



Directorate-General for Communication  
'Monitoring Public Opinion' Unit.

Brussels, 8 October 2012.

**Women and the European Union (2009-2012)**  
*European Parliament Desk Research*

**Analysis of EUROBAROMETER SURVEYS  
ON GENDER INEQUALITY**

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**Note that this paper does not address the results of a single Eurobarometer survey of European citizens, but is based on several such surveys conducted between February 2009 and June 2012.**

These quantitative surveys were carried out either face to face or by telephone.

EEB/PE77.4	<b><i>Two years to go to the 2014 European elections</i></b> Fieldwork: 2-17 June 2012 (TNS opinion) Coverage: EU27 (26 622 European citizens) Population: Europeans aged 15+ Methodology: Face-to-face (CAPI, PAPI)
EB/EP Flash 341	<b><i>Gender inequalities in the European Union</i></b> Fieldwork: 19 - 21 January 2012 (TNS opinion) Coverage: EU27 (25 539 European citizens) Population: Europeans aged 15+ Methodology: Telephone (CATI)
EB/PE76.3	<b><i>Parlemeter</i></b> Fieldwork: 5 - 20 November 2011 (TNS opinion) Coverage: EU 27 (26 594 European citizens) Population: Europeans aged 15+ Methodology: Face-to-face (CAPI, PAPI)
EB/EP 75.1	<b><i>Women in the European Union</i></b> Fieldwork: 9 February - 6 March 2011 (TNS opinion) Coverage: EU 27 (26 724 European citizens) Population: Europeans aged 15+ Methodology: Face-to-face (CAPI, PAPI)
EB/PE 75.2	<b><i>Europeans and the crisis III</i></b> Fieldwork: 13 April - 2 May 2011 (TNS opinion) Coverage: 26 825 people questioned face to face. Population: Europeans aged 15+ Methodology: Face-to-face (CAPI, PAPI)
EB/EP 74.1	<b><i>Europeans and the crisis II</i></b> Fieldwork: 26 August - 16 September 2010 by TNS opinion Coverage: 26 635 people questioned face to face. Population: Europeans aged 15+ Methodology: Face-to-face (CAPI, PAPI)
EB/EP 71.3	<b><i>Post electoral survey</i></b> Fieldwork: 12 June - 8 July 2009 (TNS opinion) Coverage: EU 27 (26 096 European citizens) Population: European aged 18 years and over (Austria: 16+) Methodology: Telephone (CAPI, PAPI)
EB/EP Flash 266	<b><i>Women and Parliamentary European elections</i></b> Fieldwork: 9-13 February 2009 (Gallup) Coverage: EU 27 (40 747 European citizens) Population: European aged 18 years and over Methodology: Telephone (CATI)

**N.B.**

*Readers are reminded that the results of a survey are estimates, the accuracy of which, everything being equal, depends on the sample size and the observed percentage. For samples of about 1,000 interviews (the sample size usually used in a Member State), the real percentage, that is to say the result which would have been obtained if the whole population had been interviewed, varies within the following confidence limits:*

<b>Observed percentages</b>	10% or 90%	20% or 80%	30% or 70%	40% or 60%	50%
<b>Margin of error</b>	+/- 1.9 points	+/- 2.5 points	+/- 2.7 points	+/- 3.0 points	+/- 3.1 points

## INTRODUCTION

With the **June 2014 European elections** on the horizon, and to coincide with the EP/national parliaments conference of 3 October 2012 on gender equality in the European Union, it seems timely to revisit this question. During the forthcoming European elections, discussions on the role of the EU and its Member States in the fight for equality will constitute a significant part of the electoral debate.

Hence the Directorate-General for Communication of the European Parliament (the 'Monitoring Public Opinion' Unit, in collaboration with TNS opinion), has analysed the issues of concern to women in the EU since the 2009 election. The majority of Eurobarometer surveys conducted since this date have been analysed.

The **first part** is devoted to changes over time: what issues were at stake for women in the European elections of 2009? Against a background of an even deeper crisis than previously, what do European women now see as the priority policies to be defended in the EU?

The **second part** turns to the practical measures which could be implemented to bridge the gender gap, first in political institutions and in positions of responsibility in the public services, and then in every other sector of society.

In any analysis, it must be borne in mind that the European average is weighted and that **the six most populous Member States account for around 70% in this average**.

Therefore, each question is broken down into two parts, one giving the **EU average**, the other the **results by Member State**. These latter results enable us to measure the differences between both Member States and women and men.

## MAIN FINDINGS

- **Women (42%) were slightly less likely to vote** in the 2009 European elections **than men (44%)**. However, their turnout rate was higher in eight Member States.
- In 2009, and still more today, women continue to be **most concerned** about issues affecting **day-to-day life**, including **jobs**, the fight against **unemployment** and **pensions**.
- Europeans believe that the overwhelming reason behind the **under-representation of women in politics** is the fact that the political world is **dominated by men** who do not value the skills of women enough. Men and women are almost equally likely to take this view.
- To encourage better political representation of women, **training and support measures** are similarly preferred by both women and men. This item is followed by **parity on electoral lists**, with some differences between women and men.
- To **combat gender inequalities**, in both the political and economic spheres, women and men tend to prefer **measures for encouragement rather than coercion**. However, women are a little more likely than men to support the introduction of penalties.

- **Violence against women** is regarded as the most important aspect of inequality by both women and men. The **pay gap** stands in second place, but with significant differences between men and women.
- To enable Europeans to reconcile their private and working lives, **childcare outside the home** is regarded as the most effective measure.

## Section I: The issues which encourage voting and priorities at a time of crisis

### A. The reasons for voting in the 2009 European elections

In the 2009 post-electoral survey, citizens were asked their reasons for voting in these European elections.

- *At the European level*, few differences were recorded between men and women, with the exception of support for the EU: **14% of women said they were in favour of the EU, compared with 19% of men.**
- *Nationally*, the differences between men and women range from +14 à -6 percentage points for "**this is my duty as citizen**", de +8 à -6 for "**I always vote**" et de +9 à -15 pour "**I am in favour of the EU**".

### B. The issues which encouraged voting in the 2009 European elections

As for the **issues which encourage voting**, the results show that:

- *At the European level*, women emphasised **areas directly affecting day-to-day life**: economic growth, unemployment, the future of pensions and public health.
- *Nationally*, the differences between men and women range from +13 to -11 percentage points for **economic growth**, +12 to -5 for **unemployment** and +13 to -5 for the **future of pensions**.

### C. Women's priorities in the fight against the crisis in 2012

- *At the European level*, when asked about the priority measures to be taken in the context of the crisis, **women again mentioned areas affecting day-to-day life**: pensions (W30% - M25%), jobs and combating unemployment (W73% - M70%), and housing (W19% - M16%).
- *Nationally*, the differences between men and women range from +14 to -1 percentage points for **jobs** and combating **unemployment**, +7 to -8 for **stimulating growth** and +12 to -1 for **pensions**.

## Section II: Measures to combat gender inequalities

### A. The role of women in political decision-making

- A 2009 survey found that, *at the European level*, a very large **majority of respondents** (83% of women and 76% of men) believed that **women bring a different and valuable viewpoint** to political decision-making.
- *Nationally*, the differences between men and women range from +13 to -3 percentage points for the **'agree' total**, and from +2 to -15 for the **'disagree' total**.

### B. Reasons for the under-representation of women in political life

- *At the European level*, **men and women put forward similar reasons** to explain this under-representation of women, the main reason being **a political world dominated by men** who do not value the skills of women enough (**M57% - W61%**); this is followed by the existence of **persistent sexist stereotypes** (M40% - W41%).
- *Nationally*, the differences between men and women range from:
  - +18 to -3 points for **'a political world dominated by men'**
  - +7 to -7 for **'the persistence of stereotypes'**
  - +9 to -4 for **'the measures to encourage parity between women and men in politics are ineffective'**

### C. Measures to promote better representation of women in politics

- *At the European level*, **incentive measures** are preferred to **improve the political representation of women**.

Almost a third of Europeans, men and women alike, are in favour of **training and support measures (30%)**. Men are a little more likely to support **parity on electoral lists (M27% - W24%)**. The **imposition of quotas** by law during elections is preferred by 19% of women and 18% of men.
- *Nationally*, the differences between men and women range from:
  - +11 to -5 points for **training and support measures to encourage women to take part in political life**
  - +5 to -9 for **parity on electoral lists**
  - +9 to -6 for **the imposition of quotas**
  - +7 to -3 for **introducing a system of financial incentives/penalties for political parties**

#### D. Ensuring women's access to positions of responsibility in enterprises and high levels of public administration

- *At the European level*, 44% of men and women believe that enterprises and public administrations should be encouraged to take measures to foster equality between women and men (“**code of good practice**”) and **to fight against stereotypes**.

**Imposing quotas** by law for boards of directors in enterprise and other decision-making bodies is supported by 20% of women and 18% of men.

- *Nationally*, the differences between men and women range from:
  - +8 to -9 points for **encouraging** enterprises and public administrations (“**code of good practice**”) and **fighting against stereotypes**
  - +9 at -9 for **training and support measures to encourage women to take more responsibilities** in enterprises and at high levels of public administration
  - +9 to -4 for **imposing quotas by law** for boards of directors in enterprise and other decision-making bodies

#### E. Priorities in the fight against gender inequalities in society

- *At the European level*, **violence against women** is considered by all as the first cause of inequality (M46% - W50%). The **pay gap** comes in second position, but with very considerable differences (M39% - W46%).
- *Nationally*, the differences between men and women range from +16 to -9 percentage points for **violence against women**, +19 to -3 for the **pay gap** and +4 to -11 for the **trafficking of women**.

#### F. Measures to tackle the pay gap

- *At the European level*, women give more importance than men to **facilitating access to any type of employment** regardless of gender (M25% - W29%), but they are less likely to call for **transparent pay scales** (M26% - W22%).

However, men and women agree on **imposing financial penalties on companies** (M26% - W27%).

- *Nationally*, the differences between men and women range from:
  - +8 to -2 points for **equal access to all types of employment**
  - +8 to -4 for **financial penalties**
  - +5 to -10 for **transparent pay scales**

## G. Reconciling private and working life

- *At the European level*, **making childcare outside the home easier** is the preferred option for reconciling private and working life by both men (36%) and women (37%).

**Developing flexibility within companies and public services** stands in second place for men and women equally (30%) Around the same proportion support **a balance between women and men in the sharing of domestic tasks and in the care of children and dependents** (W30% - M29%).

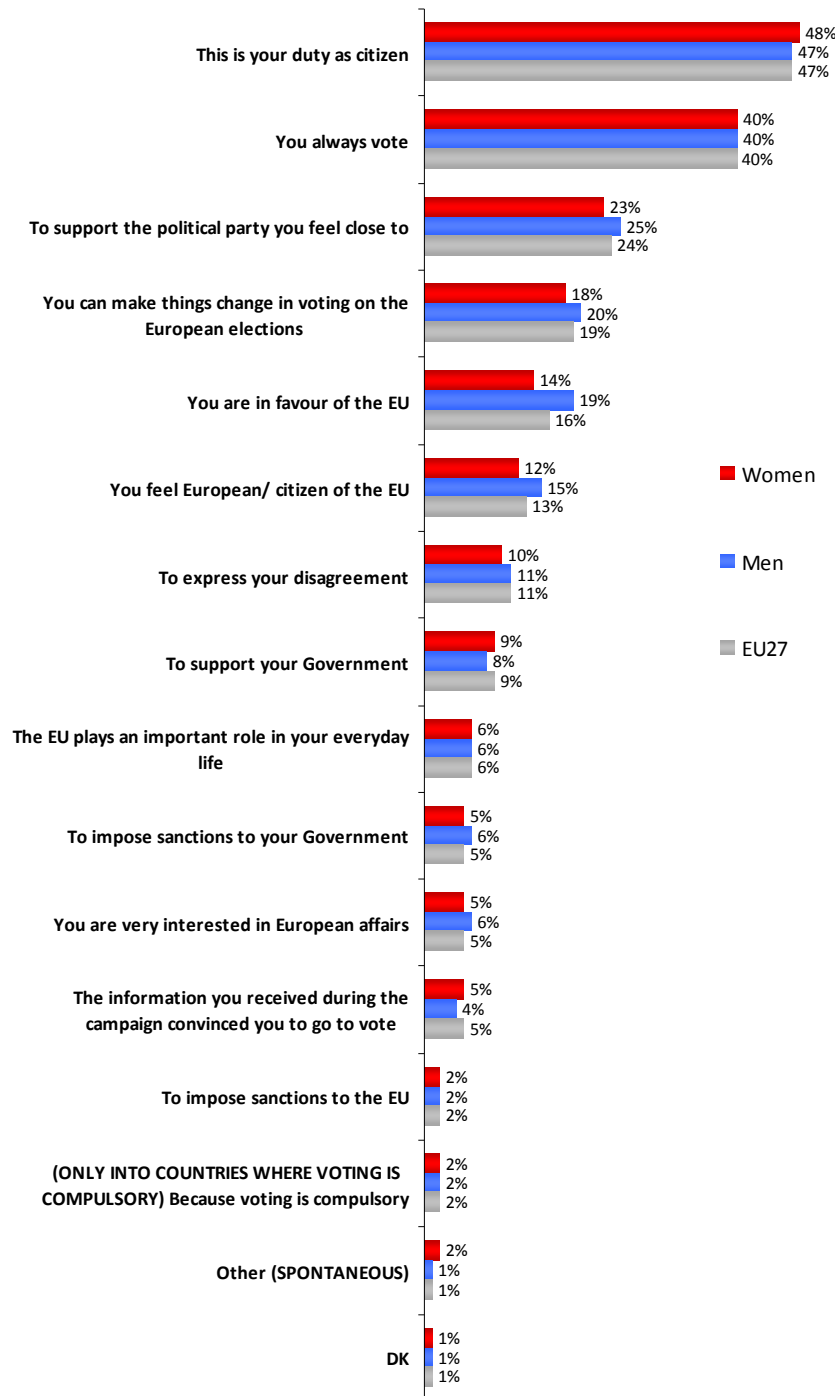
- *Nationally*, the differences between men and women range from:
  - +11 to -9 points for **making childcare outside the home easier**
  - +7 to -7 for **flexibility within companies and public services**
  - +11 to -10 for **encouraging a balance between women and men in the sharing of domestic tasks and in the care of children and dependents**

# I. SECTION I: THE EVOLUTION OF WOMEN'S PRIORITIES 2009-2012.

## 1. The reasons for voting in the 2009 European elections

### 1) European average

**Q** What are the main reasons why you decided to go to vote on the European elections? (Rotate - max. 3 answers)



Source: Q5 EB Special EB71.3 (June 2009)

N.B. Question asked to respondents who said that they had voted in the 2009 European elections.

2) National variations

**The reasons for voting in the 2009 European elections**

This is my duty as citizen				
	TOTAL	Men	Women	Diff.
DK	64 %	57 %	71 %	+14
PT	43 %	37 %	49 %	+12
LV	61 %	54 %	65 %	+11
NL	43 %	38 %	49 %	+11
FI	54 %	49 %	58 %	+9
CZ	29 %	25 %	33 %	+8
LT	62 %	56 %	64 %	+8
AT	35 %	31 %	38 %	+7
UK	41 %	38 %	44 %	+6
SE	71 %	68 %	74 %	+6
BG	63 %	60 %	65 %	+5
EL	60 %	58 %	62 %	+4
SK	63 %	61 %	65 %	+4
IT	35 %	33 %	37 %	+4
ES	57 %	55 %	59 %	+4
BE	37 %	35 %	38 %	+3
MT	74 %	73 %	75 %	+2
UE27	47 %	47 %	48 %	+1
FR	65 %	65 %	66 %	+1
CY	78 %	79 %	78 %	-1
LU	60 %	61 %	59 %	-2
RO	73 %	74 %	72 %	-2
SI	63 %	64 %	62 %	-2
IE	68 %	70 %	67 %	-3
HU	30 %	32 %	28 %	-4
DE	40 %	43 %	38 %	-5
PL	44 %	47 %	42 %	-5
EE	55 %	58 %	52 %	-6

I always vote				
	TOTAL	Men	Women	Diff.
LU	19 %	15 %	23 %	+8
CY	53 %	49 %	57 %	+8
SK	34 %	31 %	37 %	+6
FI	54 %	51 %	56 %	+5
IE	47 %	45 %	50 %	+5
BG	43 %	41 %	45 %	+4
DK	59 %	57 %	61 %	+4
SI	47 %	46 %	50 %	+4
ES	27 %	26 %	28 %	+2
LT	51 %	50 %	52 %	+2
PT	43 %	42 %	44 %	+2
SE	39 %	38 %	40 %	+2
FR	44 %	44 %	45 %	+1
UK	51 %	51 %	52 %	+1
UE27	40 %	40 %	40 %	=
LV	34 %	34 %	34 %	=
AT	30 %	30 %	29 %	-1
PL	34 %	34 %	33 %	-1
EE	46 %	47 %	45 %	-2
CZ	48 %	49 %	47 %	-2
DE	42 %	43 %	41 %	-2
NL	49 %	50 %	48 %	-2
RO	33 %	34 %	32 %	-2
MT	34 %	35 %	32 %	-3
IT	39 %	40 %	37 %	-3
EL	29 %	31 %	27 %	-4
BE	31 %	34 %	28 %	-6
HU	44 %	47 %	41 %	-6

I am in favour of the EU				
	TOTAL	Men	Women	Diff.
HU	11%	6%	15%	+9
PT	6%	5%	7%	+2
EE	10%	11%	10%	-1
LV	6%	7%	6%	-1
RO	27%	27%	26%	-1
SI	9%	10%	8%	-2
CZ	12%	13%	11%	-2
AT	16%	17%	15%	-2
SK	27%	29%	26%	-3
BG	23%	25%	22%	-3
UK	7%	8%	5%	-3
NL	25%	26%	23%	-3
IT	13%	15%	12%	-3
LT	7%	10%	6%	-4
BE	11%	13%	9%	-4
UE27	16%	19%	14%	-5
FR	17%	20%	15%	-5
SE	15%	18%	12%	-6
LU	18%	21%	14%	-7
DE	26%	30%	23%	-7
FI	11%	15%	8%	-7
PL	7%	10%	3%	-7
IE	20%	24%	16%	-8
DK	14%	18%	10%	-8
EL	7%	11%	3%	-8
ES	19%	23%	14%	-9
MT	23%	30%	16%	-14
CY	11%	18%	3%	-15

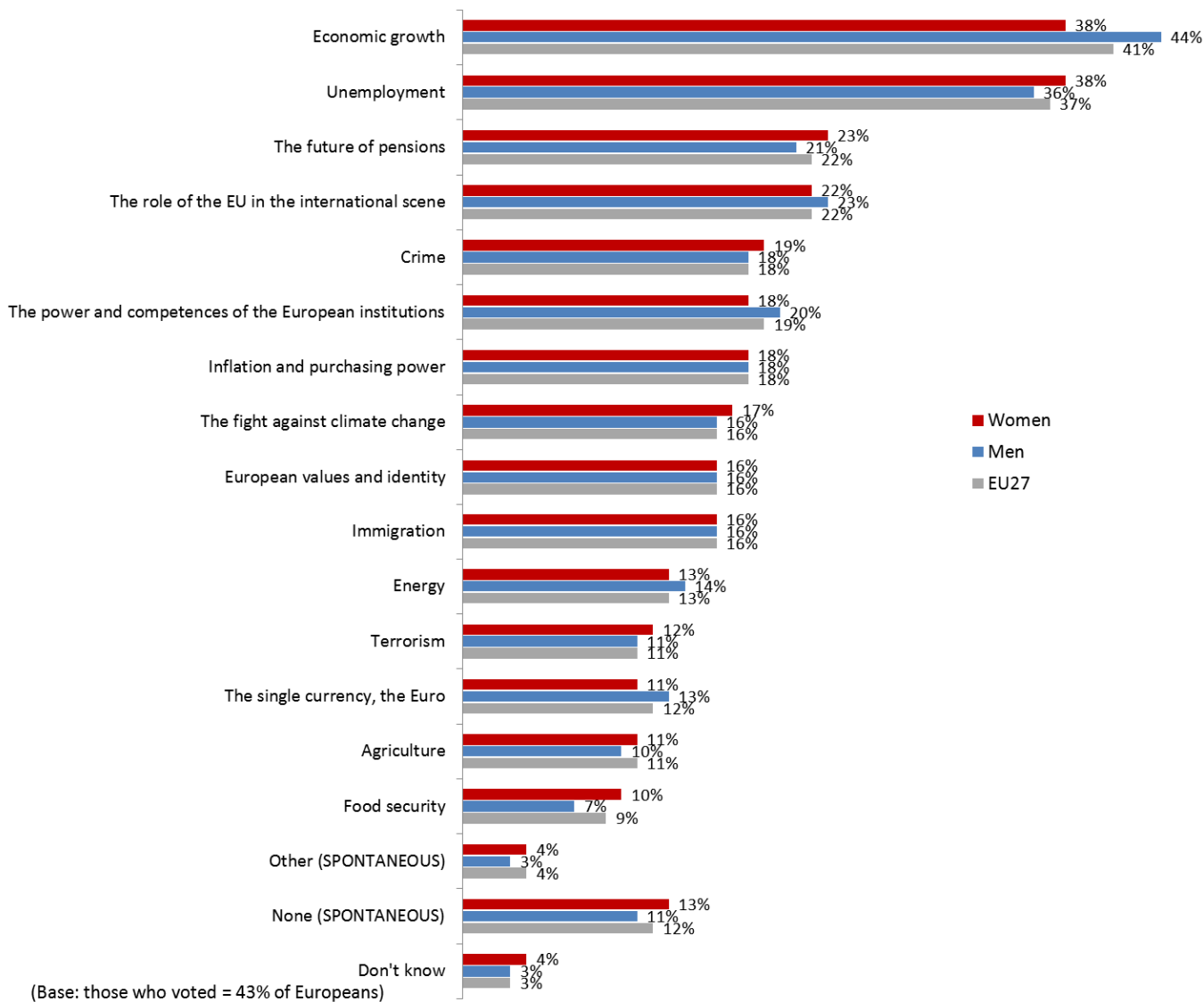
Source: Q5 EB Special EB71.3 (June 2009)

N.B. Question asked to respondents who said that they had voted in the 2009 European elections.

## 2. The issues which encouraged voting in the 2009 European elections

### 1) European average

**Q** What are the issues which make you vote in the European elections? (Several answers possible)



Source: Q5 EB Special EB71.3 (June 2009)

N.B. Question asked to respondents who said that they had voted in the 2009 European elections.

2) National variations

The issues which encouraged voting in the 2009 European elections

Economic growth				
	TOTAL	Men	Women	Diff.
CZ	43%	36%	49%	+13
EE	42%	36%	46%	+10
MT	42%	39%	44%	+5
SK	56%	54%	58%	+4
BG	63%	62%	64%	+2
LU	37%	36%	38%	+2
DK	32%	31%	33%	+2
DE	46%	45%	46%	+1
LV	57%	59%	57%	-2
HU	59%	60%	57%	-3
BE	39%	41%	37%	-4
FI	31%	33%	29%	-4
EL	56%	58%	53%	-5
LT	54%	58%	52%	-6
<b>EU27</b>	<b>41%</b>	<b>44%</b>	<b>38%</b>	<b>-6</b>
IT	41%	44%	38%	-6
SI	38%	41%	35%	-6
CY	51%	54%	47%	-7
PL	48%	51%	44%	-7
NL	31%	35%	28%	-7
SE	34%	38%	30%	-8
UK	23%	27%	19%	-8
IE	62%	66%	57%	-9
RO	55%	59%	50%	-9
ES	49%	53%	44%	-9
PT	43%	47%	38%	-9
FR	29%	34%	24%	-10
AT	43%	48%	37%	-11

Unemployment				
	TOTAL	Men	Women	Diff.
MT	37%	31%	43%	+12
LU	36%	30%	41%	+11
EL	60%	55%	65%	+10
BG	46%	41%	50%	+9
FR	38%	33%	42%	+9
PL	33%	29%	37%	+8
EE	32%	27%	35%	+8
CZ	29%	25%	32%	+7
CY	39%	36%	43%	+7
IE	64%	62%	66%	+4
DK	25%	23%	27%	+4
NL	11%	9%	13%	+4
PT	48%	46%	50%	+4
ES	65%	63%	66%	+3
SE	31%	30%	33%	+3
IT	36%	34%	37%	+3
<b>EU27</b>	<b>37%</b>	<b>36%</b>	<b>38%</b>	<b>+2</b>
BE	33%	32%	34%	+2
HU	51%	50%	52%	+2
AT	44%	43%	44%	+1
FI	22%	21%	22%	+1
LT	35%	35%	34%	-1
UK	25%	25%	24%	-1
SI	35%	37%	34%	-3
RO	39%	40%	37%	-3
SK	39%	41%	37%	-4
LV	42%	45%	41%	-4
DE	30%	32%	27%	-5

The future of pensions				
	TOTAL	Men	Women	Diff.
BG	43%	36%	49%	+13
LV	33%	26%	39%	+13
SI	40%	35%	46%	+11
CZ	30%	25%	35%	+10
DE	19%	14%	24%	+10
MT	26%	22%	31%	+9
EL	37%	33%	42%	+9
LT	38%	32%	41%	+9
LU	22%	18%	26%	+8
FI	15%	10%	18%	+8
FR	19%	15%	22%	+7
EE	29%	26%	32%	+6
DK	8%	6%	11%	+5
RO	48%	46%	51%	+5
SK	39%	37%	40%	+3
<b>EU27</b>	<b>22%</b>	<b>21%</b>	<b>23%</b>	<b>+2</b>
BE	25%	24%	26%	+2
SE	8%	7%	9%	+2
CY	33%	33%	33%	=
NL	6%	6%	6%	=
UK	9%	10%	9%	-1
IT	19%	20%	18%	-2
HU	49%	50%	48%	-2
IE	24%	26%	23%	-3
PL	24%	26%	23%	-3
PT	24%	26%	22%	-4
AT	40%	43%	38%	-5
ES	24%	27%	22%	-5

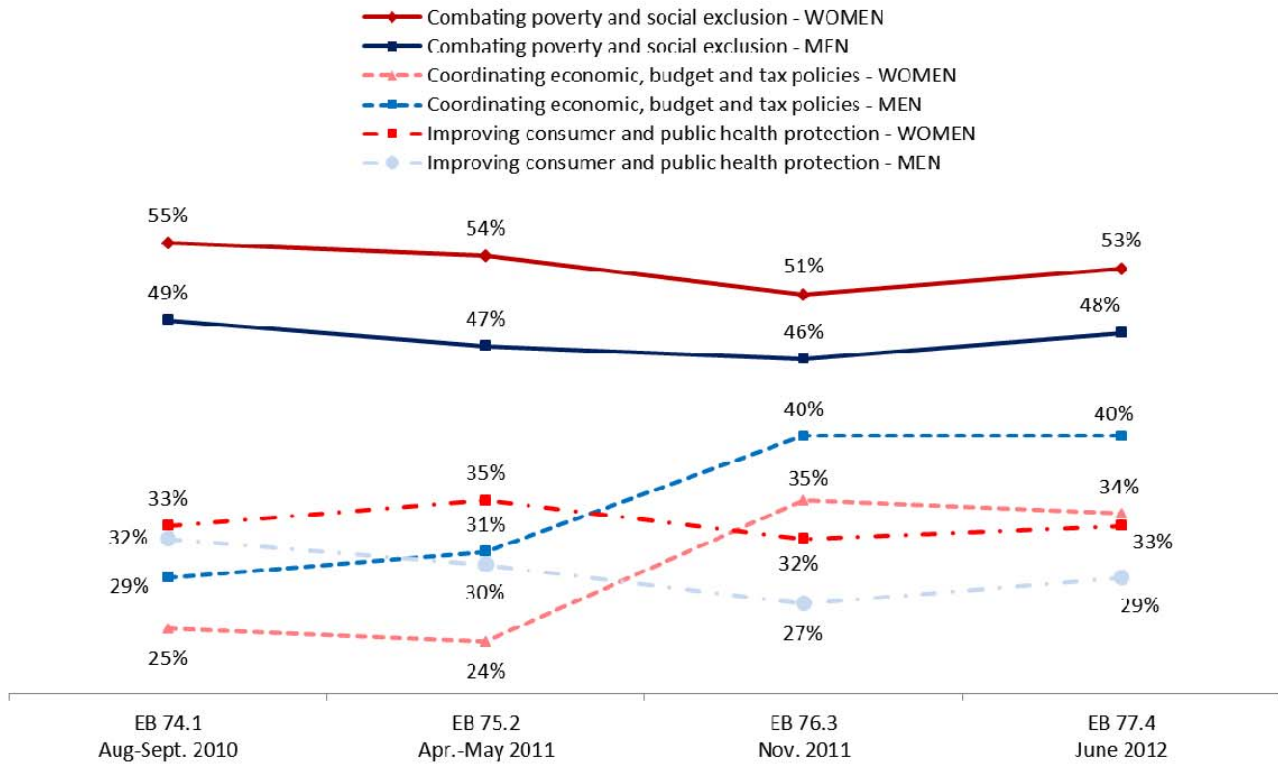
Source: Q5 EB Special EB71.3 (June 2009)

N.B. Question asked to respondents who said that they had voted in the 2009 European elections.

### 3. The evolution of priority policies (2010-2012)

#### 1) European average

**Q: The European Parliament defends the development of certain policies in the European Union. Which of the following policies, in your opinion, should take priority? Firstly? And then? (Max 4 answers)**



Sources: Special EB74.1 August-September 2010, Special EB75.2 April-May 2011, Special EB76.3 November 2011 and Special EB77.4 June 2012

**Q: The European Parliament defends the development of certain policies in the European Union. Which of the following policies, in your opinion, should take priority? Firstly? And then? (Max 4 answers)**

	EB 74.1 A-S 2010			EB 75.2 A-M 2011			EB 76.3 N 2011			EB 77.4 June 2012		
	Women	Men	EU27	Women	Men	EU27	Women	Men	EU27	Women	Men	EU27
Combating poverty and social exclusion	55%	49%	52%	54%	47%	51%	51%	46%	49%	53%	48%	50%
Coordinating economic, budget and tax policies	25%	29%	27%	24%	31%	28%	35%	40%	37%	34%	40%	37%
Improving consumer and public health protection	33%	32%	33%	35%	30%	32%	32%	27%	30%	33%	29%	31%
A security and defence policy that enables the EU to face up to international crises	23%	23%	23%	24%	24%	24%	29%	29%	29%	28%	29%	28%
Combating terrorism while respecting individual freedoms	28%	27%	28%	26%	24%	25%	24%	20%	22%	26%	21%	24%
An agricultural policy that is environmentally friendly and contributes to the global food balance	27%	26%	27%	26%	25%	25%	22%	22%	22%	23%	22%	23%
Combating climate change	26%	26%	26%	26%	25%	26%	23%	22%	22%	21%	20%	20%
A foreign policy that enables the EU to speak with one voice on the international stage	15%	19%	17%	15%	18%	16%	19%	23%	21%	19%	24%	22%
A common energy policy intended to ensure the EU's energy independence	18%	22%	20%	20%	26%	23%	20%	24%	22%	18%	23%	21%
An immigration policy implemented in consultation with countries of origin	20%	20%	20%	22%	23%	22%	18%	19%	19%	18%	19%	19%
A research and development (R&D) policy that ensures competitiveness and innovation	12%	16%	14%	12%	15%	13%	11%	16%	14%	14%	18%	16%
The assertion of a European social model	12%	14%	13%	12%	13%	12%	13%	16%	14%	13%	15%	14%
Other (SPONTANEOUS)	0%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
None (SPONTANEOUS)	1%	1%	1%	2%	2%	2%	2%	3%	3%	3%	3%	3%
Don't know	9%	6%	7%	4%	2%	3%	4%	3%	4%	5%	3%	4%

*Sources: Special EB74.1 August-September 2010, Special EB75.2 April-May 2011, Special EB76.3 November 2011 and Special EB77.4 June 2012*

2) National variations

The fight against poverty and social exclusion				
	TOTAL	Men	Women	Diff.
FI	58%	49%	66%	+17
NL	50%	42%	58%	+16
DK	48%	40%	55%	+15
BE	50%	43%	57%	+14
EE	48%	41%	53%	+12
SK	45%	39%	51%	+12
IE	44%	39%	49%	+10
CZ	50%	45%	54%	+9
PL	57%	52%	61%	+9
SI	59%	55%	64%	+9
CY	59%	56%	63%	+7
ES	63%	60%	66%	+6
FR	52%	49%	55%	+6
AT	51%	48%	54%	+6
<i>EU27</i>	<i>50%</i>	<i>48%</i>	<i>53%</i>	<i>+5</i>
DE	51%	49%	53%	+4
LV	61%	58%	62%	+4
HU	62%	60%	64%	+4
EL	67%	65%	69%	+4
IT	39%	37%	40%	+3
UK	37%	36%	39%	+3
SE	55%	54%	56%	+2
MT	41%	41%	42%	+1
LT	57%	57%	57%	=
PT	63%	63%	63%	=
BG	61%	61%	60%	-1
RO	50%	51%	50%	-1
LU	49%	50%	48%	-2

The three leading priority policies for women

Coordinating economic, budget and tax policies				
	TOTAL	Men	Women	Diff.
EE	51%	47%	54%	+7
LV	47%	45%	49%	+4
BG	22%	21%	23%	+2
LT	55%	54%	55%	+1
EL	39%	39%	39%	=
IT	35%	35%	34%	-1
PT	32%	33%	31%	-2
ES	41%	43%	40%	-3
RO	21%	23%	20%	-3
UK	24%	26%	23%	-3
HU	54%	56%	53%	-3
SK	44%	46%	43%	-3
CY	41%	43%	39%	-4
BE	38%	40%	36%	-4
IE	38%	41%	36%	-5
PL	30%	32%	27%	-5
<i>EU27</i>	<i>37%</i>	<i>40%</i>	<i>34%</i>	<i>-6</i>
AT	40%	43%	37%	-6
MT	18%	21%	14%	-7
SI	46%	50%	43%	-7
CZ	38%	42%	34%	-8
DE	54%	60%	49%	-11
FR	35%	41%	29%	-12
DK	18%	24%	11%	-13
LU	31%	38%	25%	-13
FI	43%	50%	37%	-13
NL	49%	56%	42%	-14
SE	28%	36%	21%	-15

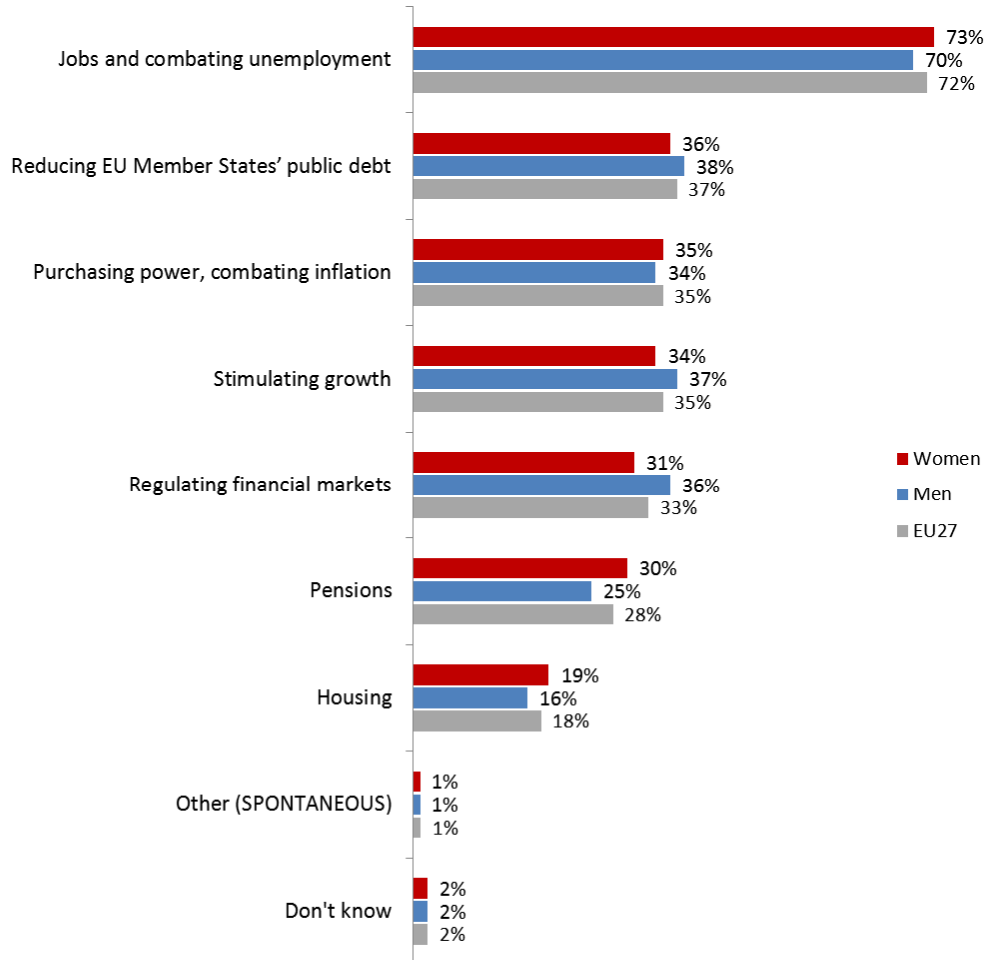
Improving consumer and public health protection				
	TOTAL	Men	Women	Diff.
CY	60%	52%	68%	+16
PL	38%	32%	43%	+11
NL	36%	31%	41%	+10
BG	42%	37%	46%	+9
IE	36%	31%	40%	+9
FR	32%	27%	36%	+9
DK	24%	19%	27%	+8
EE	29%	25%	32%	+7
BE	31%	28%	34%	+6
EL	44%	41%	47%	+6
MT	44%	41%	47%	+6
LT	32%	29%	34%	+5
CZ	34%	31%	36%	+5
<i>EU27</i>	<i>31%</i>	<i>29%</i>	<i>33%</i>	<i>+4</i>
AT	26%	24%	28%	+4
SI	27%	25%	29%	+4
SK	34%	32%	36%	+4
DE	24%	23%	26%	+3
LV	33%	32%	34%	+2
IT	31%	30%	31%	+1
SE	16%	15%	16%	+1
FI	29%	28%	29%	+1
ES	36%	36%	36%	=
HU	25%	25%	25%	=
PT	36%	36%	36%	=
RO	39%	39%	39%	=
UK	24%	24%	23%	-1
LU	28%	30%	26%	-4

Source: Special EB77.4 June 2012

#### 4. Responses to the crisis today

##### 1) European average

**Q: And more specifically, which area do you think should be given priority in view of the crisis? Firstly? And then? (Max 3 answers)**



Source: Special EB77.4 June 2012

2) National variations

Responses to the crisis today

Jobs and combating unemployment				
	TOTAL	Men	Women	Diff.
NL	67%	60%	74%	+14
SI	82%	76%	87%	+11
DK	85%	82%	89%	+7
FR	69%	65%	72%	+7
CZ	73%	70%	75%	+5
IT	66%	63%	68%	+5
LU	73%	71%	76%	+5
SE	73%	70%	75%	+5
LV	83%	81%	86%	+5
CY	90%	88%	92%	+4
PL	75%	73%	77%	+4
MT	56%	54%	58%	+4
RO	70%	68%	72%	+4
<i>EU27</i>	<i>72%</i>	<i>70%</i>	<i>73%</i>	<i>+3</i>
IE	75%	73%	76%	+3
SK	77%	75%	78%	+3
LT	78%	77%	79%	+2
UK	72%	71%	73%	+2
BE	59%	59%	60%	+1
DE	63%	63%	64%	+1
HU	84%	84%	85%	+1
FI	75%	74%	75%	+1
EE	79%	79%	79%	=
EL	78%	78%	78%	=
PT	77%	77%	77%	=
BG	75%	75%	74%	-1
ES	89%	89%	88%	-1
AT	69%	70%	69%	-1

Stimulating growth				
	TOTAL	Men	Women	Diff.
DE	26%	24%	31%	+7
DK	46%	45%	46%	+1
IT	38%	37%	38%	+1
LT	35%	35%	34%	-1
ES	46%	47%	45%	-2
LV	43%	44%	42%	-2
IE	55%	57%	54%	-3
<i>EU27</i>	<i>35%</i>	<i>37%</i>	<i>34%</i>	<i>-3</i>
AT	28%	29%	26%	-3
NL	42%	44%	41%	-3
SI	52%	54%	51%	-3
FR	42%	44%	40%	-4
HU	36%	38%	34%	-4
PT	40%	42%	38%	-4
PL	20%	22%	18%	-4
UK	37%	39%	35%	-4
EE	27%	30%	25%	-5
FI	19%	21%	16%	-5
RO	24%	26%	21%	-5
CY	49%	52%	47%	-5
CZ	21%	24%	18%	-6
LU	31%	34%	28%	-6
MT	17%	20%	14%	-6
SK	24%	27%	21%	-6
EL	63%	66%	60%	-6
BG	37%	41%	34%	-7
SE	54%	58%	51%	-7
BE	42%	47%	39%	-8

Pensions				
	TOTAL	Men	Women	Diff.
SI	22%	16%	28%	+12
PL	43%	37%	49%	+12
SK	28%	22%	33%	+11
BG	39%	33%	44%	+11
EL	30%	26%	35%	+9
LT	30%	26%	33%	+7
HU	29%	25%	32%	+7
FR	25%	22%	27%	+5
LU	21%	18%	23%	+5
<i>EU27</i>	<i>28%</i>	<i>25%</i>	<i>30%</i>	<i>+5</i>
ES	27%	24%	29%	+5
PT	40%	37%	42%	+5
CY	23%	21%	25%	+4
FI	18%	16%	20%	+4
BE	32%	30%	33%	+3
CZ	36%	35%	38%	+3
UK	25%	24%	27%	+3
DK	14%	12%	15%	+3
NL	17%	15%	18%	+3
EE	35%	33%	36%	+3
LV	37%	36%	38%	+2
RO	36%	35%	37%	+2
IE	14%	13%	14%	+1
MT	33%	32%	33%	+1
DE	20%	20%	21%	+1
AT	24%	24%	24%	=
SE	11%	12%	11%	-1
IT	33%	34%	33%	-1

Source: Special EB77.4 June 2012

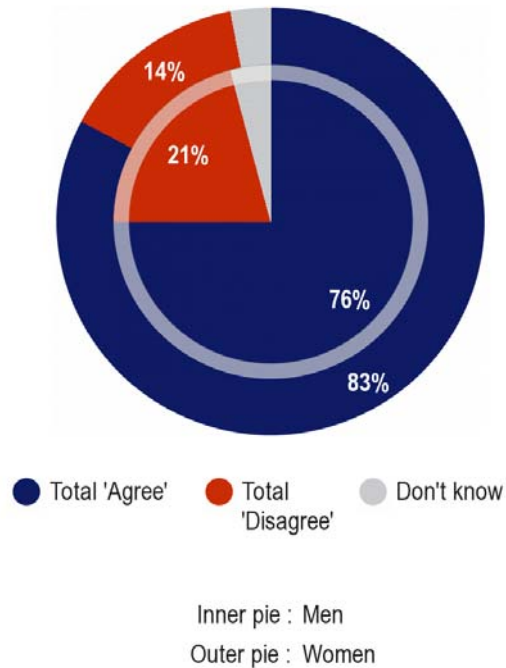
## II. SECTION II: MEASURES TO COMBAT GENDER INEQUALITIES

### A. WOMEN IN POLITICS AND ENTERPRISES

#### 1. The position of women in decision-making

*Q: Some people believe that women in politics add a viewpoint which could lead to different decision-making in general. Do you agree with this statement?*

1) European average



Source: Flash 266, February 2009

2) National variations

**The position of women in decision-making**

Total "Agree"				Total "Disagree"			
	Men	Women	Diff.		Men	Women	Diff.
LV	65%	78%	+13	HU	21%	23%	+2
LU	75%	88%	+13	SE	13%	13%	=
LT	67%	80%	+13	SK	21%	21%	=
UK	70%	82%	+13	CY	21%	19%	-2
ES	73%	83%	+10	BE	19%	16%	-3
PL	60%	70%	+10	PT	10%	7%	-3
EE	70%	80%	+10	BG	16%	12%	-3
DK	73%	82%	+9	FR	13%	9%	-4
IT	75%	84%	+9	MT	21%	18%	-4
FI	77%	86%	+9	SI	21%	17%	-4
EL	73%	81%	+8	RO	28%	23%	-5
DE	80%	88%	+8	IT	17%	12%	-5
<i>EU27</i>	<i>76%</i>	<i>83%</i>	<i>+7</i>	IE	25%	19%	-6
CZ	77%	84%	+7	CZ	20%	14%	-6
AT	78%	84%	+6	DE	17%	10%	-7
IE	74%	80%	+6	<i>EU27</i>	<i>21%</i>	<i>14%</i>	<i>-7</i>
NL	74%	80%	+6	AT	22%	14%	-8
BE	75%	80%	+5	NL	24%	16%	-9
RO	69%	73%	+4	ES	24%	15%	-9
PT	86%	90%	+4	FI	22%	12%	-9
BG	76%	79%	+3	PL	33%	24%	-9
SI	76%	79%	+3	EE	25%	16%	-10
MT	72%	75%	+2	DK	26%	17%	-10
FR	87%	89%	+2	LT	24%	14%	-10
SK	74%	76%	+2	EL	26%	16%	-10
CY	77%	79%	+2	LV	29%	18%	-11
SE	83%	83%	=	UK	28%	15%	-13
HU	76%	73%	-3	LU	24%	9%	-15

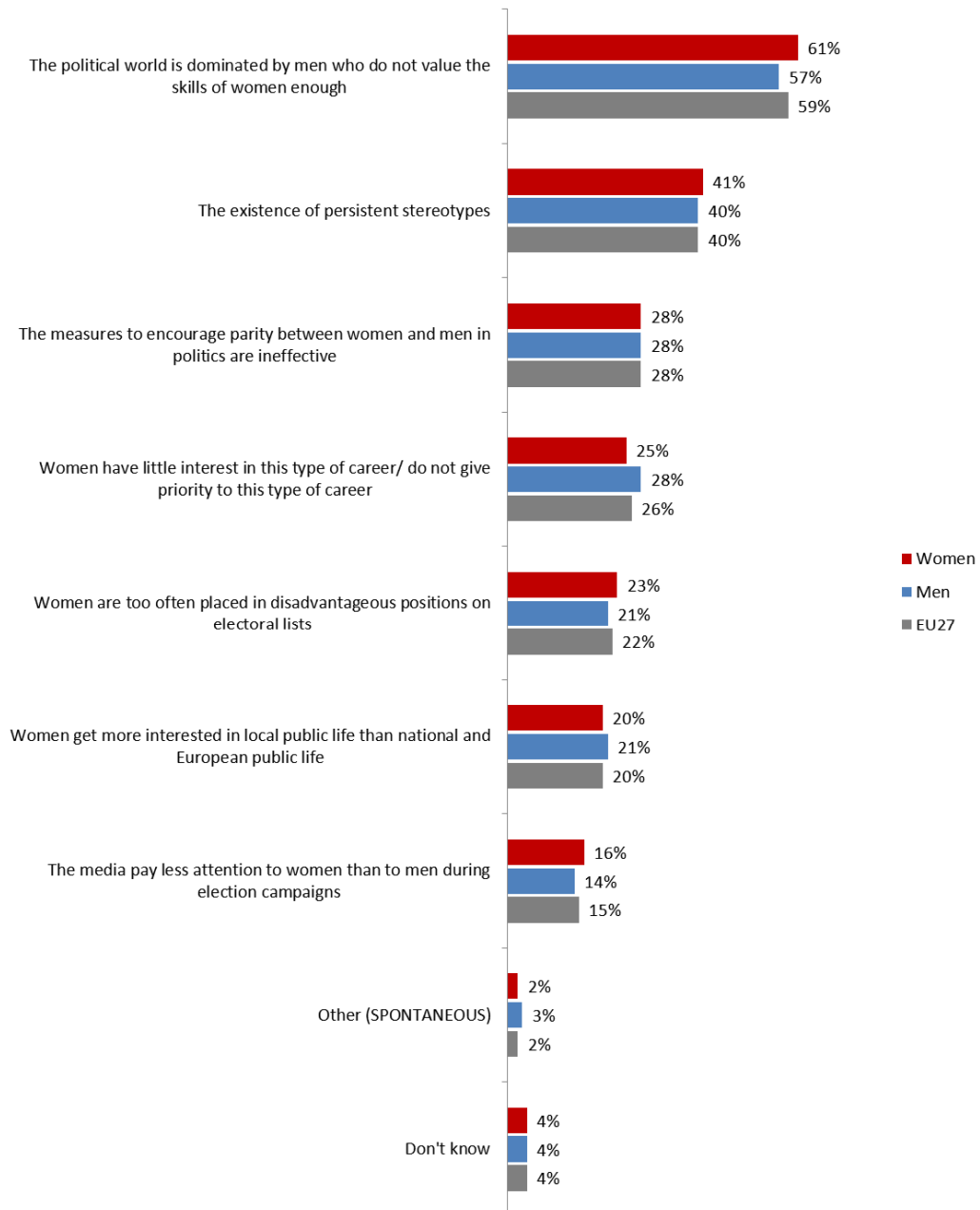
Source: Flash 266, February 2009

## 2. The under-representation of women in politics

### a) Reasons

**Q: Which of the following do you think are the reasons why women are under-represented in politics? Firstly? And then? (Several answers possible)**

#### 1) European average



Source: Special EB75.1, February 2011

2) National variations

The under-representation of women in politics: reasons

The political world is dominated by men who do not value the skills of women enough				
	TOTAL	Men	Women	Diff.
SI	56%	47%	65%	+18
CZ	54%	48%	60%	+12
DE	40%	34%	46%	+12
EE	47%	40%	52%	+12
IE	59%	53%	65%	+12
AT	66%	60%	72%	+12
SK	52%	46%	58%	+12
BG	55%	49%	60%	+11
LT	57%	51%	61%	+10
LU	54%	50%	59%	+9
MT	47%	43%	51%	+8
EL	64%	61%	68%	+7
LV	50%	46%	53%	+7
CY	68%	65%	71%	+6
PT	59%	56%	62%	+6
FR	59%	57%	62%	+5
PL	59%	57%	62%	+5
RO	62%	59%	64%	+5
ES	55%	53%	58%	+5
<i>EU27</i>	<i>59%</i>	<i>57%</i>	<i>61%</i>	<i>+4</i>
SE	62%	60%	64%	+4
BE	58%	55%	59%	+4
FI	53%	51%	54%	+3
UK	51%	50%	52%	+2
HU	62%	62%	63%	+1
DK	42%	43%	41%	-2
IT	65%	66%	64%	-2
NL	50%	51%	48%	-3

The existence of persistent stereotypes				
	TOTAL	Men	Women	Diff.
EL	52%	48%	55%	+7
LV	44%	41%	47%	+6
MT	21%	18%	24%	+6
NL	36%	33%	39%	+6
AT	38%	36%	41%	+5
CY	49%	47%	51%	+4
RO	49%	47%	51%	+4
DK	39%	37%	41%	+4
SE	50%	49%	52%	+3
BG	39%	38%	41%	+3
DE	16%	15%	17%	+2
EE	26%	25%	27%	+2
LT	39%	38%	40%	+2
PT	31%	30%	32%	+2
ES	57%	56%	58%	+2
SI	38%	38%	39%	+1
<i>EU27</i>	<i>40%</i>	<i>40%</i>	<i>41%</i>	<i>+1</i>
FR	41%	40%	41%	+1
IT	39%	39%	39%	=
HU	27%	27%	27%	=
UK	38%	39%	37%	-2
IE	36%	37%	34%	-3
CZ	41%	43%	39%	-4
SK	42%	44%	40%	-4
FI	42%	44%	40%	-4
BE	27%	30%	24%	-6
PL	43%	46%	40%	-6
LU	27%	30%	23%	-7

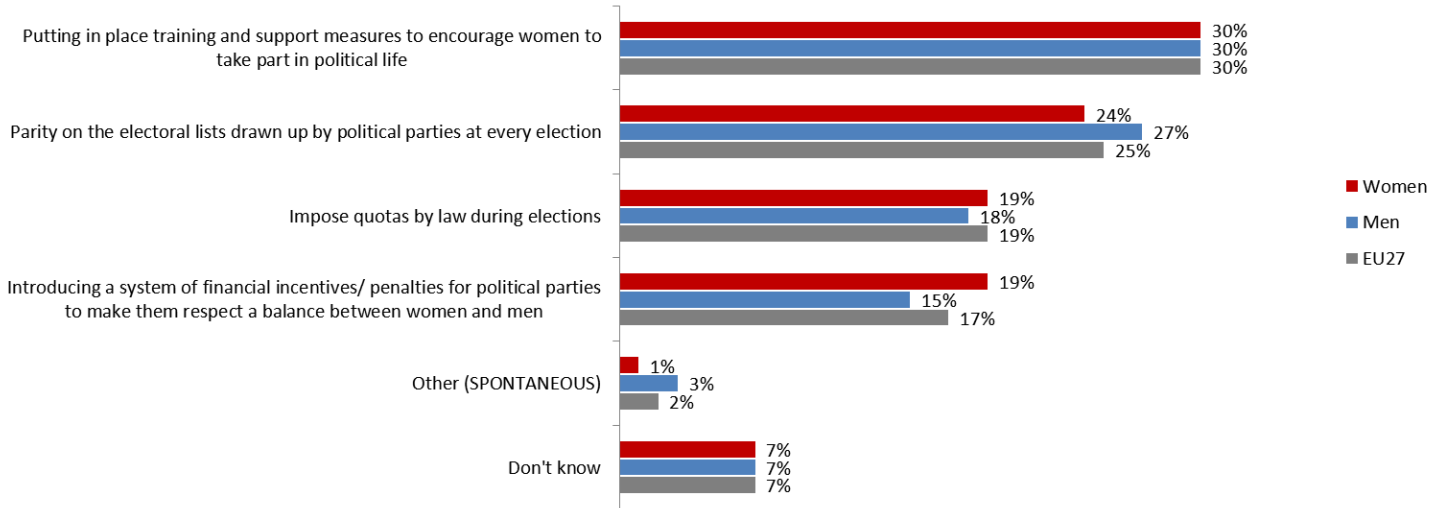
The measures to encourage parity between women and men in politics are ineffective				
	TOTAL	Men	Women	Diff.
CY	29%	24%	33%	+9
HU	34%	31%	37%	+6
AT	53%	50%	55%	+5
EL	45%	43%	48%	+5
SK	28%	26%	31%	+5
SE	37%	35%	39%	+4
FR	23%	21%	24%	+3
UK	22%	20%	23%	+3
CZ	26%	25%	27%	+2
NL	20%	19%	21%	+2
IE	44%	43%	44%	+1
LT	18%	18%	19%	+1
SI	33%	32%	33%	+1
FI	29%	28%	29%	+1
<i>EU27</i>	<i>28%</i>	<i>28%</i>	<i>28%</i>	<i>=</i>
BG	29%	29%	29%	=
IT	41%	41%	41%	=
BE	27%	27%	26%	-1
DK	24%	25%	24%	-1
PT	30%	31%	30%	-1
MT	34%	36%	33%	-3
EE	18%	20%	17%	-3
PL	18%	20%	17%	-3
ES	28%	30%	26%	-4
LU	16%	18%	14%	-4
DE	9%	11%	7%	-4
LV	13%	15%	11%	-4
RO	37%	39%	35%	-4

Source: Special EB75.1, February 2011

***b) Measures***

***Q: According to you, which of the following would be the most effective measure to encourage better political representation of women? (Only one answer)***

***1) European average***



*Source: Special EB75.1, February 2011*

2) National variations

The under-representation of women in politics: measures

Putting in place training and support measures to encourage women to take part in political life				
	TOTAL	M	W	Diff.
DK	53%	47%	58%	+11
SE	52%	46%	57%	+11
BE	32%	29%	35%	+6
LU	47%	44%	49%	+5
LV	40%	38%	42%	+4
IE	43%	41%	44%	+3
NL	50%	48%	51%	+3
UK	48%	48%	51%	+3
LT	34%	32%	35%	+3
ES	31%	30%	32%	+2
FR	29%	28%	30%	+2
HU	25%	24%	25%	+1
MT	50%	50%	51%	+1
RO	23%	22%	23%	+1
EU27	30%	30%	30%	=
BG	19%	19%	19%	=
EE	41%	41%	41%	=
IT	17%	17%	17%	=
SK	25%	25%	25%	=
PL	28%	28%	27%	-1
DE	25%	26%	24%	-2
EL	25%	26%	24%	-2
CY	40%	41%	38%	-3
SI	29%	30%	27%	-3
AT	19%	20%	17%	-3
FI	44%	46%	43%	-3
PT	15%	17%	13%	-4
CZ	23%	26%	21%	-5

Parity on the electoral lists drawn up by political parties at every election				
	TOTAL	M	W	Diff.
EE	31%	28%	33%	+5
AT	24%	22%	25%	+3
BG	37%	36%	38%	+2
MT	13%	12%	14%	+2
CZ	33%	32%	33%	+1
DE	27%	27%	28%	+1
LV	28%	27%	28%	+1
RO	31%	31%	32%	+1
SI	28%	27%	28%	+1
EL	35%	34%	35%	+1
IE	10%	10%	10%	=
LT	33%	33%	33%	=
NL	29%	29%	29%	=
SK	20%	20%	20%	=
FI	20%	20%	20%	=
CY	33%	34%	33%	-1
PT	34%	35%	33%	-2
EU27	25%	27%	24%	-3
ES	25%	27%	24%	-3
IT	29%	31%	27%	-4
LU	22%	24%	20%	-4
HU	27%	29%	25%	-4
PL	19%	21%	17%	-4
UK	14%	14%	10%	-4
DK	25%	29%	22%	-7
FR	28%	32%	25%	-7
BE	27%	31%	23%	-8
SE	31%	36%	27%	-9

Impose quotas by law during elections				
	TOTAL	M	W	Diff.
AT	30%	25%	34%	+9
HU	23%	20%	26%	+6
PL	21%	19%	23%	+4
CY	19%	17%	20%	+3
ES	16%	15%	17%	+2
FI	13%	12%	14%	+2
UK	12%	12%	14%	+2
BE	23%	22%	24%	+2
PT	34%	33%	35%	+2
EU27	19%	18%	19%	+1
CZ	18%	18%	19%	+1
FR	17%	16%	17%	+1
LV	13%	13%	14%	+1
RO	16%	15%	16%	+1
SE	7%	7%	8%	+1
DE	24%	23%	24%	+1
SI	21%	21%	21%	=
DK	9%	9%	8%	-1
EE	10%	11%	10%	-1
LT	14%	15%	13%	-2
LU	14%	15%	13%	-2
SK	20%	21%	19%	-2
IE	15%	16%	13%	-3
IT	24%	26%	23%	-3
NL	5%	7%	4%	-3
BG	22%	24%	20%	-4
EL	27%	29%	25%	-4
MT	11%	14%	8%	-6

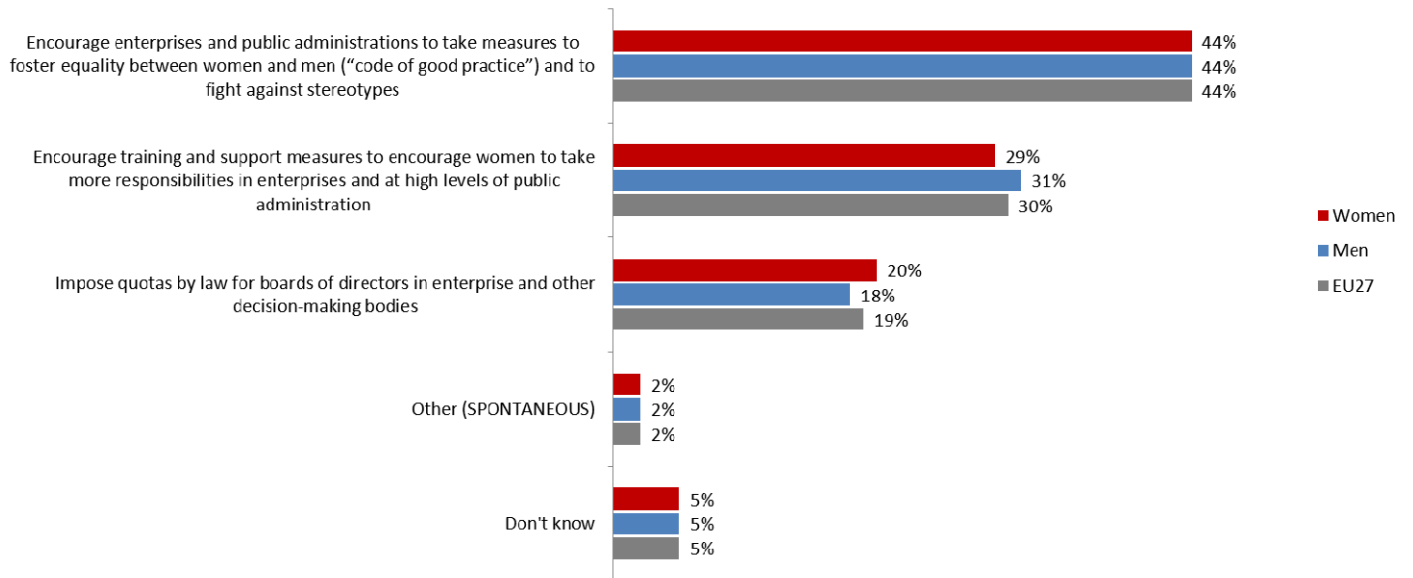
Introducing a system of financial incentives/penalties for political parties to make them respect a balance between women and men				
	TOTAL	M	W	Diff.
IT	25%	21%	28%	+7
FI	18%	15%	20%	+5
EL	10%	8%	13%	+5
CZ	22%	19%	24%	+5
PL	19%	17%	22%	+5
UK	14%	14%	19%	+5
EU27	17%	15%	19%	+4
SI	12%	10%	14%	+4
NL	6%	4%	8%	+4
BG	16%	14%	18%	+4
DE	15%	13%	16%	+3
ES	18%	17%	20%	+3
FR	19%	17%	20%	+3
MT	17%	15%	18%	+3
DK	7%	6%	8%	+2
PT	24%	23%	25%	+2
LT	7%	6%	7%	+1
LU	9%	9%	10%	+1
SK	21%	20%	21%	+1
BE	14%	14%	14%	=
HU	19%	19%	19%	=
IE	21%	22%	21%	-1
RO	18%	19%	18%	-1
LV	8%	9%	7%	-2
CY	7%	8%	6%	-2
SE	7%	8%	6%	-2
EE	9%	10%	7%	-3
AT	22%	24%	21%	-3

Source: Special EB75.1, February 2011

### 3. Measures to ensure women's access to positions of responsibility

**Q: Which of the following measures do you think would be most effective in ensuring women's access to positions of responsibility in enterprises and high levels of public administration? (One answer only)**

#### 1) European average



Source: Special EB75.1, February 2011

2) National variations

## Measures to ensure women's access to positions of responsibility

Encourage enterprises and public administrations to take measures to foster equality between women and men ("code of good practice") and to fight against stereotypes				
	TOTAL	Men	Women	Diff.
SI	49%	45%	53%	+8
CZ	43%	40%	46%	+6
LT	35%	32%	38%	+6
CY	43%	41%	45%	+4
IT	48%	46%	50%	+4
UK	48%	46%	50%	+4
FR	43%	41%	44%	+3
BG	41%	39%	42%	+3
RO	48%	46%	49%	+3
AT	40%	39%	40%	+1
PL	44%	44%	45%	+1
<i>EU27</i>	<i>44%</i>	<i>44%</i>	<i>44%</i>	<i>=</i>
LV	35%	35%	35%	=
SK	44%	44%	44%	=
ES	52%	52%	51%	-1
HU	48%	49%	48%	-1
NL	41%	42%	40%	-2
IE	37%	38%	36%	-2
PT	50%	51%	49%	-2
EE	35%	37%	34%	-3
EL	46%	48%	44%	-4
BE	45%	48%	43%	-5
DK	43%	45%	40%	-5
SE	41%	43%	38%	-5
MT	39%	42%	36%	-6
FI	36%	40%	33%	-7
DE	35%	39%	31%	-8
LU	40%	45%	36%	-9

Encourage training and support measures to encourage women to take more responsibilities in enterprises and at high levels of public administration				
	TOTAL	Men	Women	Diff.
EE	45%	40%	49%	+9
LU	40%	36%	44%	+8
MT	40%	37%	44%	+7
FI	44%	42%	46%	+4
BE	34%	32%	36%	+4
LV	46%	44%	48%	+4
SE	41%	39%	43%	+4
EL	31%	30%	32%	+2
IE	39%	39%	40%	+1
DK	40%	40%	40%	=
DE	30%	30%	30%	=
ES	28%	28%	28%	=
HU	31%	31%	31%	=
PT	23%	23%	23%	=
BG	33%	34%	33%	-1
RO	26%	27%	26%	-1
NL	34%	35%	33%	-2
IT	23%	24%	22%	-2
<i>EU27</i>	<i>30%</i>	<i>31%</i>	<i>29%</i>	<i>-2</i>
FR	30%	31%	29%	-2
PL	28%	29%	26%	-3
SK	35%	37%	34%	-3
LT	39%	42%	37%	-5
AT	29%	32%	26%	-6
SI	29%	32%	26%	-6
CY	36%	40%	33%	-7
UK	34%	38%	30%	-8
CZ	36%	41%	32%	-9

Impose quotas by law for boards of directors in enterprise and other decision-making bodies				
	TOTAL	Men	Women	Diff.
AT	25%	21%	30%	+9
DE	28%	24%	32%	+8
NL	13%	10%	17%	+7
DK	13%	11%	16%	+5
CZ	17%	14%	19%	+5
SI	16%	14%	18%	+4
SK	16%	14%	18%	+4
FI	16%	14%	18%	+4
EL	20%	19%	22%	+3
CY	18%	17%	20%	+3
UK	11%	9%	12%	+3
<i>EU27</i>	<i>19%</i>	<i>18%</i>	<i>20%</i>	<i>+2</i>
IE	13%	12%	14%	+2
PL	16%	15%	17%	+2
SE	16%	15%	17%	+2
BE	17%	16%	18%	+2
ES	14%	13%	15%	+2
BG	19%	18%	19%	+1
LU	17%	16%	17%	+1
LT	12%	11%	12%	+1
HU	15%	14%	15%	+1
RO	14%	14%	15%	+1
EE	11%	10%	10%	=
FR	22%	22%	22%	=
LV	9%	9%	9%	=
IT	23%	24%	22%	-2
PT	16%	17%	15%	-2
MT	12%	14%	10%	-4

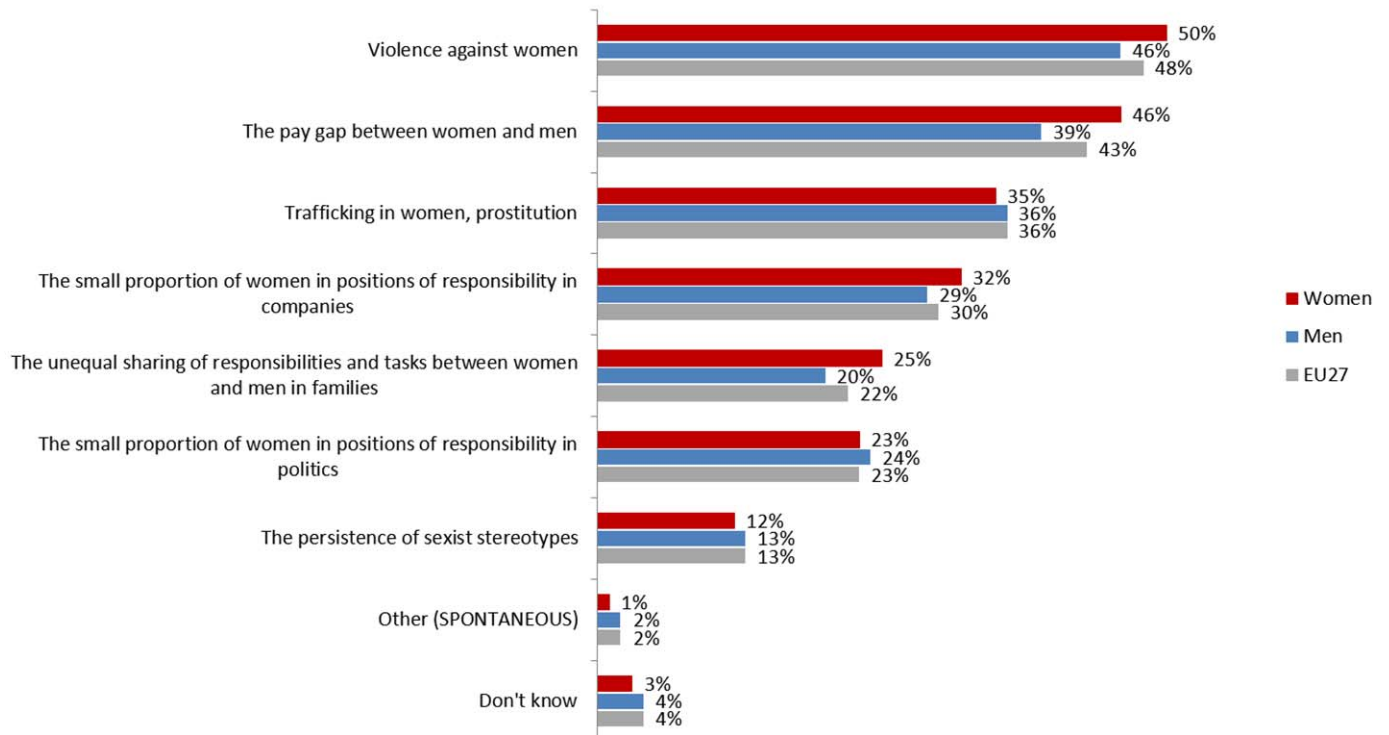
Source: Special EB75.1, February 2011

## **B. COMBATING INEQUALITIES**

### **1. The greatest areas of inequality**

***Q: In your opinion, which of the gender inequalities in the following list are the most important? First? And then? (Max. 3 answers)***

#### ***1) European average***



Source: Flash 341 January 2012

2) National variations

The greatest areas of inequality

Violence against women				
	TOTAL	Men	Women	Diff.
RO	62%	54%	70%	+16
BG	41%	33%	48%	+15
EL	55%	47%	62%	+15
CY	42%	34%	49%	+15
LT	60%	52%	67%	+15
IT	58%	52%	64%	+12
MT	50%	44%	56%	+12
ES	74%	71%	78%	+7
LV	36%	32%	39%	+7
EE	30%	27%	32%	+5
PL	33%	30%	35%	+5
<i>EU27</i>	<i>48%</i>	<i>46%</i>	<i>50%</i>	<i>+4</i>
NL	35%	33%	37%	+4
LU	34%	33%	35%	+2
HU	39%	38%	40%	+2
PT	57%	56%	58%	+2
DE	27%	27%	27%	=
FR	49%	49%	49%	=
AT	43%	43%	43%	=
SI	48%	48%	48%	=
SK	43%	43%	43%	=
SE	64%	64%	64%	=
CZ	39%	40%	39%	-1
BE	47%	48%	46%	-2
UK	50%	51%	49%	-2
DK	51%	54%	49%	-5
FI	41%	44%	39%	-5
IE	44%	49%	40%	-9

The pay gap between women and men				
	TOTAL	Men	Women	Diff.
FI	57%	48%	67%	+19
AT	61%	53%	70%	+17
CZ	55%	48%	62%	+14
DK	34%	27%	41%	+14
SE	53%	46%	59%	+13
HU	45%	39%	51%	+12
NL	42%	36%	48%	+12
SK	47%	42%	52%	+10
BE	50%	46%	55%	+9
IE	27%	22%	31%	+9
LT	41%	36%	45%	+9
MT	31%	27%	36%	+9
EE	55%	50%	58%	+8
LV	43%	39%	47%	+8
UK	35%	31%	39%	+8
<i>EU27</i>	<i>43%</i>	<i>39%</i>	<i>46%</i>	<i>+7</i>
BG	34%	30%	37%	+7
PT	35%	32%	38%	+6
SI	33%	30%	36%	+6
DE	59%	56%	62%	+6
ES	42%	40%	45%	+5
IT	23%	20%	25%	+5
LU	44%	42%	47%	+5
PL	46%	44%	48%	+4
EL	23%	22%	25%	+3
FR	54%	53%	55%	+2
RO	23%	22%	24%	+2
CY	34%	35%	32%	-3

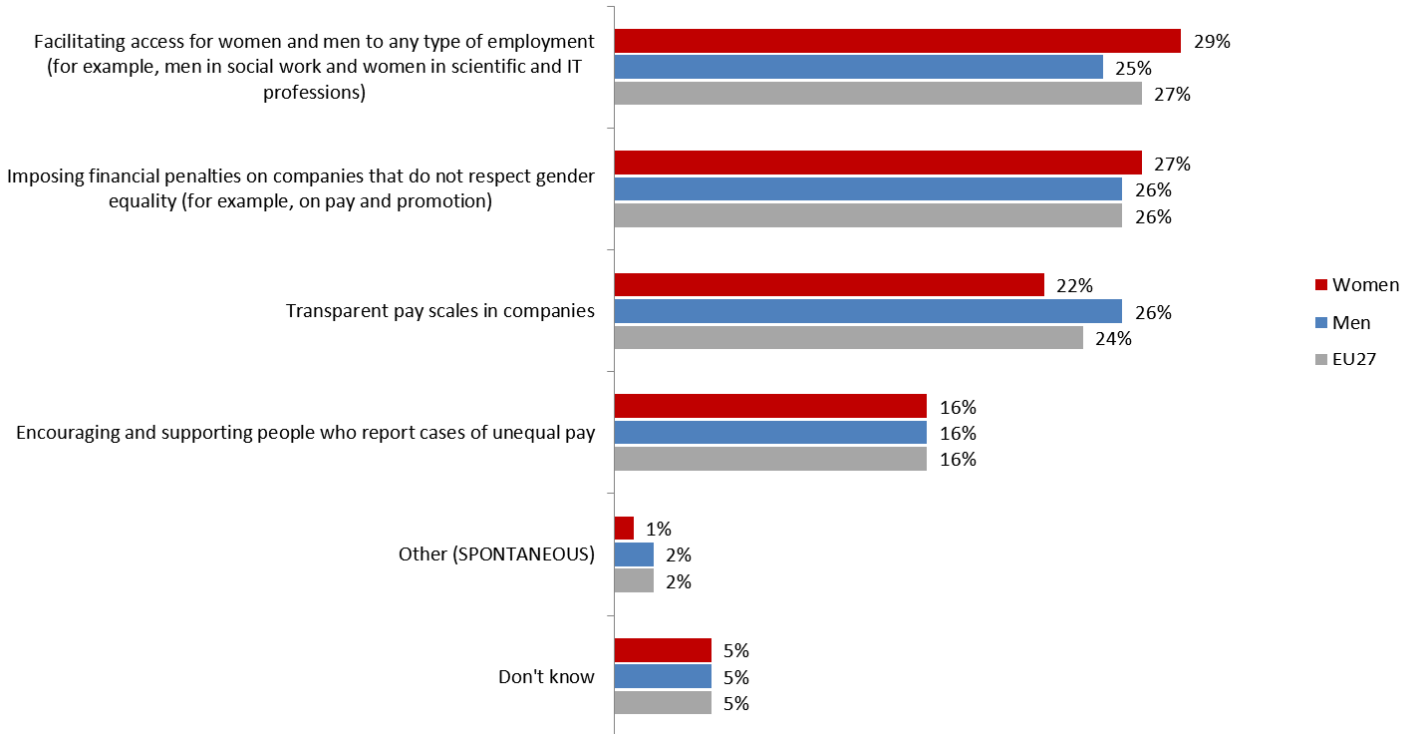
Trafficking in women, prostitution				
	TOTAL	Men	Women	Diff.
DE	20%	18%	22%	+4
ES	42%	41%	44%	+3
AT	30%	28%	31%	+3
FR	24%	23%	25%	+2
MT	34%	33%	35%	+2
CY	35%	34%	35%	+1
UK	47%	46%	47%	+1
FI	28%	28%	28%	=
<i>EU27</i>	<i>36%</i>	<i>36%</i>	<i>35%</i>	<i>-1</i>
LV	33%	33%	32%	-1
IT	37%	38%	36%	-2
LT	40%	41%	39%	-2
NL	48%	49%	47%	-2
SE	47%	48%	46%	-2
BG	39%	40%	37%	-3
EL	47%	49%	46%	-3
LU	29%	31%	27%	-4
RO	54%	56%	52%	-4
IE	48%	51%	46%	-5
HU	32%	35%	30%	-5
EE	23%	26%	20%	-6
PL	35%	38%	32%	-6
BE	35%	39%	32%	-7
DK	60%	64%	56%	-8
PT	42%	46%	38%	-8
SI	26%	31%	22%	-9
SK	29%	34%	25%	-9
CZ	26%	32%	21%	-11

Source: Flash 341 January 2012

## 2. Measures to tackle the pay gap

**Q: 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)**

### 1) European average



Source: Flash 341, January 2012

2) National variations

Facilitating access for women and men to any type of employment (for example, men in social work and women in scientific and IT professions)				
	TOTAL	Men	Women	Diff.
ES	33%	29%	37%	+8
FR	22%	18%	26%	+8
UK	14%	11%	18%	+7
EL	26%	23%	29%	+6
PL	34%	31%	36%	+5
HU	26%	24%	28%	+4
<i>EU27</i>	<i>27%</i>	<i>25%</i>	<i>29%</i>	<i>+4</i>
SI	27%	25%	29%	+4
SK	27%	25%	29%	+4
IT	30%	29%	32%	+3
SE	28%	27%	30%	+3
BE	25%	24%	26%	+2
DE	32%	31%	33%	+2
MT	18%	17%	19%	+2
DK	35%	34%	36%	+2
LT	29%	28%	30%	+2
AT	29%	28%	30%	+2
BG	31%	31%	32%	+1
IE	18%	18%	19%	+1
CY	26%	25%	26%	+1
LV	30%	29%	30%	+1
NL	19%	19%	20%	+1
RO	19%	19%	19%	=
FI	33%	33%	33%	=
EE	22%	23%	22%	-1
LU	29%	30%	29%	-1
CZ	38%	39%	37%	-2
PT	19%	20%	18%	-2

Measures to reduce the pay gap

Imposing financial penalties on companies that do not respect gender equality (for example, on pay and promotion)				
	TOTAL	Men	Women	Diff.
FI	18%	14%	22%	+8
ES	29%	25%	32%	+7
LU	27%	24%	31%	+7
IE	31%	28%	33%	+5
PT	27%	25%	30%	+5
UK	32%	30%	34%	+4
DK	10%	8%	12%	+4
CY	22%	20%	24%	+4
BE	30%	29%	32%	+3
NL	25%	24%	27%	+3
EE	12%	10%	13%	+3
LV	24%	22%	25%	+3
SK	26%	25%	27%	+2
CZ	23%	22%	24%	+2
SE	24%	23%	25%	+2
<i>EU27</i>	<i>26%</i>	<i>26%</i>	<i>27%</i>	<i>+1</i>
AT	19%	19%	20%	+1
IT	29%	28%	29%	+1
BG	25%	25%	25%	=
SI	30%	30%	30%	=
PL	26%	27%	26%	-1
FR	34%	35%	33%	-2
DE	16%	17%	15%	-2
EL	33%	34%	32%	-2
MT	30%	31%	28%	-3
RO	29%	31%	28%	-3
LT	17%	20%	16%	-4
HU	23%	25%	21%	-4

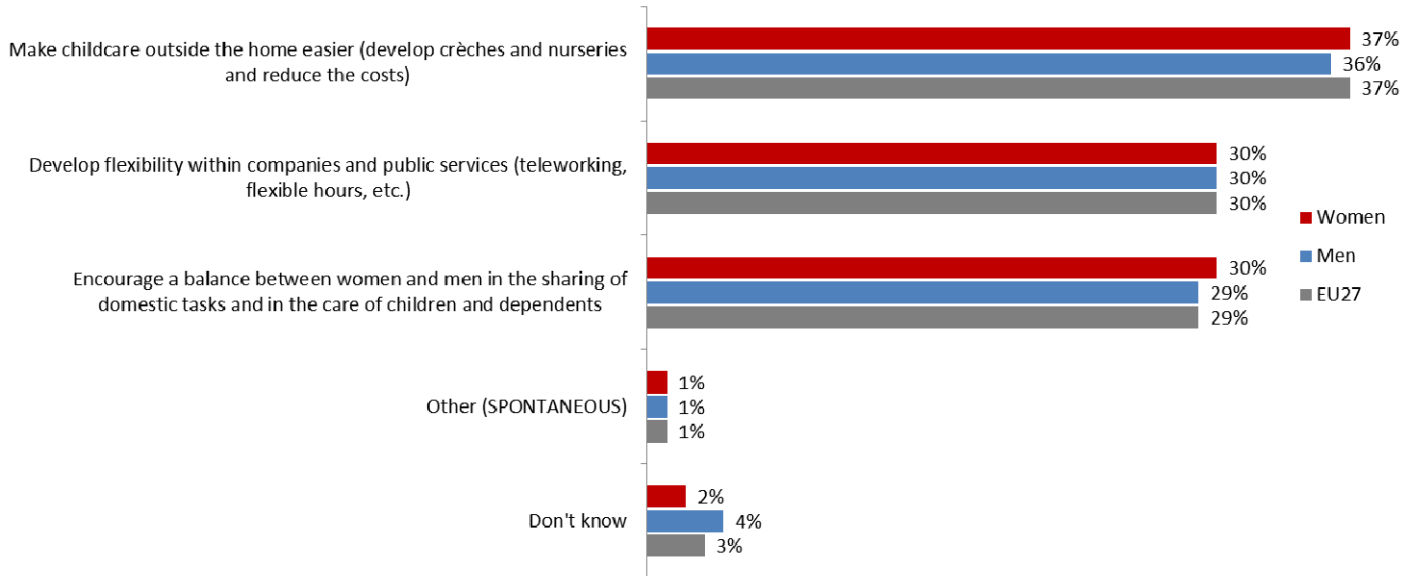
Transparent pay scales in companies				
	TOTAL	Men	Women	Diff.
LT	27%	24%	29%	+5
EE	32%	30%	34%	+4
CZ	25%	23%	26%	+3
DE	30%	28%	31%	+3
CY	26%	25%	26%	+1
AT	31%	31%	32%	+1
LV	23%	23%	24%	+1
RO	22%	22%	22%	=
IE	29%	29%	28%	-1
PT	23%	23%	22%	-1
EL	17%	18%	16%	-2
BG	25%	26%	23%	-3
IT	20%	22%	19%	-3
HU	29%	31%	27%	-4
<i>EU27</i>	<i>24%</i>	<i>26%</i>	<i>22%</i>	<i>-4</i>
DK	32%	34%	30%	-4
NL	37%	39%	35%	-4
SI	29%	31%	26%	-5
FR	25%	28%	23%	-5
PL	14%	17%	12%	-5
MT	19%	22%	16%	-6
SK	31%	34%	28%	-6
FI	31%	34%	28%	-6
BE	23%	27%	20%	-7
ES	21%	25%	18%	-7
LU	22%	25%	18%	-7
SE	22%	26%	17%	-9
UK	27%	32%	22%	-10

Source: Flash 341, January 2012

### 3. Measures for reconciling private and working lives

**Q: In the European Union, 45% of people in the labour market are women. According to you, which of the following measures would be most effective for enabling Europeans to reconcile their private and working lives better? (One answer only)**

#### 1) European average



Source: Special EB75.1, February 2011

## Measures for reconciling private and working lives

Make childcare outside the home easier (develop crèches and nurseries and reduce the costs)				
	TOTAL	Men	Women	Diff.
IE	38%	33%	44%	+11
MT	37%	31%	42%	+11
FR	50%	47%	53%	+6
UK	32%	30%	34%	+4
IT	32%	30%	33%	+3
EE	36%	34%	37%	+3
PT	28%	26%	29%	+3
EU27	37%	36%	37%	+1
BG	42%	41%	42%	+1
ES	25%	24%	25%	+1
AT	33%	32%	33%	+1
BE	38%	38%	38%	=
DE	51%	51%	51%	=
NL	27%	27%	27%	=
PL	37%	37%	36%	-1
CY	41%	42%	40%	-2
RO	29%	31%	29%	-2
DK	35%	37%	34%	-3
LU	36%	37%	34%	-3
SI	40%	41%	38%	-3
FI	28%	29%	26%	-3
SE	32%	34%	31%	-3
LV	38%	40%	36%	-4
EL	45%	48%	42%	-6
SK	31%	34%	28%	-6
LT	38%	42%	34%	-8
HU	33%	37%	29%	-8
CZ	25%	30%	21%	-9

Develop flexibility within companies and public services (teleworking, flexible hours, etc.)				
	TOTAL	Men	Women	Diff.
UK	44%	40%	47%	+7
EE	36%	33%	39%	+6
LV	26%	24%	29%	+5
HU	36%	34%	38%	+4
DK	43%	41%	44%	+3
SK	44%	42%	45%	+3
FI	44%	42%	45%	+3
LT	28%	27%	29%	+2
BE	31%	30%	31%	+1
EU27	30%	30%	30%	=
CZ	36%	36%	36%	=
IT	26%	26%	26%	=
LU	36%	36%	36%	=
NL	39%	40%	40%	=
AT	27%	27%	27%	=
SI	27%	27%	27%	=
PL	27%	28%	27%	-1
PT	16%	16%	15%	-1
EL	23%	24%	22%	-2
ES	39%	40%	38%	-2
CY	32%	33%	31%	-2
DE	25%	26%	23%	-3
FR	22%	23%	20%	-3
RO	24%	26%	23%	-3
SE	36%	38%	35%	-3
BG	24%	27%	21%	-6
MT	37%	41%	34%	-7
IE	24%	28%	21%	-7

Encourage a balance between women and men in the sharing of domestic tasks and in the care of children and dependents				
	TOTAL	Men	Women	Diff.
CZ	38%	32%	43%	+11
LT	29%	24%	33%	+9
SI	32%	28%	37%	+9
SK	40%	36%	44%	+8
EL	31%	27%	35%	+8
BG	30%	27%	34%	+7
SE	29%	25%	32%	+7
DE	21%	18%	24%	+6
HU	28%	25%	31%	+6
PL	30%	27%	33%	+6
LU	26%	23%	28%	+5
CY	26%	24%	29%	+5
RO	47%	44%	49%	+5
ES	33%	32%	35%	+3
FI	27%	26%	29%	+3
DK	19%	18%	20%	+2
PT	47%	46%	48%	+2
EU27	29%	29%	30%	+1
BE	30%	30%	31%	+1
LV	32%	31%	32%	+1
NL	30%	29%	30%	+1
AT	38%	38%	39%	+1
FR	25%	25%	24%	-1
IT	39%	40%	39%	-1
MT	24%	26%	23%	-3
IE	32%	33%	30%	-3
EE	22%	26%	19%	-7
UK	19%	24%	14%	-10

Source: Special EB75.1, February 2011