

The female millennial career stage differential

The female millennial – women born between 1980 and 1995 – represent a significant and growing portion of the global talent pool. 8,756 female millennials from 75 countries recently took part in our #femalemillennial study.

We recognise that the experience of a 34-year-old millennial woman with 12 years' work experience and an established career will be very different to the experience of a 22-year-old millennial woman just starting out on her career. So we have created a **female millennial career stage differential** to help you learn more about the female millennial by career stage.

A new era of female talent

Higher levels of workforce participation



More highly educated

Higher levels of career confidence



Higher levels of career ambition



The career starter

0-3 years' work experience, focused on getting to grips with work life and workplace culture and practices.



The career developer

4-8 years' work experience. Accustomed to the workplace and focused on developing their expertise, discovering their areas of impact and progressing their career.



The career establisher

9 or more years' work experience. Developed as a subject expert and focused on establishing their profile as a leading expert internally and externally and honing their leadership style.

Work Profile 	Typically in junior positions	Predominately in junior-to-mid level management positions	Predominately in mid-level-to-senior management positions
	3 out of 2,873 females were CEOs	12 out of 3,145 females were CEOs	38 out of 2,242 females were CEOs
	Typically worked for 2 employers	Typically worked for 2 employers	Typically worked for 3 employers
Personal Profile 	14% have completed an international assignment	21% have completed an international assignment	27% have completed an international assignment
	Predominately single	Predominately living with partner/married	Predominately married
	11% are mothers	24% are mothers	49% are mothers
Most attractive employer trait	43% earn equal salaries to their partner/spouse*	43% earn equal salaries to their partner/spouse*	42% earn equal salaries to their partner/spouse*
	18% are the primary earner *	24% are the primary earner *	31% are the primary earner *
	Opportunities for career progression	Competitive wages and financial incentives	Opportunities for career progression

* Where in a dual career couple

Base: 8,756 female millennials (born between 1980 and 1995) from 75 countries.

#femalemillennial

Find out more at www.pwc.com/femalemillennial

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