

The female millennial

Developing tomorrow's female leaders

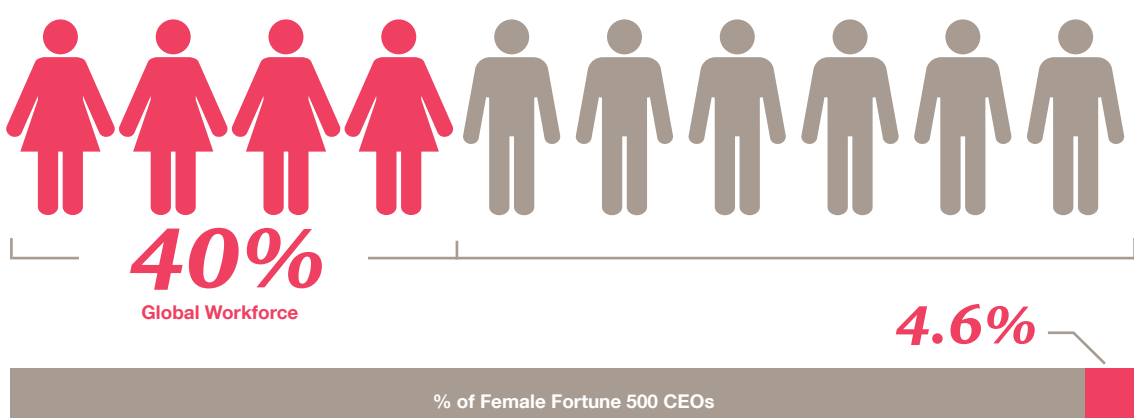
A new era



Female millennials matter because they are more highly educated and entering the workforce in larger numbers than any of their previous generations. Globally women account for the majority of students in 93 of 139 countries and receive more tertiary degree qualifications.

Source: UNESCO, OECD

Role model gap



Currently **40%** of the global workforce is female and a further one billion women are anticipated to enter the workforce over the next decade. Despite this only **4.6%** of Fortune 500 CEOs are currently female.

Source: The World Bank, Booz & Company, Catalyst

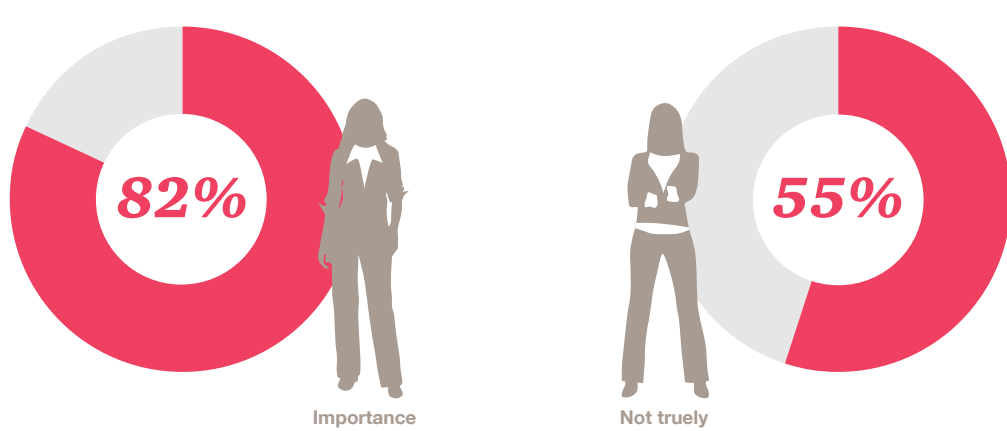
The female millennial and ambition



This generation of women are more confident than any previous generation with **51%** of female millennials confident they can rise to the most senior levels with their current employer. They also consider opportunities for career progression the most attractive employer trait.

Source: PwC Millennials at work research

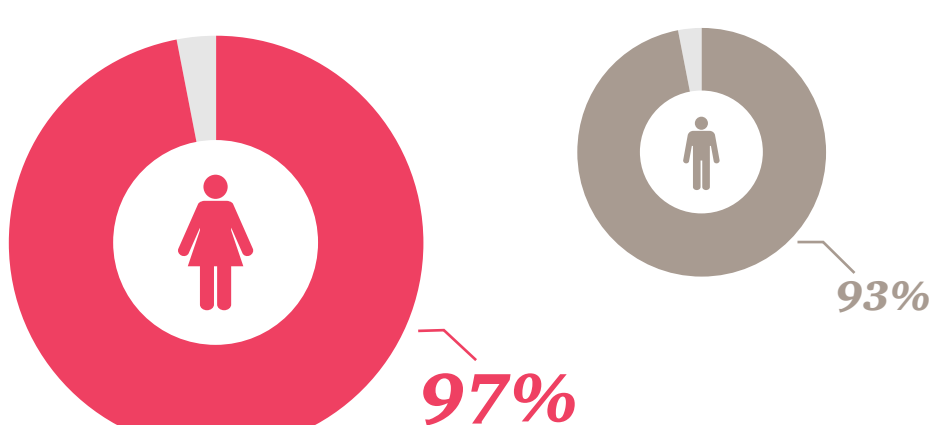
Diversity - front of mind



The female millennial seeks out employers with a strong record on diversity; **82%** said an employer's policy on diversity, equality and workforce inclusion was important when deciding whether or not to work for an employer. But their expectations are not always met: **55%** feel that while organisations talk about diversity opportunities are not really equal for all.

Source: PwC Millennials at work research

Work life strategies critical

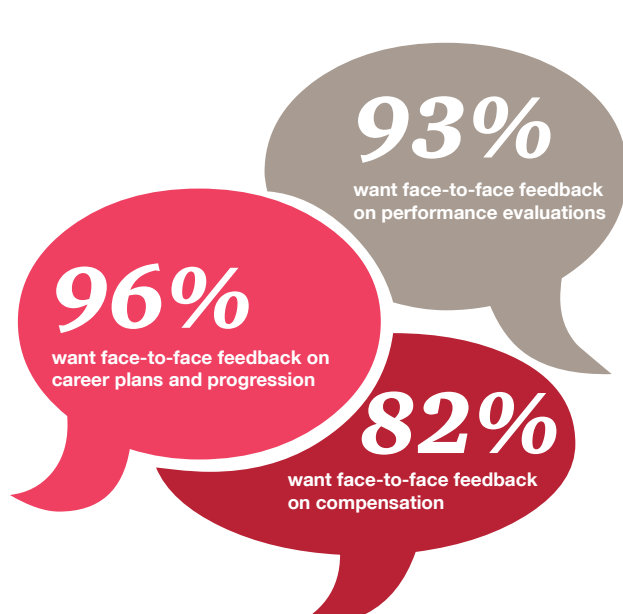


Work life balance is important to nearly all female millennials and they value flexible working hours over financial benefits. Female millennials are not alone in valuing work life balance and flexibility the same can be said for their male peers.

Source: PwC Millennials at work research

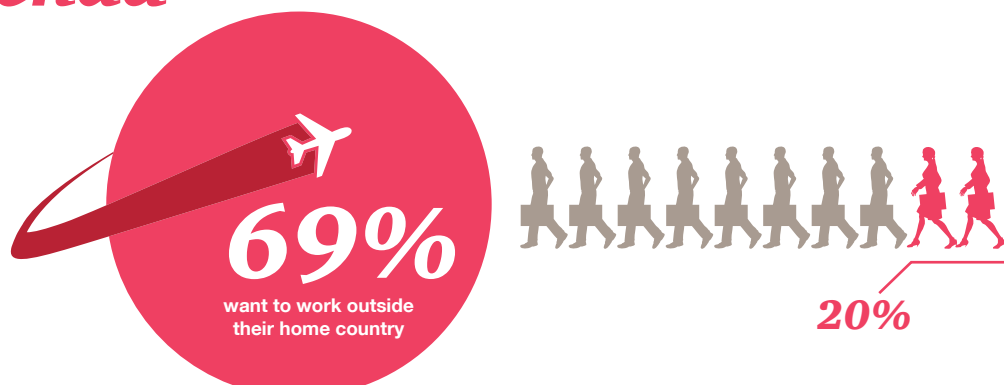
A feedback culture

The female millennial welcomes and expects regular feedback on their job performance. Despite this generation being highly tech-savvy, when it comes to important career conversations they value face-to-face conversations.



Source: PwC's NextGen: A global generational study

Global careers - high on the agenda



Millennials view international experience as a vital element to a successful career and female demand for mobility has never been higher with **69%** of female millennials identifying they want to work outside their home country during their career. Given only **20%** of current international assignees are female this represents unprecedented demand from the female millennial for international experience.

Source: PwC Millennial at work research, PwC talent mobility: 2020 and beyond

Next generation diversity: developing tomorrow's female millennials. To learn more on how to attract, retain and develop the female millennial go to www.pwc.com/IWD

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