

## Deloitte's "Women @ Work: A Global Outlook 2024"

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### Introduction:

Deloitte's "Women @ Work: A Global Outlook 2024" report, based on a survey of 5,000 women across 10 countries, highlights the ongoing challenges women face in the workplace and society. The report identifies rising stress, domestic responsibilities, personal safety concerns, health-related struggles, and workplace culture issues as key barriers to women's professional growth. It also emphasizes the need for inclusive policies, mental health support, and flexible work environments to create a more equitable workforce.

### Key Findings:

#### 1. Rising Stress and Mental Health Concerns

- 50% of women report increased stress compared to last year, affecting their productivity and well-being.
- Many feel their employers do not provide adequate mental health support, leaving them without resources to cope.

#### 2. Disproportionate Domestic Responsibilities

- Women continue to shoulder the majority of household and caregiving duties, including caring for elderly family members.
- This limits their ability to advance in careers, with many forced to take breaks or reduce work hours.

#### 3. Personal Safety Concerns

- Nearly half of the respondents feel unsafe at work or during work-related travel.
- A lack of workplace security policies exacerbates these concerns, affecting job satisfaction and retention.

#### 4. Health-Related Challenges

- Many women experience menstrual disorders, fertility issues, or menopause-related struggles but lack workplace support.
- Fear of stigma prevents women from seeking help or taking time off, worsening their stress levels.

#### 5. Hybrid Work and Workplace Culture

- While some benefit from flexible work, others struggle with return-to-office policies and biased hybrid work environments.

- Women report exclusion from networking opportunities and career growth discussions in hybrid settings.

#### 6. The Need for Inclusive Workplace Policies

- Employers should offer mental health support, recognize unpaid domestic labor, and implement gender-sensitive policies.
- Public-private collaborations are essential to drive long-term, systemic change for women's workforce participation.

**Read more:** [Women @ Work: A Global Outlook 2024](#)

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