



Women in decision making positions



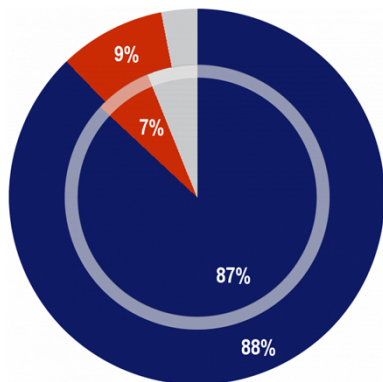
Number of interviews:
26.856
Number of interviews:
1.043

Fieldwork:
03/09-18/09/2011
Fieldwork:
03/09-17/09/2011

Methodology: face-to-face

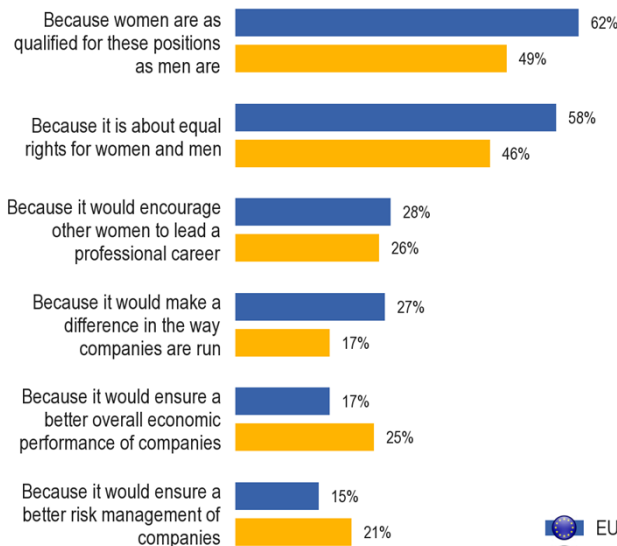
1. Equal representation of women and men in leadership positions in private companies

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 IT ● Inner pie

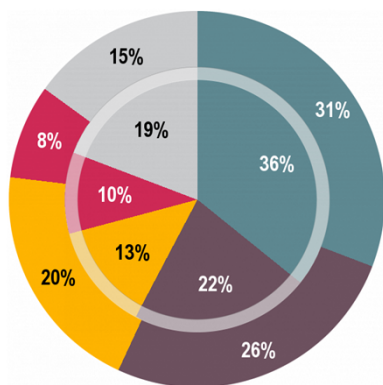
QE3. You said that women should be equally represented in positions of leadership in companies. Why do you think so?



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 IT ● 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	IT
Self-regulation by companies setting their own targets	31%	36%
Gender		
Male	33%	35%
Female	29%	36%
Education (End of)		
15-	24%	30%
16-19	33%	36%
20+	34%	40%
Still studying	34%	39%

Socio-demographic breakdown





Women in decision making positions



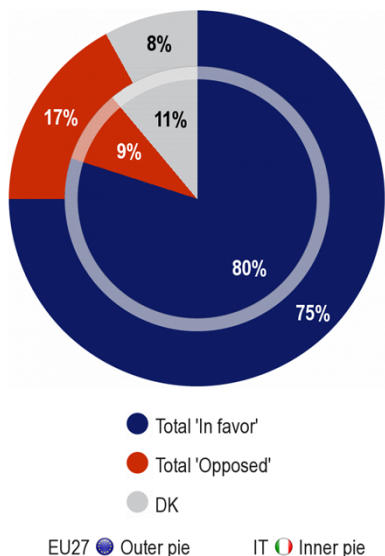
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2. Achieving a balanced representation of women and men on company boards (2)

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?

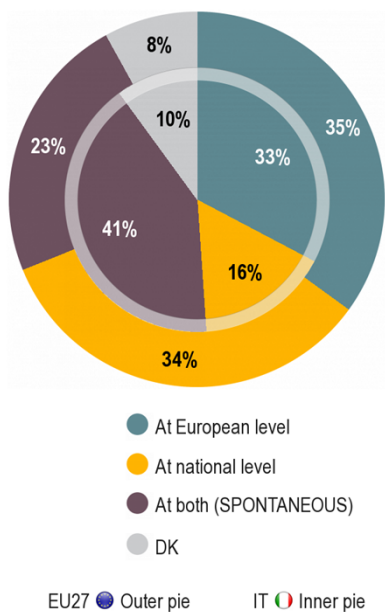


QE5. Some European countries (e.g. France, Spain, the Netherlands, Italy, Belgium and Norway) have already taken legal measures to ensure a more balanced representation of men and women on company boards. Are you in favour or opposed to a legislation on this matter under the condition that qualification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

Table with columns for EU27 and IT, and rows for 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 columns for EU27 and IT, and rows for At European level, Age (15-24, 25-39, 40-54, 55+).

Table with columns for EU27 and IT, and rows for Education (End of) (15-, 16-19, 20+, Still studying).

Socio-demographic breakdown





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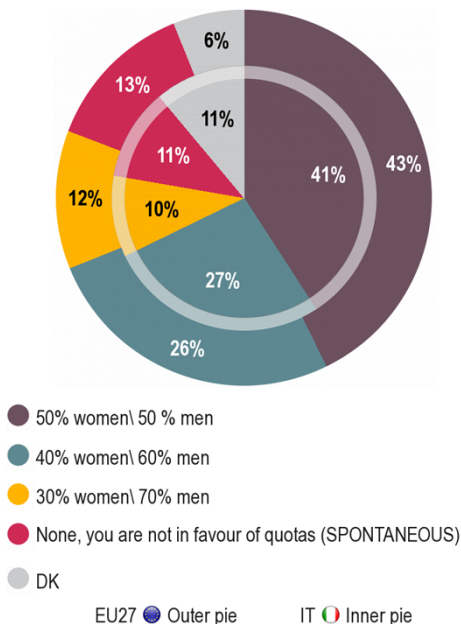
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Methodology: face-to-face

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?



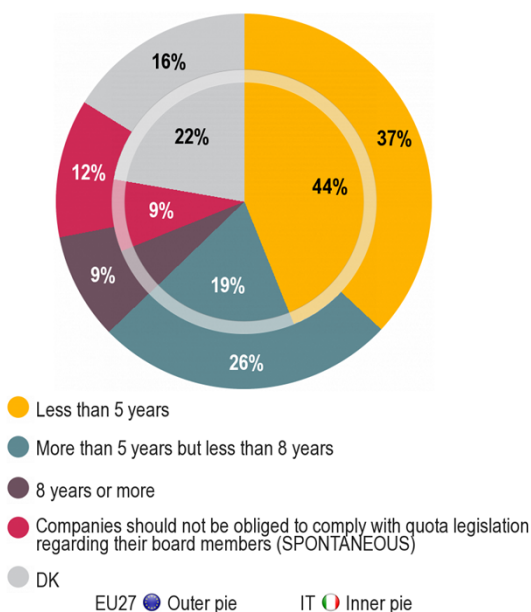
QE6. In the case of legislation providing a more balanced representation of men and women on boards of publicly listed companies, what would in your view be a realistic target?

50% women \ 50% men

	EU27	IT
TOTAL	43%	41%
Gender		
Male	36%	30%
Female	49%	51%
Age		
15-24	46%	42%
25-39	43%	44%
40-54	43%	44%
55+	42%	36%

Socio-demographic breakdown

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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Less than 5 years

	EU27	IT
TOTAL	37%	44%
Gender		
Male	33%	38%
Female	41%	49%
Respondent occupation scale		
Self-employed	35%	46%
Managers	32%	43%
Other white collars	41%	50%
Manual workers	39%	41%
House persons	40%	44%
Unemployed	39%	42%
Retired	35%	37%
Students	36%	49%

Socio-demographic breakdown





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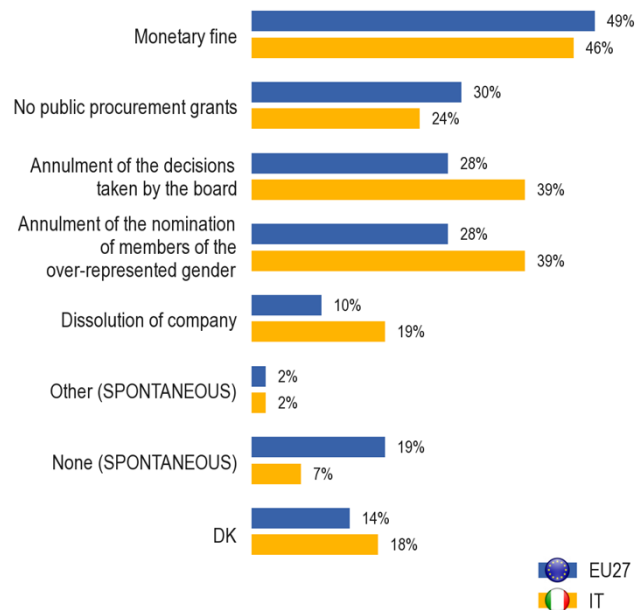
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3. Legislation providing a more balanced representation of women and men on company boards (2)

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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Table with 3 columns: Sanction type, EU27, IT. Includes Education (End of) and Respondent occupation scale breakdowns.

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.

