# INTERNATIONAL WOMEN'S DAY

March 2021





# Gender pay gap perceptions





Which of the following statements comes closest to your view?

**Global Country Averages** 

Closing the gender pay gap is potentially at risk of stalling as people are divided over whether it should be a priority right now.

Two in five think that closing the gender pay gap is important but <u>should not</u> be a priority right now. This is against near one in five thinking it is either an example of political correctness gone too far or simply fake news.

	Global Country Average	Men	Women
Closing the gender pay gap is important and should be one of our top priorities right now	36%	31%	41%
Closing the gender pay gap is important but should not be one of our top priorities right now	42%	44%	39%
Closing the gender pay gap is not important	8%	11%	5%
People should have the right to know what other colleagues doing the same work are paid	56%	54%	58%
People should not have the right to know what other colleagues doing the same work are paid	20%	23%	17%
Concerns about the gender pay gap are an example of political correctness going too far	19%	24%	15%
Concerns about the gender pay gap are a response to a real problem	50%	45%	54%
Reports about the gender pay gap in the media are fake news	18%	21%	16%
Reports about the gender pay gap in the media are telling the truth	41%	40%	42%



Which of the following statements comes closest to your view?

**U.S. Results** 

Closing the gender pay gap is potentially at risk of stalling as people are divided over whether it should be a priority right now.

Two in five think that closing the gender pay gap is important but <u>should not</u> be a priority right now. This is against nearly one in five, each, saying it is an example of political correctness gone too far and simply fake news.

	All U.S. Adults	Men	Women
Closing the gender pay gap is important and should be one of our top priorities right now	24%	20%	27%
Closing the gender pay gap is important but should not be one of our top priorities right now	49%	49%	49%
Closing the gender pay gap is not important	11%	15%	7%
People should have the right to know what other colleagues doing the same work are paid	44%	41%	47%
People should not have the right to know what other colleagues doing the same work are paid	27%	31%	24%
Concerns about the gender pay gap are an example of political correctness going too far	20%	27%	13%
Concerns about the gender pay gap are a response to a real problem	45%	43%	48%
Reports about the gender pay gap in the media are fake news	14%	19%	8%
Reports about the gender pay gap in the media are telling the truth	40%	37%	43%



Which of the following statements comes closest to your view?

# Closing the gender pay gap is important...

Within the global country average women are much more likely to say that it should be a priority now than men; 41% vs 31% of men.

Countries where closing the gender gap is seen to be a priority more than the global country average are Chile, South Africa and France.

	And <u>should be</u> one of our	But should not be one of	% Sh	ould be
Country	top priorities right now	our top priorities right now	Men	Women
Global Country Average	36%	42%	31%	41%
Chile	53%	35%	45%	59%
South Africa	52%	35%	41%	61%
France	51%	29%	48%	53%
Belgium	47%	38%	42%	51%
Brazil	46%	31%	41%	51%
Spain	46%	38%	43%	49%
Italy	44%	37%	35%	52%
Mexico	41%	34%	41%	41%
Turkey	41%	33%	39%	44%
India	41%	39%	38%	43%
Argentina	40%	40%	36%	44%
Malaysia	40%	34%	37%	44%
Peru	40%	41%	31%	48%
Australia	36%	43%	31%	41%
Canada	35%	46%	29%	41%
South Korea	33%	51%	18%	49%
Japan	32%	41%	30%	34%
Saudi Arabia	32%	34%	27%	38%
Sweden	31%	54%	25%	38%
Germany	30%	46%	27%	33%
China	29%	43%	25%	34%
Poland	29%	39%	21%	37%
Hungary	28%	55%	23%	33%
Great Britain	28%	52%	26%	30%
Israel	27%	49%	23%	30%
United States	24%	49%	20%	27%
Netherlands	23%	56%	20%	26%
Russia	22%	41%	16%	27%

Indicates differences of 10%+



Which of the following statements comes closest to your view?

People should/should not have the right to know what other colleagues doing the same work are paid

There is majority support for greater transparency over pay. Over half (56%) support the right for people to know what colleagues who are doing similar work are being paid. And support to know this information is higher among women than men (58% vs 54%).

	Should have the	<u>Should not</u> have	% S	Should
Country	right to know	the right to know	Men	Women
Global Country Average	56%	20%	54%	58%
Chile	70%	14%	65%	74%
Peru	67%	18%	64%	70%
Argentina	66%	13%	65%	68%
Hungary	65%	16%	63%	66%
Russia	64%	14%	66%	63%
Poland	64%	16%	60%	69%
China	63%	10%	68%	57%
Turkey	62%	20%	58%	66%
Mexico	62%	18%	58%	65%
Canada	62%	16%	58%	65%
India	60%	27%	61%	59%
Belgium	60%	17%	57%	63%
Italy	60%	17%	58%	61%
South Africa	58%	26%	58%	59%
Netherlands	57%	18%	50%	63%
Germany	56%	15%	52%	61%
Sweden	56%	17%	55%	58%
Spain	56%	13%	53%	59%
Brazil	55%	20%	49%	60%
Great Britain	54%	23%	50%	59%
France	54%	10%	55%	54%
Israel	54%	18%	50%	58%
Australia	50%	24%	46%	54%
South Korea	45%	30%	42%	48%
United States	44%	27%	41%	47%
Saudi Arabia	40%	39%	40%	39%
Malaysia	38%	40%	41%	34%
Japan	32%	18%	35%	28%

Indicates differences of 10%+



Which of the following statements comes closest to your view?

Concerns about the gender pay gap are...

There is broad sympathy for the need to address the gender pay gap with half of people (50%) saying that concerns about the gender pay gap are a response to a real problem.

But one in five (19%), believe that concerns about the gender pay gap are an example of political correctness gone too far.

	A response to a	An example of political	% Rea	l problem
Country	real problem	correctness going too far	Men	Women
Global Country Average	50%	19%	45%	54%
Chile	65%	20%	62%	68%
South Africa	58%	20%	52%	63%
France	58%	12%	57%	58%
Spain	58%	19%	55%	60%
Peru	56%	22%	48%	65%
Canada	56%	15%	49%	64%
South Korea	56%	18%	46%	65%
Sweden	55%	18%	47%	63%
Great Britain	54%	18%	48%	61%
Hungary	54%	17%	48%	60%
Australia	53%	21%	44%	61%
Brazil	53%	21%	47%	57%
Belgium	52%	17%	48%	57%
Italy	52%	15%	51%	52%
China	51%	15%	53%	49%
Poland	50%	20%	43%	56%
Israel	50%	14%	46%	53%
Mexico	49%	25%	49%	50%
Germany	48%	13%	45%	52%
Argentina	47%	21%	39%	54%
United States	45%	20%	43%	48%
Turkey	45%	18%	41%	49%
Netherlands	45%	25%	40%	50%
India	43%	35%	43%	44%
Japan	39%	14%	39%	40%
Malaysia	39%	25%	36%	41%
Russia	35%	20%	26%	43%
Saudi Arabia	33%	25%	32%	35%

Indicates differences of 10%+



Which of the following statements comes closest to your view?

Reports about the gender pay gap in the media are...

One in five (18%) believe that reports about the gender pay gap in the media are fake news.

Men are more likely to think that reports about the gender pay gap are fake news compared with women (21% for men vs 16% for women).

			% Fa	ke news
Country	Fake news	Telling the truth	Men	Women
Global Country Average	18%	41%	21%	16%
India	34%	40%	35%	33%
Mexico	32%	32%	30%	34%
Peru	30%	35%	30%	30%
Saudi Arabia	29%	25%	29%	30%
Russia	25%	31%	30%	21%
Chile	25%	41%	25%	25%
Argentina	24%	28%	28%	20%
Hungary	24%	36%	27%	21%
Israel	22%	38%	21%	24%
Poland	22%	41%	28%	16%
Spain	21%	40%	25%	17%
South Korea	20%	39%	25%	15%
Malaysia	19%	36%	21%	18%
Turkey	19%	40%	22%	17%
Germany	17%	42%	21%	14%
France	16%	39%	20%	12%
Italy	16%	43%	19%	12%
China	14%	42%	19%	9%
Brazil	14%	58%	17%	11%
Australia	14%	42%	18%	10%
United States	14%	40%	19%	8%
South Africa	12%	54%	18%	7%
Belgium	11%	45%	12%	10%
Canada	11%	47%	13%	9%
Great Britain	10%	44%	15%	6%
Netherlands	8%	52%	10%	5%
Japan	7%	53%	10%	4%
Sweden	7%	56%	10%	3%

Indicates differences of 10%+



# **Recovery** from COVID-19





As your country recovers from the Coronavirus pandemic in the coming year, do you think that women will become more equal with men, will women become less equal than men, or will things be the same as they were before the pandemic?

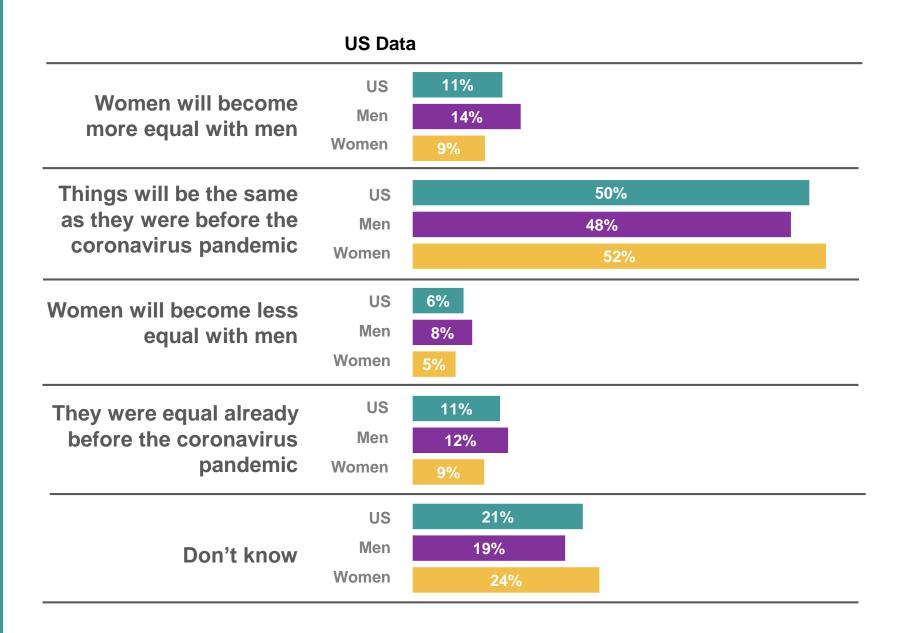
Half (52%) think that gender equality between men and women will revert to what it was before the pandemic.

Saudi Arabia         38%         24%         7%         19           India         21%         40%         12%         22           China         19%         30%         11%         23           Argentina         17%         49%         7%         12           Mexico         14%         55%         7%         14           Peru         14%         55%         7%         14           Peru         14%         55%         9%         12           South Africa         14%         55%         9%         12           Turkey         14%         48%         12%         14           Brazil         13%         48%         12%         14           Chile         12%         48%         12%         14           Chile         12%         48%         12%         14           Chile         12%         58%         14%         66           Malaysia         12%         58%         14%         66           Malaysia         12%         56%         12%         11           Canada         10%         54%         9%         12%           Gre	Country	Become more equal	Remain the same	Become less equal	Equal already
Saudi Arabia       38%       24%       7%       19         India       21%       40%       12%       22         China       19%       30%       11%       23         Argentina       17%       49%       7%       12         Mexico       14%       55%       7%       14         Peru       14%       55%       7%       14         Peru       14%       55%       9%       14         Brazil       14%       55%       9%       12         South Africa       14%       41%       19%       14         Brazil       13%       48%       12%       14         Chile       12%       58%       14%       16%         Malaysia       12%       48%       12%       11         Chile       12%       58%       14%       6%         Malaysia       12%       56%       11%       6%         South Korea       11%       56%       12%       11         Chada       10%       54%       9%       12%         Great Britain       7%       56%       11%       55         Belgium       7% </td <td>Global Country Average</td> <td>11%</td> <td>52%</td> <td>11%</td> <td>11%</td>	Global Country Average	11%	52%	11%	11%
China       19%       30%       11%       23         Argentina       17%       49%       7%       12         Mexico       14%       55%       7%       14         Peru       14%       59%       8%       12         South Africa       14%       55%       9%       12         Turkey       14%       55%       9%       12         Turkey       14%       55%       9%       12         Turkey       14%       41%       19%       14         Brazil       13%       44%       12%       11         Chile       12%       58%       14%       66         Malaysia       12%       49%       8%       19         United States       11%       56%       12%       11         South Korea       11%       56%       12%       11         Canada       10%       55%       10%       10         Russia       7%       56%       10%       10         Russia       7%       66%       11%       55         Belgium       7%       66%       11%       55         Germany       6%		38%	24%	7%	19%
Argentina       17%       49%       7%       12         Mexico       14%       55%       7%       14         Peru       14%       59%       8%       12         South Africa       14%       59%       8%       12         Turkey       14%       55%       9%       12         Turkey       14%       19%       14         Brazil       13%       48%       12%         Malaysia       12%       48%       12%         United States       11%       50%       6%         Malaysia       12%       49%       8%         United States       11%       50%       6%         Canada       10%       54%       9%       12         Great Britain       7%       55%       10%       10         Russia       7%       66%       11%       55         Belgium       7%       66%       11%       55         Sweden       7%       66%       11%       55         Sweden       7%       66%       19%       10         Netherlands       6%       62%       9%       8%         France	India	21%	40%	12%	22%
Mexico         14%         55%         7%         14           Peru         14%         59%         8%         12           South Africa         14%         55%         9%         12           Turkey         14%         41%         19%         14           Brazil         13%         48%         12%         11           Chile         12%         58%         14%         66%           Malaysia         12%         56%         14%         66%           Malaysia         12%         56%         14%         66%           United States         11%         50%         66%         11           Canada         10%         54%         9%         9%           Australia         8%         54%         9%         12           Great Britain         7%         56%         10%         10           Russia         7%         66%         11%         10           Germany         6%         45%         19%         10           Netherlands         6%         62%         11%         55           Germany         6%         62%         11%         77      <	China	19%	30%	11%	23%
Peru       14%       59%       8%       12         South Africa       14%       55%       9%       12         Turkey       14%       41%       19%       14         Brazil       13%       48%       12%       11         Chile       12%       58%       14%       66         Malaysia       12%       48%       12%       11         Chile       12%       58%       14%       66         Malaysia       12%       58%       14%       66         Malaysia       12%       56%       12%       11         Conda       10%       56%       12%       11         Canada       10%       56%       12%       11         Canada       10%       54%       9%       99         Australia       8%       54%       9%       12         Great Britain       7%       55%       10%       10         Russia       7%       56%       15       59       16%       59         Germany       6%       62%       9%       8%       11%       59         Metherlands       6%       62%       11%	Argentina	17%	49%	7%	12%
South Africa         14%         55%         9%         12           Turkey         14%         41%         19%         14           Brazil         13%         48%         12%         11           Chile         12%         48%         12%         11           Chile         12%         48%         12%         11           Chile         12%         49%         8%         19           United States         11%         50%         6%         11           South Korea         11%         56%         12%         11           Canada         10%         54%         9%         99           Australia         8%         54%         9%         12           Great Britain         7%         55%         10%         10           Russia         7%         56%         15         56           Belgium         7%         56%         16%         55           Sweden         7%         66%         11%         55           Germany         6%         62%         9%         86           France         5%         52%         11%         77	Mexico	14%	55%	7%	14%
Turkey       14%       41%       19%       14         Brazil       13%       48%       12%       11         Chile       12%       58%       14%       69         Malaysia       12%       49%       8%       19         United States       11%       50%       6%       11         South Korea       11%       56%       12%       11         Canada       10%       54%       9%       9%         Australia       8%       54%       9%       12         Great Britain       7%       55%       10%       10         Russia       7%       56%       15       15         Belgium       7%       66%       11%       55         Sweden       7%       66%       11%       55         Germany       6%       62%       19%       10         Netherlands       6%       62%       11%       77         Poland       44       50%       18%       86         Hungary       44       62%       11%       77         Japan       44       53%       15%       55         Spain       44		14%	59%	8%	12%
Brazil       13%       48%       12%       11         Chile       12%       58%       14%       69         Malaysia       12%       49%       8%       19         United States       11%       50%       6%       11         South Korea       11%       50%       6%       11         Canada       10%       54%       9%       9%         Australia       8%       54%       9%       12         Great Britain       7%       55%       10%       10         Russia       7%       66%       15       15         Belgium       7%       66%       11%       59         Sweden       7%       66%       11%       59         Germany       6%       62%       19%       10         Netherlands       6%       62%       11%       79         Poland       4       50%       18%       8%         Hungary       4       62%       11%       79         Japan       4       52%       10%       6%       6%         Spain       4       53%       15%       59         Spain	South Africa	14%	55%	9%	12%
Chile       12%       58%       14%       69         Malaysia       12%       49%       8%       19         United States       11%       50%       6%       11         South Korea       11%       56%       12%       11         Canada       10%       54%       9%       9%         Australia       8%       54%       9%       12         Great Britain       7%       55%       10%       10         Russia       7%       56%       15       15         Belgium       7%       56%       15       59         Sweden       7%       66%       11%       59         Germany       6%       45%       19%       10         Netherlands       6%       62%       9%       89         France       5%       52%       11%       79         Poland       49       50%       18%       89         Hungary       49       62%       11%       79         Japan       49       52%       10%       69       69         Israel       49       53%       15%       59         Spain					14%
Malaysia       12%       49%       8%       19         United States       11%       50%       6%       11         South Korea       11%       56%       12%       11         Canada       10%       54%       9%       9%         Australia       8%       54%       9%       12         Great Britain       7%       55%       10%       10         Russia       7%       55%       10%       10         Russia       7%       66%       15       59         Belgium       7%       56%       15         Sweden       7%       66%       11%       59         Germany       6%       45%       19%       10         Netherlands       6%       62%       9%       89         France       5%       52%       11%       79         Poland       49       50%       18%       89         Hungary       49       62%       11%       79         Japan       49       52%       10%       69       69         Israel       49       53%       15%       59       59         Spain					11%
United States       11%       50%       6%       11         South Korea       11%       56%       12%       11         Canada       10%       54%       9%       9%         Australia       8%       54%       9%       12         Great Britain       7%       55%       10%       10         Russia       7%       56%       15       16%         Belgium       7%       66%       11%       59         Sweden       7%       66%       11%       59         Germany       6%       62%       9%       89         France       59       52%       11%       79         Poland       44       50%       18%       89         Hungary       44       62%       11%       79         Japan       44       52%       10%       66         Spain       44       53%       15%       55         Spain       44       53%       15%       55         Spain       44       54%       19%       10					6%
South Korea         11%         56%         12%         11           Canada         10%         54%         9%         9%         9%         9%         9%         9%         12           Australia         8%         54%         9%         12         11         10%         12           Great Britain         7%         55%         10%         10%         10         10           Russia         7%         56%         15         15         16%         55           Belgium         7%         66%         11%         55         55           Sweden         7%         66%         11%         55           Germany         6%         45%         19%         10           Netherlands         6%         62%         9%         89           France         5%         52%         11%         79           Poland         41         50%         18%         89           Hungary         41         62%         11%         79           Japan         41         52%         10%         65           Spain         41         53%         15%         55					19%
Canada       10%       54%       9%       9%         Australia       8%       54%       9%       12         Great Britain       7%       55%       10%       10         Russia       7%       56%       15       15         Belgium       7%       66%       11%       55         Sweden       7%       66%       11%       55         Germany       6%       45%       19%       10         Netherlands       6%       62%       9%       89         France       5%       52%       11%       79         Poland       4       50%       18%       89         Hungary       4       62%       11%       79         Japan       4       52%       10%       69         Spain       4       53%       15%       59         Spain       4       53%       15%       59					11%
Australia       8%       54%       9%       12         Great Britain       7%       55%       10%       10         Russia       7%       56%       15         Belgium       7%       57%       16%       59         Sweden       7%       66%       11%       59         Germany       6%       45%       19%       10         Netherlands       6%       62%       9%       89         France       5%       52%       11%       79         Old       49       50%       18%       89         Hungary       49       62%       11%       79         Japan       49       52%       10%       69         Israel       49       53%       10%       69         Spain       49       54%       19%       10					11%
Great Britain       7%       55%       10%       10         Russia       7%       56%       15         Belgium       7%       57%       16%       59         Sweden       7%       66%       11%       59         Germany       6%       45%       19%       10         Netherlands       6%       62%       9%       89         France       5%       52%       11%       79         Poland       49       50%       18%       89         Hungary       49       62%       11%       79         Japan       49       52%       10%       69         Spain       49       54%       19%       10					9%
Russia       7%       56%       15         Belgium       7%       57%       16%       57         Sweden       7%       66%       11%       57         Germany       6%       45%       19%       10         Netherlands       6%       62%       9%       89         France       5%       52%       11%       79         Poland       49       50%       18%       89         Hungary       49       62%       11%       79         Japan       49       52%       10%       69         Spain       49       53%       10%       69					12%
Belgium       7%       57%       16%       57         Sweden       7%       66%       11%       59         Germany       6%       45%       19%       10         Netherlands       6%       62%       9%       89         France       5%       52%       11%       79         Poland       49       50%       18%       89         Hungary       49       62%       11%       79         Japan       49       52%       10%       69         Spain       49       53%       10%       69         Spain       49       54%       19%       10				10%	10%
Sweden         7%         66%         11%         59           Germany         6%         45%         19%         10           Netherlands         6%         62%         9%         89           France         5%         52%         11%         79           Poland         4         50%         18%         89           Hungary         4         62%         11%         79           Japan         4         50%         18%         89           Israel         4         52%         11%         79           Japan         4         52%         10%         69           Israel         4         53%         15%         59           Spain         4         53%         19%         10					15%
Germany       6%       45%       19%       10         Netherlands       6%       62%       9%       89         France       5%       52%       11%       79         Poland       49       50%       18%       89         Hungary       49       62%       11%       79         Japan       49       50%       10%       69         Israel       49       53%       15%       59         Spain       49       54%       19%       10					5%
Netherlands         6%         62%         9%         89           France         5%         52%         11%         79           Poland         49         50%         18%         89           Hungary         49         62%         11%         79           Japan         49         52%         10%         69           Israel         49         52%         10%         69           Spain         49         53%         15%         59					5%
France       5%       52%       11%       79         Poland       49       50%       18%       89         Hungary       49       62%       11%       79         Japan       49       52%       10%       69         Israel       49       53%       15%       59         Spain       49       54%       19%       10					10%
Poland       49       50%       18%       89         Hungary       49       62%       11%       79         Japan       49       52%       10%       69         Israel       49       53%       15%       59         Spain       49       54%       19%       10					8%
Hungary       49       62%       11%       79         Japan       49       52%       10%       69         Israel       49       53%       15%       59         Spain       49       54%       19%       10					7%
Japan         49         52%         10%         69           Israel         49         53%         15%         59           Spain         49         54%         19%         10					8%
Israel         49         53%         15%         59           Spain         49         54%         19%         10					7%
Spain 49 54% 19% 10	•				6%
					5%
Italy 3 58% 14% 89	•				10%
	Italy	3	58%	14%	8%



As your country recovers from the Coronavirus pandemic in the coming year, do you think that women will become more equal with men, will women become less equal than men, or will things be the same as they were before the pandemic?

**U.S.** Results





Which four or five, if any, of the following, do you think are the most important to ensure that the programme for recovery after the Coronavirus pandemic in [country] addresses issues facing women?

More flexible working practices (40%) and more support for women and girls who face violence and abuse (36%) are the top priorities for ensuring that the programme for recovery addresses issues facing women.

	Global Country Average	Men	Women
More flexible working practices - working from home/part-time	40%	37%	44%
More support for women and girls who face violence or abuse	36%	32%	40%
Better access to healthcare services	33%	32%	33%
Social assistance (e.g. cash/food support/ unemployment/healthcare/care workers)	30%	29%	32%
Investment in job creation programmes	29%	30%	29%
Better social care services for the elderly or vulnerable	29%	27%	30%
Better access to education and training	28%	27%	28%
Paid parental leave, childcare facilities or social assistance with childcare	25%	23%	26%
Better mental health support services	24%	22%	27%
More women making decisions in business and in government	21%	19%	23%
Access to finance for small/micro businesses	21%	21%	21%
More investment in infrastructure such as transport, utilities and broadband	18%	21%	15%
None of these	3%	4%	2%
Don't know	10%	10%	9%



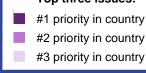
# Most important issues to ensure recovery addresses issues facing women

Which four or five of the following things, if any, do you think are the most important to ensure that the programme for recovery after the Coronavirus pandemic in [country] addresses issues facing women?

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	тот	ARG	AUS	BEL	BRA	CAN	CHL	CHN	FRA	GB	GER	HUN	IND	ISR	ITA	JAP	KOR	KSA	MAL	MEX	NLD	PER	POL	RUS	SAF	ESP	SWE	TUR	USA
More flexible working practices, such as working from home and working part-time	40%	33%	48%	45%	28%	48%	49%	36%	32%	46%	42%	41%	36%	41%	39%	48%	48%	36%	43%	41%	47%	41%	36%	42%	32%	35%	37%	41%	41%
More support for women and girls who face violence or abuse	36%	42%	36%	34%	36%	39%	46%	34%	41%	29%	30%	30%	37%	29%	21%	29%	38%	30%	30%	48%	23%	51%	44%	24%	52%	27%	38%	56%	27%
Better access to healthcare services	33%	37%	29%	26%	41%	33%	44%	27%	26%	24%	17%	43%	36%	16%	32%	24%	19%	32%	37%	43%	27%	46%	52%	35%	42%	35%	32%	25%	33%
Social assistance (e.g. cash/food support/unemployment/healthcare)	30%	19%	29%	31%	33%	30%	30%	26%	22%	26%	26%	29%	32%	41%	30%	38%	31%	31%	47%	34%	26%	25%	20%	48%	35%	31%	24%	34%	26%
Investment in job creation programmes	29%	42%	25%	24%	40%	23%	33%	19%	23%	27%	14%	35%	25%	35%	37%	14%	42%	22%	19%	34%	22%	38%	27%	33%	48%	37%	32%	31%	21%
Better social care services for the elderly or vulnerable	29%	35%	32%	36%	25%	38%	31%	25%	23%	31%	27%	35%	29%	16%	29%	23%	21%	28%	30%	31%	24%	30%	24%	33%	28%	33%	37%	23%	24%
Better access to education and training	28%	53%	18%	20%	33%	20%	44%	22%	22%	24%	23%	23%	31%	33%	23%	7%	21%	27%	27%	39%	20%	53%	26%	24%	44%	24%	12%	36%	20%
Paid parental leave, childcare facilities or social assistance with childcare	25%	11%	27%	24%	12%	30%	21%	37%	16%	25%	33%	25%	21%	24%	21%	44%	53%	24%	22%	11%	20%	12%	26%	36%	20%	27%	11%	26%	29%
Better mental health support services	24%	12%	39%	24%	29%	45%	30%	28%	18%	36%	16%	25%	30%	15%	10%	26%	21%	16%	34%	18%	23%	27%	23%	16%	24%	19%	30%	13%	30%
More women making decisions in business and in government	21%	14%	20%	25%	22%	22%	21%	26%	23%	19%	19%	20%	22%	22%	21%	17%	21%	24%	16%	22%	19%	22%	20%	13%	30%	21%	16%	27%	21%
Access to finance for small and micro businesses	21%	27%	17%	15%	20%	19%	24%	9%	19%	22%	21%	14%	26%	16%	24%	9%	14%	21%	30%	25%	12%	33%	21%	19%	36%	28%	26%	19%	18%
Infrastructure Investment (e.g. transport, utilities, broadband, communications)	18%	22%	18%	23%	23%	12%	18%	17%	18%	18%	15%	15%	26%	20%	26%	10%	11%	24%	18%	17%	8%	20%	10%	19%	27%	18%	19%	12%	16%

#### Top three issues:

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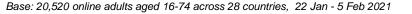
# What's important in a leader?



Which four or five characteristics do you think it is most important for political leaders to have so that they will do a good job of handling the recovery from the Coronavirus pandemic?

The most important qualities that people want from their political leaders in order to do a good job in handling the recovery from the pandemic is to put their country's needs before politics – mentioned by a third of people (33%) and equally likely to be picked out by men and women.

Global Country Average	Men	Women
They put their country's need before politics <b>33%</b>	32%	34%
They are honest with the public 29%	29%	30%
They understand the problems facing ordinary people <b>28%</b>	26%	30%
They take into account the impact on the economy as well as health <b>25%</b>	22%	27%
They make the right decisions at the right time <b>25%</b>	24%	25%
They keep their promises 24%	25%	24%
They act quickly to protect people in their country <b>24%</b>	22%	26%
They trust experts and use scientific evidence to inform their decisions <b>24%</b>	23%	25%
They can make hard decisions even if they're not popular decisions <b>22%</b>	23%	21%
They admit when they get it wrong <b>20%</b>	21%	19%
They have high moral standards 17%	17%	17%
They are able to communicate well with the public <b>14%</b>	14%	14%
They are trusted by the public <b>14%</b>	15%	13%
They deal calmly with the crisis <b>14%</b>	15%	13%
They work across political divides <b>13%</b>	15%	12%
They have a plan of action and stick to it no matter what <b>11%</b>	11%	10%
They show compassion for others 9%	9%	9%
They ask the right questions of medical experts <b>9%</b>	9%	9%
They are willing to break the rules <b>6%</b>	7%	5%
Other 3°	3%	3%
Don't know 11%	11%	12%





#### **Political leaders - characteristics**

Which four or five characteristics do you think it is most important for political leaders to have so that they will do a good job of handling the recovery from the Coronavirus pandemic?

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They	тот	ARG	AUS	BEL	BRA	CAN	CHL	CHN	FRA	GB	GER	HUN	IND	ISR	ITA	JAP	KOR	KSA	MAL	MEX	NLD	PER	POL	RUS	SAF	ESP	SWE	TUR	USA
put their country's need before politics	33%	39%	37%	33%	42%	39%	42%	21%	29%	36%	20%	38%	24%	38%	39%	20%	12%	24%	41%	26%	21%	45%	22%	40%	51%	40%	32%	36%	46%
are honest with the public	29%	22%	36%	29%	38%	42%	23%	22%	24%	37%	28%	35%	20%	20%	24%	40%	36%	21%	18%	21%	28%	25%	15%	40%	39%	27%	35%	37%	41%
understand problems facing ordinary people	28%	24%	26%	25%	25%	30%	34%	29%	23%	29%	22%	28%	26%	18%	30%	32%	29%	19%	31%	23%	25%	24%	24%	52%	36%	22%	25%	42%	32%
take into account the impact on the economy	25%	30%	18%	23%	25%	27%	27%	31%	24%	18%	23%	23%	20%	24%	25%	12%	18%	24%	32%	34%	28%	34%	19%	14%	38%	20%	29%	31%	24%
make the right decisions at the right time	25%	24%	19%	18%	27%	17%	29%	29%	23%	26%	22%	27%	24%	22%	28%	31%	32%	32%	25%	25%	17%	32%	23%	27%	19%	26%	25%	24%	15%
keep their promises	24%	25%	19%	24%	20%	24%	24%	18%	18%	21%	25%	32%	21%	29%	25%	18%	25%	20%	22%	24%	23%	24%	22%	47%	30%	25%	28%	24%	23%
act quickly to protect people in their country	24%	21%	25%	20%	27%	25%	26%	32%	14%	24%	19%	21%	22%	11%	19%	42%	36%	28%	35%	23%	12%	27%	14%	24%	22%	29%	25%	33%	22%
trust experts/scientific evidence for decisions	24%	19%	34%	23%	24%	34%	29%	23%	18%	27%	25%	29%	19%	19%	21%	18%	30%	19%	20%	24%	25%	21%	16%	12%	24%	32%	29%	25%	28%
can make hard, unpopular decisions	22%	19%	29%	25%	11%	27%	23%	18%	27%	30%	21%	18%	18%	29%	24%	18%	16%	21%	20%	15%	27%	28%	16%	21%	24%	22%	36%	9%	20%
admit when they get it wrong	20%	15%	24%	21%	17%	27%	14%	16%	23%	25%	24%	28%	13%	12%	14%	21%	23%	12%	17%	13%	23%	14%	20%	28%	20%	18%	29%	28%	18%
have high moral standards	17%	17%	15%	14%	16%	19%	21%	17%	10%	12%	11%	23%	15%	27%	23%	8%	16%	15%	20%	10%	9%	22%	14%	23%	32%	10%	16%	21%	19%
are able to communicate well with the public	14%	10%	17%	11%	11%	16%	10%	23%	5%	16%	10%	12%	16%	10%	6%	20%	31%	17%	13%	12%	18%	11%	10%	9%	20%	7%	19%	20%	15%
are trusted by the public	14%	6%	16%	6%	20%	15%	7%	23%	4%	19%	11%	13%	19%	22%	3%	25%	28%	14%	10%	11%	13%	5%	13%	18%	18%	6%	12%	17%	14%
deal calmly with the crisis	14%	10%	17%	10%	8%	14%	10%	24%	9%	13%	19%	7%	14%	13%	9%	22%	26%	22%	21%	14%	13%	14%	11%	8%	9%	5%	13%	21%	12%
work across political divides	13%	9%	11%	18%	4%	13%	7%	11%	14%	13%	10%	15%	17%	16%	20%	10%	22%	8%	12%	13%	13%	9%	20%	7%	15%	7%	26%	8%	25%

	Top three issues:
	#1 in country
	#2 in country
	#3 in country

# The impact of COVID-19



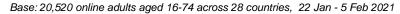
Taking all the potential effects into account (such as health, economic, and social impacts) do you think the Coronavirus will have a more negative impact on men, women, or will it have the same impact on both?

Across the 28 countries, around two-thirds (64%) say that Coronavirus has impacted both men and women equally.

Higher proportions in Chile, Israel and Canada say it's been more negative for women.

Country	Much more / little more negative for women	Same for both	Much more / little more negative for men
Global Country Average	12%	64%	10%
Chile	24%	62%	8%
Israel	22%	49%	5%
Canada	19%	65%	5%
Sweden	18%	52%	15%
India	16%	54%	21%
United States	15%	65%	6%
Australia	15%	61%	6%
Belgium	15%	69%	
South Korea	14%	61%	10%
Spain	14%	62%	10%
Italy	14%	65%	14%
Brazil	13%	67%	8%
Great Britain	13%	63%	12%
Germany	12%	65%	6%
South Africa	12%	73%	6%
Saudi Arabia	12%	54%	21%
Turkey	12%	64%	17%
Japan	10%	54%	11%
Poland	10%	63%	
Hungary	9%	69%	8%
France	9%	63%	10%
China	9%	69%	10%
Peru	7%	73%	16%
Netherlands	7%	66%	11%
Mexico	6%	73%	12%
Argentina	5%	70%	9%
Malaysia	4	80%	
Russia	3	69%	8%

Indicates differences of 10%+





As a result of the Coronavirus pandemic, do you think you are now more or less likely to do the following than you did before the crisis started in 2020?

# Take actions to improve my health and wellbeing

Women are slightly more likely than men to say that they are taking actions to improve their health and wellbeing than they did before crisis started (50% vs 46%).

	Take actions to in	nprove my health and wellb	eing	% Mor	re likely
Country	More likely	No difference	Less likely	Men	Women
Global Country Average	48%	33%	12%	46%	50%
Peru	73%		14% 11%	72%	74%
Mexico	69%		16% 12%	70%	69%
South Africa	68%		18% 10%	62%	74%
Malaysia	62%	15	7% 17%	59%	65%
India	60%	14%	6 20%	56%	63%
Brazil	57%	19	9% 12%	56%	59%
Chile	56%	269	% 15%	53%	58%
Argentina	54%	22%	18%	52%	56%
Belgium	52%	3	5%	51%	53%
Spain	51%	30%		52%	51%
Saudi Arabia	50%	21%	15%	51%	50%
Russia	48%	40%	6 7%	40%	54%
Great Britain	47%	40%	<b>6</b> 7%	44%	50%
Hungary	46%	40%		42%	49%
Israel	45%	34%	7%	54%	37%
South Korea	45%	34%	13%	42%	48%
Canada	44%	46%		39%	49%
Italy	43%	33%	14%	47%	40%
United States	43%	41%		44%	43%
Australia	43%	45%		43%	43%
France	41%	43%	6%	36%	47%
China	41%	42%	11%	44%	39%
Netherlands	41%	45%		36%	46%
Turkey	39%	23%	32%	37%	41%
Sweden	35%	46%	9%	32%	38%
Japan	32%	48%	9%	30%	35%
Germany	27%	54%	8%	23%	31%
Poland	26%	34%	29%	22%	28%

Indicates differences of 10%+



As a result of the Coronavirus pandemic, do you think you are now more or less likely to do the following than you did before the crisis started in 2020?

Spend less time working and more time with my family

Close to four in ten people (37%) say they are now more likely to spend less time working and more time with their family compared to before the crisis began.

	Spend less time working and more time with my family…			% More likely	
Country	More likely	No difference	Less likely	Men	Women
Global Country Average	37%	39%	17%	36%	38%
Peru	57%	19%	22%	54%	61%
South Africa	50%	30%	16%	51%	49%
Turkey	50%	17%	29%	47%	54%
Chile	49%	25%	20%	48%	50%
India	47%	20%	28%	43%	53%
Malaysia	47%	27%	19%	47%	46%
Argentina	45%	28%	21%	45%	44%
Mexico	45%	28%	22%	45%	44%
Brazil	44%	27%	17%	44%	44%
Great Britain	40%	39%	14%	37%	42%
South Korea	38%	43%	13%	39%	37%
Spain	38%	38%	18%	31%	46%
Canada	36%	44%	13%	33%	41%
Saudi Arabia	36%	33%	22%	36%	35%
France	33%	49%	9%	30%	37%
China	32%	45%	23%	39%	24%
Italy	31%	45%	12%	29%	36%
Australia	31%	48%	13%	30%	32%
Belgium	31%	52%	9%	31%	31%
Poland	30%	39%	18%	27%	35%
Israel	30%	37%	17%	38%	20%
United States	30%	50%	13%	26%	34%
Japan	28%	58%	<b>%</b>	26%	31%
Netherlands	28%	56%	10%	28%	27%
Germany	26%	46%	15%	22%	29%
Sweden	25%	55%	12%	23%	27%
Hungary	23%	57%	13%	22%	24%
Russia	19%	56%	17%	15%	24%
					, .

Indicates differences of 10%+

Base: 12,174 online adults aged 16-74 across 28 countries who were employed in a job, 22 Jan - 5 Feb 2021



As a result of the Coronavirus pandemic, do you think you are now more or less likely to do the following than you did before the crisis started in 2020?

# Feel more supported by my employer

Opinion is divided on whether the pandemic has meant people feel more supported by their employer as nearly half (46%) say it has made no difference.

	Feel more suppor	ted by my employer…		% Mor	re likely
Country	More likely	No difference	Less likely	Men	Women
Global Country Average	22%	46%	20%	22%	22%
India	41%	26%	25%	38%	45%
Mexico	32%	35%	25%	31%	35%
Malaysia	29%	47%	14%	29%	28%
Brazil	28%	34%	21%	29%	26%
Turkey	28%	28%	36%	21%	39%
Saudi Arabia	27%	44%	19%	26%	29%
South Africa	26%	40%	25%	25%	27%
Peru	25%	33%	31%	23%	26%
Great Britain	24%	48%	18%	22%	26%
Australia	24%	52%	14%	24%	24%
Chile	23%	43%	25%	25%	22%
France	22%	55%	14%	18%	25%
China	20%	54%	22%	25%	15%
Netherlands	20%	59%	12%	18%	22%
Italy	20%	46%	16%	17%	25%
Poland	20%	44%	24%	22%	17%
Canada	19%	56%	14%	15%	25%
Spain	19%	46%	18%	22%	15%
United States	18%	51%	19%	20%	17%
Argentina	18%	43%	26%	22%	13%
Hungary	18%	54%	20%	20%	16%
Belgium	18%	56%	16%	21%	15%
Israel	17%	47%	13%	22%	11%
Germany	16%	49%	13%	20%	12%
Sweden	15%	57%	11%	12%	17%
Russia	13%	54%	16%	10%	16%
Japan	11%	63%	11%	10%	13%
South Korea	8%	53%	25%	10%	6%

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Indicates differences of 10%+

Base: 12,174 online adults aged 16-74 across 28 countries who were employed in a job



As a result of the Coronavirus pandemic, do you think you are now more or less likely to do the following than you did before the crisis started in 2020?

#### Worry about losing my job

Overall, 44% of people in work say they are now more likely now to worry about losing their job than they did before the crisis started.

A third (34%) say there is no difference, while 13% say they are less likely to worry now.

	Worry about losir	ng my job		% Mor	e likely
Country	More likely	No difference	Less likely	Men	Women
Global Country Average	44%	34%	13%	42%	45%
South Africa	63%	20%	<b>12%</b>	58%	69%
Mexico	60%	23%	12%	62%	57%
Peru	58%	19%	15%	54%	62%
Chile	57%	18%	16%	58%	56%
Spain	56%	27%	8%	51%	63%
South Korea	56%	29%	10%	51%	62%
Turkey	54%	20%	18%	46%	66%
Argentina	51%	30%	12%	52%	49%
Malaysia	51%	24%	17%	48%	54%
Poland	50%	30%	11%	48%	53%
Japan	46%	41%	6	44%	49%
Russia	46%	34%	7%	44%	48%
Brazil	44%	23%	19%	45%	44%
India	41%	23%	26%	40%	42%
Belgium	40%	46%	7%	35%	46%
Great Britain	40%	42%	10%	40%	40%
Italy	40%	38%	8%	41%	36%
Hungary	40%	41%	13%	34%	45%
Canada	37%	45%	11%	36%	37%
Australia	35%	46%	12%	35%	35%
France	34%	46%	7%	31%	37%
United States	34%	46%	11%	29%	40%
Saudi Arabia	34%	33%	19%	32%	39%
China	31%	46%	21%	40%	20%
Germany	30%	45%	11%	28%	31%
Sweden	28%	50%	15%	29%	26%
Netherlands	26%	60%	9%	24%	28%

Indicates differences of 10%+

G

Base: 12,174 online adults aged 16-74 across 28 countries who were employed in a job

22%

Israel



19%

25%

21%

As a result of the Coronavirus pandemic, do you think you are now more or less likely to do the following than you did before the crisis started in 2020?

#### Receive more financial support from [COUNTRY]'s government

One in four (25%) say the pandemic has meant they are more likely to receive more financial support from their country's government, whilst one in five say the opposite (20%).

	Receive more financial support from [COUNTRY]'s govt			% More likely	
Country	More likely	No difference	Less likely	Men	Women
Global Country Average	25%	41%	20%	25%	24%
Malaysia	43%	30%	19%	42%	44%
India	38%	26%	25%	37%	39%
South Korea	36%	36%	16%	36%	36%
Turkey	34%	28%	27%	29%	39%
China	34%	34%	22%	39%	28%
United States	32%	40%	11%	35%	29%
Brazil	32%	27%	24%	34%	30%
Peru	30%	31%	29%	33%	28%
Chile	29%	39%	25%	25%	32%
Belgium	27%	47%	11%	27%	27%
South Africa	27%	39%	27%	29%	25%
Canada	27%	49%	12%	24%	29%
Italy	25%	41%	16%	27%	22%
Mexico	24%	34%	33%	26%	22%
Saudi Arabia	24%	34%	14%	25%	22%
Argentina	24%	33%	31%	22%	25%
France	24%	47%	12%	20%	27%
Australia	23%	53%	11%	22%	23%
Poland	22%	29%	32%	24%	19%
Spain	19%	37%	28%	20%	19%
Netherlands	18%	58%	7%	20%	17%
Japan	17%	55%	9%	18%	16%
Israel	15%	40%	20%	22%	9%
Great Britain	15%	60%	14%	14%	15%
Russia	14%	54%	16%	15%	14%
Germany	13%	51%	16%	17%	10%
Sweden	11%	60%	13%	14%	9%
Hungary	8%	44%	33%	8%	7%

Indicates differences of 10%+



% More likely

# Q.

As a result of the Coronavirus pandemic, do you think you are now more or less likely to do the following than you did before the crisis started in 2020?

# Help others in my community

One in three (33%) say the pandemic has meant they are more likely to help others in their community, with those in Peru, South Africa and India the most positive.

		, community		% Mor	e likely
Country	More likely	No difference	Less likely	Men	Women
Global Country Average	33%	42%	13%	32%	34%
Peru	50%	23%	21%	48%	52%
South Africa	49%	27%	18%	48%	51%
India	49%	20%	23%	45%	54%
Saudi Arabia	47%	23%	19%	50%	43%
Chile	46%	30%	15%	43%	48%
Brazil	45%	27%	14%	44%	47%
Argentina	44%	31%	15%	46%	42%
Mexico	44%	28%	20%	43%	45%
Malaysia	43%	34%	15%	43%	43%
Great Britain	36%	50%	<b>%</b>	33%	39%
Turkey	34%	24%	37%	32%	35%
Netherlands	33%	53%	<b>6%</b>	29%	36%
Sweden	31%	54%	%	32%	31%
Spain	31%	44%	15%	28%	35%
Belgium	31%	50%	6%	25%	36%
Israel	30%	43%	8%	35%	25%
France	30%	48%	5%	27%	33%
China	29%	49%	16%	29%	28%
Canada	28%	52%	11%	26%	31%
United States	28%	52%	9%	30%	27%
Australia	28%	55%	7%	25%	31%
Poland	26%	37%	19%	24%	29%
Italy	26%	47%	11%	26%	27%
Hungary	25%	55%	10%	22%	27%
South Korea	17%	52%	19%	14%	21%
Germany	16%	60%	7%	18%	15%
Russia	11%	56%	8%	10%	13%
Japan	10%	63%	10%	10%	10%

Indicates differences of 10%+



% Supported

# Q.

To what extent, if at all, have you felt supported by your <u>employer</u> during the disruption caused by the Coronavirus pandemic?

Opinion is divided on whether people have been supported by their employer during the pandemic, with nearing half (47%) saying they have been but a sizable two in five (41%) thinking they haven't.

Countries more positive about their employers include India, the Netherlands and the United States, whilst Russia and Poland are the most negative.

			% Su	pported
Country	Supported	Not supported	Men	Womer
Global Country Average	47%	41%	47%	48%
India	73%	21%	71%	74%
Netherlands	68%	25%	67%	69%
United States	68%	24%	68%	67%
Australia	66%	24%	69%	64%
Canada	66%	23%	64%	69%
Great Britain	65%	27%	66%	65%
South Africa	58%	34%	55%	62%
Malaysia	58%	32%	59%	58%
Germany	58%	27%	59%	56%
Israel	57%	35%	55%	60%
Sweden	54%	34%	54%	53%
Belgium	49%	45%	54%	44%
China	46%	51%	45%	48%
Mexico	46%	41%	45%	48%
Italy	46%	38%	46%	44%
Chile	45%	44%	44%	46%
France	45%	37%	44%	46%
Saudi Arabia	45%	46%	45%	45%
Brazil	45%	34%	50%	39%
Argentina	43%	44%	41%	45%
Hungary	41%	53%	42%	41%
Spain	40%	45%	43%	36%
Turkey	34%	55%	29%	42%
Peru	31%	57%	30%	31%
South Korea	28%	55%	31%	24%
Japan	27%	42%	26%	27%
Russia	24%	63%	19%	29%
Poland	18%	71%	15%	23%

Indicates differences of 10%+

Base: 12,233 online adults aged 16-74 across 28 countries who were employed in a job



% Supported

## Q.

To what extent, if at all, have you felt supported by your <u>friends and family</u> during the disruption caused by the Coronavirus pandemic?

Seven in ten (71%) say they have been supported by their friends and family during the pandemic, with Great Britain the most likely to say this, followed by South Africa, Canada and the United States.

Just one in five (21%) say they have not felt supported by friends and family, although this rises to over a third in Poland and Hungary.

			% Su	ported
Country	Supported	Not supported	Men	Women
Global Country Average	71%	21%	70%	72%
Great Britain	84%	12%	82%	85%
South Africa	83%	15%	79%	86%
Canada	83%	12%	81%	84%
United States	83%	11%	84%	82%
Malaysia	81%	15%	79%	83%
Israel	81%	16%	77%	84%
India	80%	16%	80%	79%
Spain	79%	17%	81%	77%
Australia	78%	15%	79%	78%
Netherlands	77%	15%	78%	77%
Italy	77%	14%	77%	77%
Argentina	76%	16%	71%	80%
Sweden	75%	17%	72%	78%
France	75%	15%	73%	76%
Chile	73%	22%	74%	72%
Belgium	73%	21%	74%	72%
China	72%	23%	72%	73%
Germany	71%	18%	70%	72%
Peru	69%	27%	67%	71%
Brazil	67%	22%	65%	69%
Saudi Arabia	67%	24%	69%	64%
Mexico	66%	26%	70%	63%
Russia	62%	27%	55%	69%
Turkey	59%	30%	56%	63%
Hungary	58%	36%	58%	57%
South Korea	55%	32%	58%	52%
Poland	55%	37%	55%	54%
Japan	38%	31%	37%	39%

Indicates differences of 10%+



# **Gender** and work



For each job, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

It doesn't matter if you don't know what their exact wages are, it is just your opinion we are after.

Global Country Average	Are mostly made Women Equal	up of numbers Men	Are paid Too much Right am	ount Too little
Childcare providers **	82%	11%	30%	55%
Nurses	68%	25%	28%	59%
Care workers *	64%	26%	23%	63%
Shop workers/assistants	43%	43% <mark>8%</mark>	39%	47%
Teachers	38%	52%	10 <sup>9</sup> 37%	45%
Accountants	<b>15%</b> 44%	32%	21% 55	% 9%
Bankers	<b>10</b> 46%	36%	41%	40% %
Doctors	5% 62%	28%	<b>20%</b> 46%	24%
Computer engineers/ programmers	% 25%	64%	19% 56%	<b>%</b>
Scientists	⁄o 44%	42%	<b>13</b> % 45%	24%
Delivery drivers	14%	78%	40%	42%
Construction workers	8%	86%	42%	40%
Engineers	25%	65%	16% 57%	2%
Police officers	26%	68%	<b>13</b> % 39%	37%
Politicians	27%	66%	74%	14%

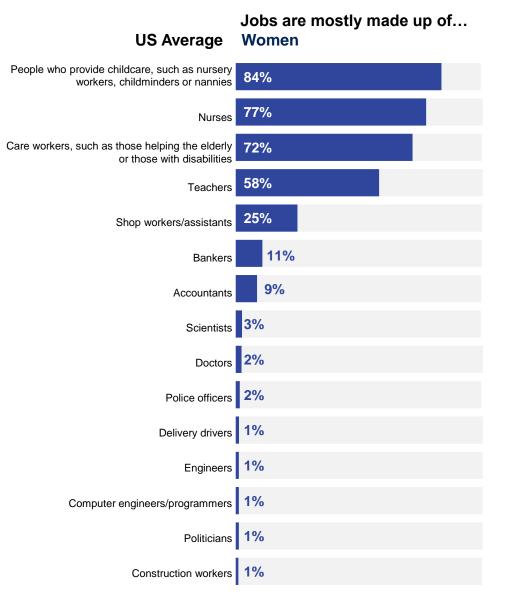
\* such as those helping the elderly or those with disabilities

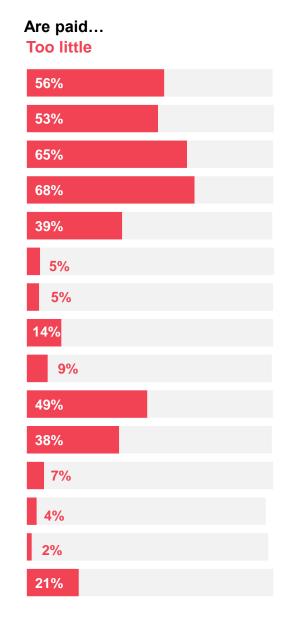
\*\* such as nursery workers, childminders or nannies



For each job, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

It doesn't matter if you don't know what their exact wages are, it is just your opinion we are after.





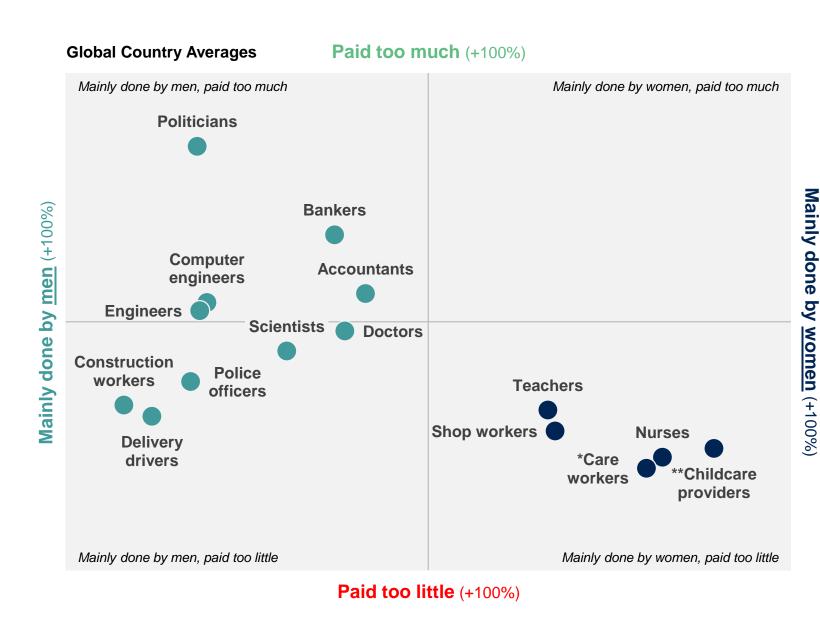
\* such as those helping the elderly or those with disabilities \*\* such as nursery workers, childminders or nannies Base: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021



For each job, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

It doesn't matter if you don't know what their exact wages are, it is just your opinion we are after.

Jobs that are mainly seen as being done by women are also those most likely to be seen as being paid too little.



\* such as those helping the elderly or those with disabilities
 \*\* such as nursery workers, childminders or nannies



For people who provide childcare (such as nursery workers, childminders and nannies), please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

Country	Are mostly made up of Women	Are paid Too little
Global Country Average	82%	55%
Hungary	93%	75%
Sweden	91%	66%
Canada	89%	61%
South Korea	89%	58%
South Africa	89%	70%
Belgium	88%	51%
Netherlands	87%	36%
Chile	87%	74%
Argentina	86%	67%
Russia	86%	69%
Great Britain	86%	58%
France	85%	54%
United States	84%	56%
Poland	83%	50%
Israel	83%	63%
Peru	82%	69%
Australia	82%	57%
Malaysia	81%	35%
Germany	80%	68%
Japan	80%	63%
Spain	80%	50%
Turkey	80%	41%
China	80%	26%
Mexico	78%	61%
Italy	77%	42%
Brazil	73%	60%
Saudi Arabia	62%	30%
India	57%	41%



For <u>nurses</u>, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

Country	Are mostly made up of… Women	Are paid Too little
Global Country Average	68%	59%
Sweden	91%	75%
South Korea	90%	43%
China	88%	32%
Netherlands	84%	62%
Canada	83%	56%
Russia	82%	70%
Malaysia	82%	30%
South Africa	80%	68%
Hungary	79%	78%
Japan	79%	54%
Australia	79%	65%
Belgium	79%	71%
Great Britain	78%	76%
United States	77%	53%
Poland	77%	63%
Israel	76%	59%
France	73%	71%
Spain	68%	57%
Turkey	68%	42%
India	61%	38%
Saudi Arabia	61%	22%
Germany	47%	80%
Chile	46%	59%
Brazil	41%	64%
Italy	38%	58%
Peru	37%	65%
Argentina	34%	85%
Mexico	26%	64%



For <u>care workers</u>, such as those helping the elderly or those with disabilities, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

Country	Are mostly made up of Women	Are paid… Too little
Global Country Average	64%	63%
Sweden	89%	80%
Hungary	85%	81%
South Korea	82%	60%
South Africa	79%	79%
Great Britain	78%	77%
China	77%	35%
Canada	77%	74%
Poland	75%	65%
Spain	75%	67%
France	73%	73%
Russia	73%	71%
United States	72%	65%
Australia	72%	67%
Germany	69%	82%
Belgium	66%	72%
Netherlands	64%	59%
Malaysia	64%	43%
Chile	61%	60%
Israel	59%	57%
Argentina	53%	66%
Italy	52%	57%
Peru	48%	61%
Turkey	48%	53%
Japan	47%	71%
Brazil	45%	64%
Mexico	43%	58%
India	39%	43%
Saudi Arabia	37%	28%



For shop workers/assistants, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

It doesn't matter if you don't know what their exact wages are, it is just your opinion we are after.

Country	Are mostly made up of Women	Are paid Too little
Global Country Average	43%	47%
South Korea	67%	45%
Hungary	66%	63%
Sweden	66%	34%
Spain	63%	53%
Poland	61%	51%
Belgium	59%	51%
Australia	54%	41%
China	54%	41%
Great Britain	53%	48%
France	53%	52%
South Africa	48%	67%
Netherlands	46%	43%
Italy	43%	41%
Israel	43%	48%
Argentina	43%	57%
Brazil	39%	52%
Russia	37%	28%
Turkey	37%	48%
Malaysia	36%	39%
Canada	36%	40%
Chile	36%	61%
Japan	29%	27%
United States	25%	39%
Peru	22%	63%
Mexico	21%	66%
India	15%	39%
Saudi Arabia	12%	36%



For <u>teachers</u>, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

Country	Are mostly made up of… Women	Are paid Too little
Global Country Average	38%	45%
Israel	60%	59%
United States	58%	68%
South Korea	58%	12%
Poland	56%	39%
Canada	55%	44%
Australia	55%	46%
Malaysia	54%	19%
Russia	53%	63%
Sweden	53%	51%
Argentina	52%	74%
Italy	50%	42%
Hungary	47%	56%
China	42%	23%
Great Britain	42%	43%
South Africa	40%	69%
Brazil	36%	75%
France	33%	40%
India	31%	28%
Netherlands	30%	40%
Belgium	26%	26%
Spain	26%	33%
Germany	20%	20%
Chile	19%	80%
Turkey	19%	37%
Mexico	17%	51%
Saudi Arabia	14%	24%
Peru	13%	74%
Japan	4	29%



# Q.

For <u>delivery drivers</u>, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

	Are mostly made up of	Are paid
Country	Men	Too little
Global Country Average	78%	42%
Israel	92%	35%
South Korea	92%	61%
Sweden	91%	16%
Hungary	91%	35%
South Africa	88%	54%
China	87%	37%
Malaysia	85%	35%
Japan	83%	36%
Poland	83%	35%
Turkey	83%	48%
France	81%	48%
Germany	79%	63%
Russia	79%	27%
Spain	78%	53%
Saudi Arabia	78%	29%
Belgium	78%	44%
Great Britain	77%	39%
Canada	76%	34%
Peru	75%	47%
Argentina	75%	32%
Italy	73%	50%
Brazil	73%	59%
Australia	71%	32%
Chile	71%	46%
India	70%	45%
Mexico	69%	47%
Netherlands	65%	51%
United States	54%	38%

For politicians, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

Country	Are mostly made up of Men	Are paid… Too much
Global Country Average	66%	74%
South Korea	85%	85%
Hungary	84%	87%
Japan	84%	73%
Malaysia	75%	64%
Israel	74%	75%
Turkey	73%	71%
Great Britain	73%	68%
Canada	71%	71%
Australia	71%	71%
China	71%	30%
Russia	70%	79%
Brazil	70%	78%
Saudi Arabia	70%	47%
Poland	69%	80%
Sweden	68%	78%
France	66%	74%
South Africa	66%	87%
Italy	66%	85%
United States	65%	77%
Netherlands	63%	55%
Spain	57%	79%
Chile	56%	93%
Germany	53%	69%
Belgium	53%	84%
India	50%	58%
Argentina	49%	91%
Mexico	45%	88%
Peru	44%	90%



Aro naid

# Q.

For <u>bankers</u>, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

It doesn't matter if you don't know what their exact wages are, it is just your opinion we are after.

	Are mostly made up of	Are paid
Country	Men	Too much
Global Country Average	36%	41%
Netherlands	70%	68%
Great Britain	61%	68%
Hungary	60%	68%
Brazil	57%	51%
Russia	56%	61%
Saudi Arabia	55%	28%
Italy	50%	55%
Belgium	49%	58%
Germany	48%	59%
Poland	46%	47%
Argentina	45%	45%
Australia	41%	51%
Canada	39%	42%
United States	34%	35%
Malaysia	33%	23%
Spain	30%	43%
France	30%	40%
Peru	27%	32%
Chile	26%	27%
South Africa	24%	27%
India	23%	24%
Japan	22%	27%
Sweden	19%	32%
Israel	15%	29%
China	14%	35%
Mexico	13%	19%
Turkey	11%	18%
South Korea	9%	42%

Are mostly made up of



For <u>construction workers</u>, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

Country	Are mostly made up of Men	Are paid About right
Global Country Average	86%	42%
Hungary	95%	39%
Sweden	95%	59%
Netherlands	93%	56%
Belgium	93%	48%
Argentina	92%	36%
Canada	91%	65%
South Korea	91%	44%
China	90%	48%
South Africa	89%	36%
Peru	89%	48%
Turkey	89%	27%
Germany	88%	44%
Great Britain	88%	64%
Russia	88%	50%
United States	88%	58%
Malaysia	86%	41%
France	86%	23%
Japan	86%	41%
Israel	86%	39%
Chile	86%	34%
Australia	85%	55%
Spain	84%	33%
Saudi Arabia	82%	39%
Italy	81%	39%
Mexico	80%	25%
Brazil	75%	27%
Poland	74%	31%
India	58%	35%



For police officers, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

Country	Are mostly made up of Men	Are paid About right
Global Country Average	68%	39%
South Korea	86%	50%
Russia	84%	49%
China	82%	56%
Hungary	81%	38%
Sweden	77%	23%
Canada	77%	49%
France	77%	31%
Saudi Arabia	77%	50%
Japan	76%	49%
Poland	76%	50%
Malaysia	76%	53%
Italy	75%	30%
United States	74%	29%
Spain	69%	35%
Belgium	69%	48%
Israel	69%	35%
Netherlands	66%	33%
Brazil	65%	23%
Turkey	63%	53%
Great Britain	63%	41%
South Africa	61%	33%
Australia	60%	40%
Chile	60%	31%
Germany	53%	38%
India	48%	43%
Mexico	46%	20%
Peru	45%	33%
Argentina	39%	26%



Aro naid

# Q.

For <u>engineers</u>, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

It doesn't matter if you don't know what their exact wages are, it is just your opinion we are after.

	Are mostly made up of	Are paid
Country	Men	About right
Global Country Average	65%	57%
South Korea	87%	59%
Great Britain	78%	66%
Hungary	75%	61%
Netherlands	73%	50%
Sweden	73%	63%
China	73%	63%
Australia	73%	59%
Saudi Arabia	72%	47%
South Africa	71%	62%
Canada	69%	62%
Japan	69%	48%
Malaysia	69%	62%
Italy	69%	54%
Belgium	68%	57%
Israel	67%	62%
Poland	66%	62%
United States	65%	60%
Germany	64%	64%
Argentina	64%	59%_
France	62%	57%
Spain	62%	45%
Russia	60%	47%
Turkey	59%	49%
Brazil	56%	55%
Chile	52%	64%
Mexico	45%	51%
Peru	42%	66%
India	37%	54%

Are mostly made up of



For <u>computer engineers</u>, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

Country	Are mostly made up of Men	Are paid… About right
Global Country Average	64%	56%
Netherlands	83%	51%
Hungary	80%	54%
Sweden	80%	52%
South Korea	76%	55%
Poland	75%	56%
Belgium	73%	64%
China	70%	58%
Russia	68%	60%
Great Britain	67%	59%
Germany	65%	59%
Saudi Arabia	65%	51%
Chile	65%	65%
South Africa	64%	61%
France	64%	54%
Argentina	64%	61%
Italy	63%	54%
Spain	63%	49%
Canada	62%	59%
Australia	61%	56%
Brazil	60%	51%
Japan	59%	46%
Turkey	59%	52%
Malaysia	57%	65%
United States	55%	61%
Peru	55%	59%
Israel	53%	44%
Mexico	47%	51%
India	29%	52%



Aro naid

# Q.

For <u>scientists</u>, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

It doesn't matter if you don't know what their exact wages are, it is just your opinion we are after.

	Are mostly made up of	Are paid
Country	Men	About right
Global Country Average	42%	45%
South Korea	62%	45%
Japan	62%	38%
China	58%	54%
Saudi Arabia	58%	37%
Hungary	52%	43%
Israel	50%	49%
Netherlands	47%	54%
Russia	46%	32%
South Africa	45%	55%
Sweden	45%	51%
Chile	43%	44%
Italy	42%	37%
Turkey	42%	38%
France	41%	43%
Belgium	39%	53%
Peru	39%	45%
United States	39%	54%
Canada	39%	54%
Germany	39%	56%
Great Britain	39%	56%
Spain	38%	21%
Brazil	37%	34%
Poland	37%	47%
Australia	36%	48%
India	33%	52%
Malaysia	31%	59%
Mexico	29%	37%
Argentina	24%	25%

Are mostly made up of



Aro naid

# Q.

For <u>accountants</u>, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

It doesn't matter if you don't know what their exact wages are, it is just your opinion we are after.

Country	Are mostly made up of Men	Are paid About right
-		
Global Country Average	32%	55%
Netherlands	61%	58%
Saudi Arabia	60%	53%
South Korea	56%	42%
Japan	48%	45%
Italy	47%	46%
Belgium	44%	58%
Great Britain	43%	44%
Brazil	43%	51%
Israel	41%	52%
Spain	40%	48%
Sweden	39%	43%
Australia	38%	50%
Canada	38%	61%
Turkey	32%	55%
India	30%	57%
Chile	29%	63%
United States	29%	55%
South Africa	27%	57%
Germany	26%	63%
France	25%	57%
Argentina	25%	58%
Mexico	23%	53%
Peru	20%	67%
Malaysia	15%	64%
China	9%	58%
Hungary	5%	54%
Poland	3%	62%
Russia	1%	62%

Are mostly made up of



For <u>doctors</u>, please say whether you think this is a job mostly made up of men, mostly made up of women or is it made up of equal numbers of men and women, and please say whether you think that the salary or wages they are paid are too much, too little or about the right amount for the job that they do.

Country	Are mostly made up of Men	Are paid About right
Global Country Average	28%	46%
Japan	62%	47%
South Korea	55%	40%
Sweden	42%	56%
United States	38%	51%
China	36%	54%
Canada	34%	54%
France	34%	55%
South Africa	33%	53%
Australia	33%	54%
Italy	30%	51%
Netherlands	30%	56%
Israel	29%	41%
Hungary	29%	40%
Great Britain	27%	51%
Belgium	26%	55%
Saudi Arabia	26%	44%
Brazil	23%	38%
Chile	22%	52%
India	22%	43%
Peru	21%	46%
Malaysia	20%	54%
Spain	20%	29%
Poland	18%	41%
Germany	17%	57%
Turkey	15%	47%
Mexico	14%	38%
Argentina	109	23%
Russia	5	30%



#### **Technical note**

These are the results of a 28country survey conducted by Ipsos on its Global Advisor online platform. Ipsos interviewed a total of 20,520 adults aged 18-74 in the United States, Canada, Israel, Malaysia, South Africa, and Turkey, and 16-74 in 21 other markets between **22 January – 5 February 2021.** 

The sample consists of approximately 1,000 individuals in each of Australia, Belgium, Brazil, Canada, mainland China, France, Germany, Great Britain, Italy, Japan, Spain, and the U.S., and 500 individuals in each of Argentina, Chile, Hungary, Hong Kong, India, Israel, Malaysia, Mexico, the Netherlands, Peru, Poland, Russia, Saudi Arabia, South Africa, South Korea, Sweden, and Turkey. The samples in Argentina, Australia, Belgium, Canada, France, Germany, Great Britain, Hungary, Italy, Japan, the Netherlands, Poland, South Korea, Spain, Sweden, and the U.S. can be taken as representative of their general adult population under the age of 75.

The samples in Brazil, Chile, mainland China, India, Israel, Malaysia, Mexico, Peru, Russia, Saudi Arabia, South Africa, and Turkey are more urban, more educated, and/or more affluent than the general population. The survey results for these markets should be viewed as reflecting the views of the more "connected" segment of their population. The data is weighted so that each country's sample composition best reflects the demographic profile of the adult population according to the most recent census data.

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

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



# For more information

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