

Women in the Middle East Work Place

May 2010

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 2010. The total number of working respondents achieved was 2086.

Summary 1/2

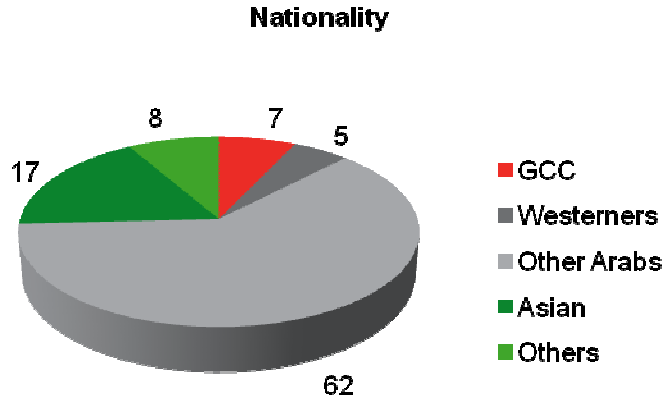
- In general, women work as long as their male colleagues(67%) and feel they are as or more ambitious. However the compensation they receive and the perception of chances of promotion are much lower than their male colleagues. They also earn lower than their male counterparts as well as their spouses.
- Most women prefer to work as long as males though overall around 27% will work less number of years and 18% more. GCC Arabs prefer to retire before their male colleagues.
- 43% of women feel they have a lower chance of being promoted than their male colleagues.
- All nationalities feel they get treated as equals to their male colleagues.
- Half (51%) of the respondents also said that rewards and recognition are dependent on performance and not gender.
- 60% of the women agreed that there are no special benefits/ preferential treatment at work place. Westerners (77%) feel more strongly about the lack of benefits, than other nationalities.

Summary 2/2

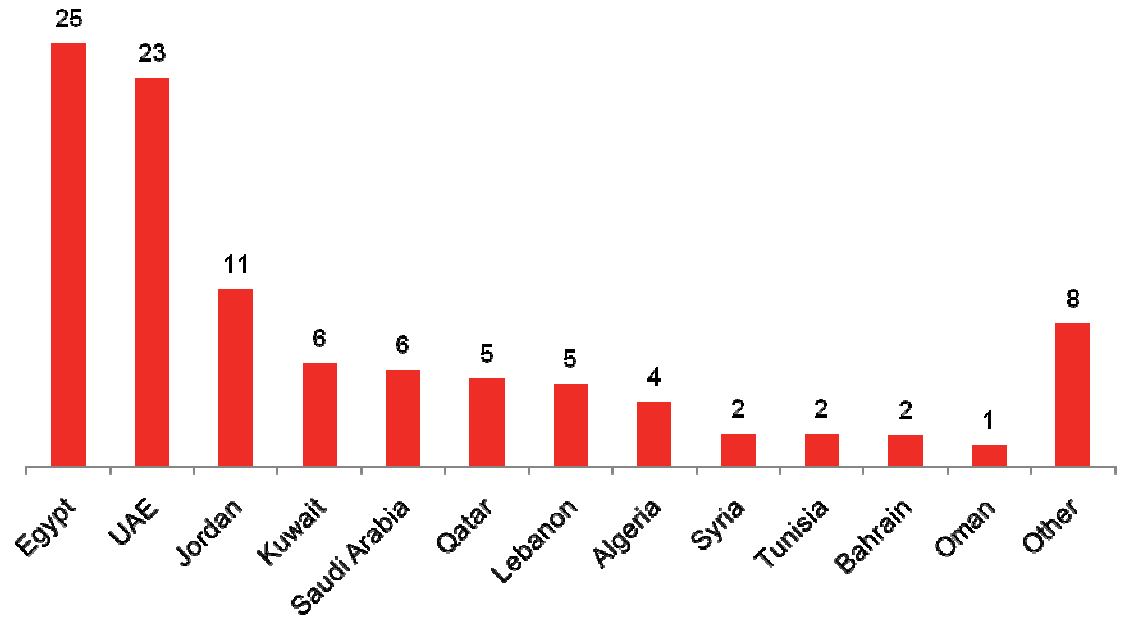
- 58% feel that employers should provide them with special benefits especially since they are responsible for the general well being of the family unit and to some extent negatively stereotyped socially/ culturally/ professionally.
- Majority of the women said they are able to get between 1 and 3 months of maternity leave from their company.
- Only 22% of women have asked their companies for flexible timings or work from home. Of those, 39% received a negative response.
- The top benefits for women that are provided by employers are: paid maternity leave (44%) and family health insurance (35%), which in many countries is mandatory by law. Training featured next on this list (30%). This figure (training) is especially high amongst GCC nationals at 50% and lowest for Asians at 26%.
- Top motivators for women to switch jobs are Higher Salary (77%), better career advancement opportunities(55%) and gaining senior positions(30%).
- There was a mixed response on future career development: 32% respondents feel they have a poor chance of career development at their current jobs while another 28% thought that they can succeed through hard work and performance.
- 44% of the women felt that gender had not affected their career.

Respondent Profile

Respondent Profile – Country



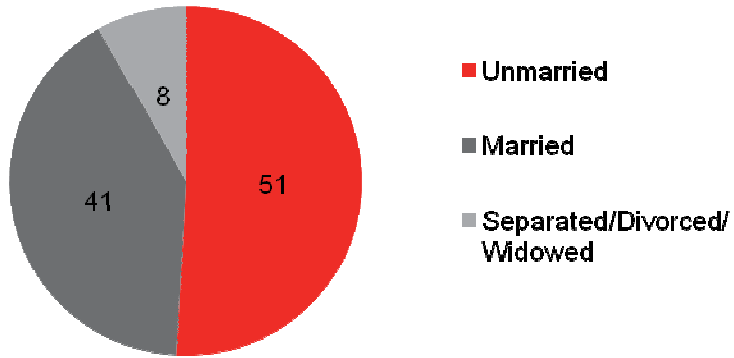
Country of residence



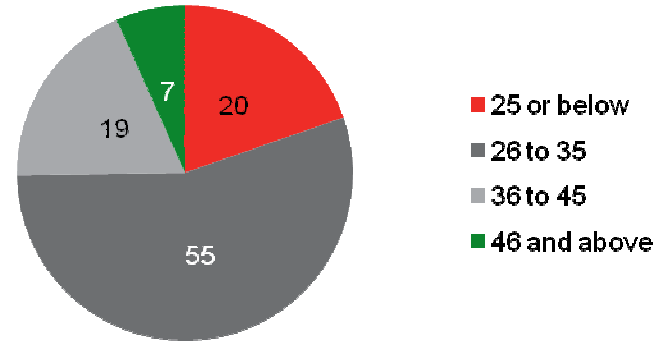
Base: All - 2086

Respondent Profile – Personal

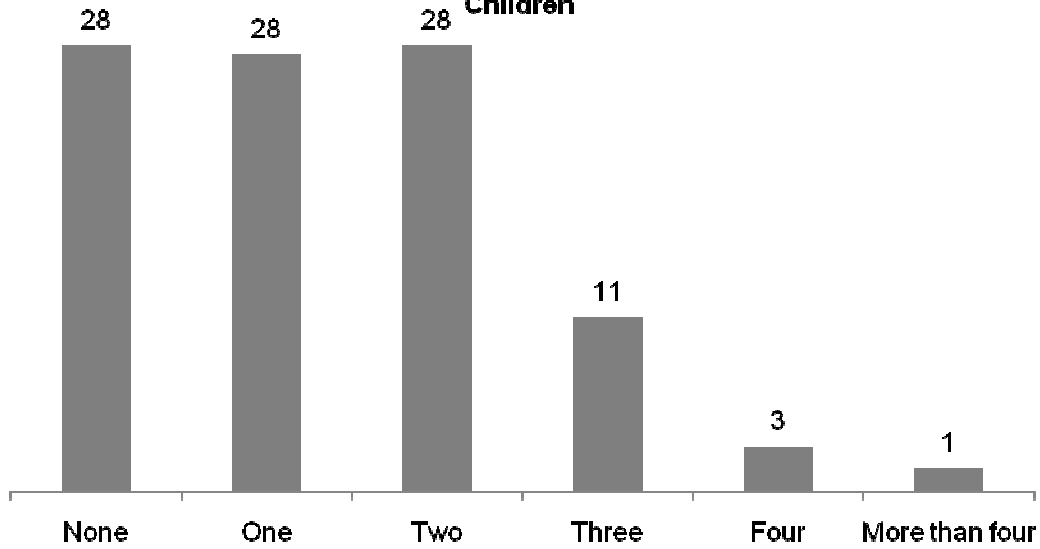
Marital Status



Age



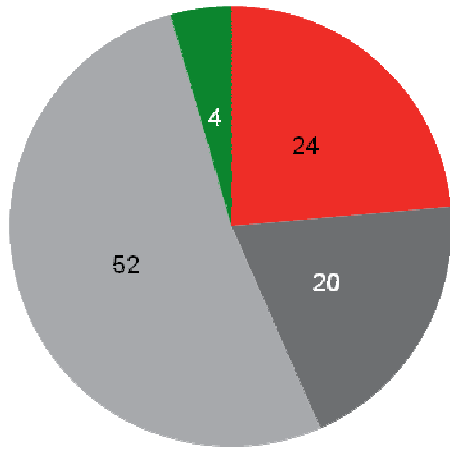
Children



Base: All - 2086

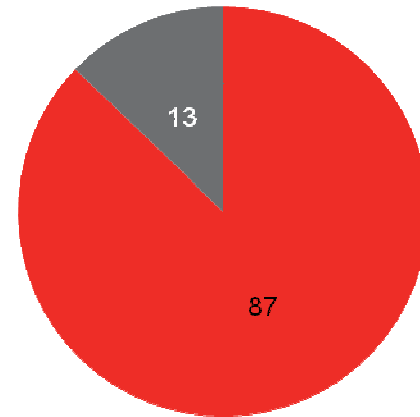
Respondent Profile – Personal

Sector



- Internationally Owned
- Government & Semi Govt
- Locally Owned
- Others

Work status

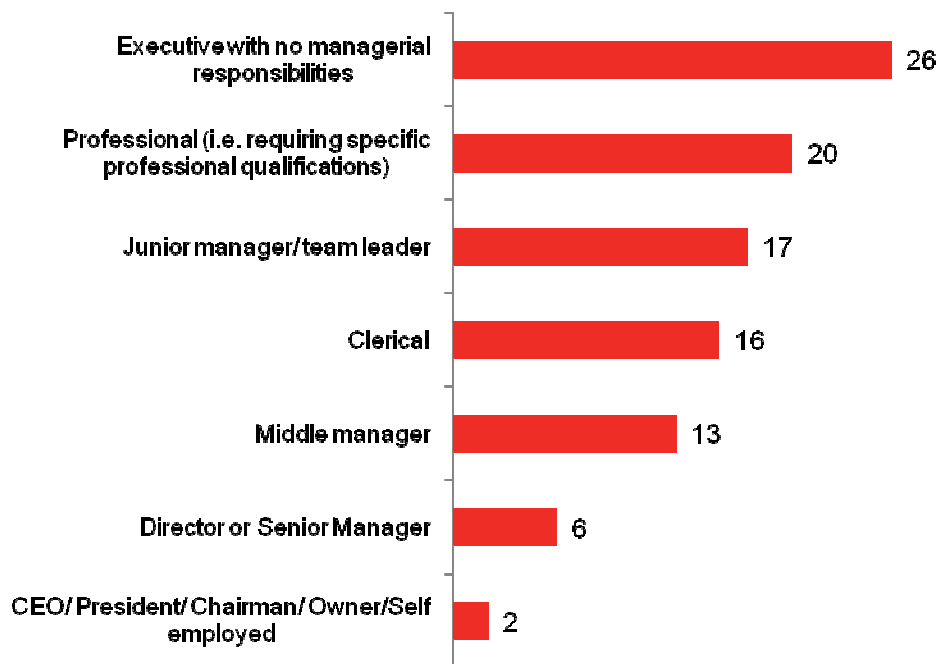


- Working full time
- Working part time

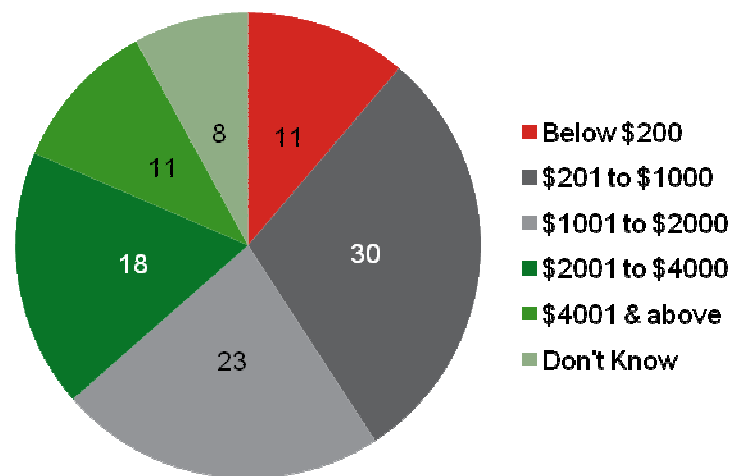
Base: All - 2086

Respondent Profile – Organizational

Position



Income

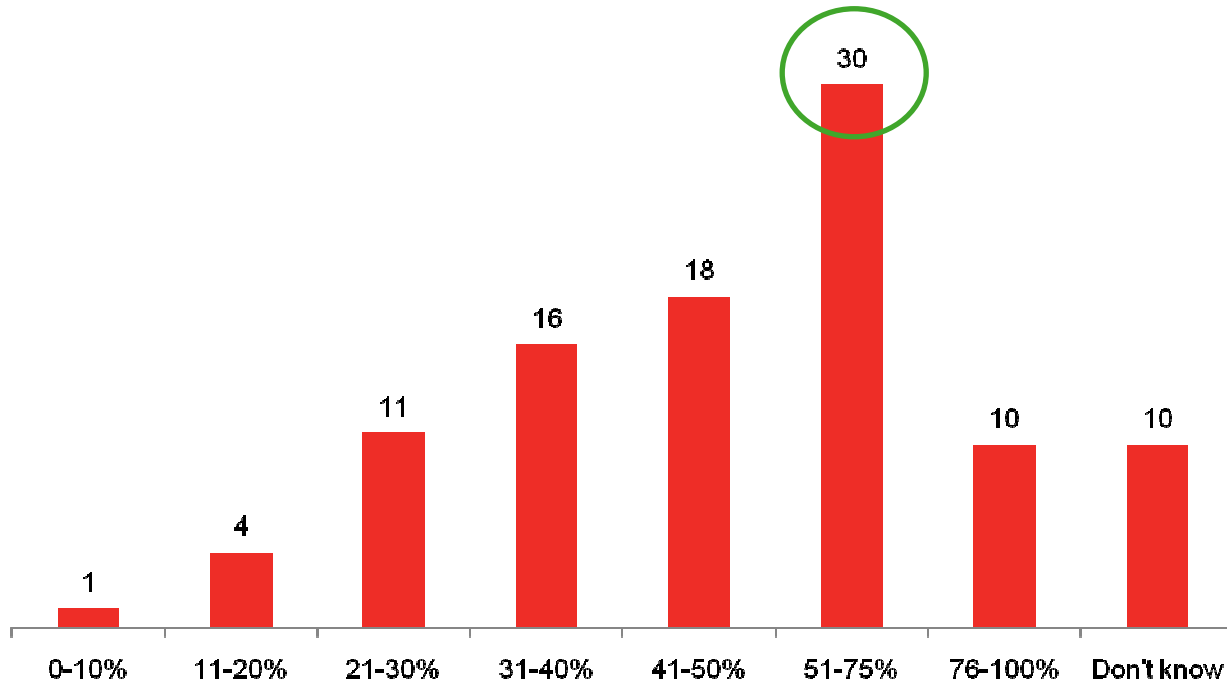


Base: All - 2086

% of Women Working

In your opinion, what percentage of the women in your country of residence work currently?

Working women

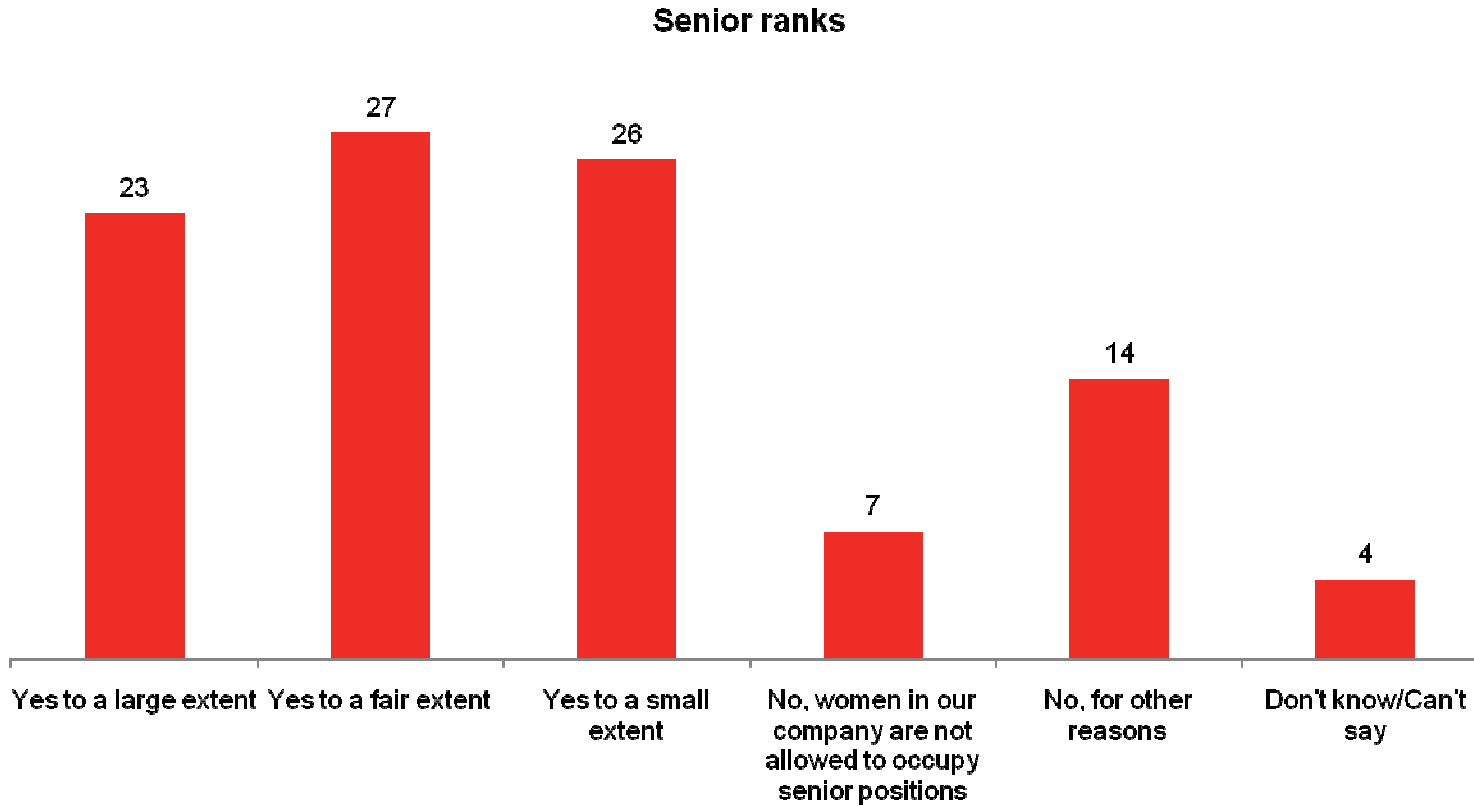


30% of the respondents feel that the number of women working in their country ranges from 51-75%

Base: All - 2086

Women in Senior Ranks

Are there women in the senior ranks of your company?



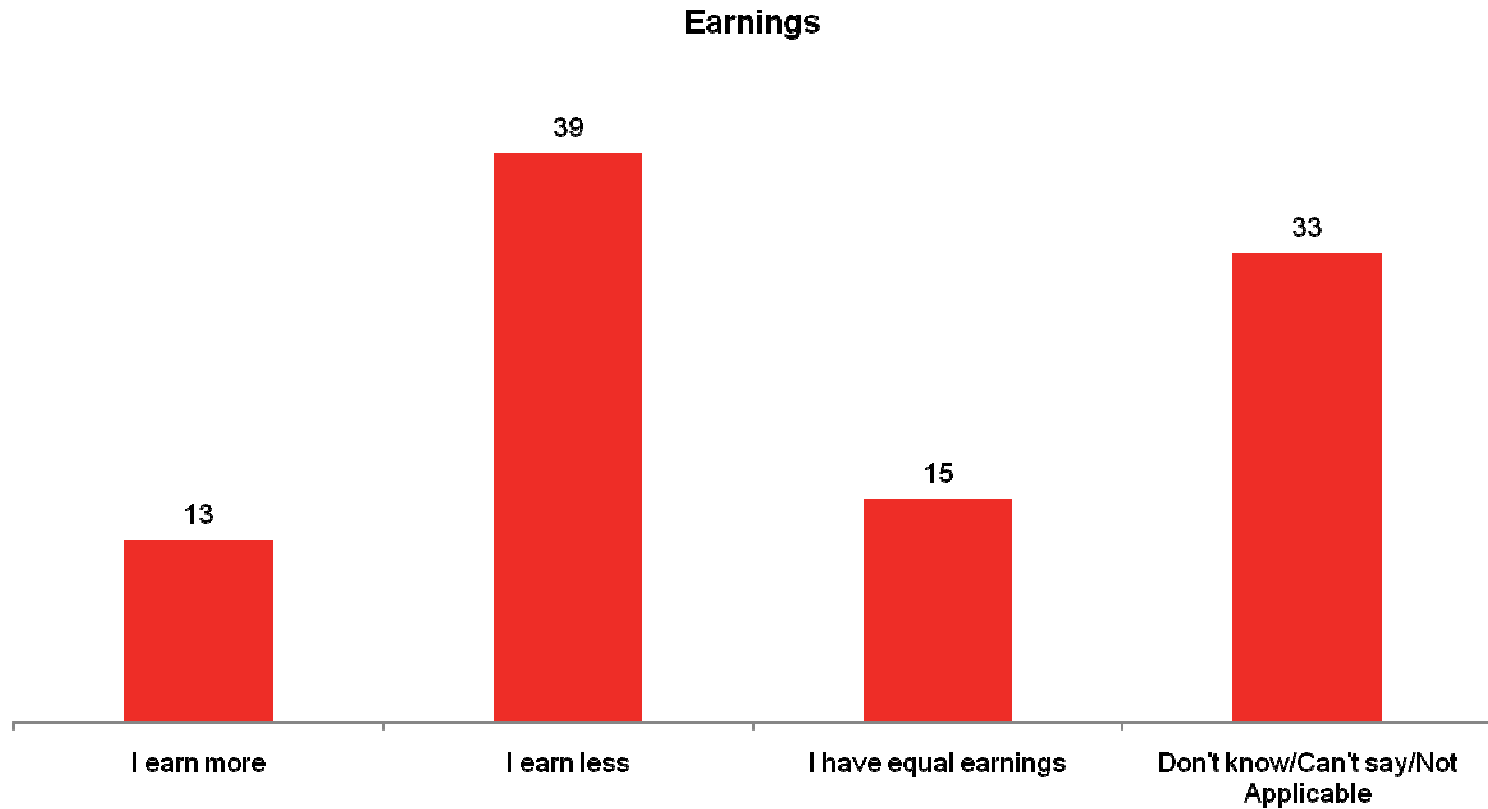
76% of the respondents state that there are women in senior ranks in their company.

Base: All - 2086

Experience compared to male colleagues

Earnings Compared to Life Partner

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



Base: All - 2086

Work Timing

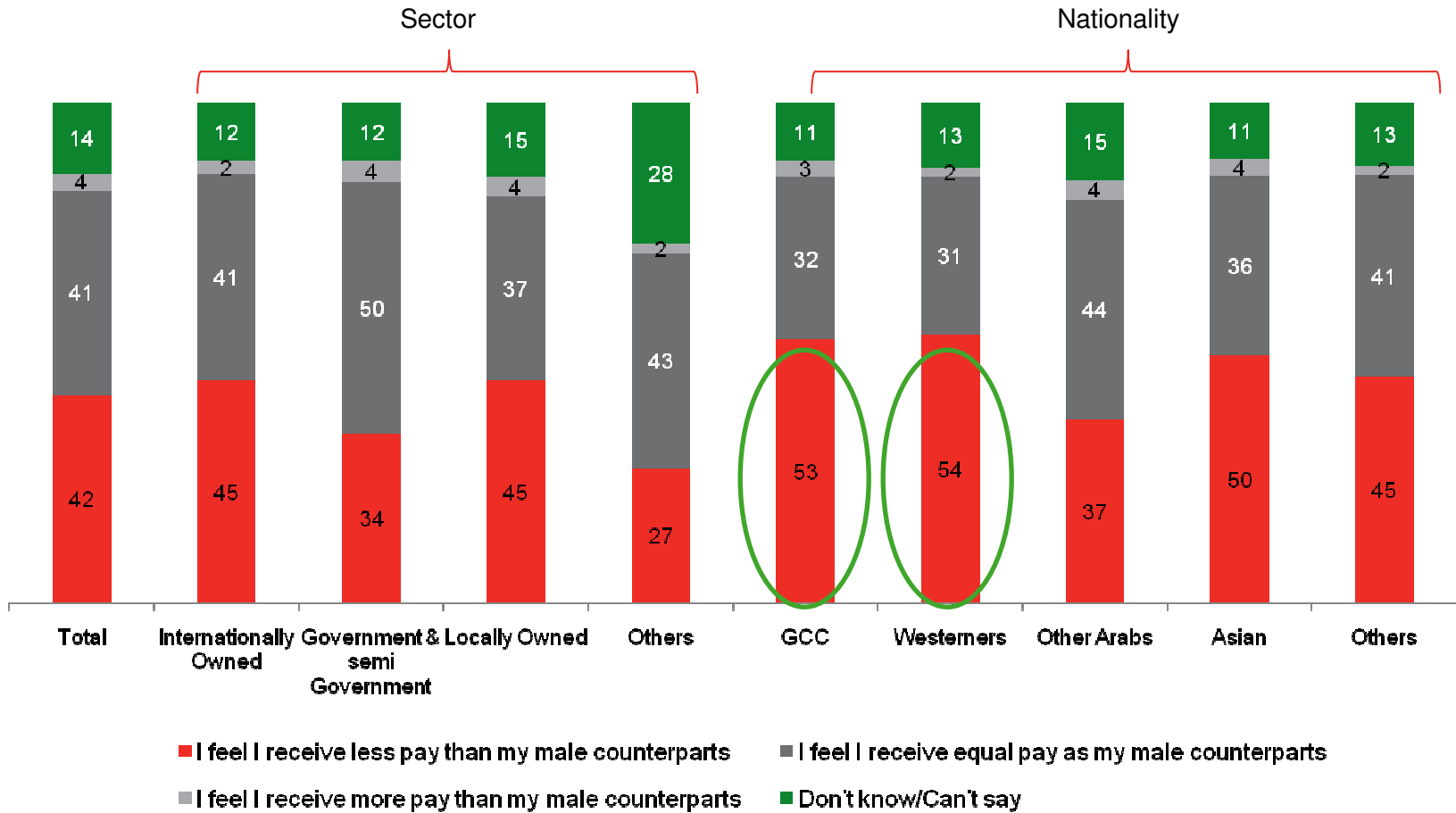
How do your work timings compare to those of your male colleagues?



67% of the respondents feel they work for equal number of hours compared to their male colleagues.

Compensation Package

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

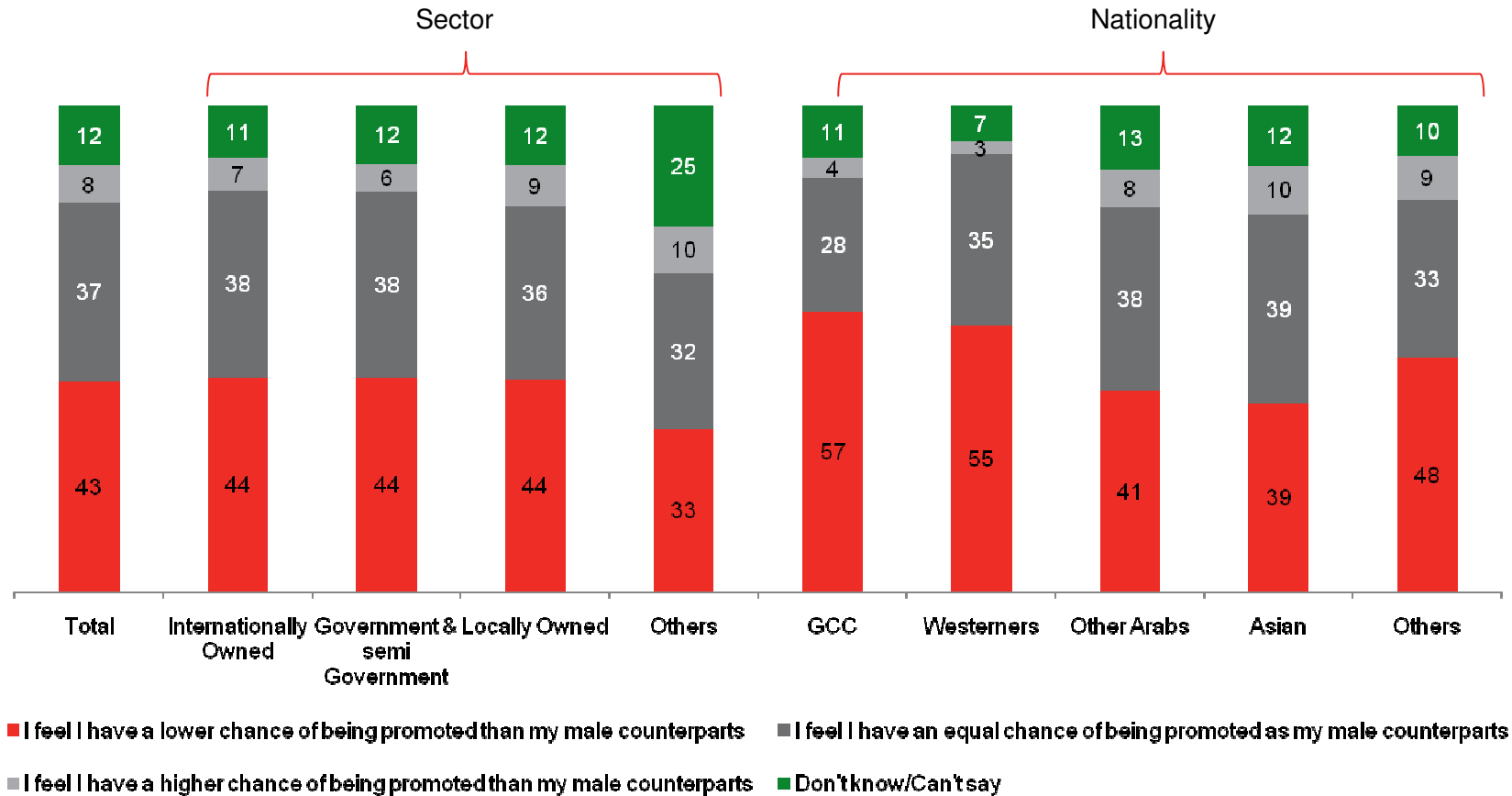


GCC nationals(53%) and Westerners (54%) feel they receive a lower salary than their male counterparts

Base: All - 2086

Chances of Promotion

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

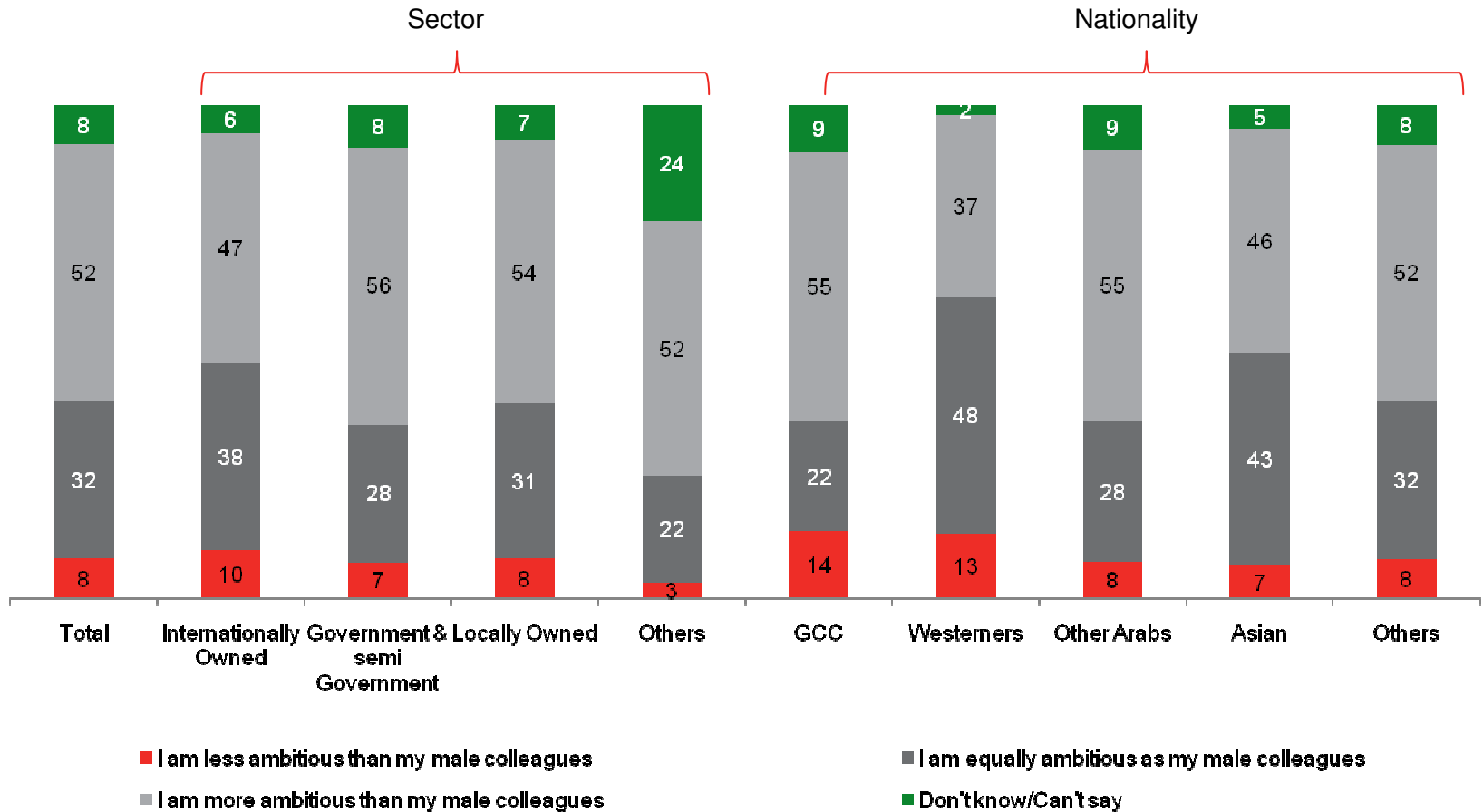


Relatively more GCC nationals(57%) and Westerners (55%) feel they have a lower chance of being promoted than their male counterparts

Base: All - 2086

Career Ambition

How would you compare your level of career ambition to those of your male colleagues?

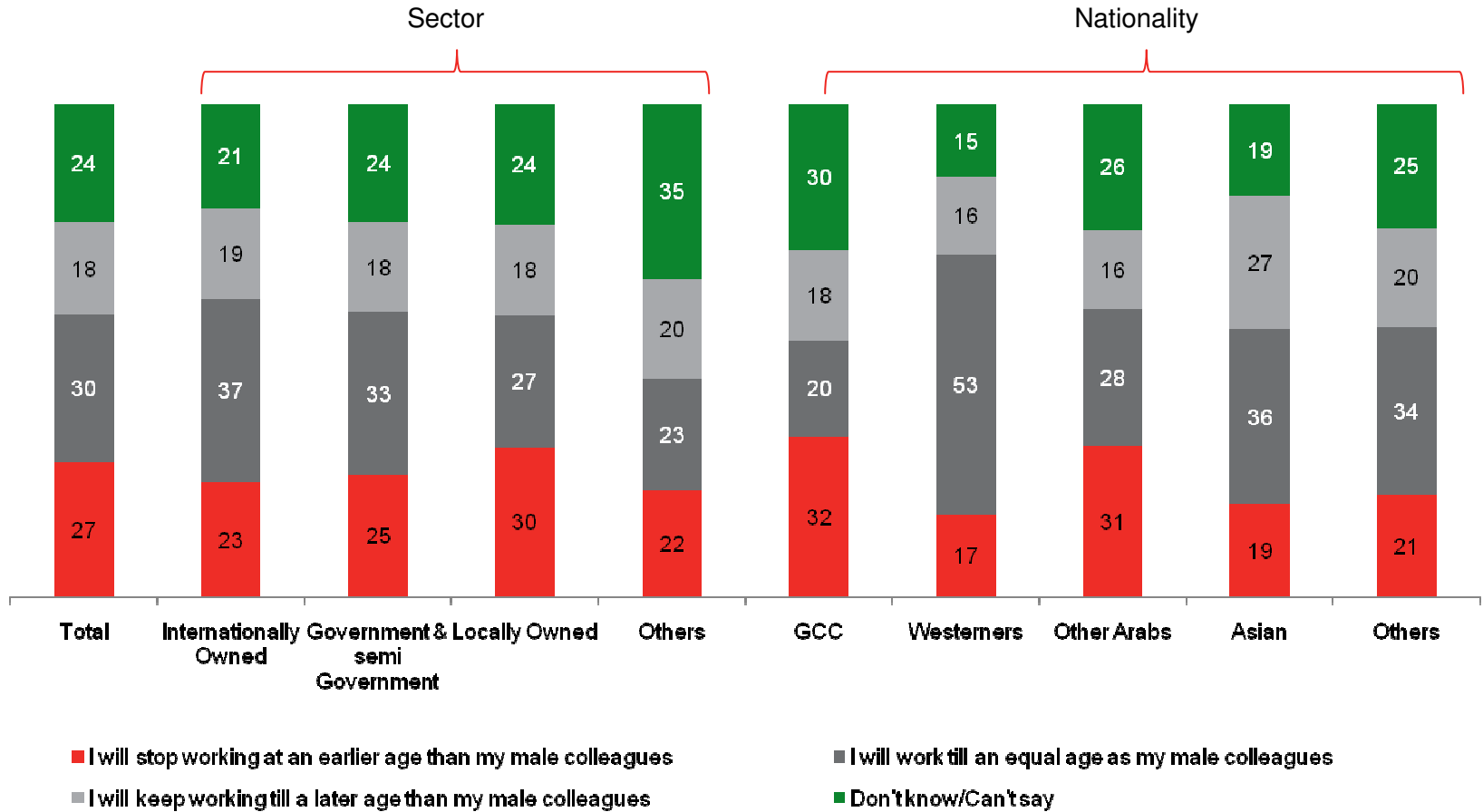


52% of the respondents feel they are more ambitious compared to their male counterparts

Base: All - 2086

Length of Working Life

How long do you envisage yourself working as compared to your male colleagues?

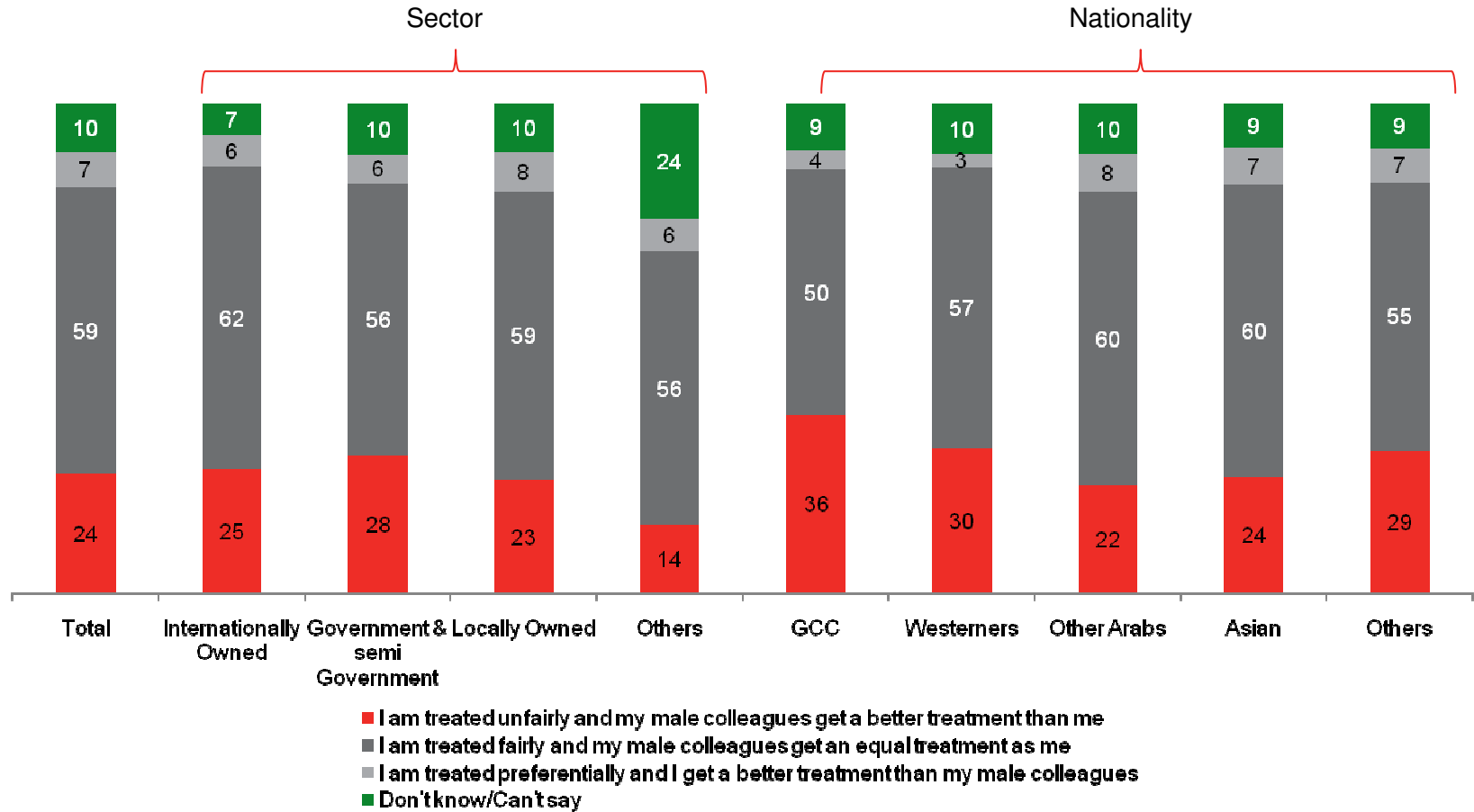


Just over a quarter say that they would stop working earlier than males.
53% of the Westerners say they would work till an equal age.

Base: All - 2086

Fair Treatment

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

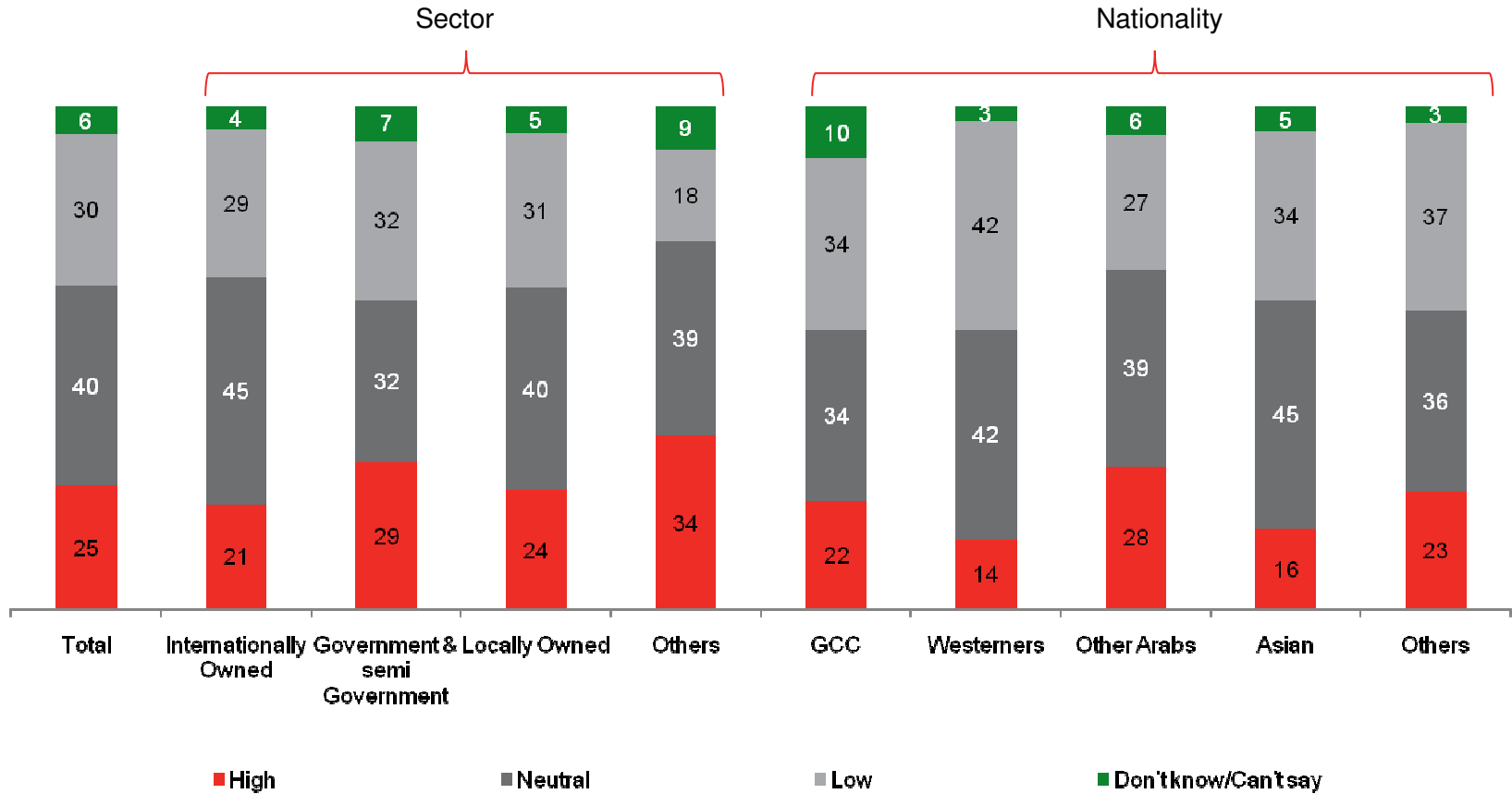


Base: All - 2086

Appreciation and Recognition

Satisfaction & Recognition

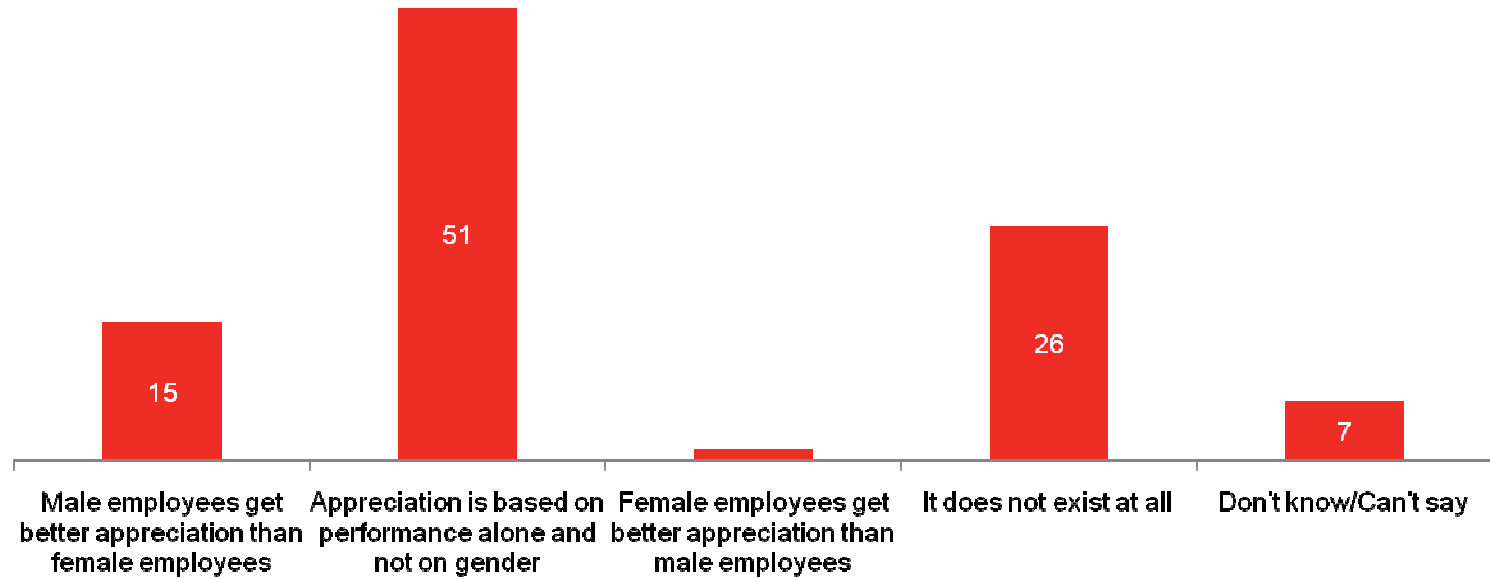
How would you rate your satisfaction with the recognition that you receive for achieving good work in your company?



Base: All - 2086

Attitude towards rewards

What do you feel about the system of appreciating, recognizing or rewarding employees in your company?



Half of the respondents surveyed feel that system of appreciating is based on performance alone and not on gender.

Base: All - 2086

Preferential Treatment for Women

Preferential Treatment- Actual

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

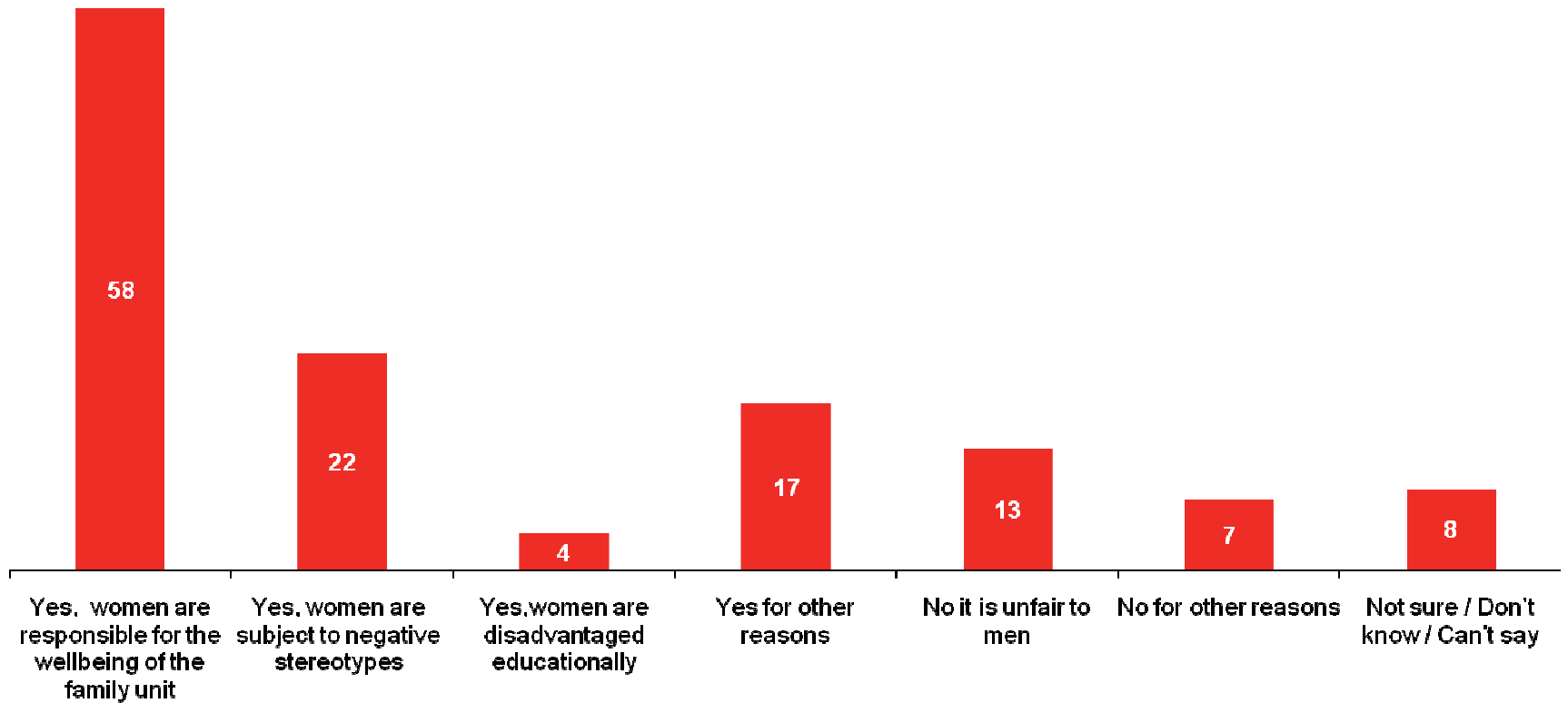


60% of the respondents feel that women do not given any special benefits.
 This feeling is stronger amongst Westerners (77%)

Base: All - 2086

Preferential Treatment Expectation

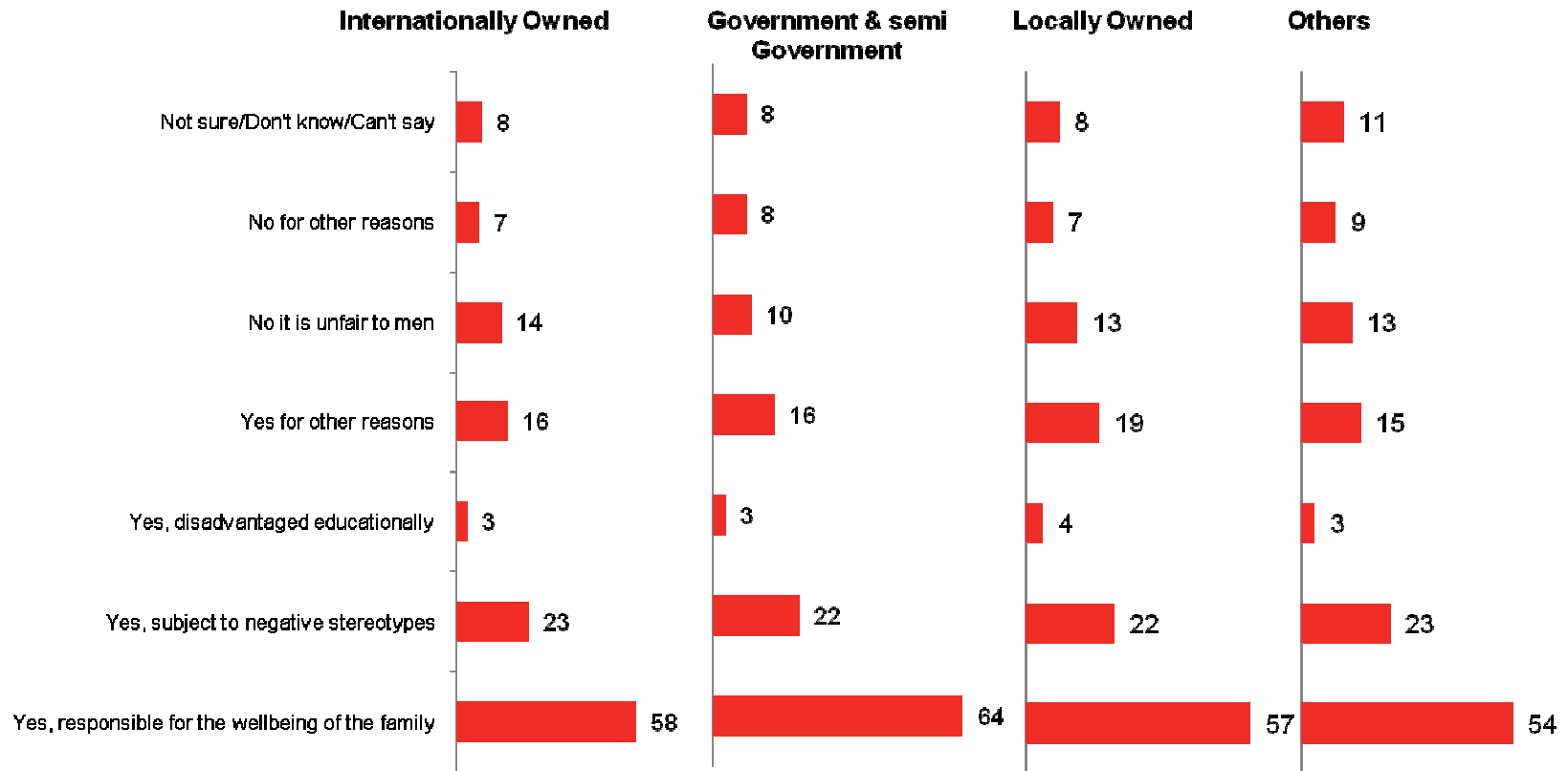
Do you believe employers should provide any preferential treatment or special benefits for women employees?
(Please tick all that apply)



Base: All - 2086

Preferential Treatment Expectation – Sector

Do you believe employers should provide any preferential treatment or special benefits for women employees?
(Please tick all that apply)



Base: All - 2086

Preferential Treatment Expectation – Nationality

Do you believe employers should provide any preferential treatment or special benefits for women employees?
(Please tick all that apply)

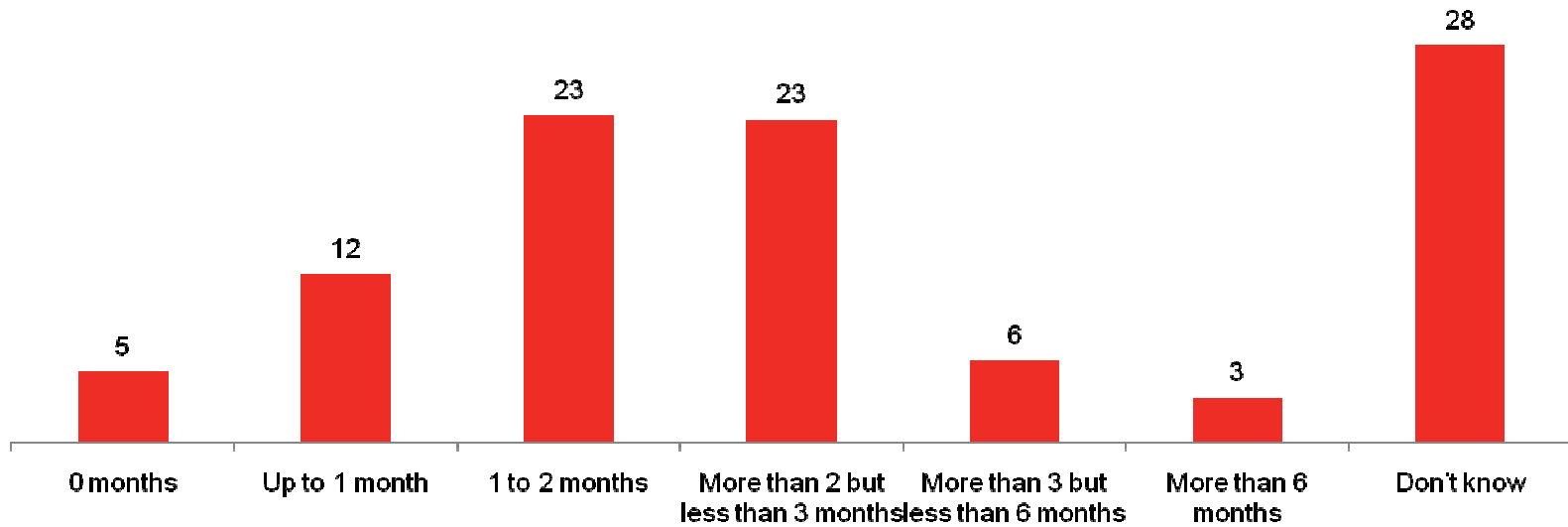


Base: All - 2086

Maternity Leave & Benefits

Maternity Leave Period

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

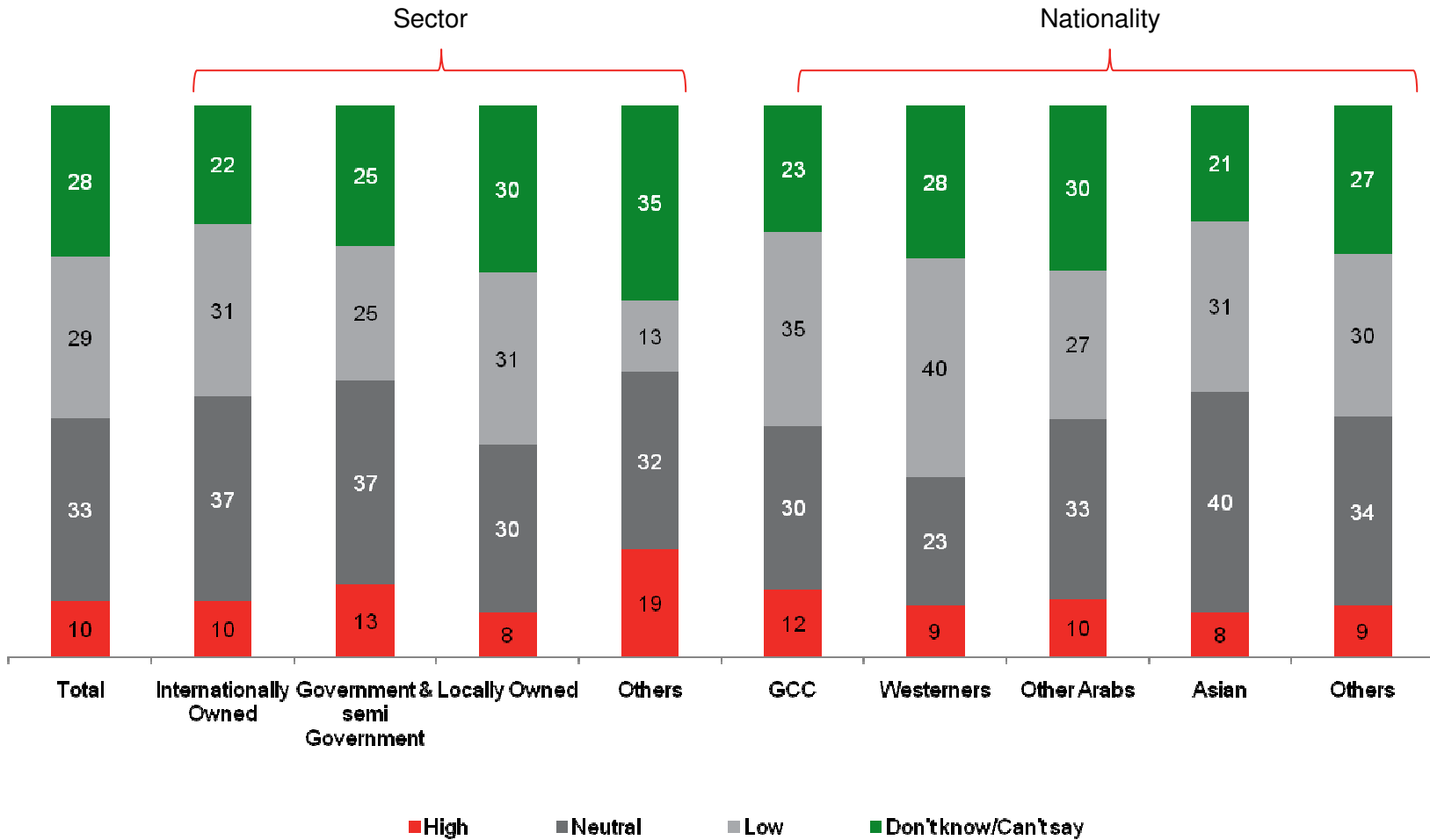


46% of the respondents get maternity leave for 1-3 months

Base: All - 2086

Satisfaction with maternity leave and benefits

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

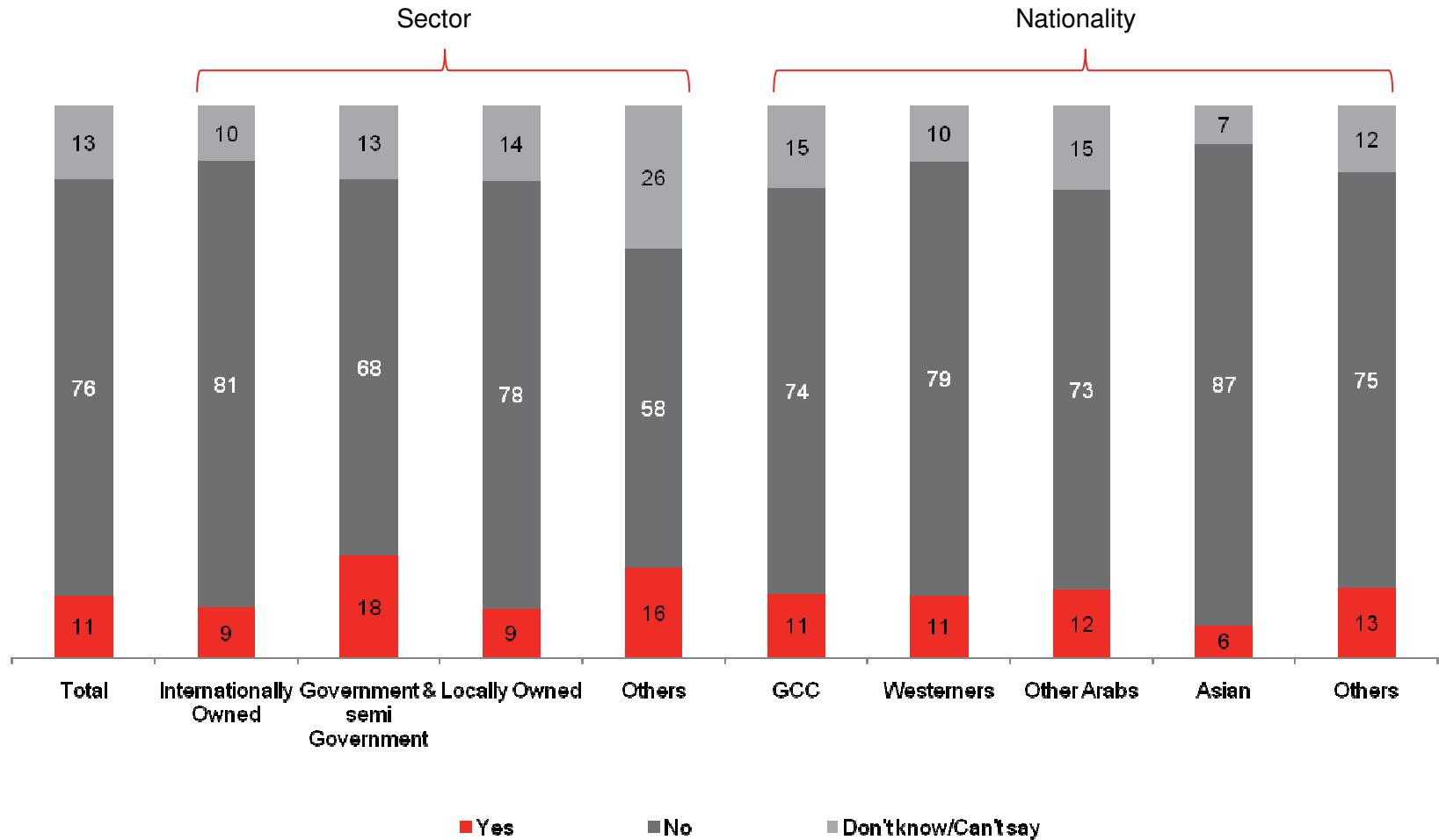


More than half the respondents have Neutral(33%) to Low(29%) satisfaction with their maternity leave and benefits.

Base: All - 2086

Day Care Facilities from the Employer

Does your current employer provide any day care facilities for children of women employees?



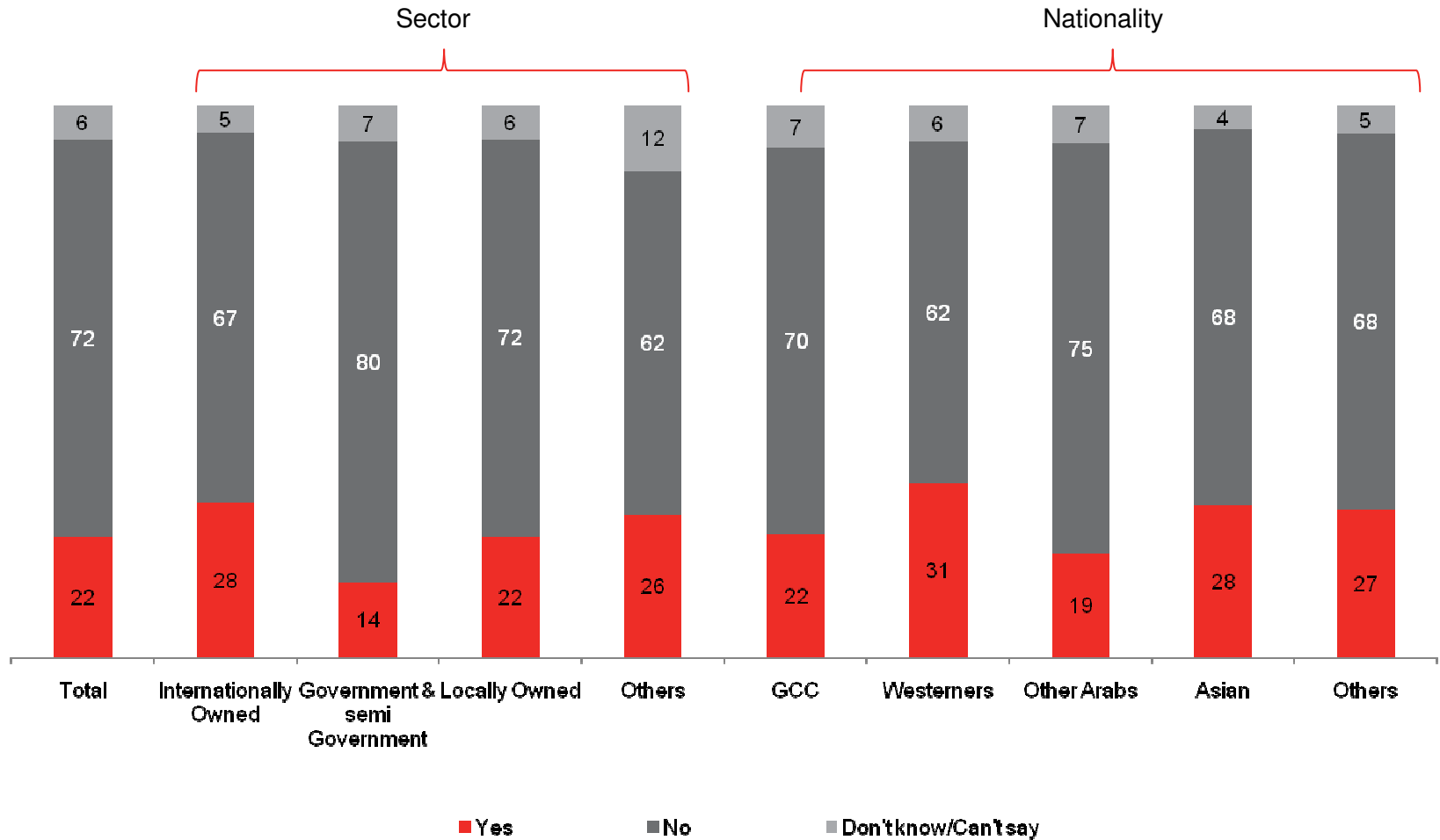
76% say that their employers do not provide any day care facilities

Base: All - 2086

Flexible Timings

Flexible working Timings – Approached Company

Have you ever approached your company regarding your working on a flexible timing or working from home?

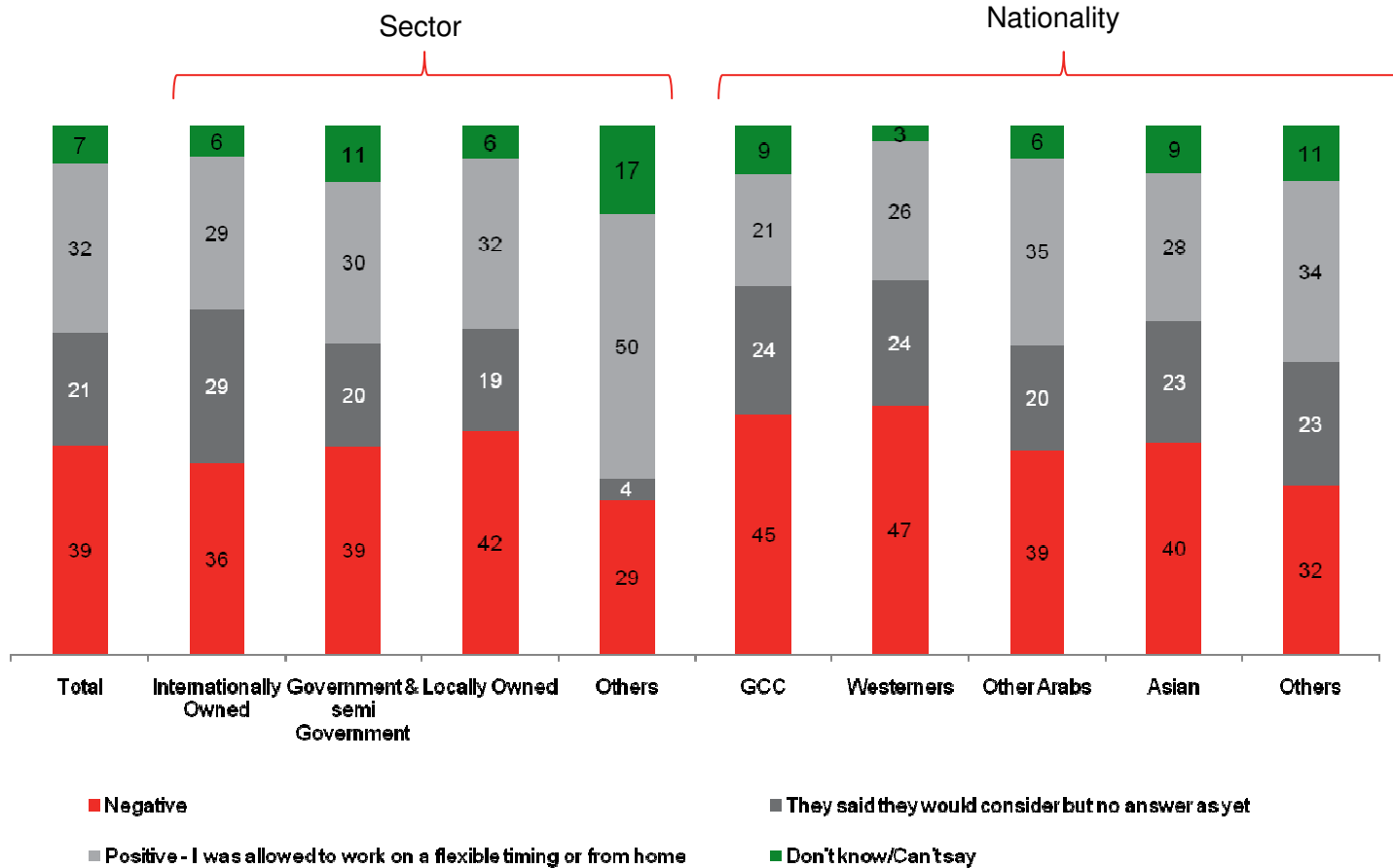


31% of Westerners have approached their company for flexible timings.

Base: All - 2086

Flexible Working Hours – Response from Company

What response did you get from your company regarding flexible timing or working from home?



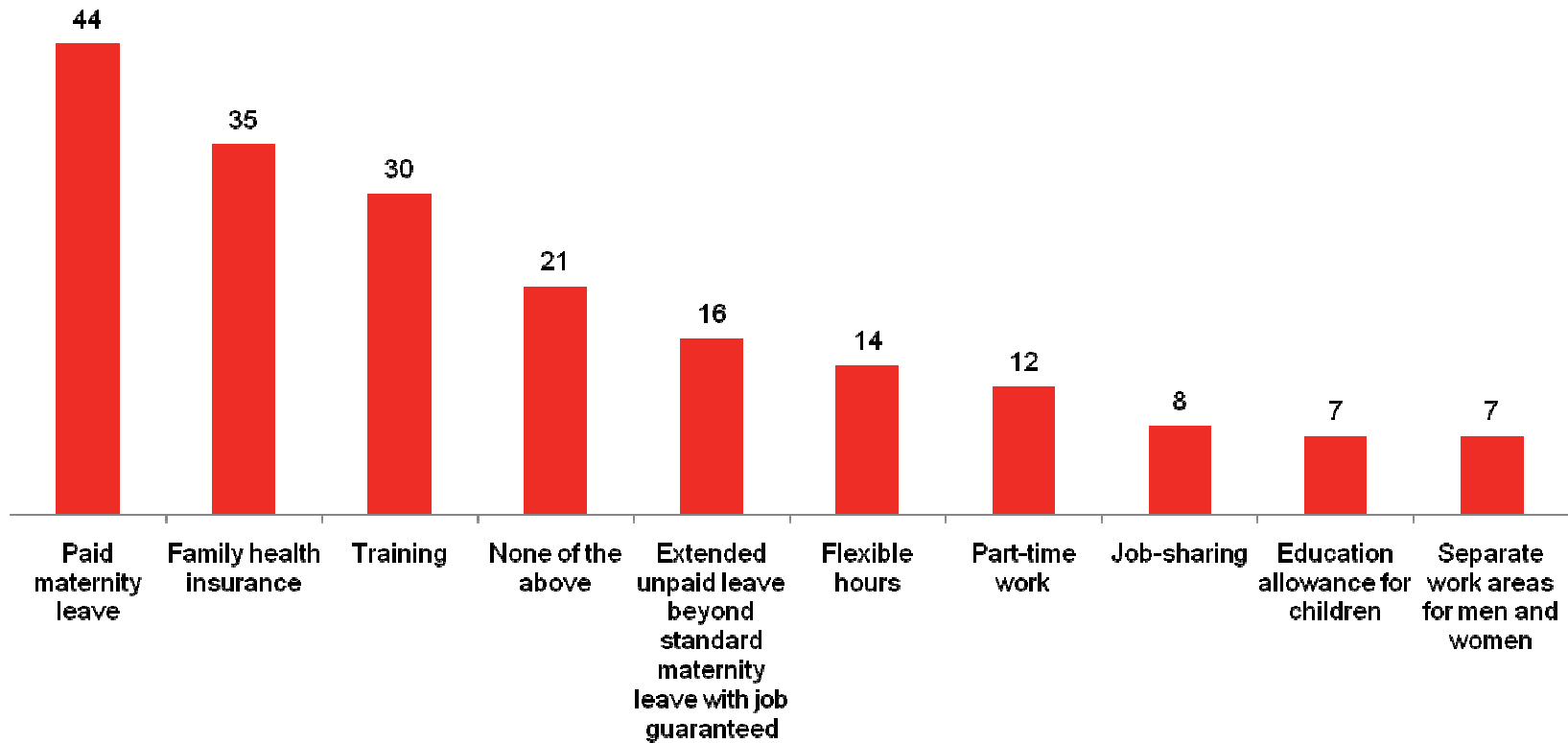
32% of those who approached their employers got a favorable response.

Base: Those who approached - 457

Benefits that Companies Offer

Benefits from Company (Top Ten) - Total

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

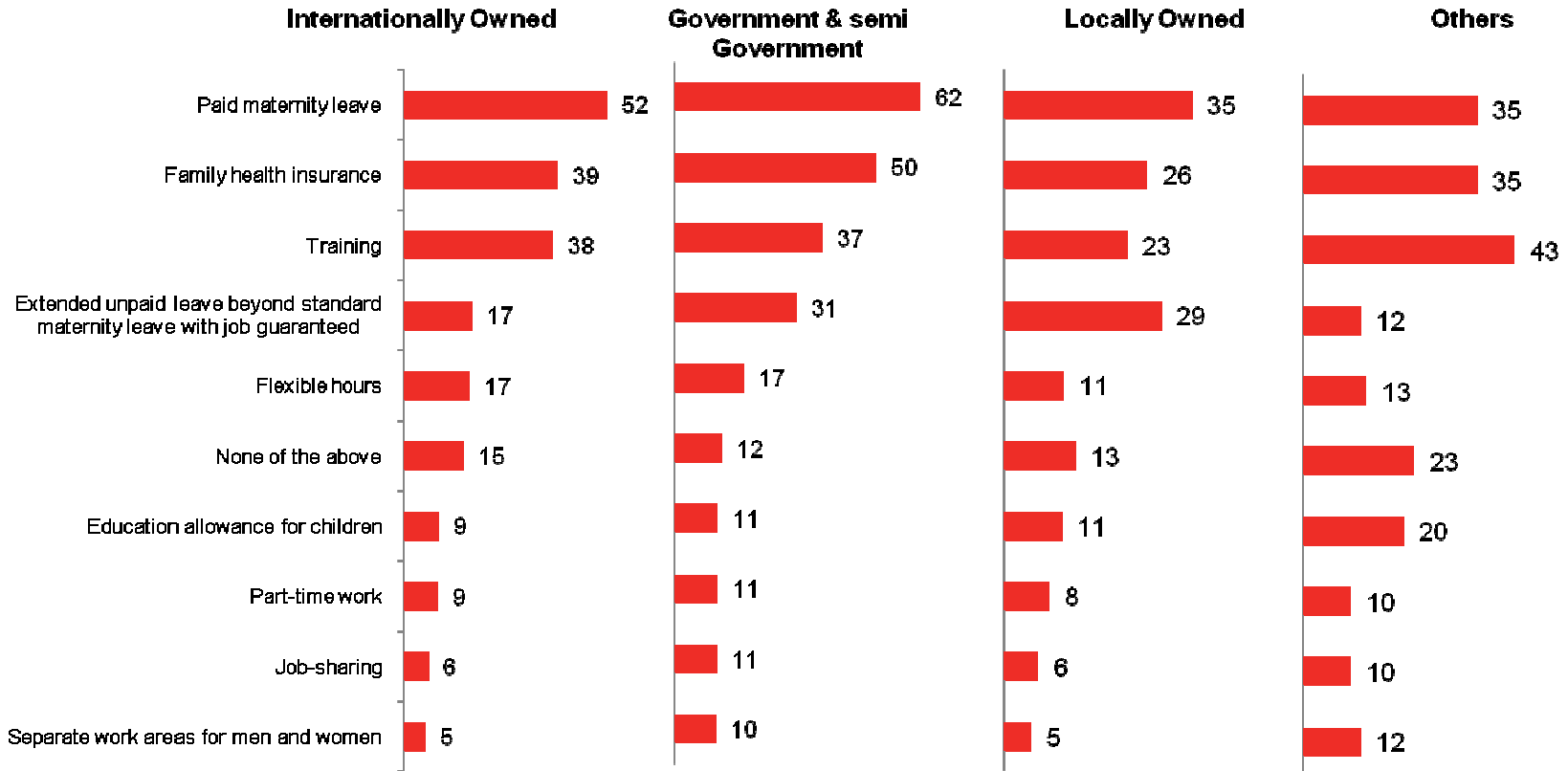


The top benefits perceived by the working women are paid maternity leave, followed by family health insurance and training

Base: All - 2086

Benefits from Company (Top Ten) - Sector

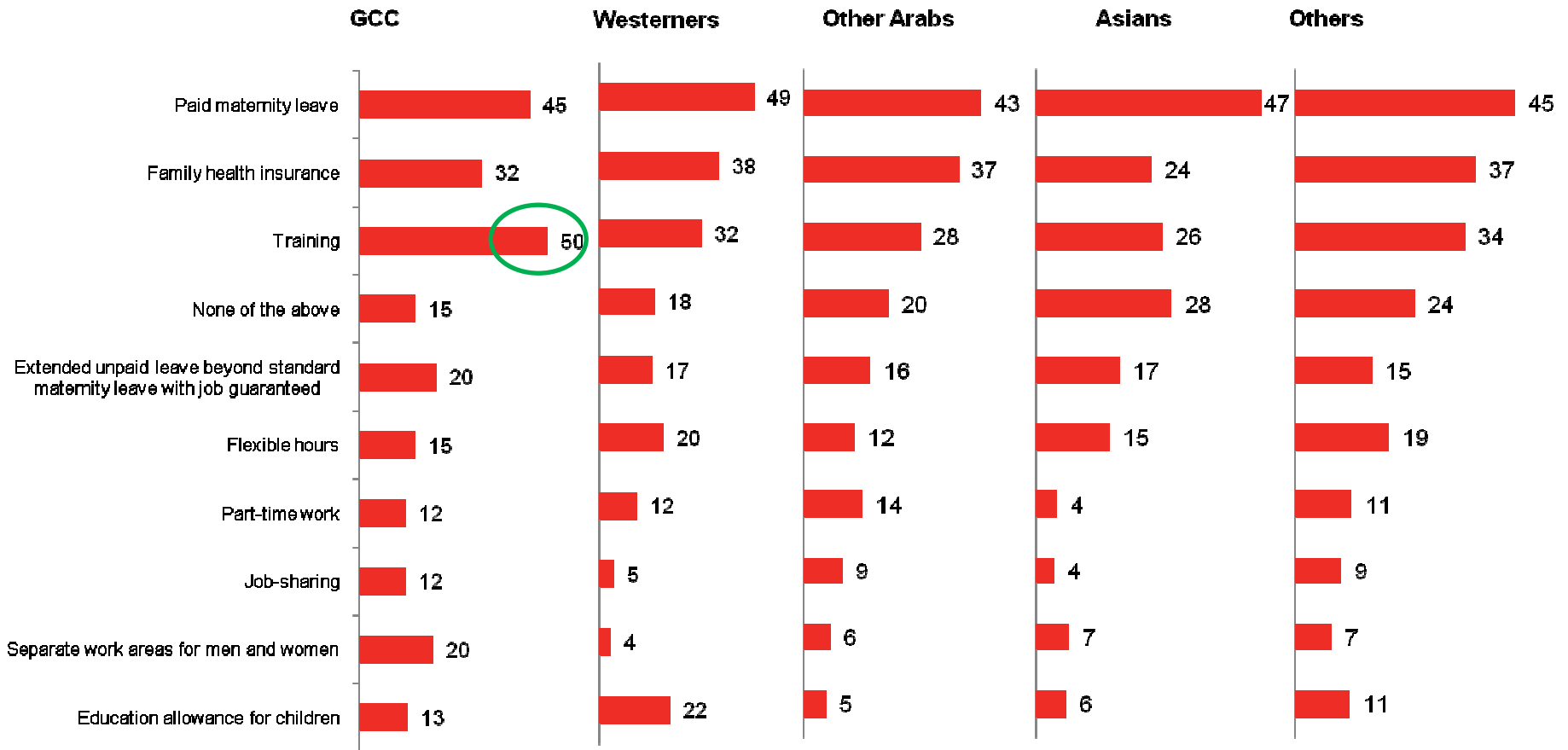
Does your company offer any of the below for working women? [tick all that apply]



Base: All - 2086

Benefits from Company (Top Ten) - Nationality

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

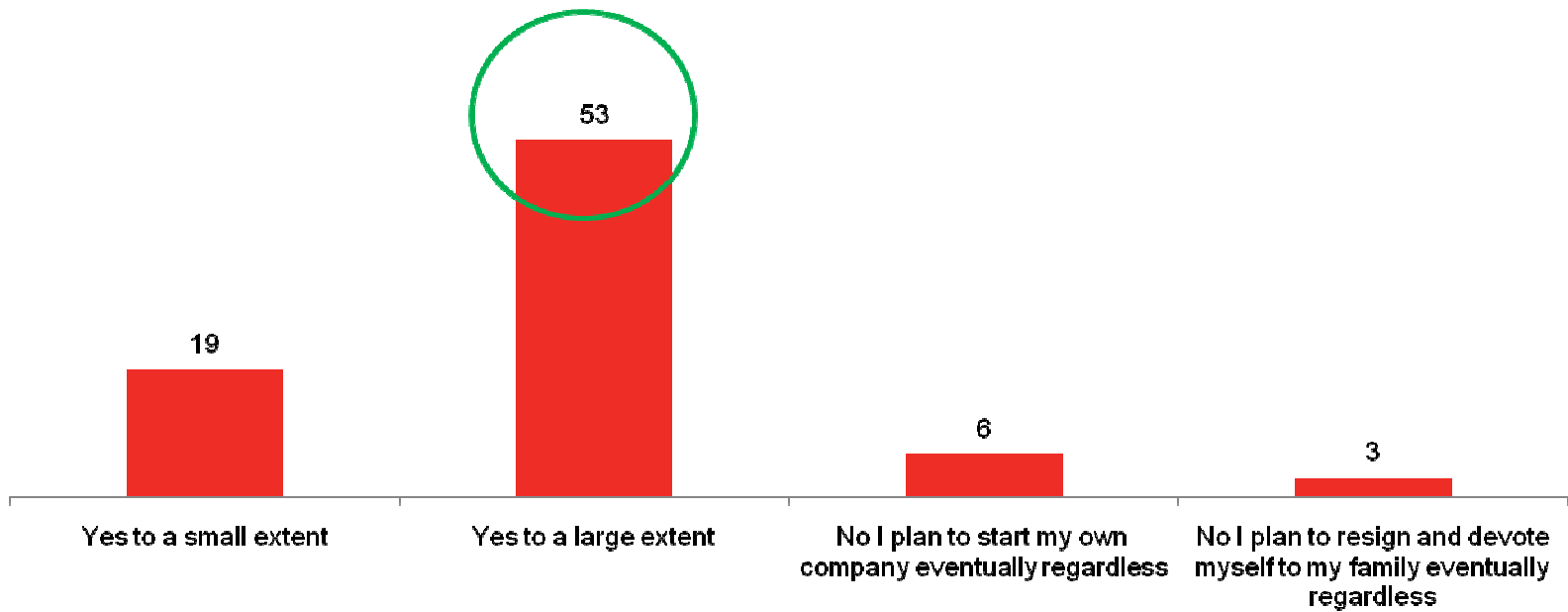


Relatively more GCC nationals receive training (50%) compared to other nationalities

Base: All - 2086

Employer Benefits to Extend Working Life

Do you believe employers extending more benefits for working women would extend your working life as a female employee?



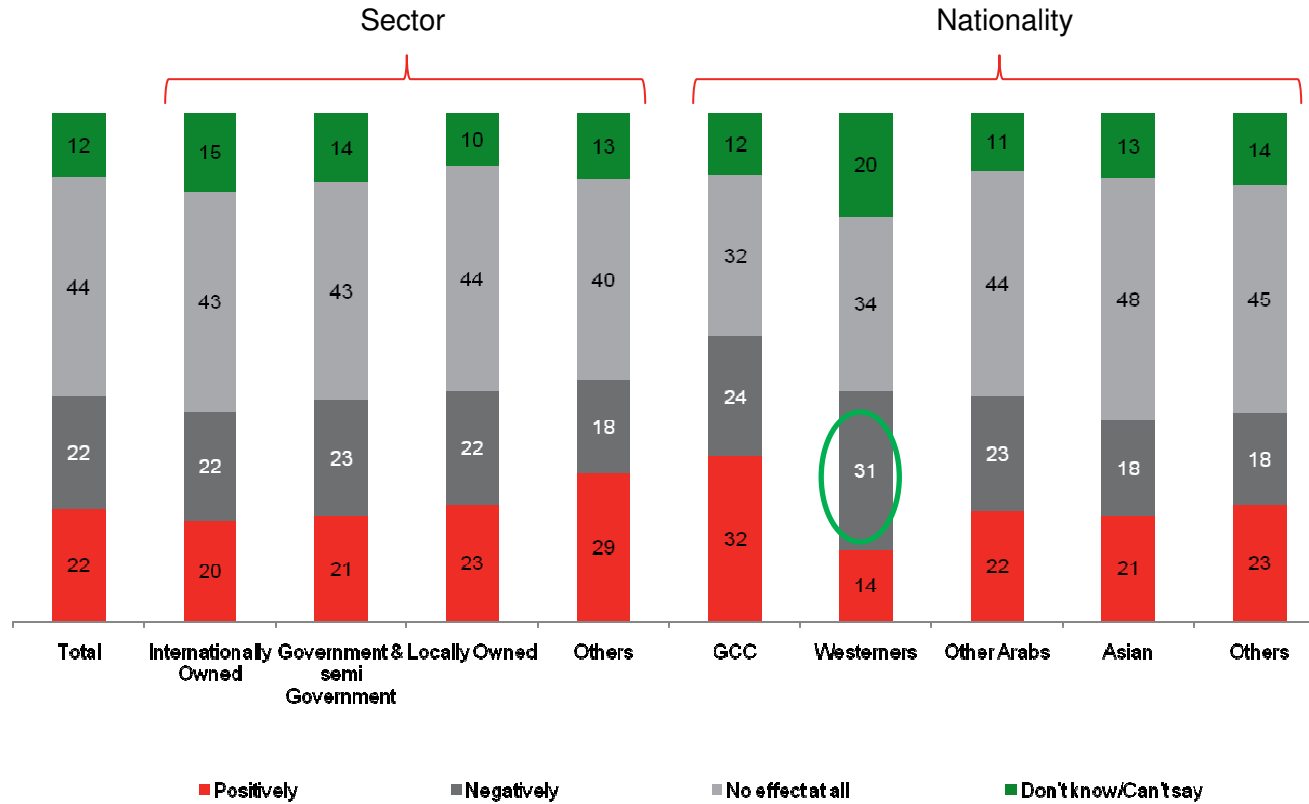
53% of the respondents feel that if employers provide benefits to women, it could extend their working life.

Base: All - 2086

Impact of Various Issues on Career Prospects

Impact of Gender

In what way has your gender affected your career prospects?

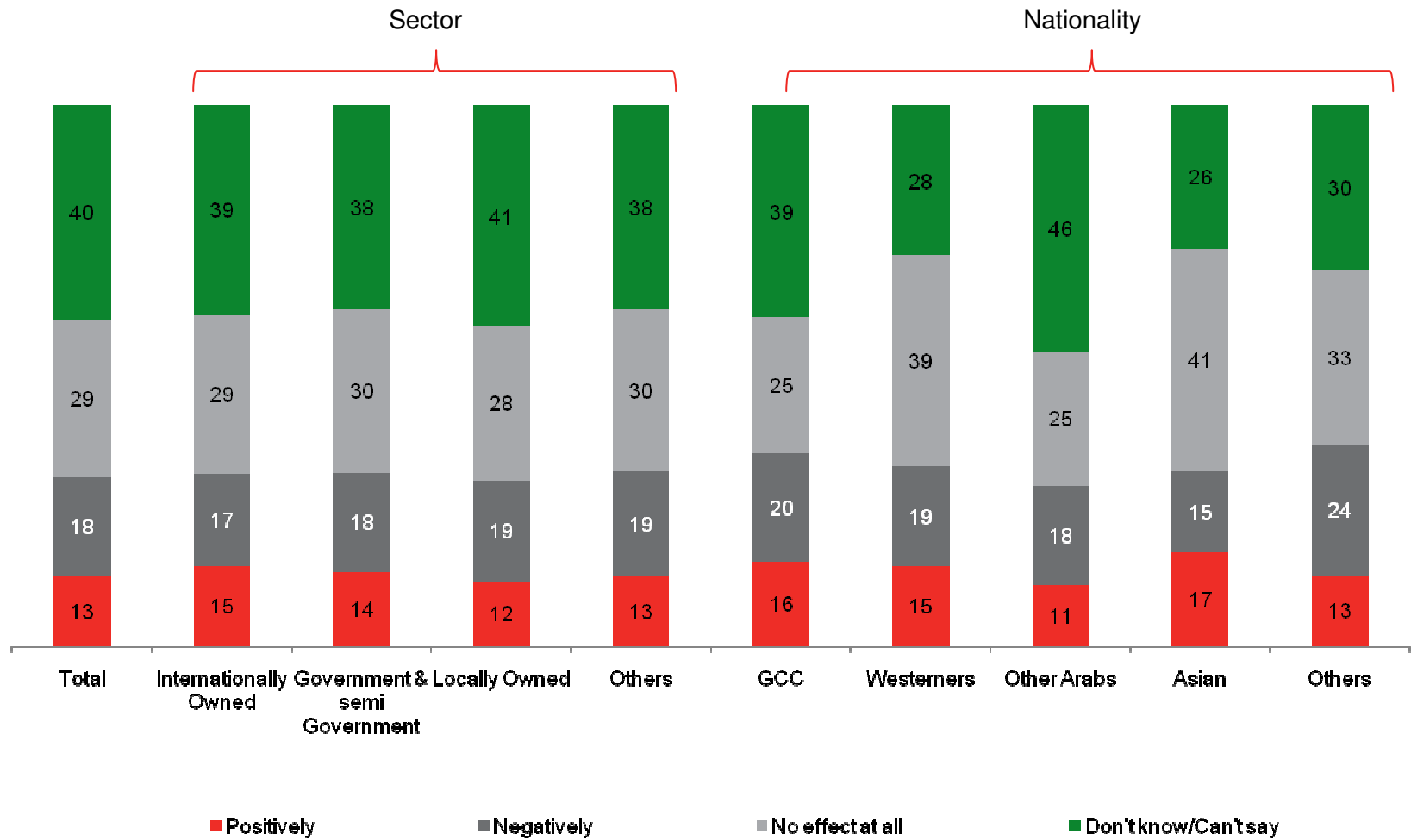


44% of the total respondents feel that their gender has had no effect on their career prospects.
 31% of Westerners feel it has had a negative effect.

Base: All - 2086

Impact of Career on Marital Life

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

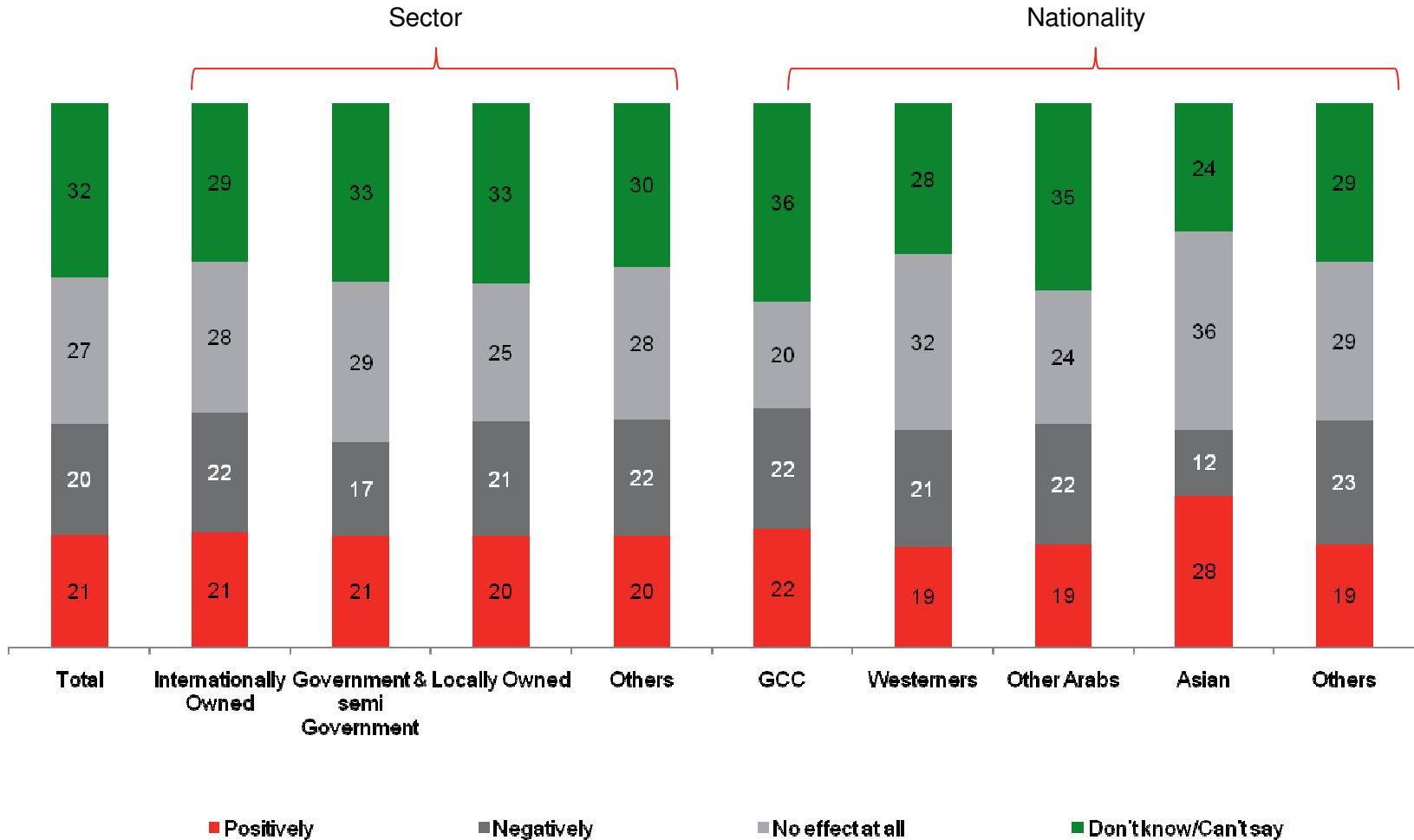


29% of the total respondents feel that their career choices have not affected their marital lives

Base: All - 2086

Impact of Career on Future Marital Life

In what way do you expect your future marital life to be affected by your career choices?

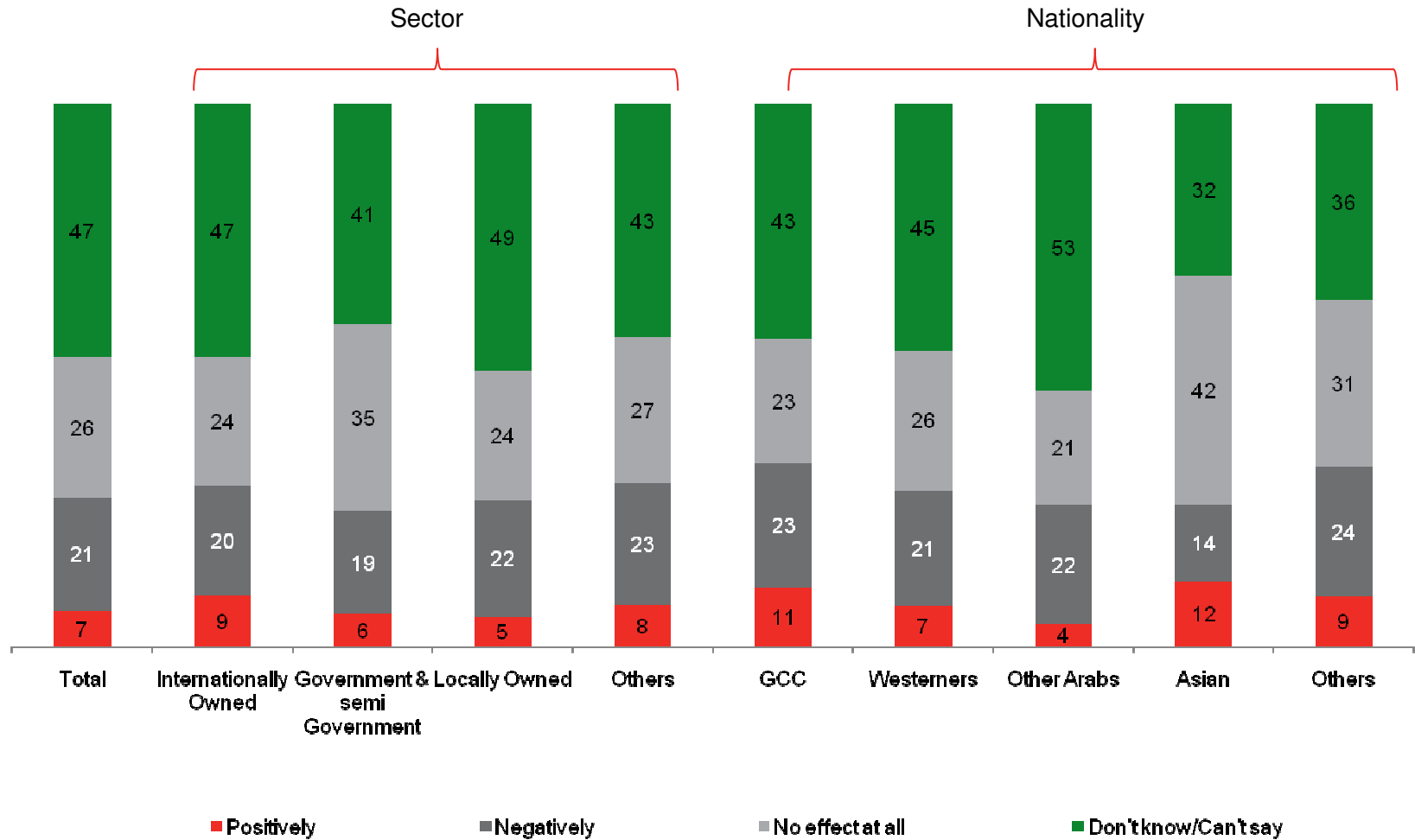


27% of the respondents feel their career choice will have no impact on future marital life. This sentiment is highest amongst Asians(36%)

Base: All - 2086

Impact of Children - Existing

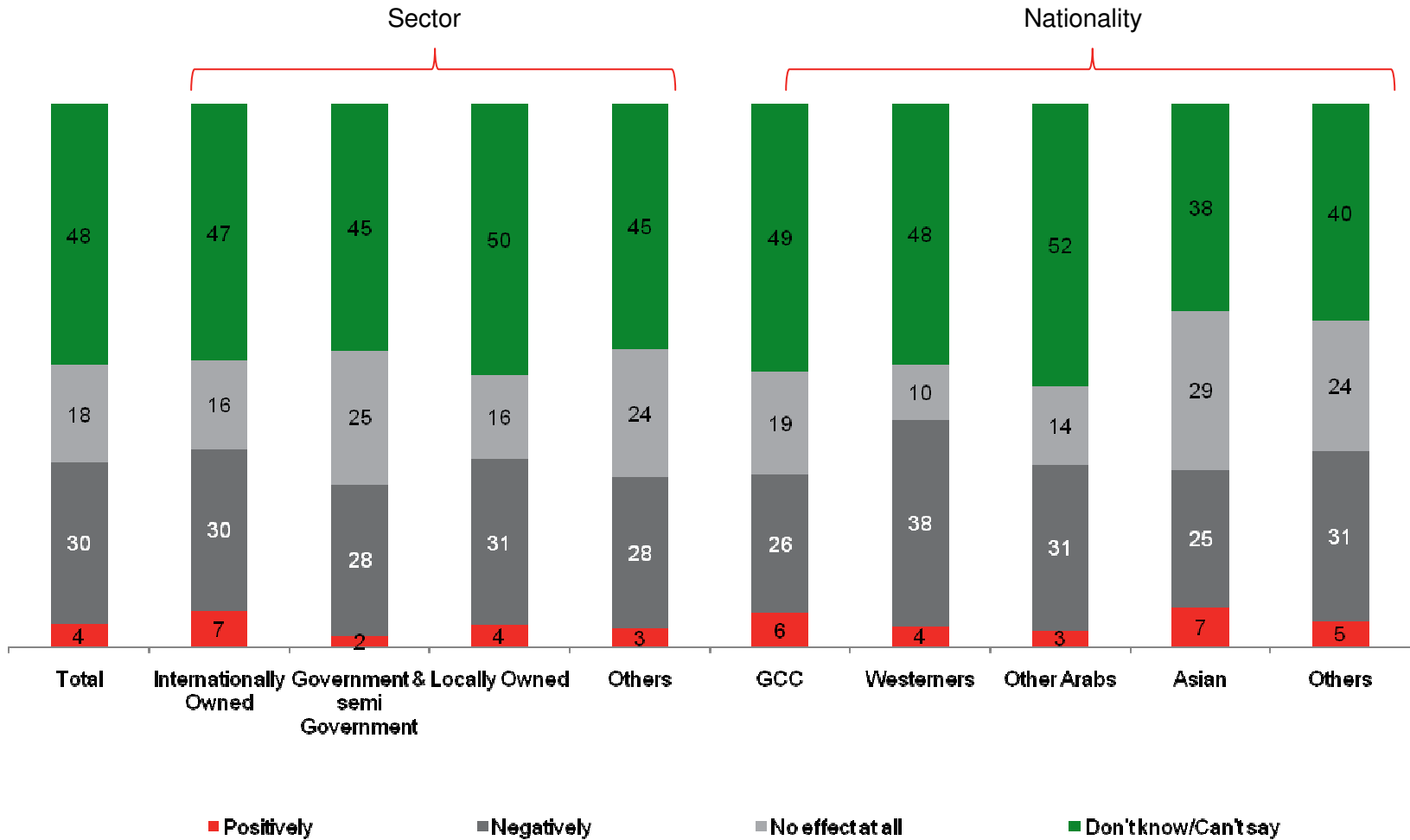
In what way has your choice to have children affected your career prospects?



Base: All - 2086

Impact of future Children

In what way will your choice to have more children affect your career prospects?



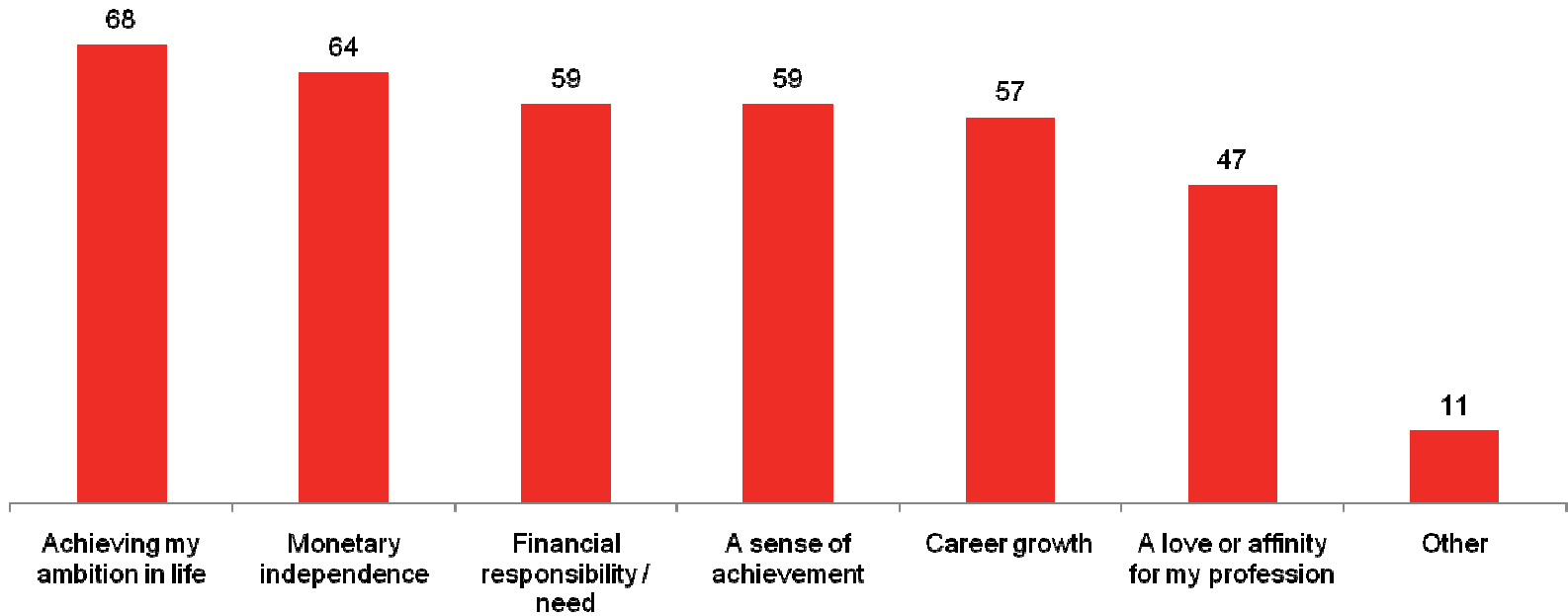
30% of the respondents feel that their choice of having more children in the future would negatively impact their career prospects.

Base: All - 2086

Reasons for Working

Reasons for Working

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

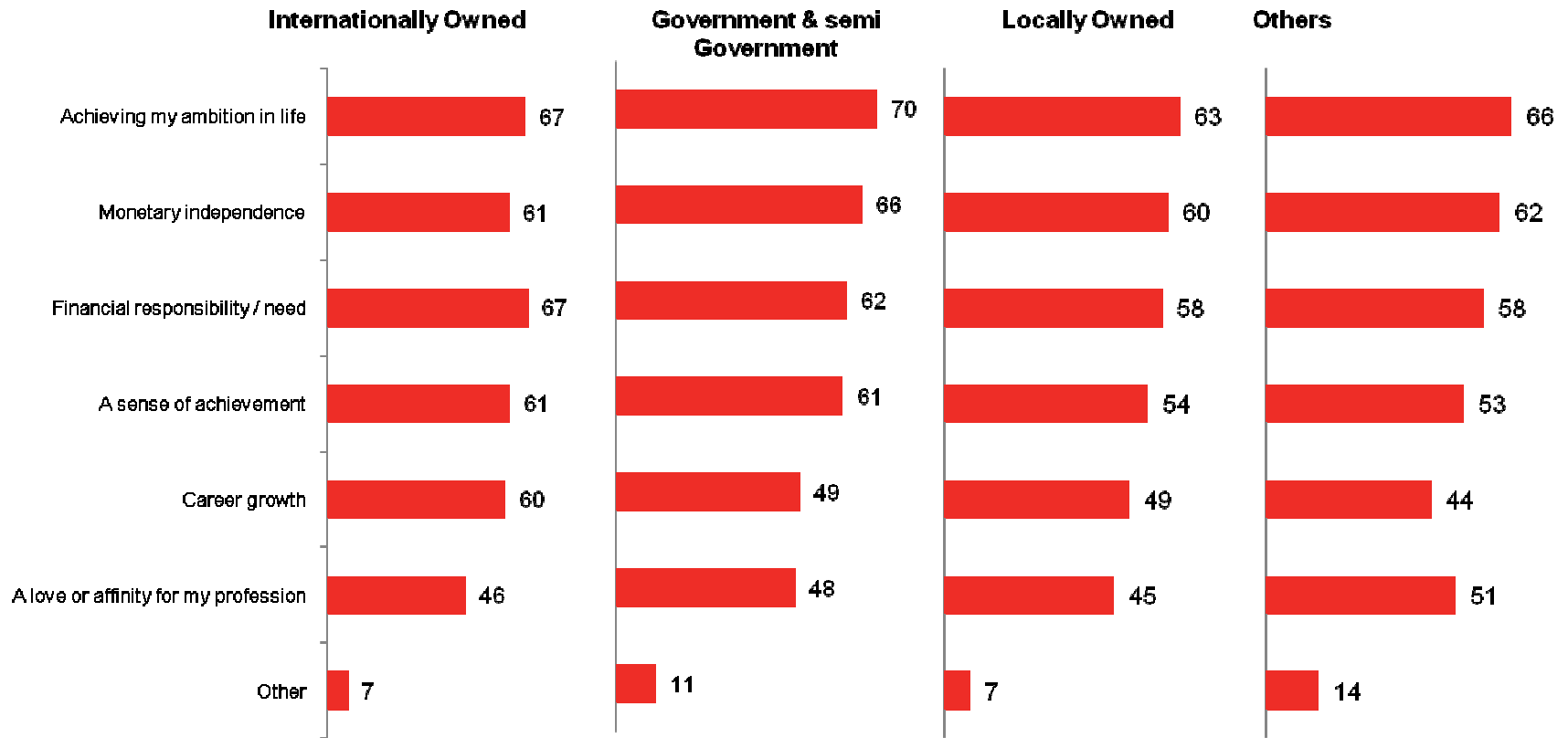


'Achieving ambition' is cited as the main reason for working by 68% of the respondents

Base: All - 2086

Reasons for Working - Sector

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



Base: All - 2086

Reasons for Working – Nationality

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

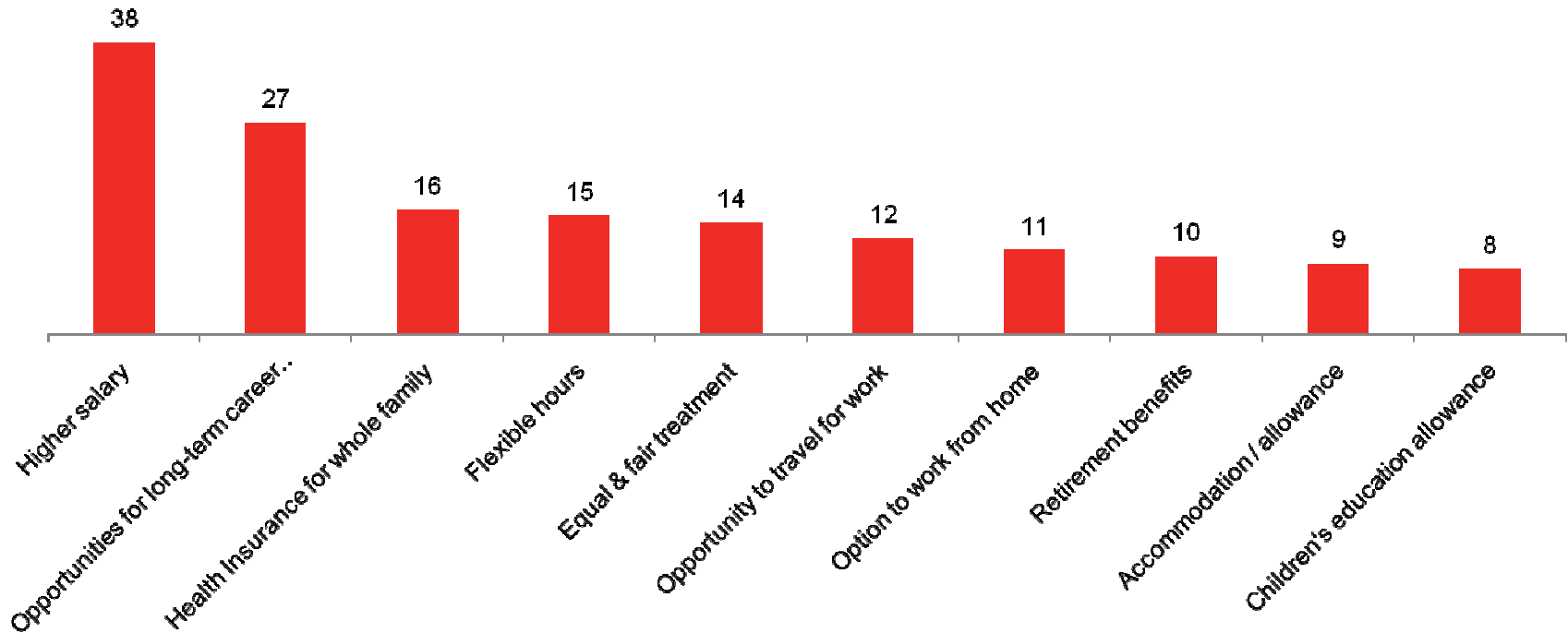


Monetary Independence has been cited as one of the main reasons for working by Westerners (70%) and GCC nationals/other Arabs (64%)

Base: All - 2086

Benefits of Working Women (Top Ten choices)

Out of the following benefits, which three would you list as being most important to you as a working woman?
[Please tick up to three]

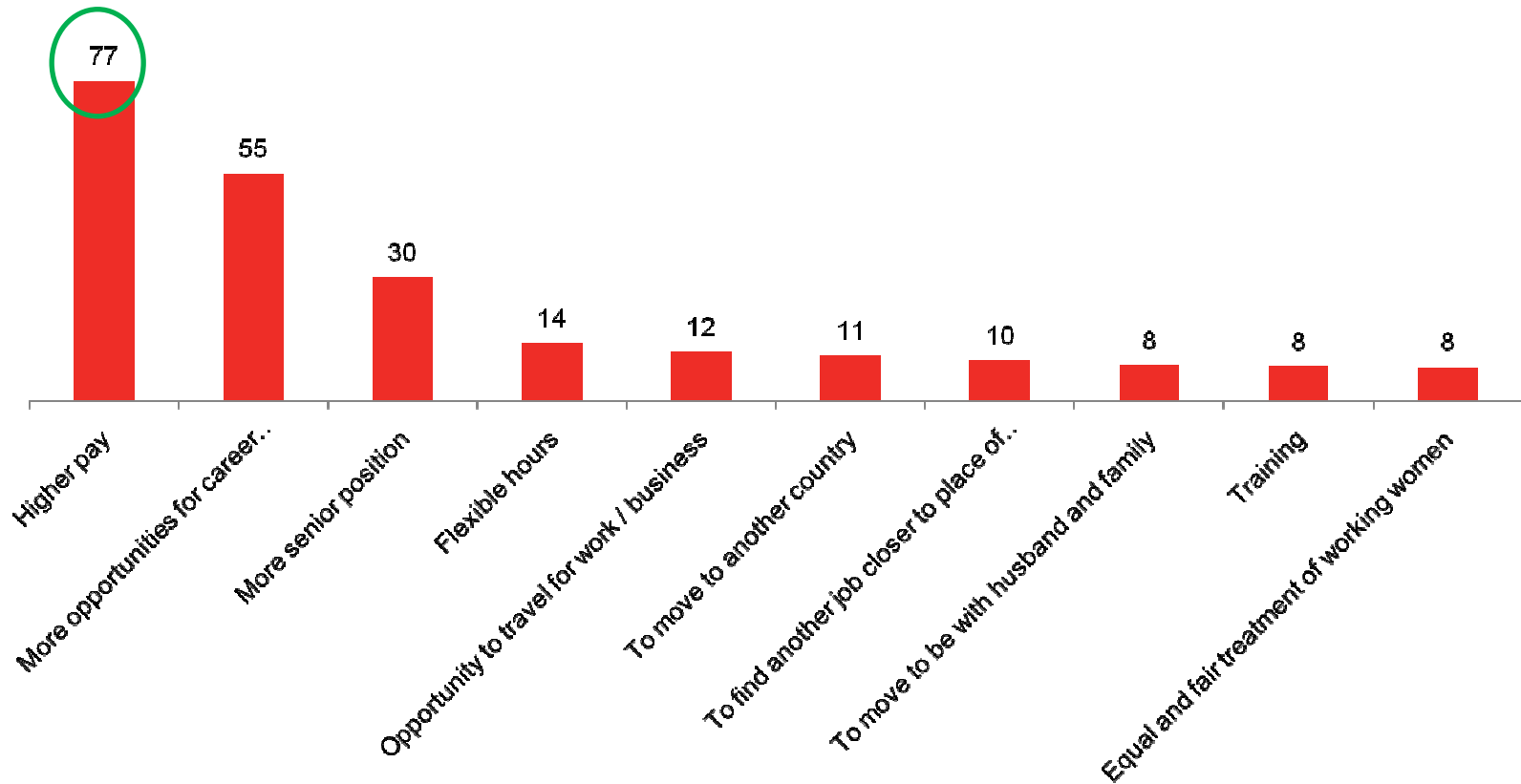


Higher salary (38%) followed by Long term career growth opportunities (27%) are stated as most important benefits.

Base: All - 2086

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]

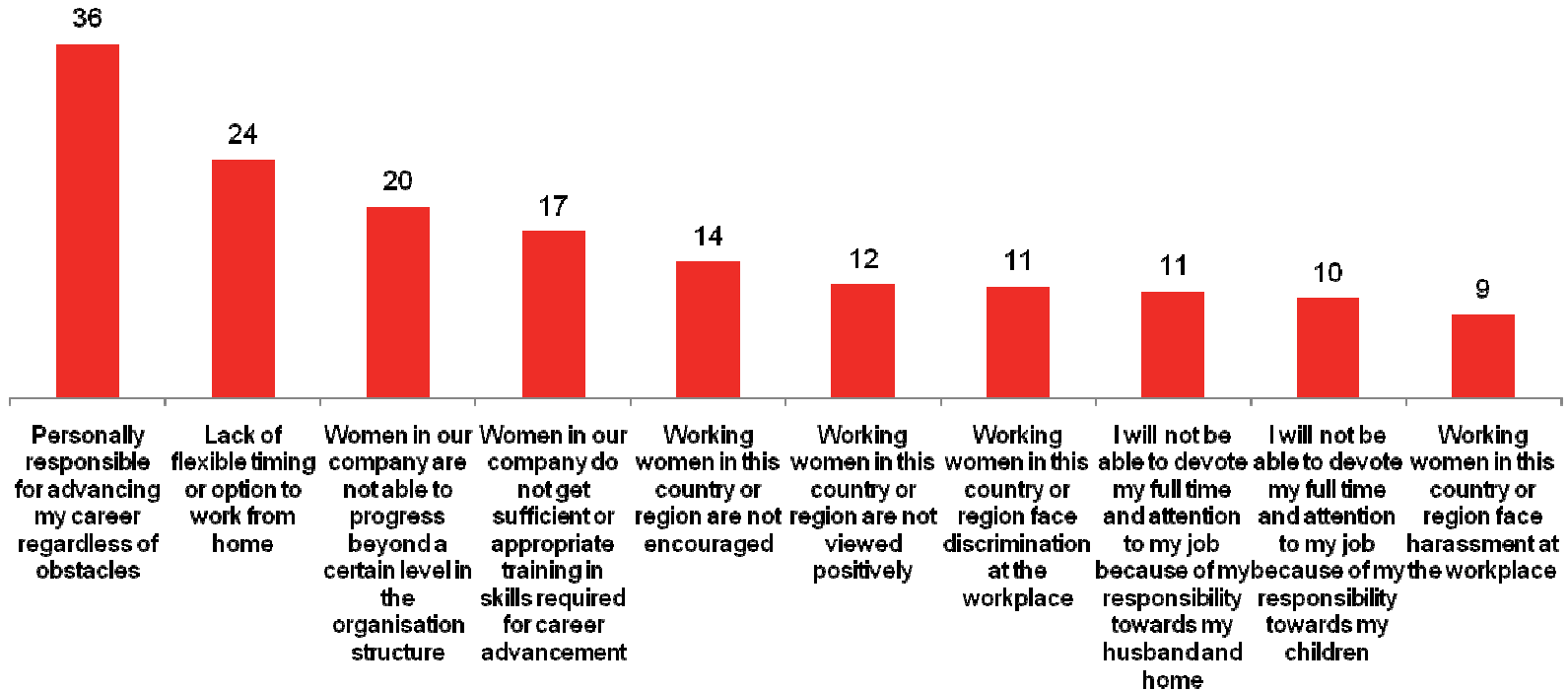


77% say that a 'Higher Salary' would be the most important reason for switching jobs.

Base: All - 2086

Obstacles for Career Advancement (Top Ten)

Which of the following obstacles do you think you face in advancing your career? [tick all that apply]

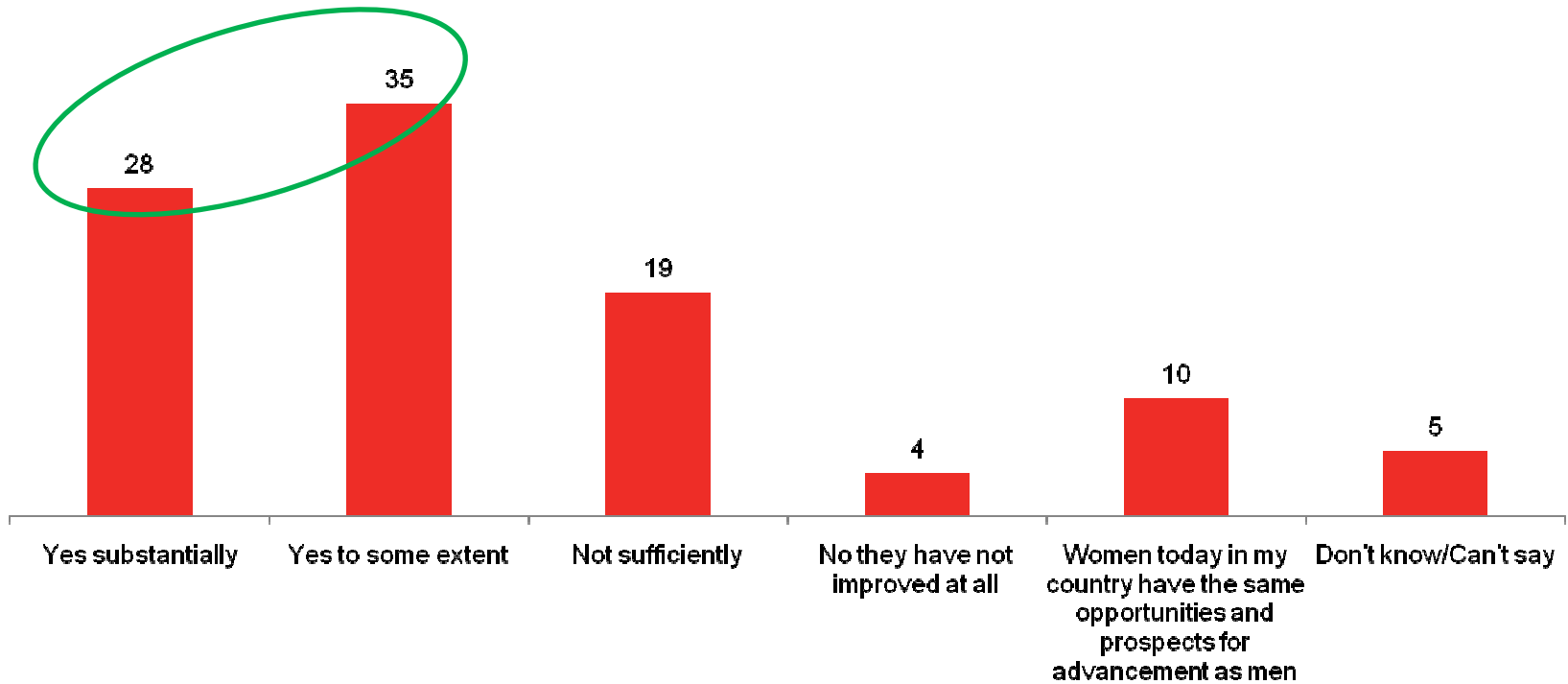


36% feel they are personally responsible for advancing their career regardless of obstacles

Base: All - 2086

Perception of Improvement in Prospects

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

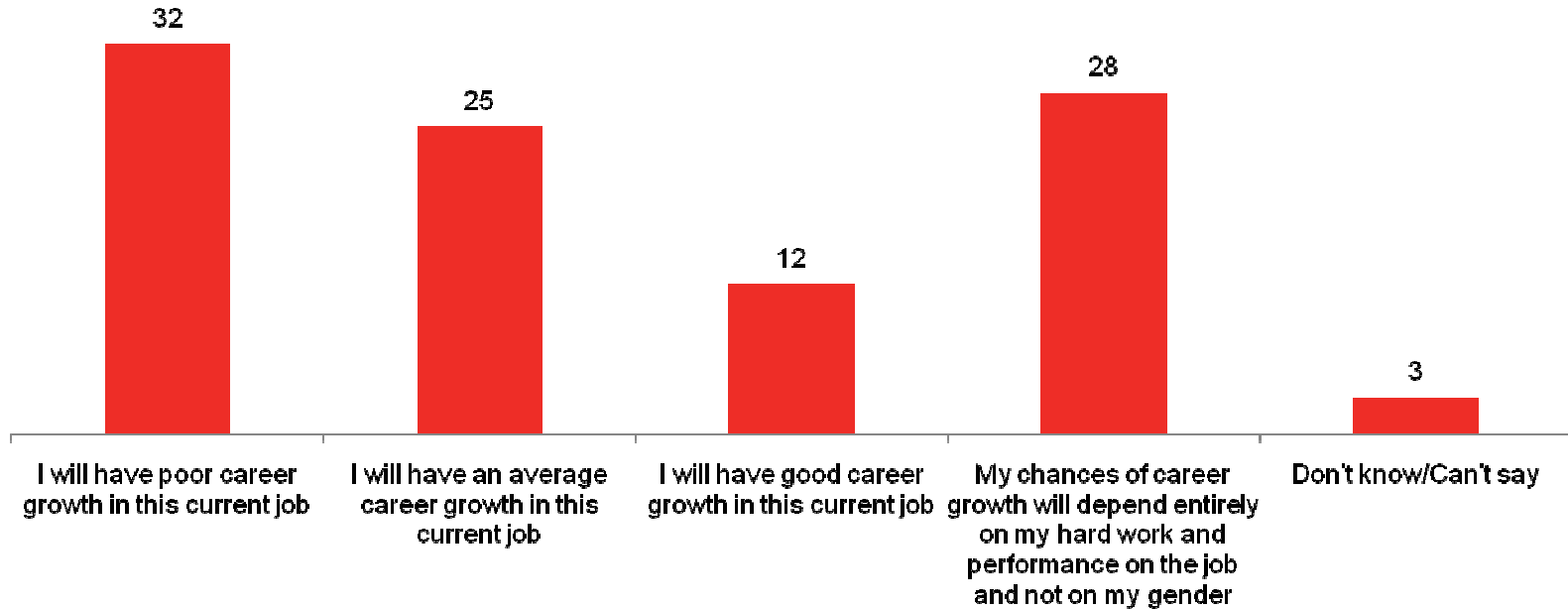


53% feel that prospects for women have improved in their country of residence

Base: All - 2086

Optimism about future Career Development

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



Base: All - 2086

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