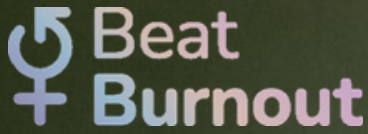


UNCOVERING THE HIDDEN STRUGGLES



EXAMINING REMOTE WORK CHALLENGES AND BURNOUT RISK FOR WOMEN IN THE MODERN WORKPLACE

Women Report 2023

Explore the Beat Burnout Study, a comprehensive view of the remote work landscape, emphasizing the need for proactive solutions that cater to the diverse needs of women working remotely. This is the first of two reports in the project that explore the challenges women experience while working remotely, providing a unique insight from their point of view. As a reader and an employer, a possibility to gain insight from your employees' perspectives.



WHY WOMEN?

The remote work revolution has brought about a rapid transformation of work environments, presenting numerous opportunities while also exposing unique challenges faced by women in the workplace, particularly those working remotely.





ABOUT THE STUDY

In this comprehensive study, we delve into the experiences of 283 women from eight different European countries, including Austria, Sweden, Ireland, Italy, Spain, Greece, Poland, and Czech Republic, uncovering 15 critical aspects that influence mental health and well-being at work.

THE FIVE DIMENSIONS

We've gathered insights from women with diverse professional backgrounds, including roles such as technicians, self-employed professionals, administrative staff, directors, consultants, educators, artists, financial analysts, communications officers, HR partners, developers, CEOs, marketers, teachers, coordinators, managers, and researchers, all working at least two days a week remote.

The study has uncovered 15 critical aspects experienced by women working remote in situations that can be helped by managers and coaches, in order to overcome the most important difficulties by using coaching and emotional intelligence skills and tools. These critical aspects in relation to well-being at work for women working remote, have been clustered in five dimensions:

1. SOCIAL dimension

- Social Interactions, Reaffirmation & Appreciation
- Pressure from Company Culture/Manager
- Collaboration, Expression & Development

2. PERSONAL dimension

- Self-Awareness and Self-Care
- Intrinsic & Extrinsic Motivational Factors Loneliness and Isolation

3. CULTURAL dimension

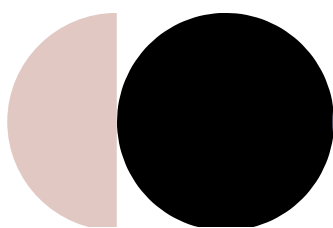
- Communication within the Team and Organization
- Relationships, Trust & Work Culture
- Gender Biases

4. PLANNING dimension

- Managing Multiple Tasks
- Work-life Balance
- Multitasking & Time Management
- Remote Workday Structure

5. PRACTICAL dimension

- Balancing Workload with Sick Leave and Caregiving
- Adequate Technical Ergonomic Equipment & Space at Home





Testimonials

"Women have fought so hard for equal rights in the workplace, so it's almost like we keep pushing through all the signals that tell us to slow down, in fear of being seen as weak or inadequate".

"People don't understand how I don't have time to do household chores since I am at home all day! They don't regard work from home as actual work".

"There is this stereotype of being a super mom and a super worker at the same time. As a woman you gotta do home chores, cook, take care of a child and the same expectation is from your employer, you should work extra hard since you have the benefit of being home".

First and foremost...

Remote workers often face challenges related to multitasking and time management, as they juggle various digital communication channels, work tasks, and home responsibilities. Although working remotely can save time by eliminating the need to commute, it may lead to an increased risk of multitasking, which can be counterproductive and potentially harmful if not managed effectively.

Multitasking has become an expectation in today's fast-paced world, but studies have shown that it can decrease productivity and increase stress. Encouraging a culture that values focus and prioritization can help mitigate the need for multitasking, leading to better overall productivity. Factors such as the increasing pace of work and the blending of work and personal life may contribute to the prevalence of multitasking. Women working remotely might be more inclined to multitask to balance caregiving and work responsibilities or compensate for the absence of support systems typically found in a physical workplace.

Key findings at glance

Our findings reveal that 63% of the respondents work at a company that either does not have or they are unaware if their company has a mental health/well-being policy in place. Furthermore, 44.4% of the respondents believe that their employer does not care about their mental health.

Our data reveals that 49.3% of respondents frequently experience stress during work hours, and notably, 50.2% do not prioritize their mental well-being. Furthermore, a substantial 28.1% of women respondents are not satisfied with their job, which could be attributed to various reasons. These findings emphasize the pressing need for organizations to prioritize well-being.

Beat Burnout



WHAT'S NEXT?

In the next part of the BeatBurnout project, we will explore the perspectives of managers and HR managers. We will examine the challenges they face in supporting remote work teams and determine whether they perceive differences in their behavior towards employees based on gender. We will also investigate whether they experience differences in the needs and requests of women and men in the workplace.

IF YOU WANT TO BE INVOLVED IN OUR PROJECT AND STAY UPDATED WITH NEXT ACTIVITIES, VISIT OUR WEBSITE: [BEATBURNOUT.EU](https://beatburnout.eu) OR EMAIL US AT: [ALL@BEATBURNOUT.EU](mailto:all@beatburnout.eu)

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