# Global views on acceptable behavior and equality in the workplace

International Women's Day 2020





# What is acceptable behavior in the workplace?

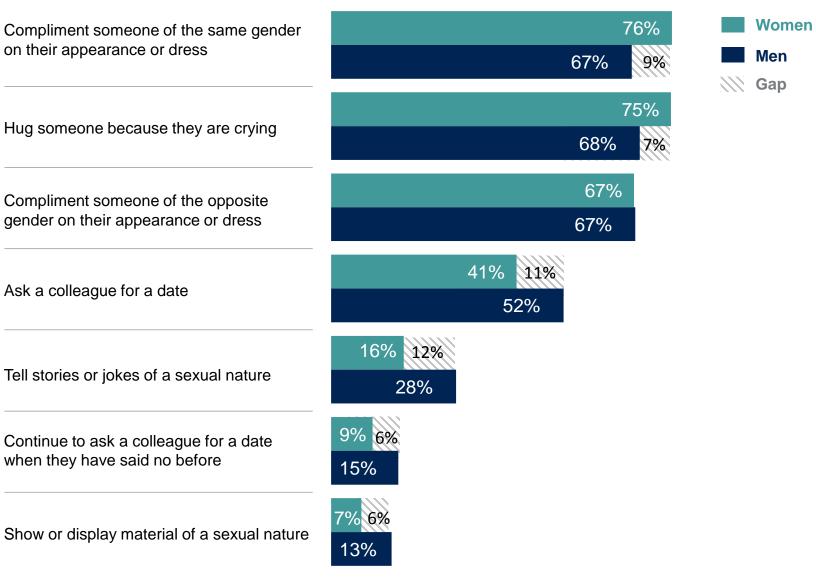








% Acceptable





Ask a colleague for a date

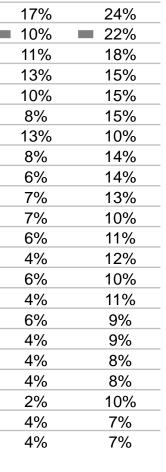
Country	Completely/ fairly acceptable	Not very/ at all acceptable	Women Men Acceptable Acceptable
Global	46%	41%	<b>41% 52%</b>
Malaysia	66%	28%	62% 70%
Turkey	60%	30%	63% 57%
Russia	58%	27%	54%63%
Italy	58%	31%	56% 60%
South Korea	55%	34%	<b>48% 61%</b>
Netherlands	53%	32%	<b>45%</b> 62%
Brazil	53%	36%	50% 55%
Chile	52%	38%	<b>45% 60%</b>
China	52%	41%	<b>42% 60%</b>
Argentina	51%	39%	<b>45% 58%</b>
Spain	50%	35%	48% 51%
India	46%	45%	42% 49%
Japan	45%	35%	44% 46%
Great Britain	44%	41%	<b>38% 51%</b>
Peru	44%	48%	<b>37% 5</b> 2%
Poland	44%	35%	43% 45%
Mexico	43%	50%	<b>38% 50%</b>
Sweden	42%	43%	<b>35% 50%</b>
Hungary	42%	46%	<b>36% 48%</b>
Germany	40%	46%	<b>34% 45%</b>
Belgium	39%	45%	35% 44%
Australia	37%	48%	<b>31% 44%</b>
France	35%	47%	31% 40%
Canada	34%	53%	<b>29% 40%</b>
South Africa	32%	62%	<b>23% 41%</b>
United States	28%	60%	<b>1</b> 9% <b>3</b> 7%

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

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

Country	Completely/ fairly acceptable	Not very/ at all acceptable	Women Acceptable	Men Acceptable
Global	12%	80%	9%	15%
Malaysia	29%	65%	27%	31%
India	26%	67%	22%	29%
China	22%	71%	<b>15%</b>	30%
Brazil	22%	68%	18%	26%
Poland	20%	57%	17%	24%
Turkey	16%	74%	<b>10%</b>	22%
Russia	14%	71%	11%	18%
South Korea	14%	81%	13%	15%
Hungary	12%	73%	10%	15%
Italy	11%	81%	8%	15%
Spain	11%	80%	13%	10%
Peru	11%	81%	8%	14%
Germany	10%	81%	6%	14%
Sweden	10%	82%	7%	13%
Japan	9%	79%	7%	10%
Netherlands	9%	80%	6%	11%
Australia	8%	86%	4%	12%
Argentina	8%	85%	6%	10%
South Africa	8%	88%	4%	11%
Chile	7%	86%	6%	9%
Canada	6%	90%	4%	9%
France	6%	85%	4%	8%
Mexico	6 <b>%</b>	90%	4%	8%
United States	<u>6%</u>	91%	2%	10%
Belgium	<b>6%</b>	87%	4%	7%
Great Britain	5%	91%	4%	7%

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

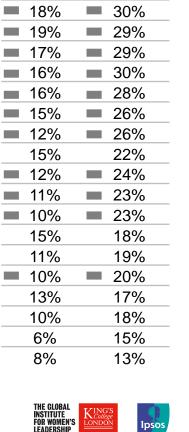


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Tell stories or jokes of a sexual nature

Country	Completely/ fairly acceptable	Not very/ at all acceptable
Global	22%	71%
Belgium	37%	51%
China	32%	60%
Russia	32%	60%
Spain	31%	61%
Hungary	31%	61%
India	29%	65%
Poland	27%	58%
Italy	26%	65%
France	24%	63%
Germany	24%	66%
Netherlands	23%	70%
Sweden	23%	68%
Great Britain	22%	72%
Brazil	20%	71%
South Korea	19%	77%
Japan	18%	72%
Malaysia	18%	76%
Turkey	17%	74%
Australia	17%	77%
Argentina	16%	77%
South Africa	15%	82%
Chile	15%	79%
Peru	15%	79%
Canada	14%	81%
United States	10%	86%
Mexico	10%	85%

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



Women

16%

27%

17%

21%

30%

22%

24%

23%

21%

Men

28%

47%

47%

45%

33%

41%

33%

32%

31%

Acceptable Acceptable

Compliment someone of the opposite gender on their appearance or dress

Country	Completely/ fairly acceptable		Not very acce	// at all ptable	Women Acceptable	Men Acceptable
Global		67%		25%	67%	67%
Netherlands			86%	8%	84%	88%
Russia			83%	12%	81%	86%
South Africa			82%	15%	81%	83%
China		8	0%	15%	76%	83%
Sweden		79	9%	15%	78%	79%
Hungary		79	9%	12%	81%	76%
Belgium		78	%	14%	79%	77%
Great Britain		76%	0	17%	77%	74%
Australia		74%		19%	78%	71%
Canada		73%		20%	74%	72%
United States		73%		22%	76%	69%
Malaysia		70%		24%	67%	73%
France		69%		20%	67%	72%
India		68%		30%	68%	68%
Germany		68%		21%	68%	68%
South Korea		67%		29%	61%	72%
Brazil		65%		27%	66%	62%
Japan		63%		24%	65%	62%
Italy	56	6%		35%	53%	59%
Poland	56	5%		31%	58%	54%
Turkey	54%	6		35%	52%	55%
Argentina	51%			41%	53%	49%
Mexico	51%			44%	52%	50%
Spain	51%			41%	50%	51%
Peru	50%			43%	54%	46%
Chile	48%			45%	46%	50%

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



Compliment someone of the same gender on their appearance or dress

Country	Completely/ fairly acceptable	Ν	lot very/ at all acceptable
Global		71%	21%
South Africa			86% 12%
Netherlands			86% 7%
China		3	34% 12%
Great Britain		8	33% 11%
Sweden		8	3% 12%
United States		82	2% 12%
Canada		81	13%
Australia		81	% 13%
Malaysia		809	<b>%</b> 15%
Belgium		809	<b>%</b> 11%
Russia		80%	<b>// 12%</b>
Hungary		75%	14%
France		74%	15%
India		73%	24%
South Korea		71%	24%
Japan		69%	18%
Brazil		68%	24%
Germany		67%	20%
Turkey		63%	26%
Italy		62%	28%
Spain		60%	32%
Argentina	5	7%	34%
Chile	53%	D	39%
Poland	52%		30%
Mexico	52%		41%
Peru	49%		43%

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

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Women

76%

89%

86%

85%

87%

89%

88%

83% 84%

75%

75% 74%

74%

72%

64% 67%

60%

59%

59%

66%

**58%** 

**57%** 

**73%** 

86%

**89%** 

**82%** 

**86%**  Men

67%

83%

85%

83%

80% **77%** 

**75%** 

**76%** 

**76%** 77%

69%

66% 73%

75%

71%

68%

65%

63% 62%

59%

**61%** 

**57%** 

**47%** 47%

45%

46%

**41%** 

Acceptable Acceptable

Hug someone because they are crying

Country	Completely/ fairly acceptable		very/ at all cceptable	Women Acceptable	Men Acceptable
Global		72%	19%	75%	68%
South Africa	-	85%			82%
	-			88%	
Sweden	-	85%		- 5070	0070
Spain	-	84%		88%	80%
Argentina		83%		86%	80%
Chile	-	82%		0170	76%
Netherlands		80%	12%	80%	80%
Great Britain	-	80%	11%	0070	74%
Italy	-	79%	11%	83%	75%
Brazil		79%	13%	82%	75%
Belgium		78%	11%	81%	76%
Russia		77%	15%	78%	76%
Germany		77%	11%	82%	72%
Hungary		76%	12%	<b>81%</b>	71%
Mexico		76%	18%	78%	73%
Australia		73%	16%	<b>81%</b>	66%
Canada		73%	16%	<b>78%</b>	68%
United States		72%	16%	<b>80%</b>	64%
Poland		72%	15%	76%	67%
Peru		71%	22%	71%	72%
France	•	70%	16%	73%	66%
India	•	65%	30%	65%	65%
Turkey	-	65%	24%	65%	64%
South Korea		56%	36%	58%	55%
China		56%	37%	54%	57%
Malaysia		53%	39%		46%
Japan	24%		57%	24%	25%

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

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Show or display material of a sexual nature

Country	Completely/ fairly acceptable	Not very/ at all acceptable	Women Acceptable	Men Acceptable
Global	10%	83%	7%	13%
India	25%	68%	23%	27%
China	22%	70%	<b>1</b> 3%	32%
Malaysia	15%	80%	<b>10%</b>	20%
Brazil	14%	77%	11%	17%
Spain	13%	81%	11%	15%
South Korea	13%	83%	9%	17%
Russia	12%	79%	7%	17%
Turkey	10%	82%	7%	14%
Sweden	10%	81%	6%	14%
Italy	10%	84%	6%	13%
Belgium	9%	84%	6%	13%
Poland	9%	80%	8%	11%
Argentina	9%	84%	6%	12%
Germany	9%	82%	6%	12%
Australia	8%	88%	4%	13%
Chile	8%	86%	5%	11%
Hungary	8%	85%	5%	11%
South Africa	8%	89%	5%	10%
Peru	7%	87%	6%	8%
Netherlands	7%	86%	2%	11%
United States	7%	91%	3%	11%
Great Britain	7%	90%	4%	9%
France	6 <mark>%</mark>	85%	3%	9%
Japan	6 <mark>%</mark>	86%	4%	8%
Canada	<u>6%</u>	91%	4%	8%
Mexico	5 <b>%</b>	90%	4%	6%

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

# Calling out inappropriate behavior





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





#### % 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





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

Country	Confident		Not confident	Women Confident
Global		56%	30%	<b>5</b> 1%
Russia		71%	14%	65%
Argentina		70%	21%	70%
South Africa		70%	23%	62%
Turkey		67%	18%	67%
United States		65%	24%	<b>58%</b>
Hungary		64%	22%	<b>5</b> 9%
Canada		64%	25%	55%
Sweden		64%	24%	60%
India		61%	23%	61%
Mexico		61%	30%	<b>5</b> 0%
Chile		61%	29%	<b>5</b> 6%
Germany		61%	18%	<b>5</b> 6%
Netherlands		61%	23%	<b>5</b> 4%
Peru		61%	32%	60%
Spain		57%	28%	53%
Great Britain		55%	36%	48%
Australia	Ę	55%	33%	46%
Brazil	52	.%	27%	52%
Malaysia	50%	%	38%	47%
Italy	49%	0	37%	46%
Belgium	46%		38%	<b>36%</b>
China	45%		39%	<b>36%</b>
France	41%		38%	<b>34%</b>
Poland	39%		39%	39%
South Korea	31%		51%	25%
Japan	29%		52%	24%

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



Men Confident

**61%** 

**78%** 

66%

66%

68%
61%
63%
64%
51%
53%
56%
53%
49%
40%
37%
34%

70%

68% 72% 69% 72% 67% 61% 74%

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

Country	Confident		Not confident	Women Confident	Men Confident
Global		64%	21%	66%	61%
Great Britain		7	8% 14%	<b>8</b> 4%	<b>7</b> 3%
South Africa		7	8% 18%	80%	75%
Sweden		759	// 13%	<b>81%</b>	69%
United States		74%	6 15%	<b>80%</b>	68%
Australia		73%	15%	75%	71%
Argentina		72%	16%	75%	70%
Canada		71%	17%	71%	71%
Spain		68%	17%	<b>7</b> 4%	62%
Belgium		67%	16%	65%	69%
Peru		67%	24%	69%	64%
Chile		66%	22%	<b>7</b> 4%	<b>58%</b>
Netherlands		66%	17%	71%	62%
Hungary		65%	17%	67%	64%
Russia		64%	20%	67%	60%
Turkey		62%	19%	66%	57%
Malaysia		61%	21%	63%	59%
France		60%	19%	62%	59%
Mexico		59%	30%	59%	58%
Brazil		59%	21%	64%	<b>52%</b>
Germany		58%	17%	61%	55%
South Korea		57%	28%	59%	55%
India		57%	28%	55%	59%
Italy		55%	29%	62%	48%
China	5	51%	32%	49%	53%
Japan	47%	6	32%	48%	45%
Poland	42%		36%	44%	40%

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?

Tell off a senior colleague who makes a sexist comment

Country	Confident	Not confident	Women Confident	Men Confident
Global	50%	32%	48%	53%
Sweden	69%	19%	63%	<b>7</b> 5%
South Africa	68%	26%	68%	67%
Spain	63%	21%	65%	60%
Turkey	62%	16%	68%	<b>5</b> 6%
Argentina	59%	24%	62%	56%
India	54%	28%	52%	56%
Canada	54%	29%	48%	60%
Chile	54%	32%	52%	56%
Peru	53%	35%	50%	56%
Great Britain	53%	35%	48%	<b>58%</b>
United States	53%	30%	50%	55%
Australia	52%	31%	48%	56%
Germany	52%	22%	49%	54%
Malaysia	51%	33%	50%	51%
Netherlands	50%	29%	46%	55%
Brazil	50%	28%	52%	49%
Mexico	48%	38%	42%	<b>5</b> 5%
Italy	48%	37%	49%	47%
Russia	48%	34%	48%	48%
Hungary	45%	33%	42%	49%
China	43%	42%	<b>3</b> 6%	49%
Belgium	42%	36%	33%	<b>5</b> 1%
South Korea	42%	41%	<b>36%</b>	<b>48%</b>
France	38%	37%	32%	<b>4</b> 5%
Poland	32%	40%	32%	32%
Japan	31%	46%	26%	36%

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

Global         58%         24%         57%         59%           South Africa         79%         15%         81%         76%           Sweden         70%         16%         71%         70%           Great Britain         69%         17%         69%         69%           Argentina         68%         17%         65%         71%         65%           Australia         66%         19%         69%         62%         63%         61%         69%         62%           Canada         65%         19%         69%         62%         63%         61%         69%         62%         63%         61%         69%         62%         63%         61%         66%         61%         66%         61%         66%         61%         66%         61%         66%         61%         66%         61%         66%         61%         66%         61%         66%         61%         66%         61%         66%         61%         66%         61%         66%         66%         66%         66%         66%         66%         66%         66%         66%         66%         66%         66%         66%         66%         66%	Country	Confident	Not confident	Women Confident	Men Confident
Sweden         70%         16%         71%         70%           Great Britain         69%         62%         65%         71%         65%         71%         65%         71%         65%         71%         65%         71%         65%         71%         65%         71%         65%         71%         65%         71%         65%         71%         65%         61%         69%         62%         23%         61%         69%         62%         61%         61%         69%         61%         66%         61%         66%         61%         66%         61%         66%         61%         61%         66%         61%         61%         65%         61%         55%         61%         55%         61%         55%         61%         53%         61%         53%         61%         53%         61%         55%         61%         55%         61%         55%         61%         55%         61%         55%	Global	58%	24%	57%	59%
Great Britain       69%       17%       69%       69%         Argentina       63%       17%       69%       69%         Australia       68%       17%       65%       71%       65%         Spain       66%       19%       65%       71%       65%       65%       71%         Spain       66%       19%       65%       19%       61%       69%       62%       63%       61%       69%       64%       66%       61%       66%       61%       66%       61%       66%       61%       66%       61%       66%       61%       66%       61%       66%       61%       66%       61%       66%       61%       61%       66%       61%	South Africa		79% 15%	81%	76%
Argentina       68%       17%       71%       65%         Australia       68%       17%       65%       71%         Spain       66%       19%       69%       62%         Canada       65%       19%       61%       69%         United States       65%       19%       64%       66%         Chile       62%       23%       63%       61%         Turkey       62%       18%       66%       55%         Peru       60%       28%       60%       61%         Hungary       60%       28%       60%       61%         India       59%       23%       55%       62%         Russia       57%       25%       61%       53%         Mexico       56%       31%       52%       60%         Germany       55%       19%       54%       55%         Malaysia       54%       55%       61%       55%         Brazil       53%       24%       54%       55%         China       52%       26%       46%       55%         Netherlands       52%       26%       46%       55%         Belgium <td>Sweden</td> <td></td> <td>70% 16%</td> <td>71%</td> <td>70%</td>	Sweden		70% 16%	71%	70%
Australia         68%         17%         65%         71%           Spain         66%         19%         69%         62%           Canada         65%         19%         61%         69%           United States         65%         19%         64%         66%           Chile         62%         23%         63%         61%           Turkey         62%         23%         63%         61%           Peru         60%         28%         60%         61%           Hungary         60%         21%         59%         61%           India         59%         23%         55%         62%           Russia         57%         25%         61%         53%           Mexico         56%         31%         52%         60%           Germany         55%         19%         54%         55%           Malaysia         54%         29%         54%         55%           Brazil         53%         29%         24%         54%         55%           Belgium         52%         26%         46%         58%           Italy         51%         32%         56%         4	Great Britain		69% 17%	69%	69%
Spain         66%         19%         69%         62%           Canada         65%         19%         69%         62%           United States         65%         19%         64%         66%           Chile         62%         23%         63%         61%           Turkey         62%         23%         63%         61%           Peru         60%         28%         60%         61%           Hungary         60%         21%         59%         61%           India         59%         23%         65%         61%           Mexico         59%         23%         61%         55%           Germany         55%         19%         54%         55%           Malaysia         54%         29%         54%         55%           Brazil         53%         33%         46%         52%           China         52%         26%         46%         55%           Belgium         52%         26%         46%         55%           Kaly         51%         33%         46%         55%           South Korea         50%         33%         48%         53%	Argentina		68% 17%	71%	65%
Spain         66%         19%         69%         62%           Canada         65%         19%         61%         69%         62%           United States         65%         19%         64%         66%         61%         69%         61%         69%         61%         69%         61%         69%         61%         69%         61%         66%         61%         66%         61%         52%         60%         61%         52%         60%         64%         52%         60%         54%	Australia		68% 17%	65%	71%
United States         65%         19%         64%         66%           Chile         62%         23%         63%         61%           Turkey         62%         18%         68%         55%           Peru         60%         28%         60%         61%           Hungary         60%         21%         59%         61%           India         59%         23%         55%         62%           Russia         57%         23%         55%         62%           Russia         57%         23%         55%         62%           Mexico         56%         31%         52%         61%         53%           Germany         55%         19%         54%         55%           Malaysia         54%         29%         54%         55%           Brazil         53%         24%         54%         55%           China         52%         24%         49%         55%           Netherlands         52%         24%         49%         55%           Belgium         52%         26%         46%         58%           Italy         51%         33%         48% <td< td=""><td>Spain</td><td>66</td><td><u>6%</u> 19%</td><td>69%</td><td></td></td<>	Spain	66	<u>6%</u> 19%	69%	
United States $65\%$ $19\%$ $64\%$ $66\%$ Chile $62\%$ $23\%$ $63\%$ $61\%$ Turkey $62\%$ $18\%$ $68\%$ $55\%$ Peru $60\%$ $28\%$ $60\%$ $21\%$ Hungary $60\%$ $21\%$ $59\%$ $61\%$ India $59\%$ $23\%$ $55\%$ $62\%$ Russia $57\%$ $25\%$ $61\%$ $53\%$ Mexico $56\%$ $31\%$ $52\%$ $61\%$ Germany $55\%$ $19\%$ $54\%$ $55\%$ Malaysia $54\%$ $29\%$ $54\%$ $55\%$ Brazil $53\%$ $24\%$ $55\%$ China $52\%$ $24\%$ $55\%$ Netherlands $52\%$ $24\%$ $55\%$ Belgium $52\%$ $24\%$ $33\%$ Italy $51\%$ $32\%$ $46\%$ $53\%$ South Korea $50\%$ $33\%$ $48\%$ $53\%$ France $46\%$ $29\%$ $36\%$ $41\%$ Japan $41\%$ $35\%$ $36\%$ $47\%$	Canada	65	5% 19%	61%	69%
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Hungary       60%       21%       59%       61%         India       59%       23%       55%       62%         Russia       57%       25%       61%       53%         Mexico       56%       31%       52%       60%         Germany       55%       19%       54%       55%         Malaysia       54%       29%       54%       55%         Brazil       53%       24%       54%       52%         China       53%       33%       46%       59%         Netherlands       52%       26%       46%       59%         Belgium       52%       26%       46%       58%         Italy       51%       32%       56%       46%       53%         South Korea       50%       33%       48%       53%         France       46%       29%       41%       51%         Japan       41%       35%       36%       47%	Peru	60%	28%	60%	
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Russia       57%       25%       61%       53%         Mexico       56%       31%       52%       60%         Germany       55%       19%       54%       55%         Malaysia       54%       29%       54%       55%         Brazil       53%       24%       54%       55%         China       53%       24%       54%       52%         Netherlands       52%       24%       49%       55%         Belgium       52%       26%       46%       58%         Italy       51%       32%       56%       46%       53%         South Korea       50%       33%       48%       53%         France       46%       29%       41%       51%         Japan       41%       35%       36%       47%		59%	23%		
Mexico       56%       31%       52%       60%         Germany       55%       19%       54%       55%         Malaysia       54%       29%       54%       55%         Brazil       53%       24%       54%       52%         China       53%       33%       46%       59%         Netherlands       52%       24%       49%       55%         Belgium       52%       26%       46%       58%         Italy       51%       32%       56%       46%       53%         South Korea       50%       33%       48%       53%         France       46%       29%       41%       51%         Japan       41%       35%       36%       47%	Russia	57%	25%		
Germany       55%       19%       54%       55%         Malaysia       54%       29%       54%       55%         Brazil       53%       24%       54%       52%         China       53%       33%       46%       59%         Netherlands       52%       24%       49%       55%         Belgium       52%       26%       46%       58%         Italy       51%       32%       56%       46%         South Korea       50%       33%       48%       53%         Japan       41%       35%       36%       47%	Mexico	56%	31%		
Malaysia       54%       29%       54%       55%         Brazil       53%       24%       54%       52%         China       53%       33%       46%       59%         Netherlands       52%       24%       49%       55%         Belgium       52%       26%       46%       58%         Italy       51%       32%       56%       46%         South Korea       50%       33%       48%       53%         France       46%       29%       41%       51%         Japan       41%       35%       36%       47%	Germany	55%	19%		
Brazil       53%       24%       54%       52%         China       53%       33%       46%       59%         Netherlands       52%       24%       49%       55%         Belgium       52%       26%       46%       58%         Italy       51%       32%       56%       46%         South Korea       50%       33%       48%       53%         France       46%       29%       41%       51%         Japan       41%       35%       36%       47%	Malaysia	54%	29%		
China       53%       33%       46%       59%         Netherlands       52%       24%       49%       55%         Belgium       52%       26%       46%       58%         Italy       51%       32%       56%       46%       58%         South Korea       50%       33%       48%       53%         France       46%       29%       41%       51%         Japan       41%       35%       36%       47%	Brazil	53%	24%		
Netherlands         52%         24%         49%         55%           Belgium         52%         26%         46%         58%           Italy         51%         32%         56%         46%           South Korea         50%         33%         48%         53%           France         46%         29%         41%         51%           Japan         41%         35%         36%         47%	China	53%	33%		
Belgium       52%       26%       46%       58%         Italy       51%       32%       56%       46%         South Korea       50%       33%       48%       53%         France       46%       29%       41%       51%         Japan       41%       35%       36%       47%	Netherlands	52%	24%		
Italy         51%         32%         56%         46%           South Korea         50%         33%         48%         53%           France         46%         29%         41%         51%           Japan         41%         35%         36%         47%	Belgium	52%	26%		
South Korea         50%         33%         48%         53%           France         46%         29%         41%         51%           Japan         41%         35%         36%         47%	Italy	51%	32%		
France         46%         29%         41%         51%           Japan         41%         35%         36%         47%	South Korea		33%		
Japan 41% 35% 36% 47%	France	46%	29%		
	Japan	41%	35%		
	Poland	36%	35%	38%	35%

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

# 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%



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

Country	More likely to damage the career of a woman	Equally likely to damage the career of both	More likely to damage the career of a man
Global	12% 33%		9%
Saudi Arabia	18% 24%		15%
United States	16% 33%		8%
Spain	16% 54%		6%
Great Britain	16% 32%		7%
India	15% 30%		16%
Australia	15% 33%		9%
Canada	15% 33%		6%
South Africa	15% 32%		6%
Italy	15% 34%		9%
Brazil	15% 30%		11%
Mexico	14% 32%		8%
Turkey	13% 30%		11%
Sweden	<b>13% 31%</b>		11%
Argentina	12% 35%		4%
Chile	12% 30%		4%
Netherlands	11% 28%		7%
Hungary	11% 32%		7%
South Korea	11% 34%		13%
France	10% 24%		5%
Germany	10% 31%		7%
Peru	9% 40%		10%
Belgium	9% 31%		5%
China	9% 37%		15%
Poland	8% 40%		11%
Malaysia	7% 37%		11%
Japan	<b>5%</b> 29%		13%
Russia	5% 26%		5%



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

Country	More likely to damage the career of a woman		Equally likely to damage the career of both	More likely to damage the career of a man
Global	12%	21%		7%
Spain	24%	45%		6%
Sweden	19%	22%		4%
Brazil	17%	19%		7%
South Africa	16%	22%		7%
Great Britain	15%	21%		3%
Australia	14%	24%		7%
Saudi Arabia	14%	18%		14%
United States	14%	20%		6%
Italy	14%	24%		7%
Chile	13%	20%		7%
Canada	13%	20%		5%
South Korea	12%	26%		9%
Malaysia	12%	23%		10%
India	11%	21%		13%
Germany	11%	23%		7%
France	11%	21%		4%
Turkey	10%	23%		10%
Hungary	10%	17%		5%
Argentina	10%	22%		4%
China	9%	22%		13%
Netherlands	9%	22%		5%
Belgium	9%	15%		4%
Poland	9%	18%		6%
Peru	9%	16%		4%
Mexico	7% 23	3%		6%
Russia	5% 149	1/0		4%
Japan	3%18%			8%



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

Country	More likely to damag the career of a woma		More likely to damage the career of a man
Global	15% 27%		10%
Spain	35%	40%	7%
Sweden	28%	37%	11%
Great Britain	27%	27%	8%
Germany	24%	27%	12%
Italy	22% 32	2%	10%
France	21% 29	3%	6%
Belgium	20% 30%	%	8%
Netherlands	20% 24%	//	17%
Australia	19% 26%	,	8%
United States	18% 23%		6%
Saudi Arabia	16% 21%		15%
Canada	15% 25%		5%
South Korea	15% 24%		12%
Hungary	15% 22%		6%
Brazil	13% 22%		10%
Chile	13% 28%		5%
India	11% 22%		13%
South Africa	11% 24%		9%
Mexico	10% 29%		8%
Russia	10% 28%		8%
Argentina	8% 31%		5%
Turkey	8% 20%		15%
Poland	7% 31%		7%
China	7% 28%		12%
Japan	6% 17%		20%
Peru	<b>5%</b> 25%		8%
Malaysia	<mark>4%</mark> 31%		10%



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

Country	More likely to damage the career of a woman	Equally likely to damage the career of both	More likely to damage the career of a man
Global	35%	27%	8%
Spain	54%	28%	6%
Chile	48%	24%	5%
Great Britain	47%	27%	7%
Italy	46%	22%	7%
Russia	42%	27%	3%
South Korea	42%	30%	11%
Argentina	41%	30%	5%
South Africa	41%	28%	9%
United States	40%	29%	6%
Mexico	39%	26%	7%
Australia	38%	27%	8%
Canada	38%	29%	7%
Turkey	37%	19%	7%
Brazil	33%	29%	8%
Germany	33%	26%	10%
France	32%	28%	5%
Peru	31%	32%	6%
Poland	30%	32%	5%
Netherlands	30%	29%	13%
Belgium	29%	34%	6%
Hungary	29%	24%	6%
China	26%	25%	8%
India	26%	29%	11%
Saudi Arabia		5%	15%
Malaysia	24% 30	9%	10%
Japan	17% 25%		17%
Sweden	15% 22%		10%



Being unable or unwilling to work beyond your normal working hours

Country		ly to damage r of a woman	Equally likely to damage the career of both	More likely to damage the career of a man
Global	16%	47%		9%
Spain	23%	52%		7%
Italy	23%	44%		9%
Great Britain	22%	54%		6%
Saudi Arabia	20%	24%		17%
United States	20%	54%		7%
Australia	19%	50%		9%
Sweden	19%	48%		9%
Canada	19%	51%		5%
South Africa	19%	53%		8%
Brazil	18%	41%		10%
Chile	18%	51%		5%
Netherlands	18%	45%		9%
South Korea	17%	41%		12%
Mexico	16%	56%		7%
France	16%	46%		6%
India	15%	39%		16%
Belgium	15%	51%		5%
Argentina	14%	60%		4%
Hungary	13%	50%		5%
Poland	12%	55%		8%
Germany	12%	49%		8%
Malaysia	12%	42%		14%
Peru	10%	51%		6%
Turkey	10%	44%		9%
China	8% 4	2%		13%
Japan		!%		16%
Russia	7% 54	%		8%



Rejecting a colleague who wanted a date or romantic relationship

Country	More likely to damage the career of a woman	Equally likely to damage the career of both	More likely to damage the career of a man
Global	26% 26	%	7%
United States	41%	22%	5%
Spain	38%	33%	6%
Sweden	36%	23%	9%
Canada	36%	24%	6%
Australia	34%	23%	8%
South Africa	34%	25%	6%
Great Britain	32%	25%	5%
Italy	32%	26%	8%
Chile	31%	27%	4%
Mexico	30%	36%	6%
Netherlands	30%	20%	5%
Argentina	30%	30%	6%
France	26% 289	%	5%
South Korea	25% 18%	6	7%
Germany	24% 25%		7%
Brazil	24% 27%		8%
Hungary	24% 21%		5%
Belgium	23% 32%		5%
India	22% 21%		15%
Poland	22% 30%		8%
Peru	20% 33%		7%
Russia	20% 17%		3%
Saudi Arabia	19% 21%		16%
Turkey	17% 25%		7%
Japan	<b>16%</b> 18%		5%
Malaysia	10% 35%		9%
China	10% 29%		13%



Talking about your family life

Country		er of a woman		y likely to damage reer of both	More likely to damage the career of a man
Global	14%	24%			6%
Spain	29%		39%		5%
South Korea	19%	24%			6%
Sweden	18%	17%			6%
Italy	18%	26%			5%
United States	18%	19%			4%
Canada	18%	20%			3%
Great Britain	17%	15%			4%
South Africa	16%	25%			6%
Mexico	16%	26%			2%
Chile	16%	20%			4%
Saudi Arabia	16%	30%			17%
Brazil	16%	33%			8%
Australia	15%	17%			8%
Germany	14%	21%			5%
France	14%	24%			5%
Netherlands	13%	13%			7%
Belgium	13%	19%			.%
Argentina	12%	25%			.%
India	12%	27%			13%
China	12%	22%			11%
Hungary	11%	17%			4%
Poland	11%	38%			6%
Russia	10%	24%			2%
Turkey	10%	31%			8%
Malaysia	9%	27%			8%
Peru	9%	25%			7%
Japan	5% 159	%			4%

Having different interests or hobbies to your colleagues

Country	More likely to damage the career of a woman	Equally likely to damage the career of both	More likely to damage the career of a man
Global	<b>7%</b> 20%		6%
Saudi Arabia	<b>12%</b> 18%		15%
Spain	10% 45%		6%
Brazil	10% 21%		8%
Canada	9% 18%		4%
Italy	9% 23%		7%
Sweden	8% 19%		8%
United States	8% 17%		5%
South Africa	8% 18%		5%
India	8% 23%		12%
Turkey	8% 16%		5%
Australia	7% 20%		6%
Great Britain	7% 19%		5%
South Korea	7% 23%		9%
Chile	6% 22%		5%
China	<b>6%</b> 21%		8%
Hungary	<b>6%</b> 17%		4%
Netherlands	<b>6%</b> 21%		4%
Germany	<b>6%</b> 19%		6%
Mexico	<b>6%</b> 23%		5%
France	<b>5%</b> 17%		3%
Argentina	<b>5%</b> 23%		4%
Peru	<b>5%</b> 22%		6%
Poland	4% 19%		6%
Malaysia	4% 21%		7%
Russia	4%13%		6%
Belgium	3%16%		5%
Japan	3%15%		4%



Prioritizing your family over work

0		y to damage	Equally likely to damage	
Country	the caree	r of a woman	the career of both	the career of a man
Global	25%	34%		9%
Spain	48%		36%	5%
Italy	38%		30%	9%
Great Britain	36%		36%	7%
Sweden	34%		28%	10%
United States	31%	4	36%	6%
Australia	30%		36%	8%
Canada	29%	3	5%	6%
South Korea	29%	32	2%	12%
Chile	28%	36	9%	4%
Belgium	27%	35%	/6	6%
South Africa	27%	36%	0	9%
Argentina	25%	40%		5%
Germany	25%	37%		9%
Netherlands	25%	33%		12%
Hungary	24%	36%		5%
France	24%	36%		7%
Mexico	23%	40%		6%
Russia	23%	36%		5%
Brazil	21%	31%		9%
Poland	20%	41%		7%
China	17%	35%		14%
Saudi Arabia	17%	24%		15%
India	17%	32%		15%
Peru	16%	34%		8%
Turkey	15%	23%		10%
Malaysia	12%	30%		10%
Japan	11%	27%		24%



# How choices impact on your career?



KING'S College LONDON

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



. .



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% <mark>5</mark> %
Worked from home regularly	18% 19%
Rejected a colleague who wanted a date or romantic relationship	14% 11%
Received 20 204 online equility aged 16 74 percent 27 countries 24 longers	The GL

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

### Women Men

THE GLOBAL Institute For Women's Leadership

**N**Colleg

lpsos



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



. .



Talked about your family life	65% 48% <b>17%</b>
Had different interests or hobbies to your colleagues	61% 54% <mark>7%</mark>
Prioritized your family over work	47% 38% 9%
Worked part-time	41% 31% 10%
Been unable or unwilling to socialize with colleagues outside of working hours	40% 31% 9%
Been unable or unwilling to work beyond your contracted hours	35% 25% 10%
Had childcare responsibilities during the working day	22% 14% <mark>8%</mark>
Rejected a colleague who wanted a date or romantic relationship	13% 11%
Worked from home regularly	12% 15%
	THE GLOBA







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





#### % Harmed your career

Been unable or unwilling to work beyond your contracted hours	50% 37% <b>13%</b>
Had childcare responsibilities during the	47%
working day	29% <b>18%</b> 43%
Prioritized your family over work	27% 16%
Rejected a colleague who wanted a date or romantic relationship	32% 23% 9%
Been unable or unwilling to socialize with colleagues outside of working hours	30% 24% <mark>6%</mark>
Worked part-time	23% 16% 7%
Worked from home regularly	15% 13%
Talked about your family life	12% 8%
Had different interests or hobbies to your colleagues	12% 11%

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



Women

Men

Gap



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

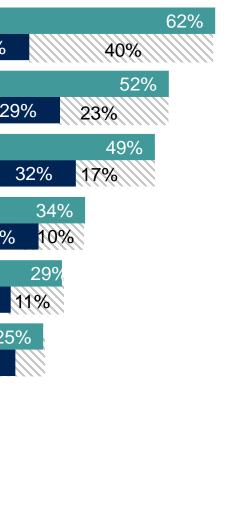




Had childcare responsibilities during the

% Harmed your career

working day 22% Been unable or unwilling to work beyond your contracted hours 29% Prioritized your family over work 32% 34% Rejected a colleague who wanted a date or romantic relationship 24% 10% 29% Worked part-time 18% 11% 25% Been unable or unwilling to socialize with colleagues outside of working hours 19% 11% Worked from home regularly 12% 9% Had different interests or hobbies to your 14% colleagues 9% Talked about your family life 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.





#### % strongly/somewhat agree

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





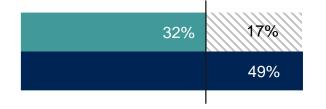
Women won't achieve equality with men in [COUNTRY] unless there are more female leaders in business and government



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





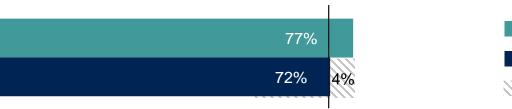
For each of the following statements, please indicate whether you strongly disagree, somewhat disagree, somewhat agree, or strongly agree.





#### % strongly/somewhat agree

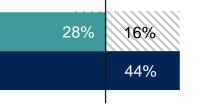
Women won't achieve equality in [COUNTRY] unless men take actions to support women's rights too



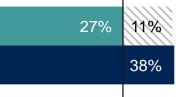
Women won't achieve equality with men in [COUNTRY] unless there are more female leaders in business and government



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







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

Country	Agree	Disagree
Global	41%	56%
Malaysia	68%	30%
China	60%	40%
India	54%	44%
Russia	50%	46%
Peru	48%	50%
Australia	47%	48%
Sweden	44%	53%
Turkey	43%	53%
Mexico	43%	55%
Poland	43%	52%
Canada	43%	53%
Argentina	43%	54%
Germany	42%	55%
Great Britain	41%	55%
Netherlands	41%	53%
Italy	37%	59%
Belgium	36%	60%
United States	36%	60%
Hungary	36%	61%
South Korea	34%	64%
Spain	32%	67%
Chile	32%	65%
South Africa	30%	68%
France	26%	69%
Japan	26%	71%
Brazil	25%	72%

Women	Men
agree	agree
32%	49%
63%	72%
57%	63%
46%	62%
<b>3</b> 9%	63%
42%	<b>5</b> 4%
<b>38%</b>	<b>5</b> 6%
<b>36%</b>	<b>51%</b>
<b>34%</b>	<b>5</b> 3%
35%	<b>52%</b>
35%	<b>5</b> 1%
32%	<b>5</b> 4%
40%	45%
27%	<b>57%</b>
<b>31%</b>	<b>5</b> 1%
32%	49%
32%	42%
24%	48%
28%	44%
26%	46%
20%	48%
27%	<b>37%</b>
23%	42%
22%	40%
16%	<b>36%</b>
19%	33%
20%	<b>31%</b>



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

Country	Agree	Disagree
Global	68%	27%
South Africa	80%	19%
India	78%	21%
Hungary	77%	18%
Sweden	76%	21%
United States	75%	20%
France	74%	18%
Chile	73%	24%
Japan	73%	22%
Spain	72%	25%
Malaysia	72%	25%
Mexico	72%	26%
Canada	71%	23%
Turkey	71%	26%
Australia	70%	25%
Peru	69%	26%
Belgium	69%	25%
Italy	69%	27%
Great Britain	69%	25%
Brazil	68%	30%
Argentina	65%	28%
Poland	64%	28%
South Korea	59%	39%
Germany	57%	34%
Netherlands	53%	39%
Russia	49%	41%
China	42%	57%

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%+



Women

agree

74%

83%

82%

82%

81%

77%

81%

81%

78%

81%

74%

80%

77%

78%

76%

76%

77%

74%

75%

69%

68%

73%

69%

67%

61%

57%

47%

Men

agree

62%

78%

74%

71%

70%

72%

68%

64%

67%

64%

70%

64%

66%

63%

63%

62%

61%

64%

62%

67%

61%

54%

49%

47%

46%

40%

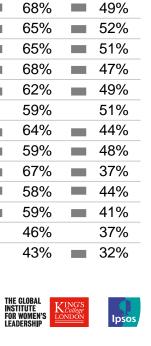
For each of the following statements, please indicate whether you strongly disagree, somewhat disagree, somewhat agree, or strongly agree.

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

Country	Agree		Disagree	 men ree
Global		58%	36%	65%
India		69%	29%	 71%
South Africa		69%	30%	 75%
Japan		68%	27%	 75%
Chile		66%	29%	74%
Turkey		66%	32%	80%
Belgium		64%	27%	74%
France		64%	26%	71%
Hungary		63%	31%	70%
Sweden		62%	32%	 66%
Spain		61%	35%	70%
United States		60%	32%	 64%
Peru		60%	37%	67%
Brazil		59%	38%	 61%
Great Britain		59%	35%	68%
Italy		58%	35%	65%
Australia		58%	35%	65%
Canada		58%	35%	68%
Poland		56%	36%	62%
Malaysia		55%	41%	 59%
Mexico		54%	43%	64%
Argentina		53%	40%	59%
South Korea		52%	47%	67%
Germany		51%	42%	58%
Netherlands		50%	41%	59%
Russia		42%	49%	 46%
China	3	7%	61%	43%

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



Men agree

51%

68%

62%

60%

58%

52%

53%

56%

57%

59%

52%

56%

51%

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

Country	Agree	Disagree
Global	48%	47%
Spain	71%	27%
Malaysia	68%	27%
Mexico	65%	33%
China	65%	34%
Peru	65%	32%
Russia	65%	28%
Argentina	63%	32%
India	60%	38%
South Korea	55%	45%
Hungary	53%	43%
Netherlands	51%	43%
Chile	50%	46%
Poland	46%	41%
Turkey	44%	55%
Sweden	43%	53%
Italy	43%	52%
South Africa	41%	55%
Belgium	40%	54%
Germany	40%	55%
Australia	38%	53%
Canada	36%	55%
United States	33%	58%
France	32%	62%
Japan	32%	62%
Great Britain	31%	60%
Brazil	30%	66%

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

% 2019 Agree (42%)

Indicates differences of 10%+



Women

agree

42%

68%

68%

65%

60%

63%

55%

63%

56%

38%

49%

44%

46%

41%

37%

33%

39%

36%

32%

25%

30%

29%

27%

25%

26%

23%

23%

Men

agree

55%

74%

69%

66%

70%

66%

75%

62%

64%

71%

58%

54%

52%

50%

53%

47%

45%

48%

**56%** 

**45**%

44%

**38%** 

40%

38%

39%

38%

# 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 lpsos use of credibility intervals, please go to: https://www.ipsos.com/sites/default/files/2017-03/lpsosPA\_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.



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