
Comparative study on hiring discrimination

Codebook, Description of Microdata

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Impressum

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Comparative study on hiring discrimination (COMPA_HIRE)

Overview

Abstract

This is data gathered through an online survey targeting employers or recruiters in three countries (Germany, Sweden, UK). 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 immigrant applicants and if yes, to assess which immigrant 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 immigrants.

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 immigrant applicants who apply for a position either as administrative assistant (=JOB1=Experiment 1) or as janitor/cleaner (JOB 2 = Experiment 2).

Each respondent evaluated four randomly assigned descriptions of immigrant 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

This is anonymous data for publication.

State of data

15 December 2020

Kind of Data

Sample survey data [ssd]

Persistent Identifier

Discrimination-Vignettes

Scope

Scope

The scope of the present dataset is to analyze hiring discrimination against immigrants in three Western European countries. Moreover, information on the respondents (=recruiters/employers) is collected.

Keywords Survey Experiment, Employers, Discrimination, Immigrants, Labour market integration

Coverage

Unit of Analysis Respondents (=recruiter/employers).

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 immigrants that are varied are the same for both jobs (see more details below).

Geographic Coverage

This survey is run in three countries that belong to different welfare state models (according to Esping-Anderson's typology).

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).

Sample sizes: 368 respondents for Germany, 362 for Sweden and 368 for the UK. These respondents rated a total of ~4,300 vignettes per job, which amounted to a total of ~8,700 vignettes overall. Note that for each of the two job 4 vignettes were presented (total of 8 vignettes).

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 Computer Assisted Personal Interview [capi]

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 an immigrant who applies for this position. Thereby, the characteristics of the immigrant (i.e. their CV) 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 with d-efficiency of 90.1 (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 janitor at the firm you are currently working for and you are involved in the recruitment process.

The position involves the following tasks:

- Organization and execution of maintenance and service work
- Maintenance of the outdoor facilities including green areas
- Simple administrative tasks (e.g. ordering supplies)

On the following screens, you will be presented with four applicants.

All candidates have completed their compulsory education and are trained as plumbers (both in the UK). All have several years of professional experience on the job and have lost their previous position because of the closure of the firm due to an economic downturn.

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 administrative assistant at the firm you are currently working at and you are involved in the recruitment process.

The position involves the following tasks:

- General secretarial work (correspondence and the keeping of the minutes)
- Organisational tasks (reservation and preparation of meeting rooms)
- Support to the accounts team

On the following screens, you will be presented with four applicants.
 All candidates have completed their compulsory education and have qualification in business (both in the UK).
 All have several years of professional experience on the job and have lost their previous employment position because of the closure of the firm due to an economic downturn.

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 immigrant applicants.

The characteristics of the immigrants 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

--> 25

-->35

-->45

-->55

3) Nationality

--> Native [country of survey]

-->Spain

--> Poland

-->Turkey

4) Application channel

--> Email

-->Public Employment Service (PES)

-->Private Employment Firm/Service

5) Language skills (country of destination = country of survey)

--> s- he speaks [language destination country] + English

--> s- he speaks [language destination country] + English + language of country of origin

6) Unemployment spell

-->6 months

-->12 months

--> 18 months

7) Integration measures that has been attended (country of destination = country of survey)

-->nothing (empty=reference)

--> training measure

- > wage subsidy of 40% for 6 months
- > Temporary Employment Program voluntary participation
- > TEP mandatory participation

8) Soft skills

- > neutral description (His former employer describes him as a reliable and polite employee)
- > motivated description (His former employer describes him as a reliable and polite employee that has always completed his tasks independently and with great enthusiasm)
- >manageable description (His former employer describes him as a reliable and polite employee that has always completed extra tasks without complain)

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:

- Ms [Name] is 25 years old and is applying via email to the advertised position. She speaks English and Turkish.
- Ms [Name] has been seeking work for 12 months and has decided to participate in a government funded employment programme offered by the Jobcenter Plus.
- Her former employer describes her as a reliable and polite employee that has always completed extra work tasks without complaint.

Data Collector(s) Qualtrics , Market Research Firm

Accessibility

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

Files Description

Dataset contains 1 file(s)

Discrimination-Vignettes

File Content	This datafile contains only collected variables.
Cases	8'784
Variable(s)	57
Version of the microdata	Tabular
Notes	December 2020.

Variables Groups

Dataset contains 2 groups

Group Respondent characteristics

Name	Label	Page
idj	Respondent ID	13
StartDate	Date survey started	13
Durationinseconds	Duration survey (seconds)	13
UserLanguage	Language of survey	13
country	Country of survey	14
Q_Language	Survey Language	14
conf_evaluation	Confidence evaluation of vignettes	17
r_gender	Respondent's gender	17
r_age	Respondents' age	17
firmsize	Firm size	18
region	Region	18
urban	Urban	18
sector	Sector	19
des_sector_other	Sector_other	19
organ_type	Organization type	20
des_organ_type	Organization_other	20
recruit_regional	Recruit at regional level	20
recruit_country	Recruit at national level	20
recruit_europe	Recruit at european level	21
recruit_international	Recruit at international level	21
r_position	Respondent's position in firm	21
des_r_position	Respondent's position_other	21
nr_recruitments	No. recruitment respondent was involved in	22
approval	Approval of respondent necessary for hiring?	22
diff_recruiting	Difficulties recruiting staff	22
PES_opening	Respondent infroms Public Employment Service of new openings?	23
PES_recommendation	Consider PES recommendations?	23
utility_training	Utilit of ALMP: Training	23
utility_TEP	Utilit of ALMP: Temporary employment	24
utility_subsidy	Utilit of ALMP: Subsidy	24
r_education	Respondent's education	25
r_edu_other	Respondent's education_other	25
diversity	Attendance of diversity training?	25

Name	Label	Page
rec_experience	Years of recruitment experience	25
r_natio	Respondent's nationality	26
ever_unempl	Respondent ever been unemployed?	26
r_ALMP	Respondent ever participated in ALMP	26
Q26_1_solidarity	Opinion: Solidarity with the unemployed	27
Q26_2_needLM	Opinion: Unemployed should make more effort	27
Q26_3_pression	Opinion: State pressure on unemployed	27
Q26_4_contract	Opinion: Contract with the state	28
Q26_5_lebensstandar	Opinion: Living standard	28
Q27_1_nativesfirst	Opinion: Natives prioritized	28
Q27_2_gleich	Opinion: Prioritization of women	29
Q27_3_kids	Opinion: Mothers should look after children	29
Q27_4_mig	Opinion: Migration is good for the economy	29

Group Vignette variables

Name	Label	Page
j	Vignette ID	13
rate	DV Rating (vignettes)	14
age	Age (vignettes)	15
gender	Gender (vignettes)	15
nationality	Nationality (vignettes)	15
channel	Application channel (vignettes)	15
unemployment	Unemployment duration (vignettes)	16
ALMP	ALMP (vignettes)	16
language	Language skills (vignettes)	16
softskill	Soft skills (vignettes)	16
occ	Experiment (JOB1 and JOB2)	17

Variables List

Dataset contains 57 variable(s)

File Discrimination-Vignettes

	Name	Label	Data Type	Valid
1	idj	Respondent ID	discrete	8'784
2	j	Vignette ID	discrete	8'784
3	StartDate	Date survey started	discrete	0
4	Durationinseconds	Duration survey (seconds)	continuous	8'784
5	UserLanguage	Language of survey	discrete	8'784
6	country	Country of survey	discrete	8'784
7	Q_Language	Survey Language	discrete	8'784
8	rate	DV Rating (vignettes)	discrete	8'784
9	age	Age (vignettes)	discrete	8'784
10	gender	Gender (vignettes)	discrete	8'784
11	nationality	Nationality (vignettes)	discrete	8'784
12	channel	Application channel (vignettes)	discrete	8'784
13	unemployment	Unemployment duration (vignettes)	discrete	8'784
14	ALMP	ALMP (vignettes)	discrete	8'784
15	language	Language skills (vignettes)	discrete	8'784
16	softskill	Soft skills (vignettes)	discrete	8'784
17	occ	Experiment (JOB1 and JOB2)	discrete	8'784
18	conf_evaluation	Confidence evaluation of vignettes	discrete	8'784
19	r_gender	Respondent's gender	discrete	8'784
20	r_age	Respondents' age	discrete	8'784
21	firmsize	Firm size	discrete	8'784
22	region	Region	discrete	8'784
23	urban	Urban	discrete	8'784
24	sector	Sector	discrete	8'784
25	des_sector_other	Sector_other	discrete	544
26	organ_type	Organization type	discrete	8'784
27	des_organ_type	Organization_other	discrete	24
28	recruit_regional	Recruit at regional level	discrete	8'784
29	recruit_country	Recruit at national level	discrete	8'784
30	recruit_europe	Recruit at european level	discrete	8'784
31	recruit_international	Recruit at international level	discrete	8'784
32	r_position	Respondent's position in firm	discrete	8'784
33	des_r_position	Respondent's position_other	discrete	1'200

File Discrimination-Vignettes

	Name	Label	Data Type	Valid
34	nr_recruitments	No. recruitment respondent was involved in	discrete	8'784
35	approval	Approval of respondent necessary for hiring?	discrete	8'784
36	diff_recruiting	Difficulties recruiting staff	discrete	8'784
37	PES_opening	Respondent infirms Public Employment Service of new openings?	discrete	8'784
38	PES_recommendation	Consider PES recommendations?	discrete	8'784
39	utility_training	Utilit of ALMP: Training	discrete	8'784
40	utility_TEP	Utilit of ALMP: Temporary employment	discrete	8'784
41	utility_subsidy	Utilit of ALMP: Subsidy	discrete	8'784
42	r_education	Respondent's education	discrete	8'664
43	r_edu_other	Respondent's education_other	discrete	96
44	diversity	Attendance of diversity training?	discrete	8'784
45	rec_experience	Years of recruitment experience	discrete	8'784
46	r_natio	Respondent's nationality	discrete	8'784
47	ever_unempl	Respondent ever been unemployed?	discrete	8'784
48	r_ALMP	Respondent ever participated in ALMP	discrete	4'800
49	Q26_1_solidarity	Opinion: Solidarity with the unemployed	discrete	8'776
50	Q26_2_needLM	Opinion: Unemployed should make more effort	discrete	8'728
51	Q26_3_pression	Opinion: State pressure on unemployed	discrete	8'752
52	Q26_4_contract	Opinion: Contract with the state	discrete	8'728
53	Q26_5_lebensstandar	Opinion: Living standard	discrete	8'672
54	Q27_1_nativesfirst	Opinion: Natives prioritized	discrete	8'784
55	Q27_2_gleich	Opinion: Prioritization of women	discrete	8'784
56	Q27_3_kids	Opinion: Mothers should look after children	discrete	8'784
57	Q27_4_mig	Opinion: Migration is good for the economy	discrete	8'784

Alphabetical List

Dataset contains 57 variable(s)

Name	Label	Page
ALMP	ALMP (vignettes)	16
Durationinseconds	Duration survey (seconds)	13
PES_opening	Respondent infirms Public Employment Service of new openings?	23
PES_recommendatior	Consider PES recommendations?	23
Q26_1_solidarity	Opinion: Solidarity with the unemployed	27
Q26_2_needLM	Opinion: Unemployed should make more effort	27
Q26_3_pression	Opinion: State pressure on unemployed	27
Q26_4_contract	Opinion: Contract with the state	28
Q26_5_lebensstandar	Opinion: Living standard	28
Q27_1_nativesfirst	Opinion: Natives prioritized	28
Q27_2_gleich	Opinion: Prioritization of women	29
Q27_3_kids	Opinion: Mothers should look after children	29
Q27_4_mig	Opinion: Migration is good for the economy	29
Q_Language	Survey Language	14
StartDate	Date survey started	13
UserLanguage	Language of survey	13
age	Age (vignettes)	15
approval	Approval of respondent necessary for hiring?	22
channel	Application channel (vignettes)	15
conf_evaluation	Confidence evaluation of vignettes	17
country	Country of survey	14
des_organ_type	Organization_other	20
des_r_position	Respondent's position_other	21
des_sector_other	Sector_other	19
diff_recruiting	Difficulties recruiting staff	22
diversity	Attendance of diversity training?	25
ever_unempl	Respondent ever been unemployed?	26
firmsize	Firm size	18
gender	Gender (vignettes)	15
idj	Respondent ID	13
j	Vignette ID	13
language	Language skills (vignettes)	16
nationality	Nationality (vignettes)	15
nr_recruitments	No. recruitment respondent was involved in	22
occ	Experiment (JOB1 and JOB2)	17

Name	Label	Page
organ_type	Organization type	20
r_ALMP	Respondent ever participated in ALMP	26
r_age	Respondents' age	17
r_edu_other	Respondent's education_other	25
r_education	Respondent's education	25
r_gender	Respondent's gender	17
r_natio	Respondent's nationality	26
r_position	Respondent's position in firm	21
rate	DV Rating (vignettes)	14
rec_experience	Years of recruitment experience	25
recruit_country	Recruit at national level	20
recruit_europe	Recruit at european level	21
recruit_international	Recruit at international level	21
recruit_regional	Recruit at regional level	20
region	Region	18
sector	Sector	19
softskill	Soft skills (vignettes)	16
unemployment	Unemployment duration (vignettes)	16
urban	Urban	18
utility_TEP	Utilit of ALMP: Temporary employment	24
utility_subsidy	Utilit of ALMP: Subsidy	24
utility_training	Utilit of ALMP: Training	23

Variables Description

Dataset contains 57 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 Discrimination-Vignettes

1 idj Respondent ID

Information	Data Type: discrete, Format: numeric, Range: 1-1'098, Missing: *
Statistics	Valid=8784, Invalid=0
Definition	Respondent ID - please note that each respondent appears 8 times in this dataset.

2 j Vignette ID

Information	Data Type: discrete, Format: numeric, Range: 1-8, Missing: *
Statistics	Valid=8784, Invalid=0
Definition	Vignette ID please note there are 4 vignettes for JOB1 and 4 vignettes for JOB2.

3 StartDate Date survey started

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=0
Definition	Date survey was taken by respondent.

4 Durationinseconds Duration survey (seconds)

Information	Data Type: continuous, Format: numeric, Range: 130-10'837, Missing: *
Statistics	Valid=8784, Invalid=0
Definition	Duration of the complete survey in seconds.

5 UserLanguage Language of survey

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=8784, Invalid=0
Definition	Language in which the survey was answered.

Value	N	Percentage
DE	2'944	33.5%
EN-GB	3'064	34.9%
SV	2'776	31.6%

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.

File Discrimination-Vignettes

6 country Country of survey**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Country of residence of respondent.

Value	N	Percentage
Germany	2'944	33.5%
Sweden	2'896	33.0%
UK	2'944	33.5%

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.

7 Q_Language Survey Language**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Language in which the survey was answered.

Value	N	Percentage
DE	2'944	33.5%
EN-GB	3'064	34.9%
SV	2'776	31.6%

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.

8 rate DV Rating (vignettes)**Information** Data Type: discrete, Format: numeric, Range: 1-10, Missing: ***Statistics** Valid=8784, Invalid=0, Mean=7.0**Definition** Dependent variable: rating of the willingness to invited the fictitious applicant for a job interview.**Literal question** Q: Please indicate how likely it is that you would invite the candidate for a job interview. (1=very unlikely, 10=very likely).

Value	N	Percentage
1	226	2.6%
2	206	2.3%
3	300	3.4%
4	421	4.8%
5	811	9.2%
6	1'069	12.2%
7	1'605	18.3%
8	1'822	20.7%
9	1'118	12.7%
10	1'206	13.7%

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 Discrimination-Vignettes

9 age Age (vignettes)**Information** Data Type: discrete, Format: numeric, Range: 25-55, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Age of the fictitious applicant. (experimental manipulation)

Value	N	Percentage
25	2'206	25.1%
35	2'243	25.5%
45	2'168	24.7%
55	2'167	24.7%

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.

10 gender Gender (vignettes)**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Gender of the applicant. (experimental manipulation)

Value	N	Percentage
male	4'412	50.2%
other	4'372	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.

11 nationality Nationality (vignettes)**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Nationality of the fictitious applicant. (experimental manipulation)

Value	N	Percentage
Polish	2'096	23.9%
Spanish	2'231	25.4%
Turkish	2'223	25.3%
native	2'234	25.4%

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.

12 channel Application channel (vignettes)**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Application channel. (experimental manipulation)

Value	N	Percentage
PES	2'850	32.4%
Privat	2'942	33.5%
mail	2'992	34.1%

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 Discrimination-Vignettes

13 unemployment Unemployment duration (vignettes)**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Unemployment duration. (experimental manipulation)

Value	N	Percentage
12 months	2'876	32.7%
18 months	2'823	32.1%
6 months	3'085	35.1%

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.

14 ALMP ALMP (vignettes)**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Active Labour Market Programme in which the applicant took part. (experimental manipulation)

Value	N	Percentage
none	1'755	20.0%
subsidy	1'759	20.0%
tep mandatory	1'848	21.0%
tep voluntary	1'691	19.3%
training	1'731	19.7%

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.

15 language Language skills (vignettes)**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Language skills of the applicant. (experimental manipulation)

Value	N	Percentage
2 lang	4'425	50.4%
3 lang	4'359	49.6%

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.

16 softskill Soft skills (vignettes)**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Soft skills of the applicant. (experimental manipulation)

Value	N	Percentage
motivation	2'922	33.3%
polite	2'854	32.5%
tractability	3'008	34.2%

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 Discrimination-Vignettes

17 occ Experiment (JOB1 and JOB2)**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Occupation described in the experiment. For each occupation the respondents evaluates 4 vignettes (8 in total).

Value	N	Percentage
Admin	4'392	50.0%
Clean	4'392	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.

18 conf_evaluation Confidence evaluation of vignettes**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Level of confidence with the evaluation of the vignette experiment.**Literal question** Q: Overall, how confident did you feel when assessing the profiles of the jobseekers?

Value	N	Percentage
Sure	5'216	59.4%
Unsure	1'328	15.1%
Very sure	1'800	20.5%
Very unsure	440	5.0%

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.

19 r_gender Respondent's gender**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Respondent's gender.

Value	N	Percentage
female	4'416	50.3%
male	4'368	49.7%

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.

20 r_age Respondents' age**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Respondent's age.

Value	N	Percentage
18-25	1'152	13.1%
26-34	3'216	36.6%
35-45	2'000	22.8%
46-55	1'576	17.9%
55+	840	9.6%

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.

File Discrimination-Vignettes

21 firmsize Firm size**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Firm size respondent works for.

Value	N	Percentage
18172	1'896	21.6%
250-499	1'200	13.7%
44075	1'024	11.7%
50-249	2'368	27.0%
500+	2'296	26.1%

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.

22 region Region**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Region in which the company is located.**Literal question** Q6 Where is the company for which you are currently working located? (If there are several locations, give the location of the headquarter.)**23 urban Urban****Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Location of the company.**Literal question** Q: In what kind of area is your company located?

Value	N	Percentage
5	480	5.5%
centre	3'392	38.6%
middle town	1'816	20.7%
suburb	2'168	24.7%
ural	928	10.6%

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.

File Discrimination-Vignettes

24 sector Sector**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Activity domain of the company the respondent works for.**Literal question** Q: In which domain is your company active?
(If you work for more than one company, please answer the questions with reference to the company where you work most hours.)

Value	N	Percentage
Admin support	224	2.6%
Agriculture	224	2.6%
Arts	272	3.1%
Construction	448	5.1%
Education	568	6.5%
Electricity	208	2.4%
Financial	600	6.8%
Health	776	8.8%
Hospitality	400	4.6%
Information	824	9.4%
Manufacturing	1'000	11.4%
Mining	104	1.2%
Other	576	6.6%
Other services	592	6.7%
Professional	392	4.5%
Public Admin	384	4.4%
Real estate	168	1.9%
Transport	344	3.9%
Waste	32	0.4%
Wholesale	648	7.4%

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.

25 des_sector_other Sector_other**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=544, Invalid=0**Definition** Open description sector.

File Discrimination-Vignettes

26 organ_type Organization type**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Company type respondent works for.**Literal question** Q: Please indicate your company type:

Value	N	Percentage
non-profit	368	4.2%
other	32	0.4%
parapublic	296	3.4%
private	6'024	68.6%
public	1'048	11.9%
public admin	1'016	11.6%

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.

27 des_organ_type Organization_other**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=24, Invalid=0**Definition** Open description company type.**28 recruit_regional** Recruit at regional level**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Does the firm recruit jobseekers at regional level?**Literal question** Q: From which region(s) do you usually recruit new staff members?
never=1; rarely=2; sometimes=3; often=4

Value	N	Percentage
never	384	4.4%
often	6'272	71.4%
rarely	560	6.4%
sometimes	1'568	17.9%

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.

29 recruit_country Recruit at national level**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Does the firm recruit jobseekers at national level?**Literal question** Q: From which region(s) do you usually recruit new staff members?
national: never=1; rarely=2; sometimes=3; often=4

Value	N	Percentage
never	960	10.9%
often	2'640	30.1%
rarely	1'648	18.8%
sometimes	3'536	40.3%

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 Discrimination-Vignettes

30 recruit_europe Recruit at european level

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

Statistics Valid=8784, Invalid=0

Definition Does the firm recruit jobseekers at European level?

Literal question Q: From which region(s) do you usually recruit new staff members?
European: never=1; rarely=2; sometimes=3; often=4

Value	N	Percentage
never	2'664	30.3%
often	1'264	14.4%
rarely	2'440	27.8%
sometimes	2'416	27.5%

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.

31 recruit_international Recruit at international level

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

Statistics Valid=8784, Invalid=0

Definition Does the firm recruit jobseekers at international level?

Literal question Q: From which region(s) do you usually recruit new staff members?
international: never=1; rarely=2; sometimes=3; often=4

Value	N	Percentage
never	3'336	38.0%
often	1'152	13.1%
rarely	2'320	26.4%
sometimes	1'976	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.

32 r_position Respondent's position in firm

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

Statistics Valid=8784, Invalid=0

Definition Respondent's position in firm.

Literal question Q: What is your role in your company?

Value	N	Percentage
Director	1'040	11.8%
HR-Responsible	1'784	20.3%
Leader HR	1'984	22.6%
Line manager	2'576	29.3%
other	1'400	15.9%

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.

33 des_r_position Respondent's position_other

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

Statistics Valid=1200, Invalid=0

Definition Open description of position.

File Discrimination-Vignettes

34 nr_recruitments No. recruitment respondent was involved in

Information	Data Type: discrete, Format: numeric, Range: 0-500, Missing: *
Statistics	Valid=8784, Invalid=0, Mean=16.4
Definition	No. recruitment respondent was involved in.
Literal question	Q: In how many recruitments were you involved during the last 12 months? (If you do not recall the exact number, please indicate an estimate.)

Frequency table not shown (69 Modalities)

35 approval Approval of respondent necessary for hiring?

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=8784, Invalid=0
Definition	Approval by respondent required to hire?
Literal question	Q: Was your agreement necessary for the hiring of a candidate?

Value	N	Percentage
No	1'592	18.1%
Yes	7'192	81.9%

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.

36 diff_recruiting Difficulties recruiting staff

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=8784, Invalid=0
Definition	Difficulty hiring staff.
Literal question	Q: How difficult was it to recruit new staff during the last 12 months? o Very difficult (1) o Difficult (2) o Easy (3) o Very easy (4)

Value	N	Percentage
Difficult	4'104	46.7%
Easy	3'512	40.0%
Very difficult	696	7.9%
Very easy	472	5.4%

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.

File Discrimination-Vignettes

37 PES_opening Respondent informs Public Employment Service of new openings?**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Use Jobcenter to promote openings.**Literal question** Q: How often do you consider the services of the Jobcentre Plus when recruiting new staff members?
Announce open position: 1=never--> 5=always

Value	N	Percentage
Always	1'088	12.4%
Never	1'312	14.9%
Often	2'200	25.0%
Rarely	1'464	16.7%
Sometimes	2'720	31.0%

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.

38 PES_recommendation Consider PES recommendations?**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Respondent ask recommendations of Jobcenter for hiring?**Literal question** Q: How often do you consider the services of the Jobcentre Plus when recruiting new staff members?
Ask for recommended candidates to fill open positions : 1=never--> 5=always

Value	N	Percentage
Always	696	7.9%
Never	1'520	17.3%
Often	2'000	22.8%
Rarely	1'432	16.3%
Sometimes	3'136	35.7%

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.

39 utility_training Utilit of ALMP: Training**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Utilit of training for jobseekers.**Literal question** Q: How useful do you consider the following measures to be in helping unemployed individuals reintegrate into the labour market?:
Training: 1=not at all useful-->4 very useful (5=na)

Value	N	Percentage
Don't know	336	3.8%
Not at all useful	536	6.1%
Not useful	1'120	12.8%
Useful	3'504	39.9%
Very useful	3'288	37.4%

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.

File Discrimination-Vignettes

40 utility_TEP Utilit of ALMP: Temporary employment**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Utilit of employment programs for jobseekers.**Literal question** Q: How useful do you consider the following measures to be in helping unemployed individuals reintegrate into the labour market?:
Employment programs: 1=not at all useful-->4 very useful (5=na)

Value	N	Percentage
Don't know	400	4.6%
Not at all useful	848	9.7%
Not useful	1'800	20.5%
Useful	3'456	39.3%
Very useful	2'280	26.0%

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.

41 utility_subsidy Utilit of ALMP: Subsidy**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Utilit of wage subsidy for jobseekers.**Literal question** Q: How useful do you consider the following measures to be in helping unemployed individuals reintegrate into the labour market?:
Wage subsidy: 1=not at all useful-->4 very useful (5=na)

Value	N	Percentage
Don't know	408	4.6%
Not at all useful	440	5.0%
Not useful	1'200	13.7%
Useful	4'040	46.0%
Very useful	2'696	30.7%

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 Discrimination-Vignettes

42 r_education Respondent's education

Information	Data Type: discrete, Format: numeric, Range: 1-9, Missing: *9
Statistics	Valid=8664, Invalid=120
Definition	Respondent's highest education level.
Literal question	What is your highest educational qualification? o No completed education (1) o Compulsory education (e.g. GCSEs, Standard Grades) (2) o Upper Secondary Education (e.g. A-levels, Highers/Advanced Highers) (4) o Tertiary Education (University) (5) - 9=no answer

Value	N	Percentage
1	152	1.8%
2	696	8.0%
4	2'672	30.8%
5	5'144	59.4%
9	120	

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.

43 r_edu_other Respondent's education_other

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=96, Invalid=0
Definition	Other description of education.

44 diversity Attendance of diversity training?

Information	Data Type: discrete, Format: Character, Missing: *
Statistics	Valid=8784, Invalid=0
Definition	Respondent ever participated in diversity training?
Literal question	Q: Have you received any diversity training?

Value	N	Percentage
No	4'312	49.1%
Yes	4'472	50.9%

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.

45 rec_experience Years of recruitment experience

Information	Data Type: discrete, Format: numeric, Range: 0-60, Missing: *
Statistics	Valid=8784, Invalid=0, Mean=12.4
Definition	Respondent's hiring experience.
Literal question	Q: How many years of hiring experience do you have?

File Discrimination-Vignettes

46 r_natio Respondent's nationality**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Respondent's nationality.**Literal question** Which nationality do you hold?

Value	N	Percentage
EU/EFTA	440	5.0%
Native	8'208	93.4%
Other nationality	136	1.5%

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.

47 ever_unempl Respondent ever been unemployed?**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Respondent unemployment.

Literal question Q: Have you ever been unemployed during your working life?
 (Please indicate the total length of all unemployment spell, e.g. when you were unemployed two times for 2 months indicate an unemployment duration of 4 months.)

- o Yes, for 6 months or less (1)
- o Yes, for more than 6 months (2)
- o No, I have never been unemployed (3)

Value	N	Percentage
Max 6 months	3'080	35.1%
More 6 months	1'720	19.6%
Never	3'984	45.4%

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.

48 r_ALMP Respondent ever participated in ALMP**Information** Data Type: discrete, Format: Character, Missing: ***Statistics** Valid=4800, Invalid=0**Definition** If respondent has ever been unemployed s/he was asked if s/he participated in a labour market training.

Literal question Q: While unemployed, did you participate in an active labour market measure offered by the Jobcentre Plus?
 (For example, a training course or another measure offered to unemployed individuals.)

Value	N	Percentage
No	2'256	47.0%
Yes	2'544	53.0%

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.

File Discrimination-Vignettes

49 Q26_1_solidarity Opinion: Solidarity with the unemployed**Information** Data Type: discrete, Format: numeric, Range: 1-4, Missing: ***Statistics** Valid=8776, Invalid=8**Definition** There should be more solidarity with unemployed people**Literal question** Q: To what extent do you agree with the following statements?
There should be more solidarity with unemployed people : 1=strongly disagree --> 4 strongly agree.

Value	N	Percentage
1	448	5.1%
2	1'856	21.1%
3	4'864	55.4%
4	1'608	18.3%
Sysmiss	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.

50 Q26_2_needLM Opinion: Unemployed should make more effort**Information** Data Type: discrete, Format: numeric, Range: 1-4, Missing: ***Statistics** Valid=8728, Invalid=56**Definition** Unemployed people should make more of an effort to adapt to the needs of the labour market**Literal question** Q: To what extent do you agree with the following statements?
Unemployed people should make more of an effort to adapt to the needs of the labour market : 1=strongly disagree --> 4 strongly agree.

Value	N	Percentage
1	496	5.7%
2	1'784	20.4%
3	4'776	54.7%
4	1'672	19.2%
Sysmiss	56	

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.

51 Q26_3_pression Opinion: State pressure on unemployed**Information** Data Type: discrete, Format: numeric, Range: 1-4, Missing: ***Statistics** Valid=8752, Invalid=32**Definition** The state should exert more pressure on the unemployed to make them find a job more quickly**Literal question** Q: To what extent do you agree with the following statements?
The state should exert more pressure on the unemployed to make them find a job more quickly : 1=strongly disagree --> 4 strongly agree

Value	N	Percentage
1	872	10.0%
2	2'368	27.1%
3	3'768	43.1%
4	1'744	19.9%
Sysmiss	32	

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 Discrimination-Vignettes

52 Q26_4_contract Opinion: Contract with the state**Information** Data Type: discrete, Format: numeric, Range: 1-4, Missing: ***Statistics** Valid=8728, Invalid=56**Definition** To obtain benefits, the unemployed should have to sign a personal agreement specifying rights and duties at their local Jobcentre Plus**Literal question** Q: To what extent do you agree with the following statements?
To obtain benefits, the unemployed should have to sign a personal agreement specifying rights and duties at their local Jobcentre Plus : 1=strongly disagree --> 4 strongly agree

Value	N	Percentage
1	680	7.8%
2	1'464	16.8%
3	4'360	50.0%
4	2'224	25.5%
Sysmiss	56	

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.

53 Q26_5_lebensstandard Opinion: Living standard**Information** Data Type: discrete, Format: numeric, Range: 1-4, Missing: ***Statistics** Valid=8672, Invalid=112**Definition** The unemployed should be able to maintain their living standard**Literal question** Q: To what extent do you agree with the following statements?
The unemployed should be able to maintain their living standard : 1=strongly disagree --> 4 strongly agree

Value	N	Percentage
1	728	8.4%
2	2'456	28.3%
3	3'848	44.4%
4	1'640	18.9%
Sysmiss	112	

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.

54 Q27_1_nativesfirst Opinion: Natives prioritized**Information** Data Type: discrete, Format: numeric, Range: 1-4, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** [country of survey] workers should be given preferential treatment on the labour market**Literal question** Q: To what extent do you agree with the following statements?
[country of survey] workers should be given preferential treatment on the labour market : 1=strongly disagree --> 4 strongly agree.

Value	N	Percentage
1	1'368	15.6%
2	2'696	30.7%
3	3'232	36.8%
4	1'488	16.9%

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 Discrimination-Vignettes

55 Q27_2_gleich Opinion: Prioritization of women**Information** Data Type: discrete, Format: numeric, Range: 1-4, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** When recruiting new staff, preference should be given to women with equal qualifications**Literal question** Q: To what extent do you agree with the following statements?

When recruiting new staff, preference should be given to women with equal qualifications : 1=strongly disagree --> 4 strongly agree.

Value	N	Percentage
1	1'312	14.9%
2	3'144	35.8%
3	3'152	35.9%
4	1'176	13.4%

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.

56 Q27_3_kids Opinion: Mothers should look after children**Information** Data Type: discrete, Format: numeric, Range: 1-4, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** Children should primary been looked after by the mother**Literal question** Q: To what extent do you agree with the following statements?

Children should primary been looked after by the mother : 1=strongly disagree --> 4 strongly agree.

Value	N	Percentage
1	2'568	29.2%
2	2'848	32.4%
3	2'360	26.9%
4	1'008	11.5%

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.

57 Q27_4_mig Opinion: Migration is good for the economy**Information** Data Type: discrete, Format: numeric, Range: 1-4, Missing: ***Statistics** Valid=8784, Invalid=0**Definition** In general, migration is good for the [country of survey] economy**Literal question** Q: To what extent do you agree with the following statements?

In general, migration is good for the [country of survey] economy : 1=strongly disagree --> 4 strongly agree.

Value	N	Percentage
1	824	9.4%
2	1'928	21.9%
3	4'368	49.7%
4	1'664	18.9%

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.

Appendices

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

Other resources

Supplementary Material

www.nccr-onthemove.ch/DataManagement/Codebooks/DiscriminationVignettes/SupplementaryMaterial.pdf

Codebook in pdf version

www.nccr-onthemove.ch/DataManagement/Codebooks/DiscriminationVignettes/DiscriminationVignettes.pdf

DDI file containing all metadata included in this Codebook

www.nccr-onthemove.ch/DataManagement/Codebooks/DiscriminationVignettes/DiscriminationVignettes.xml