

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

#ILOGallupWomen

GALLUP®



International
Labour
Organization

Gallup World Poll



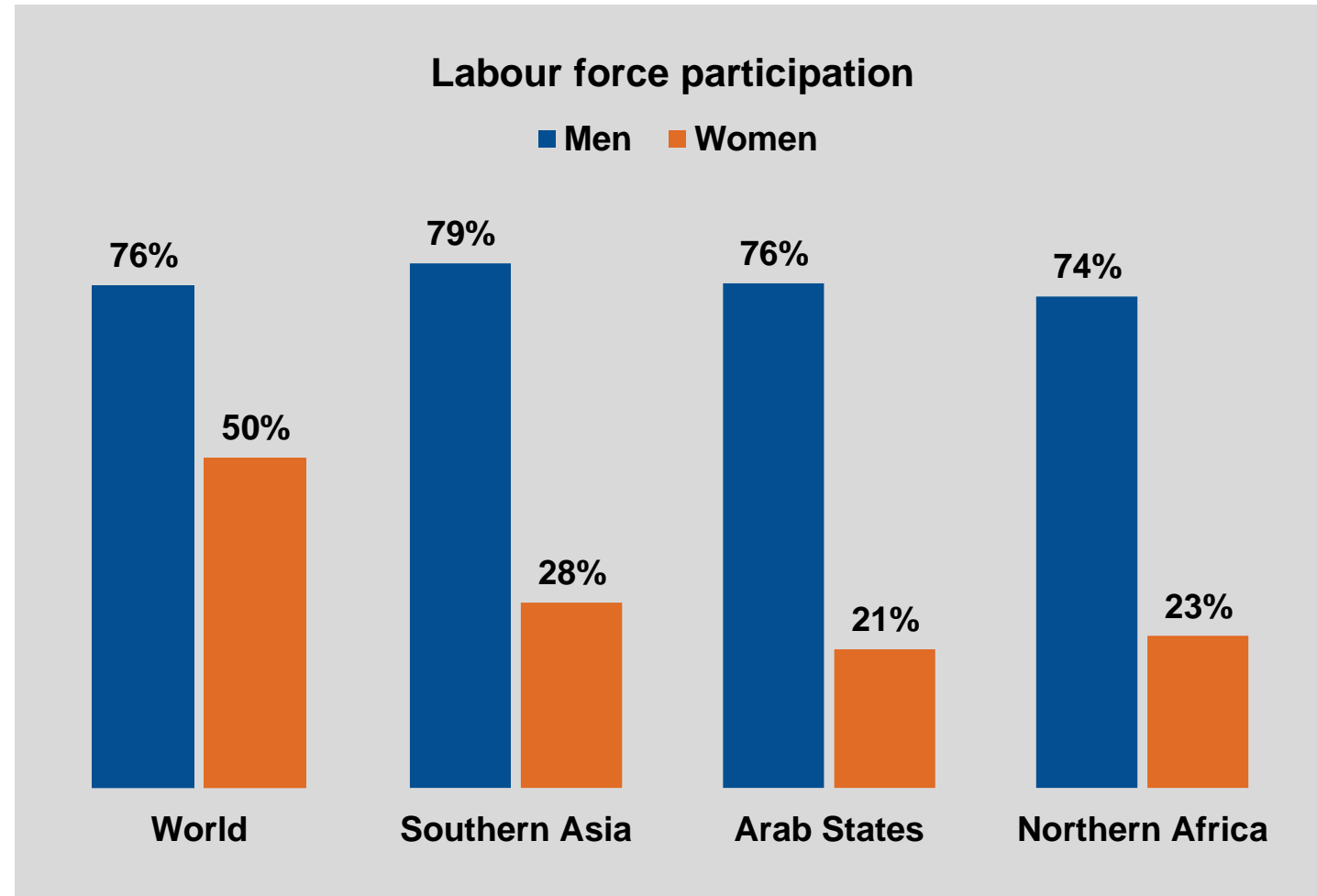
**Data gathered in 142
countries and territories**



**We collected data from nearly
149,000 adults**

If women are in the workforce and employed at full capacity (either working full time for an employer or part time and not wanting full time):

- They are more likely to rate their lives positively than those who don't have these jobs or aren't in the workforce at all
- This positive effect on life evaluation is the same or even bigger for women than it is for men in similar employment situations



Source: Gallup World Poll

Source: 2016 Trends Econometric Models, International Labour Organization

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

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 they stay at home and take care of your family and the housework, or would you prefer that they do both?*

A light gray silhouette of a world map serves as the background for the entire graphic. The map shows the outlines of continents and major landmasses.

Majorities of both men and women worldwide would prefer that women work at paid jobs

66%

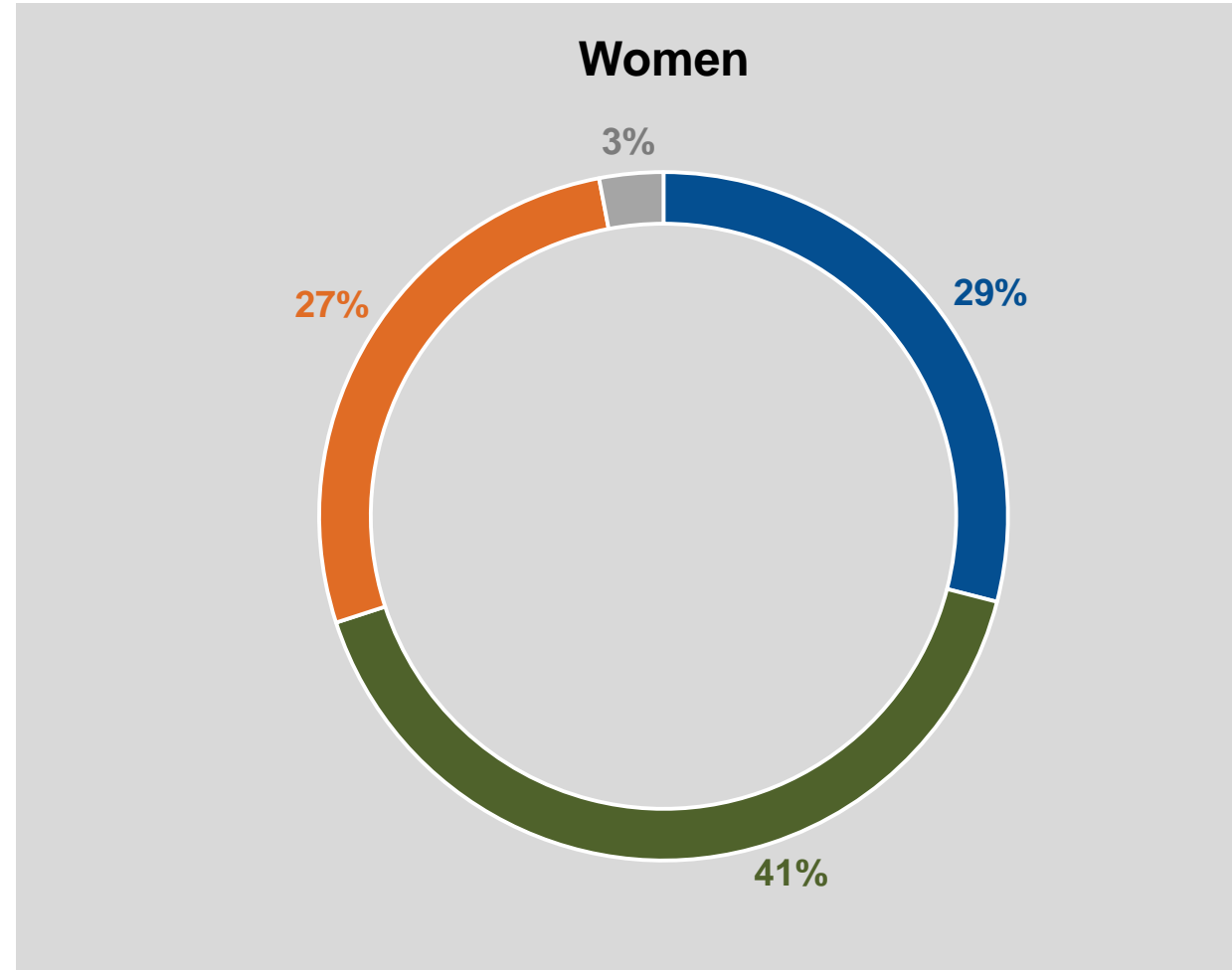
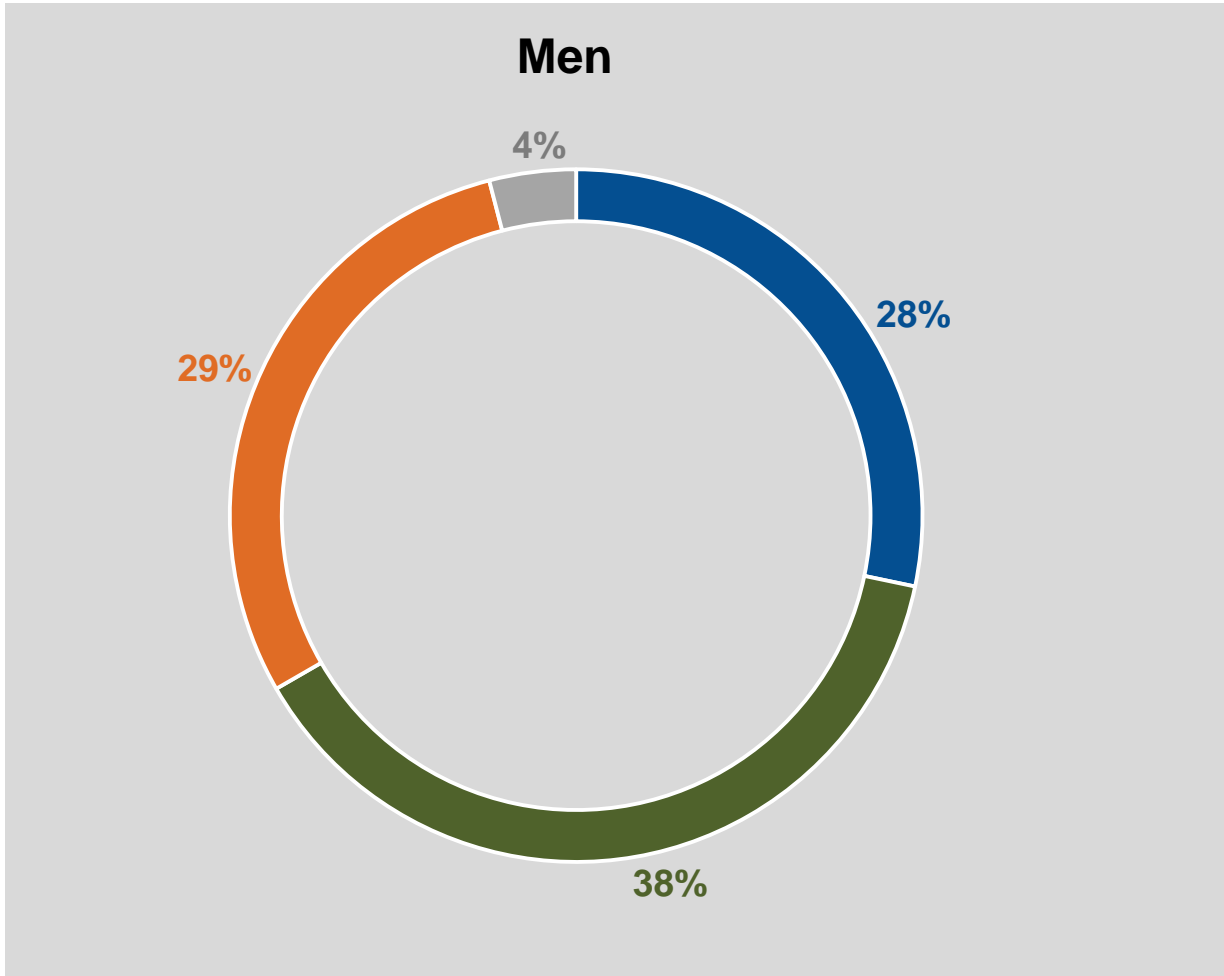
Men

70%

Women

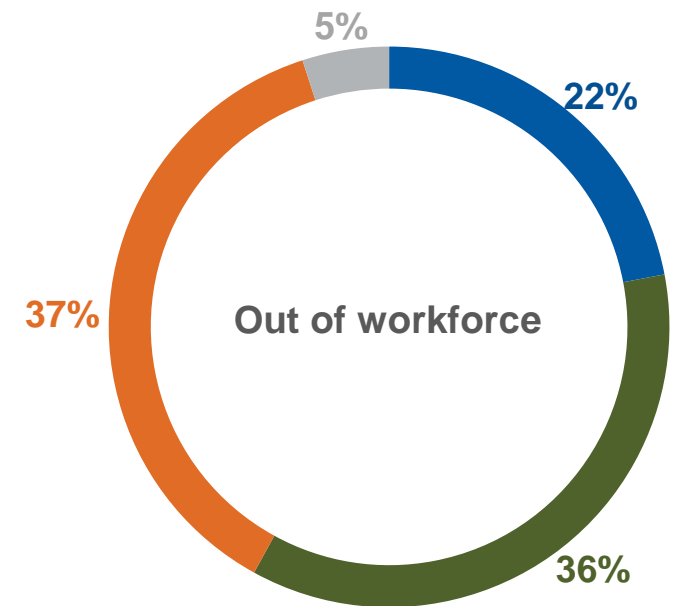
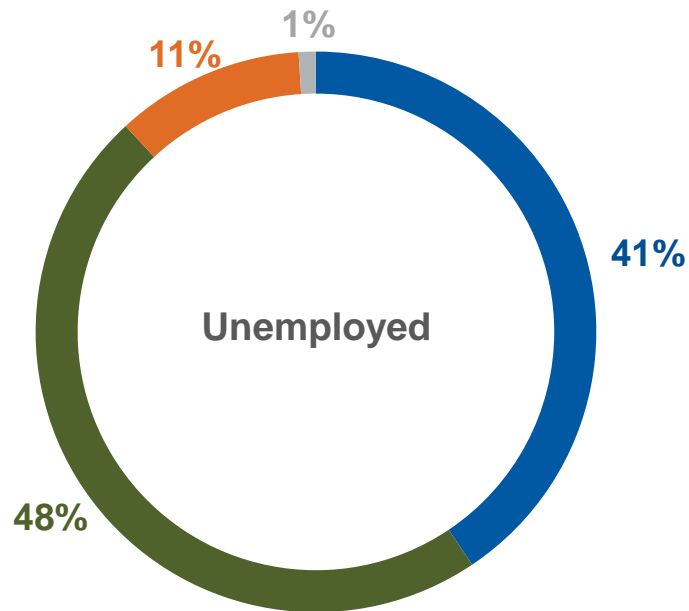
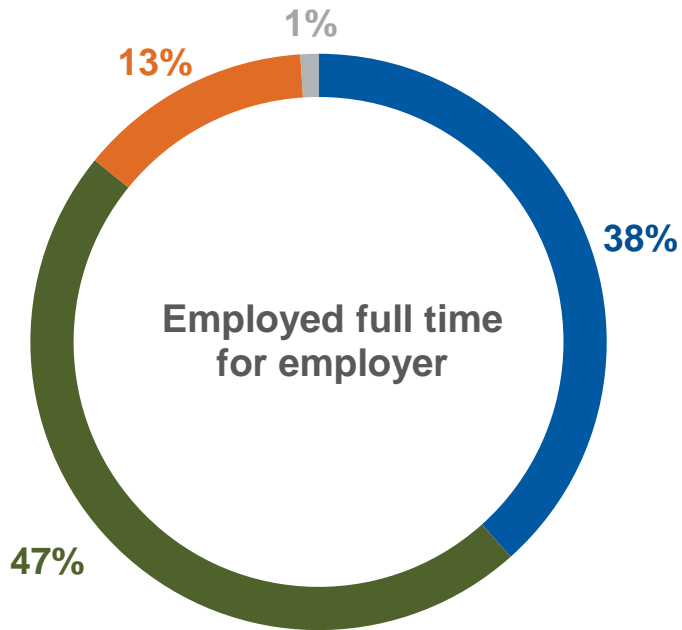
Majorities of men and women would prefer women to have a paid job and take care of the family

■ Work at paid job ■ Both ■ Stay home ■ Don't know/Refused

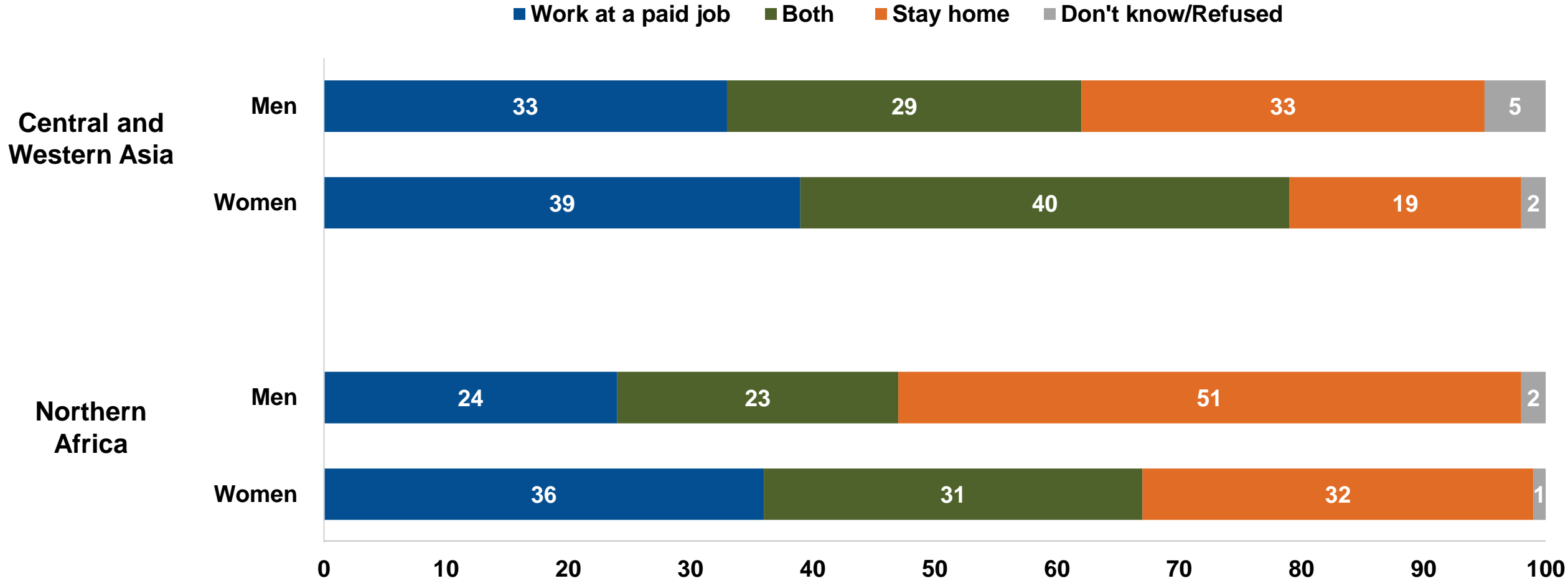


Regardless of employment status, majorities of women want to work

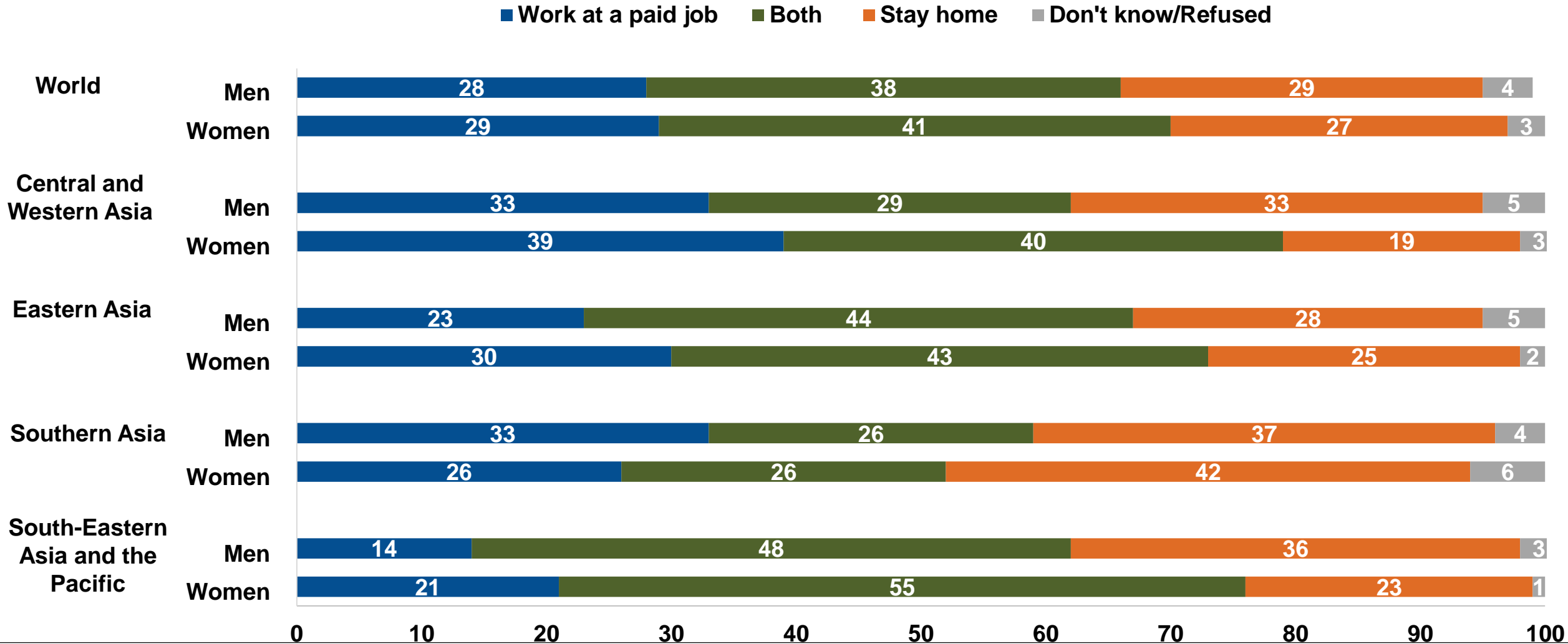
■ Work at paid job ■ Both ■ Stay home ■ Don't know/Refused



In a few regions, there is large a gap between women's and men's desires for women to work at a paid job

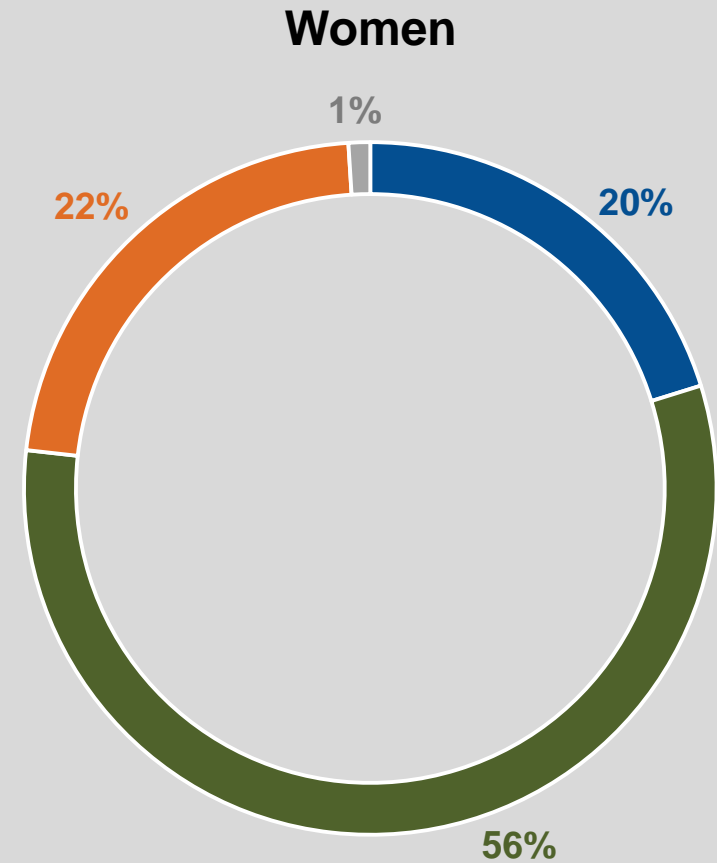
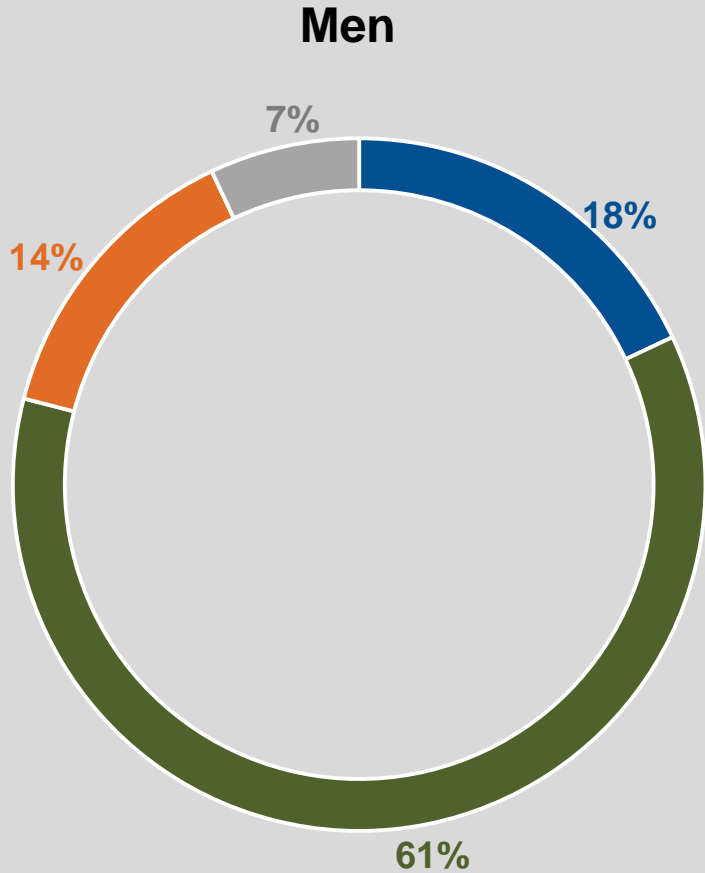


In some regions, there are no gaps between women's and men's desires for women to work at a paid job



In Japan, majorities of men and women would prefer women to have a paid job and take care of the family

■ Work at paid job ■ Both ■ Stay home ■ Don't know/Refused



Views about the acceptability of work for women

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.”

Most men and women find it perfectly acceptable for women in their families to have a paid job outside of the home

77%

Men

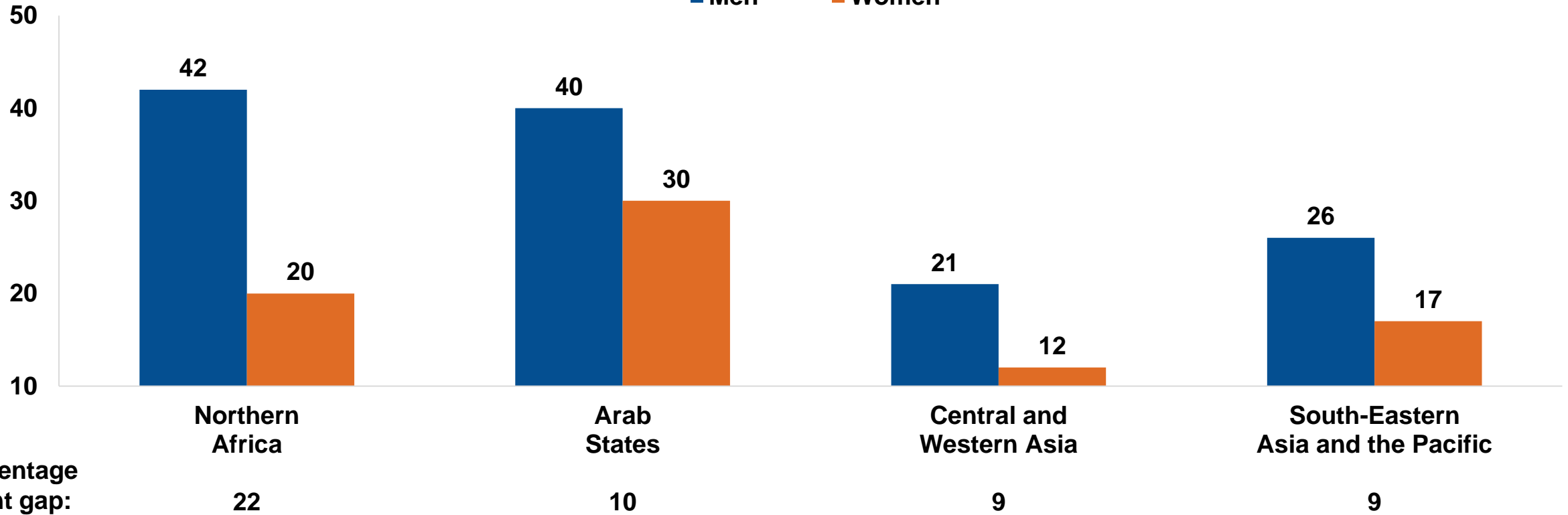
83%

Women

Regions with largest divides between men and women about acceptability of women working

% saying it is not acceptable

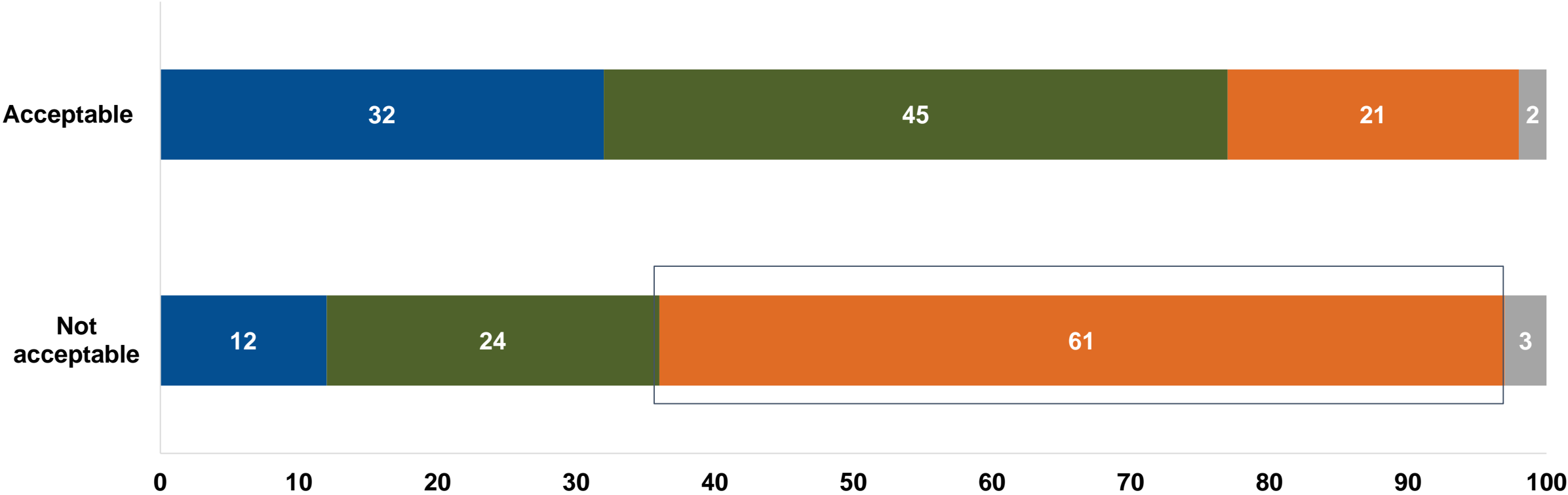
■ Men ■ Women



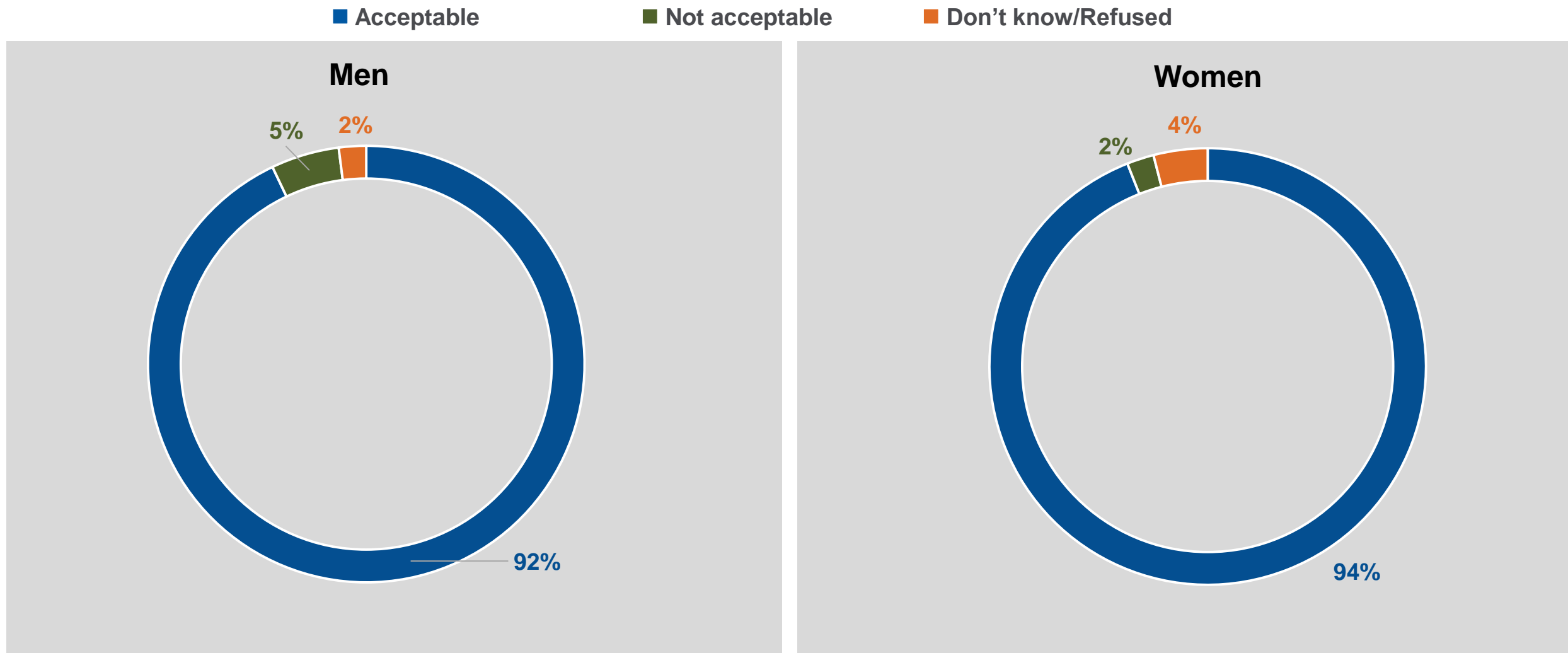
Family influence over work preferences for women

Responses among women only: The chart depicts a crosstabulation of preferences for women to work at paid job, stay home or both by the belief that it is acceptable for women to have a paid job

■ Work at a paid job ■ Both ■ Stay home ■ Don't know/Refused



In Japan, most men and women find it perfectly acceptable for women in their families to have a paid job outside of the home

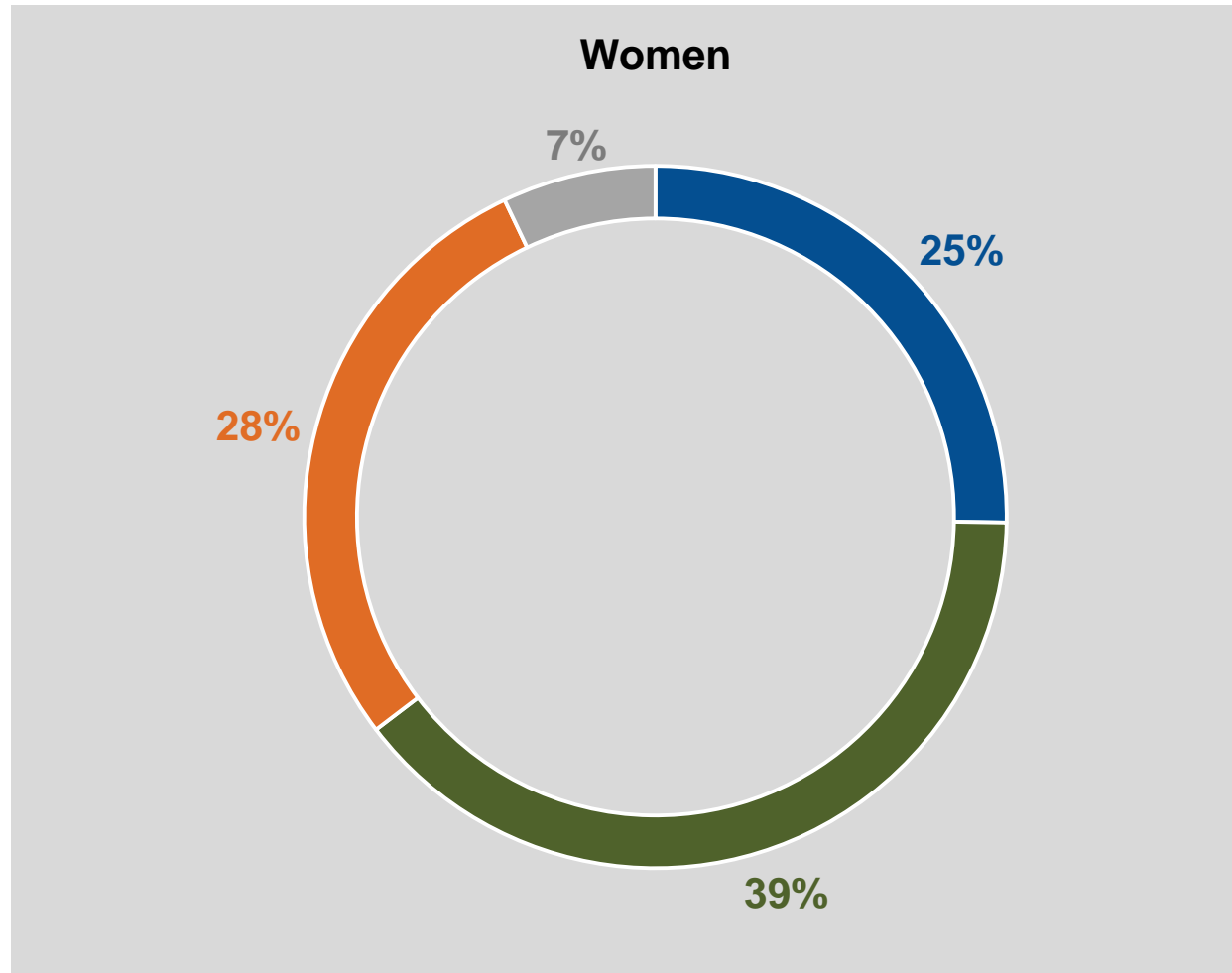
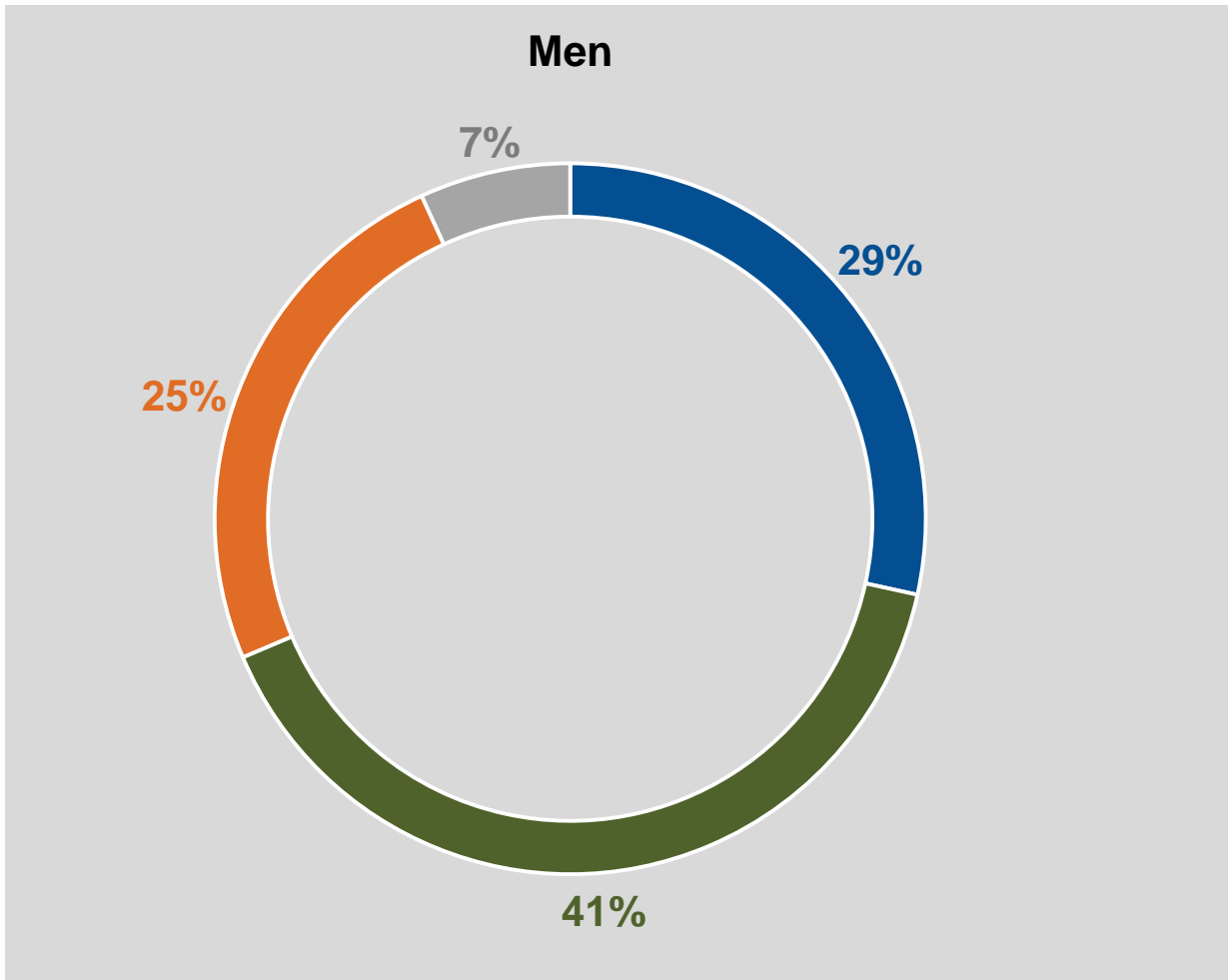


The equal-opportunity search for good jobs

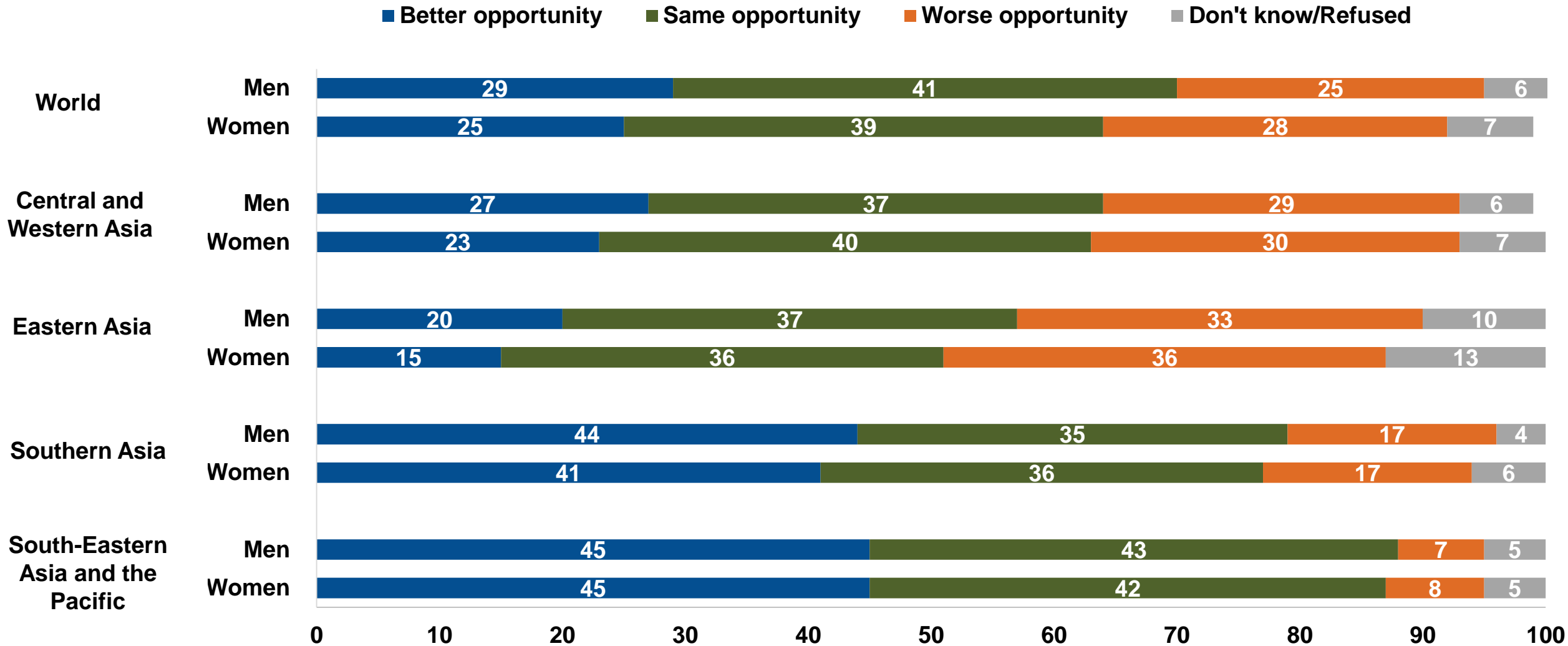
If a woman has similar education and experience to a man, does she have a better opportunity, the same opportunity or a worse opportunity to find a good job in the city or area where you live?

Men and women share similar views on women's employment opportunities

■ Better opportunity
 ■ Same opportunity
 ■ Worse opportunity
 ■ Don't know/Refused

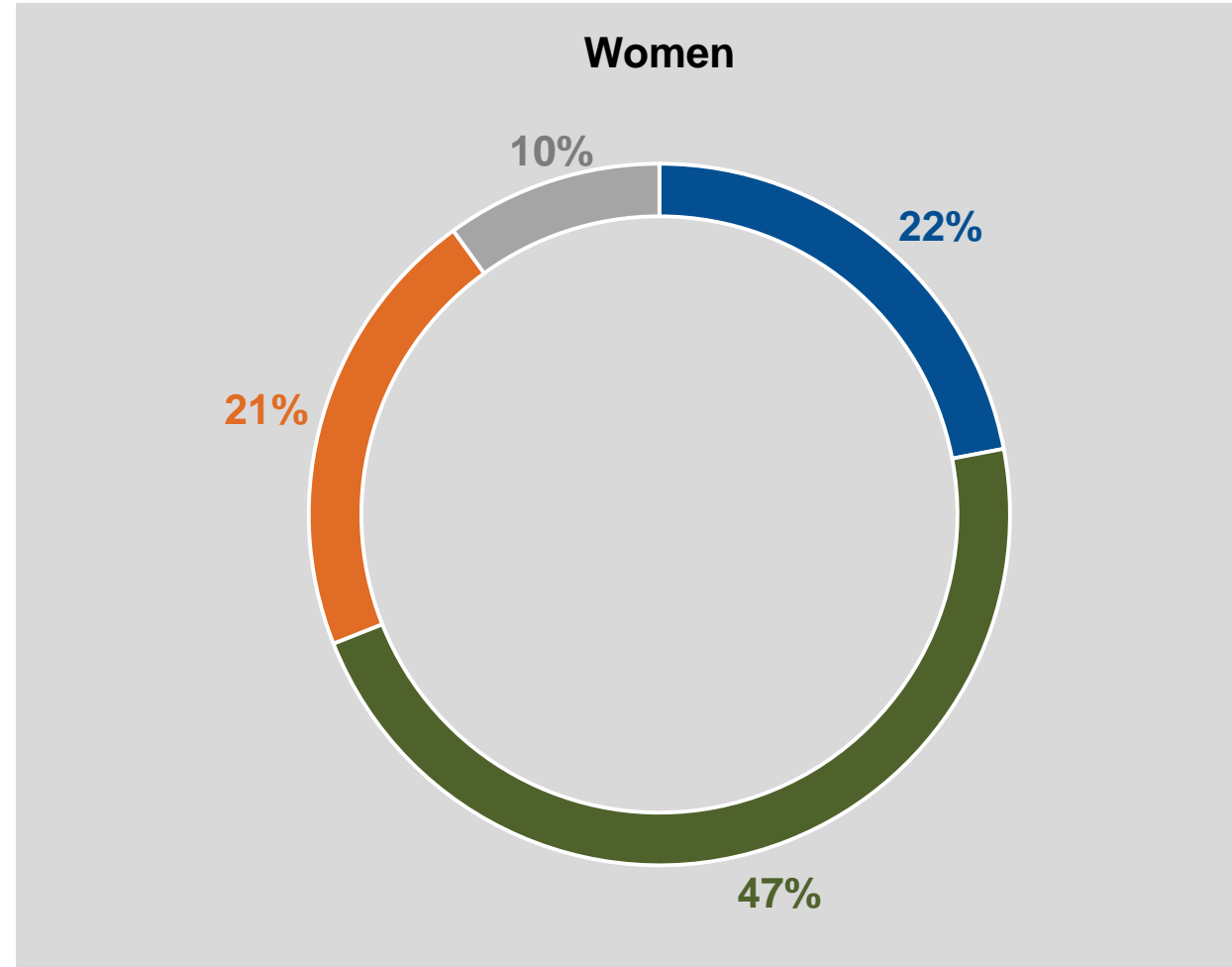
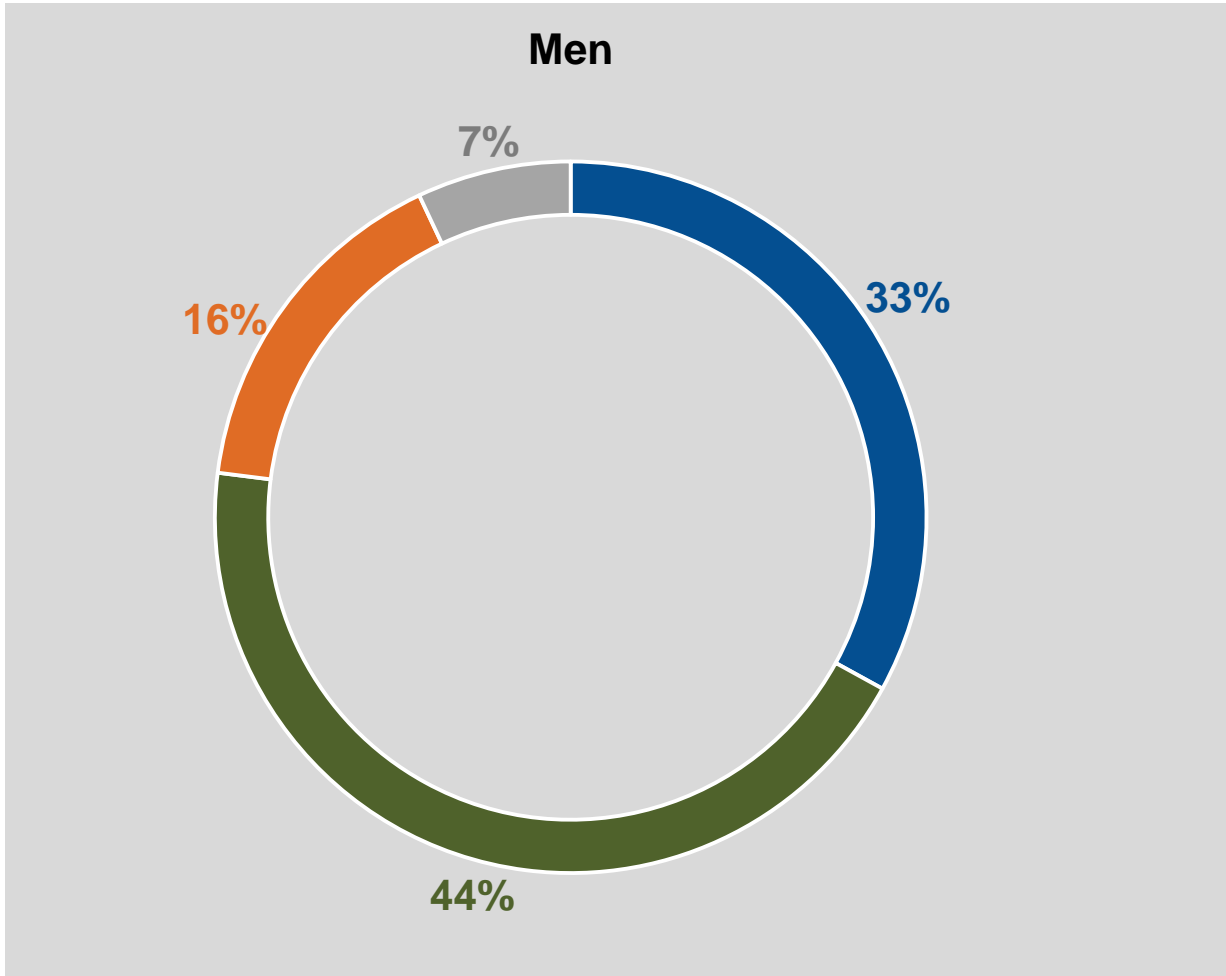


Men and women share similar views on women's employment opportunities



In Japan, more men believe that women have better employment opportunities

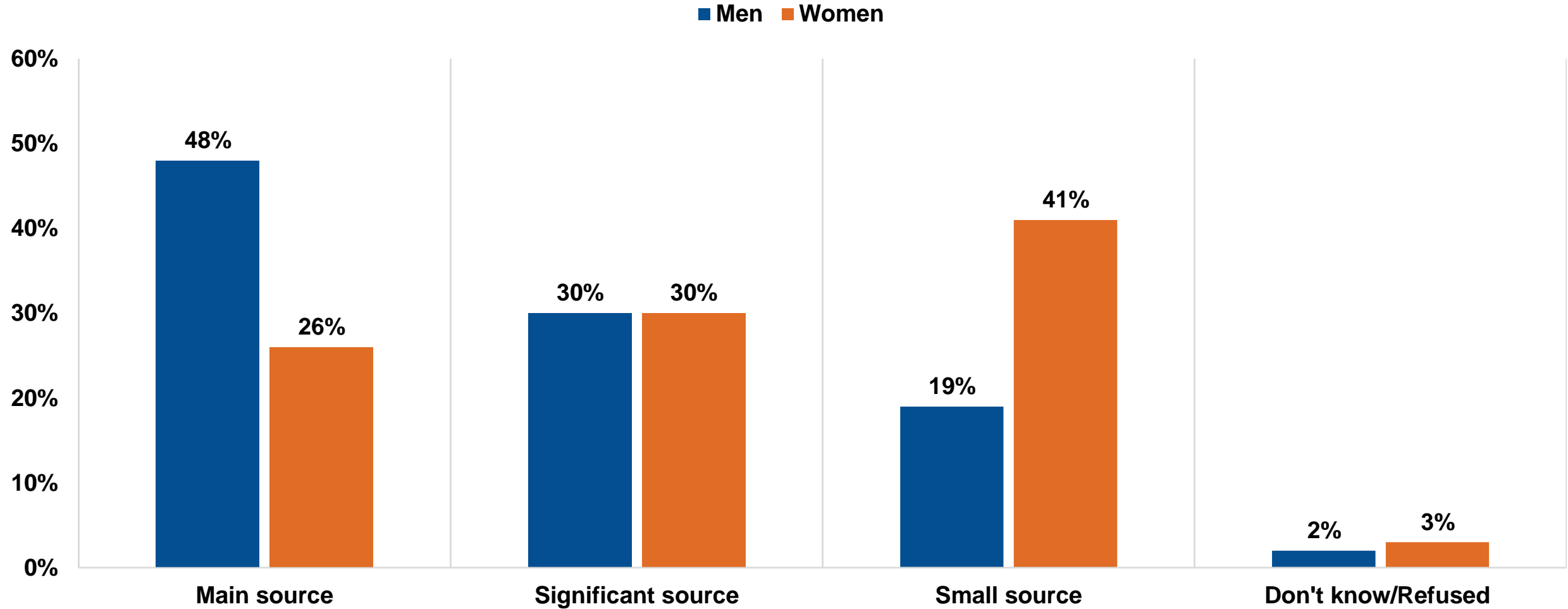
■ Better opportunity
 ■ Same opportunity
 ■ Worse opportunity
 ■ Don't know/Refused



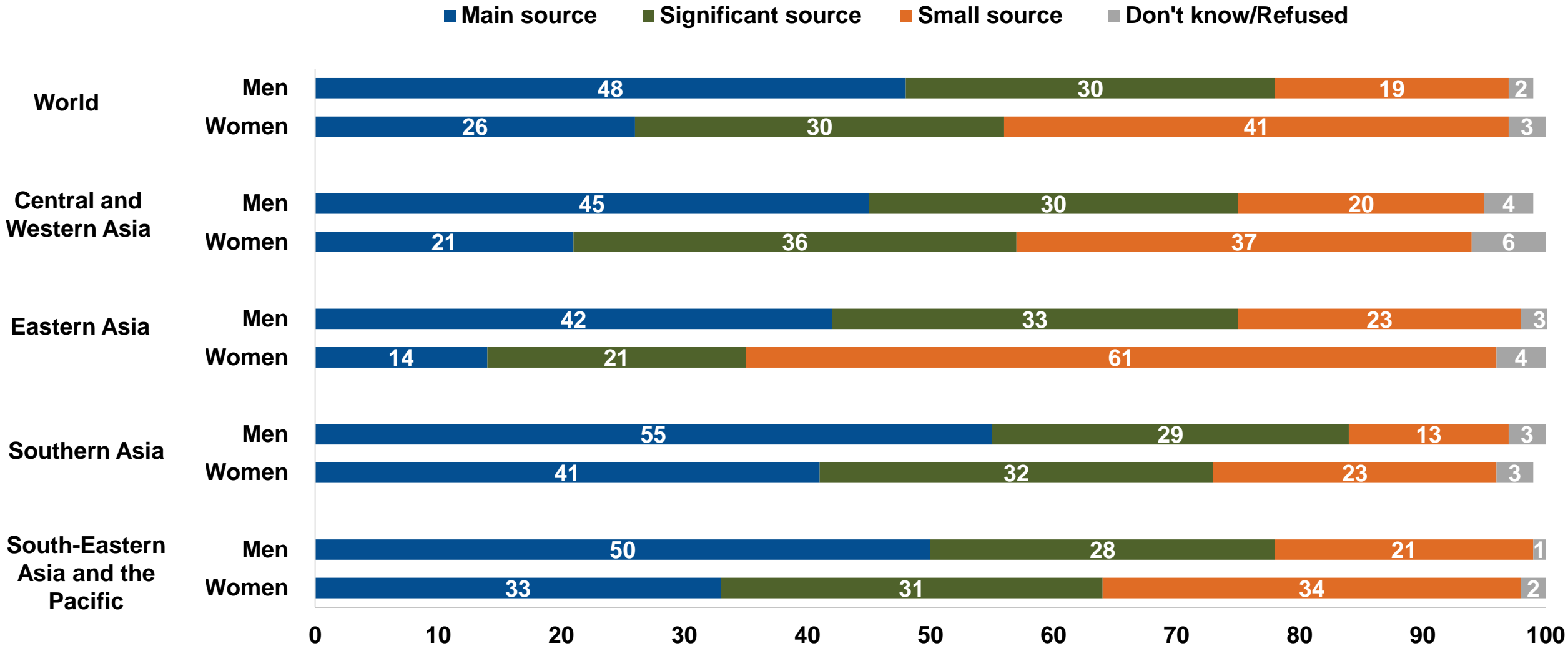
Working women's financial contributions to their household income

***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?*

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



Working women in most regions provide at least a significant source of their household income

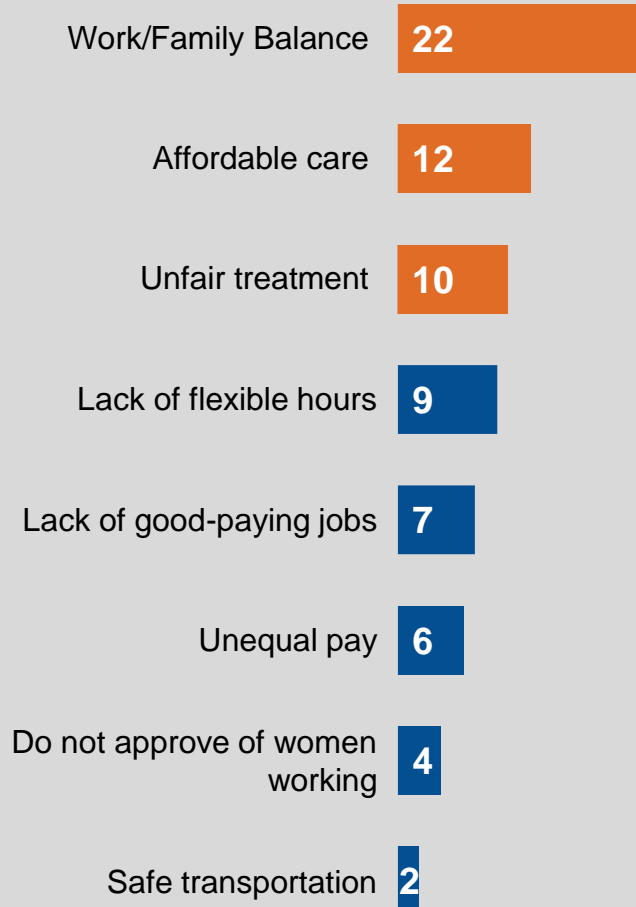


The biggest challenges for women in paid jobs: In women's and men's words

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

- 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.*

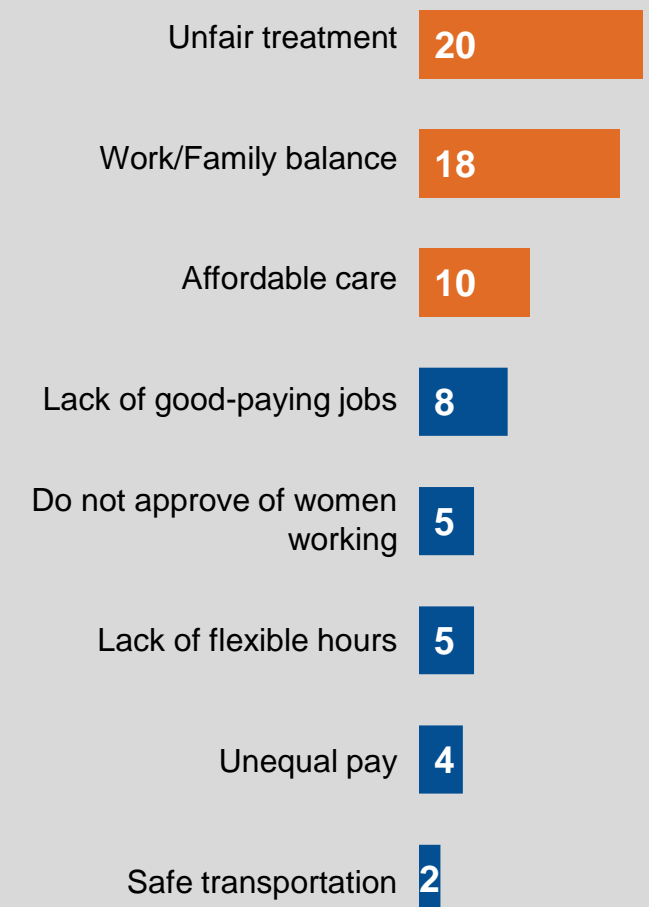
World



Northern America



Sub-Saharan Africa



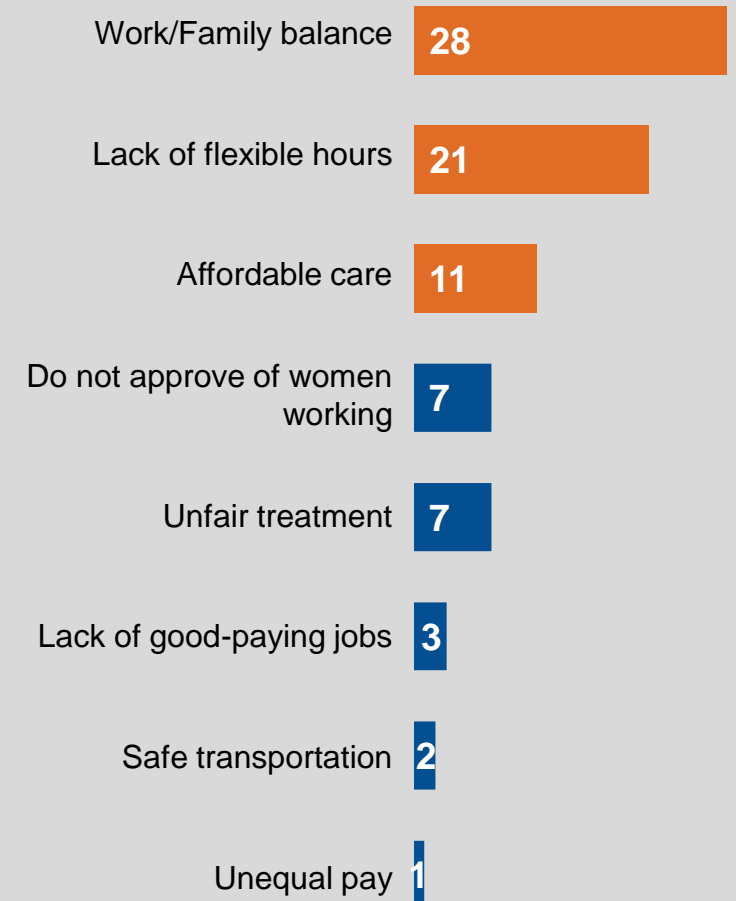
Eastern Asia



South-Eastern Asia and the Pacific

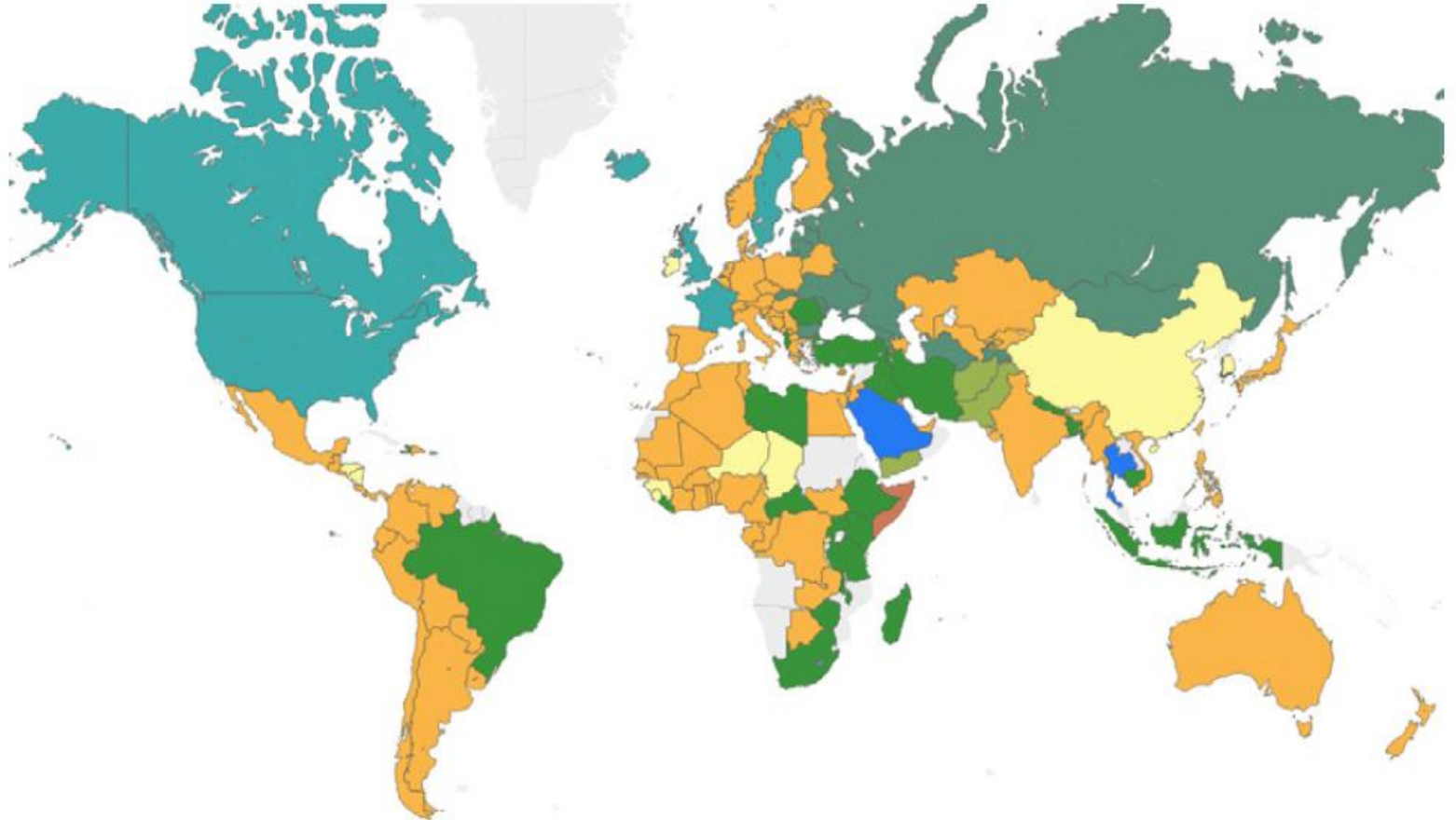


Southern Asia



Biggest challenge for working women first most frequently mentioned

- 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



- Social norms and traditions are important backdrops – but it is important to challenge assumptions!
- Structural barriers need to be challenged to facilitate change and to allow women’s full economic participation;
- Multifaceted approach is needed with multiple partners and actors;
- Well-balanced mix of policies and processes to influence lifting the barriers.