多様性・平等性・包括性
Diversity, Equality ＆Inclusivity

DEIグローバル調査2021

【付帯資料】対象者特性

年齢

【調査1　MR業界】

Q1. How old are you?
Base: All Respondents [Except UK]

	Total	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	**1525**	**0**	**386**	**442**	**220**	**107**	**164**	**158**	**223**	**167**	**313**	**53**	**121**	**0**	**219**
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%
18-34 (Net)	27.2%	27.3%	22.3%	22.9%	39.6%	18.7%	12.2%	9.5%	28.7%	39.5%	38.7%	39.6%	42.2%	-	16.9%
18-24 (21)	3.9%	4.0%	5.2%	2.0%	6.4%	3.7%	-	2.5%	2.2%	7.2%	5.1%	3.8%	9.9%	-	1.8%
25-34 (29.5)	23.3%	23.3%	17.1%	20.8%	33.2%	15.0%	12.2%	7.0%	26.5%	32.3%	33.6%	35.9%	32.2%	-	15.1%
35-54 (Net)	51.2%	51.5%	56.0%	49.1%	45.9%	76.6%	54.3%	45.6%	50.2%	47.9%	50.2%	39.6%	51.2%	-	48.0%
35-44 (39.5)	24.3%	24.3%	26.2%	21.0%	25.9%	32.7%	23.8%	20.3%	24.2%	28.7%	25.9%	17.0%	28.1%	-	17.8%
45-54 (49.5)	26.8%	27.2%	29.8%	28.1%	20.0%	43.9%	30.5%	25.3%	26.0%	19.2%	24.3%	22.6%	23.1%	-	30.1%
55-64 (59.5)	16.7%	16.4%	17.1%	21.7%	12.3%	2.8%	20.7%	35.4%	18.4%	10.2%	10.2%	18.9%	5.8%	-	25.1%
65 or older (69.5)	4.4%	4.4%	4.7%	4.8%	2.3%	1.9%	12.8%	9.5%	1.8%	2.4%	0.6%	1.9%	0.8%	-	7.8%
Prefer not to say	0.5%	0.4%	-	1.6%	-	-	-	-	0.9%	-	0.3%	-	-	-	2.3%
Sigma	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%
Mean (In Years)	43.82	43.77	44.63	45.71	40.14	42.83	49.32	50.8	43.29	39.61	39.87	41.82	38.16	0	48.22
Std. Dev.	12.34	0	12.21	12.25	12.03	9.46	12.06	11.89	11.72	11.8	11.07	12.71	10.91	0	12.31
Std. Err.	0.32	0	0.62	0.59	0.81	0.91	0.94	0.95	0.79	0.91	0.63	1.75	0.99	0	0.84

【調査2　一般勤労者】

Q1. How old are you?
Base: All Respondents

	Total	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**	**0**	**2596**	**2126**	**3682**	**1070**	**1006**	**1088**	**1025**	**1095**	**1037**	**1488**	**438**	**1099**	**1101**
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
18-34 (Net)	37.0%	37.7%	45.5%	38.2%	32.7%	43.0%	36.4%	47.6%	36.0%	32.8%	28.7%	29.8%	46.3%	36.6%	40.2%
18-24 (21)	14.8%	15.1%	18.7%	16.7%	12.9%	16.9%	13.0%	20.2%	13.7%	12.2%	9.7%	12.5%	19.3%	14.2%	19.5%
25-34 (29.5)	22.1%	22.6%	26.8%	21.5%	19.8%	26.1%	23.4%	27.4%	22.3%	20.6%	19.0%	17.3%	27.1%	22.4%	20.7%
35-54 (Net)	44.6%	44.2%	41.7%	39.7%	46.7%	43.3%	48.1%	40.5%	41.8%	43.7%	50.9%	51.2%	40.8%	43.6%	37.8%
35-44 (39.5)	22.6%	22.5%	23.6%	20.5%	22.2%	24.9%	24.7%	22.6%	21.7%	19.6%	23.3%	25.1%	23.1%	20.8%	19.5%
45-54 (49.5)	22.0%	21.7%	18.1%	19.2%	24.5%	18.4%	23.4%	17.9%	20.1%	24.2%	27.6%	26.1%	17.7%	22.8%	18.3%
55-64 (59.5)	18.4%	18.1%	12.8%	22.1%	20.6%	13.6%	15.6%	11.9%	22.2%	23.5%	20.4%	19.0%	12.9%	19.8%	21.9%
Prefer not to say	0.0%	0.0%	0.0%	0.1%	-	0.1%	-	-	-	-	-	-	-	-	0.1%
Sigma	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean (In Years)	40.44	40.22	37.72	40.59	41.7	38.32	40.21	37.19	41.19	42.29	42.65	41.87	37.57	40.88	40.04
Std. Dev.	12.96	0	12.53	13.6	12.89	12.48	12.38	12.53	13.25	13.15	12.31	12.52	12.61	13.09	13.91
Std. Err.	0.13	0	0.25	0.3	0.21	0.38	0.39	0.38	0.41	0.4	0.38	0.32	0.6	0.39	0.42

就業形態

【調査１　ＭＲ業界】

QS4. Which of the following best describes your current employment situation?
Base: All Respondents [Variable-base if a variable is not included in all countries]

	Total	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	**1995**	**0**	**386**	**442**	**690**	**107**	**164**	**158**	**223**	**167**	**313**	**53**	**121**	**470**	**219**
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
I am currently employed in a market research, insig	82.0%	82.1%	72.0%	85.5%	82.9%	74.8%	62.8%	50.0%	88.3%	90.4%	97.1%	98.1%	98.4%	78.5%	82.7%
I am self-employed in market research, insight, data	14.6%	14.9%	23.6%	11.8%	13.2%	24.3%	31.1%	39.9%	9.9%	7.8%	1.9%	1.9%	1.7%	16.4%	13.7%
I have recently chosen to leave the market research	1.8%	2.3%	2.9%	1.4%	1.5%	0.9%	4.9%	6.3%	0.9%	1.2%	0.3%	-	-	1.7%	1.8%
I have recently been laid off / furloughed	1.5%	1.7%	1.6%	1.4%	2.0%	-	1.2%	3.8%	0.9%	0.6%	0.6%	-	-	2.8%	1.8%
I have recently been made redundant from a marke	0.6%	0.6%	-	-	0.6%	-	-	-	-	-	-	-	-	0.6%	-

【調査２　一般勤労者】

QS3. Which statement best describes your employment status?
Base: All Respondents

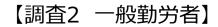|	Total	Total (Average across countries)	Latin America (Argentina / Brazil / Peru)	North America (Canada / USA)	Europe (Germany / Norway / UK)	Argentina	Australia	Brazil	Canada	Germany	Japan	Norway	Peru	UK	USA
Total	**10447**	**0**	**2596**	**2126**	**3682**	**1070**	**1006**	**1088**	**1025**	**1095**	**1037**	**1488**	**438**	**1099**	**1101**
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
I'm currently employed full-time or part-time	79.2%	76.9%	55.2%	83.4%	89.0%	64.6%	87.3%	48.9%	79.5%	84.4%	88.9%	93.6%	47.6%	87.2%	87.0%
I'm self-employed	14.4%	16.5%	36.1%	9.9%	6.1%	28.8%	6.8%	39.7%	10.1%	7.2%	6.2%	4.3%	44.9%	7.6%	9.8%
I recently chose to leave my current role (e.g., retir	3.7%	3.7%	3.1%	4.7%	3.5%	3.4%	4.0%	3.2%	8.8%	6.7%	3.5%	1.6%	2.0%	3.0%	0.9%
I have recently been laid off / furloughed	2.7%	2.9%	5.7%	2.0%	1.4%	3.2%	1.9%	8.2%	1.7%	1.8%	1.4%	0.6%	5.5%	2.2%	2.4%
Sigma	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

就業形態（フルタイム・パートタイム）

【調査1　MR業界】

Q19. Are you working/did you work full or part-time?
Base: All Respondents [Except UK] / Those who have not chosen to leave market research/insight/data analytics sector recently [UK]

	Total	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	**1987**	**0**	**386**	**442**	**682**	**107**	**164**	**158**	**223**	**167**	**313**	**53**	**121**	**462**	**219**
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Working full-time	87.3%	88.6%	85.5%	95.5%	78.5%	91.6%	84.8%	72.8%	94.2%	80.8%	98.4%	94.3%	96.7%	75.8%	96.8%
Working part-time	11.6%	10.4%	12.4%	4.5%	19.8%	7.5%	14.6%	24.1%	5.8%	19.2%	1.0%	5.7%	1.7%	21.7%	3.2%
Prefer not to say	1.2%	1.0%	2.1%	-	1.8%	0.9%	0.6%	3.2%	-	-	0.6%	-	1.7%	2.6%	-
Sigma	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

【調査2　一般勤労者】

Q19. Are you working/did you work full or part-time?
Base: All Respondents

	Total	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**	**0**	**2596**	**2126**	**3682**	**1070**	**1006**	**1088**	**1025**	**1095**	**1037**	**1488**	**438**	**1099**	**1101**
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Working full-time	74.5%	73.7%	66.7%	77.2%	77.5%	64.7%	73.6%	68.7%	74.3%	72.1%	78.6%	82.5%	66.8%	76.3%	79.9%
Working part-time	23.7%	24.3%	28.8%	21.8%	21.5%	32.7%	25.8%	24.9%	24.2%	25.4%	20.8%	17.4%	29.0%	23.2%	19.7%
Prefer not to say	1.8%	2.0%	4.5%	0.9%	0.9%	2.7%	0.6%	6.4%	1.5%	2.5%	0.7%	0.1%	4.3%	0.5%	0.4%
Sigma	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

現在の職場での勤続年数

【調査1　MR業界】

	Total	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	**1995**	**0**	**386**	**442**	**690**	**107**	**164**	**158**	**223**	**167**	**313**	**53**	**121**	**470**	**219**
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Under 5 years (Net)	41.0%	45.0%	41.5%	50.2%	32.6%	45.8%	39.0%	32.9%	54.3%	61.7%	46.7%	54.7%	48.8%	19.8%	46.1%
Under 2 years (Subnet)	21.6%	24.9%	21.8%	29.0%	15.2%	25.2%	22.6%	15.8%	28.3%	34.1%	24.6%	35.9%	26.5%	6.2%	29.7%
Under 1 year (0.5)	10.5%	12.5%	11.1%	14.5%	6.8%	11.2%	12.8%	8.9%	13.9%	20.4%	11.2%	17.0%	14.1%	0.9%	15.1%
1 to 2 years (1.5)	11.1%	12.4%	10.6%	14.5%	8.4%	14.0%	9.8%	7.0%	14.4%	13.8%	13.4%	18.9%	12.4%	5.3%	14.6%
3 to 5 years (4)	19.4%	20.1%	19.7%	21.3%	17.4%	20.6%	16.5%	17.1%	26.0%	27.5%	22.0%	18.9%	22.3%	13.6%	16.4%
6 or more years (Net)	57.9%	53.7%	54.9%	49.3%	66.8%	51.4%	61.0%	62.7%	45.3%	37.7%	52.7%	45.3%	47.9%	79.6%	53.4%
6 to 9 years (7.5)	14.5%	13.7%	10.6%	15.4%	12.5%	10.3%	20.7%	11.4%	13.5%	7.8%	19.2%	13.2%	9.9%	14.0%	17.4%
10 years or more (12.5)	43.5%	40.0%	44.3%	33.9%	54.4%	41.1%	40.2%	51.3%	31.8%	29.9%	33.6%	32.1%	38.0%	65.5%	36.1%
Prefer not to say	1.1%	1.3%	3.6%	0.5%	0.6%	2.8%	-	4.4%	0.5%	0.6%	0.6%	-	3.3%	0.6%	0.5%
Sigma	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean (No. of Years)	7.6	7.18	7.61	6.57	8.63	7.2	7.45	8.47	6.34	5.77	6.81	6.12	6.87	9.94	6.79
Std. Dev.	4.76	0	4.87	4.76	4.58	4.92	4.69	4.69	4.69	4.81	4.6	4.9	4.92	3.82	4.84
Std. Err.	0.11	0	0.25	0.23	0.17	0.48	0.37	0.38	0.31	0.37	0.26	0.67	0.45	0.18	0.33

【調査2　一般勤労者】

	Total	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**	**0**	**2596**	**2126**	**3682**	**1070**	**1006**	**1088**	**1025**	**1095**	**1037**	**1488**	**438**	**1099**	**1101**
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Under 5 years (Net)	53.4%	54.7%	62.7%	54.6%	49.5%	54.0%	53.4%	68.0%	50.8%	49.3%	41.8%	45.7%	70.8%	54.8%	58.2%
Under 2 years (Subnet)	30.2%	31.5%	39.7%	30.8%	26.7%	30.3%	26.4%	44.3%	29.1%	23.8%	21.9%	29.1%	51.2%	26.2%	32.3%
Under 1 year (0.5)	13.0%	13.7%	18.0%	13.3%	10.2%	12.8%	11.8%	20.2%	13.0%	8.9%	10.5%	12.1%	25.3%	8.8%	13.7%
1 to 2 years (1.5)	17.3%	17.8%	21.7%	17.4%	16.5%	17.5%	14.7%	24.1%	16.2%	14.9%	11.3%	17.0%	25.9%	17.5%	18.6%
3 to 5 years (4)	23.2%	23.2%	23.1%	23.9%	22.8%	23.8%	27.0%	23.8%	21.7%	25.4%	20.0%	16.5%	19.6%	28.6%	26.0%
6 or more years (Net)	45.2%	43.7%	33.6%	44.9%	49.7%	42.0%	46.4%	29.0%	48.7%	48.6%	57.3%	54.3%	24.6%	44.6%	41.4%
6 to 9 years (7.5)	13.7%	13.4%	11.0%	14.7%	13.9%	12.1%	15.8%	10.9%	13.4%	15.1%	15.4%	12.9%	8.4%	14.1%	16.0%
10 years or more (12.5)	31.5%	30.3%	22.6%	30.2%	35.8%	29.9%	30.6%	18.1%	35.3%	33.5%	41.9%	41.3%	16.2%	30.5%	25.4%
Prefer not to say	1.4%	1.6%	3.7%	0.5%	0.8%	4.0%	0.2%	3.0%	0.5%	2.1%	0.9%	0.1%	4.6%	0.6%	0.4%
Sigma	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean (No. of Years)	6.3	6.14	5.18	6.19	6.78	6.16	6.38	4.63	6.62	6.75	7.48	7.12	4.15	6.36	5.78
Std. Dev.	4.71	0	4.55	4.66	4.73	4.7	4.56	4.31	4.8	4.6	4.73	4.93	4.28	4.53	4.48
Std. Err.	0.05	0	0.09	0.1	0.08	0.15	0.14	0.13	0.15	0.14	0.15	0.13	0.21	0.14	0.14

従業員人数

【調査1　MR業界】

Q14. How many people work/worked for the organization where you work, including yourself?
Base: All Respondents [Except AU]

	Total	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	1831	0	386	442	690	107	0	158	223	167	313	53	121	470	219
	100%	100.0%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%
1 employee (i.e. self-employed/freelancer/consulta	7.6%	6.5%	10.9%	6.6%	9.7%	9.4%	-	19.0%	7.6%	1.8%	0.3%	-	1.7%	13.6%	5.5%
2 to 49 employees (25.5)	29.0%	34.9%	41.7%	29.9%	30.7%	56.1%	-	38.6%	28.3%	27.5%	8.3%	62.3%	33.1%	28.3%	31.5%
50 to 249 employees (149.5)	24.3%	26.8%	25.4%	22.0%	24.9%	13.1%	-	12.7%	19.7%	47.9%	24.6%	30.2%	52.9%	16.2%	24.2%
250 to 999 employees (624.5)	15.7%	12.6%	3.6%	22.6%	11.5%	4.7%	-	3.2%	30.5%	10.2%	30.4%	3.8%	3.3%	12.8%	14.6%
1,000 to 2,499 employees (1749.5)	8.6%	6.2%	2.9%	3.9%	5.1%	4.7%	-	3.8%	1.4%	3.6%	30.0%	-	-	6.2%	6.4%
2,500 to 4,999 employees (3749.5)	3.0%	2.2%	0.8%	2.5%	3.8%	1.9%	-	0.6%	3.1%	1.2%	4.5%	1.9%	-	4.9%	1.8%
5,000 or more employees (6250)	7.8%	6.1%	4.2%	10.6%	10.9%	4.7%	-	5.7%	7.6%	6.6%	1.6%	-	1.7%	13.6%	13.7%
Not applicable	2.8%	3.2%	8.3%	1.4%	1.9%	5.6%	-	13.9%	1.4%	-	-	-	3.3%	2.8%	1.4%
Prefer not to say	1.3%	1.5%	2.3%	0.7%	1.6%	-	-	2.5%	0.5%	1.2%	0.3%	1.9%	4.1%	1.7%	0.9%
Sigma	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean (No. of employees)	928.71	731.42	458.07	1027.9	1063.05	537.15	0	592.38	860.33	669.69	1024.68	158.31	228.46	1312.39	1199.39
Std. Dev.	1759.58	0	1359.94	1940.29	2009.19	1455.66	0	1611.27	1709.53	1582.33	1121.33	522.34	823.61	2197.79	2141.5
Std. Err.	41.99	0	73.22	93.24	77.85	144.84	0	140.24	115.52	123.18	63.48	72.44	77.82	103.72	146.39

【調査2　一般勤労者】

Q14. How many people work/worked for the organization where you work, including yourself?
Base: All Respondents [Except AU]

	Total	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	9441	0	2596	2126	3682	1070	0	1088	1025	1095	1037	1488	438	1099	1101
	100%	100.0%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%
1 employee (i.e. self-employed/freelancer/consulta	9.6%	10.5%	21.4%	7.0%	4.2%	19.6%	-	24.0%	7.2%	4.1%	4.3%	3.3%	19.5%	5.6%	6.7%
2 to 49 employees (25.5)	27.5%	28.3%	32.0%	22.4%	25.7%	34.5%	-	26.6%	24.1%	26.8%	33.3%	29.2%	39.6%	19.8%	20.8%
50 to 249 employees (149.5)	18.4%	18.0%	13.5%	18.8%	21.4%	13.9%	-	13.0%	19.6%	22.7%	19.3%	21.3%	13.6%	20.3%	18.1%
250 to 999 employees (624.5)	14.2%	13.9%	9.0%	16.1%	17.0%	10.2%	-	7.6%	12.2%	18.0%	13.5%	15.5%	9.8%	18.2%	19.7%
1,000 to 2,499 employees (1749.5)	6.5%	6.2%	3.2%	8.3%	7.5%	2.9%	-	3.2%	8.9%	6.4%	7.6%	8.3%	3.7%	7.5%	7.6%
2,500 to 4,999 employees (3749.5)	4.2%	3.9%	2.5%	5.2%	5.0%	2.6%	-	3.2%	5.4%	4.7%	3.7%	5.2%	0.4%	5.2%	5.1%
5,000 or more employees (6250)	13.4%	12.5%	5.6%	17.9%	16.1%	6.8%	-	5.8%	16.9%	13.1%	14.0%	15.1%	2.1%	20.3%	18.7%
Not applicable	4.7%	5.0%	9.8%	3.5%	2.2%	6.9%	-	13.4%	4.5%	3.1%	2.7%	1.5%	8.0%	2.4%	2.5%
Prefer not to say	1.5%	1.7%	3.0%	1.0%	0.8%	2.6%	-	3.2%	1.2%	1.3%	1.6%	0.6%	3.3%	0.6%	0.7%
Sigma	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean (No. of employees)	1311.13	1225.02	668.54	1664.99	1514.44	737.76	0	734.38	1619.52	1312.71	1321.6	1449.87	342.15	1800.89	1706.27
Std. Dev.	2179.41	0	1617.16	2373.63	2283.96	1716.47	0	1696.9	2352.9	2139.78	2190.4	2236.31	1027.01	2453.46	2392.65
Std. Err.	23.23	0	34.12	52.85	38.34	55.4	0	56.59	75.94	66.58	69.58	58.61	52.21	75.39	73.59

直属の部下の人数

【調査1 MR業界】

Q15. How many direct reports do/did you have?
Base: All Respondents [Except UK]

	Total	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	**1525**	**0**	**386**	**442**	**220**	**107**	**164**	**158**	**223**	**167**	**313**	**53**	**121**	**0**	**219**
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%
1 direct report (1)	9.5%	9.2%	10.4%	14.9%	4.6%	9.4%	11.6%	6.3%	17.5%	6.0%	3.2%	-	16.5%	-	12.3%
'2-7 direct report (Net)	24.6%	24.3%	29.3%	29.0%	15.0%	30.8%	31.7%	28.5%	26.9%	17.4%	15.7%	7.6%	28.9%	-	31.1%
'2-3 direct reports (2.5)	13.7%	13.5%	15.8%	17.2%	9.6%	18.7%	18.9%	14.6%	16.6%	12.0%	6.4%	1.9%	14.9%	-	17.8%
'4-7 direct reports (5.5)	10.9%	10.8%	13.5%	11.8%	5.5%	12.2%	12.8%	13.9%	10.3%	5.4%	9.3%	5.7%	14.1%	-	13.2%
8+ direct reports (9.5)	12.7%	12.7%	12.4%	9.3%	17.7%	15.9%	11.0%	12.7%	8.1%	19.2%	15.0%	13.2%	9.1%	-	10.5%
I do not currently have any direct reports, but I hav	16.5%	16.6%	16.3%	22.0%	10.0%	13.1%	23.2%	20.3%	22.4%	7.8%	10.2%	17.0%	14.1%	-	21.5%
I have never had direct reports at my organization	34.0%	34.5%	27.5%	23.3%	50.9%	28.0%	20.7%	28.5%	22.9%	47.9%	52.4%	60.4%	25.6%	-	23.7%
Prefer not to say	2.7%	2.7%	4.2%	1.6%	1.8%	2.8%	1.8%	3.8%	2.2%	1.8%	3.5%	1.9%	5.8%	-	0.9%
Sigma	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%
Mean (No. of direct reports)	4.79	5.11	4.65	3.96	6.09	4.88	4.3	5.05	3.67	5.82	6.28	7.77	3.98	0	4.26
Std. Dev.	3.26	0	3.15	3.01	3.49	3.27	3.06	3.11	2.96	3.56	3.19	2.53	3.02	0	3.04
Std. Err.	0.12	0	0.22	0.2	0.39	0.42	0.32	0.36	0.27	0.42	0.31	0.76	0.37	0	0.28

【調査2 一般勤労者】

Q15. How many direct reports do/did you have?
Base: All Respondents

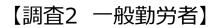|	Total	Total (Average across countries)	Latin America (Argentina / Brazil / Peru)	North America (Canada / USA)	Europe (Germany / Norway / UK)	Argentina	Australia	Brazil	Canada	Germany	Japan	Norway	Peru	UK	USA
Total	**10447**	**0**	**2596**	**2126**	**3682**	**1070**	**1006**	**1088**	**1025**	**1095**	**1037**	**1488**	**438**	**1099**	**1101**
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 direct report (1)	11.7%	12.4%	15.8%	14.9%	7.6%	15.6%	16.9%	14.4%	17.0%	6.0%	4.3%	5.7%	19.6%	11.7%	12.9%
'2-7 direct report (Net)	25.3%	25.8%	25.1%	30.3%	24.1%	24.2%	28.9%	24.8%	27.0%	27.8%	16.8%	14.9%	27.9%	32.9%	33.3%
'2-3 direct reports (2.5)	16.3%	16.8%	18.1%	19.6%	13.5%	17.8%	21.0%	17.6%	18.6%	15.5%	10.0%	7.6%	20.3%	19.6%	20.4%
'4-7 direct reports (5.5)	9.1%	9.0%	6.9%	10.7%	10.6%	6.5%	7.8%	7.1%	8.3%	12.3%	6.8%	7.3%	7.6%	13.4%	12.9%
8+ direct reports (9.5)	9.8%	9.5%	7.9%	9.7%	12.2%	10.0%	6.4%	6.8%	7.3%	17.0%	9.4%	10.7%	5.7%	9.3%	11.9%
I do not currently have any direct reports, but I hav	10.9%	10.8%	9.4%	11.5%	11.4%	9.7%	13.6%	8.9%	11.5%	10.9%	8.7%	12.2%	10.2%	10.6%	11.5%
I have never had direct reports at my organization	39.5%	38.3%	36.9%	31.5%	43.0%	37.3%	31.1%	39.6%	34.7%	35.6%	58.5%	55.4%	28.9%	33.5%	28.5%
Prefer not to say	2.9%	3.2%	5.0%	2.1%	1.8%	3.2%	3.2%	5.5%	2.5%	2.6%	2.4%	1.1%	7.8%	2.1%	1.9%
Sigma	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean (No. of direct reports)	4.17	4.15	3.58	3.91	4.91	3.83	3.32	3.53	3.49	5.39	5.12	5.33	3.12	4.12	4.27
Std. Dev.	3.12	0	2.97	3.01	3.22	3.16	2.72	2.88	2.87	3.24	3.26	3.37	2.64	2.92	3.07
Std. Err.	0.05	0	0.08	0.09	0.08	0.14	0.12	0.13	0.13	0.14	0.18	0.16	0.18	0.12	0.12

勤務先の業種（調査2）

【調査2　一般勤労者】

Q17. Which of the following best describes the industry you work/worked in?
Base: All Respondents

	Total	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**	**0**	**2596**	**2126**	**3682**	**1070**	**1006**	**1088**	**1025**	**1095**	**1037**	**1488**	**438**	**1099**	**1101**
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Healthcare and Social Assistance	11.7%	11.1%	5.6%	12.4%	15.0%	4.9%	11.8%	6.7%	12.3%	15.8%	13.8%	15.9%	4.7%	13.1%	12.5%
Educational Services	8.1%	7.9%	6.3%	7.8%	9.2%	8.0%	11.8%	4.0%	7.9%	5.7%	5.5%	11.9%	8.2%	8.9%	7.7%
Consumer Goods and Services	8.0%	8.1%	10.0%	8.2%	5.7%	9.5%	7.2%	11.2%	8.6%	5.6%	10.9%	5.0%	8.2%	7.0%	7.9%
Manufacturing	7.7%	7.7%	5.0%	6.2%	7.6%	4.6%	5.4%	5.0%	5.4%	9.7%	20.1%	5.6%	5.8%	8.3%	6.9%
Government	7.0%	6.7%	5.1%	5.9%	8.3%	6.6%	11.9%	3.7%	7.9%	4.4%	4.7%	12.0%	4.7%	7.1%	4.1%
Professional Services (Legal, IT Services, Manage...	6.6%	6.5%	5.9%	7.5%	6.6%	5.9%	8.9%	6.6%	7.3%	5.9%	4.5%	5.6%	4.3%	8.5%	7.7%
Construction	6.4%	6.5%	7.3%	4.9%	7.0%	6.9%	5.9%	6.8%	3.9%	5.9%	5.4%	7.9%	9.7%	7.0%	5.7%
Technology	6.1%	6.0%	6.9%	6.9%	6.5%	6.3%	3.8%	8.2%	5.4%	7.1%	3.8%	6.5%	5.2%	5.8%	8.3%
Finance and Insurance	5.3%	5.3%	3.2%	7.7%	5.1%	3.5%	7.7%	3.3%	6.9%	6.8%	4.2%	2.3%	2.2%	7.4%	8.5%
Accommodation and Food Services	5.0%	5.2%	6.9%	5.7%	3.3%	7.3%	3.7%	6.9%	6.1%	4.2%	5.6%	1.6%	6.2%	4.6%	5.4%
Transportation	4.5%	4.6%	4.1%	4.2%	5.0%	4.2%	3.9%	3.4%	4.9%	5.6%	5.0%	5.4%	5.7%	4.0%	3.5%
Utilities	3.0%	3.3%	6.3%	1.6%	2.2%	5.8%	1.5%	6.8%	2.3%	3.1%	2.2%	1.4%	6.1%	2.5%	1.0%
Agriculture, Forestry, Fishing and Hunting	1.6%	1.8%	2.3%	1.4%	1.7%	1.8%	1.3%	2.0%	2.3%	1.8%	0.6%	1.8%	4.4%	1.4%	0.7%
Real Estate and Rental and Leasing	1.4%	1.3%	1.3%	1.2%	1.5%	1.7%	1.4%	1.2%	0.9%	2.2%	1.5%	0.8%	0.4%	1.7%	1.5%
Other industry	14.4%	14.4%	17.7%	16.5%	13.2%	17.0%	12.7%	19.2%	15.1%	12.4%	7.9%	15.5%	15.8%	11.1%	17.9%
Prefer not to say	3.3%	3.7%	6.1%	2.0%	2.1%	6.3%	1.3%	5.0%	2.9%	4.0%	4.5%	1.0%	8.6%	1.8%	1.1%
Sigma	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

性自認

【調査1 MR業界】

Q3. How do you identify?
Base: All Respondents [Except UK, AU, PE]

	Total	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	**1240**	**0**	**265**	**442**	**220**	**107**	**0**	**158**	**223**	**167**	**313**	**53**	**0**	**0**	**219**
	100%	100.0%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	-	-	100%
Cisgender female (gender conforming)	56.9%	59.0%	69.8%	58.6%	55.0%	67.3%	-	71.5%	61.4%	53.9%	44.7%	58.5%	-	-	55.7%
Cisgender male (gender conforming)	38.6%	36.1%	22.6%	35.8%	41.8%	27.1%	-	19.6%	34.5%	43.1%	53.7%	37.7%	-	-	37.0%
Nonbinary	0.4%	0.4%	1.1%	0.2%		0.9%	-	1.3%	0.5%	-	0.3%	-	-	-	-
Transgender male	0.2%	0.2%	0.8%	-	-	-	-	1.3%	-	-	0.3%	-	-	-	-
Transgender female	0.2%	0.3%	0.8%	-	0.5%	0.9%	-	0.6%	-	0.6%	-	-	-	-	-
Prefer to self describe	2.5%	2.8%	3.0%	3.9%	2.3%	2.8%	-	3.2%	2.7%	1.8%	0.3%	3.8%	-	-	5.0%
Prefer not to say	1.2%	1.1%	1.9%	1.6%	0.5%	0.9%	-	2.5%	0.9%	0.6%	0.6%	-	-	-	2.3%
Sigma	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	100.0%

【調査2 一般勤労者】

Q3. How do you identify?
Base: All Respondents [Except AU, PE]

	Total	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	**9003**	**0**	**2158**	**2126**	**3682**	**1070**	**0**	**1088**	**1025**	**1095**	**1037**	**1488**	**0**	**1099**	**1101**
	100%	100.0%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	-	100%	100%
Cisgender female (gender conforming)	49.0%	49.1%	50.5%	50.3%	48.6%	50.6%	-	50.4%	50.4%	49.0%	44.9%	47.5%	-	49.8%	50.2%
Cisgender male (gender conforming)	48.8%	48.7%	46.9%	47.4%	49.1%	46.8%	-	47.0%	48.6%	46.2%	54.6%	52.4%	-	47.7%	46.3%
Transgender male	1.4%	1.5%	1.6%	1.8%	1.4%	1.3%	-	1.9%	0.9%	3.2%	0.3%	0.1%	-	1.4%	2.7%
Transgender female	0.7%	0.7%	1.0%	0.5%	0.8%	1.3%	-	0.6%	0.1%	1.6%	0.2%	-	-	1.2%	0.9%
Nonbinary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer to self describe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%

INV73681 - 2021 GRBN Diversity, Inclusion and Equality Survey

性的指向

ヘテロセクシュアル（異性に性愛感情が向く人・異性愛）
LGBTQA計
　ゲイ（男性に性愛感情が向く男性）
　バイセクシュアル(男女どちらにも性愛感情が向く人・両性愛)
　アセクシュアル（他者に性愛感情が向かない人）
　レズビアン（女性に性愛感情が向く女性）
　クエスチョニング（自身の性自認・性指向が決まっていない人）
　クィア（性的少数者）
　パンセクシャル（性別関係なく性愛感情をもつ人・全性愛）
　同性愛

【調査1　MR業界】

Q4. Which of the following best describes your sexual orientation?
Base: All Respondents

	Total	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	**1995**	**0**	**386**	**442**	**690**	**107**	**164**	**158**	**223**	**167**	**313**	**53**	**121**	**470**	**219**
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Heterosexual	83.7%	84.8%	86.0%	82.4%	86.1%	89.7%	77.4%	79.1%	82.5%	85.0%	80.8%	94.3%	91.7%	85.5%	82.2%
LGBTIQA+ (Net)	13.2%	12.9%	12.7%	16.3%	11.0%	10.3%	20.1%	19.0%	16.6%	13.2%	10.5%	5.7%	6.6%	10.9%	16.0%
Gay	4.0%	3.6%	2.1%	5.7%	4.4%	2.8%	9.2%	2.5%	4.9%	3.6%	0.3%	-	0.8%	5.1%	6.4%
Bisexual	3.9%	4.4%	6.2%	3.2%	3.6%	4.7%	4.3%	8.9%	3.6%	4.8%	2.2%	5.7%	4.1%	3.0%	2.7%
Asexual	2.2%	2.2%	1.6%	3.6%	0.7%	0.9%	3.7%	2.5%	4.9%	3.0%	3.5%	-	0.8%	-	2.3%
Lesbian	1.6%	1.4%	2.3%	1.6%	2.0%	-	1.2%	5.1%	0.9%	0.6%	-	-	0.8%	2.8%	2.3%
Questioning or unsure	1.3%	1.1%	0.8%	1.1%	0.3%	1.9%	1.2%	0.6%	0.5%	1.2%	4.2%	-	-	-	1.8%
Queer	0.9%	0.9%	0.3%	2.3%	0.3%	-	2.4%	0.6%	2.7%	1.2%	-	-	-	-	1.8%
Pansexual	0.8%	0.8%	0.5%	0.9%	0.4%	0.9%	-	-	1.4%	1.8%	2.2%	-	0.8%	-	0.5%
Same-gender loving	0.3%	0.2%	-	0.9%	-	-	0.6%	-	0.9%	-	-	-	-	-	0.9%
Other	0.3%	0.1%	-	-	0.7%	-	-	-	-	-	-	-	-	1.1%	-
Prefer to self-describe	0.6%	0.4%	0.3%	-	-	-	-	0.6%	-	-	3.2%	-	-	-	-
Prefer not to say	3.1%	2.6%	1.6%	3.2%	2.5%	0.9%	2.4%	1.3%	2.7%	3.0%	6.7%	-	2.5%	2.6%	3.7%
Sigma	102.4%	102.4%	101.6%	104.8%	101.0%	101.9%	102.4%	101.3%	104.9%	104.2%	103.2%	100.0%	101.7%	100.0%	104.6%

【調査2　一般勤労者】

Q4. Which of the following best describes your sexual orientation?
Base: All Respondents

	Total	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**	**0**	**2596**	**2126**	**3682**	**1070**	**1006**	**1088**	**1025**	**1095**	**1037**	**1488**	**438**	**1099**	**1101**
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Heterosexual	80.8%	79.8%	77.0%	83.0%	83.5%	77.5%	81.4%	79.3%	81.3%	76.0%	75.8%	89.6%	69.8%	82.8%	84.6%
LGBTIQA+ (Net)	16.1%	16.6%	18.0%	16.2%	15.0%	18.8%	17.4%	16.0%	17.5%	19.4%	14.2%	10.6%	20.7%	16.5%	14.9%
Bisexual	6.0%	6.2%	7.6%	6.6%	5.8%	8.9%	5.2%	6.0%	5.9%	6.9%	2.4%	4.1%	8.2%	7.0%	7.2%
Asexual	5.5%	5.7%	5.3%	4.4%	4.9%	5.0%	7.3%	4.8%	5.1%	7.5%	8.7%	3.4%	7.3%	4.2%	3.7%
Gay	2.4%	2.5%	3.0%	2.8%	2.0%	2.2%	3.1%	3.5%	3.3%	1.4%	1.4%	2.1%	3.4%	2.4%	2.3%
Lesbian	1.3%	1.3%	1.2%	1.9%	1.1%	1.3%	1.5%	1.3%	1.9%	1.2%	0.7%	0.5%	0.7%	1.7%	1.9%
Questioning or unsure	0.9%	0.9%	0.7%	0.5%	1.1%	1.0%	1.1%	0.5%	0.8%	1.8%	1.2%	0.7%	0.5%	0.7%	0.3%
Pansexual	0.8%	0.8%	0.4%	0.8%	0.9%	0.6%	0.9%	0.5%	1.1%	0.7%	1.5%	0.6%	-	1.4%	0.5%
Queer	0.5%	0.5%	0.0%	0.8%	0.7%	0.1%	0.5%	-	1.0%	1.0%	0.3%	0.8%	-	0.2%	0.7%
Same-gender loving	0.3%	0.4%	0.7%	0.3%	0.1%	0.9%	0.3%	-	0.3%	0.1%	-	-	1.8%	0.1%	0.2%
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer to self-describe	0.8%	0.9%	1.3%	0.6%	0.4%	0.7%	0.1%	1.8%	0.4%	0.9%	2.1%	0.1%	1.7%	0.4%	0.7%
Prefer not to say	3.3%	3.8%	4.8%	1.1%	2.1%	4.1%	2.3%	3.5%	1.4%	4.6%	9.3%	1.1%	9.4%	1.1%	0.9%
Sigma	102.5%	102.6%	101.9%	102.7%	102.5%	102.2%	103.5%	101.1%	102.5%	102.1%	103.3%	103.0%	102.9%	102.1%	102.8%

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【調査1　MR業界】

Q8. Looking at the list below, please select which, if any, of the impairments or health conditions you are personally affected by:
Base: All Respondents

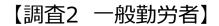|	Total	Total (Average across countries)	Latin America (Argentina / Brazil / Peru)	North America (Canada / USA)	Europe (Germany / Norway / UK)	Argentina	Australia	Brazil	Canada	Germany	Japan	Norway	Peru	UK	USA
Total	1995	0	386	442	690	107	164	158	223	167	313	53	121	470	219
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Impairments or health conditions (Net)	35.9%	35.5%	39.6%	42.1%	38.7%	31.8%	40.2%	44.9%	41.3%	31.1%	14.1%	26.4%	39.7%	42.8%	42.9%
Stress or anxiety	19.8%	19.5%	24.9%	26.2%	19.0%	16.8%	22.6%	29.1%	26.9%	6.0%	4.5%	13.2%	26.5%	24.3%	25.6%
Long-term/chronic illness	7.4%	7.0%	9.1%	6.6%	6.4%	5.6%	7.3%	11.4%	5.4%	9.0%	8.6%	-	9.1%	6.2%	7.8%
Mental illness	6.6%	5.9%	2.1%	9.3%	7.4%	2.8%	11.6%	1.3%	7.6%	4.2%	4.2%	5.7%	2.5%	8.7%	11.0%
Sight impairment	5.0%	4.6%	4.4%	6.3%	6.4%	5.6%	4.9%	3.8%	6.7%	7.2%	1.0%	-	4.1%	6.8%	5.9%
Fatigue/stamina	3.8%	4.2%	6.0%	3.4%	3.6%	1.9%	3.7%	6.3%	2.7%	5.4%	2.2%	3.8%	9.1%	3.0%	4.1%
Breathing difficulties	3.8%	3.9%	6.0%	3.4%	4.6%	4.7%	2.4%	6.3%	2.2%	5.4%	0.3%	1.9%	6.6%	4.7%	4.6%
Hearing impairments	2.5%	2.7%	2.6%	2.9%	2.5%	1.9%	5.5%	3.2%	2.2%	2.4%	-	3.8%	2.5%	2.3%	3.7%
Mobility or motor skills restrictions	2.0%	2.0%	2.6%	1.4%	2.6%	3.7%	2.4%	2.5%	0.5%	3.0%	0.6%	-	1.7%	2.8%	2.3%
Neurodiversity	1.9%	1.7%	0.5%	2.9%	2.2%	0.9%	2.4%	-	2.7%	1.8%	1.0%	1.9%	0.8%	2.3%	3.2%
Other	2.5%	2.9%	3.1%	2.9%	2.3%	1.9%	3.7%	3.8%	4.5%	2.4%	0.6%	5.7%	3.3%	1.9%	1.4%
None of the above	61.9%	62.4%	59.6%	55.4%	58.7%	67.3%	56.7%	54.4%	55.6%	62.9%	83.4%	73.6%	59.5%	55.5%	55.3%
Prefer not to say	2.3%	2.1%	0.8%	2.5%	2.6%	0.9%	3.1%	0.6%	3.1%	6.0%	2.6%	-	0.8%	1.7%	1.8%
Sigma	119.2%	119.0%	121.5%	123.3%	118.3%	114.0%	126.2%	122.8%	120.2%	115.6%	109.0%	109.4%	126.5%	120.2%	126.5%

【調査2　一般勤労者】

Q8. Looking at the list below, please select which, if any, of the impairments or health conditions you are personally affected by:
Base: All Respondents

	Total	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	0	2596	2126	3682	1070	1006	1088	1025	1095	1037	1488	438	1099	1101
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Impairments or health conditions (Net)	44.1%	44.5%	43.7%	55.9%	45.1%	44.7%	46.6%	41.3%	53.0%	54.5%	15.5%	36.2%	47.1%	47.8%	58.6%
Stress or anxiety	23.5%	24.1%	26.7%	36.8%	17.8%	25.2%	26.6%	27.7%	34.4%	15.5%	5.1%	13.4%	27.8%	26.0%	39.0%
Mental illness	9.1%	8.8%	2.9%	14.7%	10.9%	4.6%	10.9%	0.9%	13.3%	12.0%	4.8%	6.9%	3.4%	15.3%	16.1%
Sight impairment	8.9%	9.2%	8.9%	12.3%	8.6%	11.3%	9.4%	5.4%	11.0%	14.8%	2.2%	5.4%	11.7%	6.8%	13.5%
Fatigue/stamina	8.4%	8.4%	5.0%	11.8%	10.9%	3.8%	8.4%	4.8%	10.4%	17.8%	1.4%	7.3%	8.3%	8.9%	13.1%
Long-term/chronic illness	8.2%	8.0%	7.4%	8.4%	10.3%	8.6%	6.1%	6.1%	8.3%	12.4%	4.4%	11.3%	7.3%	6.9%	8.5%
Breathing difficulties	6.8%	7.0%	7.8%	10.0%	7.0%	7.9%	4.2%	7.4%	7.6%	11.2%	0.1%	2.7%	8.4%	8.4%	12.2%
Mobility or motor skills restrictions	4.9%	4.9%	4.4%	6.8%	5.5%	6.1%	3.4%	3.1%	5.3%	9.1%	1.4%	1.3%	3.7%	7.6%	8.1%
Hearing impairments	3.7%	3.7%	2.5%	5.7%	4.2%	3.4%	3.9%	1.2%	4.9%	4.2%	0.4%	3.8%	3.6%	4.8%	6.4%
Neurodiversity	2.2%	2.1%	1.1%	3.7%	2.3%	1.5%	1.9%	1.1%	3.4%	2.7%	1.6%	0.9%	0.3%	3.7%	4.0%
Other	2.7%	2.7%	2.5%	3.7%	2.7%	2.5%	2.9%	2.2%	3.6%	3.2%	0.9%	3.3%	3.0%	1.5%	3.8%
None of the above	54.4%	54.0%	54.7%	43.2%	53.5%	53.8%	52.3%	57.4%	46.3%	43.7%	82.3%	62.5%	50.4%	51.0%	40.3%
Prefer not to say	1.4%	1.5%	1.6%	0.9%	1.4%	1.5%	1.2%	1.4%	0.7%	1.8%	2.2%	1.2%	2.6%	1.2%	1.1%
Sigma	134.1%	134.3%	125.4%	157.9%	135.1%	130.3%	131.1%	118.6%	149.1%	148.4%	106.6%	120.0%	130.4%	142.1%	166.1%

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【調査1　MR業界】

Q10. Do you have any children in the following age groups living in your household?
Base: All Respondents [Except UK]

	Total	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	**1525**	**0**	**386**	**442**	**220**	**107**	**164**	**158**	**223**	**167**	**313**	**53**	**121**	**0**	**219**
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%
Children under 18 years old (Net)	33.4%	34.8%	39.1%	33.9%	28.6%	55.1%	36.0%	24.7%	35.0%	28.1%	27.5%	30.2%	43.8%	-	32.9%
Children under 6 years old	11.7%	12.0%	13.0%	10.2%	11.4%	18.7%	11.0%	7.0%	11.2%	11.4%	12.8%	11.3%	15.7%	-	9.1%
Children 6 to 12 years old	15.5%	15.9%	19.2%	15.4%	12.3%	32.7%	18.9%	12.0%	17.0%	14.4%	11.8%	5.7%	16.5%	-	13.7%
Children 13 to 17 years old	14.2%	14.9%	16.3%	16.7%	10.9%	20.6%	17.7%	12.7%	16.6%	10.2%	8.6%	13.2%	17.4%	-	16.9%
Adult children, 18+ years old	13.4%	13.1%	19.7%	15.4%	5.0%	16.8%	15.9%	29.8%	12.1%	6.0%	7.4%	1.9%	9.1%	-	18.7%
I do not have any children living in household	56.7%	55.4%	44.0%	55.4%	69.1%	33.6%	52.4%	45.6%	56.5%	69.5%	67.4%	67.9%	51.2%	-	54.3%
Prefer not to say	0.9%	0.9%	1.8%	0.7%	0.5%	1.9%	0.6%	3.2%	0.5%	0.6%	0.6%	-	-	-	0.9%
Sigma	112.4%	112.1%	114.0%	113.8%	109.1%	124.3%	116.5%	110.1%	113.9%	112.0%	108.6%	100.0%	109.9%	-	113.7%

【調査2　一般勤労者】

Q10. Do you have any children in the following age groups living in your household?
Base: All Respondents

	Total	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**	**0**	**2596**	**2126**	**3682**	**1070**	**1006**	**1088**	**1025**	**1095**	**1037**	**1488**	**438**	**1099**	**1101**
	100%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Children under 18 years old (Net)	41.6%	42.8%	49.2%	38.7%	41.8%	49.2%	40.7%	44.2%	36.0%	38.9%	28.9%	40.2%	61.5%	46.7%	41.1%
Children under 6 years old	17.2%	17.6%	20.8%	15.2%	16.3%	19.7%	19.0%	20.2%	13.8%	13.8%	13.6%	16.9%	24.7%	18.1%	16.5%
Children 6 to 12 years old	19.5%	20.0%	22.9%	18.6%	19.8%	24.3%	18.5%	18.8%	17.2%	16.7%	13.0%	20.4%	29.3%	22.0%	19.9%
Children 13 to 17 years old	16.3%	16.8%	17.5%	16.0%	18.0%	18.9%	14.9%	13.4%	15.1%	17.8%	9.4%	15.9%	24.4%	21.2%	16.7%
Adult children, 18+ years old	14.1%	14.0%	15.5%	13.2%	13.6%	17.5%	13.7%	14.8%	13.0%	12.8%	14.4%	14.4%	12.5%	13.3%	13.5%
I do not have any children living in household	47.2%	46.3%	37.8%	50.6%	48.2%	37.3%	49.6%	40.6%	53.2%	50.7%	58.1%	50.0%	31.9%	43.4%	48.2%
Prefer not to say	1.2%	1.2%	2.6%	0.7%	0.7%	1.6%	0.4%	4.3%	0.7%	1.1%	0.9%	0.2%	0.8%	1.1%	0.6%
Sigma	115.5%	115.8%	117.0%	114.3%	116.7%	119.3%	116.0%	112.1%	113.0%	112.8%	109.5%	117.8%	123.5%	119.1%	115.4%

民族・人種　　　　宗教　　　　　　　最終学歴　　　　　（日本）

【調査1　MR業界】

Q5_JP: Do you have non-Japanese blood (including half, quarter, etc
Base: All Respondents [JP]

	Total
Total	313
	100%
General Japanese (from both parents and grandpa	93.9%
East Asian ancestry/mixed race such as Korea/Ch	3.8%
Western ancestry/mixed race	1.3%
Prefer to self-describe	0.3%
Prefer not to say	1.6%
Sigma	101.0%

Q6. How would you describe your religion or beliefs?
Base: All Respondents [JP]

	Total
Total	313
	100%
Buddhism	26.8%
Shinto	3.8%
Christianity	1.9%
Other	2.9%
No religion/atheist/agnostic	60.7%
Prefer not to say	3.8%
Sigma	100.0%

Q7_JP. Which best describes the highest level of education that you
Base: All Respondents [JP]

	Total
Total	1037
	100%
Junior high school	1.3%
High school	25.3%
College of technology	13.4%
Junior college	8.1%
4-year university	43.4%
Graduate school (Masters)	8.2%
Other	0.1%
Prefer not to say	0.2%
Sigma	100.0%

【調査2　一般勤労者】

Q5_JP: Do you have non-Japanese blood (including half, quarter, etc
Base: All Respondents [JP]

	Total
Total	1037
	100%
General Japanese (from both parents and grandpa	97.1%
East Asian ancestry/mixed race such as Korea/Ch	1.7%
Western ancestry/mixed race	0.2%
Prefer to self-describe	0.3%
Prefer not to say	1.2%
Sigma	100.4%

Q6. How would you describe your religion or beliefs?
Base: All Respondents [JP]

	Total
Total	1037
	100%
Buddhism	37.9%
Shinto	3.7%
Christianity	2.0%
Other	1.0%
No religion/atheist/agnostic	52.3%
Prefer not to say	3.2%
Sigma	100.0%

Q7_JP. Which best describes the highest level of education that you
Base: All Respondents [JP]

	Total
Total	313
	100%
Junior high school	-
High school	3.2%
College of technology	1.6%
Junior college	1.9%
4-year university	73.5%
Graduate school (Masters)	19.8%
Other	-
Prefer not to say	-
Sigma	100.0%

APPENDICES