

Echoes and Barriers: Staff as Key Actors in the Representative Process
Supplementary Material

Table 1. Staff Survey Completion Rates by MP Party, Gender, and Region

MP Office		No Completes		At least one complete		Total	
		<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
MP Party	Conservative	50	44%	64	56%	114	100%
	Liberal	57	36%	100	64%	157	100%
	NDP	5	20%	20	80%	25	100%
	Bloc Québécois	5	16%	27	84%	32	100%
	Total	117	36%	211	64%	328	100%
MP Gender	Man MP	90	39%	140	61%	230	100%
	Woman MP	28	28%	73	72%	101	100%
	Total	118	36%	213	64%	331	100%
MP Region	West	44	44%	55	56%	99	100%
	Ontario	42	35%	78	65%	120	100%
	Québec	21	27%	56	73%	77	100%
	Atlantic	11	34%	21	66%	32	100%
	Total	118	36%	210	64%	328	100%

Table 1 compares survey completion rates among Member of Parliaments' (MP) offices, broken down by MP party affiliation, gender, and region. Staff in Conservative MPs' offices were the least likely to complete the survey, with just over half (56%) reporting at least one complete, compared to 64% in Liberal offices, 80% in New Democratic Party (NDP) offices, and 84% in Bloc Québécois offices. Gender differences were also apparent: Staff in women MPs' offices were more engaged, with 72% of offices reporting at least one complete, compared to 61% in men MPs' offices. Regional variation was less pronounced, though staff in Québec MPs' office had the highest completion rates (73%). Overall, completion rates varied across MP party and gender, with the lowest engagement among staff working for Conservative MPs and men MPs, and the highest among Bloc Québécois and NDP MPs and women MPs.

Table 2: Descriptive Statistics, Staffer and MP Survey compared to MP Composition in the House of Commons, 2023

		Staffer Survey (n = 366)		MP Survey (n = 97)		House of Commons (n = 337)	
		n	%	n	%	n	%
Staff Gender	Woman Staffer	193	54%	--	--	--	--
	Man Staffer	157	44%	--	--	--	--
	Another Gender Identity	7	2%	--	--	--	--
	Total	357	100%	--	--	--	--
MP Gender	Woman	117	34%	35	36%	103	31%
	Man	226	66%	62	64%	234	69%
	Total	343	100%	97	100%	337	100%
Region	Atlantic	31	9%	10	10%	32	9%
	Ontario	125	38%	33	34%	120	36%
	Quebec	86	26%	24	25%	78	23%
	West	91	27%	29	30%	104	31%
	Territories	<5	--	<5	--	3	1%
	Total	333	100%	96	100%	337	100%
MP Party	Bloc Québécois	42	13%	9	9%	32	9%
	Conservative Party of Canada	92	28%	34	35%	117	35%
	Liberal Party of Canada	148	44%	45	47%	158	47%
	New Democratic Party	41	12%	8	8%	25	7%
	Other*	10	3%	<5	--	5	1%
	Total	333	100%	96	100%	337	100%
Position	Cabinet Minister	34	10%	13	13%	39	12%
	Private Member	305	90%	84	87%	298	88%
	Total	339	100%	97	100%	337	100%

*Other includes Independent and Green Party of Canada MPs

Table 2 compares the composition of the staffer and MP survey samples to the overall makeup of the House of Commons in 2023. Table 2 shows that the staffer survey sample was majority women (54%). Looking at the MPs staff work for, staffers were distributed across parties and regions that closely mirrored the House of Commons: 44% work for Liberal MPs, 28% for Conservative MPs, 12% for NDP MPs, and 13% for Bloc MPs, with regional and government position representation broadly consistent with the House of Commons.

The MP survey sample itself was also highly representative of the House of Commons. About one-third of participating MPs were women (36%, compared to 31% in the House of Commons), with regional breakdowns nearly identical to the Chamber's composition: 34% from Ontario, 25% from Québec, 30% from the West, and 10% from Atlantic provinces. Party balance was relatively proportional as well, with 47% of MP respondents belonging to the Liberal party, 35% Conservative,

9% Bloc, and 8% NDP. The share of cabinet ministers (13%) nearly matched their proportion in the House of Commons (12%).