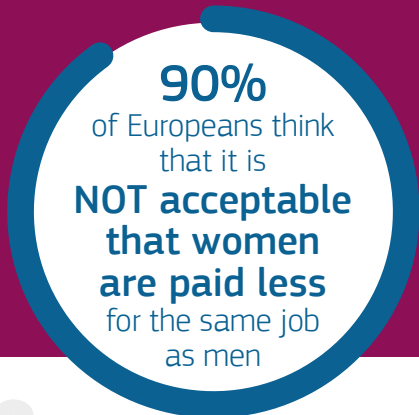




# What Europeans have to say about the gender pay gap & the principle of equal pay for equal work



ONLY **26%** OF EUROPEANS ARE AWARE OF THE LEGAL GUARANTEE OF **EQUAL PAY FOR EQUAL WORK** IN THEIR COUNTRY



EUROPEANS ARE MORE **POSITIVE ABOUT THE APPLICATION OF THE PRINCIPLE OF EQUAL PAY FOR EQUAL WORK OR WORK OF EQUAL VALUE IN THEIR OWN COMPANY**



“ A majority thinks there is **sufficient attention** given to equal pay in their company



of Europeans think there is **no pay discrimination** in their company

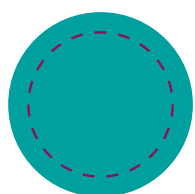


**48%** OF EUROPEANS ARE COMFORTABLE WITH THE IDEA OF **NEGOTIATING THEIR SALARY**

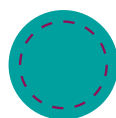
Men are more comfortable than women with negotiating their salary



The **experience with negotiating their salary** varies...



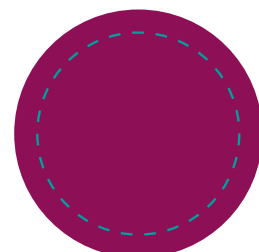
32% 25%



19% 15%



9% 10%



35% 43%



# What Europeans have to say about the **gender pay gap** & the principle of equal pay for equal job

## EUROPEANS ARE...



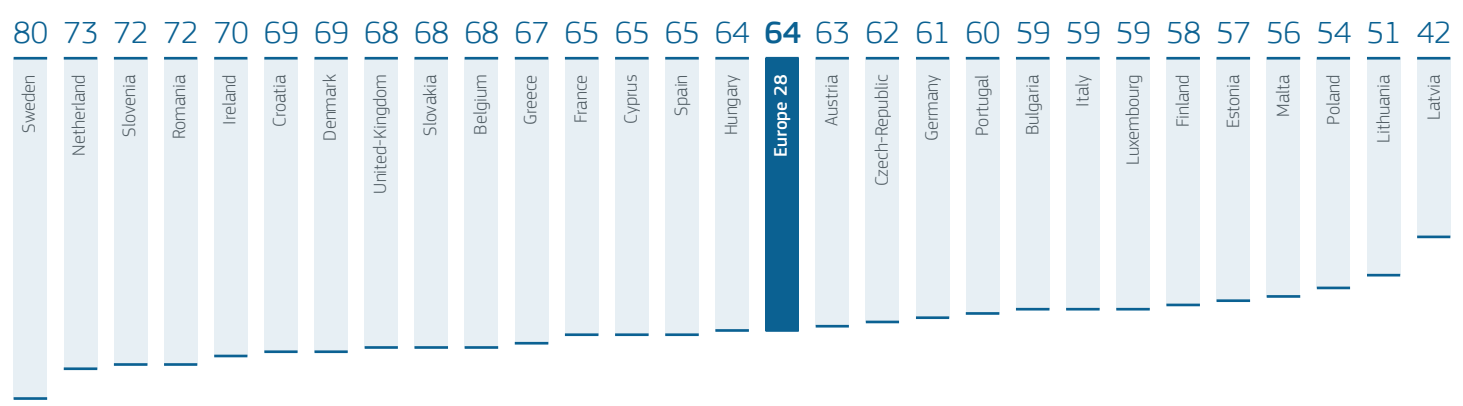
**Aware of the salaries of their immediate colleagues**



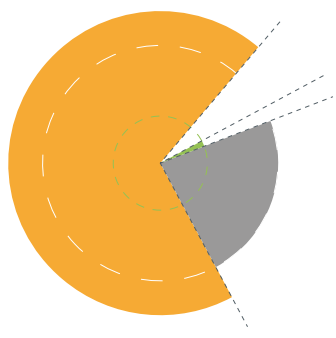
65% of men  
59% of women



**64%** are favour of the **publication of average wages** by job type and gender at their company

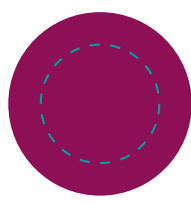


## EUROPEANS THINK THAT **WOMEN ARE PAID...**

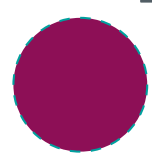


2% **more** than men  
23% **the same** as men  
69% **less** than men

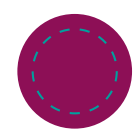
## What if on average women earn less than men in their company? **Europeans would...**



talk to their boss  
31% of men  
48% of women



talk to their colleagues  
35% of men  
35% of women



contact trade unions  
22% of men  
30% of women



seek legal assistance  
8% of men  
15% of women

