

United Arab Emirates
Federal Authority for Government Human Resources



**Brief of Survey of
The Needs of Women Working
in the Federal Governmental Sector**



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Introduction

The United Arab Emirates government strategy, and the vision of its leadership have duly supported the development of human resources in the UAE government. This includes increasing awareness to improve the environment in which we work, with a strong focus on attending to the needs of women working in the UAE government. In this light, the Federal Authority for Human Resources has developed a survey assessing the needs of women working in the government sector. This includes:

- Assessing the needs of women working in UAE.
- Reviewing policies and legislations regarding the status of working women
- Creating a document supporting the role of women working in the UAE government, and highlighting the importance of creating a positive and supportive institutional culture
- Providing recommendations to meet the needs of working women

The study aims to analyze survey results and provide recommendations based on the questionnaire data, in order to bring forward critical issues that women are currently facing, in addition to using these as strategic priorities for improvement of their status in the workplace. This will assist in creating and proposing policies and legislation related to women in the federal government.

Objectives

1. To identify the needs and expectations of women working in the federal government
2. To improve and develop policies and legislation affecting the status of women in the workplace
3. To receive feedback which would contribute to, and enhance the development of initiatives towards women's participation in the labor force
4. To identify weaknesses and areas of improvement in order to develop strategies addressing gaps in performance
5. To adopt corrective measures and provide recommendations and proposals to strengthen the role of working women in the UAE
6. To promote and encourage an institutional culture which is supportive of the role of working women

Major steps towards the implementation of this study

1. Identifying target groups
2. Determine the scope of the study
3. Determine survey implementation methods
4. Survey design in developing the questionnaire for 'the needs of women working in the UAE federal government'
5. Carry out survey of target groups
6. Data analysis using the latest statistical software package (SPSS).
7. Preparing a detailed report of the results.

Data collection and sample size

The survey on «the needs of women working in the federal government « was conducted online using social media (FAHR website, Facebook, Twitter...) by approaching different groups of women working in the government sector. There were 7876 respondents to the survey. In addition, samples were selected using « random selection », where the outcome is statistically valid with a « Margin of Error» of plus or minus 2%. the surveys were carried out between the period of February 15th and March 8th, 2011.

Study tools

Data collection was conducted by sending the approved questionnaires to women working in the government sector. The form included three main sections as follows:

First:

Personal data: includes data on (nationality - age group - Qualification - the employer - the emirate - Marital status - number of children - the total years of service - the monthly income).

Second:

Professional data: data related to work system, development opportunities and promotion, leave days, corporate culture, health and occupational safety (working environment), termination and retirement.

Third:

Social and family data: includes data on: the motives behind employment, marital status, childbearing, birth control, balancing between work and family tasks, health and personal hobbies, and other questions about family and marriage

For parts II and III of the form, ‘Likert Scale’ were used in several questions to measure trends related to women working in the government sector. This scale consists of five main degrees (which differed in some of the questions with the addition of «Not Applicable») - ranging from ‘strongly agree’ to ‘strongly do not agree’, which was as follows:

Strongly agree	agree	neutral	Disagree	Strongly disagree	N/A
(5)	(4)	(3)	(2)	(1)	N/A

The numbers in parentheses represent the relative weight of the answer in terms of importance. Likert scales are the best measures to analyze trends.

Methodology

Due to the nature of this study a deductive and descriptive approach was used, which relied on the Questionnaire as a key tool to electronically collect the statistical data and conduct analysis. This was also useful for coming to and conclusions to identify the current situation of women working in the government sector, in addition to coming up with the results and recommendations.

Sample size

The sample of the study consisted of approaching all women working in the government sector, which amounted to (23,000) females.

Data analysis

The questionnaire was encoded and the data was collected electronically, which was then analyzed through statistical methods appropriate to the nature of data and the type of variables of the study. The study’s hypotheses were also taken into consideration.

Features of the respondents

Table No. 1: Nationality

Nationality	Frequency	Percentage
Emarati	7556	95.94%
Arab	300	3.81%
Other	20	0.25%
Total	7876	100%

Table No. (1) indicates that the majority of the respondents (96%) were UAE nationals followed by (3.8%) who were of Arab origin, while (0.25 %) of the respondents were from other nationalities.

Table No. 2: Qualifications/degree

Qualification/degree	Frequency	Percentage
Less than high school	75	0.95%
High school diploma	944	11.99%
Graduate Diploma	1203	15.27%
Bachelors	4950	62.85%
Masters	635	8.06%
PhD	69	0.88%
Total	7876	100%

Table no. 2 identifies that two-thirds of the respondents, which was also a majority of the sample (62.9%) held a Bachelors degree, followed by (15.3%) who held a graduate diploma, followed by (12%) who had high school diplomas. (8.1%) of the women held a Masters degree, with the lowest proportion holding a PhD (0.9%).

Table No. 3: Age group

Age group	Frequency	Percentage
18 - 23 years old	274	3.48%
24 - 29 years old	2704	34.33%
30 - 35 years old	2943	37.37%
36 - 41 years old	1456	18.49%
42 - 46 years old	388	4.93 % 1.05%
47 - 51 years old	83	0.25%
52 - 56 years old	20	0.10%
57 years old or more	8	
Total	7876	100%

Table No. (3) shows that more than two-thirds of the respondents (71.7%) were in the age group from 24-35 years, which indicates that the majority of the sample were young women, followed by (18.5%) from the age group (36-41 years). (4.93%) of the respondents were from the (42-46 years) age group, followed by (3.5%) from the (18-23 years) age group, with the lowest proportion of women (0.35%) from the age group of women who were (52 years or older).

Table No. 4: Sector

sector	frequency	Percentage
Federal government	3606	45.78%
Local government	3680	46.72%
Private sector	590	7.49%
Total	7876	100%

Table no. 4 shows that about half of the sample of respondents were from the local government sector (46.7%), and approximately the other half (45.7%) from the federal government sector. There was also a response of 7.5% from the private sector.

Table No. 5: Emirate

Emirate	Frequency	Percentage
Abu Dhabi	3260	41.39%
Dubai	2611	33.15%
Sharjah	797	10.12%
Ajman	237	3.01%
Umm Al Quwain	155	1.97%
Ras Al Khaimah	508	6.45%
Fujairah	308	3.91%
Total	7876	100%

Table No. (5) highlights that the highest percentage of Respondents are from the Emirate of Abu Dhabi (41.39%), followed by women working in the Emirate of Dubai by (33.15%). This was followed by the women who work in the Emirate of Sharjah (10.12%), Ras Al Khaimah (6.45%), then Fujairah (3.91%), Ajman (3.01%), and finally women who work in the Emirate of Umm Al Quwain (1.97%).

Table No. 6: Working in the same Emirate in which they live

Working in the same Emirate in which they live	Frequency	Percentage
Yes	6703	85.11%
No	1173	14.89%
Total	7876	100%

table number No. (6) shows that more than 85% of women work in the same emirate in which they live. 15% of women in this sample do not work in the same Emirate in which they live.

Table No. 7: Years of service

Number of years of service	Frequency	Percentage
Less than one year	368	4.67%
1-5 years	2663	33.81%
6-10 years	2374	30.14%
11-15 years	1578	20.04%
16-20 years	705	8.95%
21-25 years	146	1.85%
More than 25 years	42	0.53%
	7876	100%

We Conclude from Table No. (7) that the majority of women (33.81%) are those who have worked between (15- years), followed by (30.14%) of those who have (610- years)experience , which is a sufficient amount of time in which to formulate opinions regarding matters related to work. (20.04%) of the respondents had 1115- years of experience,), while (8.95%) had 1620- years of experience, followed by (4.67%) having less than one year of work experience. only a fraction of the sample (2.37%) had experience of over 21 years.

Table No. 8: Monthly income

Monthly income	Frequency	Percentage
Dhs 5,000 or less	186	2.13%
Dhs 5001 – 10,000	766	9.73%
Dhs 10,001 – 15,000	1769	22.46%
Dhs 15,001 – 20,000	2195	27.87%
Dhs 20,001 – 25,000	1005	12.76%
Dhs 25,001 – 30,000	667	8.47%
Dhs 30,001 – 40,000	858	10.89%
Dhs 40,001 – 50,000	303	3.85%
Dhs 50,001 or more	145	1.84%
Total	7876	100%

Table No. (8) highlights that (27.87%) of working women belong to the category of income (from 15.001 to 20.000 AED), followed by (22.87%) of the income category (10.001 to 15.001 AED) and (12.76%) of the income from (20.001 to 25.000 AED), (10.89%) receive a monthly income (from 30.001 to 40.000 AED), and (9.73%) who receive a monthly income (from 5.001 to 10.000 AED), and (8.47%) who receive Monthly income (25.001 to 30.000 AED), and (3.85%) who receive a monthly income (from 40.001 to 50.000 AED), and (2.13%) who receive a monthly income (AED 5,000 or less), and finally (1.84%) who have income of (50 001 AED or more).

Table No. 9: Marital Status

Marital status	Frequency	Percentage
Single	2088	26.51%
Married	5294	67.22%
Divorced	417	5.29%
Widow	42	0.53%
Separated	35	0.44%
Total	7876	100%

According to table No. (9) The highest proportion of the respondents were married (67.22%), while (26.51%) were single, followed by (5.29%) whom were divorced, (0.53%) who were widows, and (0.44%) who were separated.

Table No. 10: Number of children

Number of children	Frequency	Percentage
Less than a year	168	2.13%
1- 3	766	9.73%
4-5	1769	22.46%
6-10	2195	27.87%
11-13	1005	12.76%
14-16	667	8.47%
17-18	858	10.89%
19 years old or more	303	3.85%
Null	145	1.84%
Total	7876	100%

Table No. (10) highlights that the of majority of women(27.87%), had children of age group (610- years), followed by (22.46%) who had children within the age group of (45- years). This was followed by (12.76 %) who had children in the age group (1113- years) and (10.89%) who had children in the age group (1718- years).(9.73%) who had children in the age group (13- years) , and (8.47%) had children in the age group (1416- years). (3.85%) had children in the age group (19 years or older), (2.13%) who had children of age group (less than a year), and finally (1.84%) had no children.

Professional dimension

1- Employment system

1.2 Part time work arrangements

Table No. 11 Part-time work

are part time work arrangements applied by your employer?	Frequency	Percentage
Yeas	1449	18.40%
No	6427	81.60%
total	7876	100%

According to the results in table No. (11) The part-time work system is not implemented in most institutions and organizations that the respondents worked in (81.6%), while (18.4%) of organizations do in fact use this system.

Table No. 12: Supporting part time working hours system

Do you support the part-time work system	Frequency	Percentage
Yeas	5632	71.51%
No	2244	28.49%
Total	7876	100%

The results appear in Table No. (12) Highlight the majority of women that (71.51%) support part-time working hours, while (28.49%) do not support this system.

Table No. 13 Take advantage of the part-time working hours system

Are you seeking to benefit from the system?	Frequency	Percentage
Yes	5400	68.56%
No	2476	31.44%
Total	7876	100%

The results appear in Table No. (13) Highlight that the majority of women who intend to take advantage of part-time work system are (68.56%) of the sample, and the ones who do not intend to take advantage of this system amount to (31.44%) the sample.

In addition, results show that 88% of women who had supported part-time work arrangements intended to take advantage of it if it were present

Table No: 14 Children in the age group / take advantage of the part-time working hours system

Children age group	Taking advantage of part time system	
	Yes	No
Less than a year	72.4%	27.6%
1- 3	70.1%	29.9%
4 – 5	67.8%	32.2%
19 years old and more	66.4%	33.6%
6 -10	65.4%	34.6%
14 -16	65.1%	34.9%
11 – 13	64.0%	36.0%
17 – 18	52.1%	47.9%

The results appear in Table No. (14) Highlight the majority of women who had children below five years are more in need of a part-time work hours. The results also show that the majority of women (72.4%) who had children within the age group (less than a year old) intended to take advantage of the part-time work system This was followed by (70.1%) who had children of age group (13- years), then the proportion of (67.8%) who had children of age group (45- years) who intended to take advantage of this system.

Table No. 15: Reasons for not taking advantage of part-time work arrangements

Reasons for not taking advantage of part-time work arrangements	take advantage part-time working hours system
	No
Part-time service periods are not included in the pension benefit and the retirement reward And insurance is not part of the service	39.70%
Inadequate number of working hours	23.79%
Other	23.18%
Inadequate periodic allowance for part time job	7.11%
Not allowed by full-time employer to work part time at another organization	6.22%

According to the results in table No. 15 the majority of working women who do not intend to take advantage of the part time working hours system, are (39.7%) attributing the matter to the fact that part-time service periods do not include health insurance, nor are they included in the pension benefit and retirement reward. (23.8%) mentioned that there was a (lack of adequate number of working hours). (23.18%) did not state a reason, followed by 7.11% who said that the allowance provided for part time work was inadequate. Finally, 6.22% said that they were not allowed by their full-time employer to work part time at another organization

2.2 Flexible working arrangements

Table No. 16 Flexible work arrangements

Does your employer apply flexible work arrangements?	Frequency	Percentage
Yeas	2427	30.82%
No	5449	69.18%
Total	7876	100%

According to the results in table No. (1.2.2) flexible working arrangements are not implemented in most institutions and organizations that women work in (69.18%), however, (30.82%) of other respondents said that their organizations do in fact implement these arrangements.

Table No. 17: Support of flexible-work arrangements

Do you support flexible work arrangements?	Frequency	Percentage
Yeas	7170	91.04%
No	706	8.96%
Total	7876	100%

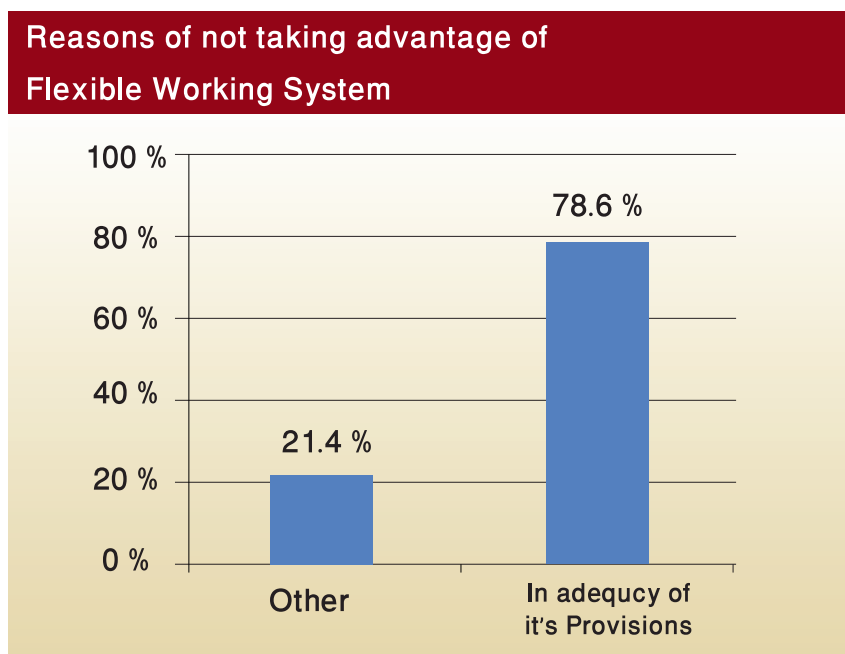
The results that appear in Table No. (17) Show that most respondents to this survey support flexible working arrangements (91.04%), while only a small percentage of respondents do not support this system (8.96%).

Table No. 18: Taking advantage of flexible work arrangements

Do you seek to benefit from flexible work arrangements ?	Frequency	Percentage
Yeas	7157	90.87%
No	719	9.13%
Total	7876	100%

The results appear in Table No. (18) Show that most of the women intend to take advantage of the flexible working hours system are (90.87%), while only 9.13% do not intend to take advantage of this system

Figure (19): Reasons for not taking advantage of flexible working arrangements



According to the results in Figure (19, the (78.6%) of women who do not agree with the flexible working arrangements is due to the inadequacy of the provisions of the system. The remainder 21.4% attributed this 'other' reasons.

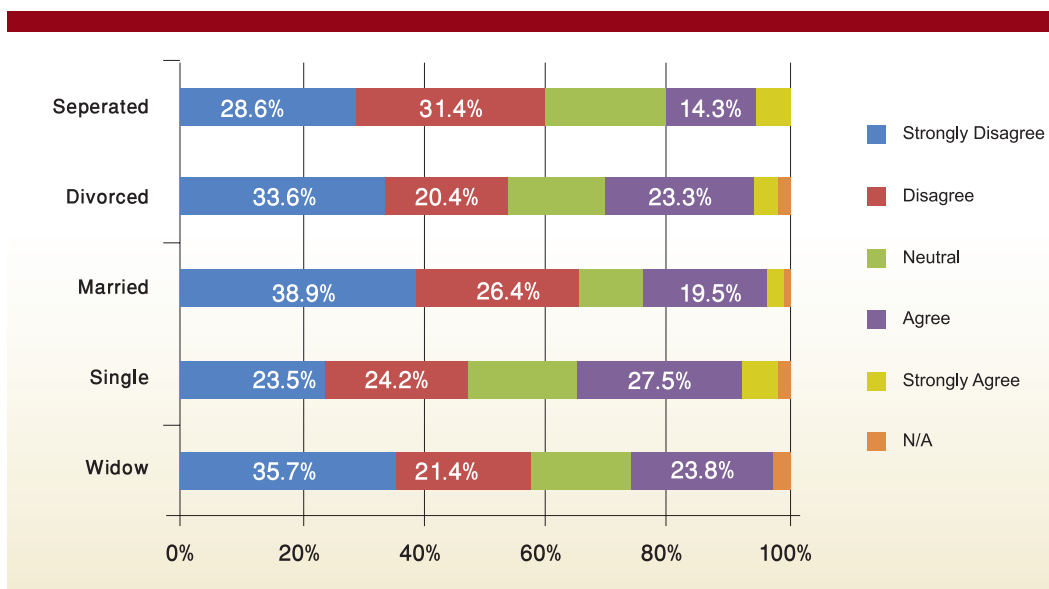
2.3 The Suitability of Working Hours

Table NO. 20: Suitable hours of work and family responsibilities

Answer	Frequency	Percentage
Strongly disagree	2713	34.45%
Disagree	2010	25.52%
Neutral	1015	12.89%
Agree	1718	21.81%
Strongly agree	325	4.13%
Total	95	1.21%

The majority of women (60% disagree and strongly disagree) find it difficult to juggle work and family responsibility, while about 26% of the respondents (strongly agree and agree) believe that the amount of work and family responsibilities are suitable to them.

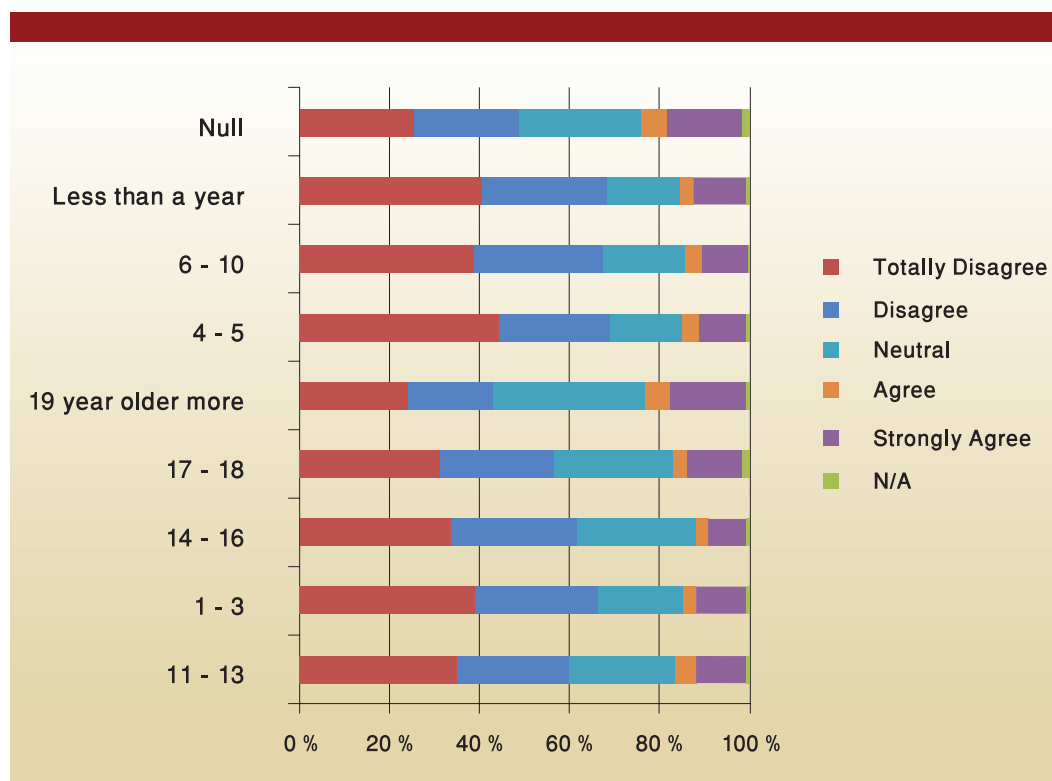
Figure No. 1: Suitable hours of work with job tasks and family responsibilities/marital status



We conclude from Figure (1) that the majority of working women who have either disagreed or strongly disagreed to the suitability of hours of work with job tasks and family responsibilities are married,(38.9%), followed closely by widowed respondents (35.7%), and then by those who were divorced (33.6%). Very close behind were respondents who were «separated» (31.4%) and finally those who were «married» (26.4%). The majority of «single « women (27.5%) expressed their consent on this matter.

Therefore, we conclude that married women are more in need of balancing workplace and family responsibilities.

Figure No.2: Appropriate hours of work with job tasks and family Responsibilities/children age group



The results in Figure (2) show that the majority of working women who have shown «non-consent at all» for appropriate hours of work with job tasks and family responsibilities are of those who had children within the age group (4-5 years) with a rate of (44.1%). This was closely followed by women who had children within the age group of (less than a year old) with rate of (40.3%), and women who had children of age group (1-3 years) (39.1%). the majority of women who had children of category (19 years or older) «consented»

that their work hours and family responsibilities were appropriate (33.6%), followed by women who do not have children (27.2%).

Therefore, we conclude that working women and women with children of age group (5 years and under) find it challenging to balance workplace and family responsibilities, and are those who most support the flexible working arrangements.

Table No. 23: Does your workplace take into consideration conducting meetings at the appropriate hours

Answer	Frequency	Percentage
Strongly disagree	948	20.04%
Disagree	1380	17.52%
Neutral	1530	19.43%
Agree	3199	40.62%
Strongly agree	595	7.55%
N/A	224	2.84%

The majority of working women (48.17%) consider that the times of conducting meetings are appropriate, while (37.56%) of the respondents think that they are not.

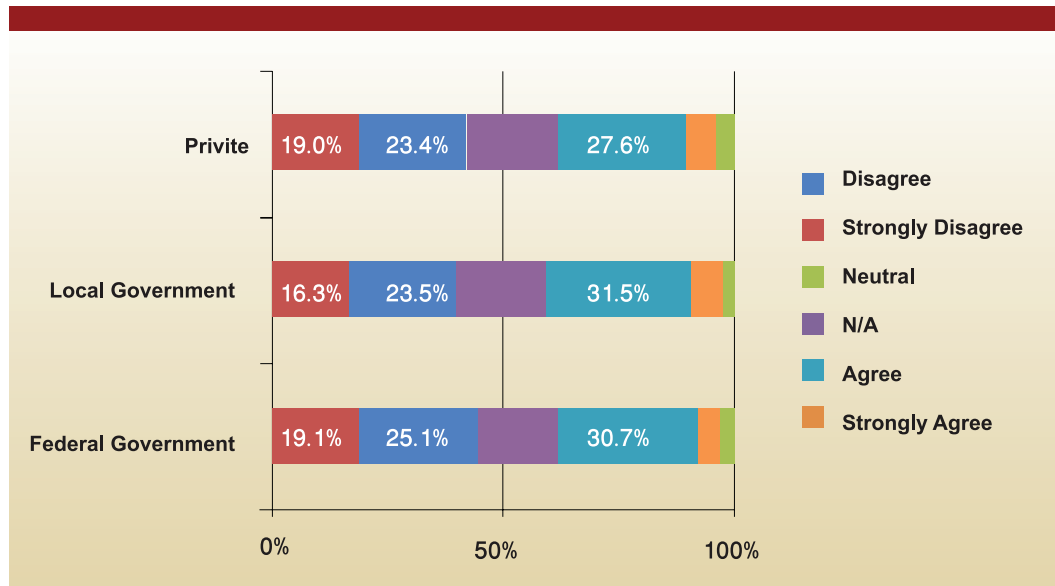
2- Development opportunities and promotion

Table No. 23: the employer gives equal opportunities in development & training programmes and continuing education

Answer	Frequency	Percentage
Strongly disagree	1402	17.80%
disagree	1909	24.24%
Neutral	1443	18.32%
Agree	2427	30.82%
Strongly agree	451	5.73%
N/A	244	3.10%

The results which appear in Figure (3.1.1) show that the majority of women do not think that their employer provides equal opportunities in training and development programs and continuous learning (42.04%), while (36.54%) of women do agree that they are provided with that opportunity.

Figure No.3: The equal opportunities in development & training programmes and continuing education / sector



We Conclude from Figure (3) the following:

- The majority of women working in the federal government sector (44.2%) responded that their employer doesn't provide equal opportunities in training and development programs and/or continuous learning, compared with (42.4%) in the private sector, and (39.8 %) in the local government sector.
- (38%) of women working in the local government sector show their «consent» (strongly agree and agree) that their employer gives them equal opportunities in training and development programs and continuous learning, compared with (35.4%) in the federal government sector, and (34.1%) in the private sector.
- Therefore, we conclude that the respondents think that development opportunities and continuous learning is better in the local government sector than the Federal and private sector.

Table No. 24: The employer gives equal opportunity without gender discrimination

Answer	Frequency	Percentage
Strongly disagree	1401	17.89%
Disagree	1815	23.04%
Neutral	1787	22.69%
Agree	2140	27.17%
Strongly agree	321	4.08%
N/A	412	5.23%

The results appear in Figure No. (24) Show that there is gender discrimination in granting opportunities in handing out work tasks, therefore the majority of women (40.83%) think that the employer does not give equal opportunities in the workplace, while (31.25%) of the women thought that there was no discrimination based on gender issues.

Table No. 25: Motivation and Appreciation in the Workplace is Fair

Answer	Frequency	Percentage
Strongly disagree	2932	37.22%
Disagree	2253	28.61%
Neutral	1213	15.40%
Agree	1057	13.42%
Strongly agree	151	1.92%
N/A	270	3.43%

The results that appear in Figure (25) show that the majority of working women (65.83%) thought that there was low motivation and appreciation system in the workplace, while (15.34%) of the women expressed either agreed or strongly agreed that there was.

Figure No. 4: Motivation and Appreciation in the Workplace is Fair and Equitable/the Sector

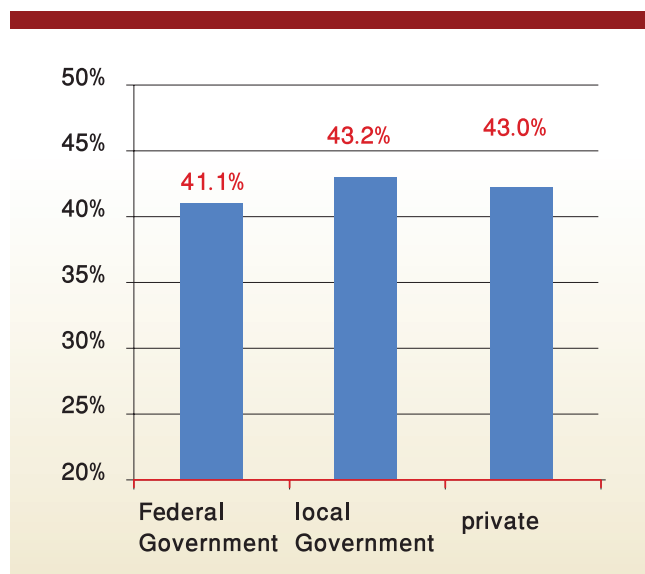


Figure No. (4) Illustrates the levels of satisfaction in the local government sector for

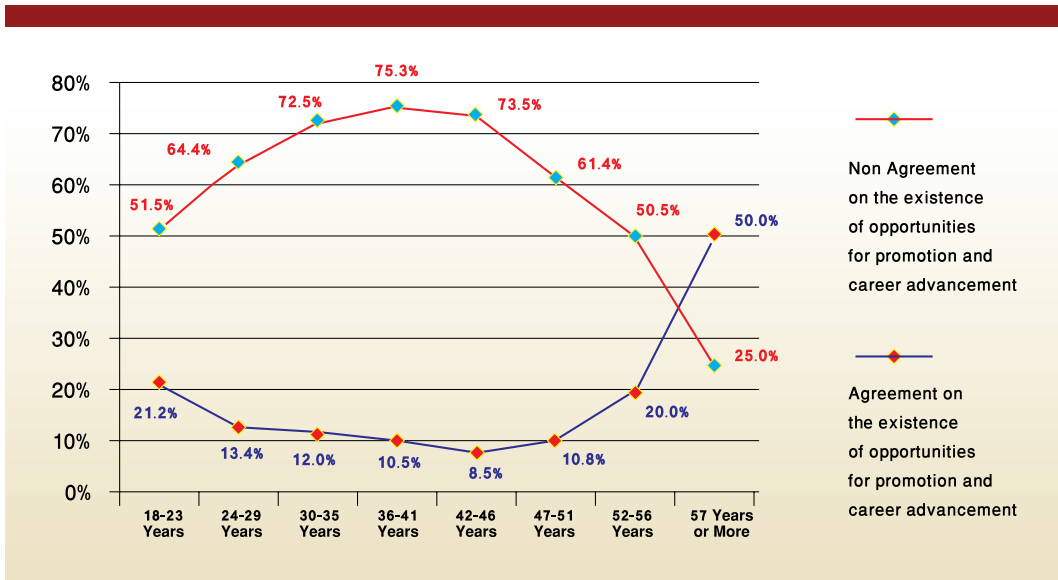
« motivation and appreciation» is higher in the local sector in comparison to federal government sector, with a slight difference of (+2.1%). the majority of women working in the local government sector achieved a level of satisfaction of about (43.2%), while women in the Federal government sector achieved a level of satisfaction of (41.1%).

Table No.26: Opportunities for promotion and career advancement are fair and equitable

Answer	Frequency	Percentage
Strongly disagree	3304	41.95%
disagree	2156	27.37%
Neutral	1164	14.78%
Agree	864	10.97%
Strongly agree	112	1.42%
N/A	276	3.50%

The results in Figure (26) illustrate the opportunities for promotion and career advancement in the workplace are not available on a fair and equitable basis. The results show that most working women (69.32%) have showed discontent (disagree, and totally disagree) with the opportunities for promotion and career advancement in their workplace, while only (12.39%) of working women have shown «their consent «(agree and strongly agree) on this issue.

Figure No.5: The opportunities for promotion and career advancement in the workplace are fair and equitable/age group



The majority of women who did not consent (totally disagree, and disagree) on the existence of opportunities for promotion and career advancement in the workplace were from the age group (3641- years) (75.3%), followed by women who are from age group (4246- years) with (73.5%), and lastly women from the age group of (3035- years) (72.5%).

Figure No.6: The opportunities for promotion and career advancement in the workplace are fair and equitable/ total of service years

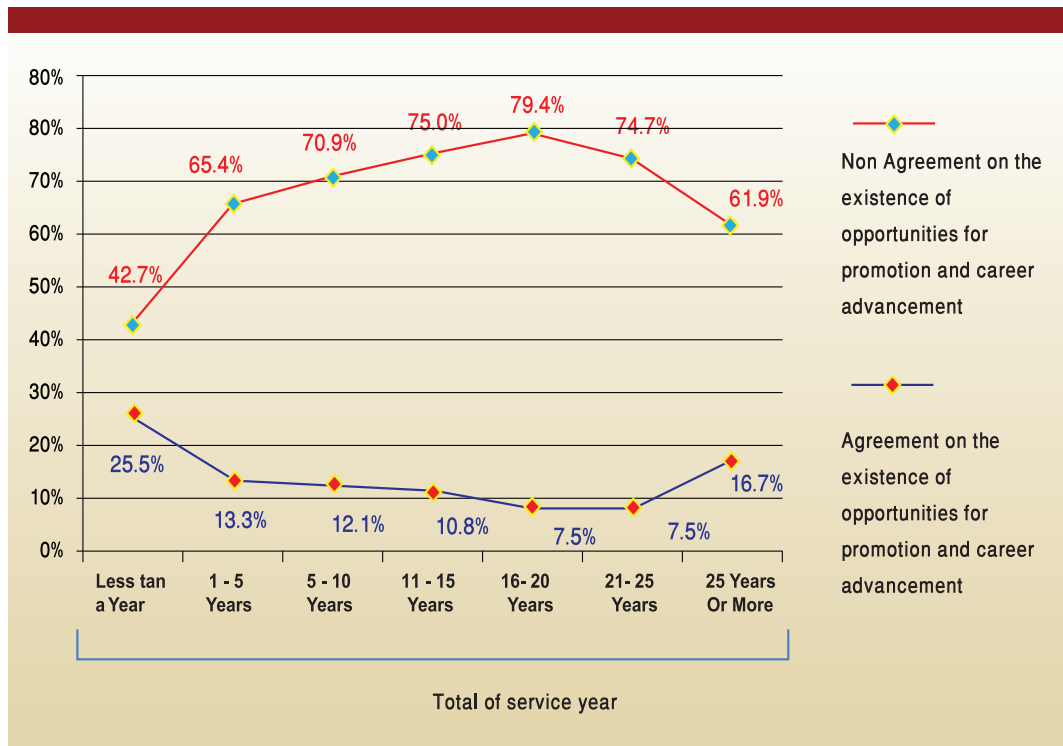


Figure No. (27) illustrates the majority of women who did not consent (totally disagree, and disagree) on the existence of opportunities for promotion and career advancement in the workplace are those who have total years of service (1620- years) (79.4%), followed by (75%) who have served (1115- years), followed by women with total years of service (2125- years)(74.7%).

Overall, we note that with the increasing years of work experience, their discontent exceeds when it comes to the existence of opportunities for advancement and professional development in their workplace.

3- Leave

Table No.27: Leave

No.	Subject	Disagree (disagree, strongly disagree)	Agree (agree, strongly agree)	N/A Neutral
1	Leave days granted are sufficient compared to family responsibilities	77.3%	11.3%	11.4%
2	The employer Facilitates your discharge from work to accompany your children when necessary	36.1%	34.2%	29.7%
3	the employer Facilitates your right of taking advantage of maternity leave and hours of nursing	27.0%	43.4%	29.5%
4	The Period of maternity leave granted by the federal HR law of (60) days is appropriate	65.1%	15.7%	19.2%

Table No. (27) shows that most women do not think that the granted leave is enough compared to their family responsibilities (77.3%).

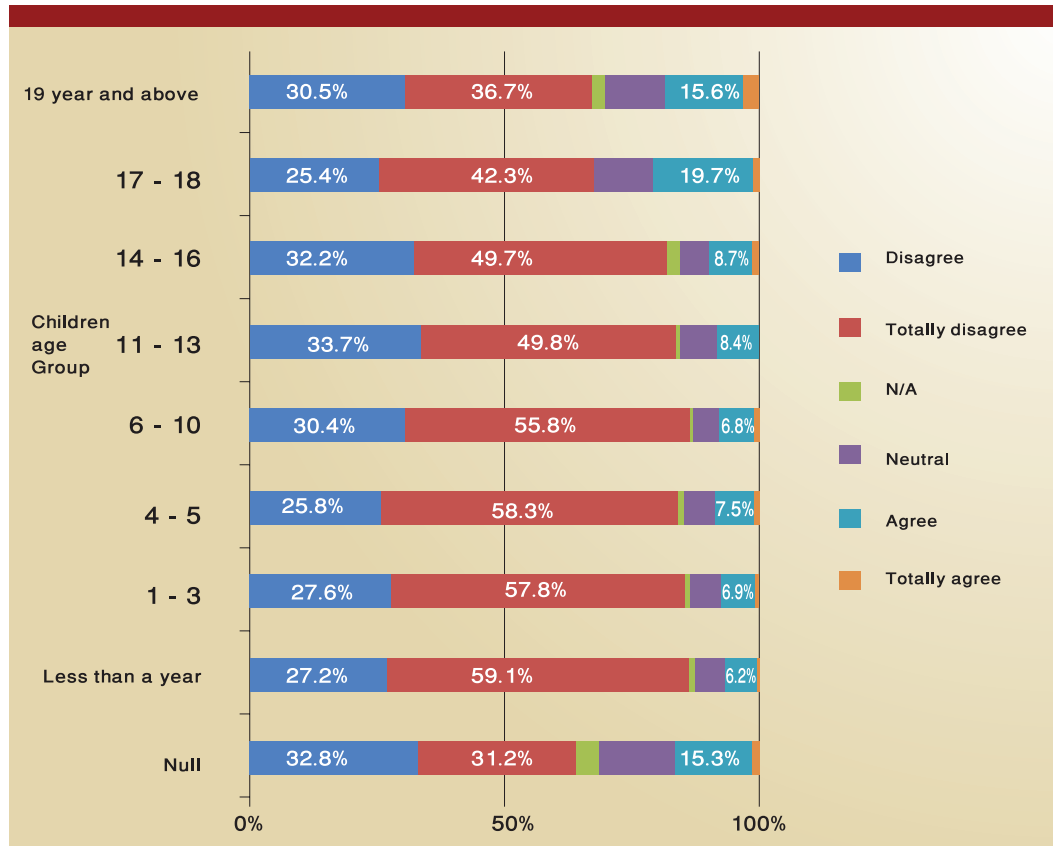
Regarding subject number 2 of the above table, the respondents were split on the subject of employers Facilitating their discharge from work to accompany their children when necessary (36% strongly disagree/disagree while 34% strongly agree/agree) while the remainder were neutral (29.7%).

As for the issue No. 3, (43.4%) of women considered that the employer made it easier for women to take advantage of their maternity leave and hours of breastfeeding, while (27%) of the respondents said that this was not the case. (29.5%) of women remained either neutral or this issue did not apply to them.

As for the issue No. 4 (the appropriate leave granted for maternity leave), the majority of working women (65.1%) showed that the duration of maternity

leave granted by Federal Law for Human Resources (60 days) were not enough, while (15.7%) of women expressed that this amount of leave was sufficient. , (19.2%) of women remained either neutral or the issue did not apply to them.

Figure No. 7: The granted maternity leave is enough compared with family responsibilities/children age group



The results in Figure No. (7) illustrate that the majority of working women who either totally disagreed or disagreed on the adequate number of leave days in lieu of family responsibilities were those who had children who were less than a year old (86.3%), followed by women who had children in the age group (610- years) (86.1%), and women who had children of age group (13- years) (85.4%).

So we conclude from the above that discontent on the adequacy of leave days in lieu of family responsibilities increases as the age of child decreases. This was even more apparent in results which show that women who ‘do not have children’ or the age of their children was above 17 years are more satisfied than those who have children of lower age groups.

Table No. 28: If your answer is ‘strongly disagree’, or disagree, how long do you think it is appropriate for maternity leave.

Answer	Frequency	Percentage
3 months	560	10.91 %
4 months	1281	24.97 %
5 months	321	6.26 %
6 months	2073	40.40 %
More than 6 months	896	17.46 %
Total	5131	100 %

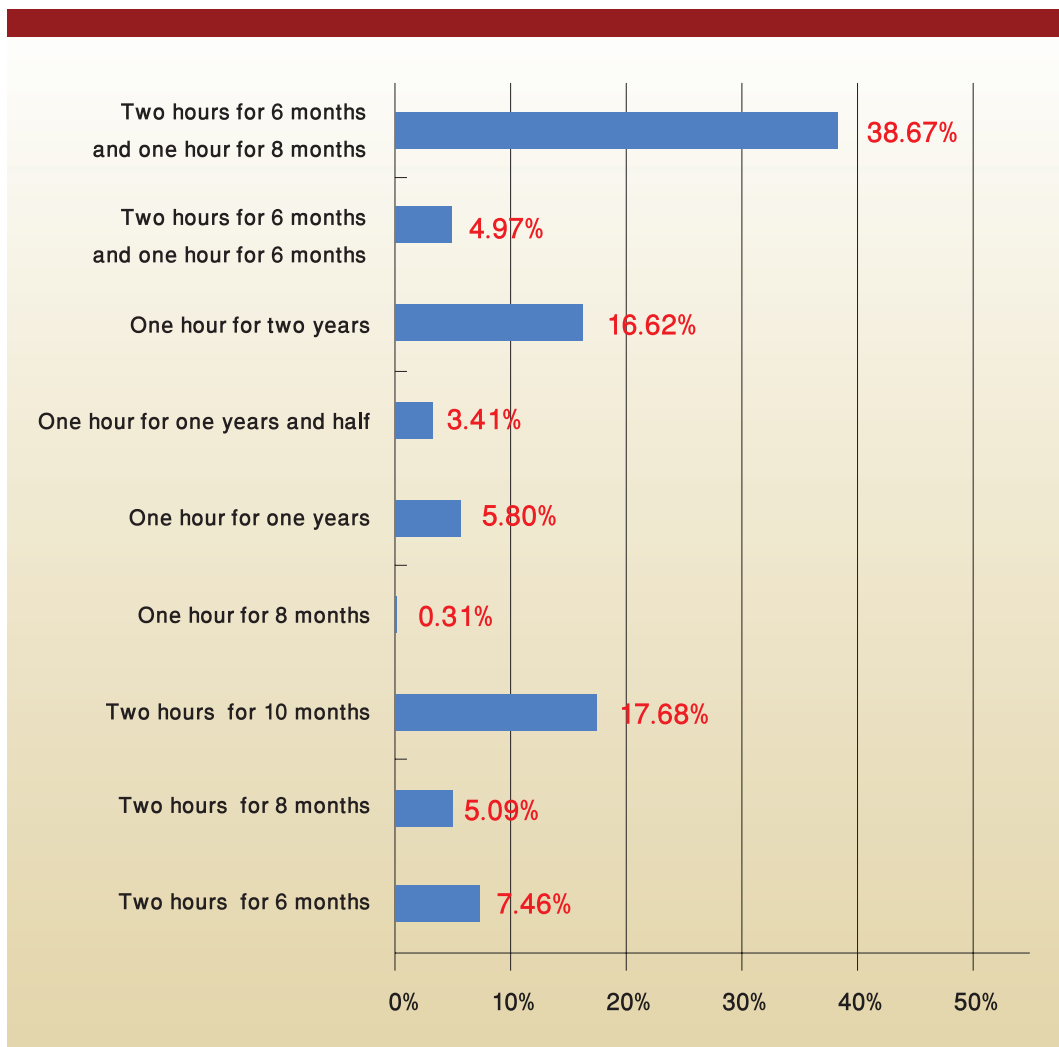
The results appear in Table No. (28) show that the majority of women think that a period of 6 months is appropriate for maternity leave(40.4%), followed by a period of 4 months,(24.97%), and then more than 6 months (17.46%). This is followed by those who think that 3 months is an adequate amount of time for maternity leave (10.91%), and finally followed by those who think 5 months are sufficient (6.26%).

Table No.29: Number and duration of breast-feeding hours (two hours a day for four months) granted by federal law of human resources

Answer	Frequency	Percentage
Totally disagree	2504	31.82 %
Disagree	1719	21.83 %
Neutral	864	10.97 %
Agree	1522	19.32 %
Strongly agree	239	3.03 %
N/A	1026	13.03 %
Total	7876	100 %

The results appear in Table No. (29) refers that the majority of women disagree think that that the number and duration of feeding hours (two hours a day for four months) granted by the federal law of human resources is appropriate and by (53.64 %), while (22.36%) of the women think that it is sufficient.

Figure No. 8: Duration of Proposed Breastfeeding Hours



The results in Figure (8) show that the majority of working women (38.67%) suggest that it should be two hours of breastfeeding for 6 months and one hour for a following 8 months, followed by a suggestion of two hours for 10 months by (17.68%) of the women. This was followed by the suggestion one hour for two years, by (16.62%). 27.03% of the remaining responses were distributed among the six remaining proposals, and one hour for eight months by (0.31%).

Figure No. 9: Do you support maternity leave without pay?

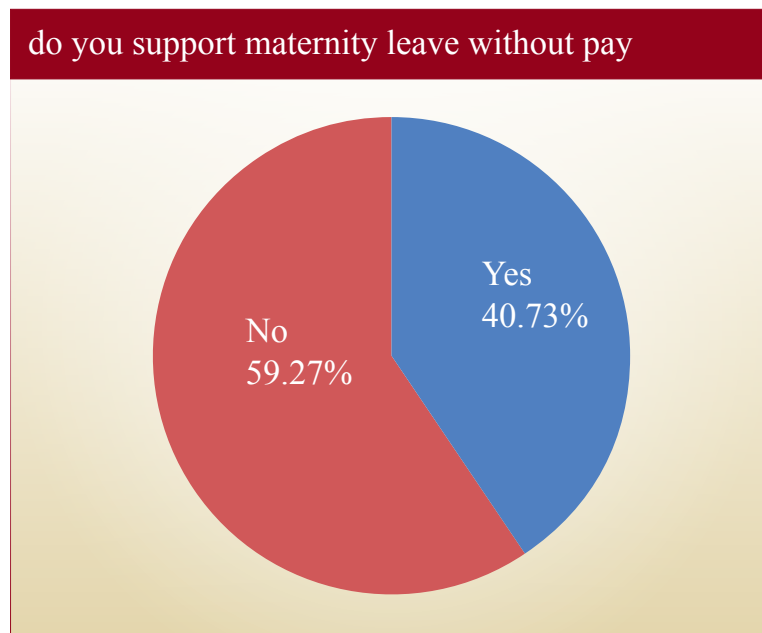


Figure No. (9) Shows that the majority of women 59.27% do not support maternity leave without pay while(40.73%) of the women support this .

Table No. 10: (those who answered «Yes» to the previous question: unpaid maternity leave) the period that women think is appropriate for maternity leave.

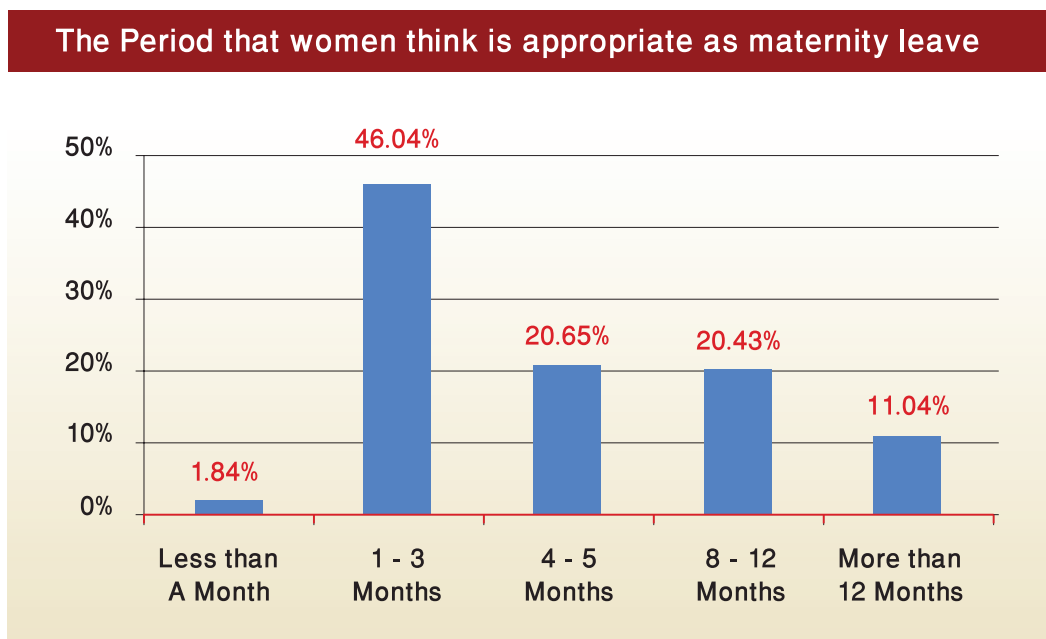


Figure No. (10) shows that the majority of women (46.04%), support maternity leave without pay, and think that the period (13- months) is appropriate followed by (20.65%) of the respondents who believe that the period (4 - 7 months) is an appropriate period for maternity leave. this was followed by (20.43%) of the respondents saying that a period (812- months) , followed by (11.04%),responding that (more than 12 months) is an appropriate time, and finally only (1.84%) of the respondents thinking that a period of (less than a month) was sufficient

Figure No. 11: Paid paternity leave.

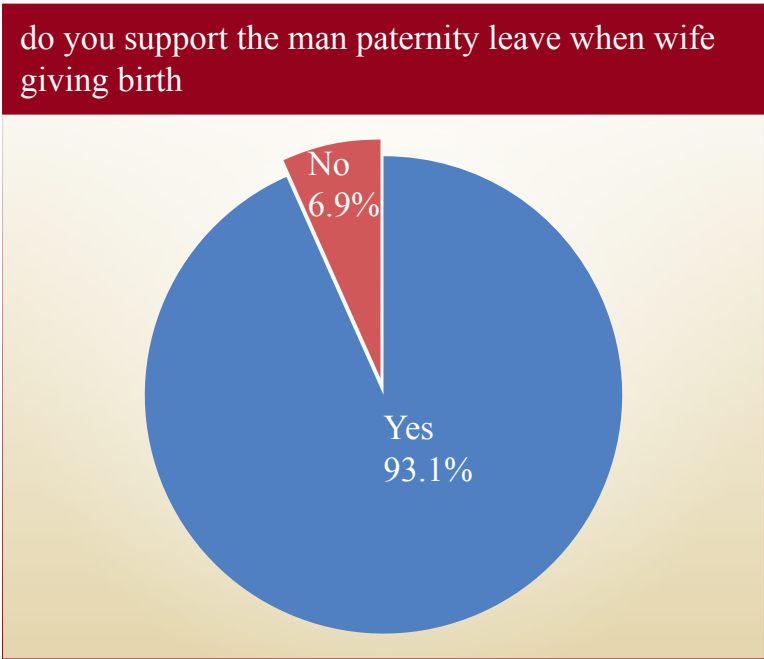


Figure No.(11) A large majority of the respondents (93.1%) supported paid paternal leave while only a very small amount did not agree to this (6.9%).

Figure No. 12: (those who answered «yes» to the previous question: paid paternity leave) the period that women think is appropriate as paternity leave

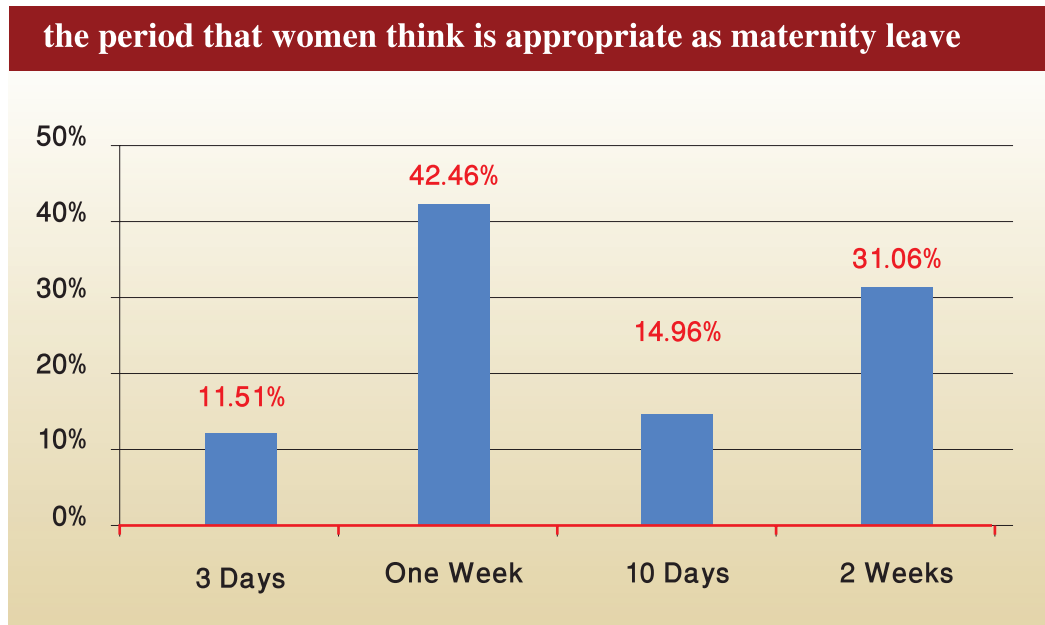


Figure No.(12) highlights the majority of women 42.46% who support parental leave with paid salary, believing that one «week» is sufficient, followed by those who support a period of two weeks for paternity (31.06%), followed by 14.96% of the respondents who think that a period of ten days is sufficient, and finally those who think a period of (three days is enough (11.51%).

4- Institutional culture

Table No. 30: Work-Place Relations

No.	Subject	Disagree (Disagree. And strongly disagree)	Agree (agree, and strongly agree)	Neutral
1	Your managers and co-workers think that women are able to work efficiently and are supportive of working women	18.51%	67.66%	19.77%
2	The relationship between male and female staff at your company is based on cooperation and mutual respect	7.71%	71.98%	20.31%
3	The relationship among female staff at your company is based on cooperation and mutual respect	11.68%	70.67%	17.65%

Table No. (30) Highlights the majority of women gave (61.72%) their «consent» as (agree, and strongly agree) that managers and co-workers believe that women are able to perform work efficiently and support working women, while 18.51 % don't believe that is true (, while (19.77%) of the respondents remained neutral.

As for topic No. 2 (work relations between male and female staff), the majority of women (71.98%) considered the functional relationships between male and female staff at work were based on cooperation and mutual respect, while a small percentage (7.71%) expressed that this was not the case, and (20.31%) of these respondents remained as neutral.

As for issue No. 3 (work relations among female employees), the majority of women (70.67%) considered that the functional relations among female

employees in the workplace were characterized by cooperation and mutual respect, while only (11.68%) of respondents did not agree. , (17.65%) of the respondents remained as neutral .

From the table above we conclude the following:

- The majority of managers and co-workers (67.66%) believe that women are able to perform work efficiently and support women in the workplace.
- The functional relations between male and female staff at the respondents’ organizations were based on cooperation and mutual respect based on the majority of responses (71.98%)
- Finally, the functional relations among female employees at the company were also based on mutual respect according to (70.67%) of the respondents.

Table No. 30: Work-Place Relations

No.	Subject	Disagree (Disagree. And strongly disagree)	Agree (agree, and strongly agree)	Neutral or N/A
1	Your employer understands your family circumstances	37.23%	36.77%	26.00%
2	Your employer understands your medical and health circumstances	38. %	39.58%	21.62%
3	Your employer understands your responsibilities as a caregiver (to the elderly, those with disabilities or illnesses)	33.57%	22.37%	14.06%

Results in table No. (31) Highlight that the majority of women (37.23%) have shown that their employer doesn't understand their family circumstances, while (36.77%) of working women think that the employer does understand, while (26%) of the respondents remained neutral.

As for topic No. 2 (the employer understanding health and medical circumstances of working women), most women (39.58%) responded that their employer understands their health conditions, while (38.8%) thought that their employers did not understand this matter, and (21.62%) remained neutral.

Furthermore, (33.57%) of working women thought that their employer did not understand their responsibilities towards taking care of elderly or disabled or those with illnesses, while (22.37%) agree that their employers did understand this, while the majority (44.06%) remained neutral.

We conclude from the above table that the majority of employers do not understand women's family circumstances, and a lack of understanding to their responsibilities towards the care of elderly or disabled or those with illnesses.

Table No. 32: Work Environment/ Harassment

No.	Subject	Disagree (Disagree. And strongly disagree)	Agree (agree, and strongly agree)	Neutral
1	The employer provides a work environment free of indecent harassment	9.10%	78.21%	12.68%
2	The employer shall take equitable and fair action in the case of women's vulnerability to indecent harassment	8.63%	68.50%	22.87%

The results in table No. (32) Highlight that most working women (78.21%) agreed that the employer provides a work environment free of indecent harassment, while that (9.1%) of respondents did not agree to this, while (12.68%) of women remained neutral.

As for topic No. 2 (the employer takes fair procedures in the case of women's vulnerability to indecent harassment). The majority of women (68.5%) consider the employer will take fair action in case indecent harassment, while (8.63%) of the women disagreed to this, and (22.87%) of women remained neutral.

We conclude from the above table that (78.21%) of the women think that their employers provide a work environment free of indecent harassment. In addition, the majority of respondents 68.5% also feel that these parties will take equitable and fair action in cases of indecent harassment.

Figure No. 13: The employer provides a work environment free of indecent harassment

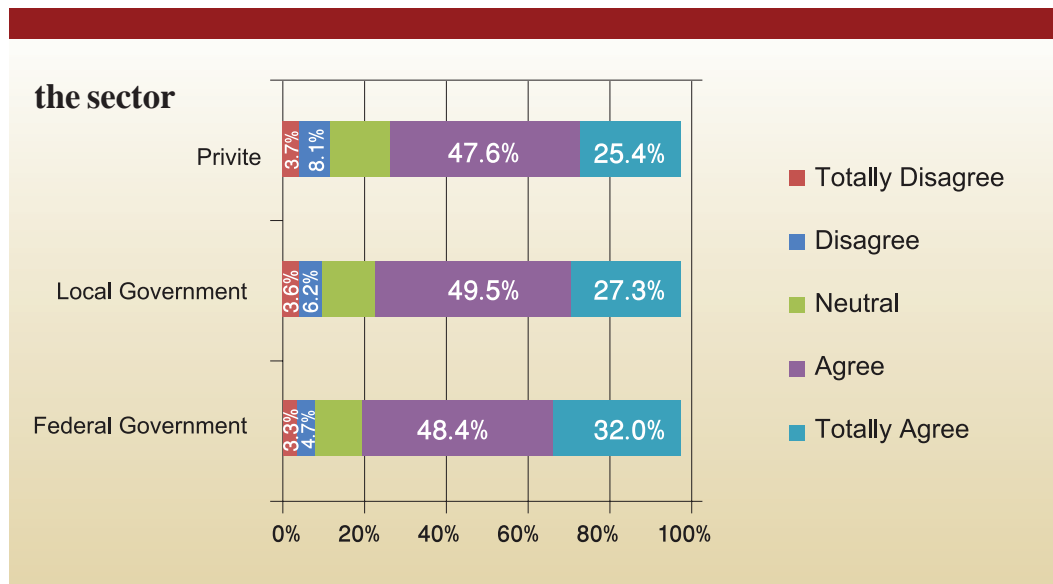


Table No. 33: The employer provides a work environment free of indecent harassment/the sector

	Federal government	Local government	Private
Agree (agree, and strongly agree)	80.5%	76.8%	73.1%
Disagree (Disagree. And strongly disagree)	80.0%	9.8%	11.9%
Neutral	11.5%	13.4%	15.1%

We conclude from Figure No. (13) And table No. (33) The following:

- The majority of women working in the federal government sector (80.5%) gave their consent (agree and strongly agree) that the employer provides a work environment free of indecent harassment, compared with (76.8%) in the local government sector, and (73.1%) in the private sector.
- (11.9%) of women working in the private sector have shown «non-consent» (disagree and totally disagree) that the employer provides a work environment free of indecent harassment, compared with (9.8%) in the local government sector, and (8.0%) in the Federal government sector.

Therefore, According to the majority's response they believe that the governments sectors can provide an environment which is more women friendly in comparison to other sectors.

Figure No. 14: the employer is seeking to provide a nursery/day care centre for children in the workplace

Figure No. 14: The employer is seeking to provide a nursery/day care centre for children in the workplace

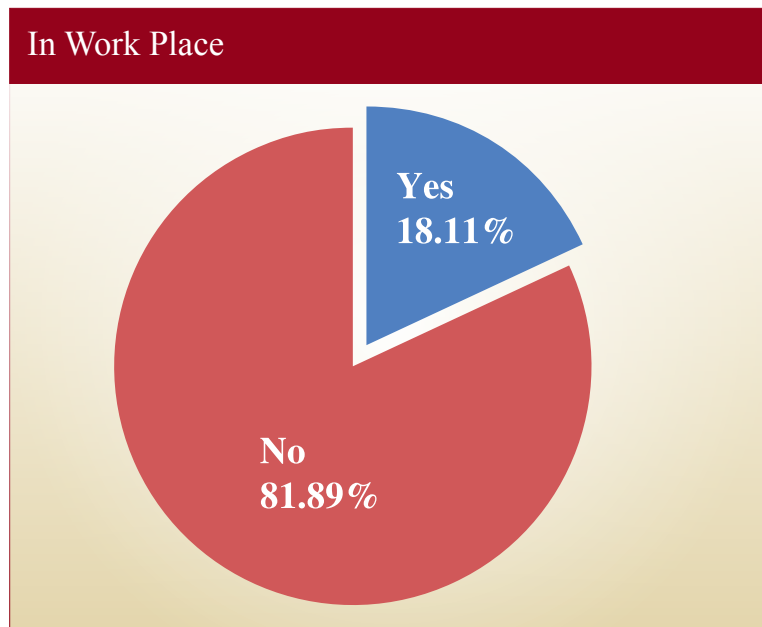
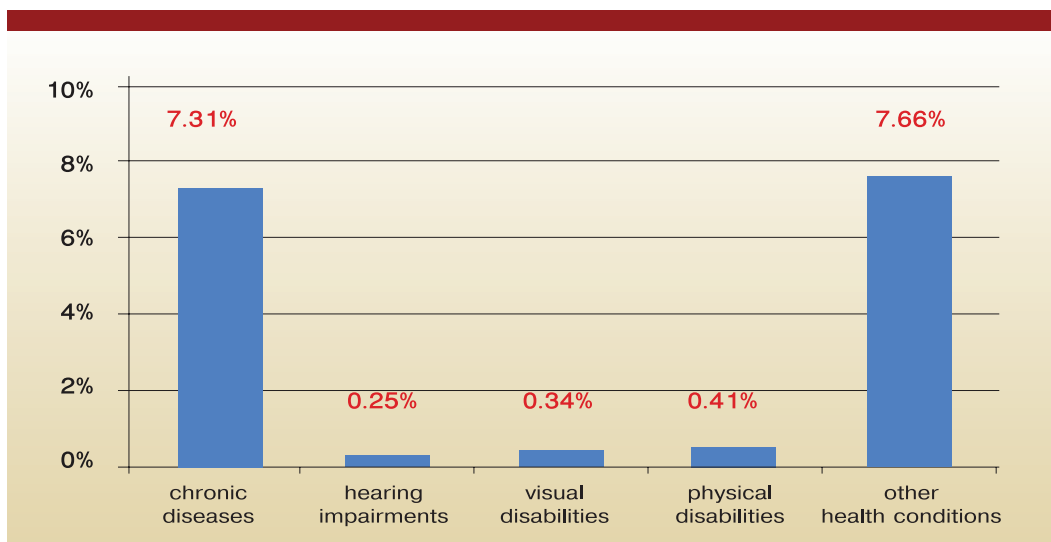


Figure No (14) highlight that the majority of employers (81.89%) do not provide or seek to provide a nursery for children in the workplace. Only 18.11% of the respondents said that their organizations were seeking to provide a nursery for children in their workplace).

5- Occupational Health and Safety (working environment)

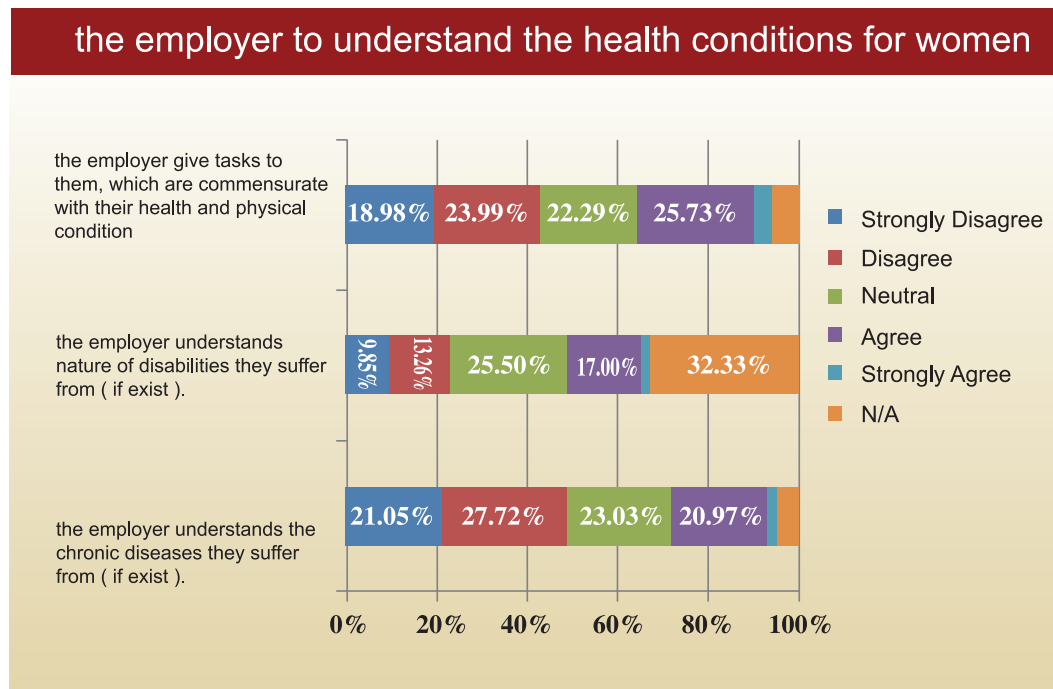
Figure No. 15: Women` Health (medical conditions respondents suffer from)



The Percentage of women who do suffer from health conditions is (84.03%)

Figure No. (15) Highlights that the majority of women (84.03%) do not suffer from any health conditions, while (7.66%) suffer from ‘other’ health conditions, (7.31%) suffer from chronic illnesses, (0.41%) from physical disabilities, (0.34%) from visual disabilities, and (0.25%) from hearing impairments.

Figure No. 16: The employer understands the nature of these health conditions



Note: The number of answers to three questions in the figure above for each question are 1259 out of 7876 or 16% of the total sample.

The results in Figure No. (16) Highlight that the majority of women (48.77%) gave their consent (agree, and strongly agree) that the employer understands the chronic illnesses they suffer from, while (23.11%) of women do not agree, and (28.12%) of remained neutral or it did not apply to them.

The majority of working women and women with illnesses or disabilities (40.51%) show their consent (agree, and strongly agree) that the employer understands their condition, while (29.11%) of women showing their non-consent (disagree, and totally disagree), and (30.38%) remained either neutral

or it did not apply to them.

Finally, the majority of women (42.97%) show their consent (agree, strongly agree) that the employer give tasks to them while taking into consideration their health and physical condition, while (29.71%) of women showing their non-consent (disagree, and totally disagree), and (27.32%) of women remained either neutral or it did not apply them.

6- Termination and Retirement

Table No. 34:

Is 20 years of service completion (to receive the retirement pension according to the Pension Act) an appropriate length of time?

Answer	Frequency	Percentage
Strongly disagree	5119	64.99%
Disagree	1361	17.28%
Neutral	428	5.43%
Agree	618	7.85%
Strongly agree	213	2.70%
N/A	137	1.74%
Total	7876	100%

The results in table No. (34) highlights that the majority of women (65%) strongly disagreed to this, while (17.28%) "disagreed", showing a large proportion of women think that 20 years of service is not an appropriate length of time. (10.55%) thought that this was in fact an appropriate length of time, while, (7.17%) remained either neutral or it did not apply to them.

So we can deduce from the above table that most of the respondents (82.28%) do not support the completion of (20 years of actual service) to receive the pension.

Figure No. 35: Is the retirement age for women (50 years) according to the Pension Act appropriate.

Answer	frequency	Percentage
Strongly disagree	5131	65.15%
Disagree	1350	17.14%
Neutral	458	5.82%
Agree	678	8.61%
Strongly agree	155	1.97%
N/A	104	1.32%
Total	7876	100%

The results in table No. (35) highlight that the majority of women (65.15%) ‘strongly disagree’ to the retirement age for women being 50 years. (17.14%) disagree, (10.58%) either (agree or strongly agree), and finally (7.14%) remained either neutral or it did not apply to them.

We conclude from the above table that most women (82.29%) think that the retirement age of 50 years is not appropriate.

Social and family Dimension

Figure No. 17: Motives behind womens work

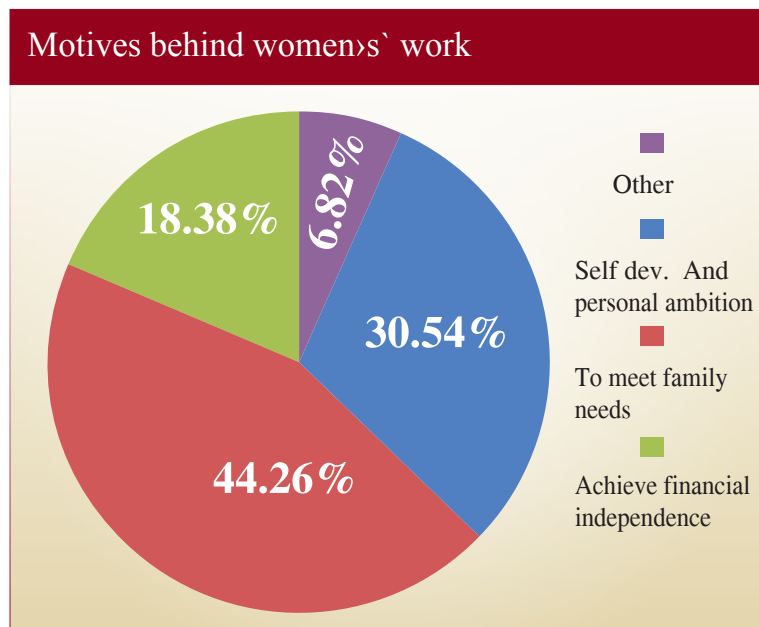


Figure No. (17) Highlights that the majority of women (44.26%) are working to meet the needs of their families, while (30.54%) consider that the motive behind work is for « self development and personal ambition», followed by (18.38%) of women who want to «achieve financial independence », while (6.82%) cite other reasons.

Figure No. 18: Women's age when married

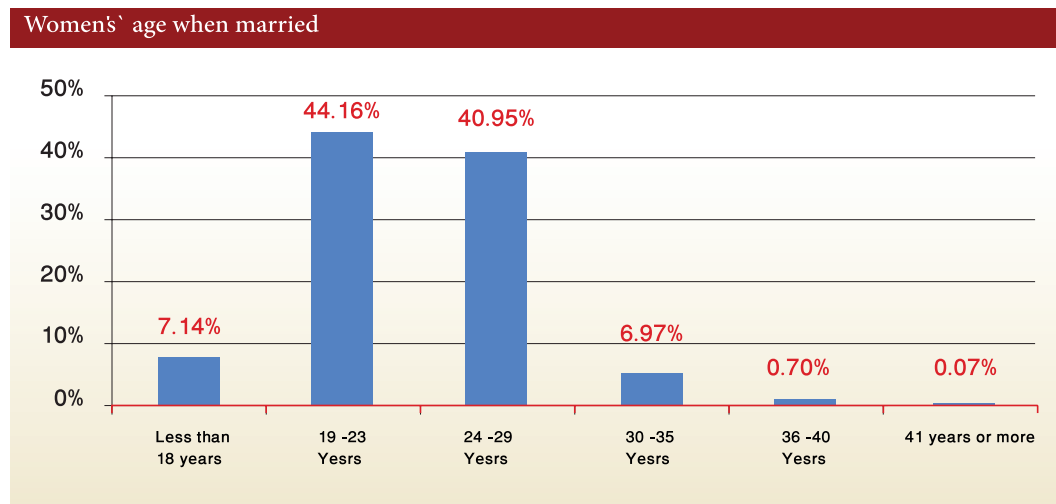


Figure No. (18) highlights that the majority of women in this sample (44.16%), are married by the age of (1923- years), followed by 40.95% being married between the ages of 2429- years) . This was followed by 7.14% of women being married below the age of 18, followed by 6.97% at (3035- years) , 0.7% at (3640- years) and finally, 0.07% of the respondents marrying after 41 years of age

Figure No. 19: When did you complete your university education

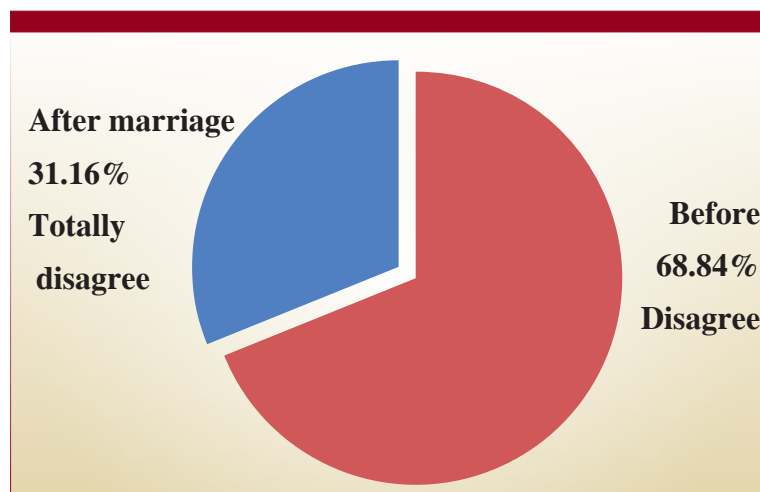


Figure No. 19 highlights that the majority of women (68.84%) had finished their university education before marriage, while 31.16%) completed it after marriage

Figure No. 20: When did you join work?

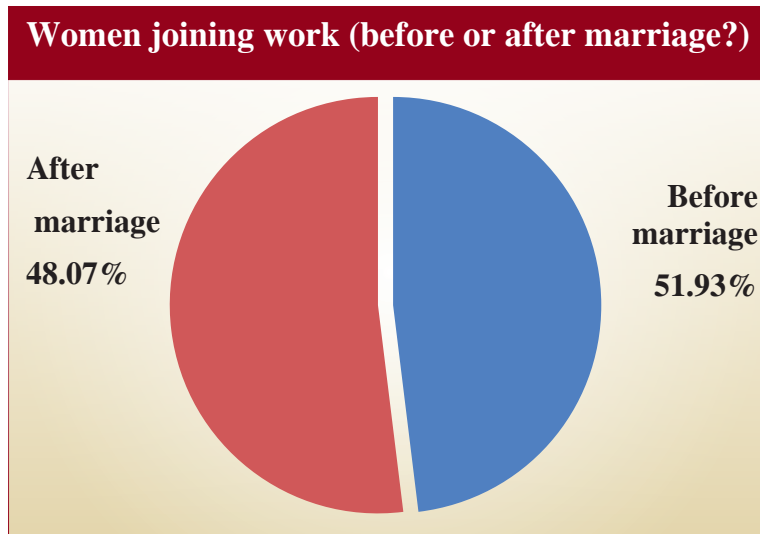


Figure No. 20 Highlights that the majority of women (51. 93%) join the workforce before marriage, while (48.07%) joined after

Figure No.21: Do you plan to have children in the future?

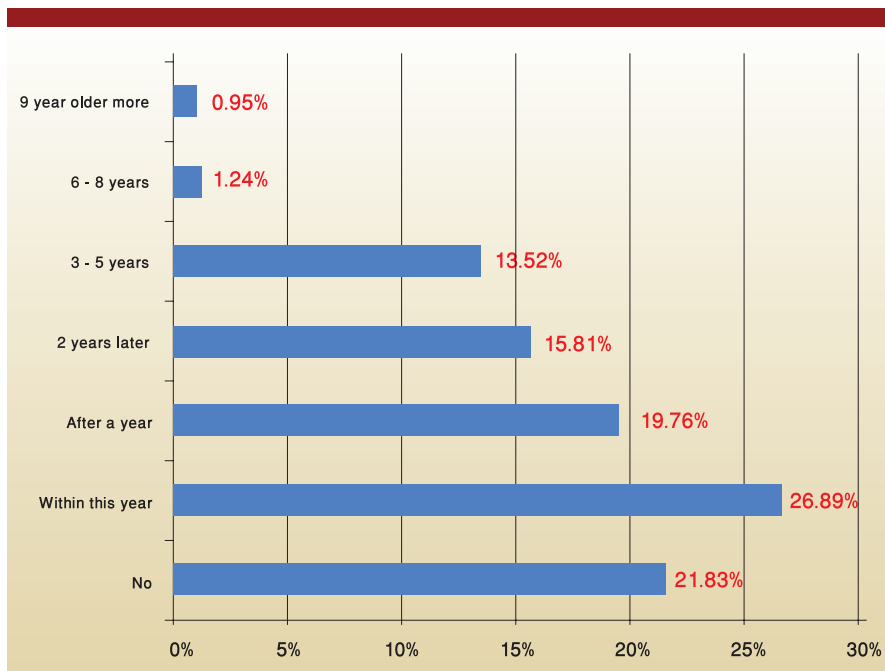


Figure (21) highlights that the majority of women (26.89%) intend to have children within the year, and if we exclude the women who do not intend to have children (21.83%), we see that the percentage decreases over the years to 19.76% of respondents wanting children after a year, followed by the (15.81%) «After two years», (13.52%) after «35- years», (1.24%) after «68-years» and finally (0.95%).after «9 years or more»

Figure No. 22: If you do not plan to have children in the future, what are the reasons?

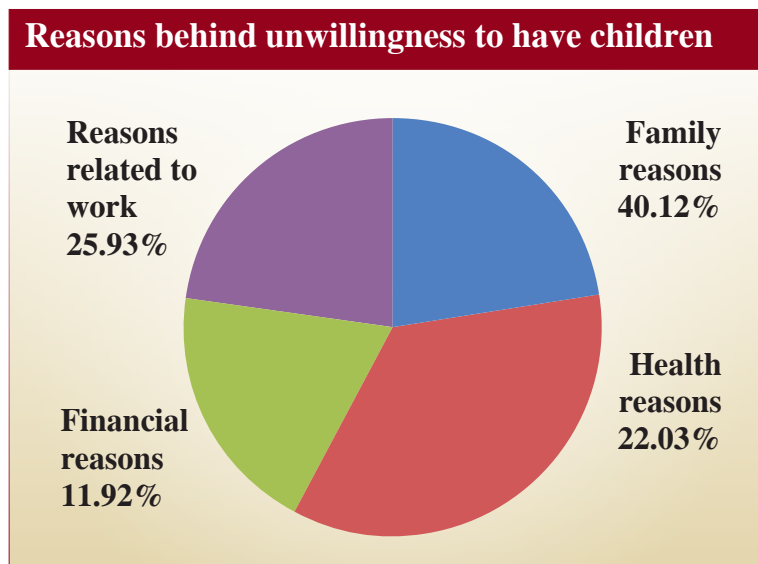
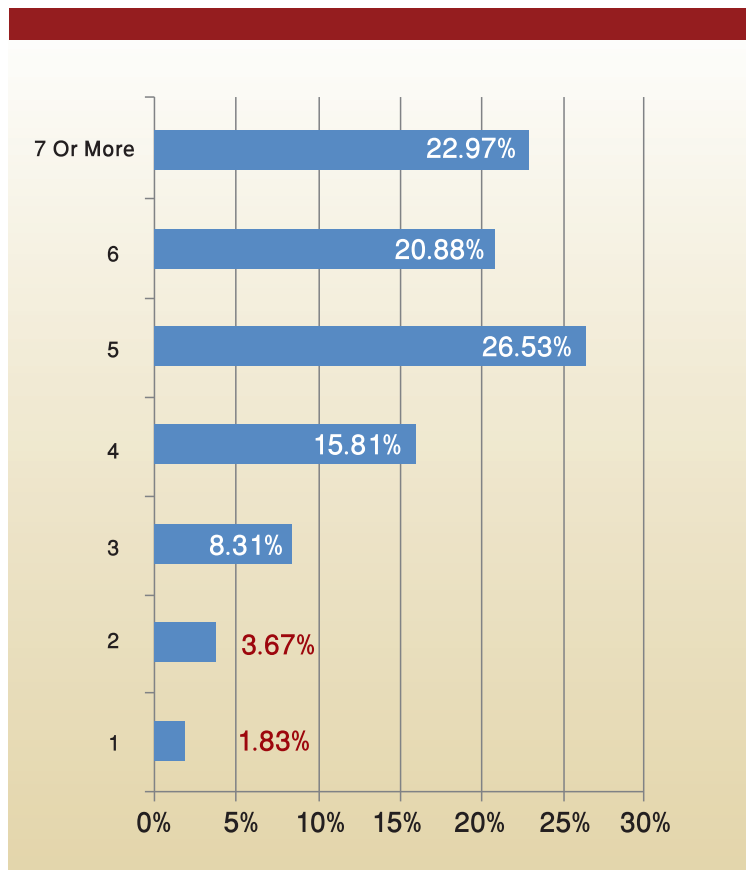


Figure (22) highlights that of the women who do not intend to have children, (40.12%) were due to family reasons, followed by reasons related to work (25.93%), then health (22.03%), and finally financial reasons (11.92%).

Figure No. 23: If you don't have any health/medical complication how many children would you plan to have?



After the exclusion of women whom this question does not apply to (1201 cases) which is 15% of the sample, Figure (23) shows that the majority of respondents to this question (26.53%) intend to have 5 children, followed by (22.97%) women who intend to have «7 or more children», 20.88% who intend to have» 6 children ,15.81%) « 4 children « (8.31%), 3 children, 3 .67%» two” and finally1.83% who intend to have “one child»

Figure No. 24: How many housemaids do you have in your home?

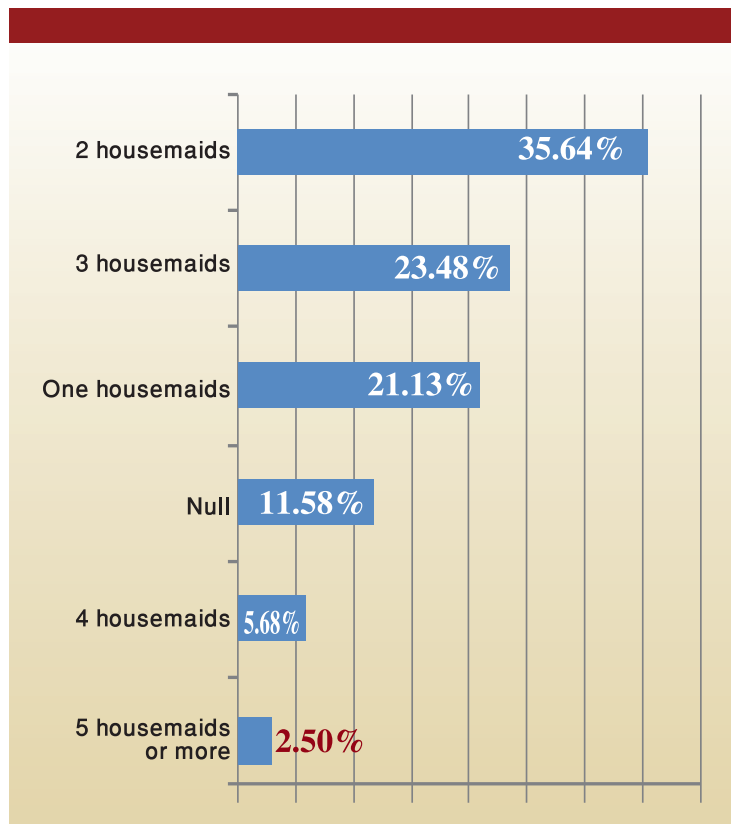


Figure (24) highlights that the majority of women (35.64%) have 2 «housemaids», followed by (23.48%) of women with «3 housemaids», then (21.13%) who have «one housemaid» 11.58% who have none , (5.68%) who have «4 housemaids» , and finally (2.5%) who have «5 or more housemaids».

Figure No. 25: Are you divorced?

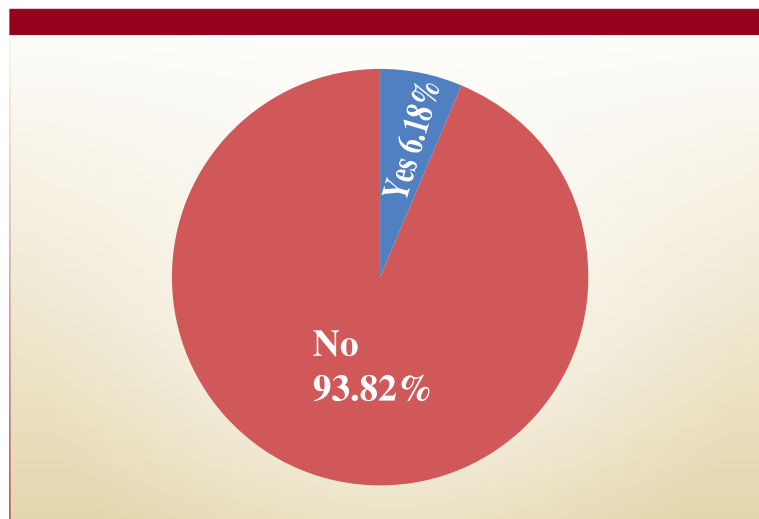


Figure No. (25) Highlights that most of the respondents (93.82%) are not divorced, whereas the proportion of «divorced» is (6.18%).

Figure No. 26: If you were divorced, what were the main reasons for it?

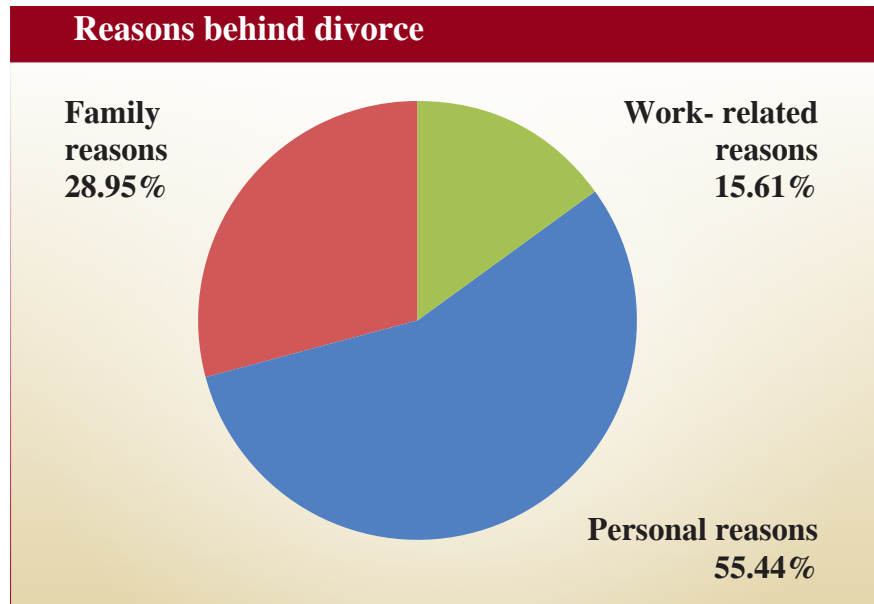


Figure No. (26) Highlights that the percentage of personal reasons (55.44%) was the highest for reasons behind a divorce, followed by «family reasons» (28.95%) and reasons related to work (15.61%).

Note: These responses total to 6.18% of the sample.

Figure No. 27: If divorce is related to work, highlight the main reasons

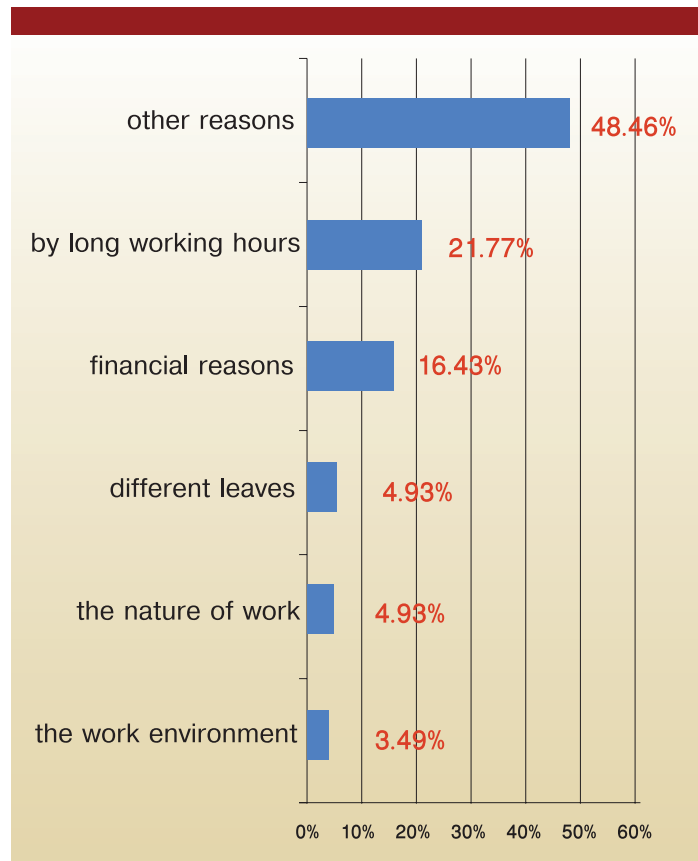


Figure No. (27)

Almost half (48.46%) stated these reasons as ‘other’, 21.77% said that the divorce was related to long working hours, 16.43% attributed this to financial reasons, 4.93% were related to both ‘different leave days’ and ‘nature of the work’, while 3.49% of the reasons were because of the work environment.

Figure No. 28: If you were single what are the reasons made you are unmarried

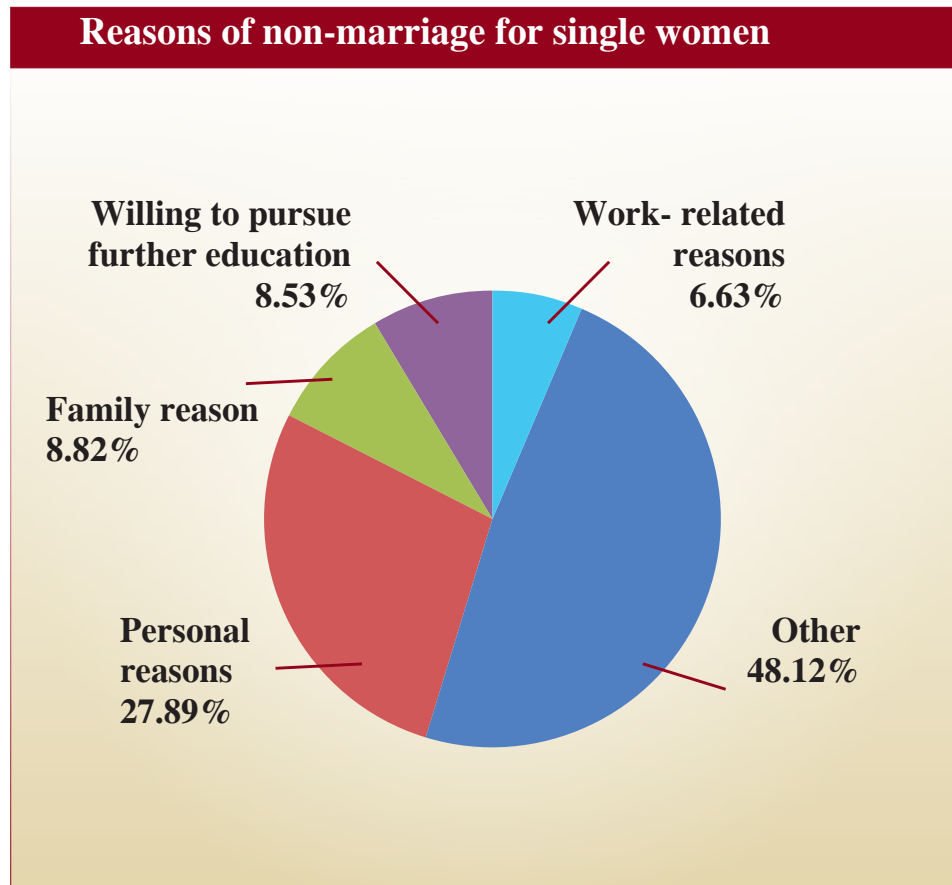


Figure 28 shows that almost half (48.12%) state the reason as 'other', followed by 27.89% stating personal reasons, 8.82% stating family reasons, 8.53% desire to pursue their further education, while 6.63% attributed this to work related reasons.

Figure No. 29: If not married for work-related reasons please indicate the most important ones :

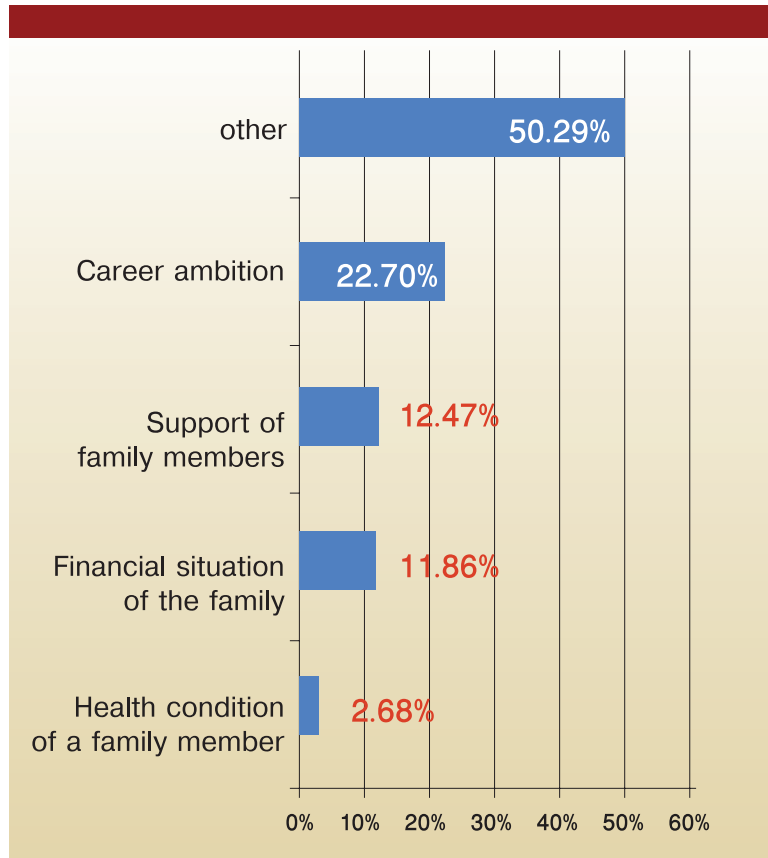
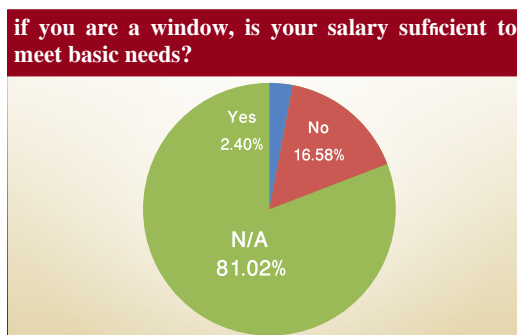


Figure No. (29) 50.29% relate this to ‘other’ reasons, 22.7% to career ambition, 12.47% to supporting family, 11.86% to the family’s financial situation, and finally 2.68% due to the health condition of a family member.

Figure No. 30: If you are a widow, is your salary sufficient to meet your basic needs?

30 - B Widows Answer Only



30 - A Widows from the total of sample

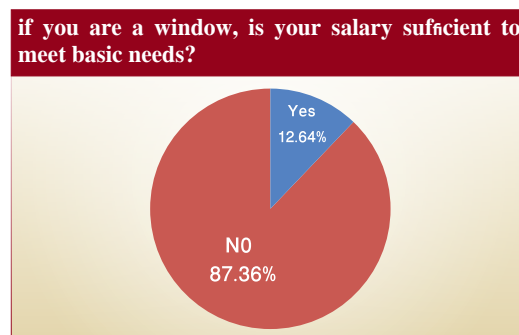


Figure No. (30 - B) highlights that most widowed women (87.36%) responded that their salary is not sufficient to meet their basic needs, while 12.64% of the widows salary was sufficient enough to meet their basic needs.

Figure No. 31: If your answer is NO, do you have another sources for income?

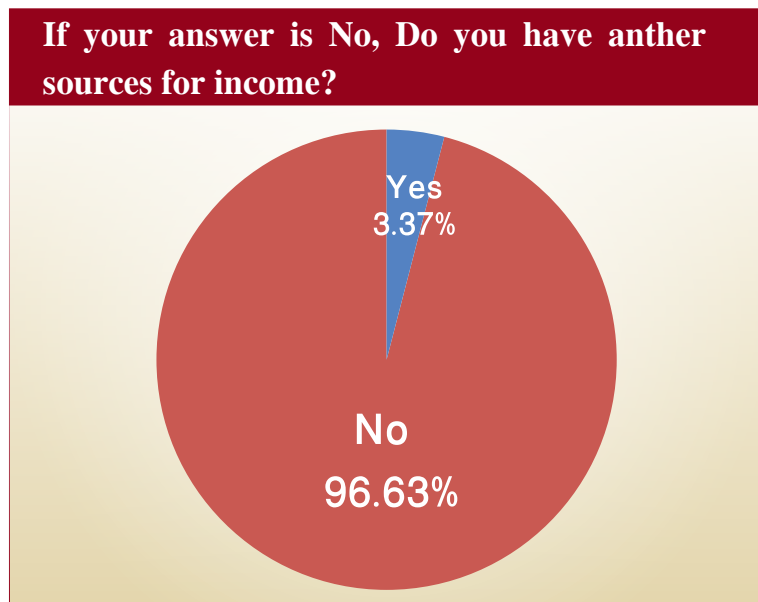
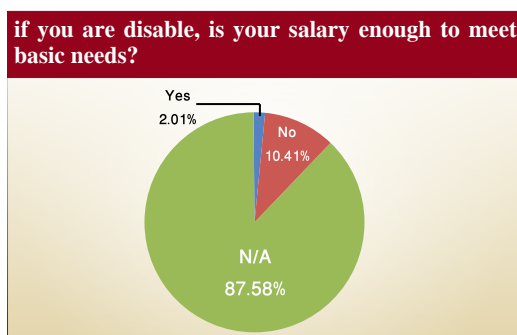


Figure No. (31) Highlights that (96.63%) of the widowed women who do not think that their salaries are sufficient enough for their basic needs, do not have any other source of income, while (3.37%) of the widows have other sources of income.

Figure No. 32: If you have a disability, is your salary enough to meet your basic needs?

(32 - A) Disable from the total of sample



(32 - B) Disable women only

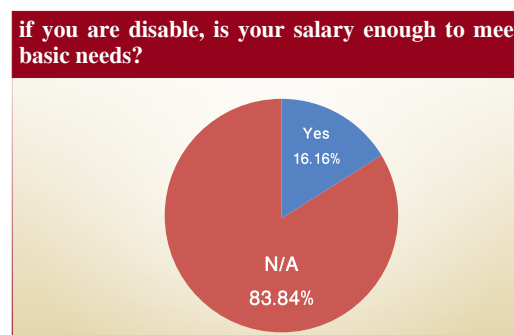


Figure No. (32 - B) highlights that most women with disabilities (83.84%) do not have enough salary to meet their basic needs, while 16.16% responded that their salary is sufficient to meet their basic needs.

Figure No. 33: if your answer is NO, do you have another source of income?

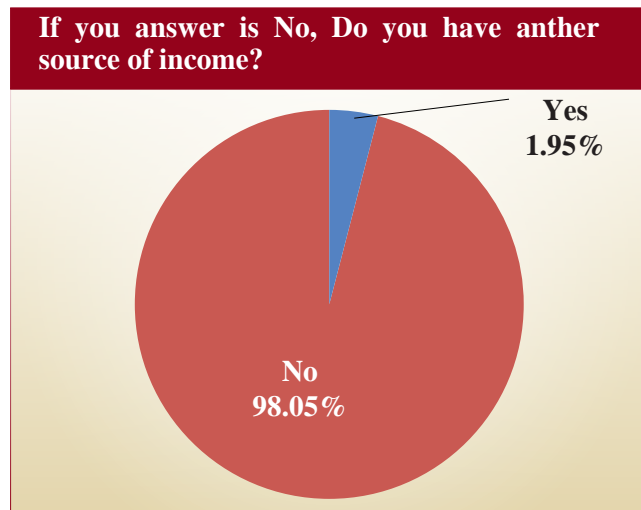


Figure No.(33) highlights that (98.05%) of the women with disabilities who do not think that their salary was sufficient enough to meet their basic needs, do not have any other source of income, while (1.95%) of these women do have another source of income.

Figure No. 34: How many hours do spend daily with your family?

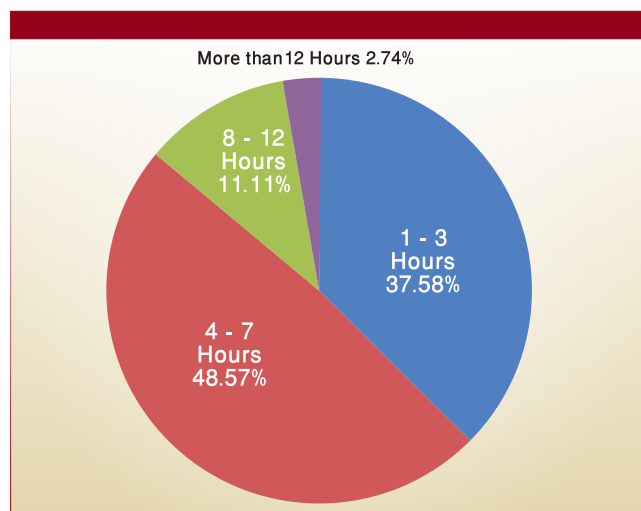


Figure No. (34) Highlights that the majority of women (48.57%) spend between «4 to 7 hours» with their families during the day, followed by (37.58%) spending «1 to 3 hours» , (11.11 %) spending»8 to 12 hours» and finally (2.74%) spending more than 12 hours

Figure No. 35: Do you have enough time to engage in social activities with your family?

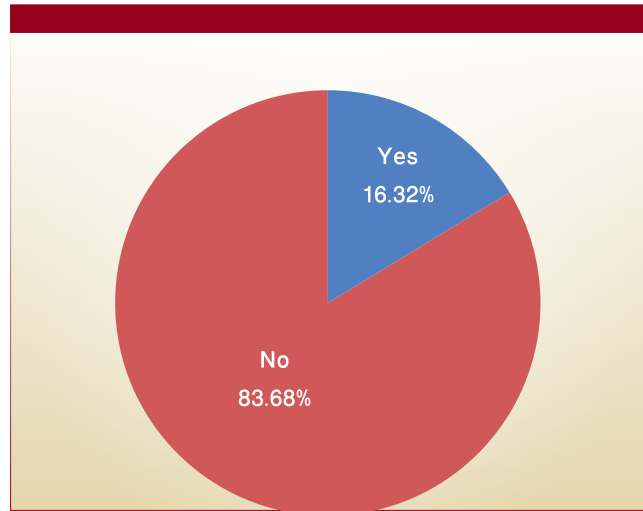


Figure No. (35) Highlights that most women (83.68%) do not have enough time to engage in social activities, while (16.32%) of women have enough time to engage in these activities with their family.

Figure No. 36: Does your family impose a lot of restrictions on you in regards to your job?

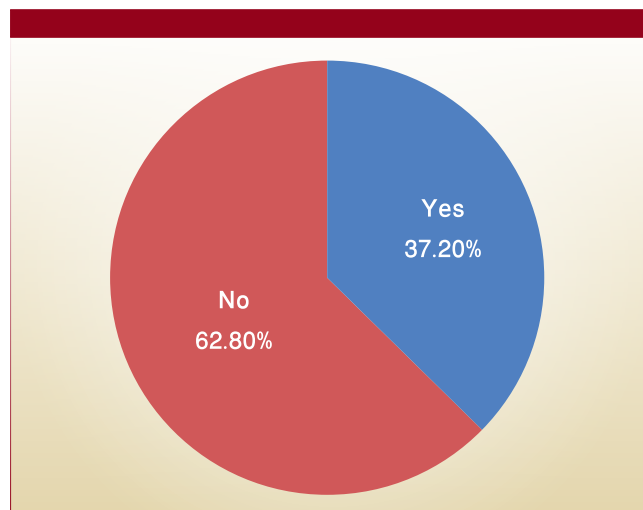


Figure No. (36) Highlights that most women (62.8%) don't have many restrictions imposed on them by family members in regards to their work, while (37.20%) responded that this is indeed the case.

Figure No. 37: If you are married, does your husband understand the nature of your job?

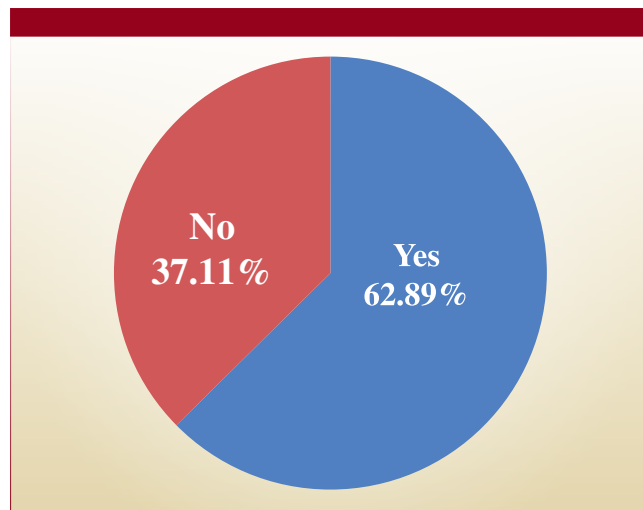
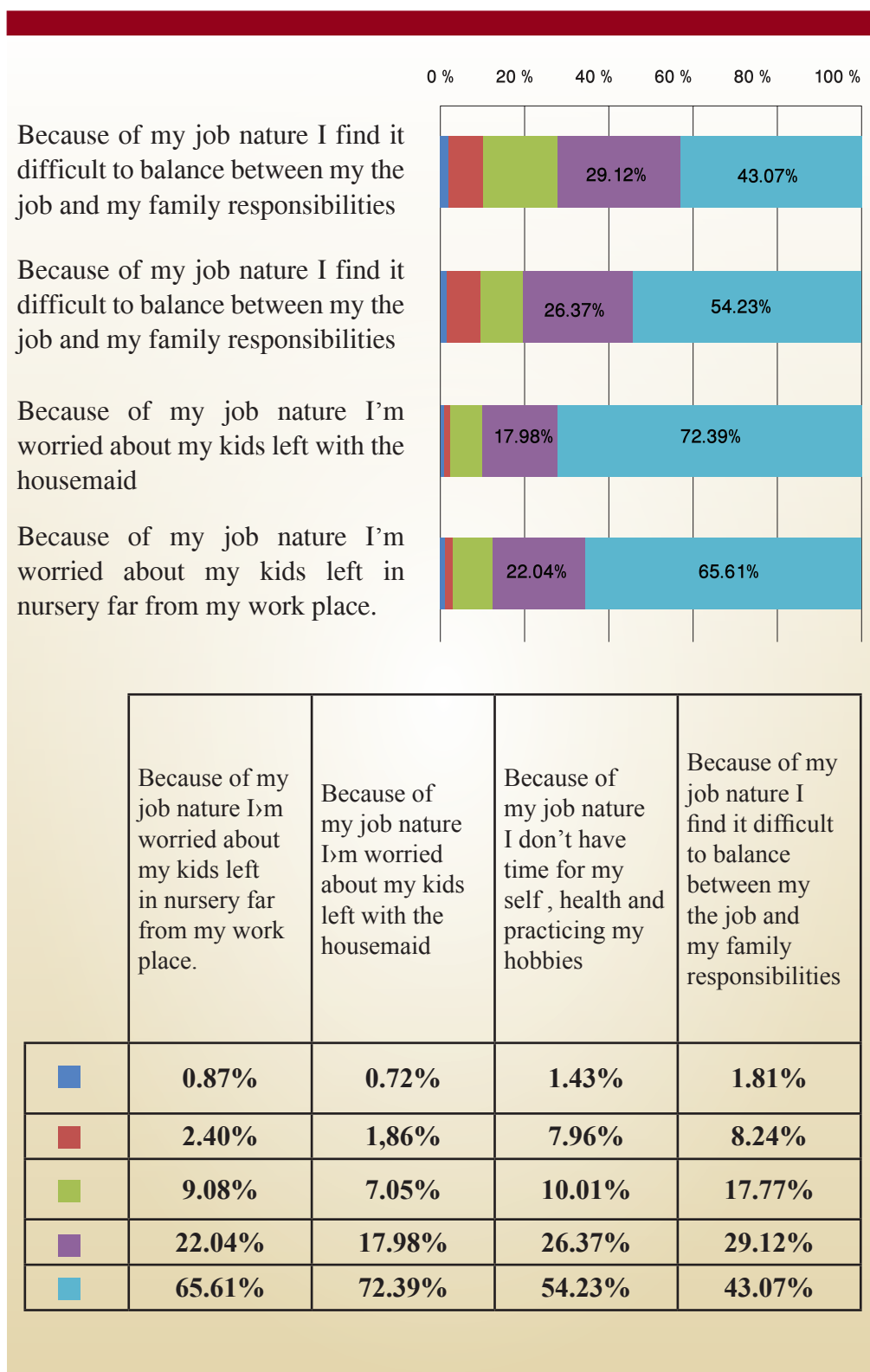


Figure No. (37) Shows that most of the respondents' husbands (62.89%) understand the nature of their work, while (37.11%) of women said that their husbands did not understand the nature of their work.

Figure No. 38: The employer understands the health conditions of women



No.	Question	Response rate
1	Because of the nature of my work, I find it difficult to balance between my job and my family responsibilities	94.05%
2	Because of the nature of my work, I don't have time for myself , my health and practicing my hobbies	97.51%
3	Because of the nature of my work, I'm worried about my children left with the housemaid	75.83%
4	Because of the nature of my work, I'm worried about my children left in nursery far from my work place.	68.37%

The results that appear in Figure (38) highlight that most of the respondents (90.37%), either (agreed or strongly agreed) that they are concerned with leaving their children with house maids, while 87.65% are also concerned when leaving them in a nursery far from their workplace. In addition (80.6%) of working women either (agreed or strongly agreed) that they do not find time for themselves , their health and to practice their hobbies, while (72.19%) of working women having difficulties in balancing work and family responsibilities.

On the other hand (10.04%) of the respondents do not find difficulties in balancing work and family responsibilities, (9.39%) find time to care for themselves ,their health and practice their hobbies, (3.27%) do not feel concerned while leaving their children in a nursery far from the workplace, and a small percentage of the women (2.58%) do not feel concerned when leaving their children with housemaids.



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