INTERNATIONAL WOMEN'S DAY 2022

March 2022

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GAME CHANGERS



- 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

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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

%

%



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



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

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																										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%	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%

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Q	Global country average			% agree 2020	% men net better	% women net better
For each of the following questions, please indicate whether you strongly	Women won't achieve equality in unless men take actions to support women's rights too		69%	68%	63%	74%
disagree, somewhat disagree, somewhat agree or strongly agree.	Women won't achieve equality with men unless there are more female leaders in business and government	589	%	58%	51%	65%
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	When it comes to giving women equal rights with men, things have gone far enough in my country	47%		48%	52%	43%
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.	Workplaces in treat men and women equall	44%		41%	51%	36%
	I define myself as a feminist	40%		33%*	32%	47%



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

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

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

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



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

I define myself as a feminist

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

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



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

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

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

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



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

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

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

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



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

Workplaces in [COUNTRY] treat men and women equally

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

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



INSTITUTIONAL BIAS

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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.

	Better	About the same	Worse	net men better	net women better
Educational institutions, such as schools, colleges and universities	22%	52%	16%	+13	-1
Health services	22%	51%	17%	+13	-2
The police	20%	39%	27%	+3	-16
The media (such as TV, radio and newspapers)	19%	41%	29%	-1	-20
Courts and prisons	18%	39%	22%	+4	-12
The government	16%	39%	32%	-6	-25
Social media	16%	35%	37%	-12	-28



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%).

	Better	About the same		Worse	net men better	net women better
Global Country Average	22%	52%		16%	+13	-1
Saudi Arabia	52%		30%	9%	+46	+37
India	50%		31%	14%	+35	+36
Malaysia	42%	41%	/ 0	12%	+29	+33
China	40%	46%		9%	+34	+27
South Africa	29%	51%		13%	+20	+13
Mexico	26%	57%		12%	+22	+8
Russia	26%	56%		7%	+25	+14
Singapore	25%	58%		9%	+22	+11
Romania	24%	54%		14%	+18	+2
Argentina	23%	57%		12%	+21	+1
Peru	22%	60%		12%	+16	+4
Australia	21%	48%		21%	+13	-12
Colombia	20%	59%		16%	+11	-3
Turkey	20%	54%		16%	+1	+7
Chile	19%	58%		15%	+13	-5
Brazil	18%	54%		21%	+6	-12
United States	18%	47%		21%	+5	-12
South Korea	15%	56%		20%	+5	-15
Canada	15%	49%		20%	+5	-14
Sweden	15%	56%		19%	+11	-19
Spain	14%	59%		18%	+6	-13
Italy	14%	56%		19%	0	-9
Germany	14%	53%		20%	-1	-11
Belgium	14%	56%		15%	+6	-8
Netherlands	14%	55%		20%	+3	-16
Hungary	13%	59%		17%	0	-8
Great Britain	13%	50%		20%	+5	-18
Poland	13%	51%		22%	+2	-21
Japan	11%	50%		21%	-3	-16
France	11%	52%		15%	-1	-7



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

Health services

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

	Better	About the same	W	orse	net men better	net women better
Global Country Average	22%	51%	1	7%	+13	-2
India	53%		31%	1%	+38	+48
Saudi Arabia	53%		32%	8%	+45	+43
China	49%	38%		9%	+44	+36
Malaysia	44%	41%		0%	+33	+33
South Africa	29%	45%		0%	+19	0
Mexico	28%	53%		3%	+28	+3
Romania	28%	55%		2%	+30	+2
Singapore	26%	56%		8%	+23	+14
Argentina	22%	54%		4%	+16	+1
Turkey	21%	62%		1%	+12	+7
Australia	20%	49%		9%	+10	-7
Chile	20%	52%		2%	+10	-12
Russia	20%	56%		0%	+22	0
Colombia	19%	57%		9%	+7	-5
Brazil	19%	50%		3%	+1	-9
Peru	18%	57%		9%	+6	-7
Belgium	16%	56%		6%	+6	-4
South Korea	16%	61%		4%	+3	+1
Germany	15%	48%		2%	-1	-12
Canada	15%	50%		1%	+3	-15
Great Britain	15%	52%		8%	+8	-13
Netherlands	15%	51%		2%	+4	-18
United States	15%	48%		5%	0	-19
France	15%	54%		3%	+7	-4
Spain	13%	63%		4%	+3	-6
Japan	13%	46%		6%	+4	-11
Sweden	13%	48%		2%	+7	-46
Poland	12%	58%		7%	-3	-8
ltaly	11%	62%		6%	+4	-12
Hungary	8%	58%	2	2%	-12	-17



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

The police

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

	Better	About the same		Worse	net men better	net women better
Global Country Average	20%	39%		27%	+3	-16
Saudi Arabia	52%		21%	11%	+46	+35
India	42%	24%		27%	+17	+12
China	36%	40%		16%	+25	+14
Malaysia	31%	38%		19%	+12	+12
United States	26%	40%		18%	+16	+1
Singapore	26%	50%		8%	+25	+10
Turkey	24%	47%		16%	+15	+1
South Africa	23%	26%		39%	+3	-35
Australia	20%	41%		23%	+3	-8
Chile	19%	37%		33%	+1	-28
Romania	19%	40%		29%	+1	-21
Argentina	19%	30%		32%	+5	-29
Canada	18%	42%		21%	+6	-12
Sweden	18%	40%		32%	+3	-31
Mexico	18%	32%		37%	-1	-34
Spain	18%	48%		24%	+3	-16
Netherlands	15%	45%		24%	0	-17
Great Britain	15%	37%		30%	-3	-26
Brazil	15%	33%		41%	-14	-37
Poland	15%	42%		27%	-4	-20
France	15%	36%		22%	-3	-12
South Korea	14%	34%		38%	-15	-35
Colombia	14%	35%		40%	-14	-37
Germany	13%	44%		27%	-7	-21
Russia	13%	40%		26%	+3	-26
Italy	13%	48%		22%	-6	-13
Belgium	13%	38%		31%	-9	-27
Peru	12%	40%		38%	-15	-37
Hungary	10%	45%		26%	-9	-22
Japan	10%	40%		27%	-10	-24



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

The media (such as TV, radio and newspapers)

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

	Better	About the same		Worse	net men better	net women better
Global Country Average	19%	41%		29%	-1	-20
Saudi Arabia	46%		26%	15%	+34	+27
India	43%		29%	24%	+22	+17
China	39%		40%	16%	+30	+16
Malaysia	36%		9%	18%	+18	+17
South Africa	25%	39%		27%	+8	-12
Romania	24%	48%		20%	+21	-12
Mexico	22%	50%		22%	+7	-6
Singapore	20%	49%		17%	+5	-1
Chile	20%	39%		34%	-2	-25
Peru	19%	45%		30%	-2	-19
Argentina	19%	40%		33%	+4	-31
Turkey	18%	40%		30%	-15	-9
Spain	16%	44%		32%	-4	-27
Australia	16%	29%		44%	-10	-45
Russia	16%	58%	_	10%	+14	0
Colombia	15%	47%		32%	-4	-29
Brazil	15%	40%		40%	-11	-37
Poland	14%	51%		20%	-1	-11
South Korea	14%	39%		36%	-15	-30
United States	13%	38%		37%	-10	-37
Germany	13%	44%		27%	-2	-25
Japan	13%	48%		24%	-2	-20
Sweden	12%	33%		45%	-8	-57
Great Britain	12%	31%		43%	-12	-50
France	12%	37%		28%	-11	-21
Canada	11%	40%		35%	-9	-39
Belgium	10%	46%		28%	-10	-26
Italy	9%	44%		35%	-21	-31
Hungary	8%	49%		31%	-14	-31
Netherlands	7%	40%		39%	-25	-39



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

Courts and prisons

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

	Better	About the same		Worse	net men better	net women better
Global Country Average	18%	39%		22%	+4	-12
Saudi Arabia	42%		26%	10%	+37	+24
India	41%		27%	21%	+24	+16
Malaysia	31%	35%		17%	+11	+17
China	29%	41%		15%	+19	+10
Singapore	26%	45%		8%	+24	+13
South Africa	25%	33%		22%	+16	-10
Australia	23%	35%		20%	+11	-5
United States	21%	40%		19%	+10	-5
Sweden	20%	47%		17%	+20	-15
Canada	20%	37%		17%	+12	-6
Great Britain	18%	37%		18%	+13	-11
Spain	18%	45%		25%	0	-15
Romania	16%	39%		24%	+2	-18
Chile	16%	34%		33%	-1	-30
Turkey	15%	46%		23%	-11	-5
Netherlands	15%	46%		24%	-5	-13
Mexico	14%	34%		30%	0	-30
Argentina	14%	29%		28%	-4	-24
Russia	13%	38%		19%	+2	-12
Germany	13%	41%		23%	-4	-15
Belgium	13%	42%		22%	0	-20
Brazil	13%	34%		37%	-11	-38
France	12%	40%		16%	-4	-5
Peru	11%	38%		30%	-10	-27
Poland	11%	45%		22%	-3	-18
Hungary	11%	42%		20%	-3	-15
Italy	10%	47%		23%	-6	-19
South Korea	10%	42%		28%	-10	-26
Colombia	10%	37%		34%	-13	-34
Japan	9%	46%		16%	0	-14



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

The government

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

	Better	About the s	ame		Worse	men net better	women net better
Global Country Average	16%	39%			32%	-6	-25
Saudi Arabia	55%			22%	11%	+50	+37
India	44%		28%		21%	+22	+24
China	39%		42%		12%	+29	+25
Malaysia	32%		39%		20%	+10	+13
Singapore	24%	52%			10%	+18	+10
South Africa	18%	31%			39%	-8	-32
Argentina	18%	43%			24%	+4	-15
Chile	17%	39%			33%	0	-30
Mexico	17%	43%			30%	0	-24
Spain	17%	43%			32%	-3	-27
Turkey	15%	42%			32%	-16	-17
South Korea	14%	43%			28%	-5	-23
Germany	14%	39%			30%	-7	-24
Australia	14%	30%			44%	-14	-46
Sweden	14%	51%			25%	+16	-39
Romania	13%	41%			33%	-14	-26
United States	12%	35%			39%	-15	-37
Canada	12%	45%			28%	-5	-27
France	11%	41%			26%	-10	-20
Peru	10%	43%			37%	-20	-34
Russia	10%	43%			25%	-5	-25
Belgium	9%	40%			33%	-11	-36
Brazil	9%	25%			59%	-35	-63
Colombia	9%	40%			44%	-24	-46
Great Britain	9%	33%			42%	-20	-47
Italy	8%	39%			41%	-24	-41
Netherlands	8%	49%			28%	-12	-29
Hungary	7%	35%			44%	-27	-48
Japan		35%			42%	-26	-44
Poland	6%	35%			48%	-29	-55



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.

	Better	About the s	same		Worse	net men better	net women better
Global Country Average	16%	35%			37%	-12	-28
India	45%		2	.4%	25%	+14	+26
Saudi Arabia	44%		28	3%	16%	+33	+20
China	36%		40%		20%	+22	+10
Malaysia	35%		35%		23%	+14	+9
Singapore	21%	41%			26%	+3	-12
South Africa	20%	29%			45%	-11	-38
Mexico	19%	43%			31%	-3	-19
Romania	19%	38%			32%	-1	-26
Russia	17%	55%			13%	+11	-1
Peru	17%	41%			35%	-9	-28
Chile	15%	33%			44%	-15	-42
Brazil	14%	34%			 45%	-21	-41
Poland	14%	49%			18%	-1	-6
Germany	14%	37%			32%	-14	-23
Turkey	14%	37%			40%	-22	-32
United States	13%	33%			40%	-17	-38
Argentina	13%	37%			38%	-14	-36
Australia	13%	29%			46%	-18	-48
South Korea	13%	40%			32%	-11	-27
Colombia	12%	36%			 46%	-26	-42
Japan		47%			23%	-5	-19
Spain	10%	36%			46%	-28	-45
Hungary	10%	44%			33%	-14	-32
Italy	9%	39%			41%	-32	-32
Canada	9%	30%			45%	-29	-45
Netherlands	9%	25%			51%	-34	-50
Great Britain	8%	25%			49%	-27	-55
France	7%	22%	_		46%	-34	-42
Belgium	7%				51%	-38	-50
Sweden	6%	19%			65%	-44	-75



FAMILIES & CAREERS

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

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





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

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

Global country average





Q	Global country average by age group	Gen Z	Millennials	Gen X	Baby Boomers	Under 50 50+
In the past two years, have	Financial concerns	25%	30%	19%	6 8%	26% <mark>10%</mark>
you delayed or decided against having a child or	You are single	29%	17% 1	1% 7%		19% 8%
more children for any of the	Concerns due to the COVID-19 pandemic	13% 17%	% <mark>9% 5%</mark>			14% <mark>6%</mark>
following reasons, or not?	Existing caring responsibilities, including childcare	11% 15%	8% 3%			13% <mark>4%</mark>
· · · · · · · · · · · · · · · · · · ·	Concerns due to political stability in [COUNTRY]	11% 12%	<mark>6%3%</mark>			10% 4%
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.	Children do not fit my lifestyle	14% 9%	5% 2%			10% 3%
	Wanting to complete your educational studies / qualifications	19% 7	<mark>% 3%</mark> 1%			10% <mark>2%</mark>
	You or your partner are unable to have children for medical or health reasons	<mark>5%</mark> 6% 6% 4%				6% 4%
	Concerns about the impact on your career	<mark>11%</mark> 9% 49	6 1%			8% 2%
	Concerns about the impact on your partner's career	<mark>6%</mark> 7% 3% 1%	6			6% 2%
	Concerns due to climate change	7% 7% 4% 2%	6			6% 3%
	Relationship breakdown	<mark>6%</mark> 6% 4% 2%				<mark>6%</mark> 2%
	Your partner wanting to complete their educational studies / qualifications	8% <mark>5%2</mark> % 1%				<mark>6%</mark> 1%



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

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

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



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

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





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).

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

	More likely to damage the career if a woman			
More likely to damage the career of a man	% men	% women		
10%	13%	21%		
7%	21%	28%		
8%	19%	29%		
13%	18%	28%		
20%	21%	21%		
8%	12%	28%		
9%	12%	29%		
6%	12%	28%		
15%	12%	28%		
9%	17%	21%		
8%	17%	20%		
9%	12%	23%		
1%	11%	24%		
8%	13%	20%		
6%	12%	22%		
.%	13%	21%		
10%	16%	17%		
7%	11%	21%		
7%	11%	21%		
13%	15%	17%		
9%	12%	20%		
9%	9%	22%		
15%	15%	16%		
10%	10%	18%		
15%	13%	16%		
13%	14%	14%		
15%	8%	17%		
10%	10%	15%		
7%	11%	14%		
6%	4%	14%		
13%	3%	10%		



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

Working from home regularly

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

	More likely to damage the career of a woman	Equally likely to damage the career of both
Global Country Average	14% 19%	
Brazil	28%	15%
Spain	21% 23	%
Italy	19% 25%	
Sweden	18% 21%	
Malaysia	18% 22%	
India	18% 21%	
Chile	18% 18%	
Australia	17% 21%	
Great Britain	15% 20%	
Romania	15% 30%	
Saudi Arabia	15% 16%	
Colombia	15% 17%	
South Africa	14% 17%	
Canada	13% 20%	
Belgium	13% 19%	
Germany	13% 21%	
France	13% 20%	
South Korea	13% 19%	
Peru	13% 16%	
United States	12% 17%	
China	11% 21%	
Russia	11% 10%	
Argentina	11% 19%	
Poland	11% 16%	
Turkey	11% 17%	
Hungary	10% 16%	
Netherlands	10% 20%	
Singapore	10% 24%	
Mexico	7% 22%	
Japan	<mark>5%</mark> 13%	

	More likely to damage the career if a woman			
More likely to damage the career of a man	% men	% women		
7%	11%	17%		
6%	20%	35%		
8%	16%	26%		
8%	14%	23%		
4%	10%	26%		
13%	16%	21%		
17%	19%	17%		
5%	11%	24%		
8%	14%	21%		
6%	10%	22%		
8%	7%	24%		
13%	16%	15%		
5%	9%	20%		
6%	10%	18%		
4%	7%	19%		
5%	9%	17%		
7%	11%	14%		
6%	8%	17%		
9%	7%	18%		
6%	10%	15%		
5%	9%	15%		
11%	7%	16%		
5%	5%	17%		
6%	4%	16%		
7%	7%	14%		
5%	10%	12%		
5%	7%	14%		
7%	9%	11%		
10%	8%	12%		
9%	4%	9%		
5%	3%	7%		





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).

		cely to damage Equally likely to damage eer of a woman the career of both
Global Country Average	19%	
Sweden	37%	27%
Spain	31%	27%
France	27%	26%
Great Britain	27%	19%
Belgium	27%	27%
Italy	27%	26%
Australia	26%	21%
Netherlands	24%	19%
Romania	24%	35%
Germany	22%	25%
Chile	21%	22%
Brazil	20%	23%
Poland	19%	23%
India	18%	22%
China	18%	24%
Hungary	17%	25%
Canada	17%	23%
South Korea	17%	24%
Saudi Arabia	16%	14%
United States	16%	20%
Malaysia	15%	25%
South Africa	14%	22%
Peru	14%	19%
Russia	14%	22%
Argentina	13%	25%
Mexico	13%	24%
Colombia	12%	23%
Singapore	11%	23%
Japan	10%	14%
Turkey	10%	20%

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



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).

					••••••••••••••••••••••••••••••••••••••	career if a woman	
		More likely to dama the career of a wom		Equally likely to damage the career of both	More likely to damage the career of a man	% men	% women
ı who	Global Country Average	35%	24	%	9%	26%	43%
	Spain	49%		24%	6%	39%	60%
У	Italy	46%		23%	9%	42%	50%
	Chile	43%		21%	6%	32%	52%
ge	Poland			20%	7%	33%	52%
S	Brazil	42%		21%	9%	33%	51%
	South Korea	41%		22%	12%	30%	52%
	Great Britain	41%		23%	9%	26%	56%
0	South Africa	41%		27%	8%	29%	52%
0	Canada	39%		26%	5%	33%	44%
11	Turkey	39%		17%	7%	32%	45%
ll not	Australia	38%		26%	9%	29%	47%
omen	Russia			23%	5%	24%	50%
	United States			27%	6%	26%	49%
	Romania	37%		31%	9%	27%	46%
ties	Argentina		22	2%	6%	25%	46%
day	Colombia		24		7%	26%	45%
лау	France		28		5%	26%	46%
	Belgium		31%		7%	29%	39%
	Mexico		25%		8%	27%	39%
\$	Netherlands		22%		14%	24%	42%
/ is	India		20%		17%	28%	35%
nore	Peru		27%		7%	27%	32%
	China	29%	26%		9%	20%	38%
n	Germany		26%		9%	23%	34%
an	Singapore		28%		14%	18%	39%
	Malaysia		25%		15%	25%	30%
lage	Hungary		27%		7%	17%	37%
en vs	Saudi Arabia		16%		11%	22%	25%
	Sweden		13%		6%	9%	33%
	Japan	19% 2	20%		17%	13%	25%



More likely to damage the

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

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

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

	More likely to damage the career of a woman	Equally likely to damage the career of both	More likely to damage the career of a man
Clobal Country Average			
Global Country Average Brazil	28% 42%	26%	9%
		30%	8%
Spain Italy	<u>39%</u> 35%	28%	<u>6%</u> 12%
Great Britain	35%	26%	9%
Australia	32%	27%	11%
United States	32%	30%	6%
Poland	32%	24%	5%
South Africa	32%	29%	9%
Romania	<u>32%</u> 31%	37%	<u> </u>
Chile	30%	28%	<u> </u>
Argentina	29%	26%	5%
Russia	29%	27%	<u>5%</u>
Canada	29%	30%	<u>5%</u> 7%
India	28%	24%	15%
Colombia	28%	23%	6%
South Korea	28%	17%	9%
Turkey		23%	<u> </u>
Netherlands		23%	10%
Methemanus		23% 5%	9%
		5% 7%	
Germany China			<u> 10% </u> 9%
Singapore	24% 30		13%
Malaysia	24% 30 26		15%
France	24 % 20 23% 28		5%
Belgium			
Peru			6% 8%
Saudi Arabia			
Hungary Sweden			6% 7%
Japan	14% 28%		13%





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).

	More likely to damageEqually likely to damagethe career of a womanthe career of both
Global Country Average	22% 35%
Sweden	33% 37%
Spain	29% 37%
Italy	29% 36%
Brazil	27% 33%
Australia	27% 35%
Great Britain	26% 34%
Chile	25% 36%
Canada	24% 37%
India	23% 26%
South Africa	23% 41%
Poland	23% 29%
France	22% 35%
Mexico	22% 38%
South Korea	22% 30%
Netherlands	21% 33%
United States	21% 38%
Belgium	21% 38%
Romania	21% 38%
Colombia	21% 39%
Argentina	19% 40%
Saudi Arabia	19% 18%
Singapore	19% 44%
Turkey	19% 32%
Malaysia	19% 32%
Peru	18% 34%
Germany	17% 35%
China	16%35%
Hungary	16% 39%
Russia	15% 35%
Japan	11% 27%

		y to damage t r if a woman
re likely to damage	% men	% women
he career of a man		
9%	15%	28%
4%	19%	48%
8%	22%	36%
11%	21%	36%
7%	20%	34%
11%	18%	36%
9%	14%	37%
7%	18%	31%
6%	16%	31%
20%	22%	24%
10%	14%	31%
7%	13%	32%
8%	15%	29%
9%	16%	28%
13%	11%	33%
10%	15%	28%
7%	13%	29%
8%	12%	30%
11%	12%	29%
7%	12%	28%
6%	11%	27%
11%	18%	21%
10%	13%	27%
10%	11%	28%
15%	19%	20%
10%	10%	25%
10%	11%	23%
12%	14%	18%
7%	8%	23%
7%	12%	18%
14%	8%	14%



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

Talking about your family life

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

	More likely to damage the career of a womanEqually likely to damage the career of both
Global Country Average	17% 19%
Brazil	29% 20%
Spain	24% 23%
Italy	23% 20%
Australia	22% 14%
Romania	21% 26%
Great Britain	20% 12%
India	20% 21%
South Korea	20% 16%
Belgium	18% 18%
Canada	18% 14%
Colombia	18% 20%
Poland	18% 19%
Chile	18% 19%
South Africa	18% 20%
Netherlands	17% 14%
United States	17% 18%
Malaysia	16% 19%
Saudi Arabia	16% 21%
Argentina	16% 20%
Mexico	16% 20%
Germany	15% 18%
France	15% 22%
Peru	15% 21%
Sweden	15% 16%
China	14% 22%
Hungary	14% 15%
Singapore	14% 17%
Russia	13% 17%
Turkey	10% 26%
Japan	<u>6%</u> 12%

		y to damage f r if a woman
y to damage	% men	% women
eer of a man		
7%	13%	22%
6%	26%	32%
5%	13%	35%
9%	19%	27%
8%	16%	27%
7%	15%	27%
6%	11%	29%
17%	19%	21%
8%	11%	29%
7%	14%	22%
6%	12%	25%
4%	15%	21%
6%	9%	27%
4%	10%	25%
7%	11%	24%
7%	13%	21%
5%	11%	22%
12%	19%	14%
10%	14%	19%
6	13%	20%
8%	13%	18%
8%	12%	19%
5%	12%	18%
8%	12%	17%
6%	12%	18%
9%	10%	19%
.%	13%	16%
9%	11%	17%
5%	7%	18%
9%	8%	13%
6%	5%	7%

More



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

Prioritising your family over work

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

	More likely to damage the career of a woman	Equally likely to damage the career of both	More th
Global Country Average	28%	27%	
Italy	45%	22%	
Sweden	37%	27%	
Spain	36%	30%	
Brazil	35%	26%	
Australia	35%	28%	
Great Britain	34%	27%	
Chile	34%	29%	
Canada	33%	26%	
Belgium	32%	29%	
South Africa	31%	31%	
Argentina	30%	27%	
France	30%	31%	
Netherlands	30%	28%	
Poland	30%	28%	
Romania	29%	35%	
South Korea	28%	25%	
Colombia	27%	28%	
United States	27%	33%	
Germany		29%	
Russia		3%	
Singapore		1%	
China		6%	_
India	22% 24		
Mexico	22% 33		
Hungary	22% 34 °		
Peru	21% 27%		
Malaysia Saudi Arabia	20% 26%		
Saudi Arabia Turkey	17% 17% 13% 22%		
Japan	12% 23%		

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



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

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

Global country average

My childcare or other caring responsibilities have prevented me from applying for a job or promotion My childcare or other caring responsibilities have led me to consider leaving a job My childcare or other caring responsibilities have led me to leave a job No, my childcare or other caring responsibilities have never prevented me from applying for a job or promotion, or caused me to leave or consider leaving a job I don't have caring responsibilities I have never been in work

Don't know

8%

					% men	% women
e n		14%			10%	18%
e b	9%				8%	11%
e b	8%				6%	10%
s b er b			25%		29%	21%
S				36%	38%	34%
k	6%				5%	6%

8%

9%

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
Global Country Average	25%	19%	31%
India	45%	45%	44%
Saudi Arabia	36%	33%	40%
Chile	35%	18%	50%
Peru	35%	21%	47%
Malaysia	34%	32%	37%
Mexico	32%	20%	42%
Argentina	31%	17%	44%
Romania	31%	21%	39%
Colombia	30%	23%	37%
Brazil	29%	18%	39%
China	28%	25%	32%
Australia	27%	24%	32%
Italy	26%	23%	30%
Singapore	26%	24%	29%
Germany	23%	19%	27%
Spain		21%	25%
Belgium	22%	17%	28%
South Africa	22%	17%	27%
Hungary	22%	13%	30%
Russia	22%	15%	27%
Poland	21%	13%	28%
Great Britain	19%	13%	26%
United States	19%	14%	25%
Turkey	19%	8%	30%
South Korea	19%	14%	23%
France	18%	12%	23%
Netherlands	18%	10%	26%
Canada	15%	9%	20%
Sweden	12%	10%	15%
Japan	9%	7%	12%



My childcare or other caring responsibilities have prevented me from applying

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





% men

% women

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 <u>not</u> been adjusted to the population size of each country and is <u>not</u> 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.



FOR MORE INFORMATION

JESSICA BRUCE Research Director Ipsos Public Affairs jessica.bruce@ipsos.com

IRENE SORIANO-REDONDO

Associate Consultant Ipsos Public Affairs irene.sorianoredondo@ipsos.com

ILYA CERESO Consultant Ipsos Public Affairs ilya.cereso@ipsos.com

THEA RIDLEY-CASTLE

Research Executive Ipsos Public Affairs thea.ridley-castle@ipsos.com

