

INTERNATIONAL WOMEN'S DAY 2022

March 2022

THE GLOBAL
INSTITUTE
FOR WOMEN'S
LEADERSHIP



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GAME CHANGERS



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 EQUALITY

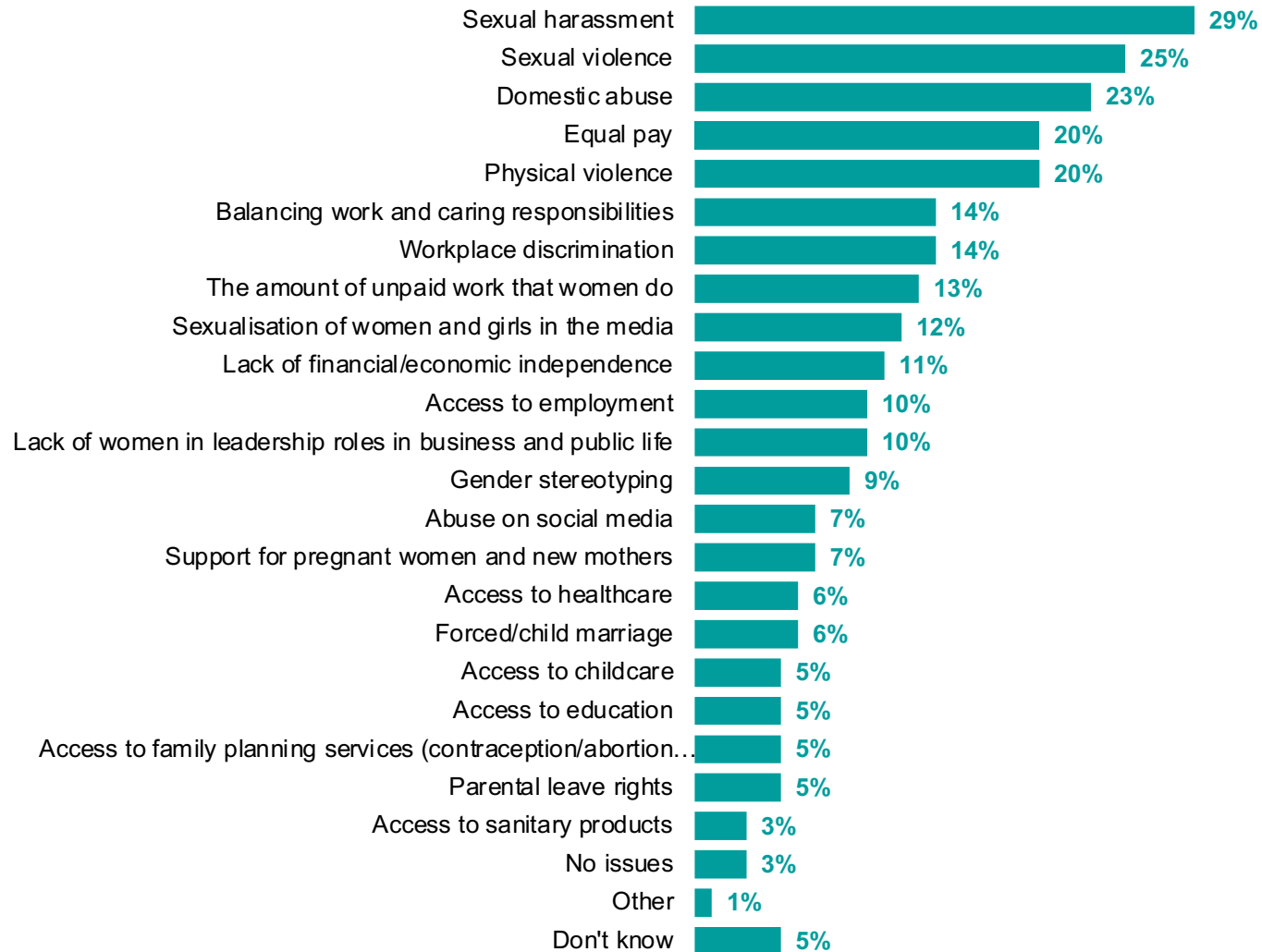


Q

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.

Global country average



Agree 2019	% Men	% 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%



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

Top 3 issues

- #1 issue in country
- #2 issue in country
- #3 issue in country

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

	TOT	ARG	AUS	BEL	BRA	CAN	CHL	CHN	COL	FRA	GB	GER	HUN	IND	ITA	JAP	KOR	KSA	MAL	MEX	NLD	PER	POL	ROM	RUS	SGP	SAF	ESP	SWE	TUR	USA
Sexual harassment	29%	41%	21%	35%	41%	26%	27%	18%	40%	30%	27%	21%	13%	35%	25%	19%	18%	20%	35%	45%	48%	47%	20%	26%	16%	24%	31%	29%	24%	38%	22%
Sexual violence	25%	33%	19%	27%	50%	20%	29%	10%	38%	25%	23%	16%	10%	29%	30%	16%	20%	NA	17%	36%	27%	44%	21%	19%	14%	15%	43%	27%	25%	35%	22%
Domestic abuse	23%	17%	39%	28%	24%	26%	13%	14%	39%	31%	17%	35%	22%	26%	8%	5%	12%	14%	13%	16%	16%	24%	37%	25%	12%	46%	10%	34%	42%	23%	
Equal pay	20%	20%	21%	29%	19%	26%	34%	12%	21%	28%	19%	35%	32%	11%	23%	17%	9%	9%	12%	20%	26%	13%	21%	13%	11%	15%	10%	20%	31%	6%	26%
Physical violence	20%	37%	15%	22%	36%	15%	30%	7%	35%	21%	16%	12%	12%	15%	26%	4%	5%	14%	13%	31%	7%	44%	15%	33%	10%	5%	29%	25%	19%	38%	14%
Balancing work and caring responsibilities	14%	7%	17%	12%	4%	15%	13%	28%	11%	14%	16%	13%	17%	12%	7%	29%	33%	14%	14%	9%	10%	7%	12%	9%	17%	32%	8%	17%	10%	2%	17%
Workplace discrimination	14%	15%	11%	17%	14%	14%	20%	14%	17%	14%	14%	8%	16%	10%	21%	10%	17%	11%	13%	19%	15%	15%	9%	14%	6%	20%	11%	13%	10%	10%	12%
The amount of unpaid work that women do	13%	16%	11%	14%	10%	8%	17%	28%	16%	11%	8%	10%	14%	8%	17%	21%	17%	7%	10%	12%	6%	10%	11%	12%	19%	15%	6%	22%	5%	8%	7%
Sexualisation of women and girls in the media	12%	17%	11%	14%	14%	14%	16%	7%	15%	8%	16%	7%	8%	14%	9%	5%	10%	9%	22%	15%	18%	18%	15%	6%	7%	11%	8%	10%	15%	15%	16%
Lack of financial/economic independence	11%	9%	11%	8%	9%	9%	9%	13%	9%	8%	6%	10%	9%	12%	12%	24%	20%	15%	11%	8%	11%	7%	9%	14%	17%	10%	16%	9%	6%	15%	6%
Access to employment	10%	9%	5%	6%	13%	4%	7%	20%	15%	7%	4%	10%	14%	9%	15%	12%	14%	15%	8%	8%	2%	8%	7%	11%	17%	7%	11%	13%	6%	5%	4%
Lack of women in leadership roles in business and public life	10%	6%	11%	13%	10%	12%	9%	11%	11%	8%	8%	9%	11%	12%	11%	14%	7%	12%	10%	10%	17%	8%	7%	8%	6%	13%	12%	11%	9%	4%	10%
Gender stereotyping	9%	9%	8%	10%	3%	9%	7%	12%	9%	6%	7%	7%	12%	9%	13%	12%	13%	2%	10%	11%	7%	8%	16%	5%	8%	17%	8%	11%	4%	5%	10%
Abuse on social media	7%	7%	7%	8%	6%	6%	5%	6%	5%	6%	10%	9%	2%	12%	5%	7%	2%	17%	8%	9%	10%	8%	2%	6%	2%	4%	6%	7%	5%	6%	4%
Support for pregnant women and new mothers	7%	3%	4%	2%	2%	5%	7%	12%	4%	2%	5%	5%	11%	7%	6%	8%	14%	7%	13%	5%	2%	5%	13%	8%	16%	13%	4%	5%	8%	3%	6%
Access to healthcare	6%	5%	6%	2%	5%	8%	7%	4%	4%	5%	6%	7%	11%	7%	4%	2%	3%	5%	6%	6%	2%	6%	11%	12%	14%	7%	7%	4%	8%	3%	7%
Forced/child marriage	6%	1%	4%	5%	6%	2%	2%	5%	3%	4%	4%	5%	3%	11%	4%	1%	2%	13%	11%	8%	3%	2%	3%	7%	3%	2%	5%	4%	24%	28%	2%
Access to childcare	5%	4%	9%	3%	5%	11%	6%	3%	2%	5%	7%	10%	4%	5%	4%	6%	8%	6%	5%	4%	3%	3%	4%	5%	12%	8%	2%	3%	5%	1%	10%
Access to education	5%	6%	4%	2%	4%	2%	6%	4%	7%	1%	2%	11%	2%	12%	1%	2%	2%	8%	7%	8%	1%	5%	3%	10%	4%	2%	5%	2%	8%	6%	3%
Access to family planning services (contraception/abortion services)	5%	5%	4%	3%	4%	4%	8%	6%	5%	1%	2%	5%	5%	5%	4%	3%	5%	6%	8%	3%	2%	7%	24%	5%	4%	5%	3%	2%	8%	2%	13%





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.

Global country average

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



69%

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



58%

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



47%

Workplaces in ... treat men and women equally



44%

I define myself as a feminist



40%

% agree 2020	% men net better	% women net better
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68%	63%	74%
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58%	51%	65%
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48%	52%	43%
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41%	51%	36%
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33%*	32%	47%
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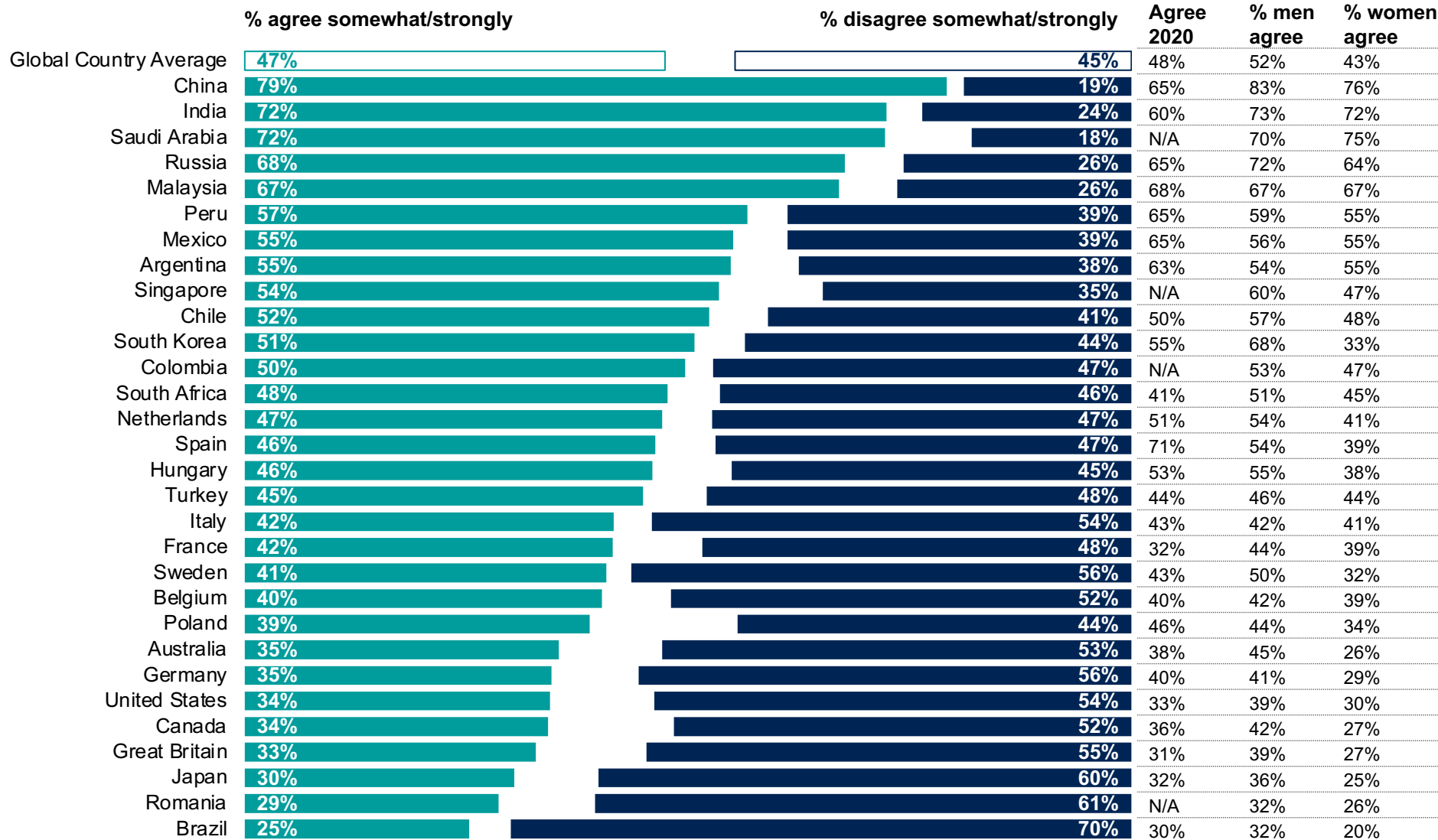


Q

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.

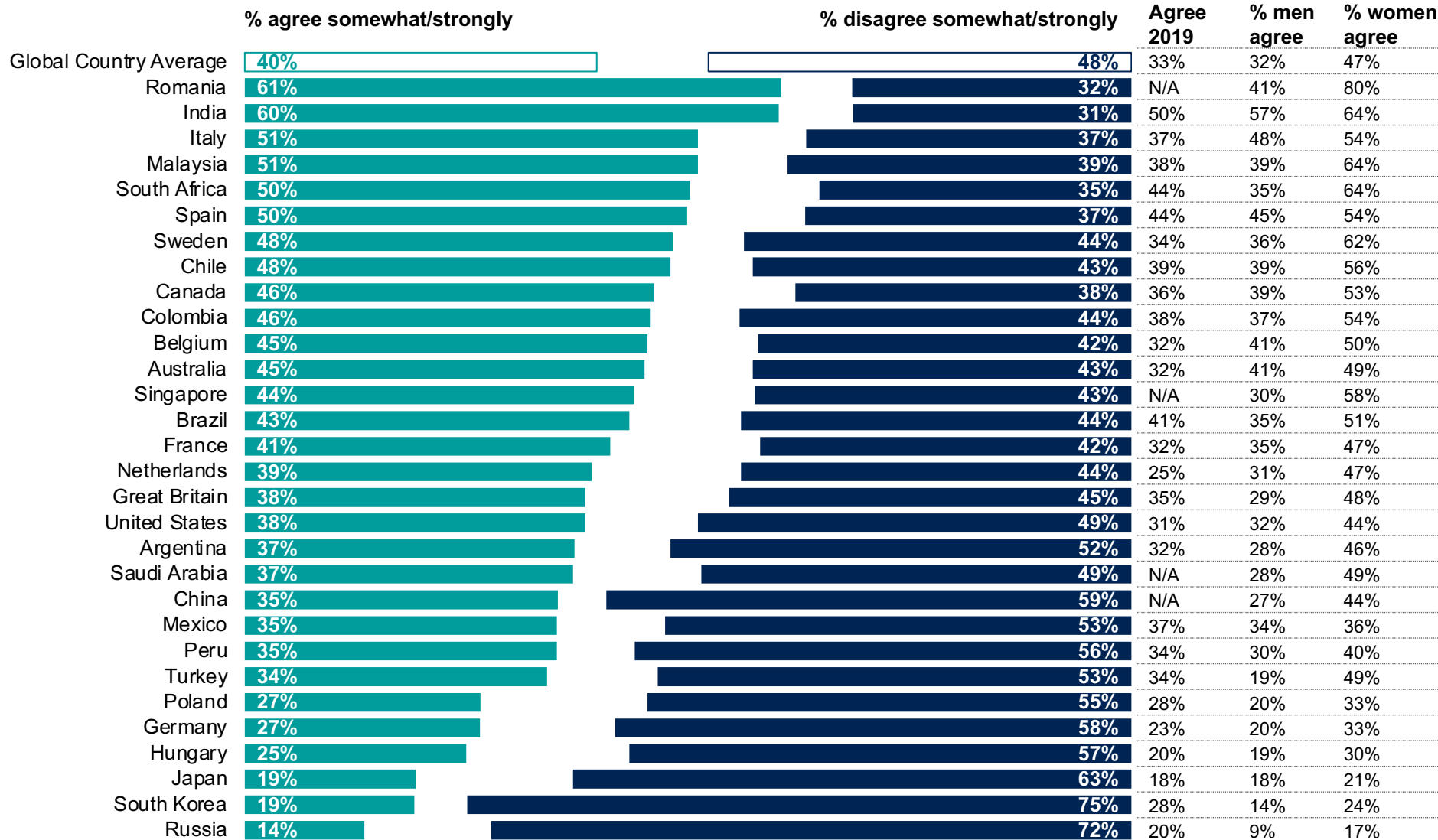


Q

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%).

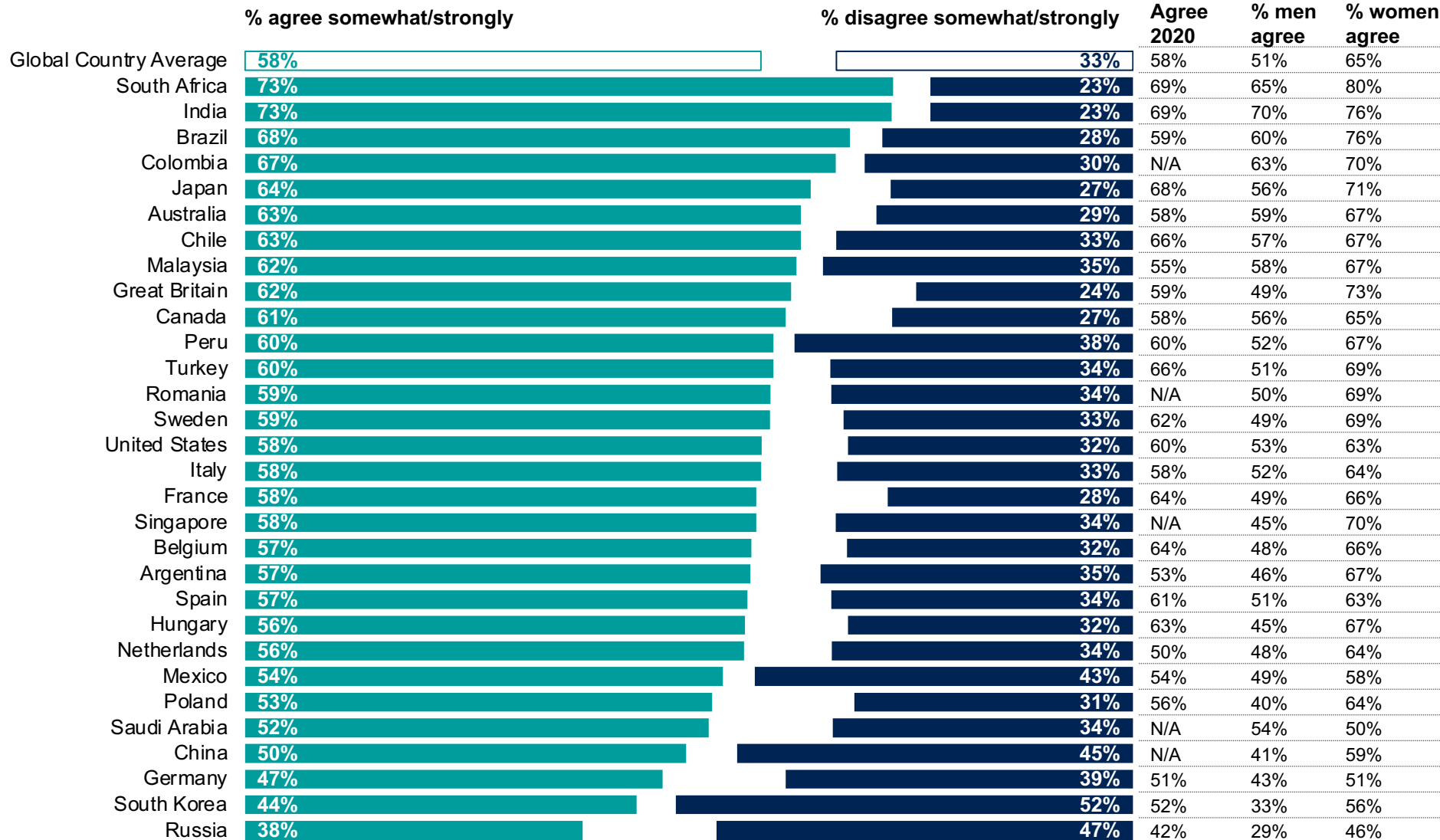


Q

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%).

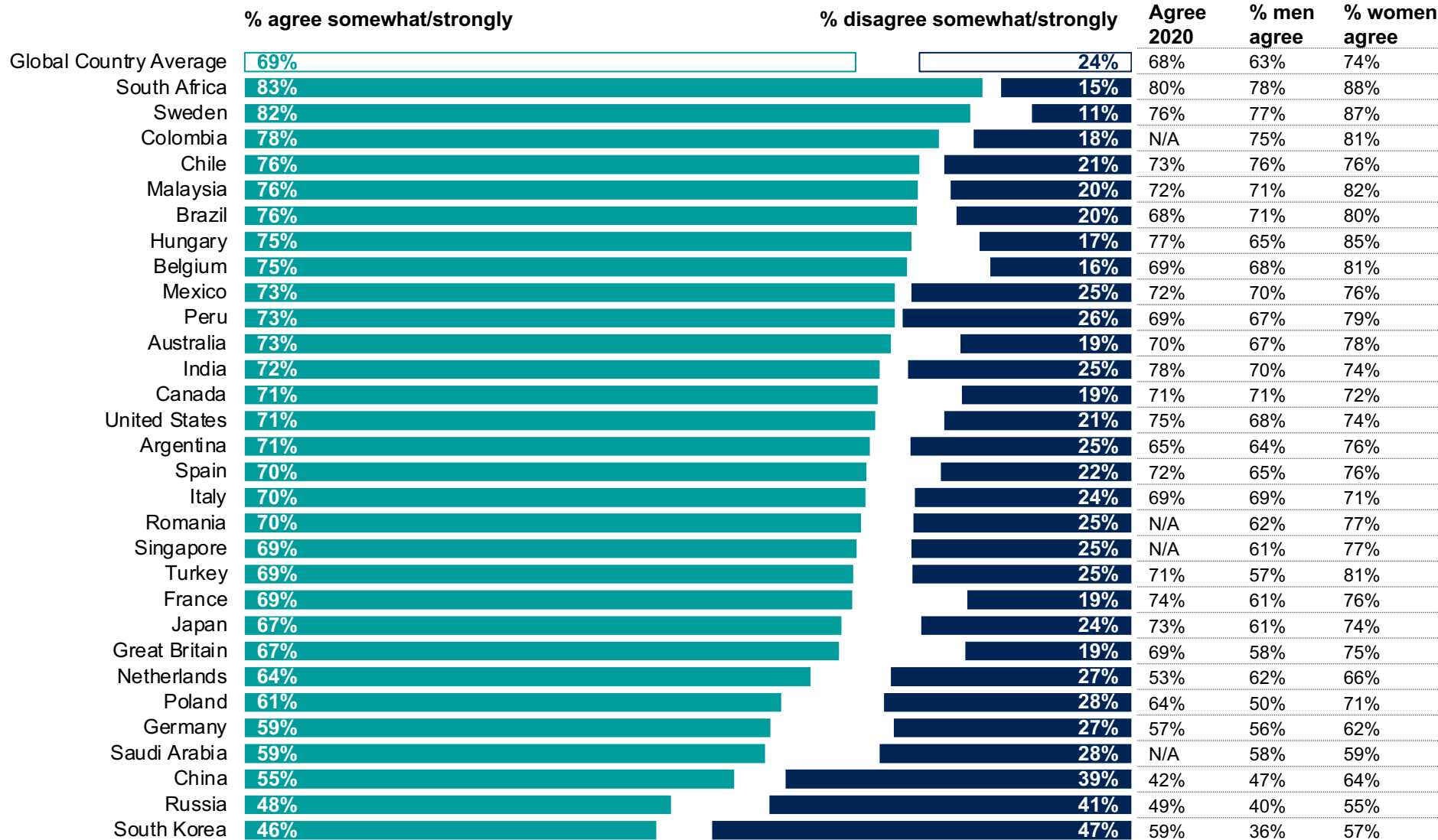


Q

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%).

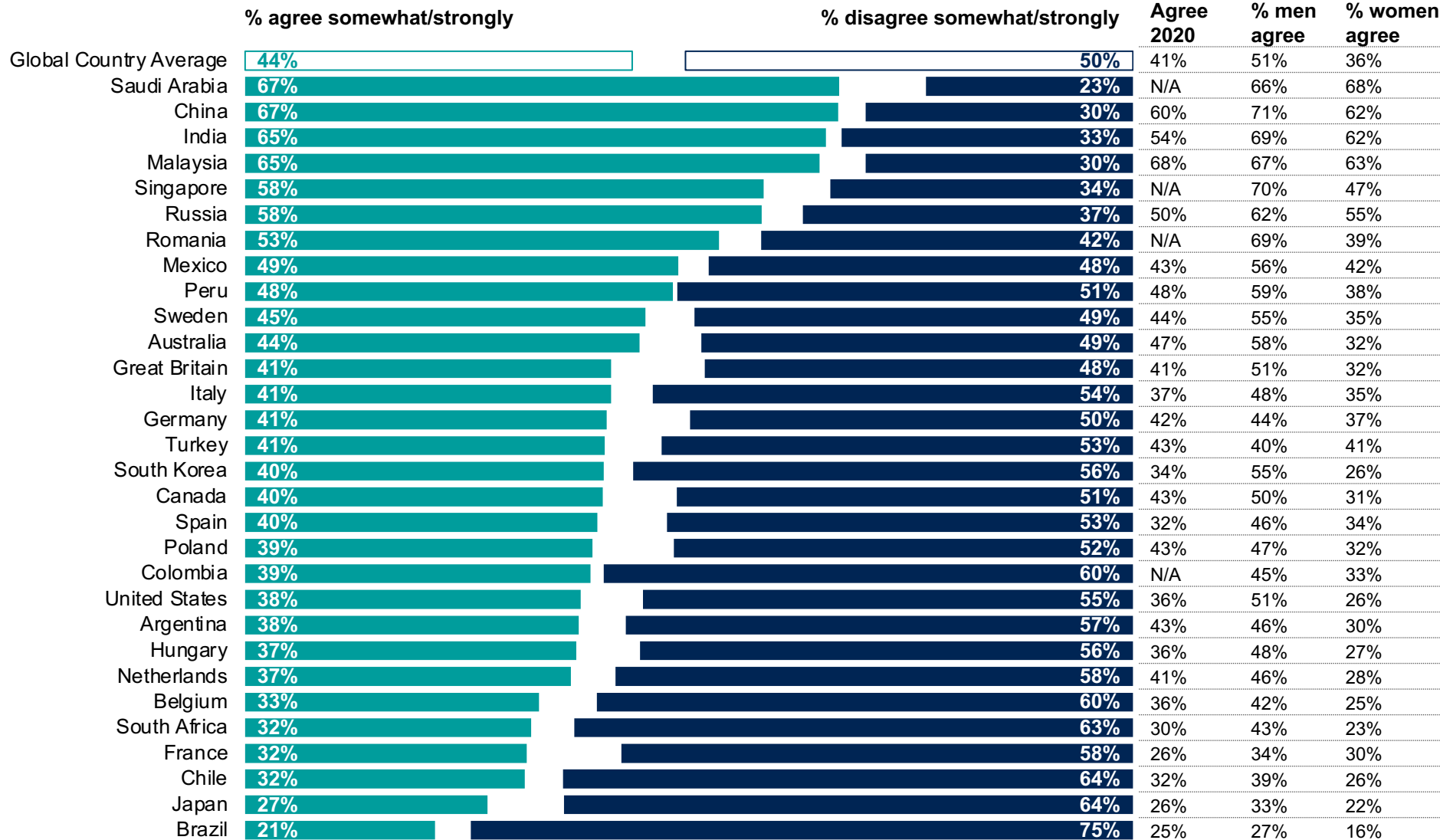


Q

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.



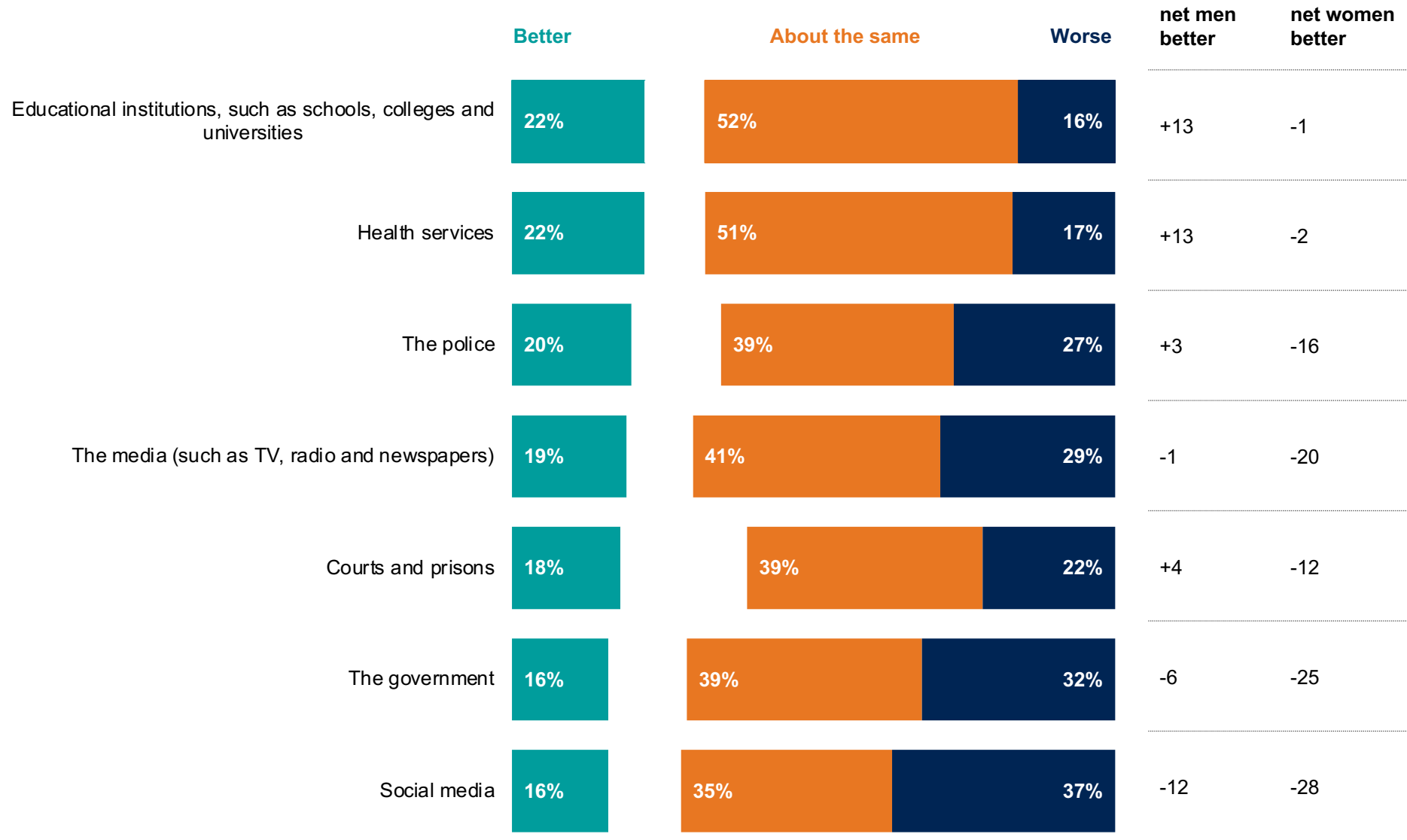
INSTITUTIONAL BIAS



Q

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.

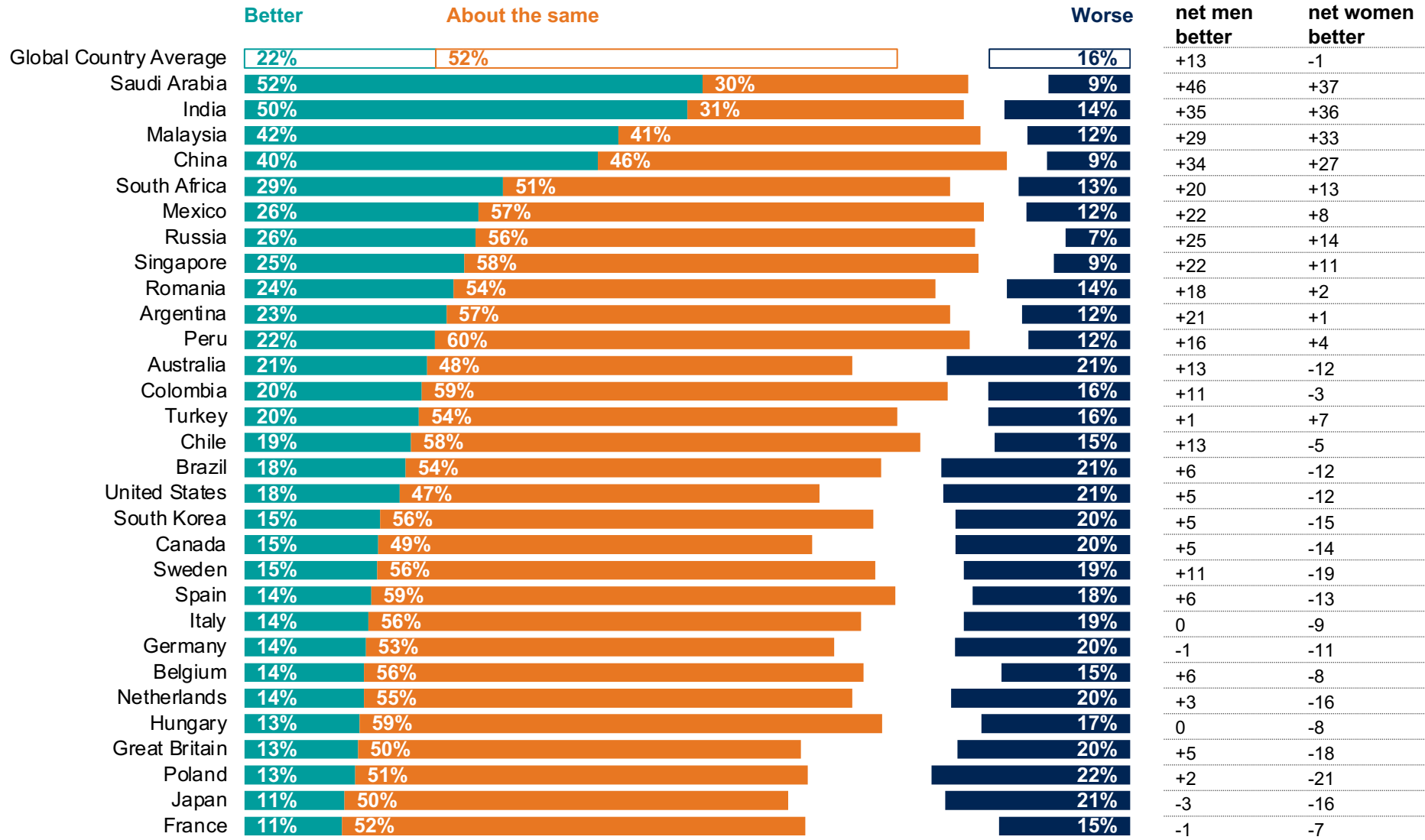


Q

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%).

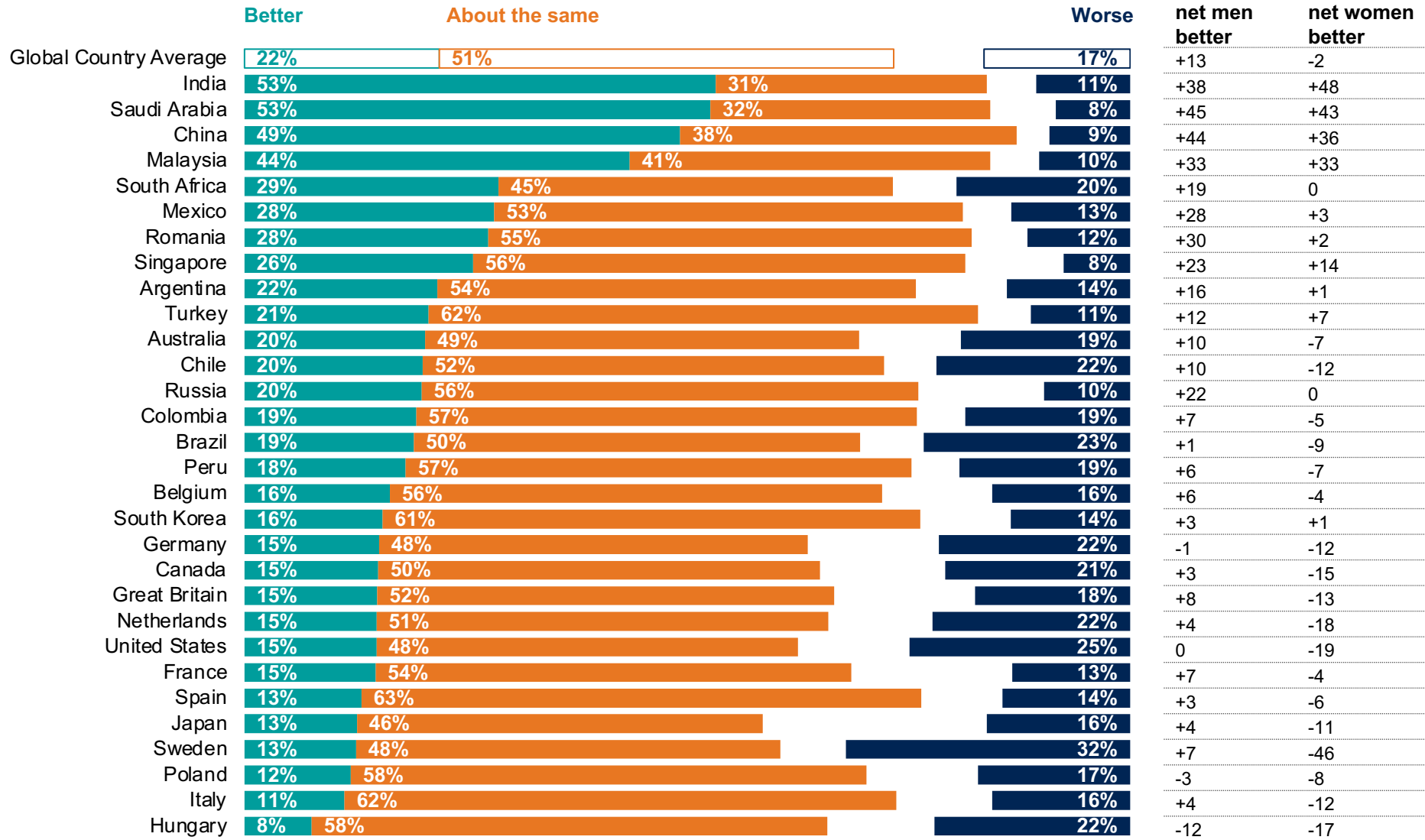


Q

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.

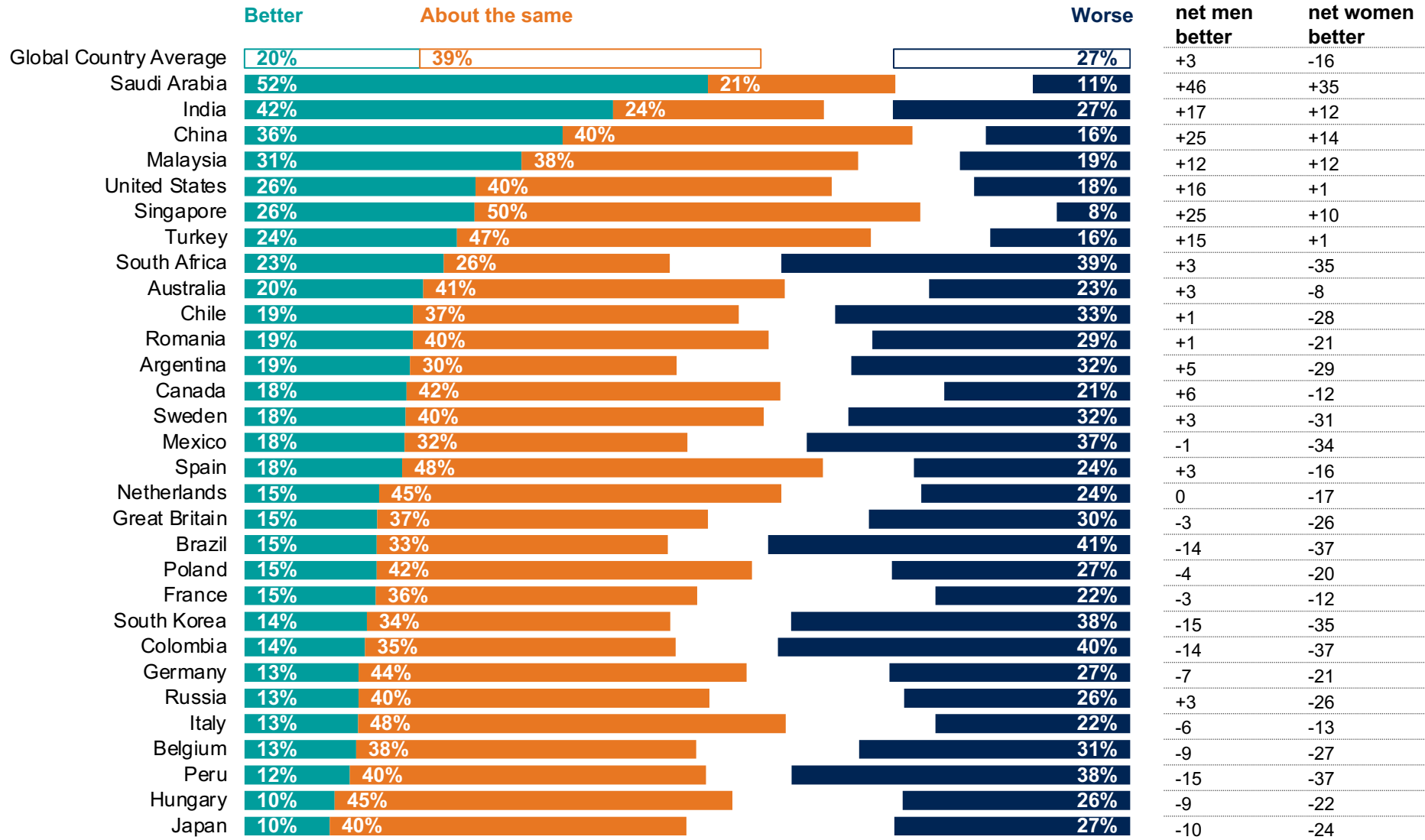


Q

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.

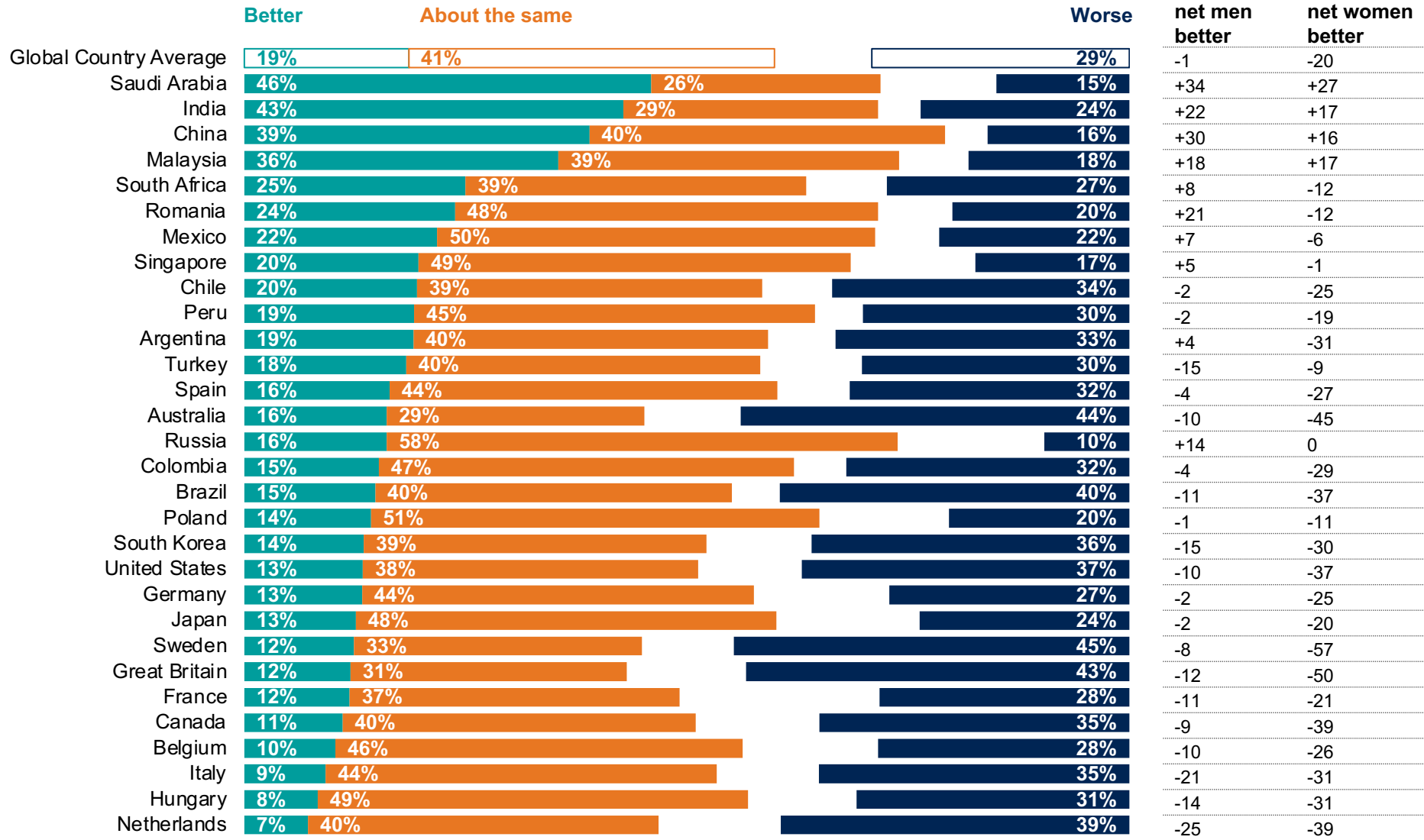


Q

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).

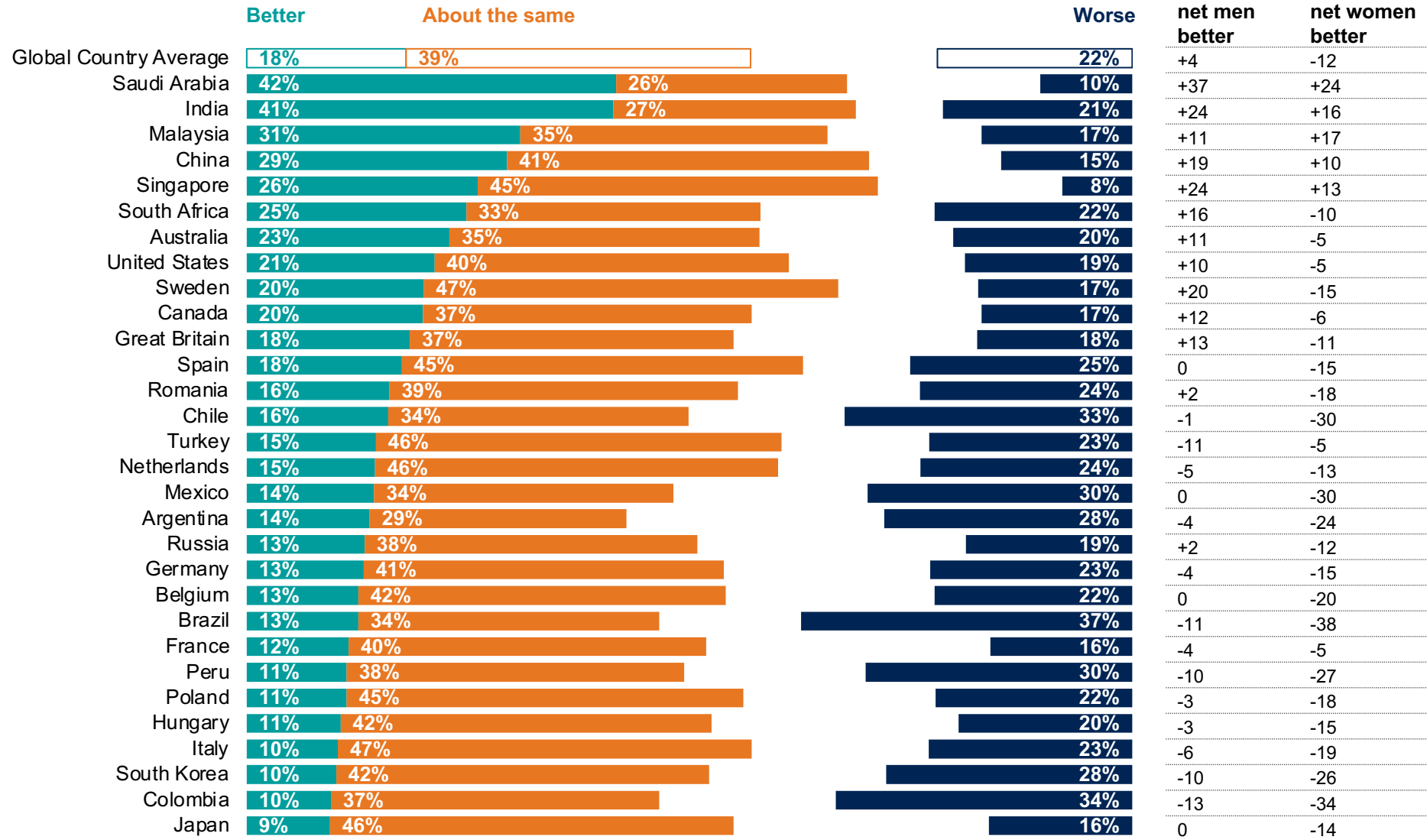


Q

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).

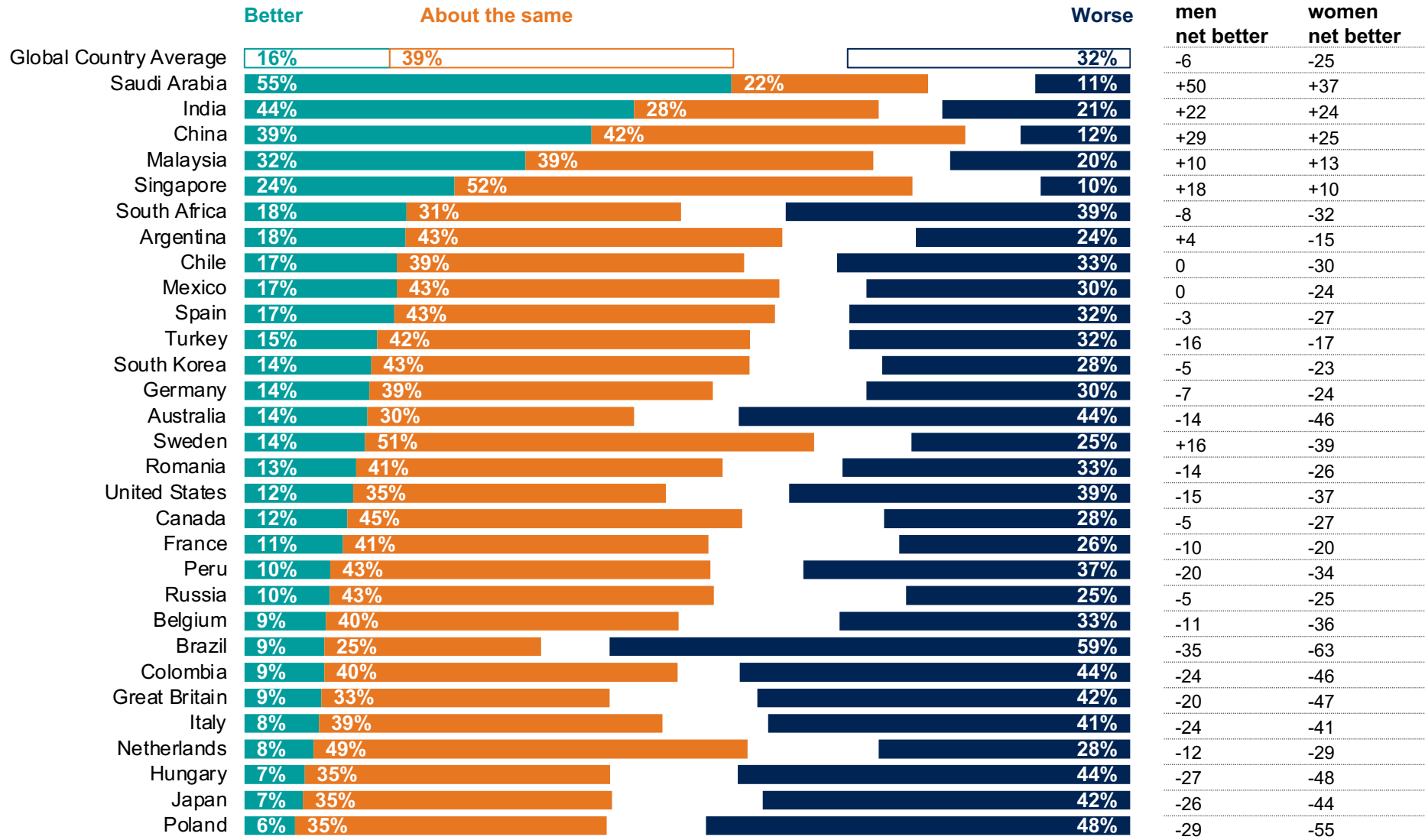


Q

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).

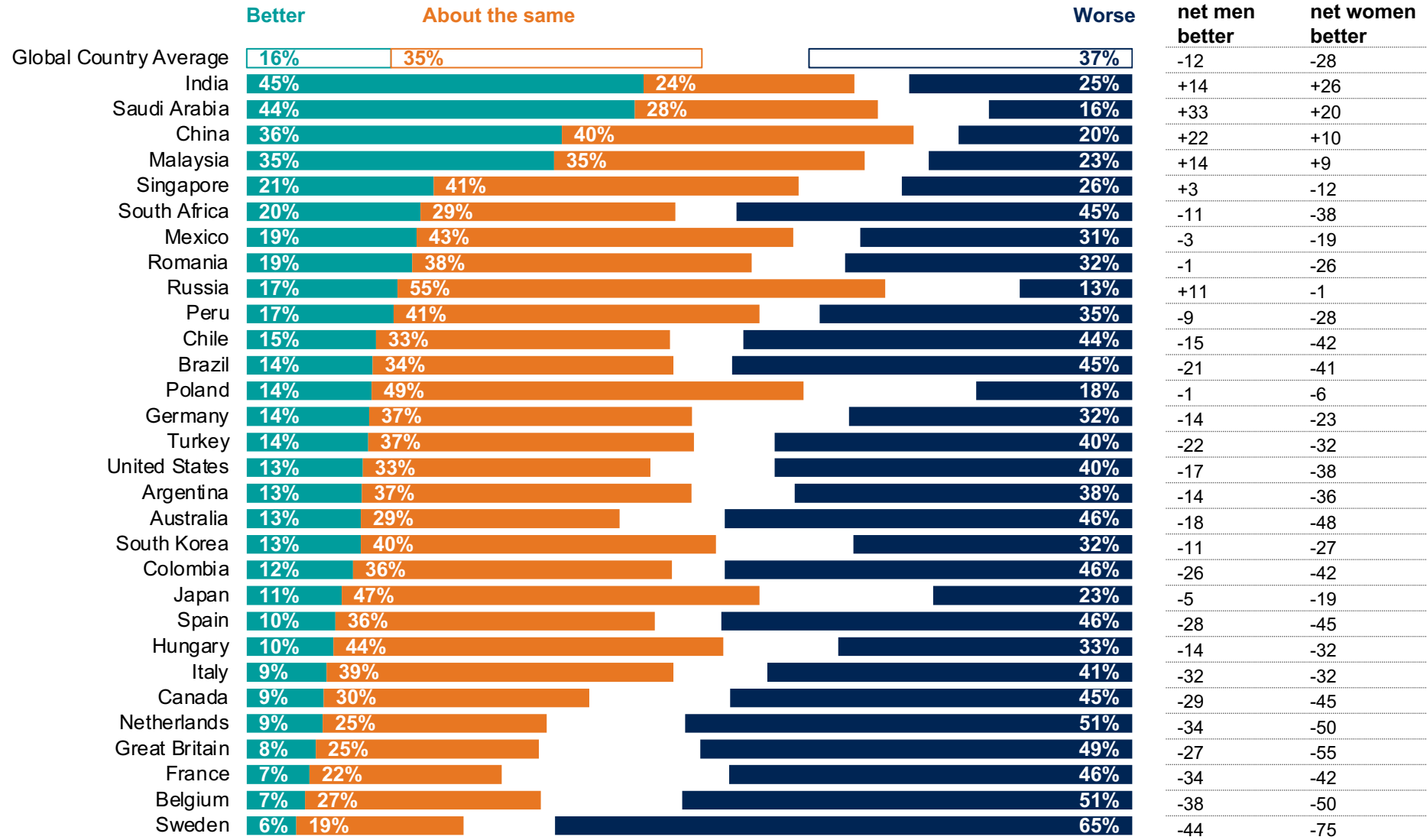


Q

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.



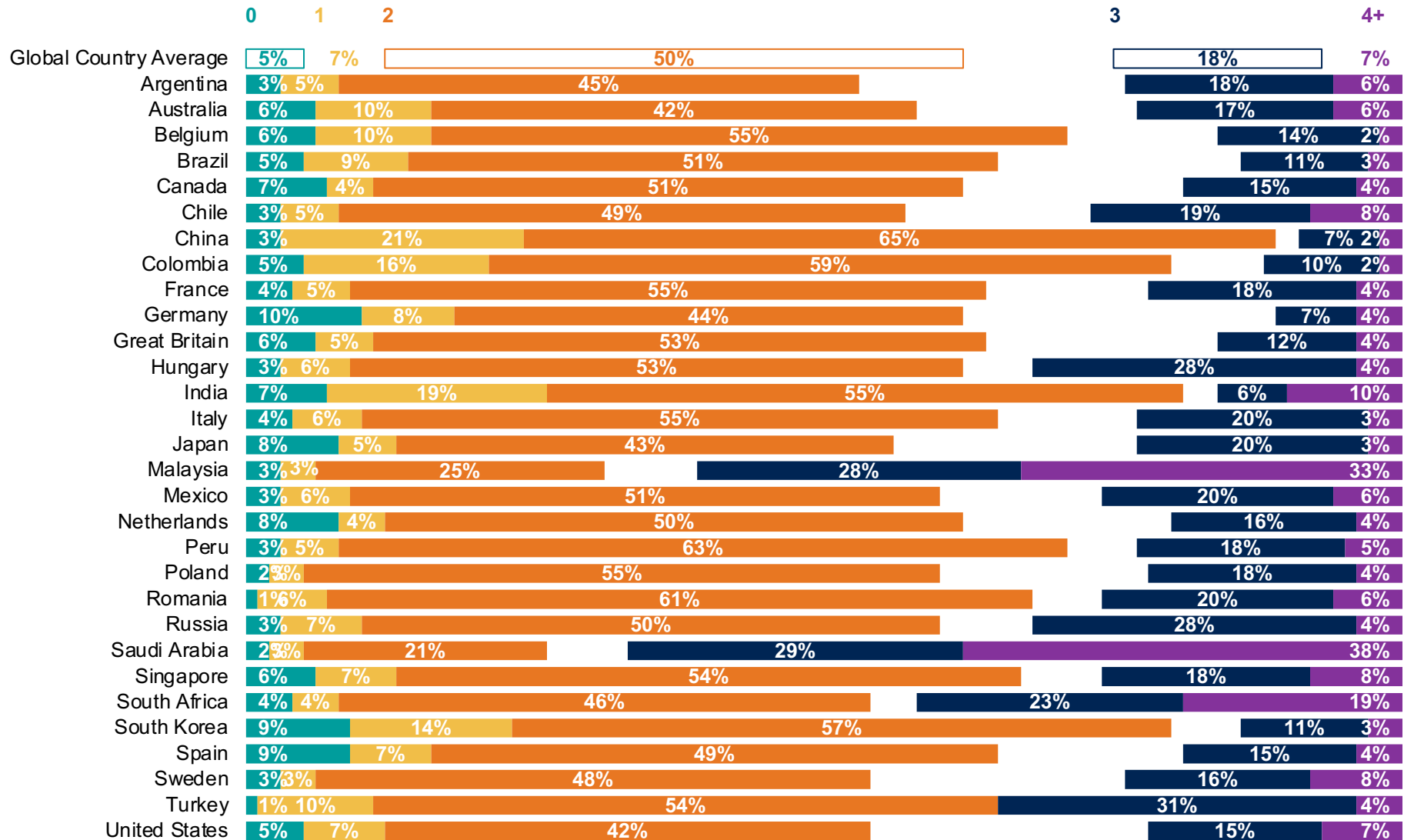
FAMILIES & CAREERS



Q

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.

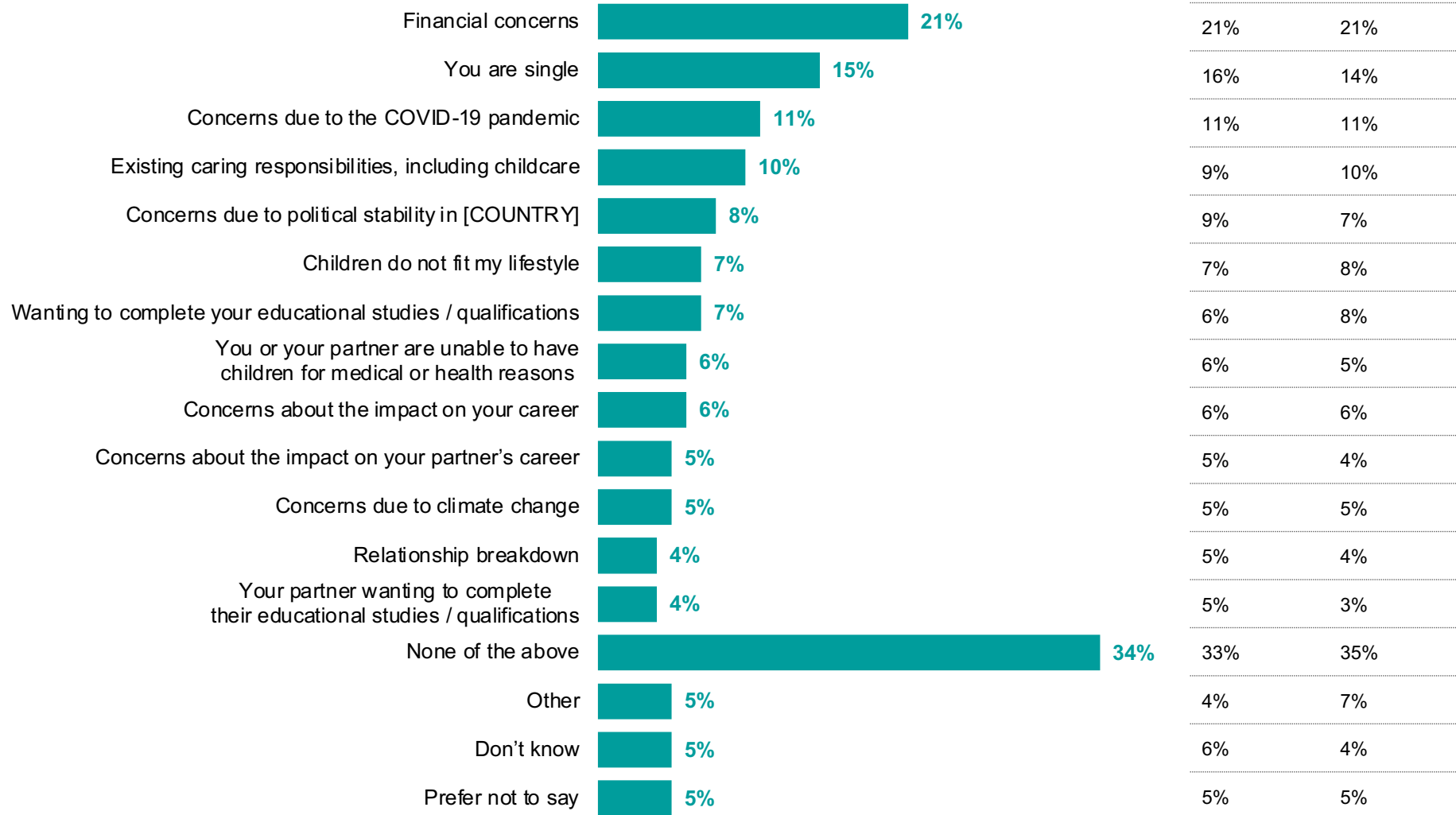


Q

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.

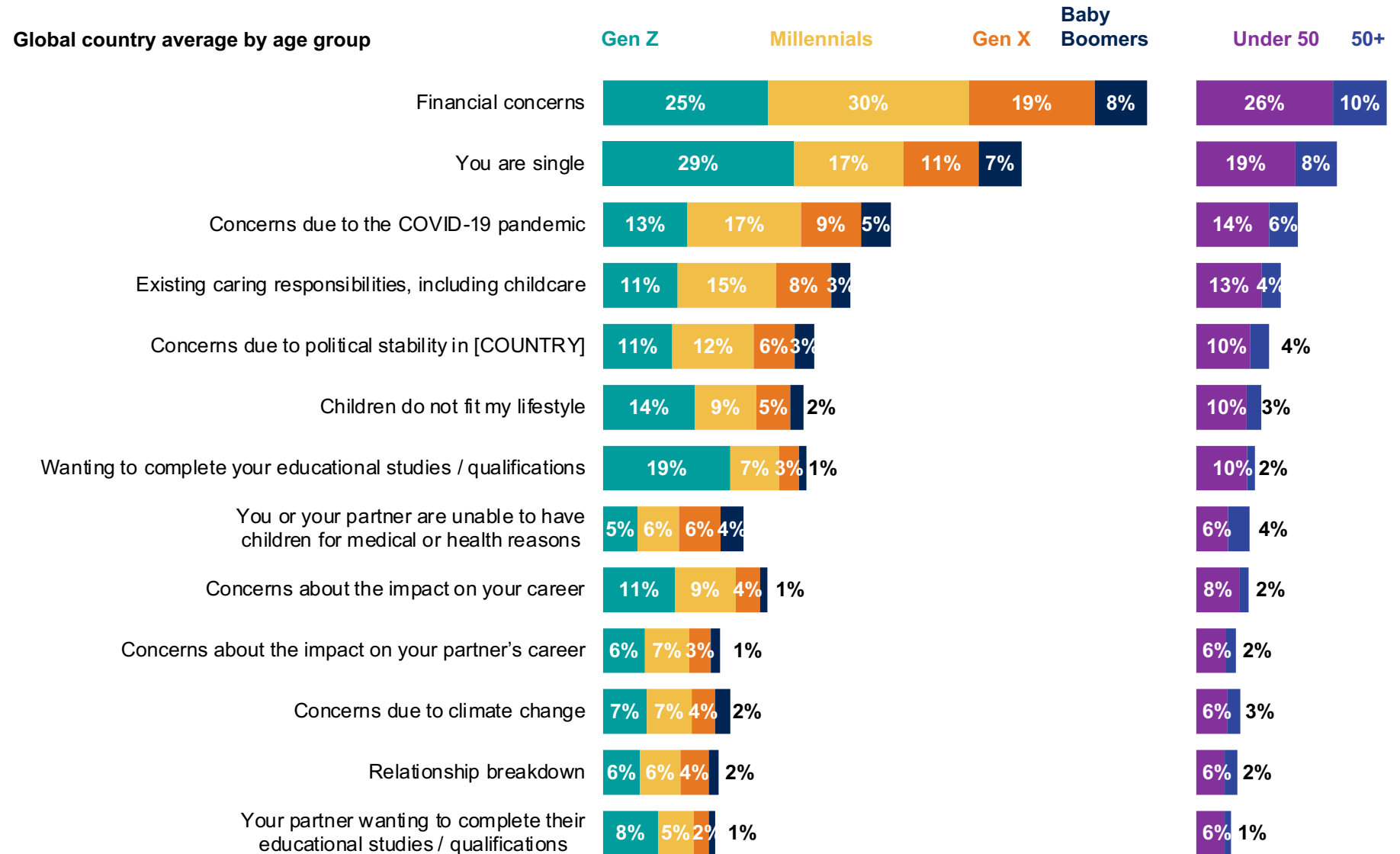
Global country average





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?

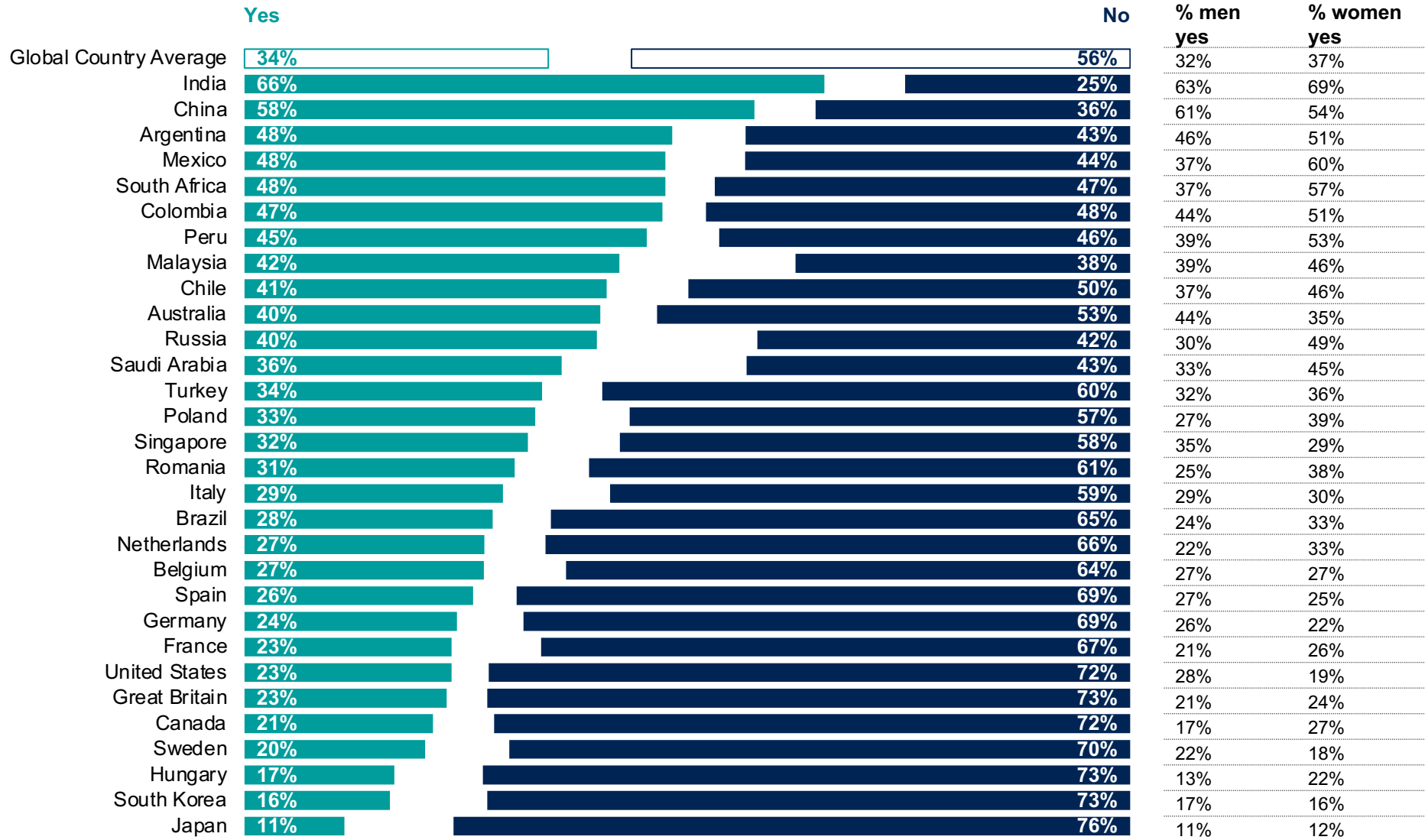
Financial concerns are the most likely reason to delay or decide not to have a child/children (21%) in the last two years, followed by being single (15%) and COVID-19 concerns (11%). The top reasons are the same for men and women. There is no difference between men and women reporting concerns about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



Q

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?

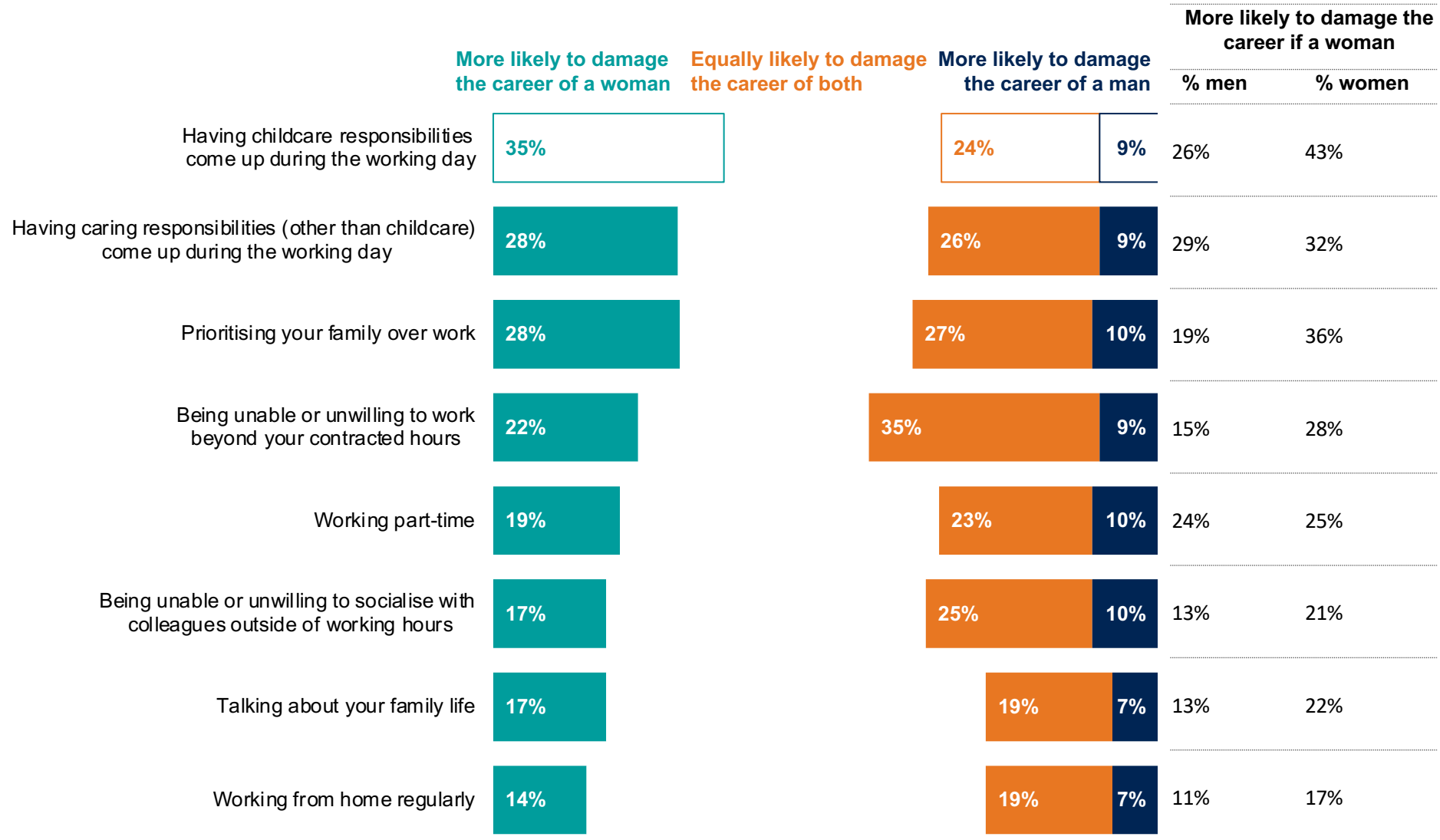
A third (34%) say they regularly spend unpaid time providing care, and this is only slightly higher for women (37%) than men (32%). In eight countries, men reported that they spend more unpaid time providing care than women: Australia, Singapore, Belgium, Spain, Germany, United States, Sweden, and South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



Q

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.

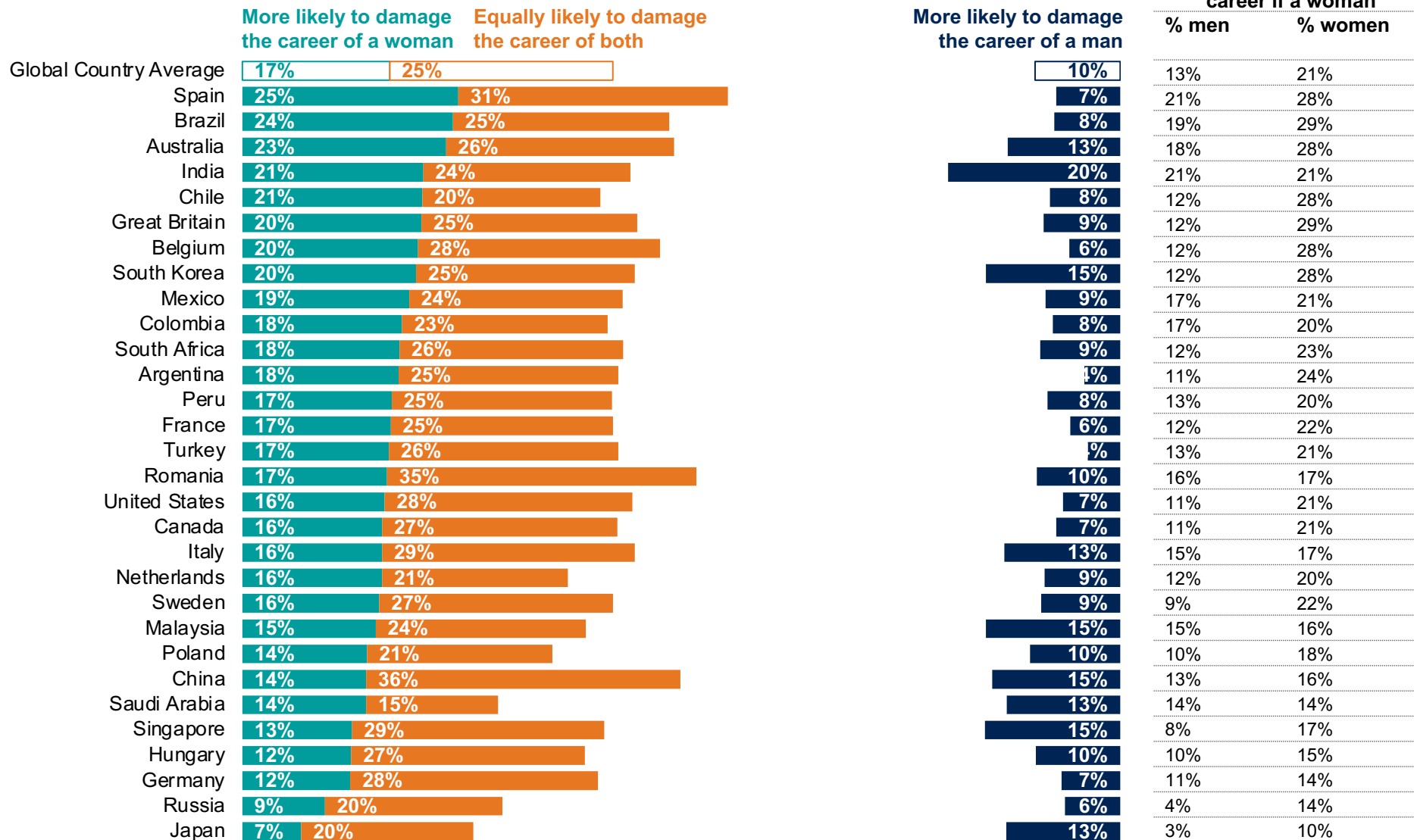


Q

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).



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

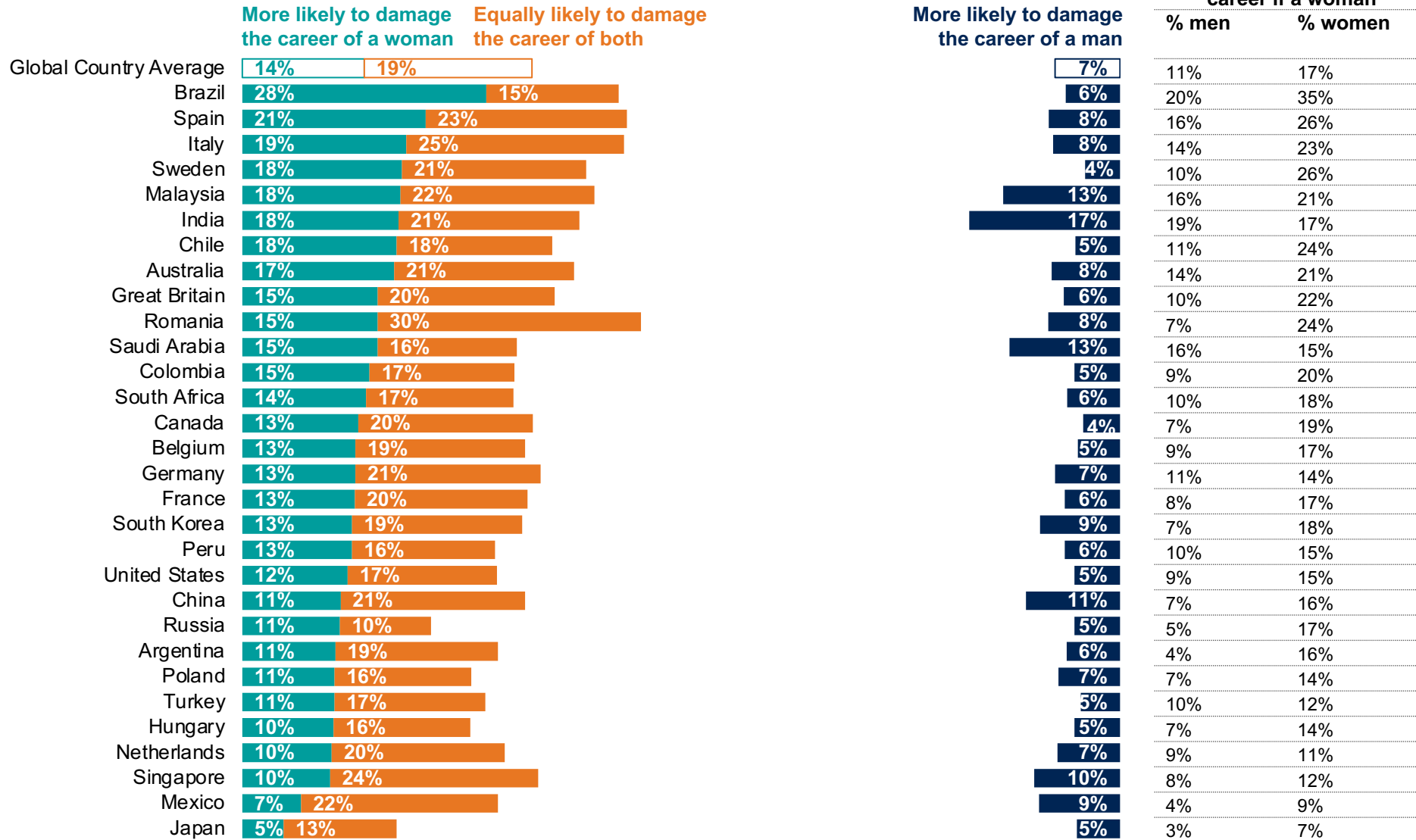


Q

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).



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

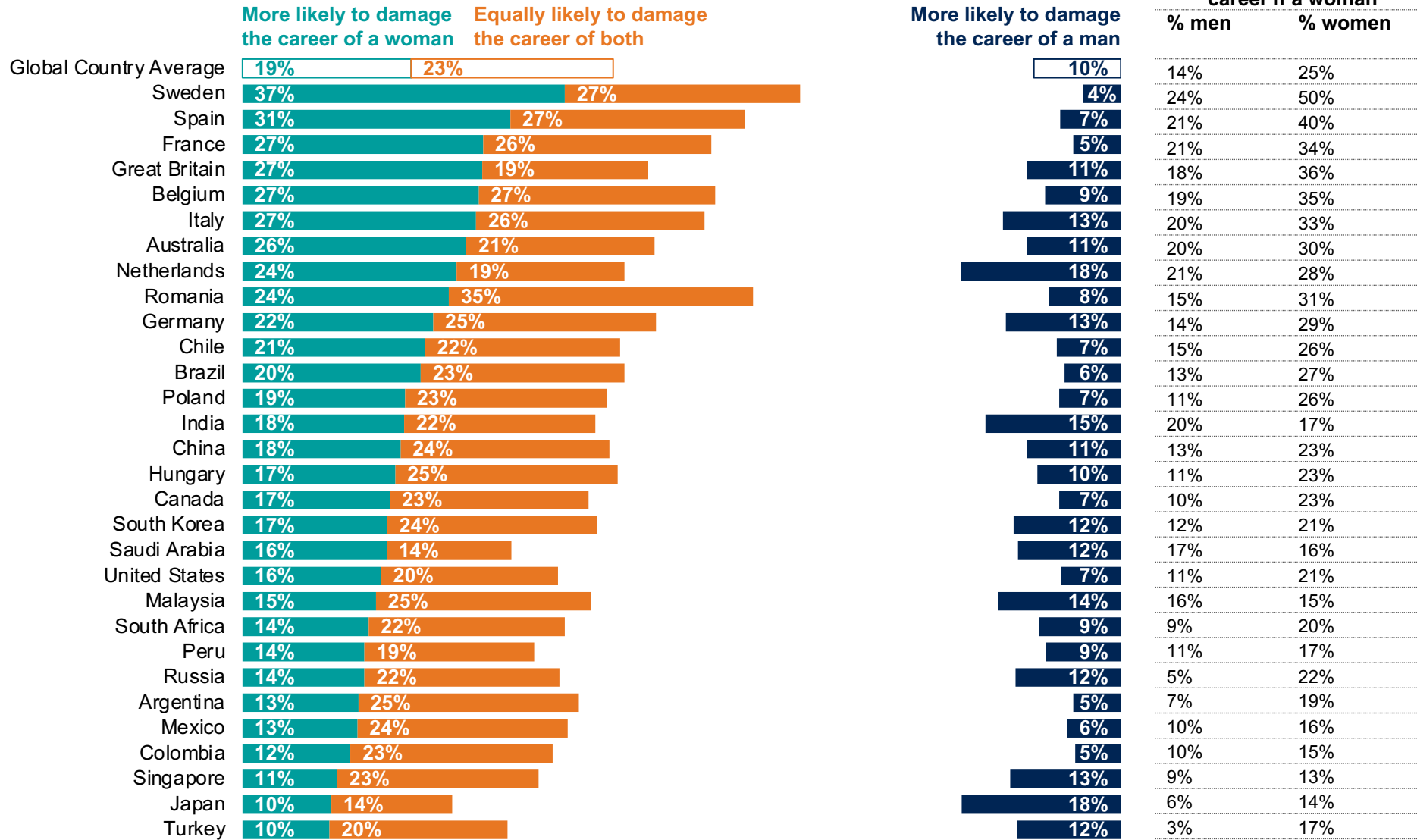


Q

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).



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

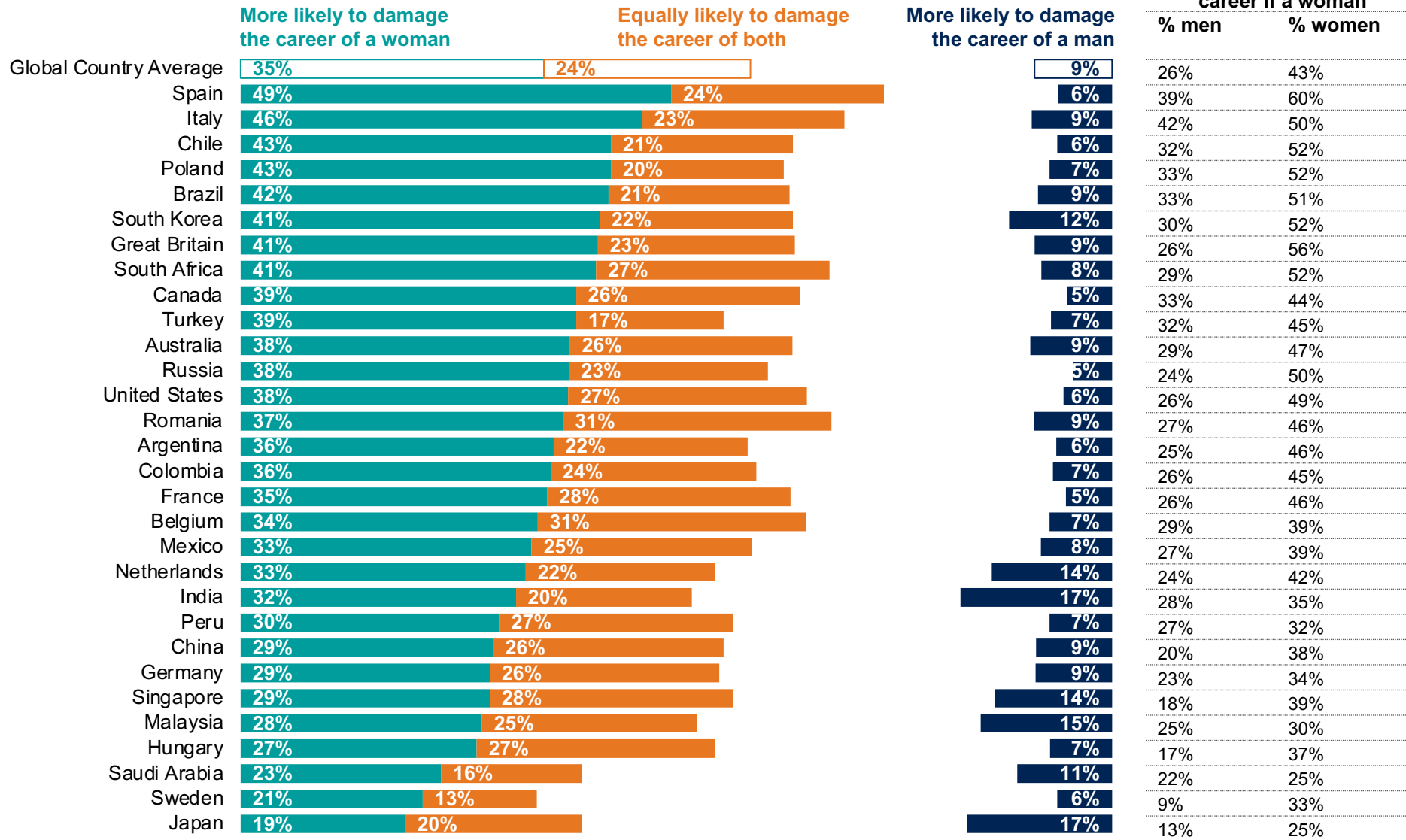


Q

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).

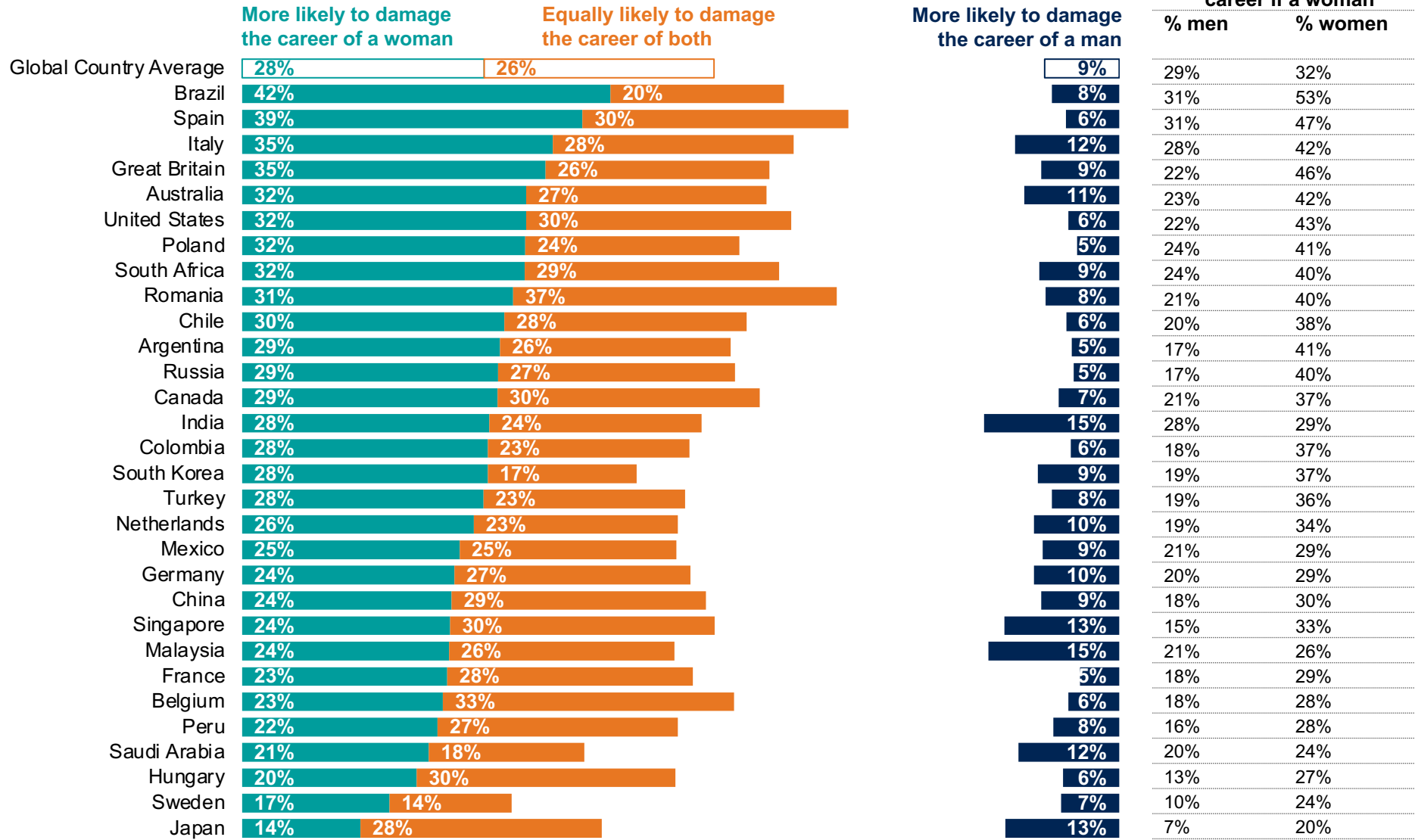


Q

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%).

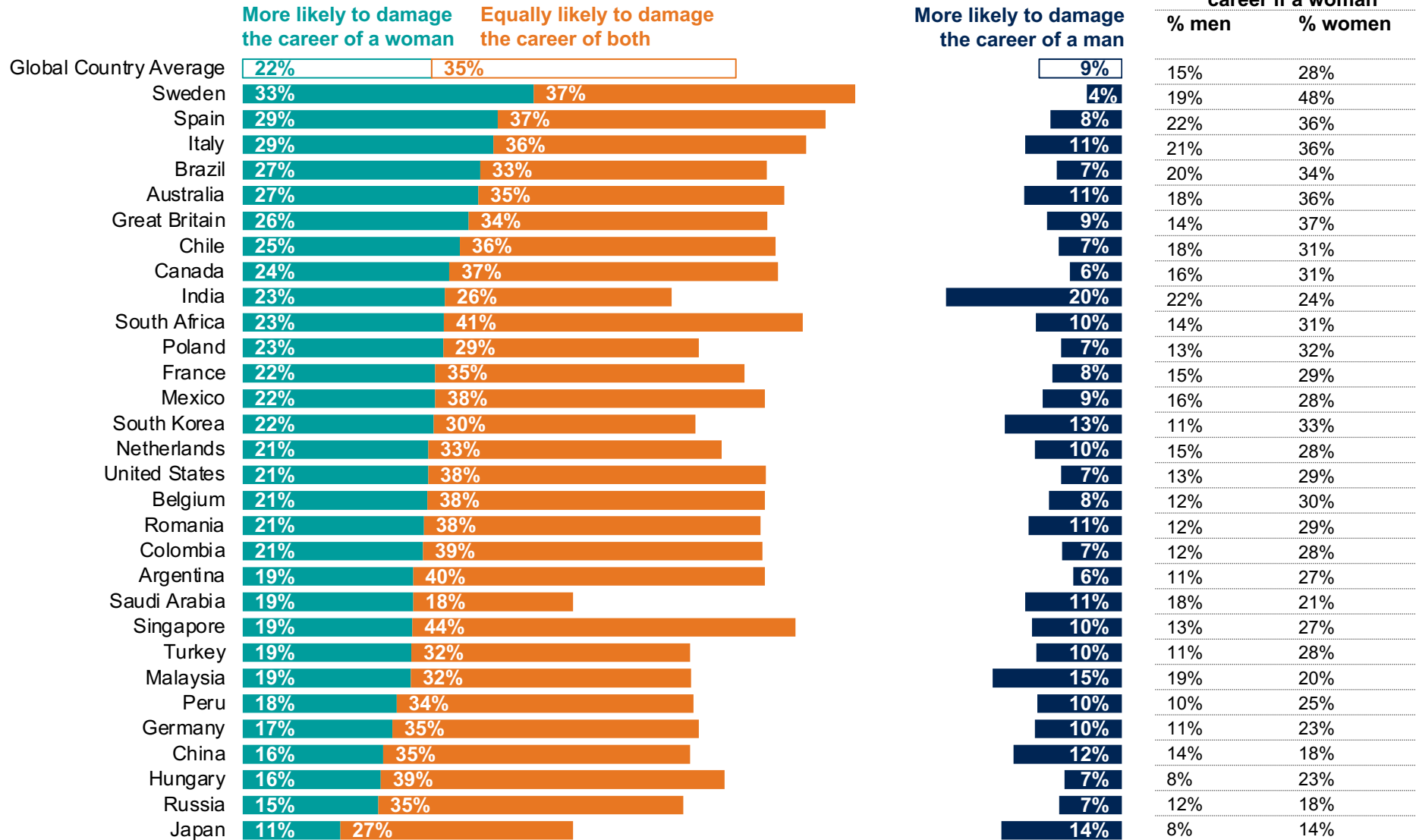


Q

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).



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

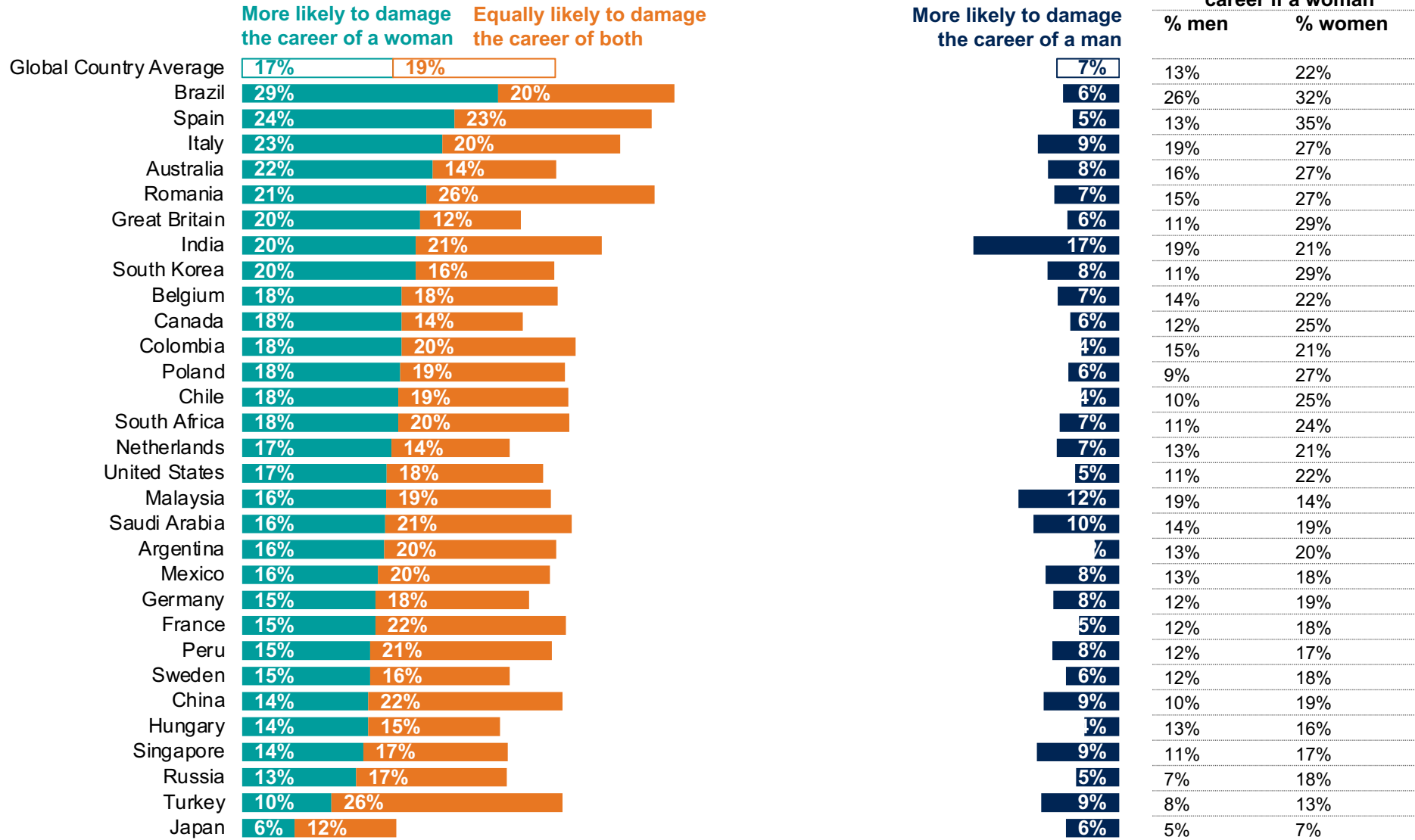


Q

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).

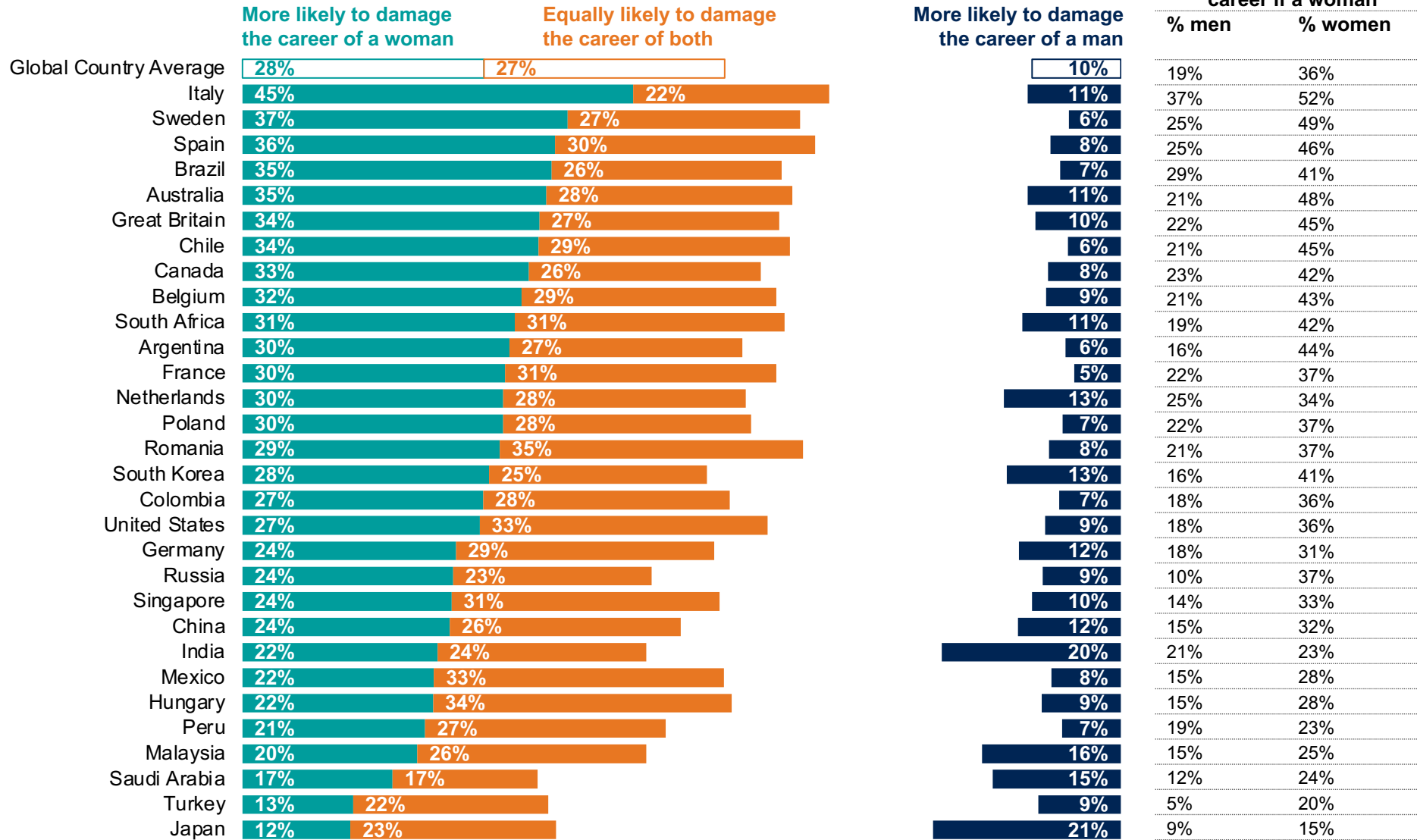


Q

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).



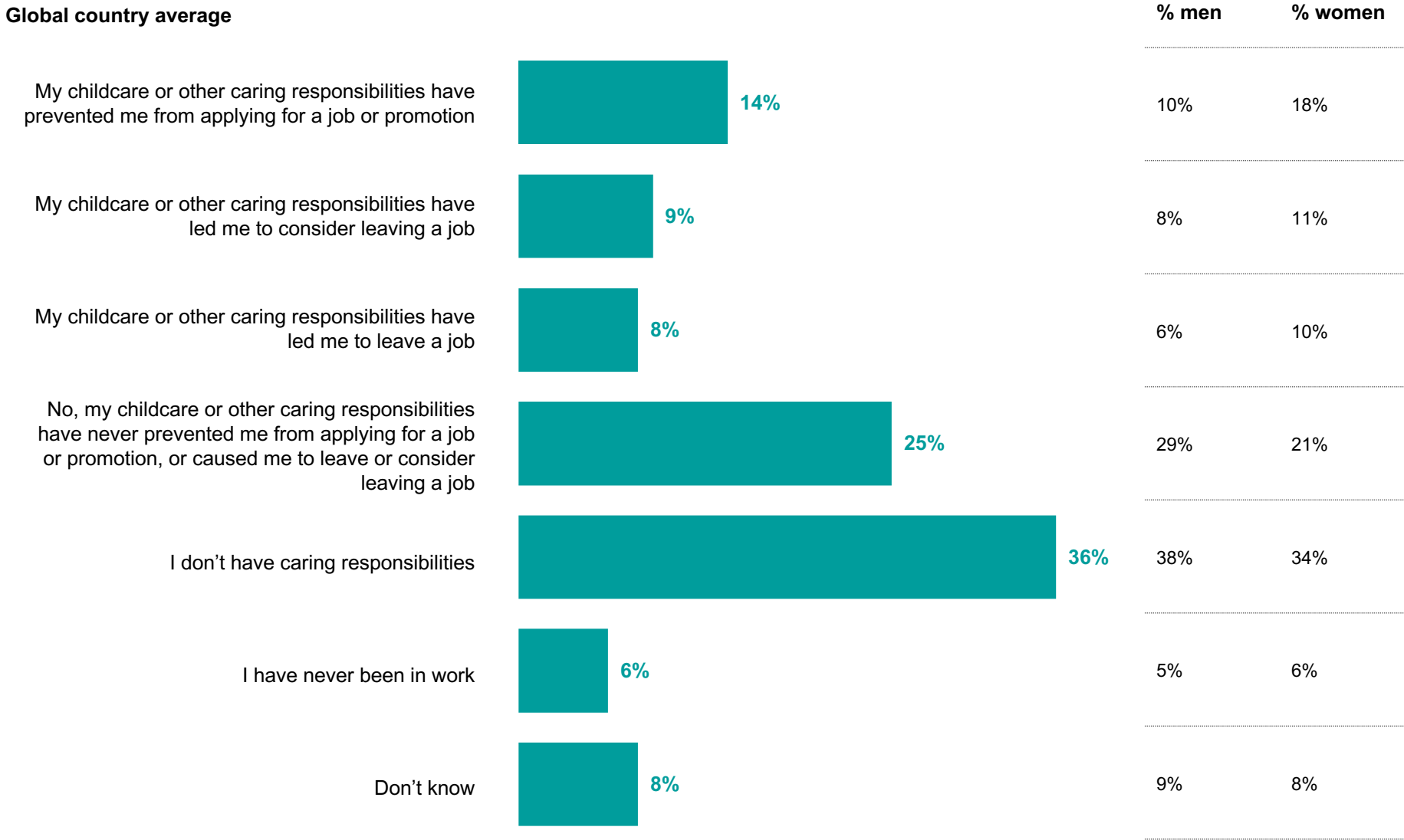
Base: 20,524 online adults aged 16-74 across 30 countries, 21 January – 4 February, 2022





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%).



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

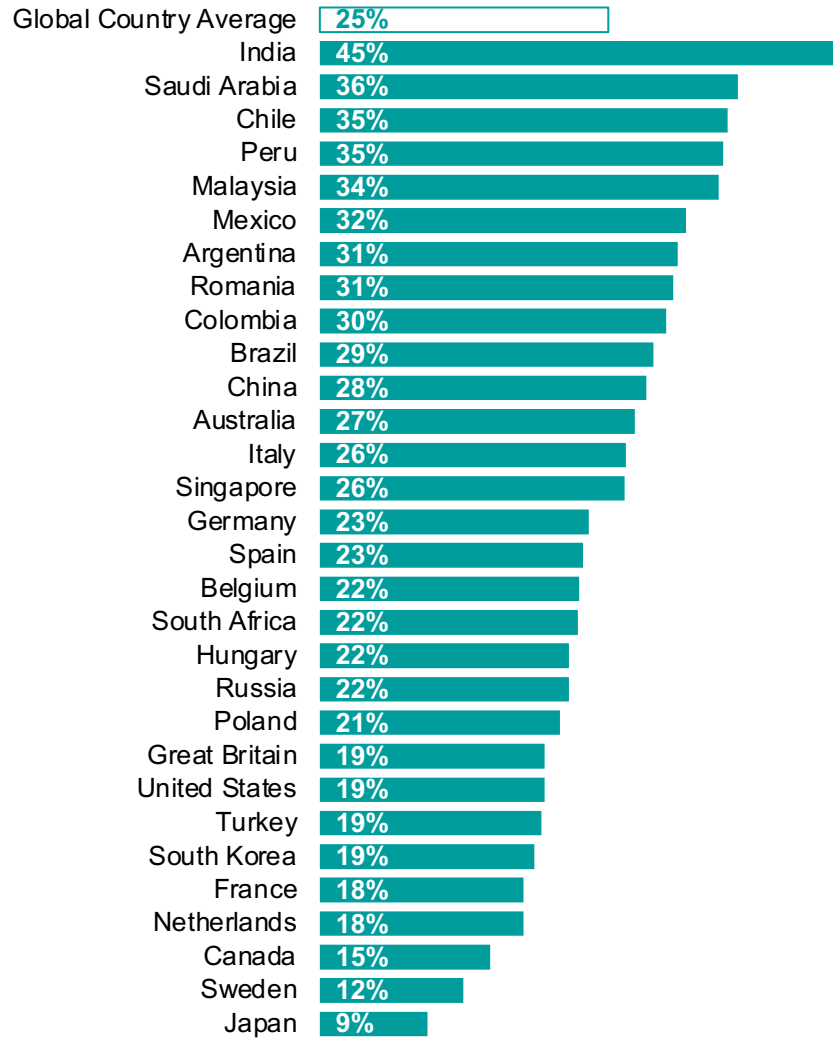


Q

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%).

My childcare or other caring responsibilities have prevented me from applying for a job or promotion/led me to consider leaving a job/led me to leave a job



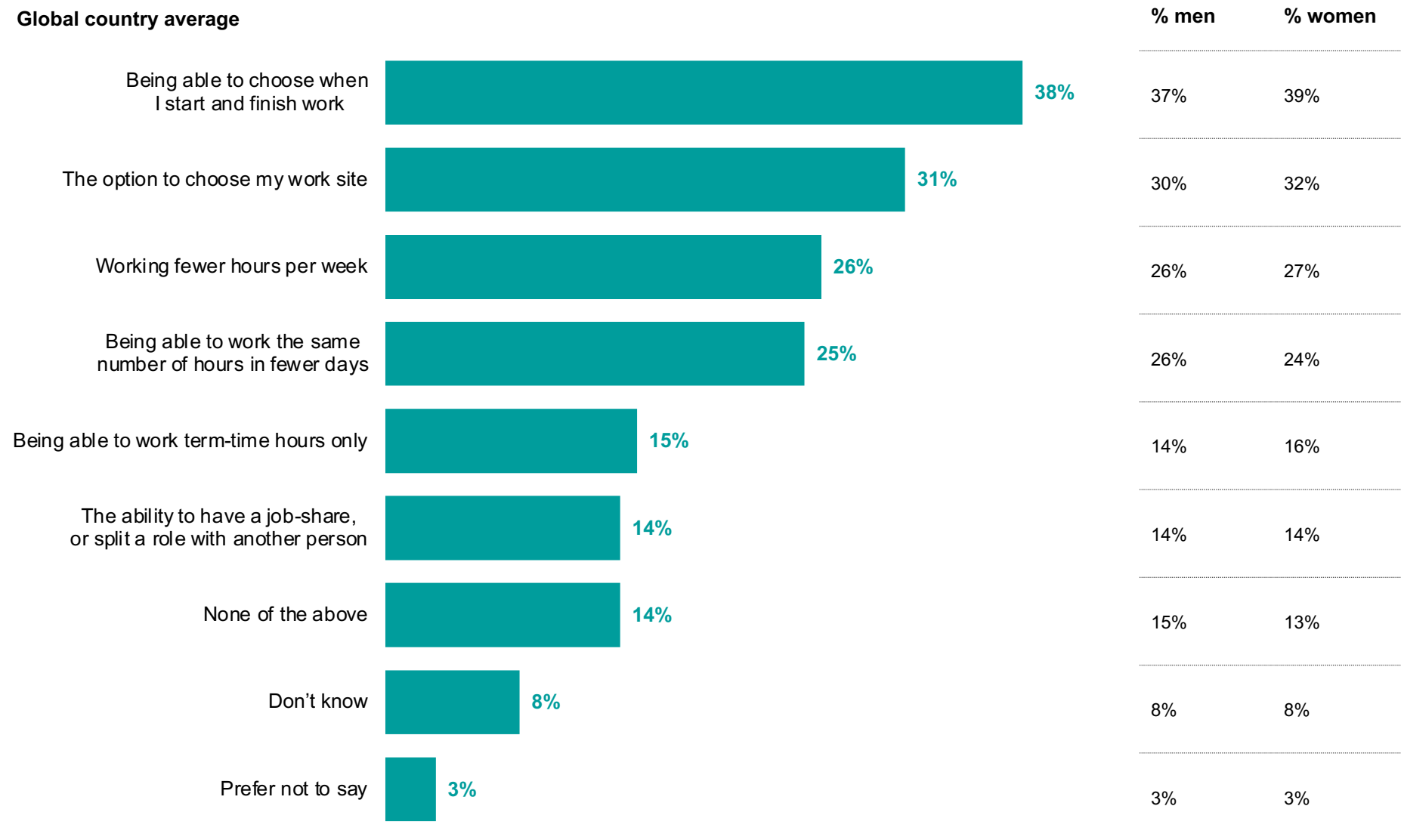
	% men	% women
	19%	31%
	45%	44%
	33%	40%
	18%	50%
	21%	47%
	32%	37%
	20%	42%
	17%	44%
	21%	39%
	23%	37%
	18%	39%
	25%	32%
	24%	32%
	23%	30%
	24%	29%
	19%	27%
	21%	25%
	17%	28%
	17%	27%
	13%	30%
	15%	27%
	13%	28%
	13%	26%
	14%	25%
	8%	30%
	14%	23%
	12%	23%
	10%	26%
	9%	20%
	10%	15%
	7%	12%

Q

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.

Global country average



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.

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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