

Total	Region								Geo Type	Gender	Age			Gender-Age					Age (Fine)					Household Income					Household Income (Fine)					Education					2021 Fed Vote										Ethnicity			Language	
	BC	AB	SK	MB	ON	QC	ATL	Urban	Rural	Male	Female	18-34	35-54	55+	M 18-34	M 35-54	M 55+	F 18-34	F 35-54	F 55+	18-24	25-34	35-44	45-54	55-64	65+	<\$50K	\$50K-<\$100K	\$100K+	<\$25K	\$25K-<\$50K	\$50K-<\$100K	\$100K-<\$150K	\$150K-<\$200K	\$200K+	<HS	College/Trade school	Univ	CPC	Lib	NDP	BQ	Green	PPC	Other	Did not vote	Indig nouse	Visible Minority	Non Visible Minority	English	French		
	1276	178	137	100	103	366	261	131	1067	209	619	654	340	411	525	172	201	247	168	209	277	63	277	232	178	222	303	300	404	396	87	214	404	219	98	79	496	391	389	362	352	194	76	27	53	13	129	62	250	964	1038	238	

Regional sample sizes are unweighted. All other sample sizes, including column totals, are weighted to census data. Cells containing "*" are statistically zero, though at least one response was received. Blank cells indicate zero responses received. Sample sizes below 100 should be interpreted with caution.

Q51. Do you currently belong to a professional or labour union, or have you been in one in the past?

Total	Region								Geo Type	Gender	Age			Gender-Age					Age (Fine)					Household Income					Household Income (Fine)					Education					2021 Fed Vote										Ethnicity			Language	
	BC	AB	SK	MB	ON	QC	ATL	Urban	Rural	Male	Female	18-34	35-54	55+	M 18-34	M 35-54	M 55+	F 18-34	F 35-54	F 55+	18-24	25-34	35-44	45-54	55-64	65+	<\$50K	\$50K-<\$100K	\$100K+	<\$25K	\$25K-<\$50K	\$50K-<\$100K	\$100K-<\$150K	\$150K-<\$200K	\$200K+	<HS	College/Trade school	Univ	CPC	Lib	NDP	BQ	Green	PPC	Other	Did not vote	Indig nouse	Visible Minority	Non Visible Minority	English	French		
	20%	21%	21%	27%	20%	19%	22%	21%	21%	16%	20%	20%	24%	30%	11%	27%	33%	6%	20%	29%	14%	18%	25%	33%	27%	19%	9%	15%	21%	29%	12%	16%	21%	26%	24%	20%	14%	23%	26%	17%	22%	30%	17%	16%	20%	7%	10%	24%	20%	20%	20%	20%	

Q52. And was this a public (government) sector or private sector union?

Total	Region								Geo Type	Gender	Age			Gender-Age					Age (Fine)					Household Income					Household Income (Fine)					Education					2021 Fed Vote										Ethnicity			Language	
	BC	AB	SK	MB	ON	QC	ATL	Urban	Rural	Male	Female	18-34	35-54	55+	M 18-34	M 35-54	M 55+	F 18-34	F 35-54	F 55+	18-24	25-34	35-44	45-54	55-64	65+	<\$50K	\$50K-<\$100K	\$100K+	<\$25K	\$25K-<\$50K	\$50K-<\$100K	\$100K-<\$150K	\$150K-<\$200K	\$200K+	<HS	College/Trade school	Univ	CPC	Lib	NDP	BQ	Green	PPC	Other	Did not vote	Indig nouse	Visible Minority	Non Visible Minority	English	French		
	32%	55%	53%	46%	53%	50%	49%	64%	32%	48%	46%	57%	47%	50%	56%	30%	49%	39%	49%	51%	68%	37%	49%	51%	49%	57%	54%	49%	49%	57%	52%	47%	49%	53%	62%	64%	43%	50%	61%	47%	65%	56%	58%	43%	23%	49%	21%	41%	41%	49%	53%	51%	55%

Q52. (Rebase to All) And was this a public (government) sector or private sector union?

Total	Region								Geo Type	Gender	Age			Gender-Age					Age (Fine)					Household Income					Household Income (Fine)					Education					2021 Fed Vote										Ethnicity			Language	
	BC	AB	SK	MB	ON	QC	ATL	Urban	Rural	Male	Female	18-34	35-54	55+	M 18-34	M 35-54	M 55+	F 18-34	F 35-54	F 55+	18-24	25-34	35-44	45-54	55-64	65+	<\$50K	\$50K-<\$100K	\$100K+	<\$25K	\$25K-<\$50K	\$50K-<\$100K	\$100K-<\$150K	\$150K-<\$200K	\$200K+	<HS	College/Trade school	Univ	CPC	Lib	NDP	BQ	Green	PPC	Other	Did not vote	Indig nouse	Visible Minority	Non Visible Minority	English	French		
	24%	28%	22%	24%	29%	23%	24%	30%	26%	24%	21%	28%	20%	29%	27%	20%	26%	17%	19%	35%	37%	18%	23%	25%	31%	25%	25%	24%	24%	23%	24%	27%	22%	24%	26%	19%	24%	33%	19%	31%	35%	28%	27%	9%	15%	9%	24%	25%	24%	27%			

Q53. In your opinion, do you believe employees of the federal government are overpaid, underpaid, or fairly compensated?

Total	Region								Geo Type	Gender	Age			Gender-Age					Age (Fine)					Household Income					Household Income (Fine)					Education					2021 Fed Vote										Ethnicity			Language	
	BC	AB	SK	MB	ON	QC	ATL	Urban	Rural	Male	Female	18-34	35-54	55+	M 18-34	M 35-54	M 55+	F 18-34	F 35-54	F 55+	18-24	25-34	35-44	45-54	55-64	65+	<\$50K	\$50K-<\$100K	\$100K+	<\$25K	\$25K-<\$50K	\$50K-<\$100K	\$100K-<\$150K	\$150K-<\$200K	\$200K+	<HS	College/Trade school	Univ	CPC	Lib	NDP	BQ	Green	PPC	Other	Did not vote	Indig nouse	Visible Minority	Non Visible Minority	English	French		
	28%	24%	34%	35%	32%	34%	19%	22%	27%	35%	34%	23%	24%	34%	27%	32%	37%	33%	16%	31%	21%	19%	25%	35%	33%	27%	26%	24%	27%	31%	27%	22%	27%	30%	32%	33%	34%	27%	22%	46%	15%	14%	16%	31%	69%	41%	25%	27%	28%	29%	30%	20%	

Q54. And when it comes to overall conditions of working for the federal government - things like job security, benefits, pension plan, etc. - do you think federal employees have it better, worse, or about the same as those with similar jobs in the private sector?

Total	Region								Geo Type	Gender	Age			Gender-Age					Age (Fine)					Household Income					Household Income (Fine)					Education					2021 Fed Vote										Ethnicity			Language	
	BC	AB	SK	MB	ON	QC	ATL	Urban	Rural	Male	Female	18-34	35-54	55+	M 18-34	M 35-54	M 55+	F 18-34	F 35-54	F 55+	18-24	25-34	35-44	45-54	55-64	65+	<\$50K	\$50K-<\$100K	\$100K+	<\$25K	\$25K-<\$50K	\$50K-<\$100K	\$100K-<\$150K	\$150K-<\$200K	\$200K+	<HS	College/Trade school	Univ	CPC	Lib	NDP	BQ	Green	PPC	Other	Did not vote	Indig nouse	Visible Minority	Non Visible Minority	English	French		
	45%	36%	47%	55%	48%	50%	38%	47%	46%	48%	52%	39%	33%	49%	54%	40%	52%	59%	38%	49%	27%	34%	44%	45%	51%	56%	45%	42%	47%	45%	46%	42%	45%	43%	55%	48%	47%	41%	37%	73%	47%	46%	58%	46%	46%	47%	37%						

Q55. [Support summary] Level of support

Total	Region								Geo Type		Gender		Age			Gender-Age					Age (Fine)					Household Income					Household Income (Fine)					Education			2021 Fed Vote										Ethnicity			Language	
	BC	AB	SK	MB	ON	QC	ATL	Urban	Rural	Male	Female	18-34	35-54	55+	M 18-34	M 35-54	M 55+	F 18-34	F 35-54	F 55+	18-24	25-34	35-44	45-54	55-64	65+	<\$50K	\$50K-<\$100K	\$100K+	<\$25K	\$25K-<\$50K	\$50K-<\$100K	\$100K-<\$150K	\$150K-<\$200K	\$200K+	<HS	College/Trade school	Univ+	CPC	Lib	NDP	BQ	Green	PPC	Other	Did not vote	Indige nous	Visible Minority	Non Visible Minority	English	French		
	Wage premiums of an extra \$2.50/hour for night shifts and overtime	65%	62%	61%	64%	60%	66%	65%	65%	64%	61%	68%	72%	65%	60%	65%	65%	55%	78%	65%	64%	83%	69%	64%	66%	60%	60%	70%	70%	63%	74%	69%	70%	62%	66%	61%	61%	66%	67%	52%	72%	77%	66%	82%	46%	49%	65%	61%	64%	65%	64%	66%	
The right to work from home	55%	52%	47%	36%	55%	50%	68%	58%	56%	48%	49%	61%	66%	54%	48%	60%	48%	41%	73%	60%	54%	47%	71%	62%	44%	55%	42%	54%	57%	56%	58%	52%	57%	63%	48%	48%	49%	51%	65%	33%	68%	73%	75%	56%	24%	46%	54%	50%	54%	55%	51%	72%	
A 4.5% annual wage increase for three years	48%	55%	43%	42%	40%	44%	49%	60%	48%	44%	44%	52%	53%	51%	42%	48%	47%	38%	59%	54%	48%	61%	51%	53%	47%	46%	39%	53%	52%	48%	53%	52%	52%	49%	44%	39%	41%	49%	55%	30%	58%	73%	43%	58%	21%	38%	45%	50%	52%	47%	48%	48%	
More annual paid family-related leave	44%	43%	40%	33%	46%	43%	50%	44%	46%	34%	41%	47%	58%	48%	32%	54%	48%	27%	62%	48%	37%	55%	59%	56%	38%	38%	28%	49%	47%	41%	49%	49%	47%	45%	40%	33%	40%	46%	48%	21%	52%	65%	57%	62%	20%	38%	49%	53%	47%	43%	49%		
Annual stipend for employees who speak Indigenous languages in the workplace	37%	33%	31%	23%	39%	40%	41%	37%	39%	28%	34%	40%	43%	37%	34%	37%	34%	32%	48%	40%	35%	54%	40%	40%	33%	35%	33%	46%	40%	34%	54%	43%	40%	36%	24%	40%	35%	34%	44%	20%	51%	59%	36%	49%	6%	31%	30%	58%	41%	35%	37%	37%	

Q55. [Oppose summary] Level of support

Total	Region								Geo Type		Gender		Age			Gender-Age					Age (Fine)					Household Income					Household Income (Fine)					Education			2021 Fed Vote										Ethnicity			Language	
	BC	AB	SK	MB	ON	QC	ATL	Urban	Rural	Male	Female	18-34	35-54	55+	M 18-34	M 35-54	M 55+	F 18-34	F 35-54	F 55+	18-24	25-34	35-44	45-54	55-64	65+	<\$50K	\$50K-<\$100K	\$100K+	<\$25K	\$25K-<\$50K	\$50K-<\$100K	\$100K-<\$150K	\$150K-<\$200K	\$200K+	<HS	College/Trade school	Univ+	CPC	Lib	NDP	BQ	Green	PPC	Other	Did not vote	Indige nous	Visible Minority	Non Visible Minority	English	French		
	Wage premiums of an extra \$2.50/hour for night shifts and overtime	27%	29%	32%	29%	22%	27%	24%	27%	26%	30%	32%	23%	16%	28%	34%	23%	29%	40%	10%	25%	28%	11%	17%	27%	28%	32%	35%	24%	24%	29%	20%	26%	24%	29%	28%	29%	32%	25%	23%	41%	20%	13%	30%	13%	51%	49%	20%	30%	24%	28%	28%	24%
The right to work from home	36%	42%	48%	52%	34%	37%	24%	31%	34%	44%	43%	29%	23%	36%	44%	30%	43%	52%	19%	29%	36%	30%	21%	28%	46%	36%	49%	35%	34%	37%	31%	38%	34%	31%	46%	44%	40%	38%	28%	61%	23%	17%	22%	32%	68%	48%	23%	45%	32%	36%	39%	21%	
A 4.5% annual wage increase for three years	40%	37%	45%	39%	41%	43%	37%	31%	39%	47%	48%	35%	29%	38%	49%	35%	42%	56%	23%	34%	43%	20%	31%	35%	42%	47%	50%	31%	38%	45%	24%	34%	38%	42%	50%	46%	47%	37%	34%	61%	31%	16%	44%	30%	71%	62%	28%	39%	31%	42%	40%	39%	
More annual paid family-related leave	43%	42%	47%	51%	40%	45%	40%	44%	41%	56%	48%	39%	27%	40%	58%	32%	42%	65%	18%	21%	37%	51%	20%	27%	32%	49%	51%	62%	40%	41%	47%	30%	41%	41%	44%	50%	50%	49%	43%	37%	69%	37%	18%	33%	28%	72%	56%	30%	35%	38%	46%	44%	41%
Annual stipend for employees who speak Indigenous languages in the workplace	48%	49%	61%	67%	48%	43%	48%	49%	45%	62%	54%	43%	37%	50%	54%	45%	56%	58%	28%	44%	51%	30%	38%	44%	58%	53%	55%	41%	45%	53%	30%	45%	45%	51%	61%	49%	51%	53%	40%	70%	35%	21%	51%	47%	84%	46%	43%	37%	44%	50%	47%	53%	

Q55. Support - A 4.5% annual wage increase for three years

Total	Region								Geo Type		Gender		Age			Gender-Age					Age (Fine)					Household Income					Household Income (Fine)					Education			2021 Fed Vote										Ethnicity			Language	
	BC	AB	SK	MB	ON	QC	ATL	Urban	Rural	Male	Female	18-34	35-54	55+	M 18-34	M 35-54	M 55+	F 18-34	F 35-54	F 55+	18-24	25-34	35-44	45-54	55-64	65+	<\$50K	\$50K-<\$100K	\$100K+	<\$25K	\$25K-<\$50K	\$50K-<\$100K	\$100K-<\$150K	\$150K-<\$200K	\$200K+	<HS	College/Trade school	Univ+	CPC	Lib	NDP	BQ	Green	PPC	Other	Did not vote	Indige nous	Visible Minority	Non Visible Minority	English	French		
	Strongly support	17%	15%	13%	9%	20%	18%	18%	23%	18%	11%	18%	16%	24%	19%	11%	24%	21%	12%	24%	17%	11%	24%	24%	22%	16%	13%	11%	21%	21%	18%	33%	16%	21%	14%	16%	17%	14%	20%	19%	8%	21%	31%	24%	23%	9%	9%	16%	16%	24%	16%	17%	18%
Support	36%	40%	31%	33%	20%	26%	32%	37%	30%	33%	28%	35%	29%	29%	31%	30%	24%	28%	30%	37%	39%	37%	28%	32%	31%	34%	28%	31%	31%	30%	29%	30%	31%	30%	27%	22%	27%	20%	30%	21%	37%	42%	19%	34%	16%	29%	29%	34%	28%	31%	31%	29%	28%
Oppose	25%	26%	29%	21%	26%	29%	28%	19%	29%	28%	23%	20%	24%	30%	21%	28%	33%	18%	20%	27%	12%	21%	23%	25%	30%	30%	19%	25%	30%	13%	21%	25%	30%	30%	29%	30%	29%	28%	20%	35%	22%	12%	30%	17%	28%	37%	19%	24%	19%	27%	29%	28%	
Strongly oppose	15%	11%	21%	18%	15%	18%	9%	11%	14%	19%	17%	12%	9%	14%	19%	14%	22%	4%	14%	15%	7%	10%	12%	17%	17%	20%	15%	13%	16%	12%	13%	13%	13%	21%	18%	17%	12%	14%	20%	9%	4%	14%	44%	25%	9%	15%	12%	15%	16%	11%			
Not sure/Can't say	12%	8%	11%	19%	19%	12%	14%	9%	13%	9%	11%	14%	16%	11%	9%	17%	11%	7%	19%	12%	12%	20%	17%	16%	10%	7%	11%	16%	16%	9%	25%	13%	16%	9%	8%	15%	12%	13%	11%	10%	10%	12%	13%	12%	9%	27%	11%	17%	11%	12%	13%		
Net: Support	48%	55%	43%	42%	40%	44%	49%	60%	48%	44%	48%	47%	48%	47%	48%	47%	48%	47%	48%	47%	48%	47%	48%	47%	48%	47%	48%	47%	48%	47%	48%	47%	48%	47%	48%	47%	48%	47%	48%	47%	48%	47%	48%	47%	48%	47%	48%	47%	48%	47%	48%		
Net: Oppose	40%	37%	45%	39%	41%	43%	37%	31%	39%	47%	48%	35%	29%	38%	49%	35%	42%	56%	23%	34%	43%	20%	31%	35%	42%	47%	50%	31%	38%	45%	24%	34%	38%	42%	50%	46%	47%	37%	34%	61%	31%	16%	44%	30%	71%	62%	28%	39%	31%	42%	40%	39%	

Q55. Support - Annual stipend for employees who speak Indigenous languages in the workplace

Total	Region								Geo Type		Gender		Age			Gender-Age					Age (Fine)					Household Income					Household Income (Fine)					Education			2021 Fed Vote										Ethnicity			Language				
	BC	AB	SK	MB	ON	QC	ATL	Urban	Rural	Male	Female	18-34	35-54	55+	M 18-34	M 35-54	M 55+	F 18-34	F 35-54	F 55+	18-24	25-34	35-44	45-54	55-64	65+	<\$50K	\$50K-<\$100K	\$100K+	<\$25K	\$25K-<\$50K	\$50K-<\$100K	\$100K-<\$150K	\$150K-<\$200K	\$200K+	<HS	College/Trade school	Univ+	CPC	Lib	NDP	BQ	Green	PPC	Other	Did not vote	Indige nous	Visible Minority	Non Visible Minority	English	French					
	Strongly support	11%	9%	8%	4%	12%	11%	13%	10%	12%	4%	9%	12%	15%	13%	6%	13%	11%	5%	17%	15%	6%	22%	13%	16%	9%	6%	5%	14%	11%	9%	22%	18%	11%	11%	4%	10%	7%	11%	14%	3%	13%	24%	10%	11%	3%	9%	20%	16%	8%	10%	11%				
Support	27%	23%	23%	19%	27%	29%	28%	27%	24%	29%	29%	28%	24%	28%	24%	24%	27%	32%	29%	29%	32%	27%	24%	24%	29%	32%	29%	32%	29%	28%	31%	29%	25%	20%	30%	28%	28%	23%	30%	25%	28%	38%	4%	28%	21%	38%	24%	27%	27%	29%	28%					
Oppose	27%	24%	28%	36%	31%	22%	33%	32%	28%	33%	27%	29%	18%	20%	33%	21%	28%	32%	15%	23%	15%	15%	20%	21%	31%	34%	33%	22%	30%	27%	14%	25%	30%	29%	25%	24%	29%	31%	20%	32%	27%	13%	28%	25%	29%	29%	22%	18%	21%	29%	25%	34%				
Strongly oppose	22%	25%	33%	30%	17%	21%	16%	16%	20%	29%	26%	17%	19%	28%	21%	24%	28%	13%	22%	16%	18%	19%	23%	27%	20%	22%	19%	15%	28%	16%	16%	20%	15%	22%	16%	22%	22%	20%	38%	9%	8%	23%	21%	59%	26%	16%	19%	23%	21%	22%	19%					
Not sure/Can't say	14%	18%	8%	19%	13%	18%	16%	14%	19%	9%	12%	17%	21%	13%	12%	17%	10%	10%	24%	16%	13%	16%	22%	16%	9%	12%	12%	13%	15%	13%	16%	12%	13%	13%	15%	11%	18%	13%	16%	10%	13%	20%	13%	4%	9%	22%	26%	6%	16%	15%	19%	10%				
Net: Support	37%	33%	31%	23%	39%	40%	41%	37%	39%	28%	34%	40%	43%	37%	34%	37%	34%	32%	48%	40%	35%	54%	40%	40%	33%	35%	33%	46%	40%	34%	54%	43%	40%	36%	24%	40%	35%	34%	44%	20%	51%	53%	40%	70%	35%	21%	51%	47%	84%	46%	43%	37%	44%	50%	47%	53%
Net: Oppose	48%	49%	61%	67%	48%	43%	48%	49%	45%	62%	54%	43%	37%	50%	54%	45%	56%	58%	28%	44%	51%	30%	38%	44%	58%	53%	55%	41%	45%	53%	30%	45%	45%	51%	61%	49%	51%	53%	40%	70%	35%	21%	51%	47%	84%	46%	43%	37%	44%	50%	47%	53%				

Q55. Support - Wage premiums of an extra \$2.50/hour for night shifts and overtime

Total	Region								Geo Type		Gender		Age			Gender-Age					Age (Fine)					Household Income					Household Income (Fine)					Education			2021 Fed Vote										Ethnicity			Language	
	BC	AB	SK	MB	ON	QC	ATL	Urban	Rural	Male	Female	18-34	35-54	55+	M 18-34	M 35-54	M 55+</																																				

Q55. Support - The right to work from home

	Total	Region							Geo Type		Gender		Age			Gender-Age						Age (Fine)						Household Income			Household Income (Fine)						Education			2021 Fed Vote										Ethnicity			Language	
		BC	AB	SK	MB	ON	QC	ATL	Urban	Rural	Male	Female	18-34	35-54	55+	M 18-34	M 35-54	M 55+	F 18-34	F 35-54	F 55+	18-24	25-34	35-44	45-54	55-64	65+	<\$50K	\$50K-\$100K	\$100K+	<\$25K	\$25K-\$50K	\$50K-\$100K	\$100K-\$150K	\$150K-\$200K	\$200K+	<HS	College/Trade school	Univ+	CPC	Lib	NDP	BQ	Green	PPC	Other	Did not vote	Indige rous	Visible Minority	Non Visible Minority	English	French		
Strongly support	22%	14%	19%	7%	21%	24%	25%	21%	23%	14%	18%	25%	30%	23%	15%	22%	19%	14%	38%	27%	16%	30%	30%	29%	15%	23%	9%	22%	25%	22%	25%	20%	25%	25%	23%	11%	17%	24%	26%	9%	29%	31%	36%	21%	3%	19%	24%	23%	25%	21%	20%	28%		
Support	33%	38%	29%	29%	34%	26%	43%	37%	33%	34%	31%	35%	37%	31%	32%	36%	28%	26%	35%	33%	36%	17%	41%	33%	29%	32%	32%	32%	32%	31%	32%	38%	28%	37%	33%	38%	36%	24%	39%	42%	39%	36%	21%	27%	30%	27%	29%	34%	31%	44%				
Oppose	20%	27%	23%	30%	17%	19%	15%	19%	19%	27%	23%	18%	10%	20%	27%	14%	19%	33%	9%	20%	22%	18%	9%	16%	24%	20%	32%	23%	20%	19%	22%	23%	20%	17%	20%	22%	22%	22%	16%	32%	17%	13%	9%	17%	15%	35%	14%	16%	18%	21%	22%	12%		
Strongly oppose	16%	14%	25%	22%	17%	18%	8%	12%	15%	16%	20%	11%	12%	17%	17%	18%	24%	19%	7%	9%	15%	13%	12%	12%	22%	16%	17%	12%	14%	18%	10%	13%	14%	14%	26%	22%	18%	16%	12%	29%	6%	3%	14%	16%	53%	14%	10%	26%	14%	15%	17%	9%		
Not sure/Can't say	16%	7%	9%	12%	11%	12%	8%	11%	10%	8%	8%	11%	11%	10%	9%	10%	9%	7%	12%	11%	10%	22%	8%	10%	9%	9%	11%	8%	7%	11%	12%	9%	6%	6%	9%	11%	11%	7%	6%	8%	10%	3%	11%	7%	6%	23%	5%	14%	6%	15%	7%			
Net Support	55%	52%	47%	36%	55%	50%	68%	58%	56%	48%	49%	61%	66%	54%	48%	60%	48%	41%	73%	60%	54%	47%	71%	62%	44%	55%	42%	54%	57%	56%	58%	52%	57%	63%	48%	48%	49%	51%	65%	33%	68%	73%	75%	56%	24%	46%	54%	50%	54%	55%	51%	72%		
Net Oppose	36%	42%	48%	52%	34%	37%	24%	31%	34%	44%	43%	29%	23%	36%	44%	30%	43%	52%	15%	29%	36%	30%	21%	28%	46%	36%	49%	35%	34%	37%	31%	36%	34%	31%	46%	44%	40%	38%	28%	61%	23%	17%	22%	32%	68%	48%	23%	40%	32%	36%	39%	21%		