



Women @ Work 2025: A Global Outlook

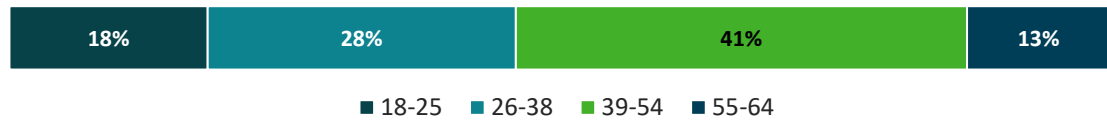
Global summary

UAE respondent profile:

Ethnicity



Age



Seniority

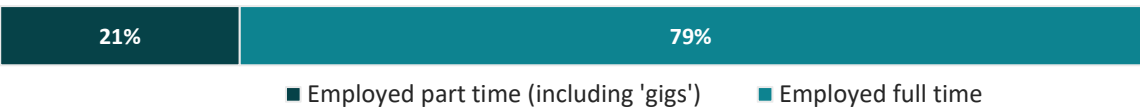


Sexual Orientation*

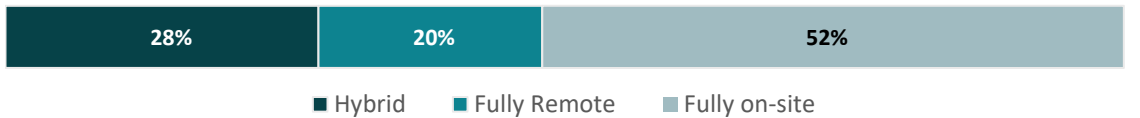
*Note that respondents from the UAE were not asked about their sexual orientation



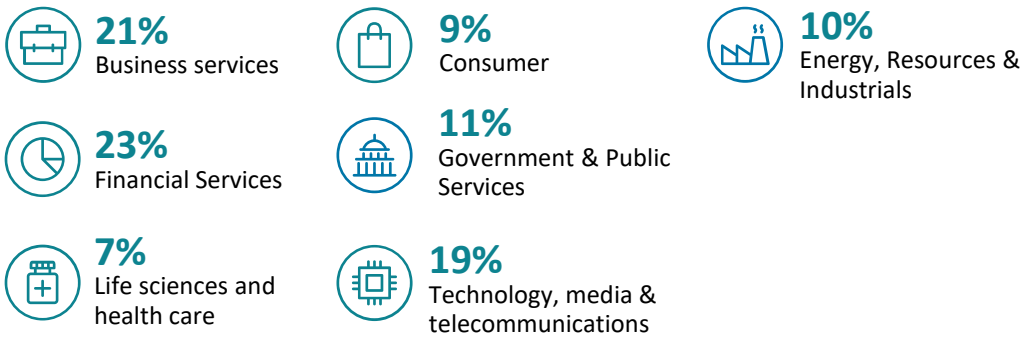
Employment Status



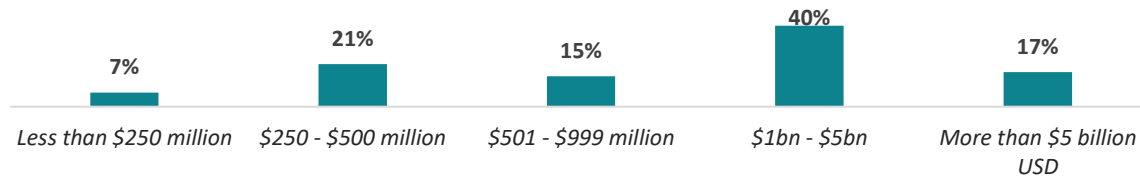
Percentage of hybrid, fully remote, and fully in-person workers



Sector of organization



Organization's total global annual revenue (in USD)



Base for all charts = 500

Executive summary

- Now its fifth year, the 2025 Women @ Work—A Global Outlook survey sought the views of 7,500 women in workplaces across 15 countries about their experiences at work—and the aspects of their lives that could impact this experience, such as health and domestic responsibilities.



Here's what they told us:



Many respondents are concerned about their mental health, and “always on” culture and mental load is taking a toll on well-being



Women's health challenges are affecting women at work, and for some they are impacting career decisions and progression



Financial concerns are top of mind for many



Women report bearing most of the responsibility at home, even as primary earners, while a lack of affordable care is impacting women's careers and the wider economy



When expectations around career development, flexible working, and work/life balance are not met, it impacts employer loyalty and retention



Women value flexibility around where and when to work and it drives retention, but this isn't a reality for many



Personal safety at work or when travelling for work is a concern for many, and non-inclusive behaviors are impacting productivity and loyalty



Deloitte Global's research analysis identified five factors enabling the success of women and their employers:

- Support for women's health challenges
- Work life/balance
- Flexible working
- A safe and inclusive workplace culture
- Career progression opportunities

Many respondents are concerned about their mental health, and “always on” culture and mental load are taking a toll on well-being



Mental health is a top personal concern for many women

- Globally, 29% of women rate their mental well-being as poor, which is the same proportion in the United Arab Emirates (29%).
- 32% of women in the United Arab Emirates say that their stress levels are higher than they were a year ago, compared to 36% globally.

How would you rate each of the following aspects of your life today?

■ Total



Q20: For each of these statements, please tell us whether it is true, not true, or not applicable to you – ‘True’ SUMMARY

Base = 500

Some women don't get adequate mental health support at work and others are not comfortable discussing or disclosing mental health challenges



- Globally, 39% of women say that they feel comfortable disclosing mental health challenges as the reason for their absence, compared to 45% in the UAE.
- 43% of women globally get adequate mental health support from their employer, and 33% feel comfortable talking about their mental health, compared to 55% and 37% in the UAE.

For each of these statements, please tell us whether it is true, not true, or not applicable to you

■ Total



Q20: For each of these statements, please tell us whether it is true, not true, or not applicable to you - True SUMMARY

Base = 500

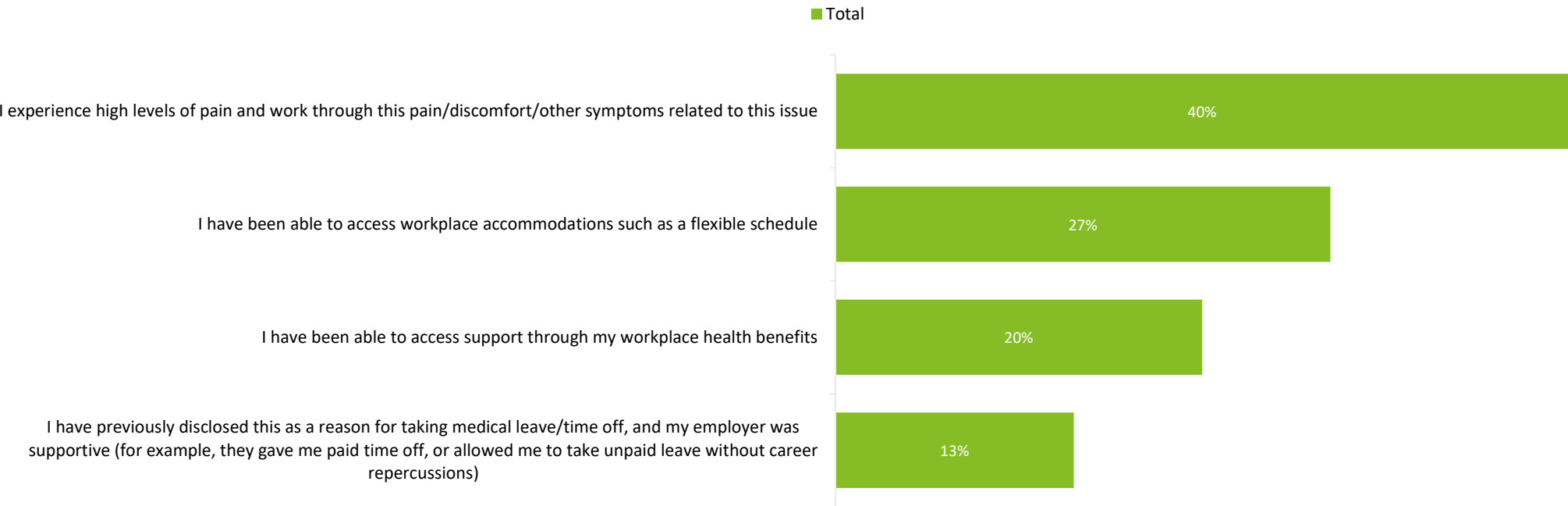
Women's health challenges are affecting women at work, and for some they are impacting career decisions and progression

Many women suffering from menstruation health challenges work through high levels of pain



- 40% of women globally who have experienced health challenges related to menstruation say that they work through high levels of pain – the same percentage as in the United Arab Emirates.
- Similarly, 13% of women in the UAE say that they disclosed this as a reason for their absence and their employer was supportive, in line with the global average.

Thinking about the answers you gave on women’s health, which of the following statements apply to you?



Q23: Thinking about the answers you gave to the previous question, which of the following statements apply to you?

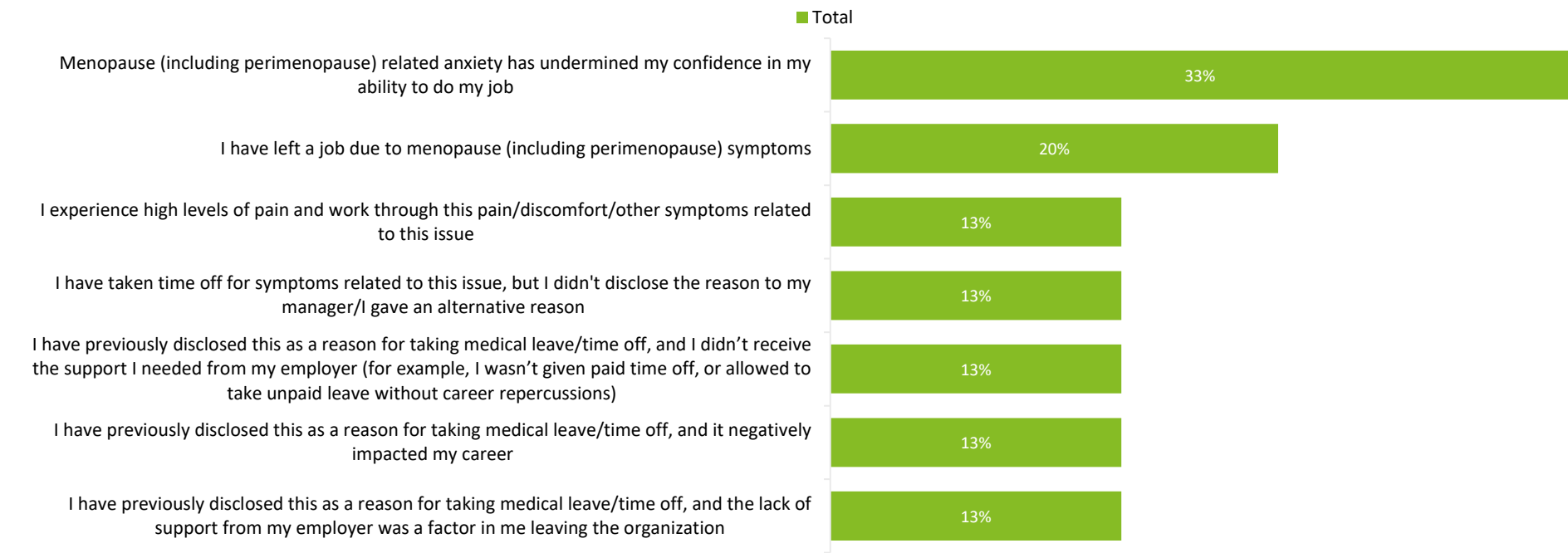
Base: Respondents who have experienced health challenges at work relating to menstruation, excluding those who prefer not to answer = 15 (note small base size)



Menopause symptoms are affecting some women’s confidence in their abilities and their career decisions and progression

- Globally, 36% of women who experience health challenges related to menopause work through high levels of pain, compared to 13% in the UAE.
- 18% of women globally who experienced health challenges related to menopause had accessed support for menopause symptoms through workplace health benefits; but none of the women in the UAE with the same symptoms stated this.

Thinking about the answers you gave on women’s health, which of the following statements apply to you?



Q23: Thinking about the answers you gave to the previous question, which of the following statements apply to you?

Base: Respondents who have experienced health challenges at work relating to menopause, excluding those who prefer not to answer = 15 (note small base size)

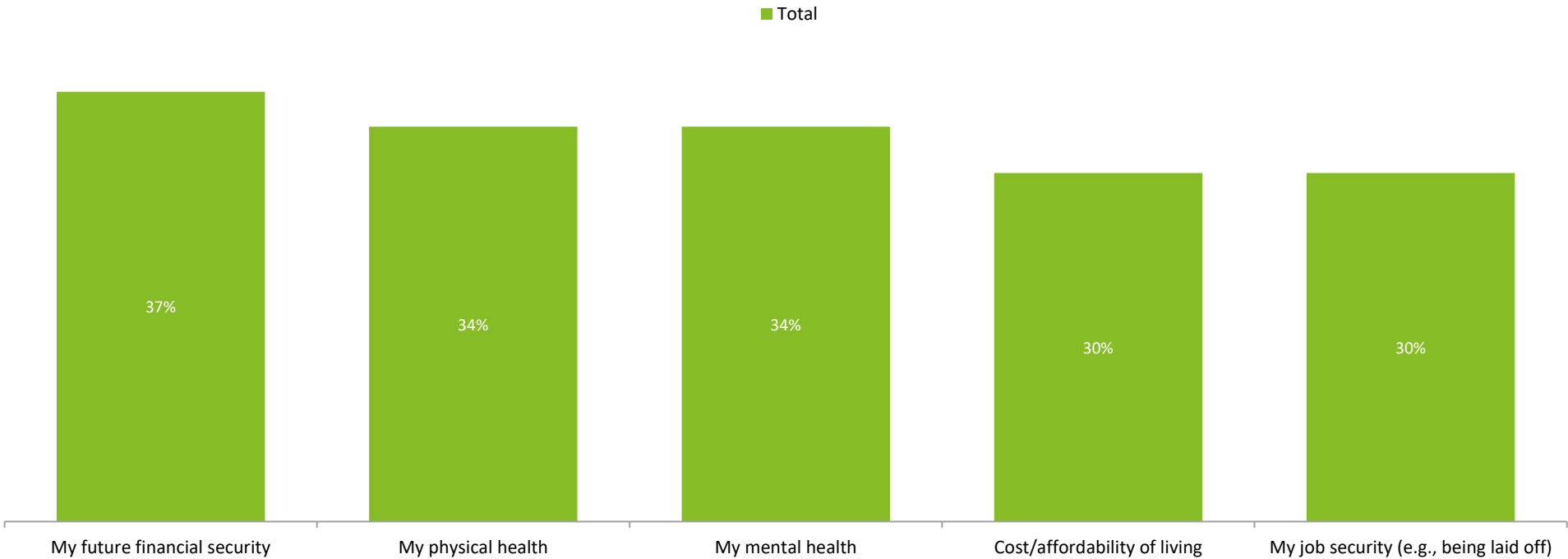
Financial concerns are top of mind for many



Financial security and cost of living are among the top personal concerns for women

- 34% of women in the UAE are concerned about their mental health, lower than the average of 44% globally.
- Women in the UAE are most concerned with future financial stability, followed by physical and mental health.

How concerned/worried do you feel about each of the following factors?



Q2: How concerned/worried do you feel about each of the following factors? - Concerned SUMMARY

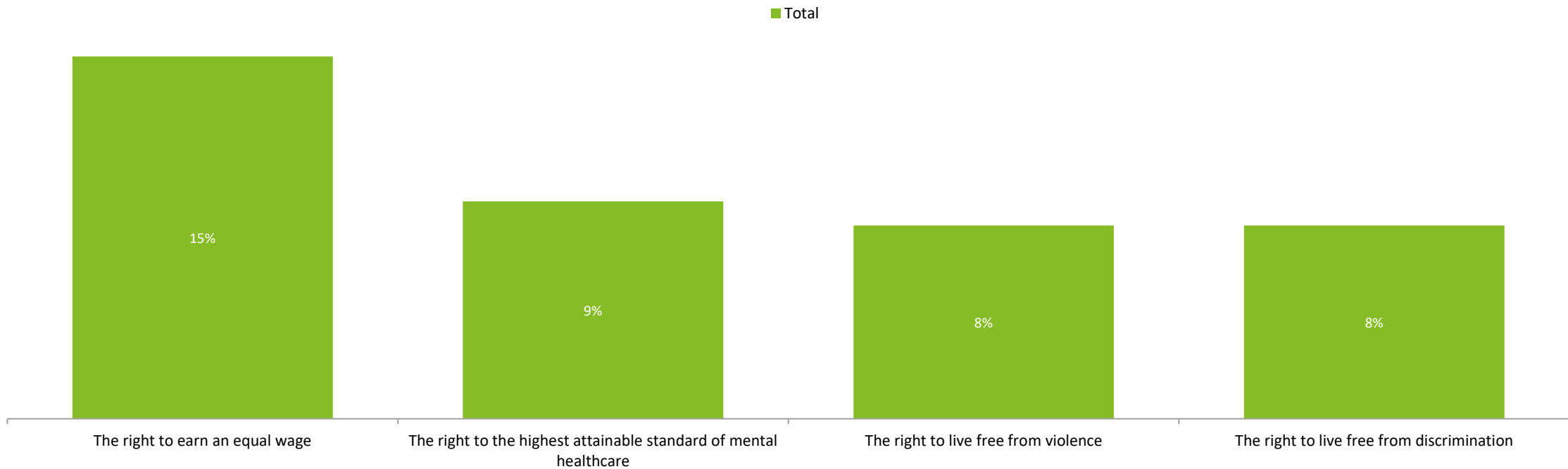
Base = 500

Most women believe women’s rights have improved in their home country in the past year, but many believe that at least one right has deteriorated for them personally



- Globally, 7% of women say that women’s rights have deteriorated in their country over the past year, compared to 4% in the UAE.
- 15% of women in the UAE say that the right to earn an equal wage has decreased for them personally over the past year, compared to 16% globally.

When thinking about your own experience, have any of the following rights deteriorated for you personally over the past year?



Q5: When thinking about your own experience, have any of the following rights deteriorated for you personally over the past year?

Base = 500

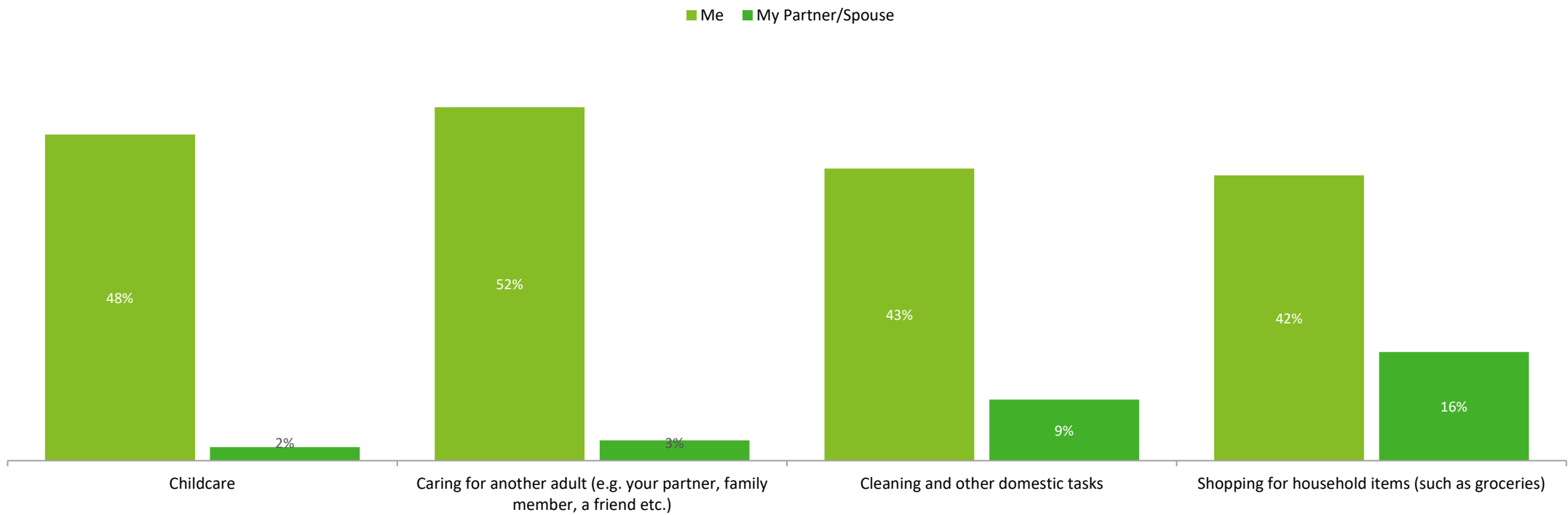
Women report bearing most of the responsibility at home, even as primary earners, and a lack of affordable care is impacting women's careers and the wider economy



Women who live with a partner or spouse report holding more household responsibility

- 53% of women on average globally have the greatest responsibility for childcare and 52% for caring for other adults, compared to 48% and 52% in UAE.
- 43% of women in the UAE are responsible for cleaning and other domestic tasks, lower than the global average of 57%.

In your household, who has the greatest responsibility for each of the following tasks?



S6: In your household, who has the greatest responsibility for each of the following tasks?

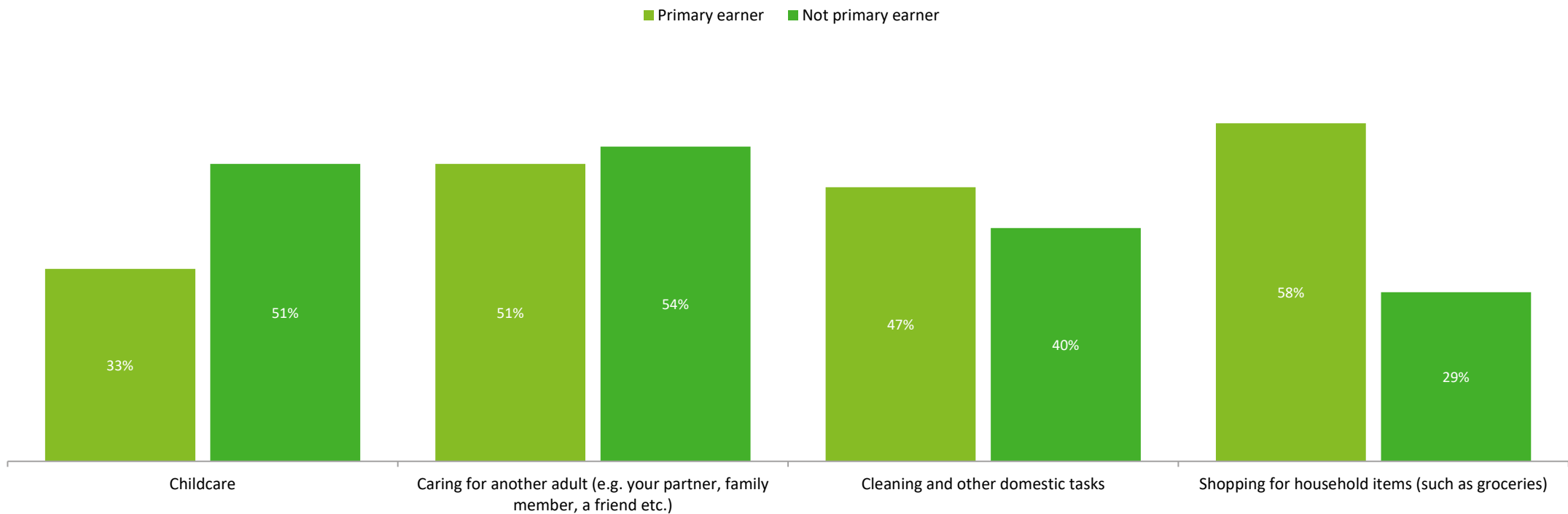
Base: Childcare = 145, Caring for another adult (e.g. your partner, family member, a friend etc.) = 61, Cleaning and other domestic tasks = 500, Shopping for household items (such as groceries) = 500

Many domestic responsibilities at home are falling upon working women, often even as primary earners



- 47% of women in the UAE who are primary earners in their household still have the greatest responsibility for cleaning and domestic tasks. This is lower than the global average of 54%.
- Globally, 63% of women who are primary earners have the greatest responsibility for household shopping, compared with 58% in the UAE.

In your household, who has the greatest responsibility for each of the following tasks?



S6: In your household, who has the greatest responsibility for each of the following tasks?

Base: Childcare = 145, Caring for another adult (e.g. your partner, family member, a friend etc.) = 61, Cleaning and other domestic tasks = 500, Shopping for household items (such as groceries) = 500

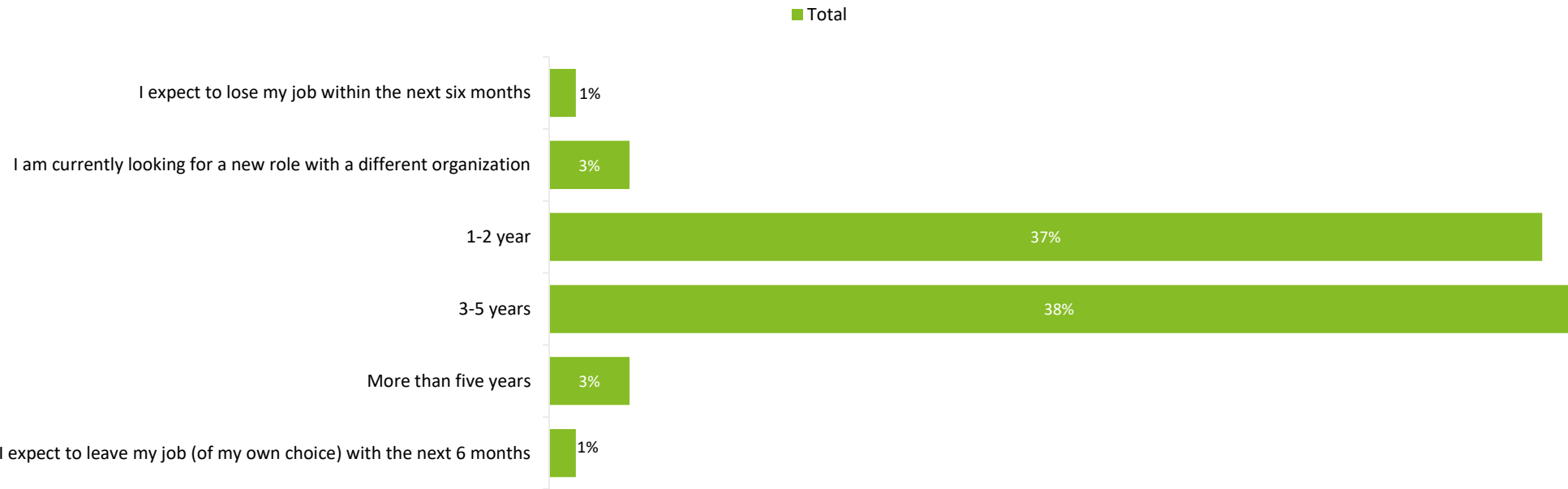
When expectations around career development, flexible working, and work/life balance are not met it impacts employer loyalty and retention

The majority of women polled expect to stay with their employer for between one to five years



- Just 3% of women in United Arab Emirates plan to stay with their employer more than five years, compared to 5% globally.
- 38% of women in the United Arab Emirates expect to stay with their employer for three to five years, compared to 34% on average globally.

How long do you expect to stay with your current employer?



Q8: How long do you expect to stay with your current employer?

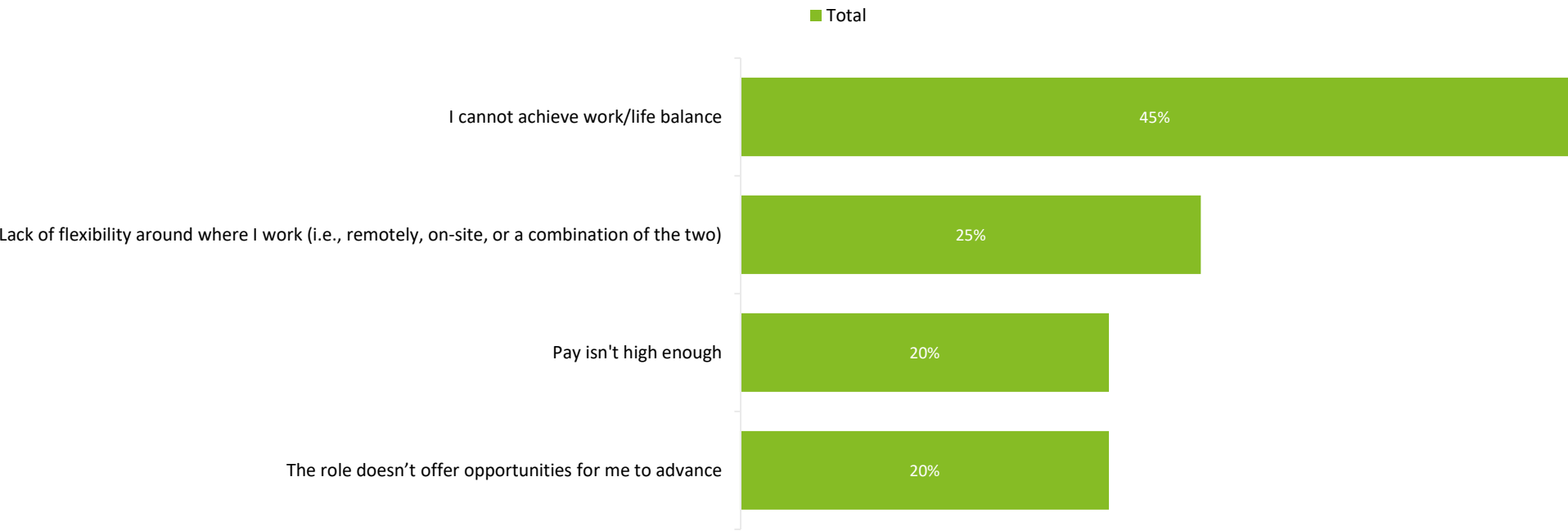
Base = 500



When certain factors are not experienced, it adversely impacts retention

- Globally, 30% of women looking for a new job say their main reason is that they cannot achieve work/life balance at their current employer, compared to 45% in the UAE.

What are your main reasons for wanting to leave your current employer?



Q9: What are your main reasons for wanting to leave your current employer?

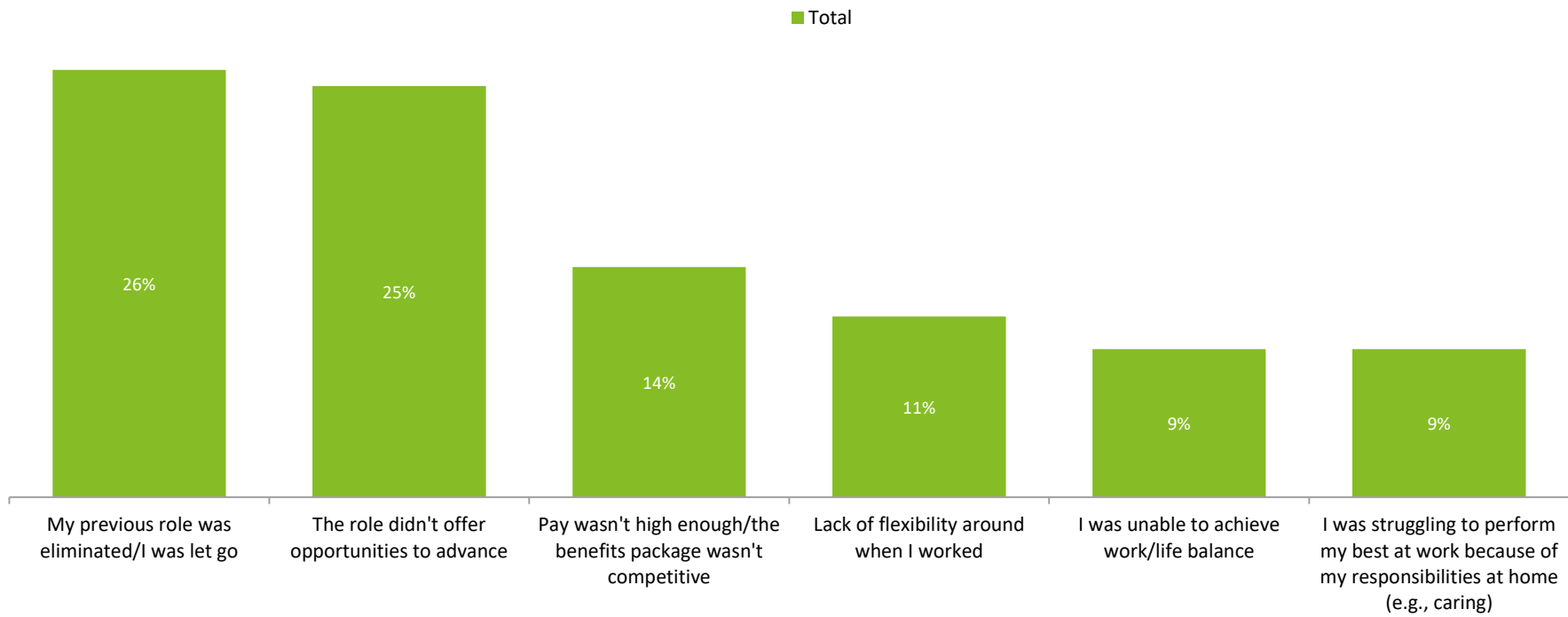
Base: Respondents who are currently looking for a new role within a different organization, or expect to leave their job (of their own choice) within the next 6 months = 20 (note small base size)



For those who have left a role in the past year, similar retention factors are at play

- Globally, 23% of women say that their top reason for leaving their former employer was being unable to achieve a work/life balance, compared to 9% of women in the UAE.
- 26% of women in the UAE said that the main reason for leaving their former employer was that they were let go, compared to 8% on average globally.

What was your main reason(s) for leaving your former employer?



Q13: What was your main reason(s) for leaving your former employer?

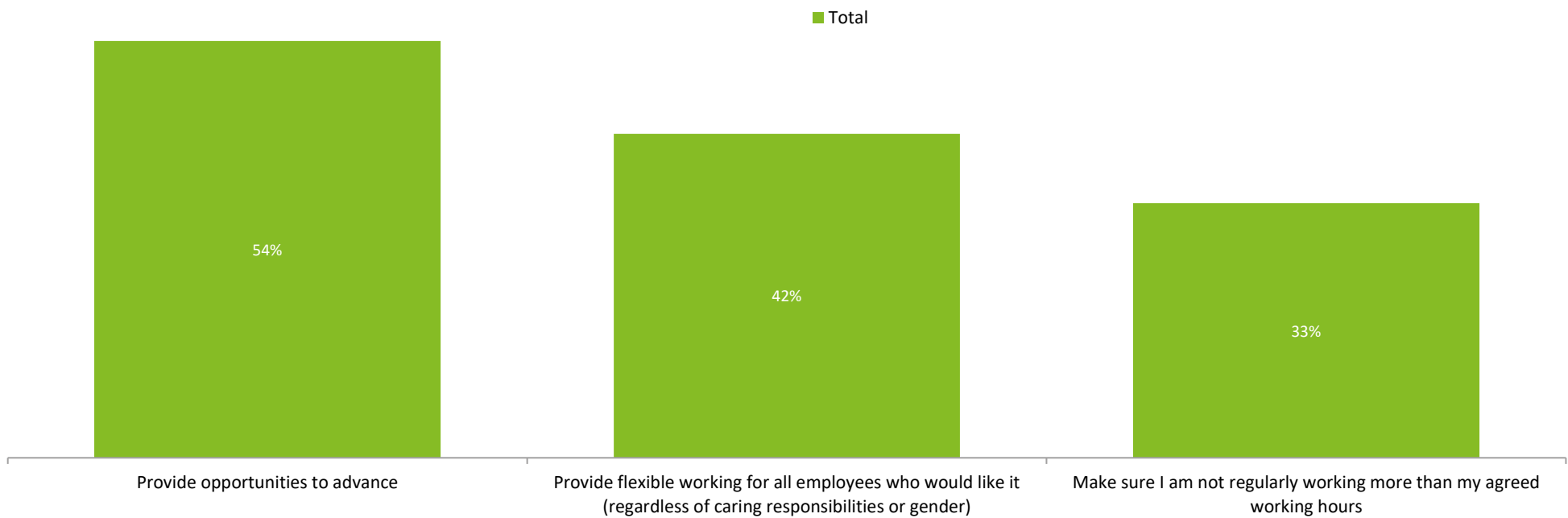
Base: Respondents who have changed employers in the past 12 months = 57



Providing opportunities to advance—and flexible working for all employees—are seen by women as top enablers of success

- Globally, the top three things which employers could do to enable women’s success at work are: providing opportunities to advance (43%), providing flexible working to all employees who would like it (37%), and making sure that employees are not regularly working more than agreed working hours (32%).
- The UAE’s top enablers of success are in line with these.

What are the top three things that your employer could do to enable your success at work?



Q6: What are the top three things that your employer could do to enable your success at work? – Rank 1-3

Base = 500

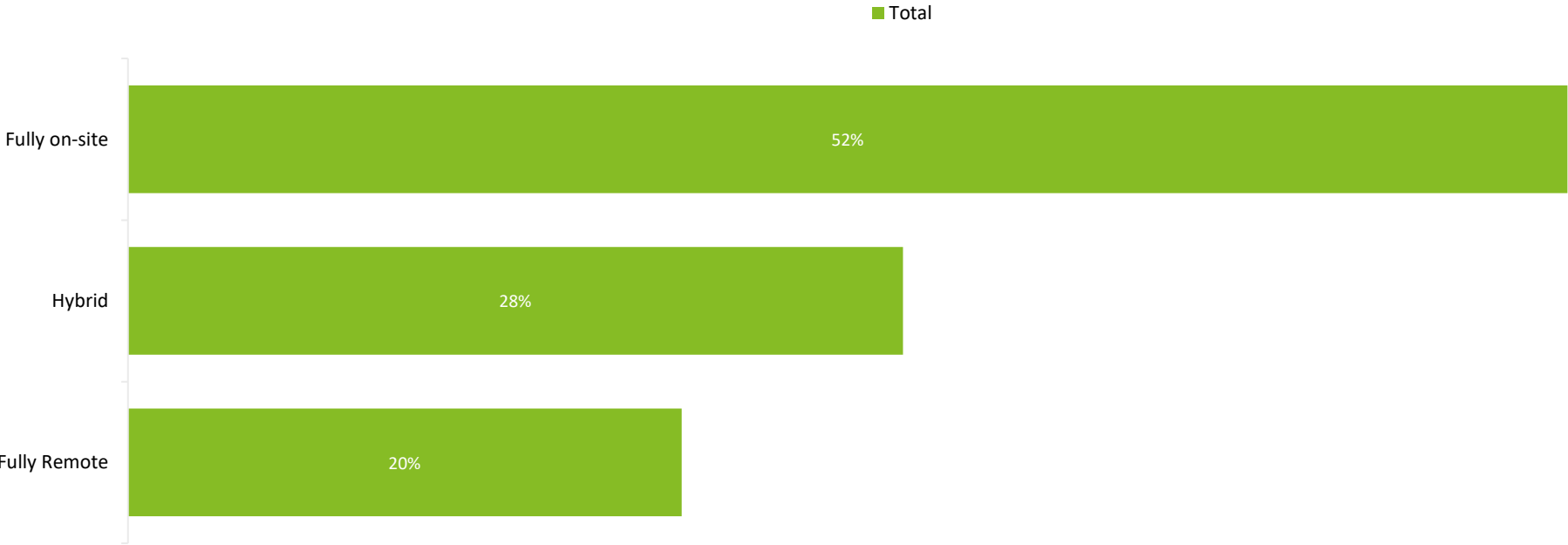
Women value flexibility around where and when to work and it drives retention, but this isn't a reality for many



Hybrid working has remained for many over the past year, but the return to office continues

- Globally, 52% of women work fully on-site, 37% work hybrid and 11% work remotely. In the UAE, 52% work fully on-site, 28% work hybrid and 20% work remotely.
- Globally, 45% of women who work hybrid or fully on-site say that their company has recently implemented a return to office policy, compared to 32% in the UAE.

What is your current way of working?



Q30: What is your current way of working?

Base = 500

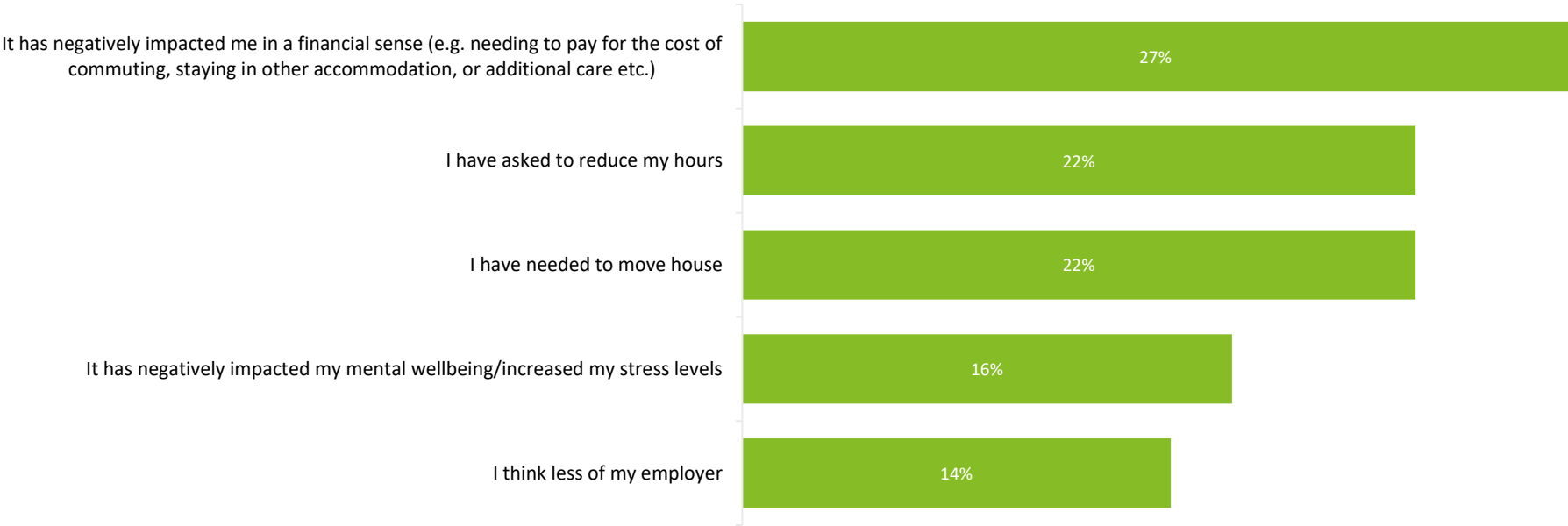


Hybrid working has remained for many over the past year, but the return to office continues

- Globally, a recent return to office policy has led 24% of women affected to reduce their hours, compared to 22% in the UAE.
- 14% of women in the UAE whose company has recently implemented a return to office policy think less of their employers, compared to 18% globally.

How has a return to office policy affected you?

■ Total



Q32: How has this return to office policy affected you?

Base: Respondents whose company recently implemented a return to office policy = 130

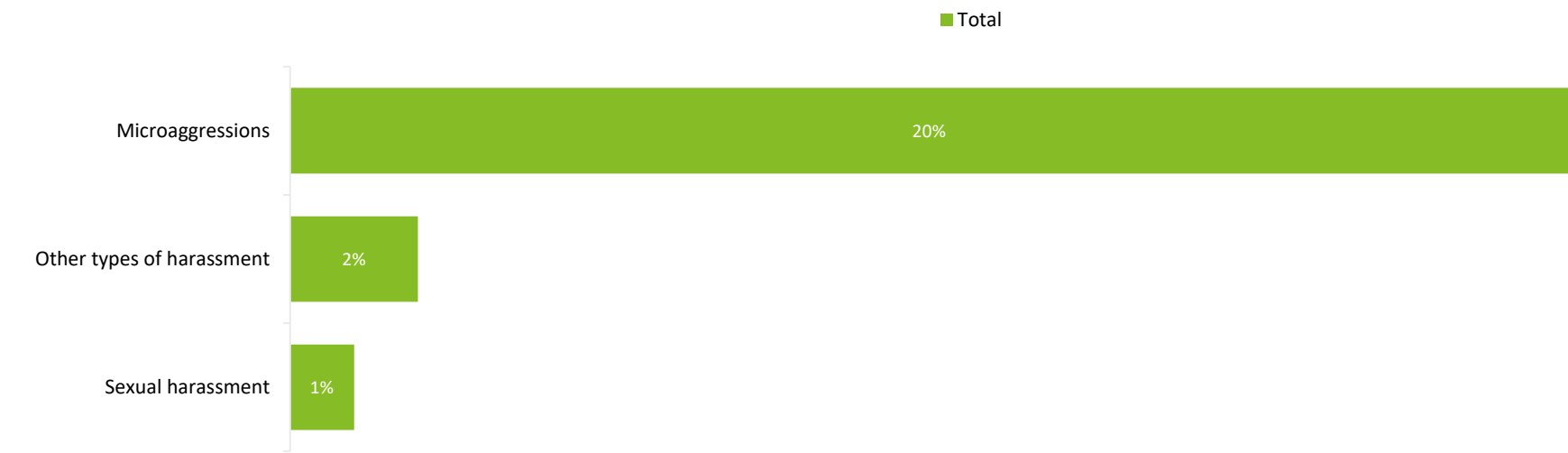
Personal safety at work or when travelling for work is a concern for many, and non-inclusive behaviors are impacting productivity and loyalty



Non-inclusive behaviors have impacted many women at work in the past year:

- Globally, 28% of women have experienced microaggressions at work in the past 12 months, compared to 20% in the UAE.
- Globally, 3% have experienced sexual harassment and 7% have experienced other types of harassment, compared to 1% and 2% in the UAE.

Which of the following behaviors, if any, have you experienced at work over the past 12 months?



Q25: Which of the following behaviors, if any, have you experienced at work over the past 12 months?

Base = 500



Non-inclusive behaviors have impacted many women at work in the past year

- Globally, 86% of women who experienced sexual harassment reported it, 58% reported microaggressions and 79% reported other types of harassment. In the UAE, less than half (47%) reported microaggressions.

Did you report any of these behaviors to someone in your organization?

■ Total yes

Microaggressions

47%



Q26: Did you report any of these behaviors to someone in your organization?

Base: Respondents who have experienced sexual harassment, other types of harassment, and/microaggressions at work over the past 12 month: Microaggressions = 102

Note: base sizes for respondents who have experienced sexual harassment and other harassment were too small to include.

The five factors enabling the success of women and their employers



The five factors enabling the success of women and their employers



A regression analysis of the survey responses based on how long women expect to remain at their employer, along with the drivers that influence how long they plan to stay, shows that five factors are the strongest predictors of how long women are likely to stay with an employer.

These factors—namely, **support for women's health challenges, opportunity for work/life balance, flexible working, a safe and inclusive workplace culture and career progression opportunities** — thus present the greatest chance for employers to retain women to aid in the success of their business.



Global

- Support for women's health challenges
- Work life/balance
- Flexible working
- A safe and inclusive workplace culture
- Career progression opportunities



UAE

- Support for women's health challenges
- Work life/balance
- Flexible working
- A safe and inclusive workplace culture
- Career progression opportunities



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