

RETAIN the skills and experience of Generation F

Organisations need to do more to retain Generation F

- Two of the five most common reasons for women to leave their previous job were a difficulty in progressing and a lack of clear career development.
- Desire for a higher salary motivated more than 16% of women to leave their last job.
- An unfair distribution of pay amongst employees in the same role motivated 7% of women to leave their last job.
- More than one in ten women were motivated to resign from their previous job in search of greater work/life balance, because they wanted more flexibility in their roles and due to family commitments.
- Nearly one in ten women left their last job as a result of bullying and harassment.

Flexibility is the key to staff retention

- 17% of women believe their workplace offers no flexibility whatsoever.
- 12% of women were motivated to resign from their previous job in search of greater work/life balance. 10% resigned because they sought a more flexible role.
- Approximately half of women feel that part-time work and flexible start and finish times should be made more accessible in their workplace.
- More than 60% of women want their current employer to increase the provision of time in lieu and flexible rostering.

TIPS FOR BUSINESS

- Consult with all staff about their individual career ambitions.
- Hold managers accountable for implementing staff development plans by including it in their workplace and/or performance agreements.
- Ask senior managers to act as mentors to both female and male employees.
- Ensure that training and development are available and accessible to all staff, including secondment, mentoring and networking opportunities.
- Benchmark the salary packages and bonuses your organisation offers against those of your competitors.
- Ensure that staff have the confidence and skills to be able to negotiate their salaries.
- Implement a harassment and discrimination policy that is endorsed by your organisation's CEO and executive, and which covers all issues (i.e. harassment via inappropriate use of email or Internet, or workplace bullying).
- Ensure that networking functions and opportunities are accessible to all staff members, to avoid the proliferation of a "boys' club" mentality throughout your organisation.
- Ensure that the provision of flexibility and quality part-time work is utilised across all levels of the organisation, including at senior levels and across all departments.
- If you do not offer paid maternity leave, benchmark with similar organisations, then prepare and present a business case to your executive.
- Consider providing on-site child-care.
- Recognise that employees' needs change at all life stages, not just if or when they have a family. Balancing life and work is extremely important, regardless of an employee's gender, age, job position or situation in life.

