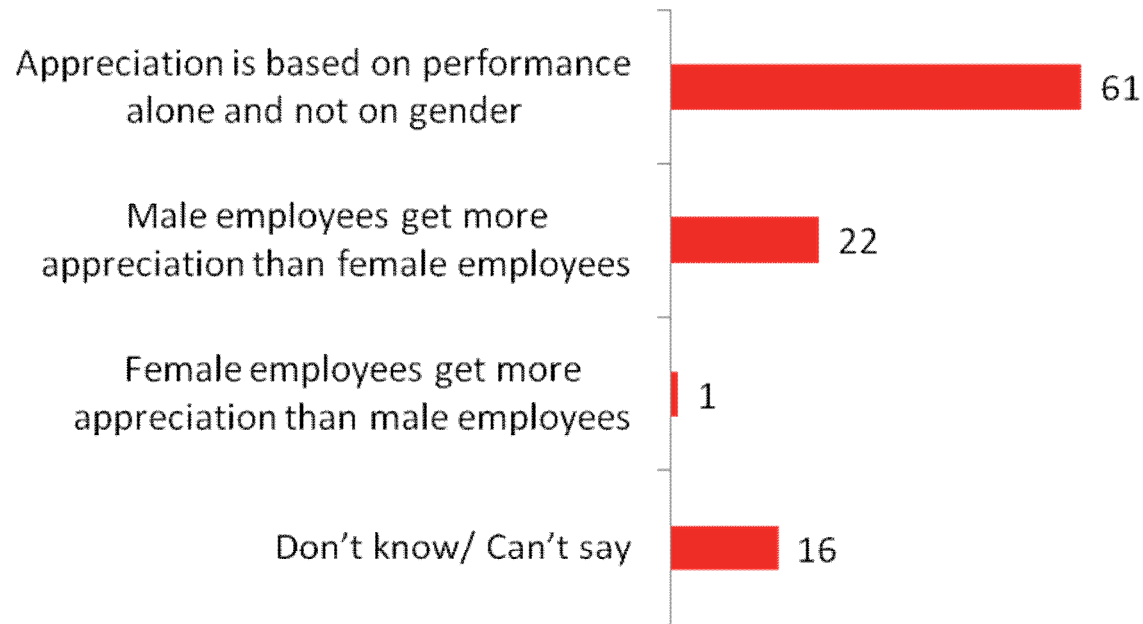
	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	1669	150
Presence of preferential treatment													
Some employees get preferential/ better treatment than others	57	61	64	62	69	61	49	85	65	53	66	58	46
All employees get the same level of treatment	31	27	26	24	16	21	40	15	22	32	26	29	44
Prefer not to say	13	12	10	14	16	18	11	-	13	15	8	13	11
Male/Female preferential treatment													
Base: Those working in a mixed gender environment	96	329	71	93	29*	27*	105	12*	132	199	50	126	80
Both males and females are treated equally	43	49	42	41	38	56	67	42	48	61	52	44	68
Males are given preferential treatment	29	27	25	33	38	30	16	42	35	19	18	29	19
Females are given preferential treatment	10	6	7	8	-	-	2	8	5	5	10	7	6
Don't know/ Can't say	18	18	25	18	24	15	15	8	11	16	20	19	8

All figures are %'s

*Interpret with caution – small sample size

Appreciation in the workplace

“ In a similar vein, appreciation is also not seen as being linked to gender, with the majority (61%) of respondents reporting that appreciation at the workplace is based on performance alone.



Base: Those working in a mixed gender environment (1349)

Q. In your opinion, which of the following best describes the system of appreciation, recognition or rewards in your organization?

All figures are %'s

Appreciation in the workplace

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Those working in a mixed gender environment	96	329	71	93	29	27	105	12*	132	199	50	126	80
Appreciation is based on performance alone and not on gender	50	61	52	62	52	48	68	67	57	62	58	59	85
Male employees get more appreciation than female employees	32	22	20	29	31	33	12	25	25	18	22	22	12
Female employees get more appreciation than male employees	-	2	1	2	-	-	3	8	2	2	-	1	-
Don't know/ Can't say	18	15	27	6	17	19	17	-	17	18	20	18	2

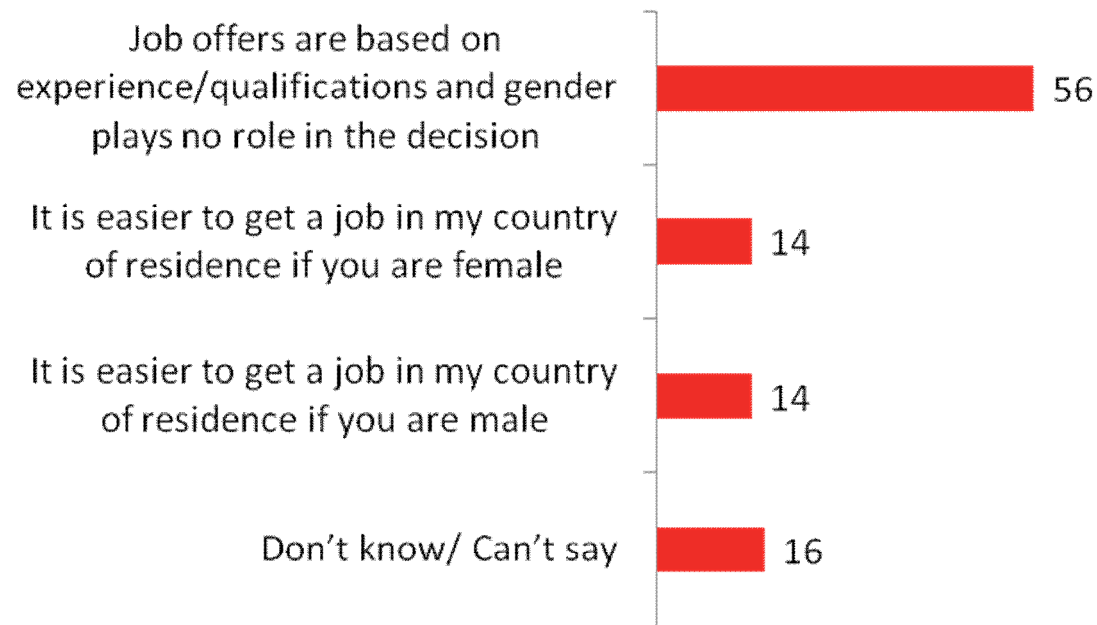
Q. In your opinion, which of the following best describes the system of appreciation, recognition or rewards in your organization?

All figures are %'s

*Interpret with caution – small sample size

Job Offers

- “ Consistently, over half (56%) of women surveyed believe job offers are based on experience and qualifications and that gender plays no role in the decision.
- “ However, over one quarter (28%) believe it is easier for one gender to get a job over the other. Interestingly, opinion is split on whether this is the case for men or women (with 14% each).



Base: All respondents (1543)

Q. Which of the following statements do you believe is most accurate:

All figures are %'s

Job Offers

“ Women in Bahrain, Oman and KSA believe it is easier for men to get jobs in their countries (34%, 27% and 25%, respectively).

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
Job offers are based on experience/qualifications and gender plays no role in the decision	49	63	60	61	47	45	52	62	48	45	67	59	71
It is easier to get a job in my country of residence if you are female	17	8	14	8	-	24	10	15	19	15	21	23	13
It is easier to get a job in my country of residence if you are male	25	11	6	18	34	27	14	8	21	18	3	6	5
Don't know/ Can't say	9	18	20	13	19	3	24	15	12	21	8	12	11

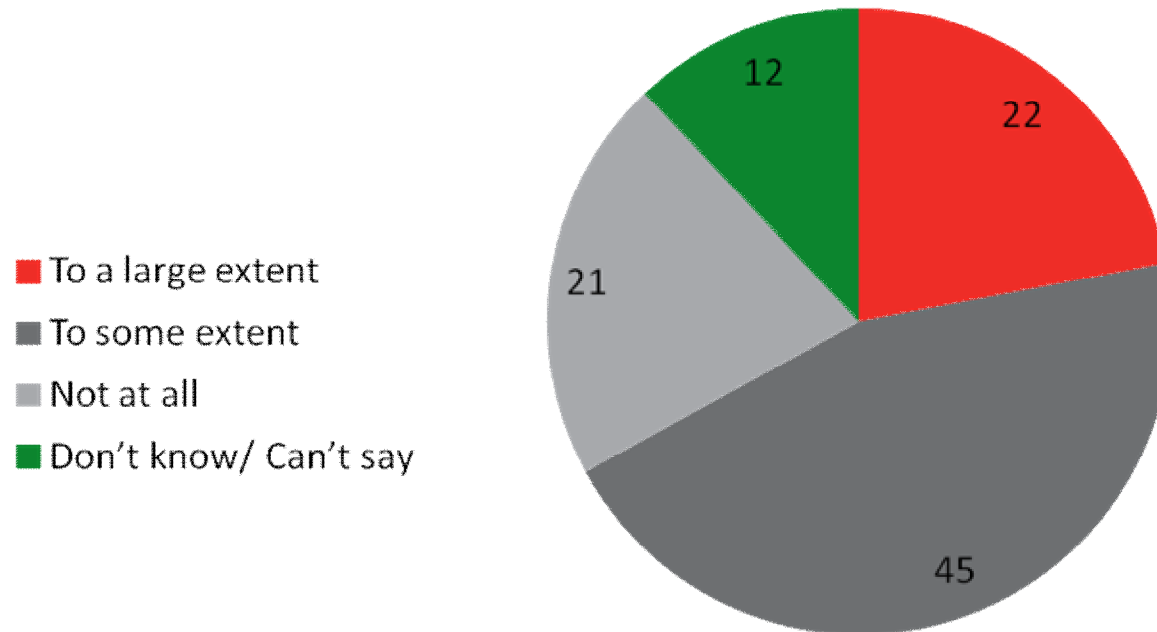
Q. Which of the following statements do you believe is most accurate:

All figures are %'s

*Interpret with caution – small sample size

Comparison to Western countries

- “ Most women (67%) believe their country of residence has reached the same level of workplace gender equality as Western countries, at least to some extent.
- “ However, a considerable proportion (21%) feel their country of residence has not reached the same level at all yet.



Base: All respondents (1543)

Q. Compared to working women in Western countries, to what extent have women in your country of residence reached the same level of workplace equality?

All figures are %'s

Comparison to Western countries

“ Women in KSA are most likely to feel their country has not at all reached the level of workplace gender equality seen in Western countries (34%), followed by Qatar (32%).

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
To a large extent	15	23	22	24	12	21	12	15	13	18	30	23	53
To some extent	43	48	40	39	34	52	50	69	55	41	54	43	36
Not at all	34	13	16	32	28	18	22	15	21	28	15	22	5
Don't know/ Can't say	9	15	21	6	25	9	17	-	11	12	2	12	5

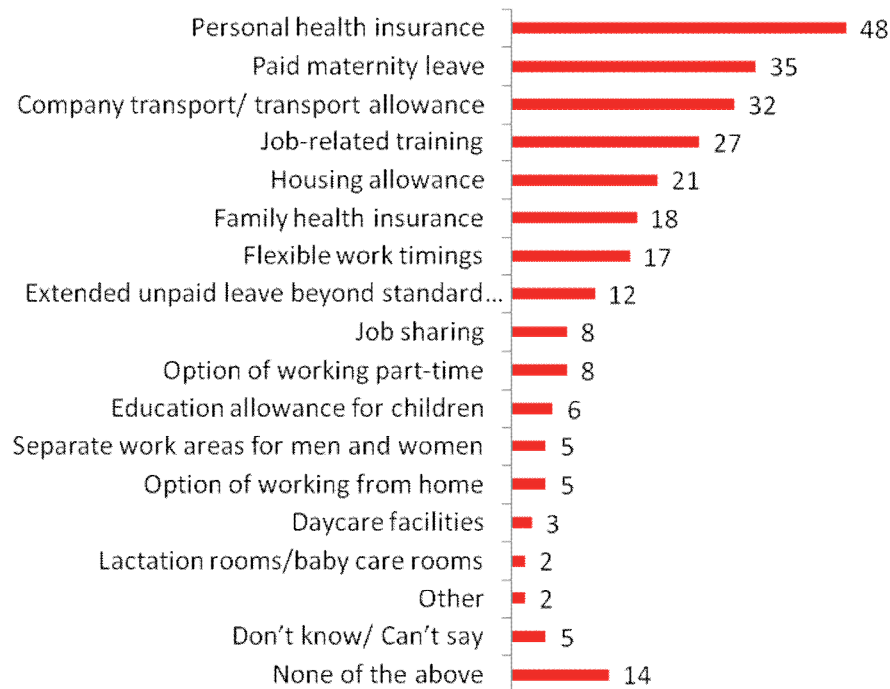
Q. Compared to working women in Western countries, to what extent have women in your country of residence reached the same level of workplace equality?

All figures are %'s

*Interpret with caution – small sample size

Company benefits provided

- “ Respondents report receiving a variety of company benefits: personal health insurance (48%), paid maternity leave (35%), and company transport/transport allowance (32%) being the most prevalent.
- “ Significantly more respondents in the GCC (40%) are provided with housing allowance compared to respondents in the Levant (4%) and North Africa (4%). Company transport was also more common in the GCC (40%) compared to Levant (30%) and North Africa (20%).
- “ More respondents in KSA specified ‘separate work areas for men and women’ as a benefit (27%).



Base: All respondents (1543)

Q. . Which of the following does your company provide you with?
(Select all that apply)

All figures are %'s

Company benefits provided

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
Personal health insurance	61	55	25	35	34	48	39	38	49	47	48	51	46
Paid maternity leave	26	36	34	41	41	12	46	31	32	33	26	46	36
Company transport/ transport allowance	47	40	24	52	22	18	34	46	26	26	18	15	17
Job-related training	25	30	19	32	31	6	30	38	23	33	13	17	31
Housing allowance	47	41	25	50	9	21	4	8	3	4	3	2	6
Family health insurance	17	15	8	14	16	12	17	23	24	16	26	24	34
Flexible work timings	15	18	14	15	12	18	18	8	13	27	8	15	13
Extended unpaid leave beyond standard maternity leave with job guaranteed	13	10	6	10	16	18	5	15	15	16	7	11	16
Job sharing	4	6	4	7	12	6	9	8	4	12	5	18	7
Option of working part- time	10	5	8	7	6	3	10	8	5	14	3	6	13
Education allowance for children	5	7	9	15	3	6	23	-	3	1	-	3	3
Separate work areas for men and women	27	3	2	7	-	3	-	8	4	1	2	4	1
Option of working from home	3	7	4	6	6	12	5	-	2	11	3	3	1
Daycare facilities	5	2	1	5	3	-	6	8	3	4	2	1	2
Lactation rooms/baby care rooms	3	1	-	6	-	-	1	23	3	1	-	3	2
Other	3	3	1	5	3	3	1	-	-	1	2	1	1
None of the above	11	10	21	6	16	12	18	8	16	17	25	17	17
Don't know/ Can't say	5	4	1	5	6	6	8	-	5	4	5	6	7

All figures are %'s

*Interpret with caution – small sample size

Top 3 company benefits

- “ Overall, the majority (62%) of respondents selected a higher salary as the top benefit most important to them.
- “ Over one third (37%) stated that opportunities for long-term career growth were also very important to them, as were flexible working hours (27%).
- “ Less travel and separate work areas for men and women appear to be significantly less important. That being said, significantly more respondents in KSA (18%) selected separate work areas for men and women as being important to them.



Q. As a working woman, which THREE of the following benefits are most important to you?
(Please select 3 answers)

All figures are %'s

Top 3 company benefits

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
Higher salary	61	63	70	59	50	61	50	46	65	61	64	60	68
Opportunities for long-term career growth	37	42	39	47	44	30	36	46	45	33	33	24	33
Flexible hours	26	26	28	20	19	27	41	15	24	33	38	16	24
Health Insurance for whole family	19	25	30	28	34	21	18	54	27	24	31	19	23
Job-related training	29	13	15	17	16	24	16	38	23	29	16	25	26
Equal and fair treatment of working women	25	16	16	20	25	24	11	8	21	14	23	17	15
Accommodation or accommodation allowance	19	22	11	29	9	24	7	8	13	6	10	31	12
Retirement benefits	11	18	22	13	16	12	19	15	12	9	16	24	22
Opportunity to travel for work / business	11	9	10	10	6	12	21	31	12	22	16	30	36
Children's education allowance	14	19	18	27	12	6	23	8	9	8	8	6	4
Option to work from home	5	12	6	7	19	9	20	8	11	18	11	12	10
Longer vacations	14	9	4	6	9	6	14	-	15	11	11	10	13
Paid maternity leave	8	9	10	5	3	9	10	-	7	10	10	11	4
Extended unpaid leave beyond standard maternity leave with job guaranteed	1	7	4	6	12	-	4	-	6	8	5	6	5
Separate work areas for men and women	18	3	1	4	-	3	1	-	5	2	5	5	1
Less travel	1	3	4	3	3	3	1	-	1	3	2	4	-
Other	1	1	1	1	3	-	-	-	1	*	-	-	-
Don't know / Can't say	-	1	4	-	6	9	3	8	1	2	-	1	1

Q. As a working woman, which THREE of the following benefits are most important to you? (Please select 3 answers)

All figures are %'s

*Interpret with caution – small sample size

Top 3 influencers to change jobs

- “ When asked what would most influence them to change jobs, a better salary emerged as the main driver (70%). This was followed by better benefits apart from salary (29%) and more opportunities for career advancement (25%).
- “ Women in North Africa (16%) were more likely than those in the Levant (7%) or the GCC (5%) to claim the opportunity to move to another country may influence them to switch jobs.



Q. Please indicate the three most important reasons that might influence you to switch jobs? (Please select any three)

All figures are %'s

Top 3 influencers to change jobs

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
Better salary	73	71	71	59	62	64	63	77	81	68	70	70	72
Better benefits (apart from salary)	25	42	45	47	34	39	31	8	17	17	26	17	20
More opportunities for career advancement	23	28	31	32	31	9	35	23	24	24	20	11	21
Higher designation/position	19	18	21	26	28	30	26	15	21	27	20	23	20
New job is challenging/intellectually interesting	13	17	16	22	19	30	18	38	15	23	18	24	14
Flexible hours	12	9	12	7	9	12	19	8	11	12	7	6	14
New company offers a fun working environment	10	10	8	5	16	9	7	8	17	15	3	7	14
Opportunity to move to another country	11	4	1	7	-	6	6	23	7	8	11	22	31
Less stress	8	11	9	9	9	9	9	8	8	10	7	5	6
Opportunity to stay with husband and family	9	6	9	6	3	6	9	8	5	9	11	14	5
Workplace closer to residence	11	6	6	3	-	9	7	8	11	11	10	7	5
New company has a good reputation/ is socially admired	4	10	4	5	6	6	6	8	11	10	13	7	5

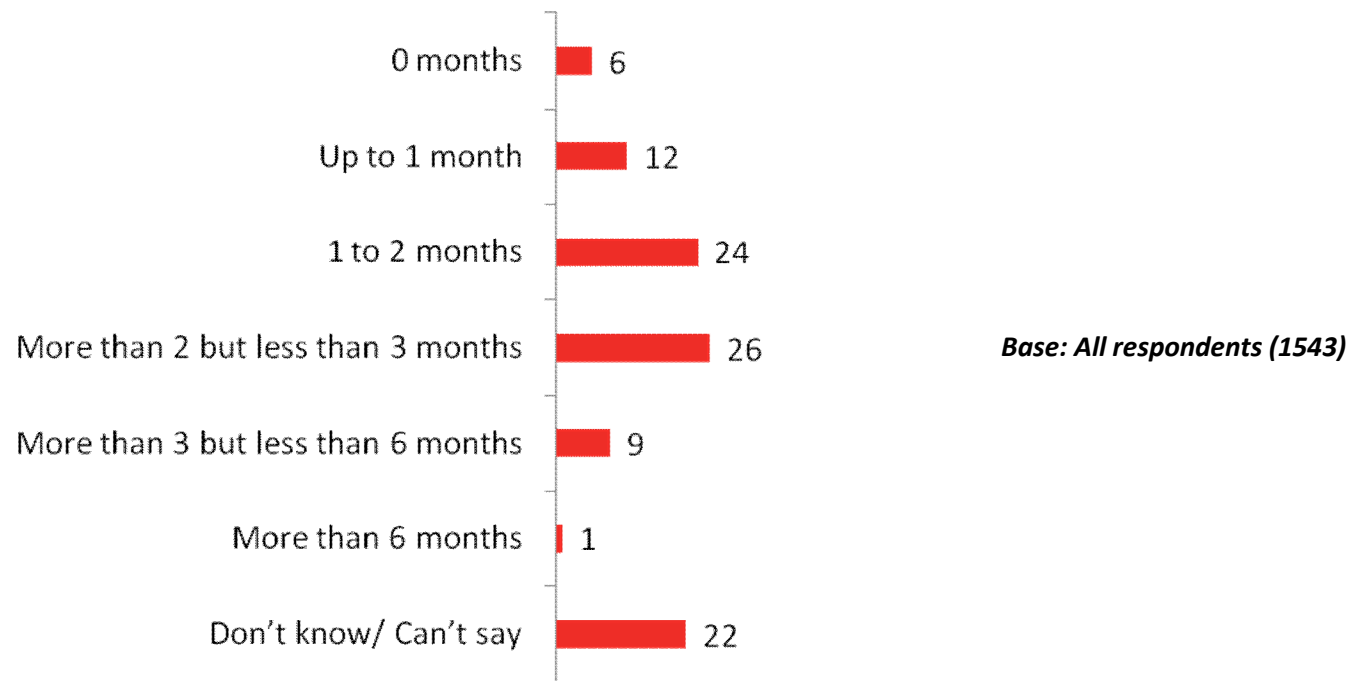
Q. Please indicate the three most important reasons that might influence you to switch jobs? (Please select any three)

All figures are %'s

*Interpret with caution – small sample size

Maternity leave granted

- “ Half of the respondents reported women were granted between 1-3 months of official maternity leave at their organizations.
- “ Significantly more respondents in North Africa (17%) than in the Levant (6%) or GCC (4%) state that women are granted more than 3 but less than 6 months.



Q. How many months of official maternity leave are women granted in your organization?

All figures are %'s

Maternity leave granted

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
0 months	10	7	5	1	3	9	3	-	5	8	-	3	6
Up to 1 month	21	17	16	19	12	15	11	-	4	4	5	4	13
1 to 2 months	31	33	19	40	47	33	36	15	17	6	10	3	43
More than 2 but less than 3 months	9	13	39	15	16	18	27	15	45	40	39	42	13
More than 3 but less than 6 months	2	4	5	5	6	3	3	46	4	7	21	37	9
More than 6 months	1	1	2	3	-	-	1	-	1	2	2	1	2
Don't know/ Can't say	27	25	14	18	16	21	18	23	23	33	23	11	15

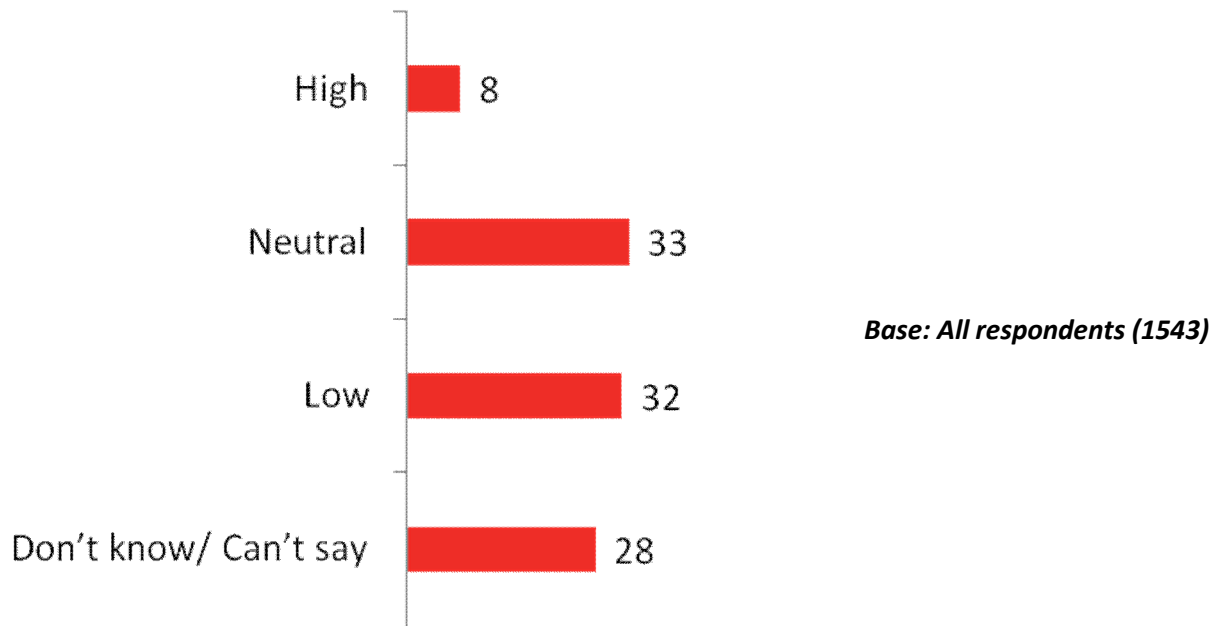
Q. . How many months of official maternity leave are women granted in your organization?

All figures are %'s

*Interpret with caution – small sample size

Satisfaction with maternity leave & benefits

“ Results suggest a certain degree of dissatisfaction with the maternity leave benefits offered by their company (33% neutral, 32% low, 8% high).



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

All figures are %'s

Satisfaction with maternity leave & benefits

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: : Those working in a mixed gender environment	96	329	71	93	29	27	105	12*	132	199	50	126	80
High	7	7	15	10	6	6	10	8	9	6	8	9	3
Neutral	30	30	39	40	50	30	39	54	36	32	26	27	35
Low	32	36	25	24	22	36	28	23	28	30	30	35	38
Don't know/ Can't say	31	27	21	27	22	27	23	15	26	32	36	29	23

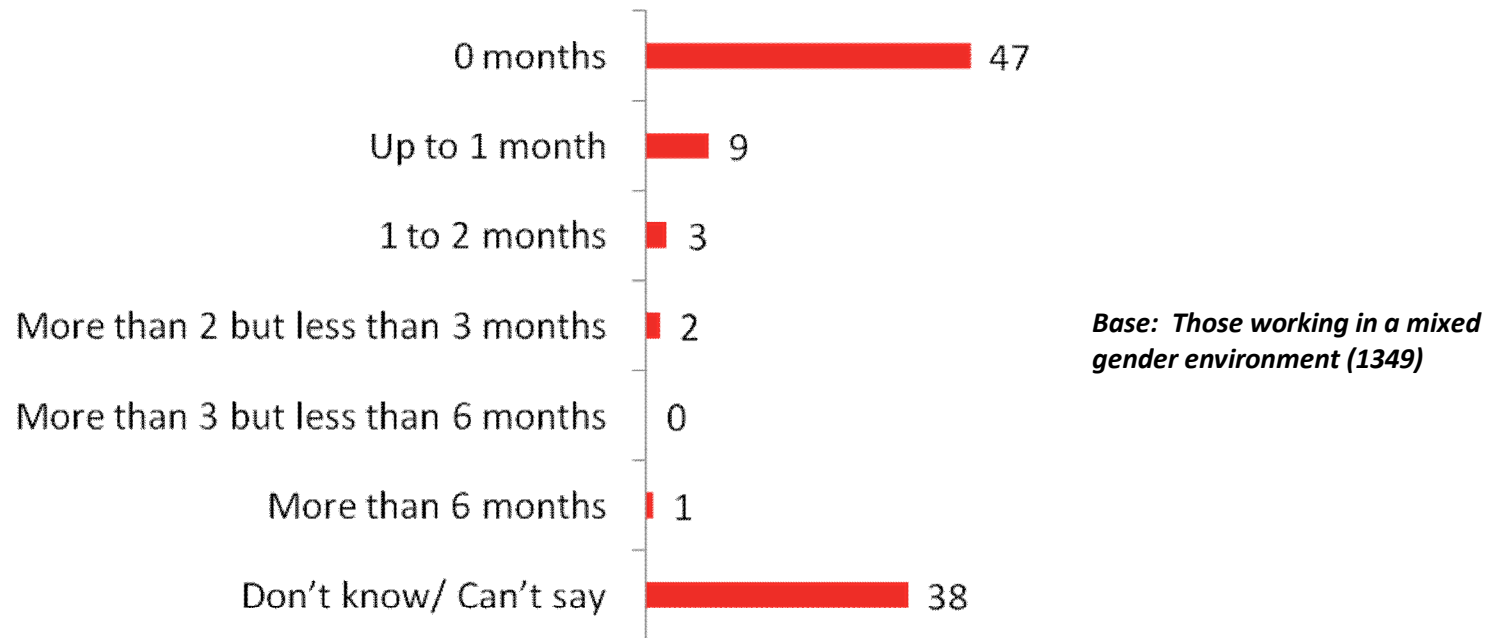
Q. How would you rate your satisfaction with the maternity leave and benefits available in your current job?

All figures are %'s

*Interpret with caution – small sample size

^ Paternity leave

“ Results suggest the largest proportion of organisations across the region do not offer ‘paternity leave’ for men (47%).



Q. How many months of official paternity leave are men granted in your organization?

All figures are %'s

Paternity leave

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
0 months	51	34	44	48	48	33	52	50	54	43	62	60	70
Up to 1 month	3	17	7	9	-	11	7	8	5	4	6	10	8
1 to 2 months	2	3	8	10	3	7	-	-	2	3	-	1	-
More than 2 but less than 3 months	2	2	1	2	-	4	3	-	-	3	2	-	1
More than 3 but less than 6 months	2	-	-	-	-	-	-	-	-	1	-	2	-
More than 6 months	-	1	-	1	-	-	-	-	-	1	-	1	-
Don't know/ Can't say	40	43	39	30	48	44	38	42	39	46	30	26	21

Q: How many months of official paternity leave are men granted in your organization?

All figures are %'s

*Interpret with caution – small sample size

Challenges in work environment

“ Despite a general feeling of gender-equality at work, ‘less opportunities for job promotions’ still emerges as the main challenge women face in their work environment (46%), followed by a stressful/demanding work environment (40%) and a lack of/insufficient job training (34%).



Base: All respondents (1543)

Q. As a woman, what are the challenges you face in your work environment?
Please select as many as apply.

All figures are %'s

Challenges in work environment

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
Less opportunity for job promotions	56	55	54	46	56	61	37	46	41	33	39	49	34
Stressful and demanding work environment	39	53	39	34	41	36	40	15	40	34	44	36	30
Lack/ insufficient job training and coaching	38	40	32	28	47	42	29	31	32	31	25	39	28
Unsympathetic management style	35	39	25	30	31	39	20	23	35	26	20	44	27
Lack of job stability/security	37	29	28	31	41	39	22	15	32	37	33	31	28
Lack of flexible work timings	24	36	25	33	25	33	31	23	32	30	28	21	28
Limited opportunities to perform	32	36	35	31	34	18	28	15	31	26	26	26	23
Lack of benefits (medical, maternity, etc.)	17	34	34	33	25	27	29	15	22	27	20	19	20
Discrimination	23	31	25	31	19	30	12	8	26	18	13	24	12
Pay gap with male counterparts	33	21	22	29	25	52	4	8	22	13	16	12	11
Heavier workload than male counterparts	15	17	12	13	9	12	4	-	13	11	7	13	5
Work demanding constant travel	4	10	5	9	9	9	4	-	3	9	5	14	4
Other	4	3	4	4	3	-	3	-	3	4	-	1	2
None of the above	5	8	10	7	9	6	19	15	9	10	13	12	10

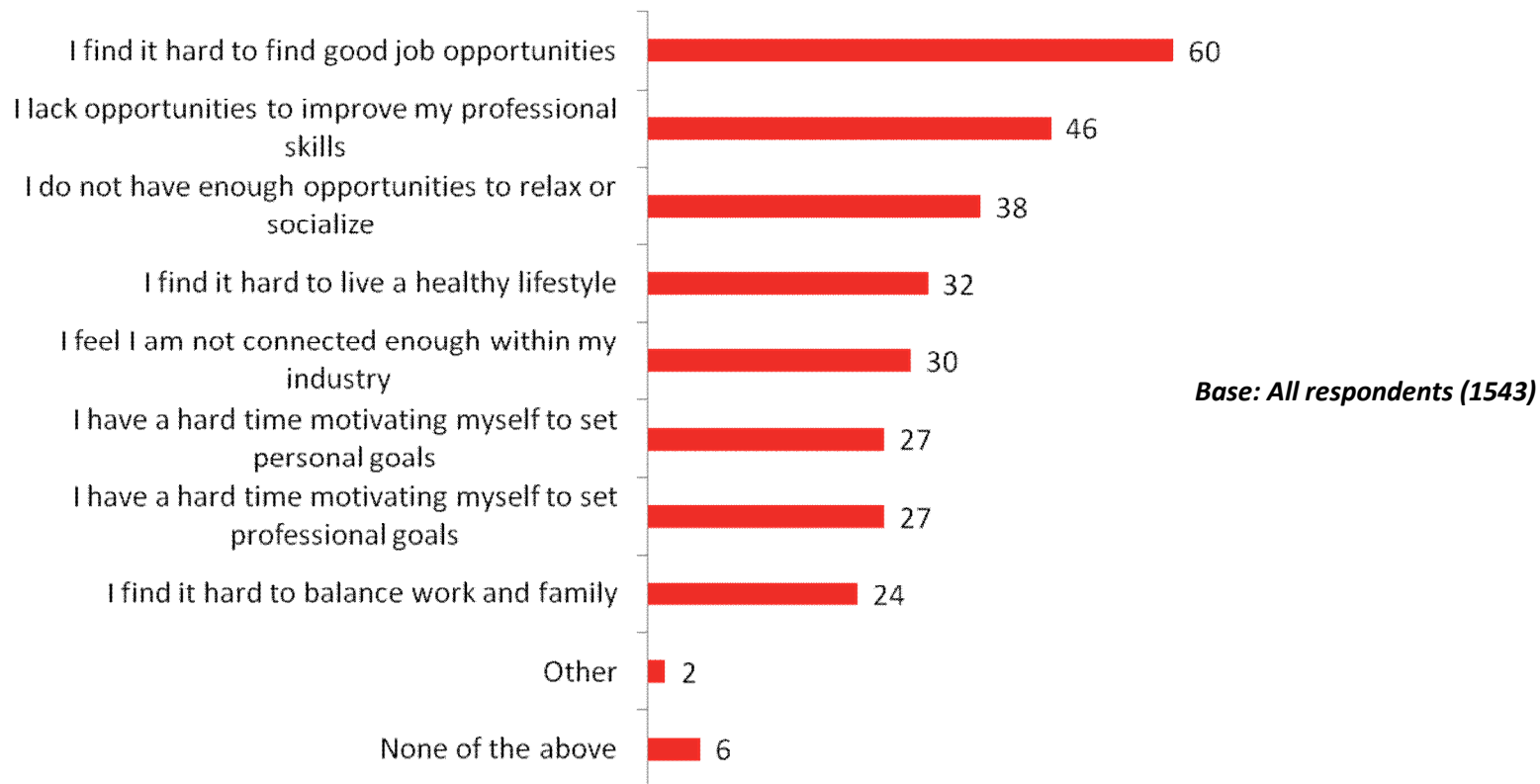
Q. Which of the following does your company provide you with? (Select all that apply)

All figures are %'s

*Interpret with caution – small sample size

Life challenges

- “ When asked about the key challenges in their life, ‘finding it hard to find good job opportunities’ emerged on top (60%), followed by a ‘lack of opportunities to improve my professional skills’ (46%).
- “ Almost two fifths (38%) also regard not having enough opportunities to relax or socialize as a key challenge.



Q. And what are the key challenges you face in your life? Please select as many as apply.

All figures are %'s

Life challenges

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
I find it hard to find good job opportunities	61	65	46	57	78	70	63	46	62	62	49	59	47
I lack opportunities to improve my professional skills	45	46	41	46	47	58	35	62	39	47	49	50	55
I do not have enough opportunities to relax or socialize	37	41	31	33	38	36	36	15	49	40	34	30	43
I find it hard to live a healthy lifestyle	30	39	35	27	41	39	26	8	30	35	21	29	19
I feel I am not connected enough within my industry	35	26	24	26	38	33	21	46	32	35	28	35	30
I have a hard time motivating myself to set personal goals	30	33	20	26	41	21	22	8	23	26	23	31	23
I have a hard time motivating myself to set professional goals	32	33	14	23	41	39	20	8	21	34	26	26	13
I find it hard to balance work and family	28	26	30	18	25	21	17	8	26	27	16	22	17
Other	2	2	-	2	3	-	3	8	1	3	-	2	2
None of the above	3	5	9	6	3	6	10	8	5	6	5	9	2

Q. And what are the key challenges you face in your life? Please select as many as apply.

All figures are %'s

*Interpret with caution – small sample size

Main sources of happiness

- “ Results highlight the importance of career for many women across the region, with ‘having a successful career’ emerging as the main source for happiness for working women in the region (55%).
- “ However, maintaining a good life-work balance is also critical to them, with 32% selecting ‘spending time with family’ as the second most important source of happiness, followed by making money (30%)
- “ Respondents in the GCC (50%) were much more likely than those in the Levant (23%) and North Africa (26%) to state that spending time with family would make them feel happy.



Base: All respondents (1543)

Q. What would make you feel happy in your life? Please select up to three of the following that would bring you the most happiness

All figures are %'s

Main sources of happiness

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	139	94
Having a successful career	51	57	54	59	62	55	57	77	50	54	48	52	57
Spending time with my family	24	42	46	47	44	42	23	15	24	32	25	17	26
Making money	41	28	24	22	25	21	30	23	44	31	21	29	26
Good personal health	25	34	32	26	25	39	24	38	27	20	30	32	30
Travelling/visiting other countries	33	23	22	19	31	24	38	38	32	28	33	35	34
Being respected and liked by others	27	23	22	27	25	18	19	15	21	33	13	26	28
Meaningful work	19	22	20	22	9	24	20	31	20	24	21	14	7
Caring for my parents	21	23	16	24	12	15	14	15	13	14	38	31	21
Building a family	13	11	16	14	22	12	30	-	19	19	31	29	23
Having time to relax	11	10	15	9	6	12	9	8	9	11	8	6	9
Spending time with my friends	11	6	6	9	12	6	11	-	11	6	7	1	6
Having fun	9	6	6	5	6	15	5	-	5	10	5	4	4
Other	1	2	2	-	6	-	1	-	1	2	-	-	-
None of the above	-	1	1	-	3	3	1	-	1	-	-	2	1

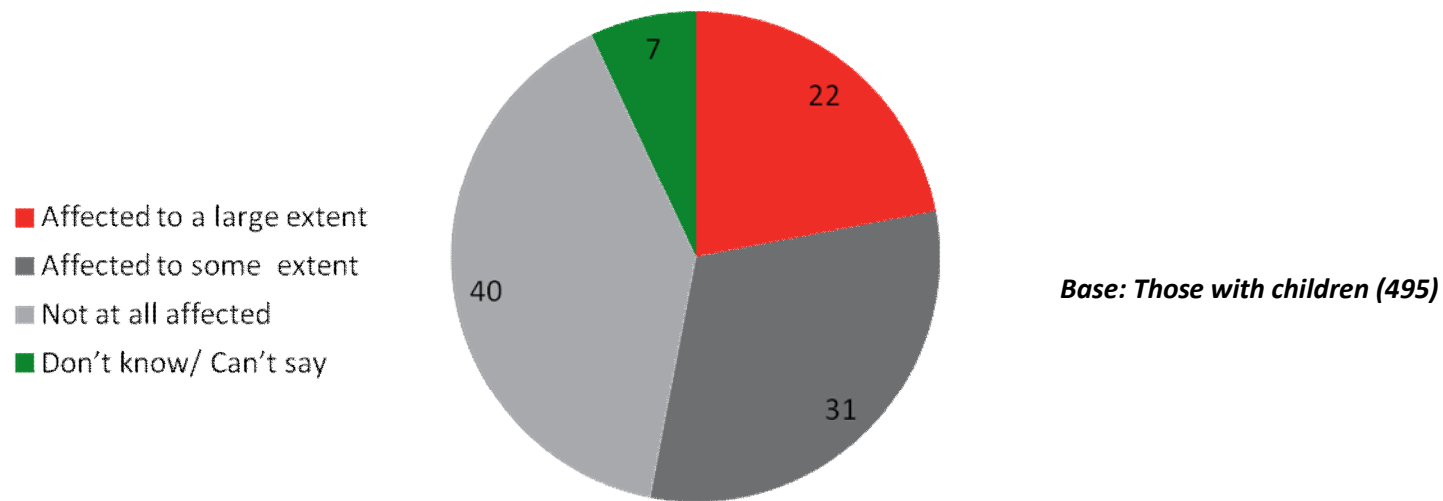
Q. What would make you feel happy in your life? Please select up to three of the following that would bring you the most happiness

All figures are %'s

*Interpret with caution – small sample size

Influence of children on career choices

- “ Over half (53%) of respondents with children stated that their decision to have children has affected their career, at least to some extent.
- “ 40% do not believe that their career was affected at all by having children.



Q. To what extent has your decision to have children affected your career?

All figures are %'s

Influence of children on career choices

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Those with children	50	126	34	52	8*	18*	24*	3*	33	75	12*	26*	34
Affected to a large extent	22	26	21	15	50	28	17	33	18	27	25	15	12
Affected to some extent	34	29	18	27	12	17	50	67	39	29	42	27	38
Not at all affected	34	37	47	52	25	44	33	-	36	40	33	58	41
Don't know/ Can't say	10	8	15	6	12	11	-	-	6	4	-	-	9

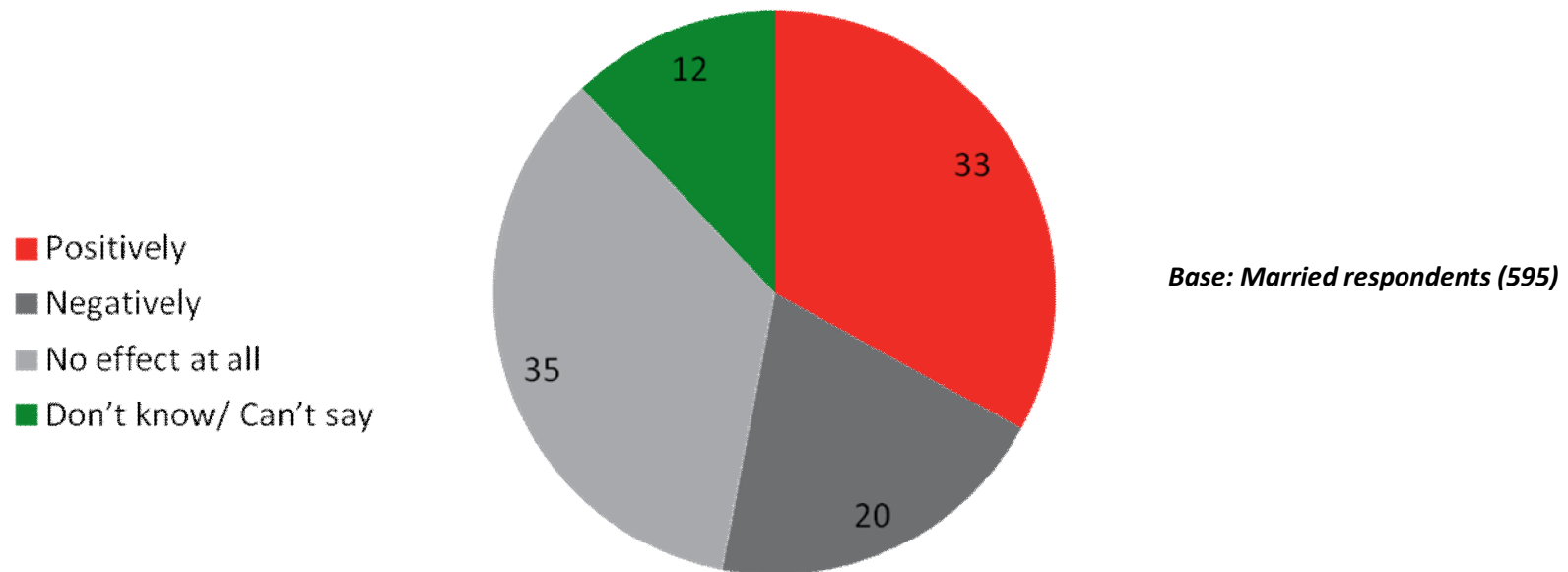
Q. To what extent has your decision to have children affected your career?

All figures are %'s

*Interpret with caution – small sample size

Influence of career choices on marital life

“ The majority of respondents indicated that their career choices had either a positive effect (33%) or no effect (35%) on their marital life. Only one fifth reported that their marital life has been affected negatively by their career choices.



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

All figures are %'s

Influence of career choices on marital life

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Married respondents	57	161	47	53	16*	20*	34	3*	43	83	13*	31	34
Positively	26	37	30	42	25	20	26	33	33	33	15	19	53
Negatively	28	22	15	11	31	20	15	33	12	24	23	19	15
No effect at all	32	30	34	34	25	40	53	33	40	31	54	55	21
Don't know/ Can't say	14	10	21	13	19	20	6	-	16	12	8	6	12

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

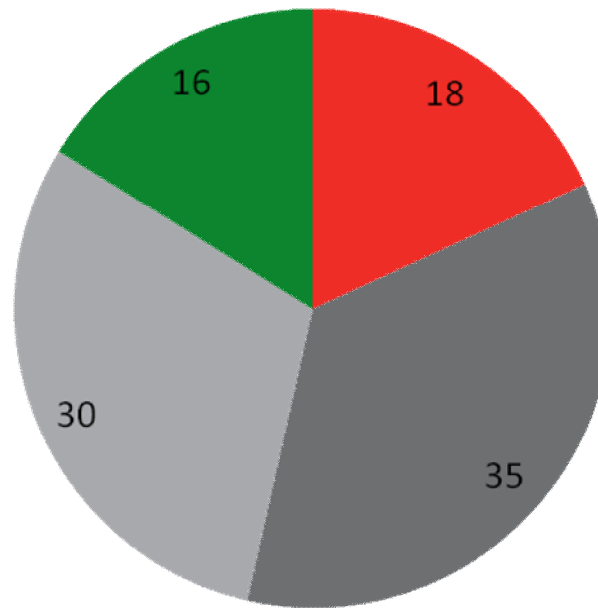
All figures are %'s

*Interpret with caution – small sample size

Impact of future marriage plans on career

“ While 30% of those surveyed believe their future marriage plans will not affect their career choices, over half (53%) believe these plans would affect their career choices ,at least to some extent.

- It would affect them to a large extent
- It would affect them to some extent
- It would have no affect at all
- Don't know/ Can't say



Base: Single respondents (815)

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

All figures are %'s

Impact of future marriage plans on career

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Single respondents	77	161	27*	39	13*	12*	76	8*	94	111	44	100	53
It would affect them to a large extent	22	15	30	31	15	-	16	-	24	18	16	17	8
It would affect them to some extent	32	39	30	36	31	42	42	38	38	41	27	28	28
It would have no affect at all	19	35	15	23	54	42	26	50	19	26	36	39	47
Don't know/ Can't say	26	11	26	10	-	17	16	12	18	15	20	16	17

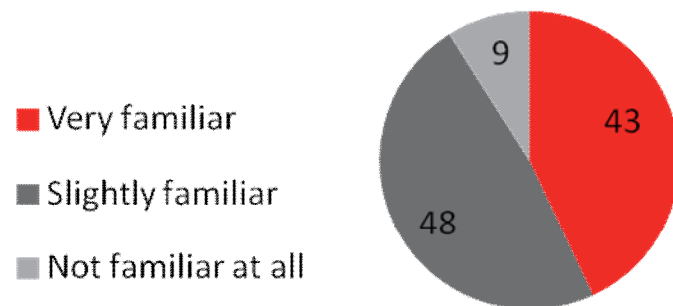
Q. . In your opinion to what extent would your future marriage plans affect your career choices?

All figures are %'s

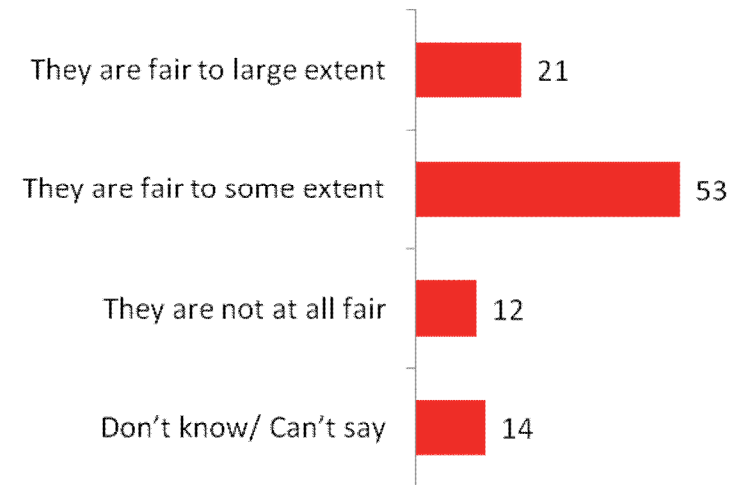
**Interpret with caution – small sample size*

Familiarity with labor laws

- “ Almost all (91%) respondents stated they have some familiarity with the labor laws of their country of residence, with over two fifths (43%) claiming to be very familiar.
- “ Of those who are familiar with the labor laws, about three quarters (74%) stated that they are fair to women, at least to some extent.



Base: All respondents (1543)



Base: Those familiar with labor laws (1398)

Q. How familiar are you with the labor laws of the country in which you work?

Q. To what extent do you think that these labor laws are fair to women?

All figures are %'s

Familiarity with labor laws

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	1669	150
Familiarity with labor laws													
Very familiar	52	35	39	45	41	39	39	69	52	40	34	46	53
Slightly familiar	39	54	54	42	59	55	48	31	40	50	52	47	43
Not familiar at all	9	11	8	14	-	6	13	-	8	10	13	7	4
Fairness of labor laws to women													
Base: Those familiar with labor laws	136	321	74	87	32	31	100	13*	137	195	53	129	90
They are fair to large extent	15	33	26	22	16	19	12	15	17	13	13	20	33
They are fair to some extent	58	38	57	47	59	42	58	62	64	61	58	57	52
They are not at all fair	20	9	3	17	3	29	16	15	8	12	11	12	7
Don't know/ Can't say	7	20	15	14	22	10	14	8	12	14	17	11	8

Q. How familiar are you with the labor laws of the country in which you work?

Q. To what extent do you think that these labor laws are fair to women?

All figures are %'s

*Interpret with caution – small sample size

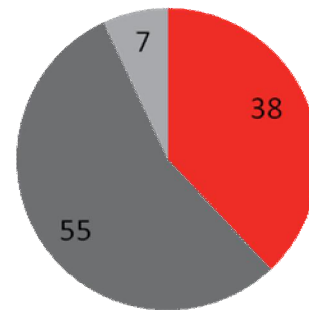
Discrimination due to gender

- “ The majority of respondents have not been asked questions in a job interview that made them feel discriminated against as women.
- “ Likewise, most could not think of any occasions where they felt they were treated less favourably or discriminated against due to their gender at the workplace, while almost a third (32%) could think of such occasions. More respondents in the GCC (37%) than in the Levant (27%) or North Africa (26%) claim to have faced discrimination because of their gender (see next slide).

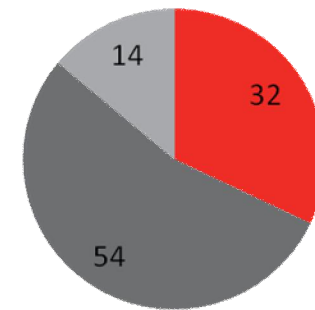
Q. Have you ever been asked questions in a job interview that discriminates you as a woman? (For e.g. Are you planning to get married? Are you planning to have children?)

Q. Finally, can you think of any occasion at your workplace where you feel you were treated less favorably or discriminated against due to your gender?

Discriminating questions in interview:



Discriminated against at workplace:



Base: All respondents (1543)

- Yes
- No
- Don't know/ Prefer not to say

All figures are %'s

Discrimination due to gender

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	1669	150
Asked discriminating questions in interview:													
Yes	35	40	39	38	28	33	43	38	45	44	31	27	26
No	56	53	52	56	59	61	52	62	49	51	61	63	72
Don't know/ Prefer not to say	9	7	9	6	12	6	4	-	6	6	8	9	2
Discriminated against or treated less favorably at workplace due to gender:													
Base: All respondents	150	359	80	101	32	33	115	13*	149	217	61	1669	150
Yes	35	37	28	43	34	52	23	23	30	26	16	35	20
No	50	47	46	43	38	30	69	69	58	62	74	53	70
Don't know/ Prefer not to say	15	15	26	15	28	18	9	8	11	12	10	12	10

Q. Have you ever been asked questions in a job interview that discriminates you as a woman? (For e.g. Are you planning to get married? Are you planning to have children?)

Q. Finally, can you think of any occasion at your workplace where you feel you were treated less favorably or discriminated against due to your gender?

All figures are %'s

*Interpret with caution – small sample size

Section 4

DEMOGRAPHICS

Demographics

“ A total sample of 1,543 respondents was achieved.

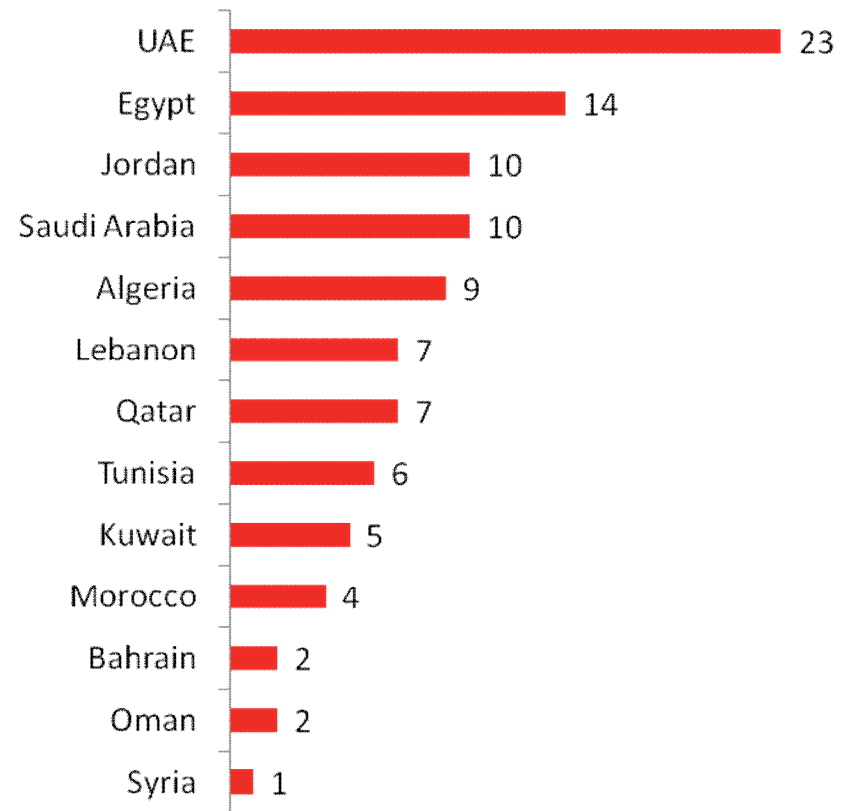
Age

- 18-29 – 48%
- 30-39 – 37%
- 40+ – 15%

Region

- GCC – 49%
- Levant – 18%
- North Africa – 33%

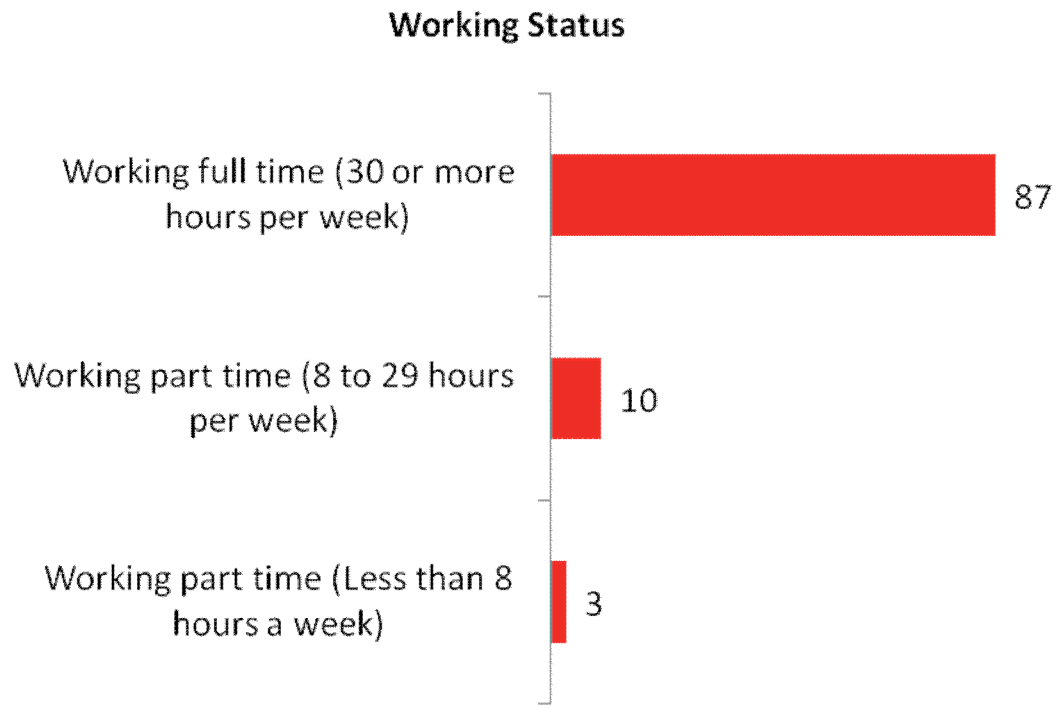
Country of Residence



Base: All respondents (1543)
All figures are %'s

Demographics

“ All respondents were working women, with the large majority (87%) working full time.



Base: All respondents (1543)
All figures are %'s

Thank you!