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APPENDIX D THE QUESTIONNAIRE

This appendix contains a translation of the full questionnaire used in the survey. The Dutch text is translated fairly literally. This does not provide a questionnaire which reads as nicely in English as in Dutch. It does, however, give a good impression of the meaning of the terms used in the questions. As the wording is especially important when asking possibly sensitive questions, such a literal translation is to be preferred.

The survey was held using portable PC's. The poll-takers read the questions to the respondents from screen and typed the answers in immediately. Some questions also contain directions for the poll-takers; these are printed in capitals between < brackets >. For some questions 'showcards' were used in addition to the screen questions. The showcards contain information with respect to the question posed; this enables respondents to both listen to and look at the relevant information. Most showcards are not printed here, as they contain only the possible answers, which are already printed with the question. Exceptions are cards 9 (work force) and A10 (employers' social security contributions; numbers as in questionnaire). These showcards are printed at the end of the questionnaire.

101. Good---, I am --- from research agency Inter/View in Amsterdam. I would like to talk about the way your company selects personnel. For that purpose I would first like to ask some questions about the company itself. In these questions the term 'your company' refers to this establishment. After these general questions I would like to go into the selection of lower skilled personnel. The term lower skilled personnel refers to persons having no more than a junior secondary education.
111. In the first place I would like to ask you whether this company is independent, or a daughter company, or the head office of a larger company?
- 1) independent
 - 2) daughter company
 - 3) head office of a company with other establishments
 - 4) other (SPECIFY)

121. Could you tell me to which economic sector your establishment belongs?
< READ OUT IF NECESSARY >

- 1) agriculture and fishery
- 2) mining
- 3) (manufacturing) industry
- 4) production and distribution of electricity, gas, water etc.
- 5) construction
- 6) trade, hotels, restaurants, cafes and repairs
- 7) traffic, transport and communication
- 8) banking, insurance and commercial services
- 9) other services
- 10) (- don't know -)
- 11) (- no answer -)

Questions 122/129 (further specification) depend on the answer to question 121

141. Since when does this establishment exist?
< THE COMPANY ITSELF MAY EXIST LONGER, BUT THIS QUESTION IS ABOUT THIS ESTABLISHMENT. CHANGES OF NAME ARE NOT IMPORTANT, UNLESS THE ACTIVITY OF THE COMPANY HAS CHANGED CONSIDERABLY >

- | | |
|----------------|----------------------|
| 1) before 1800 | 6) 1961-1970 |
| 2) 1801-1900 | 7) 1971-1980 |
| 3) 1901-1920 | 8) 1981-1985 |
| 4) 1921-1945 | 9) 1986 - now |
| 5) 1946-1960 | 10) really can't say |

142. Can you give a rough indication of the turnover of this establishment over the last year (1988)?

- | | |
|------------------------|-------------------------|
| 1) not over f 100,000 | 9) f 51 - 100 million |
| 2) f 101,000 - 250,000 | 10) f 101 - 500 million |
| 3) f 251,000 - 500,000 | 11) f 501 - 999 million |
| 4) f 501,000 - 999,000 | 12) f 1 - 2 billion |
| 5) f 1 - 5 million | 13) more than 2 billion |
| 6) f 6 - 10 million | 14) can't say |
| 7) f 11 - 25 million | 15) won't say |
| 8) f 26 - 50 million | |

143. How was business for this establishment in your opinion in 1988? Were trading results very satisfactory, satisfactory, moderate or bad?

- 1) very satisfactory
- 2) satisfactory
- 3) moderate
- 4) bad
- 5) won't say
- 6) can't say

144. Has this establishment gained a profit, suffered a loss, or did it just about realize a zero result last year?

- 1) profit
- 2) loss
- 3) zero result ---> GO ON WITH QUESTION 151
- 4) can't say ---> GO ON WITH QUESTION 146, IF QUESTION 111=2
- 5) won't say ---> GO ON WITH 151

145. Can you indicate to which percentage of this establishment's turnover the pre-tax profit or loss amounted?

< ENSURE RESPONDENT THAT RESULTS WILL BE ANONYMOUS >

- 1) 1-5 %
- 2) 6-10 %
- 3) 11-15 %
- 4) 16-20 %
- 5) 21-25 %
- 6) more than 25 %
- 7) can't say ---> GO ON WITH QUESTION 146, IF QUESTION 111=2
- 8) won't say ---> GO ON WITH QUESTION 146, IF QUESTION 111=2

Go on with question 151

146. Can you tell me whether THE COMPANY AS A WHOLE has last year gained a profit, suffered a loss, or just about realized a zero result?

< NET PROFIT OR LOSS, BEFORE TAXES >

- 1) profit
- 2) loss
- 3) zero result ---> GO ON WITH QUESTION 151
- 4) can't say ---> GO ON WITH QUESTION 151
- 5) won't say ---> GO ON WITH QUESTION 151

147. Can you indicate to which percentage of THE WHOLE COMPANY's turnover this pre-tax profit or loss amounted?

< ENSURE RESPONDENT THAT RESULTS WILL BE ANONYMOUS >

- | | |
|------------|-------------------|
| 1) 1-5 % | 5) 21-25 % |
| 2) 6-10 % | 6) more than 25 % |
| 3) 11-15 % | 7) can't say |
| 4) 16-20 % | 8) won't say |

151. I would now like to ask some questions about the composition of this establishment's work force. This card gives a description of the data I would like to determine.

In the first place I would like to know how many MEN work in your company on a FULL-TIME basis, meaning more than 32 hours per week?

< TEMPORARY WORKERS ARE EXCLUDED IN QUESTIONS 151-158 >

< TYPE ABSOLUTE NUMBER >

< HAND OVER CARD 9 >

Question 152 only if question 151 = 'don't know'

152. Can you estimate which percentage of the work force consists of men working full-time?

< TYPE PERCENTAGE; NOT HIGHER THAN --- >

153. And how many MEN work PART-TIME in this establishment?
< 32 HOURS OR LESS >
< TYPE ABSOLUTE NUMBER >

Question 154 only if question 153 = 'don't know'

154. Can you estimate which percentage of the work force consists of males working part-time?
< TYPE PERCENTAGE; NOT HIGHER THAN --- >

753. How many hours do the PART-TIME working MEN in this establishment work on average?
< TYPE AVERAGE NUMBER OF HOURS; MAXIMUM IS 32 HOURS >

155. And how many WOMEN work in your company on a FULL-TIME basis, meaning more than 32 hours per week?
< TYPE ABSOLUTE NUMBER >

Question 156 only if question 155 = 'don't know'

156. Can you estimate which percentage of the work force consists of WOMEN working FULL-TIME?
< TYPE PERCENTAGE; NOT HIGHER THAN --- >

157. And how many WOMEN work PART-TIME in this establishment?
< 32 HOURS OR LESS >
< TYPE ABSOLUTE NUMBER >

Question 158 only if question 157 = 'don't know'

158. Can you estimate which percentage of the work force consists of WOMEN working PART-TIME?
< TYPE PERCENTAGE; NOT HIGHER THAN --- >

757. How many hours do the PART-TIME working WOMEN in this establishment work on average?
< TYPE AVERAGE NUMBER OF HOURS; MAXIMUM IS 32 HOURS >

171. So this establishment has in total about --- employees, is that right?

- 1) yes ---> GO ON WITH QUESTION 181
2) no

Go on with question 174 if question 171 = 'don't know'

172. In that case I would like to go through the list once again.
< YOU'LL COME BACK AFTER THIS >
Back to 151

Question 173 only if question 151 or 153 or 155 or 157 = 'don't know'

173. Can you indicate the TOTAL NUMBER of people working in this establishment, full-timers and part-timers together?
< INSIST ON AN ESTIMATE >

Go on with question 181 unless question 173 = 'don't know'

174. Can you say to which size class the work force belongs? I will mention a few classes.

- | | |
|---------------------|-----------------------------|
| 1) 1-5 employees | 6) 101-250 employees |
| 2) 6-10 employees | 7) 251-500 employees |
| 3) 11-20 employees | 8) 501-1000 employees |
| 4) 21-50 employees | 9) more than 1000 employees |
| 5) 51-100 employees | 10) really can't say |

181. Approximately how many employees (in this establishment) are younger than 25?

< TYPE ABSOLUTE NUMBER >

< TOTAL NUMBER OF EMPLOYEES IN THIS ESTABLISHMENT = --- ! >

Question 182 only if question 181 = 'don't know'

182. Can you give a percentage?

< TYPE PERCENTAGE; NOT HIGHER THAN --- >

183. Approximately how many employees (in this establishment) are older than 40?

< TYPE ABSOLUTE NUMBER; NOT HIGHER THAN --- >

Question 184 only if question 183 = 'don't know'

184. Can you give a percentage?

< TYPE PERCENTAGE; NOT HIGHER THAN --- >

185. Approximately how many employees (in this establishment) belong to ethnic minorities, such as Surinams, Antilleans, Turks and Moroccans?

< TYPE NUMBER; NOT HIGHER THAN --- >

Question 186 only if question 185 = 'don't know'

186. Can you give a percentage?

< TYPE PERCENTAGE; NOT HIGHER THAN 100 >

201. Approximately how many employees (in this establishment) have no more than a junior secondary education?

< TYPE NUMBER; NOT HIGHER THAN --- >

Question 202 only if question 201 = 'don't know'

202. Can you give a percentage?

< TYPE PERCENTAGE; NOT HIGHER THAN --- >

203. Approximately how many employees (in this establishment) have completed higher vocational education or university?

< TYPE NUMBER; NOT HIGHER THAN --- >

Question 204 only if question 203 = 'don't know'

204. Can you give a percentage?

< TYPE PERCENTAGE; NOT HIGHER THAN --- >

211. How many vacancies are there at the moment?

< TYPE NUMBER >

Go on with question 213 if question 211 = 0 or 'don't know'

212. How many of these vacancies would you describe as lower skilled, meaning at most requiring junior secondary education?
213. Do you expect the work force will increase, diminish or stay the same in the next 12 months?
- 1) increase
 - 2) stay the same
 - 3) diminish
 - 4) don't know/can't say ---> GO ON WITH QUESTION 221
214. Does this also go for lower skilled personnel? Will the number of lower skilled employees increase, stay the same, or diminish in the next 12 months?
- 1) increase
 - 2) stay the same
 - 3) diminish
 - 4) don't know/can't say
221. I would now like to go into the staffing policy of your company:
- Is there an established yearly personnel budget?
- 1) yes
 - 2) no ---> GO ON WITH QUESTION 223
 - 3) don't know
222. Is this budget binding or is it possible to depart from it?
- 1) binding
 - 2) departures are possible
223. How do these things go? Can you say some more about that?
< TYPE ANSWER LITERALLY >
224. To what extent are you involved in personnel selection? Could you name the number which corresponds closest to your situation?
< SHOW CARD 27 >
- 1) you are fully independent in selecting personnel
 - 2) you have a definite say in the choice of personnel
 - 3) you choose in cooperation with others
 - 4) you do not have much say in the selection of personnel
 - 5) other (SPECIFY)
 - 6) don't know/no answer
231. I would now like to ask some questions about vacancies for lower skilled workers in your company. This means vacancies for which no more than junior secondary education is required.
- Can you recall a recent filling of a vacancy in your company? Please think very well. If you recall many vacancies filled, please concentrate on the most recently filled vacancy while answering the next questions.
- Do you recall the most recently filled vacancy for lower skilled personnel in your company?
- 1) yes ---> GO ON WITH QUESTION 235
 - 2) no

232. Is there such a (lower skilled) vacancy open at present?
- 1) yes ---> GO ON WITH QUESTION 235
 - 2) no
233. Will there be such a vacancy in the nearby future?
- 1) yes ---> GO ON WITH QUESTION 235
 - 2) no
234. Then try to imagine such a vacancy.
235. What is the name of this position, what kind of position are you thinking of?
< TYPE TEXT >
238. "How would you classify the TYPE of job"?
< READ OUT ANSWERS IF NEEDED >
- 1) commercial
 - 2) clerical
 - 3) technical
 - 4) caring
 - 5) primarily physical
239. Is there a minimum level of education required for this vacancy?
< FOR FOREIGN EDUCATIONS AN EQUIVALENT LEVEL IS NEEDED >
< READ OUT ANSWERS IF NEEDED >
- 1) no, none
 - 2) yes, a few years of primary education
 - 3) yes, only a primary education
 - 4) yes, only a junior secondary vocational education (Dutch names: LTS, LEAO, Huis-houdschool)
 - 5) yes, junior secondary general education (MAVO, MULO, ULO, 3 years HBS)
 - 6) yes, senior secondary vocational education (MTS, MEAO^o, Politie school, Verpl.)
 - 7) yes, senior secondary general education (HAVO, VWO, HBS, MMS, Ath.Gymn.)
240. Are there any other diploma's or skills required, such as a driver's license, a typing diploma or something else?
- 1) no
 - 2) yes, driver's license
 - 3) yes, typing diploma
 - 4) yes, something else (SPECIFY)
241. What is the prevailing gross monthly wage for such a position in your company?
< CONVERT WEEKLY WAGES TO MONTHLY WAGES IF NEEDED >
< THE MAXIMUM NUMBER TO TYPE IS 8000 >
- Question 242/243 only if question 231 = 1
242. How long has this vacancy been open?
- | | |
|-----------------------|-------------------------|
| 1) less than a week | 4) 2 - 3 months |
| 2) 1 to 2 weeks | 5) 4 - 6 months |
| 3) 3 weeks to 1 month | 6) longer than 6 months |

243. How long ago did the employee in question enter into employment?

- | | |
|-----------------------|-------------------------|
| 1) less than a week | 5) 4 - 6 months |
| 2) 1 to 2 weeks | 6) 7 - 12 months |
| 3) 3 weeks to 1 month | 7) more than 1 year ago |
| 4) 2 - 3 months | |

501. You have just sketched a lower skilled job. To find out which factors are important in filling vacancies, we want to go more deeply into a number of these factors.

While answering, could you think of the situation as it was or is in the case of the vacancy you sketched?

The position was:

Name of the position :---
Required education level :---
Gross monthly wage :---

502. In the first place I would like to ask you to have a look at the following card. Can you indicate which categories are not acceptable for filling this vacancy?

< SHOW CARD A1 >

- | | |
|-----------------|-----------------------|
| 1) 18 years old | 6) 43 years old |
| 2) 23 years old | 7) 48 years old |
| 3) 28 years old | 8) 53 years old |
| 4) 33 years old | 9) All are acceptable |
| 5) 38 years old | |

503. And if you had to choose a category, which one would you prefer?

< IF RESPONDENT REALLY CAN'T CHOOSE: 'Don't know' >

- | | |
|-----------------|-----------------|
| 1) 18 years old | 5) 38 years old |
| 2) 23 years old | 6) 43 years old |
| 3) 28 years old | 7) 48 years old |
| 4) 33 years old | 8) 53 years old |

504. Now for the next card (A2), containing different levels of education.

Can you indicate which categories are not acceptable for filling this vacancy?

< SHOW CARD A2 >

- 1) No education
- 2) Primary education, no completed secondary education
- 3) MAVO (completed with diploma) (junior secondary general)
- 4) 3 years of HAVO/VWO (same)
- 5) LBO (not LTS-C) (junior secondary vocational, not technical at the highest level)
- 6) LTS-C (junior secondary vocational, technical at the highest level)
- 7) MBO (completed with diploma) (senior secondary vocational)
- 8) Apprentice system (completed with professional diploma)
- 9) HAVO/VWO (completed with diploma) (senior secondary general)
- 10) All are acceptable

505. And if you had to choose a category, which one would you prefer?
 < IF RESPONDENT REALLY CAN'T CHOOSE: 'Don't know' >
- 1) No education
 - 2) Primary education, no completed secondary education
 - 3) MAVO (completed with diploma) (junior secondary general)
 - 4) 3 years of HAVO/VWO (same)
 - 5) LBO (not LTS-C) (junior secondary vocational, not technical at the highest level)
 - 6) LTS-C (junior secondary vocational, technical at the highest level)
 - 7) MBO (completed with diploma) (senior secondary vocational)
 - 8) Apprentice system (completed with professional diploma)
 - 9) HAVO/VWO (completed with diploma) (senior secondary general)

506. Now for card A3: Command of Dutch language.
 Can you indicate which categories are not acceptable for filling this vacancy?
 < SHOW CARD A3 >

- 1) Good command of the Dutch language
- 2) Adequate command of the Dutch language
- 3) Limited command of the Dutch language
- 4) All are acceptable

507. And if you had to choose a category, which one would you prefer?
 < IF RESPONDENT REALLY CAN'T CHOOSE: 'Don't know' >

- 1) Good command of the Dutch language
- 2) Adequate command of the Dutch language
- 3) Limited command of the Dutch language

508. Card A4: Travelling time to place of work.
 Can you indicate which categories are not acceptable for filling this vacancy?
 < SHOW CARD A4 >

- | | |
|---------------|----------------------------|
| 1) 15 minutes | 5) one hour and 15 minutes |
| 2) 30 minutes | 6) one hour and a half |
| 3) 45 minutes | 7) all are acceptable |
| 4) one hour | |

509. And if you had to choose a category, which one would you prefer?
 < IF RESPONDENT REALLY CAN'T CHOOSE: 'Don't know' >

- | | |
|---------------|----------------------------|
| 1) 15 minutes | 4) one hour |
| 2) 30 minutes | 5) one hour and 15 minutes |
| 3) 45 minutes | 6) one hour and a half |

510. Card A5: Gender.

Can you indicate which categories are not acceptable for filling this vacancy?
 < SHOW CARD A5 >

- 1) Man
- 2) Woman
- 3) Both are acceptable

511. And if you had to choose a category, which one would you prefer?
< IF RESPONDENT REALLY CAN'T CHOOSE: 'Don't know' >

- 1) Man
- 2) Woman

512. Card A6: Current status of the applicant.

Can you indicate which categories are not acceptable for filling this vacancy?
< SHOW CARD A6 >

- 1) still in education
- 2) unemployed for less than a month
- 3) unemployed for three months
- 4) unemployed for six months
- 5) unemployed for 1 year
- 6) unemployed for more than 2 years
- 7) more than five years spent in own household
- 8) all are acceptable

513. And if you had to choose a category, which one would you prefer?
< IF RESPONDENT REALLY CAN'T CHOOSE: 'Don't know' >

- 1) still in education
- 2) unemployed for less than a month
- 3) unemployed for three months
- 4) unemployed for six months
- 5) unemployed for 1 year
- 6) unemployed for more than 2 years
- 7) more than five years spent in own household

514. Card A7: Availability.

Can you indicate which categories are not acceptable for filling this vacancy?
< SHOW CARD A7 >

- 1) Full-time, work in shifts or irregular working hours no problem
- 2) Full-time, during standard working hours only
- 3) Part-time, work in shifts or irregular working hours no problem
- 4) Part-time, during standard working hours only
- 5) All are acceptable

515. And if you had to choose a category, which one would you prefer?
< IF RESPONDENT REALLY CAN'T CHOOSE: 'Don't know' >

- 1) Full-time, work in shifts or irregular working hours no problem
- 2) Full-time, during standard working hours only
- 3) Part-time, work in shifts or irregular working hours no problem
- 4) Part-time, during standard working hours only
- 5) All are acceptable

516. Card A8: Health.
Can you indicate which categories are not acceptable for filling this vacancy?
< SHOW CARD A8 >

- 1) Healthy
- 2) Slightly increased probability of sick leave
- 3) Both are acceptable

517. And if you had to choose a category, which one would you prefer?
< IF RESPONDENT REALLY CAN'T CHOOSE: 'Don't know' >

- 1) Healthy
- 2) Slightly increased probability of sick leave

518. Card A9: Work experience.

Can you indicate which categories are not acceptable for filling this vacancy?
< SHOW CARD A9 >

- 1) Experience in similar work
- 2) Experience in other work
- 3) No work experience
- 4) All are acceptable

519. And if you had to choose a category, which one would you prefer?
< IF RESPONDENT REALLY CAN'T CHOOSE: 'Don't know' >

- 1) Experience in similar work
- 2) Experience in other work
- 3) No work experience

520. Card A10: Employer's social security contributions

Can you indicate which categories are not acceptable for filling this vacancy?
< SHOW CARD A10 >

- 1) *f* 300 INCREASE of monthly contributions through a GENERAL legal measure
- 2) CONSTANT contributions
- 3) *f* 300 REDUCTION of monthly contributions through a GENERAL legal measure
- 4) *f* 300 REDUCTION of monthly contributions through a SPECIFIC legal measure
- 5) *f* 600 REDUCTION of monthly contributions through a GENERAL legal measure
- 6) *f* 600 REDUCTION of monthly contributions through a SPECIFIC legal measure
- 7) All are acceptable

521. And if you had to choose a category, which one would you prefer?
< IF RESPONDENT REALLY CAN'T CHOOSE: 'Don't know' >

- 1) *f* 300 INCREASE of monthly contributions through a GENERAL legal measure
- 2) CONSTANT contributions
- 3) *f* 300 REDUCTION of monthly contributions through a GENERAL legal measure
- 4) *f* 300 REDUCTION of monthly contributions through a SPECIFIC legal measure
- 5) *f* 600 REDUCTION of monthly contributions through a GENERAL legal measure
- 6) *f* 600 REDUCTION of monthly contributions through a SPECIFIC legal measure

522. Card A11: Origin.

Can you indicate which categories are not acceptable for filling this vacancy?
< SHOW CARD A11 >

- 1) Netherlands
- 2) Turkey
- 3) Morocco
- 4) Surinam
- 5) Southern Europe (Italy, Greece, Spain)
- 6) Far East
- 7) All are acceptable

523. And if you had to choose a category, which one would you prefer?

< IF RESPONDENT REALLY CAN'T CHOOSE: 'Don't know' >

- 1) Netherlands
- 2) Turkey
- 3) Morocco
- 4) Surinam
- 5) Southern Europe (Italy, Greece, Spain)
- 6) Far East

524. Card A12: Family situation.

Can you indicate which categories are not acceptable for filling this vacancy?
< SHOW CARD A12 >

- 1) Living alone
- 2) Married (living together), no children, breadwinner
- 3) Married (living together), no children, no breadwinner
- 4) Married (living together), two young children, breadwinner
- 5) Married (living together), two young children, no breadwinner
- 6) Single parent of two young children
- 7) All are acceptable

525. And if you had to choose a category, which one would you prefer?

< IF RESPONDENT REALLY CAN'T CHOOSE: 'Don't know' >

- 1) Living alone
- 2) Married (living together), no children, breadwinner
- 3) Married (living together), no children, no breadwinner
- 4) Married (living together), two young children, breadwinner
- 5) Married (living together), two young children, no breadwinner
- 6) Single parent of two young children

526. Can you indicate what is most important while judging an applicant for the vacancy you sketched?

< SHOW CARD A13 > < INSIST ON A CHOICE >

- | | |
|-------------------------------------|--|
| 1) Age | 7) Availability |
| 2) Level of education | 8) Health |
| 3) Command of language | 9) Work experience |
| 4) Travelling time to place of work | 10) Employer's social security contributions |
| 5) Gender | 11) Origin |
| 6) Current status | 12) Family situation |

Go on with question 537 if 'don't know'

527. And what comes next, what is the second most important?
< IF RESPONDENT HAS TROUBLE CHOOSING BETWEEN LESS IMPORTANT FACTORS, INSIST ON A - POSSIBLY ARBITRARY - CHOICE >

- | | |
|-------------------------------------|--|
| 1) Age | 7) Availability |
| 2) Level of education | 8) Health |
| 3) Command of language | 9) Work experience |
| 4) Travelling time to place of work | 10) Employer's social security contributions |
| 5) Gender | 11) Origin |
| 6) Current status | 12) Family situation |

Go on with question 537 if 'don't know', same for questions 528 to 536

539. POLL-TAKER, NOW TAKE THE SET OF PROFILES WITH
====> COLOR ---
AND
====> NUMBER ---
AND GIVE IT TO THE RESPONDENT

The profiles mentioned in each of questions 540/557 do not return in the subsequent question

540. I have here 18 profiles of possible applicants for the vacancy.
Would you look at them well and put them in order of attractiveness?
< INSIST ON A FULL RANKING!! >
< TYPE THE MOST ATTRACTIVE ONE FOR THIS QUESTION, THE SECOND MOST ATTRACTIVE ONE FOR THE NEXT QUESTION, ETC., ETC >

- | | | | | |
|--------------|--------------|----------------|----------------|----------------|
| 1) Profile 1 | 5) Profile 5 | 9) Profile 9 | 13) Profile 13 | 17) Profile 17 |
| 2) Profile 2 | 6) Profile 6 | 10) Profile 10 | 14) Profile 14 | 18) Profile 18 |
| 3) Profile 3 | 7) Profile 7 | 11) Profile 11 | 15) Profile 15 | |
| 4) Profile 4 | 8) Profile 8 | 12) Profile 12 | 16) Profile 16 | |

541. And which applicant is most attractive after that?
< INSIST ON A FULL RANKING!! >
< SECOND CHOICE >

- | | | | | |
|--------------|--------------|----------------|----------------|----------------|
| 1) Profile 1 | 5) Profile 5 | 9) Profile 9 | 13) Profile 13 | 17) Profile 17 |
| 2) Profile 2 | 6) Profile 6 | 10) Profile 10 | 14) Profile 14 | 18) Profile 18 |
| 3) Profile 3 | 7) Profile 7 | 11) Profile 11 | 15) Profile 15 | |
| 4) Profile 4 | 8) Profile 8 | 12) Profile 12 | 16) Profile 16 | |

Question 542 through 557, the same

560. Finally, can you tell me which SCORE OF ATTRACTIVENESS you would attach to the profiles. Your most preferred profile (being ---) has a score of a 100 by definition. You can assign scores from 0 to 99 to the next profiles, provided that each next score should be LOWER than the last one.
< RESPONDENT MUST GIVE A SCORE, 'Don't know' IS NOT ALLOWED, SO INSIST ON AN ANSWER >

After a 0 in question 561/577 go on with question 580

561. Which score would you give to --- (second choice)?
< TYPE A SCORE LOWER THAN 100 >

Question 562 through 577, the same

580. You have ranked the 18 profiles in order of preference. Maybe not every applicant described in the profiles has a real chance of being hired by you. Could you give the rank of the profile you think would be the last to have a real chance of being hired?

- | | |
|-------------------------------|-------------------------------|
| 1) only 1st choice(---) | 11) 1st thr. 11th choice(---) |
| 2) 1st thr. 2nd choice(---) | 12) 1st thr. 12th choice(---) |
| 3) 1st thr. 3rd choice(---) | 13) 1st thr. 13th choice(---) |
| 4) 1st thr. 4th choice(---) | 14) 1st thr. 14th choice(---) |
| 5) 1st thr. 5th choice(---) | 15) 1st thr. 15th choice(---) |
| 6) 1st thr. 6th choice(---) | 16) 1st thr. 16th choice(---) |
| 7) 1st thr. 7th choice(---) | 17) 1st thr. 17th choice(---) |
| 8) 1st thr. 8th choice(---) | 18) 1st thr. 18th choice(---) |
| 9) 1st thr. 9th choice(---) | so everybody |
| 10) 1st thr. 10th choice ---) | 19) none |

301. About how many employees (in this establishment) earn approximately the gross monthly wage of *f* --- you mentioned?
< TYPE NUMBER; NOT HIGHER THAN --- >

Question 302 only if question 301 = 'don't know'

302. Can you give a percentage?
< TYPE PERCENTAGE; NOT HIGHER THAN 100 >

303. Was there ever an employee hired in this establishment for whom a wage cost subsidy was received? < IF 'YES' > Did this happen more often, or only a few times? >

- 1) yes, often
- 2) yes, a few times
- 3) no, never

Go to question 306 if question 303 = 3 or 'don't know'

304. How were your experiences with that in general, were they:
< READ OUT >

- 1) favorable
- 2) neutral (favorable and unfavorable experiences)
- 3) unfavorable

305. Did the initiative to use a subsidy scheme come from the Public Employment Service, the employer, or the employee?
- 1) Public Employment Service
 - 2) employer
 - 3) employee
 - 4) other (SPECIFY)
306. Are there ever trainees present in your company, for example through the apprentice system?
< IF 'YES' > Often, or only a few times? >
- 1) yes, often
 - 2) yes, a few times
 - 3) no, never
- Go on with question 309 if question 306 = 3 or 'don't know'
307. How were your experiences with that in general, were they:
- 1) favorable
 - 2) neutral (favorable and unfavorable experiences)
 - 3) unfavorable
308. Did the initiative to hire trainees come from the Public Employment Service, the employer, the trainee or the training institute?
< MORE THAN ONE ANSWER POSSIBLE >
- 1) Public Employment Service
 - 2) employer
 - 3) employee
 - 4) training institute
 - 5) other (SPECIFY)
309. Suppose that a drastic reduction of employer's social security contributions for wages close to the minimum wage would result from a general measure, or even that no contributions were to be paid at all, WHILE NET WAGES WOULD REMAIN THE SAME. Do you think this would result in a greater number of jobs in your company?
- 1) yes, definitely
 - 2) yes, I think so
 - 3) no, I think not ---> GO ON WITH QUESTION 313
 - 4) no, definitely not ---> GO ON WITH QUESTION 313
 - 5) I can't say, it depends on other things ---> GO ON WITH QUESTION 313
310. How many jobs would this create in your company (establishment)?
< TYPE NUMBER >
311. What would you consider a substantial reduction of employer's contributions, an amount from which you would expect a clear positive effect on employment in your company?
< INSIST ON AN ESTIMATE; TYPE AMOUNT IN GULDERS >

312. What kind of jobs would these be?
< MORE THAN ONE ANSWER POSSIBLE >
- 1) commercial
 - 2) clerical
 - 3) technical
 - 4) caring
 - 5) primarily physical
 - 6) other (SPECIFY)
313. Are there any specific tasks in your establishment requiring little or no education which are presently NOT being carried out, but which WOULD be carried out if the minimum wage were considerably lower?
- 1) yes, definitely
 - 2) yes, I think so
 - 3) no, I think not ---> GO ON WITH QUESTION 316
 - 4) no, definitely not ---> GO ON WITH QUESTION 316
 - 5) I can't say, it depends on other things ---> GO ON WITH QUESTION 316
314. What would you regard as a substantially reduced minimum wage, what gross monthly salary should I think of in this respect?
< TYPE AMOUNT IN GUILDERS >
315. What kind of activities would this concern, could you say some more about that?
< TYPE ANSWER BRIEFLY >
< TYPE ANSWER LITERALLY >
316. Suppose now that through a general measure the MINIMUM WAGE ITSELF would be reduced drastically, meaning also the NET wage. Do you think this would result in more people being hired in your company?
- 1) yes, definitely
 - 2) yes, I think so
 - 3) no, I think not
 - 4) no, definitely not
 - 5) I can't say, it depends on other things
401. To finish the interview I would like to ask some questions about yourself.
May I ask for your age?
- | | |
|----------------------|-----------------------|
| 1) younger than 20 | 6) 40 - 44 years old |
| 2) 20 - 24 years old | 7) 45 - 49 years old |
| 3) 25 - 29 years old | 8) 50 - 54 years old |
| 4) 30 - 34 years old | 9) 55 - 59 years old |
| 5) 35 - 39 years old | 10) 60 years or older |
402. What is your highest educational degree?
- 1) university/college
 - 2) vocational college (HTS, HEAO, Sociale Academie)
 - 3) senior secondary general (HAVO, VWO, HBS, Ath., Gymn.)
 - 4) senior secondary vocational (MTS, MEAO, Politie school, Verpleegster)
 - 5) junior secondary general (MAVO, MULO, ULO, 3 years HBS)
 - 6) junior secondary vocational (LTS, LEAO, Huishoudschool)
 - 7) only primary education

403. What is your position?
- 1) personnel manager
 - 2) personnel worker
 - 3) general manager
 - 4) other (SPECIFY)
404. For how many years have you worked in this position at this company?
< TYPE NUMBER OF YEARS; LESS THAN 6 MONTHS = 0 YEARS >
405. For how many years have you worked at this company?
< TYPE NUMBER OF YEARS; LESS THAN 6 MONTHS = 0 YEARS >
- Question 410/411 only if answer to question 404 = answer to question 405
410. Did you work in a similar position elsewhere, before you came here?
- 1) yes
 - 2) no ---> GO ON WITH QUESTION 406
411. How many years did you work in that similar position elsewhere?
< TYPE NUMBER OF YEARS >
406. < TYPE GENDER WITHOUT ASKING >
- 1) man
 - 2) woman
407. < ASK IN CASE OF DOUBT > What is your native country?
- 1) Netherlands
 - 2) other country
998. That was my last question. Many thanks for your cooperation, and have a nice day.