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2022 Women @ Work Report

Brazil

Global summary

- Between November 2021 and February 2022, Deloitte Global conducted a survey of **5,000 women in 10 countries** to explore how women around the world rate their overall satisfaction, optimism, and motivation in the workplace amid the ongoing COVID-19 pandemic. Now in its second year, this survey highlights trends across key topics and serves as a comparative analysis of women's attitudes since the beginning of the pandemic.
- The following deck examines **how women in Brazil stand out from their global counterparts** on key themes.

Key global findings:

Widespread burnout: fueled by rising stress levels. 53% of women say their stress levels are higher than they were a year ago, and almost half feel burned out. Almost half say their mental health is poor/very poor. One-third have taken time off work because of mental health challenges, yet only 43% feel comfortable talking about these concerns in the workplace.

The Great Resignation set to continue. Women are more likely to be looking for a new role than they were a year ago: burnout is the main reason. About a quarter rate their job satisfaction and motivation as poor/very poor and almost half are less optimistic about their career opportunities vs a year ago. >50% want to leave their employer in the next 2 years; only 10% plan to stay with their current employer for 5+ years.

Flexibility is not a reality for many women. Just 33% of women say their employer offers flex working options, and 94% believe that requesting flexible-working will affect their likelihood of promotion. 90% believe their workloads won't be adjusted accordingly if they request flexible-working options. Additionally, women who have reduced or changed hours during the pandemic and those who work part-time are suffering significantly lower levels of mental wellbeing and motivation.

Hybrid working: An opportunity for change—but challenges exist. Almost 60% of women who work in hybrid environments feel they've been excluded from important meetings, and almost half say they do not have enough exposure to leaders. Additionally, only around a quarter of women say their employer has set clear expectations when it comes to how and where they're expected to work.

Harassment and microaggressions are on the rise—and often go unreported. 59% of women have experienced harassment and microaggressions over the past year at work, a number that has increased since the 2021 report (52%). Only a small proportion of these behaviors go reported—just 31%—and women still fear reprisals for speaking up: 93% believe reporting non-inclusive behaviors will negatively impact their careers, and most feel action won't be taken if reported.

Through an intersectional lens, women face more challenges. Women in ethnic minority groups and LGBT+ women are more likely to have experienced microaggressions. LGBT+ women are more than 10% more likely to say they've been patronized or undermined by managers. Those in ethnic minority groups are significantly more likely to say they experience exclusion from informal interactions, feel patronized, and receive disparaging/belittling comments compared to those in the ethnic majority.

Inclusive, supportive organizations gain a competitive advantage

Like our 2021 research, this year we identified a small group of women who work for 'Gender Equality Leaders,' organizations that, according to those surveyed, have created genuinely inclusive cultures that support them and promote mental wellbeing. Women who work for these companies report far higher levels of engagement, trust, and career satisfaction, and they also plan to stay with their employers longer. They also report more positive experiences with hybrid working and lower levels of burnout (just 3%) and greater mental health support: 87% say they get adequate mental health support from their employer, and the same percentage feel comfortable talking about their mental health in the workplace.

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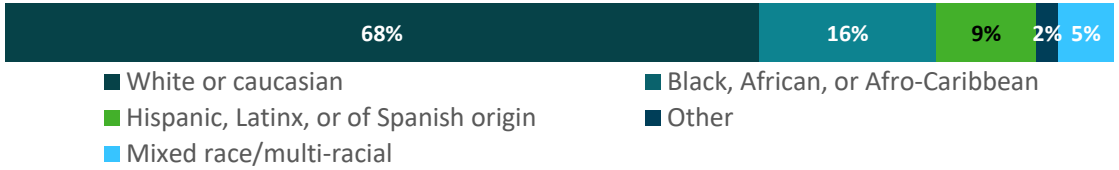
Brazil

- We surveyed **500 women** in Brazil.

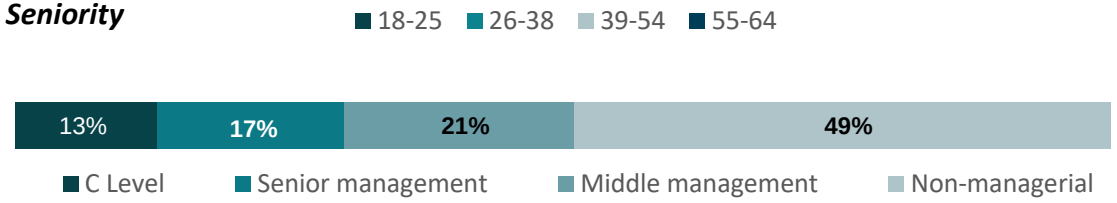
Brazil respondent profile:

Ethnicity



Age

Seniority



*LGBT+**

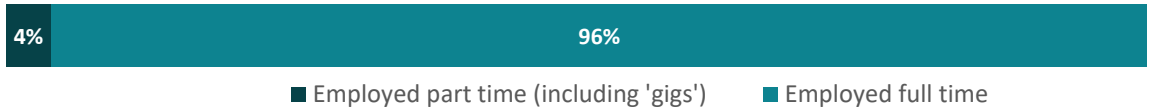
99% *Heterosexual/straight*

1% *Gay/Lesbian*

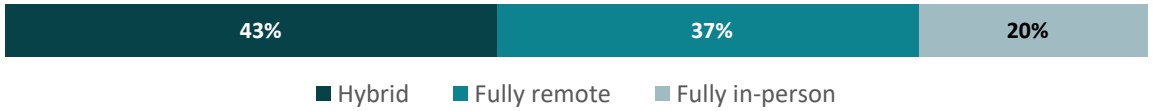
**Note that gender identities and sexual orientations not shown received less than a 1% response rate. Respondents were able to opt out of answering a question about their sexuality; 391 women answered this question in Brazil.*

Brazil company profile:

Employment Status



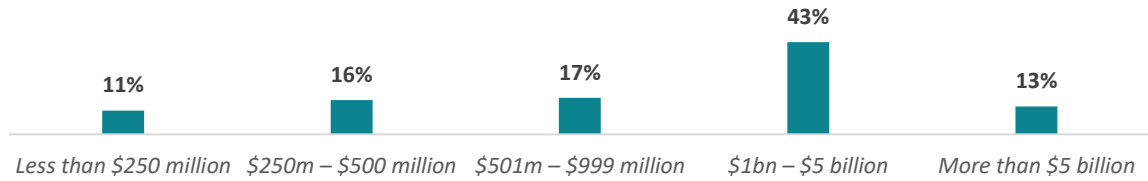
Percentage of hybrid, fully remote, and fully in-person workers



Sector of organization

- **8%** Banking, financial services and insurance
- **9%** Business services (including professional services and law)
- **33%** Consumer (including retail, real estate, hospitality)
- **34%** Energy, transport and industrials
- **8%** Health care and life sciences
- **8%** Technology, media or telecom

Organization's total global annual revenue



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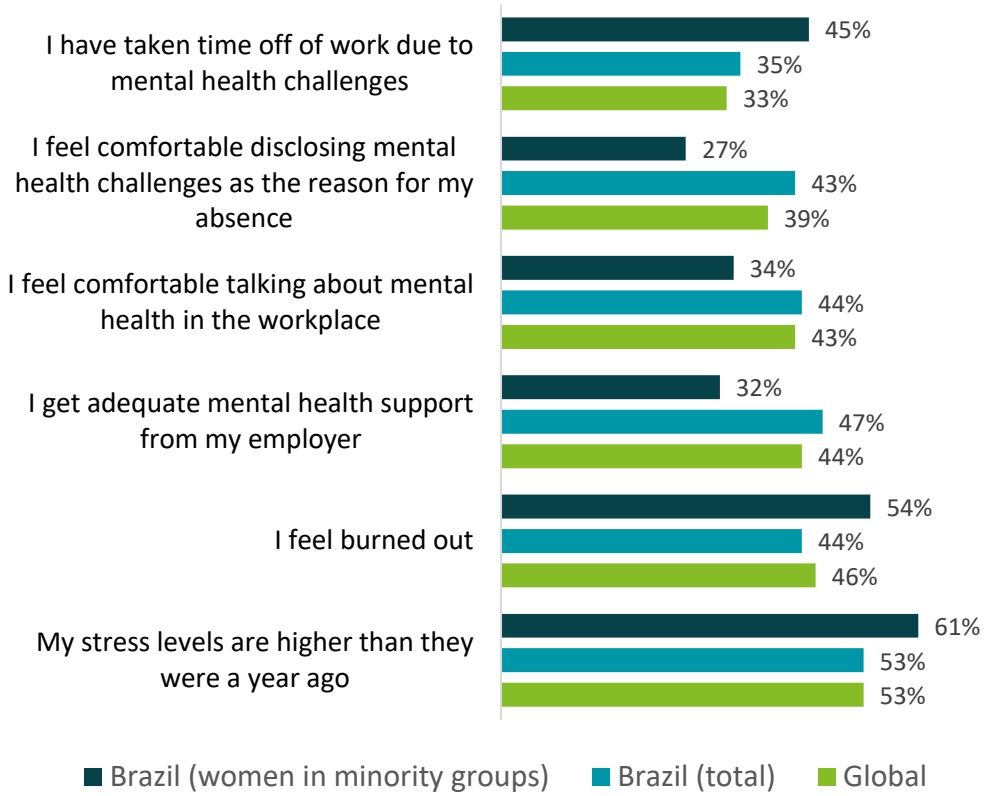
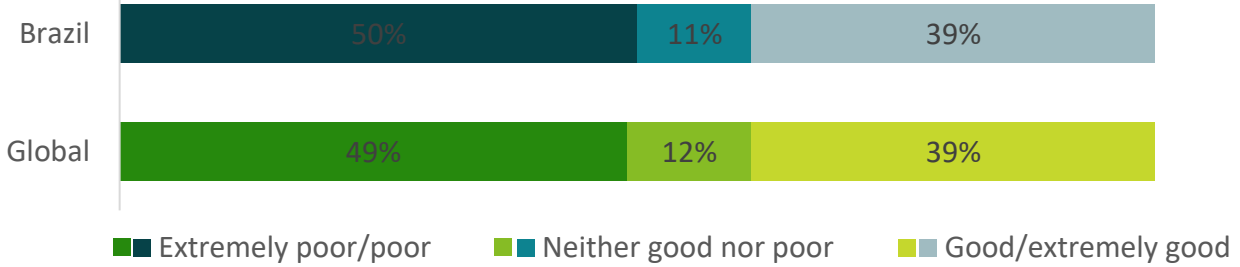
Women are facing widespread burnout

- Brazilian women express slightly lower levels of burnout as their global counterparts. As with the global numbers, younger women in Brazil report higher levels of burnout. Women who are ethnic minorities in Brazil report far higher levels of stress and burnout than women overall.
- Brazilian women rate their mental health similarly to their global counterparts. Those in ethnic minority groups are less likely to feel comfortable talking about mental health concerns in the workplace and indicate that they're much less likely to receive adequate mental health support from employers.

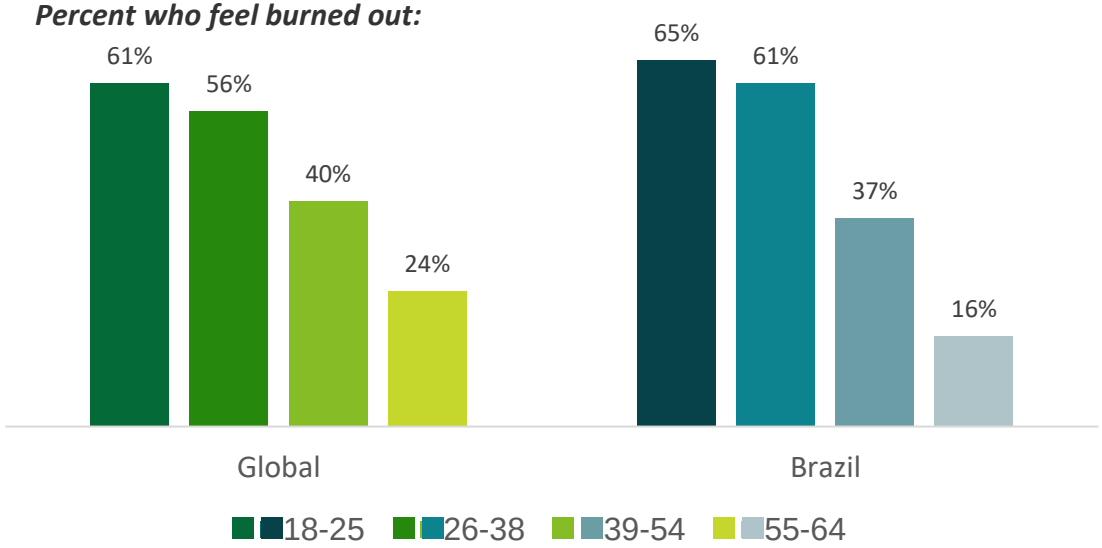
Which of these statements are true for you?
(select all that apply)



How would you rate your mental health?



Percent who feel burned out:



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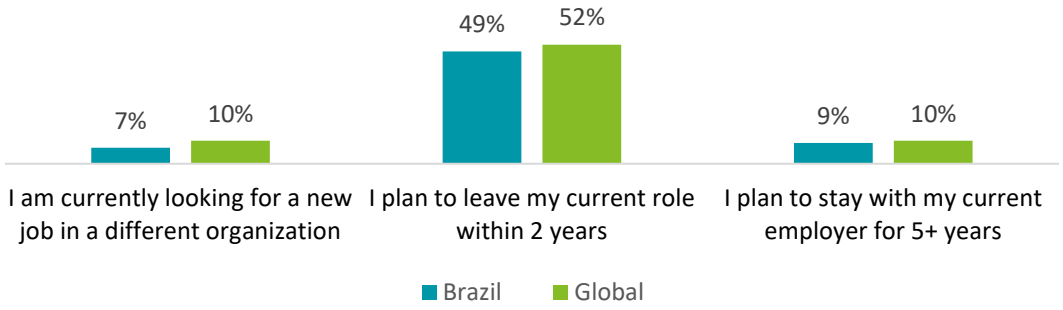
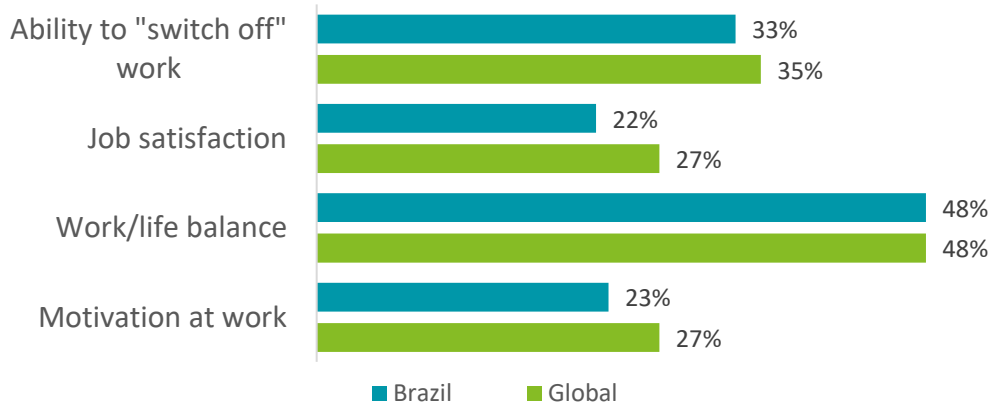
Burnout and other factors driving women away from their employers

- Slightly less women in Brazil are actively looking to leave or planning to leave their current role within two years compared to the global average. For those actively looking to leave, burnout and inadequate pay are the top reasons.
- Women in Brazil rate certain aspects of their life (e.g., job satisfaction, work/life balance, ability to "switch off' from work) at similarly poor levels as the global group. However, women in Brazil report feeling less motivated at work and those in ethnic minority groups are less optimistic about career prospects compared to the global averages.

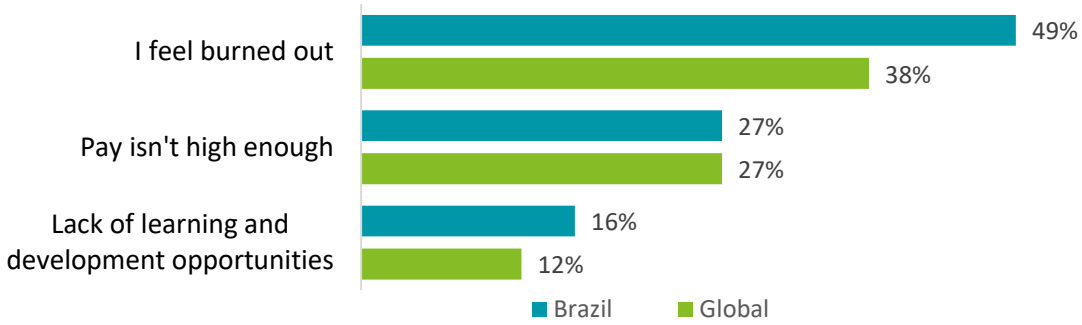
How long do you expect to stay with your current employer? *(select one)*



How would you rate the following aspects of your life? *(% who rated the following as "poor/very poor")*

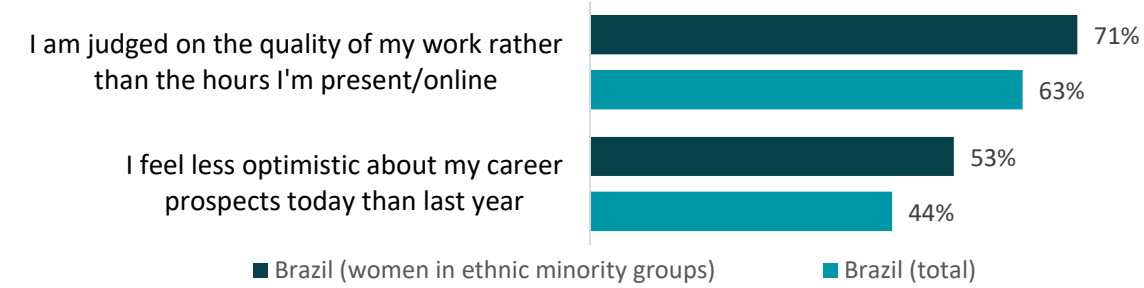


*What is your main reason/what are your main reasons for wanting to leave your current employer? **



**Note that the base size for this question is 37 respondents in Brazil and 482 respondents globally.*

Which of these statements is true for you?



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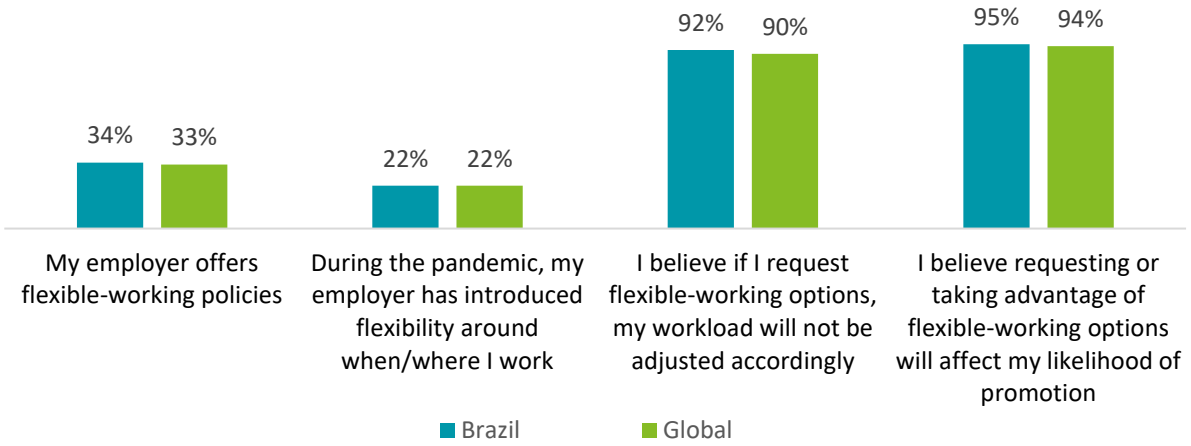
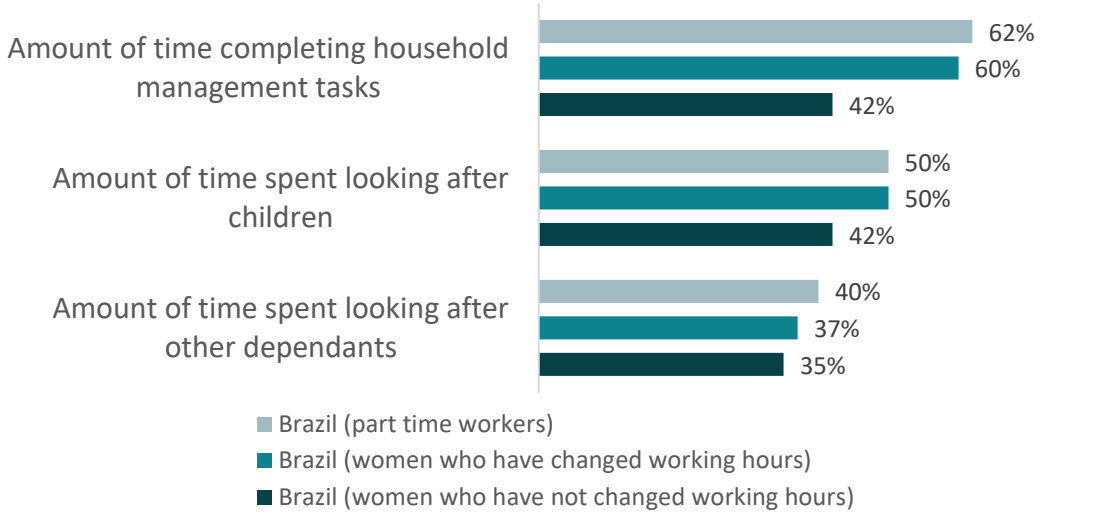
Flexibility is not a reality for many women

- As with the global numbers, about one-third of women in Brazil say their employers offer flexible-working policies. 95% believe taking advantage of flex-work options will affect their likelihood of promotion.
- Brazilian women who have changed their working hours since the start of the pandemic or work part time are much more likely than those who haven't changed their hours to feel burned out, stressed, less optimistic about their career prospects, and less comfortable talking about mental health in the workplace.

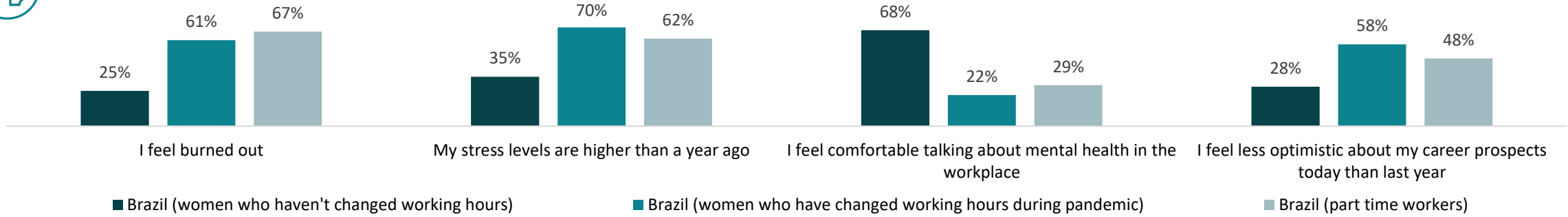
Which of the following statements are true?



To what extent have the following aspects of your life increased in the past year?



Which of the following statements are true?



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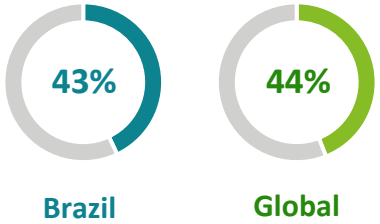
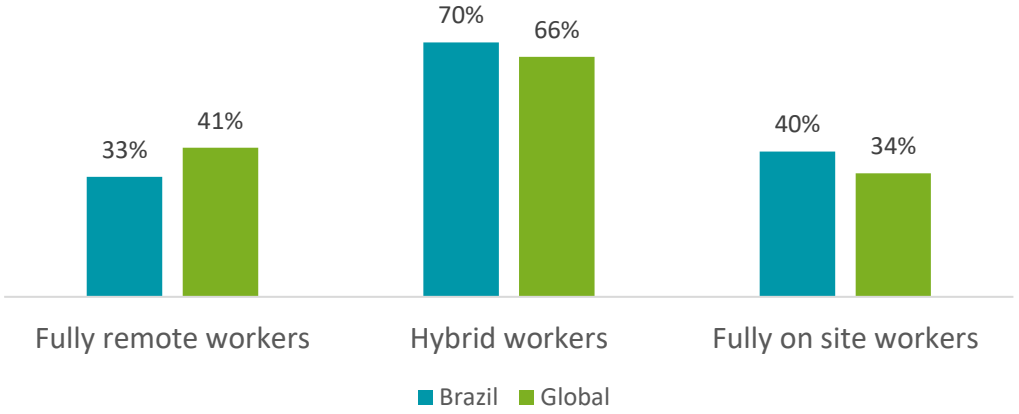
Hybrid working not delivering the benefits it could

- Fewer Brazilian women working hybrid feel they don't have enough exposure to leaders than global hybrid workers (but this number is still high).
- Similar to global, Brazilian women working hybrid are much more likely to have experienced microaggressions over the past year versus those working fully remote or fully on site. Being excluded from informal interactions or conversations was the most frequently-cited microaggression for women in Brazil.

% of women currently working in a hybrid environment.



Have you experienced microaggression at work over the past 12 months?



For those working hybrid, which of these statements are true?

Which of the following behaviors have you experienced at work over the past 12 months? *(top three microaggressions experienced by women in Brazil)*

12% Being excluded from informal interactions or conversations

11% Having someone else take the credit for my idea

11% Not being invited to traditionally male-dominated activities

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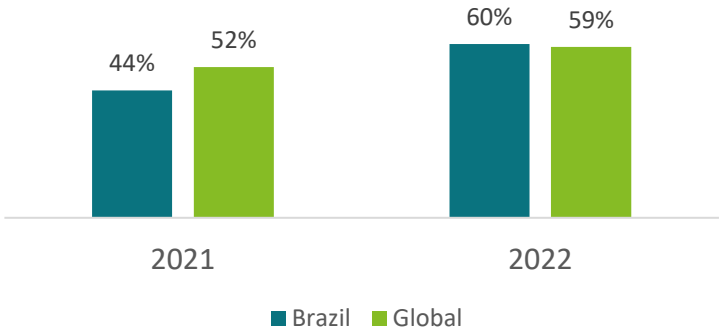
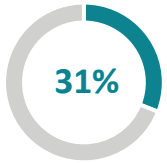
Harassment and microaggressions are on the rise

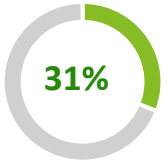
- Similar to global, women in Brazil experienced higher numbers of non-inclusive behavior in 2022 than in 2021. The top three reasons women in Brazil gave for not reporting these behaviors: they didn't feel the behavior was serious enough to report, they didn't think the complaint would be taken seriously, and they were concerned the behavior would get worse.
- Women in ethnic minority groups in Brazil were more likely than global or the Brazilian total to experience certain behaviors (like feeling excluded from informal interactions, having someone take credit for their ideas, and having fewer opportunities to speak up in meetings compared to male colleagues).

In the past year, I have experienced at least one non-inclusive behavior *(either harassment or microaggressions)*



What percentage of these behaviors did you report?





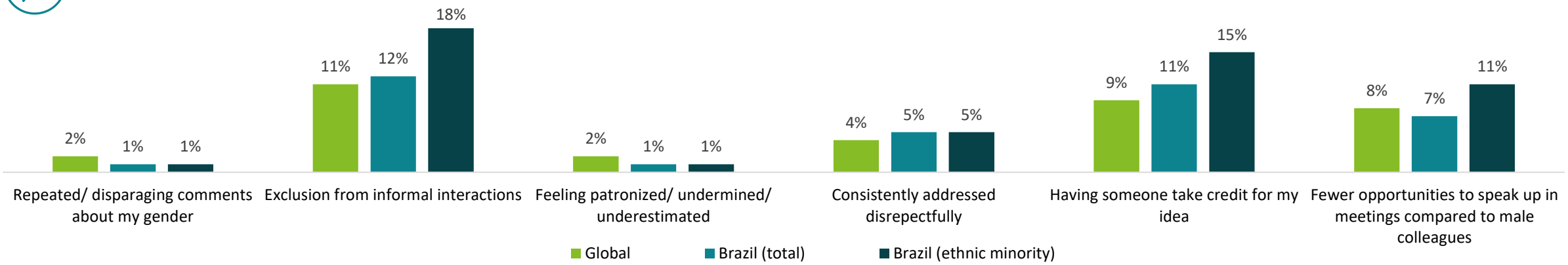
Top reasons for not reporting behaviors *(top three for women in Brazil)*

34%
I didn't feel that the behavior was serious enough to report

23%
I didn't think my complaint would be taken seriously

15%
I was concerned that the behavior would get worse

Which of the following behaviors have you experienced over the past 12 months?



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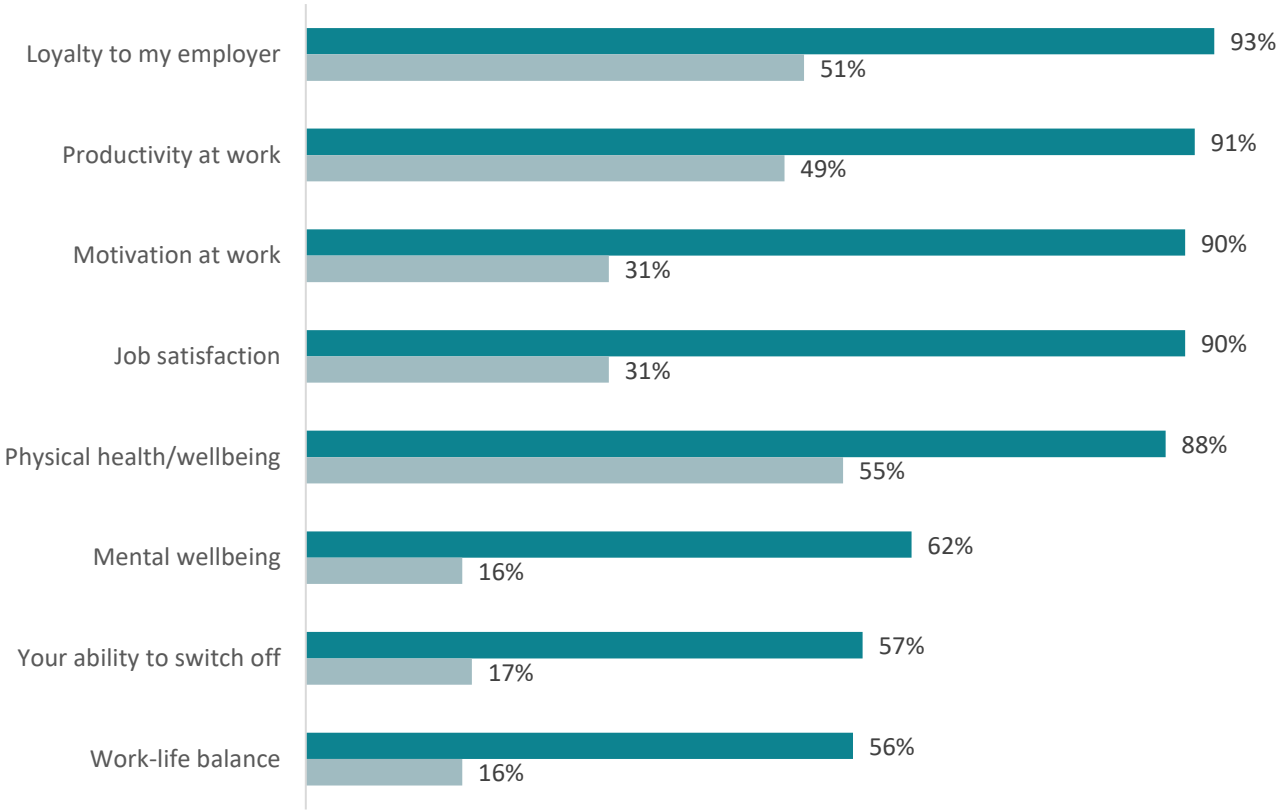
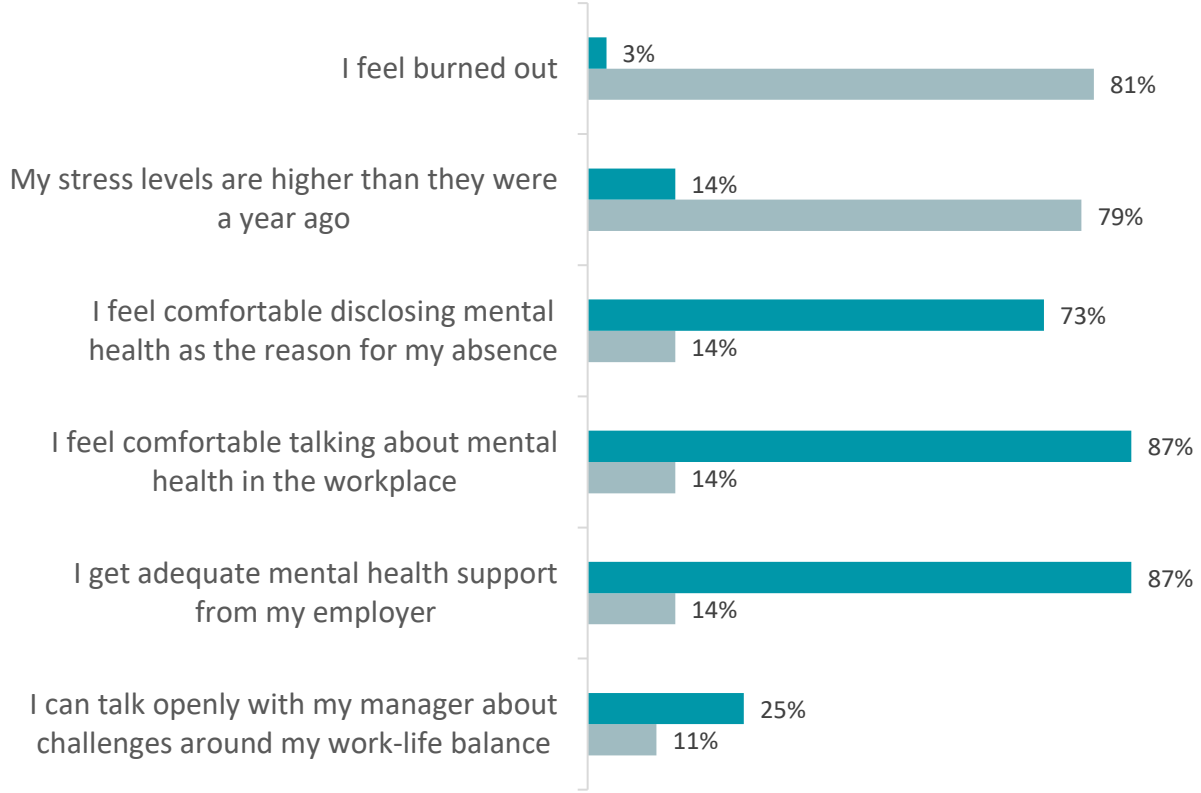
Gender Equality Leaders are getting it right

- Deloitte's research identified a group of "Gender Equality Leaders," organizations that, according to the women surveyed, have created genuinely inclusive cultures that support their careers, work/life balance, and foster inclusion. The proportion of women working for GELs is 5% globally and **8% in Brazil.**
- Additionally, we identified a group of "lagging" organizations. The women who work for these businesses indicate they have a less inclusive, low-trust culture. This year 24% of global respondents and **20% of Brazil respondents** work for these Lagging organizations
- Women who work for gender equality leaders report far higher levels of wellbeing and job satisfaction

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



Which of these statements are true for you?
(select all that apply)



Gender equality leaders Lagging organizations

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