## INTERNATIONAL WOMEN'S DAY 2022

March 2022


## KEY FINDINGS

- Gender-based violence were ranked as the most important issues facing women and girls: sexual harassment (29\%), sexual violence ( $25 \%$ ) and domestic abuse (23\%) were considered the top issues.
- One in three people (35\%) around the world believe childcare responsibilities can damage a woman's career more than a man's, and one in three women also say caring responsibilities have impacted their careers (31\%).
- Women are more likely to perceive institutional gender bias than men, with educational and healthcare institutions perceived as the most equal - $52 \%$ considered that these treat women and men the same.


## PERCEPTIONS OF GENDER EQUALTY

Which two or three, if any of the following, do you think are the most important issues facing women and girls in [COUNTRY]?

Over one in five in the 30 countries surveyed see sexual harassment (29\%), sexual violence (25\%) and domestic abuse (23\%) as the most important issues faced by women and girls. Men and women hold similar views, and views are broadly consistent with those in 2019.


| Agree <br> 2019 | \% <br> Men | $\%$ <br> Women |
| :---: | :---: | :---: |
| 30\% | 31\% | 27\% |
| 27\% | 25\% | 25\% |
| 20\% | 21\% | 24\% |
| 22\% | 17\% | 22\% |
| 22\% | 20\% | 20\% |
| 14\% | 12\% | 17\% |
| 14\% | 13\% | 14\% |
| 11\% | 8\% | 17\% |
| 13\% | 13\% | 12\% |
| 9\% | 9\% | 13\% |
| 9\% | 9\% | 10\% |
| 10\% | 9\% | 11\% |
| 10\% | 10\% | 8\% |
| 6\% | 8\% | 5\% |
| 7\% | 8\% | 6\% |
| 4\% | 6\% | 6\% |
| 5\% | 6\% | 5\% |
| 5\% | 5\% | 6\% |
| 3\% | 5\% | 4\% |
| 4\% | 5\% | 6\% |
| 5\% | 5\% | 5\% |
| 2\% | 3\% | 3\% |
| 2\% | 4\% | 2\% |
| 1\% | 1\% | 1\% |
| 5\% | 6\% | 3\% |

Sexual harassment, sexual violence, and domestic abuse are considered the three most important issues facing women and girls.


For each of the following questions, please indicate whether you strongly disagree, somewhat disagree, somewhat agree or strongly agree.

Over two-thirds of people (global country average of 69\%) agree that men need to take action to support women's rights and over half (58\%) agree there need to be more female leaders in business and government to achieve equality. Despite recognising that more needs to be done to achieve equality, only two in five identify as a feminist.

## Women won't achieve equality in ... unless men take

## actions to support women's rights too



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

58\%


Workplaces in ... treat men and women equally


## I define myself as a feminist


$33 \%$ * $32 \%$

47\%

For each of the following questions, please indicate whether you disagree or agree.

When it comes to giving women equal rights with men, things have gone far enough in my country

Progress on gender equality is at risk of stalling. Across the 30 countries, almost half (47\%) consider that things have gone far enough when it comes to giving women equal rights to men. Men are more likely to agree (52\%) than women (43\%).
Agreement is highest in China and has increased since 2020.

|  | \% agree somewhat/strongly | \% disagree somewhat/strongly | $\begin{aligned} & \text { Agree } \\ & 2020 \end{aligned}$ | \% men agree | \% women agree |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Global Country Average | 47\% | 45\% | 48\% | 52\% | 43\% |
| China | 79\% | 19\% | 65\% | 83\% | 76\% |
| India | 72\% | 24\% | 60\% | 73\% | 72\% |
| Saudi Arabia | 72\% | 18\% | N/A | 70\% | 75\% |
| Russia | 68\% | 26\% | 65\% | 72\% | 64\% |
| Malaysia | 67\% | 26\% | 68\% | 67\% | 67\% |
| Peru | 57\% | 39\% | 65\% | 59\% | 55\% |
| Mexico | 55\% | 39\% | 65\% | 56\% | 55\% |
| Argentina | 55\% | 38\% | 63\% | 54\% | 55\% |
| Singapore | 54\% | 35\% | N/A | 60\% | 47\% |
| Chile | 52\% | 41\% | 50\% | 57\% | 48\% |
| South Korea | 51\% | 44\% | 55\% | 68\% | 33\% |
| Colombia | 50\% | 47\% | N/A | 53\% | 47\% |
| South Africa | 48\% | 46\% | 41\% | 51\% | 45\% |
| Netherlands | 47\% | 47\% | 51\% | 54\% | 41\% |
| Spain | 46\% | 47\% | 71\% | 54\% | 39\% |
| Hungary | 46\% | 45\% | 53\% | 55\% | 38\% |
| Turkey | 45\% | 48\% | 44\% | 46\% | 44\% |
| Italy | 42\% | 54\% | 43\% | 42\% | 41\% |
| France | 42\% | 48\% | 32\% | 44\% | 39\% |
| Sweden | 41\% | 56\% | 43\% | 50\% | 32\% |
| Belgium | 40\% | 52\% | 40\% | 42\% | 39\% |
| Poland | 39\% | 44\% | 46\% | 44\% | 34\% |
| Australia | 35\% | 53\% | 38\% | 45\% | 26\% |
| Germany | 35\% | 56\% | 40\% | 41\% | 29\% |
| United States | 34\% | 54\% | 33\% | 39\% | 30\% |
| Canada | 34\% | 52\% | 36\% | 42\% | 27\% |
| Great Britain | 33\% | 55\% | 31\% | 39\% | 27\% |
| Japan | 30\% | 60\% | 32\% | 36\% | 25\% |
| Romania | 29\% | 61\% | N/A | 32\% | 26\% |
| Brazil | 25\% | 70\% | 30\% | 32\% | 20\% |

For each of the following questions, please indicate whether you disagree or agree.

I define myself as a feminist

The proportion of people identifying themselves as feminist has increased overall and in most countries since 2019, yet only two in five ( $40 \%$ ) define themselves as such in 2022 (vs 33\% in 2019). The proportion is higher among women ( $47 \%$ ) than men (32\%).

|  | \% agree somewhat/strongly | \% disagree somewhat/strongly | $\begin{aligned} & \text { Agree } \\ & 2019 \end{aligned}$ | \% men agree | \% women agree |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Global Country Average | 40\% | 48\% | 33\% | 32\% | 47\% |
| Romania | 61\% | 32\% | N/A | 41\% | 80\% |
| India | 60\% | 31\% | 50\% | 57\% | 64\% |
| Italy | 51\% | 37\% | 37\% | 48\% | 54\% |
| Malaysia | 51\% | 39\% | 38\% | 39\% | 64\% |
| South Africa | 50\% | 35\% | 44\% | 35\% | 64\% |
| Spain | 50\% | 37\% | 44\% | 45\% | 54\% |
| Sweden | 48\% | 44\% | 34\% | 36\% | 62\% |
| Chile | 48\% | 43\% | 39\% | 39\% | 56\% |
| Canada | 46\% | 38\% | 36\% | 39\% | 53\% |
| Colombia | 46\% | 44\% | 38\% | 37\% | 54\% |
| Belgium | 45\% | 42\% | 32\% | 41\% | 50\% |
| Australia | 45\% | 43\% | 32\% | 41\% | 49\% |
| Singapore | 44\% | 43\% | N/A | 30\% | 58\% |
| Brazil | 43\% | 44\% | 41\% | 35\% | 51\% |
| France | 41\% | 42\% | 32\% | 35\% | 47\% |
| Netherlands | 39\% | 44\% | 25\% | 31\% | 47\% |
| Great Britain | 38\% | 45\% | 35\% | 29\% | 48\% |
| United States | 38\% | 49\% | 31\% | 32\% | 44\% |
| Argentina | 37\% | 52\% | 32\% | 28\% | 46\% |
| Saudi Arabia | 37\% | 49\% | N/A | 28\% | 49\% |
| China | 35\% | 59\% | N/A | 27\% | 44\% |
| Mexico | 35\% | 53\% | 37\% | 34\% | 36\% |
| Peru | 35\% | 56\% | 34\% | 30\% | 40\% |
| Turkey | 34\% | 53\% | 34\% | 19\% | 49\% |
| Poland | 27\% | 55\% | 28\% | 20\% | 33\% |
| Germany | 27\% | 58\% | 23\% | 20\% | 33\% |
| Hungary | 25\% | 57\% | 20\% | 19\% | 30\% |
| Japan | 19\% | 63\% | 18\% | 18\% | 21\% |
| South Korea | 19\% | 75\% | 28\% | 14\% | 24\% |
| Russia | 14\% | 72\% | 20\% | 9\% | 17\% |

For each of the following questions, please indicate whether you disagree or agree.

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

In 2022, six in 10 (58\%) think that an increased presence of female leaders in business and government is needed to achieve equality with men, the same proportion as in 2020. Two thirds of women agree (66\%), compared to half of men (51\%).

|  | \% agree somewhat/strongly | \% disagree somewhat/strongly | Agree 2020 | \% men agree | \% women agree |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Global Country Average | 58\% | 33\% | 58\% | 51\% | 65\% |
| South Africa | 73\% | 23\% | 69\% | 65\% | 80\% |
| India | 73\% | 23\% | 69\% | 70\% | 76\% |
| Brazil | 68\% | 28\% | 59\% | 60\% | 76\% |
| Colombia | 67\% | 30\% | N/A | 63\% | 70\% |
| Japan | 64\% | 27\% | 68\% | 56\% | 71\% |
| Australia | 63\% | 29\% | 58\% | 59\% | 67\% |
| Chile | 63\% | 33\% | 66\% | 57\% | 67\% |
| Malaysia | 62\% | 35\% | 55\% | 58\% | 67\% |
| Great Britain | 62\% | 24\% | 59\% | 49\% | 73\% |
| Canada | 61\% | 27\% | 58\% | 56\% | 65\% |
| Peru | 60\% | 38\% | 60\% | 52\% | 67\% |
| Turkey | 60\% | 34\% | 66\% | 51\% | 69\% |
| Romania | 59\% | 34\% | N/A | 50\% | 69\% |
| Sweden | 59\% | 33\% | 62\% | 49\% | 69\% |
| United States | 58\% | 32\% | 60\% | 53\% | 63\% |
| Italy | 58\% | 33\% | 58\% | 52\% | 64\% |
| France | 58\% | 28\% | 64\% | 49\% | 66\% |
| Singapore | 58\% | 34\% | N/A | 45\% | 70\% |
| Belgium | 57\% | 32\% | 64\% | 48\% | 66\% |
| Argentina | 57\% | 35\% | 53\% | 46\% | 67\% |
| Spain | 57\% | 34\% | 61\% | 51\% | 63\% |
| Hungary | 56\% | 32\% | 63\% | 45\% | 67\% |
| Netherlands | 56\% | 34\% | 50\% | 48\% | 64\% |
| Mexico | 54\% | 43\% | 54\% | 49\% | 58\% |
| Poland | 53\% | 31\% | 56\% | 40\% | 64\% |
| Saudi Arabia | 52\% | 34\% | N/A | 54\% | 50\% |
| China | 50\% | 45\% | N/A | 41\% | 59\% |
| Germany | 47\% | 39\% | 51\% | 43\% | 51\% |
| South Korea | 44\% | 52\% | 52\% | 33\% | 56\% |
| Russia | 38\% | 47\% | 42\% | 29\% | 46\% |

For each of the following questions, please indicate whether you disagree or agree.

Women won't achieve equality in [COUNTRY] unless men take actions to support women's rights too

In 2022, seven in 10 (69\%) view men's involvement in supporting women's rights as necessary to achieve equality, a similar proportion to those in 2020 (68\%) and 2019 (65\%).

|  | \% agree somewhat/strongly | \% disagree somewhat/strongly | $\begin{aligned} & \text { Agree } \\ & 2020 \end{aligned}$ | \% men agree | \% women agree |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Global Country Average | 69\% | 24\% | 68\% | 63\% | 74\% |
| South Africa | 83\% | 15\% | 80\% | 78\% | 88\% |
| Sweden | 82\% | 11\% | 76\% | 77\% | 87\% |
| Colombia | 78\% | 18\% | N/A | 75\% | 81\% |
| Chile | 76\% | 21\% | 73\% | 76\% | 76\% |
| Malaysia | 76\% | 20\% | 72\% | 71\% | 82\% |
| Brazil | 76\% | 20\% | 68\% | 71\% | 80\% |
| Hungary | 75\% | 17\% | 77\% | 65\% | 85\% |
| Belgium | 75\% | 16\% | 69\% | 68\% | 81\% |
| Mexico | 73\% | 25\% | 72\% | 70\% | 76\% |
| Peru | 73\% | 26\% | 69\% | 67\% | 79\% |
| Australia | 73\% | 19\% | 70\% | 67\% | 78\% |
| India | 72\% | 25\% | 78\% | 70\% | 74\% |
| Canada | 71\% | 19\% | 71\% | 71\% | 72\% |
| United States | 71\% | 21\% | 75\% | 68\% | 74\% |
| Argentina | 71\% | 25\% | 65\% | 64\% | 76\% |
| Spain | 70\% | 22\% | 72\% | 65\% | 76\% |
| Italy | 70\% | 24\% | 69\% | 69\% | 71\% |
| Romania | 70\% | 25\% | N/A | 62\% | 77\% |
| Singapore | 69\% | 25\% | N/A | 61\% | 77\% |
| Turkey | 69\% | 25\% | 71\% | 57\% | 81\% |
| France | 69\% | 19\% | 74\% | 61\% | 76\% |
| Japan | 67\% | 24\% | 73\% | 61\% | 74\% |
| Great Britain | 67\% | 19\% | 69\% | 58\% | 75\% |
| Netherlands | 64\% | 27\% | 53\% | 62\% | 66\% |
| Poland | 61\% | 28\% | 64\% | 50\% | 71\% |
| Germany | 59\% | 27\% | 57\% | 56\% | 62\% |
| Saudi Arabia | 59\% | 28\% | N/A | 58\% | 59\% |
| China | 55\% | 39\% | 42\% | 47\% | 64\% |
| Russia | 48\% | 41\% | 49\% | 40\% | 55\% |
| South Korea | 46\% | 47\% | 59\% | 36\% | 57\% |

For each of the following questions, please indicate whether you disagree or agree.

Workplaces in [COUNTRY] treat men and women equally

Half (50\%) disagree that men and women are treated equally at work.

|  | \% agree somewhat/strongly | \% disagree somewhat/strongly | Agree 2020 | \% men agree | \% women agree |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Global Country Average | 44\% | 50\% | 41\% | 51\% | 36\% |
| Saudi Arabia | 67\% | 23\% | N/A | 66\% | 68\% |
| China | 67\% | 30\% | 60\% | 71\% | 62\% |
| India | 65\% | 33\% | 54\% | 69\% | 62\% |
| Malaysia | 65\% | 30\% | 68\% | 67\% | 63\% |
| Singapore | 58\% | 34\% | N/A | 70\% | 47\% |
| Russia | 58\% | 37\% | 50\% | 62\% | 55\% |
| Romania | 53\% | 42\% | N/A | 69\% | 39\% |
| Mexico | 49\% | 48\% | 43\% | 56\% | 42\% |
| Peru | 48\% | 51\% | 48\% | 59\% | 38\% |
| Sweden | 45\% | 49\% | 44\% | 55\% | 35\% |
| Australia | 44\% | 49\% | 47\% | 58\% | 32\% |
| Great Britain | 41\% | 48\% | 41\% | 51\% | 32\% |
| Italy | 41\% | 54\% | 37\% | 48\% | 35\% |
| Germany | 41\% | 50\% | 42\% | 44\% | 37\% |
| Turkey | 41\% | 53\% | 43\% | 40\% | 41\% |
| South Korea | 40\% | 56\% | 34\% | 55\% | 26\% |
| Canada | 40\% | 51\% | 43\% | 50\% | 31\% |
| Spain | 40\% | 53\% | 32\% | 46\% | 34\% |
| Poland | 39\% | 52\% | 43\% | 47\% | 32\% |
| Colombia | 39\% | 60\% | N/A | 45\% | 33\% |
| United States | 38\% | 55\% | 36\% | 51\% | 26\% |
| Argentina | 38\% | 57\% | 43\% | 46\% | 30\% |
| Hungary | 37\% | 56\% | 36\% | 48\% | 27\% |
| Netherlands | 37\% | 58\% | 41\% | 46\% | 28\% |
| Belgium | 33\% | 60\% | 36\% | 42\% | 25\% |
| South Africa | 32\% | 63\% | 30\% | 43\% | 23\% |
| France | 32\% | 58\% | 26\% | 34\% | 30\% |
| Chile | 32\% | 64\% | 32\% | 39\% | 26\% |
| Japan | 27\% | 64\% | 26\% | 33\% | 22\% |
| Brazil | 21\% | 75\% | 25\% | 27\% | 16\% |

## INSTITUTIONAL BHAS

Generally speaking, do you think that each of the following treat women better, worse, or about the same as men?

Generally, people are most likely to see institutions as treating men and women equally. Where institutional bias is recognised, this is most commonly perceived against women. Educational institutions and health services are perceived as the most equal, with half considering that these treat women and men about the same ( $52 \%$ and $51 \%$, respectively). People are most likely to think social media treats women worse than about the same or better than men (37\%). Women feel they face more bias than is recognised by men.


Base: 20,524 online adults aged 16-74 across 30 countries, 21 January - 4 February, 2022

Generally speaking, do you think that each of the following treat women better, worse, or about the same as men?

Educational institutions, such as schools, colleges and universities

Educational institutions are the institutions with the highest level of perceived gender equality. Over half (52\%) consider that women and men are treated about the same by educational institutions, although around a quarter of men (27\%) think women are treated better, compared to around one in five women (17\%).


| net men better | net women better |
| :---: | :---: |
| +13 | -1 |
| +46 | +37 |
| +35 | +36 |
| +29 | +33 |
| +34 | +27 |
| +20 | +13 |
| +22 | +8 |
| +25 | +14 |
| +22 | +11 |
| +18 | +2 |
| +21 | +1 |
| +16 | +4 |
| +13 | -12 |
| +11 | -3 |
| +1 | +7 |
| +13 | -5 |
| +6 | -12 |
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| +5 | -15 |
| +5 | -14 |
| +11 | -19 |
| +6 | -13 |
| 0 | -9 |
| -1 | -11 |
| +6 | -8 |
| +3 | -16 |
| 0 | -8 |
| +5 | -18 |
| +2 | -21 |
| -3 | -16 |
| -1 | -7 |

Generally speaking, do you think that each of the following treat women better, worse, or about the same as men?

Health services

Over half (51\%) consider that women and men are treated similarly by health services, although around a quarter of men $(26 \%)$ think women are treated better, compared to 18\% of women.


| net men better | net women better |
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| +13 | -2 |
| +38 | +48 |
| +45 | +43 |
| +44 | +36 |
| +33 | +33 |
| +19 | 0 |
| +28 | +3 |
| +30 | +2 |
| +23 | +14 |
| +16 | +1 |
| +12 | +7 |
| +10 | -7 |
| +10 | -12 |
| +22 | 0 |
| +7 | -5 |
| +1 | -9 |
| +6 | -7 |
| +6 | -4 |
| +3 | +1 |
| -1 | -12 |
| +3 | -15 |
| +8 | -13 |
| +4 | -18 |
| 0 | -19 |
| +7 | -4 |
| +3 | -6 |
| +4 | -11 |
| +7 | -46 |
| -3 | -8 |
| +4 | -12 |
| -12 | -17 |

Generally speaking, do you think that each of the following treat women better, worse, or about the same as men?

The police

Around two in five (39\%) believe women and men are treated about the same by the police. Around one in three (27\%) believe women are treated worse than men by the police. A quarter of men (25\%) consider women are treated better, yet only around one in six (16\%) women think so.


| net men better | net women better |
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| +46 | +35 |
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| +5 | -29 |
| +6 | -12 |
| +3 | -31 |
| -1 | -34 |
| +3 | -16 |
| 0 | -17 |
| -3 | -26 |
| -14 | -37 |
| -4 | -20 |
| -3 | -12 |
| -15 | -35 |
| -14 | -37 |
| -7 | -21 |
| +3 | -26 |
| -6 | -13 |
| -9 | -27 |
| -15 | -37 |
| -9 | -22 |
| -10 | -24 |

Generally speaking, do you think that each of the following treat women better, worse, or about the same as men?

The media (such as TV, radio and newspapers)

Three in ten (29\%) believe women are treated worse than men by the media. Only one in five (19\%) believe women are treated better ( $24 \%$ of men think this vs 14\% of women).

|  | Better | About the same | Worse |
| :---: | :---: | :---: | :---: |
| Global Country Average | 19\% | 41\% | 29\% |
| Saudi Arabia | 46\% | 26\% | 15\% |
| India | 43\% | 29\% | 24\% |
| China | 39\% | 40\% | 16\% |
| Malaysia | 36\% | 39\% | 18\% |
| South Africa | 25\% | 39\% | 27\% |
| Romania | 24\% | 48\% | 20\% |
| Mexico | 22\% | 50\% | 22\% |
| Singapore | 20\% | 49\% | 17\% |
| Chile | 20\% | 39\% | 34\% |
| Peru | 19\% | 45\% | 30\% |
| Argentina | 19\% | 40\% | 33\% |
| Turkey | 18\% | 40\% | 30\% |
| Spain | 16\% | 44\% | 32\% |
| Australia | 16\% | 29\% | 44\% |
| Russia | 16\% | 58\% | 10\% |
| Colombia | 15\% | 47\% | 32\% |
| Brazil | 15\% | 40\% | 40\% |
| Poland | 14\% | 51\% | 20\% |
| South Korea | 14\% | 39\% | 36\% |
| United States | 13\% | 38\% | 37\% |
| Germany | 13\% | 44\% | 27\% |
| Japan | 13\% | 48\% | 24\% |
| Sweden | 12\% | 33\% | 45\% |
| Great Britain | 12\% | 31\% | 43\% |
| France | 12\% | 37\% | 28\% |
| Canada | 11\% | 40\% | 35\% |
| Belgium | 10\% | 46\% | 28\% |
| Italy | 9\% | 44\% | 35\% |
| Hungary | 8\% | 49\% | 31\% |
| Netherlands | 7\% | 40\% | 39\% |


| net men better | net women better |
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| -1 | -20 |
| +34 | +27 |
| +22 | +17 |
| +30 | +16 |
| +18 | +17 |
| +8 | -12 |
| +21 | -12 |
| +7 | -6 |
| +5 | -1 |
| -2 | -25 |
| -2 | -19 |
| +4 | -31 |
| -15 | -9 |
| -4 | -27 |
| -10 | -45 |
| +14 | 0 |
| -4 | -29 |
| -11 | -37 |
| -1 | -11 |
| -15 | -30 |
| -10 | -37 |
| -2 | -25 |
| -2 | -20 |
| -8 | -57 |
| -12 | -50 |
| -11 | -21 |
| -9 | -39 |
| -10 | -26 |
| -21 | -31 |
| -14 | -31 |
| -25 | -39 |

Generally speaking, do you think that each of the following treat women better, worse, or about the same as men?

Courts and prisons

Around two in five (39\%) believe women and men are treated about the same by the courts and prisons. Overall, 22\% believe women are treated worse than men by the courts and prisons, with only $13 \%$ of women considering they are treated better than men (vs 23\% of men thinking this).


| net men better | net women better |
| :---: | :---: |
| +4 | -12 |
| +37 | +24 |
| +24 | +16 |
| +11 | +17 |
| +19 | +10 |
| +24 | +13 |
| +16 | -10 |
| +11 | -5 |
| +10 | -5 |
| +20 | -15 |
| +12 | -6 |
| +13 | -11 |
| 0 | -15 |
| +2 | -18 |
| -1 | -30 |
| -11 | -5 |
| -5 | -13 |
| 0 | -30 |
| -4 | -24 |
| +2 | -12 |
| -4 | -15 |
| 0 | -20 |
| -11 | -38 |
| -4 | -5 |
| -10 | -27 |
| -3 | -18 |
| -3 | -15 |
| -6 | -19 |
| -10 | -26 |
| -13 | -34 |
| 0 | -14 |

Generally speaking, do you think that each of the following treat women better, worse, or about the same as men?

The government

Around two in five (39\%) believe women and men are treated about the same by the government. One in three ( $32 \%$ ) believe women are treated worse than men by the government. Overall, men are more likely to think that women are treated better by the government ( $21 \%$ of men vs $12 \%$ of women).


Generally speaking, do you think that each of the following treat women better, worse, or about the same as men?

## Social media

Over a third (37\%) think that social media treats women worse than men, and a similar amount (35\%) think men and women are treated about the same.


| net men <br> better | net women <br> better |
| :--- | :--- |
| -12 | -28 |
| +14 | +26 |
| +33 | +20 |
| +22 | +10 |
| +14 | +9 |
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| -11 | -38 |
| -3 | -19 |
| -1 | -26 |
| +11 | -1 |
| -9 | -28 |
| -15 | -42 |
| -21 | -41 |
| -1 | -6 |
| -14 | -23 |
| -22 | -32 |
| -17 | -38 |
| -14 | -36 |
| -18 | -48 |
| -11 | -27 |
| -26 | -42 |
| -5 | -19 |
| -28 | -45 |
| -14 | -32 |
| -29 | -32 |
| -34 | -32 |
| -27 | -54 |
| -38 | -50 |
| -44 | -55 |

## FAMILIES \& CAREERS

What is the ideal number of children for a family to have?

Half (50\%) globally stated that the ideal number of children for a family is two. Three or more children are preferred in Malaysia and Saudi Arabia.


In the past two years, have you delayed or decided against having a child or more children for any of the following reasons, or not?

Financial concerns are the most likely reason to delay or decide not to have a child/children (21\%) in the last two years, followed by being single (15\%) and COVID-19 concerns (11\%). The top reasons are the same for men and women. Notably, there is no difference between men and women reporting concerns about the impact having children may have on their career as a reason to delay or not have a child/children.

| \% men | \% women |
| :---: | :---: |
| 21\% | 21\% |
| 16\% | 14\% |
| 11\% | 11\% |
| 9\% | 10\% |
| 9\% | 7\% |
| 7\% | 8\% |
| 6\% | 8\% |
| 6\% | 5\% |
| 6\% | 6\% |
| 5\% | 4\% |
| 5\% | 5\% |
| 5\% | 4\% |
| 5\% | 3\% |
| 33\% | 35\% |
| 4\% | 7\% |
| 6\% | 4\% |
| 5\% | 5\% |

In the past two years, have you delayed or decided against having a child or more children for any of the following reasons, or not?

Financial concerns are the most likely reason to delay or decide not to have a child/children (21\%) in the last two years, followed by being single (15\%) and COVID-19 concerns (11\%). The top reasons are the same for men and women. There is no difference between men and women reporting concerns about the impact having children may have on their career as a reason to delay or not have a child/children.

## Global country average by age group

Gen Z Millennials


Do you regularly spend unpaid time providing care for a child, an elderly person, or a person whose physical or mental condition requires support, or not?

A third (34\%) say they regularly spend unpaid time providing care, and this is only slightly higher for women (37\%) than men (32\%). In eight countries, men reported that they spend more unpaid time providing care than women: Australia, Singapore, Belgium, Spain, Germany, United States, Sweden, and South Korea.

|  | Yes | No | \% men yes | \% women yes |
| :---: | :---: | :---: | :---: | :---: |
| Global Country Average | 34\% | 56\% | 32\% | 37\% |
| India | 66\% | 25\% | 63\% | 69\% |
| China | 58\% | 36\% | 61\% | 54\% |
| Argentina | 48\% | 43\% | 46\% | 51\% |
| Mexico | 48\% | 44\% | 37\% | 60\% |
| South Africa | 48\% | 47\% | 37\% | 57\% |
| Colombia | 47\% | 48\% | 44\% | 51\% |
| Peru | 45\% | 46\% | 39\% | 53\% |
| Malaysia | 42\% | 38\% | 39\% | 46\% |
| Chile | 41\% | 50\% | 37\% | 46\% |
| Australia | 40\% | 53\% | 44\% | 35\% |
| Russia | 40\% | 42\% | 30\% | 49\% |
| Saudi Arabia | 36\% | 43\% | 33\% | 45\% |
| Turkey | 34\% | 60\% | 32\% | 36\% |
| Poland | 33\% | 57\% | 27\% | 39\% |
| Singapore | 32\% | 58\% | 35\% | 29\% |
| Romania | 31\% | 61\% | 25\% | 38\% |
| Italy | 29\% | 59\% | 29\% | 30\% |
| Brazil | 28\% | 65\% | 24\% | 33\% |
| Netherlands | 27\% | 66\% | 22\% | 33\% |
| Belgium | 27\% | 64\% | 27\% | 27\% |
| Spain | 26\% | 69\% | 27\% | 25\% |
| Germany | 24\% | 69\% | 26\% | 22\% |
| France | 23\% | 67\% | 21\% | 26\% |
| United States | 23\% | 72\% | 28\% | 19\% |
| Great Britain | 23\% | 73\% | 21\% | 24\% |
| Canada | 21\% | 72\% | 17\% | 27\% |
| Sweden | 20\% | 70\% | 22\% | 18\% |
| Hungary | 17\% | 73\% | 13\% | 22\% |
| South Korea | 16\% | 73\% | 17\% | 16\% |
| Japan | 11\% | 76\% | 11\% | 12\% |

Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

When given a list of activities which could damage someone's career, people are more likely to think that they would damage a woman's career than that of a man. In particular, having childcare or other caring responsibilities come up during the working day are seen to be most damaging for women (35\% and 28\%). Women are more likely to perceive potential damage.

More likely to damage Equally likely to damage More likely to damage the career of a woman the career of both the career of a man

More likely to damage the career if a woman
\% men \% women

Having caring responsibilities (other than childcare) come up during the working day

## $28 \%$




Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

Being unable or unwilling to socialise with colleagues outside of working hours

Not socialising with colleagues outside of work is seen as equally likely to damage men's and women's careers by a quarter of participants ( $25 \%$ ). This is seen by a higher proportion as more likely to damage the career of a woman (17\%) than that of a man (10\%). Women are more likely than men to state that being unable or unwilling to socialise with colleagues outside of working hours could damage to a woman's career ( $21 \%$ of women vs $13 \%$ of men).

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|  | More likely to damage the career of a woman |  | Equally likely to damage the career of both |
| :---: | :---: | :---: | :---: |
| Global Country Average | 17\% | 25\% |  |
| Spain | 25\% |  | 31\% |
| Brazil | 24\% |  | 25\% |
| Australia | 23\% |  | 26\% |
| India | 21\% | $24 \%$ |  |
| Chile | 21\% | $20 \%$ |  |
| Great Britain | 20\% | $25^{\circ}$ |  |
| Belgium | 20\% | 28\% |  |
| South Korea | 20\% | 25\% |  |
| Mexico | 19\% | 24\% |  |
| Colombia | 18\% | 23\% |  |
| South Africa | 18\% | 26\% |  |
| Argentina | 18\% | 25\% |  |
| Peru | 17\% | 25\% |  |
| France | 17\% | 25\% |  |
| Turkey | 17\% | 26\% |  |
| Romania | 17\% | 35\% |  |
| United States | 16\% | 28\% |  |
| Canada | 16\% | 27\% |  |
| Italy | 16\% | 29\% |  |
| Netherlands | 16\% | 21\% |  |
| Sweden | 16\% | 27\% |  |
| Malaysia | 15\% | 24\% |  |
| Poland | 14\% | 21\% |  |
| China | 14\% | 36\% |  |
| Saudi Arabia | 14\% | 15\% |  |
| Singapore | 13\% | 29\% |  |
| Hungary | 12\% | 27\% |  |
| Germany | 12\% | 28\% |  |
| Russia | 9\% |  |  |
| Japan | 7\% |  |  |

## More likely to damage

 the career of a man $10 \%$

Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

Working from home regularly

Regularly working from home is seen as equally likely to damage men's and women's careers by around one in five participants (19\%). This is seen by a higher proportion of participants as more likely to damage the career of a woman (14\%) than that of a man (7\%). Women are more likely than men to state that working from home could damage a woman's career (17\% of women vs 11\% of men).
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More likely to damage the career of a man $7 \%$

More likely to damage the career if a woman \% men \% women

| 11\% | 17\% |
| :---: | :---: |
| 20\% | 35\% |
| 16\% | 26\% |
| 14\% | 23\% |
| 10\% | 26\% |
| 16\% | 21\% |
| 19\% | 17\% |
| 11\% | 24\% |
| 14\% | 21\% |
| 10\% | 22\% |
| 7\% | 24\% |
| 16\% | 15\% |
| 9\% | 20\% |
| 10\% | 18\% |
| 7\% | 19\% |
| 9\% | 17\% |
| 11\% | 14\% |
| 8\% | 17\% |
| 7\% | 18\% |
| 10\% | 15\% |
| 9\% | 15\% |
| 7\% | 16\% |
| 5\% | 17\% |
| 4\% | 16\% |
| 7\% | 14\% |
| 10\% | 12\% |
| 7\% | 14\% |
| 9\% | 11\% |
| 8\% | 12\% |
| 4\% | 9\% |
| 3\% | 7\% |


| More likely to damage the career of a man | career if a woman |  |
| :---: | :---: | :---: |
|  | \% men | \% women |
| 10\% | 14\% | 25\% |
| 4\% | 24\% | 50\% |
| 7\% | 21\% | 40\% |
| 5\% | 21\% | 34\% |
| 11\% | 18\% | 36\% |
| 9\% | 19\% | 35\% |
| 13\% | 20\% | 33\% |
| 11\% | 20\% | 30\% |
| 18\% | 21\% | 28\% |
| 8\% | 15\% | 31\% |
| 13\% | 14\% | 29\% |
| 7\% | 15\% | 26\% |
| 6\% | 13\% | 27\% |
| 7\% | 11\% | 26\% |
| 15\% | 20\% | 17\% |
| 11\% | 13\% | 23\% |
| 10\% | 11\% | 23\% |
| 7\% | 10\% | 23\% |
| 12\% | 12\% | 21\% |
| 12\% | 17\% | 16\% |
| 7\% | 11\% | 21\% |
| 14\% | 16\% | 15\% |
| 9\% | 9\% | 20\% |
| 9\% | 11\% | 17\% |
| 12\% | 5\% | 22\% |
| 5\% | 7\% | 19\% |
| 6\% | 10\% | 16\% |
| 5\% | 10\% | 15\% |
| 13\% | 9\% | 13\% |
| 18\% | 6\% | 14\% |
| 12\% | 3\% | 17\% |

e \% men \% women

Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

## Working part-time

Working part time is seen as equally likely to damage men's and women's careers by one in five participants ( $23 \%$ ). This is seen by a higher proportion as more likely to damage the career of a woman (19\%) than that of a man (10\%). Women are more likely than men to state that working from home could damage woman's career ( $25 \%$ of women vs 14\% of men).
 the career of a woman the career of both
Global Country Average 19\% 23\%

Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

Having childcare responsibilities come up during the working day

Having childcare responsibilities come up during the working day is seen by a higher proportion as more likely to damage the career of a woman (35\%) than that of a man (9\%). Women are more likely than men to state that this could damage a woman's career ( $43 \%$ of women vs $26 \%$ of men).


More likely to damage the career if a woman

| \% men | \% women |
| :---: | :---: |
| $26 \%$ | $43 \%$ |
| $39 \%$ | $60 \%$ |
| $42 \%$ | $50 \%$ |
| $32 \%$ | $52 \%$ |
| $33 \%$ | $52 \%$ |
| $33 \%$ | $51 \%$ |
| $30 \%$ | $52 \%$ |
| $26 \%$ | $56 \%$ |
| $29 \%$ | $52 \%$ |
| $33 \%$ | $44 \%$ |
| $32 \%$ | $45 \%$ |
| $29 \%$ | $47 \%$ |
| $24 \%$ | $50 \%$ |
| $26 \%$ | $49 \%$ |
| $27 \%$ | $46 \%$ |
| $25 \%$ | $46 \%$ |
| $26 \%$ | $45 \%$ |
| $26 \%$ | $46 \%$ |
| $29 \%$ | $39 \%$ |
| $27 \%$ | $39 \%$ |
| $24 \%$ | $42 \%$ |
| $28 \%$ | $35 \%$ |
| $27 \%$ | $32 \%$ |
| $20 \%$ | $38 \%$ |
| $23 \%$ | $34 \%$ |
| $18 \%$ | $39 \%$ |
| $25 \%$ | $30 \%$ |
| $17 \%$ | $37 \%$ |
| $22 \%$ | $25 \%$ |
| $9 \%$ | $33 \%$ |
| $13 \%$ | $25 \%$ |

Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

Having caring responsibilities (other than childcare) come up during the working day

Fewer participants stated that other caring responsibilities are more likely to damage a women's career (28\%) in comparison to childcare responsibilities (35\%). This is seen as more likely to damage a man's career by only around one in ten (9\%).

|  | More likely to damage the career of a woman | Equally likely to damage the career of both |
| :---: | :---: | :---: |
| Global Country Average | 28\% | 26\% |
| Brazil | 42\% | 20\% |
| Spain | 39\% | 30\% |
| Italy | 35\% | 28\% |
| Great Britain | 35\% | 26\% |
| Australia | 32\% | 27\% |
| United States | 32\% | 30\% |
| Poland | 32\% | 24\% |
| South Africa | 32\% | 29\% |
| Romania | 31\% | 37\% |
| Chile | 30\% | 28\% |
| Argentina | 29\% | 26\% |
| Russia | 29\% | 27\% |
| Canada | 29\% | 30\% |
| India | 28\% | 24\% |
| Colombia | 28\% | 23\% |
| South Korea | 28\% | 17\% |
| Turkey | 28\% | 23\% |
| Netherlands | 26\% | 23\% |
| Mexico | 25\% | 5\% |
| Germany | 24\% | \% |
| China | 24\% |  |
| Singapore | 24\% |  |
| Malaysia | 24\% |  |
| France | 23\% |  |
| Belgium | 23\% |  |
| Peru | 22\% 2 |  |
| Saudi Arabia | 21\% 18 |  |
| Hungary | 20\% 30\% |  |
| Sweden | 17\% 14\% |  |
| Japan | 14\% 28\% |  |

More likely to damage the career of a man

Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

Being unable or unwilling to work beyond your contracted hours

Being unable or unwilling to work beyond contracted hours is seen as equally likely to damage men's and women's careers by over a third (35\%) of participants. This is seen by a higher proportion as more likely to damage the career of a woman (22\%) than that of a man (9\%). Women are more likely than men to state that this could damage a woman's career ( $28 \%$ of women vs $15 \%$ of men).

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More likely to damage the career if a woman

| \% men | \% women |
| :---: | :---: |
| $15 \%$ | $28 \%$ |
| $19 \%$ | $48 \%$ |
| $22 \%$ | $36 \%$ |
| $21 \%$ | $36 \%$ |
| $20 \%$ | $34 \%$ |
| $18 \%$ | $36 \%$ |
| $14 \%$ | $37 \%$ |
| $18 \%$ | $31 \%$ |
| $16 \%$ | $31 \%$ |
| $22 \%$ | $24 \%$ |
| $14 \%$ | $31 \%$ |
| $13 \%$ | $32 \%$ |
| $15 \%$ | $29 \%$ |
| $16 \%$ | $28 \%$ |
| $11 \%$ | $33 \%$ |
| $15 \%$ | $28 \%$ |
| $13 \%$ | $29 \%$ |
| $12 \%$ | $30 \%$ |
| $12 \%$ | $29 \%$ |
| $12 \%$ | $28 \%$ |
| $11 \%$ | $27 \%$ |
| $18 \%$ | $21 \%$ |
| $13 \%$ | $27 \%$ |
| $11 \%$ | $28 \%$ |
| $19 \%$ | $20 \%$ |
| $10 \%$ | $25 \%$ |
| $11 \%$ | $23 \%$ |
| $14 \%$ | $18 \%$ |
| $8 \%$ | $23 \%$ |
| $12 \%$ | $18 \%$ |
| $8 \%$ | $14 \%$ |

Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

Talking about your family life

Talking about family life is seen as equally likely to damage men's and women's careers by nearly one in five participants (19\%). This is seen by a higher proportion as more likely to damage the career of a woman (17\%) than that of a man (7\%). Women are more likely than men to state that talking about family life could damage a woman's career (22\% of women vs $13 \%$ of men).


More likely to damage the career of a man


More likely to damage the career if a woman \% men \% women

Thinking about men and women who work in (COUNTRY), please say whether you think each of the following is more likely to damage the career of a woman who does this, more likely to damage the career of a man who does this, whether they are equally likely to damage the career of men and women who do this, or that it will not damage the career of men or women who do this?

Prioritising your family over work

Prioritising your family over work is seen by a higher proportion of participants as more likely to damage the career of a woman (28\%) than that of a man (10\%). Women are more likely than men to state that prioritising family could damage woman's career ( $36 \%$ of women vs 19\% of men).

More likely to damage the
career if a woman

| More likely to damage the career of a man | career if a woman |  |
| :---: | :---: | :---: |
|  | \% men | \% women |
| 10\% | 19\% | 36\% |
| 11\% | 37\% | 52\% |
| 6\% | 25\% | 49\% |
| 8\% | 25\% | 46\% |
| 7\% | 29\% | 41\% |
| 11\% | 21\% | 48\% |
| 10\% | 22\% | 45\% |
| 6\% | 21\% | 45\% |
| 8\% | 23\% | 42\% |
| 9\% | 21\% | 43\% |
| 11\% | 19\% | 42\% |
| 6\% | 16\% | 44\% |
| 5\% | 22\% | 37\% |
| 13\% | 25\% | 34\% |
| 7\% | 22\% | 37\% |
| 8\% | 21\% | 37\% |
| 13\% | 16\% | 41\% |
| 7\% | 18\% | 36\% |
| 9\% | 18\% | 36\% |
| 12\% | 18\% | 31\% |
| 9\% | 10\% | 37\% |
| 10\% | 14\% | 33\% |
| 12\% | 15\% | 32\% |
| 20\% | 21\% | 23\% |
| 8\% | 15\% | 28\% |
| 9\% | 15\% | 28\% |
| 7\% | 19\% | 23\% |
| 16\% | 15\% | 25\% |
| 15\% | 12\% | 24\% |
| 9\% | 5\% | 20\% |
| 21\% | 9\% | 15\% |

e
career of a woman $28 \%$

Equally likely to damage the career of both
Global Country Average $28 \%$ 27\%


Have your childcare or other caring responsibilities ever prevented you from applying for a job or promotion, or caused you to leave or consider leaving a job, or not?

In total, a quarter of participants (25\%) state that childcare or caring responsibilities have prevented them from applying for jobs or promotions or caused them to leave or consider leaving jobs. Childcare and caring responsibilities have prevented one in seven from applying for a job or promotion. One in ten have considered leaving a job (9\%), and the same proportion had left a job (8\%).

## Global country average

My childcare or other caring responsibilities have prevented me from applying for a job or promotion


My childcare or other caring responsibilities have led me to consider leaving a job


My childcare or other caring responsibilities have led me to leave a job


No, my childcare or other caring responsibilities have never prevented me from applying for a job or promotion, or caused me to leave or consider leaving a job

## I don't have caring responsibilities




6\%

9\%
8\%

Have your childcare or other caring responsibilities ever prevented you from applying for a job or promotion, or caused you to leave or consider leaving a job, or not?

Childcare and caring responsibilities have impacted a quarter of participants (25\%) by preventing them from applying for a job or promotion, or causing them to leave or consider leaving a job. This is higher among women (31\%) than men (19\%).

## \% men



| 19\% | 31\% |
| :---: | :---: |
| 45\% | 44\% |
| 33\% | 40\% |
| 18\% | 50\% |
| 21\% | 47\% |
| 32\% | 37\% |
| 20\% | 42\% |
| 17\% | 44\% |
| 21\% | 39\% |
| 23\% | 37\% |
| 18\% | 39\% |
| 25\% | 32\% |
| 24\% | 32\% |
| 23\% | 30\% |
| 24\% | 29\% |
| 19\% | 27\% |
| 21\% | 25\% |
| 17\% | 28\% |
| 17\% | 27\% |
| 13\% | 30\% |
| 15\% | 27\% |
| 13\% | 28\% |
| 13\% | 26\% |
| 14\% | 25\% |
| 8\% | 30\% |
| 14\% | 23\% |
| 12\% | 23\% |
| 10\% | 26\% |
| 9\% | 20\% |
| 10\% | 15\% |
| 7\% | 12\% |

If you could do your current job role or a future job role in a more flexible way, which of the following would be of interest to you, if any?

Being able to choose when to start and finish work is the top priority for more flexible work (38\%). There is little difference between men and women globally in terms of preference for flexible working mechanisms.


| \% men | \% women |
| :---: | :---: |
| 37\% | 39\% |
| 30\% | 32\% |
| 26\% | 27\% |
| 26\% | 24\% |
| 14\% | 16\% |
| 14\% | 14\% |
| 15\% | 13\% |
| 8\% | 8\% |
| 3\% | 3\% |

## TECHNICAL NOTE

These are the results of a 30-country survey conducted by Ipsos on its Global Advisor online platform. Ipsos interviewed a total of 20,524 adults aged 18-74 in the United States, Canada, Malaysia, South Africa, and Turkey, aged 21-74 in Singapore, and 16-74 in 24 other countries between Friday, January 21 and Friday, February 4, 2022.

The sample consists of approximately 1,000 interviews in each of Australia, Brazil, Canada, mainland China, France, Germany, Great Britain, Italy, Japan, Spain, and the U.S., and 500 individuals in each of Argentina, Belgium, Chile, Colombia, Hungary, India, Malaysia, Mexico, the Netherlands, Peru, Poland, Romania, Russia, Saudi Arabia, Singapore, 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, Colombia, India, Malaysia, Mexico, Peru, Romania, Russia, Saudi Arabia, Singapore, South Africa, and Turkey are more urban, more educated, and/or more affluent than the general population. The survey results for these countries should be viewed as reflecting the views of the more "connected" segment of their population.

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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.
"The Global Country Average" reflects the average results 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.

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.

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