

Randomization of profile characteristics

	Value
Developers (backend, frontend, fullstack, mobile)	
Daily asking rate (continuous)	Uniform [200,800]
Preference for remote work (0 or 1)	0.5
Available full time (0 or 1)	0.7
Master's degree (0 (less than a Master's) or 1)	0.7
Female French (0 or 1)	0.15
Male French (0 or 1)	0.6
Female Arab (0 or 1)	0.05
Male Arab (0 or 1)	0.2
Share of projects with a review (continuous)	Uniform [0.2,1]
Profile has 0 project (0 or 1)	0.3
Number of projects, for those with at least 1 (continuous)	Uniform [1,20]
Years of experience (continuous)	Uniform [1,20]
Has 2 work experiences shown on profile (0 (only one experience) or 1)	0.5
Has work experience at a prestigious firm (0 or 1)	0.25
Has the platform experience badge (0 or 1)	0.25
Integration/CMS/Webmaster	
Daily asking rate (continuous)	Uniform [150,600]
Preference for remote work (0 or 1)	0.5
Available full time (0 or 1)	0.7
Master's degree (0 (less than a Master's) or 1)	0.7
Female French (0 or 1)	0.2
Male French (0 or 1)	0.6
Female Arab (0 or 1)	0.05
Male Arab (0 or 1)	0.15
Share of projects with a review (continuous)	Uniform [0.2,1]
Profile has 0 project (0 or 1)	0.3
Number of projects, for those with at least 1 (continuous)	Uniform [1:50]
Years of experience (continuous)	Uniform [1,20]
Has 2 work experiences shown on profile (0 (only one experience) or 1)	0.5
Has work experience at a prestigious firm (0 or 1)	0.25
Has the platform experience badge (0 or 1)	0.25
Translator	
Daily asking rate (continuous)	Uniform [150,550]

Preference for remote work (0 or 1)	0.5
Available full time (0 or 1)	0.7
Master's degree (0 (less than a Master's) or 1)	0.7
Female French (0 or 1)	0.55
Male French (0 or 1)	0.25
Female Arab (0 or 1)	0.125
Male Arab (0 or 1)	0.075
Share of projects with a review (continuous)	Uniform [0.2,1]
Profile has 0 project (0 or 1)	0.3
Number of projects, for those with at least 1 (continuous)	Uniform [1:60]
Years of experience (continuous)	Uniform [1,20]
Has 2 work experiences shown on profile (0 (only one experience) or 1)	0.5
Has work experience at a prestigious firm (0 or 1)	0.25
Has the platform experience badge (0 or 1)	0.25

Growth Marketing

Daily asking rate (continuous)	Uniform [200,800]
Preference for remote work (0 or 1)	0.5
Available full time (0 or 1)	0.7
Master's degree (0 (less than a Master's) or 1)	0.7
Female French (0 or 1)	0.25
Male French (0 or 1)	0.55
Female Arab (0 or 1)	0.05
Male Arab (0 or 1)	0.15
Share of projects with a review (continuous)	Uniform [0.2,1]
Profile has 0 project (0 or 1)	0.3
Number of projects, for those with at least 1 (continuous)	Uniform [1:40]
Years of experience (continuous)	Uniform [1,20]
Has 2 work experiences shown on profile (0 (only one experience) or 1)	0.5
Has work experience at a prestigious firm (0 or 1)	0.25
Has the platform experience badge (0 or 1)	0.25

Copywriting

Daily asking rate (continuous)	Uniform [150,650]
Preference for remote work (0 or 1)	0.5
Available full time (0 or 1)	0.7
Master's degree (0 (less than a Master's) or 1)	0.7
Female French (0 or 1)	0.5
Male French (0 or 1)	0.3
Female Arab (0 or 1)	0.15
Male Arab (0 or 1)	0.05
Share of projects with a review (continuous)	Uniform [0.2,1]
Profile has 0 project (0 or 1)	0.3
Number of projects, for those with at least 1 (continuous)	Uniform [1:40]
Years of experience (continuous)	Uniform [1,20]
Has 2 work experiences shown on profile (0 (only one experience) or 1)	0.5
Has work experience at a prestigious firm (0 or 1)	0.25
Has the platform experience badge (0 or 1)	0.25

Content Manager

Daily asking rate (continuous)	Uniform [150,650]
Preference for remote work (0 or 1)	0.5
Available full time (0 or 1)	0.7
Master's degree (0 (less than a Master's) or 1)	0.7
Female French (0 or 1)	0.55
Male French (0 or 1)	0.25
Female Arab (0 or 1)	0.15
Male Arab (0 or 1)	0.05
Share of projects with a review (continuous)	Uniform [0.2,1]
Profile has 0 project (0 or 1)	0.3
Number of projects, for those with at least 1 (continuous)	Uniform [1:20]
Years of experience (continuous)	Uniform [1,20]
Has 2 work experiences shown on profile (0 (only one experience) or 1)	0.5
Has work experience at a prestigious firm (0 or 1)	0.25
Has the platform experience badge (0 or 1)	0.25

Randomization of job offer characteristics

	Value
Developers (backend, frontend, fullstack, mobile)	
Daily offered rate (continuous)	Uniform [200,700]
Full time position (0 or 1)	0.65
Job duration (continuous, in weeks)	Uniform[1w,2w,3w,4w,8w,12w,24w]
Work in person (0 or 1)	0.25
Female French (0 or 1)	0.25
Male French (0 or 1)	0.55
Female Arab (0 or 1)	0.05
Male Arab (0 or 1)	0.15
Share of projects with a review (continuous)	Uniform [0.2,1]
Client has 0 project (0 or 1)	0.3
Number of projects, for those with at least 1 (continuous)	Uniform [1,25]
Mention of teamwork (0 or 1)	0.25
Mention of urgent deadlines (0 or 1)	0.25
Client is prestigious firm (0 or 1)	0.25

Integration/CMS/Webmaster

Daily offered rate (continuous)	Uniform [200,500]
Full time position (0 or 1)	0.65
Job duration (continuous, in weeks)	Uniform[<1w,1w,2w,3w,4w,8w]
Work in person (0 or 1)	0.25
Female French (0 or 1)	0.3
Male French (0 or 1)	0.5
Female Arab (0 or 1)	0.075
Male Arab (0 or 1)	0.125
Share of projects with a review (continuous)	Uniform [0.2,1]
Client has 0 project (0 or 1)	0.3
Number of projects, for those with at least 1 (continuous)	Uniform [1,25]
Mention of teamwork (0 or 1)	0.25
Mention of urgent deadlines (0 or 1)	0.25
Client is prestigious firm (0 or 1)	0.25

Growth Marketing

Daily offered rate (continuous)	Uniform [200,650]
Full time position (0 or 1)	0.3
Job duration (continuous, in weeks)	Uniform[<1w,1w,2w,3w,4w,8w,12w,24w]

Work in person (0 or 1)	0.25
Female French (0 or 1)	0.3
Male French (0 or 1)	0.5
Female Arab (0 or 1)	0.075
Male Arab (0 or 1)	0.125
Share of projects with a review (continuous)	Uniform [0.2,1]
Client has 0 project (0 or 1)	0.3
Number of projects, for those with at least 1 (continuous)	Uniform [1,25]
Mention of teamwork (0 or 1)	0.25
Mention of urgent deadlines (0 or 1)	0.25
Client is prestigious firm (0 or 1)	0.25

Copywriting

Daily offered rate (continuous)	Uniform [150,500]
Full time position (0 or 1)	0.3
Job duration (continuous, in weeks)	Uniform[<1w,1w,2w,3w,4w,8w,12w,24w]
Work in person (0 or 1)	0.25
Female French (0 or 1)	0.4
Male French (0 or 1)	0.4
Female Arab (0 or 1)	0.075
Male Arab (0 or 1)	0.125
Share of projects with a review (continuous)	Uniform [0.2,1]
Client has 0 project (0 or 1)	0.3
Number of projects, for those with at least 1 (continuous)	Uniform [1,25]
Mention of teamwork (0 or 1)	0.25
Mention of urgent deadlines (0 or 1)	0.25
Client is prestigious firm (0 or 1)	0.25

Translator

Daily offered rate (continuous)	Uniform [125,350]
Full time position (0 or 1)	0.3
Job duration (continuous, in weeks)	Uniform[<1w,1w,2w,3w,4w,8w]
Work in person (0 or 1)	0.25
Female French (0 or 1)	0.4
Male French (0 or 1)	0.4
Female Arab (0 or 1)	0.1
Male Arab (0 or 1)	0.1
Share of projects with a review (continuous)	Uniform [0.2,1]
Client has 0 project (0 or 1)	0.3
Number of projects, for those with at least 1 (continuous)	Uniform [1,35]
Mention of teamwork (0 or 1)	0.25
Mention of urgent deadlines (0 or 1)	0.25
Client is prestigious firm (0 or 1)	0.25

Content Manager

Daily offered rate (continuous)	Uniform [125,430]
Full time position (0 or 1)	0.3
Job duration (continuous, in weeks)	Uniform[1w,2w,3w,4w,8w,12w,24w]
Work in person (0 or 1)	0.25
Female French (0 or 1)	0.4
Male French (0 or 1)	0.4
Female Arab (0 or 1)	0.125
Male Arab (0 or 1)	0.075
Share of projects with a review (continuous)	Uniform [0.2,1]
Client has 0 project (0 or 1)	0.3
Number of projects, for those with at least 1 (continuous)	Uniform [1,25]
Mention of teamwork (0 or 1)	0.25
Mention of urgent deadlines (0 or 1)	0.25
Client is prestigious firm (0 or 1)	0.25