

**Women More Likely to Feel Undervalued at Work**  
***Men More Likely to Feel that They Will Get a Raise, Promotion***



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## Women More Likely to Feel Undervalued at Work

### *Men More Likely to Feel that They Will Get a Raise, Promotion*

**New York, NY** – While about two-thirds (65%) of men feel that their salary is adequate for their position/level of responsibility, fewer than six in ten (57%) of women do so, according to a poll of over 3,000 full-time employees conducted by Ipsos Public Affairs on behalf of Randstad.

In addition to being more likely to feel underpaid, women are also *less* likely to say that their employer offers promotions or bonuses to high-performing employees as a means of promoting employee engagement (22% of women vs. 27% of men). On the other hand, women are more likely to say that their employer provides regular performance reviews (47% vs. 42%), encourages employees to share their ideas and opinions (45% vs. 41%) and invests in its employees' careers through training, professional development or continuing education (40% vs. 33%).

Men were also more likely to say that, looking ahead to the end of the year, they would get a raise (54% vs. 49% of women); that their company/organization will expand its workforce (49% vs. 44%, respectively); and that morale is high at their company/organization (59% vs. 54%). Men also seemed to be more optimistic in terms of their futures within their organization, with close to one-third (31%) expecting to be promoted by the end of the year, compared to just one in four (24%) women.

However, while men are more likely than women to say that they expect to grow their careers with their current employer (64% vs. 59%, respectively), they are also more likely to say that they expect to have to *switch* employers to do so (54% vs. 49% of women).

#### *Workplace Relationships, Flexibility and Corporate Social Responsibility Important to Women*

While over four in five adults (86%) overall consider their relationships with their colleagues to have a big impact on how happy they are with their jobs, women are particularly likely to feel that way (88% vs. 84% of men). Similarly, women are also more likely to feel this way about their relationships with their direct supervisors (86% vs. 81%).

In addition to their workplace relationships, women are also more likely to value flexibility. Women are also both more likely to say that their company or organization is flexible or accommodating in terms of hours or working arrangements as a way to help keep employees engaged (43% vs. 39% of men), and to also say that this is one of the most effective ways of promoting employee engagement (34% vs. 22%, respectively). This attribute is important to women in terms of prospective employers: nearly nine in ten (87%) women say that if they were considering taking a position with a new company, it would be important that the employer offers its employees flexible/telecommuting work arrangements in terms of scheduling, etc., compared to slightly fewer men (83%) who are of this opinion.

- Similarly, in addition to being more likely to say that their employer offers a reduced schedule or flex hours during the summer months (16% vs. 13% of men), women whose employers offer this are also more likely to say that they always take advantage of summer flex time (86% vs. 79% of men), and to say that they feel more relaxed/ happier during the summer months than at other times because of it (86% vs. 76%).



When considering a position with a new company, not only are women more likely to find flexibility to be important, but also the company's reputation in their community (92% vs. 83% of men), as well as its Corporate Social Responsibility (CSR) efforts such as giving back to the community or making an effort to be more environmentally friendly (73% vs. 64%).

*These are some of the findings of an Ipsos poll conducted March 25 – April 15, 2013. For the survey, a national sample of 3,282 adults aged 18 and older who are currently employed full time from Ipsos' U.S. online panel were interviewed online. Weighting was employed to balance demographics and to ensure that the sample's composition reflects that of the U.S. population of working adults according to U.S. Census Bureau data and to provide results intended to approximate the sample universe. A survey with an unweighted probability sample of 3,282 adults and a 100% response rate would have an estimated margin of error of +/- x 1.7 percentage points, 19 times out of 20 of what the results would have been had the entire population of employed adults aged 18 and older in the United States been polled. All sample surveys and polls may be subject to other sources of error, including, but not limited to coverage error, and measurement error.*

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