

SH&E Industry

2015 Salary Survey



Experienced
Trusted
Insightful

2251 Tower Drive West
Stillwater, MN 55082
tel 651.439.1554
fax 651.439.1564

www.readexresearch.com

CONTENTS

Purpose.....	1
Method.....	3
About Readex	5
Findings	
Compensation.....	8
Benefits.....	18
Organization Profile	22
Respondent Profile	26
Salary & Other Cash Compensation Percentiles	
Data Tables	

The purpose of this research project was to better understand compensation trends among Safety, Health, and Environmental (SH&E) professionals.

Since 2008, the Board of Certified Safety Professionals (BCSP) has measured and reported salary and employment trend data as a service to its certificants and SH&E professionals. In 2015, BCSP hoped to develop a more complete SH&E employment trend and salary picture by inviting five partners to participate in the data collection process. All current results and a full report are available through each of these participating organization's websites (in addition to BCSP's):

- ◆ ASSE - American Society of Safety Engineers
- ◆ ABIH - American Board of Industrial Hygiene
- ◆ AHMP - Alliance of Hazardous Materials Professionals
- ◆ AIHA - American Industrial Hygiene Association
- ◆ IHMM - Institute of Hazardous Materials Management

PURPOSE

The survey sample was selected by Readex Research from lists of emailable contacts provided by each of the six partnering organizations, as follows:

- 30,884 BCSP active certification holders
- 6,751 ABIH Diplomates with CIH and/or CAIH certificates in active status
- 2,628 AHMP members
- 7,212 AIHA members who paid for 2015
- 29,570 ASSE members who opted in to receive ASSE emails, excluding students and retired members
- 8,568 IHMM certificants from January 1, 2011, to present

The sample represented 63,423 unduplicated individuals at the time of selection and the original list source(s) were tracked for each individual so that results could be tabulated per partner upon request. Duplicates were cut from the lists alphabetically. For example, if an email address was found in both the ABIH and IHMM lists, the record was cut from IHMM and that individual received survey correspondence appearing to come from ABIH.

The 33-question survey instrument was designed collaboratively by BCSP and Readex. Programming/hosting of the survey website and data collection/tabulation were handled by Readex.

For the data collection, Readex emailed the sample in the name of an officer from the respective partner list after de-duplication. Data was collected from March 26 to April 7, 2015, and included one reminder email. The survey was closed for tabulation with 9,258 responses—a 15% response rate.

To best represent the audience of interest, results are based on the 9,042 respondents who indicated they were employed (full time, part time or self-employed) as of January 1, 2015. The margin of error for percentages based on all 9,042 usable responses is ± 0.9 percentage points at the 95% confidence level. The margin of error for percentages based on smaller sample sizes will be larger.

The response was tabulated and this report was prepared by Readex in accordance with accepted research standards and practices.

METHOD

Readex Research is a nationally recognized independent research company located in Stillwater, Minnesota. Its roots are in survey research for the magazine publishing industry, but specialization in conducting high-quality survey research (by mail and/or the Internet) has brought clients from many other markets, including associations, corporate marketers and communicators, and government agencies. Since its founding in 1947, Readex has completed thousands of surveys for a lengthy and diverse list of clients.

As a full-service survey research supplier, Readex provides in-house processing of all phases of each project (traditional mailing, broadcast emailing, and data processing) to ensure complete control over project quality and schedule. Analytical capabilities include a range of multivariate statistics and modeling techniques, in addition to the more traditional stub-and-banner tabulations.

This survey was conducted and this report was prepared by Readex in accordance with accepted research standards and practices.

ABOUT READEX

FINDINGS

Base Salary

Nearly all respondents (93%) indicated they were employed full time as of January 1, 2015. The median¹ annual base salary for this group as of that date was \$98,000 (in U.S. dollars).

Base Salary	
\$200,000 or more	1%
\$150,000 - \$199,999	8%
\$125,000 - \$149,999	12%
\$100,000 - \$124,999	25%
\$90,000 - \$99,999	13%
\$80,000 - \$89,999	12%
\$60,000 - \$79,999	17%
less than \$60,000	6%
no answer	5%

median: \$98,000

base: 8,626 respondents employed full time
(fill-in answers)

Among all employed respondents, 4% indicated they are located outside the U.S. and Canada. Full-time employees in these other countries typically earn less than those in the U.S. and Canada, at a median of \$75,000.

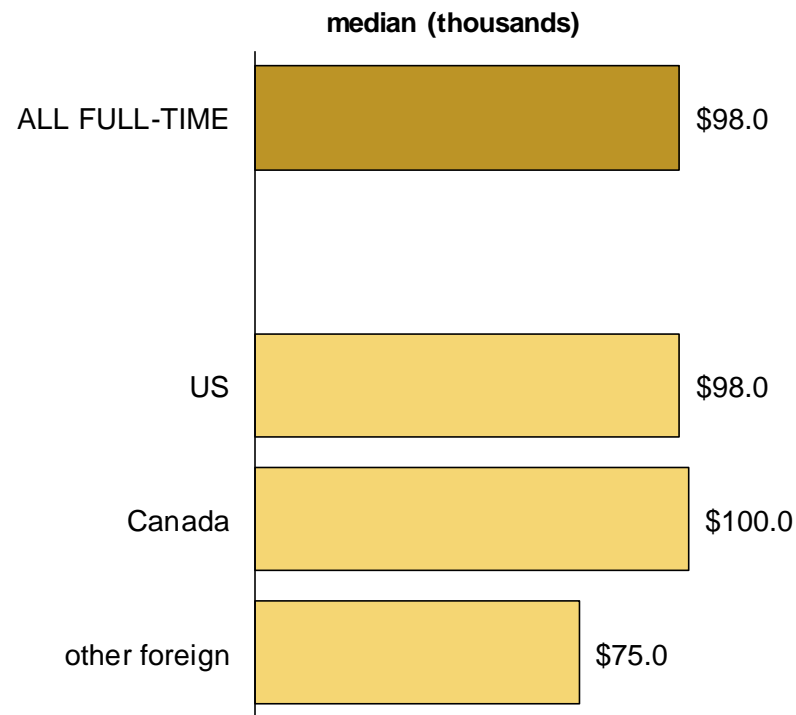
¹ A **median** is considered the “typical” response. It is the value that lies at the middle of a distribution: that is, 50% of the values are above it and 50% are below. Unlike the mean, it is not influenced by extreme values. Base salaries at other percentiles (10th, 25th, 75th, & 90th) are presented in the Salary & Other Cash Compensation Percentiles section of this report.

Base Salary by Location

As of January 1, 2015, what was your annual base salary (in U.S. dollars)?

Please include only the regular salary/wage paid for your primary position.
 EXCLUDE earnings from other work, overtime pay, commissions, bonuses, incentive pay, profit sharing, retirement benefits received, and the monetary value of other benefits.

FINDINGS Compensation



base: 8,626 respondents employed full time; those in each segment (fill-in answers)

Base Salary

Full-time SH&E professionals with at least one of the 11 SH&E licenses/certifications from the six partnering organizations (ASP, CDGP, CET, CHMM, CHMP, CHST, CIH, CSP, OHST, STSC, and/or STS) typically earn about \$14,000 more per year than those with none of these licenses/certifications.

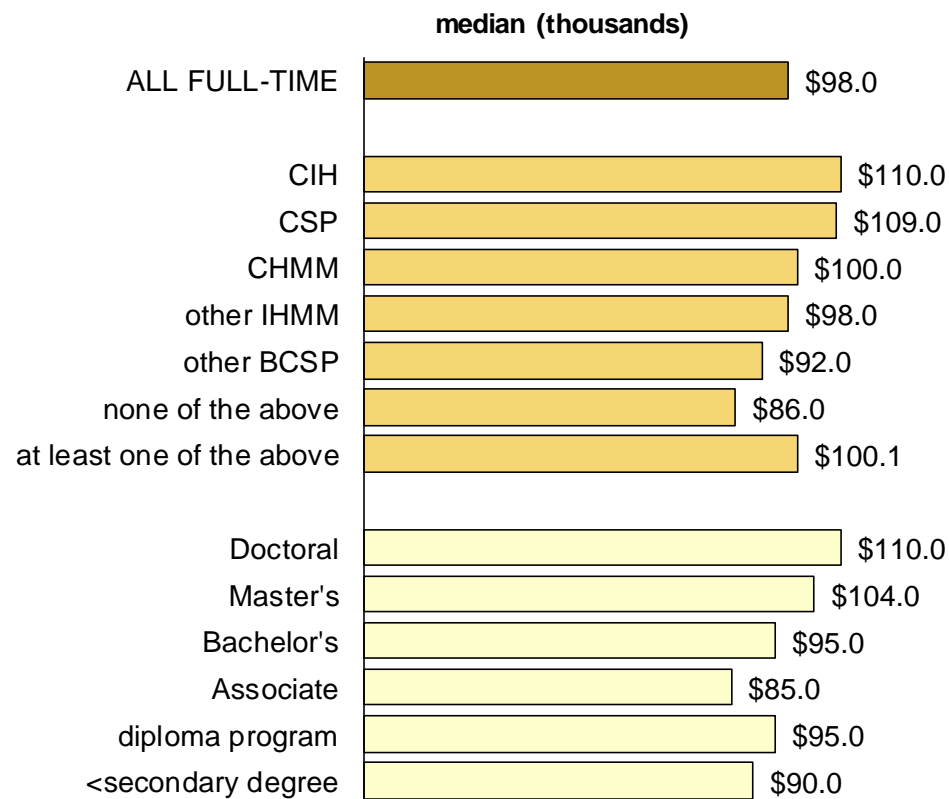
CIH and CSP certifications most positively correlate with salary, adding more than \$20,000 to the median compared with the salaries of those who have none of the 11 licenses/certifications.

Formal education also correlates with base salary. For example, those with a Doctoral degree typically earn \$15,000 more annually than those with a Bachelor's degree and \$25,000 more than those with an Associate degree.

Base Salary by Licenses/Certifications Held & Education

As of January 1, 2015, what was your annual base salary (in U.S. dollars)?

FINDINGS
Compensation



base: 8,626 respondents employed full time; those in each segment (fill-in answers)

Base Salary

As might be expected, the median base salary correlates positively with industry tenure and size of organization. Typically, those employed full time with at least 25 years of industry experience earn \$42,000 more than those with less than 5 years; and those with more than 50 SH&E employees at their organizations earn \$26,000 more than those with only one.

Additionally, those with titles of director, manager, chief, or department head typically earn \$10,000 more annually than those employed as branch/division/area/regional managers or supervisors, who earn \$12,000 more than professionals or consultants.

There is also a discrepancy in median base salary by gender, with males earning \$10,000 more annually than females. However, their profiles may help explain at least some of the difference. Males tend to have longer industry tenure, hold higher level positions in their organizations, and/or are more likely to directly supervise other staff. Each of these characteristics is likely to translate to a higher salary based on the survey results.

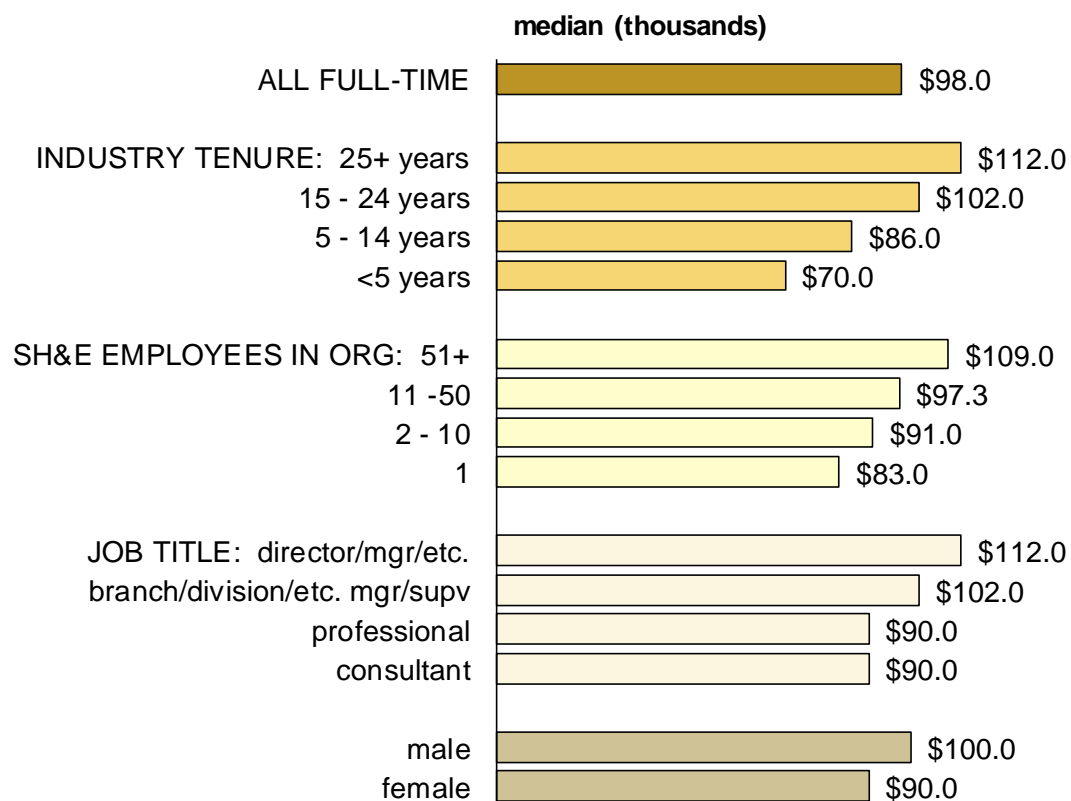
Differences in Profile by Gender	male	female
industry tenure (median)	20 years	17 years
director/manager/chief/department head	27%	20%
professional	35%	46%
directly supervise other staff	51%	37%

base: employed respondents in each segment

Base Salary by Other Segments Analyzed

As of January 1, 2015, what was your annual base salary (in U.S. dollars)?

FINDINGS Compensation



base: 8,626 respondents employed full time; those in each segment (fill-in answers)

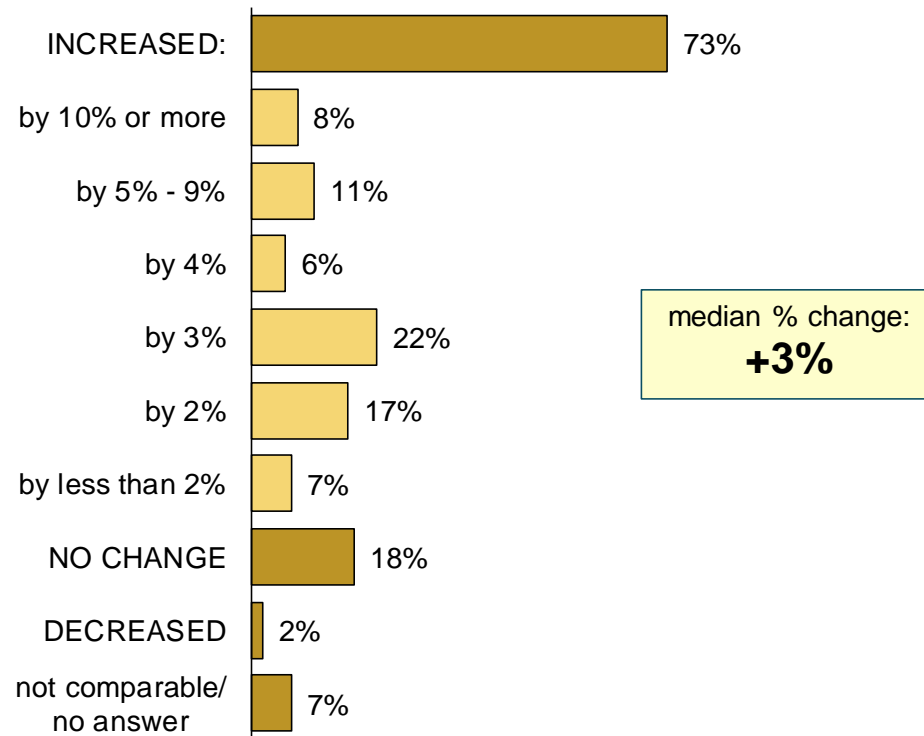
Change in Base Salary

Compared with one year previous, the typical respondent who was employed full time saw a 3% increase in base salary as of January 1, 2015. Only 2% reported a decrease in their base salary; 73% reported an increase; 18% no change. Because they couldn't compare, respondents who were not in the same position one year ago were not included in the median calculation.

Change in Base Salary

Compared to one year previous, how has that base salary changed?

FINDINGS Compensation



base: 8,626 respondents employed full time (fill-in answers)

Other Cash Compensation

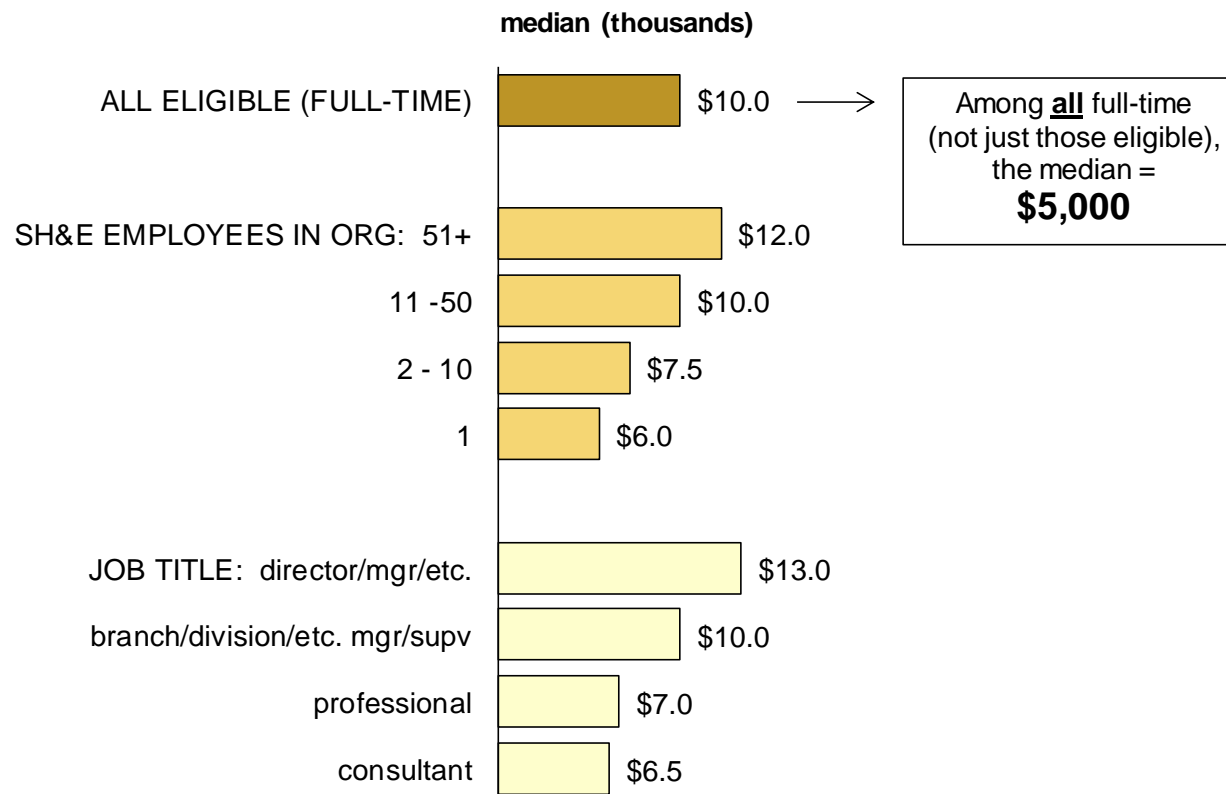
Approximately two in three respondents employed full time (68%) were eligible to receive other cash compensation beyond a base salary in the 12 months prior to January 1, 2015. Among those who were eligible, the median value received was \$10,000. Considering all full-time respondents (not just those eligible), the median drops to \$5,000.

Eligible respondents at larger organizations (in terms of the number of SH&E employees) typically received higher amounts of additional cash than those at smaller organizations. And, job title also makes a difference in additional cash received, with directors/managers/chiefs/department heads and branch/division/area/regional managers/supervisors typically receiving more than professionals and consultants.

Other Cash Compensation

Whether or not you received any, were you eligible to receive other cash compensation beyond your salary in the 12 months prior to January 1, 2015?
 Other cash compensation would include bonuses, commission, incentive pay, overtime, profit sharing, deferred compensation, and cash retirement benefits received.

FINDINGS Compensation



base: those employed full time who were eligible to receive other cash compensation; those in each segment (fill-in answers)

Number of Weeks Paid Time Off

The typical full-time SH&E professional qualified for 4 weeks of paid time off (vacation and sick time or PTO) annually as of January 1, 2015.

As would be expected, the average number of weeks paid time off increases with industry tenure.

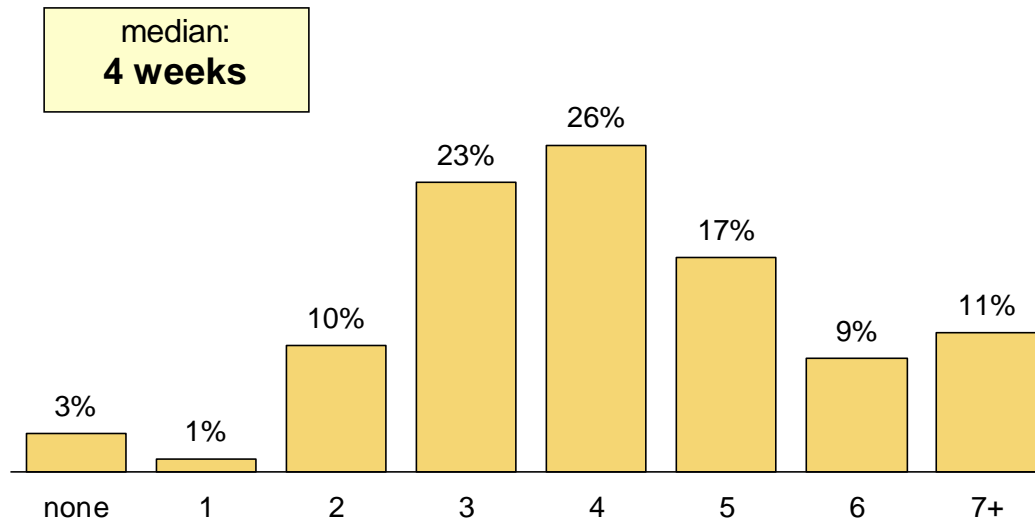
Number of Weeks Paid Time Off	INDUSTRY TENURE (YEARS)			
	<5	5 - 14	15 -24	25+
7 or more	6%	8%	10%	14%
6	3%	6%	9%	12%
5	9%	12%	19%	22%
4	17%	24%	29%	27%
3	26%	30%	22%	18%
2	27%	14%	6%	5%
1	4%	2%	1%	0%
none	6%	3%	2%	2%
mean	3.1	3.7	4.2	4.5
median	3	4	4	4

base: respondents in each segment employed full time

Number of Weeks Paid Time Off

As of January 1, 2015, how many weeks of paid time off (vacation and sick time or PTO) do you qualify for?

FINDINGS Benefits



base: 8,626 respondents employed full time

Other Benefits Offered

Full-time SH&E professionals are offered a variety of benefits by their employers. Health insurance is the most commonly offered (91%). About four in five are offered dental insurance (83%), retirement savings plans (81%), vision care (78%), and/or group life insurance (77%).

As shown on page 21, benefits packages differ by the size of the organization, with those at organizations with more than one SH&E employee are slightly more likely than those with only one to be offered nearly every benefit.

Other Benefits Offered

Which of the following other benefits does your employer offer (whether you make use of it or not)?

	TOTAL	NUMBER OF SH&E EMPLOYEES			
		1	2-10	11-50	51+
health care insurance	91%	85%	90%	92%	94%
dental insurance	83%	76%	81%	85%	86%
retirement savings plan (e.g., 401(k))	81%	71%	77%	81%	86%
vision care	78%	63%	74%	79%	83%
group life insurance	77%	65%	74%	79%	82%
sick leave	72%	60%	71%	72%	75%
short-term disability	72%	60%	66%	74%	77%
employee assistance program (EAP)	71%	59%	65%	72%	78%
long-term disability	71%	57%	66%	73%	76%
professional development opportunities	69%	56%	64%	70%	74%
bonus	64%	55%	62%	62%	70%
association dues reimbursement	64%	57%	62%	64%	68%
tuition reimbursement	63%	46%	59%	65%	69%
flexible spending plan	57%	43%	51%	58%	64%
flex time/schedule	49%	37%	45%	48%	56%
maternity/paternity benefits	43%	27%	37%	44%	51%
pension	38%	25%	31%	37%	48%
long-term care	29%	14%	23%	30%	36%
health club membership	25%	17%	22%	24%	29%
stock options	24%	10%	16%	23%	36%
voluntary benefits (AFLAC, prepaid legal, etc.)	23%	22%	22%	22%	27%
incentive compensation	23%	13%	17%	24%	29%
profit sharing	23%	20%	20%	24%	25%
car allowance	22%	23%	22%	23%	22%
retiree medical	20%	8%	14%	19%	27%
cafeteria plan	14%	11%	15%	13%	15%
onsite childcare	5%	2%	3%	5%	6%

=30% - 59%
 =60% - 79%
 =80%+

base: 8,626 respondents employed full time; those in each segment (multiple answers)

FINDINGS

Benefits

Size of Organization & SH&E Department


Respondents represent a wide range of organization sizes. The typical employed respondent works for an organization with 3,110 employees, including 21 SH&E professionals. The means are much higher due to some large reports (12,700 and 133, respectively).


There is not a single department that tends to house the SH&E function in employed respondents' organizations. Operations/production is the most common, at 23%, followed by risk management (14%) and human resources/administration (11%).

Those with only one SH&E employee at their organization are more likely than those with larger SH&E departments to indicate the SH&E function is part of the HR/administration department.

SH&E Department	NUMBER OF SH&E EMPLOYEES				
	TOTAL	1	2-10	11-50	51+
operations/production	23%	26%	23%	23%	22%
risk management	14%	11%	15%	14%	13%
human resources/administration	11%	19%	15%	11%	7%
engineering	5%	5%	5%	5%	5%
regulatory affairs	4%	3%	4%	4%	4%
legal	2%	1%	2%	2%	3%
other department	24%	22%	23%	26%	24%

base: 9,042 employed respondents; those in each segment

 =10% - 18%

 =19%+

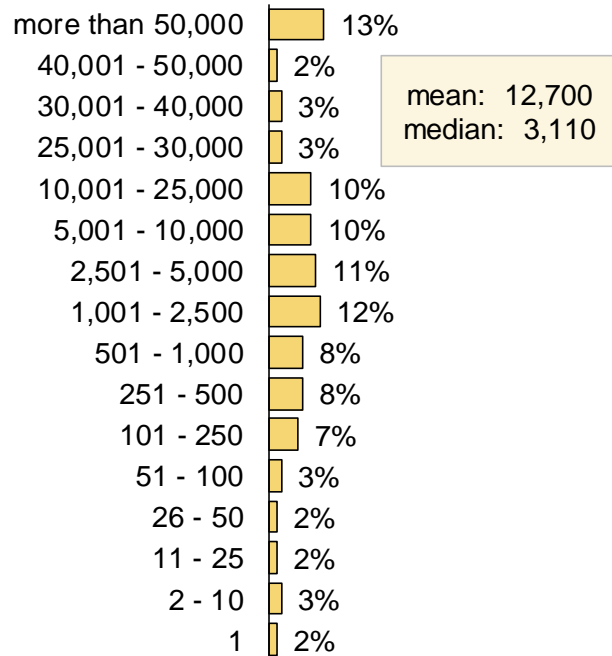
Size of Organization

How many employees are in your organization?
Including yourself, how many SH&E professionals does your organization employ?

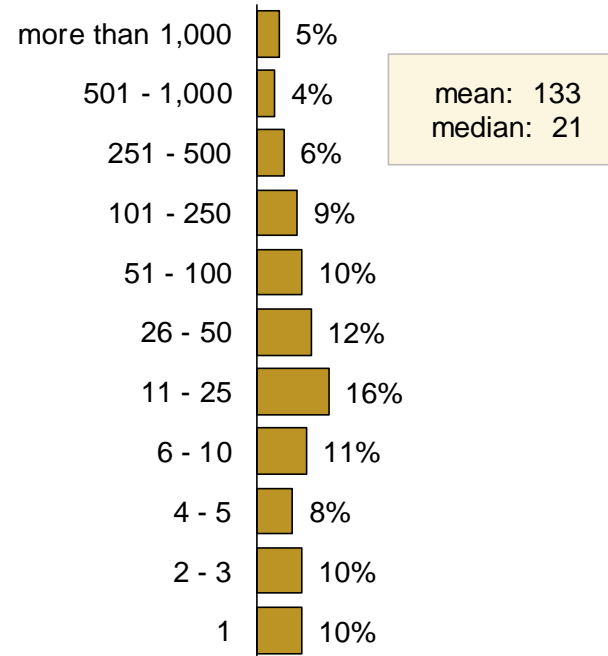
FINDINGS

Organization Profile

Number of Employees



Number of SH&E Professionals



base: 9,042 employed respondents

Nature of Organization & NAICS Classification

Two in five employed respondents (40%) work for organizations that are privately owned, and an equal proportion (39%) work for publicly traded companies. 14% are government employees, and very few work for academic institutions (3%) or non-profits (3%).

The NAICS classification for their organizations varies widely, with no more than 8% indicating each.

Organization's NAICS Classification		
<i>Top Mentions</i>		
31-33	Manufacturing	8%
211	Oil and gas extraction	7%
524	Insurance carriers and related activities	7%
23	Construction (general)	6%
325	Chemical manufacturing	5%
5416	Management, scientific, and technical consulting services (including safety, health & environmental)	5%
237	Heavy and civil engineering construction	4%
6113	Colleges, universities, and professional schools	4%
92	Public Administration	4%
236	Construction of buildings	3%
2211	Electric power generation, transmission and distribution	3%

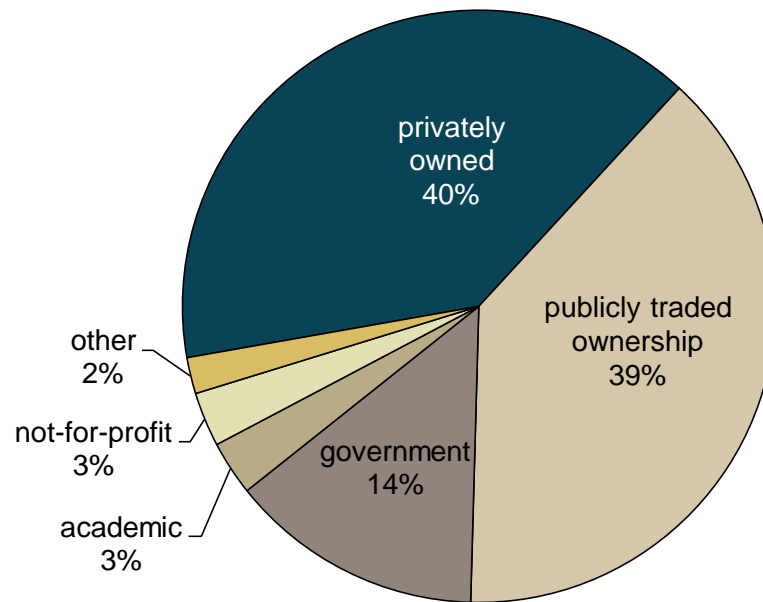
base: 9,042 employed respondents

Nature of Organization

Which of these best describes the nature of your organization?

FINDINGS

Organization Profile



base: 9,042 employed respondents

Job Title & Level in Organization

Nearly two in five employed respondents (37%) consider themselves professionals, including 17% who indicated their job title is safety professional. A quarter (26%) are directors/managers/chiefs/department heads, and another 19% are branch/division/area/regional managers/supervisors. About one in ten (9%) are consultants.

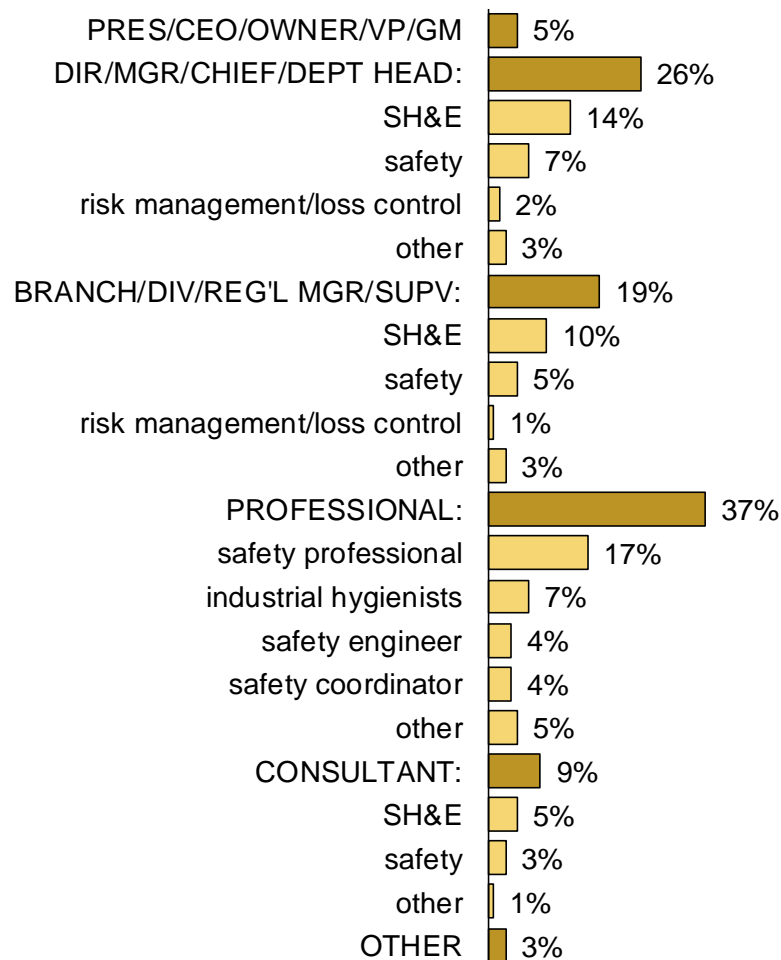
In terms of the level of their organization, about a third (31%) consider themselves at the corporate/highest level, 22% at the regional level, 24% at the department level, and 18% at a specific plant or operating unit.

Level in Organization	
corporate/highest level	31%
regional level	22%
department level	24%
specific plant or operating unit	18%
self-employed	2%
other	3%

base: 9,042 employed respondents

Job Title

Which of the following best characterizes your job title?



base: 9,042 employed respondents

FINDINGS

Respondent Profile

Supervision of Other Staff

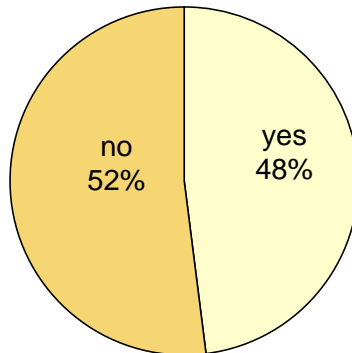
About half (48%) of employed respondents directly supervise other staff. Among those who do, the average number of staff supervised is 18. About one-third of that staff (6.5) specializes in SH&E, on average.

Supervision of Other Staff

FINDINGS

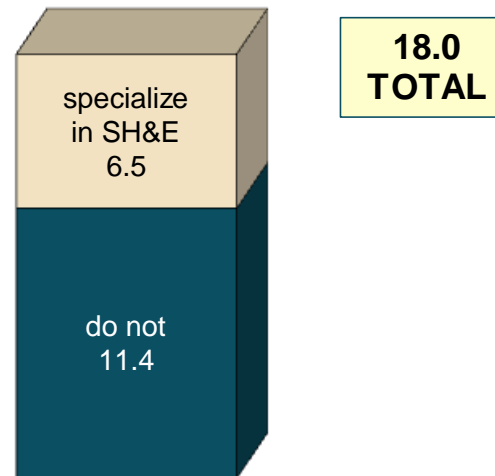
Respondent Profile

Do you directly supervise other staff?



[IF YES] How many of the people you directly supervise are in each of these categories?

mean summary



base: 9,042 employed respondents

Number of Hours Worked

The typical respondent who works full time works 46 hours per week. 7% of respondents indicated they work 60 or more hours. Those with higher-level job titles tend to work slightly more hours than professionals and consultants.

Median # of Hours	
ALL FULL-TIME	46
director/manager/chief/department head	48
branch/division/area/regional manager/supervisor	48
professional	44
consultant	45

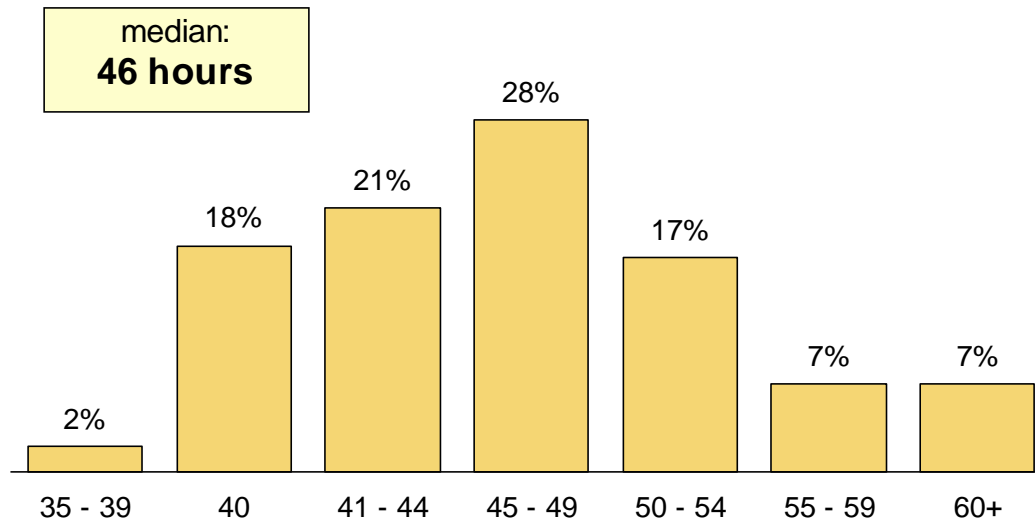
base: 8,626 respondents employed full time; those in each segment

Number of Hours Worked [If Full Time]

About how many hours do you work in a typical week?

FINDINGS

Respondent Profile



base: 8,626 respondents employed full time

Proportion of Work Time Devoted to Functions

Employed respondents were asked to approximate the proportion of their work time devoted to each of 28 functions. On average, the highest proportion of their time is spent on safety functions (21.1%), followed by safety management (11.8%) and industrial hygiene (10.3%).

They spend an average of 19.9% of their time traveling for their job. The average professional spends slightly less time than that (15.9%) while the average consultant spends slightly more (28.8%).

Mean Proportion of Time Traveling for Job	
ALL EMPLOYED	19.9%
director/manager/chief/department head	20.5%
branch/division/area/regional manager/supervisor	21.5%
professional	15.9%
consultant	28.8%

base: 9,042 employed respondents; those in each segment


Proportion of Work Time Devoted to Functions


Approximately what portion of your work time do you devote to each of these functions?


FINDINGS

Respondent Profile

<i>Mean Summary (TOTAL = 100%)</i>			
business admin	7.6%	medical	0.4%
construction	5.9%	nursing	0.1%
dangerous goods transportation	0.7%	occupational health	4.1%
engineering	1.6%	product safety	0.8%
environmental - general	6.8%	product stewardship/sustainability	0.5%
environmental engineering	0.9%	public health	0.5%
environmental health	1.5%	risk management	6.3%
ergonomics	2.5%	safety	21.1%
fire protection	2.4%	safety engineering	2.4%
hazardous materials management	2.8%	safety management	11.8%
health physics	0.6%	security	0.9%
human resources	1.0%	systems safety	1.4%
industrial hygiene	10.3%	transportation	1.2%
manufacturing	1.0%	other	2.9%

 =4% - 9%

 =10% - 19%

 =20%+

base: 9,042 employed respondents (fill-in answers)

Primary Work Environment & Location

Employed respondents are most likely to primarily work in their organizations' facilities/offices (64%) than in the field (24%) or at a home office (11%). This varies somewhat by job title, with directors/managers/chiefs/department heads most likely to be primarily located at their organizations' facilities/offices and consultants more likely than others to primarily work in the field or at home offices.

Among all employed respondents, 84% primarily work in the U.S, 7% outside the U.S., and 8% in both. 91% of those located in the U.S. primarily work in the U.S.; none work primarily outside the U.S. only, but 8% indicated they primarily work both in and outside the country. 86% of Canadians primarily work outside the U.S. and 13% work both in and outside the U.S. Those in other countries are slightly less likely than those in the U.S. and Canada to work both in and outside the U.S.

Primary Work Environment

What is your primary work environment?

	JOB TITLE				
	TOTAL	dir/mgr/etc	branch/div mgr/supv	profes- sional	consultant
organization's facility/office	64%	76%	68%	64%	35%
in the field	24%	12%	23%	29%	44%
home office	11%	12%	9%	7%	21%

FINDINGS

Respondent Profile

Primary Work Location

Where do you primarily work?

	RESPONDENT'S COUNTRY			
	TOTAL	U.S.	Canada	other
in the U.S.	84%	91%	0%	0%
outside the U.S.	7%	0%	86%	94%
both in and outside the U.S.	8%	8%	13%	4%

=30% - 49%
 =50% - 69%
 =70%+

base: 9,042 employed respondents; those in each segment

Number of Locations/Clients Serviced/Supported

On average, employed respondents service or support 121 total locations as a SH&E professional (or 121 total *clients* if an SH&E consultant or self-employed).

With the high proportion of U.S. respondents, it's not surprising that 109 of the 121 locations/clients they service or support are in the U.S. Of course, the locations differ for Canadians and those in other non-U.S. countries, with a much lower proportion of the whole in the U.S. for each, on average.

Those outside the U.S. also average fewer locations/clients overall, with 91 in Canada and 64 in other countries, compared with 124 in the U.S.

Number of Locations/Clients Service/Supported

How many locations do you service or support for your company as a SH&E professional?
If you work as a SH&E consultant or are self-employed, please indicate the number of clients you service or support.

FINDINGS

Respondent Profile

<i>Mean Summary</i>	TOTAL	RESPONDENT'S COUNTRY		
		U.S.	Canada	other
in the U.S.	109	117	15	1
outside the U.S.	12	7	76	63
TOTAL	121	124	91	64

base: 9,042 employed respondents; those in each segment (fill-in answers)

Locations Supported Outside the U.S.

Among those who support locations outside the U.S., 64% of those in the U.S. indicated their non-U.S. locations/clients are in North America. Other common locations supported by those in the U.S. include Europe (53%), Asia (49%), and South America (42%).

Canadian respondents who support locations outside the U.S. are far less likely than those in the U.S. to support locations outside of North America.

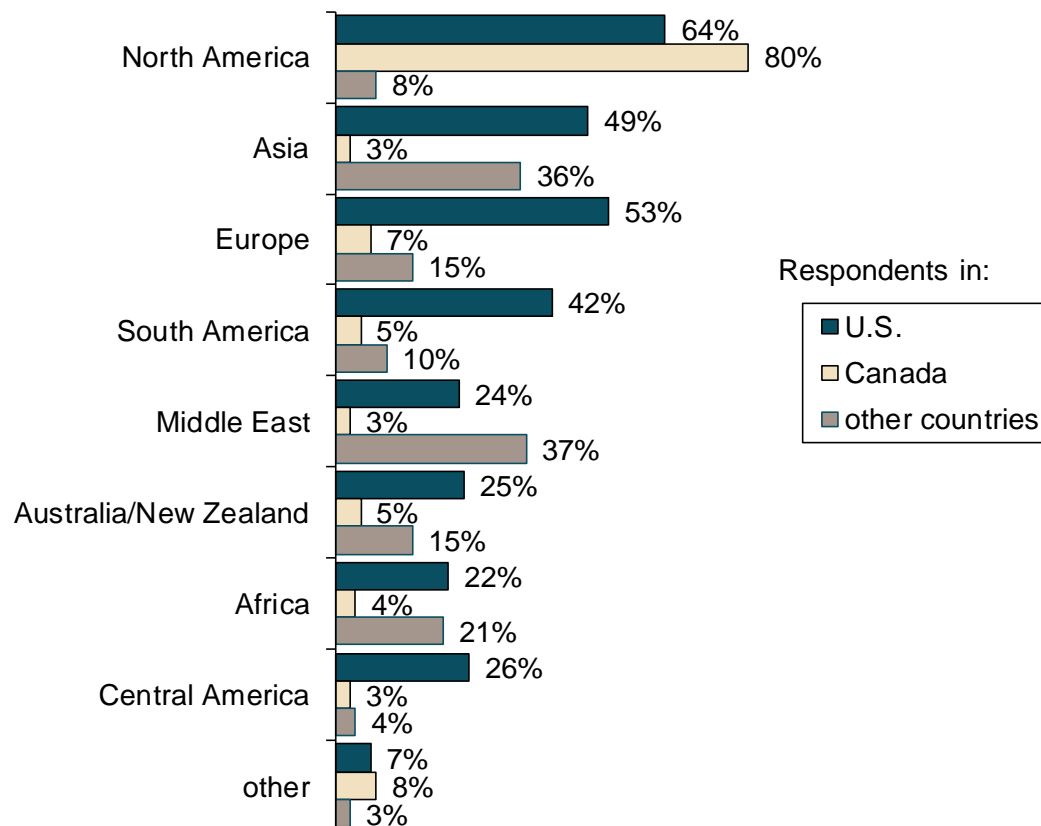
The locations outside the U.S. supported by those in other countries varies. Between 4% and 37% of those outside the U.S. and Canada indicated they support each area of the world.

Locations Supported Outside the U.S.

If you support locations outside the U.S., what areas of the world do they include?

FINDINGS

Respondent Profile



base: employed respondents in each segment who support locations outside the U.S. (multiple answers)

Education & Location Where Degree/Diploma Earned

Four in five employed respondents (84%) have a Bachelor's degree or higher, including 37% with a Master's and 3% with a Doctoral degree.

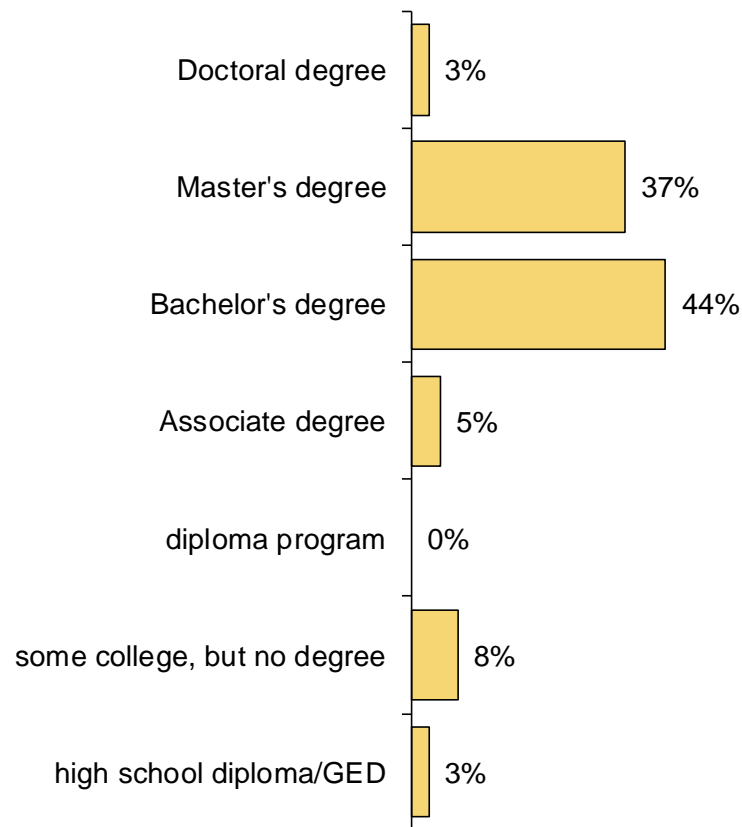
Nine in ten of those with an Associate degree or higher earned their highest degree/diploma in the U.S. (93%). By country, 98% of those in the U.S., 14% of those in Canada, and 23% of those in other countries earned their highest degree/diploma in the U.S.

Location Where Degree/Diploma Earned	TOTAL	RESPONDENT'S COUNTRY		
		U.S.	Canada	other
in the U.S.	93%	98%	14%	23%
outside the U.S.	7%	1%	86%	77%

base: 8,067 employed respondents with an Associate degree or higher; those in each segment

Education

What is your highest level of education?



base: employed respondents

FINDINGS

Respondent Profile

SH&E Industry Tenure & First Entrance Into SH&E Practice

The typical employed respondent has worked as a SH&E professional for 19 years.

When asked how they first entered the SH&E practice, the largest proportion of employed respondents indicated they entered after getting a degree in the field (30%).

First Entrance Into SH&E Practice	
	TOTAL
I entered SH&E practice after getting a degree in the field	30%
My employer/supervisor asked me to handle SH&E matters	10%
I started in environmental and expanded to SH&E	10%
My employer had a SH&E position open and I applied for it without much experience	9%
I started in another safety related role and expanded to SH&E	7%
I started in industrial hygiene and expanded to SH&E	6%
My employer/supervisor needed someone to handle SH&E matters and I volunteered	6%
A friend/colleague worked in SH&E and encouraged me to pursue this field	5%
I started in engineering and got assignments related to SH&E	5%
I served on a SH&E committee for my employer and became interested in SH&E	2%
I started in HR and got more involved in SH&E	1%
other	10%

base: 9,042 employed respondents

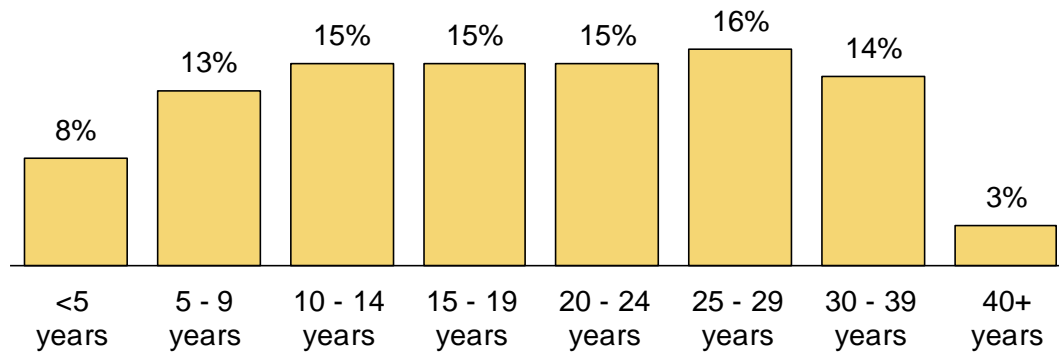
SH&E Industry Tenure

How many years have you worked as a Safety, Health, & Environment (SH&E) professional?

FINDINGS

Respondent Profile

median:
19 Years



base: 9,042 employed respondents

Licenses/Certifications Held

Over half of employed respondents (56%) have at least one of the seven BCSP licenses or certifications, most commonly a CSP (38%). Among the list of 71 other licenses/certifications, no single license/certification is held by more than 16% of employed respondents.

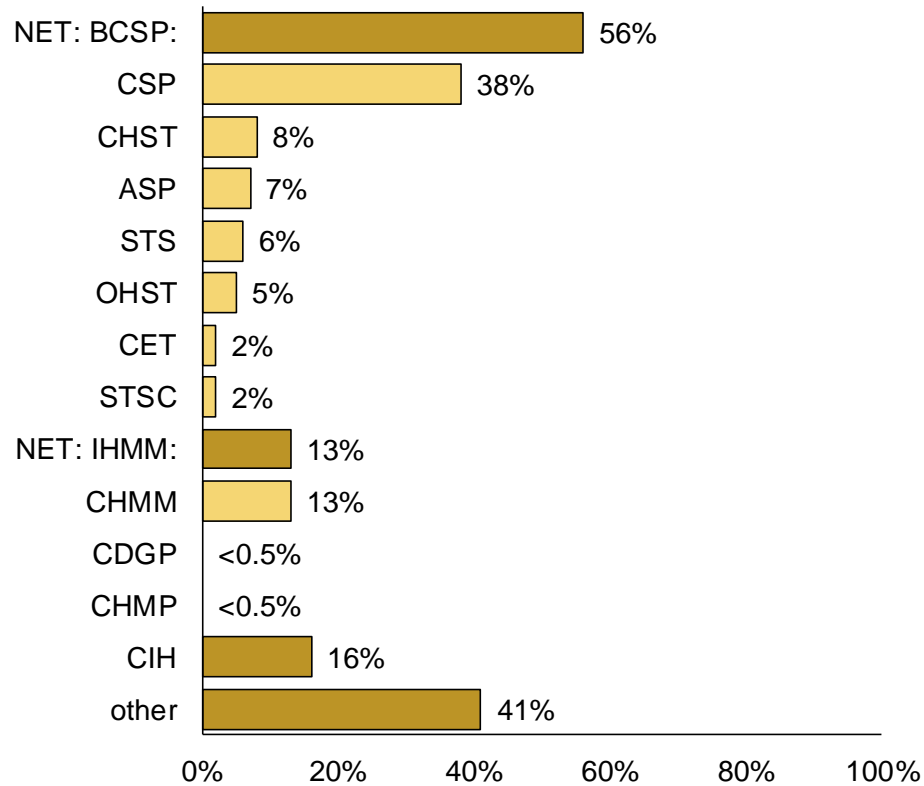
85% of employed respondents have at least one license/certification; a third (32%) have multiple.

Number of Licenses/Certifications Held	
AT LEAST ONE	85%
4 or more	3%
3	8%
2	25%
1	48%
none	11%
no answer	4%
mean # held	1.4
median	1

base: 9,042 employed respondents

Licenses/Certifications Held

Which licenses or certifications do you hold?



base: 9,042 employed respondents (multiple answers)

FINDINGS

Respondent Profile

Reasons for Pursuing Certification

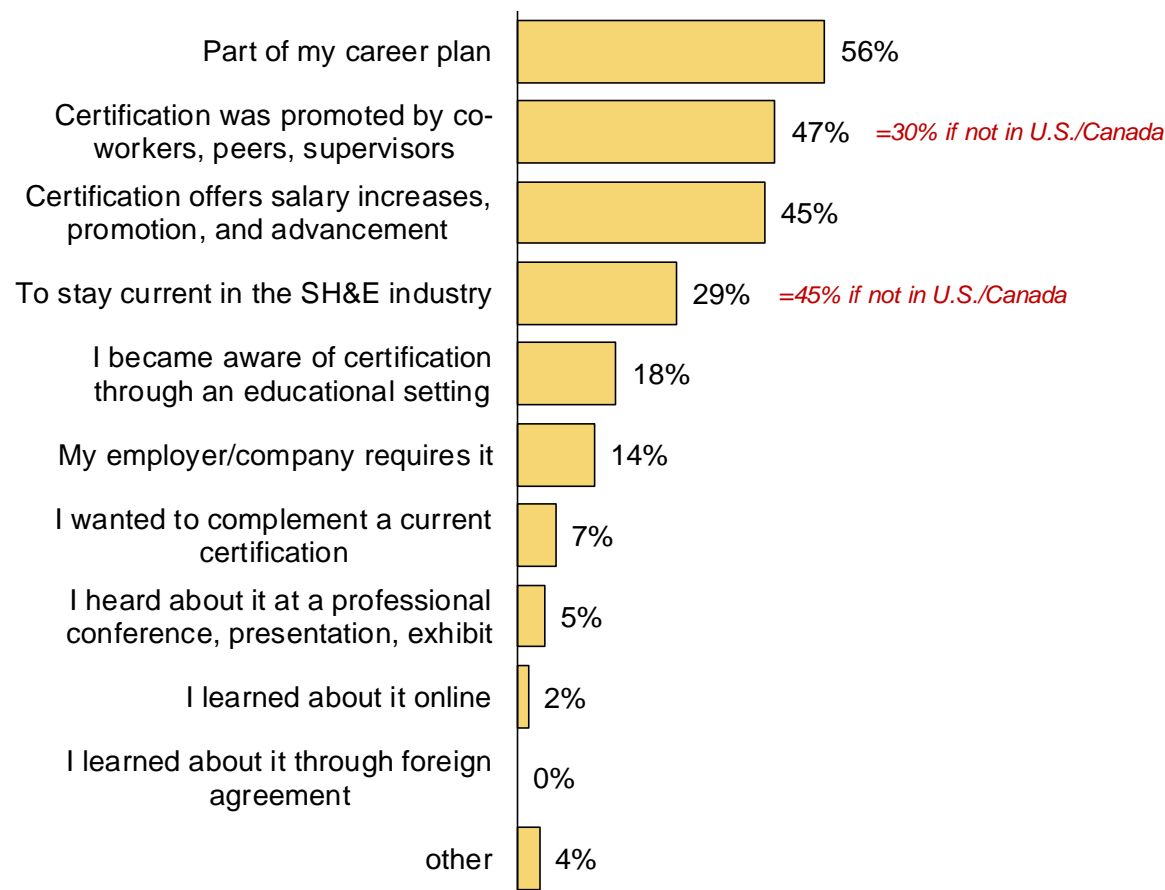
When asked to indicate the response that best describes why they pursued certification, the highest proportion of respondents with licenses/certifications indicated it was part of their career plan (56%).

Nearly half indicated certification was promoted by co-workers, peers, or supervisors (47%) and/or that it offers salary increases, promotion, and advancement (45%).

Compared to other respondents, a smaller proportion of respondents outside the U.S. and Canada selected the promotion of certification by co-workers, peers, or supervisors among the primary reasons for pursuing certification. However, a higher proportion of respondents outside the U.S. and Canada indicated they pursued certification to stay current in the SH&E industry.

Reasons for Pursuing Certification

Which of the following best describe why you pursued certification?



base: 7,652 respondents with licenses/certifications (multiple answers)

FINDINGS

Respondent Profile

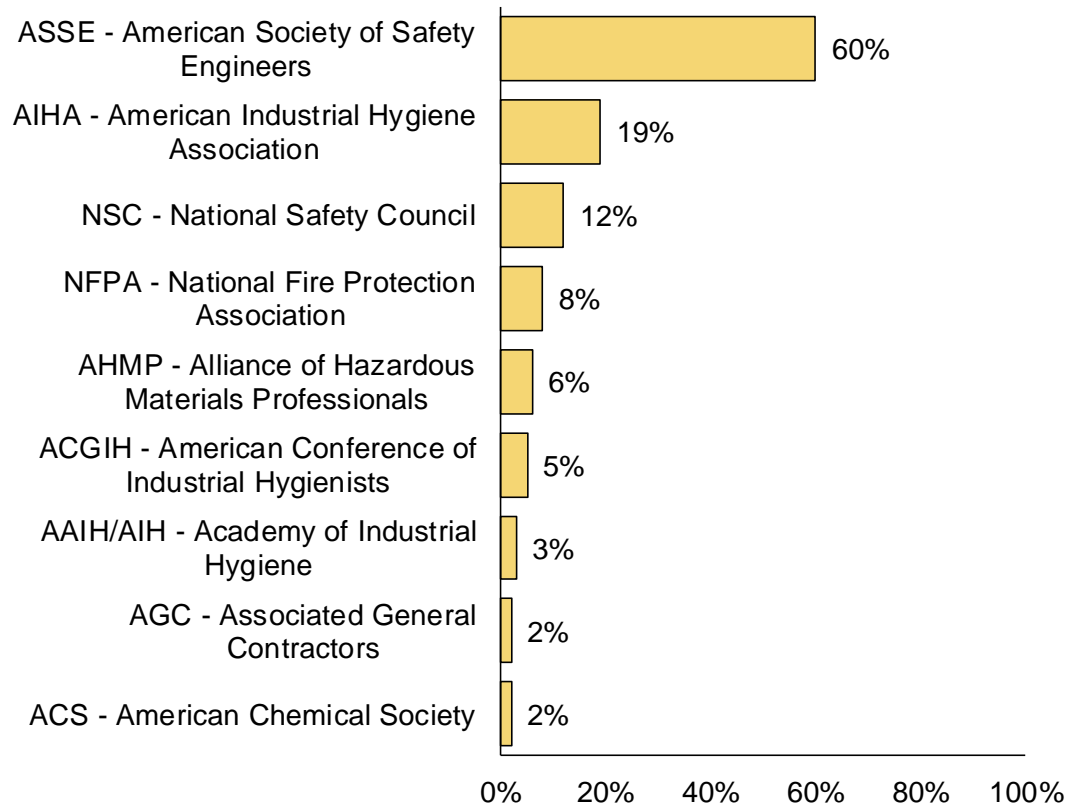
Memberships Held

Of the 57 membership organizations listed, ASSE (American Society of Safety Engineers) has the highest proportion of members among employed respondents (60%). AIHA (American Industrial Hygiene Association) is the next highest, at 19%. No other organization was indicated by more 12%.

Memberships Held

With which of the following organizations do you hold membership?

Top Mentions



base: 9,042 employed respondents (multiple answers)

FINDINGS

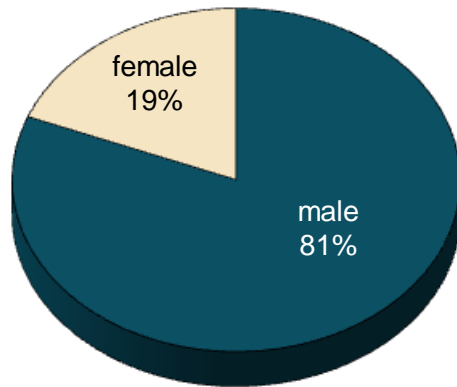
Respondent Profile

Gender & Age

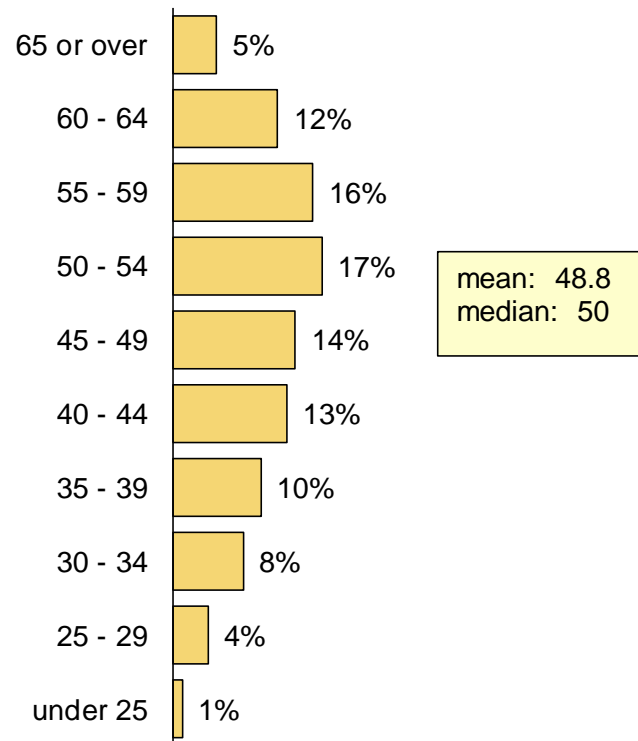
Male employed respondents outnumber females four to one. The typical age is 50, but a broad range of ages are represented.

Gender & Age

What is your gender? What is your age?



base: 9,042 employed respondents



FINDINGS

Respondent Profile