



Special Eurobarometer 465

Report

Gender Equality 2017

Fieldwork

June 2017

Publication

November 2017

Survey requested by the European Commission,
Directorate-General for Justice and Consumers
and co-ordinated by the Directorate-General for Communication

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

Special Eurobarometer 465 – Wave EB87.4 – TNS opinion & social

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(DG COMM "Media Monitoring and Analysis" Unit)

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INTRODUCTION

Gender equality is a core value of the European Union, going back to the principle of equal pay for equal work in the provisions of the Treaty of Rome in 1957. Since that time, there has been a continuing focus on gender equality, including legislating for equal treatment, integrating a gender perspective into all policies, and a range of specific measures for the advancement of women¹.

Although considerable progress has been made, gender inequality persists. There remain gender gaps in the labour market, with women still over-represented in the lower paid sectors, and under-represented in leadership and decision-making positions, both in the public and the private sectors. Gender stereotypes also still exist in politics, the workplace and society in general.

The European Court of Justice has also been active in adjudicating gender discrimination cases.

The "Strategic engagement for gender equality 2016-2019"², published in December 2015, sets the framework for the European Commission's current and future work to improve gender equality. As well as reaffirming the integration of a gender equality perspective into all EU policies and funding programmes, this strategic engagement has five priority areas:

- Increasing female labour market participation and equal economic independence;
- Reducing the gender pay, earnings and pension gaps and, thus, fighting poverty among women;
- Promoting equality between women and men in decision-making;
- Combating gender-based violence and protecting and supporting victims;
- Promoting gender equality and women's rights across the world.

This survey follows on from a previous Special Eurobarometer on the subject of gender equality³, and explores citizens' opinions about gender equality, with a particular focus on gender equality in politics and at work, and the gender pay gap, general and in companies where respondents work. Areas covered include:

- Perceptions about the state of gender equality and gender stereotypes;
- The perceived importance of promoting gender equality and men's role in this area;
- Perceptions of stereotypes associated with women in politics and attitudes to women in decision-making positions;
- Perceptions about and attitudes towards the gender pay gap and awareness of the principle of equal pay being guaranteed by law;
- Perceptions about the existence of a gender pay gap in companies where respondents work;
- Opinions about measures for promoting gender equality at work.

This survey was carried out by the TNS opinion & social network in the 28 Member States of the European Union between the 13th and the 26th of June 2017. 28,093 respondents from different social and demographic groups were interviewed face-to-face at home in their mother tongue, on behalf of the Directorate-General for Justice and Consumers (DG JUST). The methodology used is that of Eurobarometer surveys as carried out by the Directorate-General for Communication ("Media

¹ http://ec.europa.eu/justice/gender-equality/index_en.htm

² http://ec.europa.eu/justice/gender-equality/document/files/strategic_engagement_en.pdf

³ http://ec.europa.eu/justice/gender-equality/files/documents/eurobarometer_report_2015_en.pdf

Monitoring and Analysis” Unit)⁴. A technical note on the manner in which interviews were conducted by the Institutes within the TNS opinion & social network is appended as an annex to this report. Also included are the interview methods and confidence intervals⁵.

Note: In this report, countries are referred to by their official abbreviation. The abbreviations used in this report correspond to:

Belgium	BE	Lithuania	LT
Bulgaria	BG	Luxembourg	LU
Czech Republic	CZ	Hungary	HU
Denmark	DK	Malta	MT
Germany	DE	The Netherlands	NL
Estonia	EE	Austria	AT
Ireland	IE	Poland	PL
Greece	EL	Portugal	PT
Spain	ES	Romania	RO
France	FR	Slovenia	SI
Croatia	HR	Slovakia	SK
Italy	IT	Finland	FI
Republic of Cyprus	CY *	Sweden	SE
Latvia	LV	United Kingdom	UK
European Union – weighted average for the 28 Member States			EU28
BE, IT, FR, DE, LU, NL, DK, UK, IE, PT, ES, EL, AT, SE, FI			EU15 **
BG, CZ, EE, HR, CY, LT, LV, MT, HU, PL, RO, SI, SK			NMS13 ***

* Cyprus as a whole is one of the 28 European Union Member States. However, the ‘acquis communautaire’ has been suspended in the part of the country which is not controlled by the government of the Republic of Cyprus. For practical reasons, only the interviews carried out in the part of the country controlled by the government of the Republic of Cyprus are included in the ‘CY’ category and in the EU28 average.

*** EU15 refers to the 15 countries forming the European Union before the enlargements of 2004 and 2007.

**** The NMS13 are the 13 ‘new Member States’ which joined the European Union during the 2004, 2007 and 2013 enlargements.

*We wish to thank the people throughout the European Union
who have given their time to take part in this survey.*

Without their active participation, this study would not have been possible.

⁴ <http://ec.europa.eu/commfrontoffice/publicopinion>

⁵ The results tables are included in the annex. It should be noted that the total of the percentages in the tables of this report may exceed 100% when the respondent has the possibility of giving several answers to the question.

MAIN FINDINGS

- Respondents are rather divided about the state of gender equality in their country -

- A slight majority (51%) think gender equality has been achieved in politics, while 48% think it has been achieved at work and 44% think gender equality has been achieved in leadership positions in companies and other organisations.
- One in ten respondents thinks it is unacceptable for men to cry (10%).
- Almost seven in ten respondents think women are more likely than men to make decisions based on their emotions (69%).
- More than four in ten (44%) believe the most important role of a woman is to take care of her home and family or 43% believe the most important role of a man is to earn money (43%).
- Respondents in Bulgaria are the most likely to stereotype based on gender, followed by those in Hungary and Lithuania. Gender stereotyping is lowest amongst respondents in Sweden, Denmark and the Netherlands.
- The majority of respondents think women spend more time on housework and caring activities than men (73%), while 22% think men and women spend equal time and 2% think men spend more time than women.
- Just over half (54%) of all respondents think there is a problem with the way women are presented in the media and advertising in their country: 39% think this needs to be addressed while 15% say it does not need to be addressed.

- A large majority of respondents think promoting gender equality is important for society, the economy and for them personally -

- More than nine in ten (91%) believe promoting gender equality is important to ensure a fair and democratic society, 87% believe promoting gender equality is important for companies and for the economy and 84% believe gender equality is important for them personally.
- The majority of respondents in each Member State believe promoting gender equality is important in each of these areas.
- More than eight in ten approve of a man doing an equal share of household activities, or approve of a man taking parental leave to take care of his children (both 84%). Half (50%) approve of a man reproaching his friends for making a sexist joke, while 41% approve of a man identifying himself as a feminist.
- Respondents in Sweden, Finland and Spain are the most supportive of men contributing to gender equality in these ways, while those in the Czech Republic, Lithuania and Slovakia are the least supportive.

- The majority think there should be more women in political decision-making positions, and seven in ten are in favour of legal measures to ensure parity -

- More than two thirds of respondents (67%) believe women have less freedom because of their family responsibilities, while 61% believe politics is dominated by men who do not have sufficient confidence in women.
- More than one third believe men are more ambitious than women (35%) or that women are less interested than men in positions of responsibility in politics (34%).
- Less than one in five believe women do not have the necessary qualities and skills to fill positions of responsibility in politics (17%).
- Respondents in Hungary, Slovakia and Romania have the highest tendency to hold stereotypes about women in politics, while those in Sweden, France, the UK and Denmark are the least likely to do so.
- Large majorities think either female (86%) or male (82%) political representatives can represent their interests.
- The majority of respondents (54%) think there should be more women in political decision-making positions. Just over one third think the number of women is about right (35%), whilst 3% think there should be fewer women.
- Seven in ten respondents (70%) are in favour of legal measures to ensure parity between men and women in politics.

- The majority think there is a gender pay gap in their country and that this is unacceptable -

- Almost seven in ten (69%) think women are paid less than men per hour of work in their country.
- Nine in ten respondents say it is unacceptable for a woman to be paid less than a man for the same job (90%) and the majority in each country think this way.
- Just over one quarter think equal pay for equal work is guaranteed by law in their country (26%).

- The slight majority of employees think there is equal pay at their company, and that sufficient attention is given to this issue -

- Less than half of all employees (48%) say they are comfortable with the idea of negotiating their salary.
- The majority of men say they feel comfortable with this idea (53%), compared to 43% of women.
- Overall, 45% have attempted to negotiate their salary. One in ten say they have not tried to negotiate their salary but intend to do so (10%), while 39% have never tried.
- Men are more likely than women to have tried to negotiate their salary (49% vs. 40%).
- Just over six in ten employees (62%) say they are aware of the salary of their immediate colleagues.
- The majority (51%) of employees think men and women in equivalent positions in their company or organisation are paid the same, 33% think women are paid less (33%), while 3% think they are paid more.

- More than half (55%) say that there is sufficient attention given to equal pay for men and women for equal work in their company or organisation.
- Almost two thirds (64%) of respondents who are employees are in favour of the publication of average wages by job type and gender at their company..
- If they became aware of a gender pay gap that disadvantaged women in their company, employees are most likely to talk about it with their boss (39%), to talk about it with their colleagues (35%) or to contact trade unions (26%). More than one in ten (16%) say they would not do anything.

I. PERCEPTIONS OF GENDER EQUALITY AND PREVALENCE OF STEREOTYPICAL BELIEFS

This first section of the report explores a range of perceptions about gender equality. Respondents' views about the state of gender equality in their country, and their acceptance of a range of gender stereotypes are discussed.

Opinions about the representation of women in the media and in advertising are reviewed, and the importance of gender equality for the economy, society and at a personal level is also discussed.

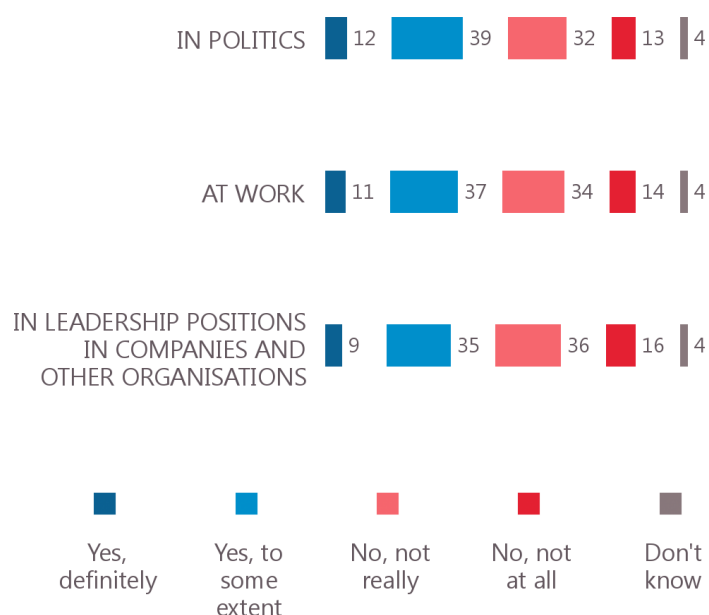
Finally, this section explores whether respondents think men should promote gender equality.

1 The state of gender equality

- Respondents are most likely to think gender equality has been achieved in politics, and least likely to think it has been achieved in leadership -

Respondents were asked if they thought **gender equality had been achieved in their country** in several aspects of society⁶. In each case, only around one in ten respondents think equality has definitely been achieved. The majority think gender equality has been achieved **in politics** (51%). Almost half (48%) think it has been achieved **at work**, although an equal share think it has not been achieved (48%). More than four in ten (44%) think gender equality has been achieved **in leadership positions in companies and other organisations** – however the majority think it has not been achieved (52%).

QC2 Do you think that gender equality has been achieved in (OUR COUNTRY) ... ?
(% - EU)



Base: all respondents (N=28,093)

⁶ QC2 Do you think that gender equality has been achieved in (OUR COUNTRY) ... ? 2.1 At work; 2.2 In leadership positions in companies and other organisations; 2.3 In politics

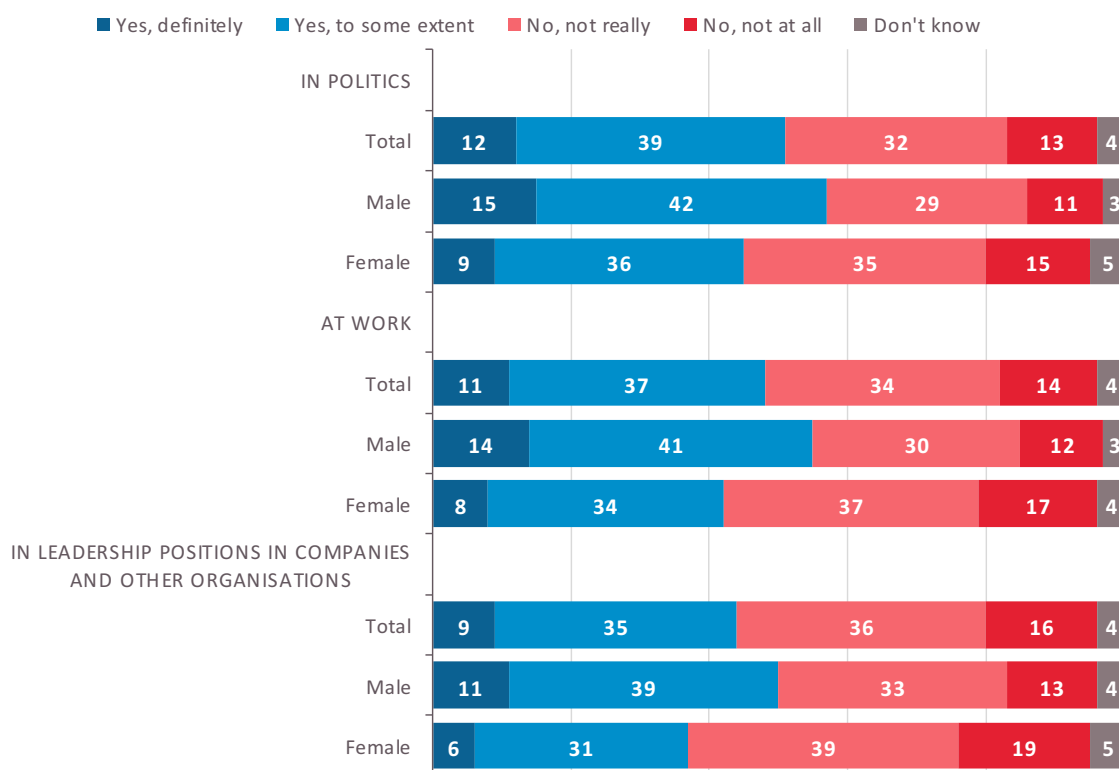
In each sphere, men are more likely than women to think gender equality has been achieved, and they are also more likely to say it has definitely been achieved. In fact, at least half of all men think equality has been achieved in each area, compared to a minority of women.

Almost six in ten men (57%) think gender equality has been achieved in **politics**, with 15% saying it definitely has. This compared to 9% of women who think it has definitely been achieved, and 45% overall.

More than half of all men (55%) think gender equality has been achieved at **work**, compared to 42% of women. Men are also more likely to say it has definitely been achieved (14% vs. 8% of women).

Half of all men (50%) think equality has been achieved in **leadership positions in companies and other organisations**, compared to 37% of women. In fact, almost one woman in five says this has not been achieved at all (19% vs. 13% of men).

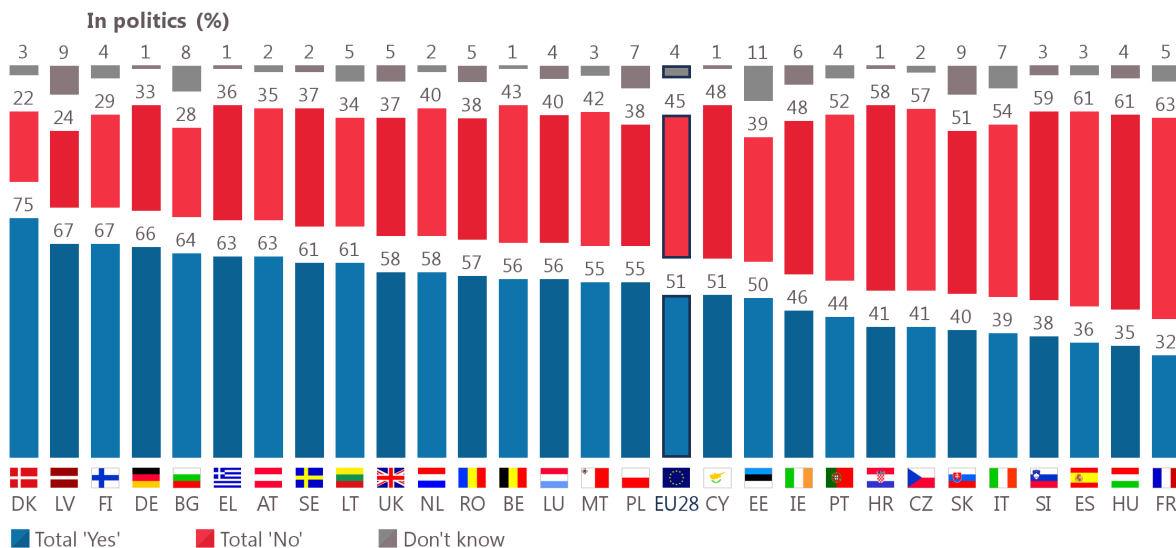
QC2 Do you think that gender equality has been achieved in (OUR COUNTRY) ... ?
(% - EU)



Base: all respondents (N=28,093)

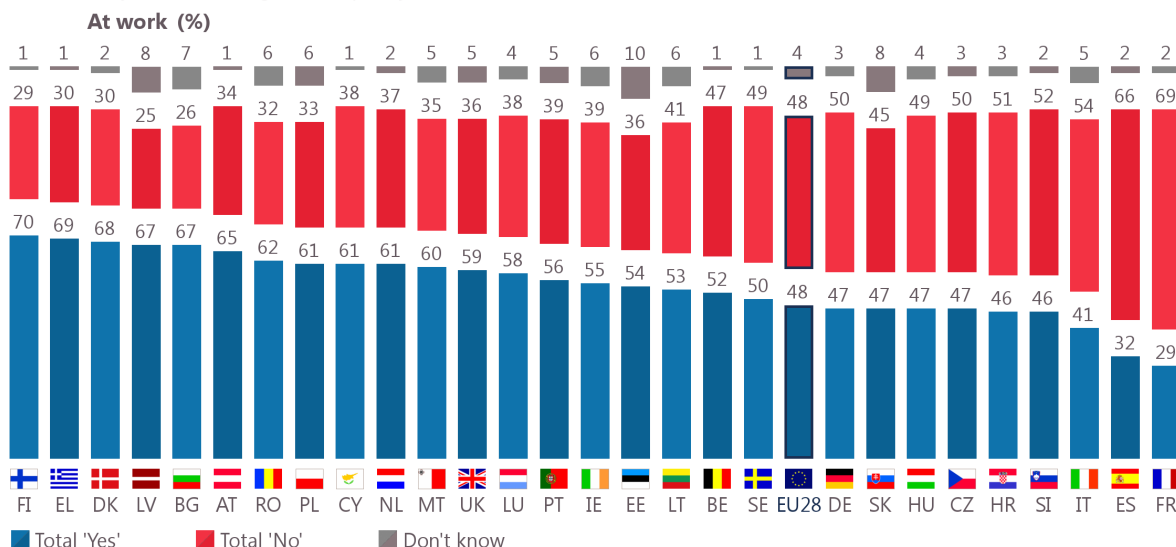
In 18 countries, at least half of all respondents think gender equality in politics has been achieved in their country, with those in Denmark (75%), Latvia, Finland (both 67%) and Germany (66%) the most likely to say this. At the other end of the scale, 32% in France, 35% in Hungary and 36% in Spain think the same way.

QC2.3 Do you think that gender equality has been achieved in (OUR COUNTRY) ... ?



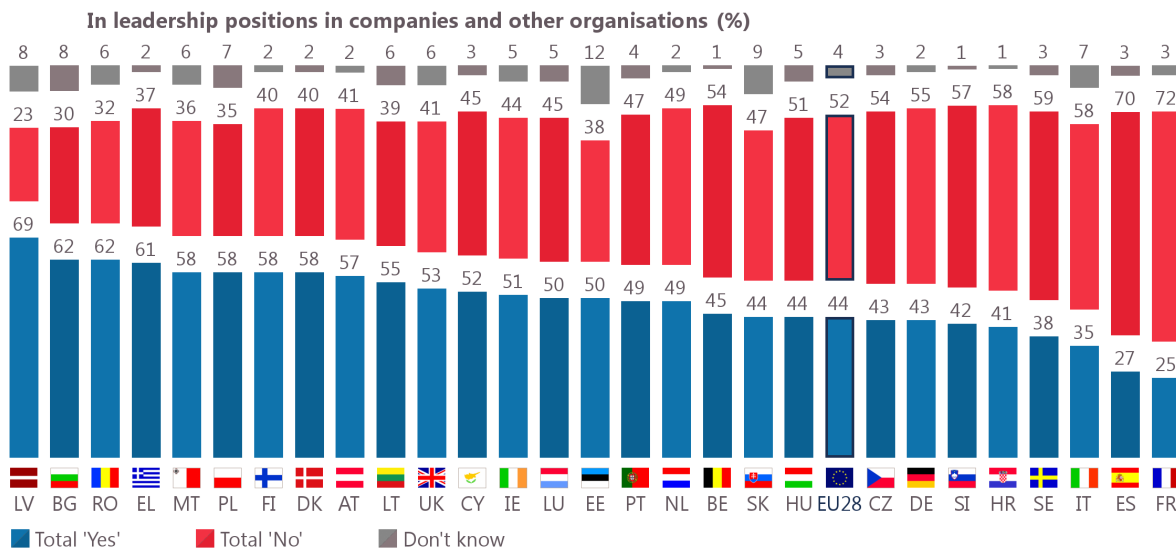
In 19 countries, at least half of all respondents think gender equality has been achieved at work, with those in Finland (70%), Greece (69%) and Denmark (68%) the most likely to think this way. This compared to 29% in France, 32% in Spain and 41% in Italy.

QC2.1 Do you think that gender equality has been achieved in (OUR COUNTRY) ... ?



In 15 countries, at least half of all respondents think gender equality in leadership positions in companies and other organisations has been achieved. Respondents in Latvia (69%), Bulgaria, Romania (both 62%) and Greece (61%) are the most likely to think this way, while those in France (25%), Spain (27%) and Italy (35%) are the least likely to do so.

QC2.2 Do you think that gender equality has been achieved in (OUR COUNTRY) ... ?









Across all three areas, respondents in France, Spain and Italy are consistently amongst the least positive about gender equality in their country. On the other hand, respondents in Latvia and Greece are amongst the most positive. However, in all of these countries, men are consistently more positive than women about gender equality.

The **socio-demographic analysis** reveals the following differences:

- Those aged 55+ are the least likely to think gender equality has been achieved in each of the three areas, particularly at **work** and in **leadership positions in companies and organisations**. For example, 45% of those aged 55+ think equality has been achieved at work, compared to 54% of the youngest respondents.
- In the case of gender equality at work, 48% of the youngest women think equality has been achieved at work, compared to 38% of those aged 55+. The range for men is five points.
- There is no consistent pattern based on level of education. Those who completed education aged 16 or older are the most likely to say equality has been achieved at **work** (49%-50% vs. 44%), while those who completed education aged 16-19 are the most likely to say this about **leadership positions in companies or organisations** (46% vs. 40-41%). There is almost no difference when it comes to **politics** (48%-51%).
- Managers are the most likely to say gender equality has been achieved in **politics** (56%) or at **work** (54%), while manual workers are the most likely to say this about **leadership positions** (48%).
- The fewer difficulties a respondent has paying bills, the more likely they are to say equality has been achieved in **politics**: 52% who experience the least difficulties paying bills say this compared to 44% with the most difficulties.

In addition, if a respondent thinks equality has been achieved in one area, they are more likely to think this about the other areas as well. For example, 77% of those who think equality has been achieved at work also think this about leadership in companies and organisations, compared to 11% who think equality has not been achieved at work.

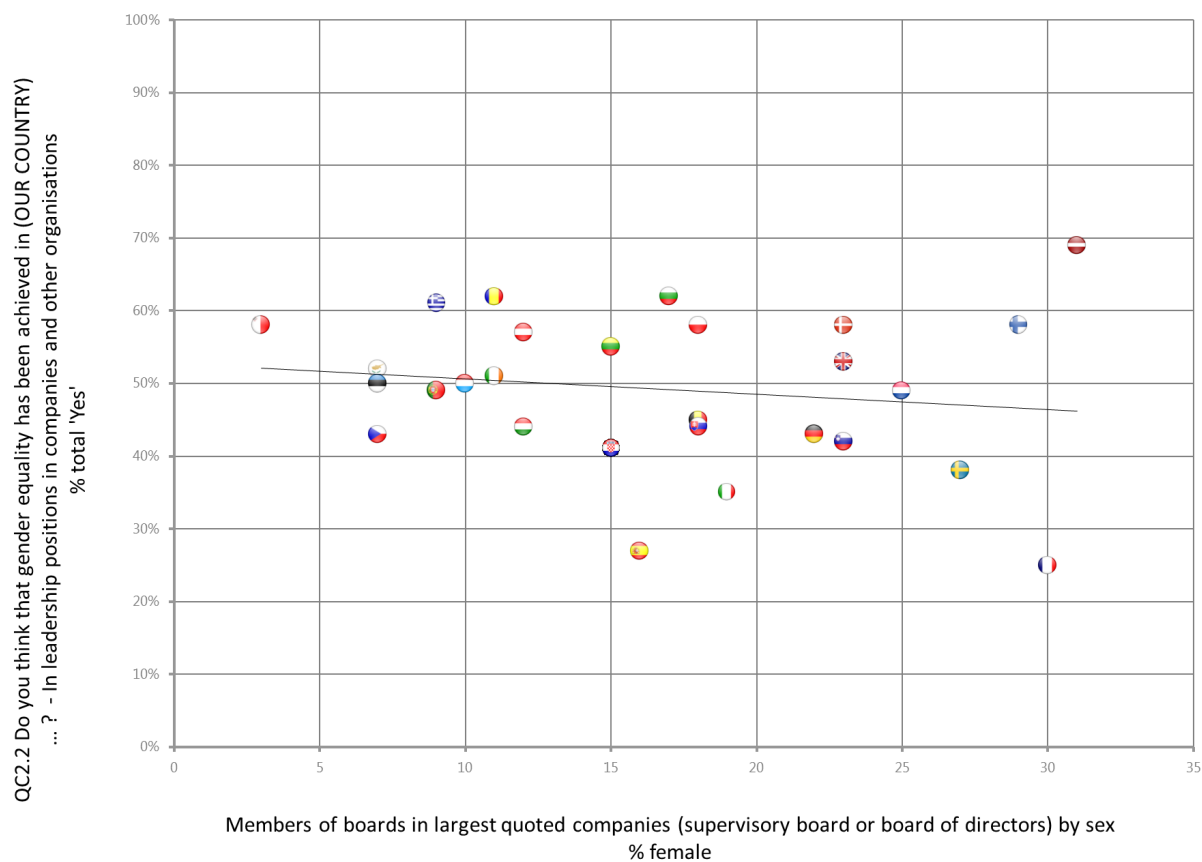
QC2 Do you think that gender equality has been achieved in (OUR COUNTRY) ... ?
(% - EU)

	At work		In leadership positions in companies and other organisations		In politics	
	Total 'Yes'	Total 'No'	Total 'Yes'	Total 'No'	Total 'Yes'	Total 'No'
	EU28	48	48	44	52	51
 Age						
15-24	54	42	48	47	53	43
25-39	51	47	47	50	52	45
40-54	49	49	43	54	50	47
55+	45	49	40	54	49	46
 Age - female						
15-24	48	48	39	56	45	51
25-39	47	51	42	55	49	48
40-54	42	56	36	61	44	53
55+	38	56	35	58	43	51
 Age - male						
15-24	58	38	55	40	60	36
25-39	56	43	50	47	56	41
40-54	55	42	49	48	56	42
55+	53	43	47	48	56	40
 Education (End of)						
15-	44	49	40	51	48	44
16-19	50	47	46	50	51	46
20+	49	49	41	57	50	48
Still studying	50	46	43	52	54	43
 Socio-professional category						
Self-employed	52	46	46	51	52	45
Managers	54	45	45	53	56	43
Other white collars	51	48	44	54	50	48
Manual workers	53	45	48	48	52	44
House persons	41	54	38	57	44	51
Unemployed	42	53	39	55	43	51
Retired	44	49	40	53	49	45
Students	50	46	43	52	54	43
 Difficulties paying bills						
Most of the time	48	48	44	51	44	51
From time to time	48	49	43	52	47	48
Almost never/ Never	49	48	43	53	52	45

Base: all respondents (N=28,093)

The chart below compares the proportion who think equality has been achieved in leadership in companies and organisations, with the proportion of women on boards of the largest quoted companies in each country.⁷

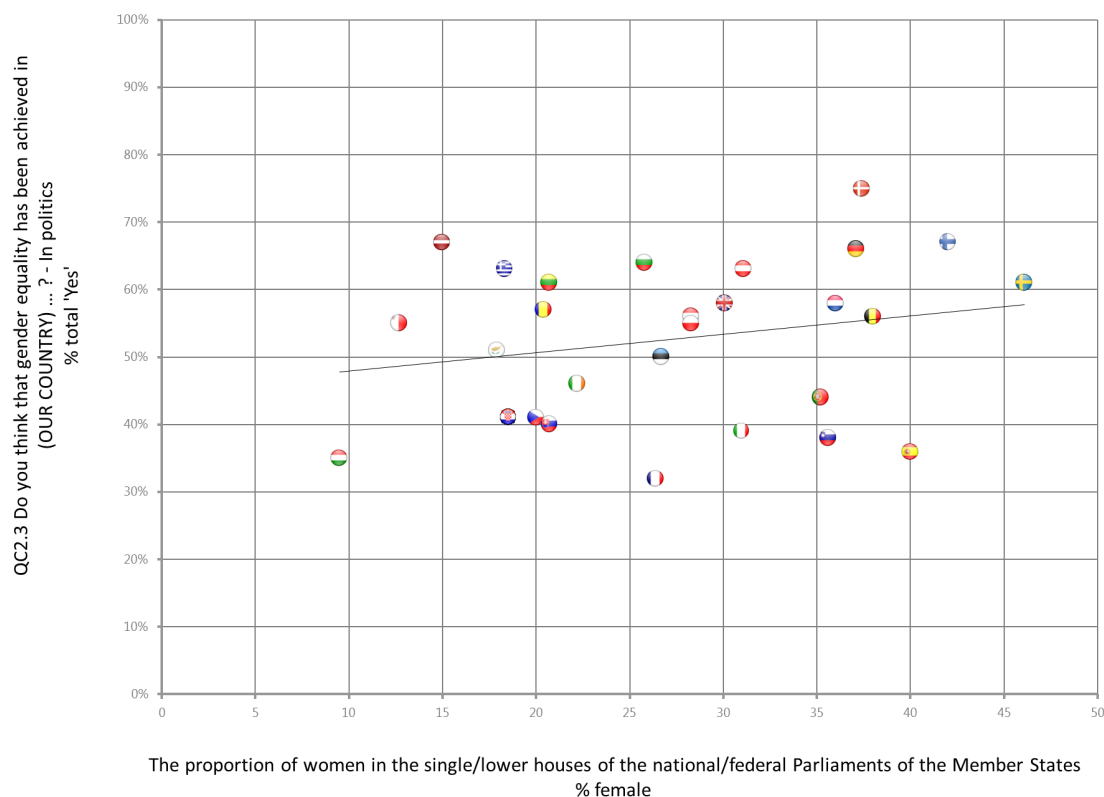
The results illustrate no clear or consistent relationship between respondents' perceptions about equality, and the level of equality actually achieved. For instance, in Malta almost 60% think equality has been achieved in leadership in companies and organisations, but fewer than 5% of board members in Malta are women. In Latvia, on the other hand, both perceived and actual equality (according to the indicator) is high. Interestingly, respondents in France have the most negative perceptions about equality in leadership positions in companies, but the second highest proportion of women on boards.



⁷ Calculation based on administrative data by European Commission, DG JUST, dataset "Women and Men in Decision-Making", indicator "Members of boards in largest quoted companies (supervisory board or board of directors) by sex (% of all members of boards)" (2014).

The chart below compares the proportion who think equality has been achieved in politics, to the proportion of women in the national/federal Parliament⁸ in each country.⁹

The results once again show no consistent relationship between perception and reality. For instance, respondents in Spain are amongst the most pessimistic about equality in politics, but have one of the highest proportions of women in the national/federal Parliament. In Latvia, the reverse is true.



⁸ If the Parliament is two-tiered in a country, then only the lower house is included.

⁹ Calculation based on administrative data by European Institute for Gender Equality (EIGE), dataset "National parliaments", indicator "The proportion of women in the single/lower houses of the national/federal Parliaments of the Member States" (2017).

2 Perceptions of general gender stereotypes

- The acceptance of gender stereotypes differs widely across the EU -

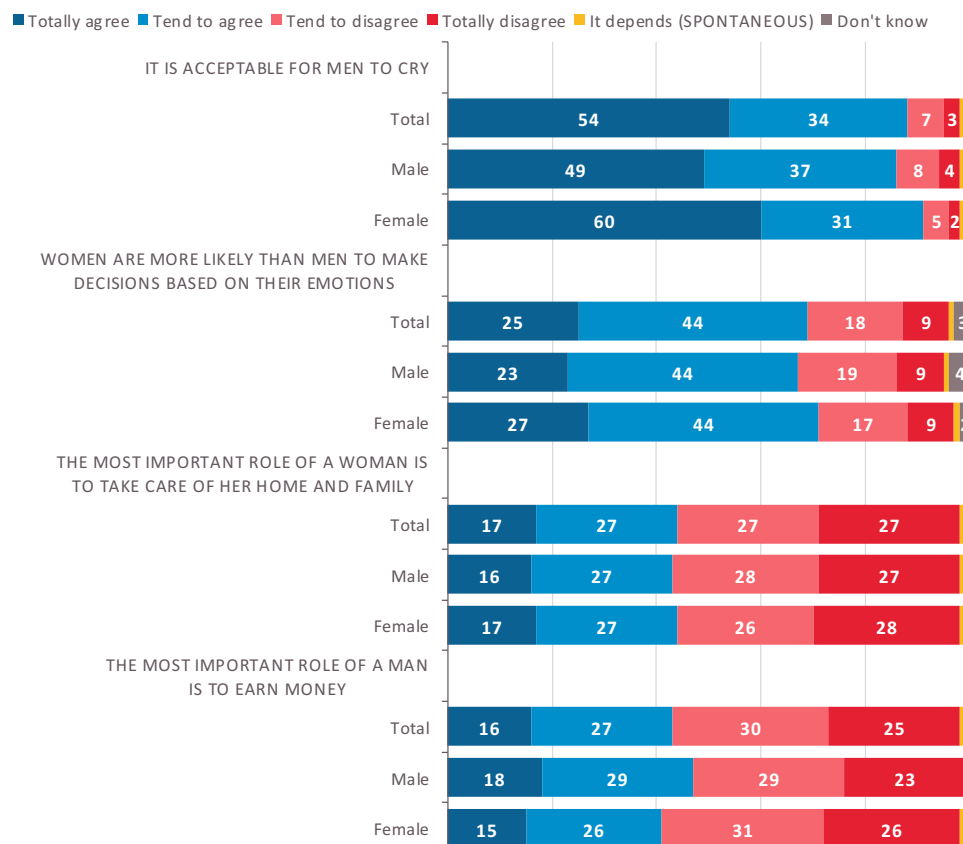
Respondents were asked whether they agreed or disagreed with four statements relating to gender stereotypes¹⁰. Almost nine in ten respondents believe that it is **acceptable for men to cry**, with the majority (54%) totally agreeing to this statement. One in ten respondents think it is unacceptable for men to cry (10%). Women are much more likely to totally agree than men (60% vs. 49%), although overall agreement levels are close (91% women, 86% men).

Almost seven in ten respondents think **women are more likely than men to make decisions based on their emotions** (69%), with 25% in total agreement with the statement. There is little difference between men and women (67% vs. 71%).

More than four in ten (44%) believe **the most important role of a woman is to take care of her home and family**, with 17% in total agreement. The majority, however, disagree (54%). There is no notable difference between the opinions of men and women.

Only a minority (43%) believe **the most important role of a man is to earn money**, with 16% totally agreeing to this statement. The majority (55%) disagree with the statement. Men are, however, more likely to think in such a way than women (47% vs. 41%).

QC1 Please tell me whether you agree or disagree with each of the following statements.
(% - EU)



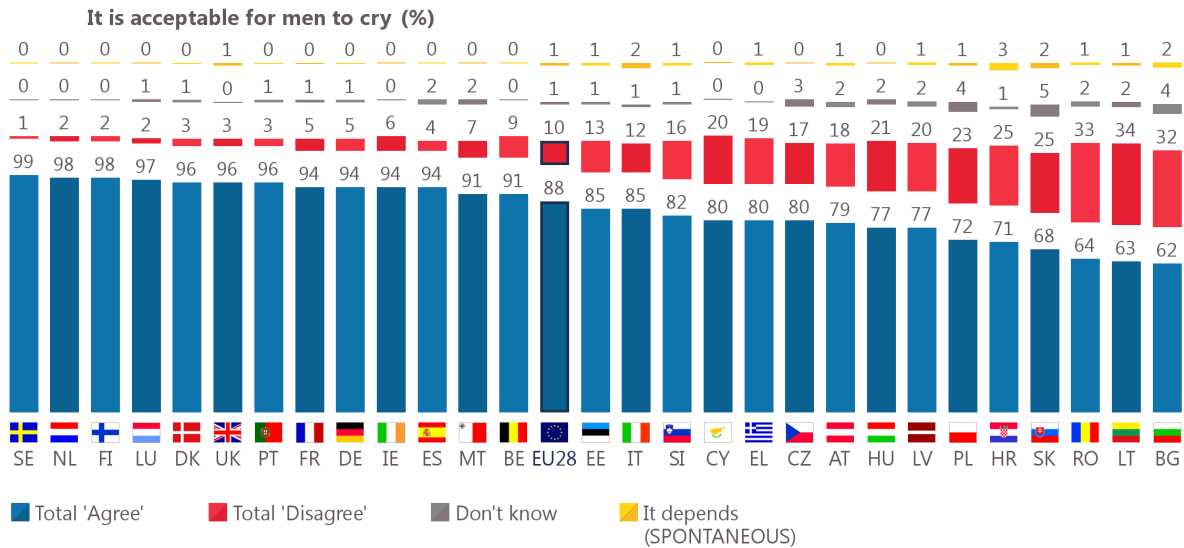
Base: all respondents (N=28,093)

¹⁰ QC1 Please tell me whether you agree or disagree with each of the following statements. 1.1 It is acceptable for men to cry; 1.2 Women are more likely than men to make decisions based on their emotions; 1.3 The most important role of a man is to earn money; 1.4 The most important role of a woman is to take care of her home and family.

More than six in ten respondents in each country believe it is acceptable for men to cry, with proportions ranging from 99% in Sweden and 98% in the Netherlands and Finland to 62% in Bulgaria, 63% in Lithuania and 64% in Romania.

There are five countries where at least one quarter think it is not acceptable for men to cry: Lithuania (34%), Romania (33%), Bulgaria (32%) and Slovakia and Croatia (both 25%).

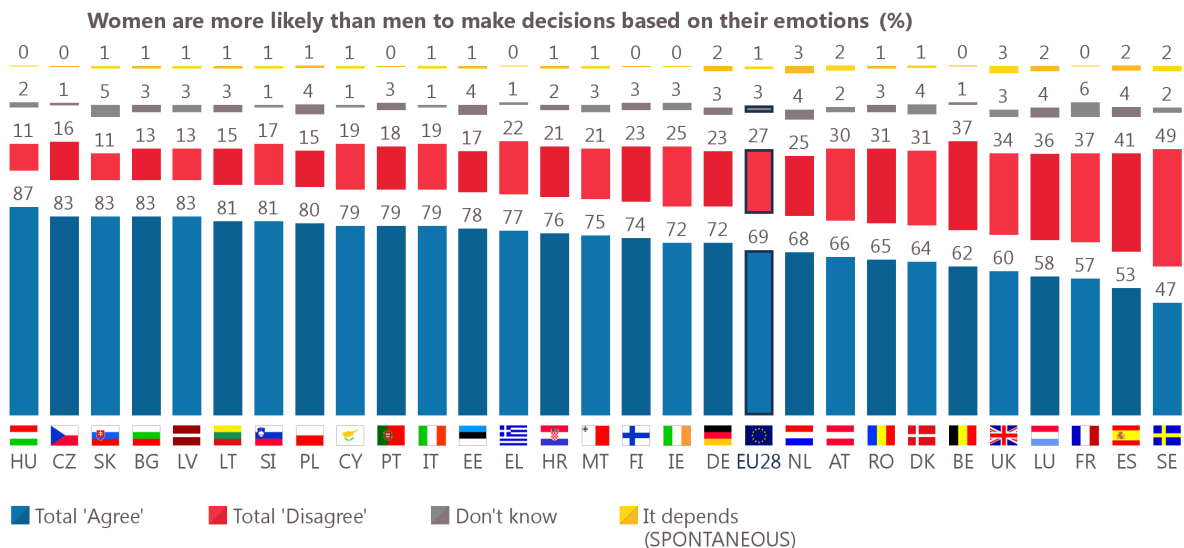
QC1.1 Please tell me whether you agree or disagree with each of the following statements.



Base: all respondents (N=28,093)

In all countries but Sweden, the majority of respondents believe that women are more likely than men to make decisions based on their emotions. The majority of respondents in Hungary (87%), the Czech Republic, Slovakia, Bulgaria and Latvia (all 83%) agree with the statement, compared to 47% in Sweden, 53% in Spain and 57% in France.

QC1.2 Please tell me whether you agree or disagree with each of the following statements.

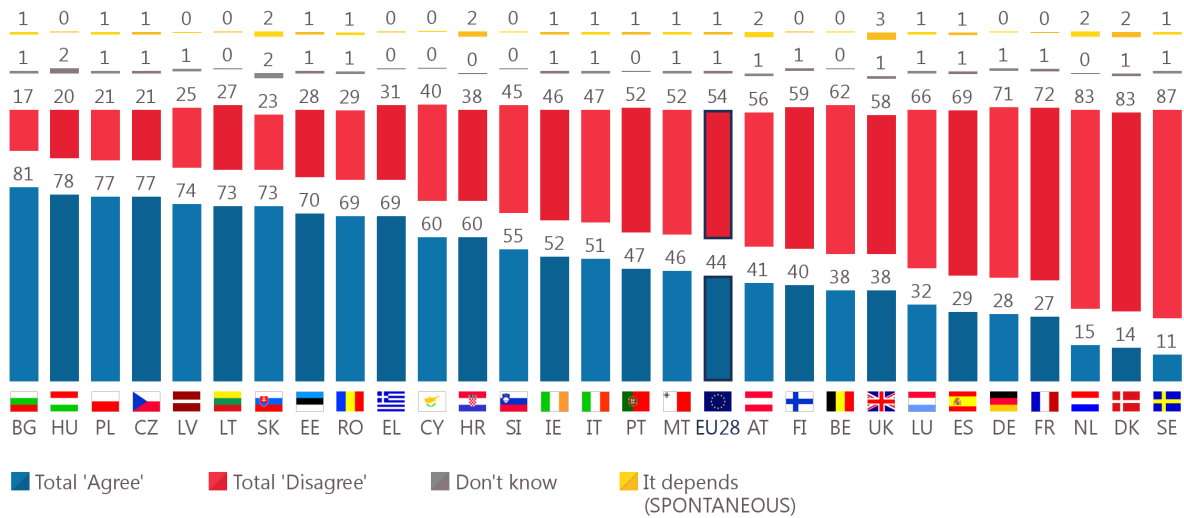


Base: all respondents (N=28,093)

There is a wide diversity of opinion about whether the most important role of a woman is to take care of her home and family. Agreement with the statement ranges from 81% in Bulgaria, 78% in Hungary and 77% in Poland and the Czech Republic to 11% in Sweden, 14% in Denmark and 15% in the Netherlands. Overall, there are 15 Member States where a majority agrees with the statement.

QC1.4 Please tell me whether you agree or disagree with each of the following statements.

The most important role of a woman is to take care of her home and family (%)

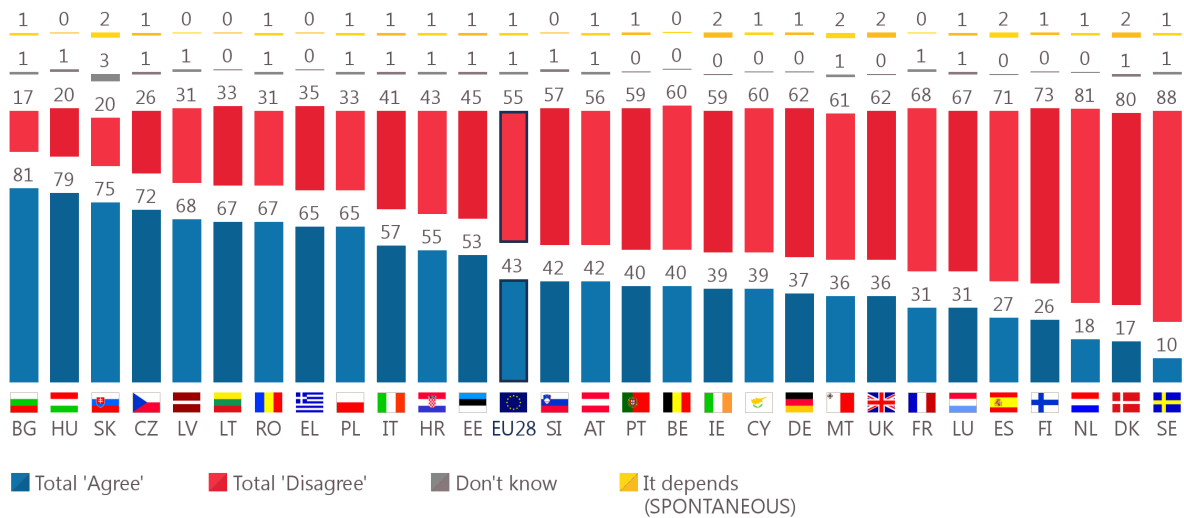


Base: all respondents (N=28,093)

Opinion about whether the most important role of a man is to earn money also varies widely across the EU. Respondents in Bulgaria (81%), Hungary (79%) and Slovakia (75%) are the most likely to believe this, while those in Sweden (10%), Denmark (17%) and the Netherlands (18%) are the least likely to do so.

QC1.3 Please tell me whether you agree or disagree with each of the following statements.

The most important role of a man is to earn money (%)

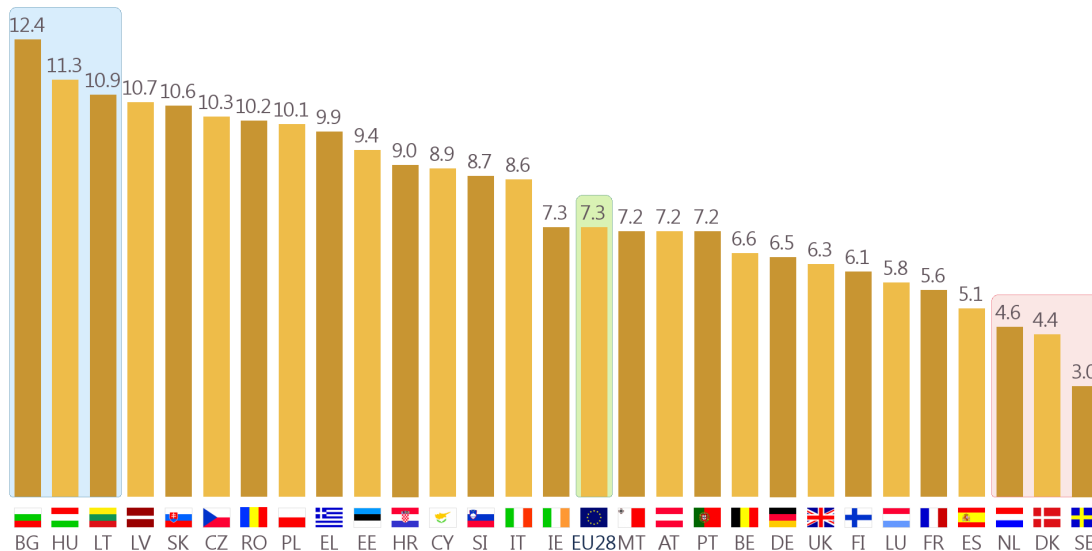


Base: all respondents (N=28,093)

To give a broader overview of the tendency to accept the gender stereotypes presented, an index was created by giving each answer a score from 0-5, where '5' indicates "high agreement" with the stereotype. An average index for each country was then calculated, where the higher the number, the stronger the acceptance of gender stereotypes.

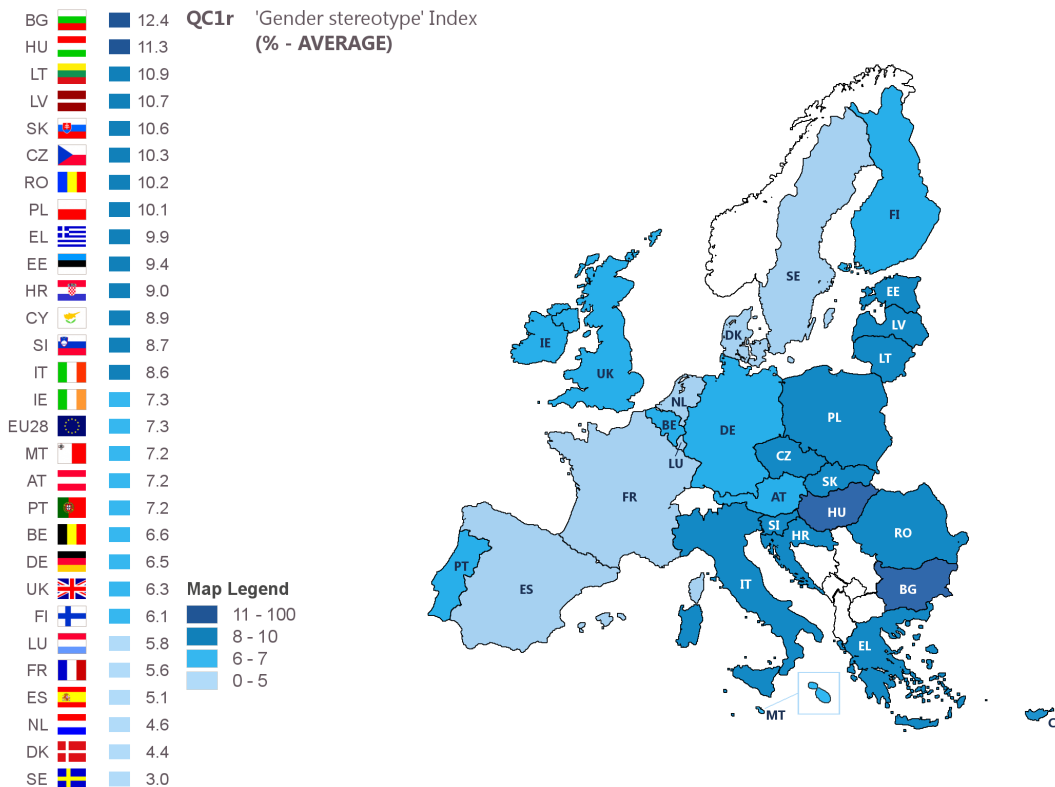
Respondents in Bulgaria are the most likely to stereotype based on gender (12.4), followed by those in Hungary (11.3) and Lithuania (10.9). In contrast, the inclination towards gender stereotypes is lowest amongst respondents in Sweden (3.0), Denmark (4.4) and the Netherlands (4.6).

QC1r 'Gender stereotype' Index (AVERAGE)



Base: all respondents (N=28,093)

The map illustrates that countries with the highest gender stereotype index are most likely to be found in eastern, central and some southern Member States.



Base: all respondents (N=28,093)

The **socio-demographic analysis** reveals the following:

- The average gender stereotype index for men and women is similar (men: 7.4 vs. women: 7.2).

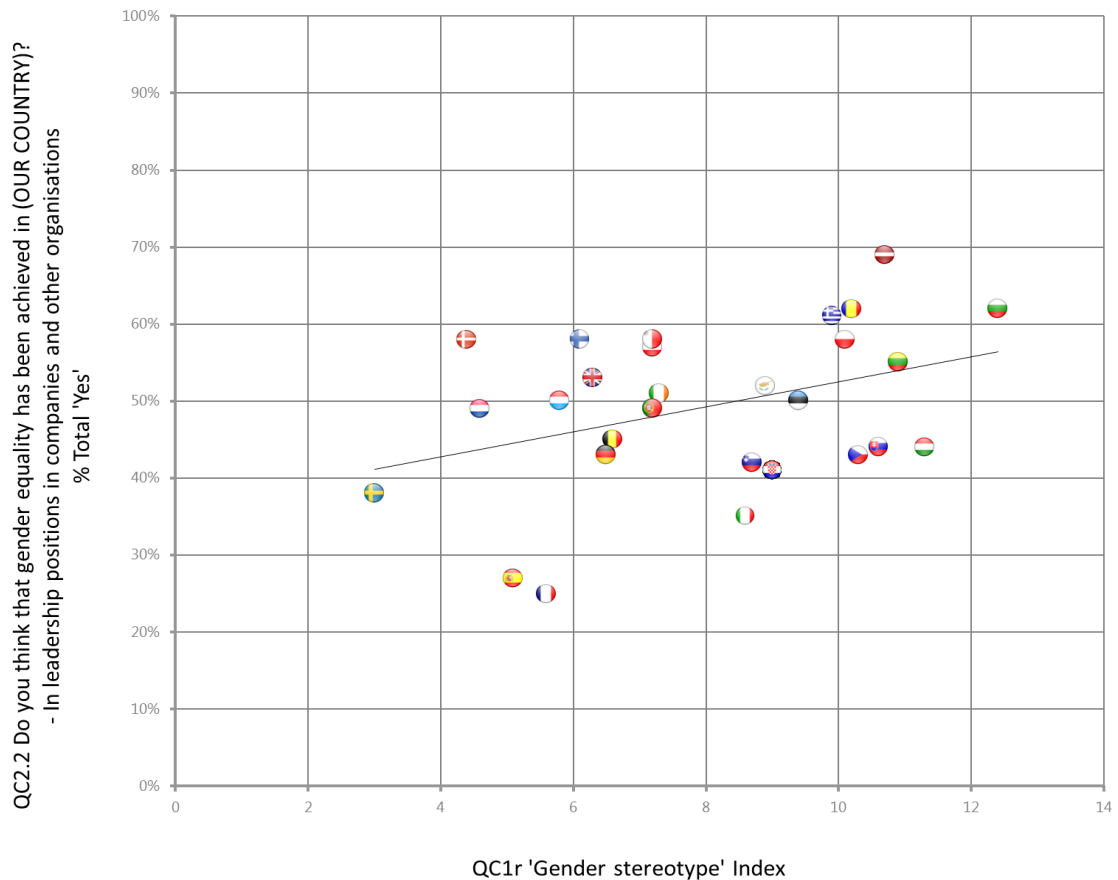
- The older the respondent, the higher their index (indicating a stronger tendency to stereotype): the average index for those aged 15-24 is 6.1, compared to 8.2 for those aged 55+. This pattern occurs amongst both men and women.
- The longer a respondent remained in education, the lower their index: the average for respondents who completed education aged 20+ years is 6.0, compared to 9.0 for those who completed their education prior to age 16.
- Retired persons (8.5) and house persons (8.3) have the highest average indexes, particularly compared to managers (5.2) and students (5.7).
- Respondents who experience the least difficulties paying bills have the lowest average index (6.9 vs. 8.1-8.6).

QC1r 'Gender stereotype' Index
(% - EU)

	Average
EU28	7.3
Gender	
Man	7.4
Woman	7.2
Age	
15-24	6.1
25-39	6.7
40-54	7.0
55+	8.2
Age - female	
15-24	5.8
25-39	6.8
40-54	6.7
55+	8.1
Age - male	
15-24	6.4
25-39	6.7
40-54	7.2
55+	8.4
Education (End of)	
15-	9.0
16-19	7.8
20+	6.0
Still studying	5.7
Socio-professional category	
Self-employed	7.0
Managers	5.2
Other white collars	7.0
Manual workers	7.5
House persons	8.3
Unemployed	7.2
Retired	8.5
Students	5.7
Difficulties paying bills	
Most of the time	8.6
From time to time	8.1
Almost never/ Never	6.9

Base: all respondents (N=28,093)

The chart below compares the average gender stereotype index with the proportion of respondents who think gender equality has been achieved in leadership positions in companies and organisations. It highlights a general pattern that the lower the tendency to stereotype, the more negative respondents in a country are about equality being achieved. For example, respondents in Sweden, Spain and France have a low gender stereotype index, and are amongst the most negative about gender equality in leadership positions in their country. The reverse is true in Bulgaria and Latvia.

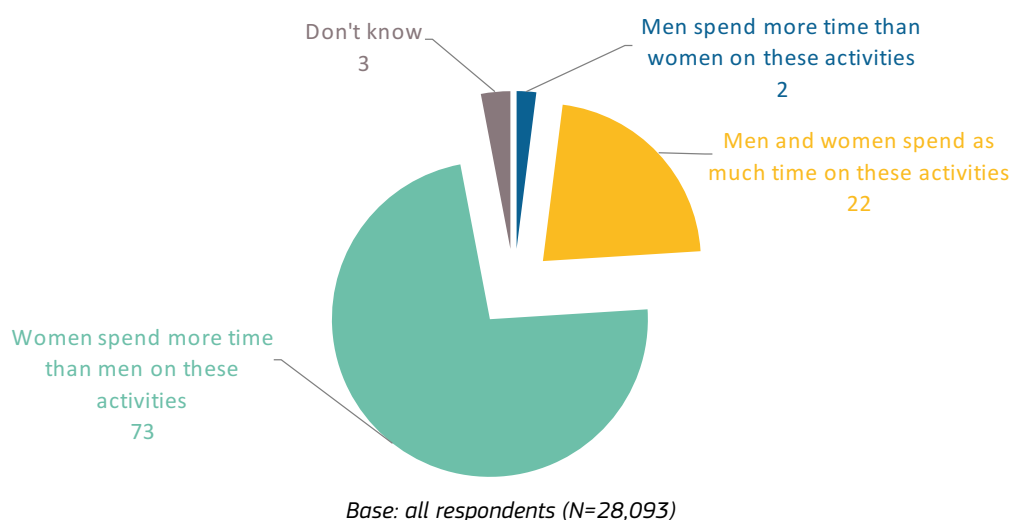


3 Perception of the share of housework and caring activities

- Almost three quarters think women spend more time on housework and caring activities compared to men -

The majority of respondents think women spend more time on housework and caring activities than men (73%), while 22% think men and women spend equal time and 2% think men spend more time than women on these activities¹¹.

QC4 Which of the following statements regarding the share of housework and caring activities in households in (OUR COUNTRY) do you think best applies nowadays?
(% - EU)



Looking at the opinions of men and women shows that although the majority of each gender think women spend more time on these activities, women are more likely to think this way (77% vs. 69% of men). Men are more likely to think men and women spend as much time on these activities (25% vs. 19%).

QC4 Which of the following statements regarding the share of housework and caring activities in households in (OUR COUNTRY) do you think best applies nowadays?
(% - EU)

■ Men spend more time than women on these activities ■ Men and women spend as much time on these activities
■ Women spend more time than men on these activities ■ Don't know



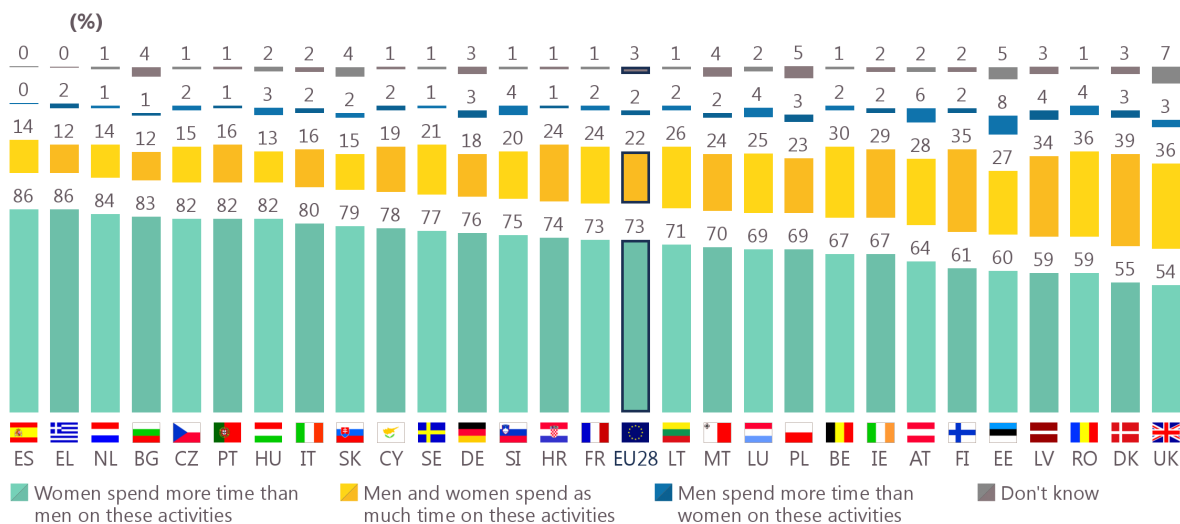
Base: all respondents (N=28,093)

¹¹ QC4 Which of the following statements regarding the share of the housework and caring activities in households in (OUR COUNTRY) do you think best applies nowadays? Men spend more time than women on these activities; Men and women spend as much time on these activities; Women spend more time than men on these activities; Don't know

In each Member State, the majority think women spend more time than men on housework and caring activities, with proportions ranging from 86% in Spain and Greece and 84% in the Netherlands to 54% in the United Kingdom, 55% in Denmark and 59% in Romania and Latvia.

Respondents in Denmark (39%), the United Kingdom, Romania (both 36%) and Finland (35%) are the most likely to say men and women spend as much time on these activities as each other. Those in Estonia are the most likely to say men spend more time on these activities than women (8%).

QC4 Which of the following statements regarding the share of housework and caring activities in households in (OUR COUNTRY) do you think best applies nowadays?








Base: all respondents (N=28,093)

The **socio-demographic analysis** shows the majority in each group think women spend more time on these activities than men. However, there are some interesting variations:

- The youngest respondents are the least likely to say women spend more time on these activities than men, and are the most likely to say men and women spend equal time. For example, 26% of the youngest respondents (aged 15–24) think men and women spend equal time, compared to 21% of those aged 40+.
- There is no notable difference in opinion based on education level.
- House persons (81%) and the self-employed (78%) are the most likely to say women spend more time on these activities than men, and are the least likely to say men and women spend equal time (house persons: 15% and self-employed: 17%). Unemployed are the least likely to say women spend more time (69/69%), when manual workers are the most likely to say men and women spend equal time (25%).
- Respondents who experience the most difficulties paying bills are the most likely to say women spend more time doing these activities, and the least likely to say men and women spend equal time. For instance, 80% who have the most difficulties paying bills say women spend more time, compared to 73% of those who experience the least difficulties paying bills.

In addition, respondents with a high 'Gender stereotype' index (i.e. most inclined to stereotype) are more likely to say women spend more time doing these activities, and are less likely to say men and women spend equal time on them compared to those with a low index.

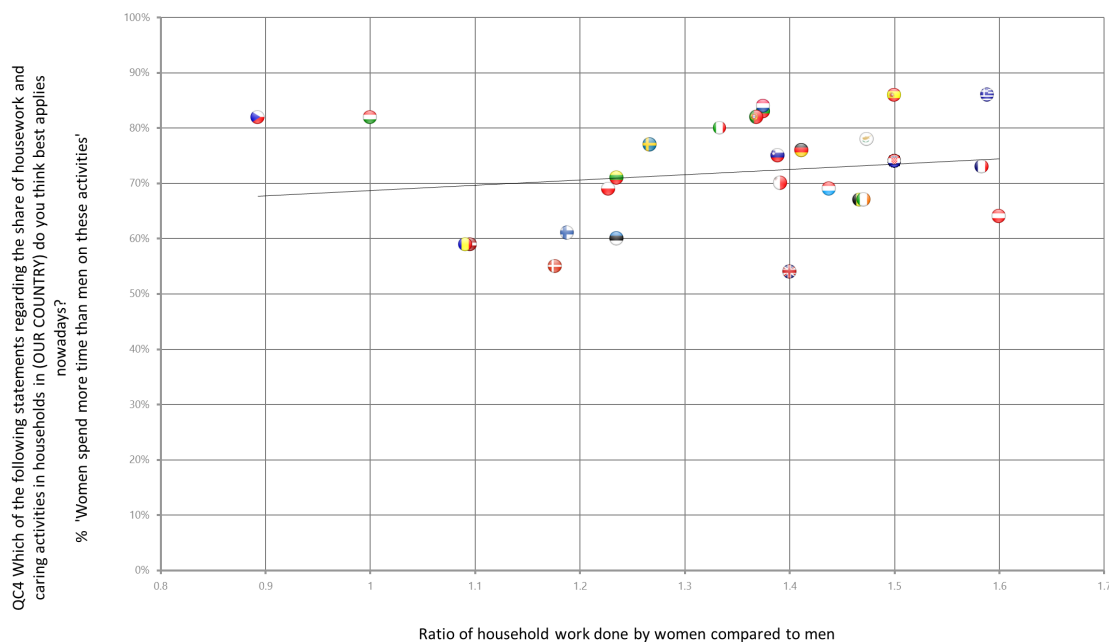
QC4 Which of the following statements regarding the share of housework and caring activities in households in (OUR COUNTRY) do you think best applies nowadays?
(% - EU)

	Men spend more time than women on these activities	Men and women spend as much time on these activities	Women spend more time than men on these activities
EU28	2	22	73
 Age			
15-24	2	26	68
25-39	2	24	72
40-54	3	21	74
55 +	3	21	74
 Education (End of)			
15-	3	19	76
16-19	3	24	71
20+	2	21	75
Still studying	1	23	72
 Socio-professional category			
Self-employed	3	17	78
Managers	3	23	72
Other white collars	2	24	72
Manual workers	3	25	70
House persons	2	15	81
Unemployed	3	24	69
Retired	2	21	74
Students	1	23	72
 Difficulties paying bills			
Most of the time	3	16	80
From time to time	2	24	72
Almost never/ Never	2	22	73
 Gender stereotype Index			
High	4	15	78
Med.-high	3	21	74
Med.-low	3	23	72
Low	2	22	73
Equality is achieved at work			
Yes	3	27	67
No	2	17	79
Equality is achieved in leadership			
Yes	3	29	65
No	2	16	80
Equality is achieved in politics			
Yes	3	27	68
No	2	17	79

Base: all respondents (N=28,093)

Respondents who think equality has been achieved at work, in politics or in leadership are more likely to think men and women spend equal time on these activities, compared to those who think equality has not been achieved. For example, 27% of those who think equality at work has been achieved think men and women spend equal time, compared to 17% of those who think equality has not been achieved.

The chart below compares the proportions who think women spend more time than men on housework and caring activities, with the ratio of household work done by women compared to men.¹² It shows no considerable relationship between the two. For example, more than 80% of respondents in the Czech Republic, Hungary, Spain and Greece think women spend more time than men on housework and caring activities. However, the ratios of housework in the Czech Republic and Hungary are the lowest, while those in Spain and Greece are amongst the highest.



4 Perceived representation of women in media and advertising

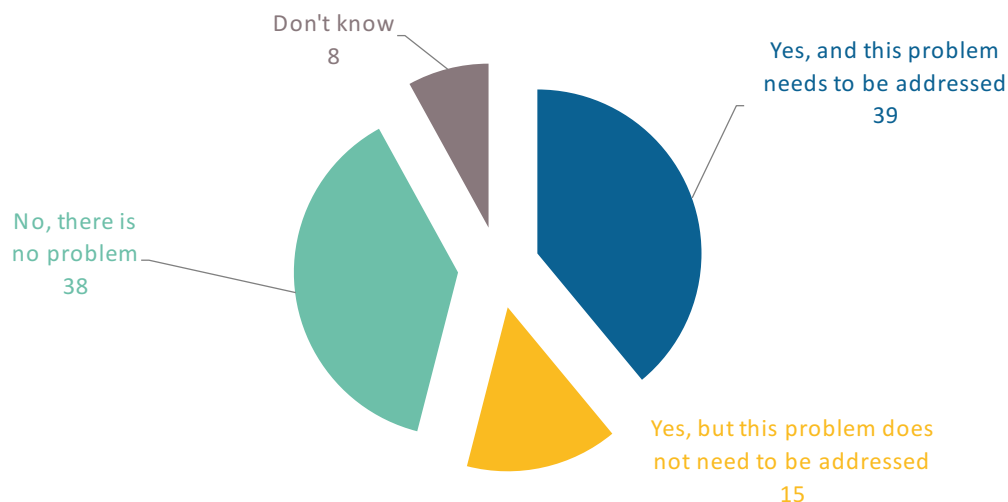
- The majority think there is a problem with the way women are presented in the media and advertising, but only a minority think this needs to be addressed -

Just over half (54%) of all respondents think there is a problem with the way women are presented in the media and advertising in their country, although only a minority (39%) think this needs to be addressed, with a further 15% saying it does not need to be addressed¹³. Almost four in ten say there is no problem (38%).

¹² Calculation based on survey data by Eurofound, dataset "EWCS", indicator "On average, how many hours per day do you spend on cooking and housework? (mean hours, 15+ workers)" (2015). No data is available for Slovakia. The higher the ratio the higher is the share of housework done by women compared to men.

¹³ QC6 Do you think that there is a problem with the way women are presented in media and advertising in (OUR COUNTRY)? Yes, and this problem needs to be addressed; Yes, but this problem does not need to be addressed; No, there is no problem; Don't know

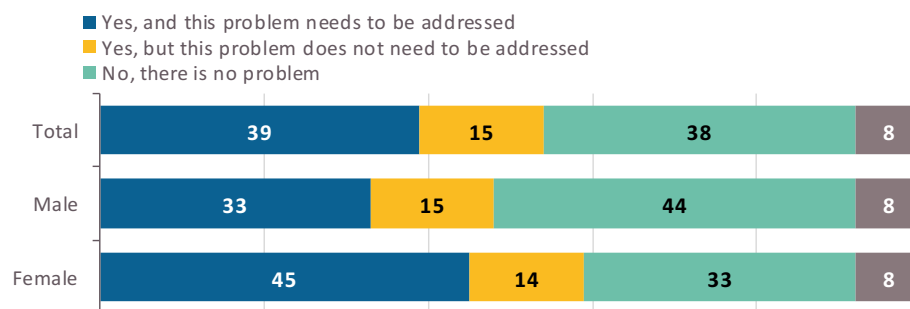
QC6 Do you think that there is a problem with the way women are presented in media and advertising in (OUR COUNTRY)?
(% - EU)



Base: all respondents (N=28,093)

There are marked differences between the opinions of men and women. Women are much more likely than men to say there is a problem in general (59% vs. 48%), and in particular they are much more likely to say this problem needs to be addressed (45% vs. 33%). More than four in ten men think there is no problem, compared to one-third of women (44% vs. 33%).

QC6 Do you think that there is a problem with the way women are presented in media and advertising in (OUR COUNTRY)?
(% - EU)



Base: all respondents (N=28,093)

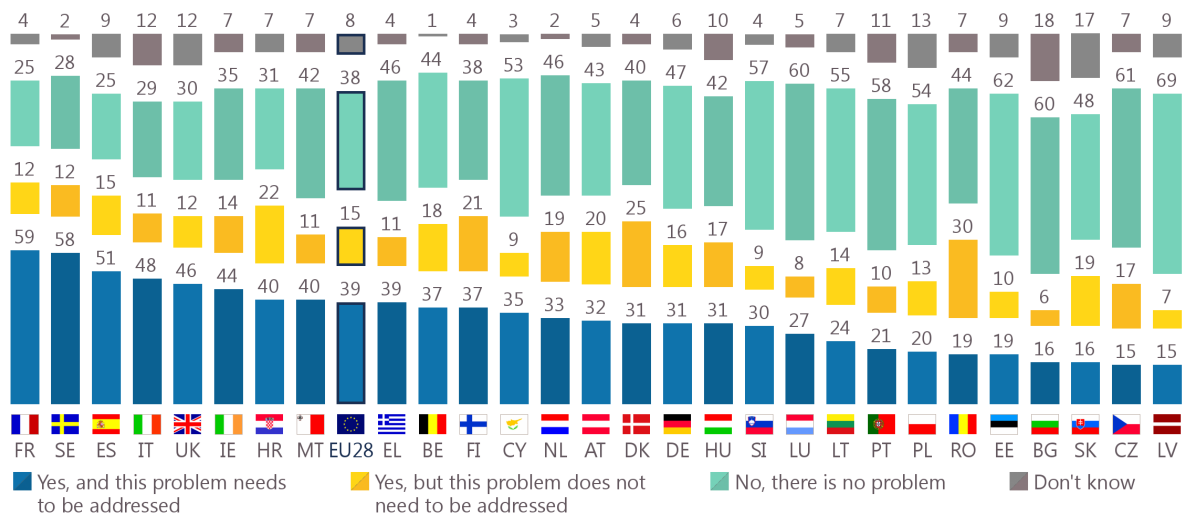
Opinions vary considerably across the EU. Overall, there are 14 countries where at least half think there is a problem with the way women are presented in the media and advertising, with respondents in France (71%), Sweden (70%) and Spain (66%) the most likely to say this. In contrast, 22% in Latvia and Bulgaria and 29% in Estonia think the same way. Respondents in France, Sweden and Spain have some of the lowest average 'Gender stereotype' Indexes, while respondents in Bulgaria and Latvia particularly, as well as Estonia have some of the highest. In spite of these differences in overall index results, however, women in each of these six countries are more likely to think there is a problem, compared to men.

Looking at the results in more detail shows respondents in France (59%), Sweden (58%) and Spain (51%) are the most likely to say there is a **problem and it needs to be addressed**, while those in Latvia, the Czech Republic (both 15%) and Slovakia and Bulgaria (both 16%) are the least likely to do so.

At least one in five respondents in Romania (30%), Denmark (25%), Croatia (22%), Finland (21%) and Austria (20%) think **there is a problem, but it does not need to be addressed**. This compares to 6% in Bulgaria, 7% in Latvia and 8% in Luxembourg.

In ten countries, at least half of all respondents say there is **no problem** with the way women are presented in the media and advertising, with respondents in Latvia (69%), Estonia (62%), the Czech Republic (61%) and Luxembourg and Bulgaria (both 60%) the most likely to think this way. At the other end of the scale, one quarter of respondents in France and Spain say the same (both 25%).

QC6 Do you think that there is a problem with the way women are presented in media and advertising in (OUR COUNTRY)? (%)










Base: all respondents (N=28,093)

The **socio-demographic analysis** illustrates the following:

- Although overall age differences are small, closer analysis shows young women (15-24) are the most likely to say there is a problem and it needs to be addressed. The same pattern is much less evident for males.
- The longer a respondent remained in education, the more likely they are to say there is a problem with the way women are presented in the media and advertising: 61% who completed their education aged 20+ say this, compared to 48% who completed their education aged 15 or younger. The same pattern appears for those who think the problem needs to be addressed (46% vs. 34%).
- Managers (58%) are the most likely to say there is a problem, particularly compared to retired persons (50%).

In addition, the lower a respondent's gender stereotype index, the more likely they are to think there is a problem: 67% of those with a low index (having a low inclination to stereotype) think there is a problem, compared to 36% with a high index. Almost all of this difference is a result of differences the proportion of respondents who think there is a problem and it needs to be addressed: those with a low index are much more likely to think the problem needs to be addressed compared to those with a high index.

QC6 Do you think that there is a problem with the way women are presented in media and advertising in (OUR COUNTRY)?
(% - EU)

	Yes, and this problem needs to be addressed	Yes, but this problem does not need to be addressed	No, there is no problem	Total 'Yes'
EU28	39	15	38	54
 Gender				
Man	33	15	44	48
Woman	45	14	33	59
 Age				
15-24	42	14	36	56
25-39	41	14	38	55
40-54	40	15	39	55
55+	37	15	38	52
 Age - female				
15-24	51	14	28	56
25-39	46	13	35	55
40-54	45	15	34	55
55+	42	14	33	52
 Age - male				
15-24	35	13	43	56
25-39	35	15	43	55
40-54	34	15	45	55
55+	31	15	45	52
 Education (End of)				
15-	34	14	39	48
16-19	36	15	41	51
20+	46	15	34	61
Still studying	42	13	37	55
 Socio-professional category				
Self-employed	40	14	41	54
Managers	44	14	36	58
Other white collars	41	16	38	57
Manual workers	37	15	41	52
House persons	41	14	34	55
Unemployed	41	14	37	55
Retired	36	14	39	50
Students	42	13	37	55
 Gender stereotype Index				
High	24	12	52	36
Med.-high	28	15	48	43
Med.-low	36	15	41	51
Low	54	13	26	67

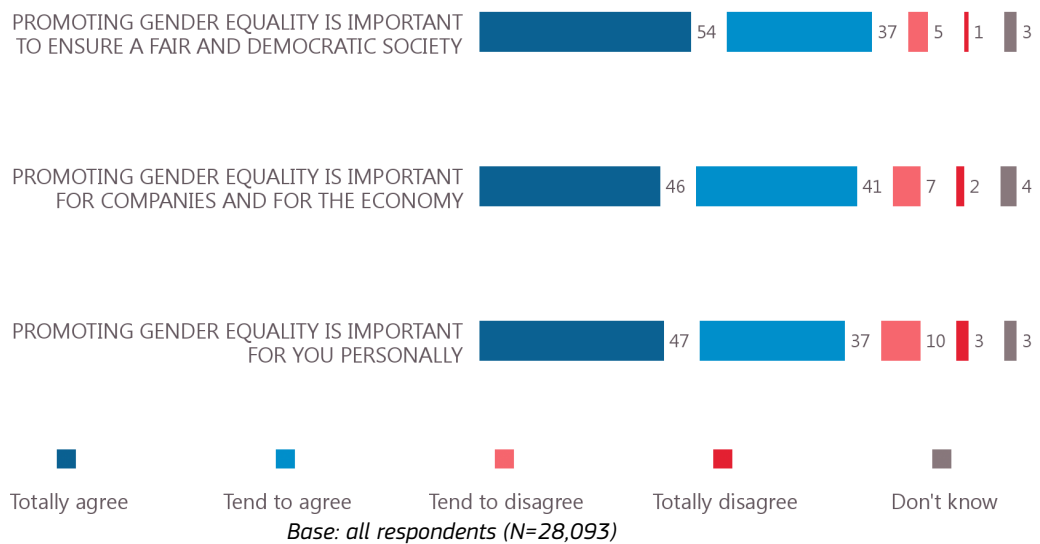
Base: all respondents (N=28,093)

5 The importance of promoting gender equality

- A large majority of respondents think promoting gender equality is important for society, the economy and for them personally -

Respondents were asked their opinion about the importance of promoting gender equality in society, the economy and for them personally¹⁴. More than nine in ten (91%) think that promoting gender equality is important to ensure a fair and democratic society, and the majority totally agree with the statement (54%). Almost nine in ten (87%) think promoting gender equality is important for companies and for the economy, with 46% totally agreeing and 41% tending to agree. Finally, 84% think gender equality is important for them personally, with 47% totally agreeing with the statement.

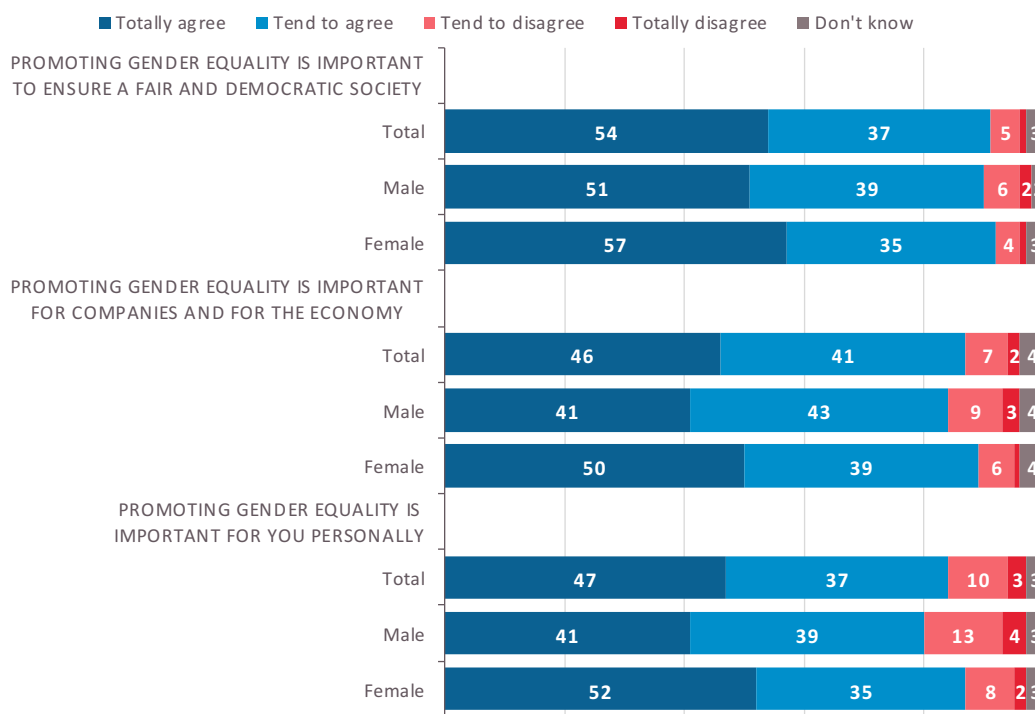
QC3 Please tell me whether you agree or disagree with each of the following statements.
(% - EU)



The analysis by gender illustrates that women are more likely than men to believe gender equality is important for them personally (87% vs. 80%). Women are also more likely to think promoting gender equality is important for companies and for the economy (89% vs. 84%). There is no overall difference between men and women in the proportions who think promoting gender equality is important to ensure a fair and democratic society. In each of the three areas, women are more likely than men to totally agree with the statement.

¹⁴ QC3 Please tell me whether you agree or disagree with each of the following statements. 3.1 Promoting gender equality is important for companies and for the economy; 3.2 Promoting gender equality is important to ensure a fair and democratic society; 3.3 Promoting gender equality is important for you personally.

QC3 Please tell me whether you agree or disagree with each of the following statements.
(% - EU)

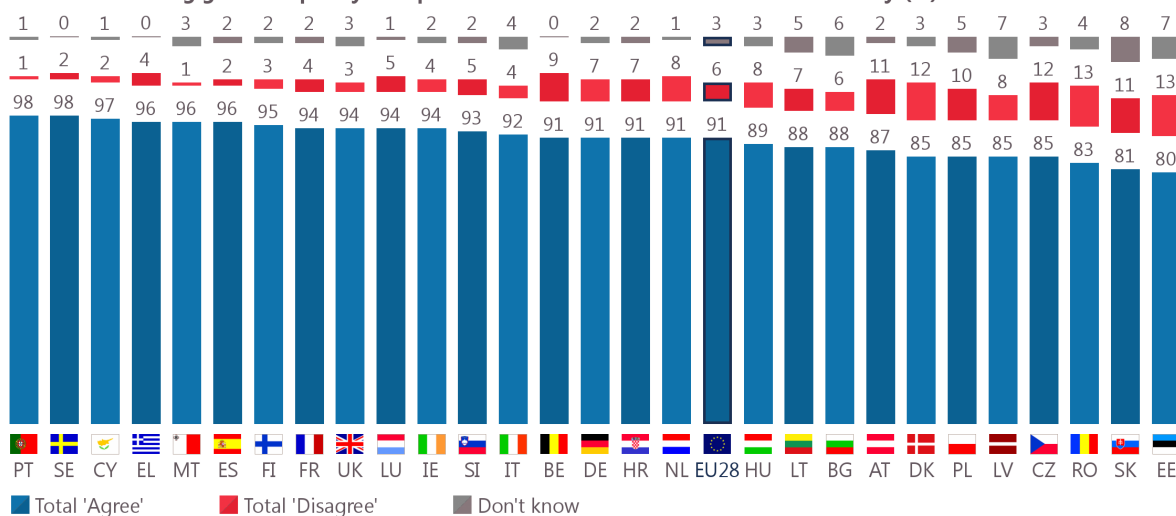


Base: all respondents (N=28,093)

A large majority of respondents in each Member State think promoting gender equality is important to ensure a fair and democratic society, with proportions ranging from 98% in Portugal and Sweden and 97% in Cyprus to 80% in Estonia, 81% in Slovakia and 83% in Romania.

QC3.2 Please tell me whether you agree or disagree with each of the following statements.

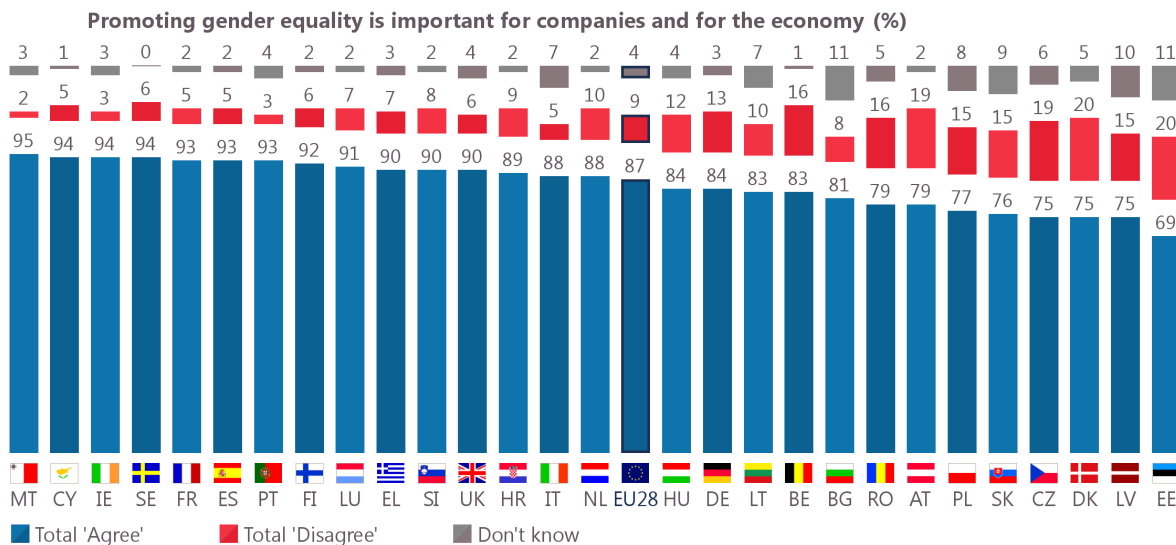
Promoting gender equality is important to ensure a fair and democratic society (%)



Base: all respondents (N=28,093)

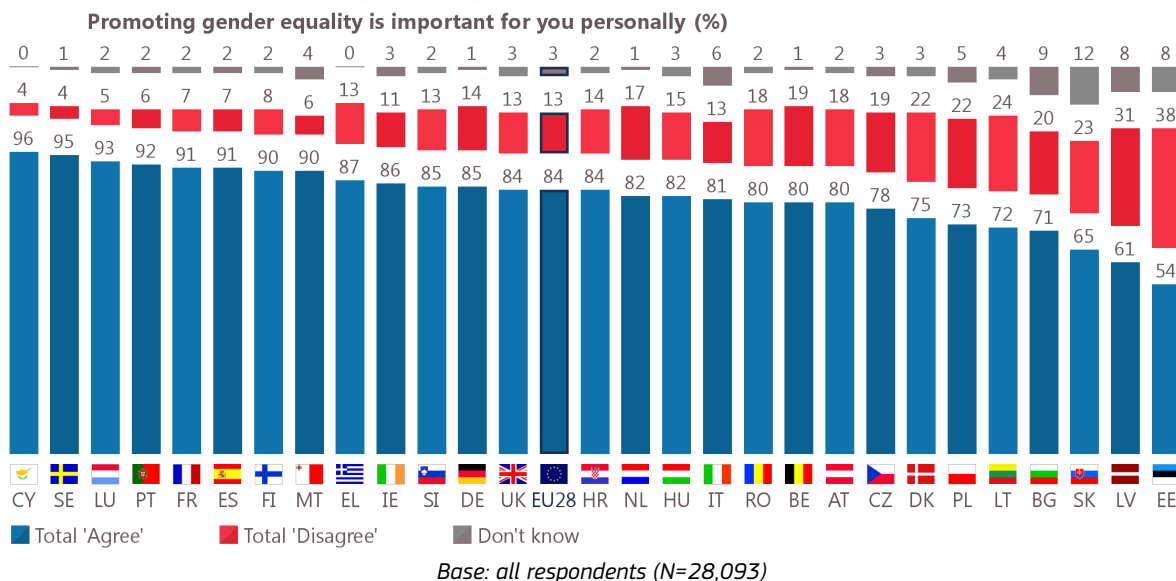
More than two thirds of respondents in each country think promoting gender equality is important for companies and the economy. Proportions range from 95% in Malta and 94% in Cyprus, Ireland and Sweden, to 69% in Estonia and 75% in Latvia, Denmark and the Czech Republic.

QC3.1 Please tell me whether you agree or disagree with each of the following statements.



There is more variation in opinion about whether promoting gender equality is important for respondents personally, although the majority in each country think in such a way. Respondents in Cyprus (96%), Sweden (95%) and Luxembourg (93%) are the most likely to share this believe, compared to 54% in Estonia, 61% in Latvia and 65% in Slovakia.

QC3.3 Please tell me whether you agree or disagree with each of the following statements.



The **socio-demographic analysis** of the importance of promoting gender equality for these three areas shows relatively few notable differences:

- Those aged 55+ are the least likely to say promoting gender equality is important for them personally (80%). This pattern occurs amongst both men and women, but the gap between age groups is greater amongst women.
- Respondents with the who completed their education aged 15 or younger are the least likely to believe gender equality is important in each of these areas. For example, 83% of this group of respondents say promoting gender equality is important for companies and the economy, compared to 88% of those who completed their education aged 20+.

- The differences between occupation groups are small: the most notable is that retired persons are the least likely to say equality is important to them personally: 79% say this compared to 89% of managers.

The degree to which a respondent tends to stereotype is relevant: the more a respondent is inclined to stereotype, the less likely they are to believe that promoting gender equality is important. For example, 79% of those with a high gender stereotype index think promoting gender equality is important for a fair and democratic society, compared to 94% of those with a low index. The same pattern applies for companies and the economy, and for respondents personally.

QC3 Please tell me whether you agree or disagree with each of the following statements.
(% - EU)

	Promoting gender equality is important for companies and for the economy		Promoting gender equality is important to ensure a fair and democratic society		Promoting gender equality is important for you personally	
	Total 'Agree'	Total 'Disagree'	Total 'Agree'	Total 'Disagree'	Total 'Agree'	Total 'Disagree'
EU28	87	9	91	6	84	13
Gender						
Man	84	12	90	8	80	17
Woman	89	7	92	5	87	10
Age						
15-24	87	9	91	6	87	11
25-39	89	9	93	6	87	11
40-54	88	9	93	5	86	12
55+	85	9	90	6	80	16
Age - female						
15-24	89	7	92	5	91	7
25-39	91	7	95	4	92	6
40-54	91	7	95	4	91	8
55+	87	7	91	5	82	14
Age - male						
15-24	84	12	90	8	82	15
25-39	85	12	90	8	81	15
40-54	84	12	90	8	81	17
55+	84	11	90	8	77	18
Education (End of)						
15-	83	9	88	7	78	16
16-19	88	9	92	6	84	13
20+	88	10	93	6	87	11
Still studying	86	10	91	6	87	11
Socio-professional category						
Self-employed	88	10	93	5	83	15
Managers	90	8	94	5	89	10
Other white collars	89	9	93	6	88	11
Manual workers	85	11	90	8	84	14
House persons	89	7	92	4	85	11
Unemployed	88	8	91	7	86	11
Retired	84	9	90	6	79	16
Students	86	10	91	6	87	11
Gender stereotype Index						
High	72	18	79	13	65	27
Med.-high	84	10	89	7	78	18
Med.-low	87	9	92	6	84	13
Low	91	7	94	4	90	8

Base: all respondents (N=28,093)

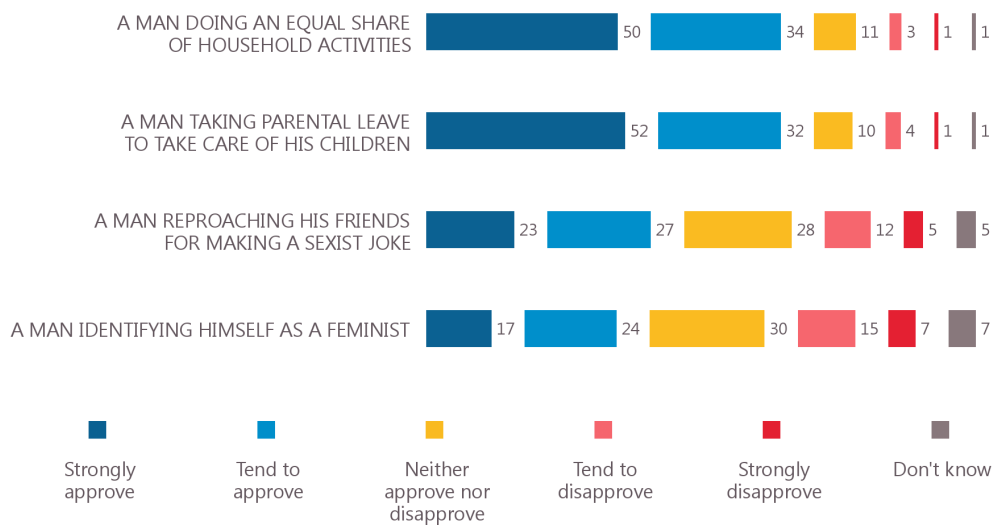
6 Should men promote gender equality?

- Large majorities support a man doing an equal share of household activities and taking parental leave -

In order to understand whether or not respondents think men should contribute to gender equality, they were asked to say whether they approved or disapproved of a series of actions men could take that would contribute to gender equality.

More than eight in ten (84%) approve of a man doing an equal share of household activities, with half saying they strongly approve (50%)¹⁵. More than eight in ten also approve of a man taking parental leave to take care of his children (84%), with 52% saying they strongly approve of this. Half (50%) approve of a man reproaching his friends for making a sexist joke, with 23% saying they strongly approve. A significant share of respondents approve of a man identifying himself as a feminist (41%) even if it is not a majority.

QC5 Do you approve or disapprove of the following?
(% - EU)



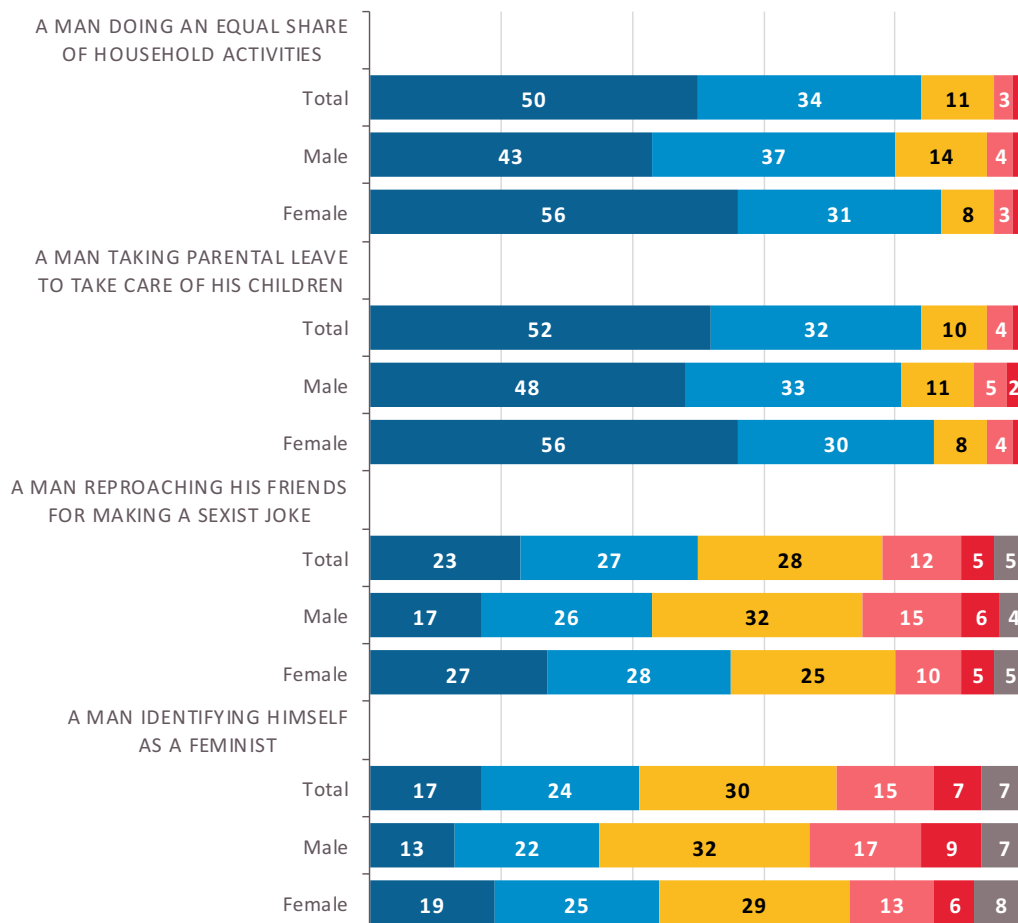
Base: all respondents (N=28,093)

Women are more likely than men to approve of each of these statements, most notably a man reproaching his friends for making a sexist joke (55% vs. 43%). Women are also much more likely than men to approve of a man identifying himself as a feminist (44% vs. 35%), doing an equal share of household activities (87% vs. 80%), or of a man taking parental leave (86% vs. 81%).

¹⁵ QC5 Do you approve or disapprove of the following? 5.1 A man taking parental leave to take care of his children; 5.2 A man reproaching his friends for making a sexist joke ; 5.3 A man doing an equal share of household activities; 5.4 A man identifying himself as a feminist.

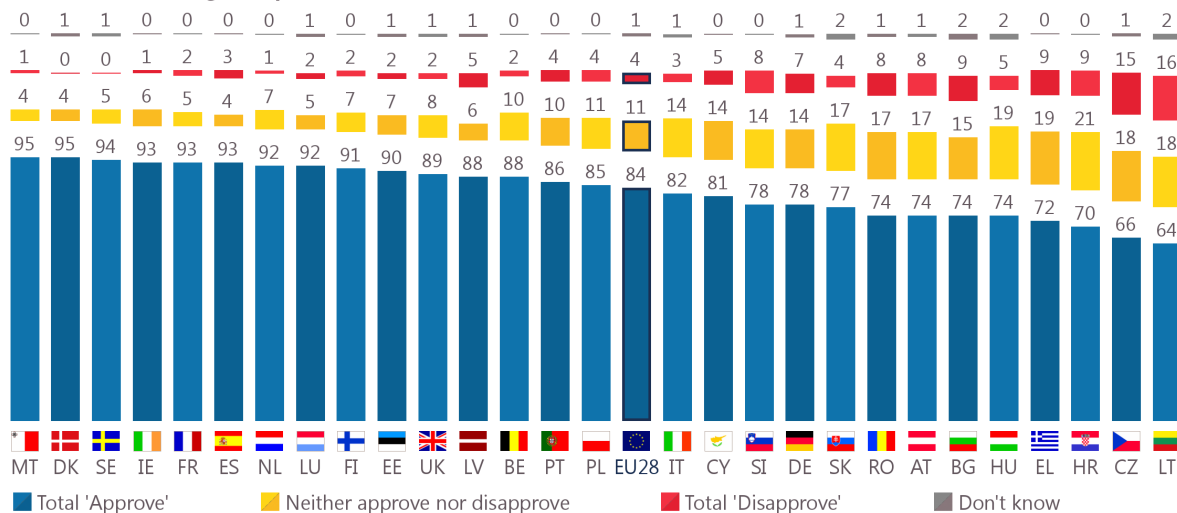
QC5 Do you approve or disapprove of the following?
(% - EU)

■ Strongly approve ■ Tend to approve ■ Neither approve nor disapprove
■ Tend to disapprove ■ Strongly disapprove ■ Don't know



Base: all respondents (N=28,093)

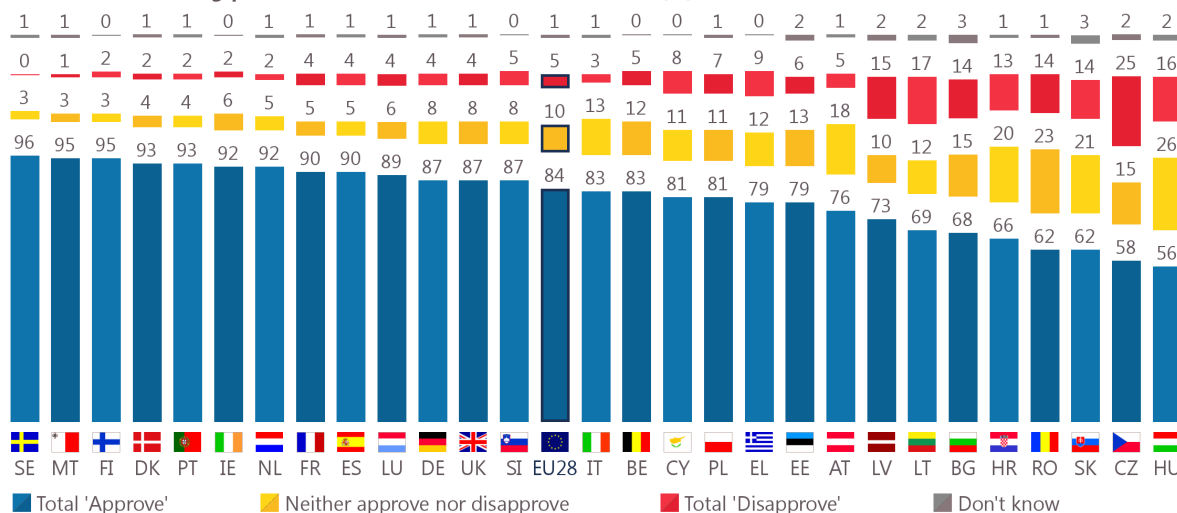
More than six in ten respondents in each country approve of a man doing an equal share of household activities, with proportions ranging from 95% in Malta and Denmark and 94% in Sweden to 64% in Lithuania, 66% in the Czech Republic and 70% in Croatia.

QC5.3 Do you approve or disapprove of the following?**A man doing an equal share of household activities (%)**

Base: all respondents (N=28,093)

The majority of respondents in each Member State also approve of a man taking parental leave to care for his children. Almost all respondents in Sweden (96%), Malta and Finland (both 95%) approve, compared to 56% in Hungary, 58% in the Czech Republic and 62% in Romania and Slovakia.

The Czech Republic is the only country where more than one in five disapprove (25%).

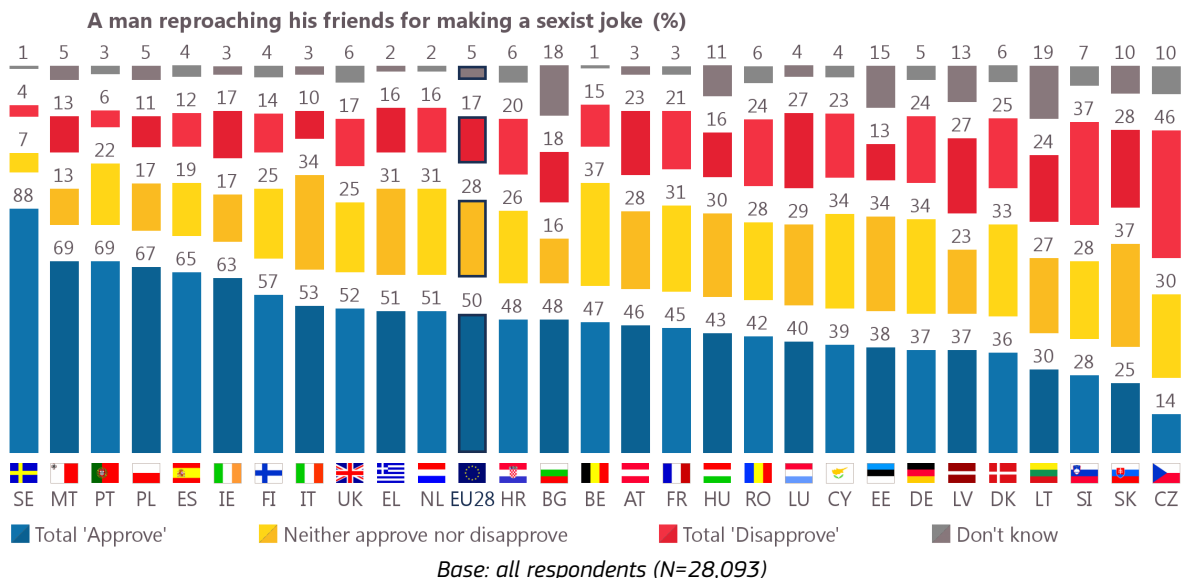
QC5.1 Do you approve or disapprove of the following?**A man taking parental leave to take care of his children (%)**

Base: all respondents (N=28,093)

Approval of a man reproaching his friends for making a sexist joke is much more variable, with the majority in 11 countries approving. Respondents in Sweden (88%) are much more likely to approve than those in Malta and Portugal (both 69%), but these proportions are all considerably higher than those recorded in the Czech Republic (14%), Slovakia (25%) or Slovenia (28%).

There are 13 countries where at least one in five disapprove of this, with the highest levels recorded amongst respondents in the Czech Republic (46%), Slovenia (37%), Slovakia (28%) and Latvia and Luxembourg (both 27%).

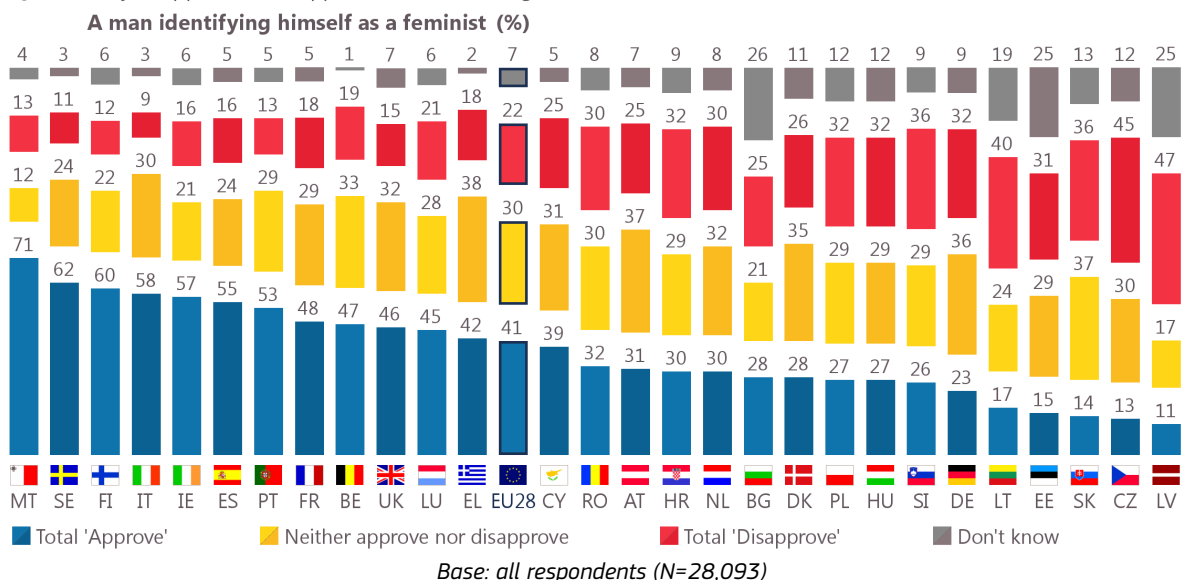
QC5.2 Do you approve or disapprove of the following?



There is also a wide variation across the EU in the proportion who approve of a man identifying himself as a feminist. Respondents in Malta (71%), Sweden (62%) and Finland (60%) are the most likely to approve, compared to 11% in Latvia, 13% in the Czech Republic and 14% in Slovakia.

At least one quarter of respondents in Bulgaria (26%) and Estonia and Latvia (both 25%) say they do not know.

QC5.4 Do you approve or disapprove of the following?








For all four statements, the **socio-demographic analysis** highlights a range of differences:

- The longer a respondent remained in education, the more likely they are to approve of each statement. For example, 90% who completed their education aged 20+ approve of a man taking parental leave, compared to 75% of those who completed education aged 15 or younger.
- The higher a respondent's gender stereotype index (indicates stronger tendency to stereotype), the less likely they are to approve of each statement. For example, 60% of respondents with a

high index approve of a man doing an equal share of household activities, compared to 92% of those with a low index.

In addition, respondents who approve one statement are more likely to also approve of the others. For instance, 71% of those who approve of a man identifying himself as a feminist approve of a man reproaching his friends for making a sexist joke, compared to 34% who do not approve of a man identifying as a feminist.

QC5 Do you approve or disapprove of the following?
(% - EU)

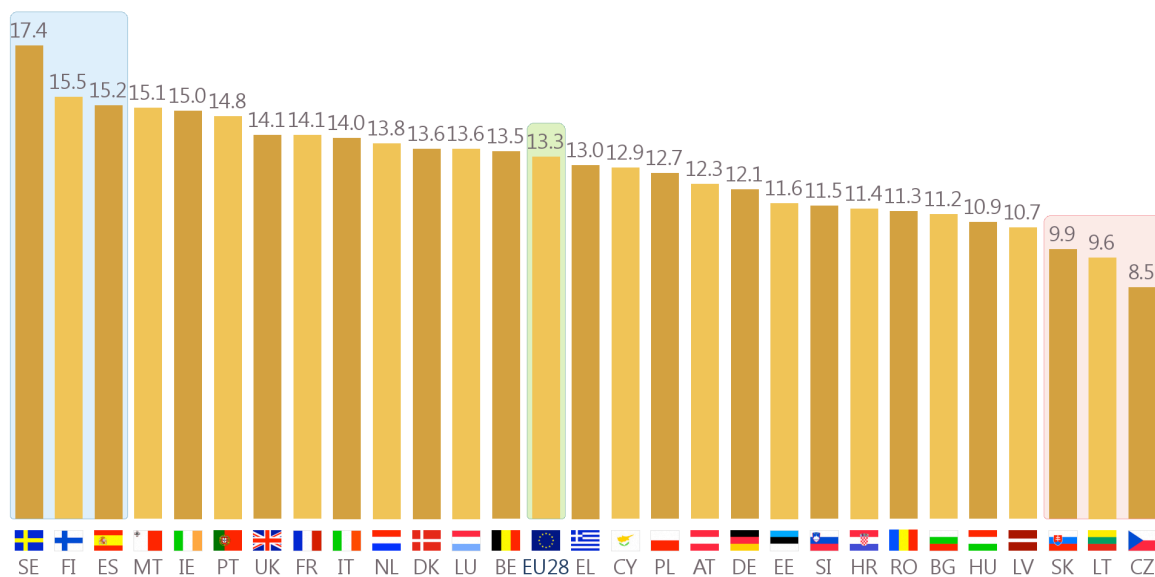
	A man taking parental leave to take care of his children		A man reproaching his friends for making a sexist joke		A man doing an equal share of household activities		A man identifying himself as a feminist	
	Total 'Approve'	Total 'Disapprove'	Total 'Approve'	Total 'Disapprove'	Total 'Approve'	Total 'Disapprove'	Total 'Approve'	Total 'Disapprove'
EU28	84	5	50	17	84	4	41	22
 Age								
15-24	87	4	54	16	87	4	49	17
25-39	86	4	51	17	86	3	43	21
40-54	86	4	50	17	86	4	41	21
55+	79	8	48	19	80	6	36	25
 Education (End of)								
15-	75	10	44	20	78	7	36	26
16-19	83	6	48	19	83	5	37	24
20+	90	3	54	16	89	3	43	20
Still studying	88	3	56	14	87	4	51	16
 Socio-professional category								
Self-employed	86	5	48	15	86	5	43	20
Managers	91	1	52	16	89	1	42	20
Other white collars	88	4	50	16	86	2	45	19
Manual workers	83	5	50	19	84	4	39	24
House persons	83	6	54	17	82	7	43	21
Unemployed	85	4	47	19	88	4	38	22
Retired	77	9	46	20	80	6	34	27
Students	88	3	56	14	87	4	51	16
 Difficulties paying bills								
Most of the time	80	7	50	18	80	6	40	21
From time to time	81	7	50	16	81	5	42	20
Almost never/ Never	85	5	50	18	86	4	39	24
 Gender stereotype Index								
High	53	25	38	29	60	17	20	43
Med.-high	75	10	47	21	77	8	33	31
Med.-low	84	5	47	18	84	4	37	22
Low	93	1	58	14	92	1	53	14

Base: all respondents (N=28,093)

To give a broader overview, an index was created by giving each answer a score from 0-5, where '5' indicates "high agreement". An average index for each country was then calculated, where the higher the number, the stronger the agreement men should promote gender equality.

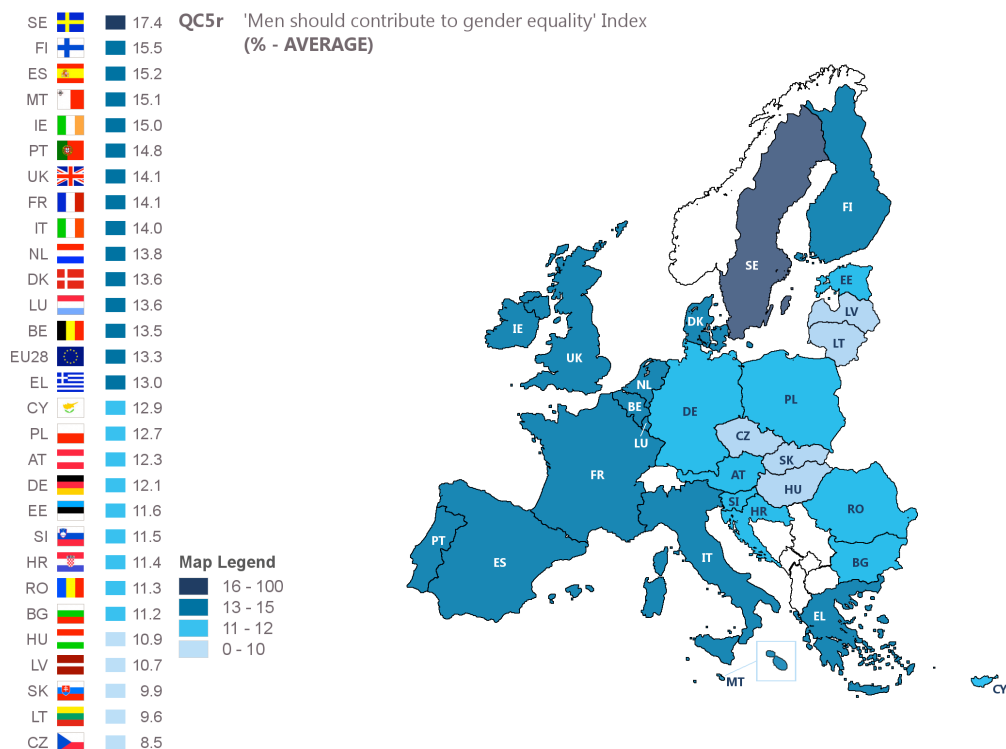
Respondents in Sweden have the highest average index score (17.4), followed by those in Finland (15.5) and Spain (15.2). At the other end of the scale, the lowest index scores are recorded in the Czech Republic (8.5), Lithuania (9.6) and Slovakia (9.9).

QC5r 'Men should contribute to gender equality' Index
(% - AVERAGE)



Base: all respondents (N=28,093)

The map illustrates respondents in northern, western and some southern Member States have the highest 'Men should contribute to gender equality' index.



Base: all respondents (N=28,093)

II. GENDER EQUALITY AND POLITICS

This section explores opinions about gender equality in politics. Firstly, respondents' perceptions of gender stereotypes associated with politics are discussed, followed by the level of trust they have in men or women to represent their interests. Opinions about the number of women in political decision-making positions are reviewed, followed by respondents' views about legal measures to ensure parity between men and women in politics.

1 Perceptions of gender stereotypes associated with politics

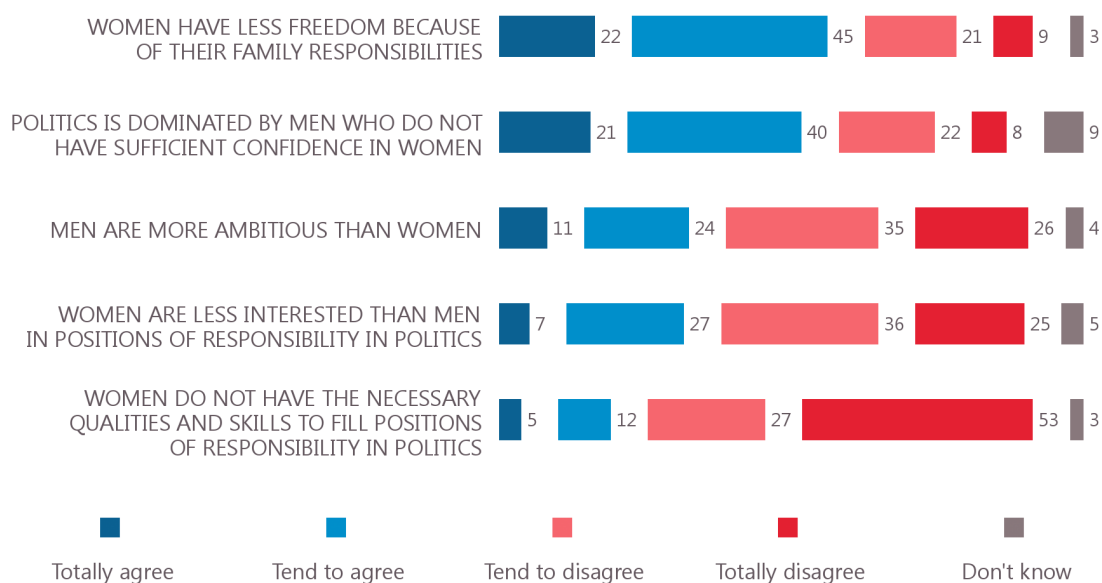
- The majority do not consider men and women different in skills, interest or ambition when it comes to positions of responsibility in politics -

Respondents were asked whether they agreed or disagreed with a range of statements relating to gender and politics¹⁶. They are most likely to think that women have less freedom because of their family responsibilities (67%), with 22% saying they totally agree with the statement. More than six in ten (61%) also agree politics is dominated by men who do not have sufficient confidence in women, with 21% in total agreement.

More than one third believe men are more ambitious than women (35%, 11% totally agree) or that women are less interested than men in positions of responsibility in politics (34%, 7% totally agree). In both of these cases at least one quarter totally disagree.

Less than one in five believe women do not have the necessary qualities and skills to fill positions of responsibility in politics (17%) – in fact, the majority (53%) totally disagree.

QC7 Please tell me whether you agree or disagree with each of the following statements.
(% - EU)

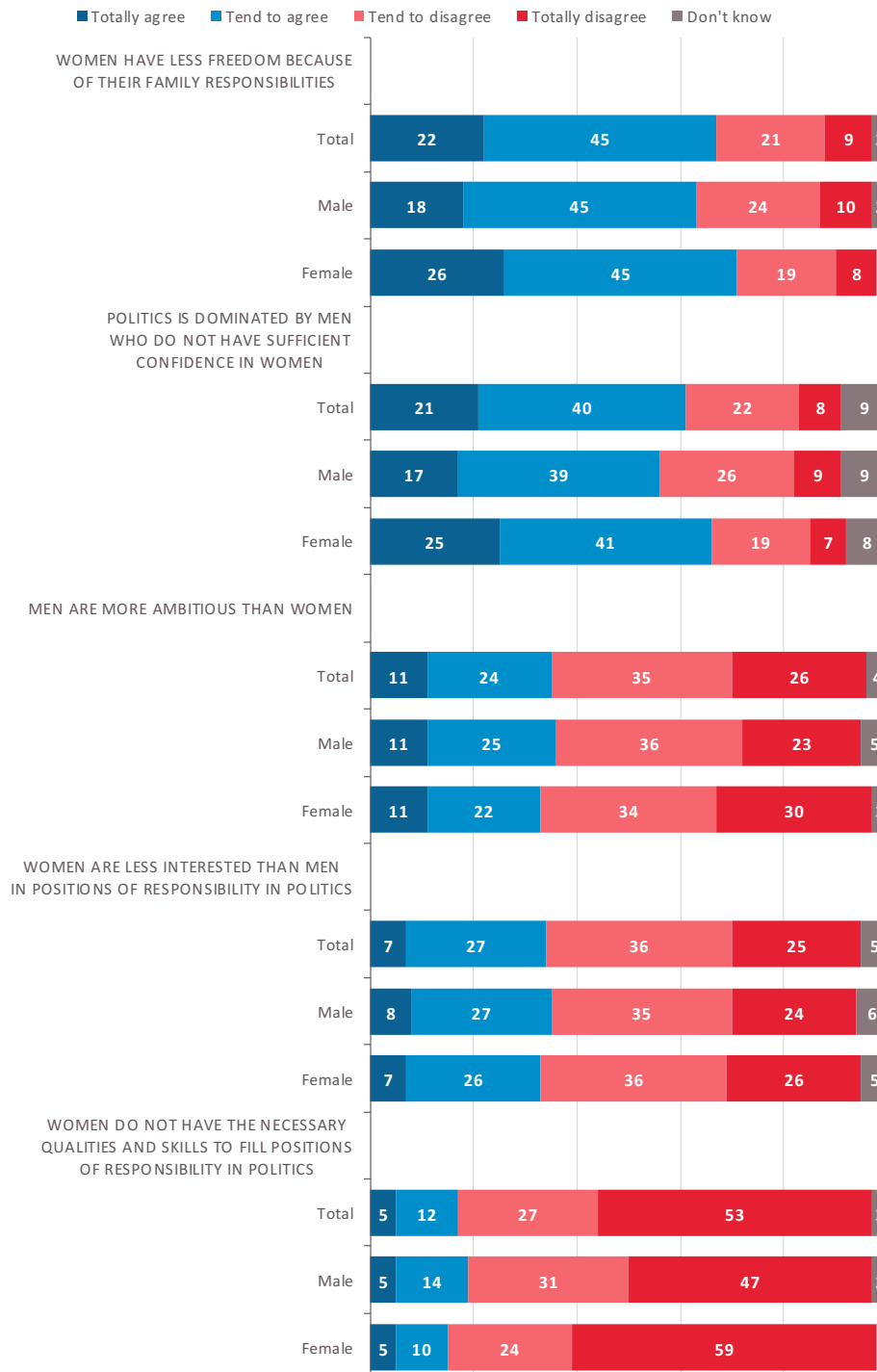


Base: all respondents (N=28,093)

¹⁶ QC7 Please tell me whether you agree or disagree with each of the following statements. 7.1 Women are less interested than men in positions of responsibility in politics; 7.2 Men are more ambitious than women; 7.3 Women have less freedom because of their family responsibilities; 7.4 Politics is dominated by men who do not have sufficient confidence in women; 7.5 Women do not have the necessary qualities and skills to fill positions of responsibility in politics.

A comparison of the results of men and women shows women are more likely than men to think politics is dominated by men who do not have sufficient confidence in women (66% vs. 56%), and they are also more likely to think women have less freedom because of their family responsibilities (71% vs. 63%). In both of these cases, women are more likely to totally agree. There are no large differences between men and women when it comes to the statements about ambition, interest, or skills and qualities, although men are slightly more likely to share these believes.

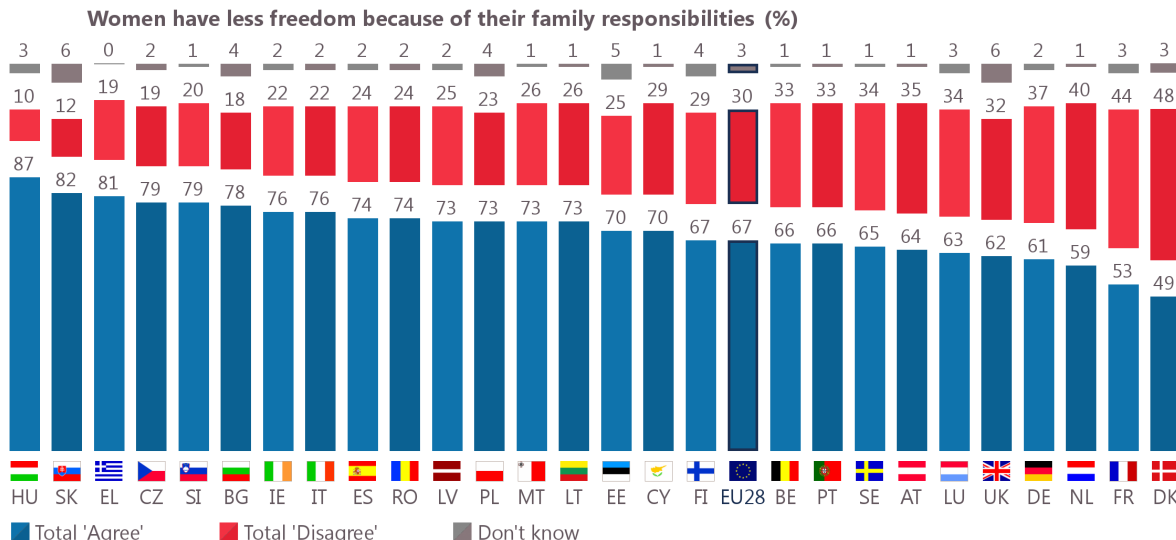
QC7 Please tell me whether you agree or disagree with each of the following statements.
(% - EU)



Base: all respondents (N=28,093)

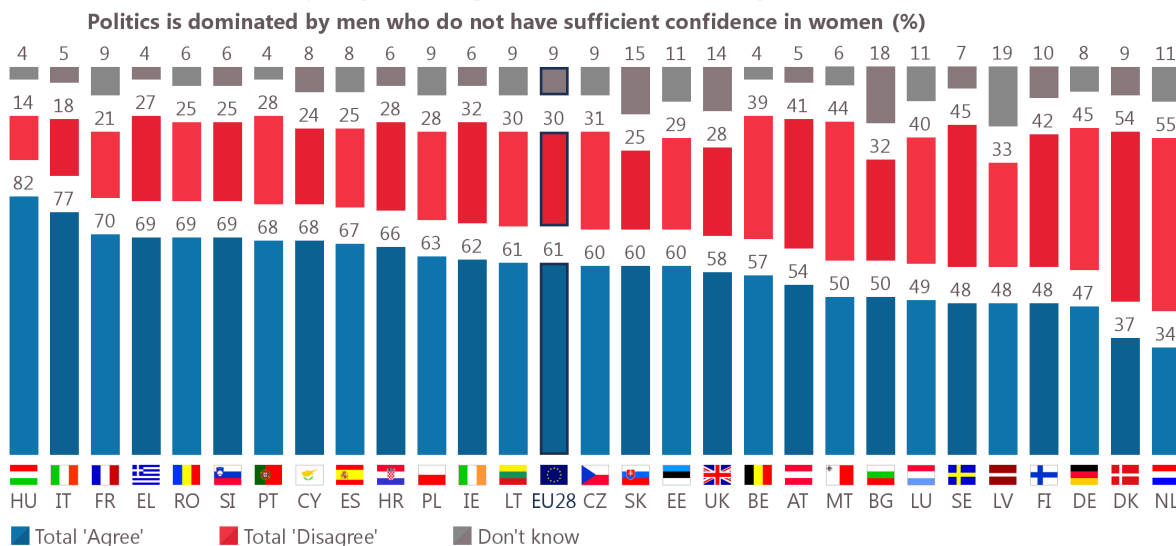
In all but one country, the majority of respondents believe women have less freedom because of their family responsibilities. Respondents in Hungary (87%), Slovakia (82%) and Greece (81%) are the most likely to believe, compared to 49% in Denmark, 53% in France and 59% in the Netherlands.

QC7.3 Please tell me whether you agree or disagree with each of the following statements.



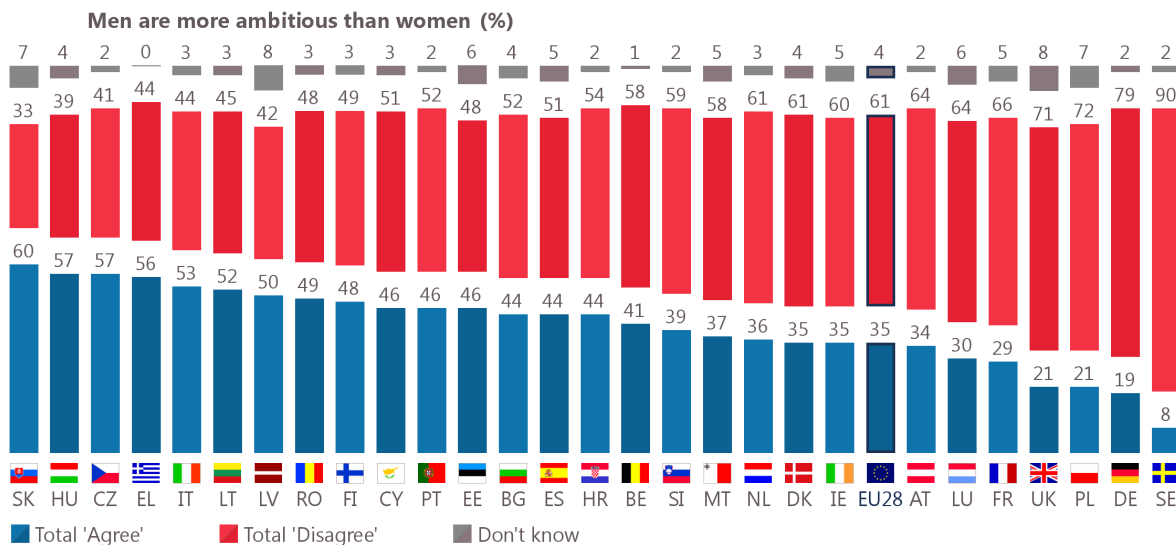
There is more variation in the proportions who believe politics is dominated by men who do not have sufficient confidence in women. Respondents in Hungary (82%), Italy (77%) and France (70%) are the most likely to agree with the statement, while those in the Netherlands (34%), Denmark (37%) and Germany (47%) are the least likely to do so. Almost one in five respondents in Latvia (19%) and Bulgaria (18%) say they do not know.

QC7.4 Please tell me whether you agree or disagree with each of the following statements.



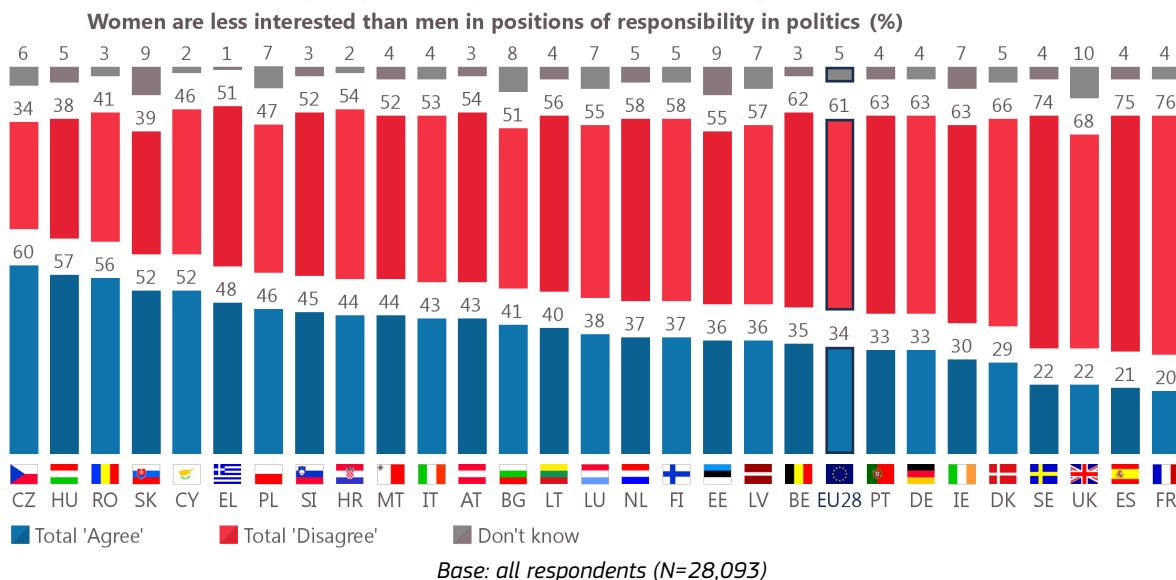
There are seven countries where at least half share the believe that men are more ambitious than women, with the highest proportions seen in Slovakia (60%) and Hungary and the Czech Republic (both 57%). At the other end of the scale, 8% in Sweden, 19% in Germany and 21% in Poland and the United Kingdom think the same way.

QC7.2 Please tell me whether you agree or disagree with each of the following statements.



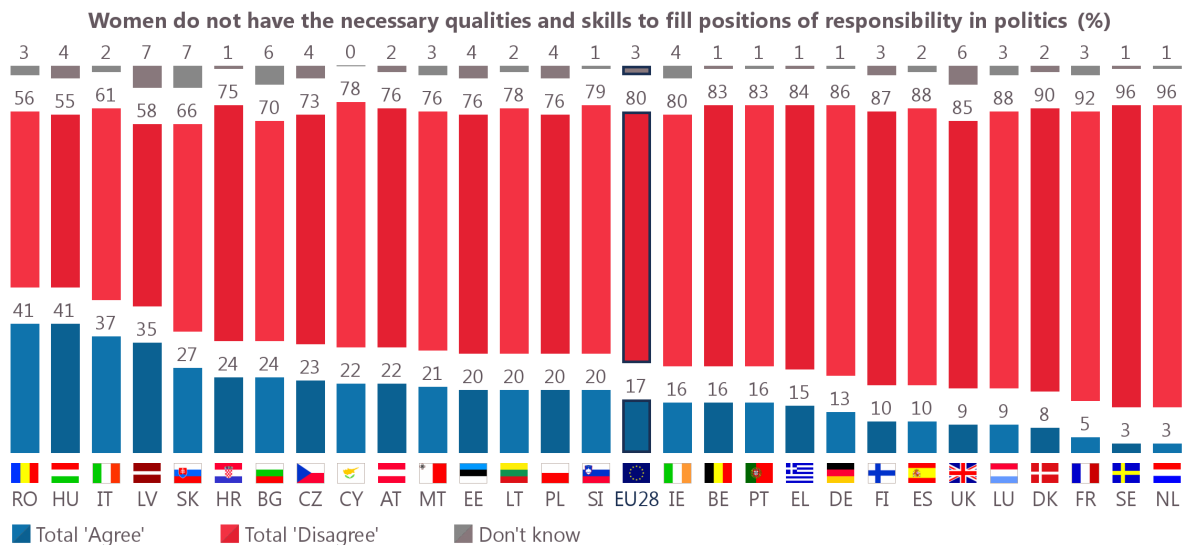
In 22 countries, at least one third of respondents think women are less interested than men in positions of responsibility in politics, although there are only five countries where the majority think this way: the Czech Republic (60%), Hungary (57%), Romania (56%) and Slovakia and Cyprus (both 52%). At the other end of the scale 20% in France, 21% in Spain and 22% in the United Kingdom and Sweden also believe this.

QC7.1 Please tell me whether you agree or disagree with each of the following statements.



Only a minority of respondents in each country think women do not have the necessary qualities and skills to fill positions of responsibility in politics. Proportions range from 41% in Romania and Hungary and 37% in Italy to 3% in the Netherlands and Sweden and 5% in France.

QC7.5 Please tell me whether you agree or disagree with each of the following statements.








Base: all respondents (N=28,093)

The **socio-demographic analysis** reveals several common patterns across all five statements:

- The oldest respondents are the most likely to believe that women have **less freedom due to family responsibility** (73%), that **men are more ambitious** (39%), or that **women are less interested than men in positions of responsibility in politics** (37%). As the age of the respondent increases, so does the gender stereotypes in politics index.
- Those who completed their education prior to age 16 are the most likely to agree with each statement: 45% of this group believe men are more ambitious, compared to 30% of those who completed their education aged 20+.
- House persons and the retired are the most likely to think that **women have less freedom due to family responsibility** (both 73%), while house persons are the most likely to think that **politics is dominated by men who do not have sufficient confidence in women** (68%) or that **men are more ambitious** (42%). Retired persons are the most likely to think **women are less interested than men in positions of responsibility in politics** (39%).
- Those who have the least difficulties paying households bills are also the least likely to agree with the statements.
- The higher a respondent's 'Gender stereotype' index, the more likely they are to agree with each statement: for example, 39% with a high index believe women do not have the necessary qualities and skills to fill positions of responsibility in politics, compared to 6% of those with a low index.

In addition, respondents who agree with one statement are more likely to agree with the others. For instance, 80% of those who think women are less interested than men in positions of responsibility in politics also think women have less freedom because of their family responsibilities, compared to 61% who disagree with the statement.

QC7 Please tell me whether you agree or disagree with each of the following statements.
(% - EU)

	Women are less interested than men in positions of responsibility in politics		Men are more ambitious than women		Women have less freedom because of their family responsibilities		Politics is dominated by men who do not have sufficient confidence in women		Women do not have the necessary qualities and skills to fill positions of responsibility in politics	
	Total 'Agree'	Total 'Disagree'	Total 'Agree'	Total 'Disagree'	Total 'Agree'	Total 'Disagree'	Total 'Agree'	Total 'Disagree'	Total 'Agree'	Total 'Disagree'
EU28	34	61	35	61	67	30	61	30	17	80
 Age										
15-24	29	65	30	65	57	39	61	30	15	82
25-39	32	63	31	66	63	35	61	31	17	81
40-54	34	62	34	63	67	31	61	32	16	82
55+	37	57	39	56	73	24	63	28	18	79
 Education (End of)										
15-	39	55	45	49	75	22	65	24	22	73
16-19	36	59	34	62	67	30	63	29	18	79
20+	30	66	30	66	65	32	58	34	11	87
Still studying	29	66	30	68	59	38	58	34	15	83
 Socio-professional category										
Self-employed	35	60	35	61	70	27	60	29	17	81
Managers	26	69	26	71	60	37	53	38	10	88
Other white collars	34	63	33	65	68	30	65	29	18	81
Manual workers	36	59	33	63	64	34	61	32	18	79
House persons	35	61	42	53	73	25	68	24	19	77
Unemployed	30	63	34	59	64	32	65	26	18	78
Retired	39	55	39	56	73	24	63	27	18	78
Students	29	66	30	68	59	38	58	34	15	83
 Difficulties paying bills										
Most of the time	38	57	46	51	72	27	71	22	22	74
From time to time	39	57	41	55	72	26	68	24	24	73
Almost never/ Never	32	63	32	64	65	32	58	33	13	84
 Gender stereotype Index										
High	60	34	60	36	84	14	65	26	39	57
Med.-high	51	45	48	47	79	19	68	24	29	67
Med.-low	35	60	35	61	68	30	61	31	17	80
Low	19	76	21	75	56	40	57	33	6	93

Base: all respondents (N=28,093)

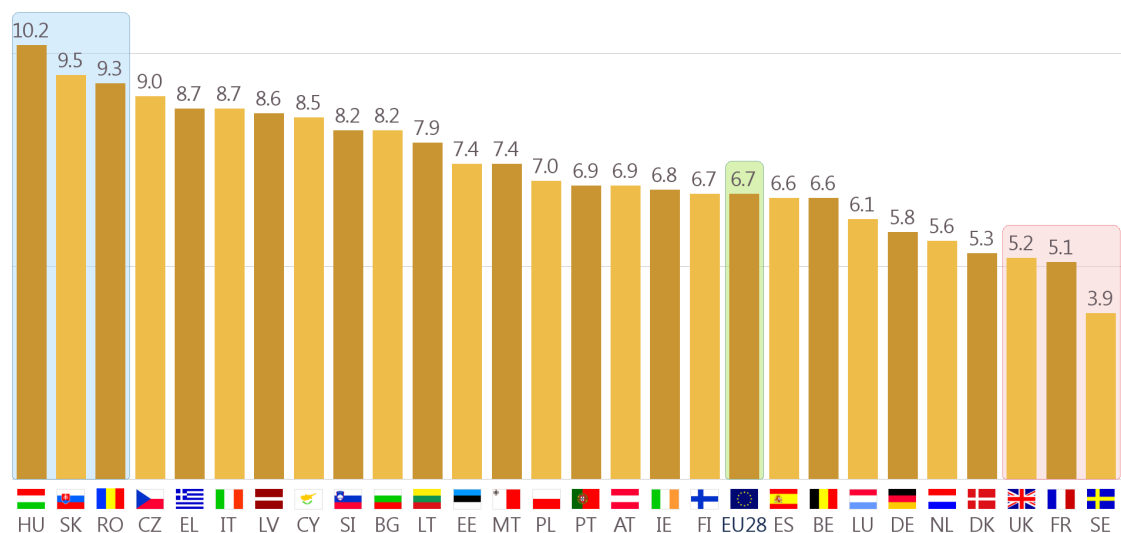
Once again, an index was created by allocating answers¹⁷ a score from 0-5, where '5' indicates "high agreement". An average index for each country was then calculated, where the higher the number, the stronger the tendency to hold gender stereotypes relating to politics.

Respondents in Hungary (10.2), Slovakia (9.5) and Romania (9.3) have the highest scores, indicating the strongest tendency to stereotype. Respondents in Sweden have a much lower average than other countries (3.9), followed by France (5.1) and the UK (5.2).

In addition, in many countries a high index result here is matched by a high 'Gender stereotype' index. For instance, the 'Gender stereotype' indexes in Hungary and Slovakia are higher than average, indicating a stronger tendency to stereotype, while those in Sweden, Denmark and France are amongst the lowest.

¹⁷ QC7.1, QC7.2, QC7.3, QC7.5 were used to create this index

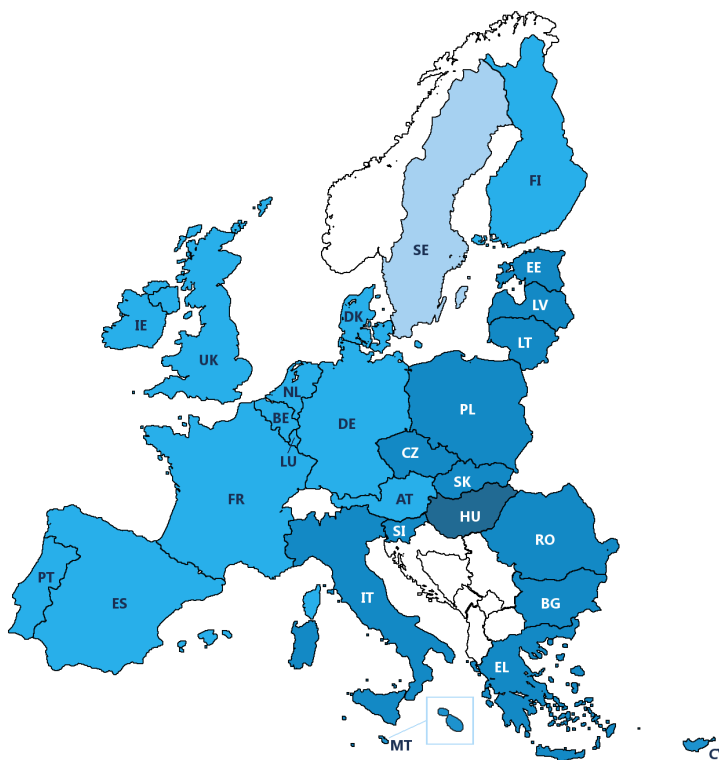
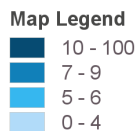
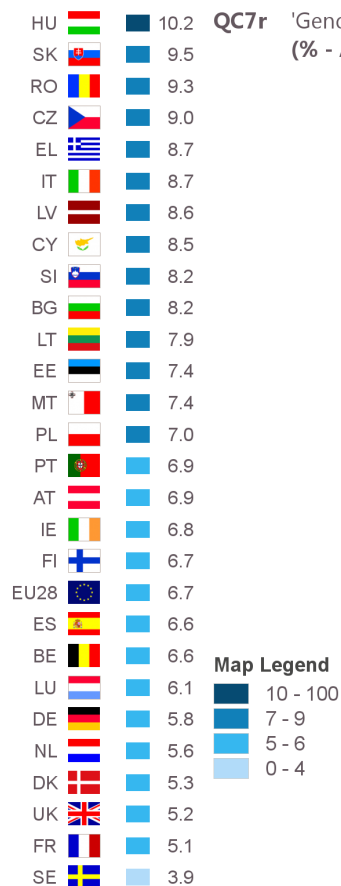
QC7r 'Gender stereotypes in politics' Index
(% - AVERAGE)



Base: all respondents (N=28,093)

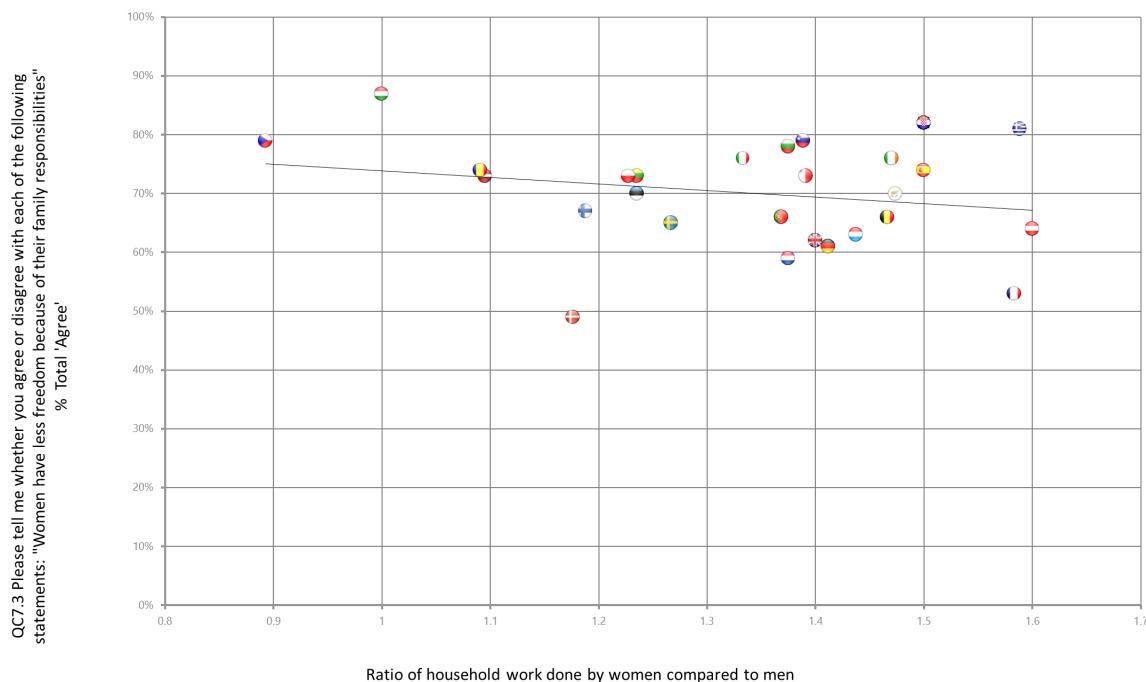
The map illustrates respondents in eastern Member States of the EU generally have higher average 'Gender stereotypes in politics' indexes.

QC7r 'Gender stereotypes in politics' Index
(% - AVERAGE)



Base: all respondents (N=28,093)

The chart below compares the proportions who think women have less freedom because of family responsibilities with the ratio of household work done by women compared to men.¹⁸ It shows no strong relationship between the two. For example, more than 80% of respondents in the Hungary, Croatia and Greece think women have less freedom because of family responsibilities. However, the ratio of housework in Hungary is the second lowest, while those in Croatia and Greece are amongst the highest. Respondents in France, on the other hand, have the second lowest proportion that believe women have less freedom due to family responsibilities, but a housework ratio almost as high as that observed in Greece.



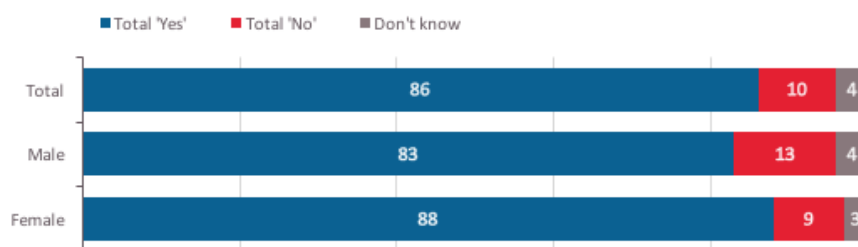
¹⁸ Calculation based on survey data by Eurofound, dataset "EWCS", indicator "On average, how many hours per day do you spend on cooking and housework? (mean hours, 15+ workers)" (2015). No data is available for Slovakia.

2 Trust in a woman or a man to represent citizens' interests

- More than eight in ten think either male or female political representatives can represent their interests -

Almost nine in ten respondents (86%) think a female political representative can represent their interests¹⁹. One in ten (10%) think they cannot, while 4% say they do not know. Women are more likely to think a female political representative can represent their interests (88% vs. 83% of men).

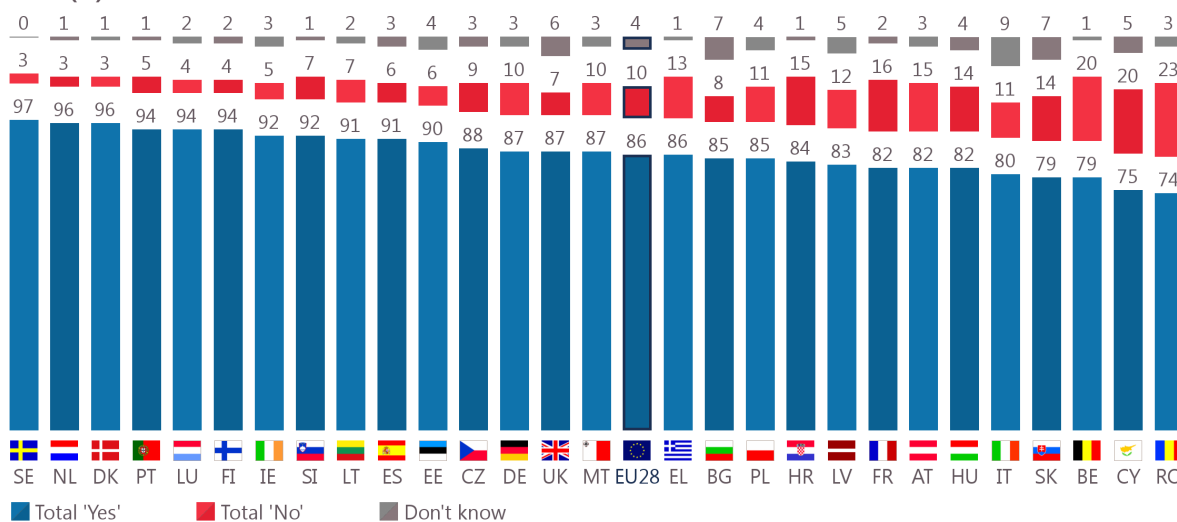
QC9 Do you think that a female political representative can represent your interests?
(% - EU)



Base: all respondents (N=28,093)

More than seven in ten respondents in each Member State think a female political representative can represent their interests, with proportions ranging from 97% in Sweden and 96% in Denmark and the Netherlands, to 74% in Romania, 75% in Cyprus and 79% in Slovakia and Belgium.

QC9 Do you think that a female political representative can represent your interests?
(%)



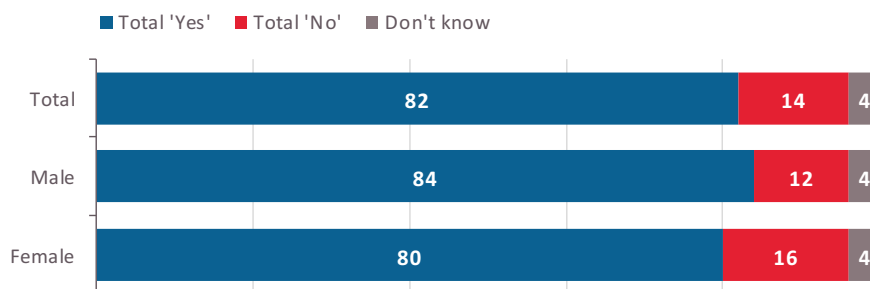
Base: all respondents (N=28,093)

More than eight in ten respondents (82%) think a male political representative can represent their interests²⁰. Just over one in ten think they cannot (14%), while 4% say they do not know. There are only slight differences between the opinion of men and women.

¹⁹ QC9 Do you think that a female political representative can represent your interests? Yes, totally; Yes, somewhat; No, not really; No, not at all; Don't know

²⁰ QC10 Do you think that a male political representative can represent your interests? Yes, totally; Yes, somewhat; No, not really; No, not at all; Don't know

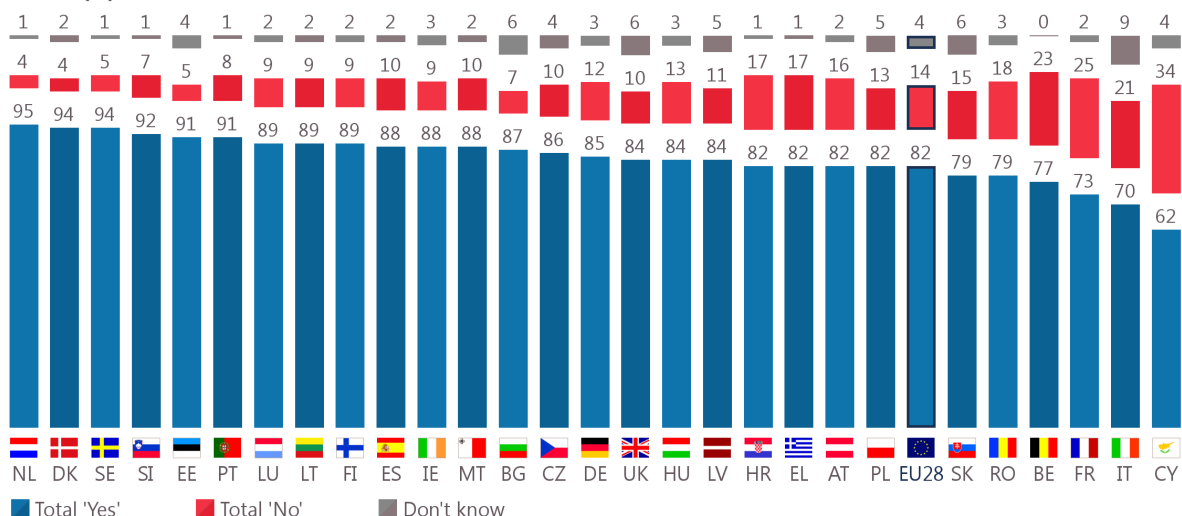
QC10 Do you think that a male political representative can represent your interests?
(% - EU)



Base: all respondents (N=28,093)

At least six in ten respondents in each Member State think a male political representative can represent their interests. Proportions range from 95% in the Netherlands and 94% in Denmark and Sweden, to 62% in Cyprus, 70% in Italy and 73% in France.

QC10 Do you think that a male political representative can represent your interests?
(%)










Base: all respondents (N=28,093)

The **socio-demographic analysis** highlights a number of common patterns:

- Overall, there is no difference based on age, although women aged 55+ are the least likely to say a male representative can represent their interests (78%).
- The longer a respondent remained in education, the more likely they are to say that either a male or a female political representative can represent their interests. For example, 87% who completed their education aged 20 or older say a male political representative can represent their interests, compared to 76% of those who completed education prior to age 16.
- Managers are the most likely to say either a male (90%) or a female (91%) political representative can represent their interests.
- Those having the least financial difficulties are the most likely to think a political representative of either gender can represent their interests. For example, 88% who experience the least financial difficulties say a female can represent their interests, compared to 78% of those with the most difficulties.

- The lower a respondent's 'Gender stereotype' index, the more likely they are to say either a male or a female political representative can represent their interests. For instance, 89% with a low index think a female can represent their interests, compared to 74% with a high index.
- Finally, respondents with a high 'Gender stereotype in politics' index²¹ are less likely to think a female can represent their interests, compared to those with a low index (76% vs. 86%). The same pattern does not apply when asking about a male representative.

QC9&10 Do you think that a female/male political representative can represent your interests?
(% - EU)

	Female political representative		Male political representative	
	Total 'Yes'	Total 'No'	Total 'Yes'	Total 'No'
EU28	86	10	82	14
 Gender				
Man	83	13	84	12
Woman	88	9	80	16
 Age				
15-24	85	10	82	13
25-39	86	11	83	13
40-54	88	9	83	14
55+	85	11	81	15
 Education (End of)				
15-	80	14	76	18
16-19	85	11	81	15
20+	90	8	87	10
Still studying	87	9	84	11
 Socio-professional category				
Self-employed	87	10	86	11
Managers	91	6	90	7
Other white collars	89	8	85	12
Manual workers	85	12	82	15
House persons	85	11	73	22
Unemployed	80	14	75	19
Retired	83	12	80	15
Students	87	9	84	11
 Difficulties paying bills				
Most of the time	78	17	73	22
From time to time	81	15	77	19
Almost never/ Never	88	9	85	12
 Gender stereotype Index				
High	74	20	79	17
Med.-high	82	13	79	16
Med.-low	86	10	82	14
Low	89	8	85	12
 Gender stereotypes in politics Index				
High	76	20	81	16
Med.-high	81	15	81	16
Med.-low support	87	10	83	14
Low	86	9	81	14

Base: all respondents (N=28,093)

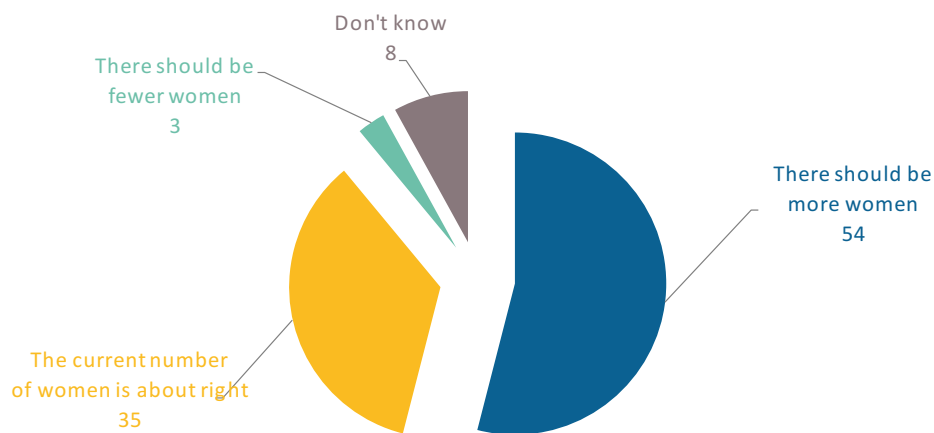
²¹ A high gender stereotype in politics index indicating strong tendency towards these stereotypes.

3 Women in political decision-making positions

- The majority think there should be more women in political decision-making positions, and women are much more likely to think this-

The majority of respondents (54%) think there should be more women in political decision-making positions²². Just over one third think the number of women is about right (35%), whilst 3% think there should be fewer women.

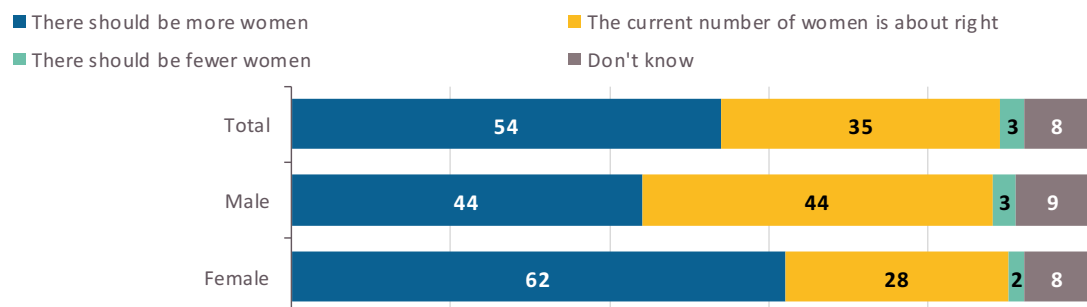
QC8 In your opinion, which of the following statements regarding the number of women currently in political decision-making positions in (OUR COUNTRY) applies best? (% - EU)



Base: all respondents (N=28,093)

Women are much more likely to say there should be more women (62%), while the opinion of men is split between the need for more women (44%) and the view that the number of women is about right (44%). Only a very small proportion of men or women think there should be fewer women in political decision-making positions.

QC8 In your opinion, which of the following statements regarding the number of women currently in political decision-making positions in (OUR COUNTRY) applies best? (% - EU)



Base: all respondents (N=28,093)

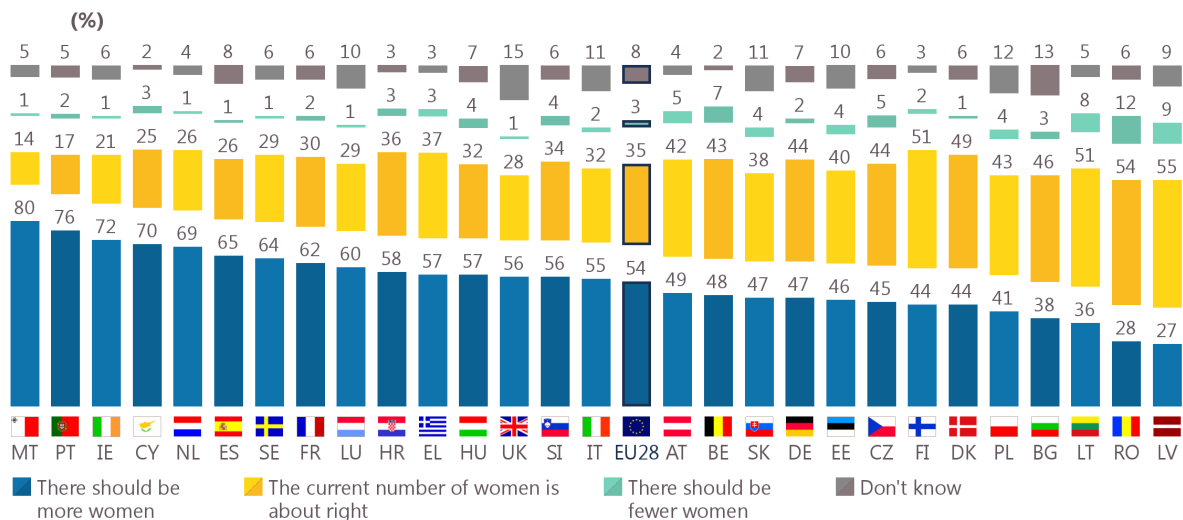
²² QC8 In your opinion, which of the following statements regarding the number of women currently in political decision-making positions in (OUR COUNTRY) applies best? There should be more women; The current number of women is about right; There should be fewer women; Don't know.

Although there are 15 countries where the majority think there should be more women in political decision-making positions, the results highlight a broad range of opinion across the EU. Respondents in Malta (80%), Portugal (76%) and Ireland (72%) are the most likely to think there should be more women in these positions, while those in Latvia (27%), Romania (28%) and Lithuania (36%) are the least likely to think this way.

In four countries, the majority think the current number of women is about right: Latvia (55%), Romania (54%) and Lithuania and Finland (both 51%). Romania is the only country where at least one in ten think there should be fewer women in political decision-making positions.

It is interesting to note that there is no consistent relationship between these opinions and the 'Gender stereotypes in politics' index. For example, Hungary has the highest index (10.2), but the majority of respondents think there should be more women in decision-making positions. However, Latvia has a relatively high index (8.6), but the proportion who thinks there should be more women is the lowest of any Member State.

QC8 In your opinion, which of the following statements regarding the number of women currently in political decision-making positions in (OUR COUNTRY) applies best?



Base: all respondents (N=28,093)







The **socio-demographic analysis** illustrates relatively few differences:

- Overall there is no notable difference based on age, but there are some interesting differences comparing men and women across age groups:
 - Men aged 55+ are more likely to say the current number of women is about right, while those under 55 are more likely to say there should be more women.
 - Amongst women, those aged 55+ are the least likely to say there should be more women. However, in all age groups the majority of women think there should be more women.
- Retired persons (39%) and manual workers (38%) are the most likely to say the number of women is about right, and the least likely to say there should be more (retired: 49%, manual workers: 50%).
- The longer a respondent remained in education, the more likely they are to say there should be more women, and the less likely they are to say the number of women is about right. For example, 59% of those who completed their education aged 20+ say there should be more women in these positions, compared to 47% of those who completed education prior to the age of 16.

In addition, the higher a respondent's 'Gender stereotype' index, the less likely they are to say there should be more women, and the more likely they are to say the number of women is about right. For instance, 50% with a high index say the number of women is about right, compared to 24% with a low index..

QC8 In your opinion, which of the following statements regarding the number of women currently in political decision-making positions in (OUR COUNTRY) applies best?

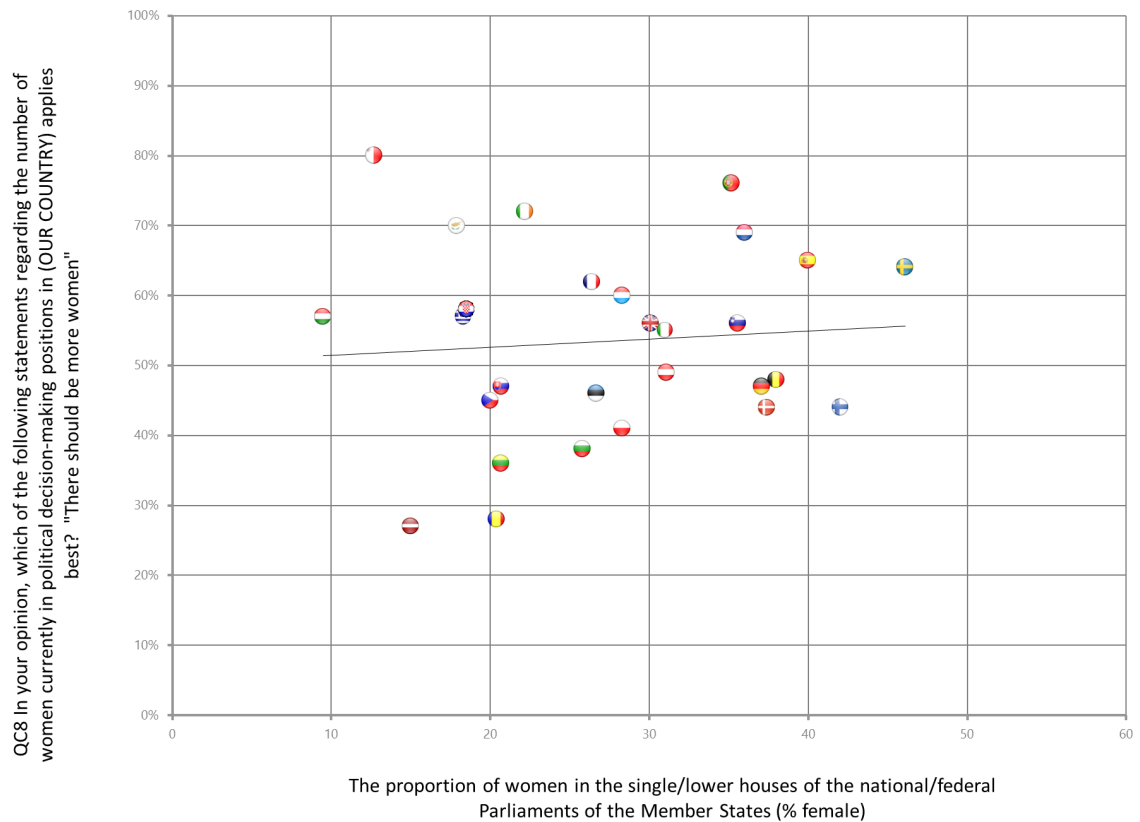
(% - EU)

	There should be more women	The current number of women is about right	There should be fewer women
EU28	54	35	3
 Age			
15-24	55	34	2
25-39	53	35	2
40-54	57	33	3
55+	51	38	3
 Age - female			
15-24	66	26	1
25-39	63	28	1
40-54	67	25	2
55+	58	31	3
 Age - male			
15-24	46	41	3
25-39	43	42	3
40-54	47	42	3
55+	42	46	4
 Education (End of)			
15-	47	40	4
16-19	52	37	3
20+	59	32	2
Still studying	57	33	2
 Socio-professional category			
Self-employed	54	35	2
Managers	59	31	1
Other white collars	57	33	2
Manual workers	50	38	4
House persons	58	30	3
Unemployed	56	33	3
Retired	49	39	4
Students	57	33	2
 Gender stereotype Index			
High	34	50	9
Med.-high	42	46	5
Med.-low	52	37	3
Low	66	24	1

Base: all respondents (N=28,093)

The chart below compares the proportions who think there should be more women in political decision-making positions in their country with the actual proportion of women in the single/lower

houses of the national/federal Parliament.²³ It illustrates there is little relationship between the actual proportion of women in parliament, and the view there should be more women. For example, in Malta, Portugal and Ireland more than 70% think there should be more women in these positions. However, the actual proportion of women in Parliament ranges from less than 15% in Malta to more than one third in Portugal.



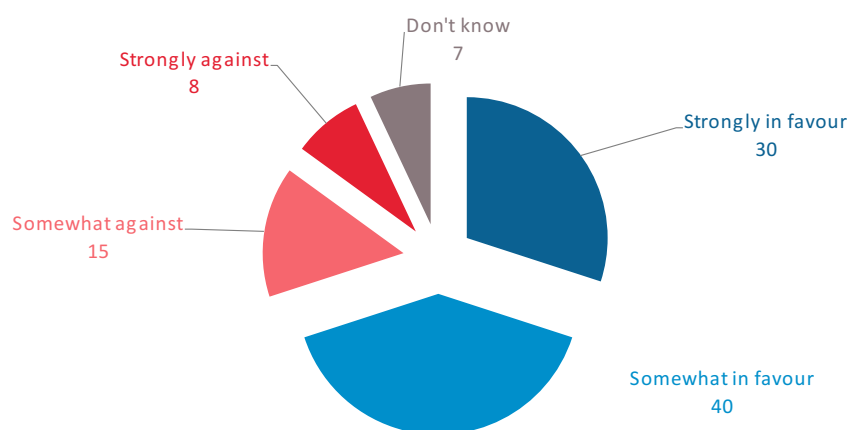
²³ Calculation based on administrative data by European Institute for Gender Equality (EIGE), dataset "National parliaments", indicator "The proportion of women in the single/lower houses of the national/federal Parliaments of the Member States" (2017).

4 Attitudes towards legal measures to ensure parity between men and women in politics

- The majority are in favour of legal measures to ensure parity between men and women in politics, with women more likely to be in favour than men -

Seven in ten respondents (70%) are in favour of legal measures to ensure parity between men and women in politics, with 30% strongly in favour²⁴. Almost one quarter (23%) are against this idea, with 8% strongly against. More than one in twenty (7%) say they do not know.

QC11 Are you in favour or against legal measures to ensure parity between men and women in politics?
(% - EU)

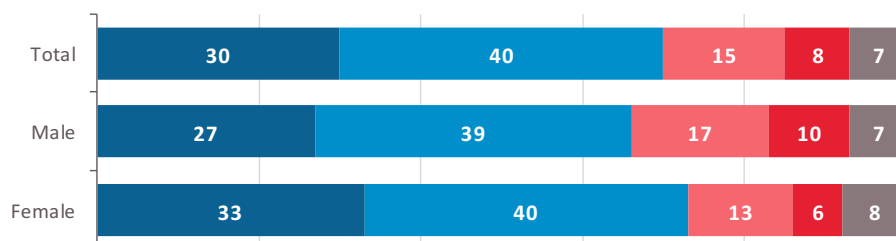


Base: all respondents (N=28,093)

Women are more likely to be in favour of these measures than men (73% vs. 66%) and in particular to be strongly in favour (33% vs. 27%).

QC11 Are you in favour or against legal measures to ensure parity between men and women in politics?
(% - EU)

■ Strongly in favour ■ Somewhat in favour ■ Somewhat against ■ Strongly against ■ Don't know



Base: all respondents (N=28,093)

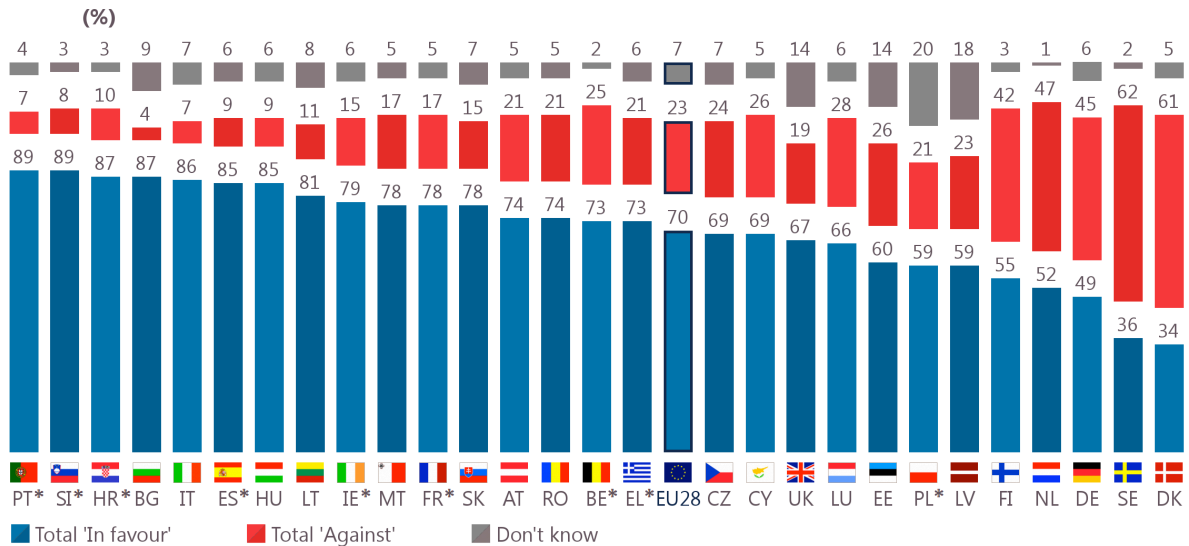
In 25 countries, the majority are in favour of legal measures to ensure parity between men and women in politics, with respondents in Portugal and Slovenia (both 89%) and Croatia and Bulgaria (both 87%) the most likely to be in favour. The exceptions are Denmark (34%), Sweden (36%) and

²⁴ QC11 Are you in favour or against legal measures to ensure parity between men and women in politics? Strongly in favour; Somewhat in favour; Somewhat against; Strongly against; Don't know.

Germany (49%). The countries where there are currently legal measures to ensure parity between men and women in politics are marked with * on the chart²⁵. In all countries where legal measures are in place, the majority are in favour of them.

More than one in ten respondents in Poland (20%), Latvia (18%) and Estonia and the United Kingdom (both 14%) say they do not know.

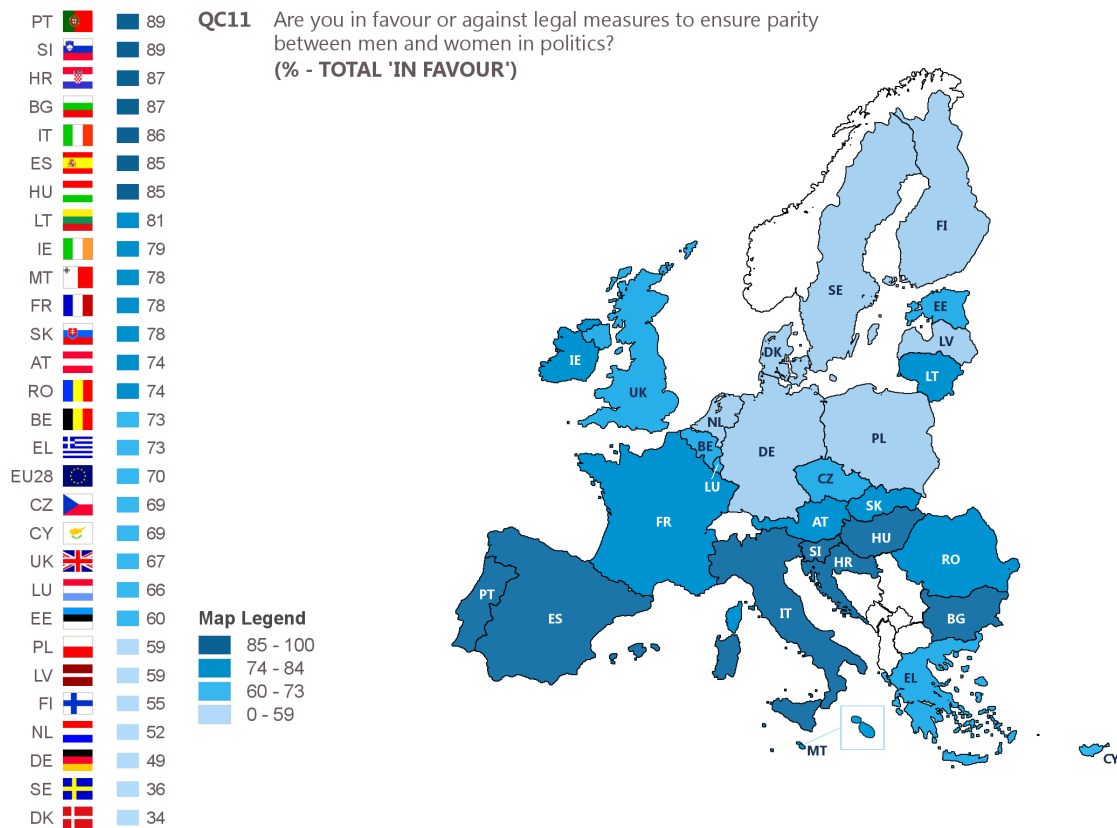
QC11 Are you in favour or against legal measures to ensure parity between men and women in politics?



Base: all respondents (N=28,093)

The map illustrates that respondents in southern and some western Member States of the EUEU are the most likely to be in favour of these measures.

²⁵ European Commission database on women and men in decision-making and Quota database (<http://www.quotaproject.org/>).








Base: all respondents (N=28,093)

The **socio-demographic analysis** highlights the following:

- Those aged 15-24 are the most likely to be in favour of these measures, particularly compared to respondents aged 55+ (77% vs. 67%). This pattern occurs amongst both men and women.
- Those who completed education aged 20+ are the least likely to be in favour of such measures (65% vs. 71%).
- House persons (78%) and students (77%) are the most likely to be in favour, particularly compared to managers (62%).
- Those who experience the least difficulties paying household bills are the least likely to be in favour (66% vs. 76%-78%).

In addition, the higher a respondent's 'Gender stereotypes in politics' index the more likely they are to be in favour: 76% with a high index are in favour, compared to 67% with a low index.

QC11 Are you in favour or against legal measures to ensure parity between men and women

	Total 'In favour'	Total 'Against'
EU28	70	23
 Age		
15-24	77	17
25-39	71	21
40-54	70	24
55+	67	24
 Education (End of)		
15-	71	18
16-19	71	21
20+	65	30
Still studying	77	18
 Socio-professional category		
Self-employed	67	26
Managers	62	32
Other white collars	74	20
Manual workers	71	22
House persons	78	14
Unemployed	74	18
Retired	66	24
Students	77	18
 Difficulties paying bills		
Most of the time	76	16
From time to time	78	15
Almost never/ Never	66	26
 Gender stereotypes in politics Index		
High	76	18
Med.-high	72	20
Med.-low support	70	23
Low	67	24

Base: all respondents (N=28,093)

III. THE GENDER PAY GAP AND THE PRINCIPLE OF EQUAL PAY FOR EQUAL WORK OR WORK OF EQUAL VALUE

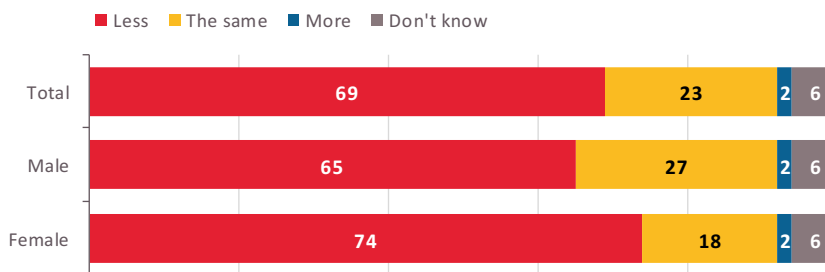
This section explores respondents' perceptions about the gender pay gap, as well as the acceptability of a woman being paid less than a man for the same job. Finally, opinions about whether equal pay is guaranteed by the law will be discussed.

1 Perceived gender pay gap

- The majority think women are paid less than men -

Almost seven in ten (69%) think women are paid less than men per hour of work²⁶. Almost one quarter (23%) think women are paid the same, while 2% think they are paid more. Women are more likely than men to think women are paid less (74% vs. 65%).

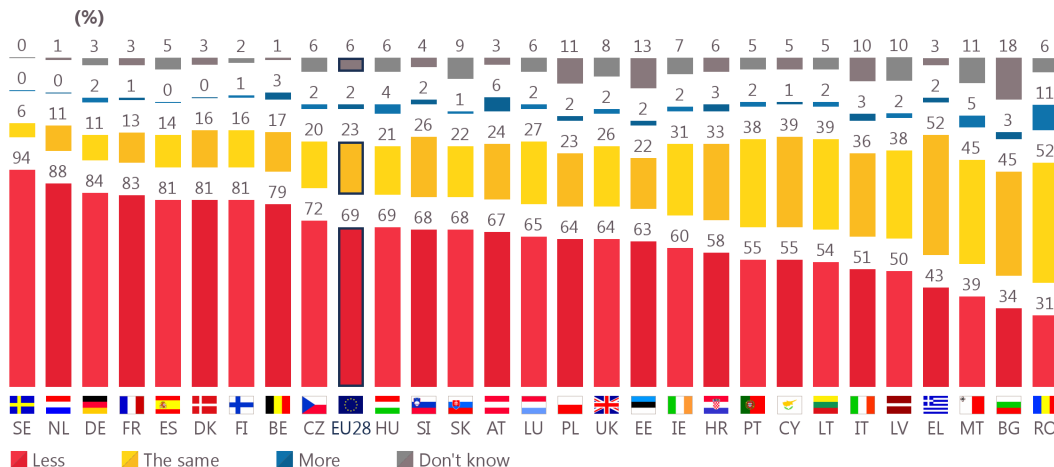
QC12 Do you think that, taking into account all female and male employees in the economy of (OUR COUNTRY), women tend to be paid more, less or the same as men per hour of work? (% - EU)



Base: all respondents (N=28,093)

In 24 countries, the majority of respondents think women are paid less than men per hour of work, but there is a wide range of opinion. More than nine in ten in Sweden think this way (94%), followed by 88% in the Netherlands and 84% in Germany. At the other end of the scale, 31% in Romania, 34% in Bulgaria, 39% in Malta and 43% in Greece think the same way.

QC12 Do you think that, taking into account all female and male employees in the economy of (OUR COUNTRY), women tend to be paid more, less or the same as men per hour of work? (%)



Base: all respondents (N=28,093)

²⁶ QC12 Do you think that, taking into account all female and male employees in the economy of (OUR COUNTRY), women tend to be paid more, less or the same as men per hour of work? More; Less; The same; Don't know.








The **socio-demographic analysis** shows the majority of respondents in each group think women are paid less than men. However, there are some interesting variations:

- Respondents under 40 are the most likely to think women are paid the same (26%-28%), and the least likely to say women are paid less (66%-64%). This pattern is more evident amongst men than amongst women.
- Those who completed their education aged 20+ are the most likely to think women are paid less, and the least likely to think they are paid the same. For example, 76% of this group think women are paid less, compared to 64% of those who completed their education prior to age 16.
- Managers are the most likely to say women are paid less, particularly compared to the unemployed (78% vs. 63%).
- Respondents who experience the least difficulties paying bills are the most likely to say women are paid less (73%), and the least likely to say they are paid the same (20%).

In addition, those with a low 'Gender stereotype' index are the most likely to say women are paid less (80%), and the least likely to say they are paid the same (15%). Finally, respondents who think it is unacceptable for women to be paid less for the same job are much more likely to say women are paid less, compared to those who think unequal pay is acceptable (73% vs. 47%)²⁷.

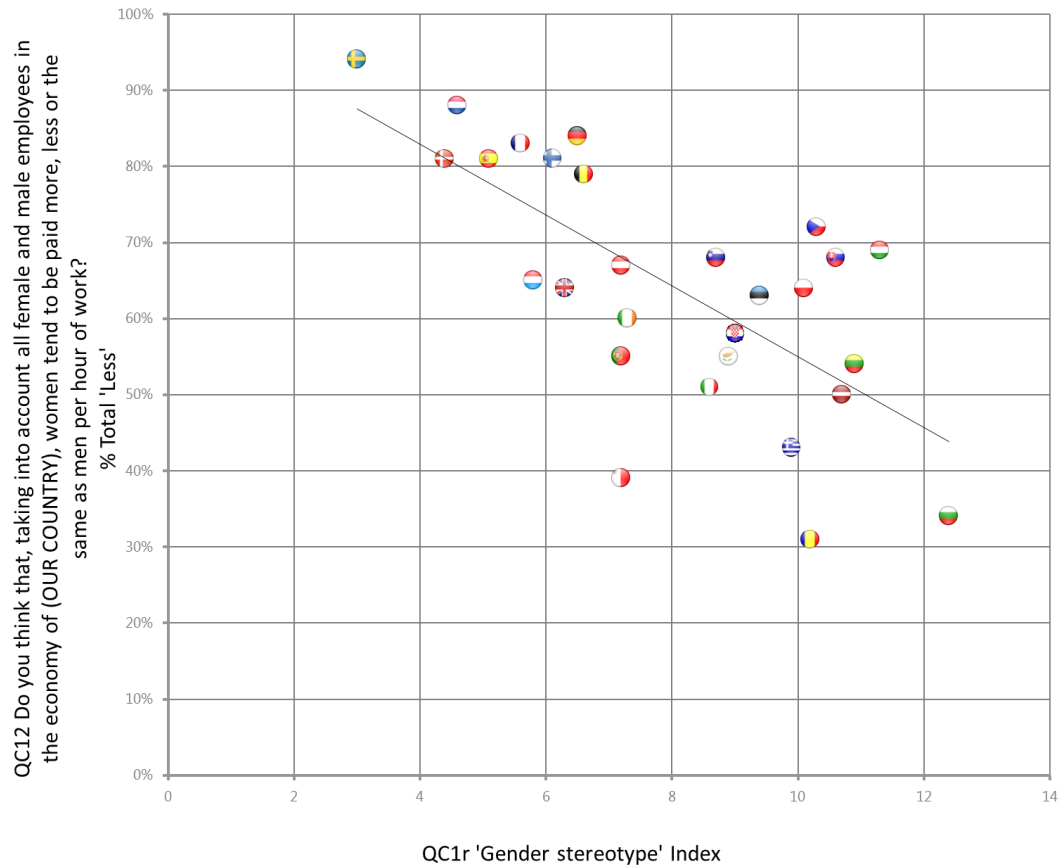
²⁷ See next section for a full discussion of these results.

QC12 Do you think that, taking into account all female and male employees in the economy of (OUR COUNTRY), women tend to be paid more, less or the same as men per hour of work?
(% - EU)

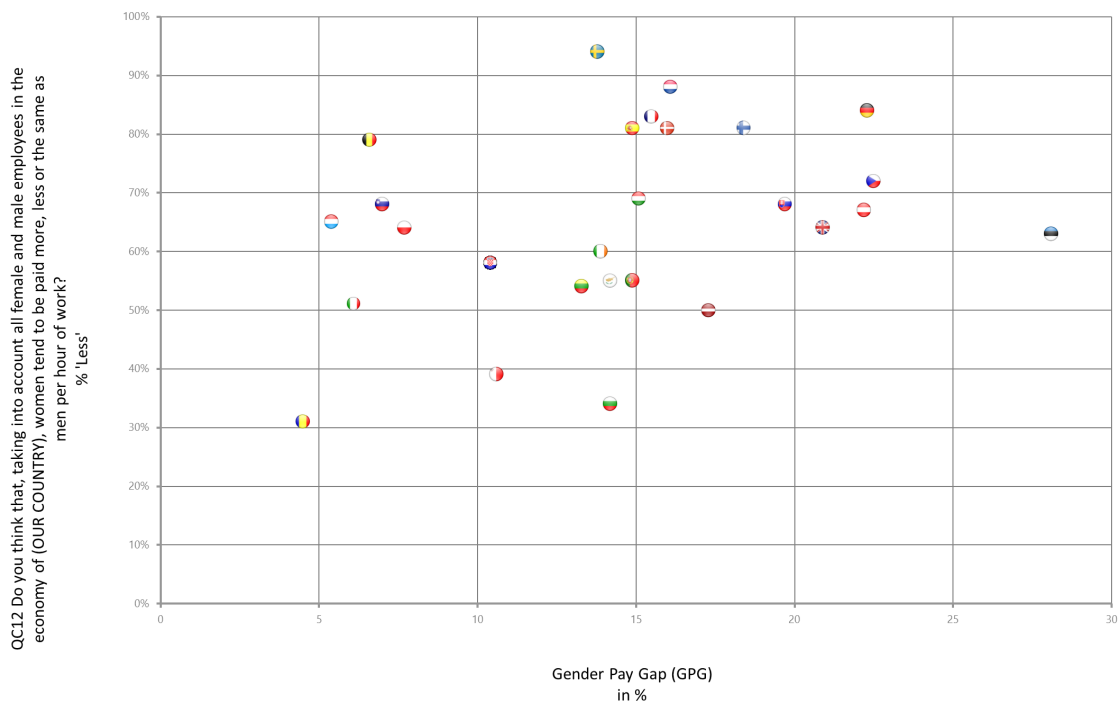
	More	Less	The same
EU28	2	69	23
 Age			
15-24	2	64	28
25-39	2	66	26
40-54	3	72	21
55+	2	71	20
 Age - female			
15-24	2	71	6
25-39	2	73	4
40-54	3	76	4
55+	2	74	7
 Age - male			
15-24	2	57	6
25-39	2	61	6
40-54	2	68	5
55+	2	68	7
 Education (End of)			
15-	3	64	25
16-19	2	68	24
20+	2	76	18
Still studying	1	66	26
 Socio-professional category			
Self-employed	1	70	24
Managers	2	78	17
Other white collars	2	69	25
Manual workers	3	66	25
House persons	3	67	22
Unemployed	4	63	28
Retired	2	71	20
Students	1	66	26
 Difficulties paying bills			
Most of the time	3	59	32
From time to time	3	62	28
Almost never/ Never	2	73	20
 Gender stereotype Index			
High	5	48	37
Med.-high	4	59	31
Med.-low	2	69	23
Low	1	80	15

Base: all respondents (N=28,093)

The following chart compares the 'Gender stereotype' index in each country with the proportion of respondents who think women are paid less than men per hour of work. It illustrates a general trend where the lower the average 'Gender stereotype' index, the more likely respondents in that country are to think women are paid less. Conversely, those with a higher average index are less likely to perceive a gender pay gap.



The chart below shows there is no clear relationship between respondents' perceived gender pay gap in their country, and the actual gender pay gap.²⁸ For example, respondents in Sweden, Ireland and Romania all have similar actual gender pay gaps. However, more than 90% in Sweden think there is a pay gap between men and women in their country, compared to 60% in Ireland and 31% in Romania.



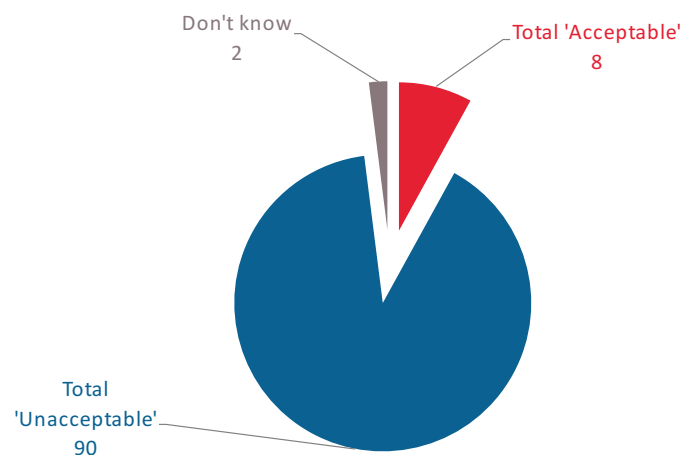
²⁸ Calculation based on survey data by Eurostat, dataset "Quality of life"", indicator "Gender pay gap in unadjusted form" (2014). No data is available for Greece.

2 Attitudes towards unequal pay to the detriment of women

- The large majority think it is unacceptable for a woman to be paid less than a man for the same job -

Nine in ten respondents say it is unacceptable for a woman to be paid less than a man for the same job (90%)²⁹. Fewer than one in ten think it is acceptable (8%) while 2% say they do not know.

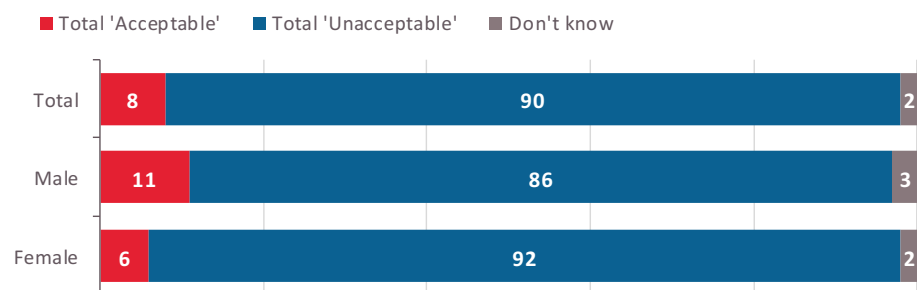
QC13 In some circumstances, a woman is paid less than a male colleague for the same job. Do you think this is acceptable?
(% - EU)



Base: all respondents (N=28,093)

Women are more likely to say this is unacceptable (92% vs. 86% of men).

QC13 In some circumstances, a woman is paid less than a male colleague for the same job. Do you think this is acceptable?
(% - EU)

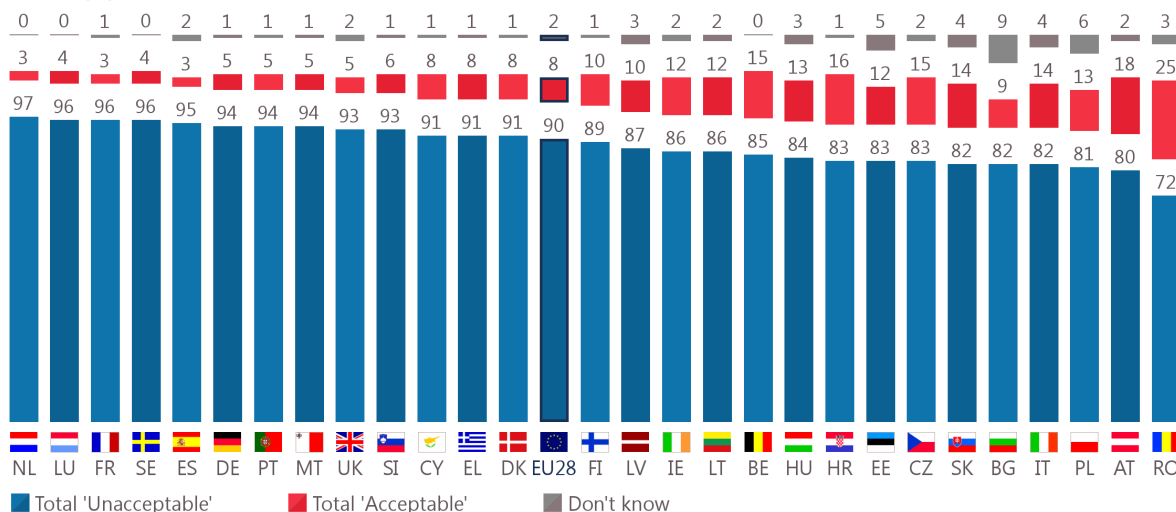


Base: all respondents (N=28,093)

²⁹ QC13 In some circumstances, a woman is paid less than a male colleague for the same job. Do you think this is acceptable? Totally acceptable; Somewhat acceptable; Somewhat unacceptable; Totally unacceptable; Don't know.

In all but one country, at least eight in ten respondents say it is unacceptable for women to be paid less than men for the same job. Almost all respondents in the Netherlands (97%) and Luxembourg, France and Sweden (all 96%) think this way, compared to 72% in Romania, 80% in Austria and 81% in Poland.

QC13 In some circumstances, a woman is paid less than a male colleague for the same job. Do you think this is acceptable? (%)

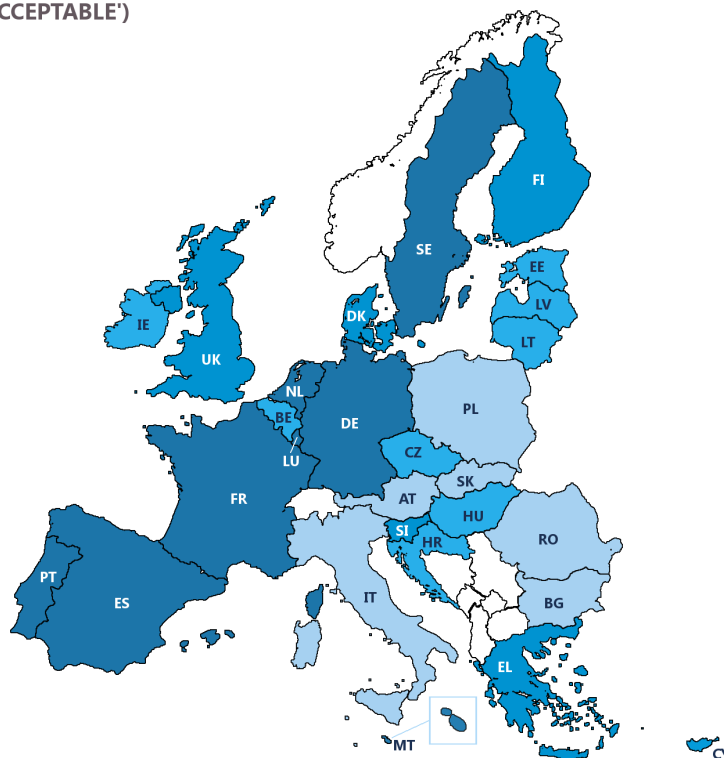
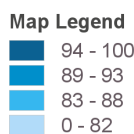


Base: all respondents (N=28,093)

The map highlights those living in western and some central Member States of the EU are generally the most likely to say this is unacceptable.








QC13 In some circumstances, a woman is paid less than a male colleague for the same job. Do you think this is acceptable? (% - TOTAL 'UNACCEPTABLE')



Base: all respondents (N=28,093)

Given the large proportion of respondents who think it is unacceptable for a woman to be paid less than a man for the same job, it is not surprising the **socio-demographic analysis** shows few differences. The higher a respondents' 'Gender stereotype' index, the less likely they are to say this is unacceptable: 77% with a high index say this, compared to 96% with a low index. This pattern is stronger amongst men than amongst women.

QC13 In some circumstances, a woman is paid less than a male colleague for the same job. Do you think this is acceptable?
(% - EU)

	Total 'Acceptable'	Total 'Unacceptable'
EU28	8	90
 Age		
15-24	7	91
25-39	9	89
40-54	8	90
55+	8	89
 Education (End of)		
15-	8	88
16-19	9	89
20+	6	92
Still studying	7	91
 Gender stereotype Index		
High	16	77
Med.-high	14	83
Med.-low	8	90
Low	3	96
 Gender stereotype Index - female		
High	12	82
Med.-high	11	87
Med.-low	6	92
Low	3	96
 Gender stereotype Index - male		
High	19	73
Med.-high	17	79
Med.-low	11	86
Low	3	95

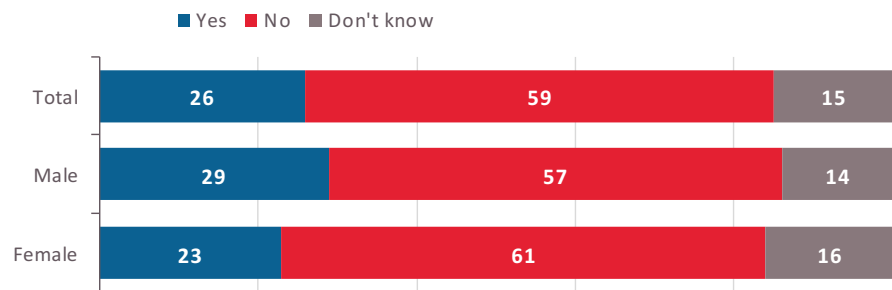
Base: all respondents (N=28,093)

3 Awareness of the principle of equal pay guaranteed by the law

- Just over one quarter think equal pay for equal work is guaranteed by law -

The majority think equal pay for equal work is not guaranteed by law (59%)³⁰, even though it is the case in reality in all countries. Just over one quarter think it is (26%) while 15% say they do not know. Men are more likely than women to think equal pay is guaranteed by law (29% vs. 23%).

QC14 Do you think that the principle of equal pay for equal work is guaranteed by law in (OUR COUNTRY)?
(% - EU)

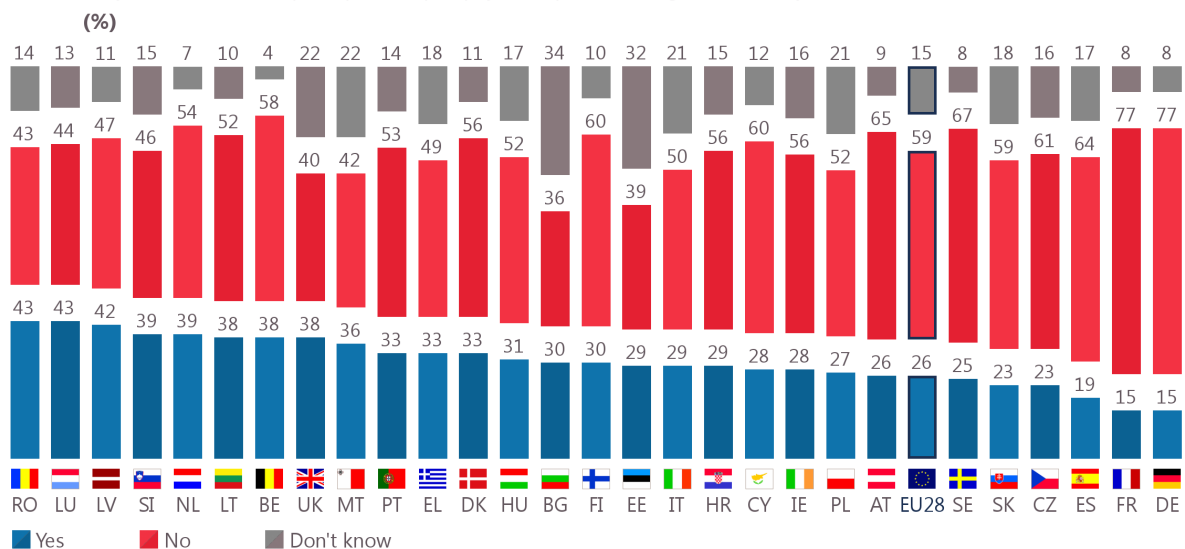


Base: all respondents (N=28,093)

In each Member State, a minority think equal pay for equal work is guaranteed by law. Proportions range from 43% in Romania and Luxembourg and 42% in Latvia to 15% in Germany and France and 19% in Spain.

The proportion who say they do not know is considerable in some countries: Bulgaria (34%), Estonia (32%), the United Kingdom and Malta (both 22%) and Poland and Italy (both 21%).

QC14 Do you think that the principle of equal pay for equal work is guaranteed by law in (OUR COUNTRY)?



Base: all respondents (N=28,093)

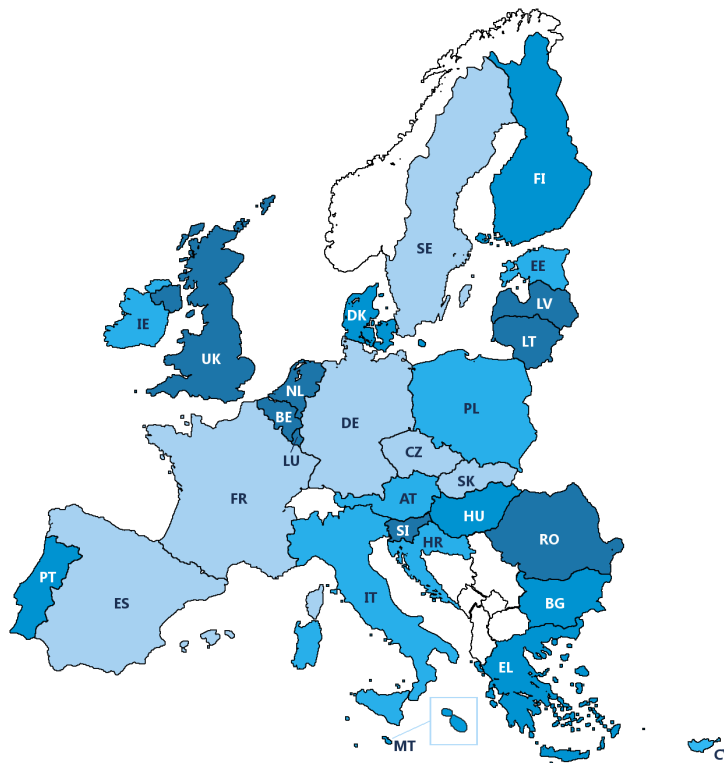
³⁰ QC14 Do you think that the principle of equal pay for equal work is guaranteed by law in (OUR COUNTRY)? Yes; No; Don't know.

Respondents living in eastern and southern Member States are generally amongst the most likely to think equal pay is guaranteed by law.

RO		43
LU		43
LV		42
SI		39
NL		39
LT		38
BE		38
UK		38
MT		36
PT		33
EL		33
DK		33
HU		31
BG		30
FI		30
EE		29
IT		29
HR		29
CY		28
IE		28
PL		27
AT		26
EU28		26
SE		25
SK		23
CZ		23
ES		19
FR		15
DE		15

QC14 Do you think that the principle of equal pay for equal work is guaranteed by law in (OUR COUNTRY)? (% - YES)





Map Legend
 38 - 100
 30 - 37
 26 - 29
 0 - 25



Base: all respondents (N=28,093)

The **socio-demographic analysis** highlights those who show a higher 'Gender stereotype' index are more likely to think equal pay for equal work is guaranteed in law, compared to those with a low index (30% vs. 24%). There are no other noteworthy differences.

QC14 Do you think that the principle of equal pay for equal work is guaranteed by law in (OUR COUNTRY)?
(% - EU)

	Yes	No	Don't know
EU28	26	59	15
 Age			
15-24	28	56	16
25-39	27	59	14
40-54	27	61	12
55+	25	58	17
 Education (End of)			
15-	23	56	21
16-19	25	61	14
20+	28	61	11
Still studying	28	56	16
 Socio-professional category			
Self-employed	26	59	15
Managers	28	61	11
Other white collars	29	60	11
Manual workers	25	61	14
House persons	24	57	19
Unemployed	28	60	12
Retired	24	58	18
Students	28	56	16
 Gender stereotype Index			
High	30	47	23
Med.-high	30	54	16
Med.-low	26	59	15
Low	24	64	12

Base: all respondents (N=28,093)

IV. GENDER EQUALITY AT WORK

This final section of the report explores gender equality at work. Respondents' experience with negotiating a salary and their level of comfort in doing so is considered. Awareness of colleagues' salaries is discussed, as well as any perceived gender pay gap at their company, and the attention given to this issue at company level. Opinions about several measures for promoting gender equality at work, are also reviewed, as well as the actions respondents would take if they became aware of a gender pay gap at their company

Only respondents who are employees were asked the questions in this section.

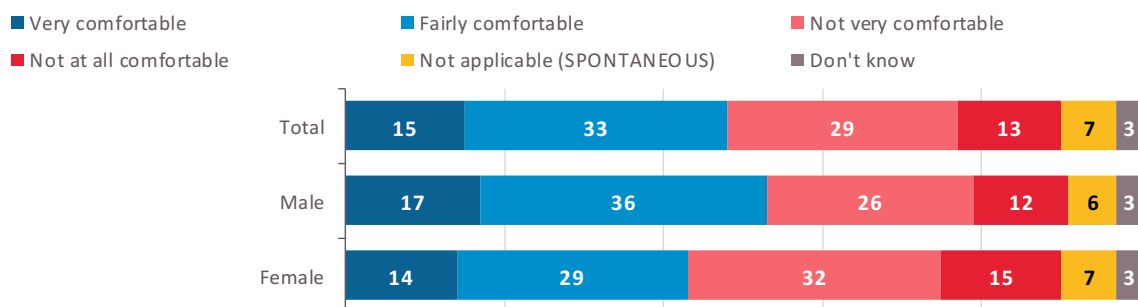
1 Confidence and experience in negotiating salaries

a. Feeling comfortable with negotiating one's salary

-Less than half say they are comfortable with the idea of negotiating their salary -

Only a minority of employees (48%) say they are comfortable with the idea of negotiating their salary, with 15% saying they are very comfortable³¹. The majority of men say they feel comfortable with this idea (53%), compared to 43% of women.

QC15 How comfortable are you with the idea of negotiating your salary?
(% - EU)

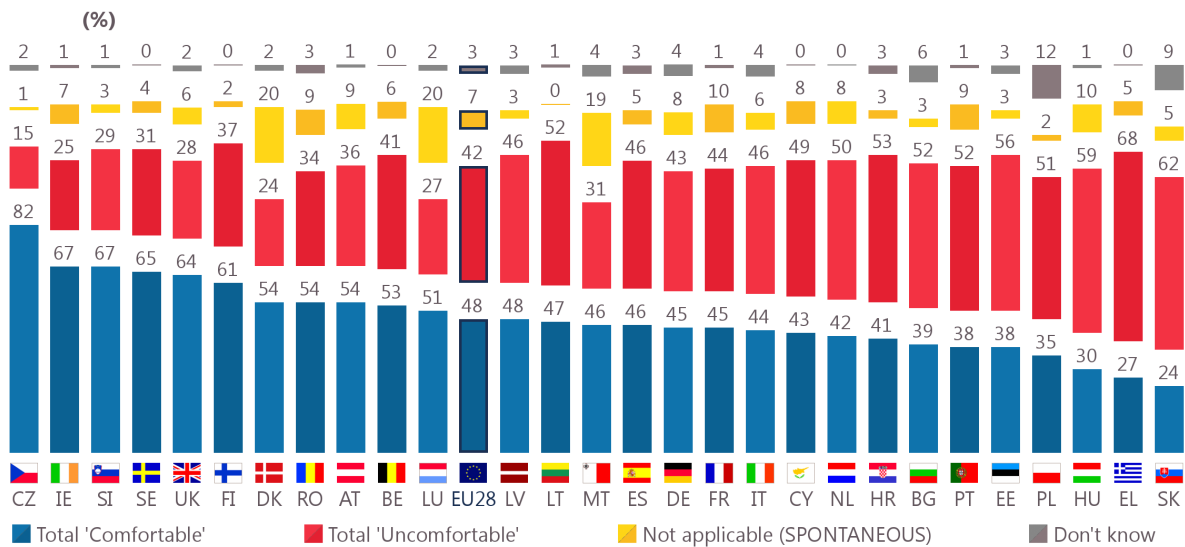


Base: respondents who are currently in employment (N=12,249)

³¹ QC15 How comfortable are you with the idea of negotiating your salary? Very comfortable; Fairly comfortable; Not very comfortable; Not at all comfortable; Not applicable (SP.); Don't know.

The level of comfort with the idea of negotiating a salary varies widely across the EU. In fact, there are only eleven countries where the majority say they are comfortable with the idea of negotiating their salary. Respondents in the Czech Republic are much more likely than those in other countries to say they feel comfortable with this (82%), followed by those in Ireland and Slovenia (both 67%). At the other end of the scale 24% in Slovakia, 27% in Greece and 30% in Hungary say the same.

QC15 How comfortable are you with the idea of negotiating your salary?



Base: respondents who are currently in employment (N=12,249)

The table below illustrates the proportion of men and women currently in employment who are comfortable or uncomfortable with the idea of negotiating their salary. The Czech Republic is the only country where women are more likely to say they feel comfortable with the idea of negotiating their salary, although the difference is small (83% of women vs. 82% of men).

In all other countries, men are more likely to say they feel comfortable with this idea, compared to women. The largest differences are observed in Lithuania (22 pp), Finland and Germany (19 pp), and Denmark (18 pp). The smallest differences are observed in the United Kingdom, Ireland and Hungary (all 1 pp).

QC15 How comfortable are you with the idea of negotiating your salary?
(%)








	Female		Male	
	Total 'Comfortable'	Total 'Uncomfortable'	Total 'Comfortable'	Total 'Uncomfortable'
EU28	43	47	53	38
AT	46	45	62	27
BE	49	44	58	37
BG	34	57	43	47
CY	39	53	47	45
CZ	83	14	82	16
DE	36	54	55	33
DK	45	29	63	19
EE	33	62	43	50
EL	25	70	29	66
ES	43	49	50	43
FI	51	48	70	26
FR	39	49	50	39
HR	38	57	45	49
HU	30	58	31	59
IE	67	25	68	26
IT	41	49	46	44
LT	37	63	59	40
LU	42	39	59	17
LV	39	53	58	38
MT	39	36	52	27
NL	34	57	49	43
PL	32	57	38	47
PT	35	54	40	51
RO	48	38	58	31
SE	62	34	68	27
SI	63	33	70	25
SK	21	66	25	59
UK	64	29	65	25

Base: respondents who are currently in employment (N=12,249)

The **socio-demographic analysis** illustrates the following:

- Respondents under 40 are slightly more likely to say they are comfortable with the idea of negotiating their salary than those aged 40+ (50% vs. 46%), and men in this age group are more likely to be comfortable than women.
- Those who completed education aged 15 or younger are the least likely to say they feel comfortable with this idea: 43% feel comfortable, compared to 48%-50% of those who completed their education aged 16 or older. When comparing the results of men and women, this difference only applies to men. There is no difference for women.
- Managers (55%) are more likely to feel comfortable than other white-collar workers (48%) or manual workers (44%). These differences are observed for both men and women.
- The fewer difficulties a respondent has paying bills, the more likely they are to feel comfortable: 51% who experience the least difficulties paying bills feel comfortable, compared to 37% who experience difficulties paying bills all or most of the time.

QC15 How comfortable are you with the idea of negotiating your salary?
(% - EU)

	Total 'Comfortable'	Total 'Uncomfortable'
EU28	48	42
 Gender		
Man	53	38
Woman	43	47
 Age		
15-24	50	44
25-39	50	42
40-54	46	43
55+	46	39
 Age - female		
15-24	49	49
25-39	46	46
40-54	40	49
55+	45	41
 Age - male		
15-24	51	40
25-39	54	38
40-54	52	38
55+	49	35
 Education (End of)		
15-	43	46
16-19	48	44
20+	50	39
 Socio-professional category		
Managers	55	33
Other white collars	48	46
Manual workers	44	45
 Difficulties paying bills		
Most of the time	37	58
From time to time	42	51
Almost never/ Never	51	39

Base: all respondents (N=12,249)

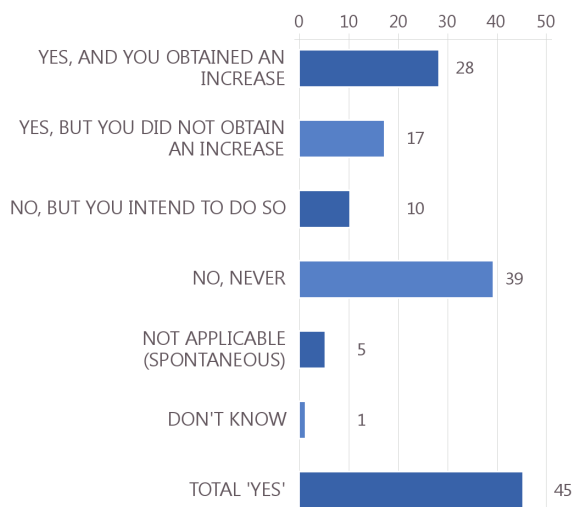
b. Experience in negotiating one's salary

- Men are more likely than women to have tried to negotiate their salary -

Almost three in ten respondents who are employees say they have tried to negotiate their salary and obtained an increase (29%), while 17% attempted to negotiate but were unsuccessful. Overall, 45% have attempted to negotiate their salary³². One in ten says they have not tried to negotiate their salary but intend to do so, while 39% have never tried.

³² QC16 Have you ever tried to negotiate your salary? Yes, and you obtained an increase; Yes, but you did not obtain an increase; No, but you intend to do so; No, never; Not applicable (SP.); Don't know.

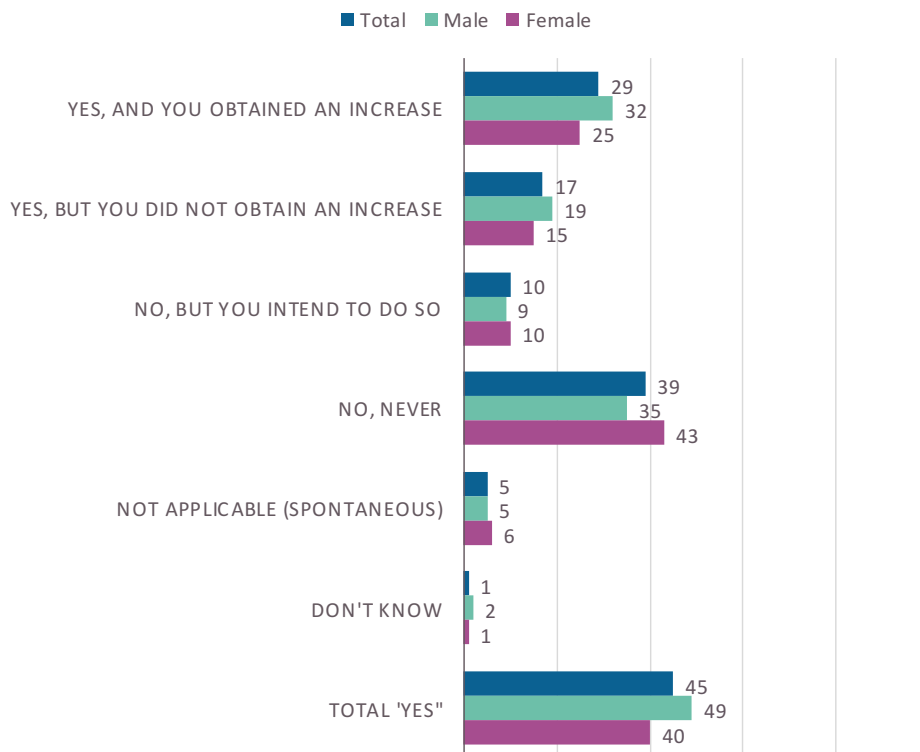
QC16 Have you ever tried to negotiate your salary? (MULTIPLE 'YES' ANSWERS POSSIBLE)
(% - EU)



Base: respondents who are currently in employment (N=12,249)

Men are more likely than women to have tried to negotiate their salary (49% vs. 40%), and in particular to have successfully obtained an increase (32% vs. 25%).

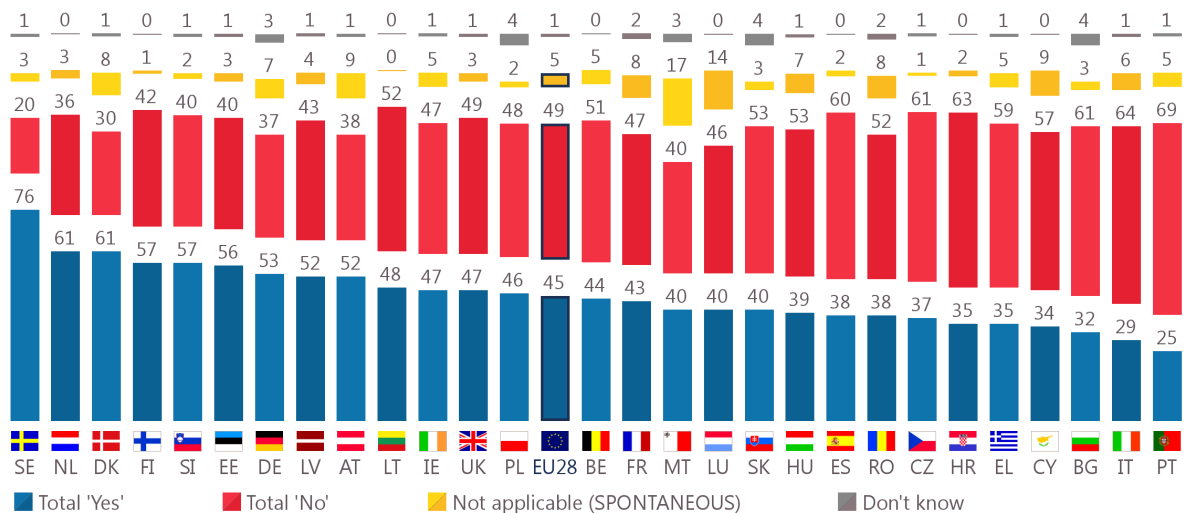
QC16 Have you ever tried to negotiate your salary? (MULTIPLE 'YES' ANSWERS POSSIBLE)
(% - EU)



Base: respondents who are currently in employment (N=12,249)

There is a wide range of responses across Member States. Employees in Sweden are much more likely than those in other countries to have tried to negotiate their salary (76%), followed by 61% in the Netherlands and Denmark. At the other end of the scale, 25% in Portugal, 29% in Italy and 32% in Bulgaria have tried to negotiate.

QC16 Have you ever tried to negotiate your salary? (MULTIPLE 'YES' ANSWERS POSSIBLE)
(%)







Base: respondents who are currently in employment (N=12,249)

The **socio-demographic analysis** illustrates the following:

- Respondents aged 25+ are the most likely to say they have tried to negotiate their salary. For example, 46% of those aged 40-54 have done so, compared to 35% of the youngest respondents.
- Those who completed their education aged 20 or older are the most likely to have tried to negotiate (49% vs. 42%).
- Managers (55%) are more likely to have tried to do this than other white-collar workers (44%) or manual workers (39%).
- Respondents who experience the least difficulties paying household bills are the most likely to have tried this (48% vs. 36%-38%).

In addition, respondents who are comfortable with negotiating their own salary are much more likely to have tried this (61% vs. 34%), and in particular to have been successful in obtaining an increase (45% vs. 15%), compared to those who are uncomfortable.

QC16 Have you ever tried to negotiate your salary? (MULTIPLE ANSWERS POSSIBLE)

	Yes, and you obtained an increase	Yes, but you did not obtain an increase	No, but you intend to do so	No, never	Total 'Yes'
EU28	29	17	10	39	45
 Age					
15-24	21	15	14	46	35
25-39	29	17	11	38	45
40-54	30	18	8	38	46
55+	29	16	7	42	44
 Education (End of)					
15-	24	20	8	44	42
16-19	25	17	11	42	42
20+	35	16	9	35	49
 Socio-professional category					
Managers	44	13	7	28	55
Other white collars	26	19	12	40	44
Manual workers	21	18	10	45	39
 Difficulties paying bills					
Most of the time	13	25	11	47	38
From time to time	16	21	15	44	36
Almost never/ Never	34	15	8	37	48
Negotiating own salary					
Comfortable	45	17	9	27	61
Uncomfortable	15	19	13	52	34

Base: respondents who are currently in employment (N=12,249)

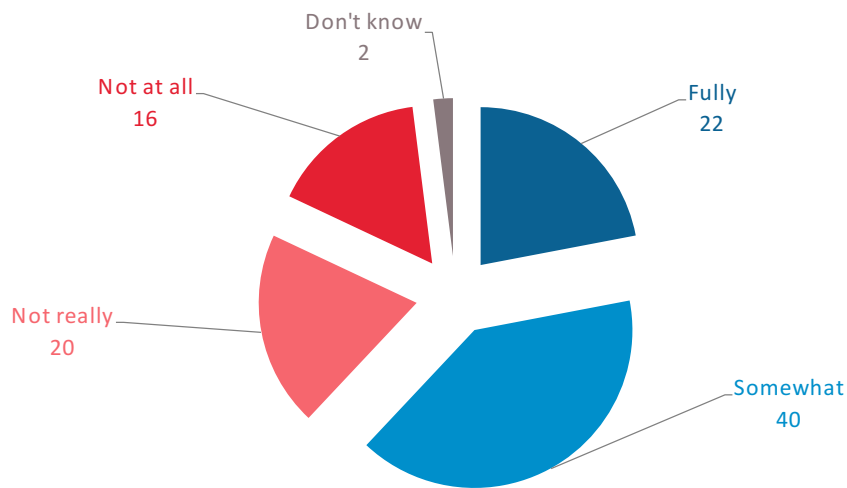
2 Awareness of colleagues' salaries

- More than six in ten are aware of the salary of their immediate colleagues -

Overall, 62% of employees say they are aware of the salary of their immediate colleagues: 22% are fully aware while 40% are somewhat aware³³. More than one third (36%) say they are not aware, with 16% saying they are not at all aware.

³³ QC17 To what extent are you aware of the salary of your immediate colleagues? Fully; Somewhat; Not really; Not at all; You do not have an immediate colleague (SP.); Don't know.

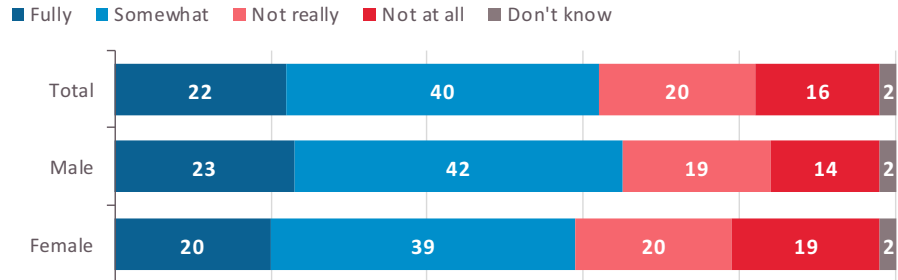
QC17T To what extent are you aware of the salary of your immediate colleagues?
(% - EU)



Base: respondents who are currently in employment and have immediate colleagues (N=11,935)

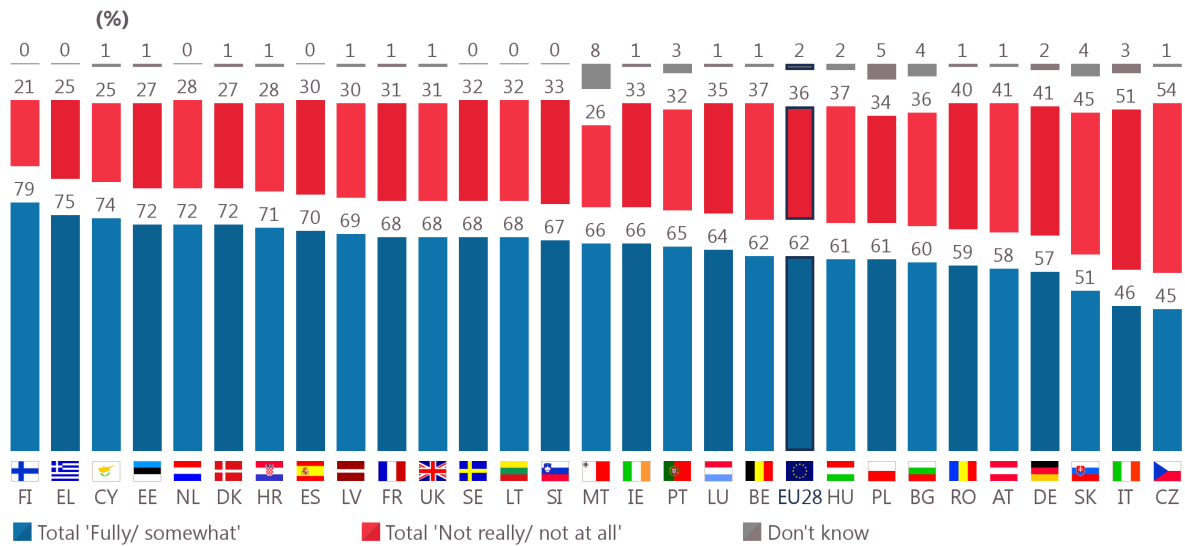
Men are more likely than women to say they are aware of the salary of their immediate colleagues (65% vs. 59% of women).

QC17T To what extent are you aware of the salary of your immediate colleagues?
(% - EU)



Base: respondents who are currently in employment and have immediate colleagues (N=11,935)

In 26 Member States, the majority of employees say that they are fully or somewhat aware of the salary of their immediate colleagues. Those in Finland (79%), Greece (75%) and Cyprus (74%) are the most likely to say this, while those in the Czech Republic (45%), Italy (46%) and Slovakia (51%) are the least likely to say they are aware.

QC17T To what extent are you aware of the salary of your immediate colleagues?





Base: respondents who are currently in employment and have immediate colleagues (N=11,935)

The **socio-demographic analysis** illustrates the following:

- Those aged 55+ are the least likely to say they are fully or somewhat aware of the salaries of their immediate colleagues: 59% say this compared to 64% of those aged 15-39.
- The longer a respondent remained in education, the more likely to say they are to be aware of the salaries of their immediate colleagues: 65% who completed their education aged 20+ say they are aware, compared to 52% with the lowest levels.
- Managers (69%) are the most likely to say that they are aware, compared to 60% of other white-collar workers or manual workers.
- Respondents with the least difficulties paying household bills are the most likely to say they are aware: 65% say this, compared to 57% with the most difficulties.

Finally, respondents who are in favour of publishing the average wage by job and gender at their company are more likely to say they are fully or somewhat aware of their colleagues' salary, compared to those who are opposed (67% vs. 53%).

QC17T To what extent are you aware of the salary of your immediate colleagues?
(% - EU)

	Total 'Fully/somewhat'	Total 'Not really/not at all'
EU28	62	36
 Age		
15-24	64	35
25-39	64	34
40-54	62	37
55+	59	39
 Education (End of)		
15-	52	46
16-19	60	38
20+	65	33
 Socio-professional category		
Managers	69	30
Other white collars	60	39
Manual workers	60	38
 Difficulties paying bills		
Most of the time	57	41
From time to time	58	40
Almost never/ Never	65	34
Publishing of average wages		
In favour	67	32
Against	53	46

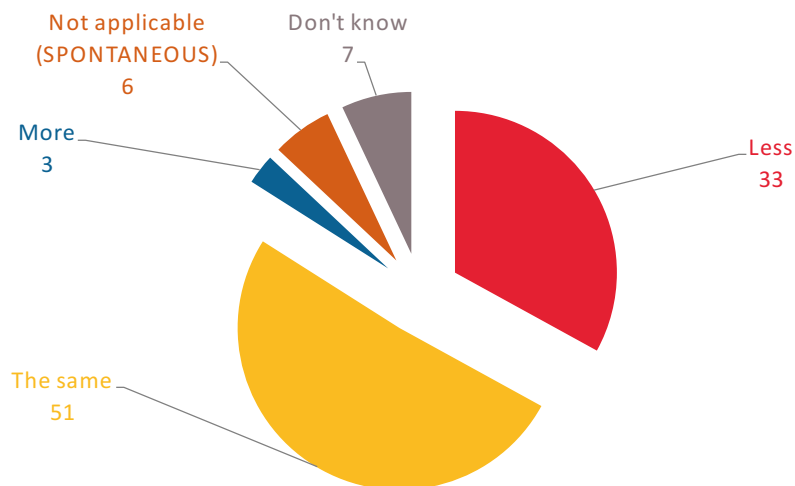
Base: respondents who are currently in employment and have immediate colleagues (N=11,935)

3 Perceived pay discrimination at the company or organisation level

- Just over half think men and women in equivalent positions in their company are paid the same -

The majority (51%) of employees think men and women in equivalent positions in their company or organisation are paid the same as men³⁴. One third think women are paid less (33%), while 3% think they are paid more.

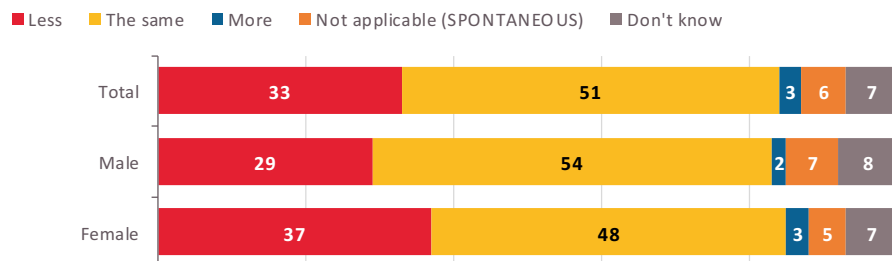
QC18 Do you think that taking into account female and male employees in equivalent positions in the company or organisation where you work, women on average tend to be paid more, less or the same as men?
(% - EU)



Base: respondents who are currently in employment (N=12,249)

Women are more likely than men to think female employees in their company are paid less (37% vs. 29%).

QC18 Do you think that taking into account female and male employees in equivalent positions in the company or organisation where you work, women on average tend to be paid more, less or the same as men?
(% - EU)



Base: respondents who are currently in employment (N=12,249)

³⁴ QC18 Do you think that, taking into account female and male employees in equivalent positions in the company or organisation where you work, women on average tend to be paid more, less or the same as men? More; Less; The same; Not applicable (SP.); Don't know.

This result highlights the fact that respondents are much more positive about gender-based pay equality in their company than they are about pay equality in their country as a whole. Almost seven in ten employees (69%) say women in their company are paid less per hour of work, compared to men, while only one third (33%) say this about their own company. Less than one quarter of employees (23%) think women and men are paid the same in their country, compared to 51% who say this about their company.

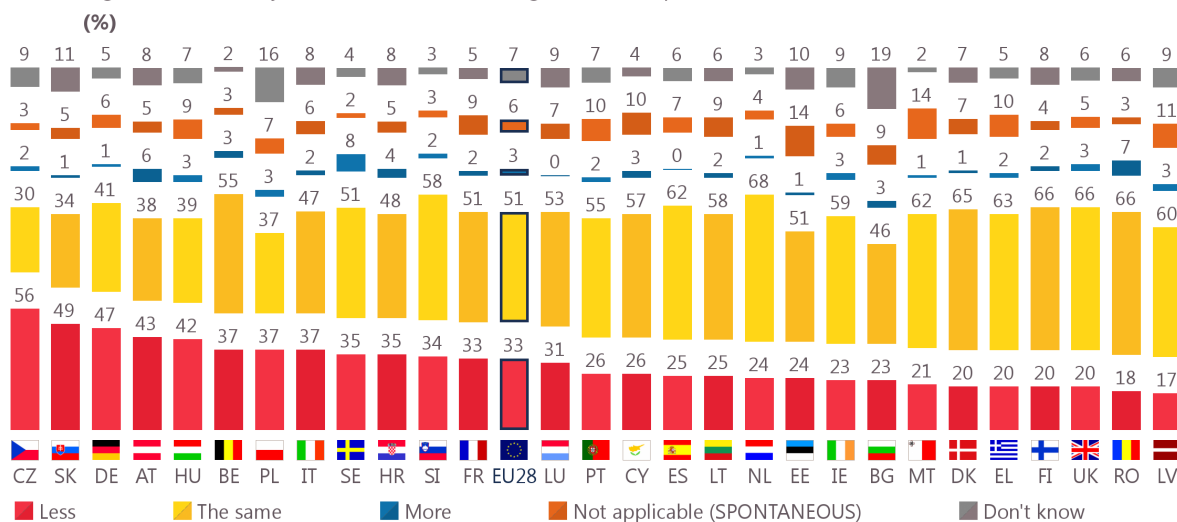
The Czech Republic is the only country where an absolute majority think women in equivalent positions are paid less than men (56%), although a relative majority in those in Slovakia (49%), Germany (47%), Austria (43%) and Hungary (42%) also think this way. At the other end of the scale, 17% in Latvia, 18% in Romania and 20% in the United Kingdom, Finland, Greece and Denmark think the same way.

In 19 countries, the majority think men and women in equivalent positions are paid the same in their company, with those in the Netherlands (68%) and Finland, the United Kingdom and Romania (all 66%) the most likely to say this.

Sweden (8%), Romania (7%) and Austria (6%) are the only countries where more than 5% of respondents says women are paid more than men in equivalent positions.

The country results further highlight the paradox referred to above: respondents in every country are less likely to think there is a pay inequality in their company than they are to think there is a gender pay gap in their country as a whole. However, looking at the relative ranking of countries, these views are not always aligned. For instance, respondents in Germany are amongst the most likely in the EU to think there is a difference in pay in their company and gender pay gap in their country, while those in Romania, Latvia and Greece are amongst the least likely to think this gap exists in either their country or their company. However, respondents in Italy are amongst the least likely to think there is a gap in their country, but amongst the most likely to say there is one in their company.

QC18 Do you think that taking into account female and male employees in equivalent positions in the company or organisation where you work, women on average tend to be paid more, less or the same as men?









Given the overall results, it is not surprising the **socio-demographic analysis** shows the following main differences between those who think women are paid less than men in equivalent positions and those who think they are paid the same:

- The older the respondent, the more likely they are to think women in their company are paid less, and the less likely they are to say they are paid the same. For example, 47% of the oldest respondents think women are paid the same, compared to 57% of those aged 15-24. This pattern occurs amongst both men and women.

- The longer a respondent remained in education the less likely they are to think women are paid less, and the more likely they are to think women are paid the same. For instance, 30% who completed their education aged 20 or older think women are paid less, compared to 38% who completed education prior to age 16.
- Managers are the most likely to think men and women are paid the same (55%), compared to 52% of other white-collar workers and 48% of manual workers.
- The lower a respondent's 'Gender stereotype' index, the more likely they are to say men and women in their company are paid the same: 59% with the lowest index do so, compared to 38% with a high index.
- Respondents who think it is unacceptable that women are paid less for the same job are more likely to say women in their company are paid the same (53% vs. 39%), compared to those who think it is acceptable. On the other hand, those who think it is acceptable are more likely to say women are paid less (40% vs. 33%).

In addition, respondents who think equality has been achieved at work in their country are more likely to say women are paid the same at their company (59% vs. 43% who say it has not been achieved). Finally, employees who are aware of their immediate colleagues' salaries are more likely to say women are paid the same (58%), and less likely to say they are paid less (30%), when compared to those who are not aware (42% and 40% respectively).

QC18 Do you think that taking into account female and male employees in equivalent positions in the company or organisation where you work, women on average tend to be paid more, less or the same as men?
(% - EU)

	More	Less	The same
EU28	3	33	51
 Age			
15-24	4	24	57
25-39	2	31	54
40-54	2	36	49
55+	2	36	47
 Age - female			
15-24	3	31	53
25-39	3	36	52
40-54	3	38	46
55+	2	40	42
 Age - male			
15-24	6	18	60
25-39	2	27	55
40-54	1	33	53
55+	2	32	51
 Education (End of)			
15-	1	38	40
16-19	3	35	48
20+	2	30	57
 Socio-professional category			
Managers	1	35	55
Other white collars	2	35	52
Manual workers	3	31	48
 Gender stereotype Index			
High	4	33	38
Med.-high	4	39	43
Med.-low	2	35	49
Low	2	28	59
Equality is achieved at work			
Yes	2	27	59
No	2	41	43
Women paid less for same job			
Acceptable	10	40	39
Unacceptable	2	33	53
Aware of salary of imm. colleagues			
Yes	3	30	58
No	2	40	42

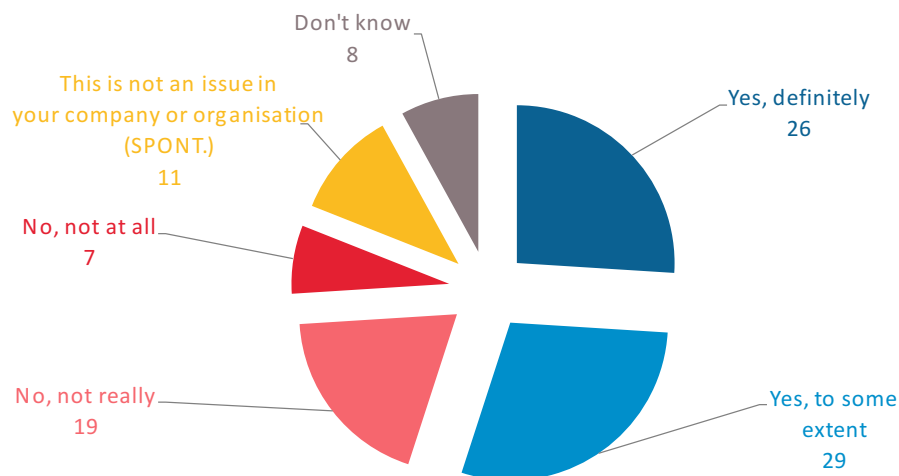
Base: respondents who are currently in employment (N=12,249)

4 Perceived attention given to the issue of equal pay between men and women at the company or organisation level

- The majority of employees think there is sufficient attention given to equal pay at their company -

More than half (55%) say that there is sufficient attention given to equal pay for men and women for equal work in their company or organisation, with 26% saying the attention given is definitely sufficient³⁵. Just over one quarter (26%) say sufficient attention is not given to this issue, with 7% saying sufficient attention is not at all given to it.

QC19 In the company or organisation where you work, would you say that there is sufficient attention given to the issue of equal pay for women and men for the same type of work or not?
(% - EU)

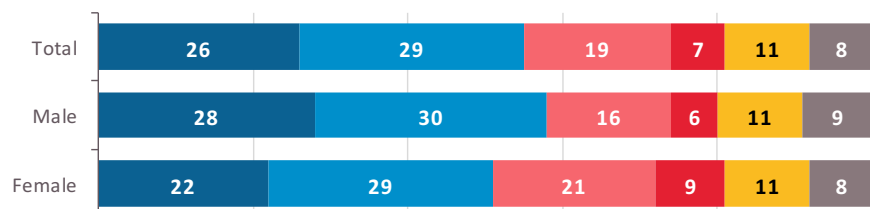


Base: respondents who are currently in employment (N=12,249)

Men are more likely than women to say sufficient attention is given to this issue in their company or organisation (58% vs. 51%), and in particular to say there is definitely enough attention given (28% vs. 22%).

QC19 In the company or organisation where you work, would you say that there is sufficient attention given to the issue of equal pay for women and men for the same type of work or not?
(% - EU)

■ Yes, definitely ■ Yes, to some extent
■ No, not really ■ No, not at all
■ This is not an issue in your company or organisation (SPONT.) ■ Don't know



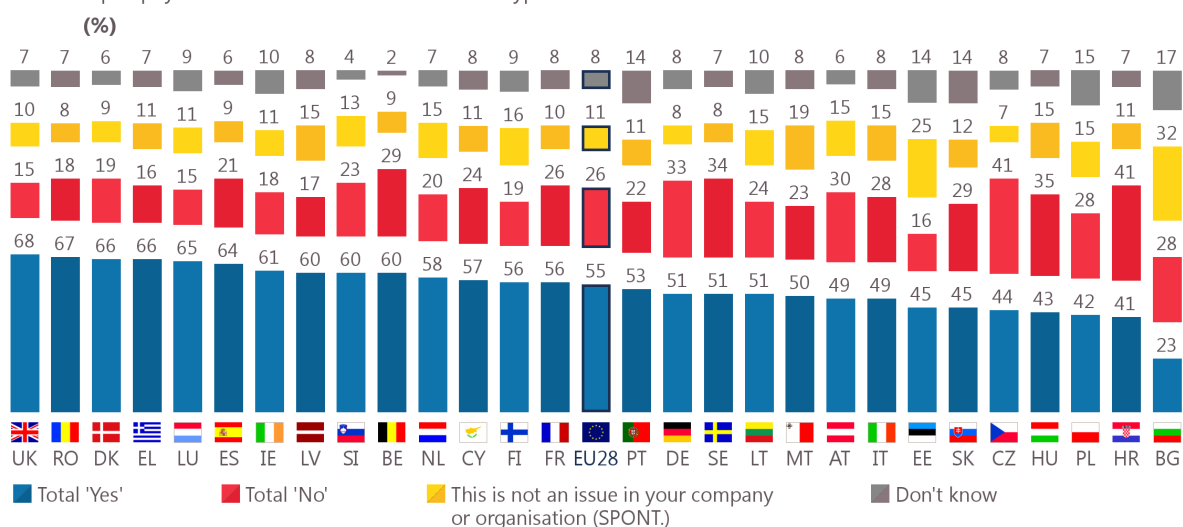
Base: respondents who are currently in employment (N=12,249)

³⁵ QC19 In the company or organisation where you work, would you say that there is sufficient attention given to the issue of equal pay for women and men for the same type of work or not? Yes, definitely; Yes, to some extent; No, not really; No, not at all; This is not an issue in your company or organisation (SP.); Don't know.

At least two thirds of respondents who are employees in the United Kingdom (68%), Romania (67%) and Denmark and Greece (both 66%) say there is sufficient attention given to equal pay in their company or organisation. In contrast, respondents in Bulgaria are by far the least likely to say this (23%), followed by those in Croatia (41%) and Poland (42%).

The highest proportion of respondents who spontaneously say this is not an issue in their company or organisation are observed in Bulgaria (32%), Estonia (25%) and Malta (19%). Overall, there are 21 countries where at least one in ten give this answer.

QC19 In the company or organisation where you work, would you say that there is sufficient attention given to the issue of equal pay for women and men for the same type of work or not?



Base: respondents who are currently in employment (N=12,249)





The **socio-demographic analysis** illustrates the following:

- The younger the respondent, the more likely they are to say sufficient attention is given to equal pay in their company or organisation: 59% of those aged 15-24 say this, compared to 50% of those aged 55+. This pattern is more marked amongst women than amongst men.
- The longer a respondent remained in education, the more likely they are to say sufficient attention is given to equal pay: 60% who completed education aged 20+ say this, compared to 38% who completed their education prior to age 16.
- Managers are the most likely to say their company or organisation pays sufficient attention to this (62%), followed by other white-collar workers (55%) and manual workers (49%).
- The lower a respondent's 'Gender stereotype' index, the more likely they are to say their company pays enough attention to this: 60% with a low index say this, compared to 31% with a high index.
- Respondents who think equality has been achieved at work in their country are also more likely to say their company pays enough attention, compared to those who think it has not been achieved (60% vs. 49%).

In addition, respondents who are aware of the salaries of their immediate colleagues are more likely to say there is enough attention on equal pay at their company, compared to those who are not aware (64% vs. 42%).

QC19 In the company or organisation where you work, would you say that there is sufficient attention given to the issue of equal pay for women and men for the same type of work or not?

(% - EU)

	Total 'Yes'	Total 'No'
EU28	55	26
 Age		
15-24	59	23
25-39	56	25
40-54	54	26
55+	50	30
 Education (End of)		
15-	38	38
16-19	52	27
20+	60	23
 Socio-professional category		
Managers	62	22
Other white collars	55	27
Manual workers	49	28
 Gender stereotype Index		
High	31	29
Med.-high	50	30
Med.-low	54	27
Low	60	23
Equality is achieved at work		
Yes	60	21
No	49	32
Aware of salary of imm. colleagues.		
Yes	64	21
No	42	36

Base: respondents who are currently in employment (N=12,249)

5 Measures for promoting gender equality at work

a. Attitudes towards the publication of average wages per job type by each sex

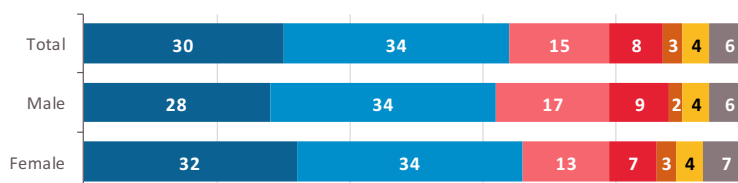
- The majority are in favour of the publication of average wages by job type and gender at their company -

Almost two thirds (64%) of respondents who are employees are in favour of the publication of average wages by job type and gender at their company, with 30% strongly in favour³⁶. Almost one quarter (23%) are against, with 8% strongly against this idea. Fewer than one in twenty (3%) say this is already the case.

There is relatively little difference between men and women in the level of approval for publishing average wages per job type by each sex (62% vs. 66%).

QC20 Would you be in favour of or against publishing the average wages per job type earned in the organisation or company where you work by each sex?
(% - EU)

■ Strongly in favour ■ Somewhat in favour ■ Somewhat against
■ Strongly against ■ It is already the case (SPONTANEOUS) ■ Not applicable (SPONTANEOUS)
■ Don't know



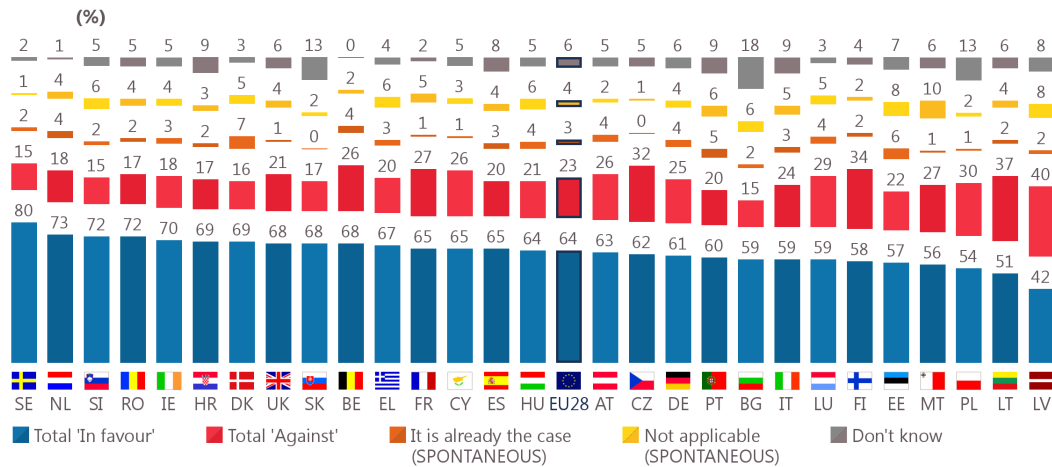
Base: respondents who are currently in employment (N=12,249)

The majority of employees in all but one country are in favour of the average wages per gender and job type in their company being published. Respondents in Sweden (80%), the Netherlands (73%) and Slovenia and Romania (both 72%) are the most likely to be in favour, while those in Latvia (42%), Lithuania (51%) and Poland (54%) are the least likely to be in favour.

Denmark (7%) and Estonia (6%) are the only countries where more than one in twenty say this is already the case.

³⁶ QC20 Would you be in favour or against publishing the average wages per job type earned in the organisation or company where you work by each sex? Strongly in favour; Somewhat in favour; Somewhat against; Strongly against; It is already the case (SP.); Not applicable (SP.); Don't know.

QC20 Would you be in favour of or against publishing the average wages per job type earned in the organisation or company where you work by each sex?









The **socio-demographic analysis** illustrates the following:

- Overall, there is no notable difference based on age group. However, women aged 25-54 are more likely to be in favour than the youngest or oldest women.
- Respondents who completed education prior to the age of 16 are the least likely to be in favour: 55% are in favour, compared to 66% of those who completed education aged 20+.
- Other white-collar workers are the most likely to be in favour (67%), followed by managers (65%) and manual workers (61%).
- The lower a respondents' 'Gender stereotype' index, the more likely they are to be in favour: 68% with a low index are in favour, compared to 50% with a high index.
- Respondents who are in favour of legal measures to ensure pay parity for men and women are more likely to be in favour of the publication of average wages at their company, compared to those who are against legal measures (68% vs. 56%).

In addition, respondents who are aware of the salary of their immediate colleagues are more likely to be in favour (69% vs. 58% who are not aware).

QC20 Would you be in favour of or against publishing the average wages per job type earned in the organisation or company where you work by each sex? (% - EU)

	Total 'In favour'	Total 'Against'
EU28	64	23
 Age		
15-24	61	23
25-39	65	23
40-54	63	24
55+	63	25
 Age - female		
15-24	61	27
25-39	67	20
40-54	66	18
55+	63	23
 Age - male		
15-24	61	21
25-39	63	26
40-54	60	28
55+	64	26
 Education (End of)		
15-	55	27
16-19	63	24
20+	66	22
 Socio-professional category		
Managers	65	23
Other white collars	67	23
Manual workers	61	24
 Gender stereotype Index		
High	50	28
Med.-high	60	27
Med.-low	62	24
Low	68	20
Legal measures to ensure parity		
In favour	68	21
Against	56	31
Aware of salary of imm. colleagues.		
Yes	69	20
No	58	30

Base: respondents who are currently in employment (N=12,249)

b. Attitudes towards a potential gender pay gap at work

- Employees are most likely to talk with their boss or colleagues about a gender pay gap disadvantaging women -

Respondents currently in employment were asked what they would do if data was released showing a gender pay gap that disadvantaging women existed in their company³⁷. Almost four in ten (39%) would talk about it with their boss, while 35% would talk about it with their colleagues.

Just over one quarter (26%) would contact the trade unions. At least one in ten would ask for a pay rise (18%) or seek legal assistance (11%), while 9% would contact the equality body and 2% would quit. More than one in ten (16%) say they would not do anything.

QC21 If data were publicly released showing that a gender pay gap disadvantaging women exists in the company or organisation where you work, would you do any of the following? (MULTIPLE ANSWERS POSSIBLE)
(% - EU)

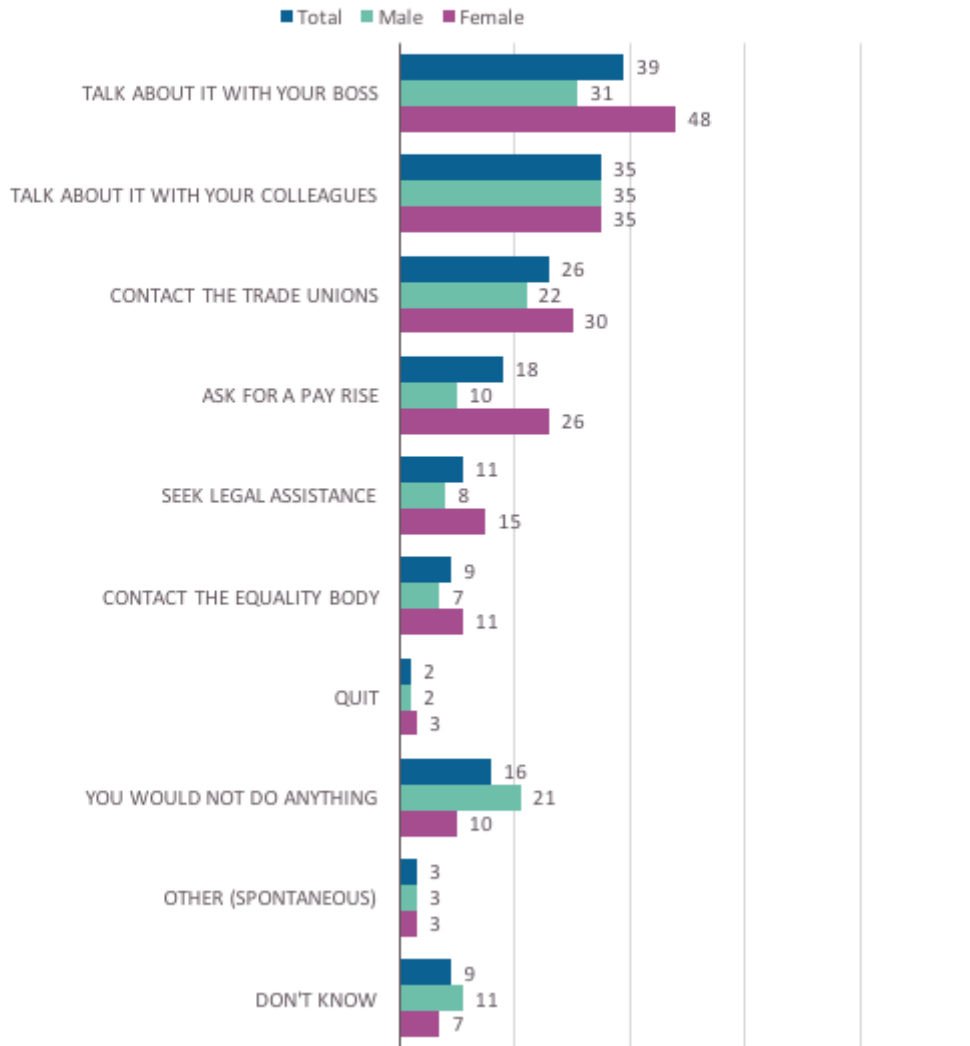


Base: respondents who are currently in employment (N=12,249)

Perhaps not surprisingly, women are more likely than men to say they would take most of these actions, and in particular talking about it with their boss (48% vs. 31%), contacting the trade unions (30% vs. 22%) or seeking legal assistance (15% vs. 8%). Men, on the other hand, are much more likely to say they would do nothing (21% vs. 10%).

³⁷ QC21 If data were publicly released showing that a gender pay gap disadvantaging women exists in the company or organisation where you work, would you do any of the following? (MULTIPLE ANSWERS POSSIBLE) Talk about it with your colleagues; Talk about it with your boss; Contact the trade unions; Ask for a pay rise; Contact the equality body; Quit; Seek legal assistance; You would not do anything; Other (SP.); Don't know.

QC21 If data were publicly released showing that a gender pay gap disadvantaging women exists in the company or organisation where you work, would you do any of the following? (MULTIPLE ANSWERS POSSIBLE) (% - EU)

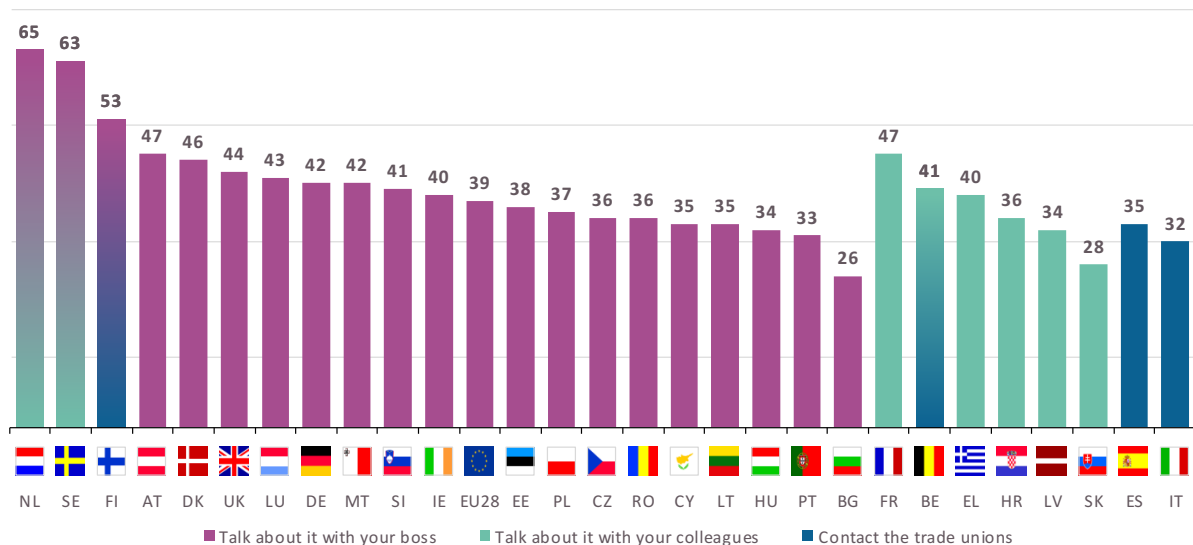


Base: respondents who are currently in employment (N=12,249)

In 17 countries, respondents currently in employment are most likely to say they would talk to their boss if data were publicly released showing a pay gap disadvantaging women at their company. In the Netherlands and Sweden, respondents are equally likely to talk with their boss and talk with colleagues, while in Finland they are equally likely to talk with their boss or contact the trade unions.

In five countries, respondents are most likely to say they would talk about it with their colleagues, and in Belgium, respondents are equally likely to talk with colleagues or to contact the trade unions. In Spain and Italy, respondents are most likely to say they would contact the trade unions.

QC21 If data were publicly released showing that a gender pay gap disadvantaging women exists in the company or organisation where you work, would you do any of the following? (MULTIPLE ANSWERS POSSIBLE)
(% - THE MOST MENTIONED ANSWER BY COUNTRY)



Base: respondents who are currently in employment (N=12,249)

Respondents currently in employment in the Netherlands (65%), Sweden (63%) and Finland (53%) are the most likely to say they would **talk about it with their boss**, while those in Bulgaria, Spain, Greece (all 26%), Slovakia and Latvia (both 27%) are the least likely to do so.

Employees in the Netherlands are also the most likely to say they would **talk about it with colleagues** (65%), followed by those in Sweden (63%) and Finland (49%). At the other end of the scale 15% in Malta, 19% in Portugal and 21% in Bulgaria would do the same.

More than half of all employees in Finland would **contact the trade unions** (53%), followed by 49% in Sweden and 43% in Denmark. This compares with 7% in Estonia and Bulgaria, 8% in Hungary and 9% in Poland.

Those in the Czech Republic (30%) are the most likely to say they would **ask for a pay rise**, followed by employees in Sweden and Poland (both 26%). At the other end of the scale, 5% in Spain and 6% in Portugal say the same.

Almost one in five respondents currently in employment in Spain (18%) say they would **seek legal assistance**, as would 17% in Italy and Slovenia and 15% in Cyprus and Malta. This compares to 5% of respondents in Lithuania and 6% in Slovakia, Finland and Sweden.

Employees in Finland (22%), Luxembourg (21%) and Cyprus (19%) are the most likely to say they would **contact the equality body**, while those in Slovakia (2%), Portugal and Estonia (both 4%) are the least likely to do so.

Austria (7%), Poland (6%) and Romania (5%) are the only countries where at least 5% of respondents say they would **quit**.

At least three in ten employees in Greece (31%) and Portugal and Lithuania (both 30%) say they **would not do anything** if data were publicly released showing a pay gap disadvantaging women at their company. At the other end of the scale, 8% in Finland, 9% in the Netherlands and the United Kingdom, and 10% in Italy, Sweden and Belgium say the same.

QC21 If data were publicly released showing that a gender pay gap disadvantaging women exists in the company or organisation where you work, would you do any of the following? (MULTIPLE ANSWERS POSSIBLE)
(%)

		Talk about it with your boss	Talk about it with your colleagues	Contact the trade unions	Ask for a pay rise	Seek legal assistance	Contact the equality body	Quit	You would not do anything	Other (SPONTANEOUS)	Don't know
EU28		39	35	26	18	11	9	2	16	3	9
BE		39	41	41	17	8	14	3	10	2	2
BG		26	21	7	19	8	7	3	29	1	20
CZ		36	33	16	30	8	5	4	22	2	5
DK		46	45	43	19	9	8	2	17	5	4
DE		42	39	28	16	7	5	1	19	1	10
EE		38	31	7	19	7	4	1	26	4	9
IE		40	33	25	22	8	12	1	14	3	6
EL		26	40	12	11	10	10	1	31	2	3
ES		26	24	35	5	18	10	1	19	2	12
FR		42	47	35	25	14	13	1	11	2	4
HR		28	36	17	15	8	5	1	23	5	10
IT		30	26	32	15	17	7	2	10	4	14
CY		35	30	26	14	15	19	2	20	7	6
LV		27	34	13	12	10	6	2	28	2	9
LT		35	30	10	21	5	10	4	30	2	6
LU		43	38	38	17	10	21	1	15	4	7
HU		34	30	8	14	13	6	4	23	4	8
MT		42	15	15	14	15	6	1	16	8	11
NL		65	65	35	23	12	6	1	9	4	1
AT		47	31	22	19	13	9	7	17	5	4
PL		37	22	9	26	7	5	6	17	6	13
PT		33	19	11	6	9	4	0	30	3	13
RO		36	26	15	22	9	8	5	16	3	13
SI		41	38	23	12	17	14	1	19	4	4
SK		27	28	18	14	6	2	2	25	4	18
FI		53	49	53	17	6	22	2	8	1	4
SE		63	63	49	26	6	12	2	10	2	2
UK		44	37	24	17	13	13	1	9	2	10

Highest percentage per country

Lowest percentage per country

Highest percentage per item

Lowest percentage per item







Base: respondents who are currently in employment (N=12,249)

The **socio-demographic analysis** among the respondents currently in employment highlights the following:

- The youngest respondents are the most likely to say they would take each action, with the exception of contacting the trade unions. For instance, 48% of 15-24 year olds would talk about it with their boss, compared to 36% of the oldest respondents.
- There are also interesting differences between men and women across age groups: women aged 15-24 are much more likely than older women to say they would talk to their colleagues, or seek legal assistance. The same pattern does not occur for men.
- The longer a respondent remained in education, the more likely they are to say they would talk about it with their boss, their colleagues or contact the trade unions. For example, 25% of those who completed education prior to age 16 would talk to their colleagues, compared to 40% of those who completed education aged 20+. Those who completed education prior to age 16 are the most likely to say they would do nothing (22% vs. 13%-17%).
- Managers are more likely than other occupation groups to say they would talk about it with colleagues (41% vs. 33%-34%).
- The higher a respondent's 'Gender stereotype' index, the less likely they are to say they would take most of these actions, and the more likely they are to say they would do nothing (28% vs. 10% with a low index).

In addition, respondents who think it is acceptable women are paid less than men for the same job are generally less likely to say they would take each action, and more likely to say they would do nothing (22% vs. 15%).

QC21 If data were publicly released showing that a gender pay gap disadvantaging women exists in the company or organisation where you work, would you do any of the following? (MULTIPLE ANSWERS POSSIBLE)
(% - EU)

	Talk about it with your colleagues	Talk about it with your boss	Contact the trade unions	Ask for a pay rise	Contact the equality body (REPLACE BY OFFICIAL NAME)	Quit	Seek legal assistance	You would not do anything	Other (SPONTANEOUS)	Don't know
EU28	35	39	26	18	9	2	11	16	3	9
 Age										
15-24	40	48	19	21	14	5	17	14	2	8
25-39	38	40	26	19	8	2	12	16	2	8
40-54	34	38	27	17	9	2	10	16	3	9
55+	32	36	29	15	7	1	9	16	4	11
 Age - female										
15-24	44	55	24	29	17	7	22	9	2	7
25-39	36	50	30	29	10	3	16	10	2	6
40-54	35	47	31	26	11	2	13	10	3	8
55+	31	43	32	21	9	2	11	10	5	10
 Age - male										
15-24	37	39	15	12	11	4	12	19	3	9
25-39	39	31	22	11	6	1	9	21	3	10
40-54	32	30	23	10	6	2	7	21	3	11
55+	34	28	27	9	6	1	7	21	4	11
 Education (End of)										
15-	25	34	20	13	4	2	8	22	3	10
16-19	33	37	24	18	8	2	11	17	2	9
20+	40	42	30	19	10	2	12	13	3	8
 Socio-professional category										
Managers	41	42	28	17	10	2	11	12	3	9
Other white collars	34	39	27	21	8	2	12	15	2	8
Manual workers	33	38	25	17	9	2	11	18	3	10
 Gender stereotype Index										
High	24	24	9	15	4	2	12	28	4	15
Med.-high	28	33	17	19	5	3	8	21	4	11
Med.-low	33	39	25	18	8	2	11	17	3	9
Low	43	44	35	18	12	1	14	10	2	8

Base: respondents who are currently in employment (N=12,249)

CONCLUSION

Gender equality is one of the key principles of the European Union, and this research shows gender equality is very important to Europeans. More than nine in ten believe promoting gender equality is important to ensure a fair and democratic society, while more than eight in ten say it is important for companies and the economy, and to them personally. A majority of respondents in each Member State think this way.

Respondents are, however, less confident gender equality has been achieved. Although just over half think it has been achieved in politics, only a minority (48%) think equality has been achieved at work, or in leadership positions in companies and organisations (44%). Almost seven in ten think women are paid less than men – and nine in ten think this is unacceptable when they are performing the same job.

The results highlight that the tendency to stereotype based on gender varies widely across Member States, with role-based stereotypes generating the greatest variation. There is a 70-point range between the 28 EU Member States in the proportions who believe the most important role of a woman is to take care of her home and family, and a 71-point range for the idea that the most important role of a man is to make money. The highest tendency to stereotype based on gender is observed in eastern, central and some southern Member States of the EU. Interestingly, in many cases in countries where respondents are less likely to adhere to stereotypes, respondents are also more likely to be pessimistic about the state of gender equality in their country.

Opinions about men contributing to gender equality are also divided. Although a majority of respondents in all countries approve of men doing an equal share of household activities and of taking parental leave (both 84%), there is no such consensus about a man reproaching friends for a sexist joke, or a man identifying himself as a feminist. Respondents in northern, western and some southern Member States of the EU are most likely to support men contributing to gender equality.

When it comes to politics, the majority (54%) think there should be more women in decision-making positions, and seven in ten are in favour of legal measures to ensure parity between men and women in politics. There is also generally less support for gender stereotypes in politics. For instance, less than one in five respondents think women do not have the necessary skills for positions of responsibility in politics. Nevertheless, around one third think men are more ambitious, or that women are less interested in positions of responsibility in politics. However, these results mask a high level of variation between Member States, with countries in eastern Member States generally having the highest tendency towards gender stereotypes in politics.

Views on gender and gender roles tend to cluster: respondents with the highest tendency to generally stereotype based on gender also have a high tendency to stereotype based on gender when it comes to politics. They are also less likely to support men contributing to gender equality.

Although equal pay for equal work is guaranteed by EU law, and applies to all Member States, almost six in ten think equal pay for equal work is not guaranteed by law in their country. In fact, in each Member State, only a minority of respondents think equal pay for equal work is guaranteed by law. Furthermore, the large majority of respondents (69%) believe there is a gender pay gap in their country, i.e. that women tend to be paid less than men per hour of work. This is the case in most EUEU Member States.

Employees are, however, more positive about pay-parity at their company than they are in their country as a whole – just over half think there is pay parity at their company, compared to less than one quarter of all respondents who say this about their country as a whole. The majority of employees (55%) also think enough attention is given to equal pay at their company. Just over six in ten are aware of the salaries of their immediate colleagues. Even more – almost two thirds – are in favour of the publication of average wages by job type and gender at their company.

Although the majority of respondents in each Member State think promoting gender equality is important, there are consistent differences across countries in other opinions. Respondents in Bulgaria, Hungary, Latvia, the Czech Republic and Slovakia, for instance, have some of the highest tendencies to hold gender stereotypes, both generally and about women in politics. They are also amongst the least likely to be supportive of men contributing to gender equality, and amongst the least likely to say there is a problem with the way women are portrayed in the media and advertising. Conversely, respondents in countries including France, Sweden, Denmark, the Netherlands and Luxembourg have the lowest tendency to stereotype, and are amongst the most supportive of men contributing to gender equality. They are also amongst the most likely to say women in their country are paid less.

The results of this survey also highlight some key socio-demographic differences. Perhaps not surprisingly, there are a number of differences in the opinions of men and women. A majority of men think equality has been achieved at work, in leadership positions and in politics, compared to a minority of women. Women are more likely to think they are paid less, and they are more likely to say they would do something if there were a gender pay gap at their company. Women are more likely to think there should be more women in decision-making positions in politics, and they are more supportive of men contributing to gender equality.

However, there are areas of common ground between men and women. Large majorities of both genders believe promoting gender equality is important, that it is unacceptable for a woman to be paid less than a man for the same job, and that either a male or female political representative can represent their interests. It is important to also note there is no gender difference in the tendency to stereotype based on gender, either in general, or in politics.

Although it does not vary by gender, the tendency to gender stereotype is consistently related to opinion. Those with a stronger tendency to stereotype are less likely to think promoting gender equality is important, less likely to be supportive of men contributing to gender equality, less likely to think there is a gender pay gap, and less likely to think there is a problem with the way women are presented in the media and advertising. They are, however, more likely to think women do most of the housework and caring, and more likely to hold gender stereotypes when it comes to politics.

TECHNICAL SPECIFICATIONS

Between the 13th and the 26th of June 2017, TNS opinion & social, a consortium created between TNS political & social, TNS UK and TNS opinion, carried out the wave 87.4 of the EUROBAROMETER survey, at the request of the European Commission, Directorate-General for Communication, “Media Monitoring and Analysis” Unit.

The wave 87.4 includes the SPECIAL EUROBAROMETER 465 and covers the population of the respective nationalities of the European Union Member States, resident in each of the 28 Member States and aged 15 years and over.

	COUNTRIES	INSTITUTES	N° INTERVIEWS	DATES FIELDWORK		POPULATION 15+	PROPORTION EU28
BE	Belgium	TNS Dimarso	999	13/06/2017	26/06/2017	9,693,779	2.25%
BG	Bulgaria	TNS BB55	1,017	13/06/2017	25/06/2017	6,537,535	1.52%
CZ	Czech Rep.	TNS Aisa	1,003	13/06/2017	25/06/2017	9,238,431	2.15%
DK	Denmark	TNS Gallup DK	1,009	13/06/2017	26/06/2017	4,838,729	1.13%
DE	Germany	TNS Infratest	1,582	13/06/2017	22/06/2017	70,160,634	16.32%
EE	Estonia	TNS Emor	1,003	13/06/2017	26/06/2017	1,160,064	0.27%
IE	Ireland	Behaviour & Attitudes	1,008	13/06/2017	26/06/2017	3,592,162	0.84%
EL	Greece	TNS ICAP	1,007	13/06/2017	25/06/2017	9,937,810	2.31%
ES	Spain	TNS Spain	1,007	13/06/2017	26/06/2017	39,445,245	9.17%
FR	France	TNS Sofres	1,012	13/06/2017	25/06/2017	54,097,255	12.58%
HR	Croatia	HENDAL	1,031	13/06/2017	26/06/2017	3,796,476	0.88%
IT	Italy	TNS Italia	1,025	13/06/2017	23/06/2017	52,334,536	12.17%
CY	Rep. Of Cyprus	CYMAR	503	13/06/2017	26/06/2017	741,308	0.17%
LV	Latvia	TNS Latvia	1,004	13/06/2017	25/06/2017	1,707,082	0.40%
LT	Lithuania	TNS LT	1,007	13/06/2017	25/06/2017	2,513,384	0.58%
LU	Luxembourg	TNS ILReS	508	13/06/2017	22/06/2017	457,127	0.11%
HU	Hungary	TNS Hoffmann	1,076	13/06/2017	25/06/2017	8,781,161	2.04%
MT	Malta	MISCO	521	13/06/2017	22/06/2017	364,171	0.08%
NL	Netherlands	TNS NIPO	1,005	13/06/2017	26/06/2017	13,979,215	3.25%
AT	Austria	ipr Umfrageforschung	1,073	13/06/2017	26/06/2017	7,554,711	1.76%
PL	Poland	TNS Polska	1,005	13/06/2017	26/06/2017	33,444,171	7.78%
PT	Portugal	TNS Portugal	1,075	13/06/2017	25/06/2017	8,480,126	1.97%
RO	Romania	TNS CSOP	1,054	13/06/2017	25/06/2017	16,852,701	3.92%
SI	Slovenia	Mediana	1,035	13/06/2017	25/06/2017	1,760,032	0.41%
SK	Slovakia	TNS Slovakia	1,024	13/06/2017	25/06/2017	4,586,024	1.07%
FI	Finland	TNS Gallup Oy	1,013	13/06/2017	26/06/2017	4,747,810	1.10%
SE	Sweden	TNS Sifo	1,107	13/06/2017	26/06/2017	7,998,763	1.86%
UK	United Kingdom	TNS UK	1,380	13/06/2017	26/06/2017	51,174,531	11.90%
	TOTAL EU28		28,093	13/06/2017	26/06/2017	429,974,973	100%*

* It should be noted that the total percentage shown in this table may exceed 100% due to rounding

The basic sample design applied in all states is a multi-stage, random (probability) one. In each country, a number of sampling points was drawn with probability proportional to population size (for a total coverage of the country) and to population density.

In order to do so, the sampling points were drawn systematically from each of the "administrative regional units", after stratification by individual unit and type of area. They thus represent the whole territory of the countries surveyed according to the EUROSTAT NUTS II¹ (or equivalent) and according to the distribution of the resident population of the respective nationalities in terms of metropolitan, urban and rural areas.

In each of the selected sampling points, a starting address was drawn, at random. Further addresses (every Nth address) were selected by standard "random route" procedures, from the initial address. In each household, the respondent was drawn, at random (following the "closest birthday rule"). All interviews were conducted face-to-face in people's homes and in the appropriate national language. As far as the data capture is concerned, CAPI (*Computer Assisted Personal Interview*) was used in those countries where this technique was available.

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 opinion & 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 here.

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:

Statistical Margins due to the sampling process
(at the 95% level of confidence)

various sample sizes are in rows

various observed results are in columns

	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	
	95%	90%	85%	80%	75%	70%	65%	60%	55%	50%	
N=50	6.0	8.3	9.9	11.1	12.0	12.7	13.2	13.6	13.8	13.9	N=50
N=500	1.9	2.6	3.1	3.5	3.8	4.0	4.2	4.3	4.4	4.4	N=500
N=1000	1.4	1.9	2.2	2.5	2.7	2.8	3.0	3.0	3.1	3.1	N=1000
N=1500	1.1	1.5	1.8	2.0	2.2	2.3	2.4	2.5	2.5	2.5	N=1500
N=2000	1.0	1.3	1.6	1.8	1.9	2.0	2.1	2.1	2.2	2.2	N=2000
N=3000	0.8	1.1	1.3	1.4	1.5	1.6	1.7	1.8	1.8	1.8	N=3000
N=4000	0.7	0.9	1.1	1.2	1.3	1.4	1.5	1.5	1.5	1.5	N=4000
N=5000	0.6	0.8	1.0	1.1	1.2	1.3	1.3	1.4	1.4	1.4	N=5000
N=6000	0.6	0.8	0.9	1.0	1.1	1.2	1.2	1.2	1.3	1.3	N=6000
N=7000	0.5	0.7	0.8	0.9	1.0	1.1	1.1	1.1	1.2	1.2	N=7000
N=7500	0.5	0.7	0.8	0.9	1.0	1.0	1.1	1.1	1.1	1.1	N=7500
N=8000	0.5	0.7	0.8	0.9	0.9	1.0	1.0	1.1	1.1	1.1	N=8000
N=9000	0.5	0.6	0.7	0.8	0.9	0.9	1.0	1.0	1.0	1.0	N=9000
N=10000	0.4	0.6	0.7	0.8	0.8	0.9	0.9	1.0	1.0	1.0	N=10000
N=11000	0.4	0.6	0.7	0.7	0.8	0.9	0.9	0.9	0.9	0.9	N=11000
N=12000	0.4	0.5	0.6	0.7	0.8	0.8	0.9	0.9	0.9	0.9	N=12000
N=13000	0.4	0.5	0.6	0.7	0.7	0.8	0.8	0.8	0.9	0.9	N=13000
N=14000	0.4	0.5	0.6	0.7	0.7	0.8	0.8	0.8	0.8	0.8	N=14000
N=15000	0.3	0.5	0.6	0.6	0.7	0.7	0.8	0.8	0.8	0.8	N=15000

¹ Figures updated in August 2015

QUESTIONNAIRE

Q1 Please tell me whether you agree or disagree with each of the following statements.

(SHOW SCREEN – READ OUT – ROTATE – ONE ANSWER PER LINE)

	Totally agree	Tend to agree	Tend to disagree	Totally disagree	It depends (SPONTANEOUS)	DK
1 It is acceptable for men to cry	1	2	3	4	5	6
2 Women are more likely than men to make decisions based on their emotions	1	2	3	4	5	6
3 The most important role of a man is to earn money	1	2	3	4	5	6
4 The most important role of a woman is to take care of her home and family	1	2	3	4	5	6

NEW

Q2 Do you think that gender equality has been achieved in (OUR COUNTRY) ... ?

(READ OUT – ONE ANSWER PER LINE - ROTATE)

	Yes, definitely	Yes, to some extent	No, not really	No, not at all	DK
1 At work	1	2	3	4	5
2 In leadership positions in companies and other organisations	1	2	3	4	5
3 In politics	1	2	3	4	5

NEW

Q3 Please tell me whether you agree or disagree with each of the following statements.

(SHOW SCREEN – READ OUT – ROTATE – ONE ANSWER PER LINE)

	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK
1 Promoting gender equality is important for companies and for the economy	1	2	3	4	5
2 Promoting gender equality is important to ensure a fair and democratic society	1	2	3	4	5
3 Promoting gender equality is important for you personally	1	2	3	4	5

NEW

Q4 Which of the following statements regarding the share of housework and caring activities in households in (OUR COUNTRY) do you think best applies nowadays?

(READ OUT – ONE ANSWER ONLY)

Men spend more time than women on these activities	1
Men and women spend as much time on these activities	2
Women spend more time than men on these activities	3
DK	4

NEW

Q5 Do you approve or disapprove of the following?

(READ OUT – ROTATE – ONE ANSWER PER LINE)

	Strongly approve	Tend to approve	Neither approve nor disapprove	Tend to disapprove	Strongly disapprove	DK
1 A man taking parental leave to take care of his children	1	2	3	4	5	6
2 A man reproaching his friends for making a sexist joke	1	2	3	4	5	6
3 A man doing an equal share of household activities	1	2	3	4	5	6
4 A man identifying himself as a feminist	1	2	3	4	5	6

NEW

Q6 Do you think that there is a problem with the way women are presented in media and advertising in (OUR COUNTRY)?

(READ OUT – ONE ANSWER ONLY)

Yes, and this problem needs to be addressed	1
Yes, but this problem does not need to be addressed	2
No, there is no problem	3
DK	4

NEW

Q7 Please tell me whether you agree or disagree with each of the following statements. (M)

(SHOW SCREEN – READ OUT – ROTATE – ONE ANSWER PER LINE)

	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK
1 Women are less interested than men in positions of responsibility in politics	1	2	3	4	5
2 Men are more ambitious than women (N)	1	2	3	4	5
3 Women have less freedom because of their family responsibilities	1	2	3	4	5
4 Politics is dominated by men who do not have sufficient confidence in women (M)	1	2	3	4	5
5 Women do not have the necessary qualities and skills to fill positions of responsibility in politics (M)	1	2	3	4	5

Q8 In your opinion, which of the following statements regarding the number of women currently in political decision-making positions in (OUR COUNTRY) applies best?

(READ OUT – ONE ANSWER ONLY)

There should be more women	1
The current number of women is about right	2
There should be fewer women	3
DK	4

NEW

ROTATE Q9 and Q10**Q9 Do you think that a female political representative can represent your interests?**

(READ OUT - ONE ANSWER ONLY)

Yes, totally	1
Yes, somewhat	2
No, not really	3
No, not at all	4
DK	5

NEW

Q10 Do you think that a male political representative can represent your interests?

(READ OUT - ONE ANSWER ONLY)

Yes, totally	1
Yes, somewhat	2
No, not really	3
No, not at all	4
DK	5

NEW

Q11 Are you in favour or against legal measures to ensure parity between men and women in politics?

(READ OUT - ONE ANSWER ONLY)

Strongly in favour	1
Somewhat in favour	2
Somewhat against	3
Strongly against	4
DK	5

NEW

Q12 Do you think that, taking into account all female and male employees in the economy of (OUR COUNTRY), women tend to be paid more, less or the same as men per hour of work? (M)

(ONE ANSWER ONLY)

More	1
Less	2
The same	3
DK	4

NEW

Q13 In some circumstances, a woman is paid less than a male colleague for the same job. Do you think this is acceptable?

(READ OUT - ONE ANSWER ONLY)

Totally acceptable	1
Somewhat acceptable	2
Somewhat unacceptable	3
Totally unacceptable	4
DK	5

NEW

Q14 Do you think that the principle of equal pay for equal work is guaranteed by law in (OUR COUNTRY)?

(ONE ANSWER ONLY)

Yes	1
No	2
DK	3

NEW

ASK Q15 TO Q21 TO "EMPLOYEES"

Q15 How comfortable are you with the idea of negotiating your salary?

(READ OUT - ONE ANSWER ONLY)

Very comfortable	1
Fairly comfortable	2
Not very comfortable	3
Not at all comfortable	4
Not applicable (SPONTANEOUS)	5
DK	6

NEW

Q16 Have you ever tried to negotiate your salary?

(READ OUT - MULTIPLE ANSWERS POSSIBLE)

Yes, and you obtained an increase	1,
Yes, but you did not obtain an increase	2,
No, but you intend to do so	3,
No, never	4
Not applicable (SPONTANEOUS)	5
DK	6

NEW

Q17 To what extent are you aware of the salary of your immediate colleagues?

(READ OUT - ONE ANSWER ONLY)

Fully	1
Somewhat	2
Not really	3
Not at all	4
You do not have an immediate colleague (SPONTANEOUS)	5
DK	6

NEW

Q18 Do you think that, taking into account female and male employees in equivalent positions in the company or organisation where you work, women on average tend to be paid more, less or the same as men? (M)

(ONE ANSWER ONLY)

More	1
Less	2
The same	3
Not applicable (SPONTANEOUS)	4
DK	5

NEW

Q19 In the company or organisation where you work, would you say that there is sufficient attention given to the issue of equal pay for women and men for the same type of work or not?

(READ OUT - ONE ANSWER ONLY)

Yes, definitely	1
Yes, to some extent	2
No, not really	3
No, not at all	3
This is not an issue in your company or organisation (SPONTANEOUS)	5
DK	6

NEW

Q20 Would you be in favour of or against publishing the average wages per job type earned in the organisation or company where you work by each sex?

(READ OUT - ONE ANSWER ONLY)

Strongly in favour	1
Somewhat in favour	2
Somewhat against	3
Strongly against	4
It is already the case (SPONTANEOUS)	5
Not applicable (SPONTANEOUS)	6
DK	7

NEW

Q21 If data were publicly released showing that a gender pay gap disadvantaging women exists in the company or organisation where you work, would you do any of the following?






























(SHOW SCREEN - READ OUT - ROTATE - MULTIPLE ANSWERS POSSIBLE)

Talk about it with your colleagues	1,
Talk about it with your boss	2,
Contact the trade unions	3,
Ask for a pay rise	4,
Contact the equality body (REPLACE BY OFFICIAL NAME)	5,
Quit	6,
Seek legal assistance	7,
You would not do anything	8
Other (SPONTANEOUS)	9,
DK	10

NEW






























QC1.1 Please tell me whether you agree or disagree with each of the following statements.

It is acceptable for men to cry (%)

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	It depends (SPONTANEOUS)	Don't know	Total 'Agree'	Total 'Disagree'
EU28		54	34	7	3	1	1	88	10
BE		47	44	7	2	0	0	91	9
BG		24	38	17	15	2	4	62	32
CZ		29	51	14	3	0	3	80	17
DK		86	10	1	2	0	1	96	3
DE		68	26	4	1	0	1	94	5
EE		41	44	9	4	1	1	85	13
IE		63	31	4	2	0	0	94	6
EL		36	44	14	5	1	0	80	19
ES		67	27	3	1	0	2	94	4
FR		64	30	3	2	0	1	94	5
HR		27	44	17	8	3	1	71	25
IT		32	53	9	3	2	1	85	12
CY		50	30	11	9	0	0	80	20
LV		42	35	14	6	1	2	77	20
LT		23	40	21	13	1	2	63	34
LU		63	34	2	0	0	1	97	2
HU		33	44	14	7	0	2	77	21
MT		38	53	6	1	0	2	91	7
NL		81	17	1	1	0	0	98	2
AT		43	36	12	6	1	2	79	18
PL		25	47	16	7	1	4	72	23
PT		53	43	3	0	0	1	96	3
RO		27	37	19	14	1	2	64	33
SI		51	31	11	5	1	1	82	16
SK		20	48	18	7	2	5	68	25
FI		86	12	1	1	0	0	98	2
SE		95	4	1	0	0	0	99	1
UK		72	24	2	1	1	0	96	3






























QC1.2 Please tell me whether you agree or disagree with each of the following statements.

Women are more likely than men to make decisions based on their emotions (%)

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	It depends (SPONTANEOUS)	Don't know	Total 'Agree'	Total 'Disagree'
EU28		25	44	18	9	1	3	69	27
BE		15	47	27	10	0	1	62	37
BG		51	32	8	5	1	3	83	13
CZ		28	55	15	1	0	1	83	16
DK		27	37	17	14	1	4	64	31
DE		28	44	17	6	2	3	72	23
EE		35	43	13	4	1	4	78	17
IE		29	43	15	10	0	3	72	25
EL		31	46	16	6	0	1	77	22
ES		16	37	21	20	2	4	53	41
FR		18	39	22	15	0	6	57	37
HR		31	45	14	7	1	2	76	21
IT		29	50	16	3	1	1	79	19
CY		41	38	13	6	1	1	79	19
LV		43	40	9	4	1	3	83	13
LT		34	47	11	4	1	3	81	15
LU		17	41	26	10	2	4	58	36
HU		46	41	9	2	0	2	87	11
MT		18	57	19	2	1	3	75	21
NL		23	45	16	9	3	4	68	25
AT		23	43	15	15	2	2	66	30
PL		26	54	13	2	1	4	80	15
PT		16	63	14	4	0	3	79	18
RO		26	39	23	8	1	3	65	31
SI		42	39	11	6	1	1	81	17
SK		34	49	10	1	1	5	83	11
FI		24	50	16	7	0	3	74	23
SE		17	30	18	31	2	2	47	49
UK		21	39	23	11	3	3	60	34






























QC1.3 Please tell me whether you agree or disagree with each of the following statements.

The most important role of a man is to earn money (%)






























		Totally agree	Tend to agree	Tend to disagree	Totally disagree	It depends (SPONTANEOUS)	Don't know	Total 'Agree'	Total 'Disagree'
EU28		16	27	30	25	1	1	43	55
BE		9	31	35	25	0	0	40	60
BG		51	30	13	4	1	1	81	17
CZ		28	44	22	4	1	1	72	26
DK		6	11	24	56	2	1	17	80
DE		16	21	36	26	1	0	37	62
EE		22	31	30	15	1	1	53	45
IE		14	25	27	32	2	0	39	59
EL		28	37	25	10	0	0	65	35
ES		7	20	27	44	2	0	27	71
FR		11	20	34	34	0	1	31	68
HR		16	39	27	16	1	1	55	43
IT		19	38	28	13	1	1	57	41
CY		15	24	29	31	1	0	39	60
LV		36	32	22	9	0	1	68	31
LT		30	37	24	9	0	0	67	33
LU		9	22	41	26	1	1	31	67
HU		36	43	14	6	0	1	79	20
MT		8	28	46	15	2	1	36	61
NL		5	13	25	56	1	0	18	81
AT		14	28	29	27	1	1	42	56
PL		23	42	29	4	1	1	65	33
PT		11	29	40	19	1	0	40	59
RO		34	33	21	10	1	1	67	31
SI		19	23	35	22	0	1	42	57
SK		32	43	17	3	2	3	75	20
FI		7	19	40	33	1	0	26	73
SE		3	7	12	76	1	1	10	88
UK		13	23	35	27	2	0	36	62

QC1.4 Please tell me whether you agree or disagree with each of the following statements.






























The most important role of a woman is to take care of her home and family (%)

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	It depends (SPONTANEOUS)	Don't know	Total 'Agree'	Total 'Disagree'
EU28		17	27	27	27	1	1	44	54
BE		11	27	35	27	0	0	38	62
BG		50	31	12	5	1	1	81	17
CZ		31	46	18	3	1	1	77	21
DK		5	9	21	62	2	1	14	83
DE		10	18	35	36	0	1	28	71
EE		31	39	19	9	1	1	70	28
IE		22	30	22	24	1	1	52	46
EL		30	39	21	10	0	0	69	31
ES		11	18	26	43	1	1	29	69
FR		10	17	33	39	0	1	27	72
HR		19	41	23	15	2	0	60	38
IT		17	34	28	19	1	1	51	47
CY		34	26	21	19	0	0	60	40
LV		42	32	17	8	0	1	74	25
LT		34	39	20	7	0	0	73	27
LU		8	24	38	28	1	1	32	66
HU		38	40	15	5	0	2	78	20
MT		8	38	39	13	1	1	46	52
NL		4	11	23	60	2	0	15	83
AT		13	28	26	30	2	1	41	56
PL		27	50	18	3	1	1	77	21
PT		12	35	34	18	1	0	47	52
RO		34	35	19	10	1	1	69	29
SI		24	31	26	19	0	0	55	45
SK		29	44	19	4	2	2	73	23
FI		11	29	31	28	0	1	40	59
SE		3	8	13	74	1	1	11	87
UK		15	23	32	26	3	1	38	58






























QC1r Gender stereotype' Index
(%)

		High	Medium-high	Medium-low	Low	Average
EU28		4	19	48	29	7.3
BE		1	13	53	33	6.6
BG		24	44	27	5	12.4
CZ		9	36	50	5	10.3
DK		0	7	39	54	4.4
DE		2	15	50	33	6.5
EE		9	30	47	14	9.4
IE		2	21	50	27	7.3
EL		8	36	46	10	9.9
ES		1	9	43	47	5.1
FR		2	12	42	44	5.6
HR		6	31	47	16	9.0
IT		4	26	55	15	8.6
CY		7	28	48	17	8.9
LV		15	37	40	8	10.7
LT		14	39	41	6	10.9
LU		1	11	48	40	5.8
HU		15	41	39	5	11.3
MT		1	11	67	21	7.2
NL		0	6	41	53	4.6
AT		5	17	50	28	7.2
PL		7	32	56	5	10.1
PT		1	15	64	20	7.2
RO		9	34	47	10	10.2
SI		8	24	52	16	8.7
SK		13	34	46	7	10.6
FI		1	13	52	34	6.1
SE		0	4	25	71	3.0
UK		2	15	46	37	6.3






























QC2.1 Do you think that gender equality has been achieved in (OUR COUNTRY) ... ?**At work (%)**

		Yes, definitely	Yes, to some extent	No, not really	No, not at all	Don't know	Total 'Yes'	Total 'No'
EU28		11	37	34	14	4	48	48
BE		9	43	35	12	1	52	47
BG		26	41	18	8	7	67	26
CZ		11	36	29	21	3	47	50
DK		19	49	23	7	2	68	30
DE		9	38	37	13	3	47	50
EE		13	41	27	9	10	54	36
IE		15	40	30	9	6	55	39
EL		18	51	23	7	1	69	30
ES		5	27	43	23	2	32	66
FR		8	21	39	30	2	29	69
HR		11	35	32	19	3	46	51
IT		7	34	44	10	5	41	54
CY		10	51	28	10	1	61	38
LV		26	41	17	8	8	67	25
LT		13	40	31	10	6	53	41
LU		17	41	32	6	4	58	38
HU		8	39	34	15	4	47	49
MT		8	52	32	3	5	60	35
NL		14	47	26	11	2	61	37
AT		23	42	24	10	1	65	34
PL		12	49	27	6	6	61	33
PT		9	47	31	8	5	56	39
RO		24	38	24	8	6	62	32
SI		10	36	35	17	2	46	52
SK		12	35	29	16	8	47	45
FI		12	58	23	6	1	70	29
SE		9	41	32	17	1	50	49
UK		13	46	27	9	5	59	36






























QC2.2 Do you think that gender equality has been achieved in (OUR COUNTRY) ... ?**In leadership positions in companies and other organisations (%)**

		Yes, definitely	Yes, to some extent	No, not really	No, not at all	Don't know	Total 'Yes'	Total 'No'
EU28		9	35	36	16	4	44	52
BE		8	37	41	13	1	45	54
BG		23	39	21	9	8	62	30
CZ		11	32	35	19	3	43	54
DK		13	45	30	10	2	58	40
DE		6	37	40	15	2	43	55
EE		12	38	29	9	12	50	38
IE		13	38	33	11	5	51	44
EL		15	46	29	8	2	61	37
ES		5	22	44	26	3	27	70
FR		6	19	39	33	3	25	72
HR		9	32	36	22	1	41	58
IT		5	30	44	14	7	35	58
CY		10	42	33	12	3	52	45
LV		26	43	16	7	8	69	23
LT		13	42	30	9	6	55	39
LU		15	35	36	9	5	50	45
HU		7	37	35	16	5	44	51
MT		8	50	33	3	6	58	36
NL		8	41	35	14	2	49	49
AT		20	37	30	11	2	57	41
PL		11	47	29	6	7	58	35
PT		8	41	37	10	4	49	47
RO		21	41	24	8	6	62	32
SI		10	32	39	18	1	42	57
SK		10	34	32	15	9	44	47
FI		8	50	32	8	2	58	40
SE		5	33	35	24	3	38	59
UK		9	44	31	10	6	53	41

QC2.3 Do you think that gender equality has been achieved in (OUR COUNTRY) ... ?**In politics (%)**






























		Yes, definitely	Yes, to some extent	No, not really	No, not at all	Don't know	Total 'Yes'	Total 'No'
EU28		12	39	32	13	4	51	45
BE		10	46	33	10	1	56	43
BG		26	38	20	8	8	64	28
CZ		10	31	34	23	2	41	57
DK		32	43	16	6	3	75	22
DE		19	47	25	8	1	66	33
EE		13	37	29	10	11	50	39
IE		14	32	35	13	6	46	48
EL		15	48	29	7	1	63	36
ES		5	31	40	21	3	36	61
FR		7	25	37	26	5	32	63
HR		8	33	34	24	1	41	58
IT		5	34	43	11	7	39	54
CY		10	41	32	16	1	51	48
LV		28	39	18	6	9	67	24
LT		19	42	25	9	5	61	34
LU		18	38	32	8	4	56	40
HU		6	29	38	23	4	35	61
MT		8	47	34	8	3	55	42
NL		18	40	29	11	2	58	40
AT		22	41	26	9	2	63	35
PL		11	44	32	6	7	55	38
PT		8	36	42	10	4	44	52
RO		19	38	28	10	5	57	38
SI		9	29	41	18	3	38	59
SK		9	31	33	18	9	40	51
FI		13	54	24	5	4	67	29
SE		16	45	22	15	2	61	37
UK		13	45	28	9	5	58	37

QC3.1 Please tell me whether you agree or disagree with each of the following statements.
Promoting gender equality is important for companies and for the economy (%)






























		Totally agree	Tend to agree	Tend to disagree	Totally disagree	Don't know	Total 'Agree'	Total 'Disagree'
EU28		46	41	7	2	4	87	9
BE		34	49	14	2	1	83	16
BG		44	37	5	3	11	81	8
CZ		29	46	15	4	6	75	19
DK		42	33	16	4	5	75	20
DE		41	43	11	2	3	84	13
EE		24	45	14	6	11	69	20
IE		60	34	3	0	3	94	3
EL		45	45	6	1	3	90	7
ES		67	26	5	0	2	93	5
FR		61	32	3	2	2	93	5
HR		37	52	6	3	2	89	9
IT		34	54	4	1	7	88	5
CY		72	22	5	0	1	94	5
LV		34	41	10	5	10	75	15
LT		35	48	7	3	7	83	10
LU		55	36	6	1	2	91	7
HU		37	47	10	2	4	84	12
MT		42	53	2	0	3	95	2
NL		58	30	8	2	2	88	10
AT		43	36	16	3	2	79	19
PL		24	53	13	2	8	77	15
PT		43	50	3	0	4	93	3
RO		36	43	12	4	5	79	16
SI		59	31	6	2	2	90	8
SK		24	52	10	5	9	76	15
FI		53	39	5	1	2	92	6
SE		77	17	4	2	0	94	6
UK		52	38	5	1	4	90	6

QC3.2 Please tell me whether you agree or disagree with each of the following statements.





























Promoting gender equality is important to ensure a fair and democratic society (%)

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	Don't know	Total 'Agree'	Total 'Disagree'
EU28		54	37	5	1	3	91	6
BE		40	51	7	2	0	91	9
BG		51	37	4	2	6	88	6
CZ		40	45	10	2	3	85	12
DK		57	28	9	3	3	85	12
DE		56	35	6	1	2	91	7
EE		36	44	9	4	7	80	13
IE		62	32	3	1	2	94	4
EL		61	35	3	1	0	96	4
ES		72	24	2	0	2	96	2
FR		66	28	3	1	2	94	4
HR		42	49	4	3	2	91	7
IT		42	50	3	1	4	92	4
CY		81	16	2	0	1	97	2
LV		44	41	5	3	7	85	8
LT		45	43	5	2	5	88	7
LU		58	36	4	1	1	94	5
HU		45	44	6	2	3	89	8
MT		48	48	1	0	3	96	1
NL		67	24	6	2	1	91	8
AT		50	37	10	1	2	87	11
PL		33	52	8	2	5	85	10
PT		62	36	1	0	1	98	1
RO		38	45	10	3	4	83	13
SI		64	29	4	1	2	93	5
SK		29	52	7	4	8	81	11
FI		65	30	2	1	2	95	3
SE		84	14	1	1	0	98	2
UK		58	36	3	0	3	94	3






























QC3.3 Please tell me whether you agree or disagree with each of the following statements.
Promoting gender equality is important for you personally (%)

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	Don't know	Total 'Agree'	Total 'Disagree'
EU28		47	37	10	3	3	84	13
BE		34	46	15	4	1	80	19
BG		41	30	12	8	9	71	20
CZ		32	46	15	4	3	78	19
DK		45	30	15	7	3	75	22
DE		49	36	11	3	1	85	14
EE		21	33	19	19	8	54	38
IE		54	32	9	2	3	86	11
EL		47	40	11	2	0	87	13
ES		66	25	5	2	2	91	7
FR		61	30	5	2	2	91	7
HR		35	49	9	5	2	84	14
IT		33	48	10	3	6	81	13
CY		78	18	3	1	0	96	4
LV		27	34	15	16	8	61	31
LT		30	42	12	12	4	72	24
LU		57	36	4	1	2	93	5
HU		37	45	12	3	3	82	15
MT		39	51	4	2	4	90	6
NL		54	28	12	5	1	82	17
AT		47	33	15	3	2	80	18
PL		25	48	18	4	5	73	22
PT		42	50	6	0	2	92	6
RO		37	43	14	4	2	80	18
SI		53	32	10	3	2	85	13
SK		23	42	16	7	12	65	23
FI		52	38	7	1	2	90	8
SE		77	18	2	2	1	95	4
UK		49	35	10	3	3	84	13






























QC4 Which of the following statements regarding the share of housework and caring activities in households in (OUR COUNTRY) do you think best applies nowadays?
(%)

		Men spend more time than women on these activities	Men and women spend as much time on these activities	Women spend more time than men on these activities	Don't know
EU28		2	22	73	3
BE		2	30	67	1
BG		1	12	83	4
CZ		2	15	82	1
DK		3	39	55	3
DE		3	18	76	3
EE		8	27	60	5
IE		2	29	67	2
EL		2	12	86	0
ES		0	14	86	0
FR		2	24	73	1
HR		1	24	74	1
IT		2	16	80	2
CY		2	19	78	1
LV		4	34	59	3
LT		2	26	71	1
LU		4	25	69	2
HU		3	13	82	2
MT		2	24	70	4
NL		1	14	84	1
AT		6	28	64	2
PL		3	23	69	5
PT		1	16	82	1
RO		4	36	59	1
SI		4	20	75	1
SK		2	15	79	4
FI		2	35	61	2
SE		1	21	77	1
UK		3	36	54	7






























QC5.1 Do you approve or disapprove of the following?
A man taking parental leave to take care of his children (%)

		Strongly approve	Tend to approve	Neither approve nor disapprove	Tend to disapprove	Strongly disapprove	Don't know	Total 'Approve'	Total 'Disapprove'
EU28		52	32	10	4	1	1	84	5
BE		45	38	12	4	1	0	83	5
BG		37	31	15	7	7	3	68	14
CZ		24	34	15	19	6	2	58	25
DK		80	13	4	1	1	1	93	2
DE		60	27	8	3	1	1	87	4
EE		43	36	13	5	1	2	79	6
IE		59	33	6	2	0	0	92	2
EL		48	31	12	7	2	0	79	9
ES		66	24	5	3	1	1	90	4
FR		61	29	5	3	1	1	90	4
HR		33	33	20	10	3	1	66	13
IT		36	47	13	2	1	1	83	3
CY		58	23	11	8	0	0	81	8
LV		44	29	10	9	6	2	73	15
LT		31	38	12	13	4	2	69	17
LU		63	26	6	4	0	1	89	4
HU		25	31	26	11	5	2	56	16
MT		39	56	3	1	0	1	95	1
NL		67	25	5	2	0	1	92	2
AT		42	34	18	4	1	1	76	5
PL		34	47	11	6	1	1	81	7
PT		57	36	4	2	0	1	93	2
RO		32	30	23	9	5	1	62	14
SI		59	28	8	4	1	0	87	5
SK		23	39	21	11	3	3	62	14
FI		83	12	3	1	1	0	95	2
SE		91	5	3	0	0	1	96	0
UK		60	27	8	3	1	1	87	4






























QC5.2 Do you approve or disapprove of the following?
A man reproaching his friends for making a sexist joke (%)

		Strongly approve	Tend to approve	Neither approve nor disapprove	Tend to disapprove	Strongly disapprove	Don't know	Total 'Approve'	Total 'Disapprove'
EU28		23	27	28	12	5	5	50	17
BE		13	34	37	12	3	1	47	15
BG		25	23	16	10	8	18	48	18
CZ		3	11	30	28	18	10	14	46
DK		17	19	33	12	13	6	36	25
DE		15	22	34	16	8	5	37	24
EE		12	26	34	9	4	15	38	13
IE		32	31	17	12	5	3	63	17
EL		22	29	31	11	5	2	51	16
ES		38	27	19	9	3	4	65	12
FR		22	23	31	16	5	3	45	21
HR		23	25	26	11	9	6	48	20
IT		20	33	34	7	3	3	53	10
CY		21	18	34	19	4	4	39	23
LV		16	21	23	14	13	13	37	27
LT		10	20	27	16	8	19	30	24
LU		17	23	29	20	7	4	40	27
HU		14	29	30	11	5	11	43	16
MT		23	46	13	10	3	5	69	13
NL		21	30	31	12	4	2	51	16
AT		22	24	28	16	7	3	46	23
PL		25	42	17	9	2	5	67	11
PT		26	43	22	5	1	3	69	6
RO		18	24	28	17	7	6	42	24
SI		11	17	28	25	12	7	28	37
SK		9	16	37	20	8	10	25	28
FI		32	25	25	7	7	4	57	14
SE		73	15	7	2	2	1	88	4
UK		25	27	25	11	6	6	52	17

QC5.3 Do you approve or disapprove of the following?
A man doing an equal share of household activities (%)

		Strongly approve	Tend to approve	Neither approve nor disapprove	Tend to disapprove	Strongly disapprove	Don't know	Total 'Approve'	Total 'Disapprove'
EU28		50	34	11	3	1	1	84	4
BE		44	44	10	2	0	0	88	2
BG		39	35	15	6	3	2	74	9
CZ		27	39	18	12	3	1	66	15
DK		78	17	4	0	0	1	95	0
DE		45	33	14	6	1	1	78	7
EE		51	39	7	2	0	1	90	2
IE		61	32	6	1	0	0	93	1
EL		39	33	19	7	2	0	72	9
ES		72	21	4	2	1	0	93	3
FR		64	29	5	1	1	0	93	2
HR		32	38	21	7	2	0	70	9
IT		35	47	14	3	0	1	82	3
CY		49	32	14	4	1	0	81	5
LV		55	33	6	4	1	1	88	5
LT		29	35	18	13	3	2	64	16
LU		59	33	5	2	0	1	92	2
HU		33	41	19	4	1	2	74	5
MT		39	56	4	1	0	0	95	1
NL		66	26	7	1	0	0	92	1
AT		40	34	17	7	1	1	74	8
PL		33	52	11	3	1	0	85	4
PT		45	41	10	4	0	0	86	4
RO		39	35	17	6	2	1	74	8
SI		41	37	14	7	1	0	78	8
SK		29	48	17	3	1	2	77	4
FI		71	20	7	1	1	0	91	2
SE		87	7	5	0	0	1	94	0
UK		59	30	8	2	0	1	89	2






























QC5.4 Do you approve or disapprove of the following?
A man identifying himself as a feminist (%)

		Strongly approve	Tend to approve	Neither approve nor disapprove	Tend to disapprove	Strongly disapprove	Don't know	Total 'Approve'	Total 'Disapprove'
EU28		17	24	30	15	7	7	41	22
BE		14	33	33	13	6	1	47	19
BG		13	15	21	14	11	26	28	25
CZ		4	9	30	31	14	12	13	45
DK		14	14	35	12	14	11	28	26
DE		9	14	36	21	11	9	23	32
EE		5	10	29	17	14	25	15	31
IE		29	28	21	11	5	6	57	16
EL		15	27	38	13	5	2	42	18
ES		30	25	24	11	5	5	55	16
FR		18	30	29	12	6	5	48	18
HR		11	19	29	18	14	9	30	32
IT		20	38	30	6	3	3	58	9
CY		17	22	31	20	5	5	39	25
LV		3	8	17	19	28	25	11	47
LT		5	12	24	24	16	19	17	40
LU		17	28	28	14	7	6	45	21
HU		8	19	29	21	11	12	27	32
MT		22	49	12	10	3	4	71	13
NL		12	18	32	19	11	8	30	30
AT		16	15	37	17	8	7	31	25
PL		6	21	29	24	8	12	27	32
PT		16	37	29	9	4	5	53	13
RO		11	21	30	18	12	8	32	30
SI		9	17	29	24	12	9	26	36
SK		5	9	37	20	16	13	14	36
FI		38	22	22	6	6	6	60	12
SE		45	17	24	6	5	3	62	11
UK		22	24	32	9	6	7	46	15

QC5r Men should promote gender equality' Index (%)






























		High support	Medium-high support	Medium-low support	Low support	Average
EU28		36	37	22	5	13.3
BE		36	39	22	3	13.5
BG		26	27	31	16	11.2
CZ		6	25	46	23	8.5
DK		32	46	21	1	13.6
DE		22	43	29	6	12.1
EE		15	46	34	5	11.6
IE		53	29	16	2	15.0
EL		36	33	26	5	13.0
ES		55	29	12	4	15.2
FR		41	40	17	2	14.1
HR		22	36	32	10	11.4
IT		45	34	17	4	14.0
CY		29	41	26	4	12.9
LV		9	40	45	6	10.7
LT		12	27	44	17	9.6
LU		32	44	22	2	13.6
HU		18	36	33	13	10.9
MT		57	31	11	1	15.1
NL		34	46	19	1	13.8
AT		29	35	27	9	12.3
PL		27	45	24	4	12.7
PT		49	37	12	2	14.8
RO		21	31	40	8	11.3
SI		18	36	41	5	11.5
SK		11	31	45	13	9.9
FI		54	32	13	1	15.5
SE		76	19	4	1	17.4
UK		40	38	19	3	14.1

QC6 Do you think that there is a problem with the way women are presented in media and advertising in (OUR COUNTRY)? (%)

		Yes, and this problem needs to be addressed	Yes, but this problem does not need to be addressed	No, there is no problem	Don't know	Total 'Yes'
EU28		39	15	38	8	54
BE		37	18	44	1	55
BG		16	6	60	18	22
CZ		15	17	61	7	32
DK		31	25	40	4	56
DE		31	16	47	6	47
EE		19	10	62	9	29
IE		44	14	35	7	58
EL		39	11	46	4	50
ES		51	15	25	9	66
FR		59	12	25	4	71
HR		40	22	31	7	62
IT		48	11	29	12	59
CY		35	9	53	3	44
LV		15	7	69	9	22
LT		24	14	55	7	38
LU		27	8	60	5	35
HU		31	17	42	10	48
MT		40	11	42	7	51
NL		33	19	46	2	52
AT		32	20	43	5	52
PL		20	13	54	13	33
PT		21	10	58	11	31
RO		19	30	44	7	49
SI		30	9	57	4	39
SK		16	19	48	17	35
FI		37	21	38	4	58
SE		58	12	28	2	70
UK		46	12	30	12	58






























QC7.1 Please tell me whether you agree or disagree with each of the following statements.

Women are less interested than men in positions of responsibility in politics (%)

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	Don't know	Total 'Agree'	Total 'Disagree'
EU28		7	27	36	25	5	34	61
BE		3	32	40	22	3	35	62
BG		12	29	28	23	8	41	51
CZ		15	45	26	8	6	60	34
DK		5	24	31	35	5	29	66
DE		6	27	37	26	4	33	63
EE		6	30	40	15	9	36	55
IE		8	22	36	27	7	30	63
EL		13	35	33	18	1	48	51
ES		5	16	34	41	4	21	75
FR		3	17	43	33	4	20	76
HR		13	31	30	24	2	44	54
IT		11	32	34	19	4	43	53
CY		14	38	32	14	2	52	46
LV		11	25	35	22	7	36	57
LT		7	33	41	15	4	40	56
LU		6	32	39	16	7	38	55
HU		19	38	27	11	5	57	38
MT		4	40	44	8	4	44	52
NL		5	32	30	28	5	37	58
AT		11	32	28	26	3	43	54
PL		8	38	36	11	7	46	47
PT		8	25	38	25	4	33	63
RO		18	38	31	10	3	56	41
SI		14	31	35	17	3	45	52
SK		17	35	31	8	9	52	39
FI		6	31	35	23	5	37	58
SE		3	19	18	56	4	22	74
UK		4	18	39	29	10	22	68





























QC7.2 Please tell me whether you agree or disagree with each of the following statements.

Men are more ambitious than women (%)

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	Don't know	Total 'Agree'	Total 'Disagree'
EU28		11	24	35	26	4	35	61
BE		7	34	38	20	1	41	58
BG		22	22	29	23	4	44	52
CZ		23	34	30	11	2	57	41
DK		10	25	27	34	4	35	61
DE		6	13	40	39	2	19	79
EE		15	31	34	14	6	46	48
IE		11	24	35	25	5	35	60
EL		26	30	33	11	0	56	44
ES		17	27	27	24	5	44	51
FR		6	23	38	28	5	29	66
HR		11	33	27	27	2	44	54
IT		20	33	30	14	3	53	44
CY		22	24	33	18	3	46	51
LV		22	28	29	13	8	50	42
LT		18	34	33	12	3	52	45
LU		6	24	44	20	6	30	64
HU		22	35	27	12	4	57	39
MT		7	30	46	12	5	37	58
NL		8	28	31	30	3	36	61
AT		13	21	31	33	2	34	64
PL		4	17	48	24	7	21	72
PT		13	33	36	16	2	46	52
RO		19	30	32	16	3	49	48
SI		16	23	37	22	2	39	59
SK		27	33	26	7	7	60	33
FI		13	35	29	20	3	48	49
SE		1	7	15	75	2	8	90
UK		4	17	39	32	8	21	71






























QC7.3 Please tell me whether you agree or disagree with each of the following statements.

Women have less freedom because of their family responsibilities (%)

		Totally agree		Tend to agree		Tend to disagree		Totally disagree		Don't know	Total 'Agree'		Total 'Disagree'	
		EB87.4	Diff. EB87.4 - EB76.1	EB87.4	Diff. EB87.4 - EB76.1	EB87.4	Diff. EB87.4 - EB76.1	EB87.4	Diff. EB87.4 - EB76.1		EB87.4	Diff. EB87.4 - EB76.1	EB87.4	Diff. EB87.4 - EB76.1
EU28		22	-2	45	1	21	2	9	-2	3	67	-1	30	0
BE		15	-6	51	7	26	2	7	-4	1	66	1	33	-2
BG		36	14	42	-9	13	-4	5	-2	4	78	5	18	-6
CZ		28	1	51	2	15	-2	4	-2	2	79	3	19	-4
DK		12	-10	37	-9	27	10	21	7	3	49	-19	48	17
DE		19	-10	42	4	28	7	9	-2	2	61	-6	37	5
EE		22	-8	48	4	18	0	7	0	5	70	-4	25	0
IE		27	3	49	0	16	2	6	-5	2	76	3	22	-3
EL		35	5	46	-3	15	1	4	-3	0	81	2	19	-2
ES		31	3	43	0	16	1	8	-5	2	74	3	24	-4
FR		14	1	39	1	28	5	16	-9	3	53	2	44	-4
IT		26	3	50	0	17	-1	5	-2	2	76	3	22	-3
CY		34	1	36	4	20	4	9	-10	1	70	5	29	-6
LV		35	8	38	-6	18	-2	7	-1	2	73	2	25	-3
LT		23	0	50	13	21	-4	5	-7	1	73	13	26	-11
LU		14	-11	49	12	27	5	7	-9	3	63	1	34	-4
HU		44	1	43	3	9	-4	1	-3	3	87	4	10	-7
MT		15	-10	58	11	21	3	5	-3	1	73	1	26	0
NL		14	-3	45	0	27	3	13	0	1	59	-3	40	3
AT		21	-4	43	-6	21	5	14	4	1	64	-10	35	9
PL		22	-5	51	0	20	6	3	-1	4	73	-5	23	5
PT		19	7	47	0	23	-3	10	-3	1	66	7	33	-6
RO		30	8	44	-4	19	2	5	-4	2	74	4	24	-2
SI		37	7	42	-3	14	-3	6	-1	1	79	4	20	-4
SK		35	-1	47	-2	10	-2	2	-1	6	82	-3	12	-3
FI		16	-3	51	-2	22	1	7	1	4	67	-5	29	2
SE		16	-6	49	4	18	0	16	1	1	65	-2	34	1
UK		16	-6	46	3	21	0	11	-1	6	62	-3	32	-1






























QC7.4 Please tell me whether you agree or disagree with each of the following statements.

Politics is dominated by men who do not have sufficient confidence in women (%)





























		Totally agree	Tend to agree	Tend to disagree	Totally disagree	Don't know	Total 'Agree'	Total 'Disagree'
EU28		21	40	22	8	9	61	30
BE		13	44	33	6	4	57	39
BG		19	31	23	9	18	50	32
CZ		21	39	23	8	9	60	31
DK		9	28	28	26	9	37	54
DE		14	33	32	13	8	47	45
EE		18	42	23	6	11	60	29
IE		25	37	24	8	6	62	32
EL		23	46	22	5	4	69	27
ES		30	37	17	8	8	67	25
FR		28	42	16	5	9	70	21
HR		24	42	21	7	6	66	28
IT		27	50	14	4	5	77	18
CY		31	37	20	4	8	68	24
LV		19	29	24	9	19	48	33
LT		17	44	23	7	9	61	30
LU		14	35	32	8	11	49	40
HU		39	43	13	1	4	82	14
MT		10	40	38	6	6	50	44
NL		9	25	38	17	11	34	55
AT		17	37	25	16	5	54	41
PL		15	48	25	3	9	63	28
PT		20	48	21	7	4	68	28
RO		27	42	19	6	6	69	25
SI		28	41	18	7	6	69	25
SK		23	37	20	5	15	60	25
FI		12	36	31	11	10	48	42
SE		13	35	27	18	7	48	45
UK		17	41	21	7	14	58	28

QC7.5 Please tell me whether you agree or disagree with each of the following statements.





























Women do not have the necessary qualities and skills to fill positions of responsibility in politics (%)

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	Don't know	Total 'Agree'	Total 'Disagree'
EU28		5	12	27	53	3	17	80
BE		2	14	32	51	1	16	83
BG		9	15	30	40	6	24	70
CZ		5	18	39	34	4	23	73
DK		3	5	12	78	2	8	90
DE		4	9	26	60	1	13	86
EE		5	15	36	40	4	20	76
IE		5	11	27	53	4	16	80
EL		3	12	34	50	1	15	84
ES		3	7	21	67	2	10	88
FR		1	4	26	66	3	5	92
HR		5	19	29	46	1	24	75
IT		13	24	24	37	2	37	61
CY		13	9	28	50	0	22	78
LV		12	23	32	26	7	35	58
LT		5	15	41	37	2	20	78
LU		2	7	29	59	3	9	88
HU		13	28	31	24	4	41	55
MT		3	18	48	28	3	21	76
NL		1	2	17	79	1	3	96
AT		5	17	29	47	2	22	76
PL		3	17	43	33	4	20	76
PT		5	11	24	59	1	16	83
RO		11	30	31	25	3	41	56
SI		9	11	29	50	1	20	79
SK		11	16	39	27	7	27	66
FI		2	8	26	61	3	10	87
SE		1	2	5	91	1	3	96
UK		2	7	26	59	6	9	85






























QC7r Gender stereotypes in politics Index (%)

		High	Medium-high	Medium-low	Low	Average
EU28		3	13	51	33	6.7
BE		1	12	58	29	6.6
BG		8	21	47	24	8.2
CZ		6	24	59	11	9.0
DK		1	9	44	46	5.3
DE		1	8	51	40	5.8
EE		4	16	54	26	7.4
IE		5	11	53	31	6.8
EL		7	23	56	14	8.7
ES		2	13	52	33	6.6
FR		1	5	47	47	5.1
HR		5	20	56	19	8.0
IT		8	26	48	18	8.7
CY		8	20	56	16	8.5
LV		8	23	50	19	8.6
LT		4	17	62	17	7.9
LU		1	10	54	35	6.1
HU		16	29	45	10	10.2
MT		2	13	66	19	7.4
NL		0	6	56	38	5.6
AT		4	18	43	35	6.9
PL		2	13	60	25	7.0
PT		4	14	50	32	6.9
RO		10	26	52	12	9.3
SI		6	20	56	18	8.2
SK		14	24	48	14	9.5
FI		2	14	54	30	6.7
SE		0	3	35	62	3.9
UK		0	6	50	44	5.2






























QC8 In your opinion, which of the following statements regarding the number of women currently in political decision-making positions in (OUR COUNTRY) applies best?
(%)

		There should be more women	The current number of women is about right	There should be fewer women	Don't know
EU28		54	35	3	8
BE		48	43	7	2
BG		38	46	3	13
CZ		45	44	5	6
DK		44	49	1	6
DE		47	44	2	7
EE		46	40	4	10
IE		72	21	1	6
EL		57	37	3	3
ES		65	26	1	8
FR		62	30	2	6
HR		58	36	3	3
IT		55	32	2	11
CY		70	25	3	2
LV		27	55	9	9
LT		36	51	8	5
LU		60	29	1	10
HU		57	32	4	7
MT		80	14	1	5
NL		69	26	1	4
AT		49	42	5	4
PL		41	43	4	12
PT		76	17	2	5
RO		28	54	12	6
SI		56	34	4	6
SK		47	38	4	11
FI		44	51	2	3
SE		64	29	1	6
UK		56	28	1	15






























QC9 Do you think that a female political representative can represent your interests?
(%)

		Yes, totally	Yes, somewhat	No, not really	No, not at all	Don't know	Total 'Yes'	Total 'No'
EU28		50	36	8	2	4	86	10
BE		44	35	17	3	1	79	20
BG		57	28	6	2	7	85	8
CZ		49	39	6	3	3	88	9
DK		74	22	2	1	1	96	3
DE		58	29	7	3	3	87	10
EE		63	27	5	1	4	90	6
IE		57	35	4	1	3	92	5
EL		40	46	10	3	1	86	13
ES		70	21	6	0	3	91	6
FR		52	30	11	5	2	82	16
HR		49	35	12	3	1	84	15
IT		27	53	9	2	9	80	11
CY		33	42	16	4	5	75	20
LV		41	42	7	5	5	83	12
LT		59	32	5	2	2	91	7
LU		63	31	3	1	2	94	4
HU		42	40	11	3	4	82	14
MT		57	30	5	5	3	87	10
NL		72	24	3	0	1	96	3
AT		46	36	12	3	3	82	15
PL		38	47	9	2	4	85	11
PT		61	33	4	1	1	94	5
RO		27	47	18	5	3	74	23
SI		55	37	5	2	1	92	7
SK		32	47	10	4	7	79	14
FI		56	38	3	1	2	94	4
SE		77	20	2	1	0	97	3
UK		51	36	6	1	6	87	7






























QC10 Do you think that a male political representative can represent your interests?
(%)

		Yes, totally	Yes, somewhat	No, not really	No, not at all	Don't know	Total 'Yes'	Total 'No'
EU28		43	39	11	3	4	82	14
BE		39	38	18	5	0	77	23
BG		58	29	5	2	6	87	7
CZ		41	45	6	4	4	86	10
DK		70	24	3	1	2	94	4
DE		52	33	9	3	3	85	12
EE		59	32	4	1	4	91	5
IE		48	40	8	1	3	88	9
EL		33	49	13	4	1	82	17
ES		65	23	9	1	2	88	10
FR		40	33	17	8	2	73	25
HR		44	38	12	5	1	82	17
IT		16	54	16	5	9	70	21
CY		23	39	28	6	4	62	34
LV		43	41	7	4	5	84	11
LT		59	30	8	1	2	89	9
LU		53	36	7	2	2	89	9
HU		37	47	11	2	3	84	13
MT		50	38	5	5	2	88	10
NL		65	30	4	0	1	95	4
AT		38	44	11	5	2	82	16
PL		35	47	11	2	5	82	13
PT		49	42	7	1	1	91	8
RO		27	52	15	3	3	79	18
SI		51	41	5	2	1	92	7
SK		28	51	11	4	6	79	15
FI		47	42	7	2	2	89	9
SE		71	23	4	1	1	94	5
UK		45	39	9	1	6	84	10






























QC11 Are you in favour or against legal measures to ensure parity between men and women in politics?
(%)

		Strongly in favour	Somewhat in favour	Somewhat against	Strongly against	Don't know	Total 'In favour'	Total 'Against'
EU28		30	40	15	8	7	70	23
BE		26	47	21	4	2	73	25
BG		57	30	3	1	9	87	4
CZ		24	45	16	8	7	69	24
DK		11	23	20	41	5	34	61
DE		16	33	28	17	6	49	45
EE		22	38	16	10	14	60	26
IE		42	37	10	5	6	79	15
EL		36	37	16	5	6	73	21
ES		52	33	7	2	6	85	9
FR		36	42	12	5	5	78	17
HR		48	39	7	3	3	87	10
IT		34	52	6	1	7	86	7
CY		37	32	15	11	5	69	26
LV		19	40	14	9	18	59	23
LT		41	40	7	4	8	81	11
LU		28	38	19	9	6	66	28
HU		39	46	7	2	6	85	9
MT		38	40	11	6	5	78	17
NL		19	33	23	24	1	52	47
AT		32	42	17	4	5	74	21
PL		11	48	17	4	20	59	21
PT		58	31	6	1	4	89	7
RO		31	43	18	3	5	74	21
SI		59	30	6	2	3	89	8
SK		28	50	11	4	7	78	15
FI		15	40	26	16	3	55	42
SE		13	23	23	39	2	36	62
UK		29	38	13	6	14	67	19






























QC12 Do you think that, taking into account all female and male employees in the economy of (OUR COUNTRY), women tend to be paid more, less or the same as men per hour of work?
(%)

		Less	The same	More	Don't know
EU28		69	23	2	6
BE		79	17	3	1
BG		34	45	3	18
CZ		72	20	2	6
DK		81	16	0	3
DE		84	11	2	3
EE		63	22	2	13
IE		60	31	2	7
EL		43	52	2	3
ES		81	14	0	5
FR		83	13	1	3
HR		58	33	3	6
IT		51	36	3	10
CY		55	39	1	5
LV		50	38	2	10
LT		54	39	2	5
LU		65	27	2	6
HU		69	21	4	6
MT		39	45	5	11
NL		88	11	0	1
AT		67	24	6	3
PL		64	23	2	11
PT		55	38	2	5
RO		31	52	11	6
SI		68	26	2	4
SK		68	22	1	9
FI		81	16	1	2
SE		94	6	0	0
UK		64	26	2	8

QC13 In some circumstances, a woman is paid less than a male colleague for the same job. Do you think this is acceptable? (%)

		Totally acceptable	Somewhat acceptable	Somewhat unacceptable	Totally unacceptable	Don't know	Total 'Acceptable'	Total 'Unacceptable'
EU28		1	7	23	67	2	8	90
BE		2	13	24	61	0	15	85
BG		2	7	25	57	9	9	82
CZ		2	13	37	46	2	15	83
DK		2	6	13	78	1	8	91
DE		1	4	24	70	1	5	94
EE		2	10	21	62	5	12	83
IE		3	9	15	71	2	12	86
EL		2	6	22	69	1	8	91
ES		1	2	16	79	2	3	95
FR		0	3	19	77	1	3	96
HR		1	15	19	64	1	16	83
IT		2	12	29	53	4	14	82
CY		2	6	22	69	1	8	91
LV		2	8	26	61	3	10	87
LT		2	10	14	72	2	12	86
LU		1	3	23	73	0	4	96
HU		2	11	36	48	3	13	84
MT		2	3	21	73	1	5	94
NL		0	3	10	87	0	3	97
AT		5	13	31	49	2	18	80
PL		1	12	39	42	6	13	81
PT		0	5	17	77	1	5	94
RO		3	22	28	44	3	25	72
SI		1	5	19	74	1	6	93
SK		3	11	37	45	4	14	82
FI		1	9	29	60	1	10	89
SE		2	2	4	92	0	4	96
UK		2	3	13	80	2	5	93






























QC14 Do you think that the principle of equal pay for equal work is guaranteed by law in (OUR COUNTRY)?
(%)

		Yes	No	Don't know
EU28		26	59	15
BE		38	58	4
BG		30	36	34
CZ		23	61	16
DK		33	56	11
DE		15	77	8
EE		29	39	32
IE		28	56	16
EL		33	49	18
ES		19	64	17
FR		15	77	8
HR		29	56	15
IT		29	50	21
CY		28	60	12
LV		42	47	11
LT		38	52	10
LU		43	44	13
HU		31	52	17
MT		36	42	22
NL		39	54	7
AT		26	65	9
PL		27	52	21
PT		33	53	14
RO		43	43	14
SI		39	46	15
SK		23	59	18
FI		30	60	10
SE		25	67	8
UK		38	40	22

QC15 How comfortable are you with the idea of negotiating your salary?

(%)






























(IF 'EMPLOYEES', CODE 10 TO 18 IN D15a)

		Very comfortable	Fairly comfortable	Not very comfortable	Not at all comfortable	Not applicable (SPONTANEOUS)	Don't know	Total 'Comfortable'	Total 'Uncomfortable'
EU28		15	33	29	13	7	3	48	42
BE		13	40	28	13	6	0	53	41
BG		10	29	34	18	3	6	39	52
CZ		39	43	12	3	1	2	82	15
DK		26	28	21	3	20	2	54	24
DE		15	30	29	14	8	4	45	43
EE		12	26	43	13	3	3	38	56
IE		29	38	16	9	7	1	67	25
EL		9	18	38	30	5	0	27	68
ES		11	35	28	18	5	3	46	46
FR		15	30	29	15	10	1	45	44
HR		14	27	38	15	3	3	41	53
IT		6	38	29	17	6	4	44	46
CY		21	22	33	16	8	0	43	49
LV		16	32	35	11	3	3	48	46
LT		12	35	38	14	0	1	47	52
LU		24	27	19	8	20	2	51	27
HU		5	25	40	19	10	1	30	59
MT		20	26	25	6	19	4	46	31
NL		14	28	39	11	8	0	42	50
AT		16	38	24	12	9	1	54	36
PL		4	31	42	9	2	12	35	51
PT		9	29	28	24	9	1	38	52
RO		16	38	24	10	9	3	54	34
SI		29	38	16	13	3	1	67	29
SK		7	17	36	26	5	9	24	62
FI		29	32	26	11	2	0	61	37
SE		28	37	26	5	4	0	65	31
UK		28	36	21	7	6	2	64	28

QC16 Have you ever tried to negotiate your salary? (MULTIPLE 'YES' ANSWERS POSSIBLE)

(%)






























(IF 'EMPLOYEES', CODE 10 TO 18 IN D15a)

		Yes, and you obtained an increase	Yes, but you did not obtain an increase	No, but you intend to do so	No, never	Not applicable (SPONTANEOUS)	Don't know	Total 'Yes'	Total 'No'
EU28		28	17	10	39	5	1	45	49
BE		23	21	8	43	5	0	44	51
BG		15	18	17	44	3	4	32	61
CZ		18	20	13	48	1	1	37	61
DK		52	13	5	25	8	1	61	30
DE		42	13	6	31	7	3	53	37
EE		40	19	9	31	3	1	56	40
IE		31	17	9	39	5	1	47	47
EL		10	27	10	49	5	1	35	59
ES		23	17	11	49	2	0	38	60
FR		28	16	5	42	8	2	43	47
HR		20	17	12	51	2	0	35	63
IT		12	17	16	48	6	1	29	64
CY		22	13	10	47	9	0	34	57
LV		36	18	6	37	4	1	52	43
LT		31	18	13	39	0	0	48	52
LU		27	13	7	39	14	0	40	46
HU		17	24	16	38	7	1	39	53
MT		29	12	4	36	17	3	40	40
NL		47	17	5	31	3	0	61	36
AT		32	22	12	26	9	1	52	38
PL		23	25	14	34	2	4	46	48
PT		14	12	9	60	5	1	25	69
RO		15	23	14	39	8	2	38	52
SI		36	25	7	33	2	1	57	40
SK		22	20	13	40	3	4	40	53
FI		42	18	9	33	1	0	57	42
SE		63	15	3	17	3	1	76	20
UK		35	14	10	40	3	1	47	49

QC17 To what extent are you aware of the salary of your immediate colleagues?






























(%)

(IF 'EMPLOYEES', CODE 10 TO 18 IN D15a)

		Fully	Somewhat	Not really	Not at all	You do not have an immediate colleague (SPONTANEOUS)	Don't know	Total 'Fully/ somewhat'	Total 'Not really/ not at all'
EU28		21	39	19	16	3	2	60	35
BE		23	36	24	12	4	1	59	36
BG		14	43	18	17	4	4	57	35
CZ		11	34	31	22	1	1	45	53
DK		27	44	16	11	2	0	71	27
DE		21	35	18	22	2	2	56	40
EE		23	48	14	12	2	1	71	26
IE		23	41	19	13	3	1	64	32
EL		35	38	17	7	3	0	73	24
ES		27	41	17	13	2	0	68	30
FR		28	39	12	19	2	0	67	31
HR		20	50	21	6	2	1	70	27
IT		6	37	33	15	6	3	43	48
CY		37	35	12	13	2	1	72	25
LV		28	39	14	15	3	1	67	29
LT		21	46	20	12	1	0	67	32
LU		24	37	19	14	4	2	61	33
HU		14	44	24	11	5	2	58	35
MT		23	33	8	15	15	6	56	23
NL		28	44	13	14	1	0	72	27
AT		13	42	25	15	4	1	55	40
PL		15	46	20	13	1	5	61	33
PT		12	49	16	14	7	2	61	30
RO		14	43	26	13	3	1	57	39
SI		19	47	19	14	1	0	66	33
SK		16	35	22	21	2	4	51	43
FI		22	56	13	8	1	0	78	21
SE		22	45	12	19	2	0	67	31
UK		32	34	17	14	2	1	66	31






























QC17T To what extent are you aware of the salary of your immediate colleagues?
(%)

(IF 'EMPLOYEES AND HAVE AN IMMEDIATE COLLEAGUE', CODE 10 TO 18 IN D15a AND WITHOUT CODE 5 IN QC17)

		Fully	Somewhat	Not really	Not at all	Don't know	Total 'Fully/ somewhat'	Total 'Not really/ not at all'
EU28		22	40	20	16	2	62	36
BE		24	38	25	12	1	62	37
BG		15	45	19	17	4	60	36
CZ		10	35	32	22	1	45	54
DK		27	45	16	11	1	72	27
DE		21	36	18	23	2	57	41
EE		23	49	15	12	1	72	27
IE		24	42	20	13	1	66	33
EL		36	39	18	7	0	75	25
ES		28	42	17	13	0	70	30
FR		28	40	12	19	1	68	31
HR		21	50	22	6	1	71	28
IT		7	39	35	16	3	46	51
CY		38	36	12	13	1	74	25
LV		29	40	15	15	1	69	30
LT		22	46	20	12	0	68	32
LU		25	39	20	15	1	64	35
HU		15	46	25	12	2	61	37
MT		27	39	9	17	8	66	26
NL		28	44	14	14	0	72	28
AT		14	44	26	15	1	58	41
PL		15	46	20	14	5	61	34
PT		13	52	17	15	3	65	32
RO		14	45	27	13	1	59	40
SI		19	48	19	14	0	67	33
SK		16	35	23	22	4	51	45
FI		22	57	13	8	0	79	21
SE		22	46	12	20	0	68	32
UK		33	35	17	14	1	68	31




























QC18 Do you think that taking into account female and male employees in equivalent positions in the company or organisation where you work, women on average tend to be paid more, less or the same as men?
(%)

(IF 'EMPLOYEES', CODE 10 TO 18 IN D15a)

		Less	The same	More	Not applicable (SPONTANEOUS)	Don't know
EU28		33	51	3	6	7
BE		37	55	3	3	2
BG		23	46	3	9	19
CZ		56	30	2	3	9
DK		20	65	1	7	7
DE		47	41	1	6	5
EE		24	51	1	14	10
IE		23	59	3	6	9
EL		20	63	2	10	5
ES		25	62	0	7	6
FR		33	51	2	9	5
HR		35	48	4	5	8
IT		37	47	2	6	8
CY		26	57	3	10	4
LV		17	60	3	11	9
LT		25	58	2	9	6
LU		31	53	0	7	9
HU		42	39	3	9	7
MT		21	62	1	14	2
NL		24	68	1	4	3
AT		43	38	6	5	8
PL		37	37	3	7	16
PT		26	55	2	10	7
RO		18	66	7	3	6
SI		34	58	2	3	3
SK		49	34	1	5	11
FI		20	66	2	4	8
SE		35	51	8	2	4
UK		20	66	3	5	6

QC19 In the company or organisation where you work, would you say that there is sufficient attention given to the issue of equal pay for women and men for the same type of work or not?
(%)






























(IF 'EMPLOYEES', CODE 10 TO 18 IN D15a)

		Yes, definitely	Yes, to some extent	No, not really	No, not at all	This is not an issue in your company or organisation (SPONTANEOUS)	Don't know	Total 'Yes'	Total 'No'
EU28		26	29	19	7	11	8	55	26
BE		34	26	24	5	9	2	60	29
BG		7	16	17	11	32	17	23	28
CZ		10	34	28	13	7	8	44	41
DK		46	20	13	6	9	6	66	19
DE		23	28	22	11	8	8	51	33
EE		26	19	10	6	25	14	45	16
IE		33	28	12	6	11	10	61	18
EL		35	31	14	2	11	7	66	16
ES		40	24	15	6	9	6	64	21
FR		31	25	15	11	10	8	56	26
HR		13	28	33	8	11	7	41	41
IT		10	39	24	4	15	8	49	28
CY		33	24	14	10	11	8	57	24
LV		38	22	12	5	15	8	60	17
LT		24	27	17	7	15	10	51	24
LU		38	27	10	5	11	9	65	15
HU		11	32	27	8	15	7	43	35
MT		19	31	13	10	19	8	50	23
NL		40	18	11	9	15	7	58	20
AT		13	36	21	9	15	6	49	30
PL		9	33	22	6	15	15	42	28
PT		19	34	16	6	11	14	53	22
RO		26	41	15	3	8	7	67	18
SI		28	32	14	9	13	4	60	23
SK		13	32	21	8	12	14	45	29
FI		25	31	16	3	16	9	56	19
SE		26	25	21	13	8	7	51	34
UK		40	28	12	3	10	7	68	15

QC20 Would you be in favour of or against publishing the average wages per job type earned in the organisation or company where you work by each sex?






























(%)

(IF 'EMPLOYEES', CODE 10 TO 18 IN D15a)

		Strongly in favour	Somewhat in favour	Somewhat against	Strongly against	It is already the case (SPONTANEOUS)	Not applicable (SPONTANEOUS)	Don't know	Total 'In favour'	Total 'Against'
EU28		30	34	15	8	3	4	6	64	23
BE		24	44	20	6	4	2	0	68	26
BG		30	29	11	4	2	6	18	59	15
CZ		22	40	24	8	0	1	5	62	32
DK		45	24	9	7	7	5	3	69	16
DE		26	35	15	10	4	4	6	61	25
EE		25	32	13	9	6	8	7	57	22
IE		38	32	10	8	3	4	5	70	18
EL		38	29	16	4	3	6	4	67	20
ES		40	25	11	9	3	4	8	65	20
FR		39	26	16	11	1	5	2	65	27
HR		30	39	11	6	2	3	9	69	17
IT		18	41	16	8	3	5	9	59	24
CY		40	25	10	16	1	3	5	65	26
LV		20	22	18	22	2	8	8	42	40
LT		23	28	12	25	2	4	6	51	37
LU		32	27	16	13	4	5	3	59	29
HU		20	44	16	5	4	6	5	64	21
MT		24	32	21	6	1	10	6	56	27
NL		39	34	11	7	4	4	1	73	18
AT		26	37	20	6	4	2	5	63	26
PL		11	43	22	8	1	2	13	54	30
PT		20	40	9	11	5	6	9	60	20
RO		29	43	13	4	2	4	5	72	17
SI		49	23	8	7	2	6	5	72	15
SK		23	45	14	3	0	2	13	68	17
FI		28	30	20	14	2	2	4	58	34
SE		58	22	7	8	2	1	2	80	15
UK		35	33	14	7	1	4	6	68	21

QC21 If data were publicly released showing that a gender pay gap disadvantaging women exists in the company or organisation where you work, would you do any of the following? (MULTIPLE ANSWERS POSSIBLE)
(%)

(IF 'EMPLOYEES', CODE 10 TO 18 IN D15a)

		Talk about it with your colleagues	Talk about it with your boss	Contact the trade unions	Ask for a pay rise	Contact the equality body	Quit	Seek legal assistance	You would not do anything	Other (SPONTANEOUS)	Don't know
EU28		35	39	26	18	9	2	11	16	3	9
BE		41	39	41	17	14	3	8	10	2	2
BG		21	26	7	19	7	3	8	29	1	20
CZ		33	36	16	30	5	4	8	22	2	5
DK		45	46	43	19	8	2	9	17	5	4
DE		39	42	28	16	5	1	7	19	1	10
EE		31	38	7	19	4	1	7	26	4	9
IE		33	40	25	22	12	1	8	14	3	6
EL		40	26	12	11	10	1	10	31	2	3
ES		24	26	35	5	10	1	18	19	2	12
FR		47	42	35	25	13	1	14	11	2	4
HR		36	28	17	15	5	1	8	23	5	10
IT		26	30	32	15	7	2	17	10	4	14
CY		30	35	26	14	19	2	15	20	7	6
LV		34	27	13	12	6	2	10	28	2	9
LT		30	35	10	21	10	4	5	30	2	6
LU		38	43	38	17	21	1	10	15	4	7
HU		30	34	8	14	6	4	13	23	4	8
MT		15	42	15	14	6	1	15	16	8	11
NL		65	65	35	23	6	1	12	9	4	1
AT		31	47	22	19	9	7	13	17	5	4
PL		22	37	9	26	5	6	7	17	6	13
PT		19	33	11	6	4	0	9	30	3	13
RO		26	36	15	22	8	5	9	16	3	13
SI		38	41	23	12	14	1	17	19	4	4
SK		28	27	18	14	2	2	6	25	4	18
FI		49	53	53	17	22	2	6	8	1	4
SE		63	63	49	26	12	2	6	10	2	2
UK		37	44	24	17	13	1	13	9	2	10