

Work-life balance

Work-life balance is a challenge to women and mid-level managers



67%



Men report work-life balance



55%



Women report work-life balance

Flexible hours and remote work offer work-life balance benefits that are often overlooked

Working parents would like more flexibility in the way their work is organized

50%

Would like more extensive use of flexible working arrangements

23%

Would like to reduce workhours

19%

Employees would like to do less overtime hours

Men favour compressed work week, while women prefer flexible working hours.



48%

Occasional work from home

47%

Flexible working hours

32%

Compressed work week



58%

Occasional work from home

52%

Flexible working hours

35%

Flexi time



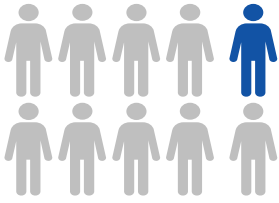
This work arrangement is seldom used, although it may be conducive to better balancing of obligations, as work can be compressed to 4 or 4.5 days, leaving extra time for family obligations without it having detrimental impact on work.

Work-life balance

Women spend more time with children

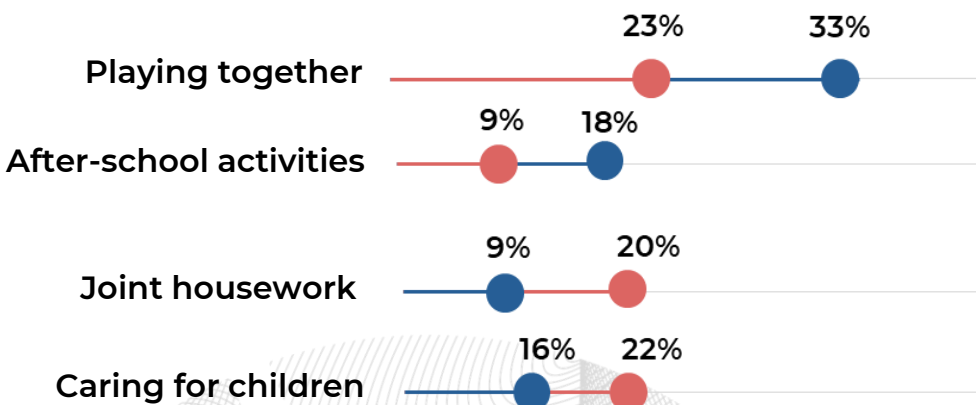


One in three women spend more time with children than their partner



One in ten men spend more time with children than their partner.

Parenting roles vary by gender - men focus on fun, women on caregiving



Women spend more time doing housework

63%

Women report doing a majority of the housework

43%

Men report that their partner is doing more housework

Parenthood and career

Women have a lower sense of career and professional accomplishments

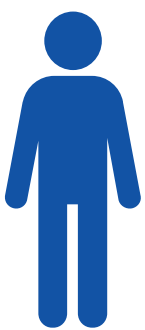
40%

Women
do not feel accomplished
in a career

30%

Women
are not satisfied with their
achievements at work

Parenthood is a greater career obstacles for mothers than for fathers



16%

Fathers have
experienced
parenthood a
career obstacle



45%

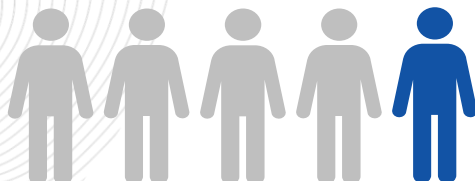
Mothers have
experienced
parenthood a
career obstacle

Mothers tend to miss more career opportunities

One in three women did not
achieve the most in their
careers due to family
responsibilities

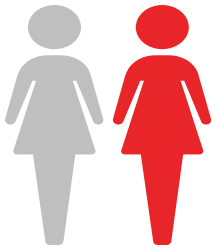


One in five men could not
dedicate more effort to their
career advancement due to
family responsibilities



Parenthood and career

Women have greater awareness of career limitations for young mothers.



One in two women believe that the opportunities for advancement are reduced for young mothers

Differing perceptions of career opportunities by gender



women believe that women have less career opportunities



men believe that women have less career opportunities

Women's career prospects decrease with each additional child, while men's remain largely unaffected



53%

Women with 3 children faced career obstacles



26%

Men with 3 children faced career obstacles.



74%

Women with 4 children faced career obstacles



20%

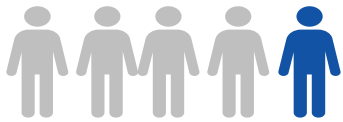
Men with 4 children faced career obstacles

(Un)equal opportunities

Both **men** and **women** find supervisor support to be the most important factor in promotion, along with mentorship.

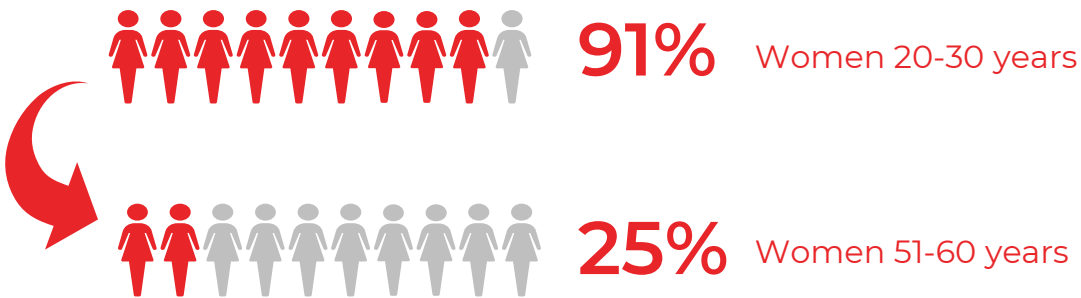


One in three women believe gender to be an important factor in promotion

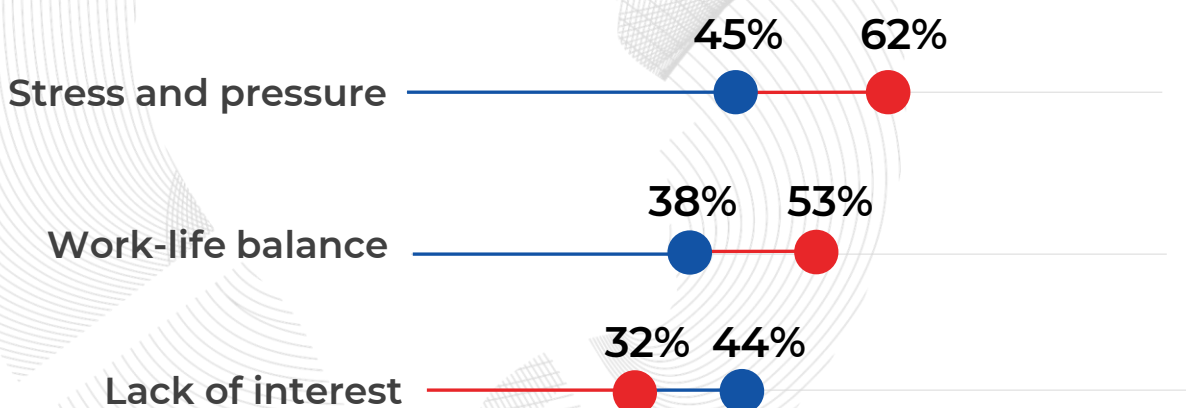


One in three men believe gender to be an important factor in promotion

Women's aspiration for promotion diminishes with age

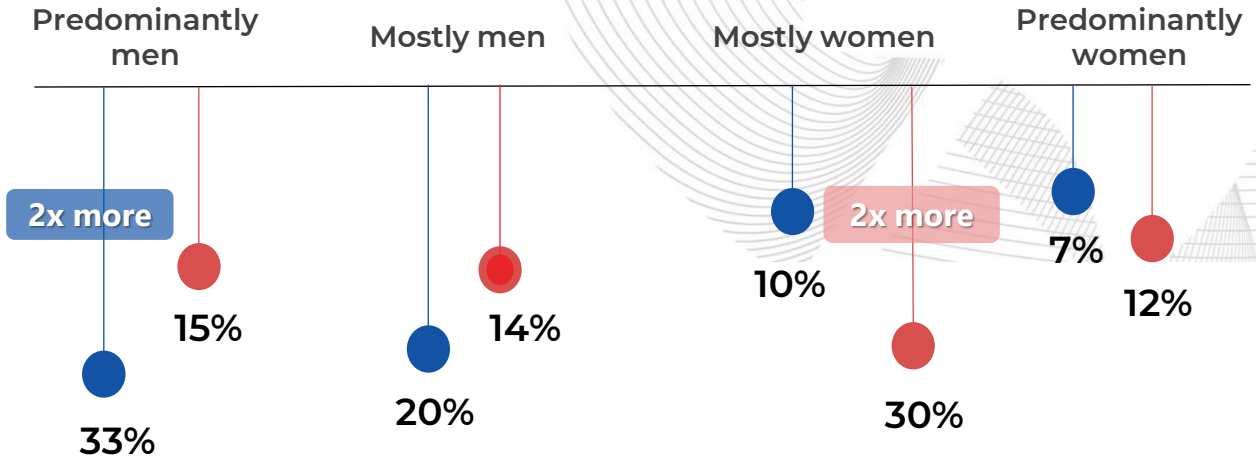


Gender differences in career aspirations: Women avoid promotions due to stress, while men are less interested in advancement



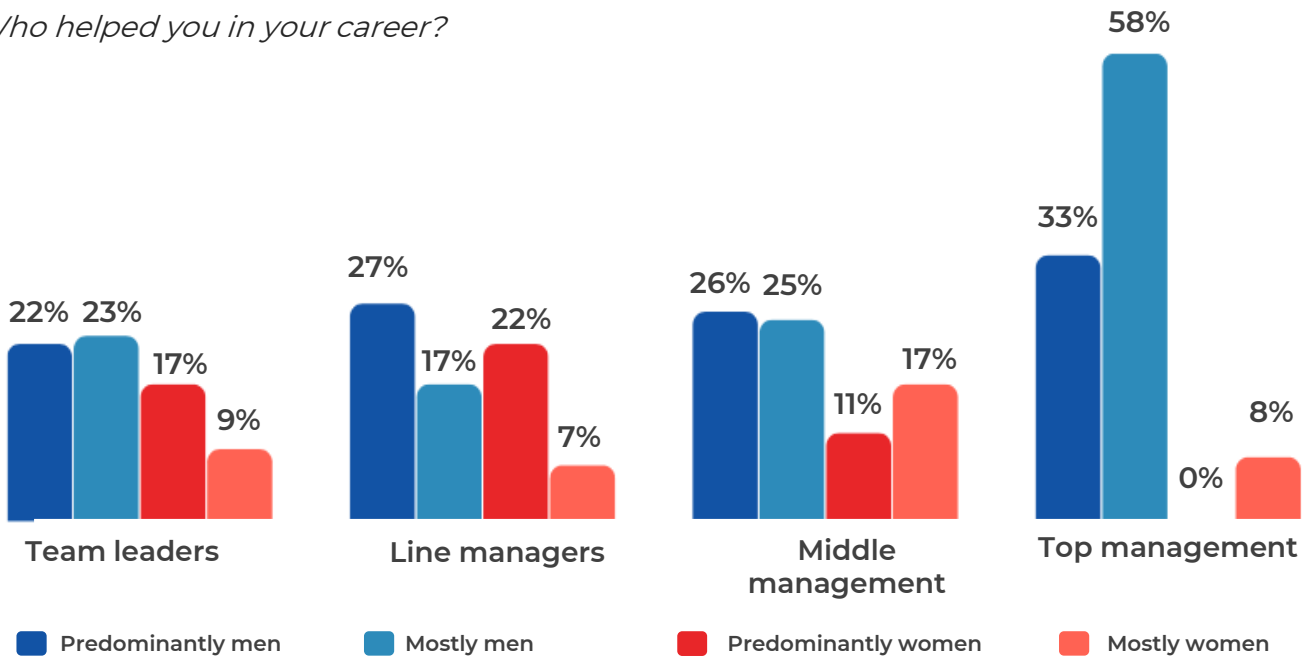
(Un)equal opportunities

Gender plays a role in career support networks: women receive more support from women, and men from men.



Lack of women in leadership positions leads to limited support for women's advancement to the top

Who helped you in your career?



Negative overspill of family roles to career in top management

% of top managers who report on forgoing a raise or a promotion due to family responsibilities, by gender



87%



0%

Ravnoteža privatnog i poslovnog života

Ravnoteža privatnog i poslovnog života je izazovna srednjem menadžmentu i ženama



67%



Muškaraca ima ravnotežu privatnog i poslovnog života



55%



Žena ima ravnotežu privatnog i poslovnog života

Fleksibilnost radnog vremena i mjesta rada je nedovoljno iskorištena kod usklađenja privatnog i poslovnog života

Zaposleni roditelji žele veću fleksibilnost u organizaciji posla

50%

Želi povećanje korištenja fleksibilnih radnih aranžmana

23%

Smanjilo bi broj sati na poslu

19%

Zaposlenih želi smanjiti prekovremeni rad

Muškarcima više odgovora sažeti radni tjedan, a ženama klizno radno vrijeme.



48%

Povremeni rad od kuće

47%

Fleksibilno radno vrijeme

32%

Sažeti radni tjedan



58%

Povremeni rad od kuće

52%

Fleksibilno radno vrijeme

35%

Klizno radno vrijeme

Vrlo rijetko korišteni oblik rada koji otvara mnoge mogućnosti boljeg usklađenja svih obaveza jer se posao može obaviti kroz 4 ili 4,5 dana čime se ostavlja više vremena za obiteljske obaveze bez negativnog utjecaja na posao

Ravnoteža privatnog i poslovnog života

Majke provode više vremena s djecom

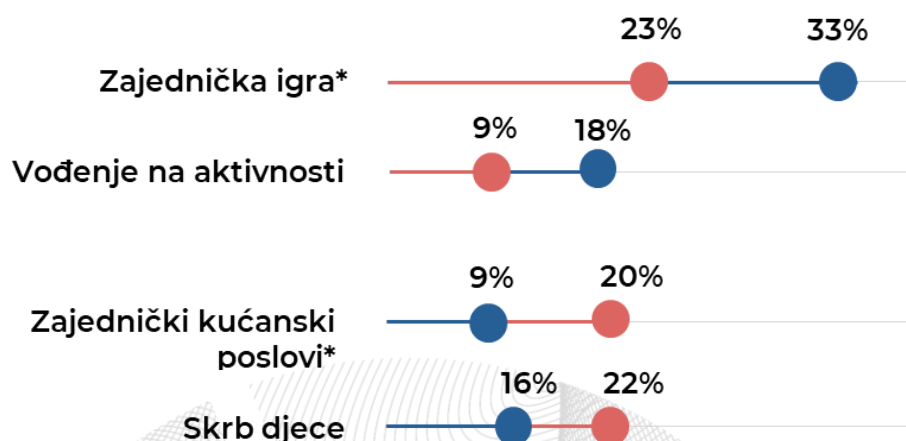


Svaka treća majka smatra da provodi više vremena s djecom



Svaki treći muškarac smatra da provodi više vremena s djecom.

Muškarci provode više vremena s djecom u zabavnim aktivnostima, a žene u skrbi



Žene provode više vremena u kućanskim poslovima

63%

Žena smatra da obavljaju sve ili više kućanskih poslova

43%

Muškaraca smatra da partnerica obavlja više kućanskih poslova.

Roditeljstvo i profesionalni razvoj

Žene su manje ostvarene na poslu i u karijeri.

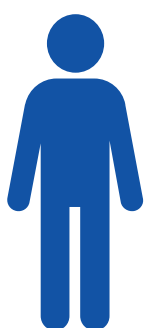
40%

Žena ne osjeća se ostvareno u karijeri

30%

Žena nezadovoljno je ostvarenjima na poslu.

Majkama je roditeljstvo veća karijerna prepreka nego očevima



16%

Očeva iskusi je da je njihova uloga roditelja bila prepreka u karijeri



45%

Majki iskusi je da je njihova uloga roditelja bila prepreka u karijeri.

Majke propuštaju više prilika za razvoj karijere

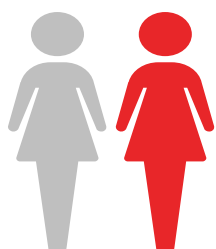
Svaka treća **žena** nije postigla sve što je mogla u karijeri zbog obiteljskih obaveza.

Svaki peti **muškarac** nije se mogao posvetiti napredovanju zbog obiteljskih obaveza.



Roditeljstvo i profesionalni razvoj

Žene su svjesnije smanjenih mogućnosti mladih majki.



Svaka druga žena smatra da su mogućnosti napredovanja mladih majki smanjene.

Iskrivljena percepcija mogućnosti napredovanja po spolu

43%

žena smatra da žene imaju manje prilika za napredovanje.

15%

muškaraca smatra da žene imaju manje prilika za napredovanje.

Žene s većim brojem djece suočavaju se s više karijernih izazova u odnosu na muškarce. S porastom broja djece smanjuju se karijerne prilike.



53%

Žena koje imaju troje djece suočilo se s karijernim preprekama



26%

Muškarca koji imaju troje djece suočilo se s karijernim preprekama.



74%

Žena koje imaju četvero ili više djece suočilo se s karijernim preprekama

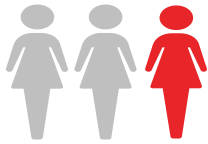


20%

Muškaraca koji imaju četvero ili više djece suočilo se s karijernim preprekama

(Ne)jednakost prilika

I **muškarci** i **žene** smatraju da je podrška nadređenih najvažniji čimbenik za promociju, uz mentorstvo



Svaka **treća žena** smatra da je spol važan čimbenik za promociju.



Svaki treći **muškarac** smatra da je spol važan čimbenik za promociju..

Želja za višom pozicijom kod **žena** se smanjuje s godinama

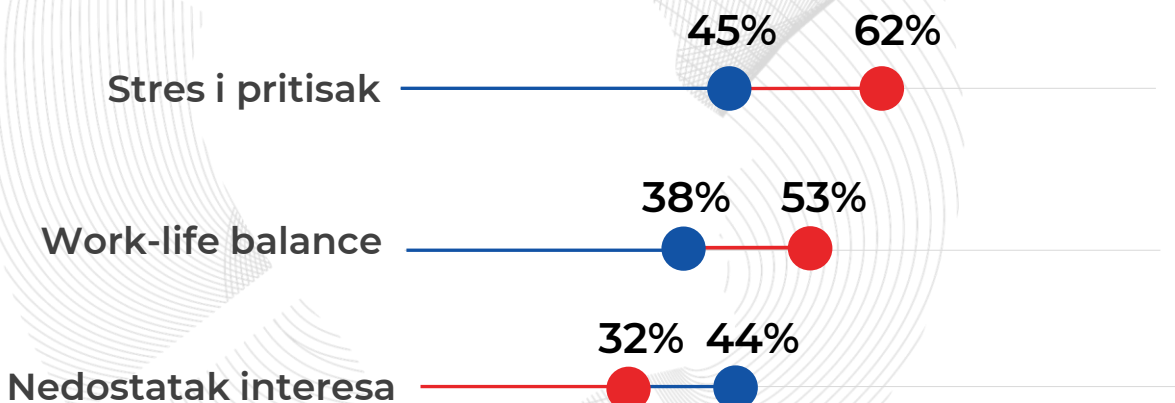


91% Žena dobi 20-30 godina



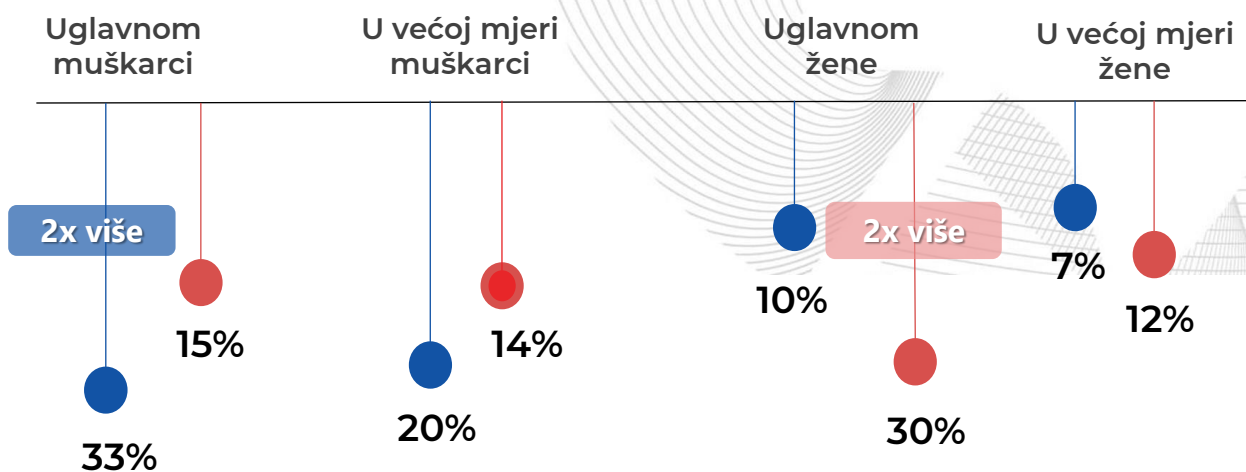
25% Žena dobi 51-60 godina

Manjak interesa za napredovanjem kod žena primarno zbog percepcije stresa i pritiska viših pozicija, dok je kod muškaraca istaknutiji nedostatak interesa.



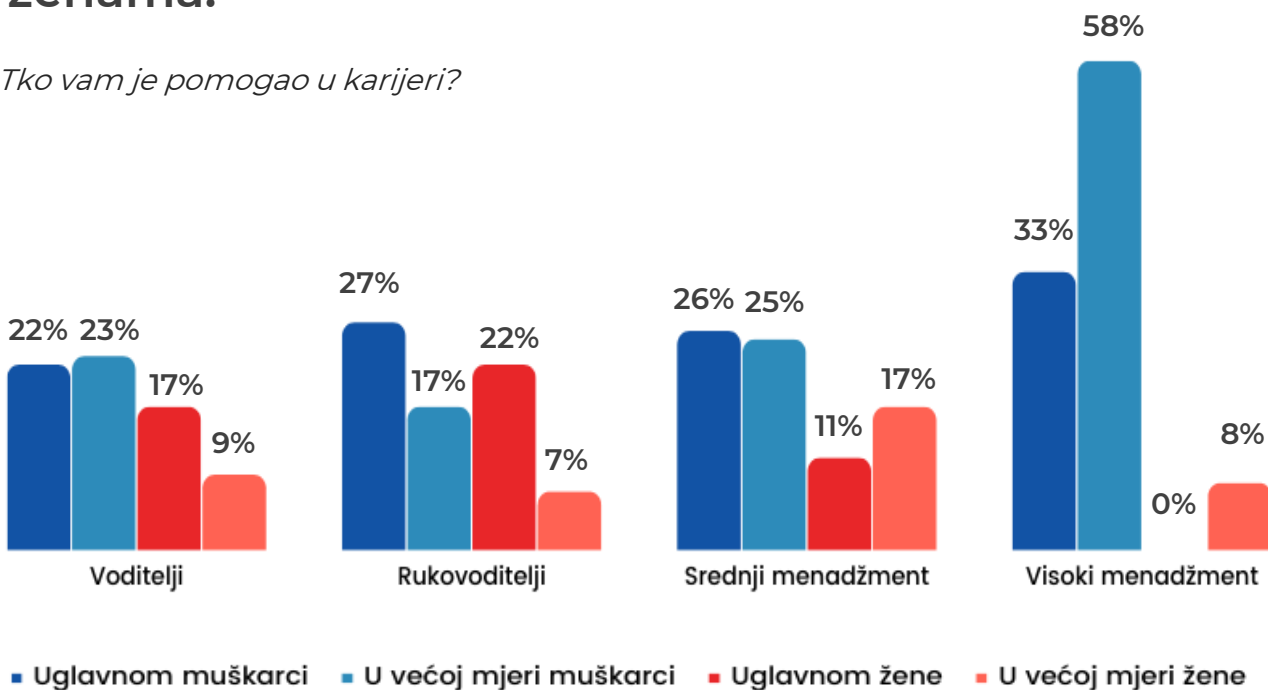
(Ne)jednakost prilika

Ženama više pomažu žene, dok muškarcima više pomažu muškarci



Zbog rodne nejednakosti na vrhu izostaje pomoć ženama.

Tko vam je pomogao u karijeri?



Negativno prelijevanje obiteljske na poslovnu ulogu kod visokog menadžmenta.

% zaposlenih na razini visokog menadžmenta koji su propustili povišicu ili priliku za napredovanje zbog obiteljske uloge po spolu



87%



0%