

Employer

All treatment conditions: https://brown.co1.qualtrics.com/jfe/preview/SV_em4cvoq5zvuuJAV?Q_CHL=preview&Q_SurveyVersionID=current

T0: https://brown.co1.qualtrics.com/jfe/preview/SV_3mINSKDKHTiyrU9?Q_CHL=preview&Q_SurveyVersionID=current

T2: https://brown.co1.qualtrics.com/jfe/preview/SV_ePCERuUb4TtHXRR?Q_CHL=preview&Q_SurveyVersionID=current

T3: https://brown.co1.qualtrics.com/jfe/preview/SV_6PbjwQfL4BdAVDf?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 25 to 35 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 and on the decisions of participants in a related survey. The variable payment will be made within two weeks of completing the survey in euro and will be administered by The Behaviouralist and Respondi.

Next

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

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

You may 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 €9. The maximum amount that you can earn is €50.

Previous

Next

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

You have been assigned to the role of an employer for the duration of the survey. Your employer ID number is EMP367.

You will be matched with some participants who will complete another survey. These participants **(real people) are your employees** and you will be asked to **set the wages** that they will receive if they complete **their task**. **Your earnings will depend on your employees' decisions and performance when they are completing their task.**

You may also determine whether some employees should be **promoted** to a managerial position.

Previous

Next

The study consists of 4 steps.

STEP 1: You will be shown the profiles of 18 prospective employees. You will be provided with a budget and will need to assign a wage to each profile.

STEP 2: You will be able to promote **up to 3** employees to a **managerial position**. All other employees will be clerks. Managers will have a higher wage and will need to complete a more difficult task.

STEP 3: You will be given the possibility to revise your choices after receiving additional information.

STEP 4: We will record how well your employees perform when completing their task and will then remunerate you (and your employees) accordingly.

Previous

Next

You will be shown the profiles of 18 prospective employees. The 18 profiles will be presented to you in **6 groups of 3 profiles**.

The profiles include: **the employee's avatar** (which indicates if the employee is a woman or a man) and **the employee's group** (which indicates how well they performed in a screening test).

For example, one group of employee profiles may look like:



Group A



Group B



Group A

The 'Group A' and 'Group B' labels are indicators of performance in a screening test.

Previous

Next

In the other survey, employees are assigned to Group A or Group B after having completed a screening test.

The screening test involves:

- Inspecting **96 letter strings** and determining whether each letter string is in alphabetical order or not (as read from left to right).

Examples of letter strings are *ABEHKW* and *YGLFSX*.

Employees will have 5 minutes to complete the screening test.

Employees will be assigned to:

- **Group A** if they correctly classify **60 strings or more**.
- **Group B** if they correctly classify **fewer than 60 strings**.

Employees DO NOT know to which group they belong.

Previous

Next

After the screening test, employees will be asked to complete **their main task**.

The task is the same as the screening test, but with more strings. More specifically, employees will be presented with 234 strings. The employees will have 10 minutes to complete the main task.

Your employees will earn a wage if they complete their task. **The wage is set by you.**

Previous

Next

We will ask you to set wages for groups of 3 employees at a time. You will be able to set the following wages for clerks:

- 150 tokens; or
- 225 tokens.

You will have a budget of 525 tokens to spend on every group of three clerical profiles.

This means that you can either:

- Set 3 wages of 150; or
- Set 2 wages of 150, and one of 225.

While **you do not need to spend your entire wage budget**, you will **not** receive the leftover tokens.

Previous

Next

After setting the wages for clerks, you will be able to decide if you want to promote up to **three clerks** to a **managerial position**.

Those who are promoted to a managerial position will receive a wage of 400 tokens.

Managers will need to perform better on the main task in order to get paid (more details will follow).

[Previous](#)

[Next](#)

Your earnings from the clerks' main task

Clerks need to correctly classify a minimum of **120 strings** to receive their wage. You will receive **1.5 tokens** for each string that a clerk classifies correctly, if the clerk correctly classifies a minimum of 120 strings.

This means that after solving 120 strings, a clerk can decide to either stop working on the task, or to continue with the task, so that you earn more tokens.

See the example below:

- If a clerk with a wage of 150 tokens correctly classifies 180 strings, you will earn 120 tokens (180×1.5 minus their wage of 150).
- If a clerk with a wage of 225 tokens correctly classifies 180 strings, you will earn 55 tokens (180×1.5 minus their wage of 225).
- If a clerk with a wage of 225 or 150 tokens correctly classifies 110 strings, you will receive 0 tokens (you won't have to pay their wage).

Your earnings from the managers' main task

Managers need to correctly classify a minimum of **170 strings** to receive their wage. You will receive **3 tokens** for each string that a manager classifies correctly, if the manager correctly classifies a minimum of 170 strings.

This means that after solving 170 correct strings, a manager can decide to either stop working on the task, or to continue with the task, so that you earn more tokens.

See the example below:

- If a manager solves 220 strings, you will earn 260 tokens (660 tokens minus their wage of 400).
- If a manager solves 160 strings, you will earn 0 tokens (but you will not have to pay their wage).

Previous

Next

How do we calculate your earnings?

At **the end** of the survey, and with the sole purpose of calculating how much to pay you for your participation in this study, 6 employees (clerks or managers) will be randomly selected from the 18 forming your company.

This means that your final earnings will be based on the decisions and performance of 6 randomly selected employees in your company (not of all 18 profiles).

Three of the employees that you will be matched with will be men, and three will be women.

Previous

Next




This is the end of the instructions section.




We will now ask you a comprehension question, to make sure that you understand the instructions. You can go back if you would like to re-read the instructions.




Previous

Next

Question 1: You will be asked to assign a wage to each employee in a group of three. Please select which of this options will not be feasible.

a)  Group A – 225 tokens;  Group A – 150 tokens;  Group A – 150 tokens. ☐

b)  Group B – 225 tokens;  Group A – 150 tokens;  Group A – 150 tokens. ☐

c)  Group A – 225 tokens;  Group A – 225 tokens;  Group A – 150 tokens ☒

Correct!

The correct answer is c) because you have a budget constraint for wages equal to 525 tokens. In c) the cost of wages is 600 tokens, which is above your budget.

Please press 'Next' to continue

We will now ask you to assign wages to 6 groups of 3 profiles.

Remember that you are setting wages for **real people** who will take part in the study after you. **Their earnings will be influenced by your choices. Their decisions and performance will influence your earnings.**

Next


Next

1/6

Repeated choice for 6
times

Please, set the wages.

Remember that your budget is 525 tokens.

	Wage (tokens)
 Group B	<div>150 tokens</div> <div>225 tokens</div>
 Group B	
 Group B	

Next

Your company has the following employees:

4 of 🧑 Group A – 150 tokens

3 of 🧑 Group B – 150 tokens

1 of 🧑 Group A – 225 tokens

0 of 🧑 Group B – 225 tokens

3 of 🧑 Group A – 150 tokens

6 of 🧑 Group B – 150 tokens

0 of 🧑 Group A – 225 tokens

1 of 🧑 Group B – 225 tokens

Next

You can now promote up to 3 of these employees by selecting '**Promote**' or '**Do not promote**'.



Group B – 225 tokens



Group B – 150 tokens



Group A – 150 tokens



Group B – 150 tokens



Group B – 150 tokens



Group A – 150 tokens



Group A – 150 tokens



Group B – 150 tokens



Group B – 150 tokens



Group A – 150 tokens



Group B – 150 tokens



Group B – 150 tokens



Group A – 150 tokens



Group A – 225 tokens

Your company has now the following employees:

- 4 of 🧑 Group A – 150 tokens
- 3 of 🧑 Group B – 150 tokens
- 1 of 🧑 Group A – 225 tokens
- 0 of 🧑 Group B – 225 tokens
- 0 of 🧑 Group A – 400 tokens (Manager)
- 0 of 🧑 Group B – 400 tokens (Manager)
- 3 of 🧑 Group A – 150 tokens
- 6 of 🧑 Group B – 150 tokens
- 0 of 🧑 Group A – 225 tokens
- 0 of 🧑 Group B – 225 tokens
- 0 of 🧑 Group A – 400 tokens (Manager)
- 1 of 🧑 Group B – 400 tokens (Manager)

Next

We will now provide you with some additional information and will ask you to set the wages and promotions again.

Your employees will receive the wages/promotions that you are about to set, as opposed to the ones that you set before.

Next

Clerks can ask for compensation

Before completing the main task, your employees will know which employer they have been assigned to and will receive information about the wage that you set for them.

Clerks are able to ask for compensation.

The request for compensation of clerks that do not pass the threshold in the main task (120 strings) will be automatically discarded.

[Previous](#)[Next](#)

Who gets compensated?

Clerks who ask for compensation and complete the main task will receive compensation if two criteria are fulfilled:

1. There is at least one clerk in your company (in other words, at least one out of 18 profiles) that you assigned a higher wage to.
2. The clerk(s) that you assigned higher wages to performed as well, or worse, on the screening test compared to the clerk asking for compensation.

Note that:

- **Clerks do not know how well they have performed in the screening test** (i.e., if they are in group A or B) when they ask for compensation.
- **Clerks** know there is a 'high' and a 'low' wage (but not the corresponding amounts) and the amount of their own wage. However, they **do not know if their wage is 'high' or 'low'**.

Previous

Next

Who gets compensated?

Please read the following example:

- If an employee with a wage of 150 in group A asks for compensation, the employee will be granted compensation if you assigned a wage of 225 to any other clerk.
- However, if an employee with a wage of 150 in group B asks for compensation, the employee will only be granted compensation if you assigned a wage of 225 to at least another clerk in group B.
- If an employee with a wage of 225 ask for compensation, the employee will be denied compensation because 225 is the high wage.

Previous

Next

What happens if the clerk is compensated?

We will subtract 125 tokens from your earnings if a clerk is granted compensation. The tokens will be transferred to the clerk.

Clerks who request compensation, but who are denied compensation, must pay an amount equal to their wage, 150 tokens or 225 tokens. Your earnings stay unchanged.

Whether or not they receive compensation clerks always get their wage.

[Previous](#)

[Next](#)

Please pay particular attention to this information.

What do employees know ?

Your **employees know their own position** (i.e., clerk or manager) and their own wage (i.e., 150, 225, or 400).

They know that **you knew their group and gender**, and that you could choose a 'high' or a 'low' wage for them, under a budget constraint.

They **do not know if their wage is 'high' or 'low'** (because they have no knowledge about the others' wages).

They **DO NOT know how well they did in the screening test and if they belong to group A or B.**

What do employees know about their colleagues?

They **DO NOT know the wages** you assigned to **other employees**.

They **DO NOT know** if and who you **promoted** to manager.

They only know the total number of men and women working in your company.

Previous

Next

What information do your employees know? Please select 'Yes' or 'No'.

	Yes	No
a) Whether they belong to group A or group B	<input type="radio"/>	<input type="radio"/>
b) The average wage for clerks and managers	<input type="radio"/>	<input type="radio"/>
c) The average wage for men and women	<input type="radio"/>	<input type="radio"/>
d) The number of men and women that you promote to manager	<input type="radio"/>	<input type="radio"/>
e) The wages of all other individual employees	<input type="radio"/>	<input type="radio"/>
f) Their own position and wage	<input type="radio"/>	<input type="radio"/>
g) The number of men and women in your company	<input type="radio"/>	<input type="radio"/>
h) Whether their wage is 'high' or 'low'	<input type="radio"/>	<input type="radio"/>

T0

Correct!

Next

The correct answers are 'Yes' for f) and g) and 'No' for all the remaining options. Employees only receive information on their own position, wage and the number of men and women in your company.

Please press 'Next' to continue.

Next

Please pay particular attention to this information.

What do employees know ?

Your **employees know their own position** (i.e., clerk or manager) **and their own wage** (i.e., 150, 225, or 400).

They know that **you knew their group and gender**, and that you could choose a 'high' or a 'low' wage for them, under a budget constraint.

They **are not told** if their wage is the 'high' or 'low'.

They **DO NOT** know how well they did in the screening test and if they belong to group A or B.

What do employees know about their colleagues?

They **DO NOT** know the wage you assigned to each individual employee and they **DO NOT** know if and who you **promoted** to manager, but they **receive a report with the following key figures about their company:**

- The **average wage** for **their position** (clerk or manager).
- The **average wage** for **men** and for **women** in their position (clerk or manager).
- The **number of men and women working** in their company, overall and in their position.

What information do your employees know? Please select 'Yes' or 'No'.

	Yes	No
a) Whether they belong to group A or group B	<input type="radio"/>	<input checked="" type="radio"/>
b) The average wage for their position in your company	<input checked="" type="radio"/>	<input type="radio"/>
c) The average wage for their position in your company, for men and women	<input checked="" type="radio"/>	<input type="radio"/>
d) The number of men and women that you promote to manager	<input type="radio"/>	<input checked="" type="radio"/>
e) The individual wages of all the other employees	<input type="radio"/>	<input checked="" type="radio"/>
f) Their own position and wage	<input checked="" type="radio"/>	<input type="radio"/>
g) The number of men and women in their position	<input checked="" type="radio"/>	<input type="radio"/>
h) Whether their wage is 'high' or 'low'	<input type="radio"/>	<input checked="" type="radio"/>

Next

T2

Correct!

The correct answers are 'Yes' for b), c), f) and g) and 'No' for all the remaining options. Employees receive information on their own position and wage, the average wage for all employees in your company for their position, the average wage that you set for men and women for their position, and the number of men and women in your company for their position.

Please press 'Next' to continue.

Please pay particular attention to this information.

What do employees know ?

Your **employees know their own position (i.e., clerk or manager) and their own wage (i.e., 150, 225, or 400).**

They know that **you knew their group and gender**, and that you could choose a 'high' or a 'low' wage for them, under a budget constraint.

They **are not told** if their wage is the '**high**' or '**low**'.

They **DO NOT know how well they did in the screening test and if they belong to group A or B.**

What do employees know about their colleagues?

They **DO NOT** know the wage you assigned to each individual employee, but they **receive a report with the following key figures about their company:**

- The **average wage** for **each position** (clerk and manager).
- The **average wage** for **men** and for **women** for **each position** (clerk and manager).
- The **number of male and women promoted to manager.**
- The **number of men and women** working in the company, overall and in each position (clerk and manager).

What information do your employees know? Please select 'Yes' or 'No'.

	Yes	No
a) Whether they belong to group A or group B	<input type="radio"/>	<input type="radio"/>
b) The average wage for clerks and managers in your company	<input type="radio"/>	<input type="radio"/>
c) The average wage in your company for men and women, overall, for clerks and for managers	<input type="radio"/>	<input type="radio"/>
d) The number of men and women that you promote to manager	<input type="radio"/>	<input type="radio"/>
e) The individual wages of all the other employees	<input type="radio"/>	<input type="radio"/>
f) Their own position and wage	<input type="radio"/>	<input type="radio"/>
g)) The number of men and women in each position	<input type="radio"/>	<input type="radio"/>
h) Whether their wage is 'high' or 'low'	<input type="radio"/>	<input type="radio"/>

Next

T3

Next

Correct!

The correct answers are 'Yes' for b), c), d), f) and g) and 'No' for all the remaining options. Employees receive information on their own position and wage, the average wage for all employees in your company for each position, the average wage that you set for men and women for each position, the number of men and women that you promote to manager, and the number of men and women in your company for each position.

Please press 'Next' to continue.

Next

Now that you have some more information, we will once again ask you to assign wages to the same 6 groups of 3 profiles.

Your employees will receive the new wages and promotions that you are about to set (and not the old ones).

Remember that you are setting wages for real people who will take part in the study after you. **Their earnings will be influenced by your choices. Their decisions and performance will influence your earnings.**

Clerks need to correctly classify a minimum of **120 strings** to receive their wage. You will receive 1.5 tokens for each string that a clerk classifies correctly, if the clerk correctly classifies a minimum of 120 strings.

Managers need to correctly classify a minimum of **170 strings** to receive their wage. You will receive 3 tokens for each string that a manager classifies correctly, if the manager correctly classifies a minimum of 170 strings.

Next

1/6

Repeated choice for 6
times

Please, set the wages.

Remember that your budget is 525 tokens.

	Wage (tokens)
 Group B	150 tokens ▼
 Group B	225 tokens ▼
 Group B	150 tokens ▼

Next

Your company has the following employees:

5 of 🧑 Group A – 150 tokens

2 of 🧑 Group B – 150 tokens

0 of 🧑 Group A – 225 tokens

1 of 🧑 Group B – 225 tokens

2 of 🧑 Group A – 150 tokens

6 of 🧑 Group B – 150 tokens

1 of 🧑 Group A – 225 tokens

1 of 🧑 Group B – 225 tokens

Next

You can now promote up to 3 of these employees by selecting **'Promote'** or **'Do not promote'**.



Group A – 150 tokens

Do not promote



Group B – 225 tokens

Do not promote



Group B – 150 tokens



Group B – 150 tokens



Group B – 150 tokens



Group A – 150 tokens



Group A – 150 tokens



Group A – 150 tokens



Group A – 150 tokens



Group B – 150 tokens



Your company has now the following employees:

- 5 of 🧑 Group A – 150 tokens
- 2 of 🧑 Group B – 150 tokens
- 0 of 🧑 Group A – 225 tokens
- 1 of 🧑 Group B – 225 tokens
- 0 of 🧑 Group A – 400 tokens (Manager)
- 0 of 🧑 Group B – 400 tokens (Manager)
- 2 of 🧑 Group A – 150 tokens
- 5 of 🧑 Group B – 150 tokens
- 1 of 🧑 Group A – 225 tokens
- 1 of 🧑 Group B – 225 tokens
- 0 of 🧑 Group A – 400 tokens (Manager)
- 1 of 🧑 Group B – 400 tokens (Manager)

Next

We will now ask you two questions about compensation. You will receive an additional 20 tokens if you get one or more of the questions right.

Previous

Next

How many of **your** employees do you think will ask for compensation?

Remember that only employees to whom you assigned a clerk position can ask for compensation.

0 3 6 9 12 15 18



How many of **your** employees do you think will be granted compensation?

Remember that in order to be granted compensation the employee needs to pass the threshold of 120 correct strings in the main task. Moreover, the employee must have received a lower wage than colleagues in the same or lower group.

0 3 6 9 12 15 18



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.

Next

First, we will ask you a series of questions about how employees in this study will perform on average (not just your employees, but also the employees assigned to other employers).

You will receive an additional 20 tokens for every guess that is correct within ± 1 string.

Previous

Next

How many strings do you think that **women** will, on average, classify correctly in the **screening test**? **You will receive an additional 20 tokens if your answer is correct within +/-1 string.**

0 10 19 29 38 48 58 67 77 86 96



How many strings do you think that **men** will, on average, classify correctly in the **screening test**? **You will receive an additional 20 tokens if your answer is correct within +/-1 string.**

0 10 19 29 38 48 58 67 77 86 96



Previous

Next

On average, for the main task, how many strings will the following employees classify correctly? **You will receive an additional 20 tokens for every guess that is correct within +/-1 string.**

For all combinations
W/M A/B 150/225/400

0 23 47 70 94 117 140 164 187 211 234



| **Group A** | Wage: 150 tokens



| **Group A** | Wage: 225 tokens



| **Group A** | Wage: 400 tokens (Manager)



| **Group B** | Wage: 150 tokens



We will now ask you a few questions about your choices.

Previous

Next

Did you take into account your employees' ability to ask for compensation when you were setting wages?

Yes

☐

No

☐

Previous

Next

How did you revise your wages and promotions?

If yes to previous question

I tried to give the same wage to men and women to avoid requests for compensation

☐

Other (please explain)

I tried to give the same wage to employees who were assigned to the same group (A/B) to avoid requests for compensation

☐

I gave everyone a low wage in order to avoid requests for compensation

☐

Other (please explain)

☐

Previous

Next

Why didn't you revise wages and promotions?

If no to previous question

I assigned wages and promotions in a way that doesn't justify requests for compensations ☐

I do not believe that employees would ask for compensation ☐

I find the way I assigned wages and promotions to be fair and I do not care if employees ask for compensation ☐

Other (please explain) ☐

Previous

Next

How fair are the following actions? Remember that you had a limited budget when setting wages

	Very unfair	Somewhat unfair	Somewhat fair	Very fair
Giving a higher wage to those who performed better on the screening test	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Giving a higher wage to some employees even if they did not perform better in the screening test compared to their colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Giving the same wage to all employees (regardless of performance on the screening test)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Giving a higher wage to women even if they did not perform better in the screening test compared to their colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Giving higher wage to men even if they did not perform better in the screening test compared to their colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Previous

Next

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 prepared to take risk

☐

0

☐

1

☐

2

☐

3

☐

4

☐

5

☐

6

☐

7

☐

8

☐

9

☐

10

Previous

Next

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

Previous

Next

Imagine that an employee formally sends you a request to receive information about the average wage, overall and by gender, of colleagues in the same position as her/him.

How would you react?

I would provide the information, as soon as it is available for me to share. I think the employee has a right to know. ☐

I cannot provide this information, it would break privacy rules and/or other internal rules ☐

I would feel uncomfortable, and think there is lack of trust coming from the employee ☐

This information is already available in my company ☐

Other (please explain) ☐

Previous

Next

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

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

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

If answered
“women” to
previous question.

Previous

Next

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

Better negotiation skills

☐

Higher productivity (longer hours or more efficient)

☐

More ambition

☐

Higher visibility

☐

Mentorship

☐

Gender discrimination

☐

Other (please specify)

☐

If answered “men”
to previous
question.

Previous

Next

If answered
“same” to previous
question, then
next.

In your company, do men and women get promoted at an equal pace in your opinion?

Women rise much faster than men

☐

Women rise slightly faster than men

☐

Women rise at the same pace as men

☐

Men rise slightly faster than women

☐

Men rise much faster than women

☐

Not sure

☐

Previous

Next

Why are women promoted at a faster rate than men? Please select all that apply.

If answered
“women” to
previous question.

Better negotiation skills

☐

Higher productivity (longer hours or more efficient)

☐

More ambition

☐

Higher visibility

☐

Mentorship

☐

Gender discrimination

☐

Other (please specify)

☐

Why are men promoted at a faster rate than women? Please select all that apply.

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

Previous

Next

If answered "men" to previous question.

If answered "same" to previous question, then next.

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)

☐

What is your gender?

Male

☐

Female

☒

Prefer not to say

☐

What year were you born?

2014



Previous

Next

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

☐

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

☐

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

Upper Management

☐

Middle Management

☐

Junior Management

☐

Administrative Staff

☐

Support Staff

☐

Trained professional

☐

Researcher

☐

Skilled Labourer

☐

Consultant

☐

Temporary Employee

☐

What sector do you work in?

Agriculture, forestry and fishing



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

1-9 employees

☐

10-49 employees

☐

50-249 employees

☐

250+ employees

☐

Previous

Next

Do you currently work in Human Resources (HR) or in a position that involves making staff-related decisions (e.g., hiring)?

Yes

☐

No, I have never worked in such a position

☐

No, but I used to work in such a position

☐

Previous

Next

Have you been part of a similar study before?

Yes



No



Previous

Next

Thank you for participating in this study!

You will receive your full survey incentive (the tokens that you earned as a result of your employees' actions and the tokens that you earned when answering questions) within **two weeks**. The incentives will be paid to you via the Prolific platform.

Submit