


# Global views on acceptable behavior and equality in the workplace

International Women's Day 2020



# What is acceptable behavior in the workplace?

In your view, how acceptable, if at all, is it do the following in the workplace?



## Global totals

% Acceptable

Compliment someone of the same gender on their appearance or dress



Hug someone because they are crying



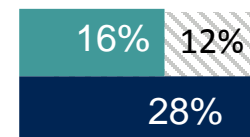
Compliment someone of the opposite gender on their appearance or dress



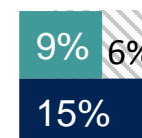
Ask a colleague for a date



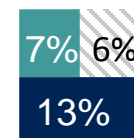
Tell stories or jokes of a sexual nature



Continue to ask a colleague for a date when they have said no before



Show or display material of a sexual nature

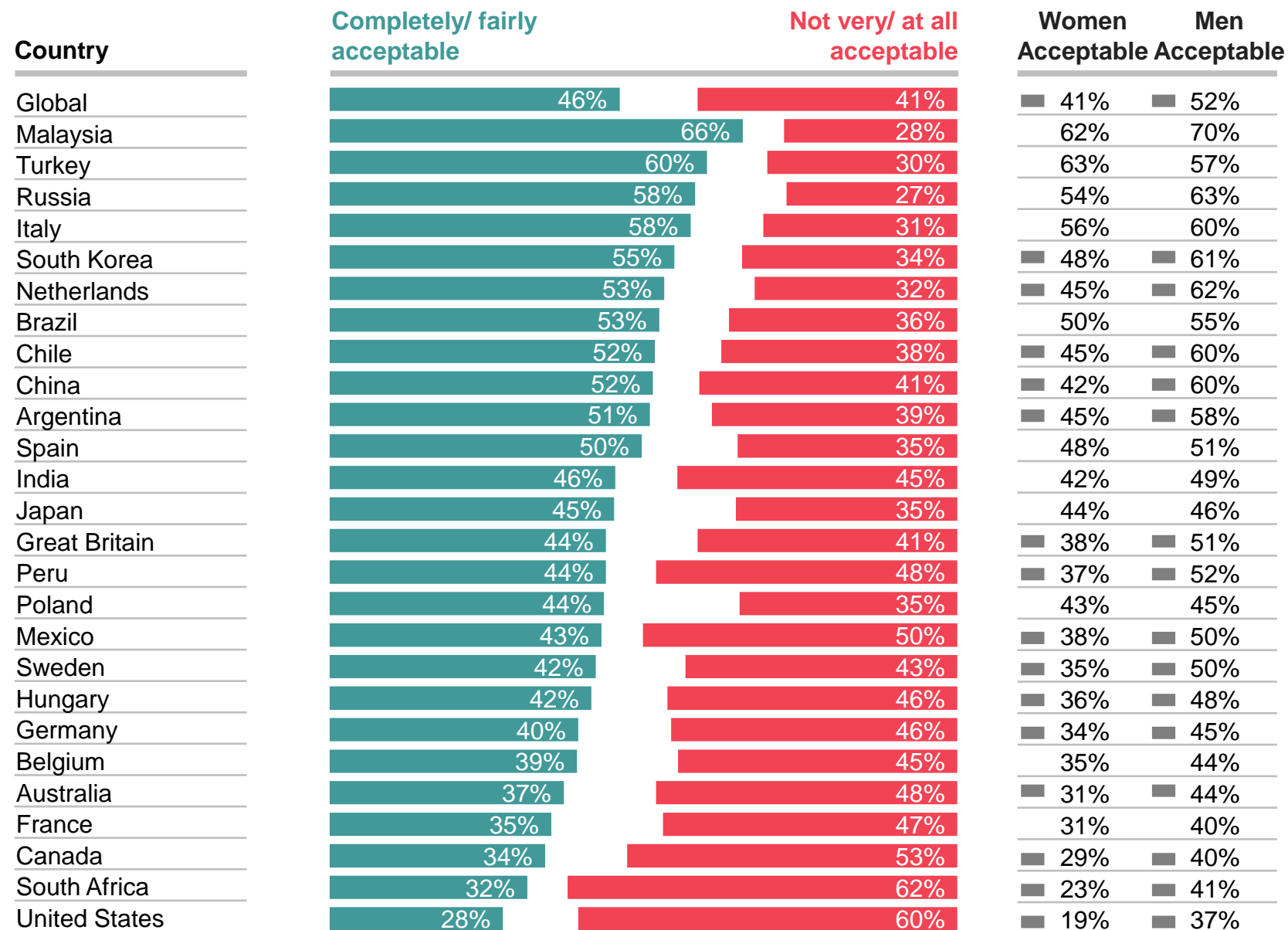


Women  
Men  
Gap

Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

In your view, how acceptable, if at all, is it do the following in the workplace?

Ask a colleague for a date

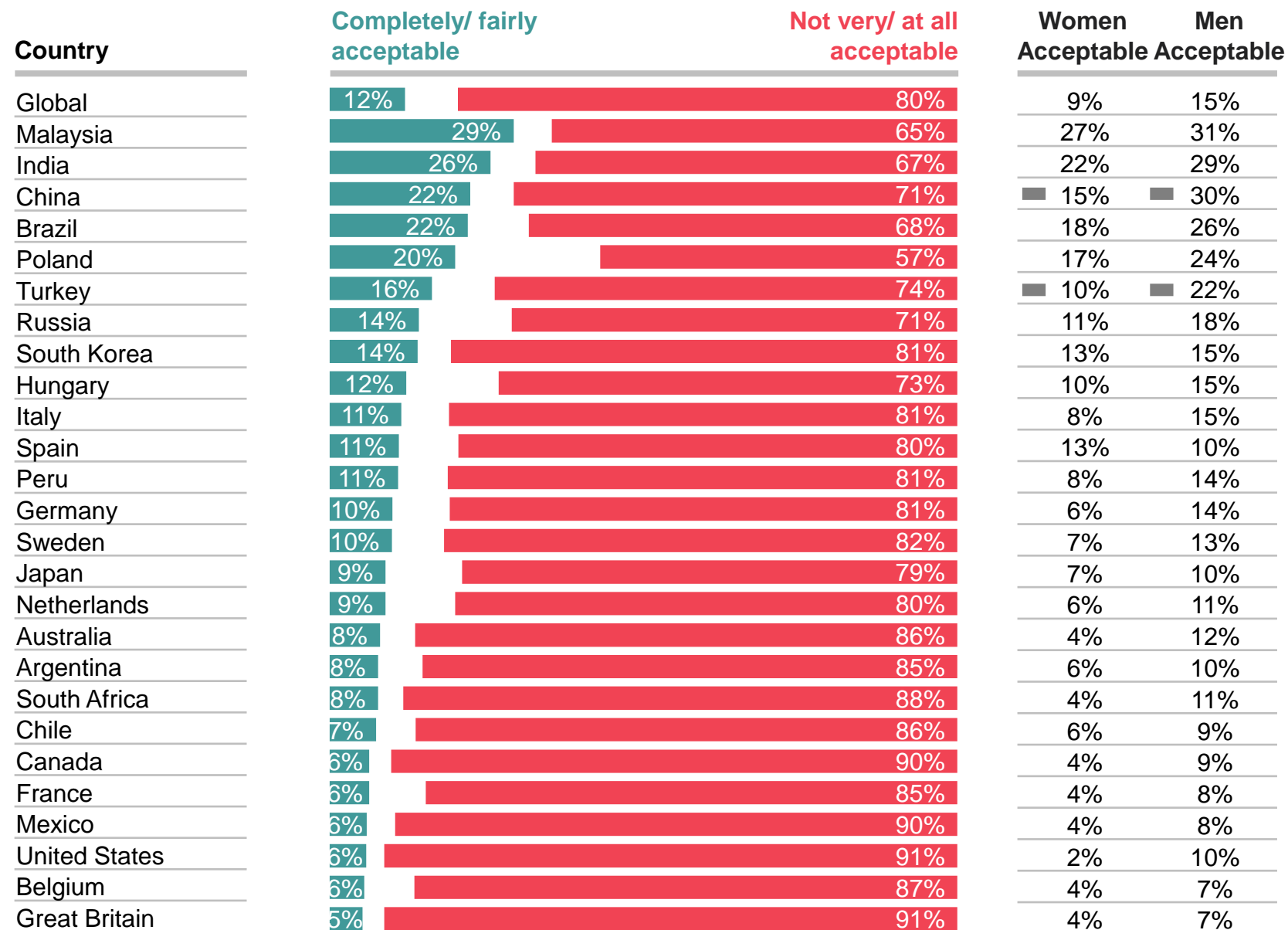


Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ Indicates differences of 10%+

In your view, how acceptable, if at all, is it to do the following in the workplace?

Continue to ask a colleague for a date when they have said no before

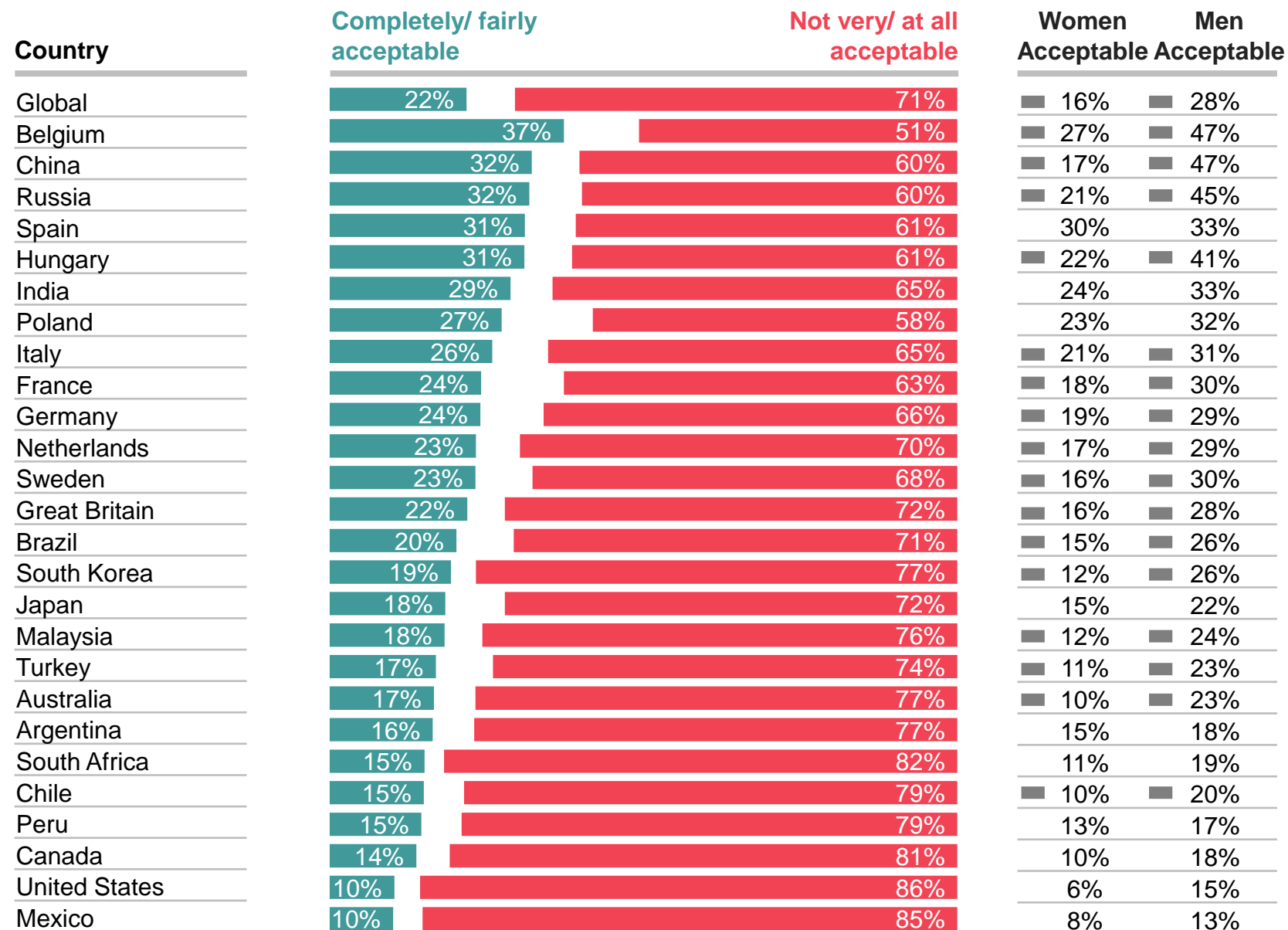


Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ Indicates differences of 10%+

In your view, how acceptable, if at all, is it to do the following in the workplace?

Tell stories or jokes of a sexual nature



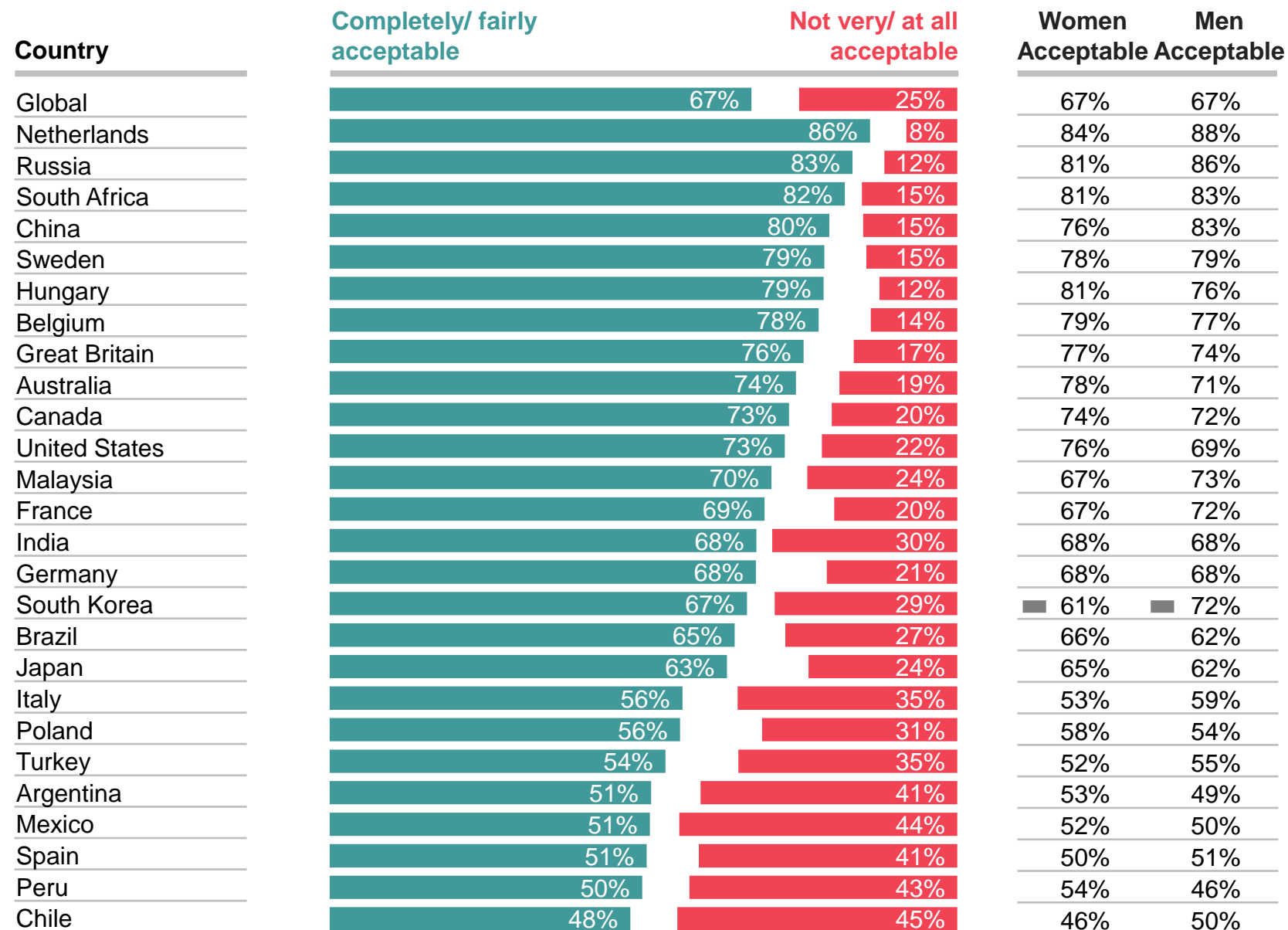
Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ Indicates differences of 10%+



In your view, how acceptable, if at all, is it to do the following in the workplace?

Compliment someone of the opposite gender on their appearance or dress

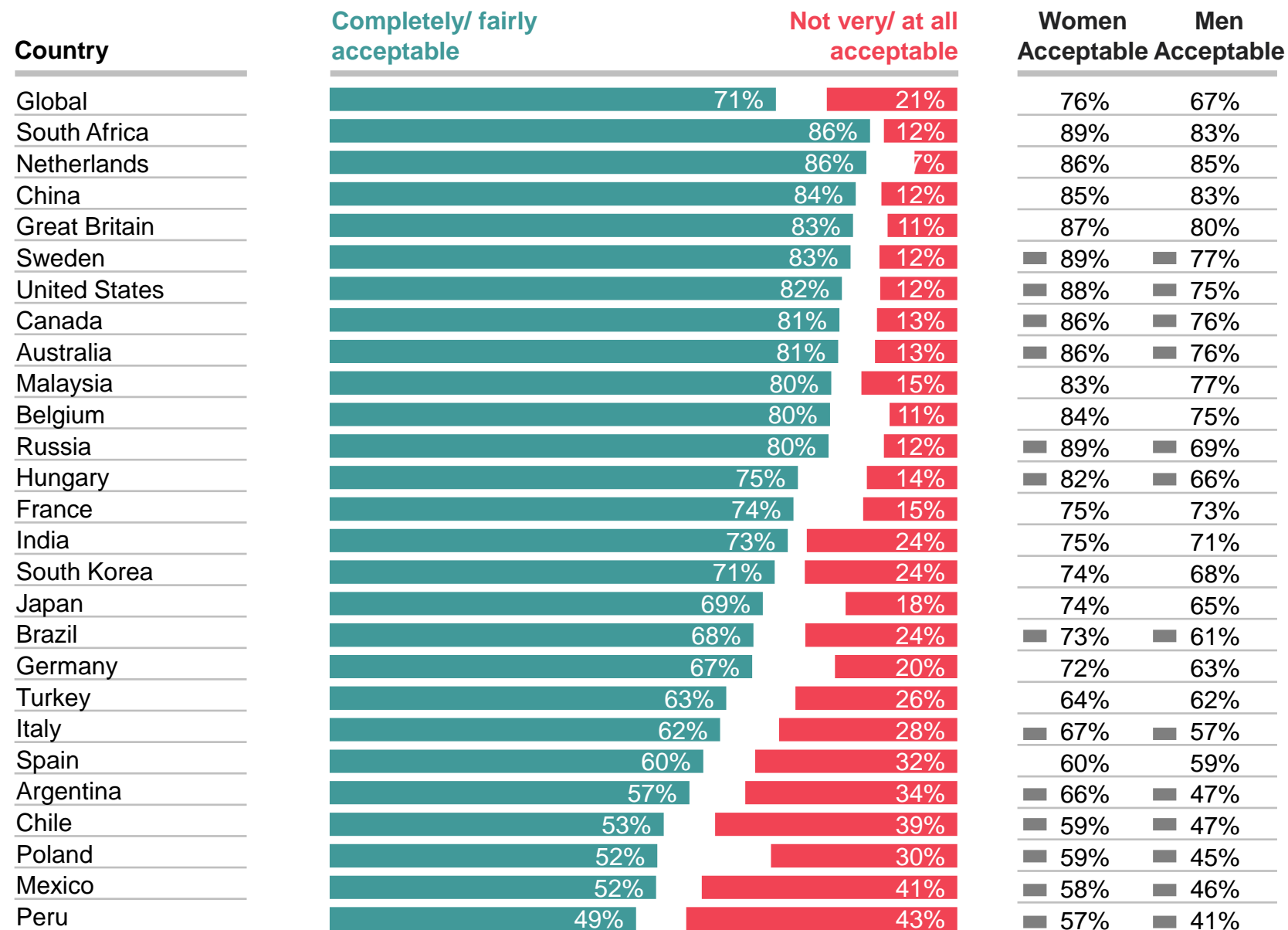


Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ Indicates differences of 10%+

In your view, how acceptable, if at all, is it do the following in the workplace?

Compliment someone of the same gender on their appearance or dress



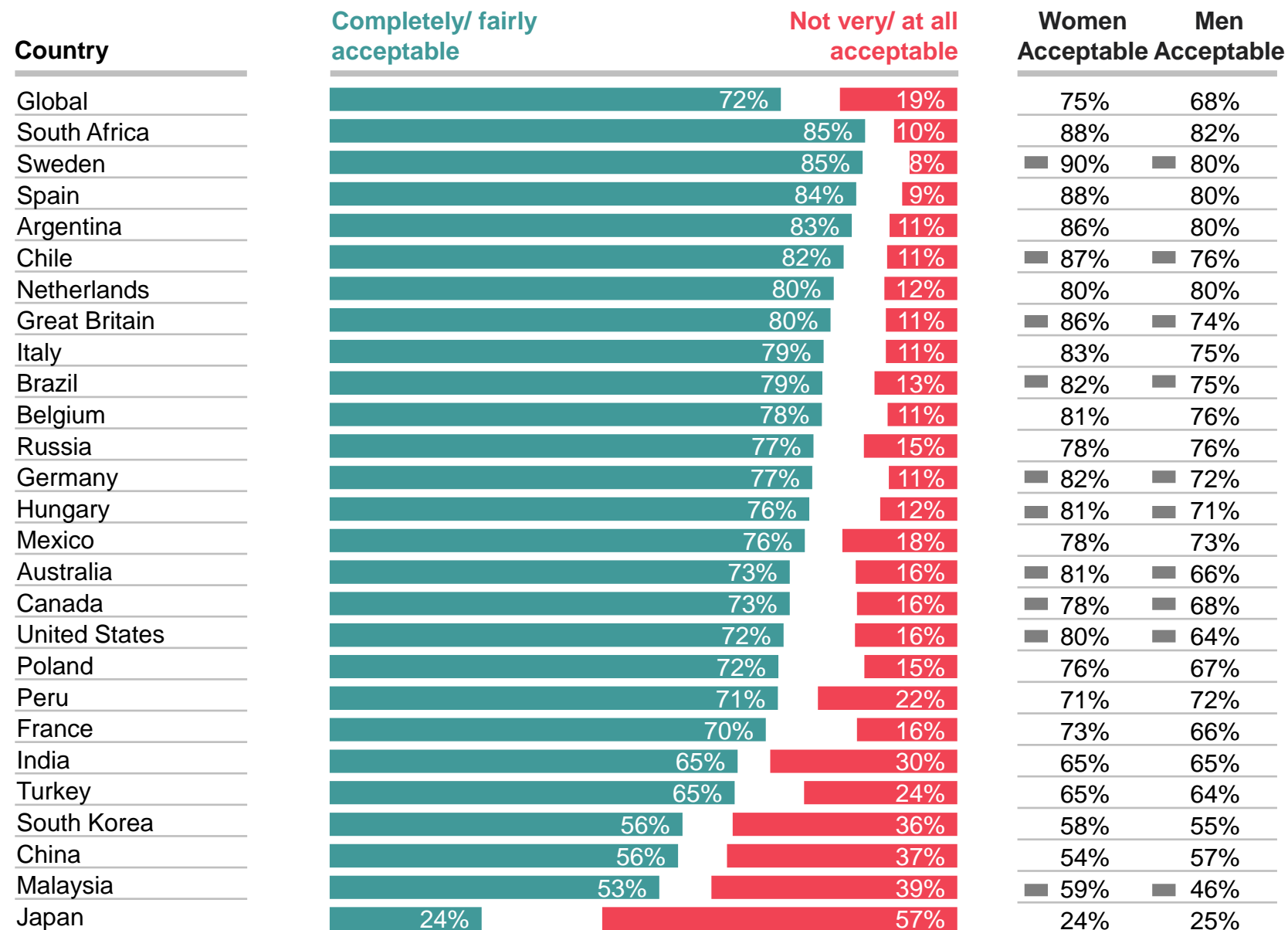
Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ Indicates differences of 10%+



In your view, how acceptable, if at all, is it do the following in the workplace?

Hug someone because they are crying

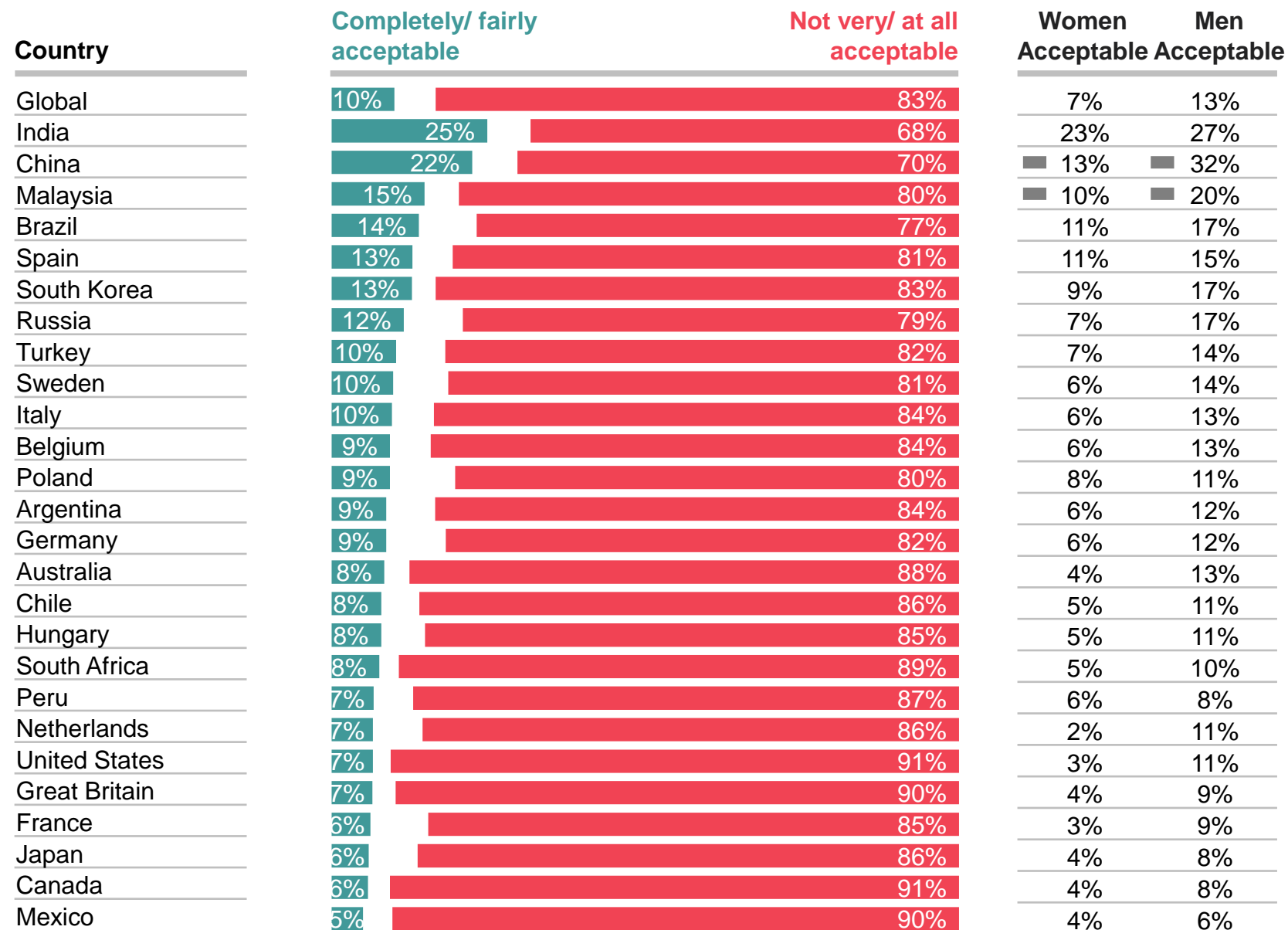


Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ Indicates differences of 10%+

In your view, how acceptable, if at all, is it to do the following in the workplace?

Show or display material of a sexual nature



Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ Indicates differences of 10%+

# Calling out inappropriate behavior





And how confident, if at all,  
would you feel to do each of  
the following?



## Global totals

% Confident

Confront a man who is  
harassing a woman in a  
public place



Tell off family or friends  
who make a sexist  
comment



Tell off a senior colleague  
who makes a sexist  
comment



Tell off a junior colleague  
who makes a sexist  
comment

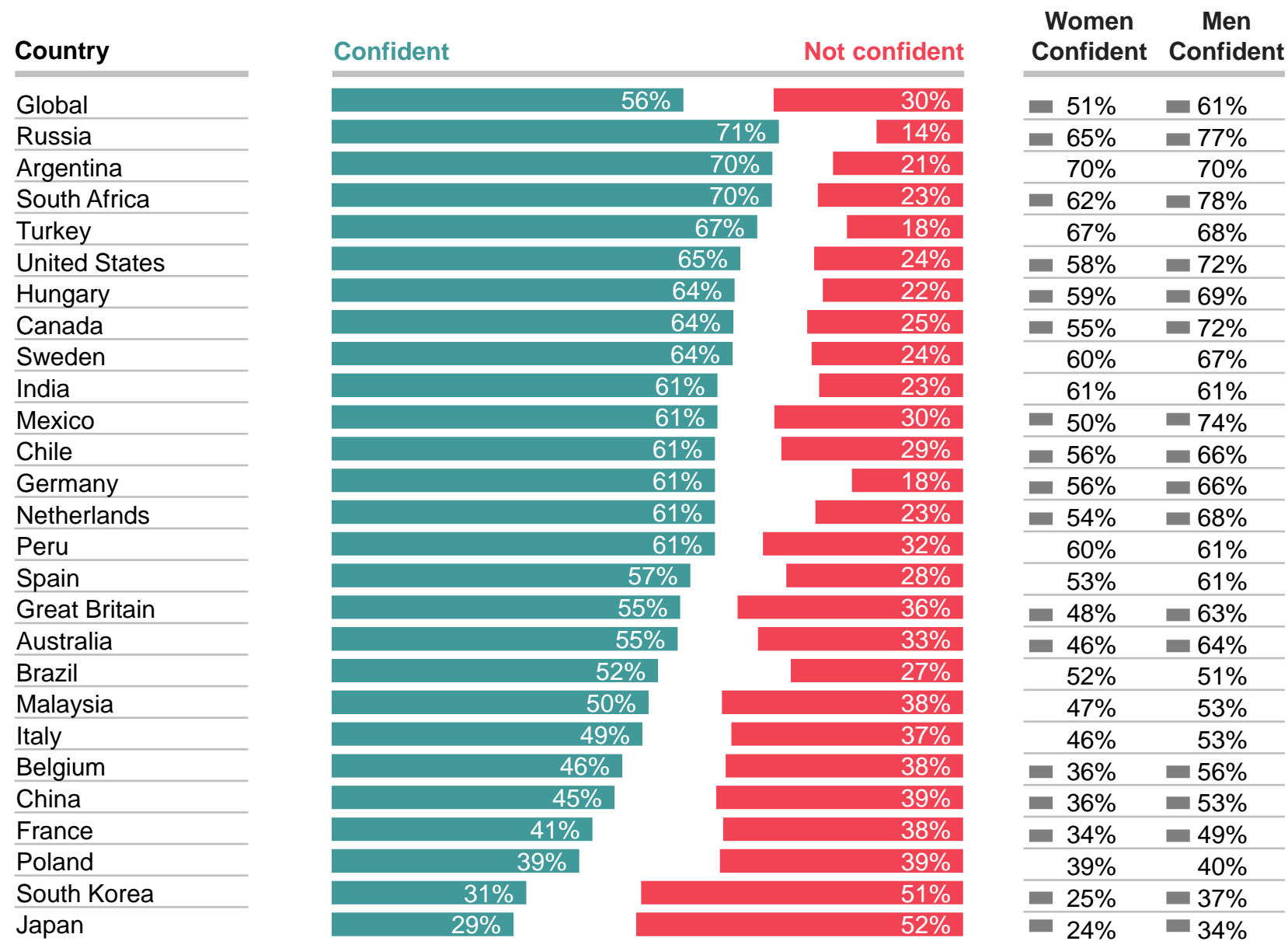


Women  
Men  
Gap

Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

And how confident, if at all, would you feel to do each of the following?

Confront a man who is harassing a woman in a public place

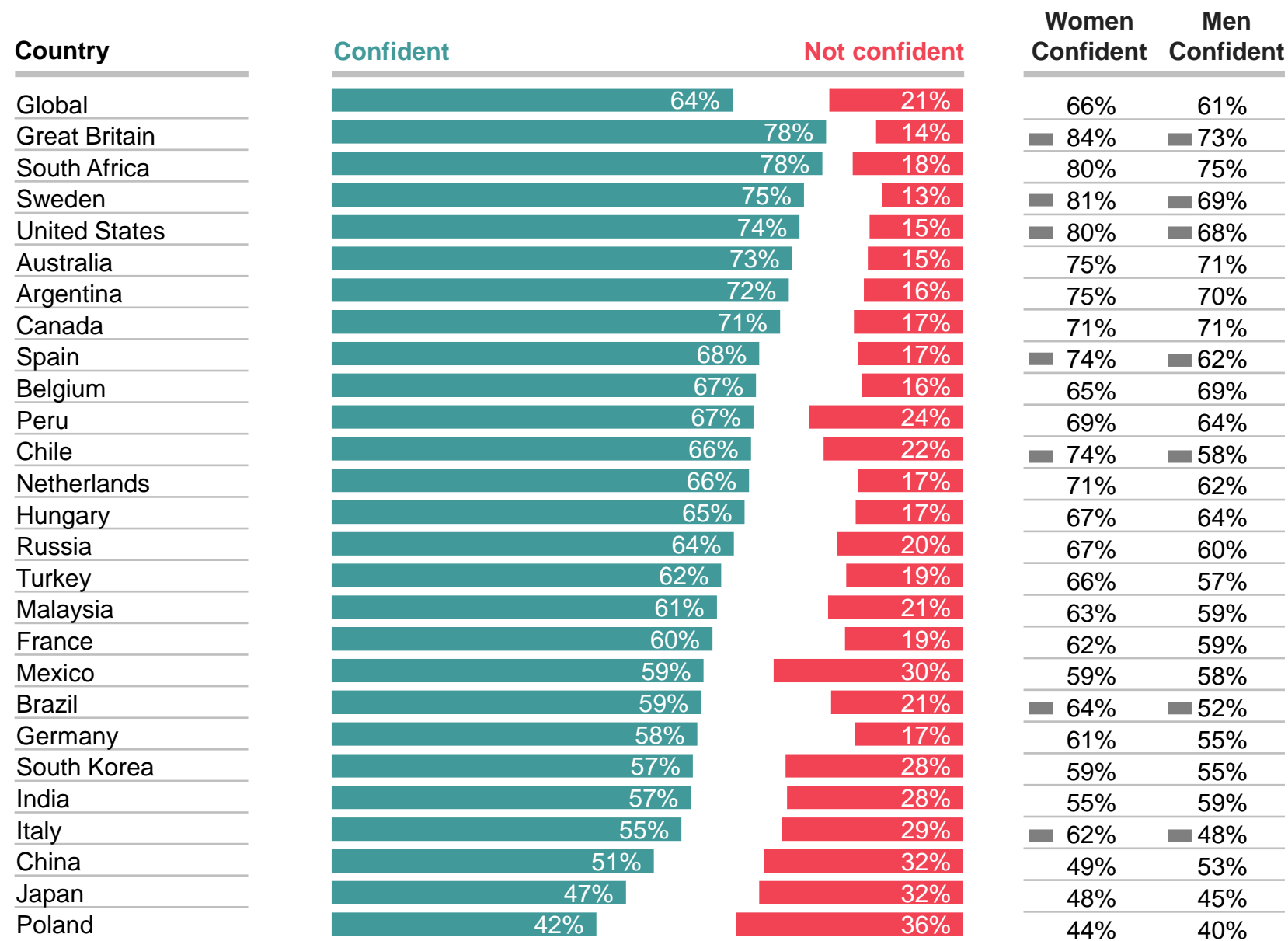


Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ Indicates differences of 10%+

And how confident, if at all,  
would you feel to do each of  
the following?

Tell off family or friends who  
make a sexist comment



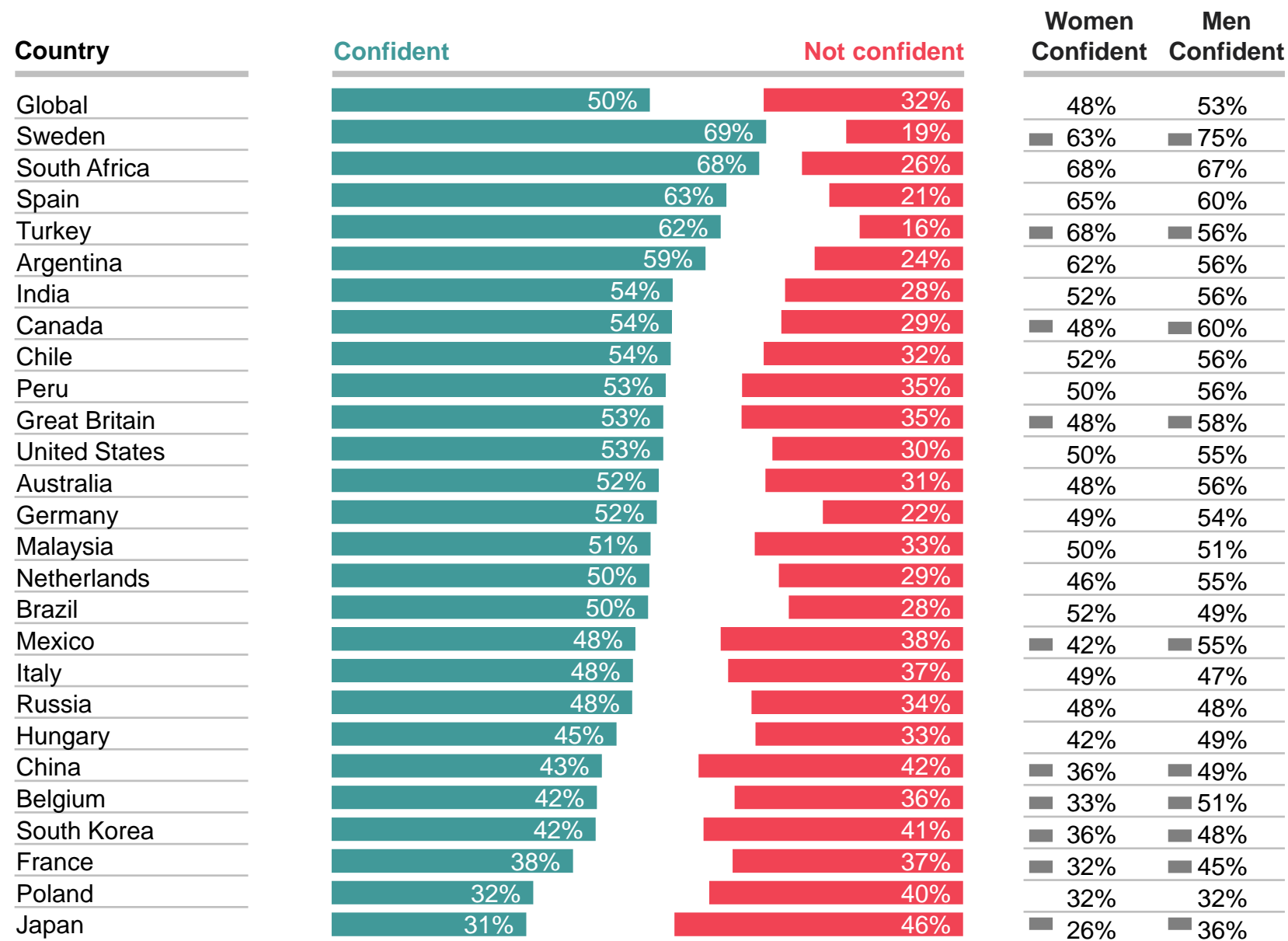
Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ Indicates differences of 10%+



And how confident, if at all, would you feel to do each of the following?

Tell off a senior colleague who makes a sexist comment

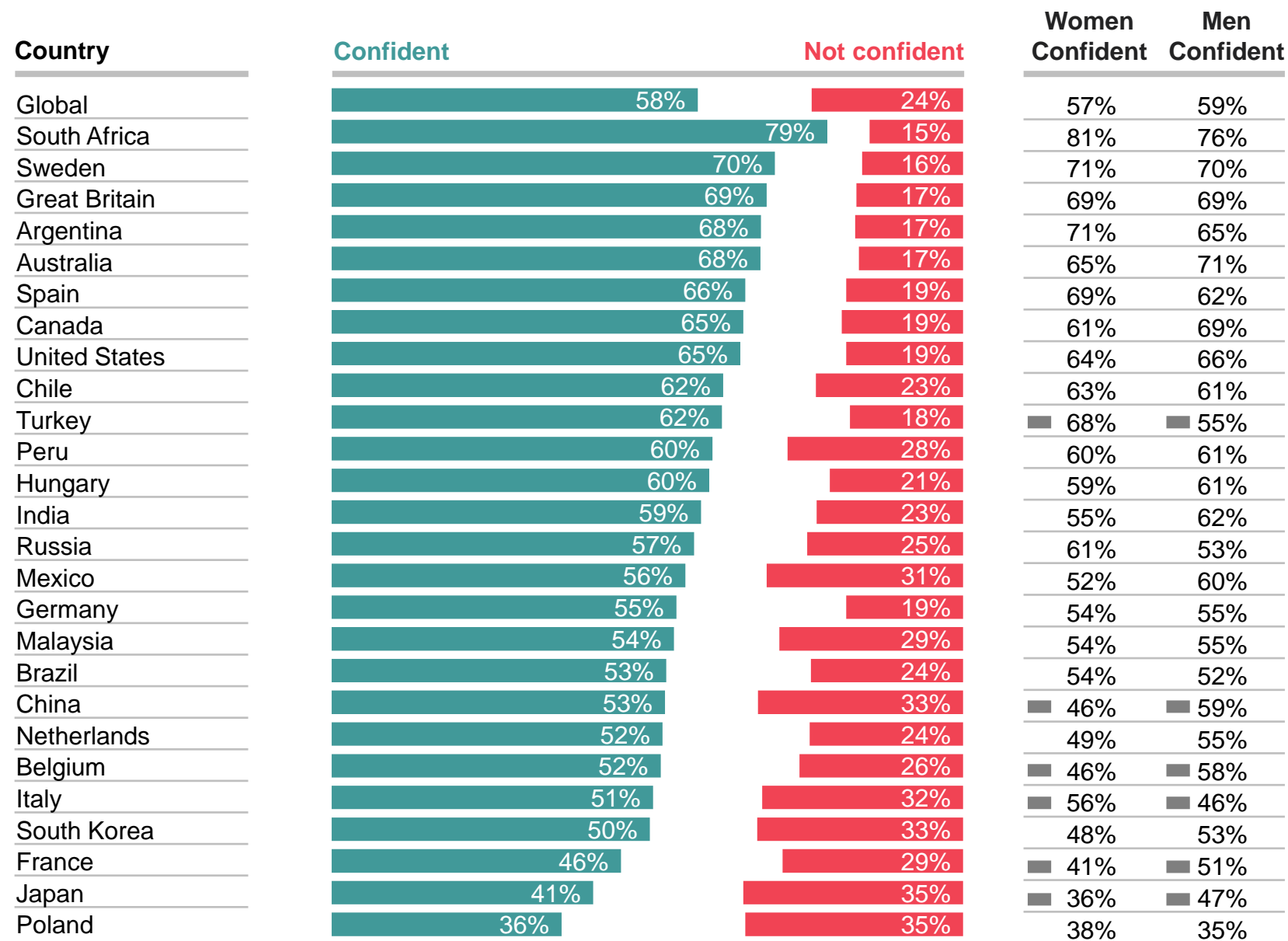


Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ Indicates differences of 10%+

And how confident, if at all, would you feel to do each of the following?

Tell off a junior colleague who makes a sexist comment



Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ Indicates differences of 10%+



# What harms women's careers?

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.

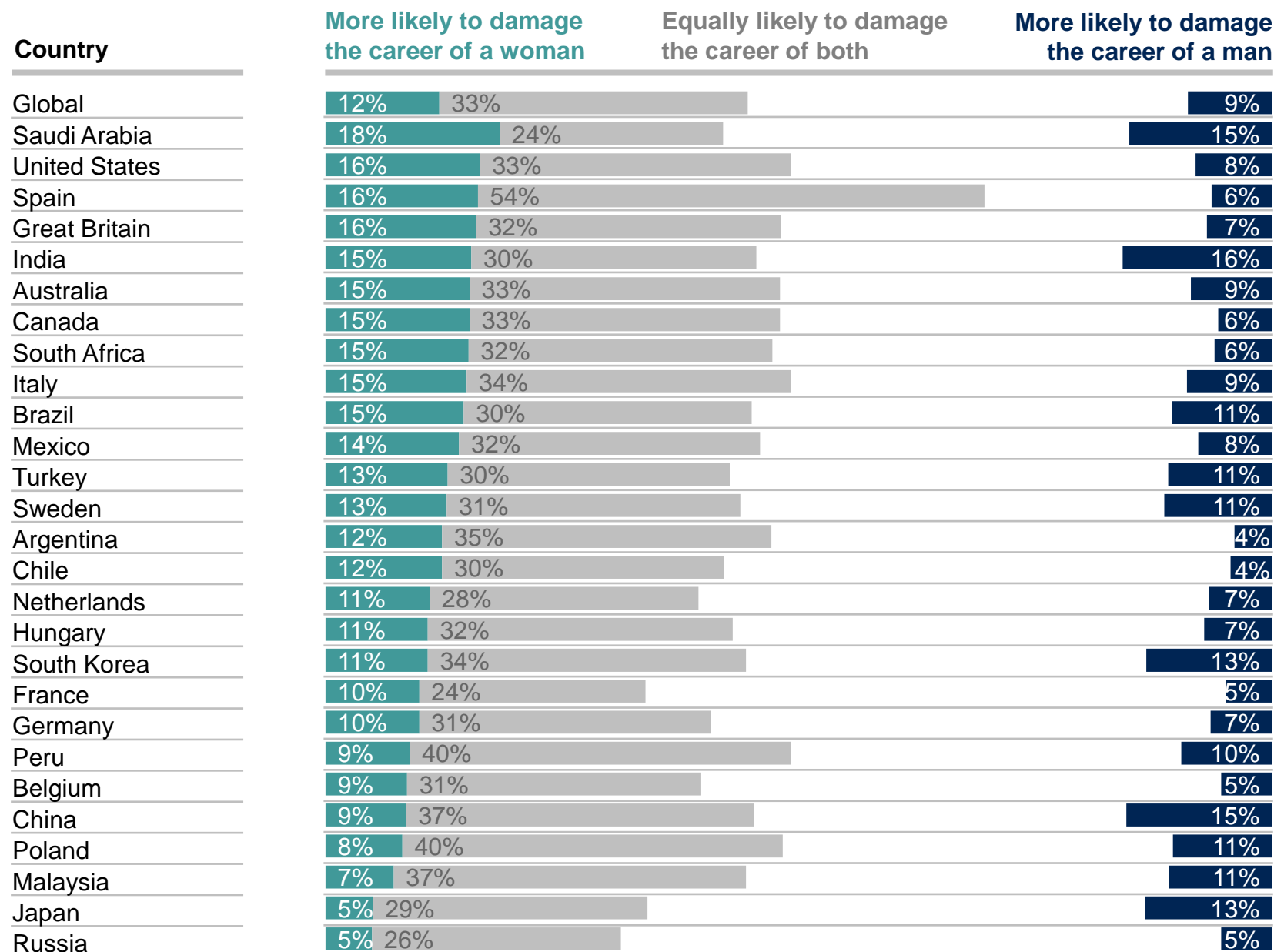


### Global totals

	More likely to damage the career of a woman	More likely to damage the career of a man
Having childcare responsibilities during the working day	35%	8%
Rejecting a colleague who wanted a date or romantic relationship	26%	7%
Prioritizing your family over work	25%	9%
Being unable or unwilling to work beyond your contracted hours	16%	9%
Working part-time	15%	10%
Talking about your family life	14%	6%
Being unable or unwilling to socialize with colleagues outside of working hours	12%	9%
Working from home regularly	12%	7%
Having different interests or hobbies to your colleagues	7%	6%

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.

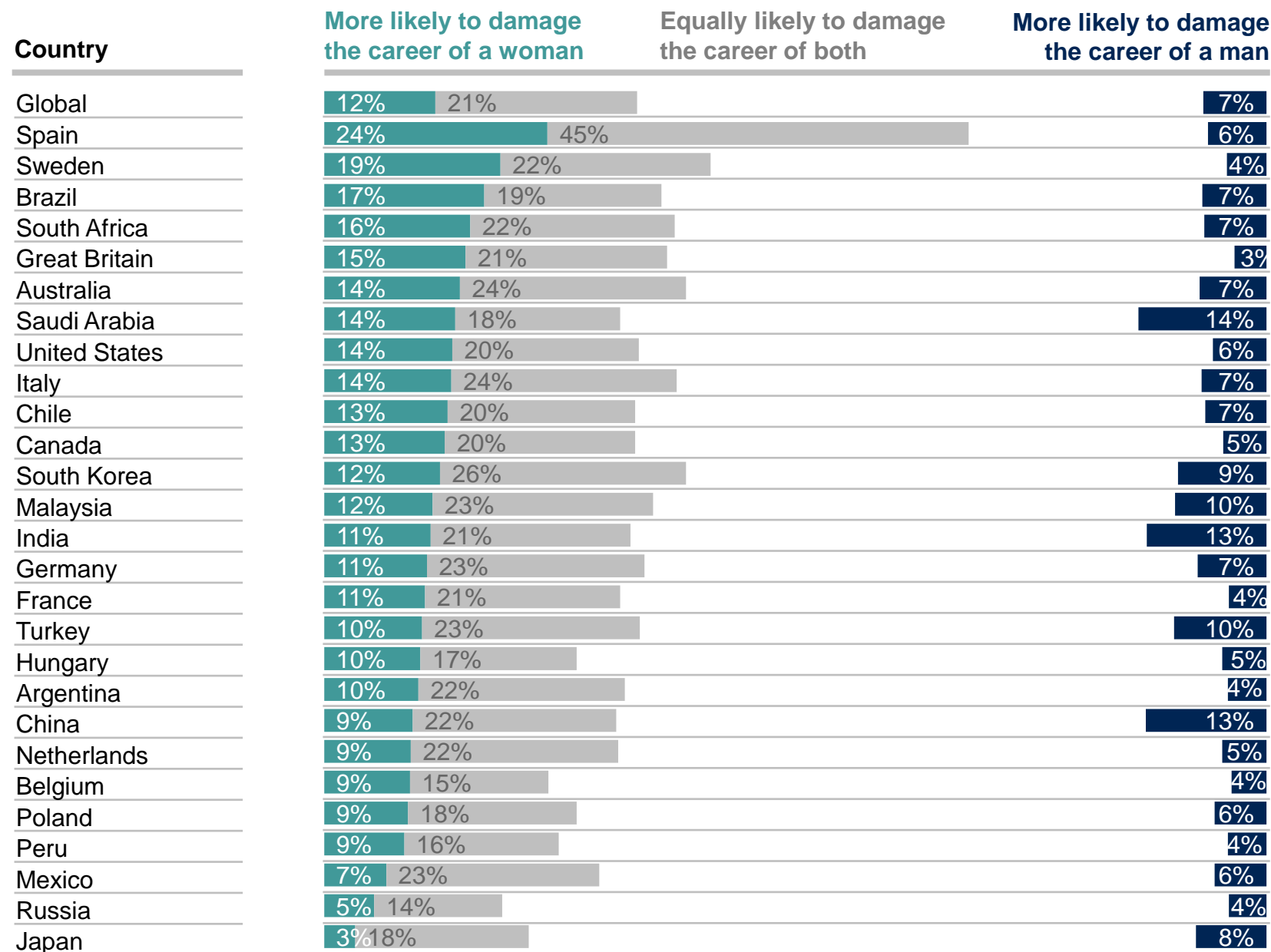
Being unable or unwilling to socialize with colleague outside of working hours



Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

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

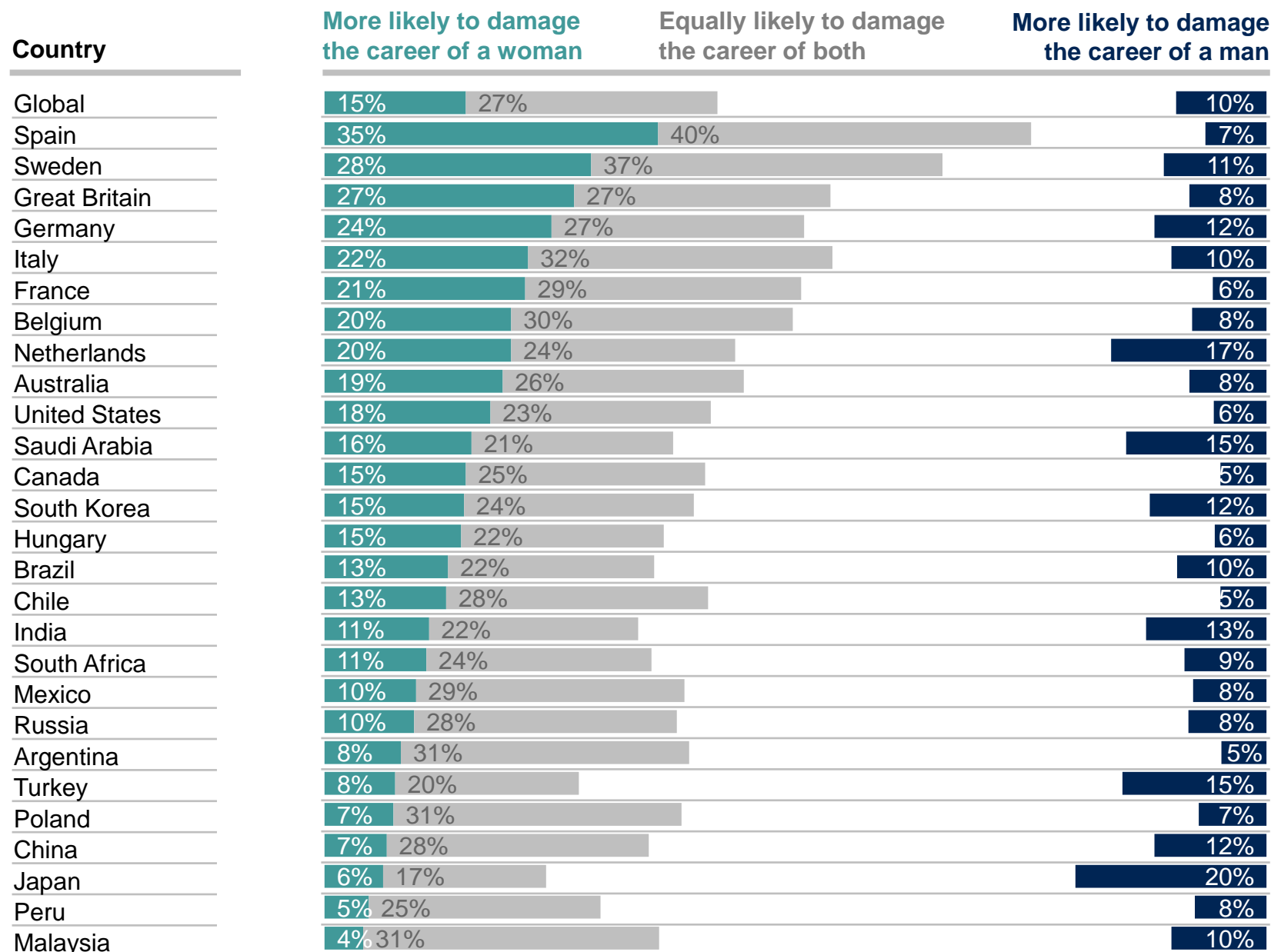


Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020



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.

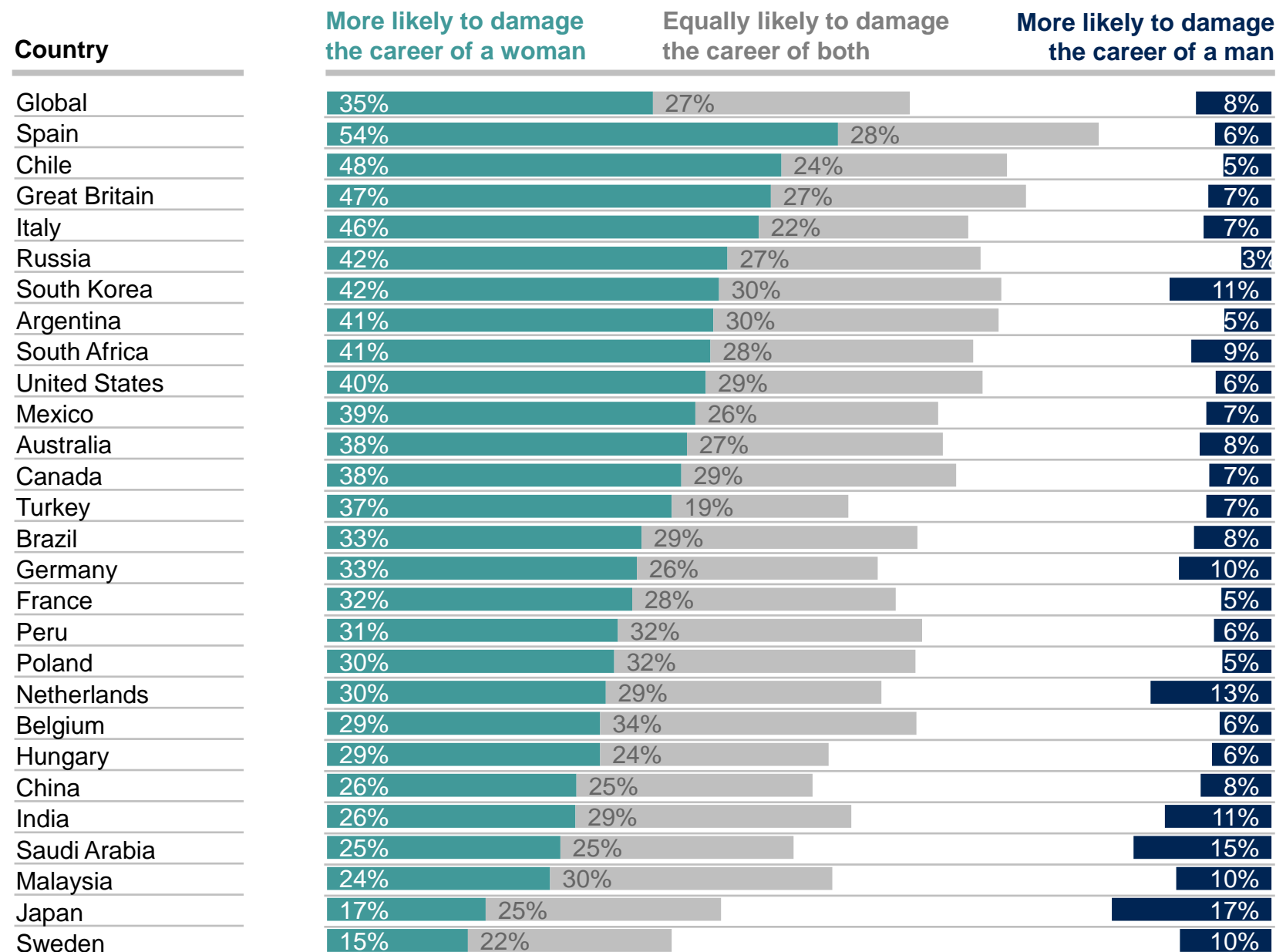
## Working part-time



Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

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.

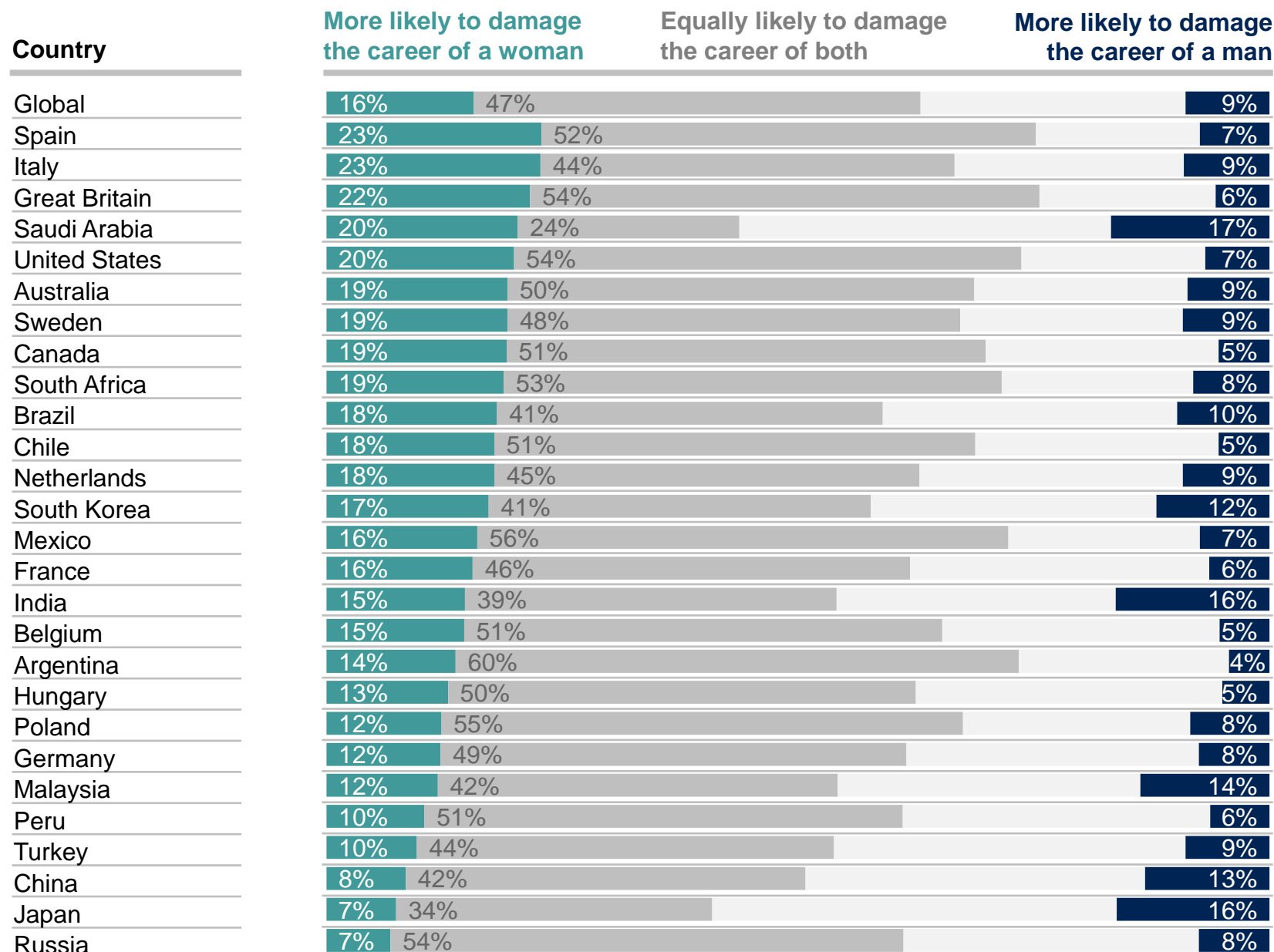
Having childcare responsibilities during the working day



Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

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.

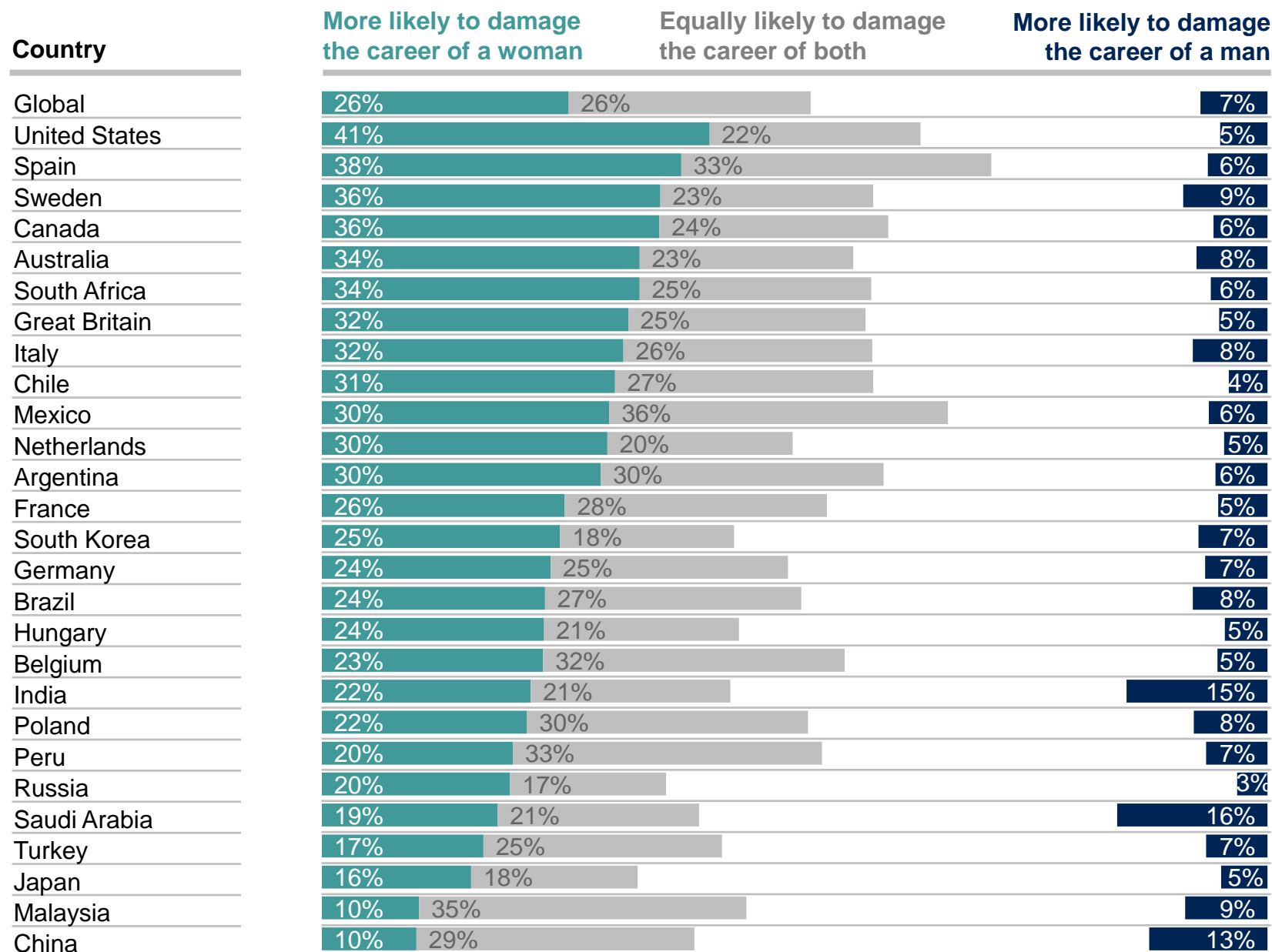
Being unable or unwilling to work beyond your normal working hours



Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

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.

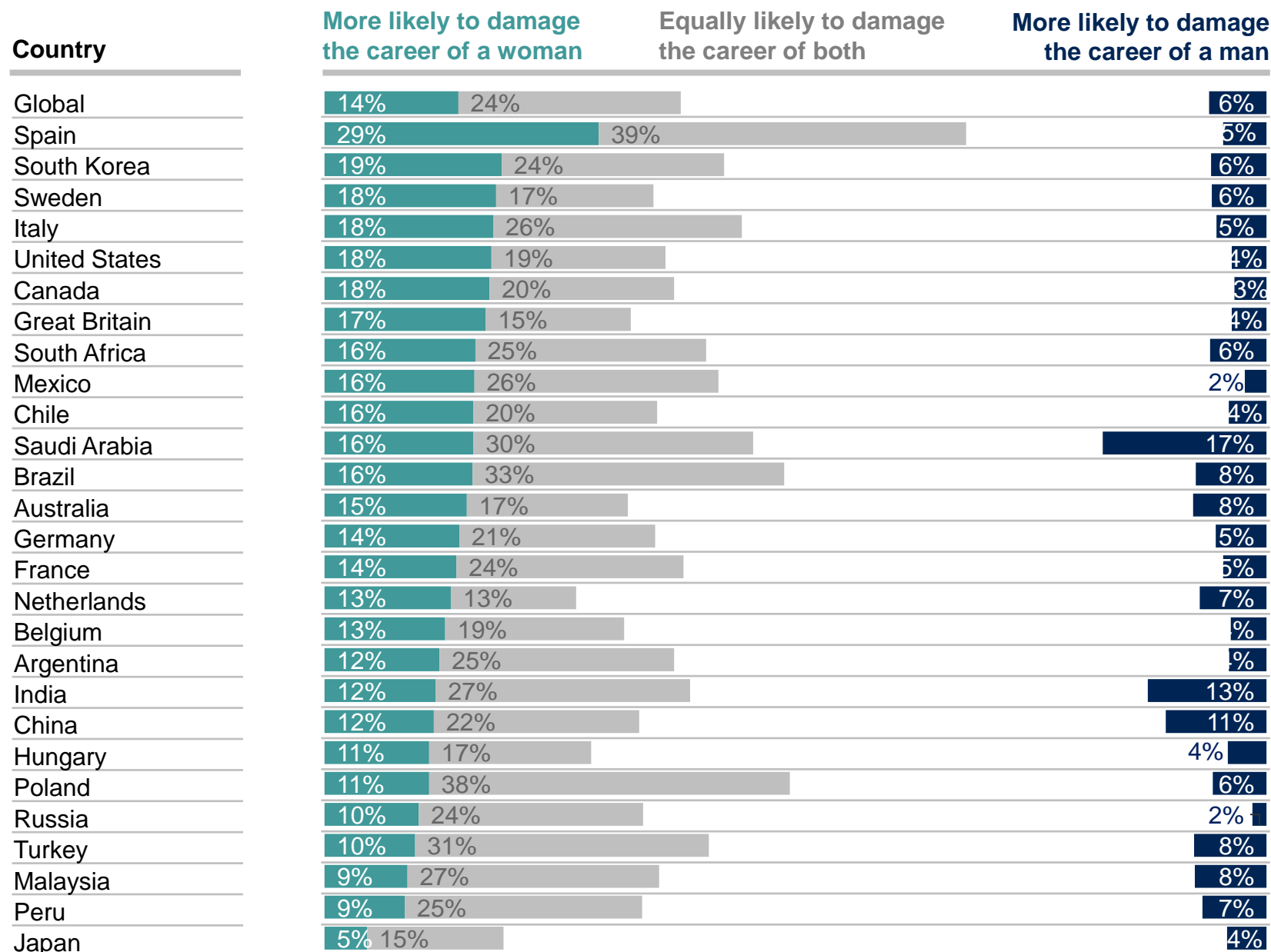
Rejecting a colleague who wanted a date or romantic relationship



Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

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.

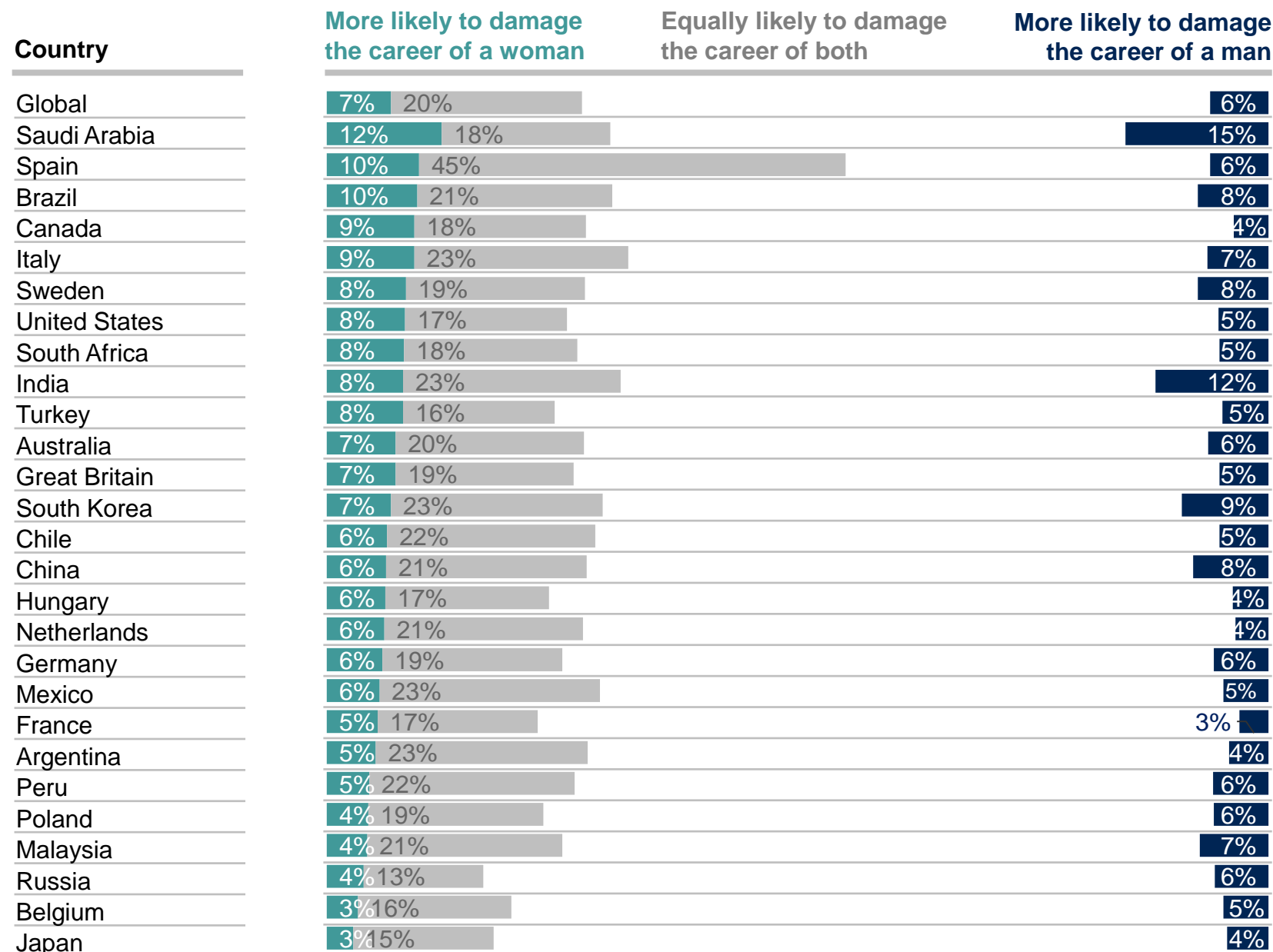
## Talking about your family life



Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

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 different interests or hobbies to your colleagues

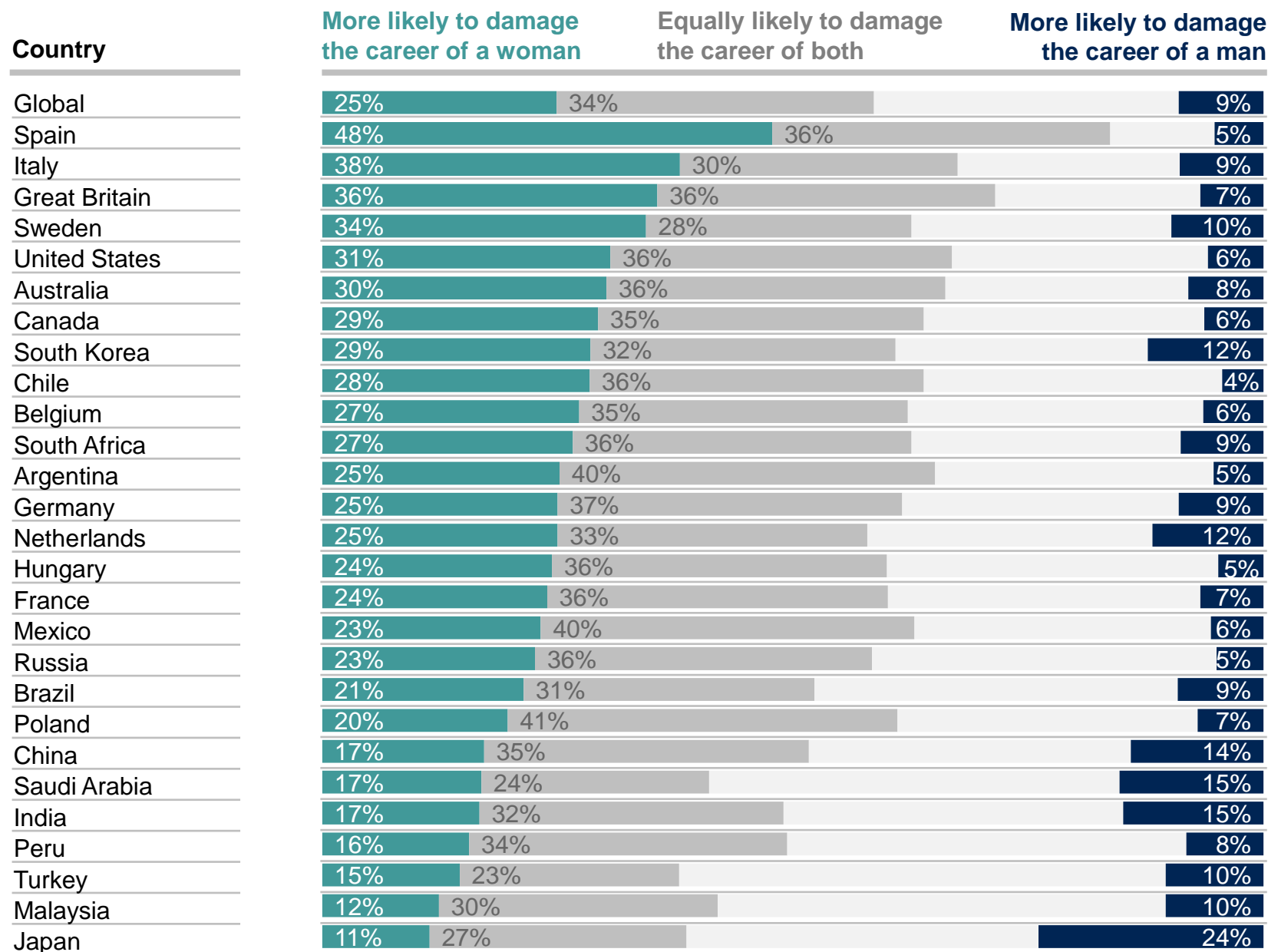


Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020



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.

## Prioritizing your family over work



Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

# How choices impact on your career?



And which, if any, of the following have you done at work in the last five years?



## Global totals

Had different interests or hobbies to your colleagues

42%

43%

Talked about your family life

41%

37%

Worked part-time

39%

27%

12%

Prioritized your family over work

36%

33%

Been unable or unwilling to socialize with colleagues outside of working hours

27%

25%

Been unable or unwilling to work beyond your contracted hours

24%

21%

Had childcare responsibilities during the working day

19%

14%

5%

Worked from home regularly

18%

19%

Rejected a colleague who wanted a date or romantic relationship

14%

11%

Women

Men

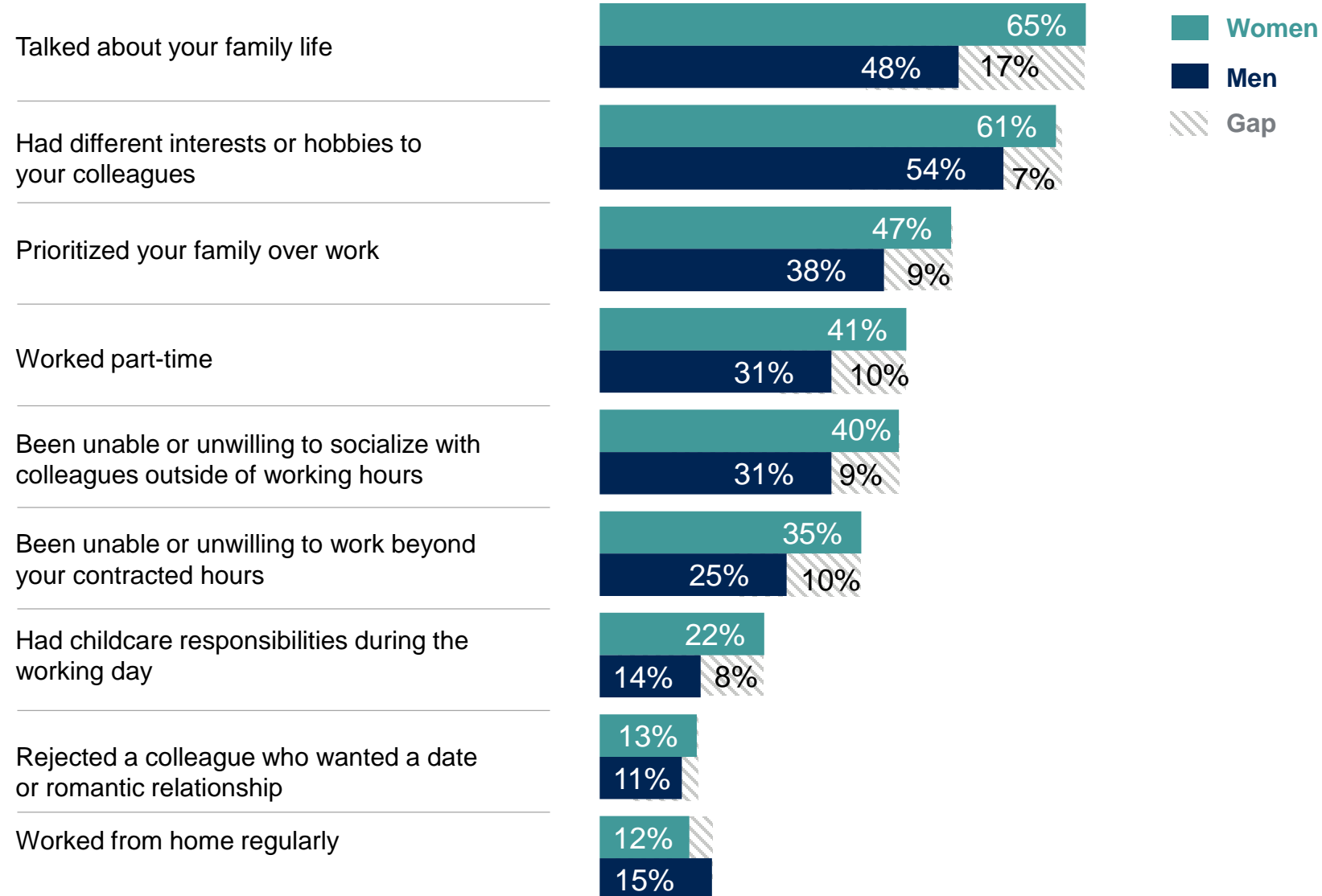
Gap

Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

And which, if any, of the following have you done at work in the last five years?



## US totals



Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

And what impact, if any, has each of the following had on your career?



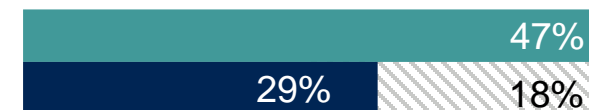
## Global totals

## % Harmed your career

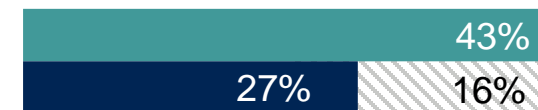
Been unable or unwilling to work beyond your contracted hours



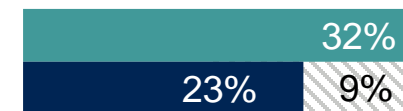
Had childcare responsibilities during the working day



Prioritized your family over work



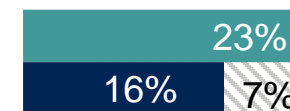
Rejected a colleague who wanted a date or romantic relationship



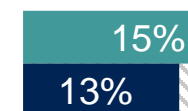
Been unable or unwilling to socialize with colleagues outside of working hours



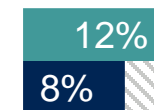
Worked part-time



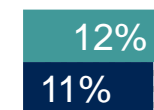
Worked from home regularly



Talked about your family life



Had different interests or hobbies to your colleagues



Women  
Men  
Gap

Base: All online adults who have experienced each in the workplace and aged 16-74 across 27 countries, 24 January – 7 February 2020

## And what impact, if any, has each of the following had on your career?



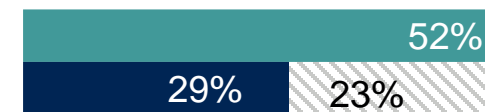
### US totals

### % Harmed your career

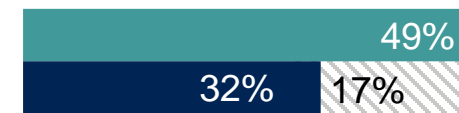
Had childcare responsibilities during the working day



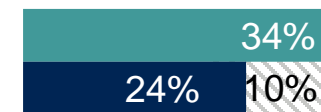
Been unable or unwilling to work beyond your contracted hours



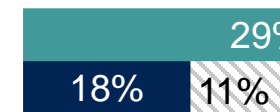
Prioritized your family over work



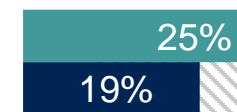
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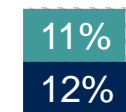
Worked part-time



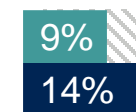
Been unable or unwilling to socialize with colleagues outside of working hours



Worked from home regularly



Had different interests or hobbies to your colleagues



Talked about your family life



Women  
Men  
Gap

Base: All online adults who have experienced each in the workplace and aged 16-74 across 27 countries, 24 January – 7 February 2020





# Global attitudes towards gender equality

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



## Global totals

% strongly/somewhat agree

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



Women  
Men  
Gap

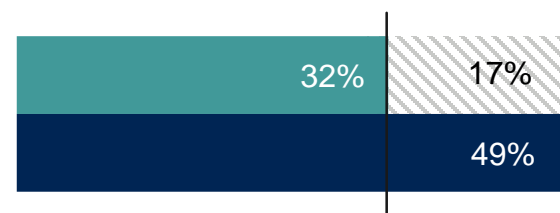
Women won't achieve equality with men in [COUNTRY] unless there are more female leaders in business and government



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



Workplaces in [COUNTRY] treat men and women equally



Base: 19,704 online adults aged 16-74 across 26 countries, 24 January – 7 February 2020

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



## US totals

% strongly/somewhat agree

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

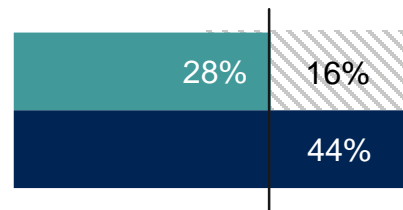


Women  
Men  
Gap

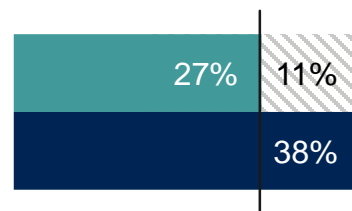
Women won't achieve equality with men in [COUNTRY] unless there are more female leaders in business and government



Workplaces in [COUNTRY] treat men and women equally



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

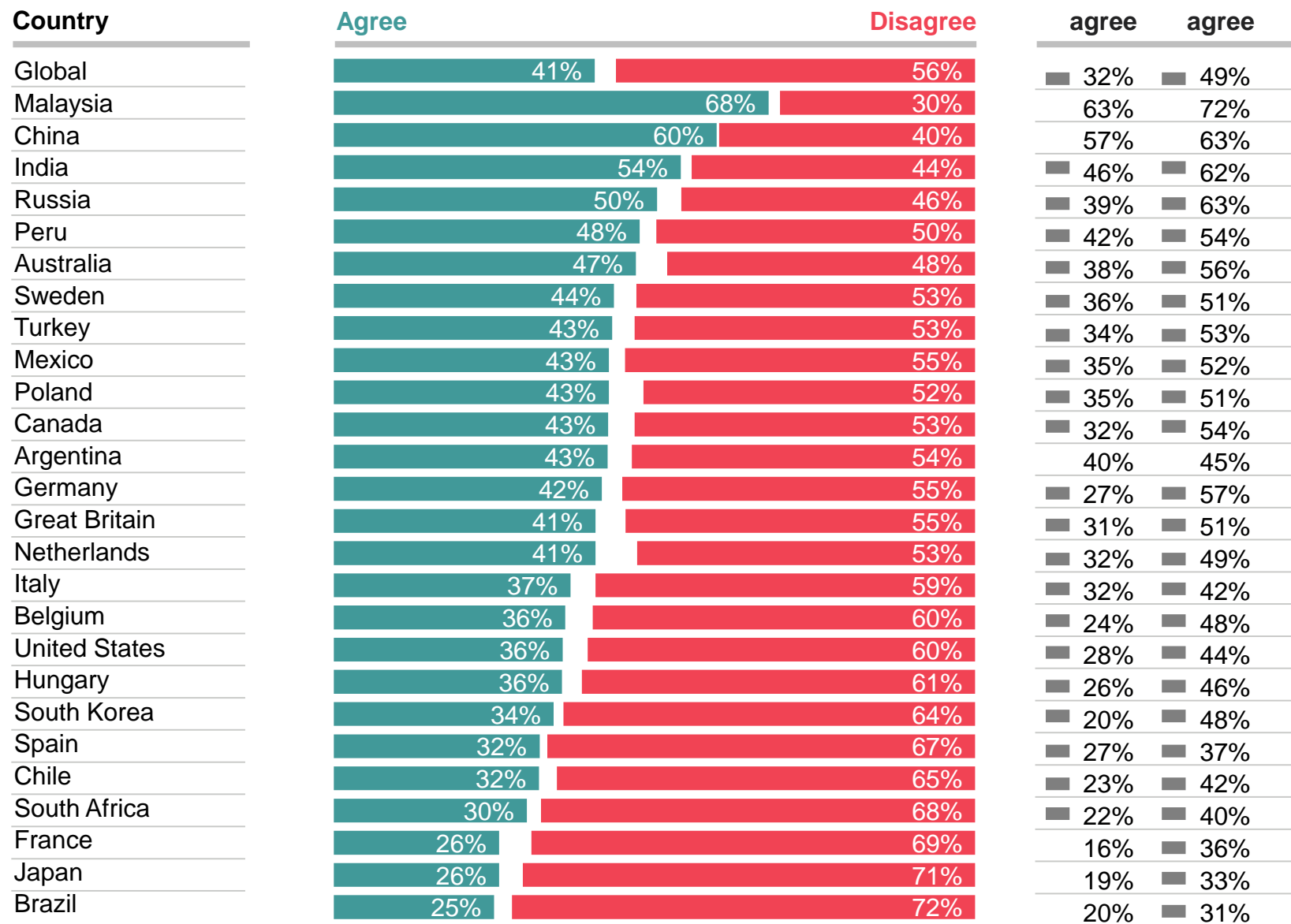


Base: 19,704 online adults aged 16-74 across 26 countries, 24 January – 7 February 2020

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

**Workplaces in [COUNTRY] treat men and women equally**

*The majority of people around the world do not think workplaces in their country treat men and women equally – and there is a big gender divide*



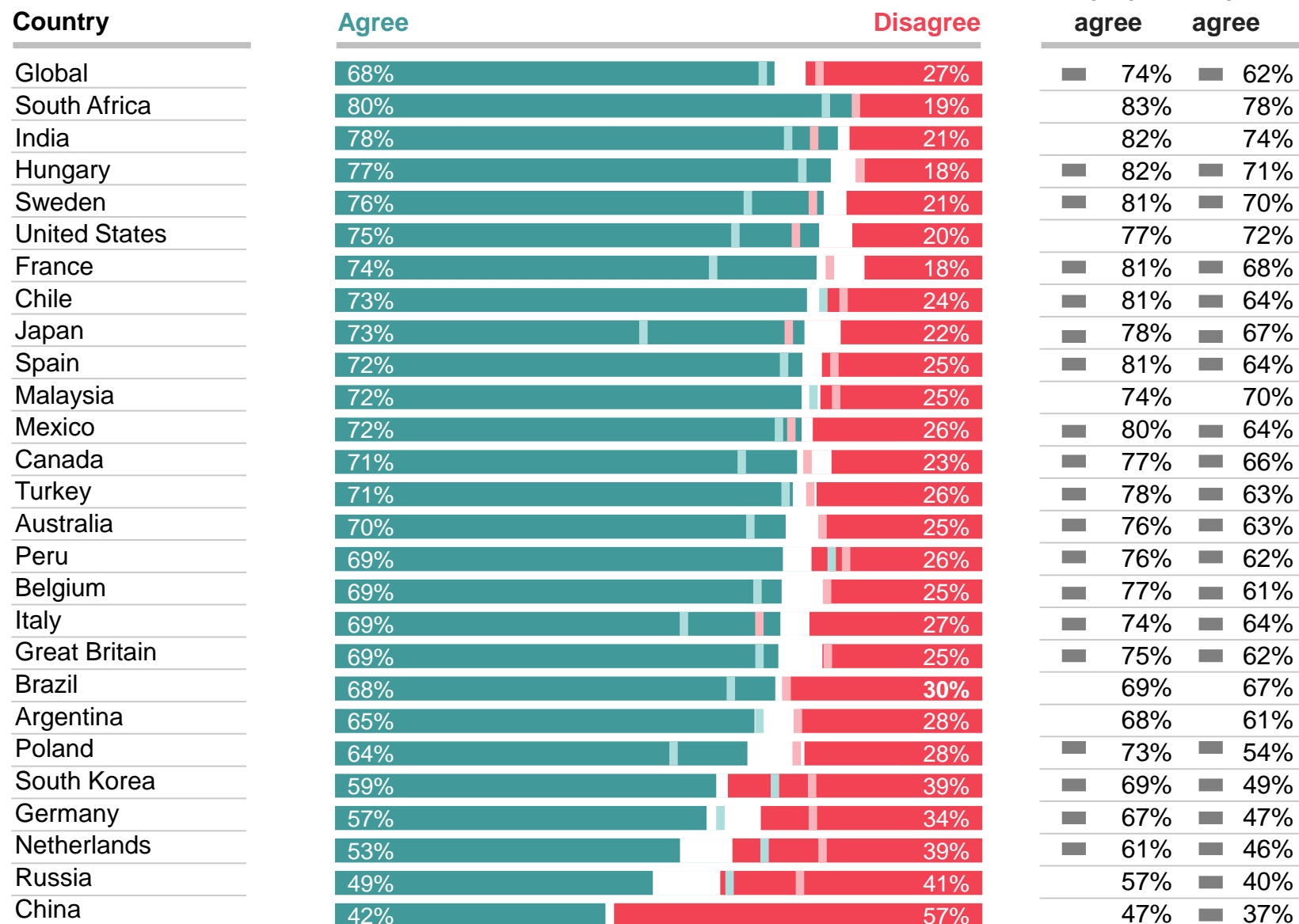
Base: 19,704 online adults aged 16-74 across 26 countries, 24 January – 7 February 2020

■ Indicates differences of 10%+

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

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

*The majority of people acknowledge that men need to play their part in helping to achieve gender equality – although there is still a gender divide on this issue*



Base: 19,704 online adults aged 16-74 across 26 countries, 24 January – 7 February 2020

■ % 2019 Agree (65%) ■ % 2019 Disagree (25%)

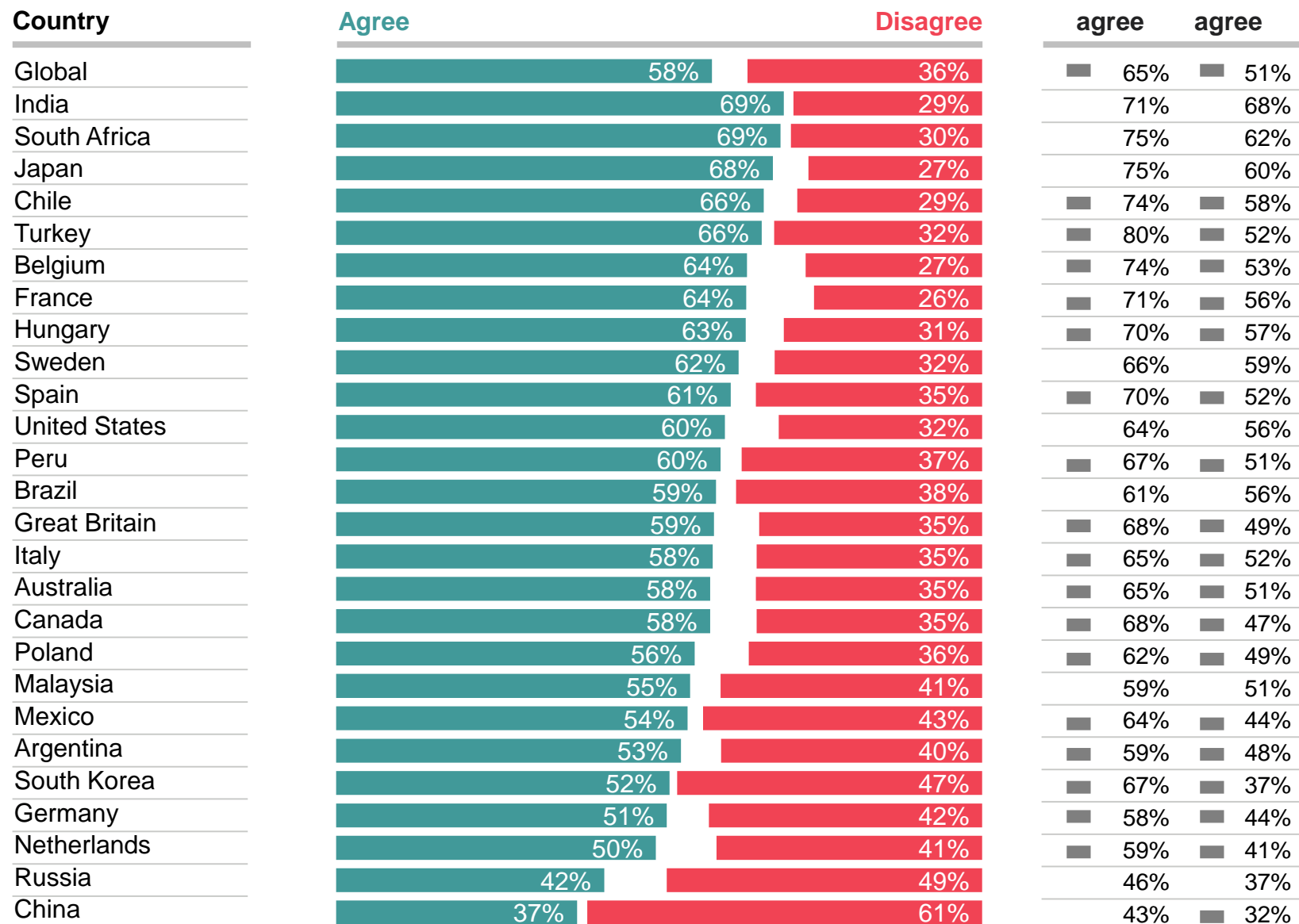
■ Indicates differences of 10%+



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

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

*Two-thirds of women agree that we need more female leaders in business and government – although this is only half among men*



Base: 19,704 online adults aged 16-74 across 26 countries, 24 January – 7 February 2020

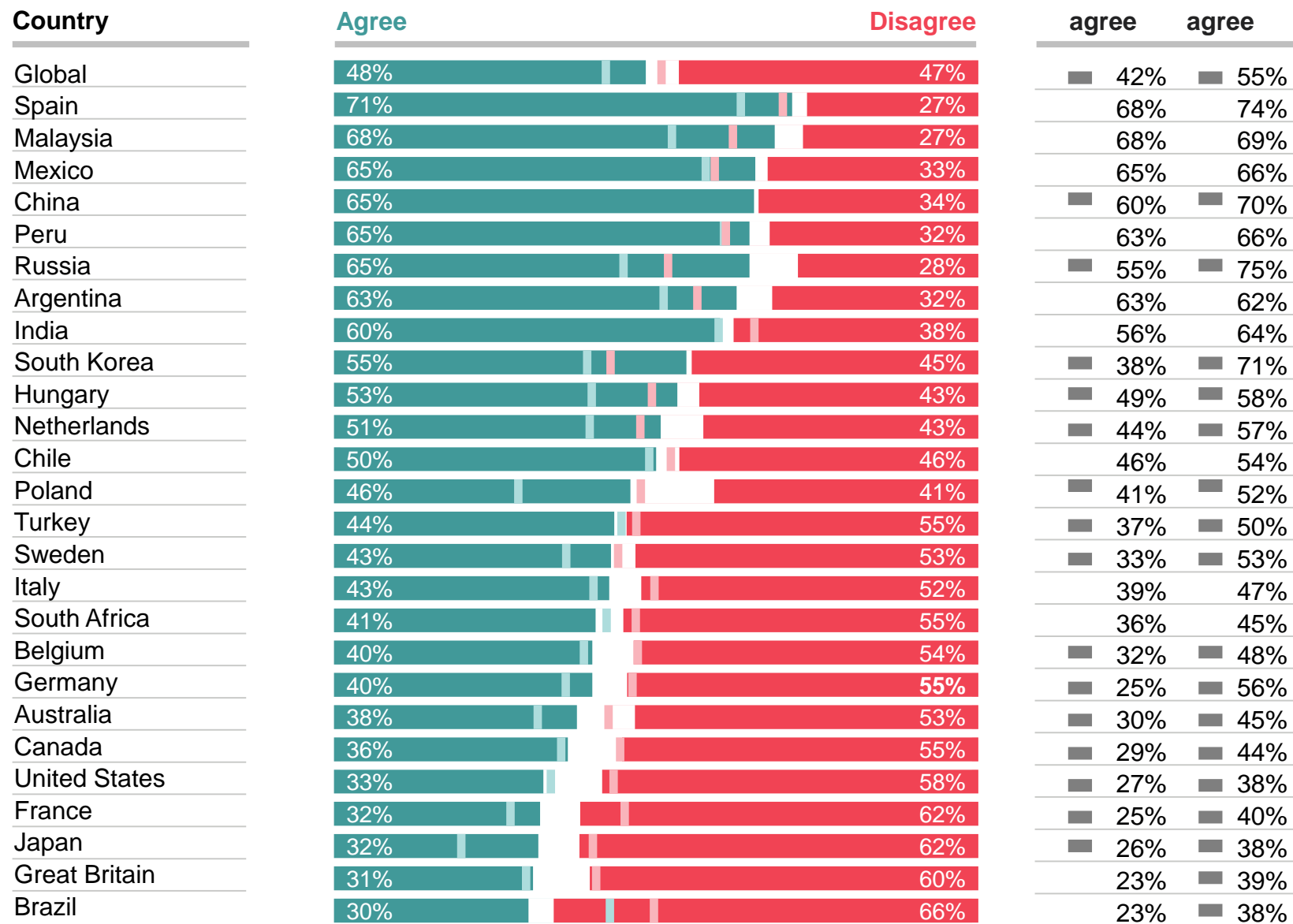
■ Indicates differences of 10%+



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

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

*Opinion is divided on whether giving women equal rights has gone too far – and over half of men agree*



Base: 19,704 online adults aged 16-74 across 26 countries, 24 January – 7 February 2020

■ % 2019 Agree (42%) ■ % 2019 Disagree (49%)

■ Indicates differences of 10%+

# Technical note

- These are the findings of a survey conducted in 27 countries via Global Advisor, the online survey platform of Ipsos, between 24 January - 7 February 2020. For this survey, Ipsos interviewed a total of **20,204** adults aged:
  - 16-74 in Argentina, Australia, Belgium, Brazil, Chile, China, France, Germany, Great Britain, Hungary, India, Italy, Japan, Malaysia, Mexico, Netherlands, Peru, Poland, Russia, Saudi Arabia, South Korea, Spain, and Sweden;
  - 18-74 in Canada, South Africa, Turkey, and the United States of America;
- The sample consists of 1,000+ individuals in each of Australia, Brazil, Canada, China, France, Germany, Great Britain, Italy, Japan, Spain, and the U.S., and of 500+ individuals in each of the other countries surveyed.
- The data is weighted so each country's sample composition best reflects the demographic profile of its adult population according to the most recent census data, and to give each country an equal weight in the total "global" sample. Online surveys can be taken as representative of the general working-age population in Argentina, Australia, Belgium, Canada, France, Germany, Great Britain, Hungary, Italy, Japan, Netherlands, Poland, South Korea, Spain, Sweden, and the United States. Online samples in other countries surveyed are more urban, more educated and/or more affluent than the general population and the results should be viewed as reflecting the views of a more "connected" population.
- Sample surveys and polls may be subject to other sources of error, including, but not limited to coverage error, and measurement error. The precision of online surveys conducted on Global Advisor is measured using a Bayesian Credibility Interval. Here, the poll has a credibility interval of +/-3.5 percentage points for countries where the sample is 1,000+ and +/- 4.8 points for countries where the sample is 500+. For more information on the Ipsos use of credibility intervals, please go to: [https://www.ipsos.com/sites/default/files/2017-03/IpsosPA\\_CredibilityIntervals.pdf](https://www.ipsos.com/sites/default/files/2017-03/IpsosPA_CredibilityIntervals.pdf).
- Where results do not sum to 100, this may be due to computer rounding, multiple responses or the exclusion of don't knows or not stated responses.
- The publication of these results abides by local laws and regulations.

# For more information

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THE GLOBAL  
INSTITUTE  
FOR WOMEN'S  
LEADERSHIP

