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2023 Women @ Work Report

Germany

Global summary

- Since 2021, Women @ Work: A Global Outlook has provided insight into the views of women when it comes to their experiences in the workplace. Past findings were dominated by the negative impact of the pandemic on women, alongside increasing exposure to non-inclusive behaviors, burnout, and challenges with hybrid working. This year's survey of 5,000 women across 10 countries shows some glimpses of improvement, however there are still many critical aspects of women's experiences in the workplace that have either not improved or—in some cases—worsened.
- The following deck examines **how women in Germany stand out from their global counterparts** on key themes.

Key global findings:



Drop in burnout represents some progress, but mental health is still poor—and stigma remains. Although this year has seen a significant decrease in women who report feeling burned out—just under 30% versus 46% last year—and respondents rate their overall mental well-being as slightly better than last year's, the picture remains concerning.



When it comes to menstruation and menopause, many women are often struggling in silence. One in five women report experiencing health challenges related to menstruation or menopause. Over 40% of women experiencing challenges related to menstruation and 20% related to menopause say they work through any discomfort.



Broader concerns about women's rights, financial security, personal safety prevail. When asked to rate their concerns about external factors outside of the workplace and societal issues, respondents cited the rights of women as their top concern (59%), followed by financial security (58%), physical and mental health (both at 56%), and personal safety (54%).



Women bear the greatest responsibility for household tasks, and often feel they need to prioritize their partners' careers. Nearly half of the women polled have primary responsibility for domestic tasks such as cleaning or caring for dependents, with around 10% saying that these responsibilities fall to their partner.



Gender equality leaders remain few and far between

The proportion of women who work for Gender Equality Leaders—organizations that, according to the responses of the women surveyed, foster inclusive cultures that support them and promote mental well-being—remains at 5%, the same as last year. Women who work for Gender Equality Leaders continue to report more positive mental health, are more likely to recommend their employer to others, have their preferred working situation, and are less likely to experience non-inclusive behaviors. They are also less likely to work through symptoms relating to menstruation and menopause. These women all plan to stay longer with their employer—none of the women surveyed who work for Gender Equality Leaders were looking for a new role and nearly 70% plan to stay with their current employer for three years or more.



Women want more flexibility at work, but it is still not a reality for many—and this is impacting their career choices. More survey respondents have left their jobs in the past year than in 2020 and 2021 combined. Lack of flexibility around working hours is one of the top three reasons women left their employers in the past year and is the top reason cited by women who are currently looking to leave their employer.



Hybrid work experiences are improving, but challenges remain. 37% of women with hybrid work arrangements report experiencing exclusion from meetings, decisions, or informal interactions. And 30% say they don't have enough access to senior leaders.



Women are still experiencing non-inclusive behaviors—and many are not reporting them to their employers. 44% of respondents reported experiencing harassment or microaggressions in the workplace over the past year. While this is a significant decrease from the 59% who reported this in 2022 (and 52% in 2021), it remains that nearly half of women have experienced this behavior.



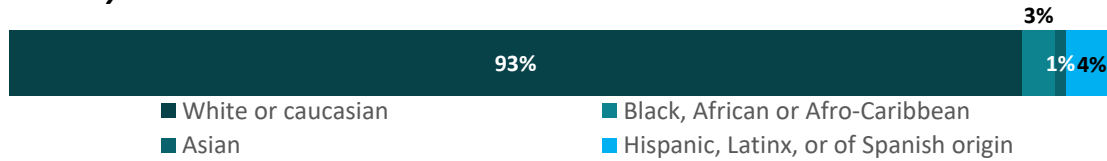
Women in under-represented groups still face more challenges in the workplace. Similar to our previous two reports, our 2023 research found that women in under-represented groups face more significant challenges than the overall sample when it comes to mental health, non-inclusive behaviors, work/life balance, and burnout.

Germany country profile

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

Germany respondent profile:

Ethnicity



Age



Seniority



Base = 500

LGBT+*



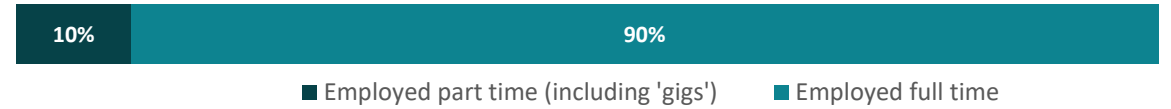
97% Heterosexual/straight



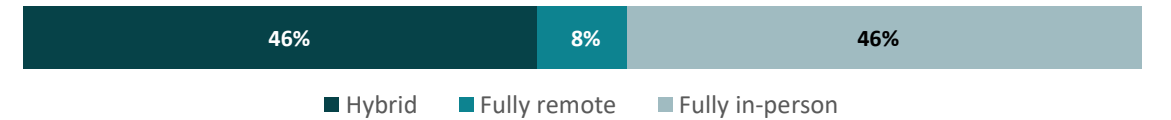
3% Gay/Lesbian/Bisexual

*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; 390 women answered this question in Germany.

Employment Status



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



Sector of organization



9% Banking, financial services and insurance



33% Energy, transport and industrials



9% Business services (including professional services and law)



9% Health care and life sciences

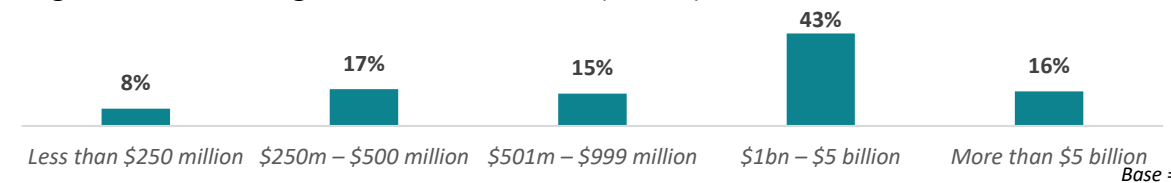


31% Consumer (including retail, real estate, hospitality)



9% Technology, media or telecom

Organization's total global annual revenue (in USD)



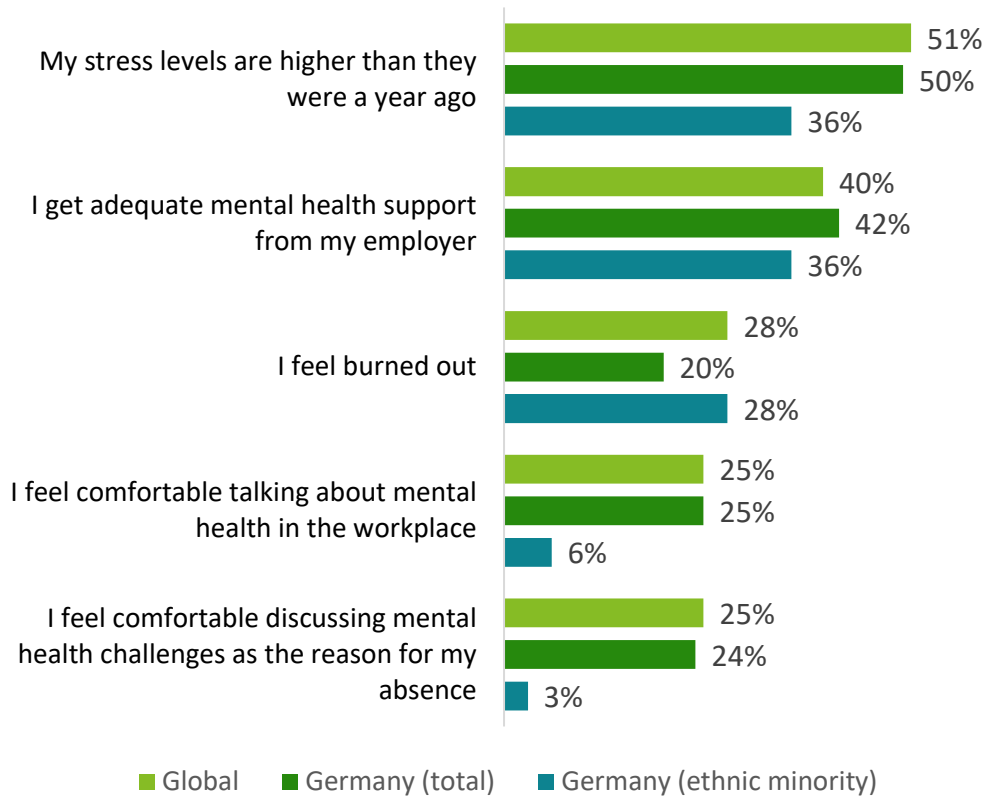
Base = 500

Amid glimpses of progress, women's mental health is still poor—and stigma remains

- German women report similar levels of stress and much lower burnout than their global counterparts. German women in ethnic minority groups are more likely to feel burned out but report lower stress levels than German women in the ethnic majority. Women in the youngest and oldest age groups in Germany are more likely to feel comfortable discussing mental health in the workplace than those aged 26-54, while women in ethnic minority groups are much less likely to feel comfortable doing so.
- Despite better work/life balance and mental well-being, German women report declines in physical health and ability to switch off from work.



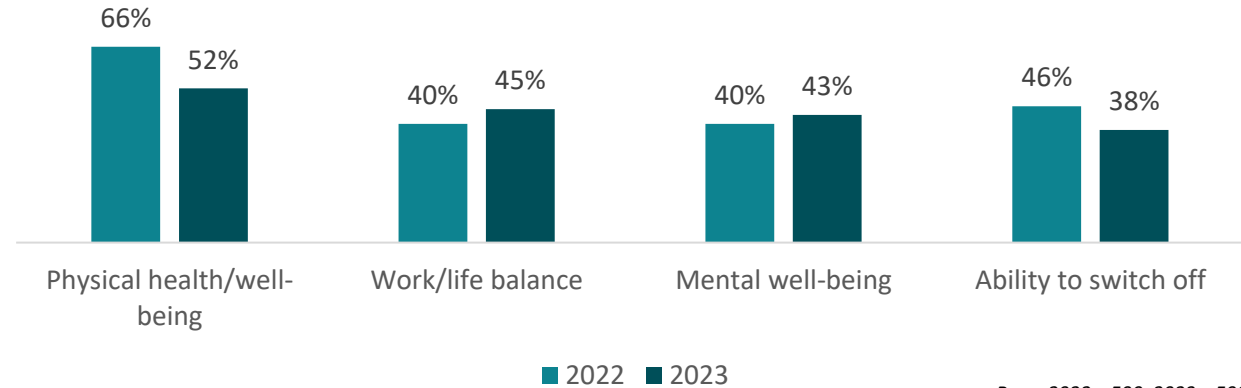
Which of these statements are true for you?



Base: Global = 5,000, Germany (total) = 500, Germany (ethnic minority) = 36



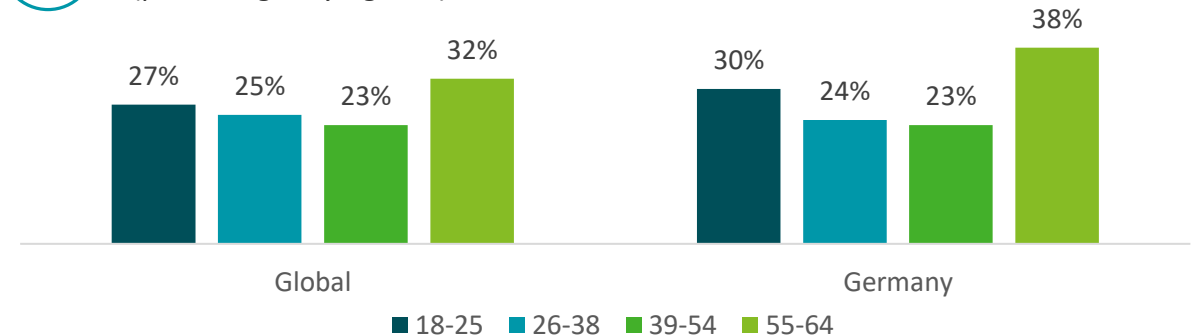
How would you rate each of the following elements of your life today? (German women saying good/extremely good)



Base: 2022 = 500, 2023 = 500



I feel comfortable talking about mental health in the workplace (percentage saying true)



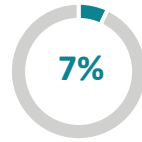
Base: Global 18-25 = 750, 26-38 = 1,500, 39-54 = 2,250, 55-64 = 500, Germany 18-25 = 70, 26-38 = 149, 39-54 = 239, 55-64 = 42

When it comes to women's health, many are suffering in silence

- German women experiencing health challenges related to menopause are more likely than the global average to work through any pain or symptoms (20% globally versus 30% in Germany). German women are aligned with the global average when it comes to women who work through menstrual symptoms.
- Similar to their global counterparts, more than half of women in Germany believe it is important for companies to offer paid leave for symptoms related to menstruation and menopause.



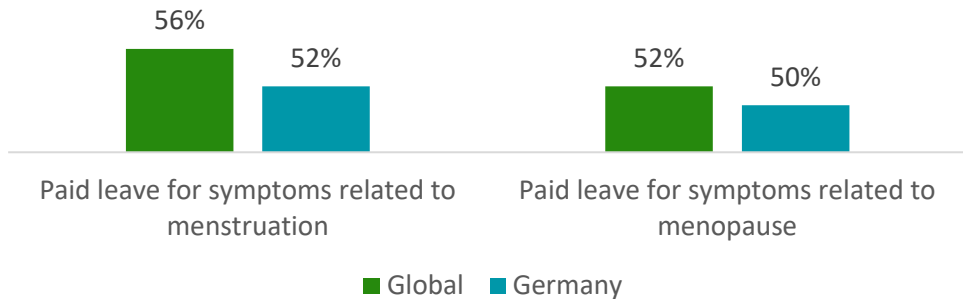
Percentage of women experiencing reproductive health challenges in Germany:



Base = 500



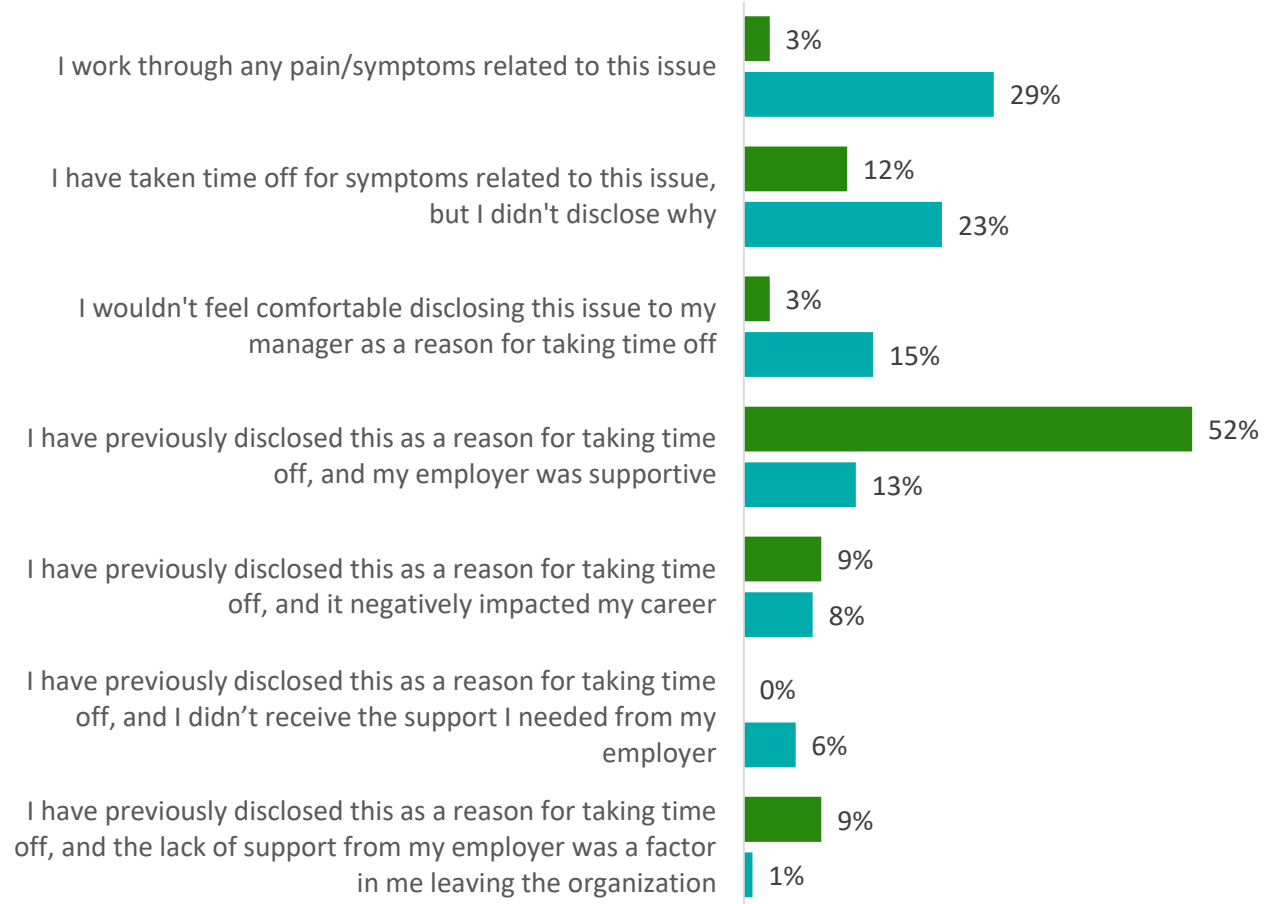
How important do you think it is for organizations to offer the following?



Base: Global = 5,000, Germany = 500



Which of the following statements apply? (German women)



■ Menopause ■ Menstruation

Base: Menopause = 33, Menstruation = 80

Factors outside of the workplace also take a toll

- Women in Germany cite women’s rights, financial security, and physical health as their top three concerns.
- As with their global counterparts, women with partners in Germany take on most of the domestic tasks such as childcare, cleaning and other domestic tasks. Four in 10 women in Germany split childcare and just under 20% split other domestic tasks equally with their partner.
- More than three-quarters of women in Germany say their partner is the primary earner in the household.

Top 3 concerns of women in Germany:



63%

Women’s rights



62%

Financial security



55%

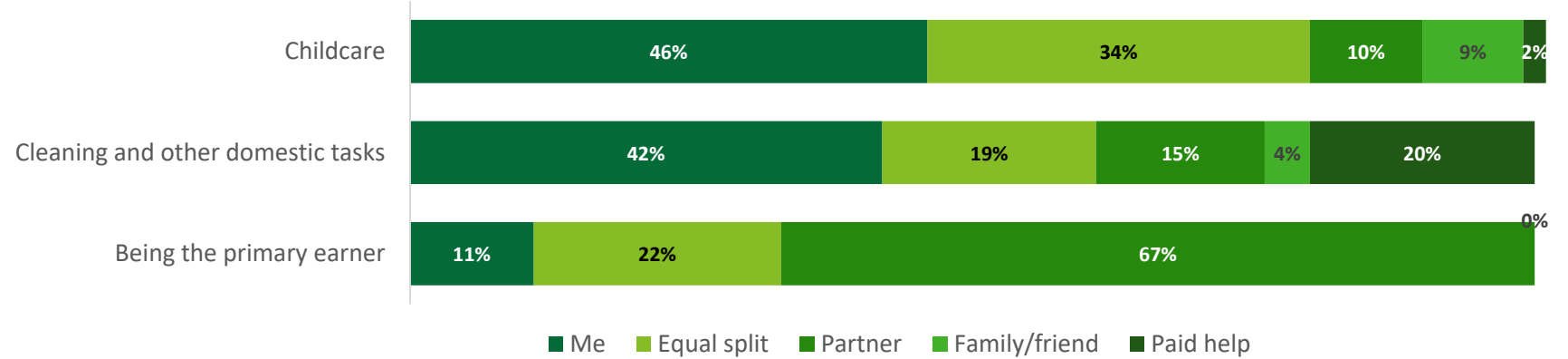
My physical health

Base = 500



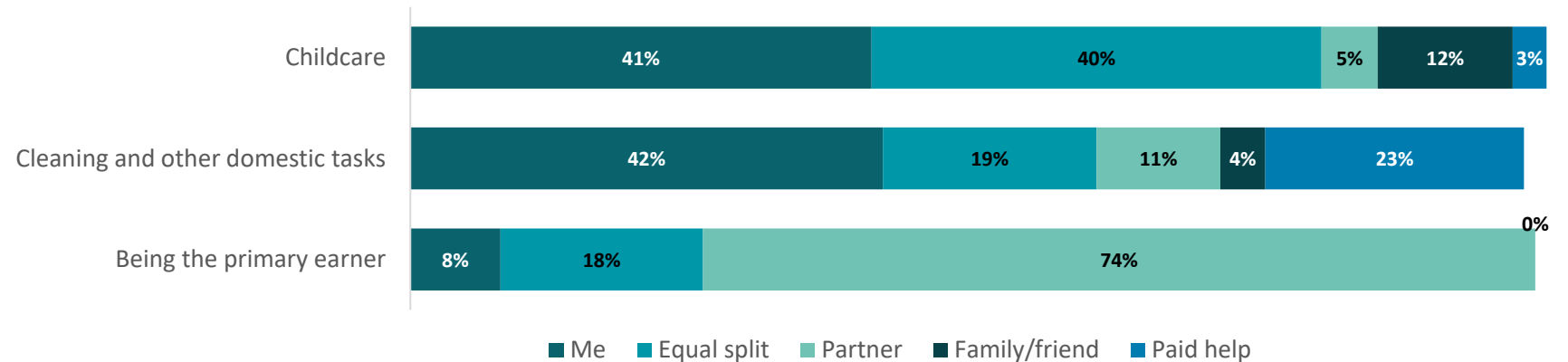
In your household, who has the greatest responsibility for each of the following tasks? (women living with partners)

Global:



Base: Childcare = 826,, Cleaning = 2963, Being the primary earner = 2,963

Germany:

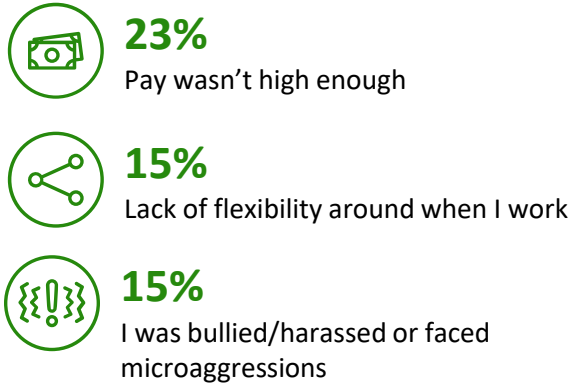


Base: Childcare = 78, Cleaning = 295, Being the primary earner = 295

Women are seeking more flexibility, and making career choices accordingly

- At a global level, more survey respondents have left their jobs in the past year than in 2020 and 2021 combined. Globally, this means 18% of women have left in the past year. In Germany, 16% of women have left their job in the past year.
- Women in Germany with high flexibility over when and where they work plan to stay longer with their employers than those without. Pay and flexibility are the top two deciding factors for women who have recently left an employer. Flexibility is a top factor for those currently looking to leave.

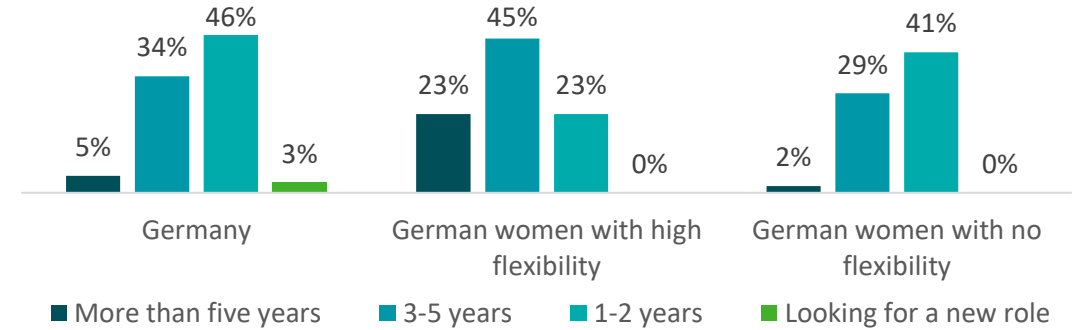
What was your main reason for leaving your former employer? (German women)



What is your main reason for wanting to leave your employer? (German women)



How long do you plan to stay with current employer?



Base: Left their job in the past year = 81, Want to leave their job = 17



How would you rate each of the following aspects of your life today? (percentage who rated good or extremely good)

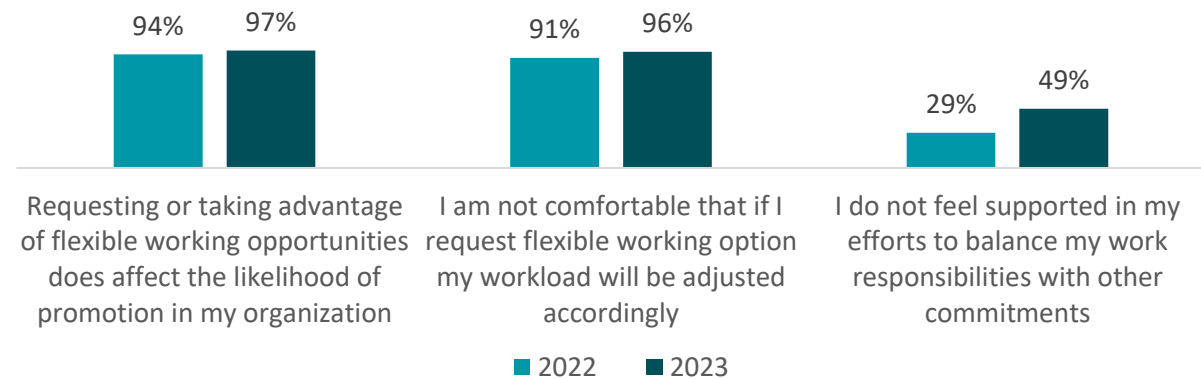


Base: No flexibility = 49, High flexibility = 65

Base: Germany = 500, No flexibility = 49, High flexibility = 65



Which of the following statements do you agree with? (German women)



Base: 2023 = 500, 2022 = 500

Hybrid working is getting better—for some

- Women working hybrid in Germany are reporting slightly better experiences than last year. However, more than 40% of women still say they don't have enough exposure to leaders and 46% say they feel excluded.
- More women in Germany working in hybrid environments report a lack of predictability and flexibility, as well as a lack of clarity around their employer's expectations compared to last year.



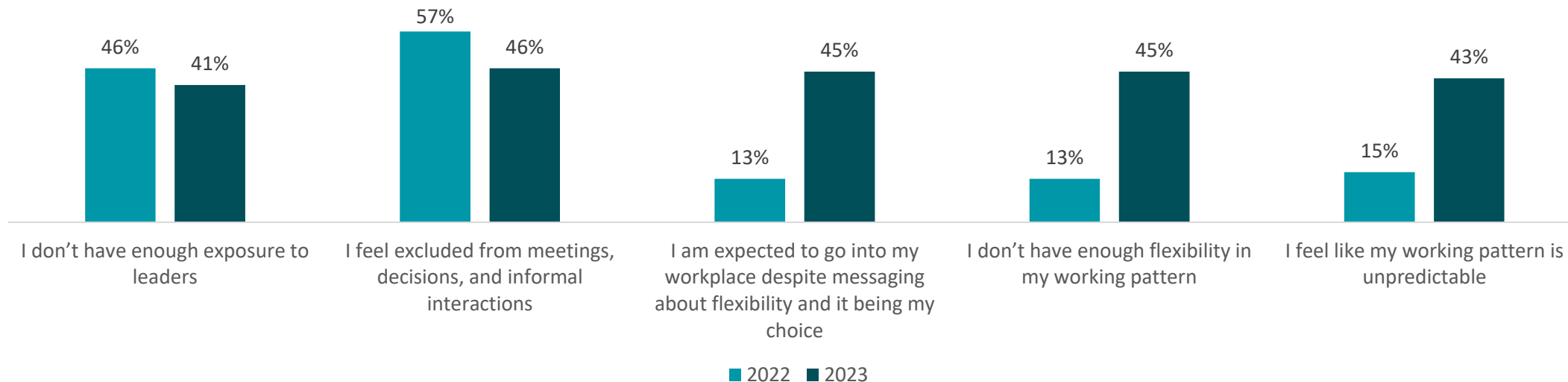
Percentage of women working in a hybrid environment



Base: Global = 5,000, Germany = 500



Which of the following behaviors have you experienced over the past 12 months? (German women)



Base: 2023 = 233, 2022 = 240

Non-inclusive behaviors remain

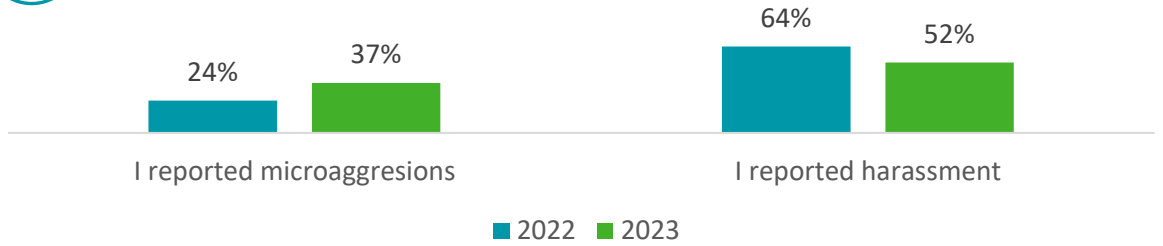
- Similar to the global average, women in Germany experienced fewer non-inclusive behaviors in 2023 than in 2022. The most reported behavior was being interrupted and/or talked over in meetings.
- Among women in Germany that chose not to report these experiences to their employer, 49% say they didn't feel the behavior was serious enough to report.



In the past year, I have experienced at least one non-inclusive behavior



Did you formally report any of these behaviors to your organization?



Top three reasons for not reporting behaviors in Germany:



49%

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



13%

I didn't think my complaint would be taken seriously



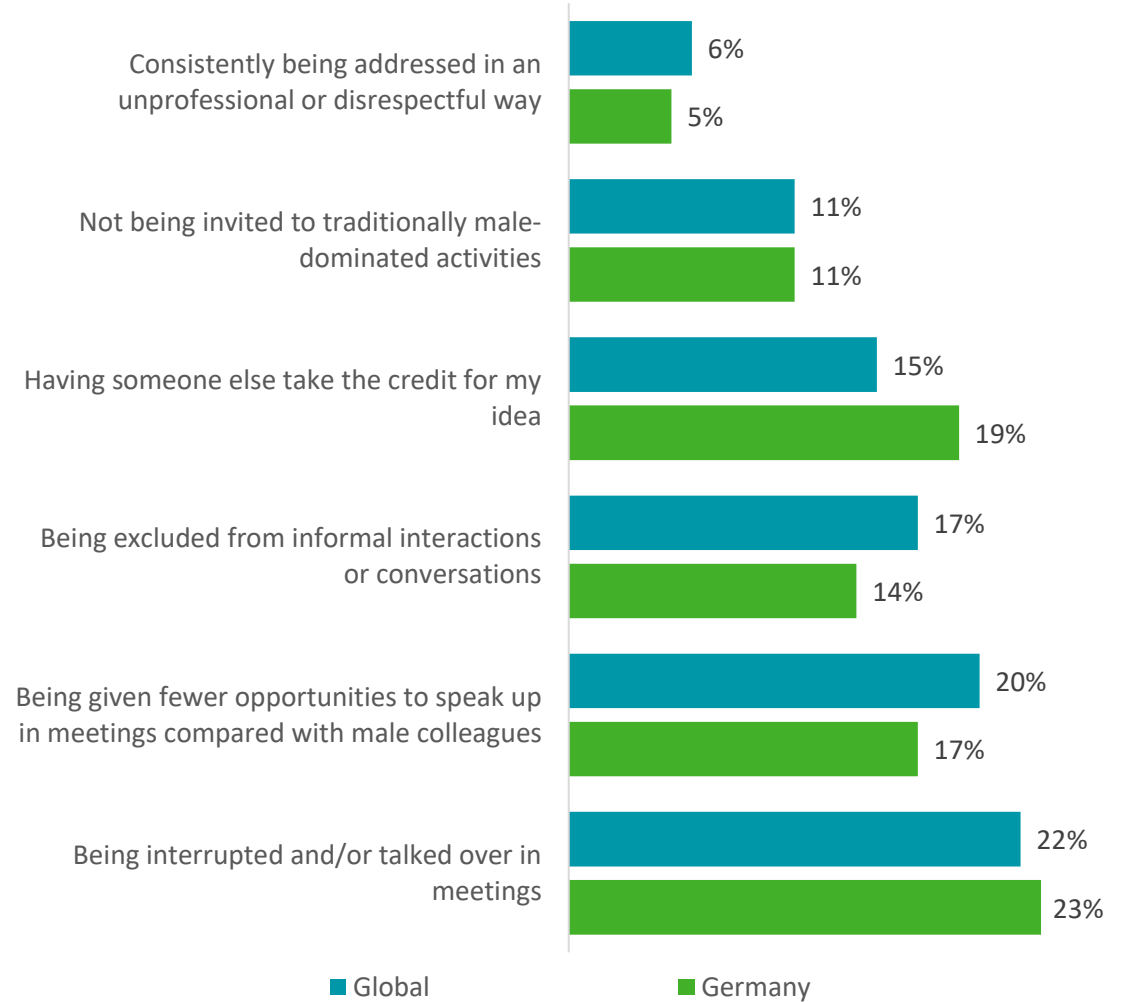
7%

I didn't have confidence that the organization would take action

Base = 128



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

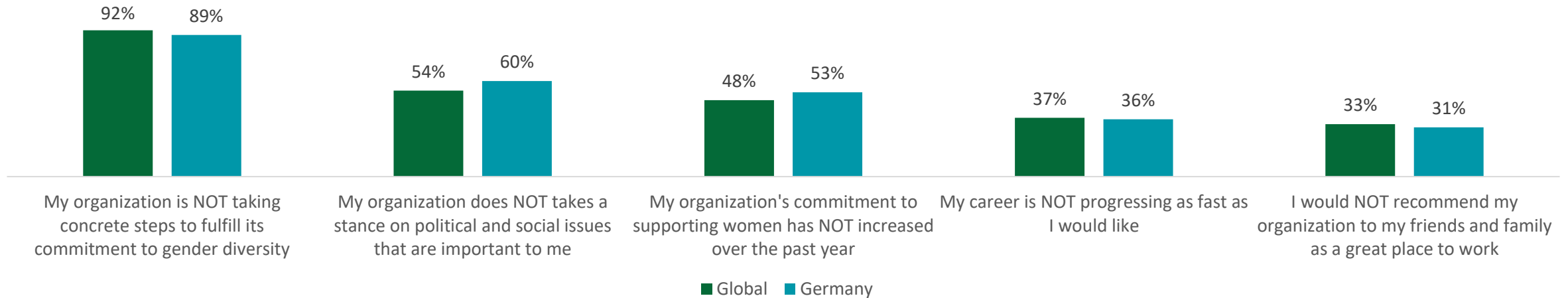


Respondents say organizations are falling behind on commitments to gender equality

- Most women in Germany feel their organization is not taking concrete steps to fulfill its commitment to gender diversity. More than half say their organization's commitment to supporting women has not increased in the past year.
- Nearly a third of women in Germany would not recommend their organization as a great place to work, and 60% say their organization does not take a stance on political and social issues that are important to them.



Which of these statements are true for you?



Base: Global = 5,000, Germany = 500

The Gender Equality Leaders are benefitting from doing it right

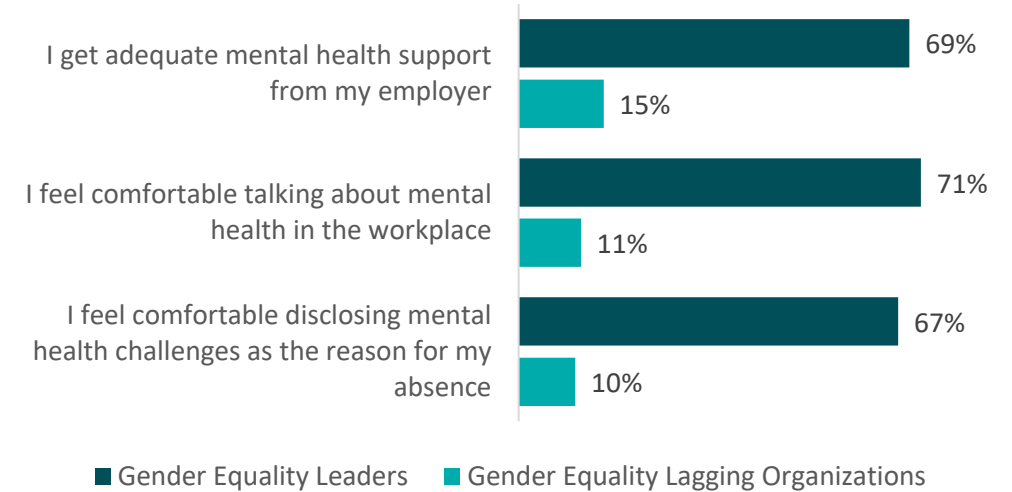
- Deloitte’s research identified a group of “Gender Equality Leaders,” organizations that, according to the women surveyed, have created genuinely inclusive cultures that support their careers, work/life balance, and foster inclusion. The proportion of women working for GELs is **5%** globally and **6%** in Germany.
- 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 **22%** of German respondents work for these Lagging organizations



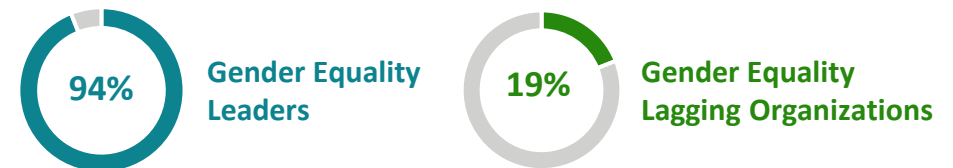
How would you rate the following aspects of your life? (Global)



Which of these statements are true for you? (Global)



I would recommend my organization to my friends or family as a great place to work (Global)



Base: Gender equality leaders = 225, Gender equality lagging organizations = 1,189



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