

# Making Work, Work for Women

What experienced women in Canada are saying about **career breaks**, **shifting ambitions** and **meaningful work**.

## tellent

*ambitious. flexible. talented.*

“Our country is ripe with ambitious women who want control over their time, careers and income. Women who have the skills and experience to lead and to contribute to the workforce in meaningful ways.”

- Jennifer Hargreaves

Founder

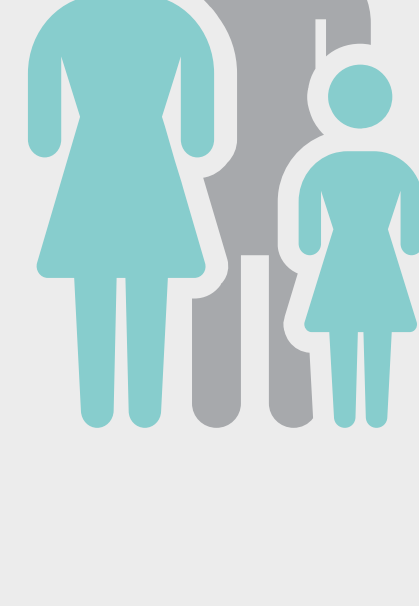
## 68%

of professional women take a career break



## 74%

of women who have had a career break are parents



## Times have changed.

Company structures and attitudes towards gender roles have not.

## 69%

of dual-income families have at least one child\*



## 58%

of working mothers surveyed are the primary care-giver resulting in a “double-shift” of paid and unpaid work

Women working full-time while bringing up two kids, are

## 40%

more stressed than full-time female workers with no kids\*



## The Leaking Talent Pipeline

As middle managers, women are trying to balance increasing work responsibilities with increased responsibilities in their home life.

**They are highly qualified, educated and experienced.**



## 61%

of women who take a career break are 35–44 years of age.



## 74%

of women have a post secondary or graduate degree.



## 40%

of women have 11-15 years of experience in the workforce.



## 25%

have 15+ years of experience.

## Why women leave the workforce.

## 59%

To raise a family



## 25%

Lack of work-life balance



## 19%

Career transition



## 17%

Personal health



## The Good News



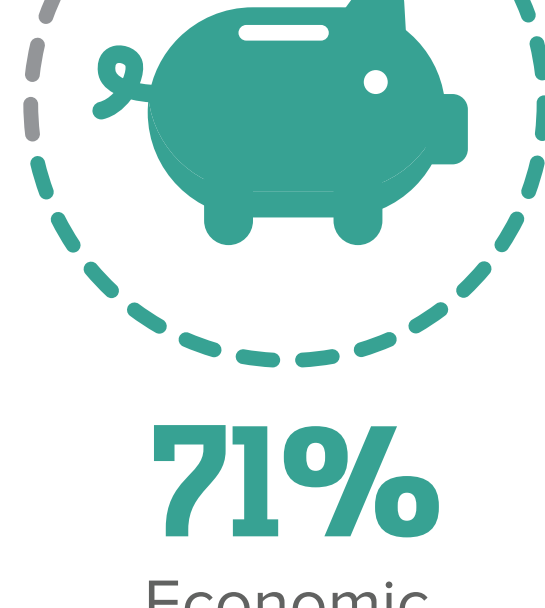
## 97%

of women currently on a career break consider returning to the workforce.

“I am very much motivated by the financial contribution I can make to my household coupled with a desire to use my skills and experience to contribute to work in a meaningful way.”

## Increased education and contribution leads to economic empowerment and choice for women.

Reasons for returning to the workforce:



## 71%

Economic necessity



## 68%

Personal fulfilment



## 60%

Use of intellectual capital to make meaningful contributions to society

## The Bad News

It is unlikely that she will return to her previous employer (78%) for the following reasons:

## 1

It does not offer a supportive work environment

## (30%)

## 2

There are a lack of flexible work options available

## (22%)

## 3

It no longer aligns with her personal values

## (21%)

## The Motherhood Penalty remains intact.

## 41%

of respondents who returned to work feel they have fallen behind in their careers and / or that their skills are underutilized and undervalued.

## 45%

of women who returned to work took a lower paying salary than when they left.

“I re-entered the workforce at lower title and pay to have more flexibility. I struggle with being underutilized at work and with a lack of progression in my career and still finding that balance at home. My partners demanding career has accelerated during the same period of time.”

## The Opportunity

We can help you get her back through our consulting services and return to work programs.

## GET STARTED NOW

If you would like to discuss the survey results in detail and inspire the women in your organization to lead please contact us at [Jennifer@wearetellent.com](mailto:Jennifer@wearetellent.com) or call 416-802-9747

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