

YouGov Survey Results

Sample Size: 1706 adults in GB
Fieldwork: 16th - 17th December 2021

	Vote in 2019 GE			EU Ref 2016		Gender		Age				Social Grade		Region					
Total	Con	Lab	Lib Dem	Remain	Leave	Male	Female	18-24	25-49	50-64	65+	ABC1	C2DE	London	Rest of South	Midlands / Wales	North	Scotland	
Weighted Sample	1706	578	423	154	633	676	829	877	186	711	411	398	972	734	205	573	370	411	147
Unweighted Sample	1706	592	435	166	716	698	718	988	139	646	435	486	1002	704	163	611	368	414	150
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%

Do you think women in Britain have equal job opportunities with men, or not?

Yes	37	47	24	21	27	47	52	22	34	40	38	30	35	39	32	38	34	38	42
No	52	42	67	69	65	42	36	66	47	48	54	57	55	47	57	50	54	51	47
Don't know	12	11	9	10	8	11	12	11	20	11	8	13	11	13	11	12	12	11	11

Generally speaking are you satisfied or dissatisfied with the way women are treated in society?

Very satisfied	10	13	4	3	4	14	14	5	10	11	9	7	9	10	5	7	12	13	11
Fairly satisfied	40	54	33	41	38	49	39	41	26	35	48	48	41	40	36	44	36	41	40
TOTAL SATISFIED	50	67	37	44	42	63	53	46	36	46	57	55	50	50	41	51	48	54	51
Fairly dissatisfied	30	21	41	40	38	21	26	33	35	30	27	30	31	28	34	30	32	26	27
Very dissatisfied	11	4	17	11	14	8	8	15	14	14	9	8	12	11	16	12	8	10	12
TOTAL DISSATISFIED	41	25	58	51	52	29	34	48	49	44	36	38	43	39	50	42	40	36	39
Don't know	9	7	6	5	5	9	12	6	16	10	7	7	7	11	8	7	12	10	9

When you hear the term "gender pay gap", which of the following do you think that is referring to?

Women as a whole being paid less on average than men as a whole	41	39	48	46	45	39	40	42	41	39	43	42	43	38	37	43	39	41	40
Women being paid less than men for doing the same job	50	54	48	50	50	54	49	52	48	50	50	53	49	52	53	49	50	53	47
Something else	3	5	2	1	2	4	5	2	2	5	3	2	3	4	7	3	3	2	6
Don't know	5	3	2	2	2	3	7	4	9	7	4	2	4	7	3	5	9	4	7

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	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%

And do you think the following are acceptable or unacceptable?

If women as a whole are paid less on average than men as a whole

Acceptable	13	18	9	13	9	16	20	7	23	13	11	10	14	12	15	14	12	12	11
Unacceptable	74	71	84	73	80	73	64	84	60	73	78	80	74	75	74	74	73	76	76
Don't know	12	11	7	13	11	10	16	10	17	14	11	10	12	14	11	11	15	12	13

If a woman was being paid less than a man for doing the same job

Acceptable	3	4	1	1	1	3	4	1	8	3	2	1	3	3	2	3	4	2	6
Unacceptable	93	93	97	98	97	94	89	96	83	92	94	98	94	90	94	94	88	95	90
Don't know	5	3	2	1	2	3	7	2	9	5	4	2	3	7	4	3	8	3	4

Some initiatives to close the gender pay gap involve 'positive action', aimed at increasing women's average pay.

Please say for each of the following whether or not you think they are acceptable ways to try to tackle the gender pay gap.

All women shortlists for a job role

Acceptable	16	13	20	10	15	15	14	18	21	19	13	12	15	18	27	15	12	16	16
Not acceptable	65	75	62	75	69	70	70	60	50	62	72	70	69	59	61	68	67	63	57
Don't know	19	13	19	15	16	15	16	22	29	19	16	18	16	22	12	17	21	21	27

Actively ensuring gender diversity among colleagues

Acceptable	62	54	75	73	75	53	57	66	60	69	57	56	65	57	70	62	58	60	64
Not acceptable	19	25	12	10	12	25	23	14	22	15	20	21	18	20	14	19	20	21	15
Don't know	20	21	13	17	13	22	20	20	18	16	23	23	17	23	16	19	22	20	21

Schemes in education aimed at helping girls get into universities and higher paid roles

Acceptable	63	57	77	74	75	57	54	72	64	61	64	66	67	58	76	65	58	61	59
Not acceptable	20	24	11	11	13	25	27	13	20	21	19	18	19	21	13	19	22	20	23
Don't know	17	18	12	15	12	18	19	15	16	18	17	16	14	21	12	16	20	19	19

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	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%

Actively celebrating female successes in work

Acceptable	61	55	73	72	72	55	58	64	69	59	60	63	67	54	71	61	59	62	55
Not acceptable	19	24	13	14	12	26	21	17	14	19	21	19	16	23	17	19	19	20	21
Don't know	20	21	14	13	16	19	21	19	17	22	19	17	17	24	13	20	22	18	24

Actively targeting women with job advertisements

Acceptable	39	31	51	44	48	34	36	42	47	41	36	36	42	35	53	38	36	36	41
Not acceptable	41	52	31	38	35	49	47	36	36	39	44	46	41	42	31	45	43	41	38
Don't know	19	17	18	19	18	17	17	22	17	20	21	18	17	23	15	17	21	23	21

Workplace skills training specifically for women

Acceptable	41	35	50	43	50	34	36	45	43	39	42	42	45	36	54	39	39	38	40
Not acceptable	39	48	31	35	32	50	44	35	30	39	42	41	37	43	34	41	39	41	35
Don't know	20	16	19	22	18	16	20	20	27	22	16	17	19	22	12	20	21	21	25

The 'gender pay gap' is the average difference between earnings for men and women, typically expressed as a percentage of male earnings. To what extent, if at all, do you think a gender pay gap remains in the UK?

There is a very big gap	11	7	19	12	17	9	6	17	5	13	12	10	13	9	16	12	12	8	12
There is a fairly big gap	46	44	55	59	56	42	40	52	39	42	50	52	49	42	50	47	44	47	40
TOTAL VERY / FAIRLY BIG GAP	57	51	74	71	73	51	46	69	44	55	62	62	62	51	66	59	56	55	52
There is a small gap	21	26	15	12	15	25	28	14	23	21	21	20	21	21	18	21	21	20	25
There is no gap	4	5	0	3	1	7	8	1	8	6	3	2	4	5	1	3	7	5	6
TOTAL SMALL / NO GAP	25	31	15	15	16	32	36	15	31	27	24	22	25	26	19	24	28	25	31
Don't know	17	18	11	14	11	18	18	17	25	18	15	16	13	23	15	17	16	20	17

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	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%

And how likely or unlikely do you think it is to close/eliminate the gender pay gap in...
[Only shown to those think there is still a gap at all;
N=1404]

The next 5 years

Very likely	3	4	2	2	1	4	4	3	3	4	2	2	2	4	1	2	5	5	1
Fairly likely	15	19	11	5	10	20	16	14	16	15	15	14	15	15	12	16	13	16	13
TOTAL LIKELY	18	23	13	7	11	24	20	17	19	19	17	16	17	19	13	18	18	21	14
Fairly unlikely	41	42	43	44	44	41	44	39	42	36	44	47	39	45	43	43	43	37	43
Very unlikely	31	26	36	42	38	25	27	35	33	35	29	28	35	26	35	32	27	31	36
TOTAL UNLIKELY	72	68	79	86	82	66	71	74	75	71	73	75	74	71	78	75	70	68	79
Don't know	9	9	8	6	7	10	9	9	6	10	10	9	8	10	9	7	13	10	7

The next 10 years

Very likely	10	13	7	6	5	15	11	9	5	10	10	12	9	11	10	9	10	11	12
Fairly likely	32	36	31	31	30	34	36	28	38	27	37	34	32	32	26	35	31	31	33
TOTAL LIKELY	42	49	38	37	35	49	47	37	43	37	47	46	41	43	36	44	41	42	45
Fairly unlikely	35	28	40	38	41	28	32	38	42	37	30	32	36	32	43	34	35	33	31
Very unlikely	12	11	14	15	15	11	10	15	10	14	13	10	13	11	11	13	10	13	15
TOTAL UNLIKELY	47	39	54	53	56	39	42	53	52	51	43	42	49	43	54	47	45	46	46
Don't know	11	11	9	9	8	12	12	10	5	12	10	13	10	13	10	9	14	12	9

The next 50 years

Very likely	34	41	26	34	27	41	40	28	29	29	38	38	34	33	30	35	33	32	40
Fairly likely	34	30	40	41	41	28	32	36	42	35	33	31	35	33	36	34	33	36	29
TOTAL LIKELY	68	71	66	75	68	69	72	64	71	64	71	69	69	66	66	69	66	68	69
Fairly unlikely	14	13	15	10	15	12	12	16	18	15	12	13	14	15	15	14	13	14	15
Very unlikely	4	3	4	3	3	5	4	4	4	4	5	3	4	4	3	4	5	3	4
TOTAL UNLIKELY	18	16	19	13	18	17	16	20	22	19	17	16	18	19	18	18	18	17	19
Don't know	14	13	15	12	14	14	13	15	5	17	13	15	13	16	17	12	16	15	12

Ever

Very likely	42	46	36	47	38	44	52	33	45	37	45	43	42	40	43	41	43	40	46
Fairly likely	24	20	28	24	29	19	18	28	30	28	19	19	25	21	20	27	22	23	20
TOTAL LIKELY	66	66	64	71	67	63	70	61	75	65	64	62	67	61	63	68	65	63	66
Fairly unlikely	11	10	10	10	10	11	9	12	10	11	11	9	10	12	11	11	8	13	10
Very unlikely	4	4	5	3	3	6	5	4	5	4	5	5	5	4	3	5	5	4	4
TOTAL UNLIKELY	15	14	15	13	13	17	14	16	15	15	16	14	15	16	14	16	13	17	14
Don't know	20	19	20	16	20	20	16	23	10	19	20	24	18	22	23	16	22	21	20