



**Perceived obstacles to the participation
of women in
decision-making positions**

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Lascaris Valletta
Malta
Tel.: (+356) 25 99 70 00
Fax:(+356) 25 99 72 05/ 25 99 71 03
e-mail: nso@gov.mt
<http://www.nso.gov.mt>

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For further information, please contact:

Demography, Society & Living Conditions Unit
National Statistics Office
Lascaris
Valletta CMR 02
Malta
Tel: (+356) 25 99 76 29
e-mail: population.nso@gov.mt

Our publications are available from:

The Data Shop
National Statistics Office
Lascaris
Valletta CMR 02
Tel.: (+356) 25 99 72 10
Fax: (+356) 25 99 72 05

Department of Information
3 Castille Place
Valletta
Tel.: (+356) 21 25 05 50
Fax: (+356) 21 23 71 70

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Foreword

Addressing the issue of women's participation in decision-making is one of the six priorities of the EU Roadmap for Gender Equality 2006-2010. All Member States are obliged to take the necessary measures to implement the Roadmap.

It is in this context that the National Council of Women (NCW), in collaboration with the National Statistics Office (NSO), has taken this initiative. The aim of the study is to identify obstacles for women in obtaining decision-making posts in political, economic and social sectors.

The results clearly reveal that many women are not coming forward for top posts because of the difficultness in reconciling long hours of work and family responsibilities. The study also reveals that women and men fail to see the relationship between a woman's life pattern and her gender, and the negative impact on her career path choices.

Consequently, it is the perception of both men and women that needs to be addressed together with changes in current societal structures. NCW believes that gender equality in decision-making is a societal issue. Policies based on the concept of diversity of human resources (in this case women) enrich society and therefore should not be underestimated.

NCW is convinced that this study is a timely opportunity to encourage an objective debate and to propose concrete measures, to address the issue and to pave the way for young women in future.

Grace Attard
NCW Vice-President
EESC Member

SURVEY METHODOLOGY

Coverage

The target population for this survey was made up of persons aged 18 years and over who are resident in Malta and Gozo and who live in private households. A sample of 1,432 individuals was selected using simple random sampling. This sampling strategy ensured that every individual had the same chance of being selected.

Every selected person was asked to provide basic personal data such as age, sex, marital status, highest level of education attained and occupation. The survey was conducted by means of telephone interviewing. Data collection was carried out in December 2006 over a period of 2 weeks. All questions refer to this reference period.

It is important to stress that although the results produced from sampling surveys are only estimates of the real population parameters, these are clear indicators of what the actual values are. Moreover, with the sampling strategy that was adopted, it was possible to measure the confidence intervals of all estimates in order to further validate the reliability of the results.

Data collection

Data were collected between 5 and 19 December 2006 by means of telephone interviewing. For this purpose, NSO recruited six interviewers who were specifically trained for this survey. Data collection was further audited in order to ensure high-quality data.

Individuals were contacted on weekdays between 4 pm and 8 pm and on Saturdays between 8 am and noon in order to ensure the highest possible coverage. No substitutions of respondents were allowed in order to preserve the randomness of the survey.

The NSO has designed an application specifically for the data collection of this survey. This software had a series of built-in validations specifically to reduce the errors during the data collection stage. Another important feature of this software was the ability to synchronise parallel data entry processes and thus maximise the efficiency of data collection.

Response

A number of 1,432 individuals were contacted for this survey. Of these, 218 had either a telephone number that did not call them or did not live at home, while 133 could not be found at home at any time during the interviewing stage.

Of the other individuals who were contacted by an interviewer, 1,004 individuals accepted to participate in this survey while another 77 refused. The resultant response rate stood at 83 per cent.

The following table illustrates the distribution of respondents by sex and age.

| Age | Sex | | | % total | | |
|--------------|------------|------------|--------------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| 18-24 | 55 | 68 | 123 | 13.0 | 11.7 | 12.3 |
| 25-34 | 63 | 87 | 150 | 14.9 | 14.9 | 14.9 |
| 35-54 | 149 | 199 | 348 | 35.3 | 34.2 | 34.7 |
| 55+ | 155 | 228 | 383 | 36.7 | 39.2 | 38.1 |
| Total | 422 | 582 | 1,004 | 100.0 | 100.0 | 100.0 |

Although this was quite a satisfactory response rate, it was felt necessary to apply calibration weights in order to reduce the non-response bias. Post-stratification calibration weighting at one level was performed by age, sex and economic status.

Calibration weights mainly account for some minor differences among totals presented in this publication.

Quality Control

The collected data were subject to a series of quality checks by vetters. Apart from this, the data entry program had a number of built-in validation rules in order to limit inputting errors.

Errors

This survey was subject to two main sources of error; sampling error and bias.

Sampling errors are errors that occur as a consequence of the sampling procedure adopted in this survey. It is however possible to measure these errors and thus determine how reliable these estimates are, by producing the 95% confidence intervals for each estimated proportion using the following equation:

$$\% \text{ error in proportion} \approx \left(1.96 \sqrt{\frac{p(100-p)}{n}} \right) \%, \text{ where:}$$

- n = number of eligible respondents;
- p = estimated percentage proportion.

Sampling errors are inversely proportional to the number of eligible respondents (n) as shown by the equation above. In view of this, caution is advised with regard to estimates

produced for small groups of eligible respondents. Under-represented groups of eligible respondents in this publication have been taken as those less than 20. These are denoted by “u” and percentages relating to them have been considered unreliable and hence, have not been calculated.

Bias is attributed mainly to all the human errors and occurs not only in sampling surveys, but in any other statistical operation, even in censuses. Errors of this type include those related to non-response, interviewing, weighting and the editing stage. Unfortunately, bias is impossible to quantify and its presence should be kept in mind by all users of these data.

DEFINITIONS

The target population of this survey consisted of all persons aged 18 years and over.

Children

- A child is defined as a person less than 18 years of age who is still living with his own parents/guardians.

Economic Status

- Employed includes employees, self-employed & unpaid family workers.
- Not employed includes unemployed, students, retired and other inactive persons.

Employees

- Refers to employed persons and unpaid family workers (self-employed persons are excluded).

Highest level of education attained

- Highest level of education successfully completed by the respondent.

Other marital status

- Includes separated, divorced and annulled.

COMMENTARY

Employment

Of the 1,004 persons interviewed, 68 per cent of men and 31 per cent of women were engaged in economic activity (employed, self-employed or unpaid family workers). Three per cent of men and 5 per cent of women worked on a part-time basis. More than half of both male and female employees worked in the private sector.

The number of years spent in the respondents' current line of work was found to decrease as the highest level of education attained increased. In fact, the highest average number of years in the current line of work stood at 21 among persons with no schooling, as opposed to 10 among persons with a tertiary level of education. The average for women stood at 9 years, which is nearly 4 years less than that for men.

In general, men felt that they had more decision-making power in their jobs; 34 per cent of men said that they have a high level of decision-making power as opposed to 28 per cent of women. The percentage of persons having a high level of decision-making power increased with age up to the age of 54, then dropped again for persons aged 55 years and over.

Men emerged as more interested in being promoted than women. This was especially evident in the case of married persons, where 57 per cent of married men and 49 per cent of married women were interested in getting a promotion. However, when it came to single persons, it was women who were more interested. Interest in being promoted increased with the highest level of education attained, but decreased with age.

The main reason for wanting a promotion, selected by 69 per cent of respondents, was for an increase in salary, although the percentage of men who cited this reason was greater than that of women. Women tend to seek more job satisfaction than men, with 46 per cent of women and 23 per cent of men giving this reason for wanting a promotion.

More men than women – 35 as opposed to 32 per cent – thought that they would get a promotion in their current job at some point. The likelihood of being promoted was more evident in the responses of single employees than of married ones. In respect of married employees, 32 per cent of men and 27 per cent of women thought that they would be getting a promotion. However, the largest percentage of employees who thought they would get a promotion did not know when this would happen.

When asked about obstacles facing women in obtaining a decision-making/managerial position, 84 per cent of respondents said that they viewed child responsibilities as an obstacle, and 82 per cent said that lack of support from one's partner would hinder their chances. Thirty per cent thought that being a woman would put a person at a disadvantage in obtaining a decision-making/managerial post. More women than men viewed age and long hours as obstacles to obtaining a decision-making/managerial post.

Membership

Respondents were asked a number of questions about membership in various entities. For all entities, membership was more predominant among men than women.

From the survey, it emerged that 10 per cent of men and 8 per cent of women were members of a political party. Of the respondents who were not members, 96 per cent said that they would not consider being members of a political party in the future.

Less than 1 per cent of respondents of both sexes were members of a local council. Of the non-members, 1 per cent of both men and women said they would consider being active members.

Subscribed members of trade unions made up 15 per cent of men and 8 per cent of women. Ninety-eight per cent of respondents who were not members of a trade union said they would not consider becoming members in the future.

With regard to Non-Governmental Organisations (NGOs), 13 per cent of men and 10 per cent of women said that they were members (paying, non-paying, executive or sub-committee). A further 3 per cent of men and 6 per cent of women said that they would consider being members of an NGO in the future.

Participation of women in politics

A greater percentage of women – 81 per cent as opposed to 67 per cent of men – think there should be a balance between male and female representation in parliament. More single women than married ones think there should be a balance, while the perception is the other way round with regard to men – more married men than single ones are in favour of a gender balance in parliamentary representation.

The largest percentage of persons who believe that there should be a gender balance in parliament said that it is the right of both sexes. This answer was given by 45 per cent of men and 38 per cent of women. A further 29 per cent said that men and women complement each other, and another 24 per cent said that women have leadership skills. These reasons were given in the same order across all age groups.

On the other hand, 12 per cent of men and 4 per cent of women do not think that there should be a balance between the number of male and female representatives in parliament. The main reason for this – given by 46 per cent of respondents – was that men are more suitable for the job. In addition to this, 15 per cent of men said that women should look after the family, while 14 per cent of women felt that women do not have the time.

More respondents believe that there should be a balance between the number of men and women in local councils than in parliament. This difference is mainly due to a shift in the opinion expressed by male respondents. As in the case of parliamentary representation, agreement with a balance is stronger with regard to single female respondents than married ones and conversely, with married male respondents rather than single ones.

The main reason given for wishing to see a gender balance in local councils was that it is the right of both sexes. Another reason, given mainly by women, was that men and women complement each other. The largest share of respondents who do not believe there should be a balance said that men are more suitable for this line of work.

The majority of respondents said they do not consider the sex of an individual as a determining factor when voting in local council elections. Of those respondents who said they would prefer to vote for a man, the majority replied that men are more suitable for the post, while those preferring women said that women are just as capable as men.

Nearly three-fourths of respondents said that they are indifferent as to whether the next Maltese president is a man or a woman. However, 15 per cent said they would prefer a woman while 9 per cent they said they would prefer a man. Once again, the predominant reason for preferring a man was that men are more suitable for the post. Just over half of those preferring a woman said that women are just as capable as men, and a further 21 per cent replied that women should be given the opportunity.

Children

The impact of children on women's lives has been reflected in most of the questions that were asked in this survey.

With regard to employment, results show differences in the number of years in the same line of work, level of power in main job, and even interest in promotion. As an example, it was shown that more mothers tend to be employed with the public sector than with the private sector.

Just over 22 per cent of employed women with children, as opposed to 17 per cent of employed women without children, think that they do not have any decision-making power in their job. It was also found that the percentage of women without children who are interested in promotion exceeds that of women with children by 3 per cent, the latter figure being 52 per cent.

Just under 30 per cent of female respondents with children said that they make use of some form of childcare facility. The tendency to make use of childcare services appeared to decrease as the mother's age increased, and clearly depended on whether or not the mother is employed. From this study, it emerged that mothers generally prefer to leave their children with the grandparents. Another 12 per cent leave their children with relatives or friends, while 4 per cent opt for professional childcare services.

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RESULTS

1. Respondents by sex and age group

| Age | Number | | | % total | | |
|--------------|------------|------------|--------------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| 18-24 | 73 | 68 | 141 | 14.8 | 13.3 | 14.0 |
| 25-34 | 88 | 84 | 172 | 17.9 | 16.4 | 17.1 |
| 35-54 | 198 | 195 | 393 | 40.2 | 38.1 | 39.1 |
| 55+ | 133 | 165 | 298 | 27.0 | 32.2 | 29.7 |
| Total | 492 | 512 | 1,004 | 100.0 | 100.0 | 100.0 |

2. Respondents by sex and economic status

| Economic status | Number | | | % total | | |
|---------------------|------------|------------|--------------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| Employed, full-time | 321 | 134 | 455 | 65.2 | 26.1 | 45.3 |
| Employed, part-time | 15 | 27 | 42 | 3.0 | 5.3 | 4.2 |
| Not employed | 156 | 351 | 507 | 31.7 | 68.6 | 50.5 |
| Total | 492 | 512 | 1,004 | 100.0 | 100.0 | 100.0 |

3. Employees by sex and sector

| Sector | Number | | | % total | | |
|--------------|------------|------------|------------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| Private | 172 | 94 | 266 | 58.9 | 61.0 | 59.6 |
| Public | 115 | 60 | 175 | 39.4 | 39.0 | 39.2 |
| No answer | 5 | - | 5 | 1.7 | - | 1.1 |
| Total | 292 | 154 | 446 | 100.0 | 100.0 | 100.0 |

4. Women with and without children by economic status

| Economic status | No children | With children | Total |
|---------------------|--------------|---------------|--------------|
| Employed, full-time | 86 | 48 | 134 |
| Employed, part-time | 16 | 11 | 27 |
| Not employed | 235 | 117 | 351 |
| Total | 337 | 175 | 512 |
| % total | | | |
| Employed, full-time | 25.5 | 27.2 | 26.1 |
| Employed, part-time | 4.9 | 6.3 | 5.3 |
| Not employed | 69.7 | 66.5 | 68.6 |
| Total | 100.0 | 100.0 | 100.0 |
| row % | | | |
| Employed, full-time | 64.3 | 35.7 | 100.0 |
| Employed, part-time | 59.8 | 40.2 | 100.0 |
| Not employed | 66.8 | 33.2 | 100.0 |
| Total | 65.8 | 34.2 | 100.0 |

5. Female employees with and without children by sector

| Sector | No children | With children | Total |
|----------------|--------------|---------------|--------------|
| Private | 67 | 27 | 94 |
| Public | 33 | 27 | 60 |
| Total | 100 | 54 | 154 |
| % total | | | |
| Private | 67.3 | 50.0 | 61.2 |
| Public | 32.7 | 50.0 | 38.8 |
| Total | 100.0 | 100.0 | 100.0 |
| row % | | | |
| Private | 71.4 | 28.6 | 100.0 |
| Public | 54.8 | 45.2 | 100.0 |
| Total | 64.9 | 35.1 | 100.0 |

6. Average number of years spent by employees in current line of work by sex and employment sector

| Sector* | Men | Women | Total |
|--------------|-------------|------------|-------------|
| Private | 11.2 | 7.9 | 10.0 |
| Public | 14.0 | 10.6 | 12.8 |
| Total | 12.3 | 8.9 | 11.1 |

* respondents who did not provide their employment sector were eliminated

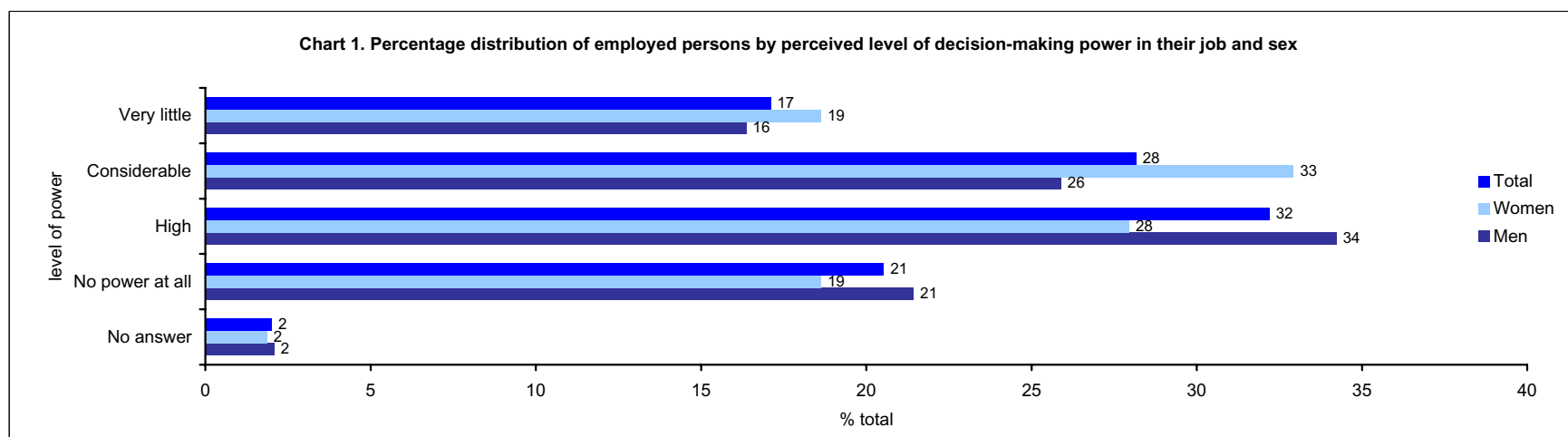
7. Average number of years in current line of work by sex and highest level of education attained

| Education | Men | Women | Total |
|------------------------|-------------|------------|-------------|
| No schooling / Primary | 21.9 | u | 21.2 |
| Secondary | 11.8 | 8.7 | 10.9 |
| Post-secondary | 12.1 | 9.0 | 10.9 |
| Tertiary | 10.4 | 8.8 | 9.7 |
| Total | 12.8 | 8.9 | 11.6 |

8. Employed persons by perceived level of decision-making power in their job, age and sex

| Level of power | Age | | | | | | | | | | | | | | |
|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------------|--------------|--------------|--------------|--------------|
| | 18-24 | | | 25-34 | | | 35-54 | | | 55+ | | | Total | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women ^u | Total | Men | Women | Total |
| Very little | 9 | 13 | 22 | 13 | 8 | 21 | 27 | 6 | 33 | 6 | 3 | 9 | 55 | 30 | 85 |
| Considerable | 17 | 10 | 27 | 20 | 17 | 37 | 39 | 23 | 62 | 11 | 3 | 14 | 87 | 53 | 140 |
| High | 7 | 9 | 16 | 30 | 18 | 48 | 69 | 16 | 85 | 9 | 2 | 11 | 115 | 45 | 160 |
| No power at all | 10 | 9 | 19 | 17 | 10 | 27 | 37 | 10 | 47 | 8 | 1 | 9 | 72 | 30 | 102 |
| No answer | 2 | - | 2 | 1 | - | 1 | 3 | 3 | 6 | 1 | - | 1 | 7 | 3 | 10 |
| Total | 45 | 41 | 86 | 81 | 53 | 134 | 175 | 58 | 233 | 35 | 9 | 44 | 336 | 161 | 497 |
| | % total | | | | | | | | | | | | | | |
| Very little | 20.0 | 31.7 | 25.6 | 16.0 | 15.1 | 15.7 | 15.4 | 10.3 | 14.2 | 17.1 | | 20.5 | 16.4 | 18.6 | 17.1 |
| Considerable | 37.8 | 24.4 | 31.4 | 24.7 | 32.1 | 27.6 | 22.3 | 39.7 | 26.6 | 31.4 | | 31.8 | 25.9 | 32.9 | 28.2 |
| High | 15.6 | 22.0 | 18.6 | 37.0 | 34.0 | 35.8 | 39.4 | 27.6 | 36.5 | 25.7 | | 25.0 | 34.2 | 28.0 | 32.2 |
| No power at all | 22.2 | 22.0 | 22.1 | 21.0 | 18.9 | 20.1 | 21.1 | 17.2 | 20.2 | 22.9 | | 20.5 | 21.4 | 18.6 | 20.5 |
| No answer | 4.4 | - | 2.3 | 1.2 | - | 0.7 | 1.7 | 5.2 | 2.6 | 2.9 | | 2.3 | 2.1 | 1.9 | 2.0 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | 100.0 | 100.0 | 100.0 | 100.0 |

Chart 1. Percentage distribution of employed persons by perceived level of decision-making power in their job and sex



9. Employees by sector, sex and perceived level of decision-making power in their job

| Level of power | Sector* | | | | | | | | |
|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Private | | | Public | | | Total | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Very little | 27 | 17 | 44 | 24 | 13 | 37 | 51 | 30 | 81 |
| Considerable | 52 | 32 | 84 | 32 | 21 | 53 | 84 | 53 | 137 |
| High | 54 | 25 | 79 | 28 | 13 | 41 | 82 | 38 | 120 |
| No power at all | 38 | 20 | 58 | 31 | 10 | 41 | 69 | 30 | 99 |
| No answer | 1 | 1 | 2 | - | 2 | 2 | 1 | 3 | 4 |
| Total | 172 | 95 | 267 | 115 | 59 | 174 | 287 | 154 | 441 |
| % total | | | | | | | | | |
| Very little | 15.7 | 18.0 | 16.5 | 20.8 | 22.1 | 21.3 | 17.8 | 19.6 | 18.4 |
| Considerable | 30.2 | 33.7 | 31.4 | 27.7 | 35.3 | 30.3 | 29.2 | 34.3 | 31.0 |
| High | 31.5 | 26.3 | 29.6 | 24.3 | 22.1 | 23.5 | 28.6 | 24.7 | 27.2 |
| No power at all | 22.0 | 21.0 | 21.6 | 27.2 | 17.1 | 23.8 | 24.1 | 19.5 | 22.5 |
| No answer | 0.6 | 1.1 | 0.9 | - | 3.4 | 1.1 | 0.3 | 1.9 | 0.9 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

* respondents who did not provide information on the employment sector were eliminated

10. Employed women with and without children by level of decision-making power in their job

| Level of power | No children | With children | Total |
|-----------------|--------------|---------------|--------------|
| No power at all | 17 | 13 | 30 |
| Very little | 22 | 9 | 31 |
| Considerable | 37 | 17 | 54 |
| High | 26 | 20 | 46 |
| No answer | - | - | - |
| Total | 102 | 59 | 161 |
| % total | | | |
| No power at all | 16.8 | 22.0 | 18.7 |
| Very little | 21.5 | 15.3 | 19.2 |
| Considerable | 36.2 | 28.8 | 33.5 |
| High | 25.5 | 33.9 | 28.6 |
| No answer | - | - | - |
| Total | 100.0 | 100.0 | 100.0 |
| row % | | | |
| No power at all | 56.9 | 43.1 | 100.0 |
| Very little | 71.0 | 29.0 | 100.0 |
| Considerable | 68.5 | 31.5 | 100.0 |
| High | 56.5 | 43.5 | 100.0 |
| No answer | - | - | - |
| Total | 63.4 | 36.6 | 100.0 |

11. Average number of years in current line of work by sex and highest level of education attained

| Level of power | Men | Women | Total |
|------------------------|-------------|------------|-------------|
| No power at all | 12.1 | 7.3 | 10.7 |
| Very little | 12.1 | 7.4 | 10.4 |
| Considerable | 11.9 | 9.3 | 10.9 |
| High | 14.5 | 10.4 | 13.4 |
| No answer ^u | | | |
| Total | 12.8 | 8.9 | 11.6 |

12. Employees by interest in being promoted at work, age and sex

| Interested | Age | | | | | | | | | | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------------|--------------|--------------|--------------|--------------|
| | 18-24 | | | 25-34 | | | 35-54 | | | 55+ | | | Total | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women ^u | Total | Men | Women | Total |
| Yes | 22 | 23 | 45 | 48 | 33 | 81 | 88 | 26 | 114 | 11 | 1 | 12 | 169 | 83 | 252 |
| No | 13 | 13 | 26 | 13 | 13 | 26 | 40 | 22 | 62 | 16 | 5 | 21 | 82 | 53 | 135 |
| No answer | 8 | 3 | 11 | 7 | 5 | 12 | 22 | 8 | 30 | 4 | 2 | 6 | 41 | 18 | 59 |
| Total | 43 | 39 | 82 | 68 | 51 | 119 | 150 | 56 | 206 | 31 | 8 | 39 | 292 | 154 | 446 |
| | % total | | | | | | | | | | | | | | |
| Yes | 51.2 | 59.0 | 54.9 | 70.6 | 64.7 | 68.1 | 58.7 | 46.4 | 55.3 | 35.5 | | 30.8 | 57.9 | 53.9 | 56.5 |
| No | 30.2 | 33.3 | 31.7 | 19.1 | 25.5 | 21.8 | 26.7 | 39.3 | 30.1 | 51.6 | | 53.8 | 28.1 | 34.4 | 30.3 |
| No answer | 18.6 | 7.7 | 13.4 | 10.3 | 9.8 | 10.1 | 14.7 | 14.3 | 14.6 | 12.9 | | 15.4 | 14.0 | 11.7 | 13.2 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | 100.0 | 100.0 | 100.0 | 100.0 |

7

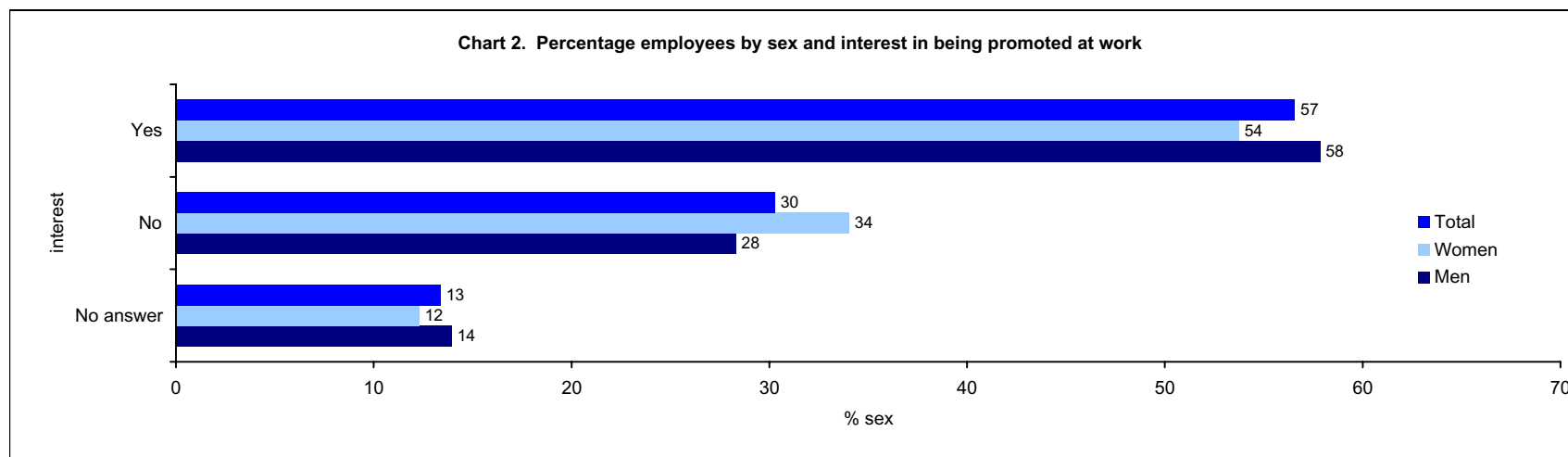
13. Employees by marital status, sex and interest in being promoted at work

| Interested | Marital status | | | | | | | | | | | |
|--------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------|--------------------|--------------------|--------------|--------------|--------------|
| | Single | | | Married | | | Other marital status | | | Total | | |
| | Men | Women | Total | Men | Women | Total | Men ^u | Women ^u | Total ^u | Men | Women | Total |
| Yes | 58 | 40 | 98 | 108 | 41 | 149 | 3 | 2 | 5 | 169 | 83 | 252 |
| No | 19 | 20 | 39 | 60 | 28 | 88 | 3 | 5 | 8 | 82 | 53 | 135 |
| No answer | 18 | 4 | 22 | 23 | 14 | 37 | - | - | - | 41 | 18 | 59 |
| Total | 95 | 64 | 159 | 191 | 83 | 274 | 6 | 7 | 13 | 292 | 154 | 446 |
| | % total | | | | | | | | | | | |
| Yes | 61.1 | 62.5 | 61.6 | 56.5 | 49.4 | 54.4 | | | | 57.9 | 53.9 | 56.5 |
| No | 20.0 | 31.3 | 24.5 | 31.4 | 33.7 | 32.1 | | | | 28.1 | 34.4 | 30.3 |
| No answer | 18.9 | 6.3 | 13.8 | 12.0 | 16.9 | 13.5 | | | | 14.0 | 11.7 | 13.2 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | | | 100.0 | 100.0 | 100.0 |

14. Employees by interest in being promoted at work, highest level of education attained and sex

| Interested | Education | | | | | | | | | | | | | | |
|--------------|------------------------|--------------------|--------------|--------------|--------------|--------------|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | No schooling / Primary | | | Secondary | | | Post-secondary | | | Tertiary | | | Total | | |
| | Men | Women ^u | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Yes | 11 | - | 11 | 72 | 27 | 99 | 44 | 25 | 69 | 42 | 31 | 73 | 169 | 83 | 252 |
| No | 12 | 3 | 15 | 43 | 29 | 72 | 14 | 11 | 25 | 14 | 10 | 23 | 82 | 52 | 135 |
| No answer | 7 | 1 | 8 | 23 | 10 | 33 | 8 | 5 | 12 | 3 | 3 | 6 | 41 | 19 | 59 |
| Total | 31 | 4 | 35 | 138 | 66 | 204 | 65 | 41 | 106 | 58 | 44 | 102 | 292 | 154 | 446 |
| | % total | | | | | | | | | | | | | | |
| Yes | 36.0 | | 31.8 | 52.1 | 41.1 | 48.6 | 67.5 | 61.4 | 65.2 | 72.2 | 70.6 | 71.5 | 57.9 | 53.8 | 56.5 |
| No | 40.0 | | 44.1 | 31.1 | 43.5 | 35.1 | 20.9 | 27.4 | 23.4 | 23.4 | 22.1 | 22.8 | 28.2 | 34.0 | 30.2 |
| No answer | 24.0 | | 24.1 | 16.8 | 15.5 | 16.3 | 11.6 | 11.2 | 11.4 | 4.4 | 7.3 | 5.6 | 13.9 | 12.3 | 13.3 |
| Total | 100.0 | | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Chart 2. Percentage employees by sex and interest in being promoted at work



15. Employees by interest in being promoted at work, number of years in the same line of work and sex

| Interested | Number of years | | | | | | | | | | | | | | | | | |
|--------------|------------------|--------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------------|--------------|--------------|--------------------|--------------|--------------|--------------|--------------|
| | Less than 1 year | | | 1-9 years | | | 10-19 years | | | 20-29 years | | | 30+ years | | | Total | | |
| | Men ^u | Women ^u | Total | Men | Women | Total | Men | Women | Total | Men | Women ^u | Total | Men | Women ^u | Total | Men | Women | Total |
| Yes | 6 | 8 | 14 | 70 | 49 | 119 | 53 | 19 | 72 | 25 | 5 | 30 | 15 | 2 | 17 | 169 | 83 | 252 |
| No | 1 | 4 | 5 | 34 | 28 | 62 | 24 | 11 | 35 | 14 | 5 | 19 | 9 | 5 | 14 | 82 | 53 | 135 |
| No answer | 4 | 1 | 5 | 17 | 9 | 26 | 8 | 6 | 14 | 5 | 1 | 6 | 7 | 1 | 8 | 41 | 18 | 59 |
| Total | 11 | 13 | 24 | 121 | 86 | 207 | 85 | 36 | 121 | 44 | 11 | 55 | 31 | 8 | 39 | 292 | 154 | 446 |
| | % total | | | | | | | | | | | | | | | | | |
| Yes | | | 58.3 | 57.9 | 57.0 | 57.5 | 62.4 | 52.8 | 59.5 | 56.8 | | 54.5 | 48.4 | | 43.6 | 57.9 | 53.9 | 56.5 |
| No | | | 20.8 | 28.1 | 32.6 | 30.0 | 28.2 | 30.6 | 28.9 | 31.8 | | 34.5 | 29.0 | | 35.9 | 28.1 | 34.4 | 30.3 |
| No answer | | | 20.8 | 14.0 | 10.5 | 12.6 | 9.4 | 16.7 | 11.6 | 11.4 | | 10.9 | 22.6 | | 20.5 | 14.0 | 11.7 | 13.2 |
| Total | | | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | 100.0 | 100.0 | | 100.0 | 100.0 | 100.0 | 100.0 |

16. Employees by sector, sex and interest in being promoted at work

| Interested | Sector* | | | | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Private | | | Public | | | Total | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Yes | 96 | 46 | 142 | 74 | 36 | 110 | 170 | 82 | 252 |
| No | 54 | 37 | 91 | 27 | 17 | 44 | 81 | 54 | 135 |
| No answer | 22 | 12 | 34 | 14 | 6 | 20 | 36 | 18 | 54 |
| Total | 172 | 95 | 267 | 115 | 59 | 174 | 287 | 154 | 441 |
| % total | | | | | | | | | |
| Yes | 55.9 | 49.2 | 53.5 | 64.4 | 60.9 | 63.2 | 59.3 | 53.7 | 57.4 |
| No | 31.5 | 37.9 | 33.8 | 23.7 | 28.3 | 25.2 | 28.4 | 34.2 | 30.4 |
| No answer | 12.6 | 12.9 | 12.7 | 12.0 | 10.8 | 11.6 | 12.3 | 12.1 | 12.2 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

* respondents who did not provide information on the employment sector were eliminated

17. Female employees with and without children by interest in being promoted at work

| Interested | No children | With children | Total |
|------------------------|--------------|---------------|--------------|
| Yes | 55 | 28 | 83 |
| No | 35 | 17 | 52 |
| No answer ^u | 10 | 9 | 19 |
| Total | 100 | 54 | 154 |
| % total | | | |
| Yes | 54.7 | 51.9 | 53.7 |
| No | 35.3 | 32.1 | 34.2 |
| No answer ^u | 9.9 | 16.0 | 12.1 |
| Total | 100.0 | 100.0 | 100.0 |
| row % | | | |
| Yes | 66.2 | 33.8 | 100.0 |
| No | 67.1 | 32.9 | 100.0 |
| No answer ^u | | | |
| Total | 64.9 | 35.1 | 100.0 |

18. Average number of years in current line of work by sex and interest in being promoted at work

| Interested | Men | Women | Total |
|--------------|-------------|------------|-------------|
| Yes | 11.7 | 7.8 | 7.8 |
| No | 13.5 | 10.6 | 10.6 |
| No answer | 12.5 | u | 11.6 |
| Total | 12.3 | 8.9 | 11.1 |

19. Employees wanting a promotion by main reason, age and sex

| Reason | Age | | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 18-24 | | | 25-34 | | | 35+ | | | Total | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Better salary | 17 | 15 | 32 | 37 | 16 | 53 | 75 | 14 | 89 | 129 | 45 | 174 |
| Job satisfaction | 5 | 8 | 13 | 11 | 17 | 28 | 23 | 13 | 36 | 39 | 38 | 77 |
| Feel that it is primarily in the interest of colleagues | - | - | - | - | - | - | 1 | - | 1 | 1 | - | 1 |
| Total | 22 | 23 | 45 | 48 | 33 | 81 | 99 | 27 | 126 | 169 | 83 | 252 |
| | % total | | | | | | | | | | | |
| Better salary | 77.3 | 65.2 | 71.1 | 77.1 | 48.5 | 65.4 | 75.8 | 51.9 | 70.6 | 76.3 | 54.2 | 69.0 |
| Job satisfaction | 22.7 | 34.8 | 28.9 | 22.9 | 51.5 | 34.6 | 23.2 | 48.1 | 28.6 | 23.1 | 45.8 | 30.6 |
| Feel that it is primarily in the interest of colleagues | - | - | - | - | - | - | 1.0 | - | 0.8 | 0.6 | - | 0.4 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Chart 3. Reasons for wanting a promotion: men

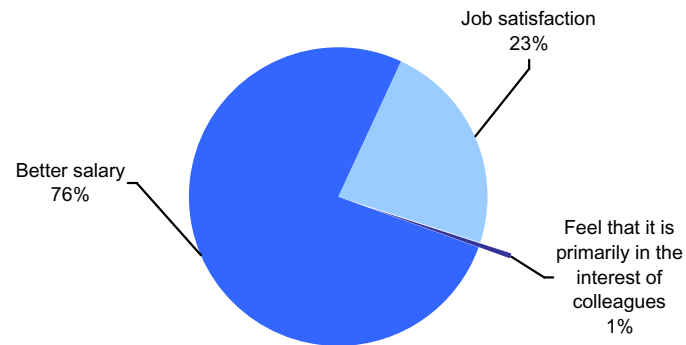
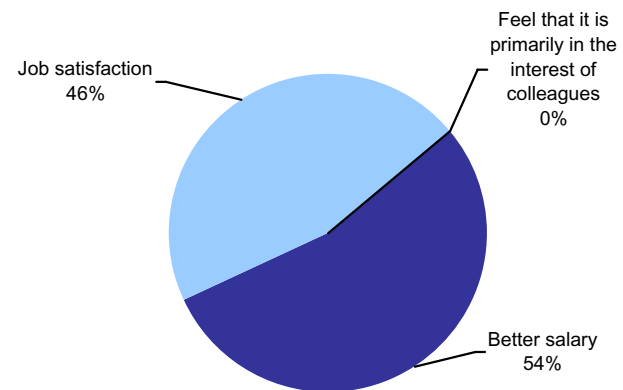


Chart 4. Reasons for wanting a promotion: women



20. Employees wanting a promotion by main reason, marital status and sex

| Reason | Marital status | | | | | | | | | | | |
|---|----------------|--------------|--------------|--------------|--------------|--------------|----------------------|--------------------|--------------------|--------------|--------------|--------------|
| | Single | | | Married | | | Other marital status | | | Total | | |
| | Men | Women | Total | Men | Women | Total | Men ^u | Women ^u | Total ^u | Men | Women | Total |
| Better salary | 41 | 23 | 64 | 85 | 21 | 106 | 3 | 1 | 4 | 129 | 45 | 174 |
| Job satisfaction | 17 | 17 | 34 | 22 | 20 | 42 | - | 1 | 1 | 39 | 38 | 77 |
| Feel that it is primarily in the interest of colleagues | - | - | - | 1 | - | 1 | - | - | - | 1 | - | 1 |
| Total | 58 | 40 | 98 | 108 | 41 | 149 | 3 | 2 | 5 | 169 | 83 | 252 |
| | % total | | | | | | | | | | | |
| Better salary | 70.7 | 57.5 | 65.3 | 78.7 | 51.2 | 71.1 | | | | 76.3 | 54.2 | 69.0 |
| Job satisfaction | 29.3 | 42.5 | 34.7 | 20.4 | 48.8 | 28.2 | | | | 23.1 | 45.8 | 30.6 |
| Feel that it is primarily in the interest of colleagues | - | - | - | 0.9 | - | 0.7 | | | | 0.6 | - | 0.4 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | | | 100.0 | 100.0 | 100.0 |

12

21. Employees by perceived chance of getting a promotion in current occupation, age and sex

| Chance of promotion | Age | | | | | | | | | | | | | | |
|---------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------------|--------------|--------------|--------------|--------------|
| | 18-24 | | | 25-34 | | | 35-54 | | | 55+ | | | Total | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women ^u | Total | Men | Women | Total |
| Yes | 19 | 19 | 38 | 28 | 20 | 48 | 47 | 10 | 57 | 9 | 1 | 10 | 103 | 50 | 153 |
| No | 11 | 15 | 26 | 33 | 19 | 52 | 65 | 32 | 97 | 20 | 5 | 25 | 129 | 71 | 200 |
| Do not know | 12 | 5 | 17 | 4 | 12 | 16 | 35 | 14 | 49 | 1 | 2 | 3 | 52 | 33 | 85 |
| No answer | 1 | - | 1 | 3 | - | 3 | 3 | - | 3 | 1 | - | 1 | 8 | - | 8 |
| Total | 43 | 39 | 82 | 68 | 51 | 119 | 150 | 56 | 206 | 31 | 8 | 39 | 292 | 154 | 446 |
| | % total | | | | | | | | | | | | | | |
| Yes | 44.2 | 48.7 | 46.3 | 41.2 | 39.2 | 40.3 | 31.3 | 17.9 | 27.7 | 29.0 | | 25.6 | 35.3 | 32.5 | 34.3 |
| No | 25.6 | 38.5 | 31.7 | 48.5 | 37.3 | 43.7 | 43.3 | 57.1 | 47.1 | 64.5 | | 64.1 | 44.2 | 46.1 | 44.8 |
| Do not know | 27.9 | 12.8 | 20.7 | 5.9 | 23.5 | 13.4 | 23.3 | 25.0 | 23.8 | 3.2 | | 7.7 | 17.8 | 21.4 | 19.1 |
| No answer | 2.3 | - | 1.2 | 4.4 | - | 2.5 | 2.0 | - | 1.5 | 3.2 | | 2.6 | 2.7 | - | 1.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | 100.0 | 100.0 | 100.0 | 100.0 |

24. Employees by sector, sex and perceived chance of being promoted at work

| Chance of promotion | Sector* | | | | | | | | |
|---------------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|--------------|--------------|
| | Private | | | Public | | | Total | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Yes | 57 | 30 | 87 | 45 | 20 | 65 | 102 | 50 | 152 |
| No | 83 | 48 | 131 | 47 | 24 | 71 | 130 | 71 | 201 |
| Do not know | 29 | 17 | 46 | 22 | 16 | 38 | 51 | 33 | 84 |
| No answer | 3 | - | 3 | 1 | - | 1 | 4 | - | 4 |
| Total | 172 | 94 | 266 | 115 | 60 | 175 | 287 | 154 | 441 |
| | % total | | | | | | | | |
| Yes | 33.3 | 31.7 | 32.7 | 39.1 | 33.1 | 37.3 | 35.5 | 32.2 | 34.5 |
| No | 48.3 | 50.5 | 49.1 | 40.9 | 39.8 | 40.4 | 45.3 | 46.4 | 45.6 |
| Do not know | 16.9 | 17.8 | 17.2 | 19.1 | 27.0 | 21.6 | 17.7 | 21.4 | 18.9 |
| No answer | 1.6 | - | 1.0 | 0.9 | - | 0.7 | 1.4 | - | 0.9 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 99.9 | 100.0 | 100.0 |

* respondents who do not provide information on the employment sector were eliminated

25. Employees who think they stand a chance of promotion at work by number of years within which this may happen and sex

| Years | Sex | | | % total | | |
|------------------|------------|-----------|------------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| Less than 1 year | 9 | 9 | 18 | 8.8 | 18.0 | 11.8 |
| 1 - 2 | 28 | 12 | 40 | 27.5 | 24.0 | 26.3 |
| 3 - 4 | 16 | 2 | 18 | 15.7 | 4.0 | 11.8 |
| 5+ | 8 | 6 | 14 | 7.8 | 12.0 | 9.2 |
| Do not know | 41 | 21 | 62 | 40.2 | 42.0 | 40.8 |
| Total | 102 | 50 | 152 | 100.0 | 100.0 | 100.0 |

26. Average number of years in current line of work by sex and perceived chance of getting a promotion

| Chance of promotion | Men | Women | Total |
|------------------------|-------------|------------|-------------|
| Yes | 11.8 | 7.2 | 10.3 |
| No | 13.7 | 9.7 | 12.3 |
| Do not know | 9.3 | 9.9 | 9.5 |
| No answer ^u | | | |
| Total | 12.3 | 8.9 | 11.1 |

27. Perceived obstacles to women in obtaining a decision-making/managerial post as identified by respondents

| Obstacles | Sex | | | % sex | | |
|--------------------------------|-----|-------|-------|-------|-------|-------|
| | Men | Women | Total | Men | Women | Total |
| i. Age | 187 | 233 | 420 | 38.0 | 45.5 | 41.8 |
| ii. Qualifications | 352 | 364 | 716 | 71.5 | 71.1 | 71.3 |
| iii. Competition | 334 | 352 | 686 | 67.9 | 68.8 | 68.3 |
| iv. Long hours | 340 | 388 | 728 | 69.1 | 75.8 | 72.5 |
| v. Gender | 135 | 167 | 302 | 27.4 | 32.6 | 30.1 |
| vi. Child responsibilities | 414 | 426 | 840 | 84.1 | 83.2 | 83.7 |
| vii. Elderly responsibilities | 356 | 365 | 721 | 72.4 | 71.3 | 71.8 |
| viii. Family responsibilities | 374 | 380 | 754 | 76.0 | 74.2 | 75.1 |
| ix. Lack of partner support | 400 | 423 | 823 | 81.3 | 82.6 | 82.0 |
| x. Lack of support from family | 340 | 370 | 710 | 69.1 | 72.3 | 70.7 |

28. Perceived obstacles to women in obtaining a decision-making/managerial post as identified by respondents, by respondent's marital status and sex

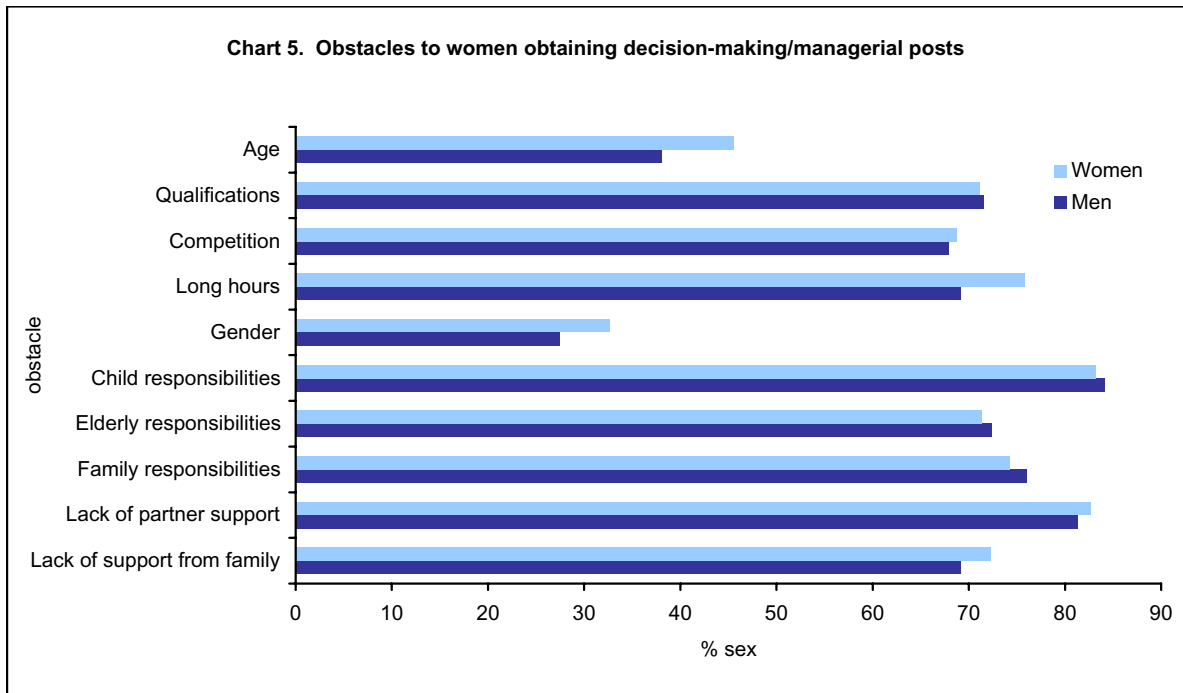
| Obstacle | Marital status | | | | | | | | |
|--------------------------------|----------------|-------|-------|---------|-------|-------|----------------------|-------|-------|
| | Single | | | Married | | | Other marital status | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| i. Age | 53 | 50 | 103 | 126 | 162 | 288 | 8 | 21 | 29 |
| ii. Qualifications | 117 | 89 | 206 | 220 | 247 | 467 | 15 | 28 | 43 |
| iii. Competition | 101 | 83 | 184 | 221 | 239 | 460 | 12 | 30 | 42 |
| iv. Long hours | 99 | 82 | 181 | 229 | 274 | 503 | 12 | 32 | 44 |
| v. Gender | 48 | 43 | 91 | 80 | 108 | 188 | 7 | 16 | 23 |
| vi. Child responsibilities | 122 | 98 | 220 | 276 | 292 | 568 | 16 | 36 | 52 |
| vii. Elderly responsibilities | 103 | 74 | 177 | 240 | 259 | 499 | 13 | 32 | 45 |
| viii. Family responsibilities | 112 | 84 | 196 | 245 | 262 | 507 | 17 | 34 | 51 |
| ix. Lack of partner support | 115 | 93 | 208 | 269 | 291 | 560 | 16 | 39 | 55 |
| x. Lack of support from family | 93 | 84 | 177 | 231 | 249 | 480 | 16 | 37 | 53 |
| | % total | | | | | | | | |
| i. Age | 35.6 | 41.0 | 38.0 | 39.1 | 46.8 | 43.1 | 39.1 | 47.7 | 45.0 |
| ii. Qualifications | 78.5 | 73.0 | 76.0 | 68.3 | 71.4 | 69.9 | 73.2 | 63.6 | 66.7 |
| iii. Competition | 67.8 | 68.0 | 67.9 | 68.6 | 69.1 | 68.9 | 58.6 | 68.1 | 65.1 |
| iv. Long hours | 66.4 | 67.2 | 66.8 | 71.1 | 79.2 | 75.3 | 58.6 | 72.7 | 68.2 |
| v. Gender | 32.2 | 35.2 | 33.6 | 24.8 | 31.2 | 28.1 | 34.2 | 36.3 | 35.7 |
| vi. Child responsibilities | 81.9 | 80.3 | 81.2 | 85.7 | 84.4 | 85.0 | 78.1 | 81.8 | 80.6 |
| vii. Elderly responsibilities | 69.1 | 60.7 | 65.3 | 74.5 | 74.9 | 74.7 | 63.5 | 72.7 | 69.8 |
| viii. Family responsibilities | 75.2 | 68.9 | 72.3 | 76.1 | 75.7 | 75.9 | 83.0 | 77.2 | 79.1 |
| ix. Lack of partner support | 77.2 | 76.2 | 76.8 | 83.5 | 84.1 | 83.8 | 78.1 | 88.6 | 85.3 |
| x. Lack of support from family | 62.4 | 68.9 | 65.3 | 71.7 | 72.0 | 71.9 | 78.1 | 84.0 | 82.2 |

29. Perceived obstacles to women in obtaining a decision-making/managerial post as identified by respondents, by respondent's age and sex

| Obstacle | Age | | | | | | | | | | | |
|--------------------------------|---------|-------|-------|-------|-------|-------|-------|-------|-------|------|-------|-------|
| | 18-24 | | | 25-34 | | | 35-54 | | | 55+ | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| i. Age | 29 | 26 | 56 | 25 | 29 | 55 | 75 | 89 | 164 | 58 | 88 | 146 |
| ii. Qualifications | 63 | 54 | 117 | 55 | 58 | 113 | 138 | 146 | 284 | 96 | 106 | 202 |
| iii. Competition | 56 | 51 | 107 | 51 | 58 | 108 | 135 | 137 | 272 | 93 | 106 | 199 |
| iv. Long hours | 46 | 45 | 91 | 69 | 65 | 134 | 136 | 150 | 286 | 89 | 128 | 217 |
| v. Gender | 25 | 25 | 50 | 27 | 31 | 58 | 57 | 66 | 123 | 27 | 45 | 71 |
| vi. Child responsibilities | 60 | 53 | 113 | 77 | 72 | 149 | 168 | 161 | 330 | 109 | 139 | 248 |
| vii. Elderly responsibilities | 49 | 36 | 85 | 63 | 53 | 116 | 148 | 146 | 294 | 96 | 130 | 226 |
| viii. Family responsibilities | 52 | 44 | 96 | 67 | 61 | 128 | 160 | 148 | 307 | 95 | 128 | 223 |
| ix. Lack of partner support | 56 | 51 | 107 | 69 | 58 | 126 | 165 | 173 | 338 | 109 | 142 | 252 |
| x. Lack of support from family | 47 | 42 | 89 | 59 | 41 | 100 | 138 | 158 | 296 | 97 | 128 | 225 |
| | % total | | | | | | | | | | | |
| i. Age | 39.9 | 38.8 | 39.4 | 29.0 | 34.5 | 31.7 | 37.7 | 45.7 | 41.7 | 43.5 | 53.5 | 49.0 |
| ii. Qualifications | 86.0 | 79.4 | 82.9 | 62.3 | 68.7 | 65.4 | 69.9 | 74.9 | 72.4 | 71.8 | 64.4 | 67.7 |
| iii. Competition | 76.1 | 75.0 | 75.6 | 57.7 | 68.5 | 63.0 | 68.2 | 70.4 | 69.3 | 69.5 | 64.4 | 66.7 |
| iv. Long hours | 63.1 | 65.7 | 64.4 | 78.4 | 76.8 | 77.6 | 68.9 | 77.1 | 73.0 | 66.6 | 78.0 | 72.9 |
| v. Gender | 33.8 | 36.9 | 35.3 | 30.3 | 37.0 | 33.6 | 29.0 | 33.7 | 31.3 | 19.9 | 27.1 | 23.9 |
| vi. Child responsibilities | 81.6 | 78.3 | 80.0 | 87.6 | 85.9 | 86.8 | 85.3 | 82.6 | 83.9 | 81.9 | 84.7 | 83.4 |
| vii. Elderly responsibilities | 66.9 | 52.9 | 60.1 | 71.5 | 63.0 | 67.3 | 75.1 | 74.6 | 74.8 | 72.3 | 78.9 | 76.0 |
| viii. Family responsibilities | 71.3 | 64.5 | 68.1 | 76.3 | 72.0 | 74.2 | 80.8 | 75.7 | 78.3 | 71.4 | 77.6 | 74.8 |
| ix. Lack of partner support | 76.5 | 74.3 | 75.4 | 77.9 | 68.8 | 73.5 | 83.8 | 88.4 | 86.1 | 82.2 | 86.4 | 84.6 |
| x. Lack of support from family | 63.8 | 61.9 | 62.9 | 66.7 | 49.1 | 58.1 | 69.7 | 81.0 | 75.3 | 72.8 | 77.7 | 75.5 |

30. Perceived obstacles to women in obtaining a decision-making/managerial post as identified by respondents, by respondent's highest level of education attained and sex

| Obstacle | Highest level of education attained | | | | | | | | | | | |
|--------------------------------|-------------------------------------|-------|-------|-----------|-------|-------|----------------|-------|-------|----------|-------|-------|
| | No schooling / Primary | | | Secondary | | | Post-secondary | | | Tertiary | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| i. Age | 39 | 77 | 116 | 98 | 96 | 195 | 30 | 26 | 56 | 20 | 34 | 54 |
| ii. Qualifications | 69 | 93 | 163 | 166 | 164 | 330 | 63 | 56 | 119 | 53 | 52 | 105 |
| iii. Competition | 68 | 83 | 152 | 157 | 160 | 318 | 60 | 52 | 112 | 48 | 57 | 105 |
| iv. Long hours | 64 | 112 | 176 | 172 | 168 | 340 | 49 | 53 | 102 | 54 | 55 | 109 |
| v. Gender | 23 | 39 | 62 | 65 | 65 | 130 | 24 | 26 | 50 | 23 | 37 | 60 |
| vi. Child responsibilities | 89 | 124 | 213 | 191 | 187 | 378 | 68 | 56 | 124 | 65 | 59 | 124 |
| vii. Elderly responsibilities | 77 | 117 | 193 | 170 | 170 | 340 | 59 | 37 | 96 | 50 | 42 | 92 |
| viii. Family responsibilities | 78 | 114 | 192 | 184 | 166 | 349 | 56 | 46 | 102 | 56 | 55 | 111 |
| ix. Lack of partner support | 87 | 131 | 217 | 189 | 186 | 375 | 70 | 53 | 123 | 54 | 54 | 108 |
| x. Lack of support from family | 77 | 118 | 195 | 162 | 161 | 323 | 56 | 47 | 103 | 46 | 44 | 90 |
| | % total | | | | | | | | | | | |
| i. Age | 39.9 | 52.3 | 47.2 | 42.3 | 42.3 | 42.3 | 35.2 | 37.9 | 36.4 | 26.3 | 49.1 | 37.2 |
| ii. Qualifications | 70.8 | 63.5 | 66.4 | 71.1 | 72.3 | 71.7 | 73.9 | 81.6 | 77.3 | 69.8 | 75.1 | 72.3 |
| iii. Competition | 69.8 | 56.6 | 61.9 | 67.5 | 70.7 | 69.1 | 70.4 | 75.8 | 72.8 | 63.2 | 82.3 | 72.3 |
| iv. Long hours | 65.0 | 76.4 | 71.8 | 73.6 | 74.1 | 73.9 | 57.5 | 77.2 | 66.3 | 71.1 | 79.4 | 75.1 |
| v. Gender | 23.6 | 26.2 | 25.2 | 27.8 | 28.7 | 28.2 | 28.2 | 37.9 | 32.5 | 30.3 | 53.4 | 41.3 |
| vi. Child responsibilities | 91.1 | 84.1 | 86.9 | 81.9 | 82.6 | 82.3 | 79.8 | 81.6 | 80.6 | 85.6 | 85.2 | 85.4 |
| vii. Elderly responsibilities | 78.4 | 79.2 | 78.9 | 73.1 | 74.8 | 73.9 | 69.2 | 53.9 | 62.4 | 65.8 | 60.6 | 63.4 |
| viii. Family responsibilities | 79.7 | 77.4 | 78.3 | 78.8 | 72.9 | 75.9 | 65.7 | 67.0 | 66.3 | 73.7 | 79.4 | 76.4 |
| ix. Lack of partner support | 88.8 | 88.7 | 88.7 | 80.9 | 81.9 | 81.4 | 82.1 | 77.2 | 79.9 | 71.1 | 77.9 | 74.4 |
| x. Lack of support from family | 78.4 | 80.2 | 79.5 | 69.5 | 71.2 | 70.3 | 65.7 | 68.5 | 66.9 | 60.6 | 63.5 | 62.0 |



31. Perceived obstacles to women in obtaining a decision-making/managerial post as identified by women with and without children

| Obstacles | Number | | | % total | | |
|--------------------------------|-------------|---------------|-------|-------------|---------------|-------|
| | No children | With children | Total | No children | With children | Total |
| i. Age | 164 | 68 | 233 | 48.8 | 39.1 | 45.5 |
| ii. Qualifications | 234 | 130 | 364 | 69.5 | 74.3 | 71.1 |
| iii. Competition | 229 | 123 | 352 | 67.9 | 70.3 | 68.8 |
| iv. Long hours | 240 | 148 | 388 | 71.2 | 84.7 | 75.8 |
| v. Gender | 115 | 52 | 167 | 34.1 | 29.7 | 32.6 |
| vi. Child responsibilities | 277 | 149 | 426 | 82.3 | 84.9 | 83.2 |
| vii. Elderly responsibilities | 235 | 129 | 365 | 69.8 | 73.9 | 71.3 |
| viii. Family responsibilities | 248 | 133 | 380 | 73.4 | 75.8 | 74.2 |
| ix. Lack of partner support | 274 | 149 | 423 | 81.4 | 85.2 | 82.6 |
| x. Lack of support from family | 243 | 126 | 370 | 72.2 | 72.1 | 72.3 |

32. Respondents by membership of a political party and sex

| Current members | Sex | | | % total | | |
|-------------------------------|------------|------------|--------------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| Executive / Subscribed member | 34 | 27 | 61 | 6.9 | 5.3 | 6.1 |
| Other active member | 17 | 13 | 30 | 3.5 | 2.5 | 3.0 |
| Not a member | 440 | 471 | 911 | 89.4 | 92.0 | 90.7 |
| No answer | 1 | 1 | 2 | 0.2 | 0.2 | 0.2 |
| Total | 492 | 512 | 1,004 | 100.0 | 100.0 | 100.0 |

33. Respondents who would consider becoming members of a political party by sex

| Would consider | Sex | | | % total | | |
|--------------------|------------|------------|------------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| Active member | - | 6 | 6 | - | 1.3 | 0.7 |
| Subscribed member | 4 | 6 | 10 | 0.9 | 1.3 | 1.1 |
| Would not consider | 428 | 450 | 878 | 97.3 | 95.5 | 96.4 |
| Do not know | 8 | 9 | 17 | 1.8 | 1.9 | 1.9 |
| Total | 440 | 471 | 911 | 100.0 | 100.0 | 100.0 |

34. Respondents by membership of a local council and sex

| Member | Sex | | | % total | | |
|------------------|------------|------------|--------------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| Councillor | 2 | - | 2 | 0.4 | - | 0.2 |
| Voluntary member | 3 | 1 | 4 | 0.6 | 0.2 | 0.4 |
| Not a member | 487 | 510 | 997 | 99.0 | 99.6 | 99.3 |
| No answer | - | 1 | 1 | - | 0.2 | 0.1 |
| Total | 492 | 512 | 1,004 | 100.0 | 100.0 | 100.0 |

35. Respondents who would consider becoming members of a local council by sex

| Member | Sex | | | % total | | |
|--------------------|------------|------------|------------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| Active member | 4 | 7 | 11 | 0.8 | 1.4 | 1.1 |
| Would not consider | 454 | 484 | 938 | 93.2 | 94.9 | 94.1 |
| Do not know | 7 | 3 | 10 | 1.4 | 0.6 | 1.0 |
| No answer | 22 | 16 | 38 | 4.5 | 3.1 | 3.8 |
| Total | 487 | 510 | 997 | 100.0 | 100.0 | 100.0 |

36. Respondents by membership of a trade union and sex

| Member | Sex | | | % total | | |
|-------------------|------------|------------|--------------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| Subscribed member | 75 | 43 | 118 | 15.2 | 8.4 | 11.8 |
| Not a member | 416 | 469 | 885 | 84.6 | 91.6 | 88.1 |
| No answer | 1 | - | 1 | 0.2 | - | 0.1 |
| Total | 492 | 512 | 1,004 | 100.0 | 100.0 | 100.0 |

37. Respondents who would consider becoming members of a trade union by sex

| Would consider | Sex | | | % total | | |
|--------------------|------------|------------|------------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| Active member | - | 2 | 2 | - | 0.4 | 0.2 |
| Subscribed member | 3 | 3 | 6 | 0.7 | 0.6 | 0.7 |
| Would not consider | 406 | 460 | 866 | 97.6 | 98.1 | 97.9 |
| Do not know | 5 | 3 | 8 | 1.2 | 0.6 | 0.9 |
| No answer | 2 | 1 | 3 | 0.5 | 0.2 | 0.3 |
| Total | 416 | 469 | 885 | 100.0 | 100.0 | 100.0 |

38. Respondents by membership of an NGO and sex

| Member | Sex | | | % total | | |
|------------------------|------------|------------|--------------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| Subscribed/paid member | 41 | 16 | 57 | 8.3 | 3.1 | 5.7 |
| Non-paying member | 11 | 26 | 37 | 2.2 | 5.1 | 3.7 |
| Executive member | 4 | 2 | 6 | 0.8 | 0.4 | 0.6 |
| Subcommittee member | 7 | 6 | 13 | 1.4 | 1.2 | 1.3 |
| Not a member | 429 | 462 | 891 | 87.2 | 90.2 | 88.7 |
| Total | 492 | 512 | 1,004 | 100.0 | 100.0 | 100.0 |

39. Respondents who would consider becoming members of an NGO by sex

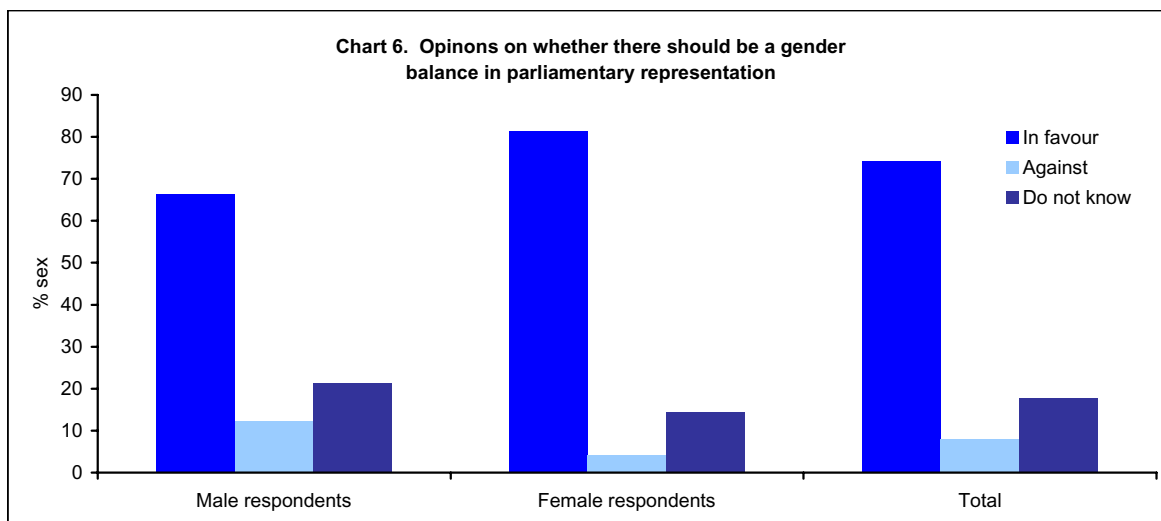
| Would consider | Sex | | | % total | | |
|--------------------|------------|------------|------------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| Active member | 10 | 21 | 31 | 2.3 | 4.5 | 3.5 |
| Subscribed member | 1 | 1 | 2 | 0.2 | 0.2 | 0.2 |
| Other member | 3 | 6 | 9 | 0.7 | 1.3 | 1.0 |
| Would not consider | 407 | 416 | 823 | 94.9 | 90.0 | 92.4 |
| Do not know | 8 | 18 | 26 | 1.9 | 3.9 | 2.9 |
| Total | 429 | 462 | 891 | 100.0 | 100.0 | 100.0 |

40. Respondents' opinions on a gender balance in parliamentary representation by age and sex of respondent

| Balance | Age | | | | | | | | | | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 18-24 | | | 25-34 | | | 35-54 | | | 55+ | | | Total | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| In favour | 47 | 61 | 108 | 54 | 75 | 129 | 126 | 154 | 280 | 100 | 127 | 227 | 327 | 417 | 744 |
| Against | 7 | 2 | 9 | 11 | 2 | 13 | 25 | 10 | 35 | 17 | 7 | 24 | 60 | 21 | 81 |
| Do not know | 19 | 5 | 24 | 22 | 8 | 30 | 47 | 31 | 78 | 17 | 30 | 47 | 105 | 74 | 179 |
| Total | 73 | 68 | 141 | 87 | 85 | 172 | 198 | 195 | 393 | 134 | 164 | 298 | 492 | 512 | 1,004 |
| | % total | | | | | | | | | | | | | | |
| In favour | 64.4 | 89.7 | 76.6 | 62.1 | 88.2 | 75.0 | 63.6 | 79.0 | 71.2 | 74.6 | 77.4 | 76.2 | 66.5 | 81.4 | 74.1 |
| Against | 9.6 | 2.9 | 6.4 | 12.6 | 2.4 | 7.6 | 12.6 | 5.1 | 8.9 | 12.7 | 4.3 | 8.1 | 12.2 | 4.1 | 8.1 |
| Do not know | 26.0 | 7.4 | 17.0 | 25.3 | 9.4 | 17.4 | 23.7 | 15.9 | 19.8 | 12.7 | 18.3 | 15.8 | 21.3 | 14.5 | 17.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

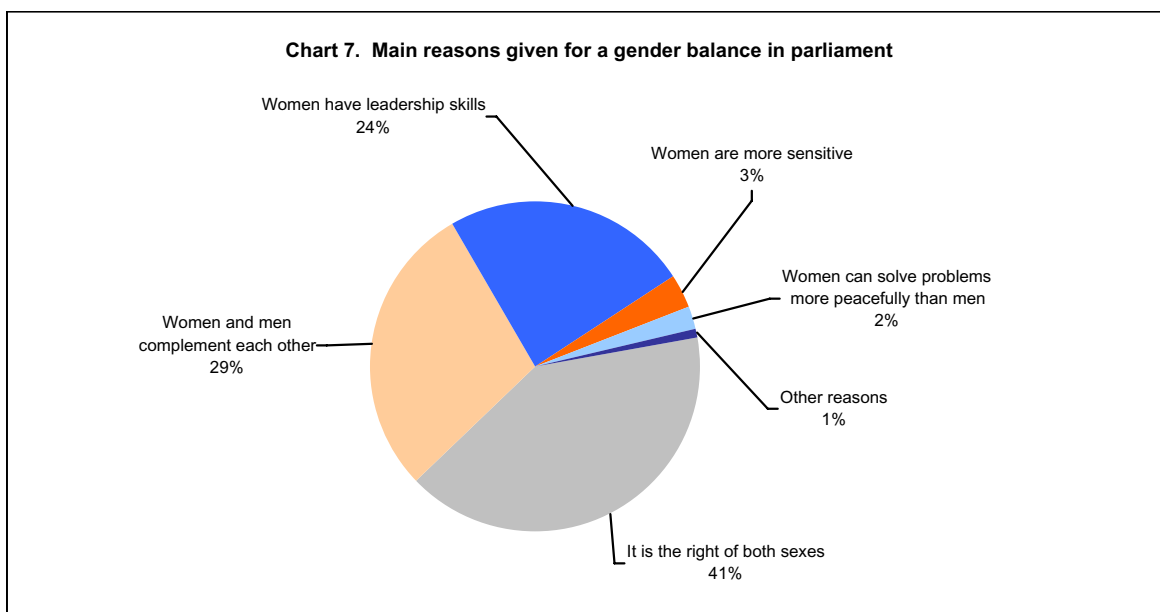
41. Respondents' opinions on a gender balance in parliamentary representation by marital status and sex of respondent

| Balance | Marital status | | | | | | | | | | | |
|--------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------|--------------|--------------|--------------|--------------|--------------|
| | Single | | | Married | | | Other marital status | | | Total | | |
| | Men | Women | Total | Men | Women | Total | Men ^u | Women | Total | Men | Women | Total |
| In favour | 94 | 105 | 199 | 220 | 276 | 496 | 13 | 36 | 49 | 327 | 417 | 744 |
| Against | 15 | 3 | 18 | 41 | 16 | 57 | 4 | 2 | 6 | 60 | 21 | 81 |
| Do not know | 41 | 14 | 55 | 62 | 53 | 115 | 2 | 7 | 9 | 105 | 74 | 179 |
| Total | 150 | 122 | 272 | 323 | 345 | 668 | 19 | 45 | 64 | 492 | 512 | 1,004 |
| | % total | | | | | | | | | | | |
| In favour | 62.7 | 86.1 | 73.2 | 68.1 | 80.0 | 74.3 | | 80.0 | 76.6 | 66.5 | 81.4 | 74.1 |
| Against | 10.0 | 2.5 | 6.6 | 12.7 | 4.6 | 8.5 | | 4.4 | 9.4 | 12.2 | 4.1 | 8.1 |
| Do not know | 27.3 | 11.5 | 20.2 | 19.2 | 15.4 | 17.2 | | 15.6 | 14.1 | 21.3 | 14.5 | 17.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |



42. Respondents' belief in a gender balance in parliamentary representation by main reason and sex of respondent

| Reason | Sex | | | % total | | |
|---|------------|------------|------------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| It is the right of both sexes | 146 | 156 | 302 | 44.6 | 37.4 | 40.6 |
| Women and men complement each other | 93 | 121 | 214 | 28.4 | 29.0 | 28.8 |
| Women have leadership skills | 75 | 106 | 181 | 22.9 | 25.4 | 24.3 |
| Women are more sensitive | 5 | 20 | 25 | 1.5 | 4.8 | 3.4 |
| Women can solve problems more peacefully than men | 6 | 9 | 15 | 1.8 | 2.2 | 2.0 |
| Other reasons | 2 | 5 | 7 | 0.6 | 1.2 | 0.9 |
| Total | 327 | 417 | 744 | 100.0 | 100.0 | 100.0 |



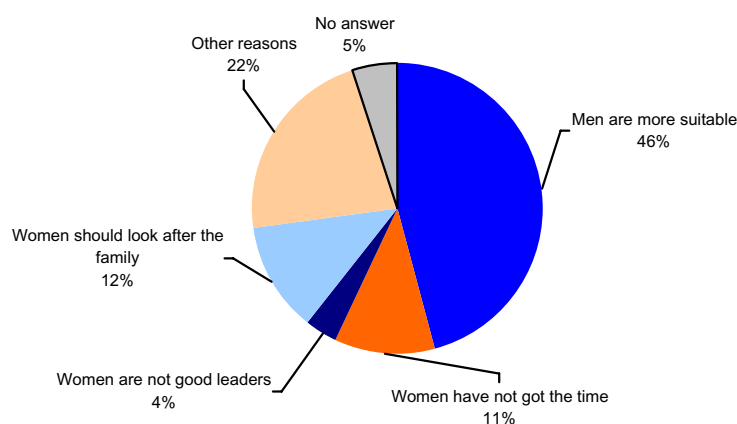
43. Respondents' belief in a gender balance in parliamentary representation by main reason and age of respondent

| Reason | Age | | | | Total |
|---|----------------|--------------|--------------|--------------|--------------|
| | 18-24 | 25-34 | 35-54 | 55+ | |
| It is the right of both sexes | 55 | 59 | 93 | 95 | 302 |
| Women and men complement each other | 34 | 35 | 83 | 62 | 214 |
| Women have leadership skills | 18 | 28 | 74 | 61 | 181 |
| Women are more sensitive | 2 | 4 | 15 | 4 | 25 |
| Women can solve problems more peacefully than men | 1 | 2 | 9 | 3 | 15 |
| Other reasons | 1 | 1 | 3 | 2 | 7 |
| Total | 111 | 129 | 277 | 227 | 744 |
| | % total | | | | |
| It is the right of both sexes | 49.5 | 45.7 | 33.6 | 41.9 | 40.6 |
| Women and men complement each other | 30.6 | 27.1 | 30.0 | 27.3 | 28.8 |
| Women have leadership skills | 16.2 | 21.7 | 26.7 | 26.9 | 24.3 |
| Women are more sensitive | 1.8 | 3.1 | 5.4 | 1.8 | 3.4 |
| Women can solve problems more peacefully than men | 0.9 | 1.6 | 3.2 | 1.3 | 2.0 |
| Other reasons | 0.9 | 0.8 | 1.1 | 0.9 | 0.9 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

44. Respondents who are sceptical about a gender balance in parliamentary representation by main reason and sex of respondent

| Reason | Sex | | | % total | | |
|------------------------------------|-----------|-----------|-----------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| Men are more suitable | 28 | 9 | 37 | 46.7 | 42.9 | 45.7 |
| Women have not got the time | 6 | 3 | 9 | 10.0 | 14.3 | 11.1 |
| Women are not good leaders | 3 | - | 3 | 5.0 | - | 3.7 |
| Women should look after the family | 9 | 1 | 10 | 15.0 | 4.8 | 12.3 |
| Other reasons | 11 | 7 | 18 | 18.3 | 33.3 | 22.2 |
| No answer | 3 | 1 | 4 | 5.0 | 4.8 | 4.9 |
| Total | 60 | 21 | 81 | 100.0 | 100.0 | 100.0 |

Chart 8. Main reasons given against a gender balance in parliament



45. Respondents' opinions on a gender balance in local council representation by age and sex

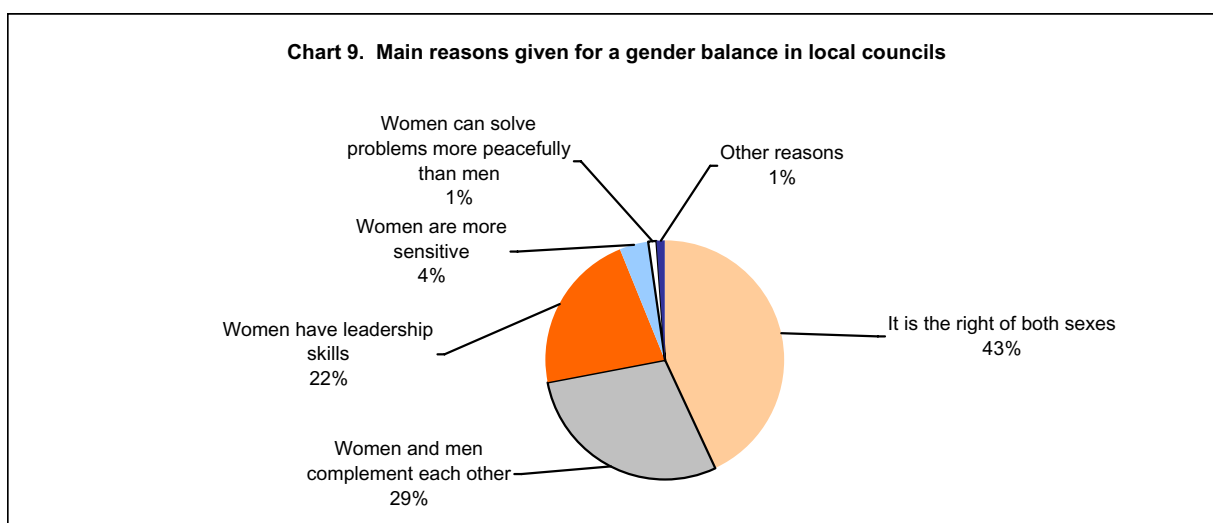
| Balance | Age | | | | | | | | | | | | | | |
|--------------|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 18-24 | | | 25-34 | | | 35-54 | | | 55+ | | | Total | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| In favour | 52 | 62 | 114 | 57 | 70 | 127 | 132 | 155 | 287 | 105 | 133 | 238 | 346 | 420 | 766 |
| Against | 7 | 3 | 10 | 8 | 3 | 11 | 15 | 8 | 23 | 11 | 6 | 17 | 41 | 20 | 61 |
| Do not know | 14 | 3 | 17 | 22 | 12 | 34 | 51 | 32 | 83 | 18 | 25 | 43 | 105 | 72 | 177 |
| Total | 73 | 68 | 141 | 87 | 85 | 172 | 198 | 195 | 393 | 134 | 164 | 298 | 492 | 512 | 1,004 |
| | % total | | | | | | | | | | | | | | |
| In favour | 71.2 | 91.2 | 80.9 | 65.5 | 82.4 | 73.8 | 66.7 | 79.5 | 73.0 | 78.4 | 81.1 | 79.9 | 70.3 | 82.0 | 76.3 |
| Against | 9.6 | 4.4 | 7.1 | 9.2 | 3.5 | 6.4 | 7.6 | 4.1 | 5.9 | 8.2 | 3.7 | 5.7 | 8.3 | 3.9 | 6.1 |
| Do not know | 19.2 | 4.4 | 12.1 | 25.3 | 14.1 | 19.8 | 25.8 | 16.4 | 21.1 | 13.4 | 15.2 | 14.4 | 21.3 | 14.1 | 17.6 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

46. Respondents' opinions on a gender balance in local council representation by marital status and sex

| Balance | Marital status | | | | | | | | | | | |
|--------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------|--------------|--------------|--------------|--------------|--------------|
| | Single | | | Married | | | Other marital status | | | Total | | |
| | Men | Women | Total | Men | Women | Total | Men ^u | Women | Total | Men | Women | Total |
| In favour | 97 | 107 | 204 | 236 | 280 | 516 | 13 | 33 | 46 | 346 | 420 | 766 |
| Against | 15 | 3 | 18 | 22 | 12 | 34 | 4 | 5 | 9 | 41 | 20 | 61 |
| Do not know | 38 | 12 | 50 | 65 | 53 | 118 | 2 | 7 | 9 | 105 | 72 | 177 |
| Total | 150 | 122 | 272 | 323 | 345 | 668 | 19 | 45 | 64 | 492 | 512 | 1,004 |
| | % total | | | | | | | | | | | |
| In favour | 64.7 | 87.7 | 75.0 | 73.1 | 81.2 | 77.2 | | 73.3 | 71.9 | 70.3 | 82.0 | 76.3 |
| Against | 10.0 | 2.5 | 6.6 | 6.8 | 3.5 | 5.1 | | 11.1 | 14.1 | 8.3 | 3.9 | 6.1 |
| Do not know | 25.3 | 9.8 | 18.4 | 20.1 | 15.4 | 17.7 | | 15.6 | 14.1 | 21.3 | 14.1 | 17.6 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

47. Respondents' belief in a gender balance in local council representation by main reason and sex of respondent

| Reason | Sex | | | % total | | |
|---|------------|------------|------------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| It is the right of both sexes | 167 | 162 | 329 | 48.3 | 38.6 | 43.0 |
| Women and men complement each other | 93 | 129 | 222 | 26.9 | 30.7 | 29.0 |
| Women have leadership skills | 75 | 93 | 168 | 21.7 | 22.1 | 21.9 |
| Women are more sensitive | 5 | 23 | 28 | 1.4 | 5.5 | 3.7 |
| Women can solve problems more peacefully than men | 2 | 8 | 10 | 0.6 | 1.9 | 1.3 |
| Other reasons | 4 | 4 | 8 | 1.2 | 1.0 | 1.0 |
| No answer | - | 1 | 1 | - | 0.2 | 0.1 |
| Total | 346 | 420 | 766 | 100.0 | 100.0 | 100.0 |

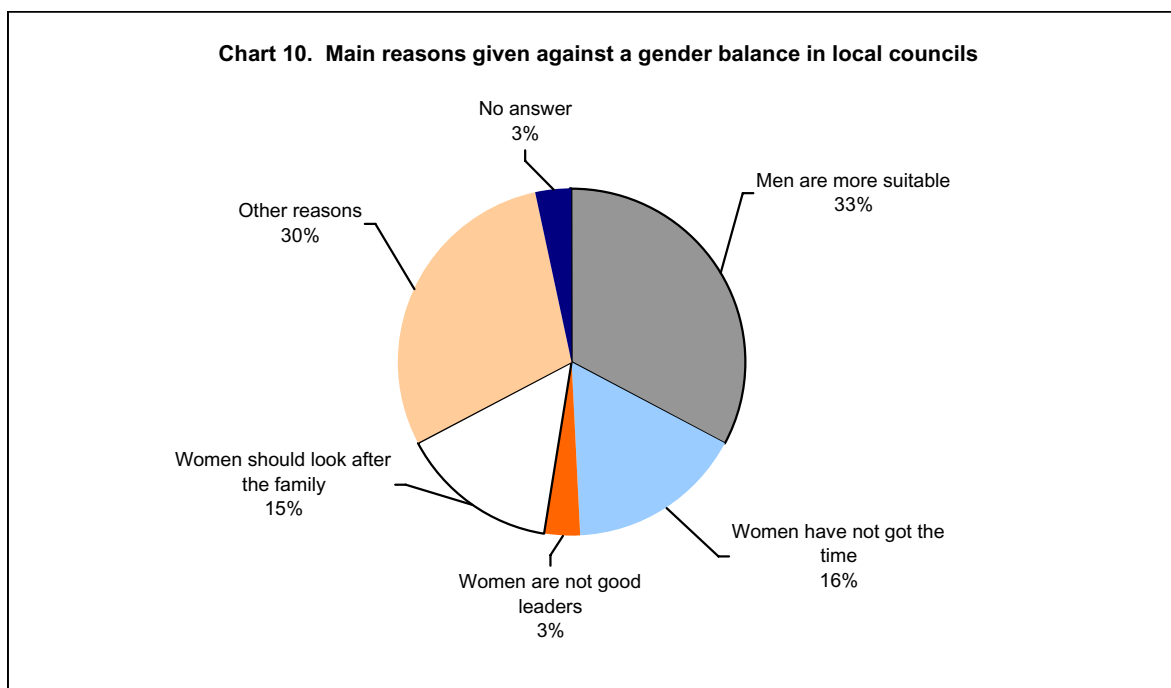


48. Respondents' belief in a gender balance in local council representation by main reason and age of respondent

| Reason | Age | | | | Total |
|---|----------------|--------------|--------------|--------------|--------------|
| | 18-24 | 25-34 | 35-54 | 55+ | |
| It is the right of both sexes | 59 | 57 | 113 | 100 | 329 |
| Women and men complement each other | 34 | 38 | 80 | 70 | 222 |
| Women have leadership skills | 16 | 27 | 68 | 57 | 168 |
| Women are more sensitive | 3 | 4 | 17 | 4 | 28 |
| Women can solve problems more peacefully than men | 3 | - | 5 | 2 | 10 |
| Other reasons | 1 | 1 | 2 | 4 | 8 |
| No answer | - | - | - | 1 | 1 |
| Total | 116 | 127 | 285 | 238 | 766 |
| | % total | | | | |
| It is the right of both sexes | 50.9 | 44.9 | 39.6 | 42.0 | 43.0 |
| Women and men complement each other | 29.3 | 29.9 | 28.1 | 29.4 | 29.0 |
| Women have leadership skills | 13.8 | 21.3 | 23.9 | 23.9 | 21.9 |
| Women are more sensitive | 2.6 | 3.1 | 6.0 | 1.7 | 3.7 |
| Women can solve problems more peacefully than men | 2.6 | - | 1.8 | 0.8 | 1.3 |
| Other reasons | 0.9 | 0.8 | 0.7 | 1.7 | 1.0 |
| No answer | - | - | - | 0.4 | 0.1 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

49. Respondents who are sceptical about a gender balance in local council representation by main reason and sex of respondent

| Reason | Sex | | | % total | | |
|------------------------------------|-----------|-----------|-----------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| Men are more suitable | 14 | 6 | 20 | 34.1 | 30.0 | 32.8 |
| Women have not got the time | 7 | 3 | 10 | 17.1 | 15.0 | 16.4 |
| Women are not good leaders | 2 | - | 2 | 4.9 | - | 3.3 |
| Women should look after the family | 6 | 3 | 9 | 14.6 | 15.0 | 14.8 |
| Other reasons | 11 | 7 | 18 | 26.8 | 35.0 | 29.5 |
| No answer | 1 | 1 | 2 | 2.4 | 5.0 | 3.3 |
| Total | 41 | 20 | 61 | 100.0 | 100.0 | 100.0 |



50. Respondents' gender voting preferences in local council elections by age and sex

| Preference | Age | | | | | | | | | | | | | | |
|------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 18-24 | | | 25-34 | | | 35-54 | | | 55+ | | | Total | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Man | 4 | 2 | 6 | 6 | 2 | 8 | 6 | 2 | 8 | 14 | 8 | 22 | 30 | 14 | 44 |
| Woman | 3 | 13 | 16 | - | 10 | 10 | 6 | 28 | 34 | 7 | 17 | 24 | 16 | 68 | 84 |
| Do not consider gender as an issue | 65 | 52 | 117 | 79 | 71 | 150 | 180 | 163 | 343 | 112 | 137 | 249 | 436 | 423 | 859 |
| No answer | 1 | 1 | 2 | 2 | 2 | 4 | 6 | 2 | 8 | 1 | 2 | 3 | 10 | 7 | 17 |
| Total | 73 | 68 | 141 | 87 | 85 | 172 | 198 | 195 | 393 | 134 | 164 | 298 | 492 | 512 | 1,004 |
| | % total | | | | | | | | | | | | | | |
| Man | 5.5 | 2.9 | 4.3 | 6.9 | 2.4 | 4.7 | 3.0 | 1.0 | 2.0 | 10.4 | 4.9 | 7.4 | 6.1 | 2.7 | 4.4 |
| Woman | 4.1 | 19.1 | 11.3 | - | 11.8 | 5.8 | 3.0 | 14.4 | 8.7 | 5.2 | 10.4 | 8.1 | 3.3 | 13.3 | 8.4 |
| Do not consider gender as an issue | 89.0 | 76.5 | 83.0 | 90.8 | 83.5 | 87.2 | 90.9 | 83.6 | 87.3 | 83.6 | 83.5 | 83.6 | 88.6 | 82.6 | 85.6 |
| No answer | 1.4 | 1.5 | 1.4 | 2.3 | 2.4 | 2.3 | 3.0 | 1.0 | 2.0 | 0.7 | 1.2 | 1.0 | 2.0 | 1.4 | 1.7 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

51. Respondents who would prefer to vote for a man in local council elections by main reason and sex

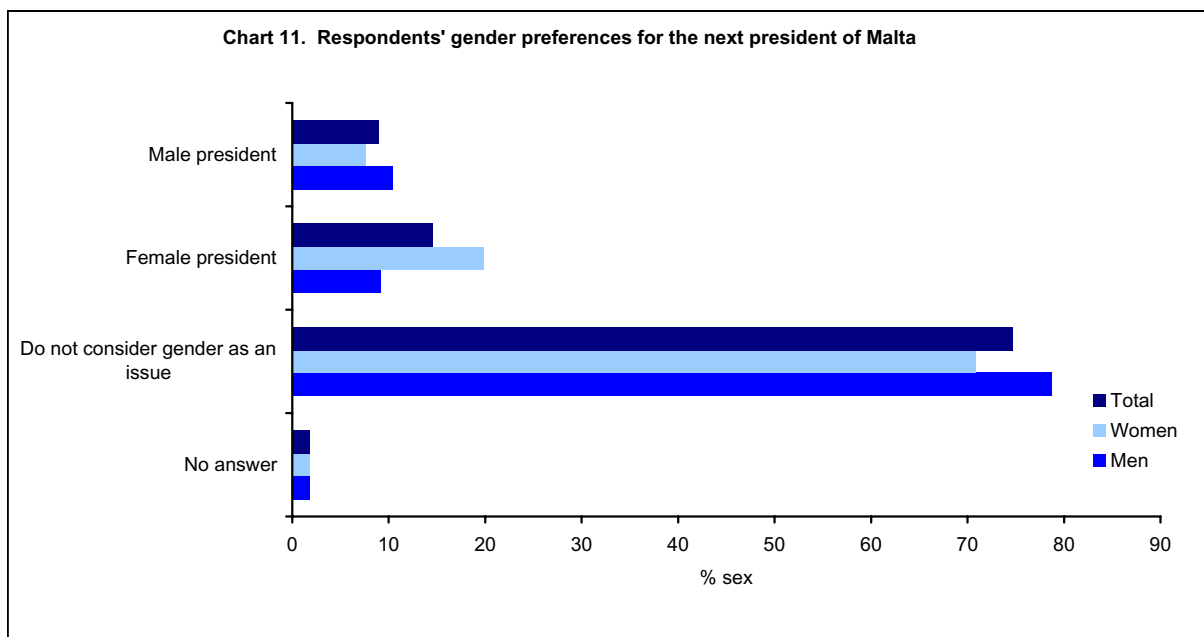
| Reason | Sex | | | % total | | |
|--------------------------------------|-----------|--------------------|-----------|--------------|--------------------|--------------|
| | Men | Women ^u | Total | Men | Women ^u | Total |
| Men are more suitable for the post | 23 | 13 | 36 | 76.7 | | 81.8 |
| Currently there is no woman suitable | 1 | - | 1 | 3.3 | | 2.3 |
| Women have not got the time | 2 | - | 2 | 6.7 | | 4.5 |
| Women are not good leaders | 1 | - | 1 | 3.3 | | 2.3 |
| Women should look after the family | 1 | - | 1 | 3.3 | | 2.3 |
| No answer | 2 | 1 | 3 | 6.7 | | 6.8 |
| Total | 30 | 14 | 44 | 100.0 | | 100.0 |

52. Respondents who would prefer to vote for a woman in local council elections by main reason and sex

| Reason | Sex | | | % total | | |
|---------------------------------------|------------------|-----------|-----------|------------------|--------------|--------------|
| | Men ^u | Women | Total | Men ^u | Women | Total |
| Women are just as capable as men | 7 | 34 | 41 | | 50.0 | 48.8 |
| Women should be given the opportunity | 2 | 13 | 15 | | 19.1 | 17.9 |
| It is the right of both sexes | - | 8 | 8 | | 11.8 | 9.5 |
| Women and men complement each other | - | 2 | 2 | | 2.9 | 2.4 |
| Women have leadership skills | 5 | 5 | 10 | | 7.4 | 11.9 |
| Women are more sensitive | 1 | 1 | 2 | | 1.5 | 2.4 |
| Women can solve problems peacefully | - | 3 | 3 | | 4.4 | 3.6 |
| Other reasons | - | 2 | 2 | | 2.9 | 2.4 |
| No answer | 1 | - | 1 | | - | 1.2 |
| Total | 16 | 68 | 84 | | 100.0 | 100.0 |

53. Respondents' gender preferences for the next president of Malta by age and sex

| Preference | Age | | | | | | | | | | | | | | |
|------------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 18-24 | | | 25-34 | | | 35-54 | | | 55+ | | | Total | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Male president | 13 | 6 | 19 | 8 | 3 | 11 | 13 | 11 | 24 | 17 | 19 | 36 | 51 | 39 | 90 |
| Female president | 8 | 17 | 25 | 4 | 19 | 23 | 22 | 40 | 62 | 11 | 25 | 36 | 45 | 101 | 146 |
| Do not consider gender as an issue | 52 | 45 | 97 | 73 | 63 | 136 | 160 | 141 | 301 | 102 | 113 | 215 | 387 | 362 | 749 |
| No answer | - | - | - | 2 | - | 2 | 3 | 3 | 6 | 4 | 7 | 11 | 9 | 10 | 19 |
| Total | 73 | 68 | 141 | 87 | 85 | 172 | 198 | 195 | 393 | 134 | 164 | 298 | 492 | 512 | 1,004 |
| | % total | | | | | | | | | | | | | | |
| Male president | 17.8 | 8.8 | 13.5 | 9.2 | 3.5 | 6.4 | 6.6 | 5.6 | 6.1 | 12.7 | 11.6 | 12.1 | 10.4 | 7.6 | 9.0 |
| Female president | 11.0 | 25.0 | 17.7 | 4.6 | 22.4 | 13.4 | 11.1 | 20.5 | 15.8 | 8.2 | 15.2 | 12.1 | 9.1 | 19.7 | 14.5 |
| Do not consider gender as an issue | 71.2 | 66.2 | 68.8 | 83.9 | 74.1 | 79.1 | 80.8 | 72.3 | 76.6 | 76.1 | 68.9 | 72.1 | 78.7 | 70.7 | 74.6 |
| No answer | - | - | - | 2.3 | - | 1.2 | 1.5 | 1.5 | 1.5 | 3.0 | 4.3 | 3.7 | 1.8 | 2.0 | 1.9 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |



54. Respondents who would prefer a man to be the next president of Malta by main reason and sex

| Reason | Sex | | | % total | | |
|--------------------------------------|-----------|-----------|-----------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| Men are more suitable for the post | 49 | 37 | 86 | 96.1 | 94.9 | 95.6 |
| Currently there is no woman suitable | - | 1 | 1 | - | 2.6 | 1.1 |
| Women have not got the time | 1 | 1 | 2 | 2.0 | 2.6 | 2.2 |
| Women are not good leaders | 1 | - | 1 | 2.0 | - | 1.1 |
| Total | 51 | 39 | 90 | 100.0 | 100.0 | 100.0 |

55. Respondents who would prefer a woman to be the next president of Malta by main reason and sex

| Reason | Sex | | | % total | | |
|---------------------------------------|-----------|------------|------------|--------------|--------------|--------------|
| | Men | Women | Total | Men | Women | Total |
| Women are just as capable as men | 25 | 58 | 83 | 55.6 | 57.4 | 56.8 |
| Women should be given the opportunity | 9 | 22 | 31 | 20.0 | 21.8 | 21.2 |
| It is the right of both sexes | - | 10 | 10 | - | 9.9 | 6.8 |
| Women and men complement each other | 4 | 2 | 6 | 8.9 | 2.0 | 4.1 |
| Women have leadership skills | 5 | 6 | 11 | 11.1 | 5.9 | 7.5 |
| Women are more sensitive | - | 1 | 1 | - | 1.0 | 0.7 |
| Other reasons | 2 | 2 | 4 | 4.4 | 2.0 | 2.7 |
| Total | 45 | 101 | 146 | 100.0 | 100.0 | 100.0 |

56. Women with children by economic status and use of childcare services

| Economic status | Childcare services | | |
|----------------------------------|--------------------|--------------|--------------|
| | Use | Do not use | Total |
| Employed, full-time | 23 | 25 | 48 |
| Employed, part-time ^u | 4 | 7 | 11 |
| Not employed | 24 | 93 | 117 |
| Total | 51 | 124 | 175 |
| | % total | | |
| Employed, full-time | 44.5 | 20.0 | 27.2 |
| Employed, part-time ^u | 8.8 | 5.2 | 6.3 |
| Not employed | 46.7 | 74.7 | 66.5 |
| Total | 100.0 | 100.0 | 100.0 |
| | row % | | |
| Employed, full-time | 47.8 | 52.2 | 100.0 |
| Employed, part-time ^u | | | |
| Not employed | 20.5 | 79.5 | 100.0 |
| Total | 29.2 | 70.8 | 100.0 |

57. Women with children by age and use of childcare services

| Age | Childcare services | | |
|--------------------|--------------------|--------------|--------------|
| | Use | Do not use | Total |
| 18-24 ^u | 6 | - | 6 |
| 25-34 | 18 | 29 | 47 |
| 35+ | 27 | 95 | 122 |
| Total | 51 | 124 | 175 |
| | % total | | |
| 18-24 ^u | 12.4 | - | 3.6 |
| 25-34 | 34.8 | 23.5 | 26.8 |
| 35+ | 52.8 | 76.5 | 69.6 |
| Total | 100.0 | 100.0 | 100.0 |
| | row % | | |
| 18-24 ^u | | | |
| 25-34 | 37.9 | 62.1 | 100.0 |
| 35+ | 22.1 | 77.9 | 100.0 |
| Total | 29.2 | 70.8 | 100.0 |

58. Children by age and use of childcare services

| Age group | Childcare services | | |
|--------------|--------------------|--------------|--------------|
| | Use | Do not use | Total |
| 0 - 1 | 10 | 12 | 22 |
| 2 - 3 | 13 | 10 | 24 |
| 4 - 5 | 13 | 12 | 25 |
| 6 - 9 | 23 | 42 | 65 |
| 10 - 17 | 18 | 142 | 160 |
| Total | 77 | 219 | 295 |
| | % total | | |
| 0 - 1 | 12.8 | 5.4 | 7.3 |
| 2 - 3 | 17.3 | 4.8 | 8.0 |
| 4 - 5 | 16.9 | 5.6 | 8.5 |
| 6 - 9 | 29.6 | 19.1 | 21.8 |
| 10 - 17 | 23.4 | 65.1 | 54.3 |
| Total | 100.0 | 100.0 | 100.0 |
| | row % | | |
| 0 - 1 | 45.2 | 54.8 | 100.0 |
| 2 - 3 | 56.1 | 43.9 | 100.0 |
| 4 - 5 | 51.5 | 48.5 | 100.0 |
| 6 - 9 | 35.2 | 64.8 | 100.0 |
| 10 - 17 | 11.2 | 88.8 | 100.0 |
| Total | 26.0 | 74.0 | 100.0 |

59. Children making use of childcare services by provider and time during which they are left in childcare

| Responsibility | | number | % total |
|----------------|-----------------------|--------|---------|
| | | | |
| Responsibility | Grandparents | 65 | 84.4 |
| | Paid childcare | 3 | 3.9 |
| | Relatives and friends | 9 | 11.7 |
| Time | Before 1pm | 31 | 40.3 |
| | Between 1pm and 5pm | 30 | 39.0 |
| | After 5pm | 16 | 20.8 |