| **label** | **variable** | **SectorF=Banking** | | **SectorF=HR** | |
| --- | --- | --- | --- | --- | --- |
| **CountryF=Germany** | **CountryF=Italy** | **CountryF=Germany** | **CountryF=Italy** |
| Diversity | Yes, there is a lot of diversity | 150 (42%) | 97 (28%) | 133 (38%) | 76 (22%) |
| Yes, there is some diversity | 160 (45%) | 163 (47%) | 163 (46%) | 195 (55%) |
| No, there is not much diversity | 34 (10%) | 58 (17%) | 33 (9%) | 56 (16%) |
| No, there is no diversity | 11 (3%) | 32 (9%) | 24 (7%) | 26 (7%) |
| Diversity policy | Yes | 271 (76%) | 235 (67%) | 267 (76%) | 230 (65%) |
| No | 77 (22%) | 82 (23%) | 78 (22%) | 94 (27%) |
| I don’t know | 7 (2%) | 33 (9%) | 8 (2%) | 29 (8%) |
| Implementation policy | Very well | 90 (33%) | 88 (37%) | 123 (46%) | 81 (35%) |
| Well | 139 (51%) | 90 (38%) | 90 (34%) | 77 (33%) |
| Average | 36 (13%) | 45 (19%) | 47 (18%) | 67 (29%) |
| Badly | 4 (1%) | 9 (4%) | 6 (2%) | 4 (2%) |
| Very badly | 0 (0%) | 0 (0%) | 0 (0%) | 1 (0.4%) |
| I don’t know | 2 (1%) | 3 (1%) | 1 (0.4%) | 0 (0%) |
| NA | 84 | 115 | 86 | 123 |