



Directorate-General for Communication
PUBLIC OPINION MONITORING UNIT



TNS opinion

Brussels, 26 February 2013

8 March 2013: International Women's Day

Women and Gender Inequalities in the Context of the Crisis

European Parliament Eurobarometer Flash survey (EB flash 371)

Coverage: EU27 (25 556 European citizens)
Population: Europeans aged 15 or over
Methodology: Face-to-face (CAPI)
Fieldwork: 17 Nov. - 2 Dec. 2012, carried out by TNS Opinion

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Study carried out jointly by the European Parliament
and TNS Opinion & Social

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INTRODUCTION

The European Parliament is dedicating International Women's Day on 8 March 2013 to the "*women's response to the crisis*".

In this connection, the European Parliament asked TNS Opinion to carry out a *Flash* telephone survey. The fieldwork was carried out between 4 and 7 February 2013 in the 27 EU Member States, 25,556 European citizens were interviewed.

The questions focused **on women and gender inequalities in the context of the crisis**. Among the other subjects addressed: **recruitment selection criteria** and **priority measures to be promoted with a view to the 2014 European elections**.

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 of this study.

It is also important to note that, for certain questions, the **differences between women and men** and/or **between Member States**, can be **significant**.

GENERAL TRENDS

Perception of gender inequalities

- Europeans rank **the pay gap** (38%) as the most important gender inequality, followed jointly by **violence against women (34%)** and the **greater difficulties for women in reconciling their private and working lives (34%)**. Note that women (37%) are far more likely than men (31%) to mention this item.

Perception of the impact of the crisis on gender inequalities

- Almost **one in three Europeans** say that the crisis has in particular worsened the **pay gap (30%)** and made it more **difficult for women to reconcile their private and working lives (30%)**.
- These were followed by violence against women (23%), which was once again mentioned more frequently by women (26%) than by men (21%).

Perception of the consequences of the crisis on the labour sphere

- When asked which areas have been most affected by the crisis, respondents mentioned:
 - **the later entrance of young graduates into the job market (46%)** [mentioned more frequently by women (49%) than by men (42%)]
 - the **increase in insecure work (42%)**
 - the fact that some people **work in jobs that do not correspond to their level of qualifications (37%)**.

Which areas to give priority in times of crisis?

- **Two out of three Europeans (66%)** consider that **jobs and combating unemployment, especially youth unemployment** should be the **top priority**. Women (72%; +12%) are far more likely than men (60%) to share this opinion.
A majority of respondents in the twenty-seven EU Member States share this concern.
- The next highest scores (albeit significantly lower) were recorded for investment in education and training (42%) and in R&D (27%).

Are there different recruitment criteria between men and to women?

- Europeans were asked about the most important aspects which an employer takes into account when recruiting a man or a woman. It is interesting to note that **the criteria highlighted differ radically depending on whether the recruitment concerns a man or a woman.**
 - The three most frequently mentioned criteria in the case of the recruitment of a **woman** are: **whether she has children (49%), flexibility in terms of working hours (35%) and her appearance (33%).**
 - For the recruitment of a **man**, the top three criteria are **professional experience (40%), the level of his qualifications (38%) and the ability to be mobile (31%).**

How to promote work?

- The respondents were then asked about **most effective measures for getting or keeping a job.** The results reveal the following priorities:
 - *"promoting regular training for people at work"* (50%)
 - *"increasing the affordability of child care facilities"* (45%)
 - *"increasing the availability of child care facilities"* (44%)
 - *"supporting people who want to start their own business"* (42%)
 - *"making it easier for people to work abroad"* (17%)
- It is to be noted that **young women who are in work (25-39 year-olds)** are the most interested in **child care issues.**

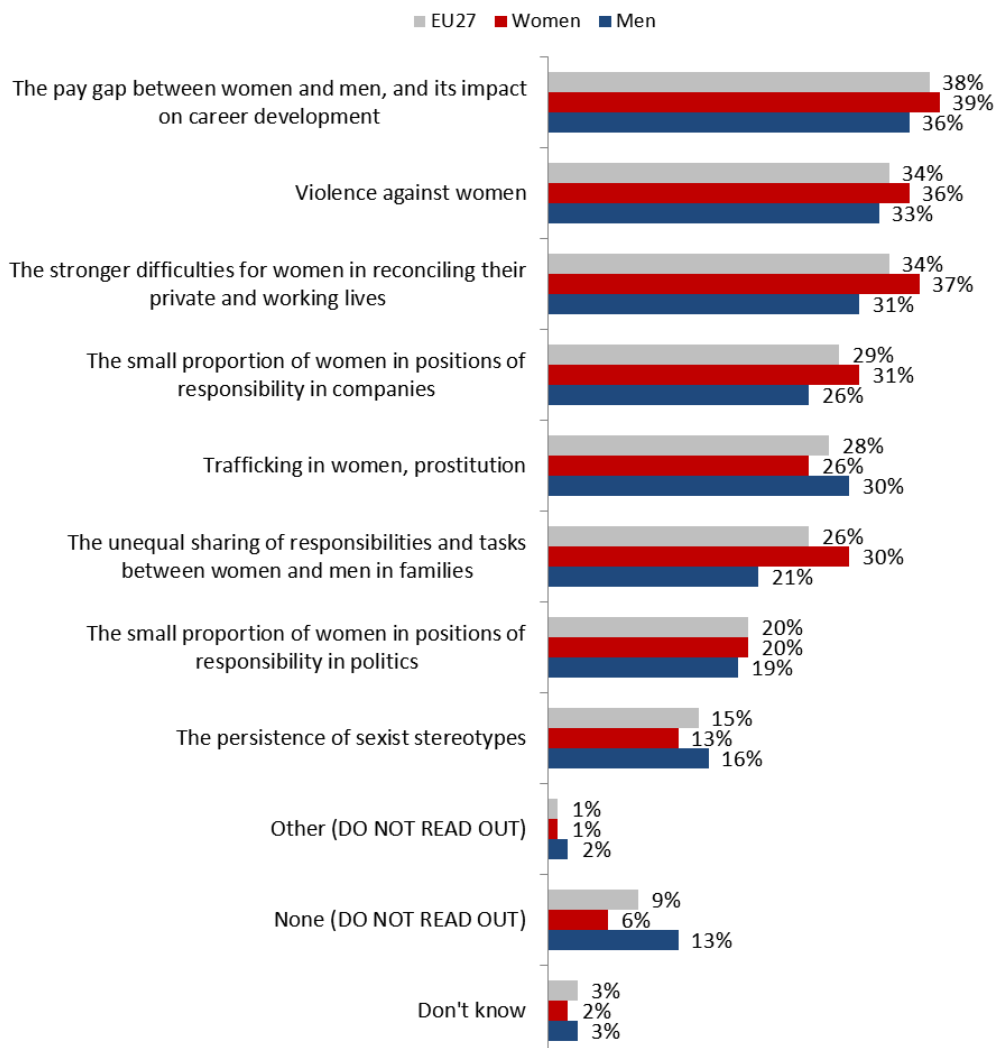
Which inequality to tackle as a priority for the next European elections 2014?

- The respondents consider that the candidates in the next **European elections in 2014** should give **priority:**
 - to **tackling the pay gap (21%)** [Main priority in fifteen Member states]
 - to **violence against women (16%)** [Main priority in four Member States]
 - to the **greater difficulties women have in reconciling their private and working lives (16%).**

1. Perception of gender inequalities





























1. EU27

Q2T In your opinion, which of the gender inequalities in the following list are the most important? Firstly? And then? (MAX. 3 ANSWERS)



2. National results

Q2T In your opinion, which of the gender inequalities in the following list are the most important? Firstly? And then? (MAX. 3 ANSWERS)

		The pay gap between women and men, and its impact on career development	Violence against women	The stronger difficulties for women in reconciling their private and working lives
	EU27	38%	34%	34%
	FR	51%	34%	35%
	AT	51%	23%	46%
	SE	51%	49%	19%
	DE	45%	20%	48%
	FI	45%	32%	32%
	BE	42%	30%	41%
	PL	42%	20%	34%
	SK	42%	36%	30%
	EE	41%	22%	29%
	LU	41%	27%	43%
	CZ	39%	32%	40%
	NL	39%	20%	39%
	ES	37%	49%	35%
	HU	36%	37%	42%
	LV	35%	24%	42%
	PT	33%	52%	33%
	SI	33%	31%	25%
	BG	31%	31%	28%
	DK	31%	23%	24%
	CY	31%	33%	18%
	MT	31%	42%	35%
	UK	31%	37%	20%
	IE	29%	33%	23%
	IT	28%	46%	32%
	LT	27%	42%	28%
	EL	26%	38%	33%
	RO	23%	46%	16%

Top 3 items

3. Socio-demographic results

Q2T In your opinion, which of the gender inequalities in the following list are the most important? Firstly?
And then? (MAX. 3 ANSWERS)

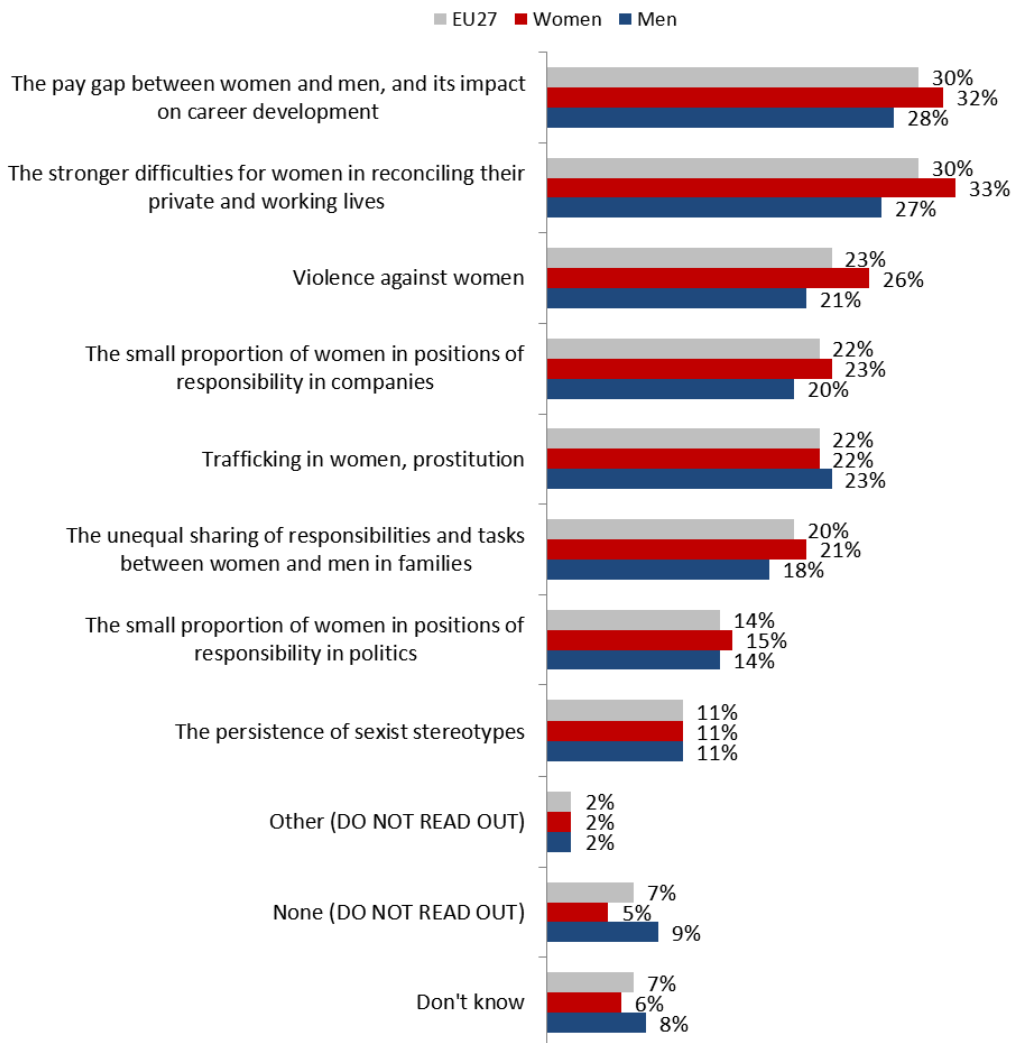
	The pay gap between women and men, and its impact on career development	Violence against women	The stronger difficulties for women in reconciling their private and working lives
EU27	38%	34%	34%
Age (women only)			
15-24	33%	36%	31%
25-39	39%	32%	44%
40-54	40%	36%	38%
55 +	42%	38%	33%
Occupation (women only)			
Self- employed	36%	37%	42%
Employee	40%	29%	42%
Manual workers	44%	36%	35%
Not working	39%	40%	33%
Familial situation			
Couple with children	38%	34%	38%
Incl. : blended family	45%	35%	33%
Couple without children	39%	34%	34%
One parent family	37%	36%	31%
Incl. : women with children	39%	36%	32%
Single without children	38%	34%	29%

Top 3 items

2. Perception of the impact of the crisis on gender inequalities





























1. EU27

Q3 In your opinion, which of the gender inequalities in the following list, if any, have worsened the most as a consequence of the crisis? (MAX. 3 ANSWERS)



2. National results

Q3 In your opinion, which of the gender inequalities in the following list, if any, have worsened the most as a consequence of the crisis? (MAX. 3 ANSWERS)

		The pay gap between women and men, and its impact on career development	The stronger difficulties for women in reconciling their private and working lives	Violence against women
	EU27	30%	30%	23%
	FR	41%	32%	20%
	AT	39%	38%	15%
	ES	37%	36%	33%
	LU	37%	41%	21%
	SE	37%	18%	28%
	BE	36%	40%	19%
	NL	33%	41%	12%
	SK	32%	31%	24%
	CZ	31%	33%	20%
	DE	31%	36%	12%
	LV	31%	33%	18%
	PT	30%	30%	45%
	PL	29%	30%	13%
	CY	28%	22%	22%
	BG	27%	23%	22%
	EE	26%	22%	11%
	HU	26%	35%	30%
	SI	26%	25%	28%
	EL	25%	30%	32%
	LT	25%	19%	17%
	FI	25%	18%	22%
	DK	24%	19%	11%
	UK	24%	22%	29%
	IT	23%	30%	31%
	RO	22%	19%	35%
	IE	21%	25%	22%
	MT	21%	38%	27%

Top 3 items

3. Socio-demographic results

Q3 In your opinion, which of the gender inequalities in the following list, if any, have worsened the most as a consequence of the crisis? (MAX. 3 ANSWERS)

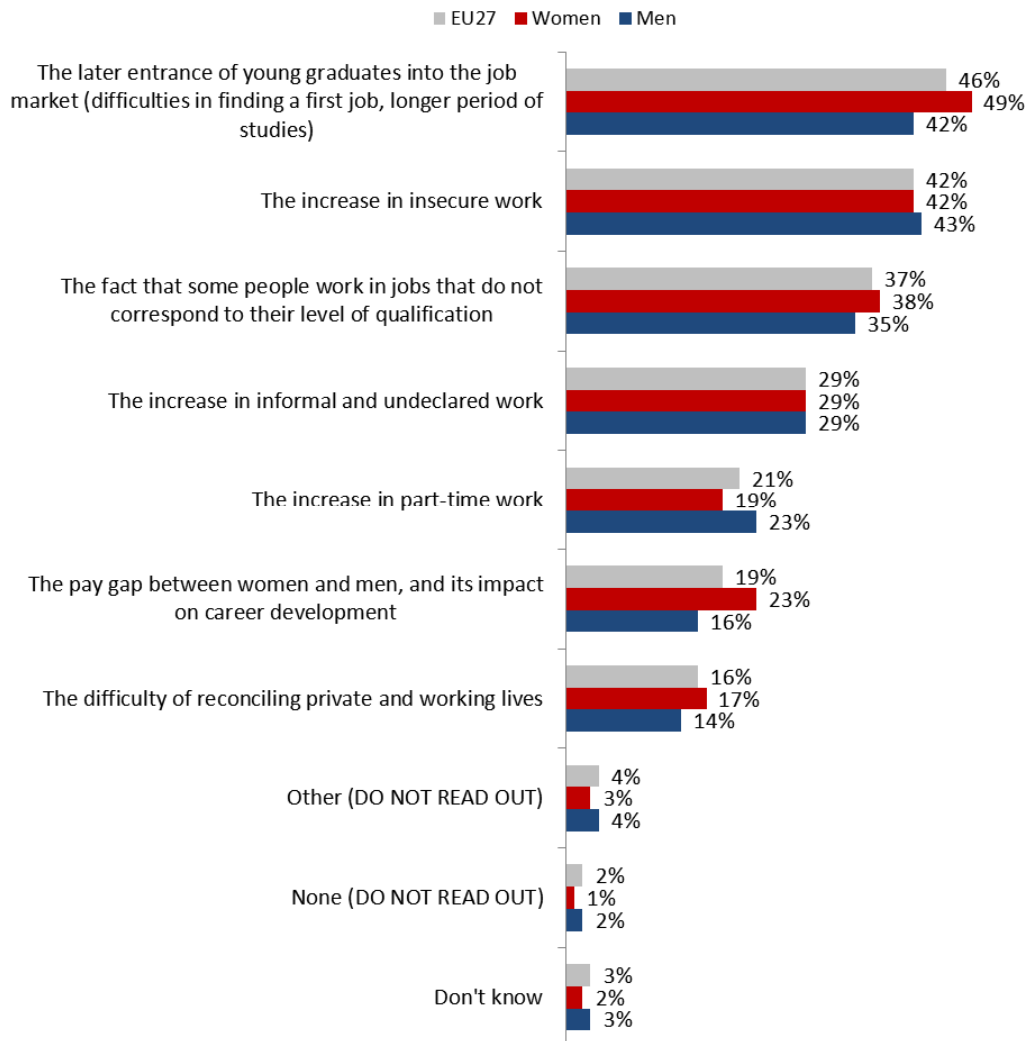
	The pay gap between women and men, and its impact on career development	The stronger difficulties for women in reconciling their private and working lives	Violence against women
EU27	30%	30%	23%
Age (women only)			
15-24	31%	31%	23%
25-39	30%	39%	22%
40-54	35%	36%	26%
55 +	32%	28%	30%
Occupation (women only)			
Self-employed	35%	31%	27%
Employee	33%	38%	21%
Manual workers	34%	32%	31%
Not working	31%	30%	29%
Familial situation			
Couple with children	30%	32%	24%
Incl. : blended family	30%	28%	26%
Couple without children	32%	31%	24%
One parent family	30%	32%	25%
Incl. : women with children	32%	35%	28%
Single without children	30%	27%	23%

Top 3 items

3. Perception of the consequences of the crisis on the labour sphere





























1. EU27

**Q1. In which of the following areas has the crisis had the most impact?
(MAX. 3 ANSWERS)**



2. National results

Q1 In which of the following areas has the crisis had the most impact? (MAX. 3 ANSWERS)

		The later entrance of young graduates into the job market (difficulties in finding a first job, longer period of studies)	The increase in insecure work	The fact that some people work in jobs that do not correspond to their level of qualification
	EU27	46%	42%	37%
	ES	68%	48%	39%
	PT	67%	47%	43%
	DK	64%	34%	34%
	LV	60%	18%	52%
	SE	59%	35%	25%
	HU	57%	36%	38%
	EE	55%	19%	32%
	RO	54%	30%	41%
	LU	53%	39%	42%
	EL	52%	36%	41%
	CZ	51%	53%	38%
	FR	51%	51%	38%
	PL	51%	32%	39%
	CY	50%	23%	42%
	SK	50%	33%	44%
	FI	50%	44%	16%
	BE	48%	45%	33%
	LT	48%	15%	39%
	IE	47%	33%	37%
	NL	46%	54%	44%
	UK	46%	29%	37%
	SI	43%	26%	39%
	IT	42%	53%	33%
	MT	27%	31%	34%
	BG	26%	37%	40%
	AT	25%	46%	32%
	DE	20%	46%	35%

Top 3 items

3. Socio-demographic results

Q1 In which of the following areas has the crisis had the most impact? (MAX. 3 ANSWERS)

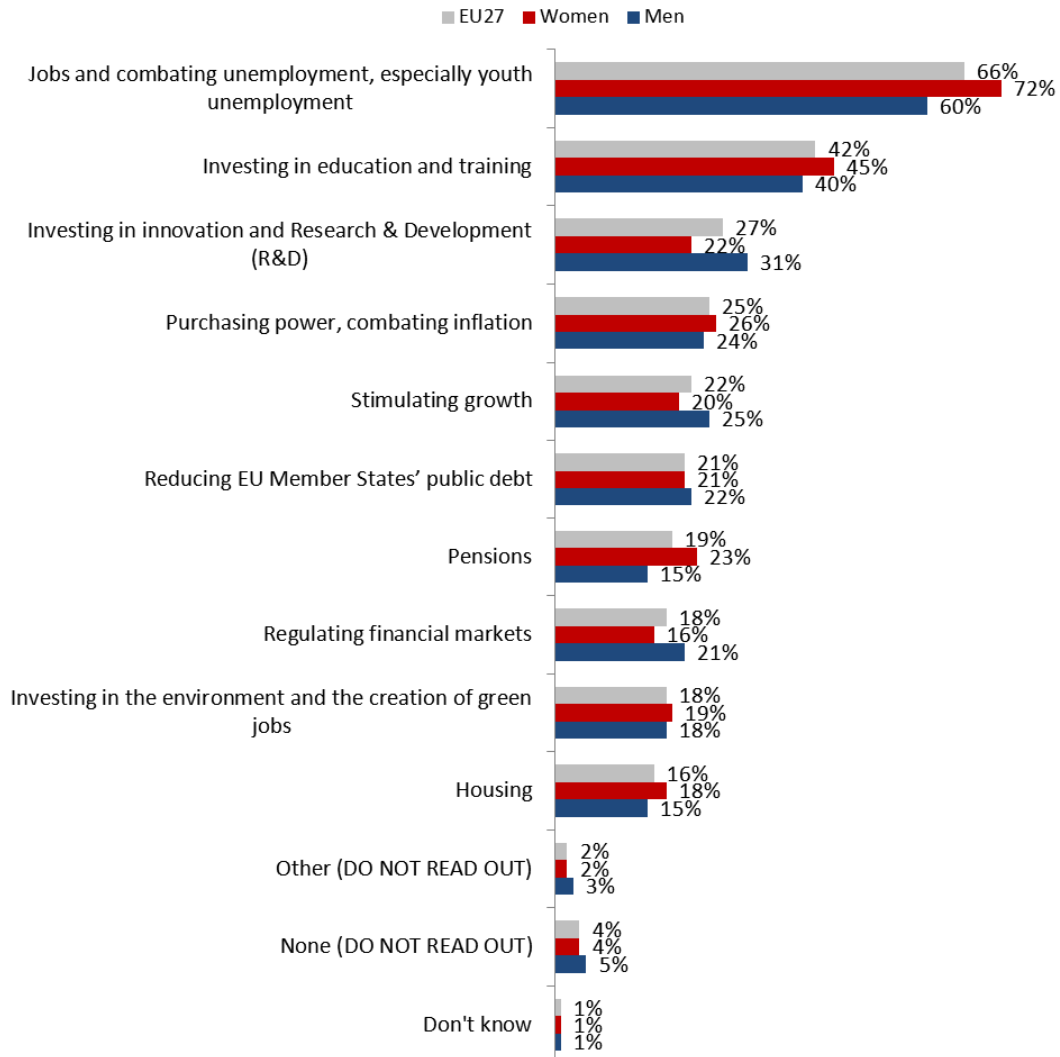
	The later entrance of young graduates into the job market (difficulties in finding a first job, longer period of studies)	The increase in insecure work	The fact that some people work in jobs that do not correspond to their level of qualification
EU27	46%	42%	37%
Age (women only)			
15-24	59%	31%	49%
25-39	43%	45%	43%
40-54	47%	46%	38%
55 +	50%	40%	32%
Occupation (women only)			
Self-employed	49%	40%	42%
Employee	47%	47%	41%
Manual workers	42%	39%	37%
Not working	50%	39%	37%
Familial situation			
Couple with children	44%	44%	37%
Incl. : blended family	38%	45%	34%
Couple without children	47%	43%	35%
One parent family	41%	40%	33%
Incl. : women with children	44%	40%	34%
Single without children	47%	40%	38%

Top 3 items

4. Which areas to give priority in times of crisis?





























1. EU27

Q6T Which area do you think should be given priority in view of the crisis?
Firstly? And then? (MAX. 4 ANSWERS)



2. National results

Q6T Which area do you think should be given priority in view of the crisis? Firstly? And then? (MAX. 4 ANSWERS)

		Jobs and combating unemployment, especially youth unemployment	Investing in education and training	Investing in innovation and Research & Development (R&D)
	EU27	66%	42%	27%
	LV	81%	47%	20%
	PL	79%	32%	25%
	HU	76%	42%	16%
	PT	75%	44%	22%
	BG	74%	46%	19%
	CZ	74%	43%	24%
	LT	74%	32%	17%
	RO	74%	36%	22%
	EL	71%	28%	25%
	SI	71%	28%	29%
	SK	69%	32%	22%
	ES	67%	51%	39%
	AT	67%	48%	27%
	SE	67%	35%	29%
	EE	66%	55%	14%
	NL	66%	47%	29%
	IT	64%	31%	35%
	CY	64%	31%	17%
	FI	64%	33%	26%
	UK	63%	55%	21%
	DK	62%	31%	33%
	DE	62%	53%	25%
	MT	61%	46%	15%
	IE	60%	48%	21%
	FR	60%	34%	23%
	LU	57%	45%	30%
	BE	55%	40%	23%

Top 3 items

3. Socio-demographic results

Q6T Which area do you think should be given priority in view of the crisis? Firstly? And then? (MAX. 4 ANSWERS)

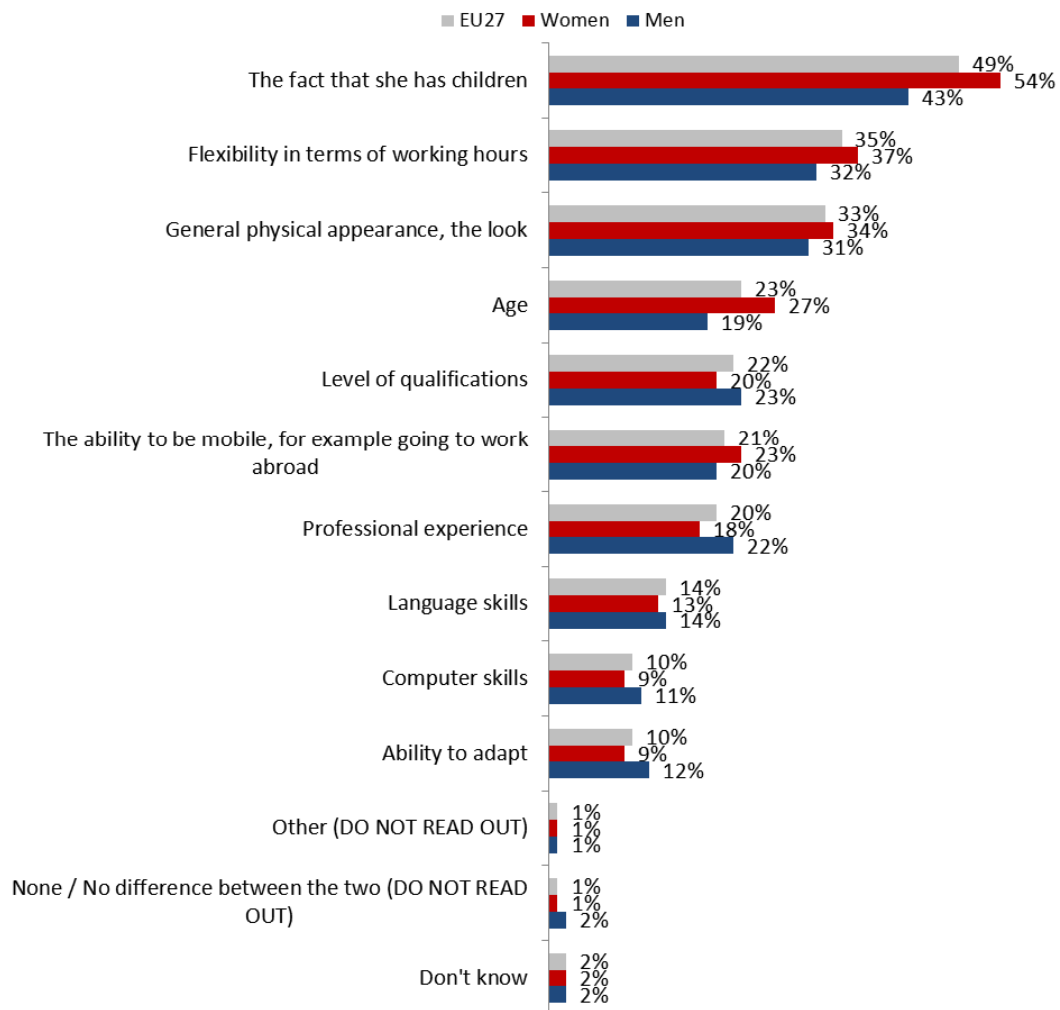
	Jobs and combating unemployment, especially youth unemployment	Investing in education and training	Investing in innovation and Research & Development (R&D)
EU27	66%	42%	27%
Age (women only)			
15-24	75%	44%	18%
25-39	75%	45%	23%
40-54	72%	47%	23%
55 +	68%	43%	22%
Occupation (women only)			
Self- employed	63%	40%	29%
Employee	72%	49%	25%
Manual workers	76%	41%	18%
Not working	72%	43%	20%
Familial situation			
Couple with children	66%	43%	27%
Incl. : blended family	65%	46%	22%
Couple without children	66%	40%	28%
One parent family	69%	43%	23%
Incl. : women with children	72%	43%	20%
Single without children	66%	43%	26%

Top 3 items

5. Are there different recruitment criteria between men and women?





























1. EU27

Q4a In your opinion, to which of the following aspects will an employer attach more importance when recruiting a woman, compared to the importance he would attach if he were recruiting a man? (MAX. 3 ANSWERS)



2. National results

Q4a In your opinion, to which of the following aspects will an employer attach more importance when recruiting a woman, compared to the importance he would attach if he were recruiting a man? (MAX. 3 ANSWERS)

		The fact that she has children	Flexibility in terms of working hours	General physical appearance, the look
	EU27	49%	35%	33%
	CZ	62%	37%	32%
	HU	61%	22%	40%
	AT	58%	46%	30%
	DE	57%	43%	31%
	FR	56%	39%	36%
	IE	53%	34%	20%
	UK	52%	41%	27%
	SE	51%	33%	20%
	IT	49%	27%	35%
	PL	46%	45%	36%
	SI	46%	20%	32%
	EL	45%	24%	47%
	ES	45%	24%	28%
	BE	44%	43%	31%
	DK	44%	39%	13%
	NL	43%	52%	31%
	LU	42%	39%	27%
	SK	42%	29%	28%
	EE	41%	15%	17%
	PT	41%	31%	33%
	LV	36%	16%	29%
	LT	35%	15%	25%
	MT	30%	34%	35%
	FI	28%	25%	26%
	BG	26%	13%	36%
	CY	26%	18%	46%
	RO	23%	17%	47%

Top 3 items

3. Socio-demographic results

Q4a In your opinion, to which of the following aspects will an employer attach more importance when recruiting a woman, compared to the importance he would attach if he were recruiting a man? (MAX. 3 ANSWERS)

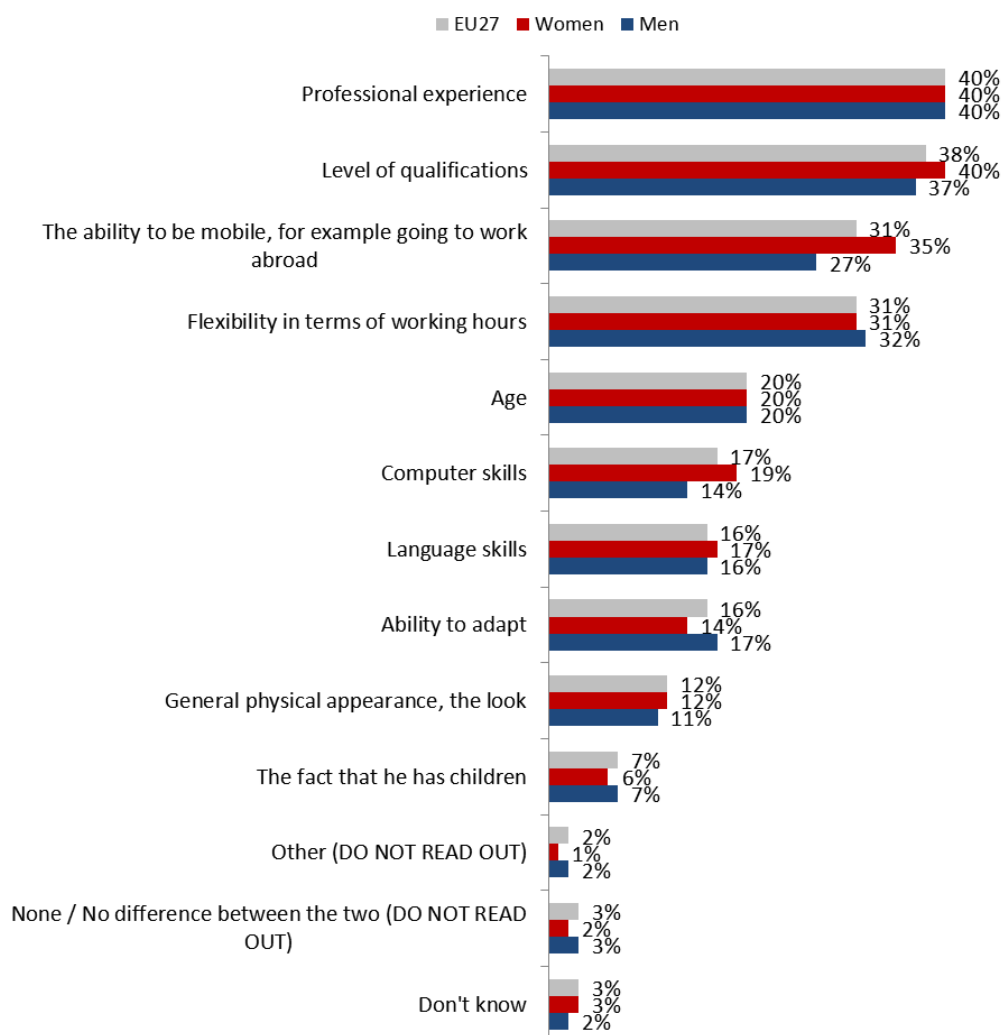
	The fact that she has children	Flexibility in terms of working hours	General physical appearance, the look
EU27	49%	35%	33%
Age (women only)			
15-24	53%	34%	36%
25-39	63%	44%	32%
40-54	55%	42%	37%
55 +	49%	31%	33%
Occupation (women only)			
Self- employed	53%	43%	33%
Employee	61%	47%	32%
Manual workers	55%	35%	39%
Not working	51%	31%	35%
Familial situation			
Couple with children	49%	37%	33%
Incl. : blended family	51%	43%	32%
Couple without children	51%	34%	31%
One parent family	49%	36%	35%
Incl. : women with children	53%	37%	36%
Single without children	48%	33%	33%

Top 3 items

5. Are there different recruitment criteria between men and women?





























1. EU27

Q4b And what are the aspects to which he will attach more importance when recruiting a man than if he were recruiting a woman? (MAX. 3 ANSWERS)



2. National results

Q4b And what are the aspects to which he will attach more importance when recruiting a man than if he were recruiting a woman? (MAX. 3 ANSWERS)

	Professional experience	Level of qualifications	The ability to be mobile, for example going to work abroad	Flexibility in terms of working hours
 EU27	40%	38%	31%	31%
 CY	58%	44%	18%	17%
 EL	55%	50%	25%	26%
 HU	55%	35%	28%	23%
 EE	50%	57%	16%	11%
 LV	49%	38%	25%	20%
 LU	47%	38%	37%	38%
 RO	46%	39%	15%	24%
 NL	45%	45%	33%	45%
 IT	44%	26%	29%	30%
 ES	42%	45%	33%	22%
 AT	42%	47%	32%	42%
 CZ	41%	40%	32%	37%
 FR	41%	35%	41%	29%
 BG	40%	37%	24%	15%
 BE	38%	35%	31%	38%
 LT	38%	35%	24%	15%
 PL	38%	36%	32%	38%
 PT	38%	28%	37%	32%
 SK	38%	25%	28%	34%
 SE	38%	43%	24%	34%
 SI	37%	27%	30%	24%
 MT	36%	36%	28%	31%
 UK	36%	41%	30%	30%
 DE	35%	43%	33%	37%
 IE	33%	38%	28%	31%
 FI	33%	41%	30%	23%
 DK	32%	42%	25%	35%

Top 4 items

3. Socio-demographic results

Q4b And what are the aspects to which he will attach more importance when recruiting a man than if he were recruiting a woman? (MAX. 3 ANSWERS)

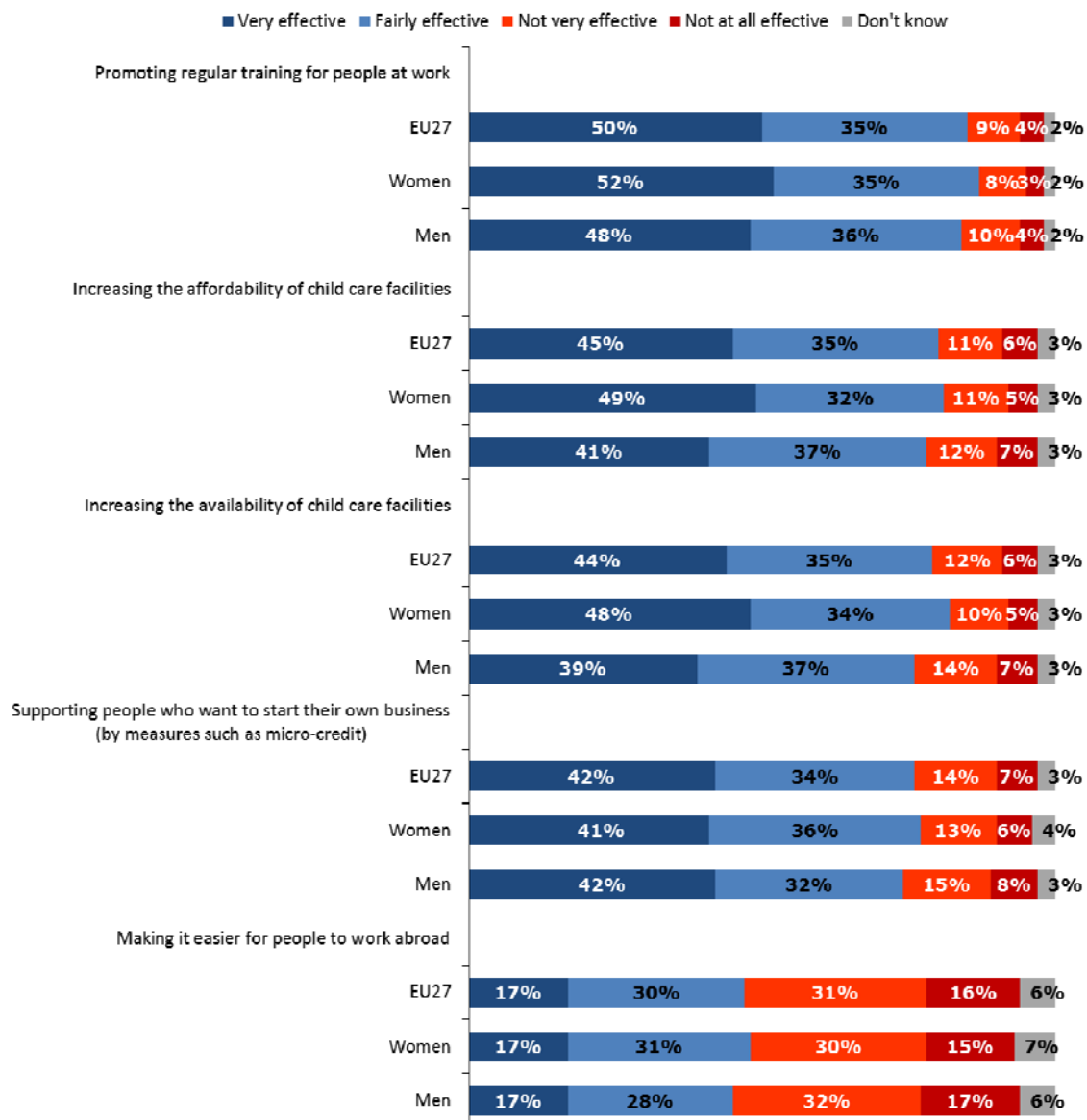
	Professional experience	Level of qualifications	The ability to be mobile, for example going to work abroad	Flexibility in terms of working hours
EU27	40%	38%	31%	31%
Age (women only)				
15-24	39%	44%	35%	29%
25-39	46%	43%	36%	33%
40-54	42%	40%	36%	36%
55 +	36%	37%	33%	27%
Occupation (women only)				
Self-employed	45%	41%	39%	33%
Employee	45%	43%	38%	36%
Manual workers	36%	38%	31%	33%
Not working	37%	38%	33%	27%
Familial situation				
Couple with children	42%	39%	30%	34%
Incl. : blended family	40%	39%	33%	36%
Couple without children	40%	38%	33%	29%
One parent family	39%	39%	33%	31%
Incl. : women with children	40%	40%	36%	30%
Single without children	39%	37%	31%	29%

Top 4 items

6. How to promote work?





























1. EU27

Q5. For each of the following measures, how effective or not do you think they are in getting more people into work or enabling them to stay in work until later in life?



2. National results

Q5 For each of the following measures, how effective or not do you think they are in getting more people into work or enabling them to stay in work until later in life?
'Very effective'

	Promoting regular training for people at work	Increasing the affordability of child care facilities	Increasing the availability of child care facilities	Supporting people who want to start their own business (by measures such as micro-credit)	Making it easier for people to work abroad
 EU27	50%	45%	44%	42%	17%
 MT	71%	71%	75%	66%	23%
 IT	67%	64%	62%	69%	24%
 AT	65%	53%	58%	48%	13%
 DE	56%	50%	57%	35%	12%
 CY	56%	50%	47%	49%	22%
 LU	56%	38%	40%	37%	12%
 ES	55%	45%	44%	56%	31%
 PT	55%	49%	37%	50%	22%
 IE	54%	68%	55%	51%	15%
 EE	49%	34%	33%	33%	10%
 SE	49%	16%	24%	39%	11%
 UK	49%	55%	44%	35%	9%
 LV	48%	34%	34%	35%	15%
 BE	47%	48%	45%	42%	11%
 EL	47%	37%	37%	43%	20%
 BG	46%	37%	34%	34%	23%
 DK	45%	25%	30%	44%	13%
 FR	45%	39%	34%	32%	11%
 LT	45%	33%	29%	46%	21%
 NL	45%	52%	38%	44%	10%
 RO	45%	44%	46%	46%	26%
 SI	43%	31%	28%	41%	21%
 FI	37%	19%	22%	30%	8%
 CZ	36%	34%	36%	28%	18%
 SK	35%	32%	32%	39%	26%
 PL	30%	27%	27%	26%	15%
 HU	19%	13%	13%	14%	11%

3. Socio-demographic results

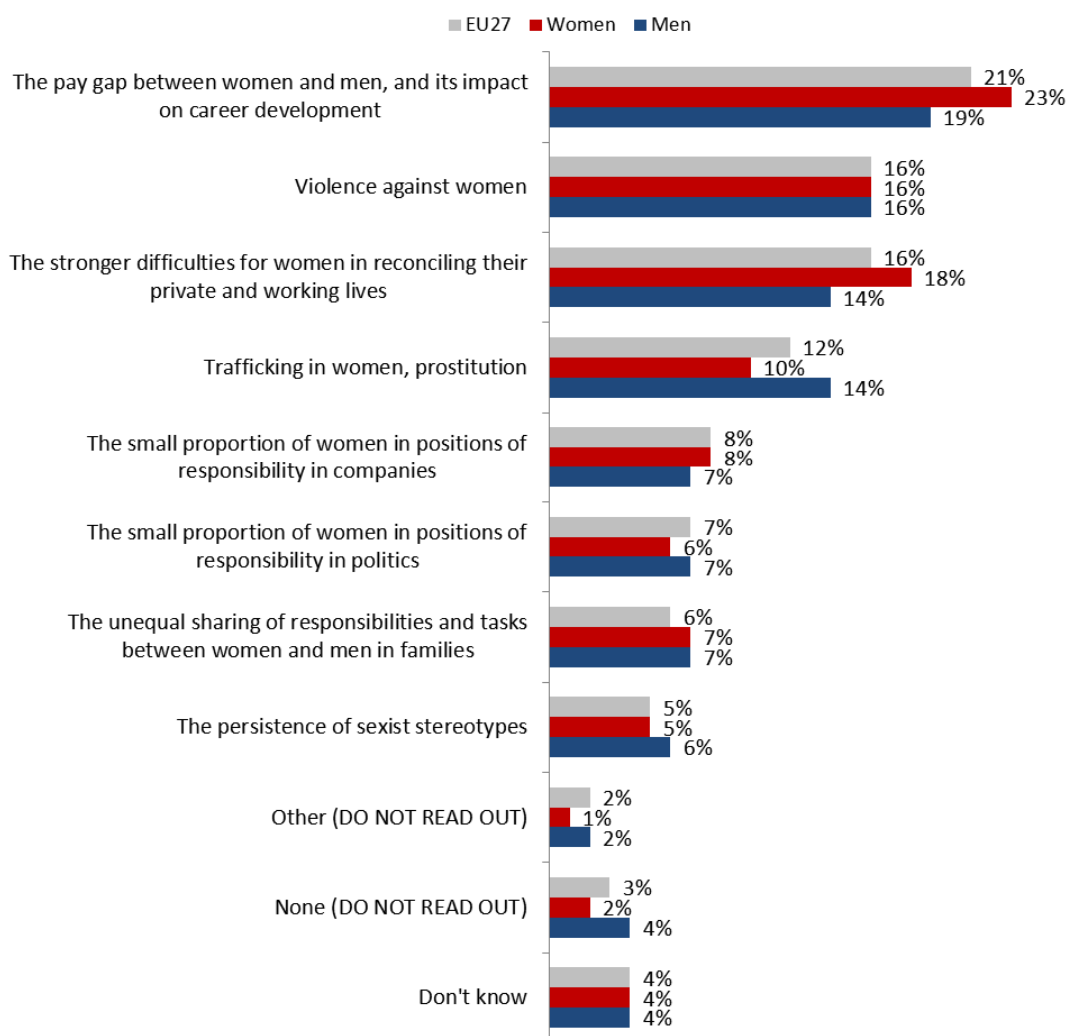
Q5 For each of the following measures, how effective or not do you think they are in getting more people into work or enabling them to stay in work until later in life?
'Very effective'

	Promoting regular training for people at work	Increasing the affordability of child care facilities	Increasing the availability of child care facilities	Supporting people who want to start their own business (by measures such as micro-credit)	Making it easier for people to work abroad
EU27	50%	45%	44%	42%	17%
Age (women only)					
15-24	48%	44%	39%	42%	25%
25-39	49%	53%	50%	42%	14%
40-54	50%	49%	47%	42%	15%
55 +	56%	49%	51%	41%	16%
Occupation (women only)					
Self-employed	55%	47%	45%	47%	18%
Employee	51%	52%	50%	39%	13%
Manual workers	50%	43%	43%	44%	17%
Not working	52%	48%	48%	42%	18%
Familial situation					
Couple with children	49%	47%	46%	42%	15%
Incl. : blended family	52%	45%	47%	43%	14%
Couple without children	52%	47%	45%	43%	15%
One parent family	54%	51%	51%	47%	17%
Incl. : women with children	58%	53%	53%	46%	17%
Single without children	49%	42%	39%	40%	18%

7. Which inequality to tackle as a priority for the next European elections 2014?





























1. EU27

Q7 With a view to the next European elections which will take place in 2014, which one of the following inequalities would you like the candidates to tackle as a priority in their electoral programmes? (ONE ANSWER ONLY)



2. National results

Q7 With a view to the next European elections which will take place in 2014, which one of the following inequalities would you like the candidates to tackle as a priority in their electoral programmes? (ONE ANSWER ONLY)

		The pay gap between women and men, and its impact on career development	Violence against women	The stronger difficulties for women in reconciling their private and working lives
	EU27	21%	16%	16%
	AT	35%	12%	19%
	DE	28%	12%	24%
	FR	28%	15%	15%
	FI	28%	13%	13%
	SE	28%	18%	8%
	BE	27%	15%	20%
	CZ	25%	12%	15%
	SK	24%	15%	12%
	EE	23%	9%	13%
	NL	23%	10%	14%
	LU	22%	9%	23%
	PL	22%	10%	18%
	HU	21%	16%	19%
	LV	20%	7%	19%
	DK	19%	11%	11%
	SI	19%	16%	15%
	CY	18%	15%	13%
	LT	17%	16%	18%
	UK	17%	17%	11%
	BG	16%	11%	13%
	IE	16%	16%	10%
	IT	16%	23%	14%
	PT	16%	22%	13%
	EL	13%	19%	17%
	ES	13%	23%	19%
	MT	13%	20%	21%
	RO	12%	20%	11%

Top 3 items

3. Socio-demographic results

Q7 With a view to the next European elections which will take place in 2014, which one of the following inequalities would you like the candidates to tackle as a priority in their electoral programmes? (ONE ANSWER ONLY)

	The pay gap between women and men, and its impact on career development	Violence against women	The stronger difficulties for women in reconciling their private and working lives
EU27	21%	16%	16%
Age (women only)			
15-24	20%	20%	14%
25-39	23%	15%	25%
40-54	23%	17%	20%
55 +	23%	15%	15%
Occupation (women only)			
Self-employed	23%	17%	18%
Employee	24%	14%	22%
Manual workers	26%	16%	14%
Not working	22%	18%	16%
Familial situation			
Couple with children	21%	16%	19%
Incl. : blended family	24%	20%	16%
Couple without children	21%	15%	16%
One parent family	22%	17%	17%
Incl. : women with children	24%	17%	18%
Single without children	21%	17%	12%

Top 3 items