

# 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

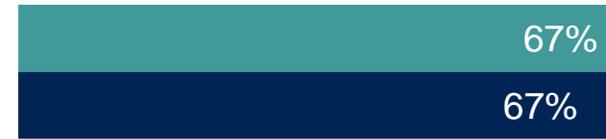
Compliment someone of the same gender on their appearance or dress



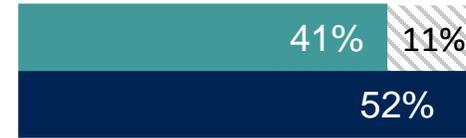
Hug someone because they are crying



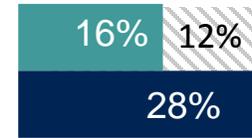
Compliment someone of the opposite gender on their appearance or dress



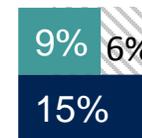
Ask a colleague for a date



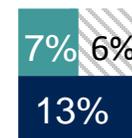
Tell stories or jokes of a sexual nature



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



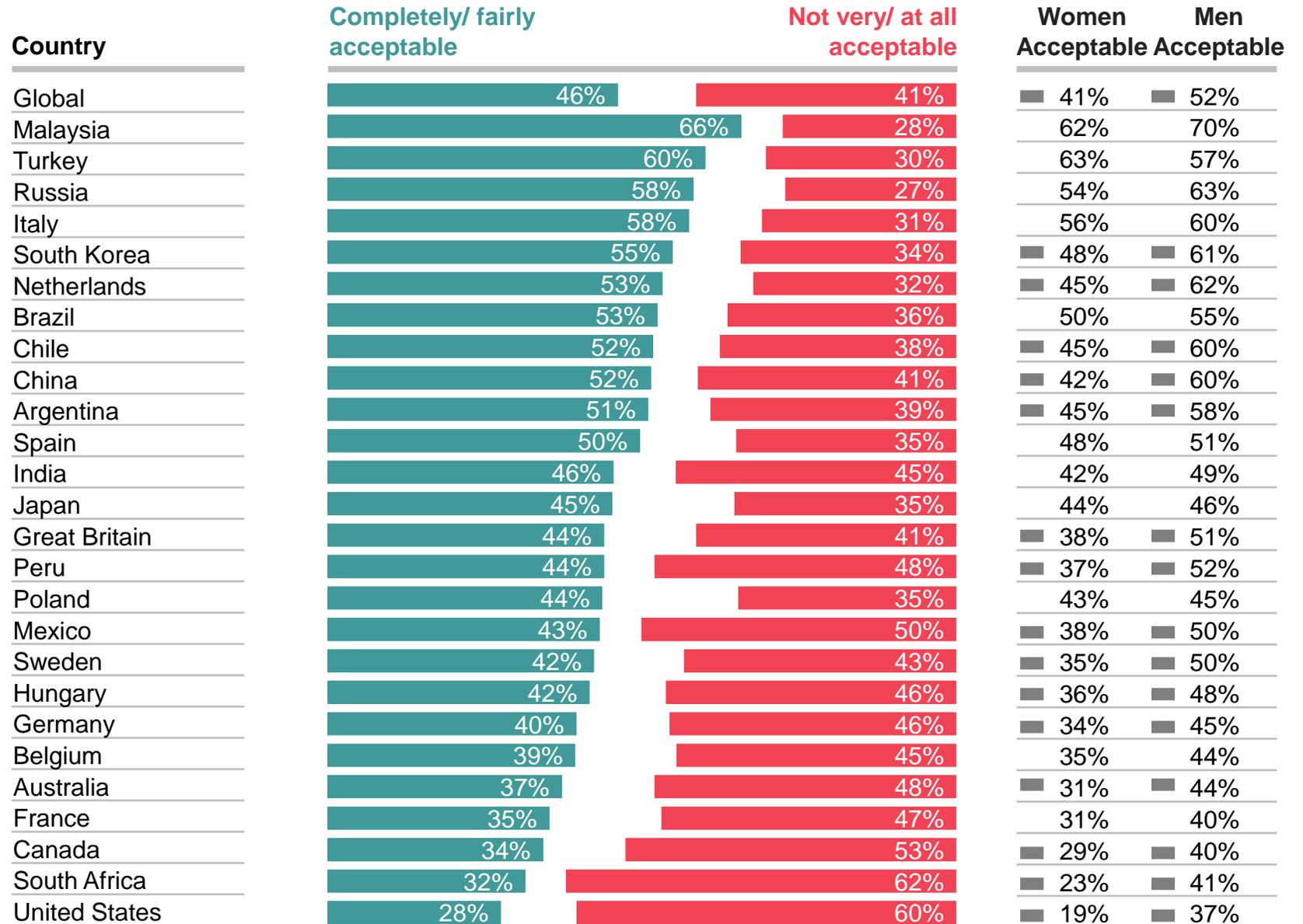
Show or display material of a sexual nature



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

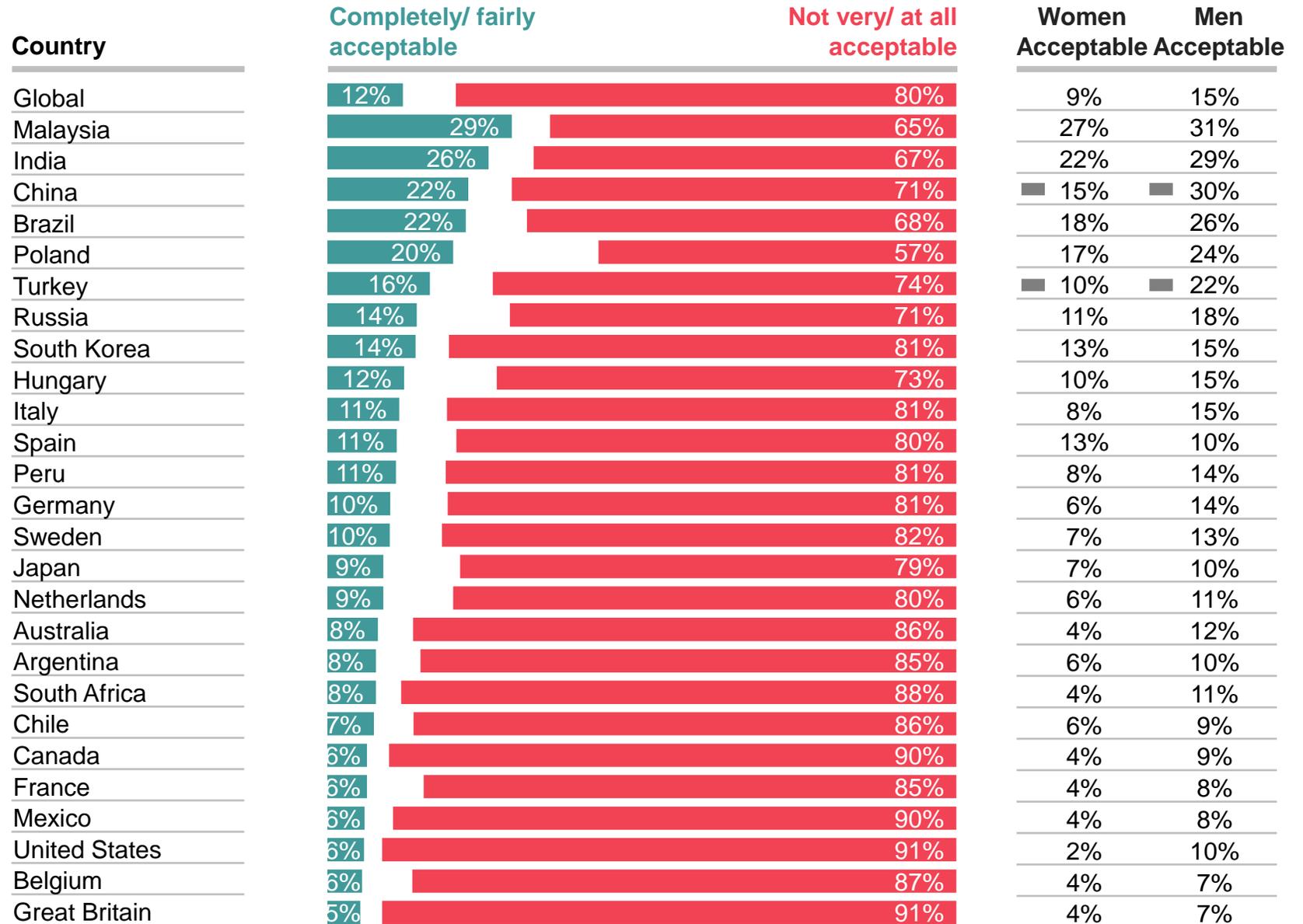


Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ Indicates differences of 10%+

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

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

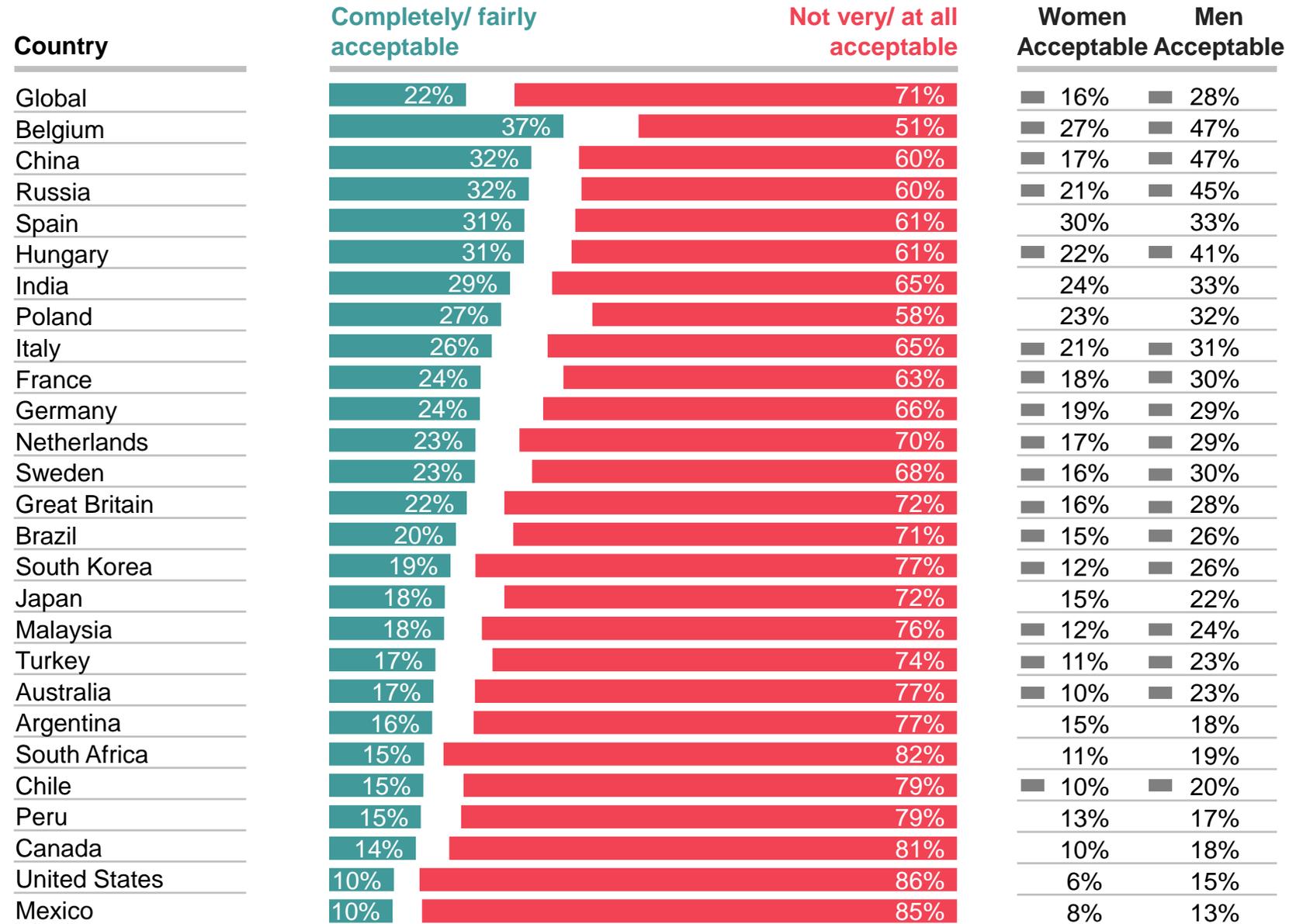


Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ Indicates differences of 10%+

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

Tell stories or jokes of a sexual nature

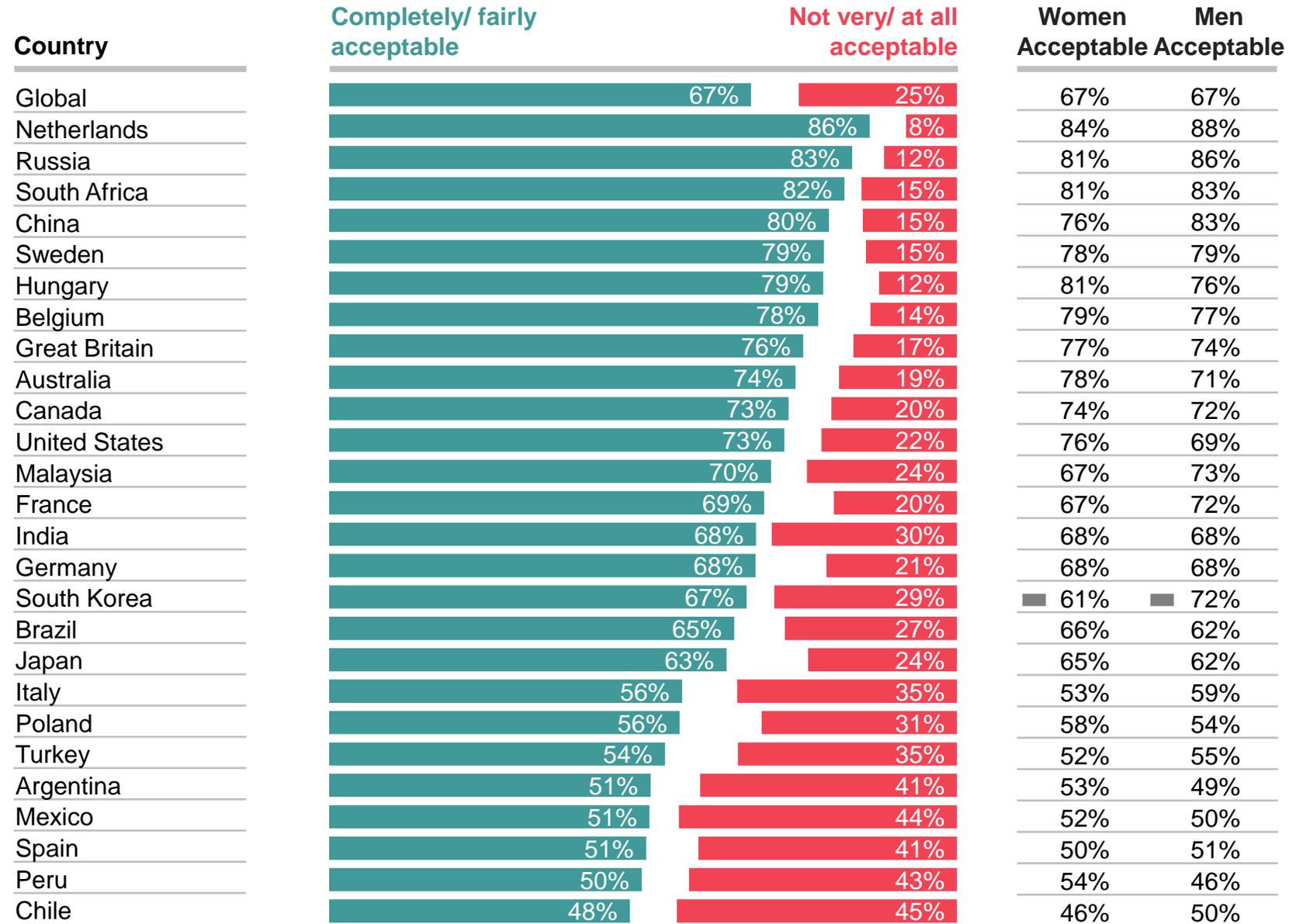


Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ Indicates differences of 10%+

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

Compliment someone of the opposite gender on their appearance or dress

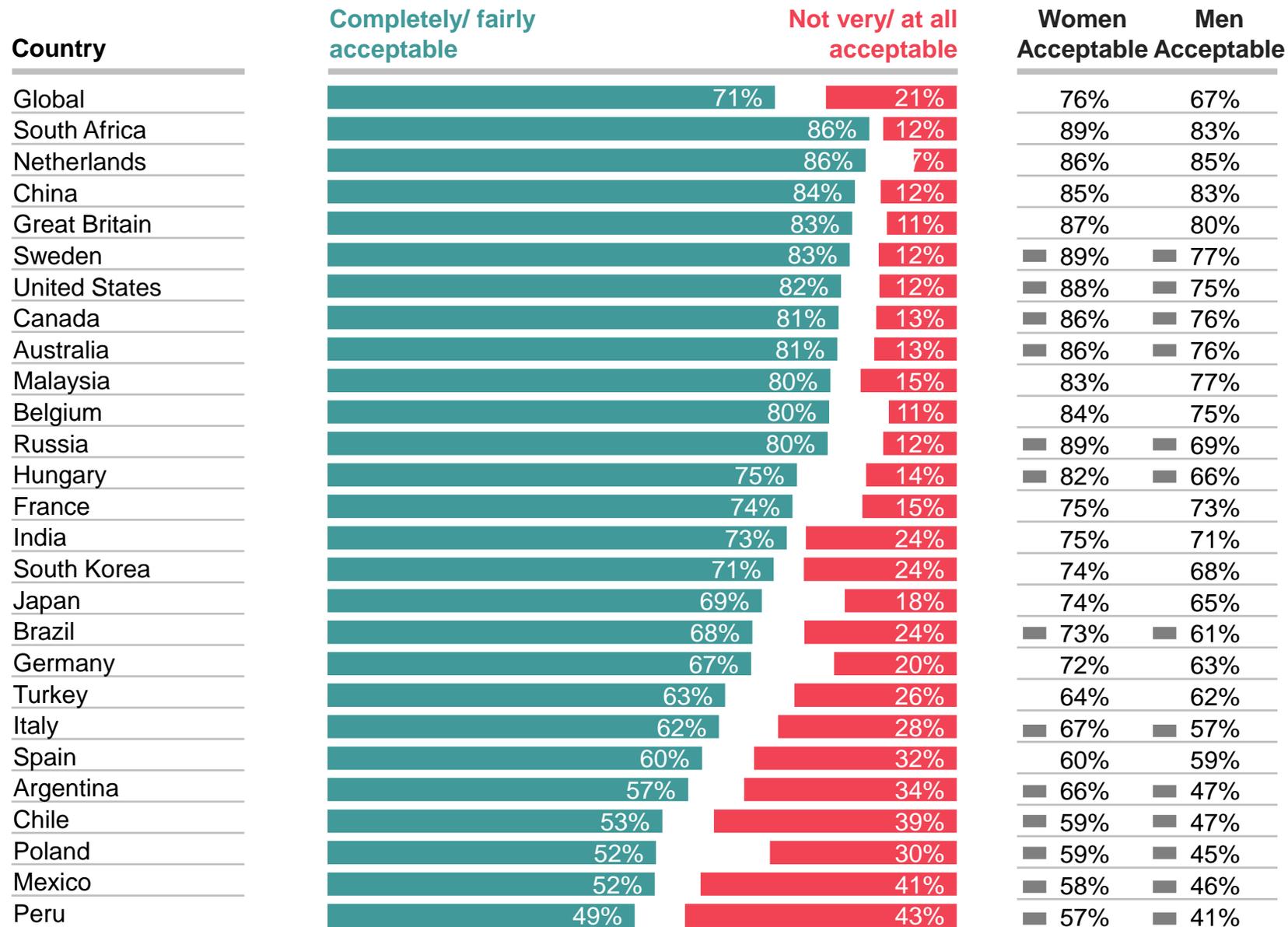


Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ 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

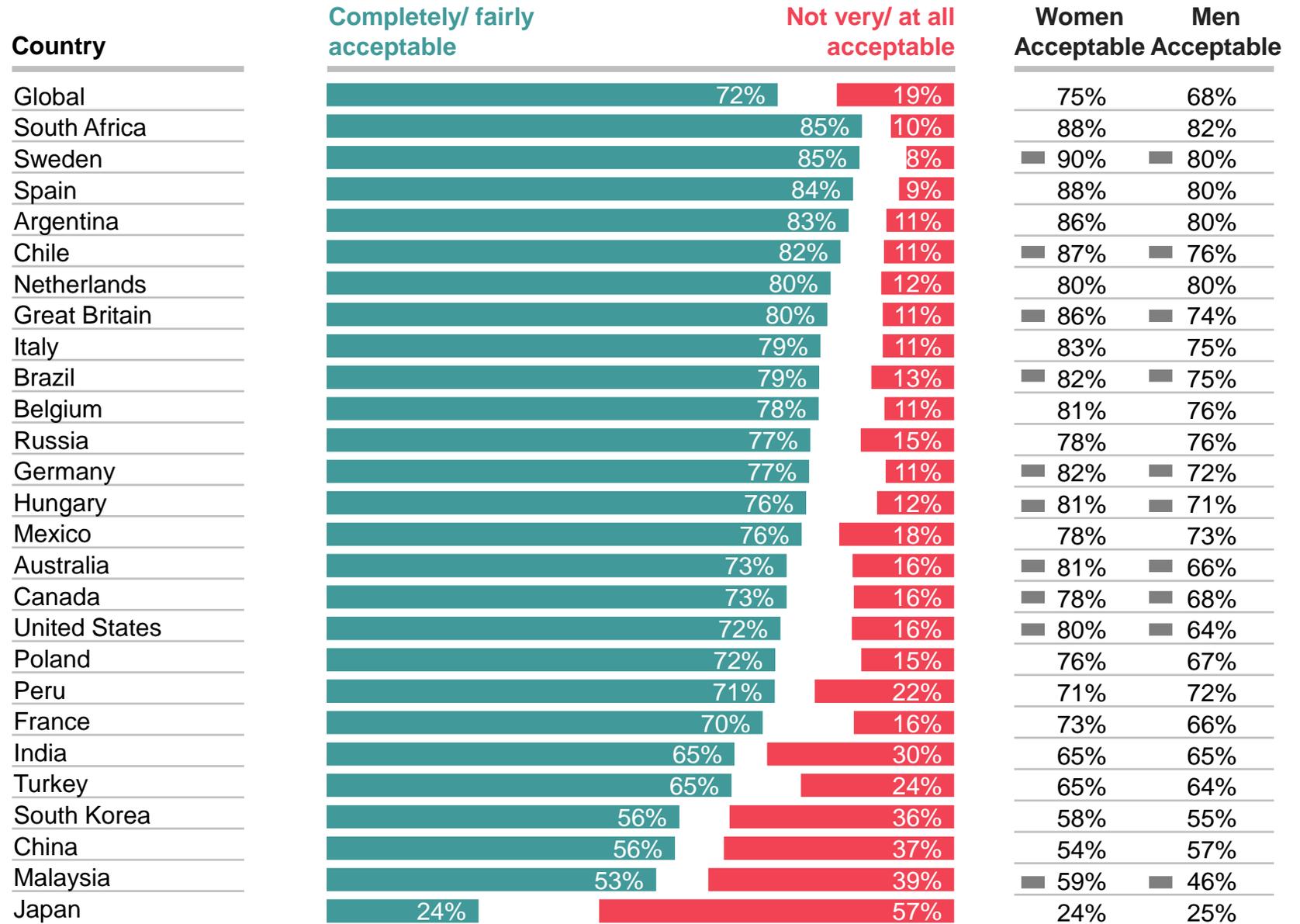


Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ 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

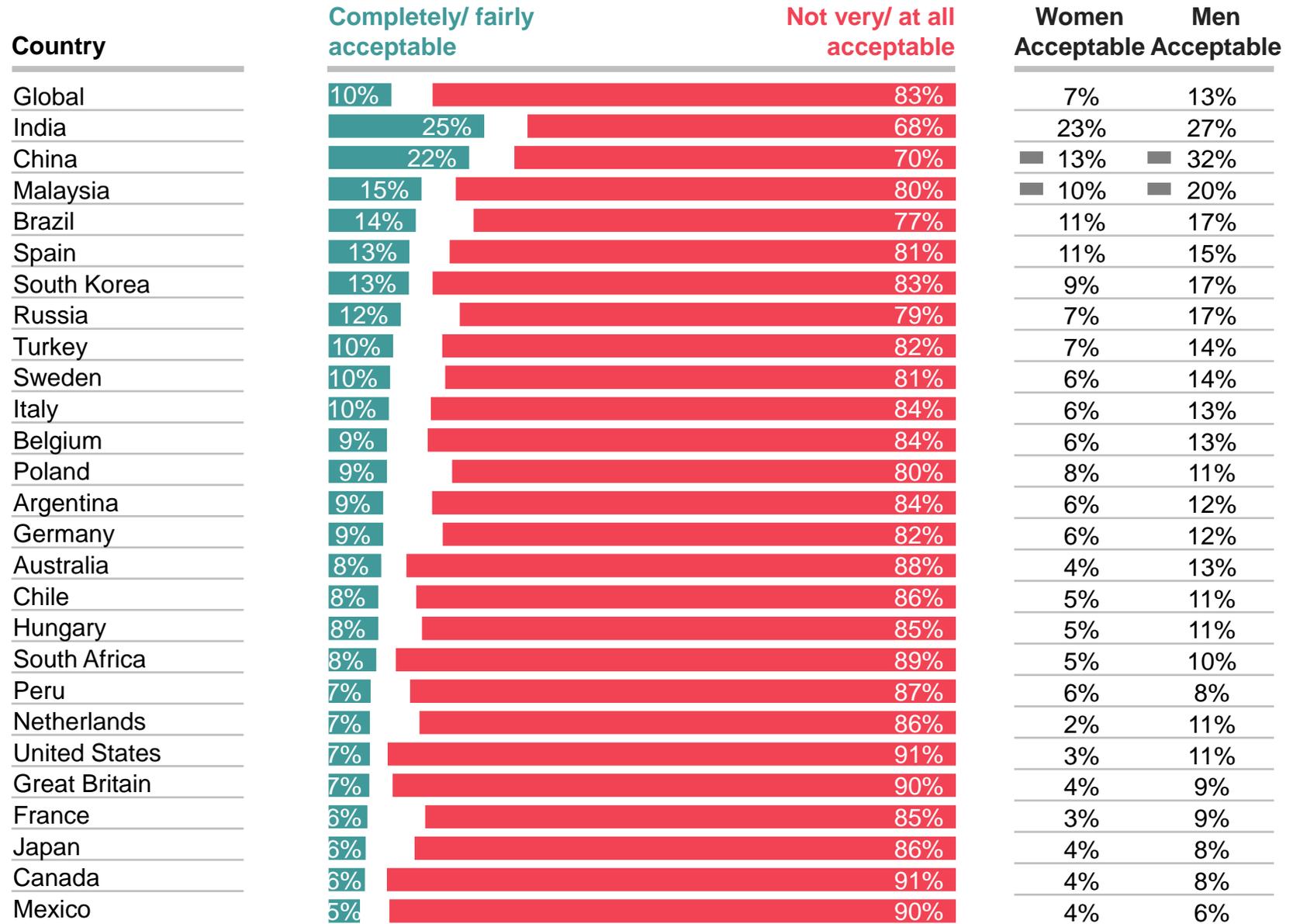


Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ Indicates differences of 10%+

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



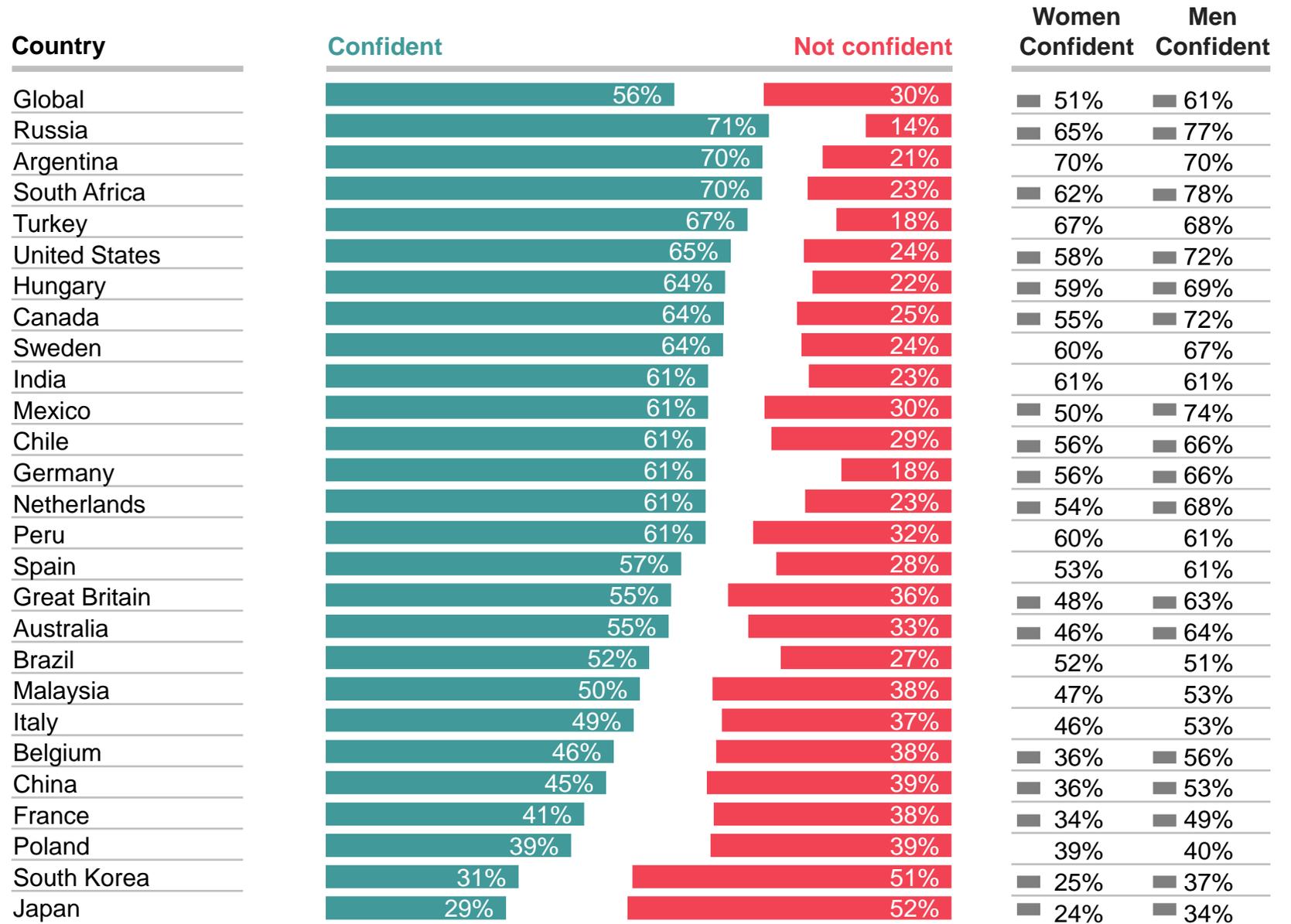
Tell off a junior colleague who makes a sexist comment



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

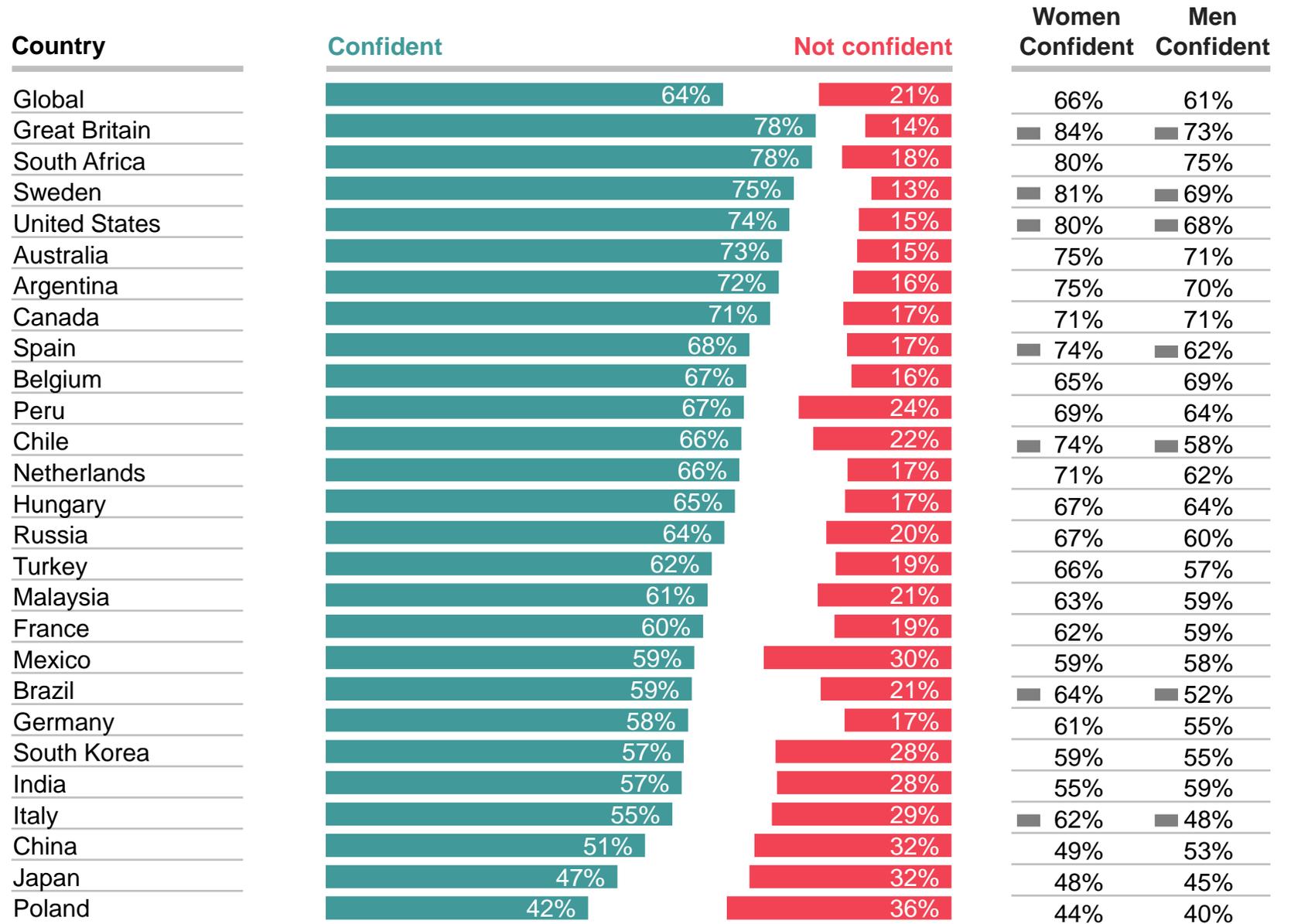


Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ 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

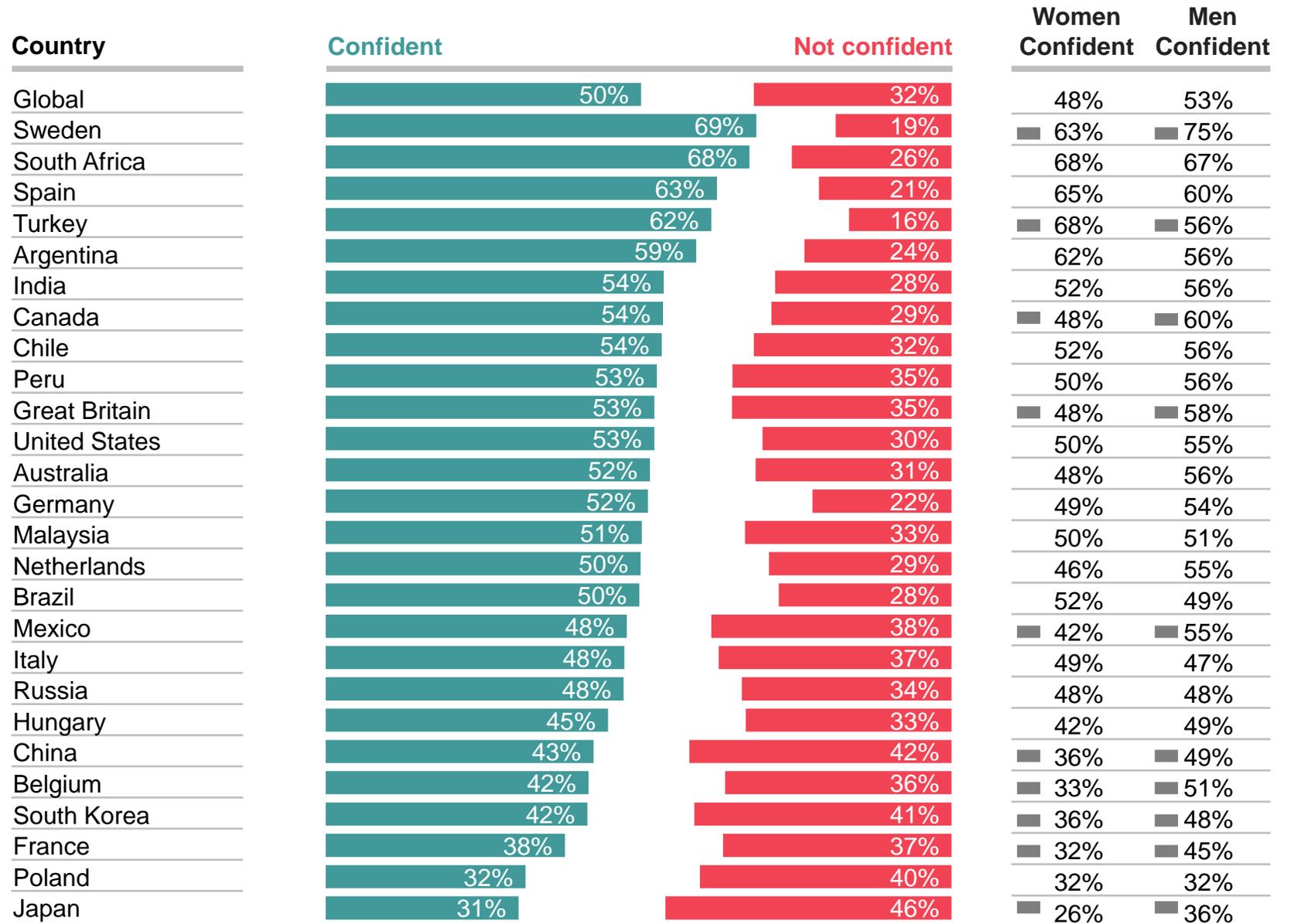


Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ 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

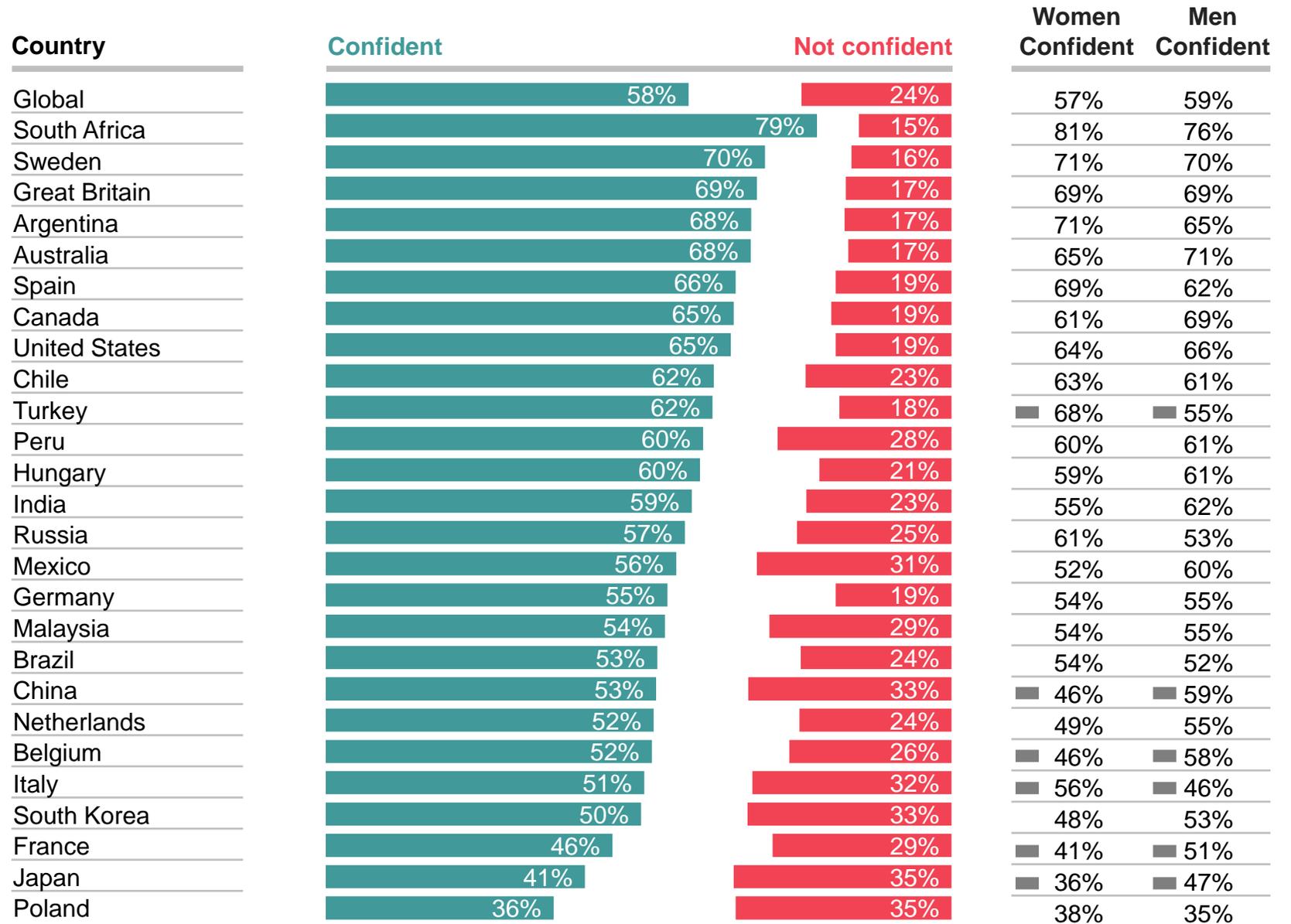


Base: 19,704 online adults aged 16-64 across 26 countries, 24 January – 7 February 2020

■ 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.



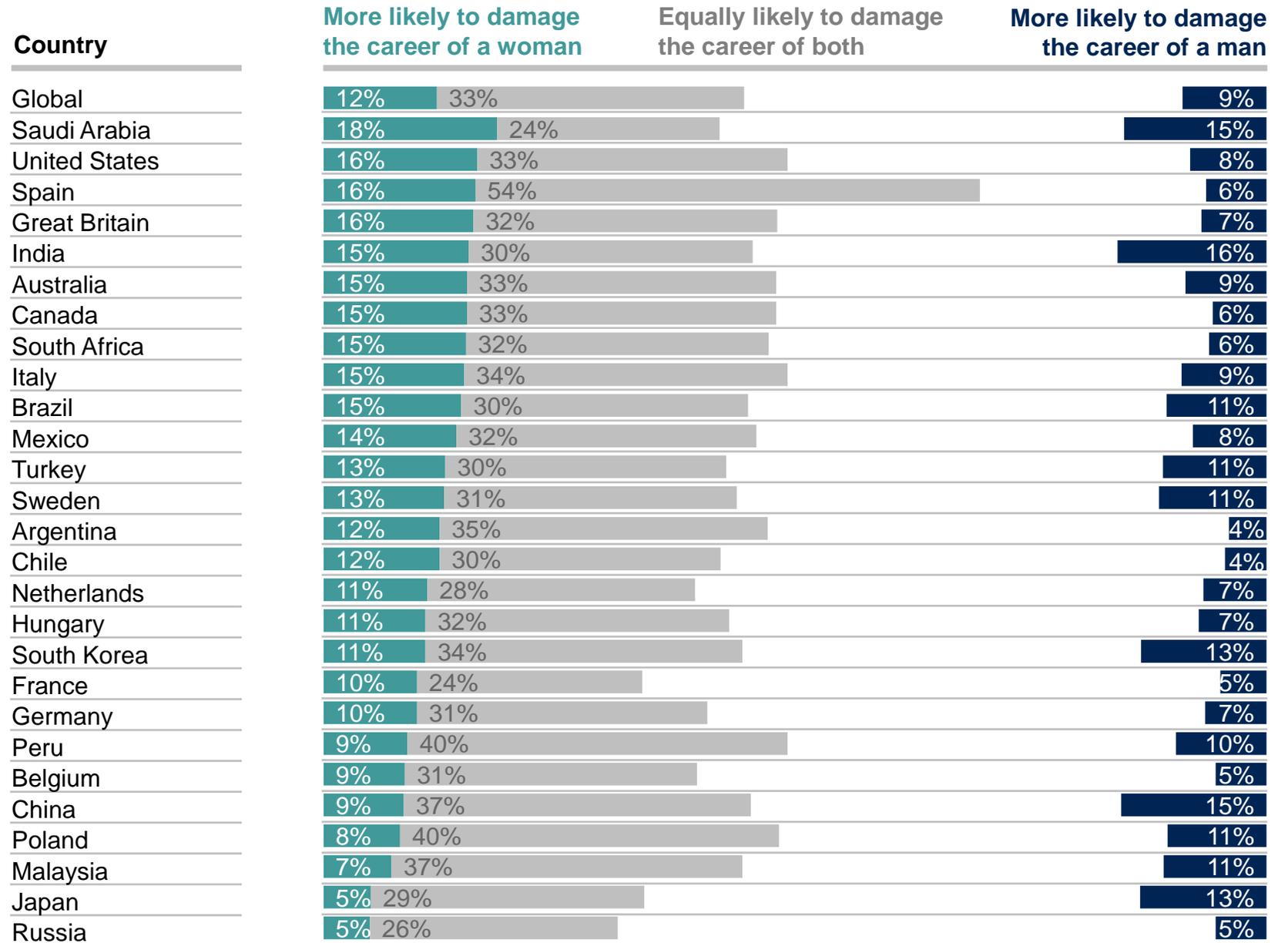
**Global totals**

	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%

# Q.

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

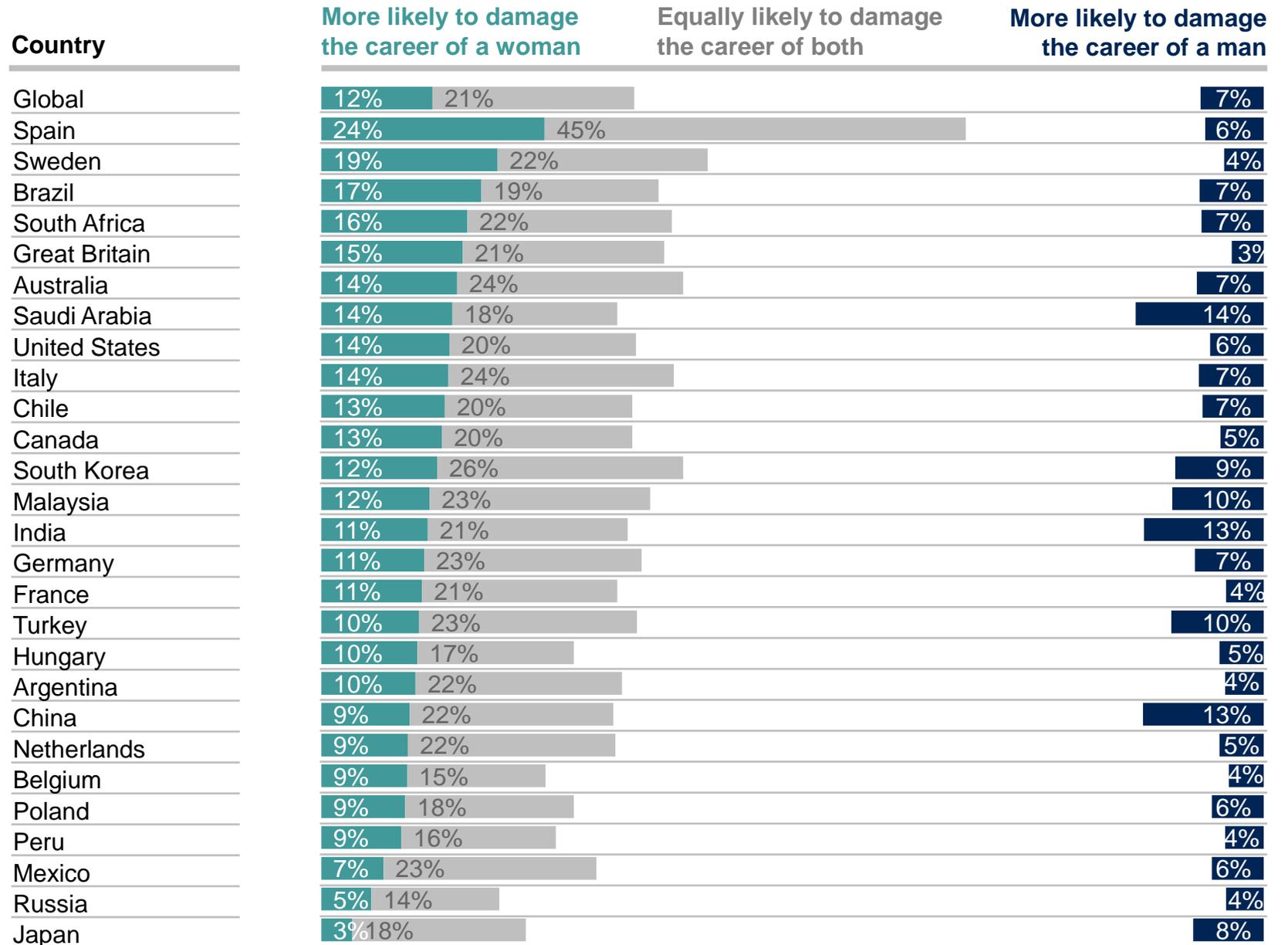


Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

# Q.

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

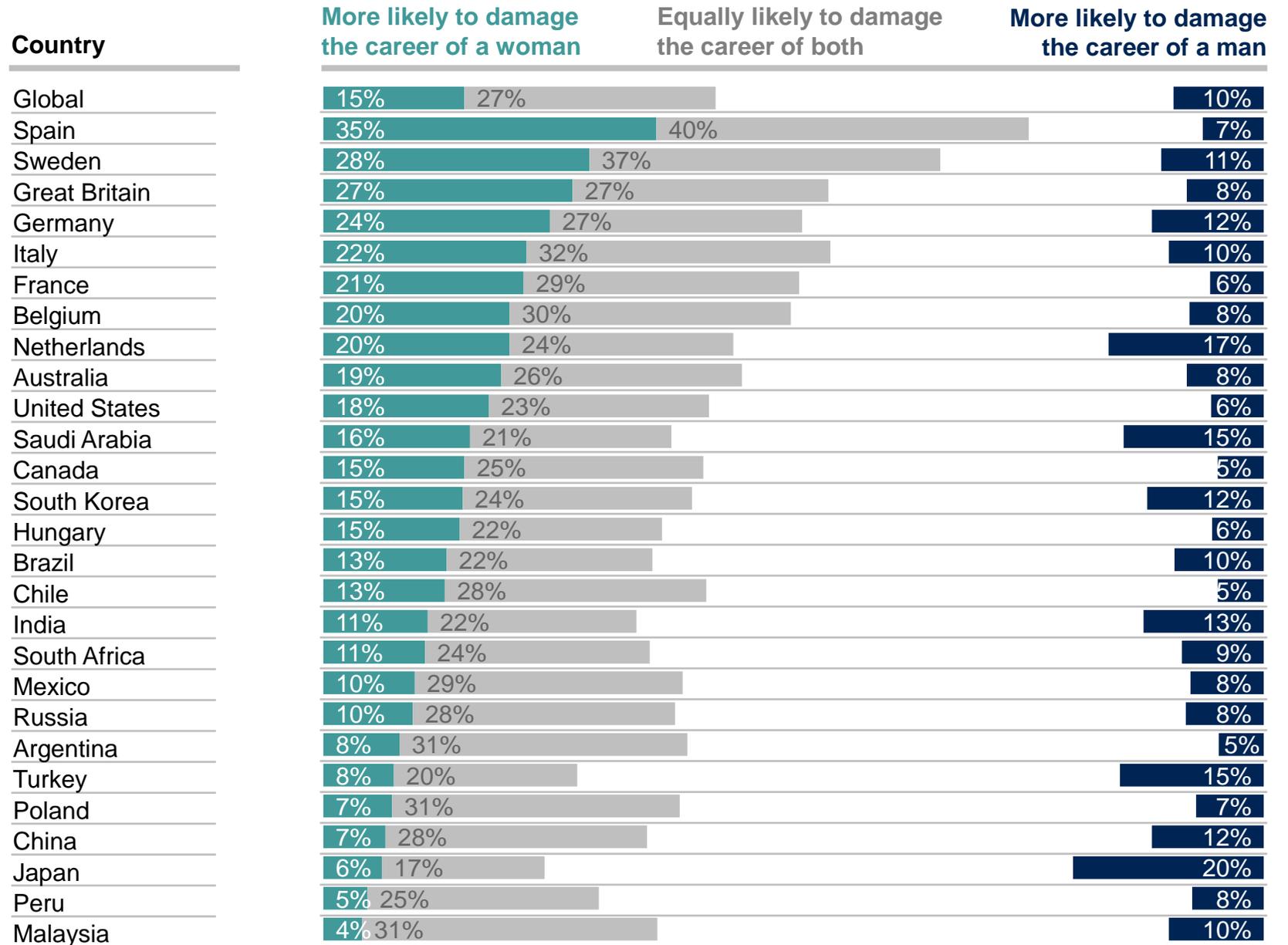


Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

# Q.

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

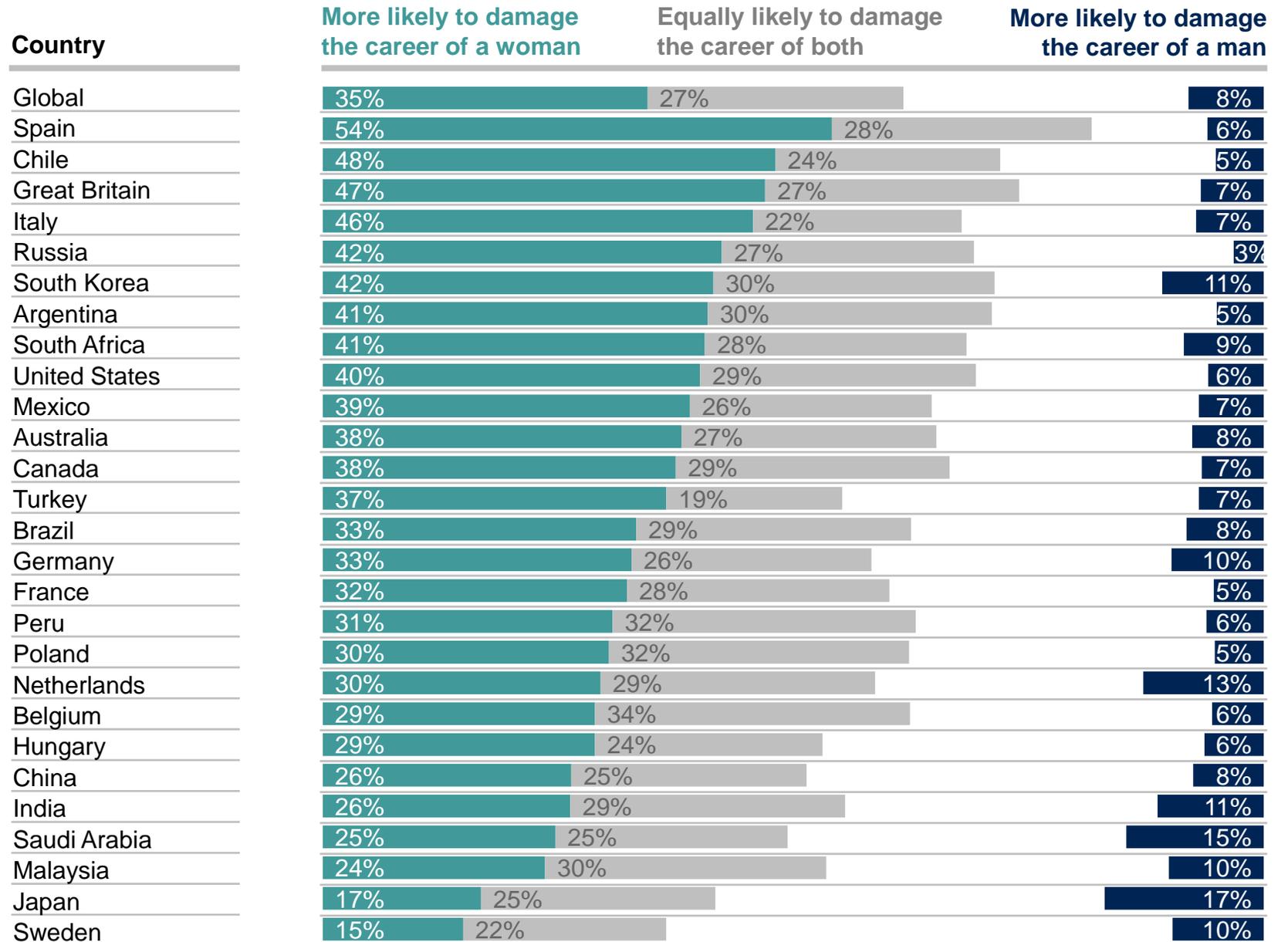


Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

# Q.

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

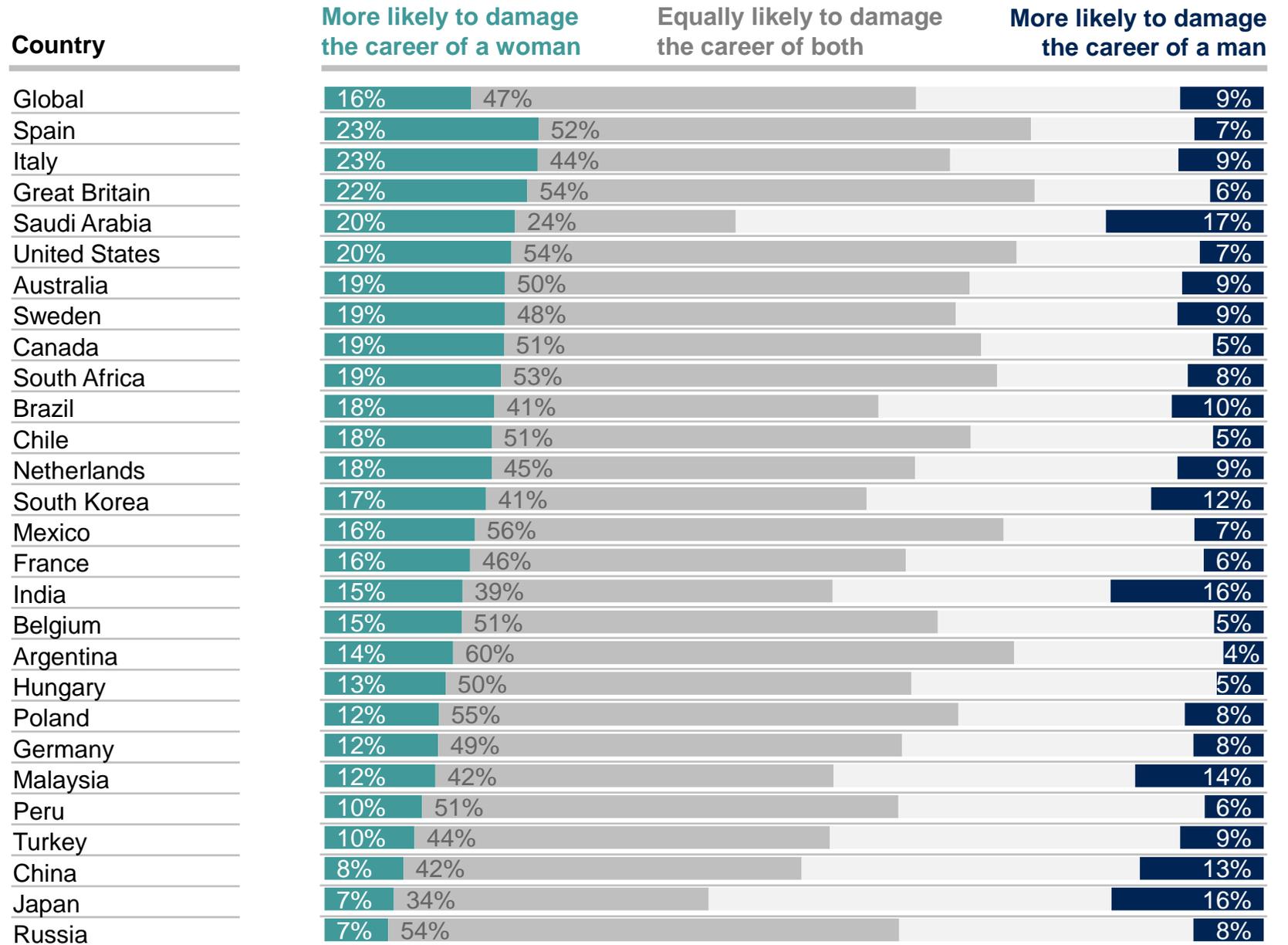


Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

# Q.

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

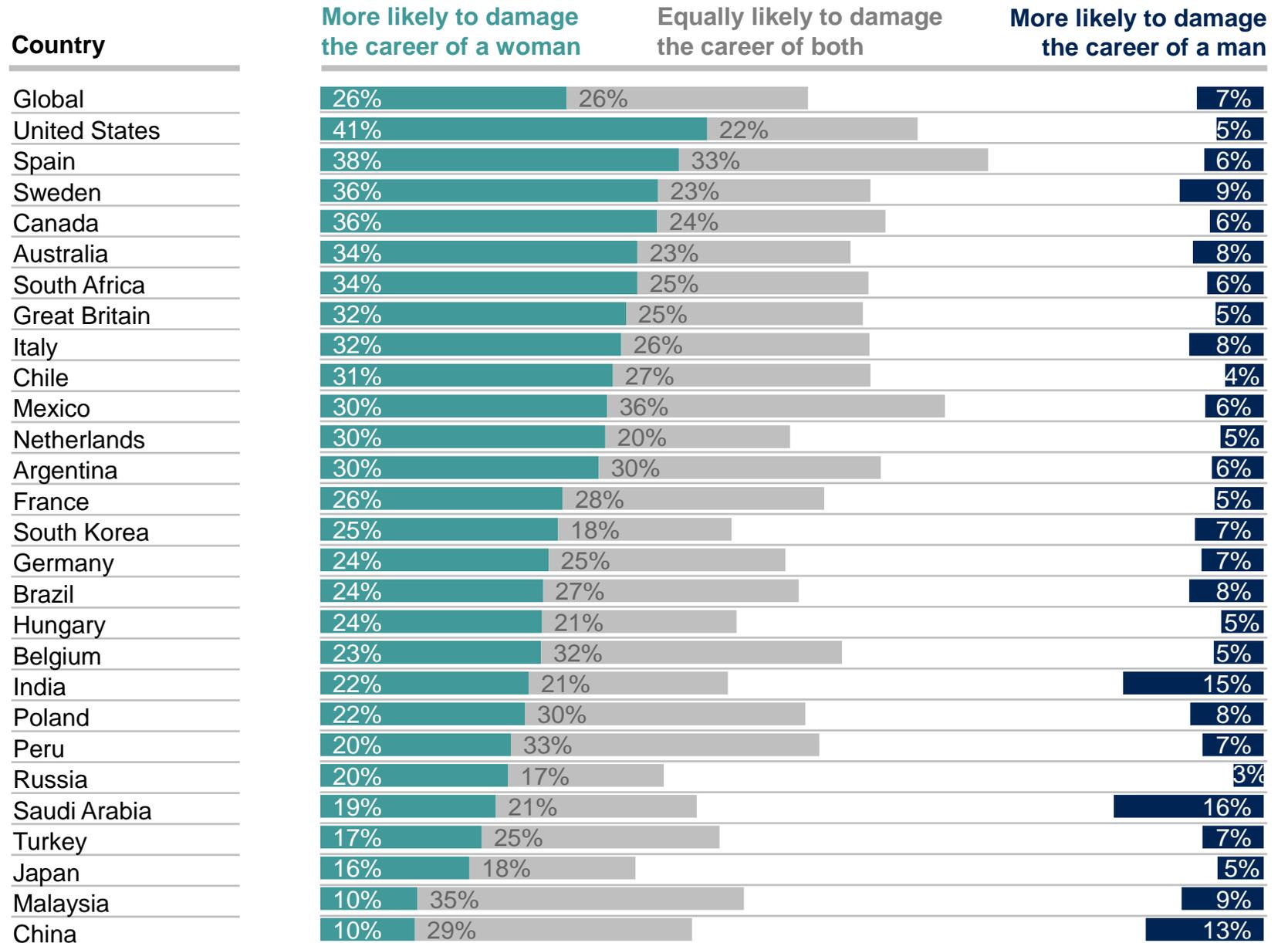


Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

# Q.

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

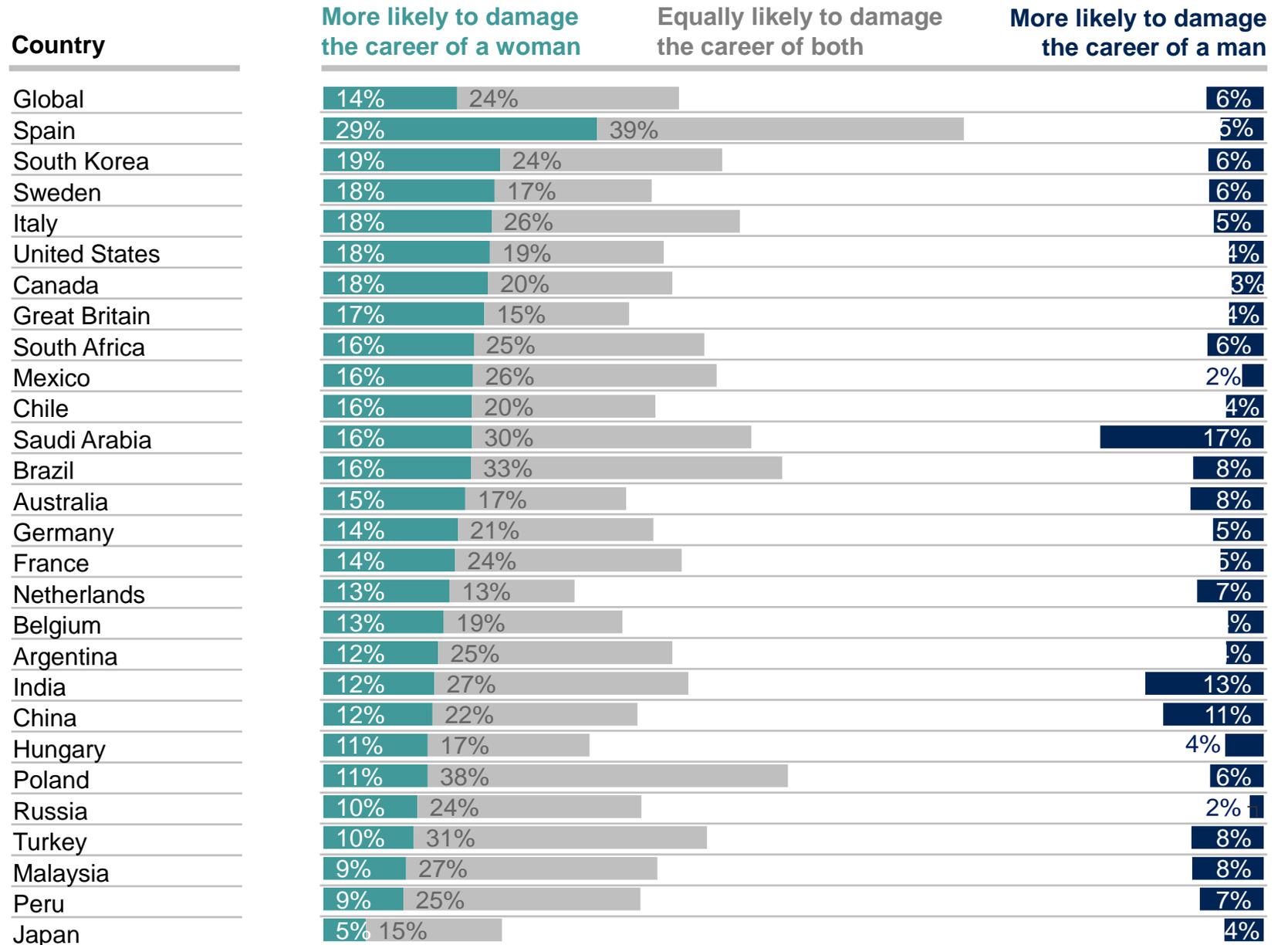


Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

# Q.

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

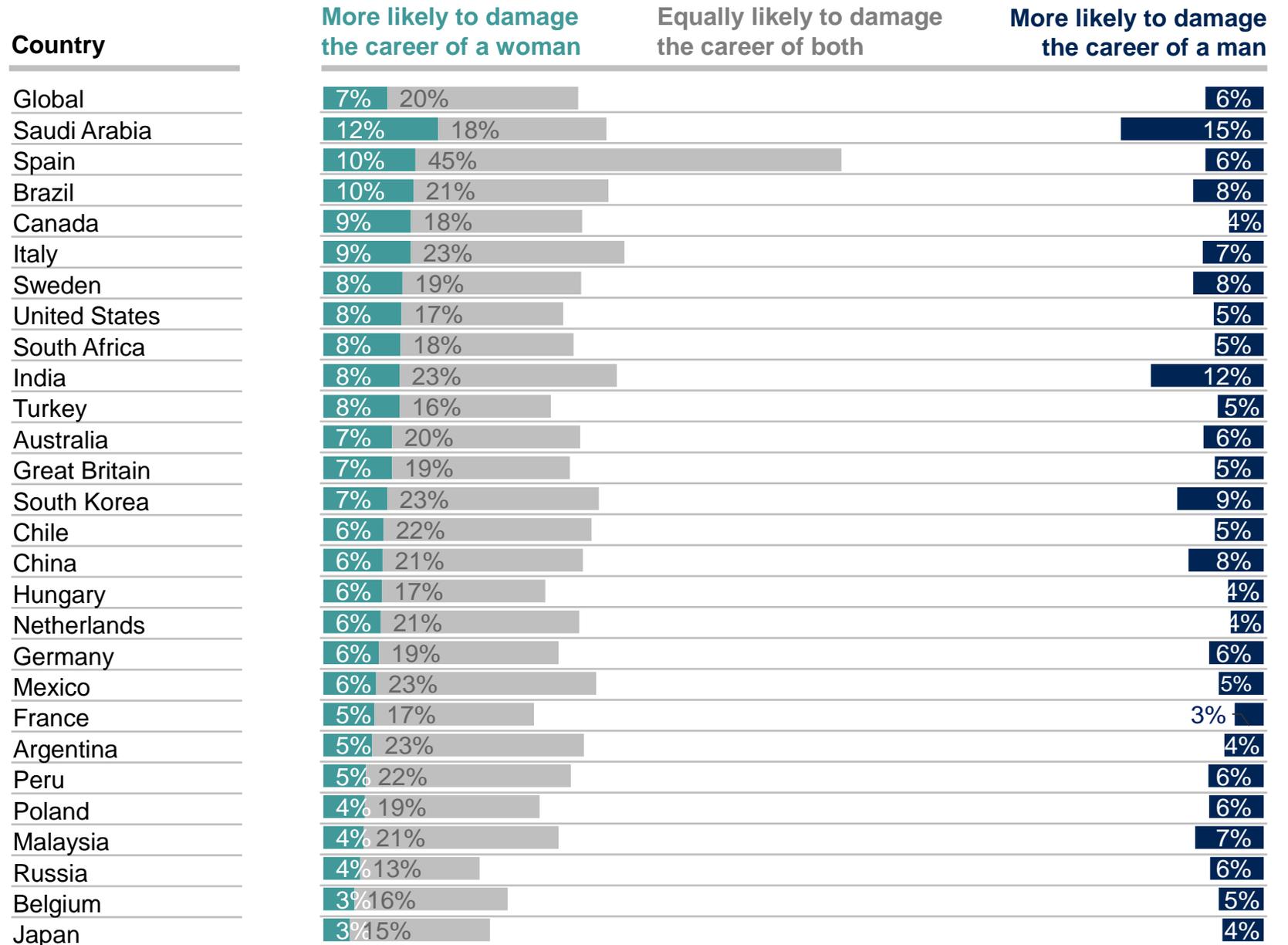


Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020



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

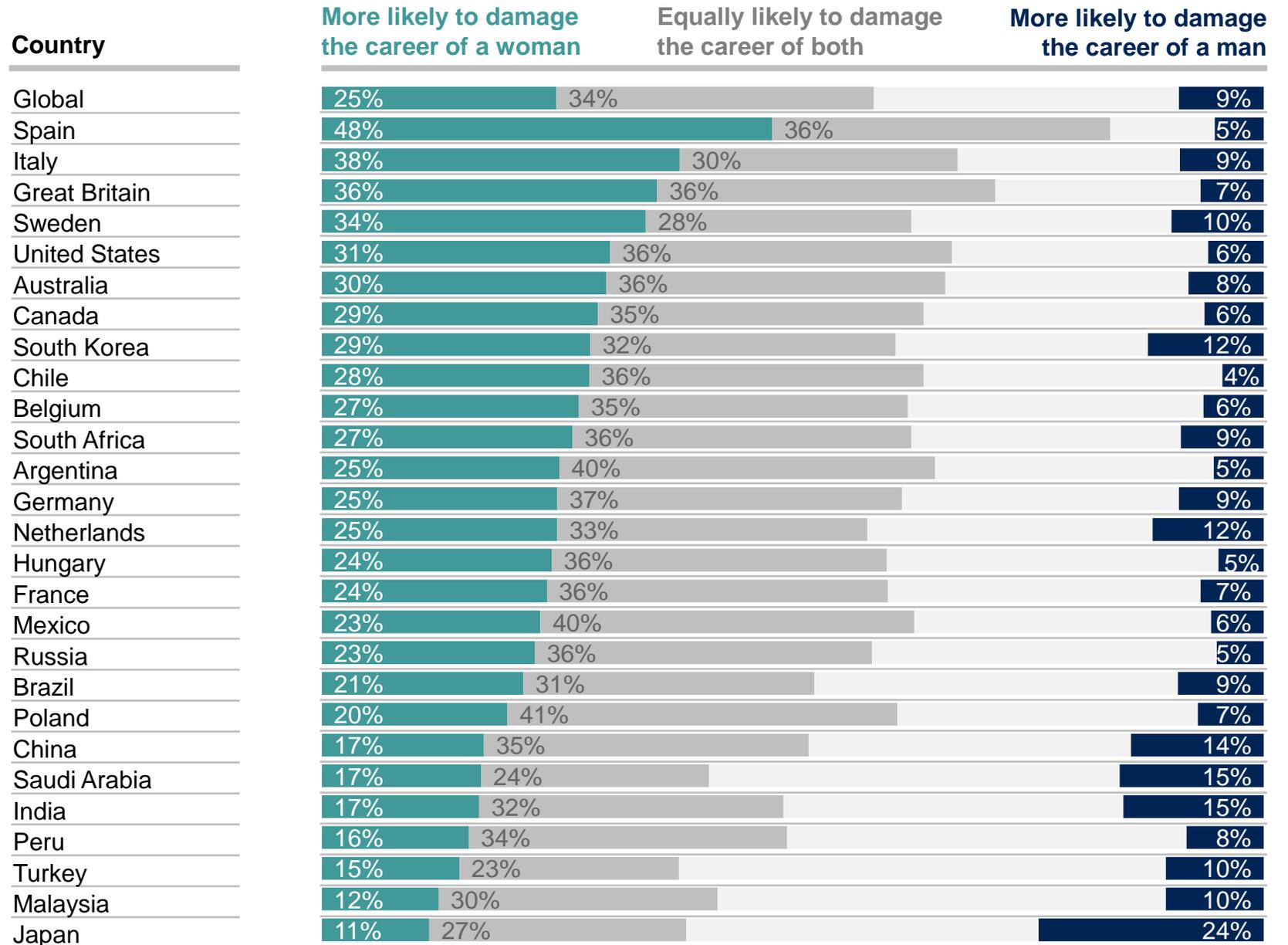


Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

# Q.

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

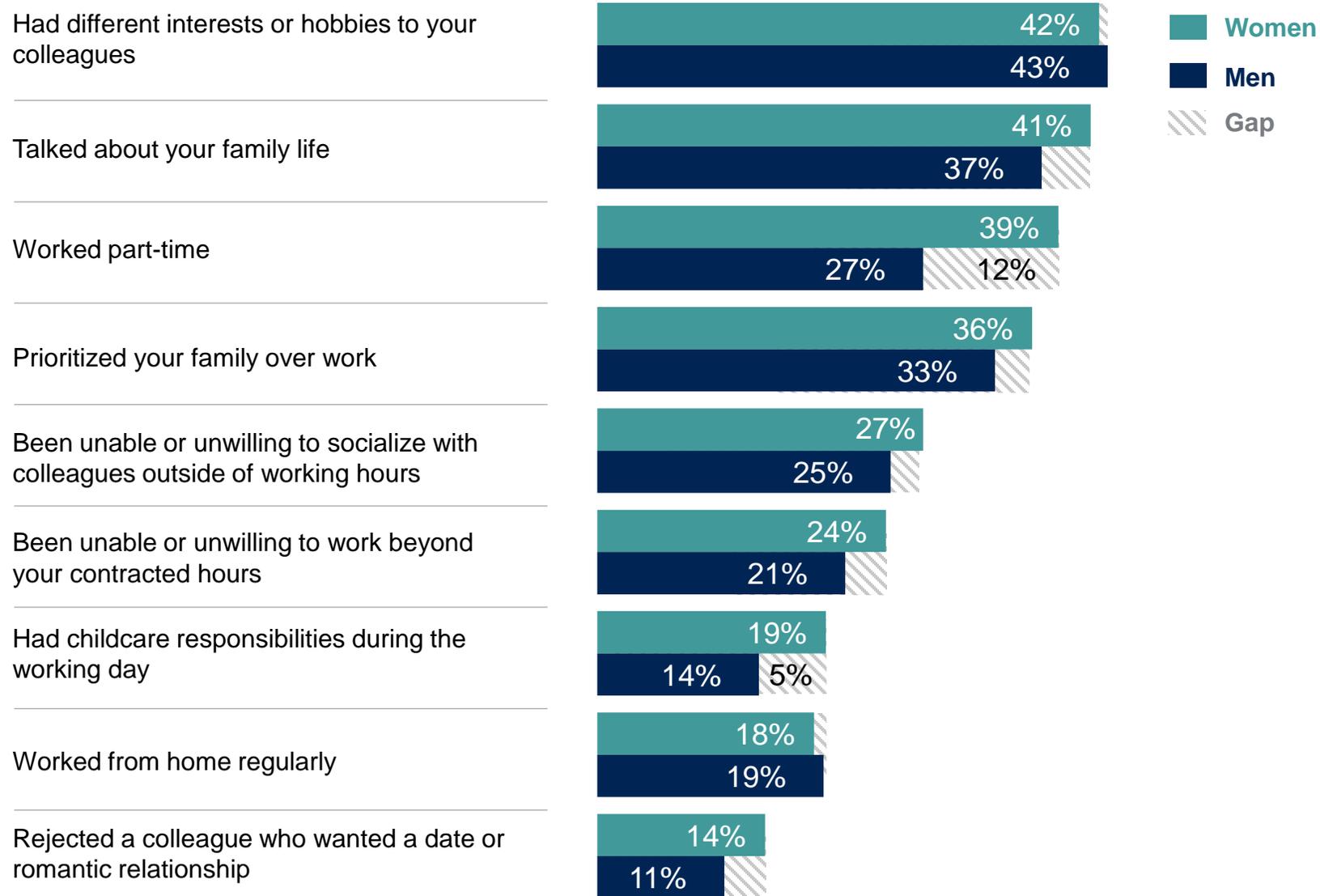
# How choices impact on your career?



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



 Global totals

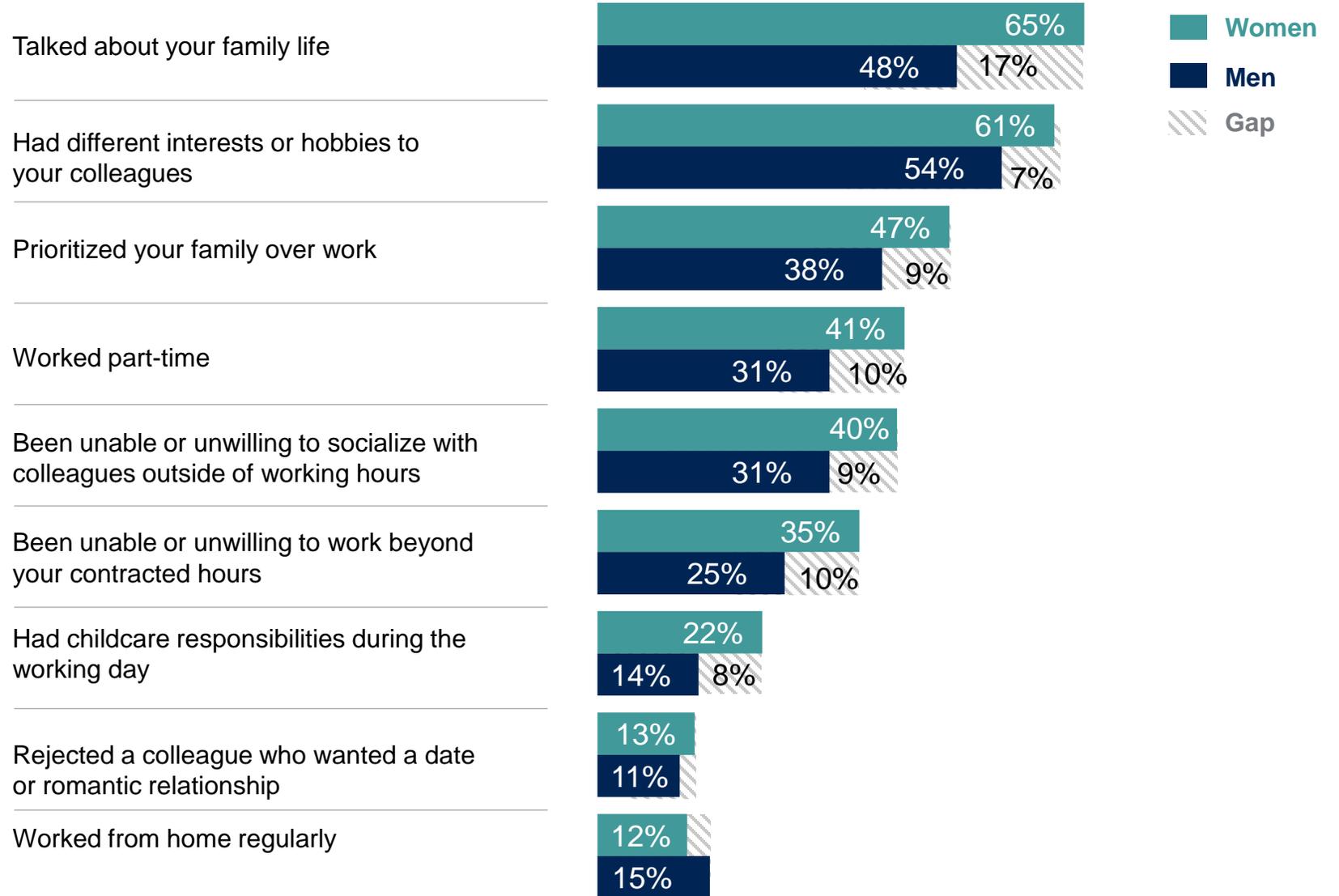


Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

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



 US totals



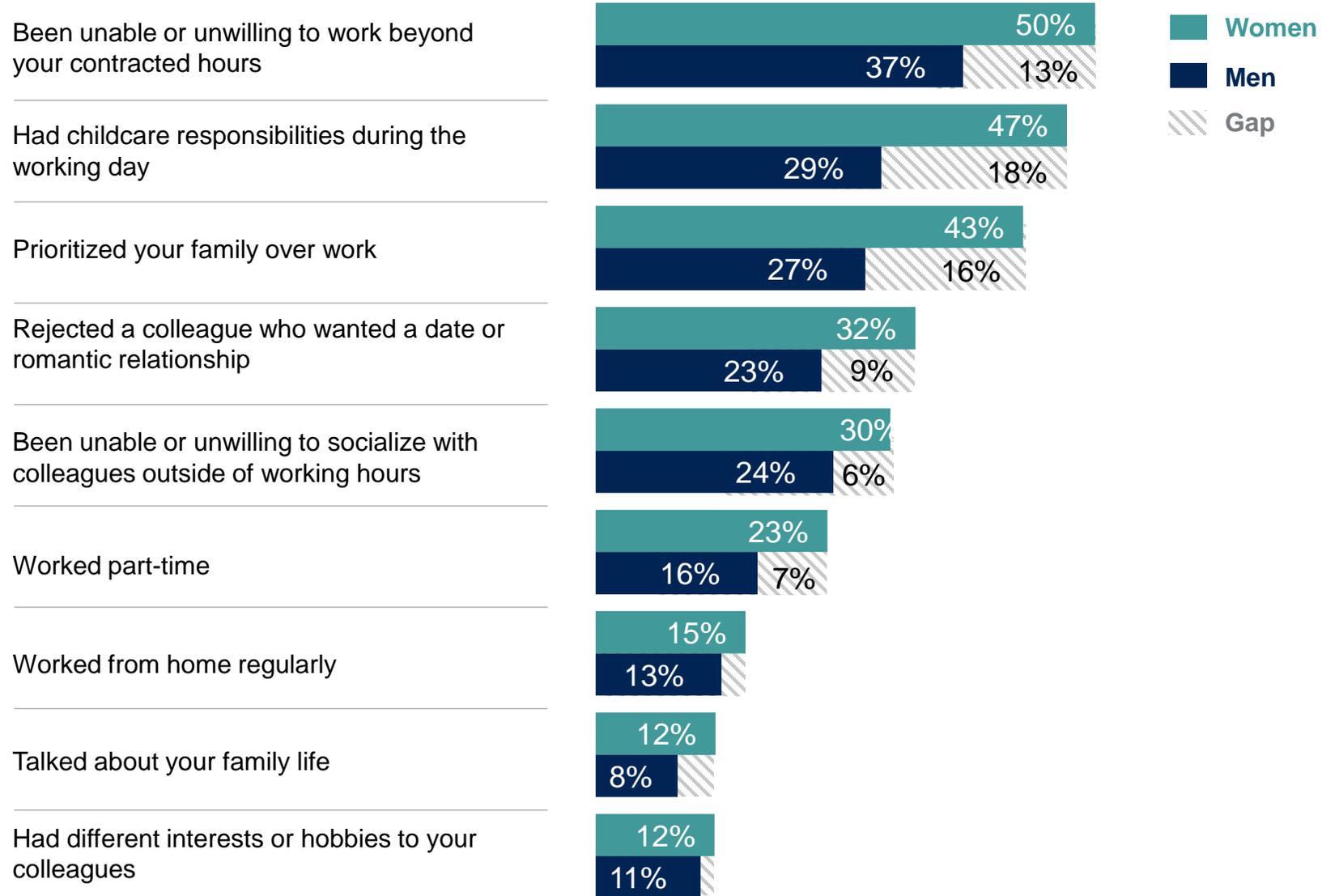
Base: 20,204 online adults aged 16-74 across 27 countries, 24 January – 7 February 2020

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



Global totals

% Harmed your career



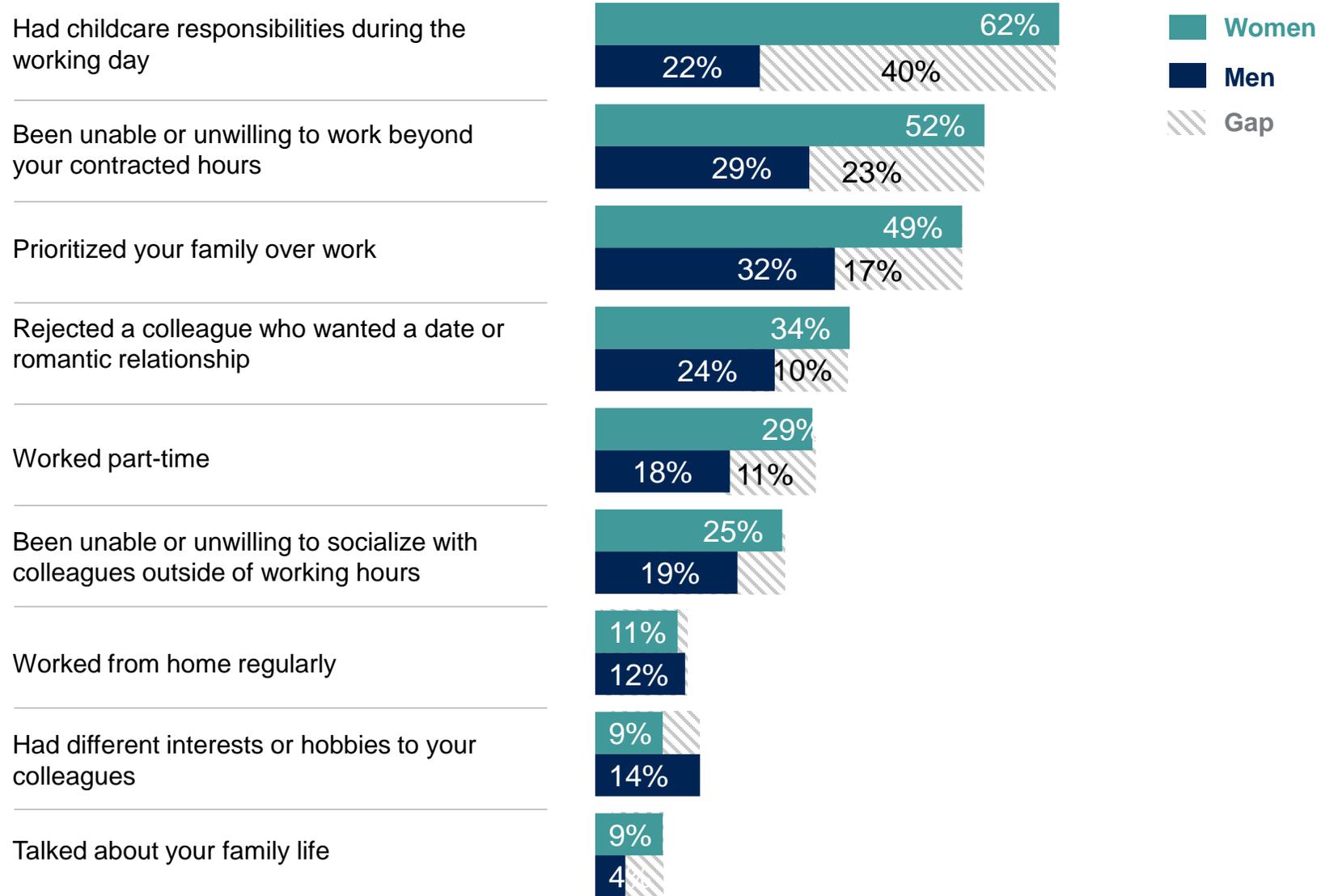
Base: All online adults who have experienced each in the workplace and aged 16-74 across 27 countries, 24 January – 7 February 2020

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



 US totals

% Harmed your career



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

Q.

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



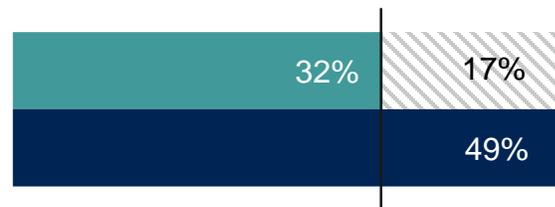
Women won't achieve equality with men in [COUNTRY] unless there are more female leaders in business and government



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

Q.

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

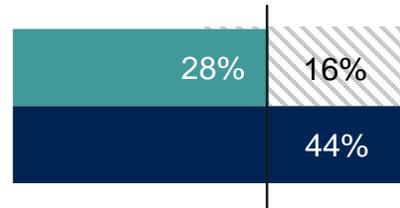


 Women  
 Men  
 Gap

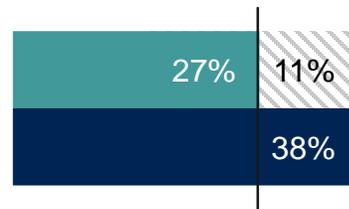
Women won't achieve equality with men in [COUNTRY] unless there are more female leaders in business and government



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



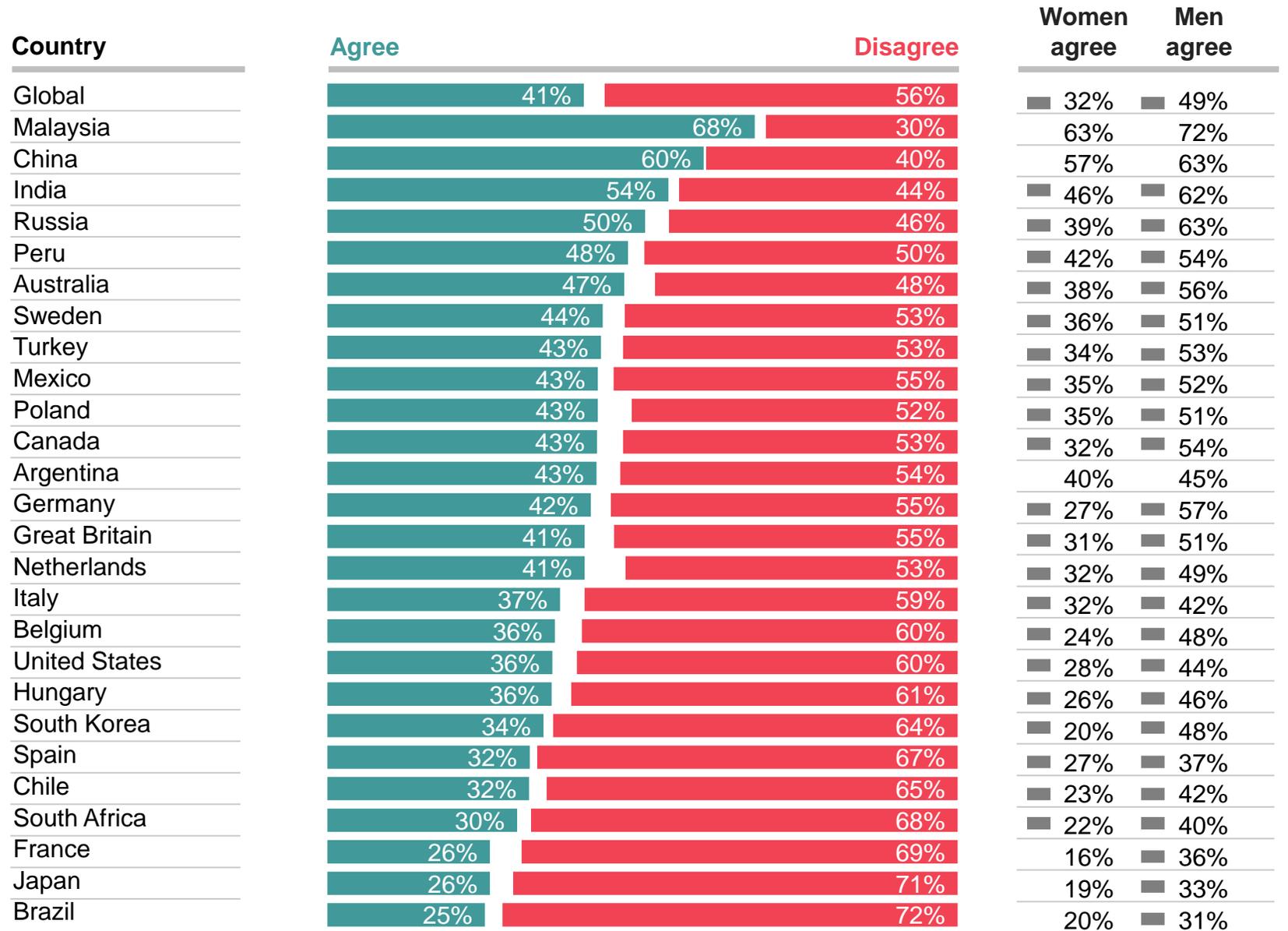
Base: 19,704 online adults aged 16-74 across 26 countries, 24 January – 7 February 2020

# Q.

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

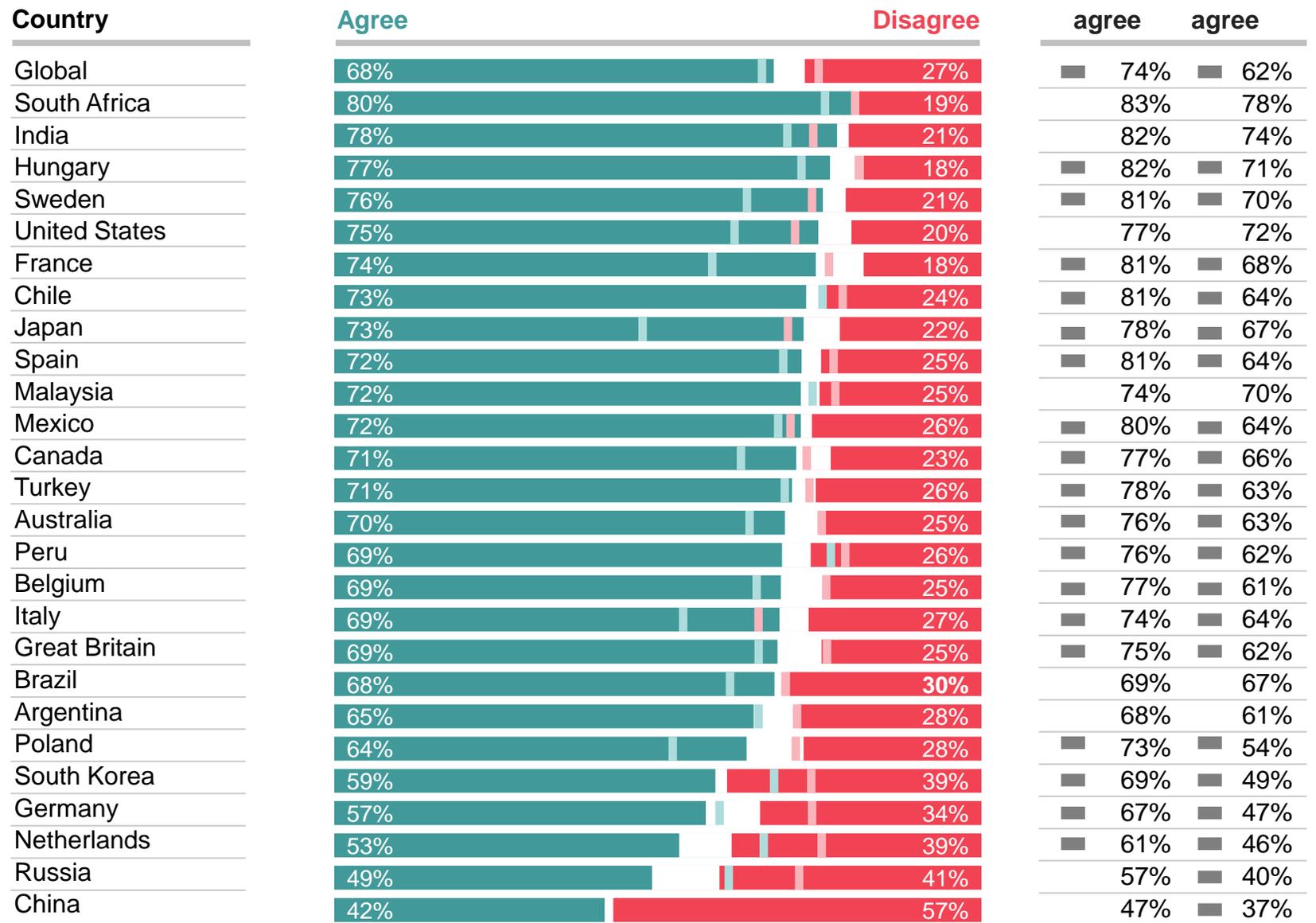
■ Indicates differences of 10%+

# Q.

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%)

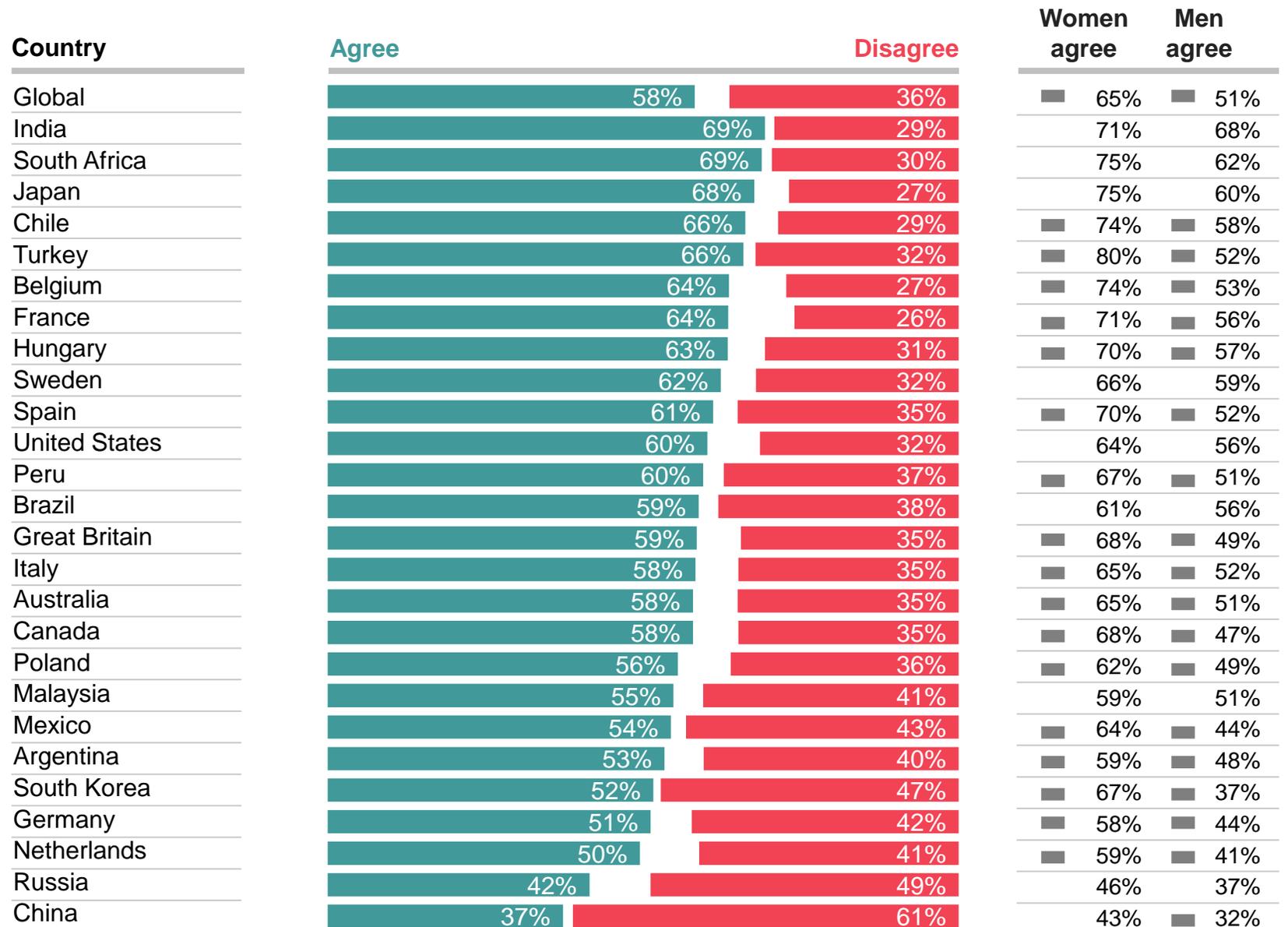
■ Indicates differences of 10%+

# Q.

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

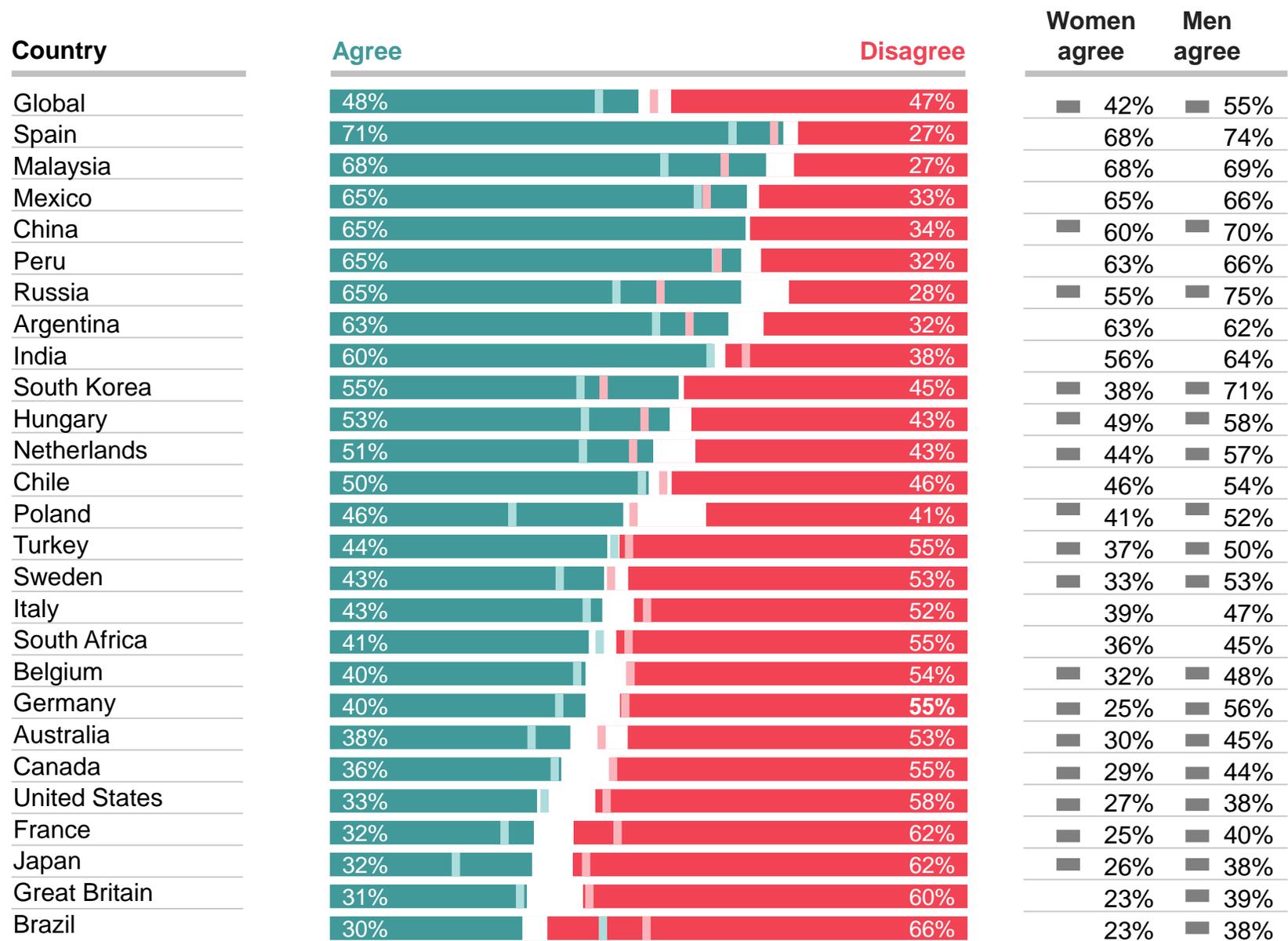
■ Indicates differences of 10%+

Q.

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

Nicolas Boyon  
Senior Vice President  
[nicolas.boyon@ipsos.com](mailto:nicolas.boyon@ipsos.com)

Chris Jackson  
Vice President  
[chris.jackson@ipsos.com](mailto:chris.jackson@ipsos.com)

Mallory Newall  
Director  
[mallory.newall@ipsos.com](mailto:mallory.newall@ipsos.com)

THE GLOBAL  
INSTITUTE  
FOR WOMEN'S  
LEADERSHIP

