



Special Eurobarometer 376

WOMEN IN DECISION-MAKING POSITIONS

SUMMARY

Fieldwork: September 2011

Publication: March 2012

This survey has been requested by Directorate-General Justice and co-ordinated by Directorate-General for Communication (DG COMM "Research and Speechwriting" Unit).

http://ec.europa.eu/public_opinion/index_en.htm

This document does not represent the point of view of the European Commission.
The interpretations and opinions contained in it are solely those of the authors.

Special Eurobarometer 376 / Wave EB76.1 – TNS Opinion & Social

Special Eurobarometer 376

Women in decision-making positions

Conducted by TNS Opinion & Social at the request of
Directorate-General Justice

Survey co-ordinated by Directorate-General Communication

TABLE OF CONTENTS

INTRODUCTION AND METHODOLOGY	3
1. GENERAL ASSOCIATIONS WITH GENDER EQUALITY ISSUES	5
1.1 Women and positions of responsibility.....	5
1.2 Women and their careers	8
1.3 Women and their family responsibilities	9
1.4 Women in the business community.....	10
2. EQUAL REPRESENTATION OF WOMEN AND MEN IN LEADERSHIP	
POSITIONS IN PRIVATE COMPANIES	11
2.1 Representation of women in leadership positions in private companies	11
2.2 Reasons for promoting equal representation between men and women in positions of leadership in companies	13
3 ACHIEVING A BALANCED REPRESENTATION OF WOMEN AND MEN ON COMPANY BOARDS	15
3.1 Best way to achieve balanced representation of women and men on company boards	15
3.2 Legislation to achieve balanced representation of women and men on company boards	18
3.3 Decision level for measures to improve gender balance on company boards	19
4 LEGISLATION PROVIDING A MORE BALANCED REPRESENTATION OF WOMEN AND MEN ON COMPANY BOARDS	21
4.1 Realistic targets.....	21
4.2 Appropriate implementation time	23
4.3 Appropriate sanctions in case of non-compliance	25

ANNEXES

TECHNICAL SPECIFICATIONS

INTRODUCTION AND METHODOLOGY

In the light of the EU Women's Charter and the resulting EU Strategy for Equality between Women and Men for the years 2010-2015, the purpose of this summary is to present the main results of the Eurobarometer which was launched to gain insight in Europeans' opinion on equal representation of women and men on positions of responsibility.

This summary presents Europeans' opinions on issues associated with gender equality and focuses on gender balance in business leadership. A greater understanding of Europeans' opinions about women in leadership positions in companies could be of help to policymakers to develop gender balance policies that take into account the level of support such legislation would receive from EU citizens, at EU level as well as national level.

The outline of the summary is as follows.

- ◆ General associations with gender equality
- ◆ Equal representation of women and men in positions of responsibility
- ◆ How to achieve gender balance on company boards
- ◆ Legislation for more balanced representation of women and men on company boards

This survey was conducted by TNS Opinion & Social at the request of the Directorate-General Justice. It was coordinated by the Directorate-General for Communication¹.

The Eurobarometer web site can be consulted at the following address:

http://ec.europa.eu/public_opinion/index_en.htm

We would like to take the opportunity to thank all the respondents across the continent who have given of their time to take part in this survey.

Without their active participation, this study would simply not have been possible.

¹ It is the result of the special Eurobarometer 376 (EB76.1) held from 3 to 18 September 2011 (fieldwork) and involved 26,856 interviews in all 27 Member States. The methodology used is that of the Standard Eurobarometer surveys of the Directorate-General for Communication ("Research and Speechwriting" Unit). A technical note explaining the methodology used in carrying out the interviews is annexed to this report

In this summary, the countries are represented by their official abbreviations. The abbreviations used in this summary correspond to:

ABBREVIATIONS

EU27	European Union - 27 Member States
EU15	The fifteen Member States that were EU Members prior to the accession of ten candidate countries on 1 May 2004
NMS12	The twelve Member States that joined the European Union in the recent years (2004 and 2007)
BE	Belgium
BG	Bulgaria
CZ	Czech Republic
DK	Denmark
DE	Germany
EE	Estonia
IE	Ireland
EL	Greece
ES	Spain
FR	France
IT	Italy
CY	Republic of Cyprus
LV	Latvia
LT	Lithuania
LU	Luxembourg
HU	Hungary
MT	Malta
NL	The Netherlands
AT	Austria
PL	Poland
PT	Portugal
RO	Romania
SI	Slovenia
SK	Slovakia
FI	Finland
SE	Sweden
UK	United Kingdom

1. GENERAL ASSOCIATIONS WITH GENDER EQUALITY ISSUES

The first chapter of this report presents Europeans' views on gender equality in general.

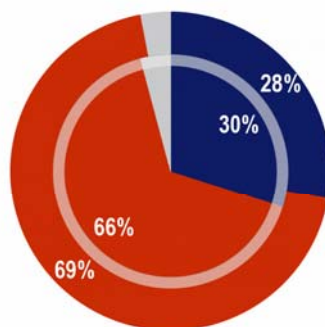
1.1 Women and positions of responsibility

Over two-thirds of Europeans believe that women are just as interested as men in positions of responsibility.

Over two-thirds of Europeans (69%) *disagree* with the statement that 'women are less interested than men in positions of responsibility'. Still, almost one in three respondents (28%) does believe that women are less interested. Since the last time this question was asked, in 2009², *disagreement* with this statement has grown slightly in terms of numbers (from 66% to 69%, +3 points), and particularly in terms of intensity, with a high increase of those who *totally disagree* (from 29% to 36%, +7 points).

QE1.1. 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.

Women are less interested than men in positions of responsibility



● Total 'Agree'
● Total 'Disagree'
● DK

Inner pie : EB72.2 (Sept.-Oct.2009)

Outer pie : EB76.1 (Sept. 2011)

● EU27

Base: Total sample

Respondents in the NMS12, more so than those in EU15, believe that women are less interested than men in positions of responsibility (36% vs. 25%).

² Eurobarometer EB72.2 (September-October 2009)

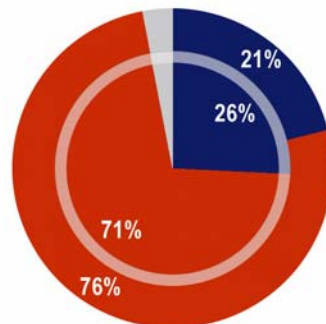
Country-by-country analysis reveals that the highest percentages of respondents thinking women are less interested than men are found in Denmark (49%), Slovakia (47%), the Czech Republic (44%), Austria (42%) and Poland (40%). And the smallest proportions of respondents who believe this are the United Kingdom (18%), Spain (17%), Sweden (16%), France and Ireland (both 15%).

A large majority of Europeans believe that women have the necessary qualities and skills to fill positions of responsibility.

Over three-quarters of the Europeans interviewed (76%) disagree with this statement and about one in five (21%) believes that women do not always have the necessary qualities and skills to fill positions of responsibility. Since 2009, the proportion of respondents disagreeing with this statement has clearly grown (from 71% to 76%, +5 points), with a marked increase of respondents who *totally disagree* (from 38% to 47%, +9 points).

QE1.5. 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.

Women do not always have the necessary qualities and skills to fill positions of responsibility



● Total 'Agree'
● Total 'Disagree'
● DK

Inner pie : EB72.2 (Sept.-Oct.2009)

Outer pie : EB76.1 (Sept.2011)

● EU27

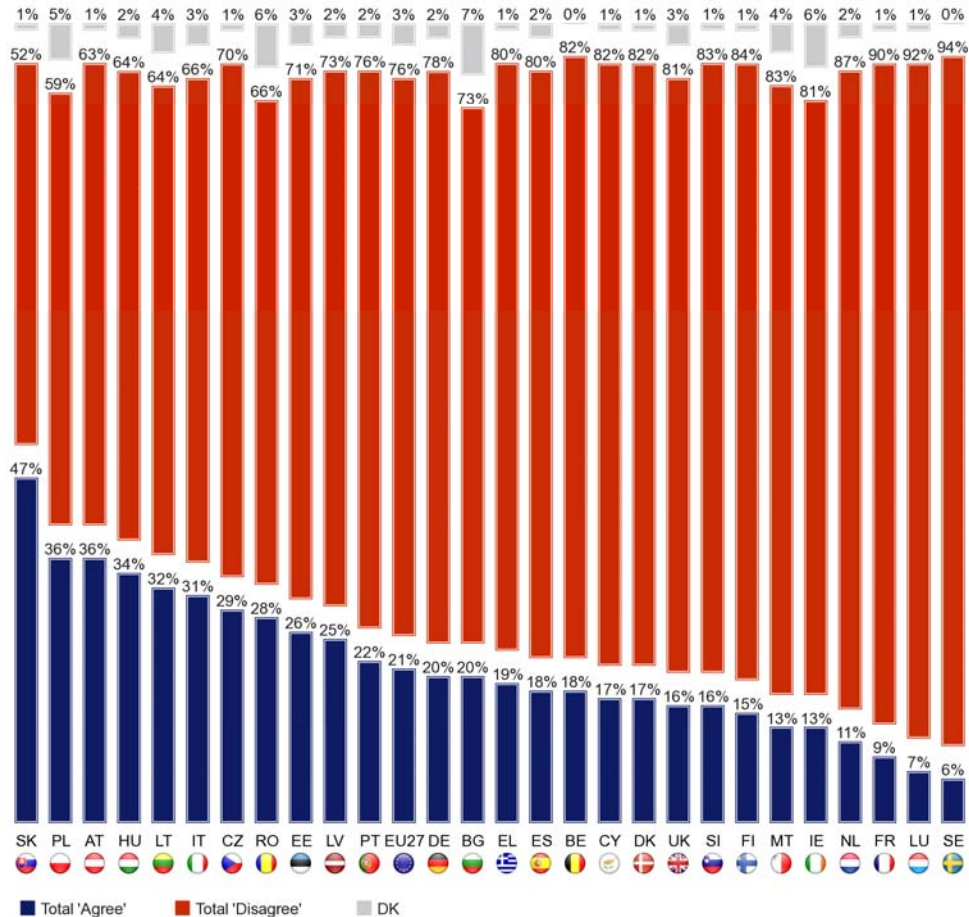
Base: Total sample

Interviewees in the EU15 are much more likely than those in the NMS12 to disagree with the statement that women lack qualities and skills (79% vs. 64%).

Country-by-country analysis reveals important differences. Slovakia (47%) stands out as the country with most interviewees saying women do not always have the necessary qualities and skills to fill positions of responsibility. Austria, Poland (both 36%), Hungary (34%), Lithuania (32%) and Italy (31%) follow at some distance. This view is shared the least in France (9%), Luxembourg (7%) and Sweden (6%).

QE1.5. 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.

Women do not always have the necessary qualities and skills to fill positions of responsibility



Base: Total sample

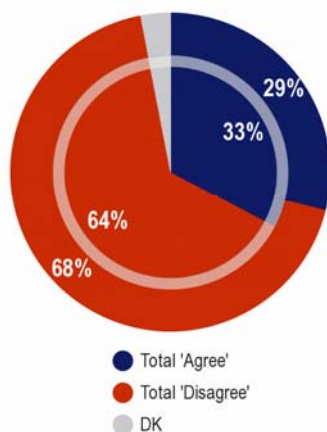
1.2 Women and their careers

Two-thirds of Europeans believe that women are as willing as men to fight to make a career for themselves.

Two-thirds (68%) of the Europeans surveyed *disagree* with this statement. Conversely, about one in three (29%) respondents does *agree*. Since 2009, disagreement with the statement that women are less willing than men to fight to make a career slightly grew in percentage terms (from 64% to 68%, +4 points).

QE1.2. 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.

Women are less willing than men to fight to make a career for themselves



Inner pie : EB72.2 (Sept.-Oct.2009)

Outer pie : EB76.1 (Sept. 2011)

EU27

Base: Total sample

Interviewees in the EU15 countries are more likely to disagree with the statement than those in the NMS12 countries (71% vs. 58%).

Country-by-country analysis reveals that respondents in Slovakia (50%), Hungary and Poland (both 46%) most often say that women are less willing than men to fight to make a career. The lowest percentages of agreement with this statement are found in Cyprus (20%), Malta (19%), Ireland (18%), France (17%) and Spain (15%).

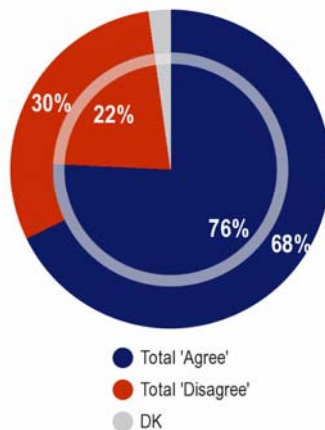
1.3 Women and their family responsibilities

Over two-thirds of Europeans say women have less freedom because of their family responsibilities.

Two-thirds of Europeans (68%) *agree* with the statement that women have less freedom because of their family responsibilities. By contrast, one in three respondents (30%) *disagrees* with this statement. The level of agreement that women have less freedom than men because of their family responsibilities has declined when compared to 2009 (from 76% to 68%, -8 points).

QE1.3. 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.

Women have less freedom because of their family responsibilities



Inner pie : EB72.2 (Sept.-Oct. 2009)

Outer pie : EB76.1 (Sept. 2011)

EU27

Base: Total sample

Interviewees in the NMS12 countries are more likely than those in EU15 countries to say that women have less freedom because of their family responsibilities (76% vs. 66%).

A **country-by-country breakdown** shows that respondents in Slovakia (85%), Hungary (83%) and Greece (79%) are most likely to believe that women's family responsibilities withhold them from other positions of responsibility. Respondents are least likely to say so in France (51%), followed by Portugal (59%) and Lithuania (60%).

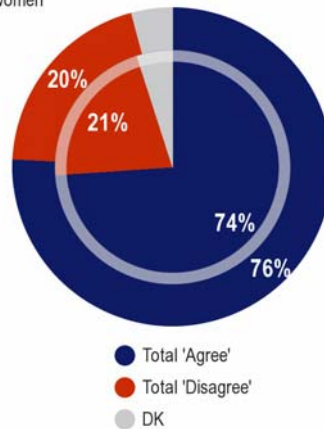
1.4 Women in the business community

Over three-quarters of Europeans think the business community is dominated by men who do not have sufficient confidence in women.

Over three-quarters of European respondents (76%) believe this to be true. Conversely, one in five (20%) disagree with it. A further 4% are unable to form an opinion. Since 2009, there is a minor increase in the proportion of respondents who agree with this statement (from 74% to 76%, +2 points).

QE1.4. 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.

The business community is dominated by men who do not have sufficient confidence in women



Inner pie : EB72.2 (Sept.-Oct. 2009)

Outer pie : EB76.1 (Sept. 2011)

EU27

Base: Total sample

Country-by-country analysis shows that in every single Member State, over half of the respondents agree with the statement that business is dominated by men with insufficient confidence in women. The highest percentages are found in Hungary (85%), France and Cyprus (both 83%), Sweden (81%), Greece and Italy (both 80%). The lowest percentages are observed in Latvia (61%), Denmark (60%) and Malta (55%).

2. EQUAL REPRESENTATION OF WOMEN AND MEN IN LEADERSHIP POSITIONS IN PRIVATE COMPANIES

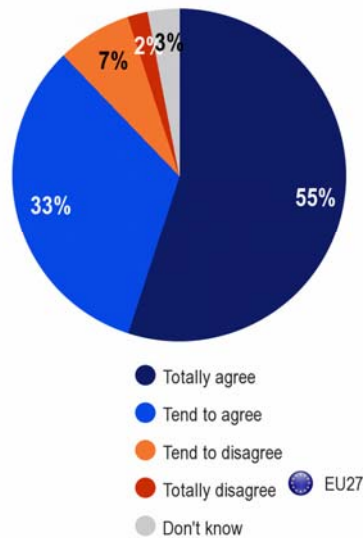
The second chapter focussed more specifically on gender balance in leadership positions in private companies.

2.1 Representation of women in leadership positions in private companies

Nearly nine Europeans out of ten agree that, given equal competence, women should be equally represented in positions of leadership in companies.

The great majority (88%) of the Europeans *agree* with the statement that 'given equal competence, women should be equally represented in positions of leadership in companies': 55% *totally* agree and 33% *tend* to agree. Only a small minority (9%) *disagree* with the statement: 7% *tend* to disagree and 2% *totally* disagree.

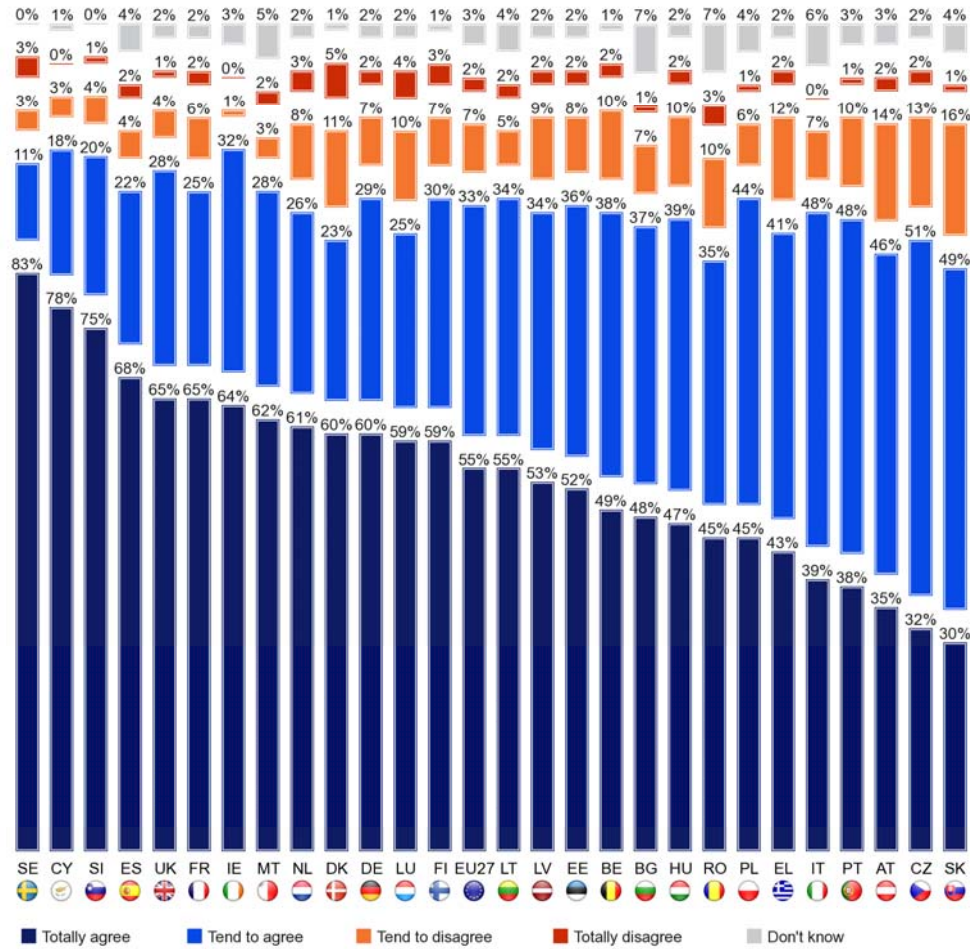
QE2. Do you agree or disagree with the following statement: Given equal competence, women should be equally represented in positions of leadership in companies.



Base: Total sample

The largest proportions of respondents supporting the gender balance are observed in Cyprus, Ireland (both 96%), Slovenia (95%), Sweden (94%) and the UK (93%). The lowest percentages are in Slovakia (79%), Romania (80%) and Austria (81%).

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



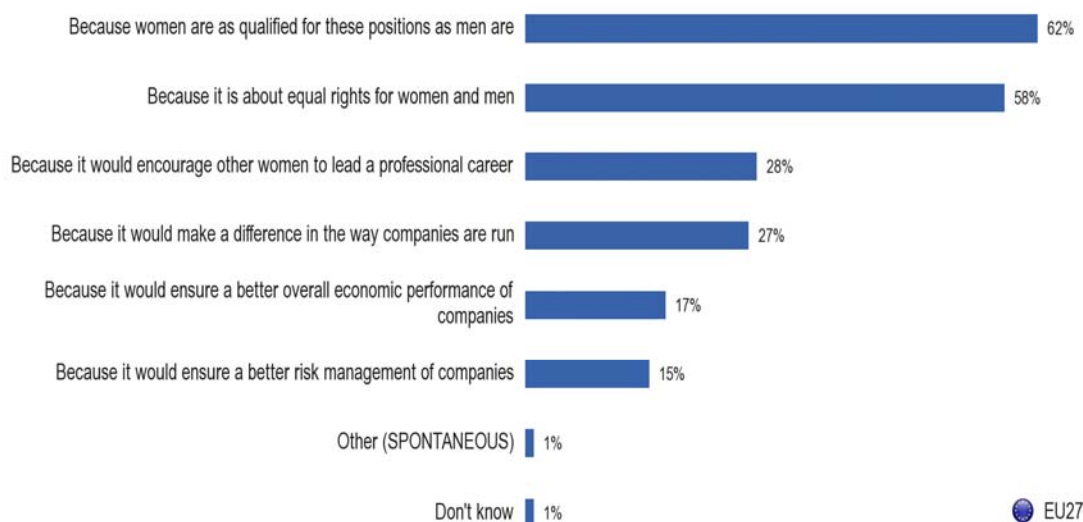
Base: Total sample

2.2 Reasons for promoting equal representation between men and women in positions of leadership in companies

Europeans mention equal qualifications and equal rights most often as reasons for gender balance in company leadership.

Of those Europeans who are in favour of gender balance in company leaderships, majorities say 'because women are as qualified for these positions as men are' (62%) or 'it is about equal rights for women and men' (58%); fewer than three in ten mention that 'it would encourage other women to lead a professional career' (28%) or 'it would make a difference in the way companies are run' (27%); smaller percentages cite 'it would ensure a better overall economic performance of companies' (17%) or 'it would ensure a better risk management of companies' (15%).

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)

A **country-by-country** breakdown shows that Sweden (84%) and Denmark (82%) stand out as the Member States with vast majorities saying 'because women are as qualified for these positions as men are'.

France (77%) stands out as the country with highest percentage of respondents mentioning 'equal rights of women and men', followed on some distance by Finland and Belgium (both 66%).

The highest percentages of respondents citing 'because it would encourage other women to lead a professional career' are found in Cyprus (45%) and Austria (42%). Conversely, lowest percentages are found in Spain and Slovenia (both 21%).

Denmark, the Netherlands (both 55%) and Sweden (53%) stand out as the Member States with over half of the interviewees saying 'it would make a difference in the way companies are run'. In contrast, respondents in Poland and Lithuania (both 10%) were least likely to.

Ireland stands out as the country with largest proportions of respondents citing 'because it would ensure a better overall economic performance of companies' (37%) and 'because it would ensure a better risk management of companies' (22%).

3 ACHIEVING A BALANCED REPRESENTATION OF WOMEN AND MEN ON COMPANY BOARDS

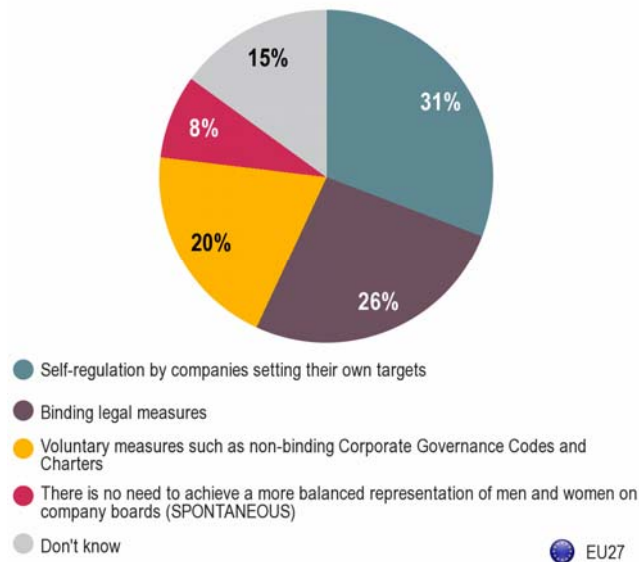
This chapter will take one step further and discuss Europeans' views on how to achieve a balanced representation of women and men on company boards.

3.1 Best way to achieve balanced representation of women and men on company boards

Opinion is divided on how to achieve gender balance on company boards.

Opinion is divided on the best way to achieve gender balance in company boards. Almost one-third believes the best way is 'self-regulation by companies setting their own targets' (31%). Just over a quarter thinks it would demand 'binding legal measures' (26%). One-fifth says 'voluntary measures, such as non-binding Corporate Governance Codes and Charters' (20%).

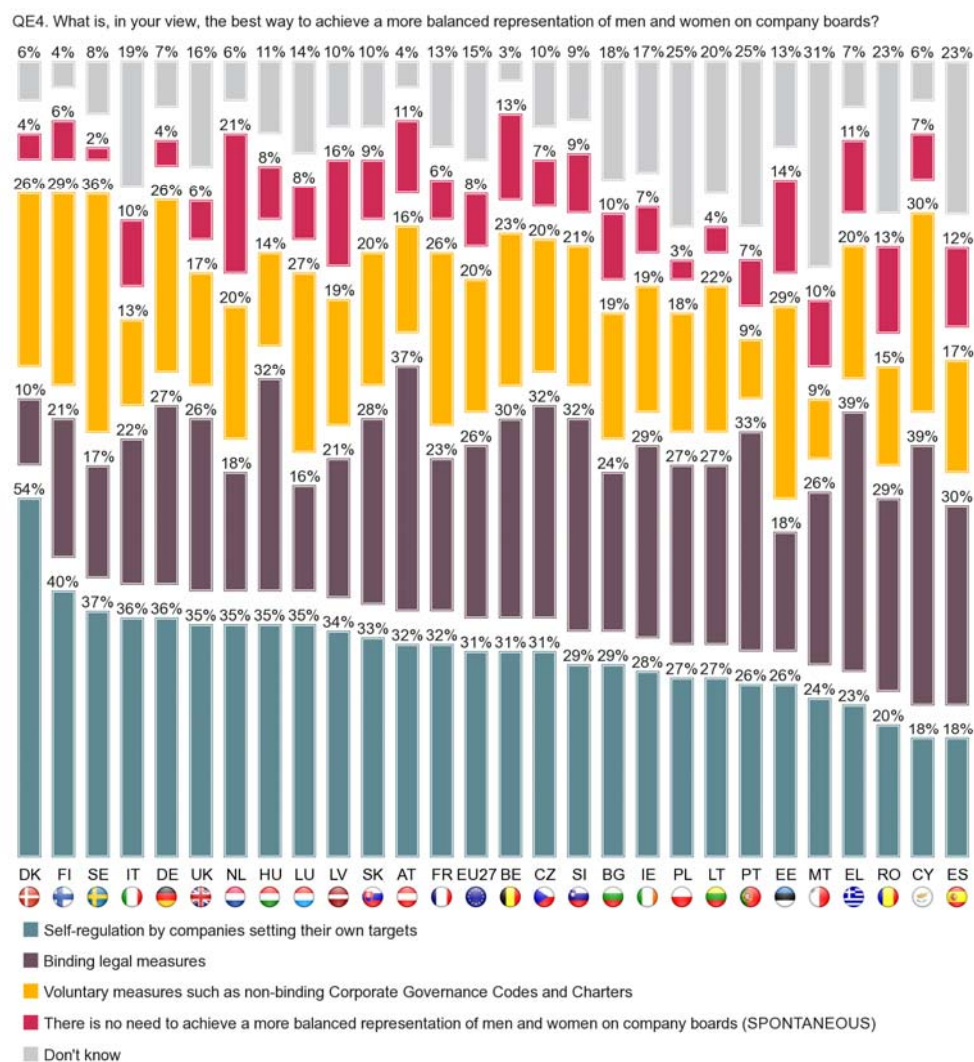
QE4. What is, in your view, the best way to achieve a more balanced representation of men and women on company boards?



Base: total sample

Respondents in NMS12 more often tend not to have an opinion on this topic than those in EU15 (20% NMS12 vs. 14% EU15). Conversely, respondents in EU15 are somewhat more likely than those in NMS12 to be in favour of self-regulation by companies (32% EU15 vs. 27% NMS12).

When including only those respondents who did choose one of the three options to achieve gender balance on company boards, a relative majority of them are in favour of *self-regulation* (40%), whereas over one-third calls for *binding legal measures* (34%), and about one-quarter believes the best way to be *voluntary measures* (26%).



Base: total sample

Country-by-country analysis reveals that Denmark (54%) stands out as the country with largest proportion of respondents being in favour of *self-regulation by companies* to achieve gender balance in company boards, followed on some distance by Finland (40%). Lowest percentages are found in Spain, Cyprus (both 18%) and Romania (20%). *Binding legal measures* are most often mentioned in Cyprus, Greece (both 39%) and Austria (37%). Fewest citing of binding legal measures is found in Denmark (10%), Luxembourg (16%) and Sweden (17%).

Sweden (36%) has the highest percentage of interviewees who prefer *voluntary measures*, followed on some distance by Cyprus (30%). By contrast, Malta and Portugal (both 9%) have the lowest percentages.

The highest percentage of interviewees who spontaneously say that there is *no need to achieve more gender balance on company boards* are found in the Netherlands (21%), followed on some distance by Latvia (16%). Lowest percentages are found in Sweden (2%) and Poland (3%).

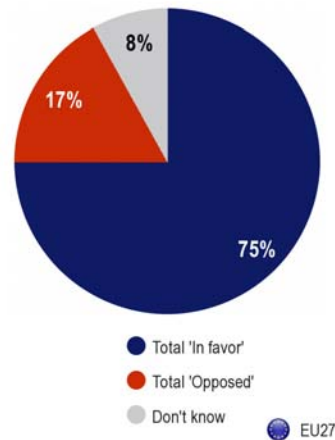
Malta (31%), Portugal and Poland (25%) have the largest proportions of respondents saying they *don't know*.

3.2 Legislation to achieve balanced representation of women and men on company boards

Three-quarters of Europeans are in favour of legislation on gender balance on company boards.

Three-quarters (75%) of the European interviewees are in favour of such legislation. A minority (17%) oppose it. A further 8% had no opinion on this topic.

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?



Base: total sample

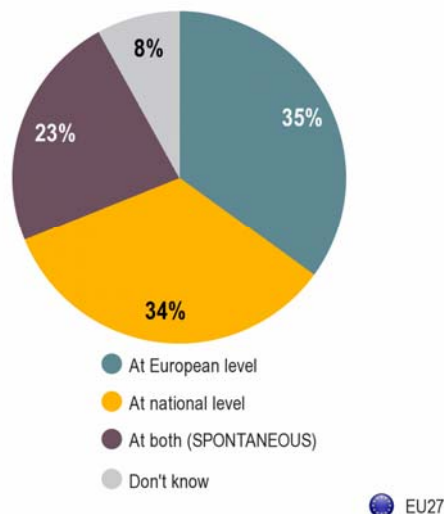
Country-by-country analysis shows that in every single Member State, there is an absolute majority in favour of legislation on gender balance on company boards when qualification is taken into account. Highest percentages of respondents who are in favour are found in Cyprus (91%), France (86%), Belgium, Portugal, Slovakia (all 84%). Lowest percentages are in Denmark (52%), Germany (58%) and Sweden (62%).

3.3 Decision level for measures to improve gender balance on company boards

Europeans are divided on the level of decision-making with regards to measures taken, with a slight preference for the European level rather than the national level (35% vs. 34%).

Over one-third of the Europeans polled say decisions should be made *at European level* (35%), whereas another third prefer *at national level* (34%). Notably, almost a quarter of the interviewees spontaneously answer that decisions should be made *at both levels* (23%). A further 8% could not form an opinion.

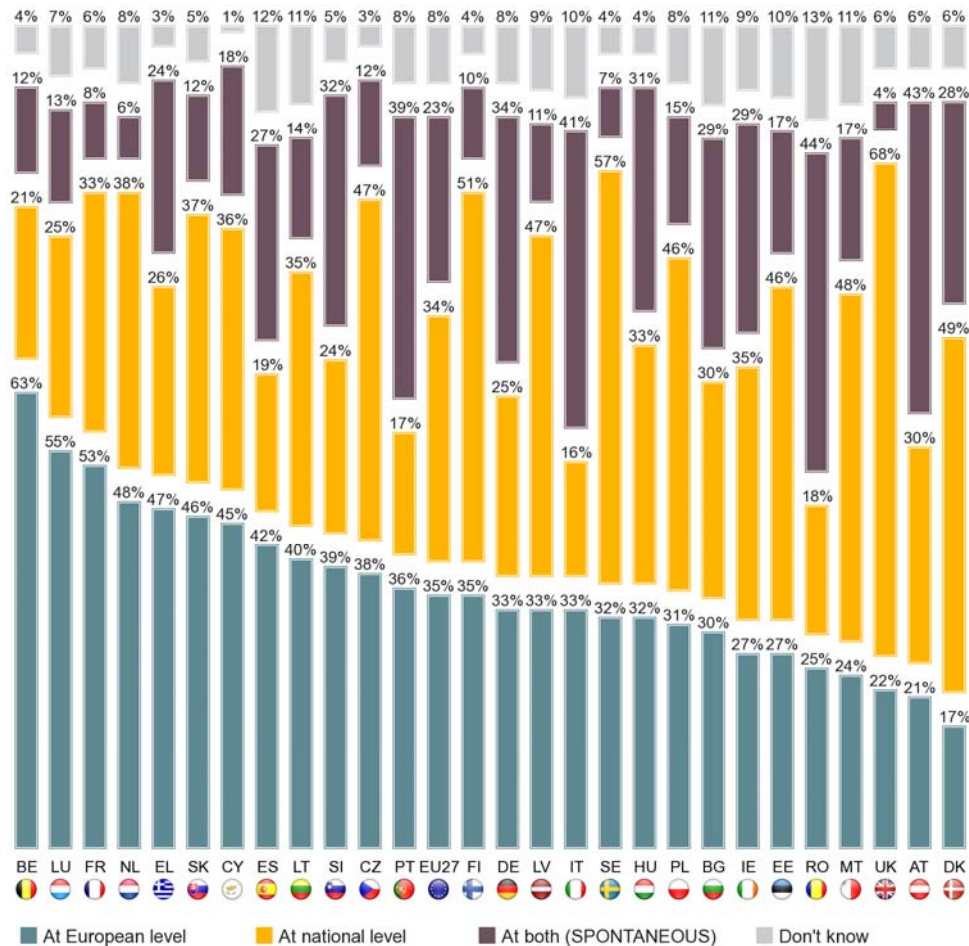
QE9. With regards to measures taken to improve gender balance on boards of publicly listed companies, do you think that decisions should be made by at national level or European level?



Base: Total sample

Country-by-country analysis reveals notable differences. In three countries, over half of the interviewees are in favour of the *European level*, with Belgium (63%) standing out and Luxembourg (55%) and France (53%) following on at some distance. Smallest percentages in favour of the European level are found in Denmark (17%), Austria (21%) and the UK (22%).

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?



Base: Total sample

A *national level* is preferred by absolute majorities in the UK (68%), Sweden (57%) and Finland (51%). Moreover, large relative majorities preferring this option are found in Denmark (49%), Malta (48%), the Czech Republic, Latvia (both 47%), Estonia, and Poland (both 46%). Interviewees are least likely to choose the national level in Italy (16%), Portugal (17%), Romania (18%) and Spain (19%).

Respondents are most likely to spontaneously mention *both European and national level* in Romania (44%), Austria (43%), Italy (41%) and Portugal (39%). This is least the case in the UK (4%), the Netherlands (6%), Sweden (7%) and France (8%).

4 LEGISLATION PROVIDING A MORE BALANCED REPRESENTATION OF WOMEN AND MEN ON COMPANY BOARDS

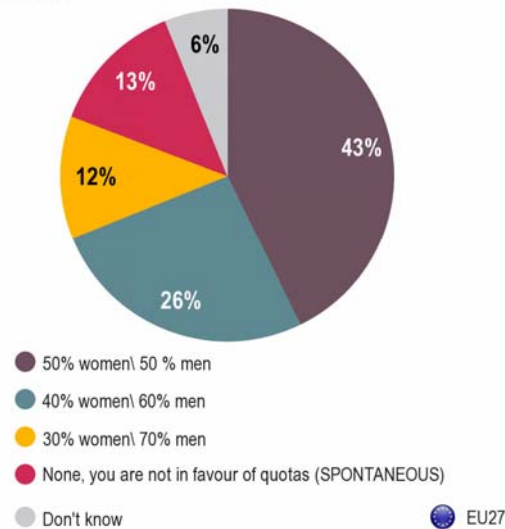
This chapter elaborates further on what such legislation, in their view, should imply.

4.1 Realistic targets

More than four Europeans out of ten say that 50% of women would be a realistic target to achieve.

Though a relative majority of Europeans (43%) think *50% women and 50% men* would be a realistic target, over one-quarter (26%) say *40% women and 60% men* and sizeable minorities cite *30% women and 70% men* (12%) or spontaneously say they are *not in favour of quotas* (13%). A further 6% did not form an opinion on this topic.

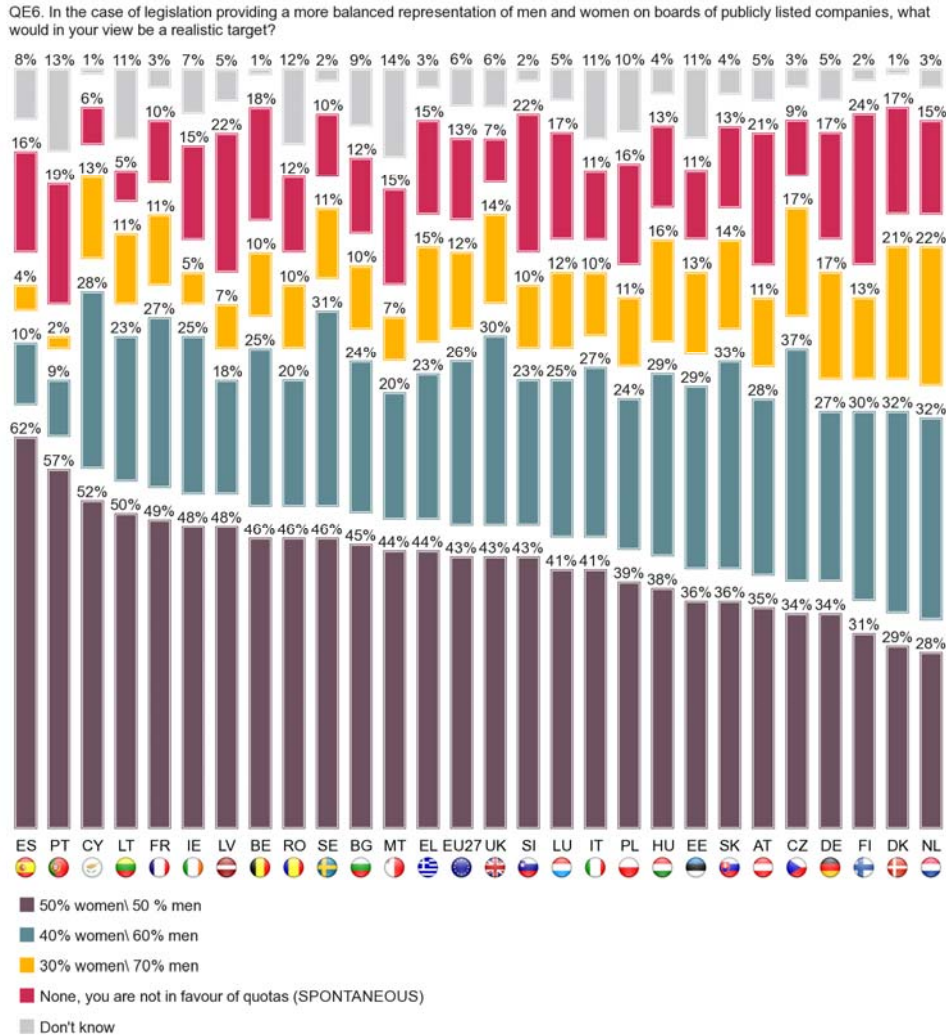
QE6. In the case of legislation providing a more balanced representation of men and women on boards of publicly listed companies, what would in your view be a realistic target?



Base: Total sample

When including in the analysis only those interviewees who do cite a target, an absolute majority (53%) believe a realistic target would be *50% women and 50% men*, whereas almost one-third of the interviewees (32%) think *40% women and 60% men* and the remaining interviewees (15%) say *30% women and 70% men*.

Country-by-country analysis reveals that respondents in Spain (62%) and Portugal (57%) are most likely to say *50% women and 50% men* is a realistic target. By contrast, interviewees in the Netherlands (28%), Denmark (29%) and Finland (31%) are least likely to say so.



Base: Total sample

Member States with the largest proportions of respondents citing *40% women and 60% men* are the Czech Republic (37%), Slovakia (33%), Denmark and the Netherlands (both 32%). Conversely, the smallest proportions are found in Portugal (9%) and Spain (10%).

Interviewees are most likely to choose *30% women and 70% men* as a realistic target in the Netherlands (22%) and Denmark (21%). They are least likely to do so in Portugal (2%), Spain (4%) and Ireland (5%).

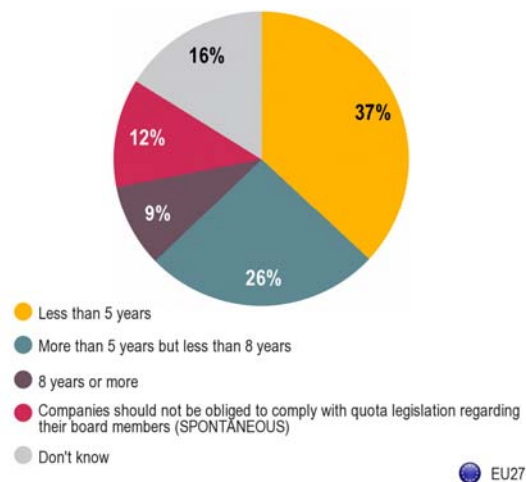
Countries with the highest percentages of interviewees who refuse to mention a target and spontaneously say they are not in favour of quotas are Finland (24%), Slovenia and Latvia (22%) and Austria (21%); the lowest percentages are in Lithuania (5%), Cyprus (6%) and the UK (7%).

4.2 Appropriate implementation time

Nearly four Europeans out of ten think that publicly listed companies should be granted less than 5 years to comply with legislation.

Over one-third (37%) of respondents think this should be *less than 5 years*, while 26% say *between 5 and 8 years*, and 9% think *8 years or more*. A further 12% spontaneously say that companies should not be obliged to comply with quota legislation regarding their board members. Interestingly, a sizeable minority of 16% could not form an opinion.

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?

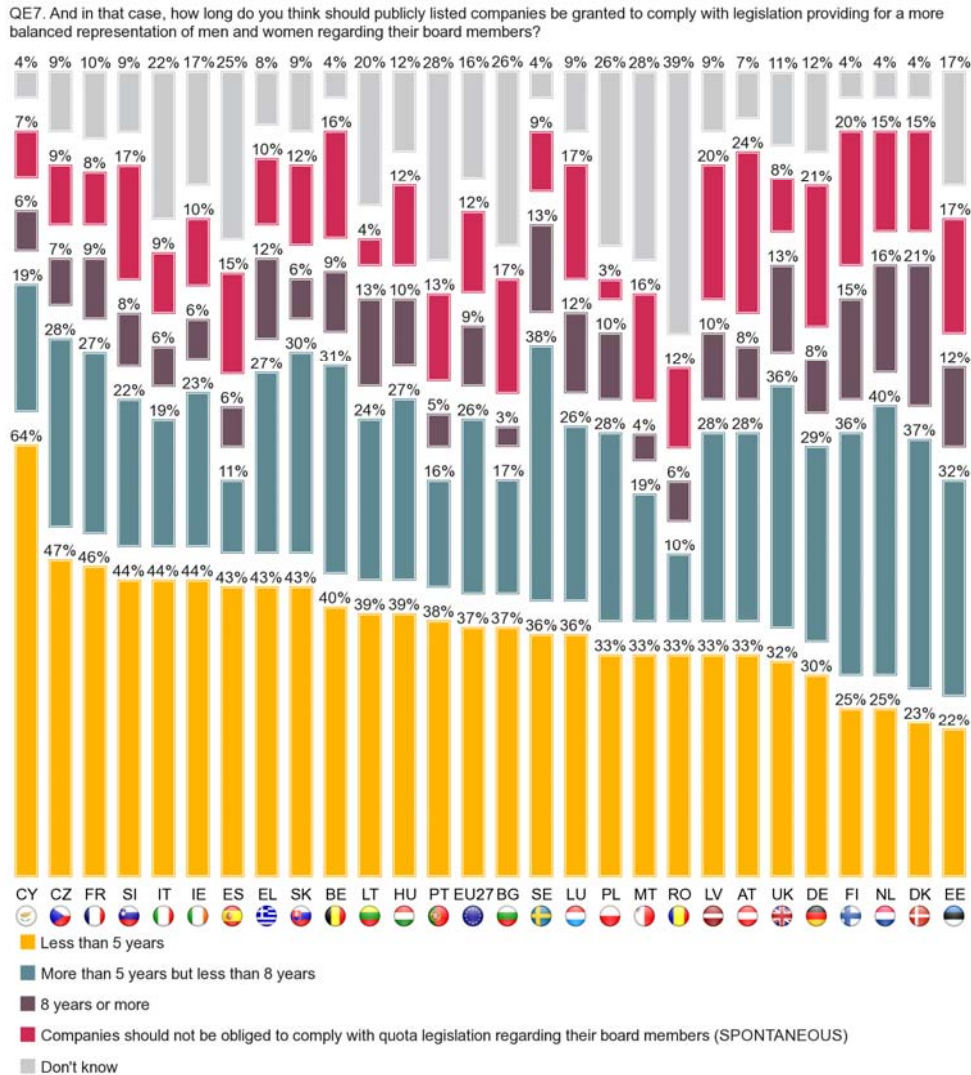


Base: total sample

A second analysis that included only those interviewees who chose one of the time period options yielded the following results: over half of those respondents (52%) say companies should be granted *less than 5 years*, while over one-third (36%) think *between 5 and 8 years*, and one in eight (12%) say *8 years or more*.

When analysing the total number of respondents, almost one-quarter of the respondents in the NMS12 (24%) have no opinion on this matter compared to 14% in the EU15.

Country-by-country analysis reveals that Cyprus (64%) stands out as the only country with an absolute majority view in favour of companies being given *less than 5 years* to reach gender balance targets on their boards. Other countries follow on at some distance, with the highest percentages seen in the Czech Republic (47%) and France (46%). The lowest percentages are in Estonia (22%) and Denmark (23%). In only six countries, respondents think that they could be granted longer than 5 years: United Kingdom, Sweden, Finland, the Netherlands, Denmark and Estonia.



Base: Total sample

Member States with the highest percentages of respondents thinking the companies should be granted somewhat more time, i.e. *between 5 and 8 years* are the Netherlands (40%), Sweden (38%), Denmark (37%), the UK, Finland (both 36%) and Estonia (32%). Conversely, respondents in Romania (10%) and Spain (11%) are least likely to choose this option.

Though relatively smaller proportions of interviewees say *8 years or more*, Denmark (21%) stands out, followed on at some distance by the Netherlands (16%) and Finland (15%). This option is least likely to be chosen in Bulgaria (3%) and Malta (4%).

Member States with the largest proportions of interviewees who spontaneously say that companies should not be obliged to comply with quota legislation regarding their board members are Austria (24%), Germany (21%), Finland and Latvia (both 20%). The smallest proportions are observed in Poland (3%) and Lithuania (4%).

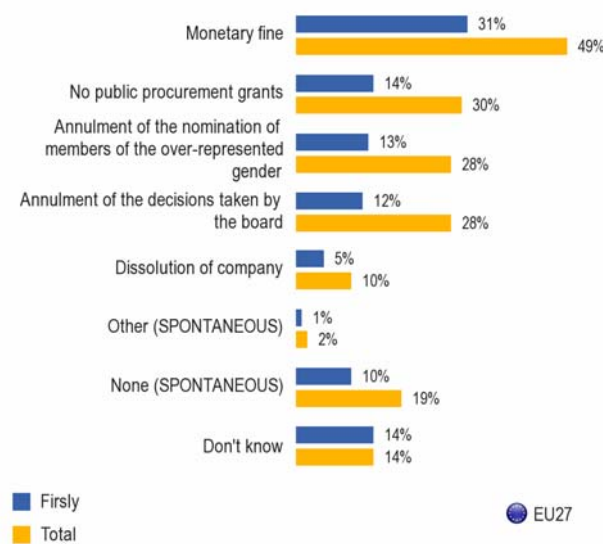
4.3 Appropriate sanctions in case of non-compliance

Almost half of the Europeans mention monetary sanctions as the most effective sanction in case of non-compliance.

Almost half (49%) of the interviewees pick a *monetary fine* as their first or second choice (first 31% and second 18%). About three in ten respondents mention *no public procurement grants* (30%: first 14% and second 16%), *annulment of the nomination of members of the over-represented gender* (28%: first 13% and second 15%), or *annulment of the decisions taken by the board* (28%: first 12%, second 16%).

Respondents in the EU15 are more likely than those in NMS12 to cite a *monetary fine* (50% vs. 44%), or *no public procurement grants* (32% vs. 22%), or to say spontaneously that no sanction should be applied (21% vs. 13%).

QE8. And in your opinion, what would be the most effective sanction in case publicly listed companies do not comply with such legislation?



Base: Total sample

Country-by-country analysis shows that *a monetary fine* is the sanction cited most frequently in every single Member State. The highest percentages are in Cyprus (62%) and Ireland (61%); conversely, the smallest proportions are in Denmark (35%), Romania (36%), Estonia (37%) and Malta (38%). Respondents in Austria (44%), Germany (42%) and Ireland (40%) are most likely to cite *no public procurement grants*; on the other hand, those in Romania (11%) and Malta (16%) are least likely to do so.

Countries with the largest proportions of respondents citing *Annulment of the nomination of members of the over-represented gender* are Greece (45%), Belgium and Italy (both 39%). Again, this is least the case in Malta (13%). *Annulment of the decisions taken by the board* is mentioned most often in Greece, Italy and Cyprus (all 39%); and least often in Spain (17%).

Dissolution of company is cited most often in Italy (19%) and least often in the Netherlands (4%). Member States with the highest percentages of respondents who spontaneously say that there should be no sanctions are Denmark (41%), the Netherlands (39%), Sweden (35%) and Luxembourg (33%). The lowest percentages are found in Ireland (6%) and Italy (7%).

TECHNICAL SPECIFICATIONS

SPECIAL EUROBAROMETER 376
"Women in decision-making positions"
TECHNICAL SPECIFICATIONS

Between the 3rd and the 18th of September 2011, TNS Opinion & Social, a consortium created between TNS plc and TNS opinion, carried out the wave 76.1 of the EUROBAROMETER, on request of the EUROPEAN COMMISSION, Directorate-General for Communication, "Research and Speechwriting".

The SPECIAL EUROBAROMETER 376 is part of wave 76.1 and covers the population of the respective nationalities of the European Union Member States, resident in each of the Member States and aged 15 years and over. The basic sample design applied in all states is a multi-stage, random (probability) one. In each country, a number of sampling points was drawn with probability proportional to population size (for a total coverage of the country) and to population density.

In order to do so, the sampling points were drawn systematically from each of the "administrative regional units", after stratification by individual unit and type of area. They thus represent the whole territory of the countries surveyed according to the EUROSTAT NUTS II (or equivalent) and according to the distribution of the resident population of the respective nationalities in terms of metropolitan, urban and rural areas. In each of the selected sampling points, a starting address was drawn, at random. Further addresses (every Nth address) were selected by standard "random route" procedures, from the initial address. In each household, the respondent was drawn, at random (following the "closest birthday rule"). All interviews were conducted face-to-face in people's homes and in the appropriate national language. As far as the data capture is concerned, CAPI (*Computer Assisted Personal Interview*) was used in those countries where this technique was available.

ABBR.	COUNTRIES	INSTITUTES	N° INTERVIEWS	FIELDWORK DATES		POPULATION 15+
BE	Belgium	TNS Dimarso	1028	03/09/2011	18/09/2011	8.939.546
BG	Bulgaria	TNS BBSS	1006	03/09/2011	12/09/2011	6.537.510
CZ	Czech Rep.	TNS Aisa	1069	03/09/2011	14/09/2011	9.012.443
DK	Denmark	TNS Gallup DK	1002	03/09/2011	18/09/2011	4.561.264
DE	Germany	TNS Infratest	1582	03/09/2011	18/09/2011	64.409.146
EE	Estonia	Emor	1000	03/09/2011	18/09/2011	945.733
IE	Ireland	Ipsos MRBI	1015	03/09/2011	16/09/2011	3.522.000
EL	Greece	TNS ICAP	1000	03/09/2011	16/09/2011	8.693.566
ES	Spain	TNS Demoscopia	1004	03/09/2011	18/09/2011	39.035.867
FR	France	TNS Sofres	1046	03/09/2011	18/09/2011	47.756.439
IT	Italy	TNS Infratest	1043	03/09/2011	17/09/2011	51.862.391
CY	Rep. of Cyprus	Synovate	506	03/09/2011	18/09/2011	660.400
LV	Latvia	TNS Latvia	1014	03/09/2011	18/09/2011	1.447.866
LT	Lithuania	TNS Gallup Lithuania	1031	03/09/2011	18/09/2011	2.829.740
LU	Luxembourg	TNS ILReS	502	03/09/2011	17/09/2011	404.907
HU	Hungary	TNS Hoffmann Kft	1015	03/09/2011	18/09/2011	8.320.614
MT	Malta	MISCO	500	03/09/2011	18/09/2011	335.476
NL	Netherlands	TNS NIPO	1002	03/09/2011	17/09/2011	13.371.980
AT	Austria	Österreichisches Gallup-Institut	1018	03/09/2011	18/09/2011	7.009.827
PL	Poland	TNS OBOP	1000	03/09/2011	18/09/2011	32.413.735
PT	Portugal	TNS EUROTESTE	1035	03/09/2011	18/09/2011	8.080.915
RO	Romania	TNS CSOP	1050	03/09/2011	12/09/2011	18.246.731
SI	Slovenia	RM PLUS	1024	03/09/2011	17/09/2011	1.759.701
SK	Slovakia	TNS Slovakia	1013	03/09/2011	18/09/2011	4.549.955
FI	Finland	TNS Gallup Oy	1003	03/09/2011	18/09/2011	4.440.004
SE	Sweden	TNS GALLUP	1020	03/09/2011	18/09/2011	7.791.240
UK	United Kingdom	TNS UK	1328	03/09/2011	18/09/2011	51.848.010
TOTAL EU27			26.856	03/09/2011	18/09/2011	408.787.006

For each country a comparison between the sample and the universe was carried out. The Universe description was derived from Eurostat population data or from national statistics offices. For all countries surveyed, a national weighting procedure, using marginal and intercellular weighting, was carried out based on this Universe description. In all countries, gender, age, region and size of locality were introduced in the iteration procedure. For international weighting (i.e. EU averages), TNS Opinion & Social applies the official population figures as provided by EUROSTAT or national statistic offices. The total population figures for input in this post-weighting procedure are listed above.

Readers are reminded that survey results are estimations, the accuracy of which, everything being equal, rests upon the sample size and upon the observed percentage. With samples of about 1,000 interviews, the real percentages vary within the following confidence limits:

Observed percentages	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