



ITUC Frontline Poll June 2021

Violence and harassment at work

JOB
CLIMATE-FRIENDLY JOBS
RIGHTS
SOCIAL PROTECTION
EQUALITY
INCLUSION

A New Social Contract for Recovery and Resilience

Publisher responsible in law:

Sharan Burrow, General Secretary

ITUC

5 Bld du Roi Albert II, Bte 1, 1210-Brussels, Belgium

Tel: +32 2 224 0211 Fax : +32 2 201 5815

Email: press@ituc-csi.org Web: www.ituc-csi.org











Contents

Methodology	4
Introduction	5
Key Insights	6
Demographic Analysis	7
Country Analysis by Profession	9
Toplines	15

Methodology

This report summarises the results of a survey commissioned by the International Trade Union Confederation (ITUC). The fieldwork was conducted by YouGov. Fieldwork was conducted between

the 1st and 15th of June 2021. The surveys were carried out online in ten countries with a total sample size of 12,242. The sample size for each country is as follows:

Country		N=
Australia		1056
Brazil		1008
France		1037
Great Britain		1674
India		1012
Indonesia		2131
Italy		1067
Japan		1000
Mexico		1000
USA		1257

Note: Sample sizes vary per country due to the standard survey samples in each region. All sample sizes are over 1,000 respondents, meaning they're significantly above the minimum requirement for statistical reliability.

The figures have been given an even weighting for each country to produce an “average” value.

The questionnaire was developed by the ITUC in consultation with YouGov. This report was prepared by Kate Whelan Consulting.

Introduction

In June 2021 the International Trade Union Confederation (ITUC) commissioned research into public perceptions of the likelihood of men and women facing violence and harassment in a variety of professions.

The question was asked in 10 countries, including Australia, Brazil, France, Great Britain, India, Indonesia, Italy, Japan, Mexico and the USA.

Respondents were asked “Do you think men or women are more likely to face violence and harassment, or are they equally likely?” for each of the following nine professions: teaching, nursing, doctors, journalism, law, sport, politics, finance and banking, and building and construction.

The main findings of this research were:

In each of the nine professions listed, at least **one in three (33%) of people** believe that **women are more likely to face violence and harassment**.

Nursing (49%), politics (43%), sport (40%) and building and construction (40%) were the professions where the largest proportion of respondents thought that **women are more likely to face violence and harassment**.

Doctors (45%), teaching (44%), journalism (43%), law (42%) and finance and banking (40%) were the professions where respondents were more likely to think **men and women are equally as likely to face violence and harassment**.

Although on average across the nine professions males and females differed only slightly in their perceptions, there were three professions where **females were more likely to believe that women are more likely to face violence and harassment: law (+11%), politics (+11%) and building and construction (+8%)**.

Those under 35 were in general more likely to believe that women are more likely to face violence and harassment in the nine professions listed, with the greatest difference between this cohort and those aged 55+ being **finance and banking (+8%), sport (+7%) and teaching (+7%)**.

For all but one profession (nursing), **the Americas was the region where respondents were considerably more likely to think that women were more likely to face violence and harassment**. Across the nine professions, an average of 44% of people from the Americas believe that women are more likely to face violence and harassment compared to 38% across Europe, 36% across the Asia-Pacific and the global average of 39%.

Key Insights

Across the nine professions included in this question, at least 33% of people (or one in three) thought that women are more likely to face violence and harassment.

Excluding building and construction, 8% or less of people – or fewer than one in 10 – thought that men are more likely to face violence and harassment across each of the industries.

There are four professions where the largest proportion of respondents thought that women are more likely to face violence and harassment than men:

- nursing (49%)
- politics (43%)
- sport (40%)
- building and construction (40%).

For the remaining five professions, the largest proportion of people thought that men and women are **equally** likely to face violence and harassment. These professions were doctors (45%), teaching (44%), journalism (43%), law (42%) and finance and banking (40%).

However, across the nine professions, at least 33% of people (or one in three) thought that women are more likely to face violence and harassment.

The profession where people most commonly thought that men would be more likely to face violence and harassment was building and construction (19%). However, considerably more people (40%) thought that women would be more likely than men to face violence and harassment in this profession.

Likelihood to face violence and harassment at work: 10 Country average

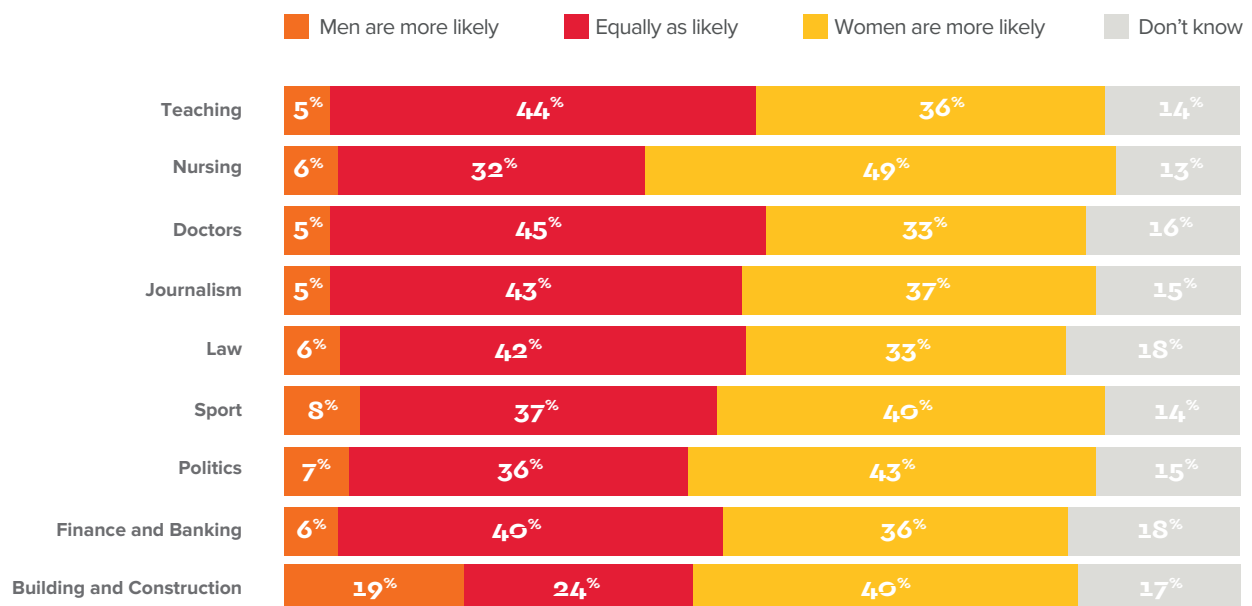


Figure 1: Question “For each of the following professions, do you think men or women are more likely to face violence and harassment, or are they equally likely?”. Options provided were: “Men are more likely to face violence and harassment” “Men and women are equally likely to face violence and harassment” OR “Women are more likely to face violence and harassment” OR “Don’t know”. N=12242.

Demographic Analysis

Gender

Across the nine professions, there were few differences between the key demographics.

On average, the largest proportion of females (42%) thought that women were more likely to face violence and harassment (a similar proportion – 37% – thought men and women were equally as likely to face violence and harassment).

36% of males – only slightly less than females - thought that women are more likely to face violence and harassment. 39% of males thought that men and women were equally as likely.

Across the nine professions, just 9% of men and 6% of women thought that men were more likely to face violence and harassment.

There were three professions, however, where males and females differed significantly in their likelihood to think that women are more likely to face violence and harassment than men:

- **Law: 39% of females compared to 28% of males (+11%) thought that women were more likely to face violence and harassment.**
- **Politics: 48% of females compared to 37% (+11%) of males thought that women are more likely to face violence and harassment.**
- **Building and Construction: 44% of females compared to 36% of males (+8%) thought that women are more likely to face violence and harassment.**

Age

Across the nine professions, both individually and on average, younger respondents were more likely to think that women are more likely to face violence and harassment.

An average of 41% of those aged under 35, compared to an average of 36% of those aged 55+, believe that women are more likely to face violence and harassment than men. Conversely, 42% of those aged 55+ compared to 35% of those aged under 35 think that men and women are equally as likely to face violence and harassment.

The professions where those aged under 35 differed most significantly from those aged 55+ were:

- **Finance and Banking: 40% of those aged under 35 compared to 32% of those aged 55+ (+8%) believe that women are more likely to face violence and harassment.**
- **Sport: 44% of those aged under 35 compared to 37% of those aged 55+ (+7%) believe that women are more likely to face violence and harassment.**
- **Teaching: 40% of those aged under 35 compared to 33% of those aged 55+ (+7%) believe that women are more likely to face violence and harassment.**

On average, those aged 35-54 are divided equally between those who believe women are more likely to face violence and harassment and those who believe men and women are equally as likely (38% for each).

Across the nine professions, very few people in each age group believe men are more likely to face violence and harassment than women: 9% of those aged under 35, 7% of those aged 35-54 and 6% of those aged 55+.

Regional Differences

For all but one profession (nursing), the Americas (Brazil, Mexico and the US) was the region where respondents were considerably more likely to think that women were more likely to face violence and harassment. For example:

- **Building and Construction: 51% of people in the Americas believe that women are more likely than men to face violence and harassment compared to the global average of 40%.**
- **Law: 42% of people in the Americas believe women are more likely to face violence and harassment than men compared to the global average of 33%.**
- **Politics: 49% of people in the Americas believe that women are more likely to face violence and harassment than men compared to the global average of 43%.**

Across the nine professions, an average of 44% of people from the Americas believe that women are more likely to face violence and harassment. This compares to 38% across Europe, 36% across the Asia-Pacific and the global average of 39%.

Country Analysis by Profession



Teaching

Overall, the largest proportion of people (44%) believe that men and women are equally as likely to face violence and harassment in teaching. However more than one in three (36%) believe women are more likely. Just 5% believe men are more likely.

Great Britain (53%), France (51%) and Australia (51%) were the countries most likely to think that men and women were equally as likely to face violence and harassment; however, between 29-33% of these populations believe that women are more likely.

Brazil was far more likely than any other country (55% compared to the global average of 36%) to believe that women were more likely to face violence and harassment in teaching. They were followed by Indonesia (43%), Italy (42%) and Mexico (41%).



Nursing

Almost half (49%) of people believe that women are more likely to face violence and harassment in nursing – more than any of the other professions listed.

32% believe men and women are equally as likely to face violence and harassment and 6% believe men are more likely.

The countries most likely to believe that women were more likely than men to face violence and harassment in nursing were Brazil (63%), Indonesia (61%), Italy (55%) and France (54%).

Great Britain was the only country where more people

thought men and women were equally likely to face violence and harassment (42%) than thought women were more likely (38%). Those in the US were divided evenly between women being more likely (34%) and men and women being equally as likely (34%).



Doctors

The largest proportion of people (45%) believe that men and women are equally as likely to face violence and harassment in this profession. One in three, however, (33%) believe that women are more likely. 5% believe men are more likely to face violence and harassment.

Just one country – Brazil (53%) – had more than half their population who believe that women are more likely to face violence and harassment.

Those countries most likely to believe that men and women are equally likely to face violence and harassment were Great Britain (57%), India (55%), Australia (54%) and Mexico (51%).



Journalism

Globally, just over one in three (37%) of people believe that women in journalism are more likely than men to face violence and harassment. 43% of people believe men and women are equally as likely.

Just 5% believe men are more likely to face violence and harassment.

The countries most likely to believe that women are

more likely to face violence and harassment were Brazil (57%), Italy (47%) and France (41%). The countries most likely to believe that men and women are equally as likely to face violence and harassment were Mexico (50%), India (48%), Great Britain (47%), Indonesia (47%) and Australia (46%).

Law

42% of people believe that men and women are equally as likely to face violence and harassment in the legal profession. Again however, a significant proportion (33%, or one in three) believe that women are more likely. Just 6% believe men are more likely to face violence and harassment in this profession.

Once again, the people of Brazil were far more likely to believe that women were more likely to face violence and harassment in this profession, with over half (54%) selecting this option. Italy (45%) and Mexico (41%) also had large proportions of their population believe that women are more likely to face violence and harassment.

There were, however, a larger a number of countries where a large proportion of people believe that men and women are equally as likely to face violence and harassment: Indonesia (48%), France (47%), Mexico (46%), Great Britain (45%), India (43%) and Australia (43%).

Sport

Sport was one of the four professions where people more commonly thought women were more likely to face violence and harassment (40%) than thought that men and women were equally as likely (37%). 8% of people believe that men are more likely than women to face violence and harassment in sport.

Those countries with the largest proportion of their population who believe that women are more likely than men to face violence and harassment in sport were Brazil (56%), France (48%), Italy (48%), Mexico (45%) and Indonesia (42%).

Several countries, however, went against the global average and more commonly believed that men and women are equally as likely to face violence and harassment (rather than women being more likely). These countries included Australia (42% compared to 36%), India (41% compared to 32%) and Great Britain (41% compared to 28%).

Politics

43% of people globally believe that women are more likely than men to face violence and harassment in politics, compared to just 7% who believe men are more likely. A large proportion (36%) believe that men and women are equally as likely to face violence and harassment.

Those in Brazil (62%), Mexico (54%) and Italy (51%) were most likely to believe that women were more likely to face violence and harassment than men. This was followed by Australia (49%), Japan (45%) and France (43%).

Although Great Britain (39%), India (32%) and Indonesia (32%) had significant proportion of their populations who believe that women are more likely to face violence and harassment than men, the population of these countries more commonly believe that men and women are equally as likely to face violence and harassment (41% for Great Britain, 34% for India and 44% for Indonesia).

Finance and Banking

Overall, 40% of people believe that men and women are equally as likely to face violence and harassment in finance and banking. Almost as many believe that women are more likely (36%). Just 6% believe that men are more likely to face violence and harassment in finance and banking.

Three countries were more likely to believe that women were more likely to face violence and harassment: Brazil (55%), Italy (43%) and Indonesia (41%).

Those countries with populations that more commonly believe that men and women were equally as likely to face violence and harassment were India (47%), Australia (46%), Mexico (46%), France (42%) and Great Britain (41%).



Building and Construction

Building and construction was the profession where the largest percentage of respondents believed that men were more likely than women to face violence and harassment (19%). However, this was still far fewer than those that believe that women are more likely to face violence and harassment (40%). It is also less than those who believe men and women are equally as likely to face violence and harassment (24%).

Brazil (60%) and Mexico (57%) were considerably more likely than the global average to believe that women were more likely to face violence and harassment in this profession.

29% of those in Indonesia believe that men are more likely to face harassment in this profession. This figure is less than the percentage who believe women are more likely (32%) but greater than those who believe men and women are equally as likely (24%).

In Japan, a slightly higher number of people believe men are more likely to face violence and harassment (23%) than those who believe men and women are equally as likely to face violence and harassment (22%). This, however, was still fewer than those who believe that women are more likely to face violence and harassment (30%).

These examples are the only times across the ten countries and nine professions that “men are more likely” is more commonly selected than one of the other options.



Country Snapshot: India

Although more commonly selecting either women being more likely to face violence and harassment, or men and women being equally more likely, people in India were consistently

more likely than the other countries and the global average to believe that men are more likely to face violence and harassment. For example,



Politics

20% of people in India believe men are more likely to face violence and harassment, compared to the global average of 7%.



Journalism

14% of people in India believe men are more likely to face violence and harassment, compared to the global average of 5%.



Law

17% of people in India believe men are more likely to face violence and harassment, compared to the global average of 6%.

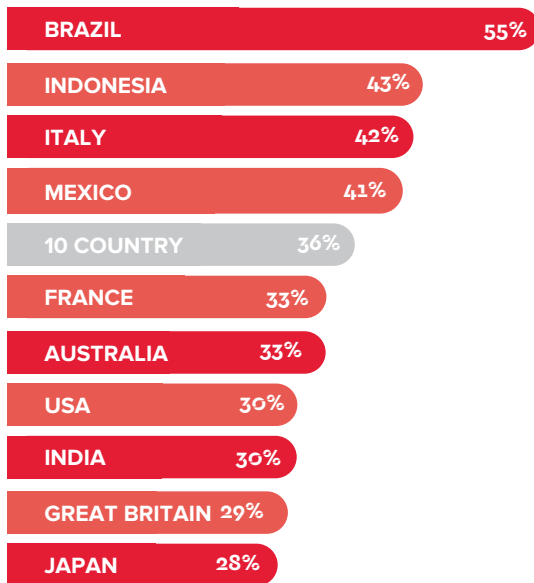


Doctors

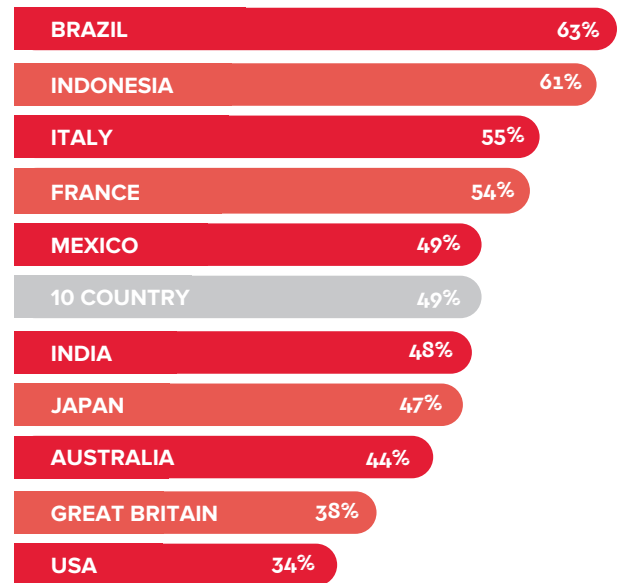
14% of people in India believe men are more likely to face violence and harassment, compared to the global average of 5%.

Likelihood to face violence and harassment at work: "Women are more likely to face violence and harassment"

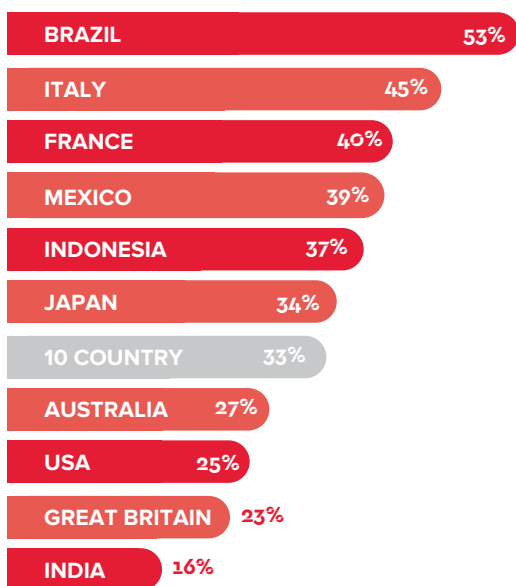
Teaching (2a)



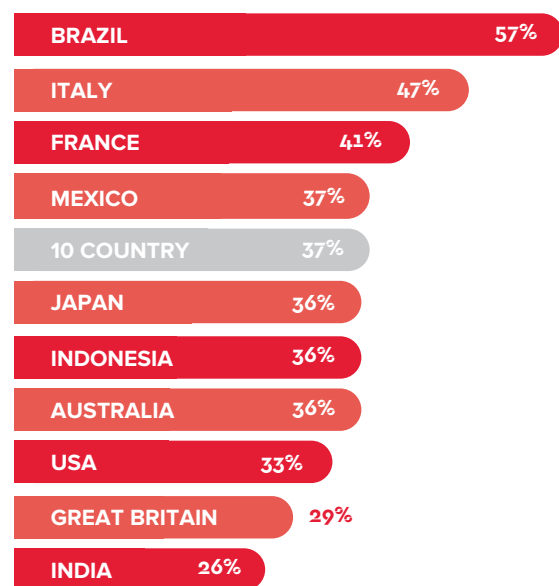
Nursing (2b)



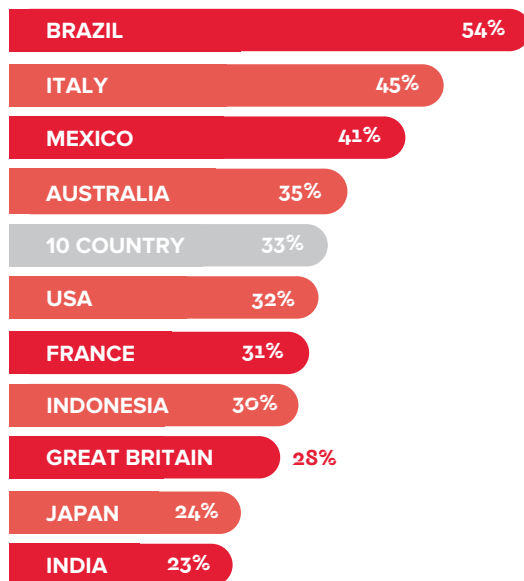
Doctors (2c)



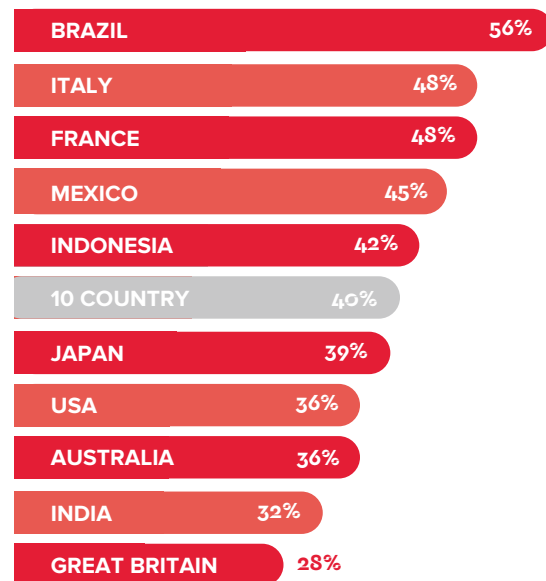
Journalism (2d)



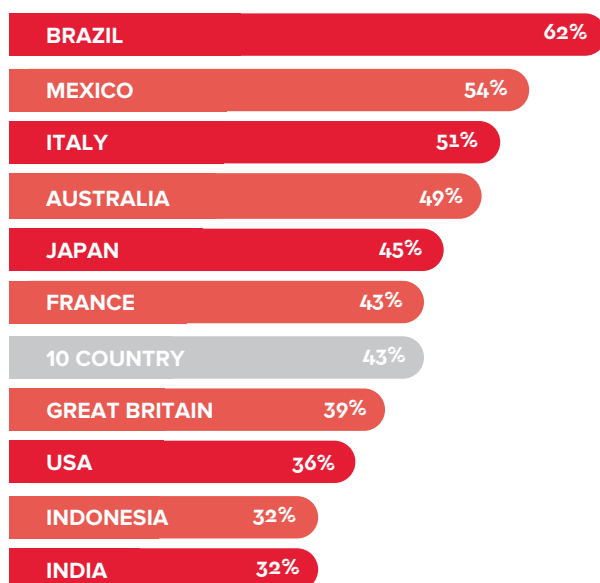
Law (2e)



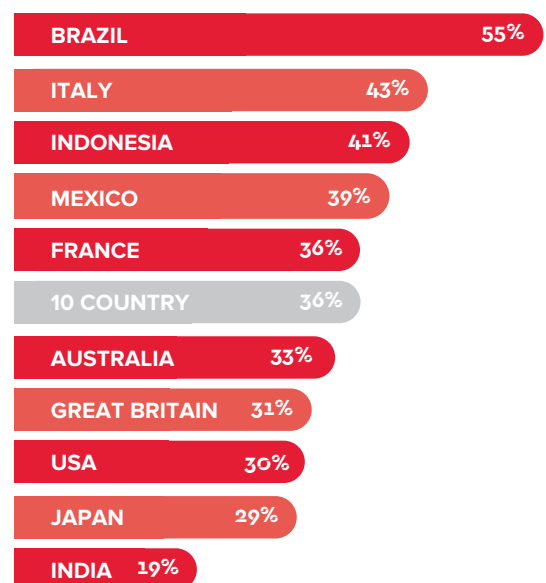
Sport (2f)



Politics (2g)



Finance and Banking (2h)



Building and Construction (2i)

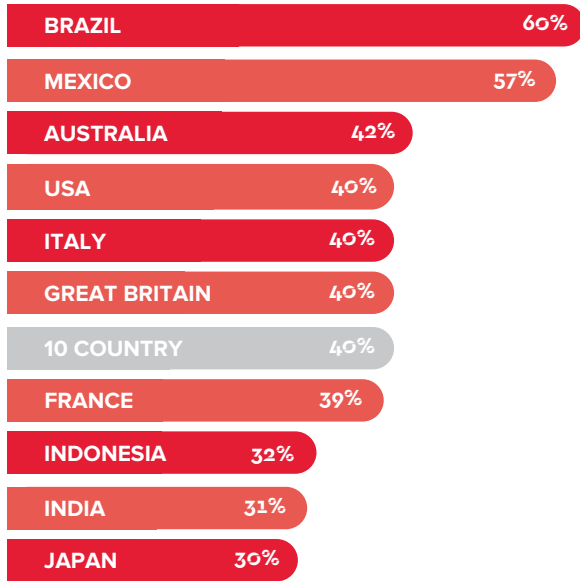


Figure 2: Question “For each of the following professions, do you think men or women are more likely to face violence and harassment, or are they equally likely?”. Only “Women are more likely to face violence and harassment” displayed. N=12242 (Australia n=1056, Brazil n=1008, France n=1037, Great Britain n=1674, India n=1012, Indonesia n=2131, Italy n=1067, Japan n=1000, Mexico n=1000, USA n=1257).

Toplines

Key

AUS	BRA	FRA	GB	IND	IDN	ITA	JPN	MEX	USA
Australia	Brazil	France	Great Britain	India	Indonesia	Italy	Japan	Mexico	USA

Q For each of the following professions, do you think men or women are more likely to face violence and harassment, or are they equally likely?

Teaching	Total	AUS	BRA	FRA	GB	IND	IDN	ITA	JPN	MEX	USA
Men are more likely...	5%	5%	3%	4%	4%	11%	3%	3%	6%	6%	7%
Men and women are equally likely...	44%	51%	36%	51%	53%	44%	41%	38%	40%	47%	40%
Women are more likely...	36%	33%	55%	33%	29%	30%	43%	42%	28%	41%	30%
Don't know	14%	11%	6%	13%	14%	15%	13%	17%	26%	6%	22%

Nursing	Total	AUS	BRA	FRA	GB	IND	IDN	ITA	JPN	MEX	USA
Men are more likely...	6%	9%	3%	4%	8%	11%	3%	2%	6%	8%	10%
Men and women are equally likely...	32%	38%	28%	31%	42%	27%	25%	29%	24%	38%	34%
Women are more likely...	49%	44%	63%	54%	38%	48%	61%	55%	47%	49%	34%
Don't know	13%	9%	6%	11%	13%	14%	11%	13%	23%	5%	22%

Doctors	Total	AUS	BRA	FRA	GB	IND	IDN	ITA	JPN	MEX	USA
Men are more likely...	5%	5%	3%	3%	3%	14%	3%	2%	8%	4%	8%
Men and women are equally likely...	45%	54%	36%	43%	57%	55%	41%	38%	33%	51%	41%
Women are more likely...	33%	27%	53%	40%	23%	16%	37%	45%	34%	39%	25%
Don't know	16%	13%	8%	14%	17%	15%	19%	16%	26%	6%	26%

Journalism	Total	AUS	BRA	FRA	GB	IND	IDN	ITA	JPN	MEX	USA
Men are more likely...	5%	5%	2%	4%	3%	14%	5%	3%	7%	7%	7%
Men and women are equally likely...	43%	46%	33%	42%	47%	48%	47%	34%	32%	50%	39%
Women are more likely...	37%	36%	57%	41%	29%	26%	36%	47%	36%	37%	33%
Don't know	15%	13%	8%	13%	21%	13%	12%	15%	26%	6%	21%

Law	Total	AUS	BRA	FRA	GB	IND	IDN	ITA	JPN	MEX	USA
Men are more likely...	6%	7%	5%	4%	4%	17%	5%	2%	7%	6%	9%
Men and women are equally likely...	42%	43%	32%	47%	45%	43%	48%	36%	39%	46%	35%
Women are more likely...	33%	35%	54%	31%	28%	23%	30%	45%	24%	41%	32%
Don't know	18%	16%	9%	18%	23%	17%	18%	17%	30%	7%	24%

Sport	Total	AUS	BRA	FRA	GB	IND	IDN	ITA	JPN	MEX	USA
Men are more likely...	8%	12%	6%	5%	13%	14%	6%	3%	6%	8%	10%
Men and women are equally likely...	37%	42%	32%	35%	41%	41%	40%	34%	32%	41%	30%
Women are more likely...	40%	36%	56%	48%	28%	32%	42%	48%	39%	45%	36%
Don't know	14%	10%	6%	12%	17%	13%	12%	14%	23%	6%	24%

Politics	Total	AUS	BRA	FRA	GB	IND	IDN	ITA	JPN	MEX	USA
Men are more likely...	7%	7%	3%	5%	4%	20%	6%	2%	9%	6%	8%
Men and women are equally likely...	36%	34%	27%	39%	41%	34%	44%	31%	24%	36%	36%
Women are more likely...	43%	49%	62%	43%	39%	32%	32%	51%	45%	54%	36%
Don't know	15%	11%	7%	13%	16%	14%	17%	16%	22%	5%	20%

Finance and Banking	Total	AUS	BRA	FRA	GB	IND	IDN	ITA	JPN	MEX	USA
Men are more likely...	6%	5%	3%	4%	4%	17%	4%	2%	10%	7%	6%
Men and women are equally likely...	40%	46%	34%	42%	41%	47%	39%	37%	35%	46%	35%
Women are more likely...	36%	33%	55%	36%	31%	19%	41%	43%	29%	39%	30%
Don't know	18%	16%	8%	18%	24%	17%	16%	19%	27%	8%	29%

Building and Construction	Total	AUS	BRA	FRA	GB	IND	IDN	ITA	JPN	MEX	USA
Men are more likely...	19%	21%	9%	17%	20%	25%	29%	12%	23%	12%	14%
Men and women are equally likely...	24%	25%	23%	27%	21%	30%	24%	25%	22%	25%	21%
Women are more likely...	40%	42%	60%	39%	40%	31%	32%	40%	30%	57%	40%
Don't know	17%	12%	8%	17%	19%	14%	16%	23%	25%	6%	25%

