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Attitudes toward women in the workplace: International Women's Day 2022

These are the findings of an Ipsos poll conducted between February 16-26, 2022. For this study, a starting sample of 8,000 adults age 18+ from Australia, France, Japan, Mexico, Nigeria, Poland, Turkey, and the United States were interviewed online. The sample includes 1,000 interviews per country. The poll has a credibility interval of plus or minus 1.3 percentage points for all respondents and plus or minus 3.8 percentage points for each individual country.

Annotated Questionnaire:

1. Which of the following best describes your current work situation?

	8-country average	US	Mexico	France	Poland	Japan	Australia	Nigeria	Turkey
Currently employed and not looking for something new	38%	35%	36%	47%	44%	40%	30%	28%	45%
Currently employed but looking for something new	21%	17%	24%	11%	17%	16%	24%	44%	12%
Not currently employed and not looking for a job	19%	28%	5%	22%	16%	29%	26%	4%	22%
Not currently employed but looking for something new	10%	8%	17%	6%	8%	6%	8%	13%	12%
Recently started a new job (in the past 3 months)	2%	1%	5%	1%	2%	1%	3%	3%	2%
Something else	9%	8%	11%	12%	12%	6%	8%	6%	7%
I'm not sure	2%	3%	2%	1%	1%	3%	2%	1%	1%

- a. Regardless of your current employment situation, what are some steps employers can take to best support, and retain, their employees?

[Open-end verbatim data provided separately]

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

Base= "Currently employed but looking for something new" OR "Recently started a new job"

	8-country average (N=1,950)	US (N=191)	Mexico (N=301)	France (N=154)	Poland (N=215)	Japan (N=218)	Australia (N=274)	Nigeria (N=454)	Turkey (N=143)
I believe I can get a higher salary at another job	42%	43%	40%	47%	50%	37%	35%	43%	46%
I can get better benefits at another job	29%	24%	34%	22%	33%	23%	27%	31%	26%
I believe I can get a promotion to a better position at another job	23%	23%	29%	23%	24%	9%	16%	29%	18%
I feel burned out at my current job	21%	28%	11%	29%	27%	14%	30%	15%	34%
I can have more flexibility for things like working from home at a new job	20%	22%	17%	19%	18%	11%	22%	27%	14%
Looking to change career paths	19%	17%	4%	13%	16%	28%	32%	22%	15%
I believe I can have more control over my career at another job	17%	19%	10%	21%	15%	19%	13%	23%	15%
I need more flexibility or time to care for my child(ren)	13%	12%	14%	20%	11%	14%	12%	15%	10%
I need more flexibility or time to care for an aging family member	9%	12%	7%	12%	6%	14%	11%	9%	5%
Other	4%	6%	3%	5%	3%	7%	4%	3%	2%

Other, specify *[Verbatim data provided separately to client]*

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3. Do you agree or disagree with the following statements?

a. The gender pay gap is real

	8-country average	US	Mexico	France	Poland	Japan	Australia	Nigeria	Turkey
Strongly agree	29%	35%	31%	29%	27%	29%	35%	27%	24%
Somewhat agree	39%	34%	42%	48%	44%	49%	39%	28%	25%
Somewhat disagree	15%	13%	13%	15%	15%	11%	14%	23%	19%
Strongly disagree	10%	9%	8%	4%	7%	5%	6%	14%	29%
Don't know	7%	10%	7%	5%	7%	6%	7%	8%	3%
<i>Agree</i>	<i>68%</i>	<i>69%</i>	<i>72%</i>	<i>77%</i>	<i>71%</i>	<i>78%</i>	<i>74%</i>	<i>55%</i>	<i>49%</i>
<i>Disagree</i>	<i>26%</i>	<i>22%</i>	<i>21%</i>	<i>19%</i>	<i>23%</i>	<i>16%</i>	<i>20%</i>	<i>37%</i>	<i>48%</i>

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

	8-country average	US	Mexico	France	Poland	Japan	Australia	Nigeria	Turkey
Strongly agree	17%	12%	20%	11%	15%	27%	14%	16%	21%
Somewhat agree	33%	26%	29%	35%	31%	47%	36%	27%	29%
Somewhat disagree	25%	26%	23%	29%	30%	15%	25%	25%	26%
Strongly disagree	21%	28%	25%	20%	16%	4%	18%	30%	22%
Don't know	6%	9%	3%	5%	8%	7%	8%	2%	3%
<i>Agree</i>	<i>49%</i>	<i>38%</i>	<i>49%</i>	<i>46%</i>	<i>46%</i>	<i>73%</i>	<i>50%</i>	<i>43%</i>	<i>49%</i>
<i>Disagree</i>	<i>45%</i>	<i>53%</i>	<i>48%</i>	<i>49%</i>	<i>46%</i>	<i>20%</i>	<i>43%</i>	<i>56%</i>	<i>48%</i>

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

	8-country average	US	Mexico	France	Poland	Japan	Australia	Nigeria	Turkey
Strongly agree	8%	7%	11%	4%	5%	9%	7%	14%	9%
Somewhat agree	17%	13%	15%	12%	13%	35%	17%	18%	15%
Somewhat disagree	30%	26%	23%	35%	37%	37%	34%	24%	28%
Strongly disagree	39%	47%	49%	45%	39%	11%	36%	42%	46%
Don't know	5%	7%	2%	3%	6%	9%	6%	2%	3%
<i>Agree</i>	<i>26%</i>	<i>20%</i>	<i>26%</i>	<i>17%</i>	<i>18%</i>	<i>43%</i>	<i>24%</i>	<i>32%</i>	<i>23%</i>
<i>Disagree</i>	<i>70%</i>	<i>72%</i>	<i>72%</i>	<i>80%</i>	<i>76%</i>	<i>48%</i>	<i>70%</i>	<i>66%</i>	<i>73%</i>

d. Women have the same opportunities for advancement as men

	8-country average	US	Mexico	France	Poland	Japan	Australia	Nigeria	Turkey
Strongly agree	28%	21%	48%	13%	19%	14%	18%	51%	37%
Somewhat agree	28%	25%	23%	30%	33%	32%	28%	27%	22%
Somewhat disagree	28%	30%	17%	40%	33%	33%	34%	13%	24%
Strongly disagree	13%	19%	10%	14%	9%	13%	15%	8%	15%
Don't know	4%	4%	1%	3%	6%	8%	5%	1%	2%
<i>Agree</i>	<i>55%</i>	<i>47%</i>	<i>72%</i>	<i>44%</i>	<i>52%</i>	<i>46%</i>	<i>46%</i>	<i>78%</i>	<i>59%</i>
<i>Disagree</i>	<i>41%</i>	<i>49%</i>	<i>28%</i>	<i>53%</i>	<i>42%</i>	<i>46%</i>	<i>49%</i>	<i>21%</i>	<i>39%</i>

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e. In my current field, there are not enough women in positions of leadership

Base= "Currently employed and not looking for something new" OR "Currently employed but looking for something new" OR "Recently started a new job (in the past 3 months)"

	8-country average (N= 5,345)	US (N=547)	Mexico (N=675)	France (N=721)	Poland (N=723)	Japan (N=686)	Australia (N=570)	Nigeria (N=807)	Turkey (N=625)
Strongly agree	21%	18%	23%	13%	13%	23%	18%	29%	32%
Somewhat agree	32%	28%	37%	28%	28%	42%	29%	32%	31%
Somewhat disagree	24%	27%	21%	31%	31%	18%	31%	17%	22%
Strongly disagree	17%	20%	17%	20%	18%	7%	18%	21%	14%
Don't know	5%	7%	3%	9%	10%	10%	4%	0%	2%
<i>Agree</i>	<i>53%</i>	<i>46%</i>	<i>59%</i>	<i>41%</i>	<i>41%</i>	<i>65%</i>	<i>47%</i>	<i>61%</i>	<i>63%</i>
<i>Disagree</i>	<i>41%</i>	<i>47%</i>	<i>38%</i>	<i>50%</i>	<i>49%</i>	<i>25%</i>	<i>50%</i>	<i>38%</i>	<i>36%</i>



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About the Study

These are the findings of an Ipsos poll conducted between February 16-26, 2022. For this study, a starting sample of 8,000 adults age 18+ from Australia, France, Japan, Mexico, Nigeria, Poland, Turkey, and the United States were interviewed online. The sample includes 1,000 interviews per country. Respondents from Australia, Nigeria, and the U.S. were interviewed in English; respondents in France were interviewed in French; respondents in Japan were interviewed in Japanese; respondents in Mexico were interviewed in Spanish; respondents in Poland were interviewed in Polish; and respondents in Turkey were interviewed in Turkish.

The “8-country average” reflects the average result for all the countries where the survey was conducted. It has not been adjusted to the population size of each country and is not intended to suggest a total result.

The sample for this study was randomly drawn from Ipsos’ online panel, partner online panel sources, and “river” sampling and does not rely on a population frame in the traditional sense. Ipsos uses fixed sample targets, unique to each study, in drawing a sample. Posthoc weights were made to the population characteristics on gender, age, and region.

Statistical margins of error are not applicable to online non-probability polls. All sample surveys and polls may be subject to other sources of error, including, but not limited to coverage error and measurement error. Where figures do not sum to 100, this is due to the effects of rounding. The precision of Ipsos online polls is measured using a credibility interval. In this case, the poll has a credibility interval of plus or minus 1.3 percentage points for all respondents and 3.8 percentage points for each country’s respondents. Ipsos calculates a design effect (DEFF) for each study based on the variation of the weights, following the formula of Kish (1965). This study had a credibility interval adjusted for design effect of the following (n=8,000, DEFF=1.5, adjusted Confidence Interval=+/-2.8 percentage points).

About Ipsos

Ipsos is the world’s third largest Insights and Analytics company, present in 90 markets and employing more than 18,000 people.

Our passionately curious research professionals, analysts and scientists have built unique multi-specialist capabilities that provide true understanding and powerful insights into the actions, opinions and motivations of citizens, consumers, patients, customers or employees. We serve more than 5000 clients across the world with 75 business solutions.

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