



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 from the United States is of 331 people - 316 women, 14 men and 1 other - which provides for a 5,4% margin of error.

The total number of respondents for developed economies is of 4594 people – 1532 men, 3030 women and 32 others – which provides for a 1,4% margin of error.

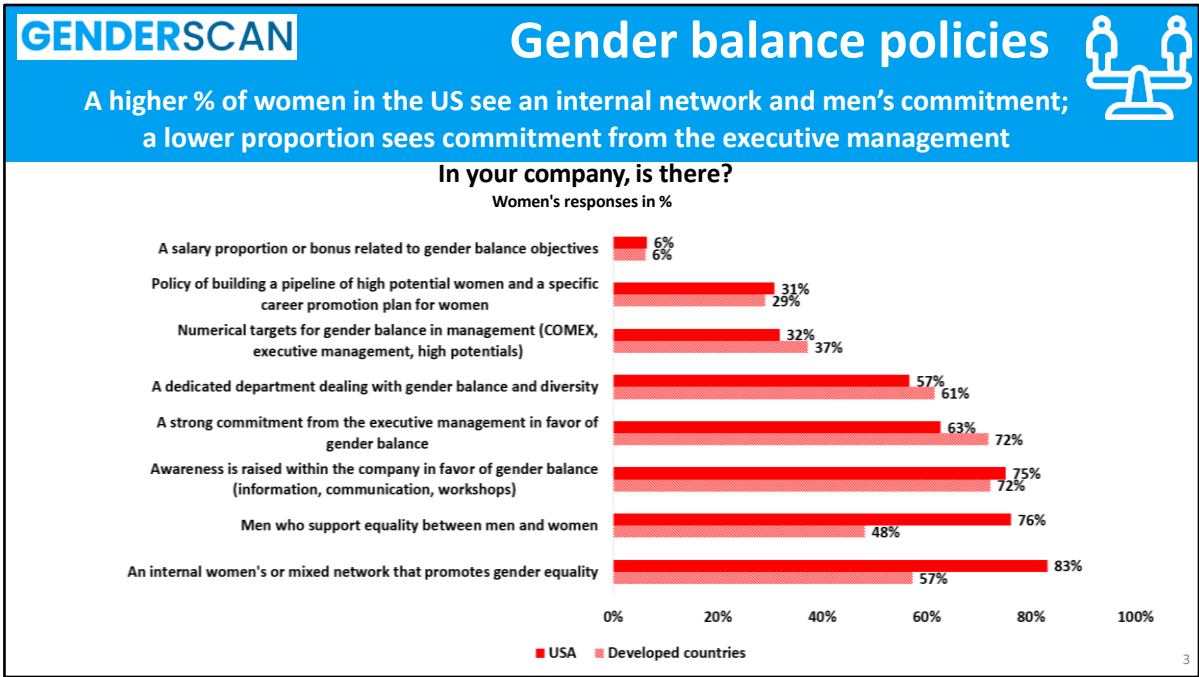
The 21 developed countries from which the survey includes answers are the following : Belgium, Canada, Denmark, Finland, France, Germany, Hungary, Ireland, Italy, Japan, Luxembourg, the Netherlands, Poland, Portugal, Romania, Slovakia, Spain, Sweden, Switzerland, the United Kingdom, the United States.

The Employee working in STEM definition selection of sectors based on NACE Rev. 2.0 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)

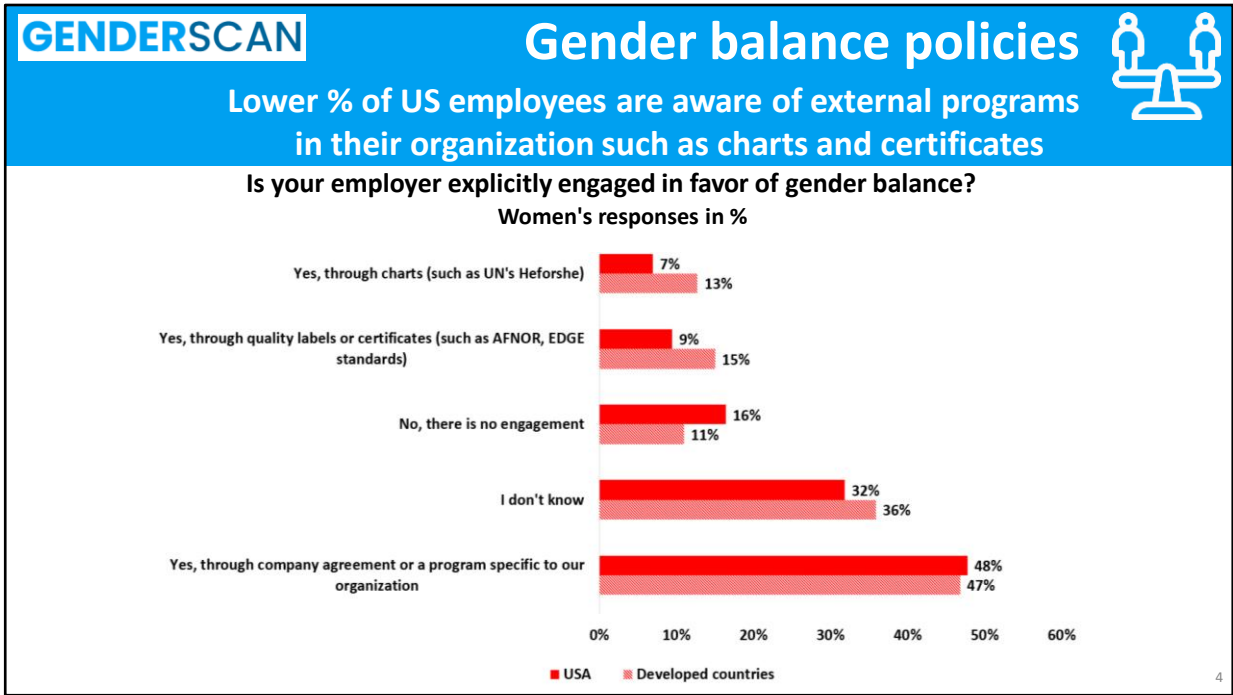
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Proportions are relatively similar between the proportion of responses in developed countries and in the USA. Highest differences concern:

- **26%** more American female respondents (83%) have an **internal network** promoting gender equality in their company than the same group in developed countries (57%),
- **28%** more American female respondents (76%) see **male colleagues supporting gender equality** in their company than the same group in developed countries (48%),
- **9%** less American female respondents (63%) see a **strong commitment from the executive management** in favor of gender equality than the same group in developed countries (72%).



48% of American female workers responding know about a specific plan of their employer on gender balance, and around 1/3 (32%) of them declare not to know if there is an engagement in this sense in their company.

Differences between American female respondents and those in developed countries are not immense, and concern mostly:

- **6%** less American respondents (7%) than those in developed countries (13%) see **charts for gender equality** in their company;
- **6%** less American respondents (9%) than those in developed countries (15%) see **quality labels or certificates** for gender equality in their company;
- **5%** more American respondents (16%) than those in developed countries (11%) say there is **no engagement at all in favor of gender equality** in their company.

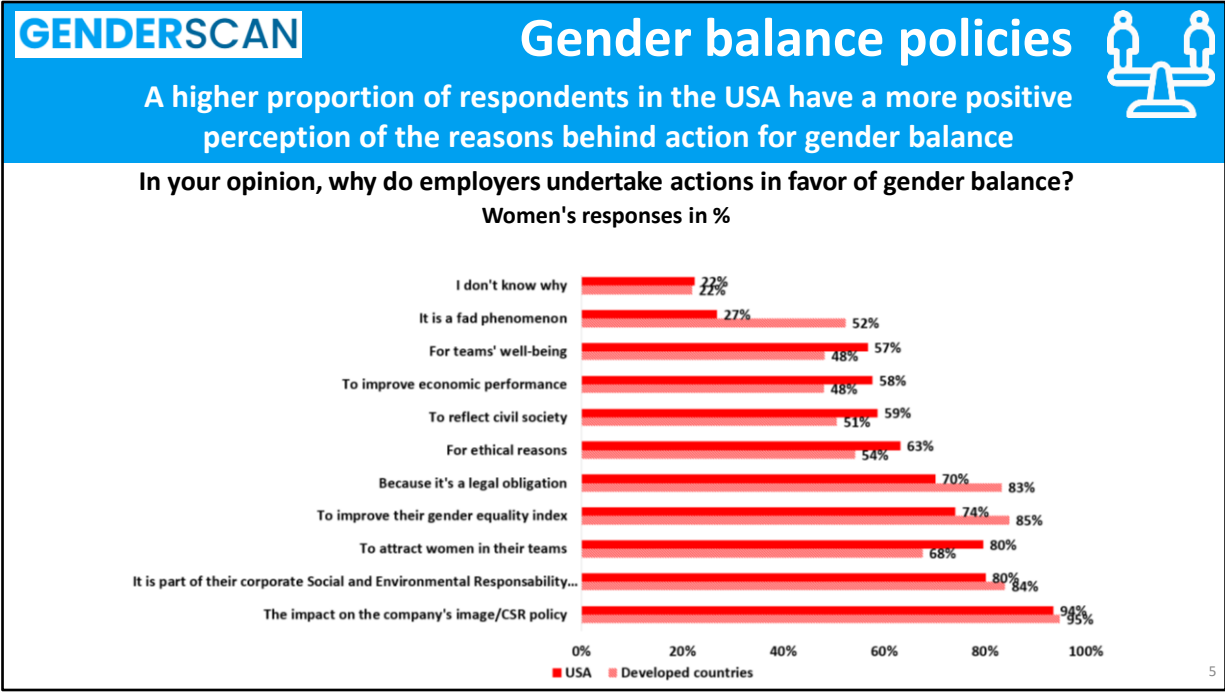
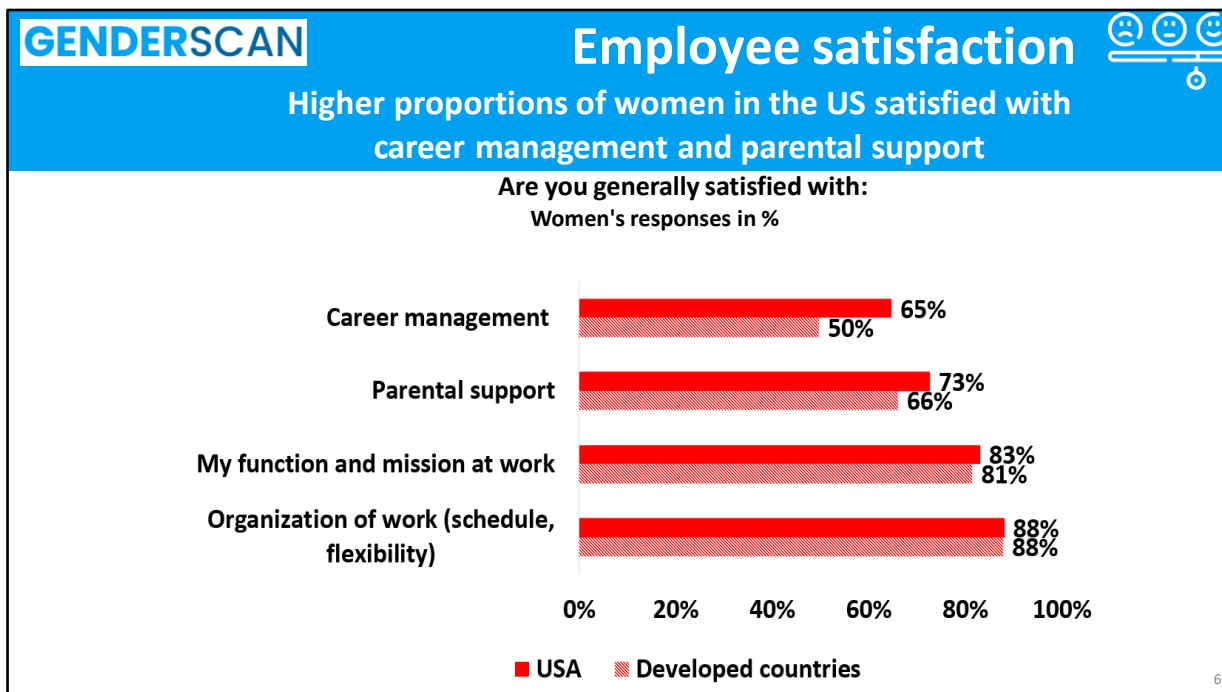


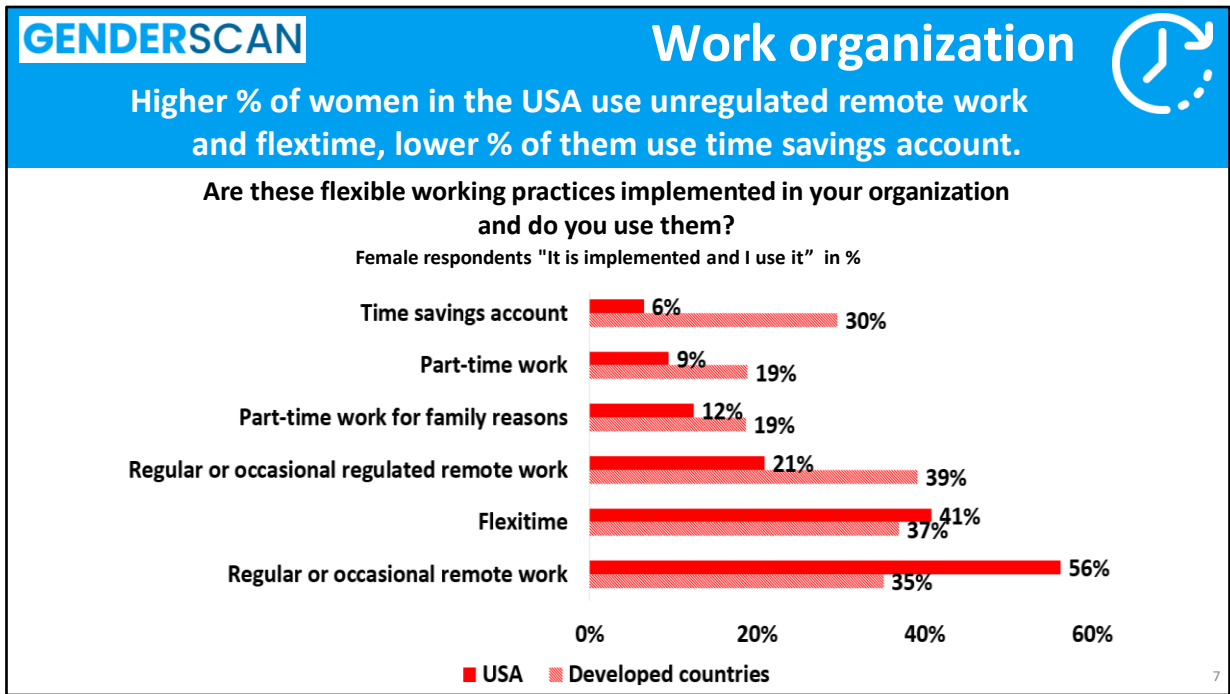
Image is the main reason observed by a higher number of respondents, behind the CSR policies of their company. Following reasons are ESG, women’s recruitment and gender equality indexation of the company. A minority of respondents believes these policies to be part of a fad phenomenon.

In comparison to developed countries, main differences point to a more positive perception in the US, as in:

- **25%** less American respondents (27%) than those in developed countries (52%) see that actions for gender balance are a **fad phenomenon**;
- **13%** less American respondents (83%) than those in developed countries (70%) consider that these actions are taken due to **legal obligations**;
- **11%** less American respondents (85%) than those in developed countries (74%) see that these actions are motivated to **improve the gender equality index**;
- **12%** more American respondents (80%) than those in developed countries (68%) believe these actions to be taken so as to **attract more women into their teams**;
- **10%** more American respondents (58%) than those in developed countries (48%) believe these actions to be taken in order to **improve economic performance**;
- **9%** more American respondents (57%) than those in developed countries (48%) deem that these actions are carried out to **favor teams’ well being**;
- **9%** more American respondents (63%) than those in developed countries (54%) perceive **ethical reasons** as the motivation for gender balance policies.

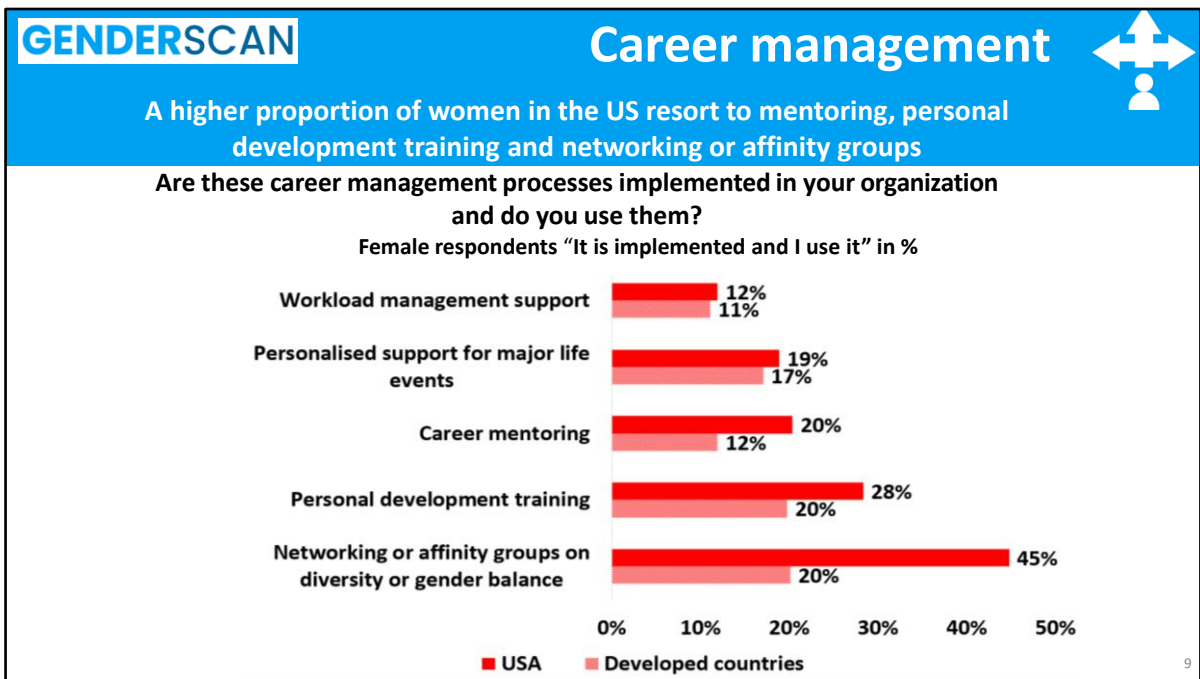


More than 6 in 10 respondents are satisfied with all aspects, and 8 in 10 with their work organization and function in the United States. No great differences regarding these two aspects comparing the data from the US and from developed countries, but 15% more American respondents declared to be satisfied with career management and 7% more with parental support.



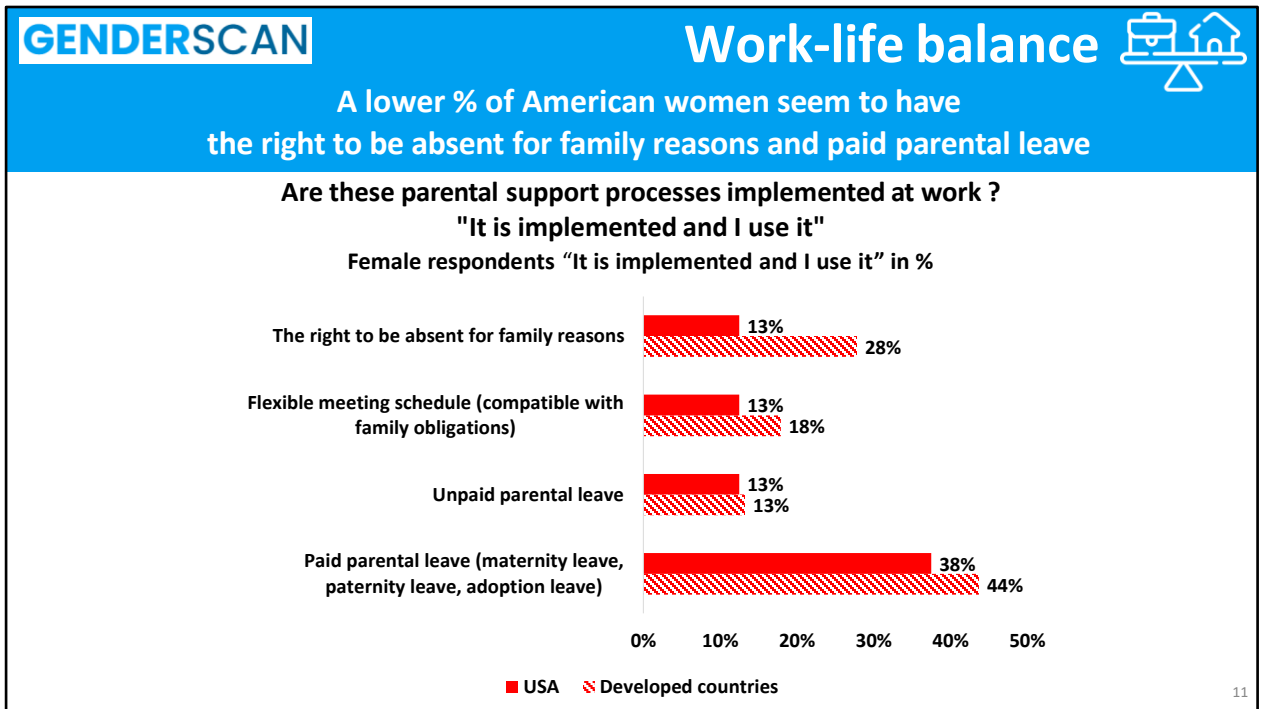
Low proportions of American female respondents using the part-time work possibilities, which is positive for their career progression. The highest levels of use concern flexitime (4 out of 10 respondents) and remote work (5 out of 10 respondents). Greater differences in comparison to developed countries regard:

- **21%** more American respondents use **regular or occasional remote work**. (56% vs 35%),
- **4%** more American respondents use **flexitime**. (41% vs 37%),
- **18%** less American respondents use **regular or occasional regulated remote work**. (21% vs 39%),
- **24%** less American respondents use **time savings account** (6% vs 30%), which seems to be due to differences in the legal provision of this procedure in the countries,
- **10%** less American respondents use **part-time work** (9% vs 19%) which can be positive to their career progression.



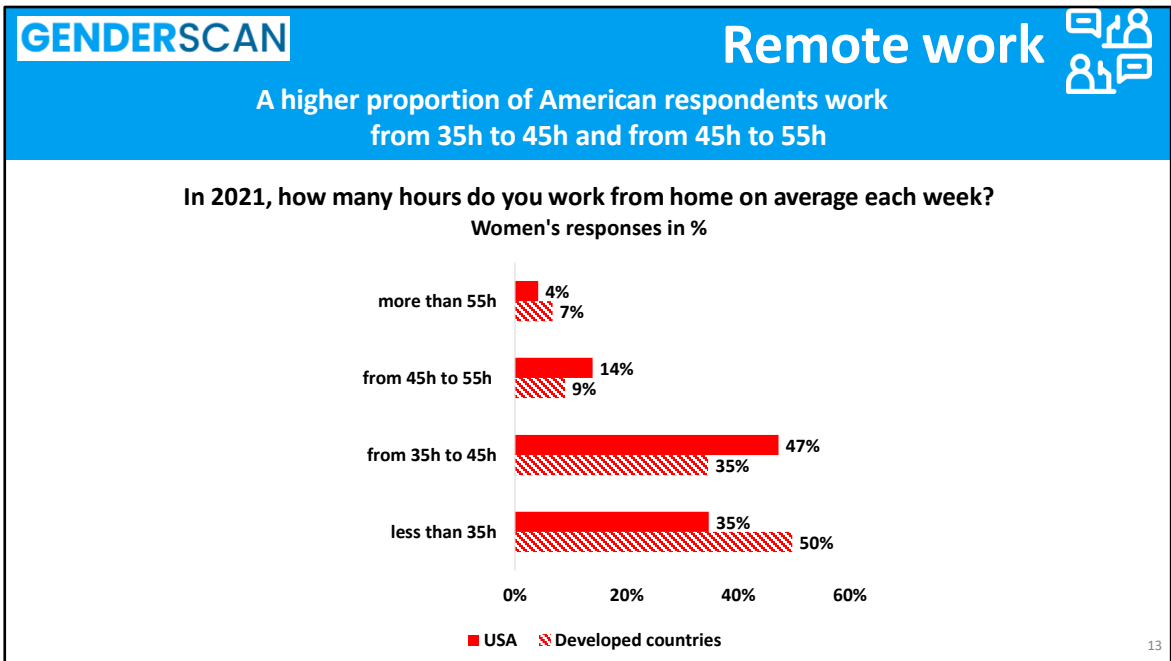
Low proportions of respondents using all career management processes: between 1 and 4 employees in 10 only. Almost half of women take part in networking or affinity groups on diversity (45%), which is very positive. In relation to the proportions found in developed countries, differences concern:

- **25%** more American respondents (45%) benefit from **networking or affinity groups** than women in developed countries (20%).
- **8%** more American respondents (28%) have access to **personal development training** than women in developed countries (20%).
- **8%** more American respondents (20%) benefit from **career mentoring** than women in developed countries (12%).



These % can be read as indications only, as they are based only on 8 responses in the United States to the closed questions.

- **15%** less American women (13%) have and use the **right to be absent for family reasons** than those in developed countries (28%).
- **6%** less American women (38%) have and use **paid parental leave** than those in developed countries (44%).

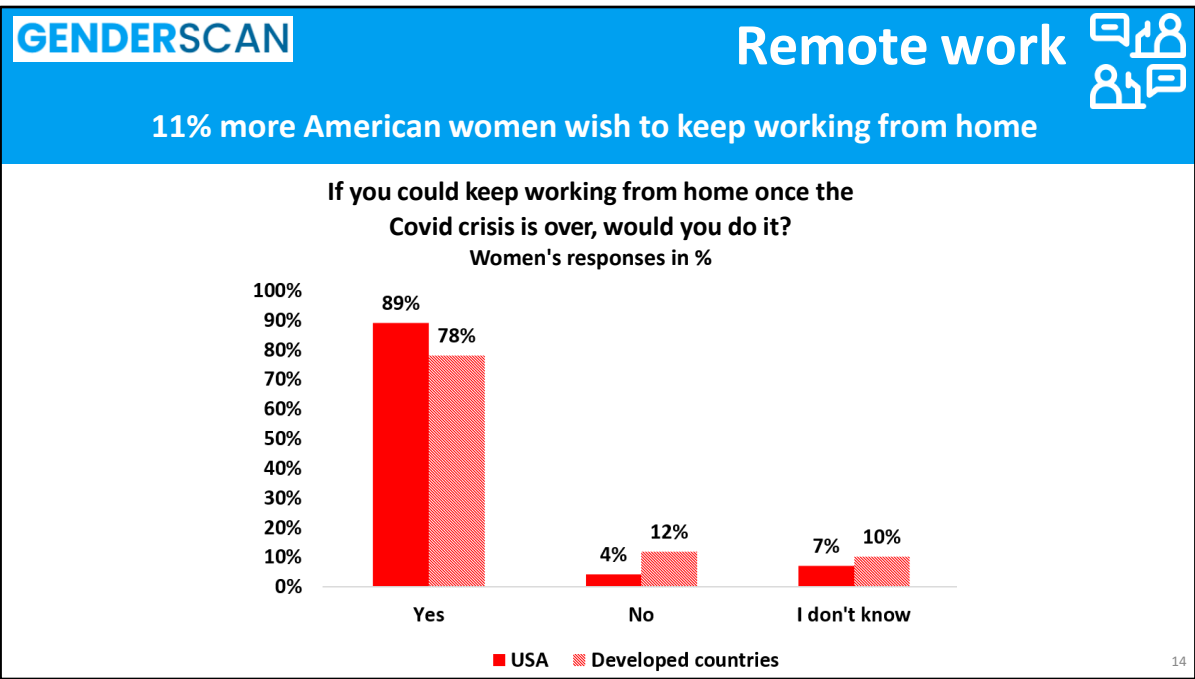


35% of women responding worked less than 35 hours a week on average in the United States. Almost half of women responding worked between 35h and 45h a week.

12% more American women (47%) than those in developed countries (35%) worked from **35h to 45h a week**.

15% less American women (35%) than those in developed countries (50%) worked **less than 35h**.

These differences can be due to differences in the number of hours of the full-time working week per country, which tends to be lower in Western Europe than in the United States.

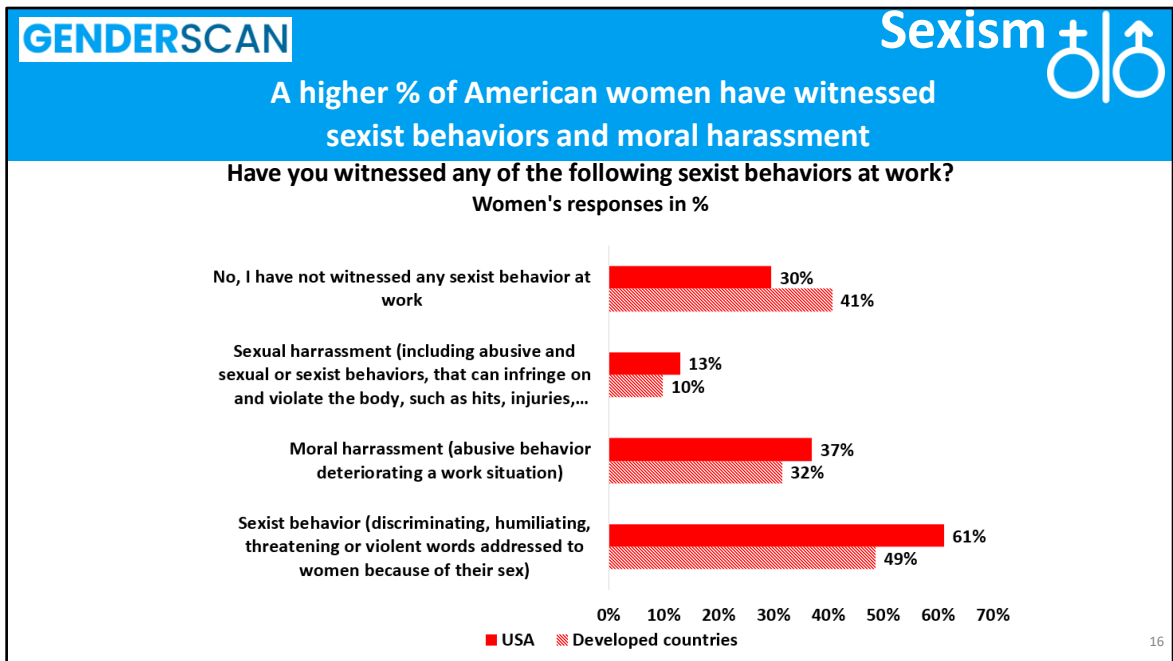




15% less American women (28%) in relation to those in developed countries (43%) would like **face-to-face meetings** to be maintained.

16% less American women (14%) in relation to those in developed countries (30%) would like **working conditions** in remote work **to be completely regulated**.

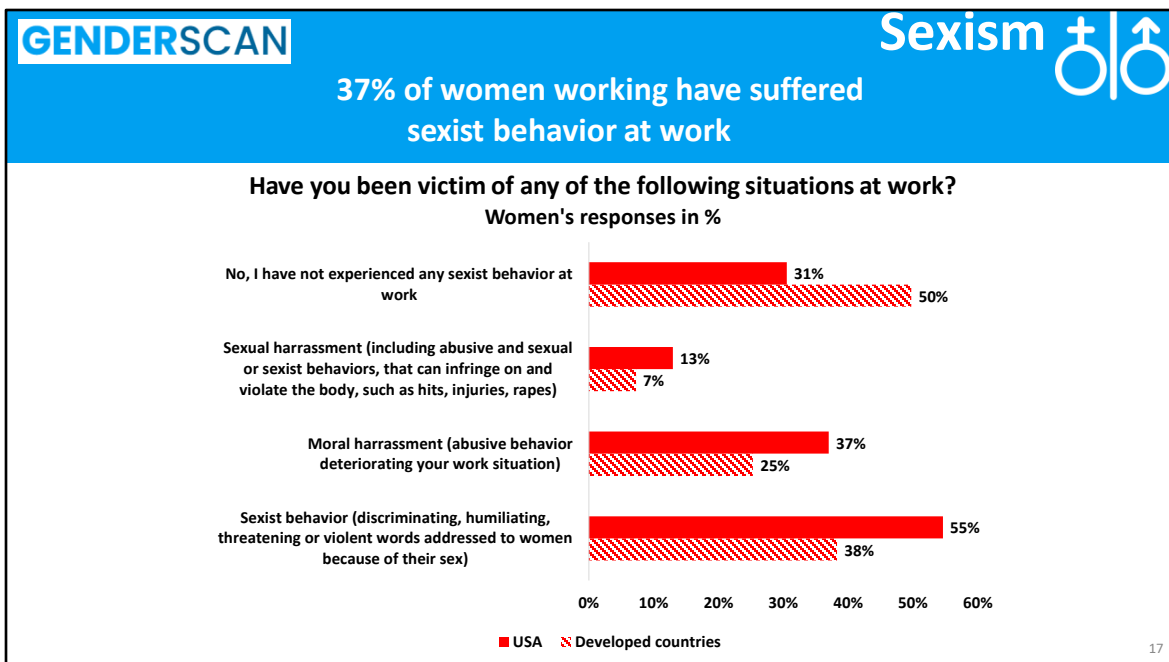
8% more American women (44%) in relation to those in developed countries (36%) would like **the number of videoconferences per day to be limited**.



61% of women responding have witnessed sexist behavior at work and 37% have witnessed moral harassment.

However, an also high proportion (37%) says they have not seen any behavior of this kind in the workplace.

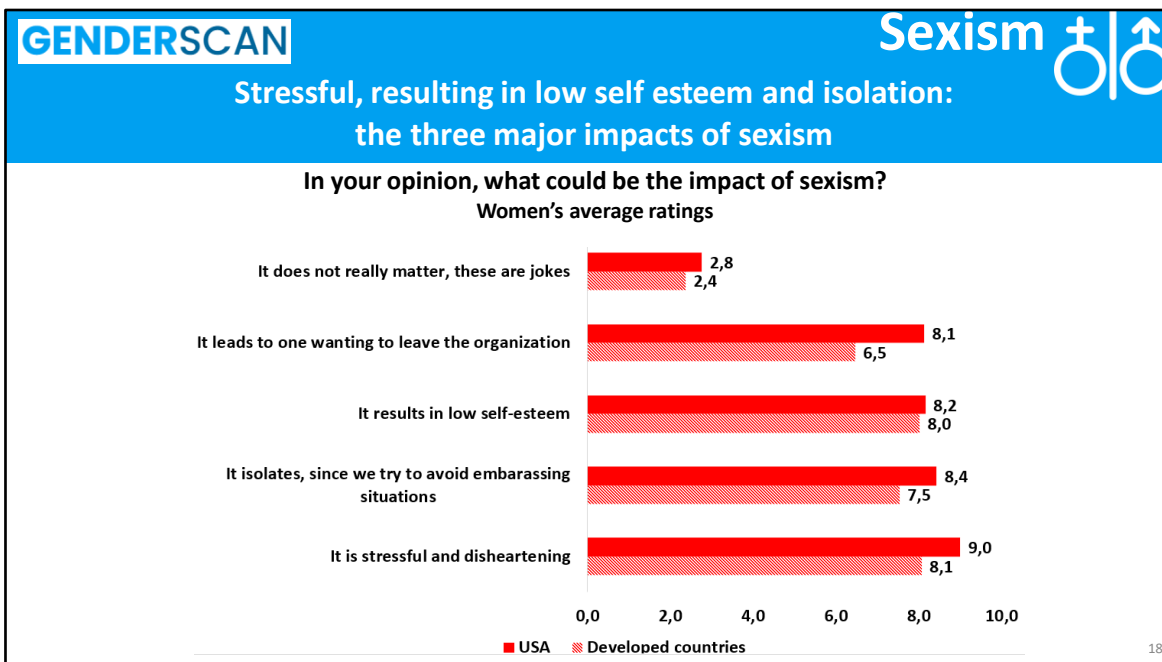
In comparison with the average proportion in developed countries, **12%** more women in the US have witnessed **sexist behavior** in their workplace (61% vs 49%), and **5%** more have witnessed situations of **moral harassment** (37% vs 32%).



Over half of female workers 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 moral harassment.

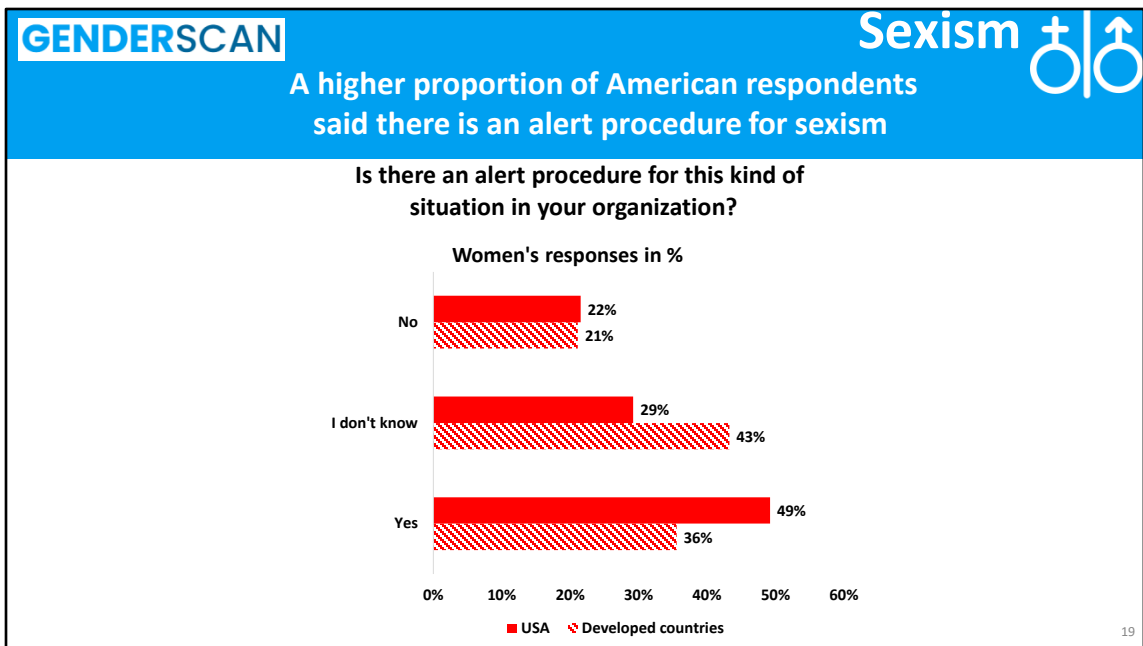
In comparison with the average proportion in developed countries, **17%** more women in the US have suffered **sexist behavior** in their workplace (55% vs 38%), and **12%** more have witnessed situations of **moral harassment** (37% vs 25%).



Very similar average ratings between women in the US and in developed countries.

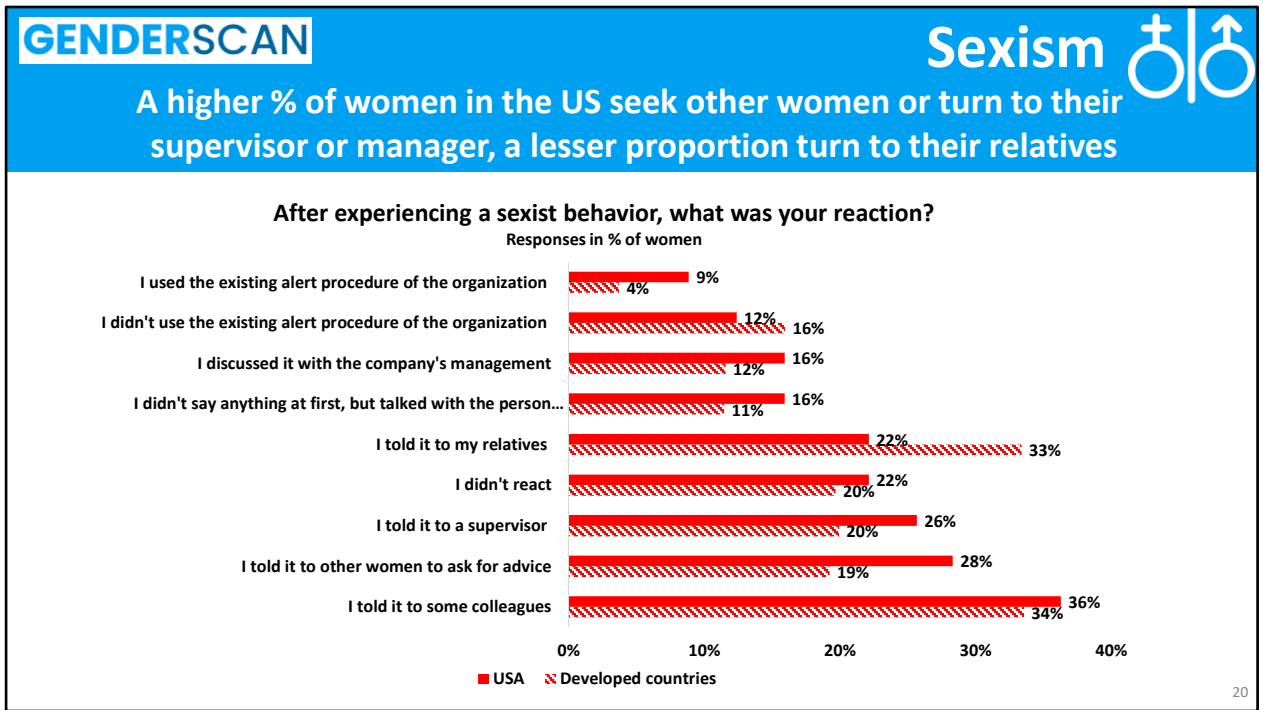
Higher average rating in the US for the effects:

- 'it leads to one wanting to leave the organization' (+1,6)
- 'it is stressful and disheartening' (+0,9)
- 'it isolates, since we try to avoid embarrassing situations' (+0,9)



Almost 1 out of 2 female workers in the USA 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.

In comparison with developed countries, **13%** more American female respondents affirmed that **such a procedure exists** in their company (49% vs 36%) and **14%** less American respondents affirmed **not to know** (29% vs 43%).



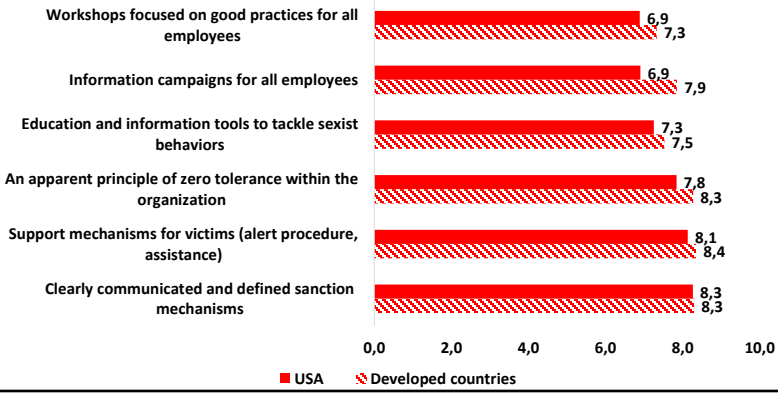
Less than 1 in 10 victims of sexism counted on their company’s alert procedure on the matter. On the other hand, 3 in 10 told colleagues and 2 in 10 turned to their managers and/or other women.

- 9% more American women **turn to other women** (28% vs 19%).
- 6% more American women **tell a supervisor** about it (26% vs 20%).
- 11% less American women **tell relatives** about the episode (22% vs 33%).

Lower average ratings given by American women, especially lower concerning the usefulness of workshops, information campaigns and zero tolerance principles

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

Women's average ratings



Methodology note

| | Men | Women | Other | Total |
|---------------------|------|-------|-------|-------|
| United States | 14 | 316 | 1 | 331 |
| Developed countries | 1532 | 3030 | 32 | 4594 |