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Towards a better future for women and work: Voices of women and men



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A specialized agency of the United Nations, the International Labour Organization was founded in 1919 to promote social justice and, thereby, to contribute to universal and lasting peace. Its tripartite structure of government, employers' and workers' organizations is unique among UN agencies. Over the years, the ILO has issued a widely respected code of international labour Conventions and Recommendations such as on freedom of association, employment, social policy, gender equality and non-discrimination, conditions of work, and social security and social dialogue. The ILO provides expert advice, technical assistance and the dissemination of labour statistics to member states through a network of offices and multidisciplinary teams in over 40 countries.

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Towards a better future for women and work: Voices of women and men

ISBN
English edition

978-92-2-128961-6 (print)
978-92-2-128962-3 (web PDF)

Acknowledgments

The report is the result of collaboration, in the context of the ILO Women at Work Centenary Initiative, between the Gender, Equality and Diversity (GED) Branch of the Conditions of Work and Equality Department (WORKQUALITY) and Gallup, under the overall supervision of Shauna Olney and Susan Maybud for the ILO and Jon Clifton, Andrew Rzepa and Faith Gaines for Gallup.

Neli Esipova was the research lead for this ILO-Gallup project. Esipova and Cynthia English led the qualitative research and survey questionnaire development. Dato Tsubutashvili undertook extensive data analysis. The report was co-authored by Julie Ray, Esipova and Anita Pugliese from Gallup, with valuable content and insights provided by Maybud from the ILO.

The two organizations offer their appreciation to the external members of the Technical Advisory Group of the ILO-Gallup project for their assistance in identifying the conceptual areas for designing the additional questions for the Gallup World Poll: Ronnie Goldberg (United States Council for International Business), Barbara Byers (Canadian Labour Congress), Julia Fäldt (Nordic Council of Ministers), Colleen Sheppard (McGill University) and Ruti Levto (Promundo).

The team wishes to acknowledge the comments and contributions from a number of colleagues at ILO Headquarters: Deborah Greenfield (Deputy Director-General for Policy); Manuela Tomei (WORKQUALITY); Audrey Esposito and James Howard (CABINET); Vera Guseva (Bureau for Workers' Activities); Jae-Hee Chang (Bureau for Employers' Activities); Sangheon Lee, Steven Tobin, Stefan Kühn, Richard Horne and Santo Milasi (RESEARCH); Kieran Walsh (STATISTICS); and Sara Elder (EMPLOYMENT).

We would like to express our gratitude for the significant feedback and inputs from GED Senior Gender Specialists in ILO field offices: Emanuela Pozzan (ILO Beirut); Maria José Chamorro (ILO San José); Joni Simpson (ILO Bangkok); Fatime-Christian Ndiaye (ILO Dakar); and Mwila Chigaga (ILO Pretoria).

Our gratitude is extended to those who coordinated the editing and publication at Gallup: Jennifer Carpino, who prepared the initial graphs; Trista Kunce and Kirsten Adams, who edited the report; and Ashley Faubel and Trish Doebel for the design.

Regarding the coordination of the launch of the report and related advocacy activities, special thanks to the ILO Department of Communication and Public Information (DCOMM), notably Adam Bowers, Moyette Gibbons, Sandra Kuchen, Jean-Luc Martinage, Kiran Mehra-Kerpelman, Martin Murphy, Karen Naets-Sekiguchi, Francesca Pezzola, Damien Riunaud, Hans von Rohland, Rosalind Yarde and their Field Communications Officers, as well as the ILO Washington, DC's entire team. Further thanks are extended to Gallup's Johnathan Tozer, Jennifer Donegan and Stephanie Holgado for their efforts at Gallup's global headquarters.

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Preface

Despite the considerable progress that has been made towards achieving gender equality in the world of work, certain constraints seem to be preventing it from accelerating. Consequently, as the ILO approaches its second century, we launched the Women at Work Centenary Initiative to take stock of the status and conditions of women and to identify innovative, effective actions that promote full and lasting gender equality and non-discrimination in the world of work.

However, to go beyond "business as usual," it is necessary to better understand why progress on delivering decent work for women has been so slow globally and far less than anticipated to date. A key building block, the perceptions and attitudes of women and men towards women and their work – whether unpaid at home or paid in the labour market – was missing. This ILO-Gallup project was borne out of the belief that we must listen first to identify what it will take to accelerate progress towards gender equality in the workplace. We approached Gallup to ask the world's women and men about their attitudes towards women's lives and work through the Gallup World Poll – and, in doing so, capture the human dimension that lies behind the statistics.

The results are not only revealing and informative but are also, in some cases, quite surprising. They are also timely because concerns regarding women's economic empowerment are reverberating around the world. The information in this report is directed towards a broad audience. We hope that the global data and analyses will be helpful in better navigating the complex path towards achieving gender equality in the world of work.

Together with labour statistics and other data, this information adds to the stock of knowledge the ILO can draw from as it provides policy guidance and technical support to governments and employers' and workers' organizations.

Our collective efforts take on even more significance in view of the sweeping new Sustainable Development Agenda the global community adopted with the ambition of transforming our world by 2030. Gender equality is at the centre of this global vision, and the world of work will be the main forum in which women's economic empowerment will be achieved.

We hope this report will serve as a catalyst for innovative action.



A handwritten signature in black ink that reads "Guy Ryder". The signature is written in a cursive, flowing style.

Guy Ryder

Director-General

International Labour Organization

Geneva, Switzerland



The world needs to advance gender equality and empower women. Not just for the benefit of women, but for the benefit of all humankind.

Worldwide, productivity is slowing, which means human development is slowing. One solution to this incredibly depressing situation is to dramatically increase the number of women who have full and productive employment. And we need more women in management and leadership roles.

Gallup's global studies of tens of millions of workers, supervisors, managers and leaders find that men and women were born with equal talent to direct teams and lead organizations of any size. If anything, our research has discovered that women have slightly more management and leadership talent than men do. A recent Gallup study of women in the U.S. workplace found that teams led by women are more engaged at work, partly because women have more natural relationship-building talents. And female managers and employees are more engaged at work.

Our research also concludes that women have every bit as much game-changing talent as entrepreneurs and "builders" as do men. The problem is, millions of potential star women leaders are on the sidelines, and this isn't good for organizations, societies or countries. Failing to maximize women's talent to lead, manage and build stunts global economic growth and fails humankind.

Imagine if we woke up tomorrow morning and all organizations were led 50-50 by men and women. This would be a miracle that would honestly and suddenly save the world.

Gallup is thrilled to join with the ILO to help transform the way the world works. We love high mission, world-changing journeys. We thank Director-General Guy Ryder and his team for inspiring our ILO-Gallup joint effort.

Countries that fail to deliver on the hopes and dreams of women and men that Gallup and the ILO discovered through this project will fail to develop a booming economy and all the things that citizens want in a good life – which begins with a good job.

The world's productivity, as well as human development, will rise again, but only when we achieve gender parity in leadership.

A handwritten signature in black ink that reads "Jim Clifton". The signature is fluid and cursive, with a long horizontal line extending from the start of the name.

Jim Clifton
Chairman and CEO
Gallup
Washington, DC

Summary of key findings

ILO, in collaboration with Gallup, surveyed men and women in 2016 to understand their perceptions about women and work. The results, based on interviews with nearly 149,000 adults in 142 countries and territories, suggest that women might find support in their quest for productive employment and decent work coming from a rather unexpected source: men. Gender equality is still far from being achieved, and the findings show real divides still exist in many regions of the world. But it also appears men and women are not always as far apart in their attitudes as conventional wisdom might lead them – and governments and employers' and workers' organizations – to assume.

Worldwide, the majority of women would prefer to be working, and men agree.

A total of 70 per cent of women and a similar 66 per cent of men would prefer that women work at paid jobs. Each of these figures is more than double the percentages of those who would prefer women to stay at home.

This total notably includes a majority of women who are *not currently in the workforce*. But more importantly, this is true in almost all regions worldwide, including several regions where women's labour force participation is traditionally low, such as the Arab States.¹

Most men and women think it is acceptable for the women in their families to have paid jobs outside their home if they want one.

Majorities of women and men in *every region of the world* agree that work outside the home is acceptable for women in their families, although women are generally slightly more likely to feel this way than men are. Even in Northern Africa, where women's and men's attitudes are farthest apart, 79 per cent of women and 57 per cent of men believe work outside the home is acceptable.

Families play a significant role in shaping these attitudes. Among women in households in which it is not acceptable for women to work outside the home, 61 per cent say that they prefer to stay at home. Slightly more than one-third (36 per cent) would like to work at paid jobs.

Almost universally, men and women mention the “balance between work and family” as one of the top challenges that working women in their countries face.

In fact, people in the vast majority of countries mention “balance between work and family” as one of the top challenges facing women who work at paid jobs in their countries. With a few exceptions, women and men in most regions of the world identify the same top challenges for working women in their countries.

At the same time, women face different challenges in various parts of the world. Balancing work and family is the No. 1 challenge in developed and emerging economies, while unfair treatment at work is the most frequently mentioned concern in developing economies. Lack of affordable care for children and relatives is a bigger challenge in emerging and developing economies than it is in developed ones. And unequal pay tops the list only in developed economies.

¹ Throughout the report, “Arab States” refers to the Arab States and territories.

If a woman has similar education and experience to a man, women *and* men worldwide are most likely to say that she has the *same* opportunity to find a good job in the city or area where they live.

Women and men share similar views on women's employment. About four in ten believe women have the same opportunity to find a good job, while at least one in four believes women have either better or – on the other side of the spectrum – worse opportunities.

These attitudes vary, however, from region to region, largely based on women's educational attainment and their level of participation in the workforce. Worldwide, the more educated women are, the less likely they are to see better opportunities in the job market for women who are similarly qualified as men. Men's views do not change much with their education.

Worldwide, the majority of employed women say what they earn is at least a significant source of their household's income. More than one in four women say they provide the main income for their households, but men are still more likely to say they provide the main source of income.

This pattern holds in every part of the world except for Eastern Asia. In this sub-region, the majority of employed women (61 per cent) see their contribution as a small source of income, and only 35 per cent see their earnings contributing at least a significant amount to their household income.

In every region, however, the gender gap shrinks with education. The gap among employed women and men who say they make a small contribution to their household's income is also smaller among those with higher levels of education.

While the global trends suggest that women and men share some common ground in each of these areas, women face unique challenges in every region and every demographic. The following report will detail those challenges (as well as successes) and demonstrate through the data what work lies ahead and how daunting the task will be to bring more equality to the world of work.

Introduction

In 2019, the ILO will celebrate its Centenary. Specialized in the world of work, the ILO's primary goals are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen social dialogue on work-related issues. Gender equality in the world of work is at the heart of this mandate. And women's full and effective participation in the workforce – and equal opportunities for leadership at all levels of decision-making in political, economic and public life – is key.

Against the backdrop of the significant progress women have made in the world of work, there is much yet to accomplish. While women account for half of the world population, they remain underrepresented. Barely half of women worldwide are working in paid jobs, compared with about four in five men. Globally, a gap of 26 percentage points separates women and men in labour force participation, but the divides are much wider in certain parts of the world. Further, women continue to carry the lion's share of family and caregiving responsibilities. While these duties prevent some from joining the labour force, they also leave many women in the labour force struggling to find a balance between unpaid care and paid work.

Going forward, the ILO aims to bring new perspectives that can guide actions to make the world of work a more gender-equitable place. To inform this initiative, the ILO selected Gallup as its partner to obtain sound data on global attitudes and perceptions regarding women and work from both women and men.

Having a complete picture requires balancing both objective data and subjective perceptions and attitudes. This is especially true in regard to gender equality and women's empowerment in the world of work. Over the decades, the benefits that women's economic empowerment brings to individuals, families and societies as a whole have become clear, and yet gender equality has not been achieved anywhere. While most of the research focus so far has been on the tangible factors influencing gender equality at work, probing the intangible factors also has value.

The ILO added questions to the Gallup World Poll to foster a better understanding of how women and men feel and think about women and work. For governments and employers' and workers' organizations, a deeper appreciation of people's insights can lead to improved formulating or revisiting regulations and policies that, in turn, could contribute to charting a better future for women at work.

This report, "Towards a better future for women and work: Voices of women and men," details the results of this global research project based on data collected through the Gallup World Poll. It provides a first-ever account of how women and men worldwide think and feel about women and work.² The findings in this report are based on interviews conducted in 2016 with nearly 149,000 adults in 142 countries and territories³ regarding their attitudes about women and the world of work.

² For more information about how the ILO and Gallup developed these questions and for more details about the World Poll methodology, see Appendix I.

³ The designations employed in ILO publications, which are in conformity with United Nations' practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities or concerning the delimitation of its frontiers.

The report examines these attitudes from several important angles:

- **Women in the world of work: Measuring women's and men's preferences**
- **Views about the acceptability of work for women**
- **The biggest challenges for women in paid jobs: In women's and men's words**
- **The equal-opportunity search for good jobs**
- **Working women's financial contributions to their household income**

The analysis chiefly focuses on five questions carefully crafted in collaboration with the ILO, with input from representatives of its constituents in the private and public sectors. But to set the stage, the report first provides a snapshot of the state of women in the world of work in 2016.

Box 1.

Decent work

Decent work, the core mandate of the ILO, is defined as productive work for women and men in conditions of freedom, equity, security and human dignity.⁴ Decent work involves opportunities for work that: is productive and delivers a fair income; provides security in the workplace and social protection for workers and their families; offers prospects for personal development and encourages social integration; gives people the freedom to express their concerns, to organize and to participate in decisions that affect their lives; and guarantees equal opportunities and equal treatment for all.

The mandate responds to the aspirations of workers. Most want continuity in employment. They want work that allows them to balance their professional and personal lives and that, at the same time, provides sufficient earnings. They expect a fair wage and equal treatment in pay for work of equal value. Workers want protection in the event of illness, accident, unemployment or old age; women also need maternity protection. They want safe and healthy workplaces. They want opportunities for training and learning so they can develop their skills and further their careers as well as better contribute to their workplaces. And they want the right to be represented in the workplace and to be treated as human beings.

The UN's 2030 Agenda for Sustainable Development Goal 8 calls for "full and productive employment and decent work for all women and men."

The state of women in the world of work in 2016

Although they make up half of the global working-age population (aged 15 and older), women continue to be underrepresented in the labour market. According to the ILO, in 2016, half of working-age women (50 per cent) were participating in the global labour market, compared with 76 per cent of men. While the relatively higher rates of women's labour force participation in developed and developing countries result in gender gaps that are smaller than the global average, the gap in emerging countries is more than twice the size of the gap in developing countries.

These aggregate figures, however, mask large regional differences, which range from as narrow as 11 percentage points to as wide as 55 points. The widest gaps are in Southern Asia, Northern Africa and the Arab States, where 2016 female participation rates were 50 to 55

⁴ ILO, 1999. Report of the Director-General; Decent work. (Geneva).

points lower than rates for men. This disparity is driven by women's low participation rates in Southern Asia (28 per cent), Northern Africa (23 per cent) and the Arab States (21 per cent). These rates are about half the global average and are in sharp contrast to the rates of their male counterparts, which each exceed 70 per cent.

Table 1. Labour market developments by gender, 2016 (percentages)

| | Labour force participation rate | | | Unemployment rate | | |
|--|---------------------------------|-----|-------|-------------------|-----|-------|
| | Total | Men | Women | Total | Men | Women |
| World | 63 | 76 | 50 | 6 | 5 | 6 |
| Developed economies | 60 | 68 | 52 | 6 | 6 | 7 |
| Emerging economies | 62 | 78 | 47 | 6 | 5 | 6 |
| Developing economies | 76 | 82 | 70 | 6 | 5 | 6 |
| Arab States | 52 | 76 | 21 | 11 | 8 | 22 |
| Eastern Asia | 69 | 77 | 62 | 4 | 5 | 4 |
| Eastern Europe | 60 | 68 | 53 | 6 | 6 | 6 |
| Central and Western Asia | 58 | 73 | 44 | 9 | 9 | 9 |
| Latin America and the Caribbean | 65 | 78 | 53 | 8 | 7 | 10 |
| Northern Africa | 48 | 74 | 23 | 12 | 10 | 20 |
| Northern America | 62 | 68 | 56 | 5 | 5 | 5 |
| Northern, Southern and Western Europe | 57 | 64 | 51 | 9 | 9 | 9 |
| South-Eastern Asia and the Pacific | 70 | 81 | 59 | 4 | 4 | 4 |
| Southern Asia | 55 | 79 | 28 | 4 | 4 | 5 |
| Sub-Saharan Africa | 70 | 76 | 65 | 7 | 6 | 8 |

Note: For details regarding the list of regional, country and income groups, see Appendix A of the *World Employment and Social Outlook: Trends 2017* (http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_541211.pdf).

Source: Trends Econometric Models, International Labour Organization

Women in the labour market are more likely to be unemployed⁵ than are their male counterparts. Globally, the unemployment rate stood at 5 per cent for men and 6 per cent for women in 2016.

While the overall gap remains narrow, these aggregate figures again mask regional differences. In about half of the sub-regions, male unemployment rates are lower than are female unemployment rates. They are alarmingly so in the Arab States and Northern Africa. Both men and women in the Arab States and Northern Africa have high rates of unemployment, respectively, at 22 and 20 per cent for women and 8 and 10 per cent for men.

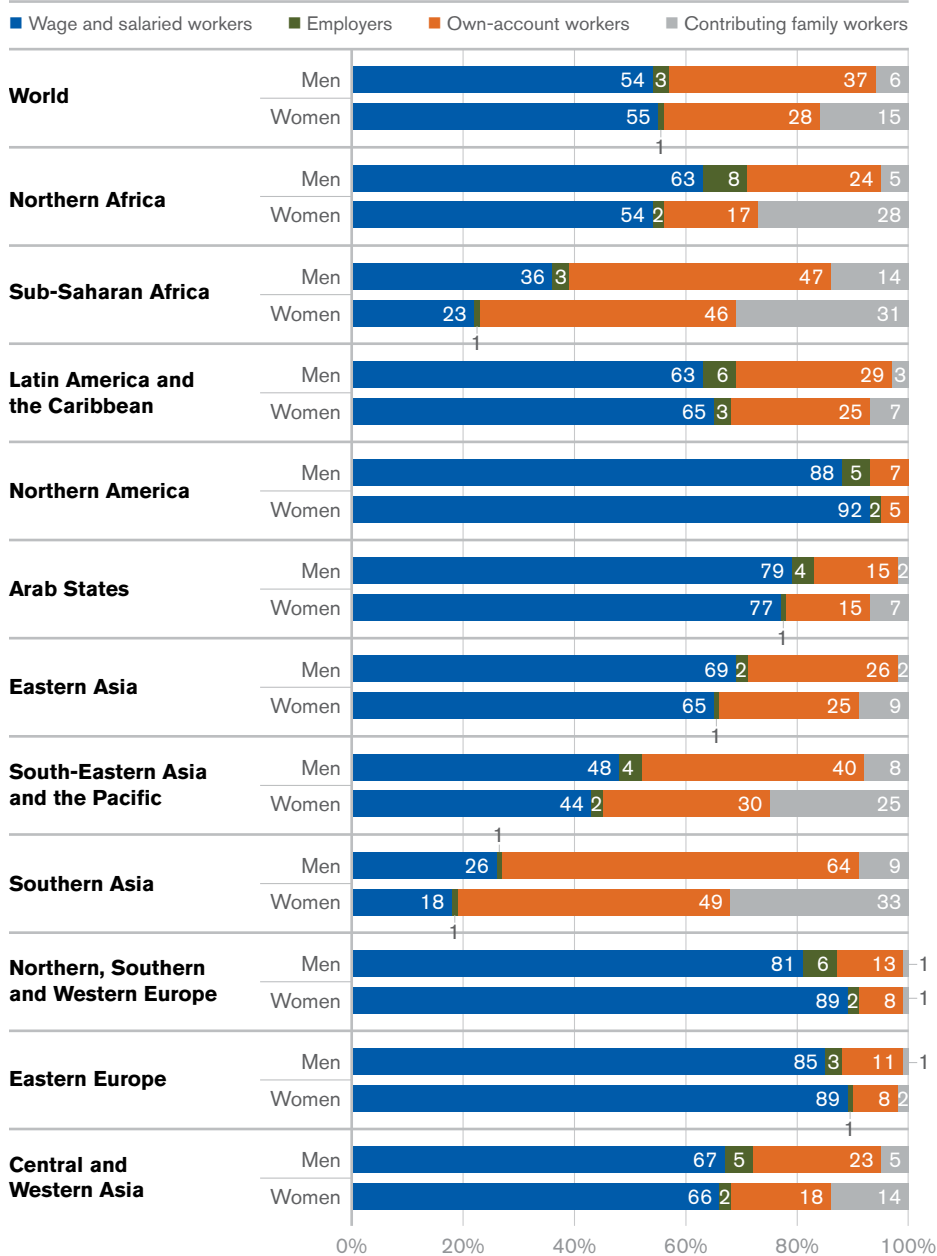
Quality of employment is a particular concern among women

Among those in the labour force, the quality of employment remains a challenge for women worldwide. While globally, slightly more women were in waged and salaried work in 2016, at 55 per cent, in Southern Asia and sub-Saharan Africa, the share of women was particularly low, at 18 and 23 per cent, respectively (figure 1).

More worrisome for women is the incidence of “vulnerable employment,” made up of contributing family workers and own-account workers. The percentage of vulnerable employment is notably acute for women in most regions because of their disproportionate share in contributing family work. In fact, in examining employment status, the gender gap in contributing family work is the widest globally, with a difference of nearly 10 points. In Southern Asia, Northern Africa, South-Eastern Asia and the Pacific, and sub-Saharan Africa, the gender gaps in contributing family work are disproportionately high, at 24, 23, 17 and 17 points, respectively.

⁵ For ILO definitions, please see the Metadata available at www.ilo.org/ilostat.

Figure 1. Employment status by gender, 2016 (percentages)



Source: Trends Econometric Models, International Labour Organization

Chapter 1:

Women in the world of work: Measuring women's and men's preferences

The key question in the survey that establishes women's preferences in the labour market needed to be carefully crafted in a way that did not diminish the value of work done inside the home. Caregiving and household chores certainly are work, albeit unpaid work. In fact, the 19th International Conference of Labour Statisticians in 2013 defined work as extending beyond employment and, in particular, including unpaid care and household work, which women mostly perform.⁶

Asked of women: Would you PREFER to work at a paid job, or stay at home and take care of your family and the housework, or would you prefer to do both?

The question takes into consideration that women have different realities based on age, marital status, children in the household, education levels, and whether they live in urban or rural settings. A number of these factors could influence their preferences, and the question helps determine what appeals to women most when presented with the choice to work, stay at home to fulfill caregiving responsibilities or a combination of the two. Similarly, the interviewers did not interpret the question for the respondents: the term "paid job" was not qualified as referring to a salaried job or earnings from self-employment, whether these jobs were in the formal or informal economy or whether they had good working conditions.

Initially, Gallup was going to ask this same question of men, but in cognitive interviews and pre-testing, it became apparent that – apart from a handful of countries – the question did not resonate with men. Many men were incredulous when asked the question; throughout the ages, gender roles have predominantly prescribed their responsibilities as working outside the home. As a result, Gallup slightly rephrased the question for men:

Asked of men: Would you PREFER that the women in your family work at paid jobs, or that they stay at home and take care of your family and the housework, or would you prefer that they do both?

At first glance, this question may seem to be perpetuating existing patriarchal roles in asking what men would prefer for the women in their families. Yet in essence, gender equality cannot be achieved by focusing only on women's perceptions and attitudes; to truly advance, men's opinions and mindsets need to be explored as well. An additional advantage of this question is that it reveals the gaps between women's and men's opinions of women and work.

In analysing the responses to these two questions, it is important to understand that these are women's and men's preferences. These opinions do not necessarily reflect women's current employment situations or the employment situations of the women in the families of the men surveyed. It is possible that some working women are expressing a desire to stay at home, and some women who are taking care of the family and home are expressing a preference for paid jobs.

Similarly, when respondents indicate a preference for both paid jobs and caring for family and housework, this does not necessarily mean they desire part-time work. These responses could suggest that women and men acknowledge that women are already doing both – that is, holding paid full-time jobs while fulfilling family responsibilities – or that they are capable of doing both.

Women and men are mostly aligned on women and paid jobs

Worldwide, a total of 70 per cent of women and a similar 66 per cent of men would prefer that women work at paid jobs (combining those who prefer women to only work at paid jobs and those who prefer them to be able to work at paid jobs and care for their homes and families). Each of these figures is more than double the percentages of those who would prefer for women to just stay at home.

About three in 10 women worldwide would prefer to work at paid jobs (29 per cent), and a similar percentage would prefer to stay at home (27 per cent). Four in 10 women would prefer to

Key finding:

70

per cent of women and

66

per cent of men would prefer women work in paid jobs – more than double the percentage who would prefer women to just stay at home.

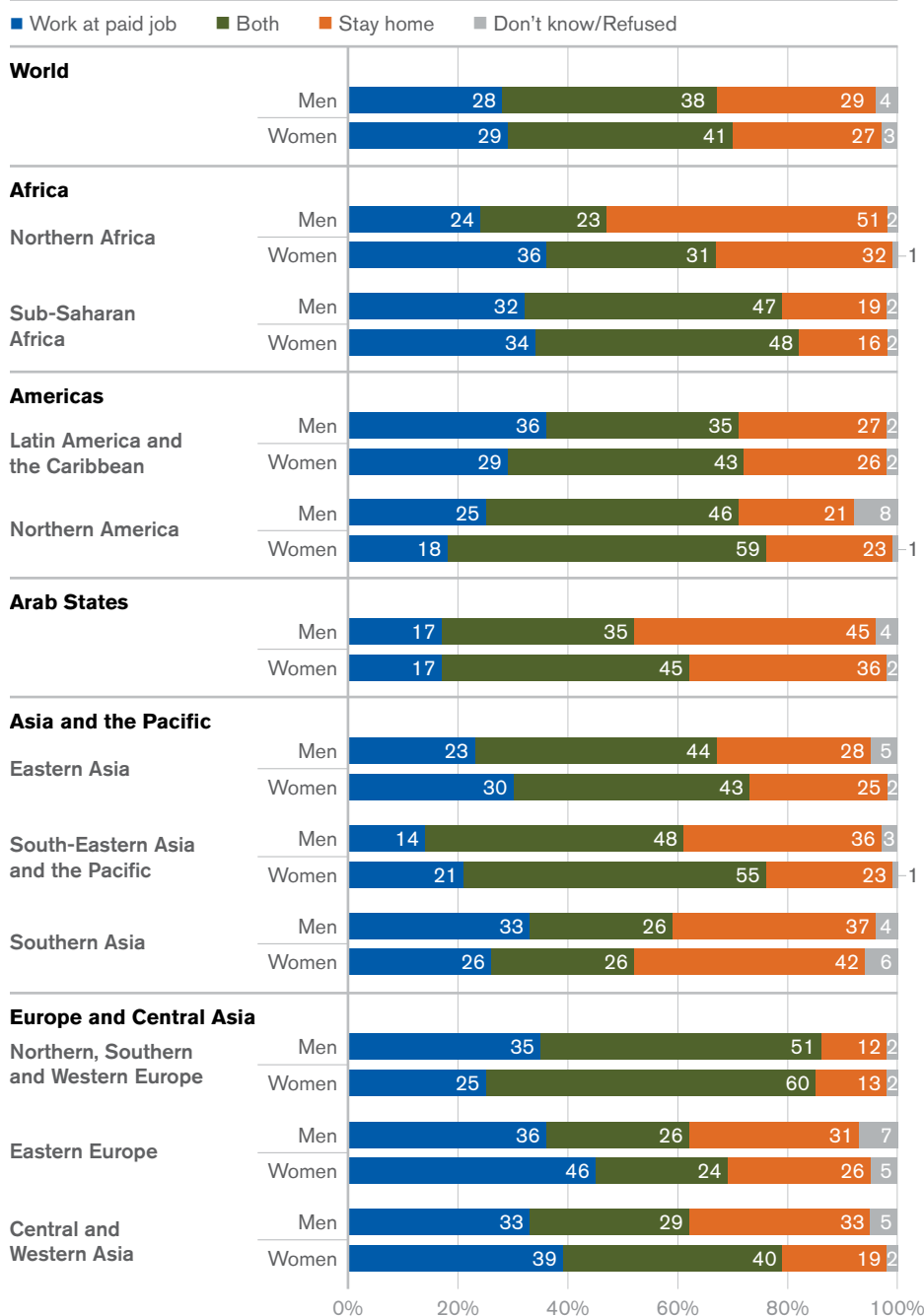
⁶ 19th Conference of Labour Statisticians, 2013. Resolution concerning statistics of work, employment and labour underutilization. (Geneva).

do both (41 per cent). Men also want the same for the women in their families: 28 per cent would like these women to have paid jobs, 29 per cent would like them to stay at home and 38 per cent would prefer they be able to do both.

Figure 2. Preference for women to work at paid job, stay home or both

[Asked of female respondents] Would you prefer to work at a paid job, or stay at home and take care of your family and the housework, or would you prefer to do both?

[Asked of male respondents] Would you prefer that the women in your family work at paid jobs, or that they stay at home and take care of your family and the housework, or would you prefer that they do both?



Gallup World Poll, 2016

Men and women in Northern, Southern and Western Europe are most likely to favour women working at paid jobs (nearly nine in ten prefer that women work only at paid jobs or do both), while men in Northern Africa and the Arab States are the least likely to favour this. A slim majority of men in Northern Africa (51 per cent) and nearly half in the Arab States (45 per cent) would prefer women to stay at home.

Box 2.

Family-supportive policies are crucial

In light of the finding that the majority of women would like to work and that men agree, institutional constraints need to be revisited. Improving women's access to the labour market is a means to promote economic empowerment and reduce gender inequalities. Therefore, women's and men's preference for women to work and care for their families has important implications for national policy. Policies that do not reconcile work and family responsibilities could lead to lower female labour force participation rates, higher levels of sectoral and occupational segregation, and higher uptake of involuntary part-time work for women, as well as wage and income disparities. Combined, these contribute to a hefty "penalty" that women face for their unpaid care responsibilities. Having more men involved in caregiving can generate positive returns for women and men. As gender roles and the nature of households, markets and societies continue to evolve, family-supportive policies will be crucial to achieving gender equality in the world of work.

In 1981, the ILO adopted the **Workers With Family Responsibilities Convention (No. 156)** with the goal of creating "effective equality of opportunity and treatment as between men and women workers with family responsibilities and between such workers and other workers."⁷

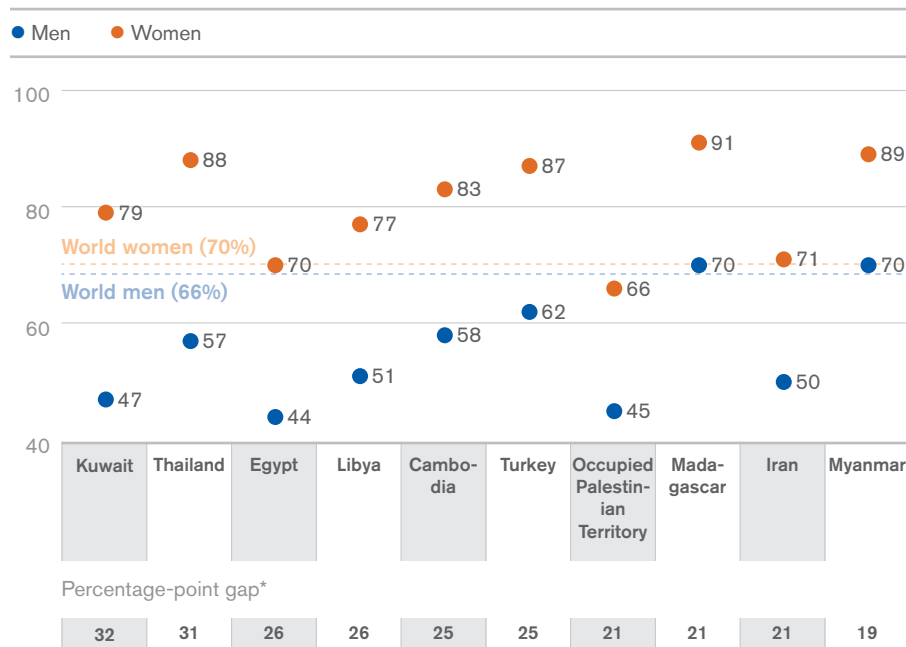
The Convention calls for measures to:

- prohibit discrimination in employment against workers with family responsibilities;
- support terms and conditions of employment allowing for work-family balance;
- family-friendly working time arrangements;
- develop or promote family-friendly facilities such as childcare and other services;
- provide training to allow workers with family responsibilities to become and remain integrated into the workforce, as well as to re-enter after an absence due to those responsibilities.

At the same time, women in a host of countries are much more likely than men to prefer women to have paid jobs, whether they are solely working or also able to care for their homes and families. These countries are not confined to any one region or development group. They are found in different regions worldwide, including the Arab States, Northern Africa and South-Eastern Asia and the Pacific, but the largest gender gaps are present in Kuwait and Thailand, where more than 30 points separate women's and men's preferences.

⁷ "Convention C156 - Workers With Family Responsibilities Convention, 1981 (No. 156)." International Labour Organization. 1981.

Figure 3. Countries and territories with largest gender gap in opinion about women working
Percentage who would like women to have paid jobs or do both paid work and care for the home



*Approximately 1,000 surveys in each country/territory

Young women are most likely to prefer paid work

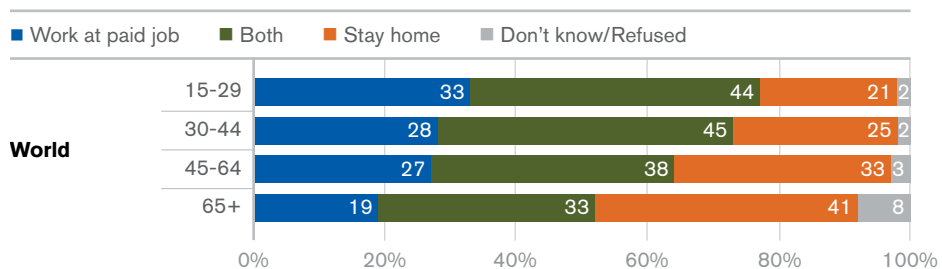
Women, especially young women, are disproportionately vulnerable to working poverty, low-quality jobs and low pay. They often lack options to move from part-time or temporary employment to full-time employment. In the informal economy, they frequently work in poor conditions in both urban and rural areas.⁸

In all regions of the world, young women aged 15 to 29 are the most likely group of women to say they would prefer to have paid work rather than to work and care for the home or to stay at home. The percentages of women in this age range who prefer paid work worldwide range from as high as 53 per cent in Eastern Europe to as low as 20 per cent in the Arab States.

Figure 4. Preference for women to work at paid job, stay home or both

Women by age

Would you prefer to work at a paid job, or stay at home and take care of your family and the housework, or would you prefer to do both?



Gallup World Poll, 2016

⁸Elder, S. Kring, S.: ILO, 2016. Young and female – a double strike? Gender analysis of school-to-work transition surveys in 32 developing economies. (Geneva).

Globally, women aged 15 to 29 are more likely to prefer being able to do both – that is, working and providing care for their families – over only working at paid jobs (44 per cent to 33 per cent). This preference is even stronger in a number of regions. More than half of young women prefer “both” in Northern, Southern and Western Europe (59 per cent); South-Eastern Asia and Pacific (58 per cent); and the Arab States (52 per cent). There are few differences in men’s responses to this question across different age groups.

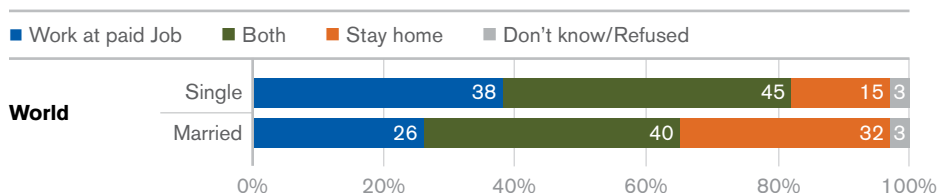
Single women are least likely to want to stay at home

Women who have never been married are less likely to want to stay at home (15 per cent) than are women who are married (32 per cent) or widowed/divorced/separated (28 per cent).⁹ Single women are also more likely to prefer to work only at paid jobs (38 per cent), compared with married women (26 per cent) and widowed/divorced/separated women (27 per cent).

Figure 5. Preference for women to work at paid job, stay home or both

Women by marital status

Would you prefer to work at a paid job, or stay at home and take care of your family and the housework, or would you prefer to do both?



Gallup World Poll, 2016

There are few differences among men’s responses based on marital status. Men who are married are most likely to prefer the women in their families to both work at paid jobs and care for their families (37 per cent), but slightly fewer (32 per cent) prefer that women only stay at home.

Interestingly, marital status appears to have more of an influence on women’s attitudes towards work than does the presence of young children in the household. (It is important to note that these children may or may not be a respondent’s own children. Gallup asks people how many children younger than the age of 15 are living in their households, regardless of whose children they are.)

Women worldwide are essentially equally likely to prefer to stay at home regardless of whether there are children younger than 15 living in their households (28 per cent) or not (26 per cent). Men, on the other hand, are significantly more likely to prefer women to stay at home if children live in their households (33 per cent) than if children do not (26 per cent).

More educated women and men are more likely to prefer women to combine work with care responsibilities

While the educational attainment of men and women in developed economies is nearly equal (and in several instances, such as in the Americas, women are leading men), women in emerging and developing economies still lag far behind men. Women in developed economies are just as likely as men to have a secondary or university education (and the majority of each have at least a secondary education), while women in emerging and developing economies are more likely than men to have attained a primary education or less.

⁹ Based on respondents’ self-reported marital status.

Worldwide, women and men with higher levels of education are more likely to prefer women to both work at paid jobs and care for the home rather than to only work at paid jobs or stay at home. About half of women worldwide with a secondary (47 per cent) or university (51 per cent) education would prefer to work at paid jobs and care for their families and homes, while about three in ten in each group would like to work only at paid jobs. Far fewer with a secondary or university education (21 per cent and 15 per cent, respectively) would prefer to stay at home.

Figure 6. Preference for women to work at paid job, stay at home or both

Women and men by education

Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

[Asked of female respondents] Would you prefer to work at a paid job, or stay at home and take care of your family and the housework, or would you prefer to do both?

[Asked of male respondents] Would you prefer that the women in your family work at paid jobs, or that they stay at home and take care of your family and the housework, or would you prefer that they do both?

| Primary | | Secondary | | University | |
|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Men | Women | Men | Women | Men | Women |
| 26% | 26% | 30% | 30% | 29% | 32% |
| Work at paid job | Work at paid job | Work at paid job | Work at paid job | Work at paid job | Work at paid job |
| 33% | 34% | 41% | 47% | 47% | 51% |
| Both | Both | Both | Both | Both | Both |
| 36% | 36% | 26% | 21% | 19% | 15% |
| Stay home | Stay home | Stay home | Stay home | Stay home | Stay home |
| 5% | 4% | 3% | 2% | 4% | 2% |
| Don't know/Refused | Don't know/Refused | Don't know/Refused | Don't know/Refused | Don't know/Refused | Don't know/Refused |

Gallup World Poll, 2016

Women with a primary education or less, on the other hand, are about as likely to prefer to stay at home (36 per cent) as they are to prefer to work in paid jobs and care for the home (34 per cent); 26 per cent would prefer to only work at paid jobs. This may reflect the lack of effective support systems for women with less economic means, including the provision of childcare and eldercare.

In Thailand, for example, home-based workers who participated in an informal economy-monitoring study, although poorly remunerated for piecework, cited the ability to combine paid work with childcare and other family responsibilities as a significant benefit of home-based work.¹⁰

¹⁰ Horn, Z.E.; Namsonboon, B.; Tulaphan, P.S., 2013. Home-based workers in Bangkok, Thailand (Cambridge, MA, WIEGO). As cited in ILO: Women at work trends 2016 (Geneva).

The gaps between the preferences that men with a secondary or university education versus a primary education express are narrower than they are among women, but they still favour women both doing paid work and caring for the home over staying home by about two-to-one.

Box 3.

Policies to narrow the gap

Early marriage and pregnancy, mostly in developing countries, and unpaid care responsibilities globally are persistent barriers to women's education and their entry into the labour force. Policy measures that facilitate school-to-work transition and enhance equal treatment and employability, such as stimulating demand through macroeconomic policies and targeted labour market policies, can help with these barriers. Providing adequate maternity protection and leave provisions, offering flexible working hours, and addressing the need for better childcare and eldercare through state and employer provisions for both women and men can also go a long way towards increasing participation.¹¹

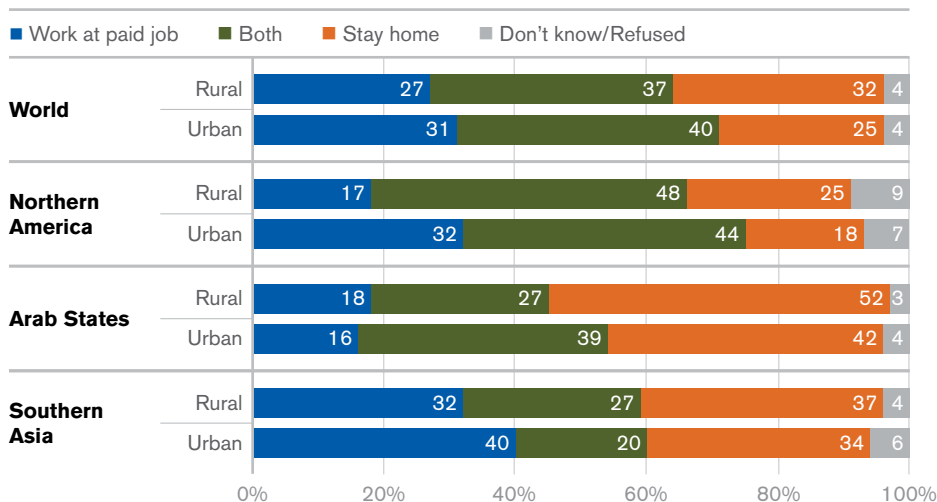
Urban women are least likely to favour staying at home

At the global level, like their rural counterparts, women and men living in urban areas are generally most likely to prefer that women be able to both work at paid jobs and take care of their families. At the same time, women and men in urban areas – and women in particular (just 22 per cent) – are less likely than those in rural areas to prefer that women stay at home. But there are some interesting differences by region.

Attitudes in Northern America largely follow the global pattern. However, in Northern America, men in urban areas (32 per cent) are more likely than women in urban areas (19 per cent) to say women should work only at paid jobs.

Figure 7. Preference for women to work at paid job, stay home or both – Men

Would you prefer that the women in your family work at paid jobs, or that they stay at home and take care of your family and the housework, or would you prefer that they do both?



Gallup World Poll, 2016

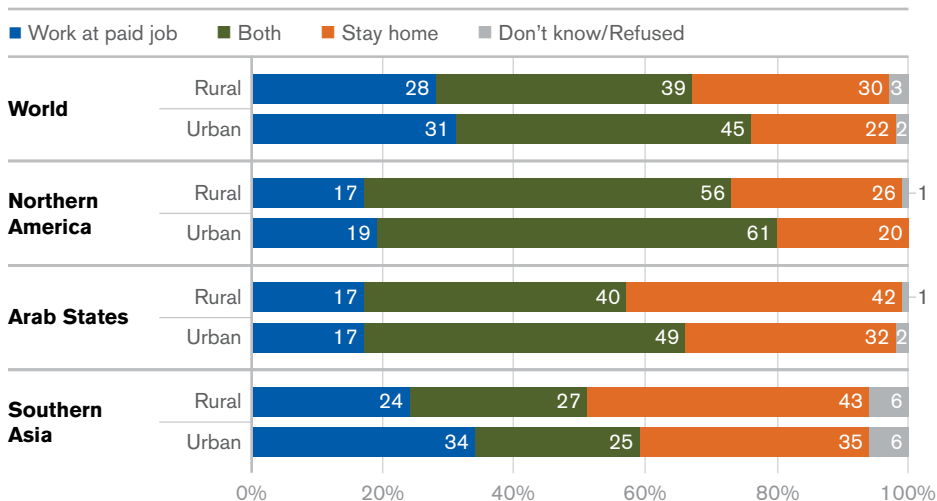
¹¹ Elder, S. and Kring, S., 2016: Young and female – a double strike? Gender analysis of school-to-work transition surveys in 32 developing countries, Work4Youth Publication Series No. 32. (Geneva).

In the Arab States, there is little difference between the percentages of urban and rural women and men who say that women should work only at paid jobs. At most, one in six in any group supports this idea. However, rural men are most likely to say that women should stay at home (52 per cent), while rural women are roughly equally likely to say that they would prefer to both work and care for their homes and families (40 per cent) and that they would prefer to stay at home (42 per cent). Urban men in the Arab States are more divided between saying women should stay at home (42 per cent) and that they should both work and take care of their homes and families (39 per cent). Urban women are most likely to favour a situation in which they could both work and care for their homes and families (49 per cent).

In Southern Asia, women in rural areas are more likely than men to say they would prefer to stay at home (43 per cent versus 37 per cent), which could reflect barriers to mobility and lack of public infrastructure. Women in both rural and urban areas are less likely than men to say that women should work only in paid jobs.

Figure 8. Preference for women to work at paid job, stay home or both – Women

Would you prefer to work at a paid job, or stay at home and take care of your family and the housework, or would you prefer to do both?



Gallup World Poll, 2016

Women in the workforce would prefer to reconcile work and family life

Women who are working full time for an employer prefer situations in which they can balance work and family/home obligations. Nearly half of women worldwide working full time for an employer say they would prefer to work at paid jobs and care for their families and home (47 per cent). Slightly fewer (38 per cent) would prefer to work only at paid jobs. Few of these women – just 13 per cent – would prefer to stay at home.

Box 4.

Gallup's employment metrics

Unless otherwise noted, analysis of data by employment status and the ILO or other Gallup questions has been performed using Gallup's employment metrics. Gallup classifies respondents into one of six categories of employment based on a respondent's combination of answers to a series of questions that measure key employment metrics, as outlined by International Conference of Labour Statisticians' Standards. Respondents worldwide are asked an identical series of questions.

- **Employed full time for an employer:** Respondents are considered employed full time for an employer if they are employed by an employer and if they work for this employer for at least 30 hours per week.
- **Employed full time for self:** Respondents are considered employed full time for themselves if they are self-employed and if they work for at least 30 hours per week.
- **Employed part time, do not want to work full time:** Respondents who work for either an employer or themselves and do not work more than 30 hours per week at either job are categorized as employed part time. Additionally, when asked, these respondents indicated that they do not want to work more than 30 hours per week.
- **Employed part time, want to work full time:** Respondents who work for either an employer or themselves and do not work more than 30 hours per week are categorized as employed part time. Additionally, when asked, these respondents indicated that they do want to work more than 30 hours per week.
- **Unemployed:** A respondent is unemployed if he or she reports not being employed in the past seven days, either for an employer or for himself or herself. The respondent must also report actively looking for a job in the past four weeks AND being able to begin work in the past four weeks.
- **Out of workforce:** Respondents who are out of the workforce were not employed within the past seven days, either for an employer or for themselves, are not looking for work AND/OR are not available to start work. Respondents may be full-time students, retired, disabled or homemakers; however, some respondents will not fall into any of these scenarios.

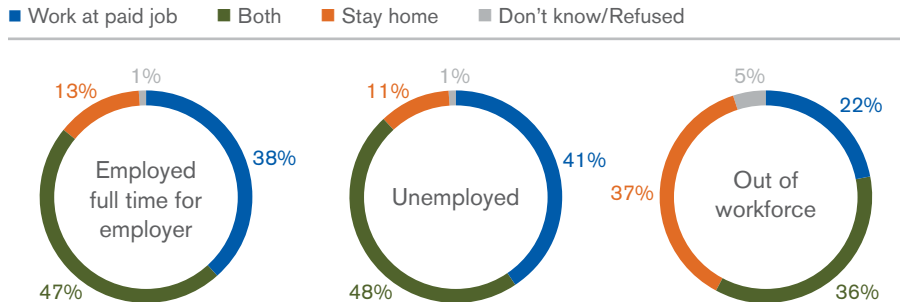
Large-scale comparisons of country-level Gallup measures of employment to population and unemployment rates with the ILO equivalents show high, though imperfect, correlations. These are generally within five points, which is close to the margin of error for most country-level Gallup surveys in most years.

Unemployed women, not surprisingly, are the most likely to say that they would prefer to only work at paid jobs (41 per cent), but nearly as many women who are working full time for an employer (38 per cent) say the same. About one-third of women who are employed part time but want full-time work (33 per cent) would prefer only paid jobs, as would about three in ten of those who are working part time but do not want full-time work (29 per cent). However, women in all groups are most likely to want to both have paid jobs and to care for their families and homes.

Figure 9. Preference for women to work at paid job, stay home or both

Women by employment status

Would you prefer to work at a paid job, or stay at home and take care of your family and the housework, or would you prefer to do both?



Gallup World Poll, 2016

Most women who are out of the workforce would like to be working

The majority of women (58 per cent) who are out of the workforce would like either to work at paid jobs (22 per cent) or to work and care for their homes and families (36 per cent). More than one-third (37 per cent) in this group say they prefer to stay at home. However, with half of women worldwide out of the workforce, it is revealing that so many women would like to join the workforce if they could.

In all regions worldwide except for Southern Asia, the majority of women who are out of the workforce would like to either work at paid jobs or work at paid jobs and care for their families and homes. This is not just an issue for women living in countries with lower levels of development: more than seven in ten women in Northern, Southern and Western Europe (75 per cent) who are out of the workforce would like to work in paid jobs or do both.

Youngest women out of workforce are most likely to want to work and reconcile home life

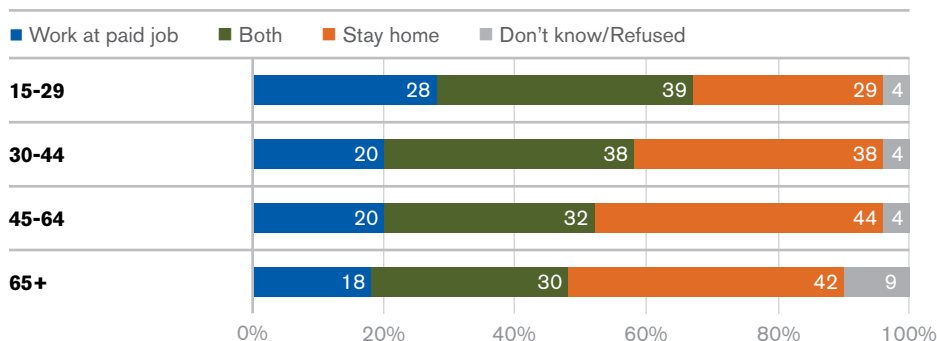
Generally among women who are out of the workforce, the younger they are, the more likely they are to want to work at paid jobs or to both work and take care of their families. Young women between the ages of 15 and 29 who are out of the workforce are the most likely to say they would like to work only at paid jobs or to do both (67 per cent). However, among women in all age groups, this desire does not drop below the majority level until after the age of 65 – near most national retirement ages – but even then, 48 per cent of women in this group desire to only work at paid jobs or to work and care for their families.

In Latin America and the Caribbean and the Arab States, the desire among women who are out of the workforce to only have paid work or to work and care for their families drops sharply after the age of 29 and continues to fall in every age group after that. In the Arab States, for example, where just 29 per cent of women participate in the workforce, 64 per cent of the youngest group of women (aged 15 to 29) would like to only work at paid jobs or to both work and care for their families. However, this drops below the majority level after the age of 29 and continues to decline after that.

Figure 10. Preference for women to work at paid job, stay home or both

Women not in the labour force by age

Would you prefer to work at a paid job, or stay at home and take care of your family and the housework, or would you prefer to do both?



Gallup World Poll, 2016

Employment is linked to women's and men's life evaluations

The 1944 Declaration of Philadelphia states the aims and purposes of the ILO and emphasizes the role of the ILO in helping to ensure the well-being of all people.

Gallup conducts research on people's evaluations of their lives, classifying people as "thriving," "struggling" or "suffering" according to how they rate their current and future lives on a ladder scale with steps numbered from zero to 10, based on the Cantril Self-Anchoring Striving Scale.¹²

Gallup considers people to be thriving – the highest possible state – if they rate their current lives a 7 or higher and their lives in five years an 8 or higher. Individuals who are thriving have fewer disease conditions, fewer sick days, higher incomes, are more highly educated and have better work environments. People are considered suffering – the lowest possible state – if they rate their current and future lives a 4 or lower. They are more likely to lack basic needs such as food and shelter and are more likely to experience physical pain and a great deal of stress, worry, sadness and anger.

Worldwide, fewer than one in four women (24 per cent) or men (22 per cent) rate their lives positively enough to fall into the thriving category. Although women are generally more likely than men to be thriving regardless of their employment status, women's and men's outlooks on life are highly connected to their employment status. Women and men who are employed at their desired capacity – either working full time for an employer or working part time and not wanting full-time work – are more likely to rate their lives positively than are those who do not have these jobs or who are not in the workforce at all. In the Nordic sub-region, which has the highest percentage of people thriving worldwide – 65 per cent of men and 66 per cent of women – those who are employed full time for an employer have even higher life evaluations, at 75 per cent thriving for both sexes.

¹² See Appendix I for full question wording and scoring.

Table 2. Life evaluation by employment status

| | | Global total | | Employed full time for an employer | | Unemployed | | Out of workforce | |
|--------------------------------|------------|--------------|-------|------------------------------------|-------|------------|-------|------------------|-------|
| | | Men | Women | Men | Women | Men | Women | Men | Women |
| World | Thriving | 22% | 24% | 25% | 29% | 14% | 19% | 21% | 22% |
| | Struggling | 64% | 61% | 62% | 60% | 70% | 68% | 64% | 61% |
| | Suffering | 14% | 15% | 13% | 11% | 16% | 13% | 15% | 17% |
| Africa | Thriving | 13% | 16% | 14% | 17% | 12% | 14% | 14% | 16% |
| | Struggling | 74% | 71% | 75% | 72% | 77% | 70% | 70% | 71% |
| | Suffering | 13% | 13% | 11% | 10% | 12% | 15% | 15% | 13% |
| Americas | Thriving | 44% | 48% | 50% | 58% | 23% | 27% | 42% | 45% |
| | Struggling | 50% | 46% | 47% | 39% | 70% | 65% | 48% | 48% |
| | Suffering | 6% | 6% | 3% | 3% | 7% | 8% | 9% | 7% |
| Arab States | Thriving | 24% | 26% | 33% | 40% | 11% | 26% | 24% | 25% |
| | Struggling | 58% | 55% | 57% | 55% | 58% | 46% | 58% | 56% |
| | Suffering | 17% | 18% | 10% | 5% | 31% | 28% | 17% | 19% |
| Asia and the Pacific | Thriving | 15% | 17% | 16% | 17% | 9% | 16% | 15% | 17% |
| | Struggling | 68% | 65% | 67% | 68% | 73% | 73% | 68% | 64% |
| | Suffering | 17% | 18% | 17% | 15% | 18% | 11% | 16% | 20% |
| Europe and Central Asia | Thriving | 34% | 32% | 38% | 38% | 23% | 22% | 30% | 28% |
| | Struggling | 55% | 55% | 55% | 54% | 55% | 62% | 56% | 56% |
| | Suffering | 11% | 13% | 7% | 9% | 22% | 16% | 14% | 16% |

Gallup classifies people as "thriving," "struggling" or "suffering" according to how they rate their current and future lives on a ladder scale with steps numbered from zero to 10, based on the Cantril Self-Anchoring Striving Scale.

Gallup World Poll, 2016

At the other end of the spectrum, men and women who are unemployed are the least likely to be thriving. In fact, unemployment is more detrimental to life evaluations than is being out of the workforce. The 19 per cent of unemployed women and 14 per cent of unemployed men who are thriving is even lower than the percentages of men (21 per cent) and women (22 per cent) who are out of the workforce and thriving.

Previous Gallup and Healthways global research on well-being¹³ shows that even in the most advanced economies, such as member states of the Organisation for Economic Cooperation

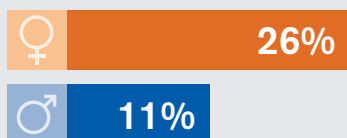
¹³ Healthways. (2014). State of global well-being: Results of the Gallup-Healthways Global Well-Being Index.

and Development (OECD), unemployment has a profound effect on multiple areas of people's lives. In the OECD member states, which typically enjoy high levels of well-being, those who are unemployed have the lowest levels of financial, purpose and community well-being.

Unemployment affects life evaluations of men more than women in the Arab States

Relationships between employment and life evaluations exist among men and women in every part of the world and at every development level, but the effects are not always the same. In the Arab States, for example, both women and men are most likely to be thriving if they are working full time for an employer. But the positive effect is even more pronounced for women (40 per cent) than for men (33 per cent). Unemployment is less of a drain on positive life evaluations for women in this region than it is for men. Women in the Arab States who are unemployed are more than twice as likely to be thriving (26 per cent) as men are (11 per cent). This may reflect the heavier burden men feel in a culture where they are traditionally perceived as the breadwinners. Similar percentages of unemployed men (31 per cent) and women (28 per cent) in the Arab States rate their lives poorly enough to be considered suffering.

Men in the Arab States who are unemployed are less than **half as likely** to be thriving as unemployed women are.



Case study

Women's strong desire for paid work in Eastern Europe, Central and Western Asia, and Northern Africa

Women in Eastern Europe, Central and Western Asia, and Northern Africa stand out because they are among the most likely to say they prefer working at paid jobs. But for many in the regions, it proves difficult to match preferences to reality.

Women in Eastern Europe are the most likely in the world to say they prefer working at paid jobs. Nearly half of women in this region (46 per cent) say they prefer to work at paid jobs, compared with about one in four who would prefer to stay at home (26 per cent) or to work and take care of families (24 per cent). Women's high labour force participation (54 per cent), high rate of full-time employment for an employer (71 per cent) and low rate of unemployment (5 per cent) in this region suggest many women's preferences and work situations align. This pattern likely stems from the history of most former socialist countries in the region and years of heavy emphasis on women's education and participation in the workforce.

After Eastern Europe, women in Central and Western Asia – also home to many countries with a socialist legacy – are the next most likely to prefer to work at paid jobs (39 per cent). However, far fewer women in this region (41 per cent) than men (65 per cent) are participating in the workforce, and their unemployment rates are relatively high (12 per cent for women versus 9 per cent for men).

But the most sizable disconnect between what women want and their reality may be in Northern Africa. More than one in three women in Northern Africa (36 per cent) would prefer to have paid jobs. Women in this region are the least likely in the world to participate in the workforce (25 per cent); just 33 per cent are working full time for an employer, and 31 per cent are unemployed. These results may reflect cultural pressures as well as a lack of jobs and low wages in the region; just 24 per cent of men would prefer that women in their families only have paid jobs and 51 per cent – the highest percentage worldwide – would like to see them stay at home. These findings have policy implications for governments and employers' and workers' organizations that are keen to tap into the full talent base in their countries. Training and capacity building for women, as well as making men more aware of the benefits of an increased household income, are some measures to consider.

Women in Northern Africa are mostly similar to other women around the world – the youngest women in the region are the most likely to prefer working only at paid jobs or being able to balance both, and those who are most highly educated would prefer to be working rather than staying at home. But, here again, men in the region are not in alignment with women: men younger than the age of 45 – particularly in Egypt, Morocco and Libya are more likely than older men to say they would prefer women to stay at home. And the most highly educated men are most likely to say women should work at paid jobs.

In Egypt, for example, majorities of men between the ages of 15 and 29 (58 per cent) and 30 to 44 (62 per cent) prefer women to stay at home, while less than half (47 per cent) of those

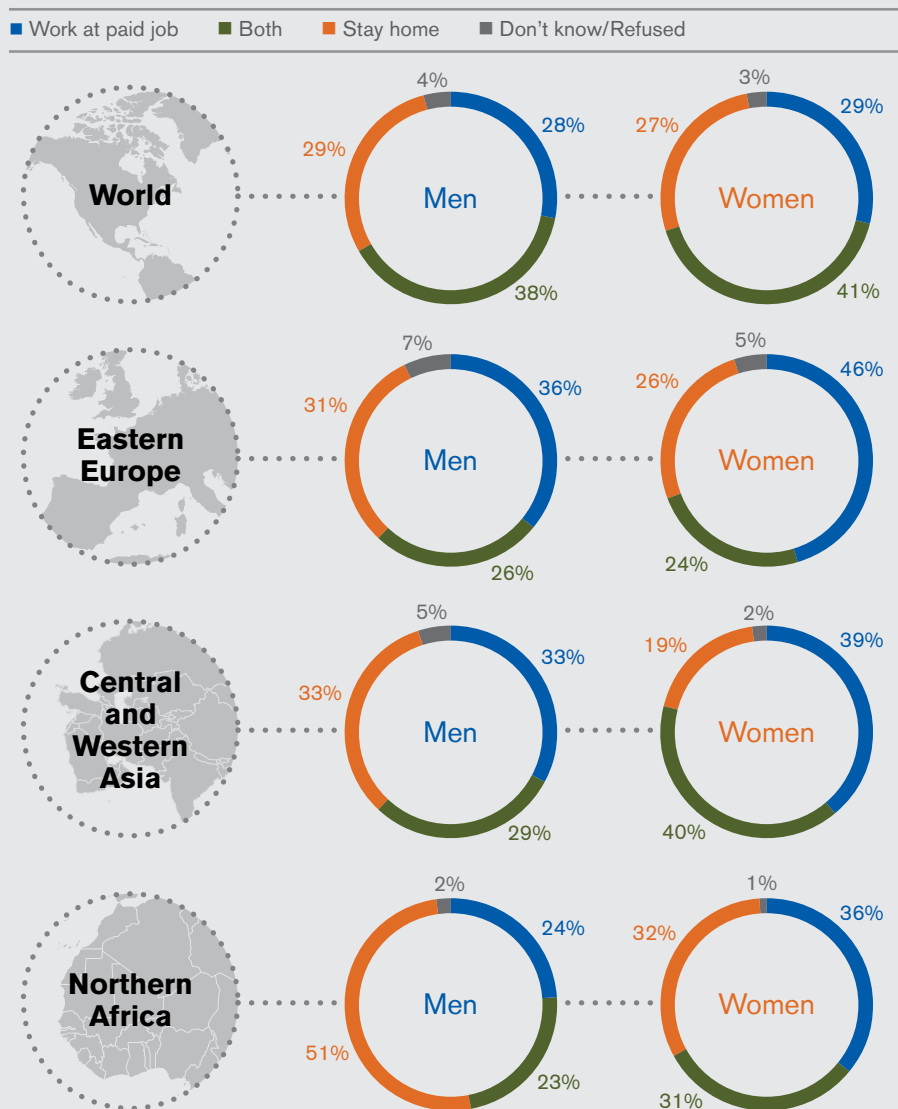
aged 45 and older do. This is in stark contrast with what young Egyptian women want: 25 per cent of 15- to 29-year-olds would prefer to stay at home, as would 27 per cent of those aged 30 to 44. Egyptian women aged 45 and older are more likely than their younger counterparts to want to stay at home (41 per cent).

One in three women who are not in the workforce in Northern Africa say they would prefer to have paid jobs (34 per cent), and another 27 per cent say they would prefer to work and take care of their families and homes. The clear majority of women who are currently not participating in the region's workforce would like to participate, but men in the region appear to have other preferences.

Figure 11. Preference for women to work at paid job, stay home or both

[Asked of women] Would you prefer to work at a paid job, or stay at home and take care of your family and the housework, or would you prefer to do both?

[Asked of men] Would you prefer that the women in your family work at paid jobs, or that they stay at home and take care of your family and the housework, or would you prefer that they do both?



Gallup World Poll, 2016

Chapter 2:

Views about the acceptability of work for women

Social and cultural norms and levels of economic development play significant roles in shaping women's and men's job preferences in different parts of the world. However, because it is the family that often sets the rules and reinforces cultural and social expectations, familial influence in shaping these preferences should not be underestimated as a key factor. For many women, it can mean an open or shut door to the world of work.

Therefore, posing a question that addressed stereotypes and discrimination in women's access to paid work was a delicate matter. Gallup asked both men and women about the acceptability of working at paid jobs outside the home.

Now, I want to ask you about what is ACCEPTABLE in your family. Do you agree or disagree with the following statement? It is perfectly acceptable for any woman in your family to have a paid job outside the home IF SHE WANTS ONE.

Worldwide, among the women in households in which there is acceptance of women holding paid jobs outside the home, 32 per cent express a preference for only paid work, another 45 per cent want to both work at paid jobs and care for home and families, and just 21 per cent would prefer to stay at home. The views of men and women who live in households in which it is acceptable for women to work outside the home are similar.

Key finding:

Most men and women think it is acceptable for the women in their families to have paid jobs outside their homes if they would like to. However, women are more likely than men to believe this.

Figure 12. Preference for women to work at paid job, stay home or both by acceptable for women to have a paid job – Women

Would you prefer to work at a paid job, or stay at home and take care of your family and the housework, or would you prefer to do both?

Do you agree or disagree with the following statement? It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one.

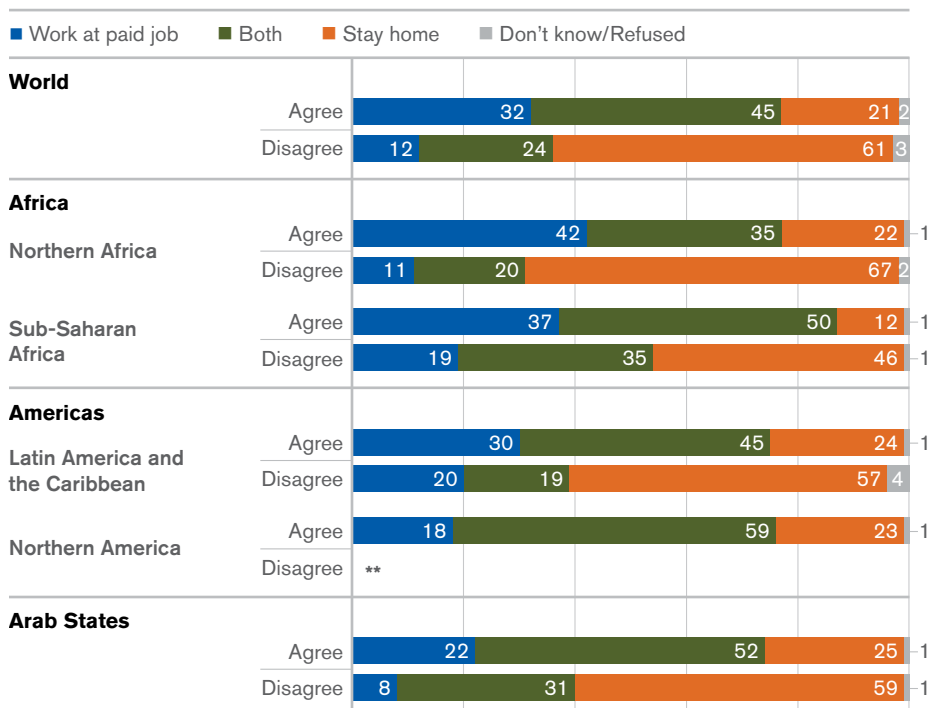
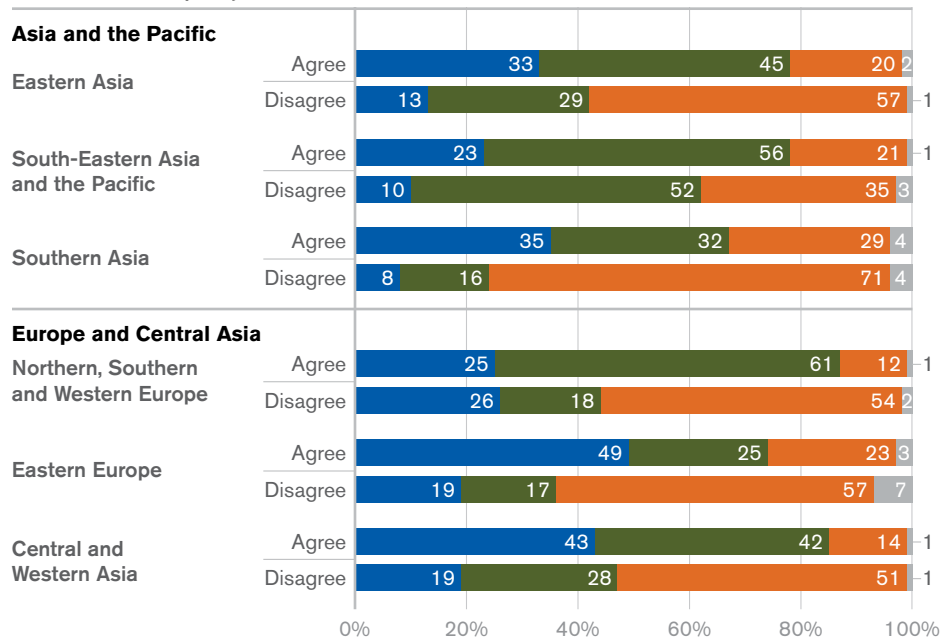


Figure 12. Preference for women to work at paid job, stay home or both by acceptable for women to have a paid job – Women *Continued*



**Sample size too low to report data, n<300

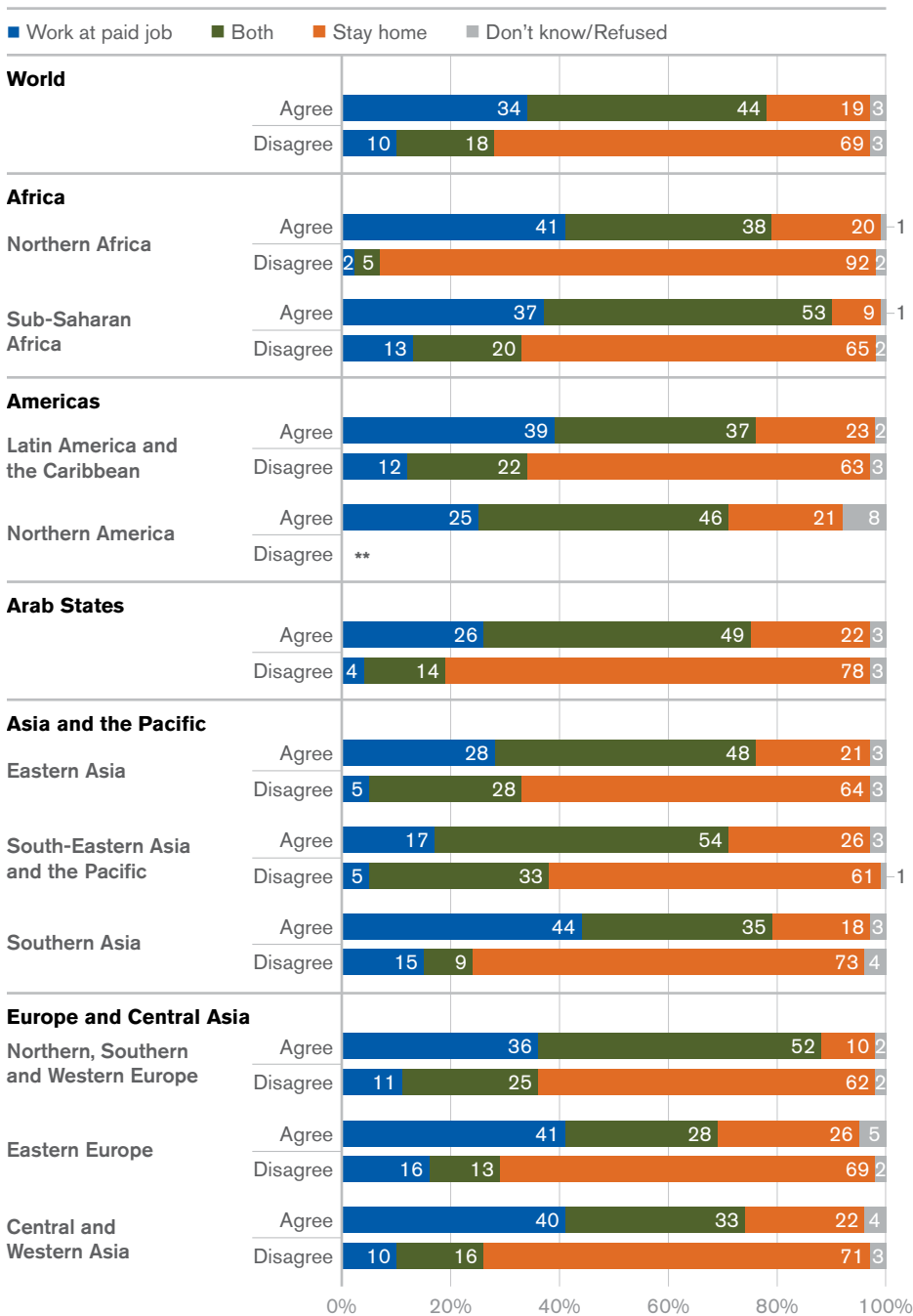
Gallup World Poll, 2016

Worldwide, among the women in households in which it is not acceptable for women to work outside the home, 61 per cent say that they prefer to stay at home. More than one-third (36 per cent) want to have only paid jobs or both work and care for their homes and families. Men in families in which it is not acceptable for women to have jobs outside the home are also stricter – 69 per cent of them would prefer women to stay at home. Nevertheless, in families that do not find work outside the home acceptable for women, more than one in three women and nearly three in ten men say women should work only at paid jobs or both work and care for the family.

Figure 13. Preference for women to work at paid job, stay home or both by acceptable for women to have a paid job – Men

Would you prefer that the women in your family work at paid jobs, or that they stay at home and take care of your family and the housework, or would you prefer that they do both?

Do you agree or disagree with the following statement? It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one.



**Sample size too low to report data, n<300

Gallup World Poll, 2016

Women are more likely than men to find work outside the home “acceptable”

Worldwide, most men and women think it is acceptable for the women in their families to have paid jobs outside their home should they prefer to do so. However, women (83 per cent) are more likely than men (77 per cent) to agree with this statement. Both men and women in developed economies almost universally find it acceptable for women in their families to work outside the home. The same is true in emerging and developing countries – although to a lesser degree – but there are larger gaps between men’s and women’s responses to this question.

Figure 14. Acceptable for woman in family to have a paid job outside home if she wants one

Do you agree or disagree with the following statement? It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one.

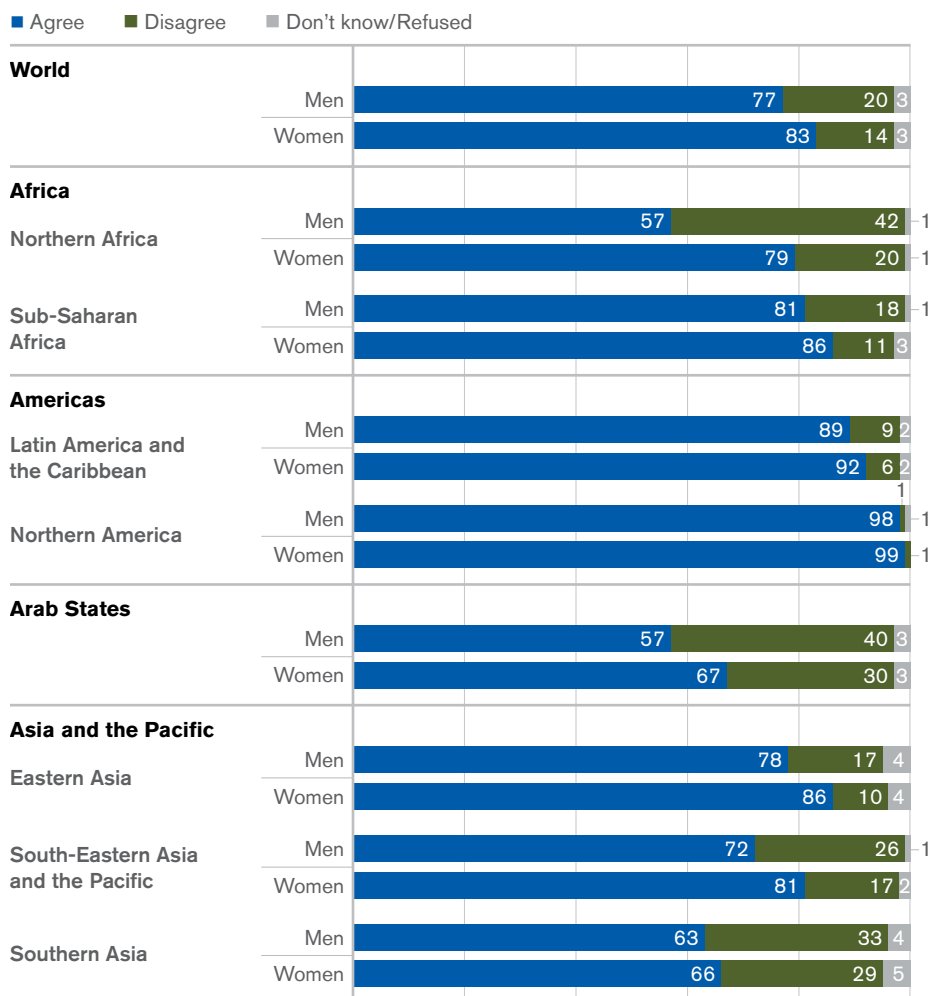
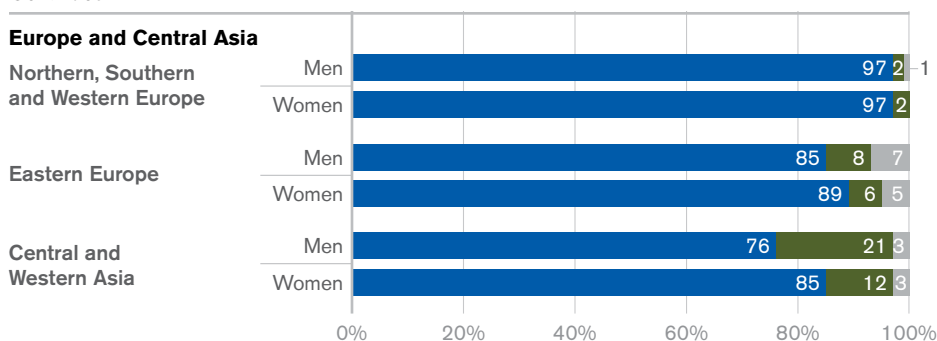


Figure 14. Acceptable for woman in family to have a paid job outside home if she wants one
Continued



Gallup World Poll, 2016

This gender gap is present in all regions except Northern America; Northern, Southern and Western Europe; and Latin America and the Caribbean, where the percentages of men and women who “agree” are all roughly 90 per cent or higher.

Box 5.

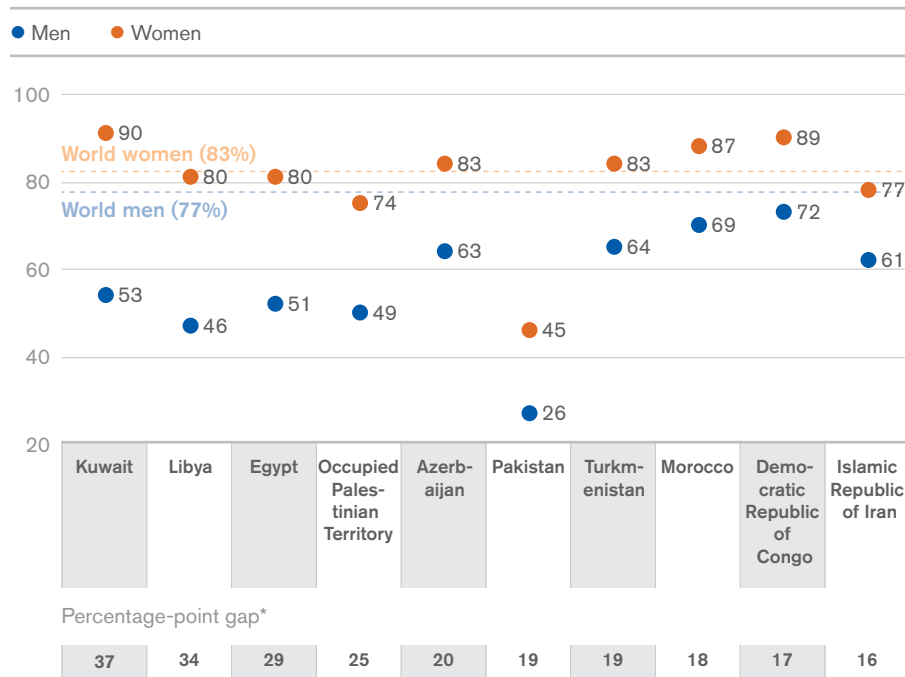
Latin America: A region in transition

Men and women in Latin America and the Caribbean – like their counterparts in Northern America and Northern, Southern and Western Europe – nearly universally agree that it is acceptable for women in their families to work. However, the region needs to capitalize on the desire that its young women have to work. In Latin America and the Caribbean, the desire that young women out of the workforce have for paid work drops sharply after age 29.

Sizable majorities of all adults in the Arab States (62 per cent) and Southern Asia (64 per cent) – which together account for about 25 per cent of the world’s adult population – agree that it is acceptable for women in their families to work outside the home. However, they are still the least likely regions in the world to agree with this. The 68 per cent in Northern Africa who feel this way is similar to the percentages in the Arab States or Southern Asia, but the attitudes of men and women are relatively far apart, as they are on their preferences for work: 79 per cent of women in Northern Africa believe that work outside the home is acceptable, compared with 57 per cent of men. And while women’s opinions do not change with their age, younger men in the region are less likely than older men to find it acceptable for women in their families to work outside the home.

As with the question on people's job preferences, the gender gaps in perceptions about the acceptability of women working outside the home are wide in some countries and territories. Gaps in Kuwait, Libya, Egypt, Occupied Palestinian Territory and Azerbaijan range from 20 to 37 points.

Figure 15. Countries and territories with largest gender gap in acceptability of women working outside of the home – Percentage agree, acceptable



*Approximately 1,000 surveys in each country/territory

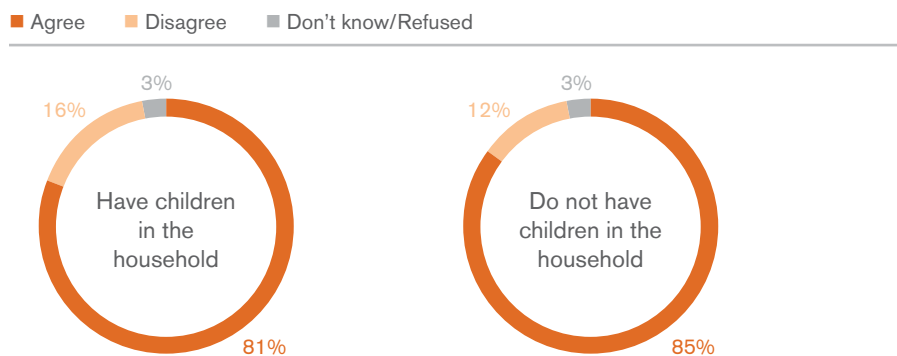
Generally, the more education women and men have, the more likely they are to believe that it is acceptable for women to work outside the home. In the Arab States, where the gender gap tends to be wide, men and women who have a university education (78 per cent and 91 per cent, respectively) are more likely than those with a primary education (43 per cent and 51 per cent, respectively) to agree that work outside the home is acceptable for the women in their families.

Families with children are less accepting of work outside the home for women

Worldwide, men and women living in households without children are about equally likely to agree that it is acceptable for women in their families to work outside the home (81 per cent versus 85 per cent, respectively). However, in households with children,¹⁴ the percentage who agree that it is acceptable for women to work outside the home drops to 73 per cent for men and 81 per cent for women. Notably, men's attitudes shift more than women's do. Marital status makes only a slight difference for both men's and women's responses.

Figure 16. Acceptable for women to have a paid job – Women

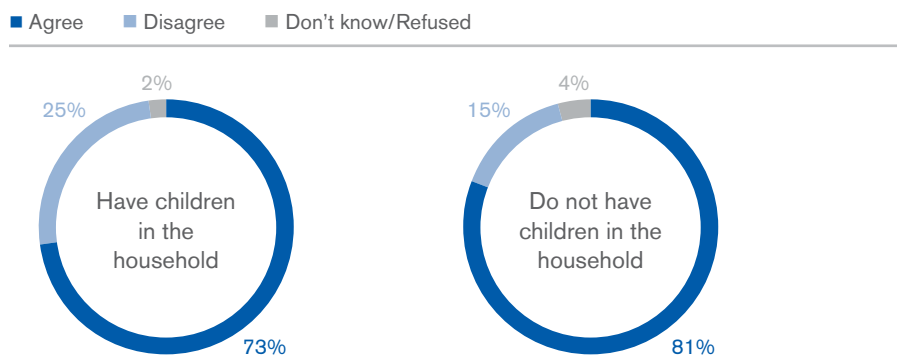
Do you agree or disagree with the following statement? It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one.



Gallup World Poll, 2016

Figure 17. Acceptable for women to have a paid job – Men

Do you agree or disagree with the following statement? It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one.



Gallup World Poll, 2016

¹⁴ Note: Gallup's question does not ask whether these children belong to the respondent.

Chapter 3:

The biggest challenges for women in paid jobs: In women's and men's words

Gallup interviewers asked men and women to name, in their own words, the top challenge facing women who work at paid jobs in their countries and territories:

Please think about women who work at paid jobs in [country/territory name] today. What do you think is the BIGGEST challenge these women face?

While the responses were unprompted, the interviewers coded the responses into one of ten categories, created based on responses from the most common themes that came up during cognitive interviews and survey pre-tests. The ten categories in which responses were grouped are:

- balance between work and family or home/no time to spend with family;
- lack of affordable care for children or relatives;
- unfair treatment at work/abuse/harassment/discrimination;
- lack of flexible work hours/appropriate, suitable work hours;
- lack of good-paying jobs;
- unequal pay for doing similar work as men (or work of equal value);
- family members don't approve of women working;
- lack of transportation/lack of safe transportation;
- people prefer to hire or promote men;
- lack of skills, experience or education.

Key finding:

Globally, both men and women mention balancing work and family as the top challenge that working women face.

Work/Family balance is one of the toughest challenges for working women worldwide

Many women and men would like for women to be able to both work and take care of their families, but achieving this balance is a significant challenge for working women. In fact, people in the vast majority of countries mention “balance between work and family” as one of the top challenges – if not *the* top challenge – facing women who work at paid jobs in their countries and territories. If Gallup were to group together responses such as “lack of flexible work hours” and “lack of affordable care for children and relatives” with “balance between work and family,” the total percentage mentioning some aspect of work and family needs would rise exponentially.

With rare exceptions, women and men in most regions of the world identify the same top challenges for working women in their countries and territories.

Please think about women who work at paid jobs in [country/territory name] today. What do you think is the BIGGEST challenge these women face? – First most frequently mentioned

N/A* Lack of skills/experience/education

N/A* People prefer to hire/promote men

Safe transportation

Unequal pay

Lack of good-paying jobs

Unfair treatment

Do not approve of women working

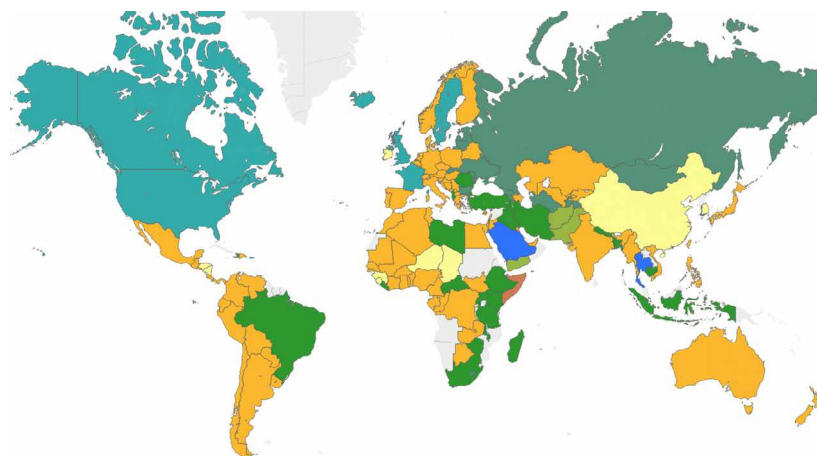
Affordable care

Work/Family balance

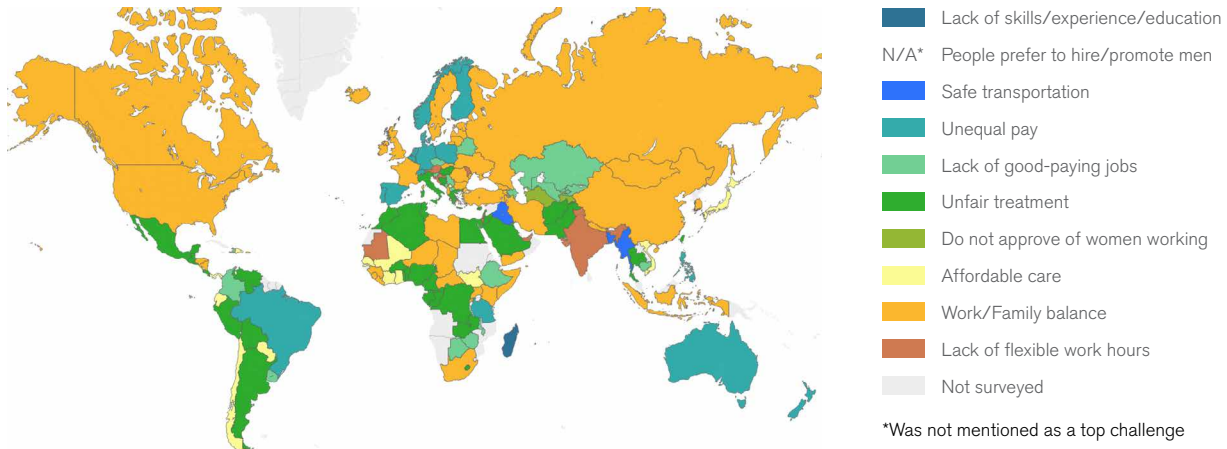
Lack of flexible work hours

Not surveyed

*Was not mentioned as a top challenge



Please think about women who work at paid jobs in [country/territory name] today. What do you think is the BIGGEST challenge these women face? – Second most frequently mentioned



For working women, care responsibilities also can affect income, career progression and status at retirement. According to the ILO, these women are “less likely to be able to put in longer hours, more likely to take leave for the provision of care and sick leave for family reasons and to take career breaks to care for small children.”¹⁵

¹⁵ ILO. 2016. Women at work trends 2016. (Geneva).

Box 6.

The ILO and maternity protection

Safe maternity and health are central to decent work and productivity for women. Since its earliest years, the ILO has recognized that for working women, balancing maternity and family responsibilities with work represents a daunting challenge, and this is now corroborated by this report's findings. It is not unreasonable for women to bear a child safely and to nurture that child for some time after birth without fear of losing her job, her income or her career. The response cannot just be a business or a market decision – it is also a societal decision.

The ILO's guidance regarding maternity protection is designed to ensure the well-being of mothers and their newborns; to enable women to successfully combine their reproductive and productive roles; to prevent unequal treatment at work due to their reproductive role; and to promote the principle of equality of opportunity and treatment between women and men. The ILO's Maternity Protection Convention, 2000 (No. 183) includes:

- maternity leave of minimum 14 weeks around childbirth;
- health protection at the workplace for pregnant and breastfeeding women;
- cash and medical benefits;
- employment protection and nondiscrimination;
- breastfeeding support after the return to work.

Despite progress, the large majority of working women in the world do not have adequate maternity protection. The ILO's estimates of the numbers covered reveal that 41 per cent of employed women have a statutory right to maternity leave, and 34 per cent of the total are legally entitled to cash benefits during maternity leave. Worldwide, 830 million women workers are not adequately protected, with almost 80 per cent of these workers in Africa and Asia.¹⁶

While there is no ILO convention to date, the ILO recognizes that paternity leave offers fathers an important opportunity to bond with their newborns and allows them to be more involved at home. There is evidence that the involvement of fathers in their children's early days has a positive effect on the children's development and health. Moreover, increased participation of men in household activities benefits women by allowing them to better balance professional priorities.

Work and family reconciliation is not the only challenge

In many regions, people most often name work-family balance as the biggest challenge, but other problems – such as unfair treatment at work (responses covered include abuse, harassment and discrimination), lack of good-paying jobs, and unequal pay – also emerge among the top problems in different parts of the world. In sub-Saharan Africa, for example, about as many cite reasons that fall into the response category of unfair treatment at work (20 per cent) as mention work-family balance (18 per cent). And in Northern America, people are most likely to cite unequal pay (30 per cent), followed by work-family balance (16 per cent) and unfair treatment at work (15 per cent).

¹⁶ ILO, 2014. Maternity and paternity at work: law and practice across the world. (Geneva).

Figure 18. Biggest challenge of women who work at paid jobs

Please think about women who work at paid jobs in [country/territory] today. What do you think is the biggest challenge these women face?

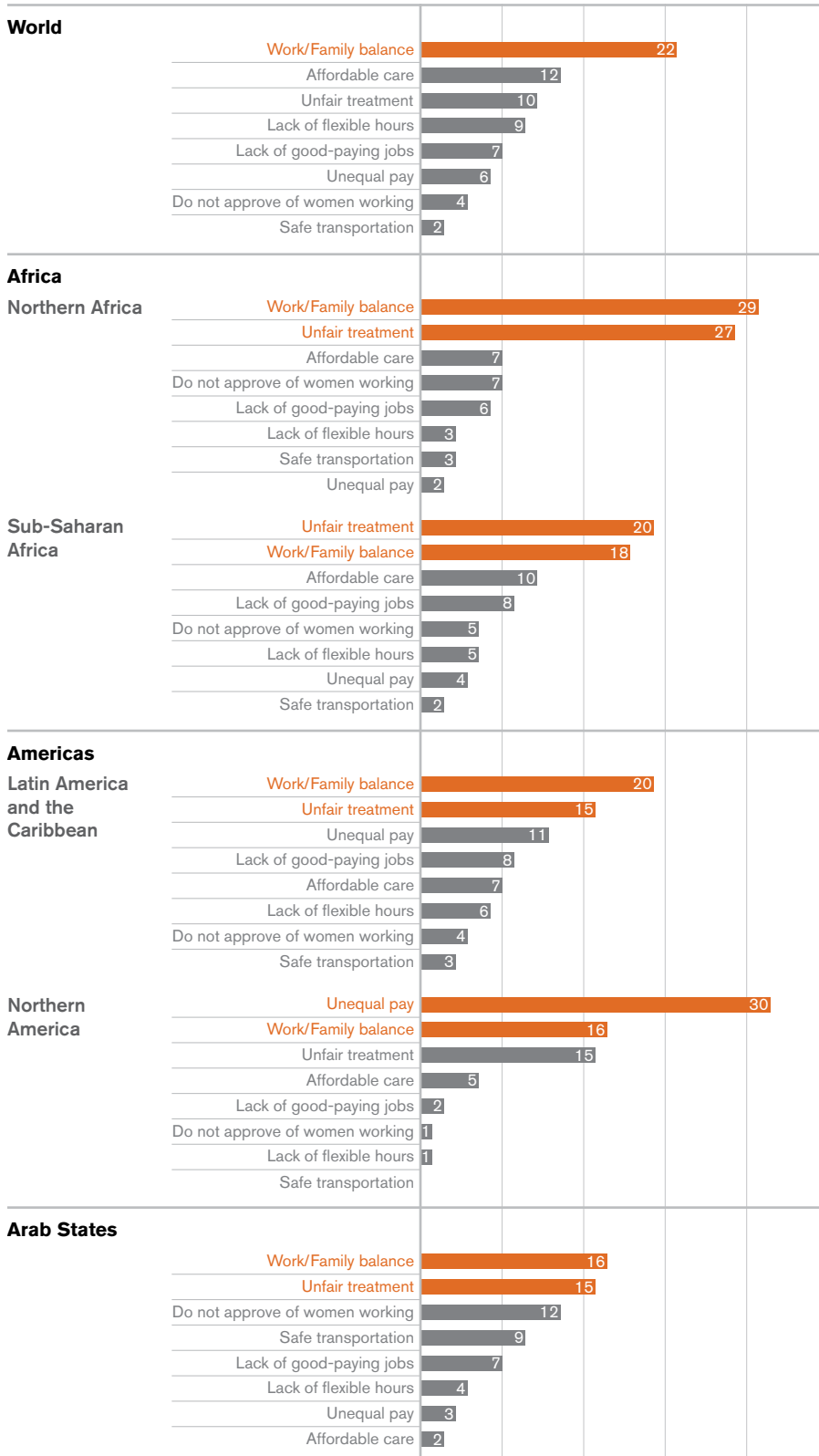
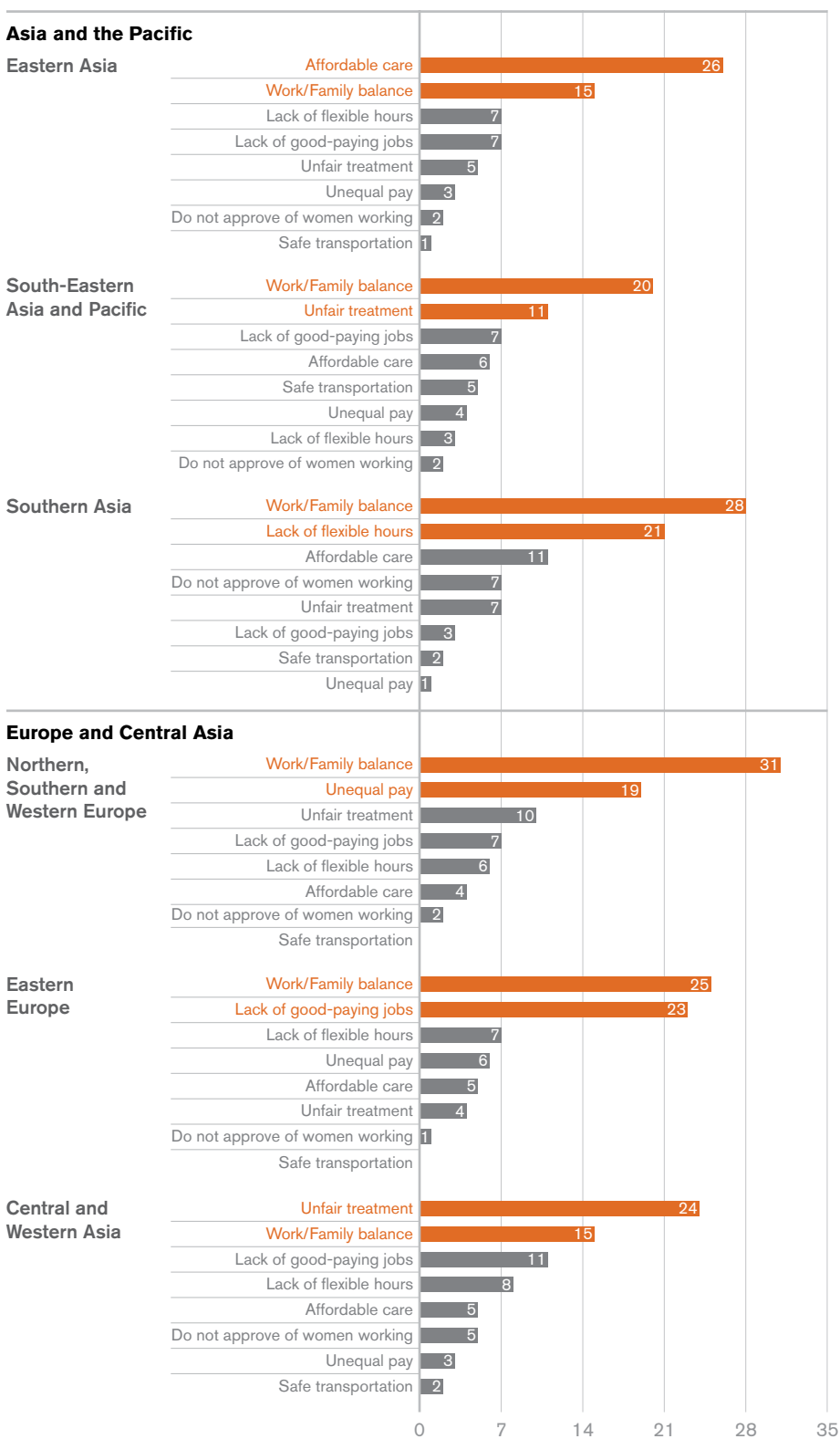


Figure 18. Biggest challenge of women who work at paid jobs *Continued*



Gallup World Poll, 2016

Further underscoring the diversity of the challenges women in different parts of the world face, one of the top-five most frequently mentioned issues in Northern Africa, sub-Saharan Africa, Southern Asia and the Arab States is family members not approving of women working.

Box 7.

Care and work

Affordable care, another aspect of work-family issues, was raised in the responses as one of the challenges facing women in many regions. Unresolved tensions between care and work represent a major concern for women at work and affect their access to jobs. As the world's population grows and ages, so will the demand for affordable quality care. An ILO survey of 1,300 private-sector companies in 39 developing countries confirmed that family responsibilities borne by women was ranked as the No. 1 barrier to women's leadership.¹⁷ These responsibilities encompass not only childcare but also eldercare; it is estimated that 300 million people aged 65 and older are currently in need of long-term care.¹⁸

Implementing a comprehensive framework based on ILO policy recommendations to harmonize work and family responsibilities for both women and men include:

- providing maternity protection to all women according to international labour standards;
- guaranteeing adequate social protection to recognize, reduce and redistribute unpaid care work;
- ensuring the provision of basic infrastructure, particularly in rural areas;
- implementing gender-transformative leave policies;
- increasing leave entitlements for fathers and boosting their take-up rates;
- making quality early childhood care and education a universal right;
- creating and protecting quality jobs in the care economy;
- promoting decent work for care professionals, including domestic and migrant workers;
- extending long-term care coverage for older persons;
- promoting family-friendly, flexible working arrangements;
- encouraging individual income taxation to increase women's labour force participation;
- offering work reintegration measures.¹⁹

¹⁷ ILO, 2015. Women in business and management: Gaining momentum, Global report. (Geneva).

¹⁸ Scheil-Adlung, X., 2015. Long-term care (LTC) protection for older persons: A review of coverage deficits in 46 countries. (ILO Geneva).

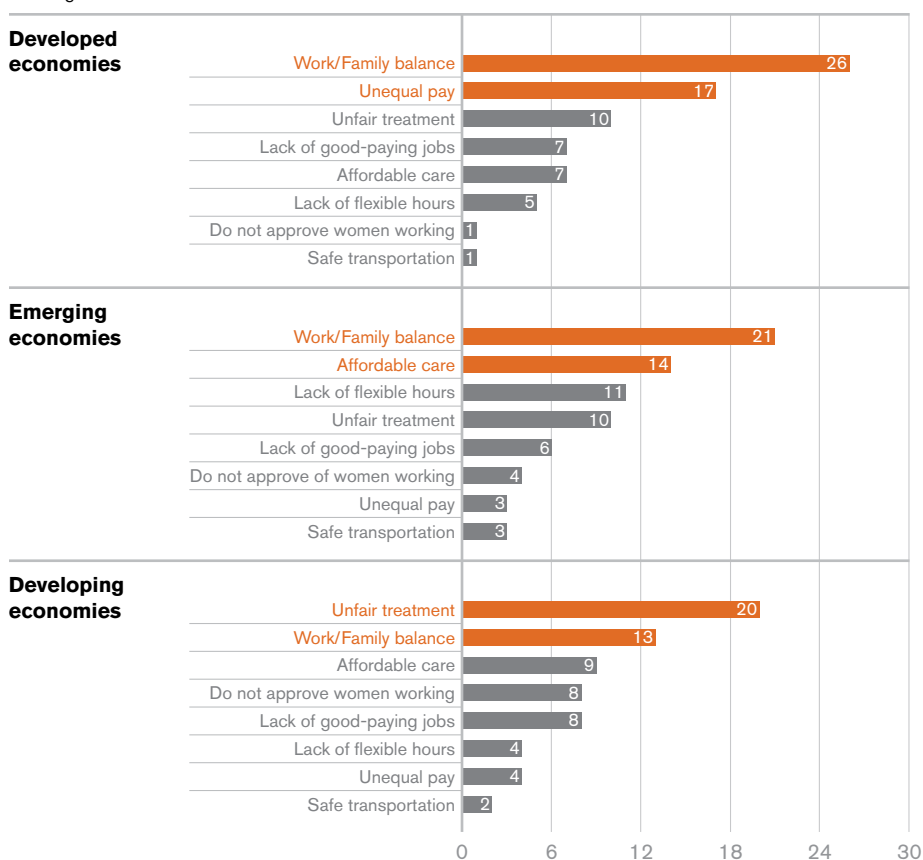
¹⁹ ILO, 2016. Women at work trends 2016. (Geneva).

Challenges shift with levels of development

While people in developed, emerging and developing economies see working women facing some of the same challenges, the priority of these issues shifts with development. For example, balancing work and family is the No. 1 challenge in developed and emerging economies, while unfair treatment at work is the most frequently mentioned concern in developing economies. At the same time, lack of affordable care for children and relatives is a bigger challenge in emerging and developing economies than it is in developed ones. And unequal pay tops the list only in developed economies.

Figure 19. Biggest challenge of women who work at paid jobs

Please think about women who work at paid jobs in [country/territory] today. What do you think is the biggest challenge these women face?



Gallup World Poll, 2016

Low-wage jobs are an issue everywhere – for both women and men – and there is a global need for better wages and employment opportunities. Although gender gaps still exist, developed economies are more likely to have – and enforce – legislative frameworks that help provide women with equal access to the labour markets and protection from discrimination in the workplace. This helps explain why issues grouped under unfair treatment and discrimination at work are not mentioned as frequently in developed economies as they are in emerging and developing economies. Flexible hours and the provision of care tend to be the result of collective bargaining or enterprise policies in developed economies as well. However, despite these

frameworks, enough people in developed economies still perceive unequal pay for equal work as one of the top challenges facing working women.

Box 8.

The gender wage gap

Even when women do the same jobs as men or perform work of equal value, they are paid less, on average, than men are. The size of the pay gap varies considerably around the world.

Globally, the gender wage gap is estimated to be 23 per cent; in other words, women earn 77 per cent of what men earn. The gender wage gap is unrelated to a country's level of economic development, as some of the countries with high per-capita levels are among those with the highest gender wage gaps. It cannot be described solely by differences in education, experience, age or even career breaks, which can all be explained. The remaining and more significant part, the “unexplained” portion of the pay gap, is attributable to pervasive discrimination – conscious or unconscious – against women. If current trends prevail, it will take more than 70 years before gender wage gaps completely close.²⁰

In addition, working mothers suffer a wage penalty on top of the existing gender wage gap. On average, mothers earn less than women without dependent children and far less than fathers with similar household and employment characteristics.²¹

Ratified by 173 countries, the **ILO Equal Remuneration Convention, 1951** (No. 100), focuses on the central issue of the “value” of work performed rather than just “equal pay for equal work,” requiring member states to promote and ensure that the application to all workers of the principle of equal remuneration for men and women for work of equal value. As women and men may work in different jobs, only comparing the same jobs will not address the full range of discrimination in the world of work linked to pay.

Similar to people in developed economies, people in emerging economies are most likely to name work-family balance as the top challenge for working women. However, they are less likely to see unequal pay as a pressing issue. Their higher priorities are the lack of affordable care for children or relatives, lack of flexible hours and unfair treatment at work. Men and women in developing economies do not mention unequal pay as a pressing issue.

Instead, unfair treatment at work is the No. 1 challenge both men and women identify for working women, followed by work-family balance and lack of affordable care for children or relatives.

²⁰ ILO, 2016. *Women at work trends 2016*. (Geneva).

²¹ Grimshaw, D., Rubery J., 2015. *The motherhood pay gap: A review of the issues, theory and international evidence*. (Geneva).

Challenges for women change based on their circumstances

Not surprisingly, the top challenges that women see facing working women in their countries largely depend on their situation in life. They see challenges differently through the lenses of age, education, children and work experience:

Young women between the ages of 15 and 29 are more likely than older women to mention unfair treatment/abuse/harassment at work. Those between the ages of 30 and 44 are more likely than women in other age groups to cite a lack of affordable care for their children and families. And, as women get older, they become more likely to consider unequal pay a key challenge.

Women with a university education are more likely than those with less education to name work-family balance as the top challenge (29 per cent), although sizable percentages of those with a primary education or less (19 per cent) also cite this. Women with a university education are also more likely than those with less education to mention unequal pay. Those with a primary education or less are more likely than those who are more highly educated to cite a lack of affordable care for children and families.

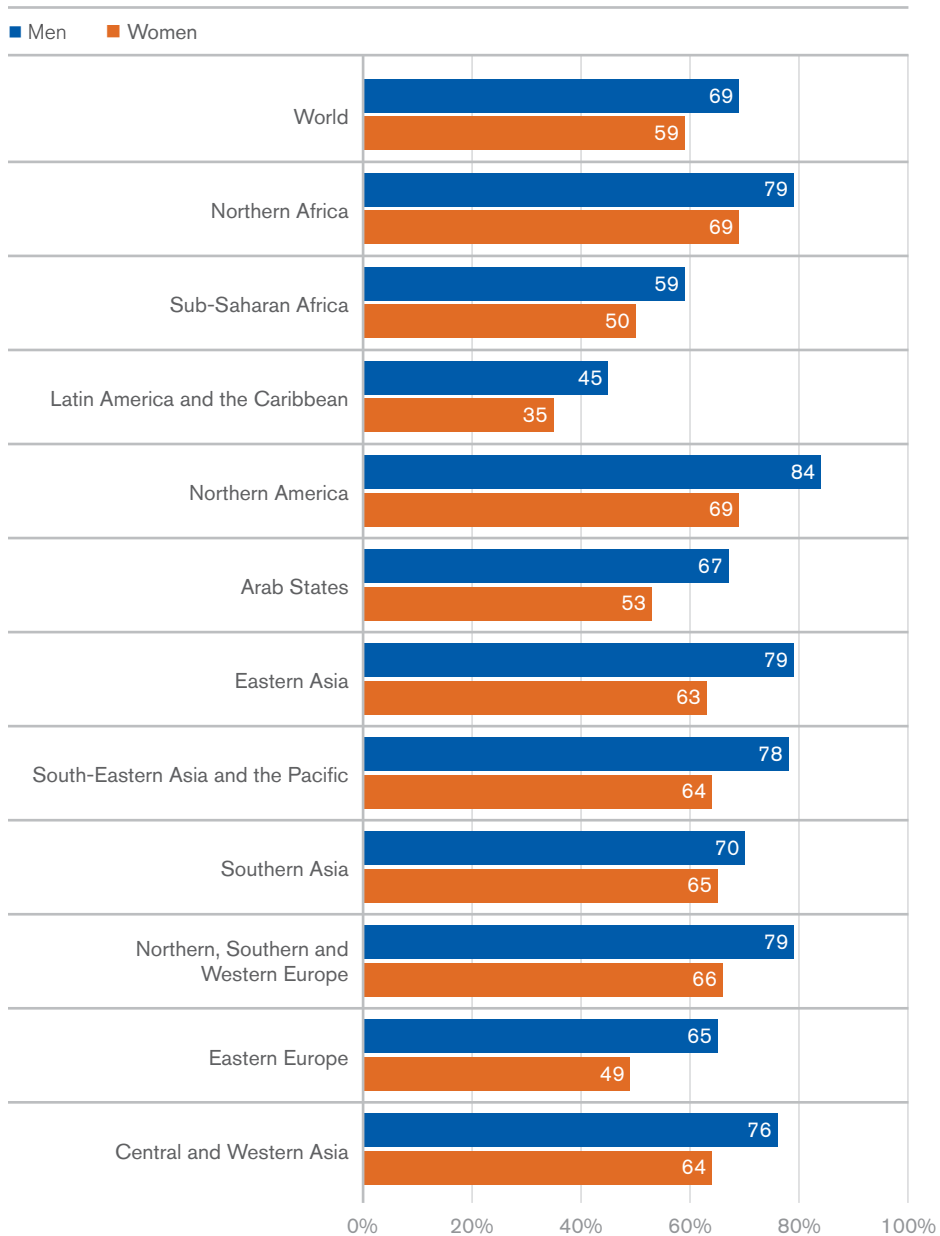
Understandably, women with children younger than 15 living in the household are more likely than those who do not have children in the household to name lack of affordable care for children and families as a top challenge.

Women who are working at paid jobs or participating in the workforce are more likely than those who are not in the workforce to cite lack of affordable care, flexible hours, balancing work and family, and unequal pay.

Feeling safe is an issue for women worldwide

Physical security is an important consideration for women's access to and transportation to work, particularly for shift work and night work. Yet it is too often lacking, even in the world's most highly developed regions.²² Gallup regularly asks the question in its World Poll, "Do you feel safe walking alone at night in the city or area where you live?" While the ILO did not commission this question, the results are nevertheless revealing for women and work, especially in light of possible new ILO survey instruments (see Box 9). Worldwide, women (59 per cent) trail behind men (69 per cent) in feeling safe walking alone at night in the city or area where they live.

Figure 20. Feel safe walking alone at night
Percentage yes



²² Crabtree, S. and Nsubuga, F. (2012). Women feel less safe than men in many developed countries. Retrieved from <http://www.gallup.com/poll/155402/women-feel-less-safe-men-developed-countries.aspx>.

In every region of the world and at every level of development, women are less likely than men are to feel safe walking alone at night. But gaps between men's and women's responses are the largest in developed economies, where they are most likely to feel safe walking alone at night. In Northern America, for example, 84 per cent of men say they feel safe walking alone at night, compared with 69 per cent of women. This suggests that as countries develop socially and economically, expectations of physical security become the norm for all citizens – but in many cases, women are still less likely than men to feel those expectations are being met.

In 2016, for the eighth year in a row, residents of Latin America and the Caribbean are the least likely in the world to feel secure in their communities. With a higher average homicide rate than in any other region, personal security in Latin America and the Caribbean has not improved in the past decade. Less than half of men in the region (45 per cent) and slightly more than one-third of women (35 per cent) say they feel safe walking alone at night.

Box 9.

The ILO tackles violence and harassment in the world of work

The ILO has embarked on a standard-setting process on “violence and harassment against women and men in the world of work,” with a view to create new international instruments on workplace violence by the International Labour Conference, often referred to as the International Parliament of Labour. The first tripartite discussion will take place in June 2018. To inform this discussion, the ILO has undertaken an 80-country study on law and practice surrounding violence and harassment in the world of work, scheduled for publication in early 2017. Embedded in this discussion is the topic of safe transportation as a means of combating violence incurred on the way to and from work, as well as issues pertaining to shift work and night work.

Sexual harassment, which disproportionately affects women at work, is a serious form of discrimination that involves fundamental power dynamics. It can lower the quality of working life, jeopardize well-being and have serious cost implications for workplaces. In recent years, a number of countries throughout the world have adopted legislation – such as equal-opportunity statutes, labour codes, occupational health and safety regulations, tort law and criminal law – to address sexual harassment.

Chapter 4:

The equal- opportunity search for good jobs

Women continue to be underrepresented in the global labour force – with, according to ILO findings, half of women participating (50 per cent), compared with 76 per cent of men. Over the past 15 years, however, women across the world have moved increasingly into wage employment.²³ While some of these women have the same levels of experience and education as do men seeking employment, they still may not have the same opportunities to find good jobs.

Therefore, Gallup posed the following question to discover whether – education and experience being equal – men and women perceive additional barriers for women seeking jobs:

If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, or a worse opportunity to find a good job in the city or area where you live?

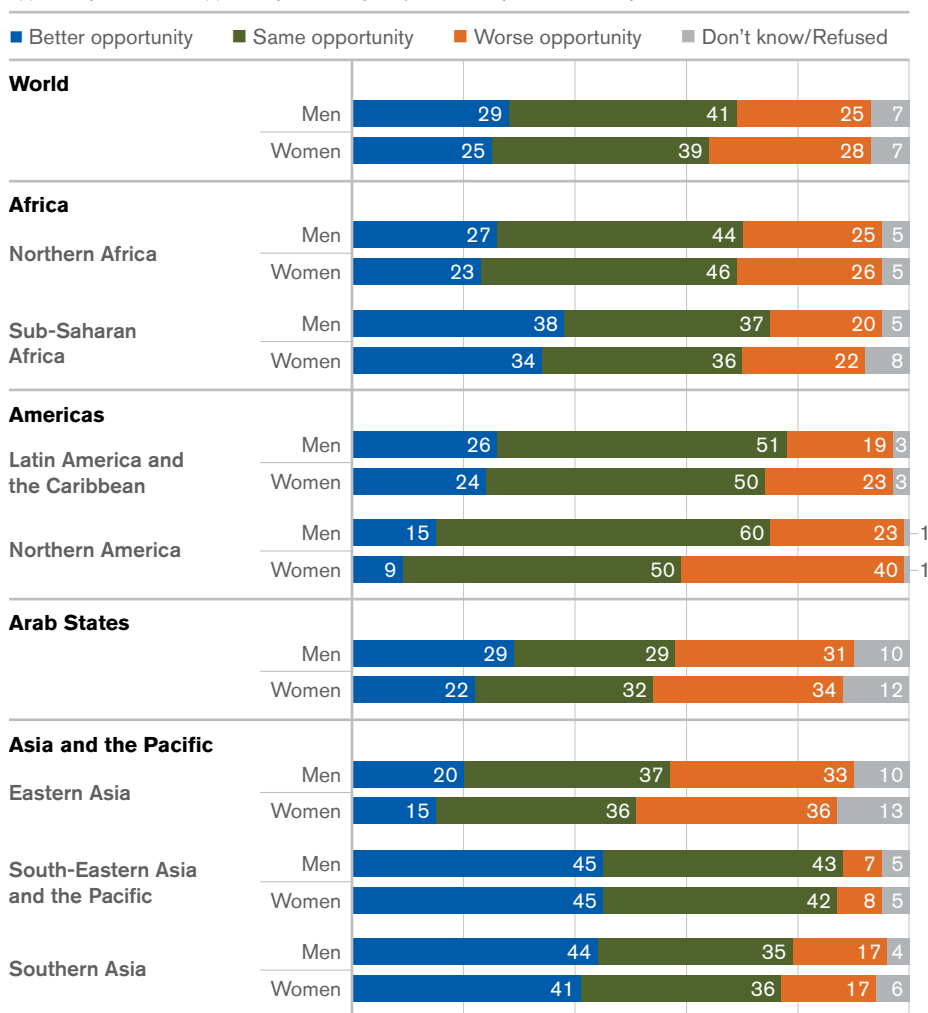
Women and men worldwide are most likely to say that if a woman has similar education and experience to a man, she has the same opportunity to find a good job in the city or area where they live. Women and men share similar views on women's employment: about four in ten believe women have the same opportunities in finding good jobs, while at least one in four believes women have either better or – on the other side of the spectrum – worse opportunities.

Key finding:

Women *and* men worldwide are most likely to say that if a woman has similar education and experience to a man, she has the *same* opportunity to find a good job in the city or area where they live.

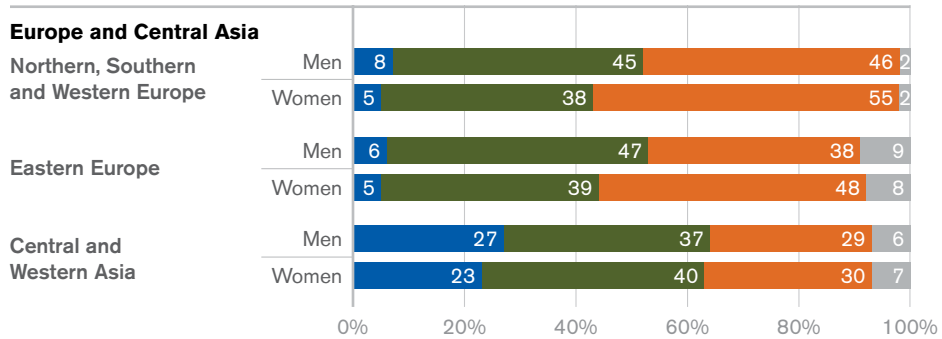
Figure 21. Opportunity for women to find a good job compared with men

If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, or a worse opportunity to find a good job in the city or area where you live?



²³ ILO, 2016. Women at work trends 2016. (Geneva).

Figure 21. Opportunity for women to find a good job compared with men *Continued*



Gallup World Poll, 2016

It is striking that a relatively large share of respondents, including women themselves, think that a woman with similar education and experience to a man may have better employment opportunities. This view goes against any existing evidence, including labour market gaps worldwide. This highlights a notable disconnect between perception and reality.

However, these attitudes vary from region to region, largely based on women's educational attainment and level of participation in the workforce. Northern America, for example, leads other regions regarding perceived equal opportunities: the majority in the region (55 per cent) say a woman with similar qualifications as a man has the same opportunity to find a good job. Men (60 per cent) are more likely than women (50 per cent) to feel this way, but at least half in each group support this view.

At the same time, women in Northern America (40 per cent) are nearly twice as likely as men (23 per cent) to believe that similarly qualified women have worse opportunities to find good jobs. In fact, worldwide, only in Eastern Europe and Northern, Southern and Western Europe are women *more negative* than women in Northern America. Similar to Northern America, women's participation in the labour force and educational attainment in these two European sub-regions are relatively high compared with those of men, yet more women than men say opportunities are worse. But, notably, the gender gaps in these two sub-regions are smaller than they are in Northern America. In Northern, Western and Southern Europe, for example, 55 per cent of women see worse opportunities for women, but almost half of men (46 per cent) share this view.

Women in developed economies – including those in Northern, Southern and Western Europe – are more negative about job opportunities if they agree that it is acceptable for women in their families to work in paid jobs outside the home. Those in developing and emerging economies are more divided. In fact, all of the countries with the highest percentages of women who say opportunities are worse for similarly qualified women are in Eastern Europe or Northern, Southern and Western Europe. Women in Slovakia, Slovenia, Lithuania and Austria lead the world in negativity on the issue, with upwards of two in three saying job opportunities for similarly qualified women are worse.

At the other end is the South-Eastern Asia and the Pacific sub-region, where just 7 per cent overall say opportunities for similarly qualified women are worse, and where nearly half (45 per cent) say opportunities are better. It is possible that the generally lower levels of education among men and women in the region – and the lack of disparity between them – place them on more even footing.

There are also some differences within regions between people living in urban and rural areas. In Northern Africa, the Arab States, and Central and Western Asia, people living in rural areas are more likely to perceive similarly qualified women as having worse opportunities than better opportunities. In other regions, such as Latin America and the Caribbean and South-Eastern Asia and the Pacific, the situation is the opposite: people living in rural areas are more positive about opportunities for women than are those living in urban areas. The reasons for these perceptions are not clear and could be explored by analyzing how they correspond to the realities of employment in these areas among women and men with the same education levels and qualifications.

Box 10.

Gender equality at work: A fundamental principle and right

Since 1919, the ILO has sought to guarantee labour rights and improve working conditions for women and men. The Discrimination (Employment and Occupation) Convention, 1958 (No. 111), is "the reference point for the fundamental right of nondiscrimination at work. It is the most comprehensive instrument to promote equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating discrimination. The prohibited grounds of discrimination cover sex as well as race, colour, religion, political opinion, national extraction and social origin. Sex discrimination includes discrimination on the grounds of maternity and family responsibilities and extends to sexual harassment (of both women and men). Some member states have added new grounds that are highly relevant to gender equality, such as age, HIV and AIDS status and sexual orientation." The Convention has been ratified by 174 member states.²⁴

More educated women are less likely to see better opportunities

Worldwide, the more educated women are, the less likely they are to see better opportunities in the job market for similarly qualified women. Women with more education are more likely to say women's opportunities to find good jobs are worse. For example, 39 per cent of women with a university education see opportunities as worse, compared with 25 per cent of women with a primary education. This may be related to the greater competition between highly educated women and men for higher-level and higher-paying jobs. Similarly, 29 per cent of women with a primary education or less see better opportunities for women who are similarly qualified, compared with 14 per cent of women with a university education.

Men's views do not change much based on their educational attainment. Data from the ILO show that higher-earning women (ostensibly with higher education) are more adversely affected by the gender pay gap. Among CEOs, who are among the best-paid 1 per cent of wage earners, the gender pay gap is above 50 per cent.²⁵ A recent Wells Fargo report confirms this trend,

²⁴ ILO, 2009. Gender equality at the heart of decent work. (Geneva).

²⁵ ILO, 2016. Global Wage Report 2016/17. (Geneva).

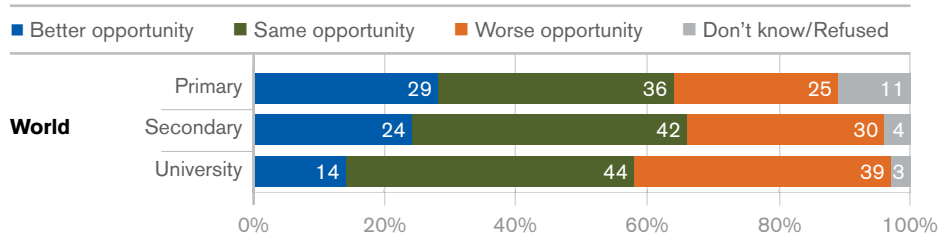
showing a gender pay gap favouring men at every stage and widening as employees climb the corporate ladder.²⁶

Figure 22. Opportunity for women to find a good job compared with men

Women by education

If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, or a worse opportunity to find a good job in the city or area where you live?

Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more



Gallup World Poll, 2016

This pattern is evident in many parts of the world, such as Eastern Asia; Central and Western Asia; South-Eastern Asia and the Pacific; and Latin America and the Caribbean. There are a few notable exceptions. In the Arab States, for example, the more educated women are, the more likely they are to say similarly qualified women have the same opportunities and the less likely they are to say similarly qualified women have worse opportunities.

Younger women are more positive about opportunities

The younger the women are, the more positive they are about opportunities for women in the job market. Unlike their older counterparts, women between the ages of 15 and 29 are more likely to say that similarly qualified women have better opportunities to find good jobs (29 per cent) than to say they have worse opportunities (25 per cent). Women become increasingly negative about women's opportunities with age.

This pattern holds in most regions, with a few exceptions. In sub-Saharan Africa and Northern, Southern and Western Europe, women of all ages share similar opinions about opportunities for good jobs. But in sub-Saharan Africa, notably, the percentage of women who don't know or can't answer the question also increases with age. This is not the case in Northern, Southern and Western Europe.

Women in Latin America and the Caribbean do not follow the global pattern either; in this instance, the younger the women are, the less optimistic they are about opportunities for women. The youngest women in the region are most likely to perceive the most equality in the job market, but they are also slightly more likely to say that similarly qualified women have worse opportunities to find good jobs.

²⁶ Ferro, S. (2015). There's a gender pay gap at every age, and it only gets worse as workers get older. *Business Insider UK*.

Table 3. Opportunities to find good jobs

Women by age

| | | 15-29 | 30-44 | 45-64 | 65+ |
|--|--------|-------|-------|-------|-----|
| World | Better | 29% | 25% | 23% | 17% |
| | Same | 41% | 40% | 37% | 35% |
| | Worse | 25% | 29% | 31% | 33% |
| Sub-Saharan Africa | Better | 36% | 33% | 35% | 30% |
| | Same | 36% | 38% | 34% | 30% |
| | Worse | 22% | 21% | 22% | 24% |
| Latin America and the Caribbean | Better | 22% | 23% | 27% | 32% |
| | Same | 52% | 52% | 47% | 43% |
| | Worse | 24% | 22% | 23% | 18% |

Gallup World Poll, 2016

Technological tools can promote access to job markets

Information and communication technology can be instrumental in connecting women with job opportunities, allowing them to access markets and improving their networking capabilities. Gallup asks questions in its World Poll that provide context and insights for technology use and access.

Worldwide, women lag behind men in their access to mobile phones and the Internet. Nearly nine in ten men have mobile phones for their personal needs, compared with nearly eight in ten women. Some of the largest gaps in technology access are in regions where women are also struggling the most to participate in the workforce and to find quality jobs: Northern and sub-Saharan Africa, Southern Asia, and the Arab States.

Women living in rural areas in several of these regions are at an even larger technological disadvantage. For example, in rural Northern Africa, 88 per cent of men and 70 per cent of women say they have a mobile phone for personal calls. Only four percentage points separate urban men and women in this region. The gender gap is also fairly large in rural sub-Saharan Africa (69 per cent of men have mobile phones, compared with 56 per cent of women) and the Arab States (80 per cent of men versus 67 per cent of women) – but, similarly to Northern Africa, the gaps among urban men and women in these regions are about half as large.

In Southern Asia, the situation reverses: gaps in personal mobile phone ownership are larger in urban areas, where 91 per cent of men and 67 per cent of women have mobile phones. Women in rural areas (68 per cent) are about as likely as women in urban areas (67 per cent) to have personal mobile phones, while men in rural areas (79 per cent) are less likely than their urban counterparts (91 per cent) to have mobile phones.

Table 4. Mobile phone and Internet access/use

Do you have a mobile phone that you use to make and receive personal calls? Do you have access to the Internet in any way, whether on a mobile phone, a computer, or some other device? Have you used the Internet in the past seven days, whether on a mobile phone, a computer, or some other device?

| Women | Mobile phone for personal calls | Access to Internet | Used Internet in past seven days |
|---------------------------------------|---------------------------------|--------------------|----------------------------------|
| World | 79% | 48% | 42% |
| Northern Africa | 78% | 31% | 25% |
| Sub-Saharan Africa | 61% | 20% | 14% |
| Latin America and the Caribbean | 77% | 55% | 49% |
| Northern America | 91% | 89% | 84% |
| Arab States | 80% | 49% | 44% |
| Eastern Asia | 90% | 64% | 60% |
| South-Eastern Asia and the Pacific | 76% | 40% | 34% |
| Southern Asia | 68% | 17% | 11% |
| Northern, Southern and Western Europe | 88% | 85% | 78% |
| Eastern Europe | 91% | 71% | 62% |
| Central and Western Asia | 81% | 53% | 43% |

Men

| | Mobile phone for personal calls | Access to Internet | Used Internet in past seven days |
|---------------------------------------|---------------------------------|--------------------|----------------------------------|
| World | 86% | 53% | 47% |
| Northern Africa | 90% | 52% | 46% |
| Sub-Saharan Africa | 72% | 30% | 22% |
| Latin America and the Caribbean | 82% | 58% | 51% |
| Northern America | 93% | 89% | 85% |
| Arab States | 90% | 65% | 60% |
| Eastern Asia | 93% | 68% | 64% |
| South-Eastern Asia and the Pacific | 81% | 44% | 38% |
| Southern Asia | 81% | 26% | 18% |
| Northern, Southern and Western Europe | 92% | 88% | 83% |
| Eastern Europe | 92% | 75% | 65% |
| Central and Western Asia | 92% | 66% | 57% |

Gallup World Poll, 2016

Chapter 5:

Working women's financial contributions to their household income

Women who are earning incomes play significant roles in their families and contribute as economic agents capable of transforming societies and economies. So it is important to hear what the world's women and men who earn a living think about their contributions to their household incomes.

According to the ILO, in 2016, there were roughly 365 million fewer women than men of working age in paid employment: 706 million women versus nearly 1.1 billion men.²⁷ Many of these women tend to work in sectors and occupations that are segregated according to gender stereotypes of “feminine” jobs and are characterized by relatively low earnings, poor working conditions and limited career advancement opportunities.

Gallup's experience has shown that asking women and men about their incomes is usually sensitive. Therefore, Gallup phrased the question in a way that did not make people feel like they were divulging too much information or that responding would make them feel uncomfortable about sharing financial details with the interviewer:

Please think about what you earn at your job and how it contributes to your household's income. Would you say it is the main source, a significant source or a small source of your household's income?

When considering the results for this question, it's important to acknowledge that there may be single or multiple earners in these households. Some of the women (and men) answering these questions may be the single earners in their households, or they may be one of several. It's also important to note that these are their perceptions about what they contribute; the question is not meant to quantify income.

Working women provide at least a significant source of their household's income

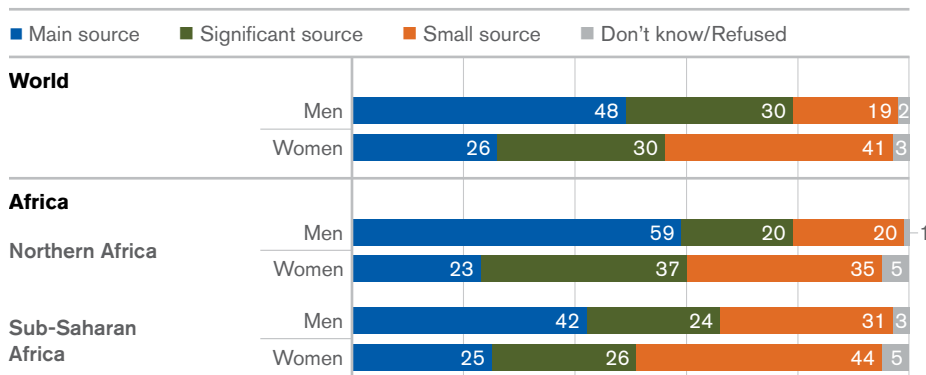
Worldwide, the majority of women who are employed say what they earn is a significant source (30 per cent) or main source (26 per cent) of their household's income. However, men are still more likely than women to report that they are the main providers: 48 per cent of employed men say what they earn is the main source of their household's income, compared with 26 per cent of employed women. Working women (41 per cent) are twice as likely as working men (19 per cent) to say their earnings are a small source of their household income.

Key finding:

Worldwide, the majority of employed women say what they earn is a significant source or a main source of their household's income. However, men are still more likely to say they earn the main source.

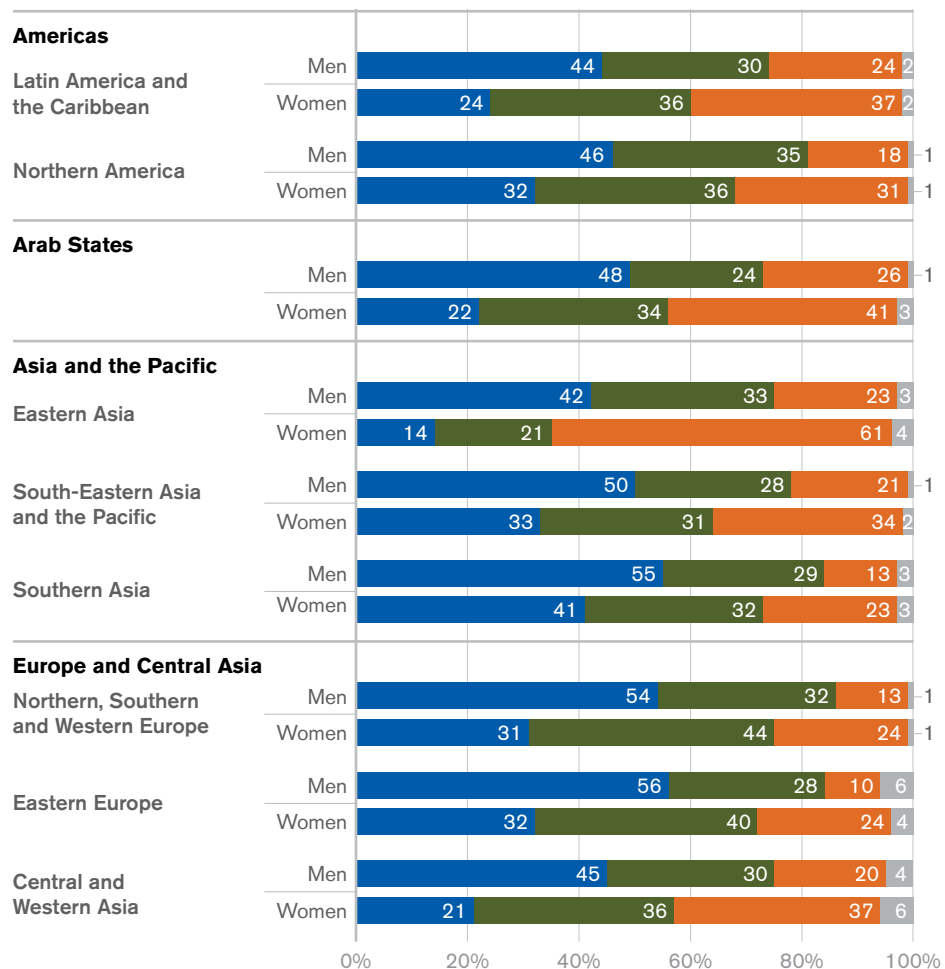
Figure 23. Job is a main source, a significant source or a small source of household income

[Asked of employed respondents] Please think about what you earn at your job and how it contributes to your household's income. Would you say it is the main source, a significant source or a small source of your household's income?



²⁷ ILO: ILOSTAT Employment by sex and status in employment – ILO modeled estimates, Nov. 2016 (Thousands).

Figure 23. Job is a main source, a significant source or a small source of household income
Continued



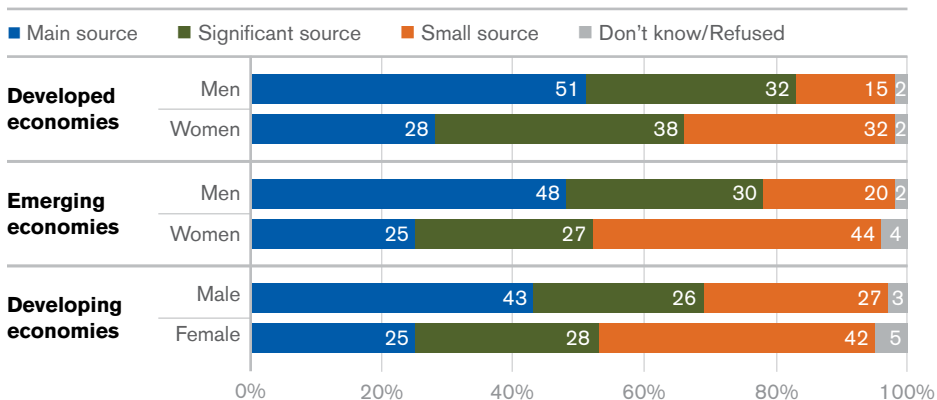
Gallup World Poll, 2016

This pattern holds in every part of the world except for Eastern Asia. In this sub-region, the majority of employed women (61 per cent) see their contribution as a small source of income, and only 35 per cent see their earnings contributing at least a significant amount to their households. For comparison, fewer than one in four employed men in the region (23 per cent) see their contribution as small. This same pattern even exists among women and men in the region working full time for an employer: 60 per cent of women and 24 per cent of men say their contribution is small.

Employed women in developed economies are less likely to see their earnings as a small source of their household income (32 per cent) compared with their female counterparts in emerging (44 per cent) or developing (42 per cent) economies.

Figure 24. Job is a main source, a significant source or a small source of household income

[Asked of employed respondents] Please think about what you earn at your job and how it contributes to your household's income. Would you say it is the main source, a significant source or a small source of your household's income?

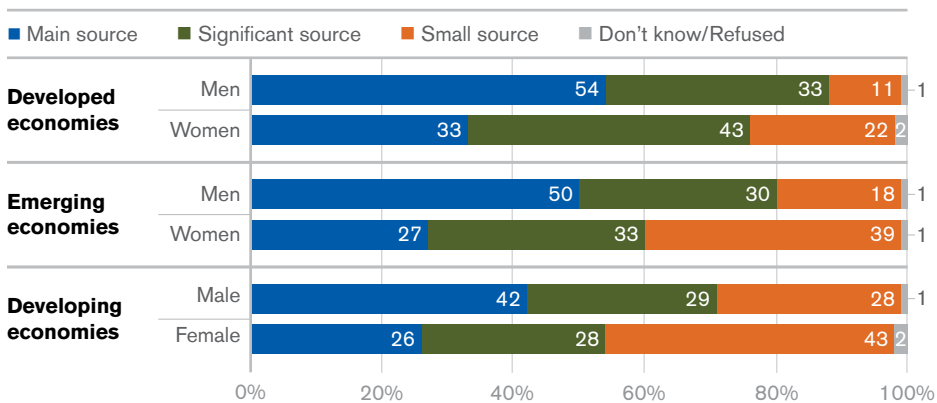


Gallup World Poll, 2016

Figure 25. Job is a main source, a significant source or a small source of household income

Employed full time for employer

[Asked of employed respondents] Please think about what you earn at your job and how it contributes to your household's income. Would you say it is the main source, a significant source or a small source of your household's income?



Gallup World Poll, 2016

Gender gap is smaller among women and men employed full time for an employer

Fewer women and men who work full time for an employer see their contribution to their household income as small compared with those who do not work full time. At the same time, the gap between employed men and women who see their contribution as small also shrinks if they are employed full time for an employer.

However, women who work full time for an employer (33 per cent) are about twice as likely as men who work full time for an employer (17 per cent) to say their contribution is a small source of their household income (a 16-point gap). Yet the gender gap is much larger (24 points) between women who are not employed full time for an employer (47 per cent) and men who are not (23 per cent).

Figure 26. Job is a main source, a significant source or a small source of household income
Employed full time for employer

[Asked of employed respondents] Please think about what you earn at your job and how it contributes to your household's income. Would you say it is the main source, a significant source or a small source of your household's income?

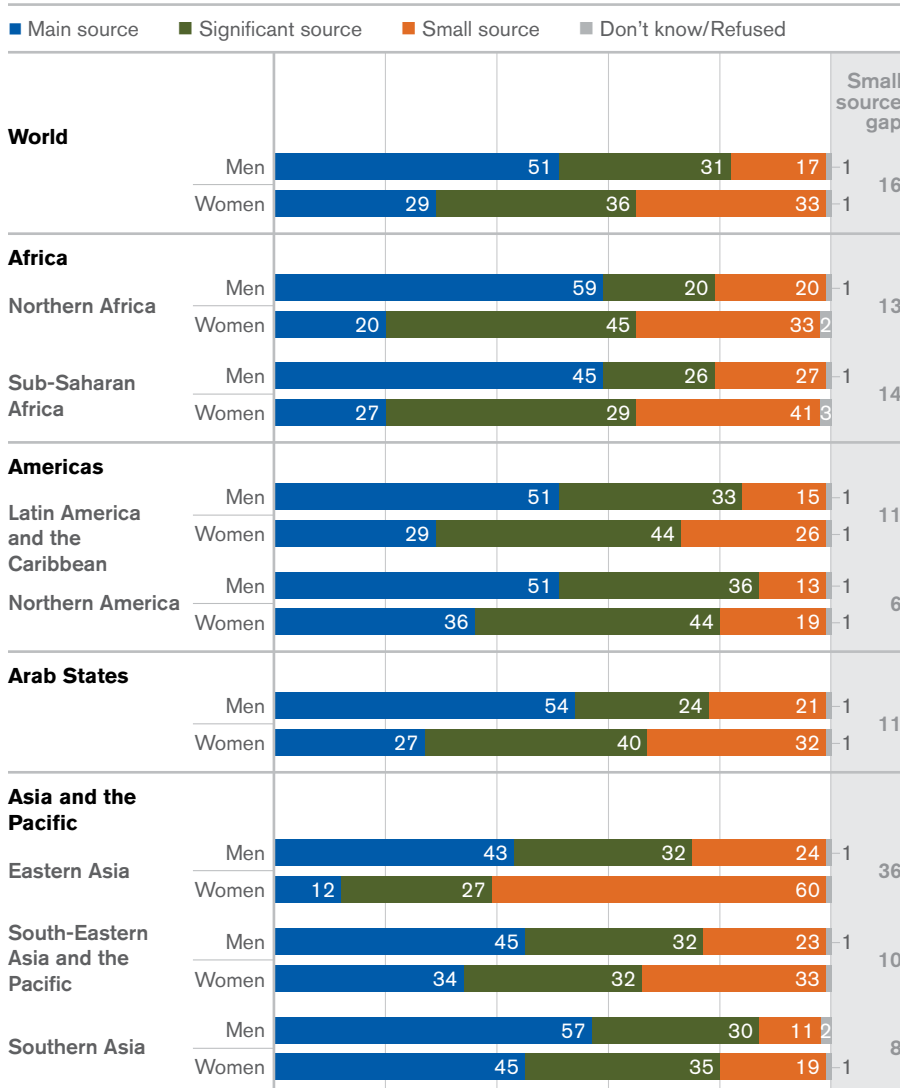
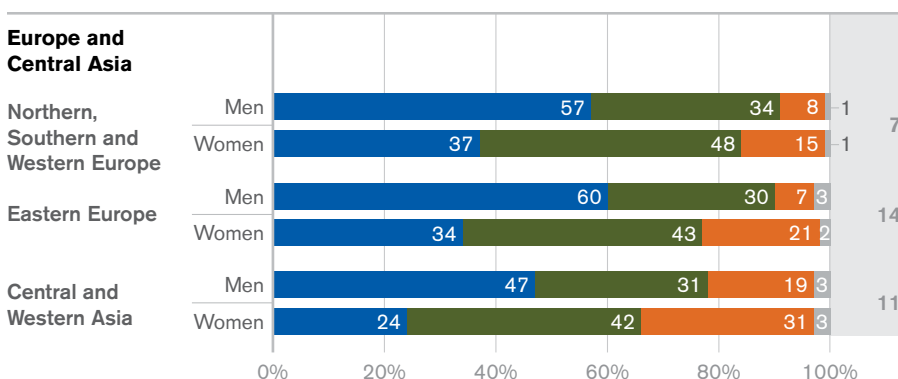


Figure 26. Job is a main source, a significant source or a small source of household income
Continued



Gallup World Poll, 2016

Regionally, the gender gaps for men and women who are working full time for an employer and see their contribution as small are smallest in Northern America; Northern, Southern and Western Europe; and Southern Asia (a six- to eight-point gap in these regions). The gender gaps in the rest of the regions are 10 points or more, including a 36-point gap in Eastern Asia.

Interestingly, the reverse is true in South-Eastern Asia and the Pacific: the gender gap among those in this region who say their contribution to their household income is small is actually slightly larger among men and women who do not work full time for an employer than it is among those who do.

Gender gap also shrinks with education

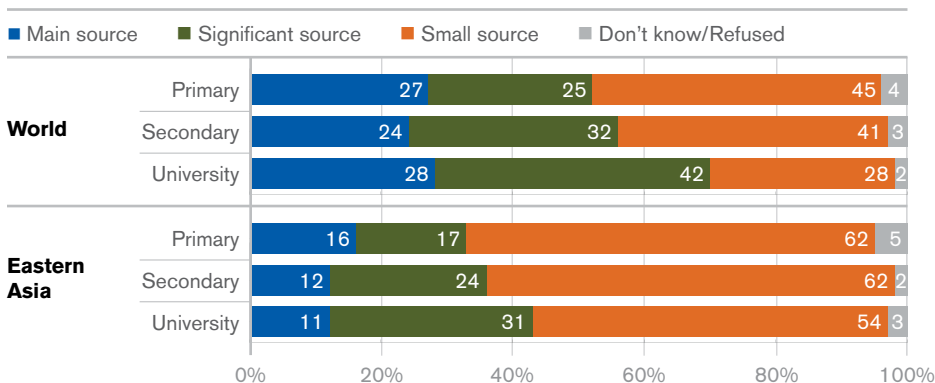
The gender gap among employed women and men who say they make a small contribution to their household income is also smaller among those with higher levels of education (which also increases the likelihood of full-time employment for an employer). The gap shrinks from 24 points among those with a primary education or less to 15 points among those with a university education.

This pattern holds true in all regions except for Eastern Asia, where the gender gap is the same regardless of education level.

Figure 27. Job is a main source, a significant source or a small source of household income
Women by education

[Asked of employed respondents] Please think about what you earn at your job and how it contributes to your household's income. Would you say it is the main source, a significant source or a small source of your household's income?

Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

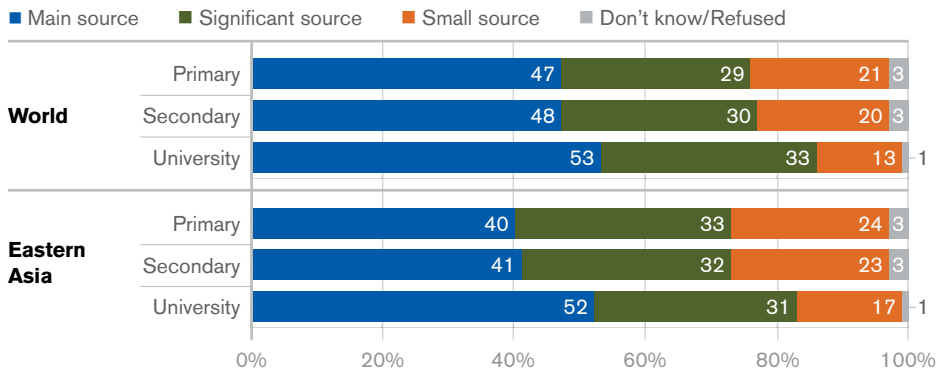


Gallup World Poll, 2016

Figure 28. Job is a main source, a significant source or a small source of household income
Men by education

[Asked of employed respondents] Please think about what you earn at your job and how it contributes to your household's income. Would you say it is the main source, a significant source or a small source of your household's income?

Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more



Gallup World Poll, 2016

Appendix I. Additional information

Developing the questions

At the onset of the ILO-Gallup project, the ILO convened a Technical Advisory Group for a working session consisting of Gallup and ILO experts; representatives of the ILO constituents – namely government, employers' and workers' organizations; and representatives of academia and nongovernmental organizations. This session yielded a consensus on the most pressing issues the research needed to address.

Based on the recommendations from the advisory group, Gallup and the ILO carefully developed dozens of sample questions. Given the complex nature of the subject matter and the challenges associated with designing questions that can be easily translated and comprehended across all languages and cultures, Gallup rigorously tested each of the questions in cognitive interviews and survey pre-tests to ensure they worked as intended.

From this, five final questions emerged to include in the Gallup World Poll. The questions captured women's aspirations and preferences regarding work, as well as their perceptions about the obstacles they faced in working and earning incomes. Understanding that tapping into the voices of both women and men would be crucial to place any gains or gaps in gender equality into perspective, Gallup ensured the questions equally ascertained women's and men's attitudes about women and work within both their families and their societies.

Drawing on data from the questions developed for the ILO and the questions Gallup regularly asks in its World Poll, this report examines the results from nationally representative surveys conducted in 142 countries and territories throughout 2016. The findings in this report are based on interviews conducted with nearly 149,000 adults about their attitudes about women and the world of work.

Gallup World Poll methodology

The Gallup World Poll tracks the most important issues worldwide, such as food access, employment, leadership performance and well-being. The World Poll survey includes more than 100 global questions as well as region-specific items. Gallup asks residents from Afghanistan to Zimbabwe the same questions, every time, in the same way. This makes it possible to trend data from year to year and make direct country comparisons. Gallup conducts World Poll surveys on a semiannual, annual and biennial frequency, which is determined on a country-by-country basis.

Gallup typically surveys 1,000 adults aged 15 and older in each country using a standard set of core questions translated into the major conversational languages of the respective country. In some countries, oversamples are collected in major cities or areas of special interest. Additionally, in some large countries, such as China and Russia, sample sizes of at least 2,000 are collected. Although rare, in some instances, the sample size is between 500 and 1,000.

With some exceptions, all samples are probability-based and nationally representative of the resident population aged 15 and older. The coverage area is the entire country including rural areas, and the sampling frame represents the entire civilian, noninstitutionalized adult population of the country. Exceptions include areas where the safety of the interviewing staff is threatened and, in some countries, scarcely populated islands. (For the purposes of this report, respondents are considered rural if they live in a rural area, farm, small town or village and urban if they live in a large city or suburb of a large city.)

Gallup uses telephone surveys in countries where telephone coverage represents at least 80 per cent of the population or is the customary survey methodology. In countries where telephone interviewing is employed, Gallup uses a random-digit-dial (RDD) method or a nationally representative list of phone numbers. Telephone methodology is typical in the US, Canada, Western Europe, Japan, Australia, etc. Gallup purchases telephone samples from various sample providers located in each region.

In much of Latin America, Eastern Europe, the former Soviet Union countries, nearly all of Asia, the Middle East and Africa, Gallup uses an area frame design for face-to-face interviewing

in randomly selected households. Face-to-face interviews are approximately one hour, while telephone interviews are about 30 minutes.

The Country Data Set Details document displays each country's sample size, month/year of data collection, mode of interviewing, languages employed, design effect, the margin of error and details about sample coverage. This document is available to download here: <http://www.gallup.com/services/177797/country-data-set-details.aspx>.

Weighting

Gallup weights each country data set to geographic and demographic aged 15 and older population estimates for a nationally representative sample of the country. Country data sets are further weighted by aged 15 and older population estimates to create estimates for sub-regions, regions, development groups and the world.

Gallup life evaluation metrics

Gallup classifies people as “thriving,” “struggling” or “suffering” according to how they rate their current and future lives on a ladder scale with steps numbered from zero to 10 based on the Cantril Self-Anchoring Striving Scale.

Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. Suppose we say that the top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you. On which step of the ladder would you say you personally feel you stand at this time, assuming that the higher the step, the better you feel about your life, and the lower the step, the worse you feel about it? Which step comes closest to the way you feel?

Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. Suppose we say that the top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you. Just your best guess, on which step do you think you will stand on in the future, say about five years from now?

People are considered thriving – the highest possible state – if they rate their current lives a 7 or higher and their lives in five years an 8 or higher. People who are considered suffering – the lowest possible state – if they rate their current and future lives a 4 or lower. Those in the middle are considered struggling.

Gallup employment metrics

In 2009, Gallup began developing and testing a question series that measures key employment metrics as outlined by International Conference of Labour Statisticians' standards. The questionnaire had gone through several revisions before Gallup implemented a final version.

Gallup has released employment measures, starting with 2009 figures, as part of the World Poll data set. Gallup collects employment information using identical questions worldwide and standardizes calculations, making equivalent cross-national comparisons possible for the first time. New data are collected year-round — one time per year in most countries. These data are checked against available, reliable country statistics, including census data.

Gallup classifies respondents into one of six categories of employment based on a respondent's combination of answers to a series of questions about employment. Respondents worldwide are asked an identical series of questions. Classification calculations for each respondent and country-level aggregates are standardized.

- **Employed full time for an employer:** Respondents are considered employed full time for an employer if they are employed by an **employer** and if they work for this employer for at least 30 hours per week.
- **Employed full time for self:** Respondents are considered employed full time for themselves if they are **self-employed** and if they work for at least 30 hours per week.

- **Employed part time, do not want to work full time:** Respondents who work for either an employer or themselves and do not work more than 30 hours per week at either job are categorized as employed part time. Additionally, when asked, these respondents indicated that they **do not** want to work more than 30 hours per week
- **Employed part time, want to work full time:** Respondents who work for either an employer or themselves and do not work more than 30 hours per week are categorized as employed part time. Additionally, when asked, these respondents indicated that they **do** want to work more than 30 hours per week.
- **Unemployed:** A respondent is unemployed if he/she reports not being employed in the past seven days, either for an employer or for himself or herself. The respondent must also report actively looking for a job in the past four weeks AND being able to begin work in the past four weeks.
- **Out of workforce:** Respondents who are out of the workforce were not employed within the past seven days, either for an employer or for themselves, are not looking for work AND/OR are not available to start work. Respondents may be full-time students, retired, disabled or homemakers; however, some respondents will not fall into any of these scenarios.

Large-scale comparisons of country-level Gallup measures of employment to population and unemployment rates with the ILO equivalents show high, though imperfect, correlations. These are generally within five points, which is close to the margin of error for most country-level Gallup surveys in most years. Differing definitions of “working age,” what exactly constitutes “unemployment” and particular exclusions (e.g., whether to include active-duty military, urban/rural coverage or migrant labour) are contributing factors.

Appendix II. Regional groupings of surveyed countries and territories

The following regional groupings are designated by the ILO.

Table 5. Countries/Territories

| | |
|-----------------------------|--|
| Asia and the Pacific | Eastern Asia China; Hong Kong, China; Japan; Mongolia; Republic of Korea; Taiwan, China |
| | South-Eastern Asia and the Pacific Australia; Cambodia; Indonesia; Myanmar; New Zealand; Philippines; Singapore; Thailand; Viet Nam |
| | Southern Asia Afghanistan; Bangladesh; India; Islamic Republic of Iran; Nepal; Pakistan |
| Africa | Northern Africa Algeria; Egypt; Libya; Morocco; South Sudan; Tunisia |
| | Sub-Saharan Africa Benin; Botswana; Burkina Faso; Cameroon; Central African Republic; Chad; Congo; Côte d'Ivoire; Democratic Republic of Congo; Ethiopia; Gabon; Ghana; Guinea; Kenya; Lesotho; Liberia; Madagascar; Malawi; Mali; Mauritania; Mauritius; Niger; Nigeria; Rwanda; Senegal; Sierra Leone; Somalia; South Africa; Tanzania, United Republic of; Togo; Uganda; Zambia; Zimbabwe |
| Americas | Latin America and the Caribbean Argentina; Bolivia, Plurinational State of; Brazil; Chile; Colombia; Costa Rica; Dominican Republic; Ecuador; El Salvador; Guatemala; Haiti; Honduras; Mexico; Nicaragua; Panama; Paraguay; Peru; Uruguay; Venezuela (Bolivarian Republic of) |
| | Northern America Canada; United States |
| Arab States | Arab States Bahrain; Iraq; Jordan; Kuwait; Lebanon; Saudi Arabia; United Arab Emirates; Yemen; Occupied Palestinian Territory |
| Europe and Asia | Northern, Southern and Western Europe Albania Austria; Belgium; Bosnia and Herzegovina; Croatia; Denmark; Estonia; Finland; France; Germany; Greece; Iceland; Ireland; Italy; Kosovo; Latvia; Lithuania; Luxembourg; the former Yugoslav Republic of Macedonia; Malta; Montenegro; Netherlands; Norway; Portugal; Serbia, Republic of; Slovenia; Spain; Sweden; Switzerland; United Kingdom |
| | Eastern Europe Poland; Hungary; Czech Republic; Republic of Moldova; Ukraine; Bulgaria; Slovakia; Romania; Belarus; Russian Federation |
| | Central and Western Asia Israel; Armenia; Azerbaijan; Cyprus; Georgia; Kazakhstan; Kyrgyzstan; Northern Cyprus; Tajikistan; Turkey; Turkmenistan; Uzbekistan |

Table 6. Countries/Territories

| Developed economies | | |
|----------------------------|------------------|-----------------------------------|
| Argentina | Hong Kong, China | Portugal |
| Australia | Hungary | Korea, Republic of |
| Austria | Iceland | Russian Federation |
| Bahrain | Ireland | Saudi Arabia |
| Belgium | Israel | Singapore |
| Canada | Italy | Slovakia |
| Chile | Japan | Slovenia |
| Croatia | Kuwait | Spain |
| Cyprus | Latvia | Sweden |
| Czech Republic | Lithuania | Switzerland |
| Denmark | Luxembourg | Taiwan, China |
| Estonia | Malta | United Arab Emirates |
| Finland | Netherlands | United Kingdom |
| France | New Zealand | United States |
| Germany | Norway | Uruguay |
| Greece | Poland | Venezuela, Bolivarian Republic of |

Table 6. Countries/Territories *Continued*

| Emerging economies | | |
|---------------------------------|--|--------------------------------|
| Albania | Honduras | Nigeria |
| Algeria | India | Northern Cyprus |
| Armenia | Indonesia | Pakistan |
| Azerbaijan | Islamic Republic of Iran | Occupied Palestinian Territory |
| Bangladesh | Iraq | Panama |
| Belarus | Côte d'Ivoire | Paraguay |
| Bolivia, Plurinational State of | Jordan | Peru |
| Bosnia and Herzegovina | Kazakhstan | Philippines |
| Botswana | Kenya | Romania |
| Brazil | Kosovo | Senegal |
| Bulgaria | Kyrgyzstan | Serbia, Republic of |
| Cameroon | Lebanon | South Africa |
| China | Lesotho | Tajikistan |
| Colombia | Libya | Thailand |
| Congo | Macedonia, the former Yugoslav Republic of | Tunisia |
| Costa Rica | Mauritania | Turkey |
| Dominican Republic | Mauritius | Turkmenistan |
| Ecuador | Mexico | Ukraine |
| Egypt | Moldova, Republic of | Uzbekistan |
| El Salvador | Mongolia | Viet Nam |
| Gabon | Montenegro | Yemen |
| Georgia | Morocco | Zambia |
| Ghana | Myanmar | |
| Guatemala | Nicaragua | |
| Developing economies | | |
| Haiti | Ethiopia | Rwanda |
| Afghanistan | Guinea | Sierra Leone |
| Benin | Liberia | Somalia |
| Burkina Faso | Madagascar | South Sudan |
| Cambodia | Malawi | Tanzania, United Republic of |
| Central African Republic | Mali | Togo |
| Chad | Nepal | Uganda |
| Democratic Republic of Congo | Niger | Zimbabwe |

Regional tables and country/territory dashboards

Table 7. Results by sub-region

| | | World n= 148,724 | | | Northern Africa n= 6,011 | | | Sub-Saharan Africa n= 33,191 | | | Latin America and the Caribbean n= 18,513 | | | Northern America n= 2,048 | | |
|---|------------------------|---------------------|-----|-------|-----------------------------|-----|-------|------------------------------------|-----|-------|--|-----|-------|------------------------------|-----|-------|
| | | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | Agree | 80% | 77% | 83% | 68% | 57% | 79% | 83% | 81% | 86% | 91% | 89% | 92% | 98% | 98% | 99% |
| | Disagree | 17% | 20% | 14% | 31% | 42% | 20% | 14% | 18% | 11% | 8% | 9% | 6% | 1% | 1% | 1% |
| | Don't know/ Refused | 3% | 3% | 3% | 1% | 1% | 1% | 2% | 1% | 3% | 2% | 2% | 2% | 1% | 1% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | Better opportunity | 27% | 29% | 25% | 25% | 27% | 23% | 36% | 38% | 34% | 25% | 26% | 24% | 12% | 15% | 9% |
| | The same opportunity | 40% | 41% | 39% | 45% | 44% | 46% | 36% | 37% | 36% | 51% | 51% | 50% | 55% | 60% | 50% |
| | Worse opportunity | 26% | 25% | 58% | 25% | 25% | 26% | 21% | 20% | 22% | 21% | 19% | 23% | 32% | 23% | 40% |
| | Don't know/ Refused | 7% | 7% | 7% | 5% | 5% | 5% | 7% | 5% | 8% | 3% | 3% | 3% | 1% | 1% | 1% |
| Asked of all women: Would you prefer to ... | Work at a paid job | 29% | | 29% | 36% | | 36% | 34% | | 34% | 29% | | 29% | 18% | | 18% |
| | Stay at home | 27% | | 27% | 32% | | 32% | 16% | | 16% | 26% | | 26% | 23% | | 23% |
| | Both | 41% | | 41% | 31% | | 31% | 48% | | 48% | 43% | | 43% | 59% | | 59% |
| | Don't know/ Refused | 3% | | 3% | 1% | | 1% | 2% | | 2% | 2% | | 2% | 1% | | 1% |
| Asked of all men: Would you prefer that the women in your family ... | Work at a paid job | 28% | 28% | | 24% | 24% | | 32% | 32% | | 36% | 36% | | 25% | 25% | |
| | Stay at home | 29% | 29% | | 51% | 51% | | 19% | 19% | | 27% | 27% | | 21% | 21% | |
| | Both | 38% | 38% | | 23% | 23% | | 47% | 47% | | 35% | 35% | | 46% | 46% | |
| | Don't know/ Refused | 4% | 4% | | 2% | 2% | | 2% | 2% | | 2% | 2% | | 8% | 8% | |

Note: The results for the open-ended question are not included.

Table 7. Results by sub-region *Continued*

| | | Arab States n=9,876 | | | Eastern Asia n= 9,381 | | | South-Eastern Asia and the Pacific n= 9,067 | | | Southern Asia n= 8,000 | | |
|---|------------------------|------------------------|-----|-------|--------------------------|-----|-------|---|-----|-------|---------------------------|-----|-------|
| | | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | Agree | 62% | 57% | 67% | 82% | 78% | 86% | 77% | 72% | 81% | 64% | 63% | 66% |
| | Disagree | 35% | 40% | 30% | 14% | 17% | 10% | 22% | 26% | 17% | 31% | 33% | 29% |
| | Don't know/ Refused | 3% | 3% | 3% | 4% | 4% | 4% | 2% | 1% | 2% | 4% | 4% | 5% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | Better opportunity | 26% | 29% | 22% | 18% | 20% | 15% | 45% | 45% | 45% | 42% | 44% | 41% |
| | The same opportunity | 30% | 29% | 32% | 37% | 37% | 36% | 42% | 43% | 42% | 36% | 35% | 36% |
| | Worse opportunity | 33% | 31% | 34% | 34% | 33% | 36% | 7% | 7% | 8% | 17% | 17% | 17% |
| | Don't know/ Refused | 11% | 10% | 12% | 12% | 10% | 13% | 5% | 5% | 5% | 5% | 4% | 6% |
| Asked of all women: Would you prefer to ... | Work at a paid job | 17% | | 17% | 30% | | 30% | 21% | | 21% | 26% | | 26% |
| | Stay at home | 36% | | 36% | 25% | | 25% | 23% | | 23% | 42% | | 42% |
| | Both | 45% | | 45% | 43% | | 43% | 55% | | 55% | 26% | | 26% |
| | Don't know/ Refused | 2% | | 2% | 2% | | 2% | 1% | | 1% | 6% | | 6% |
| Asked of all men: Would you prefer that the women in your family ... | Work at a paid job | 17% | 17% | | 23% | 23% | | 14% | 14% | | 33% | 33% | |
| | Stay at home | 45% | 45% | | 28% | 28% | | 36% | 36% | | 37% | 37% | |
| | Both | 35% | 35% | | 44% | 44% | | 48% | 48% | | 26% | 26% | |
| | Don't know/ Refused | 4% | 4% | | 5% | 5% | | 3% | 3% | | 4% | 4% | |

Note: The results for the open-ended question are not included.

Table 7. Results by sub-region *Continued*

| | | Northern, Southern and Western Europe n= 29,950 | | | Eastern Europe n= 11,040 | | | Central and Western Asia n= 12,007 | | |
|---|------------------------|---|-----|-------|-----------------------------|-----|-------|---------------------------------------|-----|-------|
| | | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | Agree | 97% | 97% | 97% | 87% | 85% | 89% | 81% | 76% | 85% |
| | Disagree | 2% | 2% | 2% | 7% | 8% | 6% | 16% | 21% | 12% |
| | Don't know/ Refused | 1% | 1% | 0% | 6% | 7% | 5% | 3% | 3% | 3% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | Better opportunity | 6% | 8% | 5% | 5% | 6% | 5% | 25% | 27% | 23% |
| | The same opportunity | 41% | 45% | 38% | 43% | 47% | 39% | 39% | 37% | 40% |
| | Worse opportunity | 51% | 46% | 55% | 43% | 38% | 48% | 29% | 29% | 30% |
| | Don't know/ Refused | 2% | 2% | 2% | 9% | 9% | 8% | 7% | 6% | 7% |
| Asked of all women: Would you prefer to ... | Work at a paid job | 25% | | 25% | 46% | | 46% | 39% | | 39% |
| | Stay at home | 13% | | 13% | 26% | | 26% | 19% | | 19% |
| | Both | 60% | | 60% | 24% | | 24% | 40% | | 40% |
| | Don't know/ Refused | 2% | | 2% | 5% | | 5% | 2% | | 2% |
| Asked of all men: Would you prefer that the women in your family ... | Work at a paid job | 35% | 35% | | 36% | 36% | | 33% | 33% | |
| | Stay at home | 12% | 12% | | 31% | 31% | | 33% | 33% | |
| | Both | 51% | 51% | | 26% | 26% | | 29% | 29% | |
| | Don't know/ Refused | 2% | 2% | | 7% | 7% | | 5% | 5% | |

Note: The results for the open-ended question are not included.

Table 8. Results by development level

| | | World n=148,724 | | | Developed economies n= 49,510 | | | Emerging economies n= 75,519 | | | Developing economies n= 23,695 | | |
|---|------------------------|--------------------|-----|-------|----------------------------------|-----|-------|---------------------------------|-----|-------|-----------------------------------|-----|-------|
| | | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | Agree | 80% | 77% | 83% | 95% | 94% | 96% | 75% | 72% | 78% | 81% | 78% | 83% |
| | Disagree | 17% | 20% | 14% | 3% | 4% | 3% | 21% | 25% | 18% | 17% | 20% | 14% |
| | Don't know/ Refused | 3% | 3% | 3% | 2% | 2% | 2% | 4% | 3% | 4% | 2% | 2% | 3% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | Better opportunity | 27% | 29% | 25% | 14% | 13% | 9% | 32% | 33% | 30% | 30% | 34% | 30% |
| | The same opportunity | 40% | 41% | 39% | 47% | 50% | 43% | 38% | 38% | 38% | 37% | 38% | 36% |
| | Worse opportunity | 26% | 25% | 28% | 38% | 32% | 44% | 23% | 22% | 24% | 26% | 23% | 25% |
| | Don't know/ Refused | 7% | 6% | 7% | 4% | 4% | 4% | 7% | 7% | 8% | 7% | 5% | 9% |
| Asked of all women: Would you prefer to ... | Work at a paid job | 29% | | 29% | 27% | | 27% | 29% | | 29% | 33% | | 33% |
| | Stay at home | 27% | | 27% | 20% | | 20% | 30% | | 30% | 21% | | 21% |
| | Both | 41% | | 41% | 51% | | 51% | 38% | | 38% | 43% | | 43% |
| | Don't know/ Refused | 3% | | 3% | 2% | | 2% | 3% | | 3% | 2% | | 2% |
| Asked of all men: Would you prefer that the women in your family ... | Work at a paid job | 28% | 28% | | 30% | 30% | | 28% | 28% | | 33% | 33% | |
| | Stay at home | 29% | 29% | | 19% | 19% | | 33% | 33% | | 23% | 23% | |
| | Both | 38% | 38% | | 46% | 46% | | 36% | 36% | | 42% | 42% | |
| | Don't know/ Refused | 4% | 4% | | 5% | 5% | | 4% | 4% | | 2% | 2% | |

Note: The results for the open-ended question are not included.

GALLUP®

Afghanistan

Southern Asia; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 47% | 43% | 51% | 52% | 41% | 41% | 60% | ** |
| | disagree | 46% | 51% | 41% | 41% | 50% | 51% | 33% | ** |
| | don't know/refused | 7% | 6% | 8% | 6% | 9% | 8% | 7% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 31% | 35% | 27% | 33% | 29% | 29% | 35% | ** |
| | the same opportunity | 27% | 24% | 30% | 30% | 24% | 28% | 26% | ** |
| | a worse opportunity | 25% | 25% | 25% | 27% | 23% | 24% | 27% | ** |
| | don't know/refused | 16% | 16% | 17% | 10% | 23% | 18% | 12% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 18% | | 18% | 22% | 11% | 14% | | ** |
| | stay at home | 56% | | 56% | 51% | 63% | 63% | | ** |
| | both | 21% | | 21% | 22% | 20% | 17% | | ** |
| | don't know/refused | 5% | | 5% | 5% | 6% | 6% | | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 24% | | 24% | 29% | 20% | 24% | 21% | ** |
| | stay at home | 56% | | 56% | 49% | 62% | 62% | 47% | ** |
| | both | 18% | | 18% | 20% | 16% | 12% | 28% | ** |
| | don't know/refused | 3% | | 3% | 3% | 2% | 2% | 4% | ** |

Data collected April, May; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Albania

Northern, Southern and Western Europe; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 94% | 92% | 97% | 94% | 95% | 94% | 94% | 97% |
| | disagree | 4% | 6% | 2% | 4% | 4% | 4% | 5% | 2% |
| | don't know/refused | 1% | 2% | 1% | 2% | 1% | 2% | 1% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 31% | 31% | 31% | 29% | 32% | 34% | 27% | 25% |
| | the same opportunity | 27% | 25% | 28% | 34% | 23% | 26% | 26% | 30% |
| | a worse opportunity | 38% | 41% | 36% | 36% | 39% | 34% | 44% | 43% |
| | don't know/refused | 4% | 3% | 6% | 2% | 5% | 6% | 3% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 25% | 25% | | 32% | 23% | 22% | 26% | ** |
| | stay at home | 12% | 12% | | 2% | 16% | 14% | 10% | ** |
| | both | 61% | 61% | | 66% | 59% | 60% | 64% | ** |
| | don't know/refused | 2% | 2% | | 0% | 3% | 3% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 26% | 26% | | 22% | 29% | 27% | 24% | ** |
| | stay at home | 20% | 20% | | 28% | 16% | 21% | 23% | ** |
| | both | 52% | 52% | | 49% | 54% | 50% | 52% | ** |
| | don't know/refused | 2% | 2% | | 1% | 2% | 2% | 1% | ** |

Data collected June, July; Face-to-Face CAPI; total n=999

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Algeria

Northern Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 61% | 54% | 68% | 64% | 59% | 55% | 69% | 78% |
| | disagree | 38% | 45% | 30% | 36% | 39% | 44% | 30% | 20% |
| | don't know/refused | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 39% | 44% | 33% | 42% | 36% | 33% | 48% | 42% |
| | the same opportunity | 36% | 32% | 41% | 35% | 38% | 37% | 35% | 38% |
| | a worse opportunity | 19% | 18% | 20% | 18% | 20% | 23% | 13% | 20% |
| | don't know/refused | 6% | 6% | 6% | 5% | 6% | 7% | 5% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 19% | 19% | | 23% | 16% | 12% | 30% | ** |
| | stay at home | 41% | 41% | | 29% | 50% | 54% | 21% | ** |
| | both | 37% | 37% | | 46% | 30% | 31% | 45% | ** |
| | don't know/refused | 3% | 3% | | 2% | 4% | 3% | 4% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 10% | 10% | | 8% | 12% | 8% | 11% | ** |
| | stay at home | 54% | 54% | | 54% | 53% | 58% | 51% | ** |
| | both | 33% | 33% | | 36% | 30% | 29% | 37% | ** |
| | don't know/refused | 4% | 4% | | 2% | 5% | 5% | 2% | ** |

Data collected September, October; Face-to-Face CAPI; total n=1,001

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®
Argentina



Latin America and Caribbean; Developed Economies

| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 93% | 88% | 97% | 93% | 92% | 88% | 95% | ** |
| | disagree | 6% | 10% | 2% | 5% | 6% | 11% | 3% | ** |
| | don't know/refused | 2% | 2% | 1% | 2% | 1% | 1% | 2% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 23% | 27% | 19% | 24% | 22% | 25% | 22% | ** |
| | the same opportunity | 52% | 51% | 52% | 54% | 51% | 52% | 52% | ** |
| | a worse opportunity | 23% | 19% | 26% | 20% | 24% | 19% | 24% | ** |
| | don't know/refused | 3% | 3% | 3% | 2% | 3% | 5% | 2% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 36% | 36% | | 49% | 30% | 29% | 39% | ** |
| | stay at home | 20% | 20% | | 8% | 25% | 35% | 12% | ** |
| | both | 44% | 44% | | 43% | 44% | 36% | 48% | ** |
| | don't know/refused | 1% | 1% | | 0% | 1% | 1% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 28% | 28% | | 36% | 24% | 19% | 33% | ** |
| | stay at home | 37% | 37% | | 23% | 44% | 53% | 26% | ** |
| | both | 33% | 33% | | 38% | 30% | 27% | 38% | ** |
| | don't know/refused | 2% | 2% | | 3% | 2% | 1% | 3% | ** |

Data collected May, June; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Armenia

Central and Western Asia; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 83% | 79% | 87% | 83% | 84% | 68% | 85% | 88% |
| | disagree | 12% | 17% | 7% | 14% | 11% | 27% | 11% | 6% |
| | don't know/refused | 5% | 4% | 6% | 4% | 5% | 5% | 4% | 6% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 22% | 24% | 20% | 21% | 22% | 19% | 22% | 23% |
| | the same opportunity | 38% | 37% | 40% | 46% | 35% | 37% | 38% | 40% |
| | a worse opportunity | 26% | 26% | 25% | 24% | 27% | 25% | 26% | 25% |
| | don't know/refused | 14% | 13% | 15% | 10% | 16% | 19% | 14% | 12% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 50% | | 50% | 47% | 51% | ** | 47% | ** |
| | stay at home | 14% | | 14% | 11% | 15% | ** | 13% | ** |
| | both | 34% | | 34% | 42% | 31% | ** | 38% | ** |
| | don't know/refused | 2% | | 2% | 0% | 3% | ** | 2% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 49% | | 49% | 46% | 50% | ** | 47% | ** |
| | stay at home | 21% | | 21% | 22% | 20% | ** | 20% | ** |
| | both | 29% | | 29% | 29% | 29% | ** | 31% | ** |
| | don't know/refused | 2% | | 2% | 3% | 1% | ** | 2% | ** |

Data collected June, July; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Australia

South-Eastern Asia and Pacific; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 98% | 99% | 98% | ** | 98% | ** | 98% | 99% |
| | disagree | 1% | 1% | 2% | ** | 2% | ** | 1% | 0% |
| | don't know/refused | 0% | 1% | 0% | ** | 1% | ** | 0% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 7% | 9% | 4% | ** | 6% | ** | 7% | 7% |
| | the same opportunity | 55% | 65% | 47% | ** | 54% | ** | 57% | 50% |
| | a worse opportunity | 35% | 23% | 45% | ** | 36% | ** | 32% | 42% |
| | don't know/refused | 3% | 3% | 4% | ** | 4% | ** | 4% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 19% | 19% | | ** | 16% | ** | 18% | 20% |
| | stay at home | 16% | 16% | | ** | 19% | ** | 16% | 14% |
| | both | 63% | 63% | | ** | 62% | ** | 65% | 64% |
| | don't know/refused | 2% | 2% | | ** | 2% | ** | 2% | 2% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 19% | 19% | | ** | 18% | ** | 18% | 23% |
| | stay at home | 16% | 16% | | ** | 16% | ** | 17% | 7% |
| | both | 51% | 51% | | ** | 51% | ** | 52% | 55% |
| | don't know/refused | 14% | 14% | | ** | 14% | ** | 13% | 15% |

Data collected March, April, May, June; Landline Telephone, Mobile Telephone; total n=1,004
 *Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more
 ** Sample size too low to report data

GALLUP®

Austria

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 95% | 93% | 96% | 96% | 94% | ** | 96% | 95% |
| | disagree | 5% | 7% | 4% | 4% | 5% | ** | 4% | 5% |
| | don't know/refused | 0% | 0% | 0% | 0% | 0% | ** | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 4% | 5% | 4% | 7% | 4% | ** | 4% | 6% |
| | the same opportunity | 31% | 35% | 27% | 25% | 32% | ** | 31% | 29% |
| | a worse opportunity | 63% | 58% | 68% | 67% | 62% | ** | 63% | 65% |
| | don't know/refused | 2% | 2% | 2% | 1% | 2% | ** | 2% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 15% | 15% | | ** | 13% | ** | 14% | 17% |
| | stay at home | 19% | 19% | | ** | 20% | ** | 19% | 9% |
| | both | 66% | 66% | | ** | 66% | ** | 66% | 75% |
| | don't know/refused | 0% | 0% | | ** | 0% | ** | 0% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 19% | 19% | | ** | 17% | ** | 20% | 18% |
| | stay at home | 16% | 16% | | ** | 16% | ** | 14% | 15% |
| | both | 64% | 64% | | ** | 65% | ** | 65% | 65% |
| | don't know/refused | 1% | 1% | | ** | 1% | ** | 1% | 2% |

Data collected February, March; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Azerbaijan

Central and Western Asia; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 73% | 63% | 83% | 71% | 74% | 65% | 73% | 86% |
| | disagree | 22% | 31% | 14% | 22% | 22% | 25% | 23% | 12% |
| | don't know/refused | 5% | 6% | 4% | 7% | 4% | 10% | 4% | 2% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 15% | 17% | 13% | 17% | 13% | 17% | 14% | 17% |
| | the same opportunity | 47% | 47% | 48% | 44% | 50% | 38% | 48% | 57% |
| | a worse opportunity | 31% | 31% | 31% | 31% | 30% | 31% | 32% | 22% |
| | don't know/refused | 7% | 6% | 9% | 8% | 7% | 14% | 6% | 4% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 56% | | 56% | 60% | 53% | ** | 54% | ** |
| | stay at home | 20% | | 20% | 15% | 22% | ** | 19% | ** |
| | both | 22% | | 22% | 19% | 23% | ** | 25% | ** |
| | don't know/refused | 3% | | 3% | 6% | 1% | ** | 3% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 42% | | 42% | 43% | 42% | ** | 42% | ** |
| | stay at home | 31% | | 31% | 27% | 34% | ** | 33% | ** |
| | both | 22% | | 22% | 22% | 22% | ** | 22% | ** |
| | don't know/refused | 4% | | 4% | 8% | 1% | ** | 4% | ** |

Data collected June, July; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Bahrain

Arab States; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 82% | 77% | 92% | 81% | 82% | ** | 80% | 87% |
| | disagree | 17% | 22% | 7% | 18% | 17% | ** | 19% | 12% |
| | don't know/refused | 1% | 1% | 1% | 1% | 1% | ** | 1% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 38% | 41% | 32% | 40% | 37% | ** | 42% | 32% |
| | the same opportunity | 43% | 41% | 46% | 42% | 43% | ** | 36% | 53% |
| | a worse opportunity | 15% | 12% | 21% | 15% | 15% | ** | 18% | 13% |
| | don't know/refused | 4% | 6% | 2% | 3% | 5% | ** | 4% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 19% | 19% | | 23% | 16% | ** | 17% | 23% |
| | stay at home | 21% | 21% | | 8% | 29% | ** | 23% | 11% |
| | both | 58% | 58% | | 69% | 52% | ** | 56% | 65% |
| | don't know/refused | 2% | 2% | | 0% | 3% | ** | 3% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 12% | 12% | | 11% | 13% | ** | 11% | 12% |
| | stay at home | 31% | 31% | | 29% | 33% | ** | 32% | 31% |
| | both | 53% | 53% | | 58% | 50% | ** | 51% | 56% |
| | don't know/refused | 3% | 3% | | 3% | 4% | ** | 5% | 2% |

Data collected May, June; Landline Telephone, Mobile Telephone; total n=1,010

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Bangladesh

Southern Asia; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 50% | 42% | 58% | 52% | 50% | 43% | 57% | ** |
| | disagree | 46% | 57% | 35% | 46% | 46% | 51% | 41% | ** |
| | don't know/refused | 4% | 1% | 7% | 2% | 5% | 6% | 2% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 52% | 53% | 51% | 55% | 50% | 54% | 51% | ** |
| | the same opportunity | 26% | 26% | 27% | 26% | 27% | 23% | 30% | ** |
| | a worse opportunity | 16% | 17% | 14% | 16% | 16% | 14% | 17% | ** |
| | don't know/refused | 6% | 4% | 8% | 3% | 8% | 9% | 3% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 11% | | 11% | 15% | 8% | 7% | 14% | ** |
| | stay at home | 46% | | 46% | 33% | 56% | 54% | 40% | ** |
| | both | 39% | | 39% | 51% | 30% | 30% | 45% | ** |
| | don't know/refused | 4% | | 4% | 1% | 6% | 8% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 10% | | 10% | 6% | 12% | 11% | 9% | ** |
| | stay at home | 57% | | 57% | 60% | 55% | 62% | 51% | ** |
| | both | 32% | | 32% | 33% | 32% | 26% | 39% | ** |
| | don't know/refused | 1% | | 1% | 1% | 1% | 1% | 1% | ** |

Data collected April; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Belarus

Eastern Europe; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 85% | 82% | 87% | 87% | 85% | ** | 87% | 91% |
| | disagree | 9% | 11% | 8% | 8% | 10% | ** | 9% | 5% |
| | don't know/refused | 6% | 6% | 5% | 5% | 6% | ** | 5% | 4% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 3% | 4% | 3% | 2% | 4% | ** | 4% | 3% |
| | the same opportunity | 49% | 54% | 46% | 55% | 48% | ** | 46% | 56% |
| | a worse opportunity | 41% | 34% | 47% | 38% | 41% | ** | 44% | 35% |
| | don't know/refused | 7% | 9% | 5% | 5% | 7% | ** | 6% | 6% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 55% | 55% | | 56% | 54% | ** | 54% | 63% |
| | stay at home | 24% | 24% | | 19% | 26% | ** | 25% | 15% |
| | both | 17% | 17% | | 22% | 16% | ** | 18% | 21% |
| | don't know/refused | 4% | 4% | | 4% | 4% | ** | 4% | 2% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 41% | 41% | | 40% | 42% | ** | 47% | ** |
| | stay at home | 27% | 27% | | 19% | 30% | ** | 24% | ** |
| | both | 26% | 26% | | 32% | 25% | ** | 25% | ** |
| | don't know/refused | 6% | 6% | | 10% | 4% | ** | 4% | ** |

Data collected June, July; Face-to-Face PAPI; total n=1,039

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Belgium

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 98% | 97% | 99% | 99% | 97% | ** | 98% | 99% |
| | disagree | 2% | 3% | 1% | 1% | 2% | ** | 2% | 1% |
| | don't know/refused | 1% | 0% | 1% | 0% | 1% | ** | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 5% | 9% | 1% | 11% | 3% | ** | 6% | 3% |
| | the same opportunity | 44% | 49% | 40% | 47% | 43% | ** | 44% | 44% |
| | a worse opportunity | 50% | 41% | 59% | 42% | 52% | ** | 49% | 52% |
| | don't know/refused | 1% | 2% | 1% | 0% | 1% | ** | 1% | 0% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 24% | | 24% | ** | 23% | ** | 18% | 34% |
| | stay at home | 15% | | 15% | ** | 16% | ** | 19% | 4% |
| | both | 59% | | 59% | ** | 59% | ** | 63% | 60% |
| | don't know/refused | 2% | | 2% | ** | 2% | ** | 0% | 1% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 32% | | 32% | ** | 32% | ** | 30% | 43% |
| | stay at home | 8% | | 8% | ** | 9% | ** | 8% | 4% |
| | both | 56% | | 56% | ** | 55% | ** | 59% | 51% |
| | don't know/refused | 3% | | 3% | ** | 4% | ** | 3% | 2% |

Data collected May, June; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Benin

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 82% | 81% | 83% | 79% | 85% | 81% | 86% | ** |
| | disagree | 13% | 14% | 12% | 16% | 11% | 14% | 11% | ** |
| | don't know/refused | 5% | 5% | 5% | 5% | 4% | 5% | 4% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 46% | 51% | 41% | 44% | 48% | 44% | 53% | ** |
| | the same opportunity | 20% | 16% | 25% | 20% | 21% | 20% | 20% | ** |
| | a worse opportunity | 19% | 20% | 18% | 20% | 18% | 19% | 22% | ** |
| | don't know/refused | 15% | 13% | 16% | 17% | 13% | 17% | 5% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 27% | | 27% | 27% | 27% | 26% | 34% | ** |
| | stay at home | 13% | | 13% | 11% | 14% | 14% | 4% | ** |
| | both | 57% | | 57% | 61% | 54% | 56% | 59% | ** |
| | don't know/refused | 3% | | 3% | 1% | 5% | 4% | 3% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 34% | | 34% | 37% | 31% | 34% | 35% | ** |
| | stay at home | 14% | | 14% | 12% | 16% | 18% | 7% | ** |
| | both | 49% | | 49% | 48% | 50% | 44% | 58% | ** |
| | don't know/refused | 3% | | 3% | 2% | 3% | 4% | 0% | ** |

Data collected April, May; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Bolivia

Latin America and Caribbean; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 87% | 86% | 89% | 90% | 85% | 74% | 91% | 94% |
| | disagree | 10% | 12% | 8% | 9% | 11% | 18% | 8% | 5% |
| | don't know/refused | 3% | 2% | 4% | 1% | 4% | 8% | 1% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 29% | 30% | 28% | 29% | 29% | 32% | 29% | 17% |
| | the same opportunity | 58% | 59% | 58% | 61% | 56% | 48% | 60% | 61% |
| | a worse opportunity | 10% | 10% | 11% | 8% | 11% | 9% | 9% | 18% |
| | don't know/refused | 3% | 2% | 4% | 2% | 4% | 10% | 1% | 3% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 22% | 22% | | 27% | 18% | 19% | 25% | ** |
| | stay at home | 18% | 18% | | 9% | 26% | 45% | 11% | ** |
| | both | 57% | 57% | | 63% | 52% | 31% | 63% | ** |
| | don't know/refused | 3% | 3% | | 1% | 4% | 5% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 35% | 35% | | 26% | 42% | 29% | 34% | ** |
| | stay at home | 23% | 23% | | 22% | 24% | 41% | 21% | ** |
| | both | 36% | 36% | | 43% | 31% | 25% | 38% | ** |
| | don't know/refused | 6% | 6% | | 9% | 3% | 4% | 7% | ** |

Data collected July, August; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Bosnia and Herzegovina

Northern, Southern and Western Europe; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 94% | 93% | 95% | 96% | 94% | 95% | 93% | 95% |
| | disagree | 4% | 5% | 3% | 3% | 4% | 4% | 5% | 4% |
| | don't know/refused | 2% | 2% | 2% | 1% | 2% | 2% | 2% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 9% | 10% | 9% | 13% | 8% | 9% | 9% | 12% |
| | the same opportunity | 45% | 49% | 42% | 50% | 44% | 48% | 44% | 41% |
| | a worse opportunity | 40% | 35% | 44% | 33% | 42% | 35% | 43% | 46% |
| | don't know/refused | 6% | 6% | 6% | 4% | 6% | 8% | 4% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 34% | | 34% | ** | 31% | 27% | 40% | ** |
| | stay at home | 16% | | 16% | ** | 19% | 21% | 14% | ** |
| | both | 45% | | 45% | ** | 44% | 42% | 44% | ** |
| | don't know/refused | 5% | | 5% | ** | 6% | 10% | 2% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 40% | | 40% | ** | 42% | 40% | 38% | ** |
| | stay at home | 9% | | 9% | ** | 10% | 9% | 10% | ** |
| | both | 48% | | 48% | ** | 46% | 48% | 49% | ** |
| | don't know/refused | 3% | | 3% | ** | 3% | 3% | 3% | ** |

Data collected May, June; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Botswana

Sub-Saharan Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 92% | 90% | 95% | 91% | 93% | 93% | ** | |
| | disagree | 6% | 9% | 4% | 8% | 4% | 5% | 6% | ** |
| | don't know/refused | 1% | 2% | 1% | 1% | 2% | 2% | 1% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 45% | 48% | 43% | 44% | 46% | 46% | ** | |
| | the same opportunity | 34% | 35% | 34% | 37% | 33% | 30% | 36% | ** |
| | a worse opportunity | 13% | 11% | 14% | 13% | 12% | 13% | 12% | ** |
| | don't know/refused | 8% | 7% | 9% | 6% | 9% | 11% | 6% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 41% | 41% | | 45% | 39% | 37% | 45% | ** |
| | stay at home | 13% | 13% | | 2% | 18% | 25% | 4% | ** |
| | both | 44% | 44% | | 51% | 40% | 35% | 50% | ** |
| | don't know/refused | 2% | 2% | | 2% | 2% | 3% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 40% | 40% | | 35% | 45% | ** | 37% | ** |
| | stay at home | 6% | 6% | | 5% | 6% | ** | 5% | ** |
| | both | 52% | 52% | | 59% | 45% | ** | 58% | ** |
| | don't know/refused | 2% | 2% | | 1% | 4% | ** | 1% | ** |

Data collected May; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Brazil

Latin America and Caribbean; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 95% | 94% | 96% | 94% | 95% | 90% | 98% | ** |
| | disagree | 5% | 6% | 3% | 6% | 4% | 10% | 2% | ** |
| | don't know/refused | 1% | 1% | 1% | 0% | 1% | 1% | 1% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 29% | 29% | 28% | 25% | 31% | 47% | 18% | ** |
| | the same opportunity | 35% | 36% | 33% | 37% | 33% | 23% | 41% | ** |
| | a worse opportunity | 32% | 30% | 34% | 35% | 31% | 22% | 39% | ** |
| | don't know/refused | 5% | 5% | 5% | 4% | 5% | 8% | 3% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 26% | | 26% | 36% | 20% | 18% | 28% | ** |
| | stay at home | 28% | | 28% | 16% | 34% | 48% | 19% | ** |
| | both | 46% | | 46% | 47% | 45% | 32% | 53% | ** |
| | don't know/refused | 1% | | 1% | 0% | 1% | 2% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 30% | | 30% | 33% | 29% | 23% | 35% | ** |
| | stay at home | 32% | | 32% | 23% | 38% | 46% | 25% | ** |
| | both | 36% | | 36% | 44% | 32% | 29% | 39% | ** |
| | don't know/refused | 1% | | 1% | 1% | 2% | 2% | 1% | ** |

Data collected June, July; Face-to-Face CAPI; total n=1,001

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Bulgaria

Eastern Europe; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 87% | 84% | 90% | 86% | 87% | 77% | 89% | 96% |
| | disagree | 6% | 8% | 5% | 6% | 6% | 8% | 6% | 4% |
| | don't know/refused | 7% | 8% | 5% | 8% | 6% | 16% | 4% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 9% | 9% | 8% | 14% | 8% | 9% | 8% | 10% |
| | the same opportunity | 42% | 45% | 39% | 36% | 43% | 34% | 43% | 50% |
| | a worse opportunity | 38% | 33% | 42% | 34% | 38% | 38% | 38% | 36% |
| | don't know/refused | 11% | 12% | 11% | 15% | 11% | 19% | 10% | 4% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 53% | | 53% | ** | 49% | ** | 58% | 61% |
| | stay at home | 20% | | 20% | ** | 23% | ** | 18% | 14% |
| | both | 20% | | 20% | ** | 20% | ** | 19% | 25% |
| | don't know/refused | 7% | | 7% | ** | 8% | ** | 5% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 50% | | 50% | ** | 50% | ** | 56% | ** |
| | stay at home | 16% | | 16% | ** | 17% | ** | 15% | ** |
| | both | 21% | | 21% | ** | 22% | ** | 21% | ** |
| | don't know/refused | 14% | | 14% | ** | 11% | ** | 8% | ** |

Data collected May, June, July; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Burkina Faso

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 82% | 77% | 87% | 84% | 80% | 81% | 89% | ** |
| | disagree | 14% | 20% | 8% | 13% | 16% | 15% | 9% | ** |
| | don't know/refused | 3% | 2% | 4% | 3% | 4% | 4% | 1% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 20% | 26% | 14% | 20% | 20% | 18% | 26% | ** |
| | the same opportunity | 46% | 43% | 50% | 46% | 46% | 46% | 46% | ** |
| | a worse opportunity | 24% | 20% | 28% | 26% | 23% | 25% | 20% | ** |
| | don't know/refused | 10% | 11% | 8% | 8% | 12% | 10% | 7% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 28% | | 28% | 31% | 25% | 27% | 33% | ** |
| | stay at home | 11% | | 11% | 8% | 15% | 13% | 1% | ** |
| | both | 59% | | 59% | 61% | 57% | 58% | 65% | ** |
| | don't know/refused | 1% | | 1% | 0% | 2% | 1% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 20% | | 20% | 21% | 18% | 18% | 28% | ** |
| | stay at home | 24% | | 24% | 21% | 27% | 26% | 14% | ** |
| | both | 55% | | 55% | 57% | 53% | 55% | 56% | ** |
| | don't know/refused | 1% | | 1% | 1% | 2% | 2% | 1% | ** |

Data collected March, April; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®
Cambodia



South-Eastern Asia and Pacific; Developing Economies

| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 89% | 84% | 93% | 92% | 87% | 89% | ** | ** |
| | disagree | 10% | 15% | 5% | 7% | 11% | 10% | ** | ** |
| | don't know/refused | 1% | 1% | 2% | 1% | 1% | 1% | ** | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 26% | 31% | 21% | 27% | 25% | 23% | ** | ** |
| | the same opportunity | 61% | 57% | 63% | 62% | 60% | 62% | ** | ** |
| | a worse opportunity | 11% | 9% | 12% | 9% | 12% | 11% | ** | ** |
| | don't know/refused | 3% | 3% | 3% | 3% | 3% | 3% | ** | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 17% | 17% | | 12% | 21% | 17% | ** | ** |
| | stay at home | 17% | 17% | | 8% | 24% | 18% | ** | ** |
| | both | 66% | 66% | | 81% | 55% | 65% | ** | ** |
| | don't know/refused | 0% | 0% | | 0% | 0% | 0% | ** | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 26% | | | ** | 30% | 25% | ** | ** |
| | stay at home | 40% | | | ** | 43% | 42% | ** | ** |
| | both | 32% | | | ** | 26% | 31% | ** | ** |
| | don't know/refused | 2% | | | ** | 2% | 2% | ** | ** |

Data collected March, April; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Cameroon

Sub-Saharan Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 83% | 79% | 86% | 85% | 81% | 78% | 90% | ** |
| | disagree | 14% | 19% | 10% | 13% | 16% | 18% | 9% | ** |
| | don't know/refused | 3% | 2% | 4% | 2% | 3% | 4% | 1% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 26% | 28% | 24% | 28% | 25% | 24% | 30% | ** |
| | the same opportunity | 32% | 29% | 35% | 33% | 30% | 28% | 37% | ** |
| | a worse opportunity | 31% | 32% | 29% | 29% | 32% | 31% | 30% | ** |
| | don't know/refused | 12% | 11% | 13% | 11% | 13% | 17% | 3% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 22% | | 22% | 22% | 23% | 24% | 20% | ** |
| | stay at home | 13% | | 13% | 8% | 18% | 17% | 6% | ** |
| | both | 63% | | 63% | 69% | 58% | 58% | 75% | ** |
| | don't know/refused | 1% | | 1% | 1% | 1% | 2% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 23% | | 23% | 21% | 26% | 23% | 24% | ** |
| | stay at home | 18% | | 18% | 16% | 20% | 25% | 9% | ** |
| | both | 57% | | 57% | 61% | 53% | 49% | 67% | ** |
| | don't know/refused | 2% | | 2% | 2% | 2% | 3% | 0% | ** |

Data collected February, March, June; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Canada

Northern America; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 99% | 99% | 99% | 100% | 99% | ** | 99% | 100% |
| | disagree | 0% | 0% | 0% | 0% | 0% | ** | 0% | 0% |
| | don't know/refused | 0% | 1% | 0% | 0% | 0% | ** | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 11% | 14% | 8% | 14% | 10% | ** | 12% | 7% |
| | the same opportunity | 55% | 63% | 48% | 60% | 54% | ** | 56% | 51% |
| | a worse opportunity | 33% | 22% | 43% | 25% | 35% | ** | 31% | 42% |
| | don't know/refused | 1% | 1% | 1% | 0% | 1% | ** | 1% | 0% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 22% | 22% | | ** | 21% | ** | 18% | 31% |
| | stay at home | 18% | 18% | | ** | 21% | ** | 19% | 13% |
| | both | 59% | 59% | | ** | 56% | ** | 62% | 54% |
| | don't know/refused | 1% | 1% | | ** | 1% | ** | 1% | 1% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 28% | 28% | | ** | 28% | ** | 28% | 29% |
| | stay at home | 12% | 12% | | ** | 16% | ** | 12% | 9% |
| | both | 52% | 52% | | ** | 47% | ** | 52% | 54% |
| | don't know/refused | 8% | 8% | | ** | 10% | ** | 8% | 8% |

Data collected June, July; Landline Telephone, Mobile Telephone; total n=1,016

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Central African Republic

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 92% | 87% | 96% | 92% | 91% | ** | ** | ** |
| | disagree | 6% | 11% | 1% | 4% | 8% | ** | ** | ** |
| | don't know/refused | 2% | 2% | 3% | 3% | 2% | ** | ** | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 31% | 32% | 30% | 34% | 28% | ** | ** | ** |
| | the same opportunity | 23% | 24% | 21% | 23% | 23% | ** | ** | ** |
| | a worse opportunity | 32% | 32% | 32% | 30% | 34% | ** | ** | ** |
| | don't know/refused | 14% | 11% | 17% | 12% | 16% | ** | ** | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 67% | 67% | | 69% | 66% | ** | ** | ** |
| | stay at home | 4% | 4% | | 3% | 4% | ** | ** | ** |
| | both | 28% | 28% | | 28% | 27% | ** | ** | ** |
| | don't know/refused | 1% | 1% | | 0% | 2% | ** | ** | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 55% | 55% | | 58% | 52% | ** | ** | ** |
| | stay at home | 13% | 13% | | 9% | 17% | ** | ** | ** |
| | both | 30% | 30% | | 30% | 29% | ** | ** | ** |
| | don't know/refused | 2% | 2% | | 3% | 1% | ** | ** | ** |

Data collected June, July; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Chad

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 79% | 76% | 82% | 76% | 82% | 78% | 86% | ** |
| | disagree | 16% | 20% | 13% | 17% | 16% | 17% | 11% | ** |
| | don't know/refused | 5% | 4% | 5% | 7% | 2% | 5% | 3% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 29% | 28% | 29% | 28% | 29% | 27% | 40% | ** |
| | the same opportunity | 20% | 22% | 18% | 20% | 19% | 19% | 24% | ** |
| | a worse opportunity | 40% | 40% | 40% | 39% | 41% | 41% | 31% | ** |
| | don't know/refused | 12% | 10% | 13% | 12% | 11% | 12% | 5% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 43% | 43% | | 40% | 46% | 42% | ** | ** |
| | stay at home | 17% | 17% | | 16% | 19% | 18% | ** | ** |
| | both | 35% | 35% | | 36% | 32% | 34% | ** | ** |
| | don't know/refused | 5% | 5% | | 7% | 2% | 5% | ** | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 30% | 30% | | 30% | 30% | 29% | 35% | ** |
| | stay at home | 22% | 22% | | 20% | 25% | 24% | 13% | ** |
| | both | 44% | 44% | | 45% | 42% | 43% | 47% | ** |
| | don't know/refused | 4% | 4% | | 5% | 3% | 4% | 4% | ** |

Data collected June; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Chile

Latin America and Caribbean; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 92% | 90% | 93% | 94% | 92% | 89% | 92% | 95% |
| | disagree | 6% | 6% | 5% | 5% | 6% | 9% | 5% | 4% |
| | don't know/refused | 2% | 3% | 1% | 1% | 2% | 3% | 3% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 10% | 12% | 9% | 12% | 9% | 13% | 9% | 9% |
| | the same opportunity | 52% | 55% | 48% | 56% | 50% | 53% | 52% | 48% |
| | a worse opportunity | 36% | 30% | 42% | 30% | 39% | 32% | 36% | 41% |
| | don't know/refused | 2% | 2% | 2% | 1% | 2% | 1% | 2% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 42% | 42% | | 55% | 37% | 36% | 41% | ** |
| | stay at home | 24% | 24% | | 11% | 28% | 36% | 22% | ** |
| | both | 33% | 33% | | 34% | 33% | 25% | 37% | ** |
| | don't know/refused | 1% | 1% | | 0% | 2% | 3% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 58% | 58% | | 59% | 57% | 44% | 59% | ** |
| | stay at home | 18% | 18% | | 10% | 21% | 32% | 15% | ** |
| | both | 24% | 24% | | 30% | 21% | 23% | 26% | ** |
| | don't know/refused | 1% | 1% | | 0% | 1% | 1% | 1% | ** |

Data collected June, July; Face-to-Face CAPI; total n=1,008

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

China

Eastern Asia; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 80% | 76% | 85% | 83% | 79% | 77% | 84% | 91% |
| | disagree | 15% | 19% | 11% | 12% | 17% | 14% | 7% | |
| | don't know/refused | 4% | 5% | 4% | 4% | 4% | 6% | 3% | 2% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 17% | 19% | 14% | 19% | 16% | 15% | 19% | 19% |
| | the same opportunity | 35% | 36% | 35% | 43% | 32% | 41% | 36% | |
| | a worse opportunity | 36% | 34% | 37% | 29% | 38% | 37% | 34% | 38% |
| | don't know/refused | 12% | 11% | 13% | 9% | 13% | 16% | 6% | 7% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 31% | 31% | | 33% | 30% | 32% | 31% | 22% |
| | stay at home | 25% | 25% | | 14% | 30% | 31% | 17% | 14% |
| | both | 41% | 41% | | 49% | 38% | 35% | 50% | 59% |
| | don't know/refused | 3% | 3% | | 3% | 2% | 3% | 2% | 5% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 23% | 23% | | 18% | 25% | 25% | 23% | 10% |
| | stay at home | 30% | 30% | | 26% | 32% | 34% | 25% | 27% |
| | both | 42% | 42% | | 51% | 39% | 35% | 49% | 60% |
| | don't know/refused | 5% | 5% | | 5% | 5% | 7% | 3% | 3% |

Data collected May, June, July; Landline Telephone, Mobile Telephone, Face-to-Face CAPI; total n=4,373
 *Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more
 ** Sample size too low to report data

GALLUP®
Colombia



Latin America and Caribbean; Emerging Economies

| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 94% | 93% | 95% | 96% | 93% | 91% | 95% | 98% |
| | disagree | 5% | 6% | 4% | 4% | 5% | 9% | 3% | 1% |
| | don't know/refused | 1% | 1% | 1% | 1% | 2% | 1% | 2% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 28% | 31% | 26% | 21% | 32% | 46% | 22% | 15% |
| | the same opportunity | 56% | 53% | 59% | 61% | 54% | 44% | 61% | 64% |
| | a worse opportunity | 13% | 14% | 13% | 16% | 12% | 6% | 15% | 21% |
| | don't know/refused | 2% | 2% | 2% | 2% | 2% | 4% | 2% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 17% | 17% | | 21% | 15% | 15% | 17% | ** |
| | stay at home | 21% | 21% | | 7% | 28% | 41% | 13% | ** |
| | both | 61% | 61% | | 73% | 55% | 44% | 69% | ** |
| | don't know/refused | 1% | 1% | | 0% | 2% | 1% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 34% | 34% | | 35% | 33% | 33% | 31% | ** |
| | stay at home | 16% | 16% | | 14% | 17% | 19% | 16% | ** |
| | both | 48% | 48% | | 49% | 47% | 47% | 51% | ** |
| | don't know/refused | 3% | 3% | | 2% | 3% | 1% | 2% | ** |

Data collected April, May; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Congo

Sub-Saharan Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 91% | 90% | 92% | 89% | 92% | 90% | 92% | ** |
| | disagree | 6% | 8% | 4% | 7% | 5% | 5% | 6% | ** |
| | don't know/refused | 3% | 2% | 5% | 4% | 3% | 6% | 2% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 33% | 35% | 30% | 35% | 31% | 27% | 36% | ** |
| | the same opportunity | 32% | 28% | 35% | 31% | 33% | 30% | 34% | ** |
| | a worse opportunity | 23% | 24% | 21% | 23% | 22% | 25% | 21% | ** |
| | don't know/refused | 13% | 12% | 13% | 11% | 14% | 18% | 9% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 41% | 41% | | 45% | 39% | 35% | 48% | ** |
| | stay at home | 7% | 7% | | 4% | 9% | 10% | 3% | ** |
| | both | 47% | 47% | | 49% | 46% | 47% | 48% | ** |
| | don't know/refused | 4% | 4% | | 2% | 6% | 8% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 41% | 41% | | 42% | 41% | 33% | 46% | ** |
| | stay at home | 7% | 7% | | 8% | 6% | 7% | 7% | ** |
| | both | 49% | 49% | | 46% | 50% | 53% | 47% | ** |
| | don't know/refused | 3% | 3% | | 4% | 2% | 7% | 1% | ** |

Data collected May, June; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Costa Rica



Latin America and Caribbean; Emerging Economies

| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 93% | 90% | 96% | 94% | 93% | 90% | 94% | 99% |
| | disagree | 5% | 8% | 3% | 4% | 6% | 9% | 4% | 1% |
| | don't know/refused | 1% | 1% | 1% | 2% | 1% | 1% | 2% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 20% | 23% | 16% | 15% | 22% | 27% | 18% | 9% |
| | the same opportunity | 59% | 56% | 62% | 70% | 54% | 58% | 62% | 51% |
| | a worse opportunity | 19% | 19% | 20% | 13% | 23% | 11% | 19% | 37% |
| | don't know/refused | 2% | 2% | 2% | 2% | 2% | 4% | 1% | 3% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 30% | 30% | | 36% | 27% | 19% | 35% | ** |
| | stay at home | 22% | 22% | | 9% | 29% | 38% | 14% | ** |
| | both | 46% | 46% | | 54% | 42% | 40% | 51% | ** |
| | don't know/refused | 2% | 2% | | 2% | 2% | 4% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 39% | 39% | | ** | 38% | 34% | 41% | ** |
| | stay at home | 25% | 25% | | ** | 25% | 36% | 20% | ** |
| | both | 33% | 33% | | ** | 33% | 29% | 35% | ** |
| | don't know/refused | 3% | 3% | | ** | 4% | 2% | 4% | ** |

Data collected March; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Côte d'Ivoire

Sub-Saharan Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 84% | 84% | 85% | 85% | 83% | 81% | 94% | ** |
| | disagree | 12% | 15% | 9% | 11% | 14% | 15% | 5% | ** |
| | don't know/refused | 3% | 1% | 6% | 4% | 3% | 4% | 1% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 34% | 37% | 31% | 35% | 33% | 32% | 40% | ** |
| | the same opportunity | 31% | 30% | 31% | 30% | 32% | 28% | 39% | ** |
| | a worse opportunity | 22% | 24% | 20% | 18% | 24% | 23% | 16% | ** |
| | don't know/refused | 13% | 9% | 18% | 17% | 10% | 16% | 6% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 33% | | 33% | 39% | 28% | 34% | 32% | ** |
| | stay at home | 13% | | 13% | 11% | 16% | 15% | 4% | ** |
| | both | 49% | | 49% | 46% | 50% | 46% | 63% | ** |
| | don't know/refused | 4% | | 4% | 3% | 6% | 5% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 39% | | 39% | 39% | 39% | 39% | 38% | ** |
| | stay at home | 18% | | 18% | 10% | 24% | 25% | 5% | ** |
| | both | 42% | | 42% | 49% | 37% | 35% | 56% | ** |
| | don't know/refused | 1% | | 1% | 1% | 0% | 1% | 0% | ** |

Data collected April; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Croatia

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 95% | 94% | 97% | 95% | 95% | 96% | 95% | 99% |
| | disagree | 4% | 6% | 3% | 4% | 4% | 3% | 5% | 0% |
| | don't know/refused | 0% | 0% | 1% | 1% | 0% | 1% | 0% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 3% | 4% | 3% | 4% | 3% | 3% | 4% | 2% |
| | the same opportunity | 38% | 43% | 33% | 47% | 35% | 32% | 38% | 46% |
| | a worse opportunity | 54% | 48% | 59% | 44% | 56% | 57% | 52% | 49% |
| | don't know/refused | 6% | 6% | 5% | 4% | 6% | 7% | 5% | 3% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 58% | | 58% | 62% | 57% | ** | 58% | 66% |
| | stay at home | 14% | | 14% | 8% | 16% | ** | 13% | 5% |
| | both | 24% | | 24% | 29% | 22% | ** | 27% | 29% |
| | don't know/refused | 4% | | 4% | 1% | 5% | ** | 1% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 61% | | 61% | 60% | 61% | ** | 65% | 72% |
| | stay at home | 14% | | 14% | 13% | 14% | ** | 11% | 9% |
| | both | 22% | | 22% | 25% | 21% | ** | 23% | 19% |
| | don't know/refused | 3% | | 3% | 2% | 3% | ** | 2% | 1% |

Data collected May, June; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Cyprus

Central and Western Asia; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 95% | 94% | 96% | 94% | 96% | 92% | 95% | 99% |
| | disagree | 4% | 5% | 2% | 4% | 4% | 7% | 4% | 0% |
| | don't know/refused | 1% | 0% | 1% | 2% | 1% | 1% | 1% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 15% | 20% | 11% | 17% | 15% | 19% | 17% | 9% |
| | the same opportunity | 42% | 42% | 42% | 50% | 39% | 37% | 42% | 45% |
| | a worse opportunity | 37% | 35% | 39% | 33% | 39% | 31% | 36% | 44% |
| | don't know/refused | 6% | 4% | 7% | 0% | 7% | 13% | 5% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 20% | 20% | | 22% | 19% | ** | 17% | 27% |
| | stay at home | 14% | 14% | | 4% | 17% | ** | 14% | 7% |
| | both | 63% | 63% | | 73% | 60% | ** | 69% | 67% |
| | don't know/refused | 3% | 3% | | 0% | 3% | ** | 0% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 27% | 27% | | ** | 29% | ** | 26% | 28% |
| | stay at home | 18% | 18% | | ** | 20% | ** | 17% | 12% |
| | both | 50% | 50% | | ** | 47% | ** | 52% | 56% |
| | don't know/refused | 5% | 5% | | ** | 4% | ** | 5% | 3% |

Data collected May, June; Landline Telephone, Mobile Telephone; total n=1,006

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Czech Republic

Eastern Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 90% | 89% | 91% | 93% | 89% | 86% | 90% | 96% |
| | disagree | 7% | 8% | 7% | 5% | 8% | 9% | 8% | 1% |
| | don't know/refused | 3% | 4% | 2% | 2% | 3% | 5% | 2% | 3% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 2% | 2% | 2% | 5% | 1% | 6% | 1% | 0% |
| | the same opportunity | 35% | 41% | 29% | 43% | 32% | 37% | 34% | 38% |
| | a worse opportunity | 57% | 50% | 64% | 43% | 61% | 45% | 60% | 58% |
| | don't know/refused | 6% | 7% | 5% | 9% | 5% | 12% | 5% | 4% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 31% | | 31% | ** | 29% | ** | 31% | ** |
| | stay at home | 28% | | 28% | ** | 31% | ** | 30% | ** |
| | both | 38% | | 38% | ** | 37% | ** | 37% | ** |
| | don't know/refused | 3% | | 3% | ** | 2% | ** | 2% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 39% | | 39% | ** | 37% | ** | 35% | ** |
| | stay at home | 18% | | 18% | ** | 22% | ** | 20% | ** |
| | both | 40% | | 40% | ** | 38% | ** | 42% | ** |
| | don't know/refused | 4% | | 4% | ** | 3% | ** | 3% | ** |

Data collected April, May, June, July; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Democratic Republic of Congo

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 81% | 72% | 89% | 84% | 77% | ** | 82% | 85% |
| | disagree | 16% | 25% | 7% | 13% | 19% | ** | 16% | 13% |
| | don't know/refused | 3% | 3% | 4% | 3% | 4% | ** | 2% | 3% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 18% | 19% | 17% | 20% | 17% | ** | 17% | 19% |
| | the same opportunity | 36% | 37% | 35% | 36% | 36% | ** | 38% | 41% |
| | a worse opportunity | 37% | 36% | 39% | 35% | 39% | ** | 38% | 39% |
| | don't know/refused | 9% | 7% | 10% | 9% | 8% | ** | 7% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 56% | 56% | | 65% | 47% | ** | 60% | ** |
| | stay at home | 13% | 13% | | 7% | 19% | ** | 6% | ** |
| | both | 30% | 30% | | 27% | 33% | ** | 33% | ** |
| | don't know/refused | 1% | 1% | | 1% | 1% | ** | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 44% | 44% | | 48% | 39% | ** | 43% | 46% |
| | stay at home | 26% | 26% | | 20% | 32% | ** | 27% | 18% |
| | both | 29% | 29% | | 30% | 27% | ** | 29% | 36% |
| | don't know/refused | 1% | 1% | | 2% | 1% | ** | 1% | 0% |

Data collected March, April; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Denmark



Northern, Southern and Western Europe; Developed Economies

| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 99% | 98% | 100% | 99% | 99% | ** | 99% | 99% |
| | disagree | 1% | 2% | 0% | 1% | 1% | ** | 1% | 1% |
| | don't know/refused | 0% | 0% | 0% | 0% | 0% | ** | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 4% | 5% | 3% | 4% | 4% | ** | 4% | 2% |
| | the same opportunity | 62% | 67% | 56% | 68% | 60% | ** | 63% | 58% |
| | a worse opportunity | 33% | 28% | 38% | 25% | 35% | ** | 32% | 40% |
| | don't know/refused | 2% | 1% | 2% | 3% | 1% | ** | 2% | 0% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 35% | | 35% | ** | 31% | ** | 34% | 46% |
| | stay at home | 6% | | 6% | ** | 7% | ** | 5% | 1% |
| | both | 58% | | 58% | ** | 60% | ** | 60% | 53% |
| | don't know/refused | 1% | | 1% | ** | 1% | ** | 1% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 50% | | 50% | ** | 44% | ** | 50% | ** |
| | stay at home | 2% | | 2% | ** | 2% | ** | 2% | ** |
| | both | 46% | | 46% | ** | 52% | ** | 46% | ** |
| | don't know/refused | 2% | | 2% | ** | 3% | ** | 3% | ** |

Data collected May, June; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Dominican Republic

Latin America and Caribbean; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 93% | 90% | 97% | 94% | 93% | 93% | 95% | 96% |
| | disagree | 6% | 9% | 3% | 5% | 7% | 7% | 4% | 4% |
| | don't know/refused | 1% | 1% | 1% | 1% | 1% | 0% | 0% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 37% | 40% | 34% | 35% | 39% | 45% | 29% | 20% |
| | the same opportunity | 48% | 48% | 48% | 55% | 44% | 43% | 58% | 58% |
| | a worse opportunity | 14% | 11% | 16% | 11% | 16% | 11% | 12% | 22% |
| | don't know/refused | 1% | 1% | 1% | 0% | 1% | 1% | 0% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 26% | 26% | | 29% | 25% | 28% | 23% | 28% |
| | stay at home | 13% | 13% | | 4% | 18% | 18% | 3% | 9% |
| | both | 59% | 59% | | 66% | 55% | 53% | 74% | 62% |
| | don't know/refused | 1% | 1% | | 0% | 1% | 1% | 0% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 33% | 33% | | 32% | 34% | 28% | ** | ** |
| | stay at home | 18% | 18% | | 17% | 19% | 21% | ** | ** |
| | both | 47% | 47% | | 49% | 46% | 51% | ** | ** |
| | don't know/refused | 1% | 1% | | 1% | 1% | 0% | ** | ** |

Data collected July; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Ecuador

Latin America and Caribbean; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 92% | 91% | 92% | 92% | 92% | 87% | 93% | 97% |
| | disagree | 6% | 7% | 5% | 6% | 7% | 10% | 6% | 2% |
| | don't know/refused | 2% | 2% | 3% | 2% | 2% | 3% | 2% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 29% | 34% | 24% | 27% | 30% | 41% | 27% | 14% |
| | the same opportunity | 65% | 61% | 69% | 66% | 64% | 53% | 68% | 70% |
| | a worse opportunity | 5% | 5% | 6% | 6% | 4% | 3% | 4% | 15% |
| | don't know/refused | 1% | 1% | 1% | 0% | 1% | 3% | 1% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 22% | 22% | | 36% | 12% | 9% | 26% | ** |
| | stay at home | 20% | 20% | | 10% | 26% | 39% | 15% | ** |
| | both | 56% | 56% | | 53% | 59% | 48% | 58% | ** |
| | don't know/refused | 2% | 2% | | 1% | 2% | 4% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 40% | 40% | | 36% | 43% | ** | 37% | ** |
| | stay at home | 20% | 20% | | 24% | 17% | ** | 19% | ** |
| | both | 39% | 39% | | 39% | 38% | ** | 43% | ** |
| | don't know/refused | 1% | 1% | | 1% | 1% | ** | 0% | ** |

Data collected June, July; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Egypt

Northern Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 65% | 51% | 80% | 60% | 69% | 63% | 65% | 80% |
| | disagree | 34% | 48% | 20% | 39% | 30% | 36% | 35% | 20% |
| | don't know/refused | 1% | 1% | 0% | 1% | 1% | 1% | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 11% | 12% | 11% | 14% | 10% | 10% | 13% | 12% |
| | the same opportunity | 56% | 56% | 57% | 57% | 56% | 54% | 57% | 62% |
| | a worse opportunity | 29% | 29% | 29% | 27% | 31% | 31% | 29% | 24% |
| | don't know/refused | 3% | 4% | 3% | 3% | 3% | 6% | 1% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 49% | 49% | | 52% | 47% | 47% | 50% | ** |
| | stay at home | 30% | 30% | | 25% | 33% | 35% | 24% | ** |
| | both | 21% | 21% | | 24% | 20% | 17% | 26% | ** |
| | don't know/refused | 0% | 0% | | 0% | 0% | 0% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 31% | 31% | | 27% | 35% | 29% | 29% | ** |
| | stay at home | 55% | 55% | | 58% | 53% | 60% | 57% | ** |
| | both | 13% | 13% | | 14% | 12% | 10% | 13% | ** |
| | don't know/refused | 1% | 1% | | 1% | 0% | 2% | 0% | ** |

Data collected March, April; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

El Salvador

Latin America and Caribbean; Emerging Economies



| Questions | | | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | Total | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 92% | 90% | 93% | 93% | 90% | 89% | 94% | ** |
| | disagree | 7% | 8% | 5% | 5% | 7% | 8% | 5% | ** |
| | don't know/refused | 2% | 1% | 3% | 1% | 2% | 3% | 1% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 20% | 23% | 17% | 17% | 22% | 23% | 16% | ** |
| | the same opportunity | 66% | 65% | 67% | 71% | 62% | 62% | 74% | ** |
| | a worse opportunity | 10% | 8% | 11% | 9% | 10% | 9% | 7% | ** |
| | don't know/refused | 4% | 4% | 5% | 3% | 5% | 6% | 2% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 27% | | 27% | 31% | 24% | 23% | 33% | ** |
| | stay at home | 27% | | 27% | 19% | 33% | 35% | 17% | ** |
| | both | 44% | | 44% | 48% | 41% | 40% | 47% | ** |
| | don't know/refused | 3% | | 3% | 3% | 2% | 3% | 3% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 31% | | 31% | 27% | 33% | 29% | 28% | ** |
| | stay at home | 27% | | 27% | 28% | 26% | 33% | 21% | ** |
| | both | 38% | | 38% | 44% | 34% | 33% | 46% | ** |
| | don't know/refused | 5% | | 5% | 1% | 7% | 5% | 4% | ** |

Data collected March, April; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Estonia

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 94% | 93% | 95% | 96% | 94% | 93% | 95% | 94% |
| | disagree | 2% | 2% | 2% | 2% | 2% | 1% | 2% | 3% |
| | don't know/refused | 3% | 5% | 2% | 2% | 4% | 6% | 3% | 3% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 4% | 6% | 3% | 3% | 5% | 4% | 6% | 2% |
| | the same opportunity | 44% | 48% | 40% | 45% | 43% | 46% | 38% | 50% |
| | a worse opportunity | 44% | 35% | 51% | 39% | 45% | 38% | 48% | 42% |
| | don't know/refused | 8% | 11% | 6% | 13% | 7% | 12% | 8% | 6% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 31% | | 31% | ** | 28% | 31% | 32% | 30% |
| | stay at home | 20% | | 20% | ** | 23% | 25% | 25% | 13% |
| | both | 47% | | 47% | ** | 48% | 37% | 42% | 57% |
| | don't know/refused | 2% | | 2% | ** | 1% | 6% | 1% | 1% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 24% | | 24% | ** | 21% | ** | 29% | ** |
| | stay at home | 21% | | 21% | ** | 24% | ** | 21% | ** |
| | both | 49% | | 49% | ** | 50% | ** | 46% | ** |
| | don't know/refused | 5% | | 5% | ** | 4% | ** | 4% | ** |

Data collected May, June; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Ethiopia

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 85% | 85% | 86% | 84% | 86% | 85% | 88% | ** |
| | disagree | 13% | 14% | 11% | 13% | 13% | 13% | 10% | ** |
| | don't know/refused | 2% | 1% | 3% | 3% | 1% | 2% | 2% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 30% | 33% | 26% | 30% | 30% | 29% | 35% | ** |
| | the same opportunity | 49% | 50% | 48% | 51% | 47% | 49% | 48% | ** |
| | a worse opportunity | 14% | 14% | 15% | 15% | 14% | 14% | 16% | ** |
| | don't know/refused | 7% | 3% | 11% | 5% | 9% | 8% | 2% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 27% | 27% | | 33% | 21% | 25% | 46% | ** |
| | stay at home | 26% | 26% | | 17% | 34% | 28% | 8% | ** |
| | both | 45% | 45% | | 49% | 42% | 45% | 46% | ** |
| | don't know/refused | 2% | 2% | | 1% | 2% | 2% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 30% | 30% | | 27% | 33% | 29% | 37% | ** |
| | stay at home | 19% | 19% | | 18% | 19% | 20% | 14% | ** |
| | both | 49% | 49% | | 52% | 46% | 49% | 45% | ** |
| | don't know/refused | 3% | 3% | | 3% | 2% | 3% | 3% | ** |

Data collected April, May; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Finland

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 99% | 98% | 99% | ** | 98% | 97% | 99% | 100% |
| | disagree | 1% | 1% | 0% | ** | 1% | 1% | 0% | 0% |
| | don't know/refused | 1% | 1% | 1% | ** | 1% | 2% | 1% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 4% | 5% | 3% | ** | 3% | 4% | 3% | 4% |
| | the same opportunity | 50% | 58% | 43% | ** | 47% | 40% | 54% | 53% |
| | a worse opportunity | 42% | 33% | 51% | ** | 46% | 50% | 39% | 41% |
| | don't know/refused | 4% | 5% | 3% | ** | 4% | 5% | 3% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 28% | | 28% | ** | 28% | 18% | 29% | ** |
| | stay at home | 11% | | 11% | ** | 11% | 20% | 9% | ** |
| | both | 58% | | 58% | ** | 58% | 55% | 61% | ** |
| | don't know/refused | 2% | | 2% | ** | 3% | 7% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 26% | | 26% | ** | 23% | ** | 29% | ** |
| | stay at home | 8% | | 8% | ** | 9% | ** | 4% | ** |
| | both | 59% | | 59% | ** | 61% | ** | 62% | ** |
| | don't know/refused | 7% | | 7% | ** | 8% | ** | 5% | ** |

Data collected May, June; Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

France

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 97% | 98% | 97% | 93% | 99% | 91% | 99% | 100% |
| | disagree | 3% | 2% | 3% | 7% | 1% | 9% | 1% | 0% |
| | don't know/refused | ** | ** | ** | ** | ** | ** | ** | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 3% | 5% | 0% | 4% | 2% | 6% | 2% | 2% |
| | the same opportunity | 42% | 48% | 36% | 40% | 43% | 36% | 43% | 46% |
| | a worse opportunity | 54% | 46% | 61% | 53% | 54% | 54% | 54% | 51% |
| | don't know/refused | 1% | 0% | 2% | 4% | 0% | 4% | 0% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 26% | 26% | | 25% | 27% | ** | 23% | 28% |
| | stay at home | 14% | 14% | | 17% | 13% | ** | 12% | 8% |
| | both | 59% | 59% | | 57% | 60% | ** | 64% | 65% |
| | don't know/refused | 1% | 1% | | 0% | 1% | ** | 0% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 56% | 56% | | ** | 54% | ** | 59% | 55% |
| | stay at home | 8% | 8% | | ** | 7% | ** | 9% | 3% |
| | both | 37% | 37% | | ** | 39% | ** | 33% | 41% |
| | don't know/refused | 0% | 0% | | ** | 0% | ** | 0% | 1% |

Data collected March, April; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Gabon

Sub-Saharan Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 90% | 88% | 92% | 91% | 90% | 89% | 93% | ** |
| | disagree | 8% | 11% | 6% | 8% | 9% | 10% | 6% | ** |
| | don't know/refused | 1% | 1% | 2% | 1% | 1% | 1% | 1% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 30% | 34% | 26% | 31% | 28% | 29% | 31% | ** |
| | the same opportunity | 34% | 30% | 39% | 34% | 35% | 31% | 37% | ** |
| | a worse opportunity | 28% | 26% | 30% | 30% | 27% | 31% | 28% | ** |
| | don't know/refused | 8% | 10% | 6% | 5% | 10% | 10% | 4% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 27% | | 27% | 35% | 19% | 25% | 29% | ** |
| | stay at home | 8% | | 8% | 4% | 12% | 11% | 4% | ** |
| | both | 64% | | 64% | 60% | 68% | 62% | 67% | ** |
| | don't know/refused | 1% | | 1% | 1% | 2% | 1% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 18% | | 18% | 20% | 16% | 14% | 23% | ** |
| | stay at home | 11% | | 11% | 6% | 15% | 15% | 8% | ** |
| | both | 70% | | 70% | 74% | 67% | 70% | 69% | ** |
| | don't know/refused | 1% | | 1% | 0% | 2% | 2% | 0% | ** |

Data collected June, July; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Georgia

Central and Western Asia; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 78% | 76% | 79% | 77% | 78% | ** | 76% | 82% |
| | disagree | 14% | 17% | 12% | 15% | 14% | ** | 14% | 13% |
| | don't know/refused | 8% | 7% | 9% | 9% | 8% | ** | 9% | 5% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 21% | 24% | 19% | 23% | 21% | ** | 23% | 20% |
| | the same opportunity | 53% | 52% | 53% | 53% | 53% | ** | 49% | 55% |
| | a worse opportunity | 16% | 15% | 18% | 14% | 17% | ** | 17% | 18% |
| | don't know/refused | 10% | 9% | 10% | 10% | 10% | ** | 11% | 8% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 49% | | 49% | ** | 48% | ** | 46% | 65% |
| | stay at home | 17% | | 17% | ** | 21% | ** | 21% | 10% |
| | both | 28% | | 28% | ** | 27% | ** | 29% | 23% |
| | don't know/refused | 6% | | 6% | ** | 5% | ** | 4% | 2% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 50% | | 50% | ** | 51% | ** | 55% | 55% |
| | stay at home | 19% | | 19% | ** | 19% | ** | 20% | 10% |
| | both | 24% | | 24% | ** | 21% | ** | 20% | 30% |
| | don't know/refused | 7% | | 7% | ** | 8% | ** | 5% | 5% |

Data collected June, July; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®
Germany



Northern, Southern and Western Europe; Developed Economies

| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 96% | 97% | 95% | 94% | 96% | ** | 95% | 100% |
| | disagree | 4% | 3% | 5% | 6% | 4% | ** | 5% | 0% |
| | don't know/refused | 0% | 0% | 0% | 0% | 0% | ** | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 7% | 8% | 6% | 6% | 7% | ** | 7% | 4% |
| | the same opportunity | 30% | 33% | 27% | 28% | 31% | ** | 30% | 32% |
| | a worse opportunity | 61% | 57% | 65% | 63% | 61% | ** | 61% | 62% |
| | don't know/refused | 2% | 2% | 2% | 3% | 2% | ** | 2% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 23% | 23% | | 29% | 21% | ** | 25% | 17% |
| | stay at home | 14% | 14% | | 12% | 15% | ** | 13% | 12% |
| | both | 61% | 61% | | 56% | 63% | ** | 59% | 70% |
| | don't know/refused | 2% | 2% | | 2% | 2% | ** | 2% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 25% | 25% | | ** | 25% | ** | 24% | 32% |
| | stay at home | 22% | 22% | | ** | 21% | ** | 24% | 13% |
| | both | 50% | 50% | | ** | 51% | ** | 51% | 49% |
| | don't know/refused | 3% | 3% | | ** | 3% | ** | 1% | 6% |

Data collected February, March, September, October; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Ghana

Sub-Saharan Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 91% | 91% | 90% | 91% | 91% | 88% | 93% | 91% |
| | disagree | 7% | 7% | 7% | 8% | 6% | 9% | 6% | 4% |
| | don't know/refused | 2% | 2% | 2% | 1% | 3% | 2% | 1% | 4% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 66% | 67% | 65% | 63% | 69% | 69% | 66% | 48% |
| | the same opportunity | 21% | 20% | 22% | 25% | 18% | 17% | 23% | 36% |
| | a worse opportunity | 9% | 9% | 9% | 9% | 9% | 11% | 8% | 8% |
| | don't know/refused | 3% | 3% | 3% | 3% | 4% | 3% | 3% | 8% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 47% | 47% | 47% | 47% | 47% | 47% | 46% | ** |
| | stay at home | 11% | 11% | 11% | 5% | 15% | 14% | 6% | ** |
| | both | 38% | 38% | 38% | 48% | 30% | 33% | 45% | ** |
| | don't know/refused | 4% | 4% | 4% | 0% | 7% | 6% | 3% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 50% | 50% | 50% | 45% | 56% | 59% | 45% | ** |
| | stay at home | 7% | 7% | 7% | 6% | 7% | 10% | 5% | ** |
| | both | 41% | 41% | 41% | 47% | 35% | 31% | 48% | ** |
| | don't know/refused | 2% | 2% | 2% | 2% | 2% | 1% | 2% | ** |

Data collected May, June; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Greece

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 92% | 89% | 94% | 95% | 91% | 86% | 92% | 99% |
| | disagree | 7% | 10% | 5% | 5% | 8% | 12% | 8% | 1% |
| | don't know/refused | 1% | 1% | 1% | 0% | 1% | 2% | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 18% | 23% | 14% | 17% | 19% | 26% | 18% | 8% |
| | the same opportunity | 37% | 39% | 35% | 43% | 36% | 28% | 38% | 49% |
| | a worse opportunity | 42% | 36% | 49% | 39% | 43% | 43% | 42% | 42% |
| | don't know/refused | 2% | 2% | 2% | 1% | 2% | 3% | 2% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 36% | | 36% | ** | 31% | 20% | 40% | ** |
| | stay at home | 17% | | 17% | ** | 19% | 31% | 12% | ** |
| | both | 47% | | 47% | ** | 48% | 47% | 47% | ** |
| | don't know/refused | 1% | | 1% | ** | 1% | 1% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 29% | | 29% | ** | 26% | ** | 34% | ** |
| | stay at home | 23% | | 23% | ** | 26% | ** | 21% | ** |
| | both | 46% | | 46% | ** | 47% | ** | 44% | ** |
| | don't know/refused | 2% | | 2% | ** | 1% | ** | 2% | ** |

Data collected May, June, July; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®
Guatemala



Latin America and Caribbean; Emerging Economies

| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 86% | 85% | 88% | 85% | 87% | 82% | 90% | ** |
| | disagree | 11% | 13% | 9% | 14% | 9% | 13% | 10% | ** |
| | don't know/refused | 3% | 2% | 3% | 1% | 4% | 5% | 0% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 29% | 27% | 30% | 26% | 31% | 35% | 23% | ** |
| | the same opportunity | 58% | 63% | 54% | 62% | 55% | 48% | 67% | ** |
| | a worse opportunity | 10% | 8% | 12% | 10% | 10% | 11% | 8% | ** |
| | don't know/refused | 3% | 3% | 4% | 2% | 5% | 5% | 1% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 27% | 27% | | 30% | 25% | 27% | 28% | ** |
| | stay at home | 32% | 32% | | 25% | 36% | 42% | 21% | ** |
| | both | 38% | 38% | | 43% | 34% | 26% | 50% | ** |
| | don't know/refused | 3% | 3% | | 1% | 5% | 4% | 2% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 33% | 33% | | 30% | 37% | 33% | 31% | ** |
| | stay at home | 29% | 29% | | 30% | 29% | 36% | 27% | ** |
| | both | 35% | 35% | | 38% | 31% | 26% | 41% | ** |
| | don't know/refused | 3% | 3% | | 2% | 3% | 5% | 2% | ** |

Data collected April; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Guinea

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 90% | 88% | 92% | 91% | 89% | 89% | 95% | ** |
| | disagree | 10% | 11% | 8% | 8% | 11% | 11% | 4% | ** |
| | don't know/refused | 0% | 0% | 0% | 1% | 0% | 0% | 1% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 43% | 47% | 39% | 42% | 43% | 40% | 54% | ** |
| | the same opportunity | 32% | 30% | 34% | 32% | 33% | 34% | 27% | ** |
| | a worse opportunity | 21% | 20% | 22% | 21% | 20% | 21% | 18% | ** |
| | don't know/refused | 4% | 3% | 5% | 4% | 4% | 5% | 1% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 40% | 40% | | 47% | 34% | 39% | ** | ** |
| | stay at home | 12% | 12% | | 8% | 16% | 13% | ** | ** |
| | both | 47% | 47% | | 43% | 50% | 46% | ** | ** |
| | don't know/refused | 1% | 1% | | 1% | 0% | 1% | ** | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 43% | 43% | | 44% | 41% | 39% | ** | ** |
| | stay at home | 11% | 11% | | 9% | 13% | 13% | ** | ** |
| | both | 46% | 46% | | 46% | 46% | 47% | ** | ** |
| | don't know/refused | 0% | 0% | | 1% | 0% | 1% | ** | ** |

Data collected April, May; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Haiti

Latin America and Caribbean; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 66% | 71% | 62% | 68% | 65% | 65% | 69% | ** |
| | disagree | 27% | 22% | 31% | 25% | 28% | 26% | 26% | ** |
| | don't know/refused | 7% | 7% | 8% | 7% | 7% | 9% | 5% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 32% | 36% | 29% | 33% | 32% | 33% | 31% | ** |
| | the same opportunity | 46% | 45% | 47% | 46% | 47% | 42% | 49% | ** |
| | a worse opportunity | 14% | 14% | 14% | 13% | 16% | 13% | 16% | ** |
| | don't know/refused | 7% | 5% | 9% | 9% | 5% | 12% | 3% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 71% | 71% | | 78% | 63% | 63% | 81% | ** |
| | stay at home | 16% | 16% | | 11% | 22% | 20% | 12% | ** |
| | both | 7% | 7% | | 4% | 10% | 8% | 5% | ** |
| | don't know/refused | 6% | 6% | | 7% | 5% | 8% | 2% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 68% | 68% | | ** | 67% | 67% | 68% | ** |
| | stay at home | 13% | 13% | | ** | 13% | 15% | 12% | ** |
| | both | 14% | 14% | | ** | 16% | 13% | 15% | ** |
| | don't know/refused | 5% | 5% | | ** | 4% | 5% | 5% | ** |

Data collected May; Face-to-Face CAPI; total n=504

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Honduras

Latin America and Caribbean; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 91% | 88% | 95% | 91% | 92% | 90% | 92% | ** |
| | disagree | 7% | 11% | 4% | 7% | 7% | 8% | 7% | ** |
| | don't know/refused | 2% | 2% | 1% | 2% | 1% | 2% | 2% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 29% | 32% | 27% | 26% | 32% | 32% | 27% | ** |
| | the same opportunity | 56% | 56% | 57% | 61% | 52% | 51% | 63% | ** |
| | a worse opportunity | 11% | 9% | 12% | 10% | 12% | 12% | 8% | ** |
| | don't know/refused | 4% | 2% | 5% | 4% | 4% | 6% | 2% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 44% | 44% | | 49% | 39% | 42% | 47% | ** |
| | stay at home | 26% | 26% | | 16% | 34% | 34% | 17% | ** |
| | both | 27% | 27% | | 31% | 24% | 20% | 34% | ** |
| | don't know/refused | 3% | 3% | | 3% | 3% | 4% | 2% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 47% | 47% | | 44% | 49% | 45% | 44% | ** |
| | stay at home | 33% | 33% | | 35% | 31% | 42% | 29% | ** |
| | both | 17% | 17% | | 18% | 16% | 9% | 24% | ** |
| | don't know/refused | 4% | 4% | | 4% | 3% | 4% | 4% | ** |

Data collected March, April; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Hong Kong, China

Eastern Asia; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 97% | 98% | 96% | 100% | 96% | 93% | 97% | 98% |
| | disagree | 2% | 1% | 4% | 0% | 3% | 6% | 2% | 1% |
| | don't know/refused | 1% | 1% | 1% | 0% | 1% | 2% | 1% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 19% | 25% | 14% | 17% | 20% | 25% | 18% | 17% |
| | the same opportunity | 66% | 63% | 68% | 71% | 64% | 59% | 67% | 68% |
| | a worse opportunity | 12% | 9% | 14% | 10% | 12% | 8% | 13% | 12% |
| | don't know/refused | 3% | 3% | 3% | 2% | 4% | 9% | 2% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 23% | 23% | | 28% | 20% | ** | 25% | 27% |
| | stay at home | 18% | 18% | | 4% | 24% | ** | 15% | 11% |
| | both | 57% | 57% | | 67% | 55% | ** | 59% | 61% |
| | don't know/refused | 1% | 1% | | 2% | 1% | ** | 1% | 2% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 27% | 27% | | 26% | 27% | ** | 25% | 31% |
| | stay at home | 22% | 22% | | 21% | 23% | ** | 25% | 17% |
| | both | 46% | 46% | | 50% | 45% | ** | 46% | 49% |
| | don't know/refused | 4% | 4% | | 3% | 5% | ** | 4% | 3% |

Data collected May, June, July; Landline Telephone, Mobile Telephone; total n=1,005

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Hungary

Eastern Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 86% | 83% | 89% | 87% | 86% | 79% | 90% | 88% |
| | disagree | 10% | 12% | 9% | 8% | 11% | 16% | 7% | 10% |
| | don't know/refused | 4% | 5% | 3% | 5% | 3% | 5% | 3% | 2% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 8% | 6% | 10% | 6% | 9% | 8% | 7% | 13% |
| | the same opportunity | 26% | 33% | 19% | 30% | 24% | 26% | 25% | 27% |
| | a worse opportunity | 60% | 54% | 65% | 54% | 61% | 56% | 62% | 59% |
| | don't know/refused | 6% | 7% | 6% | 10% | 6% | 10% | 6% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 35% | | 35% | ** | 32% | 37% | 38% | ** |
| | stay at home | 24% | | 24% | ** | 26% | 28% | 21% | ** |
| | both | 35% | | 35% | ** | 36% | 27% | 34% | ** |
| | don't know/refused | 6% | | 6% | ** | 6% | 8% | 7% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 29% | | 29% | ** | 29% | ** | 34% | ** |
| | stay at home | 30% | | 30% | ** | 28% | ** | 31% | ** |
| | both | 33% | | 33% | ** | 36% | ** | 28% | ** |
| | don't know/refused | 8% | | 8% | ** | 7% | ** | 7% | ** |

Data collected May, June; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Iceland

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 100% | 100% | 99% | ** | 99% | 99% | 100% | 100% |
| | disagree | 0% | 0% | 0% | ** | 0% | 0% | 0% | 0% |
| | don't know/refused | 0% | 0% | 0% | ** | 0% | 1% | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 5% | 7% | 4% | ** | 4% | 6% | 6% | 4% |
| | the same opportunity | 59% | 63% | 56% | ** | 56% | 62% | 55% | 60% |
| | a worse opportunity | 30% | 23% | 36% | ** | 33% | 27% | 31% | 33% |
| | don't know/refused | 6% | 7% | 4% | ** | 7% | 4% | 9% | 4% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 23% | 23% | | ** | 13% | 37% | ** | 16% |
| | stay at home | 3% | 3% | | ** | 4% | 5% | ** | 2% |
| | both | 74% | 74% | | ** | 83% | 58% | ** | 81% |
| | don't know/refused | 0% | 0% | | ** | 1% | 0% | ** | 1% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 34% | 34% | | ** | 28% | ** | ** | ** |
| | stay at home | 7% | 7% | | ** | 9% | ** | ** | ** |
| | both | 53% | 53% | | ** | 58% | ** | ** | ** |
| | don't know/refused | 6% | 6% | | ** | 5% | ** | ** | ** |

Data collected March, April; Landline Telephone, Mobile Telephone; total n=529

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

India

Southern Asia; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 70% | 71% | 69% | 73% | 68% | 66% | 73% | 75% |
| | disagree | 25% | 25% | 26% | 23% | 27% | 28% | 22% | 22% |
| | don't know/refused | 5% | 5% | 6% | 5% | 5% | 5% | 5% | 4% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 45% | 47% | 43% | 49% | 43% | 44% | 46% | 60% |
| | the same opportunity | 37% | 37% | 38% | 37% | 38% | 37% | 39% | 28% |
| | a worse opportunity | 13% | 13% | 13% | 11% | 14% | 13% | 13% | 10% |
| | don't know/refused | 4% | 4% | 5% | 3% | 5% | 6% | 3% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 30% | | 30% | 35% | 26% | 25% | 36% | ** |
| | stay at home | 41% | | 41% | 37% | 44% | 47% | 33% | ** |
| | both | 22% | | 22% | 22% | 22% | 20% | 26% | ** |
| | don't know/refused | 7% | | 7% | 6% | 8% | 8% | 6% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 39% | | 39% | 43% | 36% | 33% | 43% | 45% |
| | stay at home | 30% | | 30% | 24% | 33% | 37% | 25% | 20% |
| | both | 26% | | 26% | 27% | 26% | 25% | 28% | 29% |
| | don't know/refused | 5% | | 5% | 5% | 5% | 5% | 5% | 7% |

Data collected May, June, July; Face-to-Face CAPI; total n=3,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Indonesia

South-Eastern Asia and Pacific; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 67% | 62% | 72% | 75% | 62% | 60% | 71% | ** |
| | disagree | 32% | 37% | 27% | 25% | 36% | 38% | 28% | ** |
| | don't know/refused | 1% | 1% | 1% | 0% | 2% | 2% | 1% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 60% | 58% | 61% | 59% | 60% | 68% | 54% | ** |
| | the same opportunity | 32% | 35% | 29% | 34% | 31% | 20% | 41% | ** |
| | a worse opportunity | 3% | 3% | 4% | 3% | 4% | 5% | 2% | ** |
| | don't know/refused | 5% | 4% | 6% | 3% | 6% | 8% | 3% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 7% | 7% | | 9% | 6% | 6% | 8% | ** |
| | stay at home | 32% | 32% | | 24% | 36% | 40% | 24% | ** |
| | both | 60% | 60% | | 66% | 57% | 52% | 68% | ** |
| | don't know/refused | 1% | 1% | | 0% | 2% | 2% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 5% | 5% | | 4% | 5% | 4% | 7% | ** |
| | stay at home | 43% | 43% | | 36% | 46% | 48% | 40% | ** |
| | both | 51% | 51% | | 58% | 47% | 45% | 53% | ** |
| | don't know/refused | 2% | 2% | | 2% | 2% | 3% | 0% | ** |

Data collected April, May; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Iraq

Arab States; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 54% | 47% | 61% | 50% | 58% | 48% | 64% | 74% |
| | disagree | 46% | 53% | 38% | 50% | 42% | 52% | 35% | 26% |
| | don't know/refused | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 29% | 31% | 27% | 28% | 30% | 29% | 30% | 24% |
| | the same opportunity | 24% | 22% | 26% | 25% | 23% | 23% | 24% | 31% |
| | a worse opportunity | 40% | 39% | 40% | 43% | 36% | 38% | 42% | 43% |
| | don't know/refused | 8% | 8% | 7% | 3% | 11% | 10% | 3% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 12% | | 12% | 16% | 9% | 11% | 17% | ** |
| | stay at home | 43% | | 43% | 31% | 52% | 52% | 17% | ** |
| | both | 43% | | 43% | 53% | 35% | 34% | 66% | ** |
| | don't know/refused | 2% | | 2% | 0% | 4% | 3% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 7% | | 7% | 9% | 6% | 6% | 9% | 5% |
| | stay at home | 51% | | 51% | 52% | 50% | 58% | 44% | 34% |
| | both | 35% | | 35% | 33% | 37% | 30% | 40% | 53% |
| | don't know/refused | 7% | | 7% | 6% | 6% | 6% | 8% | 8% |

Data collected April; Landline Telephone, Mobile Telephone; total n=1,011

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Ireland

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 96% | 97% | 96% | 94% | 97% | ** | 96% | 100% |
| | disagree | 3% | 3% | 3% | 4% | 2% | ** | 3% | 0% |
| | don't know/refused | 1% | 0% | 1% | 2% | 0% | ** | 1% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 9% | 10% | 8% | 10% | 9% | ** | 10% | 4% |
| | the same opportunity | 60% | 63% | 57% | 62% | 60% | ** | 60% | 59% |
| | a worse opportunity | 29% | 26% | 32% | 24% | 30% | ** | 28% | 35% |
| | don't know/refused | 2% | 2% | 3% | 4% | 2% | ** | 2% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 19% | 19% | | ** | 19% | ** | 20% | 15% |
| | stay at home | 17% | 17% | | ** | 15% | ** | 18% | 11% |
| | both | 63% | 63% | | ** | 64% | ** | 60% | 71% |
| | don't know/refused | 2% | 2% | | ** | 2% | ** | 1% | 3% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 27% | 27% | | ** | 27% | ** | 29% | 25% |
| | stay at home | 17% | 17% | | ** | 16% | ** | 16% | 13% |
| | both | 51% | 51% | | ** | 51% | ** | 49% | 57% |
| | don't know/refused | 5% | 5% | | ** | 6% | ** | 6% | 5% |

Data collected February, March; Landline Telephone, Mobile Telephone; total n=1,000
 *Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more
 ** Sample size too low to report data

GALLUP®

Islamic Republic of Iran

Southern Asia; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 69% | 61% | 77% | 64% | 73% | 65% | 67% | 87% |
| | disagree | 29% | 38% | 21% | 35% | 26% | 33% | 32% | 13% |
| | don't know/refused | 1% | 1% | 2% | 1% | 2% | 2% | 1% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 32% | 34% | 31% | 37% | 30% | 32% | 35% | 25% |
| | the same opportunity | 29% | 31% | 26% | 26% | 30% | 33% | 24% | 32% |
| | a worse opportunity | 33% | 29% | 37% | 33% | 33% | 26% | 36% | 39% |
| | don't know/refused | 6% | 6% | 6% | 5% | 7% | 9% | 5% | 4% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 31% | | 31% | 39% | 25% | ** | 32% | 36% |
| | stay at home | 28% | | 28% | 15% | 38% | ** | 26% | 9% |
| | both | 40% | | 40% | 47% | 36% | ** | 43% | 55% |
| | don't know/refused | 1% | | 1% | 0% | 1% | ** | 0% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 22% | | 22% | 18% | 25% | ** | 19% | 30% |
| | stay at home | 45% | | 45% | 52% | 41% | ** | 48% | 26% |
| | both | 28% | | 28% | 24% | 30% | ** | 27% | 38% |
| | don't know/refused | 5% | | 5% | 6% | 4% | ** | 5% | 6% |

Data collected February, March; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Israel

Central and Western Asia; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 83% | 81% | 84% | 82% | 83% | ** | 82% | 87% |
| | disagree | 12% | 14% | 10% | 8% | 14% | ** | 12% | 10% |
| | don't know/refused | 5% | 5% | 6% | 10% | 3% | ** | 6% | 3% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 12% | 11% | 12% | 11% | 12% | ** | 11% | 13% |
| | the same opportunity | 39% | 48% | 31% | 37% | 40% | ** | 39% | 41% |
| | a worse opportunity | 42% | 33% | 51% | 40% | 43% | ** | 43% | 40% |
| | don't know/refused | 7% | 9% | 6% | 12% | 5% | ** | 8% | 6% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 42% | 42% | | 50% | 39% | ** | 39% | 53% |
| | stay at home | 25% | 25% | | 11% | 30% | ** | 29% | 12% |
| | both | 29% | 29% | | 31% | 29% | ** | 28% | 31% |
| | don't know/refused | 4% | 4% | | 8% | 2% | ** | 4% | 3% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 42% | 42% | | 40% | 43% | ** | 44% | 41% |
| | stay at home | 22% | 22% | | 21% | 23% | ** | 22% | 20% |
| | both | 32% | 32% | | 33% | 31% | ** | 31% | 36% |
| | don't know/refused | 4% | 4% | | 6% | 2% | ** | 3% | 3% |

Data collected March, April; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Italy

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 99% | 99% | 100% | 100% | 99% | 99% | 99% | 100% |
| | disagree | 1% | 1% | 0% | 0% | 1% | 0% | 1% | 0% |
| | don't know/refused | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 10% | 11% | 10% | 13% | 10% | 12% | 9% | 3% |
| | the same opportunity | 36% | 40% | 32% | 33% | 37% | 36% | 35% | 44% |
| | a worse opportunity | 53% | 48% | 57% | 54% | 52% | 51% | 56% | 53% |
| | don't know/refused | 1% | 0% | 1% | 0% | 1% | 1% | 0% | 0% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 22% | 22% | | 28% | 21% | 20% | 25% | ** |
| | stay at home | 9% | 9% | | 3% | 11% | 13% | 5% | ** |
| | both | 68% | 68% | | 69% | 68% | 66% | 71% | ** |
| | don't know/refused | 0% | 0% | | 0% | 0% | 0% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 33% | 33% | | ** | 33% | 31% | 34% | ** |
| | stay at home | 9% | 9% | | ** | 10% | 13% | 5% | ** |
| | both | 57% | 57% | | ** | 55% | 56% | 61% | ** |
| | don't know/refused | 1% | 1% | | ** | 1% | 0% | 1% | ** |

Data collected March, April; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Japan

Eastern Asia; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 93% | 92% | 94% | ** | 93% | ** | 93% | 97% |
| | disagree | 4% | 5% | 2% | ** | 3% | ** | 4% | 1% |
| | don't know/refused | 3% | 2% | 4% | ** | 4% | ** | 3% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 27% | 33% | 22% | ** | 25% | ** | 27% | 24% |
| | the same opportunity | 46% | 44% | 47% | ** | 46% | ** | 45% | 51% |
| | a worse opportunity | 19% | 16% | 21% | ** | 20% | ** | 20% | 19% |
| | don't know/refused | 8% | 7% | 10% | ** | 9% | ** | 8% | 6% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 20% | 20% | | ** | 21% | ** | 21% | ** |
| | stay at home | 22% | 22% | | ** | 23% | ** | 23% | ** |
| | both | 56% | 56% | | ** | 56% | ** | 55% | ** |
| | don't know/refused | 1% | 1% | | ** | 1% | ** | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 18% | 18% | | ** | 19% | ** | 18% | 18% |
| | stay at home | 14% | 14% | | ** | 15% | ** | 18% | 10% |
| | both | 61% | 61% | | ** | 62% | ** | 58% | 68% |
| | don't know/refused | 7% | 7% | | ** | 5% | ** | 6% | 5% |

Data collected April, May, June; Landline Telephone, Mobile Telephone; total n=1,003
 *Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more
 ** Sample size too low to report data

GALLUP®

Jordan

Arab States; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 69% | 62% | 77% | 67% | 71% | 62% | 70% | 87% |
| | disagree | 30% | 38% | 22% | 32% | 29% | 36% | 30% | 13% |
| | don't know/refused | 1% | 1% | 1% | 2% | 0% | 2% | 1% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 27% | 28% | 25% | 25% | 28% | 20% | 30% | 30% |
| | the same opportunity | 32% | 32% | 33% | 33% | 32% | 34% | 31% | 32% |
| | a worse opportunity | 35% | 33% | 36% | 35% | 34% | 37% | 34% | 33% |
| | don't know/refused | 7% | 7% | 7% | 7% | 6% | 9% | 6% | 5% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 33% | | 33% | 37% | 30% | 27% | 36% | ** |
| | stay at home | 31% | | 31% | 23% | 36% | 39% | 28% | ** |
| | both | 34% | | 34% | 38% | 32% | 33% | 34% | ** |
| | don't know/refused | 1% | | 1% | 2% | 1% | 1% | 2% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 33% | | 33% | 33% | 32% | ** | 32% | ** |
| | stay at home | 42% | | 42% | 41% | 43% | ** | 43% | ** |
| | both | 23% | | 23% | 23% | 23% | ** | 24% | ** |
| | don't know/refused | 2% | | 2% | 2% | 2% | ** | 1% | ** |

Data collected May; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Kazakhstan

Central and Western Asia; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 81% | 79% | 82% | 81% | 81% | ** | 80% | 87% |
| | disagree | 14% | 16% | 12% | 14% | 13% | ** | 14% | 11% |
| | don't know/refused | 6% | 5% | 6% | 5% | 6% | ** | 6% | 2% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 15% | 12% | 18% | 18% | 14% | ** | 13% | 21% |
| | the same opportunity | 59% | 63% | 56% | 61% | 58% | ** | 59% | 54% |
| | a worse opportunity | 21% | 21% | 22% | 16% | 24% | ** | 23% | 24% |
| | don't know/refused | 4% | 4% | 5% | 5% | 4% | ** | 5% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 51% | 51% | | 59% | 47% | ** | 51% | 60% |
| | stay at home | 22% | 22% | | 17% | 25% | ** | 24% | 17% |
| | both | 22% | 22% | | 22% | 21% | ** | 20% | 22% |
| | don't know/refused | 5% | 5% | | 2% | 7% | ** | 5% | 1% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 43% | 43% | | 44% | 42% | ** | 42% | 48% |
| | stay at home | 28% | 28% | | 29% | 27% | ** | 29% | 28% |
| | both | 21% | 21% | | 17% | 23% | ** | 24% | 18% |
| | don't know/refused | 8% | 8% | | 9% | 7% | ** | 5% | 6% |

Data collected June; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Kenya

Sub-Saharan Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 83% | 80% | 85% | 88% | 77% | 75% | 89% | ** |
| | disagree | 17% | 19% | 15% | 12% | 21% | 24% | 11% | ** |
| | don't know/refused | 1% | 1% | 0% | 0% | 1% | 1% | 0% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 46% | 45% | 47% | 49% | 44% | 44% | 48% | ** |
| | the same opportunity | 35% | 35% | 35% | 36% | 35% | 36% | 34% | ** |
| | a worse opportunity | 17% | 18% | 16% | 14% | 19% | 17% | 18% | ** |
| | don't know/refused | 2% | 1% | 2% | 1% | 2% | 3% | 1% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 29% | 29% | | 33% | 27% | 28% | 32% | ** |
| | stay at home | 12% | 12% | | 7% | 16% | 17% | 5% | ** |
| | both | 58% | 58% | | 60% | 55% | 53% | 62% | ** |
| | don't know/refused | 1% | 1% | | 0% | 1% | 1% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 27% | 27% | | 28% | 26% | 24% | 28% | ** |
| | stay at home | 15% | 15% | | 15% | 15% | 22% | 11% | ** |
| | both | 58% | 58% | | 57% | 58% | 54% | 60% | ** |
| | don't know/refused | 0% | 0% | | 0% | 0% | 0% | 1% | ** |

Data collected March; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Kosovo

Northern, Southern and Western Europe; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 91% | 89% | 93% | 94% | 89% | 90% | 91% | 97% |
| | disagree | 7% | 9% | 5% | 4% | 9% | 7% | 7% | 1% |
| | don't know/refused | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 27% | 31% | 23% | 29% | 26% | 27% | 28% | 27% |
| | the same opportunity | 37% | 36% | 38% | 34% | 38% | 37% | 36% | 44% |
| | a worse opportunity | 27% | 25% | 29% | 29% | 26% | 27% | 29% | 23% |
| | don't know/refused | 9% | 8% | 10% | 7% | 9% | 10% | 7% | 5% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 19% | | 19% | 29% | 14% | 16% | 27% | ** |
| | stay at home | 19% | | 19% | 4% | 27% | 24% | 9% | ** |
| | both | 59% | | 59% | 66% | 56% | 57% | 63% | ** |
| | don't know/refused | 3% | | 3% | 1% | 4% | 3% | 2% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 29% | | 29% | 26% | 31% | 31% | 24% | ** |
| | stay at home | 16% | | 16% | 14% | 17% | 18% | 17% | ** |
| | both | 54% | | 54% | 57% | 51% | 49% | 58% | ** |
| | don't know/refused | 1% | | 1% | 2% | 1% | 2% | 1% | ** |

Data collected May, June, July; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Kuwait

Arab States; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 68% | 53% | 90% | 67% | 68% | ** | 62% | 79% |
| | disagree | 32% | 47% | 10% | 32% | 31% | ** | 38% | 21% |
| | don't know/refused | 0% | 0% | 1% | 1% | 0% | ** | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 38% | 42% | 33% | 43% | 36% | ** | 43% | 32% |
| | the same opportunity | 38% | 36% | 41% | 34% | 41% | ** | 37% | 42% |
| | a worse opportunity | 22% | 21% | 23% | 22% | 22% | ** | 19% | 25% |
| | don't know/refused | 2% | 1% | 2% | 1% | 2% | ** | 2% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 11% | | 11% | ** | 9% | ** | 12% | 10% |
| | stay at home | 20% | | 20% | ** | 25% | ** | 19% | 17% |
| | both | 68% | | 68% | ** | 65% | ** | 68% | 73% |
| | don't know/refused | 1% | | 1% | ** | 1% | ** | 1% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 5% | | 5% | | 5% | ** | 4% | 5% |
| | stay at home | 51% | | 51% | | 53% | ** | 54% | 44% |
| | both | 43% | | 43% | | 41% | ** | 41% | 47% |
| | don't know/refused | 2% | | 2% | | 2% | ** | 1% | 4% |

Data collected April, May; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Kyrgyzstan

Central and Western Asia; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 75% | 66% | 82% | 70% | 78% | ** | 77% | 81% |
| | disagree | 21% | 28% | 15% | 26% | 18% | ** | 21% | 13% |
| | don't know/refused | 4% | 5% | 3% | 4% | 4% | ** | 2% | 7% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 25% | 22% | 28% | 26% | 24% | ** | 24% | 28% |
| | the same opportunity | 31% | 33% | 30% | 30% | 32% | ** | 31% | 31% |
| | a worse opportunity | 38% | 38% | 37% | 39% | 37% | ** | 39% | 38% |
| | don't know/refused | 6% | 7% | 5% | 6% | 7% | ** | 5% | 3% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 56% | 56% | | 55% | 56% | ** | 57% | 60% |
| | stay at home | 27% | 27% | | 27% | 27% | ** | 26% | 16% |
| | both | 15% | 15% | | 16% | 15% | ** | 16% | 18% |
| | don't know/refused | 2% | 2% | | 2% | 2% | ** | 1% | 5% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 43% | 43% | | 38% | 46% | ** | 43% | ** |
| | stay at home | 44% | 44% | | 49% | 39% | ** | 46% | ** |
| | both | 10% | 10% | | 8% | 12% | ** | 9% | ** |
| | don't know/refused | 4% | 4% | | 4% | 3% | ** | 3% | ** |

Data collected June, July; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Latvia

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 89% | 86% | 92% | 93% | 88% | 83% | 90% | 93% |
| | disagree | 6% | 7% | 5% | 3% | 6% | 10% | 5% | 4% |
| | don't know/refused | 5% | 7% | 3% | 4% | 6% | 7% | 5% | 3% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 6% | 7% | 6% | 5% | 7% | 10% | 6% | 3% |
| | the same opportunity | 48% | 53% | 44% | 56% | 45% | 49% | 47% | 49% |
| | a worse opportunity | 37% | 32% | 41% | 35% | 38% | 30% | 38% | 42% |
| | don't know/refused | 9% | 8% | 9% | 5% | 10% | 12% | 9% | 6% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 38% | | 38% | 46% | 37% | ** | 35% | 45% |
| | stay at home | 25% | | 25% | 18% | 27% | ** | 31% | 21% |
| | both | 31% | | 31% | 33% | 31% | ** | 30% | 32% |
| | don't know/refused | 5% | | 5% | 4% | 5% | ** | 5% | 2% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 36% | | 36% | ** | 33% | ** | 38% | ** |
| | stay at home | 31% | | 31% | ** | 32% | ** | 34% | ** |
| | both | 25% | | 25% | ** | 28% | ** | 22% | ** |
| | don't know/refused | 9% | | 9% | ** | 7% | ** | 6% | ** |

Data collected June, July, August; Face-to-Face CAPI; total n=1,019

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Lebanon

Arab States; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 85% | 78% | 93% | 89% | 84% | 81% | 86% | 95% |
| | disagree | 13% | 20% | 7% | 10% | 15% | 18% | 13% | 4% |
| | don't know/refused | 1% | 2% | 0% | 1% | 1% | 1% | 1% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 16% | 16% | 16% | 14% | 17% | 13% | 17% | 17% |
| | the same opportunity | 47% | 49% | 46% | 52% | 45% | 47% | 45% | 58% |
| | a worse opportunity | 33% | 33% | 34% | 32% | 34% | 35% | 35% | 23% |
| | don't know/refused | 4% | 2% | 5% | 3% | 4% | 5% | 3% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 35% | 35% | 35% | 48% | 28% | 25% | 37% | 47% |
| | stay at home | 30% | 30% | 30% | 9% | 41% | 45% | 26% | 11% |
| | both | 34% | 34% | 34% | 41% | 30% | 27% | 36% | 42% |
| | don't know/refused | 1% | 1% | 1% | 2% | 1% | 3% | 1% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 36% | 36% | 36% | 30% | 39% | ** | 39% | ** |
| | stay at home | 26% | 26% | 26% | 19% | 29% | ** | 26% | ** |
| | both | 38% | 38% | 38% | 50% | 31% | ** | 33% | ** |
| | don't know/refused | 1% | 1% | 1% | 1% | 1% | ** | 2% | ** |

Data collected March, April; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Lesotho

Sub-Saharan Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 80% | 78% | 83% | 79% | 81% | 78% | 85% | ** |
| | disagree | 17% | 19% | 16% | 18% | 17% | 19% | 15% | ** |
| | don't know/refused | 3% | 3% | 2% | 3% | 3% | 3% | 1% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 34% | 35% | 32% | 35% | 32% | 33% | 35% | ** |
| | the same opportunity | 43% | 43% | 43% | 41% | 44% | 43% | 43% | ** |
| | a worse opportunity | 19% | 17% | 20% | 17% | 20% | 18% | 19% | ** |
| | don't know/refused | 5% | 5% | 5% | 7% | 3% | 6% | 3% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 52% | 52% | 52% | 56% | 49% | 50% | 58% | ** |
| | stay at home | 15% | 15% | 15% | 13% | 17% | 20% | 6% | ** |
| | both | 31% | 31% | 31% | 29% | 32% | 28% | 34% | ** |
| | don't know/refused | 2% | 2% | 2% | 2% | 2% | 2% | 2% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 49% | 49% | 49% | 46% | 52% | 46% | 61% | ** |
| | stay at home | 20% | 20% | 20% | 25% | 16% | 24% | 12% | ** |
| | both | 29% | 29% | 29% | 29% | 30% | 30% | 25% | ** |
| | don't know/refused | 1% | 1% | 1% | 0% | 2% | 1% | 2% | ** |

Data collected July, August; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Liberia

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 85% | 82% | 87% | 86% | 83% | 83% | 89% | ** |
| | disagree | 9% | 12% | 7% | 7% | 11% | 9% | 8% | ** |
| | don't know/refused | 6% | 6% | 7% | 7% | 6% | 8% | 2% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 70% | 74% | 67% | 71% | 70% | 68% | 74% | ** |
| | the same opportunity | 18% | 19% | 17% | 18% | 18% | 19% | 17% | ** |
| | a worse opportunity | 4% | 3% | 4% | 4% | 3% | 4% | 4% | ** |
| | don't know/refused | 8% | 4% | 12% | 7% | 8% | 9% | 4% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 57% | 57% | | 64% | 48% | 56% | 58% | ** |
| | stay at home | 14% | 14% | | 7% | 23% | 17% | 4% | ** |
| | both | 26% | 26% | | 28% | 25% | 23% | 37% | ** |
| | don't know/refused | 3% | 3% | | 2% | 4% | 3% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 52% | 52% | | 52% | 51% | 53% | 50% | ** |
| | stay at home | 23% | 23% | | 19% | 26% | 23% | 21% | ** |
| | both | 22% | 22% | | 23% | 21% | 18% | 29% | ** |
| | don't know/refused | 4% | 4% | | 6% | 2% | 6% | 0% | ** |

Data collected May; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Libya

Northern Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 62% | 46% | 80% | 60% | 63% | ** | 60% | 71% |
| | disagree | 36% | 52% | 18% | 39% | 34% | ** | 38% | 28% |
| | don't know/refused | 2% | 2% | 3% | 1% | 3% | ** | 2% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 29% | 30% | 27% | 27% | 30% | ** | 30% | 26% |
| | the same opportunity | 33% | 31% | 36% | 29% | 36% | ** | 35% | 35% |
| | a worse opportunity | 33% | 35% | 31% | 39% | 30% | ** | 33% | 36% |
| | don't know/refused | 5% | 5% | 5% | 5% | 4% | ** | 3% | 3% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 6% | 6% | 6% | 3% | 8% | ** | 4% | 8% |
| | stay at home | 23% | 23% | 23% | 17% | 26% | ** | 25% | 17% |
| | both | 71% | 71% | 71% | 80% | 66% | ** | 71% | 73% |
| | don't know/refused | 0% | 0% | 0% | 0% | 0% | ** | 0% | 1% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 9% | 9% | 9% | 10% | 8% | ** | 9% | 11% |
| | stay at home | 46% | 46% | 46% | 47% | 46% | ** | 42% | 46% |
| | both | 43% | 43% | 43% | 41% | 44% | ** | 46% | 42% |
| | don't know/refused | 2% | 2% | 2% | 2% | 2% | ** | 3% | 1% |

Data collected August; Mobile Telephone; total n=1,001

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Lithuania

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 89% | 86% | 91% | 90% | 89% | 82% | 89% | 93% |
| | disagree | 4% | 6% | 3% | 3% | 5% | 5% | 5% | 3% |
| | don't know/refused | 7% | 7% | 6% | 7% | 7% | 13% | 6% | 4% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 2% | 1% | 2% | 1% | 2% | 1% | 2% | 3% |
| | the same opportunity | 30% | 40% | 22% | 39% | 28% | 33% | 30% | 30% |
| | a worse opportunity | 59% | 49% | 67% | 52% | 61% | 50% | 60% | 62% |
| | don't know/refused | 9% | 10% | 8% | 8% | 9% | 16% | 8% | 5% |
| Asked of all women: Would you prefer to . . . | work at a paid job | 49% | 49% | | 61% | 46% | ** | 47% | 54% |
| | stay at home | 16% | 16% | | 6% | 19% | ** | 19% | 14% |
| | both | 30% | 30% | | 29% | 30% | ** | 31% | 29% |
| | don't know/refused | 5% | 5% | | 4% | 5% | ** | 2% | 4% |
| Asked of all men: Would you prefer that the women in your family . . . | work at a paid job | 34% | 34% | | ** | 32% | ** | 33% | 42% |
| | stay at home | 18% | 18% | | ** | 21% | ** | 19% | 20% |
| | both | 38% | 38% | | ** | 36% | ** | 38% | 35% |
| | don't know/refused | 10% | 10% | | ** | 10% | ** | 11% | 4% |

Data collected June, July; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Luxembourg

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 96% | 97% | 95% | 96% | 96% | 85% | 98% | 99% |
| | disagree | 3% | 2% | 4% | 4% | 3% | 12% | 1% | 1% |
| | don't know/refused | 1% | 1% | 1% | 0% | 1% | 2% | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 8% | 9% | 8% | 11% | 7% | 9% | 9% | 5% |
| | the same opportunity | 48% | 50% | 46% | 44% | 49% | 44% | 49% | 50% |
| | a worse opportunity | 41% | 39% | 44% | 41% | 42% | 44% | 40% | 44% |
| | don't know/refused | 2% | 2% | 2% | 4% | 2% | 3% | 2% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 17% | 17% | | 25% | 15% | ** | 18% | 29% |
| | stay at home | 26% | 26% | | 21% | 28% | ** | 26% | 12% |
| | both | 53% | 53% | | 54% | 53% | ** | 53% | 56% |
| | don't know/refused | 3% | 3% | | 0% | 4% | ** | 2% | 2% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 34% | 34% | | ** | 33% | ** | 35% | 32% |
| | stay at home | 10% | 10% | | ** | 12% | ** | 7% | 13% |
| | both | 55% | 55% | | ** | 54% | ** | 57% | 54% |
| | don't know/refused | 1% | 1% | | ** | 1% | ** | 1% | 1% |

Data collected March, April; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Madagascar

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 88% | 83% | 93% | 91% | 86% | 87% | 95% | ** |
| | disagree | 11% | 16% | 6% | 7% | 13% | 12% | 4% | ** |
| | don't know/refused | 1% | 1% | 1% | 2% | 0% | 1% | 1% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 11% | 11% | 12% | 11% | 12% | 11% | 14% | ** |
| | the same opportunity | 39% | 43% | 36% | 40% | 39% | 39% | 42% | ** |
| | a worse opportunity | 47% | 45% | 49% | 47% | 47% | 48% | 43% | ** |
| | don't know/refused | 2% | 1% | 3% | 2% | 2% | 2% | 1% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 50% | 50% | | 54% | 46% | 51% | 46% | ** |
| | stay at home | 8% | 8% | | 7% | 9% | 10% | 2% | ** |
| | both | 41% | 41% | | 38% | 44% | 39% | 50% | ** |
| | don't know/refused | 1% | 1% | | 1% | 1% | 1% | 2% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 38% | 38% | | 39% | 37% | 36% | 45% | ** |
| | stay at home | 29% | 29% | | 27% | 29% | 30% | 23% | ** |
| | both | 32% | 32% | | 32% | 32% | 32% | 31% | ** |
| | don't know/refused | 2% | 2% | | 2% | 1% | 2% | 0% | ** |

Data collected March, April; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Malawi

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 79% | 74% | 84% | 78% | 80% | 76% | 87% | ** |
| | disagree | 20% | 25% | 16% | 21% | 19% | 23% | 13% | ** |
| | don't know/refused | 1% | 1% | 0% | 1% | 1% | 1% | 0% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 52% | 52% | 52% | 53% | 51% | 54% | ** | |
| | the same opportunity | 26% | 28% | 25% | 26% | 27% | 26% | 29% | ** |
| | a worse opportunity | 21% | 20% | 22% | 21% | 20% | 22% | 17% | ** |
| | don't know/refused | 1% | 1% | 1% | 0% | 2% | 1% | 0% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 21% | 21% | 21% | 26% | 17% | 18% | 30% | ** |
| | stay at home | 17% | 17% | 17% | 11% | 21% | 18% | 6% | ** |
| | both | 62% | 62% | 62% | 62% | 61% | 63% | 64% | ** |
| | don't know/refused | 1% | 1% | 1% | 0% | 1% | 1% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 26% | 26% | 26% | 23% | 29% | 24% | 28% | ** |
| | stay at home | 21% | 21% | 21% | 20% | 22% | 24% | 14% | ** |
| | both | 53% | 53% | 53% | 56% | 50% | 52% | 58% | ** |
| | don't know/refused | 0% | 0% | 0% | 1% | 0% | 1% | 0% | ** |

Data collected May; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Mali

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 76% | 68% | 83% | 78% | 74% | 73% | 84% | ** |
| | disagree | 22% | 30% | 16% | 21% | 24% | 25% | 15% | ** |
| | don't know/refused | 2% | 3% | 1% | 2% | 2% | 2% | 1% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 27% | 32% | 22% | 30% | 24% | 25% | 38% | ** |
| | the same opportunity | 30% | 29% | 31% | 33% | 29% | 29% | 36% | ** |
| | a worse opportunity | 30% | 27% | 32% | 28% | 31% | 32% | 21% | ** |
| | don't know/refused | 13% | 11% | 14% | 9% | 16% | 15% | 6% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 41% | | 41% | 41% | 41% | 40% | 43% | ** |
| | stay at home | 17% | | 17% | 15% | 21% | 21% | 5% | ** |
| | both | 40% | | 40% | 42% | 36% | 38% | 51% | ** |
| | don't know/refused | 2% | | 2% | 1% | 2% | 2% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 29% | | 29% | 32% | 28% | 26% | 40% | ** |
| | stay at home | 34% | | 34% | 33% | 35% | 38% | 22% | ** |
| | both | 35% | | 35% | 33% | 37% | 34% | 37% | ** |
| | don't know/refused | 1% | | 1% | 2% | 1% | 2% | 1% | ** |

Data collected May; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Malta

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 91% | 89% | 93% | 98% | 89% | 83% | 91% | 98% |
| | disagree | 8% | 11% | 6% | 2% | 10% | 15% | 8% | 2% |
| | don't know/refused | 0% | 1% | 0% | 0% | 1% | 3% | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 20% | 21% | 19% | 15% | 22% | 38% | 19% | 6% |
| | the same opportunity | 63% | 64% | 61% | 74% | 59% | 50% | 63% | 74% |
| | a worse opportunity | 16% | 14% | 19% | 12% | 18% | 10% | 17% | 19% |
| | don't know/refused | 1% | 1% | 2% | 0% | 2% | 1% | 1% | 0% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 12% | | 12% | ** | 10% | ** | 10% | 16% |
| | stay at home | 25% | | 25% | ** | 30% | ** | 21% | 6% |
| | both | 63% | | 63% | ** | 59% | ** | 68% | 77% |
| | don't know/refused | 0% | | 0% | ** | 0% | ** | 0% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 13% | | 13% | ** | 13% | ** | 14% | 11% |
| | stay at home | 27% | | 27% | ** | 33% | ** | 27% | 13% |
| | both | 59% | | 59% | ** | 53% | ** | 58% | 75% |
| | don't know/refused | 1% | | 1% | ** | 1% | ** | 1% | 1% |

Data collected April; Landline Telephone, Mobile Telephone; total n=1,011

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Mauritania

Sub-Saharan Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 80% | 75% | 85% | 82% | 79% | 77% | 87% | ** |
| | disagree | 16% | 21% | 11% | 15% | 17% | 19% | 10% | ** |
| | don't know/refused | 3% | 4% | 3% | 3% | 4% | 4% | 3% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 16% | 21% | 12% | 16% | 16% | 13% | 20% | ** |
| | the same opportunity | 35% | 39% | 32% | 36% | 35% | 33% | 41% | ** |
| | a worse opportunity | 38% | 30% | 46% | 41% | 35% | 41% | 34% | ** |
| | don't know/refused | 10% | 11% | 10% | 7% | 13% | 13% | 5% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 45% | 45% | | 52% | 39% | 42% | 56% | ** |
| | stay at home | 15% | 15% | | 9% | 21% | 18% | 8% | ** |
| | both | 37% | 37% | | 36% | 37% | 37% | 35% | ** |
| | don't know/refused | 3% | 3% | | 2% | 3% | 3% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 35% | 35% | | 39% | 32% | 34% | 36% | ** |
| | stay at home | 19% | 19% | | 15% | 23% | 24% | 13% | ** |
| | both | 42% | 42% | | 42% | 44% | 39% | 47% | ** |
| | don't know/refused | 3% | 3% | | 4% | 1% | 2% | 4% | ** |

Data collected March; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Mauritius

Sub-Saharan Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 94% | 91% | 96% | 93% | 94% | 92% | 95% | ** |
| | disagree | 5% | 7% | 3% | 6% | 5% | 7% | 4% | ** |
| | don't know/refused | 1% | 1% | 1% | 1% | 1% | 1% | 1% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 13% | 17% | 10% | 11% | 15% | 16% | 13% | ** |
| | the same opportunity | 52% | 52% | 53% | 50% | 53% | 52% | 52% | ** |
| | a worse opportunity | 28% | 26% | 30% | 36% | 25% | 23% | 32% | ** |
| | don't know/refused | 6% | 5% | 7% | 3% | 7% | 9% | 4% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 40% | 40% | | 51% | 34% | 37% | 40% | ** |
| | stay at home | 13% | 13% | | 5% | 16% | 16% | 10% | ** |
| | both | 47% | 47% | | 43% | 48% | 45% | 48% | ** |
| | don't know/refused | 1% | 1% | | 1% | 1% | 1% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 35% | 35% | | ** | 32% | 32% | 37% | ** |
| | stay at home | 16% | 16% | | ** | 19% | 23% | 14% | ** |
| | both | 44% | 44% | | ** | 46% | 42% | 43% | ** |
| | don't know/refused | 5% | 5% | | ** | 3% | 3% | 6% | ** |

Data collected April, May; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Mexico

Latin America and Caribbean; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 83% | 82% | 83% | 81% | 83% | 76% | 83% | 96% |
| | disagree | 15% | 14% | 15% | 16% | 14% | 22% | 13% | 4% |
| | don't know/refused | 3% | 3% | 2% | 3% | 2% | 2% | 3% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 20% | 20% | 20% | 20% | 20% | 26% | 16% | 16% |
| | the same opportunity | 64% | 66% | 63% | 66% | 63% | 56% | 69% | 65% |
| | a worse opportunity | 14% | 11% | 16% | 11% | 15% | 14% | 12% | 18% |
| | don't know/refused | 2% | 4% | 1% | 3% | 2% | 3% | 2% | 0% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 34% | | 34% | 48% | 27% | 27% | 37% | ** |
| | stay at home | 32% | | 32% | 21% | 39% | 52% | 24% | ** |
| | both | 30% | | 30% | 30% | 31% | 19% | 36% | ** |
| | don't know/refused | 3% | | 3% | 1% | 3% | 3% | 3% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 46% | | 46% | 46% | 46% | 46% | 41% | ** |
| | stay at home | 26% | | 26% | 26% | 26% | 35% | 26% | ** |
| | both | 25% | | 25% | 26% | 25% | 15% | 29% | ** |
| | don't know/refused | 3% | | 3% | 3% | 3% | 4% | 3% | ** |

Data collected May; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®
Mongolia



Eastern Asia; Emerging Economies

| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 91% | 90% | 93% | 89% | 93% | 89% | 91% | 94% |
| | disagree | 6% | 8% | 5% | 7% | 6% | 9% | 6% | 5% |
| | don't know/refused | 2% | 3% | 2% | 4% | 2% | 3% | 3% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 24% | 24% | 23% | 25% | 23% | 24% | 24% | 22% |
| | the same opportunity | 49% | 52% | 47% | 52% | 48% | 46% | 51% | 51% |
| | a worse opportunity | 22% | 18% | 26% | 20% | 24% | 19% | 22% | 26% |
| | don't know/refused | 5% | 6% | 4% | 2% | 6% | 10% | 4% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 31% | | 31% | 32% | 31% | 29% | 31% | 33% |
| | stay at home | 6% | | 6% | 1% | 9% | 12% | 5% | 2% |
| | both | 62% | | 62% | 66% | 60% | 57% | 64% | 65% |
| | don't know/refused | 1% | | 1% | 1% | 0% | 1% | 0% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 30% | | 30% | 25% | 34% | 28% | 34% | ** |
| | stay at home | 11% | | 11% | 14% | 9% | 16% | 10% | ** |
| | both | 56% | | 56% | 56% | 56% | 54% | 53% | ** |
| | don't know/refused | 3% | | 3% | 5% | 2% | 2% | 3% | ** |

Data collected June, July; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Montenegro

Northern, Southern and Western Europe; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 94% | 92% | 95% | 97% | 93% | 91% | 94% | 99% |
| | disagree | 5% | 6% | 4% | 3% | 6% | 8% | 5% | 1% |
| | don't know/refused | 1% | 2% | 1% | 0% | 1% | 1% | 1% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 9% | 10% | 8% | 9% | 9% | 11% | 8% | 8% |
| | the same opportunity | 40% | 45% | 35% | 46% | 37% | 28% | 45% | 42% |
| | a worse opportunity | 47% | 43% | 51% | 39% | 50% | 55% | 43% | 49% |
| | don't know/refused | 4% | 3% | 6% | 6% | 4% | 7% | 4% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 30% | | 30% | 32% | 30% | 23% | 35% | ** |
| | stay at home | 21% | | 21% | 8% | 24% | 34% | 14% | ** |
| | both | 47% | | 47% | 55% | 45% | 39% | 50% | ** |
| | don't know/refused | 2% | | 2% | 5% | 1% | 4% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 34% | | 34% | 37% | 33% | ** | 34% | ** |
| | stay at home | 21% | | 21% | 15% | 24% | ** | 21% | ** |
| | both | 44% | | 44% | 47% | 42% | ** | 43% | ** |
| | don't know/refused | 1% | | 1% | 1% | 1% | ** | 1% | ** |

Data collected April, May, June; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Morocco

Northern Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 78% | 69% | 87% | 79% | 77% | 76% | 81% | ** |
| | disagree | 21% | 31% | 13% | 20% | 22% | 24% | 18% | ** |
| | don't know/refused | 1% | 1% | 1% | 0% | 1% | 1% | 1% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 39% | 40% | 38% | 41% | 38% | 32% | 52% | ** |
| | the same opportunity | 33% | 33% | 32% | 34% | 31% | 33% | 31% | ** |
| | a worse opportunity | 20% | 18% | 21% | 21% | 19% | 24% | 12% | ** |
| | don't know/refused | 9% | 9% | 9% | 4% | 11% | 11% | 5% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 26% | | 26% | 29% | 24% | 24% | 34% | ** |
| | stay at home | 30% | | 30% | 19% | 37% | 36% | 14% | ** |
| | both | 43% | | 43% | 51% | 37% | 39% | 50% | ** |
| | don't know/refused | 1% | | 1% | 0% | 2% | 1% | 2% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 22% | | 22% | 16% | 25% | 24% | 18% | ** |
| | stay at home | 45% | | 45% | 46% | 44% | 49% | 42% | ** |
| | both | 33% | | 33% | 38% | 30% | 26% | 39% | ** |
| | don't know/refused | 1% | | 1% | 1% | 1% | 1% | 1% | ** |

Data collected May, June; Face-to-Face CAPI; total n=1,008

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®
Myanmar



South-Eastern Asia and Pacific; Emerging Economies

| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 72% | 67% | 77% | 70% | 73% | 70% | 75% | ** |
| | disagree | 27% | 33% | 23% | 29% | 27% | 30% | 24% | ** |
| | don't know/refused | 1% | 1% | 0% | 1% | 0% | 1% | 0% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 23% | 24% | 21% | 25% | 21% | 25% | 19% | ** |
| | the same opportunity | 63% | 63% | 63% | 64% | 63% | 60% | 71% | ** |
| | a worse opportunity | 11% | 10% | 12% | 11% | 11% | 12% | 9% | ** |
| | don't know/refused | 3% | 2% | 4% | 1% | 4% | 3% | 1% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 22% | 22% | | 29% | 19% | 19% | 32% | ** |
| | stay at home | 11% | 11% | | 6% | 14% | 13% | 9% | ** |
| | both | 67% | 67% | | 65% | 68% | 68% | 59% | ** |
| | don't know/refused | 0% | 0% | | 0% | 0% | 0% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 15% | 15% | | ** | 16% | 15% | 13% | ** |
| | stay at home | 29% | 29% | | ** | 28% | 33% | 25% | ** |
| | both | 55% | 55% | | ** | 55% | 51% | 62% | ** |
| | don't know/refused | 1% | 1% | | ** | 0% | 1% | 0% | ** |

Data collected May; Face-to-Face CAPI; total n=1,020

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Nepal

Southern Asia; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 81% | 81% | 81% | 83% | 80% | 79% | 93% | ** |
| | disagree | 16% | 18% | 15% | 16% | 17% | 18% | 7% | ** |
| | don't know/refused | 2% | 0% | 4% | 1% | 3% | 3% | 0% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 31% | 31% | 31% | 28% | 33% | 33% | 24% | ** |
| | the same opportunity | 36% | 43% | 30% | 43% | 32% | 32% | 52% | ** |
| | a worse opportunity | 21% | 21% | 20% | 22% | 20% | 20% | 22% | ** |
| | don't know/refused | 12% | 4% | 18% | 7% | 15% | 15% | 1% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 9% | 9% | | 14% | 6% | 8% | 19% | ** |
| | stay at home | 39% | 39% | | 21% | 52% | 44% | 10% | ** |
| | both | 47% | 47% | | 61% | 37% | 43% | 71% | ** |
| | don't know/refused | 4% | 4% | | 4% | 5% | 5% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 22% | 22% | | 16% | 25% | 23% | 16% | ** |
| | stay at home | 22% | 22% | | 22% | 22% | 27% | 11% | ** |
| | both | 56% | 56% | | 62% | 52% | 50% | 73% | ** |
| | don't know/refused | 0% | 0% | | 0% | 0% | 0% | 0% | ** |

Data collected May, June; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Netherlands



Northern, Southern and Western Europe; Developed Economies

| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 98% | 98% | 99% | 97% | 99% | ** | 98% | 99% |
| | disagree | 2% | 2% | 1% | 3% | 1% | ** | 2% | 1% |
| | don't know/refused | 0% | 0% | 0% | 0% | 0% | ** | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 4% | 5% | 3% | 2% | 5% | ** | 3% | 4% |
| | the same opportunity | 51% | 57% | 45% | 62% | 48% | ** | 51% | 53% |
| | a worse opportunity | 43% | 37% | 50% | 35% | 45% | ** | 44% | 42% |
| | don't know/refused | 2% | 1% | 2% | 1% | 2% | ** | 2% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 22% | 22% | | ** | 21% | ** | 21% | 27% |
| | stay at home | 15% | 15% | | ** | 16% | ** | 19% | 6% |
| | both | 61% | 61% | | ** | 61% | ** | 59% | 66% |
| | don't know/refused | 2% | 2% | | ** | 2% | ** | 1% | 1% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 23% | 23% | | ** | 22% | ** | 18% | 26% |
| | stay at home | 10% | 10% | | ** | 11% | ** | 12% | 9% |
| | both | 64% | 64% | | ** | 65% | ** | 68% | 63% |
| | don't know/refused | 2% | 2% | | ** | 2% | ** | 1% | 2% |

Data collected May, June; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

New Zealand

South-Eastern Asia and Pacific; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 98% | 97% | 99% | 99% | 98% | ** | 98% | 98% |
| | disagree | 2% | 3% | 1% | 1% | 2% | ** | 2% | 1% |
| | don't know/refused | 0% | 0% | 0% | 0% | 0% | ** | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 7% | 10% | 4% | 8% | 7% | ** | 9% | 6% |
| | the same opportunity | 57% | 58% | 56% | 59% | 57% | ** | 57% | 59% |
| | a worse opportunity | 30% | 24% | 35% | 25% | 31% | ** | 29% | 33% |
| | don't know/refused | 6% | 8% | 4% | 8% | 5% | ** | 5% | 3% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 18% | 18% | | ** | 15% | ** | 18% | 17% |
| | stay at home | 17% | 17% | | ** | 19% | ** | 16% | 13% |
| | both | 64% | 64% | | ** | 65% | ** | 65% | 70% |
| | don't know/refused | 1% | 1% | | ** | 1% | ** | 1% | 1% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 24% | 24% | | ** | 21% | ** | 25% | 27% |
| | stay at home | 15% | 15% | | ** | 18% | ** | 15% | 12% |
| | both | 52% | 52% | | ** | 53% | ** | 53% | 52% |
| | don't know/refused | 8% | 8% | | ** | 8% | ** | 7% | 9% |

Data collected April, May, June; Landline Telephone, Mobile Telephone; total n=1,004

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Nicaragua

Latin America and Caribbean; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 88% | 84% | 92% | 87% | 89% | 85% | 88% | 95% |
| | disagree | 10% | 15% | 5% | 11% | 9% | 11% | 10% | 5% |
| | don't know/refused | 2% | 1% | 3% | 2% | 2% | 3% | 1% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 35% | 39% | 31% | 30% | 40% | 43% | 32% | 21% |
| | the same opportunity | 55% | 52% | 57% | 62% | 48% | 43% | 61% | 72% |
| | a worse opportunity | 6% | 6% | 6% | 5% | 7% | 6% | 6% | 7% |
| | don't know/refused | 4% | 3% | 5% | 3% | 5% | 8% | 2% | 0% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 40% | 40% | | 43% | 38% | 33% | 41% | ** |
| | stay at home | 28% | 28% | | 23% | 32% | 39% | 23% | ** |
| | both | 29% | 29% | | 33% | 26% | 23% | 35% | ** |
| | don't know/refused | 2% | 2% | | 1% | 4% | 5% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 43% | 43% | | 37% | 47% | 35% | 45% | ** |
| | stay at home | 36% | 36% | | 42% | 31% | 44% | 33% | ** |
| | both | 16% | 16% | | 16% | 16% | 13% | 18% | ** |
| | don't know/refused | 5% | 5% | | 4% | 5% | 7% | 4% | ** |

Data collected April; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Niger

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 67% | 63% | 72% | 69% | 65% | 66% | 86% | ** |
| | disagree | 28% | 33% | 22% | 25% | 31% | 29% | 11% | ** |
| | don't know/refused | 5% | 4% | 6% | 6% | 4% | 5% | 3% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 15% | 18% | 11% | 13% | 16% | 14% | 26% | ** |
| | the same opportunity | 28% | 27% | 29% | 28% | 28% | 27% | 43% | ** |
| | a worse opportunity | 45% | 45% | 46% | 48% | 43% | 46% | 28% | ** |
| | don't know/refused | 12% | 10% | 14% | 10% | 14% | 13% | 3% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 34% | | 34% | 40% | 28% | 33% | ** | ** |
| | stay at home | 30% | | 30% | 23% | 36% | 31% | ** | ** |
| | both | 33% | | 33% | 33% | 34% | 33% | ** | ** |
| | don't know/refused | 3% | | 3% | 3% | 2% | 3% | ** | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 27% | | 27% | 32% | 22% | 27% | ** | ** |
| | stay at home | 44% | | 44% | 41% | 47% | 45% | ** | ** |
| | both | 26% | | 26% | 24% | 28% | 25% | ** | ** |
| | don't know/refused | 3% | | 3% | 3% | 2% | 3% | ** | ** |

Data collected May, June; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Nigeria

Sub-Saharan Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 82% | 81% | 82% | 81% | 83% | 72% | 88% | ** |
| | disagree | 15% | 17% | 13% | 17% | 14% | 24% | 10% | ** |
| | don't know/refused | 3% | 1% | 4% | 2% | 3% | 4% | 2% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 43% | 44% | 41% | 45% | 42% | 34% | 49% | ** |
| | the same opportunity | 40% | 40% | 40% | 39% | 41% | 44% | 38% | ** |
| | a worse opportunity | 9% | 9% | 10% | 11% | 8% | 8% | 10% | ** |
| | don't know/refused | 8% | 7% | 9% | 6% | 9% | 13% | 4% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 32% | | 32% | 34% | 30% | ** | 35% | ** |
| | stay at home | 17% | | 17% | 12% | 18% | ** | 6% | ** |
| | both | 48% | | 48% | 54% | 46% | ** | 58% | ** |
| | don't know/refused | 3% | | 3% | 1% | 6% | ** | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 28% | | 28% | 26% | 31% | ** | 25% | ** |
| | stay at home | 22% | | 22% | 23% | 21% | ** | 17% | ** |
| | both | 47% | | 47% | 47% | 47% | ** | 57% | ** |
| | don't know/refused | 2% | | 2% | 3% | 1% | ** | 1% | ** |

Data collected April, May; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Northern Cyprus

Central and Western Asia; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 89% | 87% | 91% | 93% | 90% | 92% | 95% | |
| | disagree | 7% | 9% | 5% | 6% | 8% | 10% | 7% | 5% |
| | don't know/refused | 4% | 3% | 4% | 1% | 2% | 0% | 1% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 21% | 23% | 18% | 22% | 21% | 22% | 21% | 21% |
| | the same opportunity | 61% | 58% | 63% | 65% | 59% | 54% | 64% | 67% |
| | a worse opportunity | 15% | 16% | 14% | 11% | 18% | 21% | 15% | 10% |
| | don't know/refused | 4% | 3% | 5% | 1% | 3% | 2% | 1% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 26% | 26% | | 29% | 27% | ** | 28% | 32% |
| | stay at home | 12% | 12% | | 5% | 18% | ** | 8% | 1% |
| | both | 58% | 58% | | 65% | 54% | ** | 63% | 66% |
| | don't know/refused | 4% | 4% | | 0% | 1% | ** | 1% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 22% | 22% | | 17% | 25% | ** | 19% | 20% |
| | stay at home | 19% | 19% | | 20% | 18% | ** | 22% | 10% |
| | both | 56% | 56% | | 60% | 54% | ** | 58% | 68% |
| | don't know/refused | 4% | 4% | | 2% | 3% | ** | 2% | 1% |

Data collected April, May, June; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Norway

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|------|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 100% | 100% | 100% | 100% | 100% | 99% | 100% | 100% |
| | disagree | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% |
| | don't know/refused | ** | ** | ** | ** | ** | ** | ** | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 4% | 6% | 3% | 5% | 4% | 4% | 5% | 4% |
| | the same opportunity | 59% | 64% | 55% | 62% | 58% | 60% | 57% | 63% |
| | a worse opportunity | 35% | 29% | 42% | 32% | 36% | 36% | 37% | 32% |
| | don't know/refused | 1% | 2% | 1% | 1% | 1% | 1% | 1% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 32% | 32% | | ** | 31% | ** | 27% | 40% |
| | stay at home | 9% | 9% | | ** | 10% | ** | 11% | 4% |
| | both | 58% | 58% | | ** | 57% | ** | 61% | 56% |
| | don't know/refused | 2% | 2% | | ** | 2% | ** | 2% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 40% | 40% | | ** | 34% | ** | 36% | 48% |
| | stay at home | 4% | 4% | | ** | 5% | ** | 4% | 2% |
| | both | 55% | 55% | | ** | 60% | ** | 58% | 50% |
| | don't know/refused | 2% | 2% | | ** | 2% | ** | 1% | 1% |

Data collected April, May, September, October; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Occupied Palestinian Territory

Arab States; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 61% | 49% | 74% | 59% | 64% | 59% | 61% | 78% |
| | disagree | 36% | 49% | 24% | 39% | 34% | 38% | 37% | 20% |
| | don't know/refused | 2% | 2% | 2% | 3% | 1% | 2% | 2% | 3% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 18% | 22% | 14% | 20% | 16% | 14% | 19% | 25% |
| | the same opportunity | 30% | 27% | 34% | 30% | 30% | 28% | 31% | 28% |
| | a worse opportunity | 49% | 49% | 49% | 47% | 51% | 53% | 47% | 47% |
| | don't know/refused | 3% | 2% | 4% | 2% | 4% | 5% | 2% | 0% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 28% | | 28% | 34% | 24% | 36% | 25% | ** |
| | stay at home | 33% | | 33% | 20% | 43% | 39% | 32% | ** |
| | both | 38% | | 38% | 45% | 32% | 21% | 44% | ** |
| | don't know/refused | 1% | | 1% | 0% | 2% | 4% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 17% | | 17% | 16% | 19% | ** | 18% | ** |
| | stay at home | 55% | | 55% | 58% | 51% | ** | 55% | ** |
| | both | 27% | | 27% | 25% | 29% | ** | 27% | ** |
| | don't know/refused | 0% | | 0% | 0% | 0% | ** | 0% | ** |

Data collected April, May; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Pakistan

Southern Asia; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 35% | 26% | 45% | 36% | 35% | 33% | 41% | ** |
| | disagree | 63% | 73% | 52% | 63% | 64% | 65% | 58% | ** |
| | don't know/refused | 1% | 0% | 2% | 2% | 1% | 1% | 1% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 19% | 18% | 19% | 20% | 17% | 17% | 25% | ** |
| | the same opportunity | 38% | 35% | 42% | 38% | 39% | 38% | 38% | ** |
| | a worse opportunity | 37% | 42% | 32% | 37% | 38% | 39% | 35% | ** |
| | don't know/refused | 5% | 5% | 6% | 4% | 6% | 7% | 2% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 12% | 12% | | 14% | 10% | 10% | ** | ** |
| | stay at home | 51% | 51% | | 47% | 54% | 54% | ** | ** |
| | both | 36% | 36% | | 38% | 35% | 35% | ** | ** |
| | don't know/refused | 1% | 1% | | 1% | 1% | 1% | ** | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 21% | 21% | | 22% | 19% | 16% | 27% | ** |
| | stay at home | 65% | 65% | | 61% | 69% | 71% | 56% | ** |
| | both | 13% | 13% | | 15% | 11% | 12% | 15% | ** |
| | don't know/refused | 1% | 1% | | 2% | 1% | 1% | 2% | ** |

Data collected April; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Panama

Latin America and Caribbean; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 92% | 89% | 95% | 95% | 91% | 86% | 93% | 97% |
| | disagree | 7% | 10% | 4% | 5% | 8% | 11% | 6% | 2% |
| | don't know/refused | 1% | 1% | 1% | 0% | 1% | 2% | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 28% | 31% | 24% | 27% | 28% | 35% | 26% | 22% |
| | the same opportunity | 63% | 60% | 66% | 64% | 63% | 58% | 66% | 58% |
| | a worse opportunity | 9% | 8% | 9% | 9% | 9% | 6% | 7% | 20% |
| | don't know/refused | 1% | 1% | 0% | 0% | 1% | 1% | 0% | 0% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 29% | 29% | | 37% | 25% | 23% | 30% | 35% |
| | stay at home | 29% | 29% | | 16% | 36% | 53% | 24% | 11% |
| | both | 38% | 38% | | 44% | 35% | 19% | 43% | 52% |
| | don't know/refused | 3% | 3% | | 4% | 3% | 5% | 3% | 2% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 40% | 40% | | 41% | 40% | 41% | 39% | ** |
| | stay at home | 26% | 26% | | 23% | 27% | 37% | 24% | ** |
| | both | 34% | 34% | | 36% | 32% | 21% | 37% | ** |
| | don't know/refused | 0% | 0% | | 0% | 0% | 1% | 0% | ** |

Data collected April; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Paraguay



Latin America and Caribbean; Emerging Economies

| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 87% | 82% | 92% | 95% | 82% | 76% | 92% | 96% |
| | disagree | 10% | 14% | 5% | 2% | 14% | 18% | 5% | 2% |
| | don't know/refused | 4% | 5% | 3% | 3% | 4% | 6% | 2% | 2% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 17% | 18% | 16% | 23% | 14% | 18% | 17% | 15% |
| | the same opportunity | 50% | 53% | 48% | 52% | 50% | 40% | 55% | 60% |
| | a worse opportunity | 23% | 17% | 30% | 19% | 27% | 28% | 20% | 23% |
| | don't know/refused | 9% | 11% | 7% | 7% | 10% | 14% | 7% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 45% | | 45% | 51% | 41% | 30% | 52% | ** |
| | stay at home | 24% | | 24% | 11% | 32% | 43% | 14% | ** |
| | both | 29% | | 29% | 34% | 26% | 25% | 31% | ** |
| | don't know/refused | 2% | | 2% | 4% | 1% | 2% | 3% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 45% | | 45% | 53% | 40% | 24% | 56% | ** |
| | stay at home | 31% | | 31% | 13% | 41% | 56% | 16% | ** |
| | both | 20% | | 20% | 25% | 18% | 16% | 23% | ** |
| | don't know/refused | 4% | | 4% | 9% | 1% | 4% | 5% | ** |

Data collected June, July; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Peru

Latin America and Caribbean; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 92% | 90% | 94% | 93% | 91% | 86% | 93% | ** |
| | disagree | 5% | 7% | 3% | 5% | 5% | 7% | 5% | ** |
| | don't know/refused | 3% | 3% | 3% | 2% | 4% | 7% | 2% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 26% | 26% | 25% | 23% | 28% | 36% | 22% | ** |
| | the same opportunity | 61% | 63% | 58% | 69% | 55% | 45% | 66% | ** |
| | a worse opportunity | 11% | 10% | 12% | 8% | 13% | 13% | 10% | ** |
| | don't know/refused | 3% | 1% | 4% | 1% | 4% | 7% | 2% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 19% | 19% | | 23% | 17% | 17% | 20% | ** |
| | stay at home | 22% | 22% | | 15% | 26% | 37% | 17% | ** |
| | both | 58% | 58% | | 61% | 56% | 45% | 62% | ** |
| | don't know/refused | 1% | 1% | | 1% | 1% | 1% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 19% | 19% | | 16% | 22% | ** | 19% | ** |
| | stay at home | 21% | 21% | | 19% | 22% | ** | 18% | ** |
| | both | 58% | 58% | | 63% | 54% | ** | 62% | ** |
| | don't know/refused | 2% | 2% | | 2% | 2% | ** | 2% | ** |

Data collected June, July, August; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Philippines

South-Eastern Asia and Pacific; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 88% | 84% | 93% | 87% | 89% | 89% | 87% | 96% |
| | disagree | 11% | 16% | 6% | 12% | 10% | 11% | 12% | 3% |
| | don't know/refused | 1% | 0% | 1% | 1% | 1% | 0% | 1% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 48% | 50% | 46% | 49% | 47% | 52% | 48% | 32% |
| | the same opportunity | 46% | 42% | 49% | 46% | 46% | 39% | 46% | 64% |
| | a worse opportunity | 5% | 6% | 4% | 4% | 5% | 6% | 4% | 3% |
| | don't know/refused | 2% | 2% | 1% | 0% | 2% | 2% | 1% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 37% | | 37% | 42% | 33% | 37% | 34% | ** |
| | stay at home | 15% | | 15% | 6% | 21% | 24% | 13% | ** |
| | both | 47% | | 47% | 51% | 45% | 36% | 52% | ** |
| | don't know/refused | 1% | | 1% | 0% | 1% | 3% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 27% | | 27% | 23% | 29% | 34% | 20% | ** |
| | stay at home | 30% | | 30% | 31% | 29% | 27% | 34% | ** |
| | both | 43% | | 43% | 46% | 42% | 40% | 46% | ** |
| | don't know/refused | 0% | | 0% | 0% | 0% | 0% | 0% | ** |

Data collected June; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Poland

Eastern Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 89% | 89% | 89% | 89% | 89% | 88% | 94% | |
| | disagree | 7% | 8% | 7% | 7% | 9% | 7% | 4% | |
| | don't know/refused | 4% | 3% | 5% | 4% | 4% | 5% | 1% | |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 3% | 3% | 3% | 1% | 4% | 2% | 4% | |
| | the same opportunity | 34% | 37% | 31% | 41% | 32% | 32% | 38% | |
| | a worse opportunity | 54% | 52% | 57% | 47% | 57% | 57% | 53% | |
| | don't know/refused | 9% | 8% | 9% | 11% | 8% | 16% | 8% | 5% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 32% | 32% | 32% | 46% | 28% | 25% | 33% | 40% |
| | stay at home | 30% | 30% | 30% | 10% | 36% | 41% | 30% | 13% |
| | both | 35% | 35% | 35% | 40% | 33% | 28% | 34% | 46% |
| | don't know/refused | 3% | 3% | 3% | 3% | 3% | 6% | 3% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 26% | 26% | 26% | ** | 27% | ** | 25% | ** |
| | stay at home | 30% | 30% | 30% | ** | 33% | ** | 33% | ** |
| | both | 38% | 38% | 38% | ** | 36% | ** | 36% | ** |
| | don't know/refused | 7% | 7% | 7% | ** | 5% | ** | 7% | ** |

Data collected April, May, June; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Portugal



Northern, Southern and Western Europe; Developed Economies

| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 97% | 95% | 98% | 96% | 97% | 95% | 97% | 99% |
| | disagree | 2% | 4% | 1% | 3% | 2% | 3% | 2% | 1% |
| | don't know/refused | 1% | 2% | 0% | 1% | 1% | 1% | 1% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 14% | 15% | 13% | 20% | 12% | 20% | 13% | 3% |
| | the same opportunity | 45% | 50% | 41% | 49% | 44% | 42% | 49% | 40% |
| | a worse opportunity | 37% | 31% | 43% | 29% | 40% | 33% | 36% | 55% |
| | don't know/refused | 3% | 3% | 3% | 2% | 4% | 6% | 2% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 31% | | 31% | ** | 31% | 29% | 30% | 38% |
| | stay at home | 12% | | 12% | ** | 14% | 21% | 6% | 3% |
| | both | 56% | | 56% | ** | 54% | 47% | 63% | 60% |
| | don't know/refused | 1% | | 1% | ** | 1% | 3% | 0% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 33% | | 33% | ** | 30% | 31% | 32% | 43% |
| | stay at home | 18% | | 18% | ** | 20% | 28% | 15% | 5% |
| | both | 45% | | 45% | ** | 45% | 37% | 51% | 47% |
| | don't know/refused | 4% | | 4% | ** | 4% | 5% | 3% | 5% |

Data collected February, March; Landline Telephone, Mobile Telephone; total n=1,008

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Republic of Korea

Eastern Asia; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 92% | 92% | 91% | 96% | 90% | 82% | 91% | 96% |
| | disagree | 6% | 6% | 6% | 2% | 7% | 11% | 7% | 2% |
| | don't know/refused | 3% | 2% | 3% | 2% | 3% | 6% | 2% | 2% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 15% | 15% | 15% | 12% | 16% | 26% | 13% | 13% |
| | the same opportunity | 36% | 43% | 30% | 53% | 31% | 22% | 43% | 34% |
| | a worse opportunity | 40% | 35% | 45% | 29% | 44% | 24% | 38% | 50% |
| | don't know/refused | 8% | 7% | 9% | 6% | 9% | 28% | 6% | 3% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 40% | 40% | | ** | 36% | ** | 35% | 44% |
| | stay at home | 17% | 17% | | ** | 21% | ** | 17% | 15% |
| | both | 42% | 42% | | ** | 42% | ** | 48% | 40% |
| | don't know/refused | 1% | 1% | | ** | 1% | ** | 0% | 1% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 30% | 30% | | | 28% | ** | 31% | 30% |
| | stay at home | 20% | 20% | | | 26% | ** | 21% | 16% |
| | both | 48% | 48% | | | 43% | ** | 47% | 52% |
| | don't know/refused | 2% | 2% | | | 3% | ** | 2% | 1% |

Data collected May, June, July; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Republic of Moldova

Eastern Europe; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 87% | 85% | 90% | 85% | 89% | 90% | 86% | 90% |
| | disagree | 8% | 10% | 6% | 9% | 7% | 7% | 9% | 7% |
| | don't know/refused | 5% | 5% | 4% | 6% | 4% | 3% | 5% | 3% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 11% | 11% | 11% | 10% | 11% | 12% | 11% | 8% |
| | the same opportunity | 52% | 57% | 48% | 55% | 51% | 50% | 51% | 58% |
| | a worse opportunity | 27% | 20% | 32% | 25% | 27% | 30% | 26% | 25% |
| | don't know/refused | 10% | 12% | 9% | 9% | 11% | 8% | 11% | 9% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 57% | 57% | | 65% | 52% | ** | 61% | 54% |
| | stay at home | 12% | 12% | | 9% | 15% | ** | 8% | 13% |
| | both | 28% | 28% | | 23% | 30% | ** | 28% | 31% |
| | don't know/refused | 3% | 3% | | 3% | 3% | ** | 3% | 3% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 53% | 53% | | 52% | 53% | ** | 52% | ** |
| | stay at home | 13% | 13% | | 16% | 12% | ** | 14% | ** |
| | both | 29% | 29% | | 26% | 31% | ** | 30% | ** |
| | don't know/refused | 4% | 4% | | 6% | 3% | ** | 4% | ** |

Data collected June, July; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Republic of Serbia

Northern, Southern and Western Europe; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 90% | 86% | 94% | 92% | 90% | 86% | 94% | 88% |
| | disagree | 3% | 4% | 2% | 3% | 3% | 5% | 1% | 3% |
| | don't know/refused | 7% | 9% | 5% | 5% | 7% | 9% | 5% | 9% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 6% | 6% | 5% | 6% | 5% | 5% | 5% | 8% |
| | the same opportunity | 31% | 37% | 25% | 38% | 29% | 26% | 33% | 35% |
| | a worse opportunity | 54% | 45% | 62% | 44% | 57% | 54% | 55% | 52% |
| | don't know/refused | 10% | 11% | 8% | 12% | 9% | 15% | 7% | 5% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 52% | | 52% | ** | 50% | 41% | 52% | ** |
| | stay at home | 16% | | 16% | ** | 19% | 28% | 12% | ** |
| | both | 29% | | 29% | ** | 28% | 25% | 34% | ** |
| | don't know/refused | 4% | | 4% | ** | 4% | 6% | 3% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 47% | | 47% | ** | 44% | ** | 51% | ** |
| | stay at home | 22% | | 22% | ** | 25% | ** | 16% | ** |
| | both | 27% | | 27% | ** | 28% | ** | 31% | ** |
| | don't know/refused | 4% | | 4% | ** | 3% | ** | 3% | ** |

Data collected May, June; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Romania

Eastern Europe; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 93% | 90% | 95% | 93% | 93% | 89% | 94% | 98% |
| | disagree | 4% | 6% | 3% | 5% | 4% | 7% | 4% | 0% |
| | don't know/refused | 3% | 4% | 2% | 2% | 3% | 3% | 3% | 2% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 19% | 17% | 21% | 15% | 20% | 18% | 19% | 19% |
| | the same opportunity | 46% | 48% | 45% | 54% | 44% | 46% | 48% | 40% |
| | a worse opportunity | 31% | 31% | 31% | 32% | 31% | 30% | 30% | 38% |
| | don't know/refused | 4% | 4% | 4% | 0% | 5% | 6% | 3% | 3% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 38% | 38% | | ** | 36% | 37% | 40% | ** |
| | stay at home | 16% | 16% | | ** | 17% | 21% | 14% | ** |
| | both | 43% | 43% | | ** | 43% | 34% | 44% | ** |
| | don't know/refused | 4% | 4% | | ** | 4% | 7% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 40% | 40% | | ** | 40% | 35% | 40% | ** |
| | stay at home | 19% | 19% | | ** | 16% | 26% | 17% | ** |
| | both | 34% | 34% | | ** | 38% | 33% | 37% | ** |
| | don't know/refused | 6% | 6% | | ** | 6% | 5% | 7% | ** |

Data collected April, May, June; Face-to-Face CAPI; total n=1,001

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Russian Federation

Eastern Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 88% | 85% | 91% | 91% | 87% | 79% | 90% | 90% |
| | disagree | 5% | 7% | 4% | 3% | 6% | 9% | 4% | 5% |
| | don't know/refused | 7% | 9% | 5% | 6% | 7% | 12% | 6% | 5% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 4% | 5% | 4% | 6% | 4% | 7% | 5% | 2% |
| | the same opportunity | 45% | 51% | 40% | 57% | 41% | 46% | 43% | 49% |
| | a worse opportunity | 41% | 33% | 47% | 31% | 45% | 34% | 42% | 44% |
| | don't know/refused | 10% | 11% | 9% | 6% | 11% | 13% | 10% | 5% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 52% | 52% | | 57% | 51% | ** | 54% | 53% |
| | stay at home | 25% | 25% | | 15% | 28% | ** | 26% | 25% |
| | both | 18% | 18% | | 24% | 17% | ** | 16% | 21% |
| | don't know/refused | 4% | 4% | | 4% | 4% | ** | 5% | 2% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 37% | 37% | | 30% | 40% | ** | 39% | 36% |
| | stay at home | 36% | 36% | | 34% | 37% | ** | 36% | 41% |
| | both | 21% | 21% | | 27% | 18% | ** | 20% | 20% |
| | don't know/refused | 7% | 7% | | 9% | 6% | ** | 5% | 3% |

Data collected April, May, June; Face-to-Face PAPI; total n=2,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Rwanda

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 95% | 94% | 96% | 97% | 94% | 95% | 97% | ** |
| | disagree | 5% | 6% | 4% | 3% | 6% | 5% | 3% | ** |
| | don't know/refused | 0% | 0% | 1% | 0% | 1% | 0% | 0% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 15% | 22% | 9% | 17% | 14% | 15% | 17% | ** |
| | the same opportunity | 63% | 64% | 63% | 62% | 65% | 62% | 70% | ** |
| | a worse opportunity | 18% | 11% | 24% | 18% | 17% | 19% | 11% | ** |
| | don't know/refused | 4% | 2% | 5% | 3% | 4% | 4% | 2% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 18% | 18% | | 23% | 14% | 18% | 19% | ** |
| | stay at home | 11% | 11% | | 5% | 16% | 12% | 2% | ** |
| | both | 70% | 70% | | 72% | 68% | 69% | 79% | ** |
| | don't know/refused | 1% | 1% | | 0% | 1% | 1% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 20% | 20% | | 22% | 19% | 19% | 25% | ** |
| | stay at home | 6% | 6% | | 4% | 8% | 7% | 1% | ** |
| | both | 73% | 73% | | 73% | 74% | 73% | 74% | ** |
| | don't know/refused | ** | ** | | ** | ** | ** | ** | ** |

Data collected June, July; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Saudi Arabia

Arab States; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 74% | 67% | 83% | 76% | 73% | ** | 73% | 82% |
| | disagree | 22% | 26% | 16% | 20% | 24% | ** | 22% | 17% |
| | don't know/refused | 4% | 6% | 1% | 4% | 3% | ** | 5% | 2% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 26% | 27% | 25% | 28% | 25% | ** | 26% | 26% |
| | the same opportunity | 35% | 32% | 39% | 33% | 35% | ** | 36% | 35% |
| | a worse opportunity | 32% | 33% | 32% | 34% | 32% | ** | 32% | 34% |
| | don't know/refused | 6% | 8% | 4% | 5% | 8% | ** | 5% | 5% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 13% | | 13% | 18% | 6% | ** | 14% | 15% |
| | stay at home | 30% | | 30% | 22% | 41% | ** | 32% | 24% |
| | both | 56% | | 56% | 59% | 52% | ** | 54% | 59% |
| | don't know/refused | 1% | | 1% | 2% | 1% | ** | 1% | 1% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 12% | | 12% | 12% | 11% | ** | 8% | 20% |
| | stay at home | 42% | | 42% | 43% | 42% | ** | 46% | 23% |
| | both | 44% | | 44% | 42% | 45% | ** | 43% | 54% |
| | don't know/refused | 2% | | 2% | 3% | 2% | ** | 3% | 2% |

Data collected May, June; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Senegal

Sub-Saharan Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 83% | 76% | 89% | 87% | 78% | 80% | 91% | ** |
| | disagree | 15% | 22% | 8% | 11% | 19% | 17% | 6% | ** |
| | don't know/refused | 2% | 2% | 3% | 2% | 3% | 2% | 2% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 25% | 28% | 22% | 27% | 22% | 23% | 27% | ** |
| | the same opportunity | 36% | 34% | 38% | 37% | 35% | 32% | 50% | ** |
| | a worse opportunity | 28% | 25% | 30% | 27% | 29% | 30% | 21% | ** |
| | don't know/refused | 11% | 13% | 10% | 9% | 15% | 14% | 2% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 29% | | 29% | 34% | 23% | 27% | 35% | ** |
| | stay at home | 15% | | 15% | 10% | 22% | 18% | 5% | ** |
| | both | 53% | | 53% | 55% | 52% | 52% | 59% | ** |
| | don't know/refused | 2% | | 2% | 1% | 4% | 3% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 31% | | 31% | 33% | 27% | 28% | 39% | ** |
| | stay at home | 21% | | 21% | 14% | 27% | 26% | 7% | ** |
| | both | 46% | | 46% | 50% | 44% | 45% | 51% | ** |
| | don't know/refused | 2% | | 2% | 3% | 1% | 1% | 3% | ** |

Data collected March; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Sierra Leone

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 85% | 85% | 86% | 86% | 84% | 91% | ** | |
| | disagree | 11% | 12% | 10% | 9% | 12% | 7% | ** | |
| | don't know/refused | 4% | 4% | 4% | 4% | 5% | 2% | ** | |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 71% | 70% | 71% | 72% | 69% | 74% | ** | |
| | the same opportunity | 18% | 22% | 14% | 19% | 17% | 22% | ** | |
| | a worse opportunity | 6% | 4% | 7% | 5% | 6% | 7% | 3% | ** |
| | don't know/refused | 6% | 4% | 7% | 4% | 7% | 7% | 1% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 60% | 60% | | 66% | 54% | 60% | 57% | ** |
| | stay at home | 16% | 16% | | 9% | 22% | 17% | 11% | ** |
| | both | 21% | 21% | | 23% | 20% | 20% | 30% | ** |
| | don't know/refused | 3% | 3% | | 2% | 4% | 3% | 2% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 65% | 65% | | 62% | 66% | 68% | 57% | ** |
| | stay at home | 15% | 15% | | 14% | 16% | 17% | 11% | ** |
| | both | 18% | 18% | | 20% | 15% | 12% | 31% | ** |
| | don't know/refused | 3% | 3% | | 3% | 3% | 4% | 2% | ** |

Data collected April; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Singapore



South-Eastern Asia and Pacific; Developed Economies

| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 97% | 97% | 98% | 98% | 97% | 97% | 98% | |
| | disagree | 2% | 2% | 1% | 2% | 2% | 2% | 1% | |
| | don't know/refused | 1% | 1% | 1% | 0% | 1% | 1% | 1% | |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 22% | 21% | 23% | 17% | 24% | 14% | 24% | 26% |
| | the same opportunity | 70% | 72% | 69% | 77% | 68% | 76% | 69% | 69% |
| | a worse opportunity | 5% | 3% | 6% | 5% | 5% | 6% | 5% | 4% |
| | don't know/refused | 3% | 3% | 3% | 2% | 3% | 4% | 3% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 45% | 45% | | ** | 42% | 47% | 41% | 54% |
| | stay at home | 19% | 19% | | ** | 21% | 29% | 16% | 12% |
| | both | 36% | 36% | | ** | 36% | 21% | 43% | 34% |
| | don't know/refused | 1% | 1% | | ** | 1% | 3% | 0% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 42% | 42% | | | 41% | ** | 42% | ** |
| | stay at home | 16% | 16% | | | 19% | ** | 13% | ** |
| | both | 39% | 39% | | | 37% | ** | 43% | ** |
| | don't know/refused | 3% | 3% | | | 2% | ** | 2% | ** |

Data collected March, April, May; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Slovakia

Eastern Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 68% | 63% | 72% | 69% | 67% | ** | 68% | 79% |
| | disagree | 22% | 26% | 18% | 20% | 22% | ** | 21% | 15% |
| | don't know/refused | 10% | 11% | 10% | 10% | 10% | ** | 11% | 6% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 3% | 4% | 2% | 5% | 2% | ** | 3% | 5% |
| | the same opportunity | 28% | 31% | 25% | 32% | 26% | ** | 26% | 31% |
| | a worse opportunity | 65% | 61% | 69% | 59% | 67% | ** | 67% | 62% |
| | don't know/refused | 4% | 5% | 3% | 4% | 4% | ** | 5% | 3% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 43% | | 43% | ** | 43% | ** | 47% | ** |
| | stay at home | 23% | | 23% | ** | 25% | ** | 23% | ** |
| | both | 26% | | 26% | ** | 26% | ** | 26% | ** |
| | don't know/refused | 8% | | 8% | ** | 7% | ** | 4% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 46% | | 46% | ** | 42% | ** | 46% | ** |
| | stay at home | 23% | | 23% | ** | 27% | ** | 22% | ** |
| | both | 22% | | 22% | ** | 25% | ** | 24% | ** |
| | don't know/refused | 9% | | 9% | ** | 6% | ** | 8% | ** |

Data collected April, May; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Slovenia

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 91% | 95% | 87% | 97% | 90% | ** | 94% | ** |
| | disagree | 8% | 4% | 12% | 3% | 10% | ** | 6% | ** |
| | don't know/refused | 1% | 0% | 1% | 0% | 1% | ** | 0% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 6% | 8% | 5% | 7% | 6% | ** | 5% | ** |
| | the same opportunity | 39% | 53% | 26% | 54% | 36% | ** | 41% | ** |
| | a worse opportunity | 53% | 38% | 68% | 39% | 57% | ** | 53% | ** |
| | don't know/refused | 1% | 0% | 1% | 0% | 1% | ** | 1% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 21% | | 21% | ** | 22% | ** | 18% | ** |
| | stay at home | 11% | | 11% | ** | 12% | ** | 9% | ** |
| | both | 67% | | 67% | ** | 64% | ** | 73% | ** |
| | don't know/refused | 1% | | 1% | ** | 1% | ** | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 24% | | 24% | ** | 23% | ** | 25% | ** |
| | stay at home | 9% | | 9% | ** | 10% | ** | 9% | ** |
| | both | 65% | | 65% | ** | 66% | ** | 65% | ** |
| | don't know/refused | 1% | | 1% | ** | 1% | ** | 1% | ** |

Data collected March, April, May; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Somalia

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 75% | 69% | 81% | 75% | 75% | 76% | 73% | ** |
| | disagree | 22% | 28% | 17% | 22% | 23% | 22% | 26% | ** |
| | don't know/refused | 2% | 2% | 2% | 3% | 2% | 3% | 0% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity to find a good job in the city or area where you live? | a better opportunity | 38% | 32% | 44% | 40% | 36% | 36% | 49% | ** |
| | the same opportunity | 32% | 33% | 31% | 32% | 33% | 33% | 24% | ** |
| | a worse opportunity | 24% | 29% | 19% | 24% | 23% | 23% | 25% | ** |
| | don't know/refused | 6% | 6% | 6% | 4% | 7% | 7% | 3% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 47% | 47% | | 47% | 47% | 47% | ** | ** |
| | stay at home | 25% | 25% | | 22% | 27% | 26% | ** | ** |
| | both | 26% | 26% | | 28% | 24% | 25% | ** | ** |
| | don't know/refused | 2% | 2% | | 2% | 2% | 2% | ** | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 49% | 49% | | 49% | 48% | 49% | ** | ** |
| | stay at home | 32% | 32% | | 30% | 34% | 31% | ** | ** |
| | both | 16% | 16% | | 18% | 14% | 18% | ** | ** |
| | don't know/refused | 3% | 3% | | 3% | 3% | 3% | ** | ** |

Data collected April, May; Face-to-Face CAPI; total n=1,191

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

South Africa

Sub-Saharan Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 83% | 80% | 86% | 84% | 83% | 78% | 86% | 90% |
| | disagree | 16% | 19% | 12% | 15% | 16% | 21% | 14% | 10% |
| | don't know/refused | 1% | 1% | 2% | 1% | 1% | 1% | 1% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 36% | 39% | 33% | 36% | 36% | 35% | 36% | 36% |
| | the same opportunity | 37% | 38% | 36% | 40% | 34% | 32% | 39% | 45% |
| | a worse opportunity | 25% | 23% | 27% | 23% | 26% | 31% | 24% | 19% |
| | don't know/refused | 2% | 1% | 4% | 1% | 3% | 2% | 2% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 28% | | 28% | 30% | 27% | ** | 26% | ** |
| | stay at home | 13% | | 13% | 9% | 15% | ** | 9% | ** |
| | both | 58% | | 58% | 61% | 57% | ** | 65% | ** |
| | don't know/refused | 1% | | 1% | 1% | 1% | ** | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 28% | | 28% | 22% | 33% | ** | 24% | ** |
| | stay at home | 16% | | 16% | 21% | 13% | ** | 17% | ** |
| | both | 55% | | 55% | 56% | 53% | ** | 58% | ** |
| | don't know/refused | 1% | | 1% | 1% | 1% | ** | 1% | ** |

Data collected July, August; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

South Sudan

Northern Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 70% | 71% | 68% | 70% | 69% | 69% | 80% | ** |
| | disagree | 25% | 25% | 26% | 24% | 26% | 26% | 18% | ** |
| | don't know/refused | 5% | 4% | 6% | 6% | 4% | 5% | 2% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 47% | 50% | 44% | 45% | 49% | 46% | 58% | ** |
| | the same opportunity | 30% | 30% | 30% | 30% | 31% | 30% | 27% | ** |
| | a worse opportunity | 12% | 11% | 13% | 14% | 10% | 12% | 9% | ** |
| | don't know/refused | 11% | 8% | 13% | 12% | 10% | 11% | 5% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 46% | 46% | | 46% | 46% | 46% | ** | ** |
| | stay at home | 17% | 17% | | 17% | 16% | 17% | ** | ** |
| | both | 34% | 34% | | 35% | 34% | 34% | ** | ** |
| | don't know/refused | 3% | 3% | | 2% | 4% | 3% | ** | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 49% | 49% | | 46% | 51% | 50% | ** | ** |
| | stay at home | 22% | 22% | | 20% | 25% | 23% | ** | ** |
| | both | 26% | 26% | | 32% | 22% | 25% | ** | ** |
| | don't know/refused | 3% | 3% | | 2% | 3% | 3% | ** | ** |

Data collected April, May; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Spain

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 99% | 99% | 99% | 100% | 99% | 99% | 100% | 100% |
| | disagree | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% |
| | don't know/refused | 0% | 0% | 1% | 0% | 1% | 1% | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 4% | 6% | 2% | 6% | 4% | 3% | 4% | 5% |
| | the same opportunity | 47% | 45% | 49% | 49% | 46% | 44% | 48% | 52% |
| | a worse opportunity | 48% | 48% | 48% | 45% | 49% | 54% | 47% | 37% |
| | don't know/refused | 1% | 1% | 0% | 0% | 1% | 0% | 0% | 6% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 30% | 30% | | 28% | 31% | ** | 32% | ** |
| | stay at home | 9% | 9% | | 3% | 12% | ** | 3% | ** |
| | both | 60% | 60% | | 69% | 57% | ** | 65% | ** |
| | don't know/refused | 0% | 0% | | 0% | 0% | ** | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 46% | 46% | | ** | 45% | ** | 47% | ** |
| | stay at home | 3% | 3% | | ** | 3% | ** | 2% | ** |
| | both | 48% | 48% | | ** | 49% | ** | 48% | ** |
| | don't know/refused | 3% | 3% | | ** | 3% | ** | 3% | ** |

Data collected March, April; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Sweden



Northern, Southern and Western Europe; Developed Economies

| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 98% | 99% | 98% | 98% | 98% | ** | 99% | 100% |
| | disagree | 1% | 1% | 1% | 0% | 1% | ** | 1% | 0% |
| | don't know/refused | 1% | 1% | 1% | 2% | 1% | ** | 1% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 4% | 6% | 2% | 10% | 2% | ** | 3% | 3% |
| | the same opportunity | 49% | 56% | 41% | 55% | 47% | ** | 49% | 50% |
| | a worse opportunity | 43% | 33% | 54% | 33% | 46% | ** | 43% | 45% |
| | don't know/refused | 4% | 5% | 3% | 2% | 5% | ** | 4% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 35% | 35% | | ** | 33% | ** | 34% | 43% |
| | stay at home | 10% | 10% | | ** | 12% | ** | 10% | 3% |
| | both | 49% | 49% | | ** | 48% | ** | 50% | 52% |
| | don't know/refused | 7% | 7% | | ** | 7% | ** | 6% | 1% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 55% | 55% | | ** | 54% | ** | 53% | 65% |
| | stay at home | 2% | 2% | | ** | 3% | ** | 1% | 2% |
| | both | 36% | 36% | | ** | 35% | ** | 38% | 30% |
| | don't know/refused | 7% | 7% | | ** | 8% | ** | 8% | 4% |

Data collected May, June; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Switzerland



Northern, Southern and Western Europe; Developed Economies

| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 98% | 98% | 98% | 99% | 98% | 97% | 98% | 99% |
| | disagree | 2% | 2% | 2% | 1% | 2% | 3% | 2% | 1% |
| | don't know/refused | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 7% | 9% | 5% | 5% | 8% | 10% | 6% | 6% |
| | the same opportunity | 37% | 43% | 32% | 37% | 37% | 35% | 32% | 44% |
| | a worse opportunity | 51% | 43% | 59% | 54% | 51% | 48% | 59% | 48% |
| | don't know/refused | 4% | 4% | 4% | 5% | 4% | 7% | 3% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 12% | 12% | | ** | 10% | 11% | 11% | 13% |
| | stay at home | 21% | 21% | | ** | 21% | 27% | 21% | 16% |
| | both | 65% | 65% | | ** | 68% | 59% | 68% | 70% |
| | don't know/refused | 1% | 1% | | ** | 1% | 2% | 0% | 1% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 23% | 23% | | ** | 23% | 29% | 16% | 24% |
| | stay at home | 13% | 13% | | ** | 13% | 19% | 15% | 7% |
| | both | 61% | 61% | | ** | 61% | 49% | 66% | 68% |
| | don't know/refused | 3% | 3% | | ** | 2% | 3% | 4% | 2% |

Data collected April, May, June; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Taiwan, China

Eastern Asia; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 98% | 98% | 98% | 98% | 98% | 97% | 99% | 98% |
| | disagree | 1% | 2% | 1% | 2% | 1% | 2% | 1% | 1% |
| | don't know/refused | 0% | 0% | 1% | 0% | 1% | 1% | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 15% | 17% | 13% | 10% | 16% | 18% | 16% | 11% |
| | the same opportunity | 42% | 44% | 41% | 57% | 38% | 39% | 41% | 47% |
| | a worse opportunity | 31% | 25% | 37% | 26% | 33% | 22% | 32% | 38% |
| | don't know/refused | 12% | 13% | 10% | 7% | 13% | 20% | 12% | 4% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 33% | 33% | | 38% | 32% | ** | 29% | 42% |
| | stay at home | 12% | 12% | | 0% | 16% | ** | 15% | 5% |
| | both | 51% | 51% | | 60% | 49% | ** | 54% | 51% |
| | don't know/refused | 4% | 4% | | 2% | 4% | ** | 1% | 2% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 28% | 28% | | 26% | 28% | ** | 28% | 31% |
| | stay at home | 11% | 11% | | 10% | 11% | ** | 9% | 9% |
| | both | 50% | 50% | | 57% | 48% | ** | 54% | 53% |
| | don't know/refused | 11% | 11% | | 7% | 12% | ** | 9% | 7% |

Data collected May, June, July; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®
Tajikistan



Central and Western Asia; Emerging Economies

| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 72% | 66% | 78% | 70% | 74% | 74% | 69% | 81% |
| | disagree | 23% | 29% | 17% | 25% | 22% | 17% | 27% | 18% |
| | don't know/refused | 5% | 5% | 5% | 6% | 4% | 9% | 4% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 21% | 20% | 22% | 22% | 20% | 23% | 18% | 31% |
| | the same opportunity | 38% | 38% | 37% | 35% | 39% | 28% | 41% | 44% |
| | a worse opportunity | 32% | 33% | 31% | 32% | 32% | 35% | 32% | 24% |
| | don't know/refused | 10% | 9% | 10% | 11% | 8% | 14% | 9% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 58% | | 58% | 61% | 56% | 53% | 59% | ** |
| | stay at home | 16% | | 16% | 13% | 19% | 18% | 17% | ** |
| | both | 23% | | 23% | 24% | 24% | 25% | 23% | ** |
| | don't know/refused | 2% | | 2% | 3% | 1% | 4% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 58% | | 58% | 59% | 58% | ** | 58% | 63% |
| | stay at home | 25% | | 25% | 25% | 25% | ** | 28% | 20% |
| | both | 15% | | 15% | 13% | 17% | ** | 13% | 16% |
| | don't know/refused | 2% | | 2% | 3% | 1% | ** | 1% | 0% |

Data collected June; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Thailand

South-Eastern Asia and Pacific; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 79% | 75% | 83% | 86% | 77% | 72% | 85% | ** |
| | disagree | 19% | 22% | 15% | 12% | 21% | 24% | 14% | ** |
| | don't know/refused | 2% | 3% | 2% | 2% | 2% | 4% | 1% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 63% | 61% | 64% | 69% | 60% | 60% | 66% | ** |
| | the same opportunity | 29% | 30% | 27% | 27% | 29% | 29% | 27% | ** |
| | a worse opportunity | 3% | 3% | 3% | 1% | 4% | 4% | 2% | ** |
| | don't know/refused | 6% | 7% | 5% | 2% | 7% | 8% | 5% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 31% | 31% | | 38% | 28% | 28% | 34% | ** |
| | stay at home | 11% | 11% | | 4% | 13% | 15% | 6% | ** |
| | both | 58% | 58% | | 57% | 58% | 56% | 59% | ** |
| | don't know/refused | 1% | 1% | | 1% | 1% | 1% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 10% | 10% | | ** | 11% | 9% | 10% | ** |
| | stay at home | 39% | 39% | | ** | 36% | 40% | 43% | ** |
| | both | 47% | 47% | | ** | 49% | 46% | 43% | ** |
| | don't know/refused | 4% | 4% | | ** | 5% | 5% | 4% | ** |

Data collected April, May, June; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

The former Yugoslav Republic of Macedonia

Northern, Southern and Western Europe; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 84% | 82% | 86% | 83% | 84% | 78% | 86% | 94% |
| | disagree | 11% | 13% | 9% | 7% | 12% | 15% | 10% | 5% |
| | don't know/refused | 6% | 5% | 6% | 10% | 4% | 7% | 4% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 12% | 13% | 10% | 11% | 12% | 8% | 15% | 10% |
| | the same opportunity | 53% | 51% | 55% | 56% | 52% | 50% | 54% | 65% |
| | a worse opportunity | 27% | 28% | 26% | 24% | 29% | 31% | 25% | 22% |
| | don't know/refused | 8% | 8% | 8% | 9% | 7% | 11% | 5% | 3% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 38% | 38% | | 53% | 33% | 32% | 43% | 47% |
| | stay at home | 26% | 26% | | 5% | 33% | 39% | 16% | 2% |
| | both | 30% | 30% | | 34% | 28% | 18% | 38% | 50% |
| | don't know/refused | 6% | 6% | | 8% | 6% | 11% | 3% | 1% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 41% | 41% | | 41% | 41% | ** | 47% | 30% |
| | stay at home | 17% | 17% | | 21% | 15% | ** | 15% | 11% |
| | both | 33% | 33% | | 27% | 36% | ** | 31% | 53% |
| | don't know/refused | 10% | 10% | | 12% | 9% | ** | 7% | 6% |

Data collected May, June; Face-to-Face CAPI; total n=1,024

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Togo

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 87% | 88% | 85% | 88% | 86% | 83% | 94% | ** |
| | disagree | 12% | 9% | 14% | 9% | 12% | 14% | 5% | ** |
| | don't know/refused | 2% | 2% | 1% | 2% | 2% | 3% | 0% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 43% | 46% | 40% | 45% | 41% | 40% | 48% | ** |
| | the same opportunity | 29% | 29% | 28% | 27% | 31% | 28% | 31% | ** |
| | a worse opportunity | 21% | 19% | 24% | 23% | 19% | 23% | 17% | ** |
| | don't know/refused | 7% | 6% | 8% | 5% | 9% | 9% | 4% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 28% | | 28% | 33% | 26% | 29% | 27% | ** |
| | stay at home | 10% | | 10% | 6% | 14% | 12% | 1% | ** |
| | both | 59% | | 59% | 61% | 57% | 56% | 70% | ** |
| | don't know/refused | 3% | | 3% | 0% | 4% | 3% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 28% | | 28% | 31% | 26% | 27% | 31% | ** |
| | stay at home | 7% | | 7% | 9% | 5% | 8% | 5% | ** |
| | both | 64% | | 64% | 59% | 68% | 63% | 64% | ** |
| | don't know/refused | 1% | | 1% | 1% | 1% | 2% | 1% | ** |

Data collected May; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Tunisia

Northern Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 80% | 72% | 86% | 81% | 79% | 78% | 79% | ** |
| | disagree | 19% | 26% | 13% | 18% | 20% | 20% | 21% | ** |
| | don't know/refused | 1% | 2% | 1% | 1% | 1% | 2% | 0% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 25% | 27% | 23% | 28% | 23% | 21% | 28% | ** |
| | the same opportunity | 39% | 38% | 41% | 38% | 40% | 37% | 39% | ** |
| | a worse opportunity | 33% | 34% | 33% | 32% | 34% | 38% | 31% | ** |
| | don't know/refused | 3% | 2% | 4% | 3% | 3% | 4% | 2% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 38% | | 38% | 40% | 36% | 36% | 37% | ** |
| | stay at home | 29% | | 29% | 19% | 34% | 34% | 27% | ** |
| | both | 30% | | 30% | 38% | 26% | 26% | 33% | ** |
| | don't know/refused | 4% | | 4% | 3% | 4% | 5% | 3% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 30% | | 30% | 34% | 29% | 32% | 28% | ** |
| | stay at home | 37% | | 37% | 36% | 37% | 41% | 33% | ** |
| | both | 31% | | 31% | 26% | 33% | 25% | 36% | ** |
| | don't know/refused | 2% | | 2% | 3% | 1% | 2% | 2% | ** |

Data collected July, August; Face-to-Face CAPI; total n=1,001

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Turkey

Central and Western Asia; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 88% | 84% | 92% | 81% | 91% | 91% | 86% | 93% |
| | disagree | 11% | 16% | 6% | 17% | 8% | 6% | 14% | 7% |
| | don't know/refused | 1% | 1% | 2% | 1% | 1% | 3% | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 32% | 38% | 26% | 29% | 33% | 34% | 32% | 28% |
| | the same opportunity | 32% | 27% | 36% | 34% | 31% | 36% | 32% | 28% |
| | a worse opportunity | 29% | 29% | 30% | 33% | 28% | 23% | 31% | 37% |
| | don't know/refused | 7% | 6% | 7% | 4% | 8% | 7% | 6% | 8% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 34% | 34% | | 40% | 33% | 30% | 36% | ** |
| | stay at home | 12% | 12% | | 6% | 14% | 12% | 12% | ** |
| | both | 53% | 53% | | 55% | 52% | 56% | 51% | ** |
| | don't know/refused | 1% | 1% | | 0% | 1% | 1% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 28% | 28% | | 23% | 31% | ** | 28% | 33% |
| | stay at home | 32% | 32% | | 27% | 34% | ** | 33% | 18% |
| | both | 34% | 34% | | 43% | 30% | ** | 34% | 43% |
| | don't know/refused | 6% | 6% | | 8% | 5% | ** | 5% | 7% |

Data collected March, April; Landline Telephone, Mobile Telephone; total n=1,001

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Turkmenistan

Central and Western Asia; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 74% | 64% | 83% | 74% | 73% | 64% | 76% | 85% |
| | disagree | 25% | 34% | 16% | 24% | 26% | 34% | 23% | 14% |
| | don't know/refused | 1% | 2% | 1% | 2% | 1% | 1% | 1% | 2% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 8% | 8% | 7% | 10% | 7% | 13% | 6% | 10% |
| | the same opportunity | 51% | 52% | 50% | 45% | 54% | 51% | 50% | 52% |
| | a worse opportunity | 35% | 34% | 37% | 35% | 35% | 25% | 39% | 35% |
| | don't know/refused | 6% | 6% | 6% | 10% | 4% | 11% | 5% | 3% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 55% | 55% | | 58% | 53% | ** | 58% | ** |
| | stay at home | 26% | 26% | | 22% | 30% | ** | 23% | ** |
| | both | 17% | 17% | | 18% | 17% | ** | 19% | ** |
| | don't know/refused | 1% | 1% | | 3% | 0% | ** | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 39% | 39% | | 37% | 40% | ** | 44% | ** |
| | stay at home | 40% | 40% | | 37% | 43% | ** | 35% | ** |
| | both | 20% | 20% | | 24% | 17% | ** | 21% | ** |
| | don't know/refused | 1% | 1% | | 2% | 1% | ** | 0% | ** |

Data collected June; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Uganda

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 82% | 79% | 85% | 80% | 84% | 81% | 83% | ** |
| | disagree | 18% | 21% | 14% | 19% | 16% | 18% | 17% | ** |
| | don't know/refused | 0% | 0% | 0% | 0% | 0% | 0% | 0% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 55% | 55% | 56% | 56% | 54% | 55% | 56% | ** |
| | the same opportunity | 22% | 23% | 20% | 21% | 23% | 19% | 26% | ** |
| | a worse opportunity | 22% | 21% | 23% | 22% | 21% | 24% | 18% | ** |
| | don't know/refused | 1% | 1% | 2% | 1% | 2% | 2% | 0% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 30% | 30% | | 34% | 25% | 26% | 37% | ** |
| | stay at home | 20% | 20% | | 11% | 31% | 26% | 9% | ** |
| | both | 50% | 50% | | 55% | 43% | 47% | 54% | ** |
| | don't know/refused | 0% | 0% | | 0% | 0% | 0% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 25% | 25% | | 24% | 27% | 24% | 27% | ** |
| | stay at home | 27% | 27% | | 28% | 25% | 33% | 21% | ** |
| | both | 47% | 47% | | 47% | 48% | 43% | 52% | ** |
| | don't know/refused | 0% | 0% | | 1% | 0% | 0% | 1% | ** |

Data collected August; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Ukraine

Eastern Europe; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 83% | 80% | 84% | 87% | 81% | ** | 85% | 86% |
| | disagree | 9% | 11% | 7% | 9% | 9% | ** | 9% | 8% |
| | don't know/refused | 8% | 8% | 8% | 4% | 10% | ** | 6% | 6% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 5% | 7% | 3% | 4% | 5% | ** | 5% | 4% |
| | the same opportunity | 46% | 49% | 44% | 48% | 45% | ** | 44% | 55% |
| | a worse opportunity | 40% | 35% | 44% | 41% | 40% | ** | 41% | 34% |
| | don't know/refused | 9% | 10% | 9% | 7% | 10% | ** | 10% | 7% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 41% | 41% | | 50% | 39% | ** | 43% | 51% |
| | stay at home | 30% | 30% | | 16% | 33% | ** | 27% | 20% |
| | both | 22% | 22% | | 30% | 20% | ** | 23% | 25% |
| | don't know/refused | 7% | 7% | | 4% | 8% | ** | 6% | 5% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 39% | 39% | | ** | 42% | ** | 39% | 41% |
| | stay at home | 31% | 31% | | ** | 30% | ** | 33% | 34% |
| | both | 23% | 23% | | ** | 21% | ** | 24% | 17% |
| | don't know/refused | 7% | 7% | | ** | 7% | ** | 5% | 8% |

Data collected June, July; Face-to-Face PAPI, Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

United Arab Emirates

Arab States; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 85% | 81% | 94% | 89% | 82% | ** | 78% | 89% |
| | disagree | 15% | 18% | 6% | 11% | 17% | ** | 21% | 10% |
| | don't know/refused | 0% | 0% | 0% | 0% | 0% | ** | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 44% | 47% | 37% | 46% | 44% | ** | 51% | 40% |
| | the same opportunity | 41% | 39% | 45% | 41% | 40% | ** | 36% | 45% |
| | a worse opportunity | 12% | 11% | 14% | 11% | 12% | ** | 10% | 12% |
| | don't know/refused | 3% | 3% | 4% | 3% | 4% | ** | 3% | 3% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 10% | 10% | | 14% | 6% | ** | 11% | 10% |
| | stay at home | 15% | 15% | | 6% | 22% | ** | 13% | 14% |
| | both | 75% | 75% | | 79% | 71% | ** | 76% | 75% |
| | don't know/refused | 0% | 0% | | 0% | 0% | ** | 0% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 17% | 17% | | 23% | 14% | ** | 13% | 20% |
| | stay at home | 31% | 31% | | 23% | 35% | ** | 37% | 27% |
| | both | 50% | 50% | | 52% | 49% | ** | 49% | 50% |
| | don't know/refused | 2% | 2% | | 2% | 2% | ** | 2% | 2% |

Data collected April, May, September, October, November; Landline Telephone, Mobile Telephone; total n=1,855

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

United Kingdom

Northern, Southern and Western Europe; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 98% | 97% | 98% | 97% | 98% | 96% | 98% | 98% |
| | disagree | 2% | 2% | 1% | 3% | 2% | 3% | 2% | 2% |
| | don't know/refused | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 4% | 4% | 4% | 6% | 3% | 2% | 5% | 4% |
| | the same opportunity | 49% | 51% | 47% | 47% | 49% | 51% | 48% | 49% |
| | a worse opportunity | 46% | 44% | 48% | 46% | 46% | 44% | 47% | 46% |
| | don't know/refused | 1% | 1% | 1% | 1% | 1% | 3% | 1% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 17% | 17% | 17% | 26% | 15% | ** | 16% | 19% |
| | stay at home | 14% | 14% | 14% | 14% | 15% | ** | 13% | 12% |
| | both | 66% | 66% | 66% | 56% | 69% | ** | 69% | 67% |
| | don't know/refused | 2% | 2% | 2% | 4% | 2% | ** | 1% | 2% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 23% | 23% | 23% | ** | 21% | ** | 22% | 30% |
| | stay at home | 9% | 9% | 9% | ** | 9% | ** | 8% | 8% |
| | both | 65% | 65% | 65% | ** | 67% | ** | 66% | 61% |
| | don't know/refused | 3% | 3% | 3% | ** | 3% | ** | 4% | 2% |

Data collected February, March; Landline Telephone, Mobile Telephone; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

United Republic of Tanzania

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 87% | 85% | 88% | 87% | 87% | 86% | 90% | ** |
| | disagree | 13% | 15% | 12% | 13% | 13% | 14% | 10% | ** |
| | don't know/refused | 0% | 0% | 0% | 0% | 0% | 0% | 0% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 32% | 34% | 30% | 39% | 25% | 29% | 39% | ** |
| | the same opportunity | 36% | 38% | 34% | 33% | 39% | 36% | 36% | ** |
| | a worse opportunity | 30% | 28% | 32% | 26% | 34% | 31% | 24% | ** |
| | don't know/refused | 3% | 1% | 4% | 3% | 3% | 3% | 1% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 36% | | 36% | 39% | 33% | 36% | 37% | ** |
| | stay at home | 14% | | 14% | 4% | 22% | 16% | 5% | ** |
| | both | 48% | | 48% | 55% | 43% | 46% | 59% | ** |
| | don't know/refused | 2% | | 2% | 2% | 1% | 2% | 0% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 36% | | 36% | 38% | 34% | 36% | 36% | ** |
| | stay at home | 8% | | 8% | 7% | 10% | 10% | 4% | ** |
| | both | 56% | | 56% | 55% | 56% | 54% | 59% | ** |
| | don't know/refused | 0% | | 0% | 0% | 0% | 0% | 0% | ** |

Data collected June, July; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

United States

Northern America; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 98% | 98% | 99% | 98% | 99% | ** | 99% | 99% |
| | disagree | 1% | 1% | 1% | 2% | 1% | ** | 1% | 0% |
| | don't know/refused | 1% | 1% | 0% | 0% | 1% | ** | 0% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 12% | 15% | 9% | 15% | 11% | ** | 13% | 8% |
| | the same opportunity | 55% | 60% | 50% | 60% | 53% | ** | 53% | 59% |
| | a worse opportunity | 32% | 24% | 40% | 25% | 34% | ** | 33% | 32% |
| | don't know/refused | 1% | 2% | 1% | 0% | 1% | ** | 1% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 17% | 17% | | ** | 15% | ** | 17% | 19% |
| | stay at home | 23% | 23% | | ** | 27% | ** | 23% | 21% |
| | both | 59% | 59% | | ** | 57% | ** | 59% | 60% |
| | don't know/refused | 1% | 1% | | ** | 1% | ** | 1% | 0% |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 24% | 24% | | 34% | 20% | ** | 25% | 26% |
| | stay at home | 22% | 22% | | 14% | 26% | ** | 24% | 16% |
| | both | 45% | 45% | | 46% | 45% | ** | 44% | 48% |
| | don't know/refused | 8% | 8% | | 7% | 9% | ** | 8% | 10% |

Data collected June, July; Landline Telephone, Mobile Telephone; total n=1,032

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Uruguay

Latin America and Caribbean; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 97% | 96% | 98% | 99% | 96% | 93% | 99% | 100% |
| | disagree | 2% | 4% | 1% | 1% | 3% | 5% | 1% | 0% |
| | don't know/refused | 1% | 1% | 1% | 0% | 1% | 2% | 0% | 0% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 15% | 18% | 12% | 13% | 16% | 21% | 12% | 3% |
| | the same opportunity | 50% | 50% | 50% | 56% | 48% | 51% | 51% | 42% |
| | a worse opportunity | 33% | 31% | 35% | 28% | 35% | 24% | 36% | 54% |
| | don't know/refused | 2% | 1% | 3% | 3% | 2% | 4% | 1% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 43% | 43% | | 44% | 42% | 33% | 50% | ** |
| | stay at home | 19% | 19% | | 11% | 23% | 31% | 11% | ** |
| | both | 35% | 35% | | 43% | 32% | 31% | 37% | ** |
| | don't know/refused | 3% | 3% | | 2% | 4% | 5% | 2% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 39% | 39% | | ** | 40% | 26% | 45% | ** |
| | stay at home | 26% | 26% | | ** | 25% | 40% | 21% | ** |
| | both | 30% | 30% | | ** | 30% | 30% | 30% | ** |
| | don't know/refused | 5% | 5% | | ** | 5% | 4% | 5% | ** |

Data collected July, August; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Uzbekistan

Central and Western Asia; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 67% | 63% | 72% | 64% | 70% | 63% | 69% | 74% |
| | disagree | 28% | 32% | 24% | 30% | 27% | 34% | 25% | 26% |
| | don't know/refused | 5% | 5% | 4% | 6% | 3% | 4% | 6% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 26% | 24% | 28% | 31% | 23% | 24% | 28% | 23% |
| | the same opportunity | 38% | 39% | 38% | 41% | 36% | 40% | 37% | 44% |
| | a worse opportunity | 30% | 34% | 26% | 25% | 34% | 29% | 31% | 27% |
| | don't know/refused | 5% | 3% | 8% | 4% | 7% | 7% | 4% | 5% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 27% | | 27% | 24% | 29% | ** | 27% | ** |
| | stay at home | 29% | | 29% | 20% | 36% | ** | 28% | ** |
| | both | 42% | | 42% | 54% | 34% | ** | 43% | ** |
| | don't know/refused | 1% | | 1% | 1% | 2% | ** | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 22% | | 22% | 13% | 31% | ** | 25% | ** |
| | stay at home | 45% | | 45% | 54% | 37% | ** | 44% | ** |
| | both | 31% | | 31% | 31% | 31% | ** | 30% | ** |
| | don't know/refused | 2% | | 2% | 2% | 1% | ** | 1% | ** |

Data collected June; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Venezuela

Latin America and Caribbean; Developed Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 94% | 92% | 95% | 96% | 92% | 85% | 96% | 99% |
| | disagree | 5% | 6% | 3% | 2% | 6% | 12% | 3% | 0% |
| | don't know/refused | 2% | 2% | 2% | 2% | 2% | 3% | 2% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 20% | 20% | 21% | 18% | 22% | 25% | 21% | 11% |
| | the same opportunity | 70% | 69% | 71% | 74% | 67% | 59% | 72% | 75% |
| | a worse opportunity | 8% | 8% | 8% | 6% | 9% | 12% | 6% | 12% |
| | don't know/refused | 2% | 3% | 0% | 2% | 1% | 3% | 1% | 2% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 35% | | 35% | 42% | 31% | 25% | 38% | ** |
| | stay at home | 18% | | 18% | 9% | 24% | 36% | 13% | ** |
| | both | 46% | | 46% | 47% | 45% | 38% | 49% | ** |
| | don't know/refused | 1% | | 1% | 2% | 1% | 1% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 38% | | 38% | 38% | 38% | 32% | 35% | ** |
| | stay at home | 11% | | 11% | 4% | 15% | 18% | 10% | ** |
| | both | 48% | | 48% | 56% | 44% | 45% | 53% | ** |
| | don't know/refused | 3% | | 3% | 2% | 3% | 5% | 2% | ** |

Data collected July, August, September; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Viet Nam

South-Eastern Asia and Pacific; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 82% | 78% | 85% | 81% | 82% | 78% | 83% | 94% |
| | disagree | 13% | 18% | 9% | 15% | 13% | 16% | 13% | 5% |
| | don't know/refused | 5% | 4% | 5% | 4% | 5% | 6% | 4% | 1% |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 21% | 19% | 22% | 24% | 19% | 20% | 21% | 22% |
| | the same opportunity | 58% | 56% | 59% | 56% | 58% | 58% | 56% | 66% |
| | a worse opportunity | 13% | 14% | 12% | 14% | 12% | 9% | 16% | 11% |
| | don't know/refused | 9% | 10% | 8% | 6% | 10% | 14% | 7% | 1% |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 32% | | 32% | 42% | 26% | 27% | 34% | ** |
| | stay at home | 30% | | 30% | 18% | 37% | 39% | 26% | ** |
| | both | 34% | | 34% | 36% | 33% | 30% | 36% | ** |
| | don't know/refused | 4% | | 4% | 4% | 3% | 4% | 4% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 21% | | 21% | 20% | 21% | 27% | 17% | ** |
| | stay at home | 30% | | 30% | 26% | 32% | 34% | 28% | ** |
| | both | 44% | | 44% | 47% | 42% | 33% | 49% | ** |
| | don't know/refused | 5% | | 5% | 6% | 4% | 6% | 5% | ** |

Data collected May, June; Face-to-Face CAPI; total n=1,039

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Yemen

Arab States; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|---|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 44% | 43% | 45% | 44% | 45% | 39% | 53% | ** |
| | disagree | 49% | 53% | 45% | 49% | 48% | 51% | 45% | ** |
| | don't know/refused | 7% | 4% | 10% | 7% | 7% | 9% | 2% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity, a worse opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 18% | 22% | 13% | 20% | 15% | 13% | 25% | ** |
| | the same opportunity | 25% | 25% | 26% | 26% | 25% | 25% | 27% | ** |
| | a worse opportunity | 29% | 28% | 30% | 31% | 27% | 28% | 30% | ** |
| | don't know/refused | 28% | 25% | 31% | 23% | 32% | 34% | 17% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 19% | 19% | | 17% | 21% | 15% | 34% | ** |
| | stay at home | 43% | 43% | | 39% | 47% | 49% | 23% | ** |
| | both | 36% | 36% | | 43% | 31% | 34% | 43% | ** |
| | don't know/refused | 2% | 2% | | 2% | 2% | 2% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 27% | 27% | | 23% | 30% | 22% | 34% | ** |
| | stay at home | 53% | 53% | | 58% | 48% | 55% | 52% | ** |
| | both | 17% | 17% | | 16% | 18% | 19% | 13% | ** |
| | don't know/refused | 3% | 3% | | 3% | 3% | 5% | 2% | ** |

Data collected August, September, October; Face-to-Face PAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Zambia

Sub-Saharan Africa; Emerging Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 82% | 78% | 85% | 82% | 81% | 80% | 82% | ** |
| | disagree | 13% | 16% | 9% | 13% | 13% | 14% | 13% | ** |
| | don't know/refused | 5% | 6% | 5% | 5% | 6% | 6% | 5% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 38% | 36% | 40% | 38% | 38% | 34% | 43% | ** |
| | the same opportunity | 31% | 31% | 30% | 32% | 29% | 28% | 33% | ** |
| | a worse opportunity | 19% | 20% | 18% | 19% | 18% | 21% | 16% | ** |
| | don't know/refused | 12% | 12% | 12% | 10% | 15% | 18% | 8% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 43% | 43% | | 46% | 40% | 44% | 42% | ** |
| | stay at home | 12% | 12% | | 7% | 17% | 18% | 5% | ** |
| | both | 42% | 42% | | 45% | 40% | 35% | 50% | ** |
| | don't know/refused | 3% | 3% | | 3% | 4% | 3% | 3% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 41% | 41% | | 41% | 40% | 41% | 41% | ** |
| | stay at home | 12% | 12% | | 13% | 12% | 18% | 8% | ** |
| | both | 42% | 42% | | 41% | 44% | 37% | 44% | ** |
| | don't know/refused | 5% | 5% | | 6% | 4% | 4% | 6% | ** |

Data collected June, July; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

GALLUP®

Zimbabwe

Sub-Saharan Africa; Developing Economies



| Questions | | Total | Gender | | Age | | Education* | | |
|--|----------------------|-------|--------|--------|-------|-----|------------|-----------|------------|
| | | | Male | Female | 15-29 | 30+ | Primary | Secondary | University |
| It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one. | agree | 92% | 92% | 93% | 91% | 94% | 91% | 94% | ** |
| | disagree | 7% | 7% | 7% | 8% | 6% | 8% | 6% | ** |
| | don't know/refused | 1% | 1% | 0% | 1% | 0% | 1% | 0% | ** |
| If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or worse opportunity to find a good job in the city or area where you live? | a better opportunity | 45% | 48% | 43% | 49% | 41% | 43% | 47% | ** |
| | the same opportunity | 34% | 35% | 34% | 32% | 36% | 35% | 33% | ** |
| | a worse opportunity | 18% | 16% | 19% | 17% | 18% | 15% | 19% | ** |
| | don't know/refused | 3% | 1% | 5% | 2% | 4% | 6% | 1% | ** |
| <i>Asked of all women:</i> Would you prefer to . . . | work at a paid job | 31% | 31% | | 32% | 30% | 27% | 34% | ** |
| | stay at home | 18% | 18% | | 12% | 23% | 30% | 9% | ** |
| | both | 50% | 50% | | 55% | 45% | 41% | 56% | ** |
| | don't know/refused | 1% | 1% | | 1% | 2% | 2% | 1% | ** |
| <i>Asked of all men:</i> Would you prefer that the women in your family . . . | work at a paid job | 32% | 32% | | 31% | 34% | ** | 33% | ** |
| | stay at home | 11% | 11% | | 9% | 14% | ** | 12% | ** |
| | both | 56% | 56% | | 58% | 53% | ** | 55% | ** |
| | don't know/refused | 1% | 1% | | 2% | 0% | ** | 1% | ** |

Data collected May, June; Face-to-Face CAPI; total n=1,000

*Primary: Primary education or less. Secondary: Some secondary/Some tertiary. University: Four-year university degree or more

** Sample size too low to report data

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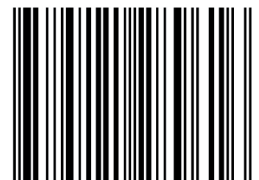
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ISBN 978-92-2-128961-6



9 789221 289616