

**Deloitte.**



## 2023 Women @ Work Report

India

## 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 India 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.



**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.



### *Gender equality leaders remain few and far between*

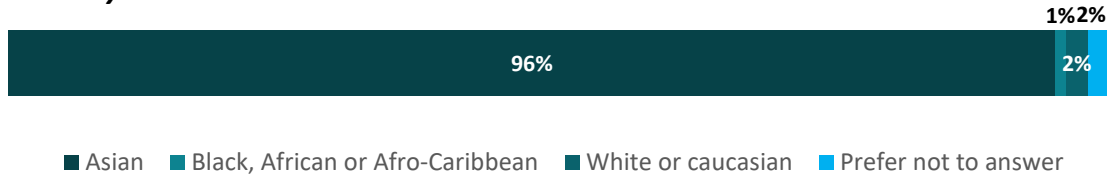
The proportion of women who work for Gender Equality Leaders—organizations that, according to the responses of the women surveyed, foster inclusive cultures that support them and promote mental well-being—remains at 5%, the same as last year. Women who work for Gender Equality Leaders continue to report 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.

# India country profile

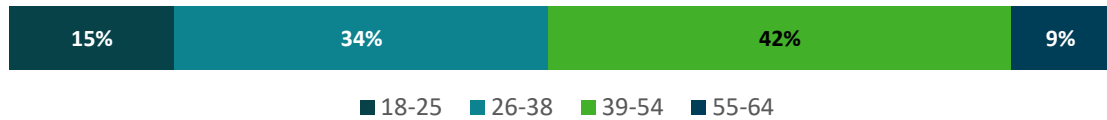
- We surveyed **500 women** in India.

## India respondent profile:

### Ethnicity



### Age



### Seniority



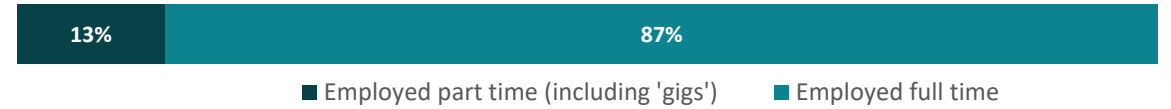
Base = 500

### LGBT+\*

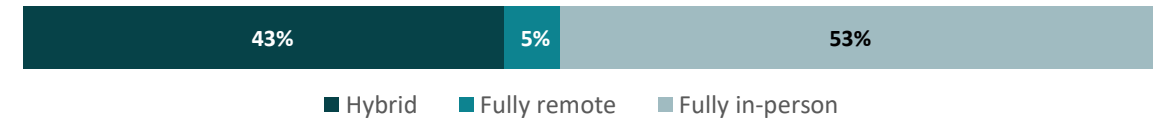


\*Note that gender identities and sexual orientations not shown received less than a 1% response rate. Respondents were able to opt out of answering a question about their sexuality; 338 women answered this question in India.

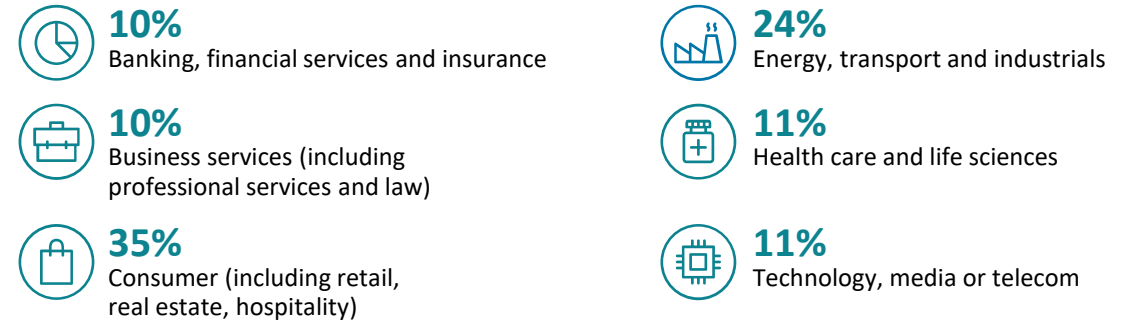
### Employment Status



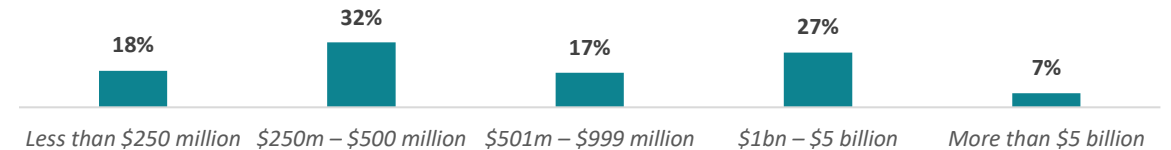
### Percentage of hybrid, fully remote, and fully in-person workers



### Sector of organization



### Organization's total global annual revenue (in USD)



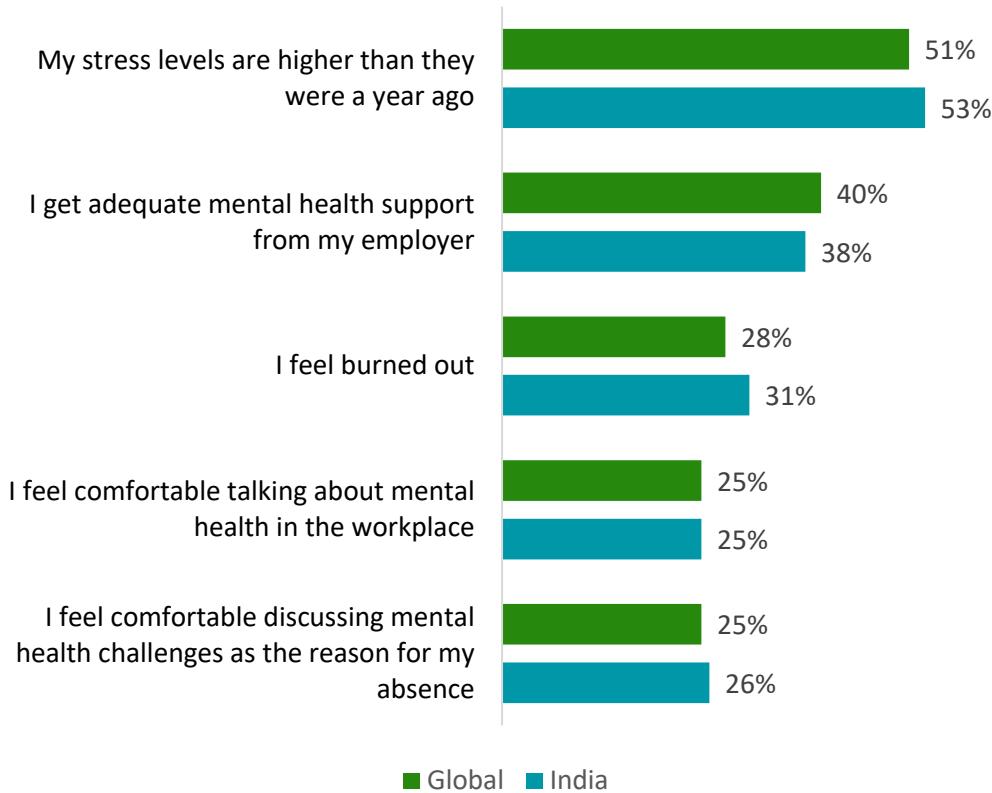
Base = 500

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

- Indian women report slightly higher levels of stress and burnout than their global counterparts. Similar to the global average, only around a quarter of Indian women overall feel comfortable discussing mental health in the workplace. Contrary to global numbers, comfort in discussing mental health in the workplace declines as women age.
- Despite slightly better work/life balance and mental well-being, Indian women report declines in physical health and ability to switch off from work.



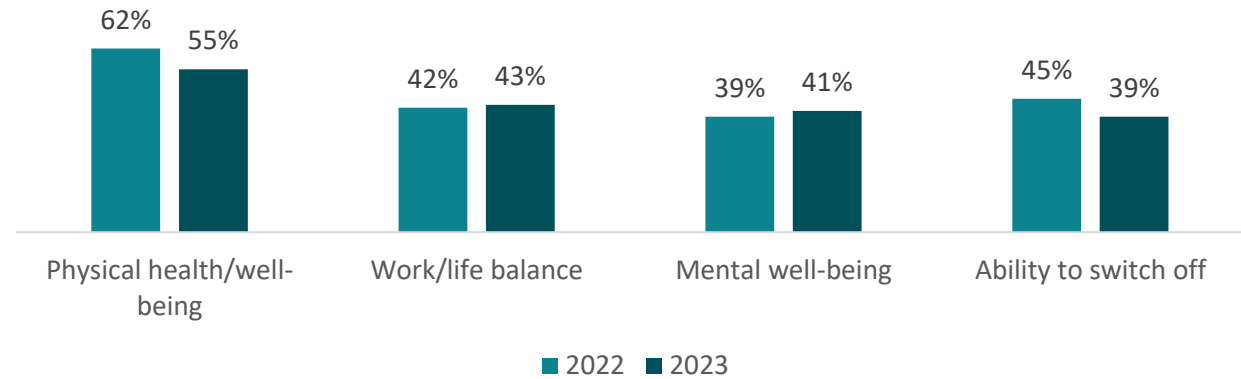
## Which of these statements are true for you?



Base: Global = 5,000, India = 500



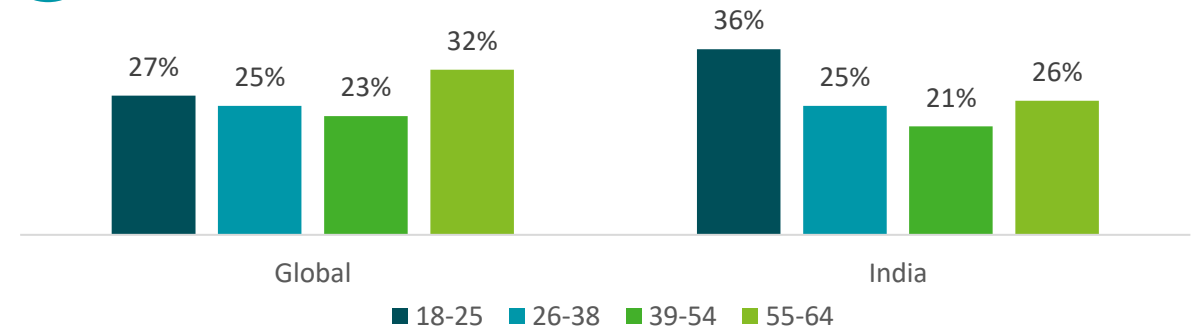
## How would you rate each of the following elements of your life today? (Indian women saying good/extremely good)



Base: 2022 = 500, 2023 = 500



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



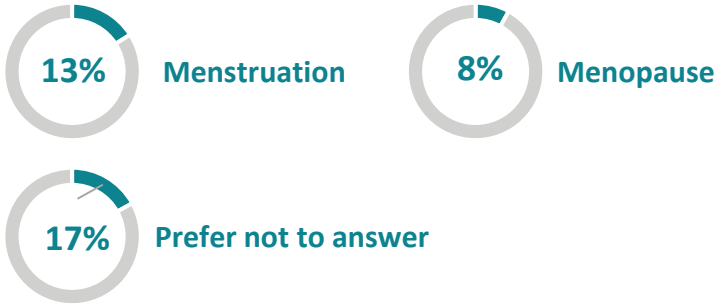
Base: Global 18-25 = 750, 26-38 = 1500, 39-54 = 2250, 55-64 = 500, India 18-25 = 77, 26-38 = 170, 39-54 = 210, 55-64 = 43

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

- Indian women experiencing health challenges related to menopause are slightly less likely than the global average to work through any pain or symptoms (20% globally versus 18% in India). 33% of Indian women say they work through any symptoms related to menstruation versus 40% globally.
- As with their global counterparts, more than half of women in Australia believe it is important for companies to offer paid leave for symptoms related to menstruation and around half say organizations should offer paid leave for symptoms related to menopause.



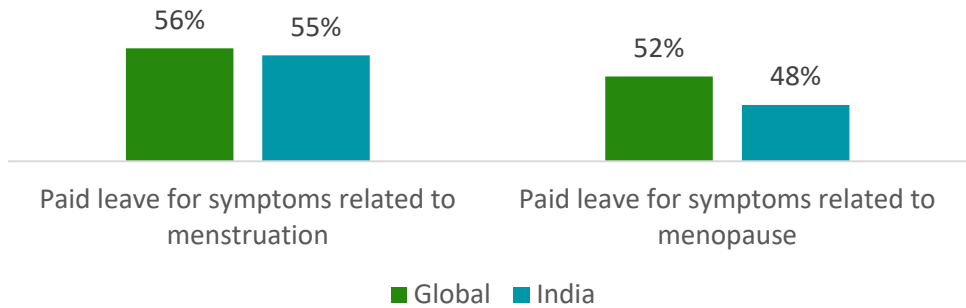
## Percentage of women experiencing reproductive health challenges in India:



Base = 500



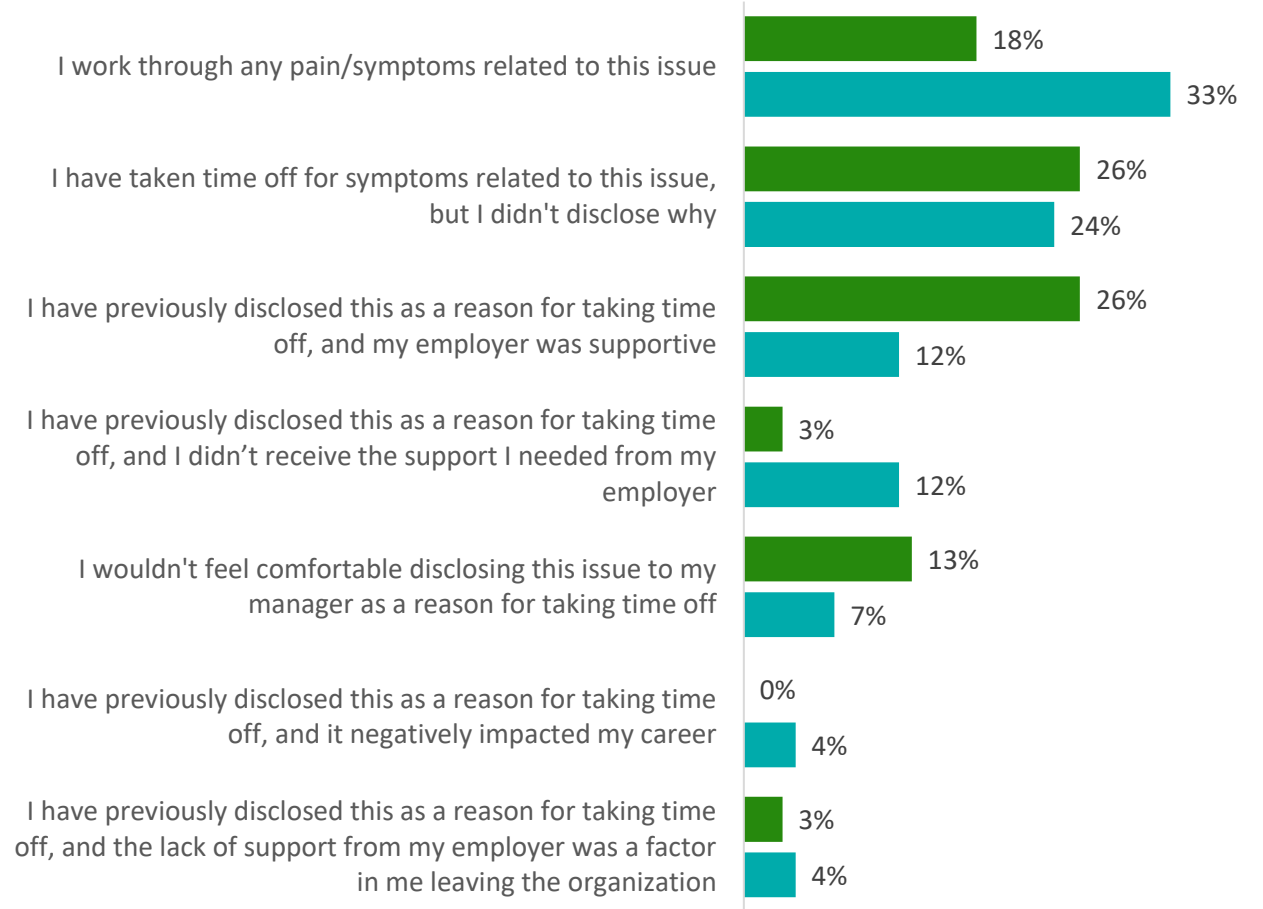
## How important do you think it is for organizations to offer the following?



Base: Global = 5,000, India = 500



## Which of the following statements apply? (Indian women)



■ Menopause ■ Menstruation

Base: Menopause = 38, Menstruation = 67

## Factors outside of the workplace also take a toll

- Women in India cite women’s rights, financial security, and their mental health as their top three concerns.
- As with their global counterparts, women with partners in India take on most of the domestic tasks such as childcare, cleaning and other domestic tasks. Just 15% of women in India split these tasks equally with a partner.
- More than 70% of women in India say their partner is the primary earner in the household.

### Top 3 concerns of women in India:



59%

The rights of women



59%

Financial security



57%

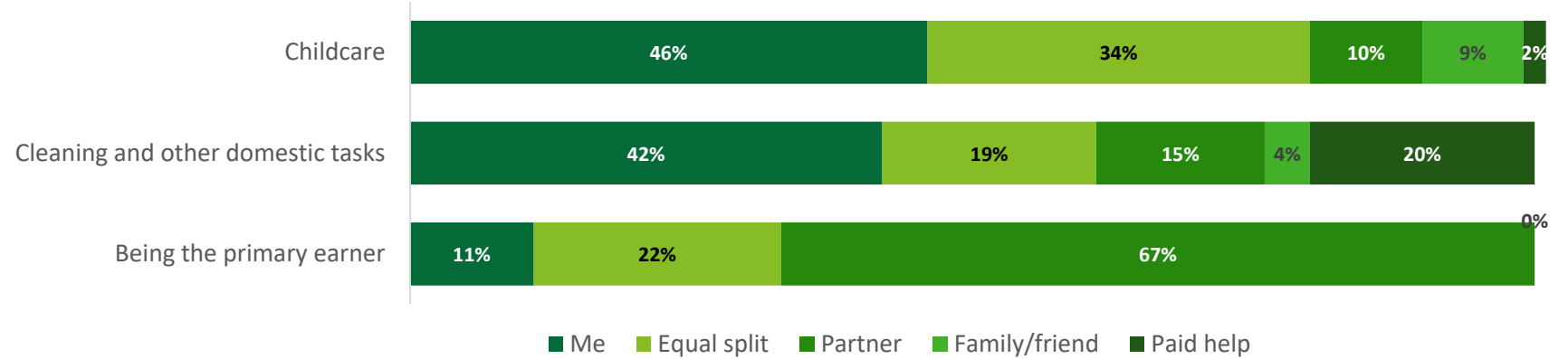
My mental health

Base = 500



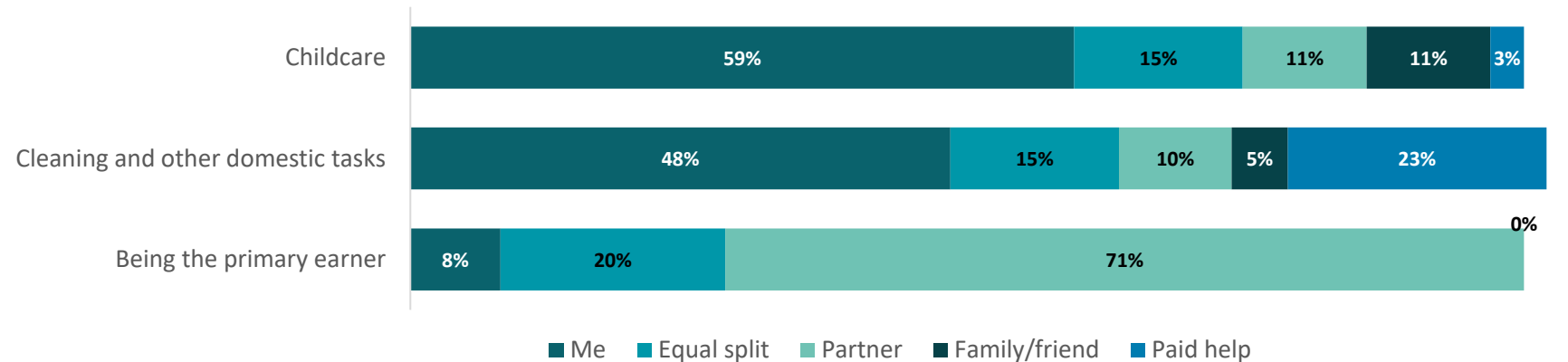
### In your household, who has the greatest responsibility for each of the following tasks? (women living with partners)

#### Global:



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

#### India:

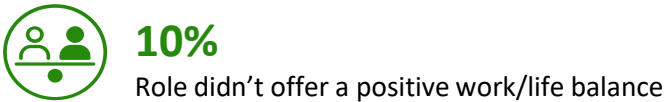
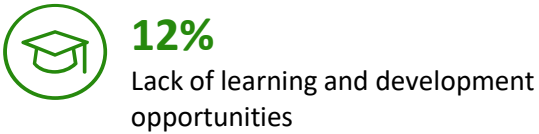
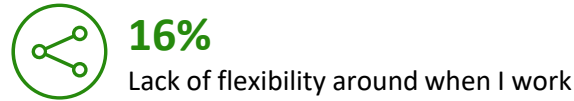


Base: Childcare = 91, Cleaning = 304, Being the primary earner = 304

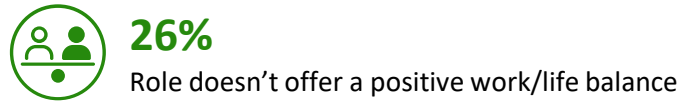
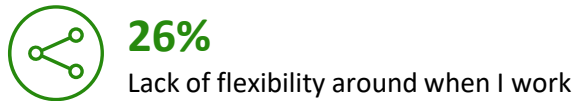
# Women are seeking more flexibility, and making career choices accordingly

- 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 India, 14% of women have left their job in the past year.
- Women in India with high flexibility over when and where they work plan to stay longer with their employers than those without. Flexibility is the top deciding factor for women who have recently left and employer and for those currently looking to leave.

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

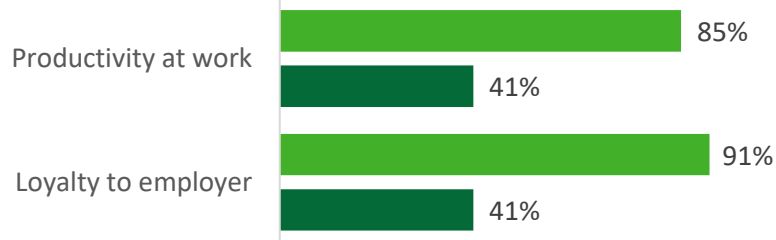


## What is your main reason for wanting to leave your employer? (Indian women)



Base: Left their job in the past year = 68, Want to leave their job = 31

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

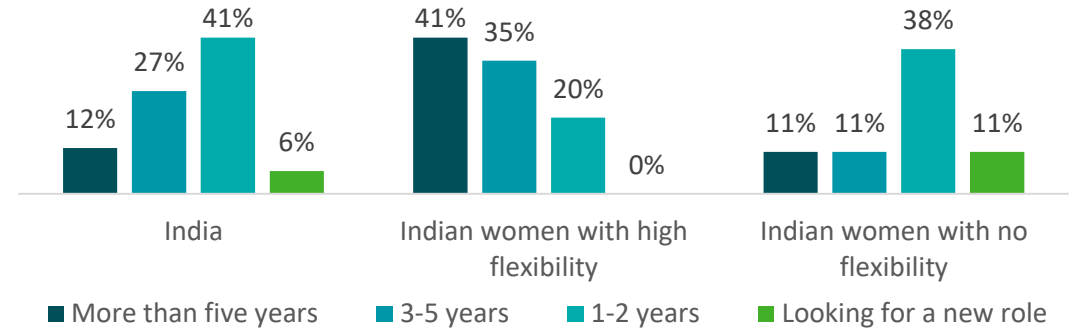


■ Indian women with high flexibility  
■ Indian women with no flexibility

Base: No flexibility = 56, High flexibility = 46



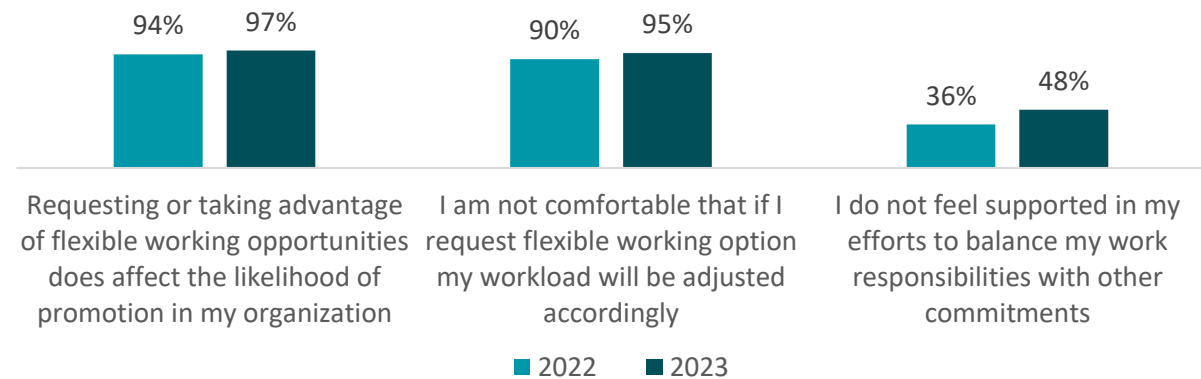
## How long do you plan to stay with current employer?



Base: India = 500, No flexibility = 56, High flexibility = 46



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



■ 2022 ■ 2023

Base: 2023 = 500, 2022 = 500

## Hybrid working is getting better—for some

- Women working hybrid in India are reporting better experiences than last year. However, more than 30% of women still say they don't have enough exposure to leaders and 36% say they feel excluded.
- More women in India 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.



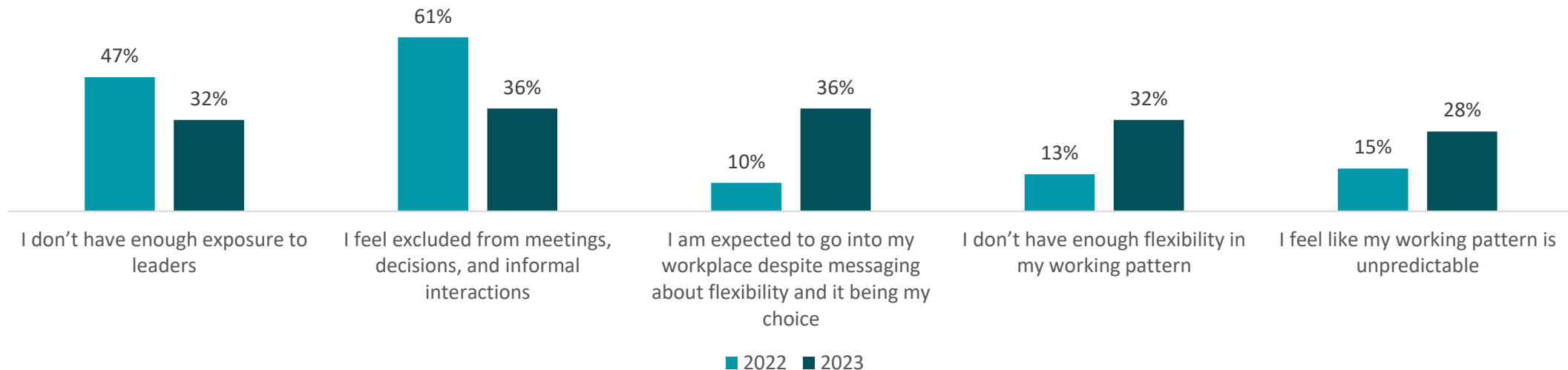
### Percentage of women working in a hybrid environment



Base: Global = 5,000, India = 500



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



Base: 2023 = 214, 2022 = 202

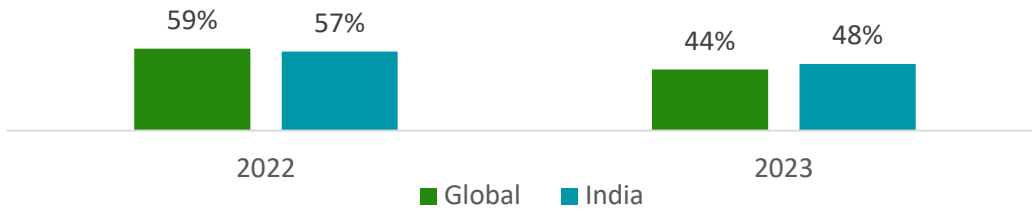


# Non-inclusive behaviors remain

- Similar to the global average, women in India 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 India that chose not to report these experiences to their employer, 47% 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



Base: 2022 global = 5,000, India = 500, 2023 global = 5,000, India = 500



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



Base: 2022 = 283, 2023 = 238

## Top three reasons for not reporting behaviors in India:



**47%**

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



**16%**

I was concerned that the behavior would get worse



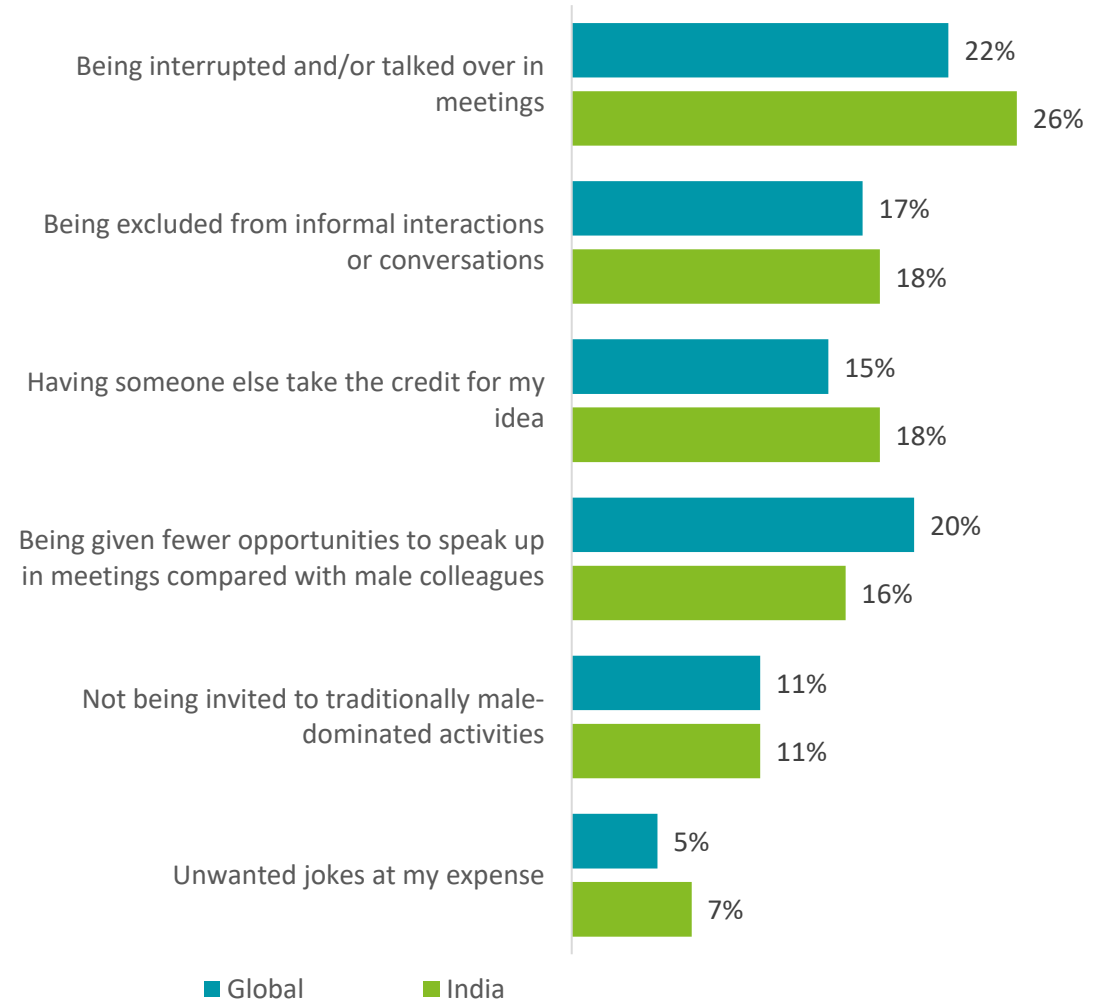
**13%**

I was concerned that my complaint would not be kept confidential

Base = 154



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



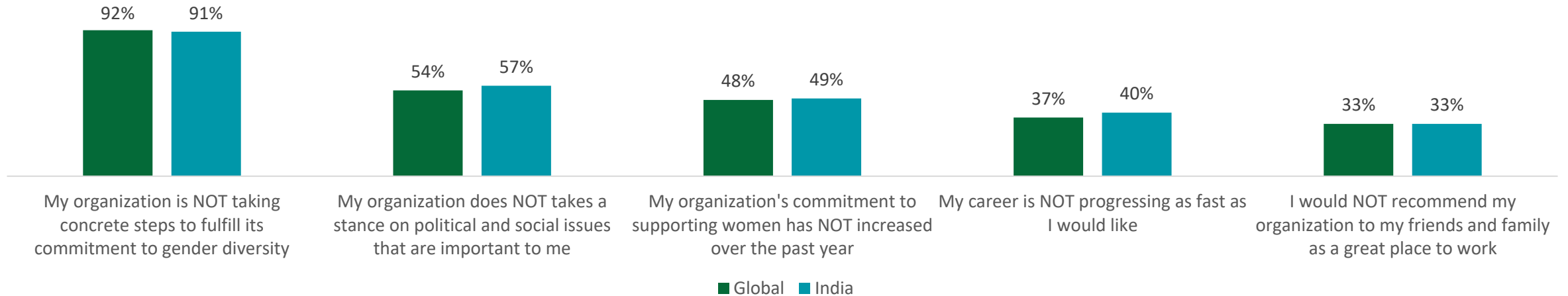
Base: Global = 2212, India = 238

## Respondents say organizations are falling behind on commitments to gender equality

- Most women in India feel their organization is not taking concrete steps to fulfill its commitment to gender diversity. Nearly half say their organization's commitment to supporting women has not increased in the past year.
- A third of women in India would not recommend their organization as a great place to work, and nearly 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, India = 500

# The Gender Equality Leaders are benefitting from doing it right

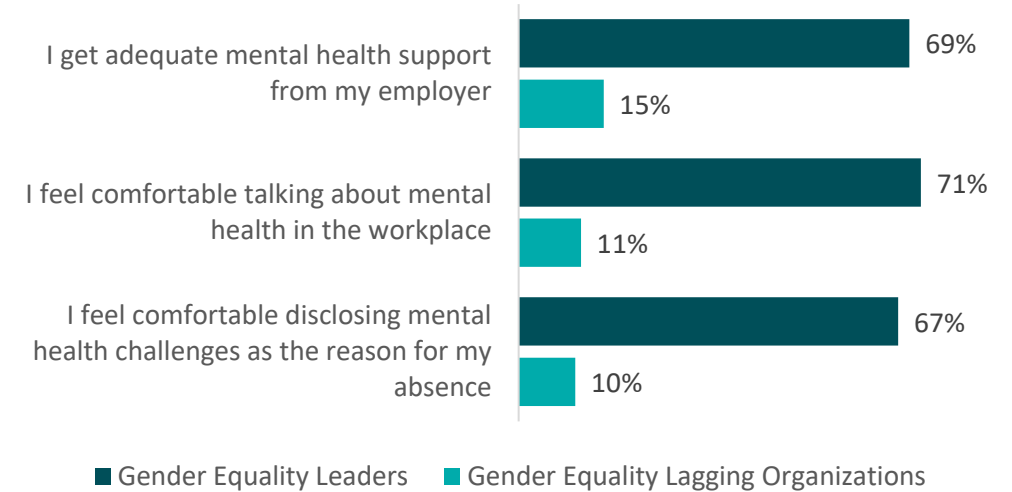
- Deloitte’s research identified a group of “Gender Equality Leaders,” organizations that, according to the women surveyed, have created genuinely inclusive cultures that support their careers, work/life balance, and foster inclusion. The proportion of women working for GELs is **5%** globally and **5%**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



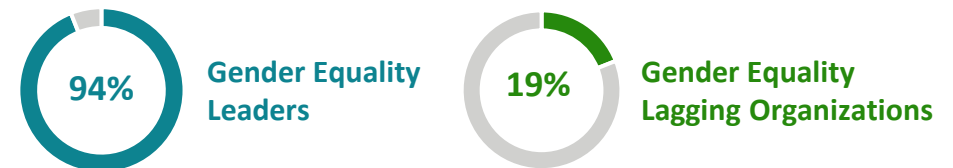
**How would you rate the following aspects of your life? (Global)**



**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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