INTERNATIONAL WOMEN'S DAY 2022

March 2022



KEY FINDINGS

- Gender-based violence were ranked as the most important issues facing women and girls: sexual harassment (29%), sexual violence (25%) and domestic abuse (23%) were considered the top issues.
- One in three people (35%) around the world believe childcare responsibilities can damage a woman's career more than a man's, and one in three women also say caring responsibilities have impacted their careers (31%).

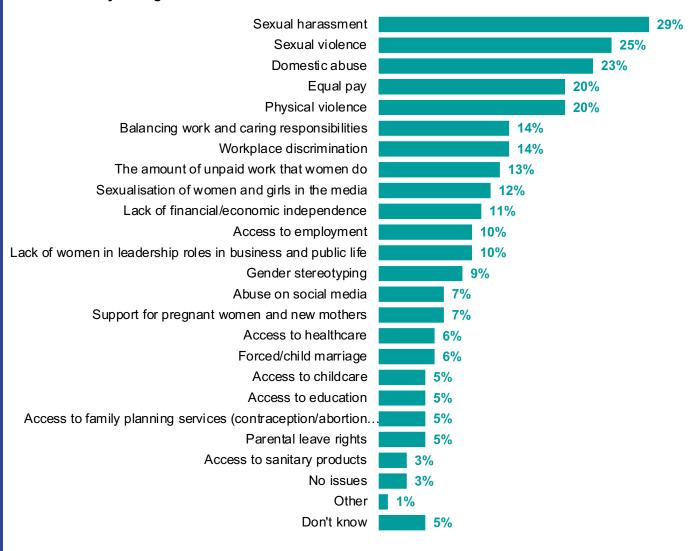
Women are more likely to perceive institutional gender bias than men, with educational and healthcare institutions perceived as the most equal – 52% considered that these treat women and men the same.



Which two or three, if any of the following, do you think are the most important issues facing women and girls in [COUNTRY]?

Over one in five in the 30 countries surveyed see sexual harassment (29%), sexual violence (25%) and domestic abuse (23%) as the most important issues faced by women and girls. Men and women hold similar views, and views are broadly consistent with those in 2019.

Global country average



Agree 2019	% Men	% Women
30%	31%	27%
27%	25%	25%
20%	21%	24%
22%	17%	22%
22%	20%	20%
14%	12%	17%
14%	13%	14%
11%	8%	17%
13%	13%	12%
9%	9%	13%
9%	9%	10%
10%	9%	11%
10%	10%	8%
6%	8%	5%
7%	8%	6%
4%	6%	6%
5%	6%	5%
5%	5%	6%
3%	5%	4%
4%	5%	6%
5%	5%	5%
2%	3%	3%
2%	4%	2%
1%	1%	1%
5%	6%	3%









Which two or three, if any of the following, do you think are the most important issues facing women and girls in [COUNTRY]?

Top 3 issues

- #1 issue in country #2 issue in country
- #3 issue in country

Sexual	harassment, sexua	I violence, and	d domestic abuse are	e considered the th	nree most important	issues facing womer	h and girls.
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Sexual violence	25%	33%	19%	27%	50%	20%	29%	10%	38%	25%	23%	16%	10%	29%	30%	16%	20%	NA	17%	36%	27%	44%	21%	19%	14%	15%	43%	27%	25%	35%	22%
Domestic abuse	23%	17%	39%	28%	24%	26%	13%	14%	14%	39%	31%	17%	35%	22%	26%	8%	5%	12%	14%	13%	16%	16%	24%	37%	25%	12%	46%	10%	34%	42%	23%
Equal pay	20%	20%	21%	29%	19%	26%	34%	12%	21%	28%	19%	35%	32%	11%	23%	17%	9%	9%	12%	20%	26%	13%	21%	13%	11%	15%	10%	20%	31%	6%	26%
Physical violence	20%	37%	15%	22%	36%	15%	30%	7%	35%	21%	16%	12%	12%	15%	26%	4%	5%	14%	13%	31%	7%	44%	15%	33%	10%	5%	29%	25%	19%	38%	14%
Balancing work and caring responsibilities	14%	7%	17%	12%	4%	15%	13%	28%	11%	14%	16%	13%	17%	12%	7%	29%	33%	14%	14%	9%	10%	7%	12%	9%	17%	32%	8%	17%	10%	2%	17%
Workplace discrimination	14%	15%	11%	17%	14%	14%	20%	14%	17%	14%	14%	8%	16%	10%	21%	10%	17%	11%	13%	19%	15%	15%	9%	14%	6%	20%	11%	13%	10%	10%	12%
The amount of unpaid work that women do	13%	16%	11%	14%	10%	8%	17%	28%	16%	11%	8%	10%	14%	8%	17%	21%	17%	7%	10%	12%	6%	10%	11%	12%	19%	15%	6%	22%	5%	8%	7%
Sexualisation of women and girls in the media	12%	17%	11%	14%	14%	14%	16%	7%	15%	8%	16%	7%	8%	14%	9%	5%	10%	9%	22%	15%	18%	18%	15%	6%	7%	11%	8%	10%	15%	15%	16%
Lack of financial/economic independence	11%	9%	11%	8%	9%	9%	9%	13%	9%	8%	6%	10%	9%	12%	12%	24%	20%	15%	11%	8%	11%	7%	9%	14%	17%	10%	16%	9%	6%	15%	6%
Access to employment	10%	9%	5%	6%	13%	4%	7%	20%	15%	7%	4%	10%	14%	9%	15%	12%	14%	15%	8%	8%	2%	8%	7%	11%	17%	7%	11%	13%	6%	5%	4%
Lack of women in leadership roles in business and public life	10%	6%	11%	13%	10%	12%	9%	11%	11%	8%	8%	9%	11%	12%	11%	14%	7%	12%	10%	10%	17%	8%	7%	8%	6%	13%	12%	11%	9%	4%	10%
Gender stereotyping	9%	9%	8%	10%	3%	9%	7%	12%	9%	6%	7%	7%	12%	9%	13%	12%	13%	2%	10%	11%	7%	8%	16%	5%	8%	17%	8%	11%	4%	5%	10%
Abuse on social media	7%	7%	7%	8%	6%	6%	5%	6%	5%	6%	10%	9%	2%	12%	5%	7%	2%	17%	8%	9%	10%	8%	2%	6%	2%	4%	6%	7%	5%	6%	4%
Support for pregnant women and new mothers	7%	3%	4%	2%	2%	5%	7%	12%	4%	2%	5%	5%	11%	7%	6%	8%	14%	7%	13%	5%	2%	5%	13%	8%	16%	13%	4%	5%	8%	3%	6%
Access to healthcare	6%	5%	6%	2%	5%	8%	7%	4%	4%	5%	6%	7%	11%	7%	4%	2%	3%	5%	6%	6%	2%	6%	11%	12%	14%	7%	7%	4%	8%	3%	7%
Forced/child marriage	6%	1%	4%	5%	6%	2%	2%	5%	3%	4%	4%	5%	3%	11%	4%	1%	2%	13%	11%	8%	3%	2%	3%	7%	3%	2%	5%	4%	24%	28%	2%
Access to childcare	5%	4%	9%	3%	5%	11%	6%	3%	2%	5%	7%	10%	4%	5%	4%	6%	8%	6%	5%	4%	3%	3%	4%	5%	12%	8%	2%	3%	5%	1%	10%
Access to education	5%	6%	4%	2%	4%	2%	6%	4%	7%	1%	2%	11%	2%	12%	1%	2%	2%	8%	7%	8%	1%	5%	3%	10%	4%	2%	5%	2%	8%	6%	3%
Access to family planning services (contraception/abortion services)	5%	5%	4%	3%	4%	4%	8%	6%	5%	1%	2%	5%	5%	5%	4%	3%	5%	6%	8%	3%	2%	7%	24%	5%	4%	5%	3%	2%	8%	2%	13%

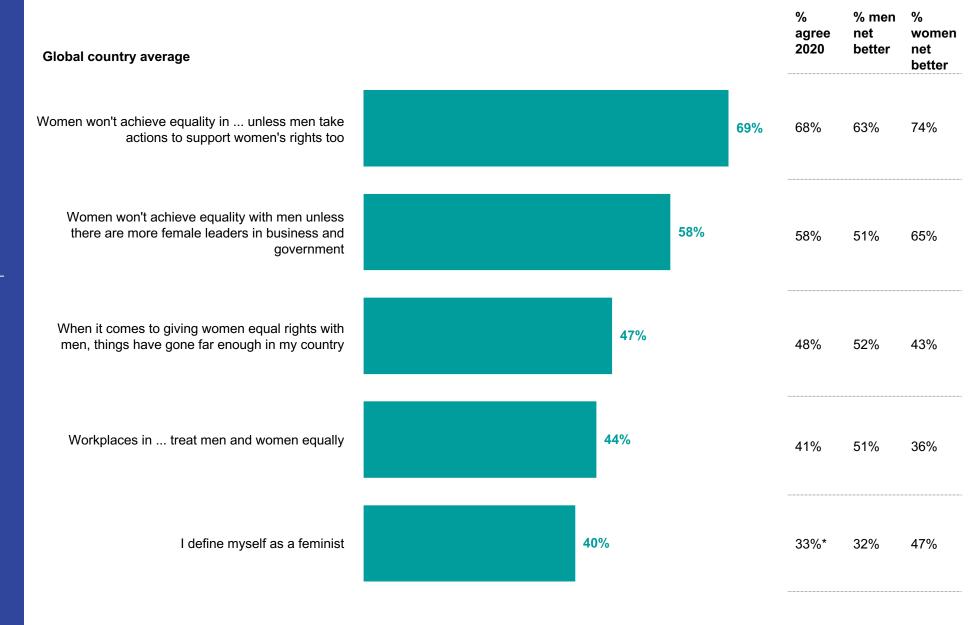






For each of the following questions, please indicate whether you strongly disagree, somewhat disagree, somewhat agree or strongly agree.

Over two-thirds of people (global country average of 69%) agree that men need to take action to support women's rights and over half (58%) agree there need to be more female leaders in business and government to achieve equality. Despite recognising that more needs to be done to achieve equality, only two in five identify as a feminist.





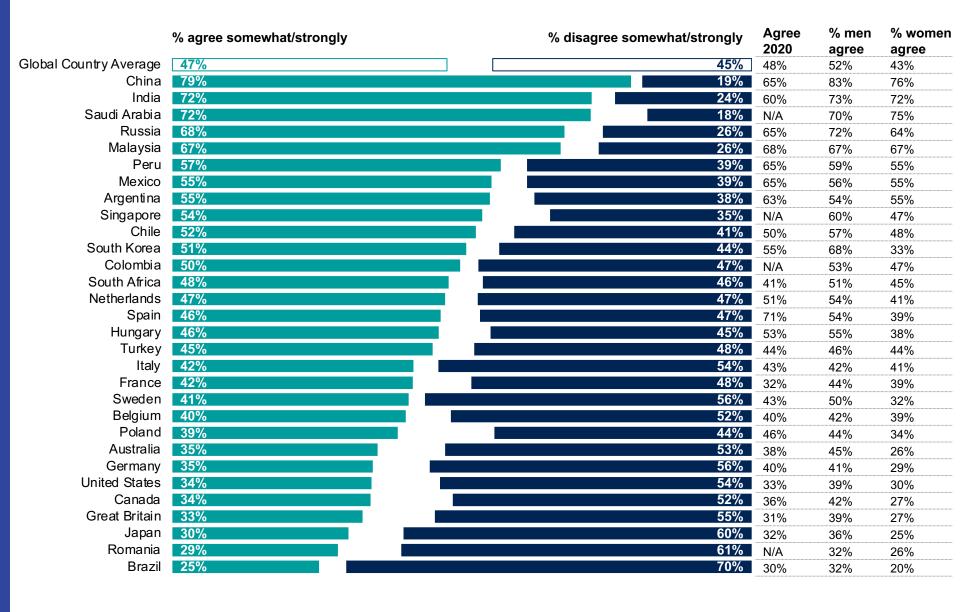




For each of the following questions, please indicate whether you disagree or agree.

When it comes to giving women equal rights with men, things have gone far enough in my country

Progress on gender equality is at risk of stalling. Across the 30 countries, almost half (47%) consider that things have gone far enough when it comes to giving women equal rights to men. Men are more likely to agree (52%) than women (43%). Agreement is highest in China and has increased since 2020.





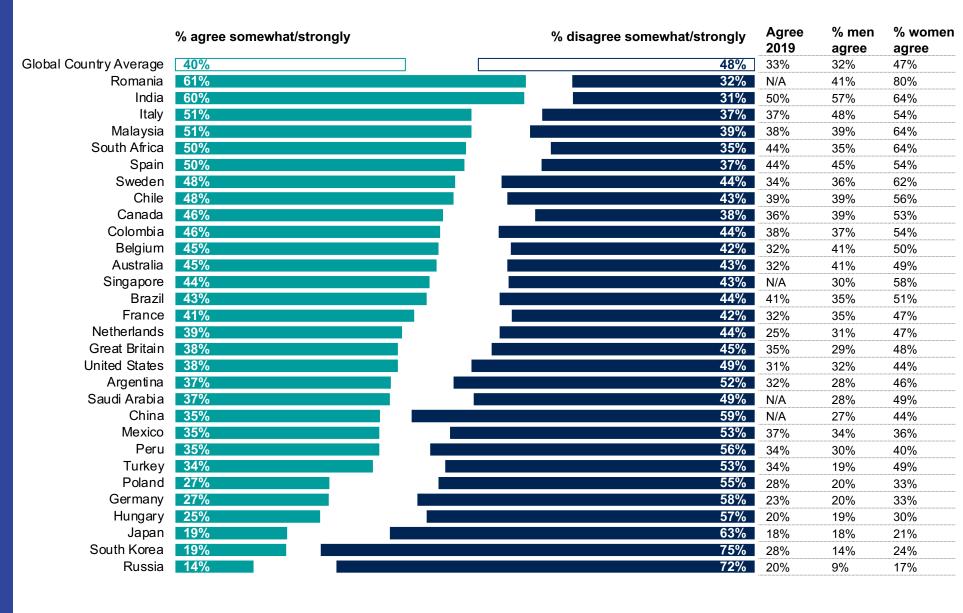




For each of the following questions, please indicate whether you disagree or agree.

I define myself as a feminist

The proportion of people identifying themselves as feminist has increased overall and in most countries since 2019, yet only two in five (40%) define themselves as such in 2022 (vs 33% in 2019). The proportion is higher among women (47%) than men (32%).





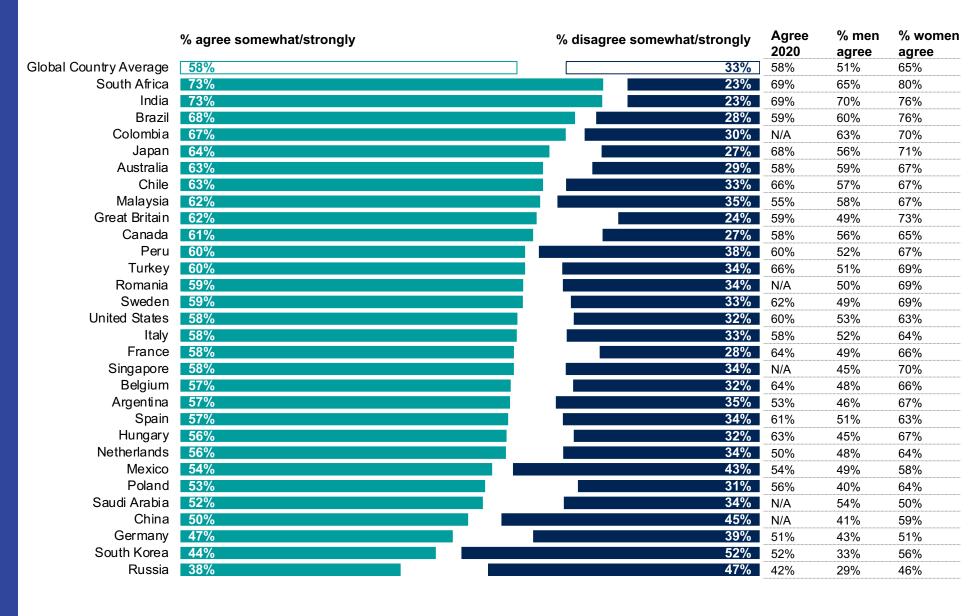




For each of the following questions, please indicate whether you disagree or agree.

Women won't achieve equality with men unless there are more female leaders in business and government

In 2022, six in 10 (58%) think that an increased presence of female leaders in business and government is needed to achieve equality with men, the same proportion as in 2020. Two thirds of women agree (66%), compared to half of men (51%).





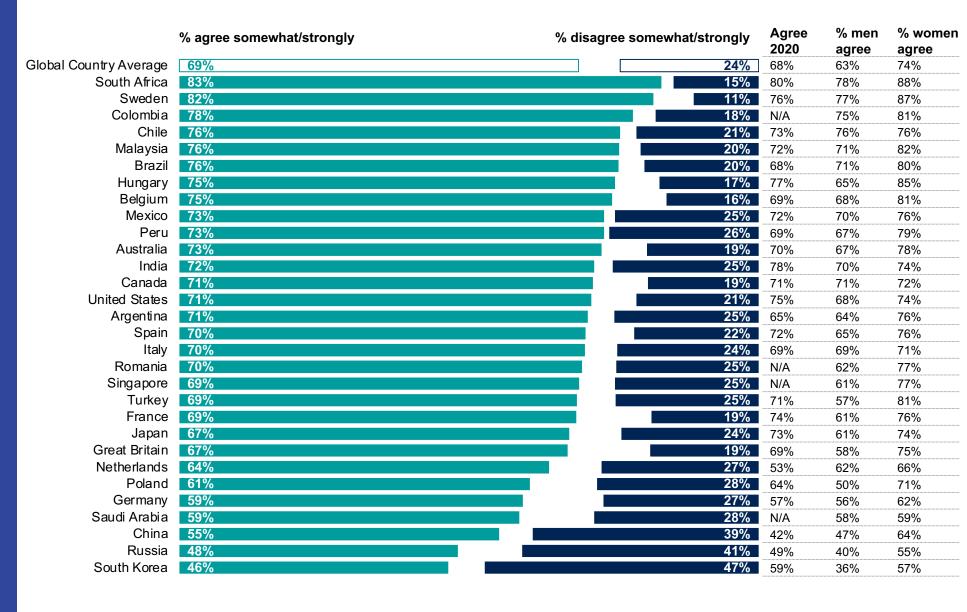




For each of the following questions, please indicate whether you disagree or agree.

Women won't achieve equality in [COUNTRY] unless men take actions to support women's rights too

In 2022, seven in 10 (69%) view men's involvement in supporting women's rights as necessary to achieve equality, a similar proportion to those in 2020 (68%) and 2019 (65%).





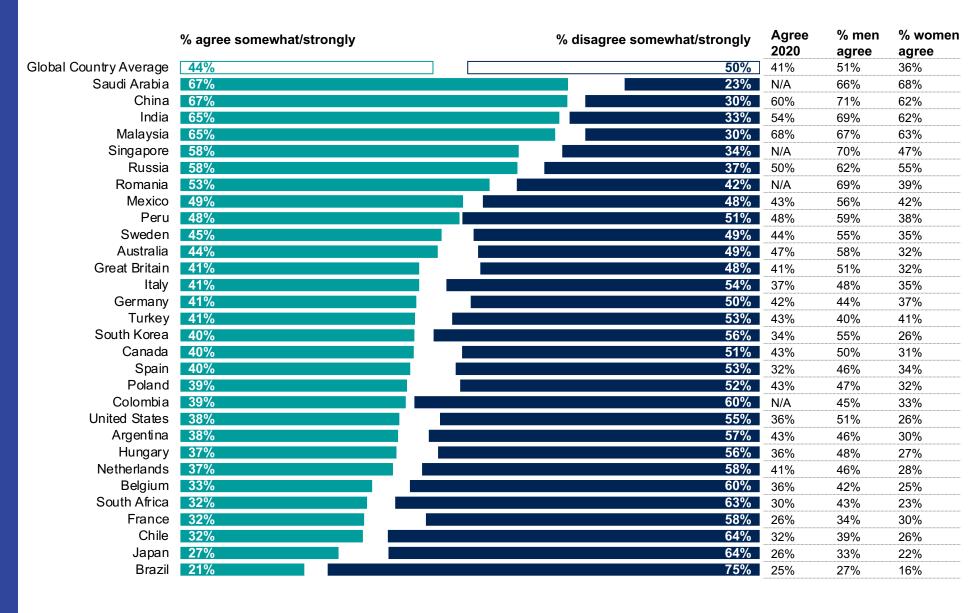




For each of the following questions, please indicate whether you disagree or agree.

Workplaces in [COUNTRY] treat men and women equally

Half (50%) disagree that men and women are treated equally at work.











Generally speaking, do you think that each of the following treat women better, worse, or about the same as men?

Generally, people are most likely to see institutions as treating men and women equally. Where institutional bias is recognised, this is most commonly perceived against women. Educational institutions and health services are perceived as the most equal, with half considering that these treat women and men about the same (52% and 51%, respectively). People are most likely to think social media treats women worse than about the same or better than men (37%). Women feel they face more bias than is recognised by men.

	Better	About the same	Worse	net men better	net women better
Educational institutions, such as schools, colleges and universities	22%	52%	16%	+13	-1
Health services	22%	51%	17%	+13	-2
The police	20%	39%	27%	+3	-16
The media (such as TV, radio and newspapers)	19%	41%	29%	-1	-20
Courts and prisons	18%	39%	22%	+4	-12
The government	16%	39%	32%	-6	-25
Social media	16%	35%	37%	-12	-28







Generally speaking, do you think that each of the following treat women better, worse, or about the same as men?

Educational institutions, such as schools, colleges and universities

Educational institutions are the institutions with the highest level of perceived gender equality. Over half (52%) consider that women and men are treated about the same by educational institutions, although around a quarter of men (27%) think women are treated better, compared to around one in five women (17%).

	Better	About the same	Worse	net men better	net women better
Global Country Average	22%	52%	16%	+13	-1
Saudi Arabia	52%	30%	9%	+46	+37
India	50%	31%	14%	+35	+36
Malaysia	42%	41%	12%	+29	+33
China	40%	46%	9%	+34	+27
South Africa	29%	51%	13%	+20	+13
Mexico	26%	57%	12%	+22	+8
Russia	26%	56%	7%	+25	+14
Singapore	25%	58%	9%	+22	+11
Romania	24%	54%	14%	+18	+2
Argentina	23%	57%	12%	+21	+1
Peru	22%	60%	12%	+16	+4
Australia	21%	48%	21%	+13	-12
Colombia	20%	59%	16%	+11	-3
Turkey	20%	54%	16%	+1	+7
Chile	19%	58%	15%	+13	-5
Brazil	18%	54%	21%	+6	-12
United States	18%	47%	21%	+5	-12
South Korea	15%	56%	20%	+5	-15
Canada	15%	49%	20%	+5	-14
Sweden	15%	56%	19%	+11	-19
Spain	14%	59%	18%	+6	-13
Italy	14%	56%	19%	0	-9
Germany	14%	53%	20%	-1	-11
Belgium	14%	56%	15%	+6	-8
Netherlands	14%	55%	20%	+3	-16
Hungary	13%	59%	17%	0	-8
Great Britain	13%	50%	20%	+5	-18
Poland	13%	51%	22%	+2	-21
Japan	11%	50%	21%	-3	-16
France	11%	52%	15%	-1	-7



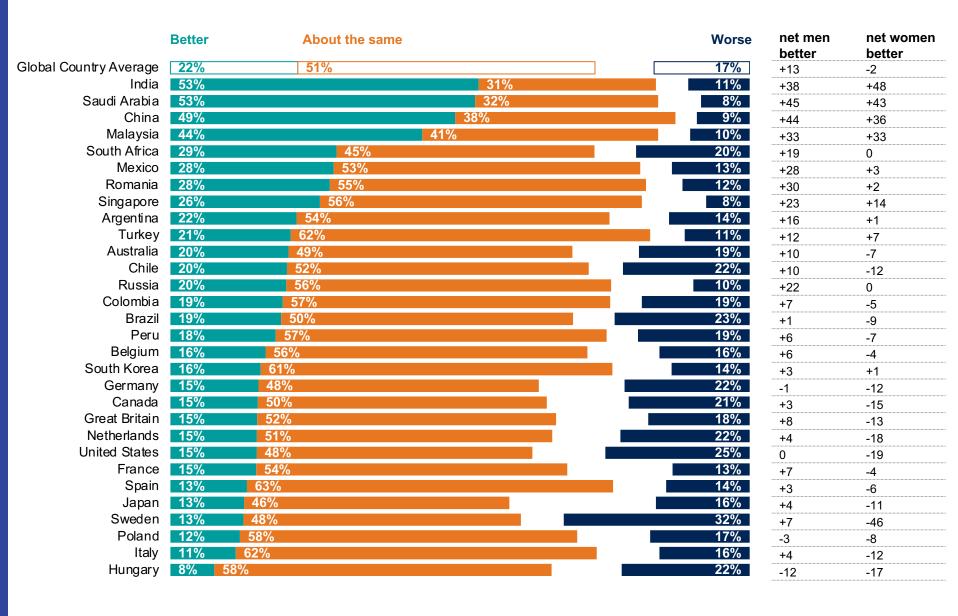




Generally speaking, do you think that each of the following treat women better, worse, or about the same as men?

Health services

Over half (51%) consider that women and men are treated similarly by health services, although around a quarter of men (26%) think women are treated better, compared to 18% of women.





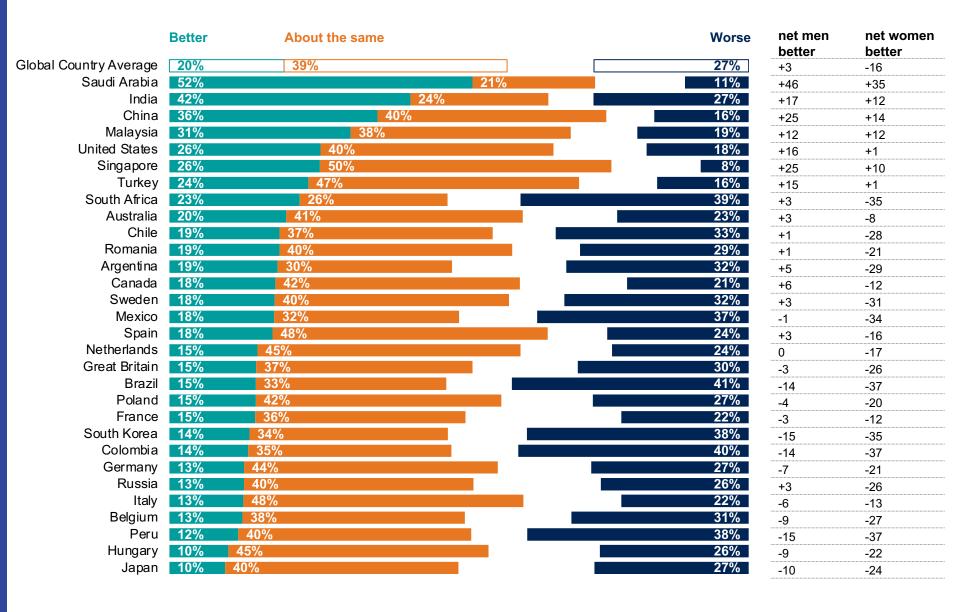




Generally speaking, do you think that each of the following treat women better, worse, or about the same as men?

The police

Around two in five (39%) believe women and men are treated about the same by the police. Around one in three (27%) believe women are treated worse than men by the police. A quarter of men (25%) consider women are treated better, yet only around one in six (16%) women think so.





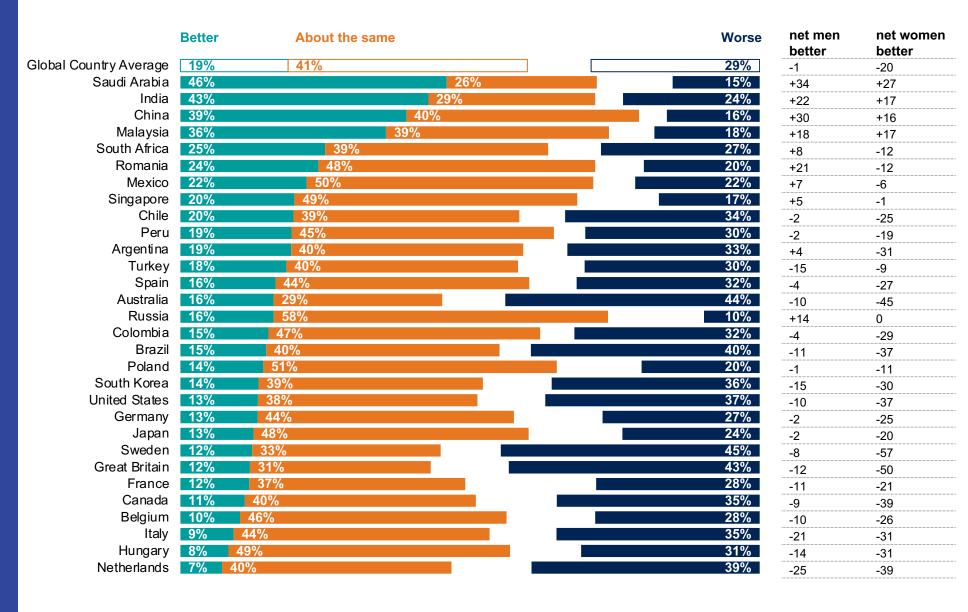




Generally speaking, do you think that each of the following treat women better, worse, or about the same as men?

The media (such as TV, radio and newspapers)

Three in ten (29%) believe women are treated worse than men by the media. Only one in five (19%) believe women are treated better (24% of men think this vs 14% of women).









Generally speaking, do you think that each of the following treat women better, worse, or about the same as men?

Courts and prisons

Around two in five (39%) believe women and men are treated about the same by the courts and prisons. Overall, 22% believe women are treated worse than men by the courts and prisons, with only 13% of women considering they are treated better than men (vs 23% of men thinking this).

	Better	About the same			Worse	net men better	net women better
Global Country Average	18%	39%			22%	+4	-12
Saudi Arabia	42%		26%		10%	+37	+24
India	41%		27%		21%	+24	+16
Malaysia	31%	35%			17%	+11	+17
China	29%	41%			15%	+19	+10
Singapore	26%	45%			8%	+24	+13
South Africa	25%	33%			22%	+16	-10
Australia	23%	35%			20%	+11	-5
United States	21%	40%			19%	+10	-5
Sweden	20%	47%			17%	+20	-15
Canada	20%	37%			17%	+12	-6
Great Britain	18%	37%			18%	+13	-11
Spain	18%	45%			25%	0	-15
Romania	16%	39%			24%	+2	-18
Chile	16%	34%			33%	-1	-30
Turkey	15%	46%			23%	-11	-5
Netherlands	15%	46%			24%	-5	-13
Mexico	14%	34%			30%	0	-30
Argentina	14%	29%			28%	-4	-24
Russia	13%	38%			19%	+2	-12
Germany	13%	41%			23%	-4	-15
Belgium	13%	42%			22%	0	-20
Brazil	13%	34%			37%	-11	-38
France	12%	40%			16%	-4	-5
Peru	11%	38%			30%	-10	-27
Poland	11%	45%			22%	-3	-18
Hungary	11%	42%			20%	-3	-15
Italy	10%	47%			23%	-6	-19
South Korea	10%	42%			28%	-10	-26
Colombia	10%	37%			34%	-13	-34
Japan	9%	46%		•	16%	0	-14



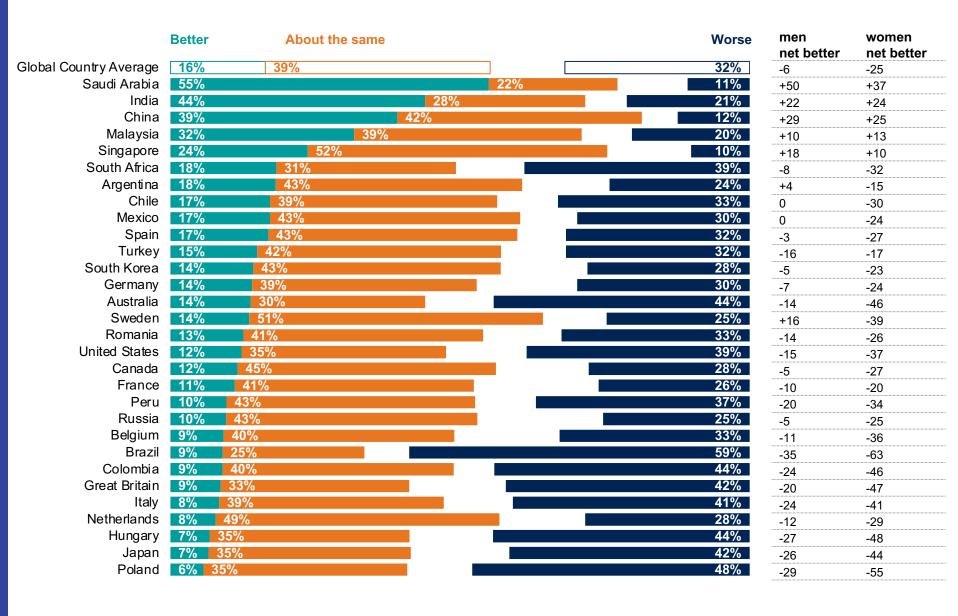




Generally speaking, do you think that each of the following treat women better, worse, or about the same as men?

The government

Around two in five (39%) believe women and men are treated about the same by the government. One in three (32%) believe women are treated worse than men by the government. Overall, men are more likely to think that women are treated better by the government (21% of men vs 12% of women).





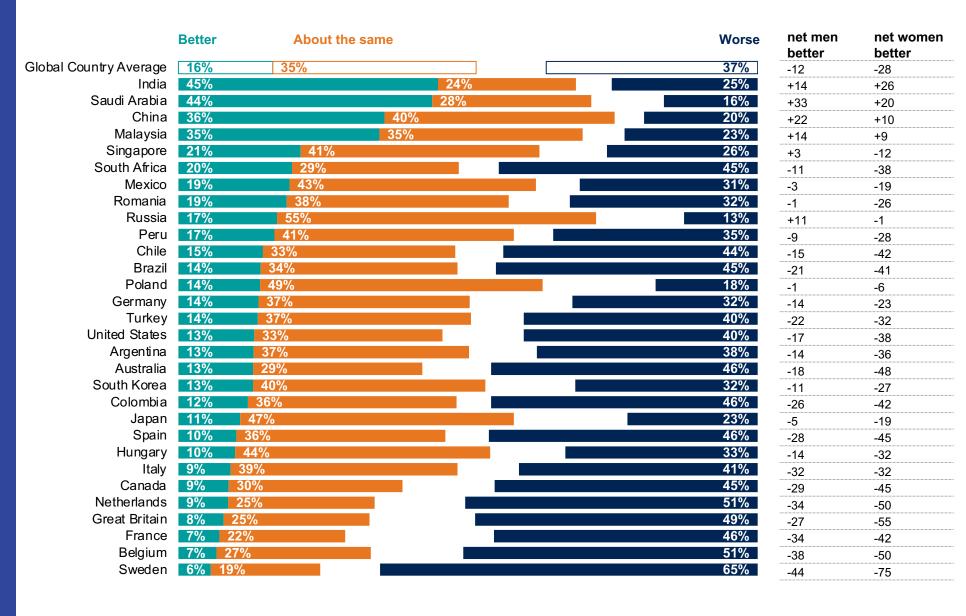




Generally speaking, do you think that each of the following treat women better, worse, or about the same as men?

Social media

Over a third (37%) think that social media treats women worse than men, and a similar amount (35%) think men and women are treated about the same.





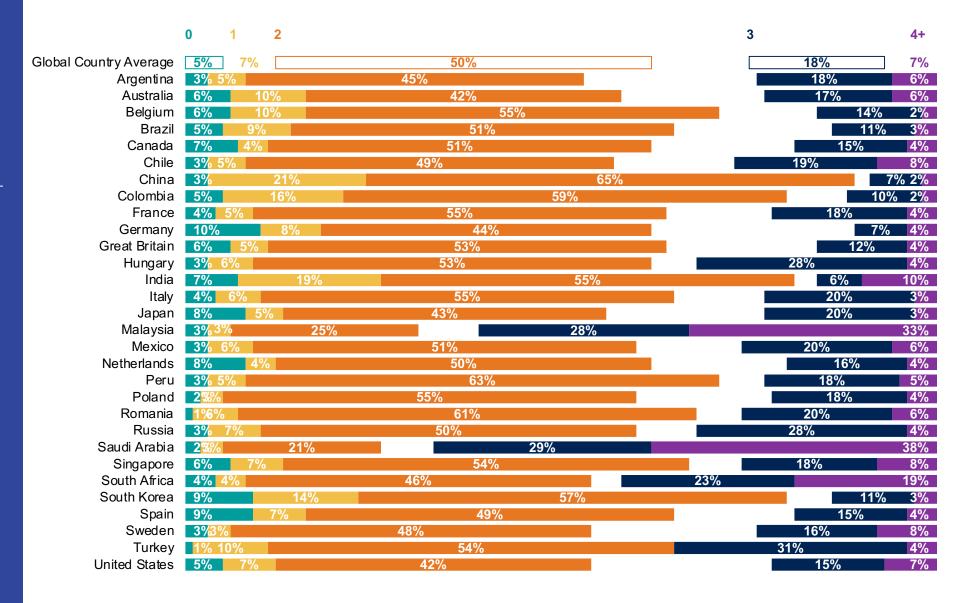






What is the ideal number of children for a family to have?

Half (50%) globally stated that the ideal number of children for a family is two. Three or more children are preferred in Malaysia and Saudi Arabia.





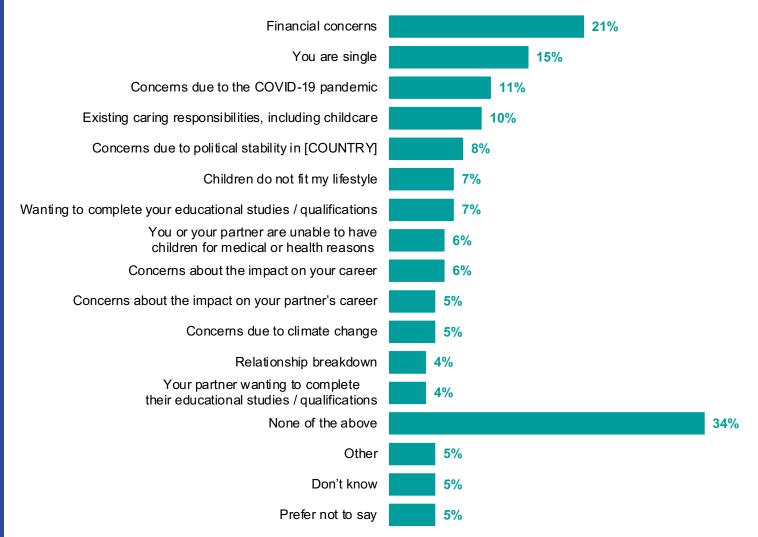




In the past two years, have you delayed or decided against having a child or more children for any of the following reasons, or not?

Financial concerns are the most likely reason to delay or decide not to have a child/children (21%) in the last two years, followed by being single (15%) and COVID-19 concerns (11%). The top reasons are the same for men and women. Notably, there is no difference between men and women reporting concerns about the impact having children may have on their career as a reason to delay or not have a child/children.

Global country average







% men

21%

16%

11%

9%

9%

7%

6%

6%

6%

5%

5%

5%

5%

33%

4%

6%

5%

% women

21%

14%

11%

10%

7%

8%

8%

5%

6%

4%

5%

4%

3%

35%

7%

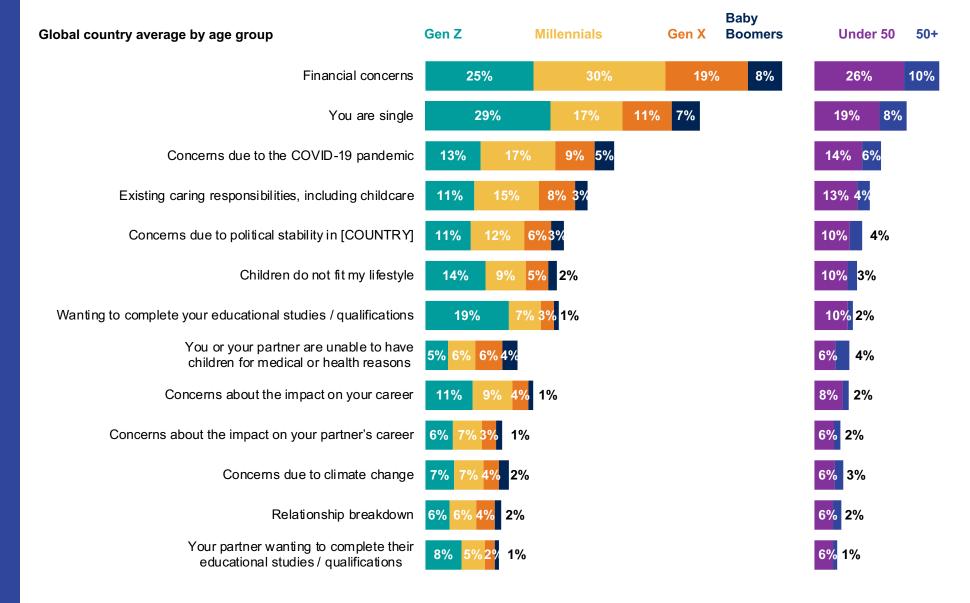
4%

5%



In the past two years, have you delayed or decided against having a child or more children for any of the following reasons, or not?

Financial concerns are the most likely reason to delay or decide not to have a child/children (21%) in the last two years, followed by being single (15%) and COVID-19 concerns (11%). The top reasons are the same for men and women. There is no difference between men and women reporting concerns about the impact having children may have on their career as a reason to delay or not have a child/children.



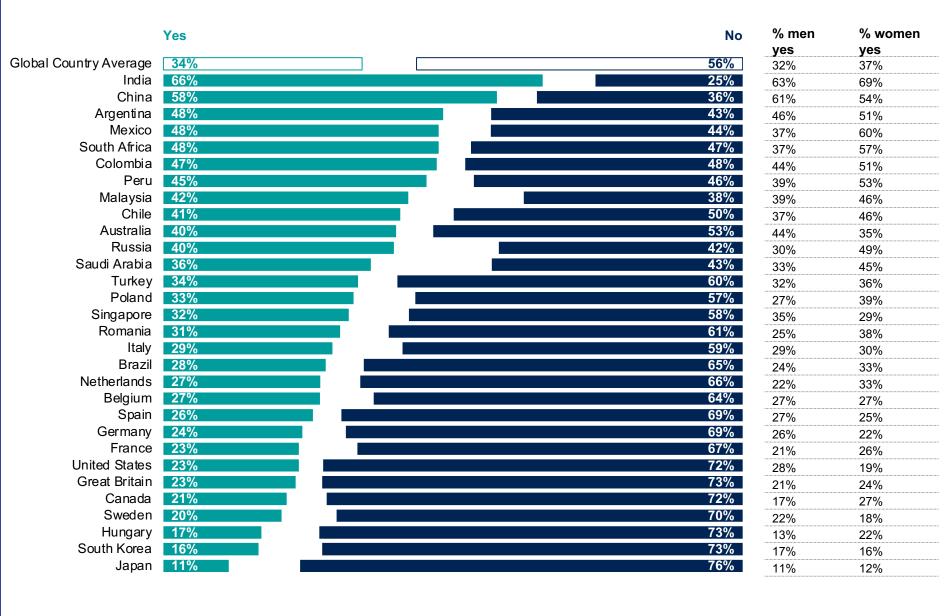






Do you regularly spend unpaid time providing care for a child, an elderly person, or a person whose physical or mental condition requires support, or not?

A third (34%) say they regularly spend unpaid time providing care, and this is only slightly higher for women (37%) than men (32%). In eight countries, men reported that they spend more unpaid time providing care than women: Australia, Singapore, Belgium, Spain, Germany, United States, Sweden, and South Korea.



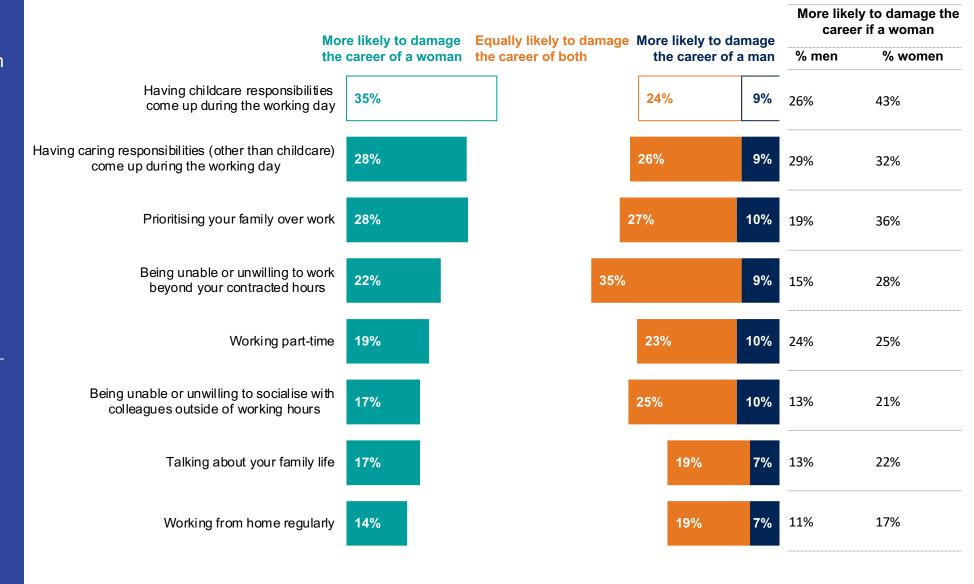






Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

When given a list of activities which could damage someone's career, people are more likely to think that they would damage a woman's career than that of a man. In particular, having childcare or other caring responsibilities come up during the working day are seen to be most damaging for women (35% and 28%). Women are more likely to perceive potential damage.











Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

Being unable or unwilling to socialise with colleagues outside of working hours

Not socialising with colleagues outside of work is seen as equally likely to damage men's and women's careers by a quarter of participants (25%). This is seen by a higher proportion as more likely to damage the career of a woman (17%) than that of a man (10%). Women are more likely than men to state that being unable or unwilling to socialise with colleagues outside of working hours could damage to a woman's career (21% of women vs 13% of men).

	More likely to damage the career of a woman the career of both
Global Country Average	17% 25%
Spain	25% 31%
Brazil	24% 25%
Australia	23% 26%
India	21% 24%
Chile	21% 20%
Great Britain	20% 25%
Belgium	20% 28%
South Korea	20% 25%
Mexico	19% 24%
Colombia	18% 23%
South Africa	18% 26%
Argentina	18% 25%
Peru	17% 25%
France	17% 25%
Turkey	17% 26%
Romania	17% 35%
United States	16% 28%
Canada	16% 27%
Italy	16% 29%
Netherlands	16% 21%
Sweden	16% 27%
Malaysia	15% 24%
Poland	14% 21%
China	14% 36%
Saudi Arabia	14% 15%
Singapore	13% 29%
Hungary	12% 27%
Germany	12% 28%
Russia	9% 20%
Japan	7% 20%

		r if a woman
More likely to damage the career of a man	% men	% women
10%	13%	21%
7%	21%	28%
8%	19%	29%
13%	18%	28%
20%	21%	21%
8%	12%	28%
9%	12%	29%
6%	12%	28%
15%	12%	28%
9%	17%	21%
8%	17%	20%
9%	12%	23%
1%	11%	24%
8%	13%	20%
6%	12%	22%
·%	13%	21%
10%	16%	17%
7%	11%	21%
7%	11%	21%
13%	15%	17%
9%	12%	20%
9%	9%	22%
15%	15%	16%
10%	10%	18%
15%	13%	16%
13%	14%	14%
15%	8%	17%
10%	10%	15%
7%	11%	14%
6%	4%	14%
13%	3%	10%

More likely to damage the









Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

Working from home regularly

Regularly working from home is seen as equally likely to damage men's and women's careers by around one in five participants (19%). This is seen by a higher proportion of participants as more likely to damage the career of a woman (14%) than that of a man (7%). Women are more likely than men to state that working from home could damage a woman's career (17% of women vs 11% of men).

More likely to damage Equally likely to damage the career of a woman the career of both Global Country Average 14% 19% 28% 15% Brazil 21% 23% Spain 19% 25% Italy 18% Sweden 21% 18% Malaysia 22% India 18% 21% Chile 18% 18% Australia 17% Great Britain 15% 20% Romania 15% 30% Saudi Arabia 15% 16% Colombia 15% South Africa 14% Canada 13% 20% Belgium 13% 19% 13% Germany 21% 20% France 13% South Korea 13% 19% Peru 13% 16% United States China 11% Russia 11% Argentina 11% Poland Turkey 11% Hungary 10% Netherlands Singapore Mexico Japan 5% 13%

	caree	r it a woman
More likely to damage the career of a man	% men	% women
7%	11%	17%
6%	20%	35%
8%	16%	26%
8%	14%	23%
4%	10%	26%
13%	16%	21%
17%	19%	17%
5%	11%	24%
8%	14%	21%
6%	10%	22%
8%	7%	24%
13%	16%	15%
5%	9%	20%
6%	10%	18%
4%	7%	19%
5%	9%	17%
7%	11%	14%
6%	8%	17%
9%	7%	18%
6%	10%	15%
5%	9%	15%
11%	7%	16%
5%	5%	17%
6%	4%	16%
7%	7%	14%
5%	10%	12%
5%	7%	14%
7%	9%	11%
10%	8%	12%
9%	4%	9%
5%	3%	7%



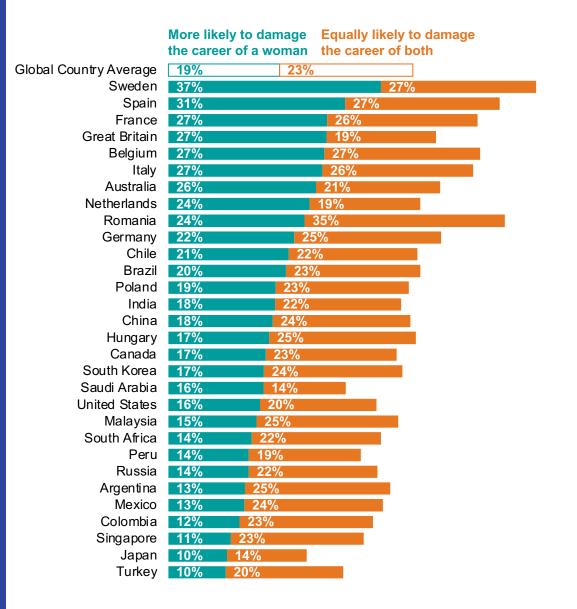




Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

Working part-time

Working part time is seen as equally likely to damage men's and women's careers by one in five participants (23%). This is seen by a higher proportion as more likely to damage the career of a woman (19%) than that of a man (10%). Women are more likely than men to state that working from home could damage woman's career (25% of women vs 14% of men).



	caree	r if a woman
More likely to damage the career of a man	% men	% women
10%	14%	25%
4%	24%	50%
7%	21%	40%
5%	21%	34%
11%	18%	36%
9%	19%	35%
13%	20%	33%
11%	20%	30%
18%	21%	28%
8%	15%	31%
13%	14%	29%
7%	15%	26%
6%	13%	27%
7%	11%	26%
15%	20%	17%
11%	13%	23%
10%	11%	23%
7%	10%	23%
12%	12%	21%
12%	17%	16%
7%	11%	21%
14%	16%	15%
9%	9%	20%
9%	11%	17%
12%	5%	22%
5%	7%	19%
6%	10%	16%
5%	10%	15%
13%	9%	13%
18%	6%	14%
12%	3%	17%



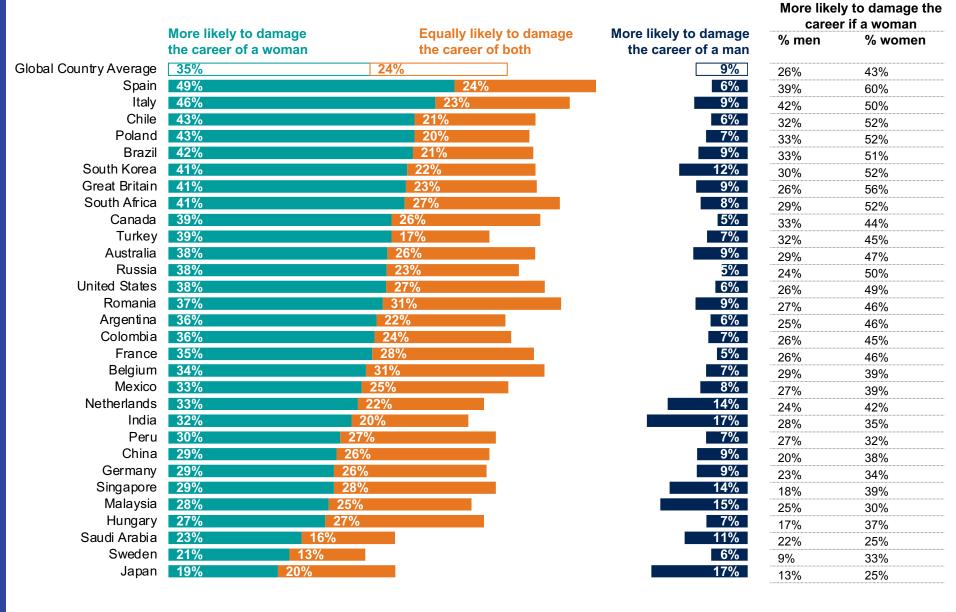




Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

Having childcare responsibilities come up during the working day

Having childcare responsibilities come up during the working day is seen by a higher proportion as more likely to damage the career of a woman (35%) than that of a man (9%). Women are more likely than men to state that this could damage a woman's career (43% of women vs 26% of men).





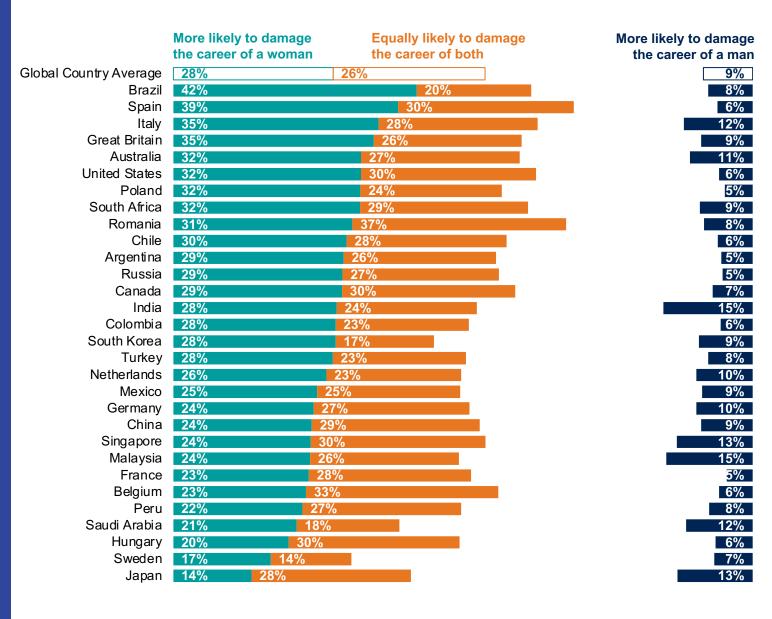




Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

Having caring responsibilities (other than childcare) come up during the working day

Fewer participants stated that other caring responsibilities are more likely to damage a women's career (28%) in comparison to childcare responsibilities (35%). This is seen as more likely to damage a man's career by only around one in ten (9%).









More likely to damage the career if a woman

% women

32%

53%

47%

42%

46%

42%

43%

41%

40%

40%

38%

41%

40%

37%

29%

37%

37%

36%

34%

29%

29%

30%

33%

26%

29%

28%

28%

24%

27%

24%

20%

% men

29%

31%

31%

28%

22%

23%

22%

24%

24%

21%

20%

17%

17%

21%

28%

18%

19%

19%

19%

21%

20%

18%

15%

21%

18%

18%

16%

20%

13%

10%

7%



Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

Being unable or unwilling to work beyond your contracted hours

Being unable or unwilling to work beyond contracted hours is seen as equally likely to damage men's and women's careers by over a third (35%) of participants. This is seen by a higher proportion as more likely to damage the career of a woman (22%) than that of a man (9%). Women are more likely than men to state that this could damage a woman's career (28% of women vs 15% of men).

Global Country Average Sweden Spain Italy Brazil Australia Canada India South Africa Poland France Poland France South Korea Netherlands United States Belgium Romania Colombia Argentina Saudi Arabia Singapore More likely to damage the career of both Equally likely to damage the career of both 130% 137% 37% 33% 36% 34% 35% 36% 36% 36% 26% 36% 26% 37% 41% 37% 41% 23% 41% 23% 41% 35% 35% 41% 35% 41% 35% 41% 35% 41% 40% 40% 40% 40% 40% 5ingapore 19% 44%
Sweden 33% 37% Spain 29% 36% Brazil 27% 33% Australia 27% 35% Great Britain 26% 34% Chile 25% 36% Canada 24% 37% India 23% 26% South Africa 23% 41% Poland 23% 29% France 22% 35% Mexico 22% 38% South Korea 21% 33% United States 21% 38% Belgium 21% 38% Romania 21% 38% Colombia 21% 39% Argentina 19% 40% Saudi Arabia 19% 18%
Spain 29% 37% Italy 29% 36% Brazil 27% 33% Australia 27% 35% Great Britain 26% 34% Chile 25% 36% Canada 24% 37% India 23% 26% South Africa 23% 41% Poland 23% 29% France 22% 35% Mexico 22% 38% South Korea 22% 30% Netherlands 21% 33% United States 21% 38% Belgium 21% 38% Romania 21% 38% Colombia 21% 39% Argentina 19% 40% Saudi Arabia 19% 40%
Italy 29% 36% Brazil 27% 33% Australia 27% 35% Great Britain 26% 34% Chile 25% 36% Canada 24% 37% India 23% 26% South Africa 23% 41% Poland 23% 29% France 22% 35% Mexico 22% 38% South Korea 22% 30% Netherlands 21% 33% United States 21% 38% Romania 21% 38% Colombia 21% 39% Argentina 19% 40% Saudi Arabia 19% 18%
Brazil 27% 33% Australia 27% 35% Great Britain 26% 34% Chile 25% 36% Canada 24% 37% India 23% 26% South Africa 23% 41% Poland 23% 29% France 22% 35% Mexico 22% 38% South Korea 21% 33% United States 21% 38% Belgium 21% 38% Romania 21% 38% Colombia 21% 38% Argentina 19% 40% Saudi Arabia 19% 18%
Australia 27% 35% Great Britain 26% 34% Chile 25% 36% Canada 24% 37% India 23% 26% South Africa 23% 41% Poland 23% 29% France 22% 35% Mexico 22% 38% South Korea 22% 30% Netherlands 21% 33% United States 21% 38% Belgium 21% 38% Romania 21% 38% Colombia 21% 38% Argentina 19% 40% Saudi Arabia 19% 18%
Great Britain 26% 34% Chile 25% 36% Canada 24% 37% India 23% 26% South Africa 23% 41% Poland 23% 29% France 22% 35% Mexico 22% 38% South Korea 22% 30% Netherlands 21% 33% United States 21% 38% Belgium 21% 38% Romania 21% 38% Colombia 21% 39% Argentina 19% 40% Saudi Arabia 19% 18%
Chile 25% 36% Canada 24% 37% India 23% 26% South Africa 23% 41% Poland 23% 29% France 22% 35% Mexico 22% 38% South Korea 22% 30% Netherlands 21% 33% United States 21% 38% Belgium 21% 38% Romania 21% 38% Colombia 21% 39% Argentina 19% 40% Saudi Arabia 19% 18%
Canada 24% 37% India 23% 26% South Africa 23% 41% Poland 23% 29% France 22% 35% Mexico 22% 38% South Korea 22% 30% Netherlands 21% 33% United States 21% 38% Belgium 21% 38% Romania 21% 38% Colombia 21% 39% Argentina 19% 40% Saudi Arabia 19% 18%
India 23% 26% South Africa 23% 41% Poland 23% 29% France 22% 35% Mexico 22% 38% South Korea 22% 30% Netherlands 21% 33% United States 21% 38% Belgium 21% 38% Romania 21% 38% Colombia 21% 38% Argentina 19% 40% Saudi Arabia 19% 18%
South Africa 23% 41% Poland 23% 29% France 22% 35% Mexico 22% 38% South Korea 22% 30% Netherlands 21% 33% United States 21% 38% Belgium 21% 38% Romania 21% 38% Colombia 21% 39% Argentina 19% 40% Saudi Arabia 19% 18%
Poland 23% 29% France 22% 35% Mexico 22% 38% South Korea 22% 30% Netherlands 21% 33% United States 21% 38% Belgium 21% 38% Romania 21% 38% Colombia 21% 39% Argentina 19% 40% Saudi Arabia 19% 18%
France 22% 35% Mexico 22% 38% South Korea 22% 30% Netherlands 21% 33% United States 21% 38% Belgium 21% 38% Romania 21% 38% Colombia 21% 39% Argentina 19% 40% Saudi Arabia 19% 18%
Mexico 22% 38% South Korea 22% 30% Netherlands 21% 33% United States 21% 38% Belgium 21% 38% Romania 21% 38% Colombia 21% 39% Argentina 19% 40% Saudi Arabia 19% 18%
South Korea 22% 30% Netherlands 21% 33% United States 21% 38% Belgium 21% 38% Romania 21% 38% Colombia 21% 39% Argentina 19% 40% Saudi Arabia 19% 18%
Netherlands 21% 33% United States 21% 38% Belgium 21% 38% Romania 21% 38% Colombia 21% 39% Argentina 19% 40% Saudi Arabia 19% 18%
United States Belgium 21% 38% Romania 21% 38% Colombia Argentina 19% 40% Saudi Arabia 19% 18%
Belgium 21% 38% Romania 21% 38% Colombia 21% 39% Argentina 19% 40% Saudi Arabia 19% 18%
Romania 21% 38% Colombia 21% 39% Argentina 19% 40% Saudi Arabia 19% 18%
Colombia 21% 39% Argentina 19% 40% Saudi Arabia 19% 18%
Argentina 19% 40% Saudi Arabia 19% 18%
Saudi Arabia 19% 18%
Singapore 10% 44%
Olligapore 1976 4476
Turkey 19% 32%
Malaysia 19% 32%
Peru 18% 34%
Germany 17% 35%
China 16% 35%
Hungary 16% 39%
Russia 15% 35%
Japan 11% 27%

	caree	r it a woman
More likely to damage the career of a man	% men	% women
9%	15%	28%
4%	19%	48%
8%	22%	36%
11%	21%	36%
7%	20%	34%
11%	18%	36%
9%	14%	37%
7%	18%	31%
6%	16%	31%
20%	22%	24%
10%	14%	31%
7%	13%	32%
8%	15%	29%
9%	16%	28%
13%	11%	33%
10%	15%	28%
7%	13%	29%
8%	12%	30%
11%	12%	29%
7%	12%	28%
6%	11%	27%
11%	18%	21%
10%	13%	27%
10%	11%	28%
15%	19%	20%
10%	10%	25%
10%	11%	23%
12%	14%	18%
7%	8%	23%
7%	12%	18%
14%	8%	14%







Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

Talking about your family life

Talking about family life is seen as equally likely to damage men's and women's careers by nearly one in five participants (19%). This is seen by a higher proportion as more likely to damage the career of a woman (17%) than that of a man (7%). Women are more likely than men to state that talking about family life could damage a woman's career (22% of women vs 13% of men).

More likely to damage Equally likely to damage the career of a woman the career of both Global Country Average 17% 19% Brazil 29% 20% Spain 24% 23% 23% Italy 20% 22% Australia 14% Romania 21% Great Britain 20% 12% 20% India 21% South Korea 20% Belgium 18% 18% 18% Canada 14% Colombia 18% 20% 19% Poland 18% Chile 18% 19% South Africa 18% 20% Netherlands 17% 14% United States 17% 18% Malaysia 16% 19% Saudi Arabia 16% 21% 16% Argentina 20% 16% Mexico 20% Germany 15% 18% 15% 22% France 15% Peru 21% Sweden 15% 16% 14% China 22% Hungary 14% 15% Singapore 14% 17% Russia 13% Turkey 10% 26% Japan 6% 12%

	career it a woman	
More likely to damage the career of a man	% men	% women
7 %	13%	22%
6%	26%	32%
5%	13%	35%
9%	19%	27%
8%	16%	27%
7%	15%	27%
6%	11%	29%
17%	19%	21%
8%	11%	29%
7%	14%	22%
6%	12%	25%
4%	15%	21%
6%	9%	27%
4%	10%	25%
7%	11%	24%
7%	13%	21%
5%	11%	22%
12%	19%	14%
10%	14%	19%
%	13%	20%
8%	13%	18%
8%	12%	19%
5%	12%	18%
8%	12%	17%
6%	12%	18%
9%	10%	19%
1%	13%	16%
9%	11%	17%
5%	7%	18%
9%	8%	13%
6%	5%	7%



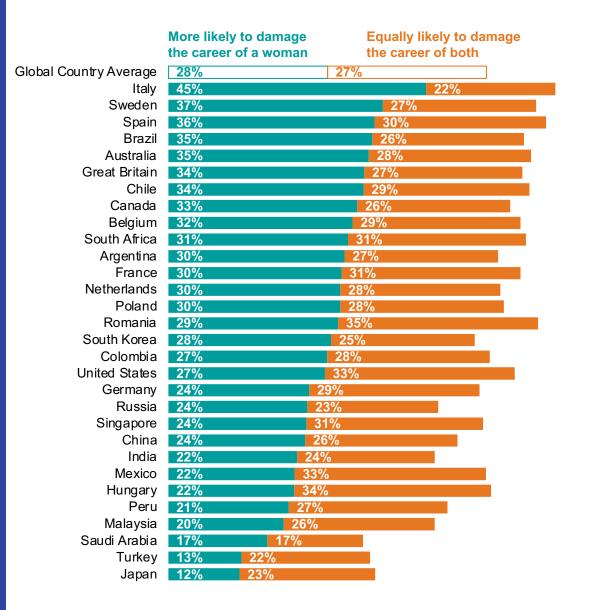




Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

Prioritising your family over work

Prioritising your family over work is seen by a higher proportion of participants as more likely to damage the career of a woman (28%) than that of a man (10%). Women are more likely than men to state that prioritising family could damage woman's career (36% of women vs 19% of men).



career if a wo		r if a woman
More likely to damage the career of a man	% men	% women
10%	19%	36%
11%	37%	52%
6%	25%	49%
8%	25%	46%
7%	29%	41%
11%	21%	48%
10%	22%	45%
6%	21%	45%
8%	23%	42%
9%	21%	43%
11%	19%	42%
6%	16%	44%
5%	22%	37%
13%	25%	34%
7%	22%	37%
8%	21%	37%
13%	16%	41%
7%	18%	36%
9%	18%	36%
12%	18%	31%
9%	10%	37%
10%	14%	33%
12%	15%	32%
20%	21%	23%
8%	15%	28%
9%	15%	28%
7%	19%	23%
16%	15%	25%
15%	12%	24%
9%	5%	20%
21%	9%	15%







Have your childcare or other caring responsibilities ever prevented you from applying for a job or promotion, or caused you to leave or consider leaving a job, or not?

In total, a quarter of participants (25%) state that childcare or caring responsibilities have prevented them from applying for jobs or promotions or caused them to leave or consider leaving jobs. Childcare and caring responsibilities have prevented one in seven from applying for a job or promotion. One in ten have considered leaving a job (9%), and the same proportion had left a job (8%).

% men % women Global country average My childcare or other caring responsibilities have 14% 10% 18% prevented me from applying for a job or promotion My childcare or other caring responsibilities have 9% 8% 11% led me to consider leaving a job My childcare or other caring responsibilities have 8% 6% 10% led me to leave a job No, my childcare or other caring responsibilities have never prevented me from applying for a job 25% 21% 29% or promotion, or caused me to leave or consider leaving a job 36% 38% 34% I don't have caring responsibilities 6% 6% I have never been in work 8% 9% 8% Don't know



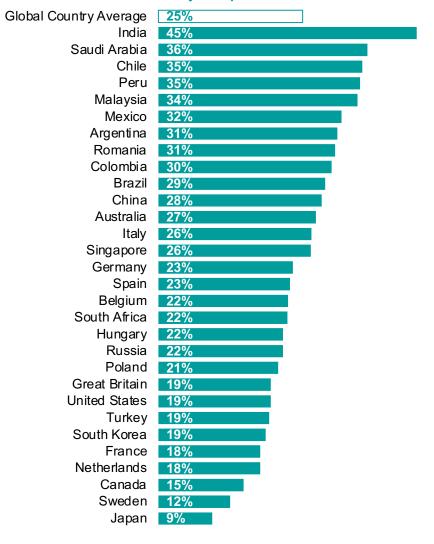




Have your childcare or other caring responsibilities ever prevented you from applying for a job or promotion, or caused you to leave or consider leaving a job, or not?

Childcare and caring responsibilities have impacted a quarter of participants (25%) by preventing them from applying for a job or promotion, or causing them to leave or consider leaving a job. This is higher among women (31%) than men (19%).

My childcare or other caring responsibilities have prevented me from applying for a job or promotion/led me to consider leaving a job/led me to leave a job



% men	% women	
19%	31%	
45%	44%	
33%	40%	
18%	50%	
21%	47%	
32%	37%	
20%	42%	
17%	44%	
21%	39%	
23%	37%	
18%	39%	
25%	32%	
24%	32%	
23%	30%	
24%	29%	
19%	27%	
21%	25%	
17%	28%	
17%	27%	
13%	30%	
15%	27%	
13%	28%	
13%	26%	
14%	25%	
8%	30%	
14%	23%	
12%	23%	
10%	26%	
9%	20%	
10%	15%	
7%	12%	



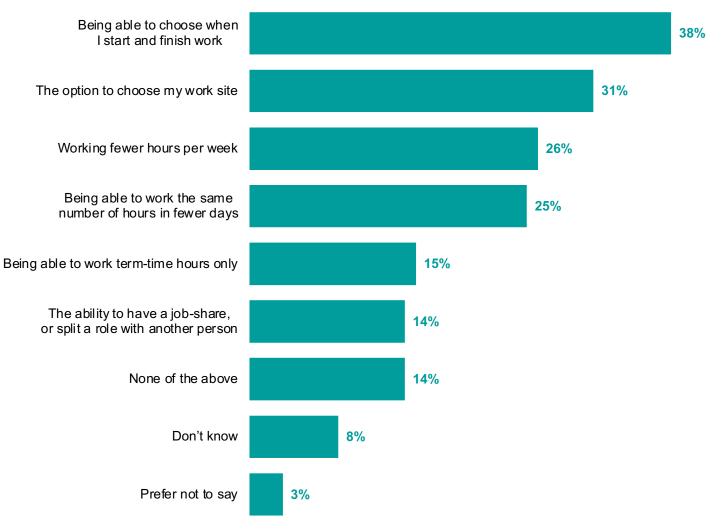


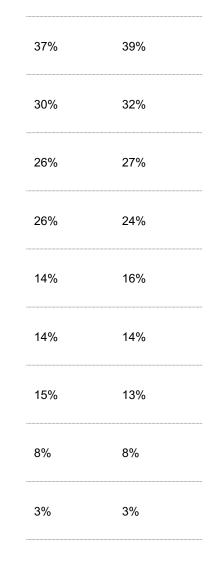


If you could do your current job role or a future job role in a more flexible way, which of the following would be of interest to you, if any?

Being able to choose when to start and finish work is the top priority for more flexible work (38%). There is little difference between men and women globally in terms of preference for flexible working mechanisms.

Global country average Being able to choose when I start and finish work The option to choose my work site





% men

% women







TECHNICAL NOTE

These are the results of a 30-country survey conducted by Ipsos on its Global Advisor online platform. Ipsos interviewed a total of 20,524 adults aged 18-74 in the United States, Canada, Malaysia, South Africa, and Turkey, aged 21-74 in Singapore, and 16-74 in 24 other countries between Friday, January 21 and Friday, February 4, 2022.

The sample consists of approximately 1,000 interviews in each of Australia, Brazil, Canada, mainland China, France, Germany, Great Britain, Italy, Japan, Spain, and the U.S., and 500 individuals in each of Argentina, Belgium, Chile, Colombia, Hungary, India, Malaysia, Mexico, the Netherlands, Peru, Poland, Romania, Russia, Saudi Arabia, Singapore, South Africa, South Korea, Sweden, and Turkey.

The samples in Argentina, Australia, Belgium, Canada, France, Germany, Great Britain, Hungary, Italy, Japan, the Netherlands, Poland, South Korea, Spain, Sweden, and the U.S. can be taken as representative of their general adult population under the age of 75.

The samples in Brazil, Chile, mainland China, Colombia, India, Malaysia, Mexico, Peru, Romania, Russia, Saudi Arabia, Singapore, South Africa, and Turkey are more urban, more educated, and/or more affluent than the general population. The survey results for these countries should be viewed as reflecting the views of the more "connected" segment of their population.

The data is weighted so that each country's sample composition best reflects the demographic profile of the adult population according to the most recent census data.

"The Global Country Average" reflects the average results for all the countries where the survey was conducted. It has <u>not</u> been adjusted to the population size of each country and is <u>not</u> intended to suggest a total result.

Where results do not sum to 100 or the "difference" appears to be +/-1 more/less than the actual, this may be due to rounding, multiple responses, or the exclusion of "don't know" or not stated responses.

The precision of Ipsos online polls is calculated using a credibility interval with a poll of 1,000 accurate to +/-3.5 percentage points and of 500 accurate to +/- 5.0 percentage points. For more information on Ipsos' use of credibility intervals, please visit the Ipsos website.

The publication of these findings abides by local rules and regulations.







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