

Variable Name	Labels	Values
Respondent_Serial	Unique identifier	
Country	Country	1 Germany 2 Italy
Device	The device used in the latest access of the survey link	1 Laptop/PC 2 Smartphone 3 Tablet 4 SmartTV 5 None of the above
GROUP	GROUP	1 Employer 2 Lender
Treatment	Treatment	1 Treatment 1: deciders make decisions on their own 2 Treatment 2: deciders get recommendations from an "efficient" AI 3 Treatment 3: deciders get recommendations from a "fair" AI
Pool	Pool	1 Pool 1 2 Pool 2
QT1_Order	QT1_Random_Order	
QT2_Order	QT2_Random_Order	
QT3_Order	QT3_Random_Order	
SCR1	In which of the following sectors are you currently working?	1 Human Resources Management 2 Retail Banking 3 IT Services 4 Communications 5 Wholesale and retail trade 6 Manufacturing 7 Construction 8 Transportation 9 Food services 10 Other
resp_age	RespondentAge	
QUOTAGERANGE	RespondentAge	
resp_gender	Are you...?	1 Male 2 Female
GENDER_NonBinary	Are you...?	1 Male 2 Female 3 In another way 4 Prefer not to answer
D3_DE	In which region do you live?	1 Baden-Württemberg 2 Bayern 3 Berlin 4 Brandenburg 5 Bremen 6 Hamburg 7 Hessen 8 Mecklenburg-Vorpommern 9 Niedersachsen 10 Nordrhein-Westfalen 11 Rheinland-Pfalz 12 Saarland 13 Sachsen 14 Sachsen-Anhalt 15 Schleswig-Holstein 16 Thüringen 998 I don't know 999 Prefer not to answer
D3_IT	In which region do you live?	1 Piemonte 2 Valle d'Aosta/Vallée d'Aoste 3 Liguria 4 Lombardia 5 Provincia Autonoma di Bolzano/Bozen 6 Provincia Autonoma di Trento 7 Veneto 8 Friuli-Venezia Giulia 9 Emilia-Romagna 10 Toscana 11 Umbria 12 Marche 13 Lazio 14 Abruzzo 15 Molise 16 Campania 17 Puglia 18 Basilicata 19 Calabria 20 Sicilia 21 Sardegna 998 I don't know 999 Prefer not to answer
Check1_1	What kind of task do employees have to do?	1 Describe images 2 Add up numbers 3 Transcribe a text

Check1_2	How much do you get for each correct sum computed by your employee?	1 4 points 2 5 points 3 100 points
Check1_3	What is the wage you pay the person you hire?	1 4 points 2 100 points 3 The person you hire receives no wage
Check1_4	How much does a job applicant earn if you do not select him or her as an employee?	1 100 points 2 4 points 3 0 points
QTest1	How to make a choice?	1 I want to hire A 2 I want to hire B
QRANK1_1	Please tell us which personal characteristics you think are most important when selecting among job applicants. - Gender	1 High Importance 2 Moderate importance 3 Low importance 4 Irrelevant
QRANK1_2	Please tell us which personal characteristics you think are most important when selecting among job applicants. - Age	1 High Importance 2 Moderate importance 3 Low importance 4 Irrelevant
QRANK1_3	Please tell us which personal characteristics you think are most important when selecting among job applicants. - Nationality	1 High Importance 2 Moderate importance 3 Low importance 4 Irrelevant
QRANK1_4	Please tell us which personal characteristics you think are most important when selecting among job applicants. - Level of education	1 High Importance 2 Moderate importance 3 Low importance 4 Irrelevant
QRank2_Gender	Among variables that you said were of some importance, please now tell us what type of job applicant you would favour when deciding who to hire?	1 Women 2 Men
QRank2_Age	Among variables that you said were of some importance, please now tell us what type of job applicant you would favour when deciding who to hire?	1 18-31 year old 2 32-46 year old 3 47-55 year old 4 56-65 year old

QRank2_Country	Among variables that you said were of some importance, please now tell us what type of job applicant you would favour when deciding who to hire?	1 Germany 2 Italy
QRank2_Education	Among variables that you said were of some importance, please now tell us what type of job applicant you would favour when deciding who to hire?	1 Low 2 Medium 3 High
QT1_1	We show you below the characteristics of two job applicants. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT1_2	We show you below the characteristics of two job applicants. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT1_3	We show you below the characteristics of two job applicants. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT1_4	We show you below the characteristics of two job applicants. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT1_5	We show you below the characteristics of two job applicants. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT1_6	We show you below the characteristics of two job applicants. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT1_7	We show you below the characteristics of two job applicants. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT1_8	We show you below the characteristics of two job applicants. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B

QT1_9	We show you below the characteristics of two job applicants. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT1_10	We show you below the characteristics of two job applicants. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT1_11	We show you below the characteristics of two job applicants. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
Intro13_1	At this point, we would like to know if you have difficulties seeing the gradation of colours from dark green to dark red above.	1 Yes, I have difficulty seeing the gradation of colours above 2 No, I have no problem seeing the gradation of colours above
QCheck2_1	How was the DSS programmed?	1 Based on data about past job applicants and their performance in the summing task 2 Based on hiring decisions by other HR managers
QCheck2_2	Does the DSS discriminate across job applicants based on protected characteristics such as gender or nationality?	1 Yes 2 No
QCheck2_3	Do you have to choose based on the grade given by the DSS?	1 Yes 2 No
QT2_1	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT2_2	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT2_3	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B

QT2_4	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT2_5	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT2_6	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT2_7	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT2_8	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT2_9	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT2_10	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT2_11	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B

QT3_1	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT3_2	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT3_3	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT3_4	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT3_5	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT3_6	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT3_7	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT3_8	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B

QT3_9	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT3_10	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
QT3_11	We now show you how the two job applicants were rated by the DSS. Please now choose your preferred job applicant.	1 I want to hire A 2 I want to hire B
Q1	What do you think this survey was about?	
Q1_translated	What do you think this survey was about?	
Q2	Please explain how you could have made better decisions, and what prevented you from doing so.	
Q2_translated	Please explain how you could have made better decisions, and what prevented you from doing so.	
Q3	What was more important for you?	1 Choose job applicants that are the most likely to perform well 2 2 3 3 4 Making sure that everyone has a fair chance to get selected
Q4	In what way did you try to make decisions?	1 I tried to make rational decisions 2 2 3 3 4 I trusted my instinct more
Q5	What was your priority when making choices?	1 Making fast decisions 2 2 3 3 4 Making correct decisions
Q6	Overall, how confident were you that you made the right choice?	1 Very confident 2 Fairly confident 3 Not very confident 4 Not at all confident 99 I don't know
Q7_1	How would you rate the general attitude and behavior of men and women? - Honesty	1 Men are generally more honest than women 2 Men and women are generally equally honest 3 Women are generally more honest than men

Q7_2	How would you rate the general attitude and behavior of men and women? - Hard-work	1 Men are generally more hard-working than women 2 Men and women are generally equally hard-working 3 Women are generally more hard-working than men
Q7_3	How would you rate the general attitude and behavior of men and women? - Reliability	1 Men are generally more reliable than women 2 Men and women are generally equally reliable 3 Women are generally more reliable than men
Q7_4	How would you rate the general attitude and behavior of men and women? - Performance	1 Men generally perform better than women 2 Men and women generally perform equally well 3 Women generally perform better than men
Q8_1	How would you rate the general attitude and behavior of Germans and Italians? - Honesty	1 Germans are generally more honest than Italians 2 Germans and Italians are generally equally honest 3 Italians are generally more honest than Germans
Q8_2	How would you rate the general attitude and behavior of Germans and Italians? - Hard-work	1 Germans are generally more hard-working than Italians 2 Germans and Italians are generally equally hard-working 3 Italians are generally more hard-working than Germans
Q8_3	How would you rate the general attitude and behavior of Germans and Italians? - Reliability	1 Germans are generally more reliable than Italians 2 Germans and Italians are generally equally reliable 3 Italians are generally more reliable than Germans
Q8_4	How would you rate the general attitude and behavior of Germans and Italians? - Performance	1 Germans generally perform better than Italians 2 Germans and Italians generally perform equally well 3 Italians generally perform better than Germans
Q9	In this survey, do you think it was OK to choose a job applicant based on their gender?	1 No, never 2 No, rarely 3 Yes, sometimes 4 Yes, always
Q10	In this survey, do you think it was OK to choose a job applicant based on their nationality?	1 No, never 2 No, rarely 3 Yes, sometimes 4 Yes, always
Q11	Did you rely on the DSS when making choices?	1 Yes, to a large extent 2 Yes, somewhat 3 No, not really 4 No, not at all
Q12	Did you understand how the DSS graded job applicants?	1 Yes, to a large extent 2 Yes, somewhat 3 No, not really 4 No, not at all
Q13	Was the DSS fair when grading job applicants?	1 Yes, to a large extent 2 Yes, somewhat 3 No, not really 4 No, not at all

Q14	Was the DSS accurate when grading job applicants?	1 Yes, to a large extent 2 Yes, somewhat 3 No, not really 4 No, not at all
Q15	How long have you been working in Human Resources Management?	1 Less than one year 2 Between one and two years 3 Between three and five years 4 More than five years
Q16	In your current position how many employees report to you?	1 In my current position no one reports to me 2 Between 1 and 5 employees 3 Between 6 and 10 employees 4 Between 11 and 20 employees 5 More than 20 employees 98 I don't know
Q17	How large is the company you work in?	1 Less than 10 employees 2 10-49 employees 3 50-249 employees 4 More than 250 employees 98 I don't know
Q18	How often are you dealing with data and statistics in your job?	1 Very often 2 Sometimes 3 Rarely 4 Never
Q19	How often do you use DSS when hiring / lending at your organisation?	1 Very often 2 Often 3 Rarely 4 Never 98 I don't know
Q20	Can you give more details on the type of DSS you use?	
Q20_translated	Can you give more details on the type of DSS you use?	
Q21	Is there diversity in terms of gender, age and ethnicity, disability status, etc... in the workforce at your company?	1 Yes, there is a lot of diversity 2 Yes, there is some diversity 3 No, there is not much diversity 4 No, there is no diversity
Q22	Are there policies in place to ensure diversity in the workforce at your company?	1 Yes 2 No 98 I don't know
Q23	How well does your organization implement its diversity policies?	1 Very well 2 Well 3 Average 4 Badly 5 Very badly 98 I don't know

D4	What is the highest level of school you have completed, or the highest degree you have received?	<p>1 Kein Schulabschluss, ich habe die Schule vor Erreichen des 15. Lebensjahres verlassen 2 Hauptschul-/POS; ohne beruflichen Abschluss 3 Hauptschul-/POS; Anlernausbildung, Berufliches Praktikum 4 Hauptschul-/POS; Berufsvorbereitungsjahr 5 Ohne Schulabschluss; Anlernausbildung; Berufliches Praktikum 6 Ohne Schulabschluss; Berufsvorbereitungsjahr 7 Fachhochschulreife/Hochschulreife; ohne beruflichen Abschluss 8 Realschulabschluss mit Abschluss einer Lehrausbildung/Polytechnische Oberschule Abschluss nach 10 Jahren 9 Berufsqualifizierender Abschluss an Berufsfachschulen/Kollegschen 10 Abschluss einer 1-jährigen Schule des Gesundheitswesens 11 Abschluss des Vorbereitungsdienstes für den mittleren Dienst in der öffentlichen Verwaltung 12 Fachhochschulreife/Hochschulreife und Abschluss einer Lehrausbildung 13 Fachhochschulreife/Hochschulreife und Berufsqualifizierender Abschluss an 14 Berufsfachschulen/Kollegschen, Abschluss einer einjährigen Schule des Gesundheitswesens 15 Fachhochschulreife/Hochschulreife und Abschluss des Vorbereitungsdienstes für den mittleren Dienst in der öffentlichen V 16 Fachhochschulabschluss (auch Ingenieurschulabschluss, Diplom (FH), Bachelor-/Masterabschluss an Fachhochschulen, ohne Ab 17 Hochschulabschluss (Diplom (Universität) und entsprechende Abschlussprüfungen, Künstlerischer Abschluss, Bachelor-/ Maste 18 Meister-/Technikerausbildung oder gleichwertiger Fachschulabschluss, Abschluss einer 2- oder 3- jährigen Schule des Gesu 19 Abschluss einer Verwaltungsfachhochschule (Diplom, Bachelor, Master an Verwaltungsfachhochschulen) 20 Abschluss der Fachschule der ehemaligen DDR 21 Promotion 22 Nessuna scuola 23 Elementare non conclusa 24 Elementare con licenza 25 Media inferiore non conclusa 26 Media inferiore con licenza 27 Media superiore non conclusa 28 Media superiore con diploma 29 Diploma universitario / extra-universitario 30 Università ma senza laurea 31 Laurea di primo livello/laurea triennale 32 Laurea di secondo livello/laurea specialistica 33 Laurea specialistica a ciclo unico 34 Diploma di laurea (vecchio ordinamento) 98 I don't know 99 Prefer not to answer</p>
ISCED	What is the highest level of school you have completed, or the highest degree you have received?	1 Low 2 Middle 3 High

ISCED2	What is the highest level of school you have completed, or the highest degree you have received?	1 Low 2 Middle 3 High
D5	Do you have the German / Italian nationality?	1 Yes 2 No
D6_DE	Could you please indicate your household's monthly income (that is, after income taxes have been paid)?	1 Less than 1299 euro 2 between 1300 and 1749 euro 3 between 1750 and 2199 euro 4 between 2200 and 2849 euro 5 2850 euro or more 98 I don't know 99 Prefer not to answer
D6_IT	Could you please indicate your household's monthly income (that is, after income taxes have been paid)?	1 Less than 849 euro 2 between 850 and 1249 euro 3 between 1250 and 1649 euro 4 between 1650 and 2199 euro 5 2200 euro or more 98 I don't know 99 Prefer not to answer
D7	What social class do you feel you belong to?	1 Working class 2 Middle class 3 Upper class 99 Prefer not to say
QCONSENT_clickedCounter	Clicked counter for QConsent	
Extra_Incentive	Additional amount of euros the respondent will receive (above points * 0.043)	