



Directorate-General for Communication
Directorate for Relations with the Citizens
Public Opinion Monitoring Unit

Brussels, 7 March 2012

8 March 2012: International Women's Day Gender inequalities in the European Union

European Parliament Eurobarometer Flash survey (EB flash 341)

ANALYTICAL SYNTHESIS

Coverage:	EU 27 (25 539 European citizens)
Population:	Europeans aged 15 or over
Methodology:	Phone (CATI)
Fieldwork:	19 and 21 January 2012, carried out by TNS Opinion

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INTRODUCTION

This year, on International Women's Day (8 March), the European Parliament will be focusing on the **pay gap between women and men**.

In this connection, Parliament asked TNS Opinion to carry out a *Flash* telephone survey, which was conducted on 19 and 20 January 2012 among 25 539 European citizens in the 27 EU Member States.

The questions focused on the pay gap, as well as a number of other topics. TNS Opinion's report gives a detailed account of the survey's findings, which mainly concern child-minding responsibilities and gender issues at work.

Before outlining the main trends highlighted by the survey, it is worth pointing out that the **six most populated Member States account for some 70% of the EU average**. Each of the findings should therefore also be viewed in the context of all the national results which are set out in the tables in this summary and in TNS Opinion's report.

When **asked about the seriousness of gender inequalities in their country**, 52% of Europeans (W 58%; M 46%) viewed them as a '*serious*' problem, while 45% thought the opposite. An absolute majority of respondents in 10 of the Member States considered them to be a serious problem.

For each question, reading TNS Opinion tables, shows how the differences between Member states can sometimes be important.

GENERAL TRENDS

- Unsurprisingly, **women see gender inequalities** in general, and the pay gap in particular, **as more of a problem** than men do, with differences of 12 to 14 percentage points between the scores for the two groups.
- 60% of Europeans think that **gender inequalities** have **tended to decrease over** the last 10 years. However, almost a quarter of them (24%) think that they have increased, while 12% say *spontaneously* that there has not been any change.
- Europeans consider the most important gender inequality to be **violence against women** (48%), closely followed by the **pay gap** (43%). **Trafficking in women** and prostitution comes in third place with 36%.
- Europeans were asked more specifically about **their view of the pay gap**: 69% (W 76% and M 62%) see it as a 'serious' problem. This is the majority view in 25 of the 27 Member States. Only 28% say that it is not a serious problem.
- As regards the **best level at which to tackle** the pay gap, 47% of Europeans are in favour of action at EU level, 38% of action at national level and 11% of action at local or regional level.
- Respondents were also asked about **the measures which would do the most to reduce the pay gap** between women and men. On this point, Europeans are divided on whether incentives or penalties would be more effective, with very similar scores being recorded for '*facilitating access for women and men to any type of employment*' (27%), '*imposing financial penalties on companies that do not respect gender equality*' (26%) and '*transparent pay scales in companies*' (24%).

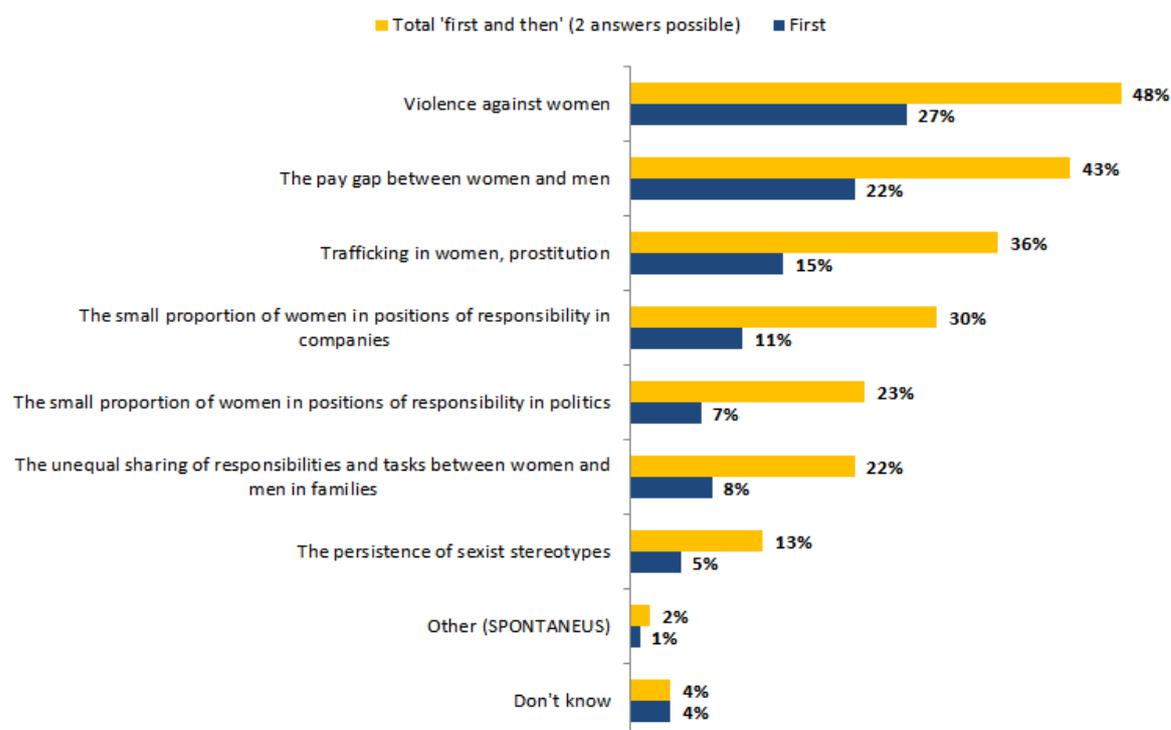
N.B.: It is important for readers to bear in mind that survey findings are estimates, the accuracy of which, all things being equal, depends on the sample size and the percentages recorded. For samples of around 1000 interviews (which is the sample size generally used at Member State level), the actual percentage (i.e. that which would be obtained if the whole population were interviewed) varies within the following confidence intervals:

Percentages recorded	10% or 90%	20% or 80%	30% or 70%	40% or 60%	50%
Confidence limits	+/- 1.9 points	+/- 2.5 points	+/- 2.7 points	+/- 3.0 points	+/- 3.1 points

I. GENDER INEQUALITIES

➤ European averages

Q3 - In your opinion, which of the gender inequalities in the following list are the most important?



With regard to the various types of inequality, the following findings emerged:

- The **pay gap** between men and women ranks second with 43%, between **violence against women** (48%) and **trafficking in women** (36%).
- Difficulties in gaining **access to positions of responsibility for women** come next in the rankings (*small proportion of women in positions of responsibility in companies* (30%) and in *politics* (23%)).
- Family issues, i.e. **the unequal sharing of responsibilities and tasks between women and men in families**, were cited by 22% of the respondents.

➤ **Differences between Member States**

Q3 - In your opinion, which of the gender inequalities in the following list are the most important? First? And then?

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

- *Violence against women* ranks first in 12 of the 27 Member States, with the highest scores being recorded in Spain (74%), Sweden (64%) and Romania (62%).
- The *pay gap* comes first in 12 Member States, with the highest scores being recorded in Austria (61%), Germany (59%) and Finland (57%).
- *Trafficking in women and prostitution* is seen as the most important gender inequality in three Member States, namely Denmark (60%) and Ireland and the Netherlands (both 48%).

➤ Sociodemographic analysis:

Q3 - In your opinion, which of the gender inequalities in the following list are the most important?

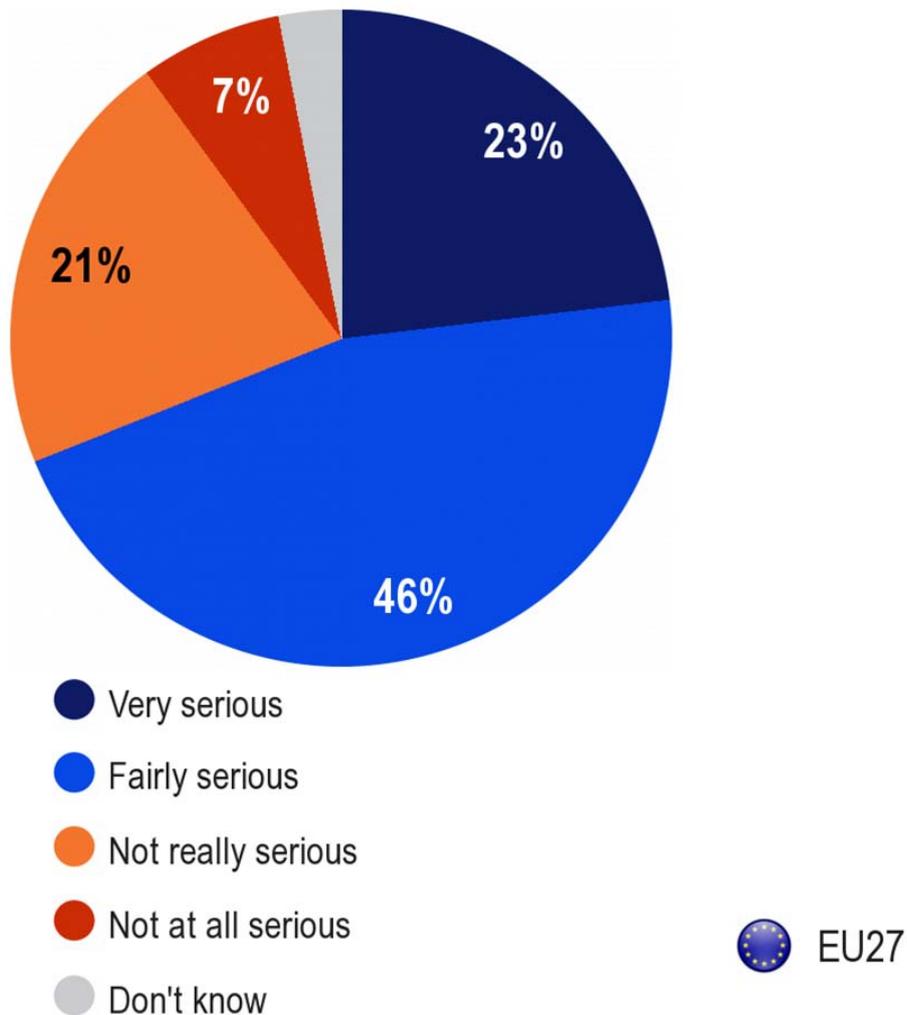
	Violence against women	The pay gap between women and men	Trafficking in women, prostitution	The small proportion of women in positions of responsibility in companies	The small proportion of women in positions of responsibility in politics	The unequal sharing of responsibilities and tasks between women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

- **Women** give greater importance than men to the first two types of inequality: *violence* (W 50%; M 46%) and the *pay gap* (W 46%; M 39%). The same observation may be made about the *small proportion of women in positions of responsibility in companies* (W 32%; M 29%), as well as about the *unequal sharing of responsibilities in families* (W 25%; M 20%).
- **Young people** show the greatest awareness of the issue of *trafficking in women* (44%) and the least of that of the *pay gap* (38%).

II. PAY GAP BETWEEN WOMEN AND MEN

➤ European averages

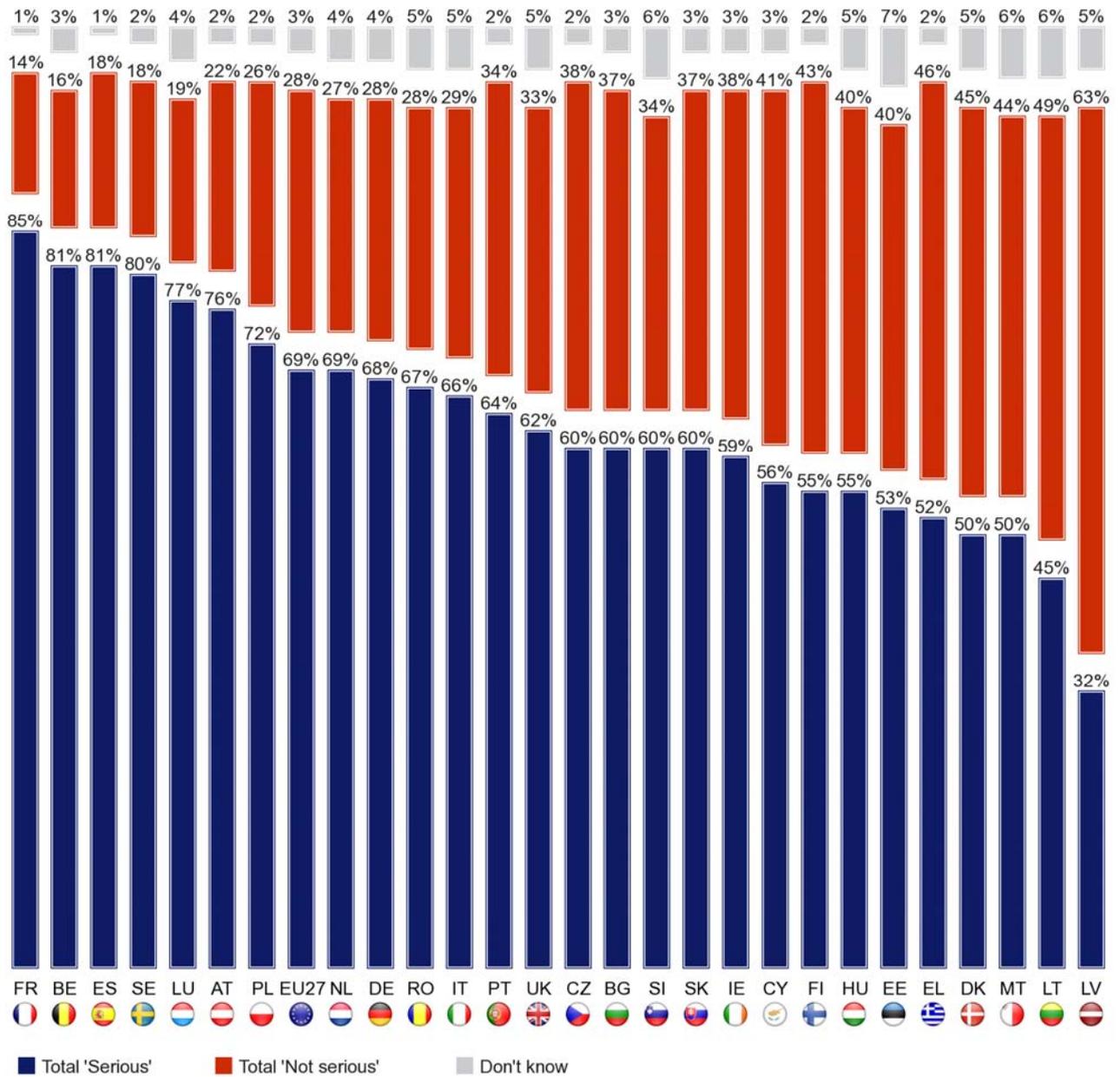
Q4 - Personally, based on your knowledge of the pay gap between women and men, to what extent would you say that this is a very serious, a fairly serious, a not really serious or not at all a serious problem?



- The *gender pay gap* is seen as a *serious problem* by almost 7 Europeans in 10 (69%), with 23% of respondents considering it to be 'very serious'.
- It is seen as *not really serious* by 21% of respondents and *not at all serious* by 7%.

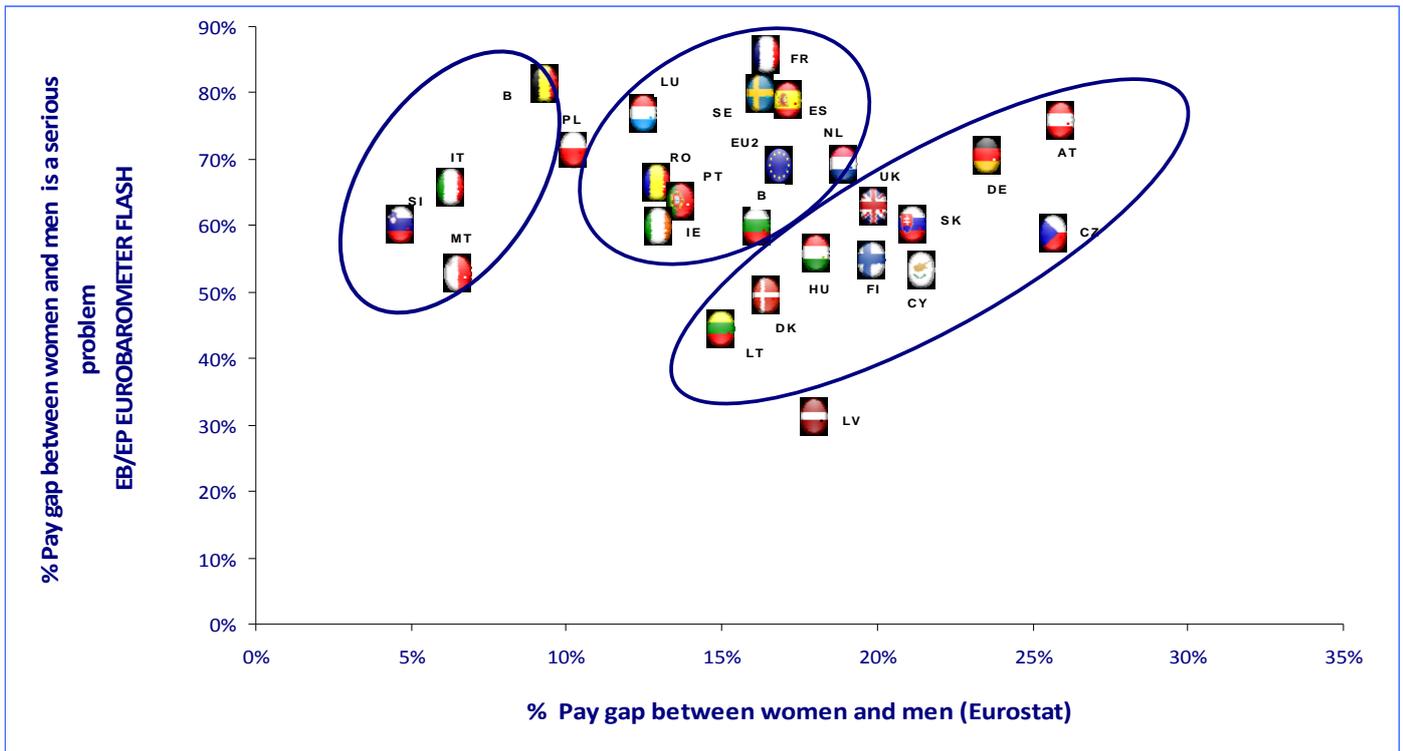
➤ Differences between Member States

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



- **France** (85%), **Belgium** and **Spain** (both 81%), and **Sweden** (80%) are the Member States where the largest number of people consider the pay gap to be a *serious problem*.
- Only two Member States score less than 50% on this item: **Latvia** (32%) and **Lithuania** (45%).
- Finally, **Latvia** is the only Member State where an absolute majority of respondents feel that the *gender pay gap is not a serious problem* (63%).

➤ Perception of the problem and national statistics (Eurostat):



**2010 Eurostat data for 24 Member States, 2009 Eurostat data for PL, no data available for EL and EE.*

- **Starting from the left, the first circle** comprises Member States in which, although the pay gap is small (10% or less), people see it as a serious or very serious problem.
- The **second circle** comprises Member States in which the pay gap is relatively large (more than 10%) and in which people see it as a very serious problem.
- The **third circle** is composed of Member States showing a good correlation between the actual gender pay gap and the perception that people have of it.

➤ **Sociodemographic analysis:**

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

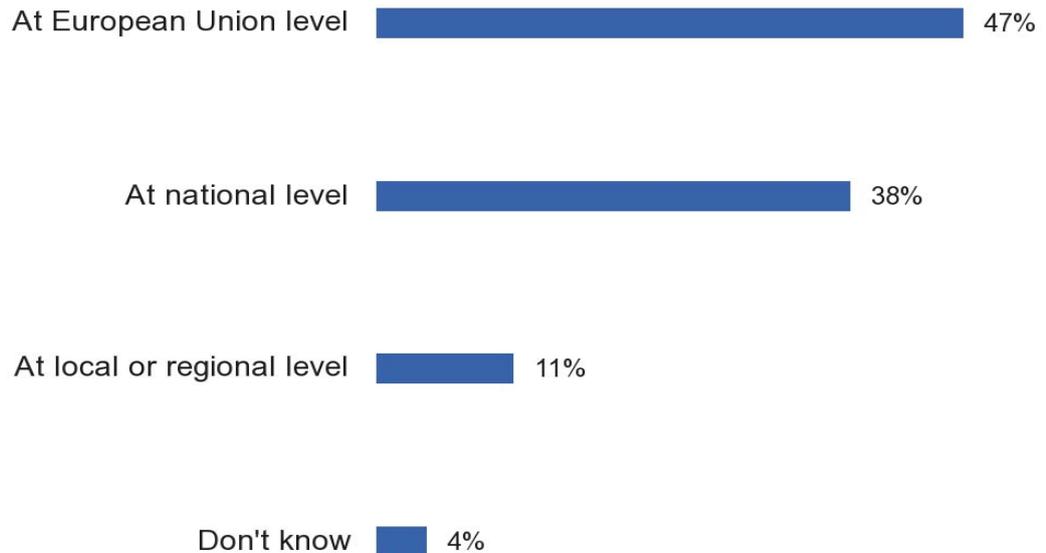
	Total 'Serious'	Total 'Not serious'	Don't know
EU27	69%	28%	3%
Gender			
Male	62%	35%	3%
Female	76%	21%	3%
Age			
15-24	62%	35%	3%
25-39	67%	30%	3%
40-54	71%	26%	3%
55 +	72%	24%	4%
Education (End of)			
15-	73%	22%	5%
16-19	69%	28%	3%
20+	69%	28%	3%
Still studying	64%	33%	3%
Respondent occupation scale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

- **More than three in four women** think that the gender pay gap is a *serious problem* (76%), as against 62% of men.
- **More men** (35%) than women (21%) think that it is *not a serious problem*.

III. MEASURES TO TACKLE THE PAY GAP

➤ European averages

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



 EU27

- **Almost one in two Europeans (47%)** think that a solution to the pay gap between women and men should be found at *EU level*.
- 38% of Europeans prefer the *national* level, whereas 11% think that such action should be taken at *local or regional* level.

➤ Differences between Member States

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

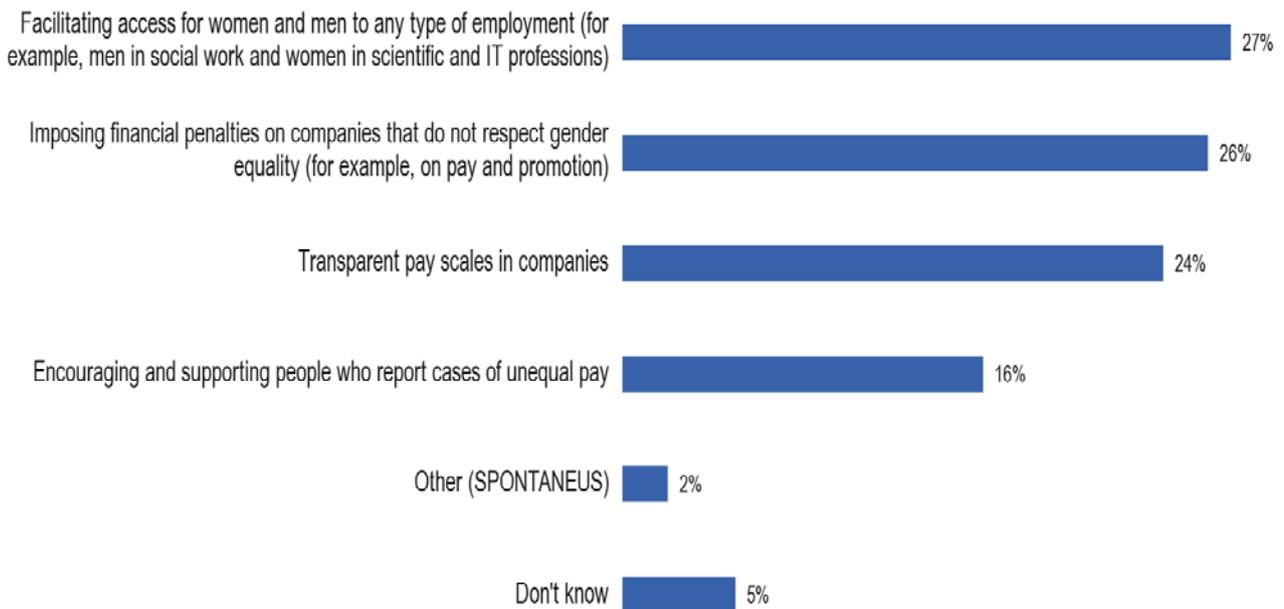
		At the European Union level	At national level	At local or regional level	Don't know
	UE27	47%	38%	11%	4%
	BE	61%	27%	9%	3%
	BG	39%	38%	18%	5%
	CZ	30%	45%	19%	6%
	DK	39%	36%	17%	8%
	DE	45%	40%	10%	5%
	EE	28%	51%	12%	9%
	IE	51%	33%	13%	3%
	EL	51%	33%	13%	3%
	ES	73%	20%	5%	2%
	FR	48%	40%	9%	3%
	IT	54%	32%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

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

- **In 21 of the 27 Member States the EU level is felt to be the most appropriate**, with Spain (73%), Portugal (65%), Belgium (61%) and Luxembourg (61%) recording the highest scores.
- **Six Member States** – Estonia (51%), the United Kingdom (50%), Hungary (48%), Poland (47%), Czech Republic (45%) and Finland (43%) – **consider that a solution should be found at national level.**

➤ European averages

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



 EU27

- Respondents were also asked about **the measures that would do the most to reduce the pay gap**. The findings show that they do not have a clear preference on this issue.
- Europeans are divided on whether "**incentives**" or "**penalties**" would be more effective, with very similar scores being recorded for *facilitating access for women and men to any type of employment* (27%), *imposing financial penalties on companies that do not respect gender equality* (26%) and *transparent pay scales in companies* (24%).

➤ **Differences between Member States**

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

	Facilitating access for women and men to any type of employment (for example, men in social work and women in scientific and IT professions)	Imposing financial penalties on companies that do not respect gender equality (for example, on pay and promotion)	Transparent pay scales in companies	Encouraging and supporting people who report cases of unequal pay	Other (SPONTANEUS)	Don't know
UE27	27%	26%	24%	16%	2%	5%
BE	25%	30%	23%	18%	1%	3%
BG	31%	25%	25%	11%	1%	7%
CZ	38%	23%	25%	8%	1%	5%
DK	35%	10%	32%	13%	4%	6%
DE	32%	16%	30%	13%	3%	6%
EE	22%	12%	32%	19%	3%	12%
IE	18%	31%	29%	18%	2%	2%
EL	26%	33%	17%	17%	3%	4%
ES	33%	29%	21%	13%	1%	3%
FR	22%	34%	25%	14%	3%	2%
IT	30%	29%	20%	15%	2%	4%
CY	26%	22%	26%	17%	3%	6%
LV	30%	24%	23%	17%	1%	5%
LT	29%	17%	27%	19%	3%	5%
LU	29%	27%	22%	17%	1%	4%
HU	26%	23%	29%	15%	2%	5%
MT	18%	30%	19%	27%	1%	5%
NL	19%	25%	37%	15%	2%	2%
AT	29%	19%	31%	13%	2%	6%
PL	34%	26%	14%	20%	1%	5%
PT	19%	27%	22%	24%	2%	6%
RO	19%	29%	23%	20%	2%	7%
SI	27%	30%	22%	12%	4%	5%
SK	27%	26%	29%	13%	1%	4%
FI	33%	18%	31%	12%	1%	5%
SE	28%	24%	22%	18%	2%	6%
UK	14%	32%	27%	20%	1%	6%

Highest percentage per country
Lowest percentage per country

Highest percentage by item	Lowest percentage by item
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- **Facilitating access for women and men to any type of employment** (EU: 27%) is considered the most effective means of reducing the pay gap in 13 of the 27 Member States, with the highest scores being recorded in the Czech Republic (38%), Denmark (35%) and Poland (34%).
- **Imposing financial penalties on companies that do not respect gender equality** (EU: 26%) is the preferred measure in nine Member States, led by France (34%), Greece (33%) and United Kingdom (32%).
- **Transparent pay scales in companies** (EU: 24%) scores particularly highly in six Member States, namely the Netherlands (37%), Estonia (32%), Denmark (32%), Austria (31%), Finland (31%) and Germany (30%).
- **Encouraging people who report cases of unequal pay** (EU: 16%) scores above the EU average in Malta (27%) and Portugal (24%).



Directorate-General for Communication
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 The Head of Unit

ANNEX

PROPORTION OF WOMEN IN THE EUROPEAN PARLIAMENT AND NATIONAL PARLIAMENTS ON 27 FEBRUARY 2012

Country		EUROPEAN PARLIAMENT				NATIONAL PARLIAMENTS				
		TOTAL Number		TOTAL Percentage		Seats NP	TOTAL Number		TOTAL Percentage	
Seats EP	Men	Women	Men	Women	Men		Women	Men	Women	
BE	22	14	8	64%	36%	150	91	59	61%	39%
BG	18	12	6	67%	33%	240	183	57	76%	24%
CZ	22	18	4	82%	18%	200	156	44	78%	22%
DK	13	7	6	54%	46%	179	109	70	61%	39%
DE	99	62	37	63%	37%	622	418	204	67%	33%
EE	6	3	3	50%	50%	101	81	20	80%	20%
IE	12	8	4	67%	33%	166	141	25	85%	15%
EL	22	15	7	68%	32%	300	248	52	83%	17%
ES	54	32	22	59%	41%	350	219	131	63%	37%
FR	74	41	33	55%	45%	577	468	109	81%	19%
IT	73	57	16	78%	22%	630	496	134	79%	21%
CY	6	4	2	67%	33%	56	50	6	89%	11%
LV	9	6	3	67%	33%	100	79	21	79%	21%
LT	12	9	3	75%	25%	141	114	27	81%	19%
LU	6	5	1	83%	17%	60	48	12	80%	20%
HU	22	13	9	59%	41%	386	351	35	91%	9%
MT	6	6	0	100%	0%	69	63	6	91%	9%
NL	26	15	11	58%	42%	150	91	59	61%	39%
AT	19	13	6	68%	32%	183	132	51	72%	28%
PL	51	40	11	78%	22%	460	350	110	76%	24%
PT	22	14	8	64%	36%	230	169	61	74%	27%
RO	33	21	12	64%	36%	328	293	35	89%	11%
SI	8	4	4	50%	50%	90	58	32	64%	36%
SK	13	8	5	62%	38%	150	126	24	84%	16%
FI	13	5	8	38%	62%	200	115	85	58%	43%
SE	20	11	9	55%	45%	349	192	157	55%	45%
UK	73	50	23	68%	32%	650	507	143	78%	22%
Total <i> Valeur Absolue</i>	754	493	261	65%	35%	7117	5348	1769	75%	25%

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<http://www.europarl.europa.eu/aboutparliament/fr/00191b53ff/Eurobaromètre.html>