

# **Attitudes toward women in the workplace**

**International Women's Day 2022**

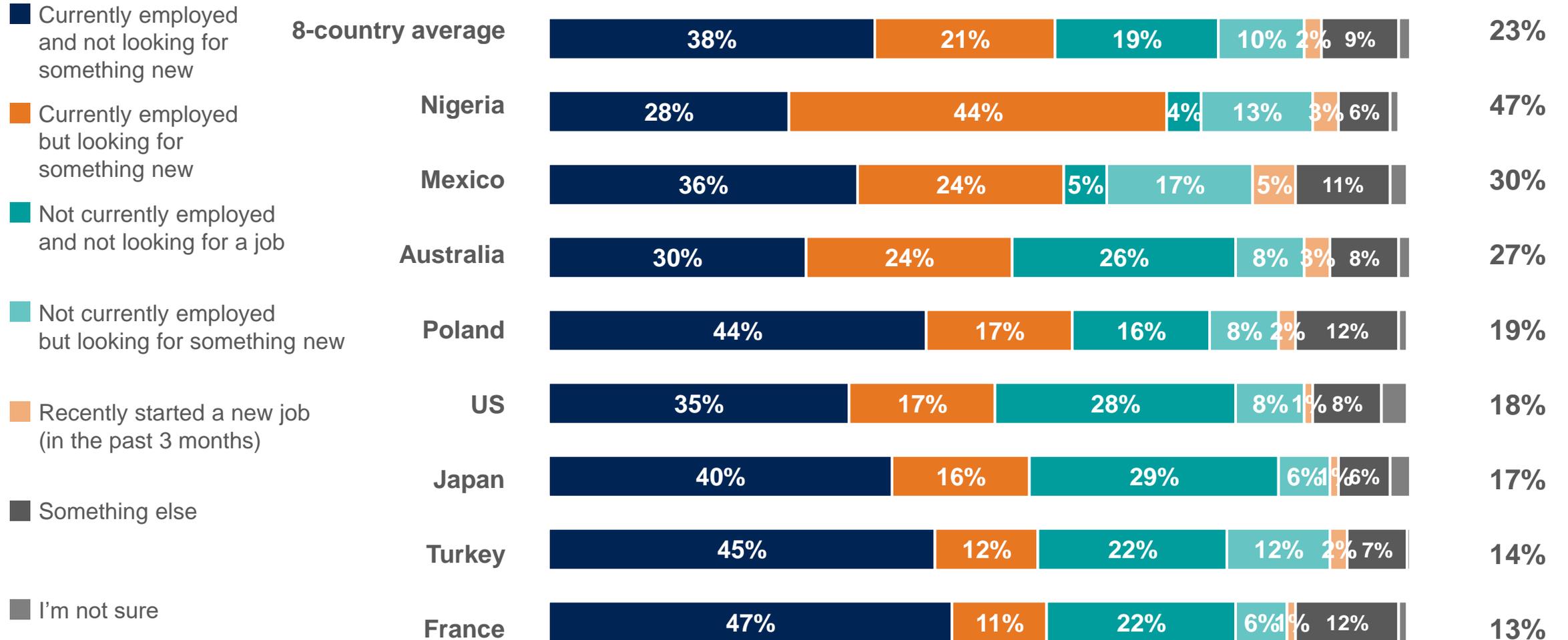
# The workforce landscape

1

# More than 1 in 5 are looking for a new job across the eight countries surveyed

Which of the following best describes your current work situation?

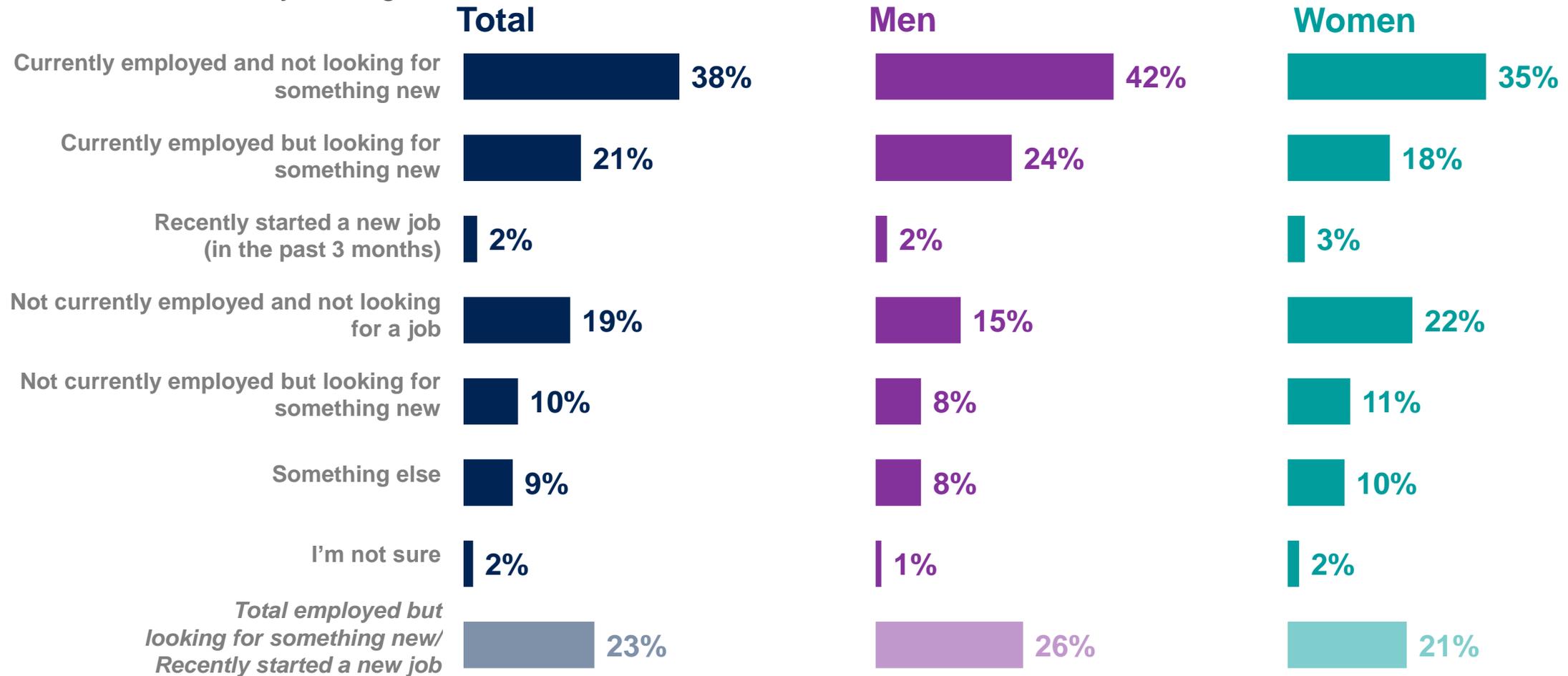
Total currently employed but looking for something new/ Recently started a new job



# Women slightly less likely than men to report currently looking for new employment

Which of the following best describes your current work situation?

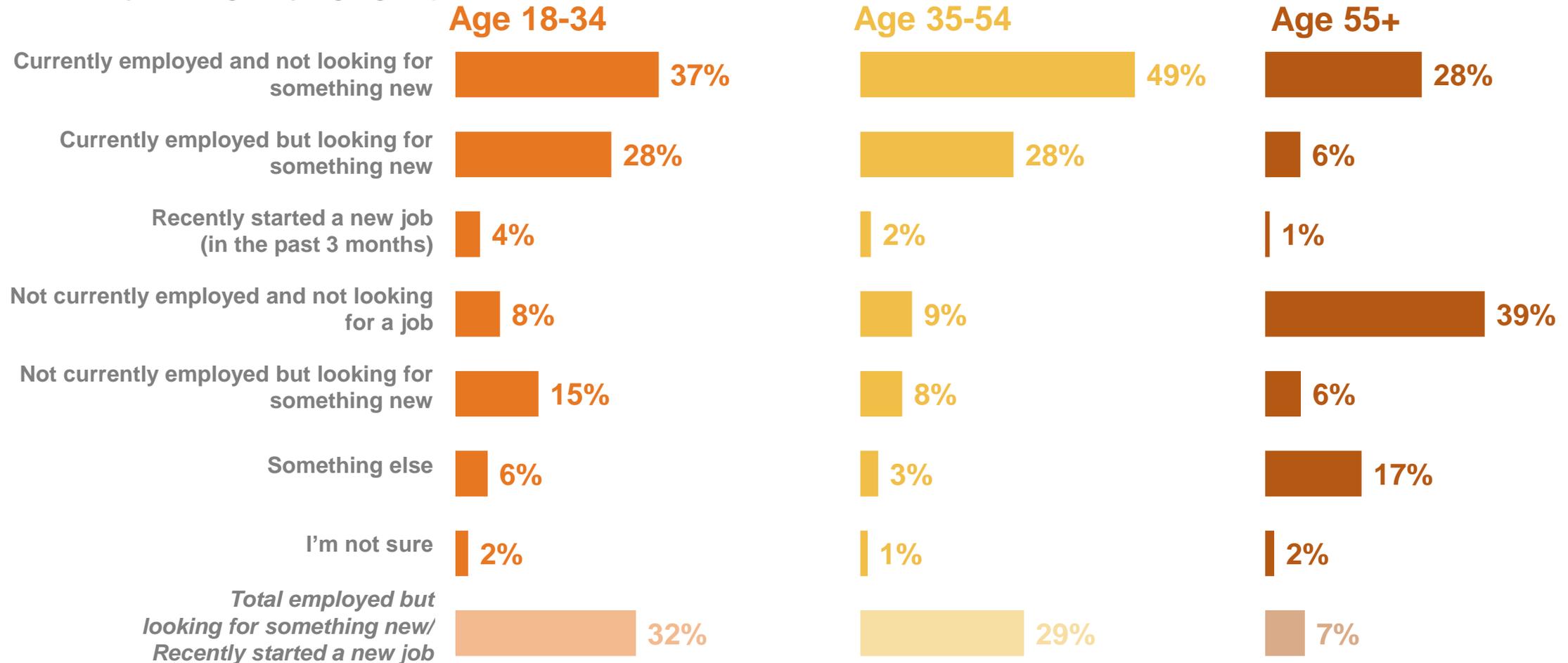
*Across the 8-country average*



# 1 in 3 people under 35 across all 8 countries report looking for a new job or just starting one

Which of the following best describes your current work situation?

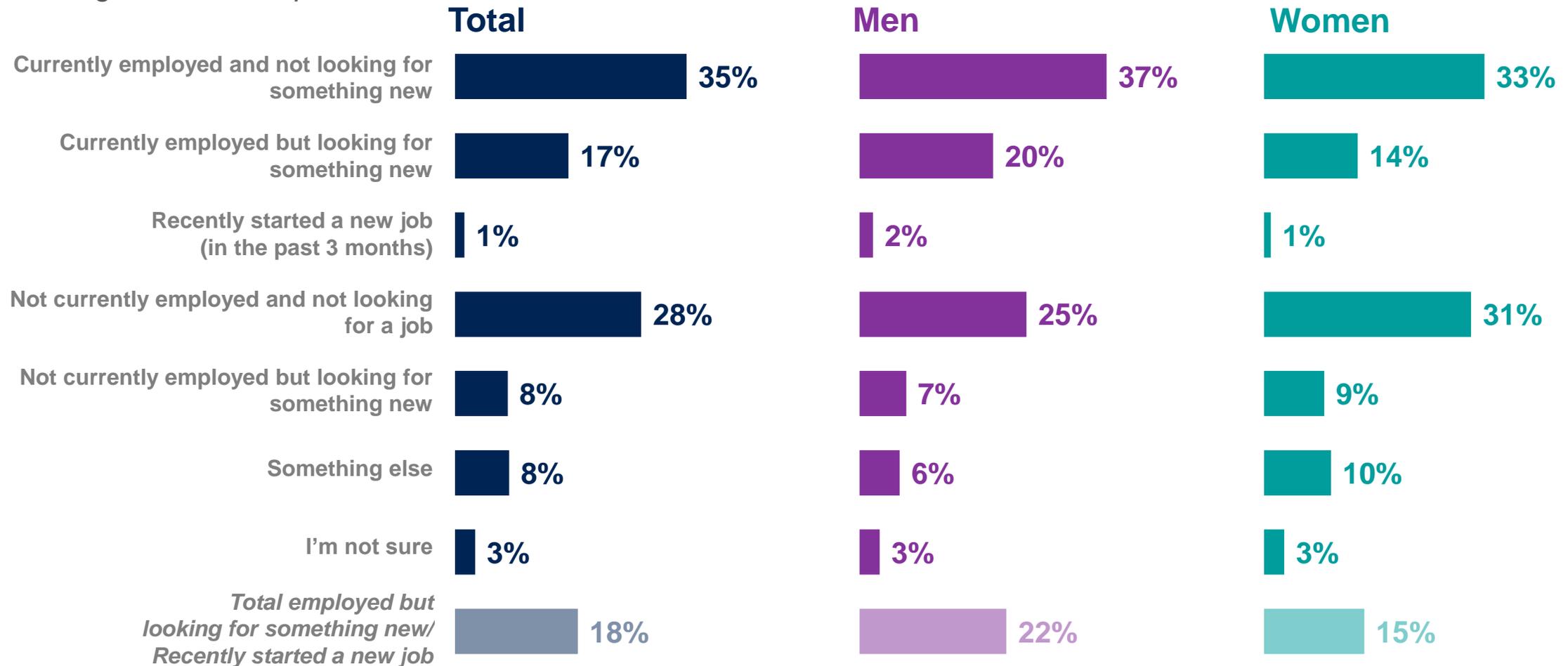
8-country average, by age group



# US women are slightly less likely to be job hunting than their male counterparts

Which of the following best describes your current work situation?

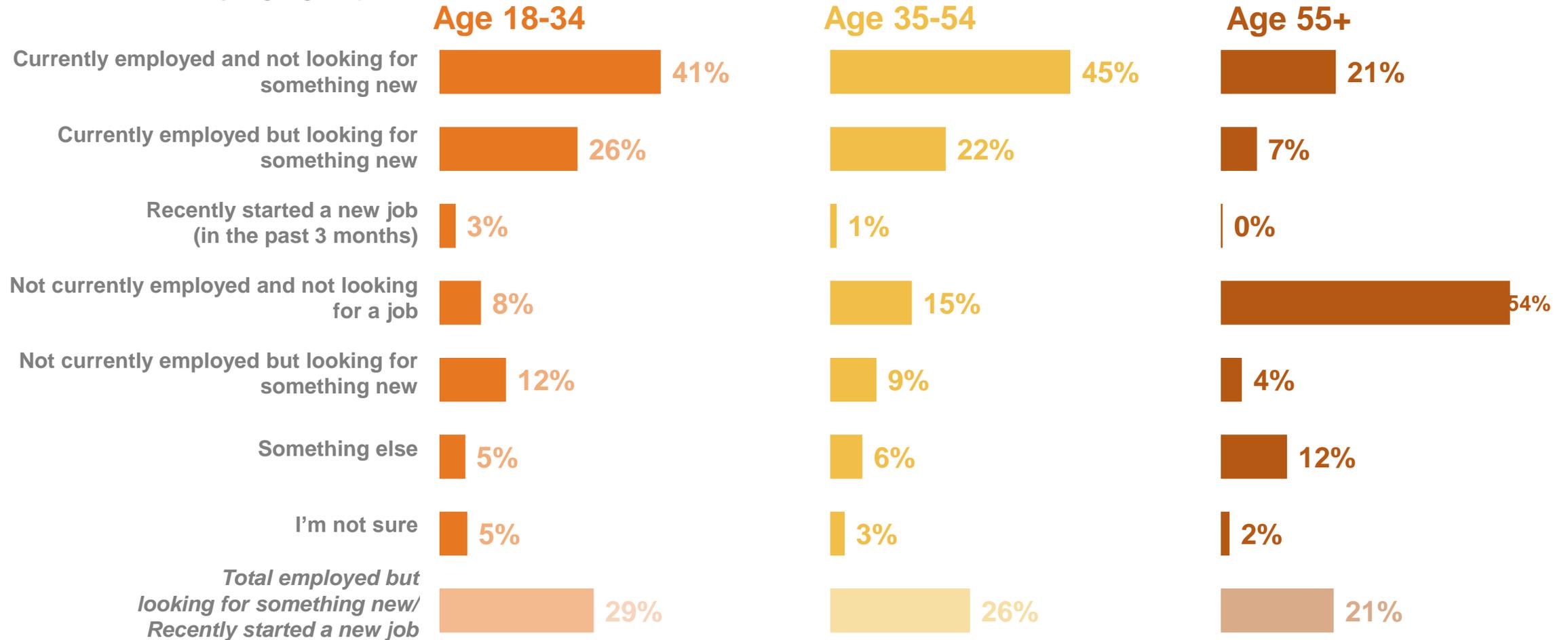
*Among American respondents*



# Americans under 35 are most likely to be open to new opportunities

Which of the following best describes your current work situation?

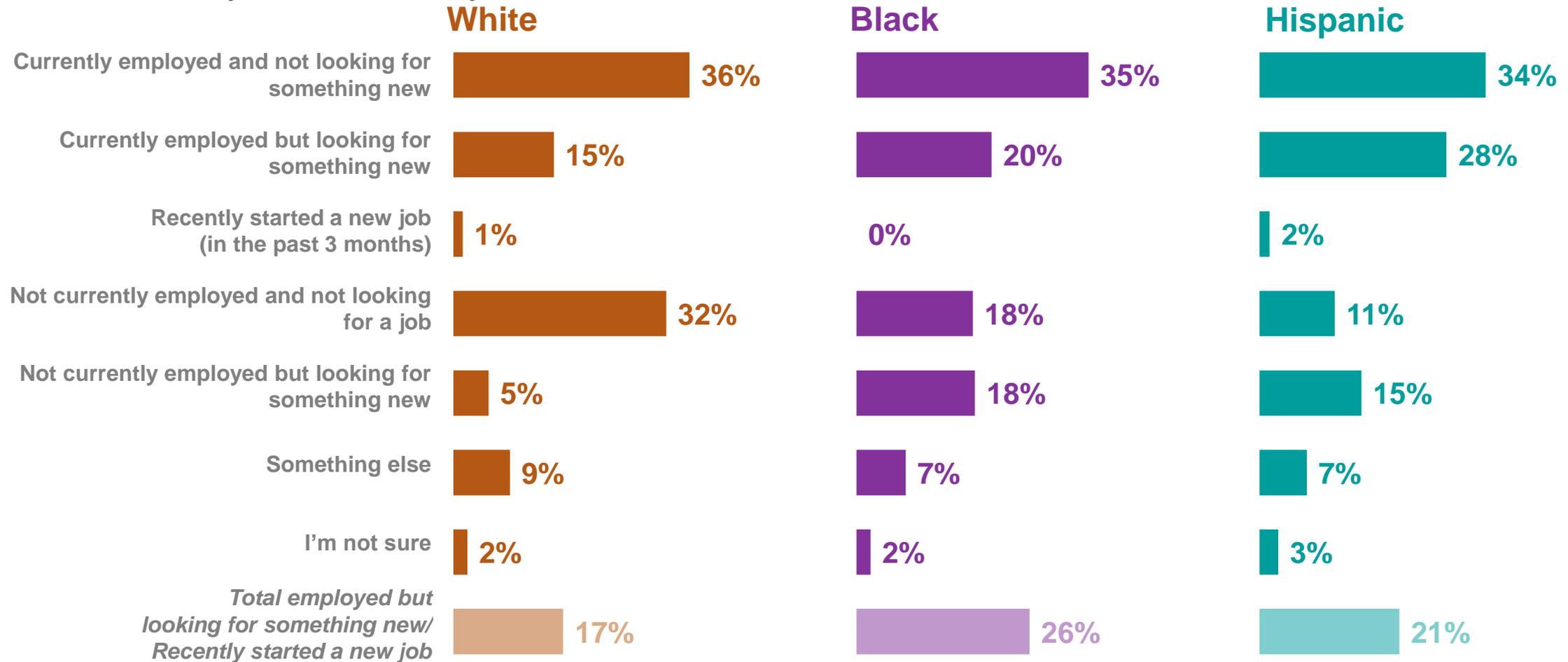
United States, by age group



# Black and Hispanic Americans are slightly more likely to report looking for new employment opportunities

Which of the following best describes your current work situation?

*United States, by race and ethnicity*



# What motivates the job hunt

# 2

# A higher salary is the primary reasons why job seekers are looking for other opportunities

What are your primary reasons for leaving your job? (Select your top 3 reasons)

Asked of people who are currently employed but looking for something new OR recently started a new job

	I believe I can get a higher salary at another job	I can get better benefits at another job	I believe I can get a promotion to a better position at another job	I feel burned out at my current job	I can have more flexibility for things like working from home at a new job	Looking to change career paths	I believe I can have more control over my career at another job	I need more flexibility or time to care for my child(ren)	I need more flexibility or time to care for an aging family member	Other
<b>8-country average</b>	42%	29%	23%	21%	20%	19%	17%	13%	9%	4%
<b>Australia</b>	35%	27%	16%	30%	22%	32%	13%	12%	11%	4%
<b>France</b>	47%	22%	23%	29%	19%	13%	21%	20%	12%	5%
<b>Japan</b>	37%	23%	9%	14%	11%	28%	19%	14%	14%	7%
<b>Mexico</b>	40%	34%	29%	11%	17%	4%	10%	14%	7%	3%
<b>Nigeria</b>	43%	31%	29%	15%	27%	22%	23%	15%	9%	3%
<b>Poland</b>	50%	33%	24%	27%	18%	16%	15%	11%	6%	3%
<b>Turkey</b>	46%	26%	18%	34%	14%	15%	15%	10%	5%	2%
<b>US</b>	43%	24%	23%	28%	22%	17%	19%	12%	12%	6%

# Women are motivated by the prospect of a higher salary, followed by better benefits and more flexibility

What are your primary reasons for leaving your job? (Select your top 3 reasons)

Asked of women who are currently employed but looking for something new OR recently started a new job

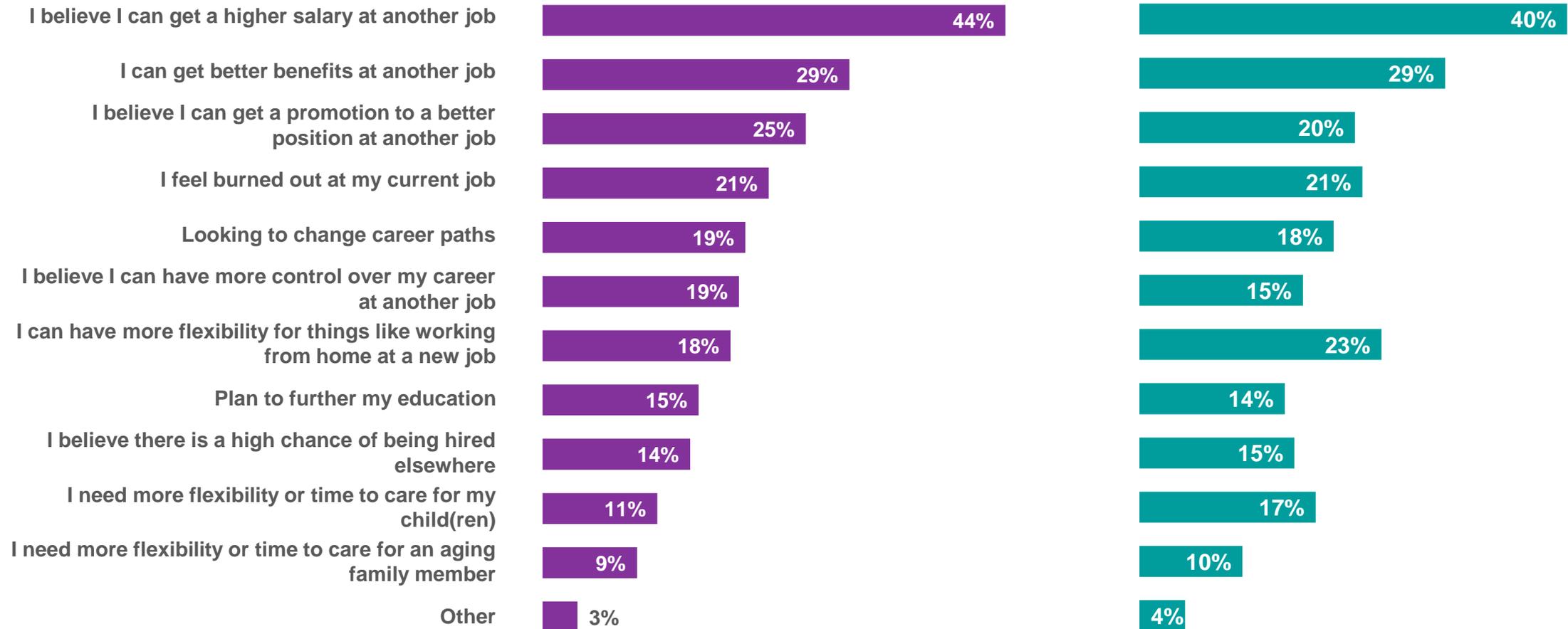
	I believe I can get a higher salary at another job	I can get better benefits at another job	I can have more flexibility for things like working from home at a new job	I feel burned out at my current job	I believe I can get a promotion to a better position at another job	Looking to change career paths	I need more flexibility or time to care for my child(ren)	I believe I can have more control over my career at another job	I believe there is a high chance of being hired elsewhere	Plan to further my education	I need more flexibility or time to care for an aging family member	Other
<b>8-country average</b>	40%	29%	23%	21%	20%	18%	17%	15%	15%	14%	10%	4%
<b>Australia</b>	32%	25%	27%	29%	13%	34%	12%	13%	10%	13%	12%	6%
<b>France</b>	41%	21%	23%	26%	21%	9%	24%	11%	9%	6%	13%	9%
<b>Japan</b>	39%	24%	11%	11%	5%	17%	19%	17%	19%	9%	13%	12%
<b>Mexico</b>	42%	34%	18%	7%	24%	2%	14%	12%	10%	20%	6%	2%
<b>Nigeria</b>	37%	31%	31%	11%	30%	27%	21%	19%	19%	19%	10%	3%
<b>Poland</b>	52%	32%	17%	32%	20%	15%	15%	18%	19%	10%	6%	3%
<b>Turkey</b>	36%	29%	13%	42%	14%	8%	15%	12%	16%	10%	6%	0%
<b>US</b>	50%	28%	26%	31%	18%	17%	12%	13%	12%	7%	16%	4%

# Plurality of job seekers/switchers cite higher salary as motivation; women more likely to cite flexibility than men

What are your primary reasons for leaving your job? (Select your top 3 reasons)

Asked of people who are currently employed but looking for something new OR recently started a new job  
Across 8-country average

■ Men ■ Women

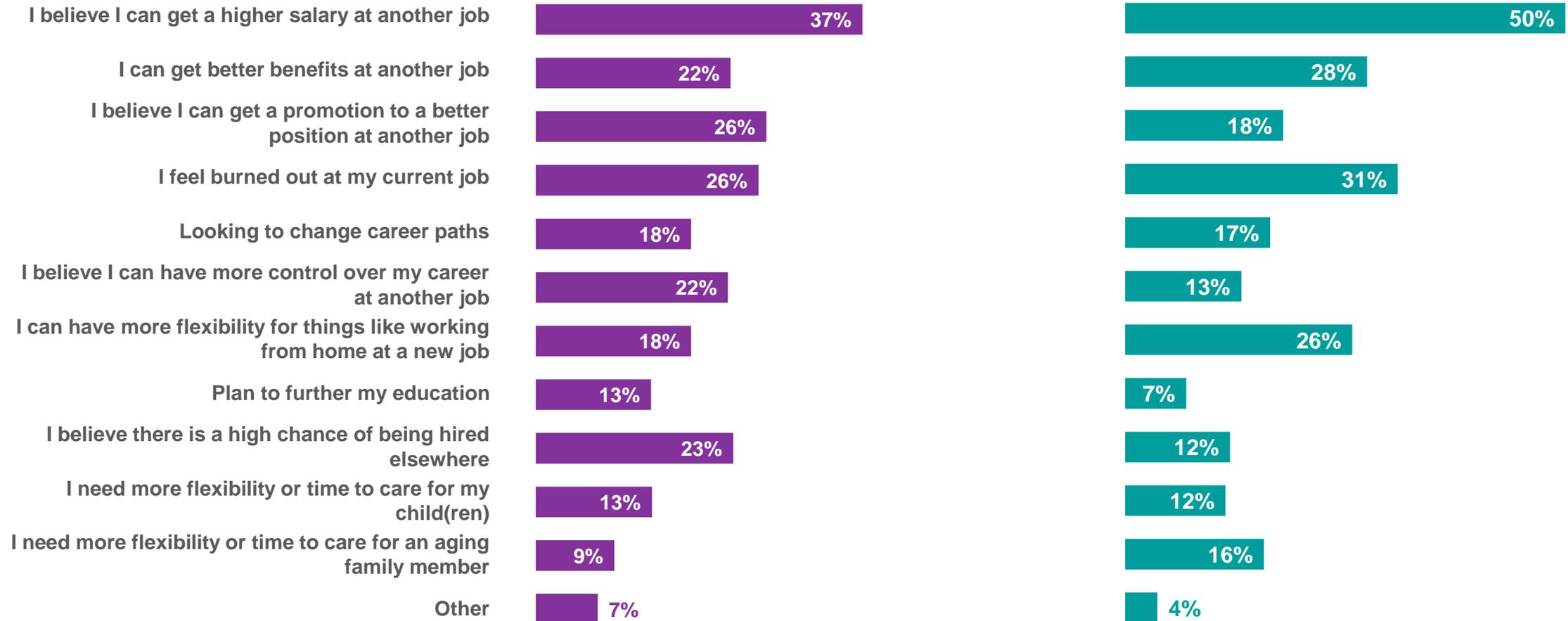


# In the US, half of women seeking new opportunities say a higher salary is their motivation

What are your primary reasons for leaving your job? (Select your top 3 reasons)

Asked of people who are currently employed but looking for something new OR recently started a new job  
United States

■ Men ■ Women\*

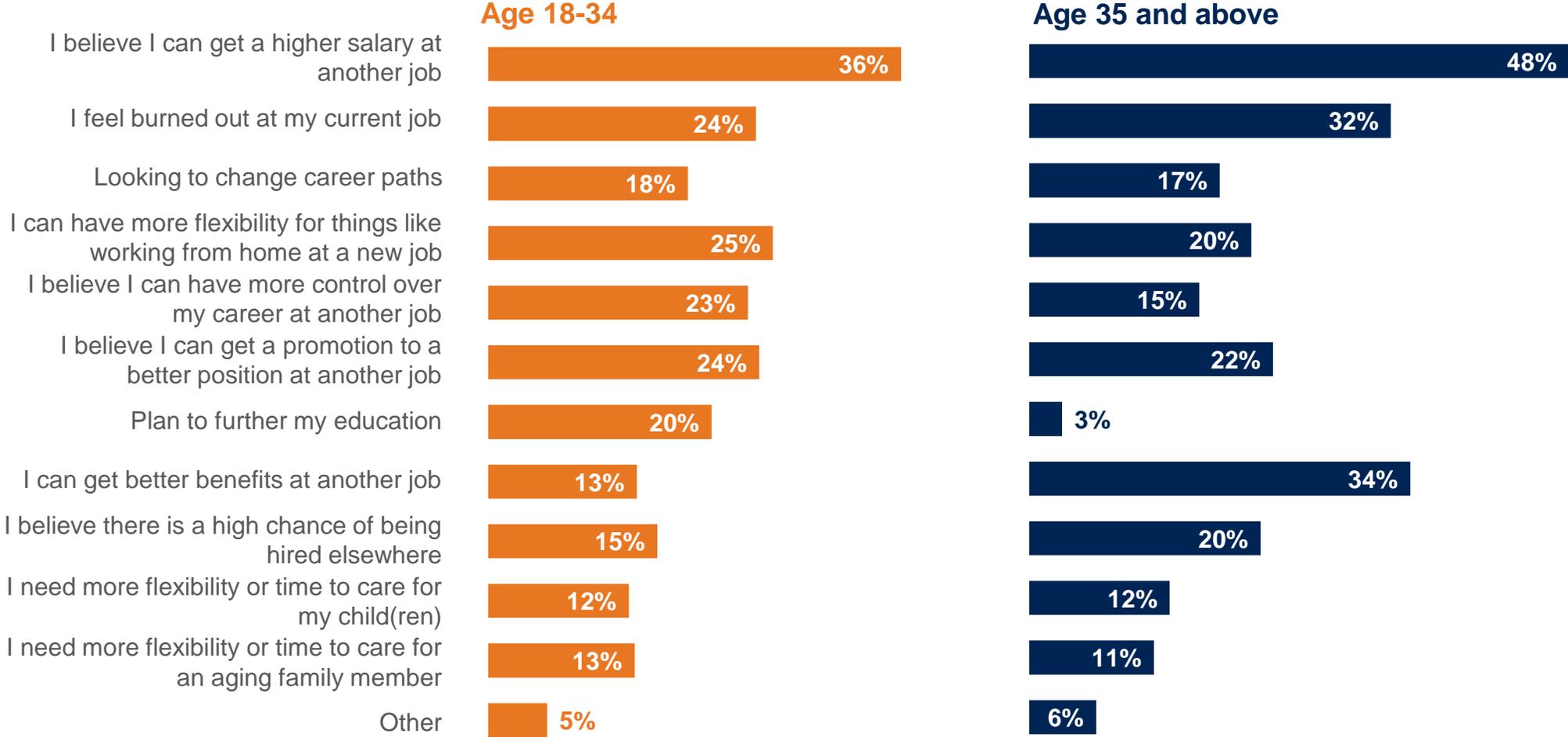


# American job hunters over 35 are most motivated by the prospect of a higher salary and better benefits to switch jobs

Workers 34 and under are looking for higher pay, but are less likely to report burnout and better benefits are a top motivation

## What are your primary reasons for leaving your job? (Select your top 3 reasons)

Asked of people who are currently employed but looking for something new OR recently started a new job  
United States, by age group



# Gender disparities in the labor market

# 3

# A majority believe that the gender pay gap is real, while a slightly smaller share believe that women have the same opportunities as men

Percent agree with the following...

*8-country average*

	8-country average	Australia	France	Japan	Mexico	Nigeria	Poland	Turkey	US
The gender pay gap is real	68%	74%	77%	78%	72%	55%	71%	49%	69%
Women make less money than men because women work in less highly paid fields	49%	50%	46%	73%	49%	43%	46%	49%	38%
Women make less money than men because women don't prioritize work as much	26%	24%	17%	43%	26%	32%	18%	23%	20%
Women have the same opportunities for advancement as men	55%	46%	44%	46%	72%	78%	52%	59%	47%
In my current field, there are not enough women in positions of leadership*	53%	47%	41%	65%	59%	61%	41%	63%	46%

# Relative to the overall 8-country average, women are more likely to believe gap is real, while fewer believe that women have the same opportunities as men

Percent agree with the following...

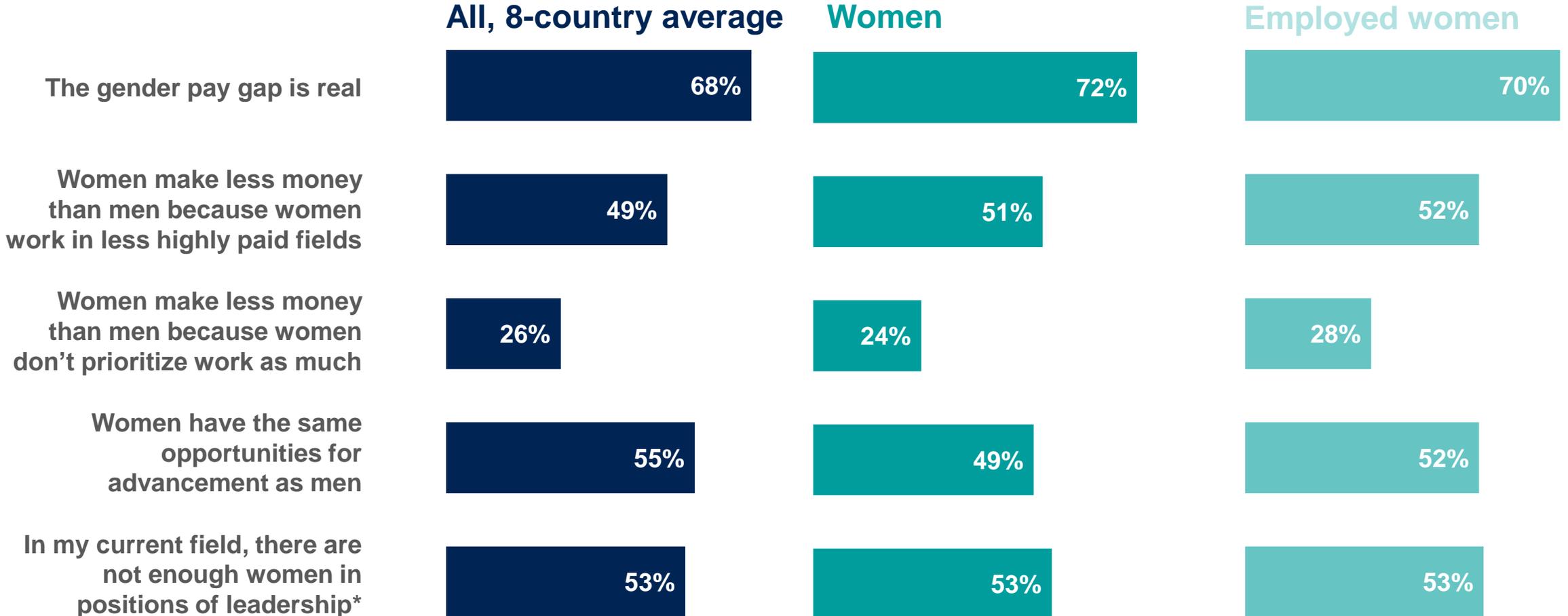
Women, across 8-country average

	8-country average	Australia	France	Japan	Mexico	Nigeria	Poland	Turkey	US
The gender pay gap is real	72%	78%	80%	81%	74%	60%	81%	47%	73%
Women make less money than men because women work in less highly paid fields	51%	51%	49%	79%	52%	46%	49%	52%	33%
Women make less money than men because women don't prioritize work as much	24%	19%	14%	44%	25%	36%	16%	21%	16%
Women have the same opportunities for advancement as men	49%	35%	39%	43%	68%	76%	41%	58%	38%
In my current field, there are not enough women in positions of leadership*	53%	44%	41%	61%	66%	63%	43%	64%	43%

# A majority believe that the gender pay gap is real, while a slightly smaller share believe that women have the same opportunities as men

Percent agree with the following...

*8-country average*



# Across all 8 countries, older generations are most likely to believe that the gender pay gap is real

Percent agree with the following...

*8-country average, by age group*

**Age 18-34**

**Age 35-54**

**Age 55+**

The gender pay gap is real

62%

67%

75%

Women make less money than men because women work in less highly paid fields

47%

50%

51%

Women make less money than men because women don't prioritize work as much

29%

26%

21%

Women have the same opportunities for advancement as men

62%

57%

47%

In my current field, there are not enough women in positions of leadership\*

55%

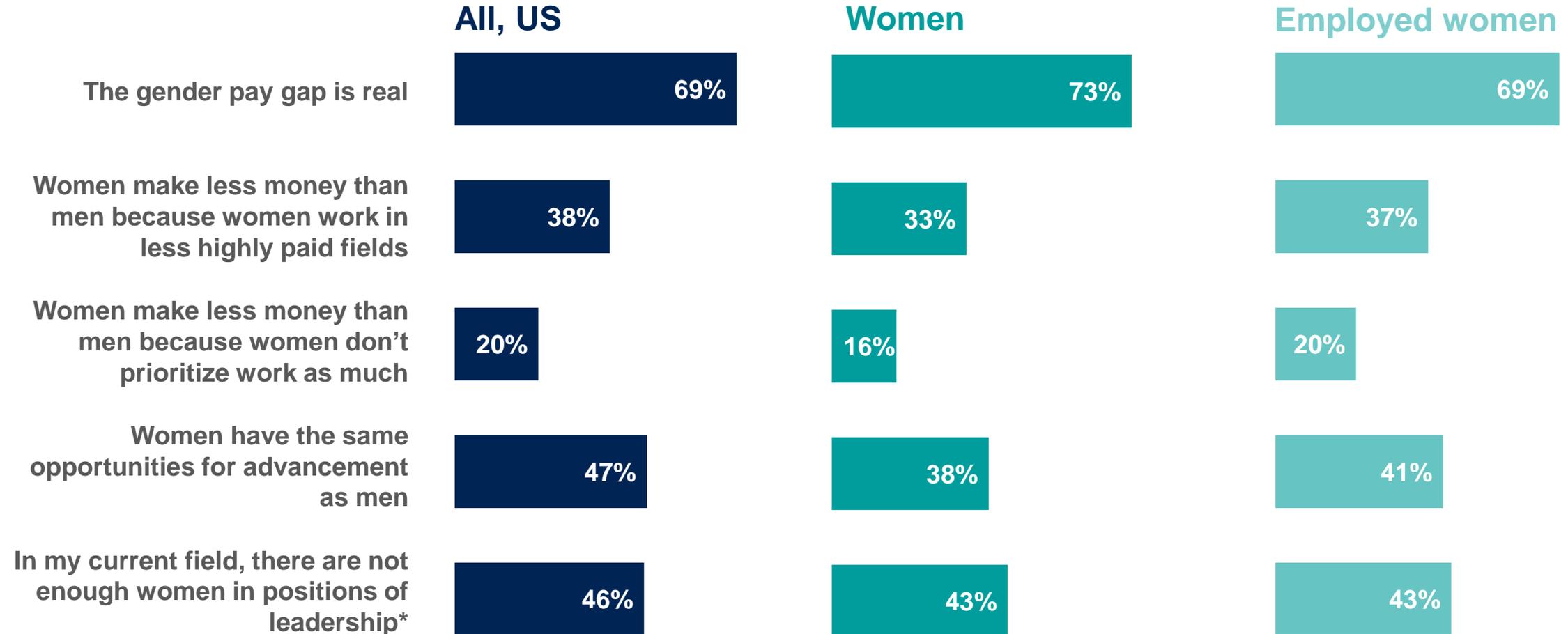
52%

52%

# A majority of American women believe that the gender pay gap is real while just 1 in 3 attribute this to women opting to work in less highly paid fields

Percent agree with the following...

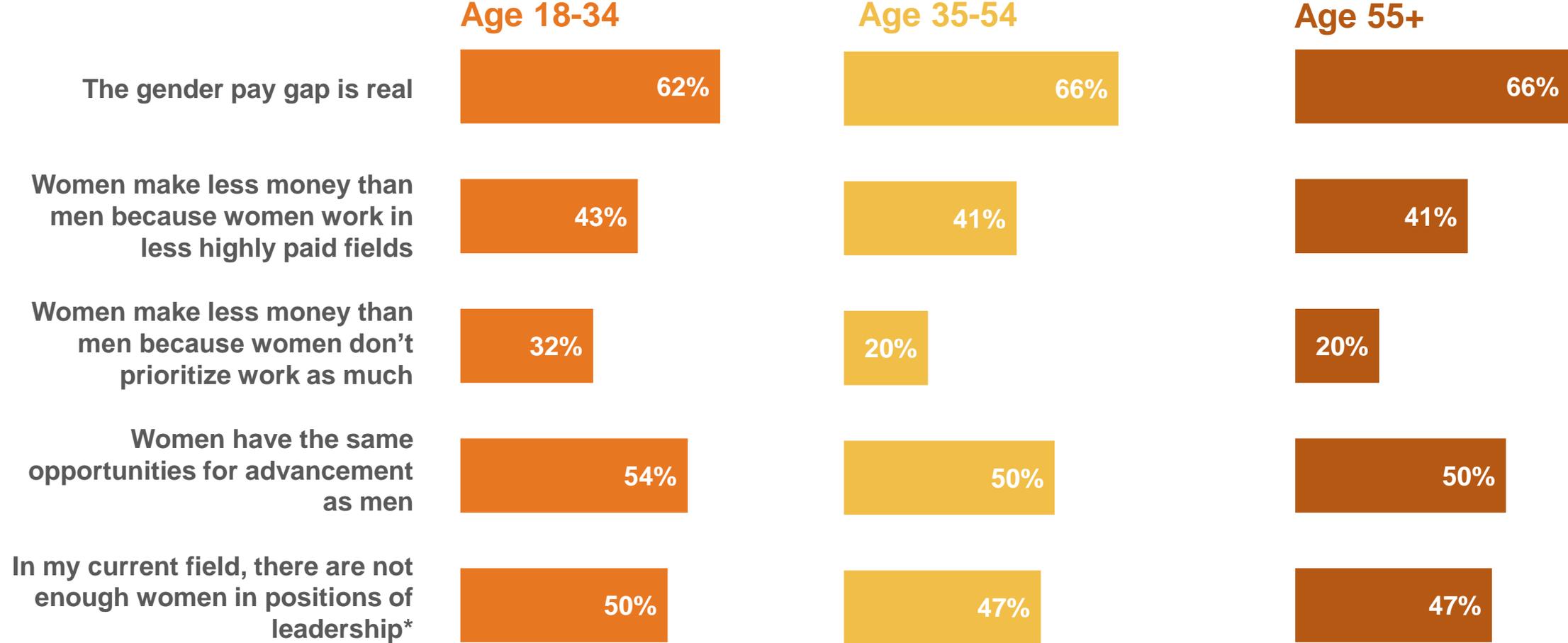
United States



# In the US, there is little difference in opinion on the gender pay gap

Percent agree with the following...

United States



# In the U.S., there is little difference across racial and ethnic lines around perceptions of female compensation and opportunity for advancement

Percent agree with the following...  
United States

