GENDER SCAN 2021 survey
Developed countries – Employee report

Methodology of the Gender Scan TM 2021 survey :
The Gender Scan TM 2021 survey was conducted online (in 117 countries) from March to August 2021 on a declarative basis with 30,001 male and female respondents worldwide.
The total number of respondents for developed economies is of 4 087 people which provides for a 1,5% margin of error, the total number of respondents working in STEM is of 3 231 people which provides for a 1,7% margin of error.
The 21 developed countries from which the survey includes answers are the following : Belgium, Canada, Denmark, Finland, France, Germany, Hungary, Ireland, Italy, Japan, Luxembourg, the Netherlands, Poland, Portugal, Romania, Slovakia, Spain, Sweden, Switzerland, the United Kingdom, the United States.

The Employee working in STEM definition selection of sectors based on NACE Rev. 2.O classification, it includes the following sectors :
- Extractive industries (coal, hydrocarbons, etc.)
Food and beverage industries
- Textile, clothing, leather/shoe industry
- Chemical industry, rubber, plastics
- Pharmaceutical industry
- Metallurgy, metals, machinery, non-plastic mineral products industry
- Electronics, computer and electrical industry
- Automotive industry, other transport equipment
- Other manufacturing industries (furniture, paper, printing, etc.)
- Production and distribution of electricity, gas, steam and air conditioning
- Production and distribution of water, sanitation and waste management
- Construction (building construction, civil engineering, etc.)
- Transportation, warehousing (land, sea and air transport, postal and courier services)
- Information and communication (publishing, film production, programming and broadcasting)
- Digital (hardware, software, internet, telecom)
- Specialized, scientific and technical R&D activities (legal, accounting, management consulting, architecture, engineering, R&D, advertising, market research, veterinary)

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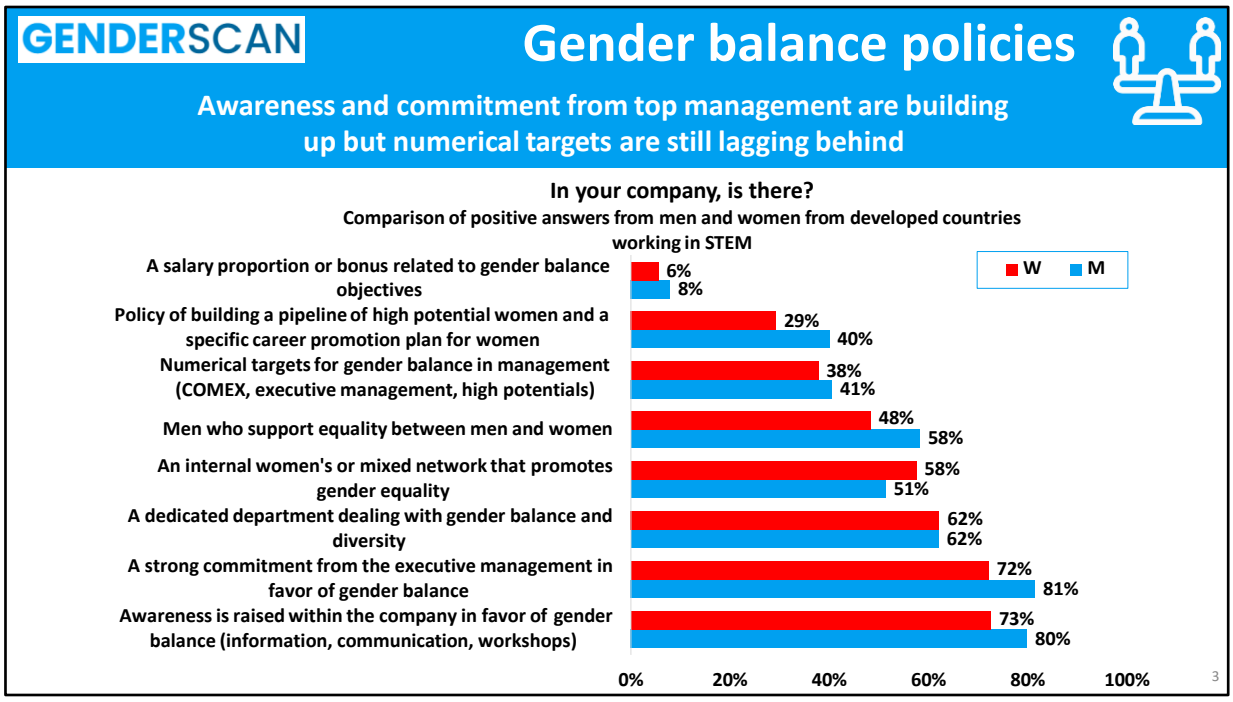


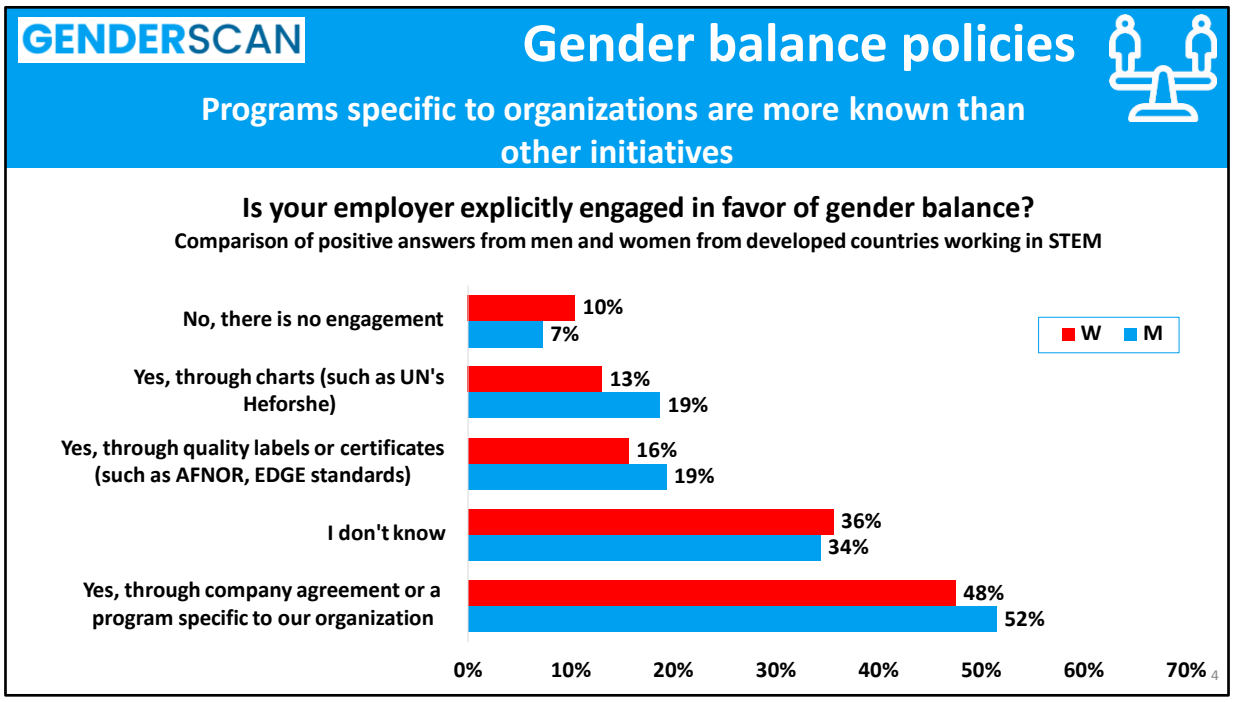
Relatively high proportions of men and women in STEM in developed countries see engagement for gender equality in different formats at work. Awareness-raising, a committed management and specialized department are the ones seen by a higher number of respondents. Salary bonuses, women pipelines and career plans and numerical gender balance targets are the ones less observed.

Higher proportions of women in STEM than in others sector declare to have all the enquired forms of commitment to gender balance in their company. The most signficant differences regard:

- A dedicated department dealing with gender balance and diversity: 62% women in STEM vs 52% among all non-STEM female workers responding = 10 points' difference.
- An international women's or mixed network promoting gender equality: 58% women in STEM vs 48% among all non-STEM female respondents = 10 points' difference.
- Numerical targets for gender balance in management: 38% women in STEM vs 28% among all non-STEM female respondents = 10 points' difference.

For men, comparisons vary more, ranging from positive differences for STEM workers in developed countries vs all non-STEM workers to the opposite, as in:

- Men who support gender equality: 58% men in STEM, 66% all non-STEM male respondents = 8 points' difference for the latter
- A dedicated department dealing with gender balance and diversity: 62% men in STEM, 58% all non-STEM male respondents = 8 points' difference for the latter

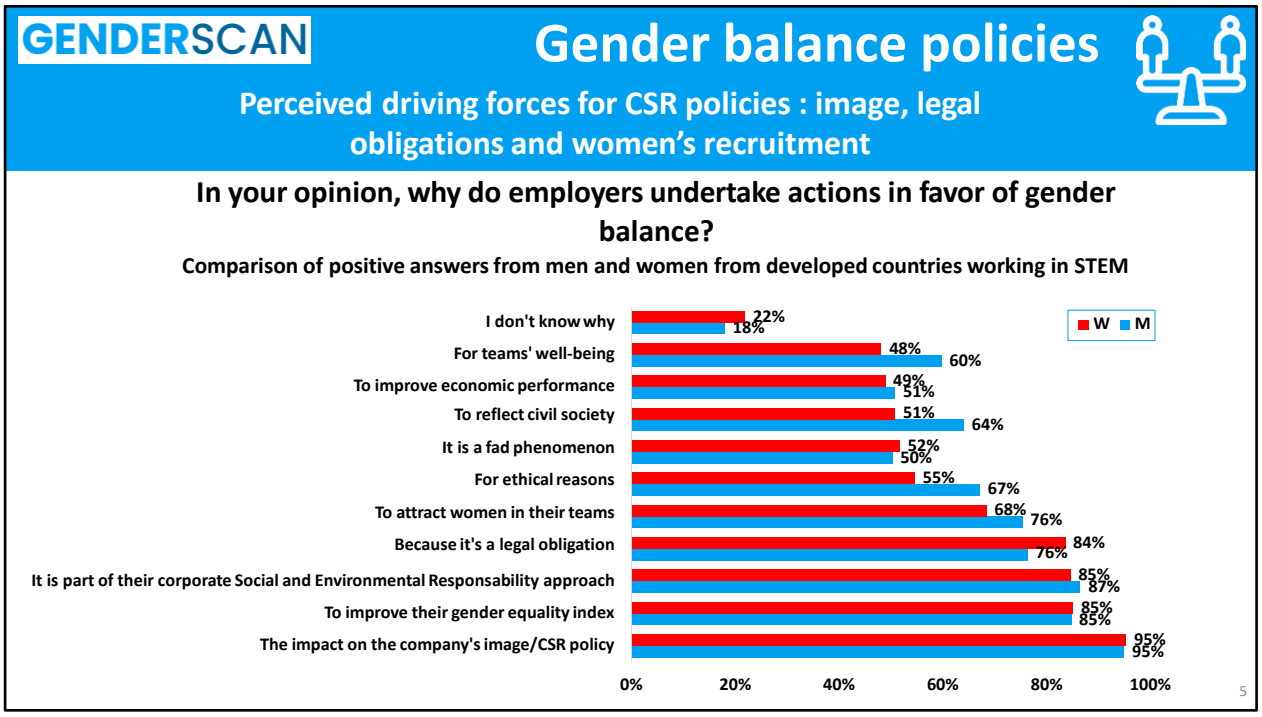


About 50% of STEM workers responding know about a specific plan of their employer on gender balance, and around 1/3 them declare not to know if there is an engagement in this sense in their company.

In comparison with all respondents not belonging to the STEM work sectors, the perception in STEM is more positive on the engagement of the employer for gender balance. Higher differences concern the following evaluations:

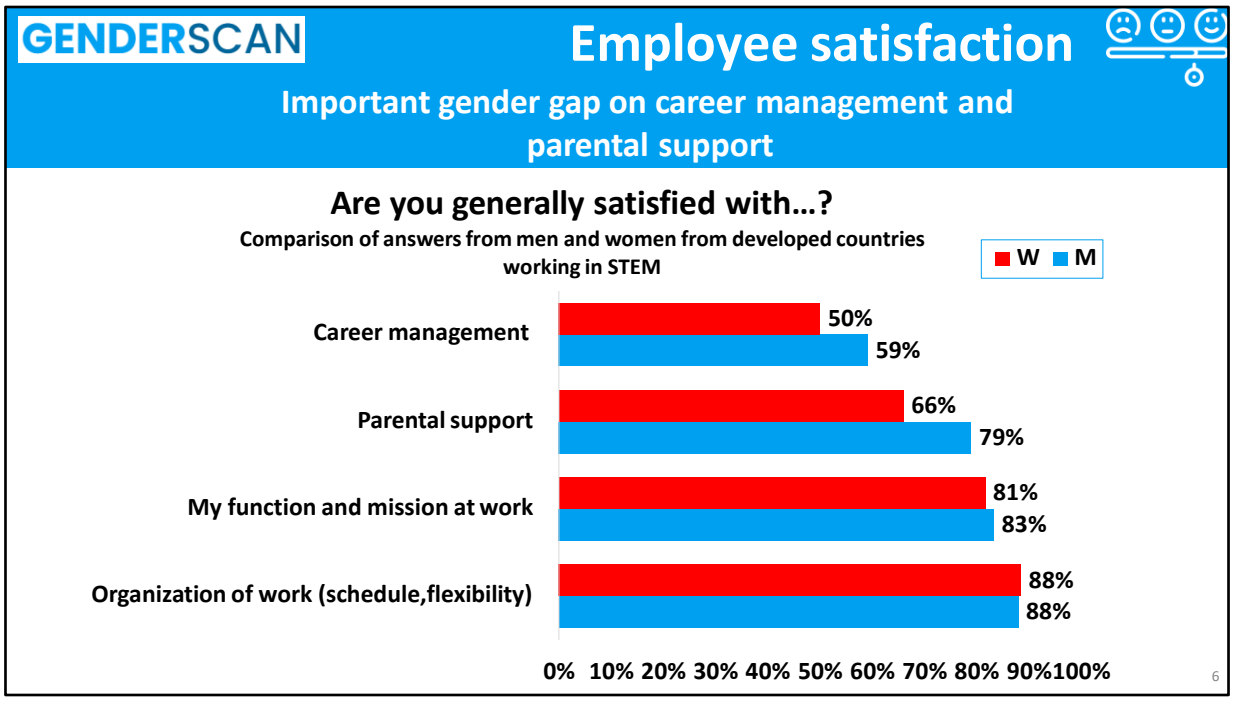
- No, there is no engagement: 10% women in STEM vs 18% among all non-STEM female workers responding = 8 points' difference
- Yes, through quality labels: 16% women in STEM vs 7% among all non-STEM female workers responding = 9 points' difference
- Yes, through company agreement/specific program: 48% women in STEM vs 38% among all non-STEM female workers responding = 10 points' difference

Concerning men, the differences are much lower, mostly below 5 points, in favor of the STEM sector, except for charts, where the difference amounts to 8 points (19% men in STEM, 11% all non-STEM male workers).



Issues of image and indexation are the reasons observed by a higher number of respondents, both male and female, behind the CSR policies of their company.
Significantly higher proportions of men than women believe these actions to be undertaken for ethical and well-being reasons, as well as to follow civil society's demands and to recruit more women. On the other hand, more women declare gender balance policies are in place simply due to a legal obligation.

All these trends are similar with the ones observed in among all respondents who do not work in the STEM sector. These have lower proportions than the above seen for all enquired reasons, the highest gap concerning the legal motive (84% of women in STEM vs 47% non-STEM female workers responding = 10 points' difference ; 76% of men in STEM vs 65% non-STEM male respondents = 11 points' difference.



More than half of respondents are satisfied with all aspects, and 8 in 10 with their work organization and function. 9% more men than women are satisfied with career management and 13% with parental support; revealing a gender gap in these areas.

Comparison between STEM workers and non-STEM ones show that the organization of work is the only issue where the former are more satisfied than the latter (6 points for women, 88% vs 82%, and 4 points for men, 88% vs 84%).

Regarding the other aspects of their work and career, non-STEM workers are satisfied in similar proportions to STEM workers, in the case of women, and in higher proportions, in the case of men. The most significant differences concern:

- My function and mission at work: 83% of men in STEM vs 91% non-STEM male respondents = 8 points' difference.
- Career management: 59% of men in STEM vs 69% non-STEM male respondents = 11 points' difference.

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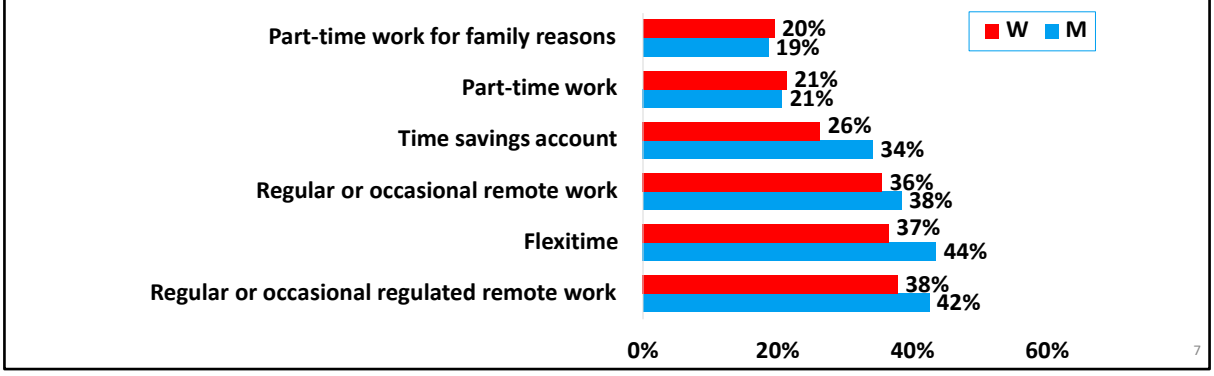
Work organization

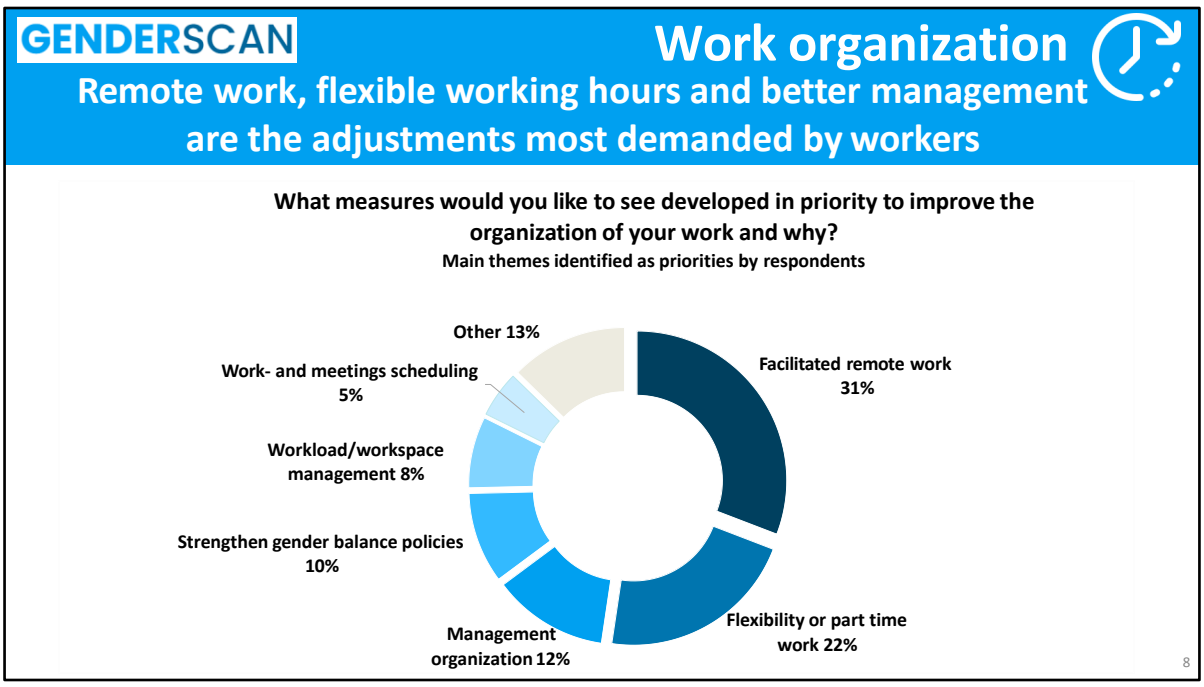
More men than women use flexible organization processes, with the highest gap pertaining to time savings account.



The gaps concern all factors examined except for part-time work, where proportions are slightly higher for women, which is detrimental for their career progression. The highest gender gap concerns time savings account (8 points), closely followed by flexitime (7 points).

When it comes to all respondents outside of the STEM sector, trends are similar but proportions of users are lower, processes reaching 30% at most of respondents who use them. Top differences are observed in:

- Flexitime: 44% of men in STEM vs 30% non-STEM male respondents = 14 points' difference.
- Regular or occasional regulated remote work: 38% of women in STEM vs 30% non-STEM female respondents = 8 points' difference. 42% of men in STEM vs 30% non-STEM male respondents = 14 points' difference.



Results based on the analysis of the open answers from 1427 respondents. Some examples of the main priorities demanded:

- Facilitated remote work :

"100% teleworking if the objectives are met, as now, with the possibility of going to the office on the occasions that the employee considers, no obligation on the part of the manager to set specific days." Spain, Woman, 31-45 years old, Technician/associate professional

"More remote working, at least 3 days a week. To waste less time in transportation and better quality of work at home to do certain tasks" France, man, over 45 years old, Manager/engineer

- Flexibility or part-time work:

"More flex time rather than 8-5 workdays. Less focused on hours worked and more focused on amount of work completed." United States, Woman, less than 30 years old, manager/engineer

"promoting culture of flexible work acceptance as being the norm rather than the exception. No two people's situations are the same. Flexibility provides better work/life balance, job satisfaction and long-term performance." Canada, Woman, less than 30 years old, manager/engineer

"Increase flexibility of working hours. Give more freedom to workers on that matter." Poland, Man, over 45 years old, technician/ associate professional

"Part-time or half-time work for family reasons - because it doesn't exist here." Slovakia, Woman, less than 30 years old, employee

- Management organization:

"Better internal management and allocation of personnel to the various activities and tasks to be carried out for a better distribution of the workload." Germany, Woman, less than 30 years old, employee

"better communication in the group to not double or triple the same work for different departments. More sharing of information between different departments. and affiliates." Slovakia, Man, over 45 years old, technician/associate professional

- Strengthen gender balance policies:

"Respect a woman's voice in all forums, 1:1s, meetings, conferences. Male and females seem to respect the male voice more. It's a societal thing and will change as humans are educated. It is frustrating to witness though. I think more could be done to inform people of the unconscious bias towards men." Ireland, woman, 31-45 years old, employee

"Have programs to encourage women in IT in the community, and then improve the representation of women within the technical teams." Switzerland, woman, less than 30 years old, manager/ engineer

"Having more women would drastically improve the quality of the products we propose" Poland, woman, less than 30 years old, employee

- Workload/workspace management:

“Staffing levels make work-life optimization difficult. we are always asked to do more with less. we run very thin which makes it harder to take time off for rest, vacation, etc, and harder on the team when someone takes time off. We do support the time off but we still pay for it in other ways by overworking, difficult on calls, etc.“ Woman, 31- 45 years old, manager/engineer

"Hire more people to make workloads manageable.“ Woman, less than 30 years old, manager/engineer

“Better acoustics in our offices.” Woman, over 45 years old, engineer/manager

- Work- and meetings scheduling:

“Avoid meetings after a certain time and avoid meetings longer than one hour to ensure that you work efficiently.” Spain, woman, 31-45 years old, manager/engineer

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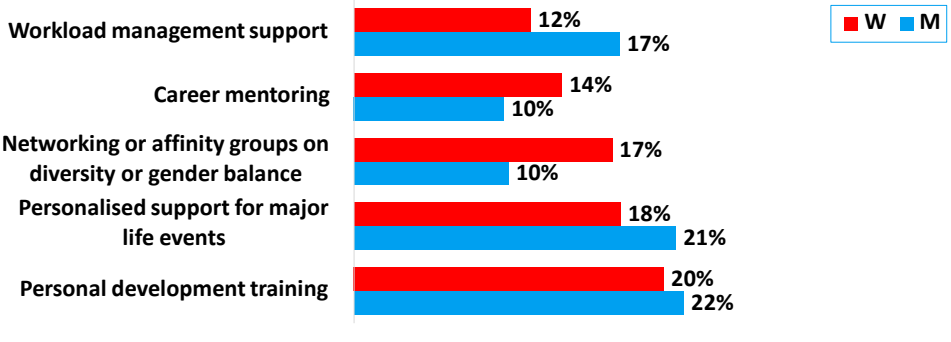
Career management

More women than men resort to mentoring and networking, more men than women to workload and personal support

Are these career management processes implemented in your organization and do you use them?

Comparison by gender of respondents from developed countries working in STEM answering "It is implemented and I use it"



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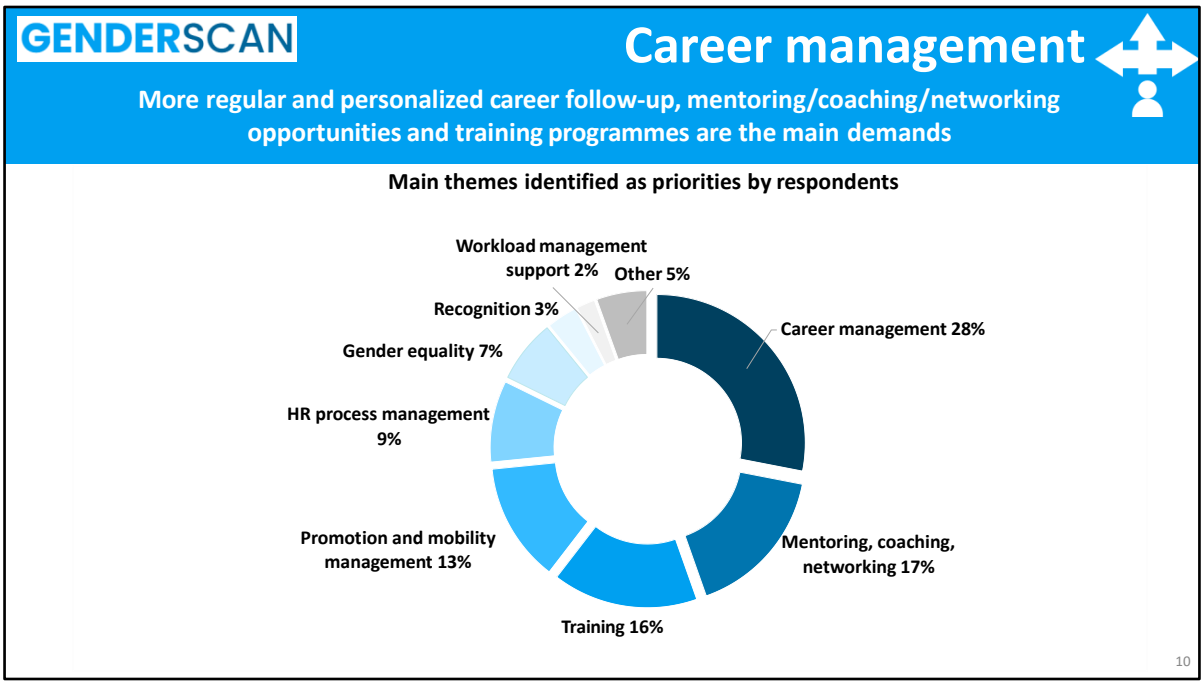
Low proportions of respondents using all career management processes enquired: between 1 and 2 employees in 10 only. Main gender differences involve:

- 7% more women take part in networking or affinity groups on diversity (17% vs 10%).
- 5% more men ask for workload management support (17% vs 12%).

Proportions are similar if we compare to the results of the workers outside of STEM, although proportions of men who benefit from these processes are slightly higher than that of men in STEM, and proportions of women are slightly lower.

- 7% more men outside of STEM than in STEM (17% vs 10%) and 3% less women (14% vs 11%) have and use career mentoring.
- 9% more men outside of STEM than in STEM (19% vs 10%) and 2% more women (19% vs 17%) have and use career mentoring.



Results based on the analysis of the open answers from 1433 respondents. Some examples of the main priorities demanded:

- Career management:

"Personalized follow-up from my supervisor." Germany, woman, less than 30 years old, manager/ engineer

"More structure around professional development and potential career paths within the organization." Canada, Woman, less than 30 years old, technician/associate professional

"professional career and retraining plan, necessary to opt for/adapt to new positions and to avoid technical and academic obsolescence" Spain, man, over 45 years old, employee

- Mentoring/coaching/networking opportunities:

"It would be nice to have a more formal mentorship program. I need career advice and I don't know who to ask." United States, woman, less than 30 years old, manager/ engineer

"A career coach that gets involved with each team directly. Or, a manager that supports his workforce to achieve more and sponsors his team to progress in their careers... Instead of holding them back or downplaying their abilities" Ireland, woman, 31-45 years old, technicians/associate professionals

"Networking opportunities to have regular exchanges with the various entities of the group and discover these other professions, building an internal network". France, man, less than 30 years old, manager/engineer

- Training:

"Training, language courses and a professional follow-up of these, to be able to increase my added value and to be able to weigh better in the salary negotiations." Belgium; man, less than 30 years old, employee

"While we have resources for improving our skills, there's not really specific time set aside for learning" United States, Woman, 31-44 years old, manager/engineer

"More training courses and time to be able to develop transversal activities that strengthen my professional level in the long term." Spain, Woman, 31-45 years old, technician

- Promotion and mobility management:

"Be more direct about expectations and timeline to promotions. Be more transparent about who is at each level so that we can understand who we should be mentoring and who we should ask to mentor us." United States Woman, 31-45 years old, manager/engineer

"Have a path for people to get promoted. Most women here join in a particular role and then leave to pursue better jobs elsewhere. Nobody seems to move up a career ladder or know if there even is a career ladder to move up." United States, Woman, 31-45 years old, manager/engineer

- HR process management:

“Formal mentoring network for women and increase presence of HR representative. Career development is solely on the manager's responsibility and HR is not involved or accountable. ” United States, Woman, 31-45 years old, manager/engineer

“Formal mentorship and career planning with HR and management support.” United States, woman, 31-45 years old, manager/engineer

- Gender equality:

“Thoughtful support for women returning from long term absence and ensuring no impact to their careers after having kids.“ Ireland, woman, 31-45 years old, employee

“To force quotas in executive positions. In my company there are development plans focused on women and a pool of talented women, but in the last 10 years there has been no change in the executive levels, they are still dominated by men.” Spain, woman, 31-45 years old, engineer/manager

“It is a fact that there is a low percentage of women in positions of responsibility. Measures (positive discrimination) should be defined and implemented to achieve parity (I consider parity to be an imbalance of no more than 40% vs. 60%) in the medium term.” Spain, man, over 45 years old, engineer/manager

- Recognition:

“Better recognition of the work done.” France, woman, over 45 years old, employee

“Long term vision, recognition of technical skills.” France, man, 31-45 years old, engineer/manager

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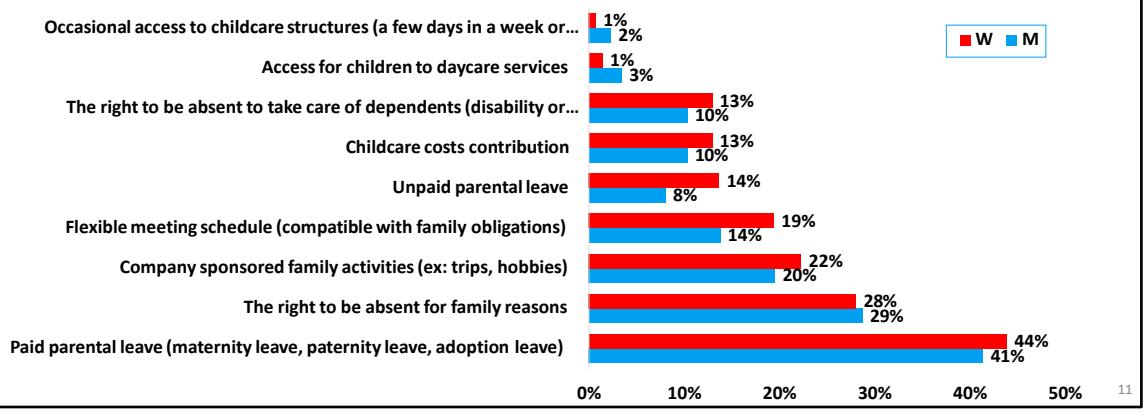
Work-life balance

A very low % access childcare structures, almost 50% have paid parental leave. Higher proportions of women than men use most parental support processes.

Are these parental support processes implemented at work ?

Comparison by gender of respondents from developed countries working in STEM answering "It is implemented and I use it"



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Less than 30% of STEM workers use most parental support processes. Paid parental leave is the notable exception, deployed by around 40% of respondents. Access to childcare in the frame of the company's services are the least used facilities; paid parental leave and the right to be absent to take care of children the most used ones. Main gender differences remain equal to or below 5 points and concern flexible meeting schedule and unpaid parental leave – both higher for women than for men.

Trends are similar but proportions slightly lower for women working outside of the STEM sector, when compared to the above, of STEM workers.

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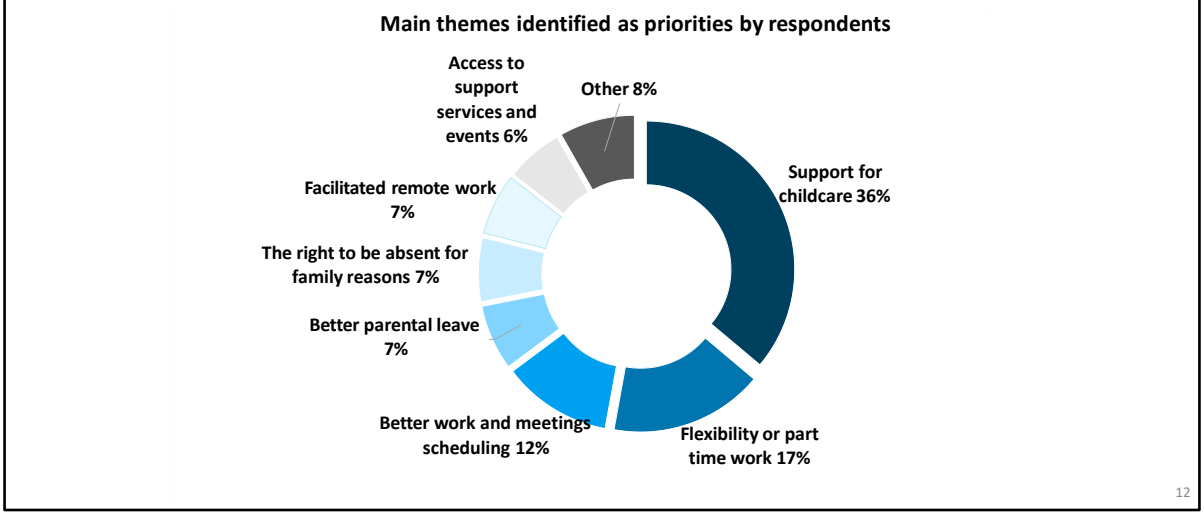
Work-life balance

Childcare support, flextime and a better work schedule are the top priorities



Results based on the analysis of the open answers from 645 respondents. Some examples of the main priorities demanded:

- Childcare support:

"expand on-site daycare and/or subsidize daycare costs (it's expensive!)" United States, Woman, 31-45 years old, engineer/ manager

"Implementation of daycare centers at work centers or agreements with nearby daycare centers. Facilities for teleworking to care for the elderly." Spain, Man, over 45 years old, engineer/manager

"Childcare facilities organized by the employer for the cases of off-hour meetings and events, financial support to work travels with children." Finland, Woman, over 45 years old, engineer/manager

- Flexibility or part-time work:

"that part-time work does not represent an impediment for career development." Spain, Woman, over 45 years old, engineer/manager

"Flexible hours to accommodate appointments for children and the ability to work earlier or later in the day" Canada, woman, over 45 years old, engineer/manager

"To be able to take an hour off from time to time to accompany loved ones in medical meeting or something without having to take a whole day." France, man, over 45 years old, technician/associate professional

- Better work and meetings schedule:

"An end to the culture of presenteeism and long hours, and meeting times that truly take into account school hours" Belgium, man, 31-45 years old, manager/engineer

"Respect work and rest times, to be able to better manage work-life balance. Continuous calls, WhatsApp messages, emails, requiring immediate response, do not allow disconnection from work." Spain, woman, over 45 years old, technician

"Ensure meetings do not exceed working hours wherever possible." United Kingdom, man, 31-45 years old, manager/engineer

- The right to be absent for family reasons:

"Possibility of accompanying ascendants in need without loss of pay." Portugal, woman, 31-45 years old, technician

"A few more days of Special Leave of Absence for the hazards of parenthood." France, man, over 45 years old, manager/engineer

"If our child is sick, we have very few days that we can take in order to stay with our sick child. 3 paid days and 7 unpaid days. This is very little, so if we exceed the quota we have to take leave to stay with our sick child. " Belgium, woman, 31-45 years old, employee

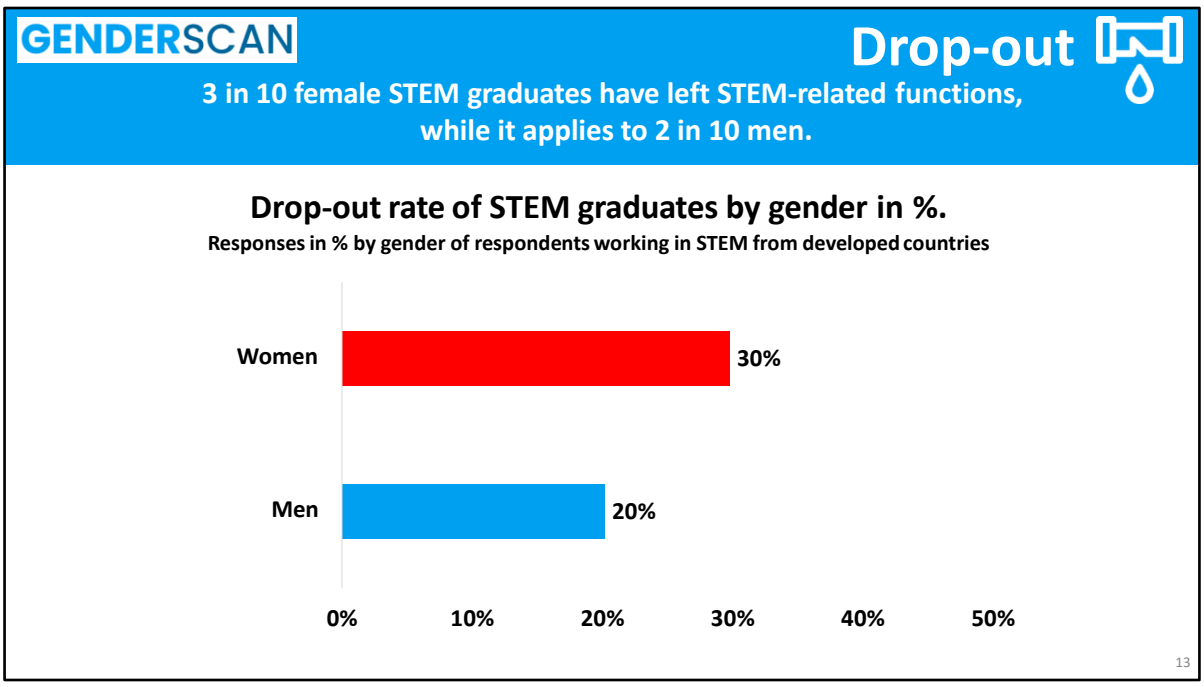
- Facilitated remote work:

“Since I live far from my company, the teleworking days allow me to reduce my burden related to my family obligations thanks to the time saved for travel.” Belgium, woman, 31-45 years old, manager/engineer

“Let me manage my personal organization and the ratio face-to-face/telework in the respect of my objectives to simplify the hazards related to parenthood (school and extracurricular activities, illness etc...).”France, man, over 45 years old, technician

- Access to support services and events:

“I would like to see us get more help when our kids are going off the rails due to parents working too hard.” Woman, over 45 years old, manager/engineer



In STEM sectors in developed countries, 3 out of 10 female workers who have STEM-related degrees have left STEM-related functions to do other jobs, as opposed to 2 out of 10 male STEM graduates. The proportion is high, but, regarding women, lower than the one observed among all respondents working in non-STEM sectors, where 43% of STEM female graduates no longer work in STEM functions.

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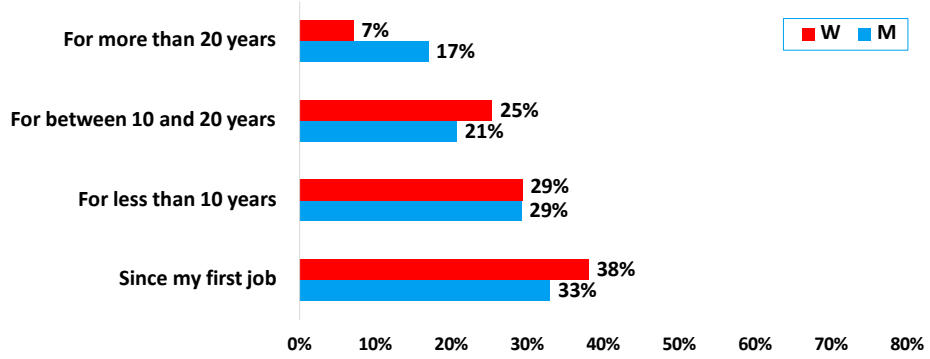
Drop-out

One third of drop-outs occur before entering the job market, about 50% in the 20 years following it

For how long have you not been working in a scientific or technical function?

Responses in % by gender of respondents working in STEM from developed countries



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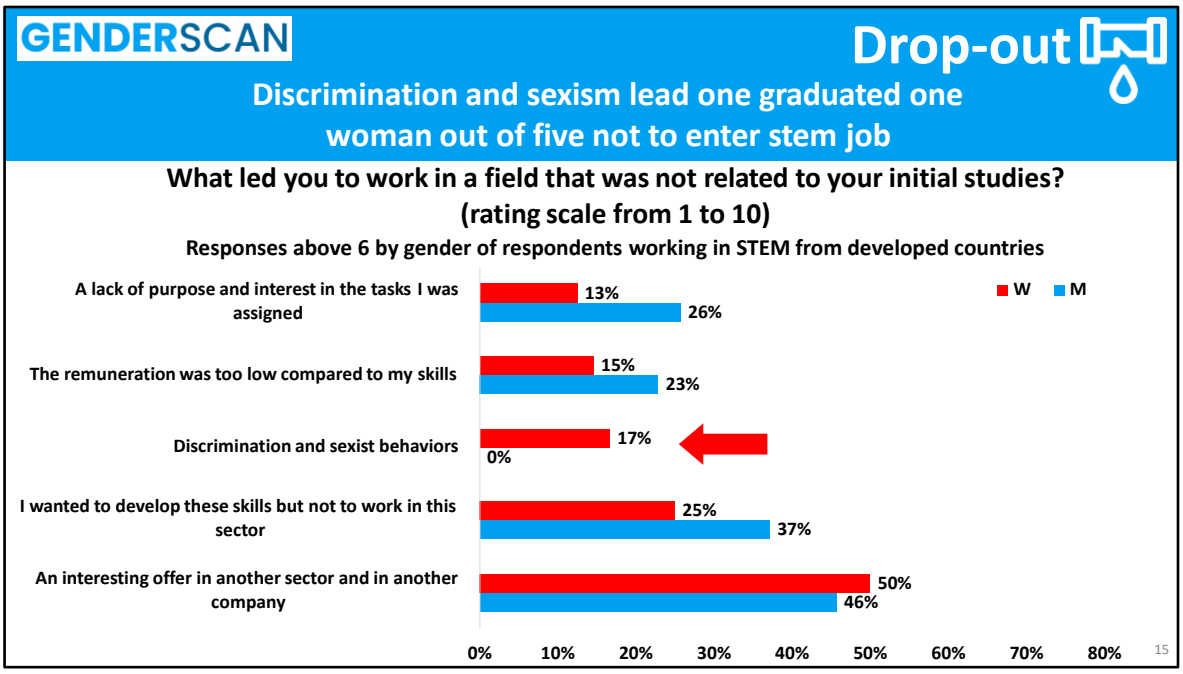
10% more men (17%) than women (7%) responding have not been working in STEM functions for 20 years, which indicates the issue of drop-out also exists between men. However, 4% more women (25%) than men (21%) have not been working in STEM functions for between 10 and 20 years and 5% more since their first job (W: 38% vs 33%).

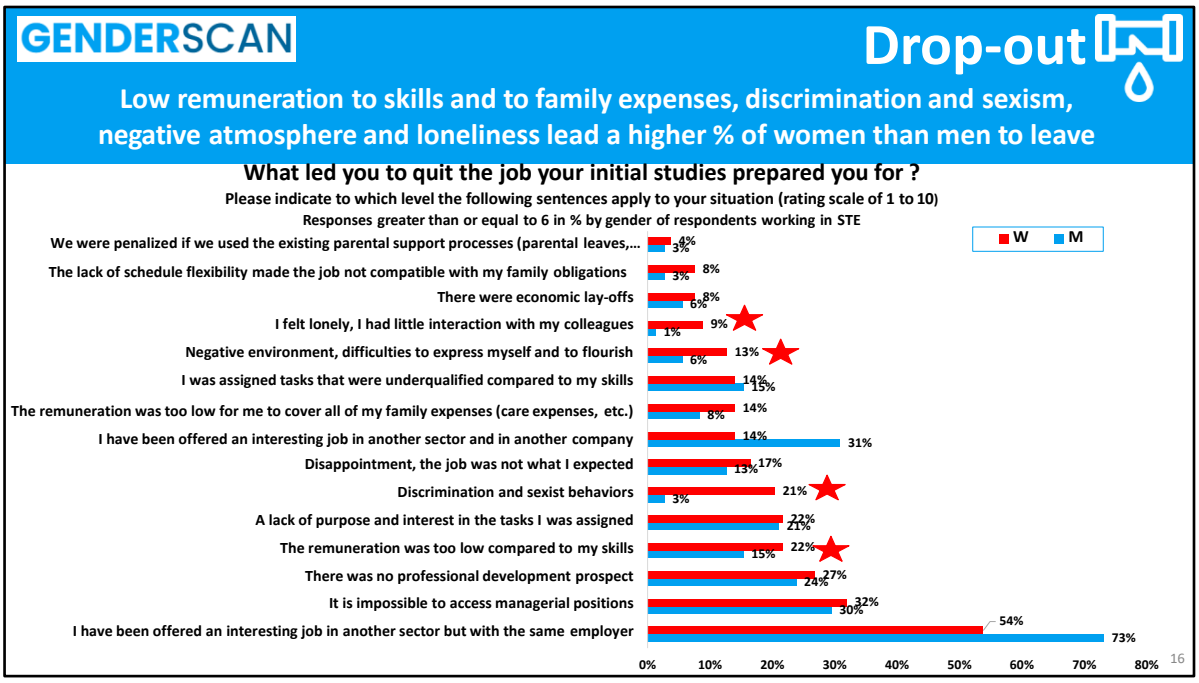
Proportions are high, but lower if we compare to the ones between all respondents not working in STEM sectors, who have not been working in STEM:

- Since their first job: W: 43%, M: 63%.
- For less than 10 years: W: 38% vs 13%.
- For between 10 and 20 years; W: 5%, M: 25%.
- For more than 20 years: W: 14%, M: 0%.



These proportions should be read as indications only, not conclusions, since they come from the responses of only 38 men and 45 women.

Other reasons mentioned in the verbatims (12 in total) include inability to get a job within the field of studies and simple interest in working in another sector.

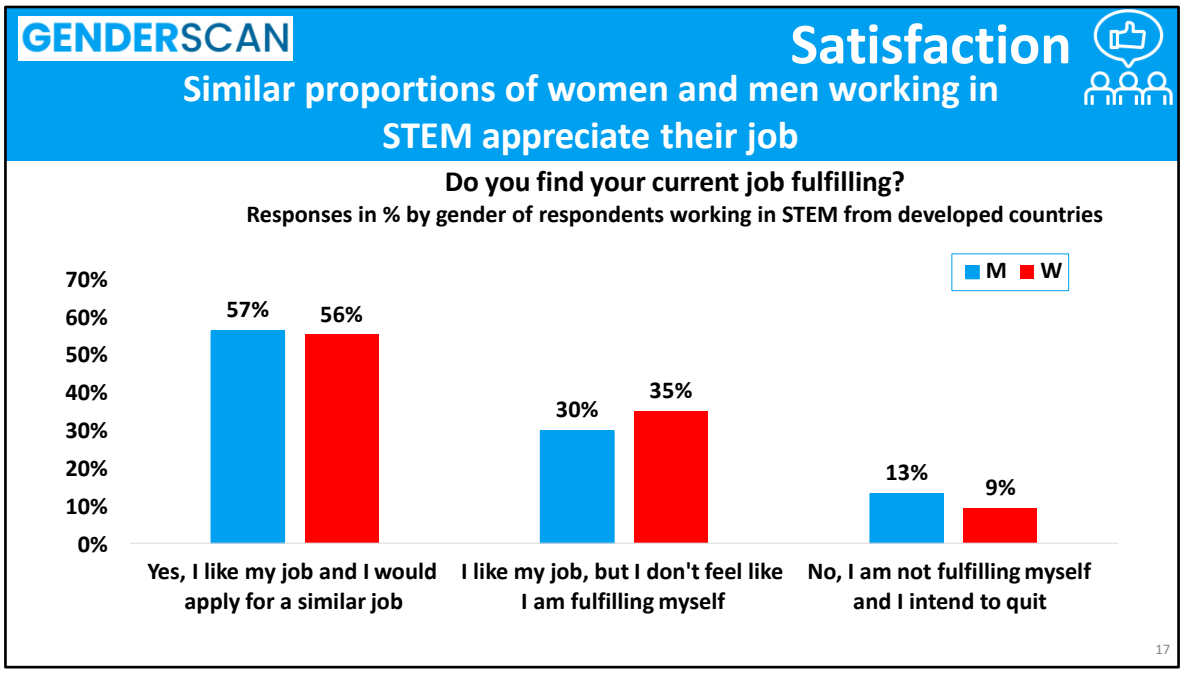


An offer by the employer to work in another function, followed by the impossibility to evolve professionally to management and the lack of professional development in general are the top 3 drop-out reasons for both women and men. However, important gender differences in proportions persist:

19% more men than women leave because they have been offered an interesting job in another sector in the same company (W: 54%, M: 73%).
17% more men than women leave because they have been offered an interesting job in another sector in another company (W: 14%, M: 31%).
These proportions show that professional transition is greater for men than for women, and that the former leave STEM in greater proportions by choice, for a positive reason.

Meanwhile, women with a STEM diploma in developed countries leave in higher numbers than men due to:

- No professional development prospect: W: 27%, M: 24%. (+3% for women)
- Low remuneration for skills: W: 22%, M: 15% (+7% for women)
- Discrimination and sexism: W: 21%; M: 3% (+17% for women)
- Low remuneration for family expenses: W: 14%, M: 8% (+6% for women)
- Negative environment: W: 13%, M: 6% (+7% for women)
- Loneliness: W: 9%, M: 1% (+8% for women)



% more women than men like their job but do not feel like they are fulfilling themselves (W: 35%, M: 30%).
4% more men than women do not feel fulfilled at all and intend to quit (W: 13%, M: 9%).

Reasons evoked in the verbatim (67, in total) on why people who like their job but do not feel fulfilled revolve mainly around two issues they would like to see improvements on:

- Lack of career and salary progression (60% of answers)

“I need promotion in my position with a substantial increase to balance my salary level with the team.” France, man, 31-45 years old, manager/engineer
“I would like to be able to carry out activities according to skills, to have a possibility of promotion and training, and to be properly remunerated according to the position.” Spain, woman, 31-45 years old, manager/engineer
“The possibility of building a path of professional development, the real one, not for show in papers.” Poland, woman, over 45 years old, technician

- Management organization (18% of answers)

“- A better global vision of short / medium / long term objectives; a reduction of the workload (too much code to deliver in a short time), which would also leave more availability to my colleagues to accompany me on the tasks I don't know how to do yet: a more efficient management of requests to avoid being interrupted all the time in my work (ticketing system?)” France, woman, 31-45 years old, manager/engineer
“a clearer and more legible organization, going beyond emergency management.” France, woman, 31-45 years old, manager/engineer

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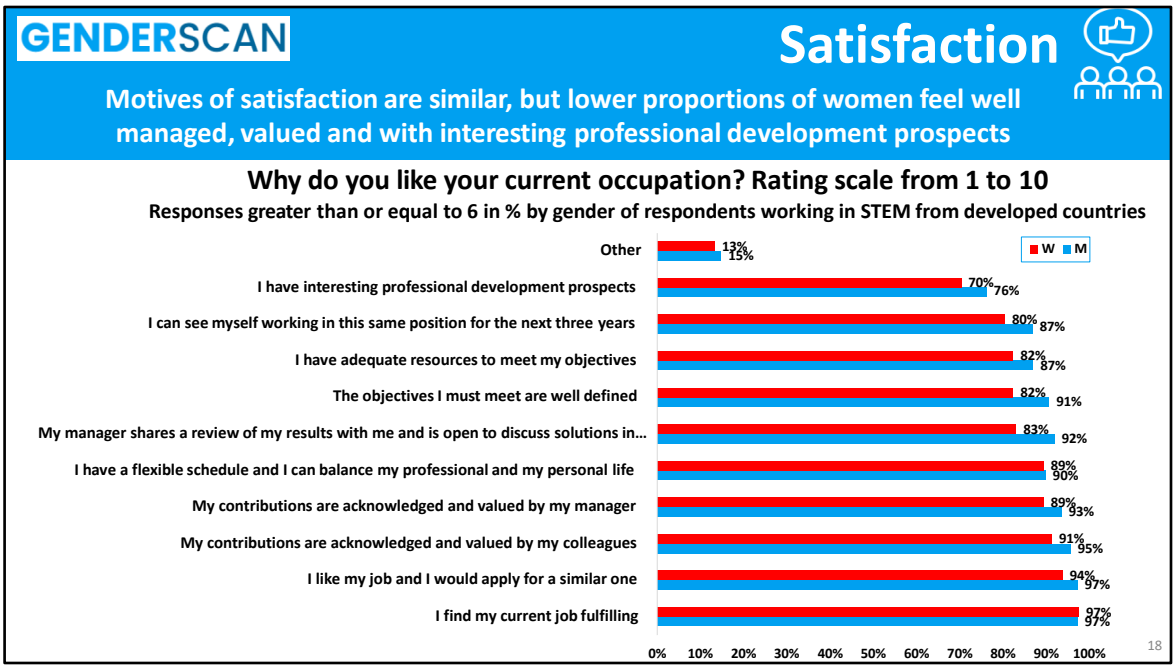
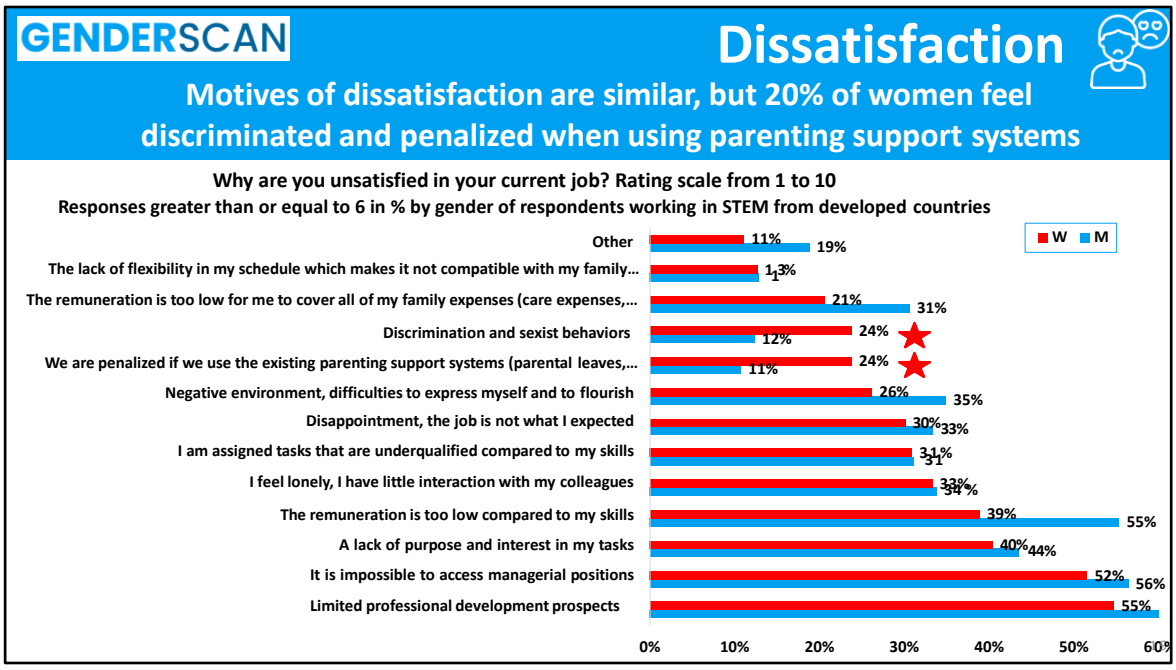
Satisfaction

Motives of satisfaction are similar, but lower proportions of women feel well managed, valued and with interesting professional development prospects



Similarly high proportions of women and men satisfied with the different factors enquired. Some differences, however, persist:

- 9% more men than women feel their manager shares a review of their results and is open to discuss solutions in case of problems. (W: 83%, 92%)
- 9% more men than women feel the objectives they must meet are well defined (W: 82%, M: 91%)
- 6% more men than women feel they have interesting professional development prospects (W: 70, M: 76%)
- 4% more men than women feel their contributions are acknowledged and valued by their manager (W: 89%, M: 93%) and colleagues (W: 91%, M: 95%)



Most dissatisfaction factors dissatisfy more men than women. However, twice as high a proportion of women as men declare to be dissatisfied with discrimination and sexism as well as with penalizations at the company after using parental support processes, such as parental leave, or days off to take care of a sick child.

Other dissatisfaction reasons evoked in the verbatims (19, in total) involve:

- Lack of support by manager and recognition (7/19)

"A lack of support by the management with lack on purpose of the team & department" France, man, over 45 years old, engineer/manager

"I have skills which surely the company can use as better asset, but I need much power and recognition." Luxembourg, man, 31-45 years old, engineer/manager

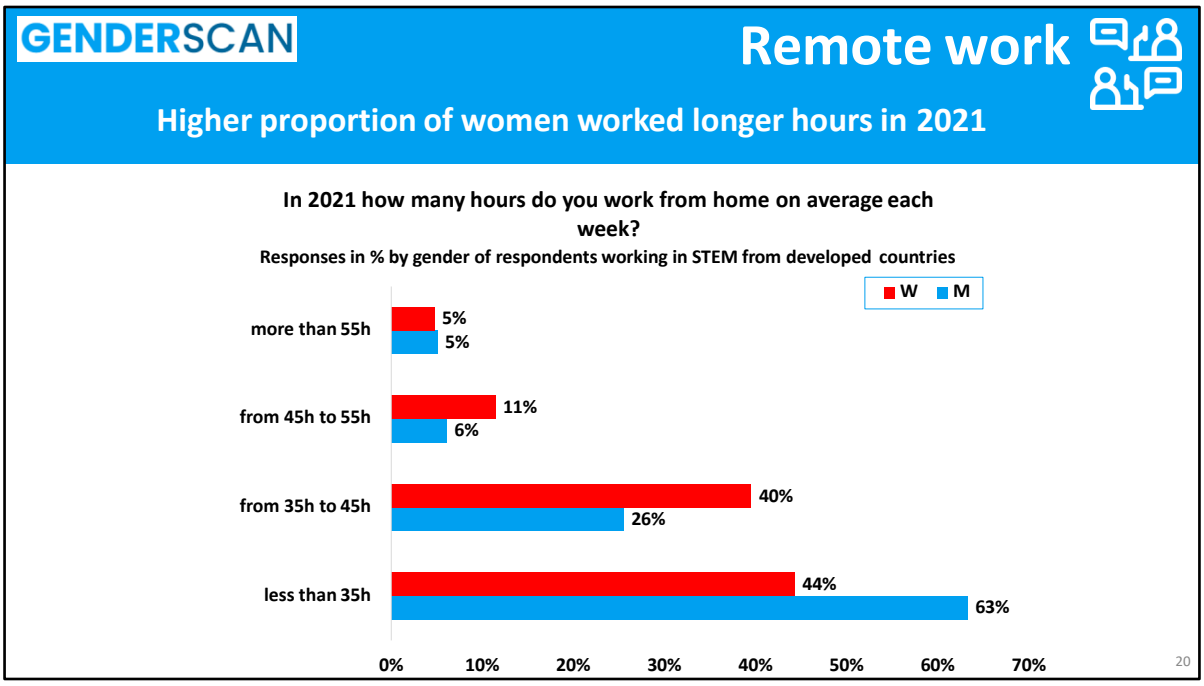
- Bad career management (4/19)

"No commitment from HR, deplorable career follow-up" France, man, over 45 years old, engineer/manager

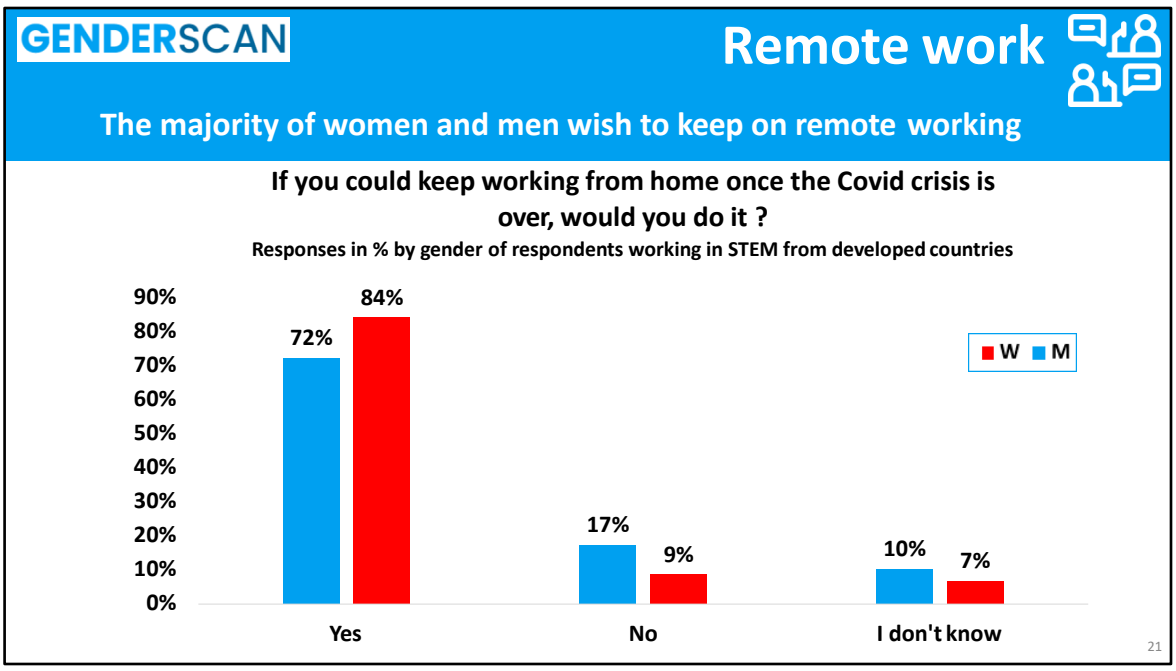
- Discrimination and sexism (4/19)

"I have a misogynist boss, it is known but no action is taken." Spain, woman, 31-45 years old, engineer/manager

"Discrimination because of union activities. Engagements outside of the company are very badly perceived too (volunteer fireman, city councilor) France, man, 45 years old, engineer/manager

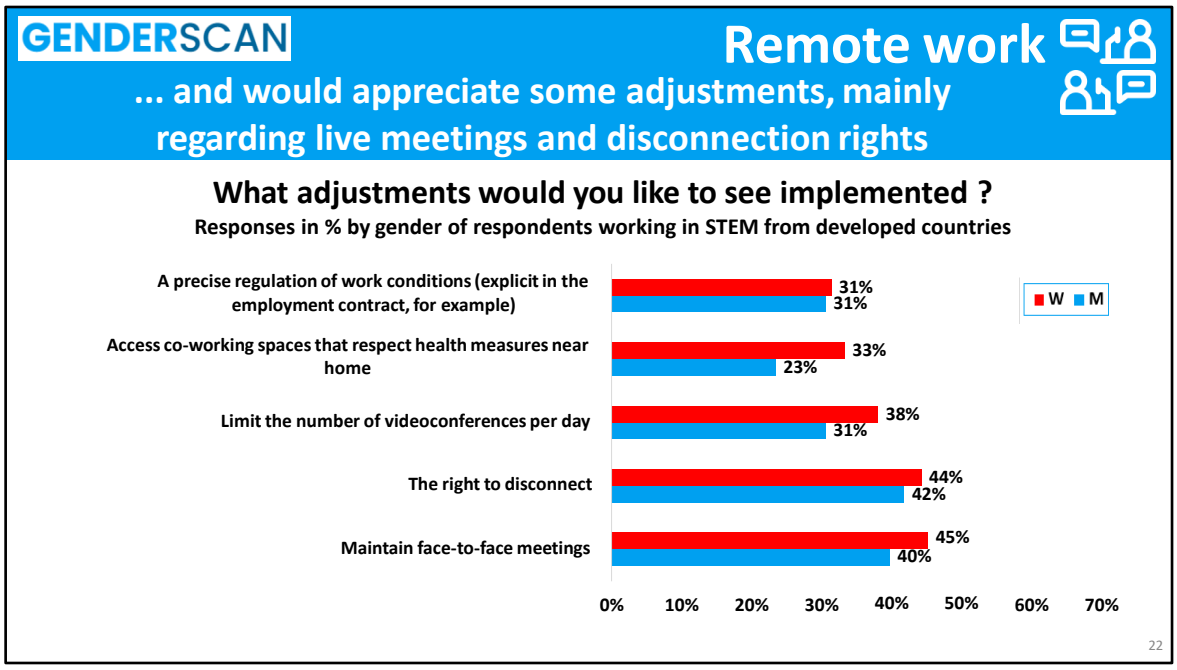


19% more men than women worked less than 35 hours a week on average (W: 44%, M: 63%)
14% more women than men worked between 35h and 45h a week. (W: 40%, M: 26%)
5% more women than men worked between 45h and 55h a week. (W: 11%, M: 6%)



8% more women than men declared they would like to keep on remote working once the Covid19 crisis is over (W: 84% vs M: 72%).

8% more men than women said they would not like it (W: 9% vs M: 17%).



A higher proportion of women than men ask for most adjustments enquired:

- 5 % more women than men would like live meetings to continue to take place (W: 45%; M: 40%)
- 7% more women than men would like the number of videoconferences to be limited (W: 38%; M: 31%)
- 10% more women than men would like to access safe co-working spaces close to their home (W: 33%; M: 23%)

Other adjustments requested to remote work in the verbatims include (out of 25 answers):

- Financial support for extra expenses/ergonomic material (40%)

"Would like financial subsidy for extra home-office expenses. (printing costs, heating, etc.)" Canada, woman, over 45 years old, technician

"A desk, ergonomic chair and other office materials paid for by the employer." United Kingdom, man, 31-45 years old, engineer/manager

- Effort to keep human connection (20%)

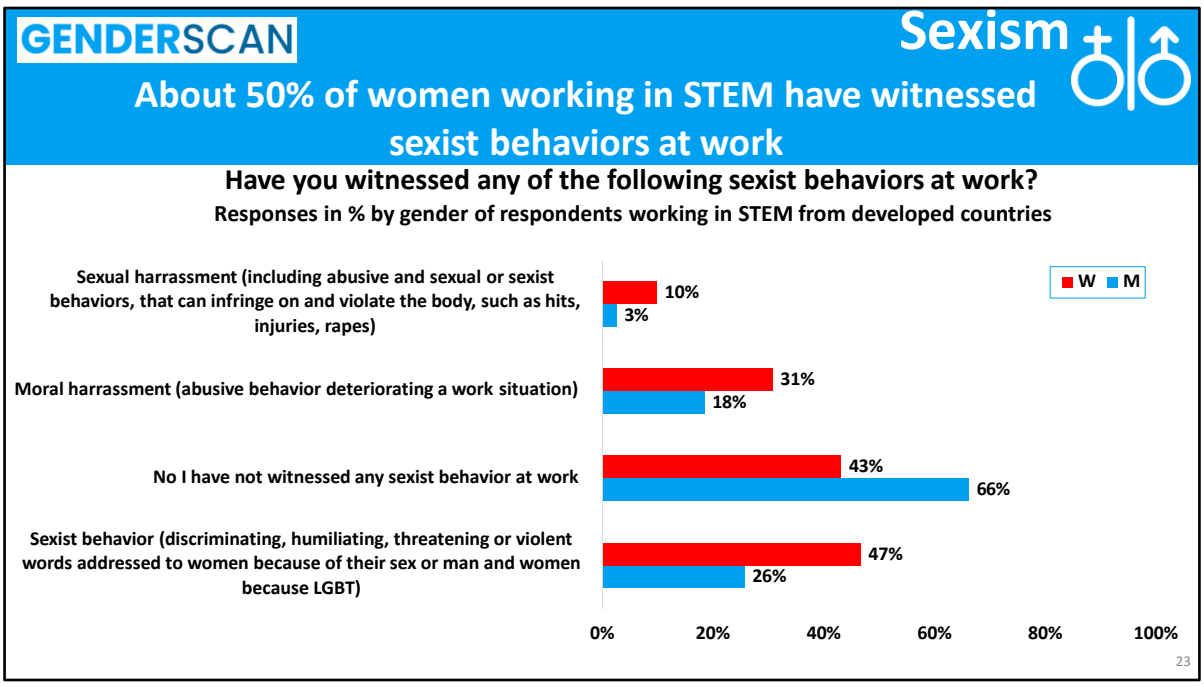
"Program/initiative to maintain team connection - this was lost in remote working" Ireland, woman, 31-45 years old, manager/engineer

" Opportunities for casual interaction with coworkers. And some portion of hours in common live with all employees in my workgroup." United States, woman, over 45 years old, engineer/manager

- Flexible work schedule and workplace (20%)

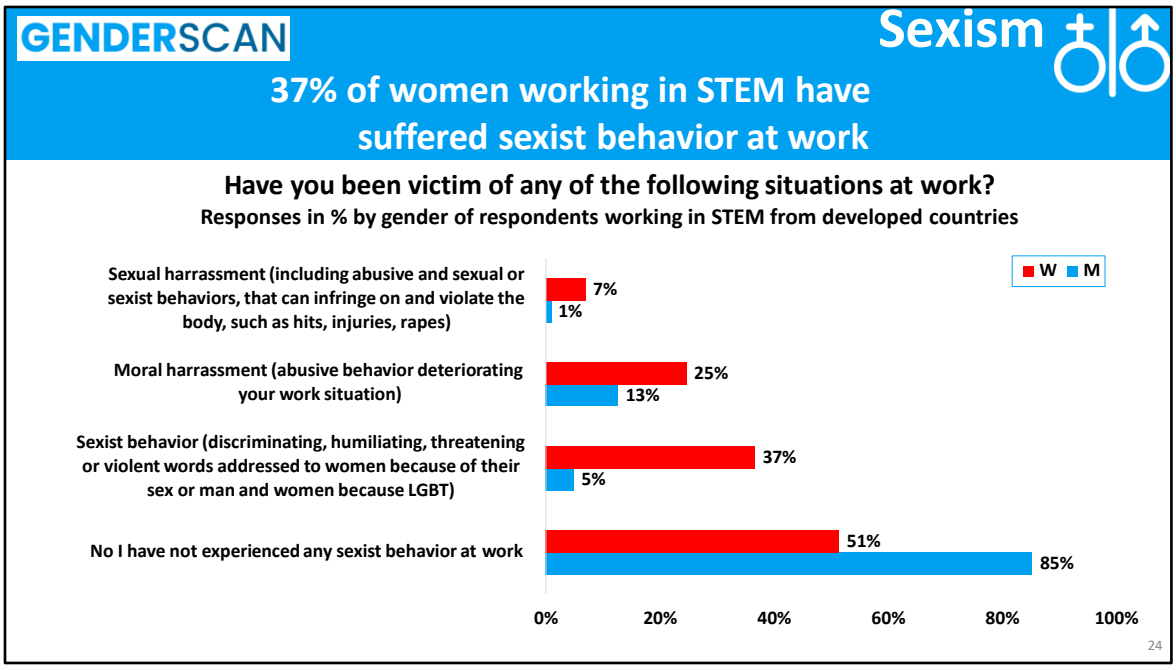
"Flexible work schedules to accommodate baby schedules and childcare. I.e. work after baby sleeps." United States; woman, 31-45 years old, manager/engineer

"change the mentality and accept teleworkers outside the immediate perimeter of the job (long distance to the office, not in the same region or even country)" France, man, over 45 years old, technician



About ½ women working in STEM in developed countries have witnessed sexist behavior at work and 1/3 have witnessed moral harassment.

However, an also high proportion says they have not seen any behavior of this kind in the workplace.



Almost half of female workers in STEM sectors in developed countries responding have not suffered sexist behaviors of any kind at work.

However, almost 1 in 3 of them have suffered some sort of sexism and 1 in 4 have suffered moral harassment.

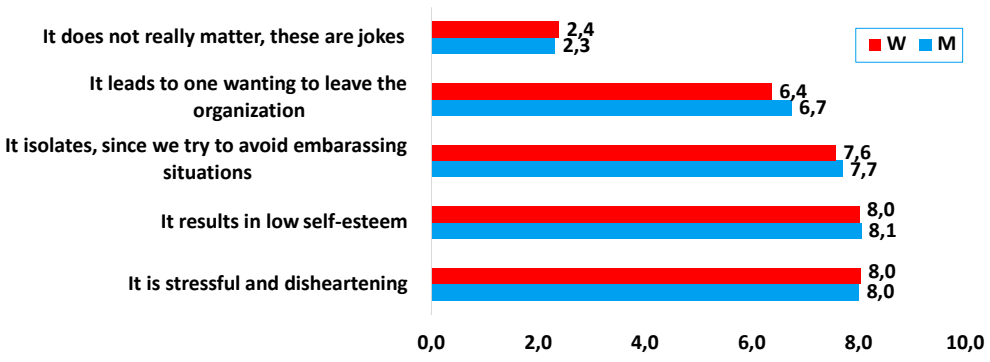
GENDERSCAN

Sexism

Stressful, resulting in low self esteem and isolation: the three major impact of sexism

In your opinion, what could be the impact of sexism ?

Average rating on a score of one to ten
by gender of respondents working in STEM from developed countries



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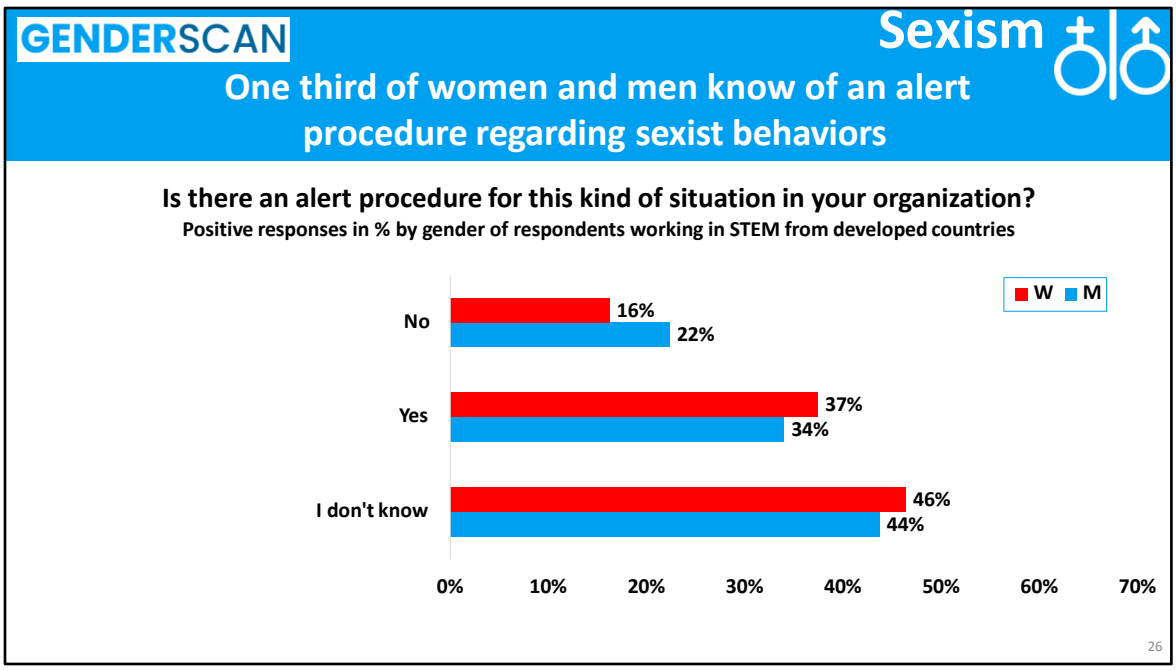
Very similar average ratings between women and men.



Almost 4 STEM workers in 10 in developed countries do not know if their company has an alert procedure against sexism. About 3 in 10 are aware there is one, and 2 in 10 say such a mechanism does not exist.

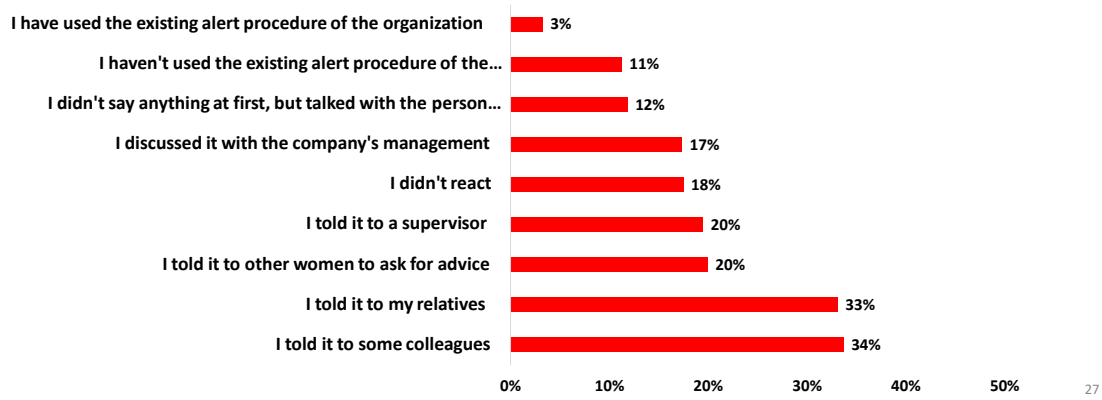
GENDERSCAN

Sexism

Informal support prevails over the use of existing processes by the victims of sexist behavior

After experiencing a sexist behavior, what was your reaction?

Positive responses in % of women working in STEM from developed countries



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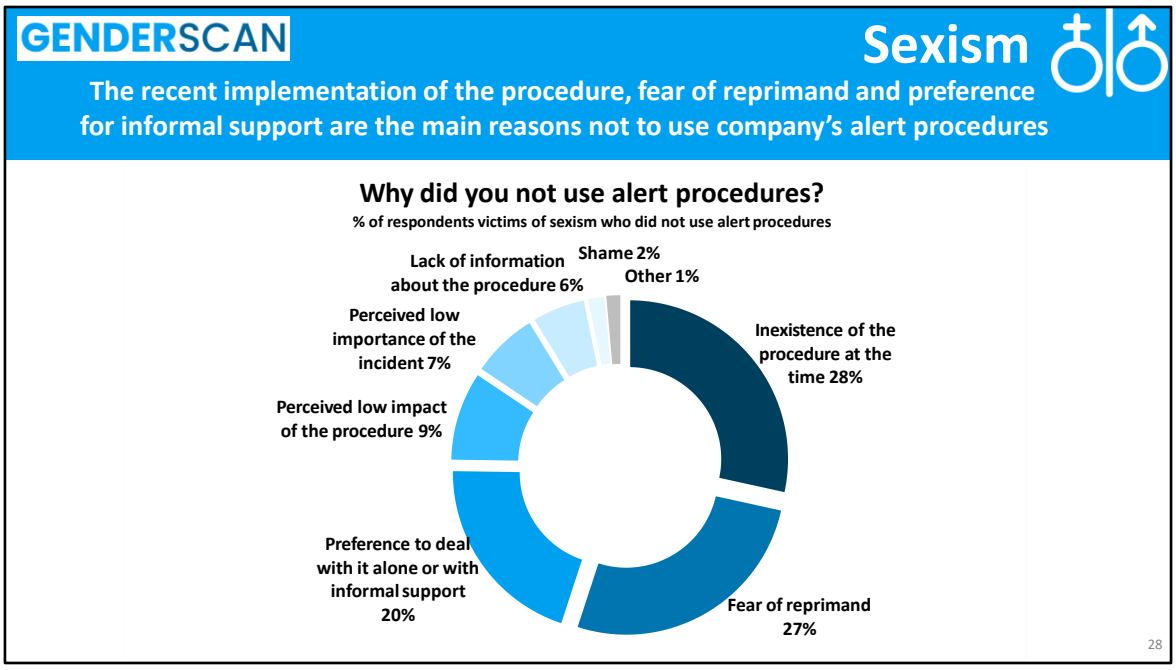
Less than 1 in 10 female employees in STEM sectors who have been victims of sexism counted on their company's alert procedure on the matter.

On the other hand, 3 in 10 told colleagues and/or relatives and 2 in 10 turned to their managers and/or other women to solve the issue.



Results based on the analysis of the open answers from 218 respondents. Some examples of the main reasons evoked:

- Inexistence of the procedure at the time of the incident:
"The mechanism did not yet exist when I experienced sexist behavior long ago." France, woman, over 45 years old, manager/engineer
"My experience pre-dates the existence of such mechanisms. If they had existed, I would have been wary of earning reputation as a troublemaker." United States, woman, over 45 years old, manager/engineer

- Fear of reprimand:
"Because the sexism also came from my superior and managers (hierarchically superior to me) so it is putting myself in danger professionally so that in the end, my request is not taken seriously or managed adequately" Belgium, woman, less than 30 years old, employee
"Raising these issues could result in me being labeled "that woman" and excluded from future promotional opportunities due to fears of a perceived risk to male management." United States, woman; over 45 years old, engineer/manager
"Because I doubt that it is effective and especially, I think it is better not to make a drama. Sometimes you can be penalized more when you are a victim than when you are guilty." France, woman, over 45 years old, engineer/manager

- Preference to deal with it alone or with informal support:
"I was able to resolve the situation myself by reacting and setting things straight." Belgium, woman, less than 30 years old, engineer/manager
"It was a unique situation that was better handled via the management chain than via a sexism report line." United States, woman, 31-45 years old, engineer/manager
"I thought contacting the person directly would be more effective." Finland, woman, over 45 years old, engineer/manager

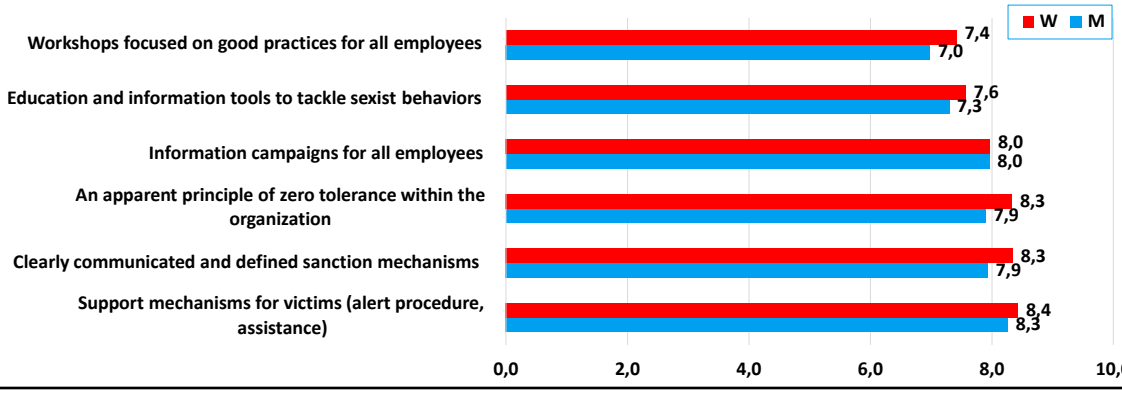
GENDERSCAN

Sexism

Reliable support mechanisms and clear sanctions equally supported by men and women

In your opinion, what are the most useful mechanisms to prevent from sexist behaviors and to reduce them?

Average rating on a score of one to ten
by gender of respondents working in STEM from developed countries



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Methodology note

	Men	Women	Other	Total
Developed countries – STEM workers	1098	2114	19	3231

We use the perimeters of developed and developing countries following a United Nations' (UN) widely used classification, as present, among other documents, in the 2021 World Economic Situation Prospects.

We are aware of the problems and limits of this conceptualization and do not embrace it unconditionally. However, alongside many analysts, scholars and consulting firms, as well as UN agencies, we consider it adequate for the purposes of benchmarking and comparison.

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