



SECTION DV: WORKPLACE

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<u>18</u>	DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.
<u>19</u>	DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.
<u>20</u>	DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.
<u>21</u>	DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.
<u>22</u>	DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.
<u>23</u>	DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.
<u>24</u>	DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.
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<u>27</u>	DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

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DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		All Countries																					
		Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	14618	8331	6287	5597	5714	3307	3417	5542	5495	7255	6678	3650	4692	6276	9960	4658	14618	0	2334	12284	3885	10733	
Base: Employed (wtd)	8003	4326	3677	3183	3164	1656	2007	3008	2908	3859	3839	2474	2734	2795	5242	2761	8003	..	1181	6822	1930	6074	
10 - Strongly Agree	866	425	441	314	343	209	181	326	352	426	396	266	280	319	554	312	866	0	234	631	326	540	
	11%	10%	12%	10%	11%	13%	9%	11%	12%	11%	10%	11%	10%	11%	11%	11%	11%	-	20%	9%	17%	9%	
			A					F	F										S		U		
9	675	358	317	268	248	159	129	249	289	343	307	169	228	278	419	256	675	0	106	569	186	489	
	8%	8%	9%	8%	8%	10%	6%	8%	10%	9%	8%	7%	8%	10%	8%	9%	8%	-	9%	8%	10%	8%	
						D		F	FG					KL							U		
8	1167	637	530	470	459	238	242	438	479	571	559	339	394	435	775	391	1167	0	161	1005	293	874	
	15%	15%	14%	15%	15%	14%	12%	15%	16%	15%	15%	14%	14%	16%	15%	14%	15%	-	14%	15%	15%	14%	
								F	FG														
7	1045	574	472	431	407	208	218	423	400	501	520	305	347	394	710	336	1045	0	136	910	242	803	
	13%	13%	13%	14%	13%	13%	11%	14%	14%	13%	14%	12%	13%	14%	14%	12%	13%	-	11%	13%	13%	13%	
								F	F														
6	749	428	321	290	314	144	186	302	256	396	330	224	239	285	507	242	749	0	99	650	177	572	
	9%	10%	9%	9%	10%	9%	9%	10%	9%	10%	9%	9%	9%	10%	10%	9%	9%	-	8%	10%	9%	9%	
										J													
5	1360	745	615	539	537	284	425	493	426	674	630	457	467	435	874	485	1360	0	197	1163	305	1055	
	17%	17%	17%	17%	17%	17%	21%	16%	15%	17%	16%	18%	17%	16%	17%	18%	17%	-	17%	17%	16%	17%	
							GH					M											
4	648	375	274	284	249	115	166	265	210	300	317	206	228	214	409	239	648	0	82	567	114	534	
	8%	9%	7%	9%	8%	7%	8%	9%	7%	8%	8%	8%	8%	8%	8%	9%	8%	-	7%	8%	6%	9%	
				E				H													T		
3	598	316	282	228	249	122	173	206	206	260	315	188	232	179	399	200	598	0	53	546	94	504	
	7%	7%	8%	7%	8%	7%	9%	7%	7%	7%	8%	8%	8%	6%	8%	7%	7%	-	4%	8%	5%	8%	
							G				I		M							R		T	
2	363	196	167	131	161	71	103	141	115	167	179	110	138	115	246	116	363	0	40	323	79	284	
	5%	5%	5%	4%	5%	4%	5%	5%	4%	4%	5%	4%	5%	4%	5%	4%	5%	-	3%	5%	4%	5%	
																				R			
1 - Strongly Disagree	533	273	260	227	198	108	183	166	175	222	285	210	181	141	348	184	533	0	73	460	113	420	
	7%	6%	7%	7%	6%	7%	9%	6%	6%	6%	7%	8%	7%	5%	7%	7%	7%	-	6%	7%	6%	7%	
							GH				I	LM	M										

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

	Total	Argentina	Australia	Belgium	Brazil	Canada	China	France	Germany	Great Britain	Hungary	India	Indonesia	Italy	Japan	Mexico	Poland	Russia	Saudi Arabia	South Africa	South Korea	Spain	Sweden	Turkey	United States
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	
Base: Employed (unwtd)	14618	733	630	257	614	677	894	635	682	599	602	937	416	626	648	734	298	448	685	877	691	598	302	360	675
Base: Employed (wtd)	8003	305	299	260	279	334	404	321	335	283	298	456	417	280	317	327	285	445	305	427	334	296	340	324	323
10 - Strongly Agree	866	24	37	15	49	57	20	24	32	39	23	67	52	21	13	22	20	56	44	59	13	26	39	52	61
	11%	8%	12%	6%	18%	17%	5%	7%	10%	13%	8%	15%	12%	7%	4%	7%	7%	13%	14%	14%	4%	9%	11%	16%	19%
9	NT	ACFGJMNOP	ACFGJMNOP	ACFGJMNOP	ACFGJMNOP	ACFGJMNOP	NT	FNT	CFGJMNOP	NT	CFGJMNOP	ACFGJMNOP	NT	T	T	ACFGJMNOP	CFGJMNOP	CFGJMNOP	CFGJMNOP	NT	FNT	CFGJMNOP	CFGJMNOP	CFGJMNOP	CFGJMNOP
	675	19	41	19	22	34	32	13	35	33	18	58	31	14	23	15	12	25	25	47	20	19	35	42	43
8	8%	6%	14%	7%	8%	10%	8%	4%	10%	11%	6%	13%	7%	5%	7%	5%	4%	6%	8%	11%	6%	6%	10%	13%	13%
	ACFGJLMNOPQR	G	AGJMNOP	AGJMNOP	AGJMNOP	AGJMNOP	AGJMNOP	AGJMNOP	AGJMNOP	AGJMNOP	AGJMNOP	AGJMNOP	AGJMNOP	G	G	G	GP	AGJMNOP	AGJMNOP	AGJMNOP	AGJMNOP	AGJMNOP	AGJMNOP	AGJMNOP	AGJMNOP
7	1167	34	46	48	37	63	95	42	48	51	39	77	87	34	39	33	36	44	37	68	36	27	48	41	58
	15%	11%	15%	18%	13%	19%	24%	13%	14%	17%	13%	17%	21%	12%	12%	10%	13%	10%	12%	16%	11%	9%	14%	13%	16%
6	1045	33	45	50	35	45	68	35	35	41	37	53	61	46	41	32	27	55	25	59	59	34	53	35	44
	13%	11%	15%	19%	13%	14%	17%	11%	10%	14%	12%	12%	15%	16%	13%	10%	9%	12%	8%	14%	18%	12%	15%	11%	14%
5	749	20	20	32	20	24	68	42	28	27	14	44	45	37	42	22	30	23	22	36	41	22	29	39	22
	9%	7%	7%	12%	7%	7%	17%	13%	8%	9%	5%	10%	11%	13%	7%	10%	5%	7%	8%	12%	8%	8%	8%	12%	7%
4	1360	40	45	44	67	40	62	62	60	48	40	80	74	49	84	63	61	84	56	50	67	54	50	48	33
	17%	13%	15%	17%	24%	12%	15%	19%	18%	16%	14%	18%	18%	18%	26%	19%	22%	19%	18%	12%	20%	18%	15%	15%	10%
3	648	22	21	16	14	22	32	24	33	17	27	29	28	27	27	18	27	43	32	43	38	22	41	21	24
	8%	7%	7%	6%	5%	7%	8%	8%	10%	6%	9%	6%	7%	10%	8%	6%	10%	10%	10%	11%	8%	12%	6%	7%	7%
2	598	30	25	16	9	22	12	39	26	16	42	17	18	19	22	39	23	48	23	27	32	30	24	20	18
	7%	10%	8%	6%	3%	7%	3%	12%	8%	5%	14%	4%	4%	7%	7%	12%	8%	11%	7%	6%	10%	7%	6%	5%	5%
1 - Strongly Disagree	363	28	8	11	5	12	4	20	17	11	22	16	9	13	12	30	19	22	16	17	15	25	5	17	8
	5%	9%	3%	4%	2%	4%	1%	6%	5%	4%	7%	4%	2%	5%	4%	9%	7%	5%	5%	4%	5%	8%	2%	5%	3%
	BCDEFHIKLMNORSTVX	F	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX	BCDEFHIKLMNORSTVX
	533	55	12	10	21	13	10	20	22	11	36	16	12	19	15	52	29	45	25	21	13	36	16	10	12
	7%	18%	4%	4%	7%	4%	3%	6%	6%	4%	12%	3%	3%	7%	5%	18%	10%	10%	8%	5%	4%	12%	5%	3%	4%
	BCDEFGHIKLMNOPQRSTUWVX	FKL	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX	BCDEFGHIKLMNOPQRSTUWVX

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D/E/F/G/H/I/J/K/L/M/N/O/P/Q/R/S/T/U/V/W/X

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

	Total	North America	LATAM	Europe	APAC	G-8 Countries	BRIC	Middle East/Africa
		A	B	C	D	E	F	G
Base: Employed (unwtd)	14618	1352	2081	4599	4664	4990	2893	1922
Base: Employed (wtd)	8003	657	911	2707	2673	2648	1585	1056
10 - Strongly Agree	866	119	95	239	258	304	192	155
	11%	18%	10%	9%	10%	11%	12%	15%
		BCDEFG				CD	CD	BCDE
9	675	77	56	198	229	220	137	114
	8%	12%	6%	7%	9%	8%	9%	11%
		BCDEF			B	B		BCE
8	1167	121	105	373	423	378	253	146
	15%	18%	12%	14%	16%	14%	16%	14%
		BCDEG			BC	B	B	
7	1045	89	100	357	382	341	211	118
	13%	14%	11%	13%	14%	13%	13%	11%
					BG			
6	749	47	62	260	283	246	155	97
	9%	7%	7%	10%	11%	9%	10%	9%
				AB	AB	AB	AB	
5	1360	74	169	469	495	460	293	153
	17%	11%	19%	17%	19%	17%	19%	15%
			AG	A	AG	AG	AG	A
4	648	47	54	234	218	217	118	96
	8%	7%	6%	9%	8%	8%	7%	9%
				B	B	B		B
3	598	39	78	235	175	210	86	70
	7%	6%	9%	9%	7%	8%	5%	7%
			ADF	ADF		ADF		
2	363	21	63	143	86	114	47	49
	5%	3%	7%	5%	3%	4%	3%	5%
			ADEF	ADF		DF		
1 - Strongly Disagree	533	25	128	199	123	157	91	57
	7%	4%	14%	7%	5%	6%	6%	5%
			ACDEFG	ADE		AD	A	

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F/G

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		Argentina																					
	Argentina	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
Base: Employed (unwtd)	733	402	331	220	299	214	19	63	651	308	425	235	216	282	500	233	733	0	74	659	142	591	
Base: Employed (wtd)	305	169	137	113	118	74	10**	33*	262	116	190	187	72	47	201	105	305	..*	25*	280	45*	260	
10 - Strongly Agree	24	11	13	7	12	5	2	4	18	8	16	16	5	3	15	9	24	0	1	23	3	21	
	8%	6%	10%	6%	10%	7%	17%	11%	7%	7%	8%	9%	7%	6%	7%	9%	8%	-	5%	8%	7%	8%	
9	19	9	10	7	7	5	1	3	15	10	9	12	5	2	13	6	19	0	0	19	0	19	
	6%	6%	7%	6%	6%	6%	13%	8%	6%	9%	5%	7%	6%	5%	7%	5%	6%	-	1%	7%	1%	7%	
8	34	22	13	14	13	7	0	3	31	15	19	21	8	5	26	8	34	0	1	33	5	30	
	11%	13%	9%	12%	11%	10%	-	10%	12%	13%	10%	11%	11%	11%	13%	8%	11%	-	5%	12%	10%	11%	
7	33	19	14	15	12	6	1	3	29	8	25	20	9	4	20	13	33	0	3	30	6	27	
	11%	11%	10%	13%	10%	9%	8%	9%	11%	7%	13%	11%	13%	10%	10%	13%	11%	-	12%	11%	13%	10%	
6	20	12	8	7	9	4	2	3	15	9	12	12	5	3	13	7	20	0	0	20	2	18	
	7%	7%	6%	6%	8%	6%	20%	9%	6%	7%	6%	6%	8%	7%	7%	7%	7%	-	1%	7%	4%	7%	
5	40	22	17	16	11	13	3	3	33	14	26	18	13	9	28	11	40	0	4	36	6	33	
	13%	13%	13%	14%	9%	17%	30%	10%	13%	12%	14%	10%	18%	18%	14%	11%	13%	-	16%	13%	14%	13%	
4	22	14	7	9	7	6	0	1	21	9	13	14	4	4	12	10	22	0	1	20	1	21	
	7%	8%	5%	8%	6%	7%	-	2%	8%	8%	7%	7%	6%	8%	6%	9%	7%	-	5%	7%	2%	8%	
3	30	14	16	9	16	5	0	2	28	13	17	19	6	5	20	10	30	0	2	28	5	26	
	10%	9%	11%	8%	14%	7%	-	7%	11%	11%	9%	10%	9%	10%	10%	10%	10%	-	9%	10%	10%	10%	
2	28	18	10	11	11	6	1	3	24	12	16	19	7	3	16	12	28	0	2	26	6	23	
	9%	11%	7%	10%	9%	8%	8%	9%	9%	10%	9%	10%	9%	7%	8%	11%	9%	-	9%	9%	12%	9%	
1 - Strongly Disagree	55	26	29	18	20	17	0	8	47	18	37	36	10	9	37	18	55	0	10	45	12	43	
	18%	16%	21%	16%	17%	22%	3%	24%	18%	16%	20%	19%	14%	19%	18%	17%	18%	-	38%	16%	26%	17%	
																			S		U		

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		India																					
	India	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	937	730	207	694	202	41	238	437	262	584	353	1	51	885	736	201	937	0	283	654	623	314	
Base: Employed (wtd)	456	234	222	240	156	61**	117	200	139	286	170	1**	35**	420	307	150*	456	-.**	138	318	295	161	
10 - Strongly Agree	67	29	37	33	22	12	27	25	15	46	20	0	5	62	46	20	67	0	23	44	45	22	
	15%	13%	17%	14%	14%	20%	23%	13%	11%	16%	12%	-	14%	15%	15%	14%	15%	-	17%	14%	15%	14%	
9							GH																
	58	25	33	26	23	9	11	23	24	45	13	0	6	52	37	21	58	0	14	44	36	22	
8	13%	11%	15%	11%	15%	15%	9%	12%	17%	16%	8%	-	17%	12%	12%	14%	13%	-	10%	14%	12%	14%	
										J													
7	77	42	34	45	24	7	17	34	26	42	34	0	4	72	55	21	77	0	21	55	49	27	
	17%	18%	15%	19%	15%	12%	14%	17%	19%	15%	20%	-	12%	17%	18%	14%	17%	-	15%	17%	17%	17%	
6																							
	53	26	28	31	20	2	9	27	16	25	28	0	8	46	36	17	53	0	18	35	39	14	
5	12%	11%	12%	13%	13%	3%	8%	14%	12%	9%	17%	-	22%	11%	12%	12%	12%	-	13%	11%	13%	9%	
										I													
4	44	27	18	26	9	9	8	24	12	31	13	0	1	44	32	12	44	0	14	30	30	14	
	10%	11%	8%	11%	5%	16%	7%	12%	9%	11%	8%	-	1%	10%	10%	8%	10%	-	10%	9%	10%	9%	
3																							
	80	44	36	32	35	12	25	31	24	55	25	0	6	74	50	29	80	0	22	58	45	34	
2	18%	19%	16%	13%	23%	21%	21%	15%	17%	19%	15%	-	18%	18%	16%	20%	18%	-	16%	18%	15%	21%	
										C													
1 - Strongly Disagree	29	16	13	22	4	3	7	15	7	14	15	0	3	26	19	11	29	0	10	20	19	10	
	6%	7%	6%	9%	3%	5%	6%	8%	5%	5%	9%	-	8%	6%	6%	7%	6%	-	7%	6%	6%	6%	
	17	9	8	12	2	3	4	7	6	10	7	0	3	15	8	10	17	0	7	10	9	8	
	4%	4%	4%	5%	1%	6%	3%	3%	4%	3%	4%	-	7%	3%	3%	6%	4%	-	5%	3%	3%	5%	
	16	7	9	7	8	1	4	9	3	9	8	0	0	16	13	3	16	0	5	11	11	5	
	4%	3%	4%	3%	5%	2%	4%	4%	2%	3%	4%	-	1%	4%	4%	2%	4%	-	3%	4%	4%	3%	
	16	9	7	7	8	1	5	5	6	10	5	1	0	15	10	5	16	0	4	11	11	4	
	3%	4%	3%	3%	5%	2%	4%	2%	4%	4%	3%	100%	1%	4%	3%	3%	3%	-	3%	4%	4%	3%	

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		Mexico																					
	Mexico	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	734	486	248	300	257	177	465	234	35	381	353	154	232	348	512	222	734	0	140	594	234	500	
Base: Employed (wtd)	327	170	157	147	122	57*	258	61	7*	158	168	195	71	61	210	117	327	..*	42*	285	70	257	
10 - Strongly Agree	22	9	14	9	10	3	20	2	0	8	15	16	3	3	15	7	22	0	2	21	3	19	
	7%	5%	9%	6%	8%	5%	8%	3%	5%	5%	9%	8%	5%	6%	7%	6%	7%	-	4%	7%	4%	8%	
9	15	10	5	8	4	3	12	3	0	7	8	8	3	4	11	5	15	0	4	12	6	10	
	5%	6%	3%	5%	4%	5%	5%	5%	6%	4%	5%	4%	5%	6%	5%	4%	5%	-	9%	4%	8%	4%	
8	33	18	15	15	14	4	27	6	1	10	23	17	9	7	20	13	33	0	3	30	8	25	
	10%	11%	10%	10%	11%	8%	10%	9%	8%	7%	14%	9%	13%	11%	9%	11%	10%	-	8%	10%	11%	10%	
7	32	17	14	11	15	5	28	4	0	15	16	20	6	5	23	9	32	0	2	30	4	28	
	10%	10%	9%	7%	13%	10%	11%	6%	-	10%	10%	10%	9%	8%	11%	7%	10%	-	5%	10%	6%	11%	
6	22	12	9	10	7	5	20	2	0	13	9	14	6	2	13	9	22	0	3	19	5	17	
	7%	7%	6%	7%	6%	9%	8%	3%	4%	8%	5%	7%	8%	3%	6%	8%	7%	-	7%	7%	7%	7%	
5	63	28	35	34	16	13	52	10	1	28	35	43	11	9	36	26	63	0	6	56	7	55	
	19%	16%	22%	23%	13%	22%	20%	16%	18%	18%	21%	22%	15%	15%	17%	23%	19%	-	15%	20%	10%	22%	
4	18	14	4	8	6	4	11	7	0	9	9	9	4	4	15	4	18	0	3	15	3	15	
	6%	8%	3%	5%	5%	7%	4%	11%	4%	6%	5%	5%	6%	7%	7%	3%	6%	-	8%	5%	4%	6%	
3	39	21	18	12	21	6	31	7	1	21	18	23	10	6	24	15	39	0	3	36	9	30	
	12%	12%	12%	8%	17%	11%	12%	12%	9%	13%	11%	12%	15%	10%	11%	13%	12%	-	7%	13%	12%	12%	
2	30	17	13	11	12	7	19	9	1	19	11	12	8	9	23	7	30	0	5	24	12	18	
	9%	10%	9%	8%	10%	12%	7%	15%	21%	12%	7%	6%	12%	15%	11%	6%	9%	-	13%	9%	17%	7%	
1 - Strongly Disagree	52	24	28	29	16	7	39	12	2	29	24	31	9	12	30	22	52	0	10	43	14	39	
	16%	14%	18%	20%	13%	12%	15%	20%	25%	18%	14%	16%	13%	20%	14%	19%	16%	-	23%	15%	20%	15%	

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		Spain																					
	Spain	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	598	303	295	189	275	134	342	206	50	307	291	361	43	194	347	251	598	0	59	539	89	509	
Base: Employed (wtd)	296	158	138	102	129	65	161	112	24*	142	155	137	62*	97	172	124	296	-.*	29*	267	46*	250	
10 - Strongly Agree	26	17	9	9	11	6	16	8	1	10	17	9	7	9	14	12	26	0	2	24	4	23	
	9%	10%	7%	9%	9%	9%	10%	7%	6%	7%	11%	7%	12%	9%	8%	9%	9%	-	8%	9%	8%	9%	
9	19	14	5	9	3	6	8	9	2	9	9	6	5	8	11	7	19	0	4	15	5	13	
	6%	9%	4%	9%	2%	10%	5%	8%	7%	6%	6%	4%	8%	8%	7%	6%	6%	-	13%	6%	11%	5%	
8		B		D		D																	
	27	15	13	13	10	5	16	9	2	12	16	14	4	9	17	10	27	0	1	27	1	26	
7	9%	9%	9%	12%	8%	7%	10%	8%	7%	8%	10%	10%	7%	10%	10%	8%	9%	-	3%	10%	3%	10%	
6	34	19	15	10	17	7	13	18	4	17	17	13	8	13	17	17	34	0	3	31	4	30	
	12%	12%	11%	10%	14%	10%	8%	16%	15%	12%	11%	9%	14%	13%	10%	14%	12%	-	11%	12%	9%	12%	
5							F																
	22	12	11	8	9	5	14	6	2	9	13	11	4	8	13	9	22	0	1	22	2	20	
4	8%	8%	8%	8%	7%	8%	9%	5%	9%	7%	8%	8%	7%	8%	8%	8%	8%	-	3%	8%	5%	8%	
3	54	27	27	22	22	10	35	16	3	29	25	30	9	15	31	23	54	0	2	52	5	49	
	18%	17%	20%	21%	17%	16%	22%	14%	13%	20%	16%	22%	14%	15%	18%	19%	18%	-	6%	20%	11%	20%	
2												M								R			
	22	11	11	9	10	3	13	7	2	11	11	13	3	7	11	11	22	0	1	21	1	21	
1 - Strongly Disagree	8%	7%	8%	9%	8%	5%	8%	6%	7%	8%	7%	9%	4%	7%	7%	9%	8%	-	4%	8%	2%	8%	
	30	16	15	6	18	7	15	12	4	14	16	15	6	10	22	8	30	0	2	28	4	26	
	10%	10%	11%	5%	14%	11%	9%	11%	16%	10%	10%	11%	9%	10%	13%	7%	10%	-	9%	10%	9%	10%	
							C																
	25	13	11	5	11	8	11	11	2	12	12	8	7	10	15	10	25	0	5	20	6	18	
	8%	8%	8%	5%	9%	12%	7%	10%	9%	9%	8%	6%	12%	10%	9%	8%	8%	-	16%	7%	14%	7%	
							C													S			
	36	16	21	11	18	8	19	14	3	18	18	19	8	9	20	16	36	0	8	28	13	23	
	12%	10%	15%	11%	14%	12%	12%	13%	12%	13%	12%	14%	13%	9%	11%	13%	12%	-	28%	10%	28%	9%	
																			S		U		

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		South Africa																					
	South Africa	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	877	445	432	225	391	261	17	160	700	536	341	320	251	306	598	279	877	0	272	605	380	497	
Base: Employed (wtd)	427	204	222	237	120	69	24**	100*	303	200	226	177	110	140	248	179	427	..*	106	320	153	273	
10 - Strongly Agree	59	30	29	24	24	11	1	18	40	30	29	26	15	18	29	30	59	0	21	38	28	31	
	14%	14%	13%	10%	20%	17%	3%	18%	13%	15%	13%	15%	14%	13%	12%	17%	14%	-	20%	12%	18%	11%	
9					C														S		U		
	47	25	23	25	12	11	0	13	34	19	29	17	8	22	23	24	47	0	12	35	15	32	
8	11%	12%	10%	11%	10%	15%	-	13%	11%	9%	13%	10%	8%	16%	9%	14%	11%	-	11%	11%	10%	12%	
					D																		
7	68	34	34	40	17	11	8	9	51	33	35	30	16	21	34	34	68	0	17	50	22	45	
	16%	16%	15%	17%	14%	15%	32%	9%	17%	16%	15%	17%	15%	15%	14%	19%	16%	-	16%	16%	14%	17%	
6																							
	59	25	34	34	17	8	1	16	42	30	29	27	17	15	42	17	59	0	12	47	26	33	
5	14%	12%	15%	14%	14%	12%	5%	16%	14%	15%	13%	15%	15%	11%	17%	9%	14%	-	11%	15%	17%	12%	
4	36	17	19	22	9	5	4	9	23	16	20	16	10	10	21	15	36	0	8	28	9	27	
	8%	8%	9%	9%	8%	7%	18%	9%	8%	8%	9%	9%	9%	7%	8%	8%	8%	-	7%	9%	6%	10%	
3																							
	50	28	21	28	13	8	2	11	37	31	19	20	17	12	39	10	50	0	13	37	22	28	
2	12%	14%	10%	12%	11%	12%	7%	11%	12%	16%	8%	11%	15%	9%	16%	6%	12%	-	12%	11%	14%	10%	
										J					O								
1 - Strongly Disagree	43	16	27	29	8	6	7	8	29	16	27	14	10	19	20	24	43	0	11	32	14	30	
	10%	8%	12%	12%	7%	9%	29%	8%	9%	8%	12%	8%	9%	14%	8%	13%	10%	-	11%	10%	9%	11%	
	27	10	17	13	10	4	0	4	23	12	15	10	8	9	17	10	27	0	4	23	6	21	
	6%	5%	8%	6%	8%	6%	-	4%	8%	6%	7%	6%	7%	7%	7%	6%	6%	-	4%	7%	4%	8%	
	17	10	7	10	5	2	1	4	12	9	8	8	4	5	14	3	17	0	2	14	6	10	
	4%	5%	3%	4%	4%	2%	4%	4%	4%	4%	4%	4%	3%	3%	6%	1%	4%	-	2%	4%	4%	4%	
	21	11	10	13	5	2	1	7	13	6	15	8	5	8	9	12	21	0	6	15	4	17	
	5%	5%	5%	6%	4%	3%	3%	7%	4%	3%	7%	5%	4%	6%	4%	7%	5%	-	5%	5%	3%	6%	

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		Great Britain																					
	Great Britain	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	599	297	302	175	252	172	61	403	135	297	302	150	219	230	409	190	599	0	78	521	107	492	
Base: Employed (wtd)	293	148	145	98	121	74	30*	197	66	142	151	73	108	112	198	95	293	..*	36*	257	50	243	
10 - Strongly Agree	39	19	20	15	11	13	6	25	8	18	21	12	12	15	24	15	39	0	9	30	12	27	
	13%	13%	14%	15%	9%	17%	20%	13%	12%	13%	14%	17%	11%	13%	12%	16%	13%	-	24%	12%	24%	11%	
						D													S		U		
9	33	18	15	11	13	9	2	21	10	16	17	6	14	12	22	11	33	0	6	27	8	25	
	11%	12%	10%	11%	11%	12%	7%	10%	16%	11%	11%	9%	13%	11%	11%	12%	11%	-	16%	11%	16%	10%	
8	51	26	25	15	23	13	6	33	12	22	29	10	22	19	38	13	51	0	6	45	10	41	
	17%	17%	17%	15%	19%	17%	20%	17%	18%	15%	19%	14%	20%	17%	19%	14%	17%	-	17%	17%	20%	17%	
7	41	21	20	12	19	10	2	31	8	24	17	11	11	19	30	11	41	0	4	37	7	34	
	14%	14%	14%	12%	16%	13%	8%	16%	11%	17%	11%	15%	10%	17%	15%	12%	14%	-	12%	14%	13%	14%	
														L									
6	27	13	14	7	10	9	3	18	5	10	17	6	9	12	18	9	27	0	1	25	1	25	
	9%	9%	9%	7%	9%	12%	11%	9%	8%	7%	11%	9%	8%	10%	9%	9%	9%	-	4%	10%	3%	10%	
																				T			
5	48	28	21	16	24	9	5	33	10	25	23	14	18	16	33	15	48	0	7	42	7	42	
	16%	19%	14%	16%	20%	12%	16%	17%	16%	18%	15%	20%	17%	14%	17%	16%	16%	-	19%	16%	13%	17%	
					E																		
4	17	6	10	7	7	3	2	11	3	9	8	5	5	7	10	7	17	0	0	17	1	16	
	6%	4%	7%	7%	5%	4%	7%	6%	5%	6%	5%	6%	4%	7%	5%	7%	6%	-	-	6%	2%	6%	
																				R			
3	16	7	9	6	7	3	3	10	3	10	6	4	7	5	9	7	16	0	0	16	0	16	
	5%	5%	6%	6%	6%	5%	9%	5%	5%	7%	4%	5%	7%	4%	4%	8%	5%	-	1%	6%	1%	6%	
																					T		
2	11	5	6	4	2	5	0	9	2	6	5	1	5	4	8	3	11	0	1	9	3	7	
	4%	3%	4%	4%	2%	6%	-	5%	3%	4%	3%	2%	5%	4%	4%	3%	4%	-	4%	4%	6%	3%	
						D																	
1 - Strongly Disagree	11	5	7	5	5	1	1	7	4	3	8	3	5	4	7	4	11	0	1	10	1	10	
	4%	3%	5%	5%	4%	2%	2%	3%	6%	2%	5%	3%	4%	4%	3%	5%	4%	-	3%	4%	2%	4%	

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		US																					
	United States	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	675	402	273	200	242	233	54	164	457	402	273	288	180	207	450	225	675	0	128	547	170	505	
Base: Employed (wtd)	323	180	143	113	106	104	32*	65	227	191	132	133	79	112	210	112	323	323	62	261	82	241	
10 - Strongly Agree	61	35	26	15	24	22	4	10	47	41	20	24	14	22	37	24	61	0	22	39	27	34	
	19%	20%	18%	14%	22%	21%	14%	15%	21%	21%	15%	18%	18%	20%	18%	21%	19%	-	35%	15%	33%	14%	
9					C	C													S		U		
	43	24	19	16	15	12	3	8	32	27	16	18	7	18	28	15	43	0	8	34	12	31	
8	13%	13%	13%	14%	14%	11%	10%	12%	14%	14%	12%	14%	9%	16%	13%	13%	13%	-	13%	13%	14%	13%	
														L									
7	58	29	28	21	17	20	6	11	41	34	23	22	15	21	40	18	58	0	9	49	15	43	
	18%	16%	20%	18%	16%	19%	19%	17%	18%	18%	18%	16%	19%	19%	19%	16%	18%	-	14%	19%	18%	18%	
6																							
	44	23	20	20	14	9	7	8	28	22	22	16	11	16	32	12	44	0	7	36	8	35	
5	14%	13%	14%	18%	13%	9%	23%	13%	12%	12%	16%	12%	15%	15%	15%	11%	14%	-	12%	14%	10%	15%	
					E		H																
4	22	16	6	10	5	7	3	5	14	14	8	9	4	9	16	6	22	0	5	17	5	17	
	7%	9%	4%	9%	5%	7%	10%	7%	6%	7%	6%	6%	5%	8%	8%	5%	7%	-	8%	6%	7%	7%	
3																							
	33	20	14	10	11	13	2	9	22	18	15	14	10	10	22	12	33	0	4	30	5	28	
2	10%	11%	9%	9%	10%	12%	7%	14%	10%	10%	11%	11%	12%	9%	10%	10%	10%	-	6%	11%	6%	12%	
																						T	
1 - Strongly Disagree	24	12	12	10	7	8	2	5	18	14	10	10	7	7	11	14	24	0	2	22	2	22	
	7%	7%	8%	8%	6%	7%	5%	7%	8%	7%	8%	8%	9%	6%	5%	12%	7%	-	3%	9%	3%	9%	
																				R		T	
	18	8	9	7	7	4	3	4	10	9	9	10	3	4	11	7	18	0	1	16	1	16	
	5%	5%	7%	6%	7%	4%	11%	6%	5%	5%	7%	7%	4%	4%	5%	6%	5%	-	2%	6%	2%	7%	
																						T	
	8	6	3	2	2	4	0	2	7	5	3	3	3	2	7	1	8	0	2	6	3	5	
	3%	3%	2%	2%	2%	4%	-	3%	3%	3%	3%	2%	4%	2%	3%	1%	3%	-	4%	2%	4%	2%	
	12	7	6	2	4	6	1	4	7	7	5	6	4	2	7	5	12	0	2	10	3	9	
	4%	4%	4%	2%	4%	6%	2%	7%	3%	4%	4%	5%	5%	1%	4%	4%	4%	-	3%	4%	3%	4%	
						C		H				M	M										

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in*.

		Saudi Arabia																					
	Saudi Arabia	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	685	565	120	508	166	11	196	119	270	0	0	171	154	360	451	234	685	0	186	499	201	484	
Base: Employed (wtd)	305	224	81*	156	131	18**	82	51*	120	..*	..*	76	67*	161	199	106	305	..*	73	232	84	221	
10 - Strongly Agree	44	35	8	16	23	5	9	7	21	0	0	9	7	27	31	13	44	0	12	32	13	31	
	14%	16%	10%	10%	17%	27%	11%	13%	17%	-	-	12%	10%	17%	15%	12%	14%	-	16%	14%	16%	14%	
9	25	17	7	18	7	0	10	3	8	0	0	3	9	13	20	5	25	0	5	19	6	19	
	8%	8%	9%	12%	5%	-	12%	6%	7%	-	-	4%	13%	8%	10%	5%	8%	-	8%	8%	7%	9%	
8	37	26	11	14	20	3	5	9	20	0	0	5	11	21	29	8	37	0	5	32	9	28	
	12%	12%	14%	9%	15%	18%	6%	18%	17%	-	-	7%	16%	13%	15%	8%	12%	-	7%	14%	11%	13%	
7	25	16	9	13	8	3	5	3	15	0	0	5	4	16	17	7	25	0	4	20	5	19	
	8%	7%	11%	8%	6%	18%	6%	6%	12%	-	-	7%	6%	10%	9%	7%	8%	-	6%	9%	7%	9%	
6	22	15	7	11	11	0	4	5	10	0	0	5	6	11	18	5	22	0	7	15	7	15	
	7%	7%	8%	7%	8%	-	5%	10%	8%	-	-	7%	8%	7%	9%	4%	7%	-	9%	7%	8%	7%	
5	56	43	13	34	18	3	19	11	15	0	0	17	16	23	29	27	56	0	13	43	14	42	
	18%	19%	16%	22%	14%	18%	23%	22%	12%	-	-	22%	24%	14%	15%	25%	18%	-	18%	19%	16%	19%	
4	32	27	5	17	13	2	8	6	11	0	0	11	4	17	19	13	32	0	8	24	9	23	
	10%	12%	7%	11%	10%	9%	10%	12%	9%	-	-	14%	6%	10%	10%	12%	10%	-	11%	10%	10%	10%	
3	23	16	7	14	9	0	7	1	7	0	0	8	4	12	15	8	23	0	7	16	7	15	
	7%	7%	8%	9%	7%	-	8%	2%	6%	-	-	10%	6%	7%	7%	8%	7%	-	9%	7%	9%	7%	
2	16	12	5	9	7	0	10	2	3	0	0	6	3	7	9	7	16	0	5	11	7	10	
	5%	5%	6%	6%	6%	-	12%	5%	3%	-	-	7%	5%	5%	5%	7%	5%	-	7%	5%	8%	4%	
1 - Strongly Disagree	25	17	9	10	14	2	6	3	10	0	0	7	4	14	12	13	25	0	7	18	7	18	
	8%	7%	11%	6%	11%	9%	7%	7%	8%	-	-	10%	7%	8%	6%	12%	8%	-	10%	8%	8%	8%	
																N							

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in¹.

		Canada																															
	Canada	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader												
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	Yes	No	CANADA-PRAIRIES	CANADA-ATLANTIC	CANADA-ALBERTA	CANADA-BRITISH COLUMBIA	NORTHWEST TERRITORIES	CANADA-ONTARIO	CANADA-QUEBEC		
Base: Employed (unwtd)	677	387	290	190	266	221	97	294	286	288	389	255	330	92	430	247	677	0	76	601	105	572	38	47	78	107	0	258	149				
	334	179	155	103	132	94	50*	144	141	137	197	122	147	65*	208	128	334	-*	36*	298	50	284	18*	24*	38*	51	-*	130	73				
	57	27	31	22	19	16	7	23	27	25	32	21	26	11	34	24	57	0	10	47	13	44	1	5	6	7	0	24	14				
10 - Strongly Agree	17%	15%	20%	21%	14%	17%	14%	16%	20%	18%	16%	17%	17%	16%	16%	18%	17%	-	28%	16%	26%	16%	8%	23%	16%	13%	-	18%	19%				
																			S														
																			U														
9	34	20	15	11	14	9	5	14	15	11	23	8	17	9	22	13	34	0	4	30	4	30	0	3	7	5	0	13	7				
	10%	11%	9%	10%	11%	10%	10%	10%	10%	8%	12%	7%	11%	14%	10%	10%	10%	-	12%	10%	9%	10%	3%	12%	18%	10%	-	10%	9%				
														K																			
8	63	32	31	19	29	15	7	29	28	27	36	23	27	13	36	27	63	0	8	55	11	52	6	4	9	10	0	22	12				
	19%	18%	20%	18%	22%	16%	14%	20%	20%	19%	18%	19%	18%	20%	18%	21%	19%	-	23%	18%	23%	18%	34%	16%	23%	19%	-	17%	17%				
																			ab														
7	45	23	22	17	16	12	5	18	21	15	30	18	18	10	30	15	45	0	3	42	5	40	3	1	5	5	0	19	12				
	14%	13%	14%	16%	13%	12%	11%	13%	15%	11%	15%	14%	12%	15%	15%	12%	14%	-	8%	14%	9%	14%	16%	5%	13%	10%	-	15%	16%				
6	24	16	8	7	10	7	2	11	11	11	13	11	10	4	15	10	24	0	1	23	2	23	1	1	2	4	0	11	6				
	7%	9%	5%	6%	8%	8%	4%	8%	8%	8%	7%	9%	7%	6%	7%	8%	7%	-	4%	8%	4%	8%	5%	5%	6%	7%	-	8%	8%				
5	40	24	16	10	18	12	8	15	17	20	20	15	17	7	24	17	40	0	4	36	9	31	2	5	1	7	0	15	9				
	12%	13%	10%	10%	13%	13%	17%	10%	12%	15%	10%	13%	12%	11%	11%	13%	12%	-	12%	12%	18%	11%	12%	20%	3%	14%	-	12%	13%				
																			U														
4	22	12	11	8	7	7	5	12	5	10	12	10	9	3	16	6	22	0	2	21	2	21	2	2	3	3	0	8	4				
	7%	7%	7%	7%	5%	8%	11%	9%	3%	7%	6%	8%	6%	5%	8%	5%	7%	-	4%	7%	3%	7%	14%	7%	9%	6%	-	6%	6%				
3	22	12	10	5	9	8	4	10	7	5	17	6	12	4	15	7	22	0	2	20	2	20	1	0	3	4	0	10	4				
	7%	7%	6%	5%	7%	8%	9%	7%	5%	4%	9%	5%	8%	7%	7%	6%	7%	-	5%	7%	4%	7%	3%	2%	8%	7%	-	8%	5%				
										I																							
2	12	7	5	2	7	3	3	4	5	5	7	4	6	2	8	4	12	0	0	12	0	12	0	1	2	3	0	5	1				
	4%	4%	3%	2%	5%	3%	6%	3%	4%	4%	4%	4%	4%	3%	4%	3%	4%	-	-	4%	-	4%	-	4%	5%	7%	-	4%	2%				
					C																												
1 - Strongly Disagree	13	6	7	6	2	5	2	6	5	7	6	5	6	1	8	5	13	0	2	11	2	11	1	2	0	3	0	5	3				
	4%	3%	5%	6%	2%	5%	4%	4%	3%	5%	3%	4%	4%	2%	4%	4%	4%	-	5%	4%	4%	4%	5%	6%	-	5%	-	4%	5%				
				D		D																	X	X	-	X	-						

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U - V/W/X/Y/Z/a/b * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		France																					
	France	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	635	324	311	211	276	148	101	350	184	252	383	211	208	216	408	227	635	0	27	608	47	588	
Base: Employed (wtd)	321	167	154	114	141	65	53*	177	91	122	198	84	140	96	207	114	321	..*	13**	307	23*	298	
10 - Strongly Agree	24	9	14	8	9	6	6	12	5	9	15	6	11	7	15	8	24	0	2	21	3	20	
	7%	6%	9%	7%	6%	10%	12%	7%	6%	7%	8%	7%	8%	7%	7%	7%	7%	-	17%	7%	14%	7%	
9	13	6	7	4	7	2	3	6	4	4	9	3	3	7	10	3	13	0	1	12	2	11	
	4%	4%	4%	4%	5%	2%	6%	3%	4%	3%	4%	3%	2%	7%	5%	2%	4%	-	6%	4%	7%	4%	
8	42	26	15	17	16	9	6	22	14	19	22	12	18	12	25	17	42	0	3	39	4	37	
	13%	16%	10%	15%	11%	14%	12%	12%	15%	16%	11%	14%	13%	12%	12%	15%	13%	-	23%	13%	19%	13%	
7	B													L									
	35	21	14	13	13	8	2	22	11	14	21	7	16	11	19	16	35	0	1	33	3	32	
6	11%	13%	9%	12%	9%	12%	3%	12%	12%	12%	10%	8%	12%	12%	9%	14%	11%	-	11%	11%	12%	11%	
							F	F															
6	42	19	24	16	21	6	8	24	10	16	26	9	22	12	31	11	42	0	2	40	5	38	
	13%	11%	15%	14%	15%	9%	15%	14%	11%	13%	13%	11%	15%	12%	15%	10%	13%	-	18%	13%	22%	13%	
5	62	30	32	19	29	14	16	33	13	23	38	18	27	17	42	20	62	0	1	60	2	60	
	19%	18%	21%	17%	21%	21%	30%	19%	14%	19%	19%	21%	19%	18%	20%	18%	19%	-	10%	20%	8%	20%	
4							GH																
	24	15	10	10	12	3	1	16	8	10	15	6	10	8	13	12	24	0	0	24	2	23	
3	8%	9%	6%	9%	8%	4%	2%	9%	9%	8%	7%	7%	7%	8%	6%	10%	8%	-	3%	8%	7%	8%	
							F	F															
3	39	19	20	11	16	12	2	23	14	13	26	8	17	14	28	11	39	0	0	38	1	38	
	12%	11%	13%	10%	11%	18%	4%	13%	15%	11%	13%	10%	12%	14%	14%	9%	12%	-	3%	13%	4%	13%	
2							C	F	F														
	20	12	8	7	10	3	2	12	5	7	13	7	9	4	12	8	20	0	0	20	1	19	
1 - Strongly Disagree	6%	7%	5%	6%	7%	5%	5%	7%	6%	6%	7%	8%	7%	4%	6%	7%	6%	-	3%	6%	4%	6%	
	20	9	11	9	8	3	6	8	7	6	14	9	6	5	11	9	20	0	1	20	1	20	
	6%	5%	7%	8%	5%	5%	11%	4%	7%	5%	7%	10%	4%	6%	5%	8%	6%	-	5%	6%	3%	7%	
							G					L											

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		Germany																					
	Germany	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	682	346	336	155	296	231	277	232	173	231	451	154	402	126	572	110	682	0	83	599	149	533	
Base: Employed (wtd)	335	172	163	96	141	98	136	113	86	110	225	74	185	76	280	55	335	335	39*	296	72	262	
10 - Strongly Agree	32	15	17	9	8	15	12	13	7	12	20	9	16	7	28	5	32	0	7	25	11	21	
	10%	9%	11%	9%	6%	16%	9%	12%	9%	11%	9%	12%	9%	9%	10%	9%	10%	-	18%	9%	15%	8%	
						CD													S		U		
9	35	15	20	9	15	11	11	12	12	12	23	6	20	9	27	8	35	0	4	31	10	25	
	10%	9%	12%	10%	10%	11%	8%	11%	14%	11%	10%	8%	11%	12%	10%	14%	10%	-	10%	11%	13%	10%	
8	48	29	19	13	22	14	16	17	15	14	34	9	26	13	41	8	48	0	5	43	11	38	
	14%	17%	12%	14%	15%	14%	12%	15%	17%	13%	15%	12%	14%	18%	14%	14%	14%	-	13%	15%	15%	14%	
			B																				
7	35	18	17	9	17	9	15	10	10	10	25	6	20	9	29	6	35	0	6	29	8	27	
	10%	10%	11%	10%	12%	9%	11%	9%	12%	9%	11%	8%	11%	12%	11%	10%	10%	-	14%	10%	12%	10%	
6	28	17	11	10	12	6	12	11	5	11	17	8	14	6	22	5	28	0	2	26	2	25	
	8%	10%	7%	11%	8%	6%	9%	9%	6%	10%	8%	11%	8%	8%	8%	10%	8%	-	4%	9%	3%	10%	
																					T		
5	60	31	28	19	23	18	26	19	15	20	39	15	32	12	53	7	60	0	7	52	12	48	
	18%	18%	17%	20%	16%	18%	19%	17%	17%	18%	17%	20%	18%	16%	19%	13%	18%	-	19%	18%	17%	18%	
4	33	17	16	11	13	9	13	12	8	12	20	6	21	6	29	4	33	0	2	30	6	26	
	10%	10%	10%	11%	9%	9%	10%	10%	9%	11%	9%	8%	12%	8%	10%	7%	10%	-	6%	10%	9%	10%	
3	26	12	14	8	14	3	12	9	5	6	19	5	15	5	21	5	26	0	1	24	5	21	
	8%	7%	8%	9%	10%	3%	9%	8%	6%	6%	9%	7%	8%	6%	7%	9%	8%	-	4%	8%	7%	8%	
				E	E																		
2	17	8	9	3	7	6	8	4	5	4	12	3	10	5	13	4	17	0	2	14	3	14	
	5%	4%	6%	3%	5%	7%	6%	4%	6%	4%	6%	3%	5%	6%	5%	7%	5%	-	6%	5%	4%	5%	
1 - Strongly Disagree	22	10	12	4	11	7	11	6	5	7	14	8	10	4	18	4	22	0	2	20	4	18	
	6%	6%	7%	4%	8%	7%	8%	5%	5%	7%	6%	10%	5%	5%	6%	7%	6%	-	5%	7%	5%	7%	
												L											

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in*.

		Australia																												
	Australia	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		REGION							
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	METRO	NON-METRO	VIC/TAS	NSW/ACT	QLD	SA/NT	WA	
Base: Employed (unwtd)	630	325	305	199	214	217	70	341	219	345	285	170	177	283	415	215	630	0	104	526	135	495	443	187	191	244	82	60	53	
Base: Employed (wtd)	299	162	137	123*	99	77	38*	176	85	144	156	60	184	55	193	107	299	-**	50*	249	59*	240	201	99	95*	108	43*	31*	22*	
10 - Strongly Agree	37	19	19	15	6	16	2	26	10	19	19	9	21	7	21	17	37	0	5	32	6	31	23	14	14	12	5	6	1	
	12%	12%	14%	13%	6%	20%	5%	14%	12%	13%	12%	15%	11%	13%	11%	15%	12%	-	10%	13%	10%	13%	12%	14%	14%	11%	11%	18%	4%	
9	41	14	27	20	13	8	4	23	14	17	24	5	26	10	20	21	41	0	6	35	7	34	30	10	19	10	4	3	4	
	14%	9%	20%	16%	13%	11%	12%	13%	16%	12%	15%	8%	14%	18%	11%	19%	14%	-	12%	14%	12%	14%	15%	11%	20%	10%	10%	9%	19%	
8	46	23	23	18	17	10	6	24	16	21	24	12	26	8	26	20	46	0	7	39	6	39	29	16	15	11	9	8	2	
	15%	14%	16%	15%	17%	14%	16%	13%	19%	15%	16%	20%	14%	14%	13%	19%	15%	-	14%	16%	11%	16%	15%	16%	16%	10%	22%	24%	11%	
7	45	27	18	16	17	12	3	30	12	25	20	6	31	8	35	9	45	0	10	34	11	34	29	15	9	21	9	3	2	
	15%	17%	13%	13%	17%	15%	9%	17%	14%	17%	13%	10%	17%	14%	18%	9%	15%	-	21%	14%	18%	14%	15%	15%	10%	19%	21%	10%	11%	
6	20	15	5	9	9	3	1	12	7	9	11	5	9	5	15	5	20	0	1	19	3	17	18	2	5	8	1	3	3	
	7%	9%	4%	7%	9%	3%	3%	7%	9%	6%	7%	9%	5%	10%	8%	5%	7%	-	3%	8%	5%	7%	9%	2%	5%	7%	3%	9%	15%	
5	45	23	22	20	14	12	10	26	9	18	27	9	29	6	29	16	45	0	8	37	11	33	30	15	15	19	4	4	3	
	15%	14%	16%	16%	14%	15%	26%	15%	10%	12%	17%	15%	16%	12%	15%	15%	15%	-	16%	15%	19%	14%	15%	15%	16%	18%	9%	12%	12%	
4	21	15	6	8	8	5	6	10	4	12	9	3	14	3	16	4	21	0	8	12	8	12	13	8	9	9	1	0	1	
	7%	9%	4%	6%	8%	6%	15%	6%	5%	8%	6%	5%	8%	6%	9%	4%	7%	-	17%	6%	14%	5%	6%	8%	10%	8%	3%	0	6%	
3	25	12	13	10	10	5	2	13	10	14	12	7	15	4	15	10	25	0	3	22	4	21	14	12	4	11	6	2	2	
	8%	8%	9%	8%	11%	6%	5%	7%	12%	10%	7%	11%	8%	7%	8%	9%	8%	-	7%	9%	7%	9%	7%	12%	4%	10%	14%	7%	10%	
2	8	5	3	3	2	3	1	5	3	3	5	2	5	1	6	2	8	0	0	8	0	8	6	1	1	2	1	3	2	
	3%	3%	2%	3%	2%	4%	2%	3%	3%	2%	3%	3%	3%	3%	3%	2%	3%	-	-	3%	0	3%	3%	1%	1%	2%	2%	9%	8%	
1 - Strongly Disagree	12	10	3	5	3	4	3	9	0	6	6	2	8	2	9	3	12	0	1	12	2	11	8	5	4	5	2	1	1	
	4%	6%	2%	4%	3%	6%	8%	5%	1%	4%	4%	4%	4%	4%	5%	3%	4%	-	2%	5%	3%	4%	4%	5%	4%	5%	4%	2%	5%	

Proportions:Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U - V/W - X/Y/Z/a/b * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		Japan																					
	Japan	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	648	396	252	188	269	191	360	233	55	361	287	175	140	333	427	221	648	0	85	563	113	535	
Base: Employed (wtd)	317	191	126	100	119	98	176	114	27*	175	142	86	67	164	207	110	317	-.*	41*	276	54	263	
10 - Strongly Agree	13	8	6	3	4	6	7	4	2	8	5	4	1	8	8	5	13	0	5	8	5	8	
	4%	4%	4%	3%	4%	6%	4%	4%	8%	5%	3%	5%	2%	5%	4%	5%	4%	-	12%	3%	9%	3%	
9	23	12	11	5	8	10	15	6	2	14	8	7	5	11	14	9	23	0	5	18	7	16	
	7%	6%	9%	5%	7%	10%	9%	5%	9%	8%	6%	8%	8%	6%	7%	8%	7%	-	12%	6%	13%	6%	
8	39	23	16	11	13	14	19	17	3	25	14	11	9	19	26	13	39	0	4	35	6	33	
	12%	12%	13%	11%	11%	15%	11%	15%	11%	14%	10%	13%	14%	11%	13%	12%	12%	-	10%	13%	12%	12%	
7	41	20	21	13	17	11	20	17	4	23	18	9	7	25	25	16	41	0	5	36	5	36	
	13%	11%	16%	13%	14%	11%	11%	15%	14%	13%	13%	10%	10%	15%	12%	14%	13%	-	12%	13%	9%	14%	
6	42	23	19	13	16	13	24	14	4	23	20	12	7	23	28	15	42	0	5	37	6	37	
	13%	12%	15%	13%	14%	14%	14%	12%	16%	13%	14%	14%	10%	14%	13%	13%	13%	-	13%	13%	11%	14%	
5	84	56	27	26	34	23	48	29	7	44	39	23	18	42	54	29	84	0	12	72	18	65	
	26%	29%	22%	26%	29%	24%	27%	25%	26%	25%	28%	27%	27%	26%	26%	27%	26%	-	29%	26%	34%	25%	
4	27	14	13	11	11	5	16	9	2	15	12	7	7	13	16	11	27	0	1	26	2	25	
	8%	7%	10%	11%	9%	5%	9%	8%	7%	8%	9%	9%	10%	8%	8%	10%	8%	-	2%	9%	4%	10%	
3	22	19	3	9	5	8	11	10	2	10	11	4	5	12	16	6	22	0	2	19	3	18	
	7%	10%	3%	9%	4%	8%	6%	9%	6%	6%	8%	5%	7%	8%	8%	5%	7%	-	6%	7%	6%	7%	
2	12	7	4	3	5	4	5	6	0	7	5	5	4	3	8	4	12	0	1	11	1	10	
	4%	4%	3%	3%	4%	4%	3%	5%	2%	4%	3%	5%	5%	2%	4%	3%	4%	-	2%	4%	2%	4%	
1 - Strongly Disagree	15	9	6	6	6	3	12	3	0	6	9	4	4	7	12	3	15	0	1	14	1	14	
	5%	5%	4%	6%	5%	3%	7%	2%	2%	3%	6%	5%	6%	4%	6%	3%	5%	-	3%	5%	1%	6%	
							G															T	

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		South Korea																					
	South Korea	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	691	396	295	211	329	151	84	305	302	458	233	7	158	526	517	174	691	0	124	567	208	483	
Base: Employed (wtd)	334	185	149	103	153	77	41*	147	146	221	112	4**	78	251	246	87	334	334	61	273	101	233	
10 - Strongly Agree	13	7	6	5	6	2	1	4	7	8	5	0	5	7	10	3	13	0	4	9	5	7	
	4%	4%	4%	5%	4%	2%	4%	3%	5%	4%	4%	-	7%	3%	4%	3%	4%	-	7%	3%	5%	3%	
9													M										
	20	13	7	4	9	7	1	8	11	14	6	1	4	16	15	5	20	0	4	16	8	13	
8	6%	7%	4%	4%	6%	9%	3%	6%	7%	7%	5%	14%	5%	6%	6%	6%	6%	-	7%	6%	8%	5%	
7	36	19	17	9	19	8	2	11	23	27	9	0	5	31	28	8	36	0	11	25	15	21	
	11%	10%	11%	9%	12%	10%	6%	8%	15%	12%	8%	-	7%	12%	11%	10%	11%	-	17%	9%	15%	9%	
6									FG										S		U		
	59	33	25	18	25	15	5	26	27	41	17	1	10	48	42	17	59	0	9	50	18	41	
5	18%	18%	17%	18%	16%	20%	13%	18%	19%	19%	15%	14%	13%	19%	17%	19%	18%	-	15%	18%	18%	18%	
4	41	24	17	10	21	10	6	19	16	27	14	0	9	31	34	7	41	0	5	35	10	30	
	12%	13%	12%	10%	13%	13%	14%	13%	11%	12%	13%	13%	12%	12%	14%	8%	12%	-	9%	13%	10%	13%	
3																							
	67	37	29	19	32	16	10	30	27	41	26	1	20	46	49	18	67	0	14	53	22	45	
2	20%	20%	20%	18%	21%	21%	24%	20%	19%	19%	23%	30%	25%	18%	20%	21%	20%	-	23%	19%	22%	19%	
1 - Strongly Disagree	38	20	18	14	17	7	5	19	14	24	13	0	9	28	27	11	38	0	5	33	10	28	
	11%	11%	12%	13%	11%	9%	12%	13%	10%	11%	12%	-	12%	11%	11%	13%	11%	-	8%	12%	9%	12%	
3																							
	32	16	16	13	14	6	5	15	12	20	13	0	7	25	20	13	32	0	5	27	8	24	
2	10%	9%	11%	12%	9%	8%	13%	11%	8%	9%	11%	13%	9%	10%	8%	14%	10%	-	8%	10%	8%	10%	
																N							
1 - Strongly Disagree	15	8	7	5	6	4	3	8	4	10	5	1	4	10	13	2	15	0	2	13	2	13	
	5%	4%	5%	5%	4%	5%	8%	5%	3%	5%	4%	14%	5%	4%	5%	3%	5%	-	3%	5%	2%	6%	
1 - Strongly Disagree																							
	13	7	6	5	5	3	1	7	5	9	5	0	3	10	10	4	13	0	2	12	3	11	
1 - Strongly Disagree	4%	4%	4%	5%	3%	4%	3%	5%	4%	4%	4%	-	4%	4%	4%	4%	4%	-	3%	4%	3%	5%	

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		Russia																					
	Russia	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	448	210	238	163	177	108	12	37	399	222	226	87	255	106	287	161	448	0	26	422	65	383	
Base: Employed (wtd)	445	218	227	184	161	100	12**	37*	396	218	228	127*	240	79	285	160	445	..*	26**	419	63*	382	
10 - Strongly Agree	56	24	33	24	16	16	1	3	53	28	29	13	35	8	34	23	56	0	8	48	12	44	
	13%	11%	14%	13%	10%	16%	7%	7%	13%	13%	13%	11%	15%	10%	12%	14%	13%	-	31%	11%	19%	12%	
9	25	16	9	10	9	7	0	3	23	14	11	8	11	6	19	6	25	0	2	23	4	21	
	6%	7%	4%	5%	5%	7%	-	7%	6%	7%	5%	6%	5%	8%	7%	4%	6%	-	8%	6%	7%	5%	
8	44	18	26	20	13	10	1	1	42	18	26	9	24	11	27	17	44	0	4	39	9	35	
	10%	8%	11%	11%	8%	10%	7%	3%	11%	8%	11%	7%	10%	14%	9%	10%	10%	-	16%	9%	14%	9%	
7	55	31	24	10	24	20	1	5	49	29	25	21	22	12	35	20	55	0	3	52	6	49	
	12%	14%	11%	6%	15%	20%	7%	14%	12%	14%	11%	16%	9%	16%	12%	13%	12%	-	12%	12%	10%	13%	
6	23	14	9	12	6	5	0	4	19	13	10	3	12	8	17	6	23	0	2	21	7	17	
	5%	7%	4%	7%	4%	5%	-	11%	5%	6%	5%	2%	5%	11%	6%	4%	5%	-	7%	5%	10%	4%	
5	84	37	47	35	34	15	4	5	75	40	45	23	50	12	49	35	84	0	5	80	12	72	
	19%	17%	21%	19%	21%	15%	33%	14%	19%	18%	20%	18%	21%	15%	17%	22%	19%	-	18%	19%	19%	19%	
4	43	22	21	18	15	10	0	4	39	21	22	12	20	11	28	15	43	0	1	42	4	38	
	10%	10%	9%	10%	9%	9%	-	9%	10%	10%	9%	9%	8%	14%	10%	9%	10%	-	3%	10%	7%	10%	
3	48	26	23	21	19	8	4	6	38	24	24	15	28	5	31	18	48	0	0	48	3	46	
	11%	12%	10%	11%	12%	8%	38%	16%	10%	11%	11%	12%	12%	7%	11%	11%	11%	-	-	12%	4%	12%	
2	22	10	12	9	11	2	1	2	18	10	12	7	14	1	15	7	22	0	0	22	0	22	
	5%	5%	5%	5%	7%	2%	9%	6%	5%	4%	5%	5%	6%	1%	5%	4%	5%	-	-	5%	-	6%	
1 - Strongly Disagree	45	22	23	24	13	8	0	5	40	22	23	17	23	5	31	14	45	0	2	43	6	39	
	10%	10%	10%	13%	8%	8%	-	12%	10%	10%	10%	13%	10%	6%	11%	9%	10%	-	6%	10%	10%	10%	

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		Sweden																					
	Sweden	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
Base: Employed (unwtd)	302	171	131	77	124	101	80	180	42	99	203	188	52	62	220	82	302	0	43	259	53	249	
Base: Employed (wtd)	340	185*	155*	110*	132*	97*	85**	204*	51**	107*	232*	51	191*	97*	241*	99*	340	..*	56**	283	69**	271*	
10 - Strongly Agree	39	24	15	6	23	10	7	27	5	19	20	7	17	15	25	14	39	0	24	15	24	15	
	11%	13%	10%	5%	17%	11%	8%	13%	11%	18%	9%	13%	9%	16%	11%	14%	11%	-	43%	5%	35%	6%	
9	35	28	7	10	15	10	6	21	8	15	19	6	17	12	20	15	35	0	4	31	5	30	
	10%	15%	4%	9%	11%	10%	7%	10%	16%	14%	8%	12%	9%	12%	8%	15%	10%	-	6%	11%	7%	11%	
8	48	21	27	17	16	15	8	36	4	16	32	10	26	12	38	10	48	0	10	38	13	35	
	14%	11%	17%	15%	12%	15%	10%	18%	8%	15%	14%	19%	14%	13%	16%	10%	14%	-	17%	14%	19%	13%	
7	53	29	24	26	12	14	19	20	14	7	45	5	29	18	37	15	53	0	3	50	5	48	
	15%	15%	16%	24%	9%	15%	22%	10%	28%	7%	19%	9%	15%	19%	16%	15%	15%	-	5%	17%	7%	18%	
6	29	12	17	8	15	5	4	19	5	7	22	4	13	11	17	12	29	0	4	24	6	23	
	8%	6%	11%	7%	12%	5%	5%	9%	10%	7%	9%	8%	7%	11%	7%	12%	8%	-	7%	9%	8%	8%	
5	50	23	27	15	20	15	17	30	3	19	31	5	32	13	38	12	50	0	2	48	9	41	
	15%	12%	18%	14%	15%	15%	20%	15%	6%	18%	13%	10%	17%	14%	16%	12%	15%	-	4%	17%	13%	15%	
4	41	26	15	13	17	11	5	32	4	15	26	6	32	3	28	13	41	0	8	33	1	40	
	12%	14%	9%	12%	13%	12%	6%	16%	8%	14%	11%	12%	17%	3%	12%	13%	12%	-	13%	12%	1%	15%	
3	24	10	15	4	10	10	13	7	4	4	20	3	18	3	19	6	24	0	0	24	1	24	
	7%	5%	9%	4%	8%	11%	16%	3%	8%	4%	9%	7%	9%	3%	8%	6%	7%	-	0	9%	1%	9%	
2	5	3	3	2	3	0	0	4	1	2	3	2	0	3	3	3	5	0	0	5	0	5	
	2%	1%	2%	2%	2%	0	0	2%	3%	2%	1%	5%	-	3%	1%	3%	2%	-	-	2%	-	2%	
1 - Strongly Disagree	16	11	6	9	2	6	6	9	2	2	14	3	7	6	15	1	16	0	2	14	6	10	
	5%	6%	4%	8%	1%	6%	7%	4%	3%	2%	6%	5%	4%	7%	6%	1%	5%	-	4%	5%	8%	4%	

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		Indonesia																					
	Indonesia	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	416	214	202	231	147	38	51	197	168	243	173	154	29	233	213	203	416	0	61	355	118	298	
Base: Employed (wtd)	417	208	209	217	150	50*	48*	193	176	250	167	150	29**	238	216	201	417	..*	62*	354	122	295	
10 - Strongly Agree	52	27	25	25	19	8	6	24	21	34	17	24	3	24	28	23	52	0	13	39	26	26	
	12%	13%	12%	12%	12%	16%	14%	13%	12%	14%	10%	16%	12%	10%	13%	12%	12%	-	20%	11%	21%	9%	
9	31	13	18	16	11	4	3	13	15	22	9	6	1	23	13	18	31	0	3	28	7	23	
	7%	6%	9%	7%	7%	8%	6%	7%	9%	9%	5%	4%	5%	10%	6%	9%	7%	-	5%	8%	6%	8%	
8	87	41	45	42	33	12	12	32	44	57	30	26	9	52	47	40	87	0	10	77	21	66	
	21%	20%	22%	20%	22%	23%	24%	16%	25%	23%	18%	17%	30%	22%	22%	20%	21%	-	16%	22%	17%	22%	
7	61	36	26	31	20	10	4	23	34	34	27	19	3	39	35	26	61	0	12	50	21	41	
	15%	17%	12%	14%	14%	21%	9%	12%	19%	14%	16%	13%	12%	16%	16%	13%	15%	-	19%	14%	17%	14%	
6	45	27	18	20	18	8	7	23	16	30	15	14	3	28	25	20	45	0	8	37	15	30	
	11%	13%	9%	9%	12%	16%	14%	12%	9%	12%	9%	9%	11%	12%	12%	10%	11%	-	13%	10%	12%	10%	
5	74	32	42	43	26	4	6	42	26	34	39	34	3	36	33	41	74	0	11	63	18	56	
	18%	15%	20%	20%	18%	8%	12%	22%	15%	14%	24%	23%	11%	15%	15%	20%	18%	-	17%	18%	15%	19%	
4	28	13	16	18	9	1	5	17	6	18	10	13	2	14	13	15	28	0	1	28	3	26	
	7%	6%	7%	8%	6%	3%	9%	9%	4%	7%	6%	8%	7%	6%	6%	8%	7%	-	1%	8%	2%	9%	
3	18	9	9	11	6	1	4	9	5	8	10	10	0	8	11	8	18	0	0	18	1	17	
	4%	5%	4%	5%	4%	3%	8%	5%	3%	3%	6%	7%	-	4%	5%	4%	4%	-	-	5%	1%	6%	
2	9	4	5	5	3	1	0	4	5	5	4	1	2	6	4	5	9	0	0	9	1	8	
	2%	2%	3%	2%	2%	3%	-	2%	3%	2%	2%	1%	6%	3%	2%	3%	2%	-	-	3%	1%	3%	
1 - Strongly Disagree	12	5	6	7	5	0	2	5	5	7	5	3	2	7	7	4	12	0	5	7	8	3	
	3%	3%	3%	3%	3%	-	4%	3%	3%	3%	3%	2%	6%	3%	3%	2%	3%	-	7%	2%	7%	1%	
																		S		U			

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		Turkey																					
	Turkey	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	360	288	72	265	94	1	13	144	203	215	145	68	58	234	260	100	360	0	57	303	158	202	
Base: Employed (wtd)	324	180	145*	155	162*	7**	10**	109*	205*	212*	112*	68**	50**	206*	215	110*	324	..*	72**	252	142*	183*	
10 - Strongly Agree	52	16	37	18	34	0	1	16	35	20	32	5	5	42	41	11	52	0	32	20	40	12	
	16%	9%	25%	12%	21%	-	10%	15%	17%	10%	29%	8%	10%	20%	19%	10%	16%	-	44%	8%	28%	7%	
9		A								I										U			
	42	20	22	15	19	7	1	11	29	32	9	9	12	21	19	23	42	0	5	36	7	34	
	13%	11%	15%	10%	12%	100%	13%	10%	14%	15%	8%	14%	24%	10%	9%	21%	13%	-	8%	14%	5%	19%	
8																N					T		
	41	30	11	19	22	0	0	10	31	27	14	7	8	27	31	10	41	0	5	36	18	23	
	13%	17%	7%	12%	14%	-	-	9%	15%	13%	12%	10%	15%	13%	15%	9%	13%	-	7%	14%	13%	13%	
7																							
	35	28	6	22	12	0	0	12	22	25	10	6	2	27	27	8	35	0	5	29	18	16	
	11%	16%	4%	14%	8%	-	-	11%	11%	12%	9%	9%	4%	13%	13%	7%	11%	-	8%	12%	13%	9%	
6		B																					
	39	22	17	19	20	0	2	14	22	27	12	8	5	26	27	12	39	0	8	30	18	21	
	12%	12%	12%	12%	12%	-	23%	13%	11%	13%	10%	11%	10%	13%	12%	11%	12%	-	11%	12%	13%	11%	
5																							
	48	28	19	26	22	0	1	20	27	32	16	13	8	27	30	18	48	0	7	41	16	32	
	15%	16%	13%	17%	13%	-	15%	18%	13%	15%	14%	19%	15%	13%	14%	16%	15%	-	10%	16%	11%	18%	
4																							
	21	19	2	14	7	0	3	8	10	12	9	6	3	12	16	5	21	0	3	18	9	12	
	6%	10%	1%	9%	4%	-	33%	7%	5%	6%	8%	9%	6%	6%	7%	5%	6%	-	5%	7%	6%	7%	
3		B																					
	20	10	11	10	10	0	0	5	15	14	6	2	4	14	16	4	20	0	2	18	6	15	
	6%	5%	7%	6%	6%	-	-	5%	7%	7%	6%	2%	8%	7%	7%	4%	6%	-	2%	7%	4%	8%	
2																							
	17	3	14	5	12	0	1	10	7	15	2	9	2	6	5	12	17	0	2	15	6	11	
	5%	2%	10%	3%	7%	-	7%	9%	3%	7%	2%	13%	5%	3%	2%	11%	5%	-	3%	6%	4%	6%	
1 - Strongly Disagree		A																					
	10	4	6	6	4	0	0	3	8	8	3	4	1	5	4	7	10	0	2	9	4	6	
	3%	2%	4%	4%	3%	-	-	3%	4%	4%	2%	6%	2%	3%	2%	6%	3%	-	2%	3%	3%	3%	

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		Hungary																					
	Hungary	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	602	247	355	185	278	139	262	265	11	266	336	95	342	165	388	214	602	0	53	549	66	536	
Base: Employed (wtd)	298	168	130	129	106	63	140	125	4**	117	181	70*	177	52	193	106	298	29*	23*	275	28*	270	
10 - Strongly Agree	23	10	13	11	7	4	9	13	1	13	10	5	15	4	14	9	23	0	5	18	6	17	
	8%	6%	10%	9%	7%	7%	6%	10%	18%	11%	5%	7%	8%	7%	7%	9%	8%	-	22%	7%	20%	6%	
9										J									S		U		
	18	9	10	10	5	4	7	8	0	7	11	2	11	4	10	8	18	0	2	17	2	17	
8	6%	5%	7%	7%	5%	6%	5%	6%	11%	6%	6%	3%	6%	9%	5%	8%	6%	-	7%	6%	6%	6%	
7	39	22	17	19	11	9	19	15	1	16	23	5	22	12	23	16	39	0	3	36	4	34	
	13%	13%	13%	14%	10%	14%	13%	12%	21%	13%	13%	7%	12%	24%	12%	15%	13%	-	12%	13%	16%	13%	
6														KL									
	37	22	15	13	14	10	15	18	0	15	22	9	24	5	26	11	37	0	2	35	2	35	
5	12%	13%	11%	10%	13%	15%	11%	14%	11%	13%	12%	13%	13%	9%	13%	11%	12%	-	8%	13%	6%	13%	
4	14	10	3	3	8	2	5	7	0	6	8	3	9	2	8	5	14	0	1	12	2	11	
	5%	6%	2%	2%	8%	3%	4%	6%	-	5%	4%	4%	5%	4%	4%	5%	5%	-	6%	4%	9%	4%	
3					C																		
	40	20	20	14	18	9	19	15	0	17	23	8	24	9	28	12	40	0	5	35	6	34	
2	14%	12%	15%	11%	17%	14%	14%	12%	13%	15%	13%	11%	13%	17%	14%	12%	14%	-	22%	13%	21%	13%	
1 - Strongly Disagree	27	16	11	13	11	3	13	13	0	10	17	9	16	2	18	9	27	0	2	25	2	25	
	9%	10%	8%	10%	10%	5%	9%	10%	-	8%	10%	13%	9%	4%	9%	8%	9%	-	7%	9%	6%	9%	
3														M									
	42	26	16	21	12	8	22	14	1	17	25	13	23	6	28	14	42	0	3	39	3	39	
2	14%	15%	12%	16%	12%	13%	16%	11%	22%	14%	14%	19%	13%	11%	15%	13%	14%	-	11%	14%	11%	14%	
1 - Strongly Disagree	22	15	7	9	9	4	9	11	0	6	16	5	15	3	17	6	22	0	0	22	0	22	
	7%	9%	5%	7%	8%	7%	6%	9%	-	5%	9%	6%	8%	5%	9%	5%	7%	-	1%	8%	1%	8%	
1 - Strongly Disagree																							
	36	17	19	16	10	10	22	12	0	12	25	12	19	5	21	15	36	0	1	35	1	35	
1 - Strongly Disagree	12%	10%	14%	13%	9%	16%	16%	9%	4%	10%	14%	17%	11%	10%	11%	14%	12%	-	4%	13%	5%	13%	

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		Poland																					
	Poland	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	298	172	126	100	122	76	210	79	9	174	124	18	213	67	230	68	298	0	42	256	68	230	
Base: Employed (wtd)	285	162	122	104*	110	70*	205	72*	8**	164	121	29**	200	55*	217	68*	285	..*	38*	247	61*	224	
10 - Strongly Agree	20	10	10	11	5	4	12	8	0	16	4	0	16	4	18	2	20	0	6	14	4	16	
	7%	6%	8%	11%	5%	5%	6%	12%	-	10%	3%	-	8%	8%	8%	3%	7%	-	15%	6%	6%	7%	
9	12	6	6	2	6	4	9	3	0	5	6	0	12	0	9	3	12	0	3	9	4	8	
	4%	4%	5%	2%	6%	5%	5%	4%	-	3%	5%	-	6%	-	4%	4%	4%	-	7%	4%	6%	4%	
8	36	21	15	12	11	14	23	9	4	20	16	3	26	7	30	7	36	0	3	34	6	30	
	13%	13%	12%	11%	10%	19%	11%	12%	55%	12%	13%	10%	13%	13%	14%	10%	13%	-	7%	14%	10%	14%	
7	27	16	11	15	7	5	19	6	2	16	11	2	16	8	21	6	27	0	3	24	6	20	
	9%	10%	9%	14%	6%	8%	9%	9%	24%	10%	9%	6%	8%	15%	9%	9%	9%	-	7%	10%	10%	9%	
6	30	15	14	9	13	7	22	8	0	20	10	3	21	6	21	9	30	0	6	24	9	21	
	10%	9%	12%	9%	12%	10%	11%	11%	-	12%	8%	11%	10%	10%	10%	13%	10%	-	15%	10%	15%	9%	
5	61	39	22	20	27	14	45	15	1	34	27	8	42	11	45	16	61	0	11	50	14	47	
	22%	24%	18%	19%	25%	20%	22%	21%	11%	21%	22%	27%	21%	20%	21%	23%	22%	-	28%	20%	23%	21%	
4	27	14	13	10	11	6	18	10	0	15	13	5	17	5	20	8	27	0	4	23	5	22	
	10%	9%	11%	9%	10%	9%	9%	13%	-	9%	10%	17%	9%	9%	9%	11%	10%	-	12%	9%	9%	10%	
3	23	14	9	10	5	8	18	5	1	14	9	2	18	3	17	6	23	0	1	22	7	16	
	8%	9%	7%	9%	5%	12%	9%	6%	10%	8%	8%	6%	9%	6%	8%	9%	8%	-	2%	9%	11%	7%	
2	19	9	10	8	9	3	17	3	0	9	11	0	14	5	12	7	19	0	0	19	2	18	
	7%	6%	8%	8%	8%	4%	8%	4%	-	5%	9%	-	7%	9%	6%	11%	7%	-	-	8%	3%	8%	
1 - Strongly Disagree	29	17	12	9	14	6	23	6	0	15	15	6	18	5	25	4	29	0	3	27	4	25	
	10%	11%	10%	8%	13%	9%	11%	9%	-	9%	12%	22%	9%	9%	11%	7%	10%	-	7%	11%	7%	11%	

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		China																					
	China	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	894	492	402	414	394	86	62	253	579	648	246	54	247	593	665	229	894	0	101	793	325	569	
Base: Employed (wtd)	404	213*	192*	151*	184*	70**	66**	154*	184*	294	110*	213*	145	47	269	135*	404	0	41**	363	99*	305	
10 - Strongly Agree	20	11	10	11	6	4	3	6	12	14	7	6	10	4	14	7	20	0	4	16	8	12	
	5%	5%	5%	7%	3%	6%	4%	4%	7%	5%	6%	3%	7%	9%	5%	5%	5%	-	11%	4%	8%	4%	
9	32	16	16	14	11	6	3	9	19	20	11	14	12	6	22	10	32	0	2	30	13	19	
	8%	8%	8%	10%	6%	9%	5%	6%	11%	7%	10%	7%	8%	12%	8%	7%	8%	-	4%	8%	13%	6%	
8	95	43	52	34	50	12	16	34	44	68	27	43	39	13	68	27	95	0	7	88	25	70	
	24%	20%	27%	22%	27%	17%	25%	22%	24%	23%	25%	20%	27%	28%	25%	20%	24%	-	18%	24%	25%	23%	
7	68	39	29	31	31	6	5	40	23	50	18	36	22	10	47	21	68	0	2	66	9	59	
	17%	18%	15%	21%	17%	9%	8%	26%	12%	17%	17%	17%	15%	21%	18%	15%	17%	-	5%	18%	9%	19%	
6	68	39	29	21	37	9	7	26	35	57	11	42	21	5	41	27	68	0	5	63	18	51	
	17%	18%	15%	14%	20%	14%	11%	17%	19%	19%	10%	20%	15%	10%	15%	20%	17%	-	12%	17%	18%	17%	
5	62	30	33	14	25	23	17	9	36	52	10	40	18	5	40	23	62	0	16	46	18	44	
	15%	14%	17%	9%	13%	34%	26%	6%	19%	18%	9%	19%	12%	11%	15%	17%	15%	-	39%	13%	18%	14%	
4	32	21	12	12	16	4	7	16	9	21	12	24	6	2	16	17	32	0	3	29	4	28	
	8%	10%	6%	8%	9%	6%	10%	11%	5%	7%	11%	11%	4%	3%	6%	12%	8%	-	8%	8%	4%	9%	
3	12	3	9	5	3	4	5	5	3	4	8	4	7	2	9	3	12	0	1	11	2	9	
	3%	1%	4%	3%	2%	5%	7%	3%	1%	1%	7%	2%	5%	3%	3%	2%	3%	-	3%	3%	2%	3%	
2	4	3	2	3	1	0	1	3	0	1	4	0	4	0	3	1	4	0	0	4	2	3	
	1%	1%	1%	2%	1%	0	1%	2%	0	0	3%	-	3%	0	1%	1%	1%	-	0	1%	2%	1%	
1 - Strongly Disagree	10	8	2	5	5	1	2	6	2	7	3	4	6	1	10	0	10	0	0	10	1	9	
	3%	4%	1%	3%	3%	1%	3%	4%	1%	2%	3%	2%	4%	1%	4%	0	3%	-	-	3%	1%	3%	

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		Brazil																					
	Brazil	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	614	227	387	233	220	161	150	437	27	233	381	106	282	226	305	309	614	0	93	521	139	475	
Base: Employed (wtd)	279	143*	136	120*	115*	44*	96*	180	3**	119*	160*	185*	70	24	137*	142*	279	-.**	35**	244	61*	218	
10 - Strongly Agree	49	18	31	11	25	14	16	32	1	27	22	34	12	3	27	22	49	0	8	41	15	34	
	18%	13%	23%	9%	22%	31%	16%	18%	30%	22%	14%	18%	17%	14%	20%	16%	18%	-	22%	17%	24%	16%	
9						C																	
	22	10	12	6	10	6	6	15	1	8	14	17	2	2	10	12	22	0	3	19	11	11	
8	8%	7%	9%	5%	9%	13%	6%	8%	16%	6%	9%	9%	3%	10%	7%	8%	8%	-	8%	8%	18%	5%	
														L							U		
7	37	24	14	17	15	6	12	25	0	10	27	25	8	4	16	22	37	0	8	29	9	29	
	13%	17%	10%	14%	13%	14%	13%	14%	9%	9%	17%	14%	11%	17%	12%	15%	13%	-	23%	12%	14%	13%	
6																							
	35	12	23	16	12	7	12	23	0	17	18	22	9	4	16	18	35	0	2	33	8	27	
5	13%	8%	17%	14%	10%	15%	12%	13%	6%	14%	11%	12%	13%	16%	12%	13%	13%	-	7%	13%	14%	12%	
4	20	10	10	11	7	1	8	11	1	8	12	10	8	2	10	10	20	0	1	19	3	17	
	7%	7%	8%	9%	6%	3%	8%	6%	21%	7%	8%	5%	12%	7%	8%	7%	7%	-	4%	8%	5%	8%	
3																							
	67	41	26	39	22	5	24	42	0	32	35	49	13	5	28	39	67	0	12	55	12	55	
2	24%	28%	19%	33%	19%	12%	25%	24%	-	27%	22%	27%	19%	19%	20%	27%	24%	-	33%	23%	19%	25%	
				E																			
1 - Strongly Disagree	14	12	2	3	8	3	3	11	0	4	10	9	3	2	8	6	14	0	0	14	1	13	
	5%	8%	2%	2%	7%	7%	3%	6%	4%	3%	6%	5%	4%	6%	6%	4%	5%	-	1%	6%	1%	6%	
	9	6	3	4	5	0	2	7	0	5	4	4	4	1	6	3	9	0	0	9	1	9	
	3%	4%	2%	3%	4%	1%	2%	4%	3%	4%	3%	2%	6%	3%	4%	2%	3%	-	1%	4%	1%	4%	
	5	2	3	4	1	0	1	4	0	1	4	2	2	1	2	3	5	0	0	5	1	4	
	2%	2%	2%	3%	1%	1%	1%	2%	3%	1%	2%	1%	2%	4%	2%	2%	2%	-	1%	2%	1%	2%	
	21	9	11	10	10	1	12	9	0	8	12	11	8	1	13	7	21	0	1	20	2	19	
	7%	7%	8%	8%	9%	2%	13%	5%	7%	7%	8%	6%	12%	4%	10%	5%	7%	-	2%	8%	3%	9%	
													M										

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U * small base; ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		Italy																					
	Italy	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
Base: Employed (unwtd)	626	360	266	194	310	122	114	294	218	316	310	159	349	118	423	203	626	0	120	506	161	465	
Base: Employed (wtd)	280	161	119	81	139	60	57	128	95	147	133	111	127	42	187	92	280	..*	54	226	69	211	
10 - Strongly Agree	21	13	8	6	11	4	2	8	10	9	12	8	10	2	14	7	21	0	7	14	8	13	
	7%	8%	7%	8%	8%	7%	4%	7%	11%	6%	9%	8%	8%	5%	7%	8%	7%	-	13%	6%	12%	6%	
									F									S		U			
9	14	9	6	6	7	2	2	6	6	7	8	3	9	3	9	6	14	0	5	9	6	9	
	5%	6%	5%	7%	5%	3%	3%	5%	7%	5%	6%	2%	7%	8%	5%	6%	5%	-	10%	4%	8%	4%	
													K	K				S					
8	34	23	11	10	15	9	4	15	14	19	14	13	15	6	24	10	34	0	6	28	10	24	
	12%	14%	9%	12%	11%	15%	7%	12%	15%	13%	11%	12%	12%	14%	13%	11%	12%	-	12%	12%	14%	11%	
									F														
7	46	25	21	14	21	10	8	21	17	23	23	19	20	6	30	16	46	0	11	35	13	33	
	16%	15%	18%	18%	15%	17%	14%	16%	18%	16%	17%	17%	16%	15%	16%	17%	16%	-	20%	16%	19%	16%	
6	37	21	16	11	18	9	8	17	12	22	15	15	16	5	27	10	37	0	3	34	4	33	
	13%	13%	14%	13%	13%	15%	14%	13%	13%	15%	11%	14%	13%	13%	14%	11%	13%	-	6%	15%	6%	16%	
																			R		T		
5	49	28	21	12	26	11	11	24	14	28	22	20	23	6	31	19	49	0	11	39	13	36	
	18%	17%	18%	15%	19%	19%	20%	19%	15%	19%	16%	18%	18%	14%	16%	20%	18%	-	20%	17%	19%	17%	
4	27	13	14	8	15	5	9	12	6	14	13	11	11	5	18	9	27	0	3	24	5	23	
	10%	8%	12%	9%	11%	8%	15%	10%	6%	10%	10%	10%	8%	13%	10%	9%	10%	-	6%	11%	7%	11%	
							H																
3	19	12	8	4	12	3	5	8	6	9	10	10	7	2	12	8	19	0	3	17	4	16	
	7%	7%	6%	5%	9%	6%	8%	7%	7%	6%	8%	9%	6%	6%	6%	9%	7%	-	5%	7%	5%	8%	
2	13	8	4	2	8	3	2	6	4	7	5	5	5	2	11	2	13	0	2	10	4	9	
	5%	5%	4%	3%	6%	4%	4%	5%	4%	5%	4%	4%	4%	6%	6%	2%	5%	-	5%	5%	5%	4%	
															O								
1 - Strongly Disagree	19	9	10	8	7	4	6	9	4	8	11	6	10	2	12	6	19	0	3	16	4	15	
	7%	6%	8%	10%	5%	7%	11%	7%	4%	6%	8%	6%	8%	6%	7%	7%	7%	-	5%	7%	6%	7%	
				D			H																

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U ** very small base (under 30) ineligible for sig testing

SECTION DV: WORKPLACE

DV1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? Overall, my current workplace is a psychologically safe and healthy environment to work in'.

		Belgium																										
	Belgium	Gender		Age			Household Income			Marital Status		Education			Chief Income Earner		Employment		Business Owner		Senior Executive/Decision Maker/Leader		Region			Language		
	Total	Male	Female	Under 35	35 to 49	50 to 64	Low	Medium	High	Married	Other	Low	Medium	High	Yes	No	Employed	Not Employed	Yes	No	Yes	No	North	Center	South	French	Flemish	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	
Base: Employed (unwtd)	257	146	111	70	114	73	82	115	60	89	168	69	104	84	197	60	257	0	19	238	29	228	85	106	66	174	83	
Base: Employed (wtd)	260	145	115	82*	116	63*	81*	116	63*	86*	174	63*	98	99*	199	61*	260	-.**	20**	240	30**	230	84*	111	65*	176	84*	
10 - Strongly Agree	15	4	12	1	8	6	4	7	4	6	9	3	7	6	12	3	15	0	3	12	5	10	3	6	7	13	2	
	6%	3%	10%	1%	7%	10%	5%	6%	6%	7%	5%	4%	7%	6%	6%	5%	6%	-	16%	5%	16%	4%	3%	5%	11%	8%	2%	
9	19	9	10	6	5	8	6	9	4	6	13	3	7	10	15	4	19	0	1	18	2	17	10	8	2	9	10	
	7%	6%	9%	7%	4%	13%	7%	8%	7%	7%	8%	4%	7%	10%	8%	6%	7%	-	4%	8%	6%	8%	12%	7%	3%	5%	12%	
8	48	30	18	17	20	11	7	28	13	17	30	11	17	20	31	16	48	0	3	45	5	43	26	12	9	21	26	
	18%	21%	15%	21%	17%	17%	8%	24%	21%	20%	17%	17%	17%	20%	16%	27%	18%	-	15%	19%	17%	19%	31%	11%	14%	12%	32%	
7						F	F															WX				Y		
	50	28	22	19	23	8	18	20	12	14	36	10	21	19	38	13	50	0	4	46	5	45	11	28	11	37	13	
6	19%	19%	19%	23%	20%	12%	22%	18%	19%	16%	21%	16%	22%	19%	19%	21%	19%	-	22%	19%	17%	20%	13%	25%	17%	21%	16%	
						V																V						
5	32	20	12	10	14	8	11	10	10	10	21	4	15	12	26	6	32	0	4	28	5	27	7	15	10	24	8	
	12%	14%	10%	12%	12%	13%	13%	9%	17%	12%	12%	7%	15%	12%	13%	9%	12%	-	20%	12%	17%	12%	8%	14%	15%	13%	9%	
4	44	26	18	16	17	12	19	14	11	19	25	19	12	13	35	10	44	0	1	43	1	43	13	17	14	34	10	
	17%	18%	16%	19%	14%	19%	23%	12%	18%	22%	15%	30%	12%	14%	17%	16%	17%	-	6%	18%	4%	19%	15%	15%	22%	19%	12%	
3	16	10	5	5	10	1	7	5	3	5	10	2	8	6	13	3	16	0	1	14	1	14	4	11	1	12	4	
	6%	7%	5%	6%	8%	1%	9%	5%	5%	6%	6%	3%	8%	6%	6%	5%	6%	-	7%	6%	4%	6%	5%	10%	1%	7%	5%	
2						E																X						
	16	9	7	3	9	4	2	12	2	4	11	6	4	6	12	4	16	0	1	15	2	13	6	4	6	10	6	
1 - Strongly Disagree	6%	6%	6%	4%	8%	6%	2%	10%	4%	5%	7%	10%	4%	6%	6%	6%	6%	-	5%	6%	8%	6%	7%	4%	9%	6%	7%	
						F																						
	11	5	7	1	8	3	4	6	1	3	8	2	4	6	9	2	11	0	1	10	4	8	4	6	1	8	3	
	4%	3%	6%	2%	7%	4%	5%	6%	2%	4%	5%	3%	4%	6%	5%	3%	4%	-	5%	4%	12%	3%	5%	6%	2%	5%	4%	
	10	5	5	3	3	3	4	4	2	2	8	4	4	1	9	1	10	0	0	10	0	10	1	5	4	8	1	
	4%	3%	4%	4%	3%	5%	5%	4%	3%	2%	4%	6%	4%	1%	4%	2%	4%	-	-	4%	-	4%	1%	4%	6%	5%	1%	

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H - I/J - K/L/M - N/O - P/Q - R/S - T/U - V/W/X - Y/Z * small base; ** very small base (under 30) ineligible for sig testing