WHERE ARE WE NOW?

WOMEN IN THE WORKPLACE

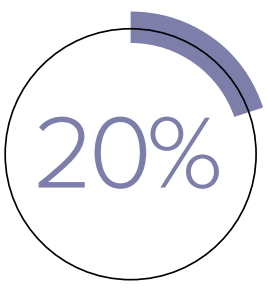
As Millennials find their place in the workforce, they join the ongoing conversation about gender equality. In a nationwide survey by Barnes & Noble College, Millennial college students revealed that they see a mixed picture in terms of progress made and challenges yet to come.

ROLE IN THE WORKPLACE

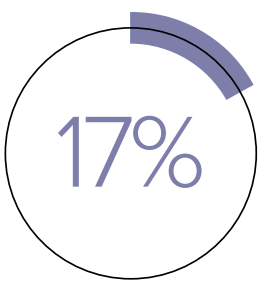
Millennial women play a different role in today's workplace than previous generations.

Why?

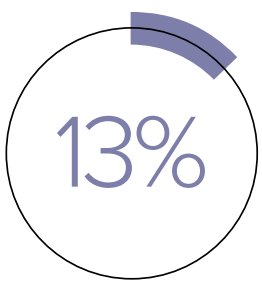
Gender equality/ societal shifts



Women filling new roles



Women now leaders/ have power



More options/ opportunities available

RATING THE ISSUES

Even in areas where respondents saw improvement for Millennial women, concerns continue.

PERCEPTION OF WOMEN'S SKILLS WITHIN INDUSTRY

GLASS CEILING

PAY INEQUALITY

WORK/PARENTING BALANCE

LACK OF MENTORS AND SPONSORS

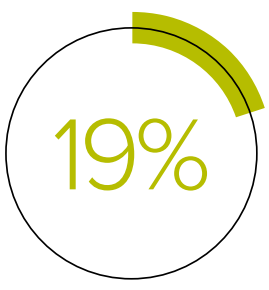
JUDGMENT ON AGE VS. SKILLS/PERFORMANCE

INSUFFICIENT MATERNITY LEAVE

NEED TO DRESS FOR RESPECT

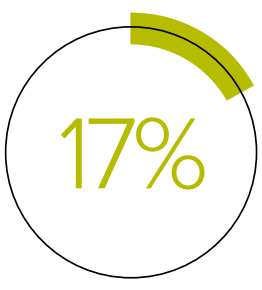
DIFFERING PERSPECTIVES

Men were significantly less likely to rate each issue as a concern. Biggest gaps?



Need to dress for respect

Glass ceiling



Pay inequality

Women and men were more aligned on areas of progress. Two notable exceptions:

PAY EQUALITY – men more likely to see improvement

WORK/PARENTING BALANCE – women more likely to see improvement

MOVING FORWARD

The message is clear: Millennials are paying close attention to questions of gender equality in the workplace, and the most successful employers will clearly communicate their solutions to these challenges.

For more information, visit bncollege.com.

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This custom survey of 1,277 undergraduate college students, ages 18-25, was conducted in September 2015 through Barnes & Noble College's Student Point of View (POV), an online research community of diverse, forward-thinking students across the nation. To learn more about this survey, or our research capabilities, please contact us at (908) 991-2665 or info@bncollege.com.