

# WOMEN IN THE ECONOMY THE GULF REGION OUTLOOK



## OUR RESEARCH DEMONSTRATES THAT...

There is an active recognition of the fact that organisations can do more to support women in the workforce for their career success.

Regional organisations have recognised the importance of diversity and inclusion initiatives, but should incorporate the feedback of their employees to create impactful change for improved business outcomes.

## SCOPE OF THE RESEARCH



5 Gulf Region Countries



11 Industry Sectors

## PRESENT STATE OF DIVERSITY IN THE WORKPLACE

79% of respondents say their organisational leadership is actively trying to empower and promote women.

77% of respondents believe women and men are afforded the same benefits and facilities.

## HOWEVER...

Only 45% of women state that their workplaces help them achieve a work-life balance.

53% of respondents reported that women hold 10% or fewer senior management roles in their organisations.

73% of all respondents' direct managers are men.

## FACTORS HINDERING WORKPLACE PROGRESSION

### THE TOP THREE FACTORS RESPONDENTS BELIEVE ARE HINDERING WORKPLACE PROGRESSION FOR WOMEN ARE:



Unconscious Biases



Having Children



Preconceptions of Women's Roles and Responsibilities

### THE TOP THREE WORKPLACE PROCESSES HINDERING WOMEN'S CAREER PROGRESSION WERE IDENTIFIED AS:



Gendered Preconceptions and Stereotypes



Demanding Work Hours and Conditions



A Lack of Policies Supporting Women's Advancement



A Lack of Professional Advancement Opportunities



A Devaluation of Work and Effort



A Lack of Work - Life Balance

Most respondents strongly believed that **misconceptions and gender-based stereotypes in the workplace** negatively impacted women's career progression and success.

54% of respondents believe that men will continue to hold more management positions than women in the next 5 years.

## DIRECTIVES TO ENCOURAGE DIVERSITY

Respondents identified the following as the **key factors that can support women in the workforce:**

60% An Organisational Culture Supporting Women

57% Leadership Commitment to Women's Workforce Engagement

46% Recruitment Opportunities for Women

A **positive tone from the top** to promote women in the workforce is a common denominator for the active support and development of women's careers.

76% of respondents believe a bias-free company culture will help retain and develop women in the workplace.

62% of respondents also believe a work-life balance and work flexibility will help retain women in the workforce.

With support from



Learn more about supporting diversity in business leadership as a pillar of good governance at:

[www.pearlinitiative.org](http://www.pearlinitiative.org) | [info@pearlinitiative.org](mailto:info@pearlinitiative.org) | [@PearlInitiative](https://twitter.com/PearlInitiative)

Learn more about NAMA Women Advancement Establishment at:

[www.namawomen.ae](http://www.namawomen.ae) | [@NAMAWomen](https://twitter.com/NAMAWomen)