

	Total	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/TEch	University+	CPC	Liberal	NDP	
Sample size	1501	214	157	214	101	113	467	328	121	779	714	485	678	338	253	350	176	228	324	162	322	528	541	417	548	538				

Regional sample sizes are unweighted. All other sample sizes, including totals, are weighted to census data. Blank cells indicate zero responses were received. Cells containing "0%" are statistically zero, though at least one response was received.

QE1. Current working status

	Total	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/TEch	University+	CPC	Liberal	NDP	
Employed/Self-employed full-time	81%	79%	81%	80%	83%	77%	80%	82%	86%	89%	72%	78%	86%	74%	84%	96%	83%	73%	75%	65%	66%	84%	89%	81%	81%	80%	86%	78%	77%	
Employed/Self-employed part-time	19%	21%	19%	20%	17%	23%	20%	18%	14%	11%	28%	22%	14%	26%	16%	4%	17%	27%	25%	34%	16%	11%	19%	19%	20%	14%	22%	23%		

QE2. Excluding yourself, how many other people work in this location?

	Total	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/TEch	University+	CPC	Liberal	NDP	
None, it's just me	9%	7%	13%	6%	4%	8%	10%	8%	4%	7%	11%	4%	9%	15%	2%	8%	13%	5%	10%	18%	12%	9%	5%	8%	8%	10%	8%	10%	7%	
1 - 4	12%	15%	12%	12%	9%	16%	13%	10%	13%	13%	12%	12%	12%	16%	13%	11%	17%	11%	12%	14%	18%	12%	10%	17%	11%	10%	15%	11%	9%	
5 - 9	9%	9%	12%	11%	11%	10%	6%	10%	13%	8%	10%	11%	7%	10%	12%	5%	10%	10%	10%	13%	8%	9%	9%	10%	8%	11%	9%	9%		
10 - 24	16%	19%	19%	17%	20%	13%	13%	18%	18%	15%	17%	20%	14%	15%	20%	13%	13%	20%	15%	16%	19%	20%	11%	16%	18%	14%	16%	14%	17%	
25 - 49	13%	13%	12%	12%	13%	12%	13%	13%	15%	13%	13%	13%	14%	9%	12%	15%	10%	14%	14%	9%	13%	12%	13%	11%	14%	12%	11%	13%	16%	
50 - 99	10%	14%	8%	12%	15%	10%	10%	11%	5%	9%	11%	12%	9%	10%	10%	9%	9%	14%	9%	11%	9%	9%	12%	10%	10%	11%	10%	9%	10%	
100 or more	31%	25%	24%	30%	28%	31%	35%	31%	33%	34%	27%	29%	35%	25%	31%	40%	27%	27%	29%	22%	17%	31%	40%	28%	28%	35%	29%	35%	33%	
Net: <10	30%	30%	37%	29%	25%	34%	30%	28%	29%	29%	32%	26%	28%	41%	27%	24%	40%	26%	32%	42%	43%	28%	24%	35%	30%	27%	34%	29%	25%	
Net: 10-49	29%	31%	31%	29%	33%	25%	26%	30%	33%	28%	30%	32%	28%	24%	31%	27%	23%	34%	30%	25%	32%	32%	25%	27%	32%	26%	27%	27%	33%	
Net: 50+	41%	38%	32%	42%	43%	41%	45%	42%	38%	44%	38%	41%	44%	35%	41%	49%	37%	40%	38%	33%	26%	40%	52%	38%	38%	46%	39%	44%	42%	

	Excluding those who work alone	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/TEch	University+	CPC	Liberal	NDP	
Sample size	1360	196	135	200	96	104	414	302	113	722	639	467	617	286	247	322	153	215	291	133	282	483	512	383	500	485	583	356	372	

QE3. Overall, do you feel you are paid fairly or unfairly for the work you do?

	Total	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/TEch	University+	CPC	Liberal	NDP	
Fairly	62%	62%	68%	77%	79%	76%	64%	54%	55%	64%	60%	62%	61%	66%	65%	60%	70%	58%	61%	62%	44%	64%	74%	55%	62%	68%	66%	70%	63%	
Unfairly	31%	26%	25%	19%	18%	20%	29%	41%	37%	29%	33%	31%	32%	28%	29%	31%	22%	33%	34%	33%	45%	31%	21%	35%	33%	26%	27%	24%	29%	
Really can't say	7%	12%	7%	4%	3%	5%	7%	5%	9%	8%	6%	7%	7%	6%	6%	9%	7%	9%	5%	5%	11%	5%	5%	10%	5%	6%	7%	6%	8%	

QE4. And, compared to other people doing similar work in your workplace, do you think you, yourself, are paid more, less, or about the same as they are?

	Total	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/TEch	University+	CPC	Liberal	NDP	
I'm paid more	12%	13%	14%	10%	8%	12%	12%	13%	15%	14%	10%	12%	11%	15%	16%	12%	17%	8%	11%	13%	12%	12%	14%	13%	12%	12%	16%	12%	10%	
About the same	60%	58%	62%	66%	62%	70%	60%	57%	57%	61%	58%	60%	58%	63%	58%	62%	65%	63%	54%	60%	52%	61%	65%	60%	59%	60%	59%	60%	61%	
I'm paid less	22%	21%	18%	20%	22%	17%	21%	25%	25%	21%	23%	21%	25%	16%	22%	23%	14%	21%	27%	19%	27%	22%	22%	17%	21%	22%	20%	24%	22%	
Really can't say	6%	8%	6%	5%	8%	1%	7%	5%	3%	4%	8%	6%	6%	6%	4%	4%	4%	8%	9%	8%	9%	6%	4%	5%	7%	6%	5%	4%	8%	

QE5. Now, thinking about the place where you work, to the best of your knowledge, is there a gap between what men and women are paid for doing comparable work?

	Total	Region								Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K- -\$100K	\$100K+	High school or less	College/Techn	University+	CPC	Liberal	NDP
Yes, a large gap	6%	9%	2%	2%	1%	2%	5%	8%	5%	3%	8%	6%	6%	3%	5%	3%	2%	7%	10%	4%	8%	7%	3%	7%	3%	7%	6%	9%	9%
Yes, a small gap	12%	9%	8%	6%	5%	8%	11%	17%	12%	10%	13%	12%	13%	9%	9%	11%	11%	14%	16%	7%	14%	10%	12%	10%	10%	15%	10%	15%	14%
No, no gap	66%	60%	69%	76%	79%	73%	69%	60%	63%	74%	56%	63%	64%	74%	73%	77%	52%	53%	71%	58%	67%	70%	65%	69%	63%	72%	56%	57%	
Really can't say	17%	21%	21%	16%	16%	16%	15%	15%	20%	12%	22%	19%	17%	13%	12%	10%	27%	22%	17%	20%	16%	15%	18%	18%	15%	13%	20%	20%	
Net: Yes	17%	19%	10%	8%	6%	11%	16%	25%	17%	14%	21%	18%	19%	12%	15%	14%	13%	22%	12%	22%	17%	15%	17%	13%	22%	16%	24%	23%	

	Respondents who say there is a gap	Region								Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K- -\$100K	\$100K+	High school or less	College/Techn	University+	CPC	Liberal	NDP
Sample size	219	33	12	18	6	12	64	74	18	99	136	83	119	35	36	44	19	47	74	16	63	83	77	63	66	107	91	84	87

QE6. And, to clarify, does this gap generally favour men or women?

	Total	Region								Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K- -\$100K	\$100K+	High school or less	College/Techn	University+	CPC	Liberal	NDP
Men are paid more	92%	93%	92%	92%	78%	100%	92%	91%	93%	88%	95%	87%	94%	96%	77%	93%	95%	95%	95%	96%	90%	95%	93%	96%	92%	89%	89%	95%	96%
Women are paid more	8%	7%	8%	8%	22%		8%	9%	7%	12%	5%	13%	6%	4%	23%	7%	5%	5%	4%	10%	5%	7%	4%	8%	11%	11%	5%	4%	

	Excluding those who work alone	Region								Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K- -\$100K	\$100K+	High school or less	College/Techn	University+	CPC	Liberal	NDP
Sample size	1360	196	135	200	96	104	414	302	113	722	639	467	617	286	247	322	153	215	291	133	282	483	512	383	500	485	583	356	372

QE6. [Rebase to Exclude those who work alone] And, to clarify, does this gap generally favour men or women?

	Total	Region								Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K- -\$100K	\$100K+	High school or less	College/Techn	University+	CPC	Liberal	NDP
Men are paid more	16%	17%	9%	8%	5%	11%	15%	23%	16%	12%	20%	15%	18%	12%	11%	13%	12%	21%	24%	11%	20%	16%	14%	16%	12%	20%	14%	22%	22%
Women are paid more	1%	1%	1%	1%	1%		1%	2%	1%	2%	1%	2%	1%	3%	1%	1%	1%	1%	1%	2%	1%	1%	1%	1%	1%	2%	2%	1%	1%
No, no gap	66%	60%	69%	76%	79%	73%	69%	60%	63%	74%	56%	63%	64%	74%	73%	77%	52%	53%	71%	58%	67%	70%	65%	69%	63%	72%	56%	57%	
Really can't say	17%	21%	21%	16%	16%	16%	15%	15%	20%	12%	22%	19%	17%	13%	12%	10%	27%	22%	17%	20%	16%	15%	18%	18%	15%	13%	20%	20%	

	Respondents who say there is a gap	Region								Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K- -\$100K	\$100K+	High school or less	College/Techn	University+	CPC	Liberal	NDP
Sample size	219	33	12	18	6	12	64	74	18	99	136	83	119	35	36	44	19	47	74	16	63	83	77	63	66	107	91	84	87

QE7. Why do you think there is a gap between what men and women are paid at your workplace for doing comparable work?

	Total	Region								Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K- -\$100K	\$100K+	High school or less	College/Tech	University+	CPC	Liberal	NDP
No reason – It's arbitrary/discriminatory	59%	57%	46%	55%	56%	54%	61%	61%	60%	52%	64%	55%	62%	60%	42%	59%	55%	65%	63%	67%	59%	63%	56%	53%	55%	66%	45%	63%	65%
One gender tends to have more experience/been with the company longer/be older	21%	30%	26%	14%		22%	28%	9%	23%	20%	22%	19%	26%	15%	21%	26%	28%	17%	26%	19%	22%	19%	23%	20%	21%	26%	20%	18%	
One gender tends to need it more (i.e. kids at home, primary breadwinner, etc.)	10%	11%		7%		11%	7%	13%	19%	13%	8%	16%	7%	6%	22%	6%	11%	11%	7%		9%	14%	6%	8%	8%	12%	15%	15%	19%
One gender at my workplace is just better at their jobs than the other	9%	9%	10%	5%		7%	5%	16%		14%	6%	16%	6%	2%	27%	9%	2%	8%	5%	3%	8%	10%	9%	12%	10%	7%	15%	14%	10%
One gender at my workplace tends to have more education than the other	9%	11%	36%	14%	21%	9%	5%	9%		17%	4%	5%	12%	9%	12%	23%	11%		5%	6%	10%	5%	13%	13%	10%	6%	16%	2%	6%
Other, please specify:	9%	10%	10%	15%	22%	11%	9%	6%	20%	11%	8%	12%	7%	8%	12%	10%	9%	13%	6%	6%	10%	7%	13%	4%	10%	12%	9%	8%	8%

	Excluding those who work alone	Region								Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K- -\$100K	\$100K+	High school or less	College/Tech	University+	CPC	Liberal	NDP
Sample size	1360	196	135	200	96	104	414	302	113	722	639	467	617	286	247	322	153	215	291	133	282	483	512	383	500	485	583	356	372

QE7. [Rebase to Exclude those who work alone] Why do you think there is a gap between what men and women are paid at your workplace for doing comparable work?

	Total	Region								Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K- -\$100K	\$100K+	High school or less	College/Tech	University+	CPC	Liberal	NDP
No reason – It's arbitrary/discriminatory	10%	11%	5%	4%	3%	6%	10%	15%	10%	7%	14%	10%	12%	7%	6%	8%	7%	14%	16%	8%	13%	11%	8%	9%	7%	14%	7%	15%	15%
One gender tends to have more experience/been with the company longer/be older	4%	6%	3%	1%		2%	5%	2%	4%	3%	5%	4%	4%	3%	2%	3%	3%	6%	4%	3%	4%	4%	3%	4%	3%	5%	4%	5%	4%
One gender tends to need it more (i.e. kids at home, primary breadwinner, etc.)	2%	2%		1%		1%	1%	3%	3%	2%	2%	3%	1%	1%	3%	1%	1%	2%	2%		2%	2%	1%	1%	1%	3%	2%	4%	4%
One gender at my workplace is just better at their jobs than the other	2%	2%	1%	*%		1%	1%	4%		2%	1%	3%	1%	*%	4%	1%	*%	2%	1%	*%	2%	2%	1%	2%	1%	1%	2%	3%	2%
One gender at my workplace tends to have more education than the other	2%	2%	4%	1%	1%	1%	1%	2%		2%	1%	1%	2%	1%	2%	3%	1%		1%	1%	2%	1%	2%	2%	1%	1%	2%	1%	1%
Other, please specify:	2%	2%	1%	1%	1%	1%	1%	2%	3%	1%	2%	1%	1%	2%	1%	1%	3%	1%	1%	2%	1%	2%	1%	1%	1%	3%	1%	2%	2%
No, no gap	66%	60%	69%	76%	79%	73%	69%	60%	63%	74%	56%	63%	64%	74%	73%	73%	77%	52%	53%	71%	58%	67%	70%	65%	69%	63%	72%	56%	57%
Really can't say	17%	21%	21%	16%	16%	16%	15%	15%	20%	12%	22%	19%	17%	13%	12%	13%	10%	27%	22%	17%	20%	16%	15%	18%	18%	15%	13%	20%	20%

	Total	Region								Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K- -\$100K	\$100K+	High school or less	College/Tech	University+	CPC	Liberal	NDP
Sample size	1501	214	157	214	101	113	467	328	121	779	714	485	678	338	253	350	176	228	324	162	322	528	541	417	546	538	633	397	399

QE8. Women, on average, make less money than men when doing comparable work. How familiar would you say you are with this concept?

	Total	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/TEch	University+	CPC	Liberal	NDP	
Are quite familiar with the concept	59%	55%	62%	58%	57%	59%	63%	53%	63%	62%	57%	65%	57%	56%	71%	56%	60%	59%	57%	53%	55%	60%	62%	51%	55%	69%	58%	65%	67%	
Know a bit about it	33%	39%	30%	35%	37%	33%	31%	36%	30%	31%	36%	29%	34%	38%	24%	33%	36%	34%	36%	41%	35%	32%	32%	35%	38%	27%	34%	29%	29%	
Have only heard the phrase	6%	3%	5%	7%	5%	8%	5%	8%	6%	6%	5%	5%	7%	5%	5%	9%	4%	5%	5%	5%	6%	6%	5%	10%	6%	2%	7%	5%	3%	
Have never heard of it until now	2%	2%	2%	1%	1%	1%	3%	1%	1%	1%	2%	1%	2%	1%	1%	2%	1%	2%	2%	1%	3%	1%	1%	3%	1%	1%	1%	1%	1%	
Top2box	93%	94%	93%	93%	94%	92%	94%	89%	93%	92%	93%	94%	91%	95%	95%	89%	96%	93%	92%	93%	90%	93%	94%	86%	93%	97%	92%	95%	97%	
Bottom2box	7%	6%	7%	7%	6%	8%	6%	11%	7%	8%	7%	6%	9%	5%	5%	11%	4%	7%	8%	7%	10%	7%	14%	7%	3%	8%	5%	3%		

QE9. And, based on whatever you may have seen or heard about the gender pay gap, how serious of an issue would you say it is in Canada today?

	Total	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/TEch	University+	CPC	Liberal	NDP	
A very serious issue	23%	18%	14%	15%	14%	17%	21%	35%	22%	16%	31%	26%	22%	20%	18%	15%	14%	35%	29%	26%	30%	24%	17%	19%	18%	30%	10%	30%	30%	
Quite serious	42%	44%	33%	47%	45%	49%	40%	47%	43%	36%	48%	39%	41%	46%	33%	35%	42%	47%	48%	50%	44%	39%	42%	41%	39%	45%	33%	54%	53%	
Not that serious	25%	31%	33%	26%	29%	23%	28%	12%	24%	32%	18%	21%	27%	27%	27%	35%	33%	15%	18%	22%	18%	27%	29%	27%	32%	17%	39%	14%	15%	
Not serious at all	11%	6%	19%	12%	12%	11%	11%	7%	12%	17%	3%	14%	10%	7%	23%	15%	12%	3%	4%	2%	8%	11%	11%	12%	11%	9%	18%	3%	3%	
Top2box	64%	62%	62%	62%	62%	62%	82%	82%	64%	51%	79%	65%	63%	65%	51%	50%	56%	82%	77%	76%	73%	63%	59%	60%	58%	75%	43%	83%	82%	
Bottom2box	36%	38%	53%	38%	42%	34%	39%	18%	36%	49%	21%	35%	37%	35%	49%	50%	45%	18%	23%	24%	27%	37%	41%	40%	42%	25%	57%	17%	18%	

QE10. In light of these efforts, thinking specifically about the last 10 years or so, would you say the gender pay gap has been ...

	Total	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/TEch	University+	CPC	Liberal	NDP	
Growing significantly	3%	4%	1%	3%	3%	3%	2%	5%	3%	3%	3%	4%	3%	2%	4%	2%	1%	4%	4%	3%	5%	3%	2%	3%	3%	3%	3%	4%	5%	
Growing	10%	9%	6%	8%	9%	7%	10%	11%	9%	7%	12%	9%	10%	10%	7%	9%	5%	10%	12%	16%	13%	10%	7%	14%	7%	9%	7%	12%	12%	
Staying about the same	35%	39%	29%	36%	34%	38%	35%	33%	39%	28%	42%	29%	36%	38%	22%	30%	32%	37%	43%	45%	39%	35%	29%	36%	32%	36%	29%	38%	39%	
Shrinking	41%	41%	45%	45%	44%	46%	40%	41%	37%	44%	38%	45%	38%	41%	45%	40%	48%	44%	37%	33%	36%	41%	47%	35%	45%	42%	42%	42%	41%	
Shrinking significantly	12%	6%	20%	9%	10%	7%	12%	10%	13%	18%	4%	13%	12%	9%	21%	19%	14%	4%	4%	4%	7%	10%	16%	12%	13%	10%	19%	3%	4%	
Top2box	13%	13%	7%	11%	12%	10%	13%	17%	12%	10%	16%	12%	13%	12%	11%	11%	6%	14%	15%	19%	18%	13%	9%	17%	10%	12%	10%	16%	16%	
Bottom2box	53%	47%	65%	53%	54%	53%	52%	51%	50%	62%	42%	58%	50%	50%	66%	59%	62%	49%	41%	36%	44%	51%	62%	47%	58%	52%	61%	46%	45%	

QE11. Do you personally know anyone who has been affected by the gender pay gap?

	Total	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/TEch	University+	CPC	Liberal	NDP	
Yes, and that person is me	9%	12%	8%	6%	4%	7%	10%	8%	9%	3%	15%	9%	10%	6%	6%	2%	1%	13%	19%	12%	9%	10%	9%	7%	7%	13%	7%	14%	15%	
Yes, I know someone like this	25%	28%	21%	28%	28%	28%	27%	21%	31%	22%	29%	29%	23%	24%	25%	20%	22%	34%	27%	25%	24%	23%	28%	18%	21%	35%	17%	35%	36%	
No don't know anyone like this	66%	60%	71%	66%	69%	64%	64%	71%	60%	75%	56%	61%	66%	70%	69%	78%	77%	53%	55%	63%	67%	67%	64%	75%	71%	52%	75%	51%	49%	
Net: Yes	34%	40%	29%	34%	31%	36%	36%	29%	40%	25%	44%	39%	34%	30%	31%	22%	23%	47%	45%	37%	33%	33%	36%	25%	29%	48%	25%	49%	51%	

QE12. Overall, would you say this type of legislation (equal pay certification) is a good idea or a bad idea?

	Total	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K- -\$100K	\$100K+	High school or less	College/Techn	University+	CPC	Liberal	NDP	
Very good idea	32%	32%	26%	26%	22%	30%	30%	42%	33%	23%	43%	36%	30%	32%	29%	20%	22%	45%	41%	43%	39%	33%	29%	29%	31%	37%	19%	44%	46%	
Good idea	36%	36%	36%	40%	41%	38%	37%	36%	35%	35%	38%	31%	39%	39%	27%	38%	42%	35%	39%	37%	32%	36%	39%	41%	34%	35%	35%	41%	40%	
Bad idea	10%	7%	15%	9%	9%	9%	11%	6%	12%	14%	5%	9%	11%	9%	13%	17%	12%	4%	5%	6%	7%	10%	11%	12%	10%	8%	18%	5%	4%	
Very bad idea	9%	7%	13%	8%	10%	7%	9%	8%	9%	16%	2%	11%	8%	7%	18%	15%	14%	2%	2%	1%	6%	9%	11%	7%	10%	10%	16%	2%	3%	
Not sure/Can't say	12%	18%	9%	17%	18%	16%	13%	9%	10%	11%	13%	13%	12%	12%	13%	10%	10%	14%	13%	13%	15%	12%	10%	11%	15%	10%	12%	8%	8%	
Top2box	69%	67%	62%	66%	64%	68%	67%	78%	69%	59%	80%	67%	69%	72%	56%	58%	64%	80%	80%	80%	71%	69%	68%	70%	65%	72%	54%	85%	86%	
Bottom2box	19%	15%	29%	17%	19%	16%	20%	14%	21%	30%	7%	20%	19%	17%	31%	31%	25%	6%	7%	7%	13%	19%	22%	19%	20%	17%	33%	7%	7%	

QE13. And, thinking about this another way, how effective do you think this type of legislation is likely to be?

	Total	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K- -\$100K	\$100K+	High school or less	College/Techn	University+	CPC	Liberal	NDP	
Very effective	13%	12%	16%	10%	11%	10%	13%	13%	16%	10%	16%	13%	13%	13%	14%	8%	9%	13%	17%	18%	17%	13%	12%	14%	11%	14%	10%	20%	17%	
Moderately effective	48%	50%	39%	53%	54%	51%	49%	50%	46%	42%	55%	47%	47%	52%	37%	43%	48%	58%	51%	57%	47%	48%	51%	48%	46%	51%	40%	58%	60%	
Moderately ineffective	14%	19%	12%	14%	14%	14%	14%	15%	16%	16%	13%	15%	15%	13%	17%	16%	15%	13%	14%	10%	12%	16%	13%	13%	16%	15%	16%	11%	12%	
Very ineffective	13%	8%	20%	14%	13%	14%	15%	8%	13%	20%	5%	13%	13%	12%	21%	21%	18%	3%	5%	6%	8%	14%	15%	11%	13%	14%	24%	3%	4%	
Not sure/Can't say	11%	11%	14%	9%	8%	11%	9%	14%	9%	11%	12%	12%	12%	10%	10%	11%	10%	13%	12%	9%	16%	9%	9%	14%	7%	10%	8%	7%		
Top2box	61%	62%	54%	63%	65%	61%	62%	63%	62%	53%	71%	60%	60%	65%	51%	51%	57%	71%	69%	74%	64%	61%	62%	62%	57%	65%	49%	78%	76%	
Bottom2box	27%	27%	31%	28%	27%	28%	29%	23%	29%	37%	18%	28%	29%	25%	38%	37%	33%	16%	20%	17%	20%	30%	28%	24%	29%	29%	40%	14%	16%	

QE14. support for legislation mandating equal pay certification for all companies with more than 25 employees.

	Total	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K- -\$100K	\$100K+	High school or less	College/Techn	University+	CPC	Liberal	NDP	
Strongly support	40%	34%	23%	29%	21%	37%	38%	56%	44%	29%	51%	40%	39%	40%	31%	27%	31%	50%	52%	50%	47%	40%	36%	35%	39%	44%	22%	57%	55%	
Moderately support	30%	36%	37%	39%	43%	34%	30%	20%	26%	29%	31%	29%	30%	32%	24%	31%	32%	34%	28%	32%	28%	28%	31%	34%	26%	31%	31%	31%	32%	
Moderately oppose	9%	9%	9%	10%	8%	11%	11%	4%	11%	11%	6%	9%	9%	8%	13%	11%	10%	5%	6%	6%	6%	8%	10%	9%	8%	9%	14%	5%	4%	
Strongly oppose	14%	11%	23%	15%	16%	13%	13%	12%	9%	23%	4%	14%	14%	14%	24%	23%	22%	3%	4%	4%	7%	15%	17%	12%	17%	12%	25%	3%	4%	
Not sure/Can't say	8%	11%	7%	8%	12%	5%	7%	8%	10%	7%	9%	8%	9%	7%	8%	8%	6%	9%	10%	7%	12%	9%	6%	10%	10%	4%	8%	4%	4%	
Top2box	69%	70%	61%	67%	64%	71%	68%	76%	70%	58%	82%	68%	69%	72%	55%	58%	62%	84%	80%	82%	76%	68%	66%	69%	64%	75%	53%	88%	87%	
Bottom2box	22%	20%	32%	24%	24%	24%	24%	16%	20%	34%	9%	23%	22%	21%	37%	34%	32%	7%	10%	10%	13%	23%	27%	21%	25%	21%	39%	8%	9%	

QE15. [Top2box] Agreement with statements

	Total	Region								Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/Tech	University+	CPC	Liberal	NDP
The gender pay gap is mostly the product of choices women make, not discrimination against them	28%	27%	42%	27%	32%	21%	28%	25%	20%	39%	16%	32%	27%	25%	47%	37%	33%	16%	16%	16%	23%	29%	31%	31%	31%	24%	48%	15%	18%
Women are held to higher standards than men and have to do more to prove themselves	51%	56%	43%	54%	52%	56%	55%	46%	53%	32%	72%	53%	51%	50%	35%	31%	31%	72%	72%	71%	58%	52%	44%	40%	48%	63%	33%	70%	73%
The gender pay gap isn't fair, but that's just the way the world is	21%	25%	15%	21%	20%	22%	17%	28%	17%	22%	20%	17%	19%	29%	19%	19%	30%	15%	19%	27%	27%	18%	21%	25%	22%	16%	25%	21%	17%
Knowing that my company had a gender pay gap would make me feel worse about working there	72%	71%	64%	75%	73%	77%	71%	77%	71%	63%	81%	74%	71%	72%	64%	62%	65%	84%	80%	80%	74%	70%	72%	66%	70%	79%	61%	84%	85%
I can have a family without it damaging my career	58%	54%	60%	58%	65%	51%	60%	56%	61%	68%	48%	55%	59%	63%	65%	70%	70%	44%	47%	54%	51%	61%	62%	65%	62%	50%	66%	54%	52%

QE15. [Bottom2box] Agreement with statements

	Total	Region								Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/Tech	University+	CPC	Liberal	NDP
The gender pay gap is mostly the product of choices women make, not discrimination against them	65%	66%	52%	65%	62%	67%	65%	69%	74%	54%	77%	60%	66%	69%	45%	57%	61%	77%	76%	77%	67%	65%	63%	61%	60%	72%	44%	81%	78%
Women are held to higher standards than men and have to do more to prove themselves	43%	36%	53%	42%	46%	37%	40%	48%	42%	63%	22%	42%	44%	45%	61%	63%	66%	22%	22%	21%	34%	44%	51%	53%	45%	33%	62%	25%	24%
The gender pay gap isn't fair, but that's just the way the world is	73%	66%	78%	75%	78%	72%	77%	65%	76%	71%	74%	75%	74%	67%	73%	74%	65%	78%	74%	69%	65%	74%	76%	67%	72%	78%	68%	75%	78%
Knowing that my company had a gender pay gap would make me feel worse about working there	20%	17%	29%	17%	21%	13%	21%	16%	15%	27%	12%	19%	21%	19%	27%	29%	24%	10%	13%	13%	17%	22%	20%	24%	22%	15%	29%	11%	10%
I can have a family without it damaging my career	35%	34%	31%	38%	35%	42%	35%	38%	35%	26%	45%	39%	35%	30%	31%	24%	23%	48%	47%	37%	39%	34%	34%	25%	32%	46%	29%	41%	44%

Q15. Agreement- The gender pay gap is mostly the product of choices women make, not discrimination against them

	Total	Region								Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/Tech	University+	CPC	Liberal	NDP
Agree strongly	12%	11%	17%	7%	10%	5%	12%	11%	7%	17%	6%	17%	10%	8%	24%	15%	12%	8%	6%	4%	8%	12%	13%	11%	13%	11%	21%	5%	5%
Agree	17%	16%	26%	19%	22%	17%	15%	14%	13%	22%	10%	16%	17%	17%	23%	22%	21%	8%	11%	12%	14%	17%	18%	19%	18%	13%	27%	10%	13%
Disagree	30%	28%	29%	34%	36%	33%	30%	28%	35%	30%	30%	26%	30%	35%	23%	31%	37%	29%	29%	32%	28%	30%	31%	32%	29%	29%	27%	32%	31%
Disagree strongly	35%	38%	23%	30%	26%	35%	35%	41%	39%	24%	47%	34%	36%	34%	21%	26%	23%	48%	46%	45%	39%	34%	32%	29%	31%	43%	17%	49%	48%
Not sure/Can't say	7%	7%	6%	9%	6%	11%	7%	6%	6%	7%	7%	7%	7%	6%	8%	6%	6%	6%	8%	7%	10%	6%	6%	8%	9%	4%	8%	4%	4%
Top2box	28%	27%	42%	27%	32%	21%	28%	25%	20%	39%	16%	32%	27%	25%	47%	37%	33%	16%	16%	16%	23%	29%	31%	31%	31%	24%	48%	15%	18%
Bottom2box	65%	66%	52%	65%	62%	67%	65%	69%	74%	54%	77%	60%	66%	69%	45%	57%	61%	77%	76%	77%	67%	65%	63%	61%	60%	72%	44%	81%	78%

Q15. Agreement- Women are held to higher standards than men and have to do more to prove themselves

	Total	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/Techn	University+	CPC	Liberal	NDP	
Agree strongly	22%	23%	19%	21%	19%	23%	22%	21%	26%	8%	36%	24%	22%	16%	9%	9%	5%	41%	36%	28%	23%	24%	17%	14%	19%	30%	11%	29%	32%	
Agree	30%	34%	24%	33%	33%	33%	33%	24%	27%	24%	36%	28%	34%	27%	21%	26%	31%	36%	43%	34%	28%	27%	26%	29%	33%	22%	41%	41%		
Disagree	27%	23%	32%	29%	33%	26%	25%	27%	32%	39%	14%	22%	28%	31%	32%	40%	47%	12%	15%	15%	20%	28%	30%	37%	26%	20%	39%	17%	17%	
Disagree strongly	16%	14%	21%	12%	13%	11%	15%	21%	11%	24%	8%	20%	15%	13%	28%	23%	19%	10%	7%	6%	13%	15%	20%	17%	19%	14%	22%	8%	7%	
Not sure/Can't say	5%	7%	4%	4%	2%	7%	5%	6%	5%	5%	6%	5%	6%	5%	4%	6%	3%	6%	5%	8%	9%	4%	5%	6%	4%	5%	5%	3%		
Top2box	51%	56%	43%	54%	52%	56%	55%	46%	53%	32%	72%	53%	51%	50%	35%	31%	31%	72%	72%	71%	58%	52%	44%	40%	48%	63%	33%	70%	73%	
Bottom2box	43%	36%	53%	42%	46%	37%	40%	48%	42%	63%	22%	42%	44%	45%	61%	63%	66%	22%	22%	21%	34%	44%	51%	53%	45%	33%	62%	25%	24%	

Q15. Agreement- The gender pay gap isn't fair, but that's just the way the world is

	Total	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/Techn	University+	CPC	Liberal	NDP	
Agree strongly	5%	6%	2%	2%	2%	1%	4%	10%	2%	5%	5%	4%	6%	5%	6%	4%	3%	7%	6%	8%	5%	5%	6%	4%	5%	7%	5%	7%	5%	4%
Agree	15%	19%	12%	19%	18%	20%	13%	18%	15%	16%	14%	13%	13%	24%	13%	26%	12%	12%	21%	19%	13%	16%	18%	17%	11%	18%	15%	13%		
Disagree	38%	33%	45%	41%	49%	34%	41%	30%	45%	43%	33%	36%	40%	37%	41%	45%	43%	31%	35%	31%	29%	41%	40%	41%	38%	36%	44%	44%	32%	
Disagree strongly	35%	33%	34%	34%	29%	38%	36%	35%	31%	28%	41%	39%	34%	30%	32%	29%	23%	47%	39%	38%	36%	33%	26%	33%	42%	23%	45%	46%		
Not sure/Can't say	6%	8%	7%	4%	2%	7%	5%	7%	8%	7%	6%	8%	7%	4%	8%	7%	5%	7%	6%	4%	8%	8%	4%	8%	7%	5%	7%	4%	5%	
Top2box	21%	25%	15%	21%	20%	22%	17%	28%	17%	22%	20%	17%	19%	29%	19%	30%	15%	19%	27%	27%	18%	21%	25%	22%	16%	25%	21%	17%		
Bottom2box	73%	66%	78%	75%	78%	72%	77%	65%	76%	71%	74%	75%	74%	67%	73%	74%	65%	78%	74%	69%	65%	74%	76%	67%	72%	78%	68%	75%	78%	

Q15. Agreement- Knowing that my company had a gender pay gap would make me feel worse about working there

	Total	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/Techn	University+	CPC	Liberal	NDP	
Agree strongly	29%	26%	24%	26%	27%	26%	28%	36%	28%	18%	41%	33%	29%	23%	21%	19%	13%	47%	39%	34%	31%	29%	28%	23%	25%	37%	17%	40%	41%	
Agree	43%	45%	40%	49%	47%	52%	43%	41%	44%	45%	41%	41%	42%	49%	44%	43%	52%	37%	41%	46%	43%	41%	45%	43%	44%	42%	44%	44%	43%	
Disagree	14%	12%	18%	13%	14%	12%	16%	11%	12%	19%	9%	13%	15%	14%	17%	20%	19%	9%	9%	9%	14%	16%	13%	19%	13%	11%	20%	9%	9%	
Disagree strongly	6%	5%	11%	4%	7%	1%	6%	5%	2%	8%	3%	5%	7%	4%	9%	9%	5%	1%	4%	4%	3%	7%	7%	5%	8%	4%	9%	2%	2%	
Not sure/Can't say	8%	11%	7%	8%	6%	10%	7%	7%	14%	9%	7%	8%	8%	9%	9%	11%	6%	7%	7%	9%	7%	8%	10%	9%	6%	10%	5%	5%		
Top2box	72%	71%	64%	75%	73%	77%	71%	77%	71%	63%	81%	74%	71%	72%	64%	62%	65%	84%	80%	80%	74%	70%	72%	66%	70%	79%	61%	84%	85%	
Bottom2box	20%	17%	29%	17%	21%	13%	21%	16%	15%	27%	12%	19%	21%	19%	27%	29%	24%	10%	13%	13%	17%	22%	20%	24%	22%	15%	29%	11%	10%	

Q15. Agreement- I can have a family without it damaging my career

	Total	Region									Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/Techn	University+	CPC	Liberal	NDP	
Agree strongly	21%	18%	16%	16%	22%	11%	21%	25%	23%	22%	20%	22%	20%	21%	23%	24%	17%	21%	16%	24%	17%	22%	21%	22%	24%	17%	24%	19%	20%	
Agree	37%	36%	44%	41%	43%	40%	38%	31%	39%	46%	28%	33%	38%	42%	42%	46%	53%	23%	30%	30%	34%	39%	40%	43%	37%	33%	42%	34%	32%	
Disagree	26%	26%	25%	32%	29%	35%	26%	27%	22%	21%	32%	30%	25%	23%	25%	18%	19%	34%	33%	27%	27%	26%	25%	18%	25%	34%	23%	32%	31%	
Disagree strongly	8%	9%	6%	6%	7%	9%	11%	13%	5%	13%	10%	10%	7%	6%	6%	4%	13%	15%	9%	12%	8%	8%	8%	8%	12%	6%	10%	12%		
Not sure/Can't say	6%	11%	9%	4%	1%	7%	5%	6%	4%	6%	7%	6%	6%	8%	5%	6%	7%	8%	6%	9%	10%	5%	5%	10%	6%	4%	5%	5%		
Top2box	58%	54%	60%	58%	65%	51%	60%	56%	61%	68%	48%	55%	59%	63%	65%	70%	70%	44%	47%	54%	51%	61%	62%	65%	62%	50%	66%	54%	52%	
Bottom2box	35%	34%	31%	38%	35%	42%	35%	38%	35%	26%	45%	39%	35%	30%	31%	24%	23%	48%	47%	37%	39%	34%	34%	25%	32%	46%	29%	41%	44%	

QE16. which of the following very broad categories best describes the kind of work you are doing right now?

	Total	Region								Gender		Age			Age_Gender						Income			Education			Political Sphere		
		BC	AB	SK/MB	SK	MB	ON	QC	ATL	Male	Female	18-34	35-54	55+	Male 18-34	Male 35-54	Male 55+	Female 18-34	Female 35-54	Female 55+	<\$50K	\$50K-<\$100K	\$100K+	High school or less	College/Tech	University+	CPC	Liberal	NDP
Professional	22%	12%	24%	27%	33%	22%	24%	24%	21%	19%	26%	25%	23%	18%	20%	20%	14%	31%	25%	21%	15%	20%	29%	5%	16%	42%	21%	25%	25%
Knowledge/Creative occupations	9%	12%	6%	6%	5%	6%	11%	8%	6%	8%	11%	14%	7%	6%	10%	7%	6%	18%	8%	7%	6%	11%	9%	4%	6%	17%	5%	16%	15%
Manager/Executive	9%	11%	8%	8%	9%	7%	8%	8%	14%	10%	8%	6%	9%	11%	7%	11%	13%	6%	8%	9%	3%	9%	13%	9%	8%	10%	11%	9%	6%
IT/Information Technology	3%	4%	2%	3%	1%	5%	3%	5%	4%	5%	2%	4%	3%	3%	8%	4%	3%	1%	2%	2%	2%	4%	4%	2%	4%	3%	3%	4%	4%
Office work/Admin	12%	12%	11%	14%	8%	19%	11%	15%	13%	6%	19%	10%	15%	10%	8%	6%	3%	12%	25%	18%	13%	12%	11%	9%	17%	9%	11%	13%	11%
Sales & Service/Retail/Hospitality	10%	14%	10%	10%	9%	10%	9%	10%	11%	9%	12%	11%	8%	13%	10%	6%	12%	13%	9%	15%	24%	8%	4%	16%	11%	5%	9%	9%	11%
Skilled Trade	10%	12%	14%	11%	12%	11%	9%	9%	7%	17%	3%	10%	9%	12%	17%	15%	20%	3%	3%	3%	7%	12%	11%	11%	16%	3%	13%	7%	7%
Labour	10%	8%	10%	11%	13%	10%	12%	8%	11%	15%	5%	8%	11%	10%	12%	18%	15%	5%	5%	5%	13%	11%	9%	23%	9%	2%	14%	6%	6%
Other, please specify:	14%	15%	14%	10%	10%	10%	13%	14%	14%	12%	15%	10%	14%	17%	9%	13%	15%	11%	15%	19%	16%	13%	12%	20%	13%	9%	14%	12%	13%