



Canadian Online Omni June 18 - 25, 2012

Women Executives Banner 1

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SS1. What is your employment status?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Working full time	433	69	236	128	8	68	168	189
	87%	87%	92%	79%	87%	83%	86%	89%
			C					
Working part time	67	11	21	35	1	14	28	23
	13%	13%	8%	21%	13%	17%	14%	11%
				B				

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

S1. Are you a manager or executive in your place of work, such that you have budgetary decision-making authority?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Yes	500	80	257	163	10	82	195	212
	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

1. Which of the following has been the biggest source of support/inspiration for you to strive for a managerial/executive position with an organization?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Personal goals/passion	186	23	98	65	2	23	71	90
	37%	29%	38%	40%	19%	28%	36%	43%
								E
Desire to be self-sufficient	118	18	61	39	1	29	42	45
	24%	23%	24%	24%	15%	35%	21%	21%
						FG		
Financial security/incentive	74	10	38	26	3	10	30	30
	15%	13%	15%	16%	35%	12%	16%	14%
Interest in managerial/executive experience	48	10	24	13	2	7	22	17
	10%	12%	9%	8%	17%	8%	11%	8%
Strong mentors	40	7	21	11	0	6	14	20
	8%	9%	8%	7%	-	8%	7%	9%
Family/friends	35	11	15	8	1	8	16	10
	7%	14%	6%	5%	13%	9%	8%	5%
		BC						

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

2_1. [Managing work and family] How challenging have the following obstacles been to overcome in the progression of your career to management?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Managing work and family								
Very challenging	87	18	45	24	0	12	34	41
	17%	23%	17%	15%	-	15%	17%	19%
Somewhat challenging	213	27	115	71	4	37	83	90
	43%	35%	45%	43%	43%	44%	42%	42%
Not very challenging	127	21	62	44	4	21	51	51
	25%	27%	24%	27%	44%	26%	26%	24%
Not at all challenging	72	13	35	24	1	13	28	31
	14%	16%	14%	15%	13%	15%	14%	15%
Summary								
Top2Box (Very/ Somewhat challenging)	300	46	160	95	4	49	117	130
	60%	57%	62%	58%	43%	59%	60%	61%
Low2Box (Not very/ Not at all challenging)	200	34	97	68	6	34	79	82
	40%	43%	38%	42%	57%	41%	40%	39%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

2_2. [Outdated perceptions of women in managerial/executive roles] How challenging have the following obstacles been to overcome in the progression of your career to management?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Outdated perceptions of women in managerial/executive roles								
Very challenging	71	12	26	34	0	13	27	31
	14%	14%	10%	21%	-	16%	14%	15%
				B				
Somewhat challenging	182	29	92	61	5	33	74	70
	36%	37%	36%	38%	56%	40%	38%	33%
Not very challenging	161	23	94	44	2	22	64	73
	32%	29%	37%	27%	21%	27%	33%	34%
Not at all challenging	85	16	46	23	2	14	30	39
	17%	20%	18%	14%	23%	17%	16%	18%
Summary								
Top2Box (Very/ Somewhat challenging)	253	41	117	95	5	46	101	101
	51%	51%	46%	59%	56%	56%	52%	47%
				B				
Low2Box (Not very/ Not at all challenging)	247	39	140	68	4	36	94	112
	49%	49%	54%	41%	44%	44%	48%	53%
			C					

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

2_3. [Being welcomed into and trusted in the established senior management team] How challenging have the following obstacles been to overcome in the progression of your career to management?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Being welcomed into and trusted in the established senior management team								
Very challenging	61	11	29	21	1	7	18	35
	12%	14%	11%	13%	8%	8%	9%	17%
								F
Somewhat challenging	175	33	78	63	3	34	67	70
	35%	41%	31%	39%	29%	42%	34%	33%
Not very challenging	176	23	103	50	5	28	73	70
	35%	28%	40%	31%	49%	34%	37%	33%
Not at all challenging	88	14	46	28	1	13	37	36
	18%	17%	18%	17%	13%	16%	19%	17%
Summary								
Top2Box (Very/ Somewhat challenging)	236	44	108	85	4	41	85	106
	47%	55%	42%	52%	38%	50%	44%	50%
				B				
Low2Box (Not very/ Not at all challenging)	264	36	150	78	6	41	110	106
	53%	45%	58%	48%	62%	50%	56%	50%
			C					

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

2_4. [Limited opportunities in the Canadian market] How challenging have the following obstacles been to overcome in the progression of your career to management?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Limited opportunities in the Canadian market								
Very challenging	53	9	26	18	2	8	23	21
	11%	12%	10%	11%	20%	9%	12%	10%
Somewhat challenging	195	33	98	64	5	34	79	77
	39%	42%	38%	39%	47%	42%	40%	36%
Not very challenging	168	24	92	52	2	30	65	71
	34%	30%	36%	32%	24%	36%	33%	33%
Not at all challenging	84	13	42	28	1	11	29	44
	17%	17%	16%	17%	10%	13%	15%	21%
Summary								
Top2Box (Very/ Somewhat challenging)	248	42	123	82	7	42	101	98
	50%	53%	48%	50%	67%	51%	52%	46%
Low2Box (Not very/ Not at all challenging)	252	37	134	81	3	40	94	114
	50%	47%	52%	50%	33%	49%	48%	54%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

2_5. [Lack of female mentors/training] How challenging have the following obstacles been to overcome in the progression of your career to management?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Lack of female mentors/training								
Very challenging	63	10	27	25	1	11	28	24
	13%	12%	11%	16%	7%	13%	14%	11%
Somewhat challenging	180	28	97	55	3	28	72	78
	36%	36%	38%	34%	32%	34%	37%	37%
Not very challenging	163	24	83	55	4	30	61	68
	33%	31%	32%	34%	38%	36%	31%	32%
Not at all challenging	95	17	50	28	2	15	35	43
	19%	22%	19%	17%	23%	18%	18%	20%
Summary								
Top2Box (Very/ Somewhat challenging)	243	38	124	81	4	38	99	101
	49%	48%	48%	49%	39%	46%	51%	48%
Low2Box (Not very/ Not at all challenging)	257	42	133	82	6	44	96	111
	51%	52%	52%	51%	61%	54%	49%	52%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

2_6. [External factors (i.e. recession, overall job loss in Canada)] How challenging have the following obstacles been to overcome in the progression of your career to management?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
External factors (i.e. recession, overall job loss in Canada)								
Very challenging	72	17	32	22	3	12	23	34
	14%	22%	12%	14%	26%	14%	12%	16%
		B						
Somewhat challenging	167	30	83	55	3	36	71	57
	33%	37%	32%	34%	32%	44%	36%	27%
						G	G	
Not very challenging	169	20	102	47	2	22	72	73
	34%	25%	40%	29%	24%	26%	37%	35%
			AC					
Not at all challenging	92	13	40	39	2	13	30	47
	18%	16%	16%	24%	18%	16%	15%	22%
				B				
Summary								
Top2Box (Very/ Somewhat challenging)	239	47	115	77	6	48	94	91
	48%	59%	45%	47%	59%	58%	48%	43%
		B				G		
Low2Box (Not very/ Not at all challenging)	261	32	143	86	4	35	101	121
	52%	41%	55%	53%	41%	42%	52%	57%
			A					E

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

2. [SUMMARY - TOP2BOX (VERY/ SOMEWHAT CHALLENGING)] How challenging have the following obstacles been to overcome in the progression of your career to management?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Managing work and family	300	46	160	95	4	49	117	130
	60%	57%	62%	58%	43%	59%	60%	61%
Outdated perceptions of women in managerial/executive roles	253	41	117	95	5	46	101	101
	51%	51%	46%	59%	56%	56%	52%	47%
				B				
Limited opportunities in the Canadian market	248	42	123	82	7	42	101	98
	50%	53%	48%	50%	67%	51%	52%	46%
Lack of female mentors/training	243	38	124	81	4	38	99	101
	49%	48%	48%	49%	39%	46%	51%	48%
External factors (i.e. recession, overall job loss in Canada)	239	47	115	77	6	48	94	91
	48%	59%	45%	47%	59%	58%	48%	43%
		B				G		
Being welcomed into and trusted in the established senior management team	236	44	108	85	4	41	85	106
	47%	55%	42%	52%	38%	50%	44%	50%
				B				

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

2. [SUMMARY - LOW2BOX (NOT VERY/ NOT AT ALL CHALLENGING)] How challenging have the following obstacles been to overcome in the progression of your career to management?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Being welcomed into and trusted in the established senior management team	264	36	150	78	6	41	110	106
	53%	45%	58%	48%	62%	50%	56%	50%
			C					
External factors (i.e. recession, overall job loss in Canada)	261	32	143	86	4	35	101	121
	52%	41%	55%	53%	41%	42%	52%	57%
			A					E
Lack of female mentors/training	257	42	133	82	6	44	96	111
	51%	52%	52%	51%	61%	54%	49%	52%
Limited opportunities in the Canadian market	252	37	134	81	3	40	94	114
	50%	47%	52%	50%	33%	49%	48%	54%
Outdated perceptions of women in managerial/executive roles	247	39	140	68	4	36	94	112
	49%	49%	54%	41%	44%	44%	48%	53%
			C					
Managing work and family	200	34	97	68	6	34	79	82
	40%	43%	38%	42%	57%	41%	40%	39%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

3. When it comes to advancing a career in management, do you think that the decision to raise a family has a greater impact on a man or a woman's career?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Greater impact for a woman	411	57	219	136	7	58	171	175
	82%	71%	85%	83%	75%	71%	87%	82%
			A	A			E	E
The careers of men and women are equally impacted by the decision to raise a family	57	13	24	21	2	17	20	19
	11%	16%	9%	13%	18%	21%	10%	9%
						FG		
The decision to raise a family does not impact the career advancement for either a man or a woman	22	5	12	4	1	5	4	12
	4%	6%	5%	3%	7%	6%	2%	6%
Greater impact for a man	10	5	3	3	0	2	1	7
	2%	6%	1%	2%	-	3%	1%	3%
		B						

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

4. How well do you think you're able to balance your career obligations at the same time as your personal and family obligations?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Very well	147	17	69	61	4	29	57	57
	29%	21%	27%	38%	44%	35%	29%	27%
				AB				
Fairly well	307	55	157	95	4	48	119	136
	61%	69%	61%	59%	45%	58%	61%	64%
Not very well	44	8	29	6	1	6	18	19
	9%	10%	11%	4%	11%	7%	9%	9%
			C					
Not well at all	2	0	2	0	0	0	1	1
	0	-	1%	-	-	-	1%	0
Summary								
Top2Box (Very well/ Fairly well)	454	72	226	157	9	77	176	192
	91%	90%	88%	96%	89%	93%	90%	91%
				B				
Low2Box (Not very well/ Not at all well)	46	8	31	6	1	6	19	20
	9%	10%	12%	4%	11%	7%	10%	9%
			C					

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

5. Do you find it more difficult, less difficult or about as difficult to manage your work and personal life as five years ago?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Much more difficult	23	7	10	5	0	4	6	13
	5%	9%	4%	3%	-	4%	3%	6%
Somewhat more difficult	115	30	57	28	1	20	48	46
	23%	37%	22%	17%	11%	24%	25%	22%
		BC						
About the same	145	19	74	53	3	24	56	62
	29%	24%	29%	32%	35%	30%	28%	29%
Somewhat less difficult	154	11	83	61	2	27	55	69
	31%	14%	32%	37%	25%	33%	28%	33%
			A	A				
Much more difficult	63	13	33	16	3	7	30	22
	13%	16%	13%	10%	30%	9%	15%	10%
Summary								
Top2Box (More difficult)	138	37	67	34	1	23	54	59
	28%	46%	26%	21%	11%	28%	28%	28%
		BC						
Low2Box (Less difficult)	217	24	116	77	5	35	85	91
	43%	30%	45%	47%	55%	42%	44%	43%
			A	A				

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

6_1. [New city in the same province] Would you be willing to relocate to any of the following places for a new job opportunity for a 20% increase in your salary?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
New city in the same province								
Yes	228	57	117	54	5	29	96	98
	46%	72%	45%	33%	48%	35%	49%	46%
		BC	C				E	
No	272	23	140	109	5	53	99	114
	54%	28%	55%	67%	52%	65%	51%	54%
			A	AB		F		

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

6_2. [New province] Would you be willing to relocate to any of the following places for a new job opportunity for a 20% increase in your salary?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
New province								
Yes	168	45	85	38	4	22	63	79
	34%	57%	33%	23%	39%	27%	32%	37%
		BC	C					
No	332	35	172	125	6	60	133	133
	66%	43%	67%	77%	61%	73%	68%	63%
			A	AB				

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

6_3. [New country] Would you be willing to relocate to any of the following places for a new job opportunity for a 20% increase in your salary?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
New country								
Yes	115	30	53	32	3	8	47	57
	23%	38%	20%	20%	26%	10%	24%	27%
		BC					E	E
No	385	49	205	131	7	74	149	155
	77%	62%	80%	80%	74%	90%	76%	73%
			A	A		FG		

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

7. Why would you not consider relocating for a job opportunity?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: Not Willing To Relocate	232	19	119	94	5	47	88	92
Weighted	234	19**	121	93*	4**	49*	88*	93*
Happy with where I currently live and work	170	11	86	73	4	39	65	64
	73%	58%	71%	78%	85%	79%	74%	68%
Not interested in moving away from family/friends	94	6	54	34	1	17	45	31
	40%	33%	45%	36%	15%	35%	52%	33%
							G	
Not interested in relocating my family	71	7	46	18	0	8	25	38
	30%	37%	38%	19%	-	16%	28%	41%
			C					E
Not enough financial compensation to make relocating an option	58	7	30	20	1	9	22	25
	25%	38%	25%	22%	29%	18%	25%	27%
Other	18	4	5	9	0	4	6	8
	8%	20%	4%	10%	-	8%	7%	9%

Proportions/Means: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

8_1. [Salaries] To what extent do you believe that there is a glass ceiling or divide, when it comes to the differences between men and women in the workplace when it comes to the following aspects:

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Salaries								
Very large divide	187	22	94	71	2	33	80	71
	37%	28%	36%	44%	24%	41%	41%	33%
				A				
Moderate divide	197	31	100	66	2	30	81	84
	39%	39%	39%	40%	20%	37%	42%	40%
Small divide	81	22	43	16	4	8	28	41
	16%	27%	17%	10%	38%	10%	15%	19%
		BC						
Perfectly equal with men	35	5	20	10	2	10	6	16
	7%	6%	8%	6%	18%	13%	3%	8%
						F		F
Summary								
Top2Box (Large/ Moderate divide)	384	54	194	137	4	64	161	155
	77%	67%	75%	84%	44%	77%	82%	73%
				AB			G	
Low2Box (Small/ No divide)	116	26	64	26	6	19	34	57
	23%	33%	25%	16%	56%	23%	18%	27%
		C	C					F

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

8_2. [Promotions] To what extent do you believe that there is a glass ceiling or divide, when it comes to the differences between men and women in the workplace when it comes to the following aspects:

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Promotions								
Very large divide	130	18	60	52	2	23	52	53
	26%	22%	23%	32%	24%	27%	27%	25%
Moderate divide	229	31	124	75	2	38	97	92
	46%	38%	48%	46%	20%	46%	50%	43%
Small divide	100	21	54	26	3	12	37	48
	20%	26%	21%	16%	34%	15%	19%	23%
Perfectly equal with men	40	11	19	10	2	10	9	19
	8%	14%	8%	6%	22%	12%	5%	9%
						F		
Summary								
Top2Box (Large/ Moderate divide)	359	48	184	127	4	60	150	145
	72%	61%	72%	78%	44%	73%	77%	68%
				A				
Low2Box (Small/ No divide)	141	31	73	36	6	22	46	67
	28%	39%	28%	22%	56%	27%	23%	32%
		C						

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

8_3. [Getting the best jobs/tasks/projects] To what extent do you believe that there is a glass ceiling or divide, when it comes to the differences between men and women in the workplace when it comes to the following aspects:

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Getting the best jobs/tasks/projects								
Very large divide	118	15	60	44	2	16	43	58
	24%	19%	23%	27%	24%	19%	22%	27%
Moderate divide	225	39	113	73	2	44	97	82
	45%	48%	44%	45%	20%	53%	50%	39%
						G	G	
Small divide	114	17	64	33	3	13	45	53
	23%	22%	25%	20%	34%	15%	23%	25%
Perfectly equal with men	43	9	20	14	2	10	11	19
	9%	11%	8%	8%	22%	12%	6%	9%
Summary								
Top2Box (Large/ Moderate divide)	343	54	173	117	4	60	140	140
	69%	67%	67%	72%	44%	72%	71%	66%
Low2Box (Small/ No divide)	157	26	84	46	6	23	56	72
	31%	33%	33%	28%	56%	28%	29%	34%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

8_4. [Travel opportunities] To what extent do you believe that there is a glass ceiling or divide, when it comes to the differences between men and women in the workplace when it comes to the following aspects:

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Travel opportunities								
Very large divide	75	14	35	27	1	7	33	35
	15%	17%	13%	17%	7%	8%	17%	17%
Moderate divide	192	30	90	72	4	37	80	70
	38%	37%	35%	44%	43%	45%	41%	33%
Small divide	149	22	85	43	3	25	48	73
	30%	27%	33%	26%	33%	30%	24%	35%
								F
Perfectly equal with men	84	15	48	21	2	14	35	33
	17%	18%	19%	13%	17%	17%	18%	16%
Summary								
Top2Box (Large/ Moderate divide)	267	44	124	99	5	44	112	106
	53%	55%	48%	61%	50%	53%	58%	50%
				B				
Low2Box (Small/ No divide)	233	36	133	64	5	39	83	107
	47%	45%	52%	39%	50%	47%	42%	50%
			C					

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

8_5. [Influence in making important decisions] To what extent do you believe that there is a glass ceiling or divide, when it comes to the differences between men and women in the workplace when it comes to the following aspects:

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Influence in making important decisions								
Very large divide	95	16	42	37	2	13	34	45
	19%	20%	17%	22%	24%	16%	17%	21%
Moderate divide	253	31	134	87	3	47	107	96
	51%	39%	52%	54%	28%	57%	55%	45%
			A	A				
Small divide	96	22	52	21	4	12	32	47
	19%	28%	20%	13%	40%	15%	17%	22%
		C						
Perfectly equal with men	57	10	29	18	1	10	22	24
	11%	13%	11%	11%	8%	12%	11%	11%
Summary								
Top2Box (Large/ Moderate divide)	348	47	177	124	5	60	141	141
	70%	59%	69%	76%	52%	73%	72%	66%
				A				
Low2Box (Small/ No divide)	152	33	81	39	5	22	54	71
	30%	41%	31%	24%	48%	27%	28%	34%
		C						

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

8. [SUMMARY - TOP2BOX (LARGE/ MODERATE DIVIDE)] To what extent do you believe that there is a glass ceiling or divide, when it comes to the differences between men and women in the workplace when it comes to the following aspects:

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Salaries	384	54	194	137	4	64	161	155
	77%	67%	75%	84%	44%	77%	82%	73%
				AB			G	
Promotions	359	48	184	127	4	60	150	145
	72%	61%	72%	78%	44%	73%	77%	68%
				A				
Influence in making important decisions	348	47	177	124	5	60	141	141
	70%	59%	69%	76%	52%	73%	72%	66%
				A				
Getting the best jobs/tasks/projects	343	54	173	117	4	60	140	140
	69%	67%	67%	72%	44%	72%	71%	66%
Travel opportunities	267	44	124	99	5	44	112	106
	53%	55%	48%	61%	50%	53%	58%	50%
				B				

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

8. [SUMMARY - LOW2BOX (SMALL/ NO DIVIDE)] To what extent do you believe that there is a glass ceiling or divide, when it comes to the differences between men and women in the workplace when it comes to the following aspects:

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Travel opportunities	233	36	133	64	5	39	83	107
	47%	45%	52%	39%	50%	47%	42%	50%
			C					
Getting the best jobs/tasks/projects	157	26	84	46	6	23	56	72
	31%	33%	33%	28%	56%	28%	29%	34%
Influence in making important decisions	152	33	81	39	5	22	54	71
	30%	41%	31%	24%	48%	27%	28%	34%
		C						
Promotions	141	31	73	36	6	22	46	67
	28%	39%	28%	22%	56%	27%	23%	32%
		C						
Salaries	116	26	64	26	6	19	34	57
	23%	33%	25%	16%	56%	23%	18%	27%
		C	C					F

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

9. What do you feel Canadian organizations/industries can do to provide better resources and more opportunities for women to obtain managerial/executive positions?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
More flexible work arrangements	327	51	168	108	4	49	125	148
	65%	64%	65%	66%	43%	60%	64%	70%
Stronger emphasis on diversity in managerial/executive positions	260	36	133	90	5	33	110	112
	52%	45%	52%	55%	47%	40%	56%	53%
							E	
Better mentorship or advocate programs designed for women seeking managerial/executive experience	254	34	132	89	2	38	99	115
	51%	43%	51%	54%	23%	47%	51%	54%
Training and development programs uniquely designed for women to develop leadership competencies	207	34	102	71	2	37	81	87
	41%	42%	40%	44%	23%	45%	41%	41%
Don't know/unsure	31	7	18	6	2	7	14	9
	6%	9%	7%	4%	20%	9%	7%	4%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

10. What has been the biggest change in the Canadian business landscape over the past five years that has made managerial/executive positions more obtainable for women?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
More women leaders demanding equal opportunity for promotions in organizations	142	15	69	58	2	24	55	62
	28%	19%	27%	36%	22%	29%	28%	29%
				A				
Better work-life balance or flexible working arrangements	78	12	39	27	0	13	37	29
	16%	15%	15%	17%	-	15%	19%	14%
More opportunities	58	11	32	15	1	13	24	21
	12%	14%	12%	9%	11%	16%	12%	10%
More focus by your CEOs and media on women in leadership	46	7	20	18	2	3	19	21
	9%	9%	8%	11%	20%	4%	10%	10%
More/stronger mentors for women	36	6	21	8	1	5	11	19
	7%	8%	8%	5%	11%	6%	6%	9%
Better incentives for women	20	8	6	6	1	8	5	6
	4%	11%	2%	4%	8%	10%	3%	3%
		BC				FG		
Other	12	2	6	4	0	2	4	5
	2%	2%	2%	2%	-	2%	2%	3%
I don't think they have become more attainable for women	108	18	64	26	3	15	40	50
	22%	23%	25%	16%	29%	18%	21%	23%
			C					

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

11_1. [Executive Board] Approximately what percentage of the following levels of management in your organization are comprised of women?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Executive Board								
0	75	15	42	18	0	9	32	35
	15%	18%	16%	11%	-	10%	16%	16%
1-5	43	7	26	10	2	6	12	23
	9%	9%	10%	6%	20%	7%	6%	11%
6-10	34	8	15	11	2	3	11	17
	7%	10%	6%	7%	19%	4%	6%	8%
11-15	10	4	4	3	0	1	4	6
	2%	5%	1%	2%	-	2%	2%	3%
16-20	26	4	13	9	0	5	11	10
	5%	5%	5%	6%	-	6%	6%	5%
21-25	8	2	6	0	0	0	3	5
	2%	3%	2%	-	-	-	2%	3%
		C						
26-30	14	2	10	1	0	2	3	9
	3%	3%	4%	1%	-	2%	2%	4%
			C					
31-40	19	1	7	11	0	2	4	13
	4%	1%	3%	7%	-	3%	2%	6%
				B				
41-50	26	3	14	9	0	2	10	14
	5%	4%	5%	5%	-	2%	5%	7%
51-60	4	0	3	1	0	1	1	2
	1%	-	1%	1%	-	2%	0	1%

11_1. [Executive Board] Approximately what percentage of the following levels of management in your organization are comprised of women?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
61-70	3	0	3	0	0	0	3	1
	1%	-	1%	-	-	-	1%	0
71-80	10	1	5	4	0	1	2	8
	2%	2%	2%	2%	-	1%	1%	4%
81-90	3	1	2	0	0	0	3	0
	1%	2%	1%	-	-	-	2%	-
91-100	19	1	11	7	0	3	7	9
	4%	1%	4%	4%	-	3%	3%	4%
This question doesn't apply - my organization is very small	205	30	96	79	6	48	90	61
	41%	38%	37%	48%	61%	59%	46%	29%
				B		G	G	
Summary								
Mean (Incl. 0)	24.5	17.8	24.9	27.6	6.4	22.5	24.6	25.3
Std Dev	29.4	24.5	29.9	30.6	4.3	28.7	30.4	29.1
Std Err	1.7	3.4	2.4	3.3	2.2	4.7	2.9	2.4
Mean (Excl. 0)	32.9	25.2	33.8	35.2	6.4	30	35.2	32.9
Std Dev	29.7	25.7	30.2	30.5	4.3	29.6	30.9	29.2
Std Err	2	4.3	2.8	3.7	2.2	5.7	3.6	2.7
Median	10	10	10	20	5	10	10	15

Proportions/Means: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

11_2. [Senior Leadership Team] Approximately what percentage of the following levels of management in your organization are comprised of women?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Senior Leadership Team								
0	49	9	23	17	1	5	23	20
	10%	11%	9%	10%	8%	7%	12%	9%
1-5	50	7	26	17	2	7	20	22
	10%	9%	10%	10%	20%	8%	10%	10%
6-10	28	7	14	8	1	5	10	12
	6%	9%	5%	5%	11%	6%	5%	6%
11-15	16	2	13	1	0	3	6	6
	3%	2%	5%	1%	-	3%	3%	3%
			C					
16-20	23	3	15	6	0	3	5	16
	5%	3%	6%	3%	-	3%	3%	7%
								F
21-25	13	5	8	0	0	0	4	9
	3%	6%	3%	-	-	-	2%	4%
		C	C					
26-30	16	5	8	4	0	2	5	8
	3%	6%	3%	2%	-	3%	3%	4%
31-40	16	1	6	9	0	2	6	8
	3%	1%	2%	6%	-	3%	3%	4%
41-50	32	6	21	5	0	3	9	21
	6%	7%	8%	3%	-	4%	4%	10%
			C					F
51-60	9	0	3	6	0	0	3	6
	2%	-	1%	4%	-	-	2%	3%

11_2. [Senior Leadership Team] Approximately what percentage of the following levels of management in your organization are comprised of women?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
61-70	6	0	6	0	0	0	0	6
	1%	-	2%	-	-	-	-	3%
								F
71-80	14	3	6	5	0	1	5	8
	3%	3%	2%	3%	-	2%	2%	4%
81-90	3	1	1	0	0	0	3	0
	1%	2%	0	-	-	-	1%	-
91-100	20	2	11	7	0	2	7	10
	4%	2%	4%	4%	-	2%	4%	5%
This question doesn't apply - my organization is very small	205	30	96	79	6	48	90	61
	41%	38%	37%	48%	61%	59%	46%	29%
				B		G	G	
Summary								
Mean (Incl. 0)	28.4	25.6	29.1	28.6	5.3	22.5	26.4	31.7
Std Dev	29.8	28	29.7	31.5	4	27	31.2	29.5
Std Err	1.7	3.9	2.3	3.4	2	4.4	3	2.4
Mean (Excl. 0)	34.1	31.3	34	35.8	6.7	26.8	33.8	36.5
Std Dev	29.6	27.9	29.3	31.3	2.9	27.5	31.5	28.7
Std Err	1.9	4.3	2.5	3.7	1.7	4.9	3.4	2.5
Median	20	15	20	15	5	10	10	25

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

11_3. [Senior Management Team] Approximately what percentage of the following levels of management in your organization are comprised of women?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Senior Management Team								
0	38	7	15	16	2	4	22	10
	8%	9%	6%	10%	18%	5%	11%	5%
							G	
1-5	37	5	20	12	0	7	12	17
	7%	6%	8%	8%	-	9%	6%	8%
6-10	34	4	22	8	1	3	13	16
	7%	5%	8%	5%	11%	4%	7%	8%
11-15	10	1	7	2	0	2	3	5
	2%	2%	3%	1%	-	2%	1%	3%
16-20	26	4	14	7	0	3	12	11
	5%	6%	6%	4%	-	4%	6%	5%
21-25	18	9	9	1	0	2	5	11
	4%	11%	3%	1%	-	2%	3%	5%
		BC						
26-30	13	3	3	6	1	3	5	5
	3%	4%	1%	4%	11%	3%	2%	2%
31-40	24	5	14	6	0	4	6	14
	5%	6%	5%	3%	-	5%	3%	6%
41-50	41	5	26	11	0	3	8	31
	8%	6%	10%	7%	-	3%	4%	15%
								EF
51-60	14	0	9	5	0	1	3	10
	3%	-	3%	3%	-	1%	2%	5%

11_3. [Senior Management Team] Approximately what percentage of the following levels of management in your organization are comprised of women?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
61-70	3	0	3	0	0	0	0	3
	1%	-	1%	-	-	-	-	1%
71-80	15	1	9	4	0	0	6	8
	3%	2%	3%	3%	-	-	3%	4%
81-90	4	1	2	1	0	0	3	1
	1%	2%	1%	1%	-	-	2%	0
91-100	18	4	9	5	0	2	7	8
	4%	5%	4%	3%	-	2%	4%	4%
This question doesn't apply - my organization is very small	205	30	96	79	6	48	90	61
	41%	38%	37%	48%	61%	59%	46%	29%
				B		G	G	
Summary								
Mean (Incl. 0)	31.3	30.6	32.9	28.7	10.9	23.4	28.9	35.3
								E
Std Dev	28.9	28.7	28.7	29.4	14.4	25.3	31.4	27.4
Std Err	1.7	4	2.3	3.2	7.2	4.2	3	2.2
Mean (Excl. 0)	36	35.6	36.3	35.6	20	26.9	36.5	37.8
								E
Std Dev	28.1	28	28	28.7	13.9	25.4	31.2	26.6
Std Err	1.7	4.2	2.3	3.4	9.8	4.5	3.3	2.3
Median	25	25	25	20	10	15	20	30

Proportions/Means: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

11_4. [Middle Management Team] Approximately what percentage of the following levels of management in your organization are comprised of women?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Middle Management Team								
0	13	3	5	4	0	3	7	3
	3%	4%	2%	3%	-	3%	4%	1%
1-5	19	1	8	10	0	4	6	9
	4%	2%	3%	6%	-	5%	3%	4%
6-10	15	4	6	5	0	0	8	7
	3%	5%	2%	3%	-	-	4%	3%
11-15	10	3	4	2	0	2	4	4
	2%	4%	2%	1%	-	2%	2%	2%
16-20	16	4	8	3	0	4	4	8
	3%	6%	3%	2%	-	5%	2%	4%
21-25	17	5	9	3	0	2	7	7
	3%	6%	3%	2%	-	3%	4%	3%
26-30	17	3	9	4	0	4	9	4
	3%	4%	3%	3%	-	4%	5%	2%
31-40	36	6	20	10	1	3	10	22
	7%	7%	8%	6%	8%	4%	5%	10%
								F
41-50	52	6	32	14	2	5	14	31
	10%	8%	12%	9%	20%	7%	7%	14%
								F
51-60	19	3	12	4	0	1	7	11
	4%	3%	5%	2%	-	1%	3%	5%

11_4. [Middle Management Team] Approximately what percentage of the following levels of management in your organization are comprised of women?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
61-70	13	1	8	4	0	1	5	7
	3%	2%	3%	3%	-	1%	3%	3%
71-80	31	4	17	9	1	3	12	15
	6%	5%	7%	6%	11%	3%	6%	7%
81-90	14	1	9	4	0	1	2	11
	3%	1%	3%	3%	-	2%	1%	5%
								F
91-100	24	4	14	6	0	1	10	13
	5%	5%	5%	4%	-	2%	5%	6%
This question doesn't apply - my organization is very small	205	30	96	79	6	48	90	61
	41%	38%	37%	48%	61%	59%	46%	29%
				B		G	G	
Summary								
Mean (Incl. 0)	46.2	39.8	49.2	44.3	54.8	36.3	43.7	49.9
			A					E
Std Dev	29.2	29.3	28.3	30.5	18.3	28.1	30.5	28.3
Std Err	1.7	4.1	2.2	3.3	9.2	4.6	2.9	2.3
Mean (Excl. 0)	48.3	42.6	50.7	46.7	54.8	39.2	46.9	51
								E
Std Dev	28.1	28.2	27.3	29.5	18.3	27.2	29.1	27.7
Std Err	1.7	4.1	2.2	3.2	9.2	4.6	2.9	2.3
Median	50	30	50	45	50	30	40	50

Proportions/Means: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

11. [SUMMARY - MEAN (INCL. 0)] Approximately what percentage of the following levels of management in your organization are comprised of women?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Middle Management Team	46.2	39.8	49.2	44.3	54.8	36.3	43.7	49.9
			A					E
Senior Management Team	31.3	30.6	32.9	28.7	10.9	23.4	28.9	35.3
								E
Senior Leadership Team	28.4	25.6	29.1	28.6	5.3	22.5	26.4	31.7
Executive Board	24.5	17.8	24.9	27.6	6.4	22.5	24.6	25.3

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

11. [SUMMARY - MEAN (EXCL. 0)] Approximately what percentage of the following levels of management in your organization are comprised of women?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Middle Management Team	48.3	42.6	50.7	46.7	54.8	39.2	46.9	51
								E
Senior Management Team	36	35.6	36.3	35.6	20	26.9	36.5	37.8
								E
Senior Leadership Team	34.1	31.3	34	35.8	6.7	26.8	33.8	36.5
Executive Board	32.9	25.2	33.8	35.2	6.4	30	35.2	32.9

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

12. Do you personally aspire to senior executive level position in your organization?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Yes	106	33	52	20	2	10	37	57
	21%	41%	20%	13%	21%	12%	19%	27%
		BC	C					E
No	190	24	104	61	3	38	76	73
	38%	30%	40%	38%	31%	47%	39%	34%
Already am a senior executive	205	23	101	81	5	34	83	83
	41%	28%	39%	50%	48%	41%	43%	39%
				AB				

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

13. Has your organization provided you with a sponsor or mentor to help you in your career path?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Yes	82	23	40	19	2	18	28	34
	16%	29%	15%	12%	17%	22%	14%	16%
		BC						
No	418	57	217	144	8	65	168	178
	84%	71%	85%	88%	83%	78%	86%	84%
			A	A				

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

14. Do you expect to see more, less or about the same amount of women in managerial/executive positions in Canada in five years, as compared to today?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Much more	32	5	13	14	0	9	13	10
	6%	6%	5%	9%	-	11%	7%	5%
Somewhat more	227	29	115	83	1	38	85	104
	45%	37%	45%	51%	8%	46%	44%	49%
				A				
About the same	224	35	125	64	7	32	93	92
	45%	44%	48%	39%	68%	39%	48%	43%
Somewhat less	11	6	4	1	1	2	2	5
	2%	8%	2%	0	11%	3%	1%	3%
		BC						
Much less	6	4	0	1	1	1	2	1
	1%	6%	-	1%	13%	1%	1%	1%
		BC						
Summary								
Top2Box (More)	259	34	128	97	1	47	98	114
	52%	43%	50%	59%	8%	57%	50%	54%
				A				
Low2Box (Less)	17	10	4	2	2	3	4	7
	3%	13%	2%	1%	24%	4%	2%	3%
		BC						

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

15_1. [Rational/quick decision making] How important are the following skills/factors to helping more women obtain managerial/executive positions in the next three to five years?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Rational/quick decision making								
Very important	311	43	154	114	4	53	122	133
	62%	53%	60%	70%	36%	64%	62%	63%
				AB				
Somewhat important	171	33	93	45	5	29	66	71
	34%	42%	36%	27%	51%	35%	34%	34%
		C						
Not very important	17	3	10	5	0	1	8	8
	3%	3%	4%	3%	-	2%	4%	4%
Not at all important	1	1	0	0	1	0	0	0
	0	2%	-	-	13%	-	-	-
Summary								
Top2Box (Very/ Somewhat important)	481	76	247	158	9	81	187	204
	96%	95%	96%	97%	87%	98%	96%	96%
Low2Box (Not very/ Not at all important)	19	4	10	5	1	1	8	8
	4%	5%	4%	3%	13%	2%	4%	4%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

15_2. [Self promotion] How important are the following skills/factors to helping more women obtain managerial/executive positions in the next three to five years?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Self promotion								
Very important	234	34	110	90	2	37	94	102
	47%	43%	43%	55%	22%	45%	48%	48%
				B				
Somewhat important	209	39	113	57	4	36	83	85
	42%	49%	44%	35%	41%	44%	43%	40%
		C						
Not very important	50	4	32	14	2	7	17	24
	10%	5%	13%	8%	18%	8%	9%	11%
Not at all important	7	2	2	2	2	2	1	1
	1%	3%	1%	1%	19%	3%	1%	1%
Summary								
Top2Box (Very/ Somewhat important)	443	73	223	147	6	73	177	187
	89%	92%	87%	90%	63%	89%	91%	88%
Low2Box (Not very/ Not at all important)	57	7	34	16	4	9	18	26
	11%	8%	13%	10%	37%	11%	9%	12%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

15_3. [Networking skills] How important are the following skills/factors to helping more women obtain managerial/executive positions in the next three to five years?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Networking skills								
Very important	279	38	138	103	4	38	110	127
	56%	48%	54%	63%	43%	46%	56%	60%
				A				E
Somewhat important	187	37	100	50	3	38	70	76
	37%	46%	39%	31%	35%	46%	36%	36%
		C						
Not very important	27	3	15	9	1	6	14	6
	5%	4%	6%	5%	10%	7%	7%	3%
Not at all important	6	1	4	1	1	1	1	3
	1%	2%	1%	1%	13%	1%	1%	1%
Summary								
Top2Box (Very/ Somewhat important)	467	75	238	153	8	76	180	203
	93%	94%	93%	94%	78%	92%	92%	96%
Low2Box (Not very/ Not at all important)	33	4	19	10	2	7	15	9
	7%	6%	7%	6%	22%	8%	8%	4%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

15_4. [Internal sponsors] How important are the following skills/factors to helping more women obtain managerial/executive positions in the next three to five years?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Internal sponsors								
Very important	155	22	81	52	2	18	56	78
	31%	28%	31%	32%	22%	22%	29%	37%
								E
Somewhat important	239	37	119	82	4	41	98	96
	48%	47%	46%	50%	39%	50%	50%	45%
Not very important	94	17	50	26	2	20	37	35
	19%	22%	20%	16%	20%	24%	19%	16%
Not at all important	13	3	7	4	2	4	4	4
	3%	3%	3%	2%	19%	4%	2%	2%
Summary								
Top2Box (Very/ Somewhat important)	393	60	200	133	6	59	155	174
	79%	75%	78%	82%	60%	71%	79%	82%
Low2Box (Not very/ Not at all important)	107	20	57	30	4	24	41	39
	21%	25%	22%	18%	40%	29%	21%	18%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

15_5. [Strong leadership abilities] How important are the following skills/factors to helping more women obtain managerial/executive positions in the next three to five years?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Strong leadership abilities								
Very important	381	49	190	142	4	61	145	170
	76%	61%	74%	87%	43%	74%	74%	80%
Somewhat important			A	AB				
	107	27	61	20	4	20	44	39
	21%	33%	24%	12%	44%	24%	23%	18%
Not very important		C	C					
	9	3	5	1	0	1	4	3
	2%	4%	2%	1%	-	2%	2%	2%
Not at all important								
	3	1	1	0	1	0	1	0
	1%	2%	0	-	13%	-	1%	-
Summary								
Top2Box (Very/ Somewhat important)	489	75	251	162	9	81	190	209
	98%	94%	98%	99%	87%	98%	97%	98%
				A				
Low2Box (Not very/ Not at all important)	11	4	6	1	1	1	6	3
	2%	6%	2%	1%	13%	2%	3%	2%
		C						

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

15_6. [Exceptional results] How important are the following skills/factors to helping more women obtain managerial/executive positions in the next three to five years?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Exceptional results								
Very important	267	32	133	103	5	36	104	122
	53%	40%	52%	63%	47%	44%	53%	58%
				AB				E
Somewhat important	203	41	108	54	2	42	79	80
	41%	52%	42%	33%	24%	51%	41%	38%
		C				G		
Not very important	27	5	16	6	2	4	12	9
	5%	7%	6%	4%	16%	5%	6%	4%
Not at all important	2	1	1	0	1	0	0	1
	0	2%	0	-	13%	-	-	0
Summary								
Top2Box (Very/ Somewhat important)	471	73	241	157	7	78	183	202
	94%	92%	94%	96%	71%	95%	94%	95%
Low2Box (Not very/ Not at all important)	29	7	17	6	3	4	12	10
	6%	8%	6%	4%	29%	5%	6%	5%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

15. [SUMMARY - TOP2BOX (VERY/ SOMEWHAT IMPORTANT)] How important are the following skills/factors to helping more women obtain managerial/executive positions in the next three to five years?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Strong leadership abilities	489	75	251	162	9	81	190	209
	98%	94%	98%	99%	87%	98%	97%	98%
				A				
Rational/quick decision making	481	76	247	158	9	81	187	204
	96%	95%	96%	97%	87%	98%	96%	96%
Exceptional results	471	73	241	157	7	78	183	202
	94%	92%	94%	96%	71%	95%	94%	95%
Networking skills	467	75	238	153	8	76	180	203
	93%	94%	93%	94%	78%	92%	92%	96%
Self promotion	443	73	223	147	6	73	177	187
	89%	92%	87%	90%	63%	89%	91%	88%
Internal sponsors	393	60	200	133	6	59	155	174
	79%	75%	78%	82%	60%	71%	79%	82%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

15. [SUMMARY - LOW2BOX (NOT VERY/ NOT AT ALL IMPORTANT)] How important are the following skills/factors to helping more women obtain managerial/executive positions in the next three to five years?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Internal sponsors	107	20	57	30	4	24	41	39
	21%	25%	22%	18%	40%	29%	21%	18%
Self promotion	57	7	34	16	4	9	18	26
	11%	8%	13%	10%	37%	11%	9%	12%
Networking skills	33	4	19	10	2	7	15	9
	7%	6%	7%	6%	22%	8%	8%	4%
Exceptional results	29	7	17	6	3	4	12	10
	6%	8%	6%	4%	29%	5%	6%	5%
Rational/quick decision making	19	4	10	5	1	1	8	8
	4%	5%	4%	3%	13%	2%	4%	4%
Strong leadership abilities	11	4	6	1	1	1	6	3
	2%	6%	2%	1%	13%	2%	3%	2%
		C						

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

16. Which industries do you feel provide the best opportunities for women to move into managerial/executive positions in the next three to five years?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G
Base: All Respondents	500	80	255	165	12	83	195	210
Weighted	500	80*	257	163	10**	82*	195	212
Healthcare	290	51	141	98	6	45	117	122
	58%	64%	55%	60%	61%	54%	60%	58%
Education	259	46	133	80	5	44	93	117
	52%	57%	52%	49%	55%	54%	48%	55%
Not for Profit	173	20	97	57	1	18	71	83
	35%	25%	38%	35%	7%	22%	36%	39%
			A				E	E
Financial Services	158	18	71	69	1	31	67	58
	32%	22%	28%	42%	15%	38%	34%	27%
				AB				
Hospitality	147	30	78	40	6	28	60	54
	29%	37%	30%	24%	57%	34%	31%	25%
		C						
Professional Services	117	12	56	49	2	20	37	58
	23%	16%	22%	30%	17%	25%	19%	27%
				A				
Public Sector	112	15	62	34	1	10	48	53
	22%	19%	24%	21%	15%	12%	25%	25%
							E	E
Information Technology	57	5	32	19	1	7	22	28
	11%	7%	12%	12%	7%	8%	11%	13%
Engineering and Construction	28	2	17	9	1	1	13	13
	6%	2%	6%	6%	7%	2%	7%	6%
Oil and Gas	15	1	10	5	0	3	8	3
	3%	1%	4%	3%	-	4%	4%	2%
	11	3	4	4	0	6	3	2

16. Which industries do you feel provide the best opportunities for women to move into managerial/executive positions in the next three to five years?

		AGE			EDUCATION			
	Total	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
Transportation and Logistics	2%	4%	1%	3%	-	7%	2%	1%
						FG		
Manufacturing	6	2	3	2	1	1	4	1
	1%	2%	1%	1%	10%	1%	2%	0
Other	15	5	7	3	0	4	7	4
	3%	6%	3%	2%	-	5%	3%	2%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C - D/E/F/G Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing