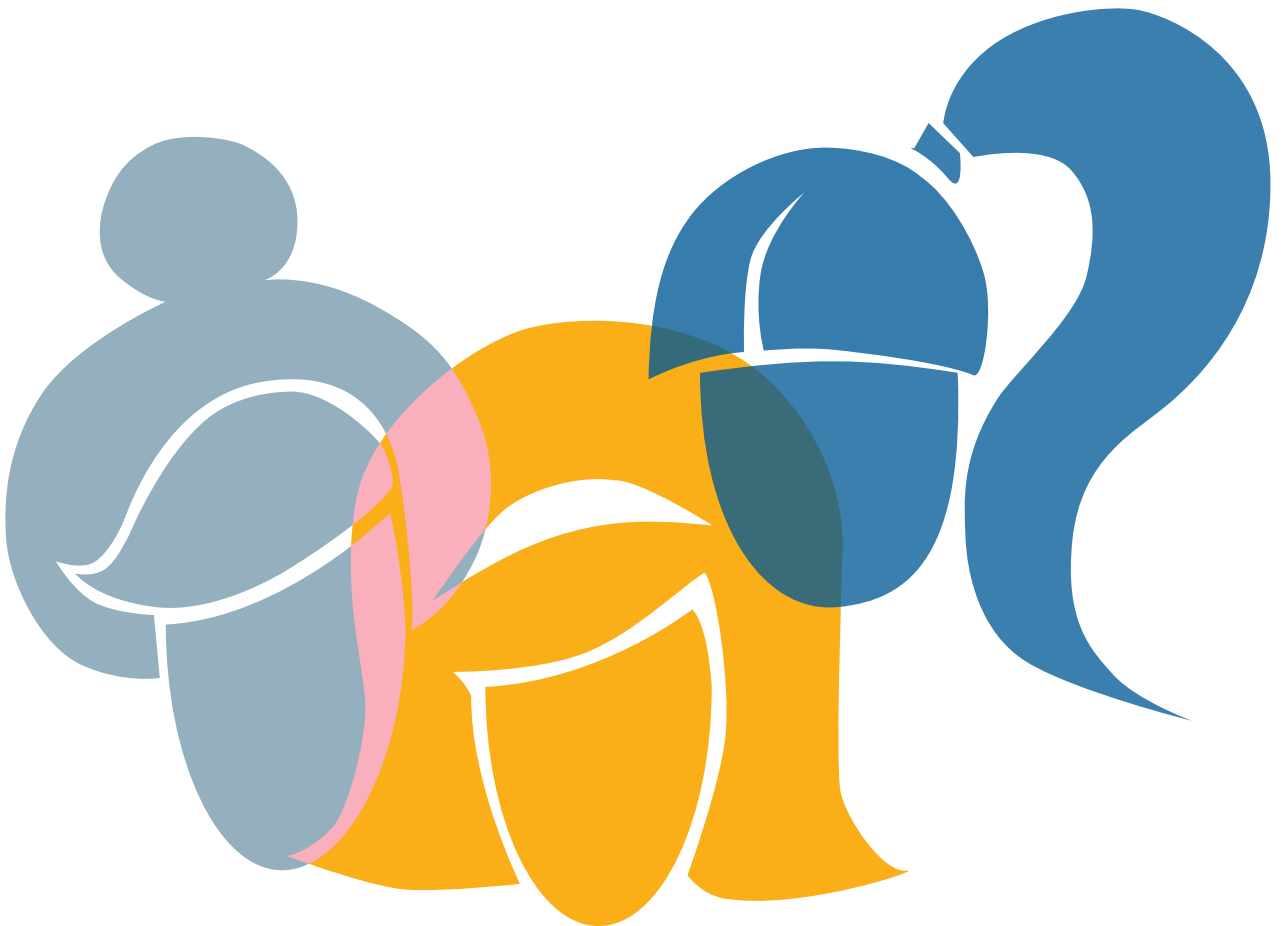


WELCOME TO THE WOMEN'S PLANET!

3 GENERATIONS OF WOMEN across the globe share their vision of

EUROPE



INTRODUCTION

Europe is a factor of progress for women's rights, this appears to be an undisputed fact for almost half of the women questioned in our survey. However, **their knowledge of this issue appears limited** and the concrete measures implemented by Europe in respect of gender equality are not widely known.

Whilst it is true that we might have expected European women to be more knowledgeable about these issues, our survey however shows an ambiguous situation - **more European women than women from the rest of the world declare that they have no knowledge of the measures implemented by Europe in this area!**

Instinctively, both European and non-European women acknowledge that Europe is committed to promoting greater gender equality, but they are unable to identify the measures taken with any degree of certainty.

And yet since its creation, Europe has worked in favour of women, but women too often seem to forget about this fact.

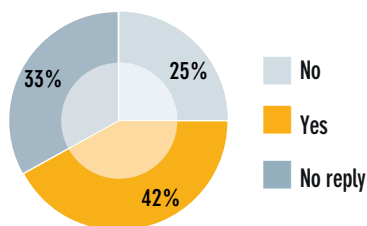
Comet Europe is visible, let's take off for the Women's Planet to go meet it!

For our "Welcome to the Women's Planet" survey, we interviewed in the region of 2,400 women from 3 different generations and 108 nationalities on questions of gender equality. It gave us the opportunity to discover what they knew about the European Union's role in this area.

- Europe seen as a factor of progress...

Most of the women surveyed think that **Europe is actively involved in promoting women's rights**:

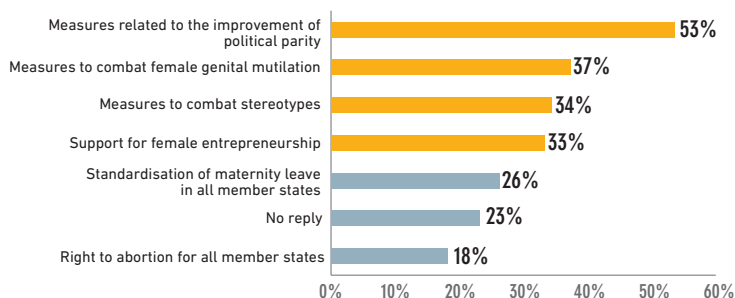
Do you think that the EU was/is a factor of progress for women's rights?



This opinion is first and foremost that of generation W¹ women (59%) - subsequent generations having found it more difficult to answer the question.

Respondents instinctively identified the areas in which the EU operates, and notably measures implemented to promote **greater parity in politics**:

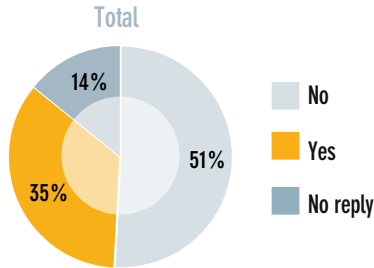
In your opinion, in which areas has Europe implemented measures to promote gender equality?



1. Born between 1945 and 1960 - 2. Born between 1981 and 1995

• ... but the measures it has implemented are often not widely known

Half of the women surveyed admit that they do not know the precise measures that have been implemented by the EU to promote gender equality!



And the high numbers of “no reply” for each question appear to confirm this trend. *The further away from Europe you get, the more the low rate of replies appears to indicate a lack of interest in these issues, in particular in North America and Asia-Pacific.*

On the other hand, although **generation Y** is the generation that admits to be the least well-informed, the high number of replies provided shows a genuine interest in the subject.

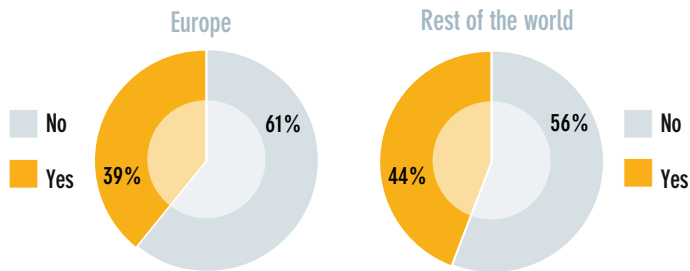
• And what about European women in all this?

European women praise the EU for its role as defender of women’s rights - **half of them (49%) in fact think that the EU is a factor of progress in this area.** This opinion is even more widely held by women in Romania (88%), Germany (73%) and Greece (72%).

However, European women are surprising - **despite being the main target group for European institutions, their answers show that they are the least well-informed about what these institutions do!**

More European women than women from the rest of the world stated that they do not know what measures Europe has implemented to promote gender equality:

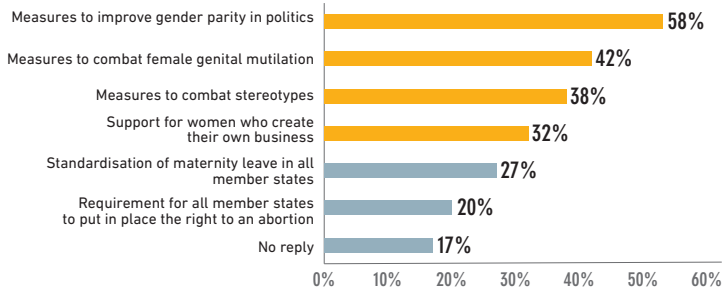
Do you know what measures Europe has implemented to promote gender equality?



2. Born between 1981 and 1995

In your opinion, what specific aspects of gender equality does the European Union address ?

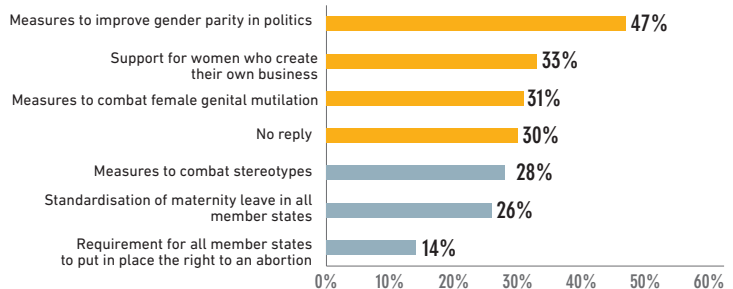
Europe



The women that we surveyed globally acknowledge the efforts made by the European Union in the area of gender equality and the defence of women's rights.

Nevertheless, the scope of its actions remains vague, including for European women even though they are the most concerned. Although they are interested in the subject, most of them, in particular younger women, state that they are not sufficiently well-informed.

Rest of the world



EXPERT'S OPINION: Martine Méheut

European women do not understand that Europe is their best friend!

Ever since its creation the European Union has been ahead of the Member States in respect of the acknowledgement of the fundamental right to gender equality in the social, economic and political spheres.

This is why the European Commission drew up a "Roadmap for gender equality" that identifies six priority areas of action. Entrenched attitudes mean that there is resistance to these rights, and eliminating gender stereotypes is, therefore, the cornerstone of the roadmap that will ensure that they are implemented.

Yet this comparative survey of 3 generations of women across the globe clearly shows that whereas European women, in particular generation Y, expect the European Union to drive gender equality forward, they are largely unaware of what European Institutions do for them.

The latest European Parliament elections show that there is still progress to be made in respect of parity, as there are still 4 European countries that do not have 20% of women MEPs.

It is high time for women and Europe to come together.

Martine Méheut

President and Founder of the association "Citoyennes pour l'Europe"



GENDER EQUALITY IN EUROPE - A FEW KEY FIGURES



Only 1 woman in 10 is an **entrepreneur** in the EU compared with 1 man in 4³.



14% the percentage of women currently on the **Boards of major companies**⁴.



63% The level of female employment in Europe in 2013⁵.



26 the number of **hours** that women spend on average on **domestic chores**, compared with 9 hours for men⁶.



16% the European **gender wage gap** between men and women⁷.



33% the percentage of European women who have stated that they have been **victims of physical and/or sexual violence**⁸.

WHICH EUROPEAN INSTITUTIONS ARE IN FAVOUR OF GENDER EQUALITY?

- The **European Commission** was created in 1958. It comprises 1 commissioner per State (i.e. 28 today) and has the monopoly over legislative initiatives. **Parity = 32%** (9 women for 19 men)
- The **European Parliament** was created in 1958 and has grown steadily ever since. It now has **751 MEPs**, most of which come from the major European parties, in particular the European People's Party with a Christian-Democrat tendency and the European Socialist Party with a social-democrat tendency. The European Parliament has, moreover, put in place permanent commissions, including one dedicated to women's rights and gender equality. **Parity = 37%**
- **The European Council** was created in 1974. It consists of the Heads of State of the 28 member states and its aim is to set the EU's objectives and define its general policy guidelines. **Parity = 21%**
- **The Council of the European Union** was created in 1952. It convenes the Ministers of the EU Member States, the precise membership of each meeting varying according to the agenda under consideration. Gender equality issues are dealt with in meetings relating to "**Employment, Social Policy, Health and Consumer Affairs**"

3) Vie-publique.fr. 4) European Commission, 2014. 5) European Commission, *Annual Report on the advancement of gender equality in 2013, 2014*. 6) *Ibid.*

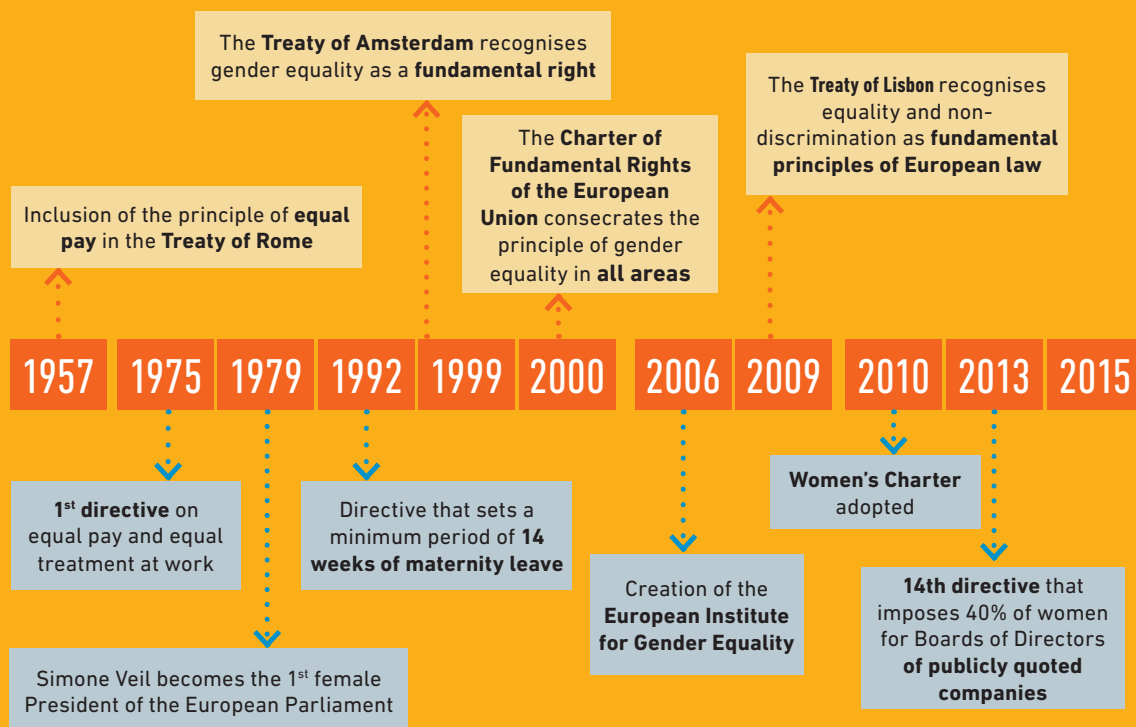
7) *Ibid.* 8) European Union Agency for Fundamental Rights, *Survey on violence against women, March 2014*

SPECIALISED BODIES:

- **The Commission on Women's Rights and Gender Equality (FEMM)** - one of the European Parliament's 22 commissions, created in 1984.
- **The European Institute for gender equality** - created in 2006, provides technical support to the Member States and to institutions in their actions to promote gender equality and is designed to make European citizens aware of these issues.
- **The Advisory Committee on Equal Opportunities for Men and Women** - works with the European Commission and has implemented EU activities in this area.
- **The European Women's Lobby (EWL) network** - founded in 1990, is one of civil society's oldest NGOs at the European level. It currently comprises 2,500 organisations in 31 European countries.

EUROPEAN UNION & GENDER EQUALITY A FEW POINTS OF REFERENCE

Gender equality is **one of the founding values** of the European Union that has been continually reasserted through a variety of texts and expanded as a result of **14 directives**.



(Source: vie-publique.fr, European Commission)

Mazars is an international, integrated and independent organisation, specialising in audit, advisory, accounting, tax, and legal services. As of September 1, 2013, the Group operates in 72 countries and draws on the expertise of 13,800 professionals to assist major international groups, SMEs, private investors and public bodies at every stage of their development.

At Mazars, we believe the best strategies are driven by collective intelligence. We see it as our responsibility to independently advocate financial and operating models based on transparency and trust, that promote stability and open the way to sustainable growth.

We believe in customised solutions and will handle each issue that our clients face with a team of experts who combine knowledge of the local market with global technical skills. In the service of public interest entities and private equity firms, our professionals are divided between six business lines and operate as financial service and industry specialists and the public sector or services.

This booklet on Europe is an extract from the survey entitled “**Welcome to the Women’s planet: 3 generations of women on the evolution of gender equality across the globe**”

In this **comparative study of 3 generations of women (W,X,Y) across the globe**, Mazars – in collaboration with the French National Committee for UN Women – examined the question of **gender equality** through the prism of **cultural and generational differences**.

Via **figures, testimonials** from women and **life stories**, this ground breaking study provides a unique and totally up-to-date snapshot of global societies today.

Our warm thanks to Ms. Martine Meheut, President of the association “Citoyennes pour l’Europe”, for her dazzling light on the coverage of this subject: <http://www.citoyennes-pour-leurope.eu/>

You can download the full survey from: www.mazars.com

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