GENDER & CAREER ADVANCEMENT
In The Research Industry
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In 2012, Women in Research (WIRe) conducted a Gender & Career Advancement study to understand the roles that males and females play in the research industry, and their attitudes towards their career and future opportunities.

Five years later, this research was repeated to determine how gender roles have transitioned....
989 Interviews Conducted Online Globally

Survey limited to 15 minutes in length
To reduce fatigue & accommodate mobile

Among researchers of different levels...

- Lower-Mid Level: 36%
- Senior+: 64%
- CEOs: 8%
- Business Owners: 15%

...among those working in a research capacity

- MALE: 45%
- FEMALE: 55%

Among different types & size of firm

- VC Funded/Private Equity: 7%
- Public: 22%
- Private: 71%
- 2-99 employees: 55%
- 100+ employees: 45%

Methodology

Note: Gender and geographic location were adjusted to match 2012 levels, while other criteria left to fall naturally. Levels on key demographics similar between the two waves of research.
Executive Summary

As a half decade has passed, the tide toward gender equality in the research industry is gradually turning. Females are increasingly filling more senior positions; making salaries closer to those of their male counterparts and taking a more proactive attitude toward achieving their career goals. Yet while some gaps have narrowed, and companies are taking measures to promote equality and support parents, there is still much work to be done to achieve parity in compensation and in women reaching the highest-level positions at the largest agencies.

- Women are climbing further up the corporate ladder, and are highly motivated to grow, yet men still assume more of the top positions, particularly in larger organizations.
- The gender pay gap is shrinking at the senior level, particularly outside of the US, with women gaining recognition through bonuses. In spite of this, compensation among parents shows sizeable (and increased) disparity.
- Job and career satisfaction rises among males. For women, stagnant levels correlate with continued stronger pessimism toward promotions, especially outside of the US and within large firms.
- Further, females perceive more barriers to growth than males – parenting, lack of training and opportunities, company culture and pay are all greater hurdles. Work-life balance is deemed more obstructive among mothers than fathers.
- While the industry is actively moving toward gender equality and diversity in the workplace (flexible hours, diversity in hiring, affirmative action) and discrimination is low overall, there is still much room for growth.
Detailed Findings
Women gradually progress, but men remain a distance ahead

Women make gains toward senior positions

+6pts Since 2012
+14pts for Mothers
+12pts more men reporting to a woman

Though they are still outpaced by their male counterparts

71% +0pts Since 2012

Among experienced researchers, men assume more of the top positions (Executive+)

10+ Years Experience 37% 56%

CEOs remain predominantly male...

80%

Plus Executive mix still favors men
64% Male / 36% Female

Among those surveyed:
Male vs. female CEOs are 3:1
17% males, 12% females are Business owners

...Particularly in large firms

Despite this, women are especially motivated to advance their career

67% 76%

Career Advancement Steps to Advance

5-7, 7= Extremely important

18% 24%

Female Millennials especially

Extremely active

Women only 6% of Fortune 500 Company CEOs

1Global Strategy Group, for the Rockefeller Foundations, 2017
The pay gap narrows, but there is still gender disparity

In senior roles, the gender difference drops from $20k to $8k

With significant progress made outside the US (across levels)

And more women gaining recognition through bonuses than men

Small firms have further to go to close the gap

And there is even GREATER disparity among parents

Not surprisingly, females are less content with their pay

The compensation not very/not at all competitive

Largely driven by MORE satisfied US males

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Men are more satisfied at work and see a more promising path ahead

Men are now more content in their work life than women

Differences are most prominent among...

% Males higher for career progression

- More experienced researchers (10+ years)
- Those in larger firms (100+)

In 2012, levels were similar between males and females

Job: 66% (Males) vs. 57% (Females)
Career Progression: 57% (Males) vs. 48% (Females)

BUT female leaders are happier vs. males

Fathers are more hopeful about career advancement than mothers

27% job (Males) vs. 26% career (Females)
(18% & 15% for mothers)

Male Millennials especially confident

Women remain less optimistic about senior role promotions

Job: 38% (Females) vs. 52% (Males)
Career: 33% (Females) vs. 52% (Males)

...AND the gender gap for non-parents expands since 2012

Advantages gained since 2012

- Fathers “Extremely satisfied”
- Males higher for career progression

Particularly doubtful about promotions are...

Females outside the US are now the most dissatisfied

Females in larger companies (17% Males)
- Not very/not at all fair chance

Career satisfaction is still HIGHEST for US Males...
Women feel more hindered in their career development

They see more barriers blocking their path:

- Lack of opportunities: 40% vs. 28%
- Compensation: 39% vs. 30%
- Work-Life balance: 35% vs. 29%
- Company culture: 31% vs. 22%
- Lack of training: 24% vs. 17%

And still perceive parenthood as more limiting

- Extremely/somewhat limits opportunities: 42% vs. 66%
- Work-life balance: 43% vs. 32% Fathers
- Family issues: 16% vs. 8% Fathers

Millennials in particular drive these concerns

- Plus, female Millennials feel more hindered by stress:
  - Compensation (44%) and lack of opportunities (42%) driven by Non-Parent females

Bigger career barriers for mothers are...

- Work-life balance: 43% (32% Fathers)
- Family issues: 16% (8% Fathers)

Fathers more likely to see parenthood as limiting than before

- +13pts Since 2012

AND Childcare benefits are still not offered or promoted

- 59% None
- 41% Not sure
Almost two-thirds of companies offer flexible hours

About 1-in-6 are part of an affirmative action program

Around half make efforts to ensure diversity in hiring

Recognized more by men in the US

Recognized more by women outside the US

Higher for large firms

(9% Small firms)

Higher among males among senior level employees

AND Discrimination is low

Similar by gender, generation & ethnicity

BUT somewhat higher among LGBT

However, there is more work to be done to reach gender parity
Moving Forward: Recommendations

Approach women early in their careers with....

- A clear career path toward executive roles
- Negotiation and other core leadership skills training
- Mentoring opportunities
- Stress management training

Provide better support for parents....

- Flexible hours as standard
- Generous maternity AND paternity leave and re-entry programs
- Childcare provider relationships or savings programs
Moving Forward: Recommendations

Most importantly, as an industry we need....

- CEO commitment for 50/50 gender parity at every level of their organization within 3 years
- Corporate diversity goals as a business performance metric
- Training (and the fortitude) to call out and combat unconscious bias