GENDER SCAN 2021 survey
United States – Employee report

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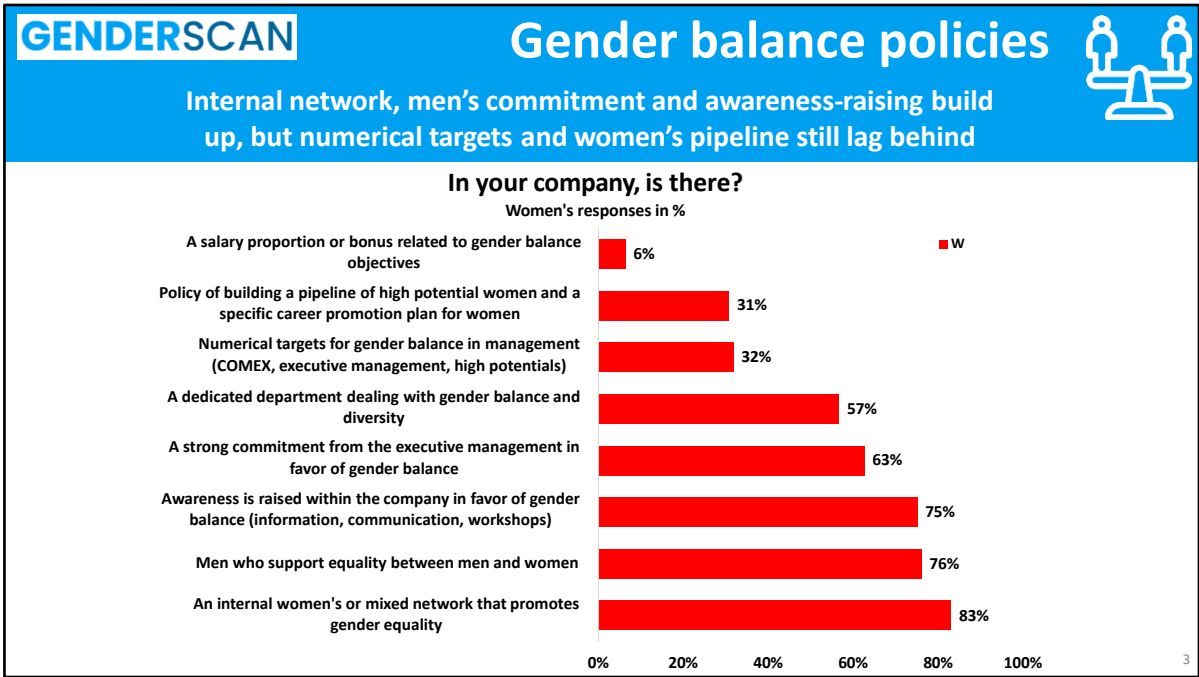The total number of respondents from the United States is of 331 people - 316 women, 14 men and 1 other - which provides for a 5,4% margin of error.

The Employee working in STEM definition selection of sectors based on NACE Rev. 2.O classification, it includes the following sectors :
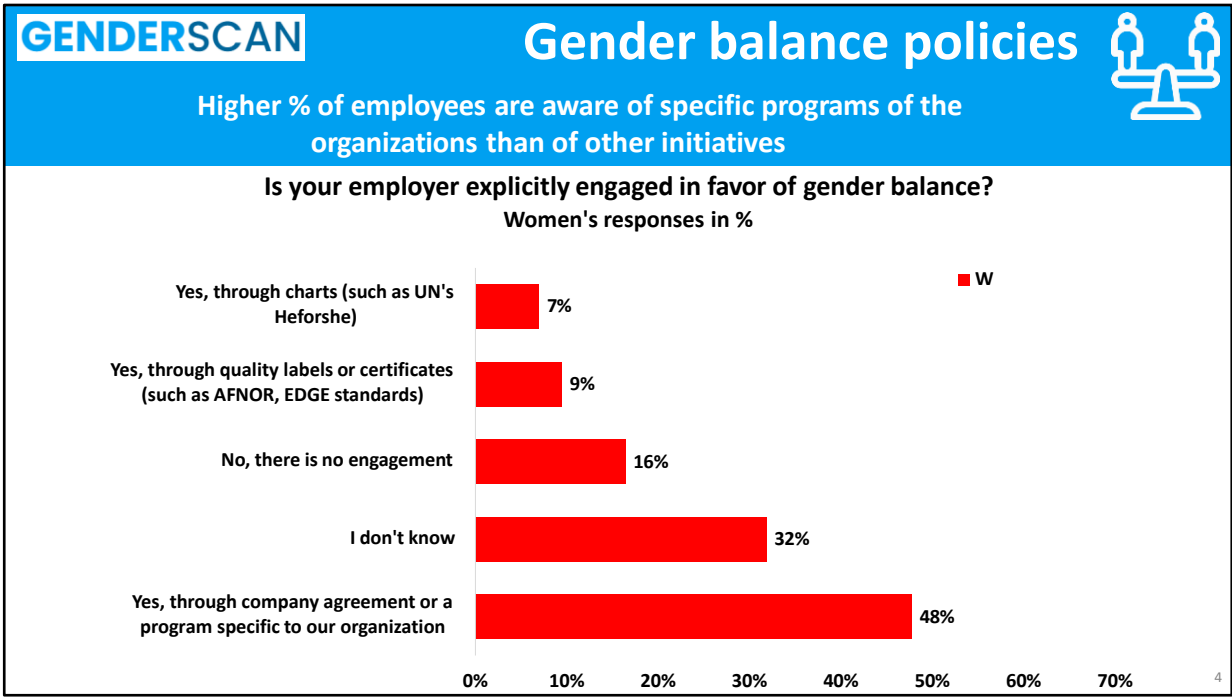- Extractive industries (coal, hydrocarbons, etc.)
Food and beverage industries
- Textile, clothing, leather/shoe industry
- Chemical industry, rubber, plastics
- Pharmaceutical industry
- Metallurgy, metals, machinery, non-plastic mineral products industry
- Electronics, computer and electrical industry
- 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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GS 2021 survey – United States – employees - table of contents

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GENDERSCAN — Gender balance policies

Internal network, men's commitment and awareness-raising build up, but numerical targets and women's pipeline still lag behind

In your company, is there?

Women's responses in %

Category	Value
A salary proportion or bonus related to gender balance objectives	6%
Policy of building a pipeline of high potential women and a specific career promotion plan for women	31%
Numerical targets for gender balance in management (COMEX, executive management, high potentials)	32%
A dedicated department dealing with gender balance and diversity	57%
A strong commitment from the executive management in favor of gender balance	63%
Awareness is raised within the company in favor of gender balance (information, communication, workshops)	75%
Men who support equality between men and women	76%
An internal women's or mixed network that promotes gender equality	83%

W

Relatively high proportions of women see engagement to gender equality in different formats at work. An internal network promoting gender equality, male colleagues supporting it and awareness-raising are the ones seen by a higher number of respondents. Salary bonuses, women pipelines as well as career plans and numerical gender balance targets are the ones less observed.

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Gender balance policies

Higher % of employees are aware of specific programs of the organizations than of other initiatives

Is your employer explicitly engaged in favor of gender balance?

Women's responses in %

■ W

Response	%
Yes, through charts (such as UN's Heforshe)	7%
Yes, through quality labels or certificates (such as AFNOR, EDGE standards)	9%
No, there is no engagement	16%
I don't know	32%
Yes, through company agreement or a program specific to our organization	48%

0% 10% 20% 30% 40% 50% 60% 70%

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About 50% of American female workers responding know about a specific plan of their employer on gender balance, and around 1/3 (30%) of them declare not to know if there is an engagement in this sense in their company.
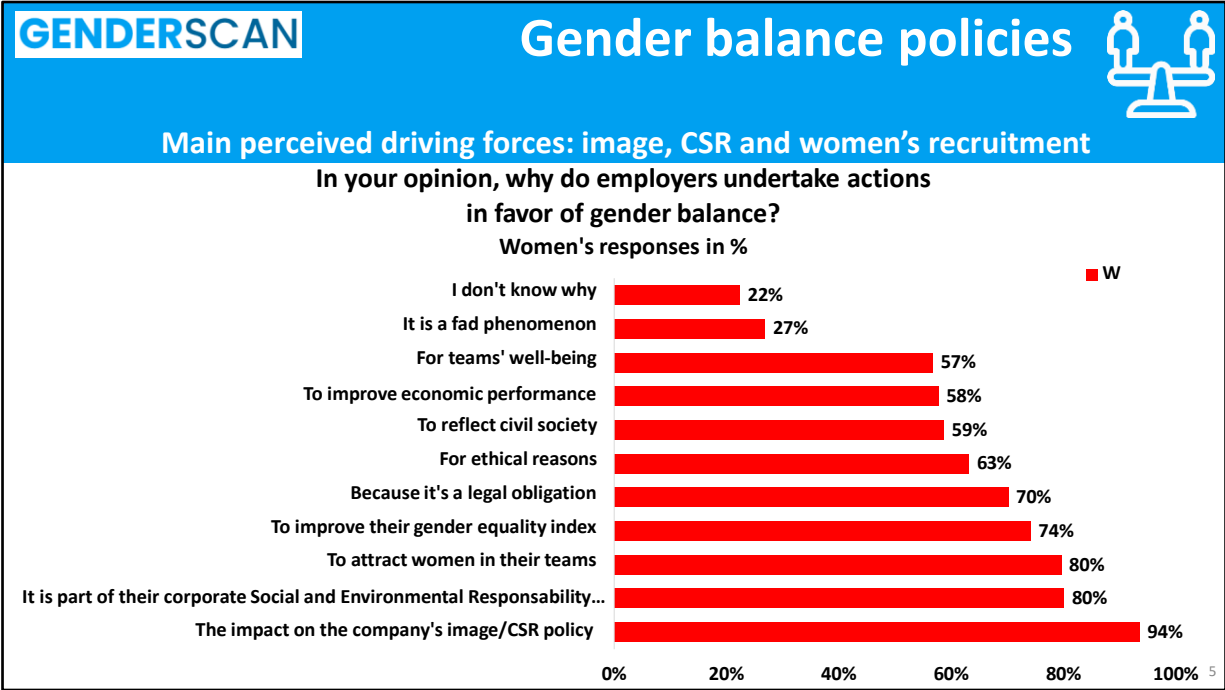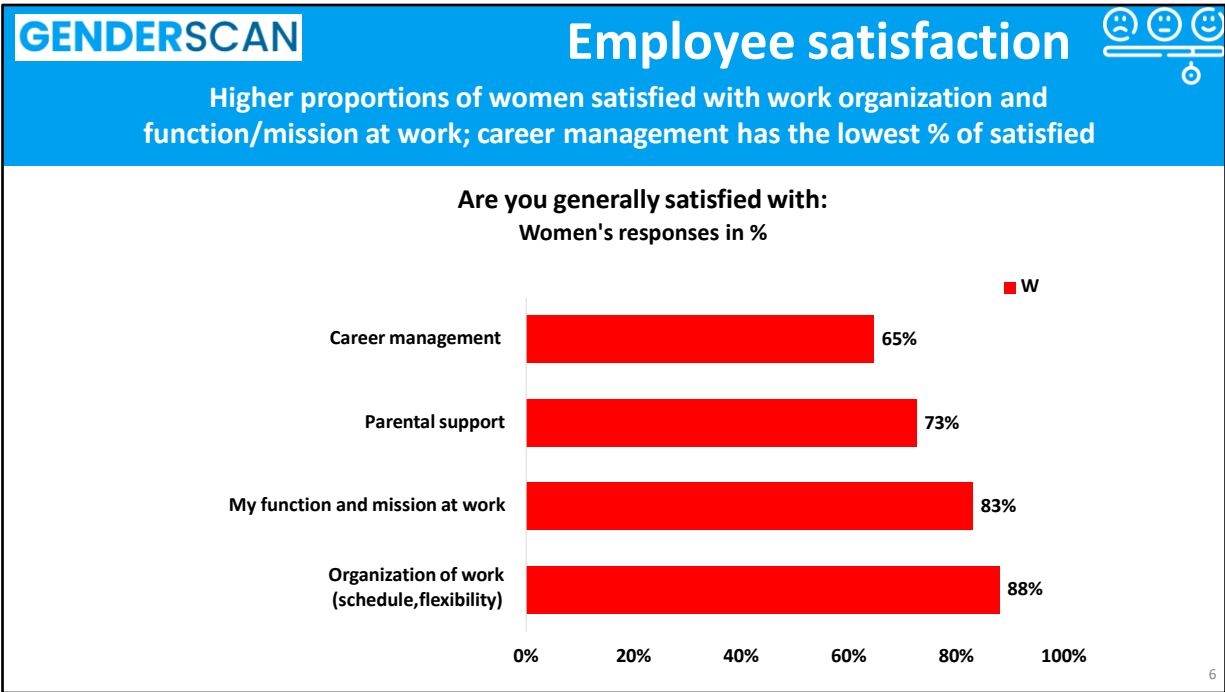
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Gender balance policies

Main perceived driving forces: image, CSR and women's recruitment

In your opinion, why do employers undertake actions in favor of gender balance?

Women's responses in %

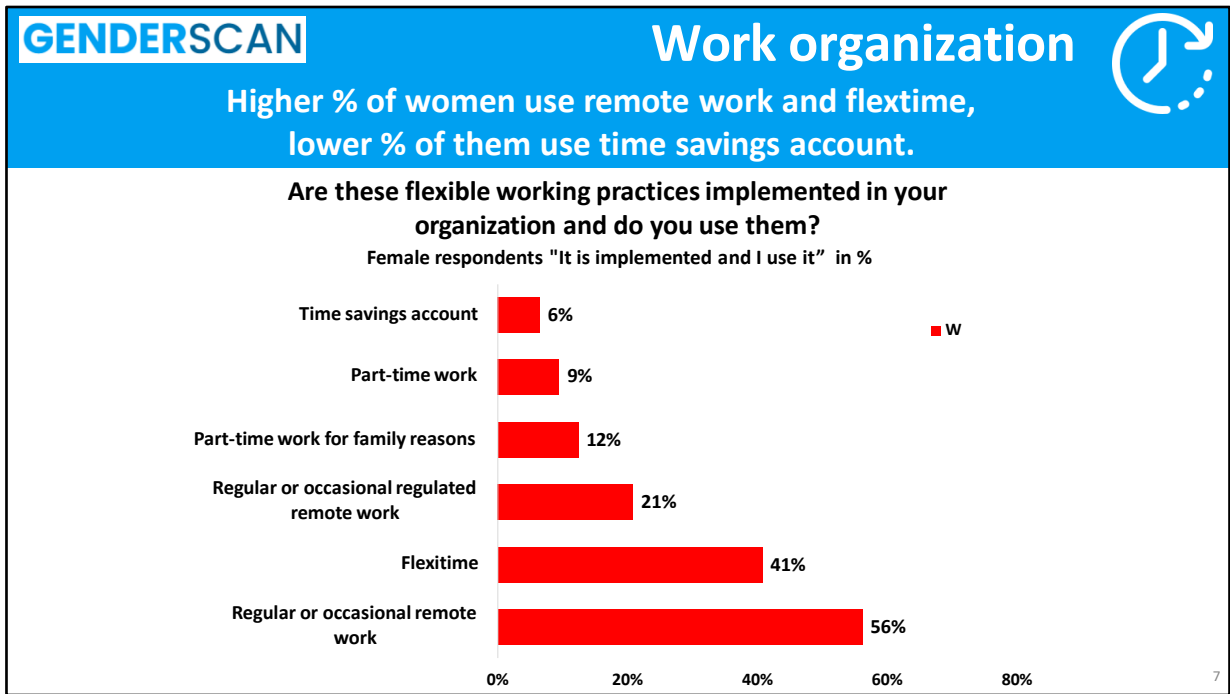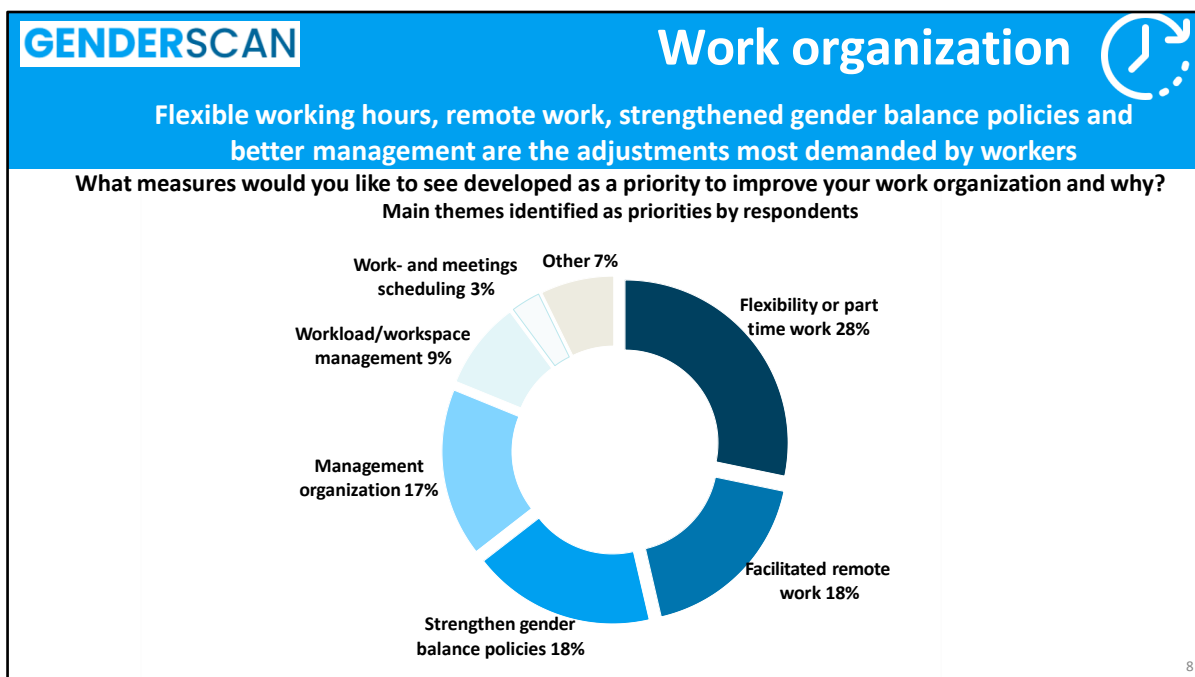| Response	W
I don't know why	22%
It is a fad phenomenon	27%
For teams' well-being	57%
To improve economic performance	58%
To reflect civil society	59%
For ethical reasons	63%
Because it's a legal obligation	70%
To improve their gender equality index	74%
To attract women in their teams	80%
It is part of their corporate Social and Environmental Responsability…	80%
The impact on the company's image/CSR policy	94%

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.

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Employee satisfaction

Higher proportions of women satisfied with work organization and function/mission at work; career management has the lowest % of satisfied

Are you generally satisfied with:

Women's responses in %

■ W

Career management	65%
Parental support	73%
My function and mission at work	83%
Organization of work (schedule, flexibility)	88%

0%　　20%　　40%　　60%　　80%　　100%

6

More than 6 in 10 respondents are satisfied with all aspects, and 8 in 10 with their work organization and function.

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Work organization

Higher % of women use remote work and flexitime, lower % of them use time savings account.

Are these flexible working practices implemented in your organization and do you use them?

Female respondents "It is implemented and I use it" in %

Category	Value
Time savings account	6%
Part-time work	9%
Part-time work for family reasons	12%
Regular or occasional regulated remote work	21%
Flexitime	41%
Regular or occasional remote work	56%

■ W

Low proportions of female workers 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, still not a very high number of users) and remote work (5 out of 10 respondents).

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Work organization

Flexible working hours, remote work, strengthened gender balance policies and better management are the adjustments most demanded by workers

What measures would you like to see developed as a priority to improve your work organization and why?
Main themes identified as priorities by respondents

- Work- and meetings scheduling 3%
- Other 7%
- Workload/workspace management 9%
- Flexibility or part time work 28%
- Management organization 17%
- Facilitated remote work 18%
- Strengthen gender balance policies 18%

Results based on the analysis of the open answers from female 138 respondents, 133 female and 5 male. Some examples of the main priorities demanded:

- <u>Flexibility or part-time work</u>:

"More flex time. Less focus on hours worked and more focus on amount of work completed." Woman, less than 30 years old, manager/engineer

"Greater consistency in championing flexible work arrangements without sacrificing your career." Woman, 31-45 years old, manager/engineer

"Develop flextime parameters. The challenge with this is no one else in the organization will respect it. Lunch hour is not even respected. I normally am on continuous conference calls, with no break, even when I block my calendar for lunch." Woman, over 45 years old, employee

- <u>Facilitated remote work</u> :

"To take full advantage of virtual work need to have equal/equivalent setup in home as in officer of computing equipment etc. Would like to see company provide a "home" package. We can take home our equipment with permission but many of us end up having to purchase our own equipment for home." Woman, over 45 years old, engineer/ manager

"Post-covid, allow employees to work remotely if they do not need to be in the office to do their job (i.e.: at computer all day; no lab work). I think it would be beneficial to give employees that flexibility (or at least one week in-office, next one out) if they so choose." Woman, less than 30 years old, engineer/ manager

- <u>Strengthen gender balance policies</u>:

"Equity goal and visibility. Clear career path for men and women. Recent attrition of high performers of both genders." Woman, 31-45 years old, manager/engineer

"Increase women leaders at frontline management level. Recruit from schools that have higher number of females in technical functions." Woman, 31-45 years old, manager/engineer

"More work on HeForShe type outreach. Many men feel that it's a zero-sum game, so if women are gaining, men are losing. " Woman, over 45 years old, manager/engineer

- <u>Management organization</u>:

"Better people management, managers seem uninvolved with general members. Being clear what the expectations are of work time and organization for the next few months, so employees can plan." Woman, less than 30 years old, manager/engineer

"Reflecting the company wide initiatives at a project level. Lots of talk above but it rarely trickles down to where the work is being done." Woman, 31-45 years old, manager/

engineer

- <u>Workload/workspace management</u>:
"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
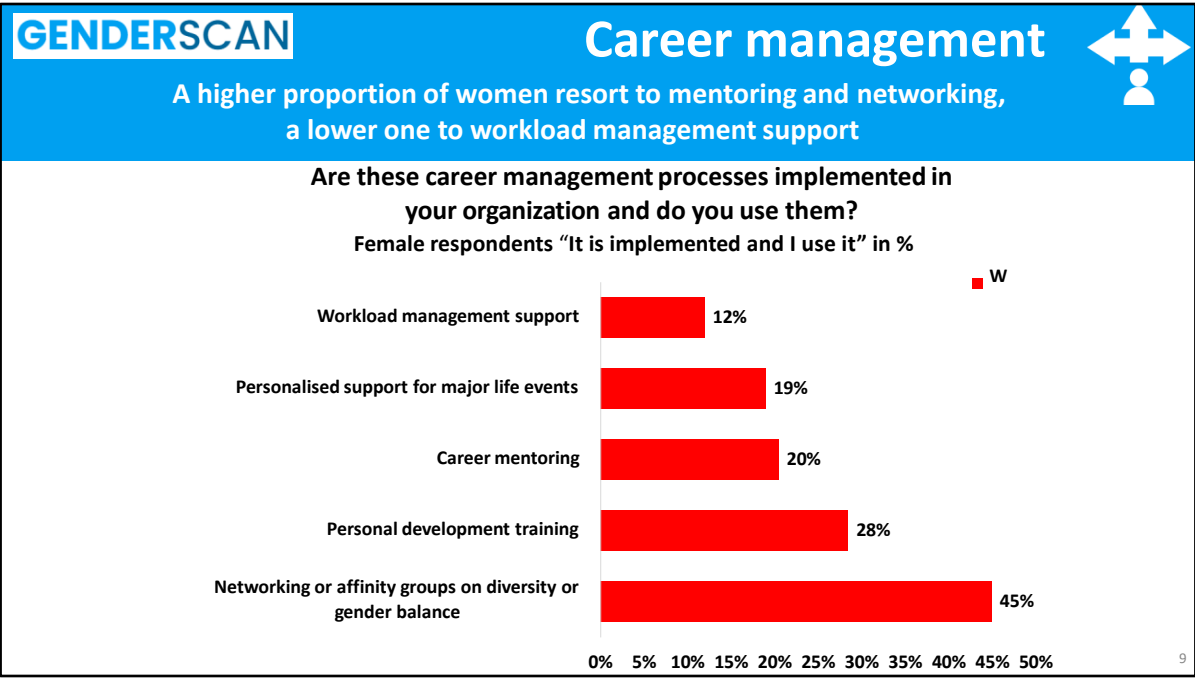"Hire more people to make workloads manageable." Woman, less than 30 years old, manager/engineer
"Better acoustics in our offices." Woman, over 45 years old, engineer/manager

- <u>Work- and meetings scheduling</u>:
"Have executives follow guidelines for no-meeting hours." Woman, 31-45 years old, manager/engineer
"Certain hours in the day that meetings are not permitted. Adherence to a designated No Meetings day." Woman, over 45 years old, manager/engineer

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Career management

**A higher proportion of women resort to mentoring and networking,
a lower one to workload management support**

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

Female respondents "It is implemented and I use it" in %

■ W

Workload management support	12%
Personalised support for major life events	19%
Career mentoring	20%
Personal development training	28%
Networking or affinity groups on diversity or gender balance	45%

0% 5% 10% 15% 20% 25% 30% 35% 40% 45% 50%

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Low proportions of respondents using all career management processes enquired: between 1 and 3 employees in 10 only. Almost half of women take part in networking or affinity groups on diversity (45%), which is very positive.
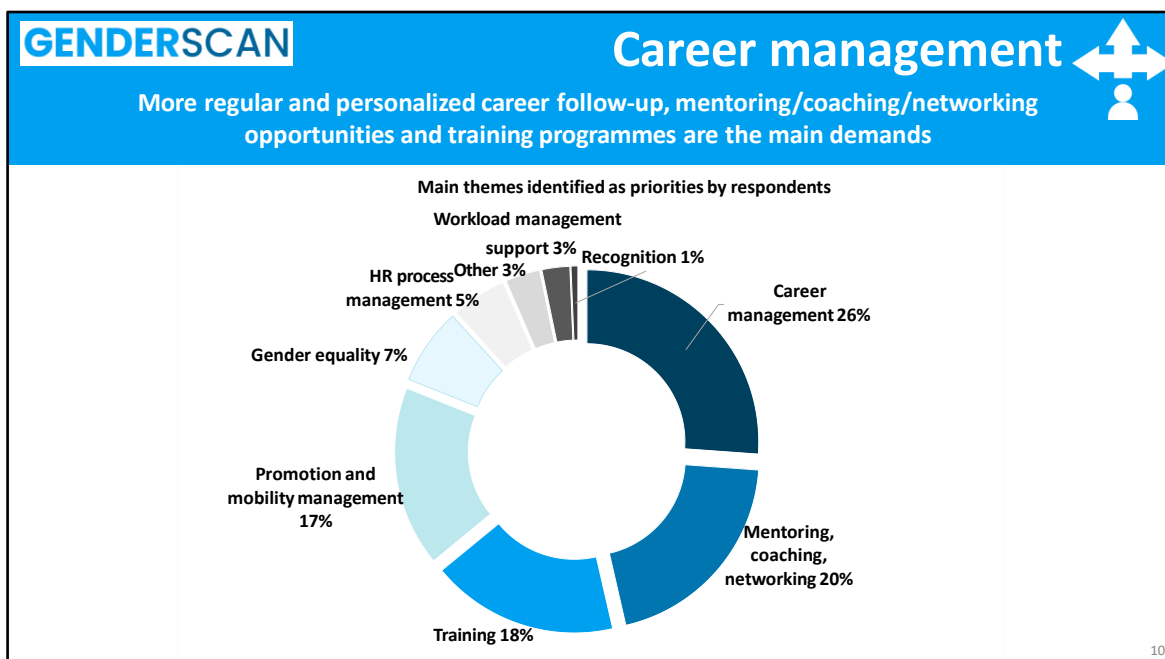
Results based on the analysis of the open answers from 153 respondents, 148 female and 5 male. Some examples of the main priorities demanded:

- Career management:

"I wish there was a list of all the different positions at my company and their responsibilities so I can figure out what my next step is. The company could set up paths for engineers so they can learn, move, advance, etc." Woman, less than 30 years old, manager/ engineer

"Any sort of formal career management program would be better than the current "find someone who's been here a while and ask them to help" method. What little career advice is provided by the company is expected to come from your manager, and there's an inherent conflict of interest there that damages career prospects. Not to mention the fact that more managers are men than women." Woman, 31-45 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." Woman, under 30 years old, manager/engineer

"Build on our mentoring program. Get younger staff a chance to sit in on higher level meetings and learn." Woman, 31-45 years old, manager/engineer

- Training:

"Suggestive trainings, support to get certified to move up in roles." Woman, 31-45 years old, employee

"More opportunity to for career development and time during the workday to take training on topics that I believe will improve my career. Most of the training is mandatory and very little it applicable to what I do on a daily basis. Engineers are grouped into one training group so if the engineers on the shop floor need training, those in the office have to take the same one." Woman, over 45 years old, engineer/manager

- 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." 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. " 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. "Woman, 31-45 years old, manager/engineer

"Formal mentorship and career planning with HR and management support." woman,

31-45 years old, manager/engineer

- <u>Gender equality</u>:

"No double standard when posting for positions that are outside one's current job category: for men, promotions can be given to increase the person's range of experience; for women, without the experience the job is not available." Woman, over 45 years old, technician

"More promotions given to women between 30 and 40 years old, prohibition of refusal of promotion "because she could make children, you understand". Woman, 31-45 years old, engineer/manager

"I know they say they are paying us fairly. I don't believe that takes into account the slowdown that women experience when parenting. I think women lag behind men and it's equitable amongst those that do the same work. It's not equitable in that women have progressed slower." Woman, over 45 years old, engineer/manager
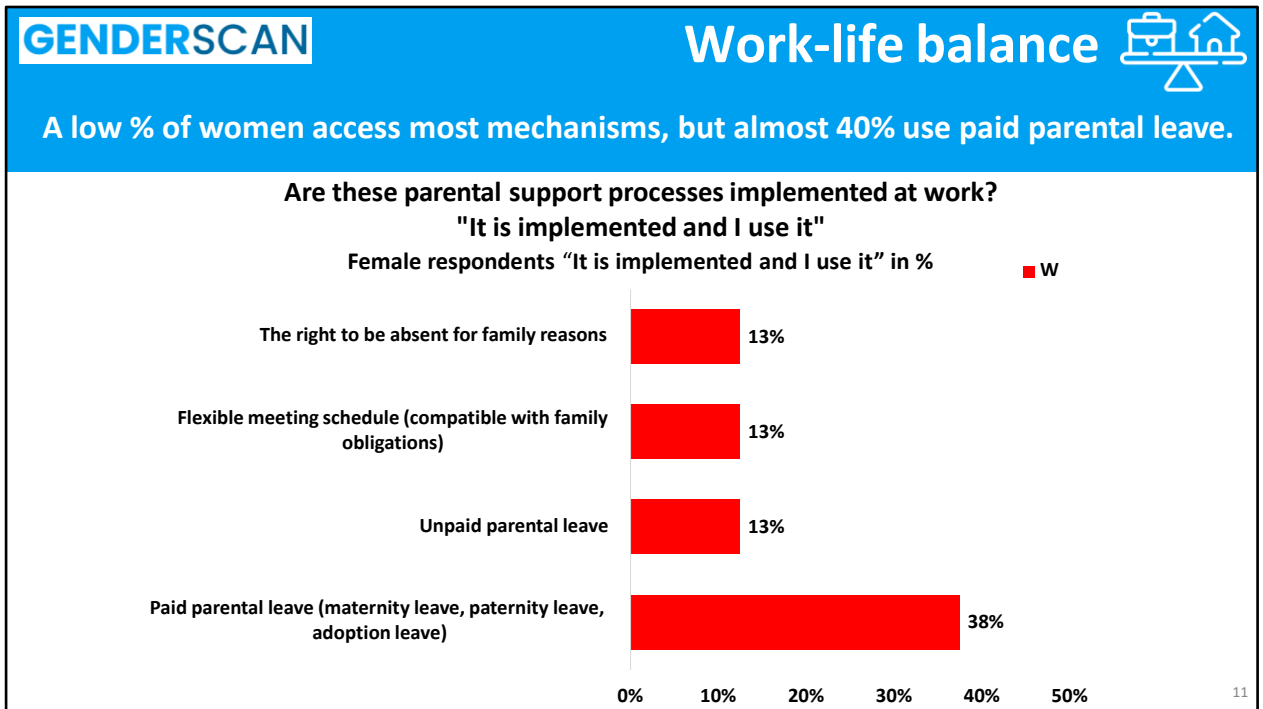
- <u>Recognition</u>:

"Ensure everyone is paid fairly relative to their contributions." Woman, 31-45 years old, technician

- <u>Workload management support</u>:

"Workload management is an issue due to thin staffing. We have ergo software to track our computer usage and enforce breaks and daily work limits however there is often not enough time to get everything done. So if you ignore your daily limit then you get flagged for safety, and if you don't get everything done you get hounded for missing deadlines. If we didn't run so thin we would be able to distribute the workload more safely and effectively." Woman, 31-45 years old, engineer/manager

"I don't want to have to network. See it as a waste of time/unnecessary pandering. I'm good without. What I would like is workload support." Woman, under 30, engineer/manager

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Work-life balance

A low % of women access most mechanisms, but almost 40% use paid parental leave.

Are these parental support processes implemented at work?
"It is implemented and I use it"
Female respondents "It is implemented and I use it" in %

■ W

The right to be absent for family reasons — 13%

Flexible meeting schedule (compatible with family obligations) — 13%

Unpaid parental leave — 13%

Paid parental leave (maternity leave, paternity leave, adoption leave) — 38%

0%   10%   20%   30%   40%   50%

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

Less than 30% of workers use most parental support processes. Paid parental leave is the notable exception, deployed by around 40% of respondents. Many other processes enquired (access for children to daycare services, the right to be absent to take care of dependents, company sponsored family activities, childcare costs contribution, occasional access to childcare structure) had 0% of respondents indicating they use them.

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.
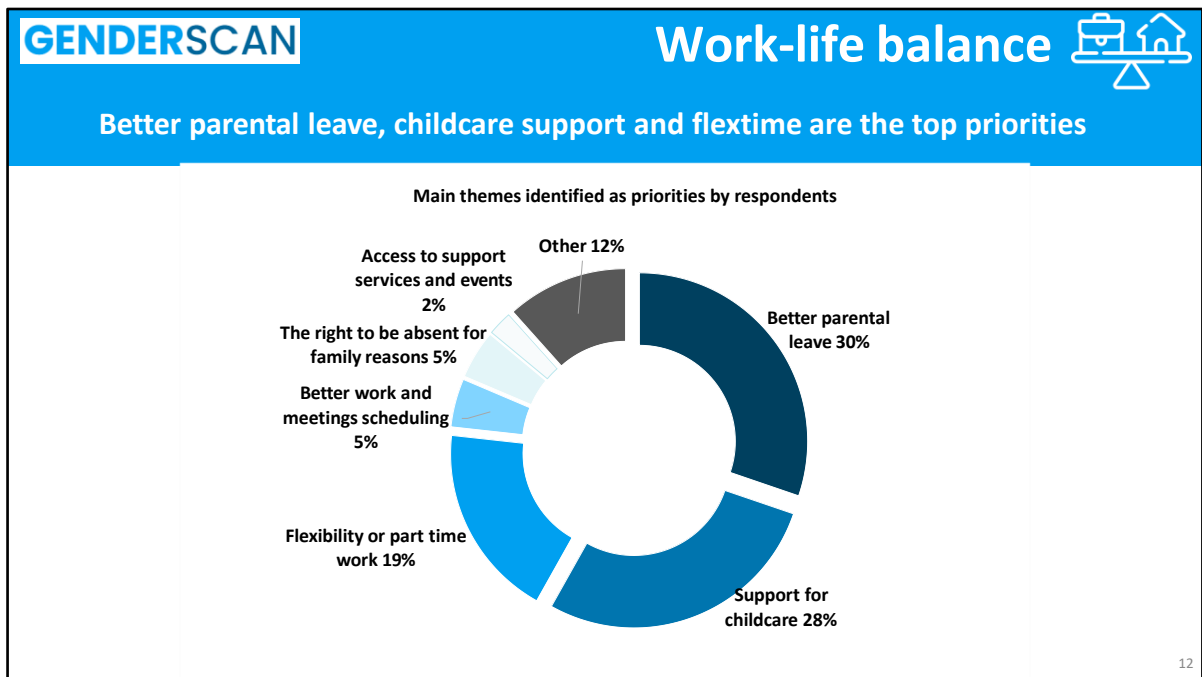
Results based on the analysis of the open answers from 43 female respondents.

- Better parental leave:

"More paid paternity leave. Focus is currently on maternity leave, which leaves women in the support/care role." Woman, 31-45 years old, manager/engineer

"Longer paid maternity leave in the U.S. (currently only 6 weeks paid, and 1 is using your earned vacation time, then can take an additional 6 weeks unpaid). I would request 12 weeks paid + 4 weeks unpaid to be available. Also, add paternity leave options. I would request 4 weeks paid and 2 weeks unpaid to be available." Woman, 31-45 years old, technician

- Childcare support:

"Definitely some contribution to childcare costs would help. It's very expensive here." Woman, 31-45 years old, engineer/manager

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

- Flexibility or part-time work:

"Flexible work hours and location." Woman, 31-45 years old, engineer/manager

"Flexible work schedule." Woman, 31-45 years old, manager/engineer

- Better work and meetings schedule:

"No meetings outside of set business hours" Woman, 31-45 years old, manager/engineer

- The right to be absent for family reasons:

"More paid time off. Way more available sick leave in the first 4 years of the child's life." Woman, 31-45 years old, manager/engineer

- 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

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Remote work

**Remote work does not seem to lead to overwork:
a high % of women worked regular hours**

In 2021, how many hours do you work from home on average each week?
Women's responses in %

■ W

Category	Value
more than 55h	4%
from 45h to 55h	14%
from 35h to 45h	47%
less than 35h	35%

0% 10% 20% 30% 40% 50% 60% 70%

13
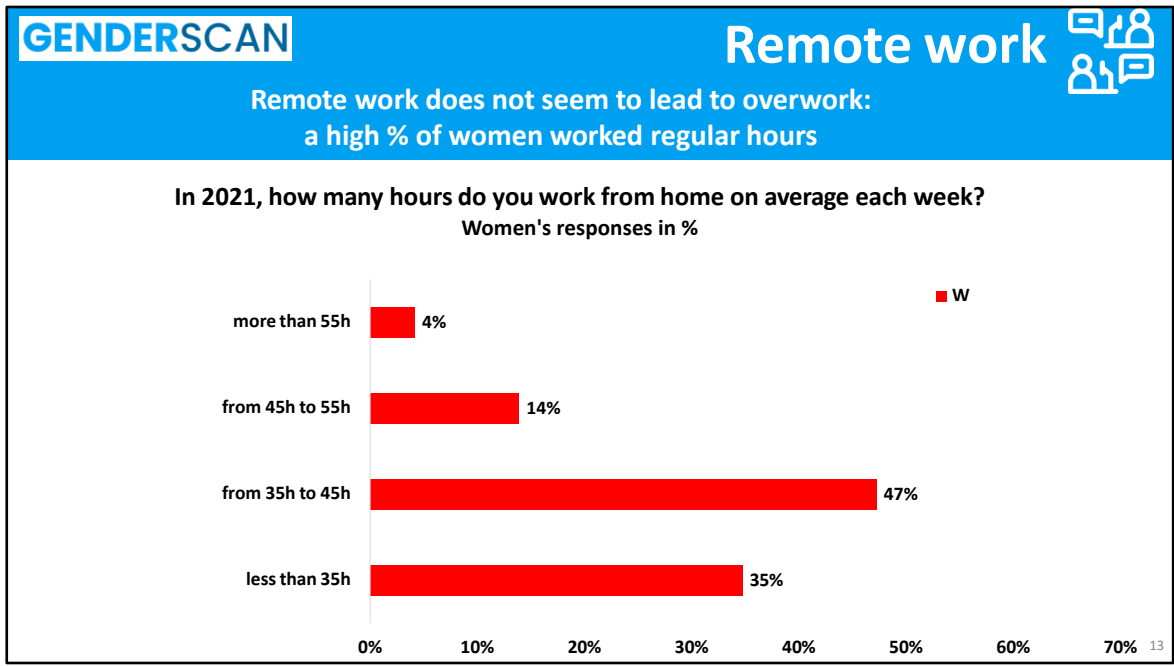
35% of women responding worked less than 35 hours a week on average. Almost half of women responding worked between 35h and 45h a week.

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Remote work

The majority of women wish to keep on remote working

**If you could keep working from home once the
Covid crisis is over, would you do it?**
Women's responses in %

Remote work

... and would appreciate some adjustments, mainly regarding limits to videoconferences and disconnection rights

What adjustments would you like to see implemented?
Women's responses in %

■ F

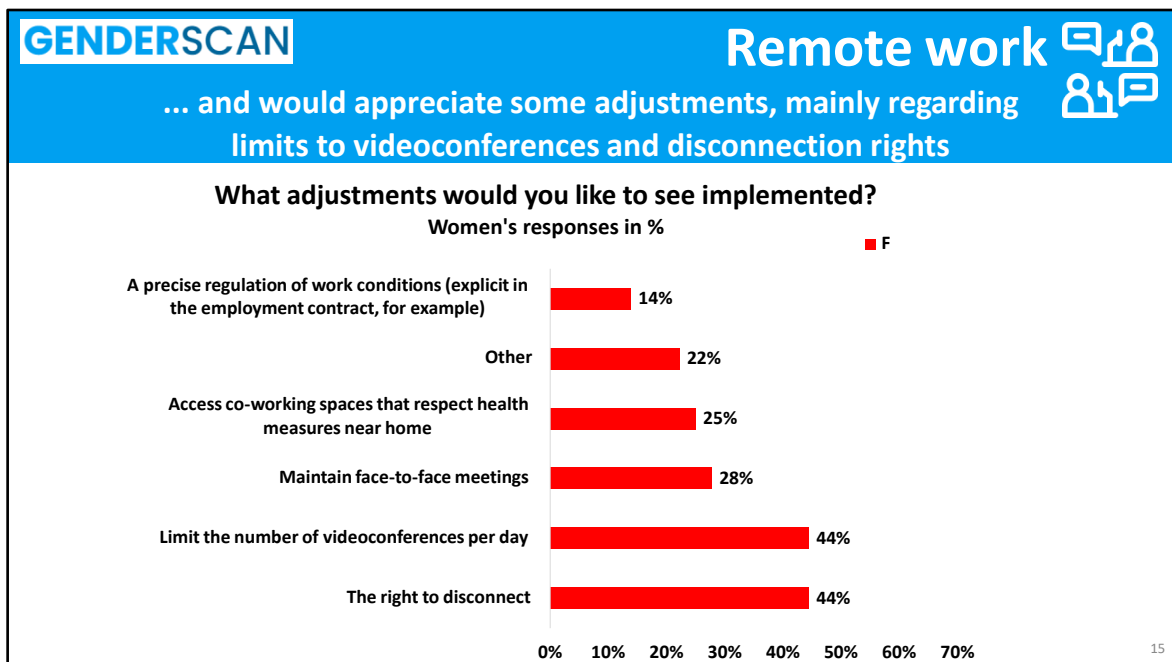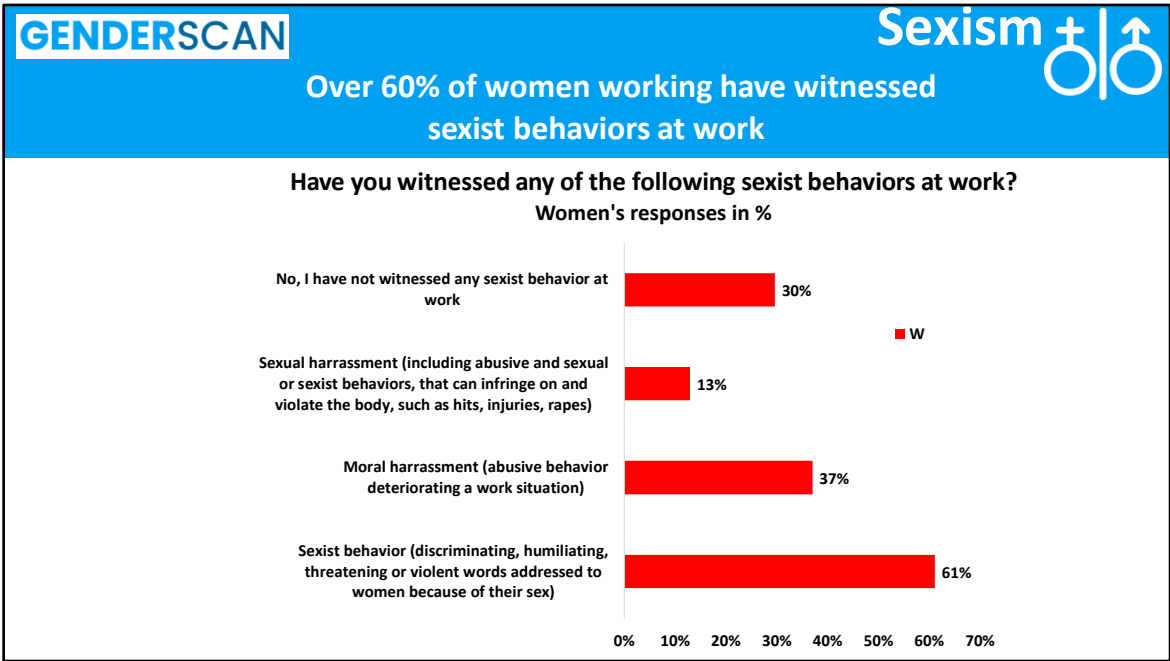| Adjustment	%
A precise regulation of work conditions (explicit in the employment contract, for example)	14%
Other	22%
Access co-working spaces that respect health measures near home	25%
Maintain face-to-face meetings	28%
Limit the number of videoconferences per day	44%
The right to disconnect	44%

0% 10% 20% 30% 40% 50% 60% 70%

A high proportion of women ask for adjustments concerning the right to disconnect and a limit of the number of videoconferences to be limited, which seems to indicate a certain exhaustion related to constant connection. An also expressive proportion of women would like live meetings to continue to take place and access safe co-working spaces close to their home.
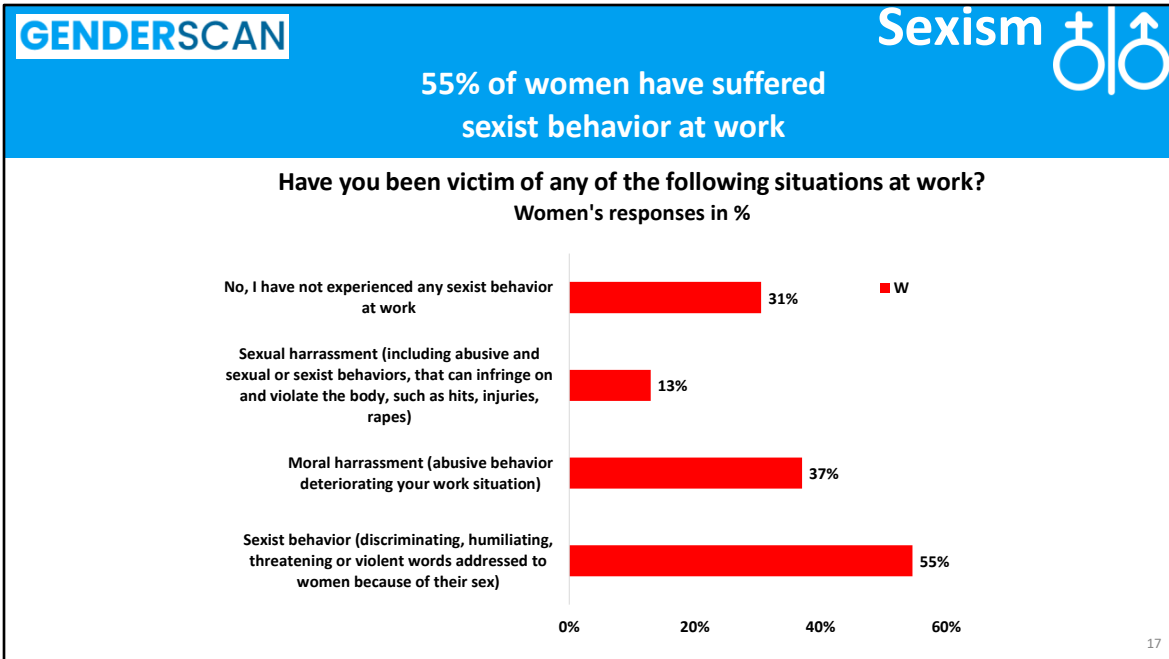
Other adjustments requested to remote work in the verbatims include (out of 7 answers):

- Financial support for extra expenses/ergonomic material (2/7)
"Stipends for ergonomic office furniture." Woman, 31-45 years old, engineer/manager

- Effort to keep human connection (3/7)
"Opportunities for casual interaction with coworkers." Woman, over 45 years old, manager/engineer
"Recognition of efforts/accomplishments/performance through remote work being on par as those in office; no longer marginalize employees working remotely" Woman, over 45 years old, manager/engineer

- Flexible work schedule and workplace (1/7)
"Flexible work schedules to accommodate baby schedules and childcare. I.e. work after baby sleeps.!" Woman, 31- 45 years old, engineer/manager

- Better suited equipment (1/7)
"Better technology to continue with hybrid in-person and remote meetings." Woman, over 45 years old, engineer/manager

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Sexism

Over 60% of women working have witnessed sexist behaviors at work

Have you witnessed any of the following sexist behaviors at work?
Women's responses in %

Behavior	%
No, I have not witnessed any sexist behavior at work	30%
Sexual harrassment (including abusive and sexual or sexist behaviors, that can infringe on and violate the body, such as hits, injuries, rapes)	13%
Moral harrassment (abusive behavior deteriorating a work situation)	37%
Sexist behavior (discriminating, humiliating, threatening or violent words addressed to women because of their sex)	61%

■ W

About 60% of women responding have witnessed sexist behavior at work and 1/3 (37%) have witnessed moral harassment.

However, an also relatively high proportion (30%) says they have not seen any behavior of this kind in the workplace.

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Sexism

55% of women have suffered sexist behavior at work

Have you been victim of any of the following situations at work?
Women's responses in %

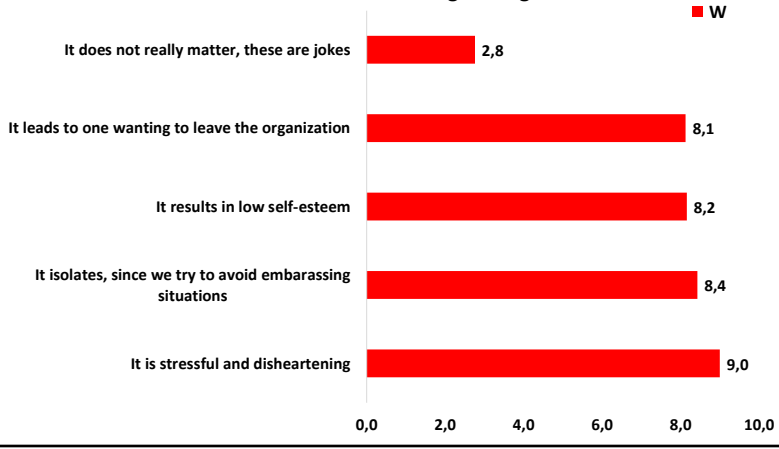| Category	Value
No, I have not experienced any sexist behavior at work	31%
Sexual harrassment (including abusive and sexual or sexist behaviors, that can infringe on and violate the body, such as hits, injuries, rapes)	13%
Moral harrassment (abusive behavior deteriorating your work situation)	37%
Sexist behavior (discriminating, humiliating, threatening or violent words addressed to women because of their sex)	55%

■ W

0%   20%   40%   60%

17

Over half of female workers responding have suffered sexist behaviors at work. Also, 37% have suffered moral harassment. However, almost 1 in 3 of them have suffered some sort of sexism and moral harassment.

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Sexism

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

In your opinion, what could be the impact of sexism?
Women's average ratings

■ W

It does not really matter, these are jokes	2,8
It leads to one wanting to leave the organization	8,1
It results in low self-esteem	8,2
It isolates, since we try to avoid embarassing situations	8,4
It is stressful and disheartening	9,0

0,0   2,0   4,0   6,0   8,0   10,0

18
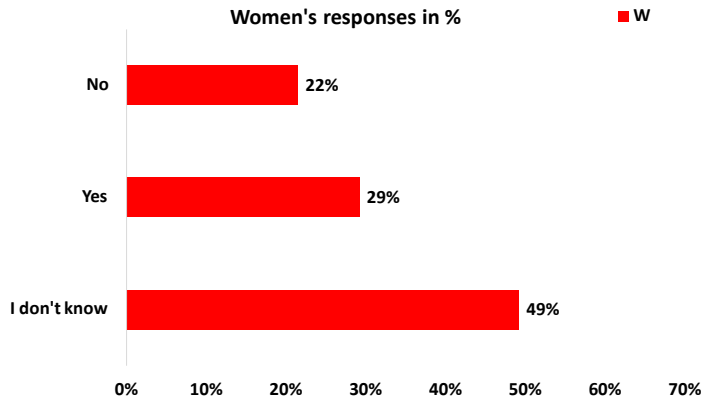
Almost 1 female workers in 2 in do not know if their company has an alert procedure against sexism. About 3 in 10 are aware there is one, and 2 in 10 say such a mechanism does not exist.

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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?
Responses in % of women

Response	%
I used the existing alert procedure of the organization	9%
I didn't use the existing alert procedure of the organization	12%
I discussed it with the company's management	16%
I didn't say anything at first, but talked with the person afterwards	16%
I told it to my relatives	22%
I didn't react	22%
I told it to a supervisor	26%
I told it to other women to ask for advice	28%
I told it to some colleagues	36%

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/or relatives and 2 in 10 turned to their managers and/or other women. Some reasons evoked in the verbatims from 16 respondents as to why they did not use sexist alert procedures in their company:

- Fear of reprimand (50%):
"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." Woman, over 45 years old, manager/engineer
"Scared of retaliation, the mindset that 'that's how it is in the oilfield'." Woman, less than 30 years old, manager/engineer

- Perceived low impact of the procedure (19%):
"I heard from other women that it wouldn't help." Woman, less than 30 years old, employee
"Sexist behavior by a well known leader in my organization. Management would have just slapped his hand. No real consequences." Woman, 31-45 years old, engineer/manager

- Inexistence of the procedure at the time of the incident:
"It didn't exist at the time." Woman, 31-45 years old, manager/engineer

- Preference to deal with it alone or with informal support:
"Because the person was my supervisor and I wanted to deal with it directly and stand up for myself." Woman, over 45 years old, engineer/manager
"I thought It was a unique situation that was better handled via the management chain than via a sexism report line." Woman, 31-45 years old, engineer/manager

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Sexism

Reliable support mechanisms, clear sanctions and zero tolerance more supported by women

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

Women's average ratings

■ W

Mechanism	Rating
Workshops focused on good practices for all employees	6,9
Information campaigns for all employees	6,9
Education and information tools to tackle sexist behaviors	7,3
An apparent principle of zero tolerance within the organization	7,8
Support mechanisms for victims (alert procedure, assistance)	8,1
Clearly communicated and defined sanction mechanisms	8,3

0,0 1,0 2,0 3,0 4,0 5,0 6,0 7,0 8,0 9,0

21

Methodology note

	Men	Women	Other	Total
United States	14	316	1	331

22