



### Women in decision making positions



Number of interviews: 26.856

Fieldwork: 03/09-18/09/2011

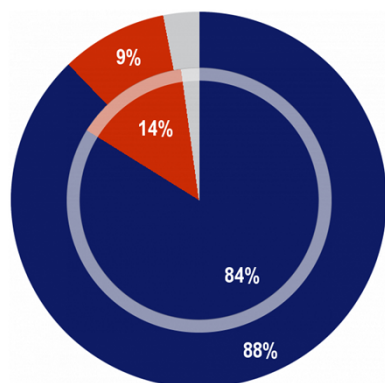
Number of interviews: 502

Fieldwork: 03/09-17/09/2011

Methodology: face-to-face

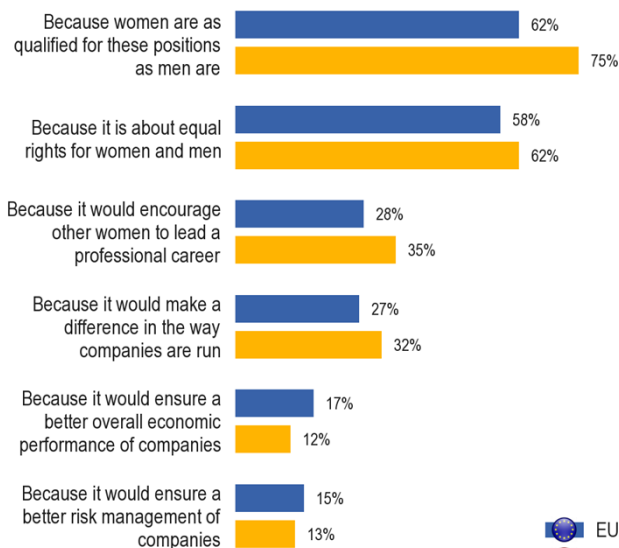
## 1. Equal representation of women and men in leadership positions in private companies

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



EU27 Outer pie    LU Inner pie

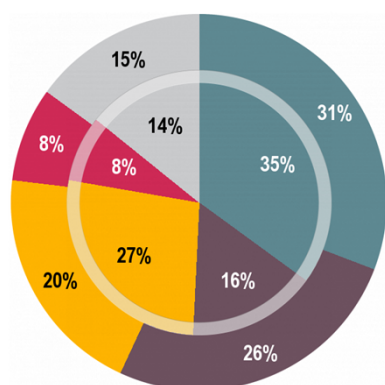
QE3. You said that women should be equally represented in positions of leadership in companies. Why do you think so?



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?



EU27 Outer pie    LU 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	LU
Self-regulation by companies setting their own targets	31%	35%
<b>Gender</b>		
Male	33%	36%
Female	29%	33%
<b>Education (End of)</b>		
15-	24%	25%
16-19	33%	34%
20+	34%	36%
Still studying	34%	47%

Socio-demographic breakdown

### EUROBAROMETER 76.1 RESULTS FOR LUXEMBOURG





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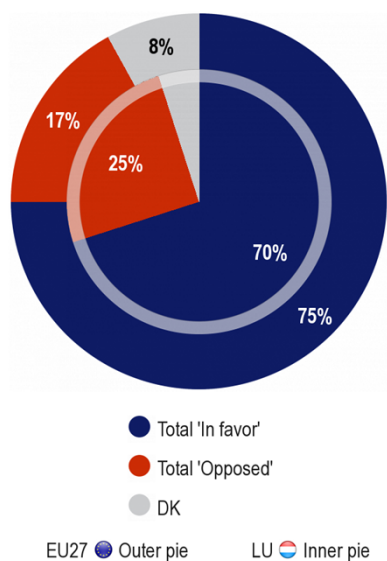
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2. Achieving a balanced representation of women and men on company boards (2)

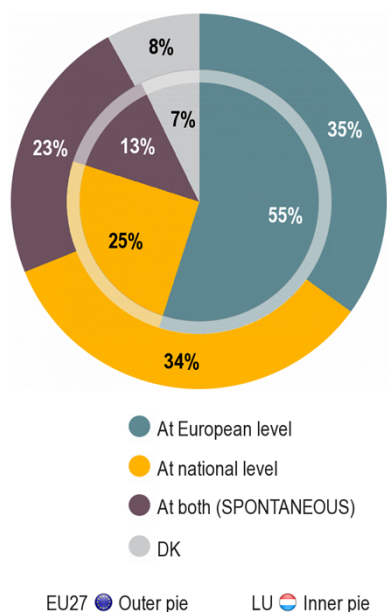
QE5. Some European countries (e.g. France, Spain, the Netherlands, Italy, Belgium and Norway) have already taken legal measures to ensure a more balanced representation of men and women on company boards. Are you in favour or opposed to a legislation on this matter under the condition that qualification 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, including columns for EU27 and LU, and rows for Gender and Age.

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, including columns for EU27 and LU, and rows for Age and Education.





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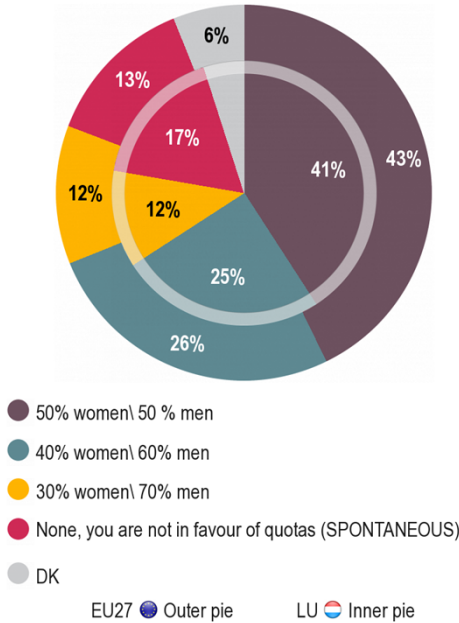
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3. Legislation providing a more balanced representation of women and men on company boards (1)

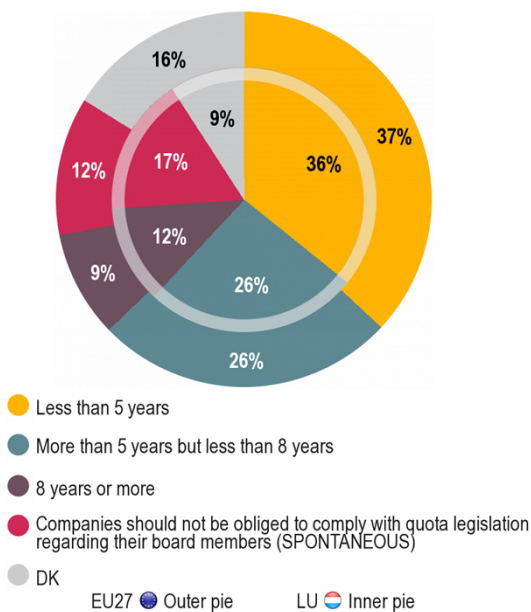
QE6. In the case of legislation providing a more balanced representation of men and women on boards of publicly listed companies, what would in your view be a realistic target?



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Table with 3 columns: Target, EU27, LU. 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?



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?

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





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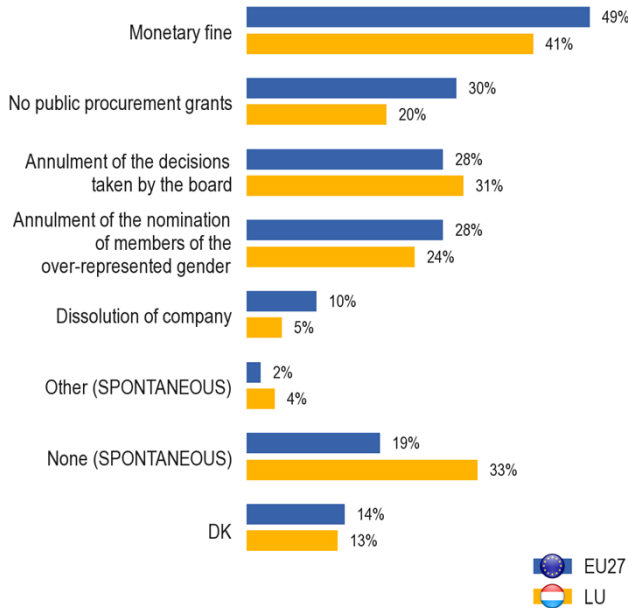
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Methodology: face-to-face

3. Legislation providing a more balanced representation of women and men on company boards (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 sanctions: Monetary fine (EU27: 49%, LU: 41%)

Education (End of) table: 15- (47% EU27, 38% LU), 16-19 (50% EU27, 43% LU), 20+ (47% EU27, 42% LU), Still studying (56% EU27, 37% LU)

Respondent occupation scale table: Self-employed (47% EU27, 45% LU), Managers (46% EU27, 39% LU), Other white collars (51% EU27, 48% LU), Manual workers (52% EU27, 42% LU), House persons (50% EU27, 44% LU), Unemployed (49% EU27, 47% LU), Retired (44% EU27, 34% LU), Students (56% EU27, 37% LU)

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.

