## Clobal 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


Compliment someone of the opposite gender on their appearance or dress

Ask a colleague for a date




## $9 \% 6 \%$ <br> $15 \%$ <br> $7 \% 6 \%$ <br> $13 \%$

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

Ask a colleague
for a date

Completely/ fairly

## Country

| Global |
| :--- |
| Malaysia |
| Turkey |
| Russia |
| Italy |
| South Korea |
| Netherlands |
| Brazil |
| Chile |
| China |
| Argentina |
| Spain |
| India |
| Japan |
| Great Britain |
| Peru |
| Poland |
| Mexico |
| Sweden |
| Hungary |
| Germany |
| Belgium |
| Australia |
| France |
| Canada |
| South Africa |
| United States |



| - $41 \%$ | - 52\% |
| :---: | :---: |
| 62\% | 70\% |
| 63\% | 57\% |
| 54\% | 63\% |
| 56\% | 60\% |
| - $48 \%$ | - 61\% |
| - $45 \%$ | - 62\% |
| 50\% | 55\% |
| - $45 \%$ | - 60\% |
| - $42 \%$ | - $60 \%$ |
| - $45 \%$ | - 58\% |
| 48\% | 51\% |
| 42\% | 49\% |
| 44\% | 46\% |
| - $38 \%$ | - 51\% |
| - 37\% | - 52\% |
| 43\% | 45\% |
| - $38 \%$ | - 50\% |
| - 35\% | - 50\% |
| - $36 \%$ | - $48 \%$ |
| - $34 \%$ | - $45 \%$ |
| 35\% | 44\% |
| - 31\% | - 44\% |
| 31\% | 40\% |
| - 29\% | - $40 \%$ |
| - 23\% | - 41\% |
| 19\% | - $37 \%$ |

[^0]
## In your view, how acceptable, if at all, is it do the following in the workplace?

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


| $9 \%$ | $15 \%$ |
| :---: | :---: |
| $27 \%$ | $31 \%$ |
| $22 \%$ | $29 \%$ |
| $15 \%$ | $30 \%$ |
| $18 \%$ | $26 \%$ |
| $17 \%$ | $24 \%$ |
| $10 \%$ | $22 \%$ |
| $11 \%$ | $18 \%$ |
| $13 \%$ | $15 \%$ |
| $10 \%$ | $15 \%$ |
| $8 \%$ | $15 \%$ |
| $13 \%$ | $10 \%$ |
| $8 \%$ | $14 \%$ |
| $6 \%$ | $14 \%$ |
| $7 \%$ | $13 \%$ |
| $7 \%$ | $10 \%$ |
| $6 \%$ | $11 \%$ |
| $4 \%$ | $12 \%$ |
| $6 \%$ | $10 \%$ |
| $4 \%$ | $11 \%$ |
| $6 \%$ | $9 \%$ |
| $4 \%$ | $9 \%$ |
| $4 \%$ | $8 \%$ |
| $4 \%$ | $8 \%$ |
| $2 \%$ | $10 \%$ |
| $4 \%$ | $7 \%$ |
| $4 \%$ | $7 \%$ |
|  |  |

[^1]
## In your view, how acceptable, if at all, is it do the following in the workplace?

Tell stories or jokes of a sexual nature

Completely/ fairly Not very/ at all acceptable
acceptable


| $16 \%$ | $28 \%$ |
| :---: | :---: |
| $27 \%$ | $47 \%$ |
| $17 \%$ | $47 \%$ |
| $21 \%$ | $45 \%$ |
| $30 \%$ | $33 \%$ |
| $22 \%$ | $41 \%$ |
| $24 \%$ | $33 \%$ |
| $23 \%$ | $32 \%$ |
| $21 \%$ | $31 \%$ |
| $18 \%$ | $30 \%$ |
| $19 \%$ | $29 \%$ |
| $17 \%$ | $29 \%$ |
| $16 \%$ | $30 \%$ |
| $16 \%$ | $28 \%$ |
| $15 \%$ | $26 \%$ |
| $12 \%$ | $26 \%$ |
| $15 \%$ | $22 \%$ |
| $12 \%$ | $24 \%$ |
| $11 \%$ | $23 \%$ |
| $10 \%$ | $23 \%$ |
| $15 \%$ | $18 \%$ |
| $11 \%$ | $19 \%$ |
| $10 \%$ | $20 \%$ |
| $13 \%$ | $17 \%$ |
| $10 \%$ | $18 \%$ |
| $6 \%$ | $15 \%$ |
| $8 \%$ | $13 \%$ |

[^2]
## Country

| Global |
| :--- |
| Belgium |
| China |
| Russia |
| Spain |
| Hungary |
| India |
| Poland |
| Italy |
| France |
| Germany |
| Netherlands |
| Sweden |
| Great Britain |
| Brazil |
| South Korea |
| Japan |
| Malaysia |
| Turkey |
| Australia |
| Argentina |
| South Africa |
| Chile |
| Peru |
| Canada |
| United States |
| Mexico |

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

Compliment someone of the opposite gender on their appearance or dress

Completely/ fairly Not very/ at all acceptable
acceptable



## 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

Completely/ fairly Not very/ at all acceptable acceptable


| $76 \%$ | $67 \%$ |
| :---: | :---: |
| $89 \%$ | $83 \%$ |
| $86 \%$ | $85 \%$ |
| $85 \%$ | $83 \%$ |
| $87 \%$ | $80 \%$ |
| $89 \%$ | $77 \%$ |
| $88 \%$ | $75 \%$ |
| $86 \%$ | $76 \%$ |
| $86 \%$ | $76 \%$ |
| $83 \%$ | $77 \%$ |
| $84 \%$ | $75 \%$ |
| $89 \%$ | $69 \%$ |
| $82 \%$ | $66 \%$ |
| $75 \%$ | $73 \%$ |
| $75 \%$ | $71 \%$ |
| $74 \%$ | $68 \%$ |
| $74 \%$ | $65 \%$ |
| $73 \%$ | $61 \%$ |
| $72 \%$ | $63 \%$ |
| $64 \%$ | $62 \%$ |
| $67 \%$ | $57 \%$ |
| $60 \%$ | $59 \%$ |
| $66 \%$ | $47 \%$ |
| $59 \%$ | $47 \%$ |
| $59 \%$ | $45 \%$ |
| $58 \%$ | $46 \%$ |
| $57 \%$ | $41 \%$ |

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?

Hug someone because they are crying

| Completely/ acceptable | Not very/ at all acceptable |  |
| :---: | :---: | :---: |
|  | 72\% | 19\% |
|  | 85\% | 10\% |
|  | 85\% | 8\% |
|  | 84\% | 9\% |
|  | 83\% | 11\% |
|  | 82\% | 11\% |
|  | 80\% | 12\% |
|  | 80\% | 11\% |
|  | 79\% | 11\% |
|  | 79\% | 13\% |
|  | 78\% | 11\% |
|  | 77\% | 15\% |
|  | 77\% | 11\% |
|  | 76\% | 12\% |
|  | 76\% | 18\% |
|  | 73\% | 16\% |
|  | 73\% | 16\% |
|  | 72\% | 16\% |
|  | 72\% | 15\% |
|  | 71\% | 22\% |
|  | 70\% | 16\% |
|  |  | 30\% |
|  |  | 24\% |
|  |  | 36\% |
|  |  | 37\% |
|  |  | 39\% |
| 24\% |  | 57\% |


| $75 \%$ | $68 \%$ |
| ---: | ---: |
| $88 \%$ | $82 \%$ |
| $90 \%$ | $80 \%$ |
| $88 \%$ | $80 \%$ |
| $86 \%$ | $80 \%$ |
| $87 \%$ | $76 \%$ |
| $80 \%$ | $80 \%$ |
| $86 \%$ | $74 \%$ |
| $83 \%$ | $75 \%$ |
| $82 \%$ | $75 \%$ |
| $81 \%$ | $76 \%$ |
| $78 \%$ | $76 \%$ |
| $82 \%$ | $72 \%$ |
| $81 \%$ | $71 \%$ |
| $78 \%$ | $73 \%$ |
| $81 \%$ | $66 \%$ |
| $78 \%$ | $68 \%$ |
| $80 \%$ | $64 \%$ |
| $76 \%$ | $67 \%$ |
| $71 \%$ | $72 \%$ |
| $73 \%$ | $66 \%$ |
| $65 \%$ | $65 \%$ |
| $65 \%$ | $64 \%$ |
| $58 \%$ | $55 \%$ |
| $54 \%$ | $57 \%$ |
| $59 \%$ | $46 \%$ |
| $24 \%$ | $25 \%$ |

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

## Country

| Global |
| :--- |
| South Africa |
| Sweden |
| Spain |
| Argentina |
| Chile |
| Netherlands |
| Great Britain |
| Italy |
| Brazil |
| Belgium |
| Russia |
| Germany |
| Hungary |
| Mexico |
| Australia |
| Canada |
| United States |
| Poland |
| Peru |
| France |
| India |
| Turkey |
| South Korea |
| China |
| Malaysia |
| Japan |



In your view, how acceptable, if at all, is it 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

Country

| Global |
| :--- |
| India |
| China |
| Malaysia |
| Brazil |
| Spain |
| South Korea |
| Russia |
| Turkey |
| Sweden |
| Italy |
| Belgium |
| Poland |
| Argentina |
| Germany |
| Australia |
| Chile |
| Hungary |
| South Africa |
| Peru |
| Netherlands |
| United States |
| Great Britain |
| France |
| Japan |
| Canada |
| Mexico |



| $7 \%$ | $13 \%$ |
| :---: | :---: |
| $23 \%$ | $27 \%$ |
| $13 \%$ | $32 \%$ |
| $10 \%$ | $20 \%$ |
| $11 \%$ | $17 \%$ |
| $11 \%$ | $15 \%$ |
| $9 \%$ | $17 \%$ |
| $7 \%$ | $17 \%$ |
| $7 \%$ | $14 \%$ |
| $6 \%$ | $14 \%$ |
| $6 \%$ | $13 \%$ |
| $6 \%$ | $13 \%$ |
| $8 \%$ | $11 \%$ |
| $6 \%$ | $12 \%$ |
| $6 \%$ | $12 \%$ |
| $4 \%$ | $13 \%$ |
| $5 \%$ | $11 \%$ |
| $5 \%$ | $11 \%$ |
| $5 \%$ | $10 \%$ |
| $6 \%$ | $8 \%$ |
| $2 \%$ | $11 \%$ |
| $3 \%$ | $11 \%$ |
| $4 \%$ | $9 \%$ |
| $3 \%$ | $9 \%$ |
| $4 \%$ | $8 \%$ |
| $4 \%$ | $8 \%$ |
| $4 \%$ | $6 \%$ |

## Calling out inappropriate behavior

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

- 

Global totals
\% Confident


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


[^3]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

| Global | 56\% | 30\% |
| :---: | :---: | :---: |
| Russia | 71\% | 14\% |
| Argentina | 70\% | 21\% |
| South Africa | 70\% | 23\% |
| Turkey | 67\% | 18\% |
| United States | 65\% | 24\% |
| Hungary | 64\% | 22\% |
| Canada | 64\% | 25\% |
| Sweden | 64\% | 24\% |
| India | 61\% | 23\% |
| Mexico | 61\% | 30\% |
| Chile | 61\% | 29\% |
| Germany | 61\% | 18\% |
| Netherlands | 61\% | 23\% |
| Peru | 61\% | 32\% |
| Spain | 57\% | 28\% |
| Great Britain | 55\% | 36\% |
| Australia | 55\% | 33\% |
| Brazil | 52\% | 27\% |
| Malaysia | 50\% | 38\% |
| Italy | 49\% | 37\% |
| Belgium | 46\% | 38\% |
| China | 45\% | 39\% |
| France | 41\% | 38\% |
| Poland | 39\% | 39\% |
| South Korea |  | 51\% |
| Japan |  | 52\% |


| $551 \%$ | $61 \%$ |
| ---: | ---: |
| $65 \%$ | $77 \%$ |
| $70 \%$ | $70 \%$ |
| $62 \%$ | $78 \%$ |
| $67 \%$ | $68 \%$ |
| $58 \%$ | $72 \%$ |
| $59 \%$ | $69 \%$ |
| $65 \%$ | $72 \%$ |
| $60 \%$ | $67 \%$ |
| $50 \%$ | $61 \%$ |
| $56 \%$ | $74 \%$ |
| $56 \%$ | $66 \%$ |
| $54 \%$ | $68 \%$ |
| $60 \%$ | $61 \%$ |
| $53 \%$ | $61 \%$ |
| $48 \%$ | $63 \%$ |
| $46 \%$ | $64 \%$ |
| $52 \%$ | $51 \%$ |
| $47 \%$ | $53 \%$ |
| $46 \%$ | $53 \%$ |
| $36 \%$ | $56 \%$ |
| $36 \%$ | $53 \%$ |
| $34 \%$ | $49 \%$ |
| $39 \%$ | $40 \%$ |
| $25 \%$ | $37 \%$ |
| $24 \%$ | $34 \%$ |

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 family or friends who make a sexist comment

| Country |
| :--- |
| Global |
| Great Britain |
| South Africa |
| Sweden |
| United States |
| Australia |
| Argentina |
| Canada |
| Spain |
| Belgium |
| Peru |
| Chile |
| Netherlands |
| Hungary |
| Russia |
| Turkey |
| Malaysia |
| France |
| Mexico |
| Brazil |
| Germany |
| South Korea |
| India |
| Italy |
| China |
| Japan |
| Poland |

Confident
Not confident


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

| $66 \%$ | $61 \%$ |
| ---: | ---: |
| $84 \%$ | $73 \%$ |
| $80 \%$ | $75 \%$ |
| $81 \%$ | $69 \%$ |
| $80 \%$ | $68 \%$ |
| $75 \%$ | $71 \%$ |
| $75 \%$ | $70 \%$ |
| $71 \%$ | $71 \%$ |
| $74 \%$ | $62 \%$ |
| $65 \%$ | $69 \%$ |
| $69 \%$ | $64 \%$ |
| $74 \%$ | $58 \%$ |
| $71 \%$ | $62 \%$ |
| $67 \%$ | $64 \%$ |
| $67 \%$ | $60 \%$ |
| $66 \%$ | $57 \%$ |
| $63 \%$ | $59 \%$ |
| $62 \%$ | $59 \%$ |
| $59 \%$ | $58 \%$ |
| $64 \%$ | $52 \%$ |
| $61 \%$ | $55 \%$ |
| $59 \%$ | $55 \%$ |
| $55 \%$ | $59 \%$ |
| $62 \%$ | $48 \%$ |
| $49 \%$ | $53 \%$ |
| $48 \%$ | $45 \%$ |
| $44 \%$ | $40 \%$ |

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 |
| :--- |
| Global |
| Sweden |
| South Africa |
| Spain |
| Turkey |
| Argentina |
| India |
| Canada |
| Chile |
| Peru |
| Great Britain |
| United States |
| Australia |
| Germany |
| Malaysia |
| Netherlands |
| Brazil |
| Mexico |
| Italy |
| Russia |
| Hungary |
| China |
| Belgium |
| South Korea |
| France |
| Poland |
| Japan |
| Bas |

## Confident

| 50\% | 32\% |
| :---: | :---: |
| 69\% | 19\% |
| 68\% | 26\% |
| 63\% | 21\% |
| 62\% | 16\% |
| 59\% | 24\% |
| 54\% | 28\% |
| 54\% | 29\% |
| 54\% | 32\% |
| 53\% | 35\% |
| 53\% | 35\% |
| 53\% | 30\% |
| 52\% | 31\% |
| 52\% | 22\% |
| 51\% | 33\% |
| 50\% | 29\% |
| 50\% | 28\% |
| 48\% | 38\% |
| 48\% | 37\% |
| 48\% | 34\% |
| 45\% | 33\% |
| 43\% | 42\% |
| 42\% | 36\% |
| 42\% | 41\% |
| 38\% | 37\% |
| 32\% | 40\% |
| 31\% | 46\% |


| $48 \%$ | $53 \%$ |
| ---: | ---: |
| $63 \%$ | $75 \%$ |
| $68 \%$ | $67 \%$ |
| $65 \%$ | $60 \%$ |
| $68 \%$ | $56 \%$ |
| $62 \%$ | $56 \%$ |
| $52 \%$ | $56 \%$ |
| $48 \%$ | $60 \%$ |
| $52 \%$ | $56 \%$ |
| $50 \%$ | $56 \%$ |
| $48 \%$ | $58 \%$ |
| $50 \%$ | $55 \%$ |
| $48 \%$ | $56 \%$ |
| $49 \%$ | $54 \%$ |
| $50 \%$ | $51 \%$ |
| $46 \%$ | $55 \%$ |
| $52 \%$ | $49 \%$ |
| $42 \%$ | $55 \%$ |
| $49 \%$ | $47 \%$ |
| $48 \%$ | $48 \%$ |
| $42 \%$ | $49 \%$ |
| $36 \%$ | $49 \%$ |
| $33 \%$ | $51 \%$ |
| $36 \%$ | $48 \%$ |
| $32 \%$ | $45 \%$ |
| $32 \%$ | $32 \%$ |
| $26 \%$ | $36 \%$ |

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 junior colleague who makes a sexist comment

| Country |
| :--- |
| Global |
| South Africa |
| Sweden |
| Great Britain |
| Argentina |
| Australia |
| Spain |
| Canada |
| United States |
| Chile |
| Turkey |
| Peru |
| Hungary |
| India |
| Russia |
| Mexico |
| Germany |
| Malaysia |
| Brazil |
| China |
| Netherlands |
| Belgium |
| Italy |
| South Korea |
| France |
| Japan |
| Poland |



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

| 57\% | 59\% |
| :---: | :---: |
| 81\% | 76\% |
| 71\% | 70\% |
| 69\% | 69\% |
| 71\% | 65\% |
| 65\% | 71\% |
| 69\% | 62\% |
| 61\% | 69\% |
| 64\% | 66\% |
| 63\% | 61\% |
| - $68 \%$ | - 55\% |
| 60\% | 61\% |
| 59\% | 61\% |
| 55\% | 62\% |
| 61\% | 53\% |
| 52\% | 60\% |
| 54\% | 55\% |
| 54\% | 55\% |
| 54\% | 52\% |
| - $46 \%$ | - 59\% |
| 49\% | 55\% |
| - $46 \%$ | - 58\% |
| - 56\% | - 46\% |
| 48\% | 53\% |
| - $41 \%$ | - 51\% |
| - 36\% | - 47\% |
| 38\% | 35\% |

Indicates differences of $10 \%+$

What harms women's carcers?

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


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

## Country

Global
Saudi Arabia
United States
Spain
Great Britain
India
Australia
Canada
South Africa
Italy
Brazil
Mexico
Turkey
Sweden
Argentina
Chile
Netherlands
Hungary
South Korea
France
Germany
Peru
Belgium
China
Poland
Malaysia
Japan
Russia
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

## Country

| 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\% |  |  |  | 6\% |
| Russia | 5\% |  |  |  | 4\% |
| Japan | 3\%18 |  |  |  | 8\% |
| Base: 20,204 online | ross 27 c | ries, 24 Januar | -7 Febru |  | Ipsos |

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 damage

Equally likely to damage the career of both the career of a woman the career of a man






India
South Africa


Russia

| $10 \%$ | $28 \%$ | $8 \%$ |
| :--- | :--- | ---: |
| $8 \%$ | $31 \%$ | $5 \%$ |

Argentina

Poland

| $7 \%$ | $31 \%$ | $7 \%$ |
| ---: | ---: | ---: |
| $7 \%$ | $28 \%$ | $12 \%$ |
| $6 \%$ | $17 \%$ | $20 \%$ |
| $5 \%$ | $25 \%$ | $8 \%$ |

Japan
Malaysia

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


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

Equally likely to damage the career of both
Italy
Great Britain
Saudi Arabia
United States
Australia
Sweden
Canada
South Africa
Brazil
Chile
Netherlands
South Korea
Mexico
France
India
Belgium
Argentina
Hungary
Poland
Germany
Malaysia
Peru
Turkey
China
Japan
Russia
the career of a woman

| 16\% | 47\% | 9\% |
| :---: | :---: | :---: |
| 23\% | 52\% | 7\% |
| 23\% | 44\% | 9\% |
| 22\% | 54\% | 6\% |
| 20\% | 24\% | 17\% |
| 20\% | 54\% | 7\% |
| 19\% | 50\% | 9\% |
| 19\% | 48\% | 9\% |
| 19\% | 51\% | 5\% |
| 19\% | 53\% | 8\% |
| 18\% | 41\% | 10\% |
| 18\% | 51\% | 5\% |
| 18\% | 45\% | 9\% |
| 17\% | 41\% | 12\% |
| 16\% | 56\% | 7\% |
| 16\% | 46\% | 6\% |
| 15\% | 39\% | 16\% |
| 15\% | 51\% | 5\% |
| 14\% | 60\% | 4\% |
| 13\% | 0\% | 5\% |
| 12\% | 5\% | 8\% |
| 12\% | \% | 8\% |
| 12\% | \% | 14\% |
| 10\% |  | 6\% |
| 10\% |  | 9\% |
| 8\% |  | 13\% |
| 7\% |  | 16\% |
| 7\% |  | 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.

Rejecting a colleague who wanted a date or romantic relationship

| Country |
| :--- |
| Global |
| United States |
| Spain |
| Sweden |
| Canada |
| Australia |
| South Africa |
| Great Britain |
| Italy |
| Chile |
| Mexico |
| Netherlands |
| Argentina |
| France |
| South Korea |
| Germany |
| Brazil |
| Hungary |
| Belgium |
| India |
| Poland |
| Peru |
| Russia |
| Saudi Arabia |
| Turkey |
| Japan |
| Malaysia |
| China |

Equally likely to damage the career of both


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

| Country |
| :--- |
| Global |
| Spain |
| South Korea |
| Sweden |
| Italy |
| United States |
| Canada |
| Great Britain |
| South Africa |
| Mexico |
| Chile |
| Saudi Arabia |
| Brazil |
| Australia |
| Germany |
| France |
| Netherlands |
| Belgium |
| Argentina |
| India |
| China |
| Hungary |
| Poland |
| Russia |
| Turkey |
| Malaysia |
| Peru |
| Japan |

Equally likely to damage the career of both the career of a man


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

## Country

| $7 \%$ | $20 \%$ | $6 \%$ |
| :---: | :---: | :---: |
| $12 \%$ | $18 \%$ | $15 \%$ |
| $10 \%$ | $45 \%$ | $6 \%$ |
| $10 \%$ | $21 \%$ | $8 \%$ |
| $9 \%$ | $18 \%$ | $4 \%$ |
| $9 \%$ | $23 \%$ | $7 \%$ |
| $8 \%$ | $19 \%$ | $8 \%$ |
| $8 \%$ | $17 \%$ | $5 \%$ |
| 8 |  | 5 |

Brazil
Canada
Italy
Italy
United States

| $8 \%$ | $17 \%$ | $5 \%$ |
| :--- | :--- | :--- |
| $8 \%$ | $18 \%$ | $5 \%$ |

South Africa
India

| $8 \%$ | $23 \%$ | $12 \%$ |
| ---: | :--- | ---: |
| $8 \%$ | $16 \%$ | $5 \%$ |

Turkey
Australia
Great Britain

| $7 \%$ | $20 \%$ | $5 \%$ |
| :--- | :--- | :--- |
| $7 \%$ | $19 \%$ | $6 \%$ |


| $7 \%$ | $23 \%$ | $9 \%$ |
| :--- | :--- | :--- |
| $6 \%$ | $22 \%$ | $5 \%$ |
| $6 \%$ | $21 \%$ |  |

Chile


Hungary


Netherlands

many


France | $5 \% 17 \%$ | $3 \%-$ |
| ---: | ---: |
| $5 \% 23 \%$ | $4 \%$ | Argentina Peru

Poland
Malaysia
Russia
Belgium
Japan

| $5 \% 22 \%$ | $6 \%$ |
| :--- | :--- |
| $4 \% 19 \%$ | $6 \%$ |


| $4 \% 21 \%$ | $6 \%$ |
| :---: | :---: |
| $4 \% 13 \%$ | $6 \%$ |
| $3 \%$ | $6 \%$ |

Japan

[^4]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

## Country

 the career of both the career of a man

## 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


MS totals

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

WomenMen

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


Global totals
\% Harmed your career


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



## Clobal attitudes towards gender equality

Global totals
\% strongly/somewhat agree

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

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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


Base: 19,704 online adults aged 16-74 across 26 countries, 24 January - 7 February 2020
Women won't achieve equality in [COUNTRY] unless men take actions to support women's rights too

US totals
\% strongly/somewhat agree

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

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



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

| 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\% |

[^5]| Women agree | Men agree |
| :---: | :---: |
| - $32 \%$ | - $49 \%$ |
| 63\% | 72\% |
| 57\% | 63\% |
| - $46 \%$ | - $62 \%$ |
| - ${ }^{\text {a }}$ \% | - $63 \%$ |
| - $42 \%$ | - $54 \%$ |
| - $38 \%$ | - $56 \%$ |
| - $36 \%$ | - $51 \%$ |
| - $34 \%$ | - $53 \%$ |
| - $35 \%$ | - $52 \%$ |
| - $35 \%$ | - $51 \%$ |
| - $32 \%$ | - $54 \%$ |
| 40\% | 45\% |
| - $27 \%$ | - 57\% |
| - $31 \%$ | - $51 \%$ |
| - $32 \%$ | - $49 \%$ |
| - $32 \%$ | - $42 \%$ |
| - $24 \%$ | - $48 \%$ |
| - $28 \%$ | - $44 \%$ |
| - $26 \%$ | - $46 \%$ |
| - $20 \%$ | - $48 \%$ |
| - 27\% | - $37 \%$ |
| - $23 \%$ | - $42 \%$ |
| - $22 \%$ | - $40 \%$ |
| 16\% | - $36 \%$ |
| 19\% | - $33 \%$ |
| 20\% | - $31 \%$ |

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


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 |  | Men agree |  |
| :---: | :---: | :---: | :---: |
| - | 74\% | - | 62\% |
|  | 83\% |  | 78\% |
|  | 82\% |  | 74\% |
| - | 82\% | - | 71\% |
| ■ | 81\% | - | 70\% |
|  | 77\% |  | 72\% |
| - | 81\% | - | 68\% |
| ■ | 81\% | - | 64\% |
| - | 78\% | - | 67\% |
| $\square$ | 81\% | - | 64\% |
|  | 74\% |  | 70\% |
| - | 80\% | - | 64\% |
| ■ | 77\% | - | 66\% |
| ■ | 78\% | - | 63\% |
| ■ | 76\% | - | 63\% |
| ■ | 76\% | - | 62\% |
| - | 77\% | - | 61\% |
| $\square$ | 74\% | - | 64\% |
| - | 75\% | - | 62\% |
|  | 69\% |  | 67\% |
|  | 68\% |  | 61\% |
| $\square$ | 73\% | - | 54\% |
| ■ | 69\% | - | 49\% |
| - | 67\% | - | 47\% |
| - | 61\% | - | 46\% |
|  | 57\% | - | 40\% |
|  | 47\% | - | 37\% |
|  |  | King isis | Ipsos |

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 |
| :---: | :---: | :---: |
| Global | 58\% | 36\% |
| India | 69\% | 29\% |
| South Africa | 69\% | 30\% |
| Japan | 68\% | 27\% |
| Chile | 66\% | 29\% |
| Turkey | 66\% | 32\% |
| Belgium | 64\% | 27\% |
| France | 64\% | 26\% |
| Hungary | 63\% | 31\% |
| Sweden | 62\% | 32\% |
| Spain | 61\% | 35\% |
| United States | 60\% | 32\% |
| Peru | 60\% | 37\% |
| Brazil | 59\% | 38\% |
| Great Britain | 59\% | 35\% |
| Italy | 58\% | 35\% |
| Australia | 58\% | 35\% |
| Canada | 58\% | 35\% |
| Poland | 56\% | 36\% |
| Malaysia | 55\% | 41\% |
| Mexico | 54\% | 43\% |
| Argentina | 53\% | 40\% |
| South Korea | 52\% | 47\% |
| Germany | 51\% | 42\% |
| Netherlands | 50\% | 41\% |
| Russia | 42\% | 49\% |
| China | 37\% | 61\% |

[^6]| Women agree |  | Men agree |  |
| :---: | :---: | :---: | :---: |
| - | 65\% | - | 51\% |
|  | 71\% |  | 68\% |
|  | 75\% |  | 62\% |
|  | 75\% |  | 60\% |
| $\square$ | 74\% | $\square$ | 58\% |
| $\square$ | 80\% | - | 52\% |
| $\square$ | 74\% | - | 53\% |
| $\square$ | 71\% | - | 56\% |
| $\square$ | 70\% | $\square$ | 57\% |
|  | 66\% |  | 59\% |
| $\square$ | 70\% | - | 52\% |
|  | 64\% |  | 56\% |
| $\square$ | 67\% | - | 51\% |
|  | 61\% |  | 56\% |
| $\square$ | 68\% | - | 49\% |
| $\square$ | 65\% | - | 52\% |
| $\square$ | 65\% | - | 51\% |
| $\square$ | 68\% |  | 47\% |
| $\square$ | 62\% |  | 49\% |
|  | 59\% |  | 51\% |
| $\square$ | 64\% | - | 44\% |
| $\square$ | 59\% |  | 48\% |
| $\square$ | 67\% |  | 37\% |
| $\square$ | 58\% | - | 44\% |
| $\square$ | 59\% | - | 41\% |
|  | 46\% |  | 37\% |
|  | 43\% |  | 32\% |

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\%) \|\% 2019 Disagree (49\%) |  |  |
|  |  |  |


| Women agree | Men agree |
| :---: | :---: |
| - $42 \%$ | - 55\% |
| 68\% | 74\% |
| 68\% | 69\% |
| 65\% | 66\% |
| - $60 \%$ | - $70 \%$ |
| 63\% | 66\% |
| - $55 \%$ | - $75 \%$ |
| 63\% | 62\% |
| 56\% | 64\% |
| - $38 \%$ | - $71 \%$ |
| - $49 \%$ | - $58 \%$ |
| - $44 \%$ | - $57 \%$ |
| 46\% | 54\% |
| - $41 \%$ | 52\% |
| - $37 \%$ | - $50 \%$ |
| - $33 \%$ | - $53 \%$ |
| 39\% | 47\% |
| 36\% | 45\% |
| - $32 \%$ | - $48 \%$ |
| - $25 \%$ | - $56 \%$ |
| - $30 \%$ | - $45 \%$ |
| - $29 \%$ | - $44 \%$ |
| - $27 \%$ | - $38 \%$ |
| - $25 \%$ | - $40 \%$ |
| - $26 \%$ | - $38 \%$ |
| 23\% | - $39 \%$ |
| 23\% | - $38 \%$ |
|  |  |

## 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/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

Nicolas Boyon
Senior Vice President nicolas.boyon@ipsos.com

Chris Jackson
Vice President chris.jackson@ipsos.com

Mallory Newall
Director
mallory.newall@ipsos.com


[^0]:    Base: 19,704 online adults aged 16-64 across 26 countries, 24 January - 7 February 2020

[^1]:    Base: 19,704 online adults aged 16-64 across 26 countries, 24 January - 7 February 2020

[^2]:    Base: 19,704 online adults aged 16-64 across 26 countries, 24 January - 7 February 2020

[^3]:    Base: 19,704 online adults aged 16-64 across 26 countries, 24 January - 7 February 2020

[^4]:    $3 \% 15 \%$

[^5]:    Base: 19,704 online adults aged 16-74 across 26 countries, 24 January - 7 February 2020

[^6]:    Base: 19,704 online adults aged 16-74 across 26 countries, 24 January - 7 February 2020

