

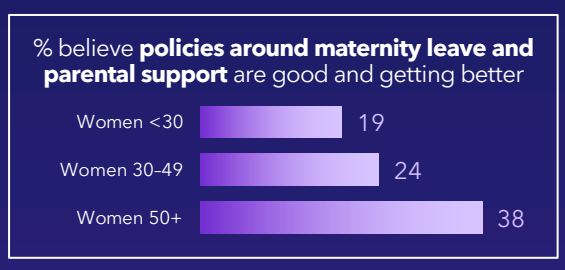
Young women question, older women applaud progress in equality

Our latest research unveils a generational divide between women's views on where equality is today, and where it's headed.

Looking Ahead

There is a generational divide in optimism about the future of gender equality, particularly in the workforce.

Women aged 50 and above are more hopeful about progress in workplace equity, while women under 50 express less satisfaction and confidence in the same. This divide is especially pronounced when it comes to maternity leave and parental support policies, with less than 1 in 5 women under 30 believing these policies will improve.





34%
of women over 50 believe **equal pay for equal work for women is good and getting better**

And although older generations of women believe the future is bright(er) for future generations, there is still room for growth.

Less than half agree that the current state of equal pay, training opportunities, and maternity leave policies are satisfactory and projected to improve.

Younger women want more from their employers.

34%
of women under 30 believe **policies around maternity leave and parental support** are bad and getting worse

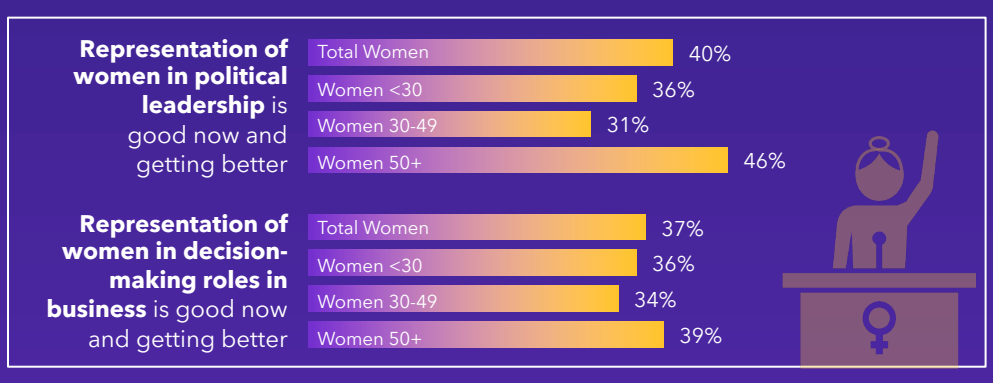
21%
of women under 30 believe **equal pay for equal work for women** is bad and getting worse

23%
of women under 30 believe **equal access to education and training opportunities for women** are bad and getting worse

Workplace Confidence

Women of all ages acknowledge there is a need for increased representation of women leaders, both in politics and business. Younger women in particular need more.

Women under 50 expect to see more women in leadership roles and feel less confident that representation will improve as they grow in their careers.



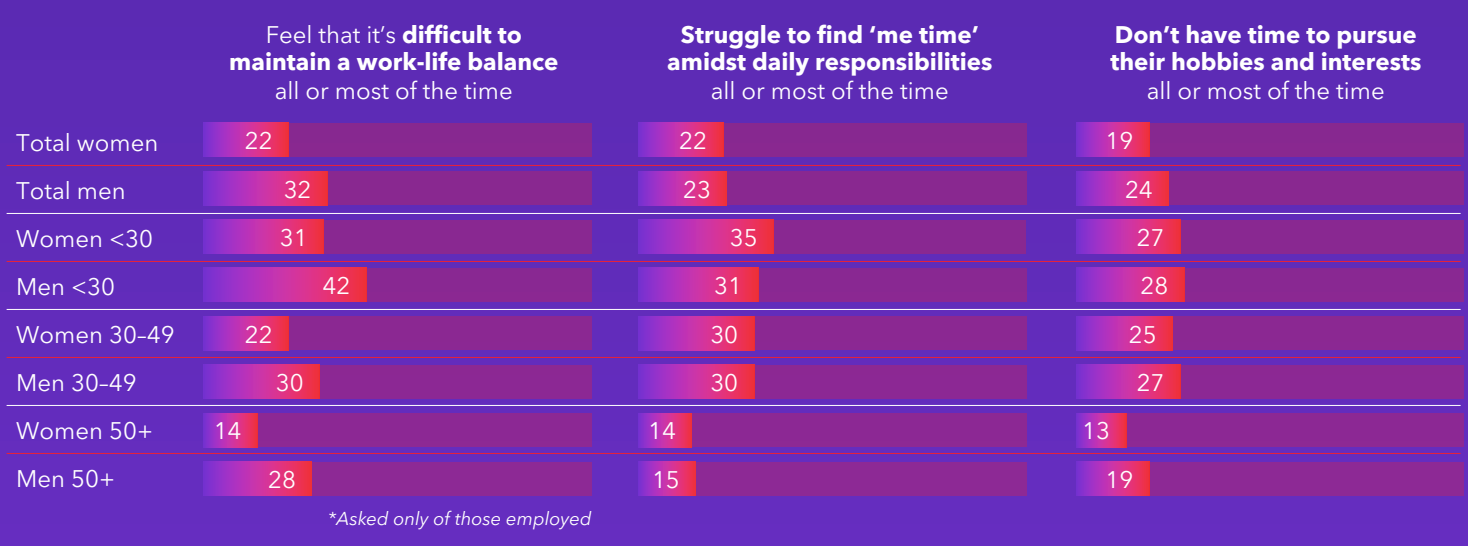
Over half of working women fear they won't reach their life goals, indicating a potential inability to visualize success.

61%	Fearful that you won't reach your life goals in the future	**47%**	Uncomfortable socializing in professional settings
52%	Uncomfortable talking about your accomplishments with others	**41%**	Nervous to share your thoughts and opinions with your boss

Work/Life Balance

'Me time' has transformed from a luxury to a necessity for younger generations of both men and women.

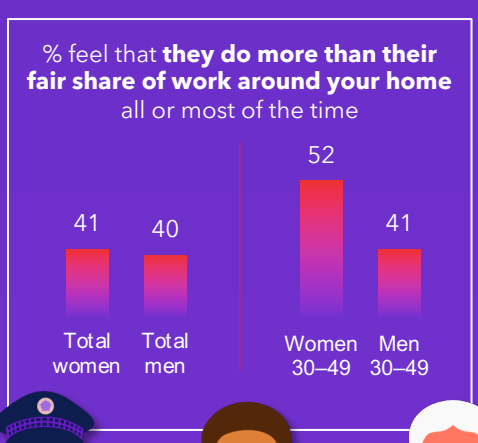
Both women and men alike find it difficult to strike a balance between work and leisure. This struggle is particularly pronounced among those under 30, suggesting a shift in how 'work' is defined for this generation.



**Asked only of those employed*

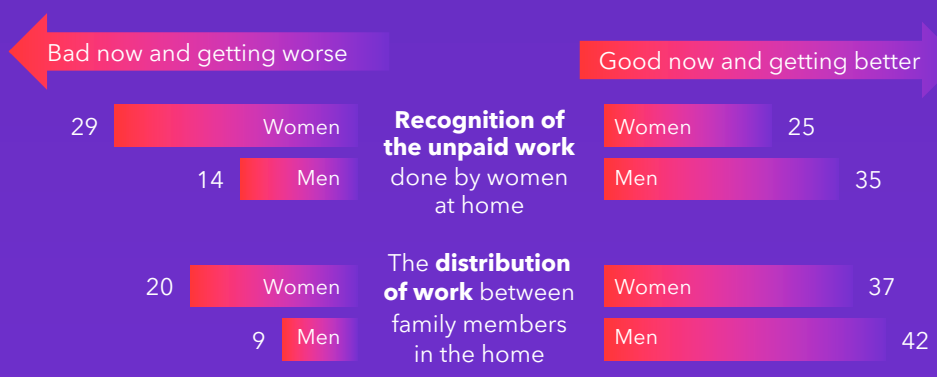
Domestic labor, and the division of work within the home, could be a driving force behind this lack of 'me time.'

While men are equally as likely, if not more so (particularly younger generations), to believe they do their fair share of work around the home, over half of women between the ages of 30 and 49 believe they carry more than their weight.





Despite men feeling strongly about their contributions to domestic, at-home labor and ever-changing societal norms, women believe the work done is still unequal.



Women are significantly more likely to believe they receive little recognition for their efforts, and express fears that it is not set to improve.

