

World Risk Poll 2021

Focus On: **The impact of income and migration on violence and harassment at work**

What the data tells us:

- Foreign-born workers are more likely to experience violence and harassment at work.
- Workers who are struggling financially are more likely to experience violence and harassment than those who are financially comfortable.
- Foreign-born workers who are struggling financially are less likely to tell someone about their experience than those who are financially comfortable.
- Foreign-born workers are both more likely to experience violence and harassment, and less likely to tell someone about it, in countries with high levels of income inequality.

What we can do about it:

- Encourage ratification of the International Labour Organisation Violence and Harassment Convention (C190), followed by targeted practical action guided by World Risk Poll data.
- Ensure employers' reporting pathways are transparent, available to all and proactively communicated, including in additional languages to foreign-born workers.
- Make financially precarious workers a priority for support, with measures to improve financial security to encourage increased reporting.



Introduction

Violence and harassment at work has been and remains a pervasive problem globally. However, efforts to combat it have been fragmented and often lacked context leading to a lack of impact. To address this, in 2019 the International Labour Organisation (ILO) adopted a new labour standard to combat violence and harassment at work. The Violence and Harassment Convention 2019 (C190)¹, and the Violence and Harassment Recommendation 2019 (R206), were adopted by delegates representing governments and employers' and workers' organisations. However, a significant standardised global dataset remained lacking.

To respond to this need Lloyd's Register Foundation and the ILO joined forces with Gallup in 2021 to create the first global survey on violence and harassment at work as part of the broader Lloyd's Register Foundation World Risk Poll. The Poll gauges people's experience of physical, psychological, and sexual violence and harassment at work and whether they told someone about it (and if so, who) to identify global, national, and demographic trends for intervention. This process culminated in the release of sister reports '*Safe at Work? Global experiences of violence and harassment*'² and '*Experiences of violence and harassment at work: A global first survey*'³, which describe the global picture of violence and harassment at work.

In this Focus On report, we build on our primary report by focusing on two key groups often associated with increased reporting of violence and harassment to the Poll: foreign-born workers, and those who describe themselves as struggling financially. We show that experience of violence and harassment at work, and an unwillingness to tell other people about it, goes hand in hand with concern about personal income. This is especially true for foreign-born workers in countries and regions with high levels of income inequality.

Ratification of Convention 190 should be considered a priority; however, ratification without action will not in itself tackle the problem. The World Risk Poll dataset provides a unique, and previously lacking, resource to help governments and other stakeholders realise their C190 commitments.

22%

of workers have experienced violence and harassment at work. This rises to

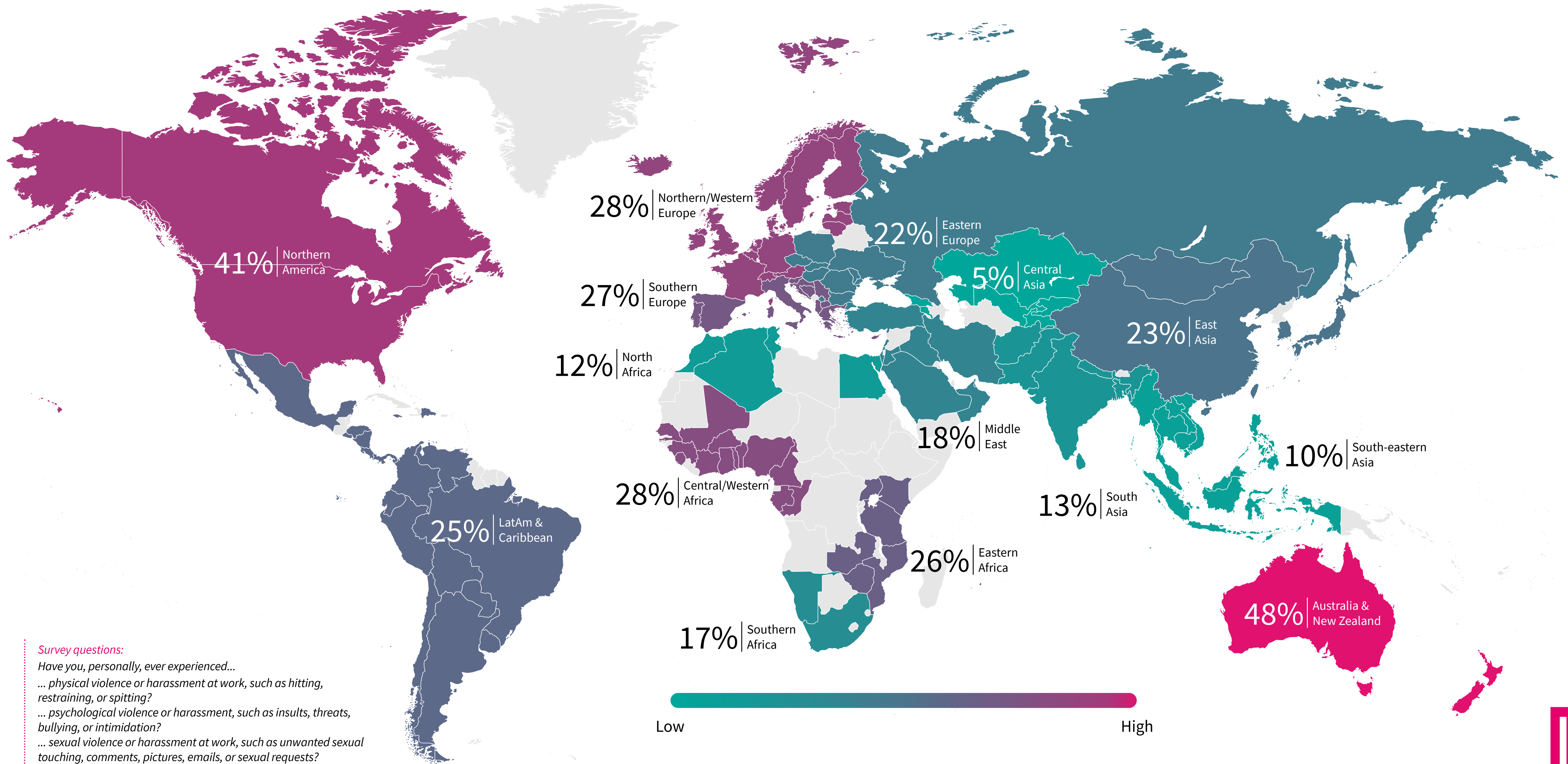
28%

for those working outside their country of birth.

Experience of violence and harassment varies globally

As described and discussed in our ‘*Safe at Work? Global experiences of violence and harassment*’ report, there are significant regional variations in the reporting of violence and harassment to the Poll. Australia and New Zealand was the region with the greatest experience, with 48% of people reporting having ever experienced violence and harassment at work, followed by Northern America at 41%. At the other end of the scale, Central Asia was the region with the lowest reported experience, at 5%, followed by South-eastern Asia at 10%.

Chart 1 Experience of violence and harassment at work at the regional level.



Survey questions:

- Have you, personally, ever experienced...
- ... physical violence or harassment at work, such as hitting, restraining, or spitting?
- ... psychological violence or harassment, such as insults, threats, bullying, or intimidation?
- ... sexual violence or harassment at work, such as unwanted sexual touching, comments, pictures, emails, or sexual requests?

Globally, migrant workers are more likely to experience violence and harassment, but there are regional variations

Whilst these high-level findings are important, the true power of the 2021 World Risk Poll dataset is its breadth and depth, allowing for the identification of at-risk groups, and thus driving more targeted and impactful interventions.

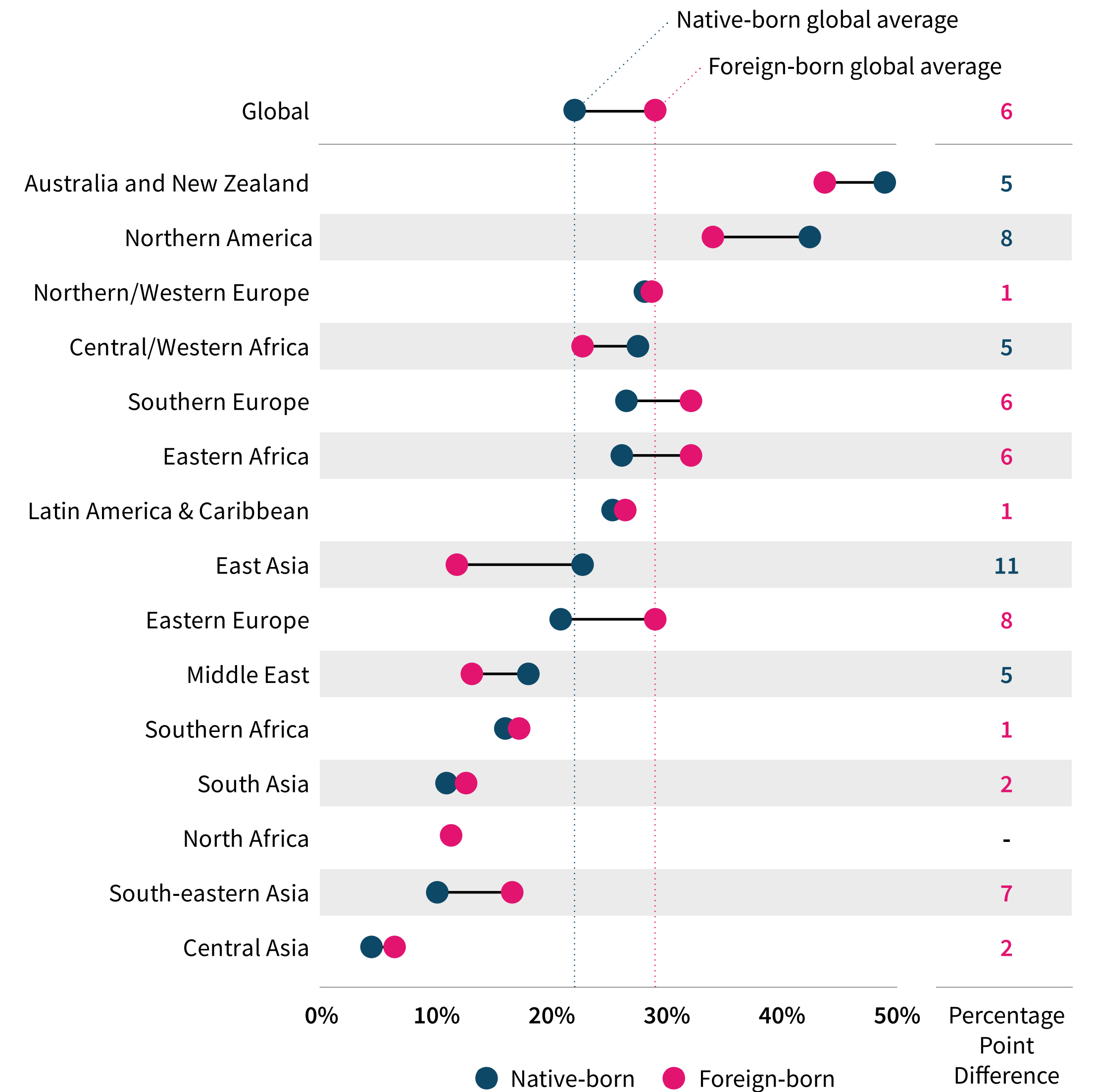
In our ‘*Safe at Work? Global experiences of violence and harassment*’ report, we focused on the experiences of women working outside of their country of birth, in particular those in low-income countries and lower-income groups. Here we expand this analysis to focus on the experience of migrant workers at the regional level and based on their reported feelings about their income and financial resilience⁴.

Looking first at foreign-born compared with native-born workers at the regional level in Northern America, Australia and New Zealand, Central and Western Africa, East Asia, and the Middle East, native-born workers were more likely to report an experience of violence and harassment to the Poll. The largest gap was in East Asia, with an 11 percentage point difference. In all other regions, foreign-born workers were more likely to report experiencing violence and harassment, with the widest gap seen in Eastern Europe at 8 percentage points (the global average gap was 6 percentage points, 22% for native-born workers compared with 28% for foreign born workers).

Importantly, while the Gallup World Poll (of which the World Risk Poll is part) does not directly inquire about migrant status, workers are asked if they were born in the country they are currently residing in (that is, the country where the interview is taking place) or born in another country. While this question can be used as a proxy for migrant worker status, it should be noted that foreign-born residents may include long-term residents and citizens of the country, as well as short-term or temporary migrants.

In the rest of this report we will focus on a few regions to identify potential at risk groups to prompt more in depth research and identify groups that may benefit from interventions which consider their context.

Chart 2 Experience of violence and harassment at work, by region and country of birth



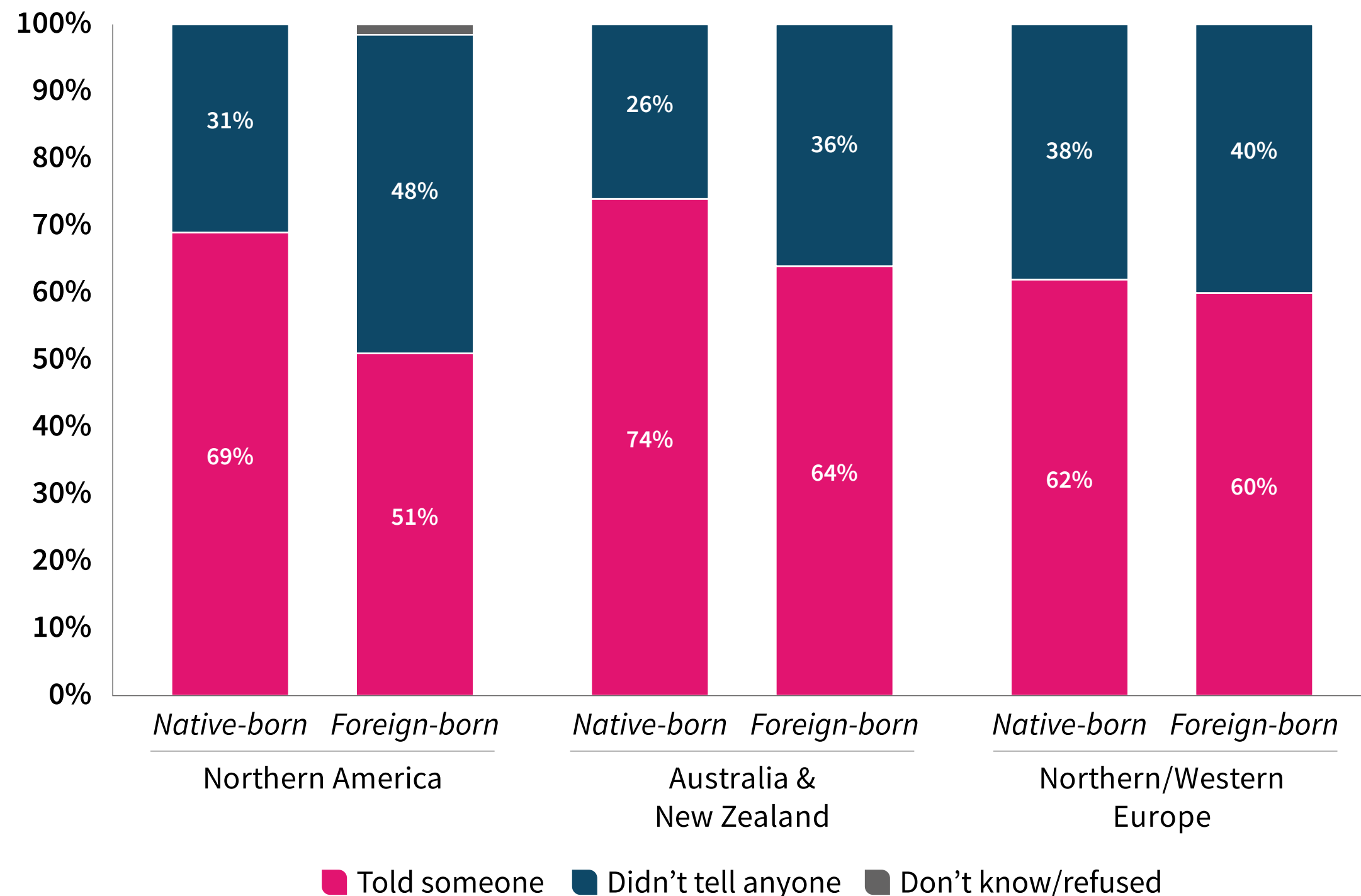
Survey questions:
 Have you, personally, ever experienced...
 ... physical violence or harassment at work, such as hitting, restraining, or spitting?
 ... psychological violence or harassment, such as insults, threats, bullying, or intimidation?
 ... sexual violence or harassment at work, such as unwanted sexual touching, comments, pictures, emails, or sexual requests?

Migrant workers are less likely to tell someone about their experience of violence and harassment

Globally, 56% of native-born workers who reported experiencing violence and harassment at work to the Poll also told someone else about their experience. This drops slightly to 53% amongst foreign-born workers. This effect is fairly consistent regionally, however there are two regions where a more dramatic difference is observed; Northern America, and Australia and New Zealand.

Foreign-born workers in Australia and New Zealand (10 percentage points) and Northern America (17 percentage points) were less likely to tell someone else about their experience of violence and harassment than their native-born counterparts. Conversely, and to provide a comparative example from another high-income region, the difference was only 2 percentage points in Northern and Western Europe.

Chart 3 Told someone about their experience of violence and harassment at work, by country of birth



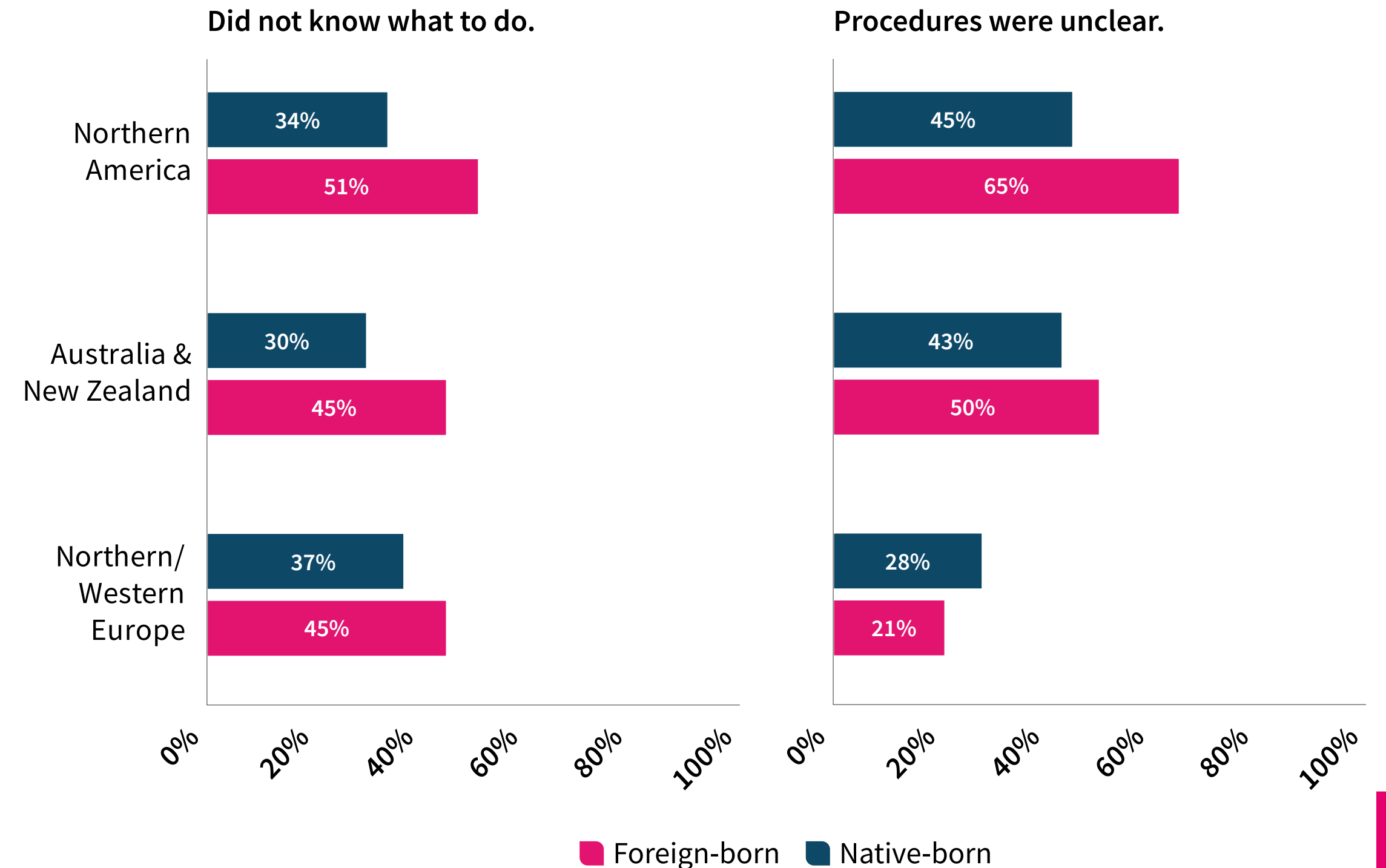
Survey question:

Did you ever tell anyone about the violence or harassment that you experienced at work?

For those who didn't tell someone else about their experience of violence and harassment, there were differences in the reasons given between native and foreign-born workers. In all three regions, foreign-born workers were significantly more likely to cite not knowing what to do as a reason for not telling someone. This was especially apparent in Northern America where half (51%) of foreign-born workers gave this as a reason, 17 percentage points higher than their native-born counterparts, and 7 percentage points higher than the global average for foreign-born workers.

A similar difference was seen in Northern America and Australia and New Zealand for those who cited unclear procedures as their reason for not telling someone, with nearly two thirds (65%) of foreign-born workers in Northern America giving this answer, compared with 45% of native-born workers. Again, this was also significantly higher than the global value for foreign-born workers of 48%. Interestingly, while both native and foreign-born workers in Northern and Western Europe were less likely to provide this as a reason compared to other regions, native-born workers were more likely to state unclear procedures. However, both groups were well below global averages.

Chart 4 Reasons for not telling someone about their experience of violence and harassment at work, by country of birth



Survey question:

Were any of the following a reason you didn't tell anyone about your experience... did not know what to do, procedures were unclear...

Migrant workers who are struggling financially are more likely to experience violence and harassment

As part of the Poll people are asked to provide their subjective views about their income and how secure they feel financially⁵. This information may provide more insight than other objective measures such as income quintiles when considering job security, and how this could in turn influence people’s experience of violence and harassment at work, and importantly how likely they are to tell someone about it.

Globally, of those who describe themselves as financially comfortable, 19% reported experiencing violence and harassment at work to the Poll, which rose to 23% amongst those who describe themselves as struggling financially, a 4 percentage point difference. This gap widens for foreign-born workers, with 26% of those who describe themselves as financially comfortable experiencing violence and harassment, rising to 33% for those who describe themselves as struggling financially.

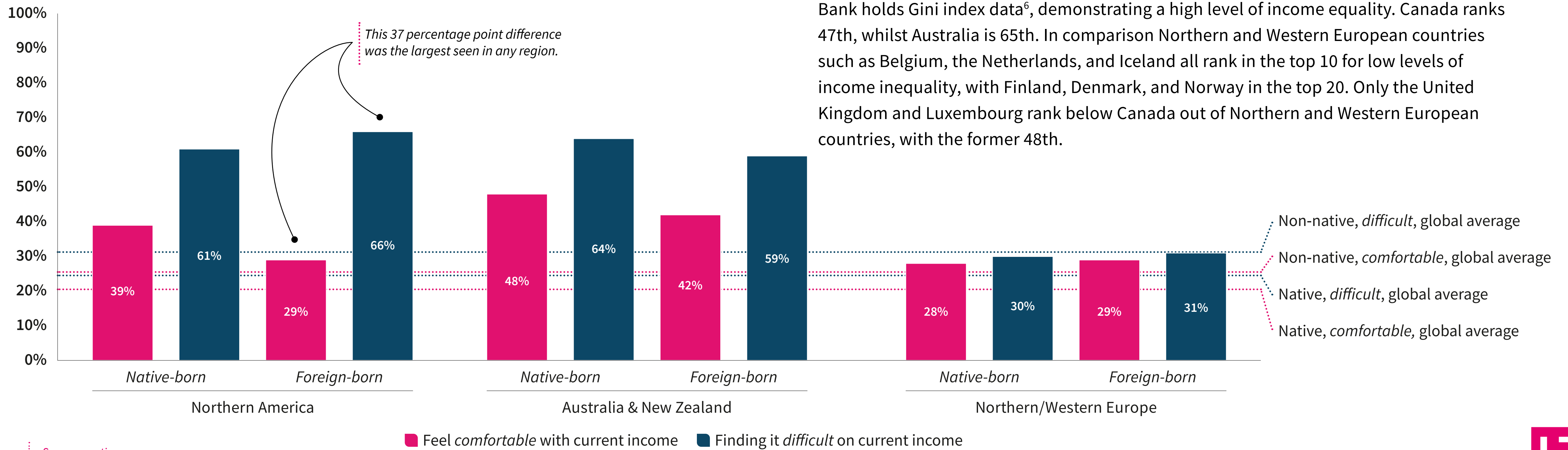
In Northern America foreign-born workers who describe themselves as struggling to get by were significantly more likely to report experiencing violence and harassment to the Poll at 66%, 5 percentage points higher than their native-born equivalents, and 37 percentage points higher than foreign-born workers who described themselves as managing financially.

Positions were reversed in Australia and New Zealand, where 64% of native-born workers who described themselves as struggling to get by reported experiencing violence and harassment, 5 percentage points higher than equivalent foreign-born workers, and a 16 percentage points higher than other native-born workers who described themselves as managing financially.

In Northern and Western Europe, experiences of violence and harassment within all four groups were remarkably equal, falling between 28 and 31%. One potential explanation for this finding could be the differing levels of income disparity seen in the countries comprising these regions.

For example, the United States is ranked 110th out of the 167 countries for which the World Bank holds Gini index data⁶, demonstrating a high level of income equality. Canada ranks 47th, whilst Australia is 65th. In comparison Northern and Western European countries such as Belgium, the Netherlands, and Iceland all rank in the top 10 for low levels of income inequality, with Finland, Denmark, and Norway in the top 20. Only the United Kingdom and Luxembourg rank below Canada out of Northern and Western European countries, with the former 48th.

Chart 5 Experience of violence and harassment at work, by country of birth and self described financial stability



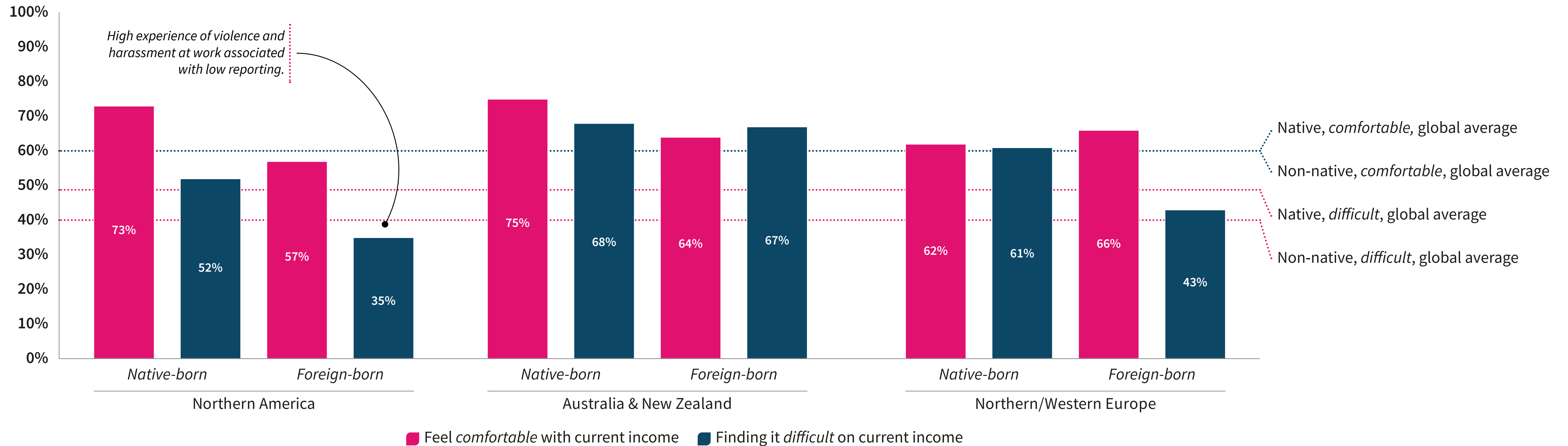
Survey questions:

Have you, personally, ever experienced...

...physical violence or harassment at work, such as hitting, restraining, or spitting? ... psychological violence or harassment, such as insults, threats, bullying, or intimidation? ... sexual violence or harassment at work, such as unwanted sexual touching, comments, pictures, emails, or sexual requests?

Chart 6 Told someone about their experience of violence and harassment at work, by country of birth and self described financial stability

Survey question:
Did you ever tell anyone about the violence or harassment that you experienced at work?



Migrant workers who are struggling financially are less likely to tell someone about their experience of violence and harassment

In all three regions, and for both native and foreign-born workers, those who described themselves as struggling financially were less likely to tell someone about their experience of violence and harassment. This effect was again especially pronounced in Northern America where only 35% of struggling foreign-born workers told someone about their experience.

Whilst the Poll doesn't capture country of birth or languages spoken we can make some inferences about foreign-born workers in Northern America and Australia and New Zealand. In 2018, 50% of migrants living in the United States were born in either Mexico or elsewhere in Latin America, with the assumption that a majority would speak Spanish or Portuguese as their first language⁷. In Canada⁸ and Australia⁹, 10% of migrants were born in China, with this figure standing at 8% in New Zealand¹⁰.

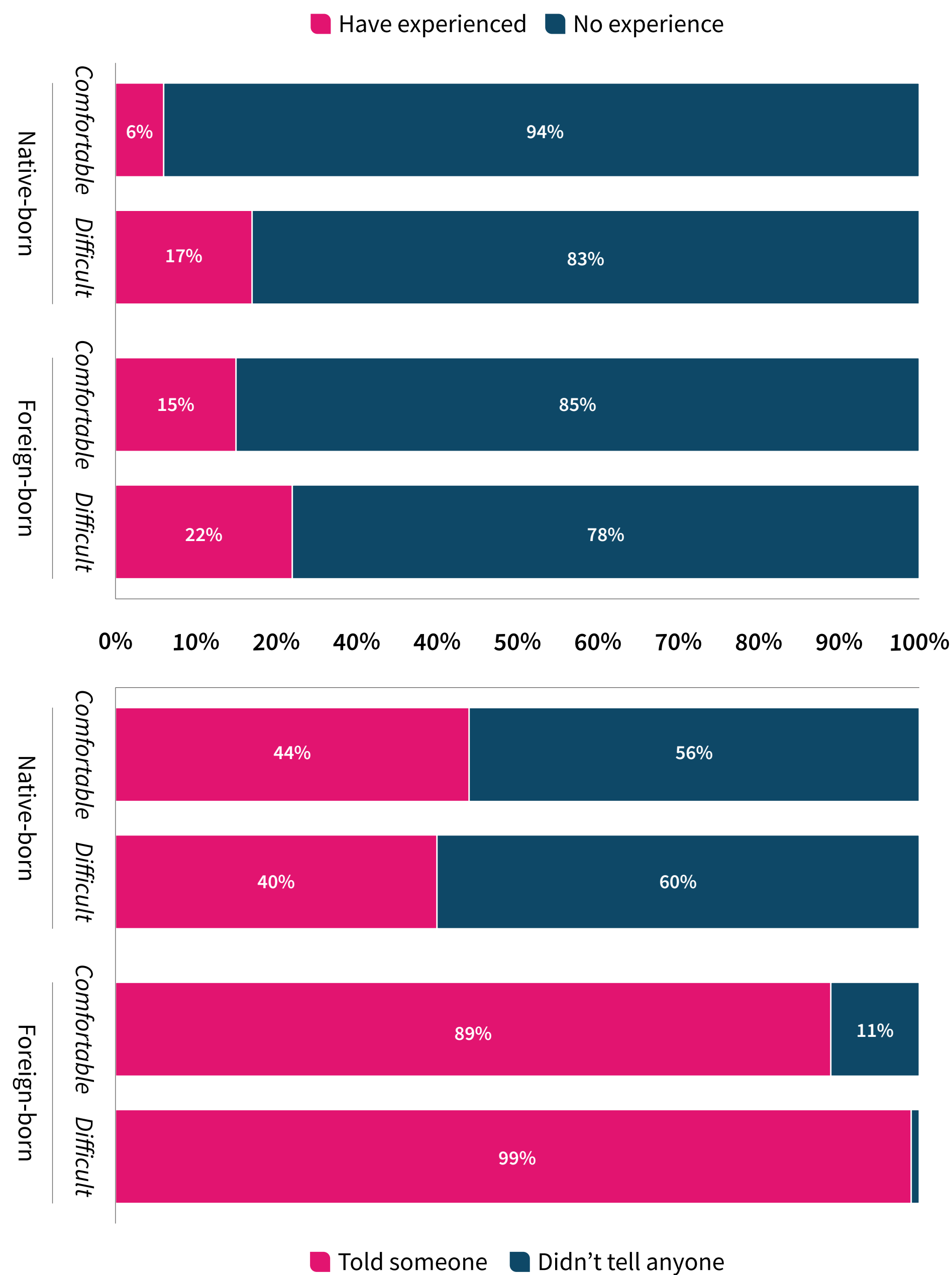
Given that foreign-born workers in both regions described “not knowing what to do” or “unclear procedures” as a reason for not telling someone about their experience of violence and harassment it is possible that migrants in either of these groupings face a language barrier when wanting to tell someone about their experience. This represents a clear point for further investigation. Providing reporting documentation and materials in workers' first languages and ensuring that appropriate language support is in place may encourage more foreign-born workers to tell someone about their experience. This could be especially impactful in Northern America for those struggling financially.

A lack of financial security is also clearly linked with increased experience of violence and harassment at work, especially in foreign-born groups in regions with high levels of income inequality. Ratification of Convention 190 can provide the framework to protect these individuals, however ratification needs to go hand in hand with action to address both experience of violence and harassment and the underlying income disparity that may be facilitating this experience. Implementing stronger employment protections is a clear way to improve both and should help more workers feel confident in reporting violence and harassment and, importantly, in seeing action being taken as a result of their reporting.

In Northern America, foreign-born workers who are struggling financially are the group **MOST LIKELY** to experience violence and harassment at work, and are also the **LEAST LIKELY** to tell someone about their experience.



Chart 7 Experience of violence and harassment at work (Top), and likelihood of telling someone (Bottom), by country of birth and self described financial stability in South-east Asia



Whilst migrant workers in South-east Asia are more likely to experience violence and harassment, they are also more like to tell someone

South-east Asia represents a noteworthy juxtaposition to Northern America and Australia and New Zealand. Overall only 10% of workers in the region reported experiencing violence and harassment at work to the Poll. Foreign-born workers were more likely to report such an experience to the Poll, at 17% compared to 10% for their native-born peers.

However, foreign-born workers were also more likely to tell someone about their experience at 93%, compared to 42% of native-born workers – a 51 percentage point difference. It is important to note here that given the overall low levels of experience the numbers of workers included in these analyses is small – but the findings are still relevant.

In this region there were still differences within the foreign-born and native-born groups based on worker’s feelings about income. However, they were less dramatic than those seen in Northern America and Australia and New Zealand. For foreign-born workers who described themselves as struggling financially, 22% of workers reported an experience of violence and harassment to the Poll, 7 percentage points higher than those who described themselves as comfortable. For native-born workers, 17% of those who described themselves as struggling financially reported an experience to the Poll, which dropped to 6% for those who described themselves as comfortable – an 11 percentage point difference.

Foreign-born workers were significantly more likely to tell someone else about their experience of violence and harassment at work. Strikingly, nearly all foreign-born workers who described themselves as struggling financially told someone else about their experience – 99% - compared to 89% of those who described themselves as being comfortable, a 10 percentage point difference. Values were significantly lower for native-born workers where 44% of those who described themselves as feeling comfortable financially told someone else.

Survey questions:
 Have you, personally, ever experienced...
 ... physical violence or harassment at work, such as hitting, restraining, or spitting?
 ... psychological violence or harassment, such as insults, threats, bullying, or intimidation?
 ... sexual violence or harassment at work, such as unwanted sexual touching, comments, pictures, emails, or sexual requests?
 Did you ever tell anyone about the violence or harassment that you experienced at work?

This last finding presents an interesting counterpoint to the results in Northern America, where foreign-born workers who describe themselves as struggling financially were both the group most likely to report an experience of violence and harassment to the Poll whilst also being least likely to tell someone else about it. The equivalent group in South-east Asia was also the most likely to report an experience to the Poll, but they were also the most likely to tell someone else about their experience, with nearly all of these workers saying they had done so.

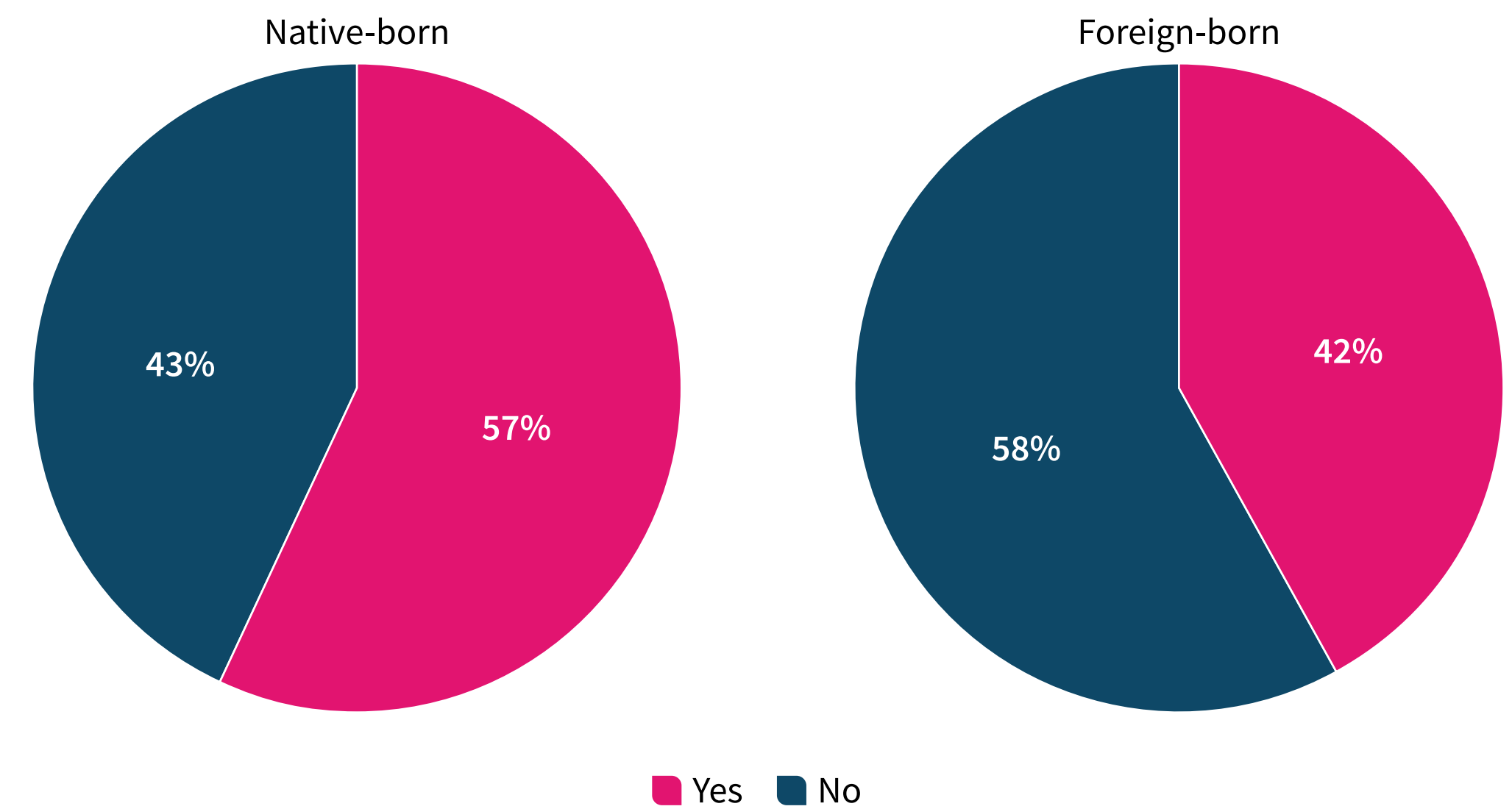
Even with the above caveat of the small sample size in South-east Asia, this identifies an area for further research. Identifying why this group feels more empowered to tell someone about their experience may help encourage others regions where this isn't the case. One potential explanation could relate to who they told, as established by follow-up questions in the World Risk Poll. However, at this level of sub-group analysis, there are not enough Poll responses to confidently identify trends in these reasons for foreign-born workers.

The reticence for native-born workers in South-east Asia to tell someone about their experience of violence and harassment is borne out when looking at the reasons workers gave. 57% of native-born workers said they wouldn't tell someone due to fear for their reputation, compared to 42% of foreign-born workers, a 15 percentage point difference. Conversely, 84% of foreign-born workers who didn't tell someone about their experience of violence and harassment stated that they thought it was a waste of time, compared to 54% of native-born workers.

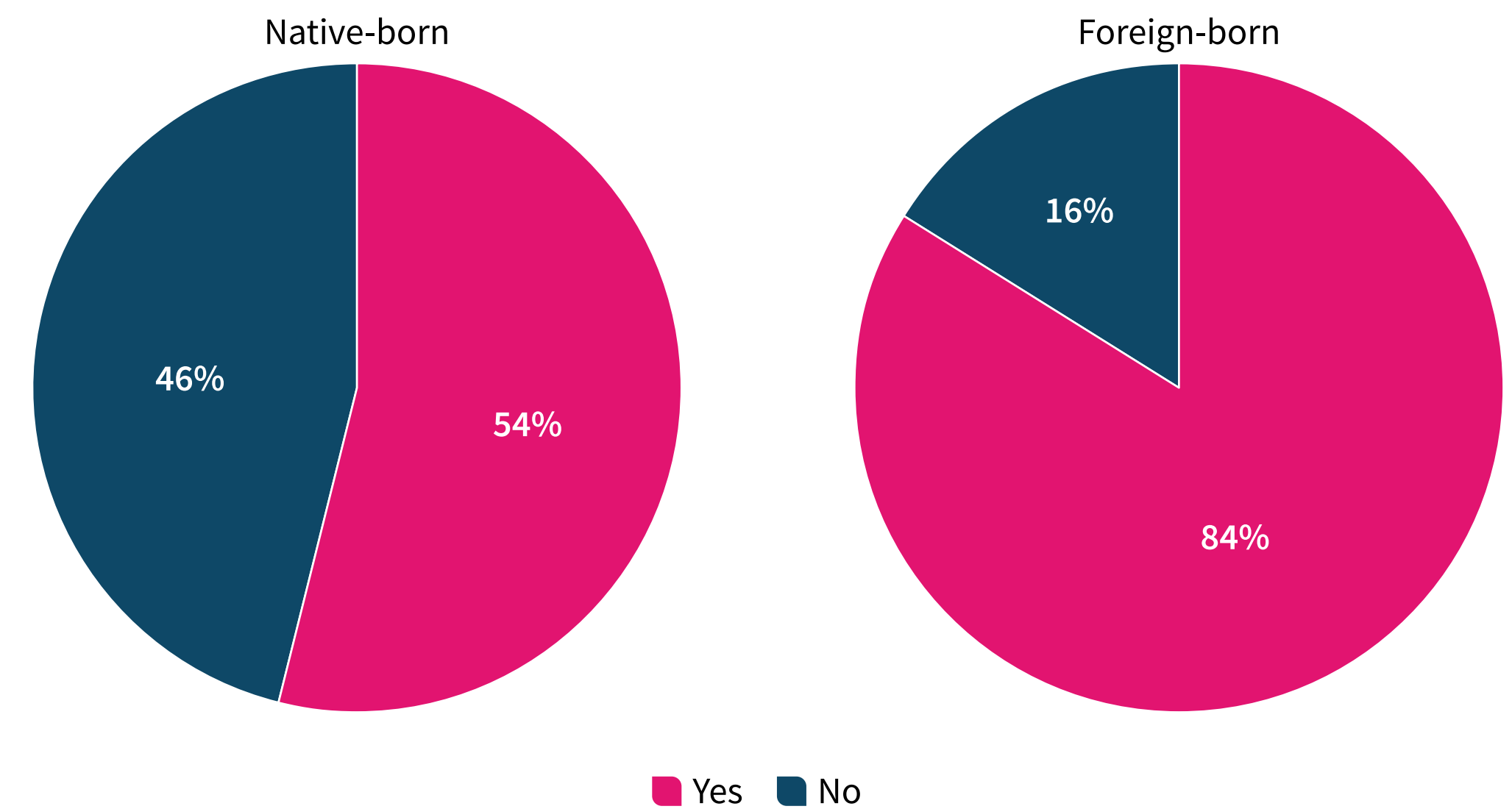


Chart 8 Reasons for not telling someone about their experience of violence and harassment at work, by country of birth in South-east Asia

Fear that telling someone would harm reputation.



Thought that telling someone was a waste of time.



Survey question:

Were any of the following a reason you didn't tell anyone about your experience... fear for reputation, it was a waste of time...

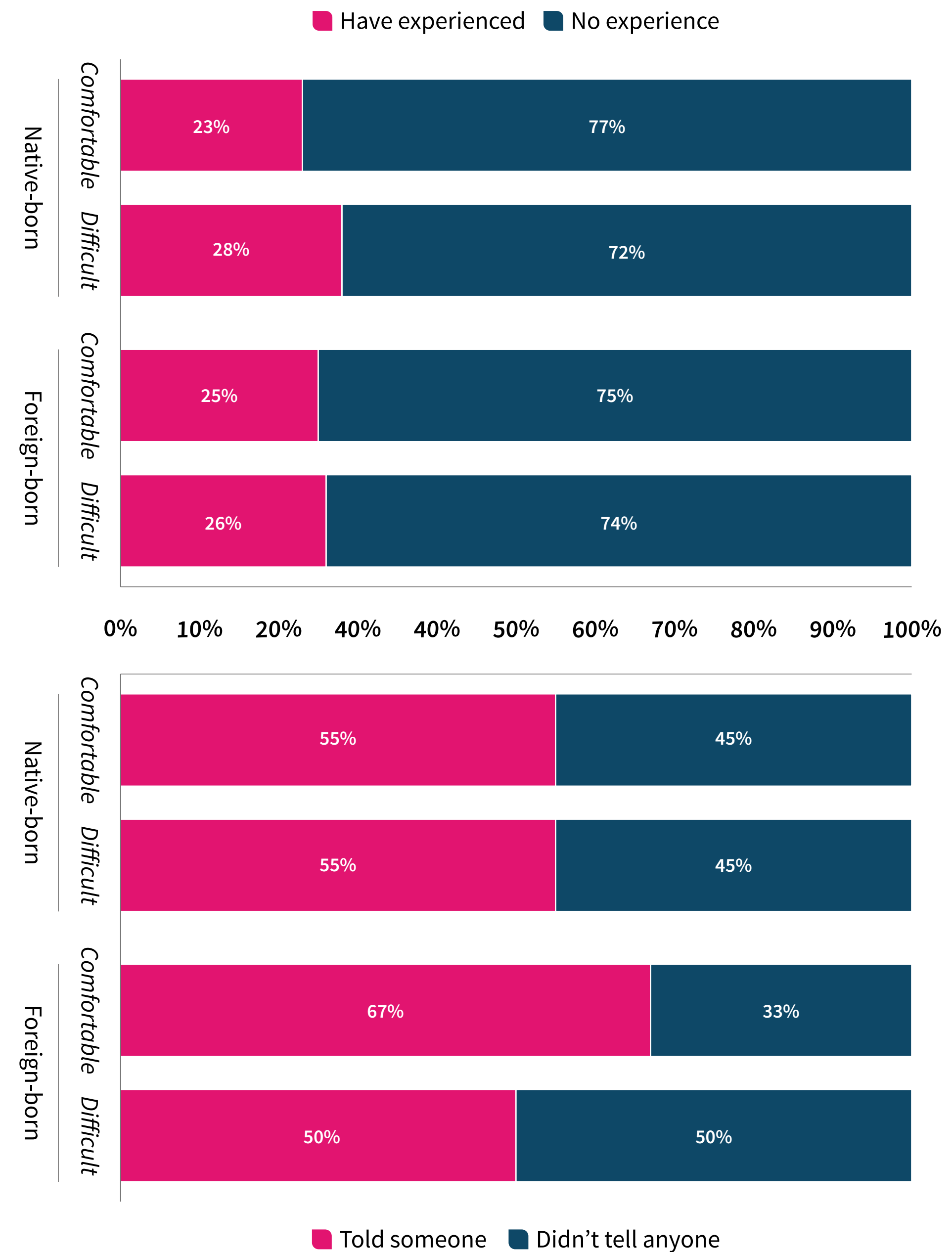
Migrant workers in Latin America and the Caribbean are more likely to experience multiple forms of violence and harassment

In the regions discussed so far there was a significant difference in the percentage of native and foreign-born workers who reported experiencing violence and harassment at work to the Poll. In contrast, in Latin America and the Caribbean, whilst a quarter of workers reported an experience to the Poll, there was only a 2 percentage point difference between native and foreign-born workers. There was also only a relatively small difference in experience when factoring in workers' feelings about their income, with a 1 percentage point difference in the foreign-born grouping, and a 5 percentage point difference in the native-born group.

A potential explanation for this similar experience could be that most migration within this region is between culturally similar regional countries. For example, Brazilian immigration figures for 2022 show that eight of the top 10 countries of origin were other Latin American countries (United States in fourth and China seventh), with Venezuela accounting for nearly 20% of migrants¹¹. However, larger differences between these groups do start to appear when we drill further into how likely workers were to tell someone about their experience, and also the types of violence and harassment at work that they experienced.

Foreign-born workers were more likely to tell someone else about their experience of violence and harassment, with 61% telling someone, compared to 54% of native-born workers, a 7 percentage point difference. Importantly, whilst foreign-born workers who described themselves as feeling comfortable about their income remained significantly more likely to tell someone compared to their native-born counterparts – at 67% of workers - those who described themselves as struggling were less likely, with only half telling someone else about their experience.

Chart 9 Experience of violence and harassment at work (Top), and likelihood of telling someone (Bottom), by country of birth and self described financial stability in Latin America and the Caribbean



Survey questions:

Have you, personally, ever experienced...

... physical violence or harassment at work, such as hitting, restraining, or spitting?

... psychological violence or harassment, such as insults, threats, bullying, or intimidation?

... sexual violence or harassment at work, such as unwanted sexual touching, comments, pictures, emails, or sexual requests?

Did you ever tell anyone about the violence or harassment that you experienced at work?

The 2021 World Risk Poll measures individuals' experiences with three forms of violence and harassment at work: physical, psychological, and sexual. Experience of these three forms was assessed individually meaning workers could report distinct experiences of all three kinds.

In most regions there were only minor differences in the number of forms of violence and harassment experienced at work reported to the Poll between native and foreign-born workers. However, in Latin America and the Caribbean, 7% of foreign-born workers described experiencing all three forms – physical, psychological, and sexual violence and harassment – at work. This compared to 2% for native-born workers in the region, and was higher than any other regional group.

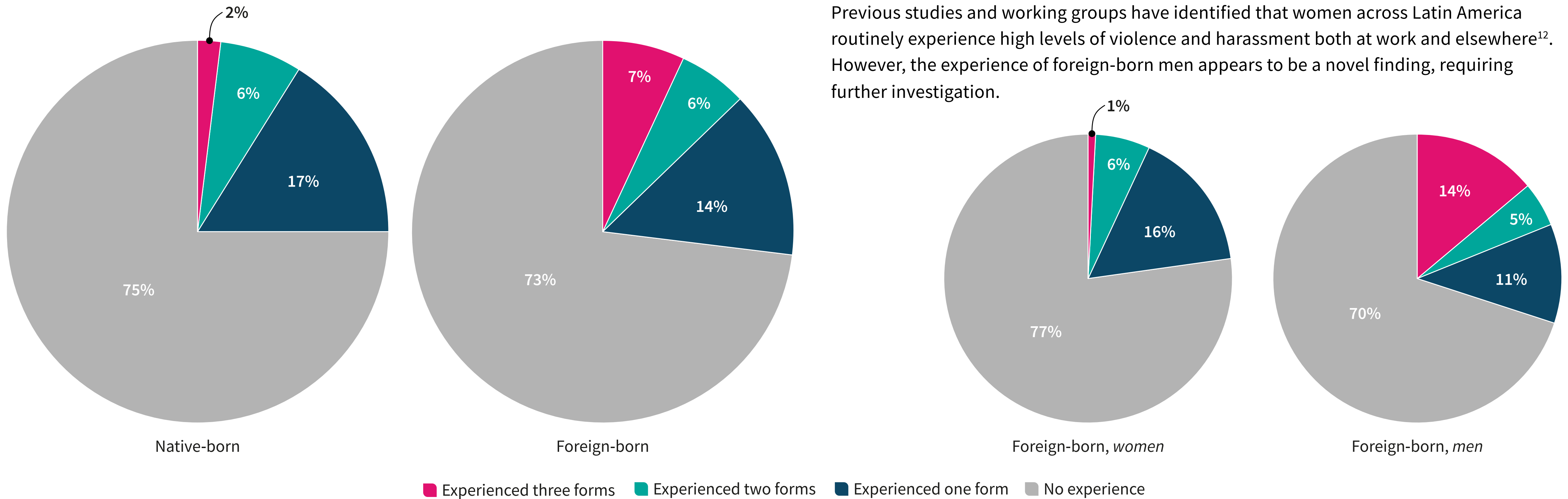
Male migrant workers in Latin America and the Caribbean are more likely to experience multiple forms of violence and harassment

Splitting this group further by sex revealed that the effect was most prevalent in men, with 14% of foreign-born men experiencing all three forms of violence and harassment, compared to 1% of foreign-born women. This group was also the most likely to tell someone else about their experience – with 70% telling someone – more so than their native-born counterparts at 47%, and than foreign-born women, at 50%.

Whilst foreign-born men were more likely than foreign-born women to tell someone else about their experience there were some striking differences in the reasons given by those who didn't. Foreign born men were more likely to be worried about punishment, at 49% – 7 percentage points higher than women – and about their reputation, at 71% – 17 percentage points higher than women.

Previous studies and working groups have identified that women across Latin America routinely experience high levels of violence and harassment both at work and elsewhere¹². However, the experience of foreign-born men appears to be a novel finding, requiring further investigation.

Chart 10 Number of forms of violence and harassment at work experienced, by country of birth and sex in Latin America and the Caribbean



Survey questions:

Have you, personally, ever experienced...

... physical violence or harassment at work, such as hitting, restraining, or spitting? ... psychological violence or harassment, such as insults, threats, bullying, or intimidation? ... sexual violence or harassment at work, such as unwanted sexual touching, comments, pictures, emails, or sexual requests?

Concluding remarks

A common trend across all regions is that foreign-born workers who self-report as struggling financially are more likely to report an experience of violence and harassment at work to the Poll. Furthermore, they are often less likely to tell someone about their experience, when compared to their peers who describe themselves as financially comfortable. This is especially true in countries and regions with high levels of income inequality. Whilst an indirect mechanism, mitigating this financial insecurity, especially for foreign-born workers, may be an impactful intervention.

The World Risk Poll dataset fills a knowledge gap in many countries which lack granular understanding of their residents’ experiences of violence and at work. Stakeholders can, and should, use this dataset to identify at risk groups specific to their countries, and understand both who people chose to tell about their experience, or conversely why they don’t tell anyone at all. Together this information can direct future research and even early interventions where there is a clear case for action.

As a clear example, employers should ensure that reporting pathways are transparent, available to all, and proactively communicated - including providing materials in relevant languages to foreign-born workers. External partners should support employers in this process and then ensure that those they represent are aware of the resources and

processes available to them. Experience of violence and harassment at work cannot be eradicated until all workers feel comfortable and able to report their experiences, and importantly, see their reporting lead to meaningful action.

To provide this security to employees, ratification of ILO Convention 190 should be considered a priority for governments globally. However, very few countries have ratified – or are in the process of ratifying – the convention. The United States, Australia, and New Zealand have not, whilst the convention will enter into force in January 2024 in Canada. Stakeholders should support and prioritise the ratification process in these countries and ensure that meaningful and targeted interventions follow.

It is worth noting that over a third of countries in the Latin American and Caribbean region sampled by the Poll have either already ratified Convention 190 – or will ratify it before the end of 2023 – El Salvador, Mexico, Panama, and Peru. Whilst a positive sign, at the regional level there remain a significant number of workers in this region, and globally, not working under the protections Convention 190 provides.

It is also important to note that ratification of Convention 190 is just a step in the process of eradicating violence and harassment at work. Countries must also put their commitments into action, and support each other by sharing learning and best practice, forming a global movement for change.

Convention 190 Ratification Status

| | | | | | | | | | | |
|----------------------------|-------------------|--------------------|---------------|----------------|------------------|-----------------|-----------------------|---------------------|--------------------------|--------------------------------|
| Afghanistan | Bolivia | Comoros | Eritrea | Haiti | Kyrgyzstan | Mongolia | Papua New Guinea | Saudi Arabia | Syrian Arab Republic | Uzbekistan |
| Albania | Bosnia | Congo | Estonia | Honduras | Latvia | Montenegro | Paraguay | Senegal | Tajikistan | Vanuatu |
| Algeria | and Herzegovina | Cook Islands | Eswatini | Hungary | Lebanon | Morocco | Peru | Serbia | Thailand | Venezuela |
| Angola | Botswana | Costa Rica | Ethiopia | Iceland | Lesotho | Mozambique | Philippines | Seychelles | Timor-Leste | Viet Nam |
| Antigua and Barbuda | Brazil | Côte d’Ivoire | Fiji | India | Liberia | Myanmar | Poland | Sierra Leone | Togo | Yemen |
| Argentina | Brunei Darussalam | Croatia | Finland | Indonesia | Libya | Namibia | Portugal | Singapore | Tonga | Zambia |
| Armenia | Bulgaria | Cuba | France | Iran | Lithuania | Nepal | Qatar | Slovakia | Trinidad and Tobago | Zimbabwe |
| Australia | Burkina Faso | Cyprus | Gabon | Iraq | Luxembourg | Netherlands | Republic of Korea | Slovenia | Tunisia | |
| Austria | Burundi | Czechia | Gambia | Ireland | Madagascar | New Zealand | Republic of Moldova | Solomon Islands | Türkiye | Ratified - In force |
| Azerbaijan | Cabo Verde | D.R. Congo | Georgia | Israel | Malawi | Nicaragua | Romania | Somalia | Turkmenistan | Ratified - Not in force |
| Bahamas | Cambodia | Denmark | Germany | Italy | Malaysia | Niger | Russian Federation | South Africa | Tuvalu | |
| Bahrain | Cameroon | Djibouti | Ghana | Jamaica | Maldives | Nigeria | Rwanda | South Sudan | Uganda | |
| Bangladesh | Canada | Dominica | Greece | Japan | Mali | North Macedonia | Saint Kitts and Nevis | Spain | Ukraine | |
| Barbados | CAR | Dominican Republic | Grenada | Jordan | Malta | Norway | Saint Lucia | Sri Lanka | United Arab Emirates | |
| Belarus | Chad | Ecuador | Guatemala | Kazakhstan | Marshall Islands | Oman | Saint Vincent | Sudan | United Kingdom | |
| Belgium | Chile | Egypt | Guinea | Kenya | Mauritania | Pakistan | Samoa | Suriname | U.R. Tanzania | |
| Belize | China | El Salvador | Guinea Bissau | Kiribati | Mauritius | Palau | San Marino | Sweden | United States of America | |
| Benin | Colombia | Equatorial Guinea | Guyana | Kuwait | Mexico | Panama | Sao Tome and Principe | Switzerland | Uruguay | |

References and endnotes

- 1 ILO. (2021). Violence and harassment in the world of work: A guide on Convention No. 190 and Recommendation No. 206.
www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190
- 2 Lloyd's Register Foundation. (2023). Safe at Work? Global experiences of violence and harassment.
www.wrp.lrfoundation.org.uk/safe-at-work-global-experiences-of-violence-and-harassment
- 3 ILO. (2022). Experiences of violence and harassment at work: A global first survey.
www.ilo.org/global/publications/WCMS_863095
- 4 NB. Only respondents who stated that they have ever worked, and who provided information about their country of birth are included in this analysis. This varies from the original 'Safe at Work?' report, where all respondents who stated they had ever worked were included, including those who did not provide information about their country of birth.
- 5 Respondents were asked to describe their feelings about their income, they could reply with the following options: Living comfortably, getting by (merged to 'Comfortable'), finding it difficult, and finding it very difficult (merged to 'Difficult').
- 6 The Gini coefficient measures the extent to which the distribution of income within a country deviates from a perfectly equal distribution. A coefficient of 0 expresses perfect equality where everyone has the same income, while a coefficient of 100 expresses full inequality where only one person has all the income. The World Bank. (2021). Gini Index.
www.data.worldbank.org/indicator/SI.POV.GINI
- 7 Pew Research Center. (2020). Facts on U.S. immigrants, 2018.
www.pewresearch.org/hispanic/2020/08/20/facts-on-u-s-immigrants/#fb-key-charts-origin
- 8 Australian Bureau of Statistics. (2021). Migration, Australia, Statistics on Australia's international migration, internal migration (interstate and intrastate), and the population by country of birth.
www.abs.gov.au/statistics/people/population/migration-australia/latest-release
- 9 Statistics Canada. (2016). Top 10 countries of birth of recent immigrants, Canada, 2016.
www150.statcan.gc.ca/n1/daily-quotidien/171025/t002b-eng.htm
- 10 Stats NZ Infoshare. (2019). 2018 Census population and dwelling counts.
www.stats.govt.nz/information-releases/2018-census-population-and-dwelling-counts
- 11 Observatório das Migrações em São Paulo (2022). Imigrantes Internacionais Registrados no Brasil.
www.nepo.unicamp.br/observatorio/bancointerativo/numeros-imigracao-internacional/sincre-sismigra
- 12 Gender Equality Observatory for Latin America and the Caribbean. (2020). Addressing violence against women and girls during and after the COVID-19 pandemic requires FINANCING, RESPONSES, PREVENTION AND DATA COMPILATION.
www.oig.cepal.org/en/documents/addressing-violence-against-women-and-girls-during-and-after-covid-19-pandemic-requires



GALLUP®

ABOUT LLOYD'S REGISTER FOUNDATION

Lloyd's Register Foundation is an independent global charity that helps to protect life and property at sea, on land and in the air. To do this, we support education, research and public engagement, and promote scientific excellence.

Lloyd's Register Foundation, 71 Fenchurch Street, London, EC3M 4BS, United Kingdom

email: worldriskpoll@lrfoundation.org.uk

Lloyd's Register Foundation is a Registered Charity (Reg. no. 1145988) and limited company.

(Reg. no. 7905861) registered in England and Wales, and owner of Lloyd's Register Group Limited.

Copyright © Lloyd's Register Foundation, 2023.

lrfworldriskpoll.com

ABOUT GALLUP

Gallup delivers analytics and advice to help leaders and organisations solve their most pressing problems. Combining more than 80 years of experience with its global reach, Gallup knows more about the attitudes and behaviours of employees, customers, students and citizens than any other organisation in the world. For more information about Gallup, please visit gallup.com/contact.

The Gallup organization was engaged to conduct the survey and analysis for some of the findings for this research. This report was not authored by Gallup and the responsibility for opinions expressed in this report rests solely with the report authors from Lloyd's Register Foundation

Photos throughout this report can be obtained online through Shutterstock unless credited from another source.