



What is it Like for Working Women in Your Country?

Results for women of French nationality

While working women around the globe share many common experiences, local situations strongly influence how women view and experience their professional career.

What are the local dynamics that truly shape women's working experiences? Do women across countries differ in terms of what they're looking for in their working lives? These are the questions our think tank group is working to understand.

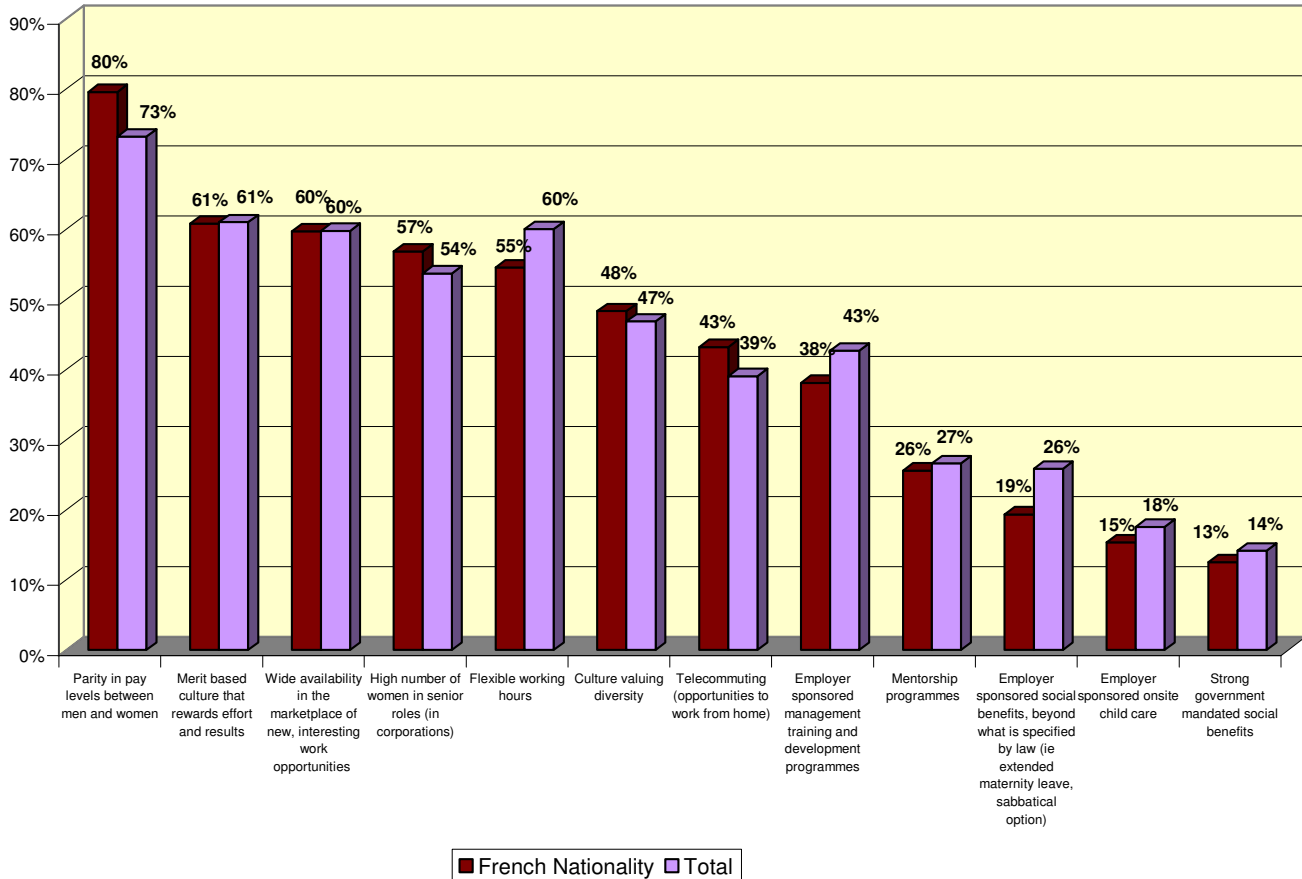
To understand better these topics, EuropeanPWN did run an online survey from March to October last year. 410 women participated from 58 different countries, 60% being French, US and Germans citizens. Women with children represented 49% and 76% are 30 – 49 years old.

43% note French as either their 1st, 2nd or 3rd nationality: we extracted the responses from these 177 women (16 of them currently living outside France) to build the below results.



European Professional Women's Network

France - Most Important to you by French nationality



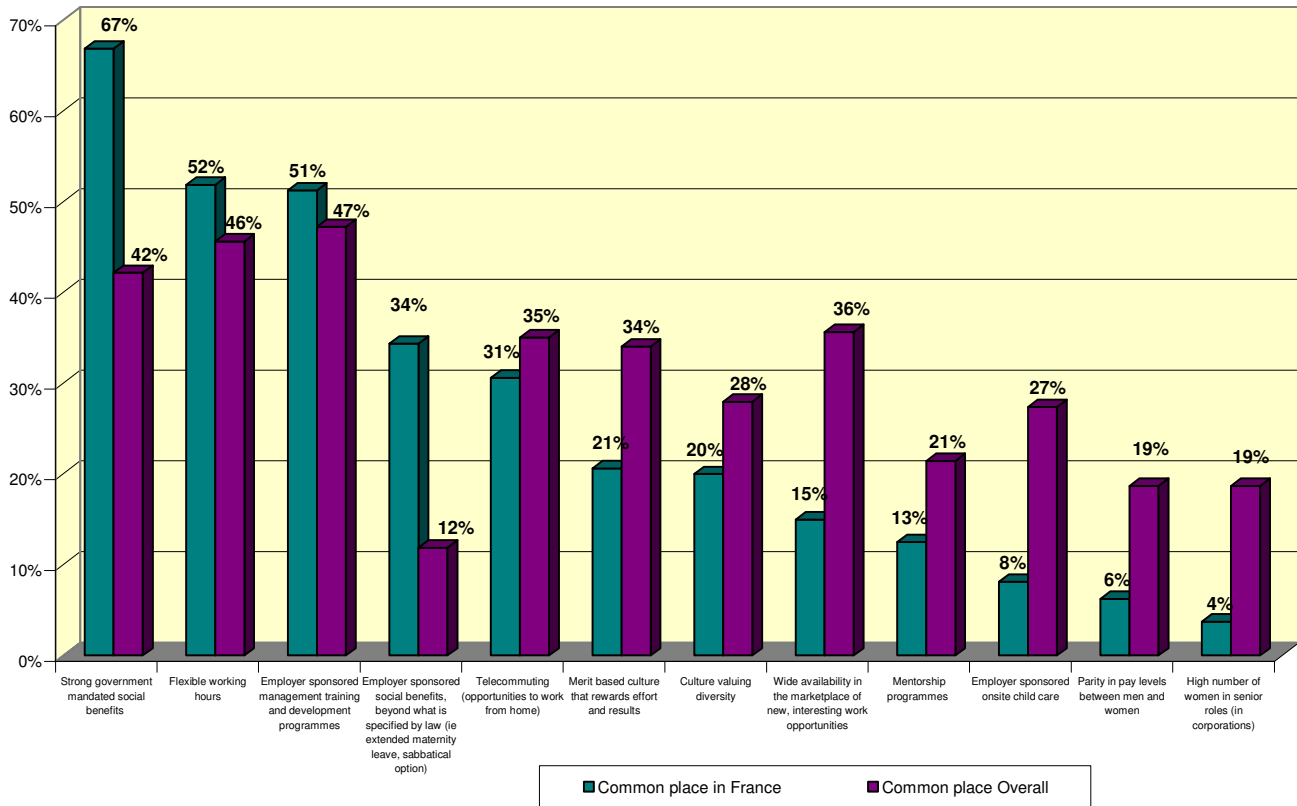
Parity in pay proves to be even more important for French women

The top 5 most important criteria for French women are consistent with those of all women. However, parity in pay proves to be even more important for French women (80% stating it as the most important criteria). Another item that stands out is that flexible working time seems to be more important to women overall than in France. This is perhaps because the French system does allow for more holiday time than found in other countries and, as such, women may be a bit less likely to feel it is an important a criteria than elsewhere.



European Professional Women's Network

Commonplace in Country where work

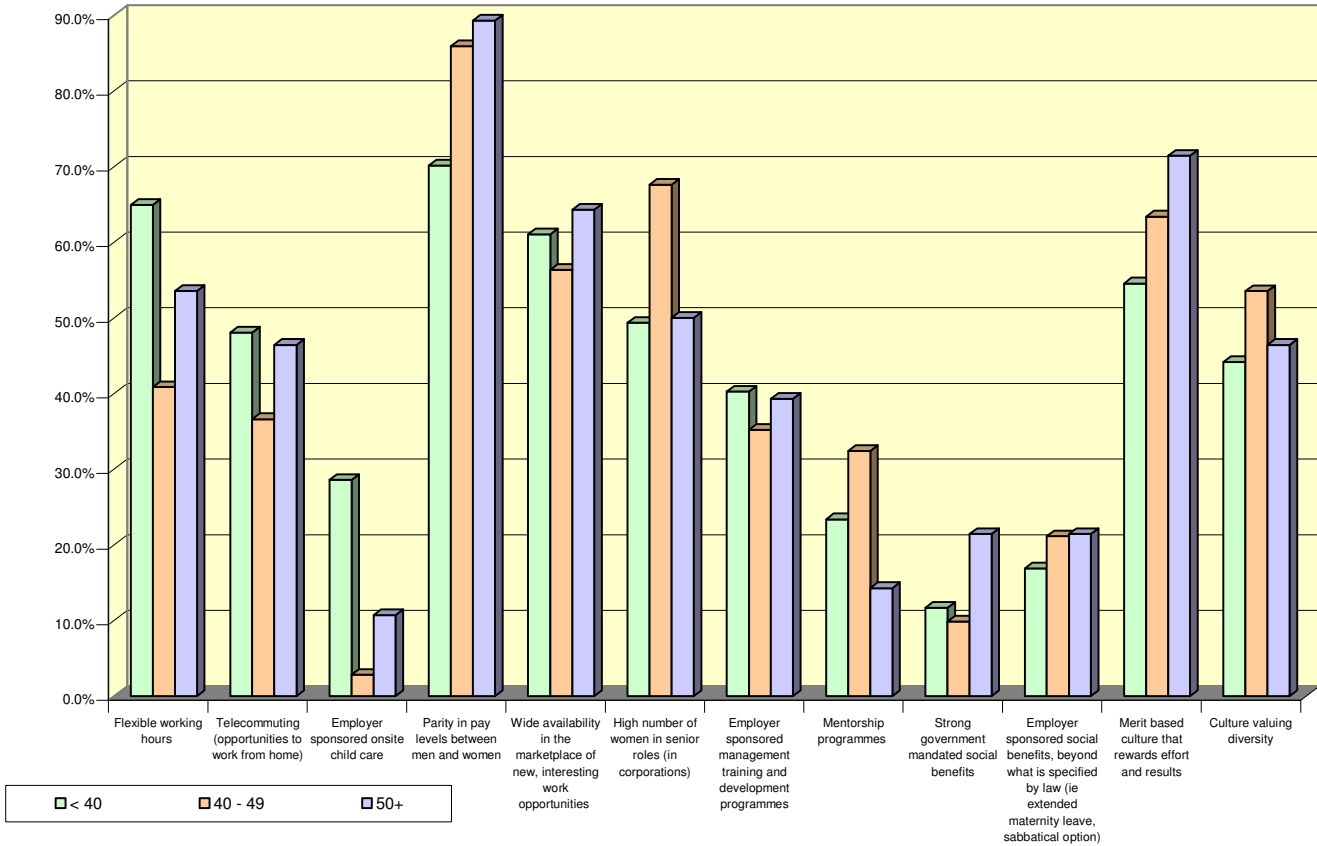


Strong government benefits are commonplace in France, differentiating from other countries

From survey we can see that there's a strong contrast between what French women believe is commonplace in France vs. the overall numbers. It is clear that there's a fairly consistent believe that strong government benefits are highly commonplace in France, while much less so elsewhere. In addition, a slight majority of Frenchwomen believe that flexible working hours and employer sponsored training programmes are commonplace, somewhat higher than overall. However, it is important to note that Frenchwomen strongly consider all of the criteria they consider most important, including parity in pay, women in senior roles, wide availability of new opportunities, and merit based culture, to be rare to non-existent in France.



Most important by age

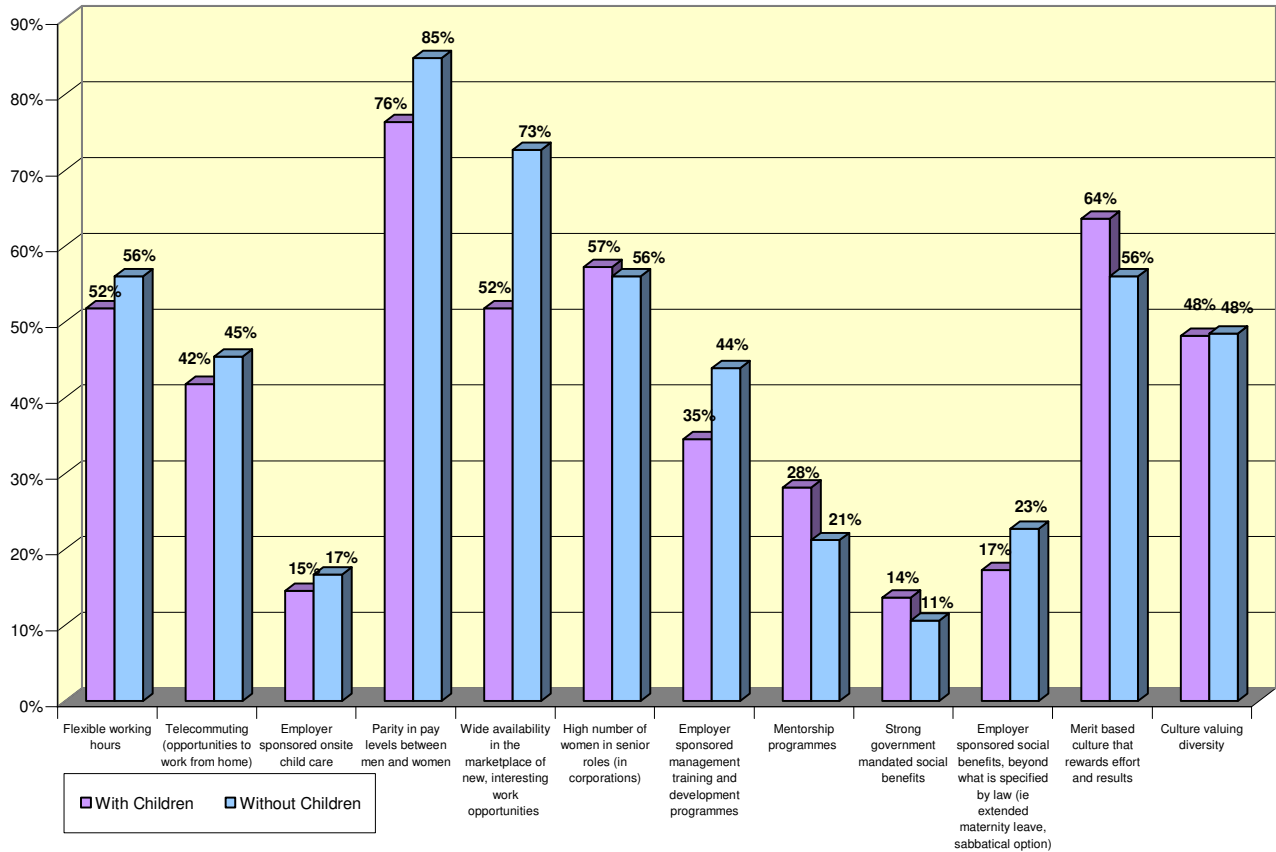


Parity in pay, appears to increase in importance with age

The most important criteria for all women, parity in pay, appears to increase in importance with age. This is consistent with the finding from the survey that as French women age, it becomes increasingly important to them to work in a culture that rewards them for their efforts. Another interesting finding from the survey is that Frenchwomen who are <40 are more interested in flexible working hours. This is likely due to the fact that many women in this age group are at period in their lives where they have young children and, as a result, would benefit most from having some flexibility in their work schedules. Finally, we also found that having women in senior roles was most important for women 40-49. Perhaps this is the period in their lives when they feel they should be reaching more senior positions or perhaps because they are starting to observe their male peers reaching senior positions before them.



Most Important with and without children



With/without children: same priorities, wider spread

Overall, there is a great deal of similarity in what is important for all Frenchwomen, regardless of whether they have children. There are however a couple of interesting key differences. Firstly, although parity in pay is by far the most important criteria for both, it tends to be a bit more important for women without children. In addition, perhaps because women without children may have a great flexibility to take advantage of new opportunities, they are much more likely to consider having a wide availability of new and interesting work opportunities to be more important.



EuropeanPWN Think Tank Analysts

The survey was organized by the EuropeanPWN members involved in the Think Tank Group dealing with professional gender diversity cultures across Europe. This groups' moto is: "What is it like for working women in your countries?". The group is led by Sandrine Joseph (France Telecom), Trista Bridges (Reuters) and Sabrina Balian (Citroën). Trista and Sabrina both invested their time and energy in analysing this survey:



Trista Bridges: Global Strategy Manager for Thomson Reuters' Enterprise Information division. Ms Bridges is responsible for leading the effort to identify the long and short term strategic plan for the division and, consequently, putting that strategy in action. Before joining Thomson Reuters, Ms Bridges worked for 6 years in consulting and executive development with Monitor Group across various geographies. Ms. Bridges received her MBA from the Kellogg School of Management and holds a Bachelors of Science degree from University of Pennsylvania's Wharton School of Business. Ms. Bridges is an American citizen and has been residing in Paris for several years.



Sabrina Balian: PSA Peugeot Citroen, Chef de Marches Gamme Monospaces. Graduate in Marketing and with an MBA in International Business at the Ecole des Ponts et Chaussees, I have more than 10 years of work experience in consulting, hi-tech and in the automotive industry. After two years as Responsible for Direct and Interactive Marketing at Peugeot Argentina, I came back to France in October 2006 to go on with my career at an international level.