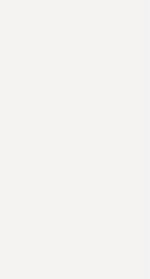




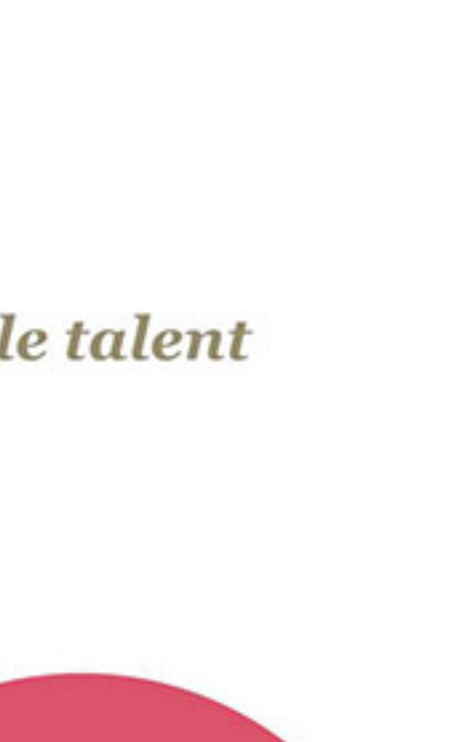
A new era of female talent

What makes an employer attractive?



A new era of female talent

Do you feel you will be able to rise to the most senior levels with your current employer?

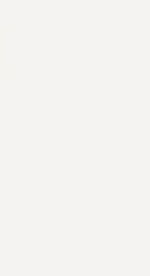


A new era of female talent

Earning power



of female millennials who are part of a dual career couple earn equal to or more than their spouse

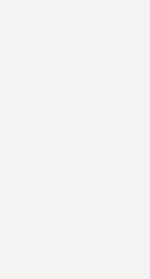


Diversity

Front of mind

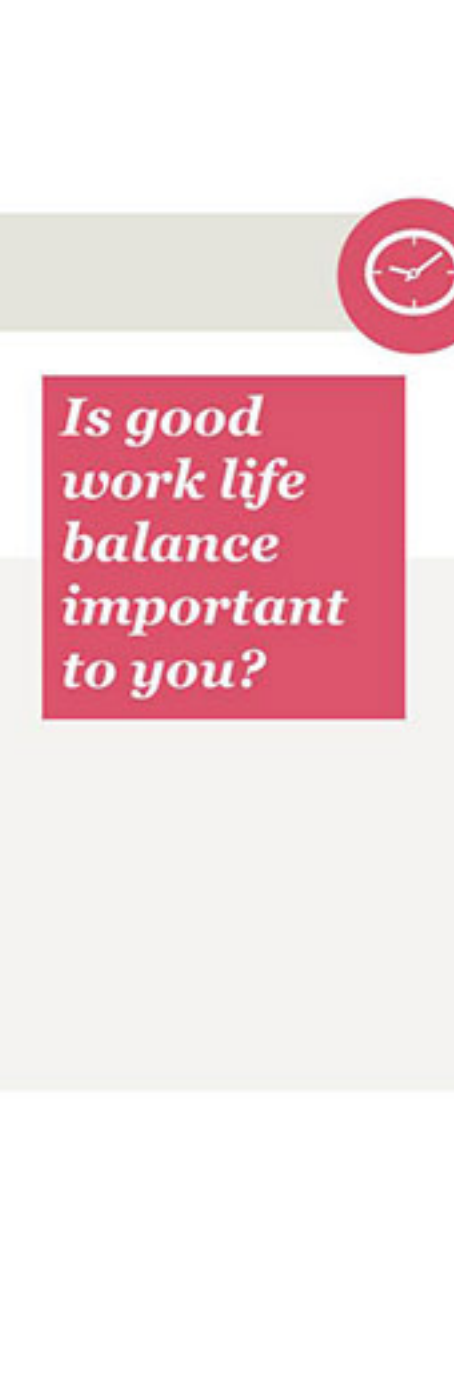


How important is an employer's policy on diversity, equality and workforce inclusion when you decide whether or not you should work for them?

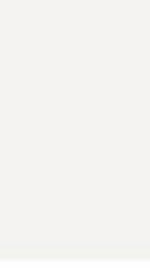


Diversity – front of mind

Opportunities are not equal



Organisations talk about diversity, but I do not feel opportunities are really equal for all



WLB and flexibility

High on the agenda

Is good work life balance important to you?



99% of male and female millennials said work-life balance was important to them

99%



Work-life balance and flexibility

Not flexible enough

Which, if any, of the following statements best describes your work pattern?



WLB and flexibility

Policy vs practice gap

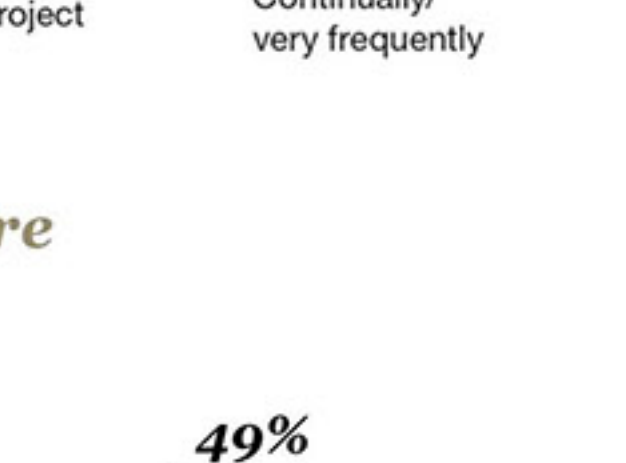
The work demands of my current role significantly interfere with my personal life



Millennials agree while work-life balance and flexibility programmes exist in their organisations they are not readily available to all



Millennials believe taking advantage of work-life balance and flexibility programmes has negative consequences at their workplace



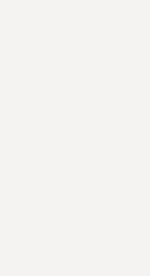
A feedback culture

Expect frequent feedback



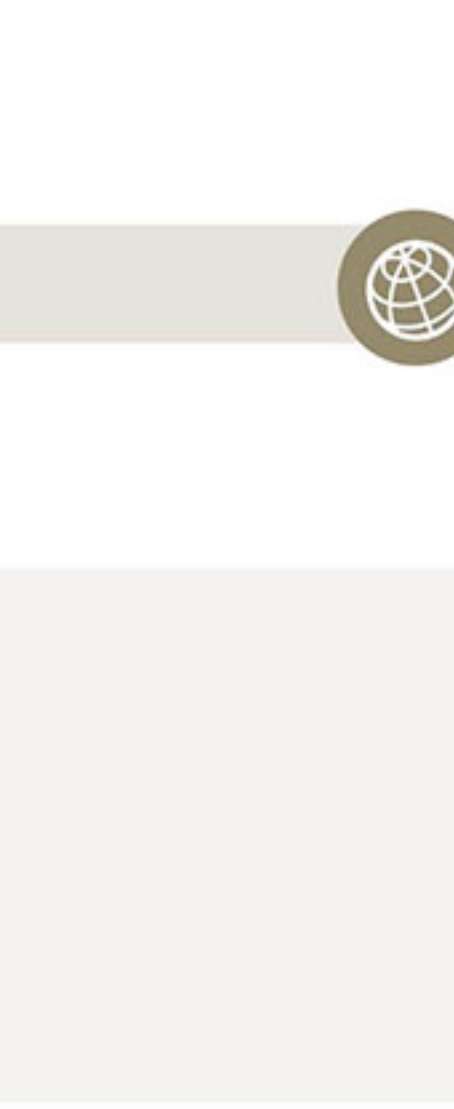
How frequently do you believe you should receive feedback on your job performance?

21% At formal performance reviews (6 monthly or annually)
1% Feedback is not important to me
1% Don't know



A feedback culture

Future focused



Should performance reviews focus more on future development or past performance?

49% Should focus on future performance



A feedback culture

Preference for face-to-face

Preference for face-to-face discussions on:

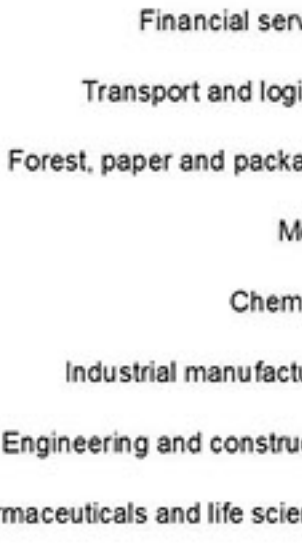


Global Careers

International experience in high demand



I would like to work outside my home country during my career



Global Careers

Gender inclusive approach required



I feel international experience is critical to further my career

82% Women agree

I feel women and men have equal opportunity to undertake international assignments at my current employer

85% Men agree
83% Women agree

Reputation matters

Are there any sectors in which you would not work solely because of its image or reputation?

Top 10 sectors

