



Colloquium on Global Diversity: Creating a Level Playing Field for Women

Session: Do Parental Leave Benefits Create a More Inclusive Workforce?

26 February 2016

EY Study: Generational shifts are increasing emphasis on flexibility and parental leave

1. Managing work and life is getting harder across the world — younger generations and parents hit the hardest

Globally, 47% of millennials say hours have increased in the last five years, with managers in Mexico, the US, India and Brazil working the most

78% of millennials and 73% of Gen X are part of a dual-career couple, compared to 47% of boomers

26% of millennials in the US say the amount of time they work increased after having a child versus 15% of Gen X and 16% of boomers

2. Global employee retention: why are people quitting their jobs?

3 of the top 6 reasons millennials quit jobs are flexibility related, specifically:

- ▶ A boss that doesn't allow flexible work
- ▶ Existence or perception of a flexibility "stigma"
- ▶ Excessive overtime hours

3. Workers around the world want the option to work flexibly – without penalty

Flexibility and ambition go hand-in-hand

75% of millennials want the ability to work flexibly and still be on track for promotion

15% of millennials report they have **suffered a negative consequence** as a result of a flexible work schedule

38%

Of US millennials would move to another country with better paid parental leave benefits

Men are more likely to
Give up a promotion



Change jobs



Move to another location



25% of millennials encouraged their spouse or partner to remain in full-time positions to better manage work-life