



EUROPEAN PARLIAMENT

## **Flash Eurobarometer 341**

# **Gender inequalities in the European Union**

## **REPORT**

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This survey was commissioned by the European Parliament and co-ordinated by Directorate-General for Communication (Public Opinion Monitoring Unit).

This document does not represent the point of view of the European Parliament. The interpretations and opinions contained in it are solely those of the authors.

**Flash Eurobarometer 341 - TNS Political & Social**

**Flash Eurobarometer 341**

**THE GENDER INEQUALITIES  
IN THE EUROPEAN UNION**

Conducted by TNS Political & Social at the request of the  
European Parliament

Survey co-ordinated by Directorate-General for Communication

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## INTRODUCTION

Gender equality is one of the founding principles of the European Union: in 1957, the principle of equal pay for work of equal value was incorporated into the Treaty of Rome.

In recent decades, the European Union has made significant progress through the adoption of legislation on equal treatment, the inclusion of gender considerations in all of its policies and the adoption of measures to promote women's emancipation. Among the positive trends, we have observed an increased number of women in the labour market and progress in terms of education and training.

However, gender inequalities in Europe remain a reality. Thus, on average, there is a 17.5% pay gap between men and women in the EU.

We should also highlight the fact that in national parliaments, less than one in four MPs is a woman (with significant differences between Member States) and also that the boards of the largest publicly traded European companies only have one woman for every ten men, on average, and only 3% of CEOs are women.

The issue of violence against women also remains central, since it is estimated that in Europe, between 20 to 25% of women have been victims of physical violence at least once in their lives.

In this context, this Eurobarometer Flash seeks to measure Europeans' perceptions of the gender inequalities within the European Union. In particular, it delves further into the issue of pay gaps and the measures considered likely to be most effective in reducing them. It also discusses the measures that could be taken to address the under-representation of men or women in certain occupations.

This Eurobarometer Flash was commissioned by the European Parliament's Directorate General for Communication. It was conducted by TNS Political & Social from 19 to 21 January 2012. 25,539 Europeans aged 15 and over were surveyed over the phone by the TNS Political & Social network's interviewers. The methodology used is that of the Flash Eurobarometer surveys of the European Parliament's Directorate General for Communication ("Public Opinion Monitoring" Unit).

The survey covers the EU's 27 Member States.

## MAIN RESULTS

The results of this Flash Eurobarometer survey provide several clues to help us understand what Europeans think of gender inequalities in general terms, and also in the occupational sphere.

- Although a majority of Europeans believe that gender inequalities have tended to **decline over the past ten years** (60%), **over half of respondents believe that these inequalities are a major problem in their country** (52%).
- The inequalities regarded as most important are **violence against women** (48%), ahead of **pay gaps** (43%).
- Pay gaps are regarded as an important issue by a clear majority of Europeans (69%). The same proportion also believes that **this issue is significantly downplayed**. And an even clearer majority considers that these inequalities are **unjustified** (85%).
- A majority of Europeans believes that action at the **European level would be most appropriate to find a solution** to pay gaps between men and women (47% compared with 38% who prefer action at the national level).
- When asked to give their views on **the reconciliation of family life and professional life**, Europeans largely disagree that "in a family, the parent with the lower wage should stop working in order to care for the children" (55%). **They also do not agree that a parent should give up work in order to care for children when that person's salary brings in no more than the child care costs**. Note: opposition to this idea is slightly stronger when it is suggested that the father should give up work to care for children (60%), rather than the mother (55%).
- When asked to evaluate the **effectiveness of possible measures** to reduce pay gaps, Europeans mentioned "facilitating" and "enforcement" measures in similar proportions: facilitating access for women and men to any type of employment (27%), imposing financial penalties on companies that do not respect gender equality (26%) and making companies' pay scales transparent (24%).
- In order to promote diversity in occupations where men or women are under-represented, respondents called for improved working conditions in these jobs (45%), clearly ahead of significantly improved wages (28%), tax incentives for businesses (22%) and public awareness campaigns (21%).
- Across all categories, **socio-demographic analysis** reveals **divisions in the perceptions of gender inequalities**. Not surprisingly, women paint a bleaker picture of the situation, and of the evolution of gender inequalities. This is also true of older Europeans, and those who studied least.

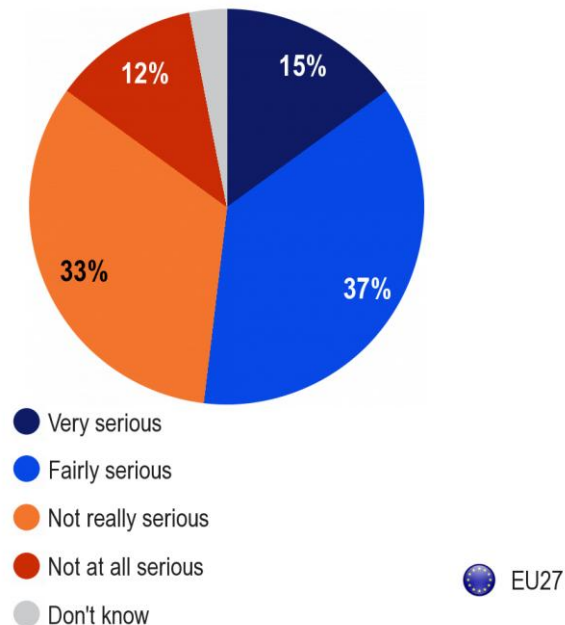
## 1. THE GENERAL SITUATION

### 1.1 The current situation

**- A majority of Europeans believes that gender inequalities are a major problem in their country -**

**Over half of Europeans** believe that gender inequalities are a "serious" problem in their country: 52% (compared with 45% for whom this is not an important problem). 15% of them even go so far as to say that these inequalities are a "very serious" problem.

Q1. In your opinion, to what extent are gender inequalities a very serious, a fairly serious, a not really serious or not at all a serious problem at the current time in (OUR COUNTRY)?



### Variations between Member States

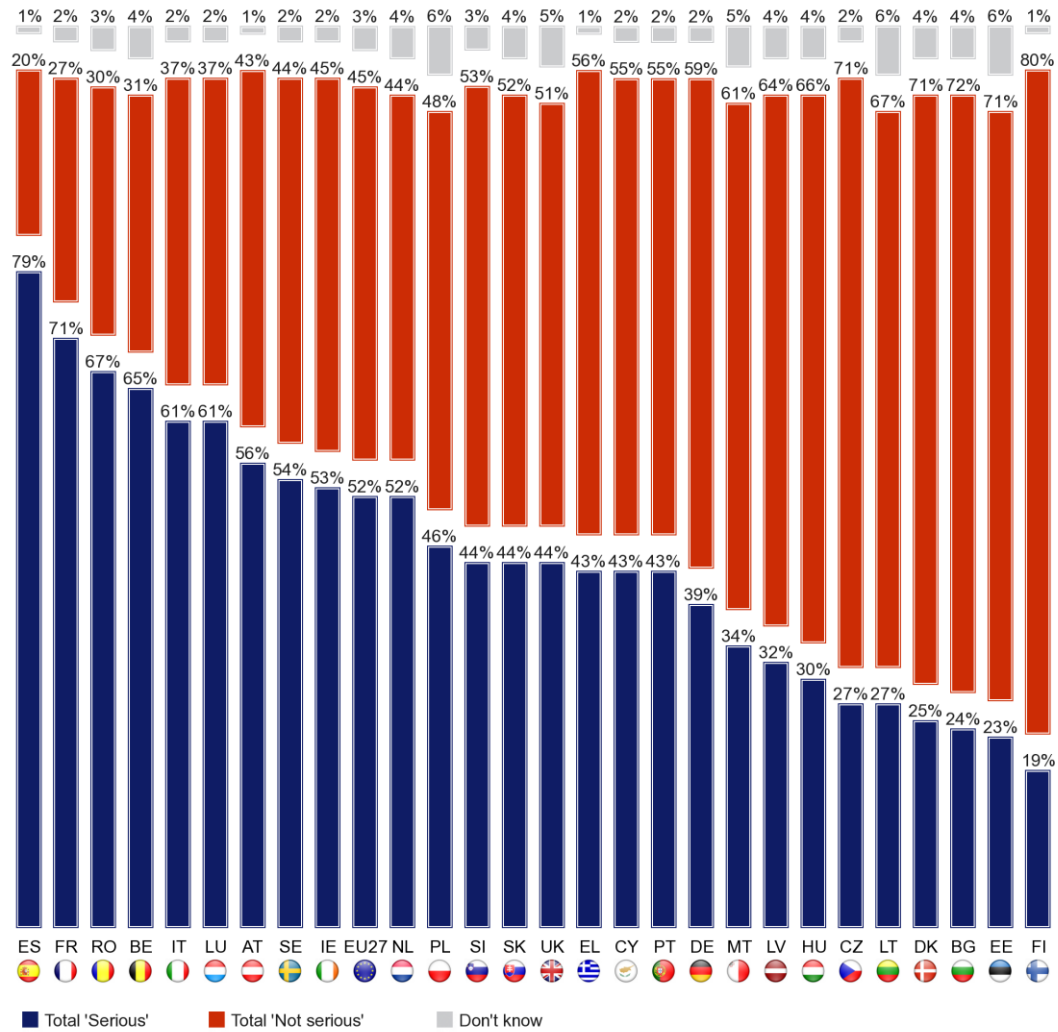
The belief that gender inequalities are a "serious" problem at the national level is more pronounced in pre-2004 Member States (55%) than in post 2004/2007 ones (44%).

This belief is held by **a majority of respondents in 10 of the 27 Member States:**

- Spain and France paint a particularly bleak picture of their respective countries. In Spain, 79% of respondents believe the problem is serious and almost one-third say it is "very serious" (32%). In France these figures are 71% and 23%, respectively.
- These two countries are followed by Romania (67%), Belgium (65%), Luxembourg (61%), Italy (61%), Austria (56%), Sweden (54%), Ireland (53%) and the Netherlands (52%).

Conversely, gender inequalities are described by over 70% of respondents as a problem that is "not really" or "not at all serious" in Finland (80%), Bulgaria (72%), the Czech Republic (71%), Denmark (71%) and Estonia (71%).

Q1. In your opinion, to what extent are gender inequalities a very serious, a fairly serious, a not really serious or not at all a serious problem at the current time in (OUR COUNTRY)?



### Socio-demographic analysis

An analysis using socio-demographic criteria reveals significant differences in perceptions:

- **Women have a harsher view of the gender inequalities in their country:** 58% believe that this is a serious problem compared with 46% of men.
- **Evaluation of the situation also varies according to age.** The older the respondents, the more likely they are to consider the problem of gender inequality to be serious: **48% of those aged 15-24**, 52% of 25-39 year-olds, 53% of 40-54 year-olds and 54% of those aged 55 and older.
- **The responses also vary slightly depending on the level of education:** Europeans who left school before the age of 16 are more likely to judge gender inequalities to be a "serious" problem (58% compared with 37% "not serious") than are those who continued their education until the age of 20 and beyond (53% compared with 45%).
- Respondents who are not in work (55%) and white-collar workers (52%) also judge the situation more harshly than do managers (49%), the self-employed (47%) and manual workers (46%).

Q1 In your opinion, to what extent are gender inequalities a very serious, a fairly serious, a not really serious or not at all a serious problem at the current time in (OUR COUNTRY)?

	Total 'Serious'	Total 'Not serious'	Don't know
EU27	52%	45%	3%
<b>Gender</b>			
Male	46%	51%	3%
Female	58%	39%	3%
<b>Age</b>			
15-24	48%	50%	2%
25-39	52%	46%	2%
40-54	53%	45%	2%
55 +	54%	42%	4%
<b>Education (End of)</b>			
15-	58%	37%	5%
16-19	51%	46%	3%
20+	53%	45%	2%
Still studying	50%	48%	2%
<b>Respondent occupation scale</b>			
Self-employed	47%	51%	2%
Employés	52%	47%	1%
<i>including managers</i>	49%	50%	1%
Manual workers	46%	50%	4%
Not working	55%	41%	4%

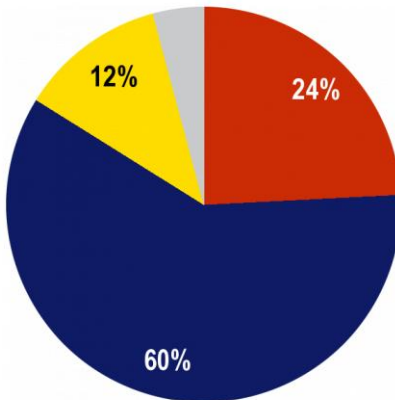


## 1.2 Recent developments

### - Gender inequalities are tending to diminish, according to a majority of Europeans -

A majority of Europeans think that gender inequalities have tended to decline over the past decade: 60% feel this way. However, almost a quarter think that they have increased instead (24%), while 12% *spontaneously* say that they have not changed.

Q2. And compared with 10 years ago, would you say that gender inequalities have tended to increase or decrease in (OUR COUNTRY)?



- Tended to increase
- Tended to decrease
- Have not changed (SPONTANEOUS)
- Don't know

 EU27

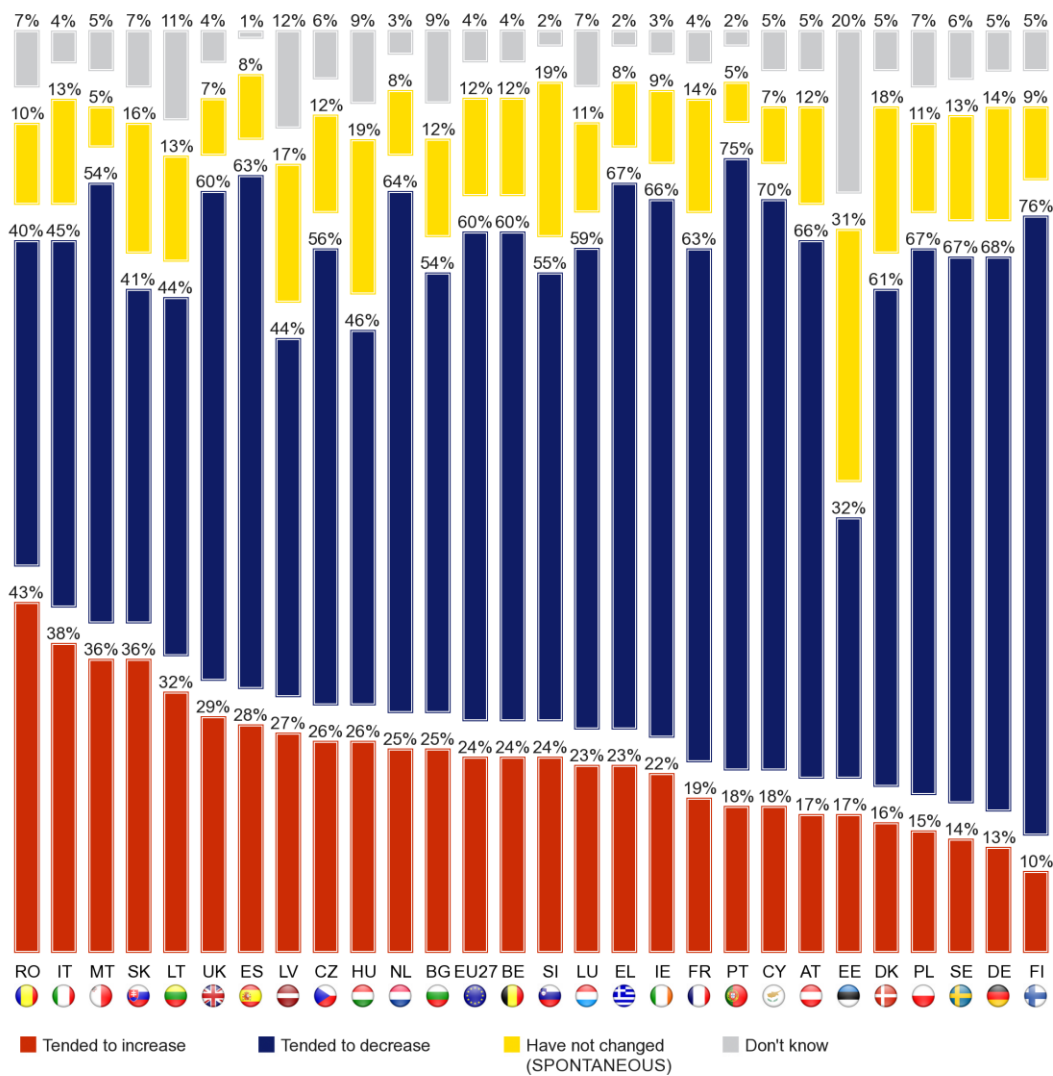
**Variations between Member States**

The belief that inequalities have tended to decrease rather than increase in recent years is held by a **majority in all Member States except Romania** (43% of respondents believe that they have "increased" compared with 40% "decreased").

The following countries, in particular, share the view that gender inequalities have decreased: Finland (76%), Portugal (75%), Cyprus (70%) and Germany (68%).

Conversely, after Romania, the countries which most strongly believe that gender inequalities have increased over the last decade are Italy (38%), Malta (36%), Slovakia (36%) and Lithuania (32%).

Q2. And compared with 10 years ago, would you say that gender inequalities have tended to increase or decrease in (OUR COUNTRY)?



### Socio-demographic analysis

We find the same divisions on this issue as we did with the previous question:

- **Women** are slightly more likely than men to believe that gender inequalities have increased over the past decade (26% compared with 23%) although a majority nevertheless believe that they have somewhat decreased (57% for 62% of men).
- As noted earlier, opinions of the current inequality situation are bleaker as we advance through **the age groups**. We find the same trend when it comes to assessing changes in inequalities over the last decade: **only 18% of 15-24 year-olds believe they have increased**, compared with 20% of 25-39 year-olds, 24% of 40-54 year-olds and 30% of those aged 55 and older.
- A respondent's **level of education** has a definite effect on the results of this question: 40% of the Europeans who studied the least believe that gender inequalities have increased over the past decade, compared with only 18% of those who stayed in education longest.
- Although it appears less divisive, **occupational status** also has an effect: those not in work and manual workers are more likely to believe that these inequalities have increased over the past ten years (28% and 27%, respectively) than the self-employed (23%) or white-collar workers (19%) and managers (16%).

Q2 And compared with 10 years ago, would you say that gender inequalities have tended to increase or decrease in (OUR COUNTRY)?

	Tended to increase	Tended to decrease	Have not changed (SPONTANEOUS)	Don't know
EU27	24%	60%	12%	4%
<b>Gender</b>				
Male	23%	62%	11%	4%
Female	26%	57%	12%	5%
<b>Age</b>				
15-24	18%	69%	5%	8%
25-39	20%	67%	9%	4%
40-54	24%	60%	13%	3%
55 +	30%	50%	15%	5%
<b>Education (End of)</b>				
15-	40%	43%	12%	5%
16-19	27%	58%	11%	4%
20+	18%	65%	13%	4%
Still studying	16%	70%	6%	8%

## 2. INEQUALITIES

### 2.1 Gender inequalities

**- Violence against women and pay gaps:  
the two forms of inequality that are  
most important to Europeans -**

Europeans were then asked about the main inequalities which exist between women and men. They were first asked to name what they believed to be the main inequality (First?), with only one possible answer, followed by the others (And then?), this time with the opportunity to provide two answers<sup>1</sup>. All the answers to both parts of the question provide an overall ranking. **In this report, our analysis focuses on the overall ranking.**

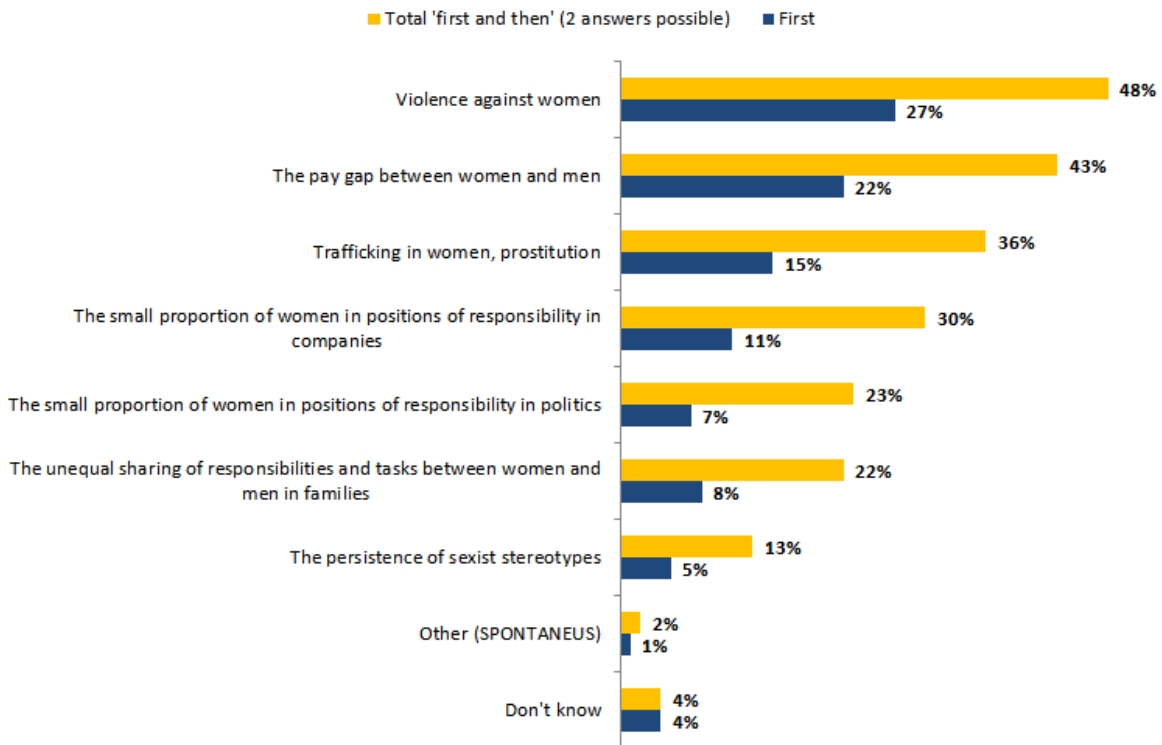
In their responses, Europeans combine social and economic issues. **First and foremost, they cite violence against women (48%), just ahead of pay gaps (43%).** These two issues were followed by the exploitation of women (trafficking in women, prostitution, 36%) and the small proportion of women in positions of responsibility, first in companies (30%), but also in politics (23%). The unequal sharing of responsibilities and tasks between women and men in families is also cited by over a fifth of respondents (22%), ahead of the persistence of sexist stereotypes (13%).

**When considering only the *first* response mentioned, the hierarchy of responses is practically the same.** The only difference is minimal: "the unequal sharing of responsibilities and tasks between women and men in families" stands fifth in the ranking of inequalities listed *first*, with 8% of mentions, just ahead of "the small proportion of women in positions of responsibility in politics", which came in sixth place with 7%; whereas in the aggregate responses, this order is reversed (22% and 23%, respectively).

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<sup>1</sup> Q3ab In your opinion, which of the gender inequalities in the following list are the most important? First? And then?

**Q3 In your opinion, which of the gender inequalities in the following list are the most important? (3 ANSWERS MAXIMUM)**



### Variations between Member States

**Violence against women** is the **first inequality identified** in **12 of the 27 Member States**, in particular in Spain (74%), Sweden (64%), Romania (62%) and Lithuania (60 %).


**Pay gaps** also lead the responses in 12 of the 27 Member States, especially in Austria (61%), Germany (59%), Finland (57%), Estonia (55%), the Czech Republic (55%) and France (54%).





























**The exploitation of women** (trafficking in women and prostitution) is the first inequality cited in three countries: Denmark (60%), Ireland (48%) and the Netherlands (48%). It is also an important inequality for 54% of respondents in Romania.

**The small proportion of women in positions of responsibility in companies** is cited far more often than the average in Germany (44%) and the Netherlands (41%).

**The small proportion of women in positions of responsibility in politics** is particularly mentioned in the Czech Republic (41%), in second place.

Finally, **the unequal sharing of responsibilities and tasks within the family** is particularly cited in Malta (36%), the Czech Republic (33%) and Hungary (33%).

 In your opinion, which of the gender inequalities in the following list are the most important? First? And then ?  
(3 ANSWERS MAXIMUM)

	Violence against women	The pay gap between women and men	Trafficking in women, prostitution	The small proportion of women in positions of responsibility in companies	The small proportion of women in positions of responsibility in politics	The unequal sharing of responsibilities and tasks between women and men in families	The persistence of sexist stereotypes
 UE27	48%	43%	36%	30%	23%	22%	13%
 BE	47%	<b>50%</b>	35%	32%	24%	26%	15%
 BG	<b>41%</b>	34%	39%	19%	22%	31%	16%
 CZ	39%	<b>55%</b>	26%	31%	<b>41%</b>	33%	11%
 DK	51%	34%	<b>60%</b>	15%	<b>6%</b>	<b>7%</b>	10%
 DE	<b>27%</b>	<b>59%</b>	<b>20%</b>	<b>44%</b>	22%	22%	11%
 EE	30%	<b>55%</b>	23%	24%	29%	22%	9%
 IE	44%	27%	<b>48%</b>	29%	33%	21%	10%
 EL	<b>55%</b>	<b>23%</b>	47%	20%	19%	30%	14%
 ES	<b>74%</b>	42%	42%	22%	11%	27%	11%
 FR	49%	<b>54%</b>	24%	37%	28%	23%	14%
 IT	<b>58%</b>	<b>23%</b>	37%	32%	28%	17%	11%
 CY	<b>42%</b>	34%	35%	21%	33%	28%	13%
 LV	36%	<b>43%</b>	33%	20%	26%	29%	18%
 LT	<b>60%</b>	41%	40%	<b>12%</b>	13%	23%	<b>4%</b>
 LU	34%	<b>44%</b>	29%	36%	24%	29%	12%
 HU	39%	<b>45%</b>	32%	26%	27%	33%	6%
 MT	<b>50%</b>	31%	34%	31%	26%	<b>36%</b>	12%
 NL	35%	42%	<b>48%</b>	41%	25%	20%	<b>21%</b>
 AT	43%	<b>61%</b>	30%	32%	18%	22%	11%
 PL	33%	<b>46%</b>	35%	28%	26%	28%	17%
 PT	<b>57%</b>	35%	42%	27%	28%	26%	9%
 RO	<b>62%</b>	<b>23%</b>	54%	20%	23%	22%	7%
 SI	<b>48%</b>	33%	26%	31%	27%	26%	6%
 SK	43%	<b>47%</b>	29%	27%	32%	29%	10%
 FI	41%	<b>57%</b>	28%	25%	7%	14%	16%
 SE	<b>64%</b>	53%	47%	21%	19%	11%	10%
 UK	<b>50%</b>	35%	47%	23%	23%	17%	15%

**Highest percentage per country**

*Lowest percentage per country*

Highest percentage per item

Lowest percentage per item

### Socio-demographic analysis

**The ways that men and women perceive the main inequalities between the sexes are close** but we note that:

- Although the hierarchy of identified inequalities is nearly the same, **women place more importance on the inequality of responsibilities and tasks within the family** (25% mention this inequality, compared with 20% of men), placing this item ahead of the small proportion of women in positions of responsibility in the political sphere (23% of women compared with 24% of men).
- Women are also more likely to mention the main inequalities that they identify (50% for violence, compared with 46% of men; 46% for wage gaps, compared with 39% of men).

We have also observed some differences in the perceptions of respondents according to their age: **young respondents (aged 15-24) mention wage gaps less (38% compared with 43% on average) than trafficking and prostitution (44% compared with 36% on average), or the persistence of sexist stereotypes (18% compared with 13%).**

Europeans who left school before 16 also mention violence against women more often (52%), well ahead of pay gaps (39%), although both subjects record the same score (45%) among those who stayed in education longest.

Lastly, although managers are slightly less likely than the average European to cite violence against women (46% compared with 48% of all Europeans), or, in particular, pay gaps (38% compared with 43%), they are more likely to worry about the small proportion of women in positions of responsibility in companies (43% compared with 30%).



In your opinion, which of the gender inequalities in the following list are the most important? First? And then ? (3 ANSWERS MAXIMUM)

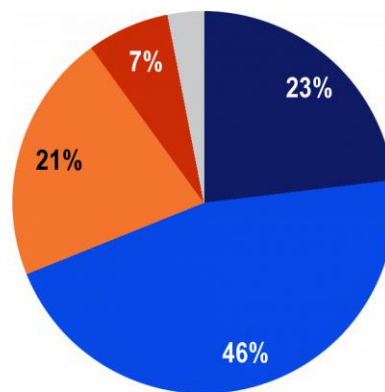
	Violence against women	The pay gap between women and men	Trafficking in women, prostitution	The small proportion of women in positions of responsibility in companies	The small proportion of women in positions of responsibility in politics	The unequal sharing of responsibilities and tasks between women and men in families	The persistence of sexist stereotypes	Autres (SPONTANÉ)	Don't know
EU27	48%	43%	36%	30%	23%	22%	13%	2%	4%
<b>Gender</b>									
Male	46%	39%	36%	29%	24%	20%	13%	2%	4%
Female	50%	46%	35%	32%	23%	25%	12%	1%	3%
<b>Age</b>									
15-24	51%	38%	44%	27%	22%	24%	18%	1%	2%
25-39	51%	41%	39%	31%	21%	24%	16%	1%	2%
40-54	48%	45%	35%	32%	23%	22%	13%	1%	3%
55 +	45%	45%	30%	31%	26%	21%	8%	3%	6%
<b>Education (End of)</b>									
15-	52%	39%	33%	25%	22%	20%	6%	3%	7%
16-19	49%	43%	36%	29%	23%	21%	10%	1%	4%
20+	45%	45%	34%	34%	24%	24%	15%	2%	2%
Still studying	50%	40%	41%	31%	25%	24%	20%	2%	1%
<b>Respondent occupation scale</b>									
Self-employed	45%	41%	34%	30%	24%	23%	15%	2%	4%
Employee	48%	44%	38%	34%	23%	22%	15%	1%	2%
including managers	46%	38%	35%	43%	28%	21%	12%	0%	2%
Manual workers	47%	42%	35%	26%	20%	22%	11%	1%	5%
Not working	49%	42%	34%	29%	24%	23%	10%	2%	4%

## 2.2 Perception of the problem

### - Pay gaps between men and women: a major problem for a large majority of Europeans -

A clear majority of Europeans believe that pay gaps between women and men are **a serious problem in their country: 69% share this view and almost a quarter of Europeans say that this problem is "very serious" (23%)**. Conversely, just under three out of ten Europeans believe instead that pay gaps are "not really" or "not at all" a serious problem in their country (28%).

Q4. Personally, based on your knowledge of the pay gap between women and men, to what extent would you say that this is a very serious, a fairly serious, a not really serious or not at all a serious problem?

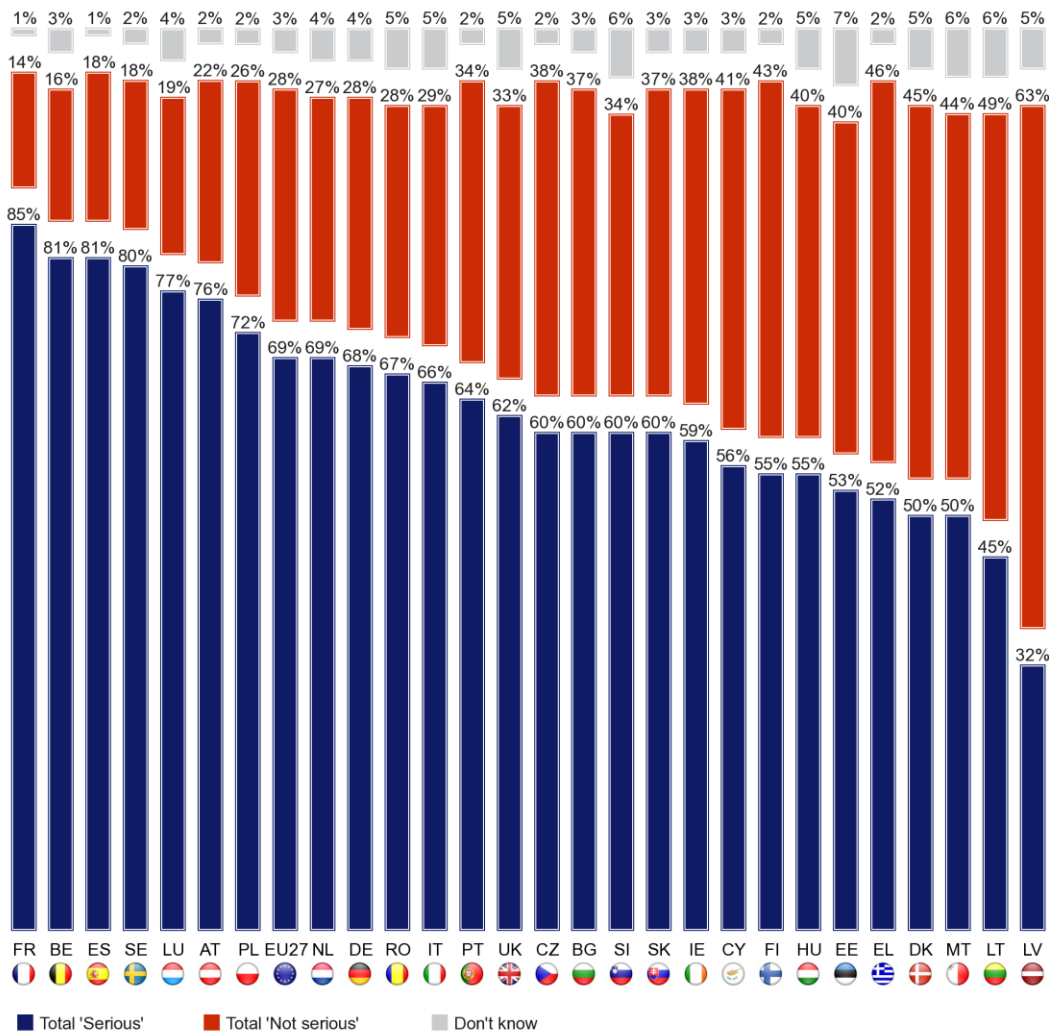


- Very serious
- Fairly serious
- Not really serious
- Not at all serious
- Don't know

### Variations between Member States

The view that pay gaps between men and women are a "serious" problem **is the majority position in all Member States but two**: Latvia (only 32% compared with 63% "not serious") and Lithuania (45% compared with 49%).

Q4. Personally, based on your knowledge of the pay gap between women and men, to what extent would you say that this is a very serious, a fairly serious, a not really serious or not at all a serious problem?



The harshest views are expressed in France (85% of respondents say the problem is "serious" and 34% "very serious"), Belgium (81% and 35%), Spain (81% and 36%) and Sweden (80% and 22%).

### Socio-demographic analysis

Once again, we find the same divisions as were recorded for gender inequalities in general:

- **Women are more likely than men** to believe that pay gaps are a serious problem (76%, including 27% who say that pay gaps are a "very serious" problem, compared with 62% and 19%).
- They are also considered more serious by those aged 55 and over (72%) than **those aged 15-24 (62%)**.
- The least educated are also slightly more likely to say that this is a serious problem (73%) than those who continued their education after 19 years of age (69%).
- Once again, respondents who are not in work paint a bleaker picture (72%) than the self-employed (64%), white-collar workers (67%) and even manual workers (68%) and managers (68%).

**Q4 Personally, based on your knowledge of the pay gap between women and men, to what extent would you say that this is a very serious, a fairly serious, a not really serious or not at all a serious problem?**

	Total 'Serious'	Total 'Not serious'	Don't know
EU27	69%	28%	3%
<b>Gender</b>			
Male	62%	35%	3%
Female	76%	21%	3%
<b>Age</b>			
15-24	62%	35%	3%
25-39	67%	30%	3%
40-54	71%	26%	3%
55 +	72%	24%	4%
<b>Education (End of)</b>			
15-	73%	22%	5%
16-19	69%	28%	3%
20+	69%	28%	3%
Still studying	64%	33%	3%
<b>Respondent occupation scale</b>			
Self-employed	64%	33%	3%
Employee	67%	30%	3%
<i>including managers</i>	68%	28%	4%
Manual workers	68%	29%	3%
Not working	72%	24%	4%

### 3. RECONCILING FAMILY LIFE AND PROFESSIONAL LIFE

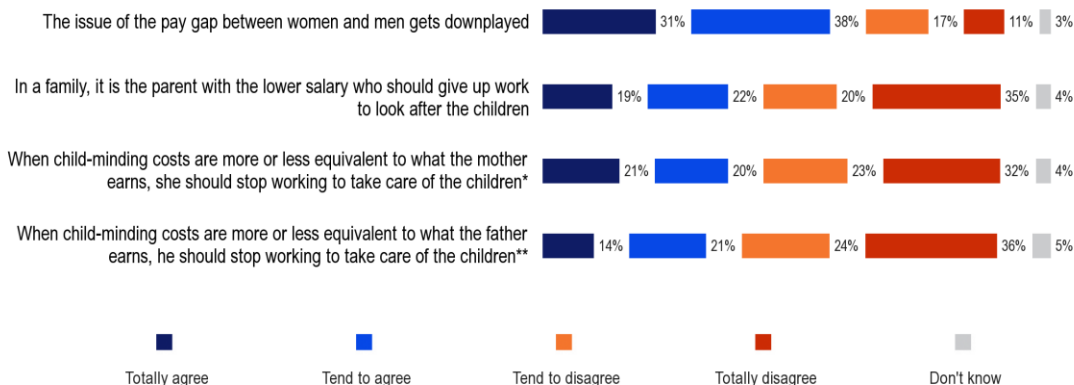
**- A majority of Europeans believe that the issue of pay gaps is downplayed; the economic trade-off between working and childcare divides opinion-**

Europeans were then asked if they agreed with various statements regarding pay gaps between men and women, particularly on the trade-off between working and minding the children, according to salary.

⇒ **The issue of the pay gap between men and women is significantly downplayed**

A majority of Europeans clearly agree with that **"the issue of the pay gap between women and men gets downplayed"** (69%). Over three out of ten Europeans say that they "totally agree" (31%) with this statement. In contrast, just slightly over a quarter of Europeans do not believe that the gender inequality issue is downplayed much (28%).

Q5. To what extent do you totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements?



EU27

\* Split A only





























\*\* Split B only

### Variations between Member States

The belief that the gender inequality issue is significantly downplayed is widely held in all Member States. There are nevertheless significant variations between Member States in terms of the proportion of respondents who agree with this statement (the difference is as much as 31 points between France (79%) and Malta (48%)).

Among the countries that agree most that gender inequalities are significantly downplayed are France (79%), Germany (77%), Poland (76%) and Austria (74%).

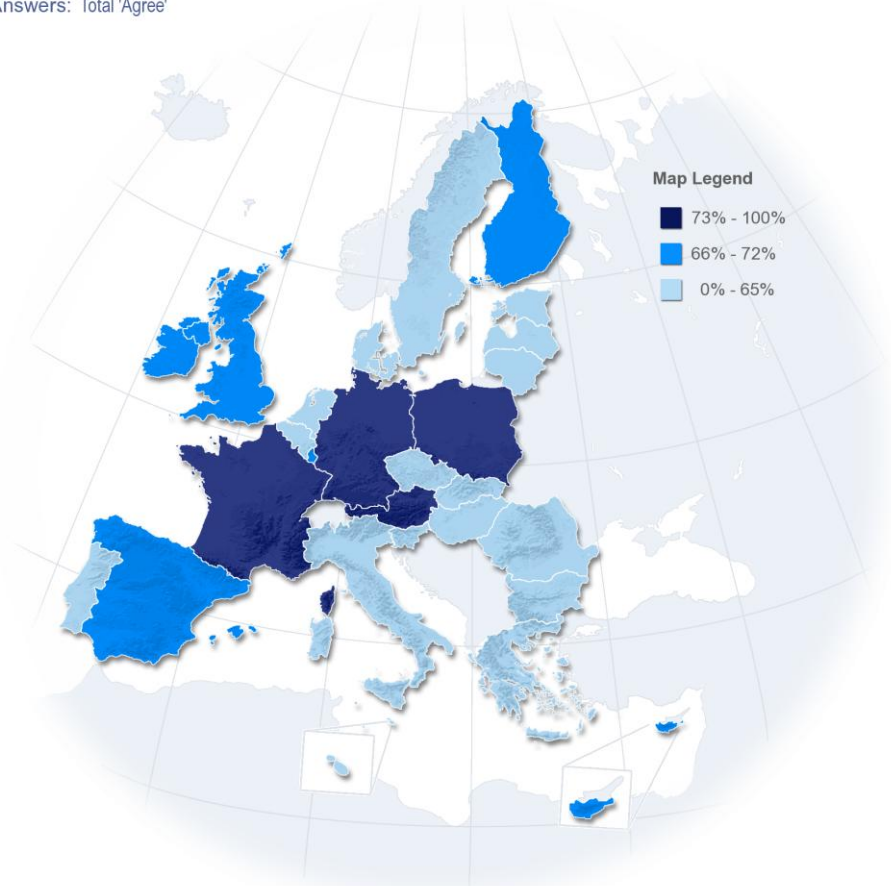
Conversely, the lowest scores were recorded in Portugal (53%) and Malta (48%), where agreement is barely held by a majority.

 FR	79%
 DE	77%
 PL	76%
 AT	74%
 CY	71%
 EU	69%
 UK	68%
 FI	68%
 IE	67%
 ES	66%
 LU	66%
 SK	65%
 SE	65%
 RO	64%
 BE	64%
 NL	64%
 IT	63%
 EE	62%
 DK	62%
 BG	62%
 CZ	60%
 EL	60%
 SI	59%
 LT	59%
 LV	59%
 HU	58%
 PT	53%
 MT	48%

Question: Q5.1. To what extent do you totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements?

Option: The issue of the pay gap between women and men gets downplayed





























Answers: Total 'Agree'



⇒ **In a family, it is the parent with the lower salary who should give up work to look after the children**

The belief that "in a family, it is the parent with the lower salary who should give up work to look after the children" only elicits agreement from a minority of Europeans: 41% agree compared with 55% who disagree. Over a third of respondents even say that they "totally disagree" (35%).

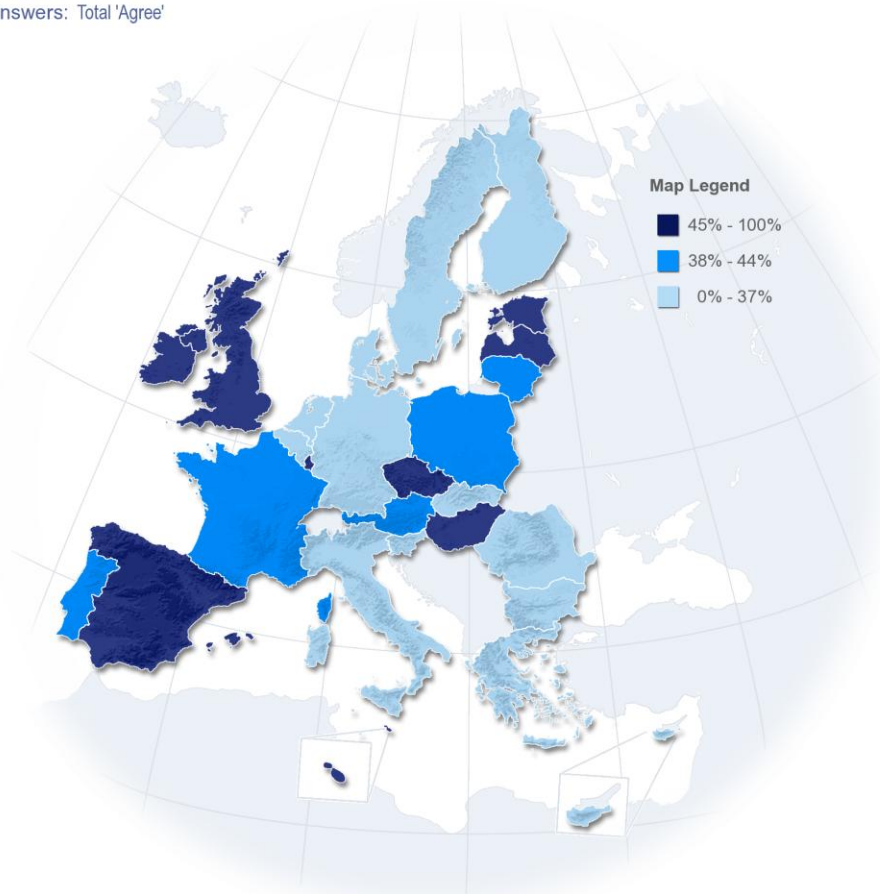
### Variations between Member States

 ES	59%
 LU	58%
 LV	56%
 CZ	55%
 HU	53%
 IE	51%
 MT	50%
 UK	50%
 EE	47%
 PT	42%
 PL	42%
 EU	41%
 FR	41%
 AT	40%
 LT	39%
 IT	37%
 DE	37%
 SK	35%
 BG	34%
 CY	33%
 EL	33%
 BE	32%
 SE	31%
 DK	31%
 RO	29%
 NL	20%
 FI	17%
 SI	14%

Question: Q5.2. To what extent do you totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements?

Option: In a family, it is the parent with the lower salary who should give up work to look after the children

Answers: Total 'Agree'



Respondents in Slovenia (85%, including 75% "totally disagree"), Finland (81% and 54%) and the Netherlands (78% and 56%) are the most likely to strongly oppose the belief that "in a family, it is the parent with the lower salary who should give up work to look after the children."

However, this idea is supported by a majority of respondents in 9 of the 27 Member States: Spain (59%), Luxembourg (58%), Latvia (56%), the Czech Republic (55%), Hungary (53%), Ireland (51%), Malta (50%), the UK (50%) and Estonia (47%).

⇒ **When child-minding costs are more or less equivalent to what the mother/father earns, she/he should stop working to take care of the children**

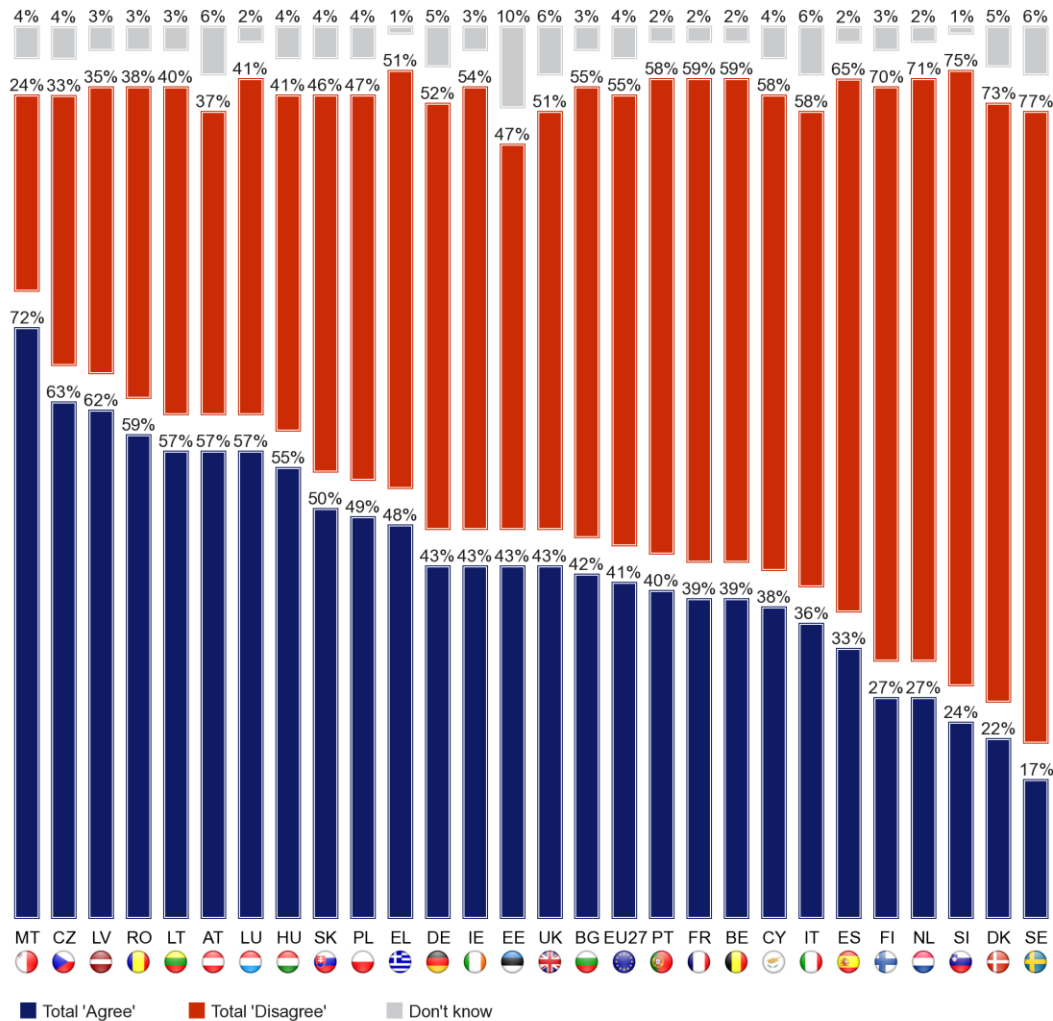
Another statement was tested using a "split ballot":

- Half of the sample (split A) was asked whether they agreed with the statement: **"When child-minding costs are more or less equivalent to what *the mother* earns, she should stop working to take care of the children".**
- The other half of the sample (split B) was asked whether they agreed with the statement: **"When child-minding costs are more or less equivalent to what *the father* earns, he should stop working to take care of the children".**

First, we will analyse the results of each of these two statements (split A and split B). Then we will proceed with a quick comparison of the results for each of the two splits.

▪ **(Split A) When child-minding costs are more or less equivalent to what the mother earns, she should stop working to take care of the children**

Q5.3. To what extent do you totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements?  
When child-minding costs are more or less equivalent to what the mother earns, she should stop working to take care of the children



Split A only

**Variations between Member States**

The belief that the mother should give up her job if she does not earn more than the child-minding costs is much more favourably received in post 2004/2007 Member States (52% agree with the statement, compared with 44% who disagree) than in the pre-2004 Member States, where respondents are mostly opposed (38% "agree", compared with 58% who disagree).

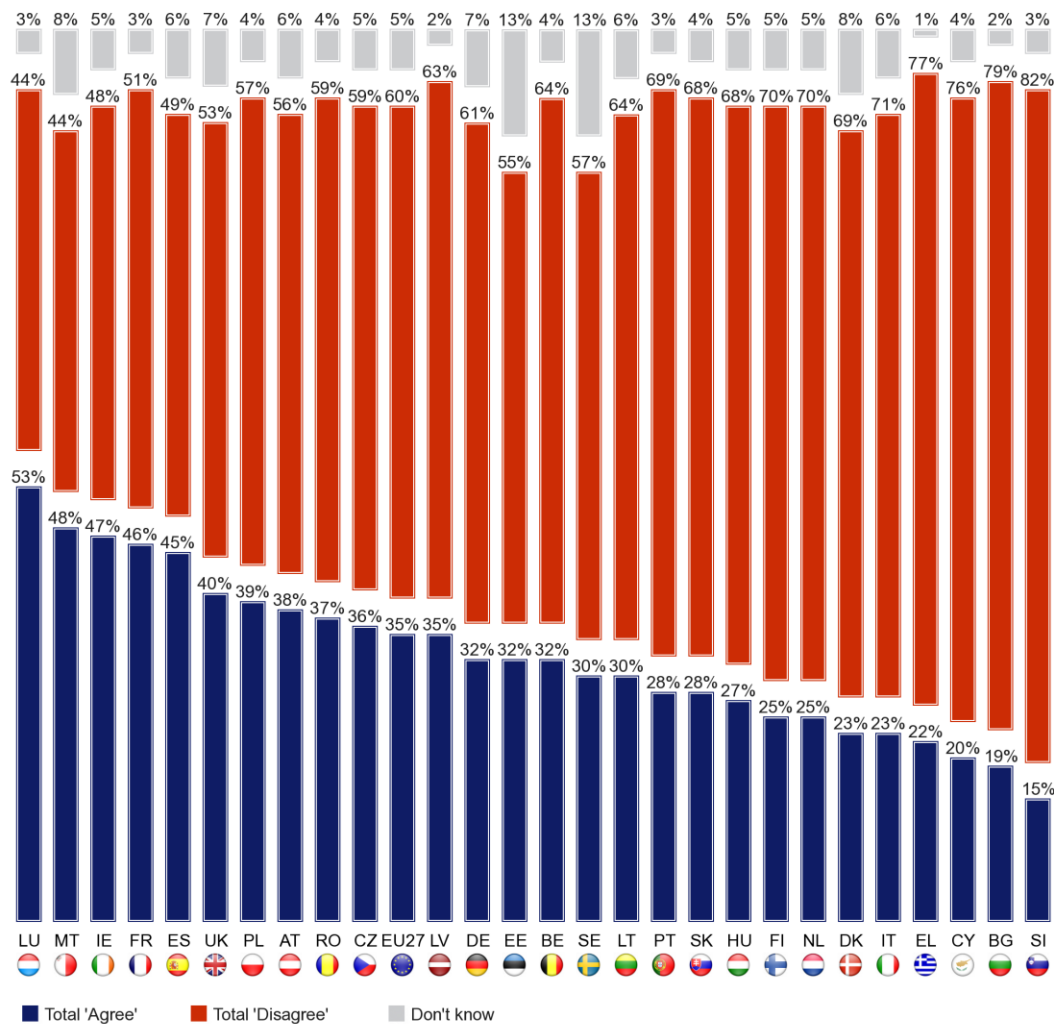


This statement was massively rejected in Sweden (77%), Slovenia (75%), Denmark (73%), the Netherlands (71%) and Finland (70%). In all, a majority disagreed with this statement in 17 Member States.

Conversely, this statement won the support of a majority of respondents in 10 Member States, led by Malta (72%), the Czech Republic (63%), Latvia (62%), Romania (59%), Lithuania (57%), Luxembourg (57%), Austria (57%), Hungary (55%), Slovakia (50%) and Poland (49%).

- **(SPLIT B) When child-minding costs are more or less equivalent to what *the father* earns, he should stop working to take care of the children**

Q5.4. To what extent do you totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements?  
When child-minding costs are more or less equivalent to what the father earns, he should stop working to take care of the children



*Split B only*

### Variations between Member States

This time, the belief that *the father* should give up his job if he does not earn more than the child-minding costs is favourably received in similar proportions by respondents in the pre-2004 Member States (35% compared with 59%) and in post-2004/2007 Member States (34% compared with 62%).

At the national level, this proposal only receives majority support in two Member States: Luxembourg (53%) and Malta (48%).

Furthermore, the countries that voice the strongest opposition to this statement are not the same as in the first case, where the mother is tested: Slovenia (82%) is once more prominent, but is joined this time by Bulgaria (79%), Greece (77%), Cyprus (76%) and Italy (71%).

### **Comparison of the two Splits:**

Overall, **a majority of Europeans disapprove of the idea that a parent** (regardless of whether it is the father or the mother) **should give up his or her job to care for the children when their earnings are more or less equivalent to the child-minding costs.**

**At the European level, opposition to this idea is somewhat stronger when it is suggested that *the father* might give up work** (60% "disagree" and 36% "totally disagree", compared with 35% who agree), **rather than *the mother*** (55% including 32% who "totally disagree", compared with 41%).

In more detail, it appears that in some countries, or groups of countries, differences depending on whether the question relates to *the mother* or *the father* are much more pronounced. This is particularly the case:

- In post-2004/2007 Member States: the majority of respondents in these countries are open to the idea that *the mother* should give up work (52% "agree", compared with 44% who "disagree"), but are strongly opposed in the case of *the father* (34% "agree", compared with 62%)
- In some countries: especially Hungary (55% "agree" for *the mother* compared with 27% for *the father*), Latvia (62% compared with 35%), the Czech Republic (63% compared with 36%), Lithuania (57% compared with 30%) and Greece (48% compared with 22%).

### **Socio-demographic analysis**

Analysis by socio-demographic criteria indicates that **the male/female criterion** only has a partial effect on approval of these different statements, but we did observe some variations:

- Not surprisingly, women are more likely than men to consider that gender inequalities are significantly downplayed (74% compared with 64% of men).
- However, differences in perceptions of the lifestyle choice between work and child-minding are more tenuous: the same proportions of respondents oppose the idea that "in a family, it is the parent with the lower salary who should give up work to look after the children" (55% of both men and women). Secondly, women are only slightly more likely to reject the idea that *the mother* should stop working if her salary does not exceed the cost of child-minding (56% compared with 53% of men).

- **In contrast, women are more likely to disapprove of the idea that *the father* should stop working to take care of the children (63% compared with 57% of men).**

There is also **a generation gap in perceptions:**

- Europeans aged 55 and older are more likely to agree that it is the parent with the lower salary who should give up work to look after the children (43% compared with 36% for those aged 15-24), as well as the idea that *the mother* should stop working if her salary does not pay more than the child-minding costs (49% compared with 33%).
- We also found that Europeans aged 55 and over are much more open to the idea that *the mother* should give up work (49%) than *the father* (32%), while the difference is much smaller among 15-24 year olds (33% for *the mother* and 28% for *the father*).

**Level of education** is also a discriminating criterion:





- The least educated are more likely to support the idea that it is the parent with the lower salary who should give up work to look after the children (48% compared with 37% of those who stayed in school until the age of 20 and beyond).
- They are also far more open to the idea that the mother should give up work to take care of the children when she earns less than the child-minding costs (53% compared with 36% of the most highly educated respondents).
- Here again there is a significant difference when it is suggested that *the father* should give up work: support is clearly lower among Europeans who left school before the age of 16 (34%). The most highly educated Europeans respond in similar proportions as in the hypothesis of *the mother* (35%).

Lastly, we found that:

- Manual workers (49%) are more likely than white-collar workers (36%), the self-employed (40%) and those who are not working (44%) to agree that *the mother* should give up work if she earns no more than the child-minding costs.

- When we compare the responses to both questions, we find that manual workers are much less receptive to the idea that *the father* should stop working (34% compared with 49% for *the mother*); this is also the case for non-working respondents (34% compared with 44%). The difference between response levels is much smaller among white-collar workers (36% compared with 36%) and the self-employed (37% compared with 40%).

Q5 To what extent do you totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements? When child-minding costs are more or less equivalent to what the father earns, he should stop working to take care of the children

	The issue of the pay gap between women and men gets downplayed		In a family, it is the parent with the lower salary who should give up work to look after the children		(SPLIT A ONLY) When child-minding costs are more or less equivalent to what the mother earns, she should stop working to take care of the children		(SPLIT B ONLY) When child-minding costs are more or less equivalent to what the father earns, he should stop working to take care of the children	
	Total 'Agree'	Total 'Disagree'	Total 'Agree'	Total 'Disagree'	Total 'Agree'	Total 'Disagree'	Total 'Agree'	Total 'Disagree'
EU27	69%	28%	41%	55%	41%	55%	35%	60%
 <b>Gender</b>								
Male	64%	33%	41%	55%	43%	53%	38%	57%
Female	74%	23%	41%	55%	40%	56%	32%	63%
 <b>Age</b>								
15-24	67%	30%	36%	64%	33%	66%	28%	69%
25-39	69%	29%	41%	57%	37%	60%	38%	59%
40-54	70%	27%	41%	56%	40%	55%	38%	57%
55 +	68%	27%	43%	50%	49%	45%	32%	60%
 <b>Education (End of)</b>								
15-	66%	28%	48%	46%	53%	41%	34%	57%
16-19	70%	27%	44%	53%	48%	48%	35%	60%
20+	69%	29%	37%	59%	36%	60%	35%	60%
Still studying	68%	29%	34%	65%	27%	72%	31%	66%
 <b>Respondent occupation scale</b>								
Self-employed	67%	30%	40%	55%	40%	54%	37%	59%
Employee	70%	28%	38%	59%	36%	61%	36%	60%
Manual workers	67%	30%	41%	56%	49%	46%	34%	61%
Not working	69%	27%	43%	52%	44%	51%	34%	60%

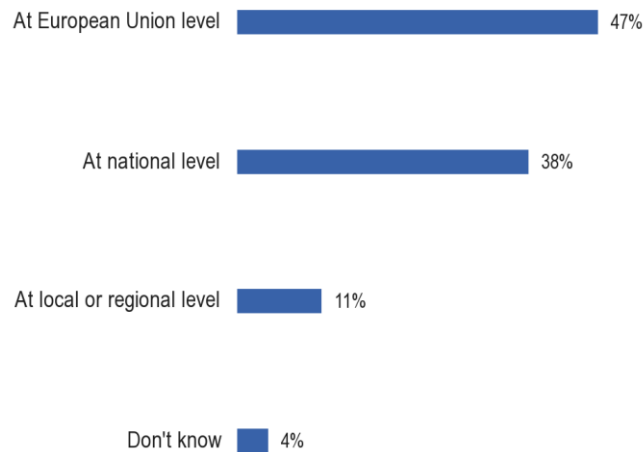
## 4. MEASURES TO COMBAT PAY GAPS

### 4.1 Level of decision making

**- A majority of Europeans believe that it would be most appropriate to find a solution to the pay gaps between men and women at European level -**

When interviewees are reminded that in the EU women earn on average 17.5% less than men for work of equal value, a clear majority expressed the belief that the solution to this problem should be found at EU level (47%). The national level is preferred by 38% of Europeans, while 11% cite local or regional levels.

Q6. On average in the European Union, women earn 17.5% less than men for work of equal value. Generally speaking, would you say that a solution to this issue needs to be found...(ONE ANSWER ONLY)































 EU27

### Variations between Member States

The European level is considered to be more appropriate by 21 of the 27 Member States, especially Spain (73%), Portugal (65%), Belgium (61%) and Luxembourg (61%).

Six Member States would prefer the solution to be found at national level: Estonia (51%), the UK (50%), Hungary (48%), Poland (47%), the Czech Republic (45%) and Finland (43%).

Q6 On average in the European Union, women earn 17.5% less than men for work of equal value.  
Generally speaking, would you say that a solution to this issue needs to be found...  
(ONE ANSWER ONLY)

	At the European Union level	At national level	At local or regional level	Don't know
 UE27	47%	38%	11%	4%
 BE	61%	27%	9%	3%
 BG	39%	38%	18%	5%
 CZ	30%	45%	19%	6%
 DK	39%	36%	17%	8%
 DE	45%	40%	10%	5%
 EE	28%	51%	12%	9%
 IE	51%	33%	13%	3%
 EL	51%	33%	13%	3%
 ES	73%	20%	5%	2%
 FR	48%	40%	9%	3%
 IT	54%	32%	10%	4%
 CY	56%	20%	19%	5%
 LV	50%	21%	24%	5%
 LT	43%	23%	27%	7%
 LU	61%	28%	9%	2%
 HU	37%	48%	11%	4%
 MT	40%	36%	18%	6%
 NL	46%	40%	11%	3%
 AT	49%	32%	14%	5%
 PL	40%	47%	10%	3%
 PT	65%	24%	8%	3%
 RO	47%	34%	16%	3%
 SI	44%	42%	9%	5%
 SK	43%	40%	14%	3%
 FI	32%	43%	21%	4%
 SE	43%	37%	18%	2%
 UK	31%	50%	15%	4%

<b>Highest percentage per country</b>	<i>Lowest percentage per country</i>
Highest percentage by item	Lowest percentage by item



### Socio-demographic analysis

The differences between socio-demographic categories are minor on this issue: **the European level** is preferred by all Europeans, most strikingly by the youngest respondents (50% of those aged 15-24) and students (52%)

In terms of attitudinal variables, people who believe that pay gaps between men and women are a serious problem are more likely to want this issue to be addressed at **European level** (50%, compared with 42% of those who feel that this is not a serious problem).

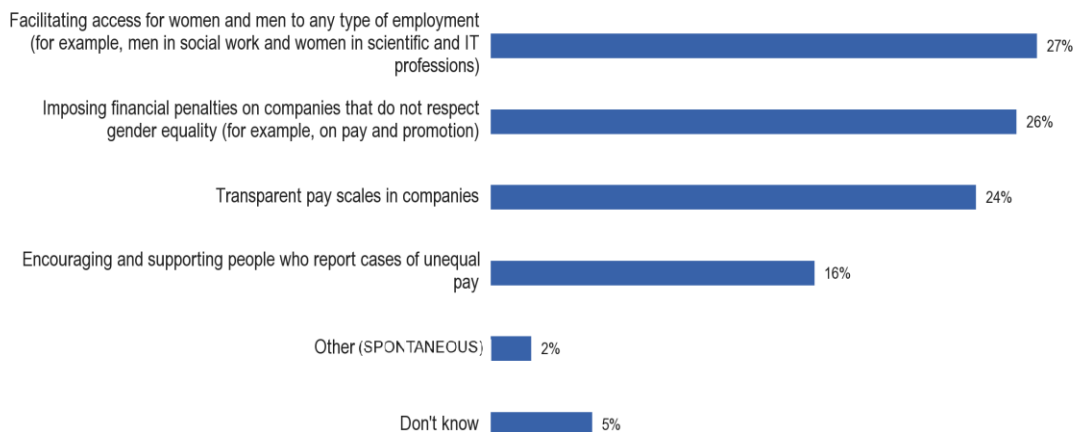
#### 4.2 Preferred measures

##### **- Europeans expect both incentives and sanctions to reduce the pay gaps between men and women -**

When asked which solution they believe would be most effective in reducing pay gaps between men and women in their country, Europeans prioritise "facilitating access for women and men to any type of employment" (27%), just ahead of financial penalties on companies that do not respect gender equality (26%) and the transparency of pay scales in companies (24%). **No one solution is clearly preferred...**

Encouraging and supporting people who report cases of unequal pay receives slightly less support (16%).

Q7. In your opinion, which of the following measures would contribute the most to reducing the pay gap between women and men in (OUR COUNTRY)? (ONE ANSWER ONLY)



EU27

### Variations between Member States





























**Facilitating access for women and men to any type of employment** tops the list of measures considered most effective in reducing pay gaps in 13 of the 27 Member States. It is cited by over a third of respondents in the Czech Republic (38%), Denmark (35%) and Poland (34%).

**Imposing financial penalties on companies that do not respect gender equality** is preferred in 9 Member States, especially in France (34%), Greece (33%) and the UK (32%).

**Transparent pay scales** are regarded as the most effective solution in six Member States (jointly with access to any type of employment in Cyprus, both 26%). This measure is especially frequently mentioned in the Netherlands (37%), Estonia (32%), Denmark (32%), Austria (31%), Finland (31%), Germany (30%), Hungary (29%), Ireland (29%) and Slovakia (29%).

**Encouraging and supporting people who report cases of unequal pay** is cited more often than average in Malta (27%) and Portugal (24%).

Q7 In your opinion, which of the following measures would contribute the most to reducing the pay gap between women and men in (OUR COUNTRY)? (ONE ANSWER ONLY)

	Facilitating access for women and men to any type of employment (for example, men in social work and women in scientific and IT professions)	Imposing financial penalties on companies that do not respect gender equality (for example, on pay and promotion)	Transparent pay scales in companies	Encouraging and supporting people who report cases of unequal pay	Other (SPONTANEOUS)	Don't know
 EU27	27%	26%	24%	16%	2%	5%
 BE	25%	30%	23%	18%	1%	3%
 BG	31%	25%	25%	11%	1%	7%
 CZ	38%	23%	25%	8%	1%	5%
 DK	35%	10%	32%	13%	4%	6%
 DE	32%	16%	30%	13%	3%	6%
 EE	22%	12%	32%	19%	3%	12%
 IE	18%	31%	29%	18%	2%	2%
 EL	26%	33%	17%	17%	3%	4%
 ES	33%	29%	21%	13%	1%	3%
 FR	22%	34%	25%	14%	3%	2%
 IT	30%	29%	20%	15%	2%	4%
 CY	26%	22%	26%	17%	3%	6%
 LV	30%	24%	23%	17%	1%	5%
 LT	29%	17%	27%	19%	3%	5%
 LU	29%	27%	22%	17%	1%	4%
 HU	26%	23%	29%	15%	2%	5%
 MT	18%	30%	19%	27%	1%	5%
 NL	19%	25%	37%	15%	2%	2%
 AT	29%	19%	31%	13%	2%	6%
 PL	34%	26%	14%	20%	1%	5%
 PT	19%	27%	22%	24%	2%	6%
 RO	19%	29%	23%	20%	2%	7%
 SI	27%	30%	22%	12%	4%	5%
 SK	27%	26%	29%	13%	1%	4%
 FI	33%	18%	31%	12%	1%	5%
 SE	28%	24%	22%	16%	2%	6%
 UK	14%	32%	27%	20%	1%	6%

**Highest percentage per country**

*Lowest percentage per country*

Highest percentage by item

Lowest percentage by item

### Socio-demographic analysis

The ranking of solutions judged to be most effective in reducing pay gaps between men and women varies slightly according to socio-demographic criteria, but with response levels that remain close:

- The highest priority for women is **facilitating access to any type of employment** (29%), whereas men prefer **imposing financial penalties on companies that do not respect gender equality** and **transparent pay scales** (26% for both measures, ahead of access to any type of employment, 25%).
- Young people tend to prefer **imposing financial penalties on companies that do not respect gender equality** (34%), while Europeans aged 55 and over prefer **facilitating access for women and men to any type of employment** (28%).
- The least educated Europeans are also more likely to support **imposing financial penalties on companies** (26%) while those who stayed in school until age 20 and beyond consider that **transparent pay scales** (31%) would be more effective.
- **Transparent pay scales** are also the preferred solution of the self-employed (29%) and white-collar workers (30%), while manual workers, non-working respondents and managers prefer **facilitating access to any type of employment** (29%, 28% and 30%, respectively).

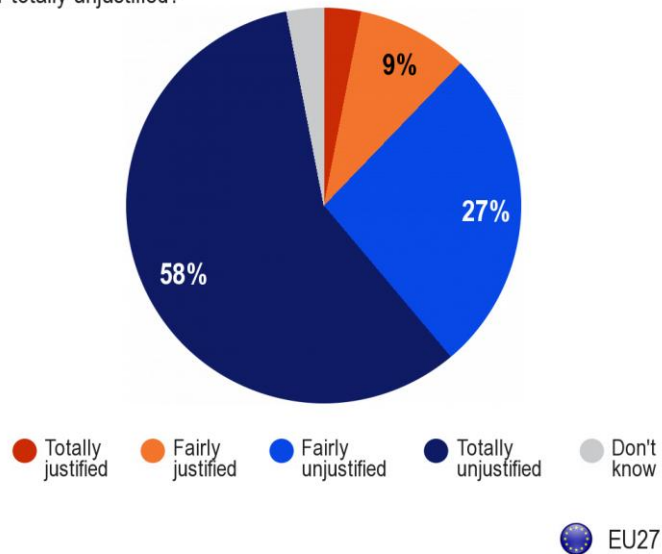
## 5. GENDER DIVERSITY IN THE WORKPLACE

### 5.1 Persisting pay gaps in certain occupations

**- For a clear majority of Europeans, pay gaps between women and men are unjustified -**

Europeans firmly reject the idea that pay gaps between certain "female" and "male" occupations requiring equivalent levels of training and skills are justified: **85% say these gaps are unjustified and almost six out of ten Europeans even feel that they are "totally unjustified"** (58% compared with 12% who consider these differences "justified").

Q8. At the current time, there are pay gaps between certain "female" professions and certain "male" professions, despite the fact that they require equivalent levels of training and skills. Personally, would you say that these pay gaps are totally justified, fairly justified, fairly unjustified or totally unjustified?



Totally justified: 3%. Don't know: 3%

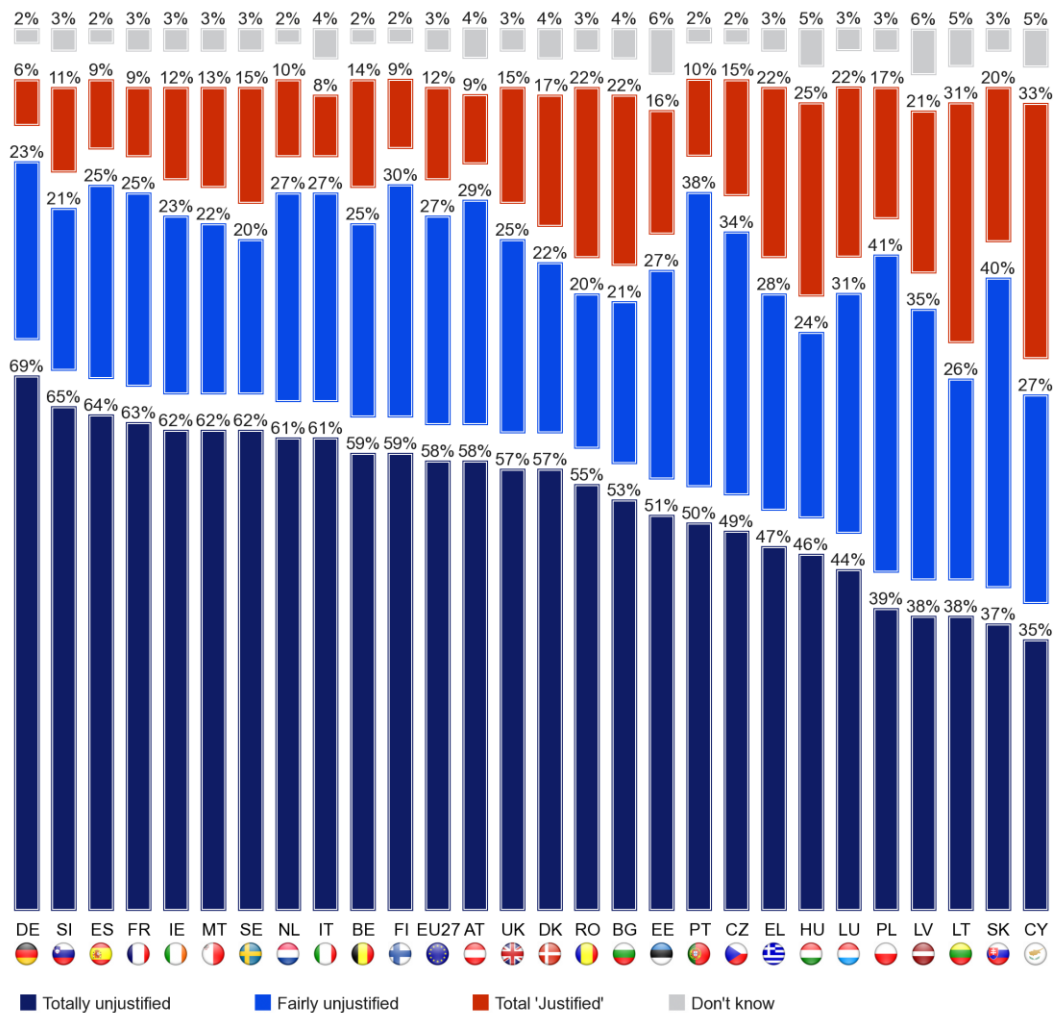
Variations between Member States

The idea that pay gaps are unjustified is clearly supported in all Member States.

The countries which denounce the "totally unjustified" character of these pay gaps most vocally are Germany (69%, while 92% of all respondents consider them to be "unjustified"), Slovenia (65% and 86%), Spain (64% and 89%) and France (63% and 88%).

Conversely, Cyprus (33%), Lithuania (31%) and Hungary (25%) were slightly more likely than average to describe these pay gaps as "justified".

Q8. At the current time, there are pay gaps between certain "female" professions and certain "male" professions, despite the fact that they require equivalent levels of training and skills. Personally, would you say that these pay gaps are totally justified, fairly justified, fairly unjustified or totally unjustified?



### Socio-demographic analysis

Differences between socio-demographic categories are a priori low, as pay gaps between men and women appear unjustified to a majority.

**There are nevertheless some nuances** in respect of the most emphatic opinions, those which hold that these gaps are "totally" unjustified:

- **This opinion is more pronounced among women (63%) than men (54%).**
- It gains ground with age, being held by only 43% of 15-24 year-olds and 58% of 25-39 year-olds, but by 62% of 40-54 year-olds and those aged 55 and older.
- **It also gains ground slightly with the level of education:** 57% of Europeans who left school before the age of 16 consider the pay gaps between men and women "totally unjustified" compared with 62% of those who stayed in school until the age of 20 and beyond.
- Note: **manual workers are somewhat less likely to believe that pay gaps between men and women are "totally unjustified"** (51%) than the self-employed (59%), white-collar workers (61%), and, in particular, managers (66%).

## 5.2 Recommended measures to combat the under-representation of men and women in certain occupations

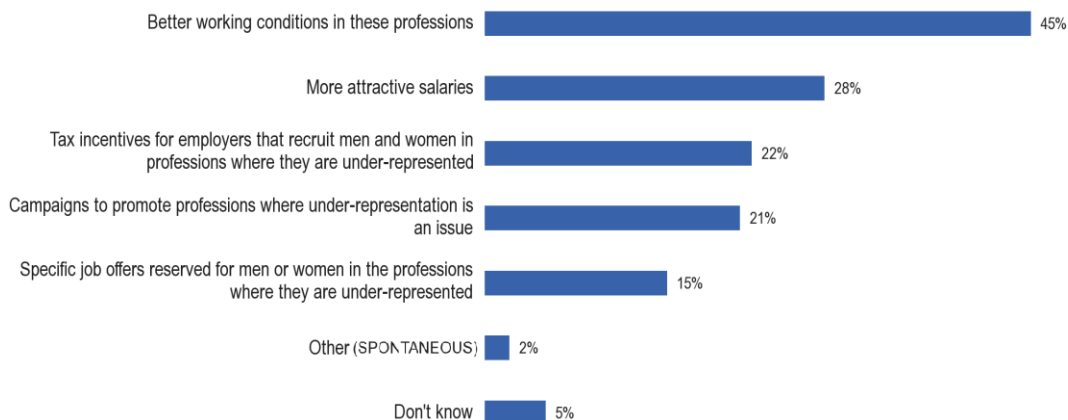
### **- Better working conditions and salaries: the two measures seen as most effective in attracting men and women into occupations where they are under-represented -**

For Europeans, **improved working conditions** in these occupations clearly appears to be the most effective way of encouraging men and women to work in occupations where they are under-represented (45%).

More than a **quarter of respondents cite financial incentives, such as more attractive salaries (28%)**; tax incentives for employers that recruit men and women in professions where they are under-represented (22%), and campaigns to promote occupations where under-representation is an issue (21%) are cited by just over one-fifth of respondents.

Lastly, **'specific job offers reserved for men or women in the professions where they are under-represented'** receives somewhat less support (15%).

Q9. In your opinion, which of the following measures would contribute the most to encouraging women and men to work in professions where they are under-represented? (MAXIMUM 2 ANSWERS)



EU27



### Variations between Member States

**Improved working conditions** are seen as the most effective solution in almost all Member States (24 of 27).

This item is cited by more than half of respondents in Portugal (57%), Greece (55%), Malta (55%), Romania (54%), the Czech Republic (53%), Luxembourg (52%) and Bulgaria (51%).

**More attractive salaries** are the item most frequently mentioned by respondents in Latvia (47%), Estonia (40%) and Hungary (38%). This option is also heavily cited in Sweden (47%), Slovakia (41%) and Germany (39%).

**Tax incentives for employers** are cited more often than average in Italy (34%) and Spain (33%), where they are regarded as the second most effective solution.

**Campaigns to promote professions where under-representation is an issue** receives most support in the Netherlands (39%), Ireland (31%) and the UK (31%).

**Specific job offers reserved for men or women in the professions where they are under-represented** came last, but attracted almost a quarter of responses in the Czech Republic (23%) and Lithuania (23%).

Q9 In your opinion, which of the following measures would contribute the most to encouraging women and men to work in professions where they are under-represented?  
(2 ANSWERS MAXIMUM)

	Better working conditions in these professions	More attractive salaries	Tax incentives for employers that recruit men and women in professions where they are under-represented	Campaigns to promote professions where under-representation is an issue	Specific job offers reserved for men or women in the professions where they are under-represented	Other (SPONTANEOUS)	Don't know
EU27	45%	28%	22%	21%	15%	2%	5%
BE	46%	31%	19%	26%	14%	1%	3%
BG	51%	34%	21%	15%	7%	1%	4%
CZ	53%	36%	23%	17%	23%	1%	3%
DK	40%	25%	8%	26%	13%	4%	8%
DE	45%	39%	15%	16%	18%	2%	6%
EE	30%	40%	22%	13%	20%	4%	12%
IE	37%	21%	24%	31%	9%	3%	3%
EL	55%	27%	26%	21%	17%	1%	4%
ES	49%	14%	33%	28%	11%	3%	6%
FR	49%	29%	20%	25%	14%	2%	3%
IT	36%	17%	34%	14%	18%	2%	7%
CY	47%	36%	14%	15%	9%	4%	8%
LV	42%	47%	28%	17%	8%	1%	5%
LT	42%	33%	14%	10%	23%	3%	6%
LU	52%	21%	16%	22%	15%	3%	4%
HU	37%	38%	19%	13%	20%	2%	4%
MT	55%	35%	20%	19%	16%	2%	5%
NL	45%	30%	21%	39%	14%	2%	4%
AT	43%	32%	23%	19%	18%	3%	6%
PL	44%	26%	23%	20%	15%	1%	4%
PT	57%	31%	24%	16%	12%	2%	5%
RO	54%	34%	15%	12%	17%	1%	2%
SI	50%	27%	20%	16%	8%	5%	7%
SK	47%	41%	17%	10%	20%	1%	3%
FI	43%	30%	20%	16%	10%	2%	5%
SE	49%	47%	16%	24%	8%	2%	4%
UK	39%	21%	16%	31%	14%	3%	5%

Highest percentage per country      Lowest percentage per country  
Highest percentage by item      Lowest percentage by item

### Socio-demographic analysis

Socio-demographic analysis reveals some interesting variations, especially in terms of respondents' level of education.

**Improved working conditions** are cited slightly more often by those who left school before age 16 (47%) than by those who stayed in school until the age of 20 or beyond (43%).

In contrast, **tax incentives for employers** are cited more often by the most educated respondents (24%), than by those who left school before age 16 (17%).

This is also the case with **campaigns to promote professions where under-representation is an issue**, which was mentioned by 26% of those who stayed in school after age 19, compared with 14% of the least educated respondents.

## CONCLUSION

The results of this survey show that while a clear majority of Europeans feel that the gender inequality situation has improved in recent years in the EU, this issue nevertheless remains problematic, both in terms of inequalities in general and of pay gaps more particularly.

**Pay gaps between men and women are considered to be a serious problem by a clear majority of Europeans,** who find them obviously unjustified.

**To cope with these issues, action at European level seems more appropriate than at national or regional/local level.**

Several solutions seem possible to reduce the pay gaps between men and women, but none stands out clearly from the rest. **Europeans are as supportive of measures that facilitate access for men and women to any type of employment,** as they are of imposing financial penalties on companies that do not respect gender equality, or of transparent pay scales in companies. They give a little less priority to measures that encourage and support people who report cases of inequality.

Similarly, when it comes to evaluating solutions which might promote gender diversity in different occupations, **Europeans opt for an overall improvement in the quality of jobs (working conditions and wages), before considering more specific measures such as tax incentives for companies or campaigns to raise awareness of the occupations concerned.** A form of positive discrimination, with jobs reserved for men and women in professions where they are under-represented, receives less support.

**Lastly, we observed generally rather mixed opinions which are also sharply contrasted between Member States, in terms of the choices to be made between work and family life.** In particular, a majority of Europeans are opposed to the idea that it is the parent with the lower salary who should give up work to look after the children. There is also a reluctance to expect the mother to give up work when she earns less than the child-minding costs. However, there is a still more pronounced reluctance when the proposal involves the father (and not the mother) ceasing to work, a sign that gender inequalities still have an impact on Europeans' perceptions in many different ways.

## **ANNEXES**

## **TECHNICAL SPECIFICATIONS**

**FLASH EUROBAROMETER 341**  
"Gender inequalities in the European Union"  
**TECHNICAL SPECIFICATIONS**

Between the 19th of Month and the 21th of January 2012, TNS Political & Social, a consortium created between TNS political & social, TNS UK and TNS opinion, carried out the survey FLASH EUROBAROMETER 341 about "Gender inequalities in the EU".

This survey has been requested by the EUROPEAN PARLIAMENT, Directorate-General for Directorate-General for Communication (Public Opinion Monitoring Unit).The FLASH EUROBAROMETER 341 covers the population of the respective nationalities of the European Union Member States, resident in each of the 27 Member States and aged 15 years and over. All interviews were carried using the TNS e-Call center (our centralized CATI system). In every country respondents were called both on fixed lines and mobile phones. The basic sample design applied in all states is multi-stage random (probability). In each household, the respondent was drawn at random following the"last birthday rule".

TNS have developed their own RDD sample generation capabilities based on using contact telephone numbers from responders to random probability or random location face to face surveys, such as Eurobarometer, as seed numbers. The approach works because the seed number identifies a working block of telephone numbers and reduces the volume of numbers generated that will be ineffective. The seed numbers are stratified by NUTS2 region and urbanisation to approximate a geographically representative sample. From each seed number the required sample of numbers are generated by randomly replacing the last two digits. The sample is then screened against business databases in order to exclude as many of these numbers as possible before going into field. This approach is consistent across all countries.

ABBR.	COUNTRIES	INSTITUTES	N° INTERVIEWS	FIELDWORK DATES		POPULATION 15+
BE	Belgium	TNS Dimarso	1.004	19/01/2012	21/01/2012	8.939.546
BG	Bulgaria	TNS BBSS	1.003	19/01/2012	21/01/2012	6.537.510
CZ	Czech Rep.	TNS Aisa s.r.o	1.000	19/01/2012	21/01/2012	9.012.443
DK	Denmark	TNS Gallup A/S	1.001	19/01/2012	21/01/2012	4.561.264
DE	Germany	TNS Infratest	1.000	19/01/2012	21/01/2012	64.409.146
EE	Estonia	TNS Emor	1.000	19/01/2012	21/01/2012	945.733
EL	Greece	TNS ICAP	1.000	19/01/2012	21/01/2012	8.693.566
ES	Spain	TNS Demoscopia S.A	1.000	19/01/2012	21/01/2012	39.035.867
FR	France	TNS Sofres	1.006	19/01/2012	21/01/2012	47.756.439
IE	Ireland	IMS Millward Brown	1.000	19/01/2012	21/01/2012	3.522.000
IT	Italy	TNS Infratest	1.000	19/01/2012	21/01/2012	51.862.391
CY	Rep. of Cyprus	CYMAR	502	19/01/2012	21/01/2012	660.400
LV	Latvia	TNS Latvia	1.001	19/01/2012	21/01/2012	1.447.866
LT	Lithuania	TNS Lithuania	1.001	19/01/2012	21/01/2012	2.829.740
LU	Luxembourg	TNS Dimarso	501	19/01/2012	21/01/2012	404.907
HU	Hungary	TNS Hoffmann Kft	1.006	19/01/2012	21/01/2012	8.320.614
MT	Malta	MISCO International Ltd	500	19/01/2012	21/01/2012	335.476
NL	Netherlands	TNS NIPO	1.002	19/01/2012	21/01/2012	13.371.980
AT	Austria	TNS Austria	1.003	19/01/2012	21/01/2012	7.009.827
PL	Poland	TNS OBOP	1.000	19/01/2012	21/01/2012	32.413.735
PT	Portugal	TNS EUROTESTE	1.003	19/01/2012	21/01/2012	8.080.915
RO	Romania	TNS CSOP	1.003	19/01/2012	21/01/2012	18.246.731
SI	Slovenia	RM PLUS	1.002	19/01/2012	21/01/2012	1.759.701
SK	Slovakia	TNS AISA Slovakia	1.000	19/01/2012	21/01/2012	4.549.955
FI	Finland	TNS Gallup Oy	1.001	19/01/2012	21/01/2012	4.440.004
SE	Sweden	TNS SIFO	1.000	19/01/2012	21/01/2012	7.791.240
UK	United Kingdom	TNS UK	1.000	19/01/2012	21/01/2012	51.848.010
<b>TOTAL EU27</b>			<b>25.539</b>	<b>19/01/2012</b>	<b>21/01/2012</b>	<b>408.787.006</b>

For each country a comparison between the sample and the universe was carried out. The Universe description was derived from Eurostat population data or from national statistics offices. For all countries surveyed, a national weighting procedure, using marginal and intercellular weighting, was carried out based on this Universe description. In all countries, gender, age, region and size of locality were introduced in the iteration procedure. For international weighting (i.e. EU averages), TNS Political & Social applies the official population figures as provided by EUROSTAT or national statistic offices. The total population figures for input in this post-weighting procedure are listed above.

Readers are reminded that survey results are estimations, the accuracy of which, everything being equal, rests upon the sample size and upon the observed percentage. With samples of about 1,000 interviews, the real percentages vary within the following confidence limits:

Observed percentages	10% or 90%	20% or 80%	30% or 70%	40% or 60%	50%
Confidence limits	± 1.9 points	± 2.5 points	± 2.7 points	± 3.0 points	± 3.1 points

## **QUESTIONNAIRE**



WOMEN

Q1 In your opinion, to what extent are gender inequalities a very serious, a fairly serious, a not really serious or not at all a serious problem at the current time in (OUR COUNTRY)?

(ONE ANSWER ONLY)

	(2041)
Very serious	1
Fairly serious	2
Not really serious	3
Not at all serious	4
DK	5

NEW

Q2 And compared with 10 years ago, would you say that gender inequalities have tended to increase or decrease in (OUR COUNTRY)?

(ONE ANSWER ONLY)

	(2042)
Tended to increase	1
Tended to decrease	2
Have not changed (SPONTANEOUS)	3
DK	4

NEW

Q3a: ROTATE CODES 1 to 7

Q3a In your opinion, which of the gender inequalities in the following list are the most important? First?

(READ OUT – ONE ANSWER ONLY)

	(2043)
The persistence of sexist stereotypes	1
The pay gap between women and men	2
The unequal sharing of responsibilities and tasks between women and men in families	3
The small proportion of women in positions of responsibility in companies	4
The small proportion of women in positions of responsibility in politics	5
Violence against women	6
Trafficking in women, prostitution	7
Other (DO NOT READ OUT)	8
DK	9

NEW

Q3b: ROTATE CODES 1 to 7 - DO NOT DISPLAY ANSWER GIVEN IN Q3a

Q3b And then?

(READ OUT – MAXIMUM 2 ANSWERS)

(2044-2052)

The persistence of sexist stereotypes	1,
The pay gap between women and men	2,
The unequal sharing of responsibilities and tasks between women and men in families	3,
The small proportion of women in positions of responsibility in companies	4,
The small proportion of women in positions of responsibility in politics	5,
Violence against women	6,
Trafficking in women, prostitution	7,
Other (DO NOT READ OUT)	8,
DK	9,

NEW

Q4 Personally, based on your knowledge of the pay gap between women and men, to what extent would you say that this is a very serious, a fairly serious, a not really serious or not at all a serious problem?

(ONE ANSWER ONLY)

(2053)

Very serious	1
Fairly serious	2
Not really serious	3
Not at all serious	4
DK	5

NEW

Q5 To what extent do you totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements?

(READ OUT - ONE ANSWER ONLY)

	(READ OUT)	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK
(2054)	1 The issue of the pay gap between women and men gets downplayed	1	2	3	4	5
(2055)	2 In a family, it is the parent with the lower salary who should give up work to look after the children	1	2	3	4	5
(2056)	3 (SPLIT A ONLY) When child-minding costs are more or less equivalent to what the mother earns, she should stop working to take care of the children	1	2	3	4	5
(2057)	4 (SPLIT A ONLY) When child-minding costs are more or less equivalent to what the father earns, he should stop working to take care of the children	1	2	3	4	5

NEW

Q6 On average in the European Union, women earn 17.5% less than men for work of equal value. Generally speaking, would you say that a solution to this issue needs to be found...

(READ OUT - ONE ANSWER ONLY)

	(2058)
At European Union level	1
At national level	2
At local or regional level	3
DK	4

NEW

Q7	In your opinion, which of the following measures would contribute the most to reducing the pay gap between women and men in (OUR COUNTRY)?
----	--

(READ OUT – ONE ANSWER ONLY)

	<b>(2059)</b>
Transparent pay scales in companies	1
Imposing financial penalties on companies that do not respect gender equality (for example, on pay and promotion)	2
Facilitating access for women and men to any type of employment (for example, men in social work and women in scientific and IT professions)	3
Encouraging and supporting people who report cases of unequal pay	4
Other (DO NOT READ OUT)	5
DK	6

NEW

READ OUT: Some sectors have a shortage of men or women. For example, in the healthcare sector, there are few male nurses (traditionally considered as “female” professions), and few female laboratory technicians (traditionally considered as “male” professions).

Q8	At the current time, there are pay gaps between certain “female” professions and certain “male” professions, despite the fact that they require equivalent levels of training and skills. Personally, would you say that these pay gaps are totally justified, fairly justified, fairly unjustified or totally unjustified?
----	---

(ONE ANSWER ONLY)

	<b>(2060)</b>
Totally justified	1
Fairly justified	2
Fairly unjustified	3
Totally unjustified	4
DK	5

NEW

Q9	In your opinion, which of the following measures would contribute the most to encouraging women and men to work in professions where they are under-represented?
----	--

(READ OUT – MAXIMUM 2 ANSWERS)

	<b>(2061-2067)</b>
More attractive salaries	1,
Specific job offers reserved for men or women in the professions where they are under-represented	2,
Tax incentives for employers that recruit men and women in professions where they are under-represented	3,
Campaigns to promote professions where under-representation is an issue	4,
Better working conditions in these professions	5,
Other (DO NOT READ OUT)	6,
DK	7,

NEW

DEMOGRAPHICS

D4 How old were you when you stopped full-time education?

(INT.: IF "STILL STUDYING", CODE '00' - IF "NO EDUCATION" CODE '01' - IF "REFUSAL" CODE '98' - IF "DK" CODE '99')

(2088-2089)

--	--

FL340 D4

D5a As far as your current occupation is concerned, would you say you are self-employed, an employee, a manual worker or would you say that you are without a professional activity? (M)

(ONE ANSWER ONLY)

	(2090)
Self-employed	1
Employee	2
Manual worker	3
Without a professional activity	4
Refusal (DO NOT READ OUT)	5

FL340 D5 MODIFIED

ASK D5b IF SELF-EMPLOYED, CODE 1 IN D5a

D5b Would you say you are...?

(READ OUT – ONE ANSWER ONLY)

	(2091)
Farmer, forester, fisherman	1
Owner of shop, craftsman	2
Professional (lawyer, medical practitioner, accountant, architect,...)	3
Manager of a company	4
Other\ Refusal (DO NOT READ OUT)	5

FL340 D5 MODIFIED

ASK D5c IF EMPLOYEE, CODE 2 IN D5a

D5c Would you say you are...?

(READ OUT – ONE ANSWER ONLY)

(2092)

Professional (employed doctor, lawyer, accountant, architect, ...)	1
General management, director or top management	2
Middle management	3
Civil servant	4
Office clerk	5
Other employee (salesman, nurse, ...)	6
Other\ Refusal (DO NOT READ OUT)	7

FL340 D5 MODIFIED

ASK D5d IF MANUAL WORKER, CODE 3 IN D5a

D5d Would you say you are...?

(READ OUT – ONE ANSWER ONLY)

(2093)

Supervisor\ foreman (team manager, ...)	1
Manual worker	2
Unskilled manual worker	3
Other\ Refusal (DO NOT READ OUT)	4

FL340 D5 MODIFIED

ASK D5e IF WITHOUT A PROFESSIONAL ACTIVITY, CODE 4 IN D5a

D5e Would you say you are...?

(READ OUT – ONE ANSWER ONLY)

(2094)

Looking after the home	1
Student (full time)	2
Retired	3
Seeking a job	4
Other\ Refusal (DO NOT READ OUT)	5

FL340 D5 MODIFIED





























## **TABLES**



Q1 D'après vous, à l'heure actuelle, les inégalités entre les femmes et les hommes sont-elles un problème très important, assez important, pas vraiment important ou pas du tout important en (NOTRE PAYS) ?

Q1 In your opinion, to what extent are gender inequalities a very serious, a fairly serious, a not really serious or not at all a serious problem at the current time in (OUR COUNTRY)?





























Q1 Würden Sie sagen, dass Ungleichheiten zwischen den Geschlechtern heutzutage in (UNSER LAND) ein sehr ernstes, ein ziemlich ernstes, ein weniger ernstes oder überhaupt kein ernstes Problem darstellen?

		Très important	Assez important	Pas vraiment important	Pas du tout important	NSP
		Very serious	Fairly serious	Not really serious	Not at all serious	DK
		Sehr wichtig	Ziemlich wichtig	Ein weniger ernstes Problem	Überhaupt nicht wichtig	WN
%		Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	15	37	33	12	3
	BE	21	44	23	8	4
	BG	8	16	46	26	4
	CZ	5	22	47	24	2
	DK	5	20	55	16	4
	DE	10	29	42	17	2
	EE	5	18	51	20	6
	IE	14	39	34	11	2
	EL	12	31	39	17	1
	ES	32	47	15	5	1
	FR	23	48	21	6	2
	IT	21	40	27	10	2
	CY	12	31	39	16	2
	LV	8	24	43	21	4
	LT	7	20	46	21	6
	LU	20	41	30	7	2
	HU	5	25	48	18	4
	MT	13	21	44	17	5
	NL	12	40	37	7	4
	AT	20	36	33	10	1
	PL	8	38	37	11	6
	PT	11	32	39	16	2
	RO	29	38	19	11	3
	SI	12	32	31	22	3
	SK	12	32	42	10	4
	FI	1	18	58	22	1
	SE	10	44	38	6	2
	UK	8	36	37	14	5

Q1 D'après vous, à l'heure actuelle, les inégalités entre les femmes et les hommes sont-elles un problème très important, assez important, pas vraiment important ou pas du tout important en (NOTRE PAYS) ?

Q1 In your opinion, to what extent are gender inequalities a very serious, a fairly serious, a not really serious or not at all a serious problem at the current time in (OUR COUNTRY)?





























Q1 Würden Sie sagen, dass Ungleichheiten zwischen den Geschlechtern heutzutage in (UNSER LAND) ein sehr ernstes, ein ziemlich ernstes, ein weniger ernstes oder überhaupt kein ernstes Problem darstellen?

		Total 'Important'	Total 'Pas important'
		Total 'Serious'	Total 'Not serious'
		Gesamt 'schwerwiegend'	Gesamt 'nicht schwerwiegend'
%		Flash EB 341	Flash EB 341
	EU 27	52	45
	BE	65	31
	BG	24	72
	CZ	27	71
	DK	25	71
	DE	39	59
	EE	23	71
	IE	53	45
	EL	43	56
	ES	79	20
	FR	71	27
	IT	61	37
	CY	43	55
	LV	32	64
	LT	27	67
	LU	61	37
	HU	30	66
	MT	34	61
	NL	52	44
	AT	56	43
	PL	46	48
	PT	43	55
	RO	67	30
	SI	44	53
	SK	44	52
	FI	19	80
	SE	54	44
	UK	44	51

Q2 Et par rapport à il y a 10 ans, diriez-vous que les inégalités entre les femmes et les hommes ont plutôt augmenté ou plutôt diminué en (NOTRE PAYS) ?

Q2 And compared with 10 years ago, would you say that gender inequalities have tended to increase or decrease in (OUR COUNTRY)?





























Q2 Würden Sie sagen, dass die Ungleichheiten zwischen den Geschlechtern in (UNSER LAND) im Vergleich zu vor 10 Jahren eher zugenommen oder eher abgenommen haben?

		Plutôt augmenté	Plutôt diminué	N'ont pas changé (SPONTANE)	NSP
		Tended to increase	Tended to decrease	Have not changed (SPONTANEOUS)	DK
		Etwas zugenommen	Etwas abgenommen	Haben sich nicht verändert (SPONTAN)	WN
%		Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	24	60	12	4
	BE	24	60	12	4
	BG	25	54	12	9
	CZ	26	56	12	6
	DK	16	61	18	5
	DE	13	68	14	5
	EE	17	32	31	20
	IE	22	66	9	3
	EL	23	67	8	2
	ES	28	63	8	1
	FR	19	63	14	4
	IT	38	45	13	4
	CY	18	70	7	5
	LV	27	44	17	12
	LT	32	44	13	11
	LU	23	59	11	7
	HU	26	46	19	9
	MT	36	54	5	5
	NL	25	64	8	3
	AT	17	66	12	5
	PL	15	67	11	7
	PT	18	75	5	2
	RO	43	40	10	7
	SI	24	55	19	2
	SK	36	41	16	7
	FI	10	76	9	5
	SE	14	67	13	6
	UK	29	60	7	4

Q3a Dans cette liste d'inégalités entre les femmes et les hommes, quelles sont, selon vous, les plus importantes? En premier ? (UNE SEULE REPONSE)

Q3a In your opinion, which of the gender inequalities in the following list are the most important? First? (ONE ANSWER ONLY)





























Q3a Welche der folgenden Ungleichheiten zwischen den Geschlechtern haben Ihrer Meinung nach die größte Bedeutung? Erstens? (NUR EINE ANTWORT)

		La persistance des stéréotypes sexistes	L'inégalité salariale entre les femmes et les hommes	Le partage inégal des responsabilités et des tâches entre les femmes et les hommes dans les familles	La faible proportion de femmes dans les postes à responsabilité dans les entreprises
		The persistence of sexist stereotypes	The pay gap between women and men	The unequal sharing of responsibilities and tasks between women and men in families	The small proportion of women in positions of responsibility in companies
		Fortbestehen sexistischer Stereotypen	Das Lohngefälle zwischen Frauen und Männern	Die ungleiche Aufgaben- und Verantwortungsverteilung zwischen Frauen und Männern innerhalb der Familie	Der geringe Frauenanteil in Führungspositionen in Unternehmen
%		Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	5	22	8	11
	BE	6	26	10	11
	BG	9	18	15	6
	CZ	3	30	14	10
	DK	5	18	2	6
	DE	4	38	9	16
	EE	4	33	10	9
	IE	5	11	8	10
	EL	4	9	13	8
	ES	3	13	9	5
	FR	5	27	8	12
	IT	5	8	6	14
	CY	4	19	13	7
	LV	8	25	12	9
	LT	2	20	9	3
	LU	3	23	15	13
	HU	2	25	17	9
	MT	4	13	19	12
	NL	6	20	7	17
	AT	3	38	8	10
	PL	8	27	13	8
	PT	3	12	10	7
	RO	3	9	8	6
	SI	2	15	12	12
	SK	3	26	14	10
	FI	8	40	4	7
	SE	4	25	3	5
	UK	7	17	6	8

Q3a Dans cette liste d'inégalités entre les femmes et les hommes, quelles sont, selon vous, les plus importantes? En premier ? (UNE SEULE REPONSE)

Q3a In your opinion, which of the gender inequalities in the following list are the most important? First? (ONE ANSWER ONLY)





























Q3a Welche der folgenden Ungleichheiten zwischen den Geschlechtern haben Ihrer Meinung nach die größte Bedeutung? Erstens? (NUR EINE ANTWORT)

		La faible proportion de femmes dans les postes à responsabilité en politique	Les violences faites aux femmes	L'exploitation des femmes (la traite des femmes, la prostitution)	Autre (SPONTANE)	NSP
		The small proportion of women in positions of responsibility in politics	Violence against women	Trafficking in women, prostitution	Other (SPONTANEOUS)	DK
		Der geringe Frauenanteil in Führungspositionen in der Politik	Gewalt gegen Frauen	Frauenhandel, Prostitution	Andere (SPONTAN)	WN
%		Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	7	27	15	1	4
	BE	7	23	13	1	3
	BG	8	20	17	1	6
	CZ	14	17	9	0	3
	DK	1	24	38	1	5
	DE	6	13	7	1	6
	EE	11	13	11	1	8
	IE	13	22	27	1	3
	EL	8	33	21	2	2
	ES	2	52	14	1	1
	FR	9	29	8	1	1
	IT	11	38	15	1	2
	CY	14	20	19	2	2
	LV	7	18	15	1	5
	LT	5	37	18	1	5
	LU	9	18	13	1	5
	HU	9	21	13	1	3
	MT	9	23	15	1	4
	NL	7	13	25	1	4
	AT	4	23	10	1	3
	PL	10	15	14	1	4
	PT	10	34	20	1	3
	RO	9	34	27	1	3
	SI	11	28	13	2	5
	SK	10	20	12	0	5
	FI	2	21	12	1	5
	SE	4	38	18	1	2
	UK	6	27	22	1	6

Q3b Et ensuite ? (MAXIMUM 2 REponses)

Q3b And then? (MAXIMUM 2 ANSWERS)





























Q3b Und dann? (MAXIMAL 2 NENNUNGEN)

		La persistance des stéréotypes sexistes	L'inégalité salariale entre les femmes et les hommes	Le partage inégal des responsabilités et des tâches entre les femmes et les hommes dans les familles	La faible proportion de femmes dans les postes à responsabilité dans les entreprises
		The persistence of sexist stereotypes	The pay gap between women and men	The unequal sharing of responsibilities and tasks between women and men in families	The small proportion of women in positions of responsibility in companies
		Fortbestehen sexistischer Stereotypen	Das Lohngefälle zwischen Frauen und Männern	Die ungleiche Aufgaben- und Verantwortungsverteilung zwischen Frauen und Männern innerhalb der Familie	Der geringe Frauenanteil in Führungspositionen in Unternehmen
%		Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	8	21	14	20
	BE	9	24	16	20
	BG	7	15	16	13
	CZ	9	26	19	21
	DK	5	15	5	9
	DE	7	21	14	28
	EE	5	22	13	15
	IE	5	16	12	19
	EL	10	14	17	13
	ES	8	29	18	17
	FR	9	28	15	25
	IT	6	14	11	19
	CY	9	15	15	14
	LV	10	19	17	12
	LT	3	20	14	9
	LU	8	22	14	23
	HU	5	21	16	17
	MT	8	18	18	20
	NL	15	22	14	24
	AT	8	23	14	22
	PL	9	19	16	20
	PT	5	23	16	20
	RO	5	14	14	14
	SI	4	18	15	19
	SK	7	21	15	17
	FI	7	17	10	18
	SE	6	28	8	16
	UK	9	18	11	14

Q3b Et ensuite ? (MAXIMUM 2 REPONSES)

Q3b And then? (MAXIMUM 2 ANSWERS)





























Q3b Und dann? (MAXIMAL 2 NENNUNGEN)

		La faible proportion de femmes dans les postes à responsabilité en politique	Les violences faites aux femmes	L'exploitation des femmes (la traite des femmes, la prostitution)	Autre (SPONTANE)	NSP
		The small proportion of women in positions of responsibility in politics	Violence against women	Trafficking in women, prostitution	Other (SPONTANEOUS)	DK
		Der geringe Frauenanteil in Führungspositionen in der Politik	Gewalt gegen Frauen	Frauenhandel, Prostitution	Andere (SPONTAN)	WN
%		Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	16	20	21	1	13
	BE	17	24	22	1	8
	BG	14	21	22	2	19
	CZ	27	22	17	0	13
	DK	5	28	22	1	16
	DE	16	14	13	1	16
	EE	18	17	12	1	26
	IE	20	22	22	1	9
	EL	11	22	27	1	14
	ES	9	22	29	1	6
	FR	19	19	16	0	6
	IT	17	20	22	1	15
	CY	20	22	16	3	12
	LV	19	18	18	1	21
	LT	8	23	22	2	25
	LU	15	16	16	0	12
	HU	19	18	19	1	16
	MT	17	27	19	1	10
	NL	18	21	23	1	10
	AT	14	20	20	1	16
	PL	16	18	20	1	12
	PT	19	23	22	1	12
	RO	14	28	28	1	19
	SI	16	20	14	4	14
	SK	22	23	17	0	17
	FI	5	20	16	0	13
	SE	15	25	30	1	13
	UK	17	24	24	1	17

Q3T - Dans cette liste d'inégalités entre les femmes et les hommes, quelles sont, selon vous, les plus importantes? En premier ? Et ensuite ? (3 REPONSES MAXIMUM)

Q3T - In your opinion, which of the gender inequalities in the following list are the most important? First? And then ? (3 ANSWERS MAXIMUM)

Q3T - Welche der folgenden Ungleichheiten zwischen den Geschlechtern haben Ihrer Meinung nach die größte Bedeutung? Erstens? Und dann ? (MAXIMAL 3 NENNUNGEN)






























		La persistance des stéréotypes sexistes	L'inégalité salariale entre les femmes et les hommes	Le partage inégal des responsabilités et des tâches entre les femmes et les hommes dans les familles	La faible proportion de femmes dans les postes à responsabilité dans les entreprises
		The persistence of sexist stereotypes	The pay gap between women and men	The unequal sharing of responsibilities and tasks between women and men in families	The small proportion of women in positions of responsibility in companies
		Fortbestehen sexistischer Stereotypen	Das Lohngefälle zwischen Frauen und Männern	Die ungleiche Aufgaben- und Verantwortungsverteilung zwischen Frauen und Männern innerhalb der Familie	Der geringe Frauenanteil in Führungspositionen in Unternehmen
%		Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	13	43	22	30
	BE	15	50	26	32
	BG	16	34	31	19
	CZ	11	55	33	31
	DK	10	34	7	15
	DE	11	59	22	44
	EE	9	55	22	24
	IE	10	27	21	29
	EL	14	23	30	20
	ES	11	42	27	22
	FR	14	54	23	37
	IT	11	23	17	32
	CY	13	34	28	21
	LV	18	43	29	20
	LT	4	41	23	12
	LU	12	44	29	36
	HU	6	45	33	26
	MT	12	31	36	31
	NL	21	42	20	41
	AT	11	61	22	32
	PL	17	46	28	28
	PT	9	35	26	27
	RO	7	23	22	20
	SI	6	33	26	31
	SK	10	47	29	27
	FI	16	57	14	25
	SE	10	53	11	21
	UK	15	35	17	23



Q3T - Dans cette liste d'inégalités entre les femmes et les hommes, quelles sont, selon vous, les plus importantes? En premier ? Et ensuite ? (3 REponses MAXIMUM)

Q3T - In your opinion, which of the gender inequalities in the following list are the most important? First? And then ? (3 ANSWERS MAXIMUM)





























Q3T - Welche der folgenden Ungleichheiten zwischen den Geschlechtern haben Ihrer Meinung nach die größte Bedeutung? Erstens? Und dann ? (MAXIMAL 3 NENNUNGEN)

		La faible proportion de femmes dans les postes à responsabilité en politique	Les violences faites aux femmes	L'exploitation des femmes (la traite des femmes, la prostitution)	Autre (SPONTANE)	NSP
		The small proportion of women in positions of responsibility in politics	Violence against women	Trafficking in women, prostitution	Other (SPONTANEOUS)	DK
		Der geringe Frauenanteil in Führungspositionen in der Politik	Gewalt gegen Frauen	Frauenhandel, Prostitution	Andere (SPONTAN)	WN
%		Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	23	48	36	2	4
	BE	24	47	35	2	3
	BG	22	41	39	3	6
	CZ	41	39	26	1	3
	DK	6	51	60	1	5
	DE	22	27	20	2	6
	EE	29	30	23	2	8
	IE	33	44	48	1	3
	FR	19	55	47	3	2
	ES	11	74	42	1	1
	IT	28	49	24	1	1
	CY	28	58	37	2	2
	LV	33	42	35	5	2
	LT	26	42	35	5	2
	LU	26	36	33	2	5
	HU	13	60	40	3	4
	LU	24	34	29	1	5
	HU	27	39	32	2	3
	MT	26	50	34	2	4
	NL	25	35	48	2	4
	AT	18	43	30	2	3
	PL	26	33	35	2	4
	PT	28	57	42	2	3
	RO	23	62	54	1	3
	SI	27	48	26	6	5
	SK	32	43	29	1	5
	FI	7	41	28	1	5
	SE	19	64	47	2	2
	UK	23	50	47	2	6

Q4 Personnellement, d'après ce que vous en savez, diriez-vous que les inégalités de salaires entre les femmes et les hommes sont un problème très important, assez important, pas vraiment important ou pas du tout important ?

Q4 Personally, based on your knowledge of the pay gap between women and men, to what extent would you say that this is a very serious, a fairly serious, a not really serious or not at all a serious problem?





























Q4 Würden Sie ausgehend von Ihrem persönlichen Kenntnisstand sagen, dass das Lohngefälle zwischen Frauen und Männern ein sehr ernstes, ein ziemlich ernstes, ein weniger ernstes oder überhaupt kein ernstes Problem darstellt?

		Très important	Assez important	Pas vraiment important	Pas du tout important	NSP
		Very serious	Fairly serious	Not really serious	Not at all serious	DK
		Sehr wichtig	Ziemlich wichtig	Ein weniger ernstes Problem	Überhaupt nicht wichtig	WN
%		Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	23	46	21	7	3
	BE	35	46	12	4	3
	BG	23	37	26	11	3
	CZ	14	46	30	8	2
	DK	10	40	36	9	5
	DE	25	43	23	5	4
	EE	12	41	32	8	7
	IE	15	44	28	10	3
	EL	17	35	32	14	2
	ES	36	45	13	5	1
	FR	34	51	10	4	1
	IT	20	46	20	9	5
	CY	17	39	28	13	3
	LV	5	27	42	21	5
	LT	12	33	35	14	6
	LU	31	46	15	4	4
	HU	9	46	34	6	5
	MT	24	26	32	12	6
	NL	21	48	21	6	4
	AT	36	40	16	6	2
	PL	20	52	20	6	2
	PT	18	46	26	8	2
	RO	27	40	18	10	5
	SI	27	33	23	11	6
	SK	17	43	31	6	3
	FI	6	49	36	7	2
	SE	22	58	14	4	2
	UK	13	49	24	9	5

Q4 Personnellement, d'après ce que vous en savez, diriez-vous que les inégalités de salaires entre les femmes et les hommes sont un problème très important, assez important, pas vraiment important ou pas du tout important ?

Q4 Personally, based on your knowledge of the pay gap between women and men, to what extent would you say that this is a very serious, a fairly serious, a not really serious or not at all a serious problem?

Q4 Würden Sie ausgehend von Ihrem persönlichen Kenntnisstand sagen, dass das Lohngefälle zwischen Frauen und Männern ein sehr ernstes, ein ziemlich ernstes, ein weniger ernstes oder überhaupt kein ernstes Problem darstellt?

%		Total 'Important'	Total 'Pas important'
		Total 'Serious'	Total 'Not serious'
		Gesamt 'schwerwiegend'	Gesamt 'nicht schwerwiegend'
		Flash EB 341	Flash EB 341
	EU 27	<b>69</b>	<b>28</b>
	BE	<b>81</b>	<b>16</b>
	BG	<b>60</b>	<b>37</b>
	CZ	<b>60</b>	<b>38</b>
	DK	<b>50</b>	<b>45</b>
	DE	<b>68</b>	<b>28</b>
	EE	<b>53</b>	<b>40</b>
	IE	<b>59</b>	<b>38</b>
	EL	<b>52</b>	<b>46</b>
	ES	<b>81</b>	<b>18</b>
	FR	<b>85</b>	<b>14</b>
	IT	<b>66</b>	<b>29</b>
	CY	<b>56</b>	<b>41</b>
	LV	<b>32</b>	<b>63</b>
	LT	<b>45</b>	<b>49</b>
	LU	<b>77</b>	<b>19</b>
	HU	<b>55</b>	<b>40</b>
	MT	<b>50</b>	<b>44</b>
	NL	<b>69</b>	<b>27</b>
	AT	<b>76</b>	<b>22</b>
	PL	<b>72</b>	<b>26</b>
	PT	<b>64</b>	<b>34</b>
	RO	<b>67</b>	<b>28</b>
	SI	<b>60</b>	<b>34</b>
	SK	<b>60</b>	<b>37</b>
	FI	<b>55</b>	<b>43</b>
	SE	<b>80</b>	<b>18</b>
	UK	<b>62</b>	<b>33</b>

Q5.1 Dans quelle mesure êtes-vous tout à fait d'accord, plutôt d'accord, plutôt pas d'accord ou pas du tout d'accord avec chacune des propositions suivantes ?





























On minimise beaucoup la question des inégalités de salaires entre les femmes et les hommes

Q5.1 To what extent do you totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements?

The issue of the pay gap between women and men gets downplayed

Q5.1 Inwieweit stimmen Sie jeder der folgenden Aussagen voll und ganz zu, eher zu, eher nicht zu oder überhaupt nicht zu?

Das Problem des Lohngefälles zwischen Frauen und Männern wird am Allgemeinen heruntergespielt

		Tout à fait d'accord	Plutôt d'accord	Plutôt pas d'accord	Pas du tout d'accord	NSP
		Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK
		Stimme voll und ganz zu	Stimme eher zu	Lehne eher ab	Stimme überhaupt nicht zu	WN
%		Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	<b>31</b>	<b>38</b>	<b>17</b>	<b>11</b>	<b>3</b>
	BE	<b>26</b>	<b>38</b>	<b>17</b>	<b>16</b>	<b>3</b>
	BG	<b>27</b>	<b>35</b>	<b>14</b>	<b>20</b>	<b>4</b>
	CZ	<b>23</b>	<b>37</b>	<b>27</b>	<b>11</b>	<b>2</b>
	DK	<b>27</b>	<b>35</b>	<b>20</b>	<b>13</b>	<b>5</b>
	DE	<b>42</b>	<b>35</b>	<b>14</b>	<b>6</b>	<b>3</b>
	EE	<b>26</b>	<b>36</b>	<b>17</b>	<b>12</b>	<b>9</b>
	IE	<b>30</b>	<b>37</b>	<b>21</b>	<b>8</b>	<b>4</b>
	EL	<b>33</b>	<b>27</b>	<b>18</b>	<b>18</b>	<b>4</b>
	ES	<b>37</b>	<b>29</b>	<b>16</b>	<b>16</b>	<b>2</b>
	FR	<b>36</b>	<b>43</b>	<b>11</b>	<b>9</b>	<b>1</b>
	IT	<b>23</b>	<b>40</b>	<b>20</b>	<b>13</b>	<b>4</b>
	CY	<b>42</b>	<b>29</b>	<b>12</b>	<b>12</b>	<b>5</b>
	LV	<b>21</b>	<b>38</b>	<b>26</b>	<b>11</b>	<b>4</b>
	LT	<b>20</b>	<b>39</b>	<b>25</b>	<b>11</b>	<b>5</b>
	LU	<b>23</b>	<b>43</b>	<b>19</b>	<b>13</b>	<b>2</b>
	HU	<b>26</b>	<b>32</b>	<b>24</b>	<b>14</b>	<b>4</b>
	MT	<b>24</b>	<b>24</b>	<b>23</b>	<b>23</b>	<b>6</b>
	NL	<b>24</b>	<b>40</b>	<b>21</b>	<b>11</b>	<b>4</b>
	AT	<b>37</b>	<b>37</b>	<b>15</b>	<b>9</b>	<b>2</b>
	PL	<b>28</b>	<b>48</b>	<b>16</b>	<b>6</b>	<b>2</b>
	PT	<b>28</b>	<b>25</b>	<b>20</b>	<b>23</b>	<b>4</b>
	RO	<b>36</b>	<b>28</b>	<b>11</b>	<b>19</b>	<b>6</b>
	SI	<b>30</b>	<b>29</b>	<b>16</b>	<b>22</b>	<b>3</b>
	SK	<b>23</b>	<b>42</b>	<b>20</b>	<b>10</b>	<b>5</b>
	FI	<b>24</b>	<b>44</b>	<b>23</b>	<b>7</b>	<b>2</b>
	SE	<b>25</b>	<b>40</b>	<b>18</b>	<b>12</b>	<b>5</b>
	UK	<b>23</b>	<b>45</b>	<b>19</b>	<b>8</b>	<b>5</b>

Q5.1 Dans quelle mesure êtes-vous tout à fait d'accord, plutôt d'accord, plutôt pas d'accord ou pas du tout d'accord avec chacune des propositions suivantes ?





























On minimise beaucoup la question des inégalités de salaires entre les femmes et les hommes

Q5.1 To what extent do you totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements?

The issue of the pay gap between women and men gets downplayed

Q5.1 Inwieweit stimmen Sie jeder der folgenden Aussagen voll und ganz zu, eher zu, eher nicht zu oder überhaupt nicht zu?

Das Problem des Lohngefälles zwischen Frauen und Männern wird am Allgemeinen heruntergespielt

		Total 'D'accord'	Total 'Pas d'accord'
		Total 'Agree'	Total 'Disagree'
		Gesamt 'stimme zu'	Gesamt 'stimme nicht zu'
%		Flash EB 341	Flash EB 341
	EU 27	<b>69</b>	<b>28</b>
	BE	<b>64</b>	<b>33</b>
	BG	<b>62</b>	<b>34</b>
	CZ	<b>60</b>	<b>38</b>
	DK	<b>62</b>	<b>33</b>
	DE	<b>77</b>	<b>20</b>
	EE	<b>62</b>	<b>29</b>
	IE	<b>67</b>	<b>29</b>
	EL	<b>60</b>	<b>36</b>
	ES	<b>66</b>	<b>32</b>
	FR	<b>79</b>	<b>20</b>
	IT	<b>63</b>	<b>33</b>
	CY	<b>71</b>	<b>24</b>
	LV	<b>59</b>	<b>37</b>
	LT	<b>59</b>	<b>36</b>
	LU	<b>66</b>	<b>32</b>
	HU	<b>58</b>	<b>38</b>
	MT	<b>48</b>	<b>46</b>
	NL	<b>64</b>	<b>32</b>
	AT	<b>74</b>	<b>24</b>
	PL	<b>76</b>	<b>22</b>
	PT	<b>53</b>	<b>43</b>
	RO	<b>64</b>	<b>30</b>
	SI	<b>59</b>	<b>38</b>
	SK	<b>65</b>	<b>30</b>
	FI	<b>68</b>	<b>30</b>
	SE	<b>65</b>	<b>30</b>
	UK	<b>68</b>	<b>27</b>

Q5.2 Dans quelle mesure êtes-vous tout à fait d'accord, plutôt d'accord, plutôt pas d'accord ou pas du tout d'accord avec chacune des propositions suivantes ?





























Dans une famille, c'est le parent qui a le salaire le moins élevé qui devrait s'arrêter de travailler pour s'occuper des enfants

Q5.2 To what extent do you totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements?

In a family, it is the parent with the lower salary who should give up work to look after the children

Q5.2 Inwieweit stimmen Sie jeder der folgenden Aussagen voll und ganz zu, eher zu, eher nicht zu oder überhaupt nicht zu?

In einer Familie sollte das Elternteil mit dem geringeren Einkommen aufhören zu arbeiten, um sich um die Kinder zu kümmern

%		Tout à fait d'accord	Plutôt d'accord	Plutôt pas d'accord	Pas du tout d'accord	NSP
		Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK
		Stimme voll und ganz zu	Stimme eher zu	Lehne eher ab	Stimme überhaupt nicht zu	WN
		Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341
	 EU 27	19	22	20	35	4
	 BE	16	16	16	49	3
	 BG	15	19	15	48	3
	 CZ	26	29	22	19	4
	 DK	15	16	23	40	6
	 DE	19	18	22	37	4
	 EE	21	26	19	26	8
	 IE	22	29	23	21	5
	 EL	21	12	14	51	2
	 ES	37	22	17	21	3
	 FR	15	26	20	36	3
	 IT	15	22	21	37	5
	 CY	20	13	19	46	2
	 LV	29	27	19	23	2
	 LT	21	18	24	33	4
	 LU	26	32	19	21	2
	 HU	27	26	20	24	3
	 MT	32	18	16	29	5
	 NL	7	13	22	56	2
	 AT	18	22	24	31	5
	 PL	16	26	26	28	4
	 PT	23	19	14	41	3
	 RO	20	9	9	59	3
	 SI	6	8	10	75	1
	 SK	16	19	27	35	3
	 FI	6	11	27	54	2
	 SE	13	18	18	46	5
	 UK	17	33	23	22	5

Q5.2 Dans quelle mesure êtes-vous tout à fait d'accord, plutôt d'accord, plutôt pas d'accord ou pas du tout d'accord avec chacune des propositions suivantes ?





























Dans une famille, c'est le parent qui a le salaire le moins élevé qui devrait s'arrêter de travailler pour s'occuper des enfants

Q5.2 To what extent do you totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements?

In a family, it is the parent with the lower salary who should give up work to look after the children

Q5.2 Inwieweit stimmen Sie jeder der folgenden Aussagen voll und ganz zu, eher zu, eher nicht zu oder überhaupt nicht zu?

In einer Familie sollte das Elternteil mit dem geringeren Einkommen aufhören zu arbeiten, um sich um die Kinder zu kümmern

	%	Total 'D'accord'	Total 'Pas d'accord'
		Total 'Agree'	Total 'Disagree'
		Gesamt 'stimme zu'	Gesamt 'stimme nicht zu'
		Flash EB 341	Flash EB 341
	EU 27	<b>41</b>	<b>55</b>
	BE	<b>32</b>	<b>65</b>
	BG	<b>34</b>	<b>63</b>
	CZ	<b>55</b>	<b>41</b>
	DK	<b>31</b>	<b>63</b>
	DE	<b>37</b>	<b>59</b>
	EE	<b>47</b>	<b>45</b>
	IE	<b>51</b>	<b>44</b>
	EL	<b>33</b>	<b>65</b>
	ES	<b>59</b>	<b>38</b>
	FR	<b>41</b>	<b>56</b>
	IT	<b>37</b>	<b>58</b>
	CY	<b>33</b>	<b>65</b>
	LV	<b>56</b>	<b>42</b>
	LT	<b>39</b>	<b>57</b>
	LU	<b>58</b>	<b>40</b>
	HU	<b>53</b>	<b>44</b>
	MT	<b>50</b>	<b>45</b>
	NL	<b>20</b>	<b>78</b>
	AT	<b>40</b>	<b>55</b>
	PL	<b>42</b>	<b>54</b>
	PT	<b>42</b>	<b>55</b>
	RO	<b>29</b>	<b>68</b>
	SI	<b>14</b>	<b>85</b>
	SK	<b>35</b>	<b>62</b>
	FI	<b>17</b>	<b>81</b>
	SE	<b>31</b>	<b>64</b>
	UK	<b>50</b>	<b>45</b>

Q5.3 Dans quelle mesure êtes-vous tout à fait d'accord, plutôt d'accord, plutôt pas d'accord ou pas du tout d'accord avec chacune des propositions suivantes ?





























(SPLIT A SEULEMENT) Lorsque la garde des enfants coûte à peu près autant que ce que le travail de la mère rapporte, elle devrait s'arrêter de travailler pour s'occuper des enfants

Q5.3 To what extent do you totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements?

(SPLIT A ONLY) When child-minding costs are more or less equivalent to what the mother earns, she should stop working to take care of the children

Q5.3 Inwieweit stimmen Sie jeder der folgenden Aussagen voll und ganz zu, eher zu, eher nicht zu oder überhaupt nicht zu?

(NUR SPLIT A) Wenn die Höhe der Kinderbetreuungskosten in etwa der Höhe des Einkommens der Mutter entspricht, sollte die Mutter aufhören zu arbeiten, um sich um die Kinder zu kümmern





























		Tout à fait d'accord	Plutôt d'accord	Plutôt pas d'accord	Pas du tout d'accord	NSP
		Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK
		Stimme voll und ganz zu	Stimme eher zu	Lehne eher ab	Stimme überhaupt nicht zu	WN
%		Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	21	20	23	32	4
	BE	21	18	19	40	2
	BG	18	24	15	40	3
	CZ	32	31	20	13	4
	DK	10	12	17	56	5
	DE	22	21	27	25	5
	EE	21	22	25	22	10
	IE	17	26	26	28	3
	IT	34	14	14	37	1
	ES	19	14	23	42	2
	FR	20	19	24	35	2
	IT	16	20	19	39	6
	CY	22	16	21	37	4
	LV	37	25	23	12	3
	LT	35	22	22	18	3
	LU	31	26	24	17	2
	HU	30	25	21	20	4
	MT	57	15	12	12	4
	NL	14	13	25	46	2
	AT	32	25	18	19	6
	PL	20	29	23	24	4
	PT	25	15	17	41	2
	RO	46	13	8	30	3
	SI	12	12	14	61	1
	SK	22	28	26	20	4
	FI	15	12	27	43	3
	SE	6	11	17	60	6
	UK	19	24	28	23	6



Q5.3 Dans quelle mesure êtes-vous tout à fait d'accord, plutôt d'accord, plutôt pas d'accord ou pas du tout d'accord avec chacune des propositions suivantes ?  
(SPLIT A SEULEMENT) Lorsque la garde des enfants coûte à peu près autant que ce que le travail de la mère rapporte, elle devrait s'arrêter de travailler pour s'occuper des enfants

Q5.3 To what extent do you totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements?  
(SPLIT A ONLY) When child-minding costs are more or less equivalent to what the mother earns, she should stop working to take care of the children

Q5.3 Inwieweit stimmen Sie jeder der folgenden Aussagen voll und ganz zu, eher zu, eher nicht zu oder überhaupt nicht zu?  
(NUR SPLIT A) Wenn die Höhe der Kinderbetreuungskosten in etwa der Höhe des Einkommens der Mutter entspricht, sollte die Mutter aufhören zu arbeiten, um sich um die Kinder zu kümmern

		Total 'D'accord'	Total 'Pas d'accord'
		Total 'Agree'	Total 'Disagree'
		Gesamt 'stimme zu'	Gesamt 'stimme nicht zu'
%		Flash EB 341	Flash EB 341
 EU 27		<b>41</b>	<b>55</b>
 BE		<b>39</b>	<b>59</b>
 BG		<b>42</b>	<b>55</b>
 CZ		<b>63</b>	<b>33</b>
 DK		<b>22</b>	<b>73</b>
 DE		<b>43</b>	<b>52</b>
 EE		<b>43</b>	<b>47</b>
 IE		<b>43</b>	<b>54</b>
 EL		<b>48</b>	<b>51</b>
 ES		<b>33</b>	<b>65</b>
 FR		<b>39</b>	<b>59</b>
 IT		<b>36</b>	<b>58</b>
 CY		<b>38</b>	<b>58</b>
 LV		<b>62</b>	<b>35</b>
 LT		<b>57</b>	<b>40</b>
 LU		<b>57</b>	<b>41</b>
 HU		<b>55</b>	<b>41</b>
 MT		<b>72</b>	<b>24</b>
 NL		<b>27</b>	<b>71</b>
 AT		<b>57</b>	<b>37</b>
 PL		<b>49</b>	<b>47</b>
 PT		<b>40</b>	<b>58</b>
 RO		<b>59</b>	<b>38</b>
 SI		<b>24</b>	<b>75</b>
 SK		<b>50</b>	<b>46</b>
 FI		<b>27</b>	<b>70</b>
 SE		<b>17</b>	<b>77</b>
 UK		<b>43</b>	<b>51</b>

Q5.4 Dans quelle mesure êtes-vous tout à fait d'accord, plutôt d'accord, plutôt pas d'accord ou pas du tout d'accord avec chacune des propositions suivantes ?





























(SPLIT B SEULEMENT) Lorsque la garde des enfants coûte à peu près autant que ce que le travail du père rapporte, il devrait s'arrêter de travailler pour s'occuper des enfants

Q5.4 To what extent do you totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements?

(SPLIT B ONLY) When child-minding costs are more or less equivalent to what the father earns, he should stop working to take care of the children

Q5.4 Inwieweit stimmen Sie jeder der folgenden Aussagen voll und ganz zu, eher zu, eher nicht zu oder überhaupt nicht zu?

(NUR SPLIT B) Wenn die Höhe der Kinderbetreuungskosten in etwa der Höhe des Einkommens des Vaters entspricht, sollte der Vater aufhören zu arbeiten, um sich um die Kinder zu kümmern

		Tout à fait d'accord	Plutôt d'accord	Plutôt pas d'accord	Pas du tout d'accord	NSP
		Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK
		Stimme voll und ganz zu	Stimme eher zu	Lehne eher ab	Stimme überhaupt nicht zu	WN
%		Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	14	21	24	36	5
	BE	13	19	21	43	4
	BG	6	13	18	61	2
	CZ	11	25	32	27	5
	DK	10	13	16	53	8
	DE	15	17	31	30	7
	EE	13	19	22	33	13
	IE	22	25	25	23	5
	EL	13	9	16	61	1
	ES	23	22	25	24	6
	FR	18	28	17	34	3
	IT	5	18	23	48	6
	CY	12	8	17	59	4
	LV	15	20	32	31	2
	LT	11	19	27	37	6
	LU	25	28	22	22	3
	HU	12	15	25	43	5
	MT	31	17	16	28	8
	NL	10	15	25	45	5
	AT	17	21	28	28	6
	PL	15	24	31	26	4
	PT	14	14	18	51	3
	RO	26	11	10	49	4
	SI	6	9	15	67	3
	SK	11	17	29	39	4
	FI	10	15	30	40	5
	SE	12	18	17	40	13
	UK	13	27	28	25	7

Q5.4 Dans quelle mesure êtes-vous tout à fait d'accord, plutôt d'accord, plutôt pas d'accord ou pas du tout d'accord avec chacune des propositions suivantes ?





























(SPLIT B SEULEMENT) Lorsque la garde des enfants coûte à peu près autant que ce que le travail du père rapporte, il devrait s'arrêter de travailler pour s'occuper des enfants

Q5.4 To what extent do you totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements?

(SPLIT B ONLY) When child-minding costs are more or less equivalent to what the father earns, he should stop working to take care of the children

Q5.4 Inwieweit stimmen Sie jeder der folgenden Aussagen voll und ganz zu, eher zu, eher nicht zu oder überhaupt nicht zu?





























(NUR SPLIT B) Wenn die Höhe der Kinderbetreuungskosten in etwa der Höhe des Einkommens des Vaters entspricht, sollte der Vater aufhören zu arbeiten, um sich um die Kinder zu kümmern

		Total 'D'accord'	Total 'Pas d'accord'
		Total 'Agree'	Total 'Disagree'
		Gesamt 'stimme zu'	Gesamt 'stimme nicht zu'
%		Flash EB 341	Flash EB 341
	EU 27	<b>35</b>	<b>60</b>
	BE	<b>32</b>	<b>64</b>
	BG	<b>19</b>	<b>79</b>
	CZ	<b>36</b>	<b>59</b>
	DK	<b>23</b>	<b>69</b>
	DE	<b>32</b>	<b>61</b>
	EE	<b>32</b>	<b>55</b>
	IE	<b>47</b>	<b>48</b>
	EL	<b>22</b>	<b>77</b>
	ES	<b>45</b>	<b>49</b>
	FR	<b>46</b>	<b>51</b>
	IT	<b>23</b>	<b>71</b>
	CY	<b>20</b>	<b>76</b>
	LV	<b>35</b>	<b>63</b>
	LT	<b>30</b>	<b>64</b>
	LU	<b>53</b>	<b>44</b>
	HU	<b>27</b>	<b>68</b>
	MT	<b>48</b>	<b>44</b>
	NL	<b>25</b>	<b>70</b>
	AT	<b>38</b>	<b>56</b>
	PL	<b>39</b>	<b>57</b>
	PT	<b>28</b>	<b>69</b>
	RO	<b>37</b>	<b>59</b>
	SI	<b>15</b>	<b>82</b>
	SK	<b>28</b>	<b>68</b>
	FI	<b>25</b>	<b>70</b>
	SE	<b>30</b>	<b>57</b>
	UK	<b>40</b>	<b>53</b>

Q6 En moyenne dans l'Union européenne, les femmes gagnent 17,5% de moins que les hommes pour un travail de même valeur. D'une manière générale, diriez-vous qu'une réponse à cette question doit être trouvée ... ?

Q6 On average in the European Union, women earn 17.5% less than men for work of equal value. Generally speaking, would you say that a solution to this issue needs to be found...





























Q6 In der Europäischen Union verdienen Frauen für die gleiche Arbeit im Durchschnitt 17,5% weniger als Männer. Würden Sie ganz allgemein sagen, dass eine Lösung für dieses Problem ... gefunden werden muss?

		Au niveau de l'Union européenne	Au niveau national	Au niveau local ou régional	NSP
		At European Union level	At national level	At local or regional level	DK
		Auf europäischer Ebene	Auf nationaler Ebene	Auf lokaler oder regionaler Ebene	WN
%		Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	47	38	11	4
	BE	61	27	9	3
	BG	39	38	18	5
	CZ	30	45	19	6
	DK	39	36	17	8
	DE	45	40	10	5
	EE	28	51	12	9
	IE	51	33	13	3
	EL	51	33	13	3
	ES	73	20	5	2
	FR	48	40	9	3
	IT	54	32	10	4
	CY	56	20	19	5
	LV	50	21	24	5
	LT	43	23	27	7
	LU	61	28	9	2
	HU	37	48	11	4
	MT	40	36	18	6
	NL	46	40	11	3
	AT	49	32	14	5
	PL	40	47	10	3
	PT	65	24	8	3
	RO	47	34	16	3
	SI	44	42	9	5
	SK	43	40	14	3
	FI	32	43	21	4
	SE	43	37	18	2
	UK	31	50	15	4

Q7 D'après vous, laquelle des mesures suivantes permettrait le plus de diminuer les écarts salariaux entre les femmes et les hommes en (NOTRE PAYS) ? (UNE SEULE REPONSE)

Q7 In your opinion, which of the following measures would contribute the most to reducing the pay gap between women and men in (OUR COUNTRY)? (ONE ANSWER ONLY)





























Q7 Welche der folgenden Maßnahmen würde Ihrer Meinung nach am meisten zur Verringerung des Lohngefälles zwischen Frauen und Männern in (UNSER LAND) beitragen? (NUR EINE ANTWORT)

		La transparence des grilles salariales au sein des entreprises	Sanctionner financièrement les entreprises qui ne respectent pas l'égalité entre les femmes et les hommes (par exemple sur les salaires, les promotions)	Faciliter l'accès des femmes et des hommes à tout type d'emploi (par exemple les hommes dans les professions sociales et les femmes dans les professions scientifiques et informatiques)
		Transparent pay scales in companies	Imposing financial penalties on companies that do not respect gender equality (for example, on pay and promotion)	Facilitating access for women and men to any type of employment (for example, men in social work and women in scientific and IT professions)
		Transparente Gehaltstabellen in Unternehmen	Verhängung von Geldbußen gegen Unternehmen, die die Gleichstellung der Geschlechter missachten (z.B. beim Thema Gehalt oder Beförderungen)	Erleichterung des Zugangs für Frauen und Männer zu allen Arten von Beschäftigung (z.B. für Männer in sozialen Berufen und Frauen in wissenschaftlichen Berufen und IT-Berufen)
%		Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	24	26	27
	BE	23	30	25
	BG	25	25	31
	CZ	25	23	38
	DK	32	10	35
	DE	30	16	32
	EE	32	12	22
	IE	29	31	18
	EL	17	33	26
	ES	21	29	33
	FR	25	34	22
	IT	20	29	30
	CY	26	22	26
	LV	23	24	30
	LT	27	17	29
	LU	22	27	29
	HU	29	23	26
	MT	19	30	18
	NL	37	25	19
	AT	31	19	29
	PL	14	26	34
	PT	22	27	19
	RO	23	29	19
	SI	22	30	27
	SK	29	26	27
	FI	31	18	33
	SE	22	24	28
	UK	27	32	14

Q7 D'après vous, laquelle des mesures suivantes permettrait le plus de diminuer les écarts salariaux entre les femmes et les hommes en (NOTRE PAYS) ? (UNE SEULE REPONSE)

Q7 In your opinion, which of the following measures would contribute the most to reducing the pay gap between women and men in (OUR COUNTRY)? (ONE ANSWER ONLY)





























Q7 Welche der folgenden Maßnahmen würde Ihrer Meinung nach am meisten zur Verringerung des Lohngefälles zwischen Frauen und Männern in (UNSER LAND) beitragen? (NUR EINE ANTWORT)

		Encourager et accompagner les personnes qui portent plainte en cas d'inégalité salariale	Autre (SPONTANE)	NSP
		Encouraging and supporting people who report cases of unequal pay	Other (SPONTANEOUS)	DK
		Menschen ermuntern und unterstützen, wenn sie Fälle von ungleicher Entlohnung melden	Andere (SPONTAN)	WN
%		Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	16	2	5
	BE	18	1	3
	BG	11	1	7
	CZ	8	1	5
	DK	13	4	6
	DE	13	3	6
	EE	19	3	12
	IE	18	2	2
	EL	17	3	4
	ES	13	1	3
	FR	14	3	2
	IT	15	2	4
	CY	17	3	6
	LV	17	1	5
	LT	19	3	5
	LU	17	1	4
	HU	15	2	5
	MT	27	1	5
	NL	15	2	2
	AT	13	2	6
	PL	20	1	5
	PT	24	2	6
	RO	20	2	7
	SI	12	4	5
	SK	13	1	4
	FI	12	1	5
	SE	18	2	6
	UK	20	1	6

Q8 Actuellement, il existe des écarts de rémunération entre certaines professions "féminines" et certaines professions "masculines", qui demandent pourtant des niveaux de formation et de compétence équivalents. Personnellement, diriez-vous que ces écarts de rémunération sont tout à fait justifiés, plutôt justifiés, plutôt injustifiés ou tout à fait injustifiés ?

Q8 At the current time, there are pay gaps between certain "female" professions and certain "male" professions, despite the fact that they require equivalent levels of training and skills. Personally, would you say that these pay gaps are totally justified, fairly justified, fairly unjustified or totally unjustified?





























Q8 Derzeit bestehen zwischen bestimmten "Frauenberufen" und bestimmten "Männerberufen" Lohngefälle, obwohl für diese Berufe eine gleichwertige Ausbildung und ähnliche Fähigkeiten erforderlich sind. Würden Sie persönlich sagen, dass diese Lohngefälle voll und ganz gerechtfertigt, ziemlich gerechtfertigt, eher nicht gerechtfertigt oder überhaupt nicht gerechtfertigt sind?

%		Tout à fait justifiés	Plutôt justifiés	Plutôt injustifiés	Tout à fait injustifiés	NSP
		Totally justified	Fairly justified	Fairly unjustified	Totally unjustified	DK
		Voll und ganz gerechtfertigt	Ziemlich gerechtfertigt	Ziemlich ungerechtfertigt	Vollkommen ungerechtfertigt	WN
		Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	3	9	27	58	3
	BE	3	11	25	59	2
	BG	4	18	21	53	4
	CZ	4	11	34	49	2
	DK	3	14	22	57	4
	DE	3	3	23	69	2
	EE	3	13	27	51	6
	IE	2	10	23	62	3
	EL	5	17	28	47	3
	ES	3	6	25	64	2
	FR	3	6	25	63	3
	IT	1	7	27	61	4
	CY	8	25	27	35	5
	LV	4	17	35	38	6
	LT	5	26	26	38	5
	LU	5	17	31	44	3
	HU	7	18	24	46	5
	MT	4	9	22	62	3
	NL	2	8	27	61	2
	AT	2	7	29	58	4
	PL	4	13	41	39	3
	PT	2	8	38	50	2
	RO	5	17	20	55	3
	SI	2	9	21	65	3
	SK	5	15	40	37	3
	FI	1	8	30	59	2
	SE	5	10	20	62	3
	UK	3	12	25	57	3

Q8 Actuellement, il existe des écarts de rémunération entre certaines professions "féminines" et certaines professions "masculines", qui demandent pourtant des niveaux de formation et de compétence équivalents. Personnellement, diriez-vous que ces écarts de rémunération sont tout à fait justifiés, plutôt justifiés, plutôt injustifiés ou tout à fait injustifiés ?

Q8 At the current time, there are pay gaps between certain "female" professions and certain "male" professions, despite the fact that they require equivalent levels of training and skills. Personally, would you say that these pay gaps are totally justified, fairly justified, fairly unjustified or totally unjustified?

Q8 Derzeit bestehen zwischen bestimmten "Frauenberufen" und bestimmten "Männerberufen" Lohngefälle, obwohl für diese Berufe eine gleichwertige Ausbildung und ähnliche Fähigkeiten erforderlich sind. Würden Sie persönlich sagen, dass diese Lohngefälle voll und ganz gerechtfertigt, ziemlich gerechtfertigt, eher nicht gerechtfertigt oder überhaupt nicht gerechtfertigt sind?





























%		Total 'Justifié'	Total 'Injustifié'
		Total 'Justified'	Total 'Unjustified'
		Gesamt 'gerechtfertigt'	Gesamt 'nicht gerechtfertigt'
		Flash EB 341	Flash EB 341
	EU 27	12	85
	BE	14	84
	BG	22	74
	CZ	15	83
	DK	17	79
	DE	6	92
	EE	16	78
	IE	12	85
	EL	22	75
	ES	9	89
	FR	9	88
	IT	8	88
	CY	33	62
	LV	21	73
	LT	31	64
	LU	22	75
	HU	25	70
	MT	13	84
	NL	10	88
	AT	9	87
	PL	17	80
	PT	10	88
	RO	22	75
	SI	11	86
	SK	20	77
	FI	9	89
	SE	15	82
	UK	15	82



Q9 D'après vous, lesquelles des mesures suivantes contribueraient le plus à inciter les femmes et les hommes à travailler dans les métiers où ils sont sous-représentés ? (MAXIMUM 2 REPONSES)

Q9 In your opinion, which of the following measures would contribute the most to encouraging women and men to work in professions where they are under-represented? (MAXIMUM 2 ANSWERS)





























Q9 Welche der folgenden Maßnahmen würden Ihrer Meinung nach am meisten dazu beitragen, Frauen und Männer zu ermutigen, Berufe zu ergreifen, in denen sie unterrepräsentiert sind? (MAXIMAL 2 NENNUNGEN)

		Des salaires plus attractifs	Des offres d'emploi spécifiques réservées aux hommes ou aux femmes dans les métiers où ils/elles sont sous-représenté(e)s	Des incitations fiscales pour les employeurs qui embauchent des hommes et des femmes dans les métiers où ils/elles sont sous-représenté(e)s
		More attractive salaries	Specific job offers reserved for men or women in the professions where they are under-represented	Tax incentives for employers that recruit men and women in professions where they are under-represented
		Attraktivere Löhne und Gehälter	Spezielle Stellenangebote für Frauen und Männern in den Berufen, in denen sie unterrepräsentiert sind	Steuerliche Anreize für Arbeitgeber, Männer und Frauen in Berufen einzustellen, in denen diese unterrepräsentiert sind
%		Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	28	15	22
	BE	31	14	19
	BG	34	7	21
	CZ	36	23	23
	DK	25	13	8
	DE	39	18	15
	EE	40	20	22
	IE	21	9	24
	EL	27	17	26
	ES	14	11	33
	FR	29	14	20
	IT	17	18	34
	CY	36	9	14
	LV	47	8	28
	LT	33	23	14
	LU	21	15	16
	HU	38	20	19
	MT	35	16	20
	NL	30	14	21
	AT	32	18	23
	PL	26	15	23
	PT	31	12	24
	RO	34	17	15
	SI	27	8	20
	SK	41	20	17
	FI	30	10	20
	SE	47	8	16
	UK	21	14	16

Q9 D'après vous, lesquelles des mesures suivantes contribueraient le plus à inciter les femmes et les hommes à travailler dans les métiers où ils sont sous-représentés ? (MAXIMUM 2 REPONSES)

Q9 In your opinion, which of the following measures would contribute the most to encouraging women and men to work in professions where they are under-represented? (MAXIMUM 2 ANSWERS)

Q9 Welche der folgenden Maßnahmen würden Ihrer Meinung nach am meisten dazu beitragen, Frauen und Männer zu ermutigen, Berufe zu ergreifen, in denen sie unterrepräsentiert sind? (MAXIMAL 2 NENNUNGEN)

		Des campagnes de promotion des métiers où il y a sous-représentation	De meilleures conditions de travail dans ces métiers	Autre (SPONTANE)	NSP
		Campaigns to promote professions where under-representation is an issue	Better working conditions in these professions	Other (SPONTANEOUS)	DK
		Kampagnen zur Werbung für Berufe, in denen Männer oder Frauen unterrepräsentiert sind	Bessere Arbeitsbedingungen in diesen Berufen	Andere (SPONTAN)	WN
%		Flash EB 341	Flash EB 341	Flash EB 341	Flash EB 341
	EU 27	21	45	2	5
	BE	26	46	1	3
	BG	15	51	1	4
	CZ	17	53	1	3
	DK	26	40	4	8
	DE	16	45	2	6
	EE	13	30	4	12
	IE	31	37	3	3
	EL	21	55	1	4
	ES	28	49	3	6
	FR	25	49	2	3
	IT	14	36	2	7
	CY	15	47	4	8
	LV	17	42	1	5
	LT	10	42	3	6
	LU	22	52	3	4
	HU	13	37	2	4
	MT	19	55	2	5
	NL	39	45	2	4
	AT	19	43	3	6
	PL	20	44	1	4
	PT	16	57	2	5
	RO	12	54	1	2
	SI	16	50	5	7
	SK	10	47	1	3
	FI	16	43	2	5
	SE	24	49	2	4
	UK	31	39	3	5