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THE GRBN GLOBAL DIVERSITY, EQUALITY & INCLUSIVITY (DEI) SURVEY 2021

COUNTRY REPORT - Japan

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A report on attitudes related to diversity, equality
and inclusivity in the workplace around the globe

January 2022

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The image shows the cover of a report. On the left, there is a vertical bar with a teal top section and a reddish-brown bottom section. The teal section contains the text "Gold Sponsor" and the "LUCID" logo, which consists of the word "LUCID" and a square icon with three smaller squares inside. The reddish-brown section contains the "GLOBAL RESEARCH BUSINESS NETWORK" logo and text, including "APRC • EFAMRO • ARIA • AMRA". The main title of the report is "THE GRBN GLOBAL DIVERSITY, EQUALITY & INCLUSIVITY (DEI) SURVEY 2021 FULL GLOBAL REPORT". Below the title, it says "A report on attitudes related to diversity, equality and inclusivity in the workplace around the globe" and "January 2022".

ABOUT THIS REPORT

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This report contains the key findings from the research with a focus on **Japan**.

The report is broken down into a number of sections. You can navigate to each section by clicking on the thumbnail images in the Table of Contents on the next page.

The Key Findings section contains charts covering the following topics:

- **CONSIDERATION OF LEAVING CURRENT ORGANIZATION OR ROLE DUE TO DISCRIMINATION OR TO DIVERSITY, EQUALITY OR INCLUSIVITY (DEI) CONCERNS**
- **WORKPLACE CULTURE**
 - **EQUAL OPPORTUNITIES**
 - **ATTITUDES TOWARDS DIVERSITY, INCLUSIVITY AND EQUALITY IN THE WORKPLACE**
- **PERSONAL EXPERIENCE OF DIRECT DISCRIMINATION IN THE WORKPLACE**
 - **BY TYPE OF DISCRIMINATION**
 - **BY REASON FOR DISCRIMINATION**
- **WITNESSING OF DIRECT DISCRIMINATION IN THE WORKPLACE**
 - **BY TYPE OF DISCRIMINATION**
 - **BY REASON FOR DISCRIMINATION**

- **IMPAIRMENTS AND HEALTH CONDITIONS**
- **PARENTAL LEAVE**

In the sections covering each topic, different lenses are used to provide a deeper understanding of the data. These lenses include:

- Country comparisons
- The market research sector compared to the general public
- With respect to the general population data only: A comparison by demographics, including minority group status

In the country reports, the data for the market research sector is only shown as the total, and not broken down further due to sample size constraints.

A minimum base size of 50 respondents has been set for all reports and no data is shown for any subgroups with a base below this limit.

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INTRODUCTION

INTRODUCTION by Andrew Cannon

Executive Director, GRBN

The GRBN Global Diversity, Equality and Inclusivity (DEI) initiative has been undertaken by GRBN, in collaboration with our national association and corporate partners.

The key objective of the initiative to provide leaders of associations and businesses in the market research and insights sector across the globe with benchmarking data on diversity, equality and inclusivity.

The first phase in this initiative is the **GRBN Global Diversity, Equality & Inclusivity Survey 2021**.

The objective of this survey is to measure, benchmark and report on market research and insights industry employees' attitudes towards diversity, inclusion and equality at work.

The study provides insight into the state of DEI in 10 countries across the globe and provides a benchmark of the market research sector to the general working population.

The 10 countries covered in this initial wave of the research are: Argentina, Australia, Brazil, Canada, Germany, Japan, Norway, Peru, UK and USA



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The survey covers attitudes to workplace culture as it relates to diversity, inclusivity and equality, as well as people's personal experience with, and witnessing of, discrimination.

Based on the research findings we have prepared a number of reports and written summaries of the results. For those of you in a rush, we have prepared a summary report, whilst for those of you with more time you are welcome to explore the full report.

For those of you with special interests, we have prepared a number of country and minority reports.

Whichever report you decide to read, I hope you find them insightful, inspirational and useful as you think about the role you can play in moving the needle on DEI both within our sector, as well as in society more broadly.

If you would like to find out more about this initiative or get involved, please either email me at andrew.cannon@grbn.org or reach out via the [contact form](#) on our website.

Andrew Cannon
Executive Director
The Global Research Business Network, GRBN

THANKING OUR GLOBAL PARTNERS

We would like to thank all of our global partners, without whose valuable contributions, the undertaking of this initiative would not have been possible.

In particular, we would like to thank our Gold Sponsor, **Lucid**, as well as our four silver sponsors Echo MR, E-Tabs, Innovate MR and Schlesinger Group.

We would like to give a special thanks to the companies and organizations who assisted with the various tasks related to this project:

- **Innovate MR**
 - Fieldwork Management, programming, hosting and tabulations
- **E-Tabs**
 - Automated charting and report generation
- **MarketVision and RTi Research**
 - Questionnaire adaptation
- **Empower Translate**
 - Questionnaire translation
- **RTi Research**
 - Factor analysis

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Gold Partner



Silver Partners



Bronze Partners



THANKING OUR LOCAL PARTNERS

We would like to thank all of our fieldwork and national association partners, without whose valuable contributions, the undertaking of this survey would not have been possible.

In particular, we would like to thank the **Market Research Society** for allowing us to use their DEI questionnaire as the base for the GRBN global survey questionnaire.

Country	National Association partner	Fieldwork partners
Argentina	CEIM	Lucid Opinaia
Australia	TRS	Ovation
Brazil	ABEP	Offerwise
Canada	CRIC	Canadian Viewpoint Quest Mindshare
Germany	ADM	Innovate MR Lucid
Japan	JMRA	Rakuten Insight
Norway	Virke	Respons Analyse
Peru	APEIM	Netquest
UK	MRS	Innovate MR Lucid
USA	IA	Innovate MR

THANKING OUR NATIONAL ASSOCIATION PARTNERS

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EXECUTIVE SUMMARY – Japan

Executive Summary – Japan (1/3)

CONSIDERATION OF LEAVING CURRENT ORGANIZATION OR ROLE DUE TO DISCRIMINATION OR TO DIVERSITY, EQUALITY OR INCLUSIVITY (DEI) CONCERNS

People working in the MR sector in Japan are less likely than the general population (23% vs 33%) to have considered leaving their current role or organization due to DEI concerns or discrimination.

Adults aged 55-64 are less likely than younger adults to have considered leaving their current role or organization due to DEI concerns or discrimination, whereas LGBTQ+ people, in particular females in this cohort, are much more likely to have done so compared to heterosexuals.

People with children under 12 at home are more likely than those without any children in their household (41 vs 30%) to have considered leaving their current role or organization due to DEI concerns or discrimination.

WORKPLACE CULTURE - EQUAL OPPORTUNITIES

People working in the MR sector in Japan are much less likely to say that everyone does NOT have equal opportunities/rewards in the industry than their colleagues in other countries (15% vs 30% on average across the 10 countries).

In the general population in Japan, age, disability status and gender are seen as the top three reasons for inequality in the workplace.

In the MR sector in Japan, one-in-three people believe that **age**

negatively impacts equal opportunity/rewards in the industry, which is in line much lower than the average across the countries surveyed and in line with the general public in Japan.

In the MR sector in Japan, one-in-five people believe that **gender** negatively impacts equal opportunity/rewards in the industry, which is much lower than the average across the countries surveyed but in line with the general public in Japan.

5% of people in the MR sector in Japan believe that **sexual orientation / gender identity** negatively impacts equal opportunity/rewards in the industry, which is by far the lowest of any country surveyed and even lower than amongst the general population in Japan (12%). Amongst LGBTQ+ people in the general population the proportion rises to 17% and to as high as 21% amongst LGBTQ+ females.

Perceived inequality due to ethnicity is as low as 5% in the MR sector in Japan (compared to 33% on average across the ten countries surveyed, and is low also in comparison to the general population in Japan (17%).

Religion is not seen as a reason for workplace inequality in Japan and in particular this is so in the MR sector in Japan.

One-in-four people (27%) in Japan, both inside and outside the MR sector, believe that **disability status** negatively impacts equal opportunity/rewards in the industry, which is significantly lower than in the MR sector on average across the ten countries (42%).

Executive Summary – Japan (2/3)

24% people working in the MR sector in Japan believe that **family status** is a barrier to equal opportunity/rewards, which compares to 16% amongst those in the general population.

WORKPLACE CULTURE - ATTITUDES TOWARDS DIVERSITY, INCLUSIVITY AND EQUALITY IN THE WORKPLACE

The opinions of those in the MR sector in Japan closes mirrors that of the general population in that country when it comes to attitudes towards workplace DEI culture, and in both instances the level of negative opinion towards workplace DEI culture is much higher in Japan than in the other nine countries surveyed.

People working in Japan are more than twice as likely as people in the other countries surveyed to see belonging and feeling valued as a problem. They are also more likely to disagree that there is a broad fairness for all employees. 27% of those working in the MR sector in Japan are of this opinion compared to 17% across all ten countries surveyed.

PERSONAL EXPERIENCE OF DIRECT DISCRIMINATION IN THE WORKPLACE - BY TYPE OF DISCRIMINATION

15% of people working in the MR sector in Japan have personal experience of **unfair treatment by the organization** which is marginally lower than the proportion in the general population (20%, and in both cases the proportion is lower than the equivalent average for the ten countries surveyed.

People in Japan are much less likely than people in any of the other countries surveyed to say they have personal experience of a **negative colleague environment**.

Approximately one-in-ten people working in Japan have personal experience with **harassment** at work, which means that the proportion in the MR sector in Japan is similar to that in other countries, whilst the proportion amongst the general working population in Japan is much lower than in the other countries surveyed with the exception of Norway.

PERSONAL EXPERIENCE OF DIRECT DISCRIMINATION IN THE WORKPLACE - BY REASON FOR DISCRIMINATION

Personal experience with discrimination because of age is low in Japan compared to the other countries surveyed. Amongst the general public it is 20 to 34 year olds who are most likely to have experienced age discrimination in Japan.

Personal experience with gender discrimination is also low in Japan compared to the other countries on average (7% vs. 14%). Females in Japan are, however more likely to have experienced gender discrimination than their male counterparts (11 vs 4%).

Personal experience with **sexual orientation / gender identity** discrimination stands at 1% in the general population in Japan rising to 3% amongst LGBTQ+ people, which is much lower than the ten country average (13%).

Executive Summary – Japan (3/3)

Personal experience with discrimination due to **ethnicity/national origin/religion** is extremely low in Japan, and is also low due to **disability status** and/or **family status**.

WITNESSING OF DIRECT DISCRIMINATION IN THE WORKPLACE - BY TYPE OF DISCRIMINATION

One in two people working in the MR sector have witnessed direct discrimination in the workplace, which is in line with the general population average.

Just over one-in-four (26%) of people working in the MR sector in Australia have witnessed **unfair treatment by the organization**, which is similar to the proportion amongst the general population. People working in the MR sector are less likely than those in the general public to have experienced either a **negative colleague environment**, or **harassment** in the workplace.

LGBTQ+ people are more likely than heterosexuals to have witnessed directed discrimination in the workplace (29 vs 21%).

WITNESSING OF DIRECT DISCRIMINATION IN THE WORKPLACE - BY REASON FOR DISCRIMINATION

The witnessing of direct discrimination in the workplace is low in Japan compared to most other countries surveyed, with the exception of Norway and Peru. This is especially true with respect to the witnessing of gender discrimination, where for example the proportion

is 5% in Japan, 2% in Peru and 2% in Norway, compared to an average of 14% across all ten countries surveyed.

The witnessing of discrimination due to **sexual orientation / gender identity/ ethnicity / national origin / religion / disability status / family status** is almost non-existent in Japan..

IMPAIRMENTS AND HEALTH CONDITIONS

14% of people working in the MR sector Japan (and 16% of those in the general working population) suffer from at least one of the impairments / health conditions covered by the research. This is much lower than the ten country average. For example, only one in twenty have stress or anxiety in the MR sector in Japan compared to 20% on average across all countries.

However, amongst those with health conditions / impairments, those working in Japan are much more likely than those in other countries to say that their condition(s) put them at a disadvantage. For example, the proportion saying this in the general public in Japan is 44% compared to 18% on average across all ten countries.

PARENTAL LEAVE

The proportion of people with children, working in the MR sector, who have taken parental leave, at 28%, is similar to the proportion amongst the general public, and Japan stands out as the only country where the proportion is less than 50%.



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THOUGHT
LEADERSHIP

Thought Leadership

by Neil Cante,

Regional Head, EU, Rakuten Insight



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DE&I in Japan

Rakuten Insight partnered with GRBN on the 2021 Diversity, Inclusivity and Equality Survey, with 1,000 participants coming from Rakuten Insight's own proprietary panel in Japan. Interpreting the data through a local lens in Japan is key, too often stereotypes can affect how the data is interpreted. For example, the recent Olympic Games committee scandal put gender equality in Japan in the global spotlight.

GRBN's Trust Survey 2020 can also help to understand DE&I in Japan. The report found that Covid-19 had negatively impacted trust in sectors such as media & election polling companies. However, on a global basis the public avows trust in organisations & professionals. This trust in private enterprise is a great opportunity to drive positive DE&I change in Japan.

Within DE&I, gender stands out as a priority area to change, with Japan ranking 120th out of 156 countries in the Global Gender Gap Report*. With increasing competition in the search for global business talent, Japan may lose out. Ambitious female entrepreneurs will increasingly look elsewhere

for equal opportunities unless there is positive change. For example, Japanese businesses meeting gender equality targets & providing support to ensure proper representation at a senior level.

From a cultural viewpoint, it could be argued that Japanese organisations have some deep, cultural advantages in being able to drive that positive change.

1.. Kaizen: Is a well-known but still misunderstood, Japanese business philosophy meaning "change for the better" or "continuous improvement." Through the Kaizen ideal, improvement is always possible which in turn questions the Western business concept of finality. Consider all the times the term 'final' is used in Western organisations whether for a questionnaire, discussion guide, presentation, or decision. The genuine kaizen approach would be to never stop looking for improvements.

Thought Leadership

by Neil Cante,

Regional Head, EU, Rakuten Insight



DE&I in Japan

2. Omotenashi: Is another ideal to strive to achieve through Kaizen. It loosely translates as ‘the art of selfless hospitality’. In business, omotenashi is the genuine intention to provide the best possible customer experience. It can be interpreted as: ‘Going the extra mile’, ‘delivering beyond expectations’ and ‘customer first mindset’. However, a key difference from these terms is ‘genuine’ & ‘always improve’.

These cultural advantages may be critical in making positive DE&I advances. Change can only occur in DE&I when there is step by step improvements (Kaizen) combined with genuine intention (Omotenashi). Trust is greatly impacted when DE&I is communicated for show or to present an organisation in a positive light. Kaizen & Omotenashi can be at the heart of driving positive change, firstly in Japanese organisations and then the wider society.

In summary, private enterprise and market research organisations can be the catalyst for positive change in DE&I, one small, genuine step by step.

market research organisation, there is a huge opportunity to drive wider societal change.

Neil Cante, Regional Head at Rakuten Insight lived in Japan for approximately 5 years and worked in Japanese companies for another 10+ years. He speaks Japanese and has a deep understanding of the culture. Neil has experience of conducting research in Japan from fieldwork through to reporting for several blue-chip clients including RB, ITG and Amex and helped clients by providing cultural context and cross-cultural ‘translation’ through consultancy.

* <https://www.weforum.org/reports/global-gender-gap-report-2021>

Thought Leadership

by Emel Mohammadally

VP of EMEA, LUCID (A CINT GROUP COMPANY)



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Improving DE&I in Market Research Starts With Attracting and Retaining Diverse Talent

Real progress on improving diversity, quality, and inclusion within the market research industry needs to be a top priority heading into 2022. Not only will business success depend on it, but the positive ripple effects will extend far beyond the industry itself.

Technology is transforming market research. The industry is changing to keep pace with the future needs of brands, businesses, and researchers, and there is a lot to be excited about. More people than ever rely on our industry for fast and reliable consumer insights. All these forces have made it very clear that the impact our industry has on decisions made around the world is significant.

But, facilitating the continued growth and overall health of the sector relies on internal transformation as well. A change from merely upholding traditional standards of operation to openly

embracing policies, procedures, and even survey qualifications to be more inclusive and representative of where the world is now. A change that will transform DE&I representation in the industry workforce and the final research outputs we help to deliver. A change that must start from within our industry.

It's unsurprising that market research lags behind the general workforce in several areas relating to DE&I. One key finding from the report – 41% of the market research industry workforce disagrees that their organisation has a diverse leadership team, which is almost double that of the general working population.

Thought Leadership

by Emel Mohammadally

VP of EMEA, LUCID (A CINT GROUP COMPANY)



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Improving DE&I in Market Research Starts With Attracting and Retaining Diverse Talent (cont.)

Change starts from the top, and it starts by taking action. If that doesn't happen, what do we stand to lose? Our greatest asset, our people.

For all the progress that's been made in attracting and retaining top talent, especially as advances in technology and adoption of software bring in new skill sets and fresh perspectives, the so-called "Great Resignation" is still cause for alarm. Focusing on what we can control and where we can take action, there two areas we can address now:

- **The perception of equal opportunity.** This new report shows just how much progress still needs to be made in getting everyone, regardless of gender, ethnicity, sexual orientation, or even parental status, to feel as though they have equal opportunities for career progression. Open conversations and increased transparency can go a long way in diminishing perceived barriers around inequality in opportunities and advancement.
- **Workplace culture.** The last two years may not have been easy, and we're still not back to normal, but one thing is clear: companies have been forced to re-evaluate the workplace. An earlier study on mental health and flexible work Lucid conducted with Vitreous World found that individuals from diverse backgrounds reported that working at home, while lonely at times, was more comfortable than facing potential discrimination in the workplace. An inclusive workplace culture takes time to build and it will require change, but now it's a fundamental expectation.

Thought Leadership

by Steve Becker,

SVP Research and Strategy, Echo MR



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We're doing ok, I guess

Compared to the general population of employers, market research employees are less likely to want to leave their job due to diversity, equality or inclusion issues. I guess since this is our benchmark, we can consider that a win.

But this is also telling us that there is a good chance that someone on this morning's Zoom has thought about leaving their job because of discrimination. At least 1 in 5 in our industry sometimes considers leaving their position or organization due to issues with diversity, equality or inclusion.

I'd say that's still a problem.

There doesn't seem to be a dominant type of discrimination, or a group of people that is impacted more than others. In fact, it's notable that fewer people in our industry report personal experiences with discrimination.

On the other end of the spectrum, market researchers feel like they are more likely than the general population to see rewards and career progression impeded by discrimination. Our industry is also seen as being behind the curve when it comes to formalizing programs dedicated to diversity, equality and inclusivity in the workplace. Employees feel that compared to the general population, MR organizations are less likely to demonstrate a commitment to these issues effectively and that we can make greater efforts to focus on diversity in our hiring practices.

Perhaps this is the result of the industry trailing others in diversity of leadership and employees

Or maybe we aren't achieving more diversity because we're all using the same job descriptions, resources and networks that we've always used. How can we get better and more diverse when we're all fishing in the same lake with the same tackle box?

In our industry we tout our ability to deliver representative audiences for our clients, yet we don't apply the same level of rigor to recruiting and incentivizing our own workforce.

Building a more inclusive foundation within the industry starts with expanding our candidate sourcing and learning to identify and address bias whenever it intrudes into our day-to-day. These can be difficult paths to embark upon, but the learnings are all about self-awareness, and while it may get uncomfortable at times, it's important for our growth as an industry.

We're doing ok, I guess. Let's aim to be better.



Diversity in Research: Inclusive Sampling Strategies

The events of the last few years, including the murders of George Floyd and Breonna Taylor, have brought to light the need for action and further conversations about race, diversity, and equity. In the market research industry, we are tasked with the responsibility of gathering the opinions from each unique viewpoint to best inform future business decisions and influence global change. A crucial role of market research will continue to be helping businesses move away from purely performative, PR-focused gestures and toward actionable results and truly inclusive insights.

Ensuring an inclusive and culturally balanced data set doesn't just happen; it requires intentional execution. The following steps encourage diversity practices in research methodologies, questionnaire design, and panel building:

1. **Examine tried and true research methods and adjust them to be more representative.**

We need to make changes in research methodology to capture

representative data. Surveys should go beyond standard census representation and always allow for as equal access as possible, including, but not limited to, optimizing for mobile responses. Additionally, all profiling questions need inclusive answer choices for gender, race, and ethnicity. Failing to include options for the survey participants identities is an oversight that can lead to higher dropout rates and skews in the data.

2. **Questionnaire design must be reviewed for intentional cultural sensitivity.**

The Multicultural Research Collective, a consortium of diverse research veterans co-founded by InnovateMR CEO Lisa Wilding-Brown, has learned from its research that Hispanic/Latinx communities should have the option to identify country affiliation in order to more accurately reflect the respondent's heritage. Additionally, inclusivity groups should review both the questionnaire design and any creative material to ensure that the study is culturally appropriate and representative.

Diversity in Research: Inclusive Sampling Strategies (cont.)

3. Design your sampling strategy for inclusivity, including oversampling for diverse cohorts and nested quotas.

How researchers gather answers when fielding is paramount in achieving a representative sample. To ensure that all groups are reached appropriately and without shortcomings, collect more responses from diverse groups than will be necessary in the final data set. Researchers must set up nested quotas and use precise targeting to ensure that diverse cohorts are appropriately represented and a readable base is achieved thereby mitigating the need to impute data from these critical audiences.

4. Present stories with the intention of respectfully and authentically connecting with audiences.

Advertising campaigns developed from market research should strive to represent the full spectrum of gender identities, ages, body types, race/ethnicities, cultures, sexual orientations, skin tones, languages, religions/spiritual affiliations, physical and mental abilities, socio-economic

statuses, etc. Avoid operating in a performative way; shallow or uninformed messaging can be detrimental to any brand.

Following these tips and strategies, as well as having transparent conversations with partners and stakeholders about ensuring a multicultural approach in all research, is essential to informing the business strategies of today.

“As a business, we are committed in our ambition to empower brands to eliminate blind spots, craft authentic and intelligent messaging, and convert campaigns into actionable change. Measuring and understanding the consumer of today only helps to increase growth, mitigate risk, remain relevant, and maintain a competitive edge,” InnovateMR CEO Lisa Wilding-Brown said. “We have the power to do that, which will continue to be an incredibly important responsibility for our business and our industry as a whole.”

Thought Leadership

by Jaime Klein,

Chief Talent & Integration Officer,
Schlesinger Group



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EVERY VOICE MATTERS: Diversity, Equity, Inclusion & Belonging

Belonging is human. We all want to find our place, connect, and be heard. To contribute and be *someone*. Schlesinger Group knows that diversity, equity, inclusion, and belonging are needed. We have committed—we took the pledge. Much more importantly, diversity, equity, inclusion, and belonging are what we all want, what our employees want. So delivering on our promises means being aware that this goes well beyond the metrics and not everyone is going to be comfortable.

The data uncovered in The GRBN Global Diversity, Equality & Inclusivity Survey report indicates many opportunities for improvement in identifying, addressing, and supporting DEI&B in the market

research sector and beyond. But, make no mistake, this is a hard lift, and the only way towards sustainable, balanced, and committed change is to start with an honest view of your organization's culture.

The core of any valued and protected corporate culture should be a foundation that engrains that feeling of belonging. But how does that show up day-to-day? The best way to make this visible is through how we share, listen, and learn. To be open and create opportunities for employees to voice their unique stories, feelings, experiences, concerns, and ideas.

Thought Leadership

by Jaime Klein,

Chief Talent & Integration Officer,
Schlesinger Group



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EVERY VOICE MATTERS: Diversity, Equity, Inclusion & Belonging (cont.)

The core of any valued and protected corporate culture should be a foundation that engrains that feeling of belonging. But how does that show up day-to-day? The best way to make this visible is through how we share, listen, and learn. To be open and create opportunities for employees to voice their unique stories, feelings, experiences, concerns, and ideas.

At Schlesinger Group, we recognize that race, inequality, bias, and inclusion can be an uncomfortable conversation. Some fear they will say the wrong thing. Others may feel inconsequential and unable to make a meaningful impact. Our commitment is to ensure that every voice is heard and, more importantly, to show our employees that every voice matters. It is the basis for how we want our employees to experience our culture every day. And it is our commitment to deliver and support a diverse workforce operating within an inclusive organization.

To make strides towards this, Schlesinger Group started small by creating Employee Resource Groups (ERGs) to give our employees their own

platform and voice to different underrepresented groups. Currently, these include PRIDE: Promote Respect, Inclusion & Diversity for Everyone, SWAG: Strengthening Women Across Generations, UNITED: United Against Racism, and WELLNESS. In addition, we created an employee-led DEI&B Advisory Council who acts as a change agent and industry mirror to help us as a business engages in the industry and with our diverse clients and respondents inclusively and equitably.

Through the actions of these groups, we have shaped policies, expanded awareness, and seen employees being their authentic selves at work.

While DEI&B is transformative, we know that it must be owned, believed in, and invested in—to take flight.





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METHODOLOGY

The Research Universe

The research for this first phase of the initiative consisted of two separate, but inter-related surveys, covering two different universes:

1. The market research sector
2. The general population

Survey 1 – The market research sector

The global universe for this survey was defined as people aged 18 plus, who are currently working or who have recently worked in the market research sector - market research, insight, data analytics or similar role.

Survey 2 – The general population

The global universe for this survey was defined as people aged 18 to 64, who are currently employed, self-employed, recently furloughed/retired/voluntarily stopped working.

The Questionnaire

A global master questionnaire was developed based on the questionnaire developed by the Market Research Society for their 2020 report on Inclusion, diversity and equality in the market research sector in the UK.

The national association in each country included in the research then localized the questionnaire taking into account customs, standards and legal requirements in their country. Throughout the report, where relevant, these localizations are noted.

Next, where necessary, the localized questionnaires were translated by

Empower Translate.

Innovate MR then programmed the questionnaire for field.

Fieldwork

Fieldwork was coordinated by Innovate MR

Survey 1 – The market research sector

In each country included in the research, with the exception of the UK, the national association partner was responsible for the collection of the data using a online link provided. No new data was collected for the UK. Instead data from the 2020 DEI survey conducted by the Market Research Society in the UK was merged into global dataset for this survey.

Survey 2 – The general population

In each country included in the research, the fieldwork partner was responsible for the collection of the data using a online link provided. The sample was designed and quotas set by the fieldwork partners.

Fieldwork for the two surveys was conducted between the 20th October and the 22nd November 2021.

The final sample sizes for both surveys are shown overleaf

Data processing

Upon completion of the fieldwork, Innovate MR cleaned and processed the data. For survey 2, the general population survey, weights were applied to ensure the final data is as representative as feasible of the defined research universe. No weighting was applied to the survey 1 data since no established data exists for that research universe.

Innovate MR proceeded to produce crosstabulations for both surveys based on specifications provided by GRBN.

Finally, E-Tabs then took the crosstabulations and used their automation process to create the reports for this initiative using a template provided by GRBN.

The final sample sizes for both surveys are shown opposite.

In the report, where charts compare the results to the two surveys in detail, only the sample size for the market sector research survey are shown. The sample sizes for the general population survey are appended to this report.

	Survey 1 – The market research sector	Survey 2 – The general population
Total	1995	10447
Argentina	107	1070
Australia	164	1006
Brazil	158	1088
Canada	223	1025
Germany	167	1095
Japan	313	1037
Norway	53	1488
Peru	121	438
UK	470	1099
USA	219	1101

Note on interpreting the results

Care should be taken when interpreting the results presented in this report.

With respect to survey 1, the market research sector, whilst best efforts have been made by all involved to obtain a random sample of people who are working/recently worked in the market research sector survey, we cannot claim that the sample achieved is representative of the research universe, neither by country nor in total, and have no way to validate how close or far we are in terms of representativity.

With respect to survey 2, the general population survey, whilst best effort has been made by all to generate a representative sample of the research universe, we cannot claim that the sample achieved is indeed representative of the research universe, neither by country nor in total, in relation to every angle we are analyzing in this report.

We would like to take this opportunity to remind you at this point of the disclaimer on page 3: The information contained in this report is for general informational purposes only. There are no representations or warranties, expressed or implied, about the completeness, accuracy, reliability, or suitability with respect to the information contained in this report for any purpose. Any use of this information is at your own risk. GRBN neither assumes nor accepts any liability to any party for any loss, damage, or disruption caused by applying the information in this report.

In parts of the survey we refer to 'MINORITY GROUPS'. This encompasses a diverse group of people that may face discrimination in society for any of these socio-demographic attributes.

Variations by country, as requested by our national association partners, are denoted in the attribute list below:

- Age
- Gender
- Sexual Orientation/gender identity
- Ethnicity/race/skin color [not asked in Germany (DE)]
- National Origin [not asked in Germany (DE)]
- Nationality/migration background/skin color [only asked in Germany (DE)]
- Country of Birth [only asked in Canada (CA)]
- Religion/faith/beliefs
- Family Status/caring responsibilities
- Disability/impairment/health condition
- Social Class [not asked in Japan (JP)]

In the context of this research, the term 'minority groups' embraces all sections of society which tend to have minority status, not in terms of demographic size but in terms of access to power. Hence we also include those from lower socio-economic groups within 'minority groups'.

Where we refer to 'women and minority groups' we are not suggesting that women are a minority in the statistical sense. Rather we include women within the segment of society with typically lesser access to power.



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KEY FINDINGS - Japan



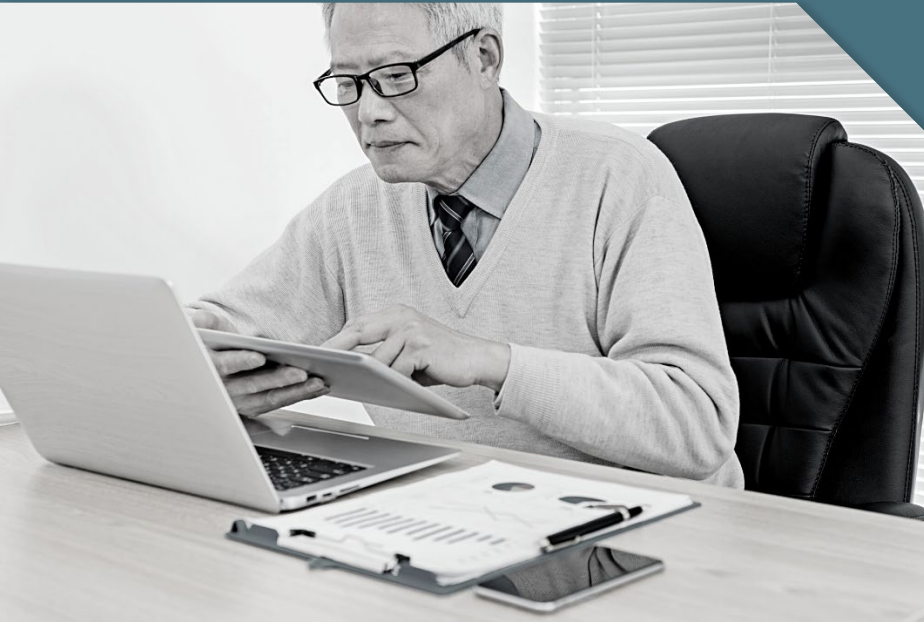
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CONSIDERATION OF LEAVING
CURRENT ORGANIZATION OR
ROLE DUE TO DISCRIMINATION
OR TO DIVERSITY, EQUALITY
OR INCLUSIVITY (DEI)
CONCERNS

CONSIDERATION OF LEAVING CURRENT ORGANIZATION OR ROLE DUE TO DISCRIMINATION OR TO DIVERSITY, EQUALITY OR INCLUSIVITY (DEI) CONCERNS



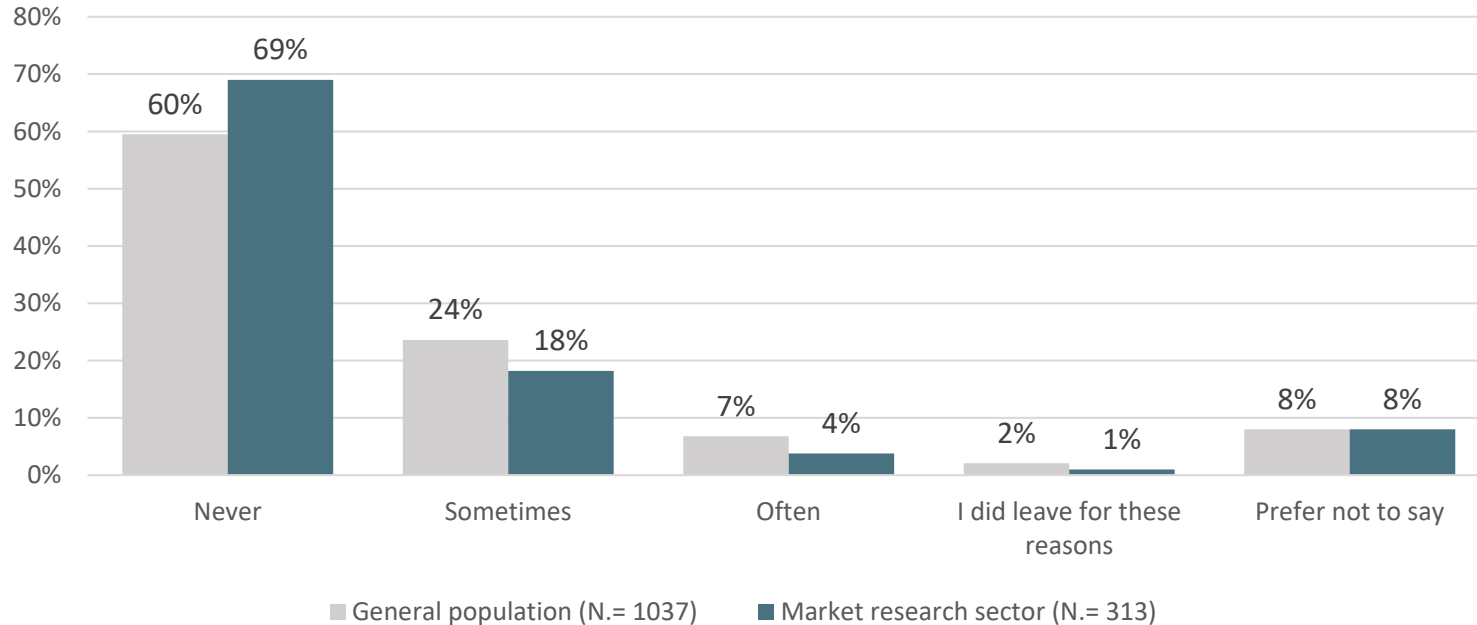
This section of the report looks at the extent to which people have considered leaving their current organization or role due to discrimination or DEI concerns.

The question was asked using the scale:

- Never
- Sometimes
- Often
- I did leave for these reasons
- Prefer not to say

In this section we deep dive into the data based on those who have sometimes / often / did already leave their current organization or role due to discrimination or DEI concerns.

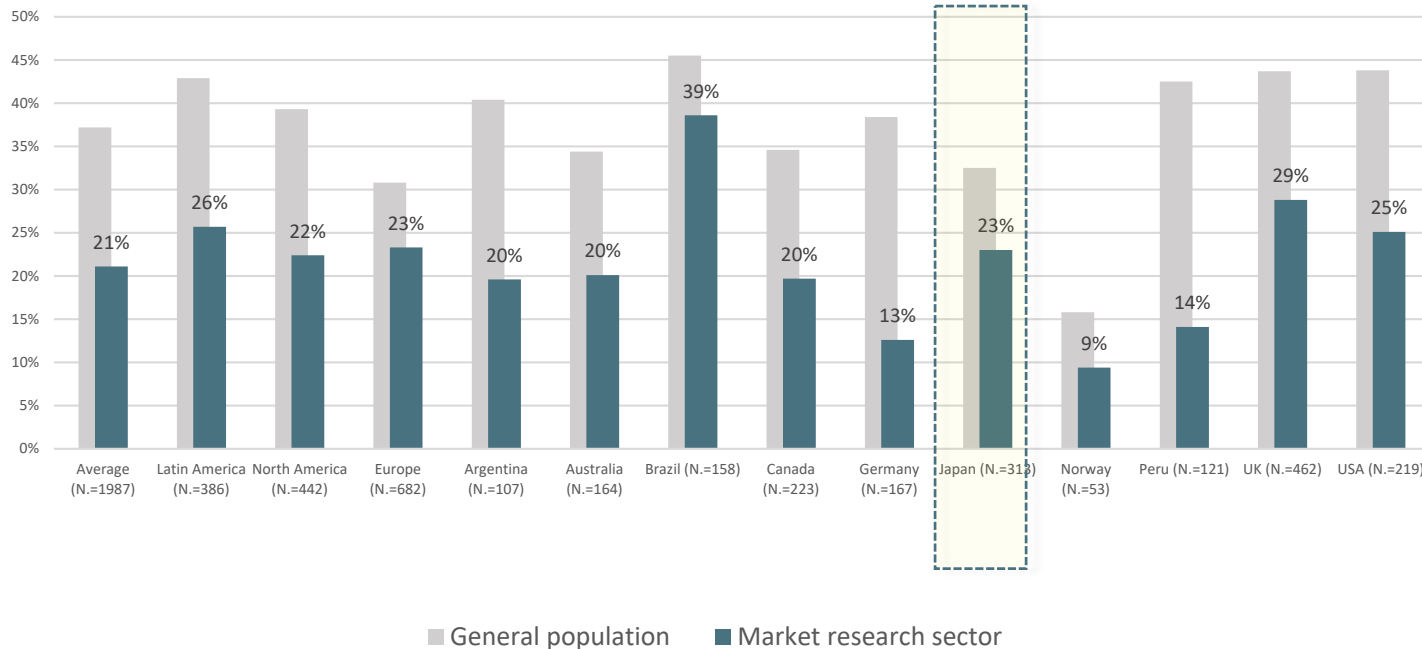
Considered leaving current role or organization due to DEI concerns or discrimination



Base: All respondents.

People working in the MR sector in Germany, Norway and Peru are the least likely to say that they have considered leaving their role or organization because of DEI concerns or discrimination. In Germany and Peru the proportion is also very low when compared to the general population levels.

% Having at least sometimes considered leaving current role or organization due to DEI concerns or discrimination - By Country

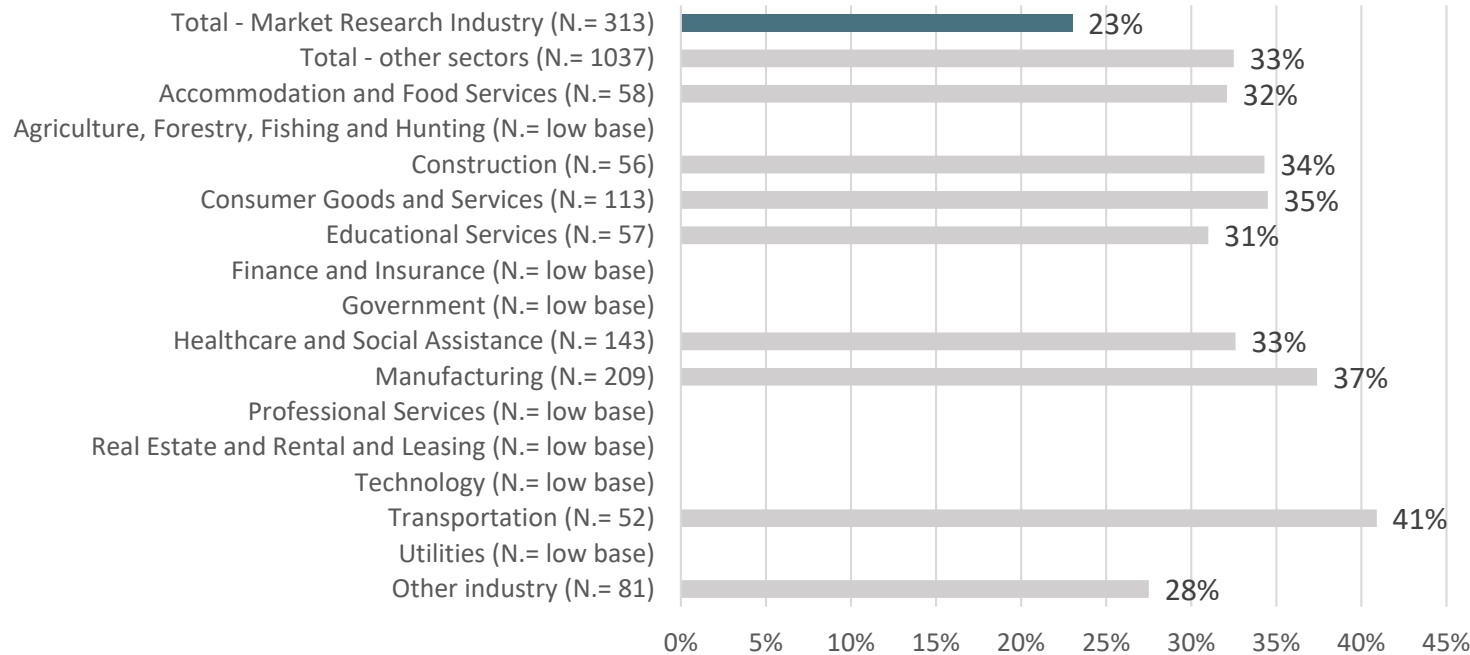


Base: All respondents.

Base numbers shown for Market Research Sector only.

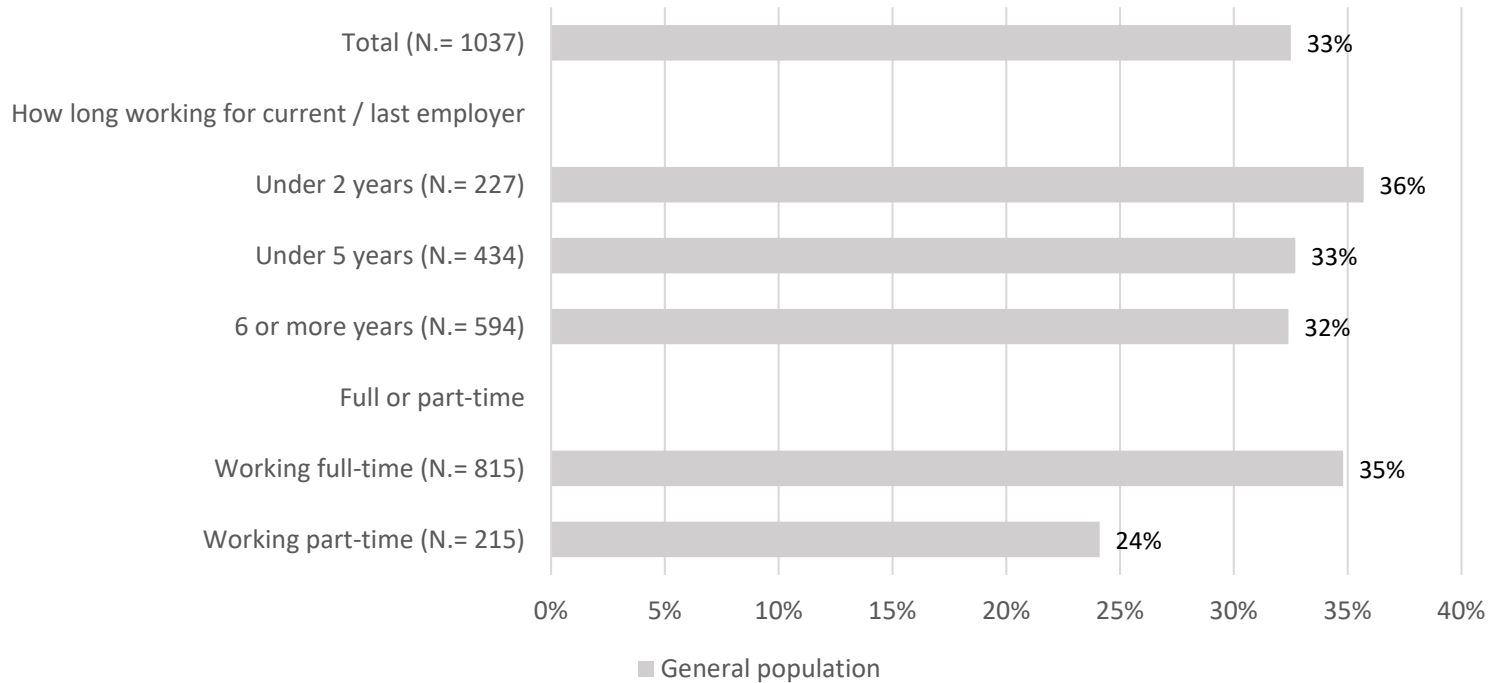
See Appendix for general population sample bases.

% Having at least sometimes considered leaving current role or organization due to DEI concerns or discrimination- By Sector Working in



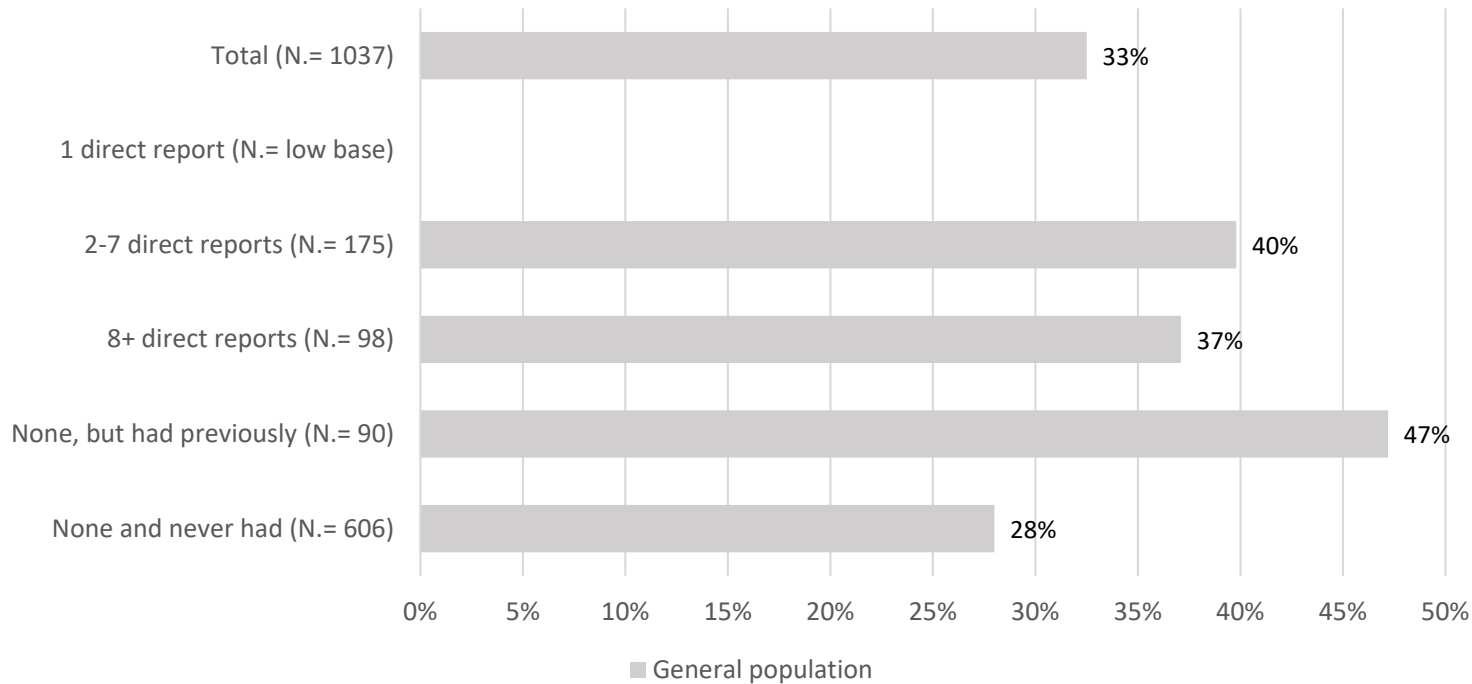
Base: All respondents.

% Having at least sometimes considered leaving current role or organization due to DEI concerns or discrimination - By Working Status



Base: All respondents.

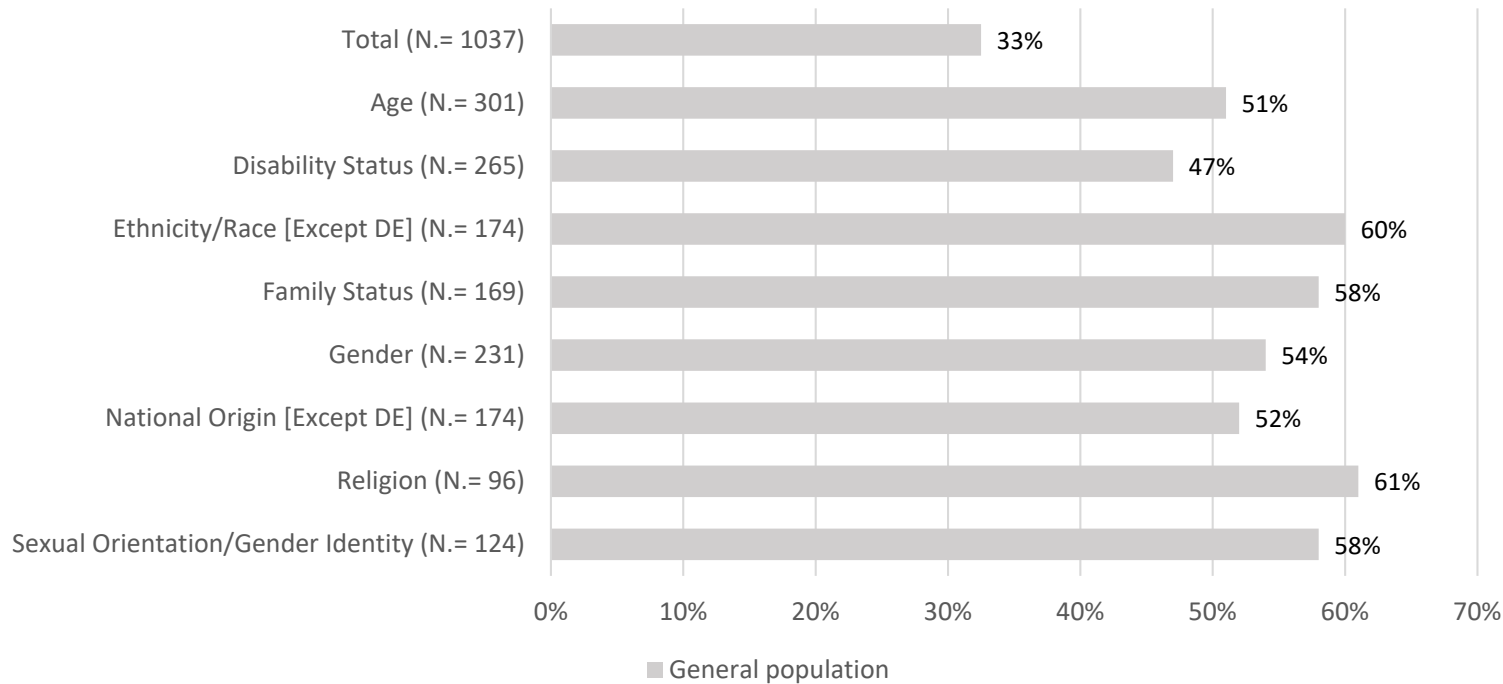
% Having at least sometimes considered leaving current role or organization due to DEI concerns or discrimination - By Number of Direct Reports



Base: All respondents.

% Having at least sometimes considered leaving current role or organization due to DEI concerns or discrimination

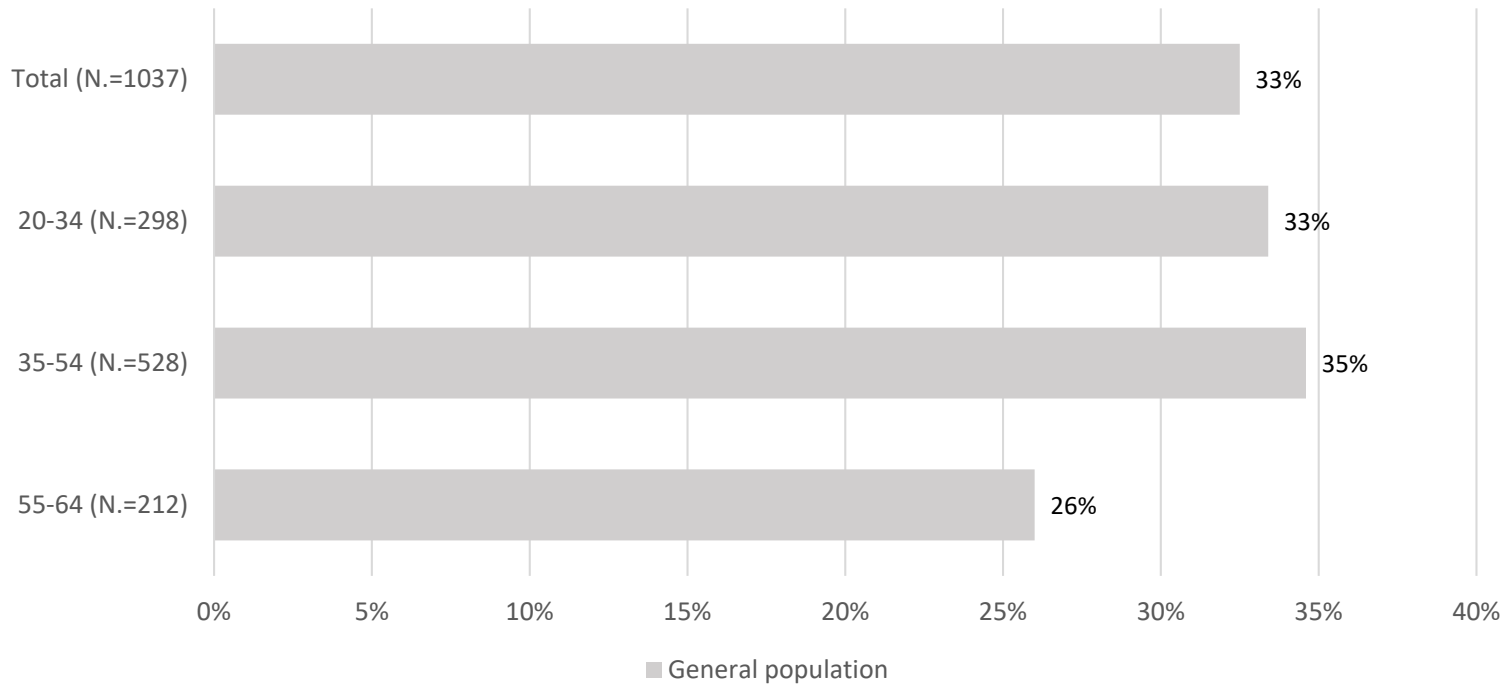
- By Does NOT believe that everyone has the same opportunities to progress and is rewarded fairly by:



Base: All respondents.

% Having at least sometimes considered leaving current role or organization due to DEI concerns or discrimination

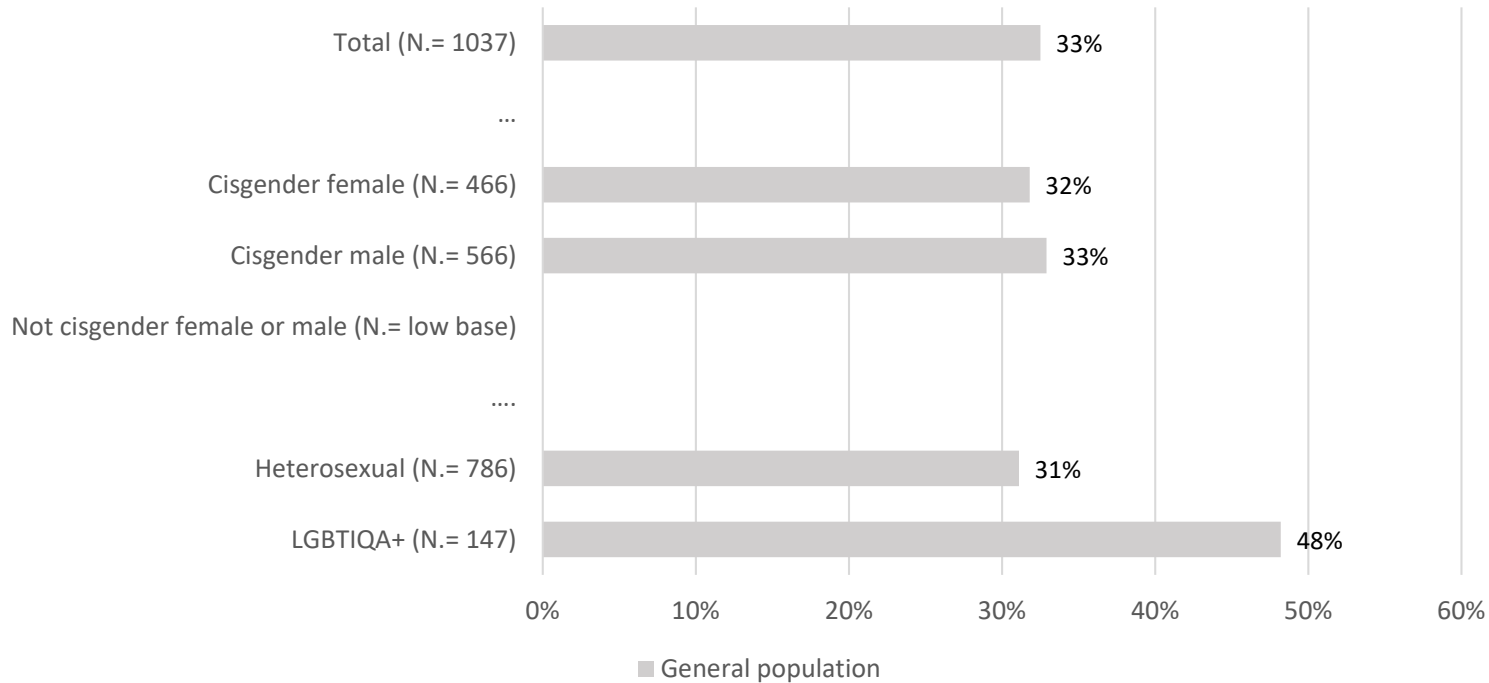
– By Age Group



Base: All respondents.

% Having at least sometimes considered leaving current role or organization due to DEI concerns or discrimination

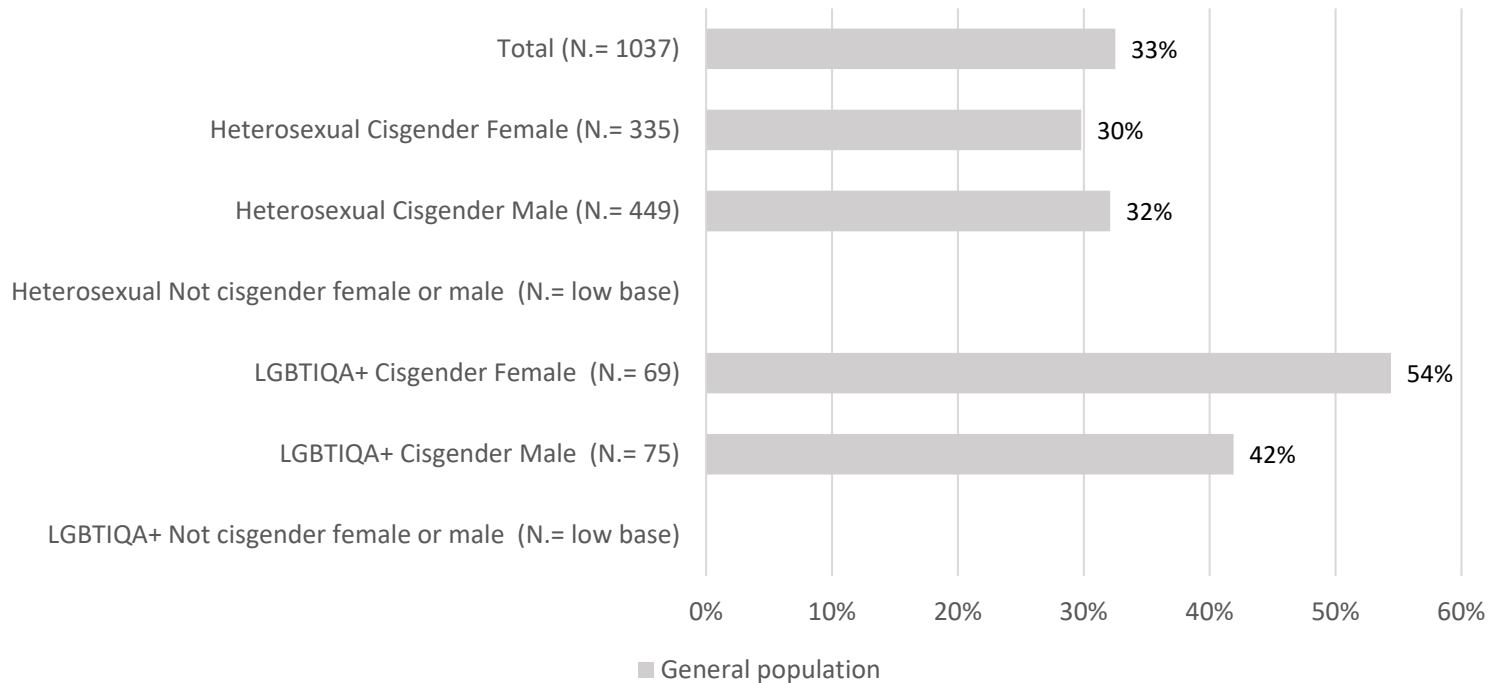
– By Gender Identity / Sexual Orientation (1)



Base: All respondents.

% Having at least sometimes considered leaving current role or organization due to DEI concerns or discrimination

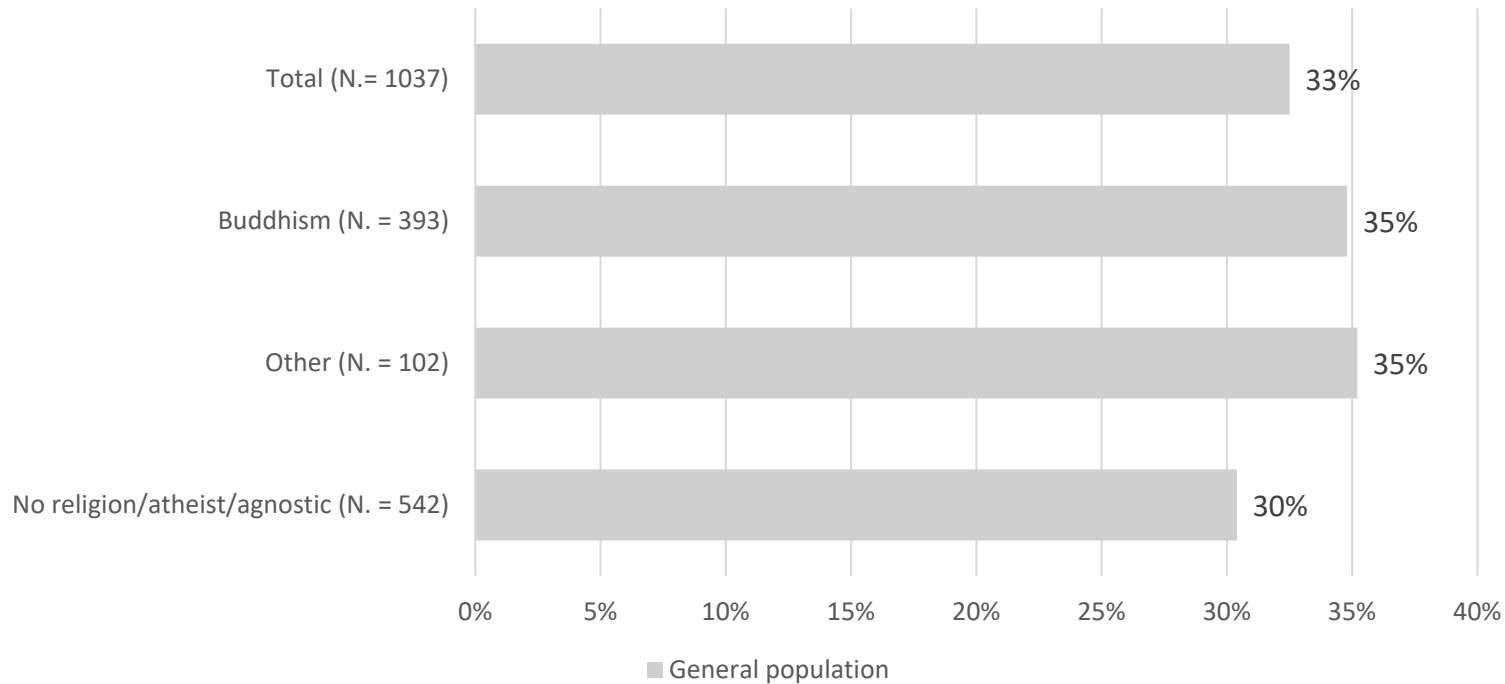
– Gender Identity / Sexual Orientation (2)



Base: All respondents.

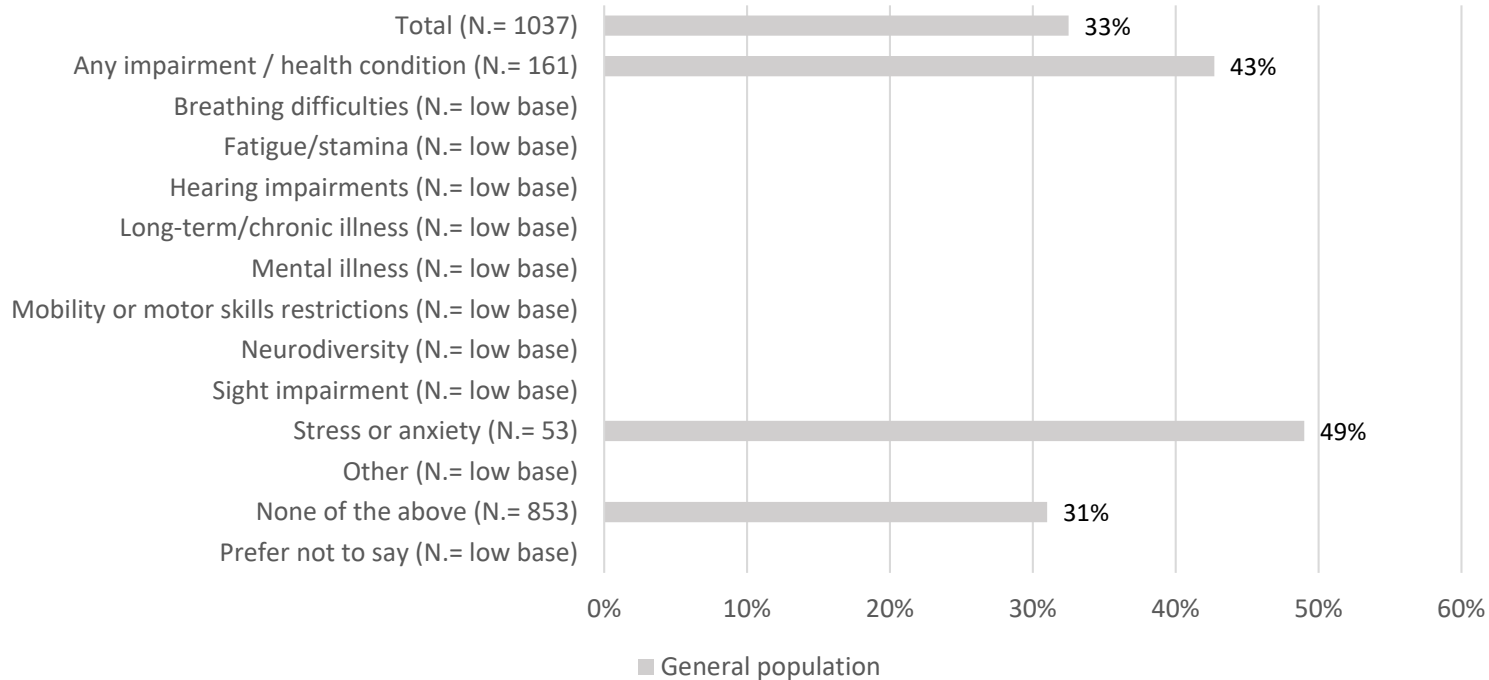
% Having at least sometimes considered leaving current role or organization due to DEI concerns or discrimination

– By Religion



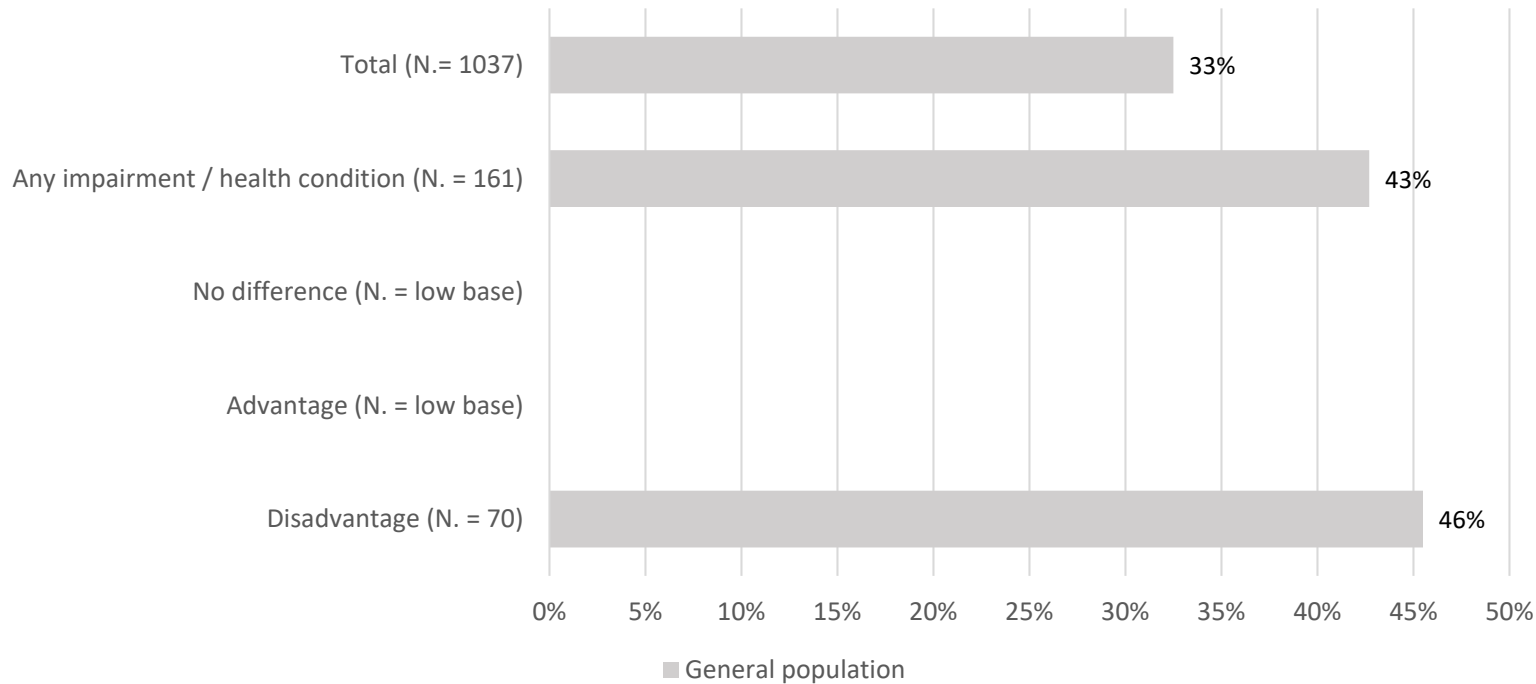
Base: All respondents.

% Having at least sometimes considered leaving current role or organization due to DEI concerns or discrimination - By Impairments / Health Conditions



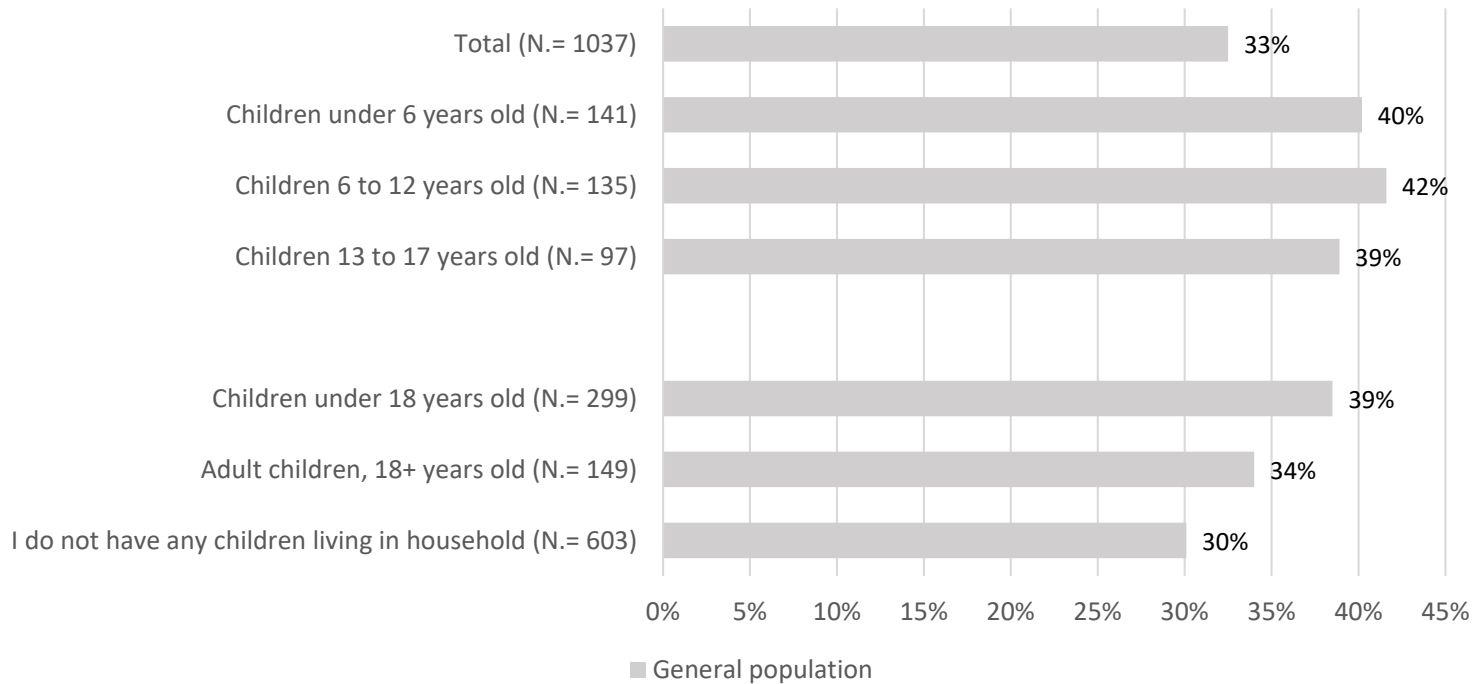
Base: All respondents.

% Having at least sometimes considered leaving current role or organization due to DEI concerns or discrimination – By Impact of Impairment(s) or Health Condition(s) on Career Progression



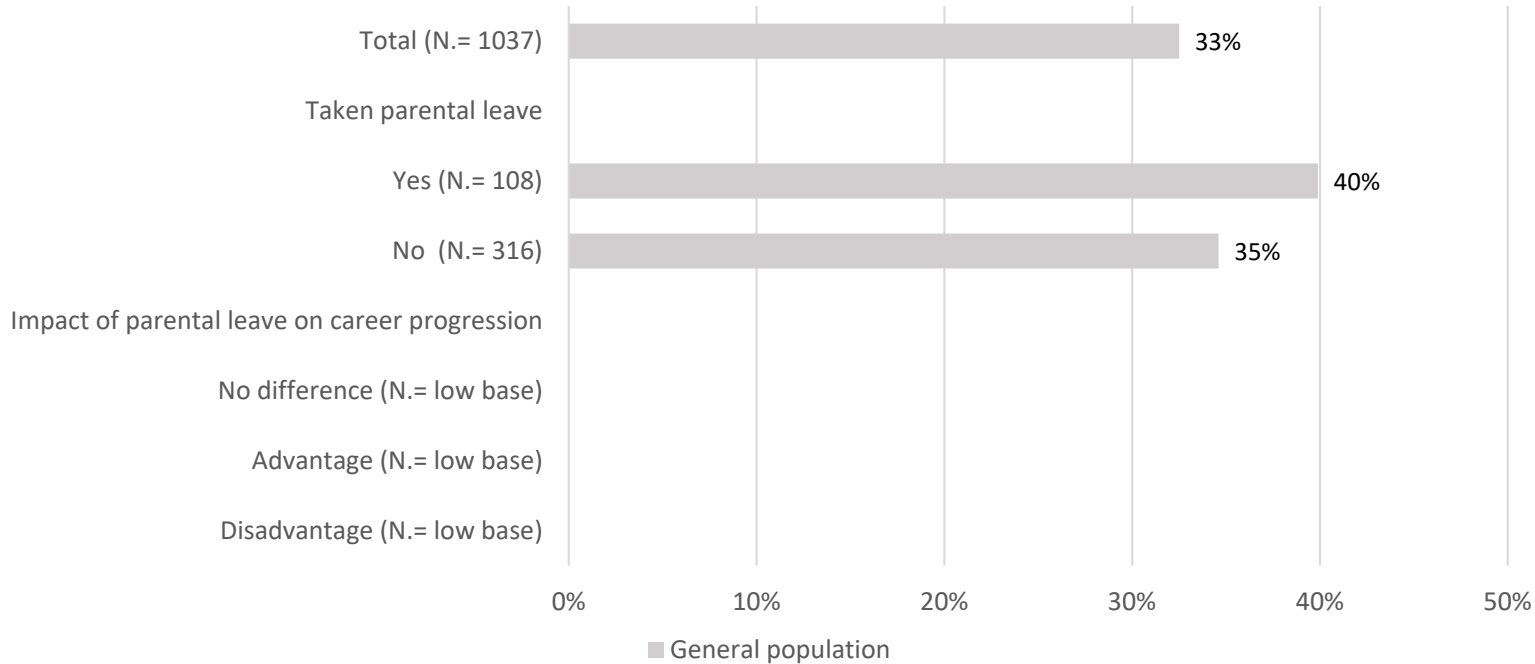
Base: All respondents.

% Having at least sometimes considered leaving current role or organization due to DEI concerns or discrimination - By Family Status



Base: All respondents.

% Having at least sometimes considered leaving current role or organization due to DEI concerns or discrimination - By Parental Leave



Base: All respondents.



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EQUAL
OPPORTUNITIES

WORKPLACE CULTURE EQUAL OPPORTUNITIES



This section of the report looks at the extent to which people believe that everyone in their industry has the same opportunities to progress and is rewarded fairly

The survey asked about this with respect to:

- Age
- Gender
- Sexual Orientation/gender identity
- Ethnicity/race/skin color [Except DE]
- National Origin [Except DE]
- Religion/faith/beliefs
- Family Status/caring responsibilities
- Disability/impairment/health condition
- Social Class [Except JP]

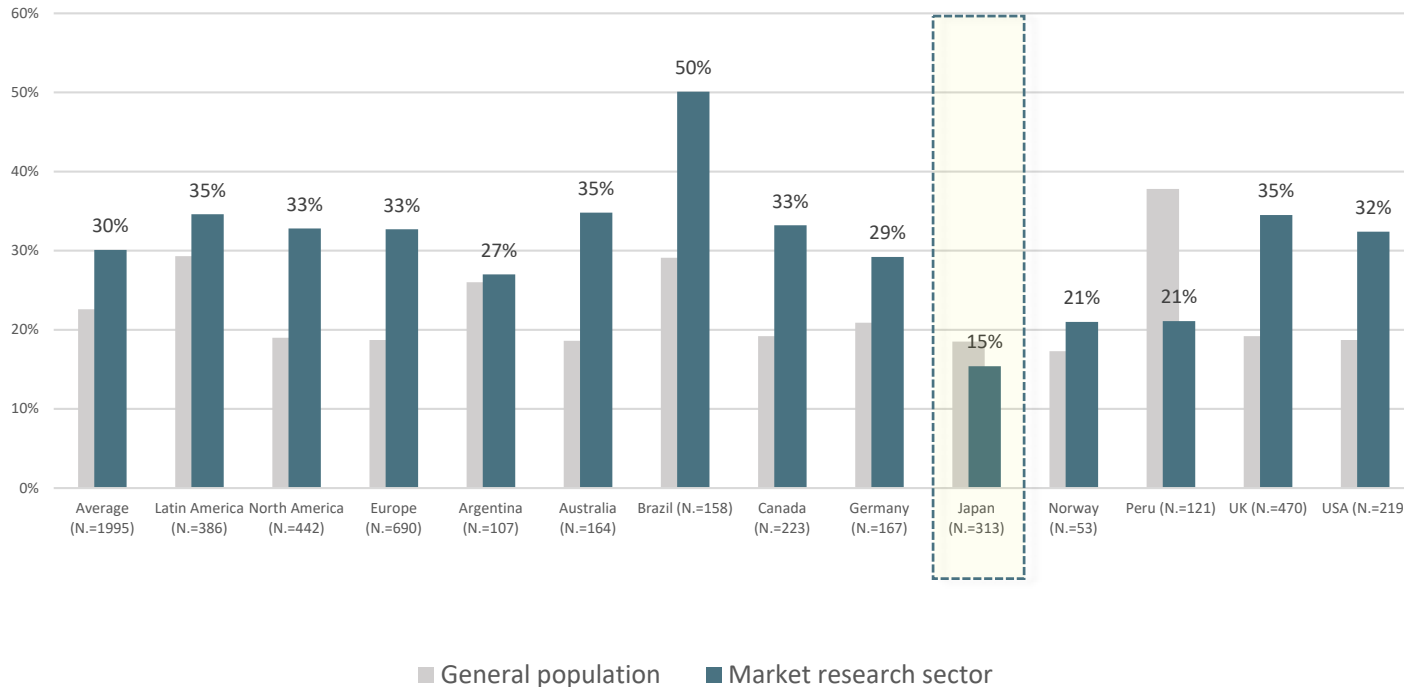
Using the scale:

- Yes
- No
- Prefer not to say
- Don't know

In this section, we deep dive into the data based on those who say 'NO'.

People working in the MR sector are 30% more likely to believe (30 vs 23%) to NOT believe everyone has equal opportunities/rewards in the industry than the general working population. People in the MR sector in Japan, Norway and Peru are least likely to believe there in inequality in the sector.

Does everyone have the same opportunities to progress and is rewarded fairly? - % saying NO across all factors - By Country

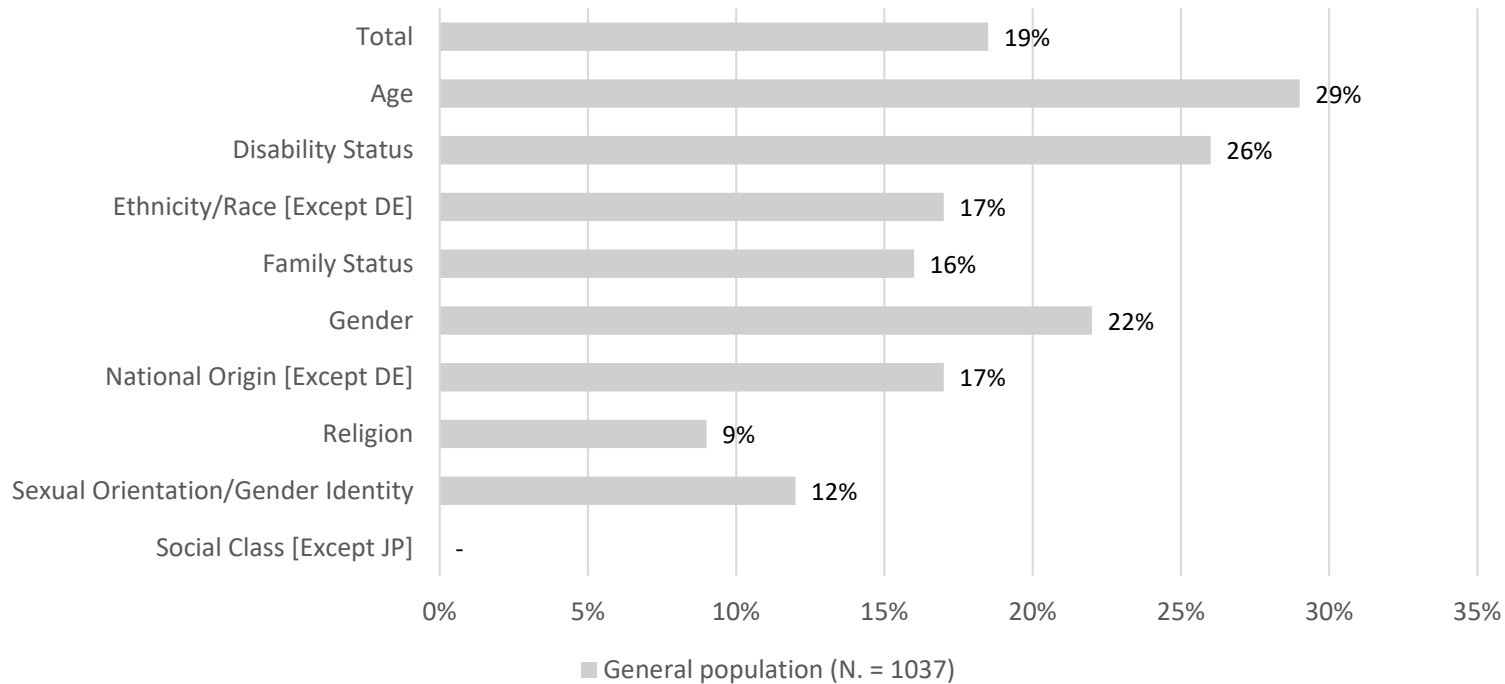


Base: All respondents

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

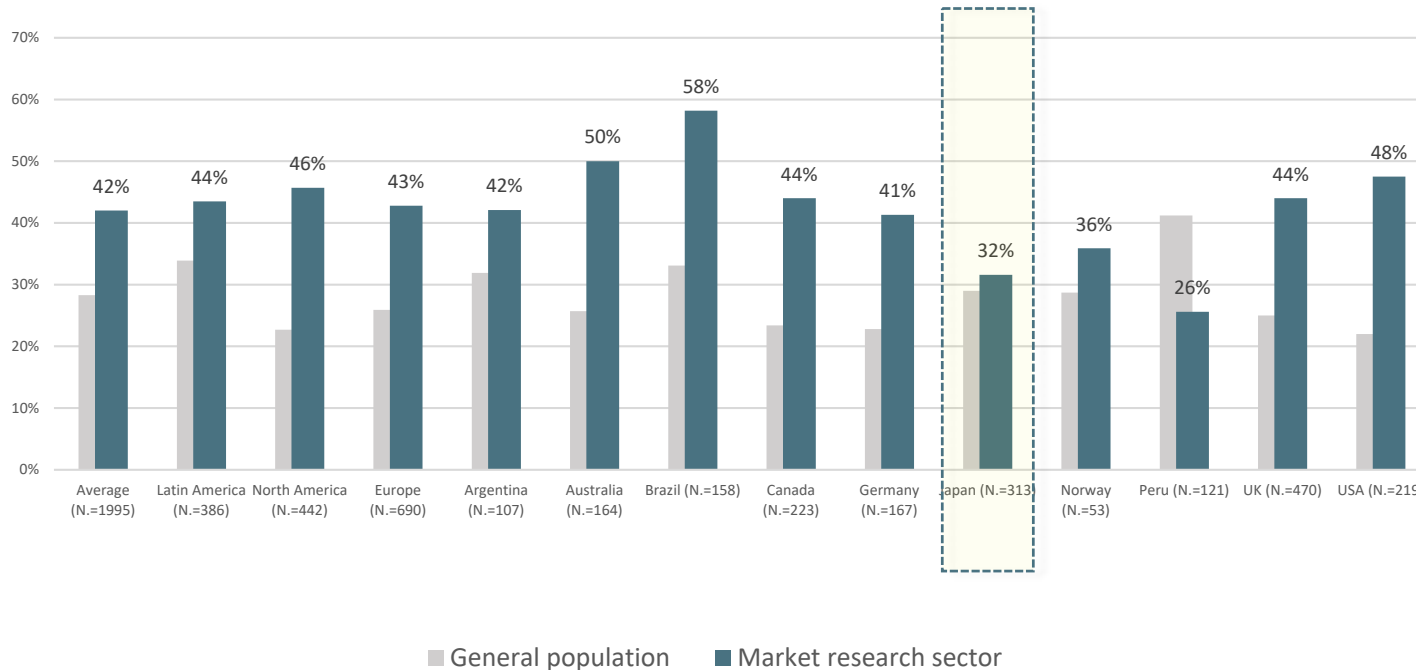
**Does everyone have the same opportunities to progress and is rewarded fairly? -
% saying NO across all factors - By Does NOT believe that everyone has the same
opportunities to progress and is rewarded fairly by:**



Base: All
respondents.

People working in the MR sector in Brazil, Australia and the USA are the most likely to believe that age negatively impacts equal opportunity/rewards in the industry. Least so those working in Japan, Norway and Peru. The age barrier in the MR sector compared to in the general population is very noticeable in the USA.

Does everyone have the same opportunities to progress and is rewarded fairly irrespective of AGE? - % saying NO - By Country



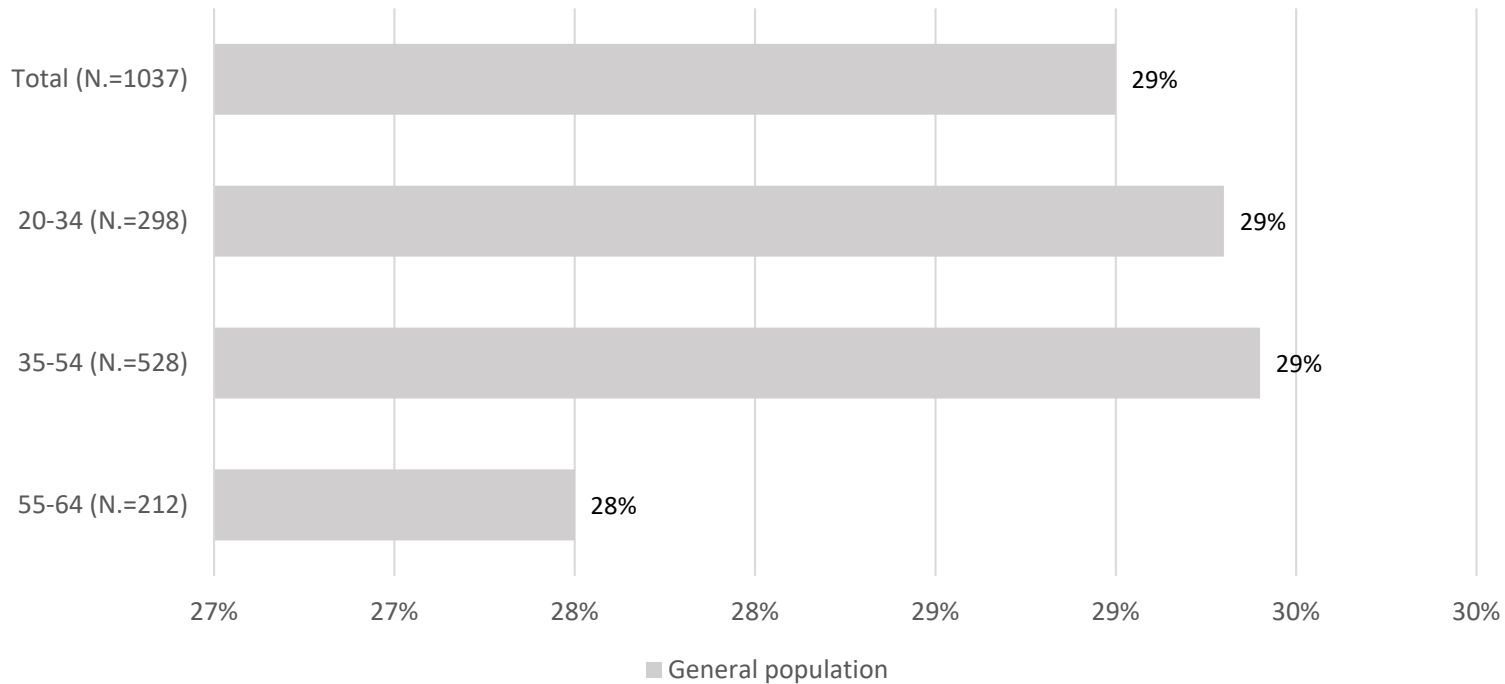
Base: All respondents

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Does everyone have the same opportunities to progress and is rewarded fairly irrespective of AGE? - % saying NO

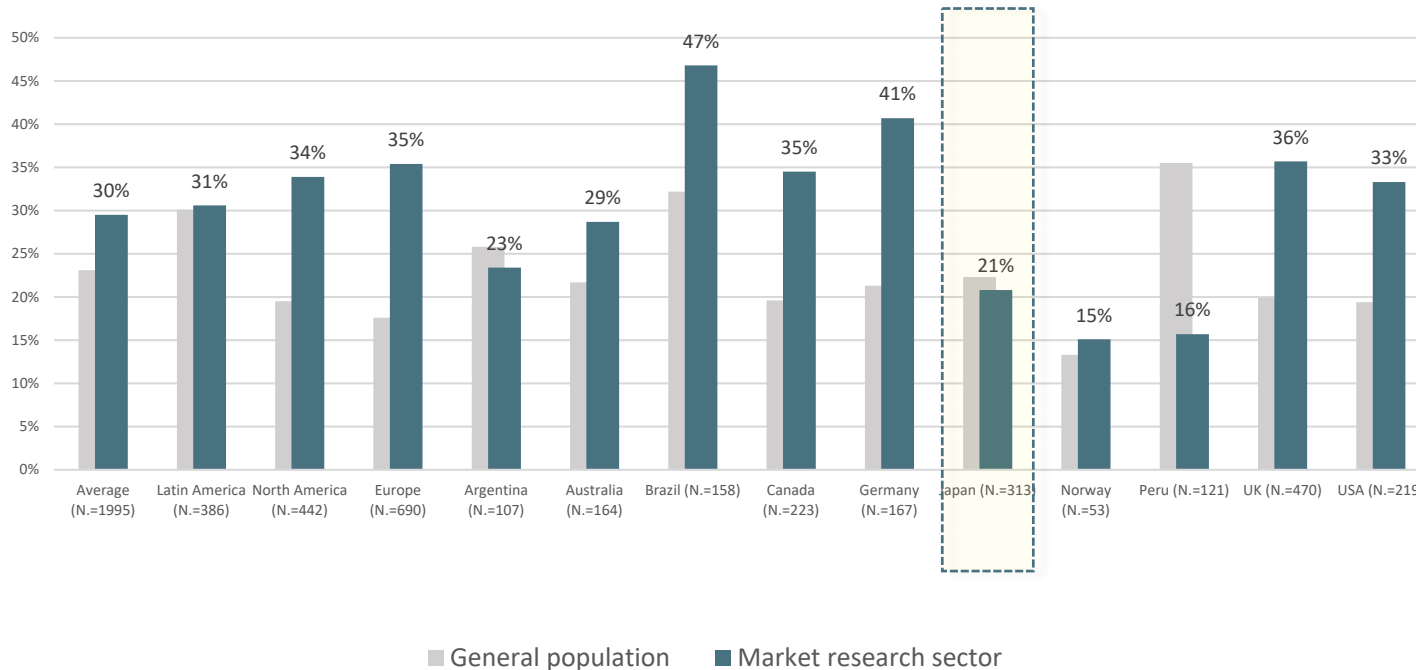
– By Age Group



Base: All respondents.

People working in the MR sector in Brazil and Germany are the most likely to believe that gender negatively impacts equal opportunity/rewards in the industry. Least so people working in Japan, Norway and Brazil. The gender barrier in the MR sector compared to in the general population is most noticeable in Germany.

Does everyone have the same opportunities to progress and is rewarded fairly irrespective of GENDER? - % saying NO - By Country



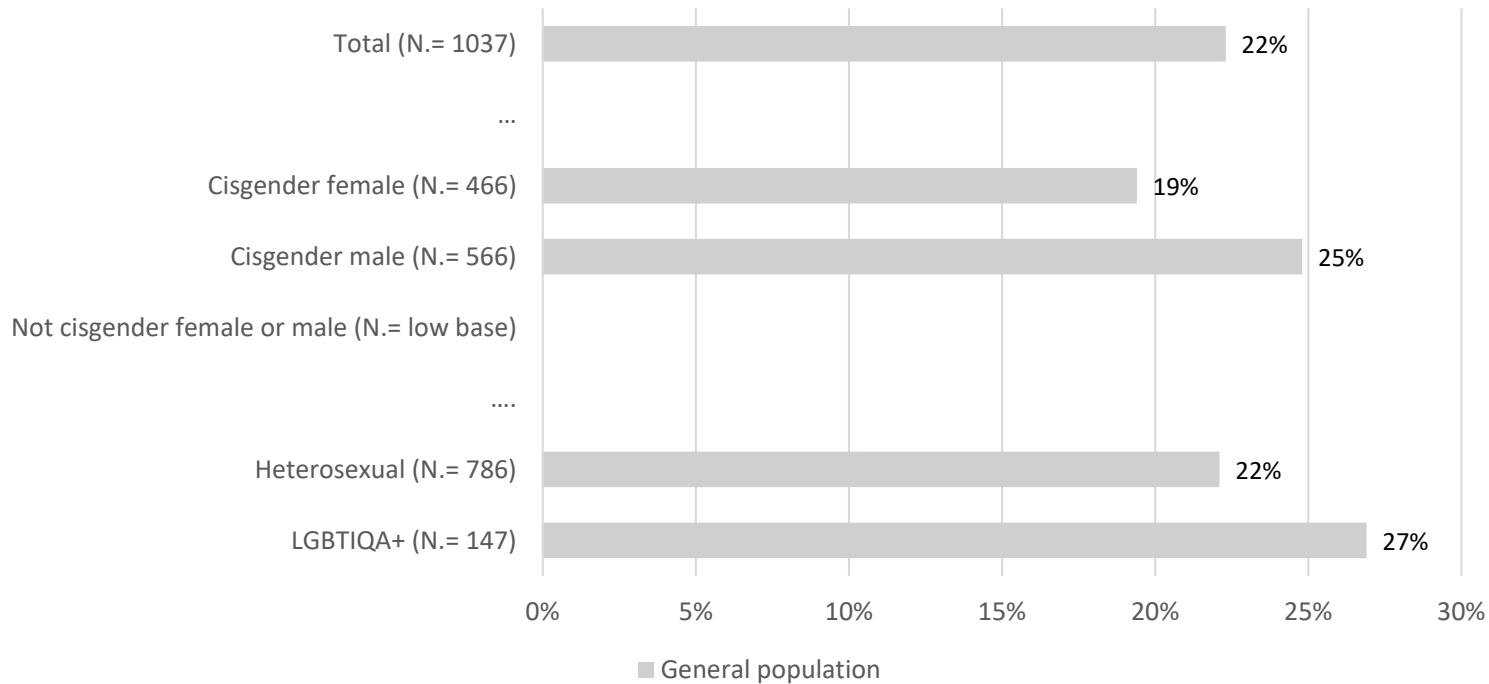
Base: All respondents

.Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Does everyone have the same opportunities to progress and is rewarded fairly irrespective of GENDER? - % saying NO

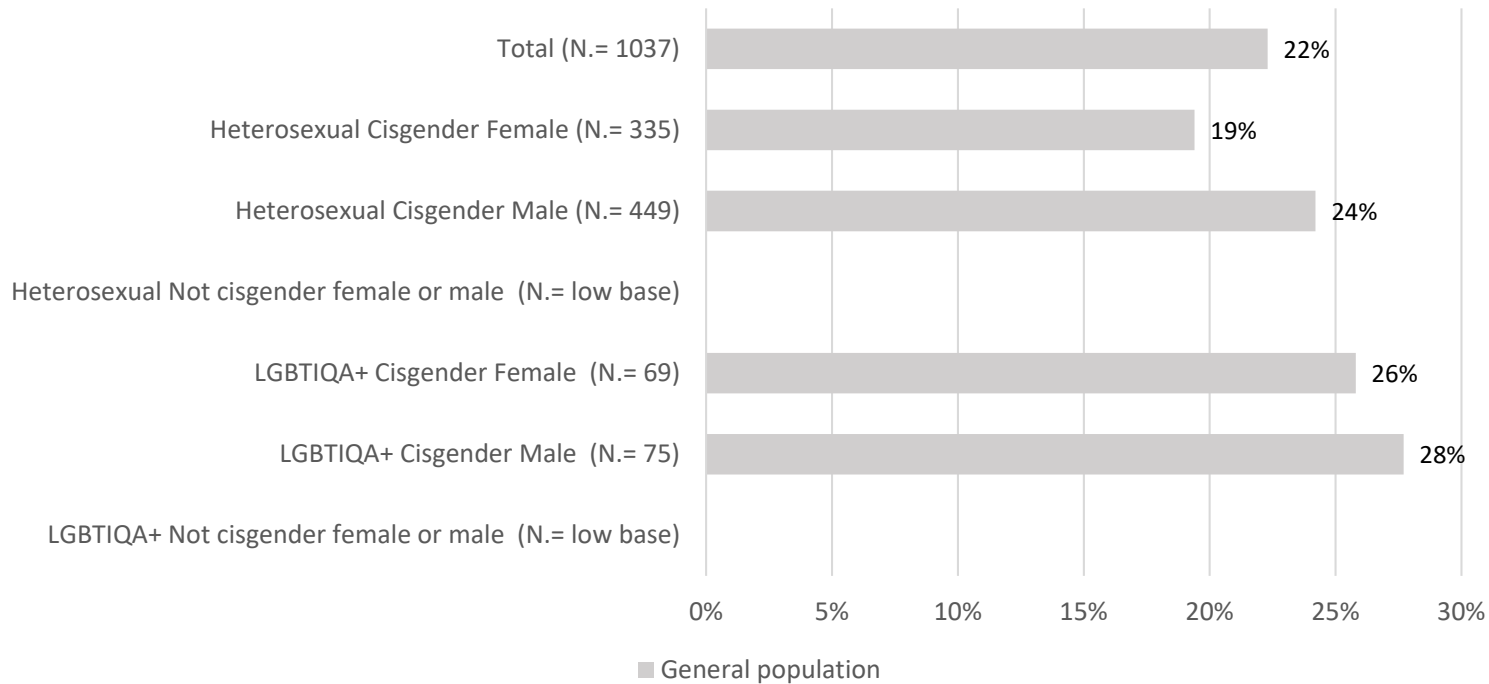
– By Gender Identity / Sexual Orientation (1)



Base: All
respondents

Does everyone have the same opportunities to progress and is rewarded fairly irrespective of GENDER? - % saying NO

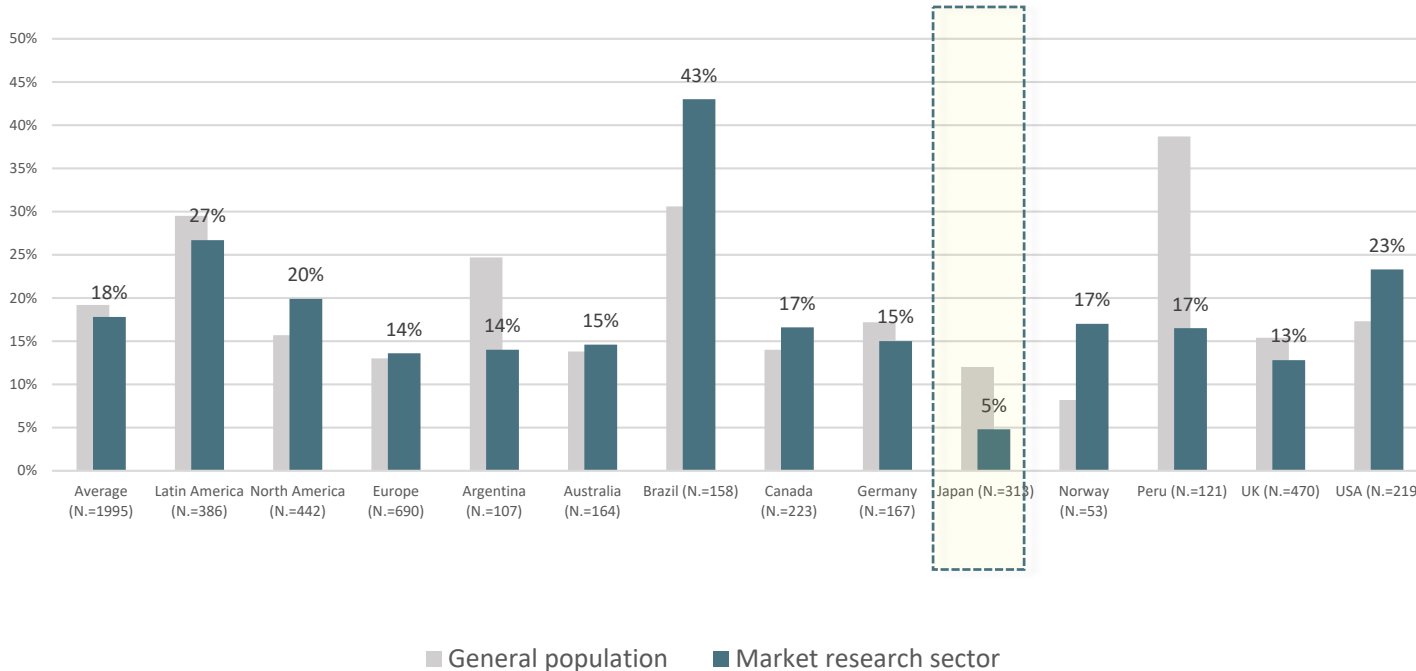
– Gender Identity / Sexual Orientation (2)



Base: All
respondents

People working in the MR sector in Brazil are the most likely to believe that sexual orientation / gender identity negatively impacts equal opportunity/rewards in the industry, and the proportion is also higher than average in the USA. It is clearly least so in Japan.

Does everyone have the same opportunities to progress and is rewarded fairly irrespective of SEXUAL ORIENTATION/GENDER IDENTITY? - % saying NO - By Country



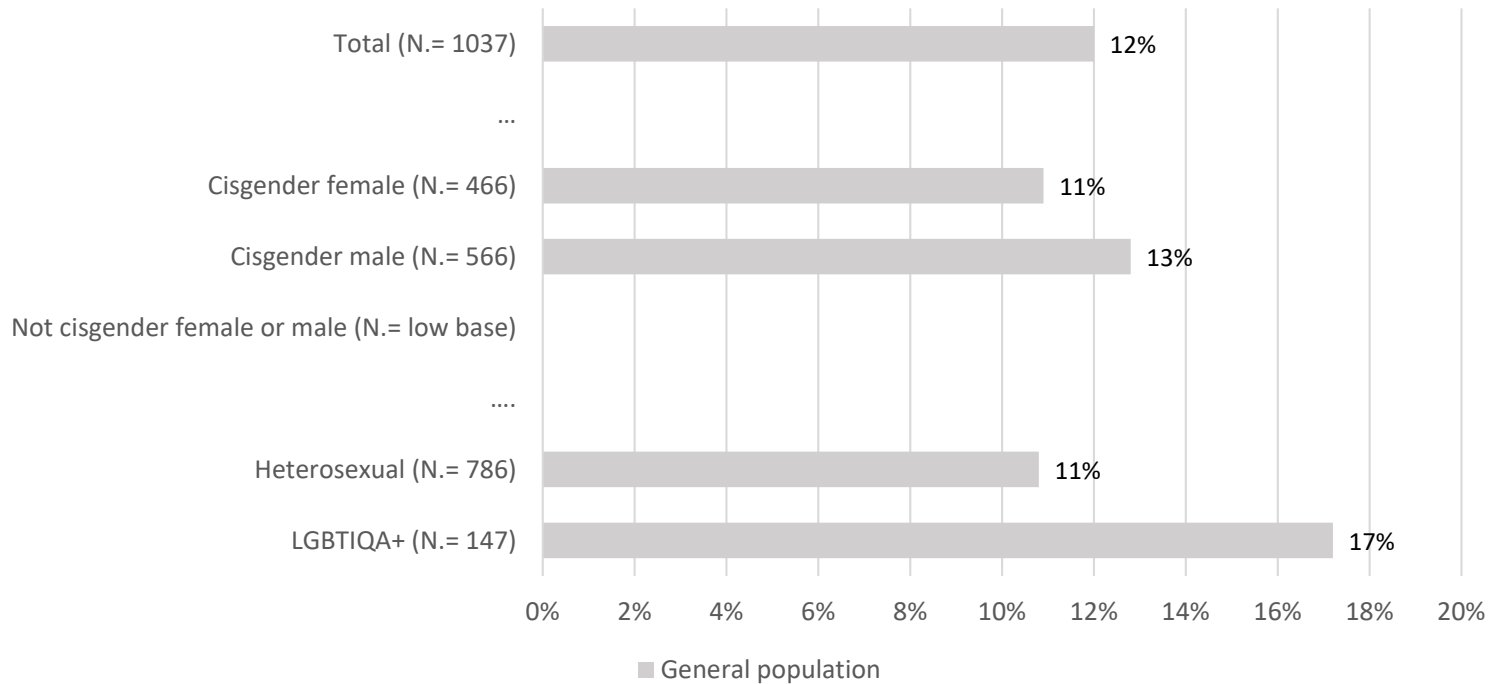
Base: All respondents

.Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Does everyone have the same opportunities to progress and is rewarded fairly irrespective of SEXUAL ORIENTATION / GENDER IDENTITY? - % saying NO

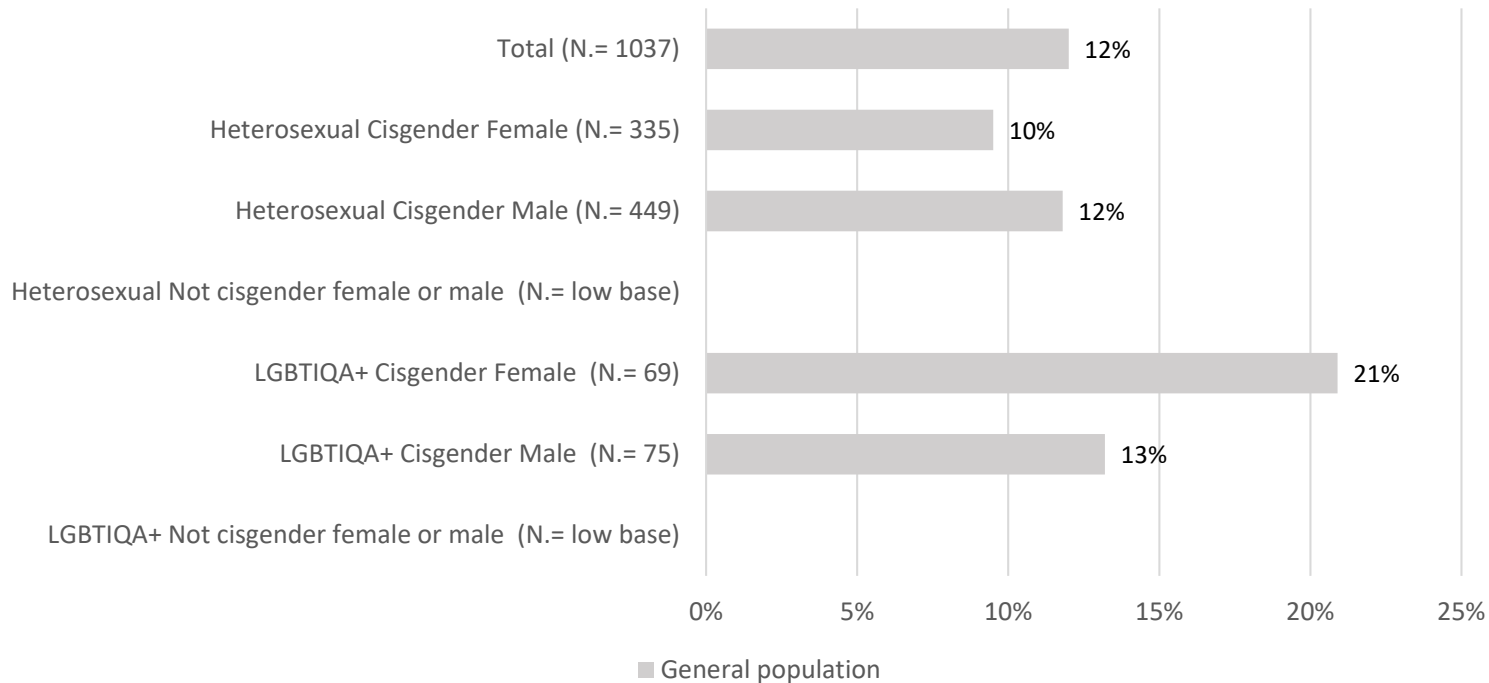
- By Gender Identity / Sexual Orientation (1)



Base: All respondents

Does everyone have the same opportunities to progress and is rewarded fairly irrespective of SEXUAL ORIENTATION / GENDER IDENTITY? - % saying NO

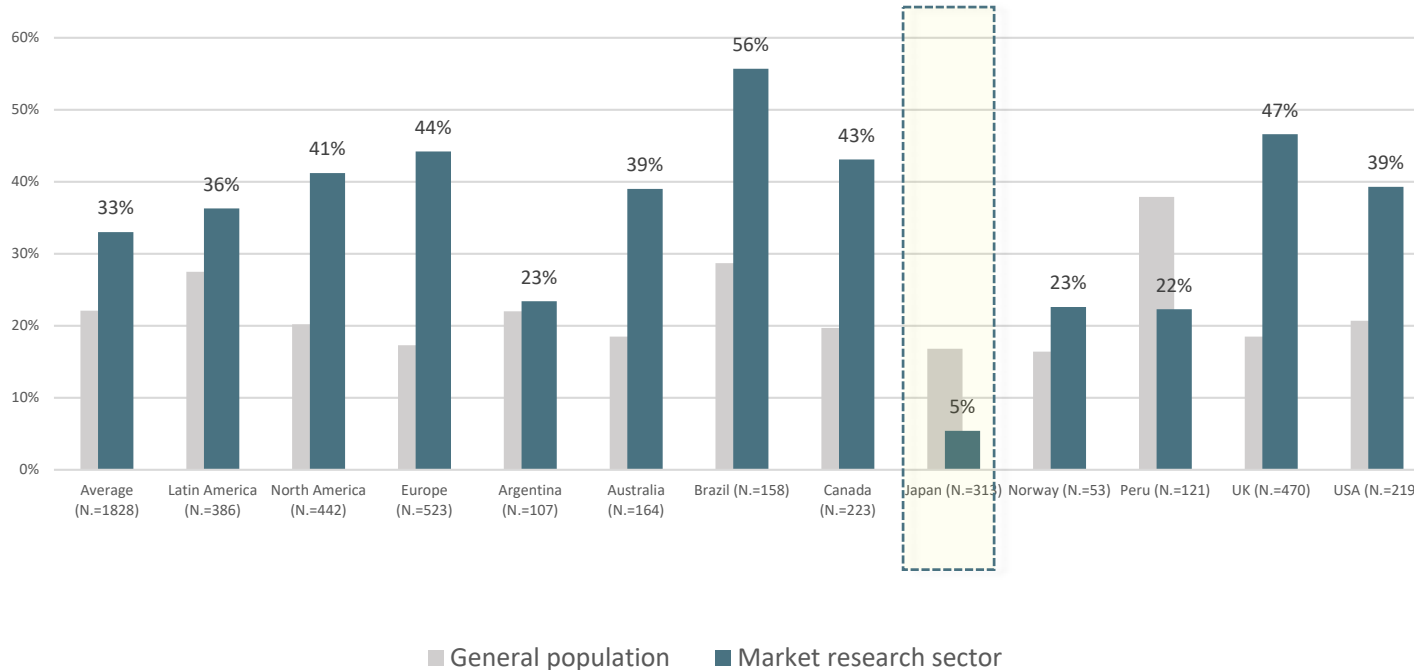
- Gender Identity / Sexual Orientation (2)



Base: All respondents

People working in the MR sector in Brazil, the UK, Canada, the US and Australia are the more likely to believe that ethnicity negatively impacts equal opportunity/rewards in the industry than do people in Argentina, Japan, Norway or Peru. It is in the UK where this phenomenon in the MR sector is particularly noticeable compared to the general population.

Does everyone have the same opportunities to progress and is rewarded fairly irrespective of ETHNICITY? - % saying NO - By Country (excluding Germany)



Base: All respondents.

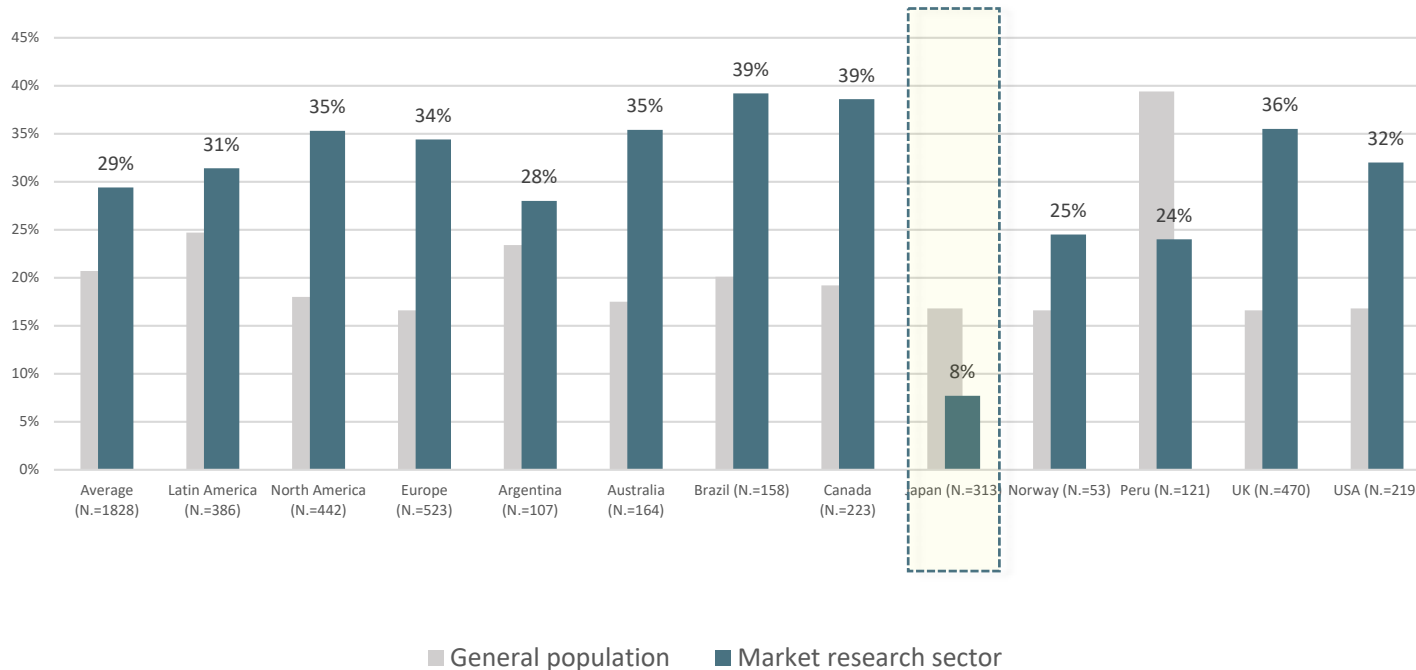
Ethnicity not asked in Germany.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Compared to many other factors the amount of cross-country variation is very low when it comes to national origin as being a barrier to equal opportunity/rewards in the industry. The exception is Japan where it is clearly not seen as a barrier.

Does everyone have the same opportunities to progress and is rewarded fairly irrespective of NATIONAL ORIGIN? - % saying NO - By Country (excluding Germany)



Base: All respondents.

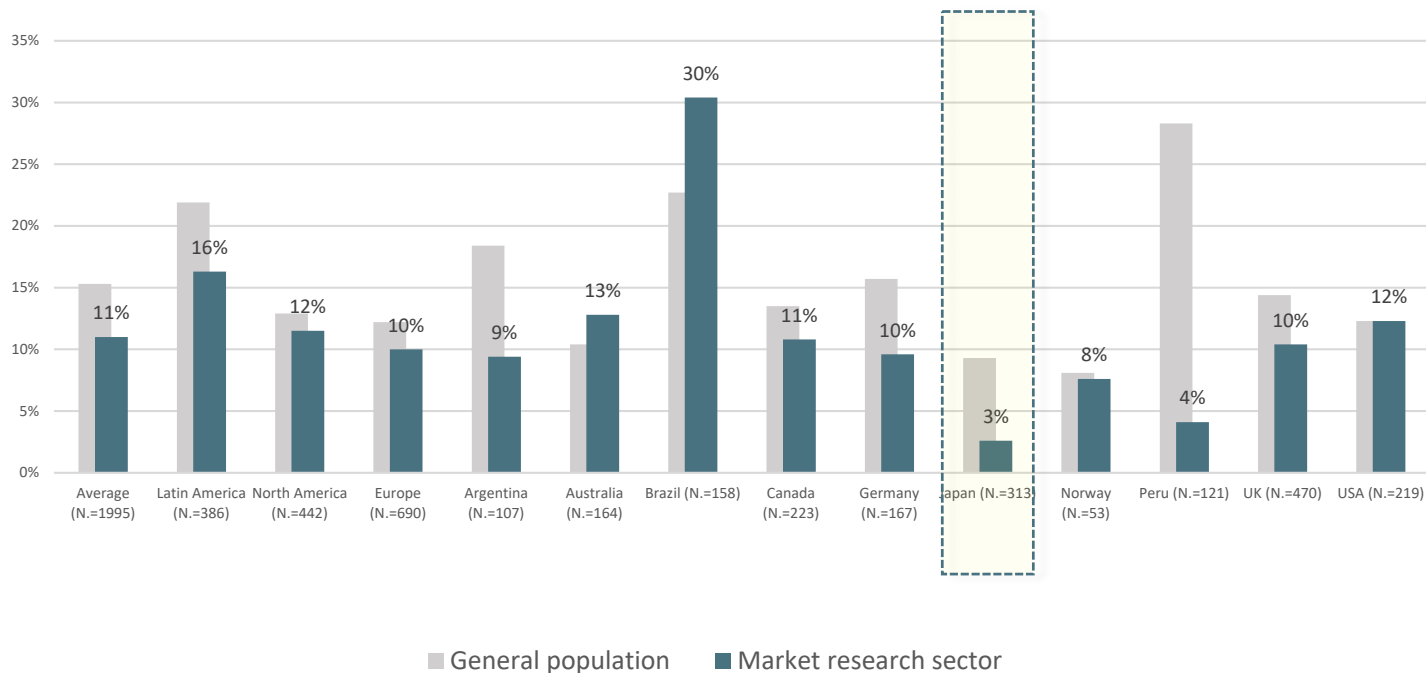
Not asked in Germany.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

In the MR sector, it is only in Brazil that a significant proportion of people see religion as a barrier to equal opportunity/rewards in the industry. Religion is not seen as a particular issue in this respect in Japan nor Peru. In Peru, the MR sector differs significantly from the general population in this regard.

Does everyone have the same opportunities to progress and is rewarded fairly irrespective of RELIGION? - % saying NO - By Country

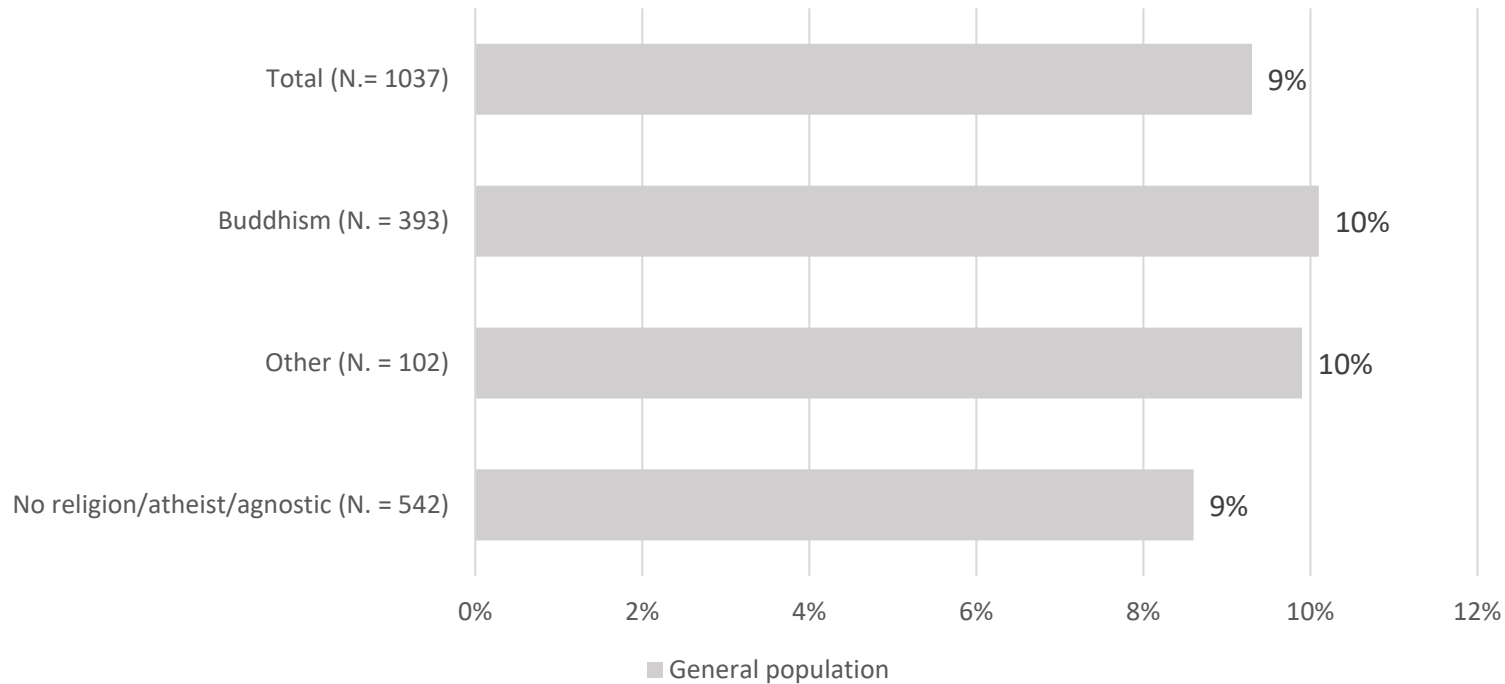


Base: All respondents

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

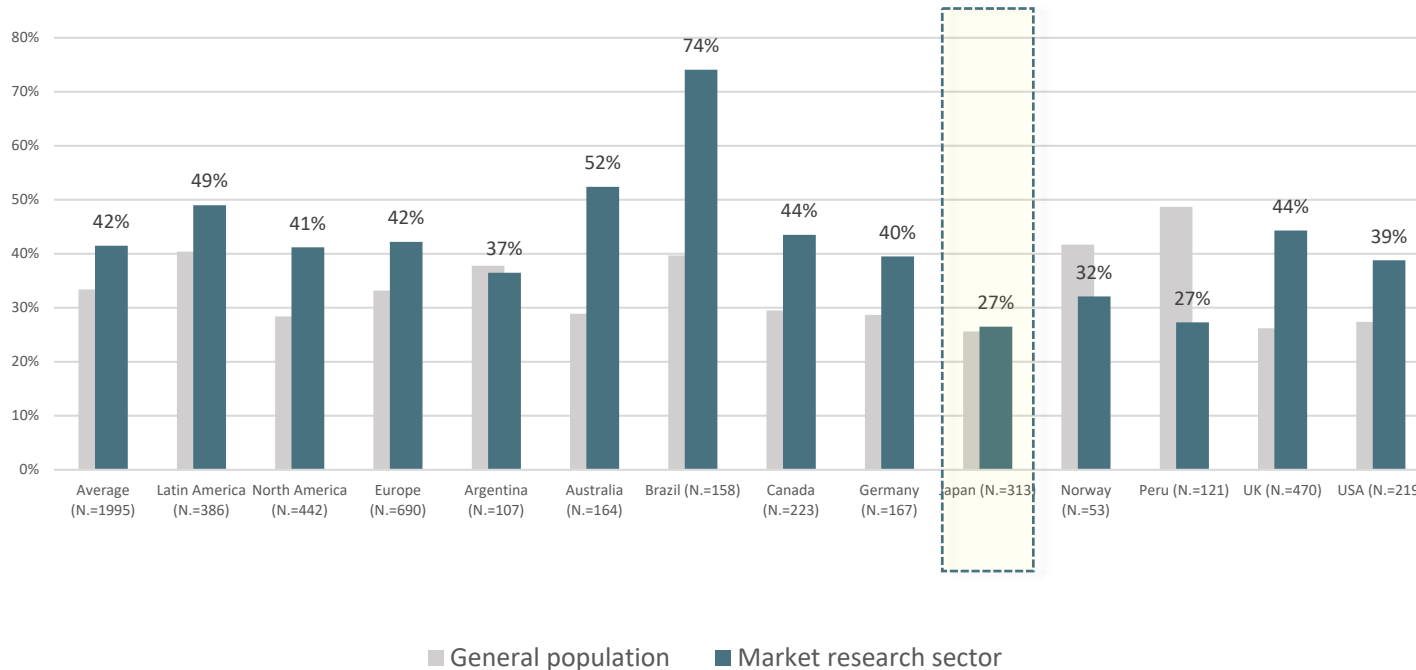
Does everyone have the same opportunities to progress and is rewarded fairly irrespective of RELIGION? - % saying NO – By Religion



Base: All respondents

People working in the MR sector in Brazil, as well as in Australia, are more likely than average to believe that disability status negatively impacts equal opportunity/rewards in the industry. This belief is less than average in Japan, Norway and Peru.

Does everyone have the same opportunities to progress and is rewarded fairly irrespective of DISABILITY STATUS? - % saying NO - By Country

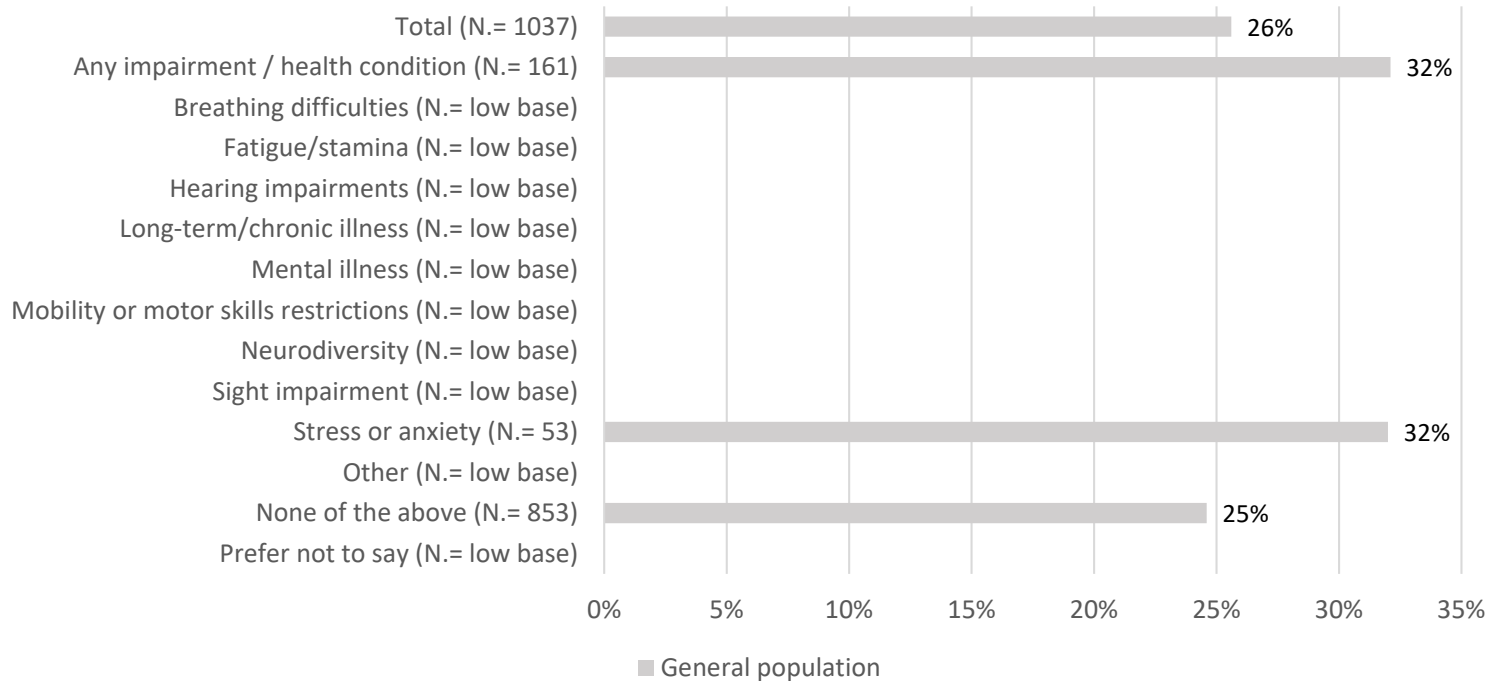


Base: All respondents

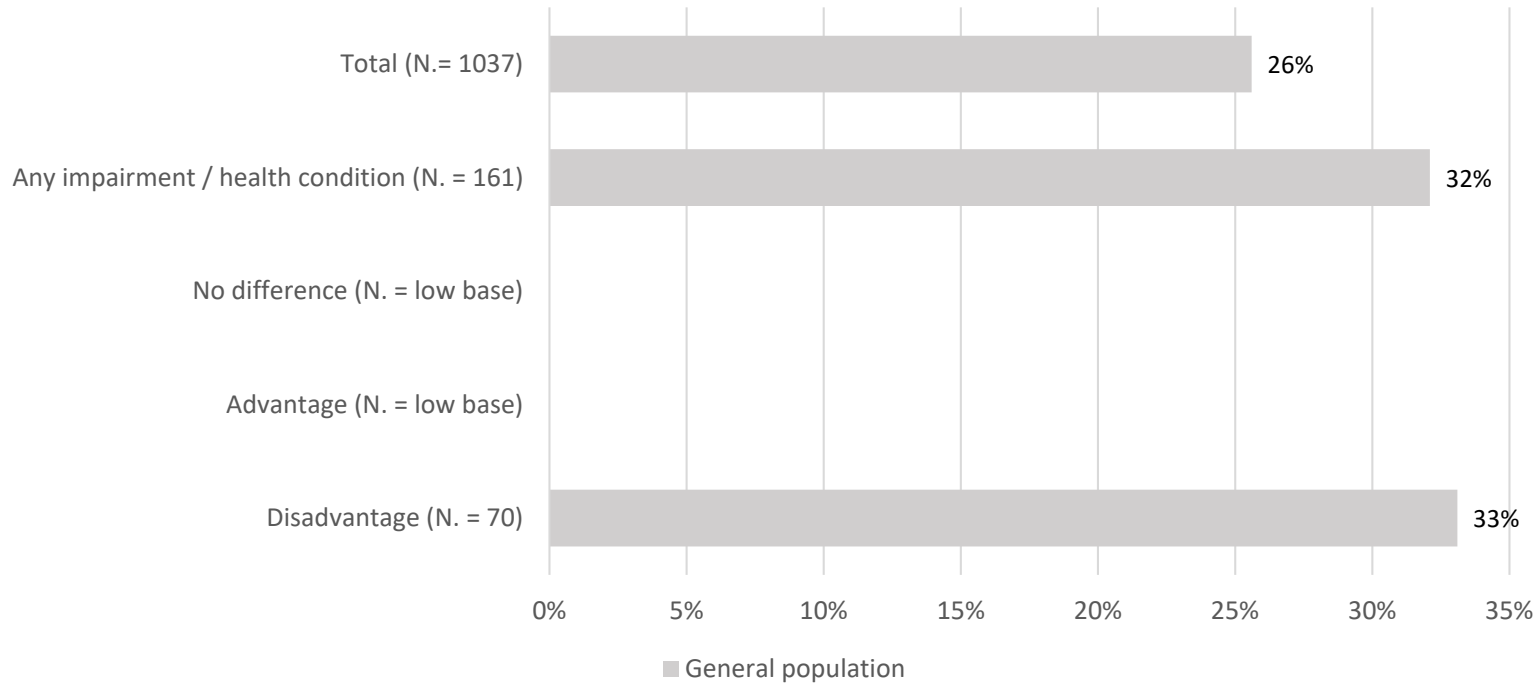
.Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Does everyone have the same opportunities to progress and is rewarded fairly irrespective of DISABILITY STATUS? - % saying NO - By Impairments / Health Conditions



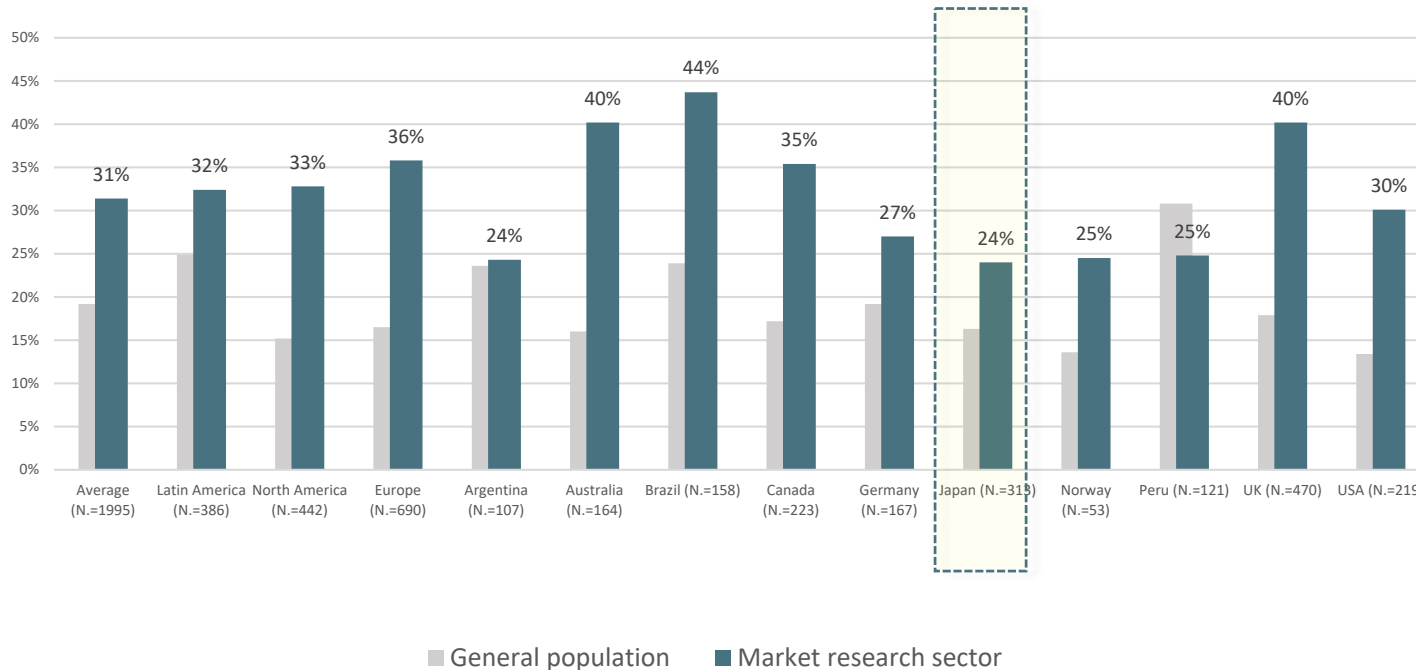
Does everyone have the same opportunities to progress and is rewarded fairly irrespective of DISABILITY STATUS? - % saying NO - By Impairments/ Health Conditions



Base: All
respondents

Compared to the other factors researched, there is relatively little cross-country variation when it comes to seeing family status as a barrier to equal opportunity/rewards. This belief is, however, stronger than average in Brazil, Australia and the UK. In Australia in particular, the belief is much stronger in the MR sector than in the general population.

Does everyone have the same opportunities to progress and is rewarded fairly irrespective of FAMILY STATUS? - % saying NO - By Country

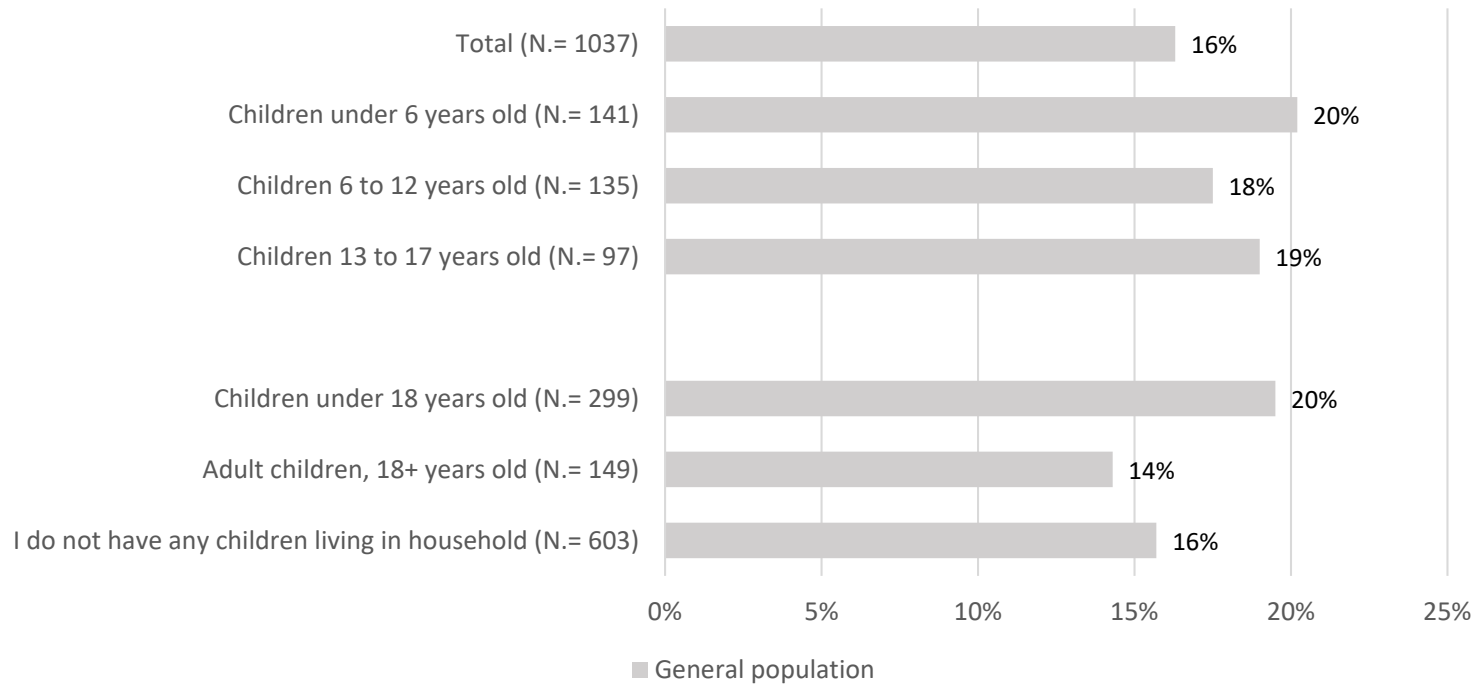


Base: All respondents

.Base numbers shown for Market Research Sector only.

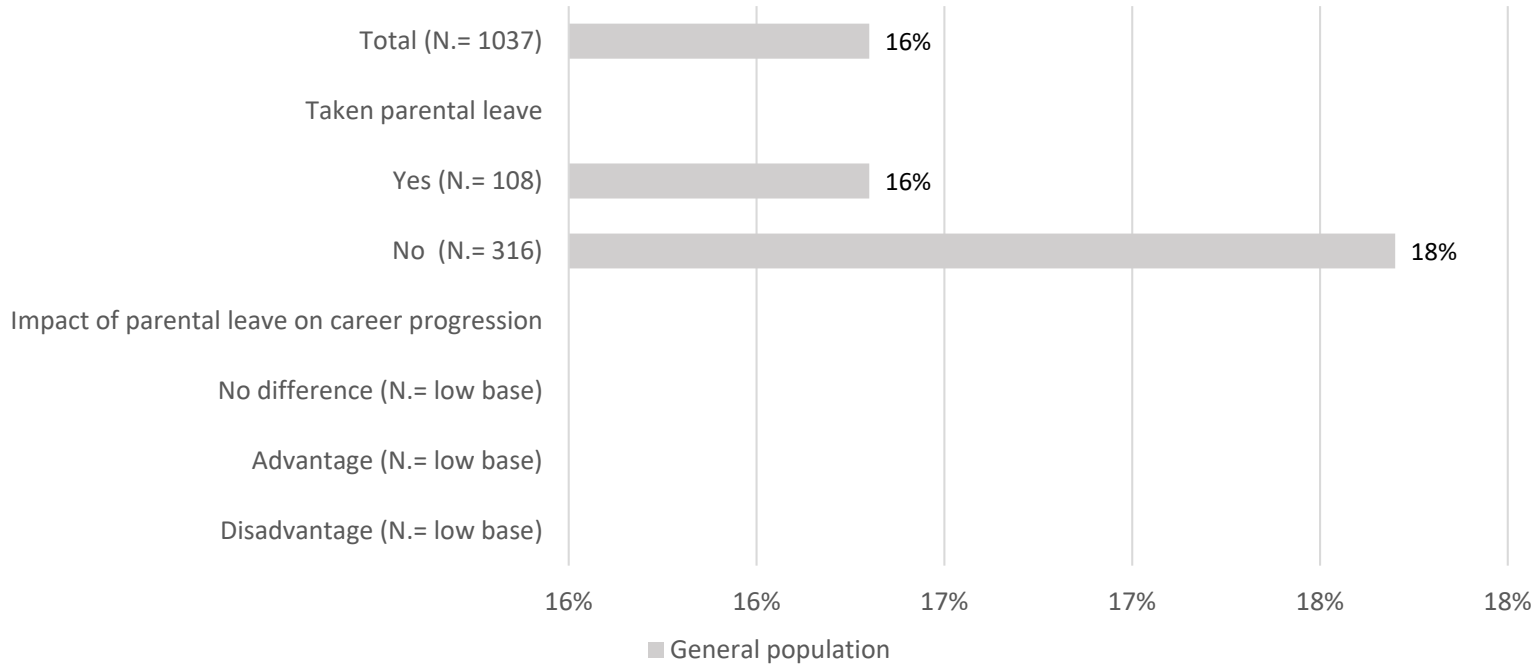
See Appendix for general population sample bases.

Does everyone have the same opportunities to progress and is rewarded fairly irrespective of FAMILY STATUS? - % saying NO - By Family Status



Base: All
respondents

Does everyone have the same opportunities to progress and is rewarded fairly irrespective of FAMILY STATUS? - % saying NO - By Parental Leave



Base: All
respondents



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WORKPLACE CULTURE
ATTITUDES TOWARDS
DIVERSITY, INCLUSIVITY AND
EQUALITY IN THE
WORKPLACE

WORKPLACE CULTURE

ATTITUDES TOWARDS DIVERSITY, INCLUSIVITY AND EQUALITY IN THE WORKPLACE



This part of the report looks at people's attitudes towards the DEI culture at the place they work.

The data is based upon responses to 20 attitude statements, from which five factors have been created in order to sharpen the analysis.

The question was asked using a 5-point scale from strongly agree to strongly disagree. This section of the report looks at the data based on those who either disagree or strongly disagree with each statement.

Only 8 of the 20 attitude statements were asked in the UK Market Research Sector Survey conducted in 2020, so data feeding into three of the five factors excludes data from people working in the MR sector in the UK. This is marked on the charts in question.

Does not believe that the company they work for has a positive DEI culture - % saying DISAGREE (bottom 2 box on a 5-point scale) - By statement (1)



Base: Those who have more than 1 employee working in their company or are not self-employed.

Does not believe that the company they work for has a positive DEI culture - % saying DISAGREE (bottom 2 box on a 5-point scale) - By statement (2)



Base: Those who have more than 1 employee working in their company or are not self-employed.

Does not believe that the company they work for has a positive DEI culture - % saying DISAGREE (bottom 2 box on a 5-point scale) - By statement (3)



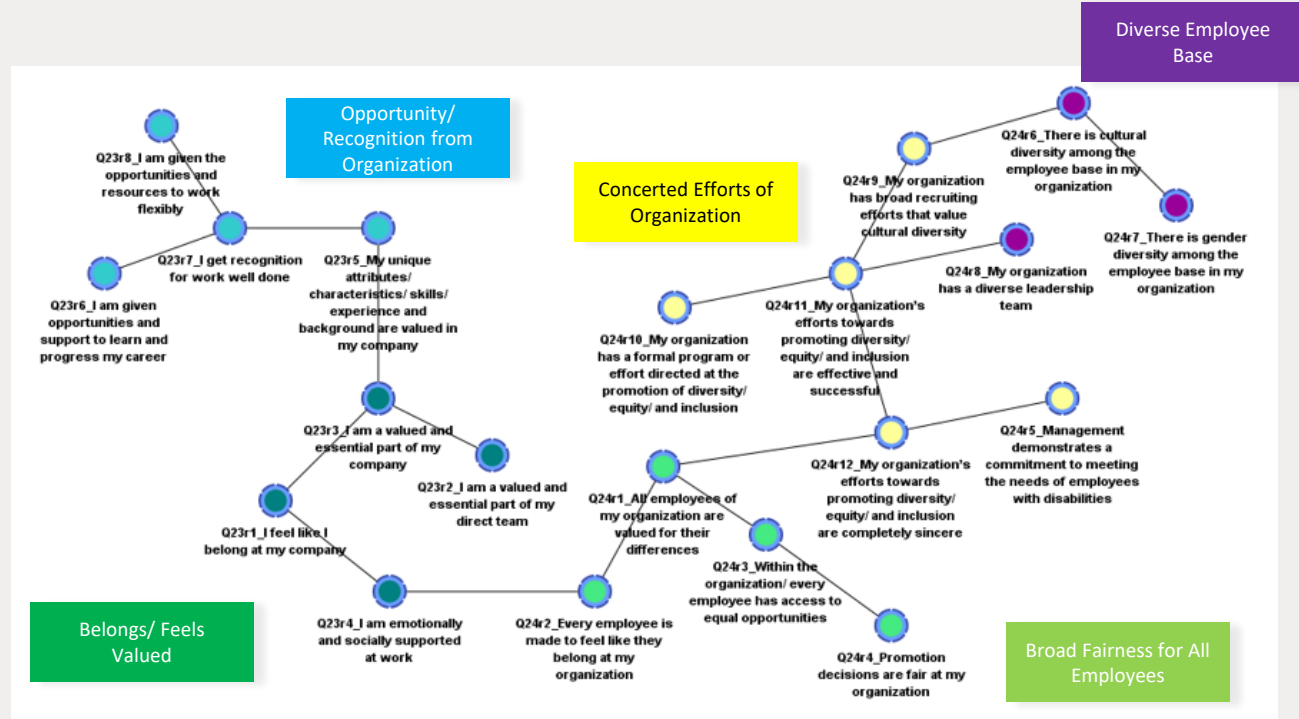
Base: Those who have more than 1 employee working in their company or are not self-employed.

Workplace Culture Factor Analysis

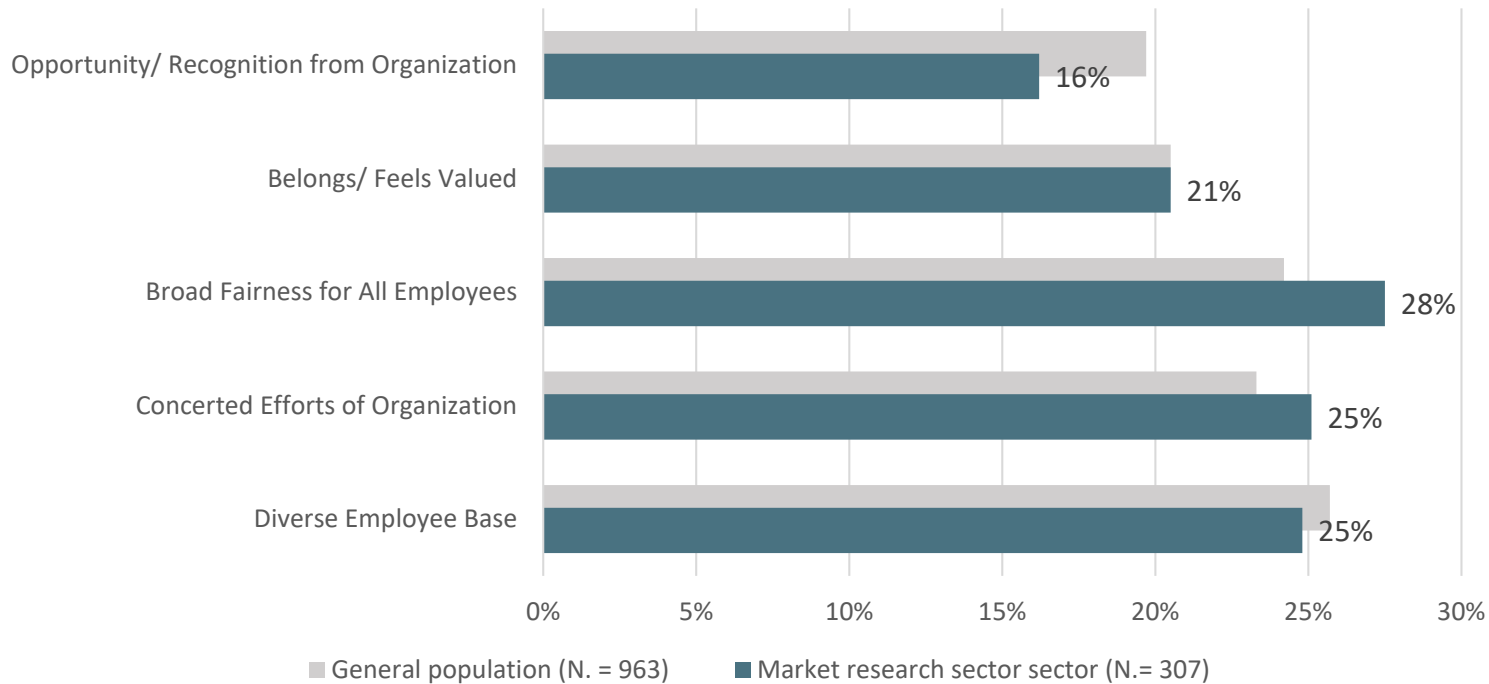
In order to assist with the analysis of the workplace culture data a factor analysis was run on the data from the 20 attitude statements from the general population survey.

The analysis produced 5 factors as shown opposite.

We would like to thank RTi Research for conducting this factor analysis.



Does not believe that the company they work for has a positive DEI culture - % saying DISAGREE (bottom 2 box on a 5-point scale) - By Factor

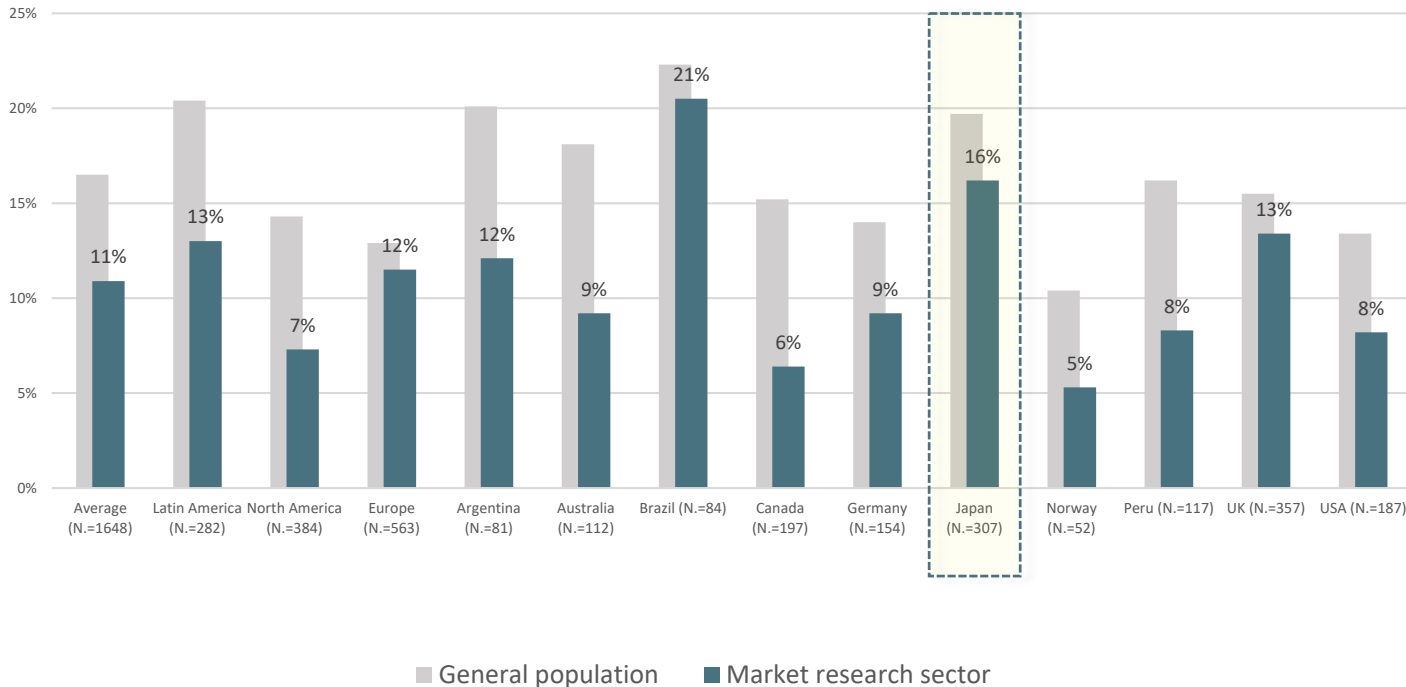


Base: Those who have more than 1 employee working in their company or are not self-employed.

Those working in the MR sector in Brazil and Japan are most likely to think negatively about their workplace when it comes to opportunity and recognition.

Does not believe that the company they work for has a positive DEI culture with respect to: Opportunity/ Recognition from Organization

- % saying DISAGREE (bottom 2 box on a 5-point scale) - By Country



Base: Those who have more than 1 employee working in their company or are not self-employed.

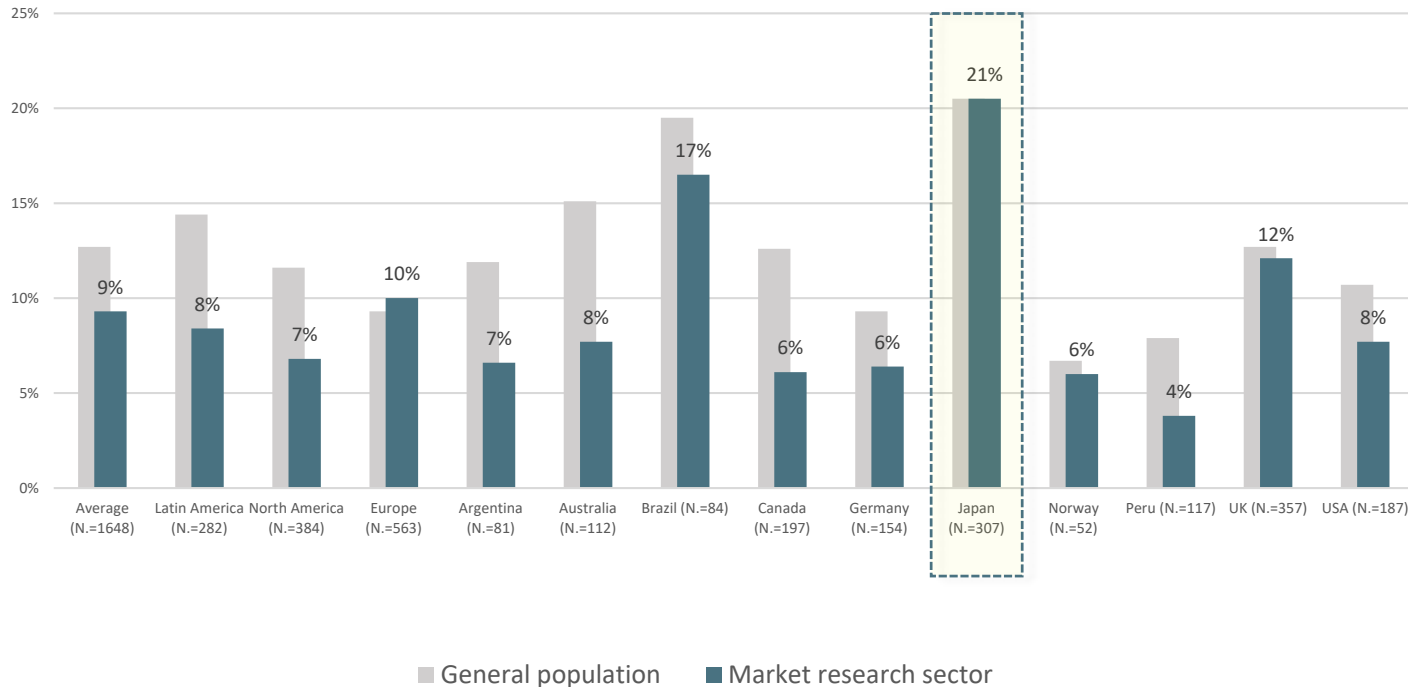
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

The feeling of not belonging / not being valued is strongest in Japan, both within the MR sector as well as in the general population more broadly.

Does not believe that the company they work for has a positive DEI culture with respect to: Belongs/ Feels Valued

- % saying DISAGREE (bottom 2 box on a 5-point scale) - By Country



Base: Those who have more than 1 employee working in their company or are not self-employed.

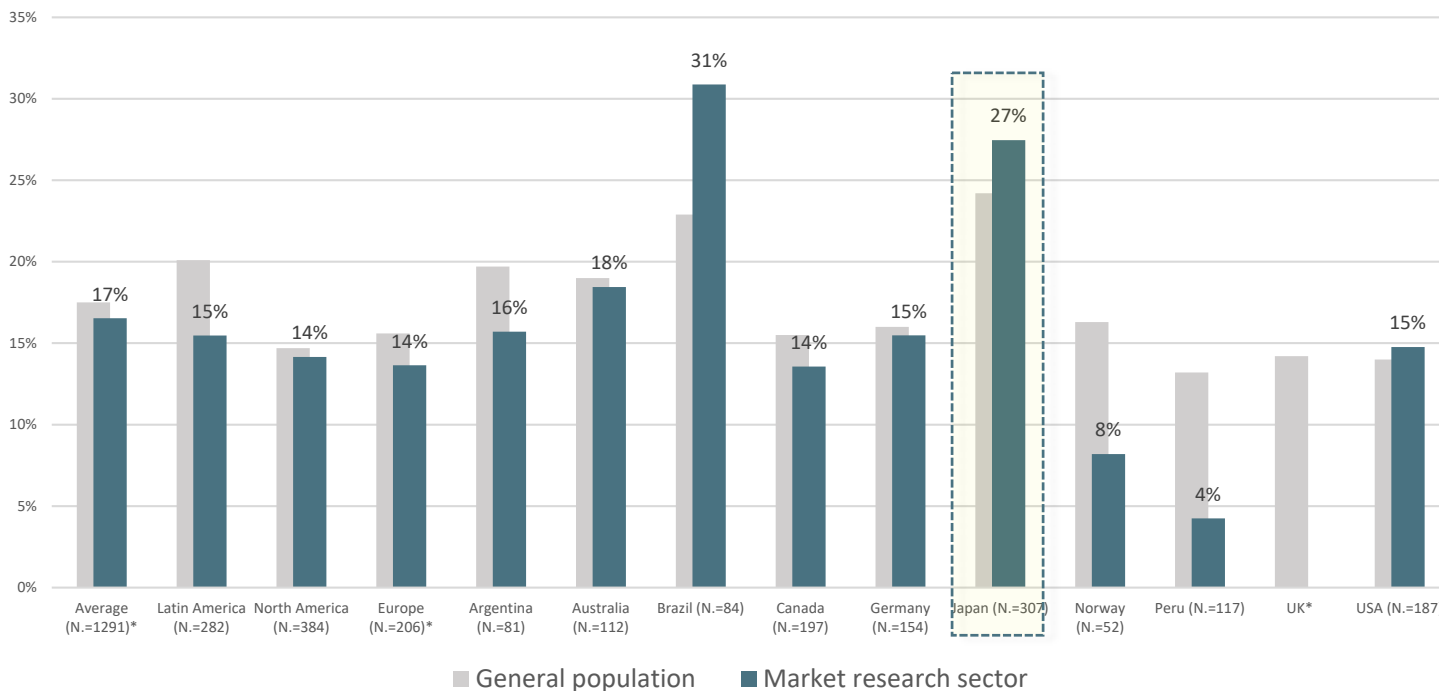
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Brazil and Japan also stand out as places where there is most negativity towards the perception of fairness for all employees in their organization.

Does not believe that the company they work for has a positive DEI culture with respect to: Broad Fairness for All Employees*

- % saying DISAGREE (bottom 2 box on a 5-point scale) - By Country



Base: Those who have more than 1 employee working in their company or are not self-employed.

* Excludes UK data for the MR sector

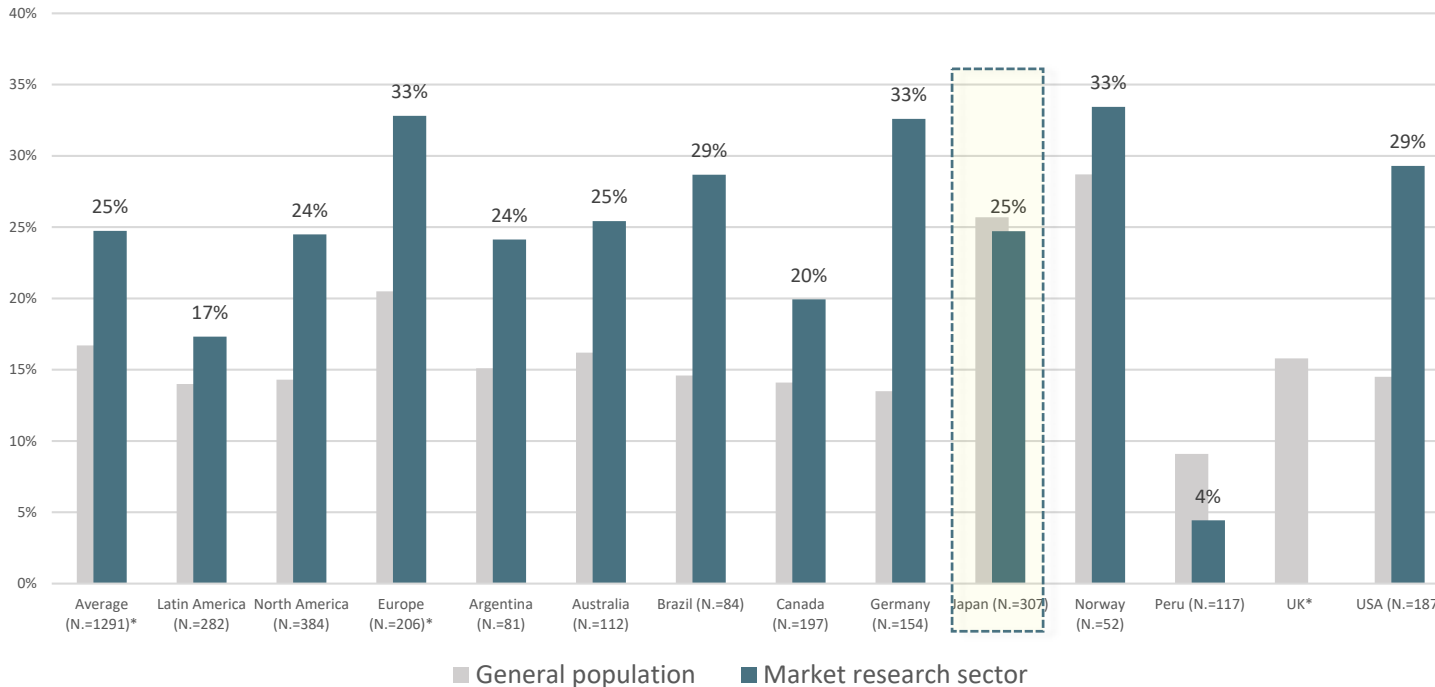
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

One-in-four people working in the MR sector, in particular those in Germany and Norway, do not believe that the company where they work has a diverse employee base. This proportion is much higher than in the general population, especially in Germany.

Does not believe that the company they work for has a positive DEI culture with respect to: Diverse employee base*

- % saying DISAGREE (bottom 2 box on a 5-point scale) - By Country



Base: Those who have more than 1 employee working in their company or are not self-employed.

* Excludes UK data for the MR sector

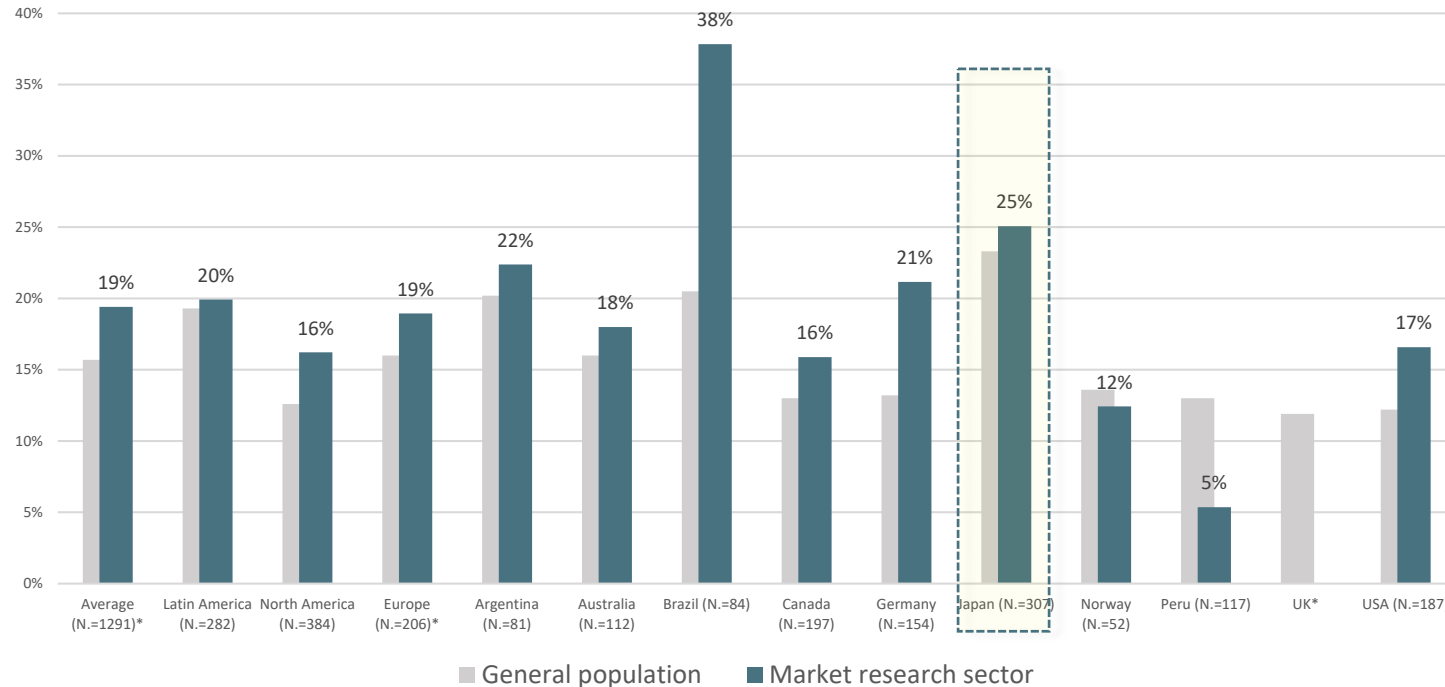
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

People working in the MR sector in Brazil are most likely to disagree that their company makes concerted efforts related to DEI culture. The difference compared to the general population is marked.

Does not believe that the company they work for has a positive DEI culture with respect to: Concerted Efforts of Organization*

- % saying DISAGREE (bottom 2 box on a 5-point scale) - By Country



Base: Those who have more than 1 employee working in their company or are not self-employed.

* Excludes UK data for the MR sector

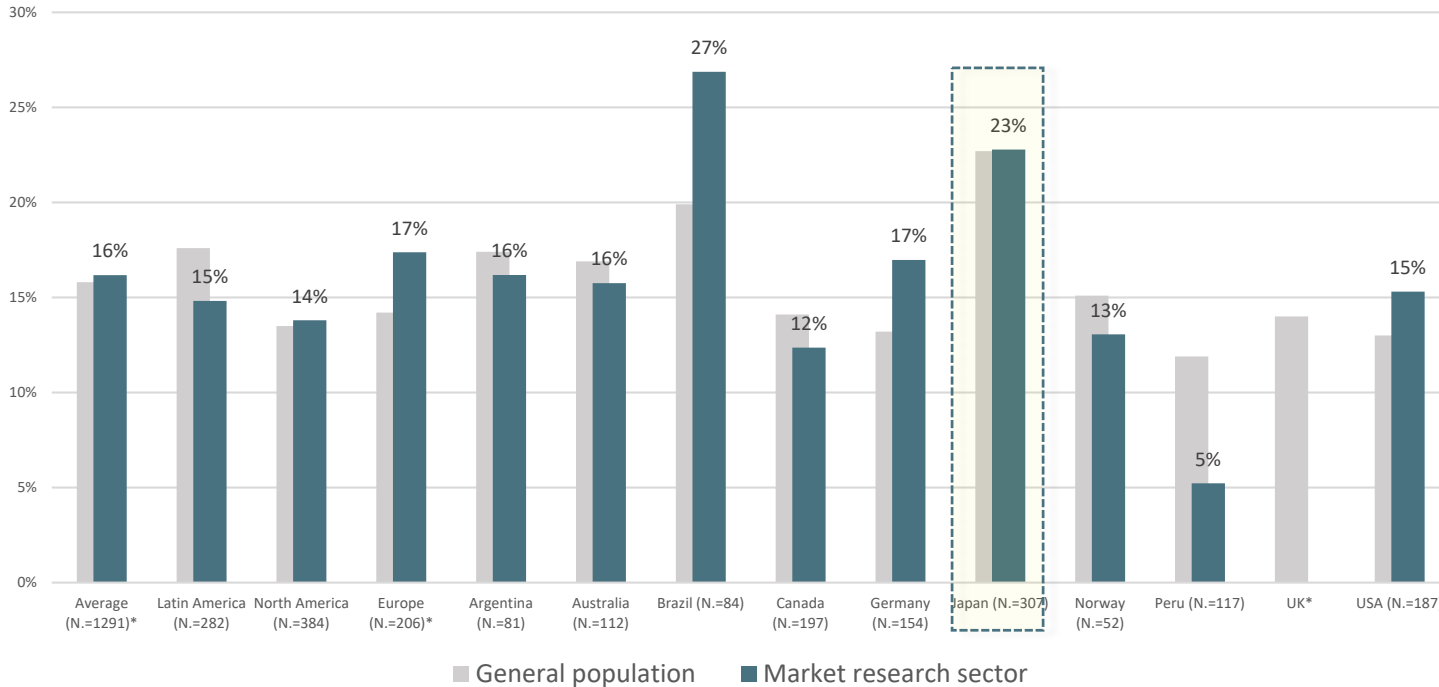
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Overall the opinions of people working in the MR sector are similar to those of the general working population when it comes to workplace DEI culture.

Does not believe that the company they work for has a positive DEI culture with respect to: Average across all factors

- % saying DISAGREE (bottom 2 box on a 5-point scale) - By Country



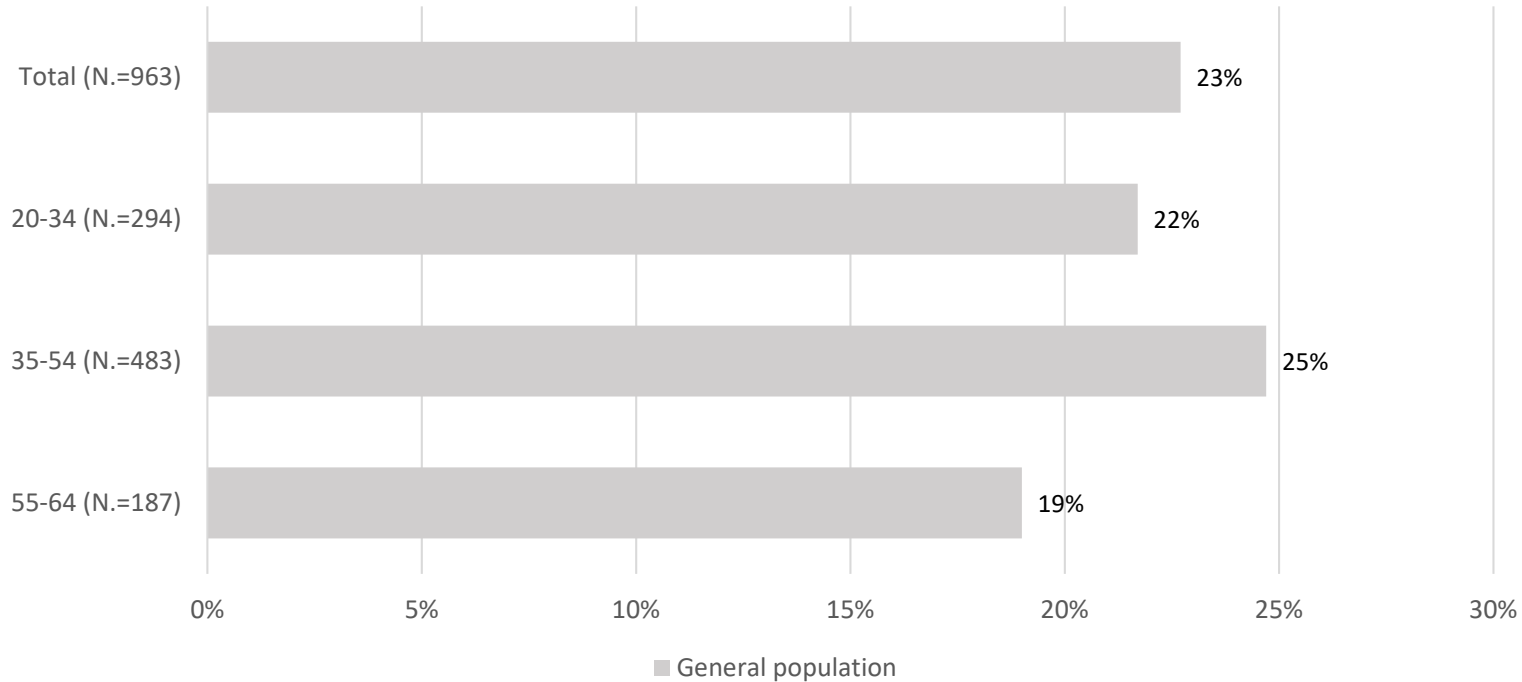
Base: Those who have more than 1 employee working in their company or are not self-employed.

* Excludes UK data for the MR sector

Base numbers shown for Market Research Sector only.

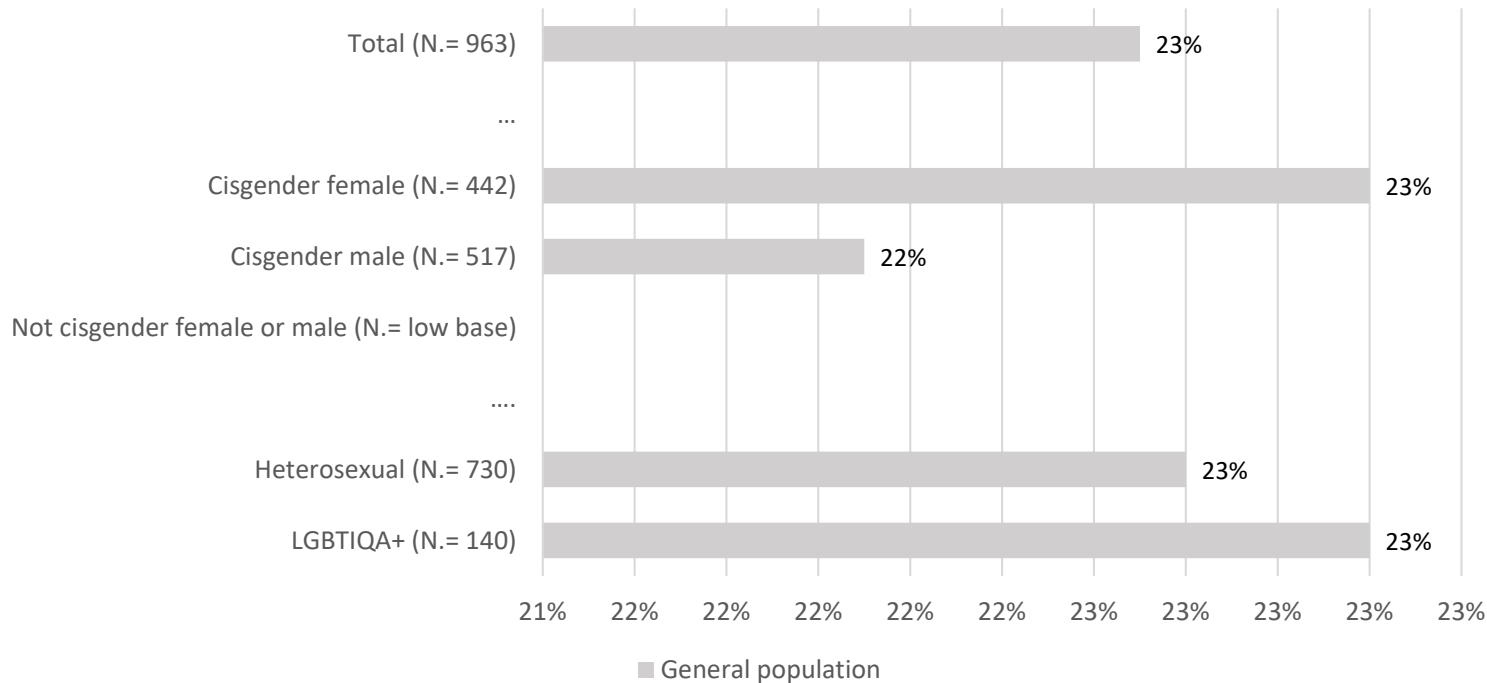
See Appendix for general population sample bases.

Does not believe that the company they work for has a positive DEI culture - % saying DISAGREE (bottom 2 box on a 5-point scale) - Average across all factors – By Age Group



Base: Those who have more than 1 employee working in their company or are not self-employed.

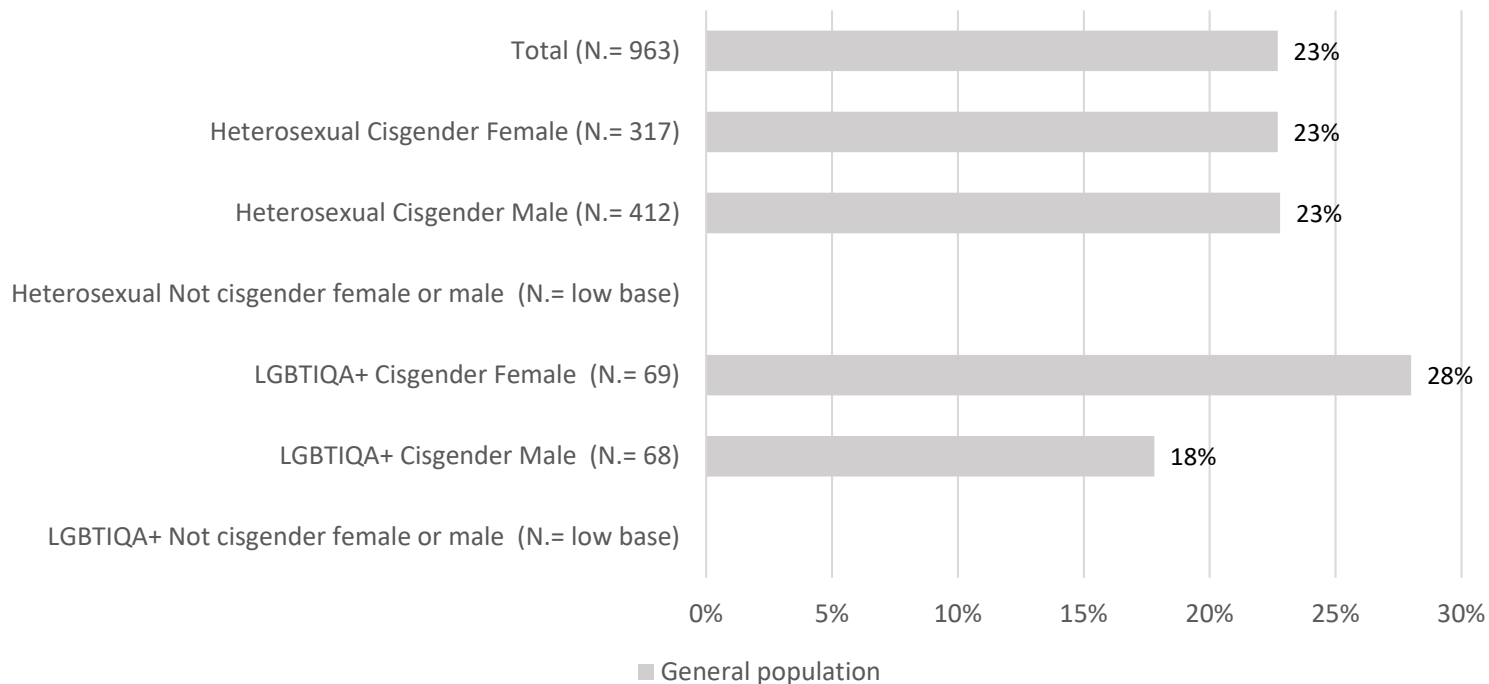
Does not believe that the company they work for has a positive DEI culture - % saying DISAGREE (bottom 2 box on a 5-point scale) - Average across all factors – By Gender Identity / Sexual Orientation (I)



Base: Those who have more than 1 employee working in their company or are not self-employed.

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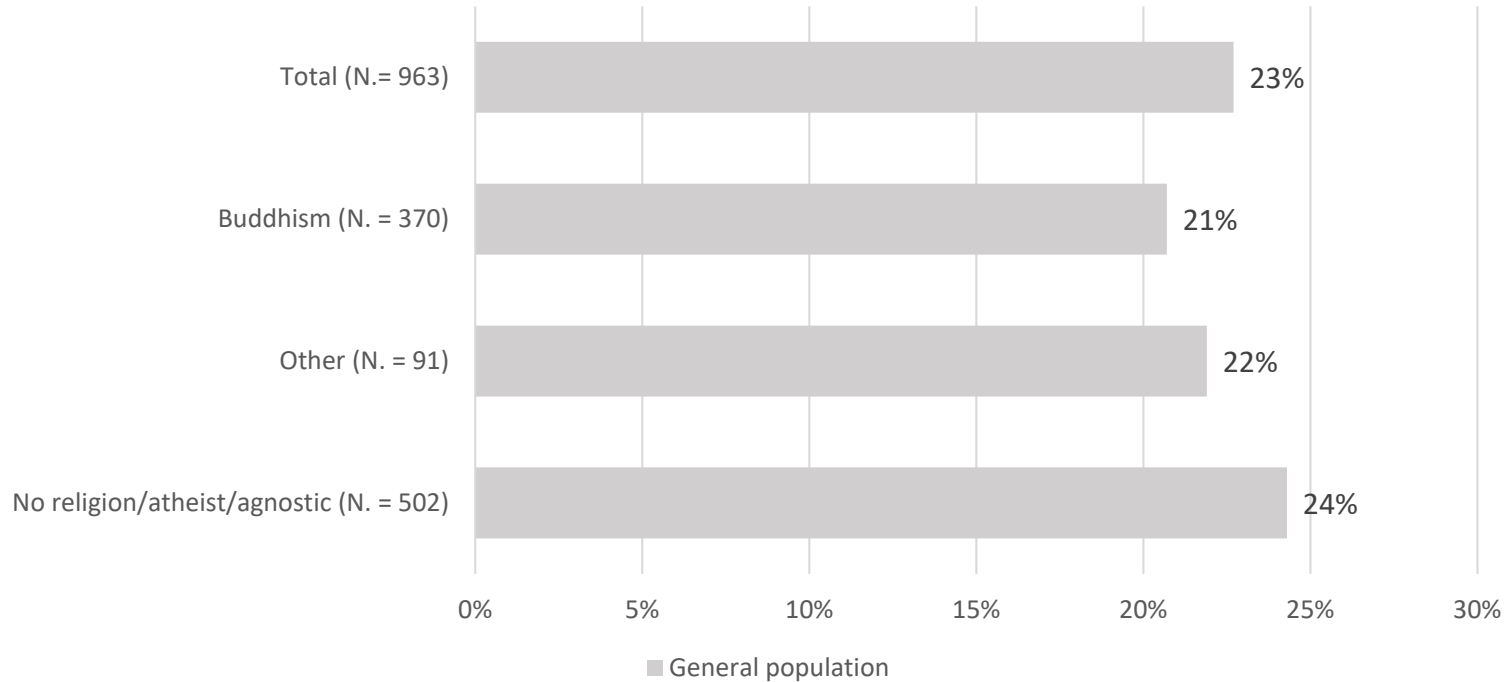
Does not believe that the company they work for has a positive DEI culture - % saying DISAGREE (bottom 2 box on a 5-point scale) - Average across all factors - Identity/ Sexual Orientation (2)



Base: Those who have more than 1 employee working in their company or are not self-employed.

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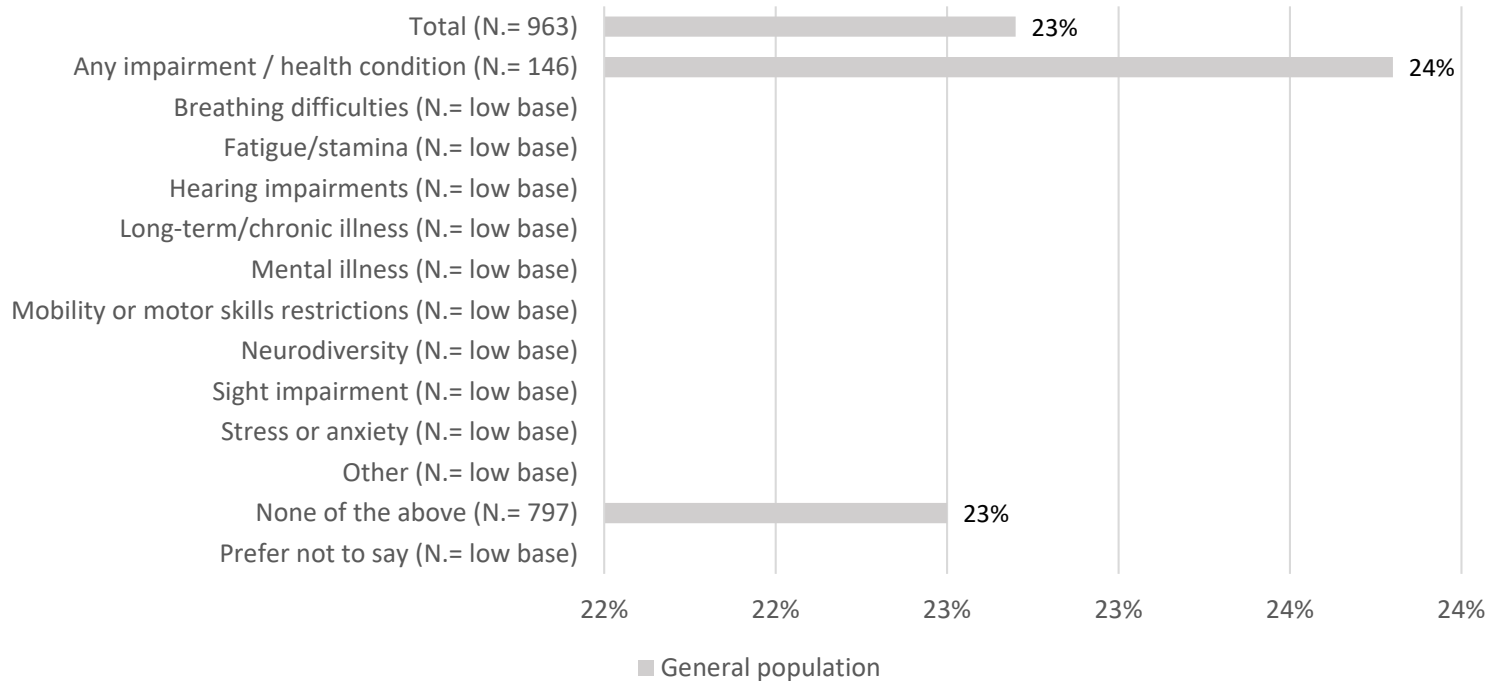
Does not believe that the company they work for has a positive DEI culture - % saying DISAGREE (bottom 2 box on a 5-point scale) - Average across all factors – By Religion



Base: Those who have more than 1 employee working in their company or are not self-employed.

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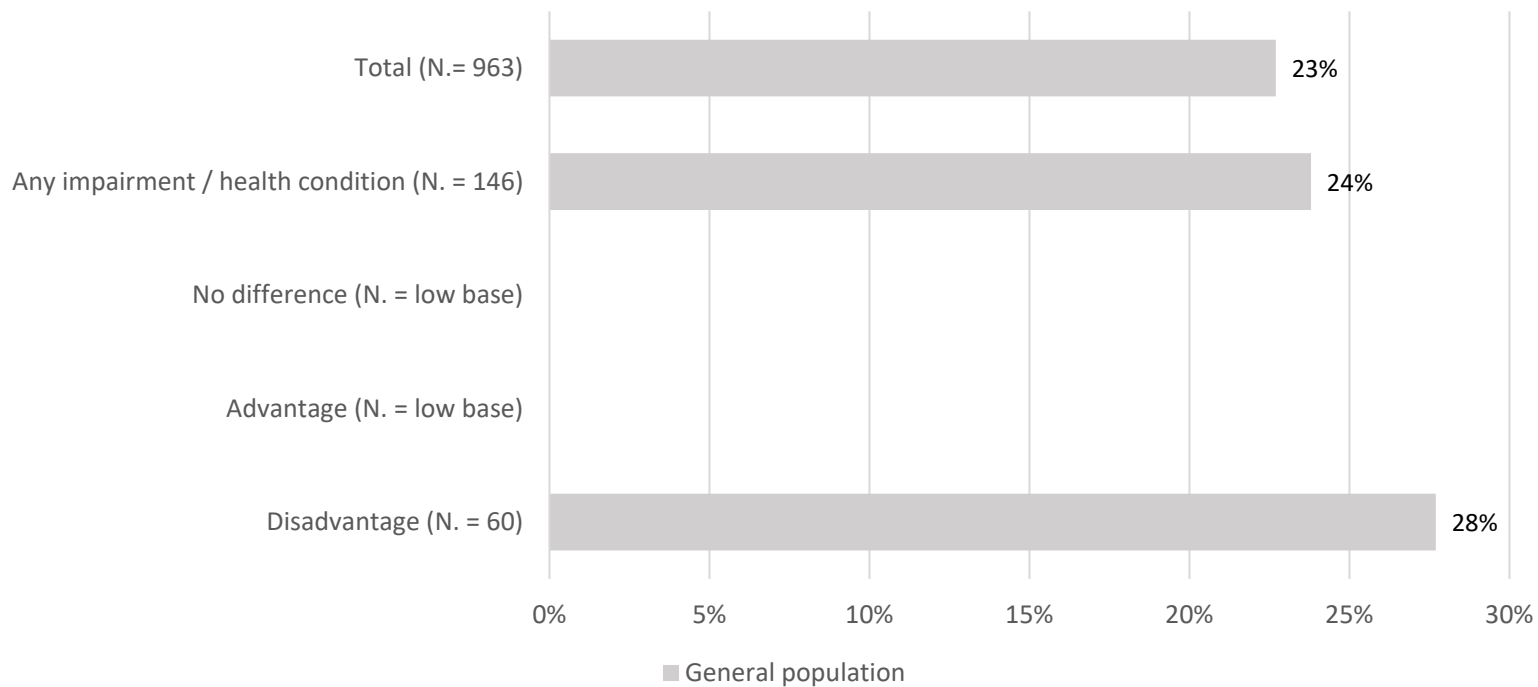
Does not believe that the company they work for has a positive DEI culture - % saying DISAGREE (bottom 2 box on a 5-point scale) - Average across all factors - By Impairments / Health Conditions



Base: Those who have more than 1 employee working in their company or are not self-employed.

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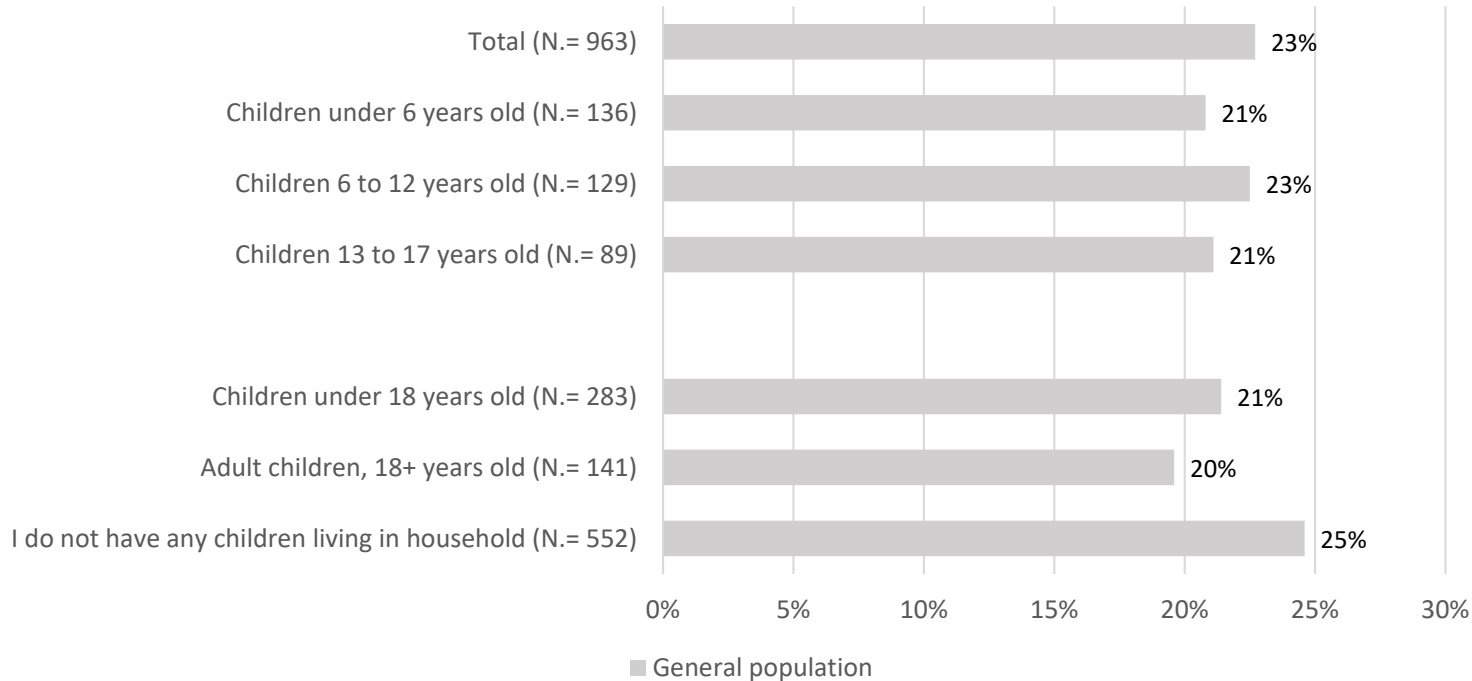
Does not believe that the company they work for has a positive DEI culture - % saying DISAGREE (bottom 2 box on a 5-point scale) - Average across all factors - By Impact of Impairment(s) or Health Condition(s) on Career Progression



Base: Those who have more than 1 employee working in their company or are not self-employed.

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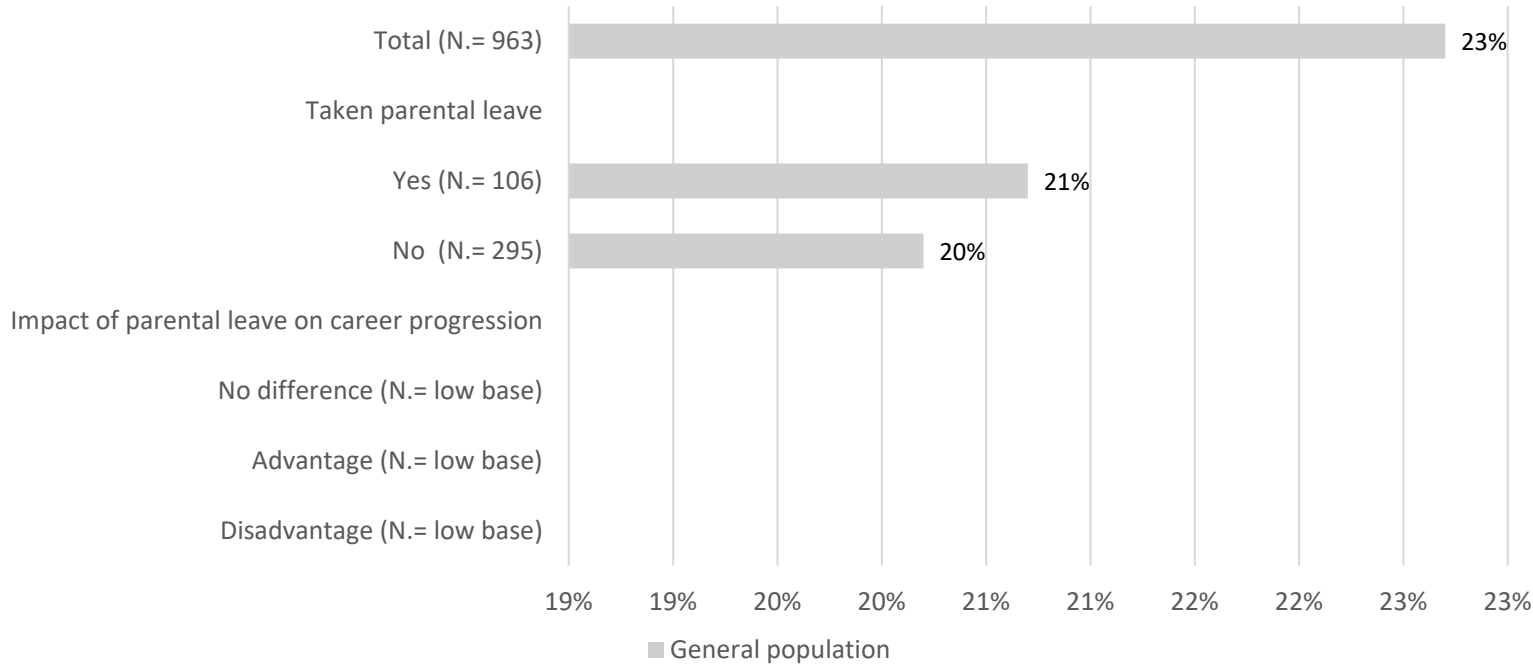
Does not believe that the company they work for has a positive DEI culture - % saying DISAGREE (bottom 2 box on a 5-point scale) - Average across all factors - By Family Status



Base: Those who have more than 1 employee working in their company or are not self-employed.

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Does not believe that the company they work for has a positive DEI culture - % saying DISAGREE (bottom 2 box on a 5-point scale) - Average across all factors - By Parental Leave



Base: Those who have more than 1 employee working in their company or are not self-employed.



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PERSONAL EXPERIENCE OF
DIRECT DISCRIMINATION IN
THE WORKPLACE

PERSONAL EXPERIENCE OF DIRECT DISCRIMINATION IN THE WORKPLACE



This section of the report looks at people's personal experience with discrimination in their current (most recent) place of work through two different lens:

- The type of discrimination
- Reasons for discrimination

PERSONAL EXPERIENCE OF DIRECT DISCRIMINATION IN THE WORKPLACE

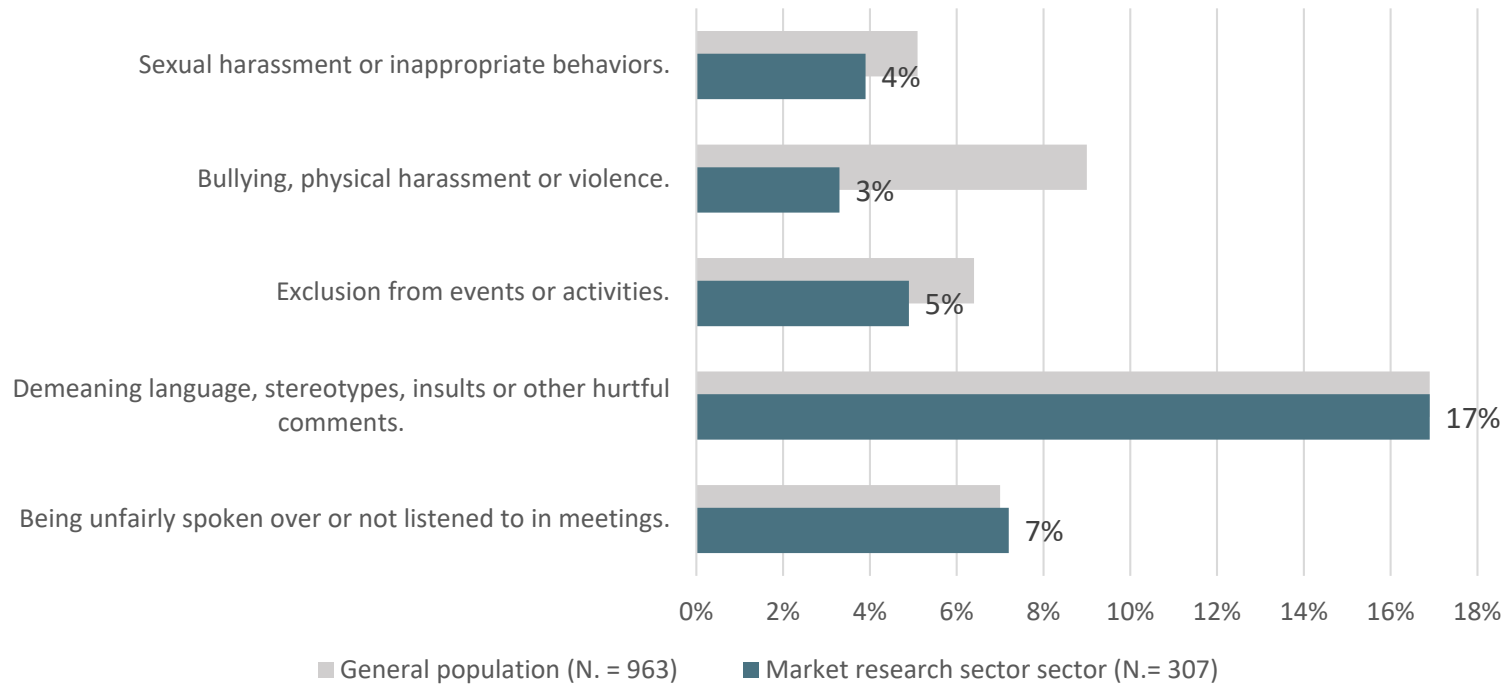
BY TYPE OF DISCRIMINATION



This section of the report looks at people's personal experience with discrimination in their currently (most recent) place of work by the type of discrimination.

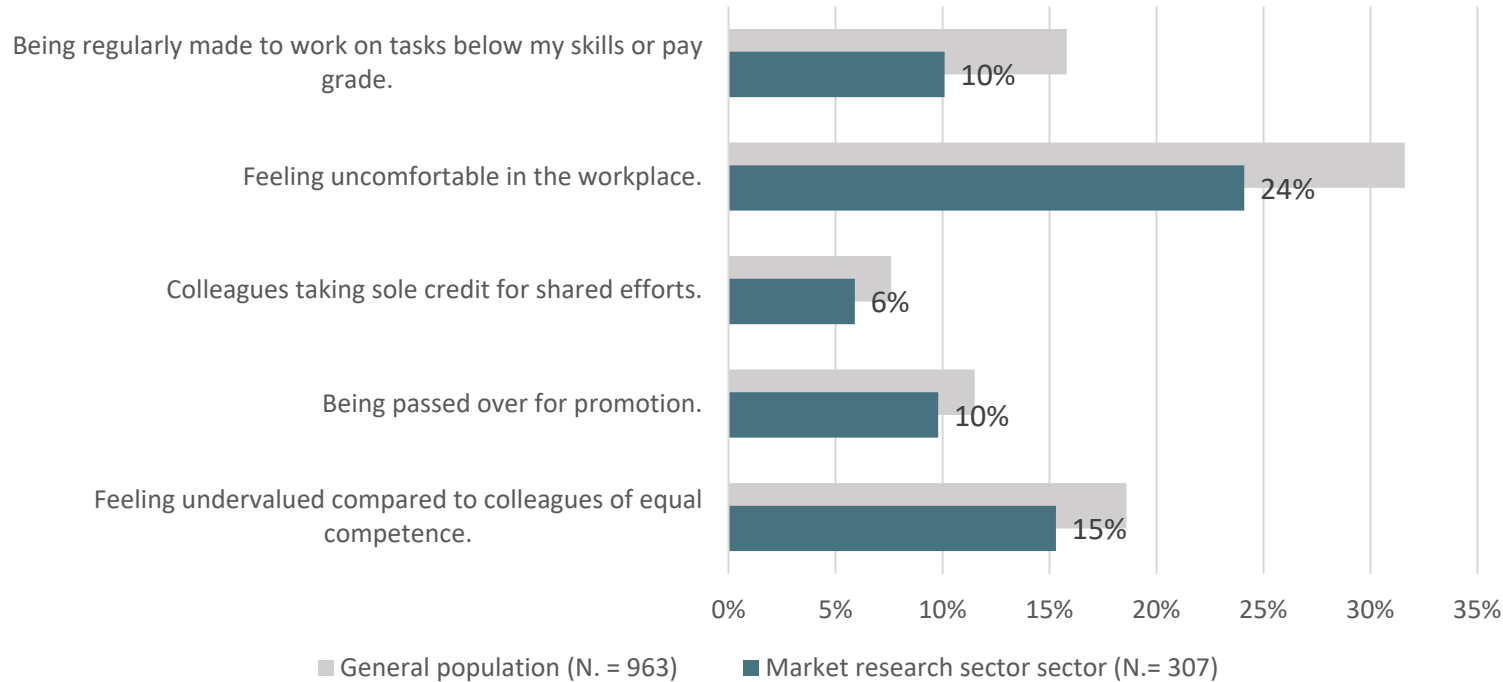
The survey asked about 10 specific types of discrimination, from which three factors have been created in order to sharpen the analysis.

Personal Experience with Direct Discrimination in the Workplace- % saying YES - By Statement (1)



Base: Those who have more than 1 employee working in their company or are not self-employed.

Personal Experience with Direct Discrimination in the Workplace- % saying YES - By Statement (2)



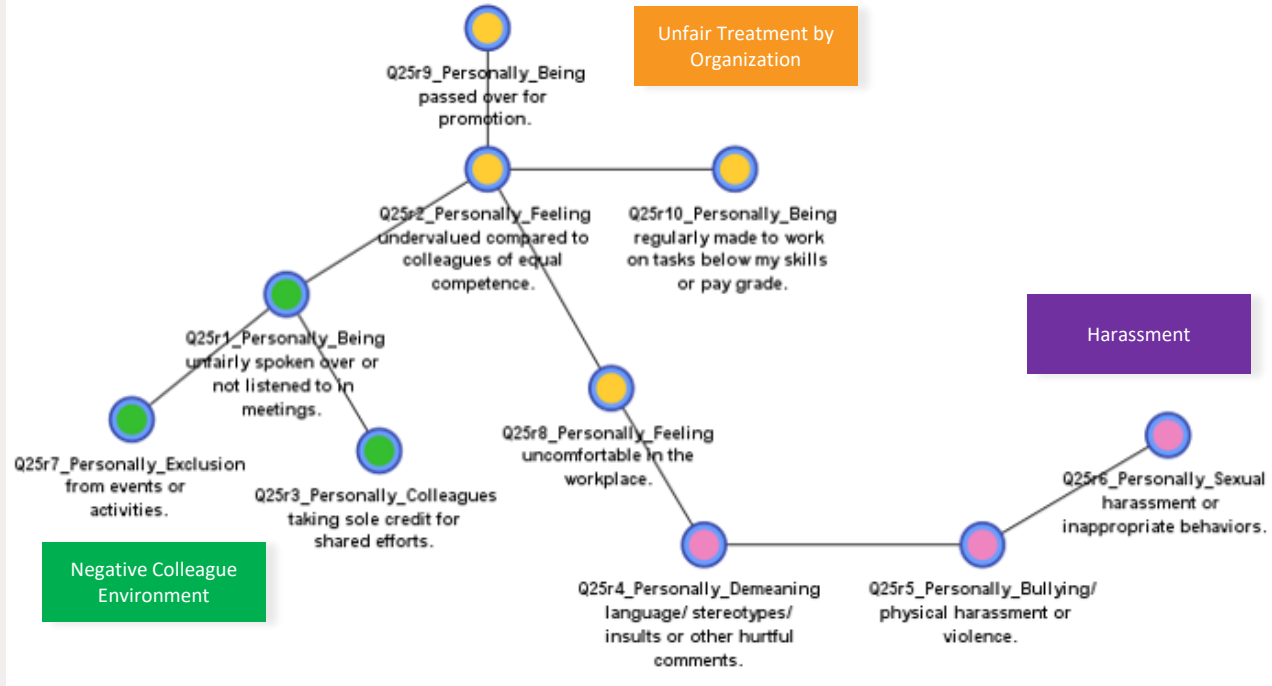
Base: Those who have more than 1 employee working in their company or are not self-employed.

Discrimination Factor Analysis

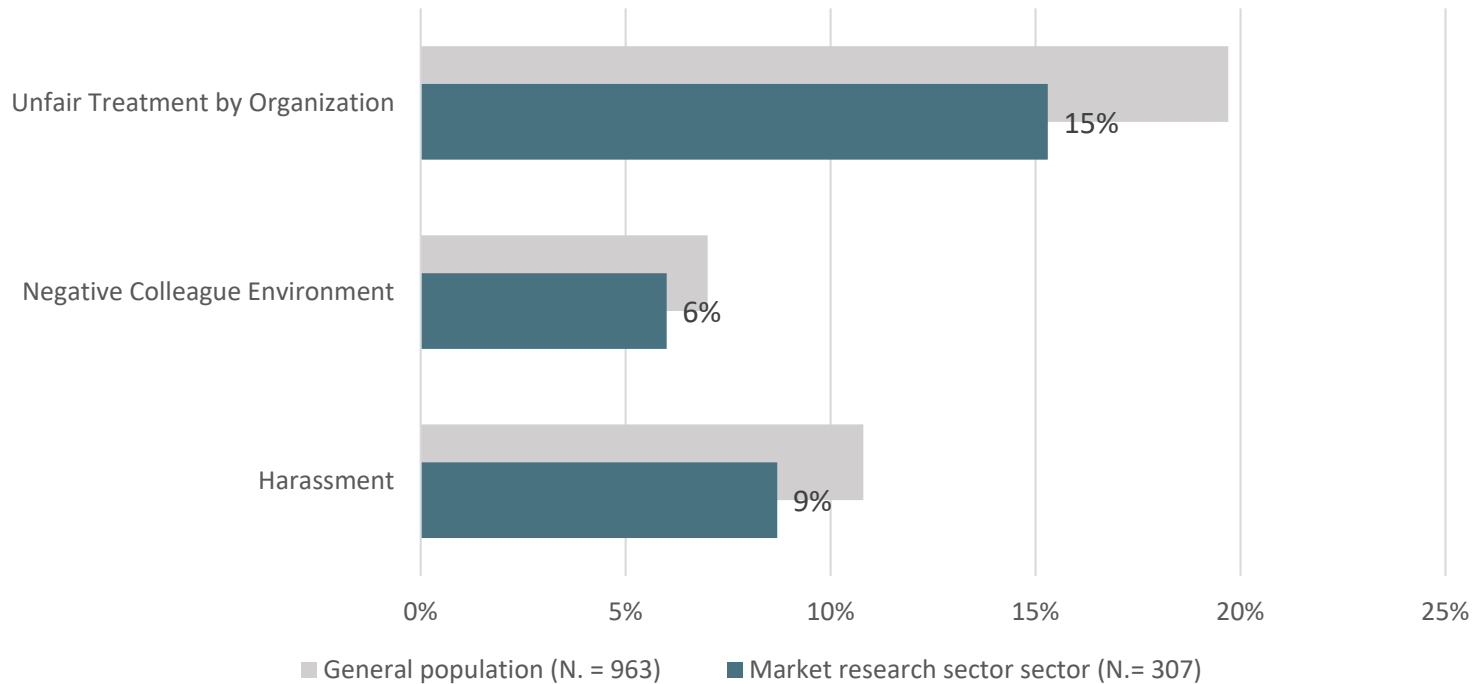
In order to assist with the analysis of the discrimination data a factor analysis was run on the data from the 10 statements from the general population survey.

The analysis produced 3 factors as shown opposite.

We would like to thank RTi Research for conducting this factor analysis.



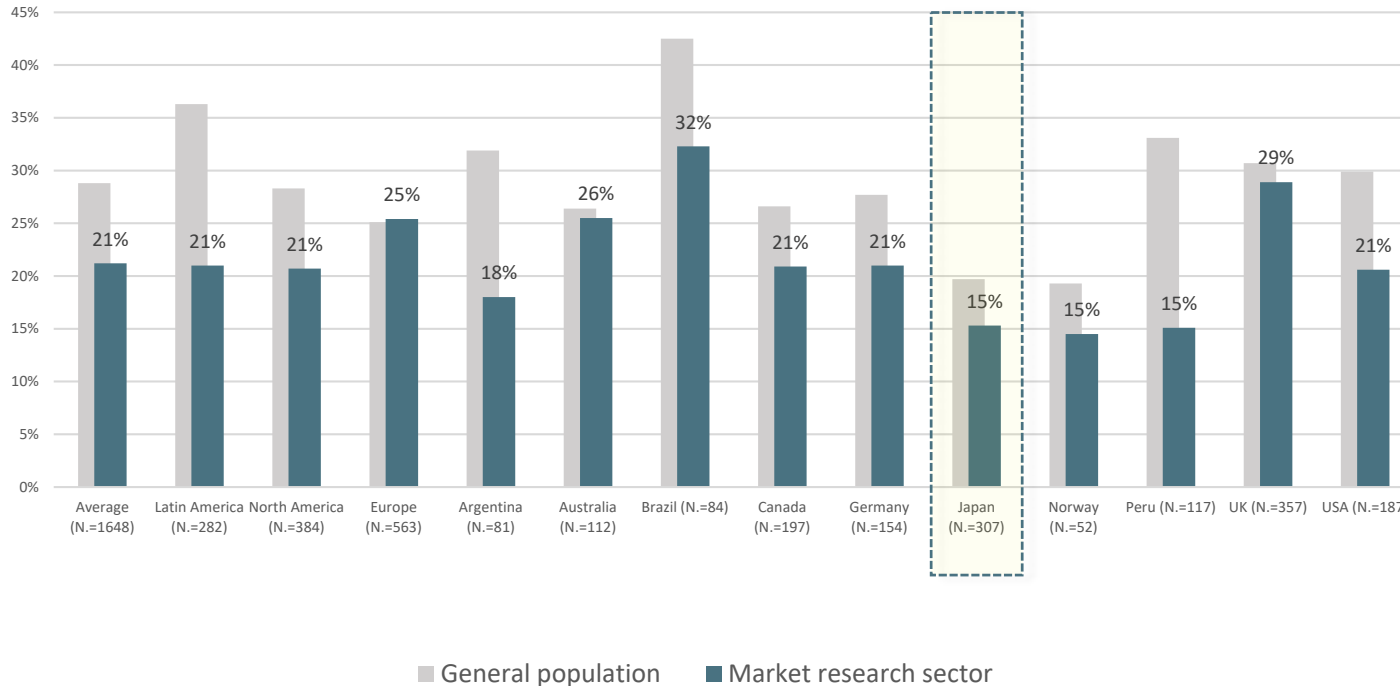
Personal Experience with Direct Discrimination in the Workplace- % saying YES - By Factor



Base: Those who have more than 1 employee working in their company or are not self-employed.

People working in the MR sector in Brazil, the UK and Australia are most likely to say they have personal experience of unfair treatment by the organization. Relative to the general population, people working in the MR sector in Argentina and Peru are much less likely to have experienced unfair treatment by the organization.

**Personal Experience with Direct Discrimination in the Workplace Because of:
Unfair Treatment by Organization**
- % saying YES - By Country



Base: Those who have more than 1 employee working in their company or are not self-employed.

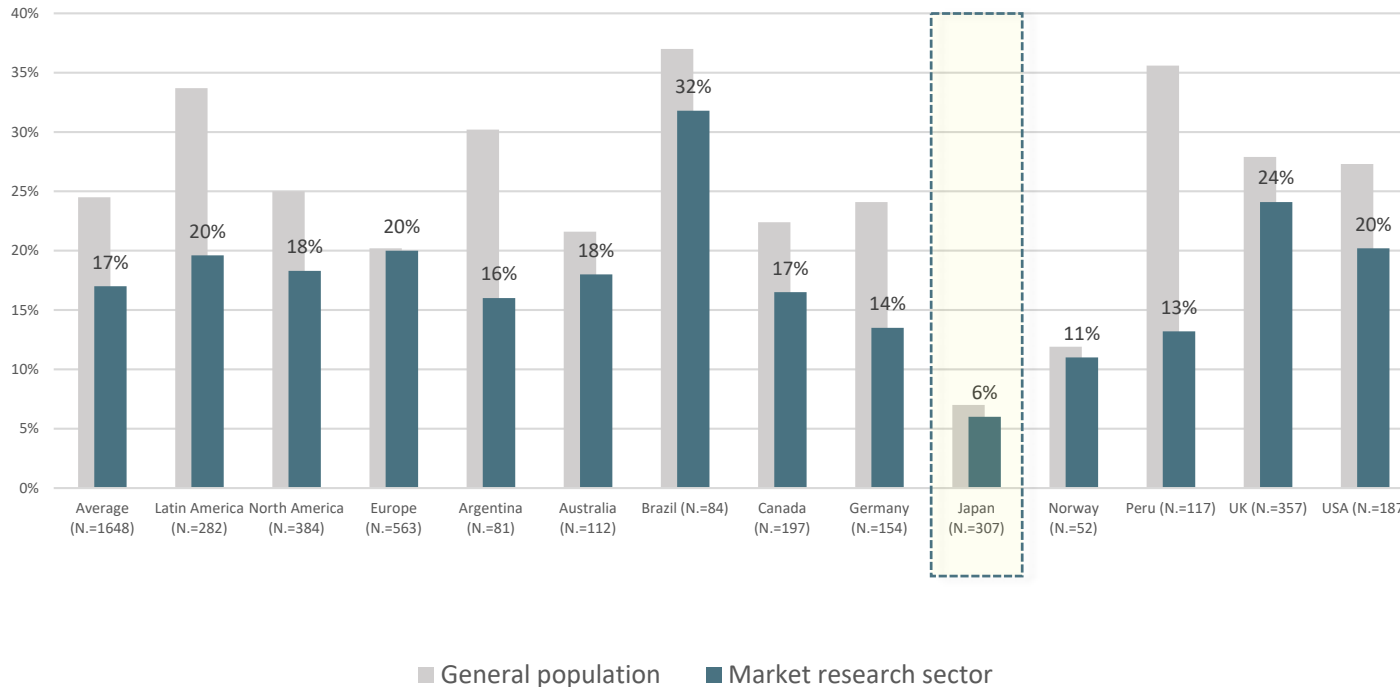
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

People working in the MR sector in Brazil and the UK are most likely to say they have personal experience of a negative colleague environment. Relative to the general population, people working in the MR sector in Argentina and Peru are much less likely to have experienced a negative colleague environment.

Personal Experience with Direct Discrimination in the Workplace Because of: Negative Colleague Environment

- % saying DISAGREE (bottom 2 box on a 5-point scale) - By Country



Base: Those who have more than 1 employee working in their company or are not self-employed.

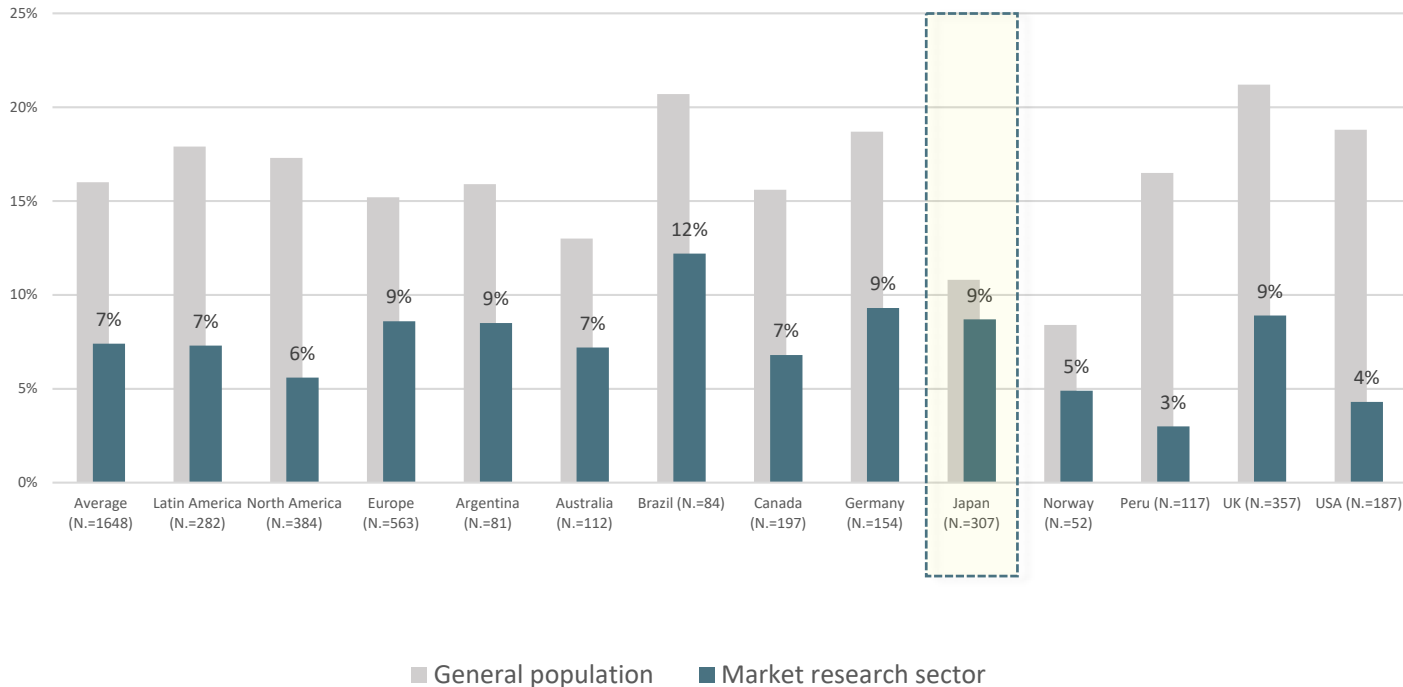
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

People working in the MR sector are much less likely to have personal experience with harassment than people working in other sectors. By country, personal experience with harassment in the MR sector is relatively high in Brazil, Argentina, Germany, Japan and the UK.

Personal Experience with Direct Discrimination in the Workplace Because of Harassment

- % saying DISAGREE (bottom 2 box on a 5-point scale) - By Country



Base: Those who have more than 1 employee working in their company or are not self-employed.

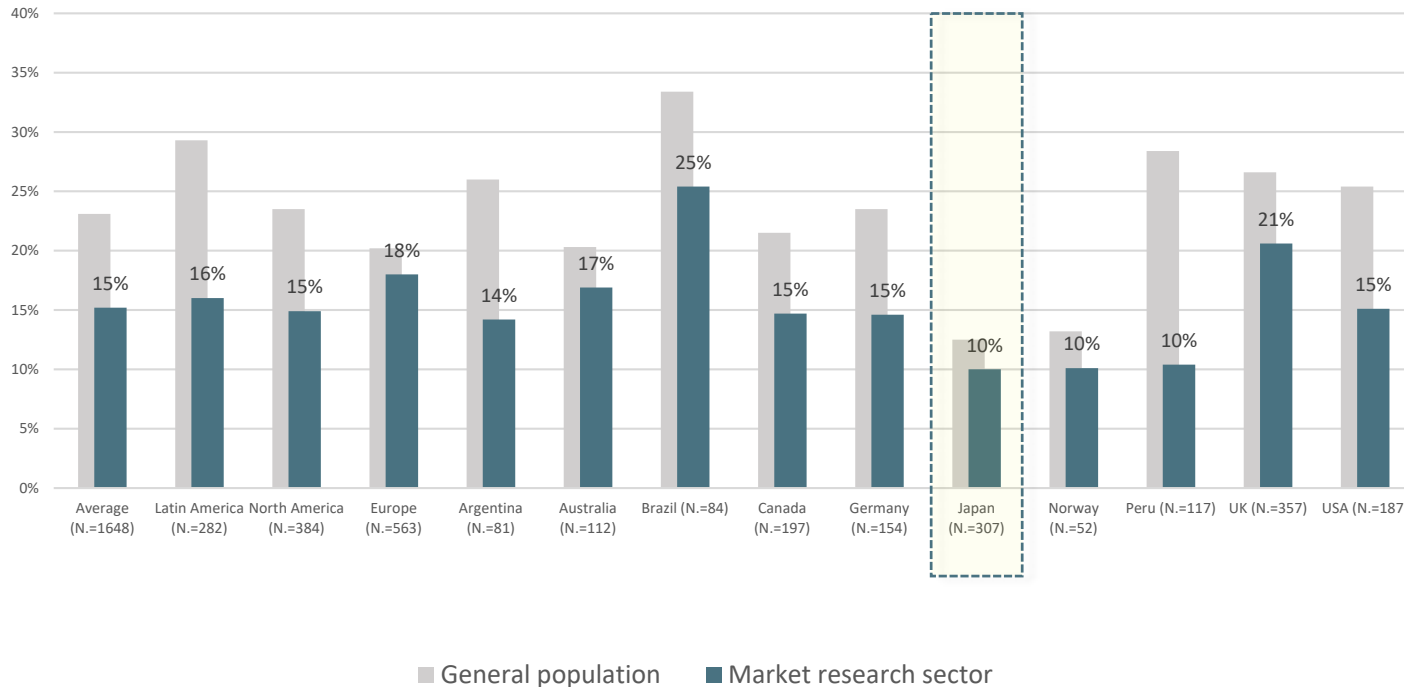
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Based on the average across all factors, the experience with personal direct discrimination in the MR sector is highest in Brazil and the UK.

Personal Experience with Direct Discrimination in the Workplace

- % saying YES - Average across all factors - By Country



Base: Those who have more than 1 employee working in their company or are not self-employed.

Base numbers shown for Market Research Sector only.

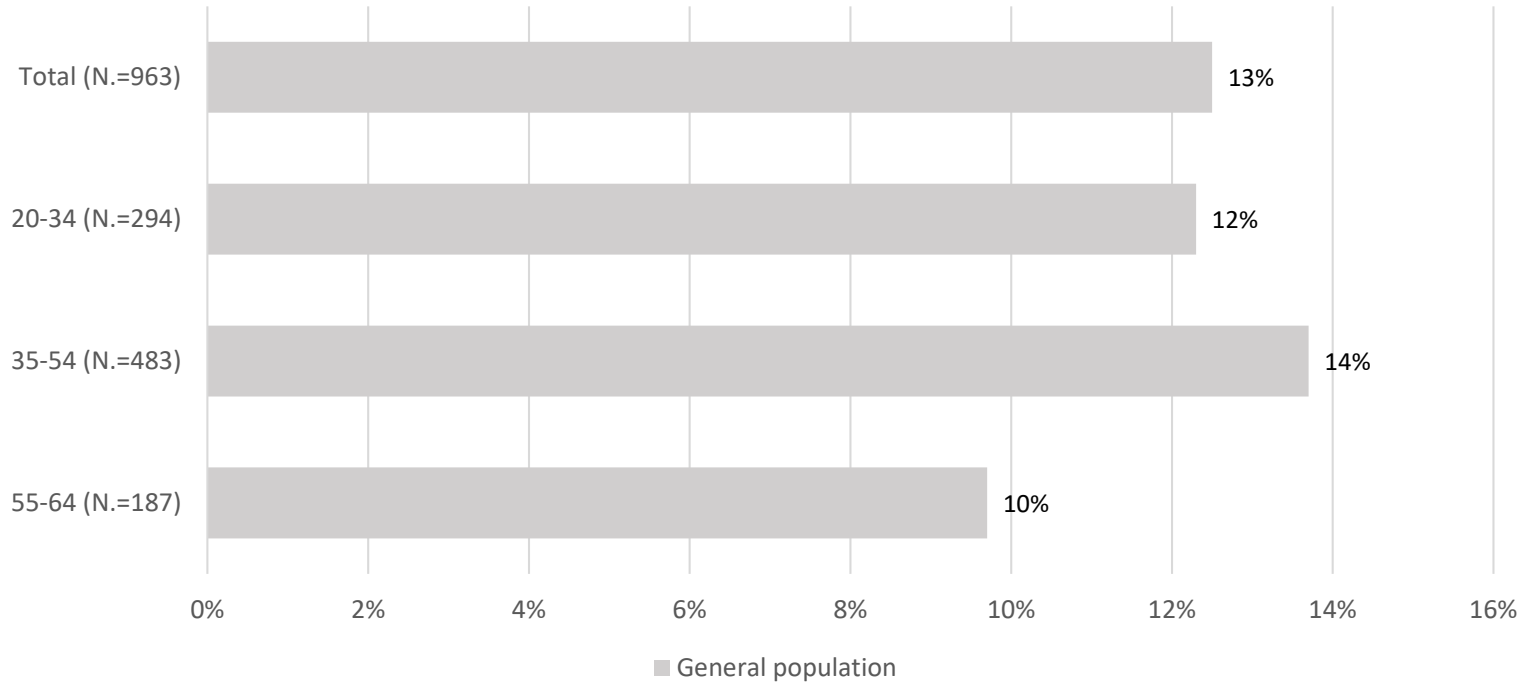
See Appendix for general population sample bases.

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Personal Experience with Direct Discrimination in the Workplace

% saying YES - Average across all factors

– By Age Group



Base: Those who have more than 1 employee working in their company or are not self-employed.

Note: Market research sector in UK is based on 16+. All data in Japan is based on 20+.

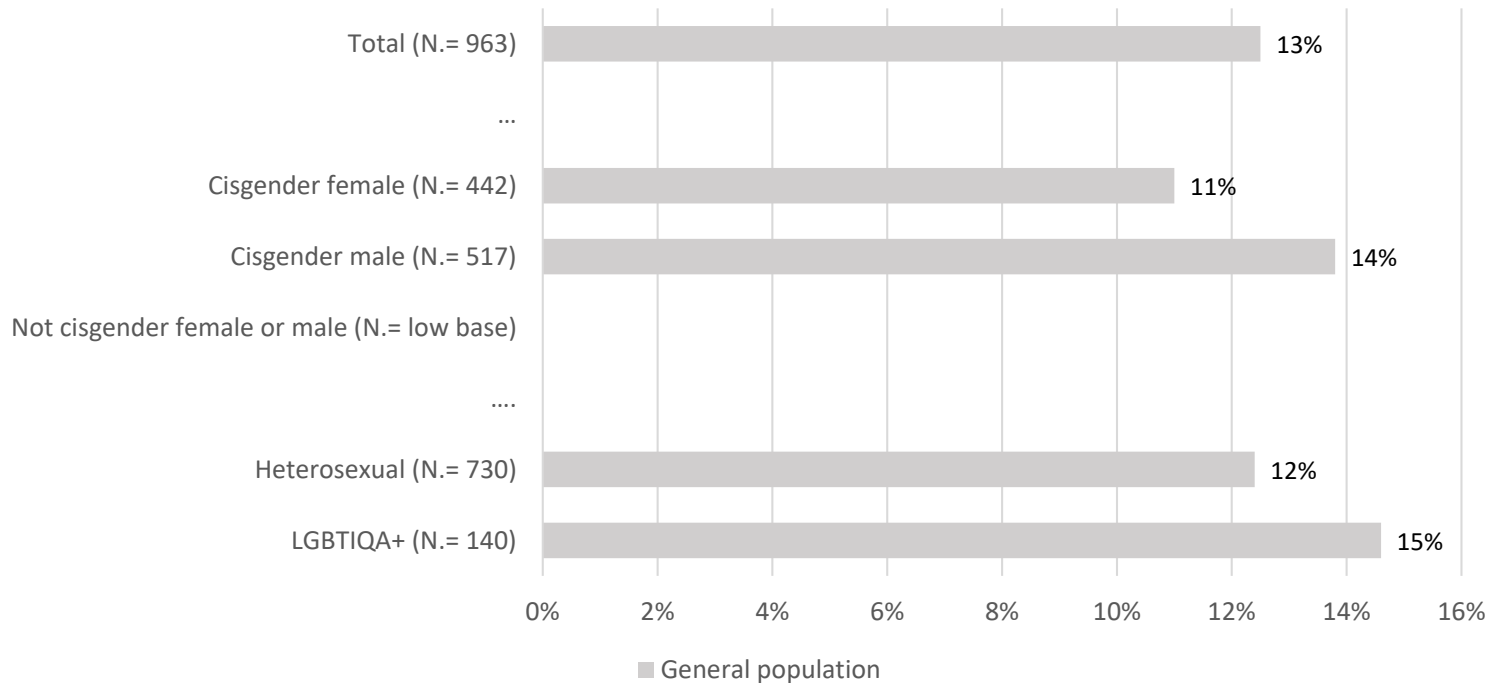
ss countries.

See Appendix for general population sample bases.

Personal Experience with Direct Discrimination in the Workplace

% saying YES - Average across all factors

By Gender Identity / Sexual Orientation (I)

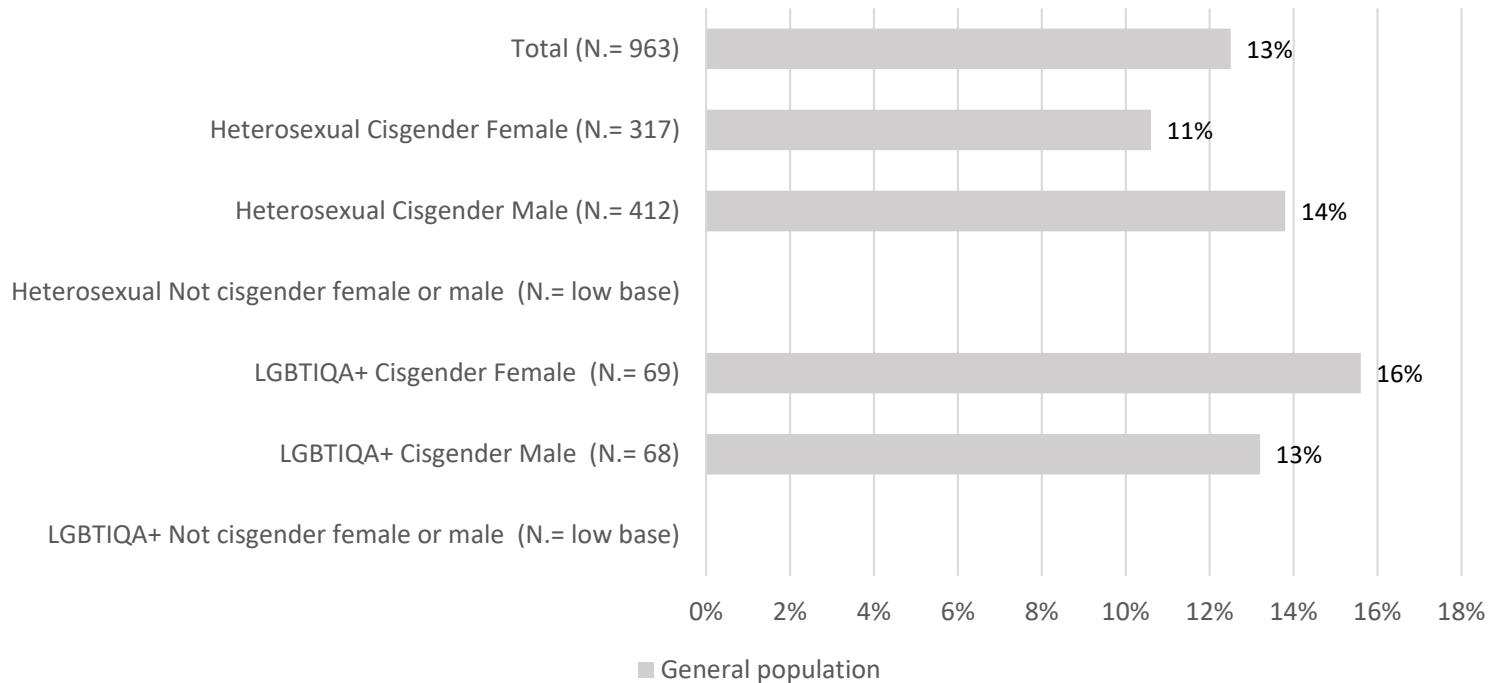


Base: Those who have more than 1 employee working in their company or are not self-employed.

Personal Experience with Direct Discrimination in the Workplace

% saying YES - Average across all factors

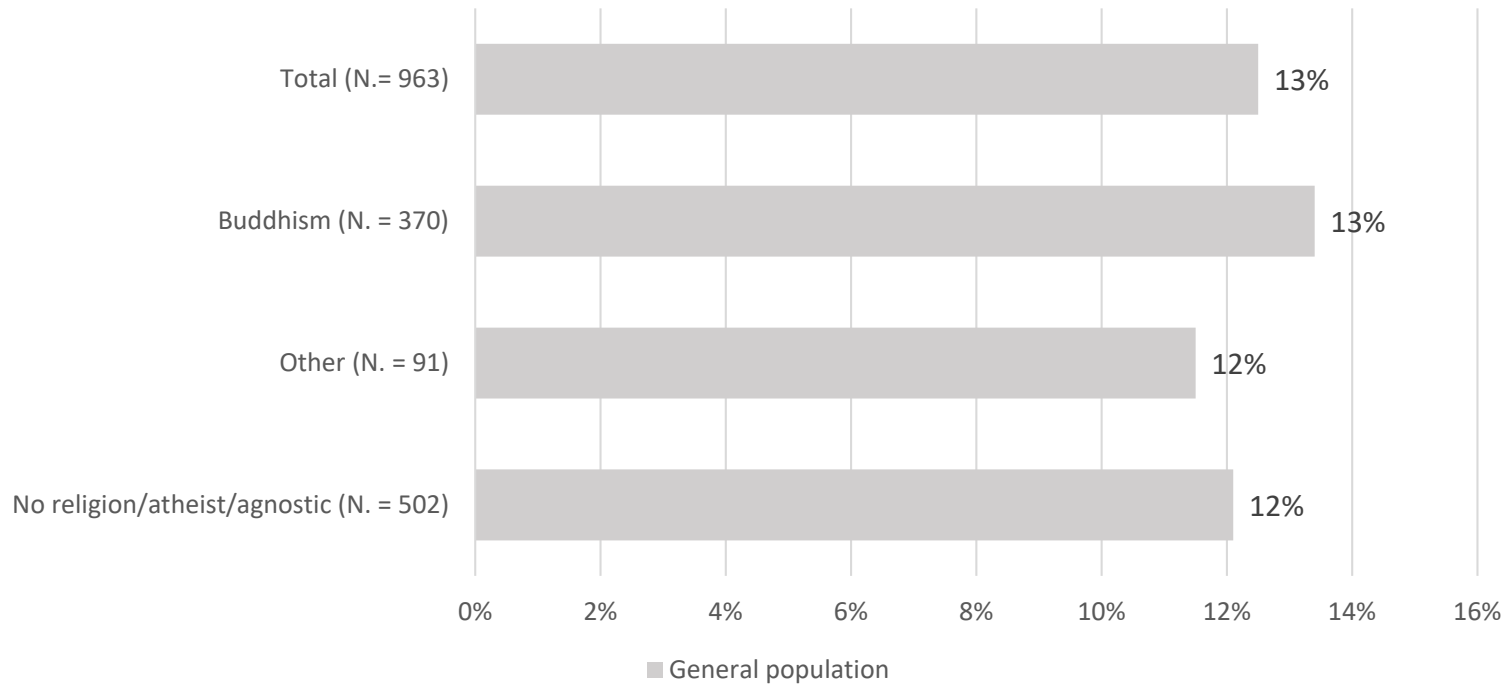
By Gender Identity / Sexual Orientation (2)



Base: Those who have more than 1 employee working in their company or are not self-employed.

Personal Experience with Direct Discrimination in the Workplace

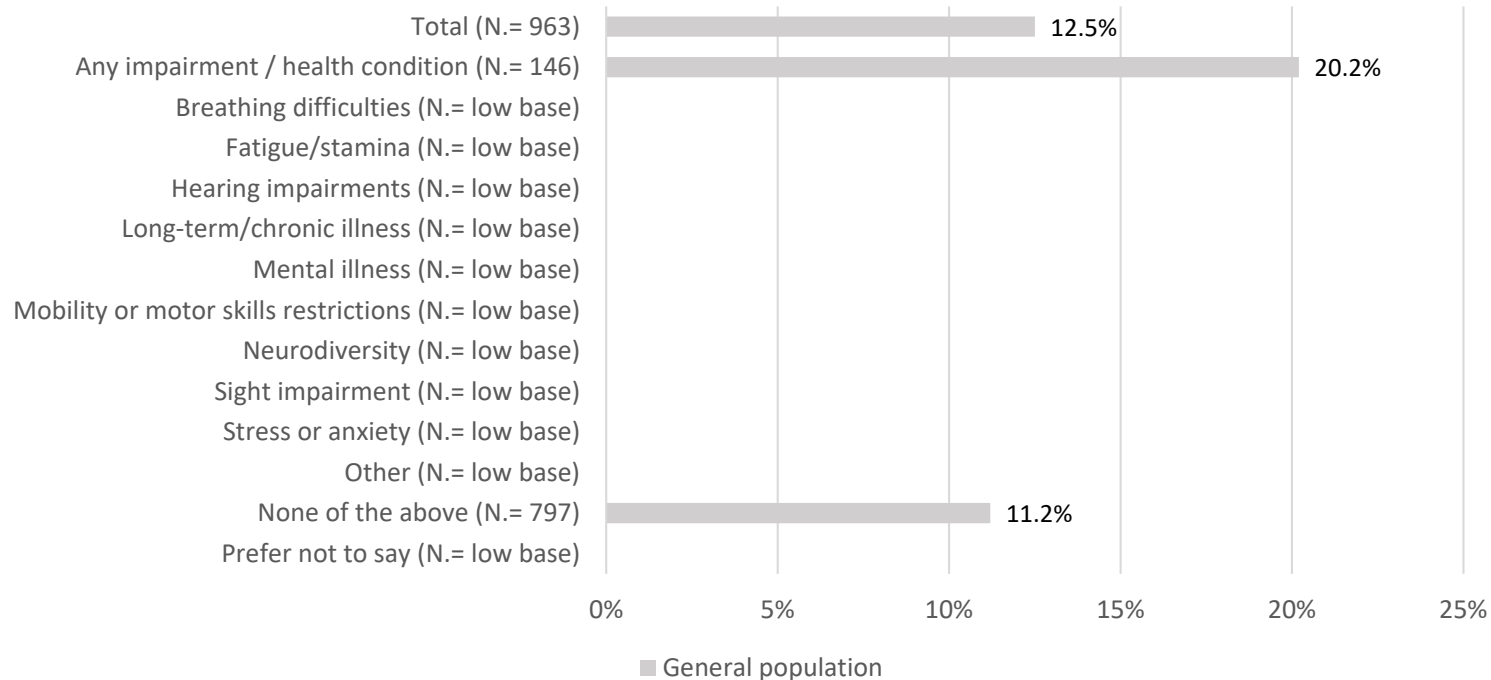
% saying YES - Average across all factors - By Religion



Base: Those who have more than 1 employee working in their company or are not self-employed.

Personal Experience with Direct Discrimination in the Workplace

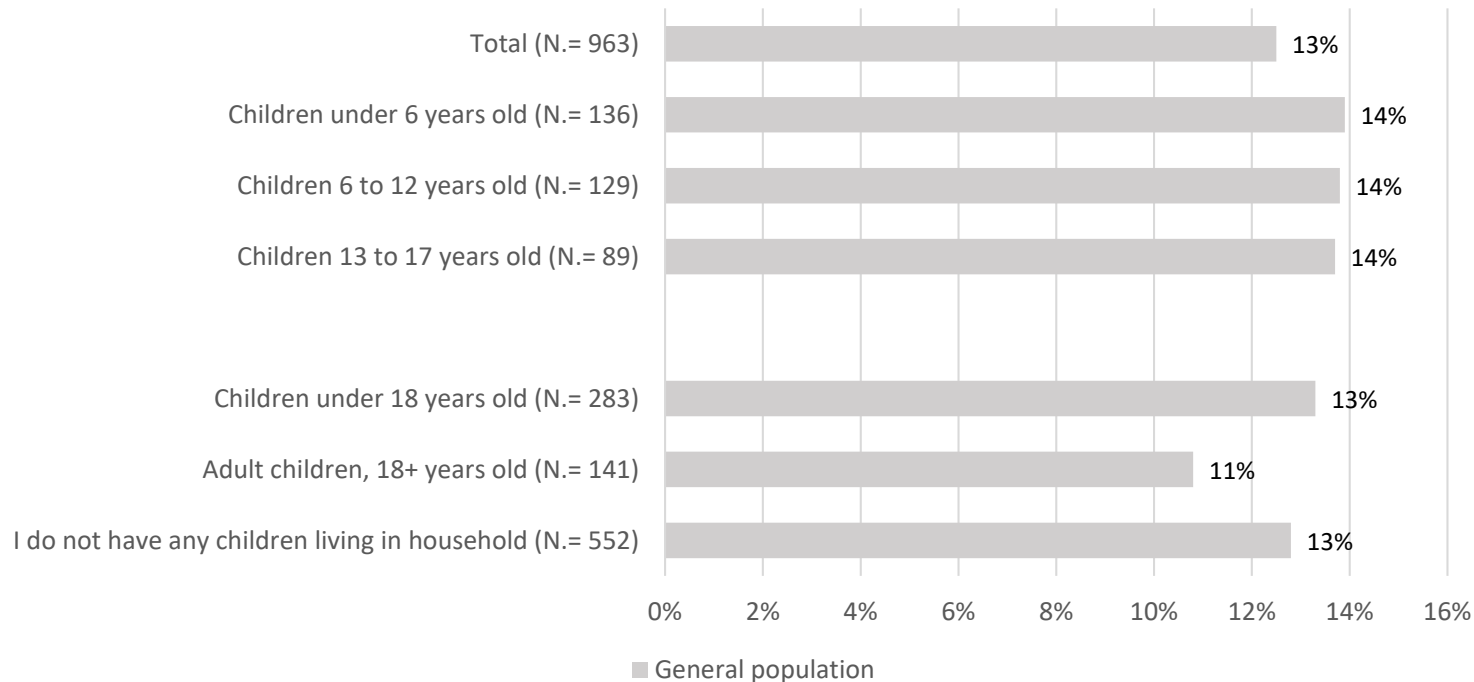
- % saying YES - Average across all factors - By Impairments/Health Conditions



Base: Those who have more than 1 employee working in their company or are not self-employed.

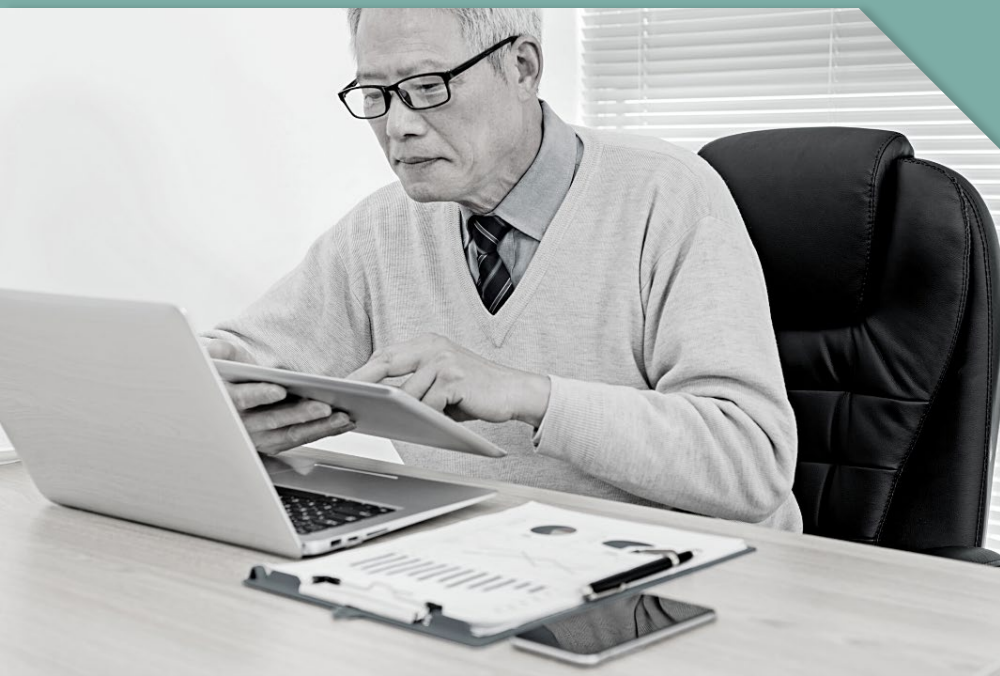
Personal Experience with Direct Discrimination in the Workplace

- % saying YES - Average across all factors - By Family Status



Base: Those who have more than 1 employee working in their company or are not self-employed..

PERSONAL EXPERIENCE OF DIRECT DISCRIMINATION IN THE WORKPLACE BY REASON FOR DISCRIMINATION



This section of the report looks at people's personal experience with discrimination in their currently (most recent) place of work by the reason for discrimination.

The survey asked about this with respect to:

- Age
- Gender
- Sexual Orientation/gender identity
- Ethnicity/race/skin color [Except DE]
- National Origin [Except DE]
- Religion/faith/beliefs
- Family Status/caring responsibilities
- Disability/impairment/health condition
- Social Class [Except JP]

Using the scale:

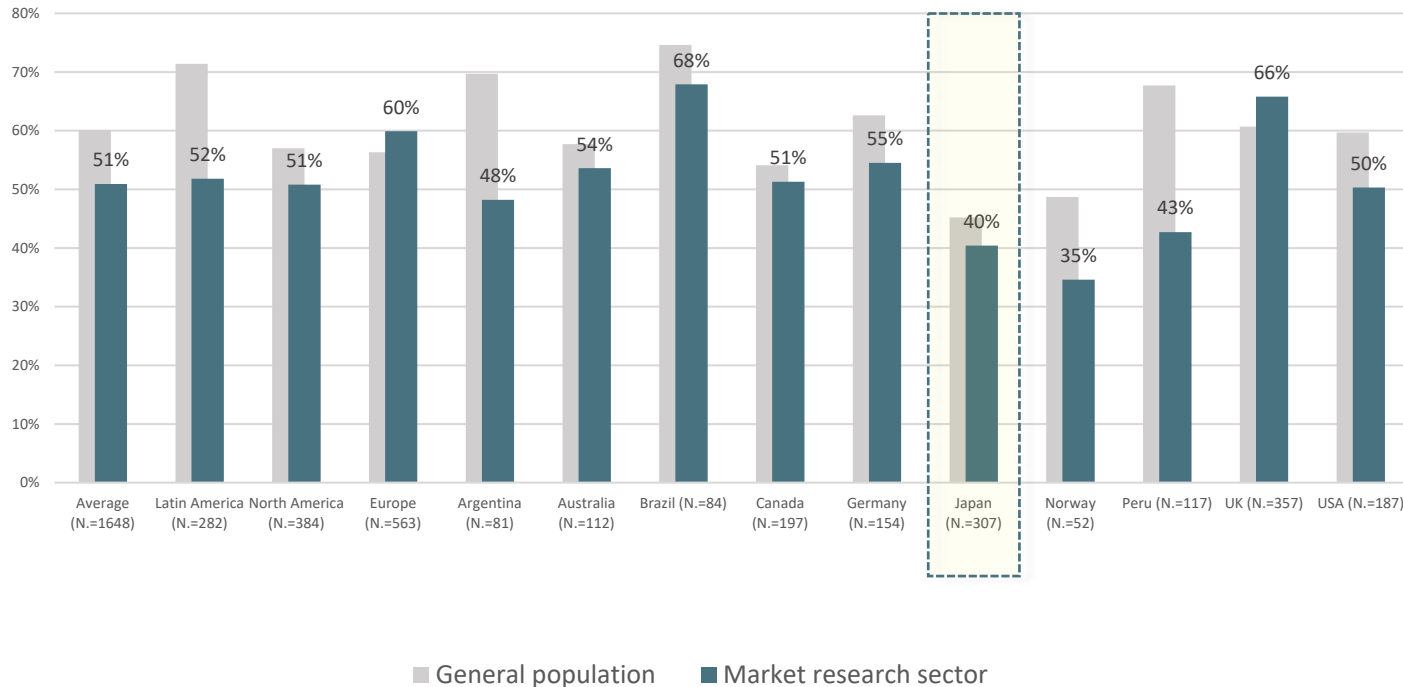
- Yes
- No
- Prefer not to say
- Don't know

In this section, we deep dive into the data based on those who say 'YES'.

One-in-two people working in the MR sector have personal experience with direct discrimination in the workplace, which is somewhat lower than amongst the general population. Those working in the MR sector in Brazil and the UK are more likely than others to have experienced discrimination.

Personal Experience with Direct Discrimination in the Workplace because of ANY REASON

- % saying Yes - By Country

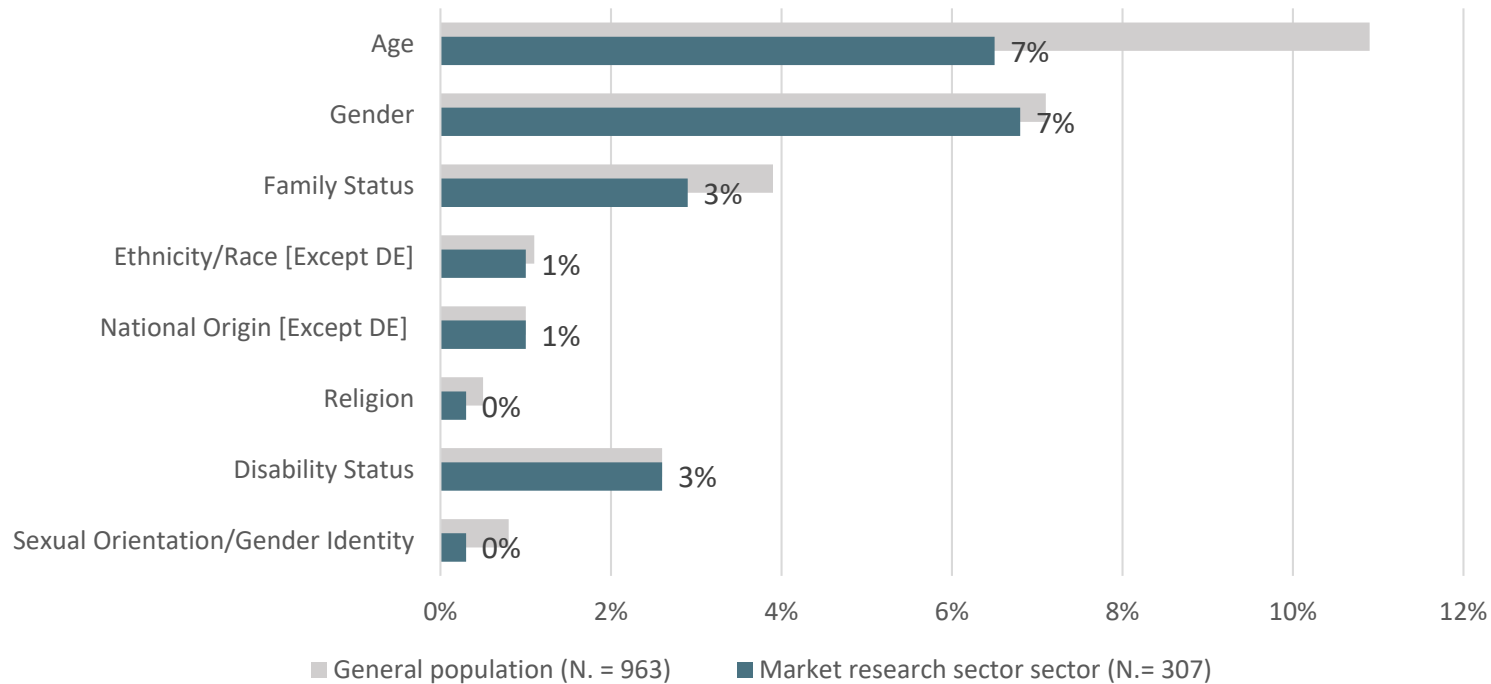


Base: Those who have more than 1 employee working in their company or are not self-employed.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Personal Experience with Direct Discrimination in the Workplace – By reason for discrimination:

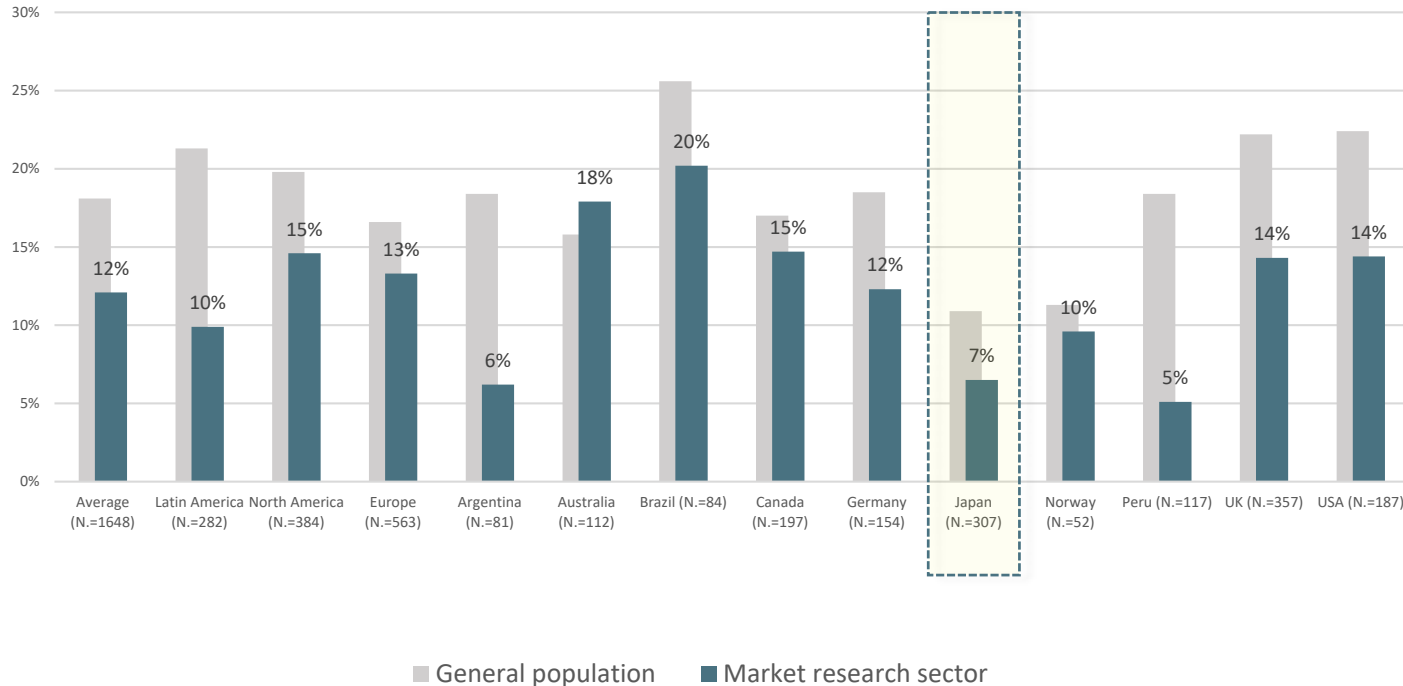


Base: Those who have more than 1 employee working in their company or are not self-employed.

In the MR sector, age discrimination is most prevalent in Brazil and Australia. In Australia the level of age discrimination in the MR sector surpasses that of the level amongst the general population. Age discrimination in the MR sector is lowest in Argentina, Peru and Japan, and in the first two of these countries, this is particularly noticeable compared to the level in the general population.

Personal Experience with Direct Discrimination in the Workplace because of AGE

- % saying Yes - By Country



Base: Those who have more than 1 employee working in their company or are not self-employed.

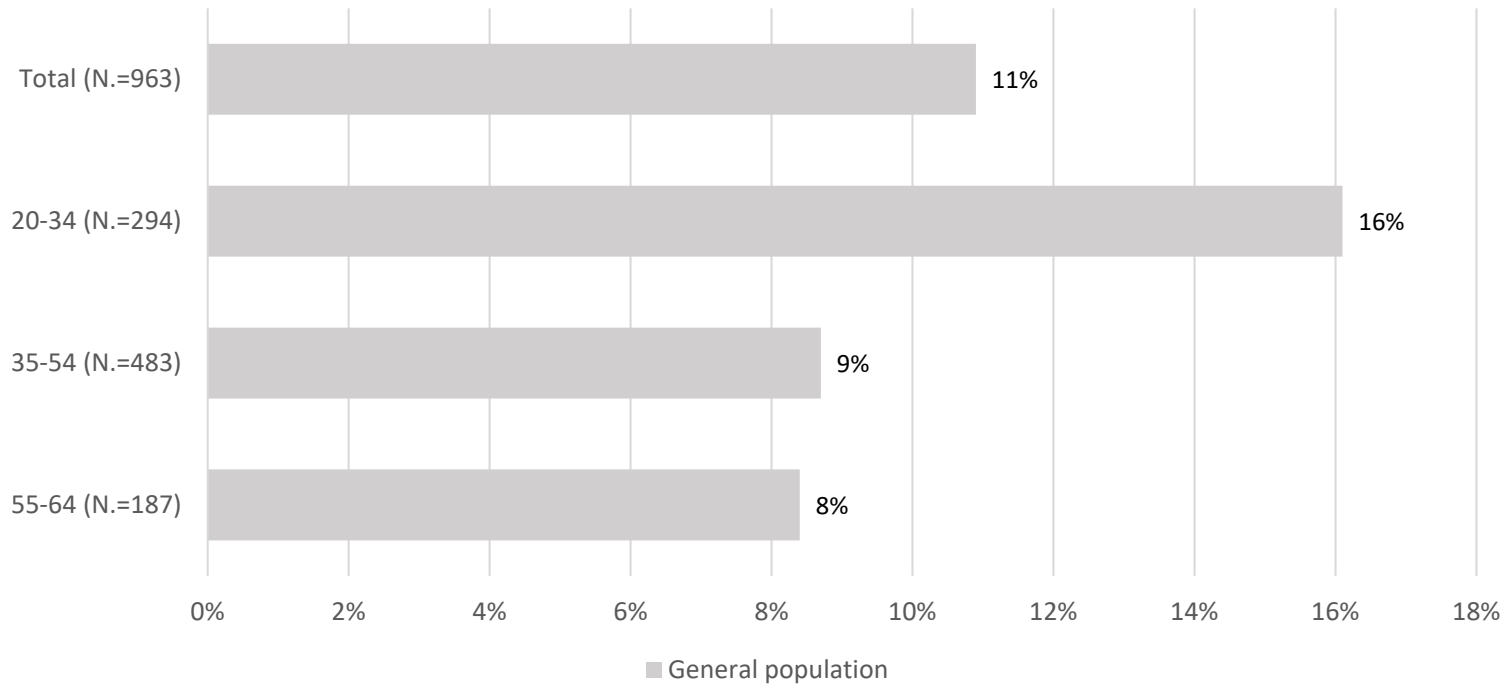
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Personal Experience with Direct Discrimination in the Workplace because of

AGE

- % saying Yes – By Age Group

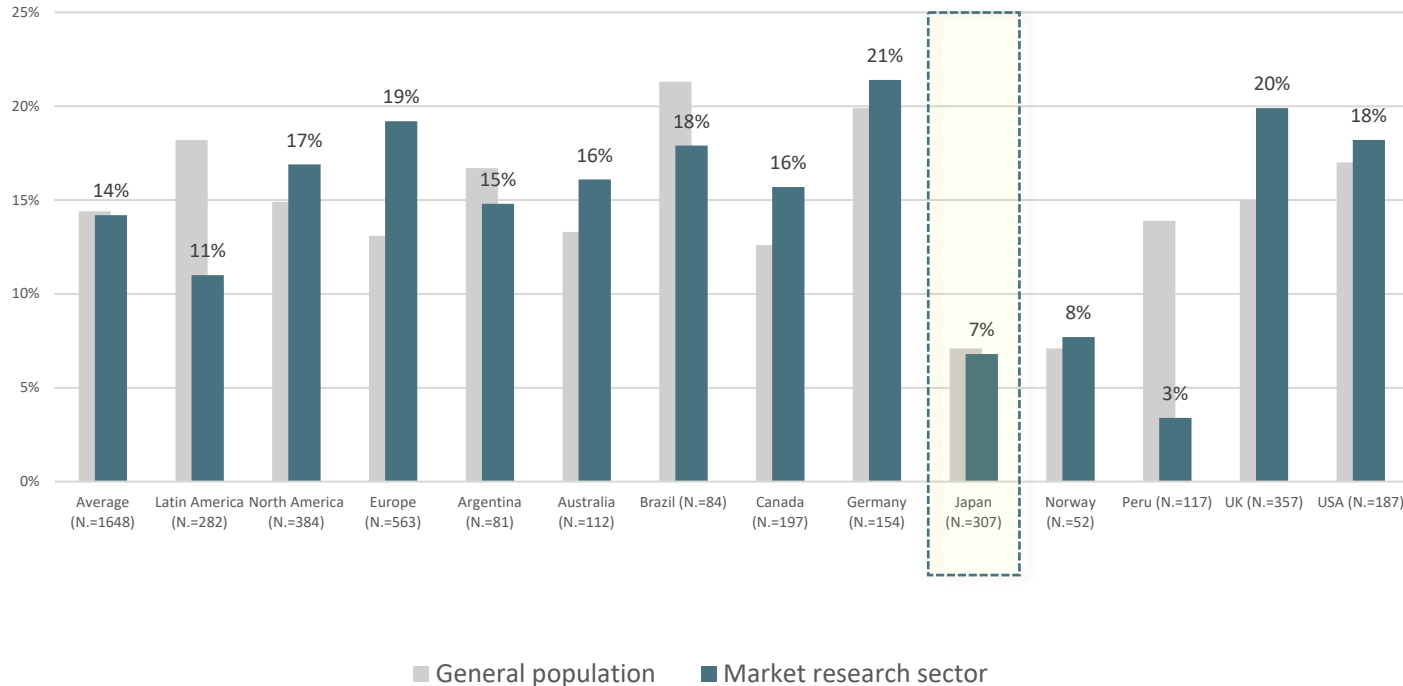


Base: Those who have more than 1 employee working in their company or are not self-employed.

Almost one-in-five people working in the MR sector in Europe or North America have had personal experience with gender discrimination. This is higher than in the general population in those regions. Personal experience with gender discrimination is low in Japan, Norway and Peru.

Personal Experience with Direct Discrimination in the Workplace because of GENDER

- % saying Yes - By Country

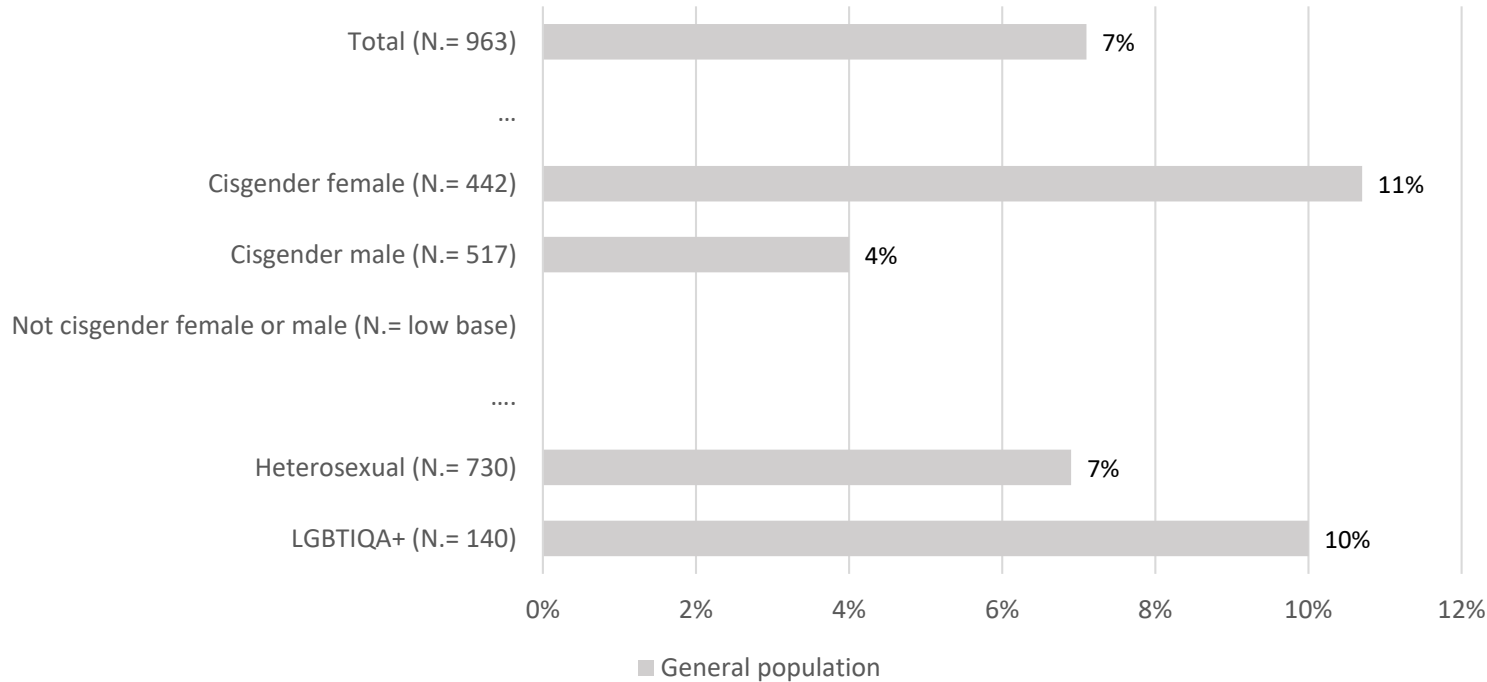


Base: Those who have more than 1 employee working in their company or are not self-employed.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

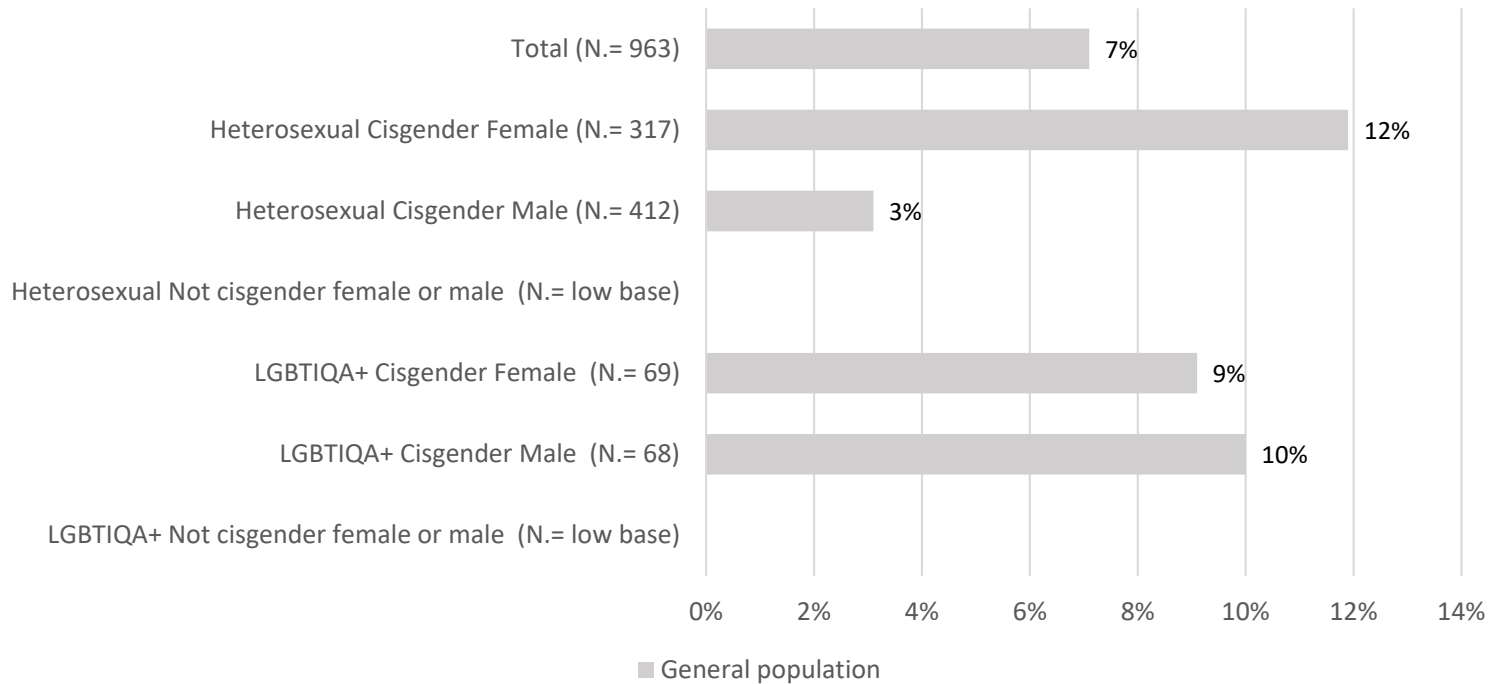
Personal Experience with Direct Discrimination in the Workplace because of GENDER - % saying Yes – By Gender Identity / Sexual Orientation (1)



Base: Those who have more than 1 employee working in their company or are not self-employed.

Personal Experience with Direct Discrimination in the Workplace because of GENDER

- % saying Yes - By Gender Identity / Sexual Orientation (2)



Base: Those who have more than 1 employee working in their company or are not self-employed.

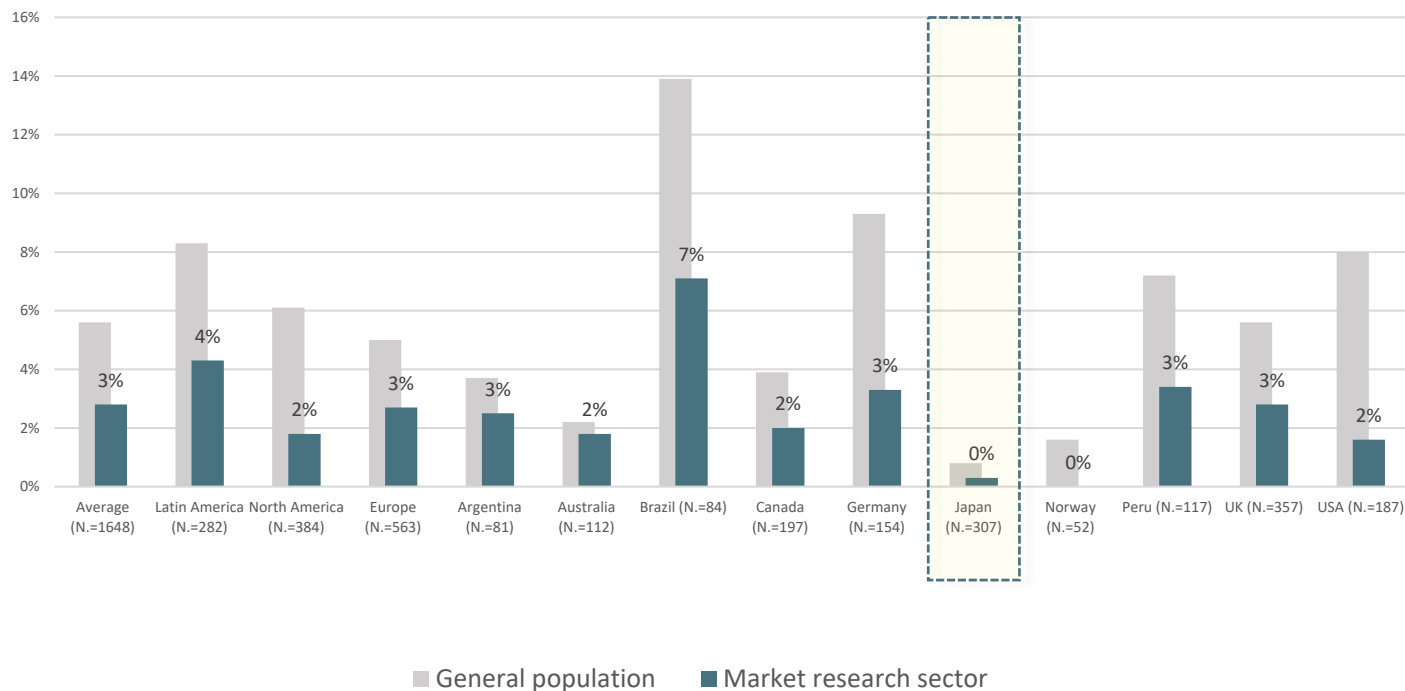
Personal experience with sexual orientation / gender identity discrimination is low in the MR sector and much lower than amongst the general population.

THE GRBN GLOBAL DIVERSITY, EQUALITY & INCLUSIVITY (DEI) REPORT 2021 © 2021 GRBN



Personal Experience with Direct Discrimination in the Workplace because of SEXUAL ORIENTATION/GENDER IDENTITY

- % saying YES - By Country



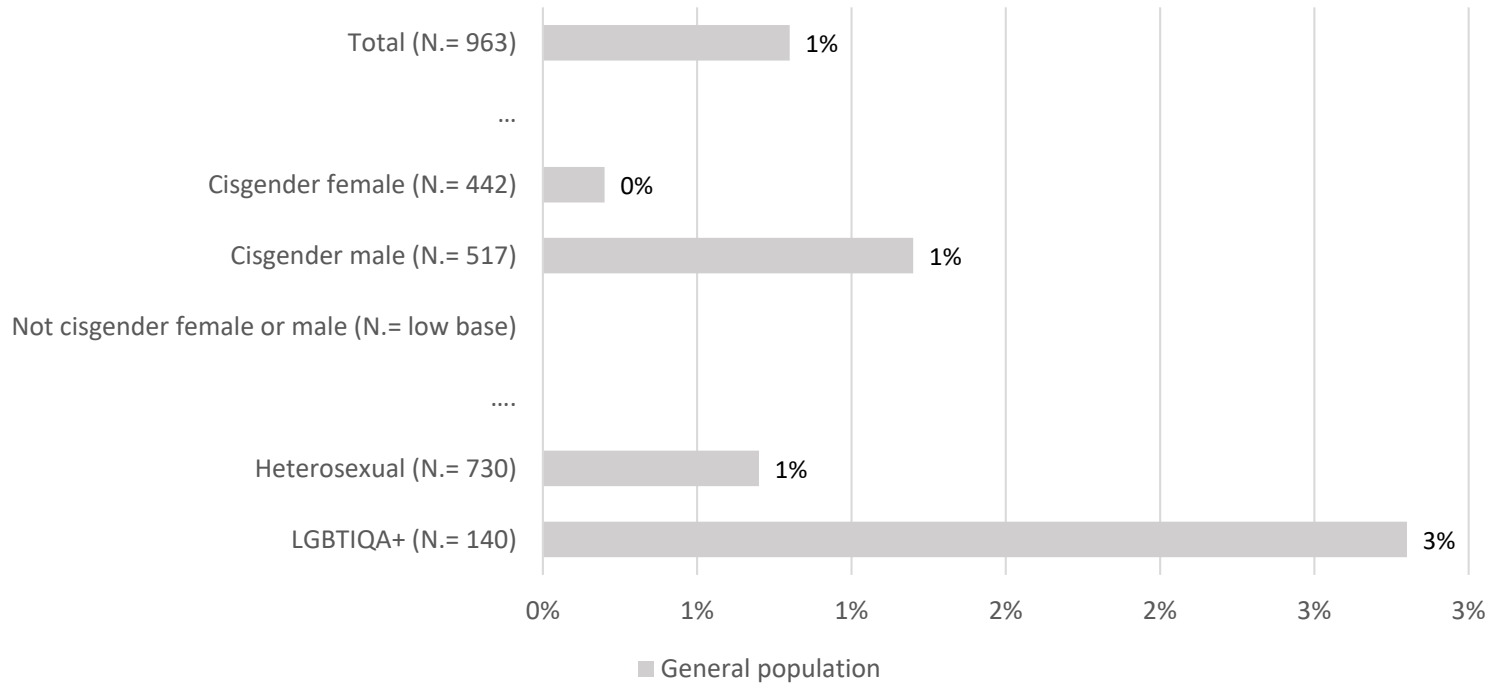
Base: Those who have more than 1 employee working in their company or are not self-employed.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Personal Experience with Direct Discrimination in the Workplace because of SEXUAL ORIENTATION / GENDER IDENTITY?

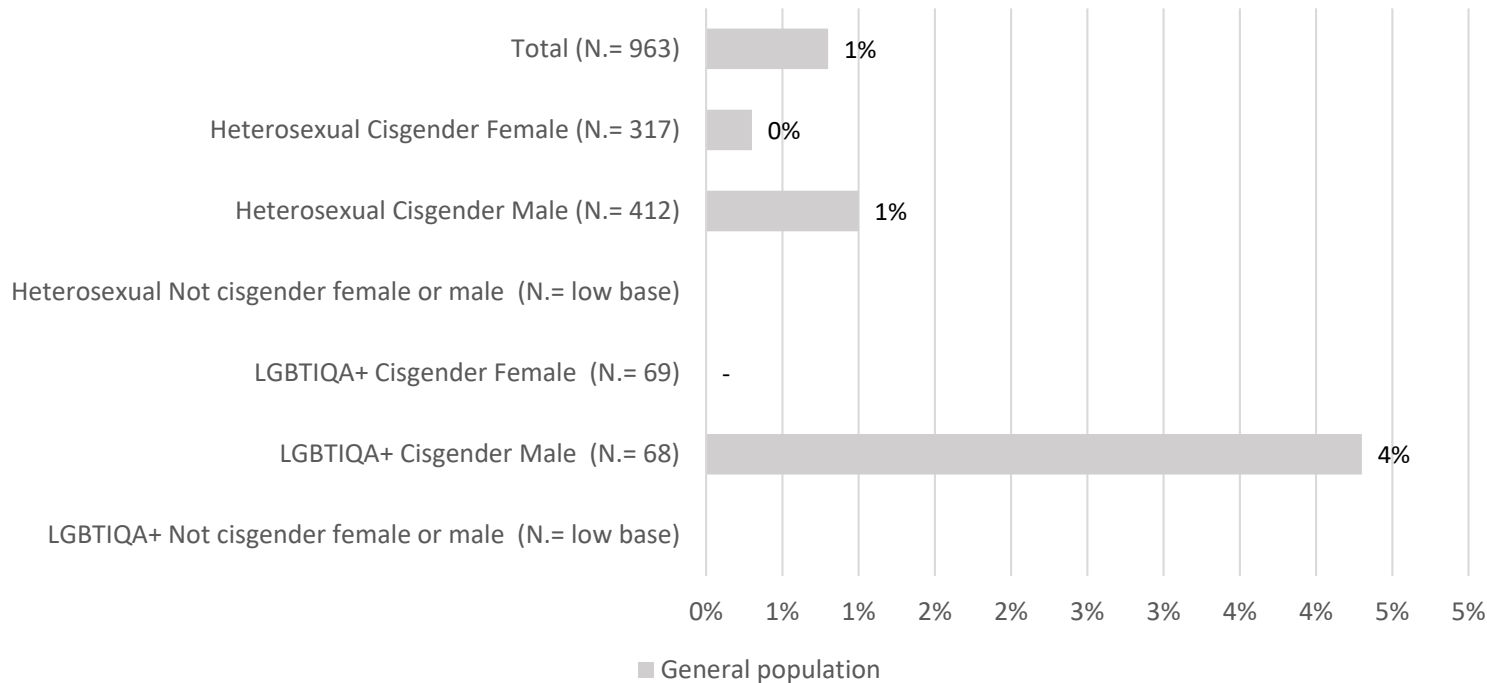
- % saying YES / Sexual Orientation (1)



Base: Those who have more than 1 employee working in their company or are not self-employed..

Personal Experience with Direct Discrimination in the Workplace because of SEXUAL ORIENTATION / GENDER IDENTITY?

- % saying YES - Gender Identity / Sexual Orientation (2)

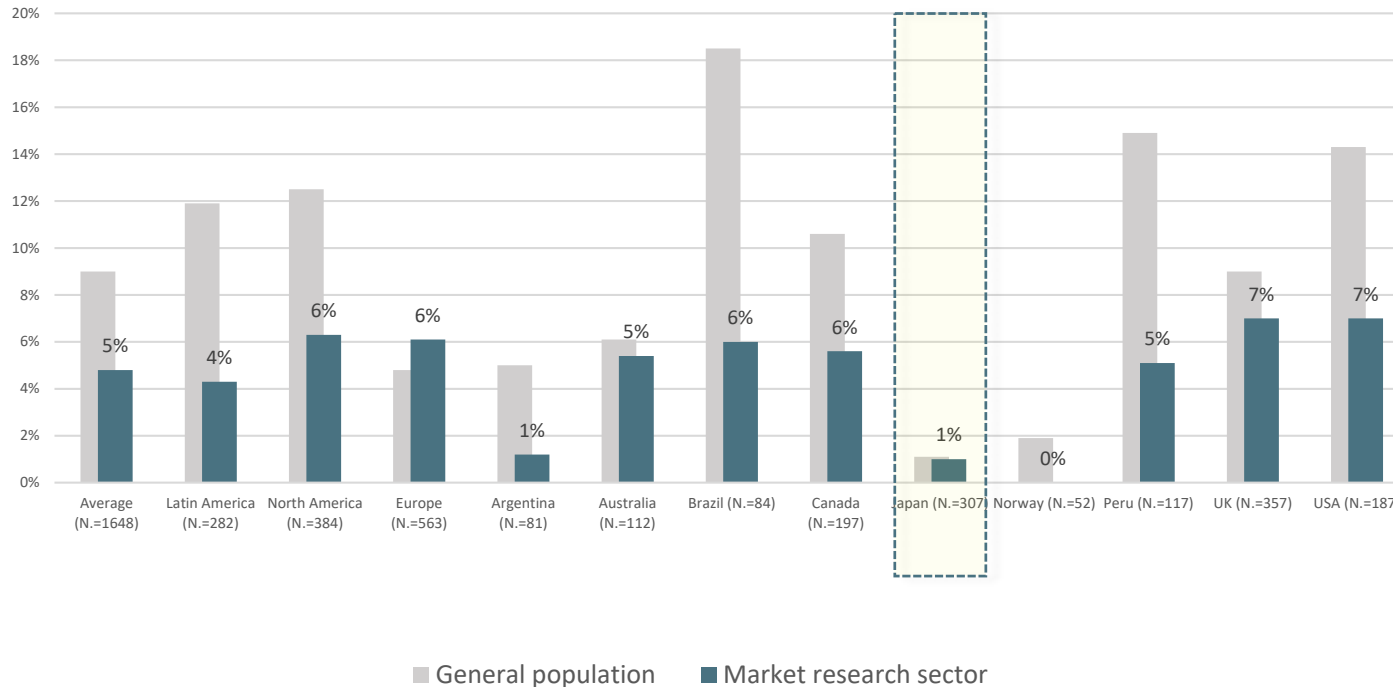


Base: Those who have more than 1 employee working in their company or are not self-employed.

Personal experience with discrimination due to ethnicity is low in the MR sector and lower than amongst the general population. The difference compared to the general population is most noticeable in Brazil, Peru and the USA.

Personal Experience with Direct Discrimination in the Workplace because of ETHNICITY

- % saying YES - By Country (excluding Germany)



Base: Those who have more than 1 employee working in their company or are not self-employed.

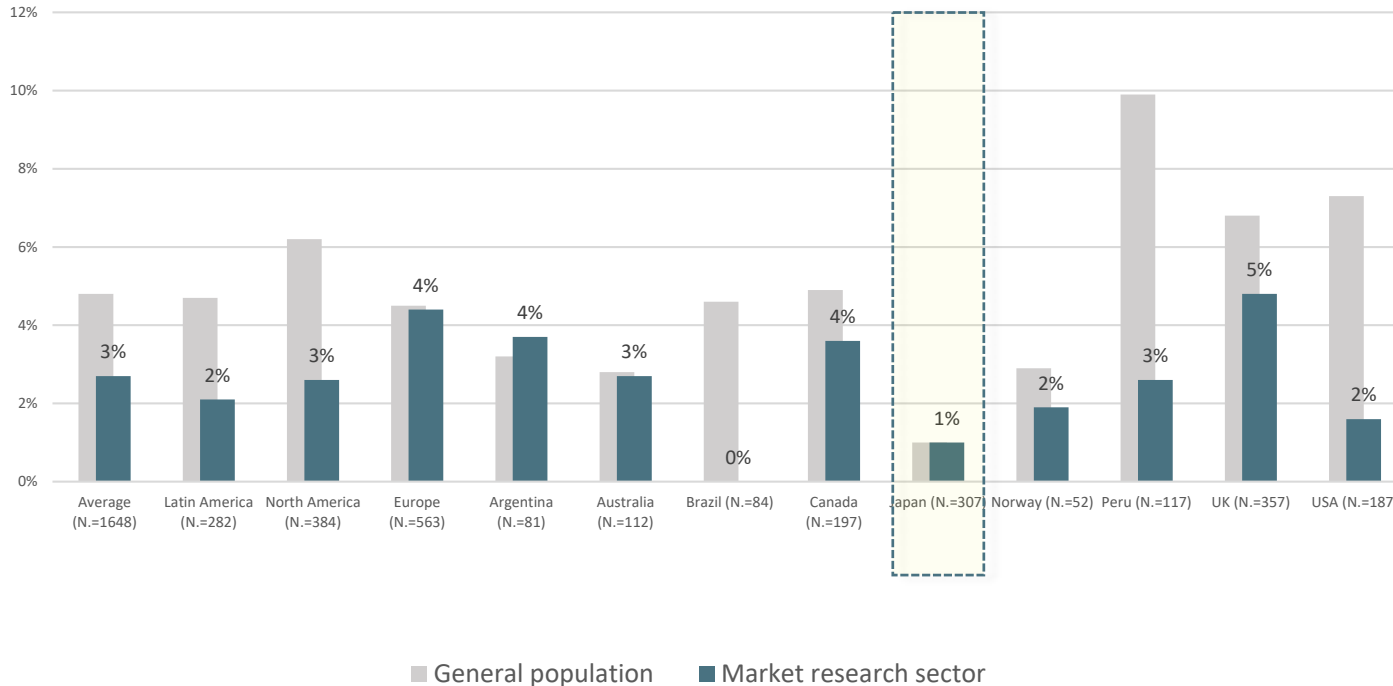
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

The experiencing of discrimination due to national origin is low in the MR sector and lower than amongst the general population. Amongst the general public, it is highest in Peru, the UK and the USA.

Personal Experience with Direct Discrimination in the Workplace because of NATIONAL ORIGIN

- % saying YES - By Country (excluding Germany)



Base: Those who have more than 1 employee working in their company or are not self-employed.

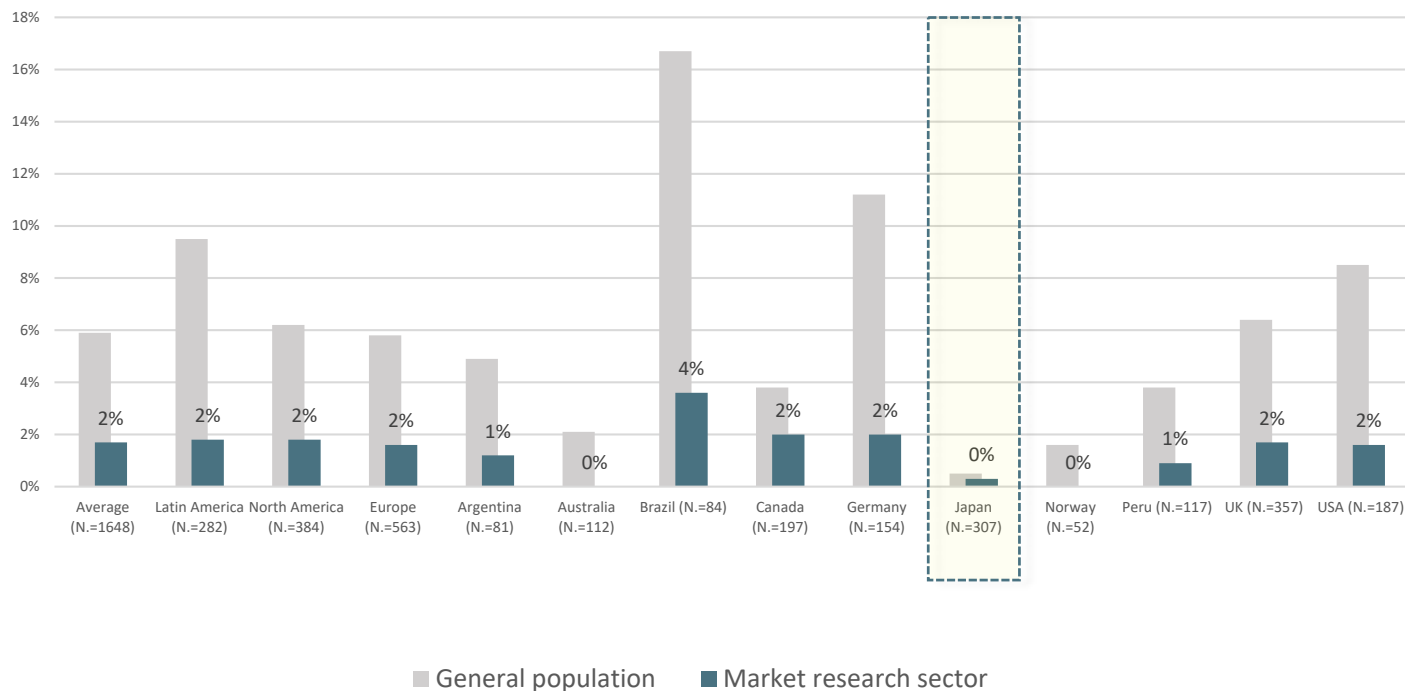
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Personal experience with discrimination due to religion is very low in the MR sector and much lower than amongst the general population. The difference compared to the general population is most noticeable in Brazil and Germany.

Personal Experience with Direct Discrimination in the Workplace because of RELIGION

- % saying YES - By Country



Base: Those who have more than 1 employee working in their company or are not self-employed.

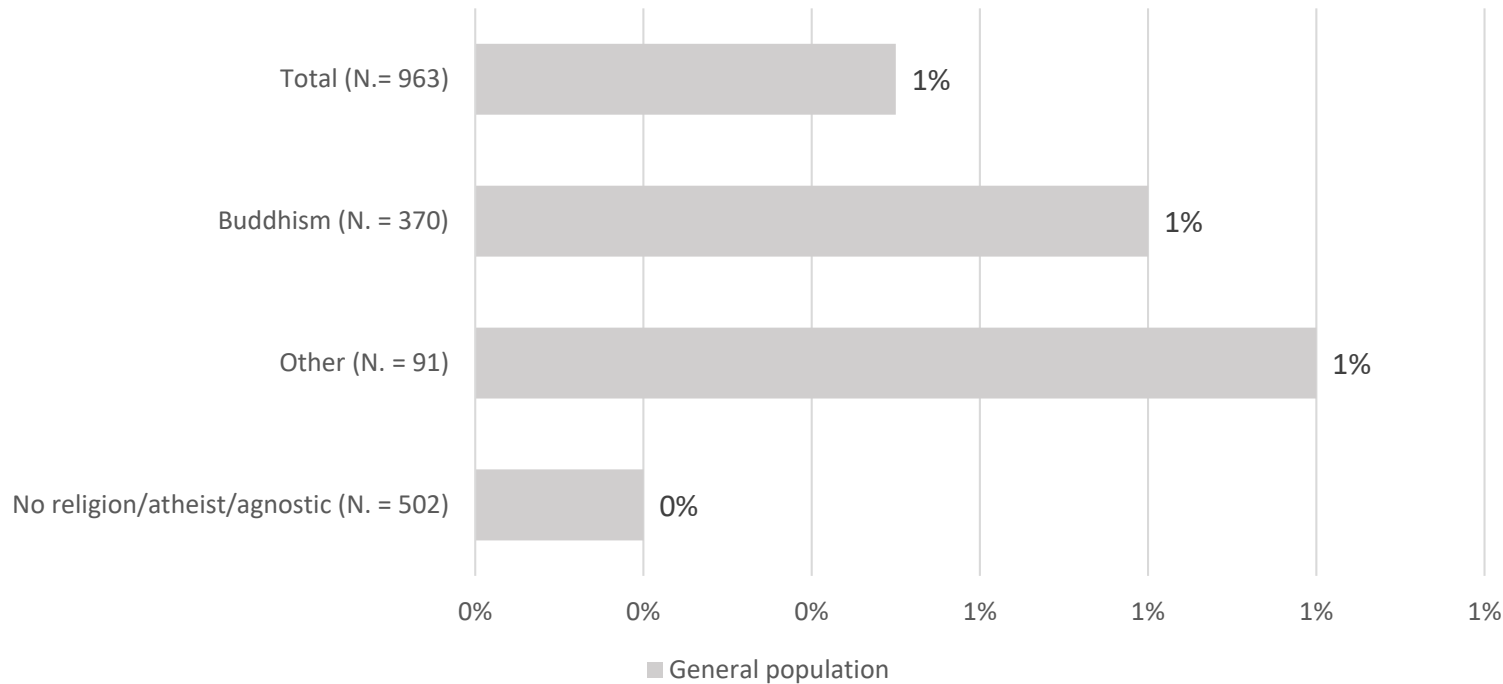
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Personal Experience with Direct Discrimination in the Workplace because of

RELIGION

- % saying YES - By Religion

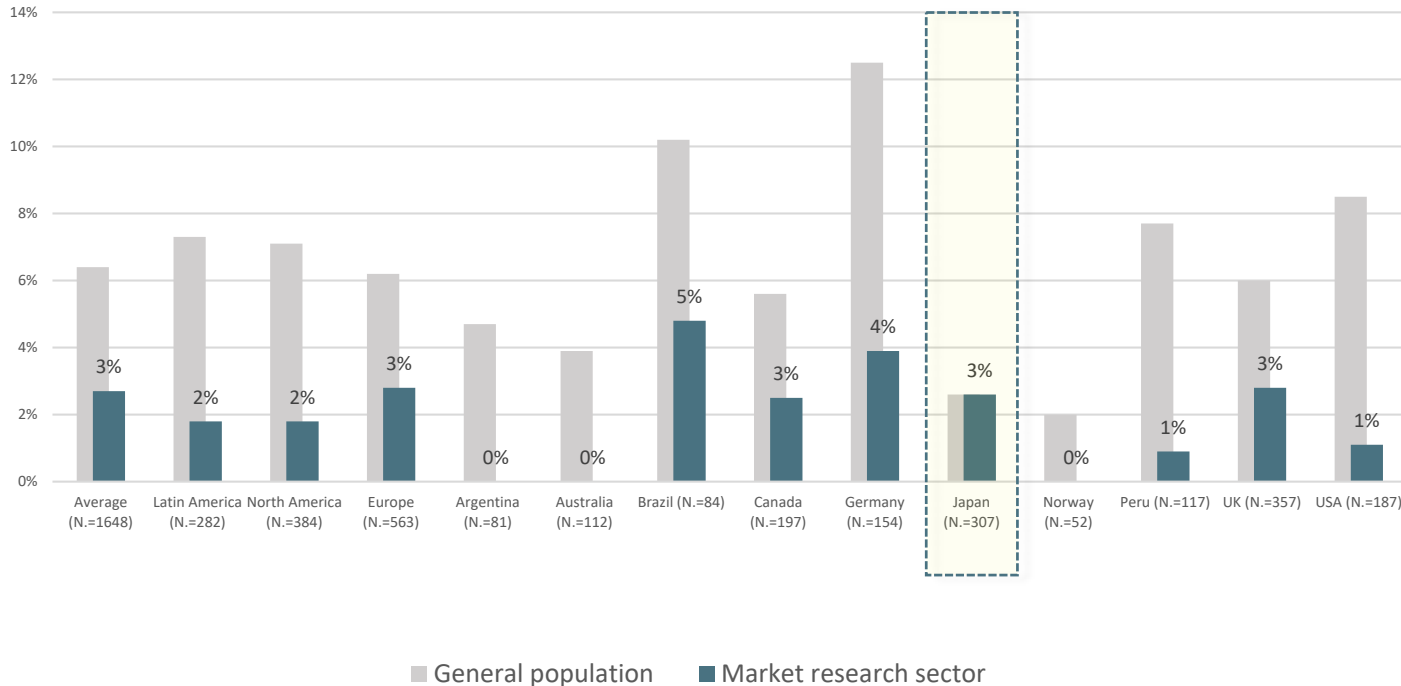


Base: Those who have more than 1 employee working in their company or are not self-employed.

Personal experience with discrimination due to disability status is low in the MR sector and much lower than amongst the general population. Amongst the general population Germany stands out as the country where personal experience with discrimination due to disability status is highest.

Personal Experience with Direct Discrimination in the Workplace because of DISABILITY STATUS

- % saying YES - By Country



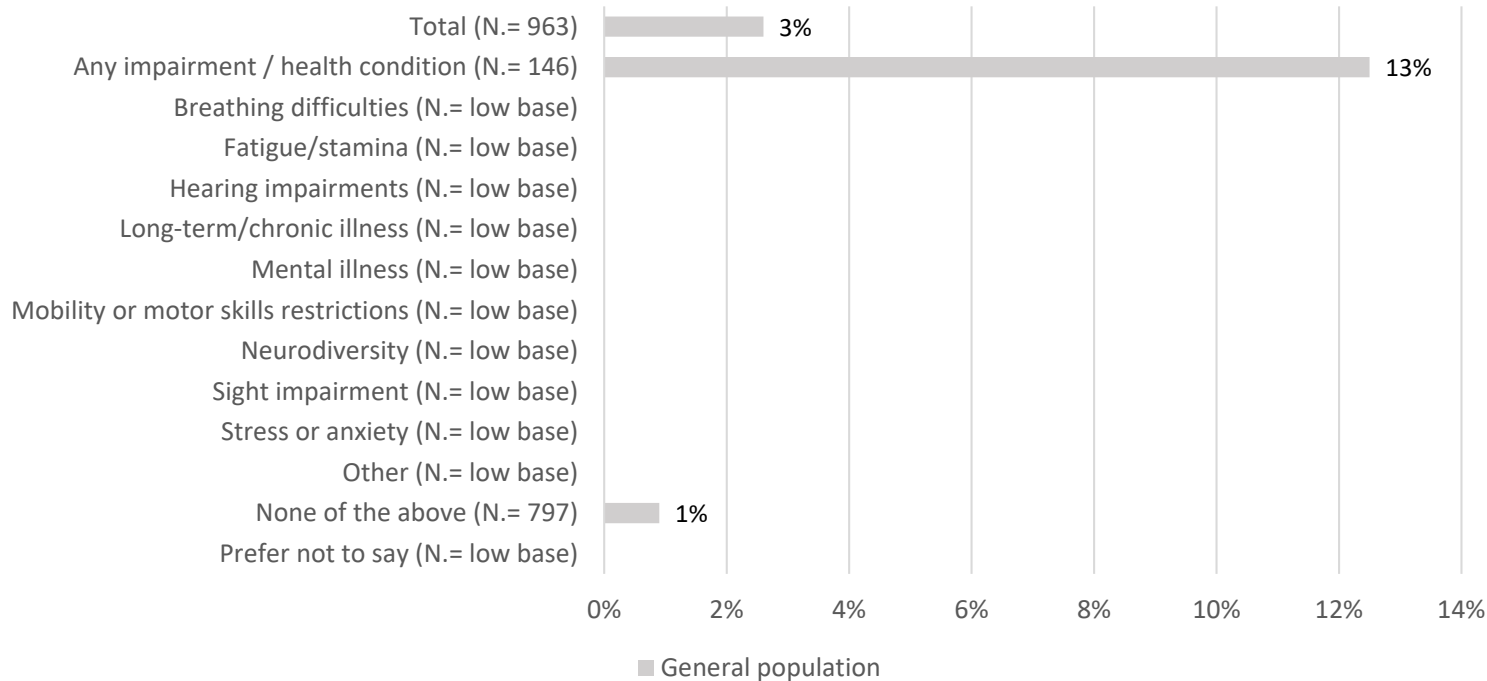
Base: Those who have more than 1 employee working in their company or are not self-employed.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Personal Experience with Direct Discrimination in the Workplace because of DISABILITY STATUS

- % saying YES - By Impairments / Health Conditions

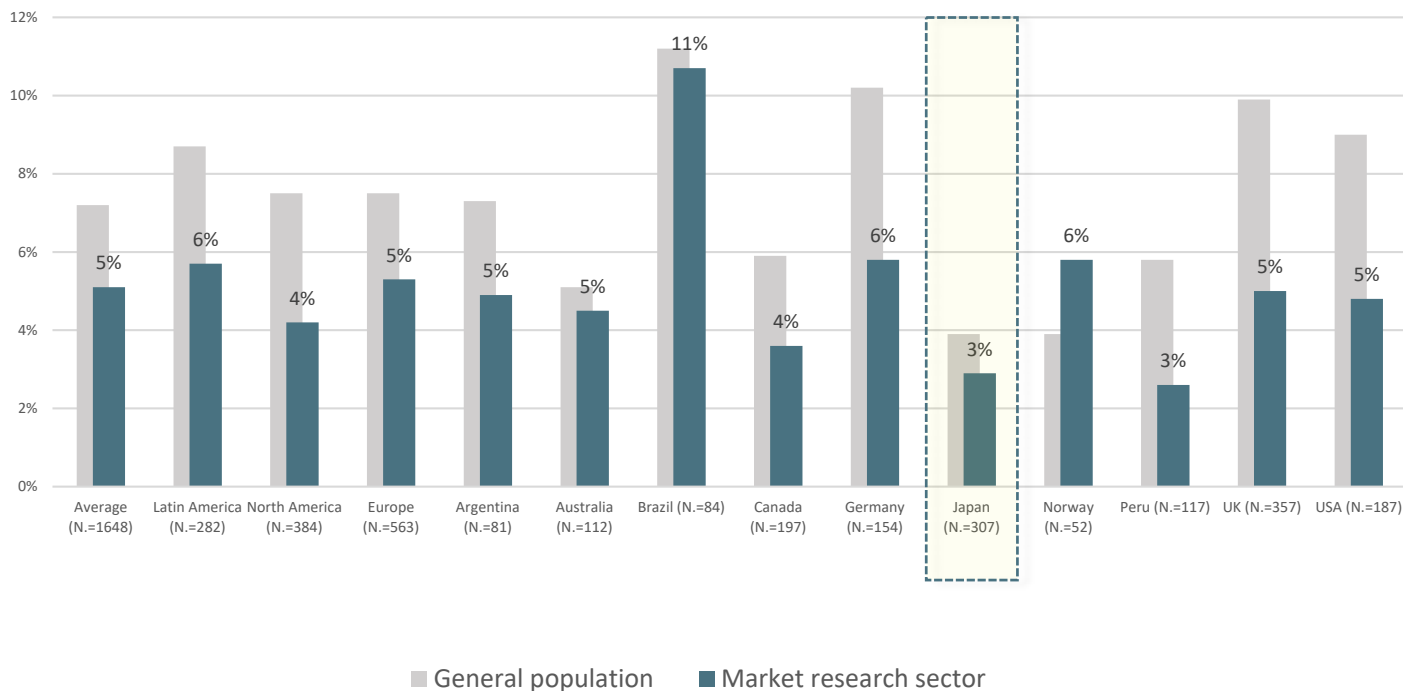


Base: Those who have more than 1 employee working in their company or are not self-employed.

One-in-twenty people in the MR sector have had personal experience with discrimination due to their family status. The proportion is similar across all countries except Brazil where it is double.

Personal Experience with Direct Discrimination in the Workplace because of FAMILY STATUS

- % saying YES - By Country



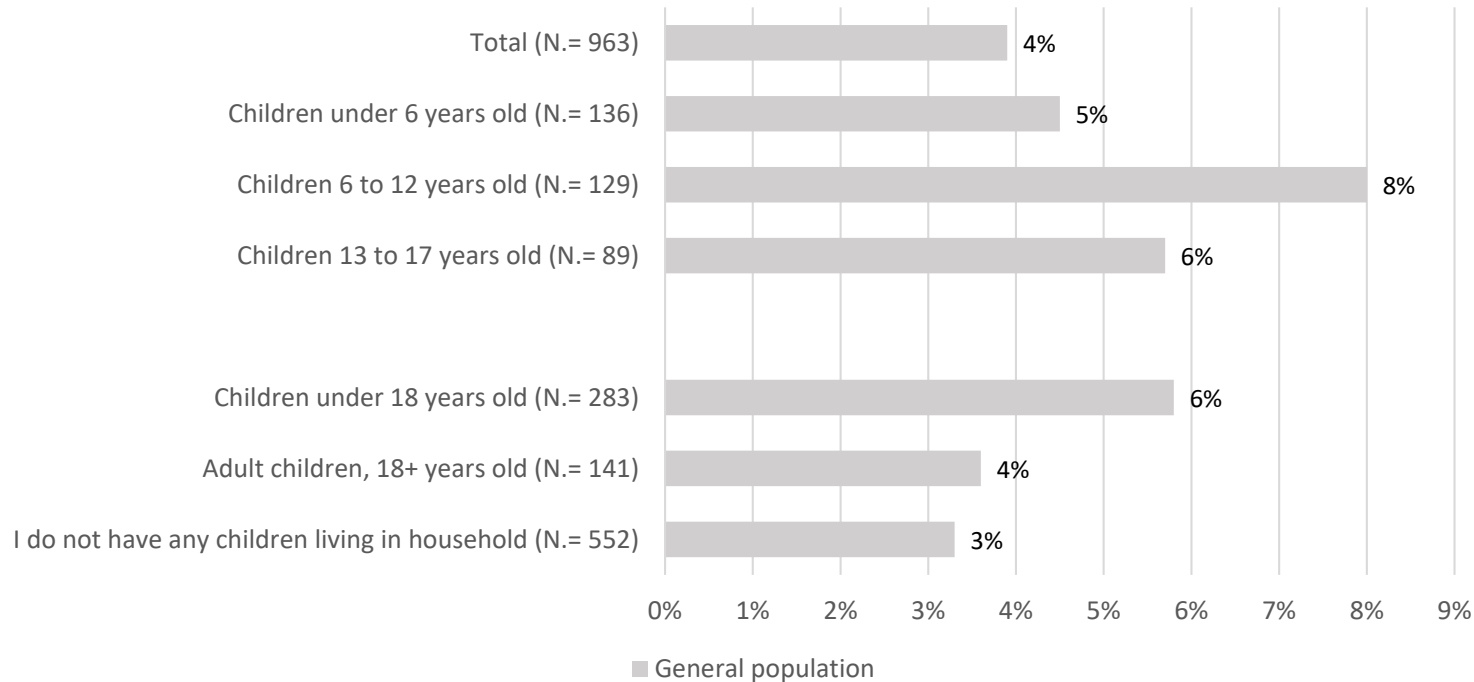
Base: Those who have more than 1 employee working in their company or are not self-employed.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Personal Experience with Direct Discrimination in the Workplace because of FAMILY STATUS

- % saying YES - By Family Status



Base: Those who have more than 1 employee working in their company or are not self-employed.





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WITNESSING OF DIRECT
DISCRIMINATION IN THE
WORKPLACE

WITNESSING OF DIRECT DISCRIMINATION IN THE WORKPLACE

This section of the report looks at people's witnessing of discrimination in their current (most recent) place of work through two different lens:

- The type of discrimination
- Reasons for discrimination



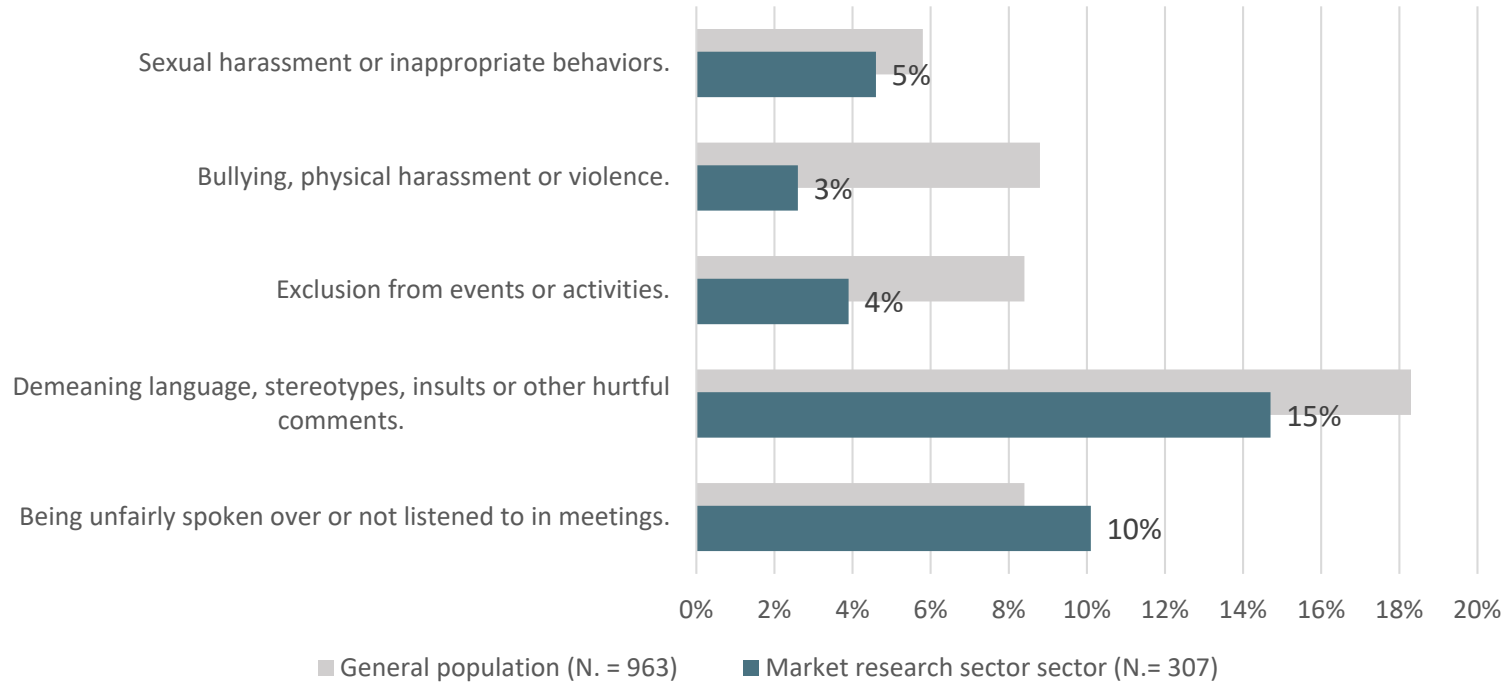
WITNESSING OF DIRECT DISCRIMINATION IN THE WORKPLACE BY TYPE OF DISCRIMINATION



This section of the report looks at people's witnessing of discrimination in their currently (most recent) place of work by the type of discrimination.

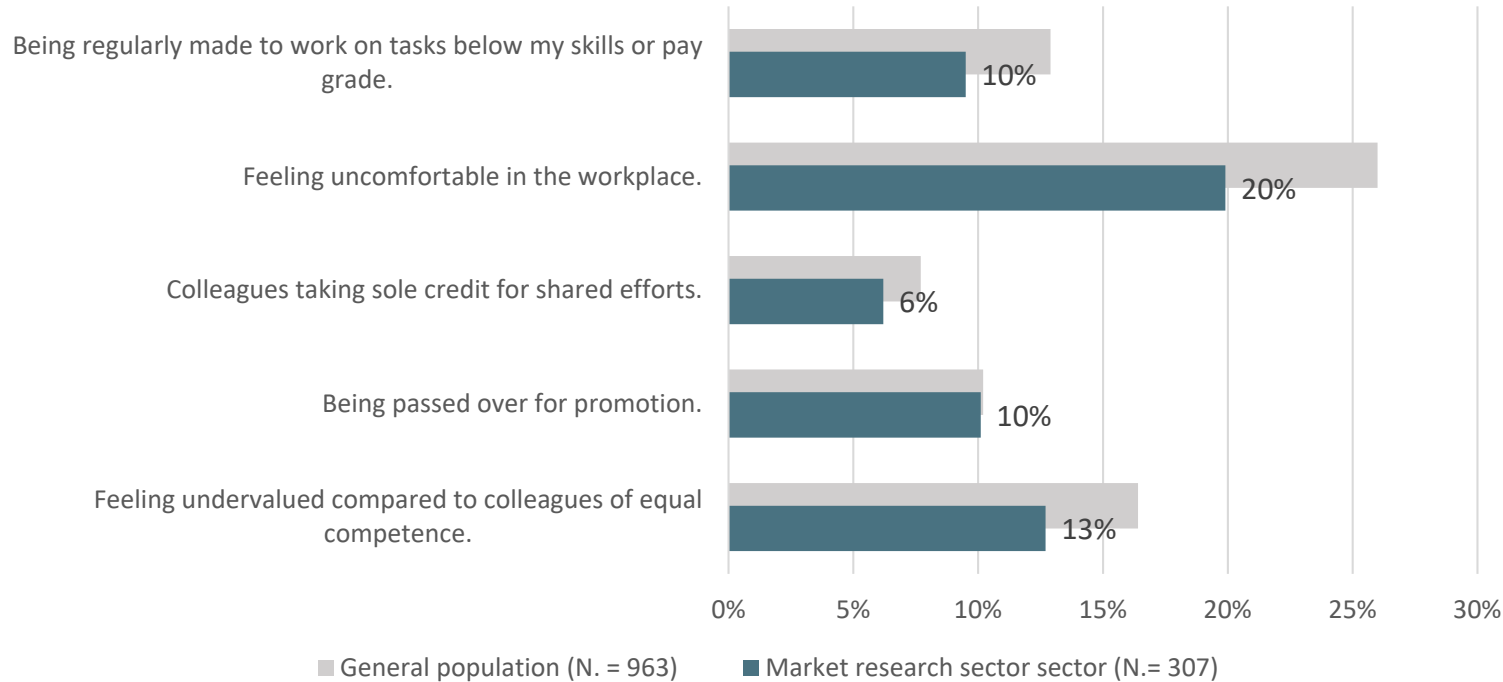
The survey asked about 10 specific types of discrimination, from which three factors have been created in order to sharpen the analysis.

Witnessing of Direct Discrimination in the Workplace- % saying YES - By Statement (1)



Base: Those who have more than 1 employee working in their company or are not self-employed.

Witnessing of Direct Discrimination in the Workplace- % saying YES - By Statement (2)



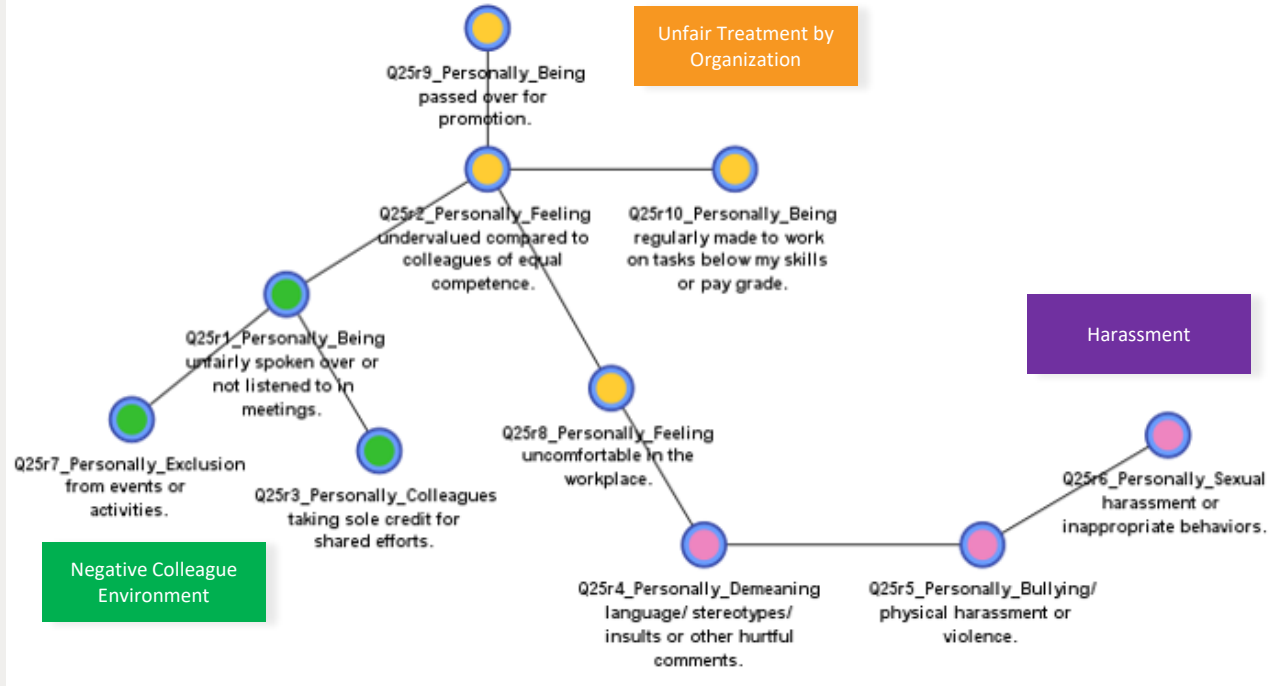
Base: Those who have more than 1 employee working in their company or are not self-employed.

Discrimination Factor Analysis

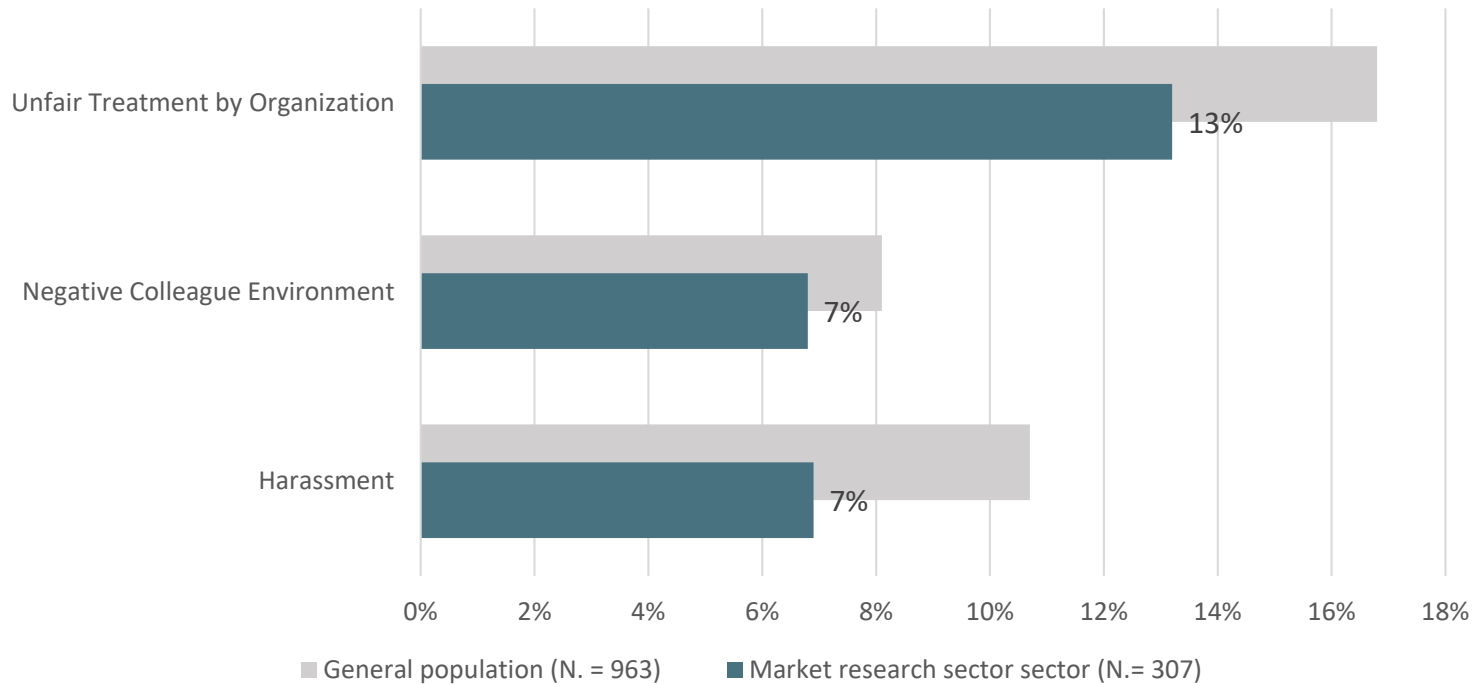
In order to assist with the analysis of the discrimination data a factor analysis was run on the data from the 10 statements from the general population survey.

The analysis produced 3 factors as shown opposite.

We would like to thank RTi Research for conducting this factor analysis.



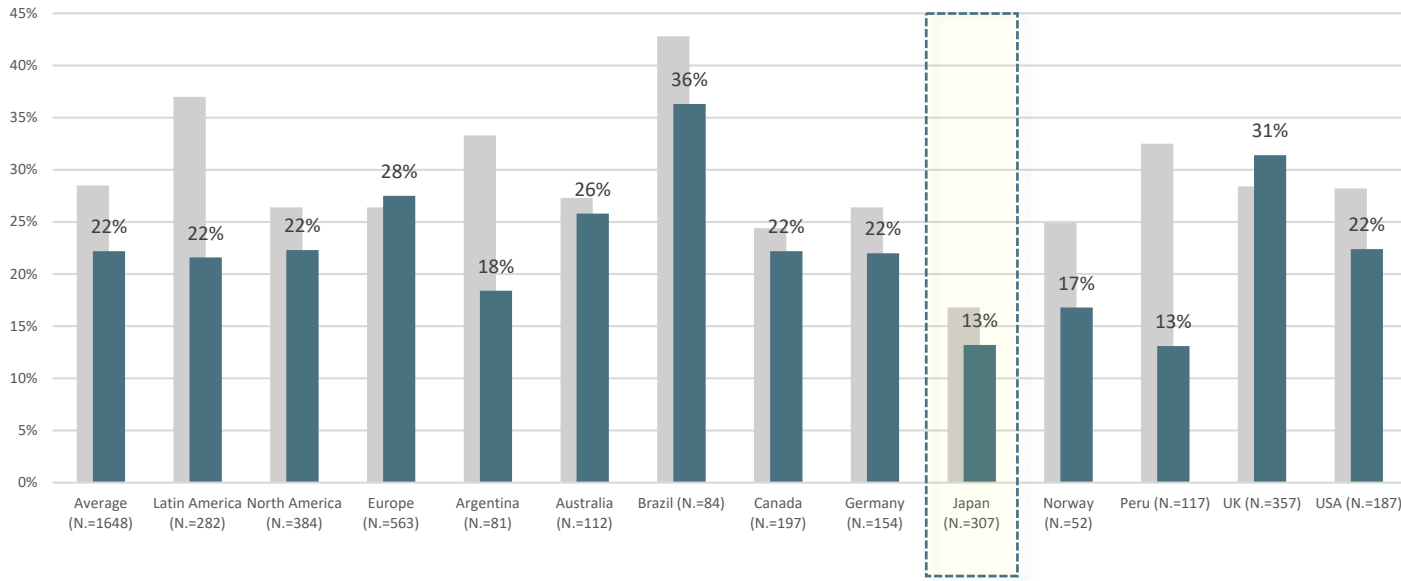
Witnessing Direct Discrimination in the Workplace- % saying YES - By Factor



Base: Those who have more than 1 employee working in their company or are not self-employed.

People working in the MR sector in Brazil and the UK are most likely to say they have witnessed unfair treatment by the organization. Relative to the general population, people working in the MR sector in Argentina and Peru are much less likely to have witnessed unfair treatment by the organization.

Witnessing of Direct Discrimination in the Workplace Because of: Unfair Treatment by Organization - % saying YES - By Country



■ General population ■ Market research sector



Base: Those who have more than 1 employee working in their company or are not self-employed.

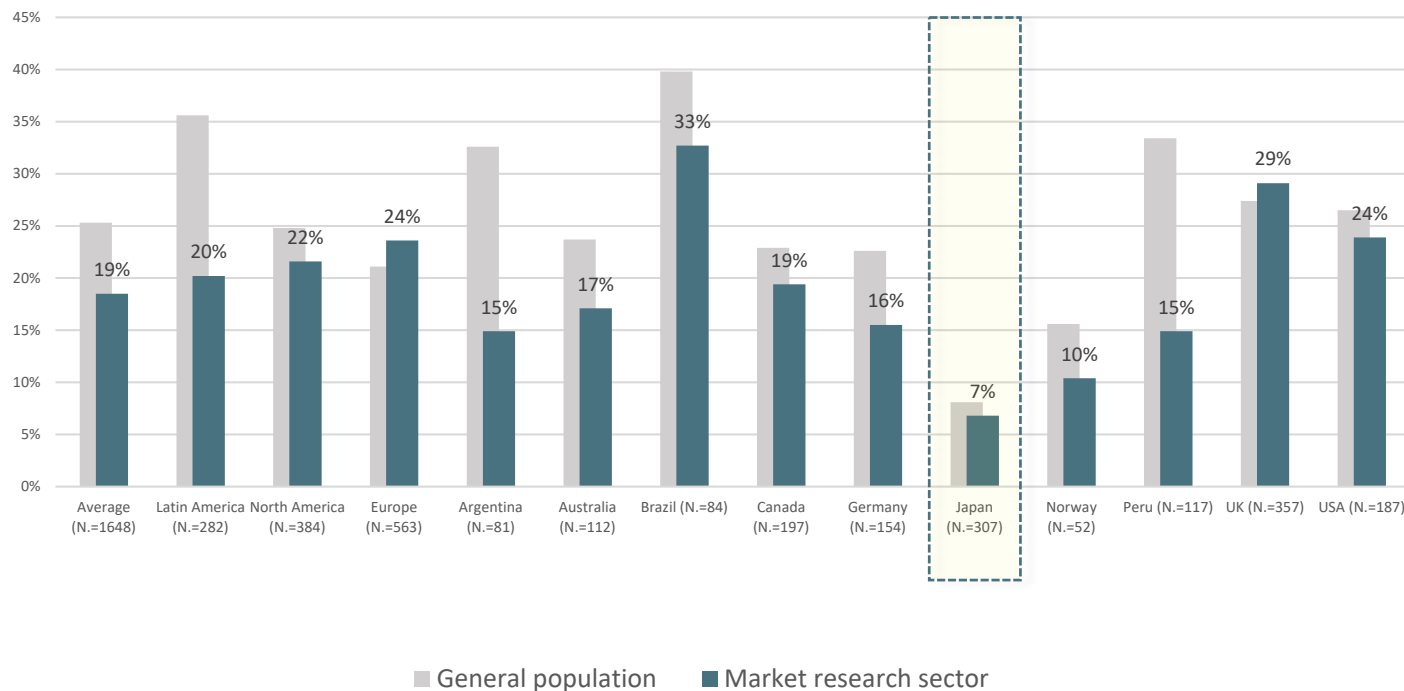
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

People working in the MR sector in Brazil and the UK are most likely to say they have witnessed a negative colleague environment. Relative to the general population, people working in the MR sector in Argentina and Peru are much less likely to have witnessed a negative colleague environment.

Witnessing of Direct Discrimination in the Workplace Because of: Negative Colleague Environment

- % saying DISAGREE (bottom 2 box on a 5-point scale) - By Country



Base: Those who have more than 1 employee working in their company or are not self-employed.

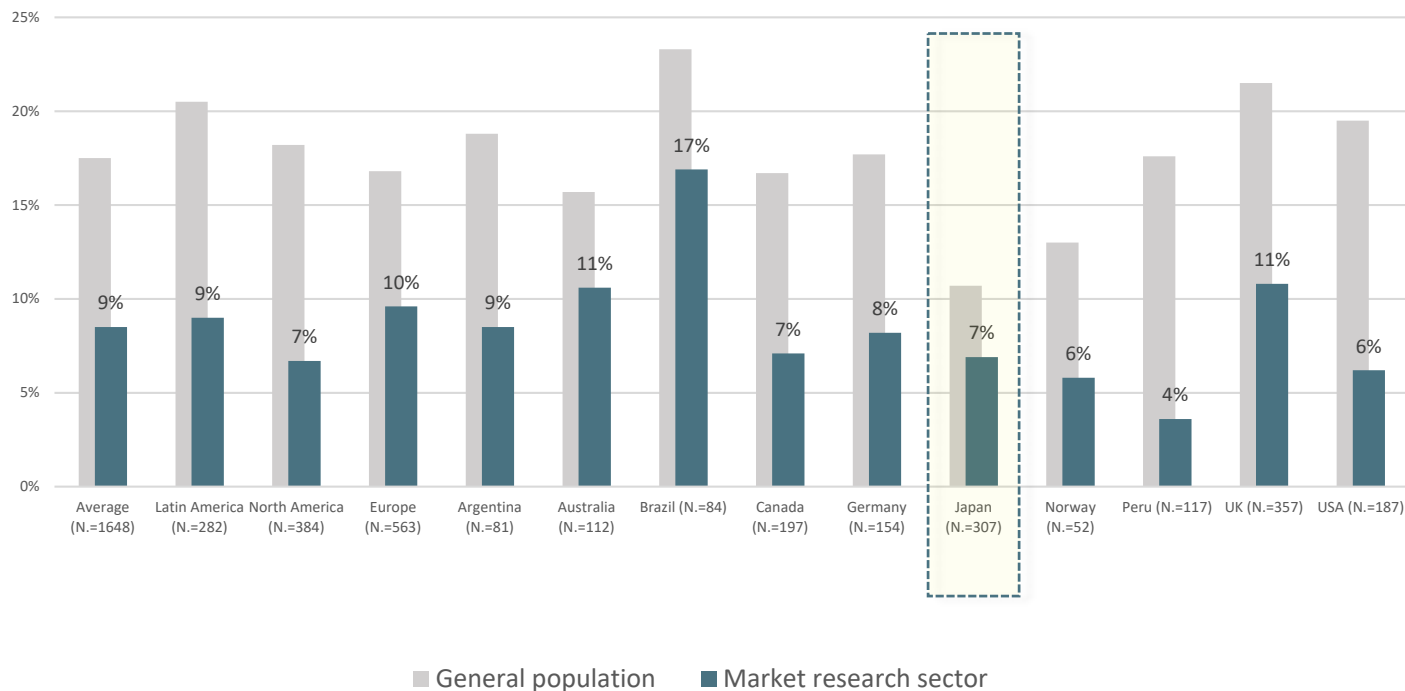
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

People working in the MR sector are much less likely to have witnessed harassment than people working in other sectors. By country, the witnessing of harassment in the MR sector is relatively high in Brazil, whilst low in Norway and Peru.

Witnessing of Direct Discrimination in the Workplace Because of: Harassment

- % saying DISAGREE (bottom 2 box on a 5-point scale) - By Country



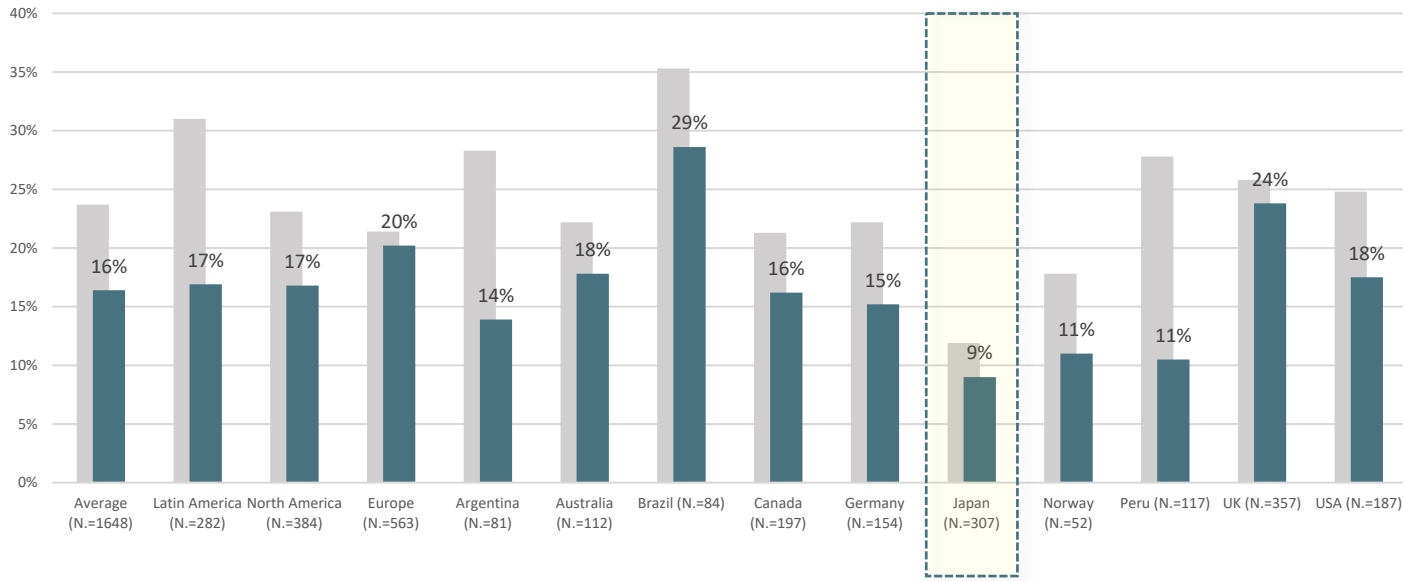
Base: Those who have more than 1 employee working in their company or are not self-employed.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Based on the average across all factors, the witnessing of direct discrimination in the MR sector is highest in Brazil and the UK, and lowest in Japan, Norway and Peru.

Witnessing of Direct Discrimination in the Workplace - % saying YES - Average across all factors - By Country



■ General population ■ Market research sector



Base: Those who have more than 1 employee working in their company or are not self-employed.

Base numbers shown for Market Research Sector only.

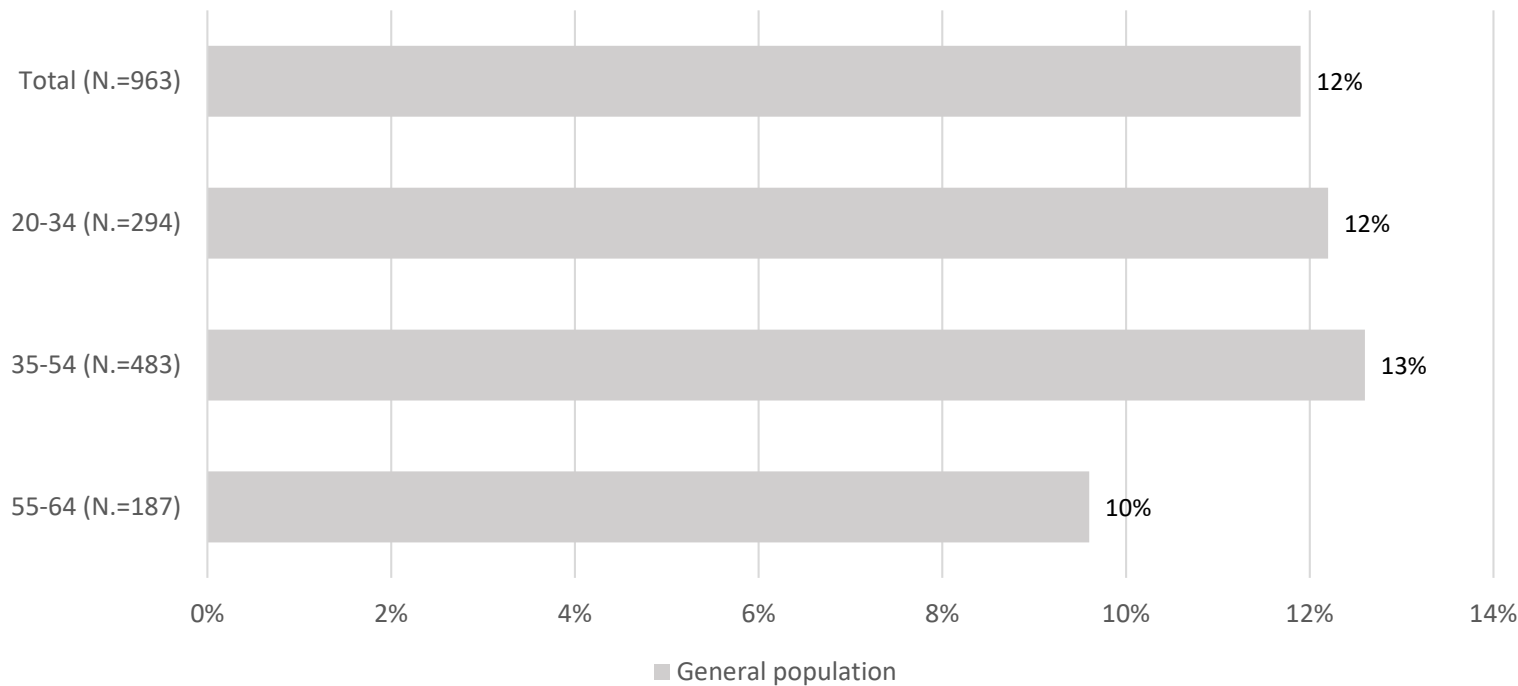
See Appendix for general population sample bases.

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Witnessing of Direct Discrimination in the Workplace

% saying YES - Average across all factors

– By Age Group



Base: Those who have more than 1 employee working in their company or are not self-employed.

Note: Market research sector in UK is based on 16+. All data in Japan is based on 20+.

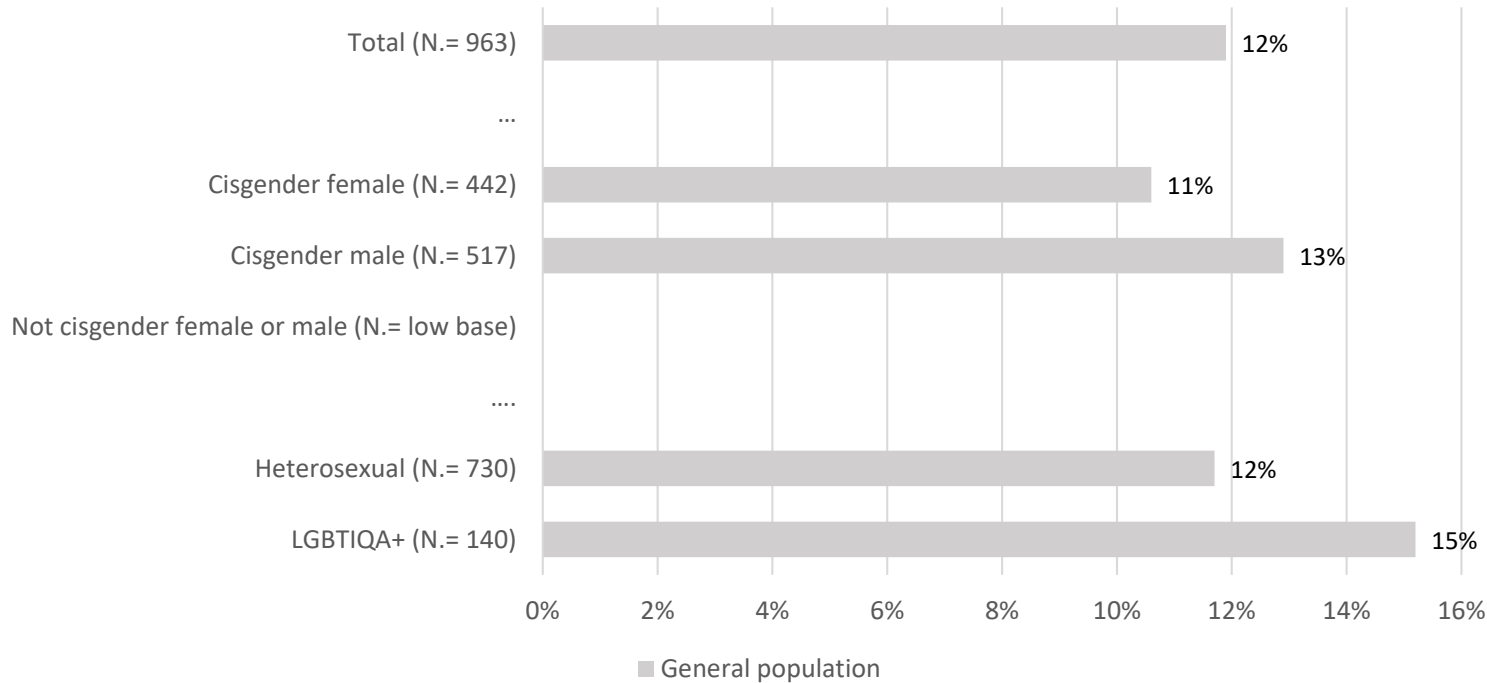
Average across countries.

See Appendix for general population sample bases.

Witnessing of Direct Discrimination in the Workplace

% saying YES - Average across all factors

By Gender Identity / Sexual Orientation (I)

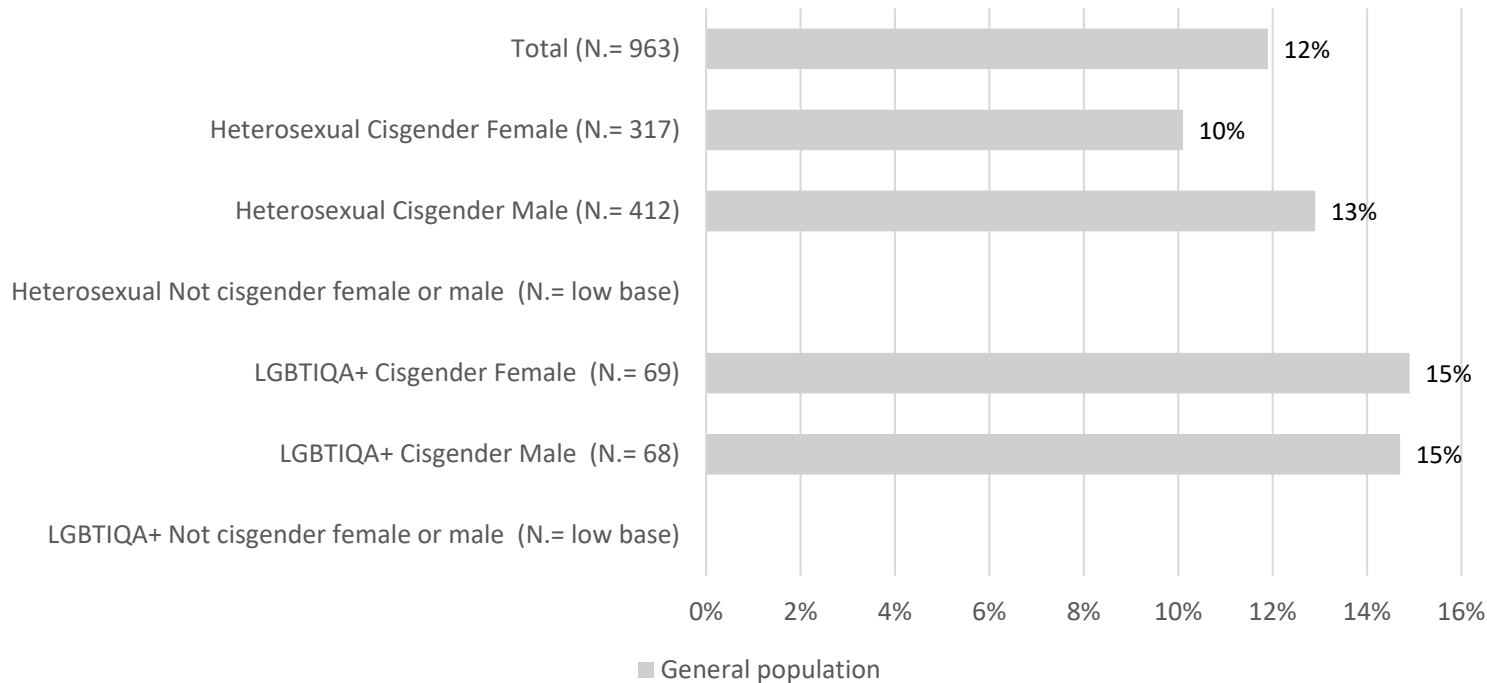


Base: Those who have more than 1 employee working in their company or are not self-employed.

Witnessing of Direct Discrimination in the Workplace

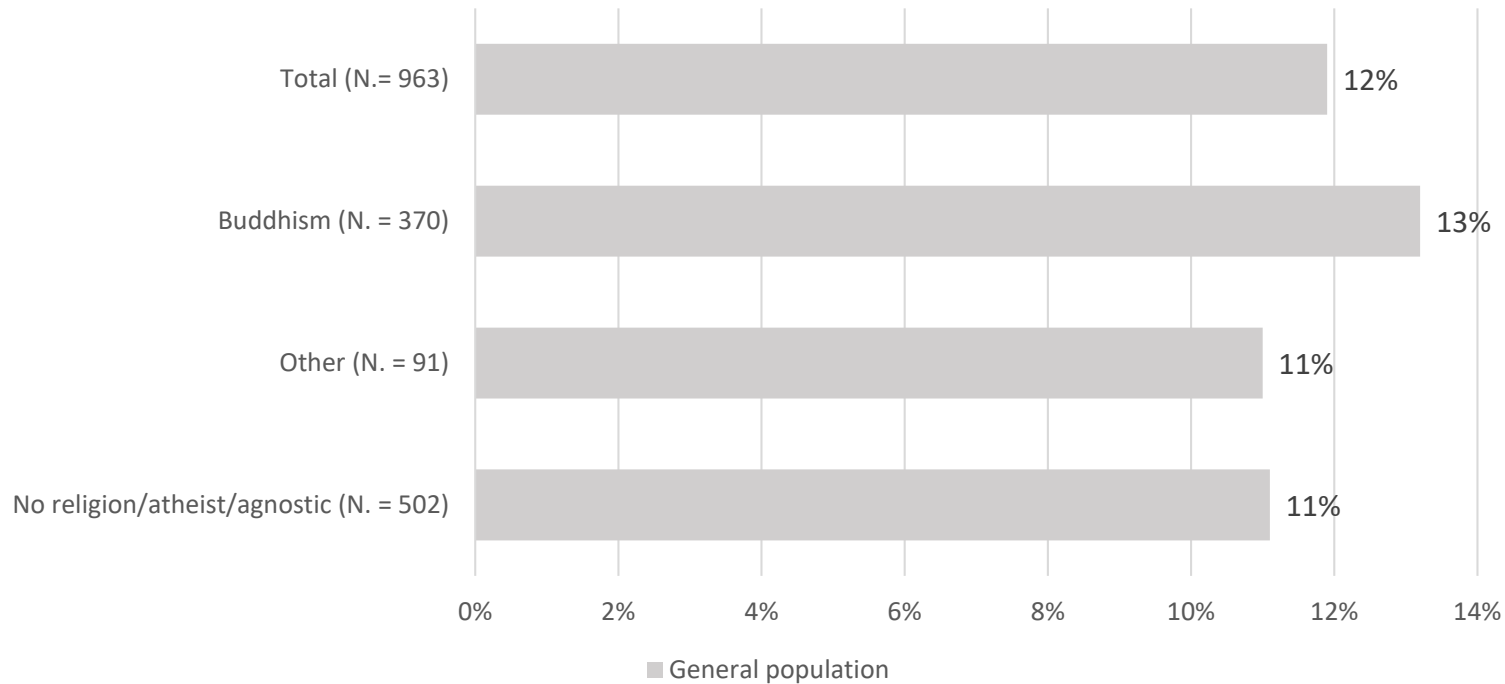
% saying YES - Average across all factors

- By Gender Identity / Sexual Orientation (2)



Base: Those who have more than 1 employee working in their company or are not self-employed.

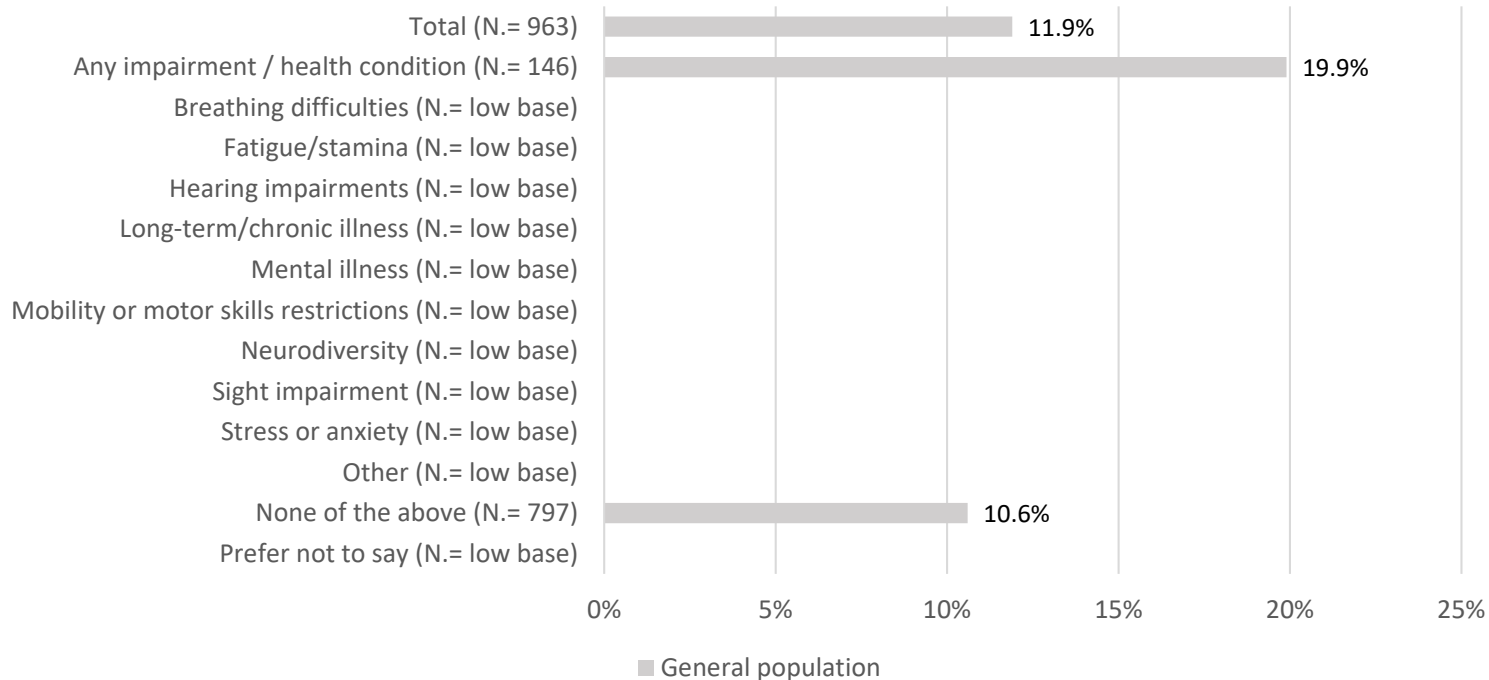
Witnessing of Direct Discrimination in the Workplace % saying YES - Average across all factors - By Religion



Base: Those who have more than 1 employee working in their company or are not self-employed.

Witnessing of Direct Discrimination in the Workplace

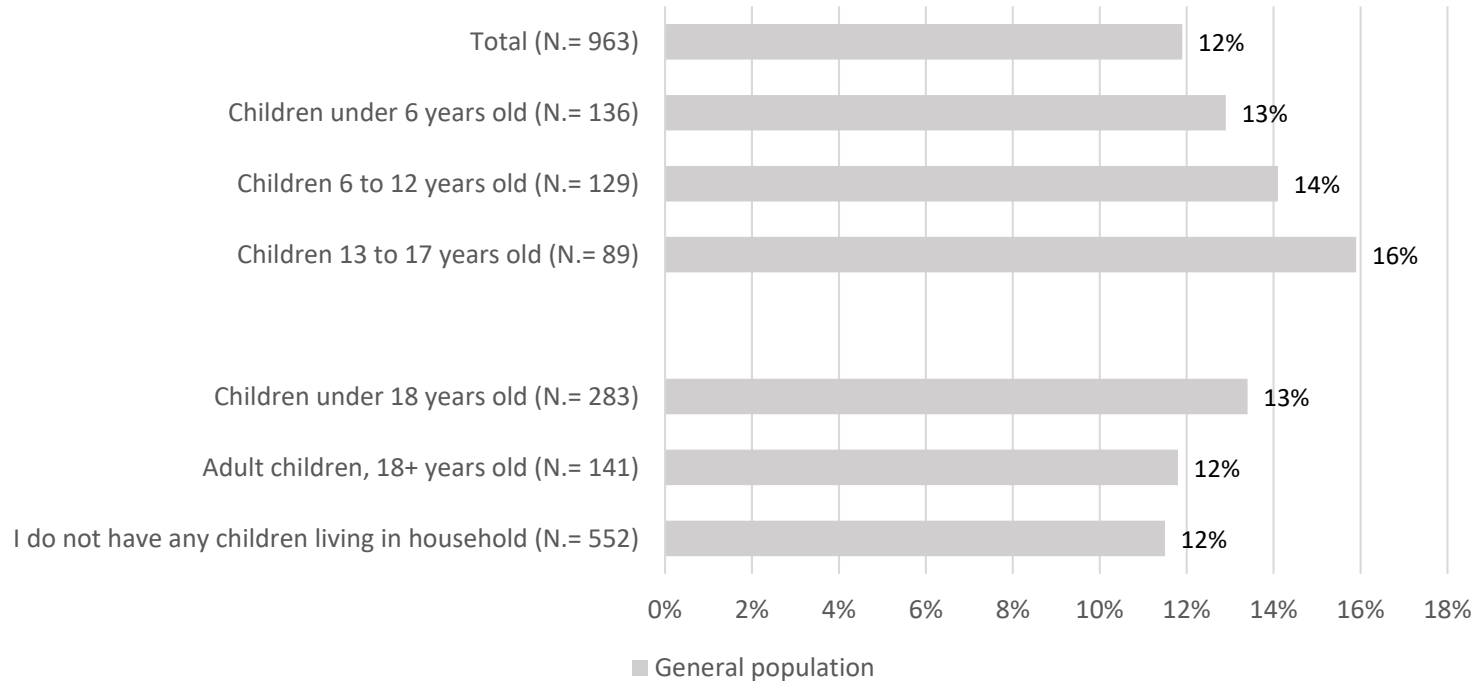
- % saying YES - Average across all factors - By Impairments/ Health Conditions



Base: Those who have more than 1 employee working in their company or are not self-employed..

Witnessing of Direct Discrimination in the Workplace

- % saying YES - Average across all factors - By Family Status



Base: Those who have more than 1 employee working in their company or are not self-employed.

WITNESSING OF DIRECT DISCRIMINATION IN THE WORKPLACE BY REASON FOR DISCRIMINATION



This section of the report looks at people's witnessing of discrimination in their currently (most recent) place of work by the reason for discrimination.

The survey asked about this with respect to:

- Age
- Gender
- Sexual Orientation/gender identity
- Ethnicity/race/skin color [Except DE]
- National Origin [Except DE]
- Religion/faitb/beliefs
- Family Status/caring responsibilities
- Disability/impairment/health condition
- Social Class [Except JP]

Using the scale:

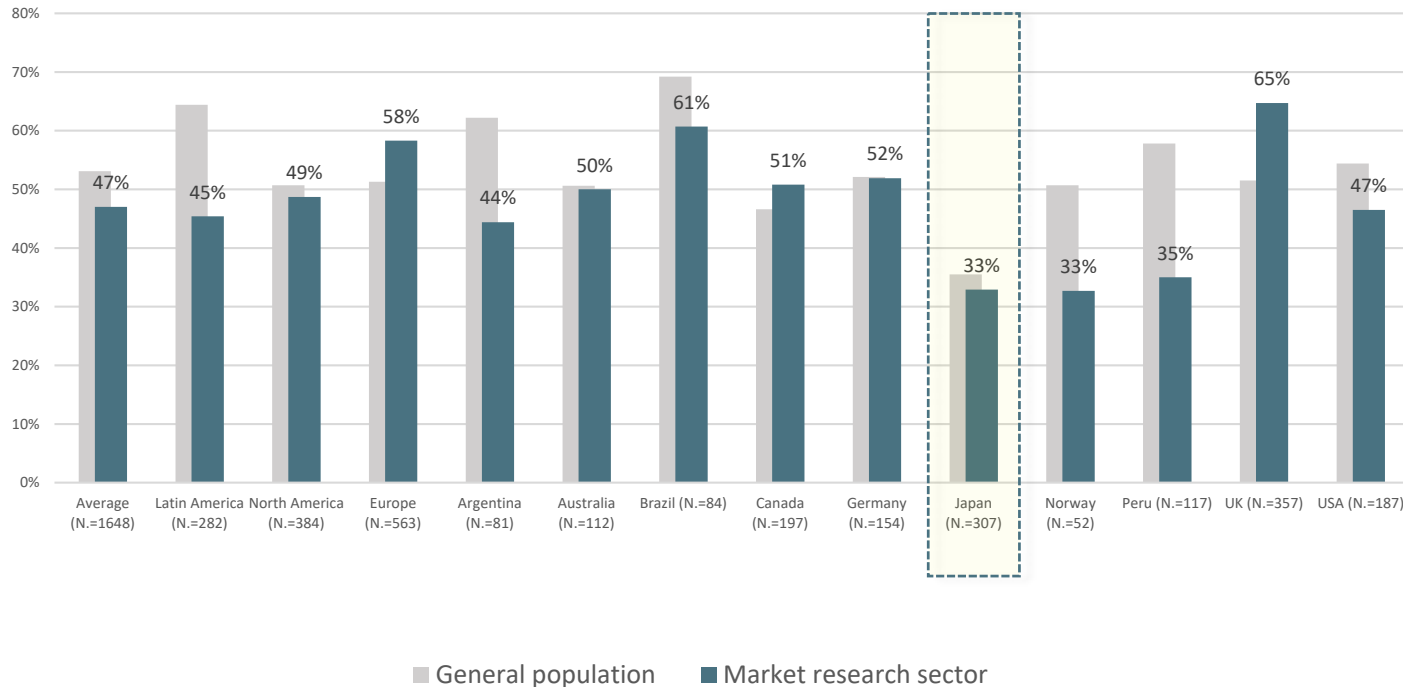
- Yes
- No
- Prefer not to say
- Don't know

In this section, we deep dive into the data based on those who say 'YES'.

Almost one in two people working in the MR sector have witnessed direct discrimination in the workplace, which is marginally lower than amongst the general population. Those working in the MR sector in Brazil and the UK are more likely than others to have witnessed discrimination.

Witnessing of Direct Discrimination in the Workplace because of ANY REASON

- % saying Yes - By Country



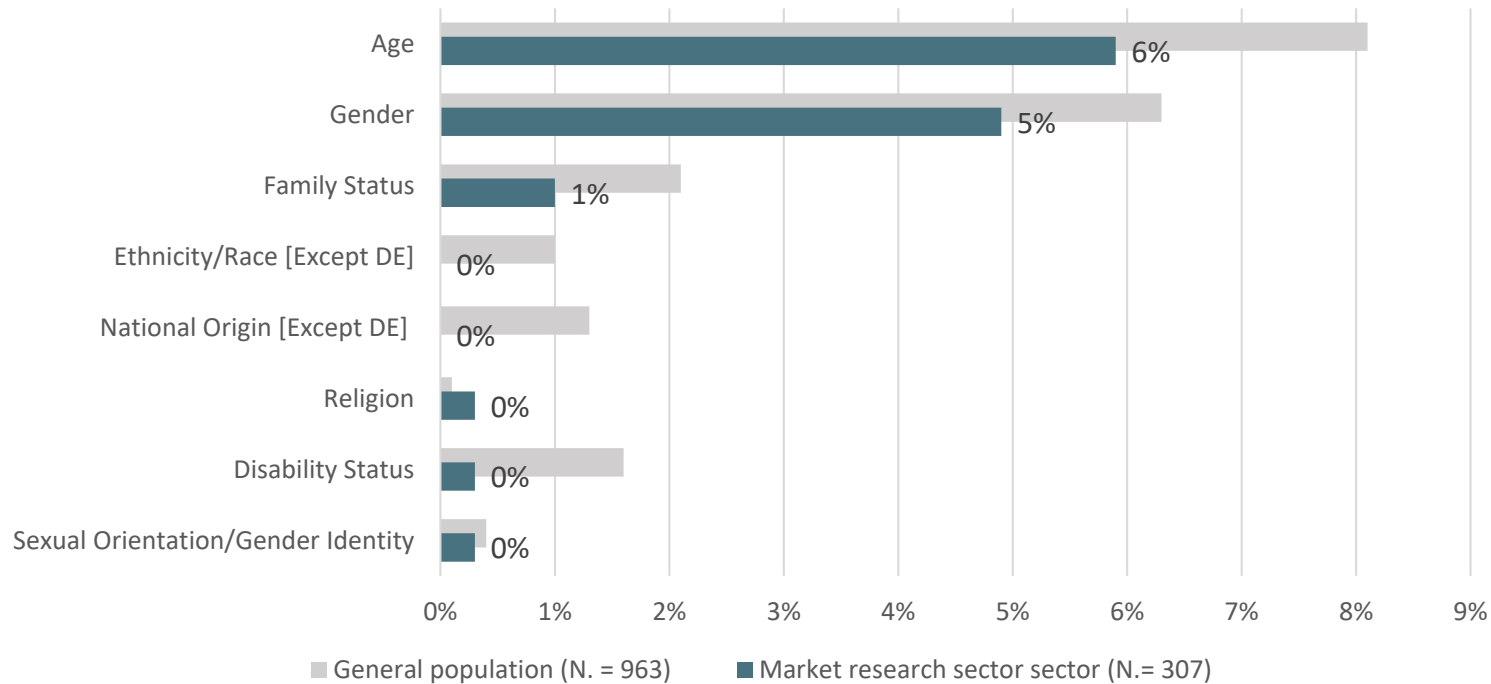
Base: Those who have more than 1 employee working in their company or are not self-employed.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Witnessing of Direct Discrimination in the Workplace –

By reason for discrimination:

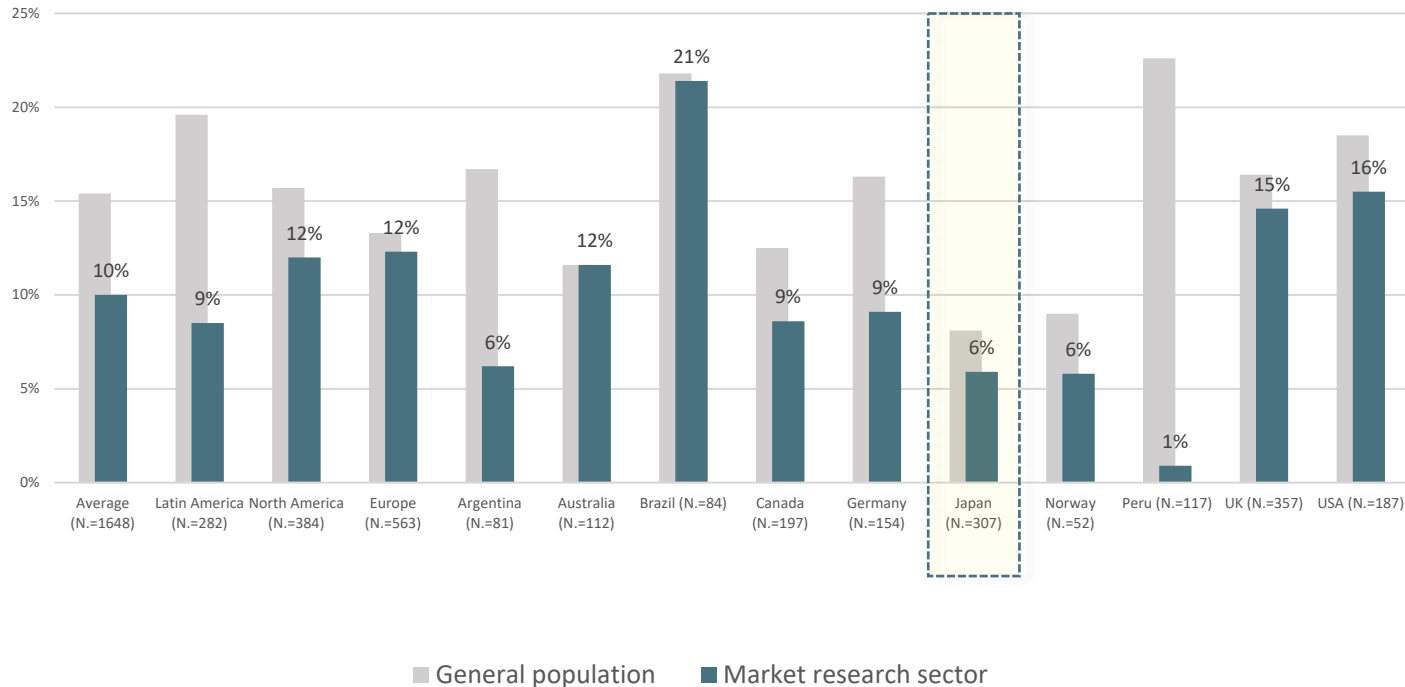


Base: Those who have more than 1 employee working in their company or are not self-employed.

In the MR sector, the witnessing of age discrimination is most prevalent in Brazil. Witnessed age discrimination in the MR sector is almost non-existent in Peru, whilst in that country it is very prevalent in other sectors.

Witnessing of Direct Discrimination in the Workplace because of AGE

- % saying Yes - By Country



Base: Those who have more than 1 employee working in their company or are not self-employed.

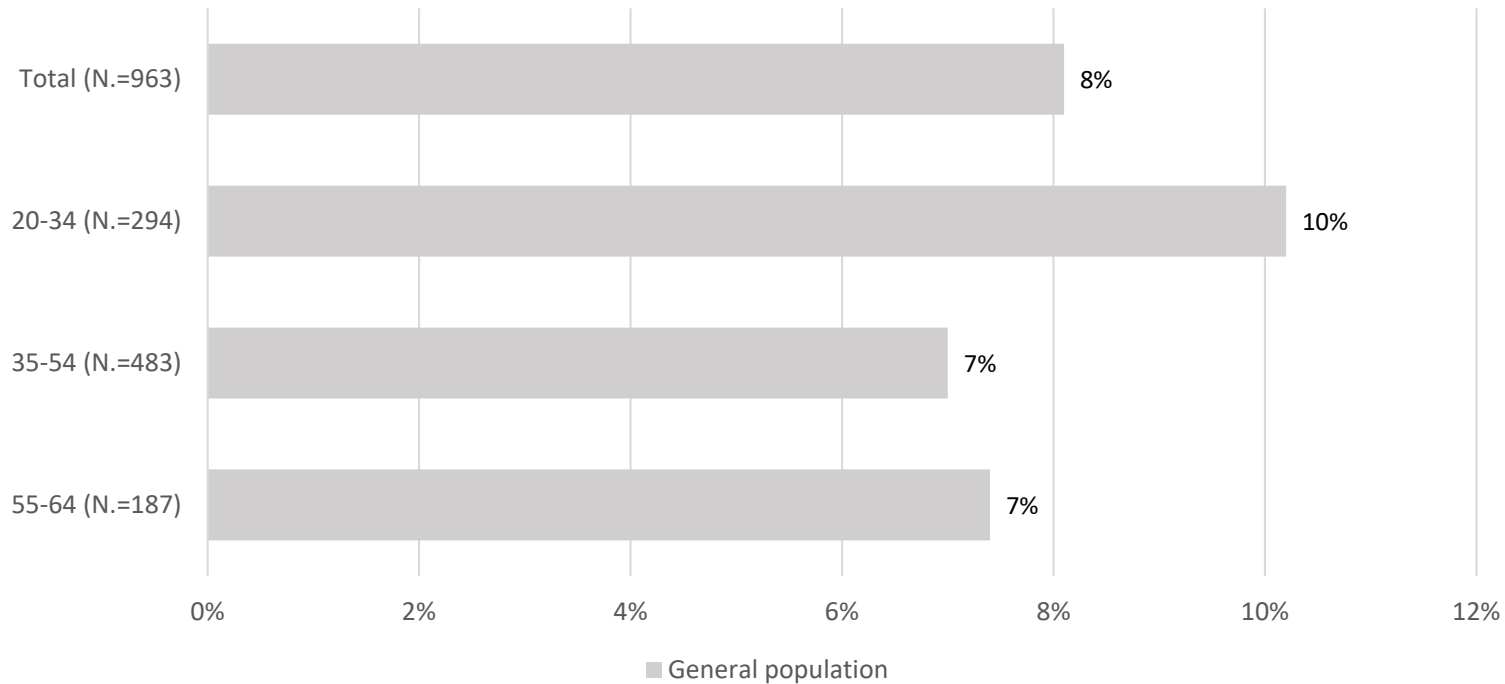
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Witnessing of Direct Discrimination in the Workplace because of

AGE

- % saying Yes – By Age Group

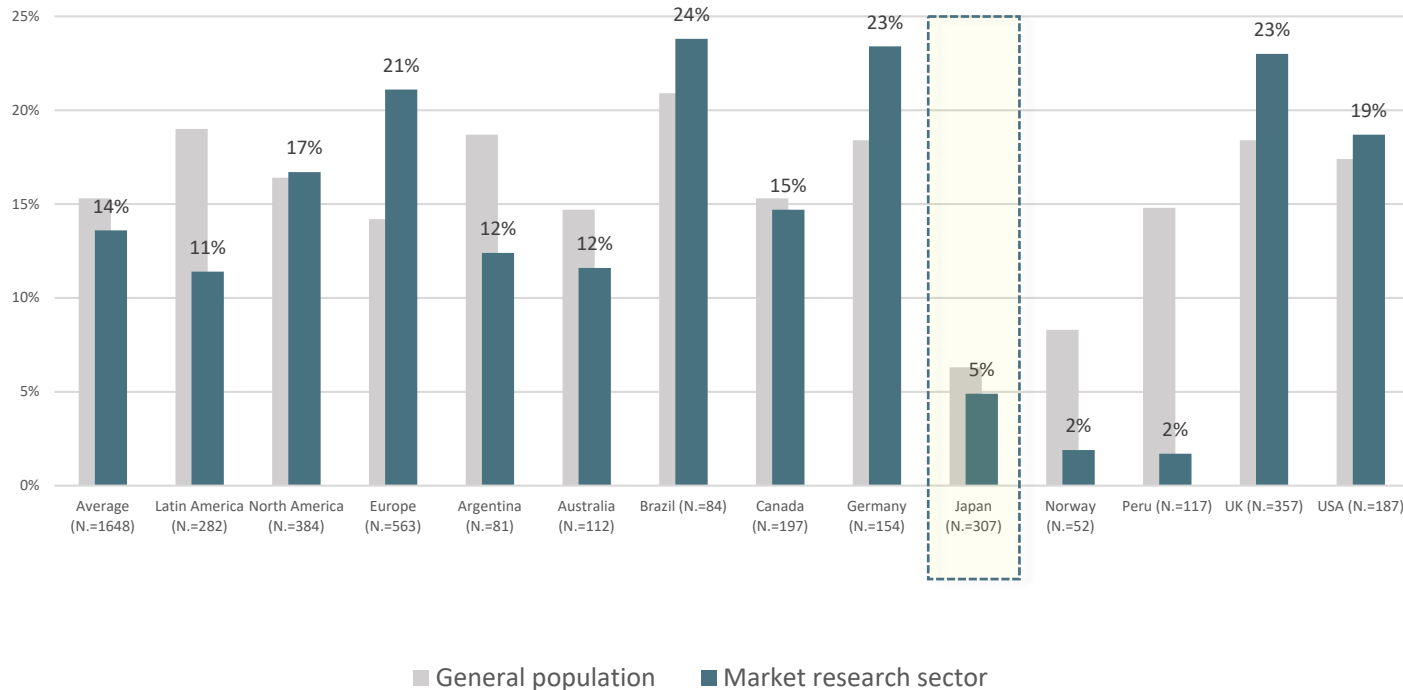


Base: Those who have more than 1 employee working in their company or are not self-employed.

Almost one-in-four people working in the MR sector in Brazil, Germany and the UK have witnessed gender discrimination. This is higher than in the general population in those countries. The witnessing of gender discrimination is very low in Japan, Norway and Peru, especially in the MR sector in those countries.

Witnessing of Direct Discrimination in the Workplace because of GENDER

- % saying Yes - By Country

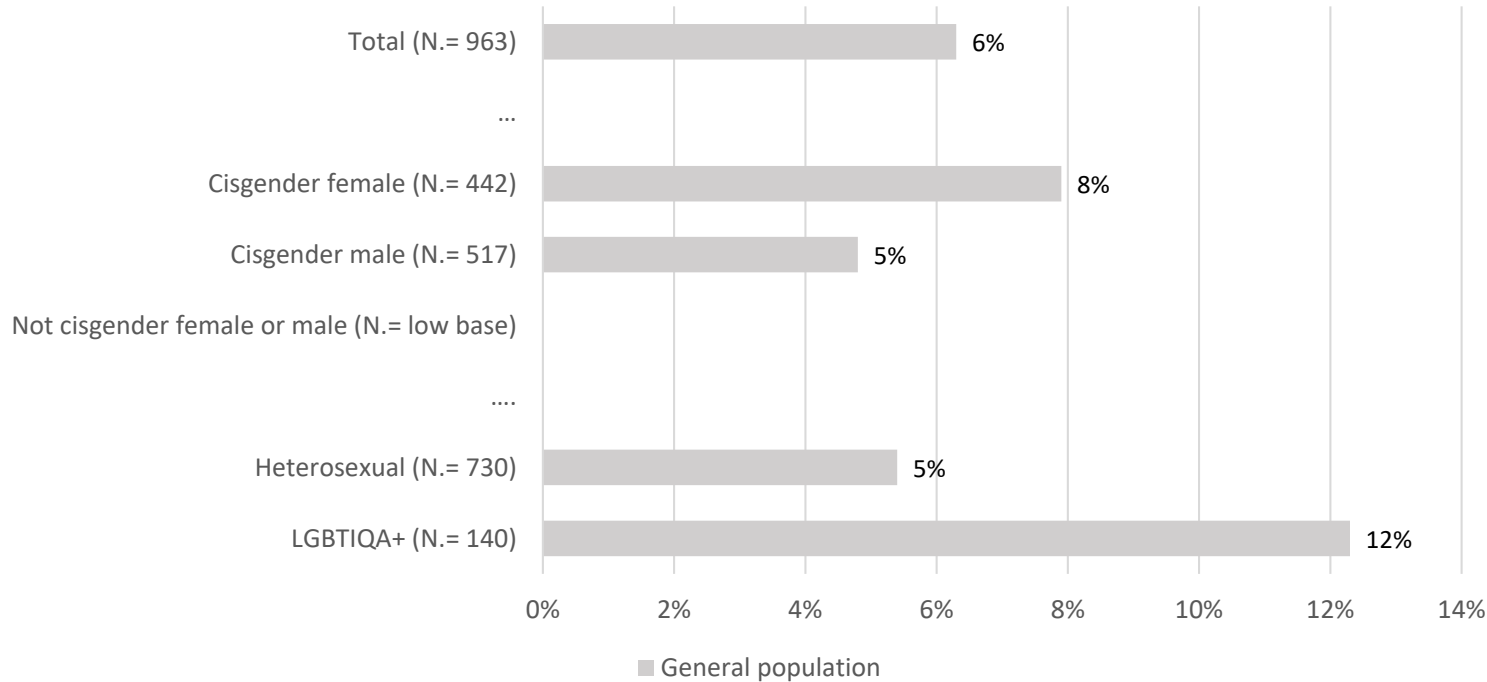


Base: Those who have more than 1 employee working in their company or are not self-employed.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

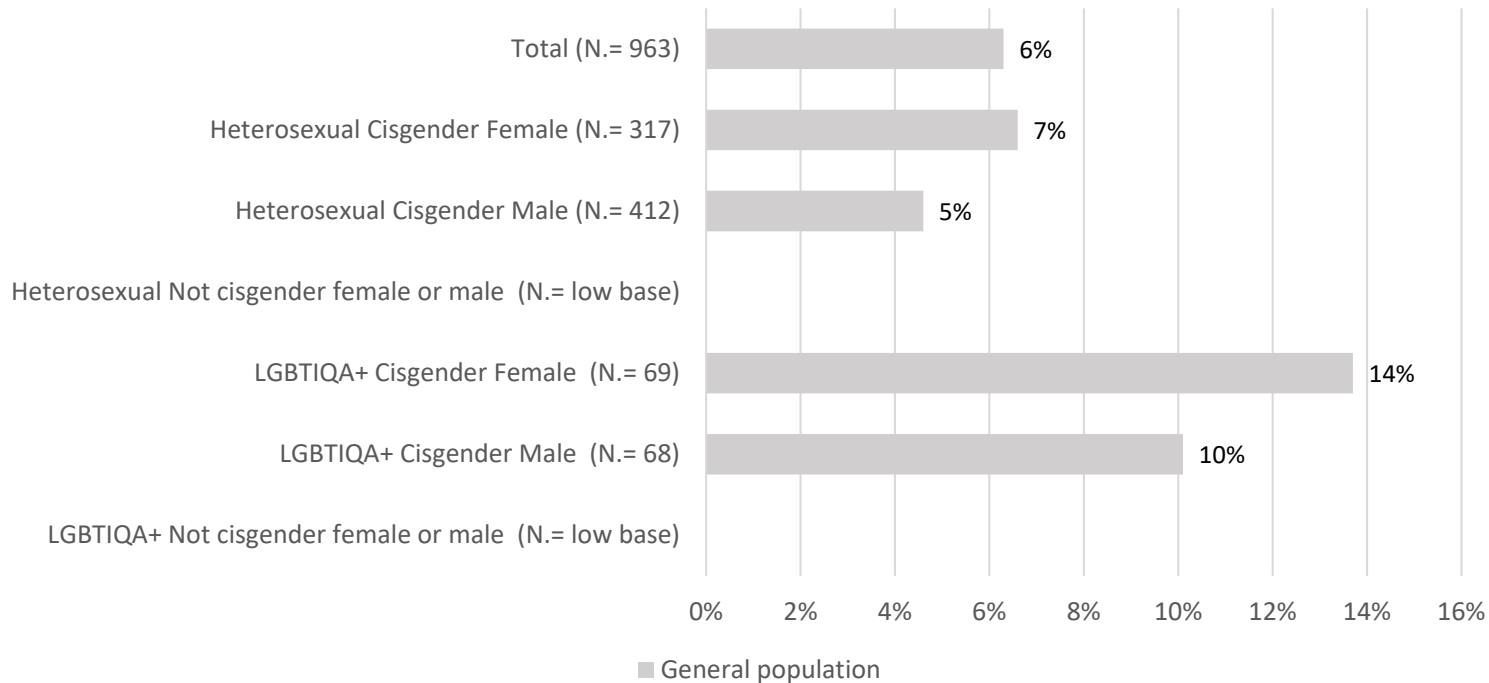
Witnessing of Direct Discrimination in the Workplace because of GENDER - % saying Yes – By Gender Identity / Sexual Orientation (1)



Base: Those who have more than 1 employee working in their company or are not self-employed.

Witnessing of Direct Discrimination in the Workplace because of GENDER

- % saying Yes - By Gender Identity / Sexual Orientation (2)

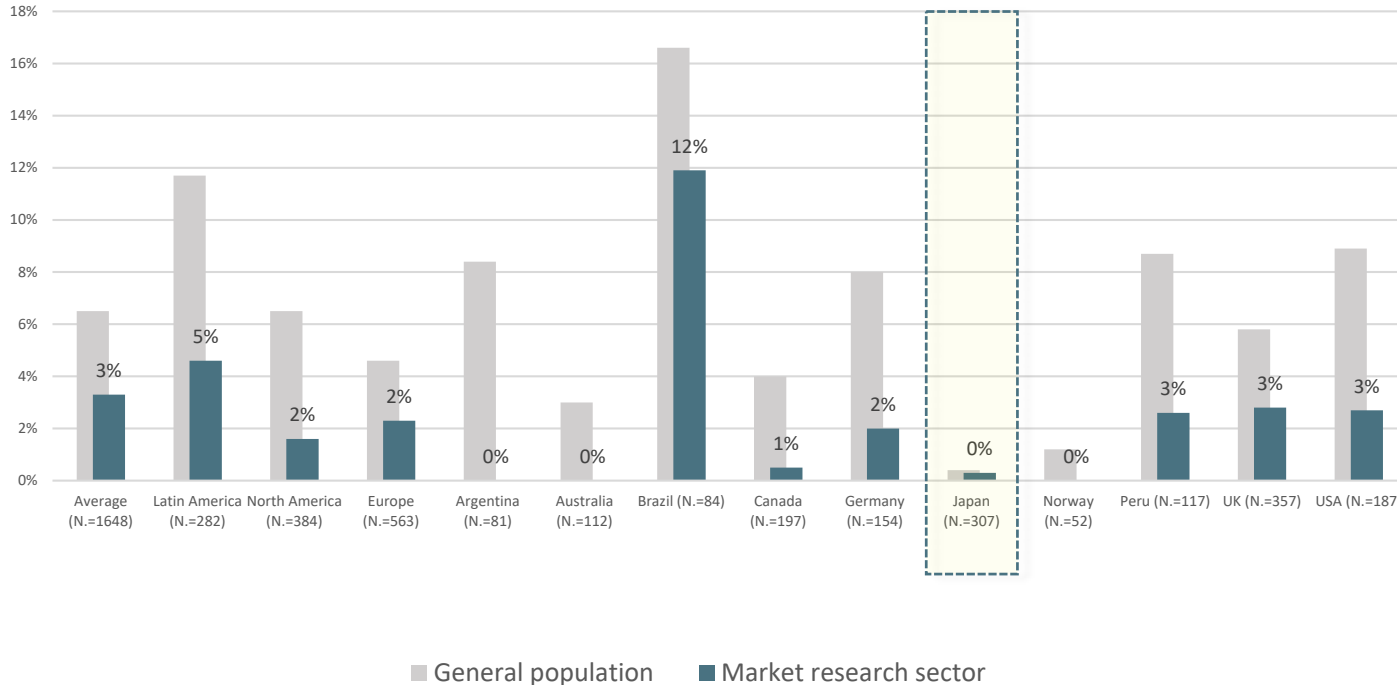


Base: Those who have more than 1 employee working in their company or are not self-employed..

The witnessing of sexual orientation / gender identity discrimination is low in the MR sector and lower than amongst the general population. The exception is Brazil, where more than one-in-ten people both in and outside of the MR sector say they have witnessed discrimination due to sexual orientation / gender identity

Witnessing of Direct Discrimination in the Workplace because of SEXUAL ORIENTATION/GENDER IDENTITY

- % saying YES - By Country



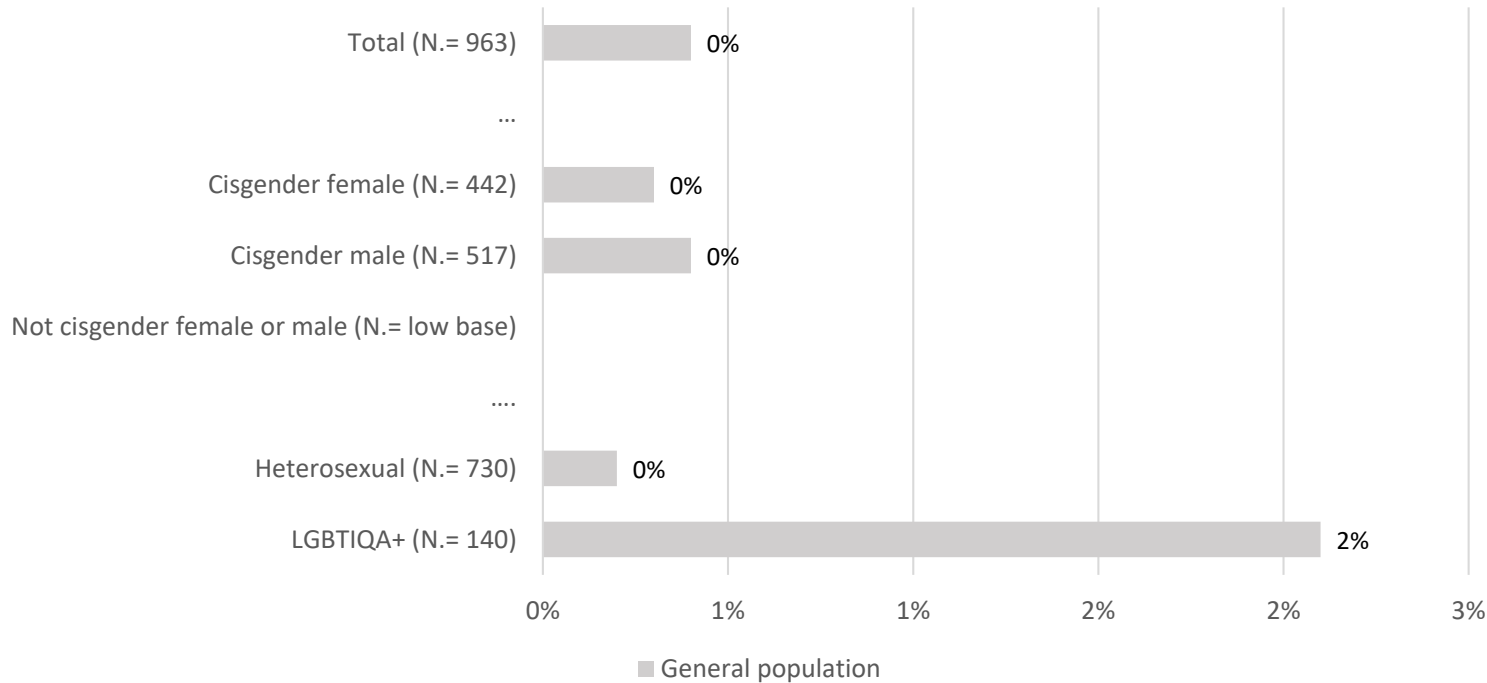
Base: Those who have more than 1 employee working in their company or are not self-employed.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Witnessing of Direct Discrimination in the Workplace because of SEXUAL ORIENTATION / GENDER IDENTITY?

- % saying YES – By Gender Identity / Sexual Orientation (1)

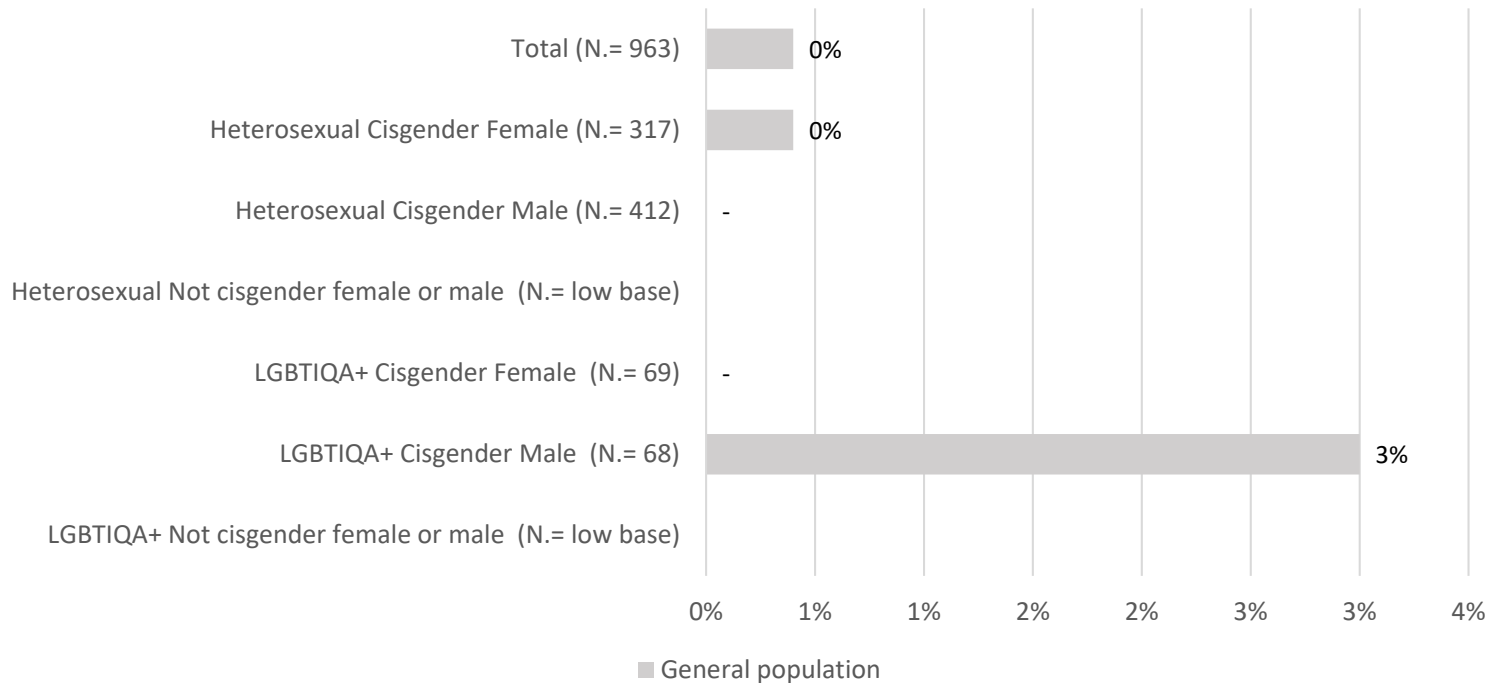


Base: Those who have more than 1 employee working in their company or are not self-employed.



Witnessing of Direct Discrimination in the Workplace because of SEXUAL ORIENTATION / GENDER IDENTITY?

- % saying YES – Gender Identity / Sexual Orientation (2)

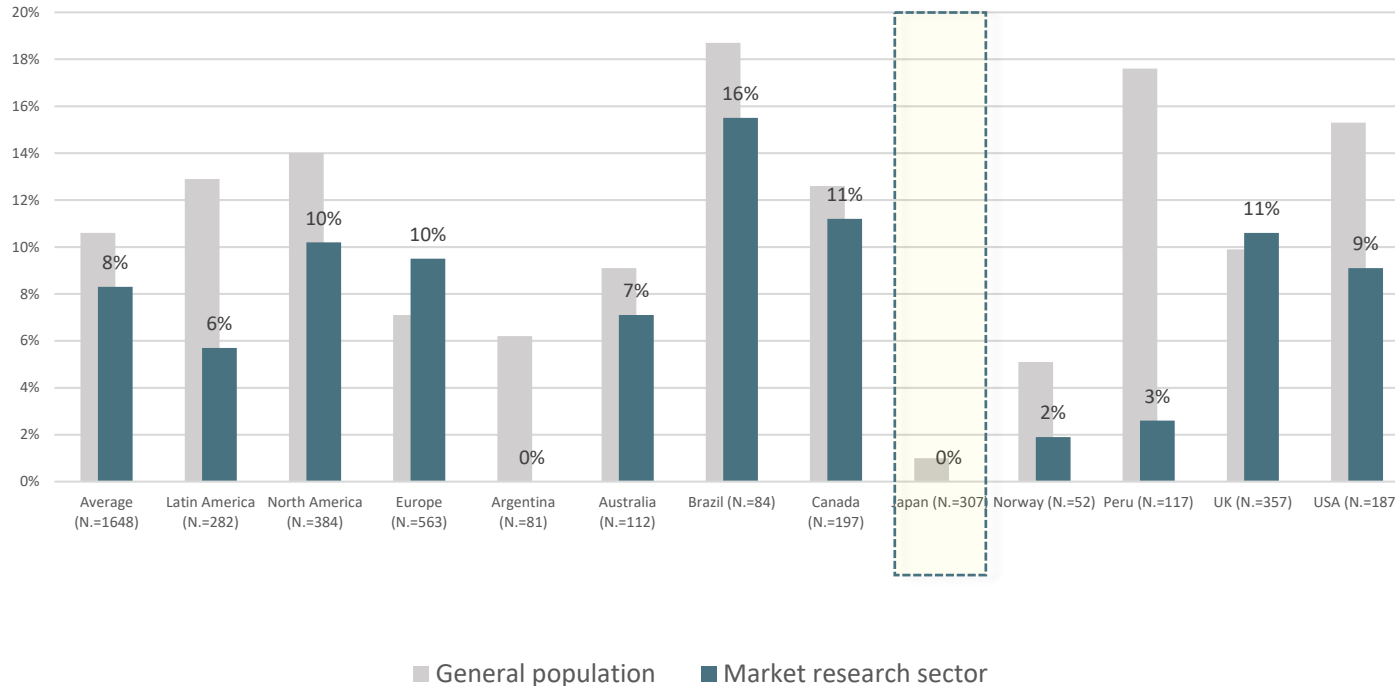


Base: Those who have more than 1 employee working in their company or are not self-employed..

Around one-in-ten people both in and outside of the MR sector have witnessed discrimination in the workplace due to ethnicity. In Argentina, Japan, Norway and Peru, few people in the MR sector have witnessed discrimination in the workplace due to ethnicity.

Witnessing of Direct Discrimination in the Workplace because of ETHNICITY

- % saying YES - By Country (excluding Germany)

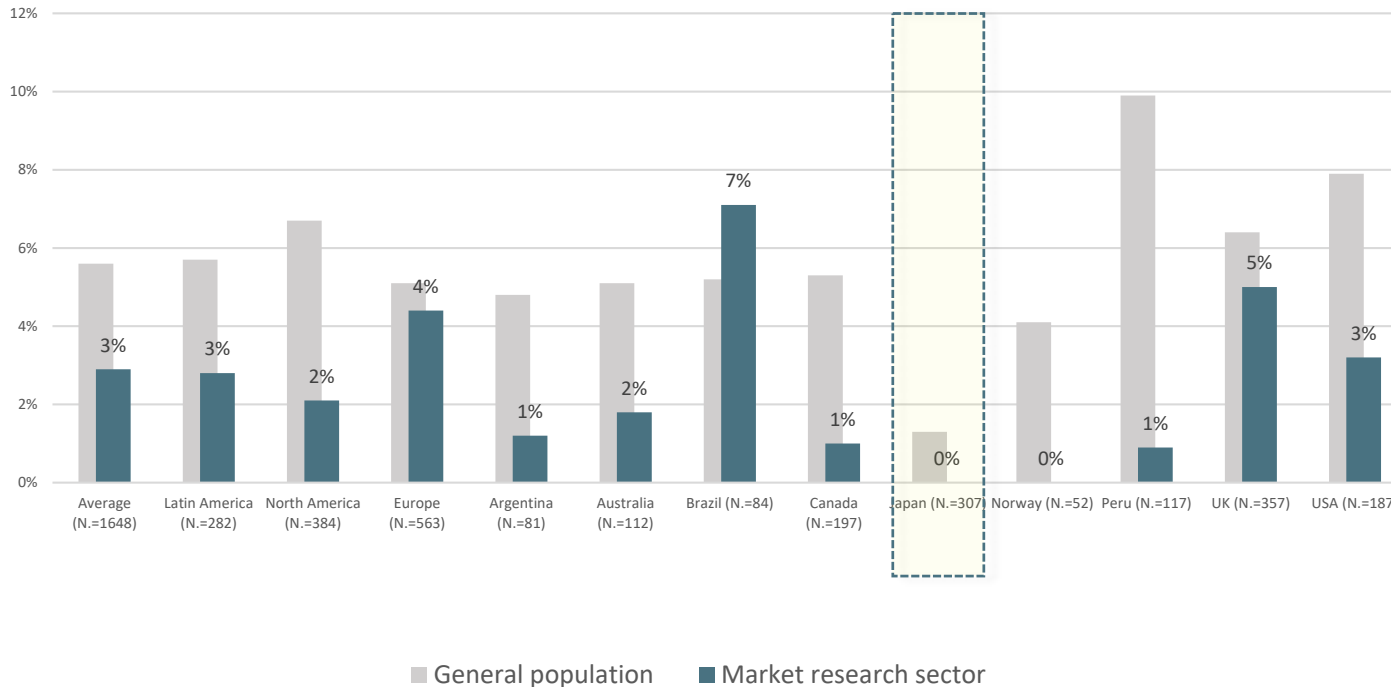


Base: Those who have more than 1 employee working in their company or are not self-employed.

The witnessing of discrimination due to national origin is low in the MR sector and lower than amongst the general population.

Witnessing of Direct Discrimination in the Workplace because of NATIONAL ORIGIN

- % saying YES - By Country (excluding Germany)



Base: Those who have more than 1 employee working in their company or are not self-employed.

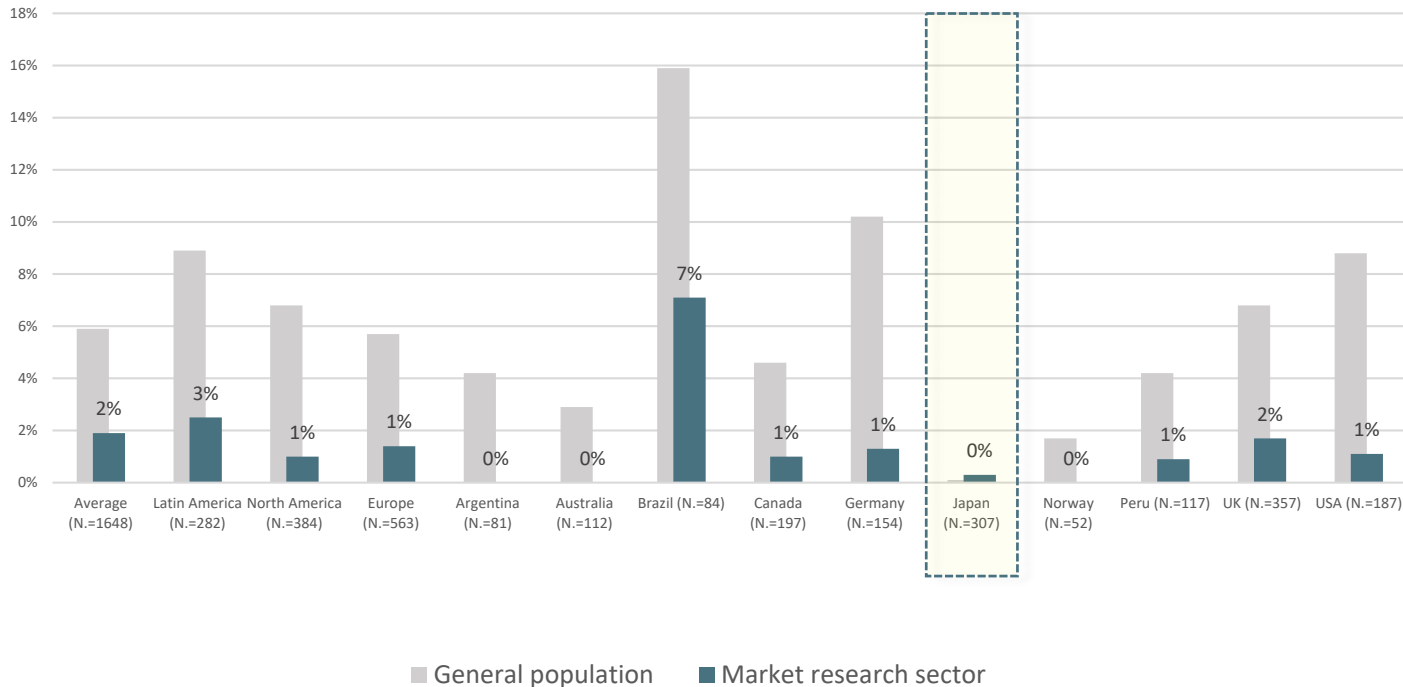
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

The witnessing of discrimination in the workplace due to religion is very low in the MR sector and much lower than amongst the general population. Amongst the general population such discrimination is most witnessed in Brazil, Germany and the USA.

Witnessing of Direct Discrimination in the Workplace because of RELIGION

- % saying YES - By Country



Base: Those who have more than 1 employee working in their company or are not self-employed.

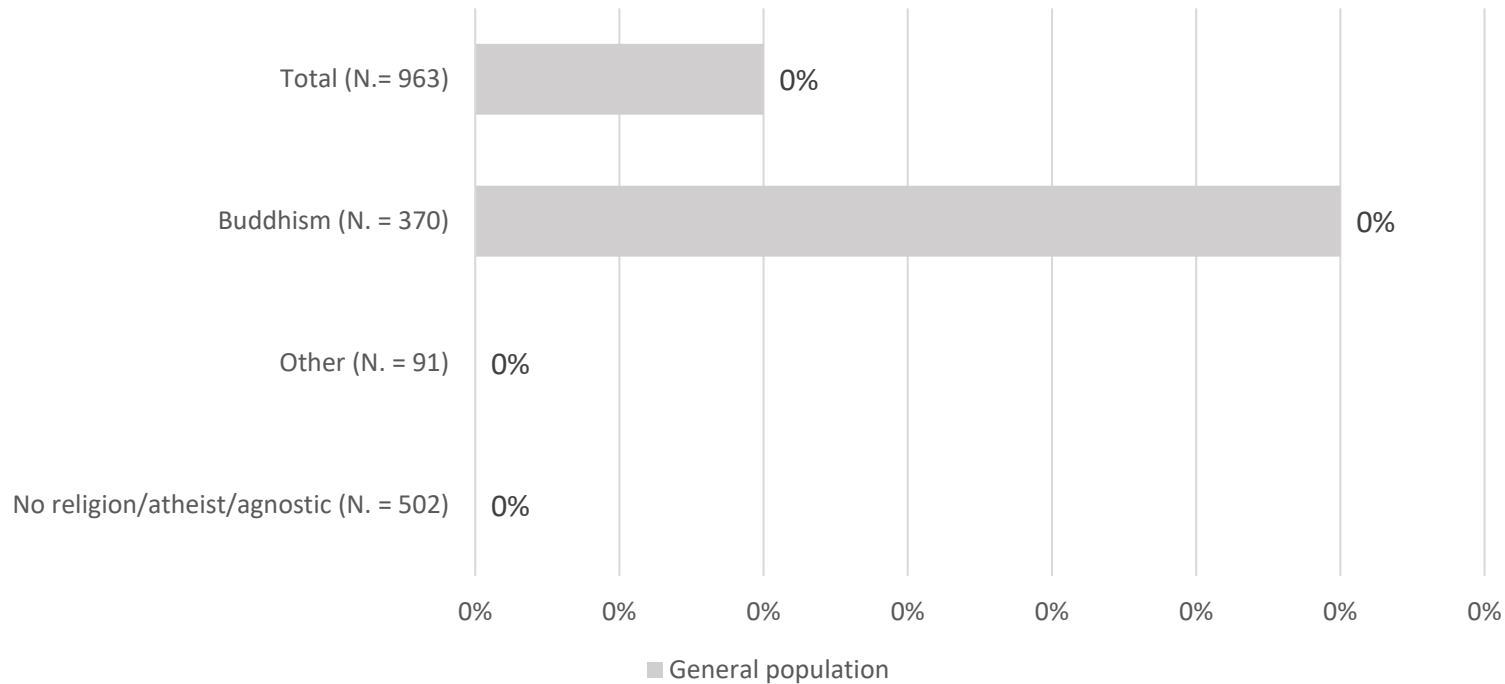
Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Witnessing of Direct Discrimination in the Workplace because of

RELIGION

- % saying YES - By Religion

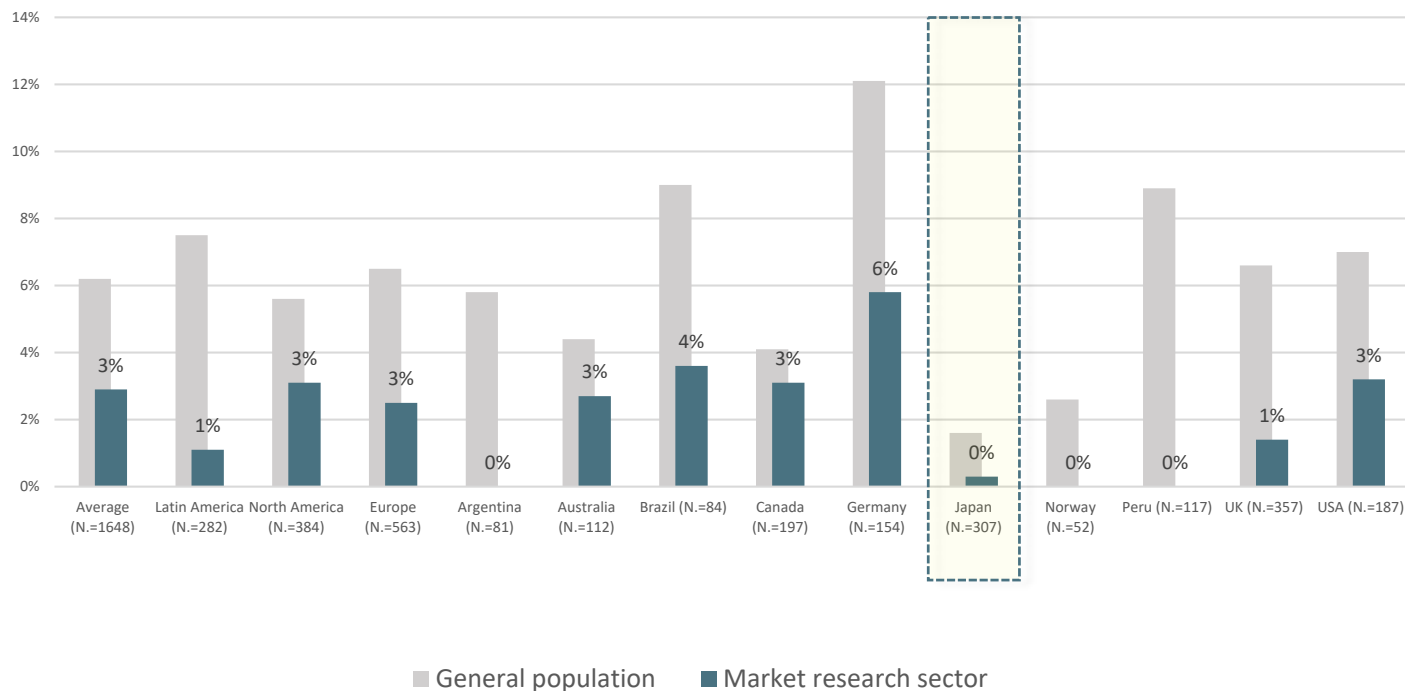


Base: Those who have more than 1 employee working in their company or are not self-employed.

The witnessing of discrimination due to disability status is low in the MR sector and much lower than amongst the general population. Amongst the general population, as well as in the MR sector, Germany stands out as the country where the witnessing of personal experience with discrimination due to disability status is highest.

Witnessing of Direct Discrimination in the Workplace because of DISABILITY STATUS

- % saying YES - By Country



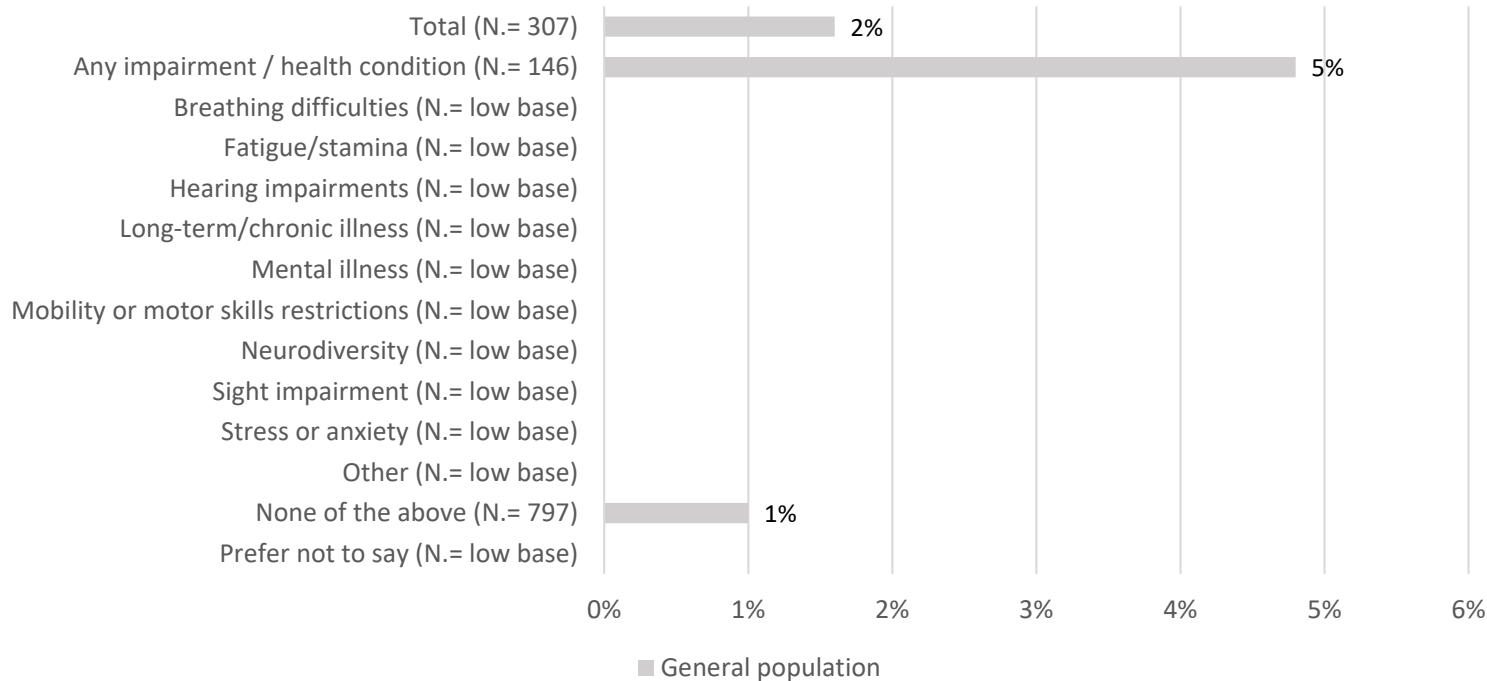
Base: Those who have more than 1 employee working in their company or are not self-employed.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Witnessing of Direct Discrimination in the Workplace because of DISABILITY STATUS

- % saying YES - By Impairments / Health Conditions

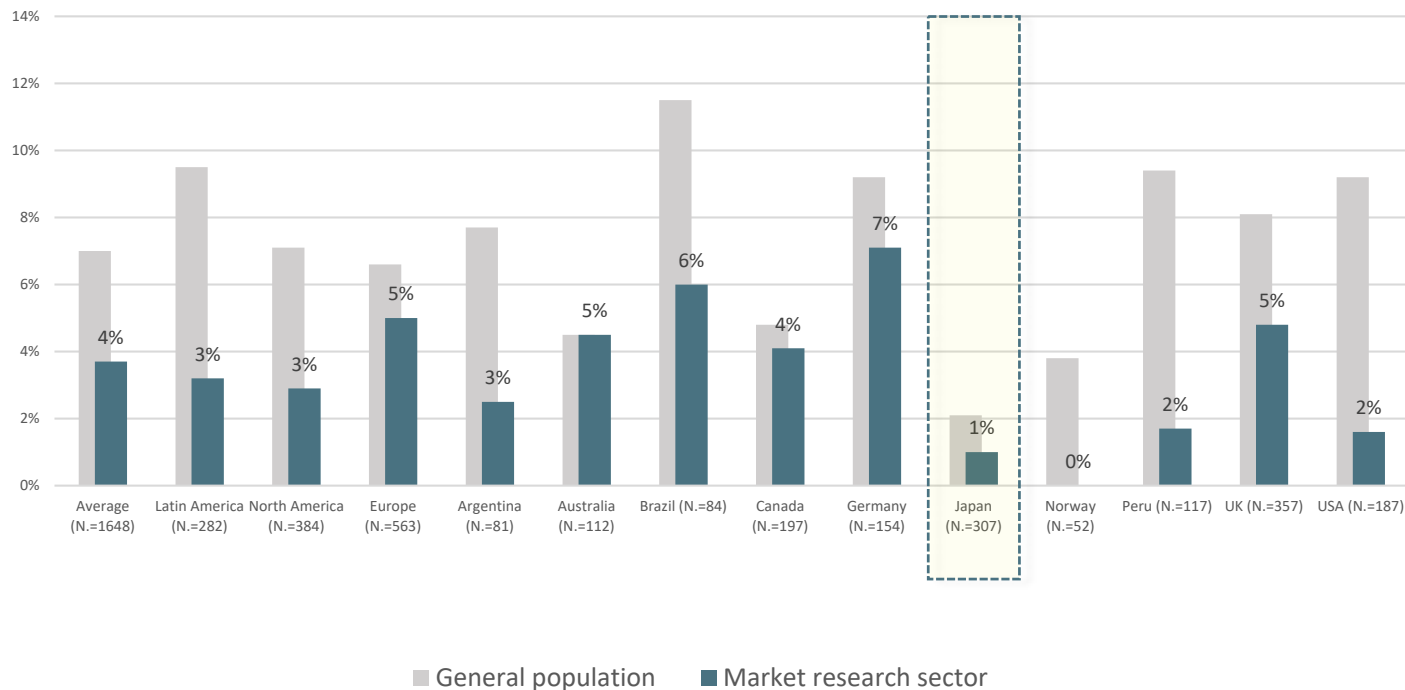


Base: Those who have more than 1 employee working in their company or are not self-employed.

The witnessing of discrimination at work due to family status is much lower in the MR sector than amongst the general public.

Witnessing of Direct Discrimination in the Workplace because of FAMILY STATUS

- % saying YES - By Country



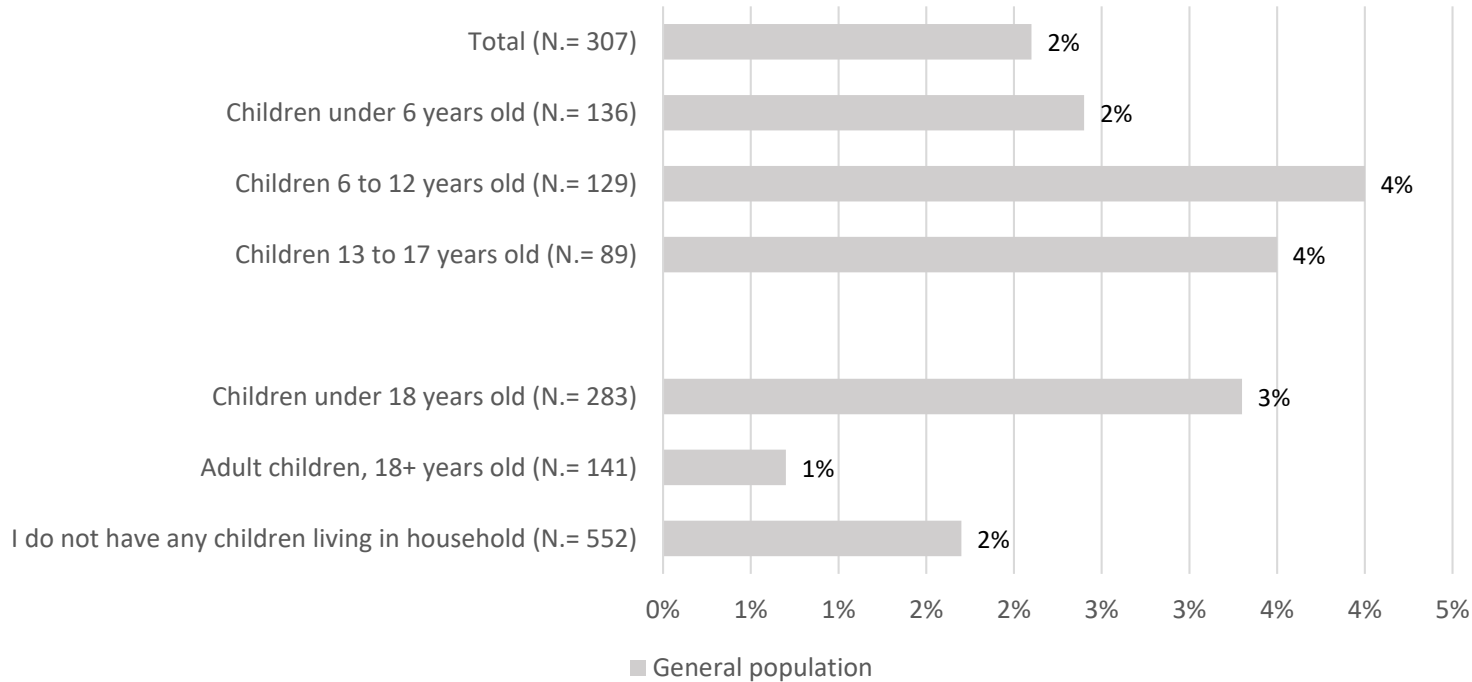
Base: Those who have more than 1 employee working in their company or are not self-employed.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Witnessing of Direct Discrimination in the Workplace because of FAMILY STATUS

- % saying YES - By Family Status



Base: Those who have more than 1 employee working in their company or are not self-employed.



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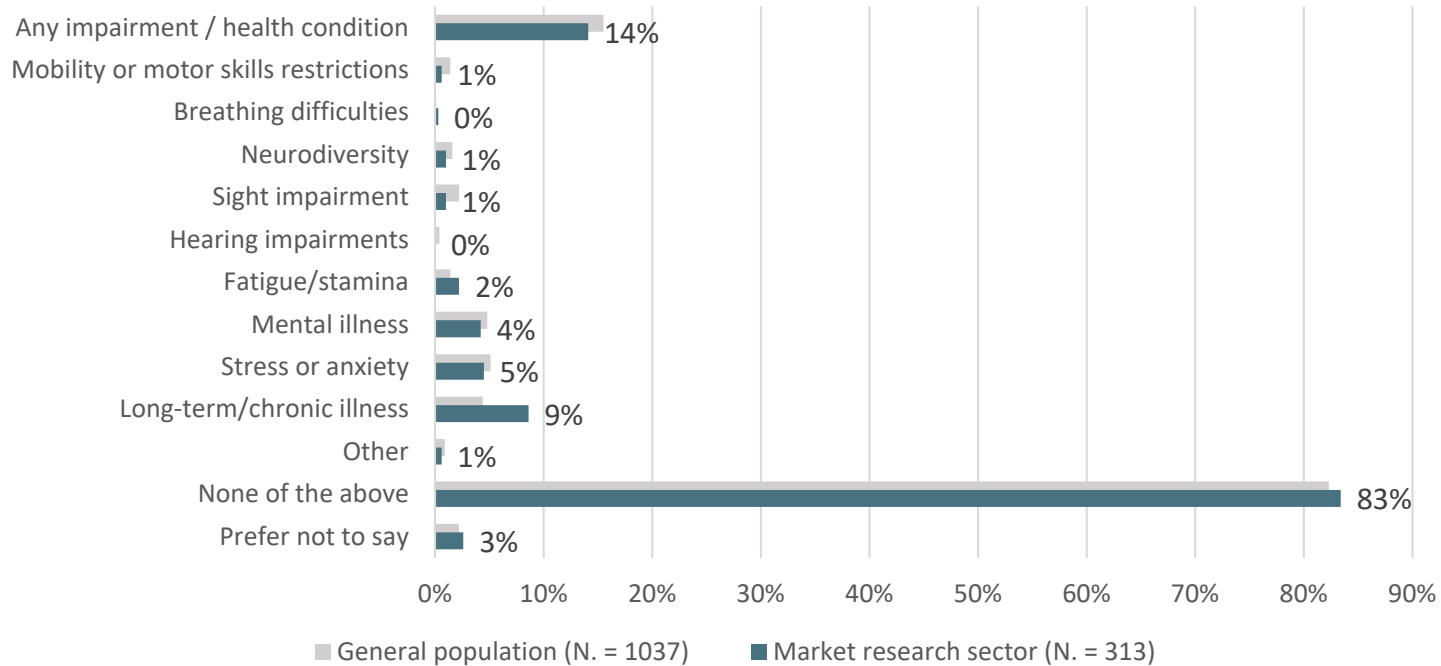
IMPAIRMENTS
AND HEALTH
CONDITIONS

IMPAIRMENTS AND HEALTH CONDITIONS

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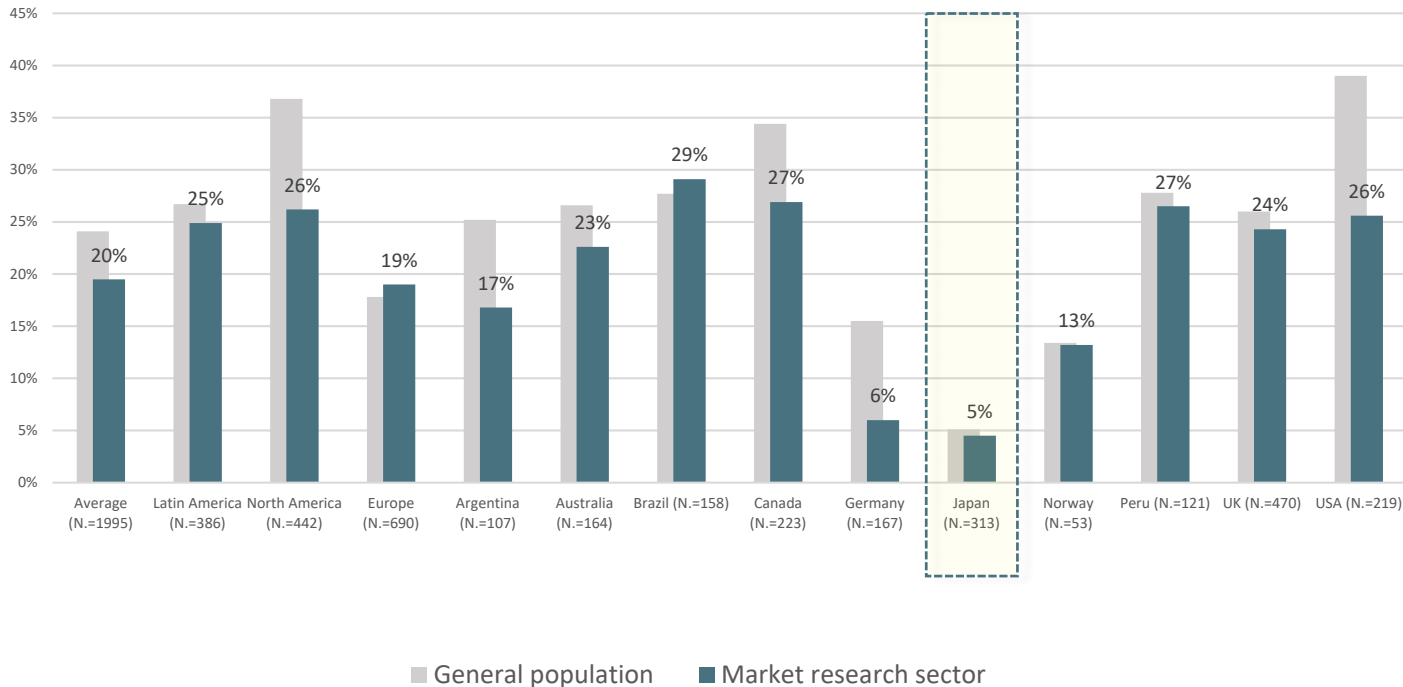


Summary of Impairments / Health Conditions



Stress and anxiety can be seen amongst those working in the MR sector in many countries. The exceptions are Germany, Japan and Peru, countries where the prevalence of stress / anxiety is also relatively low amongst the general population.

% saying they have Stress or anxiety - By Country



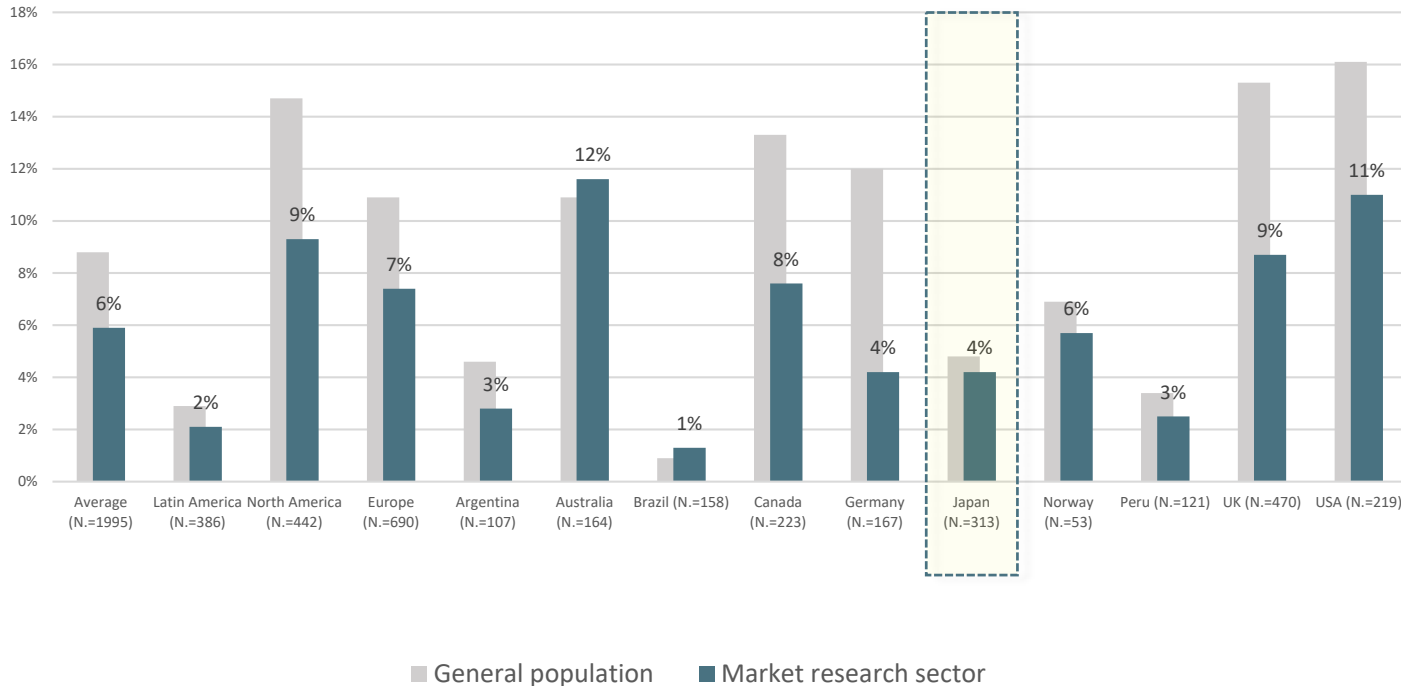
Base: All respondent

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

The proportion of people with mental illness working in the MR sector is relatively high in Australia, the US, the UK and Canada. Australia stands out as a country where the proportion in the MR sector equals that in the general population, whereas elsewhere it tends to be lower.

% saying they have Mental illness - By Country



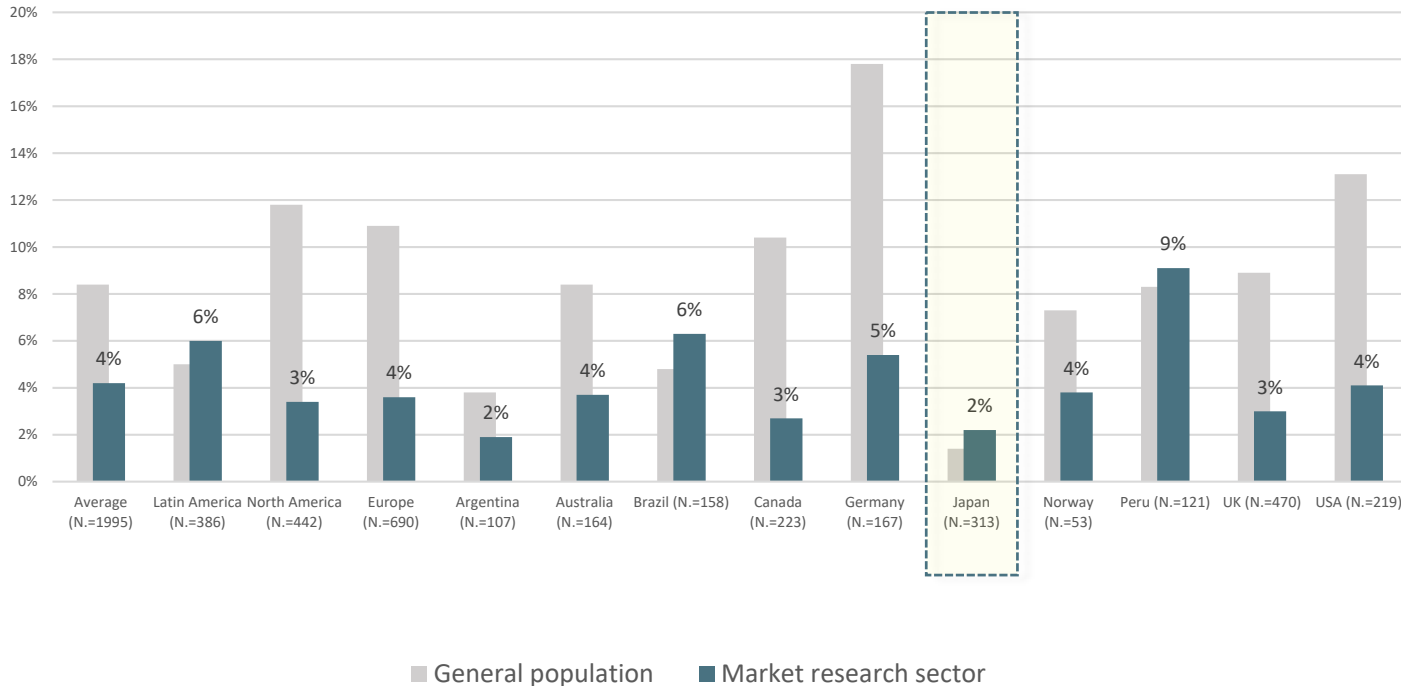
Base: All respondents.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

As a country, Germany stands out as a place where many people in the working population say they have fatigue / low stamina. This is not the case in the MR sector in Germany. In the MR sector, it is in Peru where the highest proportion of people say they have fatigue / low stamina.

% saying they have Fatigue/low stamina - By Country



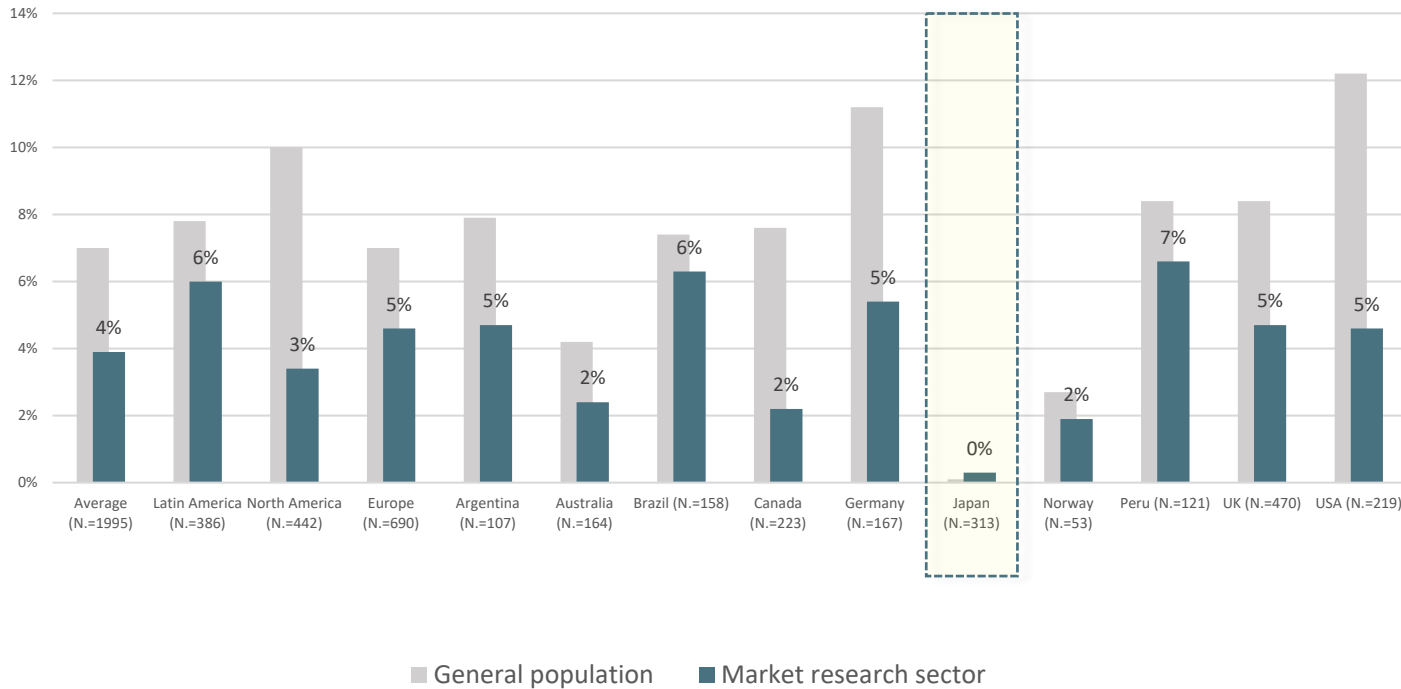
Base: All respondents.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

As countries, Germany and the USA stand out as places where relatively many people in the general working population say they have breathing difficulties. This is not the case in the MR sector in those countries.

% saying they have Breathing difficulties- By Country



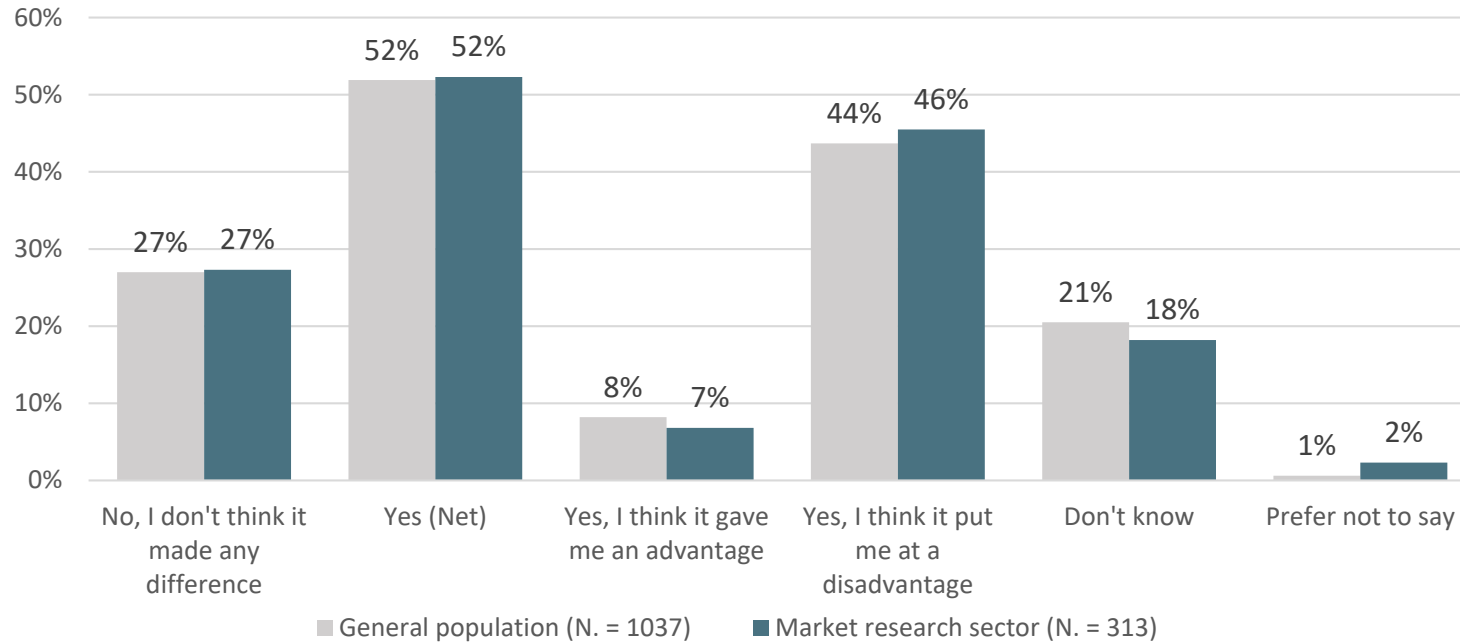
Base: All respondents.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.

Perceived impact of impairments and health conditions

- People with any condition



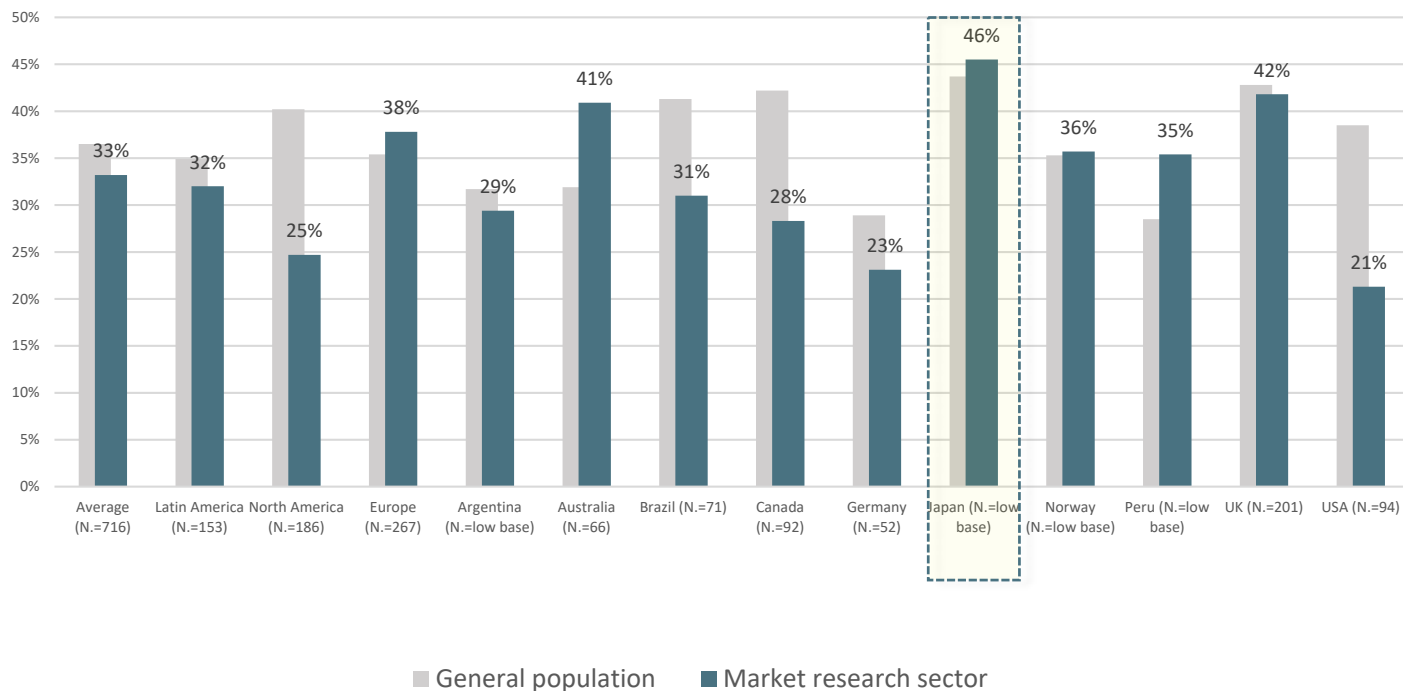
Base: All respondents.

Around one-third of people with impairments / health conditions, both in and outside of the MR sector, say that the health conditions have put them at a disadvantage when it comes to career progression. The proportion is highest in Australia and the UK.

Perceived impact of impairments and health conditions

- People with any condition

% saying it put them at a disadvantage - By Country



Base: People with impairments / health conditions.

Base numbers shown for Market Research Sector only.

See Appendix for general population sample bases.



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PARENTAL
LEAVE

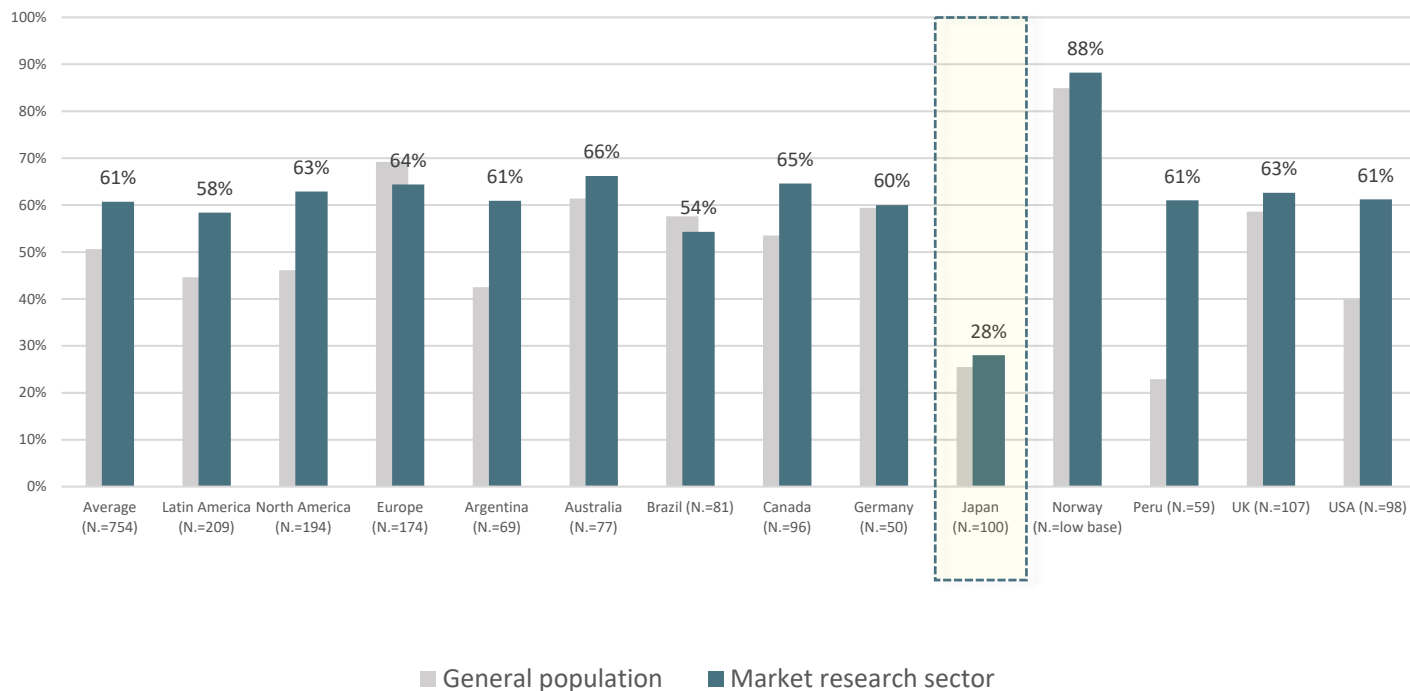
PARENTAL LEAVE

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The proportion of people with children, working in the MR sector, who have taken parental leave is very consistent across countries, at around six-in-ten, with the exception being Japan where only around one-in-four have done so. The low incidence of parental leave is also clearly noticeable amongst the general population in Japan. Argentina and Peru stand out as countries where the taking of parental leave is much more common in the MR sector than amongst the general population.

% who have taken parental leave - By Country



Base: People with children.



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APPENDICES

APPENDICES

The table below shows the bases for general population by country:

	Total (Average across countries)	Latin America (Argentina / Brazil / Peru)	North America (Canada / USA)	Europe (Germany / Norway / UK)	Argentina	Australia	Brazil	Canada	Germany	Japan	Norway	Peru	UK	USA
Total	10447	2596	2126	3682	1070	1006	1088	1025	1095	1037	1488	438	1099	1101
Those who have more than 1 employee working in their company or are not self-employed.	8735	1531	1890	3420	694	930	617	905	1000	963	1417	220	1003	984
People with impairments / health conditions	4612	1133	1188	1661	478	468	449	543	597	161	539	206	525	645
People with children	5392	1549	1036	1879	654	503	600	473	528	425	742	295	610	563

APPENDICES

The table below shows the bases for general population by breaks:

	Total	Industry														
		Accommodation and Food Services	Agriculture, Forestry, Fishing and Hunting	Construction	Consumer Goods and Services	Educational Services	Finance and Insurance	Government	Healthcare and Social Assistance	Manufacturing	Professional Services (Legal, IT Services, Management Consulting, etc.)	Real Estate and Rental and Leasing	Technology	Transportation	Utilities	Other industry
Total	10447	518	170	667	830	842	556	730	1223	804	690	141	641	471	316	1508
Those who have more than 1 employee working in their company or are not self-employed.	8735	401	116	506	658	759	503	708	1118	747	548	98	542	414	270	1137
People with impairments / health conditions	4612	256	88	284	400	383	269	295	613	265	284	60	271	204	145	684
People with children	5392	258	88	382	417	463	292	369	618	448	370	83	338	249	168	685

APPENDICES

The tables below shows the bases for general population by breaks:

	Total	Gender Identity 3 (Includes all countries except Australia and Peru)			Sexual orientation		Gender Identity 3 (Includes all countries except Australia and Peru)					
		Cisgender female	Cisgender male	Not cisgender female or male	Heterosexual	LGBTIQA+	Heterosexual Cisgender Female	Heterosexual Cisgender Male	Heterosexual Not cisgender female or male	LGBTIQA+ Cisgender Female	LGBTIQA+ Cisgender Male	LGBTIQA+ Not cisgender female or male
Total	10447	5110	5082	255	8443	1683	4069	4250	124	877	698	107
Those who have more than 1 employee working in their company or are not self-employed.	8735	4233	4322	179	7147	1370	3414	3646	88	705	585	80
People with impairments / health conditions	4612	2524	1932	156	3603	921	1957	1577	69	531	317	74
People with children	5392	2657	2579	157	4456	782	2132	2242	82	442	285	55

	Impairments or health conditions												Impairments or health conditions	Impact of impairment(s) or health condition(s) on career progression		
	Mobility or motor skills restrictions	Breathing difficulties	Neurodiversity	Sight impairment	Hearing impairments	Fatigue/stamina	Mental illness	Stress or anxiety	Long-term/chronic illness	Other	None of the above	Prefer not to say		Any	No difference	Advantage
Total	509	714	225	927	385	879	948	2450	856	282	5687	148	4612	2171	353	1679
Those who have more than 1 employee working in their company or are not self-employed.	411	589	183	770	333	761	829	1994	703	222	4812	116	3806	1830	302	1359
People with impairments / health conditions	509	714	225	927	385	879	948	2450	856	282	0	0	4612	2171	353	1679
People with children	282	383	121	500	220	471	430	1256	408	136	2963	65	2364	1156	226	793

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The table below shows the bases for general population by breaks:

	Age group 2			Children in household 1					Children in household 2	Taken parental leave		Impact of parental leave on career progression		
	18-34	35-54	55-64	Children under 6 years old	Children 6 to 12 years old	Children 13 to 17 years old	Adult children, 18+ years old	I do not have any children living in household	Children under 18 years old	Yes	No	No difference	Advantage	Disadvantage
Total	3861	4657	1927	1795	2037	1705	1472	4933	4345	2887	2459	1906	352	502
Those who have more than 1 employee working in their company or are not self-employed.	3203	3937	1594	1503	1739	1425	1207	4166	3634	2569	1897	1711	312	438
People with impairments / health conditions	1857	1951	804	769	882	824	602	2185	1944	1312	1033	745	215	303
People with children	1571	3045	776	1795	2037	1705	1472	0	4345	2887	2459	1906	352	502

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The table below shows the bases for general population by breaks:

	Does NOT believe that everyone has the same opportunities to progress and is rewarded fairly by:											Does everyone have the same opportunities				
	Age	Gender	Family Status	Ethnicity/Race/Nationality/migration background/skin colour	National Origin	Nationality/migration background/skin colour [DE]	Religion	Country of Birth	Disability Status	Sexual Orientation/Gender Identity	Social Class	Yes - All	Yes - Any	No - Any	No - three or more	No - All
Total	2874	2295	1909	2172	1803	222	1493	204	3433	1842	1929	3037	9318	5744	3093	364
Those who have more than 1 employee working in their company or are not self-employed.	2363	1845	1516	1723	1400	202	1143	180	2784	1407	1481	2645	7880	4722	2460	271
People with impairments / health conditions	1344	1123	970	1042	829	118	729	122	1674	919	1041	1247	4163	2773	1561	152
People with children	1493	1203	1046	1148	939	111	792	108	1778	994	1032	1615	4899	3037	1638	176

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The table below shows the bases for general population by breaks:

	Personally experienced discrimination				Personally experienced discrimination bases										
	Yes - All	Yes - Any	No - Any	No - All	Age	Gender	Family Status/caring responsibility	Ethnicity/Race/skin colour	Nationality/migration background/skin	National Origin	Country of Birth	Religion/fait h/beliefs	Disability/impairment/health condition	Sexual Orientation/gender Identity	Social Class
Total	164	5066	8183	2615	1521	1201	616	602	140	333	57	486	521	441	566
Those who have more than 1 employee working in their company or are not self-employed.	164	5066	8183	2615	1521	1201	616	602	140	333	57	486	521	441	566
People with impairments / health conditions	100	2544	3581	901	842	699	363	331	84	171	26	291	399	249	335
People with children	98	2671	4211	1332	764	638	400	355	68	223	34	299	296	240	324

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The table below shows the bases for general population by breaks:

	Witnessed discrimination				Witnessed discrimination bases										
	Yes - All	Yes - Any	No - Any	No - All	Age	Gender	Family Status/caring responsibility	Ethnicity/Race/skin colour	Nationality/migration background/skin	National Origin	Country of Birth	Religion/fait h/beliefs	Disability/impairment/health condition	Sexual Orientation/gender Identity	Social Class
Total	266	4512	8039	3397	1236	1284	568	727	128	396	56	487	500	491	600
Those who have more than 1 employee working in their company or are not self-employed.	266	4512	8039	3397	1236	1284	568	727	128	396	56	487	500	491	600
People with impairments / health conditions	150	2306	3509	1198	697	754	338	413	82	210	35	295	333	293	340
People with children	162	2401	4136	1708	681	716	359	406	65	240	33	285	276	276	340

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