**A cross-country comparison of gender traditionalism in business leadership: How supportive are female supervisors?**

**Accompanying appendix explicitly mentioned in paper**

**Table A1.** Selection of sample per survey

|  |  |  |
| --- | --- | --- |
|  | **Employed,****aged 25 to 65** | **After exclusion missing information** |
|  |
|  | **Men** | **Women** | **Men** | **Women** |
|  | ***%*** | ***%*** | ***%(n)*** | ***%(n)*** |
| Australia-2005 | 43.04 | 40.54 | 97.09(267) | 96.17(301) |
| Australia-2012 | 50.26 | 44.38 | 95.26(362) | 97.50(312) |
| Canada-2006 | 48.98 | 39.22 | 92.69(469) | 94.09(414) |
| Chile-2012 | 57.61 | 38.26 | 89.44(254) | 82.47(160) |
| Estonia-2011 | 45.20 | 46.15 | 95.82(298) | 98.21(383) |
| Finland-2005 | 44.86 | 43.75 | 95.87(209) | 95.24(220) |
| France-2006 | 47.39 | 41.95 | 99.56(226) | 97.72(214) |
| Germany-2006 | 42.83 | 42.64 | 88.76(379) | 90.11(410) |
| Germany-2013 | 51.70 | 45.22 | 93.81(485) | 92.39(437) |
| Hungary-2009 | 45.74 | 32.59 | 88.37(190) | 91.43(160) |
| Italy-2005 | 36.44 | 31.36 | 90.76(167) | 89.31(142) |
| Japan-2005 | 54.04 | 40.95 | 63.98(167) | 69.32(174) |
| Japan-2010 | 51.66 | 40.21 | 65.63(399) | 66.21(337) |
| South Korea-2005 | 50.59 | 21.75 | 97.00(291) | 96.97(128) |
| South Korea-2010 | 43.17 | 29.16 | 91.02(233) | 92.09(163) |
| Mexico-2005 | 39.37 | 16.65 | 92.05(278) | 94.70(125) |
| Mexico-2012 | 33.33 | 19.18 | 97.00(323) | 98.96(190) |
| Netherlands-2006 | 52.05 | 49.16 | 84.27(225) | 82.95(219) |
| Netherlands-2012 | 45.25 | 43.32 | 89.00(356) | 90.93(401) |
| New Zealand-2011 | 56.37 | 51.45 | 76.88(153) | 88.71(220) |
| Norway-2007 | 57.59 | 58.71 | 98.99(293) | 98.33(295) |
| Poland-2005 | 41.39 | 33.21 | 87.31(172) | 89.66(156) |
| Poland-2012 | 45.92 | 34.89 | 89.90(187) | 90.50(162) |
| Slovenia-2005 | 50.41 | 34.41 | 90.95(221) | 84.82(162) |
| Slovenia-2011 | 48.22 | 40.91 | 91.24(198) | 90.48(228) |
| Spain-2007 | 42.78 | 29.13 | 87.55(218) | 92.78(167) |
| Spain-2011 | 36.22 | 29.25 | 93.78(196) | 91.62(164) |
| Sweden-2006 | 58.02 | 57.03 | 98.63(289) | 97.18(276) |
| Sweden-2011 | 55.65 | 47.85 | 94.03(315) | 95.50(276) |
| Switzerland-2007 | 54.14 | 49.41 | 96.09(295) | 95.50(318) |
| Great Britain-2005 | 43.00 | 41.77 | 86.05(185) | 89.82(203) |
| United States-2011 | 47.09 | 39.13 | 83.14(424) | 83.11(374) |
| **Total** | 47.11 | 38.88 | 89.48(8,725) | 90.14(7,891) |

Source: WVS

**Table A2.** Country level variables (*n*=32)

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Women in managerial positions1****(%)** | **National legislative gender quota policy (binding)****0 = no****1 = yes** | **Traditional normative climate towards working women1 (%)** |
| Australia-2005 | 33.50 | 0 | 13.87 |
| Australia-2012 | 36.10 | 01 | 6.99 |
| Canada-2006 | 35.90 | 12 (2006) | 14.25 |
| Chile-2012 | 23.60 | 0 | 17.89 |
| Estonia-2011 | 36.10 | 0 | 17.93 |
| Finland-2005 | 28.20 | 1 (2005) | 9.65 |
| France-2006 | 37.60 | 0 | 18.11 |
| Germany-2006 | 28.20 | 0 | 17.85 |
| Germany-2013 | 28.60 | 01 | 15.59 |
| Hungary-2009 | 36.50 | 0 | 12.76 |
| Italy-2005 | 33.30 | 0 | 21.99 |
| Japan-2005 | 10.70 | 0 | 27.06 |
| Japan-2010 | 10.70 | 0 | 32.16 |
| South Korea-2005 | 6.90 | 0 | 36.46 |
| South Korea-2010 | 8.60 | 0 | 32.29 |
| Mexico-2005 | 24.60 | 0 | 25.34 |
| Mexico-2012 | 35.00 | 0 | 16.78 |
| Netherlands-2006 | 25.50 | 0 | 12.45 |
| Netherlands-2012 | 29.30 | 01 | 7.67 |
| New Zealand-2011 | 40.00 | 0 | 7.18 |
| Norway-2007 | 33.20 | 1 (2003) | 6.46 |
| Poland-2005 | 32.80 | 0 | 30.81 |
| Poland-2012 | 38.00 | 01 | 26.58 |
| Slovenia-2005 | 33.40 | 0 | 13.56 |
| Slovenia-2011 | 34.80 | 0 | 9.89 |
| Spain-2007 | 31.90 | 1 (2007) | 17.45 |
| Spain-2011 | 34.30 | 1 (2007) | 12.37 |
| Sweden-2006 | 31.90 | 0 | 2.07 |
| Sweden-2011 | 31.40 | 01 | 1.98 |
| Switzerland-2007 | 30.60 | 0 | 22.08 |
| Great Britain-2005 | 33.10 | 0 | 16.22 |
| United States-2011 | 39.10 | 01 | 5.75 |
| **Min.** | 6.90 |  | 1.98 |
| **Max.** | 40.00 |  | 36.46 |
| **Mean (*n*=32)** | 29.79 |  | 16.55 |
| **SD (*n*=32)** | 8.85 |  | 9.00 |

Source: WVS

1: A governance code including board gender recommendations (non-binding)

2: In Quebec

**Table A3.** Logistic multilevel analyses of being a female supervisor (1; n=2,594) or one other employee-group (0)

|  |  |  |
| --- | --- | --- |
|  | **Women** | **Men** |
|  | **Non-supervisors****(n=5,297)** | **Supervisors****(n=4,260)** | **Non-supervisors****(n=4,465)** |
|  | ***B*** | ***B*** | ***B*** |
| Constant | -0.48 | \*\*\* | -0.86 | \*\*\* | -0.95 | \*\*\* |
| Age | 0.03 | \*\* | 0.004 |  | 0.04 | \*\*\* |
|  Squared | -0.0003 |  | -0.001 | \* | -0.001 | \*\*\* |
| Married |  |  |  |  |  |  |
|  Separated | 0.001 |  | 0.76 | \*\*\* | 0.52 | \*\*\* |
|  Single | -0.13 | \* | 0.24 | \*\*\* | -0.11 |  |
|  Widow | 0.26 |  | 1.75 | \*\*\* | 1.48 | \*\*\* |
| Number of children | 0.003 |  | -0.08 | \*\*\* | 0.08 | \*\*\* |
| Religious service attendance | 0.02 | \*\* | 0.06 | \*\*\* | 0.09 | \*\*\* |
| Education (ref. university) |  |  |  |  |  |  |
|  Lower than complete secondary school | -1.29 | \*\*\* | -0.46 | \*\*\* | -1.72 | \*\*\* |
|  Complete secondary school | -0.68 | \*\*\* | -0.22 | \*\*\* | -0.90 | \*\*\* |
|  University preparatory (completed or not) | -0.65 | \*\*\* | -0.25 | \*\*\* | -0.66 | \*\*\* |
|  Some university without degree | -0.18 | \*\* | -0.23 | \*\* | -0.35 | \*\*\* |
| Part-time employment | -0.60 | \*\*\* | 1.93 | \*\*\* | 1.03 | \*\*\* |
| Private occupational sector (ref.) |  |  |  |  |  |  |
|  Public | -0.01 |  | 0.77 | \*\*\* | 0.63 | \*\*\* |
|  Private non-profit | 0.27 | \*\*\* | 0.91 | \*\*\* | 0.76 | \*\*\* |
| **Variance** |  |  |  |  |  |  |
| Country | 0.05 |  | 0.03 |  | 0.13 | \* |
| Survey | 0.30 | \*\*\* | 0.17 | \*\* | 0.53 | \*\*\* |
| **-2LL** | 35706.65 | 31083.19 | 33389.37 |

Source: WVS. Two-tailed: \*p <.10; \*\*p<.05; \*\*\*p<.01

**Figure A1** Support for the opinion “men make better business executives”: per survey-country (*n*=32)



Source: WVS

**Table 3**. (continue): Control variables

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Model 5** | **Model 6** | **Model 7** |
|  | **B** | **SE** | **B** | **SE** | **B** | **SE** |
| Age  | -0.02 | \*\* | 0.01 | -0.02 | \*\* | 0.01 | -0.02 | \*\* | 0.01 |
|  Squared | 0.001 | \*\*\* | 0.00 | 0.001 | \*\*\* | 0.00 | 0.001 | \*\*\* | 0.00 |
| Married (ref.) |  |  |  |  |  |  |  |  |  |
|  Divorced | 0.10 |  | 0.08 | 0.10 |  | 0.08 | 0.10 |  | 0.08 |
|  Single | 0.04 |  | 0.07 | 0.04 |  | 0.07 | 0.04 |  | 0.07 |
|  Widowed | 0.39 | \*\* | 0.16 | 0.38 | \*\* | 0.16 | 0.39 | \*\* | 0.16 |
| Number of children | 0.01 |  | 0.02 | 0.02 |  | 0.02 | 0.02 |  | 0.02 |
| Religious service attendance | 0.06 | \*\*\* | 0.01 | 0.06 | \*\*\* | 0.01 | 0.06 | \*\*\* | 0.01 |
| Education (ref. university) |  |  |  |  |  |  |  |  |  |
|  Lower than incomplete secondary school | 0.35 | \*\*\* | 0.07 | 0.34 | \*\*\* | 0.07 | 0.34 | \*\*\* | 0.07 |
|  Complete secondary school | 0.26 | \*\*\* | 0.07 | 0.26 | \*\*\* | 0.07 | 0.26 | \*\*\* | 0.07 |
|  University-preparatory (completed or not) | 0.15 | \*\* | 0.06 | 0.15 | \*\* | 0.06 | 0.14 | \*\* | 0.06 |
|  Some university without degree | -0.08 |  | 0.09 | -0.09 |  | 0.09 | -0.08 |  | 0.09 |
| Part-time employment | -0.01 |  | 0.07 | -0.01 |  | 0.07 | -0.01 |  | 0.07 |
| Private occupational sector (ref.) |  |  |  |  |  |  |  |  |  |
|  Public | -0.13 | \*\* | 0.05 | -0.13 | \*\* | 0.05 | -0.13 | \*\* | 0.05 |
|  Private non-profit | -0.22 | \*\* | 0.09 | -0.21 | \*\* | 0.09 | -0.22 | \*\* | 0.09 |

Source: WVS. Two-tailed: \*p<.10; \*\*p<.05; \*\*\*p<.01;