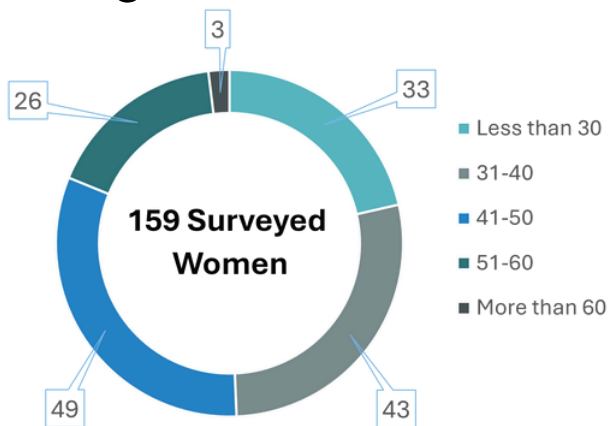
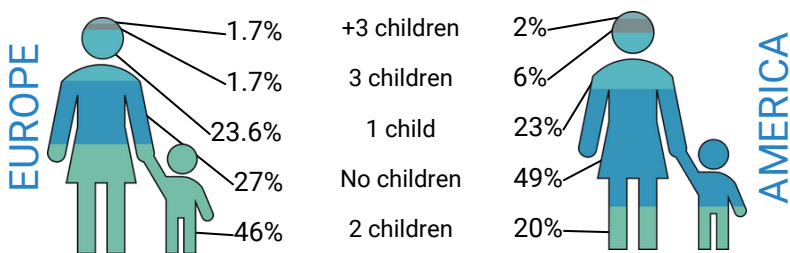


Age Distribution

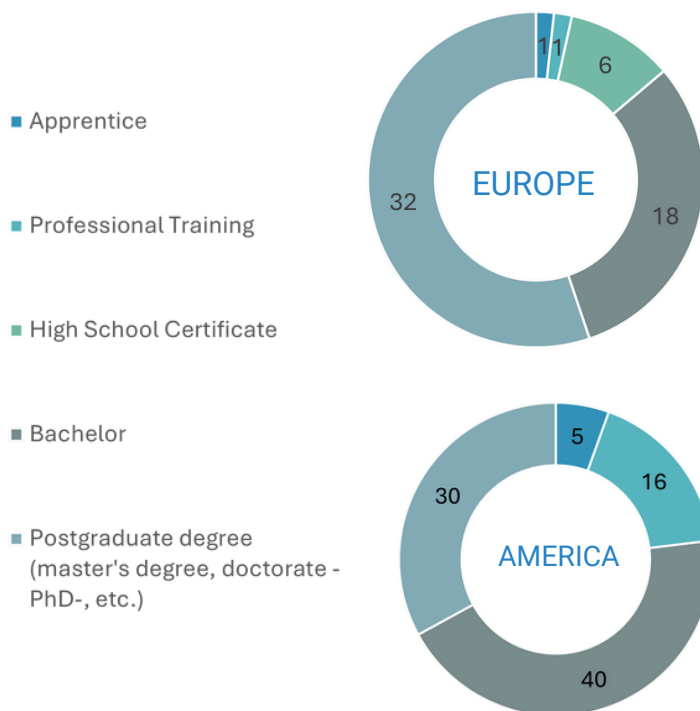


Number of children



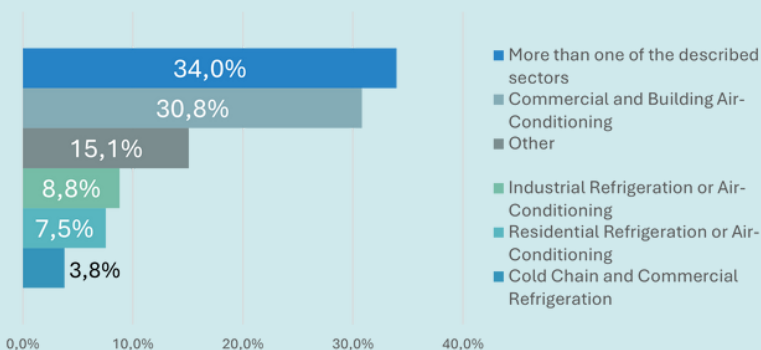
Most of the women surveyed are between 31 and 50 years old. However, it is clear that in America, almost half do not have children, unlike in Europe where the majority have up to 2 children.

Educational Level



Access to higher levels of education is most evident in Europe, where the number of women with postgraduate degrees is higher. In America, women with bachelor's degrees predominate.

Subsector to which they belong



Most women are working in various subsectors. The 15.1% group includes women in the design, education, journalism and health sectors.

67%

Feel that her profile is in line with the work she currently performs

33%

Feel that her profile is **not** in line with the work she currently performs

The women who feel that their profile does not fit their job, 26% say that they have the skills to occupy higher positions, while the remaining 7% are aware that they need to strengthen their training.



Top 5 challenges they have encountered

Women in America feel that their biggest challenge to developing their careers is the distance to the workplace, while in Europe they feel that it is the difficulty of balancing their personal and professional lives. Meanwhile, the lack of opportunities and stereotypes towards them are a constant in both continents.

AMERICA

Long travel distance to work	33
Lack of opportunities for professional growth	29
Lack of training opportunities to develop my skills	28
Stereotypes or prejudices about women by customers or buyers	26
Lack of other female colleagues in my organization	16

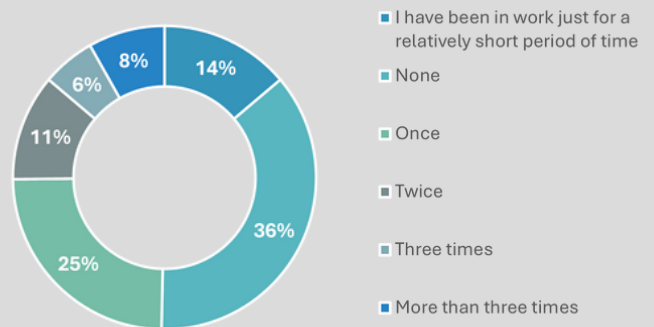
EUROPE

Difficulty balancing personal and professional life	33
Lack of opportunities for professional growth	20
Lack of training opportunities to develop my skills	17
Stereotypes or prejudices about women by customers or buyers	13
Long travel distance to work	10

60% of women have a defined career plan and are on their way to achieving their goal.



36% of women have not received a promotion in the last 10 years, which highlights the difficulty of the lack of opportunities to grow



Top 3 achievements in their careers

1°

Earn the respect and trust of my colleagues.

2°

Generate profits for my company

3°

Provide opportunities for my staff/team to develop their careers

The challenge of stereotypes in women has made it so that within career achievements, women feel that earning respect and trust is very relevant.

In Europe there is a better correspondence between salaries and the activities or roles they perform.

