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Survey Experiment on Hiring Preferences in Austria, Germany and Sweden

Codebook, Description of Microdata

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FNSNF Swiss National Science Foundation

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are a research instrument of the Swiss National Science Foundation

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Impressum

Concept and production	University of Lausanne Flavia Fossati (FF) , Assistant Professor University of Lausanne Fabienne Liechti (FL) , PhD student
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Survey Experiment on Hiring Preferences in Austria, Germany and Sweden (SE_Refugees)

Overview

Abstract

This is data gathered through an online survey targeting employers or recruiters in three countries (Austria, Germany, Sweden). This information was collected in 2019 by a team of researchers of the University of Lausanne and was financed by the Swiss National Science Foundation - Nccr on the move.

The aim of this study was to explore whether employers discriminate against refugee applicants and if yes, to assess which refugee characteristics may trigger (more) discrimination.
Moreover, this data also allows to analyse whether there are particular respondent level traits (individual characteristics or characteristics of the firm s/he works for) that make respondents more likely to discriminate against refugees.
To this aim the survey collects general socio-demographic information about the respondent (personal characteristics, opinions), as well as details about the firm or company the respondent works for.

In addition to these "more traditional" survey questions, the online survey also contained two d-efficient factorial or vignette experiments (see Wallander, 2009; Auspurg and Hintz, 2015 for more details on the factorial survey methodology/ or the use of vignettes in survey experiments).

The vignettes describe fictitious refugee applicants who apply for a position either as back-office assistant (=JOB1=Experiment 1) or as janitor/cleaner (JOB 2 = Experiment 2).

Each respondent evaluated four randomly assigned descriptions of refugee applicants --> 4 vignettes for each job (i.e. for each experiment).
Note that the characteristics of the candidates described in the vignettes vary at random (i.e. are experimentally manipulated according to a d-efficient design).

Literature:
Wallander, L. (2009), '25 years of factorial surveys in sociology: A review', Social Science Research, 38, 3, 505-520.
Auspurg, K. and T. Hintz (2015), Factorial survey experiments, Los Angeles: SAGE.

Version of the microdata

State of data 7 December 2020

Kind of Data Sample survey data [ssd]

Persistent Identifier Asylum-Vignettes_20201207

Scope

Scope The scope of the present dataset is to analyze hiring discrimination against refugees in three Western European countries.

	Moreover, information on the respondents (=recruiters/employers) is collected.
Keywords	Survey Experiment, Employers, Refugees, Discrimination

Coverage

Unit of Analysis	Respondents (=employers/recruiters). Vignette descriptions are nested in Respondents. In other words, each Respondent evaluates 8 different fictitious refugee profiles that apply for a job (4 profiles apply for JOB 1 and 4 profiles apply for JOB2). Note that the characteristics of the refugees that are varied are the same for both jobs (see more details below).
Geographic Coverage	This survey is run in three countries, which during the so-called "refugee crisis" (2011-2017), were confronted with significant numbers of refugees per capita, namely, Germany, Austria and Sweden. The dataset includes a sample of employers/recruiters from each country. The respondents are representative in terms of the following characteristics: 1) exclusion condition: respondents need to have been involved at least in 1 recruitment process during the 12 months prior to taking the survey. If this condition is not fulfilled, respondents were discarded. 2) Quotas were applied: --> age (50% had to be older than 35) --> gender (50% female) --> firm size (60% from firms up to 250 employees). In total 368 respondents for Germany, 228 for Austria and 363 for Sweden were obtained. These respondents rated a total of ~3,800 vignettes per job, which amounted to a total of ~7,600 vignettes overall. Note that for each job 4 vignettes were presented.

Sampling

Sampling Procedure	The data were collected with an incentivized online panel run by an international market research firm (Qualtrics©) in February 2019.
Weighting	Each respondent appears 8 times in the present dataset,this corresponds to the number of vignettes s/he evaluated. In other words, this dataset is ready to analyse the results of the survey experiments. Please COLLAPSE the dataset if you are interested only in the demographic information. Please always use clustered standard errors at the level of respondent or multilevel regression to analyse the rating of the 8 fictitious candidates (=experimental part) and in order to take into account the nested data structure (vignettes are nested in respondents).

Data Collection

Data Collection Mode

Internet [int]

Questionnaires

The questionnaires were translated from English into German and Swedish.
***

The questionnaire starts with a question on hiring involvement. If respondents were NOT involved in at least one hiring process during the 12 months prior to the survey the respondents were discarded.
Moreover, we set 3 quotas: age, gender and firm size.

After these demographic questions we immediately introduced the two survey experiments.

The first survey experiment describes a position (see description JOB1 and JOB2) and then the respondent is shown 4 vignettes containing a fictitious description of a refugee that applies for this position. Thereby, the characteristics of the refugee were varied at random (see list of 8 characteristics below).
Note that the order in which JOB1 and JOB2 were shown to the respondent was randomized. Note also that the characteristics of the respondent were randomized using a d-efficient design (see Auspurg and Hintz, 2010).

***
The jobs (JOB1 and JOB2) were described as follows:

JOB 1: Please imagine that there is a job opening for the position of auxiliary force in the domain office administration at the firm you are currently working for and you are involved in the recruitment process.

The position involves the following tasks:
- Delivery of internal mail
- Stock shelves of office supplies,
- Copy and supply documents.

All candidates are recognized refugees with working permission.

Please indicate for all four applicants how likely it is that you would invite them for a job interview. (1=very unlikely, 10=very likely).

***
JOB 2: Please imagine that there is a job opening for the position of auxiliary force in the domain cleaning, maintenance and repair at the firm you are currently working for and you are involved in the recruitment process.

The position involves the following tasks:
- cleaning of common rooms
- Maintenance of outside and green surfaces (e.g. mow the lawn, weed, etc.)

All candidates are recognized refugees with working permission.

Please indicate for all four applicants how likely it is that you would invite them for a job interview. (1=very unlikely, 10=very likely).

****
EXPERIMENTAL MANIPULATION: Vignette describing fictitious refugee applicants.

The characteristics of the refugees that are described in the vignettes and that apply for JOB 1 and JOB 2 are experimentally varied.

These include the following characteristics:
1) Gender
-->male
-->female

2) Age
--> 24
-->35
-->48

3) Nationality
--> Syria
-->Afghanistan
-->Turkey

4) Marital status
--> is married and has no children
-->Is married and has one child of five years of age
-->is single.

5) Language skills (country of destination = country of survey)
--> s·he speaks [language destination country] at level A2
--> s·he speaks [language destination country] at level B2
--> s·he speaks [language of destination country] at level A2 and English at level B1.

6) Occupation (country of origin)
-->primary school teacher
-->cleaner
-->medical doctor
--> several occasional jobs

7) Integration measures that has been attended (country of destination = country of survey)
--> an integration course, where she is made familiar with the customs and habits of living in the country/
--> working in a practical workshop in the domain of cleaning/office administration, an integration measure that is organized by the local Jobcenter
--> working for a month as intern for a private employer in the domain of cleaning/ office administration.
--> if employed, 40 per cent of the salary will be covered by a wage subsidy of 40% for the duration of 6 months
--> he is doing community work twice a week in the framework of a voluntary project of the Red Cross in an elderly home.

8) Year of arrival in country (country of destination= country of survey)
--> 2015
--> 2018

*****

Survey Experiment:
From the whole vignette universe of 8,100 possible combinations, we draw a d-efficient sub-sample of 220 vignettes per job (i.e. JOB1 and JOB2) that minimizes the correlation between the different dimensions in the vignette universe (Auspurg and Hintz, 2015).
The 220 vignettes were divided into 55 blocks of 4 vignettes each that were randomly distributed to respondents for each JOB.
We chose to have 4 vignettes per JOB because this resulted in eight vignettes per respondent (four for each job), and this is the number of vignettes respondents are usually able to evaluate without fatigue effects (Auspurg and Hintz, 2015).

*****

This is an example of a possible vignette text - with randomly varied characteristics:

Mr/Ms [NAME] fled Syria because of political prosecution and has been living here since beginning of 2015 and is looking for a job. S·he is 24 years old, is married and has one child of five years of age. S·he speaks German at level A2 and worked as a primary school teacher in her country of origin. Ms/Mr Name is following an integration course, where s·he is made familiar with the customs and habits of living in the country.

Data Collector(s) Qualtrics , Market reserach firm

Accessibility

Contact(s) Flavia Fossati (University of Lausanne) , flavia.fossati@unil.ch

Files Description

Dataset contains 1 file(s)

Asylum-Vignettes

File Content	This datafile contains only collected variables.
Cases	7'672
Variable(s)	39
Version of the microdata	Tabular
Notes	Version December 2020

Variables Groups

Dataset contains 2 groups

Group Respondent characteristics

Subgroup(s) Survey Experiment variables

Group Survey Experiment variables

Name	Label	Page
rate	DV- Rating of candidate	13
age	Age (vignette)	13
gender	Gender (vignette)	13
nationality	Nationality (vignette)	14
channel	Integration channel (vignette)	14
language	Language skills (vignette)	14
occup	Profession (vignette)	14
yarrival	Year arrival (vignette)	15
children	Marital status (vignette)	15
occ	Job applied for (Experiment 1 and 2)	15

Variables List

Dataset contains 39 variable(s)

File Asylum-Vignettes

	Name	Label	Data Type	Valid
1	idj	Respondent ID number	discrete	7'672
2	j	Vignette ID number	discrete	7'672
3	rate	DV- Rating of candidate	continuous	7'634
4	age	Age (vignette)	discrete	7'672
5	gender	Gender (vignette)	discrete	7'672
6	nationality	Nationality (vignette)	discrete	7'672
7	channel	Integration channel (vignette)	discrete	7'672
8	language	Language skills (vignette)	discrete	7'672
9	occup	Profession (vignette)	discrete	7'672
10	yarrival	Year arrival (vignette)	discrete	7'672
11	children	Marital status (vignette)	discrete	7'672
12	occ	Job applied for (Experiment 1 and 2)	discrete	7'672
13	StartDate	Day survey was started	discrete	0
14	Durationinseconds	Duration survey (seconds)	continuous	7'672
15	UserLanguage	Language of survey	discrete	7'672
16	country	Country of survey	discrete	7'672
17	r_gender	Respondent's gender	discrete	7'672
18	r_age	Respondent's age	discrete	7'672
19	firmsize	Size of firm	discrete	7'672
20	urban	Location of firm	discrete	7'672
21	sector	Sector of firm	discrete	7'672
22	des_sector_other	Other sector (description)	discrete	680
23	organ_type	Company type	discrete	7'672
24	des_organ_type	Other company type (description)	discrete	96
25	r_position	Respondent's position in firm	discrete	7'672
26	des_r_position	Other position firm (description)	discrete	1'648
27	conf_evaluation	Level confidence with evaluation of vignettes	discrete	7'672
28	nr_recruitments	No. recruitments respondent was involved during last 12 mt	continuous	7'672
29	approval	Approval of respondent for hires	discrete	7'672
30	diff_recruiting	Difficulty to hire	discrete	7'672
31	r_education	Respondent's education	discrete	7'672
32	des_r_education	Other education (description)	discrete	48
33	exp_recruitment	Experience in recruitment	discrete	7'672

File Asylum-Vignettes

	Name	Label	Data Type	Valid
34	diversity_training	Attendance diversity training	discrete	7'672
35	r_nationality	Respondent's nationality	discrete	7'672
36	opinion_qualified_wor	Opinion: refugees help reduce skill shortage	discrete	7'672
37	opinion_willing_work	Opinion: refugees accept unattractive jobs	discrete	7'672
38	opinion_unqualified	Opinion: refugees not qualified enough	discrete	7'672
39	leftright	Political orientation (left-right scale)	discrete	7'672

Alphabetical List

Dataset contains 39 variable(s)

Name	Label	Page
rate	DV- Rating of candidate	13
sector	Sector of firm	18
urban	Location of firm	17
yarrival	Year arrival (vignette)	15

Variables Description

Dataset contains 39 variable(s)

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File Asylum-Vignettes

1 **idj** Respondent ID number

Information	Data Type: discrete, Format: numeric, Range: 1-959, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Respondent identification number. Note that each respondent evaluated a total of 8 vignettes.

2 **j** Vignette ID number

Information	Data Type: discrete, Format: numeric, Range: 1-8, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Vignette identification number (vignette number).

3 **rate** DV- Rating of candidate

Information	Data Type: continuous, Format: numeric, Range: 1-10, Missing: *
Statistics	Valid=7634, Invalid=38
Definition	Dependent Variable Experiments (rating of candidates) Question: Please indicate for all four applicants how likely it is that you would invite them for a job interview. (1=very unlikely, 10=very likely).

4 **age** Age (vignette)

Information	Data Type: discrete, Format: numeric, Range: 24-48, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Age of candidate described in the vignettes. (experimental manipulation).

Value	N	Percentage
24	2'602	33.9%
35	2'480	32.3%
48	2'590	33.8%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

5 **gender** Gender (vignette)

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Gender of candidate described in the experiment.(experimental manipulation)

Value	N	Percentage
female	3'795	49.5%
male	3'877	50.5%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File Asylum-Vignettes

6 **nationality** Nationality (vignette)

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Nationality of the candidate described in the vignette. (experimental manipulation).

Value	N	Percentage
Afganistan	2'590	33.8%
Syria	2'500	32.6%
Turkey	2'582	33.7%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

7 **channel** Integration channel (vignette)

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Integration channel, i.e. integration measure that the described candidate participated in. (experimental manipulation)

Value	N	Percentage
Integrate	1'573	20.5%
Private	1'451	18.9%
Werkstatt	1'474	19.2%
subsidy	1'564	20.4%
voluntary	1'610	21.0%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

8 **language** Language skills (vignette)

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Language skills of candidate described in the vignette. (experimental manipulation).

Value	N	Percentage
A2	2'465	32.1%
A2&English	2'575	33.6%
B2	2'632	34.3%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

9 **occup** Profession (vignette)

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Profession that the described candidate had in their country of origin. (experimental manipulation).

Value	N	Percentage
cleaner	1'923	25.1%
doctor	1'852	24.1%
teacher	1'912	24.9%
temporary	1'985	25.9%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File Asylum-Vignettes

10 **yarrival** Year arrival (vignette)

Information	Data Type: discrete, Format: numeric, Range: 2'015-2'018, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Year of arrival in [country] of candidate described in vignette. (experimental manipulation)

Value	N	Percentage
2015	3'798	49.5%
2018	3'874	50.5%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

11 **children** Marital status (vignette)

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Marital status of candidate described in the vignette. (experimental manipulation).

Value	N	Percentage
married	2'500	32.6%
married child	2'585	33.7%
single	2'587	33.7%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

12 **occ** Job applied for (Experiment 1 and 2)

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Occupation described in the experiment. For each occupation the respondents evaluates 4 vignettes (8 in total).

Value	N	Percentage
Admin	3'836	50.0%
Clean	3'836	50.0%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

13 **StartDate** Day survey was started

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=0
Definition	Day the respondent took the survey.

14 **Durationinseconds** Duration survey (seconds)

Information	Data Type: continuous, Format: numeric, Range: 147-90'306, Missing: *
Statistics	Valid=7672, Invalid=0, Mean=1'123.6, StdDev=4'752.9
Definition	Duration of the survey in seconds (total survey).

File Asylum-Vignettes

15 **UserLanguage** Language of survey

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Language the survey was answered in.

Value	N	Percentage
DE	4'048	52.8%
GER_AUT	720	9.4%
SV	2'904	37.9%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

16 **country** Country of survey

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Country in which the survey took place.

Value	N	Percentage
Austria	1'824	23.8%
Germany	2'944	38.4%
Sweden	2'904	37.9%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

17 **r_gender** Respondent's gender

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Respondent's gender. Q: Please indicate your gender.

Value	N	Percentage
female	3'848	50.2%
male	3'824	49.8%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

18 **r_age** Respondent's age

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Respondent's age. Q: How old are you?

Value	N	Percentage
18-25	1'312	17.1%
26-34	2'496	32.5%
35-45	1'800	23.5%
46-55	1'368	17.8%
55+	696	9.1%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File Asylum-Vignettes

19 **firmsize** Size of firm

Information Data Type: discrete, Format: Character, Missing: *

Statistics Valid=7672, Invalid=0

Definition Firm in which person works, size.
Q: begin with, we would like to ask you some questions about the company you are currently working for.
If you work for more than one company, please answer the questions with reference to the company where you work most hours.
How many employees (including yourself) work in your company?

Value	N	Percentage
18172	1'632	21.3%
250-499	968	12.6%
44075	904	11.8%
50-249	2'048	26.7%
500+	2'120	27.6%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

20 **urban** Location of firm

Information Data Type: discrete, Format: Character, Missing: *

Statistics Valid=7672, Invalid=0

Definition Location of respondent's firm.
Q: In what kind of area is your company located?

Answer categories change depending on countries:
Q7 In welcher Umgebung befindet sich das Unternehmen?
o Im Zentrum einer Großstadt (1)
o Am Stadtrand einer Großstadt (2)
o Mittlere Stadt (3)
o Kleinstadt (4)
o Dorf/ländlicher Raum (5)

Q7 I vilket typ av område ligger företaget/organisationen?
o I ett storstadscentrum (1)
o I utkanten av en storstad (2)
o I en medelstor stad (3)
o I en småstad (4)
o I en by (5)

Q7 In welcher Umgebung befindet sich das Unternehmen?
o Wien (1)
o In einer Landeshautpstadt (2)
o In einer Bezirkshautpstadt (3)
o Kleinstadt (4)
o Dorf/ländlicher Raum (5)

Value	N	Percentage
5	536	7.0%
centre	2'832	36.9%
middle town	1'640	21.4%
rural	936	12.2%
suburb	1'728	22.5%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File Asylum-Vignettes

21 **sector** Sector of firm

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Sector of firm respondent works for. Q: In which domain is your company active?

Value	N	Percentage
Admin support	304	4.0%
Agricultur	176	2.3%
Arts	120	1.6%
Construction	456	5.9%
Education	408	5.3%
Electricity	112	1.5%
Financial	280	3.6%
Health	944	12.3%
Hospitality	368	4.8%
Information	584	7.6%
Manufacturing	816	10.6%
Mining	48	0.6%
Other	712	9.3%
Other services	424	5.5%
Professional	344	4.5%
Public Admin	312	4.1%
Real estate	168	2.2%
Transport	264	3.4%
Waste	64	0.8%
Wholesale	768	10.0%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

22 **des_sector_other** Other sector (description)

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=680, Invalid=0
Definition	Other sector, open text field.

Frequency table not shown (80 Modalities)

File Asylum-Vignettes

23 **organ_type** Company type

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Company type respondent works for. Q: Please indicate your company type:

Value	N	Percentage
Non-profit	272	3.5%
Other	104	1.4%
Parapublic	328	4.3%
Private	4'976	64.9%
Public	1'224	16.0%
Public admin	768	10.0%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

24 **des_organ_type** Other company type (description)

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=96, Invalid=0
Definition	Organization type, open textfield entry.

Value	N	Percentage
Aktiengesellschaft	8	8.3%
Genossenschaft	8	8.3%
Kommunalt	16	16.7%
Kommunen	8	8.3%
Notar	8	8.3%
Osäker om det är statligt.	8	8.3%
Statligt och offentligt	8	8.3%
Verein	8	8.3%
egenföretagare	8	8.3%
sjukskriven	8	8.3%
Ägs av stiftelse	8	8.3%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

25 **r_position** Respondent's position in firm

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Respondent's position within firm. Q: What is your role in your company?

Value	N	Percentage
Director	800	10.4%
HR-Responsable	1'520	19.8%
Leader HR	1'552	20.2%
Line manager	1'672	21.8%
Other	2'128	27.7%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File Asylum-Vignettes

26 **des_r_position** Other position firm (description)

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=1648, Invalid=0
Definition	Respondent's position, open text entry field.

Frequency table not shown (169 Modalities)

27 **conf_evaluation** Level confidence with evaluation of vignettes

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Level of confidence with the evaluation of the vignette experiment. Q: Overall, how confident did you feel when assessing the profiles of the jobseekers?

Value	N	Percentage
sure	4'632	60.4%
unsure	1'336	17.4%
very sure	1'424	18.6%
very unsure	280	3.6%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

28 **nr_recruitments** No. recruitments respondent was involved during last 12 mt

Information	Data Type: continuous, Format: numeric, Range: 0-500, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Respondent's recruitment involvement (no. of recruitments). Q: In how many recruitments were you involved during the last 12 months?

29 **approval** Approval of respondent for hires

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Respondent's approval on hiring. Q: Was your agreement necessary for the hiring of a candidate?

Value	N	Percentage
No	2'208	28.8%
Yes	5'464	71.2%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File Asylum-Vignettes

30 **diff_recruiting** Difficulty to hire

Information Data Type: discrete, Format: Character, Missing: *

Statistics Valid=7672, Invalid=0

Definition Level of difficulty to find appropriate candidates.
Q: How difficult was it to recruit new staff during the last 12 months?

Value	N	Percentage
difficult	3'672	47.9%
easy	2'648	34.5%
very difficult	976	12.7%
very easy	376	4.9%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

31 **r_education** Respondent's education

Information Data Type: discrete, Format: Character, Missing: *

Statistics Valid=7672, Invalid=0

Definition Respondent's education level.
Q: What is your highest educational qualification?

Value	N	Percentage
Compulsory education	216	2.8%
No completed education	120	1.6%
Other education	56	0.7%
Secondary	1'912	24.9%
Tertiary	3'568	46.5%
Vocational training	1'800	23.5%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

32 **des_r_education** Other education (description)

Information Data Type: discrete, Format: Character, Missing: *

Statistics Valid=48, Invalid=0

Definition Respondent's education, open text field entry.

Value	N	Percentage
Abitur	8	16.7%
Eftergymnasial utbildning	8	16.7%
Eftergymnasiala studier	8	16.7%
Gymnasiet	8	16.7%
Gymnasium 3 år	8	16.7%
Master	8	16.7%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File Asylum-Vignettes

33 **exp_recruitment** Experience in recruitment

Information	Data Type: discrete, Format: numeric, Range: 0-60, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Respondent's recruitment experience. Q: How many years of hiring experience do you have?

Frequency table not shown (57 Modalities)

34 **diversity_training** Attendance diversity training

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Respondent ever participated in diversity training? Q: Have you received any diversity training?

Value	N	Percentage
No	5'096	66.4%
Yes	2'576	33.6%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

35 **r_nationality** Respondent's nationality

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Respondent's nationality. Q: Which nationality do you hold?

Value	N	Percentage
EU/EFTA	1'184	15.4%
Native	6'384	83.2%
Non-EU/EFTA	104	1.4%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

36 **opinion_qualified_worker** Opinion: refugees help reduce skill shortage

Information	Data Type: discrete, Format: numeric, Range: 1-4, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	Opinion 1. Q: To what extent do you agree with the following statements? Refugees help reduce the problem of skill shortage in the labour market. Competely disagree (1)--> completely agree (4)

Value	N	Percentage
1	1'216	15.8%
2	2'232	29.1%
3	3'400	44.3%
4	824	10.7%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File Asylum-Vignettes

37 **opinion_willing_work** Opinion: refugees accept unattractive jobs

Information	Data Type: discrete, Format: numeric, Range: 1-4, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	To what extent do you agree with the following statements? Q: Refugees are ready to accept jobs that natives do not want to do 1=completely disagree --> 4 =completely agree

Value	N	Percentage
1	808	10.5%
2	1'920	25.0%
3	3'632	47.3%
4	1'312	17.1%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

38 **opinion_unqualified** Opinion: refugees not qualified enough

Information	Data Type: discrete, Format: numeric, Range: 1-4, Missing: *
Statistics	Valid=7672, Invalid=0
Definition	To what extent do you agree with the following statements? Q: Refugees are generally not qualified enough for the labour market. 1=completely disagree --> 4 =completely agree

Value	N	Percentage
1	1'184	15.4%
2	3'032	39.5%
3	2'360	30.8%
4	1'096	14.3%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File Asylum-Vignettes

39 **leftright** Political orientation (left-right scale)

Information	Data Type: discrete, Format: numeric, Range: 0-10, Missing: *
Statistics	Valid=7672, Invalid=0, Mean=5.3, StdDev=2.3
Definition	Respondent'd left-right position. Q: In politics, one often talks of left and right: where would you position yourself on this continuum? (0=left --> 10=right)

Value	N	Percentage
0	248	3.2%
1	208	2.7%
2	488	6.4%
3	584	7.6%
4	616	8.0%
5	2'488	32.4%
6	888	11.6%
7	800	10.4%
8	696	9.1%
9	304	4.0%
10	352	4.6%

Comment: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

Appendices

The documents listed below are available on the nccr - on the move website (nccr-onthemove.ch)

Other resources

Introductory screen text

Introductory screen text: Wir sind ein Team von Forscherinnen und untersuchen die Arbeitsmarktintegration von anerkannten geflüchteten Personen im internationalen Vergleich. Die Umfrage wird nicht länger als 15 Minuten Ihrer Zeit in Anspruch nehmen und die Daten werden streng vertraulich und nur für wissenschaftliche Zwecke genutzt. Vielen Dank, dass Sie uns helfen unsere Forschungsfrage bestmöglich zu analysieren. Fabienne Liechti und Flavia Fossati Bei Fragen oder Unklarheiten wenden Sie sich bitte an fabienne.liechti@unil.ch <mailto:fabienne.liechti@unil.ch?subject=survey>

Codebook in pdf version

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