



Women in decision making positions



Number of interviews:
26.856

Number of interviews:
1.014

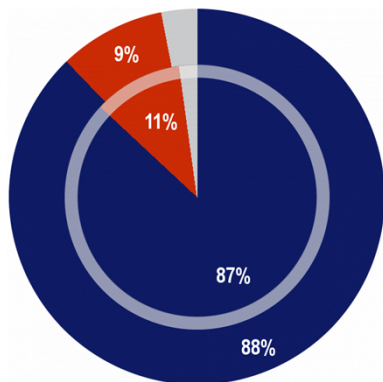
Fieldwork:
03/09-18/09/2011

Fieldwork:
03/09-18/09/2011

Methodology: face-to-face

1. Equal representation of women and men in leadership positions in private companies

QE2. Do you agree or disagree with the following statement: Given equal competence, women should be equally represented in positions of leadership in companies.



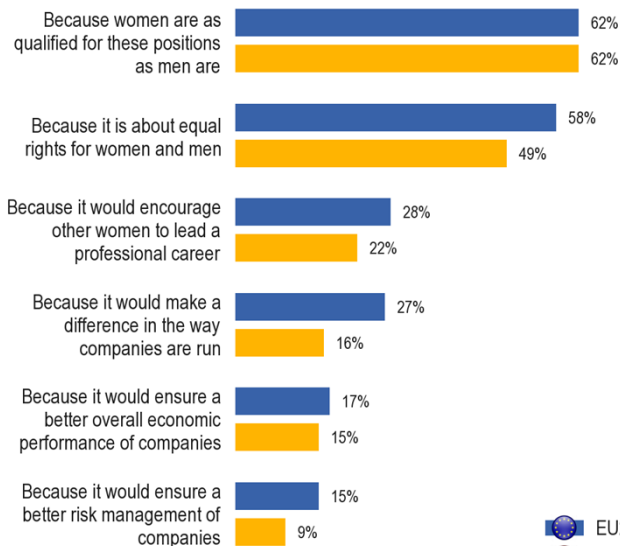
● Total 'Agree'

● Total 'Disagree'

● DK

EU27 ● Outer pie LV ● Inner pie

QE3. You said that women should be equally represented in positions of leadership in companies. Why do you think so?



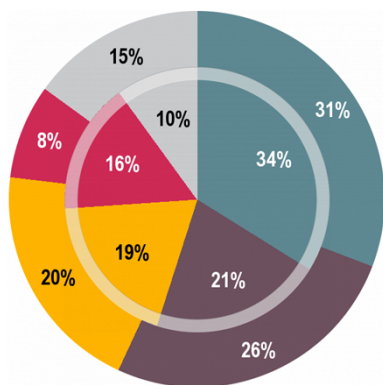
● EU27

● LV

Base: Respondents who answered they 'Totally agree' or 'Tend to agree' that women should be equally represented (n=23 700)

2. Achieving a balanced representation of women and men on company boards (1)

QE4. What is, in your view, the best way to achieve a more balanced representation of men and women on company boards?



● Self-regulation by companies setting their own targets

● Binding legal measures

● Voluntary measures such as non-binding Corporate Governance Codes and Charters

● There is no need to achieve a more balanced representation of men and women on company boards (SPONTANEOUS)

● DK

EU27 ● Outer pie LV ● Inner pie

QE4. What is, in your view, the best way to achieve a more balanced representation of men and women on company boards?

	EU27	LV
Self-regulation by companies setting their own targets	31%	34%
Gender		
Male	33%	32%
Female	29%	36%
Education (End of)		
15-	24%	33%
16-19	33%	30%
20+	34%	40%
Still studying	34%	33%

Socio-demographic breakdown





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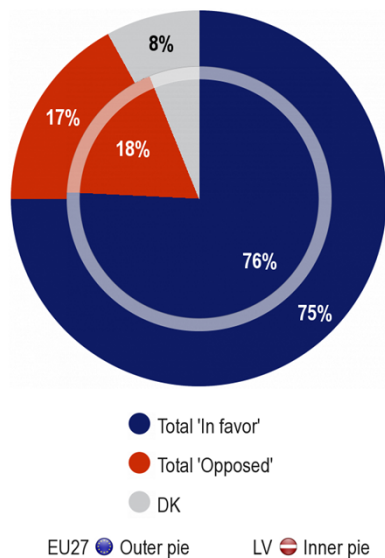
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2. Achieving a balanced representation of women and men on company boards (2)

QE5. Some European countries (e.g. France, Spain, the Netherlands, Italy, Belgium and Norway) have already taken legal measures to ensure a more balanced representation of men and women on company boards. Are you in favour or opposed to a legislation on this matter under the condition that qualification is taken into account without automatically favouring one of either gender?

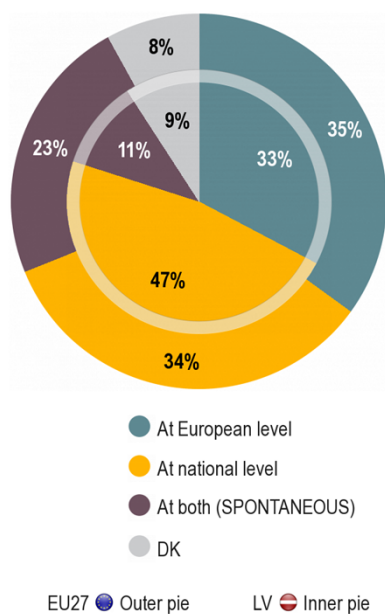


QE5. Some European countries (e.g. France, Spain, the Netherlands, Italy, Belgium and Norway) have already taken legal measures to ensure a more balanced representation of men and women on company boards. Are you in favour or opposed to a legislation on this matter under the condition that qualification is taken into account without automatically favouring one of either gender?

Table with socio-demographic breakdown for QE5, comparing EU27 and LV across Total 'In favor', Gender (Male/Female), and Age (15-24, 25-39, 40-54, 55+).

Socio-demographic breakdown

QE9. With regards to measures taken to improve gender balance on boards of publicly listed companies, do you think that decisions should be made by at national level or European level?



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Table with socio-demographic breakdown for QE9, comparing EU27 and LV across At European level and Age (15-24, 25-39, 40-54, 55+).

Socio-demographic breakdown





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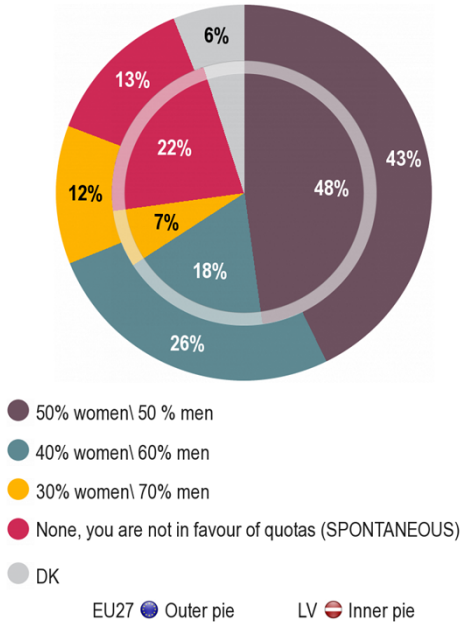
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Methodology: face-to-face

3. Legislation providing a more balanced representation of women and men on company boards (1)

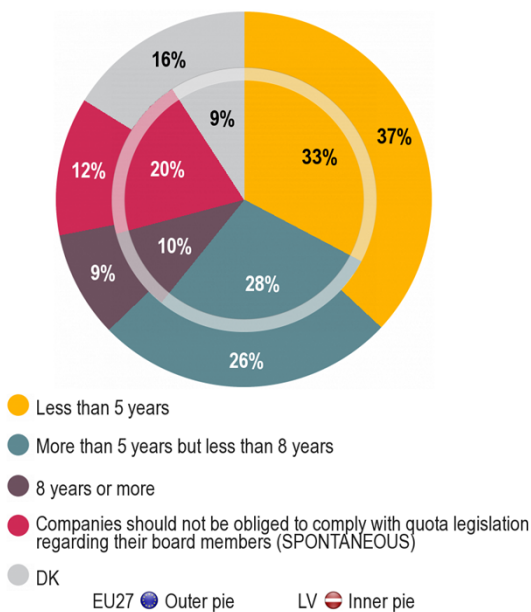
QE6. In the case of legislation providing a more balanced representation of men and women on boards of publicly listed companies, what would in your view be a realistic target?



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Table with 3 columns: Target, EU27, LV. Includes sections for Gender (Male/Female) and Age (15-24, 25-39, 40-54, 55+).

QE7. And in that case, how long do you think should publicly listed companies be granted to comply with legislation providing for a more balanced representation of men and women regarding their board members?



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Table with 3 columns: Response, EU27, LV. Includes sections for Gender (Male/Female) and Respondent occupation scale (Self-employed, Managers, etc.).





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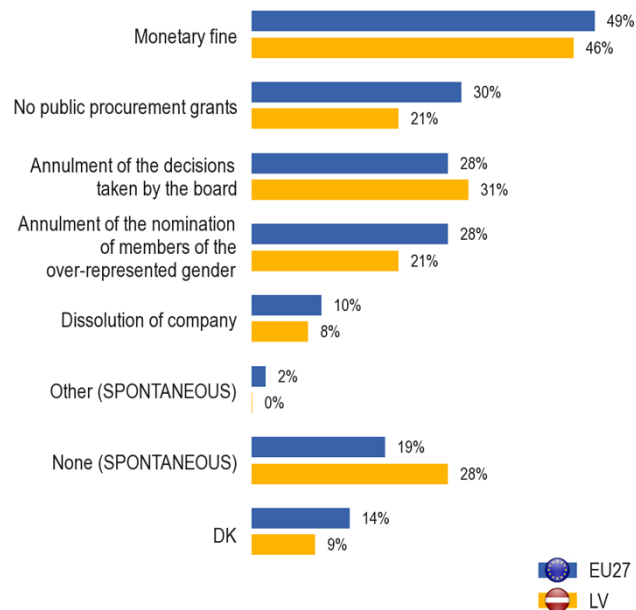
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3. Legislation providing a more balanced representation of women and men on company boards (2)

QE8T. And in your opinion, what would be the most effective sanction in case publicly listed companies do not comply with such legislation? And then?



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Summary table for QE8T showing EU27 and LV percentages for Monetary fine, Education (End of), and Respondent occupation scale.

Socio-demographic breakdown

4. General associations with gender equality issues

QE1. At the present time, in the EU, women are less likely than men to hold positions of responsibility. Please tell me whether you agree or disagree with each of the following statements on this subject.

