Global generations

A global study on work-life challenges across generations

Work Life Congress
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Global generations: A global study on work-life challenges across generations

Generation “Go”

Observations:

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

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

3. Workers around the world want the option to work flexibly – without penalty
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Generation “Go”

Observations

1. Managing work and life is getting harder – especially for younger generations and parents

   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.

   In the US, parents are traveling more for work and are 2x as likely to travel for business as non-parents.

2. Global employee retention: why people quit

   Top reasons millennials quit
   1. Minimal wage growth
   2. Lack of opportunity to advance
   3. Excessive overtime hours
   4. Work environment does not encourage teamwork
   5. Boss doesn’t allow flexible working
   6. Existence or perception of flexibility stigma

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

   Millennials are ambitious – 75% want the ability to work flexibly and still be on track for promotion.

   1 in 6 US millennials have suffered a negative consequence as a result of having a flexible work schedule.

   Two-thirds of employees said “being able to relocate within the company to be closer to family” is important in a job.

Millennials are more likely to:
- Give up a promotion: 65%
- Change careers: 76%
- Change jobs: 77%
- Relocate families: 66%

Men are more likely than women to:
- Give up a promotion: 57% vs. 49%
- Change careers: 67% vs. 57%
- Change jobs: 50% vs. 46%
- Move to another location: 46% vs. 46%

38% of US millennials would move to another country with better paid parental leave benefits.
Implications for millennial talent

How do we set them up for success?

1. Support a culture of flexible working for all
   - Remove stigmas and biases in relation to working flexibly
   - Encourage leaders to be role models and inspire others with their personal stories

2. Provide paid parental leave for women and men
   - Ask leaders to demonstrate support and personal use of flexibility and leaves
   - Consider providing additional support to new parents through coaching or other transition programs

3. Illuminate the path to leadership
   - Make career opportunities more visible via sponsorship
   - Create community by leveraging professional networks or employee resource groups that specifically focus on families

To access the full report findings, visit ey.com/globalgenerations. To learn more about our first study, Younger managers rise in the ranks, visit ey.com/us/generations.
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