

Employee

Pilot Survey

Links sent by behaviouralist on 14 December 2020

Clerk 150: https://brown.co1.qualtrics.com/jfe/preview/SV_6zGsuayGbh8A6bP?Q_CHL=preview&Q_SurveyVersionID=current

Clerk 225: https://brown.co1.qualtrics.com/jfe/preview/SV_bOxedDBssPywDDD?Q_CHL=preview&Q_SurveyVersionID=current

Manager 400: https://brown.co1.qualtrics.com/jfe/preview/SV_8hNBadRLVyJbrvf?Q_CHL=preview&Q_SurveyVersionID=current

Welcome! This survey is being conducted by The Behaviouralist on behalf of the Joint Research Centre.

The purpose of this survey is to better understand wage setting dynamics in companies.

The survey should take between 20 to 30 minutes to complete. By clicking the button below, you acknowledge that your participation in the study is voluntary and that you are aware that you can end your participation in the study at any time and for any reason.

You will, in addition to receiving your regular survey completion compensation, receive a variable payment that depends on the decisions that you make in this survey. The variable payment will be administered by The Behaviouralist and will be sent to you within two weeks of completing the survey.

Next

This study requires your complete, undistracted attention. We ask that you please read the instructions below carefully.

You will only be able to proceed with the study if you understand the instructions.

You will earn tokens during the study, which we will automatically convert to euros at the following rate:

10 tokens = €0.2

Respondents who complete this survey will, on average, earn tokens worth €4.50. The maximum amount that you can earn is €10.

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Please select the avatar that best matches your gender:



I do not identify with either option

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If gender choice is «I do not identify»

Thank you for participating in this survey, we have reached the quota for this option.

Please press 'Submit' to register your survey results.

Submit

Please read the instructions carefully. You will not be able to proceed unless you understand the instructions.

Next

You have been assigned to the role of an **employee** for the duration of the survey.

You have been placed in the same company as several other survey respondents (real people), who are **your colleagues**, and who have also been assigned the role of an employee. All employees will be asked to complete two assignments: 1) the **screening test** and 2) the **main task**.

Each company also has an **employer (also a real person)**, who took part in the study earlier.

The employer has set your position and wage, and that of your colleagues (other employees of the company) for the **main task**.

The number of tokens that you can earn will depend on your performance, your decisions, and the wages set by the employer.

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How does the screening test work?

The **screening test** involves inspecting 96 strings (e.g., FGDTYI) and deciding whether the six letters in the string are in alphabetical order or not.

You will receive **70 tokens** if you complete this task.

You will be assigned to **GROUP A** or **GROUP B** based on your performance on the screening test. **You will not be told which group you have been assigned to.**

The assignment works as follows:

- If you correctly identify **60 strings or more**, you will be placed in GROUP A.
- If you correctly identify **fewer than 60 strings**, you will be placed in GROUP B.

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How does the employer determine your position and wage?

Earlier, we asked employers to set **the positions and the wages** that different '**profiles**' of employees will earn when completing their **main task**.

A profile has only two information: the avatar (male or female) and the group (A or B).

The employer knew that these profiles were going to be **matched with real people** (you and your colleagues).

Based on **your gender and performance** in the screening test you will be **matched** with one of these profiles, and you will receive **the position and wage assigned by the employer** to that profile.

Your employer has assigned wages to **18 employee profiles**. Your company consists of your employer and these 18 profiles.

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What are the positions and wages in your company?

There are two positions in the company: **clerk** and **manager**.

Your employer could assign the position of **manager to a maximum of 3 employees. All managers** earn a **high wage**. Managers have to complete a more difficult task in order to receive their wage.

The remaining employees are assigned the position of **clerk**.

Your employer has given to each **clerk** either the **LOWER wage** or the **UPPER wage**. Your employer had a limited budget, which meant that he/she **could not offer all clerks the UPPER wage**.

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TO RECAP:

- Your performance in the screening test will assign you to **GROUP A** or **B**.
- Your **avatar/gender choice** (👤/👩) and **your group** (A/B), determines which employee profile (and wage) you are matched with.
- Based on your profile, you will be matched with your **employer's choices**, which determine **your position and the wage** that you will earn when completing the **main task**.

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An overview of the study

STEP 1: You (and all other employees) must first complete a **screening test**. You will be paid **70 tokens** for completing this task (regardless of how well you perform).

STEP 2: You will be informed of the **wage** and **position** that the employer has assigned to you.

STEP 3: Depending on your position, you may have the opportunity to **ask for compensation** if you believe that the employer has treated you in an unfair way.

STEP 4: You will be asked to undertake the **main task**. If you successfully complete the main task you will receive the wage set by your employer.

STEP 5: Your **earnings** will be calculated, and we will send you your reward within two weeks.

The experiment ends. There are no further steps.

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Before proceeding to the **screening test**, please answer the following comprehension question:

Question 1: Your performance in the screening test:

a) Is used to directly calculate the earnings of the employer.

b) Is used to match you with your employer's choices, and the study ends with the screening test.

c) Is used to match you with your employer's choices, but the study continues after the screening test.

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Correct!

The correct answer is c) because the result you will obtain in the screening test and your avatar will be used to match you with the WAGE choice made by your EMPLOYER for YOUR PROFILE, but there is another task and more choices to be made after the screening test.

Please select 'Next' to continue.

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Question 2: In the screening test, an employee in GROUP A always performs better than an employee in GROUP B?

a) No, employees in GROUP A always perform worse.

b) Yes, employees in GROUP A always perform better.

c) No, performance of employees in GROUP A can be better or equal to performance of employees in GROUP B.

Next

Correct!

The correct answer is b) because employees in GROUP A perform above or equal to 60/96, while employees in GROUP B perform below to 60/96.

Please select 'Next' to continue.

Next

The screening test will begin on the next page

You will have **five minutes** to complete the test.

Your task is to inspect six-letter strings and to decide whether the letters in the string are in **alphabetical order** or not (as read from left to right).

You will be asked to inspect **96 strings**.

An example of a string in alphabetical order is: *ABEHKW*

You will see a timer at the top of the screen which will tell you how much time you have left. Any strings that you do not classify during the five minutes will be recorded as having been incorrectly classified.

You will earn 70 tokens if you complete this task.

Please press 'Start' to begin.

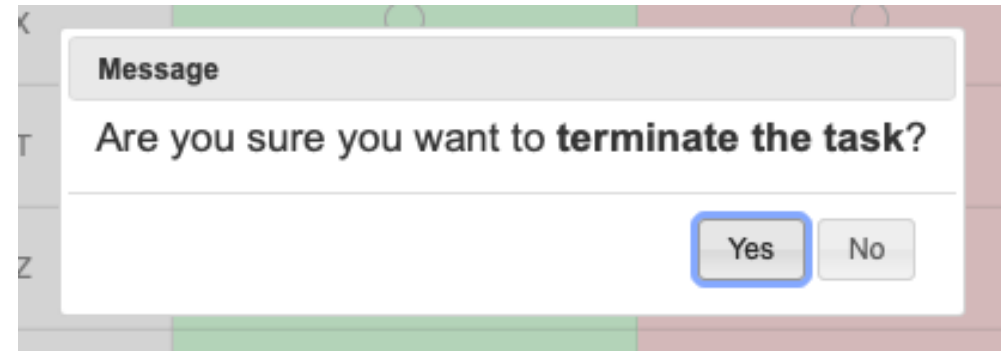
Start

Please determine whether the 6-letter strings are in alphabetical order or not (as read from left to right).

Please scroll down in strings panel to view more strings. Press 'Complete Task' when you want to terminate the task.

Alphabet:
A B C D E F G H I J K L M N O P Q R S T U V W X Y Z
Time remaining: 4:50

ABHRUY	<input type="radio"/>	<input type="radio"/>
ABORTY	<input type="radio"/>	<input type="radio"/>
ZBJRDX	<input type="radio"/>	<input type="radio"/>
SERLPK	<input type="radio"/>	<input type="radio"/>
FIECZB	<input type="radio"/>	<input type="radio"/>



Complete Task

The screening test is over

You have now completed the screening test, and you have been assigned to **GROUP A** or **GROUP B**.

You have been matched to an employer whose survey ID is EMP367. The employer is a real person, whose choices determined **your position and wage**.

Next

You have been assigned the position of **Clerk**, and a wage of **150 tokens**.

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ONLY SHOWN TO
CLERKS

Clerks can ask for compensation

Your **employer** has given to each clerk either a **LOWER** or a **UPPER wage**.

If you are a clerk, you can ask for compensation, if you believe that you unfairly received the **LOWER wage**.

You will be granted compensation if :

1. You have been assigned the **LOWER wage**
2. One or more of your colleagues were assigned the **UPPER wage**, and **performed as well or worse than you** on the screening test.

In other words:

- If you belong to **Group A** and you got the **LOWER wage** you will always be granted compensation.
- If you belong to **Group B** and you got the **LOWER wage**, you will be granted compensation if one or more of your colleagues in **Group B** got the **UPPER wage**.

Remember that you will **not be told** if you belong to Group A or B and if your wage is LOWER or UPPER.

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THIS SCREEN IS
PERSONALIZED
showing the WAGE
AMOUNT TO
PARTICIPANTS.

ONLY SHOWN TO
CLERKS

What is the outcome of compensation?

The employer will need to pay you **125 tokens** to compensate you for unfair treatment.

If you ask for compensation and you are **not granted compensation** (i.e. no unfair treatment) you will have to **pay a processing fee which corresponds to your wage of 150 tokens.**

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SHOWN ONLY
CLERKS

Before moving on, please answer the following comprehension question:

Question 3: Think of the case of an employee earning the LOWER wage and belonging to Group B. The employee has the right to receive compensation:

a) if AT LEAST one colleague in the company earns the UPPER wage and belongs to Group B.

b) ONLY if one colleague in the company earns the UPPER wage and belongs to Group A.

c) If AT LEAST one colleague in the company earns the UPPER wage.

Correct!

The correct answer is a). A clerk with the LOWER wage and belonging to Group B has the right to receive compensation if at least another colleague has the UPPER wage and has performed the same or worse in the screening test.

Please select 'Next' to continue.

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Next

The box below contains information about your company. The information is truthful, and the positions and wages were set by your employer.

Your position: **CLERK**

Your wage: **150 tokens**

- Total number of women in the company: **9**
- Total number of men in the company: **9**

Next

The box below contains information about working conditions in your company, for you and your colleagues. The information is truthful, and the positions and wages were set by your employer.

THERE IS A
DIFFERENT
BOX FOR
MANAGERS /
and other
wage for clerk

Your position: **CLERK**

Your wage: **150 tokens**

- Average wage for clerks in your company: **160 tokens**
- Average wage for women clerks: **165 tokens**
- Average wage for men clerks: **158 tokens**
 - Number of women clerks: **5**
 - Number of men clerks: **10**
- Total number of women in the company: **7**
- Total number of men in the company: **11**

Next

The box below contains information about working conditions in your company, for you and your colleagues. The information is truthful, and the positions and wages were set by your employer.

Your position: **CLERK**

Your wage: **150 tokens**

- Average wage for clerks in your company: **165 tokens**
- Average wage for women clerks: **165 tokens**
- Average wage for men clerks: **165 tokens**
 - Number of women clerks: **5**
 - Number of men clerks: **10**
- Total number of women in the company: **8**
- Total number of men in the company: **10**

Position: **MANAGER**

- Average wage in your company (same for men and women): **400 tokens**
 - Number of women: **3**
 - Number of men: **0**

THERE IS A
DIFFERENT
BOX FOR
MANAGERS /
and other
wage for clerk

Next

The box below contains information about working conditions in your company, for you and your colleagues. The information is truthful, and the positions and wages were set by your employer.

T3

Your position: **CLERK**

Your wage: **150 tokens**

- Average wage for clerks in your company: **165 tokens**
- Average wage for women clerks: **165 tokens**
- Average wage for men clerks: **165 tokens**
 - Number of women clerks: **5**
 - Number of men clerks: **10**
- Total number of women in the company: **8**
- Total number of men in the company: **10**

**THERE IS A
DIFFERENT
BOX FOR
MANAGERS**

Next

PERSONALIZED
ACCORDING
TO WAGE

If you ask for compensation and it is true that your wage is **LOWER** and a colleague in the same position as you has the **UPPER wage** and **performed as well or worse than you** in the screening test, then the employer will need to pay you: **125 tokens** as a compensation for unfair treatment.

If your request is denied you will need to pay a processing fee equal to the amount of your wage 150 tokens.

Do you want to ask for compensation?

Yes

No

Next

T3

SECOND
COMPENSATION
SCREEN FOR
T3.

ONLY CLERKS,

PERSONALIZED
ACCORDING
TO WAGE

Given the new information you have just received, you can now decide again if you want to ask for compensation. This choice (not the previous one) matters for your payments and those of your employer. **This will be your final decision**, you will not have further opportunities to change your choice.

If you ask for compensation and it is true that your wage is **LOWER** and a colleague in the same position as you has the **UPPER wage** and **performed as well or worse than you** in the screening test then the employer will need to pay you: **125 tokens** as a compensation for unfair treatment.

If your **request is denied** you will need to **pay a processing fee equal to the amount of your wage** (150 tokens).

Do you want to ask for compensation?

Yes

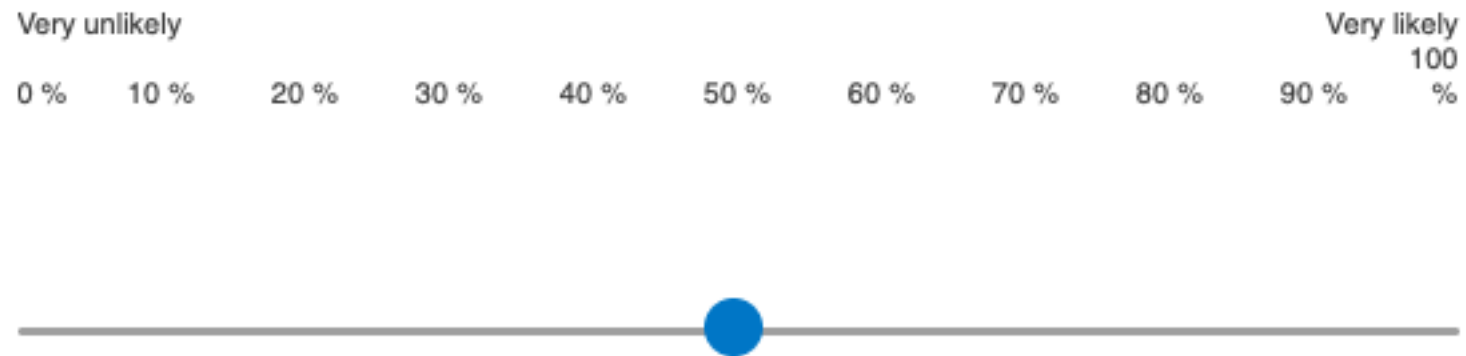
No

Previous

Next

If previous screen
answer is YES

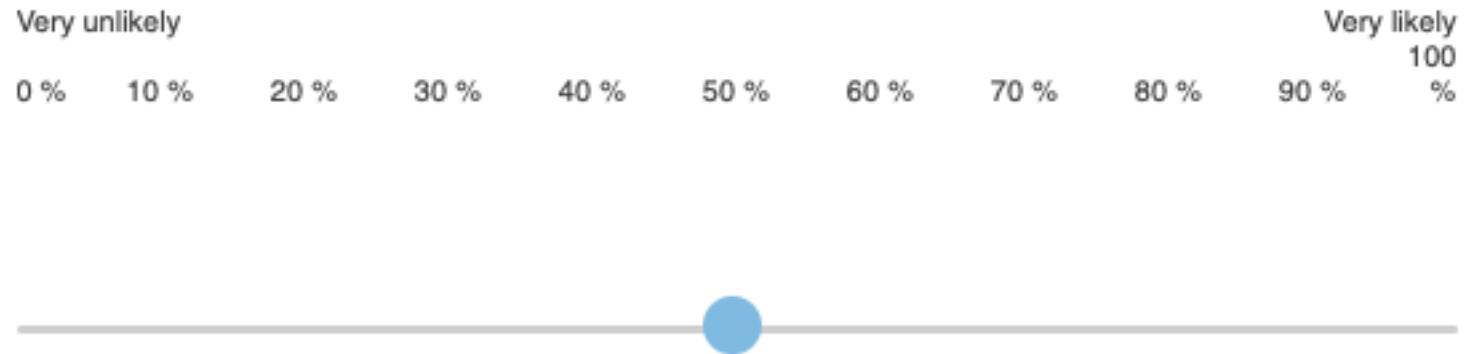
How likely do you think it is that you will receive compensation?



Next

If previous screen
answer is NO

How likely do you think it is that you would have been granted
compensation (had you asked for it)?



Next

The main task

You will soon be asked to undertake the main task.

Except for some general questions about yourself, **the study will end after the main task.**

You will NOT have the opportunity to earn extra bonuses or to negotiate your wage with the employer, nor to be promoted.

The main task is the same as the screening test, but with **more strings.**

You will be presented with 234 strings of 6 letters each.

You will have 10 minutes to complete the main task.

Next

How does the main task work?

CLERK

If you are a clerk:

- **You will only receive your wage if you correctly classify 120 or more strings.**
- You will not earn more if you classify more than 120 strings.
- Your employer will receive **1.5 tokens** for each correctly classified string if **at least 120 strings are classified correctly.**
- You must correctly classify 120 strings for your compensation request to be considered.

If you are a manager:

- **You will only receive your wage if you correctly classify 170 or more strings.**
- You will not earn more if you classify more than 170 strings.
- Your employer will receive **3 tokens** for each correctly classified string if **at least 170 strings are classified correctly.**

Next

How does the main task work?

MANAGER

If you are a clerk:

- **You will only receive your wage if you correctly classify 150 or more strings.**
- You will not earn more if you classify more than 150 strings.
- Your employer will receive **1.5 tokens** for each correctly classified string if **at least 150 strings are classified correctly.**

If you are a manager:

- **You will only receive your wage if you correctly classify 200 or more strings.**
- You will not earn more if you classify more than 200 strings.
- Your employer will receive **3 tokens** for each correctly classified string if **at least 200 strings are classified correctly.**

How does the main task work?

Here's an example of how the main task works:

If you complete 119 strings (lower than threshold of 120) **you and your employer will earn 0 tokens**. The employer's profit will in this case be **0**.

Since your wage is 150 tokens: If you complete 160 strings you will earn 150 tokens (your wage). The employer's profit will in this case be 90 tokens ($160 * 1.5 - 150 = 90$).

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Before proceeding to the **main task**, please answer the following comprehension question:

Question 4: "Your returns will depend on how much effort you will put in performing the task. Your effort will also influence the returns of your employer." Is this statement correct?

a) No, my returns will depend only on the wage set by the employer and not on my effort.

b) Yes, my returns will depend on the wage set by the employer and on my ability to pass the threshold. My effort will influence my employer's returns.

c) No, my returns will depend on the wage set by the employer and on my ability to pass the threshold but my effort will not influence my employer's returns.

d) Yes, my returns will depend on the wage set by the employer and both my returns and those of the employer will depend on the number of correct strings I solve after the threshold.

Incorrect

The correct answer is b because you will receive the salary only if you pass the threshold, and the employer will receive 1.5 tokens for each correct answer you make (if you pass the threshold).

You will not receive extra tokens if you exceed your strings threshold. If you work more than the minimum, only your employer will benefit from it. Not you.

Please select the correct answer to continue.

Next

Remember, your position is **Clerk** and your wage is **150 tokens**.

Except for some general questions about yourself, **the study will end after the main task**.

You will NOT have the opportunity to earn extra bonuses or to negotiate your wage with the employer, nor to be promoted

Please press '**Start**' to begin the main task.



Start

Please determine whether the 6-letter strings are in alphabetical order or not (as read from left to right). You have 10 minutes to complete the task.

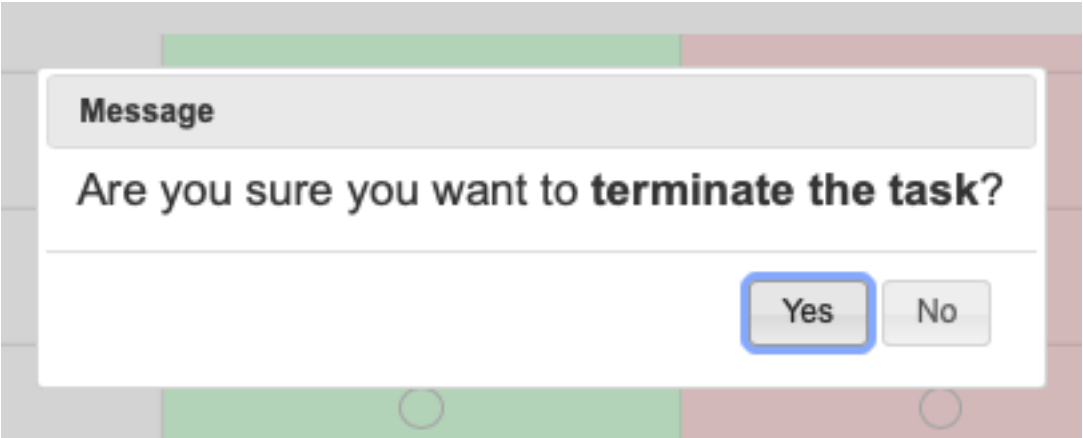
There are 234 strings, please scroll down in strings panel to view more strings. Press 'Complete Task' when you want to terminate the task.

Alphabet:
A B C D E F G H I J K L M N O P Q R S T U V W X Y Z
Time remaining: 9:45

ACDIWX	<input type="radio"/>	<input type="radio"/>
BDHQWY	<input type="radio"/>	<input type="radio"/>
RLHAZQ	<input type="radio"/>	<input type="radio"/>
BDELPU	<input type="radio"/>	<input type="radio"/>
HKBYVQ	<input type="radio"/>	<input type="radio"/>

Complete Task

If press complete the task:



If threshold is met

Message

Congratulations!

You have reached the threshold of **120 strings**.

This means that you will receive your wage. Solving more strings will only increase your employer's earnings by **1.5 tokens** for each correct string. **You will not earn more** by continuing with this task.

Continue

Terminate

Message

Congratulations!

You have reached the threshold of **170 strings**.

This means that you will receive your wage. Solving more strings will only increase your employer's earnings by **3 tokens** for each correct string. **You will not earn more** by continuing with this task.

Continue

Terminate

IWDVFJ

If threshold is not met and
asked for compensation

Your performance

You did not meet the threshold of correct strings for your position.

Since you **DID NOT** meet the threshold set for your position you will only receive the earnings generated in screening test (70 tokens) and no wage for the main task.

Your request for compensation will not be considered due to not meeting the threshold.

Next

If threshold is met and not asked for compensation

Your performance

You met the threshold of correct strings for your position.

You will receive your wage of 150 tokens, and the earnings from the screening test (70 tokens).

Your performance

You met the threshold of correct strings for your position.

You will receive your wage of 400 tokens, and the earnings from the screening test (70 tokens).

Next

Thank you for your participation!

We have a few more questions for you. You will only be eligible to receive your final payoff once these questions have been answered.

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Ex-post survey

The following questions are about the screening test.

To which group do you think you were assigned in the screening test?

Remember that if you correctly identified **60 strings or more**, you were placed in GROUP A. If you correctly identified **fewer than 60 strings**, you were placed in GROUP B.

GROUP A

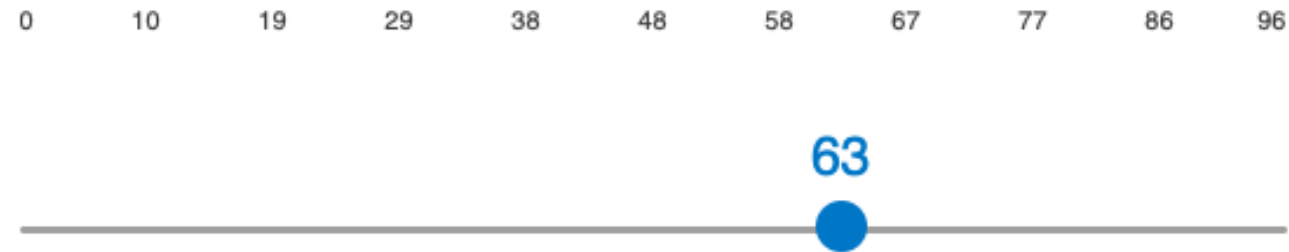
GROUP B

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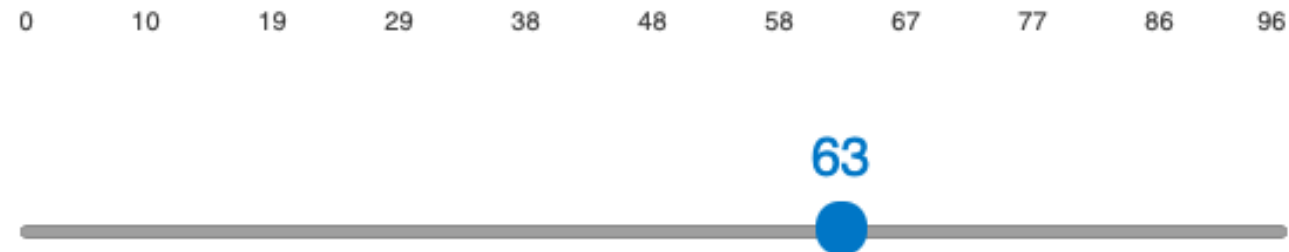
Next

The following questions are about the screening test.

How many strings do you think that **women** classified correctly (on average)? You will earn 20 tokens if your answer is +/- 1 string within the true value.



How many strings do you think that **men** classified correctly (on average)? You will earn 20 tokens if your answer is +/- 1 string within the true value.



The following questions are about the screening test.

We asked your employer how many strings they think women and men will classify correctly (on average). What do you think their guess was? You will earn 20 tokens if your answer is +/- 1 string within the true value.

Employer's guess for **women**:

0 10 19 29 38 48 58 67 77 86 96

63



Employer's guess for **men**:

0 10 19 29 38 48 58 67 77 86 96

63



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Next

The following questions are about the main task.

What was your position?

Manger

Clerk

Previous

Next

The following questions are about the main task.

How many strings do you think **other participants** classified correctly (on average)? You will earn 20 tokens if your answer is +/- 1 string within the true value.

0 23 47 70 94 117 140 164 187 211 234

48



How many strings do you think **you** classified correctly? You will earn 20 tokens if your answer is +/- 1 string within the true value.

0 23 47 70 94 117 140 164 187 211 234

79



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The following questions are about the main task.

How many strings do you think that **women** classified correctly (on average)? You will earn 20 tokens if your answer is +/- 1 string within the true value

0 23 47 70 94 117 140 164 187 211 234



How many strings do you think that **men** classified correctly (on average)? You will earn 20 tokens if your answer is +/- 1 string within the true value

0 23 47 70 94 117 140 164 187 211 234



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Next

What gender do you think that your employer identified as?

Male

Female

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Please move the slider to indicate whether you think your employer relied more on the information provided by avatars (👤/👩 - gender) or the classification into group A/B when setting wages and promotions.

If you think neither of the two was more relevant you can position the slider in the middle.

Avatar

Group A/B



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You asked for compensation. What was the main reason for your request?

Because I think I performed better than my colleagues who got higher wage

Because I played my odds to earn a bit more

To punish my employer who did not assign wages in a fair way

I was not afraid of losing my wage, it was low anyway

Other (please specify)

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Employees who correctly classified their threshold value of strings were shown a message asking them if they would like to solve more strings or whether they would like to complete the task and move on.

Did you stop working on the main task once you reached the threshold value?

Yes

No, I continued working

No, I did not reach the threshold

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Why did you stop working on the main task after you met the threshold?
Please select all that apply.

If yes to previous
question

I did not want to increase my employer's earnings

I did not want to work more than necessary to receive my wage

I was tired of doing the task

Other reasons (please specify)

Previous

Next

Why did you continue working on the main task after you met the threshold? Please select all that apply.

To increase my employer's earnings	<input type="checkbox"/>
I enjoyed the task	<input type="checkbox"/>
To challenge myself	<input type="checkbox"/>
To prove a point with my employer, showing I am worth more than my wage	<input type="checkbox"/>
I wanted to be a good employee	<input type="checkbox"/>
Other reasons (please specify)	<input type="checkbox"/>

If no, continued working to previous question

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How do you see yourself: Are you in general a person who takes risk or do you try to evade risks? Please self-grade your choice

Not at all prepared to take risk

Very much prepared to take risk



0



1



2



3



4



5



6



7



8



9



10

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We will now ask you some questions about the company/organisation that you work for in real life.

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In your company, do you think that men and women who work full-time and who hold the same position earn as much? (Including bonuses and other incentives)

Women earn much more than men

Women earn slightly more than men

Women earn the same as men

Men earn slightly more than women

Men earn much more than women

Not sure

Previous

Next

If women earn more
to previous question

Why do you think that women earn more than men in your company?
(Please select all that apply)

Better negotiation skills	<input type="checkbox"/>
Higher productivity (longer hours or more efficient)	<input type="checkbox"/>
More ambition	<input type="checkbox"/>
Higher visibility	<input type="checkbox"/>
Mentorship	<input type="checkbox"/>
Gender discrimination	<input type="checkbox"/>
Other (please specify)	<input type="checkbox"/>
<input type="text"/>	

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Next

If men earn more to previous question

Why do you think that men earn more than women in your company?
(Please select all that apply)

Better negotiation skills	<input type="checkbox"/>
Higher productivity (longer hours or more efficient)	<input type="checkbox"/>
More ambition	<input type="checkbox"/>
Higher visibility	<input type="checkbox"/>
Mentorship	<input type="checkbox"/>
Gender discrimination	<input type="checkbox"/>
Other (please specify)	<input type="checkbox"/>
<input type="text"/>	

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To what extent do you agree with the following statement: "If someone does me a favour, I am eager to return it"

Extremely likely

Somewhat likely

Somewhat unlikely

Extremely unlikely

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What do you think would happen in your company if it became compulsory to share information about the average wage that men and women earn for different positions? Please select all that apply.

It would make women's wages increase

It would make men's wages decrease

No effect because there are no differences in pay in my company

No effect because differences in pay in my company are a well-known fact

It would generate conflicts

It would have positive effects on productivity

It would have negative effects on productivity

Other (please explain)

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Is it socially acceptable in your workplace to ask someone about their wage and career progression?

Highly acceptable

Somewhat acceptable

Somewhat unacceptable

Highly unacceptable

How comfortable are you asking your colleagues about their wage and career progression?

Very comfortable

Somewhat comfortable

Somewhat uncomfortable

Very uncomfortable

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Have you asked your employer to provide you with information about the average wage in your workplace (overall and disaggregated by gender)?

Yes, I think it is employee's right to know

No, I can ask my colleagues

No, I would be afraid of the consequences

No, this information is already available in my company

No, I am not interested in this information

Other (please explain)

Would you consider asking your employer about this information in the future?

Yes

No

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What is your gender?

Male

Female

Other

What year were you born?

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What is the highest level of education that you have achieved?

Primary school

Secondary school (GCSE, O-level, AS level, or equivalent)

Secondary school (A-level, BTEC, or equivalent)

University diploma

Undergraduate degree

Postgraduate degree (e.g., MSc, PhD)

How many children under 16 years old live in your household?

1

2

3

4 or more

None

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What is your current employment status?

Employed full time (40 or more hours per week)

Employed part time (up to 39 hours per week)

Unemployed and currently looking for work

Unemployed and not currently looking for work

Furloughed

Student

Retired

Homemaker

Self-employed

Unable to work

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Next

If employed

Which of the following best describes your role in your occupation?

Upper Management	<input type="radio"/>
Middle Management	<input type="radio"/>
Junior Management	<input type="radio"/>
Administrative Staff	<input type="radio"/>
Support Staff	<input type="radio"/>
Trained professional	<input type="radio"/>
Researcher	<input type="radio"/>
Skilled Labourer	<input type="radio"/>
Consultant	<input type="radio"/>
Temporary Employee	<input type="radio"/>
Trainee	<input type="radio"/>
Other	<input type="radio"/>

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If employed

What sector do you work in?

Previous

Next

If employed

How large is the company/organisation that you work for?

1-9 employees

10-49 employees

50-249 employees

250+ employees

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Have you ever taken part in a similar study about the labour market before?

Yes

No

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Next

Thank you for your participation!

We have a few more questions for you. You will only be eligible to receive your final payoff once these questions have been answered.

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