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.

48% of Europeans are comfortable with the idea of negotiating their salary.

The experience with negotiating their salary varies...

- 32% of men and 25% of women obtained an increase.
- 19% of men and 15% of women obtained no increase.
- 9% of men and 10% of women intends to negotiate.
- 35% of women and 43% of men never negotiated.

90% of Europeans think that it is NOT acceptable that women are paid less for the same job as men.

51% of Europeans think there is no pay discrimination in their company.

Men are more comfortable than women with negotiating their salary.

- 43% of women and 53% of men think there is no pay discrimination in their company.

51% of men and 58% of women think there is sufficient attention given to equal pay in their company.

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**EUROPEANS ARE...**

Aware of the salaries of their immediate colleagues

- **65%** of men
- **59%** of women


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

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

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

- Talk to their boss: **31%** (48%)
- Talk to their colleagues: **35%** (35%)
- Contact trade unions: **22%** (30%)
- Seek legal assistance: **8%** (15%)

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**Source:** Eurobarometer, Kantar Public