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Purpose and the profession:
The challenge of improving upward mobility

Think Ahead

Agenda: answering the big questions…

- Why does social mobility matter?
- How does social mobility contribute to success?

1. What is social mobility?
2. The global picture: statistics and graphs
3. Policy initiatives and how the profession can help
4. ACCA's Purpose and the Profession report

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Purpose
and the
profession:
the global challenge
of improving
upward mobility

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"Talent and hard work alone should determine how far people can go in life, whoever you are, wherever you are from."

*Unlocking Talent, Fulfilling Potential A plan for improving social mobility through education*

UK government, December 2017

ACCA

Purpose and the profession:
the global challenge of improving upward mobility

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1. More must be done to ensure access to opportunity regardless of their background to create prosperity

2. Governments need to create enabling conditions for accessible opportunities, free of artificial barriers, to increase the number of people able to live well, prosper and thrive, thereby enriching society.

3. The same logic applies equally to business - a more socially diverse business is better equipped to make better decisions, increase innovation and also build better organisational performance.

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A few personal thoughts ….

FIGURE 1.2: Literacy rate by country
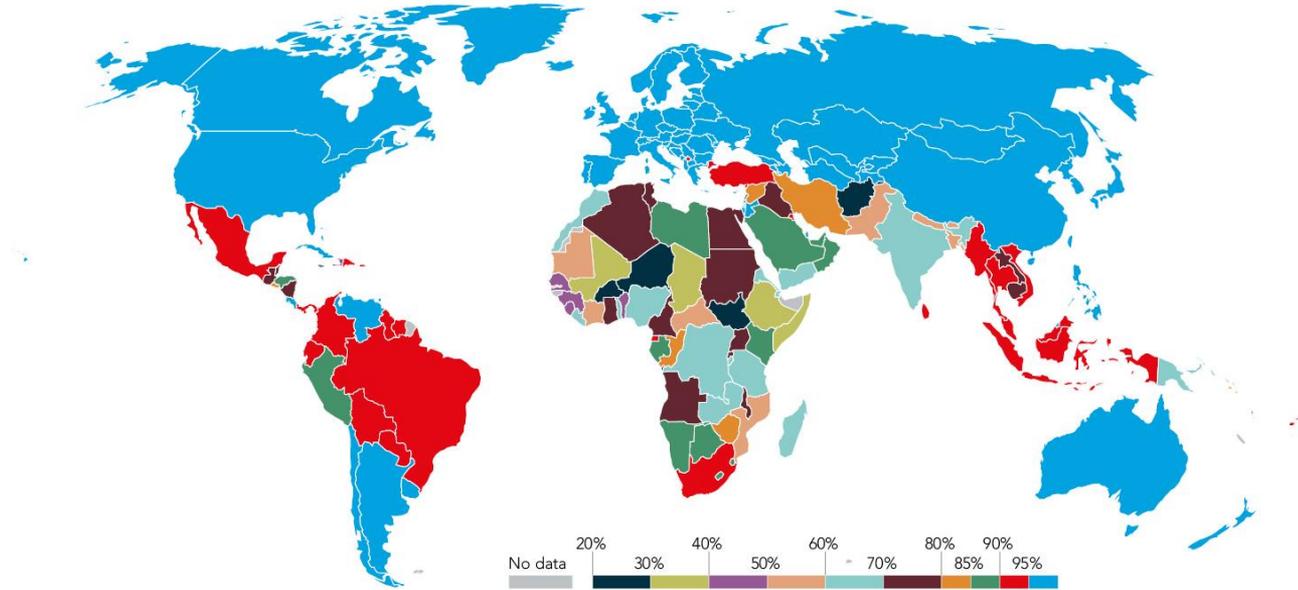
Source: Literacy rate for the entire population, CIA Factbook 2011.
Our World in Data Literacy rate by country, 2011 https://ourworldindata.org/grapher/literacy-rate-by-country

The world is getting better

Human Development Index by world region, 1980-2013
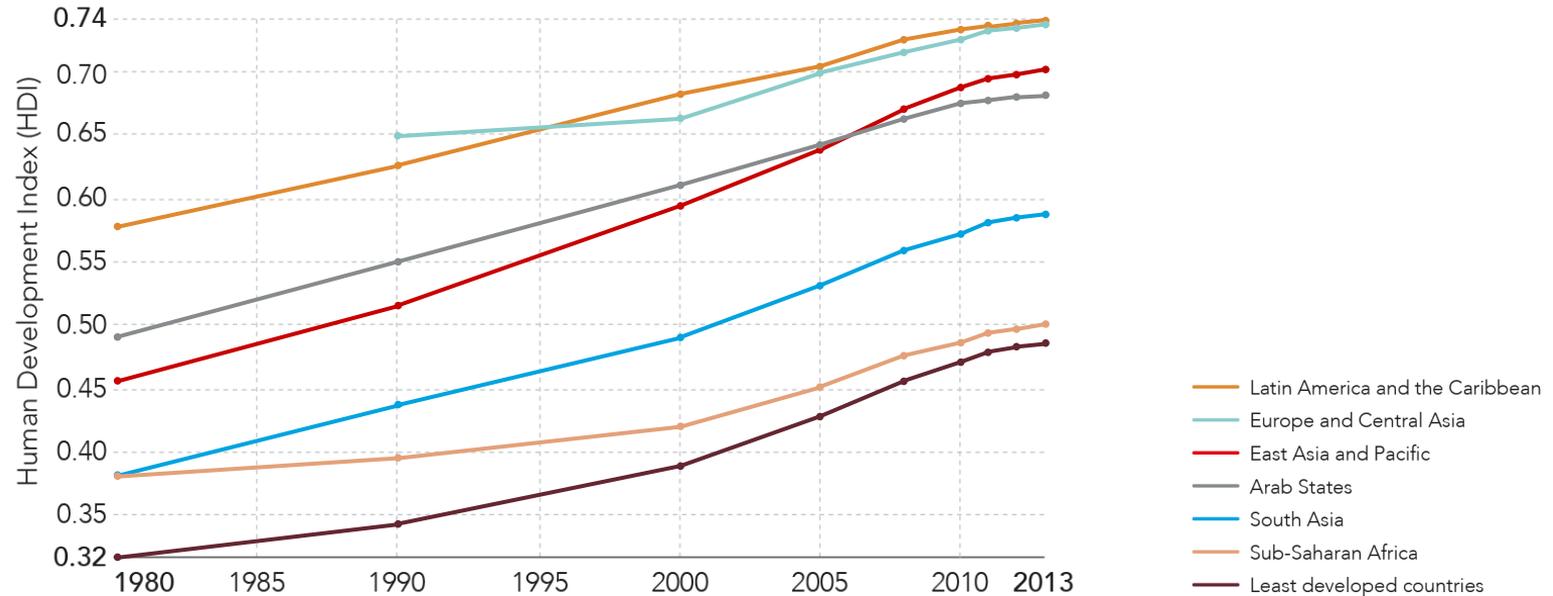
Source: United Nations Development Program's Human Development Index (UNHDI)

Gains are not evenly distributed

Figure E5

The rise of the global top 1% versus the stagnation of the global bottom 50%, 1980–2016
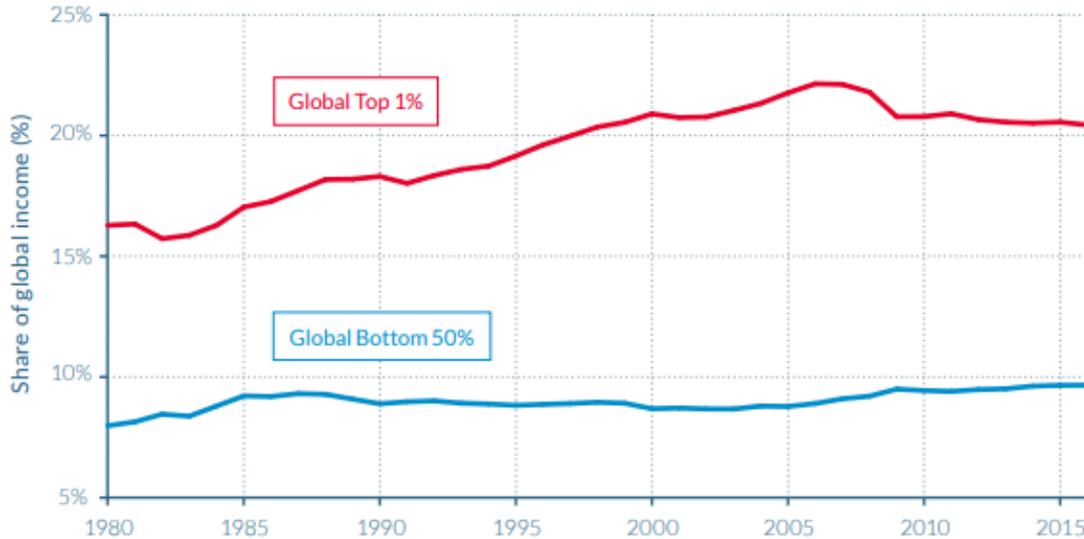
Source: WID.world (2017). See wir2018.wid.world for data series and notes.

In 2016, 20% of global income was received by the Top 1% against 10% for the Bottom 50%. In 1980, 16% of global income was received by the Top 1% against 8% for the Bottom 50%.

Source: World Inequality Report 2018

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Inequality exacerbates social mobility

1. Imbalance comes from unequal availability of access to opportunities

2. This includes how wealthy someone is or their earnings, what gender they are, where the live and their personal connections

3. How can we unmask these problems?

4. How can we account for success?

The world is changing

Areas of interlinked focus include:

1. Education quality, training and retraining opportunities

2. Rebalancing geographic concentration of opportunities

3. Effectiveness of antitrust laws, competition policy and related

4. Improving labour legislation that supports workers

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Problems for the profession

‘It's not for me' and lack of awareness

Hiring and promotion

Place: a global passport

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Social mobility success

Raising awareness

Removing barriers

Skills & the changing world of work

Social diversity data

Networks: democratic connections

Pro-social policy

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Purpose and the Profession

Age of respondents

27% | 37% | 27% | 8% | 1%

■ Under 25 ■ 25–35 ■ 36–50 ■ 51–65 ■ Over 65

64%
of respondents are
under 35 years old
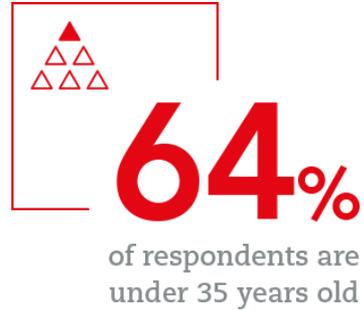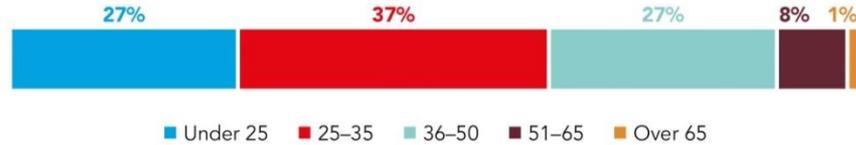
Gender of respondents

■ Female
■ Male

51% 49%

Respondents status

STUDENT | MEMBER

53% | **36%**

11%
AFFILIATE*
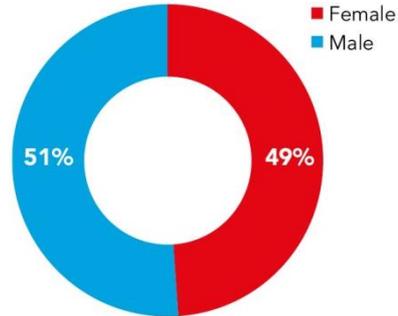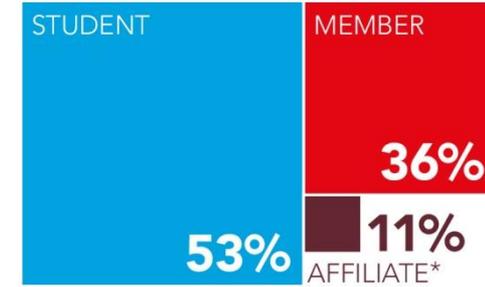
*An affiliate has completed the ACCA qualification but not completed their professional experience and registered as an ACCA member.

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92% said it was important people should have access to career opportunities regardless of their social background

Equal access to opportunities matters

The purpose and social mission of the company that they work for is important to them

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13% of respondents were influenced by a school or university teacher, or by a careers advisor, to pursue a career in accounting and finance

17%
Under 25

12%
25-35

9%
36-50

11%
51-65

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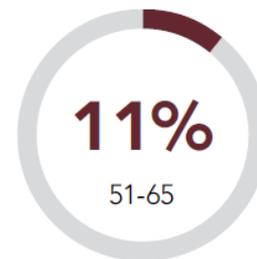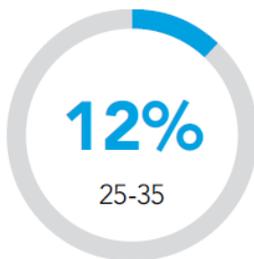
52% of respondents had parent(s) or guardian(s) who did not go to university*

48%
Under 25

47%
25-35

57%
36-50

72%
51-65

73%
Over 65

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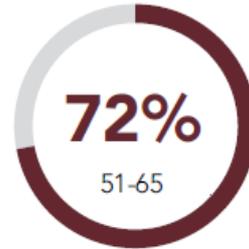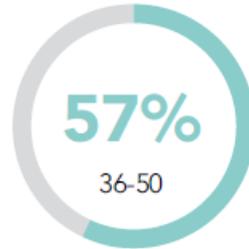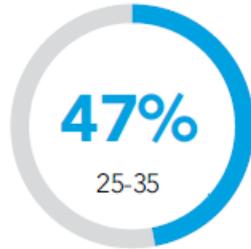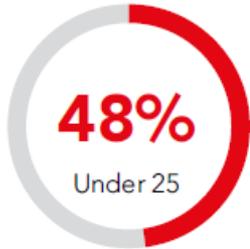
60% of respondents had parent(s) or guardian(s) who were not managers or professionals

51% Under 25

53% 25-35

57% 36-50

63% 51-65

66% Over 65
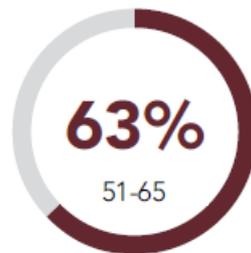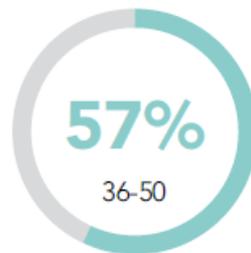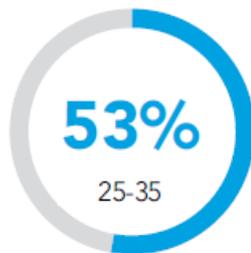
A view from the Caribbean

88% said it is important that career opportunities are available to people regardless of their social background

18% influenced to start a career in accountancy by a school or university teacher or a careers advisor

Began to study ACCA when?
Under 22 = 22% (global 44%)

After 30 years = 19% (global 15%)

78% (global 52%) Completion of secondary school is the highest education level of primary income earning parent(s) or guardian(s)

74% (global 60%) Primary income earning parent(s) or guardian(s) in non-managerial or professional job role when respondent aged between 11-16

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Conclusions

- Purpose matters

- Improve access for all

- Focus on and include future

- Be the advocate for the profession

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Thank you … Questions?