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The Path Forward

International Women's Day 2012 Global Research Results



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Research objectives

- Accenture conducted its global research study, “The Path Forward” for release on International Women’s Day to gain insight into behaviors and attitudes regarding women’s careers
- The research:
 - Explores career satisfaction, aspirations and factors for career advancement
 - Examines what may hold professionals back from progressing in their careers
 - Seeks to better understand the support and programs companies provide that attracts, develops and retains high-performing employees

Methodology

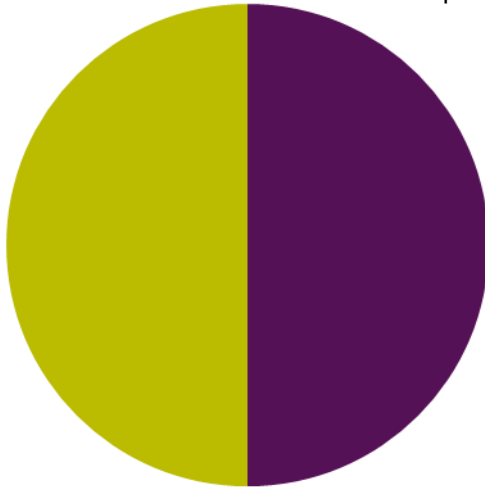
- Accenture fielded an online survey of 3,900 business executives from medium to large organizations across 31 countries:
 - Argentina, Australia, Austria, Brazil, Canada, China, Denmark, Finland, France, Germany, India, Indonesia, Ireland, Italy, Japan, Malaysia, Mexico, Netherlands, Norway, Philippines, Singapore, South Africa, South Korea, Spain, Sweden, Switzerland, Thailand, Turkey, United Arab Emirates, United Kingdom and United States
- A minimum of 100 respondents from each country participated, excluding Norway, Sweden, Denmark and Finland, where the combined number totaled 200
- The survey was conducted in November-December 2011; the margin of error is +/-2 percent

Respondents' profile

Gender

Female:
50 percent

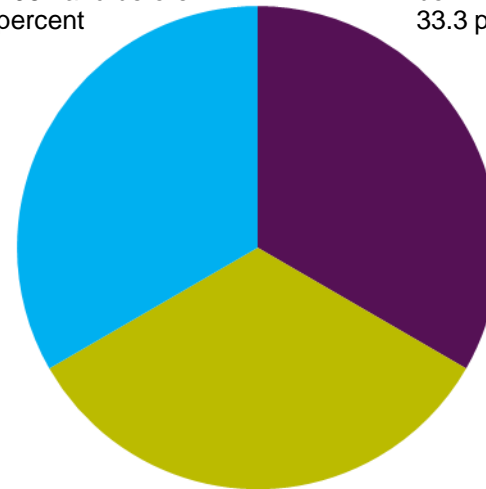
Male:
50 percent



Generation

Baby boomers,
born 1964 and before:
33.3 percent

Generation Y,
born 1979 and after:
33.3 percent



Generation X,
born 1965-1978:
33.3 percent

Executive Summary



Few professionals plan to leave their jobs despite job dissatisfaction

Flexible work arrangements encourage people to stay

More than half of respondents (**57 percent of women, 59 percent of men**) indicated they are dissatisfied with their jobs

More than two-thirds (**69 percent**) said they do not plan to leave their current employers

Nearly the same number (**64 percent**) cite flexible work arrangements as the reason for staying put

Multiple barriers to career advancement exist

Barriers to career advancement

- Respondents cited lack of opportunity or a clear career path (**42 percent**) twice as often as family responsibilities (**20 percent**) as the greatest barriers to their advancement
- Almost one third (**32 percent**) said they feel there are no barriers to their career advancement

Most employees are actively managing their careers

Career management

- Most respondents said they are taking a variety of steps to actively manage their careers, including:
 - accepting a different role or responsibility (**58 percent**),
 - receiving more education or training (**46 percent**), and
 - working longer hours (**36 percent**)

Today's workplace

Several key findings include:

Flexible work schedules

- The majority of respondents (**59 percent**) reported they have some type of flexible work schedule, and **44 percent** have used it for more than three years.

Slowed careers

- When asked about factors that have slowed their careers, **44 percent** of respondents cited the economic downturn, which started in 2008, and **40 percent** cited parenthood

Work-life balance

- While nearly three-quarters of respondents (**71 percent**) report having work-life balance most or all of the time, **42 percent** said they sacrifice time with family and **41 percent** said career demands have negative impact on family life



Today's workplace (continued)

Several key findings include:

Spouses with full time jobs

- The vast majority (**73 percent**) of respondents with a spouse or significant other said that person also holds a full-time job

Career growth

- Self-confidence (**28 percent**), soft skills (**25 percent**) and hard work (**23 percent**) were cited the most often as the attributes most important to career growth

Career advice

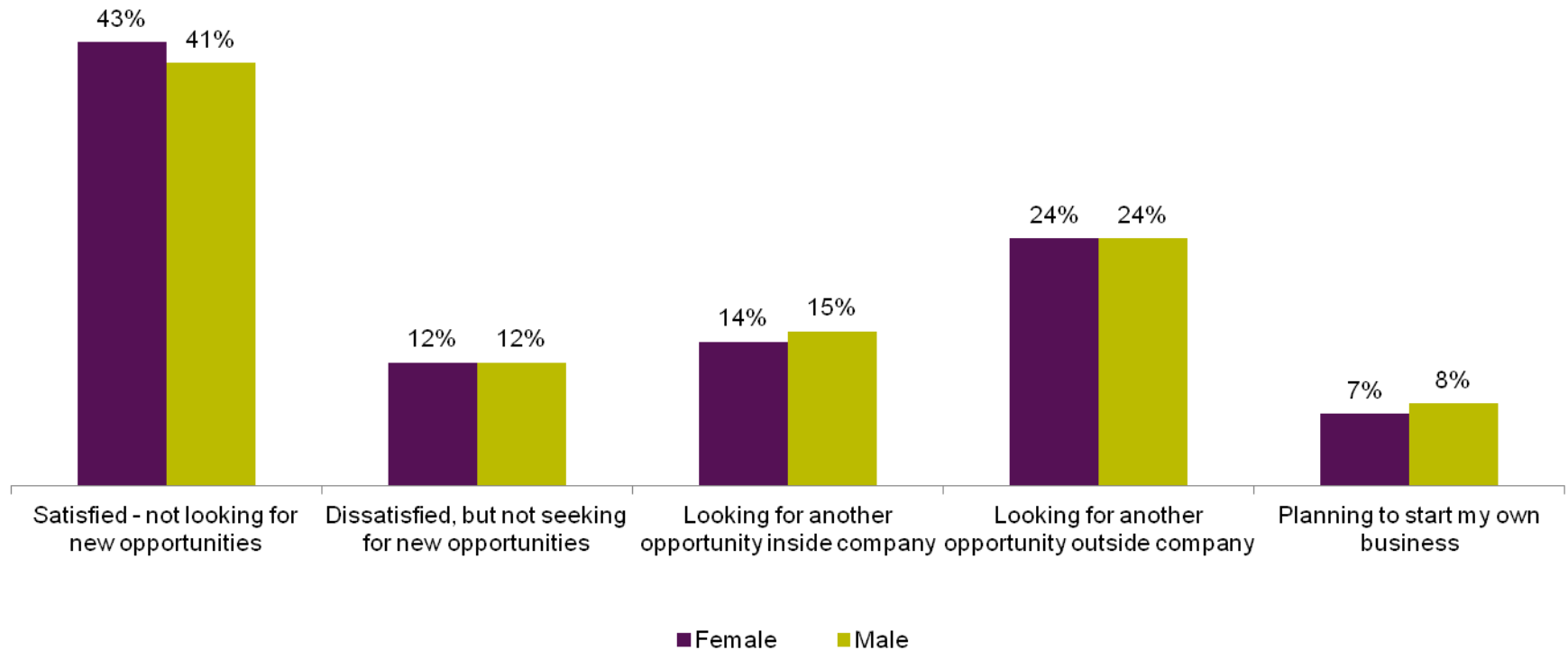
- Approximately one-third of respondents indicate they get career advice from colleagues (**35 percent**) or family (**32 percent**), and **77 percent** said the gender of person giving career advice does not matter to them

Key Findings



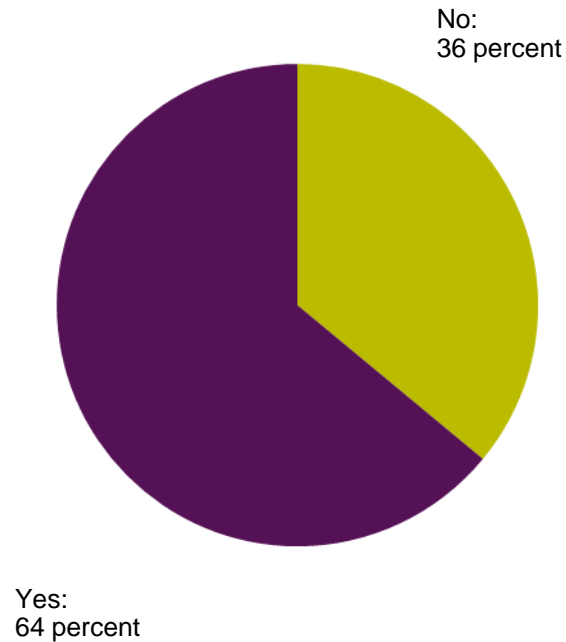
More than half of respondents are dissatisfied with their current job, yet majority do not plan to leave

Which of the following statements best describe your current situation?



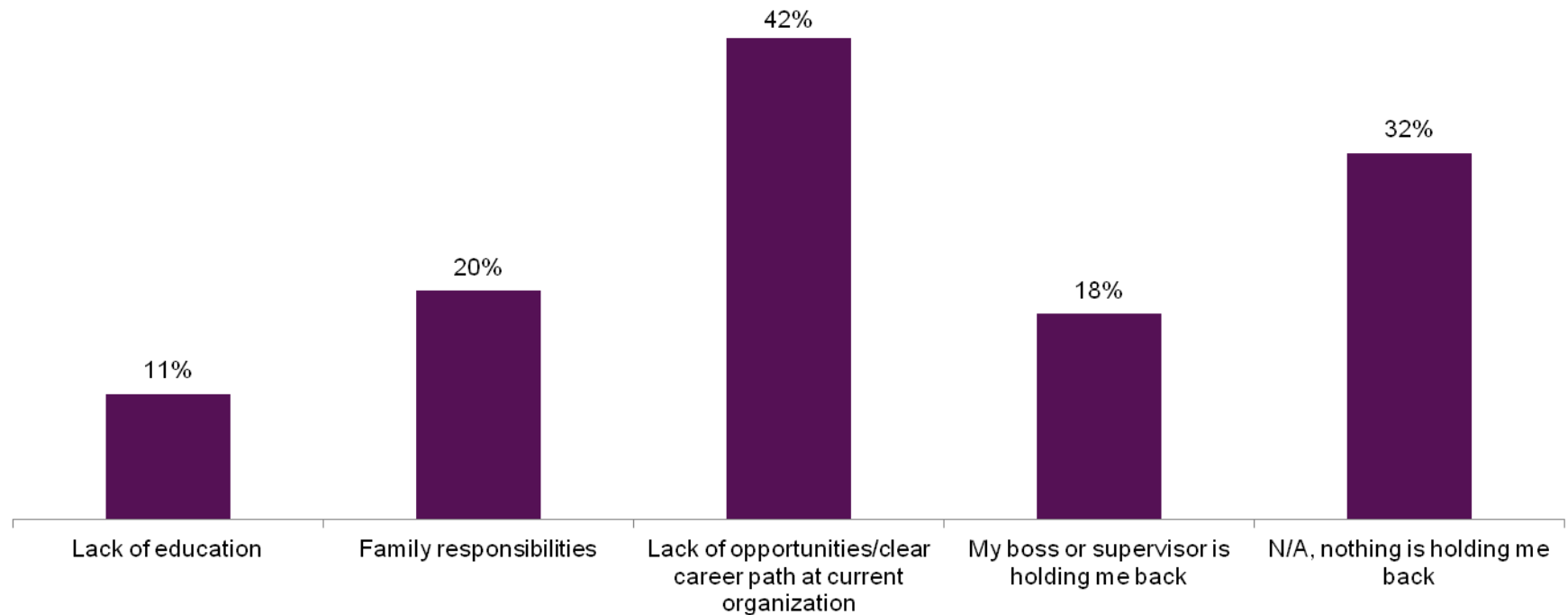
Many respondents state that they have remained at their current job as a result of their flexible work schedule

Have you stayed at your job longer than you may have otherwise, because of a flexible work arrangement?



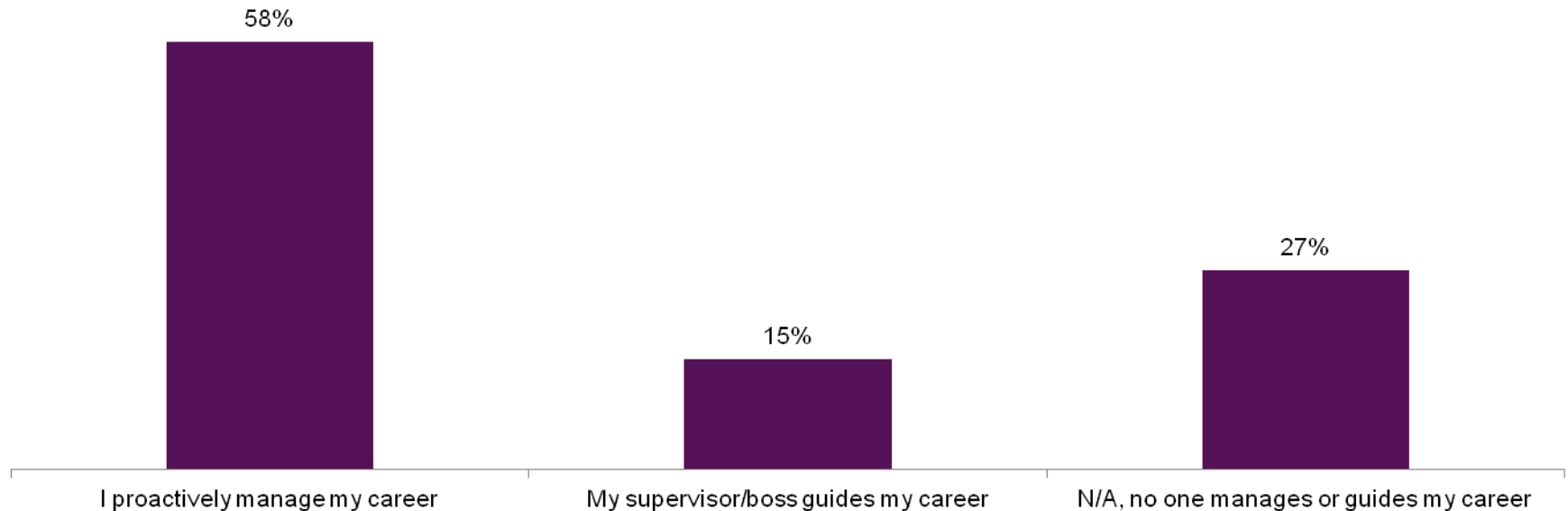
A lack of opportunity or career path was cited as barrier to career advancement twice as frequently as family responsibilities

Which of the following are holding you back in your career? Multiple responses.



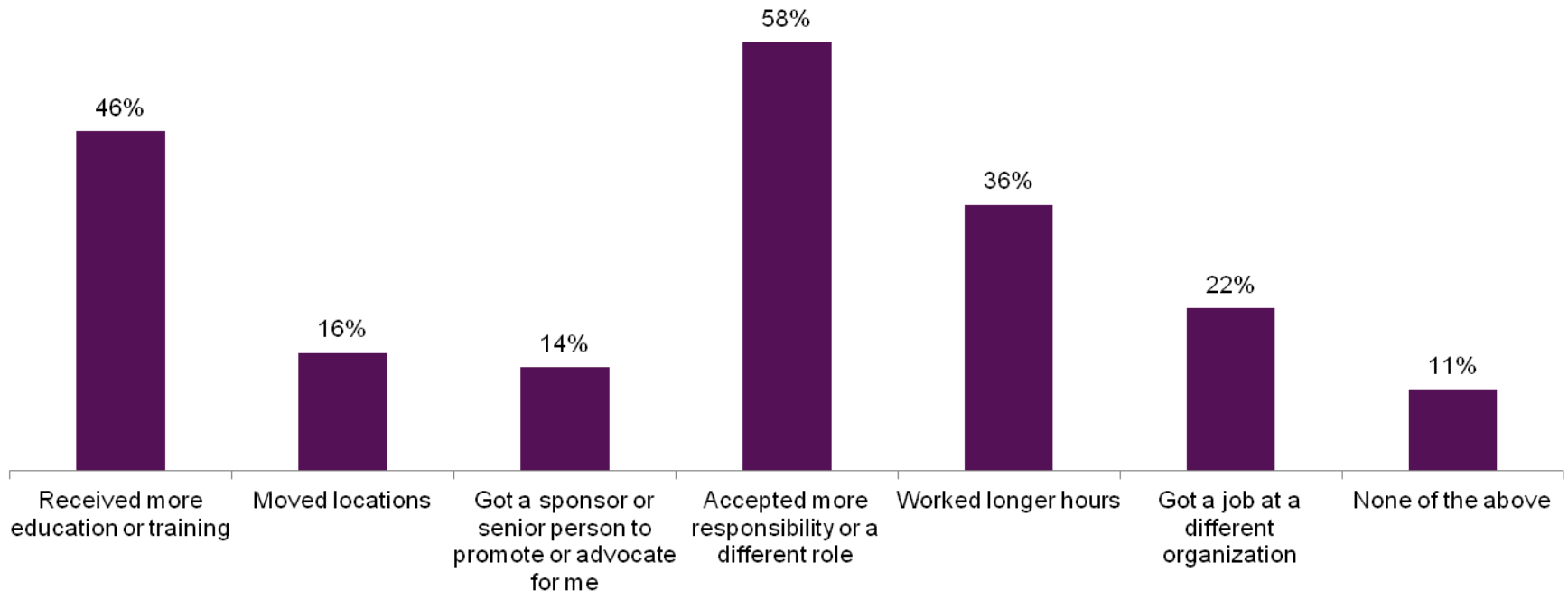
Almost two-thirds state that they proactively manage their careers

Which statement is more accurate regarding your career?



In order to further their career, the majority of respondents are accepting a different role or responsibility

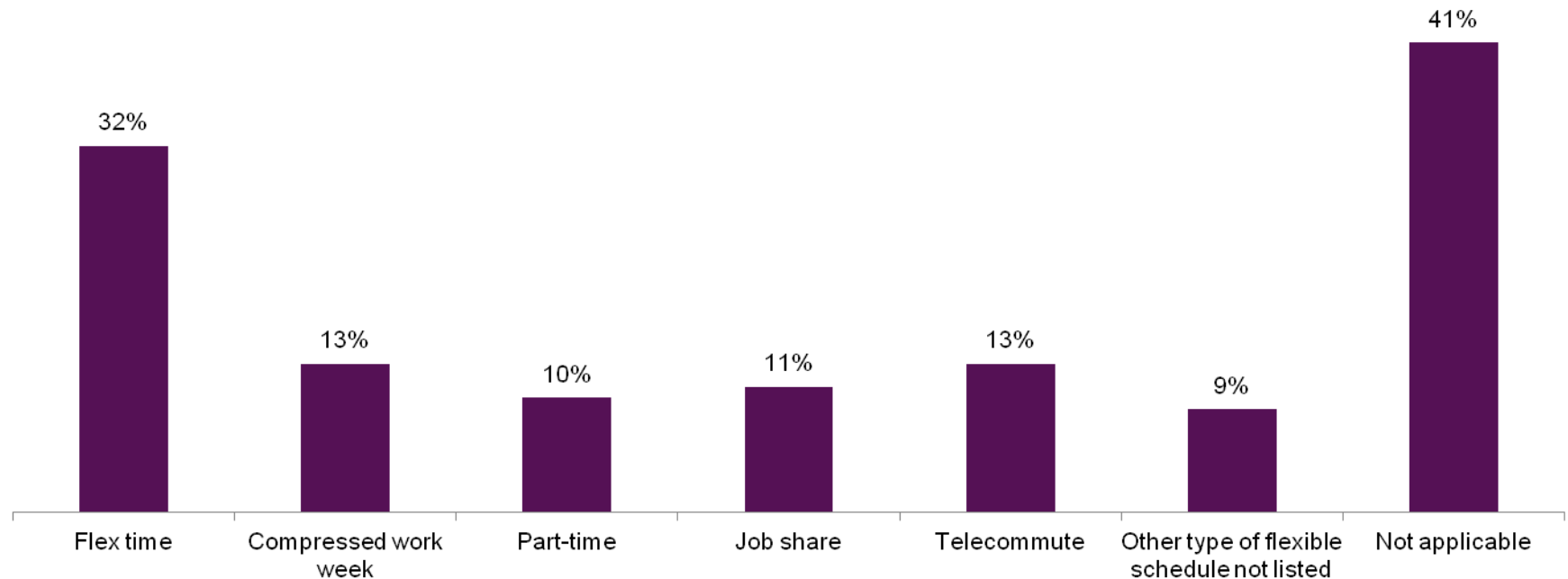
Which of the following actions have you taken to further your career? Multiple responses.



Almost two-thirds of respondents report they have some type of flexible work schedule

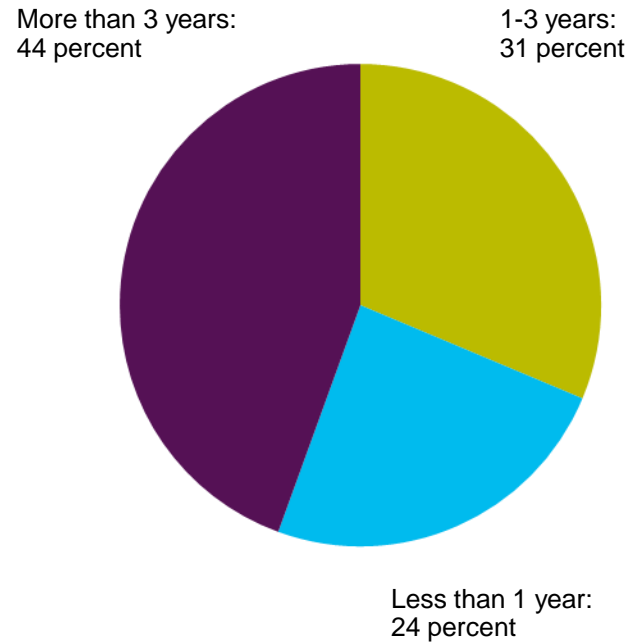
Do you work any type(s) of flexible schedule?

Multiple responses.



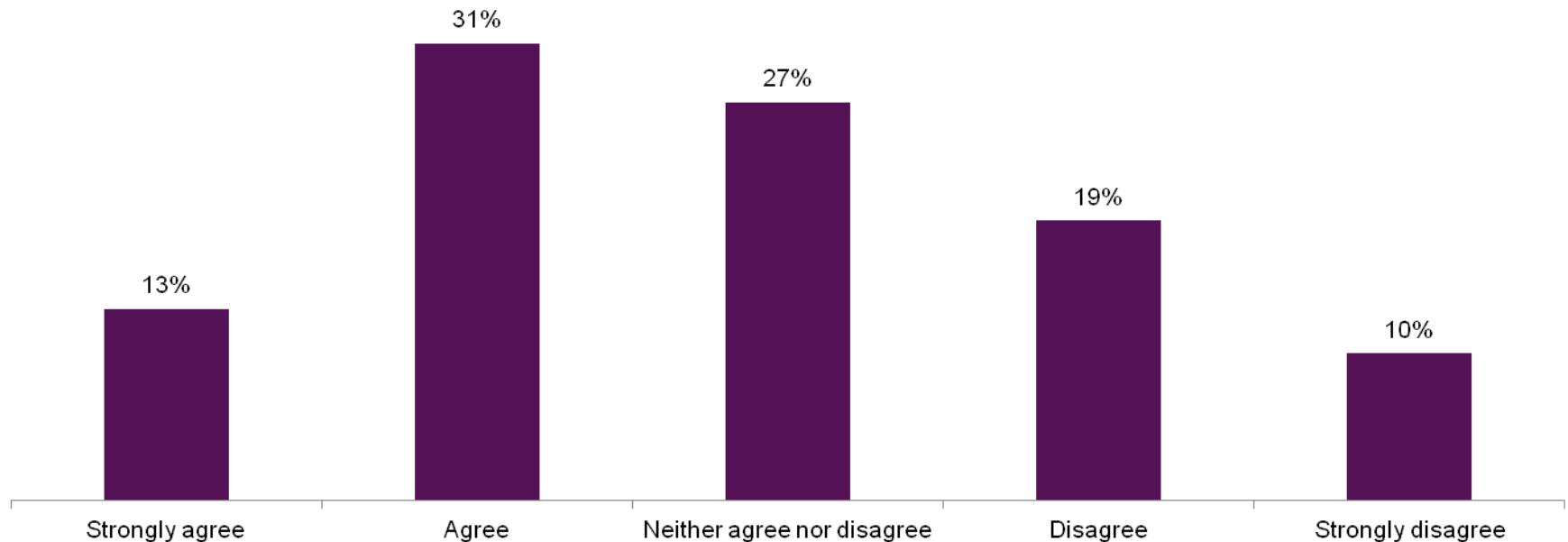
More than one-third of respondents say they have had a flexible work schedule for three years or more

How long have you had a flexible work arrangement?



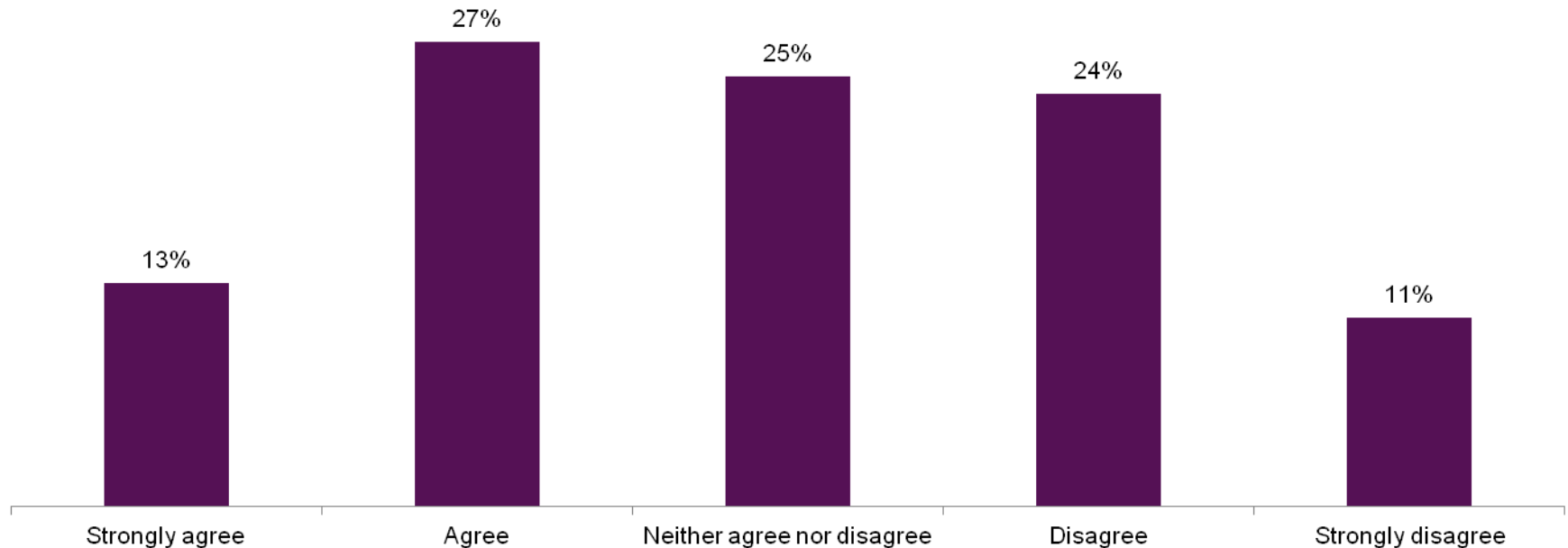
Nearly half of respondents state that their career growth has slowed since the economic downturn of 2008

Please indicate your agreement with each of the following statements: My career growth has slowed down since the economic downturn in 2008



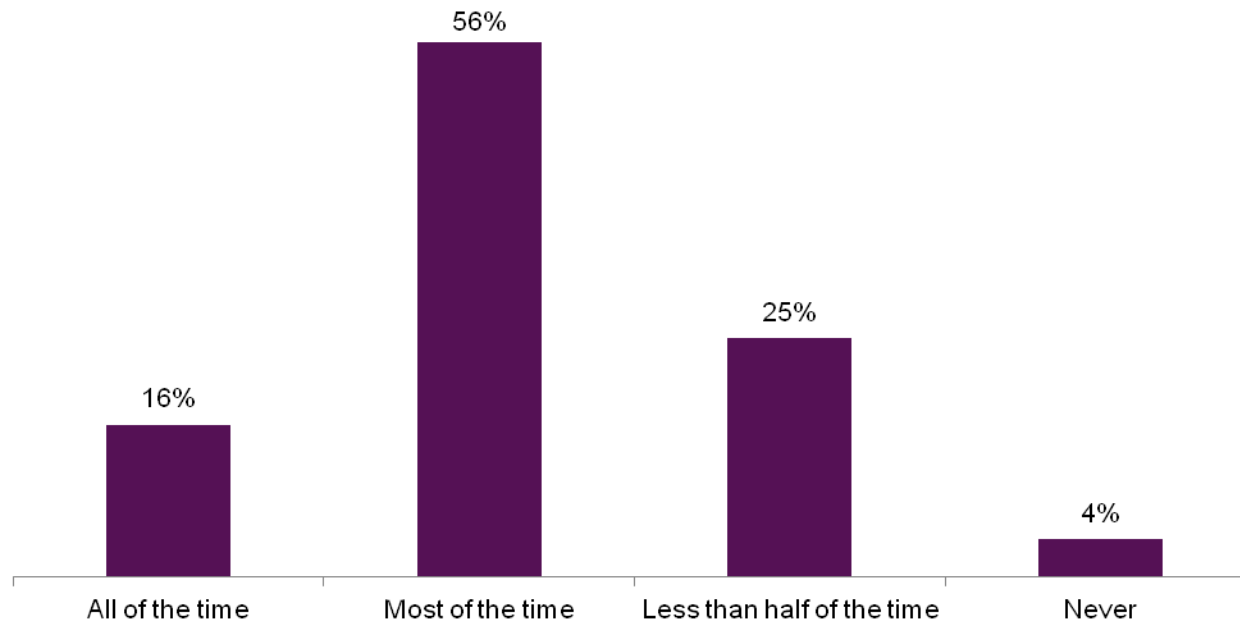
Nearly half of respondents cited parenthood as the reason for a slowdown in their career growth

Please indicate your agreement with each of the following statements: My career growth has slowed down since becoming a parent



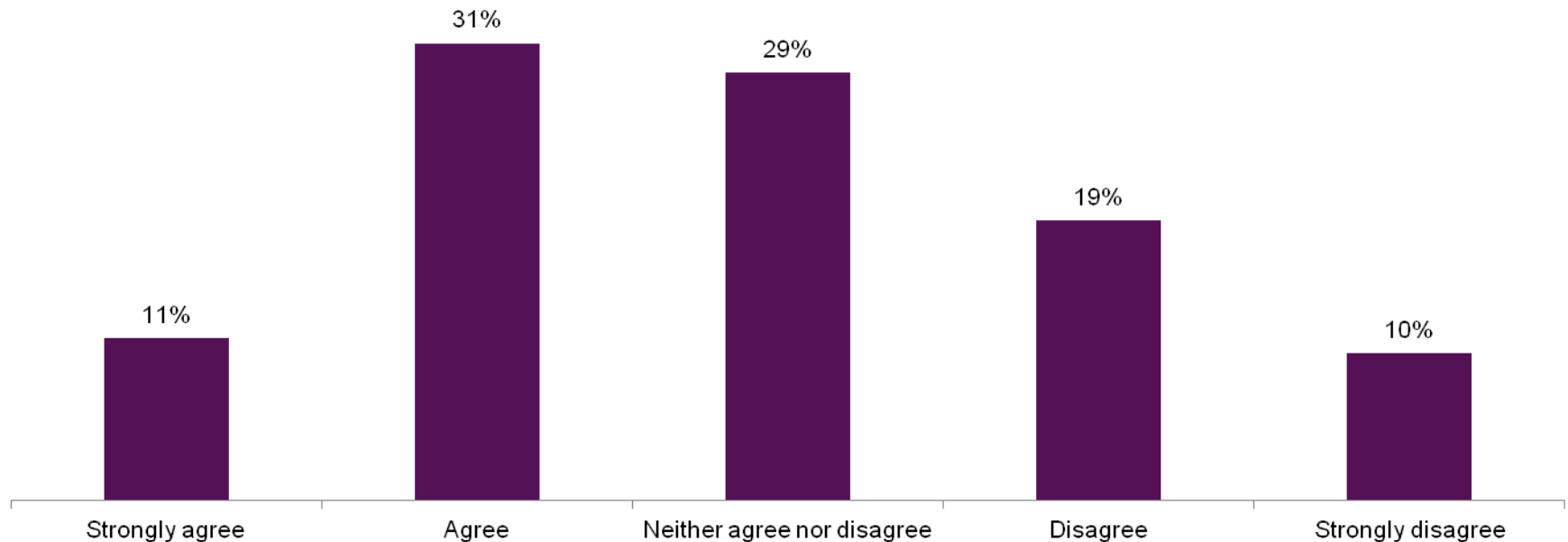
Almost three-quarters feel they have work/life balance all or most of the time

To what extent do you feel you have work/life balance?



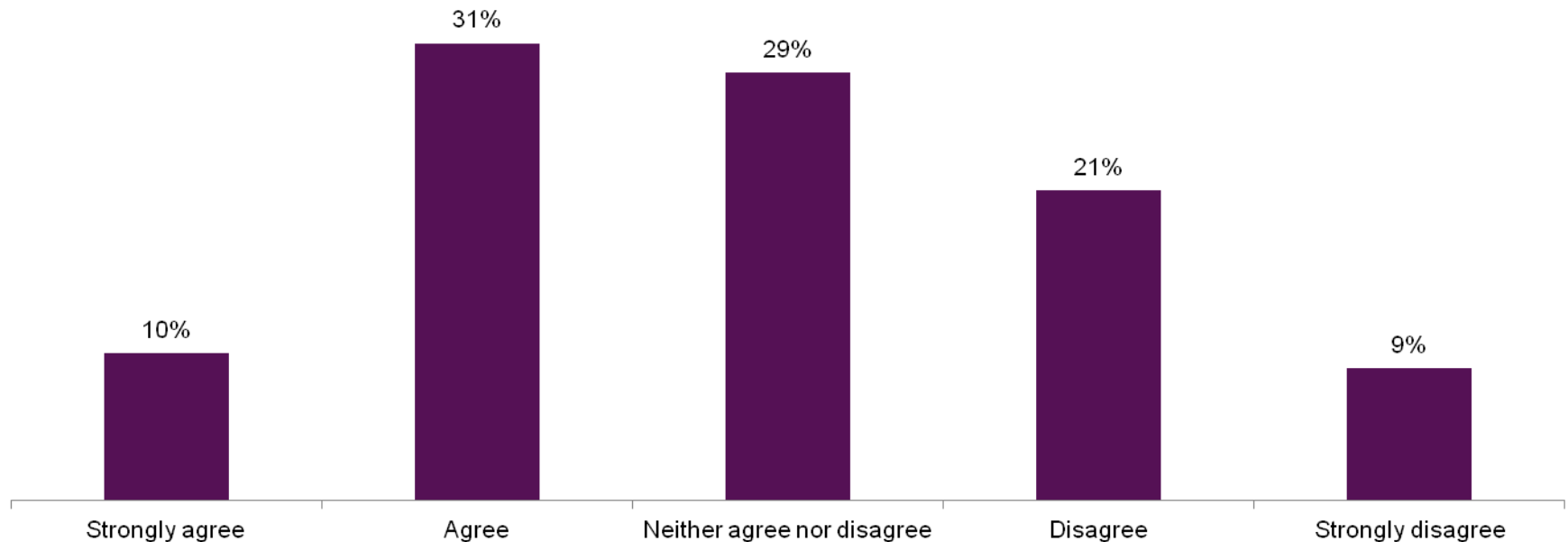
Two-fifths of respondents feel they sacrifice time with family for career success

Please indicate your agreement with each of the following statements: I have to consistently sacrifice time with my family to succeed in my career



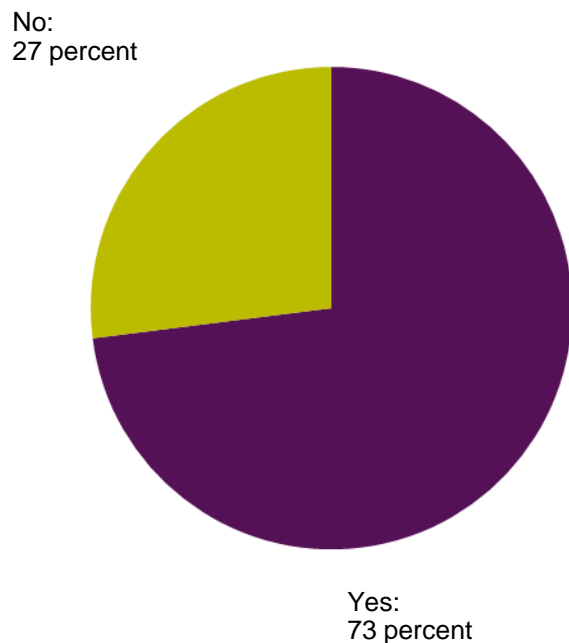
Two-fifths of respondents say career demands negatively impact their family life

Please indicate your agreement with each of the following statements: Demands of my career negatively impact the quality of my family life



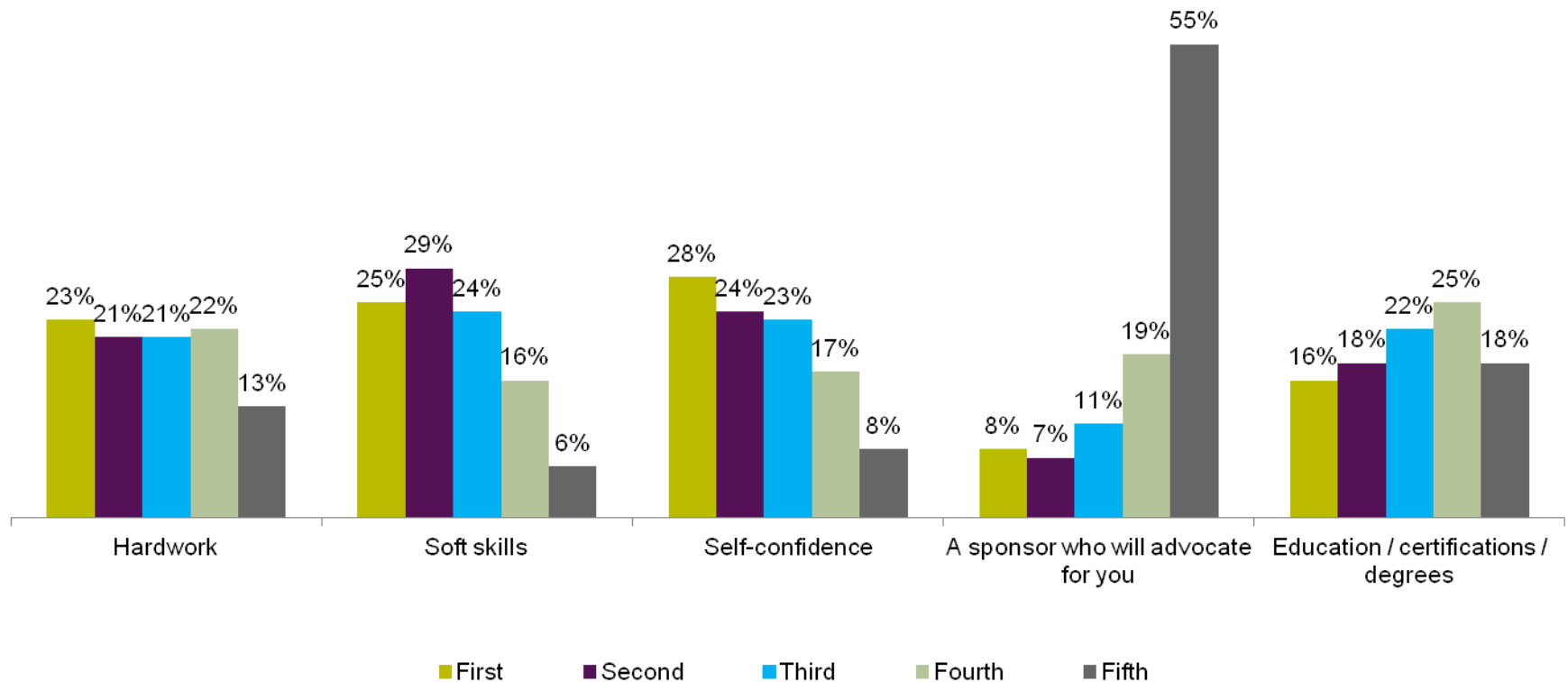
Almost three-quarters of respondents have a spouse or significant other with a full time job

Does your spouse or significant other have a full-time job?



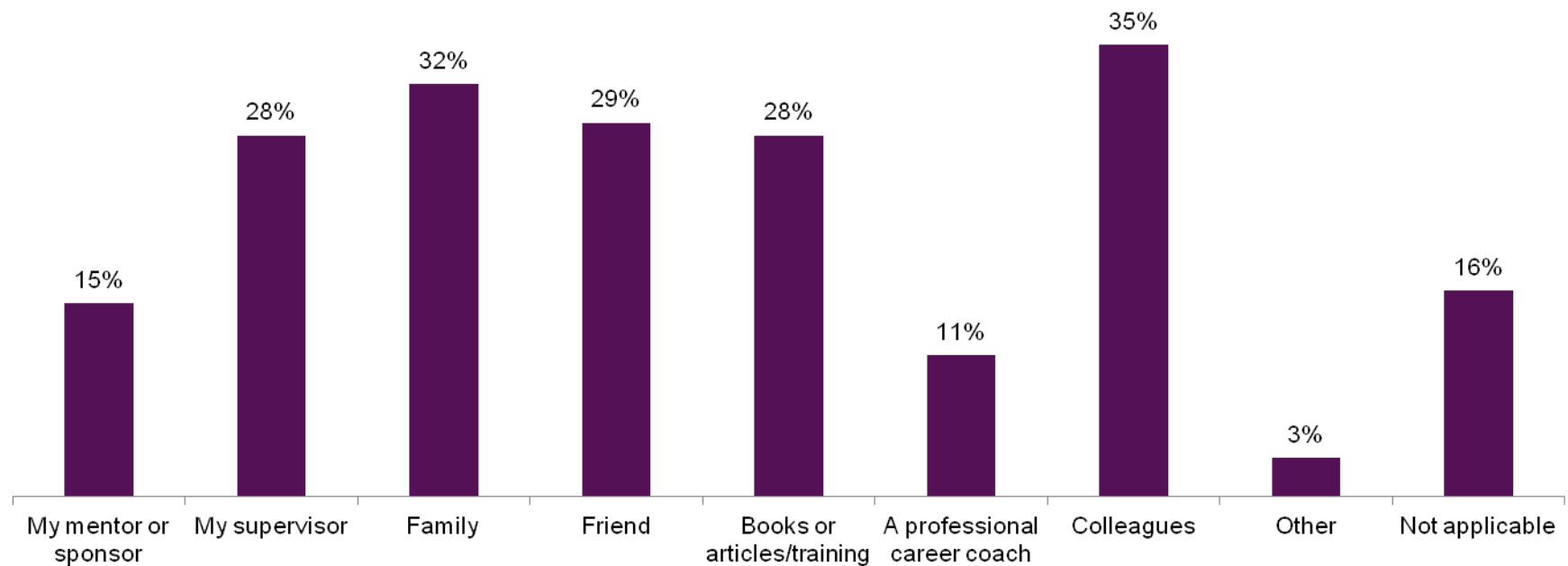
The most noted attributes important to career growth were self-confidence, soft skills and hard work

Please rank the importance of each of the following to career growth:



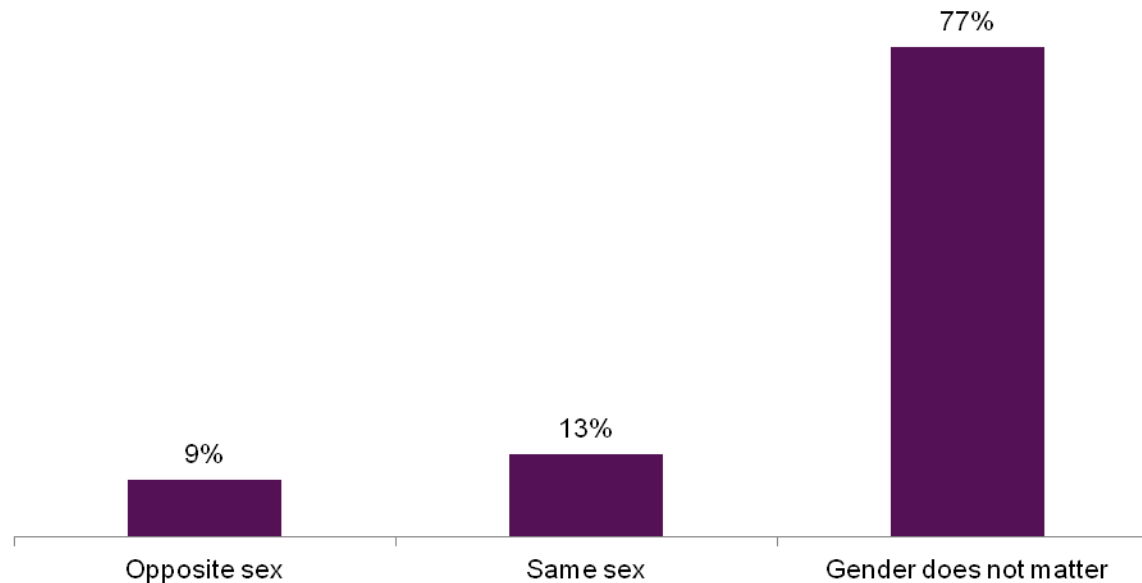
Approximately one-third of respondents indicate they get career advice from their colleagues

Where did you get your main career advice? Multiple responses.



Over three-quarters of respondents stated that the gender of the person giving career advice does not matter

Do you prefer to get career advice from a person of the same or opposite sex?

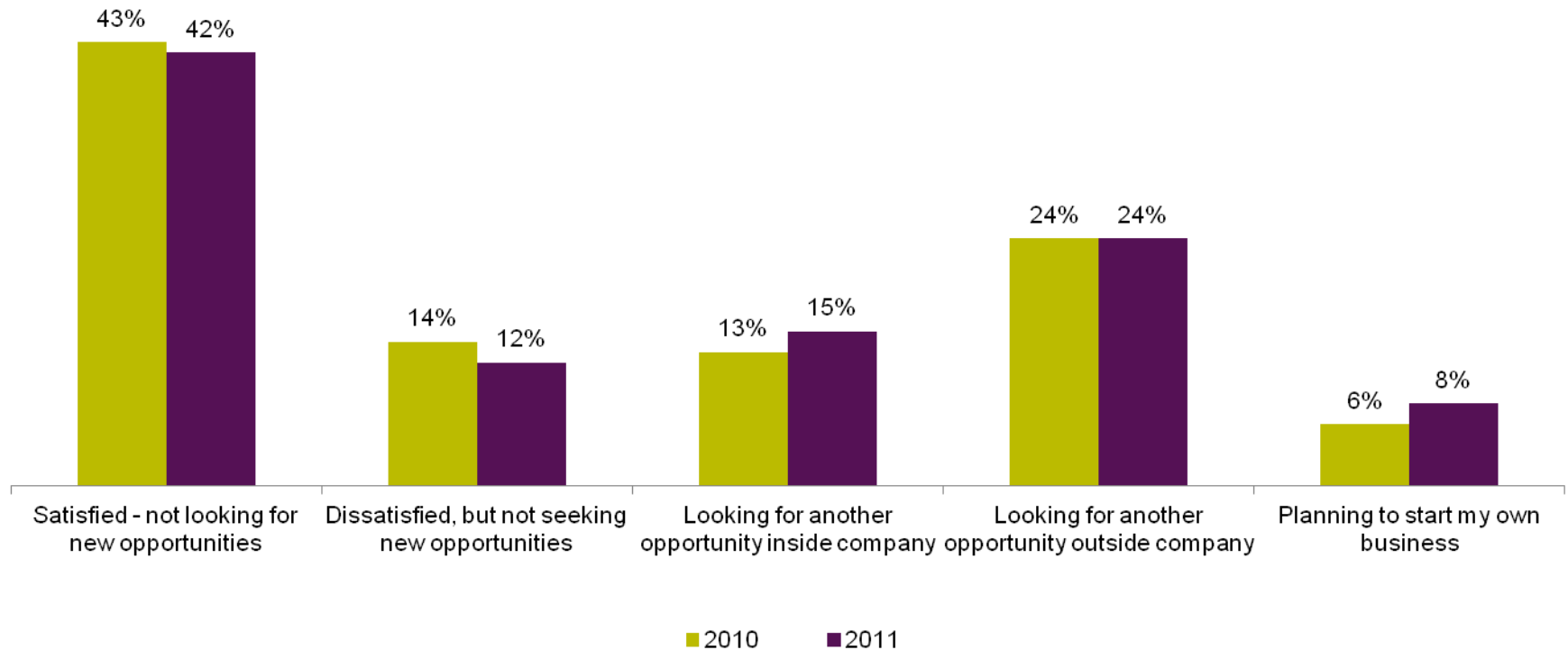


Additional Findings



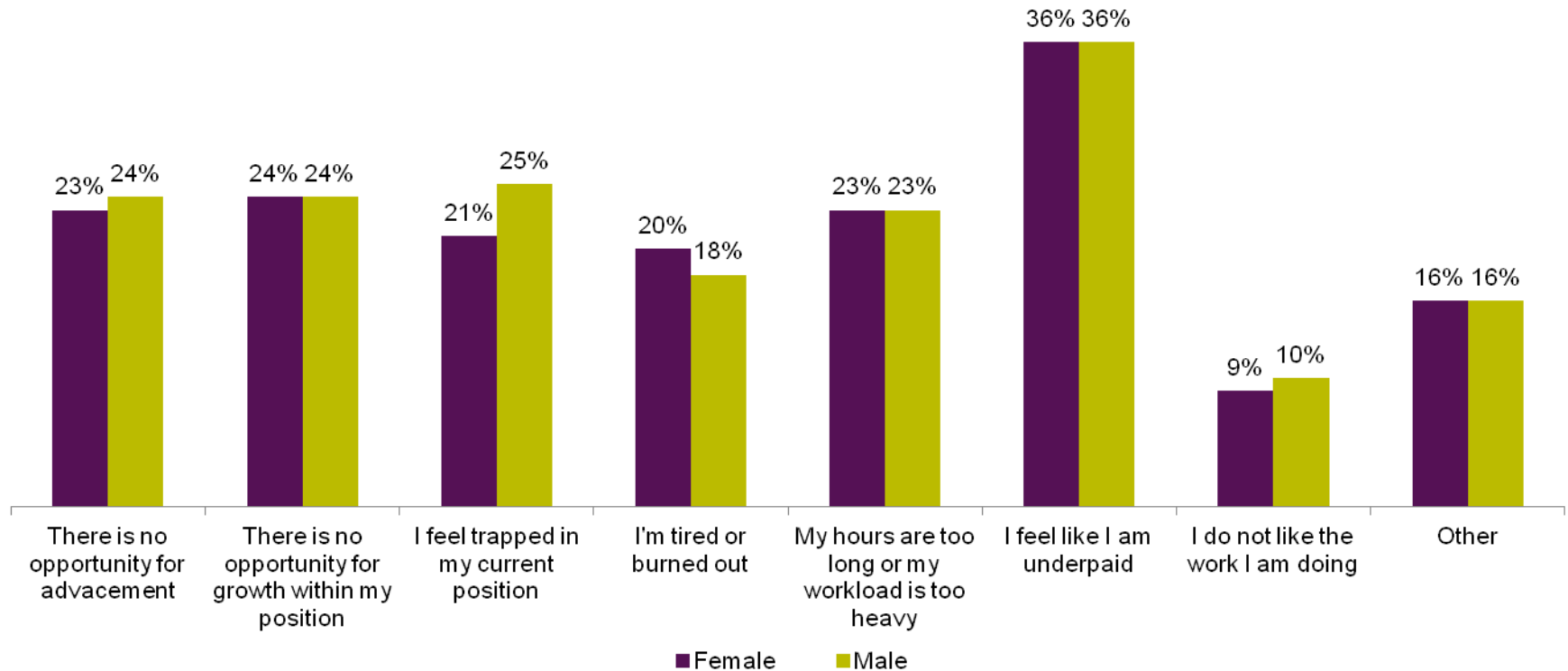
More than half of respondents remain dissatisfied with their current job

Which of the following statements best describe your current situation?



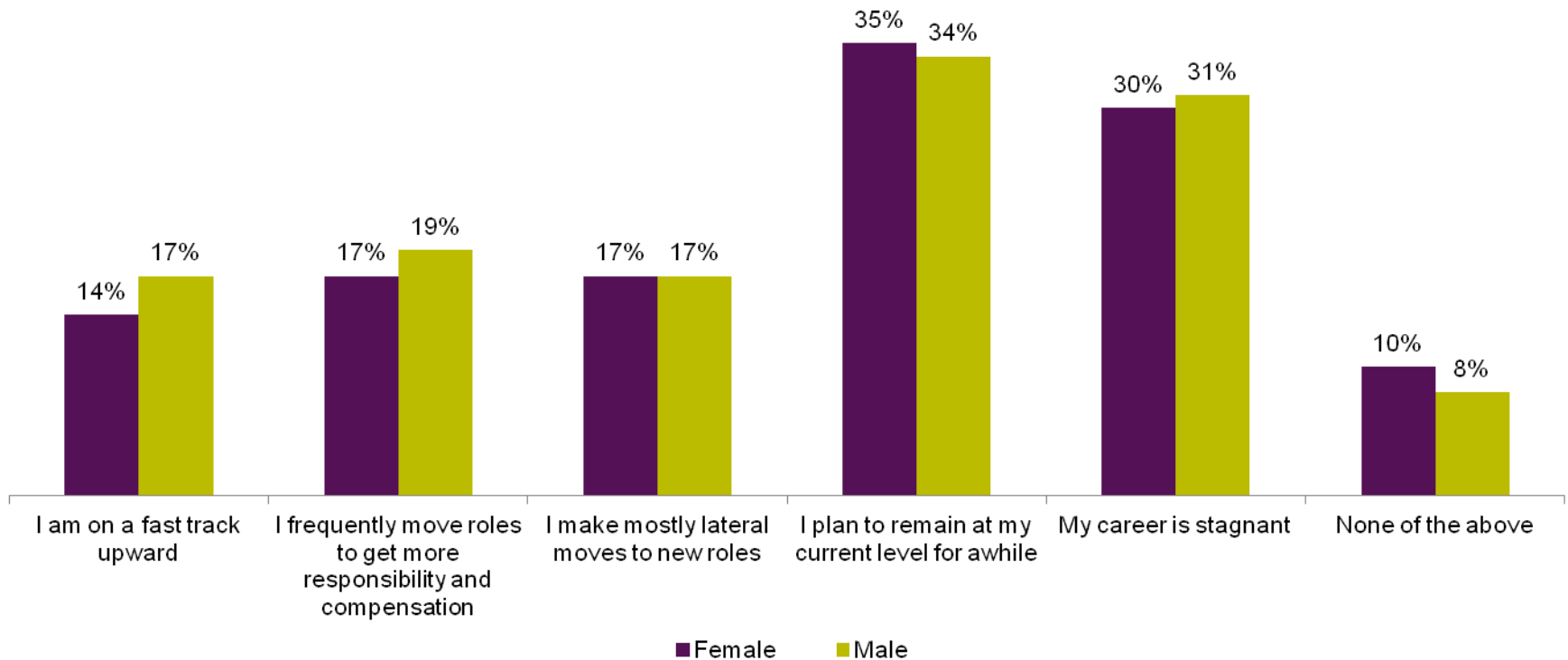
The reasons for respondents' dissatisfaction are similar for both men and women

Please select the response(s) that best represent your feeling with regard to your current job situation. Multiple responses.



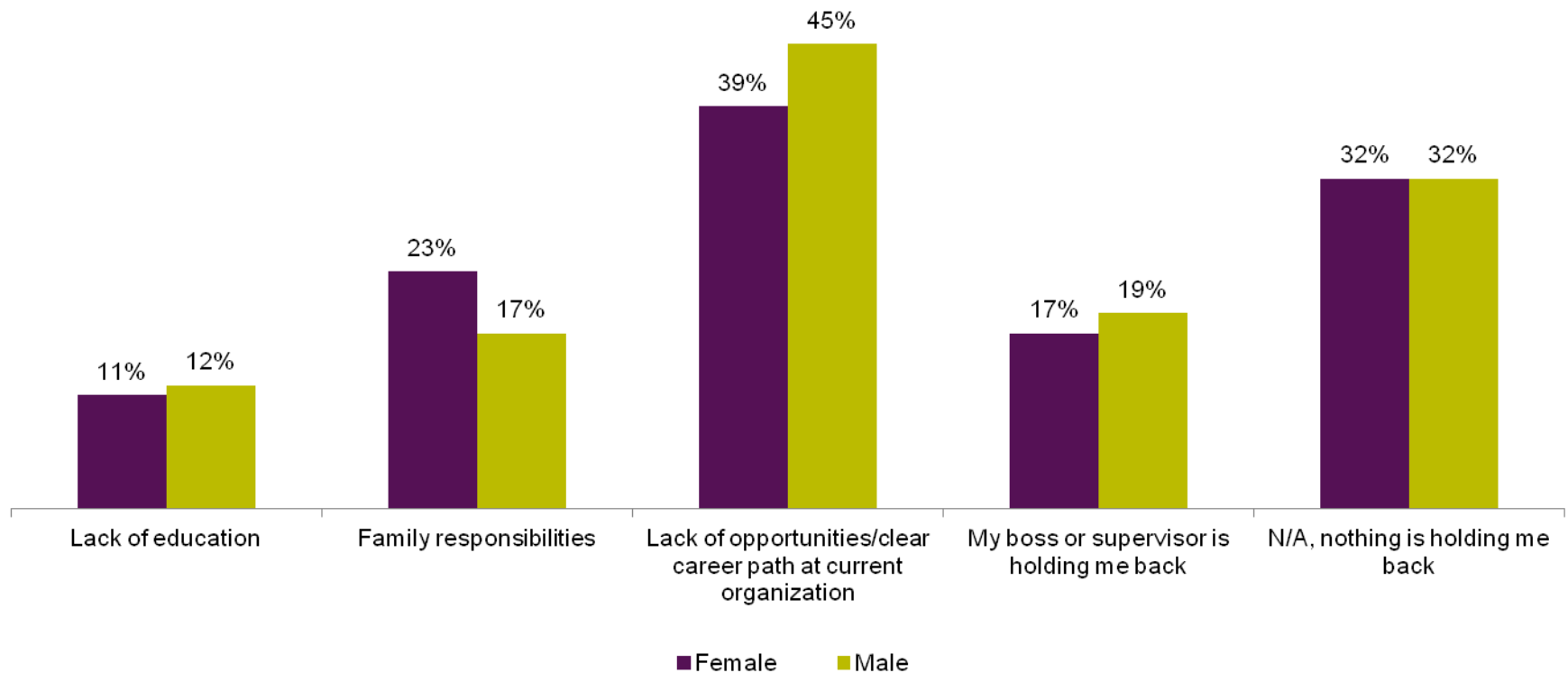
Men and women describe their career paths in similar manners

Which statement best describes your current career path?
Multiple responses.



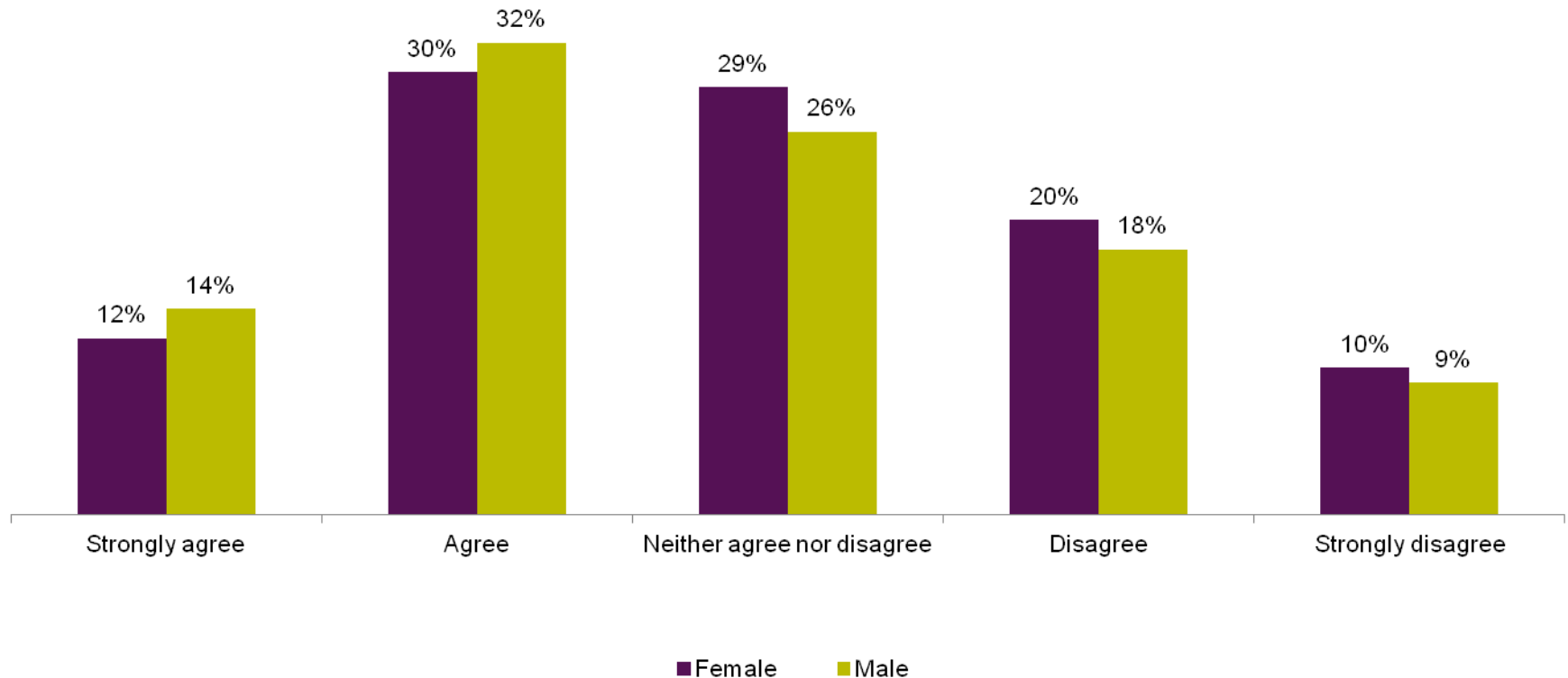
Slightly more men state a lack of opportunities or a clear career path while slightly more women cite family responsibilities as barriers to career advancement

Which of the following are holding you back in your career?
Multiple responses.



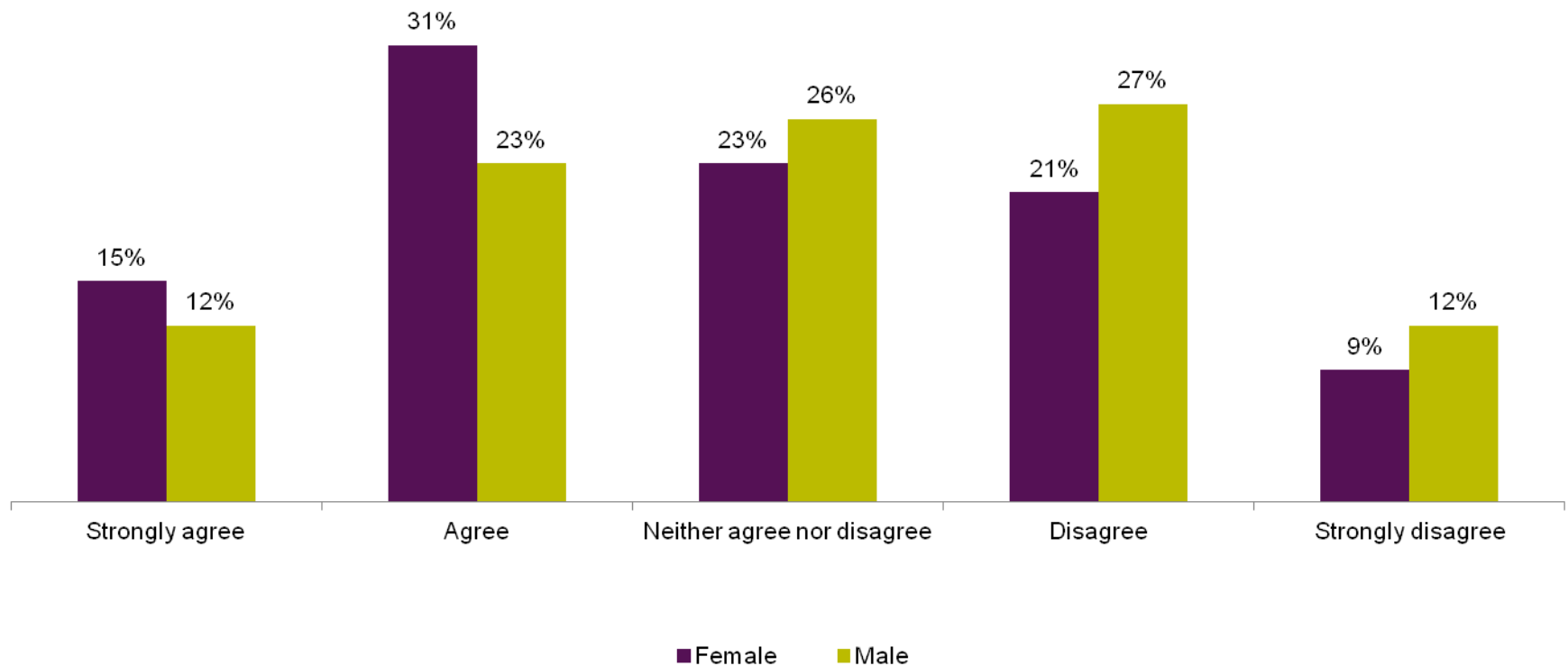
Similar percentages of both men and women agree or strongly agree that their career growth has slowed since the economic downturn of 2008

My career growth has slowed down since the economic downturn in 2008:



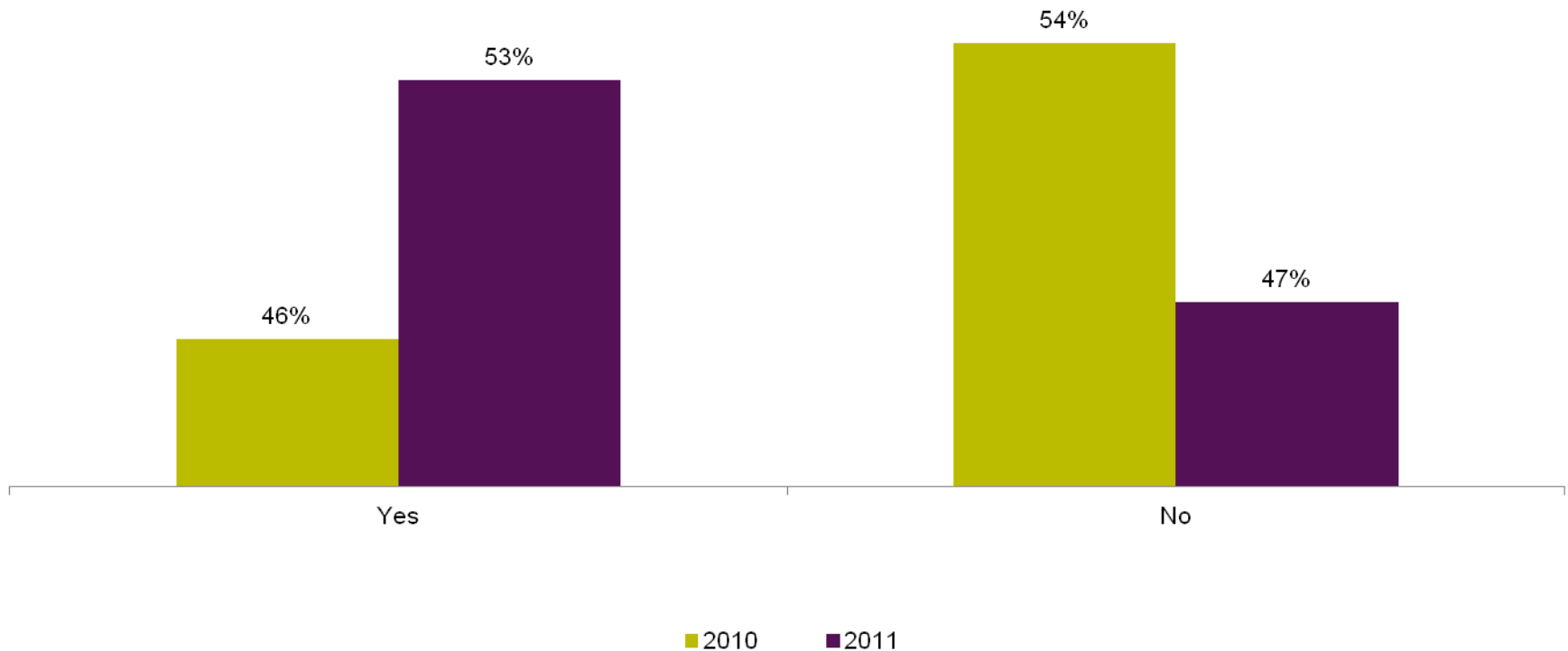
Significantly more women agree or strongly agree that their career growth has slowed since becoming a parent

My career growth has slowed down since becoming a parent:



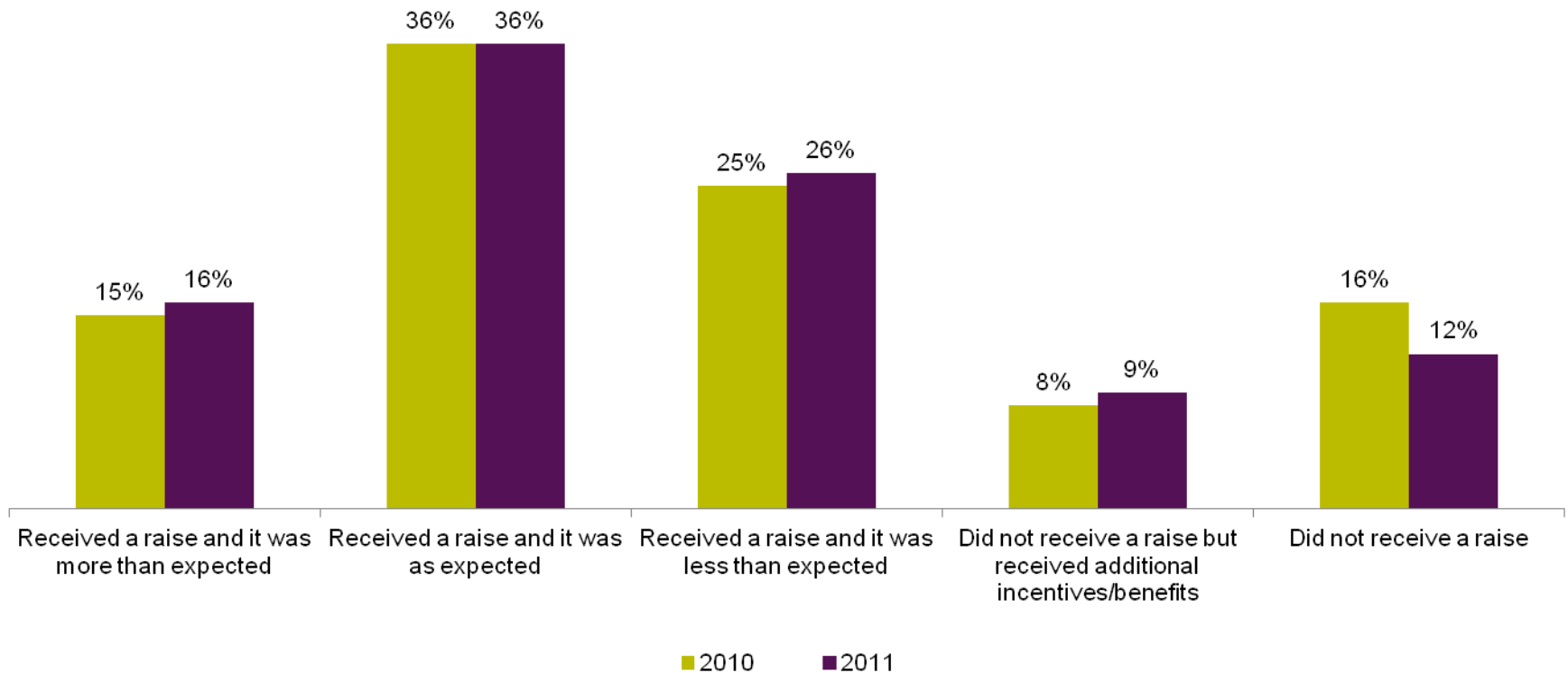
More than half of respondents asked for a raise

Have you ever asked for or negotiated a pay raise?



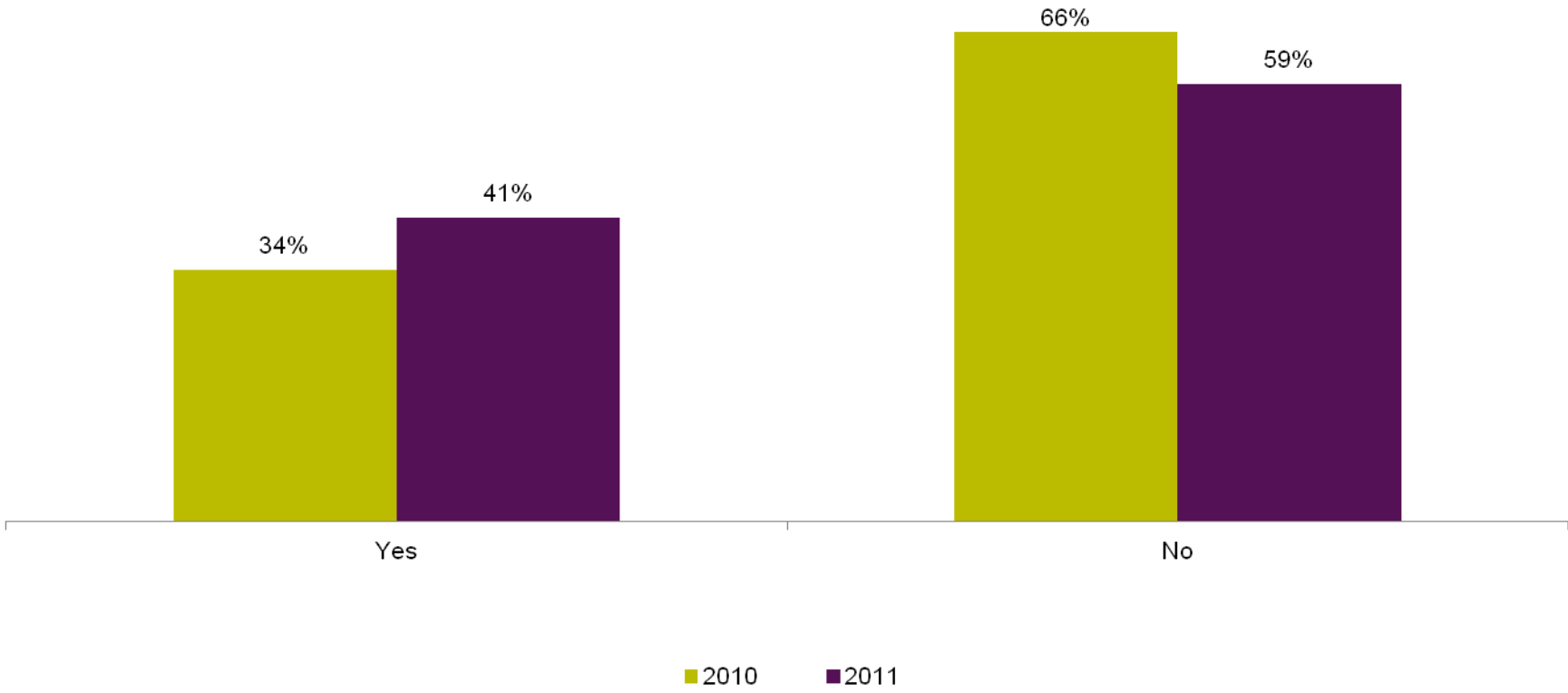
Of those professionals who asked for a raise, more than three-quarters received one

What was the outcome?



Four in ten respondents asked for a promotion

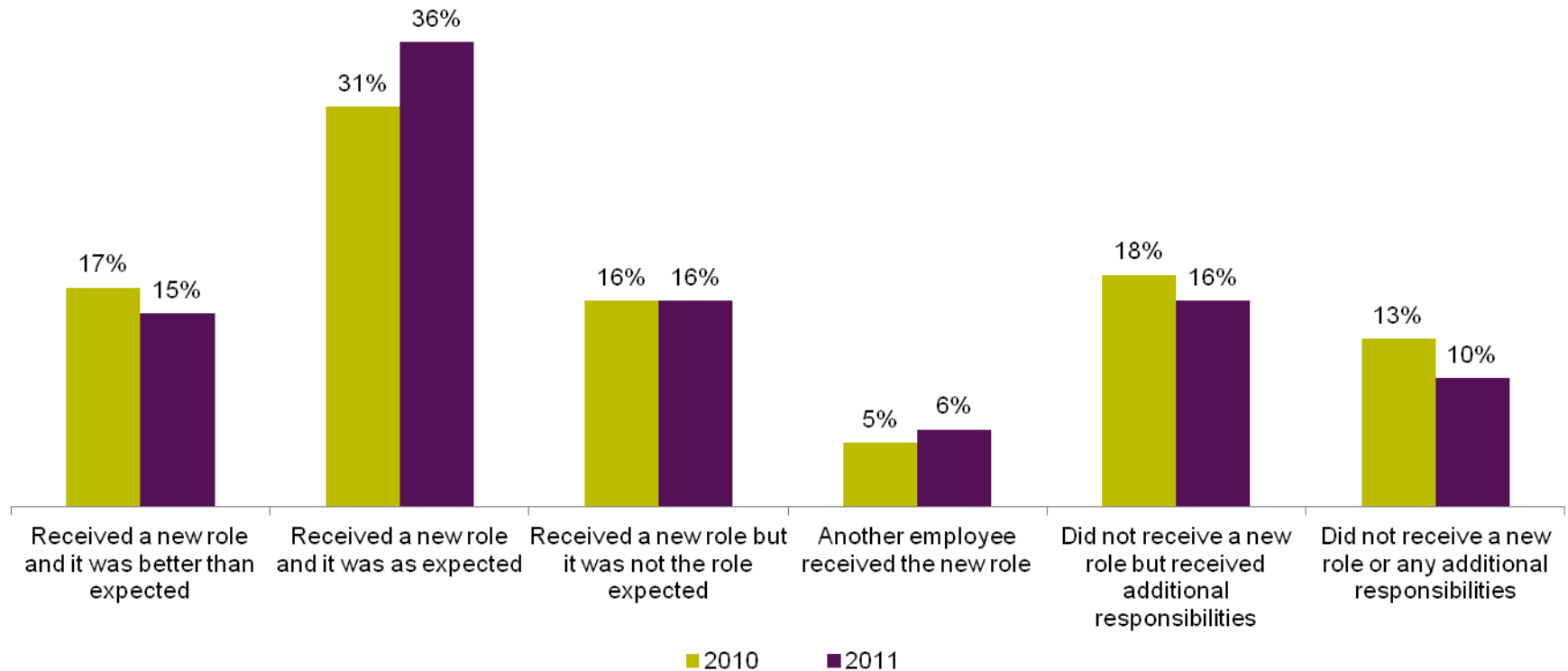
Have you ever asked for a promotion?

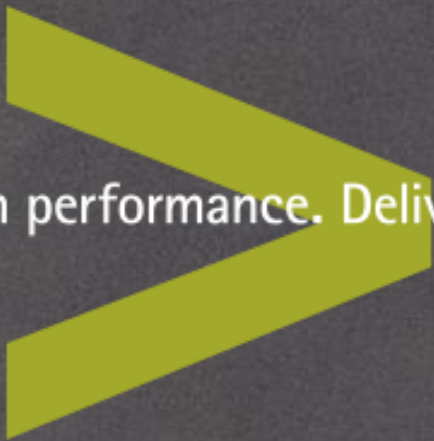


Source: IWD 2012 Survey
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Of those that asked for a promotion, more than two-thirds received one

What was the outcome?





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