



Women @ Work 2023 – A Global Outlook

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Introduction

The report examines experiences of 5,000 working women across 10 countries, revealing that although there are some glimpses of improvement such as a decline in burnout rates and non-inclusive behaviors, more women left their employer in the past year than in the previous two years combined.

Key Highlights

Some of the important findings of the report have been listed down below:

- The 2023 survey reveals that several aspects of women's experiences in the workplace have worsened or not improved, and highlights additional factors impacting their lives, such as working through pain and domestic responsibilities, and concerns over rights and personal safety.
- Despite a decrease in burnout and slight improvement in mental well-being, over a third of women still rate their mental health as poor/very poor, with high stress levels, mental health stigma, difficulty discussing mental health challenges, pressure to be always on, and over half rating mental health as a top concern.
- One in five women report health challenges related to menstruation or menopause, and stigma still exists around disclosing reasons for taking time off, with some fearing it would impact their career, and lack of employer support leading some to leave their job.
- Respondents rated women's rights (59%), financial security (58%), physical and mental health (56%), and personal safety (54%) as their top concerns regarding external factors and societal issues.
- Despite 88% of full-time working respondents, almost half have primary responsibility for domestic tasks, with only 10% stating their partner takes on these duties, while only 1 in 10 women are the primary breadwinners, leading to 4 in 10 women prioritizing their partner's career over their own, which limits their earning potential.
- Lack of flexibility around working hours has been a top reason for more women leaving their jobs in the past year than the previous two combined, with 97% believing it could harm their promotion prospects, but two-thirds with flexibility plan to stay for more than three years.
- In hybrid work arrangements, 37% of women report exclusion from meetings or decisions, down from 60% in 2022, but 30% still have insufficient access to senior leaders, and predictability and flexibility have declined.
- Nearly half of women (44%) have experienced harassment and/or microaggressions in the workplace in the past year, with the majority being microaggressions, and while reporting of microaggressions has increased, reporting of harassment has decreased, with the top reason being that women didn't feel the behavior was serious enough to report.

- Women in under-represented groups experience worse mental health, work/life balance, burnout, and non-inclusive behaviors, with over half facing microaggressions (54%) and 13% experiencing harassment, resulting in negative employer perception and reduced willingness to recommend.
- Gender Equality Leaders, where inclusive cultures support employees' mental well-being, comprise 5% of female workers, who report better mental health, less non-inclusive behavior, and greater job satisfaction, including less menstrual and menopause-related work difficulties, and higher retention.

Read More: [Women @ Work 2023 – A Global Outlook](#)

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