



Analysis of the public consultation: “Equality between women and men in the EU”

October 2015

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Executive Summary

The **public consultation** on "**Equality between women and men in the EU**" launched by DG Justice and Consumers received **almost 5000 contributions** from across Europe. Between 21 April and 22 July 2015 1408 online contributions were made by organisations and 3488 by individuals. The high response to this public consultation, the Special Eurobarometer Survey¹, the Forum on the Future of Gender Equality², an opinion by the Advisory Committee on equal opportunities for women and men³, all combine to give a depth and width to the feedback from stakeholders which becomes **an important source of information** in order to **identify priorities for future policy action** in the field of gender equality at EU-level.

An overwhelming percentage of the **organisations, 93.9%**, consider the priorities laid out in the current Strategy for equality between women and men⁴ as remaining **valid or partially valid**, indicating a **strong support** for continuing **future policy work on gender equality**. Moreover, when asked to add comments or suggestions the most commonly mentioned priority was a **call for a new comprehensive and stand-alone policy framework ("Strategy") to be adopted by the European Commission for the years 2016-2020**.

Many of the organisations which participated in the public consultation represent a large number of member organisations, interest groups and associated individuals, or are official institutions within Member States, therefore representing significant numbers of European citizens. With the exception of a group of individuals concentrated in Germany who replied in the same negative manner to all questions, individuals who responded to this consultation replied generally along the same lines as the organisations.

In this vein, the results of the consultation prioritised themes to be tackled by the European Commission as follows:

1. **Women being paid less than men** for the same work or work of equal value,
2. The **small number of women in positions of power** in politics and businesses,
3. Facing prejudice because of **preconceived ideas about the image and role of women and men**,
4. **Gender-based violence**,
5. Widespread **violation of women's rights worldwide**,
6. The **unequal sharing of caring and household tasks** between men and women.

Concerning **women in the labour market**, the respondents said that it is important to:

- make it easier for women and men to **combine paid work, household and care activities**,
- make **childcare** more accessible, more affordable and of better quality,
- ensure **equal pay for equal work**,
- increase **flexible work arrangements**.

¹ Special Eurobarometer 428 (March 2015)

² Final report of the Forum on the Future of Gender Equality in the EU: http://ec.europa.eu/justice/events/future-of-gender-equality-2015/files/report_forum_gender_equality_en.pdf (as of July 2015)

³ http://ec.europa.eu/justice/gender-equality/files/opinions_advisory_committee/141201_opinion_ge_eu_en.pdf

⁴ <http://ec.europa.eu/justice/gender-equality/>

With regard to **encouraging a more equal share of caring activities and housework**, priority should be given to **improving the quality of part-time work to make it a valid option for both women and men**, to **changing men's and boys' attitudes towards caring**, as well as to introducing **compulsory paternity leave**. Moreover, it is important to make sure that men are not discriminated against if they take leave to care for children or other dependents.

The actions considered to add most value to the **growing needs for care for elderly and children** and that have an impact on men's and women's work-life balance are:

- Improving working and pay conditions in the care sector,
- Making institutional care more accessible, affordable and improve the quality,
- Making formal care for elderly and other dependents more accessible at home.

Organisations across Europe seem to **support the institutionalization of care** as a measure to improve work-life balance for men and women.

As for **combatting gender-based violence**, there is a slight difference of focus between organisations and individuals. For organisations, the focus is an **EU accession to the Istanbul Convention**. Organisations also recommend **training police officers and others** who are in contact with women at risk, **funding grassroots projects** by civil society as well as **raising awareness**. For individuals, the most important focus by a long way should be the **training of police officers and others coming into contact with women at risk**.

Organisations and individuals have the same top four **European Union policy areas** with the biggest need of a better integration of a gender perspective, although they placed them in a slightly different order. They are

- Employment and social policies
- Economic and financial policies
- Education
- Asylum and migration

To **improve gender mainstreaming** it is recommended to **set targets for each policy area** and **monitor results**, to implement **gender budgeting**, to introduce **mandatory training** on gender equality for high-level EU decision-makers, as well as to have **more role models amongst EU leaders and managers** showing that a better work-life balance is possible

At the end of the survey was the opportunity to submit **additional comments**, which were analysed by theme. The most frequent "theme", by a large margin, is the **call for a new comprehensive and stand-alone policy framework ("Strategy") adopted by the European Commission for the years 2016-2020**. Other important themes were clustered into the following topics: governance, gender mainstreaming, education, care, labour market, role of media, and the role of men, among many others.

1. Introduction

The **purpose of the public consultation** on the topic "Equality between women and men in the EU" launched by DG Justice and Consumers was to collect views and **identify priorities** from a broad range of stakeholders in the context of the **preparation of the Commission's policy framework on equality between women and men after 2015**. The Commission's current Strategy on equality between women and men is coming to an end in 2015; hence, a new policy framework is needed to guide future work within this policy area.

Apart from the online public consultation, the European Commission also gathered **input and ideas from stakeholders** through various additional channels:

- At the "**Forum on the future of gender equality in the EU**" (April 2015) more than 300 participants from a range of stakeholders (civil society, representatives of Member States, social partners, etc.) articulated their priorities for future gender equality policies.⁵
- The **Advisory Committee on equal opportunities for women and men**⁶ prepared a comprehensive opinion on their vision on how to achieve gender equality in Europe.⁷
- A **Eurobarometer Survey**⁸, conducted at the end of 2014, measured Europeans' perceptions of gender inequalities within their own country. Three quarters of Europeans (76%) think that tackling inequality between men and women should be an EU priority. Around nine out of ten Europeans (91%) agree that tackling inequality between men and women is necessary to establish a fairer society.

The online public consultation was available from **21 April 2015 until 22 July 2015** and a wide range of stakeholders was invited to share their contributions: Member States; social partner organisations; civil society organisations with an interest in gender equality issues, violence against women, and/or social issues; equality bodies; and other organisations as well as individuals. The online questionnaire was available in 23 official EU languages. The questions posed in the public consultation can be found in the Annex (English version).

The **analysis** of the public consultation has been split into three parts:

- First, an overview of the **total amount of replies** will be presented.
- Second, contributions of **organisations** will be presented and analysed.
- Third, replies by **individuals** will be presented and analysed.

⁵ Final report of the Forum on the Future of Gender Equality in the EU: http://ec.europa.eu/justice/events/future-of-gender-equality-2015/files/report_forum_gender_equality_en.pdf (as of July 2015)

⁶ http://ec.europa.eu/justice/gender-equality/other-institutions/advisory-committee/index_en.htm

⁷ http://ec.europa.eu/justice/gender-equality/files/opinions_advisory_committee/141201_opinion_ge_eu_en.pdf

⁸ Special Eurobarometer 428 (March 2015) http://ec.europa.eu/justice/gender-equality/tools/statistics-indicators/index_en.htm

2. Overview of Contributions

2.1 Number of Contributions

The online public consultation received a total of **4,896⁹ contributions from all over Europe**. Approximately 10 more contributions were received by email or post¹⁰. The country with the most overall contributions is Germany, making up 48.7% of all replies received followed by the UK (16.4%) and Italy (8.1%).

1,408 (28.8%) of the replies were made on behalf of organisations, and 3,488 (71.2%) by individuals. This large number of responses from both organisations and from individuals, compared to other public consultations which often receive less than 500 replies, shows the wide interest shown in the topic of gender equality by the wider public.

It is particularly remarkable that **1,408 contributions were made on behalf of organisations**. Many of the organisations that participated in the consultation represent a large number of member organisations, interest groups and associated individuals, or are official institutions within EU Member States. Since these organisations **speak on behalf of a larger group of people**, many of whom work in the area of gender equality at regional, national and EU levels, their contributions are particularly valuable and important in identifying future policy priorities. These organisations include Member State Government departments, Europe-wide networks of NGOs, trades union and business representatives.

Although there were contributions received from each of the European Union Member States, there was a particularly **high number of contributions from Germany**. These were from both organisations and from individuals based there: amongst replies by organisations, 51.7% were from organisations based in Germany and 47.5% of replies from individuals were given by individuals living in Germany. A consistent **group of individuals based in Germany** answered in the same negative manner to all questions of the consultation (e.g. responses very critical of gender equality policies in general; do not see a need for future action at EU-level, etc.)¹¹, which is in contrast with the replies given by organisations, including the German ones, as well as by individuals in other countries.

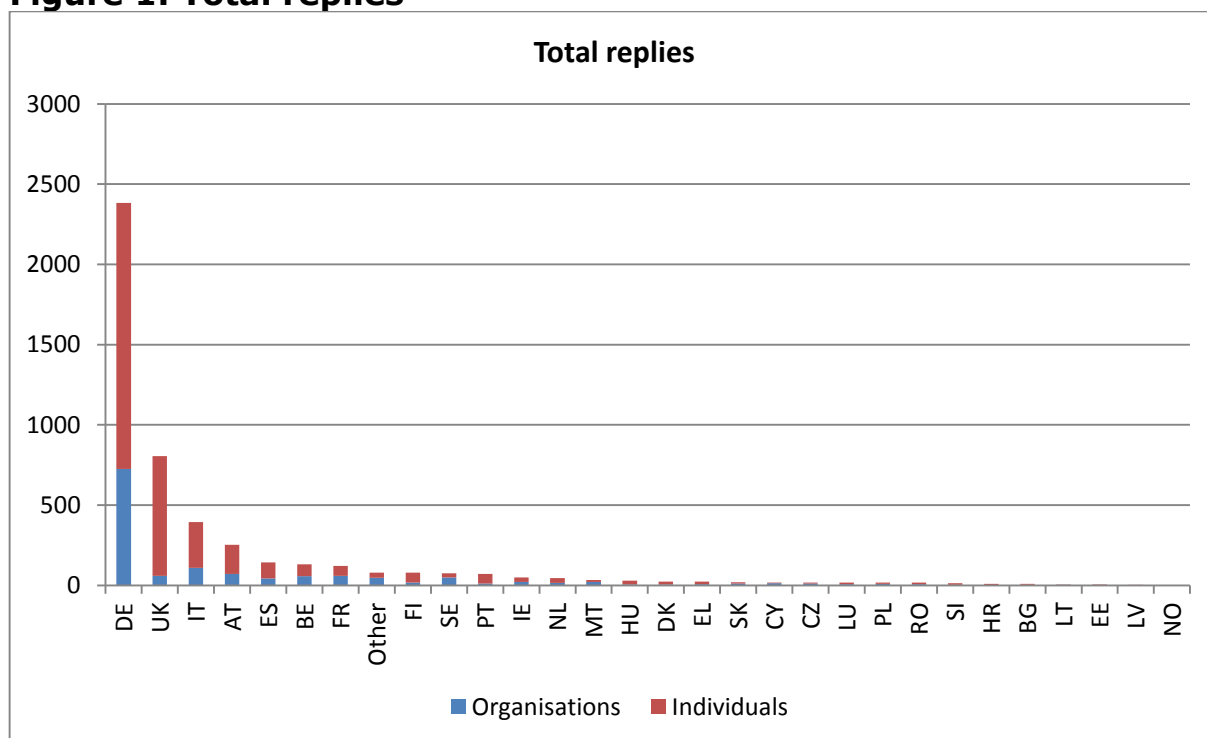
⁹ 4888 responses were received online. A further 8 responses were received on the last day of the survey, but due to a technical error could not be inputted into the online questionnaire directly. These eight responses followed the same format as the online questionnaire, so have been included in the quantitative analysis in this report.

¹⁰ The contributions received by post or email follow a different format than the online questionnaire and are hence not included in the quantitative analysis of the contributions (e.g. graphs).

¹¹ This group of German individuals represent around 85% of the "negative" replies to each question.

The following graph shows the distribution of all received contributions according to country.

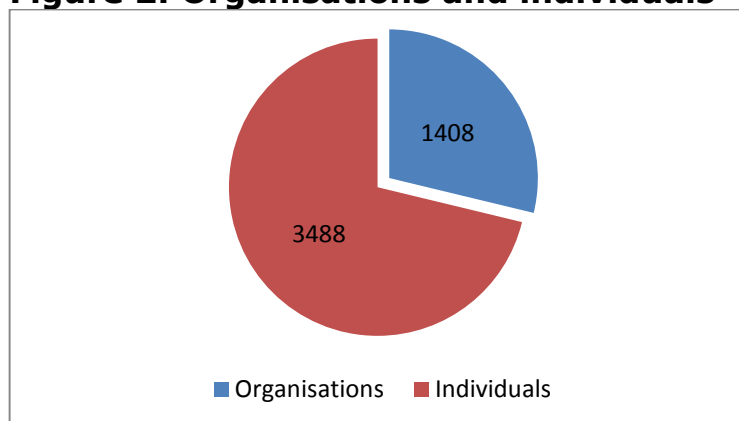
Figure 1: Total replies



2.2 Organisations and individuals

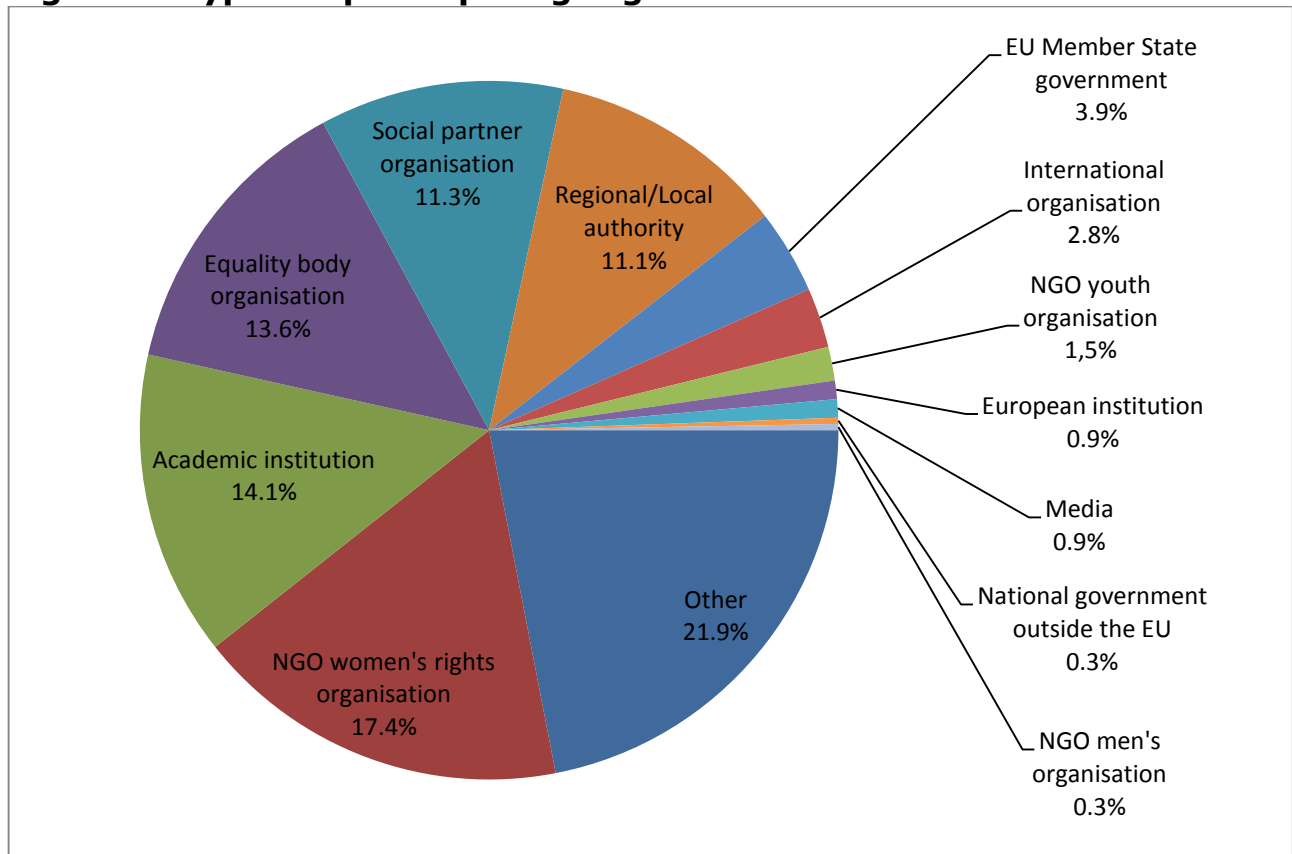
Of the 4,896 contributions received via the online questionnaire, 28.8% (1,408) were made on behalf of organisations and 71.2% (3,488) by individuals.

Figure 2: Organisations and individuals



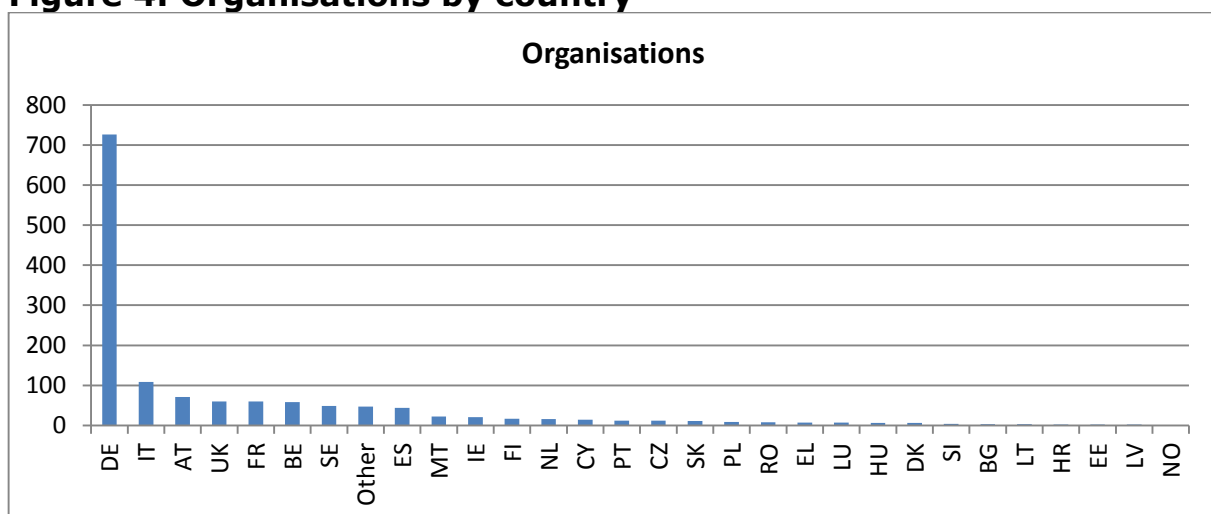
Of those 1,408 contributions on behalf of organisations, 17.4% were made by women's rights organisations, 14.1% from academic institutions, 13.6% from equality body organisations, 11.3% from social partner organisations and 11.1% from regional/local authorities.

Figure 3: Types of participating organisations



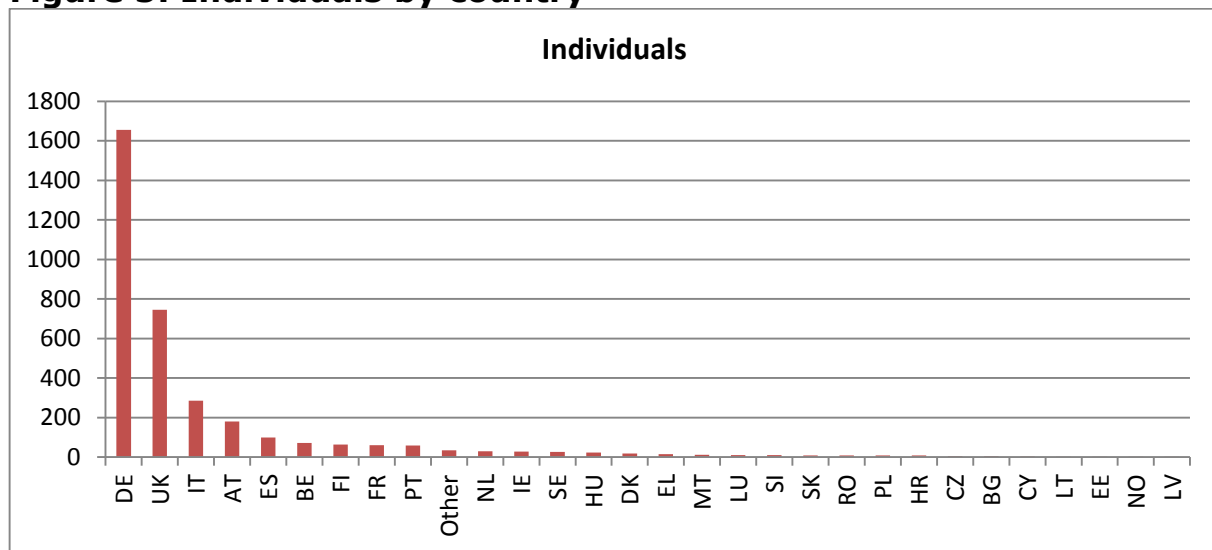
In total, the countries with most the **contributions from organisations** are: Germany (726), Italy (109), Austria (71), UK (60), France (60), Belgium (58) and Sweden (49).

Figure 4: Organisations by country



With regard to **contributions from individuals**, the countries with the most replies are Germany (1656), UK (745), Italy (285), Austria (181), Spain (99), Belgium (72), Finland (63), France (61) and Portugal (59). All other countries have less than 35 contributions from individuals.

Figure 5: Individuals by country



3. Results and Analysis – Contributions from Organisations

On the following pages, contributions from organisations will be presented question by question. Respondents could choose up to two answers per question.

3.1 Priorities of the current Strategy

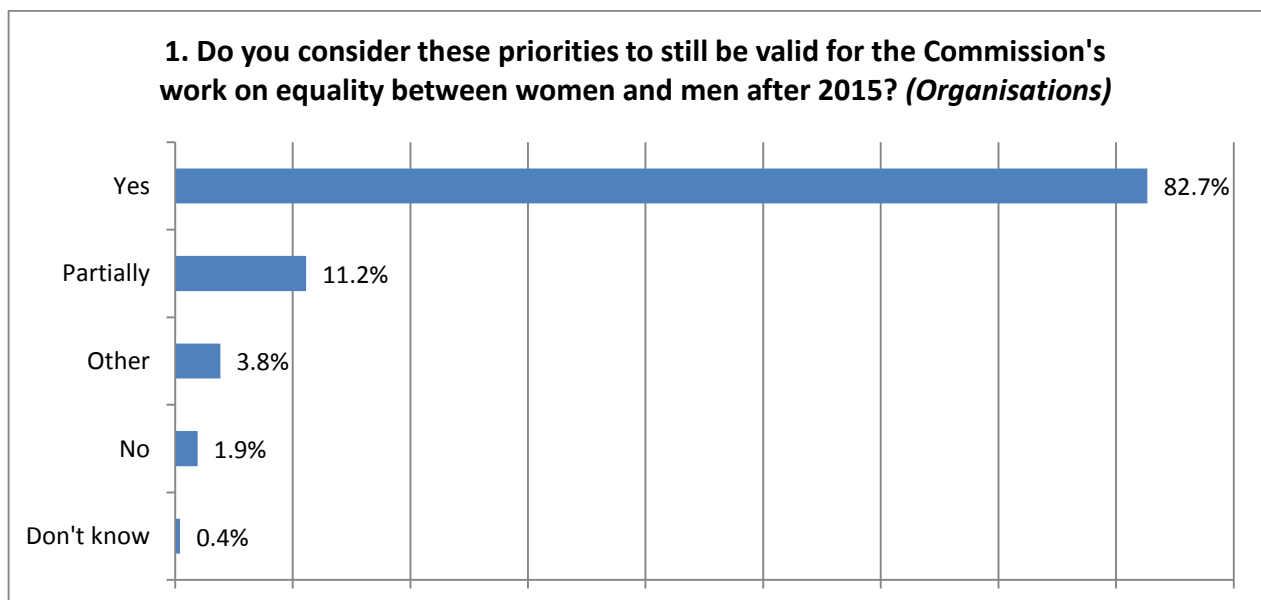
The current Strategy on equality between women and men sets the following priorities:

- Equal economic independence
- Equal pay for equal work and work of equal value
- Equality in decision-making
- Dignity, integrity, and an end to gender-based violence
- Gender equality in external relations
- Horizontal issues of gender roles and legislation

Respondents were asked whether they consider these priorities to still be valid for the Commission's work on equality between women and men after 2015.

As can be seen in Figure 4, a large majority of organisations (82.7%) considers that the priorities of the current Strategy on equality between women and men are still valid for the Commission's future work. Only 1.9% think these priorities are not relevant anymore.

Figure 6: Question 1 (organisations)

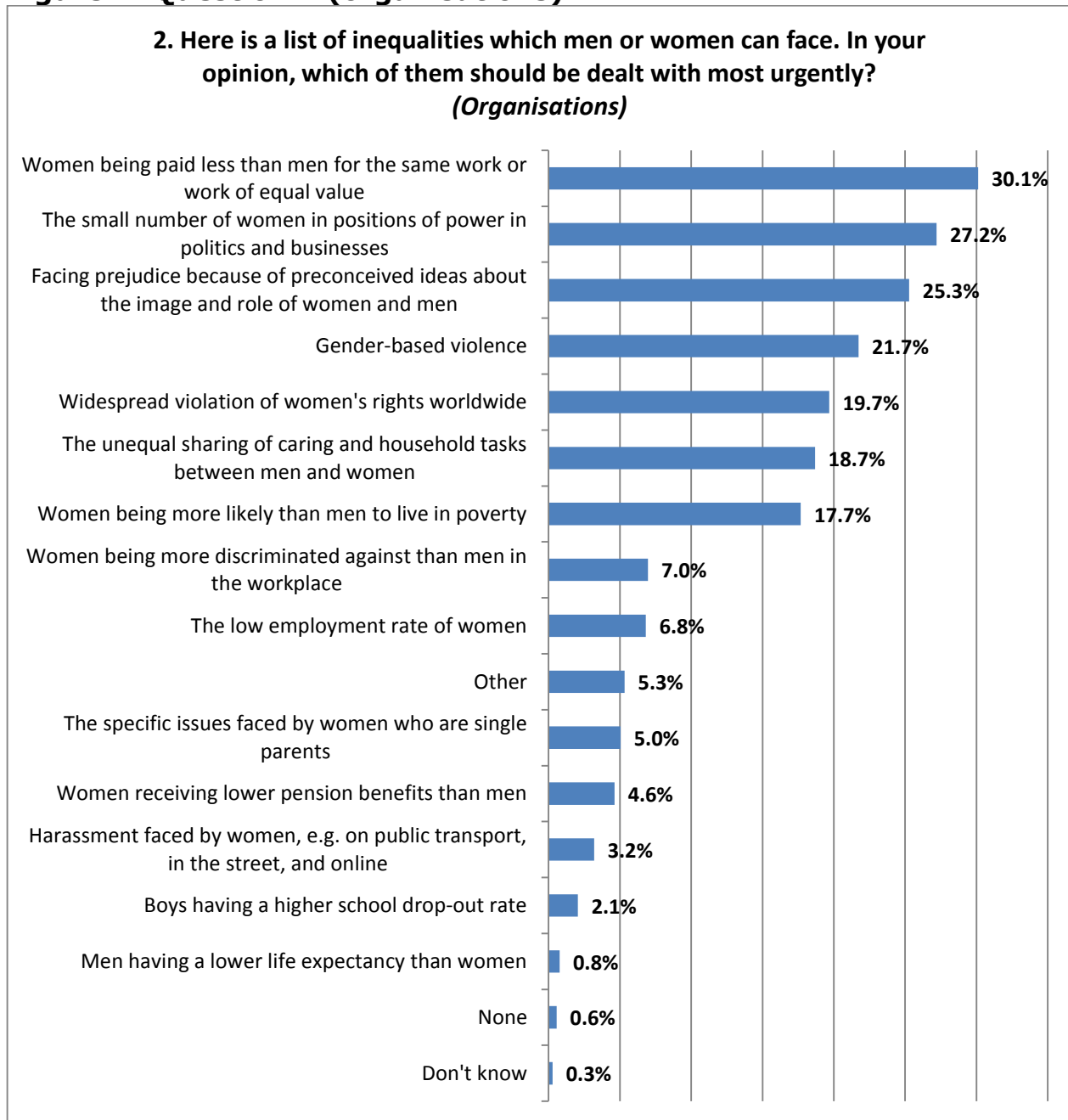


3.2 Urgency of inequalities

According to organisations, the **most urgent inequality** that the Commission should address is the fact that **women are being paid less than men for the same work or work of equal value**. 30.1% of the organisations chose this answer. Other inequalities that organisations say should be dealt with urgently are: the small number of women in positions of power in politics and businesses

(27.2%); facing prejudice because of preconceived ideas about the image and role of women and men (25.3%); gender-based violence (21.7%); the widespread violation of women's rights worldwide (19.7%); the unequal sharing of caring and household tasks between men and women (18.7%); and women being more likely than men to live in poverty (17.7%). Inequalities that are considered to be **less urgent** are the lower life expectancy of men (0.8%), as well as the higher school drop-out rate of boys (2.1%).

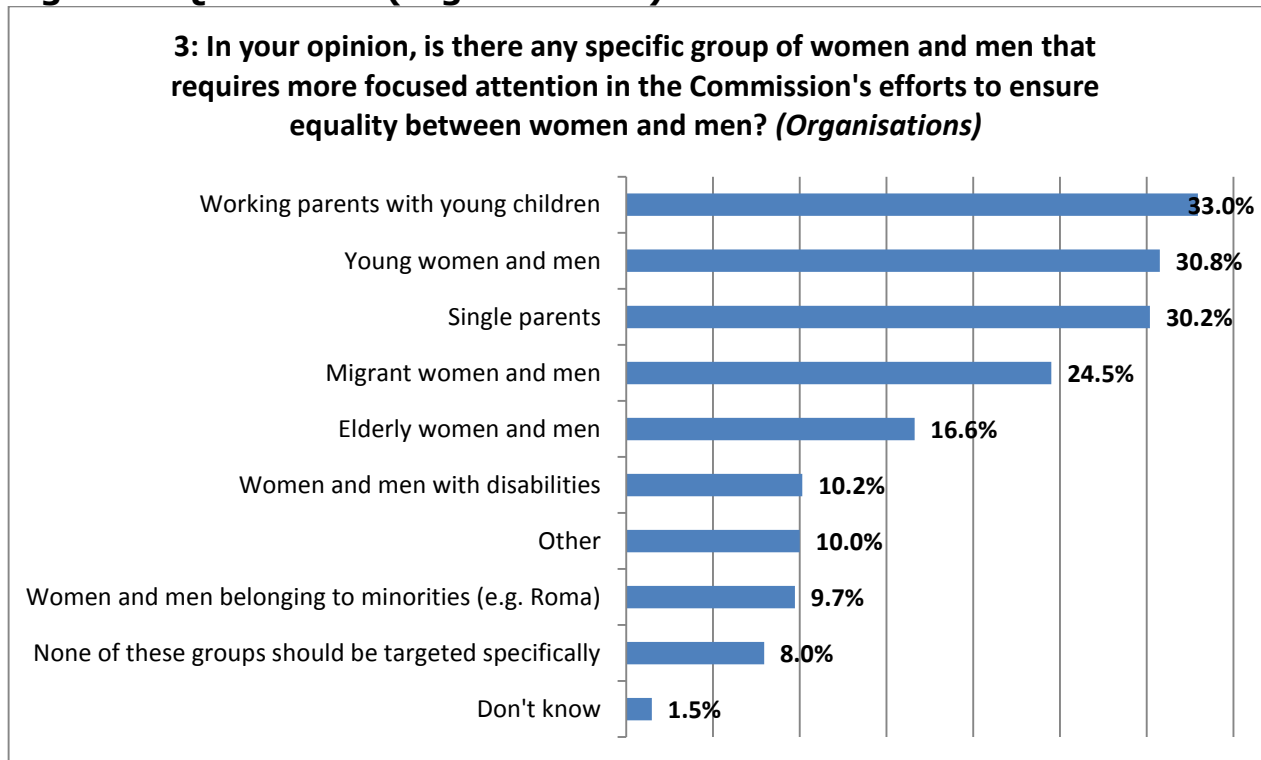
Figure 7: Question 2 (organisations)



3.3 Target groups of gender equality policies

As specific groups of women and men that need to be targeted for attention in the future, organisations mentioned **working parents with young children (33%)**, **young men and women (30.8%)**, **single parents (30.2%)**, as well as **migrant women and men (24.5%)**.

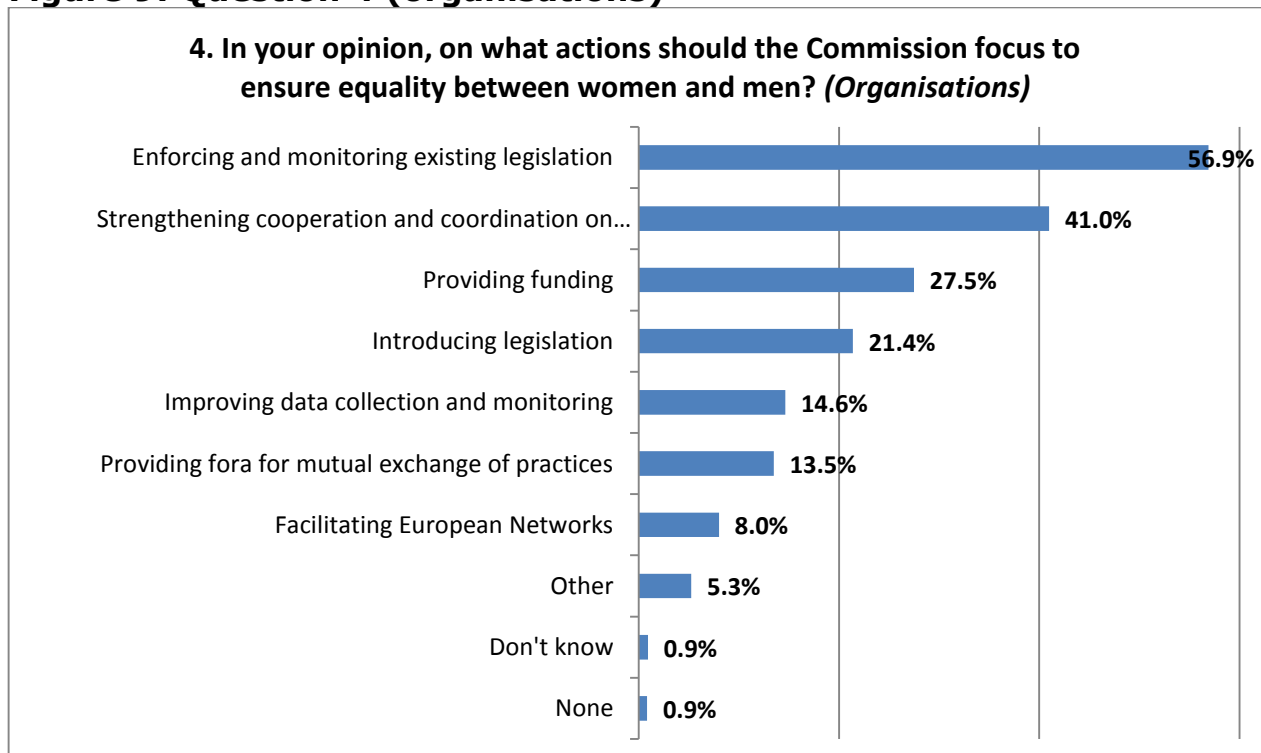
Figure 8: Question 3 (organisations)



3.4 Prioritisation of actions

More than 56.9% of organisations think that the European Commission should focus on **enforcing and monitoring existing legislation**. It also seems to be important to strengthen cooperation and coordination on gender equality policies at EU level (41%) and to provide funding (27.5%). The facilitation of European networks as well as the exchange of practices was mentioned less often.

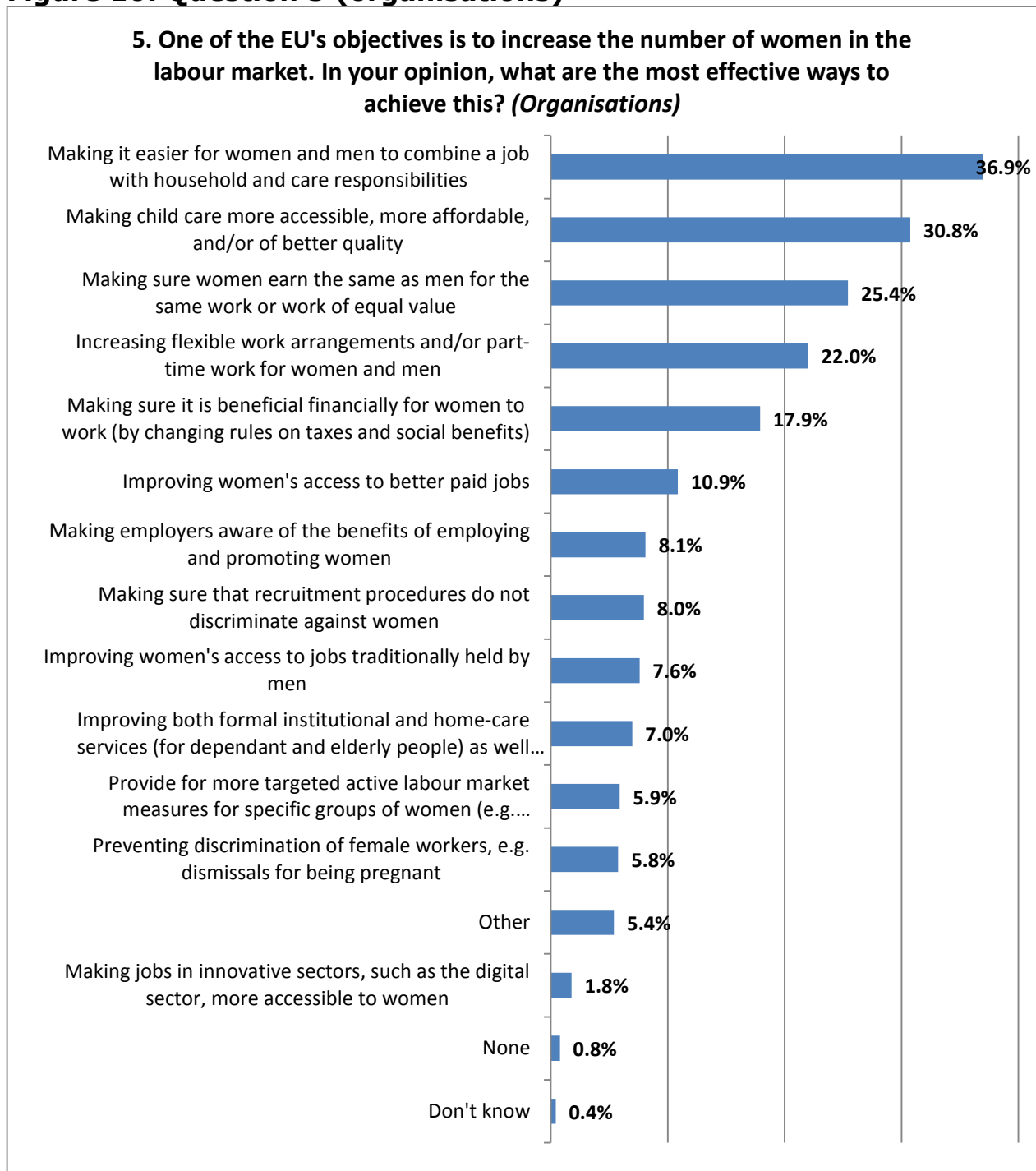
Figure 9: Question 4 (organisations)



3.5 Women in the labour market

In order to increase women's numbers in the labour market, organisations consider it essential to create an environment that makes it easier for women and men to **combine a job with household and care responsibilities** (36.9%), to make **childcare more accessible, more affordable and to increase the quality of childcare** (30.8%), as well as to **ensure the same pay for work of equal value** (25.4%). **Flexible working arrangements for men and women** were chosen by 22% of the organisations. According to these groups, less attention should be given to making jobs in innovative sectors (e.g. digital sector) more accessible (1.8%).

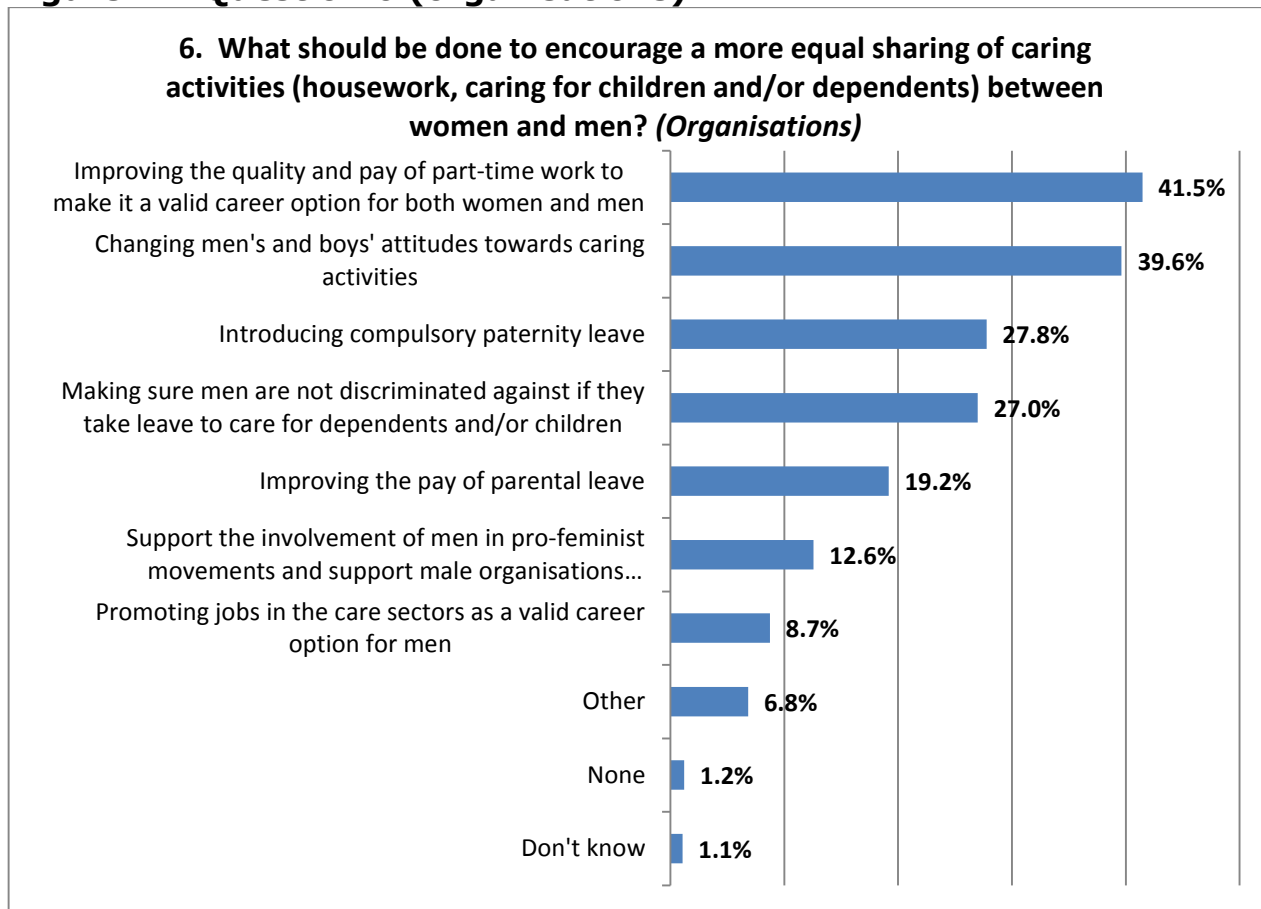
Figure 10: Question 5 (organisations)



3.6 Caring activities

In order to encourage a more equal sharing of caring activities between men and women, 41.5% of organisations recommend **improving the quality and pay of part-time work to make it a valid career option for both women and men**. They also recommend changing men's and boys' attitudes towards caring (39,6%). 27.8% of the organisations recommend the **introduction of compulsory paternity leave** and almost the same number of organisations (27%) mention making sure that men who take leave to care for their children or dependents are not discriminated against. It seems to be less urgent to promote jobs in care sectors as career options for men (8.7%).

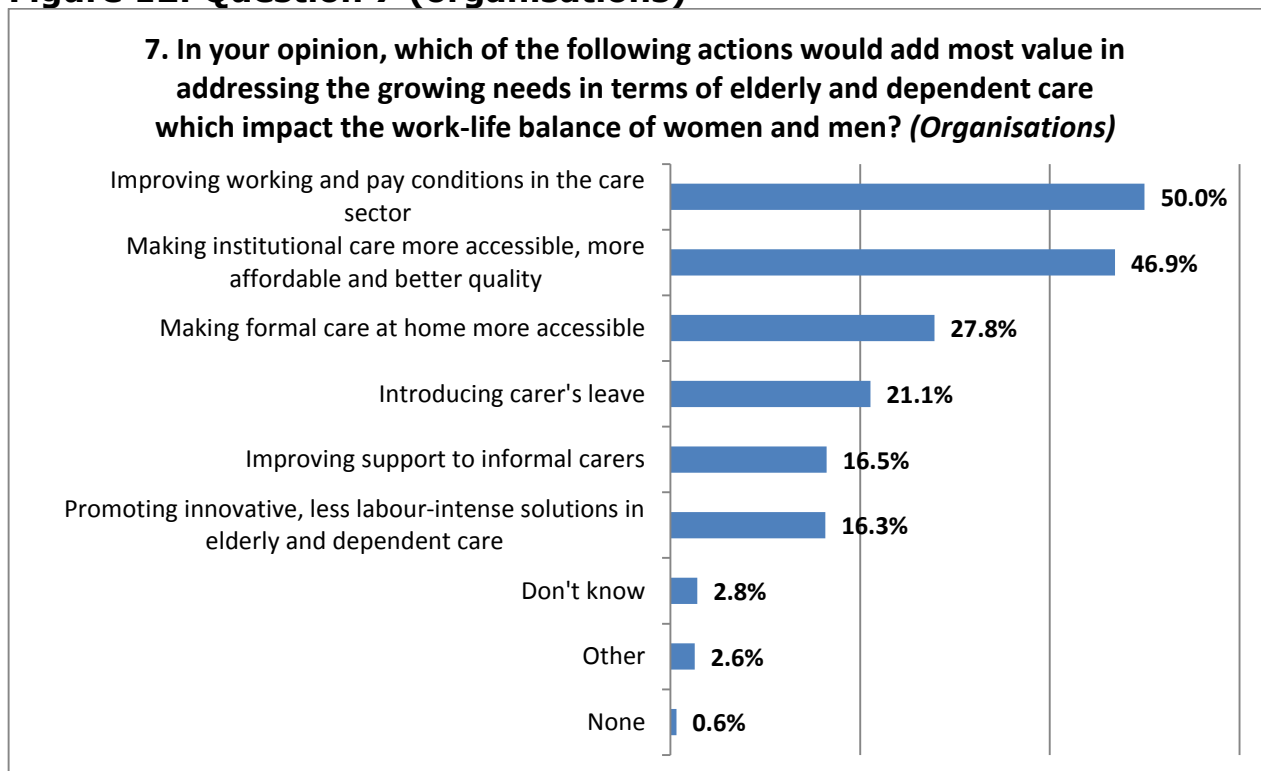
Figure 11: Question 6 (organisations)



When asked which actions should be prioritised with regard to addressing the growing needs for care of the elderly and dependents which also have an impact on the work-life balance of women and men, half of the organisations recommended **improving working and pay conditions in the care sector**, followed by making **institutional care more accessible and affordable as well as improving its quality** (46.9%). **Making formal care more accessible at home** is a priority for 27.8% of the participating organisations.

The improvement of support for informal carers was selected least often (16.3%) by organisations. It would therefore seem that institutional care is a priority for organisations.

Figure 12: Question 7 (organisations)

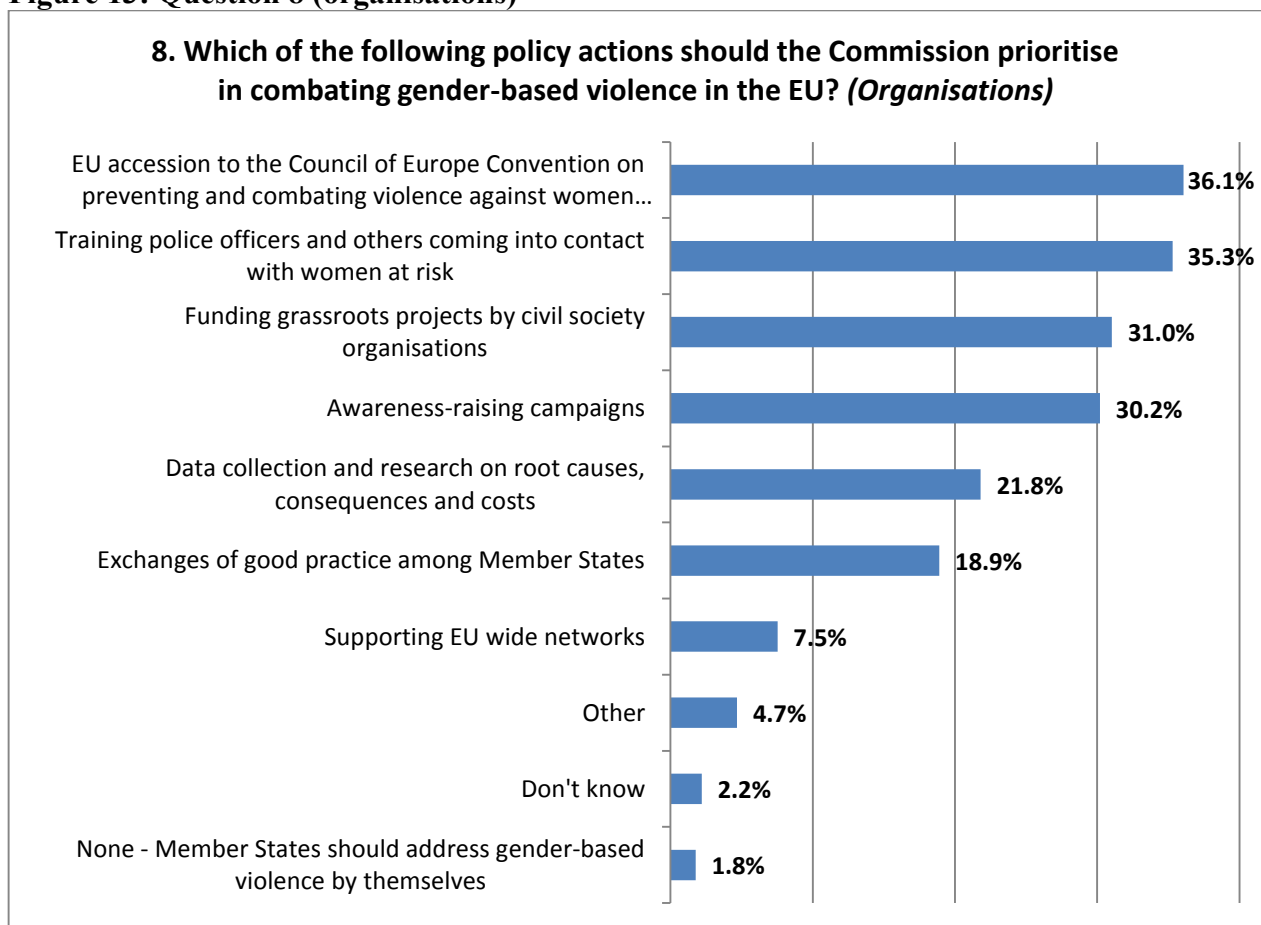


3.7 Violence

With regard to combating gender-based violence in the EU, 36.1% of the organisations that responded think that the most important action would be to for the EU to accede to the **Council of Europe Convention on preventing and combating violence against women and domestic violence** (Istanbul Convention).

Other measures that should be prioritised are **training police officers and other people who are in contact with women at risk** (35.3%) as well as **funding grassroots projects by civil society organisations** (31%) and **raising awareness through campaigns** (30.2%).

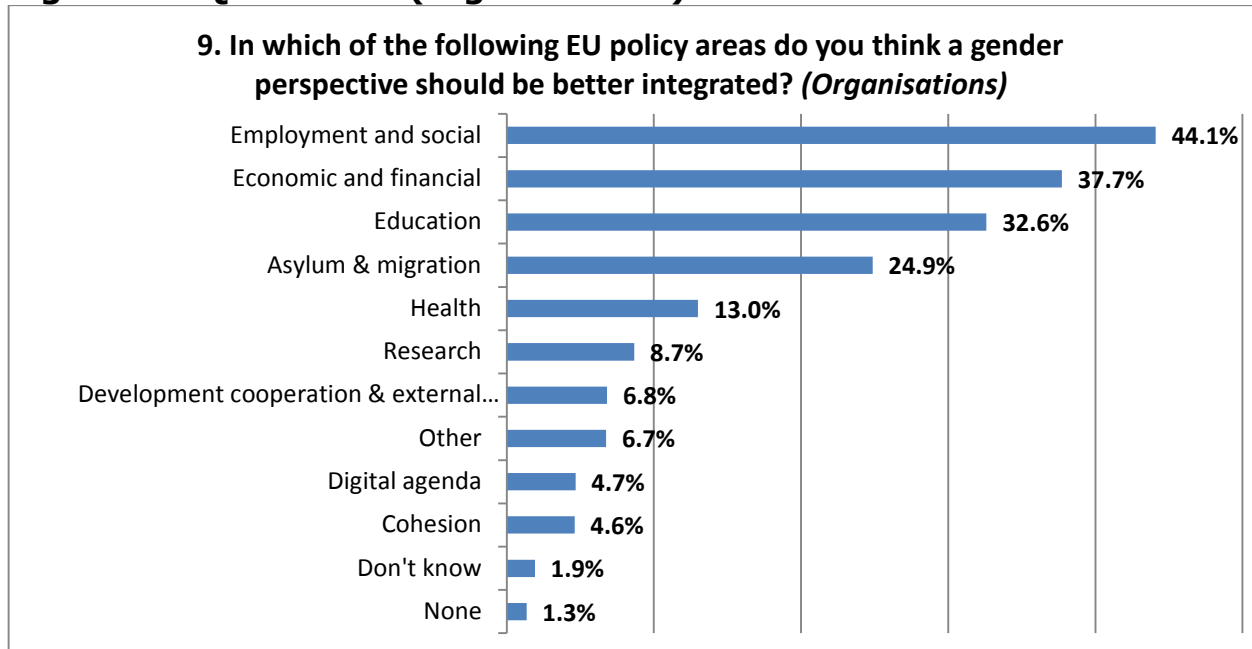
Figure 13: Question 8 (organisations)



3.8 EU policy-making

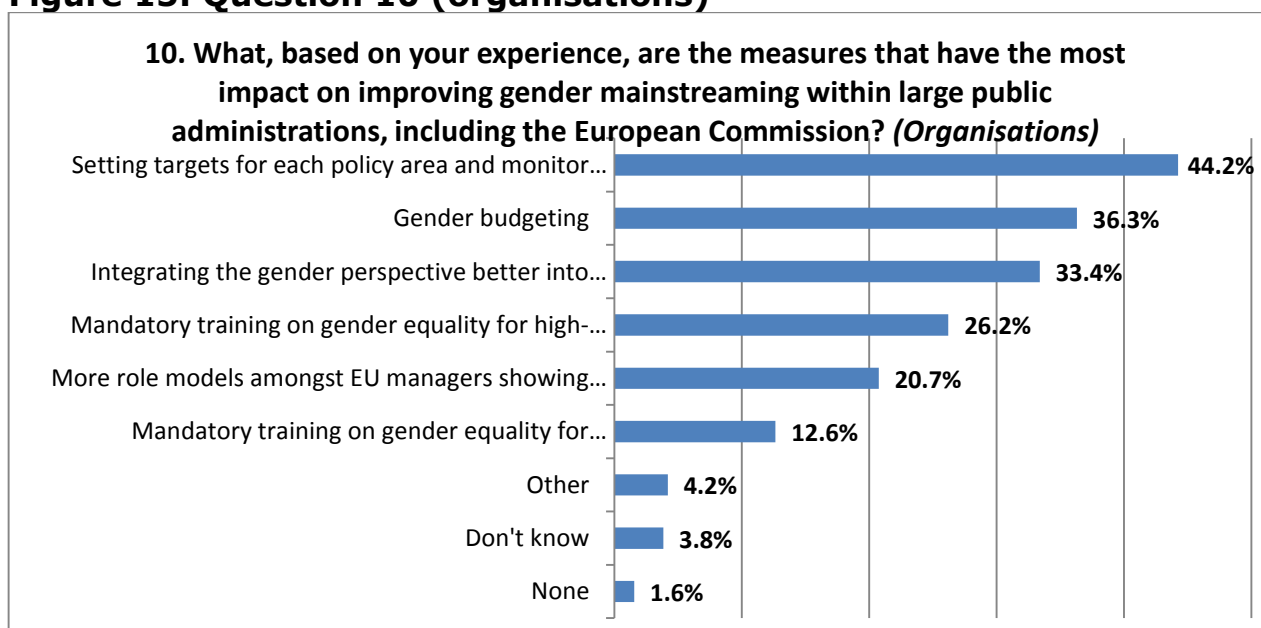
According to organisations, there are several EU policy areas in which a gender perspective should be better integrated. The area with the strongest need is **employment and social policies** (44.1%), followed by **economic and financial policies** (37.7%) and **education** (32.6%).

Figure 14: Question 9 (organisations)



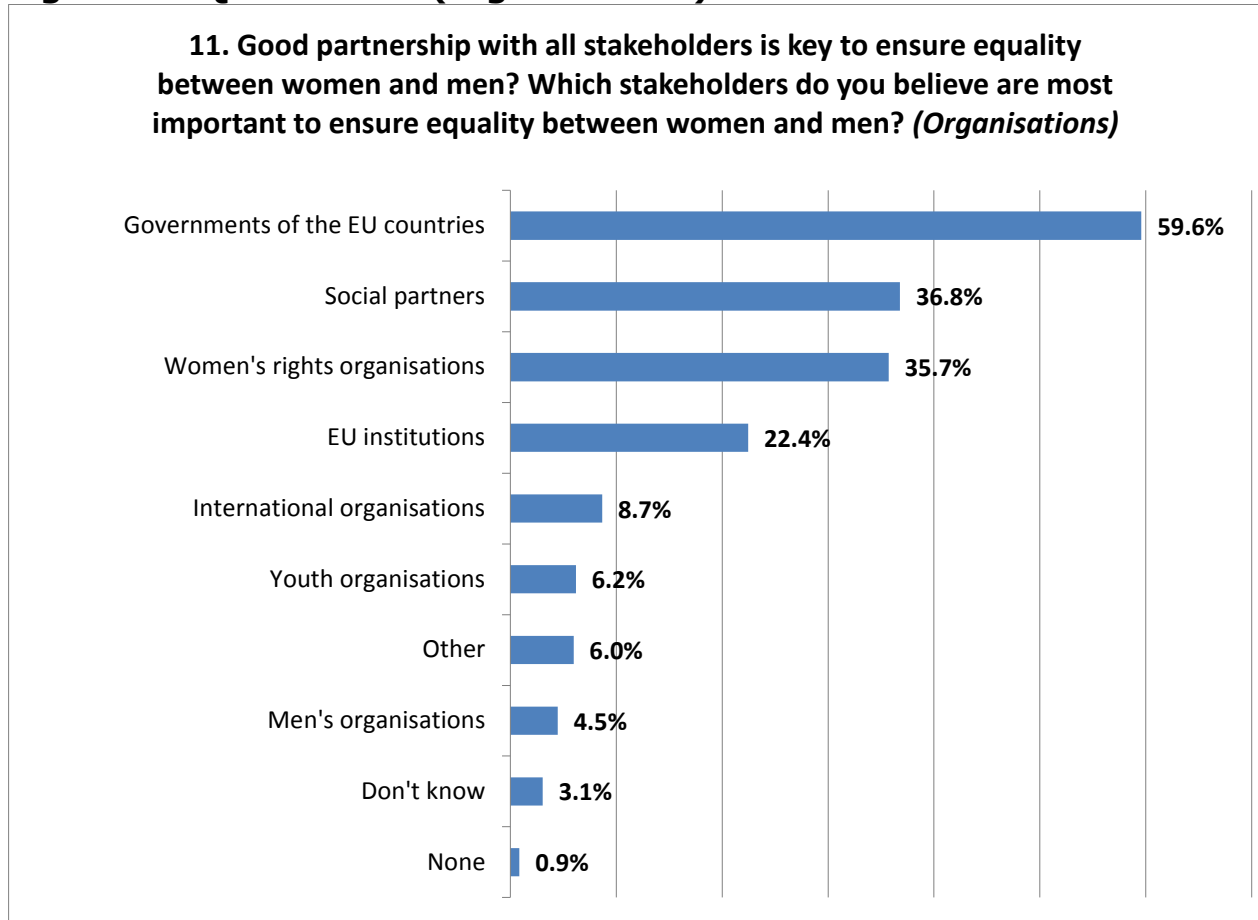
To **improve gender mainstreaming** in large public administrations, such as the European Commission **setting targets for policy areas as well as monitoring results** (44.2%) was chosen as the most effective measure. Other measures that have a positive impact on gender mainstreaming are, according to organisations, **gender budgeting** (36.3%) as well as a **better integration of the gender perspective into impact assessments** (33.4%). Interestingly, it seems to be more important to have **mandatory training on gender equality** for high-level EU decision makers (27%) rather than for Commission staff (13.2%).

Figure 15: Question 10 (organisations)



According to 59.6% of the organisations, **Member State governments** are by far the most important stakeholder in ensuring and achieving equality between women and men. **Social partners** were mentioned by 36.8% and **women's rights organisations** by 35.7%. The role of men's organisations as well as youth organisations is seen as rather less important.

Figure 16: Question 11 (organisations)



3.9 Other comments

497 (35.3%) organisations gave additional comments in question number 12 (*"If you have any additional comments and/or suggestions to improve equality between women and men in the EU, feel free to use the open box below."*).

The issue mentioned most frequently in response to this question, and specifically stated by 90 organisations, explicitly **called for a new Strategy for gender equality**.

A thematic analysis of the additional comments was carried out, themes were identified and clustered. The **main themes** mentioned in the comments were:

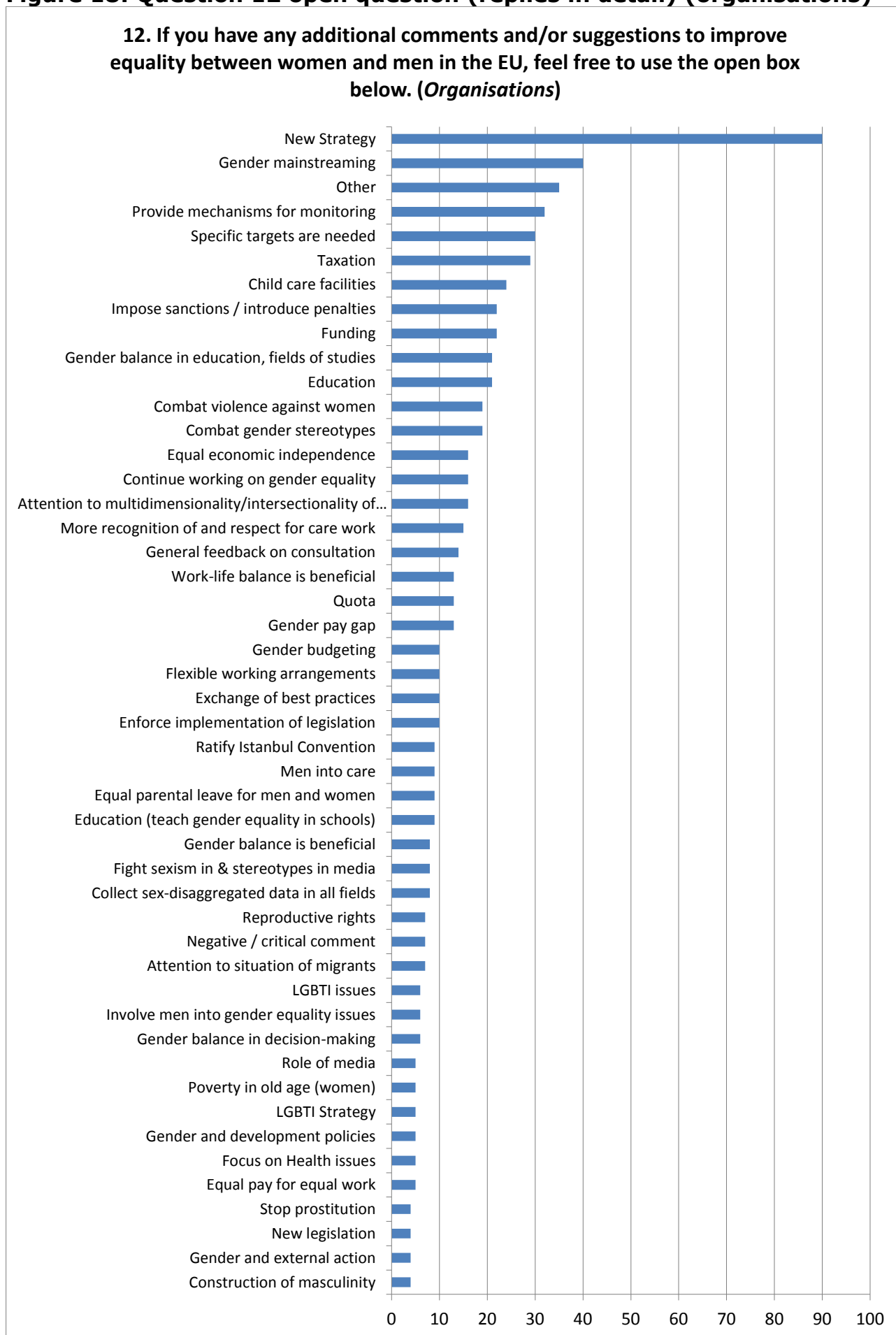
- Call for a new Strategy
- Governance and ways of working together
- Gender Mainstreaming
- Taxation
- Education
- Care
- Labour market
- Gender-based violence
- Work-life reconciliation
- Representation
- Role of media
- Role of men
- Research
- Intersectionality
- Gender equality in external action

A clustering of the main themes of the additional comments can be seen in Figure 18 (the more often a theme was mentioned, the bigger the size of the "bubble"). Figure 19 shows the results of the thematic analysis of the additional comments in more detail (only those topics that were at least mentioned twice are shown in the graph).

Figure 17: Thematic clustering of additional comments (organisations)



Figure 18: Question 12 open question (replies in detail) (organisations)



4. Results and Analysis – Contributions from Individuals

4.1 Priorities of the current Strategy

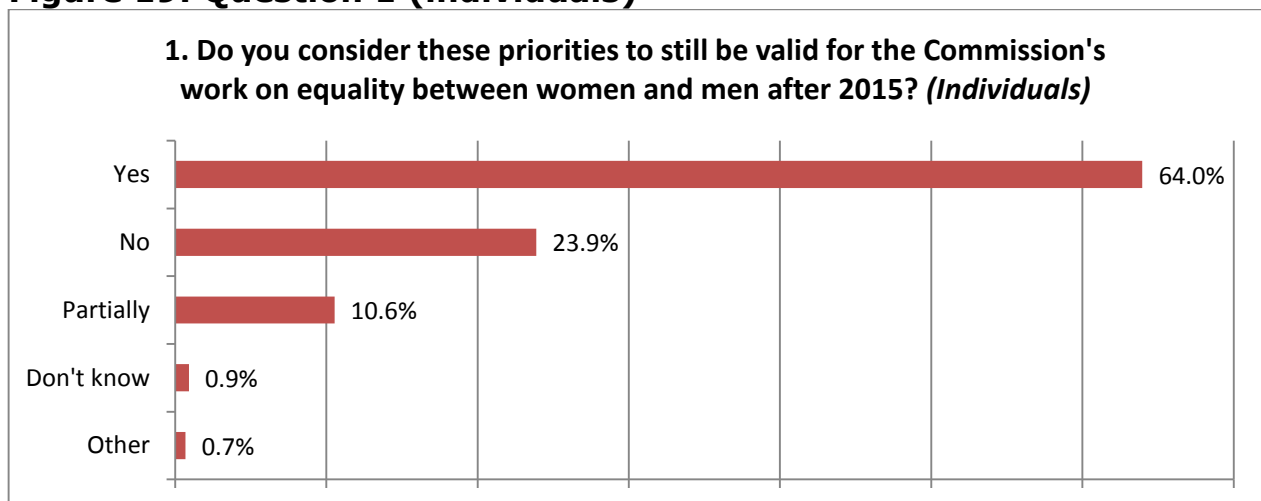
The current Strategy on equality between women and men sets the following priorities:

- Equal economic independence
- Equal pay for equal work and work of equal value
- Equality in decision-making
- Dignity, integrity, and an end to gender-based violence
- Gender equality in external relations
- Horizontal issues of gender roles and legislation

Respondents were asked whether they consider these priorities to still be valid for the Commission's work on equality between women and men after 2015.

64% of the individuals who participated in the public consultation think that the **priorities** of the current Strategy on equality between women and men are **still valid** for the Commission's work after 2015. Out of the 833 replies stating that these priorities are no longer valid, 720 came from a group of individuals based in Germany (see also Section 2). The replies by this group of German individuals explain alone the difference with the replies received by organisations to the same question (only 1.9% of the organisations replied negatively).

Figure 19: Question 1 (individuals)

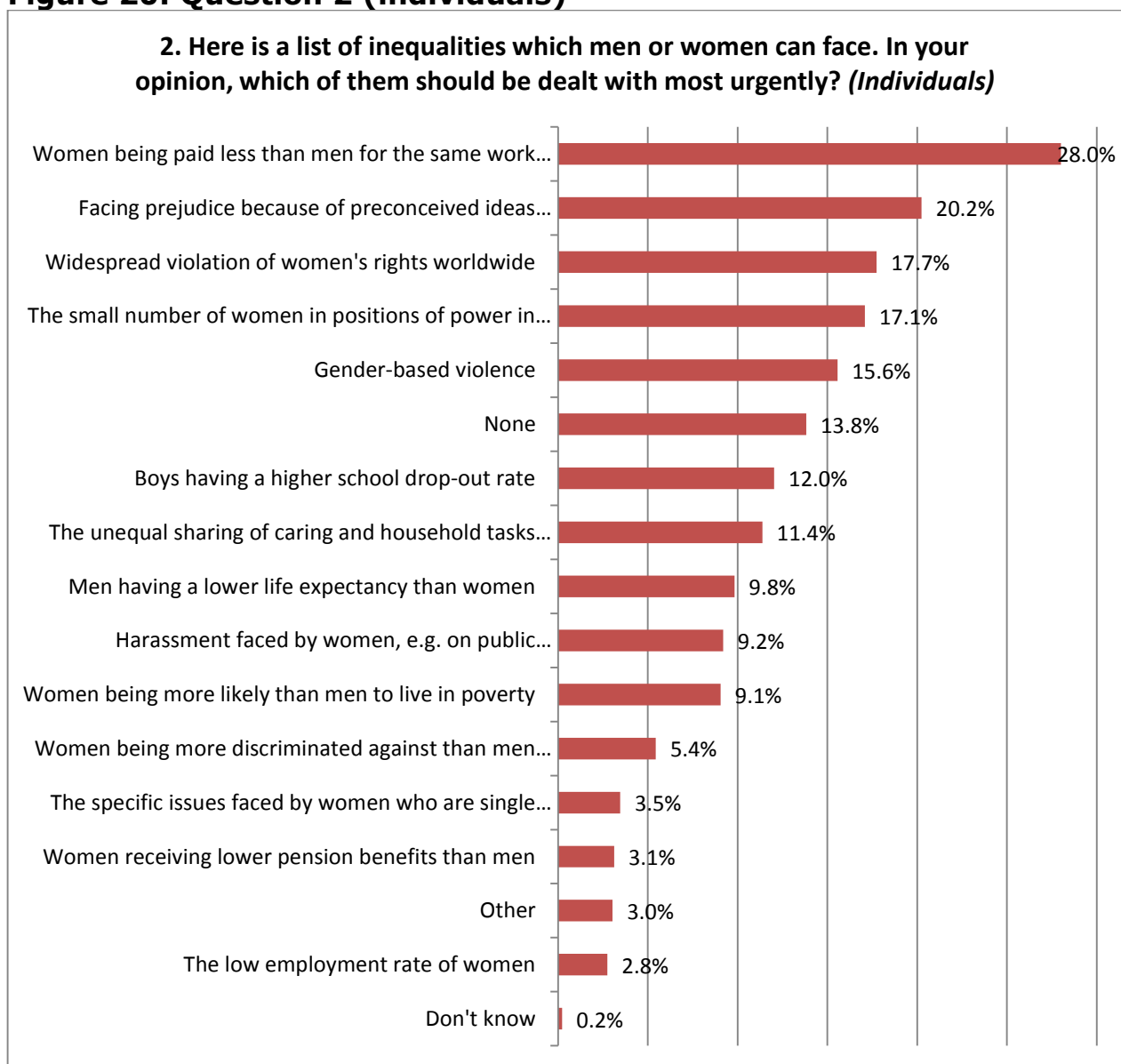


4.2 Urgency of inequalities

According to individuals, the most urgent inequality to be dealt with by the European Commission is the fact that **women are being paid less than men for the same work of equal value** (28%). Replies from individuals indicate that other inequalities that should be addressed urgently are facing prejudice because of preconceived ideas about the image and the role of men and women (20.2%), the widespread violation of women's rights worldwide (17.7%), the small number of women in positions of power in politics and businesses (17.1%), and gender-based violence (15.6%).

Whereas according to organizations the least urgent inequalities are the lower life expectancy of men (0.8%) as well as the higher school drop-out rate of boys (2.1%), individuals rate these inequalities higher and approximately 1 in 10 individuals think that the Commission should address these inequalities.

Figure 20: Question 2 (individuals)¹²

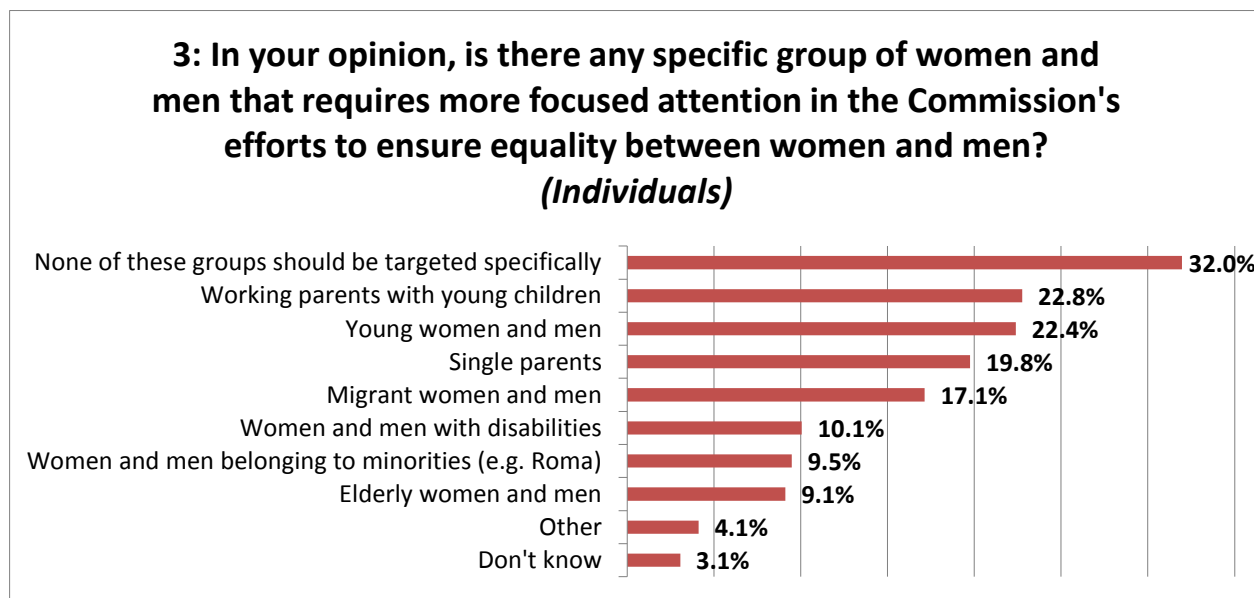


¹² Of the people who replied "none" 88% are from Germany.

4.3 Target groups of gender equality policies

About one third of individuals thinks that specific groups should be targeted with specific attention in order to bring about equality between women and men. For 22,8%, it is important to target working parents with young children. Of those who replied that none of the specific groups requires more focused attention, 98% are from Germany.

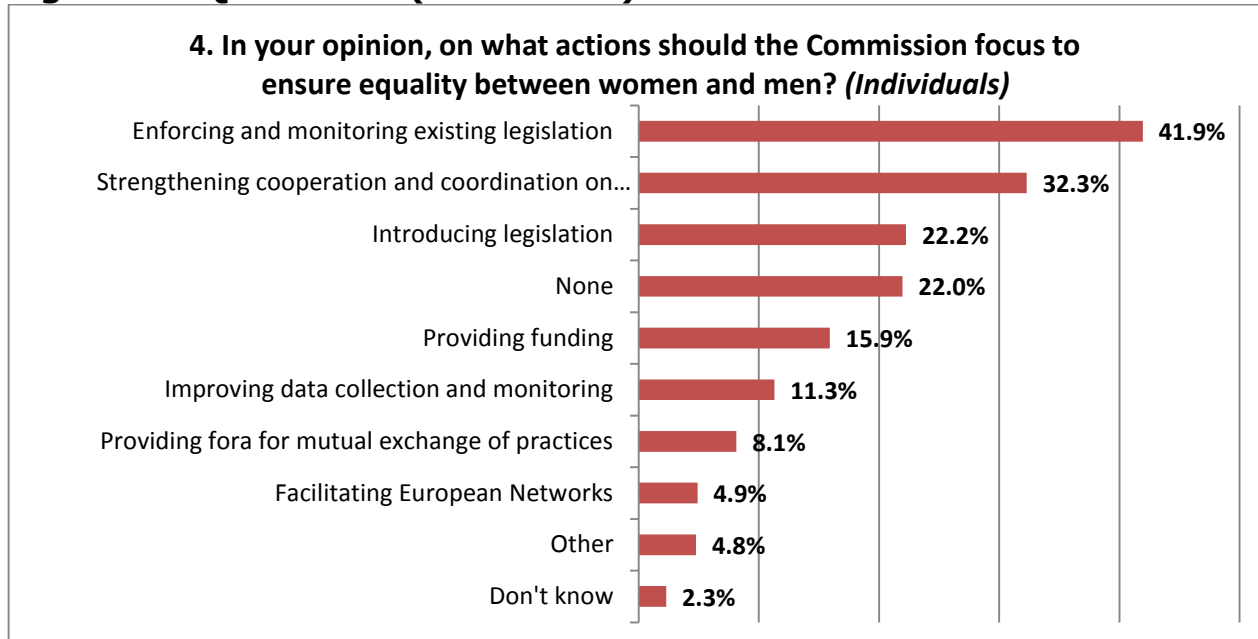
Figure 21: Question 3 (individuals)



4.4 Prioritisation of actions

41.9% of individuals think that the European Commission should in future focus on **enforcing and monitoring existing legislation**. For 32.3% it is important that the Commission strengthens cooperation and coordination on gender equality policies at EU level, and according to 22.2% new legislation should be introduced. Similar to replies given by organisations, the facilitation of European Networks is considered to be least important.

Figure 22: Question 4 (individuals)¹³

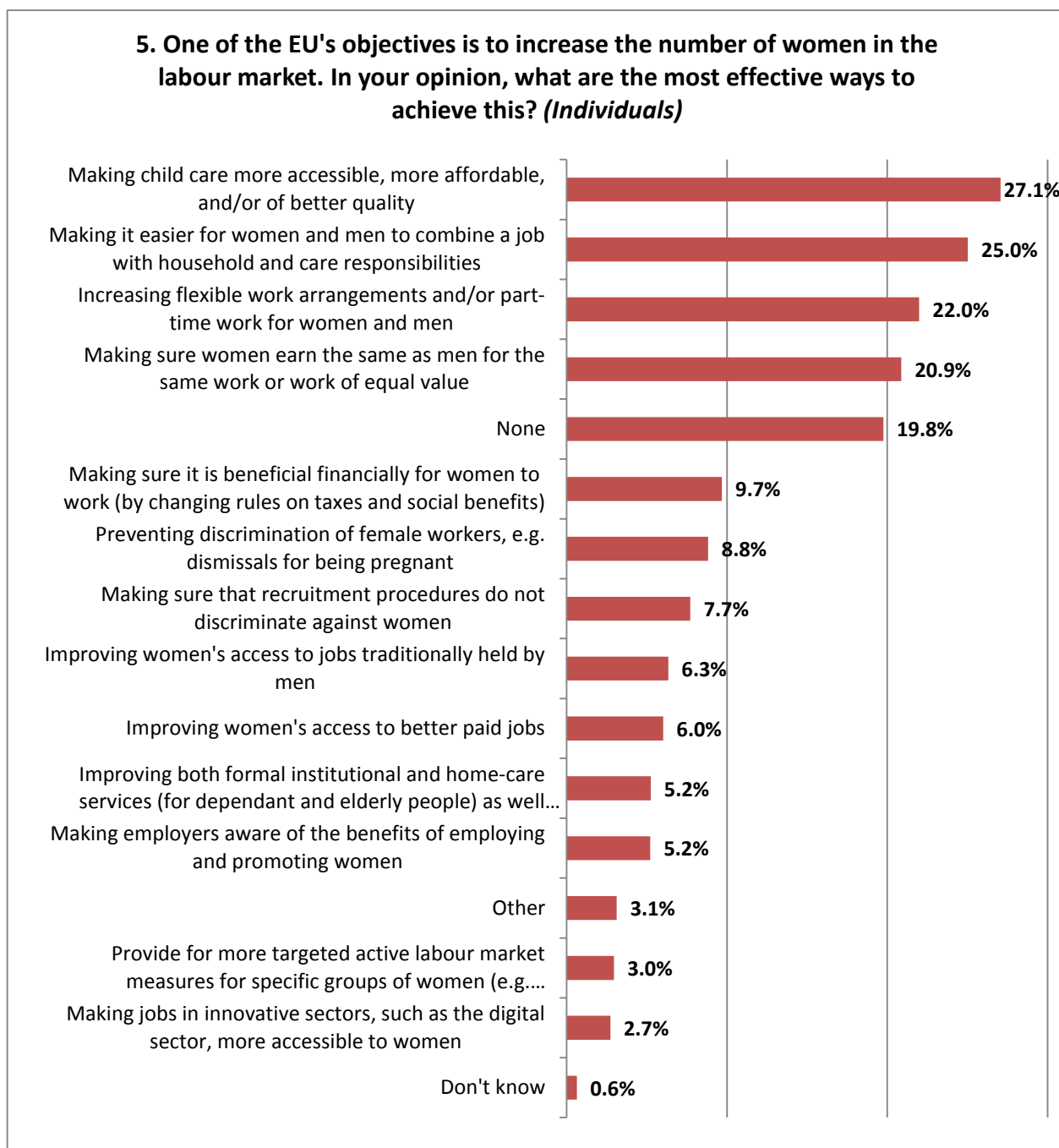


4.5 Women in the labour market

To increase women's participation in the labour market, individuals recommend making **childcare more accessible, more affordable and to increase the quality** (27.1%) Other important priorities are to make it easier for women and men to combine a job with household and care responsibilities (25%), to increase flexible working arrangements (22%) and to ensure equal pay for equal work (20.9%). According to individuals, less attention should be given to making jobs in innovative sectors (e.g. digital sector) more accessible (2.7%) as well as to the provision targeted active labour market measures for specific groups of women (e.g. migrants, women returning from maternity/parental leave, etc.) (3%).

¹³ Of those who replied "None", 90% were from Germany.

Figure 23: Question 5 (individuals)¹⁴

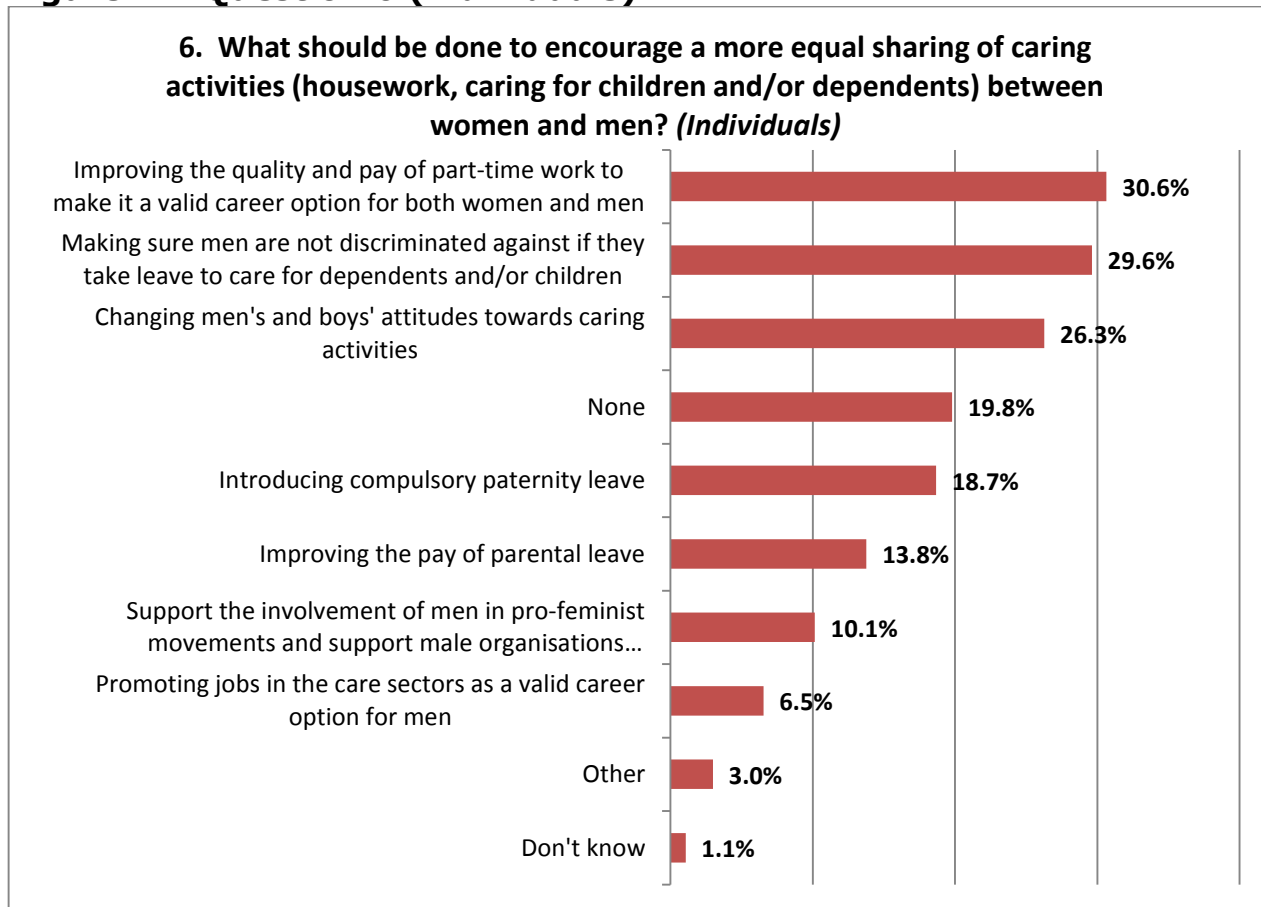


¹⁴ Of those who replied "None" 90% were from Germany.

4.6 Caring activities

Individuals indicated that a **more equal sharing of caring activities** between women and men could be encouraged by **improving the quality and pay of part-time work** to make it a valid career option for both women and men (30.6%) and by **making sure men are not discriminated against if they take leave to care** for dependents and/or children (29.6%). 26.3% think that it is essential to **change boys' and men's attitudes towards care**. For 18.7% the **introduction of compulsory paternity leave** would have a positive effect on the equal sharing of caring and housework activities. Similar to organisations, individuals deem it less important to promote jobs in the care sectors for men (6.5%).

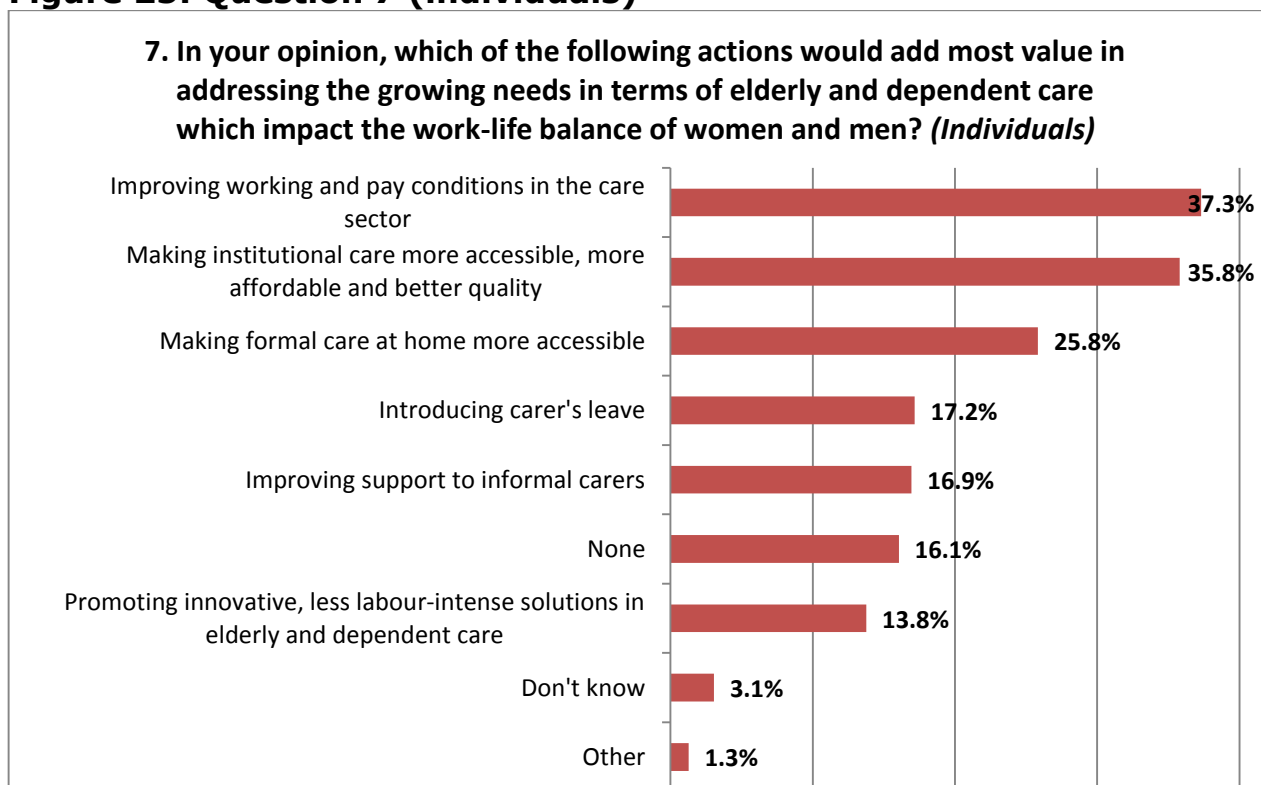
Figure 24: Question 6 (individuals)¹⁵



¹⁵ Of those who replied "None", 87% were from Germany.

When asked which actions should be prioritised with regard to addressing the growing needs for the care of the elderly and dependents which also have an impact on the work-life balance of women and men, 37.3% of individuals recommend **improving working and pay conditions in the care sector**, followed by making **institutional care more accessible and affordable as well as improving its quality** (35.8%). **Making formal care more accessible at home** is a priority for 25.8% of individuals. The promotion of innovative, less-labour-intense solutions in elderly and dependent care was mentioned least often (13.8%).

Figure 25: Question 7 (individuals)¹⁶

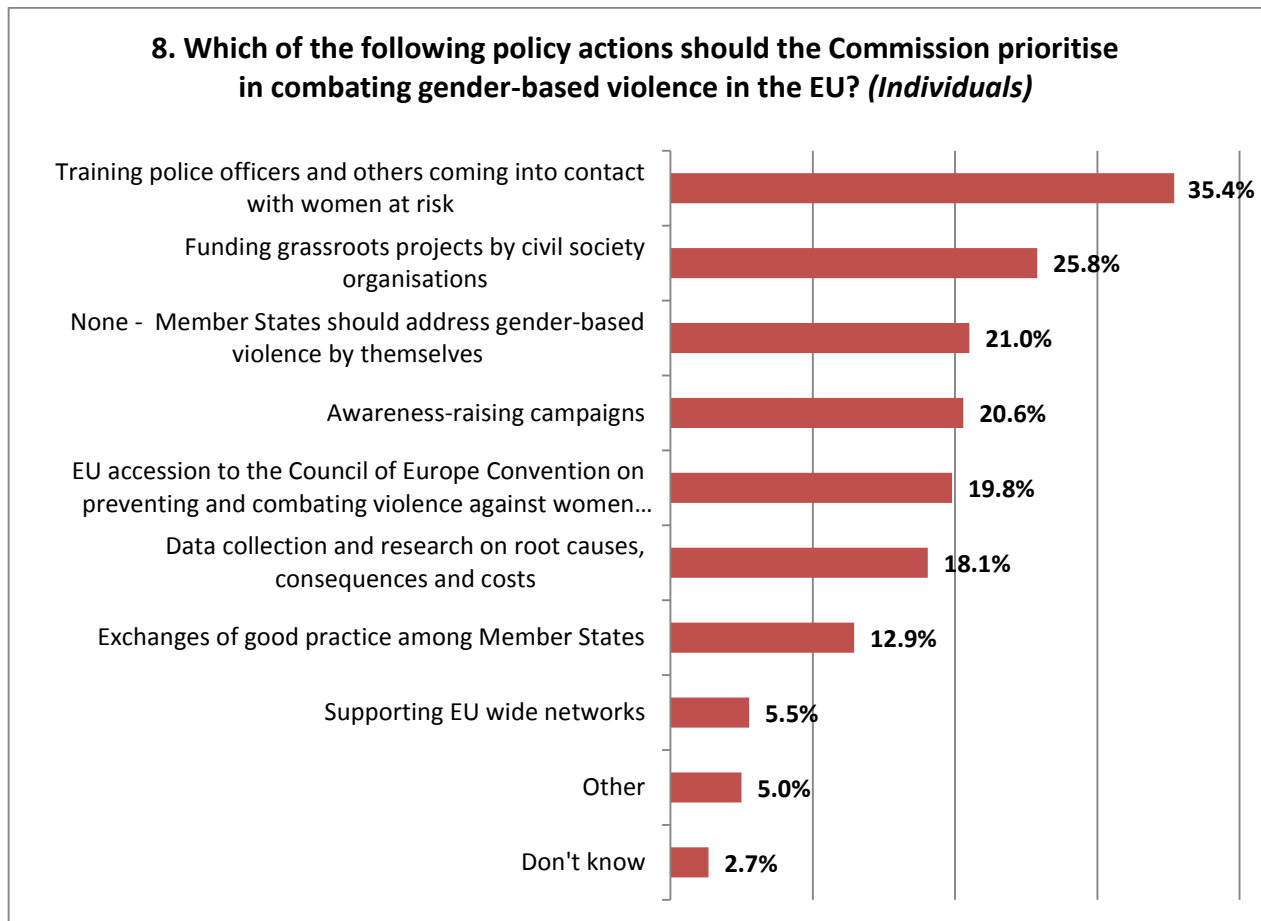


¹⁶ Of those who replied "None" 86% were from Germany.

4.7 Violence

With regard to **combating gender-based violence** in the EU, 35.4% of individuals attribute the **training of police officers and other people who are in contact with women at risk as essential** (35.4%) as well as **funding grassroots projects by civil society organisations** (25.8%). 21% of the individuals state that the EU should not take any action (Member States should address gender-based violence by themselves). 20.6% recommend awareness-raising campaigns as an action to combat gender-based violence.

Figure 26: Question 8 (individuals)¹⁷

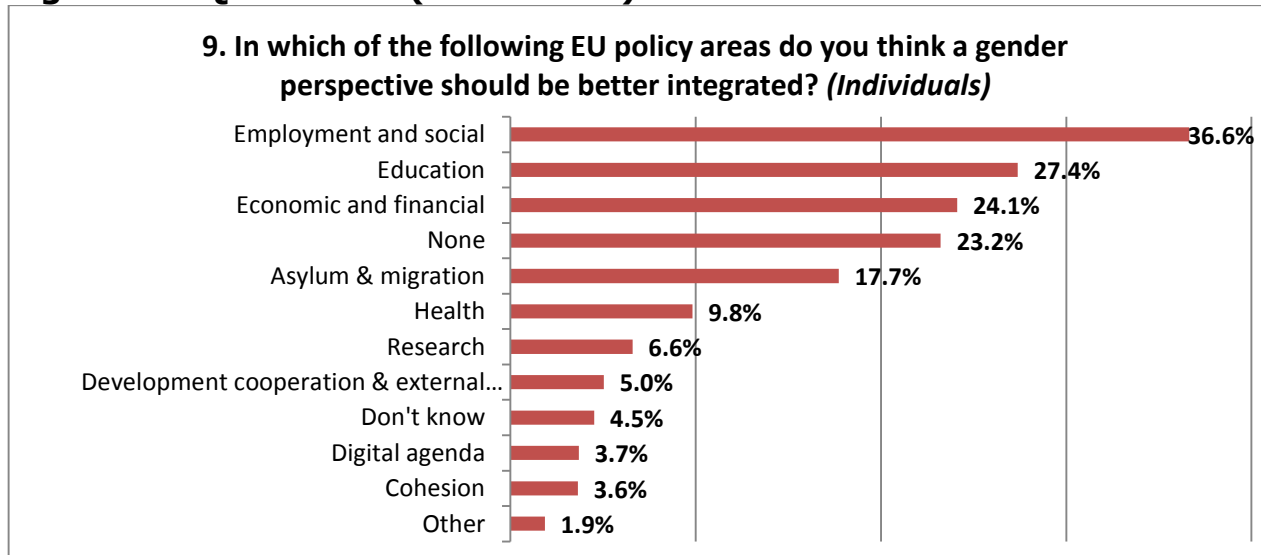


¹⁷ Of those who replied "None" 86% were from Germany.

4.8 EU policy-making

The EU policy areas in which a gender perspective should be integrated are, according to individuals, **employment and social policies** (36.6%), **education** (27.4%) and **economic and financial policies** (24.1%). Similar to organisations, "Cohesion" and "Digital agenda" received the smallest number of replies.

Figure 27: Question 9 (individuals)¹⁸



According to individuals, formulating **targets for each policy area and monitoring results** can have an impact on gender mainstreaming within the European Commission. 26% recommend this as the measure with the most impact. Other measures include: **a better integration of the gender perspective into impact assessments** (22.6%), **more role models amongst EU managers showing that a better work-life balance is possible** (21.8%), as well as **mandatory training on gender equality for high-level EU decision makers** (19.8%). Similar to organisations, the mandatory training of Commission staff on gender equality issues is seen as having the least impact on gender mainstreaming (10.3%).

¹⁸ Of those who replied "None" 87% were from Germany.

Figure 28: Question 10 (individuals)¹⁹



The most important stakeholder in ensuring gender equality is said to be the **governments of EU countries** (41.1%), followed by **women's rights organisations** (24.2%), and **social partners** (23.2%). The role of men's organisations as well as international organisations is seen as rather less important.

Figure 29: Question 11 (individuals)²⁰



¹⁹ Of those who replied "None" 85% were from Germany.

²⁰ Of those who replied "None" 88% were from Germany.

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7. Annex

Public Consultation Questionnaire:

1. The current Strategy on equality between women and men sets the following priorities:

- **Equal economic independence**
- **Equal pay for equal work and work of equal value**
- **Equality in decision-making**
- **Dignity, integrity, and an end to gender-based violence**
- **Gender equality in external relations**
- **Horizontal issues of gender roles and legislation**

Do you consider these priorities to still be valid for the Commission's work on equality between women and men after 2015?

- ☐ Yes
- ☐ No
- ☐ Partially
- ☐ Other (optional open space, max. 200 characters)
- ☐ Don't know

2. Here is a list of inequalities which men or women can face. In your opinion, which of them should be dealt with most urgently? Please choose two options.

- ☐ Facing prejudice because of preconceived ideas about the image and role of women and men
- ☐ The unequal sharing of caring and household tasks between men and women
- ☐ Harassment faced by women, e.g. on public transport, in the street, and online
- ☐ The small number of women in positions of power in politics and businesses
- ☐ The low employment rate of women
- ☐ Women being paid less than men for the same work or work of equal value
- ☐ Women being more likely than men to live in poverty
- ☐ Women receiving lower pension benefits than men
- ☐ The specific issues faced by women who are single parents
- ☐ Gender-based violence
- ☐ Men having a lower life expectancy than women
- ☐ Boys having a higher school drop-out rate
- ☐ Women being more discriminated against than men at the workplace
- ☐ Widespread violation of women's rights worldwide
- ☐ Other
- ☐ None
- ☐ Don't know

3. In your opinion, is there any specific group of women and men that requires more focused attention in the Commission's efforts to ensure equality between women and men? Please choose two options.

- ☐ Young women and men
- ☐ Elderly women and men
- ☐ Women and men with disabilities
- ☐ Migrant women and men
- ☐ Single parents
- ☐ Working parents with young children
- ☐ Women and men belonging to minorities (e.g. Roma)
- ☐ Other
- ☐ None of these groups should be targeted specifically
- ☐ Don't know

4. In your opinion, on what actions should the Commission focus to ensure equality between women and men? Please choose two options.

- ☐ Improving data collection and monitoring
- ☐ Enforcing and monitoring existing legislation
- ☐ Introducing legislation
- ☐ Strengthening cooperation and coordination on gender equality policy at EU level
- ☐ Providing funding
- ☐ Facilitating European Networks

- Providing fora for mutual exchange of practices
- Other
- None
- Don't know

Women in the labour market

5. One of the EU's objectives is to increase the number of women in the labour market. In your opinion, what are the most effective ways to achieve this? Please choose two options.

- Increasing flexible work arrangements and/or part-time work for women and men
- Making child care more accessible, more affordable, and/or of better quality
- Improving women's access to jobs traditionally held by men
- Improving women's access to better paid jobs
- Making sure women earn the same as men for the same work or work of equal value
- Making sure it is beneficial financially for women to work (by changing rules on taxes and social benefits)
- Making it easier for women and men to combine a job with household and care responsibilities
- Making sure that recruitment procedures do not discriminate against women
- Making employers aware of the benefits of employing and promoting women
- Preventing discrimination of female workers, e.g. dismissals for being pregnant
- Provide for more targeted active labour market measures for specific groups of women (e.g. migrants, women returning from maternity/parental leave, etc.)
- Improving both formal institutional and home-care services (for dependant and elderly people) as well as support to informal carers
- Making jobs in innovative sectors, such as the digital sector, more accessible to women
- Other
- None
- Don't know

Caring activities

6. What should be done to encourage a more equal sharing of caring activities (housework, caring for children and/or dependents) between women and men? Please choose two options.

- Introducing compulsory paternity leave
- Improving the pay of parental leave
- Making sure men are not discriminated against if they take leave to care for dependents and/or children
- Improving the quality and pay of part-time work to make it a valid career option for both women and men
- Promoting jobs in the care sectors as a valid career option for men
- Changing men's and boys' attitudes towards caring activities (housework, caring for children and/or dependents)
- Support the involvement of men in pro-feminist movements and support male organisations promoting gender equality
- Other
- None
- Don't know

7. In your opinion, which of the following actions would add most value in addressing the growing needs in terms of elderly and dependent care which impacts work-life balance of women and men? Please choose two options.

- Introducing carer's leave
- Making institutional care more accessible, more affordable and better quality
- Making formal care at home more accessible
- Improving support to informal carers
- Promoting innovative, less labour-intensive solutions in elderly and dependent care
- Improving working and pay conditions in the care sector
- Other
- None
- Don't know

Violence

8. Which of the following policy actions should the Commission prioritise in combating gender-based violence in the EU? Please choose two options.

- ☐ Data collection and research on root causes, consequences and costs
- ☐ Training police officers and others coming into contact with women at risk
- ☐ EU accession to the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention)
- ☐ Funding grassroots projects by civil society organisations
- ☐ Supporting EU wide networks
- ☐ Awareness-raising campaigns
- ☐ Exchanges of good practice among Member States
- ☐ Other
- ☐ None – Member States should address gender-based violence by themselves
- ☐ Don't know

EU policy-making

9. In which of the following EU policy areas do you think a gender perspective should be better integrated? Please choose two options.

- ☐ Asylum & migration policy
- ☐ Cohesion policy
- ☐ Development cooperation & external relations
- ☐ Digital agenda
- ☐ Economic and financial policy
- ☐ Education policy
- ☐ Employment and social policy
- ☐ Health policy
- ☐ Research policy
- ☐ Other
- ☐ None
- ☐ Don't know

10. What, based on your experience, are the measures that have the most impact on improving gender mainstreaming within large public administrations, including the European Commission? Please choose two options.

- ☐ Gender budgeting
- ☐ Mandatory training on gender equality for Commission staff
- ☐ Mandatory training on gender equality for high-level EU decision makers
- ☐ Integrating the gender perspective better into impact assessments
- ☐ Setting targets for each policy area and monitor results
- ☐ More role models amongst EU managers showing that a better work-life balance is possible
- ☐ Other
- ☐ None
- ☐ Don't know

11. Good partnership with all stakeholders is key to ensure equality between women and men. Which stakeholders do you believe are most important to ensure equality between women and men? Please choose two options.

- ☐ Social partners
- ☐ Governments of the EU countries
- ☐ EU institutions
- ☐ Women's rights organisation
- ☐ Men's organisations
- ☐ Youth organisations
- ☐ International organisations
- ☐ Other
- ☐ None
- ☐ Don't know

Any other comments

12. Open question (1500 characters): If you have any additional comments and/or suggestions to improve equality between women and men in the EU, feel free to use the open answer box below.

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