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

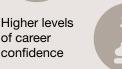
Higher levels of workforce participation





of career

More highly educated





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.

Typically in junior positions

3 out of 2,873 females

Typically worked for 2

14% have completed an

international assignment

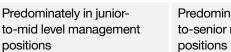
were CEOs

employers



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.



12 out of 3,145 females were CEOs

Typically worked for 2 employers

21% have completed an international assignment Predominately in mid-levelto-senior management

The career

establisher

Developed as a subject

9 or more years'

work experience.

expert and focused

on establishing their profile as a leading

expert internally and

externally and honing their leadership style.

38 out of 2,242 females were CEOs

Typically worked for 3 employers

27% have completed an international assignment

Personal **Profile**

Work

Profile



* Where in a dual career couple

Most attractive employer trait

Predominately single

11% are mothers

43% earn equal salaries to their partner/spouse*

Opportunities for career

progression

18% are the primary earner *

Predominately living with partner/married

24% are mothers

43% earn equal salaries to their partner/spouse*

24% are the primary earner *

Competitive wages and financial incentives

Predominately married

49% are mothers

42% earn equal salaries to their partner/spouse*

31% are the primary earner *

Opportunities for career progression

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

#femalemillennial

Find out more at www.pwc.com/femalemillennial