INTERNATIONAL WOMEN'S DAY

March 2021

THE GLOBAL INSTITUTE FOR WOMEN'S LEADERSHIP

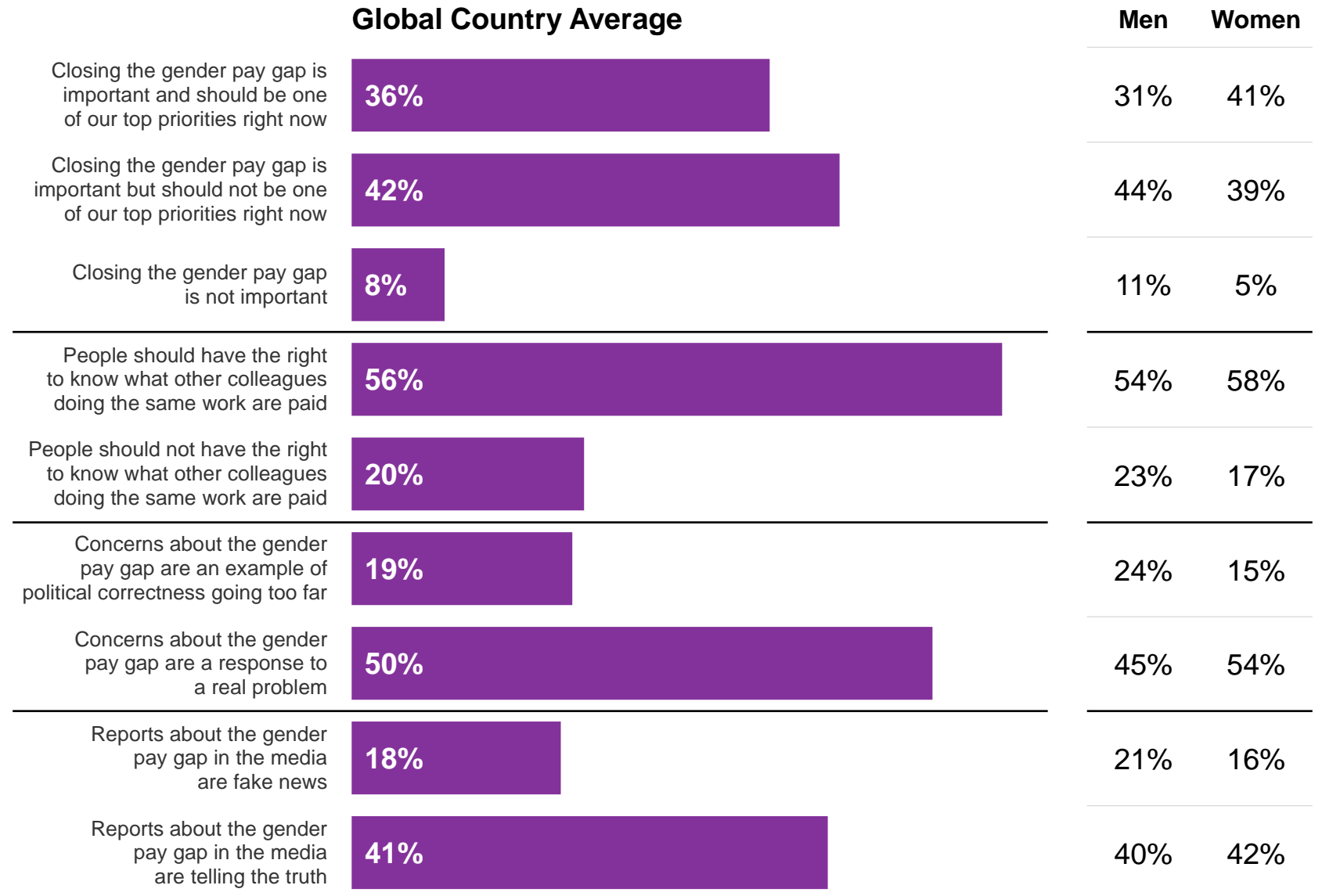KING'S College LONDON

Ipsos

Gender pay gap perceptions

Q.

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 should not 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%

Base: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021 – Norway not included in average.

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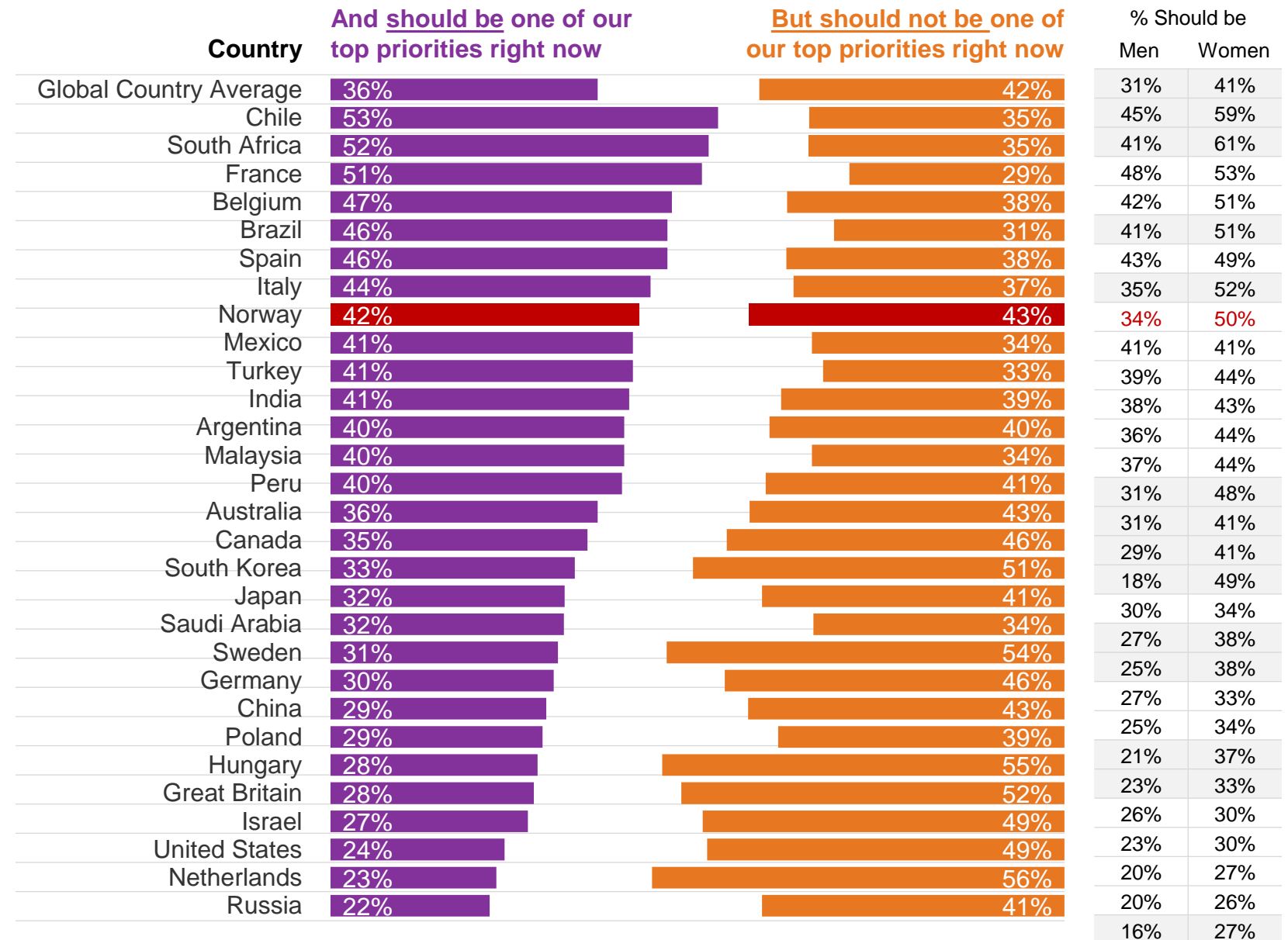© Ipsos | International Women's Day 2021 | Public

Q.

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.

Country	And should be one of our top priorities right now	But should not be one of our top priorities right now	% Should be Men	% Should be 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%
Norway	42%	43%	34%	50%
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%+

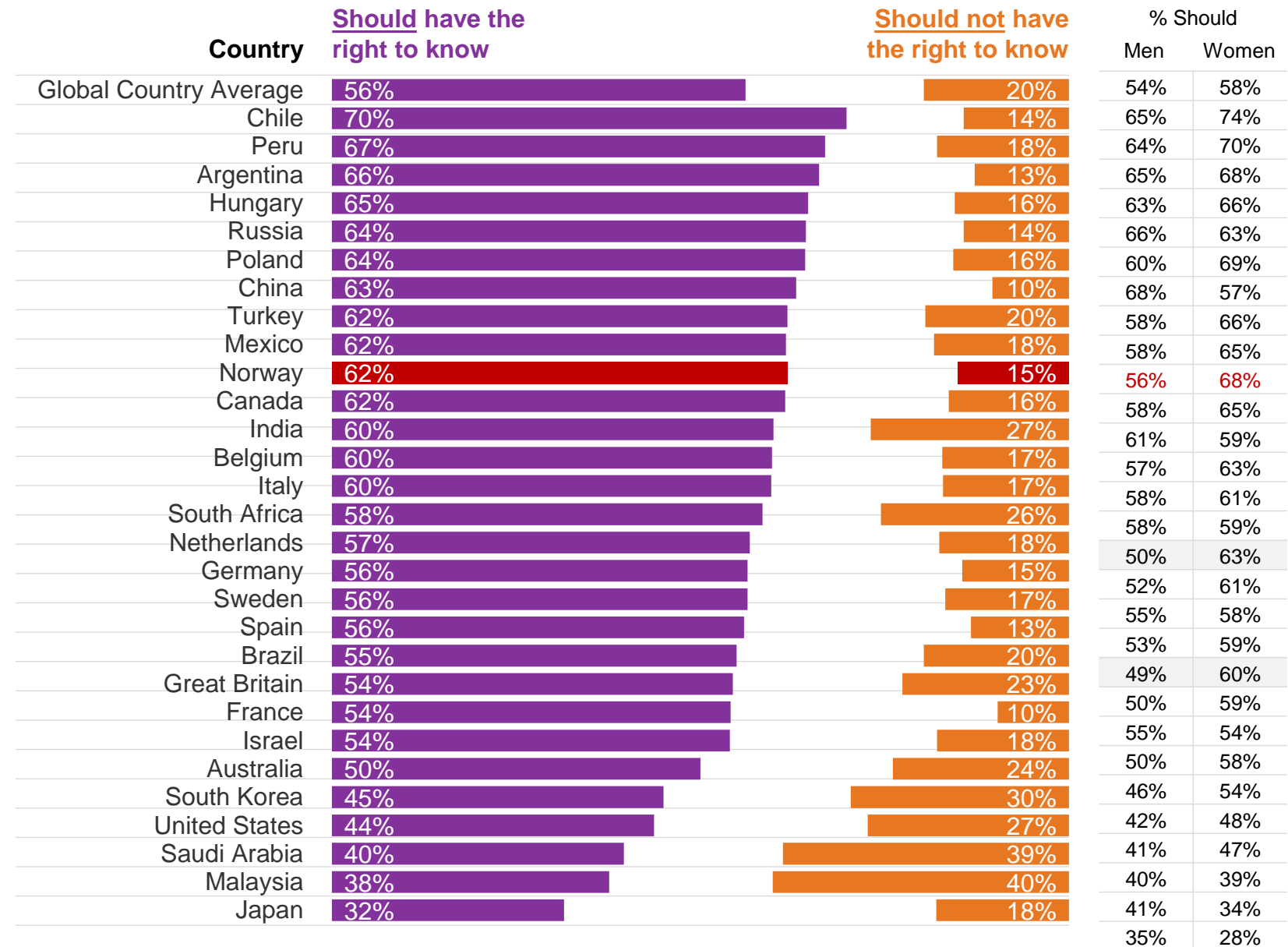*Base: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021 – Norway 513 online adults 18+ - week 7.2021*

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Q.

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%).

Country	Should have the right to know	Should not have the right to know	% Should Men	% Should 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%
Norway	62%	15%	56%	68%
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%+

Base: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021 – Norway 513 online adults 18+ - week 7.2021
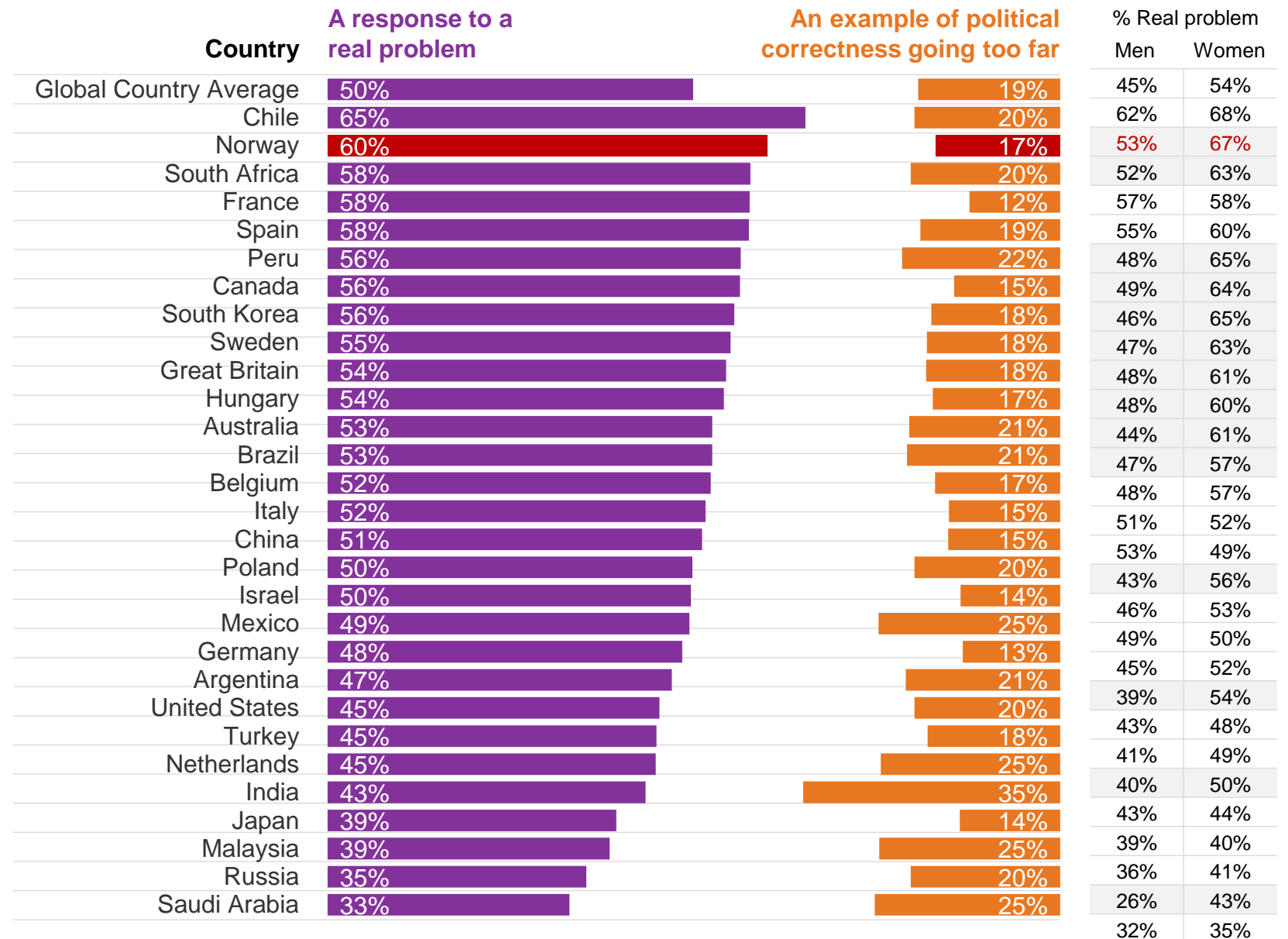
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Q.

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.

Country	A response to a real problem	An example of political correctness going too far	% Real problem Men	Women
Global Country Average	50%	19%	45%	54%
Chile	65%	20%	62%	68%
Norway	60%	17%	53%	67%
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%+

Base: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021 – Norway 513 online adults 18+ - week 7.2021
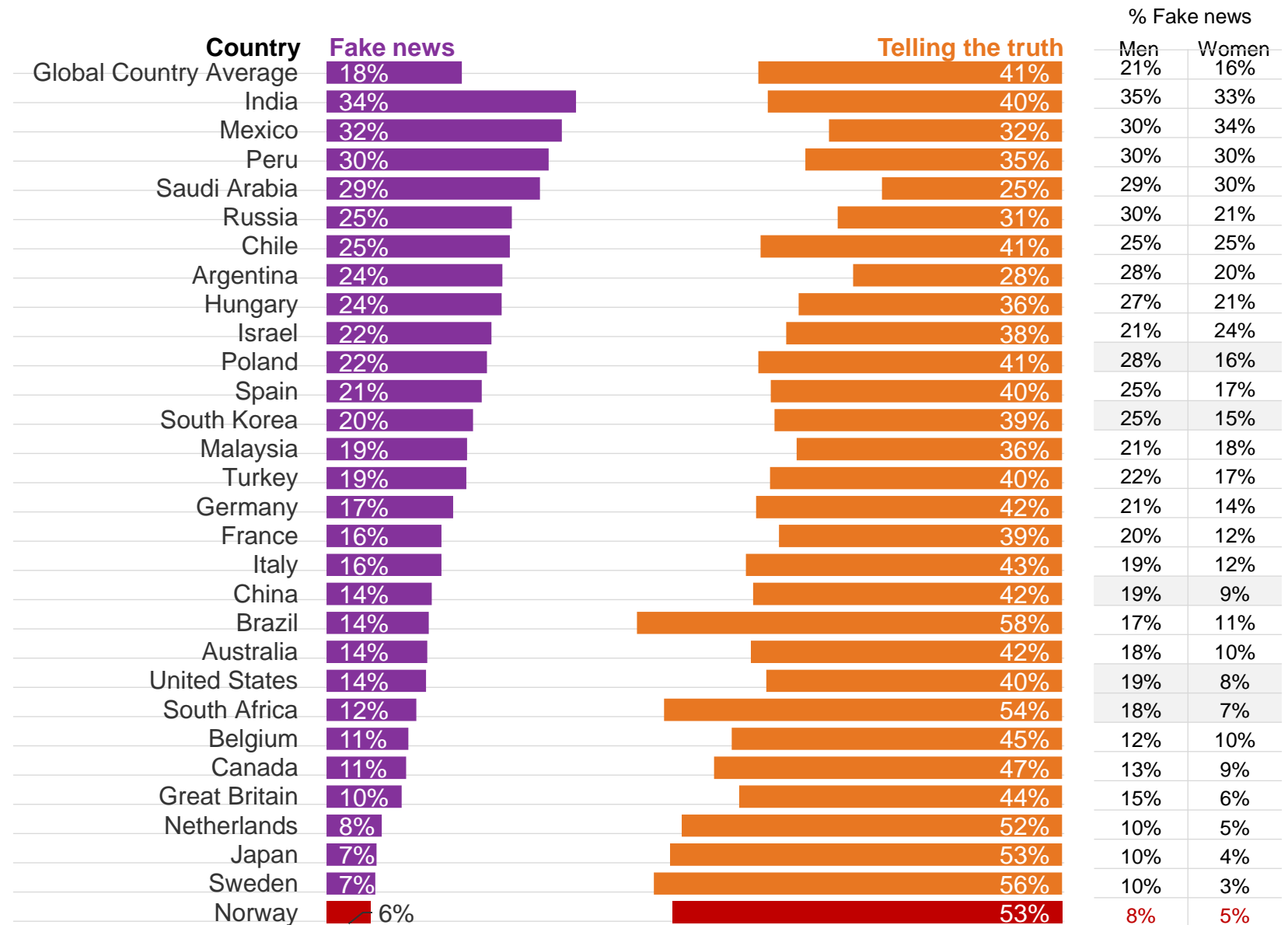
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Ipsos

Q.

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).

Country	Fake news	Telling the truth	% Fake news Men	% Fake news 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%
Norway	6%	53%	8%	5%

Indicates differences of 10%+

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Base: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021 – Norway 513 online adults 18+ - week 7 2021
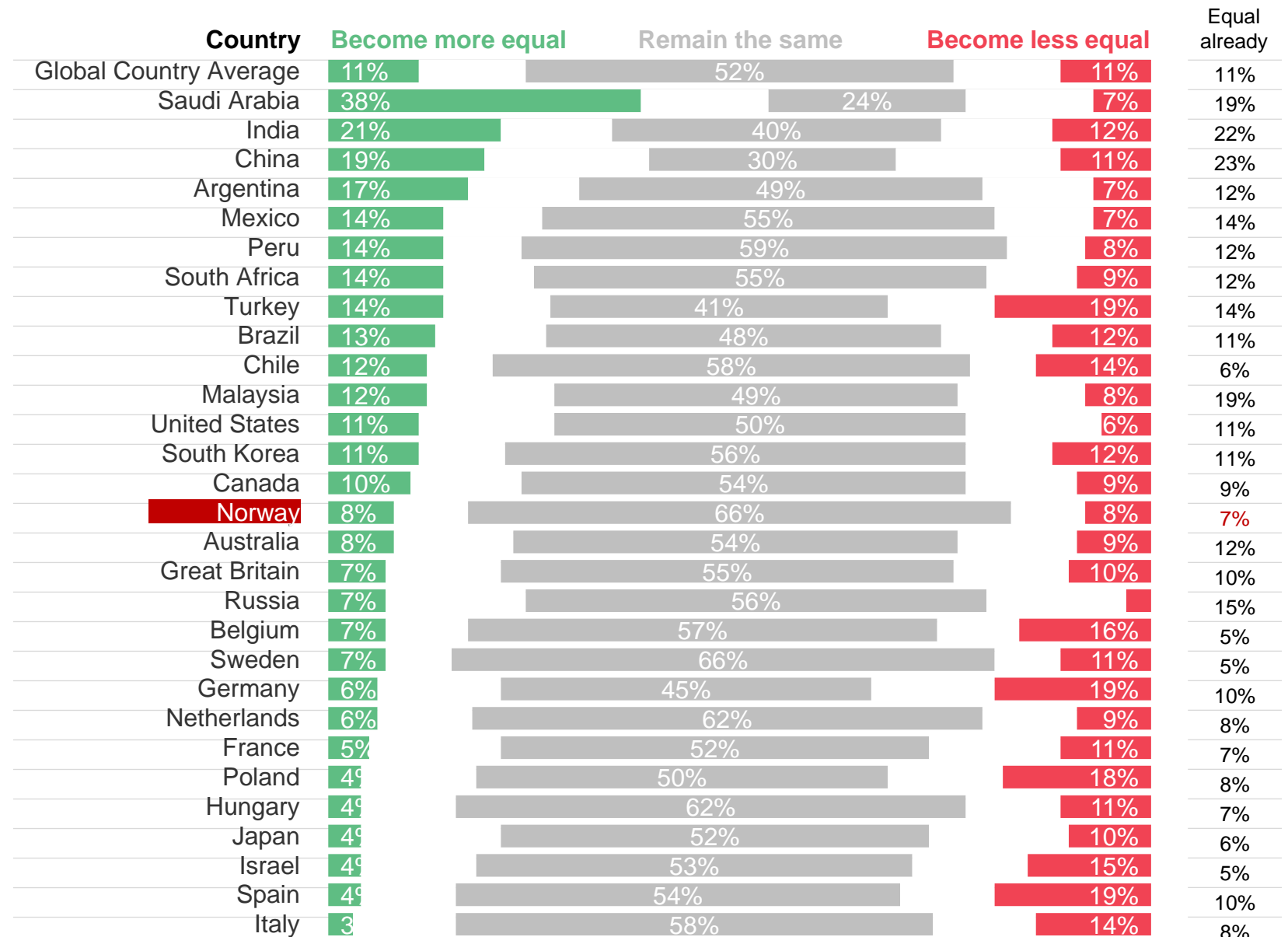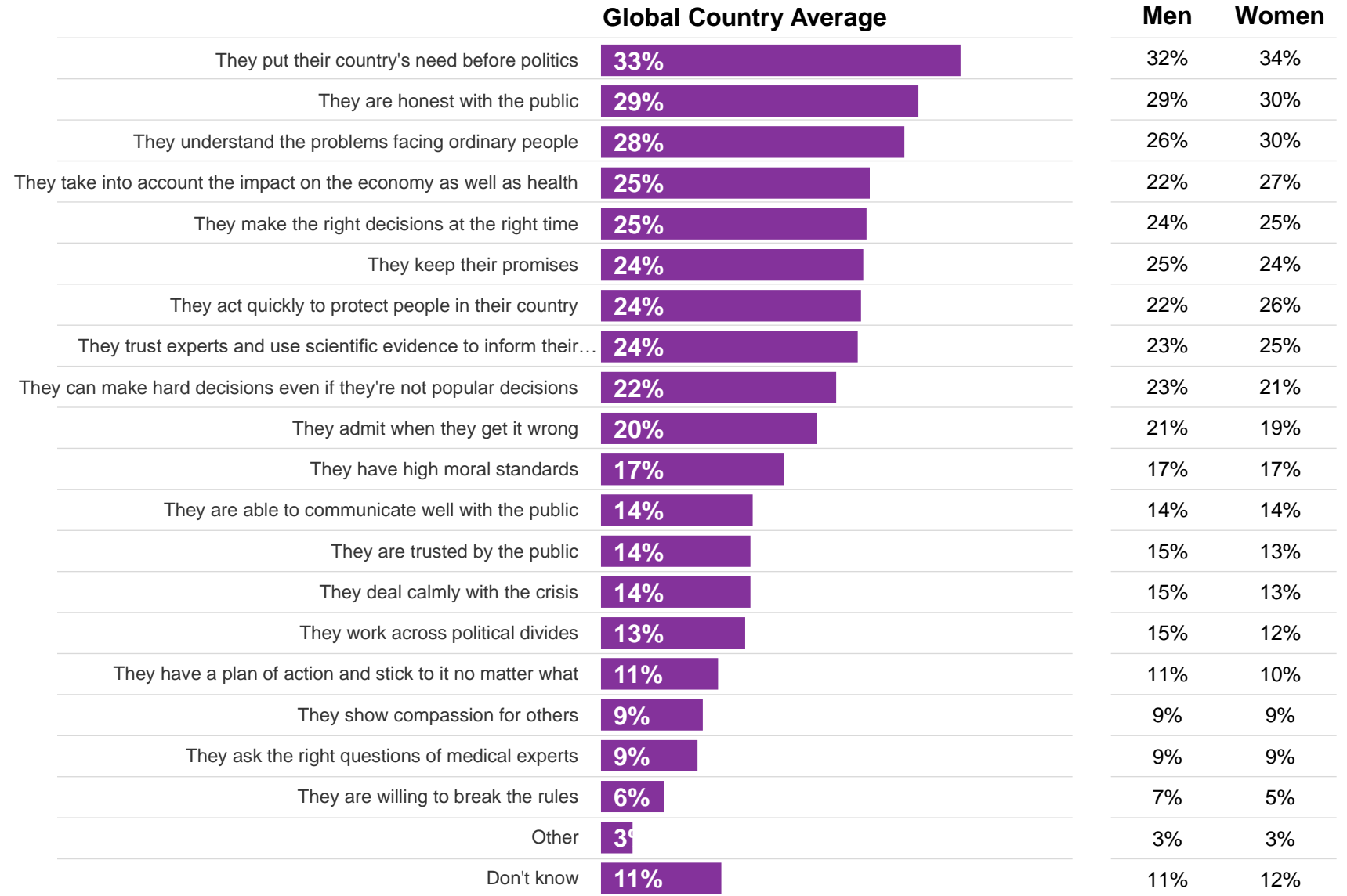
Recovery from COVID-19

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Q.

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.

Country	Become more equal	Remain the same	Become less equal	Equal already
Global Country Average	11%	52%	11%	11%
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%	59%	8%	12%
South Africa	14%	55%	9%	12%
Turkey	14%	41%	19%	14%
Brazil	13%	48%	12%	11%
Chile	12%	58%	14%	6%
Malaysia	12%	49%	8%	19%
United States	11%	50%	6%	11%
South Korea	11%	56%	12%	11%
Canada	10%	54%	9%	9%
Norway	8%	66%	8%	7%
Australia	8%	54%	9%	12%
Great Britain	7%	55%	10%	10%
Russia	7%	56%		15%
Belgium	7%	57%	16%	5%
Sweden	7%	66%	11%	5%
Germany	6%	45%	19%	10%
Netherlands	6%	62%	9%	8%
France	5%	52%	11%	7%
Poland	4%	50%	18%	8%
Hungary	4%	62%	11%	7%
Japan	4%	52%	10%	6%
Israel	4%	53%	15%	5%
Spain	4%	54%	19%	10%
Italy	3	58%	14%	8%

Indicates differences of 10%+

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Base: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021 – Norway 513 online adults 18+ - week 7.2021

What's important in a leader?

Q.

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

Base: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021 – Norway not included in average

Political leaders' characteristics – Europe & North America

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?

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

They…	TOT	BEL	CAN	FRA	GB	GER	HUN	ITA	NLD	NOR	POL	ESP	SWE	TUR	USA
…put their country's need before politics	33%	33%	39%	29%	36%	20%	38%	39%	21%	31%	22%	40%	32%	36%	46%
…are honest with the public	29%	29%	42%	24%	37%	28%	35%	24%	28%	38%	15%	27%	35%	37%	41%
…understand problems facing ordinary people	28%	25%	30%	23%	29%	22%	28%	30%	25%	26%	24%	22%	25%	42%	32%
…take into account the impact on the economy	25%	23%	27%	24%	18%	23%	23%	25%	28%	22%	19%	20%	29%	31%	24%
…make the right decisions at the right time	25%	18%	17%	23%	26%	22%	27%	28%	17%	24%	23%	26%	25%	24%	15%
…keep their promises	24%	24%	24%	18%	21%	25%	32%	25%	23%	20%	22%	25%	28%	24%	23%
…act quickly to protect people in their country	24%	20%	25%	14%	24%	19%	21%	19%	12%	17%	14%	29%	25%	33%	22%
…trust experts/scientific evidence for decisions	24%	23%	34%	18%	27%	25%	29%	21%	25%	37%	16%	32%	29%	25%	28%
…can make hard, unpopular decisions	22%	25%	27%	27%	30%	21%	18%	24%	27%	36%	16%	22%	36%	9%	20%
…admit when they get it wrong	20%	21%	27%	23%	25%	24%	28%	14%	23%	24%	20%	18%	29%	28%	18%
…have high moral standards	17%	14%	19%	10%	12%	11%	23%	23%	9%	15%	14%	10%	16%	21%	19%
…are able to communicate well with the public	14%	11%	16%	5%	16%	10%	12%	6%	18%	22%	10%	7%	19%	20%	15%
…are trusted by the public	14%	6%	15%	4%	19%	11%	13%	3%	13%	27%	13%	6%	12%	17%	14%
…deal calmly with the crisis	14%	10%	14%	9%	13%	19%	7%	9%	13%	21%	11%	5%	13%	21%	12%
…work across political divides	13%	18%	13%	14%	13%	10%	15%	20%	13%	23%	20%	7%	26%	8%	25%

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Political leaders – characteristics – all countries

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?

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

They…	TOT	ARG	AUS	BEL	BRA	CAN	CHL	CHN	FRA	GB	GER	HUN	IND	ISR	ITA	JAP	KOR	KSA	MAL	MEX	NLD	NOR	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%	31%	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%	38%	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%	26%	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%	22%	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%	24%	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%	20%	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%	17%	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%	37%	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%	36%	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%	24%	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%	15%	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%	22%	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%	27%	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%	21%	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%	23%	9%	20%	7%	15%	7%	26%	8%	25%

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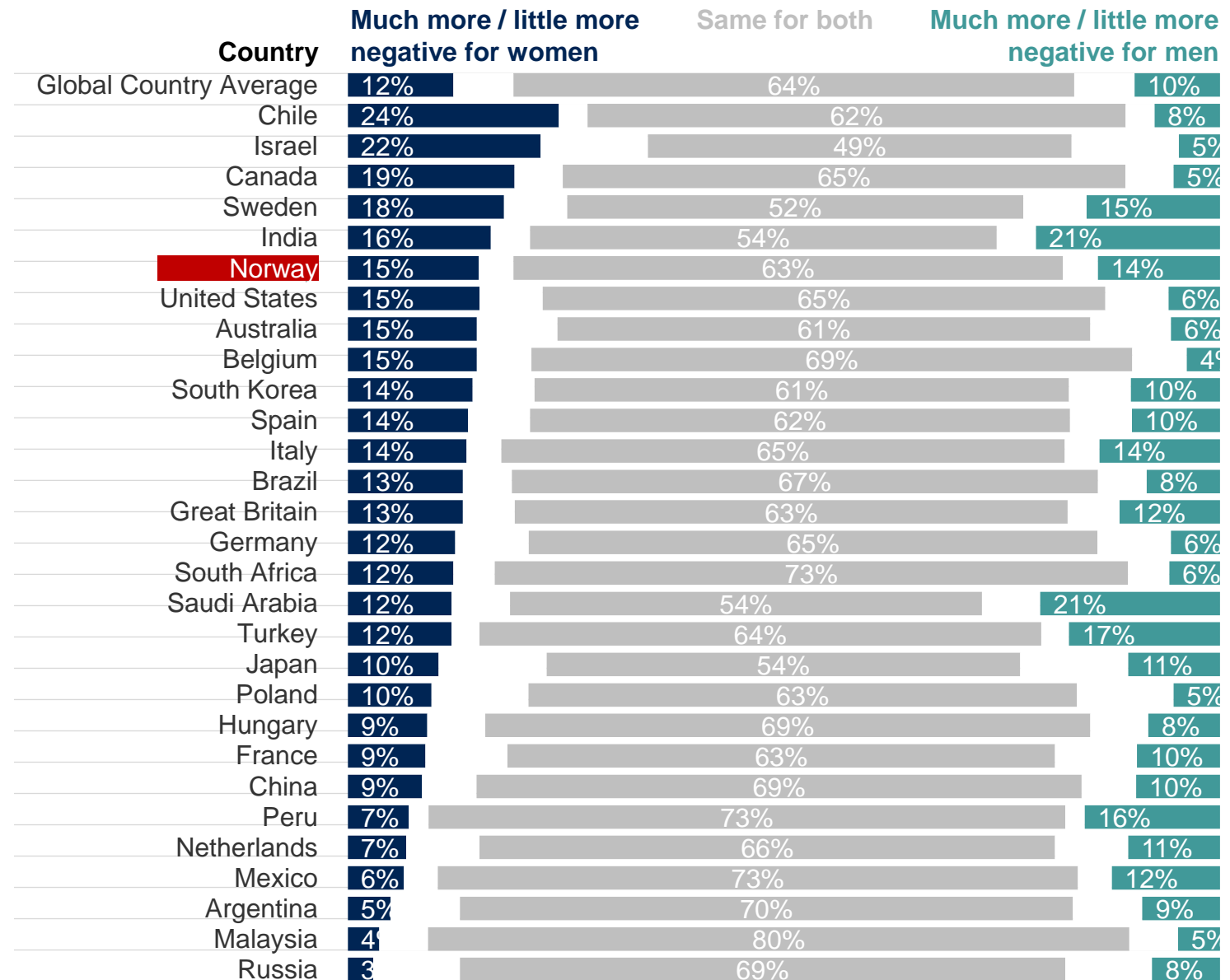
The impact of COVID-19

Q.

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 world, 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.

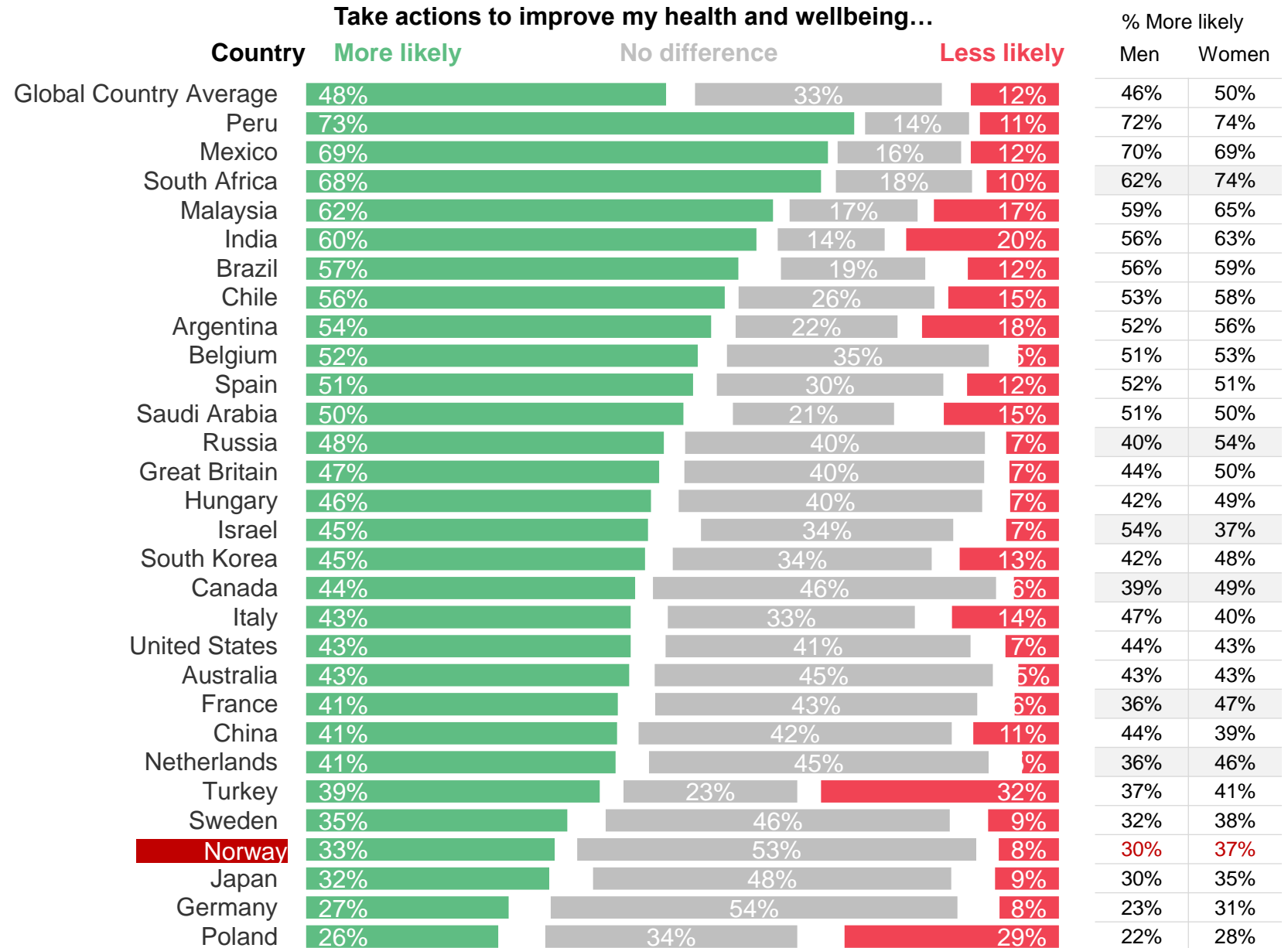| Country	Much more / little more negative for women	Same for both	Much more / little more negative for men
Global Country Average	12%	64%	10%
Chile	24%	62%	8%
Israel	22%	49%	5%
Canada	19%	65%	5%
Sweden	18%	52%	15%
India	16%	54%	21%
Norway	15%	63%	14%
United States	15%	65%	6%
Australia	15%	61%	6%
Belgium	15%	69%	4%
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%	5%
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%	5%
Russia	3%	69%	8%

Indicates differences of 10%+

Base: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021 – Norway 513 online adults 18+ - week 7.2021

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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?

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 improve my health and wellbeing…

Country	More likely	No difference	Less likely	% More likely Men	% More likely 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%	17%	17%	59%	65%
India	60%	14%	20%	56%	63%
Brazil	57%	19%	12%	56%	59%
Chile	56%	26%	15%	53%	58%
Argentina	54%	22%	18%	52%	56%
Belgium	52%	35%	5%	51%	53%
Spain	51%	30%	12%	52%	51%
Saudi Arabia	50%	21%	15%	51%	50%
Russia	48%	40%	7%	40%	54%
Great Britain	47%	40%	7%	44%	50%
Hungary	46%	40%	7%	42%	49%
Israel	45%	34%	7%	54%	37%
South Korea	45%	34%	13%	42%	48%
Canada	44%	46%	6%	39%	49%
Italy	43%	33%	14%	47%	40%
United States	43%	41%	7%	44%	43%
Australia	43%	45%	5%	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%
Norway	33%	53%	8%	**30%**	**37%**
Japan	32%	48%	9%	30%	35%
Germany	27%	54%	8%	23%	31%
Poland	26%	34%	29%	22%	28%

Indicates differences of 10%+

Base: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021 – Norway 513 online adults 18+ - week 7.2021
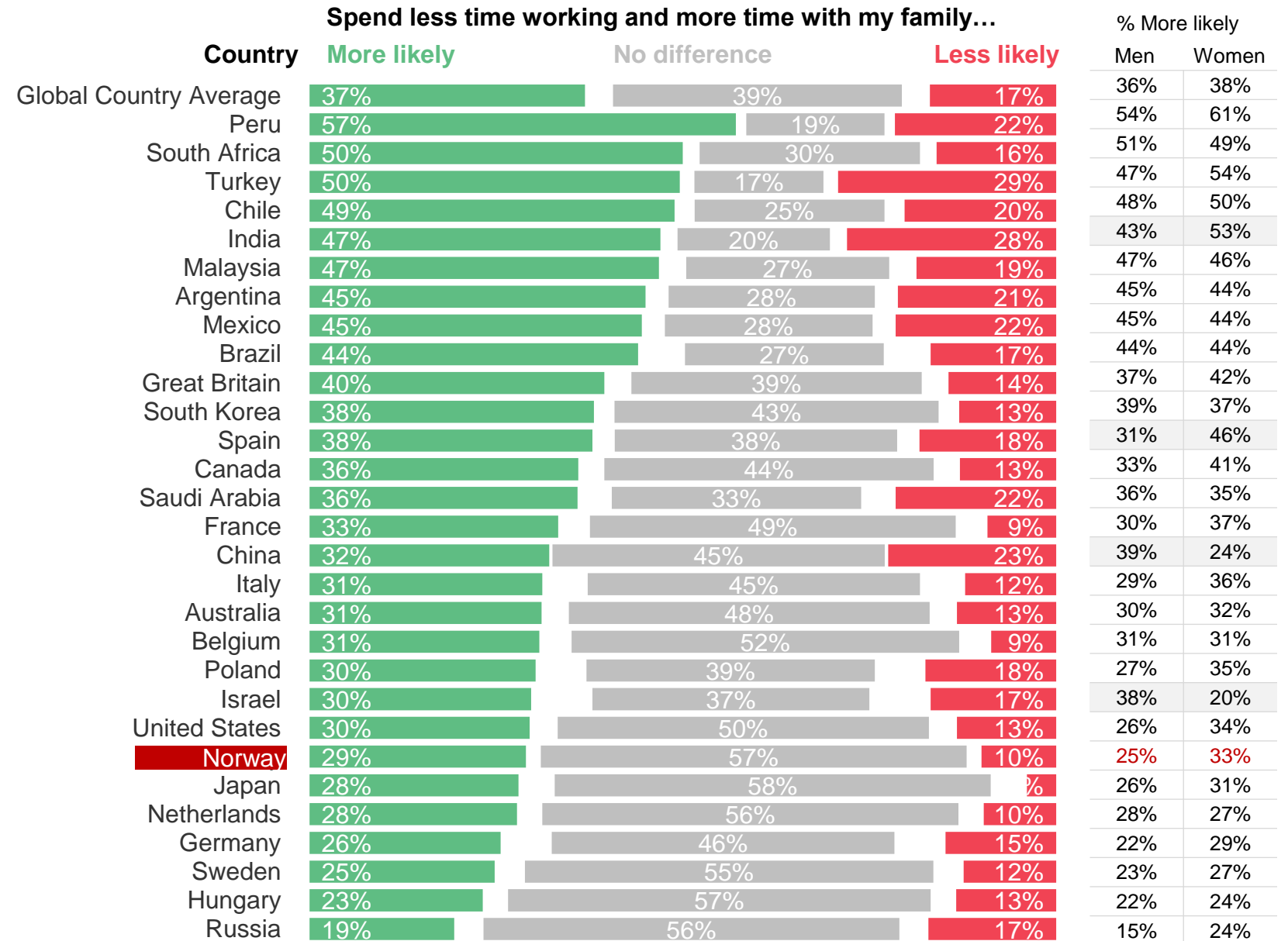
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Q.

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?

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…

Country	More likely	No difference	Less likely	% More likely — Men	% More likely — 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%
Norway	29%	57%	10%	25%	33%
Japan	28%	58%	%	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%+

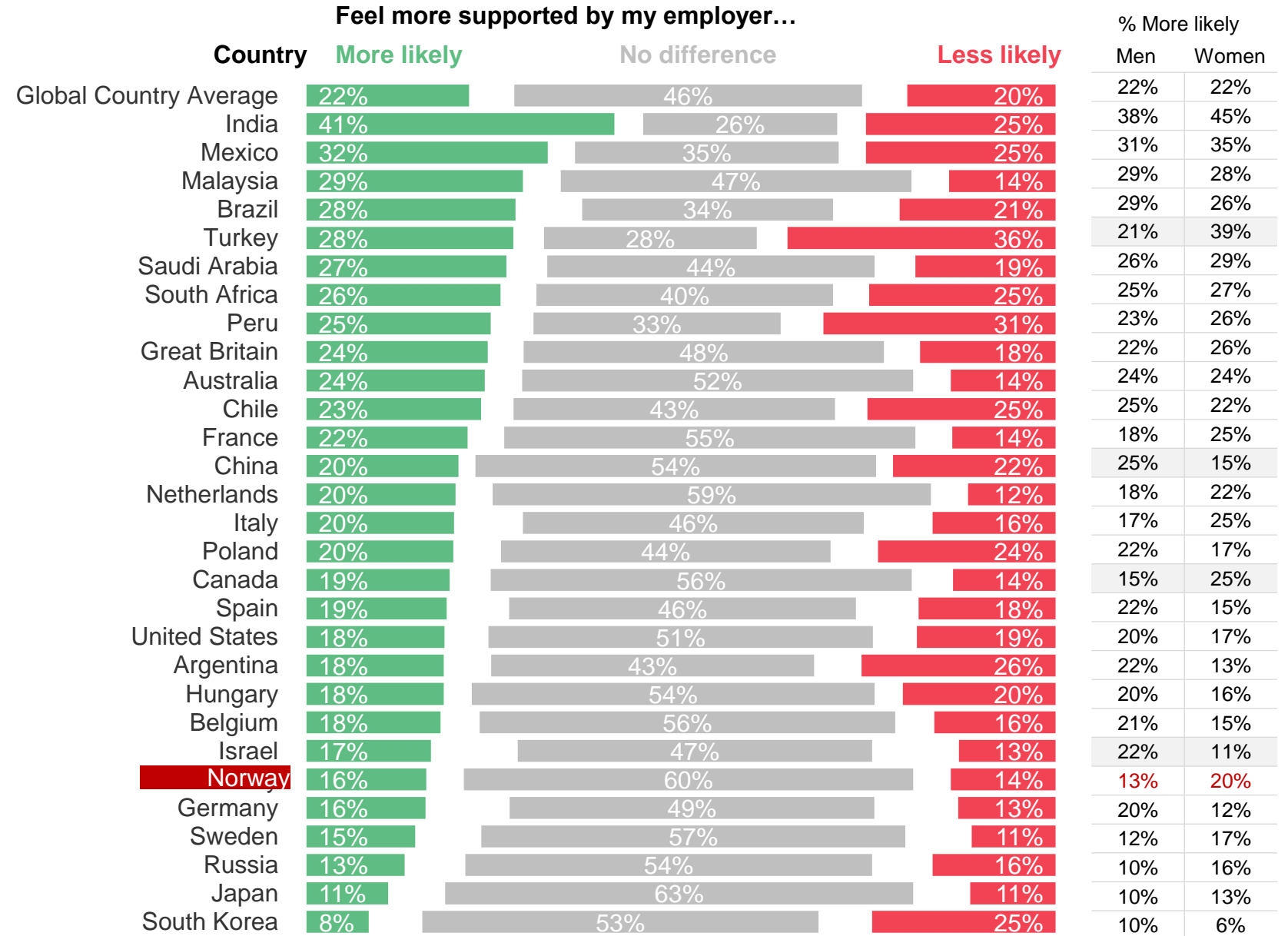*Base: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021 – Norway 513 online adults 18+ - week 7.2021*

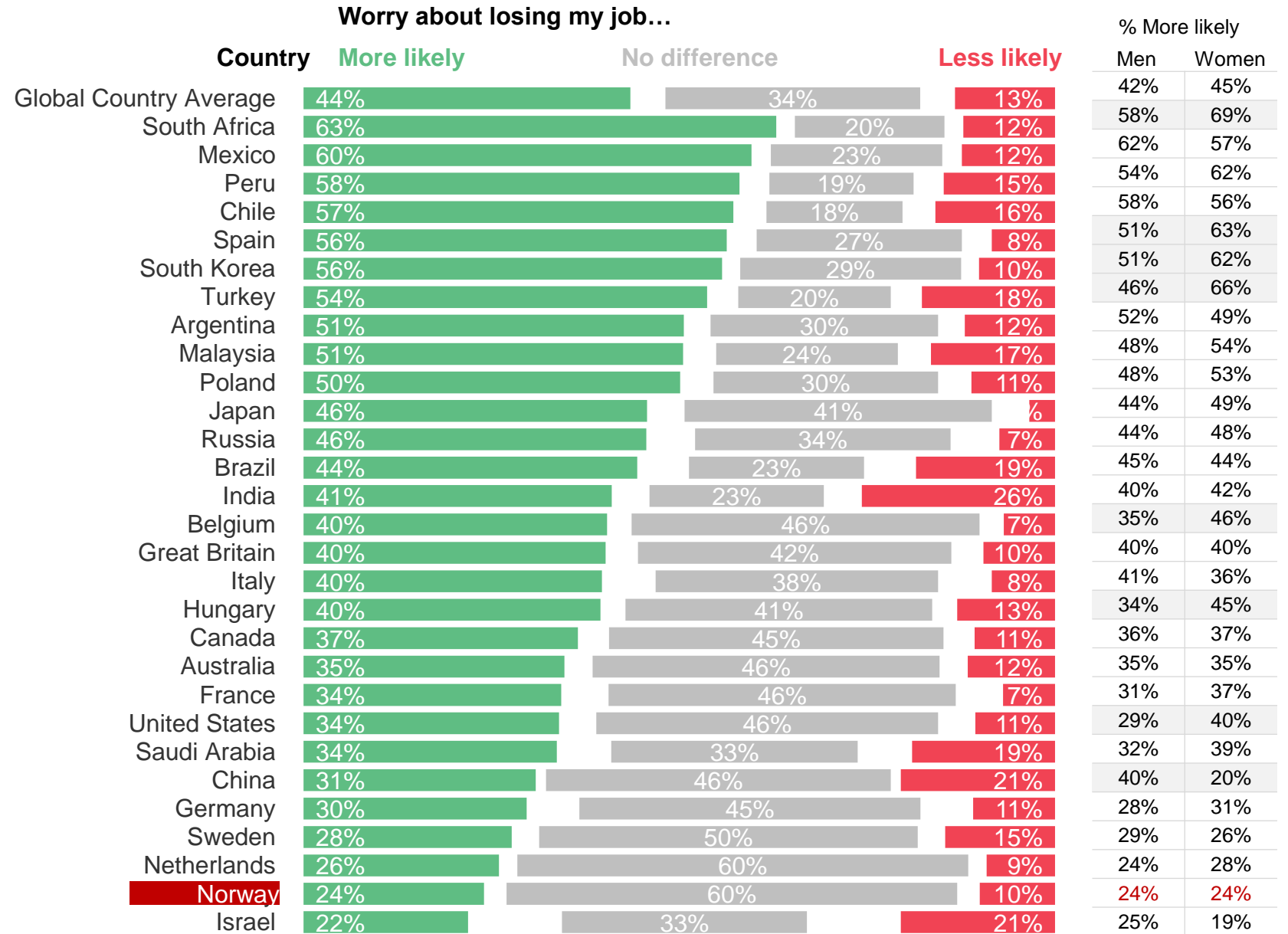THE GLOBAL INSTITUTE FOR WOMEN'S LEADERSHIP

KING'S College LONDON

Ipsos

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?

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 supported by my employer…

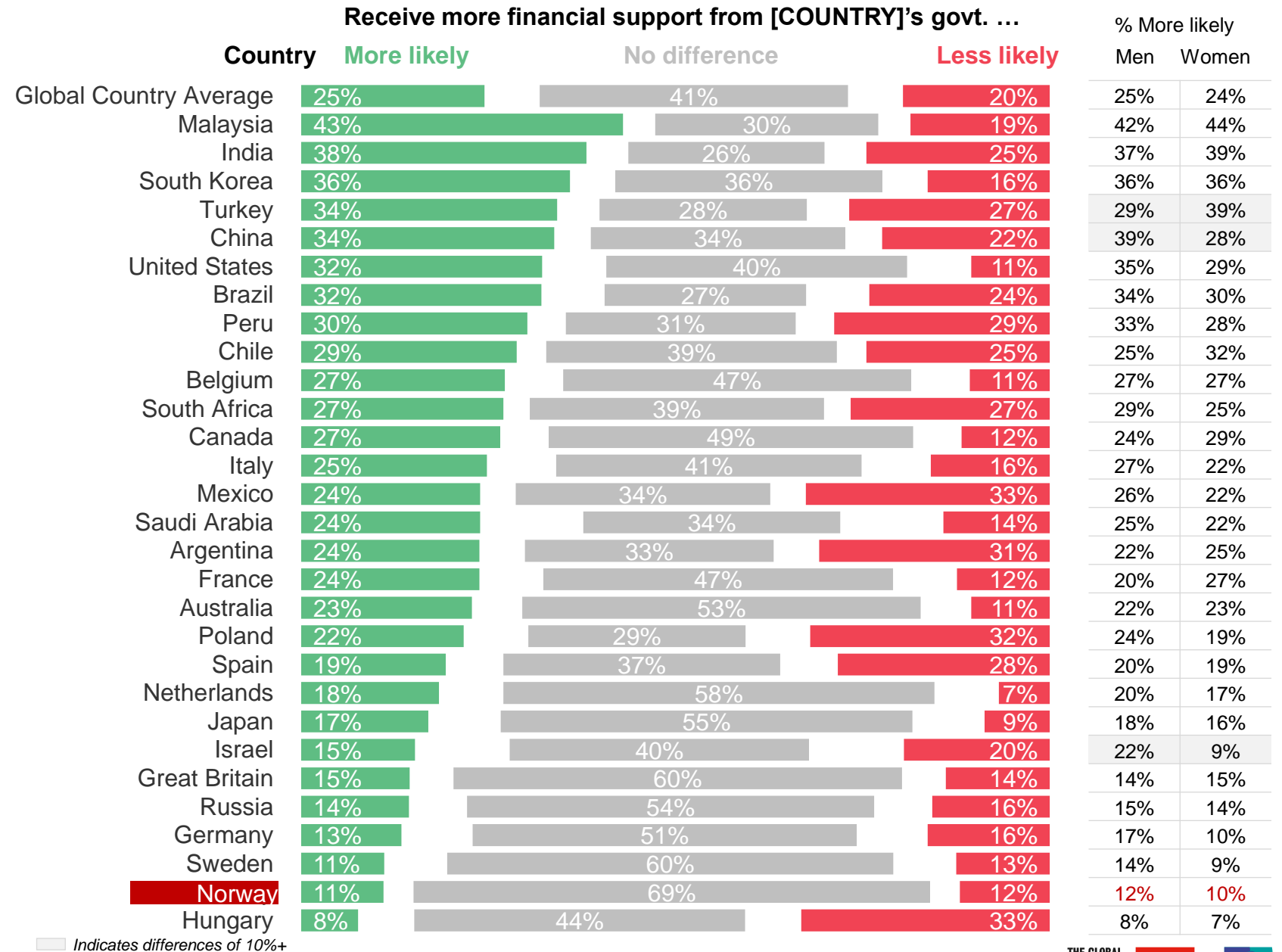| Country	More likely	No difference	Less likely	% More likely Men	% More likely Women
Global Country Average	22%	46%	20%	22%	22%
India	41%	26%	25%	38%	45%
Mexico	32%	35%	25%	31%	35%
Malaysia	29%	47%	14%	29%	28%
Brazil	28%	34%	21%	29%	26%
Turkey	28%	28%	36%	21%	39%
Saudi Arabia	27%	44%	19%	26%	29%
South 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%
Norway	16%	60%	14%	13%	20%
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%

Indicates differences of 10%+

Base: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021 – Norway 513 online adults 18+ - week 7.2021

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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?

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 losing my job…

Country	More likely	No difference	Less likely	% More likely Men	% More likely Women
Global Country Average	44%	34%	13%	42%	45%
South Africa	63%	20%	12%	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%	%	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%
Norway	24%	60%	10%	24%	24%
Israel	22%	33%	21%	25%	19%

Indicates differences of 10%+

Base: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021 – Norway 513 online adults 18+ - week 7.2021

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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?

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%).
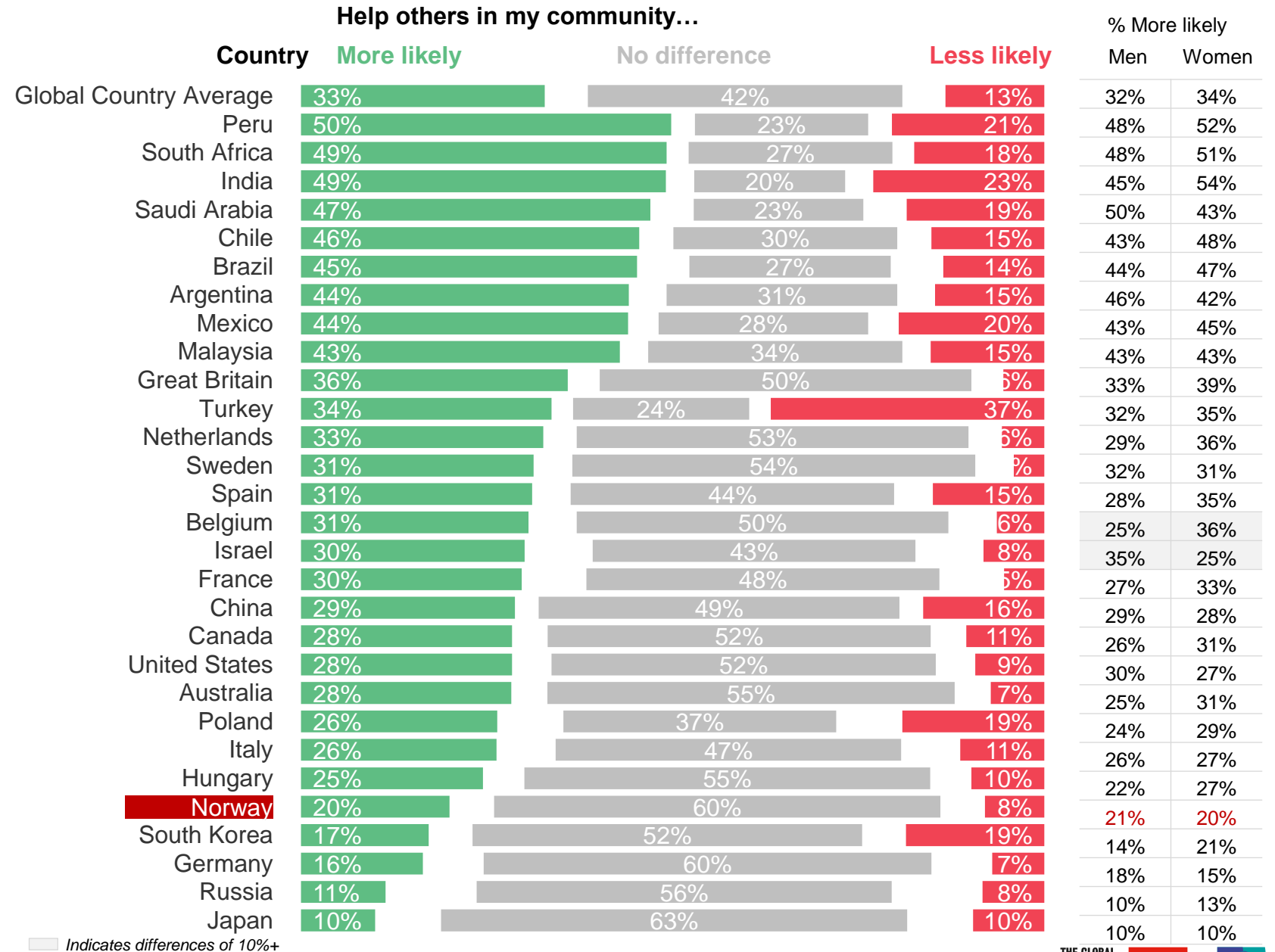
Receive more financial support from [COUNTRY]'s govt. …

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%
Norway	11%	69%	12%	12%	10%
Hungary	8%	44%	33%	8%	7%

% More likely

☐ *Indicates differences of 10%+*

Base: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021 – Norway 513 online adults 18+ - week 7.2021

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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.
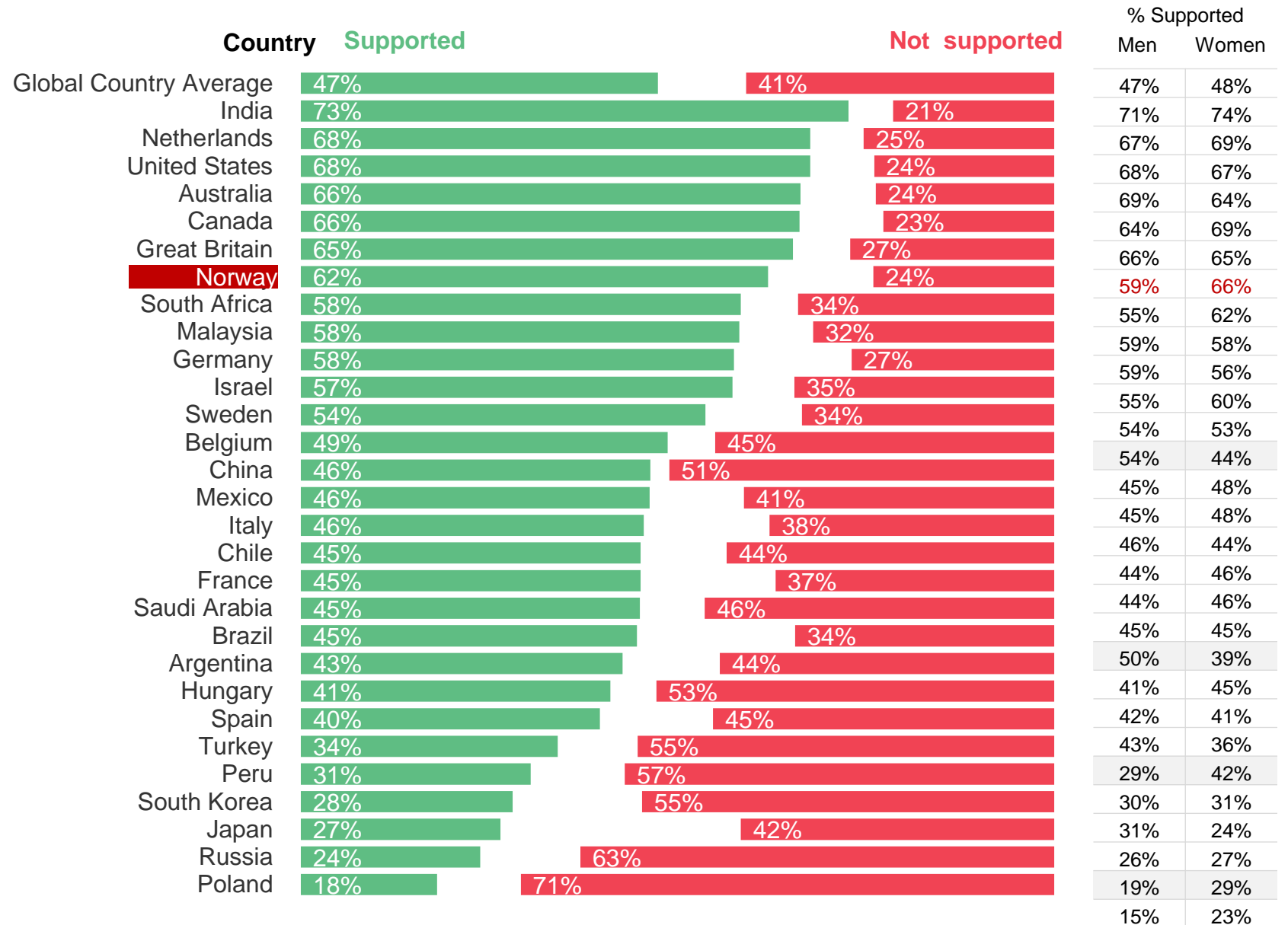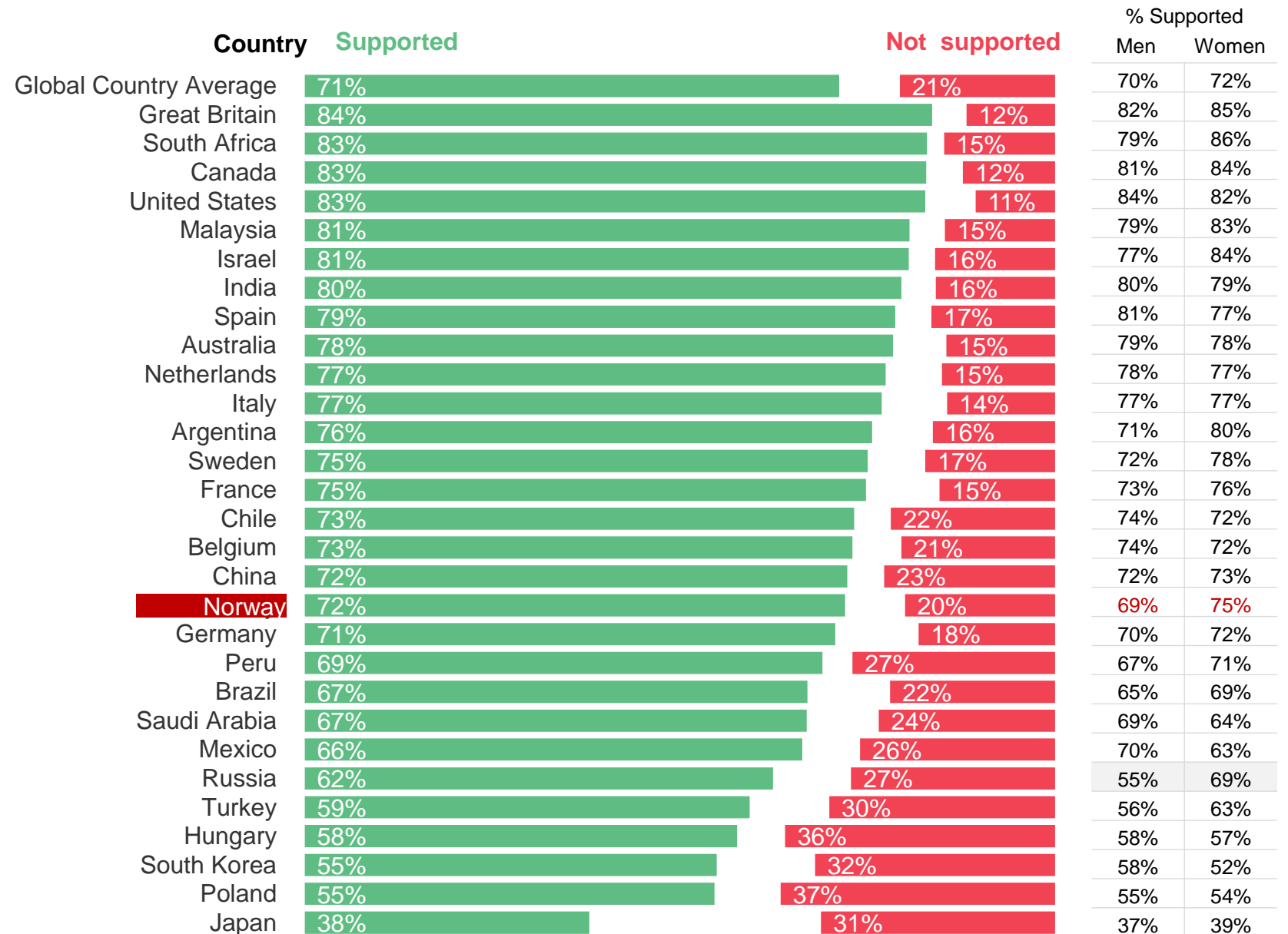
Help others in my community…

Country	More likely	No difference	Less likely	Men	Women
				% More likely	
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%	6%	33%	39%
Turkey	34%	24%	37%	32%	35%
Netherlands	33%	53%	6%	29%	36%
Sweden	31%	54%	9%	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%
Norway	20%	60%	8%	21%	20%
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%+

Base: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021 – Norway 513 online adults 18+ - week 7.2021
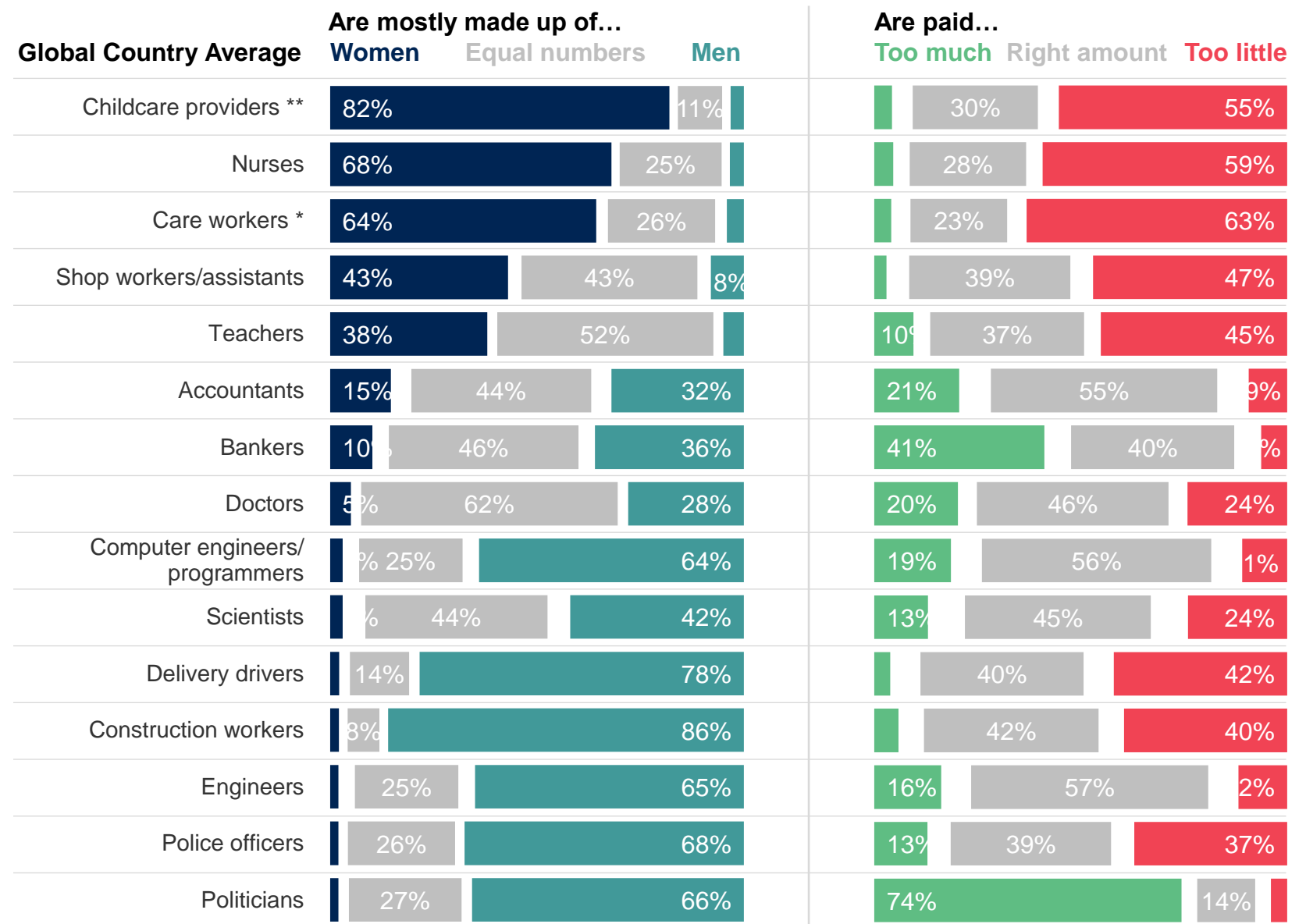
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Ipsos

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.

Country	Supported	Not supported	% Supported Men	% Supported Women
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%
Norway	62%	24%	59%	66%
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: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021 – Norway 513 online adults 18+ - week 7.2021

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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.

Country	Supported	Not supported	Men	Women
			% Supported	
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%
Norway	72%	20%	69%	75%
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%+

Base: 20,520 online adults aged 16-74 across 28 countries, 22 Jan - 5 Feb 2021 – Norway 513 online adults 18+ - week 7.2021

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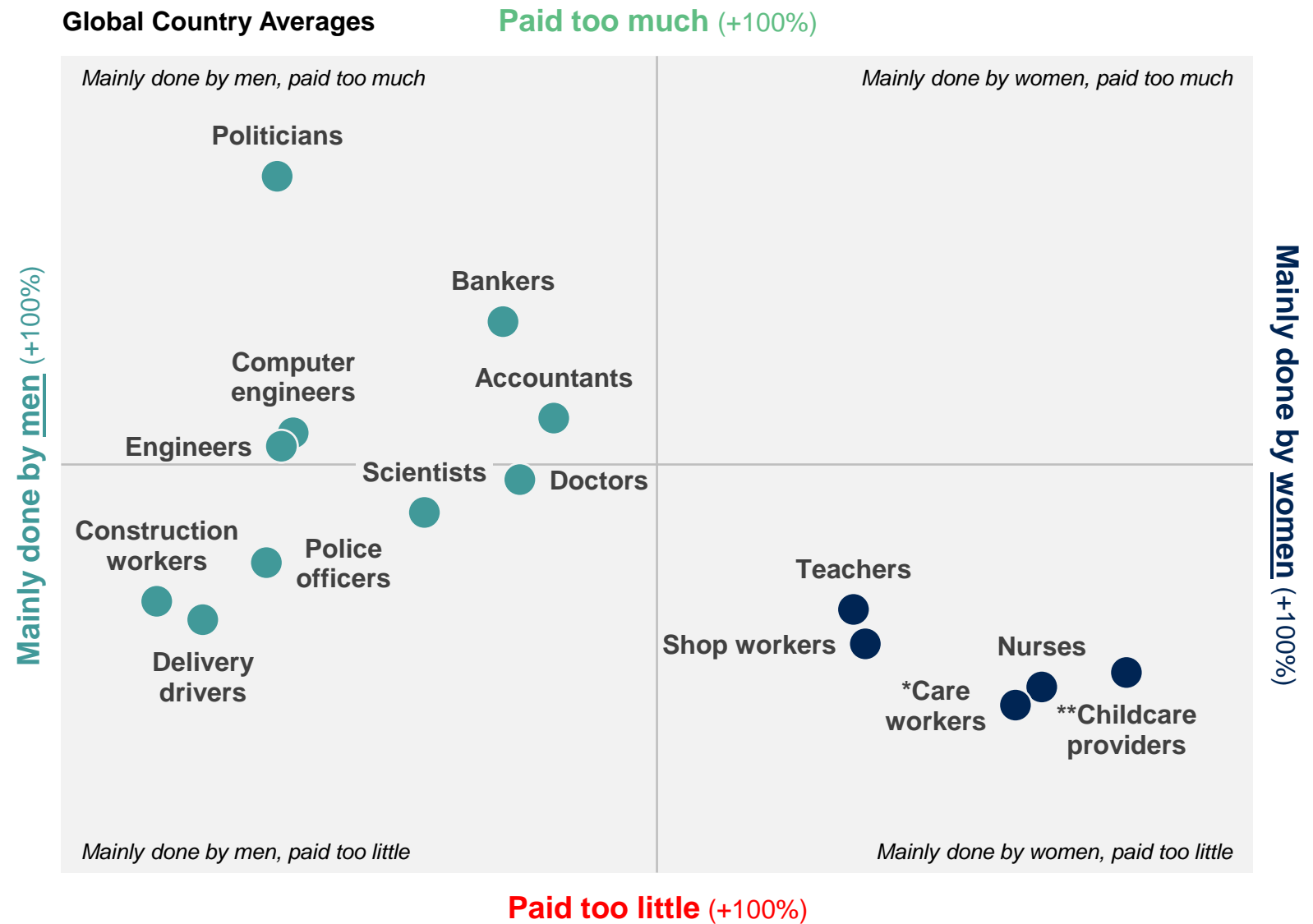
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Ipsos

Gender and work

Q.

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 up of…			Are paid…		
	Women	**Equal numbers**	**Men**	**Too much**	**Right amount**	**Too little**
Childcare providers **	82%	11%			30%	55%
Nurses	68%	25%			28%	59%
Care workers *	64%	26%			23%	63%
Shop workers/assistants	43%	43%	8%		39%	47%
Teachers	38%	52%		10%	37%	45%
Accountants	15%	44%	32%	21%	55%	9%
Bankers	10%	46%	36%	41%	40%	%
Doctors	5%	62%	28%	20%	46%	24%
Computer engineers/ programmers	%	25%	64%	19%	56%	1%
Scientists	%	44%	42%	13%	45%	24%
Delivery drivers		14%	78%		40%	42%
Construction workers		8%	86%		42%	40%
Engineers		25%	65%	16%	57%	2%
Police officers		26%	68%	13%	39%	37%
Politicians		27%	66%	74%	14%	

italic 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 – Norway not included in average

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Q.

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.

Norway	Are mostly made up of…			Are paid…		
	Women	**Equal numbers**	**Men**	**Too much**	**Right amount**	**Too little**
Sykepleier	90%		6%	3%	23%	67%
Barnepasser **	89%		5%	4%	26%	59%
Omsorgsarbeider *	86%		8%	4%	19%	68%
Butikkmed./assistent	54%	40%	4%	2%	41%	46%
Lærer	51%	43%		6%	40%	43%
Bankansatt	18%	61%	15%	20%	55%	4%
Regnskapsfører	17%	45%	31%	17%	56%	5%
Lege	12%	55%	30%	29%	55%	6%
Forsker	6%	50%	35%	17%	51%	9%
Politiker	5%	56%	36%	59%	26%	4%
Leveringsbud		16%	69%	3%	36%	31%
Politibetjent		22%	72%	5%	48%	30%
Ingeniør		21%	71%	28%	52%	5%
Dataingeniør/programmerer		14%	78%	31%	48%	4%
Byggearbeider	3%		93%	10%	57%	17%

f.eks. hjelper eldre eller personer med nedsatt funksjonsevne
*** f.eks. barnehageansatt eller dagmamma*
Base: Norway 513 online adults 18+ - week 7.2021

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Q.

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.

Global Country Averages   **Paid too much** (+100%)

Mainly done by men, paid too much   *Mainly done by women, paid too much*

Mainly done by men (+100%)   **Mainly done by women** (+100%)

Politicians

Bankers

Computer engineers

Accountants

Engineers

Scientists

Doctors

Construction workers

Police officers

Teachers

Delivery drivers

Shop workers

Nurses

*Care workers

**Childcare providers

Mainly done by men, paid too little   *Mainly done by women, paid too little*

Paid too little (+100%)

* 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 – Norway not included in average

THE GLOBAL INSTITUTE FOR WOMEN'S LEADERSHIP   KING'S College LONDON   Ipsos

Technical note

These are the results of a 28-country 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. As well as in Norway with adults 18+ week 7 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, Norway 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, Norway, 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

For Norway

Linn Sørensen Holst
Leder Publics Affairs Norway
linn.holst@ipsos.com
Tel: +47 975 94 285

For Global figures

Kelly Beaver
Managing Director
kelly.beaver@ipsos.com

Kully Kaur-Ballagan
Research Director
kully.kaur-ballagan@ipsos.com

Suzanne Hall
Research Director
suzanne.hall@ipsos.com

Cameron Garrett
Senior Research Executive
cameron.garrett@ipsos.com

Holly Day
Research Executive
holly.day@ipsos.com