



Canadian Online Omni June 18 - 25, 2012

Women Executives Banner 2 Table of Contents

| | |
|--------------------|--|
| 1 | SS1. What is your employment status? |
| 2 | S1. Are you a manager or executive in your place of work, such that you have budgetary decision-making authority? |
| 3 | 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? |
| 4 | 2_1. [Managing work and family] How challenging have the following obstacles been to overcome in the progression of your career to management? |
| 5 | 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 [Outdated perceptions of women in managerial/executive roles] How challenging have the following obstacles been to overcome in the progression of your career to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? |
| 6 | 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? |
| 7 | 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? |
| 8 | 2_5. [Lack of female mentors/training] How challenging have the following obstacles been to overcome in the progression of your career to management? |
| 9 | 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? |
| 10 | 2. [SUMMARY - TOP2BOX (VERY/ SOMEWHAT CHALLENGING)] How challenging have the following obstacles been to overcome in the progression of your career to management? |
| 11 | 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? |
| 12 | 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? |
| 13 | 4. How well do you think you're able to balance your career obligations at the same time as your personal and family obligations? |
| 14 | 5. Do you find it more difficult, less difficult or about as difficult to manage your work and personal life as five years ago? |
| 15 | 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? |
| 16 | 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? |
| 17 | 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? |
| 18 | 7. Why would you not consider relocating for a job opportunity? |
| 19 | 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: |
| 20 | 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: |
| 21 | 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: |

Women Executives Banner 2

| | |
|--------------------|--|
| 22 | 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: |
| 23 | 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: |
| 24 | 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: |
| 25 | 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: |
| 26 | 9. What do you feel Canadian organizations/industries can do to provide better resources and more opportunities for women to obtain managerial/executive positions? |
| 27 | 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? |
| 28 | 11_1. [Executive Board] Approximately what percentage of the following levels of management in your organization are comprised of women? |
| 29 | 11_2. [Senior Leadership Team] Approximately what percentage of the following levels of management in your organization are comprised of women? |
| 30 | 11_3. [Senior Management Team] Approximately what percentage of the following levels of management in your organization are comprised of women? |
| 31 | 11_4. [Middle Management Team] Approximately what percentage of the following levels of management in your organization are comprised of women? |
| 32 | 11. [SUMMARY - MEAN (INCL. 0)] Approximately what percentage of the following levels of management in your organization are comprised of women? |
| 33 | 11. [SUMMARY - MEAN (EXCL. 0)] Approximately what percentage of the following levels of management in your organization are comprised of women? |
| 34 | 12. Do you personally aspire to senior executive level position in your organization? |
| 35 | 13. Has your organization provided you with a sponsor or mentor to help you in your career path? |
| 36 | 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? |
| 37 | 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? |
| 38 | 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? |
| 39 | 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? |
| 40 | 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? |
| 41 | 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? |
| 42 | 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? |
| 43 | 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? |
| 44 | 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? |

[45](#) 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?

SS1. What is your employment status?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|-----------------------|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Working full time | 433 | 56 | 42 | 29 | 163 | 109 | 35 | 50 | 59 | 146 | 177 | 89 | 344 |
| | 87% | 85% | 84% | 90% | 84% | 90% | 93% | 78% | 85% | 88% | 89% | 87% | 87% |
| | | | | | | | | | | | G | | |
| Working part time | 67 | 10 | 8 | 3 | 30 | 13 | 3 | 14 | 10 | 19 | 23 | 14 | 53 |
| | 13% | 15% | 16% | 10% | 16% | 10% | 7% | 22% | 15% | 12% | 11% | 13% | 13% |
| | | | | | | | | J | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|-----------------------|-------|--------|------|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Yes | 500 | 65 | 50 | 33 | 193 | 122 | 37 | 64 | 69 | 166 | 200 | 103 | 397 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | | | | | | | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|---|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Personal goals/passion | 186 | 21 | 22 | 17 | 65 | 47 | 15 | 16 | 25 | 60 | 85 | 34 | 152 |
| | 37% | 33% | 43% | 53% | 34% | 38% | 40% | 25% | 36% | 36% | 43% | 33% | 38% |
| | | | | AD | | | | | | | G | | |
| Desire to be self-sufficient | 118 | 12 | 15 | 5 | 45 | 38 | 4 | 20 | 22 | 41 | 35 | 22 | 95 |
| | 24% | 18% | 30% | 15% | 23% | 31% | 10% | 32% | 31% | 25% | 17% | 22% | 24% |
| | | | F | | | AF | | J | J | | | | |
| Financial security/incentive | 74 | 12 | 3 | 5 | 40 | 9 | 6 | 8 | 8 | 23 | 36 | 16 | 58 |
| | 15% | 19% | 5% | 15% | 21% | 7% | 15% | 12% | 11% | 14% | 18% | 16% | 15% |
| | | BE | | | BE | | | | | | | | |
| Interest in managerial/executive experience | 48 | 10 | 3 | 2 | 17 | 11 | 6 | 9 | 8 | 16 | 14 | 13 | 35 |
| | 10% | 15% | 5% | 5% | 9% | 9% | 15% | 14% | 11% | 9% | 7% | 13% | 9% |
| | | | | | | | | | | | | | |
| Strong mentors | 40 | 5 | 7 | 2 | 14 | 9 | 5 | 5 | 4 | 13 | 17 | 8 | 32 |
| | 8% | 7% | 14% | 5% | 7% | 7% | 13% | 8% | 6% | 8% | 9% | 8% | 8% |
| | | | | | | | | | | | | | |
| Family/friends | 35 | 6 | 1 | 2 | 14 | 9 | 3 | 6 | 3 | 13 | 13 | 9 | 26 |
| | 7% | 9% | 3% | 8% | 7% | 7% | 7% | 9% | 4% | 8% | 6% | 9% | 7% |
| | | | | | | | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|--|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Managing work and family | | | | | | | | | | | | | |
| Very challenging | 87 | 12 | 9 | 4 | 47 | 9 | 6 | 10 | 11 | 32 | 35 | 33 | 55 |
| | 17% | 19% | 19% | 13% | 24% | 7% | 15% | 15% | 15% | 19% | 17% | 32% | 14% |
| | | E | | | E | | | | | | | L | |
| Somewhat challenging | 213 | 30 | 19 | 20 | 81 | 41 | 22 | 24 | 32 | 65 | 93 | 46 | 167 |
| | 43% | 46% | 38% | 63% | 42% | 34% | 57% | 37% | 46% | 39% | 46% | 45% | 42% |
| | | | | BDE | | | E | | | | | | |
| Not very challenging | 127 | 16 | 13 | 7 | 41 | 40 | 10 | 19 | 13 | 43 | 53 | 13 | 114 |
| | 25% | 25% | 27% | 20% | 21% | 33% | 28% | 29% | 19% | 26% | 26% | 13% | 29% |
| | | | | | | D | | | | | | | K |
| Not at all challenging | 72 | 7 | 8 | 2 | 24 | 31 | 0 | 12 | 14 | 25 | 20 | 11 | 62 |
| | 14% | 11% | 16% | 5% | 12% | 26% | - | 19% | 20% | 15% | 10% | 10% | 16% |
| | | F | F | | F | ACDF | | | J | | | | |
| Summary | | | | | | | | | | | | | |
| Top2Box (Very/ Somewhat challenging) | 300 | 42 | 28 | 24 | 128 | 50 | 27 | 33 | 42 | 97 | 128 | 79 | 222 |
| | 60% | 64% | 57% | 75% | 66% | 41% | 72% | 52% | 61% | 59% | 64% | 77% | 56% |
| | | E | | E | E | | E | | | | | L | |
| Low2Box (Not very/ Not at all challenging) | 200 | 23 | 22 | 8 | 65 | 72 | 10 | 30 | 27 | 68 | 73 | 24 | 176 |
| | 40% | 36% | 43% | 25% | 34% | 59% | 28% | 48% | 39% | 41% | 36% | 23% | 44% |
| | | | | | | ACDF | | | | | | | K |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|---|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Outdated perceptions of women in managerial/executive roles | | | | | | | | | | | | | |
| Very challenging | 71 | 10 | 9 | 6 | 35 | 8 | 3 | 8 | 8 | 26 | 30 | 15 | 57 |
| | 14% | 16% | 19% | 18% | 18% | 6% | 7% | 12% | 11% | 16% | 15% | 14% | 14% |
| Somewhat challenging | E | E | E | E | E | | | | | | | | |
| | 182 | 29 | 20 | 15 | 67 | 36 | 15 | 21 | 26 | 54 | 81 | 43 | 139 |
| | 36% | 45% | 41% | 45% | 35% | 30% | 40% | 34% | 37% | 32% | 41% | 42% | 35% |
| Not very challenging | E | | | | | | | | | | | | |
| | 161 | 17 | 11 | 6 | 63 | 52 | 14 | 26 | 23 | 55 | 58 | 23 | 139 |
| | 32% | 26% | 22% | 18% | 32% | 42% | 37% | 41% | 33% | 33% | 29% | 22% | 35% |
| Not at all challenging | | | | | | ABC | | | | | | | K |
| | 85 | 9 | 9 | 7 | 28 | 26 | 6 | 9 | 13 | 31 | 31 | 22 | 63 |
| | 17% | 14% | 19% | 20% | 15% | 22% | 15% | 14% | 19% | 19% | 15% | 22% | 16% |
| Summary | | | | | | | | | | | | | |
| Top2Box (Very/ Somewhat challenging) | 253 | 39 | 30 | 20 | 102 | 44 | 18 | 29 | 33 | 80 | 111 | 58 | 196 |
| | 51% | 60% | 59% | 63% | 53% | 36% | 47% | 45% | 49% | 48% | 56% | 56% | 49% |
| | | E | E | E | E | | | | | | | | |
| Low2Box (Not very/ Not at all challenging) | 247 | 26 | 20 | 12 | 91 | 78 | 20 | 35 | 35 | 86 | 89 | 45 | 202 |
| | 49% | 40% | 41% | 38% | 47% | 64% | 53% | 55% | 51% | 52% | 44% | 44% | 51% |
| | | | | | | ABCD | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|---|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Being welcomed into and trusted in the established senior management team | | | | | | | | | | | | | |
| Very challenging | 61 | 5 | 5 | 2 | 39 | 5 | 5 | 6 | 5 | 23 | 28 | 17 | 44 |
| | 12% | 8% | 11% | 8% | 20% | 4% | 13% | 9% | 7% | 14% | 14% | 17% | 11% |
| Somewhat challenging | | | | | AE | | | | | | | | |
| | 175 | 26 | 20 | 14 | 66 | 38 | 11 | 24 | 23 | 55 | 70 | 30 | 145 |
| | 35% | 40% | 41% | 43% | 34% | 31% | 30% | 38% | 34% | 33% | 35% | 29% | 36% |
| Not very challenging | | | | | | | | | | | | | |
| | 176 | 23 | 15 | 10 | 55 | 58 | 15 | 21 | 27 | 60 | 68 | 42 | 134 |
| | 35% | 36% | 30% | 30% | 29% | 47% | 40% | 33% | 39% | 36% | 34% | 41% | 34% |
| Not at all challenging | | | | | | D | | | | | | | |
| | 88 | 11 | 9 | 7 | 33 | 21 | 7 | 13 | 14 | 27 | 35 | 13 | 75 |
| | 18% | 17% | 19% | 20% | 17% | 18% | 18% | 20% | 20% | 16% | 17% | 13% | 19% |
| | | | | | | | | | | | | | |
| Summary | | | | | | | | | | | | | |
| Top2Box (Very/ Somewhat challenging) | 236 | 31 | 26 | 16 | 104 | 43 | 16 | 30 | 28 | 78 | 98 | 47 | 189 |
| | 47% | 48% | 51% | 50% | 54% | 35% | 43% | 47% | 41% | 47% | 49% | 46% | 47% |
| | | | | | E | | | | | | | | |
| Low2Box (Not very/ Not at all challenging) | 264 | 34 | 24 | 16 | 89 | 79 | 22 | 34 | 41 | 87 | 102 | 55 | 209 |
| | 53% | 52% | 49% | 50% | 46% | 65% | 57% | 53% | 59% | 53% | 51% | 54% | 53% |
| | | | | | | D | | | | | | | |

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|--|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Limited opportunities in the Canadian market | | | | | | | | | | | | | |
| Very challenging | 53 | 8 | 4 | 3 | 27 | 6 | 5 | 10 | 9 | 20 | 14 | 11 | 42 |
| | 11% | 12% | 8% | 10% | 14% | 5% | 13% | 16% | 13% | 12% | 7% | 11% | 11% |
| Somewhat challenging | | | | | E | | | J | | | | | |
| | 195 | 27 | 20 | 12 | 79 | 40 | 16 | 23 | 26 | 69 | 77 | 45 | 150 |
| | 39% | 42% | 41% | 38% | 41% | 33% | 43% | 36% | 38% | 42% | 38% | 44% | 38% |
| Not very challenging | | | | | | D | | | | | | | |
| | 168 | 21 | 16 | 9 | 54 | 53 | 15 | 21 | 20 | 55 | 72 | 31 | 137 |
| | 34% | 32% | 32% | 28% | 28% | 43% | 40% | 33% | 30% | 33% | 36% | 30% | 34% |
| Not at all challenging | | | | | | F | | | | | | | |
| | 84 | 10 | 9 | 8 | 32 | 23 | 2 | 10 | 13 | 22 | 38 | 16 | 68 |
| | 17% | 15% | 19% | 25% | 17% | 19% | 5% | 15% | 19% | 13% | 19% | 16% | 17% |
| Summary | | | | | | | | | | | | | |
| Top2Box (Very/ Somewhat challenging) | 248 | 35 | 24 | 15 | 106 | 47 | 21 | 33 | 35 | 89 | 90 | 56 | 192 |
| | 50% | 53% | 49% | 48% | 55% | 38% | 55% | 52% | 51% | 54% | 45% | 54% | 48% |
| | | E | | | E | | | | | | | | |
| Low2Box (Not very/ Not at all challenging) | 252 | 30 | 26 | 17 | 87 | 75 | 17 | 31 | 34 | 76 | 110 | 47 | 205 |
| | 50% | 47% | 51% | 53% | 45% | 62% | 45% | 48% | 49% | 46% | 55% | 46% | 52% |
| | | | | | AD | | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|--|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Lack of female mentors/training | | | | | | | | | | | | | |
| Very challenging | 63 | 9 | 5 | 5 | 31 | 10 | 2 | 8 | 11 | 21 | 23 | 13 | 50 |
| | 13% | 14% | 11% | 15% | 16% | 8% | 5% | 12% | 16% | 13% | 11% | 13% | 12% |
| Somewhat challenging | 180 | 25 | 19 | 11 | 78 | 34 | 13 | 23 | 25 | 59 | 73 | 43 | 137 |
| | 36% | 38% | 38% | 35% | 41% | 28% | 35% | 36% | 37% | 36% | 36% | 42% | 34% |
| Not very challenging | | | | | E | | | | | | | | |
| | 163 | 23 | 16 | 11 | 48 | 48 | 17 | 20 | 18 | 53 | 71 | 28 | 134 |
| Not at all challenging | 33% | 36% | 32% | 33% | 25% | 39% | 45% | 32% | 26% | 32% | 36% | 28% | 34% |
| | | | | | D | D | | | | | | | |
| Not at all challenging | 95 | 8 | 9 | 6 | 35 | 30 | 6 | 12 | 15 | 33 | 33 | 18 | 77 |
| | 19% | 13% | 19% | 18% | 18% | 25% | 15% | 19% | 22% | 20% | 17% | 17% | 19% |
| Summary | | | | | | A | | | | | | | |
| | | | | | | | | | | | | | |
| Top2Box (Very/ Somewhat challenging) | 243 | 34 | 24 | 16 | 110 | 44 | 15 | 31 | 36 | 80 | 96 | 56 | 186 |
| | 49% | 51% | 49% | 50% | 57% | 36% | 40% | 49% | 52% | 48% | 48% | 55% | 47% |
| Low2Box (Not very/ Not at all challenging) | | E | | | E | | | | | | | | |
| | 257 | 32 | 26 | 16 | 83 | 78 | 22 | 33 | 33 | 86 | 105 | 46 | 211 |
| | 51% | 49% | 51% | 50% | 43% | 64% | 60% | 51% | 48% | 52% | 52% | 45% | 53% |
| | | | | | | AD | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|---|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| External factors (i.e. recession, overall job loss in Canada) | | | | | | | | | | | | | |
| Very challenging | 72 | 11 | 1 | 6 | 41 | 10 | 3 | 12 | 11 | 25 | 23 | 16 | 56 |
| | 14% | 17% | 3% | 18% | 21% | 8% | 7% | 19% | 16% | 15% | 12% | 16% | 14% |
| | | B | | B | BEF | | | | | | | | |
| Somewhat challenging | 167 | 27 | 17 | 8 | 66 | 34 | 15 | 28 | 28 | 57 | 54 | 35 | 132 |
| | 33% | 42% | 35% | 25% | 34% | 28% | 40% | 45% | 40% | 34% | 27% | 34% | 33% |
| | | E | | | | | | J | J | | | | |
| Not very challenging | 169 | 17 | 17 | 9 | 57 | 53 | 15 | 15 | 17 | 58 | 78 | 36 | 133 |
| | 34% | 27% | 35% | 28% | 30% | 43% | 40% | 24% | 25% | 35% | 39% | 35% | 33% |
| | | | | | | AD | | | | | GH | | |
| Not at all challenging | 92 | 10 | 13 | 10 | 29 | 25 | 5 | 8 | 13 | 26 | 44 | 15 | 77 |
| | 18% | 15% | 27% | 30% | 15% | 21% | 13% | 12% | 19% | 15% | 22% | 15% | 19% |
| | | | | AD | | | | | | | | | |
| Summary | | | | | | | | | | | | | |
| Top2Box (Very/ Somewhat challenging) | 239 | 38 | 19 | 14 | 106 | 44 | 18 | 41 | 38 | 82 | 78 | 51 | 188 |
| | 48% | 58% | 38% | 43% | 55% | 36% | 47% | 64% | 56% | 50% | 39% | 50% | 47% |
| | | BE | | | E | | | J | J | J | | | |
| Low2Box (Not very/ Not at all challenging) | 261 | 27 | 31 | 19 | 87 | 78 | 20 | 23 | 30 | 84 | 123 | 51 | 210 |
| | 52% | 42% | 62% | 58% | 45% | 64% | 53% | 36% | 44% | 50% | 61% | 50% | 53% |
| | | | A | | | AD | | | | | GHI | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|---|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Managing work and family | 300 | 42 | 28 | 24 | 128 | 50 | 27 | 33 | 42 | 97 | 128 | 79 | 222 |
| | 60% | 64% | 57% | 75% | 66% | 41% | 72% | 52% | 61% | 59% | 64% | 77% | 56% |
| | | E | | E | E | | E | | | | | L | |
| Outdated perceptions of women in managerial/executive roles | 253 | 39 | 30 | 20 | 102 | 44 | 18 | 29 | 33 | 80 | 111 | 58 | 196 |
| | 51% | 60% | 59% | 63% | 53% | 36% | 47% | 45% | 49% | 48% | 56% | 56% | 49% |
| | | E | E | E | E | | | | | | | | |
| Limited opportunities in the Canadian market | 248 | 35 | 24 | 15 | 106 | 47 | 21 | 33 | 35 | 89 | 90 | 56 | 192 |
| | 50% | 53% | 49% | 48% | 55% | 38% | 55% | 52% | 51% | 54% | 45% | 54% | 48% |
| | | E | | | E | | | | | | | | |
| Lack of female mentors/training | 243 | 34 | 24 | 16 | 110 | 44 | 15 | 31 | 36 | 80 | 96 | 56 | 186 |
| | 49% | 51% | 49% | 50% | 57% | 36% | 40% | 49% | 52% | 48% | 48% | 55% | 47% |
| | | E | | | E | | | | | | | | |
| External factors (i.e. recession, overall job loss in Canada) | 239 | 38 | 19 | 14 | 106 | 44 | 18 | 41 | 38 | 82 | 78 | 51 | 188 |
| | 48% | 58% | 38% | 43% | 55% | 36% | 47% | 64% | 56% | 50% | 39% | 50% | 47% |
| | | BE | | | E | | | J | J | J | | | |
| Being welcomed into and trusted in the established senior management team | 236 | 31 | 26 | 16 | 104 | 43 | 16 | 30 | 28 | 78 | 98 | 47 | 189 |
| | 47% | 48% | 51% | 50% | 54% | 35% | 43% | 47% | 41% | 47% | 49% | 46% | 47% |
| | | | | | E | | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|---|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Being welcomed into and trusted in the established senior management team | 264 | 34 | 24 | 16 | 89 | 79 | 22 | 34 | 41 | 87 | 102 | 55 | 209 |
| | 53% | 52% | 49% | 50% | 46% | 65% | 57% | 53% | 59% | 53% | 51% | 54% | 53% |
| | | | | | | D | | | | | | | |
| External factors (i.e. recession, overall job loss in Canada) | 261 | 27 | 31 | 19 | 87 | 78 | 20 | 23 | 30 | 84 | 123 | 51 | 210 |
| | 52% | 42% | 62% | 58% | 45% | 64% | 53% | 36% | 44% | 50% | 61% | 50% | 53% |
| | | | A | | | AD | | | | | GHI | | |
| Lack of female mentors/training | 257 | 32 | 26 | 16 | 83 | 78 | 22 | 33 | 33 | 86 | 105 | 46 | 211 |
| | 51% | 49% | 51% | 50% | 43% | 64% | 60% | 51% | 48% | 52% | 52% | 45% | 53% |
| | | | | | | AD | | | | | | | |
| Limited opportunities in the Canadian market | 252 | 30 | 26 | 17 | 87 | 75 | 17 | 31 | 34 | 76 | 110 | 47 | 205 |
| | 50% | 47% | 51% | 53% | 45% | 62% | 45% | 48% | 49% | 46% | 55% | 46% | 52% |
| | | | | | | AD | | | | | | | |
| Outdated perceptions of women in managerial/executive roles | 247 | 26 | 20 | 12 | 91 | 78 | 20 | 35 | 35 | 86 | 89 | 45 | 202 |
| | 49% | 40% | 41% | 38% | 47% | 64% | 53% | 55% | 51% | 52% | 44% | 44% | 51% |
| | | | | | | ABCD | | | | | | | |
| Managing work and family | 200 | 23 | 22 | 8 | 65 | 72 | 10 | 30 | 27 | 68 | 73 | 24 | 176 |
| | 40% | 36% | 43% | 25% | 34% | 59% | 28% | 48% | 39% | 41% | 36% | 23% | 44% |
| | | | | | | ACDF | | | | | | | K |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|---|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Greater impact for a woman | 411 | 55 | 40 | 28 | 155 | 98 | 35 | 43 | 59 | 132 | 176 | 83 | 328 |
| | 82% | 84% | 81% | 85% | 81% | 80% | 93% | 67% | 86% | 80% | 88% | 81% | 83% |
| | | | | | | | | | G | G | GI | | |
| The careers of men and women are equally impacted by the decision to raise a family | 57 | 5 | 8 | 5 | 27 | 11 | 1 | 13 | 5 | 22 | 17 | 8 | 49 |
| | 11% | 8% | 16% | 15% | 14% | 9% | 2% | 21% | 7% | 13% | 9% | 8% | 12% |
| | | | | F | F | | | HJ | | | | | |
| The decision to raise a family does not impact the career advancement for either a man or a woman | 22 | 5 | 1 | 0 | 6 | 8 | 2 | 5 | 4 | 7 | 6 | 7 | 14 |
| | 4% | 7% | 3% | - | 3% | 6% | 5% | 8% | 5% | 4% | 3% | 7% | 4% |
| | | | | | | | | | | | | | |
| Greater impact for a man | 10 | 1 | 0 | 0 | 4 | 5 | 0 | 3 | 1 | 4 | 1 | 4 | 6 |
| | 2% | 1% | - | - | 2% | 4% | - | 5% | 2% | 2% | 1% | 4% | 2% |
| | | | | | | | | J | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|--|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Very well | 147 | 20 | 13 | 10 | 58 | 34 | 11 | 23 | 22 | 47 | 54 | 22 | 125 |
| | 29% | 31% | 27% | 30% | 30% | 28% | 30% | 36% | 32% | 28% | 27% | 21% | 31% |
| | | | | | | | | | | | | | |
| Fairly well | 307 | 41 | 30 | 20 | 116 | 77 | 23 | 35 | 41 | 102 | 129 | 67 | 240 |
| | 61% | 63% | 59% | 63% | 60% | 63% | 62% | 55% | 59% | 62% | 64% | 65% | 60% |
| | | | | | | | | | | | | | |
| Not very well | 44 | 4 | 7 | 2 | 17 | 11 | 3 | 6 | 6 | 14 | 18 | 14 | 30 |
| | 9% | 6% | 14% | 8% | 9% | 9% | 7% | 9% | 9% | 9% | 9% | 13% | 8% |
| | | | | | | | | | | | | | |
| Not well at all | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 2 |
| | 0 | - | - | - | 1% | - | - | - | - | 1% | - | - | 1% |
| | | | | | | | | | | | | | |
| Summary | | | | | | | | | | | | | |
| Top2Box (Very well/ Fairly well) | 454 | 61 | 43 | 30 | 174 | 111 | 35 | 58 | 63 | 149 | 183 | 89 | 365 |
| | 91% | 94% | 86% | 93% | 90% | 91% | 93% | 91% | 91% | 90% | 91% | 87% | 92% |
| | | | | | | | | | | | | | |
| Low2Box (Not very well/ Not at all well) | 46 | 4 | 7 | 2 | 19 | 11 | 3 | 6 | 6 | 16 | 18 | 14 | 32 |
| | 9% | 6% | 14% | 8% | 10% | 9% | 7% | 9% | 9% | 10% | 9% | 13% | 8% |
| | | | | | | | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|--------------------------|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Much more difficult | 23 | 3 | 1 | 2 | 14 | 3 | 1 | 2 | 6 | 7 | 8 | 9 | 14 |
| | 5% | 5% | 3% | 5% | 7% | 2% | 2% | 3% | 9% | 4% | 4% | 9% | 4% |
| | | | | | | | | | | | | L | |
| Somewhat more difficult | 115 | 18 | 17 | 4 | 38 | 29 | 8 | 17 | 14 | 41 | 42 | 29 | 86 |
| | 23% | 28% | 35% | 13% | 19% | 24% | 22% | 26% | 20% | 25% | 21% | 28% | 22% |
| | | | CD | | | | | | | | | | |
| About the same | 145 | 17 | 12 | 9 | 64 | 30 | 13 | 20 | 27 | 46 | 53 | 26 | 119 |
| | 29% | 27% | 24% | 28% | 33% | 25% | 35% | 31% | 39% | 28% | 26% | 25% | 30% |
| | | | | | | | | | | | | | |
| Somewhat less difficult | 154 | 21 | 12 | 15 | 59 | 33 | 14 | 12 | 12 | 51 | 79 | 29 | 126 |
| | 31% | 33% | 24% | 45% | 31% | 27% | 37% | 19% | 18% | 31% | 39% | 28% | 32% |
| | | | | E | | | | | | | GH | | |
| Much more difficult | 63 | 5 | 7 | 3 | 19 | 28 | 1 | 13 | 10 | 21 | 19 | 10 | 53 |
| | 13% | 8% | 14% | 10% | 10% | 23% | 2% | 20% | 14% | 13% | 9% | 10% | 13% |
| | | | | | | ADF | | J | | | | | |
| Summary | | | | | | | | | | | | | |
| Top2Box (More difficult) | 138 | 21 | 19 | 6 | 51 | 31 | 9 | 19 | 20 | 48 | 49 | 38 | 100 |
| | 28% | 33% | 38% | 18% | 26% | 26% | 25% | 29% | 29% | 29% | 25% | 37% | 25% |
| | | | | | | | | | | | | L | |
| Low2Box (Less difficult) | 217 | 26 | 19 | 18 | 78 | 60 | 15 | 25 | 22 | 72 | 98 | 39 | 178 |
| | 43% | 41% | 38% | 55% | 41% | 49% | 40% | 39% | 32% | 43% | 49% | 38% | 45% |
| | | | | | | | | | | H | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|-------------------------------|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| New city in the same province | | | | | | | | | | | | | |
| Yes | 228 | 35 | 19 | 13 | 94 | 53 | 15 | 37 | 29 | 83 | 78 | 50 | 179 |
| | 46% | 53% | 38% | 40% | 49% | 43% | 40% | 57% | 42% | 50% | 39% | 49% | 45% |
| | | | | | | | | J | | J | | | |
| No | 272 | 30 | 31 | 20 | 99 | 69 | 22 | 27 | 40 | 83 | 122 | 53 | 219 |
| | 54% | 47% | 62% | 60% | 51% | 57% | 60% | 43% | 58% | 50% | 61% | 51% | 55% |
| | | | | | | | | | | | GI | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|-----------------------|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| New province | | | | | | | | | | | | | |
| Yes | 168 | 21 | 22 | 11 | 62 | 39 | 14 | 27 | 23 | 56 | 61 | 31 | 137 |
| | 34% | 33% | 43% | 33% | 32% | 32% | 37% | 43% | 33% | 34% | 30% | 30% | 35% |
| No | 332 | 44 | 28 | 22 | 131 | 83 | 23 | 37 | 46 | 110 | 139 | 72 | 260 |
| | 66% | 67% | 57% | 68% | 68% | 68% | 62% | 57% | 67% | 66% | 70% | 70% | 65% |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|-----------------------|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| New country | | | | | | | | | | | | | |
| Yes | 115 | 14 | 15 | 7 | 46 | 28 | 6 | 15 | 17 | 38 | 45 | 21 | 93 |
| | 23% | 22% | 30% | 20% | 24% | 23% | 15% | 24% | 25% | 23% | 22% | 21% | 23% |
| | | | | | | | | | | | | | |
| No | 385 | 51 | 35 | 26 | 147 | 94 | 32 | 49 | 52 | 128 | 156 | 81 | 304 |
| | 77% | 78% | 70% | 80% | 76% | 77% | 85% | 76% | 75% | 77% | 78% | 79% | 77% |
| | | | | | | | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|--|-------|--------|------|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: Not Willing To Relocate | 232 | 41 | 17 | 21 | 86 | 47 | 20 | 23 | 31 | 73 | 105 | 46 | 186 |
| Weighted | 234 | 26* | 23** | 17** | 90* | 59* | 19** | 25** | 33** | 72* | 104 | 49* | 185 |
| Happy with where I currently live and work | 170 | 22 | 20 | 10 | 64 | 39 | 16 | 21 | 25 | 50 | 75 | 34 | 137 |
| | 73% | 83% | 88% | 57% | 71% | 66% | 85% | 83% | 77% | 69% | 72% | 69% | 74% |
| | | | | | | | | | | | | | |
| Not interested in moving away from family/friends | 94 | 8 | 5 | 8 | 40 | 21 | 11 | 9 | 17 | 23 | 45 | 24 | 70 |
| | 40% | 32% | 24% | 48% | 44% | 36% | 60% | 38% | 51% | 32% | 43% | 49% | 38% |
| | | | | | | | | | | | | | |
| Not interested in relocating my family | 71 | 6 | 9 | 5 | 31 | 13 | 7 | 5 | 5 | 19 | 42 | 31 | 40 |
| | 30% | 24% | 41% | 29% | 35% | 21% | 35% | 19% | 16% | 27% | 40% | 63% | 22% |
| | | | | | | | | | | | | L | |
| Not enough financial compensation to make relocating an option | 58 | 5 | 4 | 4 | 25 | 13 | 7 | 7 | 8 | 13 | 30 | 16 | 41 |
| | 25% | 17% | 18% | 24% | 28% | 21% | 40% | 26% | 26% | 18% | 29% | 33% | 22% |
| | | | | | | | | | | | | | |
| Other | 18 | 1 | 1 | 1 | 6 | 6 | 2 | 1 | 3 | 8 | 7 | 4 | 14 |
| | 8% | 5% | 6% | 5% | 7% | 11% | 10% | 4% | 8% | 11% | 6% | 8% | 8% |
| | | | | | | | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L 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:

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|----------------------------------|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Salaries | | | | | | | | | | | | | |
| Very large divide | 187 | 25 | 19 | 15 | 80 | 35 | 12 | 22 | 33 | 56 | 75 | 32 | 155 |
| | 37% | 38% | 38% | 48% | 42% | 29% | 32% | 35% | 48% | 34% | 38% | 31% | 39% |
| | | | | E | E | | | | I | | | | |
| Moderate divide | 197 | 28 | 20 | 9 | 79 | 47 | 14 | 28 | 19 | 69 | 82 | 40 | 158 |
| | 39% | 44% | 41% | 28% | 41% | 38% | 37% | 43% | 27% | 41% | 41% | 39% | 40% |
| | | | | | | | | | | | | | |
| Small divide | 81 | 7 | 9 | 6 | 25 | 28 | 7 | 8 | 13 | 28 | 31 | 23 | 58 |
| | 16% | 11% | 19% | 18% | 13% | 23% | 18% | 13% | 19% | 17% | 16% | 23% | 15% |
| | | | | | | AD | | | | | | | |
| Perfectly equal with men | 35 | 5 | 1 | 2 | 8 | 13 | 5 | 6 | 4 | 14 | 12 | 8 | 27 |
| | 7% | 8% | 3% | 8% | 4% | 10% | 13% | 9% | 5% | 8% | 6% | 8% | 7% |
| | | | | | | | D | | | | | | |
| Summary | | | | | | | | | | | | | |
| Top2Box (Large/ Moderate divide) | 384 | 53 | 39 | 24 | 160 | 82 | 26 | 50 | 52 | 124 | 158 | 72 | 312 |
| | 77% | 81% | 78% | 75% | 83% | 67% | 70% | 78% | 76% | 75% | 79% | 70% | 79% |
| | | E | | | E | | | | | | | | |
| Low2Box (Small/ No divide) | 116 | 12 | 11 | 8 | 33 | 40 | 11 | 14 | 17 | 41 | 43 | 31 | 85 |
| | 23% | 19% | 22% | 25% | 17% | 33% | 30% | 22% | 24% | 25% | 21% | 30% | 21% |
| | | | | | | AD | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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:

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|----------------------------------|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Promotions | | | | | | | | | | | | | |
| Very large divide | 130 | 19 | 13 | 11 | 52 | 25 | 9 | 12 | 24 | 45 | 48 | 18 | 112 |
| | 26% | 30% | 27% | 33% | 27% | 21% | 25% | 19% | 35% | 27% | 24% | 18% | 28% |
| | | | | | | | | | | | | | K |
| Moderate divide | 229 | 28 | 24 | 12 | 96 | 50 | 19 | 29 | 28 | 76 | 96 | 54 | 175 |
| | 46% | 43% | 49% | 38% | 50% | 41% | 50% | 46% | 41% | 46% | 48% | 52% | 44% |
| | | | | | | | | | | | | | |
| Small divide | 100 | 12 | 12 | 7 | 30 | 33 | 6 | 15 | 13 | 31 | 42 | 19 | 81 |
| | 20% | 19% | 24% | 23% | 16% | 27% | 15% | 24% | 18% | 19% | 21% | 19% | 20% |
| | | | | | | D | | | | | | | |
| Perfectly equal with men | 40 | 6 | 0 | 2 | 15 | 14 | 4 | 7 | 4 | 13 | 16 | 11 | 29 |
| | 8% | 9% | - | 8% | 8% | 11% | 10% | 11% | 6% | 8% | 8% | 11% | 7% |
| | | B | | | | B | B | | | | | | |
| Summary | | | | | | | | | | | | | |
| Top2Box (Large/ Moderate divide) | 359 | 47 | 38 | 23 | 148 | 75 | 28 | 41 | 52 | 121 | 143 | 72 | 287 |
| | 72% | 72% | 76% | 70% | 77% | 62% | 75% | 65% | 75% | 73% | 71% | 70% | 72% |
| | | | | | E | | | | | | | | |
| Low2Box (Small/ No divide) | 141 | 18 | 12 | 10 | 45 | 47 | 9 | 22 | 17 | 44 | 57 | 30 | 110 |
| | 28% | 28% | 24% | 30% | 23% | 38% | 25% | 35% | 25% | 27% | 29% | 30% | 28% |
| | | | | | | D | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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:

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|--------------------------------------|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Getting the best jobs/tasks/projects | | | | | | | | | | | | | |
| Very large divide | 118 | 15 | 7 | 7 | 53 | 25 | 11 | 18 | 22 | 43 | 36 | 19 | 99 |
| | 24% | 23% | 14% | 23% | 28% | 21% | 30% | 28% | 32% | 26% | 18% | 19% | 25% |
| | | | | | | | | | J | | | | |
| Moderate divide | 225 | 33 | 24 | 13 | 84 | 55 | 15 | 28 | 26 | 77 | 93 | 45 | 180 |
| | 45% | 50% | 49% | 40% | 44% | 45% | 40% | 43% | 38% | 46% | 46% | 44% | 45% |
| | | | | | | | | | | | | | |
| Small divide | 114 | 14 | 16 | 8 | 43 | 25 | 7 | 11 | 18 | 32 | 53 | 24 | 89 |
| | 23% | 22% | 32% | 25% | 22% | 21% | 20% | 17% | 26% | 20% | 26% | 24% | 23% |
| | | | | | | | | | | | | | |
| Perfectly equal with men | 43 | 3 | 3 | 4 | 13 | 16 | 4 | 8 | 3 | 14 | 18 | 13 | 29 |
| | 9% | 5% | 5% | 13% | 6% | 13% | 10% | 12% | 4% | 8% | 9% | 13% | 7% |
| | | | | | | | | | | | | | |
| Summary | | | | | | | | | | | | | |
| Top2Box (Large/ Moderate divide) | 343 | 48 | 31 | 20 | 138 | 80 | 26 | 45 | 48 | 120 | 129 | 65 | 279 |
| | 69% | 73% | 62% | 63% | 71% | 66% | 70% | 71% | 70% | 72% | 64% | 63% | 70% |
| | | | | | | | | | | | | | |
| Low2Box (Small/ No divide) | 157 | 17 | 19 | 12 | 55 | 41 | 11 | 18 | 21 | 46 | 71 | 38 | 119 |
| | 31% | 27% | 38% | 38% | 29% | 34% | 30% | 29% | 30% | 28% | 36% | 37% | 30% |
| | | | | | | | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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:

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|----------------------------------|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Travel opportunities | | | | | | | | | | | | | |
| Very large divide | 75 | 11 | 7 | 6 | 34 | 10 | 7 | 10 | 11 | 28 | 26 | 16 | 60 |
| | 15% | 17% | 14% | 18% | 18% | 8% | 20% | 16% | 15% | 17% | 13% | 15% | 15% |
| | | | | | E | | E | | | | | | |
| Moderate divide | 192 | 26 | 16 | 13 | 83 | 40 | 12 | 27 | 29 | 60 | 75 | 39 | 153 |
| | 38% | 41% | 32% | 40% | 43% | 33% | 32% | 42% | 42% | 36% | 38% | 38% | 38% |
| | | | | | | | | | | | | | |
| Small divide | 149 | 19 | 22 | 7 | 48 | 38 | 17 | 16 | 20 | 53 | 59 | 29 | 121 |
| | 30% | 29% | 43% | 20% | 25% | 31% | 45% | 25% | 30% | 32% | 29% | 28% | 30% |
| | | | CD | | | | CD | | | | | | |
| Perfectly equal with men | 84 | 9 | 5 | 7 | 27 | 34 | 1 | 10 | 9 | 24 | 40 | 20 | 64 |
| | 17% | 14% | 11% | 23% | 14% | 28% | 2% | 16% | 13% | 15% | 20% | 19% | 16% |
| | | F | | F | F | ABDF | | | | | | | |
| Summary | | | | | | | | | | | | | |
| Top2Box (Large/ Moderate divide) | 267 | 37 | 23 | 19 | 118 | 50 | 20 | 37 | 40 | 88 | 101 | 54 | 213 |
| | 53% | 57% | 46% | 58% | 61% | 41% | 53% | 59% | 58% | 53% | 51% | 53% | 53% |
| | | E | | | E | | | | | | | | |
| Low2Box (Small/ No divide) | 233 | 28 | 27 | 14 | 75 | 72 | 18 | 26 | 29 | 77 | 99 | 48 | 185 |
| | 47% | 43% | 54% | 43% | 39% | 59% | 47% | 41% | 42% | 47% | 49% | 47% | 47% |
| | | | | | | AD | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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:

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|---|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Influence in making important decisions | | | | | | | | | | | | | |
| Very large divide | 95 | 10 | 9 | 8 | 39 | 20 | 8 | 10 | 16 | 34 | 35 | 16 | 79 |
| | 19% | 16% | 19% | 25% | 20% | 16% | 22% | 16% | 23% | 20% | 18% | 16% | 20% |
| Moderate divide | 253 | 37 | 23 | 15 | 105 | 52 | 21 | 30 | 36 | 87 | 98 | 49 | 204 |
| | 51% | 57% | 46% | 45% | 55% | 42% | 55% | 48% | 52% | 53% | 49% | 48% | 51% |
| | | E | | | | | | | | | | | |
| Small divide | 96 | 10 | 12 | 7 | 35 | 26 | 5 | 17 | 13 | 23 | 43 | 24 | 72 |
| | 19% | 16% | 24% | 20% | 18% | 22% | 13% | 27% | 19% | 14% | 21% | 23% | 18% |
| Perfectly equal with men | | | | | | | | I | | | | | |
| | 57 | 7 | 5 | 3 | 14 | 24 | 4 | 6 | 5 | 22 | 25 | 14 | 43 |
| | 11% | 11% | 11% | 10% | 7% | 20% | 10% | 9% | 7% | 13% | 12% | 13% | 11% |
| | | | | | | D | | | | | | | |
| Summary | | | | | | | | | | | | | |
| Top2Box (Large/ Moderate divide) | 348 | 48 | 32 | 23 | 144 | 72 | 29 | 41 | 52 | 121 | 133 | 65 | 282 |
| | 70% | 73% | 65% | 70% | 75% | 59% | 77% | 64% | 75% | 73% | 66% | 64% | 71% |
| | | E | | | E | | E | | | | | | |
| Low2Box (Small/ No divide) | 152 | 17 | 17 | 10 | 49 | 50 | 8 | 23 | 17 | 45 | 67 | 37 | 115 |
| | 30% | 27% | 35% | 30% | 25% | 41% | 22% | 36% | 25% | 27% | 34% | 36% | 29% |
| | | | | | | ADF | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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:

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|---|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Salaries | 384 | 53 | 39 | 24 | 160 | 82 | 26 | 50 | 52 | 124 | 158 | 72 | 312 |
| | 77% | 81% | 78% | 75% | 83% | 67% | 70% | 78% | 76% | 75% | 79% | 70% | 79% |
| | | E | | | E | | | | | | | | |
| Promotions | 359 | 47 | 38 | 23 | 148 | 75 | 28 | 41 | 52 | 121 | 143 | 72 | 287 |
| | 72% | 72% | 76% | 70% | 77% | 62% | 75% | 65% | 75% | 73% | 71% | 70% | 72% |
| | | | | | E | | | | | | | | |
| Influence in making important decisions | 348 | 48 | 32 | 23 | 144 | 72 | 29 | 41 | 52 | 121 | 133 | 65 | 282 |
| | 70% | 73% | 65% | 70% | 75% | 59% | 77% | 64% | 75% | 73% | 66% | 64% | 71% |
| | | E | | | E | | E | | | | | | |
| Getting the best jobs/tasks/projects | 343 | 48 | 31 | 20 | 138 | 80 | 26 | 45 | 48 | 120 | 129 | 65 | 279 |
| | 69% | 73% | 62% | 63% | 71% | 66% | 70% | 71% | 70% | 72% | 64% | 63% | 70% |
| | | | | | | | | | | | | | |
| Travel opportunities | 267 | 37 | 23 | 19 | 118 | 50 | 20 | 37 | 40 | 88 | 101 | 54 | 213 |
| | 53% | 57% | 46% | 58% | 61% | 41% | 53% | 59% | 58% | 53% | 51% | 53% | 53% |
| | | E | | | E | | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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:

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|---|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Travel opportunities | 233 | 28 | 27 | 14 | 75 | 72 | 18 | 26 | 29 | 77 | 99 | 48 | 185 |
| | 47% | 43% | 54% | 43% | 39% | 59% | 47% | 41% | 42% | 47% | 49% | 47% | 47% |
| | | | | | | AD | | | | | | | |
| Getting the best jobs/tasks/projects | 157 | 17 | 19 | 12 | 55 | 41 | 11 | 18 | 21 | 46 | 71 | 38 | 119 |
| | 31% | 27% | 38% | 38% | 29% | 34% | 30% | 29% | 30% | 28% | 36% | 37% | 30% |
| | | | | | | | | | | | | | |
| Influence in making important decisions | 152 | 17 | 17 | 10 | 49 | 50 | 8 | 23 | 17 | 45 | 67 | 37 | 115 |
| | 30% | 27% | 35% | 30% | 25% | 41% | 22% | 36% | 25% | 27% | 34% | 36% | 29% |
| | | | | | | ADF | | | | | | | |
| Promotions | 141 | 18 | 12 | 10 | 45 | 47 | 9 | 22 | 17 | 44 | 57 | 30 | 110 |
| | 28% | 28% | 24% | 30% | 23% | 38% | 25% | 35% | 25% | 27% | 29% | 30% | 28% |
| | | | | | | D | | | | | | | |
| Salaries | 116 | 12 | 11 | 8 | 33 | 40 | 11 | 14 | 17 | 41 | 43 | 31 | 85 |
| | 23% | 19% | 22% | 25% | 17% | 33% | 30% | 22% | 24% | 25% | 21% | 30% | 21% |
| | | | | | | AD | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|---|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| More flexible work arrangements | 327 | 41 | 32 | 21 | 130 | 74 | 27 | 41 | 45 | 101 | 138 | 76 | 251 |
| | 65% | 63% | 65% | 65% | 68% | 61% | 72% | 64% | 66% | 61% | 69% | 74% | 63% |
| | | | | | | | | | | | | L | |
| Stronger emphasis on diversity in managerial/executive positions | 260 | 32 | 26 | 20 | 104 | 55 | 22 | 34 | 34 | 82 | 109 | 48 | 212 |
| | 52% | 50% | 51% | 60% | 54% | 45% | 60% | 53% | 50% | 50% | 55% | 47% | 53% |
| | | | | | | | | | | | | | |
| Better mentorship or advocate programs designed for women seeking managerial/executive experience | 254 | 37 | 35 | 18 | 100 | 44 | 21 | 29 | 37 | 83 | 105 | 52 | 203 |
| | 51% | 56% | 70% | 55% | 52% | 36% | 55% | 46% | 54% | 50% | 52% | 50% | 51% |
| | | E | DE | E | E | | E | | | | | | |
| Training and development programs uniquely designed for women to develop leadership competencies | 207 | 27 | 24 | 17 | 83 | 33 | 22 | 30 | 37 | 76 | 65 | 38 | 169 |
| | 41% | 42% | 49% | 53% | 43% | 27% | 60% | 47% | 53% | 46% | 32% | 37% | 43% |
| | | E | E | E | E | | E | J | J | J | | | |
| Don't know/unsure | 31 | 4 | 3 | 1 | 15 | 8 | 2 | 6 | 6 | 13 | 5 | 5 | 26 |
| | 6% | 6% | 5% | 3% | 8% | 6% | 5% | 10% | 9% | 8% | 3% | 5% | 7% |
| | | | | | | | | J | J | J | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|--|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| More women leaders demanding equal opportunity for promotions in organizations | 142 | 17 | 15 | 11 | 54 | 30 | 15 | 13 | 28 | 41 | 61 | 25 | 118 |
| | 28% | 27% | 30% | 33% | 28% | 25% | 40% | 21% | 40% | 24% | 30% | 24% | 30% |
| | | | | | | | | | GI | | | | |
| Better work-life balance or flexible working arrangements | 78 | 12 | 4 | 7 | 33 | 18 | 5 | 10 | 6 | 30 | 33 | 19 | 60 |
| | 16% | 19% | 8% | 20% | 17% | 14% | 13% | 16% | 8% | 18% | 17% | 18% | 15% |
| | | | | | | | | | | | | | |
| More opportunities | 58 | 13 | 11 | 4 | 21 | 5 | 5 | 7 | 6 | 22 | 23 | 11 | 47 |
| | 12% | 20% | 22% | 13% | 11% | 4% | 13% | 11% | 9% | 13% | 12% | 11% | 12% |
| | | DE | E | | | | | | | | | | |
| More focus by your CEOs and media on women in leadership | 46 | 8 | 3 | 2 | 17 | 15 | 2 | 5 | 8 | 18 | 15 | 5 | 40 |
| | 9% | 12% | 5% | 5% | 9% | 12% | 5% | 7% | 12% | 11% | 8% | 5% | 10% |
| | | | | | | | | | | | | | |
| More/stronger mentors for women | 36 | 3 | 7 | 1 | 13 | 10 | 3 | 6 | 3 | 14 | 13 | 8 | 27 |
| | 7% | 4% | 14% | 3% | 6% | 8% | 7% | 9% | 4% | 9% | 6% | 8% | 7% |
| | | | | | | | | | | | | | |
| Better incentives for women | 20 | 2 | 1 | 1 | 6 | 8 | 2 | 6 | 5 | 6 | 2 | 7 | 13 |
| | 4% | 3% | 3% | 3% | 3% | 6% | 5% | 10% | 7% | 4% | 1% | 6% | 3% |
| | | | | | | | | J | J | | | | |
| Other | 12 | 2 | 1 | 1 | 3 | 3 | 2 | 2 | 1 | 3 | 6 | 2 | 10 |
| | 2% | 3% | 3% | 3% | 2% | 2% | 5% | 3% | 1% | 2% | 3% | 2% | 2% |
| | | | | | | | | | | | | | |
| I don't think they have become more attainable for women | 108 | 8 | 8 | 7 | 46 | 34 | 5 | 14 | 13 | 33 | 48 | 26 | 82 |
| | 22% | 13% | 16% | 23% | 24% | 28% | 13% | 22% | 19% | 20% | 24% | 25% | 21% |
| | | | | | A | A | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|---|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Executive Board | | | | | | | | | | | | | |
| 0 | 75 | 14 | 7 | 3 | 27 | 19 | 6 | 3 | 9 | 24 | 37 | 18 | 57 |
| | 15% | 21% | 14% | 10% | 14% | 15% | 15% | 4% | 14% | 15% | 19% | 17% | 14% |
| | | | | | | | | | | G | G | | |
| 1-5 | 43 | 6 | 4 | 2 | 19 | 9 | 4 | 4 | 1 | 21 | 17 | 11 | 32 |
| | 9% | 9% | 8% | 5% | 10% | 7% | 10% | 6% | 2% | 13% | 9% | 11% | 8% |
| | | | | | | | | | | H | | | |
| 6-10 | 34 | 7 | 7 | 2 | 9 | 5 | 3 | 4 | 8 | 11 | 11 | 8 | 25 |
| | 7% | 11% | 14% | 8% | 5% | 4% | 7% | 6% | 11% | 7% | 6% | 8% | 6% |
| | | D | | | | | | | | | | | |
| 11-15 | 10 | 1 | 0 | 0 | 4 | 5 | 0 | 1 | 1 | 5 | 4 | 1 | 9 |
| | 2% | 2% | - | - | 2% | 4% | - | 2% | 2% | 3% | 2% | 1% | 2% |
| | | | | | | | | | | | | | |
| 16-20 | 26 | 3 | 0 | 2 | 9 | 8 | 5 | 2 | 2 | 14 | 7 | 7 | 19 |
| | 5% | 4% | - | 5% | 5% | 6% | 13% | 4% | 2% | 9% | 4% | 7% | 5% |
| | | | | | | | B | | | | | | |
| 21-25 | 8 | 1 | 0 | 0 | 3 | 4 | 1 | 1 | 2 | 0 | 6 | 3 | 5 |
| | 2% | 1% | - | - | 2% | 3% | 2% | 1% | 3% | - | 3% | 3% | 1% |
| | | | | | | | | | I | | I | | |
| 26-30 | 14 | 2 | 0 | 1 | 6 | 4 | 1 | 2 | 0 | 5 | 7 | 4 | 9 |
| | 3% | 3% | - | 3% | 3% | 3% | 2% | 3% | - | 3% | 3% | 4% | 2% |
| | | | | | | | | | | | | | |
| 31-40 | 19 | 1 | 3 | 2 | 8 | 3 | 2 | 1 | 3 | 4 | 12 | 5 | 14 |
| | 4% | 2% | 5% | 8% | 4% | 2% | 5% | 2% | 4% | 2% | 6% | 5% | 4% |
| | | | | | | | | | | | | | |
| 41-50 | 26 | 4 | 4 | 2 | 10 | 6 | 0 | 4 | 1 | 9 | 13 | 4 | 22 |
| | 5% | 6% | 8% | 5% | 5% | 5% | - | 6% | 2% | 5% | 6% | 4% | 6% |
| | | | | | | | | | | | | | |
| 51-60 | 4 | 1 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 1 | 3 | 3 | 1 |
| | 1% | 1% | - | 3% | 1% | 1% | - | - | - | 1% | 1% | 3% | 0 |
| | | | | | | | | | | | | L | |
| 61-70 | 3 | 1 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 3 |
| | 1% | 1% | - | 5% | 1% | - | - | - | - | 1% | 1% | - | 1% |
| | | | | DE | | | | | | | | | |
| 71-80 | 10 | 2 | 1 | 1 | 4 | 1 | 1 | 0 | 2 | 2 | 7 | 2 | 8 |
| | 2% | 3% | 3% | 3% | 2% | 1% | 2% | - | 3% | 1% | 3% | 2% | 2% |
| | | | | | | | | | | | | | |
| 81-90 | 3 | 0 | 0 | 0 | 0 | 3 | 1 | 1 | 0 | 1 | 1 | 1 | 3 |
| | 1% | - | - | - | - | 2% | 2% | 1% | - | 1% | 1% | 1% | 1% |
| | | | | | | | D | | | | | | |
| 91-100 | 19 | 1 | 0 | 1 | 10 | 5 | 1 | 2 | 0 | 6 | 10 | 4 | 15 |
| | 4% | 2% | - | 3% | 5% | 4% | 2% | 4% | - | 4% | 5% | 4% | 4% |
| | | | | | | | | | | | | | |
| This question doesn't apply - my organization is very | 205 | 23 | 24 | 15 | 79 | 50 | 14 | 40 | 40 | 61 | 64 | 31 | 174 |

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|----------------|-------|--------|------|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| small | 41% | 35% | 49% | 45% | 41% | 41% | 37% | 63% | 58% | 37% | 32% | 30% | 44% |
| | | | | | | | | IJ | IJ | | | | K |
| Summary | | | | | | | | | | | | | |
| Mean (Incl. 0) | 24.5 | 19.8 | 18.3 | 31.5 | 26.5 | 25.4 | 21.6 | 29.8 | 17 | 21.7 | 27.5 | 23.8 | 24.7 |
| Std Dev | 29.4 | 26.3 | 23.3 | 29.6 | 31.3 | 30.3 | 27.9 | 31.8 | 21.6 | 27.9 | 31.2 | 28.5 | 29.7 |
| Std Err | 1.7 | 3.2 | 5.3 | 6.3 | 3 | 4 | 5.6 | 6.5 | 3.9 | 2.7 | 2.7 | 3.4 | 2 |
| Mean (Excl. 0) | 32.9 | 29 | 24.9 | 38.4 | 34.8 | 34.5 | 28.4 | 33.9 | 25.4 | 28.4 | 37.7 | 31.6 | 33.3 |
| | | | | | | | | | | | I | | |
| Std Dev | 29.7 | 27.3 | 24 | 28.2 | 31.6 | 30.6 | 28.9 | 31.8 | 22 | 28.7 | 30.8 | 28.8 | 30 |
| Std Err | 2 | 4.1 | 6.4 | 6.7 | 3.5 | 4.7 | 6.6 | 6.9 | 5 | 3.2 | 3.1 | 3.9 | 2.3 |
| Median | 10 | 10 | 10 | 25 | 15 | 15 | 10 | 20 | 10 | 10 | 15 | 10 | 10 |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|---|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Senior Leadership Team | | | | | | | | | | | | | |
| 0 | 49 | 6 | 5 | 4 | 17 | 14 | 3 | 5 | 6 | 16 | 23 | 9 | 41 |
| | 10% | 10% | 11% | 13% | 9% | 11% | 7% | 7% | 8% | 10% | 11% | 8% | 10% |
| | | | | | | | | | | | | | |
| 1-5 | 50 | 5 | 8 | 2 | 24 | 8 | 5 | 2 | 6 | 23 | 19 | 9 | 41 |
| | 10% | 7% | 16% | 5% | 12% | 6% | 13% | 2% | 9% | 14% | 10% | 9% | 10% |
| | | | | | | | | | | G | | | |
| 6-10 | 28 | 8 | 0 | 2 | 9 | 8 | 2 | 3 | 5 | 10 | 11 | 6 | 22 |
| | 6% | 12% | - | 5% | 5% | 6% | 5% | 4% | 7% | 6% | 5% | 6% | 6% |
| | | BD | | | | | | | | | | | |
| 11-15 | 16 | 3 | 0 | 2 | 3 | 6 | 2 | 1 | 0 | 5 | 9 | 5 | 10 |
| | 3% | 4% | - | 5% | 2% | 5% | 5% | 2% | - | 3% | 5% | 5% | 3% |
| | | | | | | | | | | | | | |
| 16-20 | 23 | 6 | 1 | 0 | 6 | 6 | 4 | 1 | 1 | 11 | 10 | 8 | 16 |
| | 5% | 9% | 3% | - | 3% | 5% | 10% | 2% | 2% | 7% | 5% | 7% | 4% |
| | | CD | | | | | | | | | | | |
| 21-25 | 13 | 0 | 0 | 0 | 6 | 6 | 0 | 0 | 2 | 3 | 7 | 6 | 6 |
| | 3% | - | - | - | 3% | 5% | - | - | 3% | 2% | 3% | 6% | 2% |
| | | | | | | A | | | | | | L | |
| 26-30 | 16 | 3 | 1 | 0 | 7 | 4 | 1 | 2 | 1 | 7 | 6 | 7 | 9 |
| | 3% | 4% | 3% | - | 4% | 3% | 2% | 4% | 2% | 4% | 3% | 7% | 2% |
| | | | | | | | | | | | | L | |
| 31-40 | 16 | 0 | 0 | 2 | 9 | 3 | 2 | 2 | 2 | 3 | 9 | 1 | 15 |
| | 3% | - | - | 8% | 5% | 2% | 5% | 3% | 3% | 2% | 4% | 1% | 4% |
| | | | | A | A | | A | | | | | | |
| 41-50 | 32 | 4 | 5 | 2 | 14 | 6 | 1 | 3 | 3 | 13 | 15 | 8 | 25 |
| | 6% | 6% | 11% | 8% | 7% | 5% | 2% | 4% | 4% | 8% | 7% | 7% | 6% |
| | | | | | | | | | | | | | |
| 51-60 | 9 | 1 | 1 | 0 | 4 | 1 | 1 | 0 | 1 | 2 | 5 | 2 | 7 |
| | 2% | 2% | 3% | - | 2% | 1% | 2% | - | 2% | 1% | 3% | 2% | 2% |
| | | | | | | | | | | | | | |
| 61-70 | 6 | 2 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 2 | 4 | 1 | 5 |
| | 1% | 3% | 3% | 3% | 1% | - | - | - | - | 1% | 2% | 1% | 1% |
| | | E | | | | | | | | | | | |
| 71-80 | 14 | 3 | 0 | 1 | 5 | 3 | 2 | 1 | 0 | 3 | 8 | 2 | 11 |
| | 3% | 5% | - | 3% | 3% | 2% | 5% | 2% | - | 2% | 4% | 2% | 3% |
| | | | | | | | | | | | | | |
| 81-90 | 3 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 1 | 1 | 0 | 3 |
| | 1% | - | - | - | - | 2% | - | - | - | 1% | 1% | - | 1% |
| | | | | | | | | | | | | | |
| 91-100 | 20 | 3 | 1 | 2 | 6 | 5 | 2 | 4 | 1 | 4 | 10 | 8 | 12 |
| | 4% | 4% | 3% | 8% | 3% | 4% | 5% | 7% | 2% | 3% | 5% | 7% | 3% |
| | | | | | | | | | | | | | |
| This question doesn't apply - my organization is very | 205 | 23 | 24 | 15 | 79 | 50 | 14 | 40 | 40 | 61 | 64 | 31 | 174 |

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|----------------|-------|--------|------|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| small | 41% | 35% | 49% | 45% | 41% | 41% | 37% | 63% | 58% | 37% | 32% | 30% | 44% |
| | | | | | | | | IJ | IJ | | | | K |
| Summary | | | | | | | | | | | | | |
| Mean (Incl. 0) | 28.4 | 28.8 | 25.9 | 35.2 | 28 | 27.8 | 28.5 | 37.6 | 20.2 | 24.6 | 30.9 | 31.1 | 27.5 |
| Std Dev | 29.8 | 30.2 | 30.1 | 35.5 | 28.6 | 30.5 | 30.7 | 37.2 | 25.5 | 27.1 | 30.6 | 30.7 | 29.6 |
| Std Err | 1.7 | 3.7 | 6.9 | 7.6 | 2.7 | 4 | 6.1 | 7.6 | 4.7 | 2.6 | 2.6 | 3.6 | 2 |
| Mean (Excl. 0) | 34.1 | 33.9 | 32.9 | 45.6 | 32.9 | 34.4 | 32.4 | 46.9 | 25.3 | 29.2 | 37 | 35.4 | 33.6 |
| | | | | | | | | | | | | | |
| Std Dev | 29.6 | 30 | 30.3 | 34 | 28.3 | 30.4 | 30.8 | 35.8 | 26.3 | 27.1 | 29.9 | 30.4 | 29.4 |
| Std Err | 1.9 | 4 | 7.8 | 8.2 | 2.9 | 4.5 | 6.6 | 8.2 | 5.5 | 2.9 | 2.8 | 3.8 | 2.2 |
| Median | 20 | 15.5 | 5 | 27.5 | 20 | 20 | 20 | 30 | 10 | 15 | 20 | 20 | 15 |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|---|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Senior Management Team | | | | | | | | | | | | | |
| 0 | 38 | 3 | 3 | 5 | 13 | 11 | 4 | 3 | 8 | 13 | 14 | 5 | 33 |
| | 8% | 5% | 5% | 15% | 6% | 9% | 10% | 5% | 11% | 8% | 7% | 5% | 8% |
| | | | | | | | | | | | | | |
| 1-5 | 37 | 6 | 8 | 1 | 15 | 5 | 2 | 1 | 7 | 18 | 10 | 5 | 32 |
| | 7% | 10% | 16% | 3% | 8% | 4% | 5% | 2% | 10% | 11% | 5% | 5% | 8% |
| | | | E | | | | | | | G | | | |
| 6-10 | 34 | 3 | 1 | 1 | 16 | 9 | 5 | 2 | 3 | 10 | 19 | 13 | 21 |
| | 7% | 4% | 3% | 3% | 8% | 7% | 13% | 3% | 4% | 6% | 10% | 12% | 5% |
| | | | | | | | | | | | | L | |
| 11-15 | 10 | 2 | 1 | 1 | 1 | 4 | 1 | 1 | 0 | 4 | 5 | 3 | 7 |
| | 2% | 3% | 3% | 3% | 1% | 3% | 2% | 2% | - | 2% | 2% | 3% | 2% |
| | | | | | | | | | | | | | |
| 16-20 | 26 | 6 | 0 | 1 | 9 | 6 | 3 | 3 | 2 | 6 | 15 | 8 | 18 |
| | 5% | 10% | - | 3% | 5% | 5% | 7% | 4% | 3% | 4% | 7% | 8% | 4% |
| | | B | | | | | | | | | | | |
| 21-25 | 18 | 1 | 1 | 0 | 8 | 6 | 1 | 0 | 3 | 5 | 9 | 7 | 12 |
| | 4% | 2% | 3% | - | 4% | 5% | 2% | - | 4% | 3% | 4% | 7% | 3% |
| | | | | | | | | | | | | | |
| 26-30 | 13 | 3 | 0 | 1 | 5 | 3 | 1 | 1 | 0 | 6 | 6 | 4 | 9 |
| | 3% | 5% | - | 3% | 3% | 2% | 2% | 2% | - | 3% | 3% | 4% | 2% |
| | | | | | | | | | | | | | |
| 31-40 | 24 | 4 | 1 | 2 | 9 | 6 | 1 | 3 | 2 | 8 | 11 | 4 | 20 |
| | 5% | 6% | 3% | 8% | 5% | 5% | 2% | 5% | 3% | 5% | 5% | 4% | 5% |
| | | | | | | | | | | | | | |
| 41-50 | 41 | 5 | 4 | 4 | 19 | 8 | 2 | 3 | 1 | 16 | 21 | 10 | 32 |
| | 8% | 8% | 8% | 13% | 10% | 6% | 5% | 5% | 2% | 10% | 11% | 9% | 8% |
| | | | | | | | | | | H | H | | |
| 51-60 | 14 | 3 | 3 | 0 | 4 | 4 | 1 | 0 | 1 | 7 | 6 | 5 | 9 |
| | 3% | 4% | 5% | - | 2% | 3% | 2% | - | 2% | 4% | 3% | 5% | 2% |
| | | | | | | | | | | | | | |
| 61-70 | 3 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 1 | 2 |
| | 1% | 1% | 3% | - | 1% | - | - | - | - | 0 | 1% | 1% | 1% |
| | | | | | | | | | | | | | |
| 71-80 | 15 | 2 | 1 | 1 | 7 | 1 | 2 | 0 | 1 | 5 | 8 | 2 | 12 |
| | 3% | 3% | 3% | 3% | 4% | 1% | 5% | - | 2% | 3% | 4% | 2% | 3% |
| | | | | | | | | | | | | | |
| 81-90 | 4 | 1 | 0 | 0 | 0 | 3 | 1 | 1 | 0 | 0 | 3 | 0 | 4 |
| | 1% | 1% | - | - | - | 2% | 2% | 2% | - | - | 1% | - | 1% |
| | | | | | | | D | | | | | | |
| 91-100 | 18 | 3 | 0 | 2 | 6 | 6 | 1 | 4 | 0 | 7 | 6 | 5 | 13 |
| | 4% | 4% | - | 5% | 3% | 5% | 2% | 7% | - | 4% | 3% | 5% | 3% |
| | | | | | | | | H | | | | | |
| This question doesn't apply - my organization is very | 205 | 23 | 24 | 15 | 79 | 50 | 14 | 40 | 40 | 61 | 64 | 31 | 174 |

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|----------------|-------|--------|------|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| small | 41% | 35% | 49% | 45% | 41% | 41% | 37% | 63% | 58% | 37% | 32% | 30% | 44% |
| | | | | | | | | IJ | IJ | | | | K |
| Summary | | | | | | | | | | | | | |
| Mean (Incl. 0) | 31.3 | 32.9 | 27.3 | 33 | 31.5 | 31.9 | 29 | 40.3 | 16.7 | 31.1 | 33 | 32.3 | 31 |
| Std Dev | 28.9 | 28.5 | 26.5 | 31.6 | 28.1 | 30.7 | 30.3 | 36.7 | 21.7 | 28.8 | 28.1 | 27.8 | 29.2 |
| Std Err | 1.7 | 3.5 | 6.1 | 6.7 | 2.7 | 4.1 | 6.1 | 7.5 | 4 | 2.8 | 2.4 | 3.3 | 1.9 |
| Mean (Excl. 0) | 36 | 35.6 | 30.5 | 45.3 | 35.4 | 37.9 | 34.5 | 47.2 | 23.1 | 35.4 | 36.9 | 35 | 36.4 |
| | | | | | | | | | | | | | |
| Std Dev | 28.1 | 28 | 26.1 | 28.2 | 27.4 | 29.9 | 30 | 35.3 | 22.5 | 28.1 | 27.2 | 27.3 | 28.4 |
| Std Err | 1.7 | 3.6 | 6.3 | 7 | 2.8 | 4.3 | 6.5 | 7.9 | 4.8 | 2.9 | 2.4 | 3.4 | 2 |
| Median | 25 | 24 | 15 | 35 | 25 | 25 | 20 | 30 | 5 | 25 | 25 | 25 | 25 |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|---|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Middle Management Team | | | | | | | | | | | | | |
| 0 | 13 | 1 | 0 | 0 | 8 | 4 | 0 | 0 | 1 | 3 | 7 | 1 | 12 |
| | 3% | 1% | - | - | 4% | 3% | - | - | 2% | 2% | 4% | 1% | 3% |
| | | | | | | | | | | | | | |
| 1-5 | 19 | 2 | 0 | 1 | 9 | 6 | 1 | 1 | 3 | 8 | 8 | 3 | 16 |
| | 4% | 3% | - | 3% | 5% | 5% | 2% | 2% | 4% | 5% | 4% | 3% | 4% |
| | | | | | | | | | | | | | |
| 6-10 | 15 | 2 | 0 | 1 | 8 | 4 | 0 | 0 | 6 | 4 | 5 | 4 | 10 |
| | 3% | 3% | - | 3% | 4% | 3% | - | - | 8% | 3% | 2% | 4% | 3% |
| | | | | | | | | | GJ | | | | |
| 11-15 | 10 | 2 | 1 | 0 | 3 | 3 | 1 | 0 | 4 | 5 | 1 | 1 | 9 |
| | 2% | 3% | 3% | - | 2% | 2% | 2% | - | 5% | 3% | 1% | 1% | 2% |
| | | | | | | | | | J | | | | |
| 16-20 | 16 | 6 | 0 | 1 | 4 | 4 | 1 | 3 | 1 | 8 | 4 | 4 | 12 |
| | 3% | 9% | - | 3% | 2% | 3% | 2% | 4% | 2% | 5% | 2% | 4% | 3% |
| | | BD | | | | | | | | | | | |
| 21-25 | 17 | 1 | 1 | 1 | 4 | 6 | 3 | 1 | 2 | 4 | 9 | 5 | 11 |
| | 3% | 2% | 3% | 3% | 2% | 5% | 7% | 2% | 3% | 2% | 5% | 5% | 3% |
| | | | | | | | | | | | | | |
| 26-30 | 17 | 3 | 5 | 0 | 4 | 4 | 0 | 4 | 1 | 7 | 4 | 3 | 13 |
| | 3% | 5% | 11% | - | 2% | 3% | - | 6% | 2% | 4% | 2% | 3% | 3% |
| | | | D | | | | | | | | | | |
| 31-40 | 36 | 3 | 5 | 4 | 11 | 8 | 5 | 0 | 1 | 12 | 23 | 13 | 23 |
| | 7% | 4% | 11% | 13% | 6% | 6% | 13% | - | 1% | 7% | 11% | 13% | 6% |
| | | | | | | | | | | G | GH | L | |
| 41-50 | 52 | 2 | 5 | 2 | 28 | 11 | 3 | 6 | 4 | 16 | 26 | 13 | 39 |
| | 10% | 3% | 11% | 8% | 15% | 9% | 7% | 9% | 5% | 10% | 13% | 12% | 10% |
| | | | | | A | | | | | | | | |
| 51-60 | 19 | 5 | 0 | 2 | 6 | 4 | 3 | 1 | 0 | 8 | 10 | 6 | 13 |
| | 4% | 7% | - | 5% | 3% | 3% | 7% | 1% | - | 5% | 5% | 6% | 3% |
| | | | | | | | | | | | | | |
| 61-70 | 13 | 3 | 1 | 1 | 5 | 3 | 1 | 2 | 0 | 3 | 9 | 6 | 7 |
| | 3% | 4% | 3% | 3% | 3% | 2% | 2% | 3% | - | 2% | 4% | 6% | 2% |
| | | | | | | | | | | | | L | |
| 71-80 | 31 | 6 | 1 | 2 | 9 | 8 | 4 | 1 | 2 | 14 | 13 | 3 | 28 |
| | 6% | 10% | 3% | 8% | 5% | 6% | 10% | 2% | 3% | 9% | 7% | 3% | 7% |
| | | | | | | | | | | | | | |
| 81-90 | 14 | 5 | 3 | 2 | 5 | 0 | 0 | 0 | 1 | 6 | 7 | 3 | 11 |
| | 3% | 7% | 5% | 5% | 3% | - | - | - | 2% | 3% | 4% | 3% | 3% |
| | | E | E | E | | | | | | | | | |
| 91-100 | 24 | 3 | 1 | 2 | 6 | 9 | 3 | 4 | 3 | 6 | 11 | 5 | 19 |
| | 5% | 5% | 3% | 5% | 3% | 7% | 7% | 7% | 4% | 4% | 5% | 5% | 5% |
| | | | | | | | | | | | | | |
| This question doesn't apply - my organization is very | 205 | 23 | 24 | 15 | 79 | 50 | 14 | 40 | 40 | 61 | 64 | 31 | 174 |

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|----------------|-------|--------|------|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| small | 41% | 35% | 49% | 45% | 41% | 41% | 37% | 63% | 58% | 37% | 32% | 30% | 44% |
| | | | | | | | | IJ | IJ | | | | K |
| Summary | | | | | | | | | | | | | |
| Mean (Incl. 0) | 46.2 | 51 | 49.7 | 54.5 | 42.6 | 43.9 | 52 | 52.3 | 34.7 | 45.6 | 48.4 | 46.3 | 46.2 |
| Std Dev | 29.2 | 31.1 | 24.5 | 27.7 | 28.9 | 30.8 | 27.5 | 29.8 | 32.6 | 28.8 | 28.1 | 26.4 | 30.1 |
| Std Err | 1.7 | 3.8 | 5.6 | 5.9 | 2.8 | 4.1 | 5.5 | 6.1 | 6 | 2.8 | 2.4 | 3.1 | 2 |
| Mean (Excl. 0) | 48.3 | 51.8 | 49.7 | 54.5 | 45.9 | 46.3 | 52 | 52.3 | 36.3 | 47 | 51.1 | 47.1 | 48.7 |
| | | | | | | | | | | | | | |
| Std Dev | 28.1 | 30.7 | 24.5 | 27.7 | 27.3 | 29.8 | 27.5 | 29.8 | 32.5 | 28.1 | 26.4 | 25.9 | 28.9 |
| Std Err | 1.7 | 3.8 | 5.6 | 5.9 | 2.7 | 4.1 | 5.5 | 6.1 | 6 | 2.8 | 2.3 | 3.1 | 2 |
| Median | 50 | 50 | 40 | 50 | 50 | 40 | 50 | 50 | 20 | 45 | 50 | 45 | 50 |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|------------------------|-------|--------|------|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Middle Management Team | 46.2 | 51 | 49.7 | 54.5 | 42.6 | 43.9 | 52 | 52.3 | 34.7 | 45.6 | 48.4 | 46.3 | 46.2 |
| Senior Management Team | 31.3 | 32.9 | 27.3 | 33 | 31.5 | 31.9 | 29 | 40.3 | 16.7 | 31.1 | 33 | 32.3 | 31 |
| Senior Leadership Team | 28.4 | 28.8 | 25.9 | 35.2 | 28 | 27.8 | 28.5 | 37.6 | 20.2 | 24.6 | 30.9 | 31.1 | 27.5 |
| Executive Board | 24.5 | 19.8 | 18.3 | 31.5 | 26.5 | 25.4 | 21.6 | 29.8 | 17 | 21.7 | 27.5 | 23.8 | 24.7 |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|------------------------|-------|--------|------|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Middle Management Team | 48.3 | 51.8 | 49.7 | 54.5 | 45.9 | 46.3 | 52 | 52.3 | 36.3 | 47 | 51.1 | 47.1 | 48.7 |
| Senior Management Team | 36 | 35.6 | 30.5 | 45.3 | 35.4 | 37.9 | 34.5 | 47.2 | 23.1 | 35.4 | 36.9 | 35 | 36.4 |
| Senior Leadership Team | 34.1 | 33.9 | 32.9 | 45.6 | 32.9 | 34.4 | 32.4 | 46.9 | 25.3 | 29.2 | 37 | 35.4 | 33.6 |
| Executive Board | 32.9 | 29 | 24.9 | 38.4 | 34.8 | 34.5 | 28.4 | 33.9 | 25.4 | 28.4 | 37.7 | 31.6 | 33.3 |
| | | | | | | | | | | | I | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|-------------------------------|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Yes | 106 | 17 | 5 | 3 | 46 | 29 | 5 | 16 | 10 | 39 | 41 | 26 | 80 |
| | 21% | 27% | 11% | 10% | 24% | 24% | 13% | 25% | 14% | 23% | 21% | 25% | 20% |
| | | BC | | | | | | | | | | | |
| No | 190 | 24 | 23 | 12 | 73 | 39 | 19 | 21 | 27 | 73 | 69 | 42 | 148 |
| | 38% | 37% | 46% | 38% | 38% | 32% | 50% | 34% | 39% | 44% | 34% | 41% | 37% |
| | | | | | | | E | | | | | | |
| Already am a senior executive | 205 | 24 | 22 | 17 | 74 | 54 | 14 | 27 | 32 | 55 | 90 | 35 | 169 |
| | 41% | 37% | 43% | 53% | 38% | 44% | 37% | 42% | 47% | 33% | 45% | 34% | 43% |
| | | | | | | | | | I | | I | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|-----------------------|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Yes | 82 | 10 | 7 | 7 | 34 | 19 | 5 | 19 | 15 | 27 | 20 | 19 | 62 |
| | 16% | 15% | 14% | 23% | 18% | 15% | 13% | 29% | 21% | 16% | 10% | 19% | 16% |
| | | | | | | | | IJ | J | | | | |
| No | 418 | 56 | 43 | 25 | 159 | 103 | 33 | 45 | 54 | 139 | 180 | 83 | 335 |
| | 84% | 85% | 86% | 78% | 82% | 85% | 88% | 71% | 79% | 84% | 90% | 81% | 84% |
| | | | | | | | | | | G | GH | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|-----------------------|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Much more | 32 | 9 | 0 | 2 | 7 | 11 | 2 | 9 | 4 | 7 | 11 | 5 | 27 |
| | 6% | 14% | - | 8% | 4% | 9% | 5% | 14% | 6% | 4% | 5% | 5% | 7% |
| | | BD | | | | | | IJ | | | | | |
| Somewhat more | 227 | 30 | 26 | 15 | 89 | 49 | 19 | 15 | 34 | 81 | 97 | 38 | 189 |
| | 45% | 46% | 51% | 48% | 46% | 40% | 50% | 24% | 49% | 49% | 48% | 37% | 47% |
| | | | | | | | | | G | G | G | | |
| About the same | 224 | 25 | 24 | 15 | 87 | 57 | 17 | 31 | 30 | 73 | 90 | 52 | 172 |
| | 45% | 39% | 49% | 45% | 45% | 46% | 45% | 48% | 43% | 44% | 45% | 51% | 43% |
| | | | | | | | | | | | | | |
| Somewhat less | 11 | 1 | 0 | 0 | 7 | 3 | 0 | 4 | 0 | 4 | 2 | 4 | 7 |
| | 2% | 2% | - | - | 4% | 2% | - | 7% | - | 3% | 1% | 4% | 2% |
| | | | | | | | | HJ | | | | | |
| Much less | 6 | 0 | 0 | 0 | 3 | 3 | 0 | 5 | 1 | 0 | 0 | 3 | 2 |
| | 1% | - | - | - | 2% | 2% | - | 7% | 2% | - | - | 3% | 1% |
| | | | | | | | | IJ | | | | L | |
| Summary | | | | | | | | | | | | | |
| Top2Box (More) | 259 | 39 | 26 | 18 | 96 | 60 | 21 | 24 | 38 | 88 | 108 | 43 | 216 |
| | 52% | 59% | 51% | 55% | 50% | 49% | 55% | 38% | 55% | 53% | 54% | 42% | 54% |
| | | | | | | | | | | G | G | | K |
| Low2Box (Less) | 17 | 1 | 0 | 0 | 10 | 5 | 0 | 9 | 1 | 4 | 2 | 8 | 9 |
| | 3% | 2% | - | - | 5% | 4% | - | 14% | 2% | 3% | 1% | 7% | 2% |
| | | | | | | | | HIJ | | | | L | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|--|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Rational/quick decision making | | | | | | | | | | | | | |
| Very important | 311 | 48 | 30 | 22 | 136 | 48 | 27 | 37 | 43 | 97 | 132 | 59 | 251 |
| | 62% | 74% | 59% | 68% | 70% | 39% | 72% | 58% | 63% | 58% | 66% | 58% | 63% |
| | | E | E | E | E | | E | | | | | | |
| Somewhat important | 171 | 16 | 19 | 9 | 51 | 65 | 10 | 21 | 24 | 66 | 59 | 37 | 134 |
| | 34% | 25% | 38% | 28% | 26% | 54% | 28% | 34% | 35% | 40% | 30% | 36% | 34% |
| | | | | | | ACDF | | | | | | | |
| Not very important | 17 | 1 | 1 | 2 | 6 | 8 | 0 | 4 | 1 | 3 | 9 | 5 | 12 |
| | 3% | 1% | 3% | 5% | 3% | 6% | - | 7% | 2% | 2% | 4% | 5% | 3% |
| | | | | | | | | | | | | | |
| Not at all important | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 |
| | 0 | - | - | - | - | 1% | - | 2% | - | - | - | 1% | - |
| | | | | | | | | | | | | L | |
| Summary | | | | | | | | | | | | | |
| Top2Box (Very/ Somewhat important) | 481 | 65 | 48 | 31 | 187 | 113 | 37 | 58 | 68 | 162 | 192 | 96 | 385 |
| | 96% | 99% | 97% | 95% | 97% | 93% | 100% | 91% | 98% | 98% | 96% | 94% | 97% |
| | | E | | | | | | | | G | | | |
| Low2Box (Not very/ Not at all important) | 19 | 1 | 1 | 2 | 6 | 9 | 0 | 5 | 1 | 3 | 9 | 6 | 12 |
| | 4% | 1% | 3% | 5% | 3% | 7% | - | 9% | 2% | 2% | 4% | 6% | 3% |
| | | | | | | A | | I | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|--|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Self promotion | | | | | | | | | | | | | |
| Very important | 234 | 31 | 28 | 17 | 102 | 31 | 24 | 32 | 28 | 78 | 95 | 46 | 188 |
| | 47% | 48% | 57% | 53% | 53% | 26% | 65% | 50% | 41% | 47% | 47% | 45% | 47% |
| | | E | E | E | E | | E | | | | | | |
| Somewhat important | 209 | 31 | 17 | 12 | 73 | 63 | 12 | 23 | 35 | 72 | 80 | 43 | 165 |
| | 42% | 48% | 35% | 38% | 38% | 52% | 32% | 36% | 50% | 43% | 40% | 42% | 42% |
| | | | | | | DF | | | | | | | |
| Not very important | 50 | 2 | 4 | 2 | 16 | 25 | 1 | 6 | 5 | 15 | 25 | 10 | 40 |
| | 10% | 3% | 8% | 8% | 8% | 21% | 2% | 9% | 7% | 9% | 12% | 10% | 10% |
| | | | | | | ADF | | | | | | | |
| Not at all important | 7 | 1 | 0 | 1 | 2 | 3 | 0 | 3 | 1 | 1 | 1 | 3 | 4 |
| | 1% | 2% | - | 3% | 1% | 2% | - | 5% | 2% | 1% | 1% | 3% | 1% |
| | | | | | | | | J | | | | | |
| Summary | | | | | | | | | | | | | |
| Top2Box (Very/ Somewhat important) | 443 | 62 | 46 | 29 | 175 | 94 | 37 | 55 | 63 | 150 | 174 | 89 | 354 |
| | 89% | 95% | 92% | 90% | 91% | 77% | 97% | 86% | 91% | 90% | 87% | 87% | 89% |
| | | E | | | E | | E | | | | | | |
| Low2Box (Not very/ Not at all important) | 57 | 3 | 4 | 3 | 18 | 28 | 1 | 9 | 6 | 16 | 26 | 13 | 44 |
| | 11% | 5% | 8% | 10% | 9% | 23% | 2% | 14% | 9% | 10% | 13% | 13% | 11% |
| | | | | | | ADF | | | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|--|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Networking skills | | | | | | | | | | | | | |
| Very important | 279 | 41 | 28 | 21 | 124 | 39 | 25 | 33 | 29 | 93 | 124 | 48 | 231 |
| | 56% | 63% | 57% | 65% | 64% | 32% | 68% | 52% | 43% | 56% | 62% | 47% | 58% |
| | | E | E | E | E | | E | | | | H | | |
| Somewhat important | 187 | 23 | 19 | 11 | 58 | 67 | 10 | 20 | 36 | 65 | 65 | 49 | 139 |
| | 37% | 35% | 38% | 33% | 30% | 55% | 28% | 32% | 52% | 39% | 32% | 48% | 35% |
| | | | | | | ACDF | | | GJ | | | L | |
| Not very important | 27 | 1 | 3 | 1 | 9 | 11 | 2 | 7 | 4 | 6 | 11 | 4 | 23 |
| | 5% | 2% | 5% | 3% | 5% | 9% | 5% | 10% | 5% | 4% | 5% | 4% | 6% |
| | | | | | | A | | | | | | | |
| Not at all important | 6 | 0 | 0 | 0 | 1 | 5 | 0 | 4 | 0 | 1 | 1 | 1 | 5 |
| | 1% | - | - | - | 1% | 4% | - | 6% | - | 1% | 1% | 1% | 1% |
| | | | | | | D | | IJ | | | | | |
| Summary | | | | | | | | | | | | | |
| Top2Box (Very/ Somewhat important) | 467 | 64 | 47 | 32 | 183 | 106 | 36 | 54 | 65 | 158 | 189 | 97 | 369 |
| | 93% | 98% | 95% | 98% | 95% | 87% | 95% | 84% | 95% | 95% | 94% | 95% | 93% |
| | | E | | | E | | | | | G | G | | |
| Low2Box (Not very/ Not at all important) | 33 | 1 | 3 | 1 | 10 | 16 | 2 | 10 | 4 | 8 | 12 | 5 | 28 |
| | 7% | 2% | 5% | 3% | 5% | 13% | 5% | 16% | 5% | 5% | 6% | 5% | 7% |
| | | | | | | AD | | IJ | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|--|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Internal sponsors | | | | | | | | | | | | | |
| Very important | 155 | 19 | 15 | 13 | 75 | 24 | 8 | 22 | 20 | 41 | 72 | 31 | 123 |
| | 31% | 30% | 30% | 40% | 39% | 20% | 22% | 35% | 29% | 25% | 36% | 31% | 31% |
| | | | | E | E | | | | | | I | | |
| Somewhat important | 239 | 39 | 27 | 14 | 82 | 52 | 25 | 22 | 41 | 86 | 89 | 47 | 191 |
| | 48% | 59% | 54% | 43% | 43% | 42% | 68% | 35% | 60% | 52% | 45% | 46% | 48% |
| | | DE | | | | | CDE | | GJ | G | | | |
| Not very important | 94 | 6 | 8 | 5 | 33 | 38 | 4 | 16 | 6 | 34 | 35 | 21 | 73 |
| | 19% | 9% | 16% | 15% | 17% | 31% | 10% | 25% | 9% | 21% | 18% | 20% | 18% |
| | | | | | | ADF | | H | | H | | | |
| Not at all important | 13 | 1 | 0 | 1 | 2 | 9 | 0 | 3 | 1 | 5 | 4 | 3 | 10 |
| | 3% | 2% | - | 3% | 1% | 7% | - | 5% | 2% | 3% | 2% | 3% | 2% |
| | | | | | | D | | | | | | | |
| Summary | | | | | | | | | | | | | |
| Top2Box (Very/ Somewhat important) | 393 | 58 | 42 | 27 | 157 | 75 | 34 | 45 | 61 | 127 | 161 | 79 | 315 |
| | 79% | 89% | 84% | 83% | 82% | 62% | 90% | 70% | 89% | 76% | 80% | 77% | 79% |
| | | E | E | E | E | | E | | GI | | | | |
| Low2Box (Not very/ Not at all important) | 107 | 7 | 8 | 6 | 35 | 47 | 4 | 19 | 8 | 39 | 39 | 24 | 83 |
| | 21% | 11% | 16% | 18% | 18% | 38% | 10% | 30% | 11% | 24% | 20% | 23% | 21% |
| | | | | | | ABCDF | | H | | H | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|--|-------|--------|------|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Strong leadership abilities | | | | | | | | | | | | | |
| Very important | 381 | 51 | 43 | 30 | 157 | 67 | 33 | 40 | 52 | 129 | 159 | 76 | 305 |
| | 76% | 78% | 86% | 93% | 82% | 55% | 88% | 62% | 75% | 78% | 79% | 74% | 77% |
| | | E | E | AE | E | | E | | | G | G | | |
| Somewhat important | 107 | 14 | 7 | 2 | 30 | 49 | 5 | 19 | 16 | 34 | 38 | 21 | 86 |
| | 21% | 22% | 14% | 8% | 16% | 40% | 13% | 30% | 24% | 21% | 19% | 21% | 22% |
| | | C | | | | ABCD | | | | | | | |
| Not very important | 9 | 0 | 0 | 0 | 5 | 4 | 0 | 4 | 1 | 1 | 3 | 4 | 5 |
| | 2% | - | - | - | 3% | 3% | - | 6% | 2% | 1% | 2% | 4% | 1% |
| | | | | | | | | I | | | | | |
| Not at all important | 3 | 0 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 1 | 0 | 1 | 1 |
| | 1% | - | - | - | - | 2% | - | 2% | - | 1% | - | 1% | 0 |
| | | | | | | | | | | | | | |
| Summary | | | | | | | | | | | | | |
| Top2Box (Very/ Somewhat important) | 489 | 65 | 50 | 33 | 188 | 116 | 37 | 59 | 68 | 163 | 197 | 97 | 391 |
| | 98% | 100% | 100% | 100% | 97% | 95% | 100% | 92% | 98% | 99% | 98% | 95% | 98% |
| | | E | | | | | | | | G | G | | K |
| Low2Box (Not very/ Not at all important) | 11 | 0 | 0 | 0 | 5 | 6 | 0 | 5 | 1 | 2 | 3 | 5 | 6 |
| | 2% | - | - | - | 3% | 5% | - | 8% | 2% | 1% | 2% | 5% | 2% |
| | | | | | | A | | IJ | | | | L | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|--|-------|--------|------|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Exceptional results | | | | | | | | | | | | | |
| Very important | 267 | 37 | 32 | 21 | 115 | 38 | 24 | 34 | 34 | 87 | 112 | 56 | 211 |
| | 53% | 56% | 65% | 65% | 59% | 31% | 65% | 54% | 49% | 53% | 56% | 55% | 53% |
| | | E | E | E | E | | E | | | | | | |
| Somewhat important | 203 | 26 | 17 | 11 | 69 | 68 | 12 | 23 | 31 | 72 | 77 | 39 | 165 |
| | 41% | 41% | 35% | 33% | 36% | 56% | 32% | 35% | 44% | 43% | 39% | 38% | 42% |
| | | | | | | ABCD | | | | | | | |
| Not very important | 27 | 2 | 0 | 1 | 8 | 15 | 1 | 6 | 5 | 6 | 10 | 6 | 21 |
| | 5% | 3% | - | 3% | 4% | 12% | 2% | 9% | 7% | 4% | 5% | 6% | 5% |
| | | | | | | ABD | | | | | | | |
| Not at all important | 2 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 1 | 2 | 0 |
| | 0 | - | - | - | 1% | 1% | - | 2% | - | - | 1% | 2% | - |
| | | | | | | | | | | | | L | |
| Summary | | | | | | | | | | | | | |
| Top2Box (Very/ Somewhat important) | 471 | 63 | 50 | 32 | 184 | 106 | 37 | 57 | 64 | 159 | 189 | 94 | 376 |
| | 94% | 97% | 100% | 98% | 95% | 87% | 97% | 89% | 93% | 96% | 94% | 92% | 95% |
| | | E | E | | E | | | | | G | | | |
| Low2Box (Not very/ Not at all important) | 29 | 2 | 0 | 1 | 9 | 16 | 1 | 7 | 5 | 6 | 11 | 8 | 21 |
| | 6% | 3% | - | 3% | 5% | 13% | 2% | 11% | 7% | 4% | 6% | 8% | 5% |
| | | | | | | ABD | | I | | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|--------------------------------|-------|--------|------|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Strong leadership abilities | 489 | 65 | 50 | 33 | 188 | 116 | 37 | 59 | 68 | 163 | 197 | 97 | 391 |
| | 98% | 100% | 100% | 100% | 97% | 95% | 100% | 92% | 98% | 99% | 98% | 95% | 98% |
| | | E | | | | | | | | G | G | | K |
| Rational/quick decision making | 481 | 65 | 48 | 31 | 187 | 113 | 37 | 58 | 68 | 162 | 192 | 96 | 385 |
| | 96% | 99% | 97% | 95% | 97% | 93% | 100% | 91% | 98% | 98% | 96% | 94% | 97% |
| | | E | | | | | | | | G | | | |
| Exceptional results | 471 | 63 | 50 | 32 | 184 | 106 | 37 | 57 | 64 | 159 | 189 | 94 | 376 |
| | 94% | 97% | 100% | 98% | 95% | 87% | 97% | 89% | 93% | 96% | 94% | 92% | 95% |
| | | E | E | | E | | | | | G | | | |
| Networking skills | 467 | 64 | 47 | 32 | 183 | 106 | 36 | 54 | 65 | 158 | 189 | 97 | 369 |
| | 93% | 98% | 95% | 98% | 95% | 87% | 95% | 84% | 95% | 95% | 94% | 95% | 93% |
| | | E | | | E | | | | | G | G | | |
| Self promotion | 443 | 62 | 46 | 29 | 175 | 94 | 37 | 55 | 63 | 150 | 174 | 89 | 354 |
| | 89% | 95% | 92% | 90% | 91% | 77% | 97% | 86% | 91% | 90% | 87% | 87% | 89% |
| | | E | | | E | | E | | | | | | |
| Internal sponsors | 393 | 58 | 42 | 27 | 157 | 75 | 34 | 45 | 61 | 127 | 161 | 79 | 315 |
| | 79% | 89% | 84% | 83% | 82% | 62% | 90% | 70% | 89% | 76% | 80% | 77% | 79% |
| | | E | E | E | E | | E | | GI | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|--------------------------------|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Internal sponsors | 107 | 7 | 8 | 6 | 35 | 47 | 4 | 19 | 8 | 39 | 39 | 24 | 83 |
| | 21% | 11% | 16% | 18% | 18% | 38% | 10% | 30% | 11% | 24% | 20% | 23% | 21% |
| | | | | | | ABCD | | H | | H | | | |
| Self promotion | 57 | 3 | 4 | 3 | 18 | 28 | 1 | 9 | 6 | 16 | 26 | 13 | 44 |
| | 11% | 5% | 8% | 10% | 9% | 23% | 2% | 14% | 9% | 10% | 13% | 13% | 11% |
| | | | | | | ADF | | | | | | | |
| Networking skills | 33 | 1 | 3 | 1 | 10 | 16 | 2 | 10 | 4 | 8 | 12 | 5 | 28 |
| | 7% | 2% | 5% | 3% | 5% | 13% | 5% | 16% | 5% | 5% | 6% | 5% | 7% |
| | | | | | | AD | | IJ | | | | | |
| Exceptional results | 29 | 2 | 0 | 1 | 9 | 16 | 1 | 7 | 5 | 6 | 11 | 8 | 21 |
| | 6% | 3% | - | 3% | 5% | 13% | 2% | 11% | 7% | 4% | 6% | 8% | 5% |
| | | | | | | ABD | | I | | | | | |
| Rational/quick decision making | 19 | 1 | 1 | 2 | 6 | 9 | 0 | 5 | 1 | 3 | 9 | 6 | 12 |
| | 4% | 1% | 3% | 5% | 3% | 7% | - | 9% | 2% | 2% | 4% | 6% | 3% |
| | | | | | | A | | I | | | | | |
| Strong leadership abilities | 11 | 0 | 0 | 0 | 5 | 6 | 0 | 5 | 1 | 2 | 3 | 5 | 6 |
| | 2% | - | - | - | 3% | 5% | - | 8% | 2% | 1% | 2% | 5% | 2% |
| | | | | | | A | | IJ | | | | L | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base

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?

| | | REGION | | | | | | HOUSEHOLD INCOME | | | | HOUSEHOLD COMPOSITION | |
|------------------------------|-------|--------|-----|-------|---------|--------|----------|------------------|----------|-----------|-------|-----------------------|---------|
| | Total | BC | AB | SK/MB | Ontario | Quebec | Atlantic | <40k | 40k-<60K | 60k-<100k | 100k+ | Kids | No Kids |
| | | A | B | C | D | E | F | G | H | I | J | K | L |
| Base: All Respondents | 500 | 101 | 37 | 40 | 185 | 97 | 40 | 62 | 69 | 166 | 202 | 101 | 399 |
| Weighted | 500 | 65 | 50* | 33* | 193 | 122* | 37* | 64* | 69* | 166 | 200 | 103* | 397 |
| Healthcare | 290 | 42 | 28 | 20 | 113 | 72 | 16 | 31 | 36 | 112 | 111 | 56 | 234 |
| | 58% | 64% | 57% | 60% | 58% | 59% | 43% | 49% | 52% | 68% | 56% | 55% | 59% |
| | | F | | | | | | | | GHJ | | | |
| Education | 259 | 25 | 26 | 18 | 97 | 75 | 19 | 34 | 34 | 82 | 108 | 53 | 207 |
| | 52% | 38% | 51% | 55% | 50% | 62% | 50% | 54% | 49% | 50% | 54% | 51% | 52% |
| | | | | | A | A | | | | | | | |
| Not for Profit | 173 | 27 | 26 | 15 | 67 | 25 | 14 | 12 | 24 | 54 | 83 | 39 | 134 |
| | 35% | 42% | 51% | 45% | 35% | 21% | 37% | 19% | 35% | 32% | 41% | 38% | 34% |
| | | E | E | E | E | | E | | G | | G | | |
| Financial Services | 158 | 25 | 19 | 11 | 57 | 35 | 11 | 16 | 17 | 51 | 72 | 27 | 131 |
| | 32% | 38% | 38% | 33% | 30% | 29% | 30% | 26% | 25% | 31% | 36% | 27% | 33% |
| | | | | | | | | | | | | | |
| Hospitality | 147 | 21 | 15 | 11 | 65 | 23 | 13 | 23 | 23 | 51 | 51 | 32 | 116 |
| | 29% | 32% | 30% | 35% | 34% | 19% | 35% | 35% | 33% | 31% | 25% | 31% | 29% |
| | | E | | E | E | | E | | | | | | |
| Professional Services | 117 | 15 | 11 | 7 | 42 | 33 | 10 | 15 | 17 | 34 | 51 | 16 | 100 |
| | 23% | 23% | 22% | 20% | 22% | 27% | 28% | 24% | 24% | 21% | 25% | 16% | 25% |
| | | | | | | | | | | | | | |
| Public Sector | 112 | 14 | 5 | 6 | 45 | 33 | 9 | 13 | 15 | 36 | 49 | 23 | 89 |
| | 22% | 22% | 11% | 18% | 23% | 27% | 25% | 20% | 22% | 22% | 24% | 23% | 22% |
| | | | | | | B | | | | | | | |
| Information Technology | 57 | 5 | 4 | 3 | 19 | 20 | 6 | 10 | 8 | 19 | 19 | 14 | 42 |
| | 11% | 8% | 8% | 10% | 10% | 16% | 15% | 15% | 12% | 11% | 10% | 14% | 11% |
| | | | | | | | | | | | | | |
| Engineering and Construction | 28 | 1 | 1 | 4 | 6 | 10 | 5 | 1 | 5 | 8 | 14 | 2 | 26 |
| | 6% | 2% | 3% | 13% | 3% | 8% | 13% | 1% | 7% | 5% | 7% | 2% | 7% |
| | | | | AD | | | AD | | | | | | |
| Oil and Gas | 15 | 3 | 5 | 1 | 3 | 0 | 3 | 2 | 6 | 4 | 3 | 3 | 12 |
| | 3% | 4% | 11% | 3% | 2% | - | 7% | 3% | 9% | 2% | 1% | 3% | 3% |
| | | E | DE | | | | DE | | IJ | | | | |
| Transportation and Logistics | 11 | 0 | 0 | 0 | 7 | 4 | 0 | 4 | 0 | 5 | 2 | 4 | 7 |
| | 2% | - | - | - | 4% | 3% | - | 7% | - | 3% | 1% | 4% | 2% |
| | | | | | | | | HJ | | | | | |
| Manufacturing | 6 | 1 | 0 | 0 | 3 | 0 | 2 | 3 | 1 | 1 | 1 | 2 | 5 |
| | 1% | 2% | - | - | 2% | - | 5% | 5% | 2% | 1% | 1% | 2% | 1% |
| | | | | | | | E | J | | | | | |
| Other | 15 | 3 | 0 | 0 | 7 | 5 | 0 | 3 | 4 | 6 | 2 | 3 | 12 |
| | 3% | 4% | - | - | 4% | 4% | - | 5% | 5% | 4% | 1% | 3% | 3% |
| | | | | | | | | J | J | | | | |

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D/E/F - G/H/I/J - K/L Overlap formulae used. * small base