



What Works for Women

Roles mostly likely to be impacted by automation are disproportionately held by women.

The good news?
Women now outnumber male university graduates in 95 of 144 countries – so they're well placed to capture the opportunities in industries that are growing and jobs that are well paid.



It will take **217 years** to close the gender gap in the workplace.¹

The biggest barrier to progress is an entrenched male culture.

The biggest opportunity is men know they're part of the problem and want to be part of the solution.

¹ http://www.weforum.org/docs/WEF_GGGR_2017.pdf

To make real progress toward gender parity and better support women in their careers, we asked women what works for them. Here's what we know:

Leadership has to own it



40% of women want more conversations about their opportunities for growth.



84% of women have not been able to find a sponsor* in their organization.



32% of male leaders say the responsibility is HR's, not theirs.

***Sponsors:** Offer individual guidance, offer critical feedback, inside the company, stick their neck out and publicly support the individual

Skills development and learnability* win over everything else

Learnability: the desire and ability to grow and adapt one's skill set to remain employable



1 in 5 women has never had a skills assessment and only 1 in 4 has had a conversation about how they can develop.



23% of millennial women think they will take a career break to gain new skills and 35% of women say they'll use NextGen work to learn and use new skills.



93% of millennials want lifelong learning and are willing to spend their own time and/or money on further training.

One Life* is CRUCIAL

***One Life:** the blend of work and home



42% of leaders believe flexible working is key to getting more women into leadership.



87% of workers are open to NextGen* Work and men and women equally opt for it because it offers the flexibility to spend more time with family.

***NextGen Work:** non-traditional forms of employment such as freelance, gig work or online and platform roles



People are thinking about their careers in waves with changing paths and pace - **84% of Millennials foresee taking career breaks.**

The solution?



Have career conversations



Leaders need to walk the talk



Nurture learnability



Develop in-demand skills

And guess what?



What works for women works for the entire workforce. Let's act on it and #PressForProgress this International Women's Day.

Find out more about ManpowerGroup's insights into women in the workplace [here](#) or join the conversation on [Twitter](#) and [Facebook](#) this International Women's Day.

#PressForProgress